

# Key Staff Interviews

University of Dar es  
Salaam, Tanzania,  
February 2007



# Why are we interviewing staff?

- To gain information about **policies** and **practices** that affect students' access, retention and achievement;
- To identify **enablers** and **barriers** to participation;
- To explore relationships between **national** policies for higher education and **university** policies;
- To explore relationships between **international** policies and national policies on higher education;
- To explore relationships between policies, practices and **programmes**.

# Who will we interview?

- Up to 50 staff at each case study institution
- Policy-makers in national ministries with responsibility for higher education
- Policy-makers in national organisations with an interest in higher education / equity / poverty reduction
- 100 policy-makers in total

# Developing the sample

- Purposive sampling
  - Using snowball method to select policy experts
  - Selecting programmes that emerge from quantitative analysis (patterns of under- and over-representation)
  - Selected programmes (professional)

## Brainstorm 1: Who should we talk to if we want to find out about national policies on.....

- higher education
- widening participation in higher education
- financing public higher education
- private higher education
- the relationship between poverty reduction and higher education
- the relationship between international policies on poverty reduction and national education policies
- List names of people you could approach to interview

## Brainstorm 2: Who should we talk to if we want to find out about.....

A case study university's policies

- on widening participation in higher education
- recruitment and selection of students
- scholarships & financial support to students
- retention of students
- assessment of students
- academic support to students
- student welfare
- equity in higher education
- List names of people you could approach to interview for each case study institution

## **Brainstorm 3: From what we know already about patterns of participation....**

- Which programmes might we be interested in selecting to interview staff who teach on them?

# What will the interviews with policy-makers be like?

- How will they differ from the life history interviews?
- Interviewing people in power
- More formal
- Different power relations
- Semi-structured - to focus on policy concerns
- Informants are likely to have less time available
- What ethical considerations are there when interviewing policy-makers?



# Who should do the interviews?

- With national policy-makers
- With senior staff in the institutions
- With programme staff in the institutions
- Begin to draft a workplan for the interviews