

The 2015 ISA CSW/WCIS Survey on Women in the Profession of International Studies: A Preliminary Analysis

by

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BACKGROUND

The Women's Caucus in International Studies (WCIS) and the Committee on the Status of Women in International Studies (CSW) surveyed the membership of the International Studies Association concerning the status of women in the profession in late 2015. The survey was given an "exempt" status by the Institutional Review Board of West Virginia University ([http://www.isanet.org/Portals/0/Documents/StatusWomen/GrantExemptionNoticeFattore\[2\].pdf](http://www.isanet.org/Portals/0/Documents/StatusWomen/GrantExemptionNoticeFattore[2].pdf)), and was administered through a Google Form online survey, which was open from 17 November to 11 December, 2015. The International Studies Association headquarters mailed its initial announcement of the survey to its membership on 17 November 2015, with follow-up reminders from time to time over the course of the open period (<http://www.isanet.org/ISA/Governance/Committees/Status-of-Women/Survey>). The survey's first page began with a cover letter from Christina Fattore, the co-PI at West Virginia University, that explained the voluntary nature of the participation, the fact that someone taking the survey could stop their participation at any time, that confidentiality would be preserved, and provided contact information for Fattore at WVU.

This was not the first time that a survey of ISA membership on the topic of the status of women in the profession has taken place. The WCIS and the CSW had performed similar surveys in 1995 and 2005. The creators of the 2015 survey endeavored to preserve as many of the older survey questions as possible for purposes of longitudinal comparison, while recognizing that new issues and new conceptions would drive the form the final survey would take. A complete copy of the 2015 survey questionnaire is to be found in Appendix I; a complete copy of the 1995 survey questionnaire is to be found in Appendix II; a complete copy of the 2005 survey questionnaire is to be found in Appendix III. The survey questionnaires *and* the raw data files can be found on the ISA website pages for the WCIS and CSW, at this link (you must be logged in to see these files):

<http://www.isanet.org/ISA/Governance/Committees/Status-of-Women/Reports>.

If we were to choose the most significant changes or additions to the 2015 survey, as compared to the 1995 and 2005 surveys, they would include:

- Questions on gender, as well as on sex
- Questions on race, age, and religion/religiosity as possible sources of intersectional discrimination

- Expanded list of possible sources of sexual harassment/chilly climate
- Questions on the degree to which ISA bodies such as the CSW and WCIS, among others, have been helpful in addressing these issues
- Questions on citation policies and course load
- Questions on mentoring
- Questions on the M:F ratio among faculty and students in the respondent's department
- Questions on leadership positions held by the respondent

Because of these new additions, there are questions for which there is no longitudinal data. In our discussion of the findings, we will reference comparison figures for 1995 and 2005 where these are available and seem to us germane. ISA Headquarters has made the raw results available for each of the three surveys, so that further analysis by other scholars might be facilitated. The analysis presented in this paper must be viewed as preliminary in nature, and by no means does this paper analyze all the data produced from the 2015 survey.

WHY A SURVEY ABOUT THE STATUS OF WOMEN IN THE PROFESSION?

For quite some time now, scholars have noted that science—to include the social sciences—has been a gendered endeavor. In Western culture, the default identity of a scientist or surgeon or an economist or, closer to home, Security Studies scholar, has been male. In 2013, for example, women held only 37.5% of all tenured academic positions in the United States (Catalyst, 2015). Only 30.6% of full professors in the United States in 2013 were women (National Center for Education Statistics, 2013). However, 56.8% of instructors and 54.8% of lecturers in the United States (which is not the same as a Lecturer in Europe) were female. The higher the academic rank, the lower the percentage of women.

Some have suggested multiple reasons why this might be the case, from a leaky pipeline due to the coincidence of the tenure clock and the biological clock, to a lack of equivalent mentoring of male and female students, to a lack of citation of the work of female scholars in research and syllabi within the profession, which in turn may lead to a lack of advancement for women with regard to obtaining a tenure track position or being granted promotion and tenure, which in turn may feed into a lack of women in leadership positions in the field.

There is an excellent and burgeoning literature on all these phenomena and more, dating back almost thirty years. Most of the literature has come from STEM fields, with notable 21st century examples being Winkler, 2000, Jacobs et al., 2004, Mason et al., 2004, O'Laughlin et al., 2005, Valian, 2005, Marchant et al., 2007, Wolfinger et al., 2008, Goulden et al., 2011, Morrison et al., 2011, Gasser and Shaffer, 2014. Psychologists and economists have also begun examining their fields, as evidenced in McDowell et al., 2006, D'Amico and Canetto, 2010, Ferber and Brun, 2011, Geraci et al., 2015, Schmitt, 2015, and Sarsons, 2015.

However, there are new works examining the field of political science more specifically—including two special issues devoted to the topic of greater diversity in political science, including issues of women's status in the field: *Politics and Gender Vol. 10 No. 3* (2014) and *PS* July 2015; the tables of contents of both can be found here <http://genderingpoliticalscience.weebly.com/publications.html>. Topics examined include gender gaps in publishing (Mathews and Anderson, 2001; Breuning and Sanders, 2007; Ostby et al. 2013), tenure obtainment (Hesli et al., 2012; Hancock et al., 2013; Monroe, 2013), job satisfaction (Hesli and Lee, 2013), leadership (Kadera, 2013); the gender gap in citations

(Maliniak et al., 2013; Mitchell et al, 2013; Zigerell, 2015); gender and graduate mentoring (Hesli et al., 2003 a and b); job-related bargaining (Mitchell and Hesli, 2013), and overall climate/pipeline issues (Monroe and Chiu, 2010). We hope that the data gathered through the 2015 ISA Survey on the Status of Women in the Profession will be of use to scholars examining these important issues.

I. RESPONSE RATE AND DEMOGRAPHICS

The first issues to examine in any analysis of survey results are response rate and degree of representativeness of the sample surveyed. With 696 responses out of a total ISA membership of 6080, the response rate of 11.45% was good, given that a 5% response rate is considered typical for such surveys.

On the question of the representativeness of the sample, we would have liked to compare our sample to ISA membership across a number of demographic characteristics. While ISA collects data on the sex and rank of its members, it does not collect data on age, race, or religiosity of its membership. Thus we will examine representativeness only on the basis of sex and rank.

Sex

The survey, unfortunately, was not representative of ISA on the whole in terms of sex: 68.5% of respondents were female while only 40.1% of ISA members are female. Females are thus substantially over-represented among respondents.

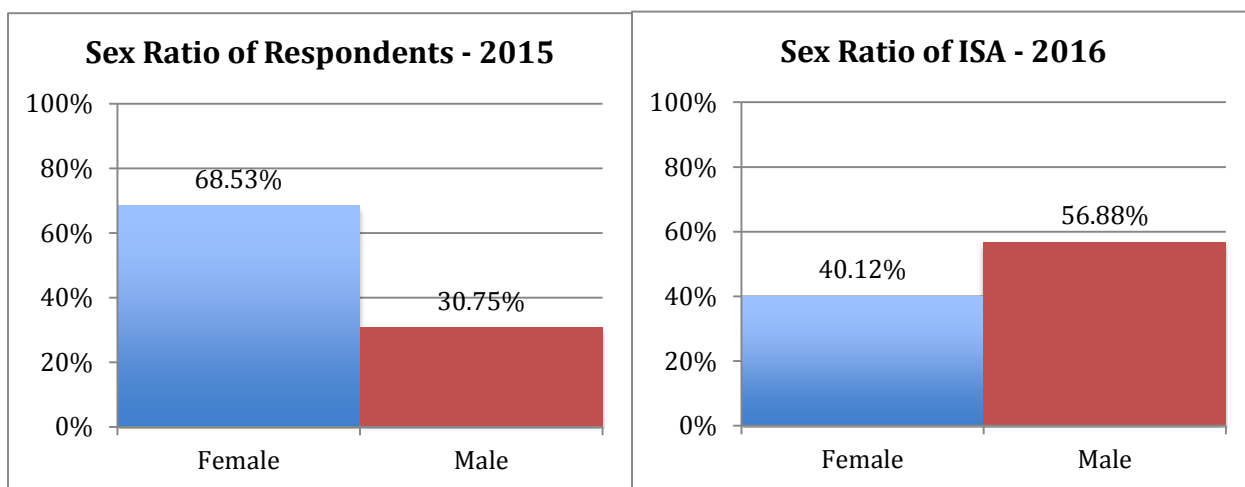


Figure 1

Rank

The survey was also not representative of ISA membership in terms of rank, though we note that the survey asked for highest rank achieved, whereas ISA keeps records on current rank. Students were under-represented in the sample: 15.6% of female and 8.9% of male respondents identified their highest rank as student, while 31.28% of females and 24.84% of males in ISA's membership were students at the beginning of 2016. Male assistant professors in the sample (29.1%) were over-represented with almost double the percentage of the same demographic in overall ISA membership (15.4%). The results of this question also show a higher response rate

from female assistant professors (8% higher), female associate professors (5% higher), and male full professors (about 5% higher) than their overall representation in ISA membership. The following two charts reflect the answers to survey question on highest rank achieved and ISA membership by rank:

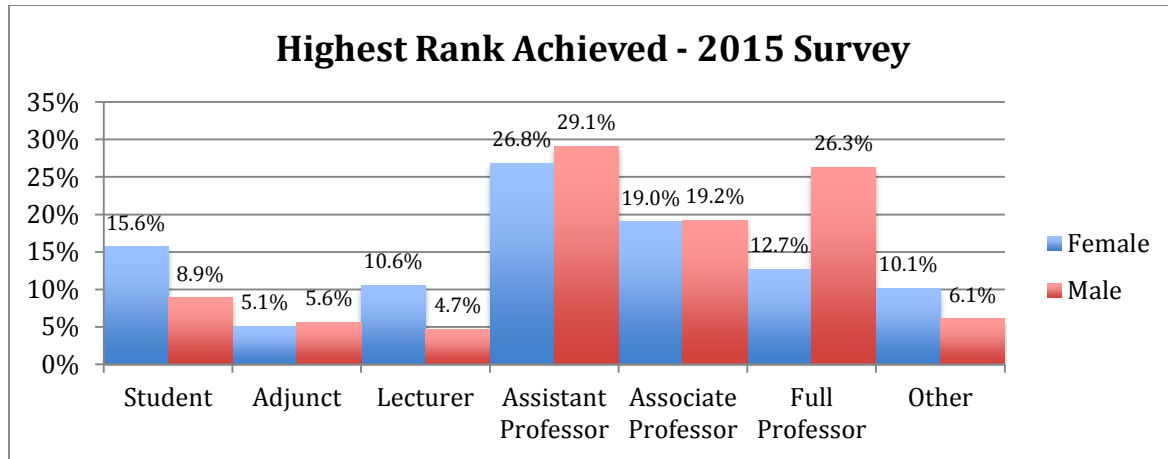


Figure 2

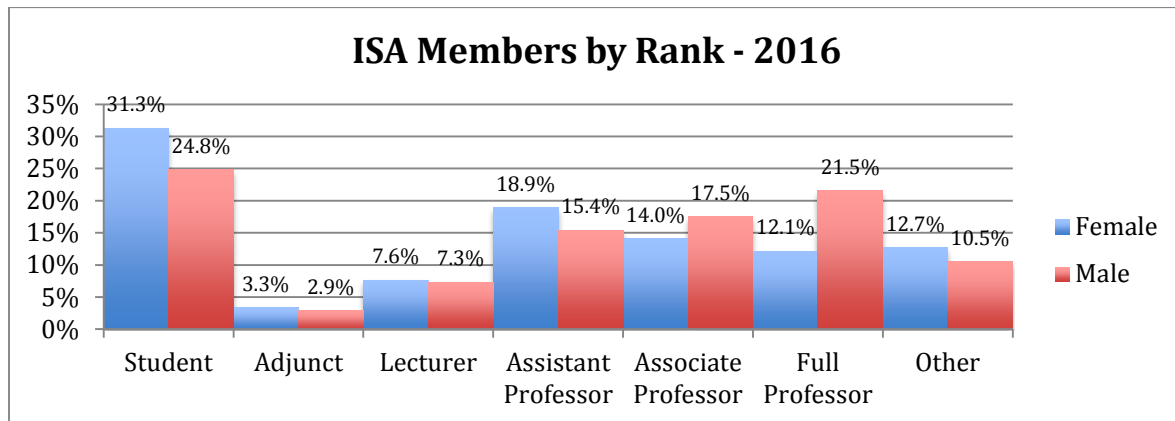


Figure 3

A comparison to the rank of the survey respondents in 2005 and 1995 shows that each survey had its own disproportionalities as well. The dominance of male full professors among the 1995 respondents is noteworthy, for example, as is the comparatively high level of “other” ranks in the 2005 survey.

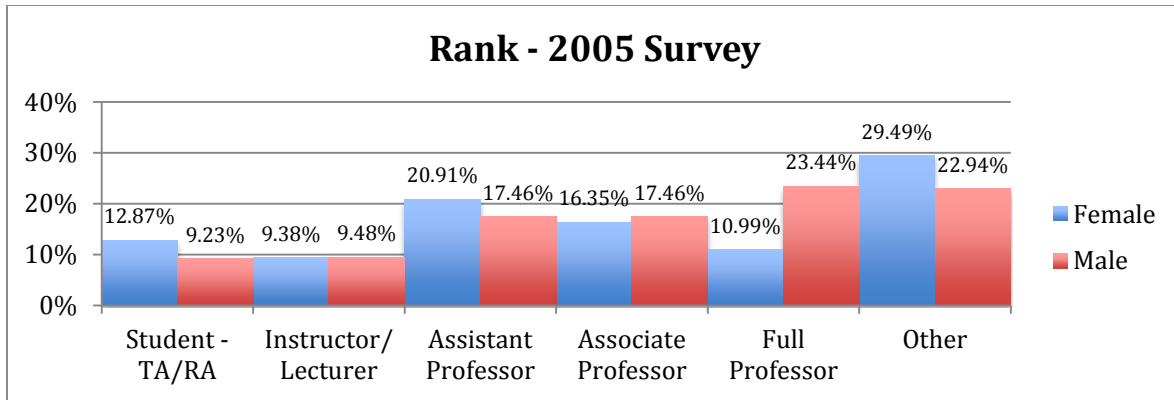


Figure 4

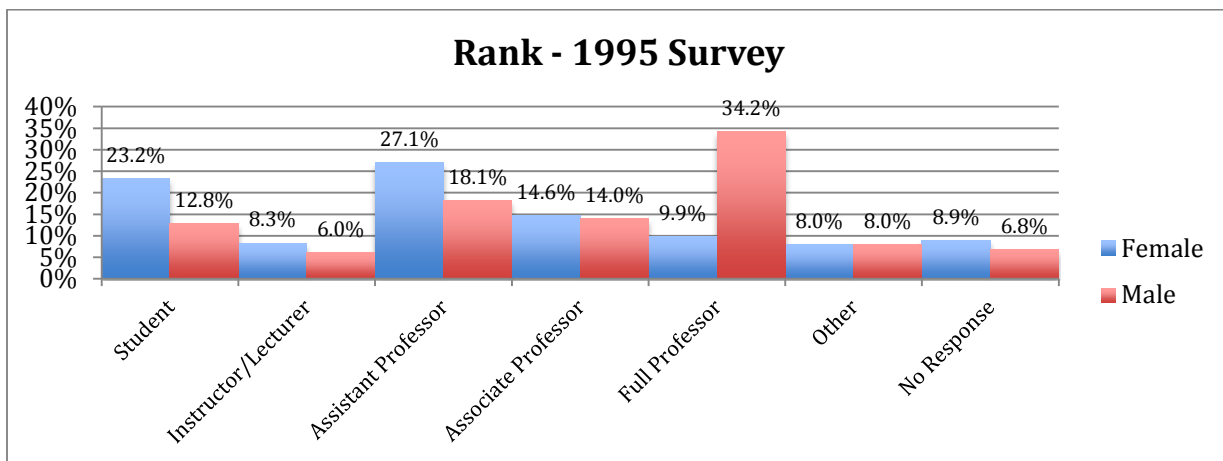


Figure 5

Age

Female respondents on the whole were younger than male respondents: 21.2% of female respondents were under the age of 30, compared to 12.6% of male respondents in the same demographic. On the other end of the age spectrum, 5.1% of male respondents were over 65 years old while only 1.9% of females were over 65 years old. In the 2015 survey, about two-thirds of female respondents and about two-thirds of male respondents were ages 31-50.

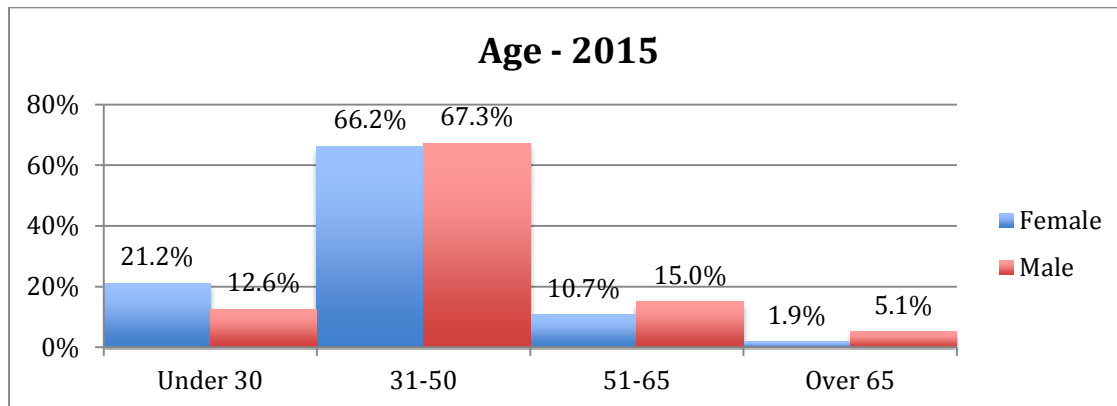


Figure 6

Looking at the 1995 and 2005 surveys, there has been a downward trend in the percent of male respondents in the 51-65 year old demographic: from 28.8% of male respondents in 1995, 23.4% in 2005, to 15% in 2015.

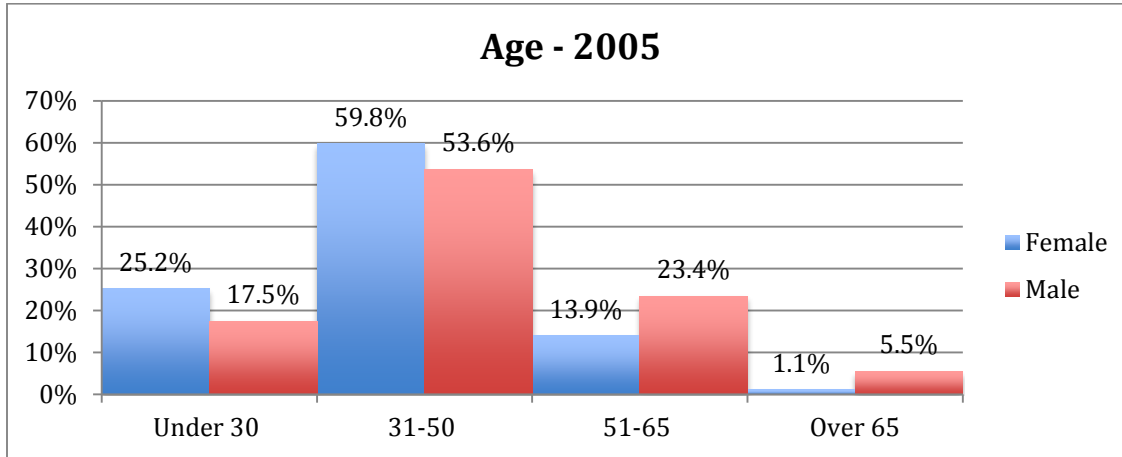


Figure 8

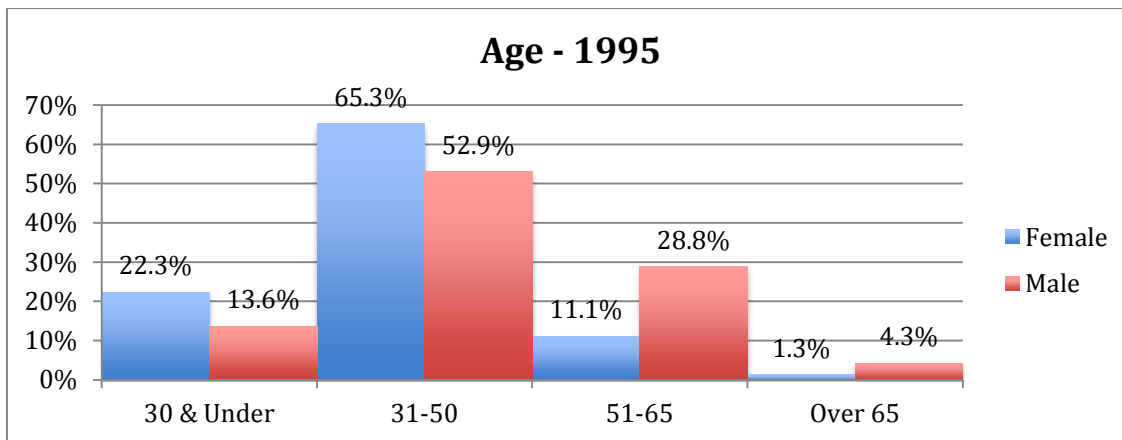


Figure 9

Gender

This was the first year that the ISA Survey on the Climate for Women asked about gender and sexual orientation. In the sample of respondents, 86.2% said that their birth sex, gender, and sexual orientation predicted their current sex, gender, and sexual orientation; 7.3% answered no; and 6.5% answered 'something else' or 'do not wish to respond'.

