

# Women in Academia: Key Studies on Gender in Political Science

Claire Timperley

With many thanks for excellent research assistance from Aysser Al-Janabi

# Overview

1. What is the problem?

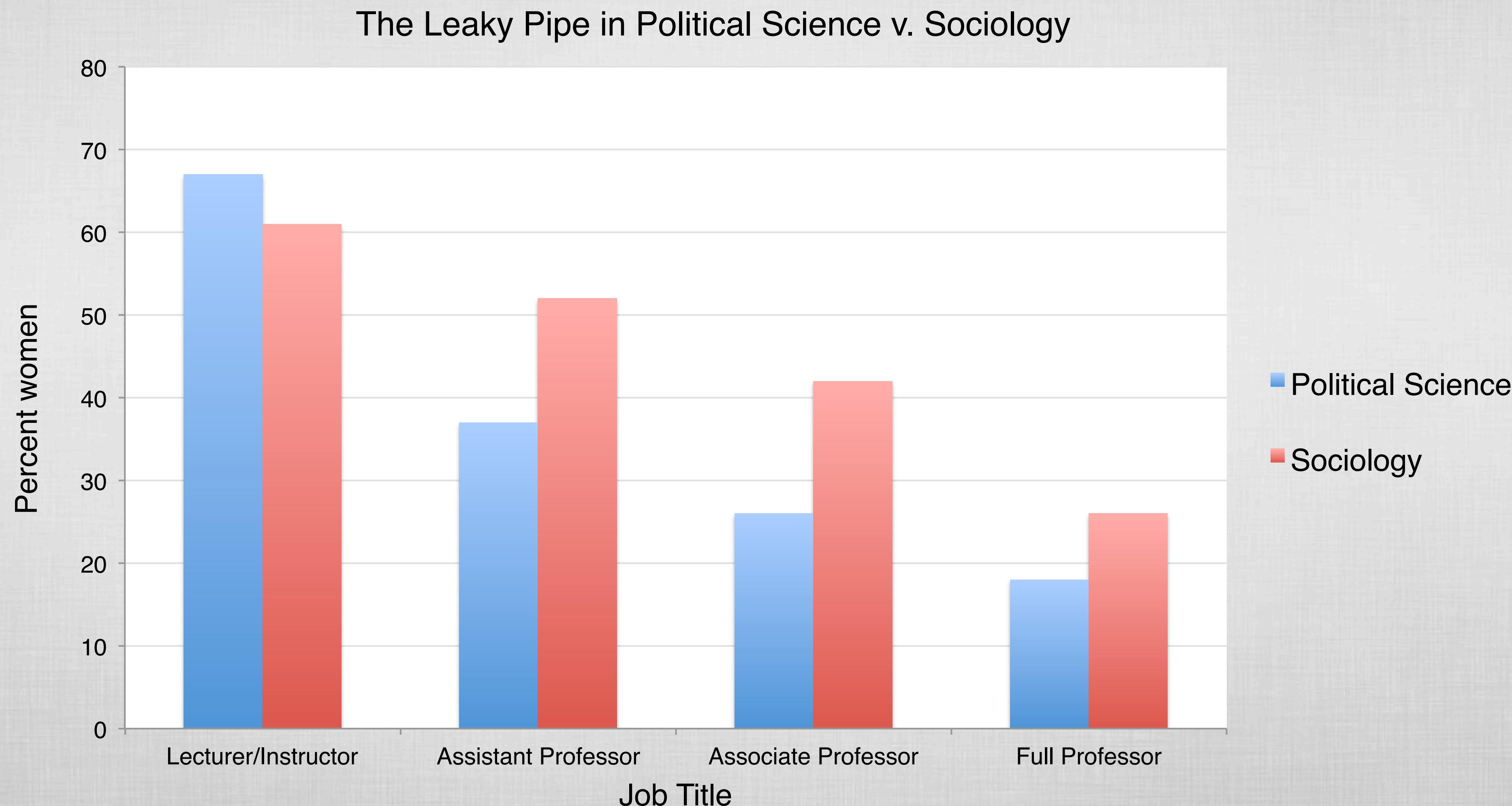
2. What are possible causes? Strategies?

