

Dual Career Interview Protocol For Department Chairs

Explain that this is a structured interview that will last approximately 20-40 minutes, depending on how questions are answered. Explain that some questions may seem redundant, but that every question is important to the overall analysis of the responses. Explain that you will be attempting to write everything down verbatim, so you may have to ask him/her to slow down or repeat. Explain that this data will be used to develop important guidelines concerning dual career hires at URI and that the information s/he provides is considered an essential component of these guidelines. Explain that you will be interviewing several chairs throughout the university. Assure respondent that their answers will be anonymous and that their responses will be pooled and analyzed collectively.

1. First, we'd like to ask you a few demographic details:
 - Department:
 - Gender:
 - Age:
 - Current position:
 - #Children and ages of children:
 - Relationship status:
 - Partner's employment:
2. We're interested in learning about policies and practices related to hiring dual earner couples who work at the University of Rhode Island. First, could you please describe your position and your role in departmental hiring negotiations?
3. In your experience, **how much** of a concern is there about finding jobs at URI for dual earner couples?
 - For the couples themselves
 - For your specific department
 - For the university at large
4. Please describe your understanding how concern over accommodating dual earner couples has **affected** your department.
5. In your experience, how much do dual earner issues factor into the decision of potential hires to come to URI?
6. What steps, if any, has your department already taken in order to address dual earner couple concerns?
7. Now, we'd like you to think about some of the issues that are negotiated with new/potential hires. What is usually entailed in this negotiation process?

Probes:

 - Who is involved in the negotiation?
 - Who, if anyone brings up work/family issues in general?
 - Who, if anyone, brings up dual career issues specifically?
 - Do you find that new hires often initiate questions about finding employment for spouses or partners? Tell me a bit about this process and how these concerns get discussed? Is there anyone in the department that aids in helping couples find work?

- Does your department provide any information about employment for partners of new hires? If so, what type of information is available?
8. How satisfied or dissatisfied do you feel with most negotiation processes?
 9. How do you think that the manner in which URI and your department have responded to spouses/partners with dual career concerns have influenced how potential hires **feel** about coming to URI?
 10. Do you hear of couples that have considered leaving URI in order to improve career opportunities?
 - More specifically, has anyone in your department left due to dual earner issues. If so, briefly describe these circumstances.
 11. Research has demonstrated that dual earner couples often receive reduced consideration in faculty searches due to added complications in accommodating both partners. Do you feel this is sometimes true in your department and/or at URI?
 12. What suggestions might you have for URI with regard to improving circumstances for dual career couples?
 13. ADVANCE will be developing some "best practices" to share with URI with regard to hiring dual-earner couples. We're interested in any and all suggestions that you may have in this area?
 14. We've asked all of the questions that we wanted to. Can you think of any questions that we should have asked but didn't?
 15. Finally, is there any thing else that you would like to add about your experiences working with dual-earner couple?