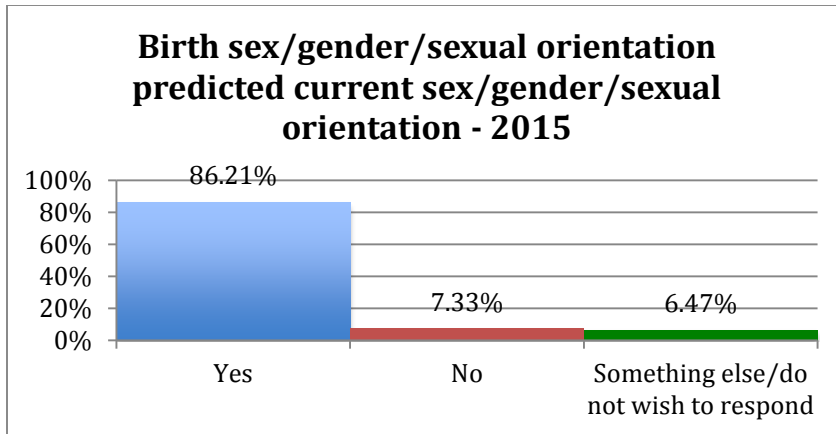


Figure 10

Race & Religion

When asked if they identified with the most prevalent race in their nation-state, 75.6% of respondents answered yes, 14.7% answered no, and 9.8% answered 'something else' or 'do not wish to respond'.

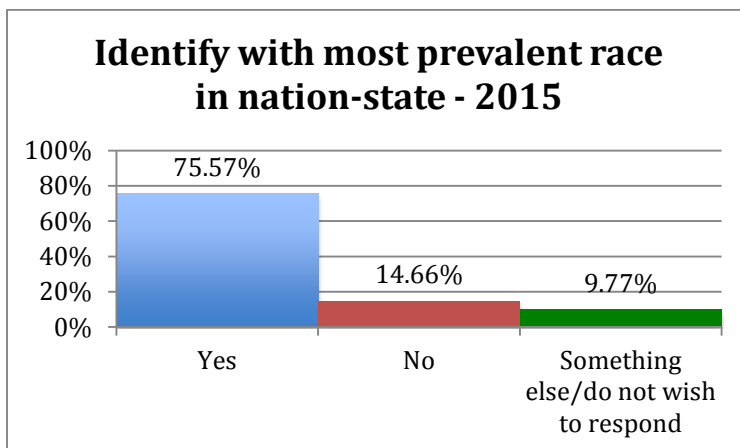


Figure 11

In the survey sample, 62.8% of respondents said they were not religious or 'not really' religious, 35.2% answered 'somewhat' or 'very much so'.

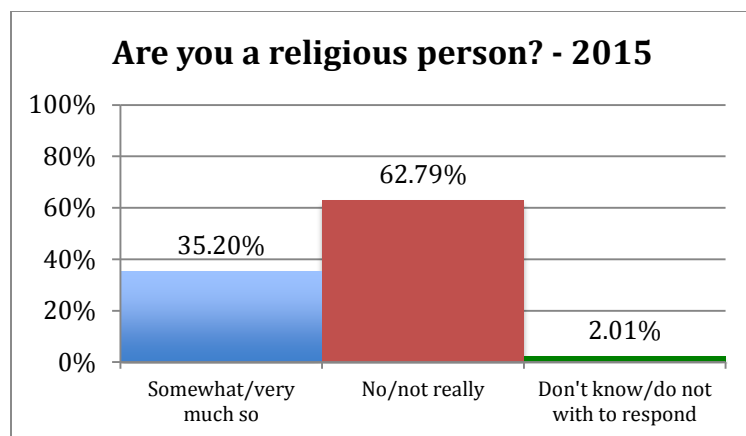


Figure 12

Partners & Children

The 2015 survey asked whether the respondent was “partnered”: partnered here refers to those who responded affirmatively to having a spouse, partner, fiancé, or dating someone in an equivalent sense to being partnered. Close to 87% of male respondents said they were partnered, compared to 70.6% of female respondents. This was an interesting gap, given literature previously cited suggesting that part of the “leaky pipeline” phenomenon may have to do with the comparative difficulty of combining an academic career with family responsibilities for women as compared with men.

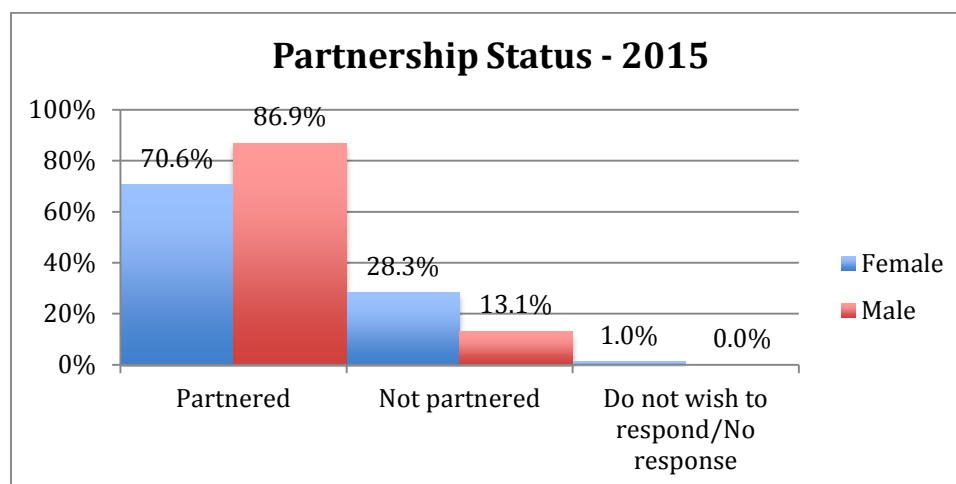


Figure 13

It is interesting to note that out of respondents that had partners, 34.6% of the partners worked in academia. High numbers of partners also worked in business (20%), and then to a lesser extent in government (7.2%), homemaking (5.6%), and the non-profit sector (5.4%).

In situations where professional interests clash between partners, 4.4% of female respondents reported experiencing a negative effect to their relationship compared with only 0.9% of male

respondents. The majority of respondents report compromising or coming to a joint decision – 47.2% of male respondents and 40% of female respondents.

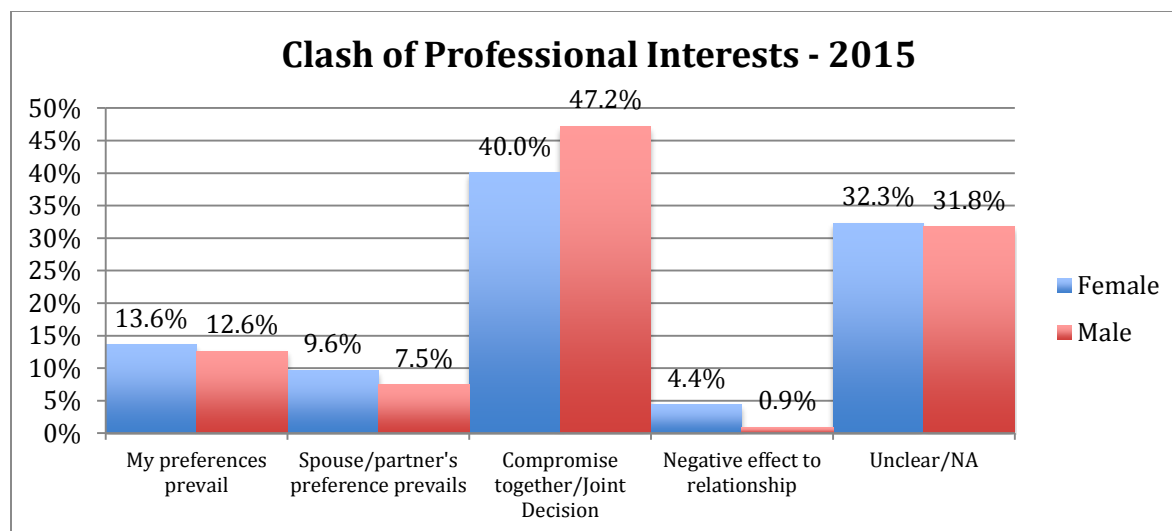


Figure 14

Participants were asked if there were spousal accommodation policies in the workplace. Nearly one third of the respondents answered that they did not know if any such policies existed. Only 23% of respondents said that there were spousal accommodation policies offered in their workplace. The survey asked current and former academics if their “institution ever hire[d] spouses/partners on the same academic line, allowing them to adjust their percent time to accommodate family responsibilities. Only 13.85% said yes and 50.94% said they did not know.

Just over two-thirds of the respondents reported that there was some kind of maternity, paternity, and/or family leave; however, 25.65% of respondents said they did not know whether leave existed. Close to 50% of respondents said that a specific form of leave is mandated in their workplace and 33.43% said that they did not know.

Interestingly, given the gap in being partnered previously noted, male respondents were substantially more likely to have children than female respondents (59.8% of males versus 42.8% of females). Of the respondents that had children, 86.5% had one or two.

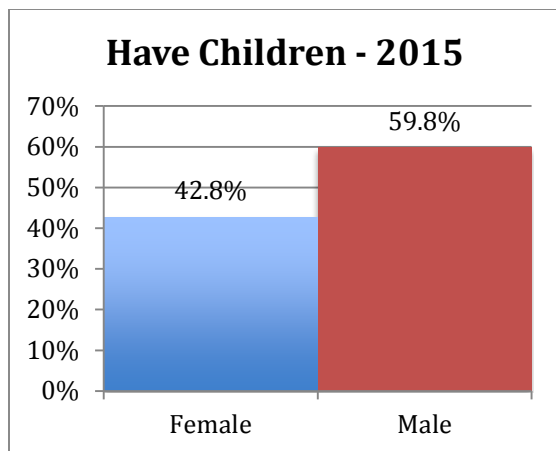


Figure 15

II. THE ACADEMIC CONTEXT AND CLIMATE

Current and former academics were asked a series of questions to gauge the context and the climate for women in academia.

Type of Institution

The type of institution where respondents worked appears to be quite similar for females and males. After removing responses that did not specify a type of institution, 69% of both male and female respondents said they worked in public institutions compared to 31% in private institutions.

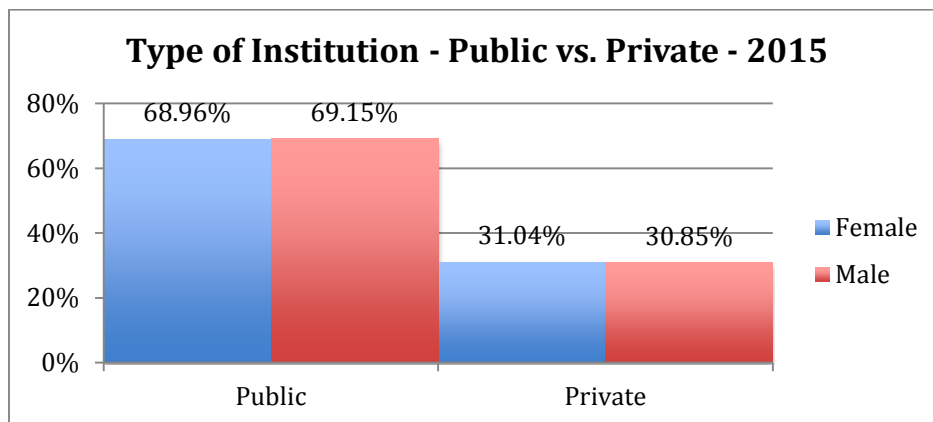


Figure 16

There was a little more variation between research and teaching institutions. Male respondents were somewhat more likely (14.1%) than females (10.1%) to work in institutions focused on research while female respondents were slightly more likely (6.3%) than males (3.9%) to work in institutions focused on teaching. From 2005 to 2015, the percentage of scholars indicating they were in predominantly teaching institutions noticeably decreased.

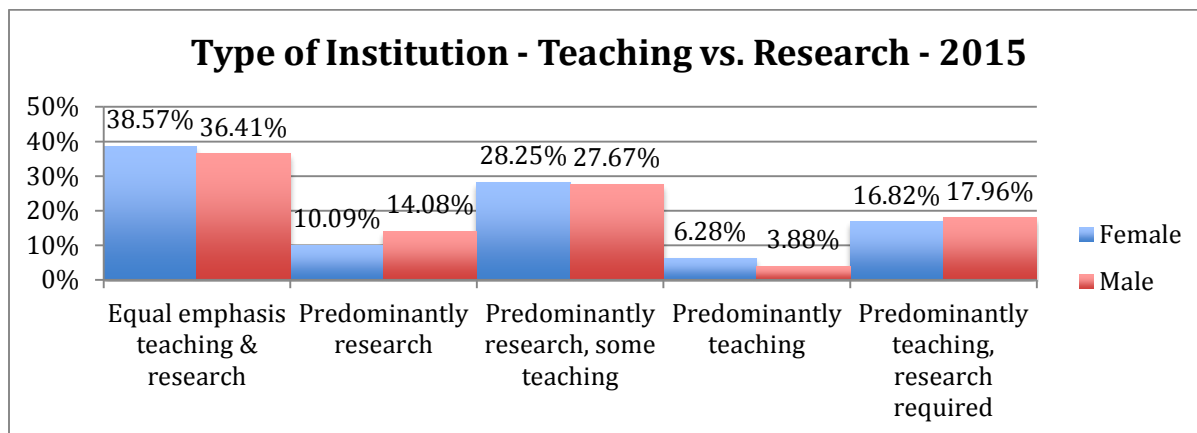


Figure 17

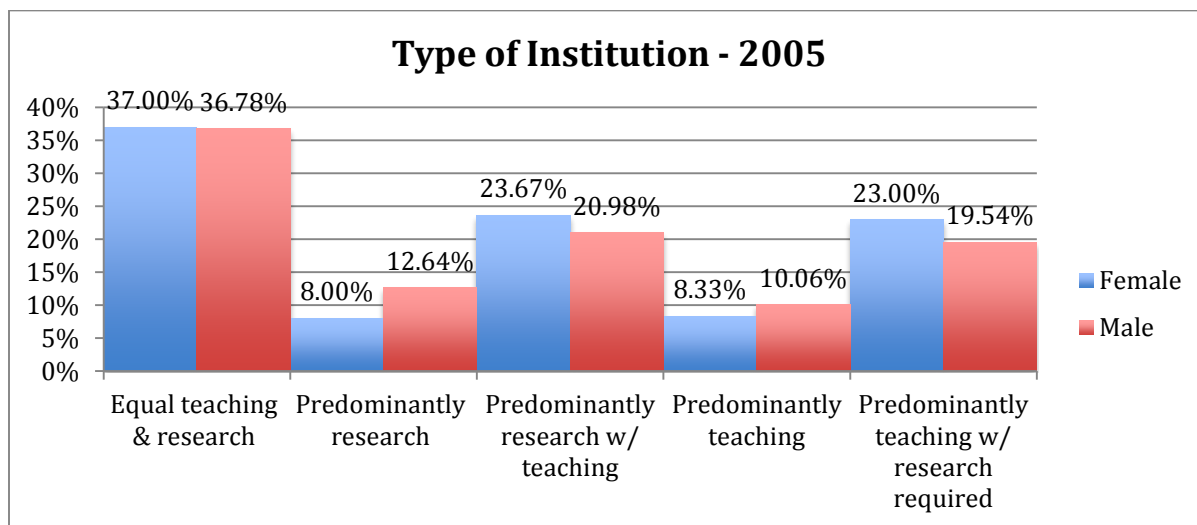


Figure 18

Female Faculty in Department

According to respondents, smaller departments on the whole had a higher percentage of female faculty. Close to 23% of departments of 1-5 people had over 50% female faculty while only about 9% of departments with more than 30 people had over 50% female faculty.

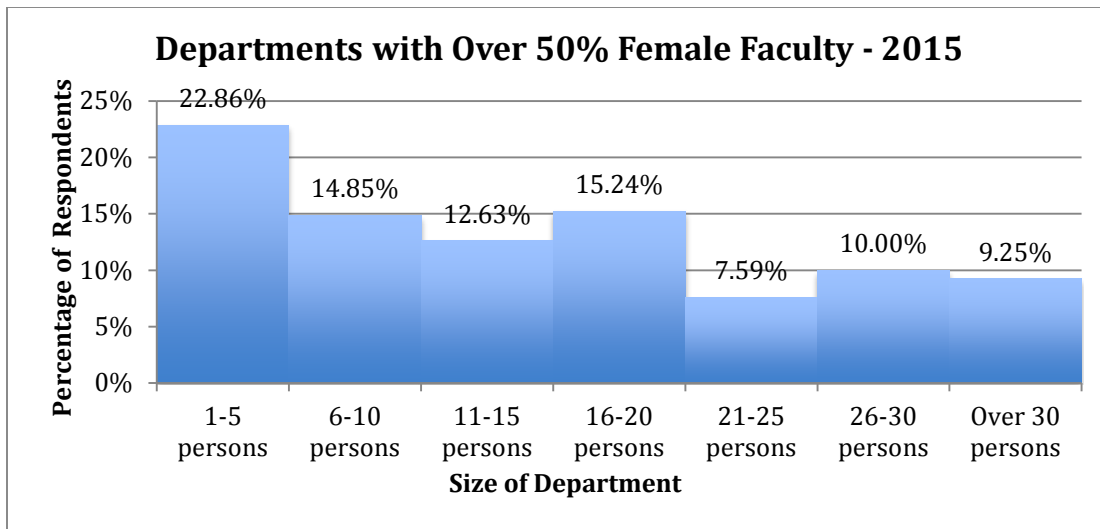


Figure 19

We also ran some naïve correlations between the percentage of female faculty in a department and the percentage of female students in that same department; the results indicated a positive relationship, though for technical reasons the significance could not be calculated. The direction of this relationship—whether having more female faculty attracts more female students or vice versa—might be an interesting subject for future research.

Comparing the results from the 2005 and 2015 surveys, there appears to have been an increase in the percent of female faculty in departments. About 10% more respondents in 2015 said that there were between 41-60% female faculty in their departments. Close to 7% more respondents in 2015 said that there were 26-40% female faculty in their departments. There was a decrease in departments with very low percentages of female faculty: a decrease of about 7 percentage points for departments in the 6-15% range and a 4 percentage point decrease for departments in the 1-5% range of female faculty.

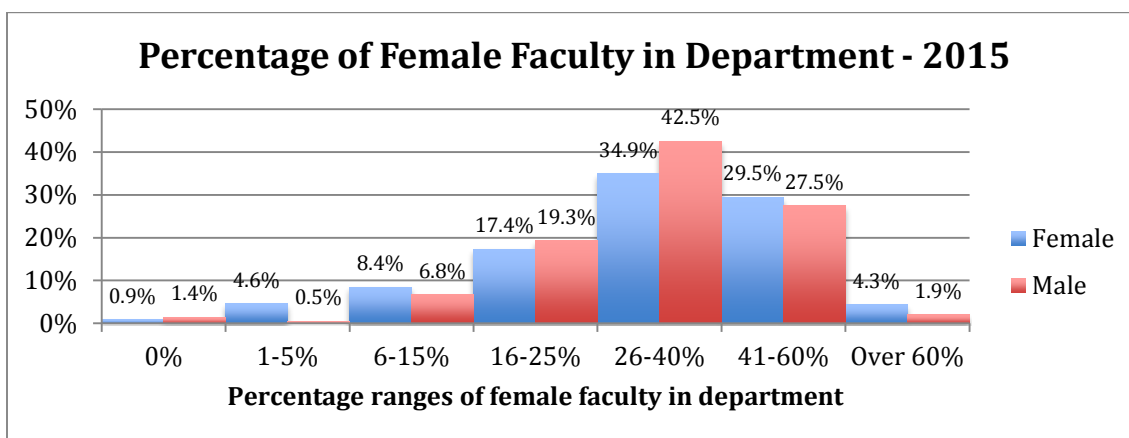


Figure 20

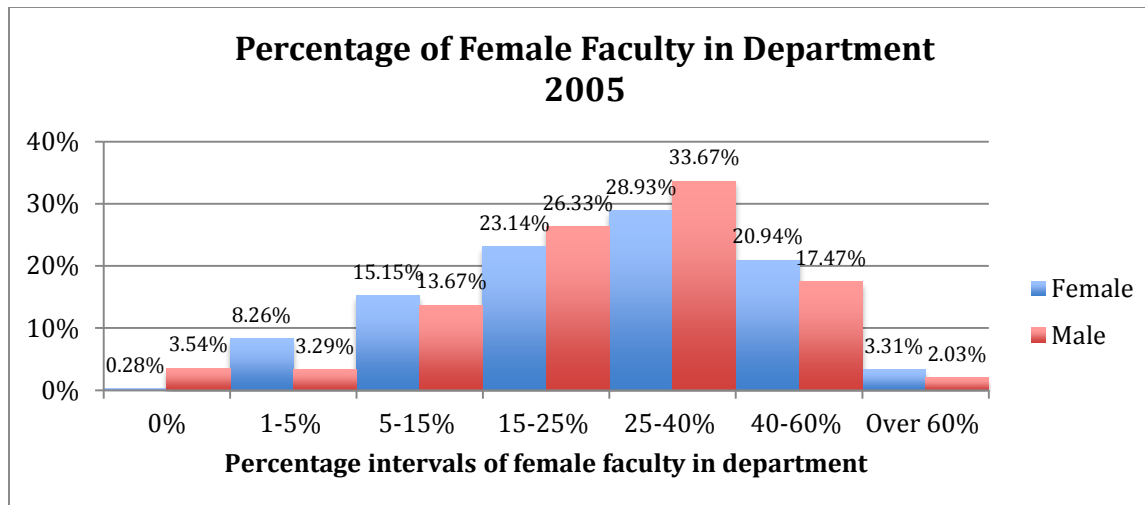


Figure 21

Feeling Overwhelmed & Course Load

Current and former academics were asked if they felt overwhelmed by their departmental service. After removing the 'not applicable' and 'blank' responses, 41.4% of female respondents answered that they felt overwhelmed compared to 30.6% of males. This is a substantial gap, and merits further investigation.

The survey also asked specifically about course load. While 28% of female academics had 1-2 courses compared to 16.8% of males, close to 28% of female academics also had 5 or more courses compared to 25.7% of males. In the middle range, 57.4% of male academics had 3-4 courses compared to 44.3% of females. From this, it is clear that male respondents had a much higher percentage of mid-level course loads (3-4 courses) while females had a much higher percentage of low-level course loads (1-2 courses) and slightly higher percentage of high-level course loads (5+ courses). This phenomenon is puzzling, and it is to be hoped that further research could clarify why the distribution is as we see it.

