

Appendix A: Interview guide

General Questions about Person

How old are you?

What do you identify as?

Where are you from?

Are you a spouse/life partner?

Are you a parent?

General Questions about Work Life

What do you do? (Teach, research? etc)

What day to day activities does this entail?

How long have you been working in Academia?

How long have you been working at EUR?

Describe how you got to this position

What was the application process like for you?

Do you enjoy your work at EUR? What aspects of the job are enjoyable?

Questions about Discrimination

Have you experienced discrimination on the basis of your gender during your career? Please elaborate.

Have you experienced discrimination on the basis of your gender during your time at EUR? Please elaborate.

Are there particular situations, settings or locations, in which you feel that gender discrimination against female faculty is more likely to happen within EUR? If so, what are those?

Gender Stratification

The concept of 'gender stratification' refers to social ranking, where men typically inhabit higher statuses than women. How do you feel this concept applies to the faculty at EUR?

If there is a sense of there being gender stratification,

What do you believe are the causes of this phenomenon?

How do you feel this phenomenon has affected your ability to maintain and advance your career at EUR?

Role Differentiation

There are theorists that believe that men and women are typically assigned different categories of tasks, or certain tasks are unevenly balanced between colleagues of opposite genders. Do you believe that instances of role differentiation take place within the EUR faculty?

Do you feel that there are certain aspects of the job that you perform significantly more or less than your male counterparts?

If so,

What does this phenomenon look like in practice?

How does this case of role differentiation affect your ability to maintain and advance your career at EUR?

Double Burden

If you are a life partner, or especially a caregiver, do you feel as if you take on the primary role of the caretaker or homemaker in your private life?

If so,

Do you feel this role has impacted your ability to maintain and advance your career at EUR?

In what ways?

Sexual Harassment

(Only answer if comfortable answering) Have you experienced any instances of sexual harassment during your career at EUR?

If so, please elaborate in whichever way you feel most comfortable.

Other

Are there other ways in which you feel your gender has disadvantaged you in your career at Erasmus University Rotterdam?

Has the amount of discrimination on the basis of your gender affected your ability to maintain and advance your career at Erasmus University Rotterdam?

Given that there is quite a significant gap between females that are achieving PhDs and females employed as academic professionals, what do you believe are the causes of EUR's percentage of 23% female faculty?

Can you think of something Erasmus University Rotterdam should be doing differently in order to facilitate a higher ratio of female faculty?

Other Comments