- ▶ Leaky Pipeline
- ▶ Double Bind
- ▶ Gender Devaluation
- ▶ A ‘Chilly Climate’
- ▶ The ‘Chronological Crunch’
- ▶ Culture of Research

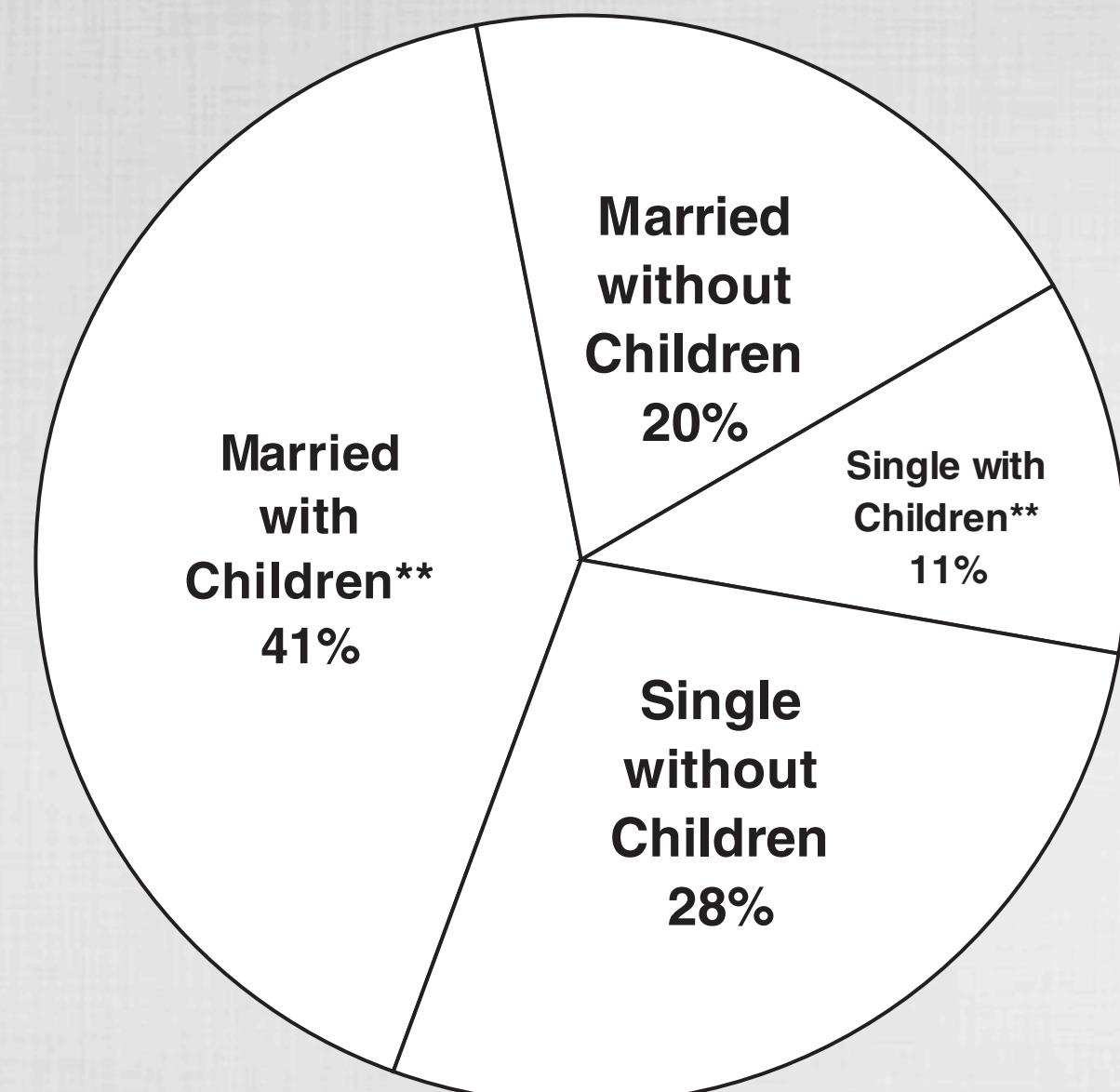
3. Mentoring

4. Conclusion

# What is the problem?

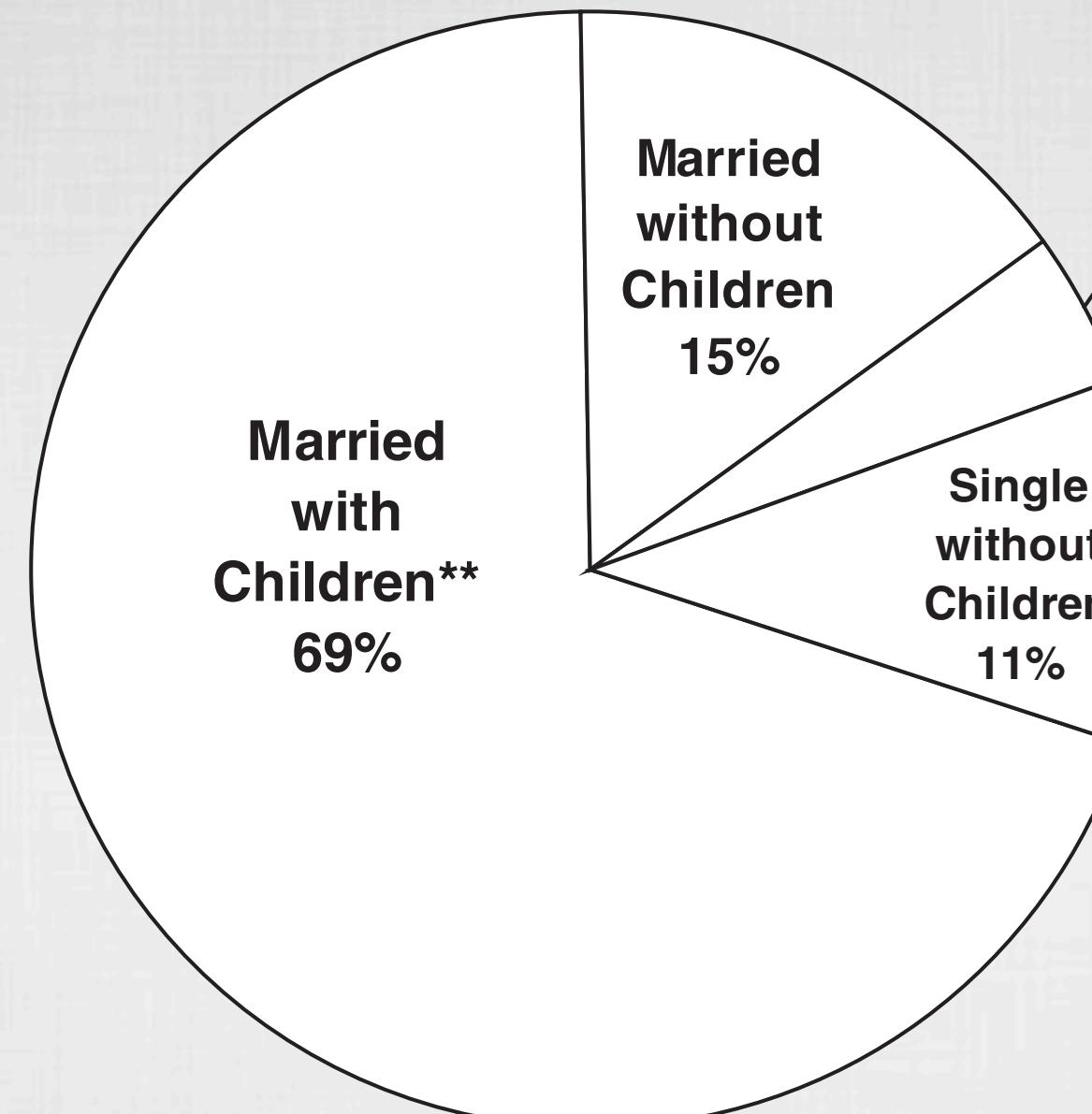


## Ladder-Rank Women



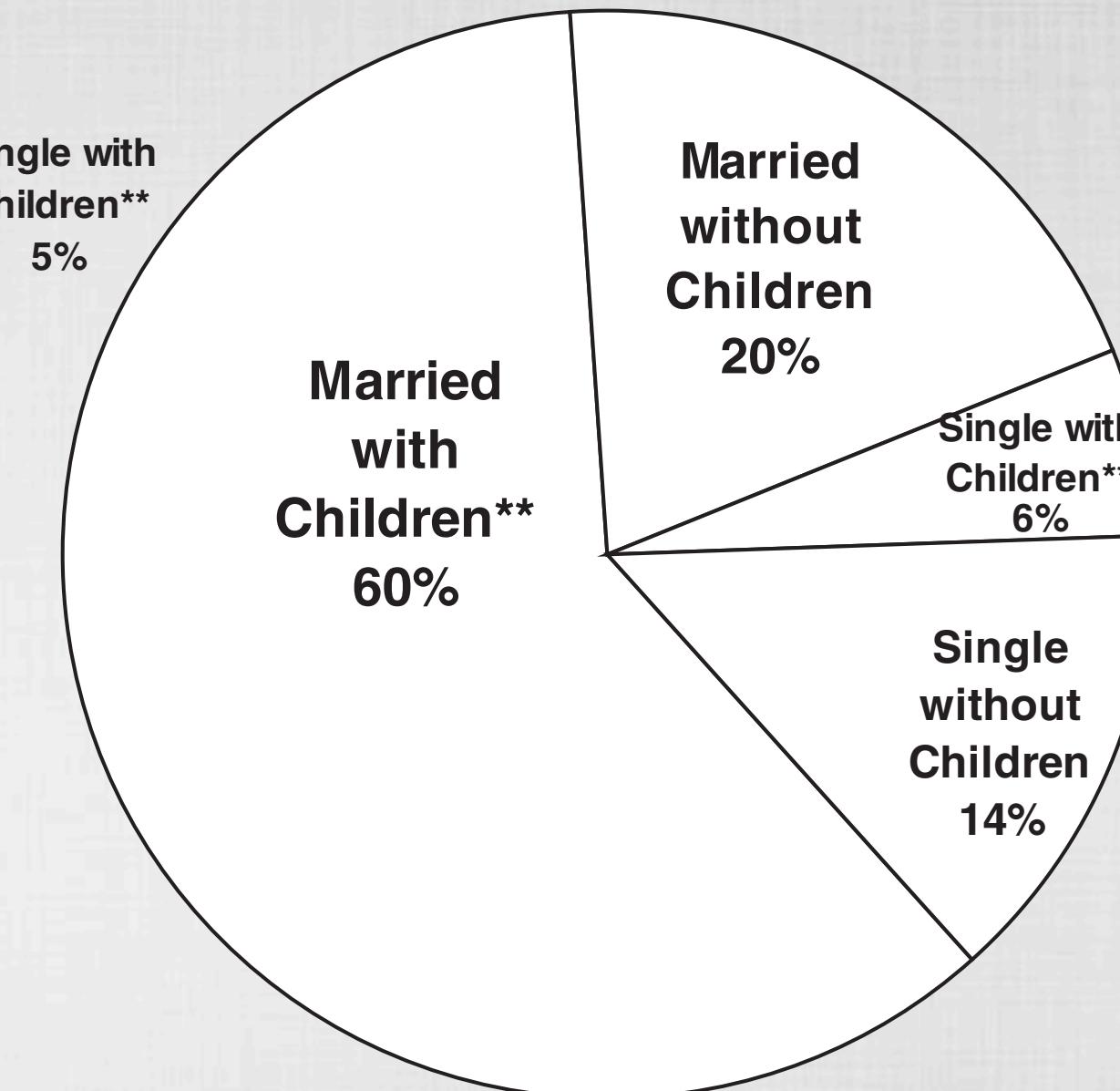
Weighted N = 10,112

## Ladder-Rank Men



Weighted N = 27,030

## Second-Tier Women\*\*\*



Weighted N = 7,056

---

SOURCE: Survey of Doctorate Recipients, Science and Humanities, 1979-95 (National Science Foundation 2004).

\*Ph.D.s from 1978 to 1983 who are ladder-rank faculty twelve years out from Ph.D.

\*\*Had a child in the household at any point post-Ph.D. to twelve years out.

\*\*\*Non-tenure track, part-time, or not working.

# The Leaky Pipeline

- ▶ Fewer women in higher ranks
- ▶ Women may abandon academy altogether
- ▶ When women stay, more likely to be in temporary or junior positions