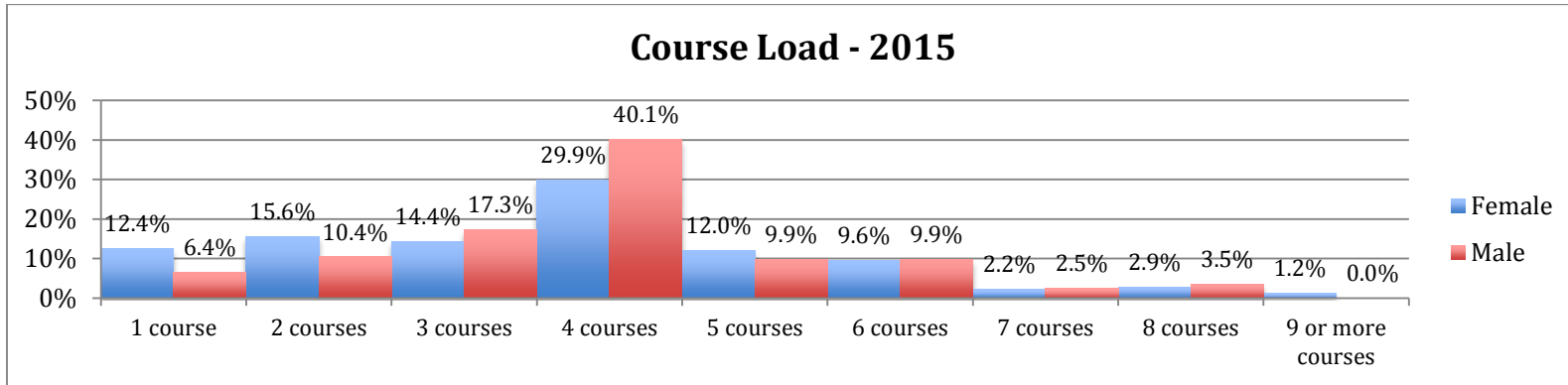


Figure 22

Comparing course loads from 2005 to 2015, we do see high course loads (6+ courses) becoming, with a few exceptions, less common.

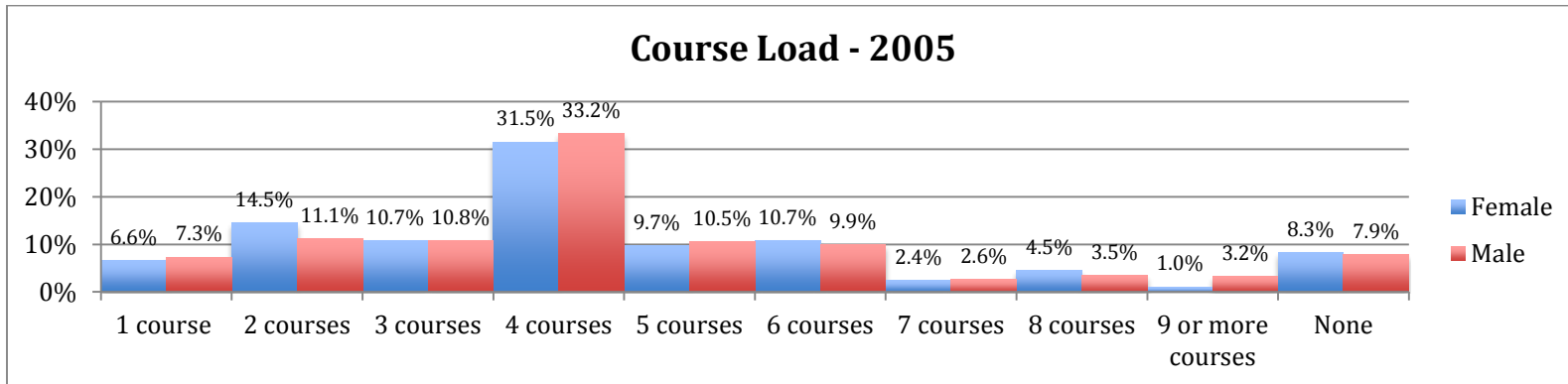


Figure 23

Figure 24 indicates that those respondents at private institutions have higher course loads on average than those at public institutions, and Figure 25 shows the same for predominantly teaching (as versus predominantly research) institutions.

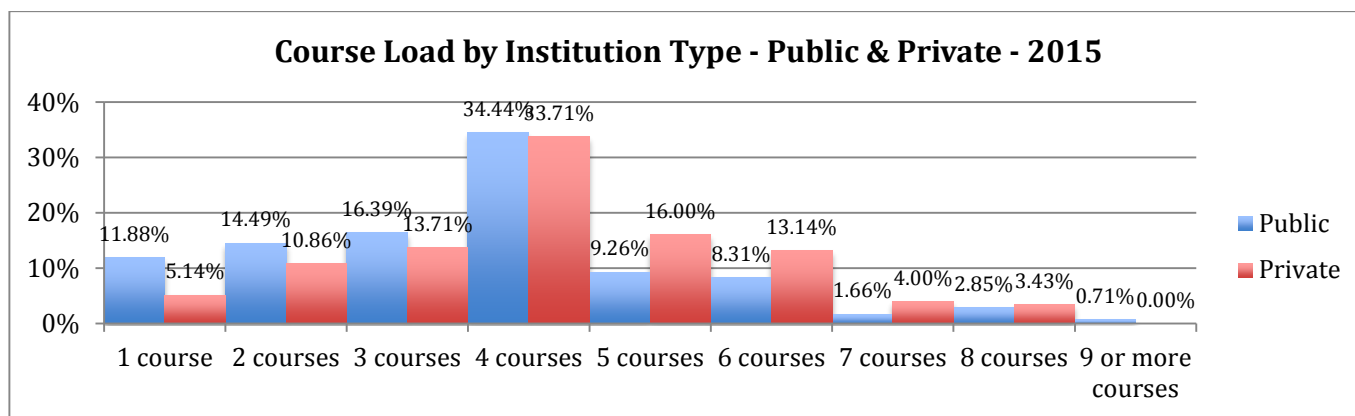


Figure 24

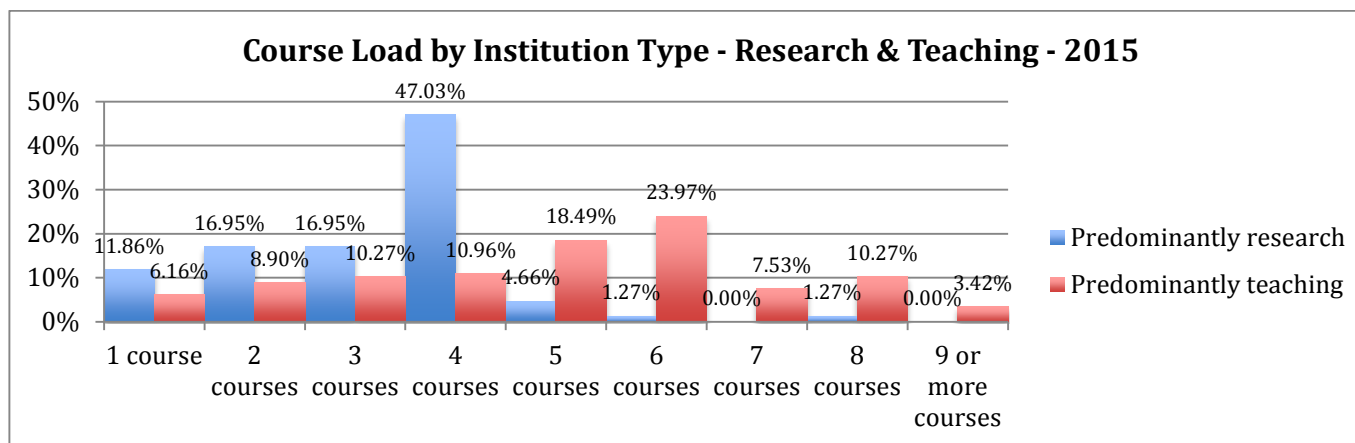


Figure 25

Gender Citation Policy

A relatively new initiative in academia encourages academics to check that they have sources cited from both men and women, due to the observed gender gap in citations mentioned previously in the literature review. Participants in the survey were asked if they used such a policy and if not, would they endorse the policy; 26% of females and 18.6% of males answered yes, they currently do check their citations to ensure they have not overlooked the work of women. An additional 55.8% of females and 47.1% of males stated that while they currently do not implement such a principle, they were open to endorsing this policy. However, 18.2% of females and 34.3% of males said they do not endorse such a principle—in other words, almost twice the percentage of male respondents as female respondents refused to endorse such a policy, and this represented over a third of all male respondents in the sample.

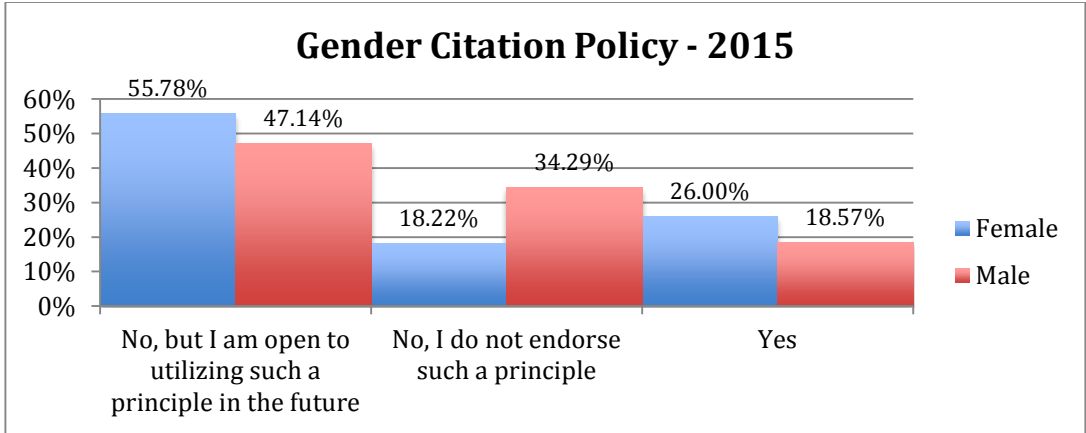


Figure 25

III. PERCEPTION OF HOW SEX AFFECTS PEOPLE IN THEIR DISCIPLINE

In an overall sense, the results of the 2015 survey indicate that although many males and females agree that males have an advantage in several areas of academia and professional life, female respondents are much more likely to feel that men have an advantage. In contrast, more males tend to feel that neither sex has an advantage.

Success in Grad School

Although in 2015 both male and female respondents felt that sex had a neutral effect on *entry* to graduate school, a majority of female respondents and a plurality of male respondents felt that *success* in graduate school was harder for women than men. Nearly 13% more women felt that men had an advantage with reference to success in graduate school. Across 1995-2015, men are more likely in 2015 to see that entry to or success in grad school may be harder for women than they were in either 1995 or 2005. For women respondents, however, perceptions of greater difficulty waned in 2005 compared to 1995 for entry and success in grad school, but resurged once more in 2015. The reason for such a resurgence is unclear.

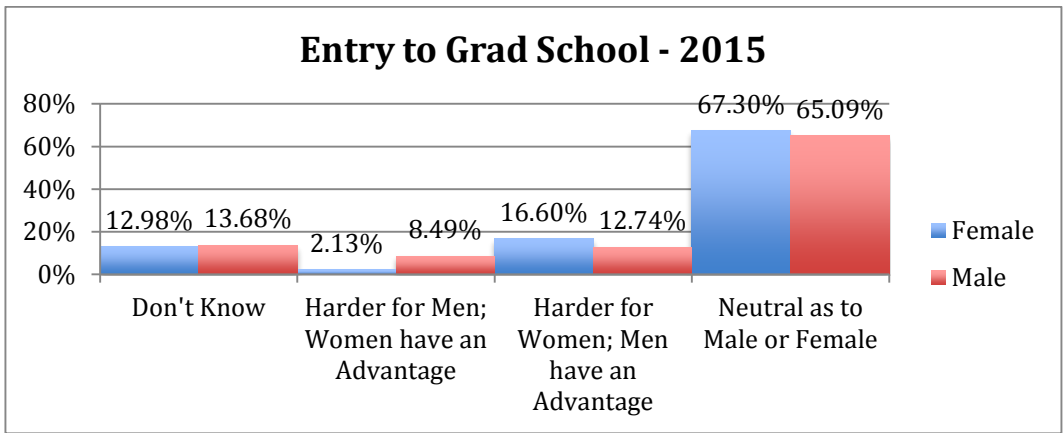


Figure 26

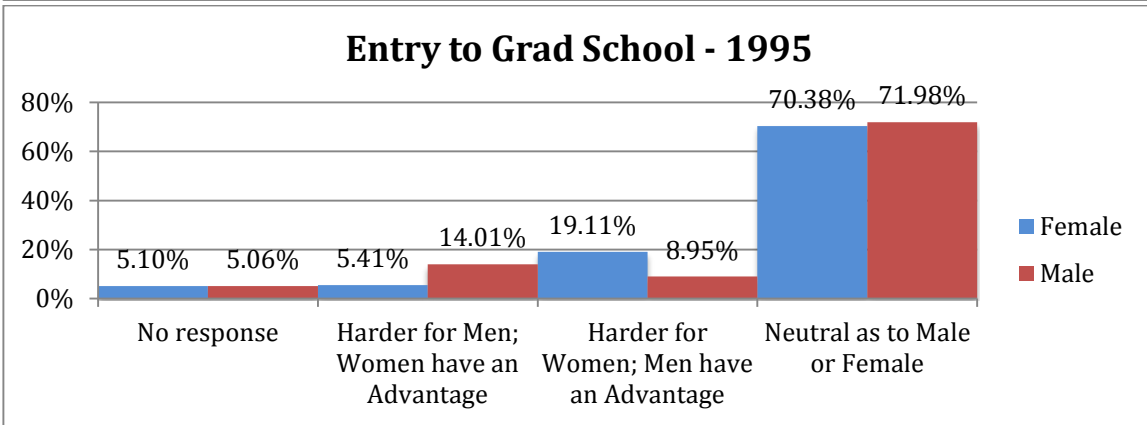
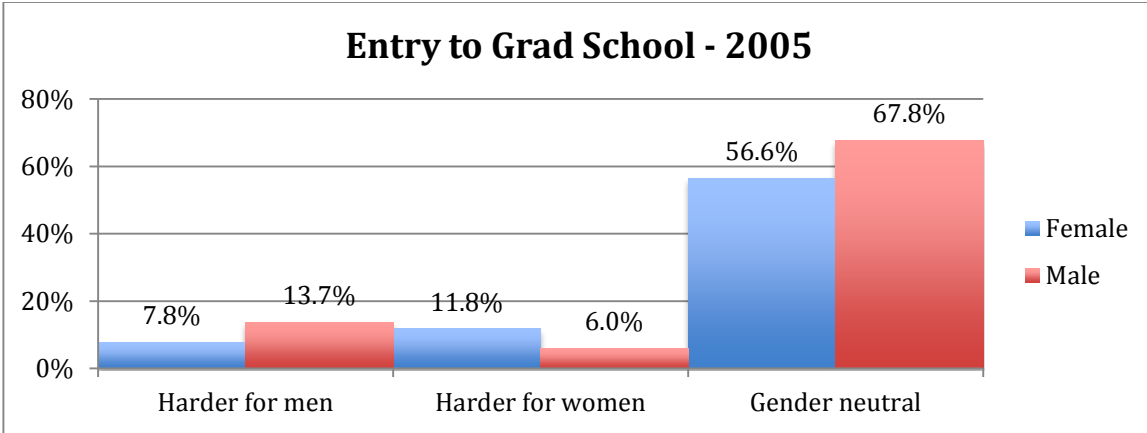


Figure 27

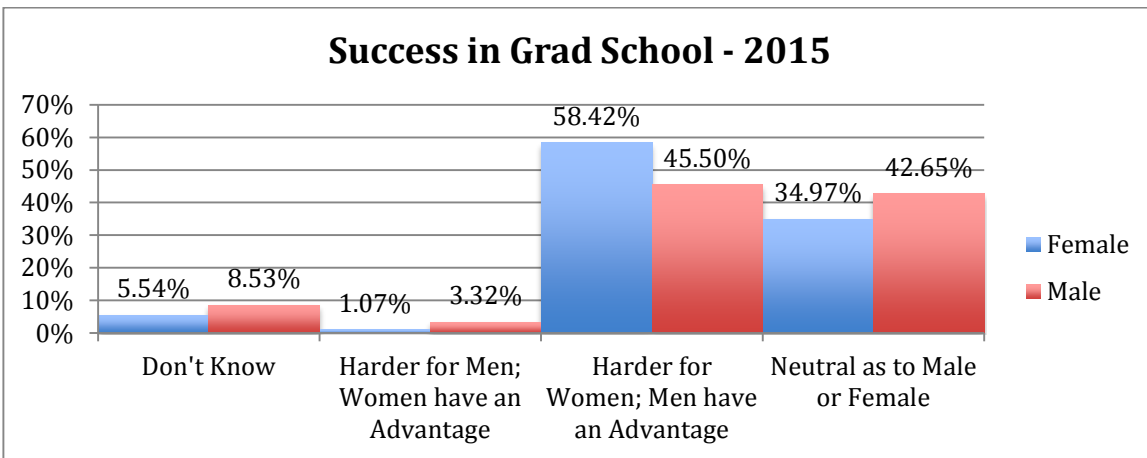


Figure 28

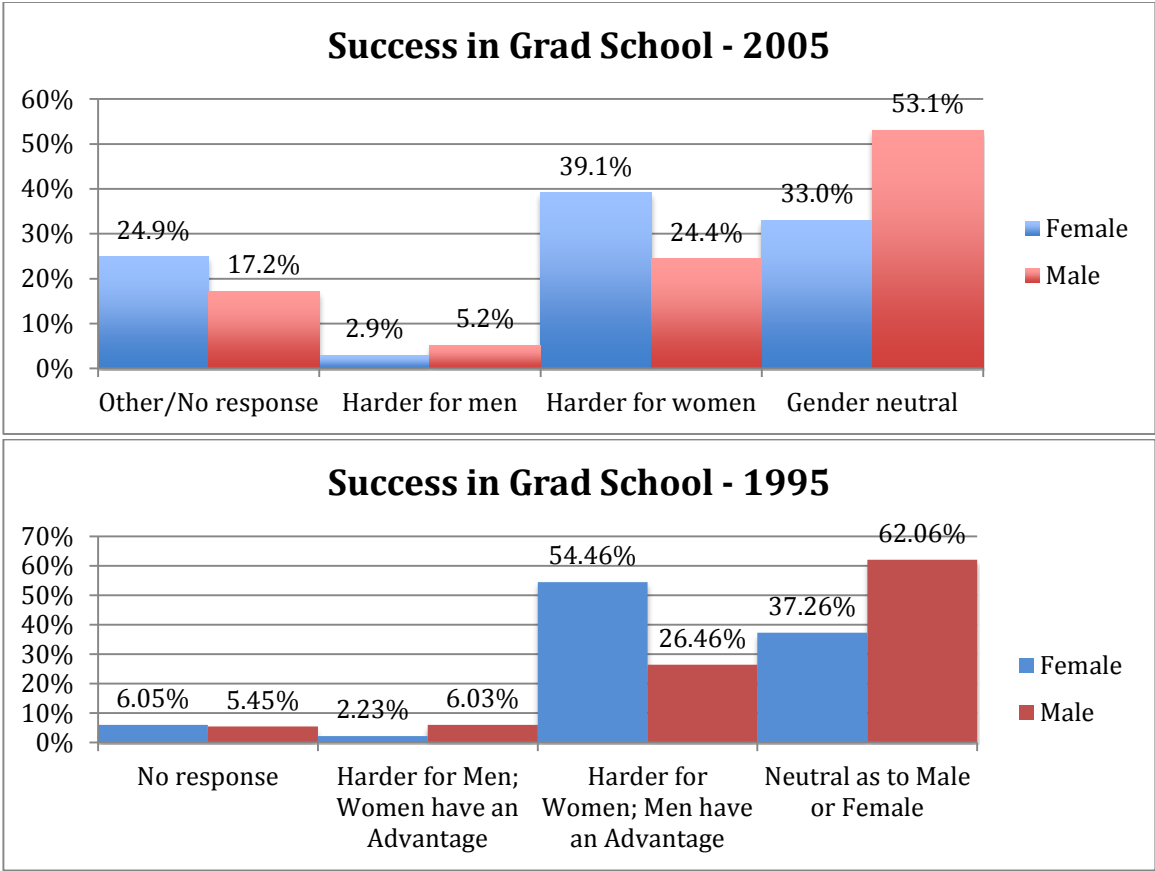


Figure 29

A majority of both male and female respondents overall felt that financial aid in graduate school was neutral in terms of sex. About 25% of respondents put that they did not know whether it was harder for males or females to obtain financial aid. Longitudinally, from 1995 to 2015, the category of “don’t know” increased the most for both sexes. It’s possible that “don’t know” and “neutral” may be conceptually similar options for many respondents, in which case, about 85% of 2015 respondents felt financial aid decisions were not related to sex of recipient.

