



Qualitative Interviews: Methods (cont.)

- **Procedures:**
 - All interviews recorded/transcribed and conducted between 6/04-present by myself, an undergraduate assistant and/or a research assistant at the ADVANCE office in person or on the phone
 - Transcribed interviews entered into NVIVO for analysis

Qualitative Interviews: Preliminary Results

- Women identified multiple techniques to navigate the University system as a dual career partner. 2nd hire referred to the time before securing a permanent position as "hustling." Another 2nd hire referred to the "good ole-boy network" or the informal system in which her husband and department administrators found her a secure position.
- In terms of 1st hires and how they negotiate for their partner, all women noted that they did not bring up dual career issues due to either naïveté or fear of discrimination. This seems to be consistent across time.
- Women did not see the dual career issue in isolation from other work/family related concerns (e.g., child care) and in isolation from larger climate issues regarding women faculty (e.g., mentoring).
- Many 1st hires stressed the importance of the dignity of their partners to express either helplessness or cynicism. This is compared to female administrator who saw the potential in hiring dual career couples.
- Male Chair in STEM field: "in my experience it has been tricky to find trailing husbands a position because one has to accommodate a less qualified spouse."
- Male Chair in STEM field: "convinces graduate students to fall in love with someone outside their field who can create their own job"
- Female Chair in NONSTEM field: "Searches from one department can lead to exciting opportunities for other departments."
- False divisions based on perceptions in the department (e.g., new faculty versus older faculty, both academic couples vs only one academic couple, whether or not children are brought to work, graduate students and per course instructors)

Triangulation with . . .

- Quantitative and Qualitative data
 - many recognize that the dual career issue is a recruitment and retention issue
 - satisfaction does seem to vary by gender
 - many suggested that all faculty and staff should have access to dual career assistance without having to ask
- Focus group results
 - "lone scholar" and "lone couple"
 - importance of mentoring
 - "good ole boy network"
 - men worried about "lowering standard"
- Pro-Change results
 - male perception that we are doing everything we can

Policy: How to . . .

- Identify collaborative groups on campus
- Identify key committee members
- Research best practices → draft policy & philosophical framework
- Identify responsible office or person
- Obtain agreement from Deans → present to Administration
- HR and AA support
- Faculty Senate support