# Leaky Pipeline: Strategies

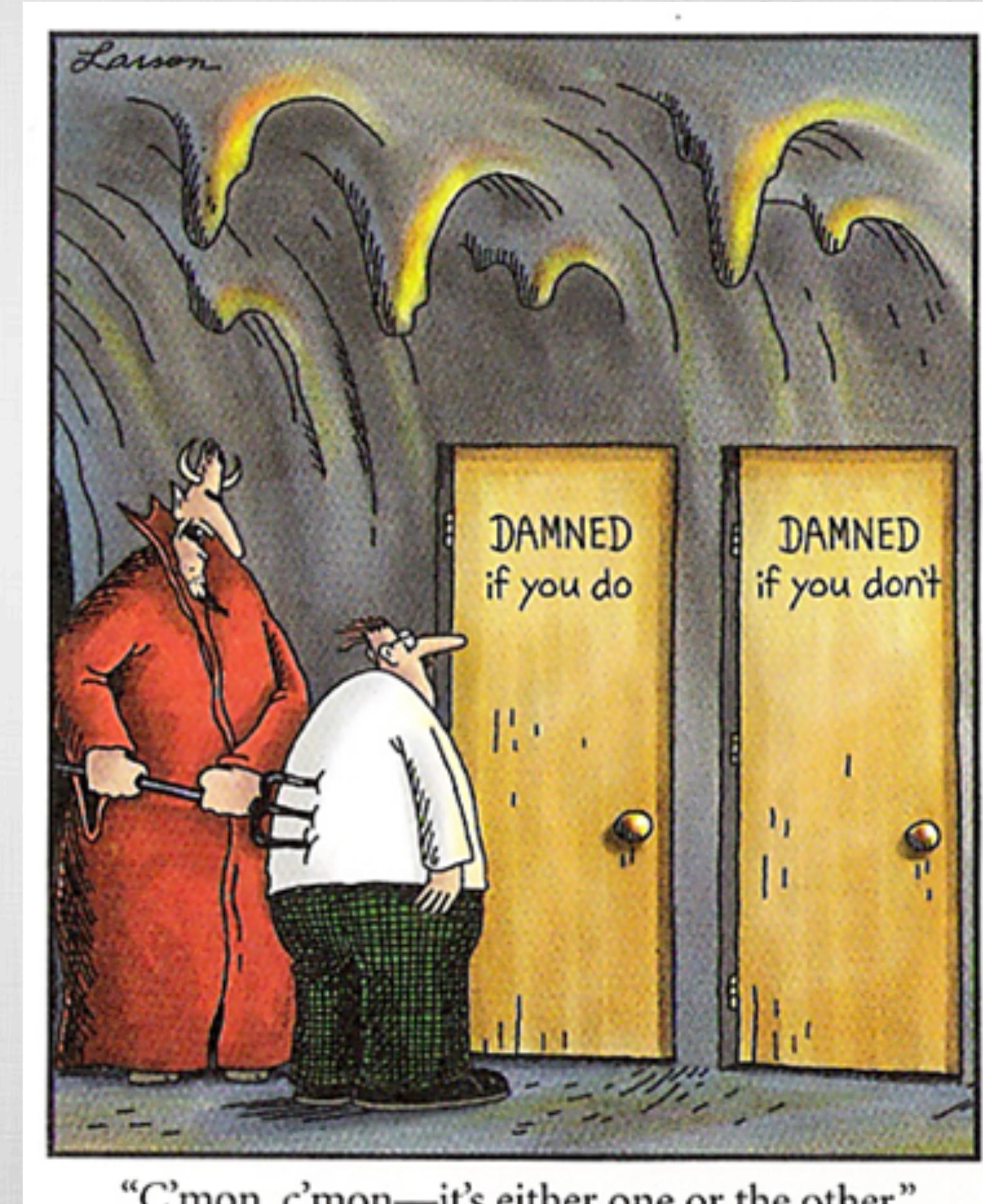
- ▶ Provide adequate mentoring
- ▶ Raise expectations that senior faculty and professional bodies will mentor, train, and conduct professional interventions for early-career political scientists

# The Double Bind

- ▶ “options are reduced to a very few and all of them expose one to penalty, censure, or deprivation”

(Anonymous and Anonymous, 1999)

- ▶ Student evaluations
- ▶ Women censuring other women



“C’mon, c’mon—it’s either one or the other.”

# Double Bind: Strategies

## Student evaluations:

- evaluations should involve multiple methods
- legitimate and value in-service training provided by universities
- ensure tenure committee members understand difference in student reactions to male and female professors' teaching styles ('likeability' and 'competence')

## Attitudinal changes:

- recourse to law
- collective action
- recognise that some issues cross gender lines

# “Service is for women” or Gender Devaluation

- ▶ Subtle discrimination
- ▶ Women more likely to do service
- ▶ “Positions lose their aura of status, power, and authority when held by women. These positions often become treated as service or support roles until they are reoccupied by men.”

Monroe et al., 2008



# Gender Devaluation: Strategies

- ▶ Clear definitions and expectations of ‘service’
- ▶ Written guidelines for graduate students
- ▶ Change behaviours of department chairs and faculty advisors to provide adequate mentoring for post-grad students and women in particular

# A “Chilly Climate”

- ▶ Institutional climate that is often inhospitable to women students and young faculty of both sexes
- ▶ Women receive less mentoring, encouragement to publish, information about job market