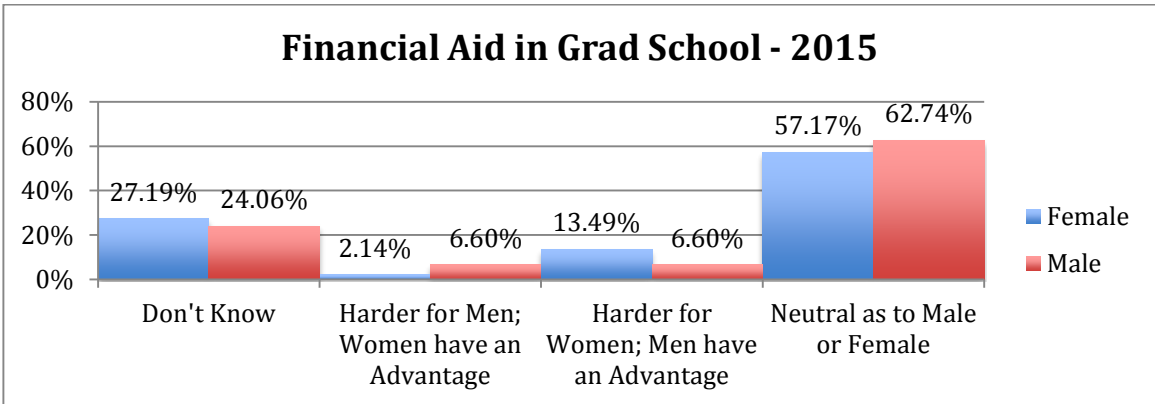


Figure 30

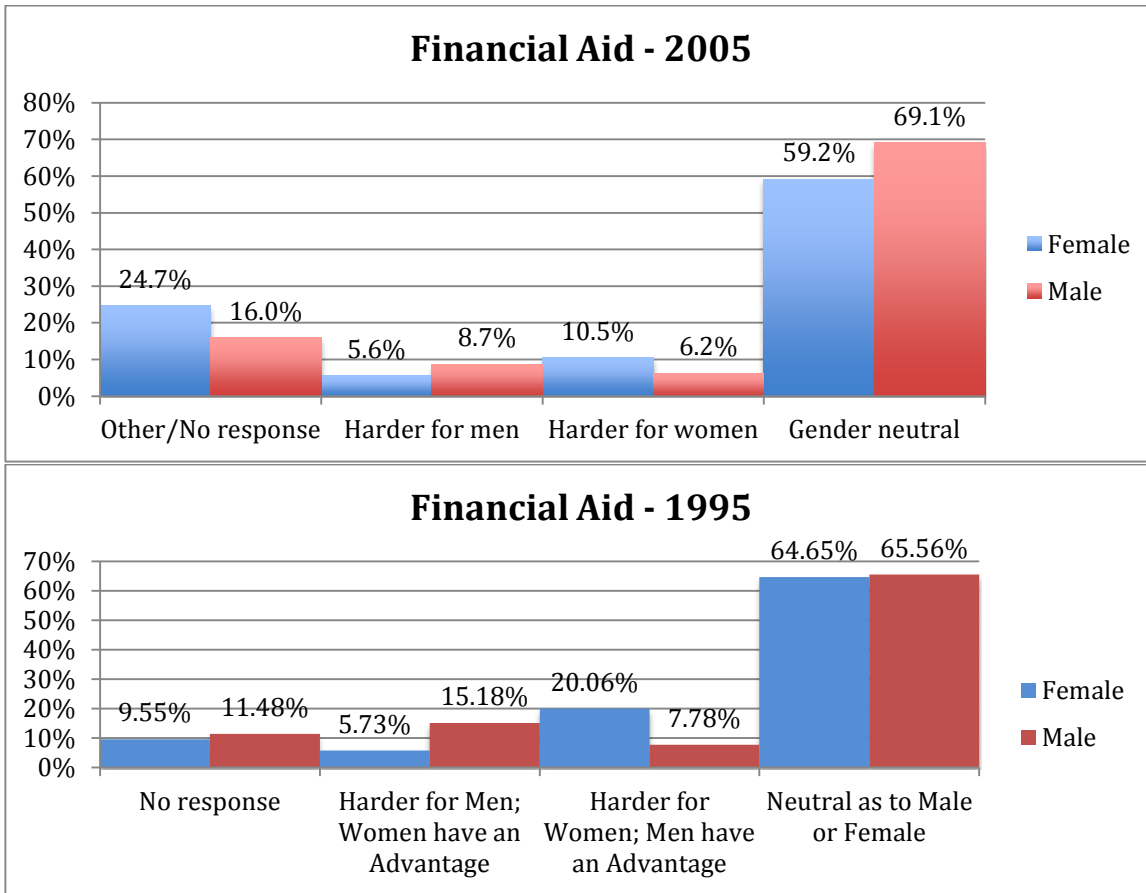


Figure 31

Mentors

We have noted in the literature review that the availability of female mentors—or their lack—may be a factor in the leaky pipeline for female academics. In the 2015 survey, questions were asking about mentoring by sex of mentor, as well as questions on the perceived adequacy of the mentoring given. Strikingly, for those who said they had mentors (over 80% of the sample for females and for males), 41.1% of females generally had mentors who were not of the same sex, compared to 8% of male respondents. Of the females that gave answers about their mentoring experience in graduate school, 46% said they received adequate mentoring in graduate school compared to 57% of male respondents. 22.2% of female respondents said that they received adequate mentoring before promotion/tenure compared to 26.2% of male respondents. However, there was a response rate issue with these mentoring questions: 45.3% of females and 37.1% of males did not answer questions about mentoring before promotion/tenure. Overall for 2015, 52.2% of female respondents and 42.2% of male respondents felt that it is harder for females than males to be adequately mentored in graduate school.

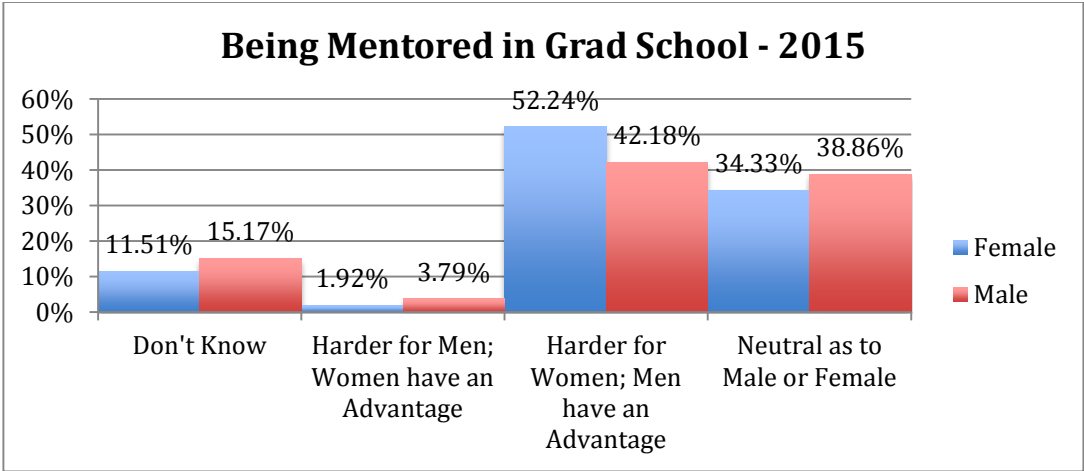


Figure 32

Post Docs

In 2015, 38.3% of females felt that obtaining a post-doctorate fellowship was harder for women than men; only 20.5% of males felt it was harder for women than men. However, the self-reported rates of post-doc attainment were virtually the same for men and women.

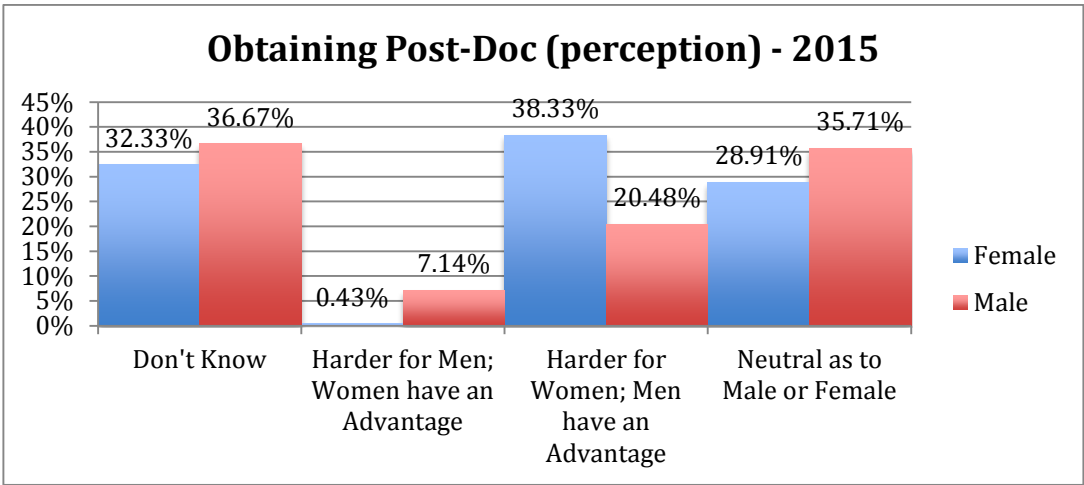


Figure 32

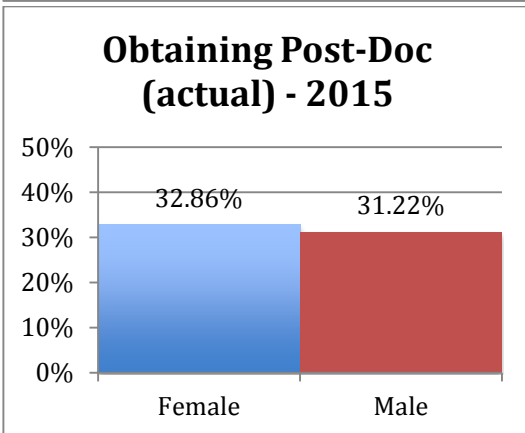


Figure 33. Actual statistics of survey respondents show 32.86% of females obtained a post-doctoral fellowship after grad school whereas 31.22% of males obtained a post-doctorate.

Success in Tenure Track

Although 56.56% of females felt that it was harder for women to obtain a tenure track position, female respondents had more self-reported success than men in getting an interview and offer for employment; 65.71% of female respondents said they obtained an interview and job offer compared to 60% of male respondents.

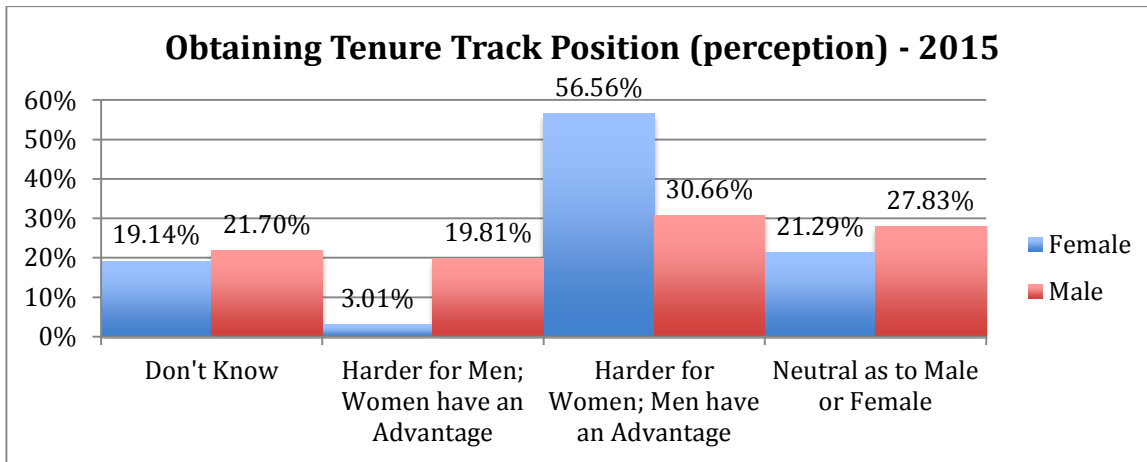


Figure 34

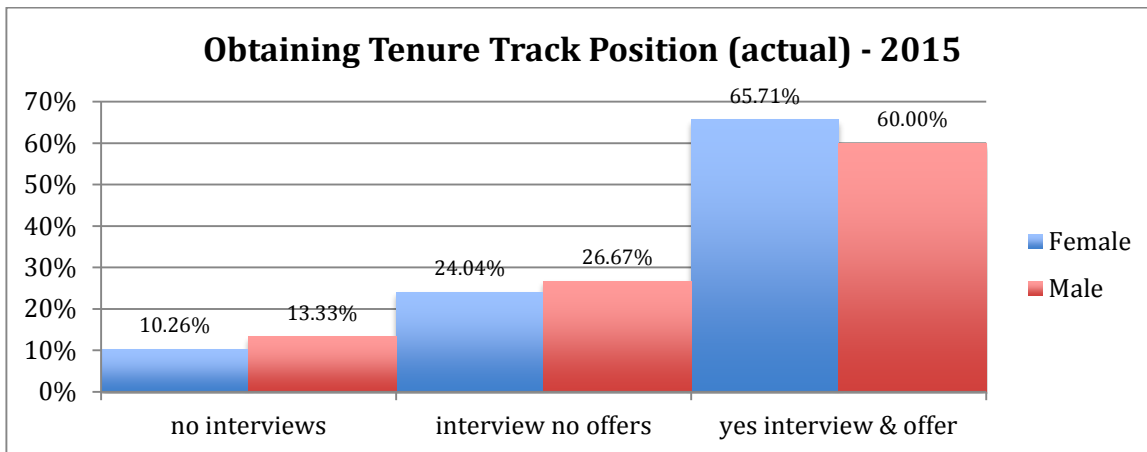


Figure 35

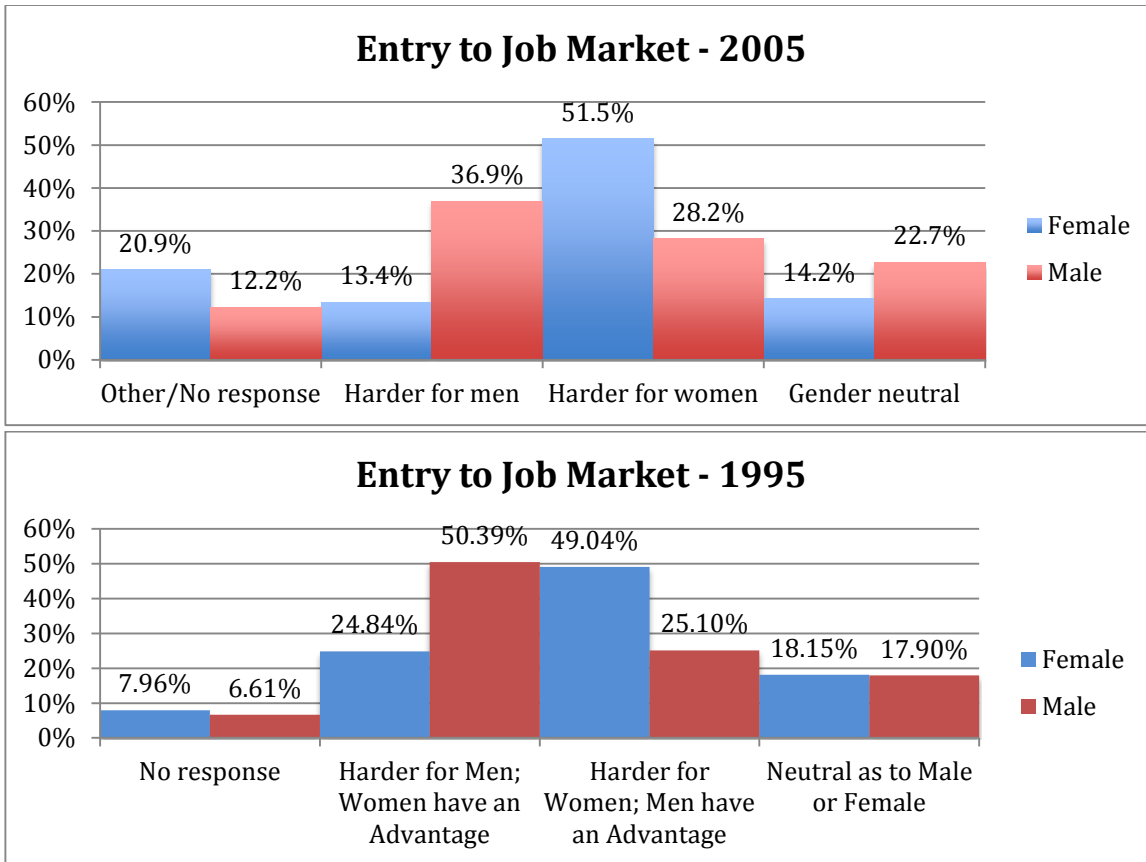


Figure 36

According to the 2015 survey, getting tenure is perceived to be harder for females than obtaining a tenure track position: 71.4% of females and 42.45% of males in the survey felt that men had an advantage in getting tenure. Self-reported figures show that 59.24% of male professor respondents in the survey were tenured compared to 50.73% of female professor respondents. However, since those who did not gain tenure might be under-represented in the survey, it is unclear how to compare these two sets of figures. Interestingly, in 1995, fewer male and female respondents thought it was more difficult for females to get tenure (61.46% of female respondents and 31.52% of male respondents).

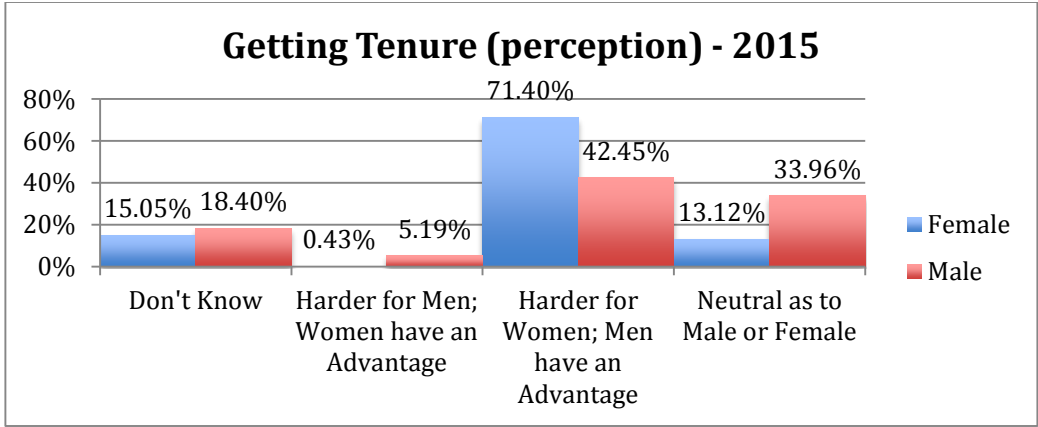


Figure 35

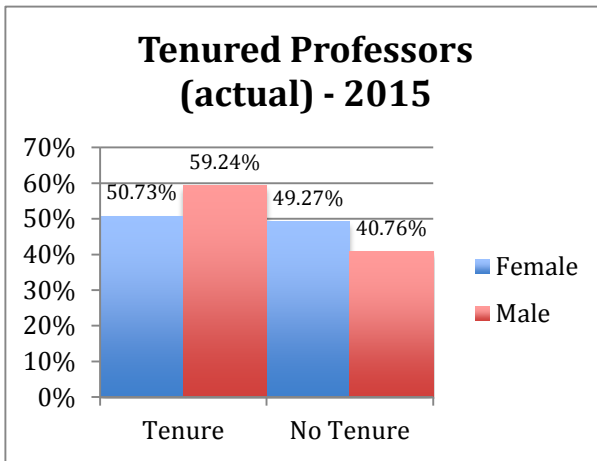


Figure 36

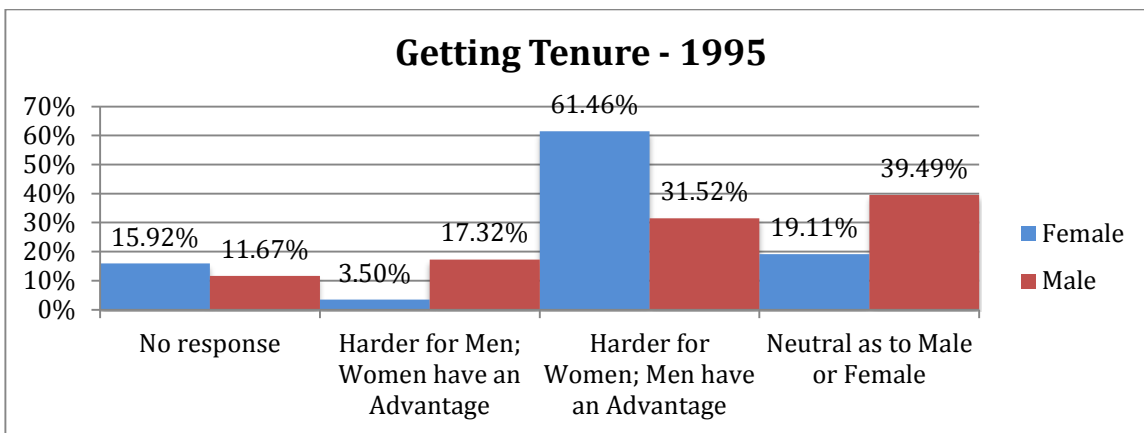


Figure 37

Salary

There was a large disparity between female and male’s perception of how sex affects salary: 80.8% of females felt that men have an advantage over women in salary while only 52.4% of males felt that way. Male respondents had a clear advantage in self-reported salary, however. Close to 30% of females earned

under \$40,000 per year compared to only 19% of males. Additionally, 11.9% of males in the survey earned over \$140,000 per year compared to only 3.7% of females.

