

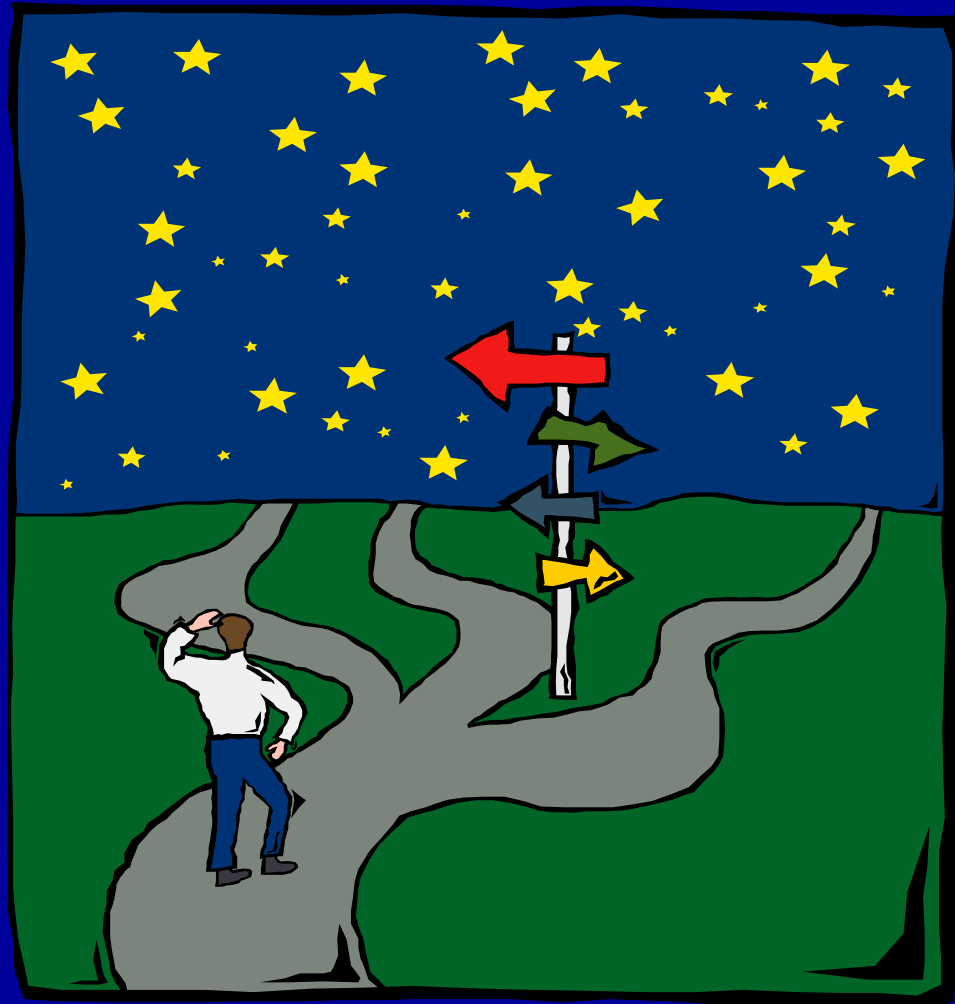
Taking a Good Look at Ourselves: Conducting a Study of a Dual Career Program

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The Beginning



Steps in the Evaluation

- I. Define “success” of Dual Career Program (DCP)
- II. Generate research ?s
- III. Develop instruments & protocols
- IV. Collect data
- V. Analyze data
- VI. Assess program effectiveness

I. Definitions of Success

1. Couple aware of UM's DCP before recruitment begins
2. Partner has positive interactions with DCP staff
3. DCP's ability to help makes the critical difference in couple's decision to come to UM
4. Main hire accepts position at UM
5. Partner secures a job offer/
Gains access to an educational opportunity/
Receives some other form of assistance
6. Main hire retained by UM

II. Research Questions

Orienting Questions

- 1) Does the DCP aid in the recruitment of faculty?
- 2) Does the DCP aid in the retention of faculty?

Process

- How do partners rate the quality of their interactions with DCP staff?
- What barriers exist to the implementation of the program?

Research ?s continued

Outcomes

- In cases where the partner secured a career opportunity at the UM, how long did he/she remain at the University?
- In cases where the partner secured a career opportunity at an external company or organization, how long did he/she remain employed there?
- What stories illustrate the shortcomings of the DCP?
- What stories illustrate the success of the DCP?

Still More Questions...

Perceptions

- What perceptions do academic administrators have about the DCP?
- What perceptions do main hires and their partners have about the services provided during recruitment?
- What perceptions do main hires and their partners have about the services provided after the main hire has accepted the University's offer?

III. Instruments & Protocols

- **3** electronic surveys of administrators, main hires, partners
 - Zoomerang software
 - Survey Capture period: DCP participants 1/1/2000 -- 9/1/2005
 - Sent subjects an email inviting them to participate with a link to the survey
 - Anonymous main hire and partner surveys
- **3** interview protocols for administrators, main hires and partners
 - Direct transcription, no tape recording
 - Semi-structured
 - In person
 - 45 minutes-- 2 hours in length

IV. Data Collection

Online Surveys:

Nov. 2006 thru Jan. 2007



Partner Survey

12 Interviews & Transcription

Jan. thru April 2007



Partner Interview Protocol

V. Data Analyses

1. Survey Response Rates:

Partner = 43%

Main Hire = 48%

Administrators = ?

Analyses using SPSS

2. Interviews:

-- 6 partners

-- 1 main hire

-- 5 administrators

VI. Assessing Program Effectiveness