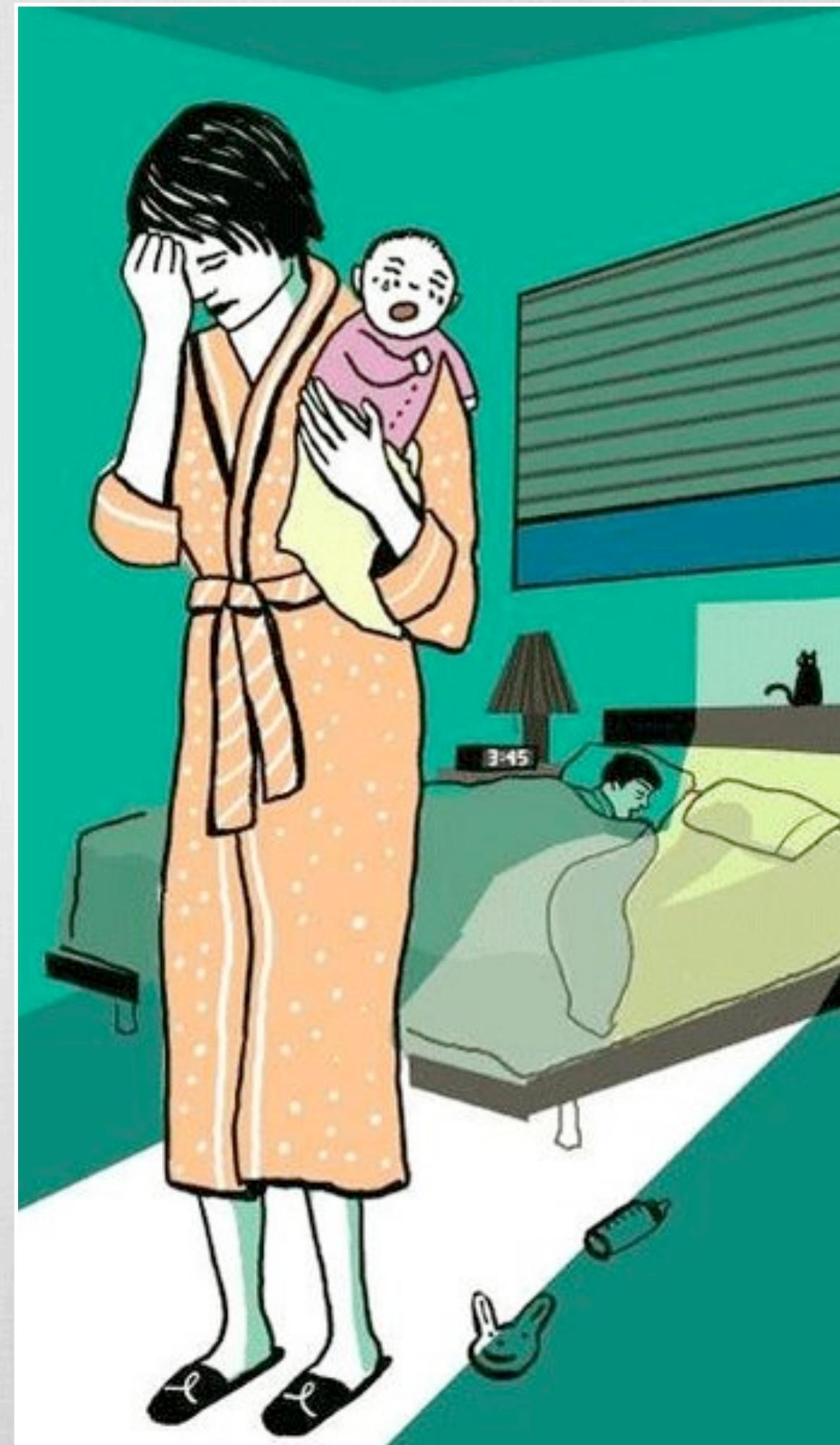


# Chilly Climate: Strategies

- ▶ Deal with incidents of harassment promptly and efficiently
- ▶ Hold workshops, networking
- ▶ Reduce or eliminate part-time and off-the-track positions
- ▶ Examine content of courses offered in political science
- ▶ Critical mass
- ▶ Availability of pregnancy and parental leaves (caveats to this)

# The “Chronological Crunch”

- ▶ Most intense demands for research, publication, and service in tenure-track positions overlap with time of heaviest family responsibilities
- ▶ Promotion often requires relocation



# Chronological Crunch: Strategies

- ▶ Learn about policies providing released or extra time before tenure for faculty who undertaking significant family responsibilities
- ▶ Publicise good parental leave policies (e.g. Duke and Minnesota), lobby for modern policies
- ▶ Offer flexibility in scheduling classes, department meetings
- ▶ Provide help finding jobs for partners/spouses
- ▶ Mentoring: senior scholars should identify information, vet it, and put it in the hands of younger scholars
- ▶ Assess/amend requirements for grants