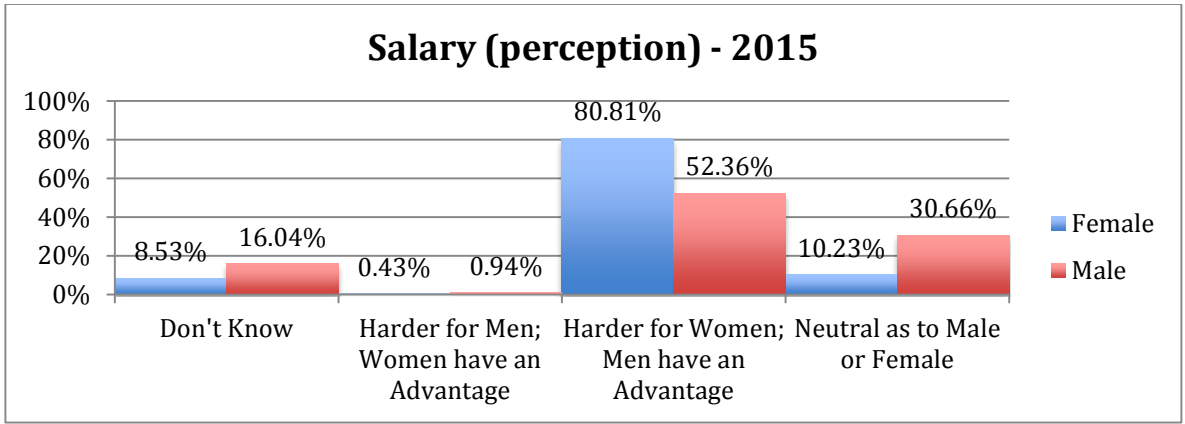


Figure 38

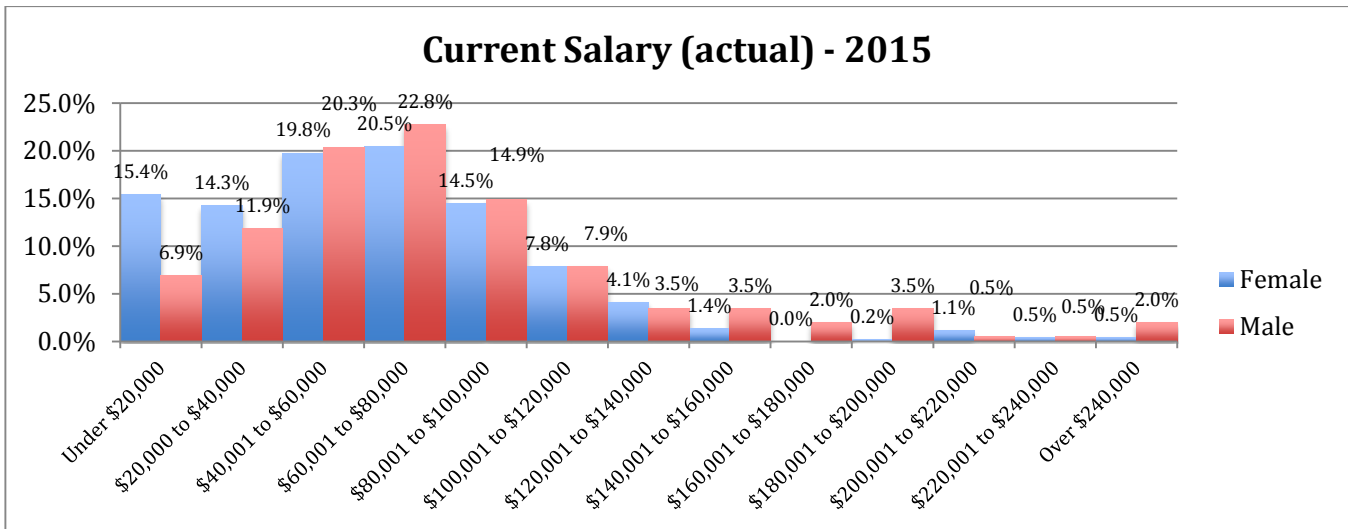


Figure 39

Removing the students, retired, and unemployed from the sample, males still have an advantage over females in salary. Just over 16% of female respondents self-reported earning less than \$40,000 per year compared to only about 10% of male respondents. In comparison, only 4.4% of female respondents but 12.9% of male respondents earn over \$140,000 per year.

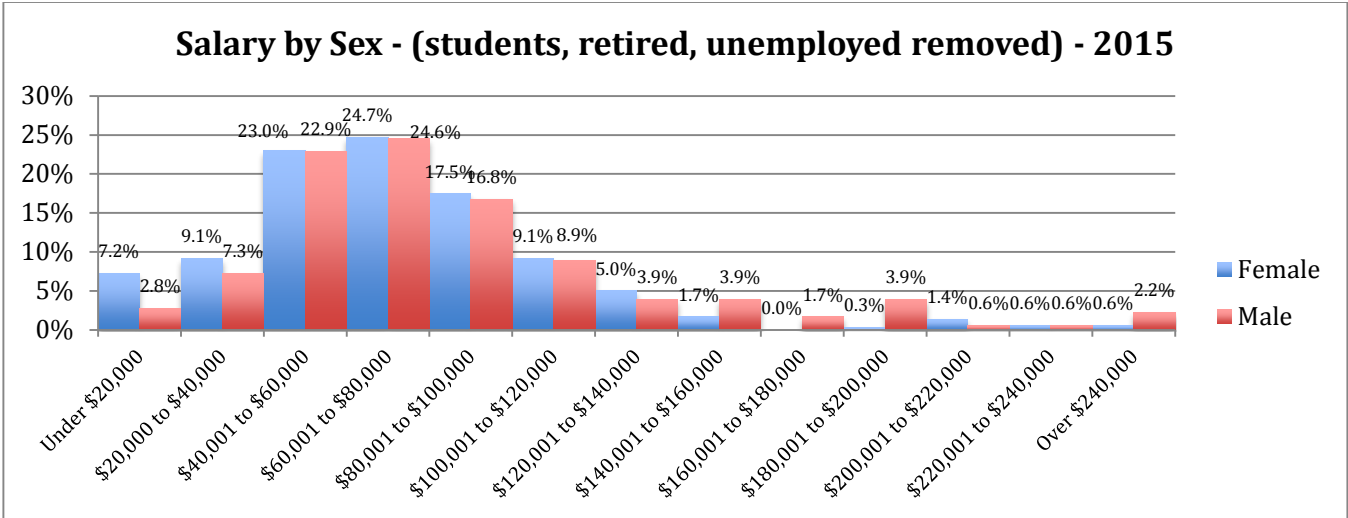


Figure 40

Promotion & Leadership

Over 34% more female respondents (75.1%) than males (41%) felt that men have an advantage in getting promoted. These numbers were higher than twenty years ago, in 1995, where the percentages were substantially lower (64.65% of female respondents and 31.71% of male respondents). In 2015, 54.06% of females and 34.43% of males felt that it is more difficult for women to be appointed to leadership positions in the department. Close to 50% of male respondents felt that leadership appointments were neutral as to sex, compared to only 28.21% of female respondents.

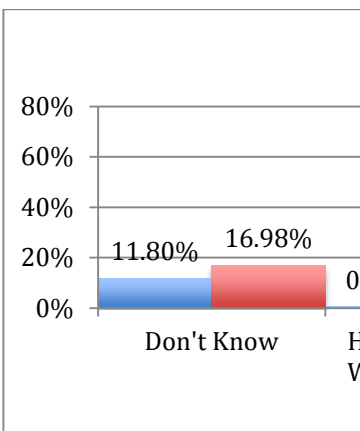


Figure 41

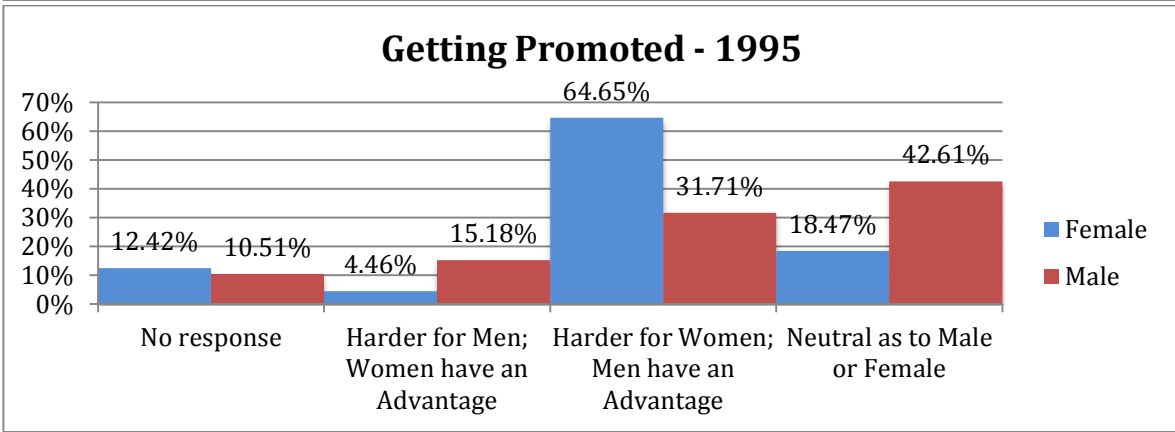
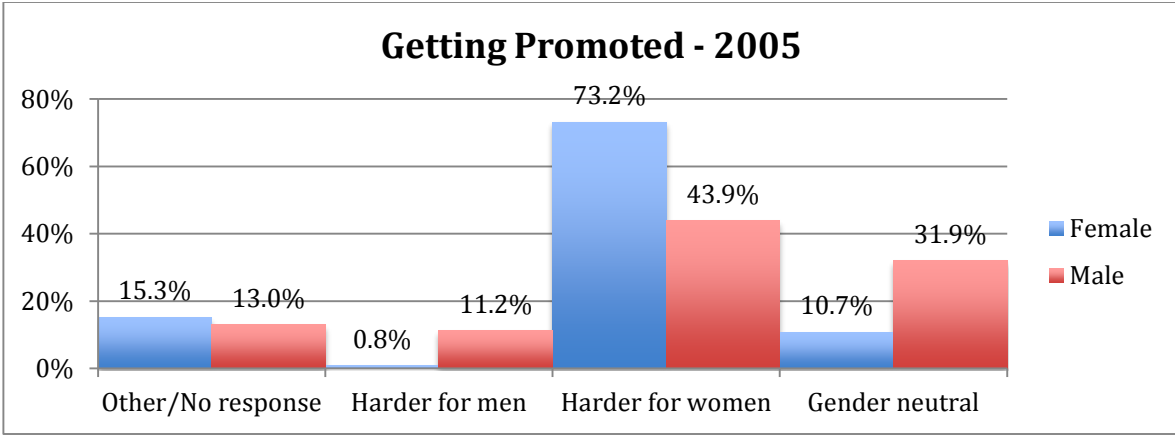


Figure 42

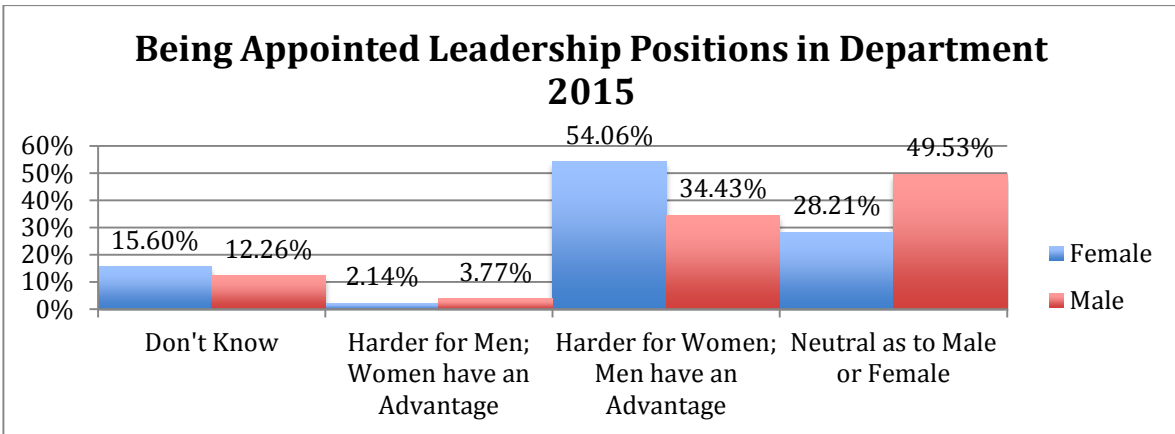


Figure 43

Job Market for Senior Women

In 2015, 68.45% of female respondents felt that the job market is tougher for senior-level women, but less than 39% of men felt senior women were at a disadvantage. While the percentages for female respondents who felt this way changed very little from 1995 to 2005 to 2015, the percentages for male respondents fell over this time period.

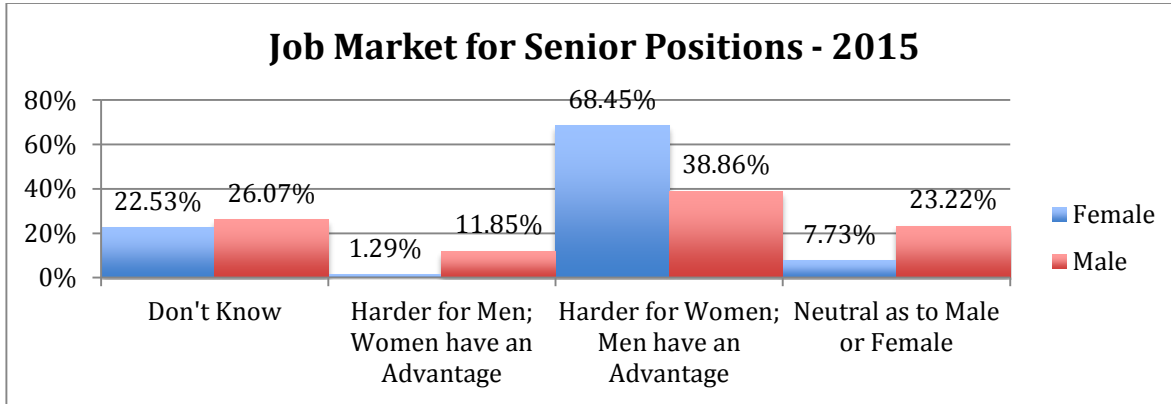


Figure 44

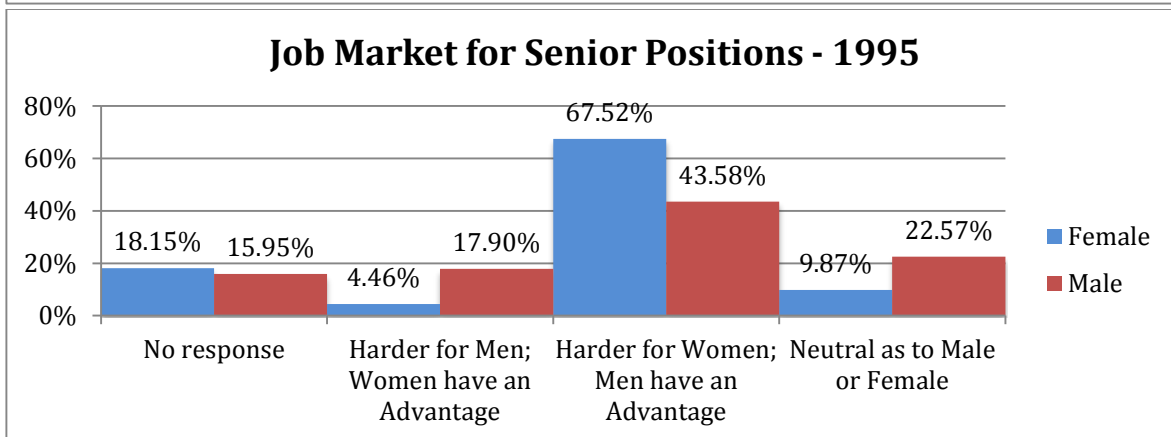
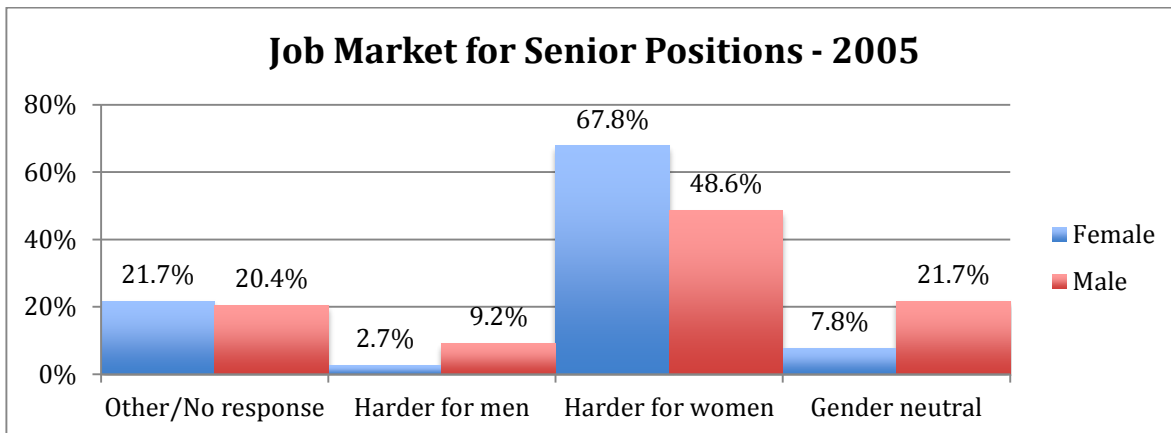


Figure 45

Grants & Publications

With regard to getting grants, a majority of respondents either stated they did not know if there was a sex difference, or felt there was no sex difference. About 37% of female respondents and about 11% of male respondents felt, in 2015, that men had an advantage in this area, and these figures resembled those for 1995 and 2005, as well.

Regarding the likelihood of being published in good quality outlets, nearly two thirds of male respondents felt that getting published in good quality outlets is neutral as to sex while 42.95% of females felt that men have an advantage. Longitudinally, while that percentage of male respondents reporting neutral effect is lower than it has been in previous years, the percentage for female respondents reporting neutral effect is also lower than it has been in previous years. We are tempted to suggest that recently published empirical evidence about female under-representation in journal publications noted in our opening literature review has made an impact on perceptions within the field.

