

**Evaluation of ADVANCE Institutional Transformation Program  
Case Study Site Visit**

**Interview with Vice President or Provost  
(30-45 minutes)**

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Name of interviewee:

Title of interviewee:

Institution:

Date of Interview:

Interviewer:

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***Note to interviewer: use probes selectively and as needed***

**A. Background Information**

1. How long have you been (title) at this institution?
2. How long have you worked at this institution?
3. Where were you before coming here? In what position?

**B. Knowledge of and Involvement with ADVANCE**

4. How familiar are you with the ADVANCE project on your campus?  
[Probe: Do you know how and why the project was established here?  
Were you involved in the effort to establish ADVANCE on this campus?]
5. What, in your opinion were the project's goals?  
How did these goals relate to the institution's goals and philosophy?
6. At the time of ADVANCE funding, had your institution undertaken similar or related efforts? What was status of gender equity efforts in the institution at the time of funding? Would you say that (1) your institution was among the most advanced in pursuing gender equity? (2) that it had initiated a few gender equity projects but was not fully committed? (3) or that starting your ADVANCE project was like starting from zero? ***Have interviewee assign a rating to gender equity status of institution.***
7. a. In what ways did you interact with the project?  
[Probe: Did PI report to you? Were you on the advisory board?]  
b. How involved were you with the project?

**C. Support for and Institutionalization of ADVANCE**

8. What aspects (components) of the ADVANCE program have been institutionalized at your university? [Interviewer: have list handy]
9. Why do you think these have been institutionalized?  
[Probe: What are factors or circumstances that have led to their institutionalization?]  
Why do you think other components have not been institutionalized?  
[Probe: What factors have hindered institutionalization?]
10. In what ways are you involved in the institutionalized components of ADVANCE?
11. a. What type of institutional support is currently provided to ADVANCE components or activities? [Probe: In-kind and/or budgeted \$.]

- b. Is there a long-term commitment to provide that support?
12. To your knowledge, has the implementation of ADVANCE resulted in changes in policies or practices at the institutional or departmental levels? If so, what have these been?
  13. Has the climate of the institution or the STEM departments become more gender-friendly? (**Probe:** Are group interactions different? Has the language used by the institution/ departments become more sensitive to gender issues? Do the topics that dominate campus conversations reflect greater awareness of gender issues? Are new stakeholders participating in institutional discourse? Have relations with key stakeholders changed to reflect more support for gender equity?)
  14. Has the institutional or departmental budget been reallocated in ways that support improved gender equity for faculty in S&E? Was this due to ADVANCE?
  15. Have new institutional or departmental structures been created to support gender equity for S&E faculty? Was this due to ADVANCE?
  16. Have decision-making structures changed to support improved gender equity for S&E faculty? Was this due to ADVANCE?
  17. In your opinion, has ADVANCE been beneficial to the institution? If so, what have been its greatest contributions? (**Probe:** Who among faculty have been the primary beneficiaries of ADVANCE?)  
If not, what have been the main drawbacks?