# Culture of Research

- ▶ Insufficient opportunity and support for collaboration, peer work-shopping of drafts, idea-sharing, networking across and within institutions
- ▶ Failure to appreciate gender as an analytical construct



© 2009 Dan Larnom

# Culture of Research: Strategies

- ▶ Reading lists and course content should include scholarship by women and gender-focused scholarship
- ▶ Provide incentives for mentoring
- ▶ Match mentors by subfield and institutional type
- ▶ Emphasise the importance of time off and course releases
  - publicise policies that permit time off from teaching

# Mentoring

Outcomes suggest mentoring works:

- ▶ .4 more NSF or NIH grants, 3 additional publications, 25% more likely to have top-tier publication

Mentoring involves:

- ▶ core relationship with one mentor
- ▶ “mentoring constellations”
- ▶ peer mentoring

Mentoring can provide the “scaffolding for effective career development and professional integration” (Monroe, 2003)

# Mentoring

Yun and Sorcinelli (2008) suggest faculty should be encouraged to develop networks of “mentoring partners”. Nine entry points:

1. New faculty orientation
2. Welcoming reception for new faculty and their families
3. Tenure preparation seminar
4. Time management workshops
5. Monthly mini-retreats for writing
6. Annual faculty writing retreat
7. Local writing coach and editor program
8. Online summer writing group
9. In-person summer writing group

# Conclusion

## Key Problems:

- ▶ Leaky Pipeline
- ▶ Double Bind
- ▶ Gender Devaluation
- ▶ A ‘Chilly Climate’
- ▶ The Chronological Crunch
- ▶ Culture of Research

## Key Strategies:

- ▶ Institutional reform
- ▶ Mentoring: focus on post-graduate students and junior lecturers
- ▶ Reform the culture and style of performing our research