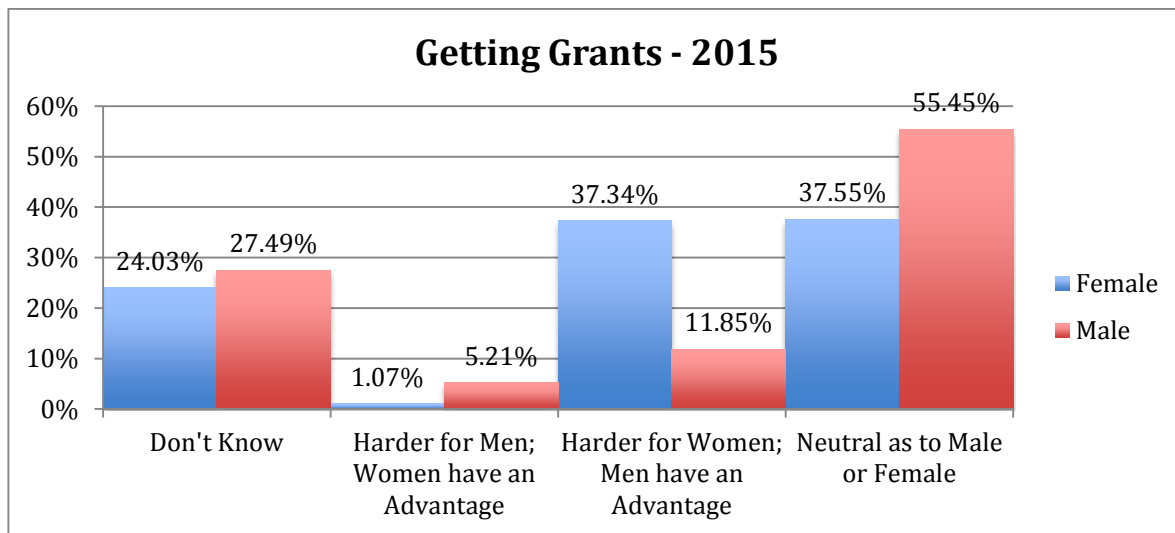


Figure 46

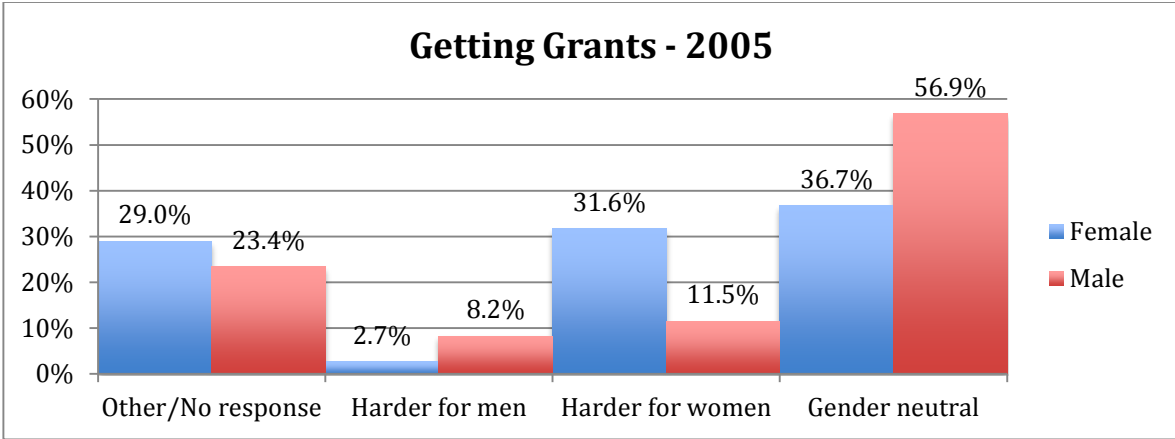


Figure 46A

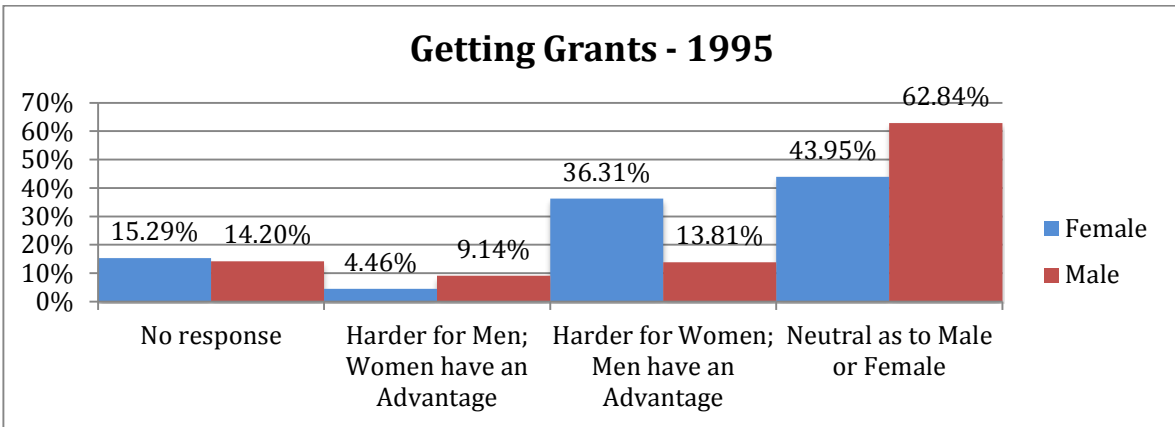


Figure 47

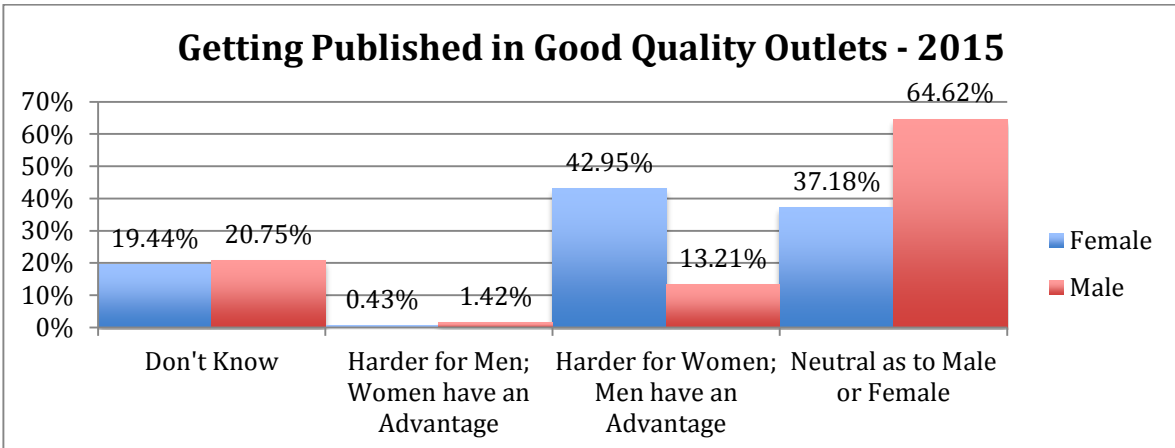


Figure 48

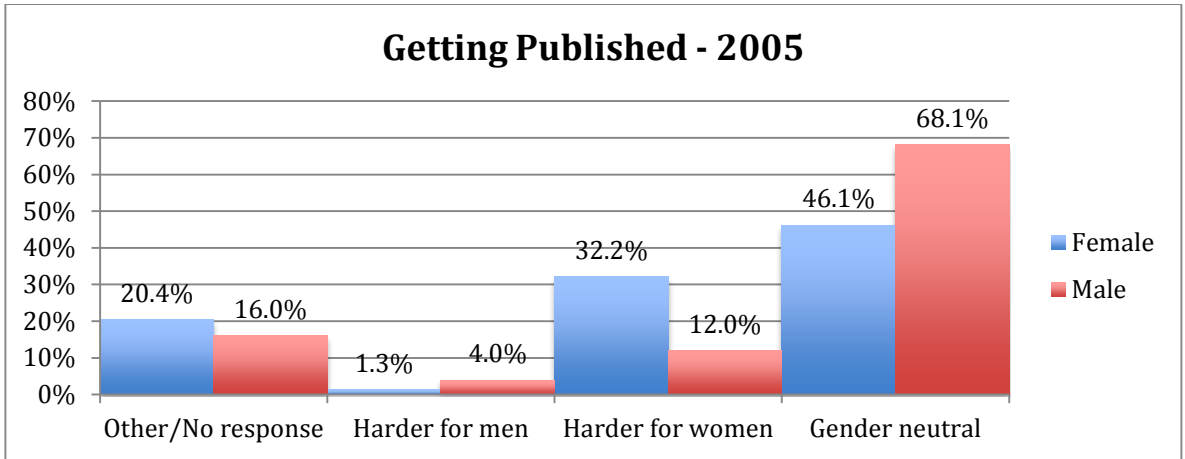


Figure 48A

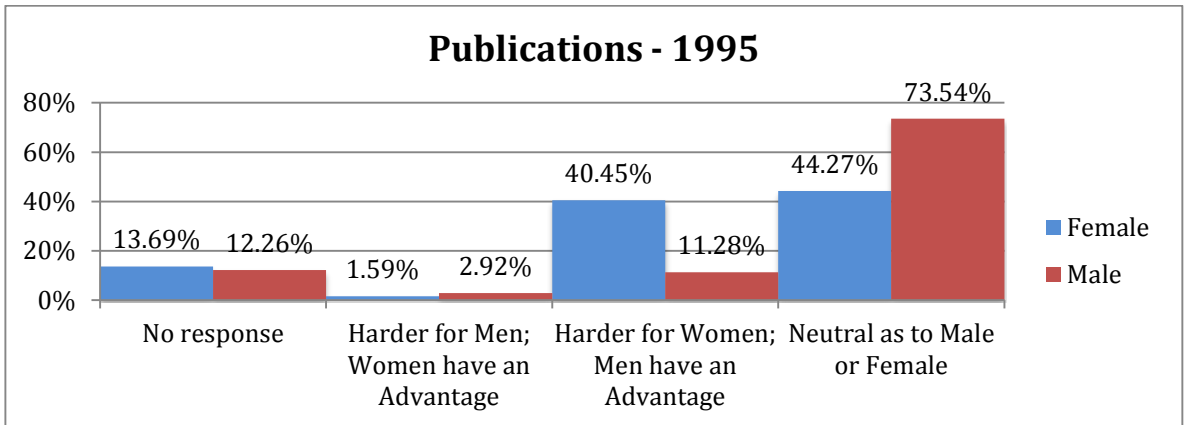


Figure 49

Influence, Honors & Awards

71.52% of female respondents felt that it is easier for males to have influence in their department as faculty members while only 45.5% of male respondents felt males had an advantage in influence. Just over half of females felt that it is harder for women to receive honors and awards, and just under half of males felt that neither sex has an advantage in receiving honors and awards.

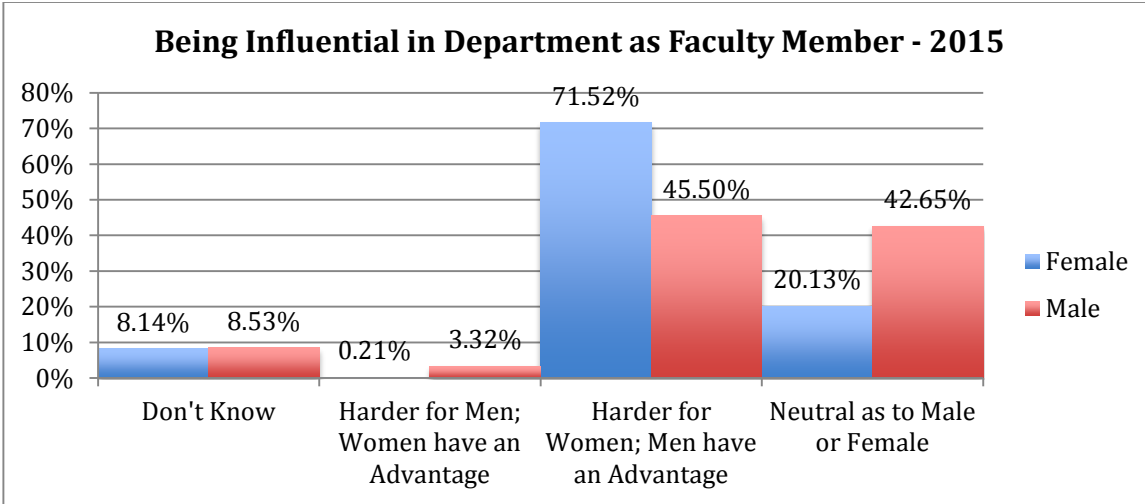


Figure 50

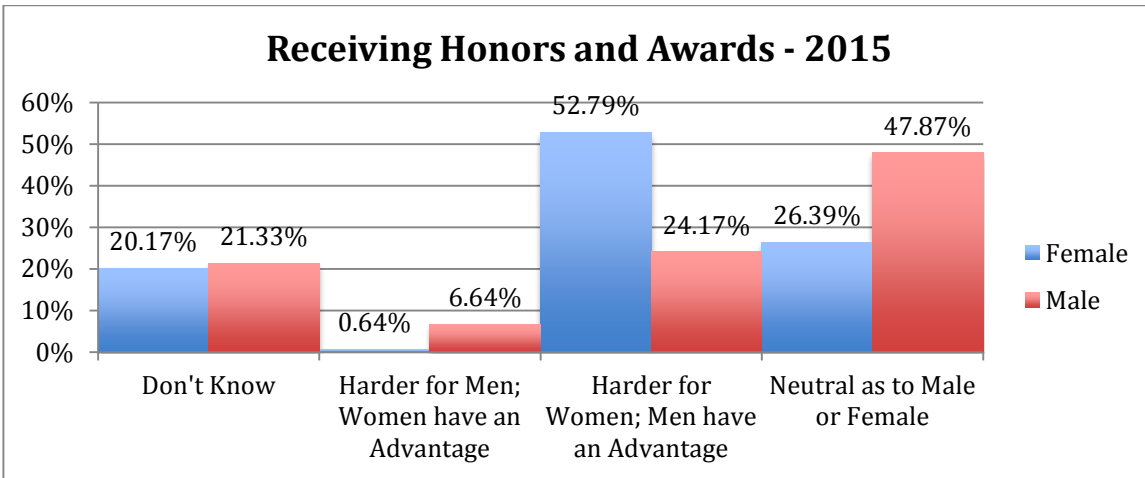


Figure 51

ISA Leadership

About 6% more male respondents (26.3%) than female respondents (20.3%) said they had participated in ISA leadership positions.

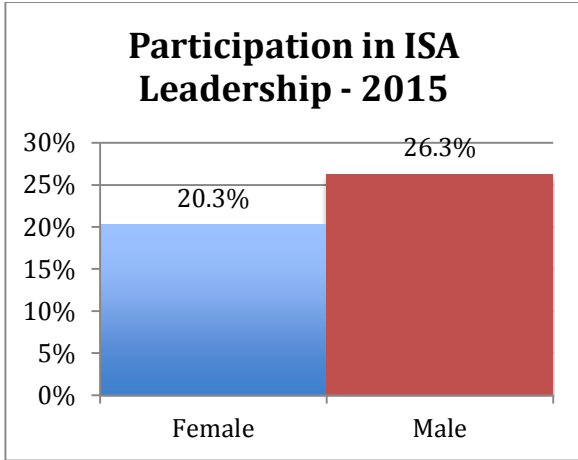


Figure 52

IV. CHILLY CLIMATE

Out of 476 females that responded (after taking out the 5 that did not wish to respond), only 4.25% said that they had not experienced or observed any form of “chilly climate” for women. Out of 213 males that responded (after taking out the 4 that did not wish to respond), 18.18% said that they had never experienced or observed any form of “chilly climate” for women. In other words, over 95% of female respondents said that they had either experienced or observed some form of “chilliness” towards women; over 81% of male respondents said they had experienced or observed some form of chilliness toward women.

Two males noted that “chilly climate” exists for men – one stating that females “alienate male PhD students” in the department, the other stating that women “give men a hard time at work.”

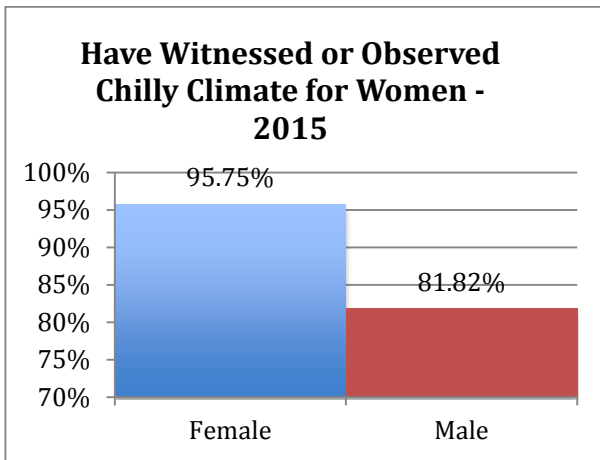


Figure 53

Over half of the male respondents (55.61%) said that inappropriate behavior toward women was rare; less than a third of female respondents (31.66%) said that inappropriate behavior toward women was rare—a substantial gap in perception.

Nearly a quarter of female respondents (23.9%) said that inappropriate behavior towards women was either ‘common’ or ‘intense and pervasive’; only about 7.5% of male respondents said that inappropriate behavior towards women was that frequent, another substantial perceptual gap.

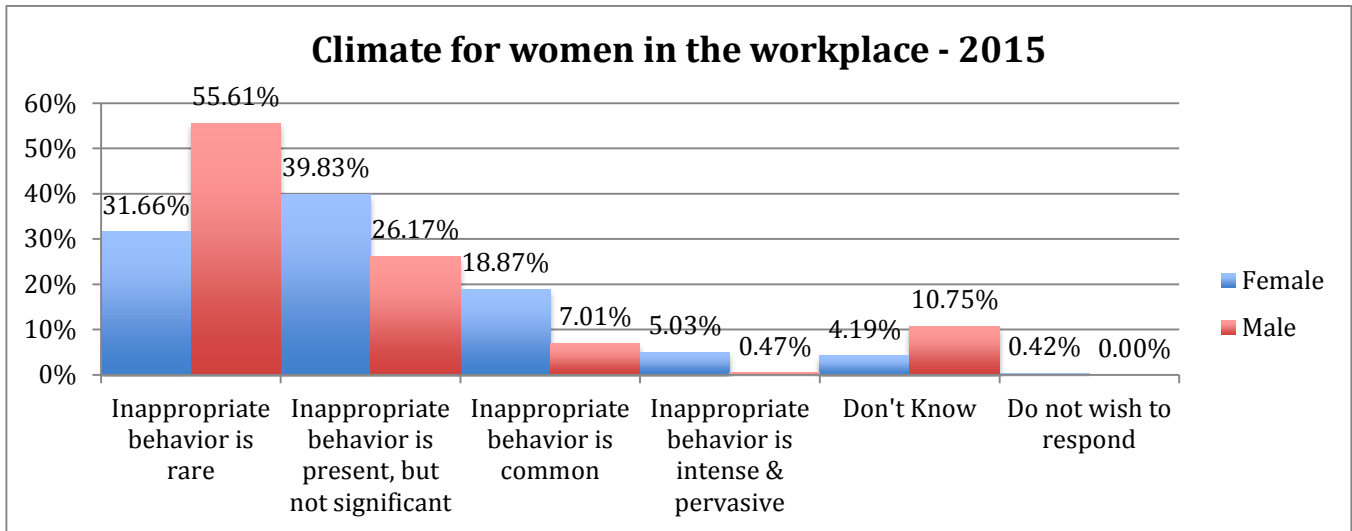


Figure 54

The previous two iterations of the survey also asked about the climate for women in the workplace. The response options were different, so it is difficult to compare the results from 2015 with the 1995 and 2005 versions. The two previous versions of the survey gave answer options about efforts to improve the climate for women; the 2015 survey zeroed in on the prevalence of inappropriate behaviors women face in the workplace. Additionally, the survey in 2005 allowed respondents to check all options that applied, and a significant portion of the sample did select more than one answer; therefore, the chart below shows a percentage of responses, not respondents. Frankly, it is hard to tell if the 2005 responses can be compared to the 2015 responses.

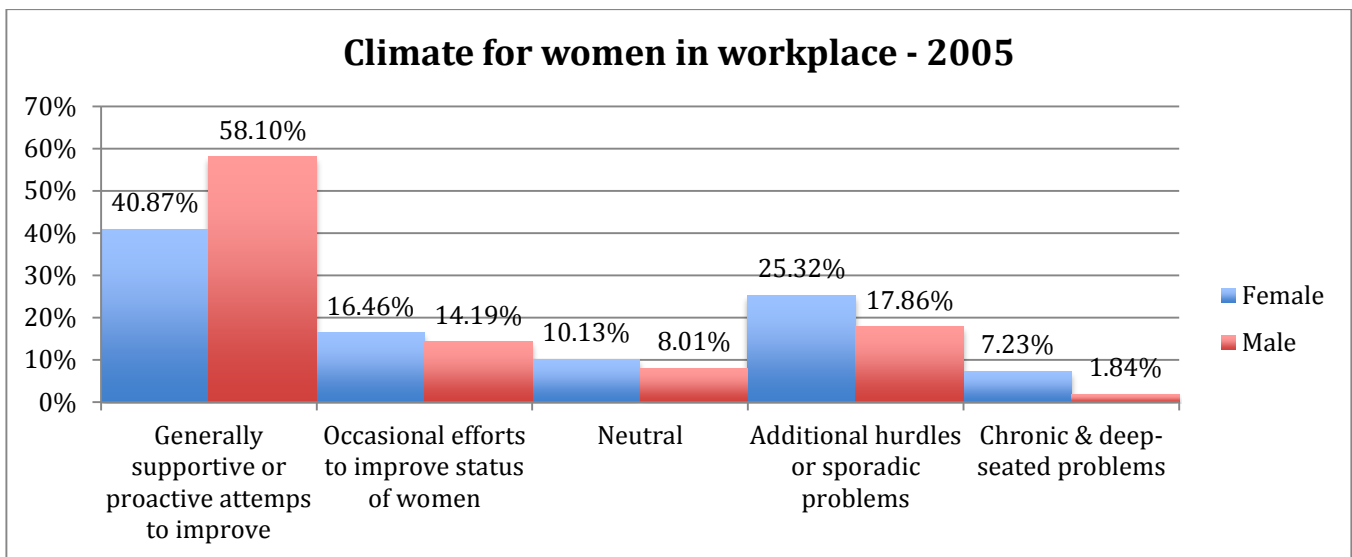


Figure 55

In the 1995 survey, it appears that a higher percentage of male respondents (60.9%) felt the climate for women was supportive than they did in 2005 (58.1%). The response in 2015 that “inappropriate behavior is rare” is the closest response; 55.61% of males felt that inappropriate behavior was rare in 2015. Close to the same percentage of female respondents in 1995 felt that the climate was generally supportive (31.8%) as the female respondents in 2015 who thought inappropriate behavior was rare (31.66%).

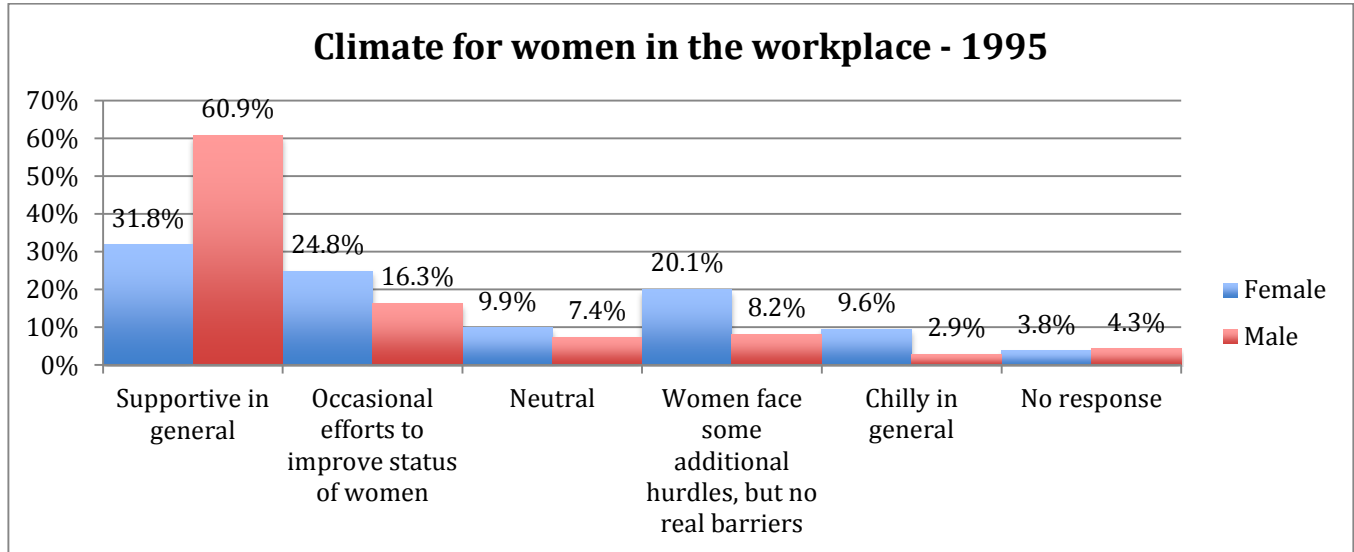


Figure 56

Sexual Harassment

Participants were asked if they had ever experienced sexual harassment at work – an extreme form of chilly climate – in any of the following ways: pressure for sexual activity, sexually-oriented directed remarks about clothing or body, staring or excessive eye contact, frequent comments on one’s personal appearance, and/or uninvited touching. Of the 477 female respondents, 7 either left the answer blank or gave unclear answers. Of those that gave clear answers, 27.87% said that they had never experienced sexual harassment. Of the 214 male respondents, 10 either left the answer blank or gave unclear answers. Of those that gave clear answers, 75% said that they had never experienced sexual harassment. With over 47% more female respondents than male respondents having experienced sexual harassment, this is clearly an area of concern.

When asked about frequency of the experience of sexual harassment over the past decade, 84.29% of male respondents said ‘never’. In contrast, more than half of the females in the survey had experienced sexual harassment once or a few times, with 11.26% of females saying they had suffered often or a significant number of times over the last ten years.

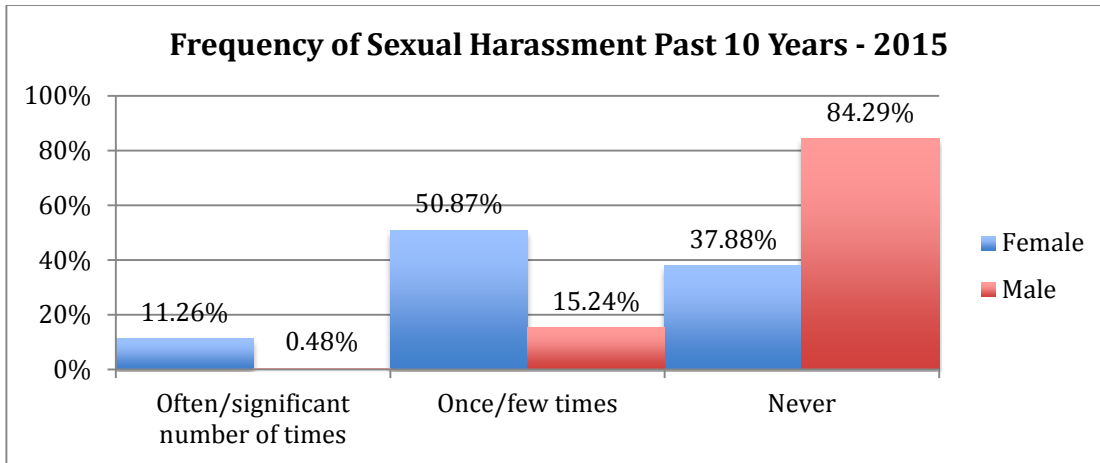


Figure 57

There are differences between how male and female respondents reported handling sexual harassment and other inappropriate behaviors. Nearly 15% of female respondents said that they have ignored inappropriate behavior as their only response to the behavior; in contrast, only 6.16% of male respondents said they have ignored inappropriate behavior as their only response to the behavior.

Out of 229 respondents that cited having been believed by authorities after reporting inappropriate behavior, 64.2% said that at some point action was taken but it was not to their satisfaction, and 54.6% said that authorities have never taken action. Since respondents were asked to click all that applied, this seems to indicate that sometimes action was taken, and sometimes it was not, but generally speaking the respondent was dissatisfied with the outcome.

V. EMPLOYMENT

Employment is very tricky to generalize, since the sample is younger and more female than overall ISA membership. Nevertheless, we report our results. In terms of employment, over 9% more female respondents were students than males and 9% more male respondents were full time employees than females. Females were 1.2% more likely to be employed part-time while males were 2% more likely to be retired. No males in the sample were unemployed, while 0.6% of females were unemployed. (Q59) When participants were asked if they were *underemployed*, 34.7% of females answered yes, compared to 21% of males, another sizeable gap.

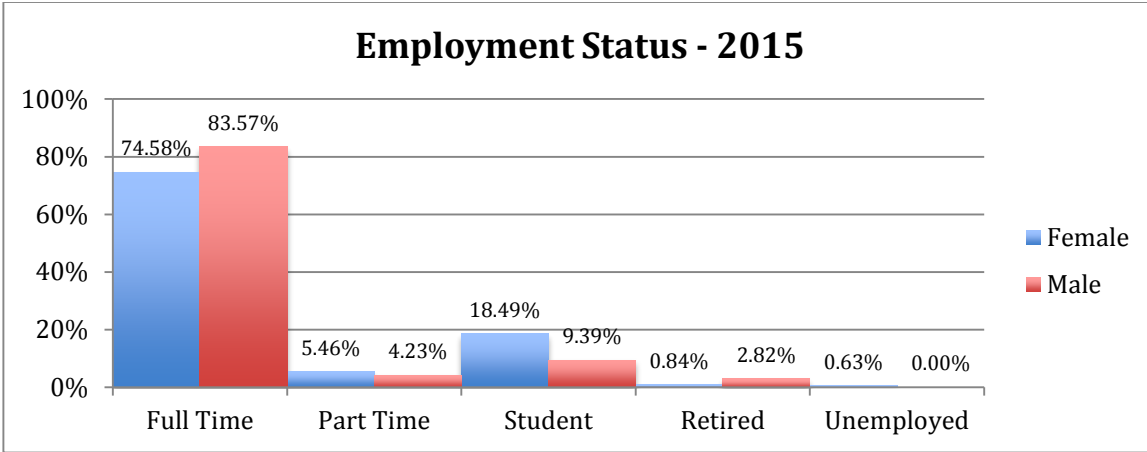


Figure 58

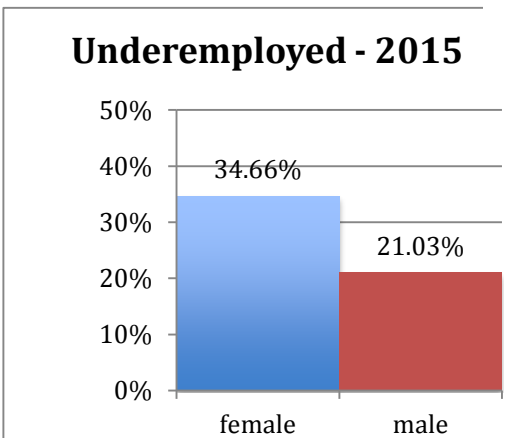


Figure 59

After removing those who are not working (students, retired, unemployed), 93% of females were working full time compared to 95% of males.

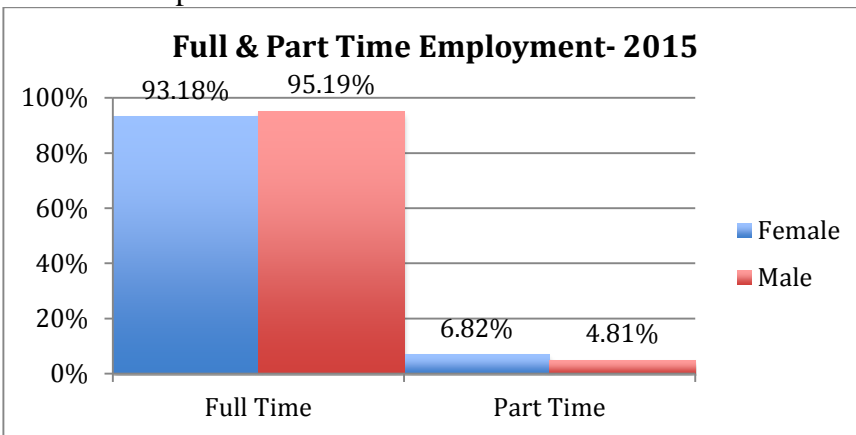


Figure 60

A leaky pipeline has been perceived as an issue for females in the field, which means that women drop out disproportionately at different stages of their career; 75.57% of female and 47.2% of male respondents answered that in their view, there is a leaky pipeline for women in International Studies. Again, this is

quite a sizeable gap in perceptions.

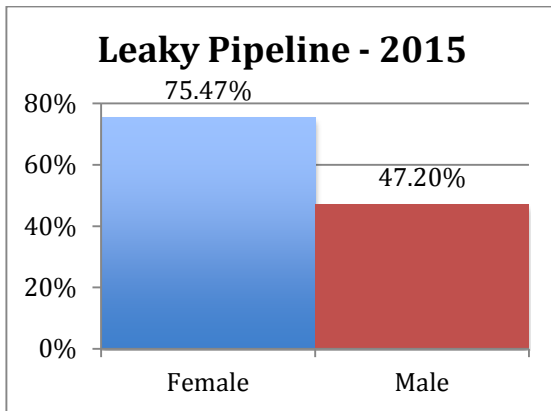


Figure 61

Inappropriate Job Interview Questions

At least 39.4% of female respondents answered that they had experienced at least one type of inappropriate job interview question. Male respondents were 11% less likely (28.4%) to have experienced an inappropriate job interview question. The most frequent inappropriate questions for females were regarding family status, childbearing, sex, and age. The most frequent inappropriate questions for males were regarding family status and religion. Religion was the only category in which males reported higher incidence of inappropriate questions than females (7.14% of males and 3.61% of females said they had received an inappropriate interview regarding religion).

There also appears to be a racial dynamic at work. 44.6% of respondents that identified as a minority race in their country said that they have experienced inappropriate job interview questions. 36.38% of those identifying as a majority race expressed that they had experienced some form of inappropriate job interview questions.

There did not appear to be much difference for those whose gender did not match with their birth sex. For those whose sex at birth did not predict their gender and/or sexual orientation, 37.7% said that they have experienced some form of inappropriate job interview question. In comparison, for those who sex at birth did predict their gender and/or sexual orientation, 35% said they had experienced some form of inappropriate job interview questions.

Treatment in the Workplace

Sex can be a basis for differential treatment in the workplace: 52.8% of male respondents said that they have not been treated differently in the workplace due to their sex compared to 18.07% of female respondents: this is a 34% gap, which is very striking.

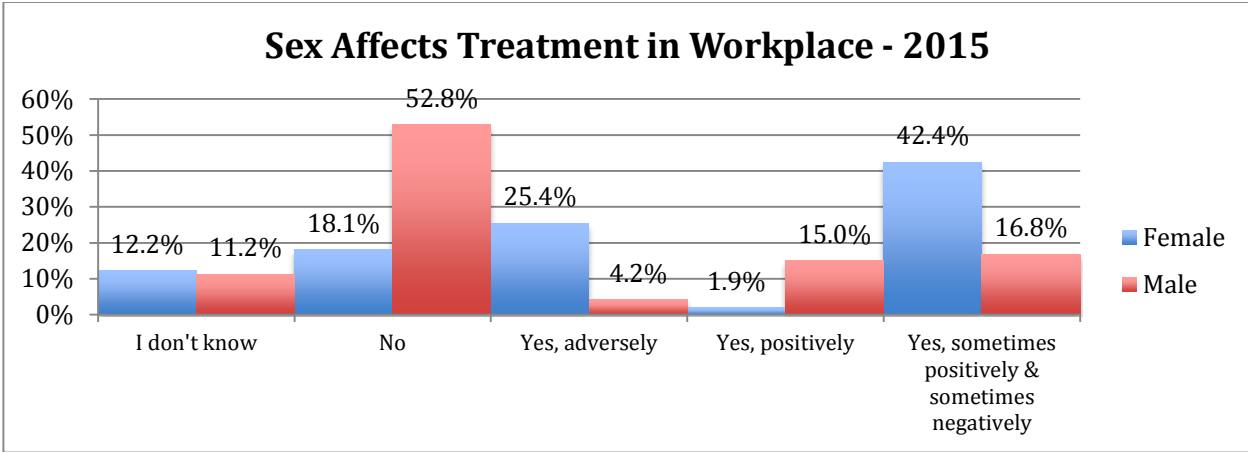


Figure 63

In contrast, 60.38% of female and 71.03% of male respondents said that gender and/or sexual orientation affected treatment in the workplace.

In the survey, 526 respondents identified their race as being majority in their nation-state and 102 respondents identified their race as being minority in their nation-state. Of the majority race respondents, 62.93% said that race had not affected the way they were treated at work. Of the minority race respondents, only 26.47% said their race was not a factor in the way they were treated at work. Again, this is a striking gap.

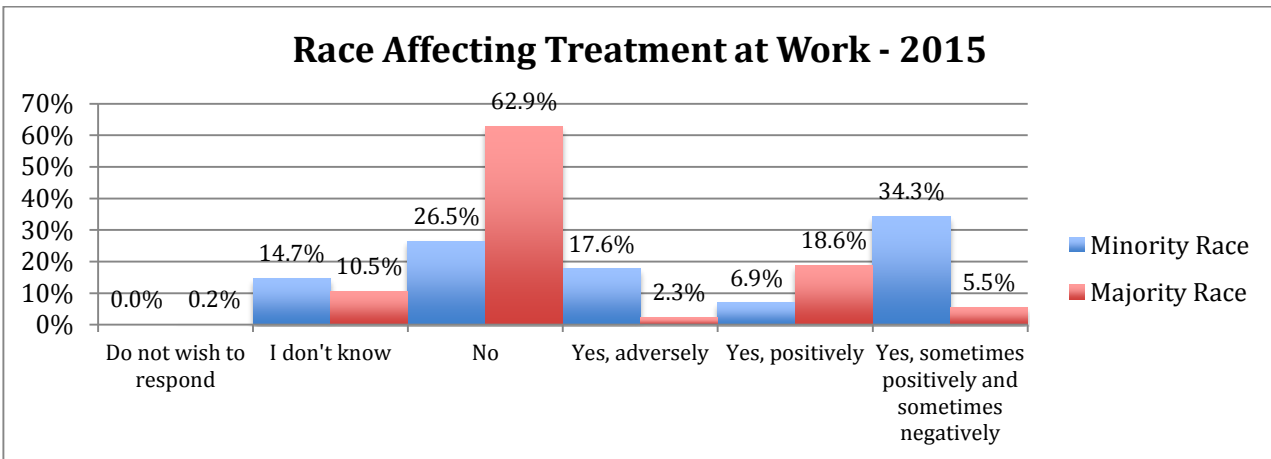


Figure 64

Participants were also asked if their age had affected the way they had been treated in the workplace. Just over 23% of those under 40 years old and just under 23% of those over 60 said that their age had adversely affected they way they had been treated. Respondents between 40 and 60 years old were the least likely to have received negative treatment in the workplace based on their age.

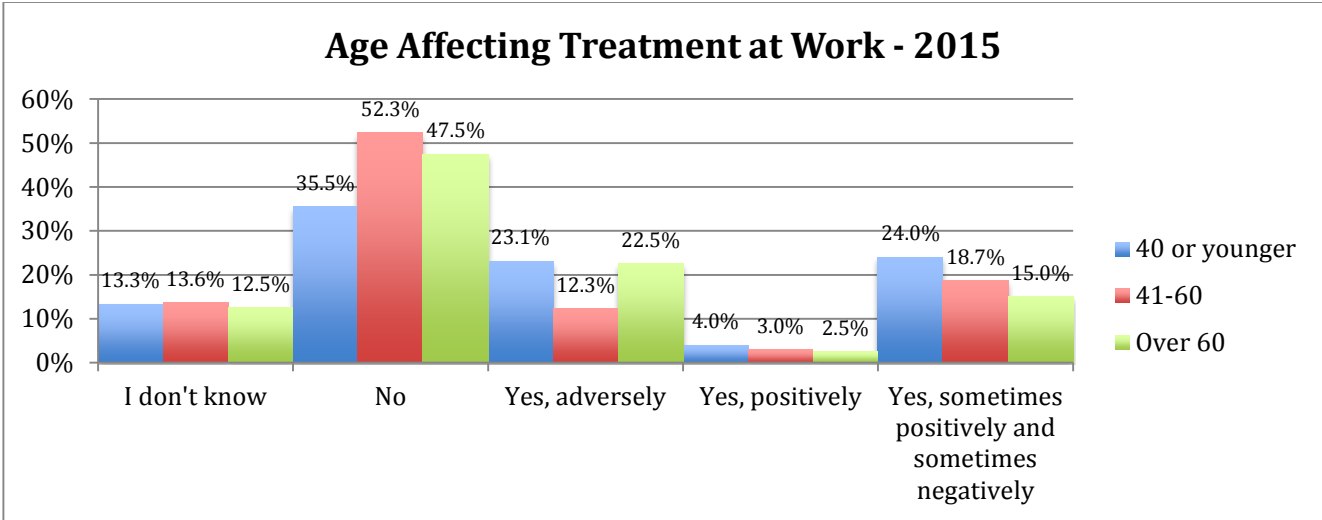


Figure 65

VI. OTHER OBSERVATIONS & EXPERIENCES

Respondents were asked if they had any additional observations or experiences to share that were not covered in the survey. Half of the male respondents and 27.7% of the female respondents said that this question was either not applicable, they had nothing to add, they did not wish to respond, or they had no other observations or experiences to report. After conducting a content analysis of the responses, three themes that stood out that were not significantly highlighted elsewhere in the survey: the perception of an improved climate for women, issues around balancing children and family life, and a recognition of discrimination towards men. The following table captures the percentage of responses in each of these categories:

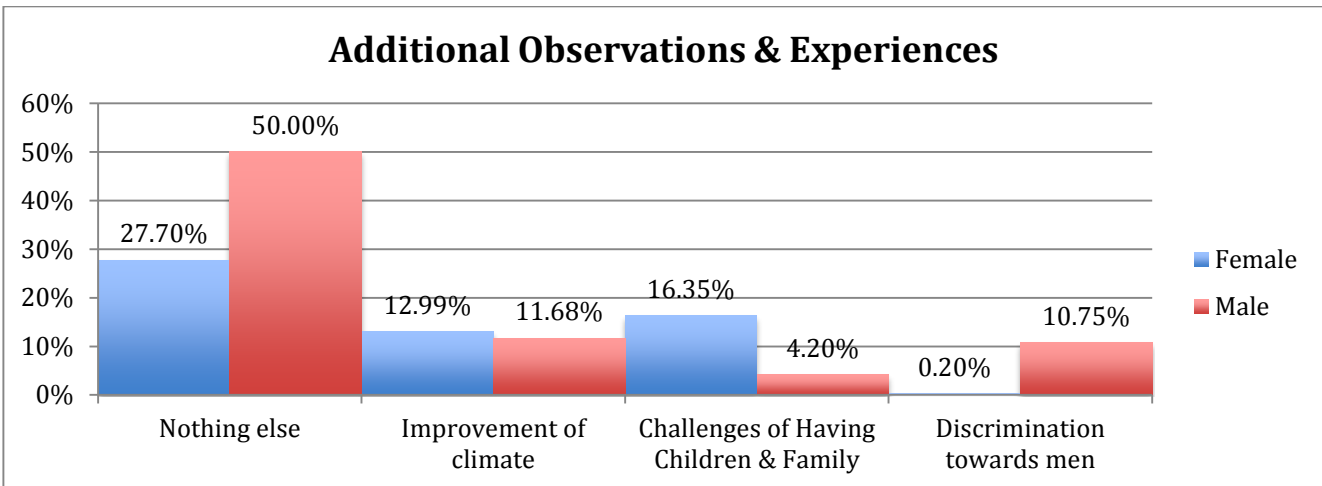


Figure 66

Of those that noted an improved climate for women, 3.35% of females and 2.8% of males stated that awareness of sexism had increased; however, effective action to deal with the issue was seriously lacking. Almost all respondents, both male and female, that cited improvement of climate also noted that women

are still at a disadvantage to men for various reasons in the workplace.

Comments on Improvement but Lack of Action

- “Better general awareness, but often no real change in practices.”
- “I feel that with the growing awareness to the need in diversity, as a female on the job market I might have gotten a second look which I would not have otherwise. Nonetheless, I see around me that females are paid less than men, not just in academia, but overall.”
- “I believe discourse is shifting toward greater awareness although it is obvious that women still experience structural disadvantages in the field/academic profession”
- “I feel as if there are more women in the discipline, but that in most mainstream departments the pervasive sense is that women now have equality (because of near parity), so any complaints or concerns by women make those women 'radical' and 'unreasonable'. Because of this, I believe that women's equality has declined or stagnated over the last 10 years.”

Issues surrounding the balance between family life with children and professional pursuits seem to disproportionately affect women (16.35% of female respondents compared to 4.2% of males highlighted this issue). The majority of males that raised this issue noted that women were disproportionately affected. Two salient challenges that respondents highlighted are arranging for appropriate family leave time and meeting the demands of the tenure clock while raising a family.

Comments on Challenges of Having Children & Family

- “From the questions in this survey it seems that motherhood (i.e., the intersection between gender and parenthood) is underestimated and understudied as a real block at all stages of academic career. The implicit and explicit 'choices' women make (delay childbearing, number of children) and the sanctions and value judgments that are attached to these choices seem to me a big silenced issue in American academia. These choices can be big (like having children or not) but also small - consider for example the choices a mother makes about attending a networking event that a well-intended women initiative is scheduling during dinner and bedtime. Since this is not the only evening event that week (conferences at school; lecture at home university) the mother's choice is somewhat constrained. True, fathers may face similar choices, however studies consistently demonstrate that even in relatively egalitarian households child-related responsibilities are still mostly held by mothers.”
- “One of the biggest hurdles I find is actually the perception that successful women have managed to do it all - that is, the tendency to point to a married woman with children and tenure/tenure-track job/post-doc (wherever you are in the process) as an example that you are simply just an inferior candidate, rather than as *possibly* indicating that the more "successful" woman is not the lead parent, or is more comfortable with her children being in a childcare setting for more hours per day, or has more financial resources at her disposal, or simply doesn't share your work-life priorities.”
- “I also believe that the major reason that women tend to drop out of academia in our discipline here in Germany is because the job conditions in the post-PhD but pre-tenure phase are so difficult. There is little

job security, hours are long, and pay is relatively poor. This makes it unattractive for child rearing and requires a high tolerance for a risky career (you may end up unemployed or severely underemployed). On average, females are more frequently deterred by these conditions than men. This then interacts with taking parental leave, which mothers tend to take more than fathers, putting them 'behind' in the tenure race.”

- “My relationship with my department chair changed after I had my child. It got even worse after I stood up for myself because he did not apply the proper policy when it came to my tenure clock stoppage/parental leave. It devolved to him not supporting my tenure case, and writing a venomous letter that contained exaggerated or manipulated examples of why I was unfit to receive promotion and tenure. While I did receive tenure (and promotion), it clearly scarred me in such a way that I considered leaving my university as well as the discipline.”
- “My chair called me when I was still in the HOSPITAL only 12 hours after giving birth to tell me "there was a problem with my reappointment file." The problem was that I hadn't included copies of my publications!! It was two weeks before the college deadline and these were easily obtained. I spent my FIRST DAY HOME FROM THE HOSPITAL - photocopying my damn publications - I would never do this now but I was in only my second year, September, first reappointment, and felt totally powerless.”
- “My spouse is also an academic and in same field. We used ISA's childcare in the past, but kids are now too old, so we trade off -- I go to ISA, he goes to APSA, etc. He communicates that he cannot attend a conference because he stays home with the kids and everyone loves him for it (what a great dad). When I stay home from a conference to take care of the kids, it's always a negative, as if I am choosing the "mommy track." We make compromises so we can both stay active in our careers, but such trade-offs are invariably perceived more positively for men than for women.”
- “The ever growing, insatiable demands of an early academic career are impossible to satisfy with the demands of early parenthood without seriously jeopardising one or the other, or both. The ticking of the biological clock coincides with the ticking of the tenure clock in mid-late thirties, and that creates a terrifying bottleneck for women.”

Finally, nearly 11% of males felt that efforts to increase diversity of sex in the workplace have resulted in discrimination towards men. These male respondents felt that diversity efforts diminished their own job opportunities.

Comments on Discrimination Towards Men

- “I should highlight that in my view, this means that solutions to gender imbalances such as aiming for 50 percent women are misguided. The problem lies in working conditions that affect us all. Also, the generational dimension is relevant. Because the most senior positions are dominated by older men, aiming for 50 percent gender balance can put new male applicants at a disadvantage. We are often told that 'we need a woman' for a new position to redress the gender imbalance, but in my view this is putting the cart before the horse. We need to make the discipline a more attractive career that is compatible with job security and strong parental leave.”

- “At my university, the former chairperson of the Political Science Department went to the extent of hiring unqualified women to tenured positions. Over here, the reverse works; female professors are more vocal and even unprofessional, citing the need for women to be more proactive as some kind of a calling card to employ what I call reverse sexual discrimination tactics.”
- “For better or worse, pushes for diversity disadvantage those who appear similar in race/gender/sex to those already employed.”

Other common themes that came out of the content analysis were professional discrimination of women – both blatant and subtle, the persistence of “the old boys club,” women being consistently overworked, and the lack of women in senior positions.