# Bibliography

- Ackelsberg, Martha A. et al. 2004. "Remembering the 'Life' in Academic Life: Finding a Balance between Work and Personal Responsibilities in the Academy." *PS: Political Science and Politics* 37: 879-83.
- American Political Science Association. 2004. *Women's Advancement in Political Science*. Report on APSA Workshop on the Advancement of Women in Academic Political Science in the United States. March.
- American Political Science Association. 2011. *Political Science in the 21st Century*. Report of the Task Force on Political Science in the 21st Century. October.
- Andersen, Kristi and Elizabeth D. Miller. 1997. "Gender and Student Evaluations of Teaching." *PS: Political Science and Politics* 30 (2): 216-219.
- Anonymous and Anonymous. 1999. "Tenure in a Chilly Climate." *PS: Political Science and Politics* 32 (1): 91-99.
- Beckworth, Karen. 2005. "A Common Language of Gender?" *Politics & Gender* 1: 141-156.
- Bennion, Elizabeth A. 2004. "The Importance of Peer Mentoring for Facilitating Professional and Personal Development." *PS: Political Science and Politics* 37 (1): 111-113.
- Blau, Francine D., Janet M. Currie, Rachel T.A. Croson, and Donna K. Ginther. 2010. "Can Mentoring Help Female Assistant Professors? Interim Results from a Randomized Trial." Working Paper 15707. National Bureau of Economic Research.
- Bos, Angela L. and Monica C. Schneider. 2012. "Mentoring to Fix the Leaky Pipeline." *PS: Political Science and Politics*. April, 45 (2).
- Bruening, Marijke and Kate Sanders. 2007. "Gender and Journal Authorship in Eight Prestigious Political Science Journals." *PS: Political Science and Politics*. 40 (April): 347-351.
- Childs, Sarah and Mona Lena Krook. 2006. "Should Feminists Give Up on Critical Mass? A Contingent Yes." *Politics & Gender* 2 (4): 522-530.
- Cowden, Mhairi and Kirsty McLaren, Alison Plumb and Marian Sawer. 2012. "Women's Advancement in Australian Political Science: Working Report." *Australian Political Science Association and Australian National University*: 2-32.
- Fox, Mary Frank. 2000. "Organizational Environments and Doctoral Degrees Awarded to Women in Science and Engineering Department." *Women's Studies Quarterly* 28: 47-61.
- Kulis, Stephen, Diane Sicotte, and Shawn Collins. 2002. "More than a Pipeline Problem: Labor Supply Constraints and Gender Stratification Across Academic Disciplines." *Research in Higher Education* 43: 408-423.
- Ginther, Donna. 2004. "Gender Differences in Salary and Promotion in Political Science." Paper presented at the APLA Workshop on Women's Advancement in Political Science, Washington, DC, March 5.
- Hesli, Vicki L., Jae Mook Lee and Sara McLaughlin Mitchell. 2012. "Predicting Rank Attainment in Political Science: What Else Besides Publications Affects Promotion?" *PS: Political Science and Politics*. July, 45 (3).
- Hesli, Vicki, and Barbara Burrell. 1995. "Faculty Rank among Political Scientists and Reports on the Academic Environment: The Differential Impact of Gender on Observed Patterns." *PS: Political Science and Politics* 28 (1): 101-111.
- Jaschik, Scott. 2005. "Faux Family Friendly?" *Inside HigherEd* (September 15).
- Kantola, Johanna. 2008. "Why Do All the Women Disappear?" Gendering Processes in a Political Science Department." *Gender, Work and Organization* 15 (2): 202-225.
- Kelley, Rita Mae, Linda Williams, and Kimberly Fisher. 1994. "Women & Politics: An Assessment of its Role within the Discipline of Political Science." *Women and Politics* 14 (4): 3-18.
- Mackenzie, Megan and Ariadne Vromen. 2012. "Document for Department of Government and International Relations July 2012 Board Meeting: Women in Political Science."
- Mason, Mary Ann and Marc Goulden. 2004. "Marriage and Baby Blue: Redefining Gender Equity in the Academy." *The ANNALS of the American Academy of Political and Social Science* 596: 86-103.
- Mathews, A. Lanethea. 2000. "The Changing Structure of the Academic Job Market." *PS: Political Science and Politics* 33 (2): 237-242.
- Mathews, A. Lanethea and Kristi Andersen. 2001. "A Gender Gap in Publishing? Women's Representation in Edited Political Science Books." *PS: Political Science and Politics* 43 (1): 143-147.
- Monroe, Kristen Renwick. 2002. "Cracking the Glass-Ceiling—Keeping it Broken." *PS: Political Science and Politics* 35 (2): 237-242.
- Monroe, Kristen, Saba Ozyurt, Ted Wrigley, and Amy Alexander. 2008. "Gender Equality in Academia: Bad News from the Trenches, and Some Possible Solutions." *Perspectives on Politics* 6 (2): 215-233.
- Monroe, Kristen Renwick. 2003. "Mentoring in Political Science." *PS: Political Science and Politics* 36 (1): 93-96.
- Monforti, Jessica Lavariega and Melissa R. Michelson. 2008. "Diagnosing the Leaky Pipeline: Continuing Barriers to the Retention of Latinas and Latinos in Political Science." *PS: Political Science and Politics*. 41 (1): 161-166.
- Sarkees, Meredith Reid and Nancy McGlen. 1999. "Misdirected Backlash: The Evolving Nature of Academia and the Status of Women in Political Science." *PS: Political Science and Politics* 32 (1): 100-108.
- Sorcinelli, Mary Deane, and J.H. Yun. 2007. "From Mentors to Mentoring Networks: Mentoring in the New Academy." *Change Magazine* 39 (6): 58-59.
- Tolleston-Rinehart, Sue and Susan J. Carroll. 2006. "'Far from Ideal.' The Gender Politics of Political Science." *American Political Science Review* 100 (4): 507-513.
- Valian, Virginia. 2004. "Beyond Gender Schemas: Improving the Advancement of Women in Academia." *NWSA Journal* 16 (1): 207-220.
- Williams, Joan C., Tamina Alon, and Stephanie Bornstein. 2006. "Beyond the 'Chilly Climate': Eliminating Bias Against Women and Fathers in Academe." *The NEA Higher Education Journal*: 79-96.
- Williams, Joan. 2003. "The Subtle Side of Discrimination." *Chronicle of Higher Education* 49 (April 18).
- Wilson, Robin. 2003. "How Babies Alter Careers for Academics." *Chronicle of Higher Education* 50 (December 5).
- Wolfinger, Nicholas H., Mary Ann Mason, and Marc Goulden. 2008. "Problems in the Pipeline: Gender, Marriage, and Fertility in the Ivory Tower." *The Journal of Higher Education* 79 (4): 388-405.
- Yun, J.H. and Mary Deane Sorcinelli. 2008. "When Mentoring is the Medium: Lessons Learned from Mutual Mentoring as a Faculty Development Initiative." *To Improve the Academy* 27: 365-384.