- “There is a boys club of socialization, of frequent outings to the bar, etc, during which women are rarely invited. Collegial relationships are born and nurtured at these outings, so women are excluded.”
- “There is clearly an unspoken bias against women rising to positions of authority in the institution. For instance, several departments in our college that are smaller have 100% male tenure-track members and nearly 100% female non-tenure-track members.”
- “We now have the illusion of equality, but no real equality. I do believe we have an even more dangerous / negative situation now, because discrimination has become covert, whereas in the past it was overt. Addressing it has become, as a result, more difficult.”
- Women in our profession still experience systemic harassment and discrimination at all levels. I have personally experienced discrimination on the job market. During a job interview for a visiting faculty position, I was told by several male faculty over lunch that this is not a town for unmarried women without children. During a job interview at APSA, I was asked if I am married or not. Even though this question is illegal to ask according to federal law, I was so shocked that I just responded "No - I have a boyfriend". I was then asked if he would be moving with me because "it's important for us to know since we need to take into account whether or not you're going to be bringing someone with you or not if we're going to consider hiring you".
- “As an instructor, students consistently call me "Mrs." instead of "Dr.", to the point where I have had to correct them on multiple occasions. Female undergrads gravitate towards me for mentorship and not my male colleagues, and the men in my department seem confused at the student issues I have to deal with routinely due to the duties of female mentorship. People cry in my office. I hide tissues in my desk.”

CONCLUSION

One of the final questions on the 2005 and 2015 surveys was whether women’s access to the field had improved in the last ten years. Respondents were permitted to select all answers that they felt applied. Each bar in the tables below represents the percentage of females/males out of the total number of female/male survey respondents that selected that particular answer option; many respondents selected multiple answer options.

In the 2015 survey, a question was asked concerning whether the situation for women had improved. Complicating the analysis, a respondent could choose more than one response. In Figure 67, we see that about 42.4% of female respondents and 77.5% of male respondents felt that the situation for women in the field had improved, that women were on equal basis with men, and/or that women were at an advantage over men. Around 68.8% of female respondents and 31.8% of male respondents felt that some things were better and some things worse, and/or that women were still at a disadvantage to men.

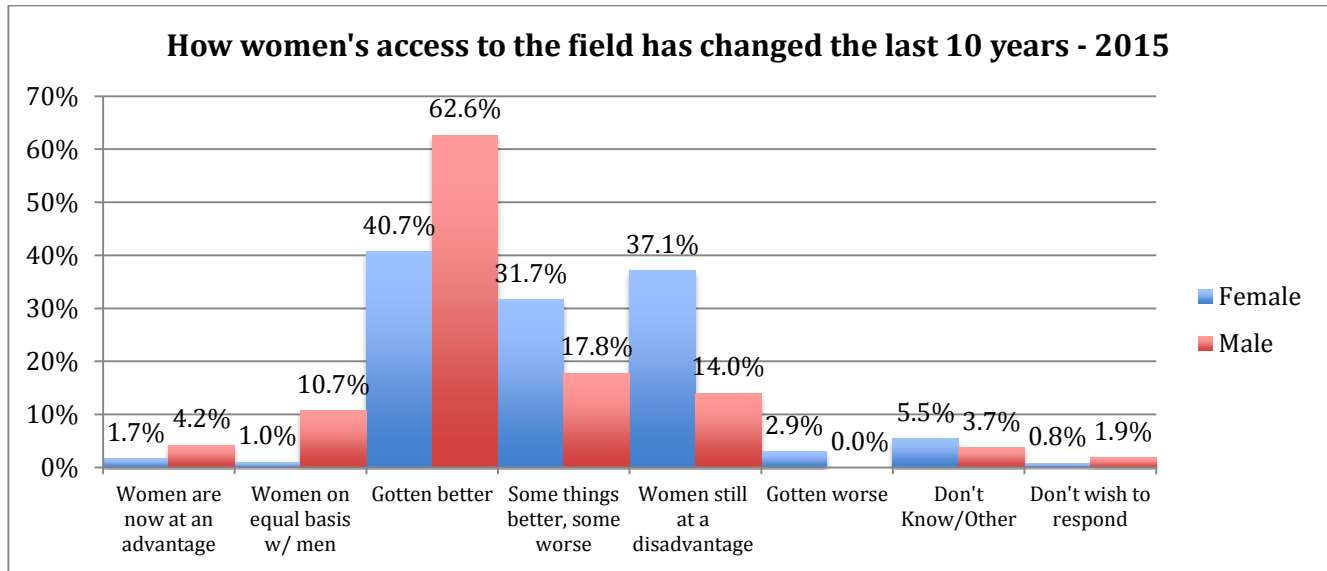


Figure 67

A slightly more user-friendly version of this chart is below, collapsing categories into “Has improved” and “Has not improved,” to overcome the issues that in the original question posed respondents could choose more than one option, leading to cumulative percentages of over 100%.ⁱ Less than half of women felt unequivocally that the situation of women had improved (41.7%), while 71% of men felt women’s situation had improved—another striking gap in perceptions.

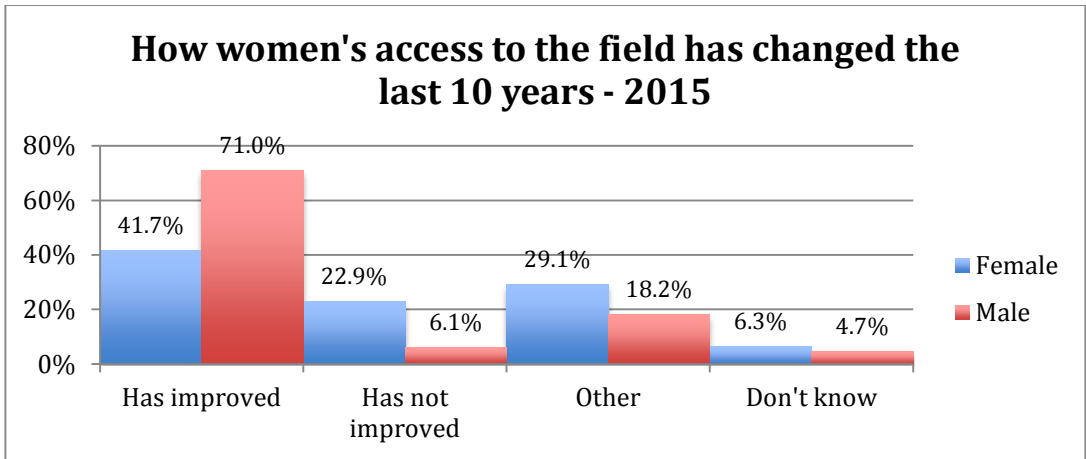


Figure 67A

How does that compare to previous years? There was no such question in the 1995 survey, but there was one in 2005. In 2005, about 50% of female respondents and 81% of male respondents felt that the women’s standing in the field had improved, that women were on equal basis with men, and/or that women were at an advantage over men. Close to 45.6% of female respondents and 26.9% of male respondents felt that some things were better and some things worse, and/or that women were still at a disadvantage to men.

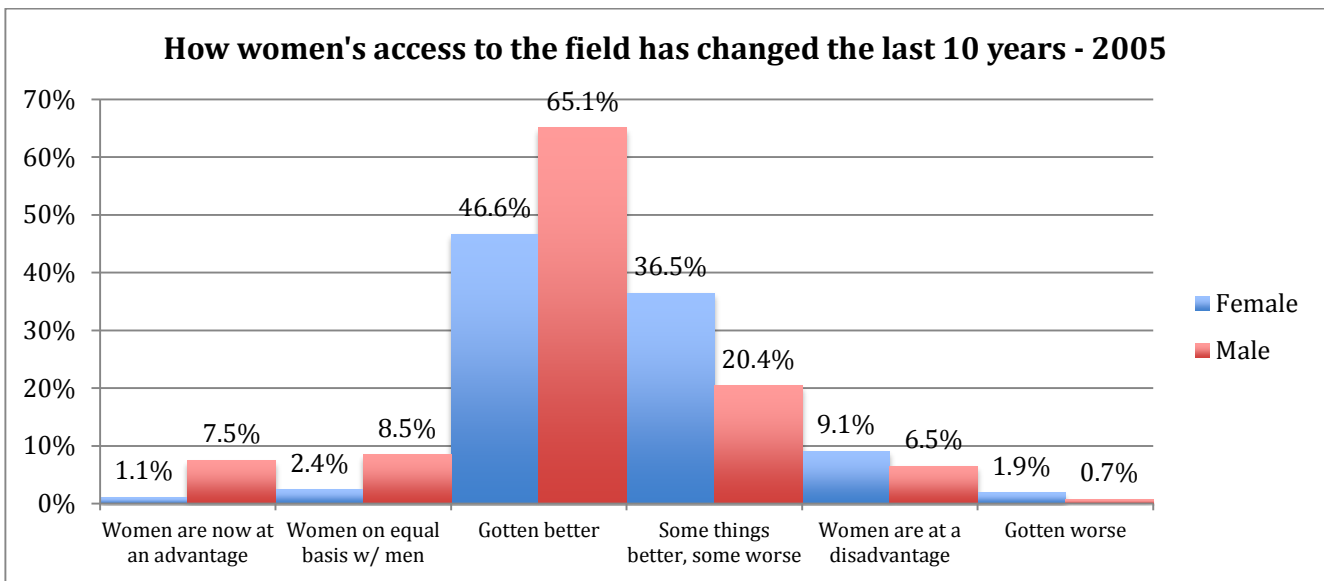
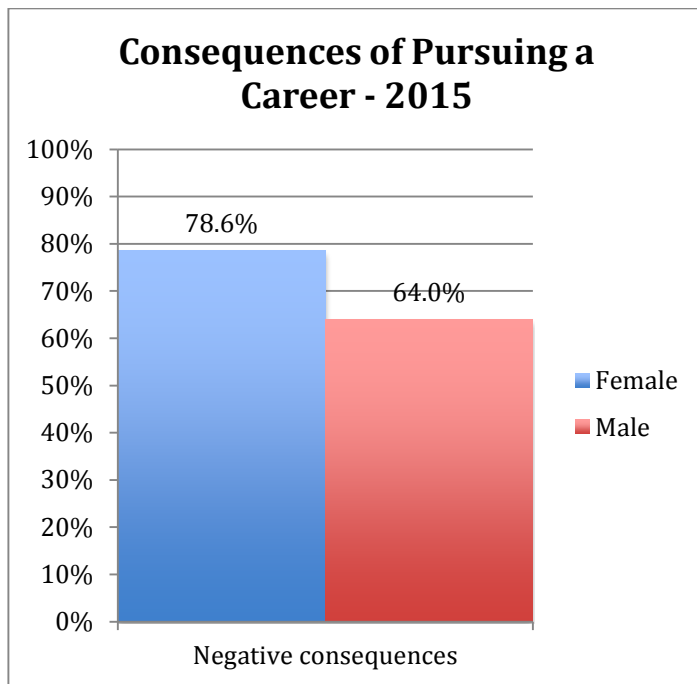


Figure 67

This comparison echoes results presented throughout this paper—in 2015, there is a slightly worse perception of the status and situation of women in the field of International Studies primarily among female respondents, but also among male respondents, than there has been in the past. The question for

all of us is whether this perception is justified. Again noting *the constraints of an unrepresentative sample*, women in this same survey were self-reporting equal attainment of post-docs, higher rate of getting an interview and offer their first year on the job market, somewhat less attainment of tenure (Figure 36; 50.73% female respondents versus 59.24% male respondents), worse salary (Figure 39), somewhat lower percentage of ISA leadership positions (Figure 52). Now, there is plenty of additional data on outcomes in the 2015 survey that can be examined in the future—actual publications, actual department leadership positions, etc. And additional longitudinal study can also be undertaken, and should be, given that perceptions have, on the whole, somewhat worsened over the last twenty years. This question of whether perception accords with empirics is one that will no doubt be a subject of inquiry for some time to come.

A more in depth study is also needed on consequences of pursuing a career in International Studies. It would be important to disaggregate what types of negative consequences females and males are experiencing, e.g. limited the number children, prevented finding a partner, and experienced a divorce/break up with a partner. Here is a chart on whether or not females and males have experienced any negative consequences in pursuing a career in International Studies:



A deeper analysis on 2015 survey of how proactive one's workplace is on sex/gender issues will also be useful. The analysis was difficult to perform on the 2015 survey because respondents were allowed to choose multiple responses. For example, some respondents answered that there are proactive efforts to create a positive change their workplace, but there are also chronic and deep-seated problems. The responses for this question will take longer to unpack.

It would also be helpful to unpack who the offenders committing sexual harassment are. Due to limited time to prepare this paper, this question on the 2015 survey asking about who offenders were in relation to victims (peers, superiors, etc.) has not been analyzed. This is a challenging one to unpack because respondents were able to choose multiple answers.

There is a whole study that might be done from the 2015 survey results on publications: that is, how many individuals are publishing in university presses, editing volumes, and publishing peer-reviewed journal articles. In further study, scholars could also look into peoples' experience with ISA bodies; particularly which bodies have been most helpful. It would also be beneficial to look into the feedback regarding ISA's childcare services. Again due to time constraints, much content has not been unpacked from the "additional observations and experiences" question as well, as the final question asking if there are is anything else that has not been mentioned. The data is fully available to all ISA members on the ISA website should they wish to conduct such analyses.

Furthermore, due to time constraints, comparisons have not been from the 2005 and 1995 surveys in the following categories:

- Family/maternity/paternity leave
- Course load by institution type
- Mentoring experience
- Past employment
- Leaky pipeline
- Salary
- Discrimination based on age
- Discrimination based on race
- Sexual harassment

One of the most striking results, which should be probed further, is that fully 34% of male respondents to the 2015 survey did not endorse a policy of checking the citations in their forthcoming work to ensure they had not overlooked the work of women. This was one of the only questions in the 2015 survey that gauged the willingness of men to change the way they normally did things in order to be more inclusive of women, and the results show that a third or more would not consider such a change *on principle*. Of course, one could say this means that 66%, or two-thirds of men in IS, are open to doing just that, and that is a very encouraging sign. But the overall results, positive and negative, do give one pause.

Other striking gaps besides the attitudes towards gender inclusive citation policy that we identified include—

- a gap in feeling overwhelmed (41.4% F versus 30.6% M)
- a bimodal distribution in course load for females compared to a unimodal distribution for males (p 13)
- a gap in perceptions of how easy it was for males and females to succeed in graduate school (pp 16-17)

- a noticeable lack of female mentors for female students/faculty, and a perception among women that females were less adequately mentored than males (p 19)
- a gap in perceptions of how hard it was for females to obtain post-docs (p 20) landing a tenure track position (p 21), or achieving tenure (p 21, 23)
- a gap in actual salary and perceived difficulty of women gaining an equitable salary (p 24-25)
- a gap in perception of ease of being promoted for women (p 25) or obtaining leadership positions (p 26)
- a gap in perceptions of how challenging the job market was for senior women (p 27)
- a gap in perceptions of ease for women of winning grants (p 28) and of being published in good quality outlets (p 28)
- a large gap in perceptions of whether it is harder for females to be as influential in their departments as males (p 30) and receiving honors/awards (p 31)
- a gap in the perception of a chilly climate for women (p 32)
- a huge gap in the experience of sexual harassment (p 34)
- a gap in the feeling that one is underemployed (p 35)
- a gap in the perception of a leaky pipeline for women (p 36) and whether sex affected one's treatment in the workplace (p 37)
- a gap between minority and majority races concerning whether race has affected their treatment in the workplace (p 37)
- gaps between the young, the middle-aged, and the old concerning whether age had affected their treatment in the workplace (p 38)

The identification of such perceptual gaps is illustrative, we think, of the valuable contribution made by these surveys, and we sincerely hope the WCIS and CSW will perform another survey in 2025.

We invite you, the membership of ISA, to examine the survey questionnaires in the appendices, formulate your research questions, and then access the raw data on the ISA website and perform your own analyses. In this way, we will all be able to understand in greater detail the status of women in International Studies.

APPENDIX I: The 2015 Survey

1. How long have you been a member of ISA? *

- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- Over 20 years
- Do not wish to respond

2. What is your age? *

- 25 or younger
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- 51-55
- 56-60
- 61-65
- 66-70
- Over 70
- Do not wish to respond

3. Highest academic degree received? *

- B.A. or B.S.
- M.A. or M.S.
- Ph.D. or D. Phil
- JD
- MBA
- Do not wish to respond
- Other:

4. What is your nationality? * If you do not wish to answer, just type "Do not wish to respond" in the box.**5. In what country are you currently employed/studying/residing? *** If you do not wish to answer, just type "Do not wish to respond" in the box.**6. What was your sex at birth? ***

- Male
- Female
- Something Else
- Do not wish to respond

7. Traditionally, it has been assumed that one's sex at birth, gender identification, and sexual orientation were predictable, so, for example, a person born male at birth would be predicted to gender-identify as male, and also predicted to have a heterosexual orientation; and also a person born female at birth would be predicted to gender-identify as female, and also predicted to have a heterosexual orientation. Does that describe your personal experience? Check all that apply. * This question helps us understand the intersectionality of sex and gender with regard to disparate treatment and experiences.

- Currently yes
- Currently no
- Something Else
- Do not wish to respond

8. In many countries, there is a racial categorization that is most prevalent, whether by majority or plurality. Does your race identification match that of the most prevalent race within the nation-state where you currently reside? * This question helps us understand the intersectionality of sex and race with regard to disparate treatment and experiences.

- Yes
- No

Does not apply
 Neither yes nor no
 Don't know
 Do not wish to respond

9. Does your religious affiliation coincide with the most prevalent religious affiliation within your nation, whether "most prevalent" is defined by majority or plurality? This question helps us probe the intersectionality of religion and sex in terms of disparate treatment and experiences.

Yes
 No
 Does not apply
 Neither yes nor no
 Don't know
 Do not wish to answer

9A. Do you consider yourself a religious person? * Here we extend the concept of religious affiliation to include self-perceived religiosity.

No
 Not really
 Somewhat
 Very much so
 Don't know

Do not wish to respond

10. Partner Status? *

I am single
 I am married or partnered
 Do not wish to respond
 Other:

11. Sex of Your Partner? * If you have a partner, please tell us whether your partner is the same sex as you are. This question helps us probe whether the challenges faced by couples differ by whether the couple is same-sex or different-sex.

Different Sex
 Same sex
 Do not wish to respond
 I do not have a spouse/partner

12. How Many Children Do You Have? *

I do not have children
 1-2
 3-4
 5-6
 Over 6

Do not wish to respond

13. Have you ever used the child care provided by ISA at one or more of its conferences? *

Not applicable
 No
 Yes, and I found it generally useful
 Yes, but it was mostly problematic
 Do not wish to respond

14. If ISA Child Care was Mostly Problematic in Your Experience, Can You Elaborate?

15. What is your employment status? *

Full Time
 Part Time, more than half time
 Part Time, half time or less
 Student
 Retired
 Unemployed
 Do not wish to respond

Other:

16. With what type of institution are you employed/studying/primarily affiliated? *

Public research university
 Private research university
 Public teaching university/college (i.e., primarily undergraduate)
 Private teaching university/college (i.e., primarily undergraduate)
 Community college (i.e., two year institution)
 Government
 Private sector
 International governmental institution
 Non-governmental institution (NGO)
 Do not wish to respond.
 Other:

17. What is your spouse/partner's profession? *

I do not have a partner
 Academia
 Business
 Government
 Non-profit sector
 Homemaker
 Law
 Medicine
 Retired
 Media
 Do not wish to respond
 Other:

18. What is your current salary? * Approximate, in US dollars

Not applicable
 Under \$20,000
 \$20,000 to \$40,000
 \$40,001 to \$60,000
 \$60,001 to \$80,000
 \$80,001 to \$100,000
 \$100,001 to \$120,000
 \$120,001 to \$140,000
 \$140,001 to \$160,000
 \$160,001 to \$180,000
 \$180,001 to \$200,000
 \$200,001 to \$220,000
 \$220,001 to \$240,000
 Over \$240,000
 Do not wish to respond

19. For Current or Former Academics: Highest Academic Rank Achieved

I am not/was not an academic; Not Applicable
 Full Professor with tenure
 Associate Professor with tenure
 Associate Professor without tenure
 Senior Lecturer with tenure
 Senior Lecturer without tenure
 Assistant Professor (no tenure)
 Lecturer (no tenure)
 Instructor or Adjunct Faculty (no tenure)
 Professional Faculty with tenure
 Professional Faculty without tenure
 Teaching Assistant or Research Assistant

Other:

20. For Current or Former Academics: How Long Have You Been in Highest Rank?

1-3 years

4-7 years

8-11 years

12-15 years

Over 15 years

21. For Current or Former Academics: With What Type of Institution are You Affiliated?

Predominantly teaching oriented

Predominantly teaching, but research is also required

Equal emphasis on teaching and research

Predominantly research, with some focus on teaching

Predominantly research oriented

22. For Current or Former Academics: What is Your Course Load Per Calendar Year? On average per 12 month period.

1 course

2 courses

3 courses

4 courses

5 courses

6 courses

7 courses

8 courses

9 or more courses

23. For Current or Former Academics: Did you have a post-doctoral fellowship?

Yes

No

24. For Current or Former Academics: Degree of Difficulty in Obtaining a Tenure-Track Position Though these categories are imprecise at best, approximately how hard was it to obtain a tenure track position in academia in your first year on the job market?

Not applicable

I had one or more interviews the first year I was on the market, and received one or more offers that year.

I had one or more interviews my first year on the market, but was not offered a position that year.

I had no interviews the first year I was on the market.

Do not wish to respond

25. Have you experienced Inappropriate Job Interview Questions related to your sex or gender identification or sexual orientation or family status or childbearing or age or race or religion/religiosity? *

Check all that apply

No

Related to my sex

Related to my gender identification and/or sexual orientation

Related to my family status

Related to my childbearing

Related to my age

Related to my race

Related to my religion or religiosity

Do not wish to respond

Other:

26. For Current or Former Academics: What is the Size of Your Current or Most Recent Academic Department?

1-5 persons

6-10 persons

11-15 persons

16-20 persons

- 21-25 persons
- 26-30 persons
- Over 30 persons

27. For Current or Former Academics: What is the Percentage of Female Faculty in Your Current or Most Recent Academic Department?

- There are no female faculty in my department
- Less than 5%, but more than 0%
- 6-10%
- 11-15%
- 16-20%
- 21-25%
- 26-30%
- 31-35%
- 36-40%
- 41-45%
- 46-50%
- 51-55%
- 56-60%
- 61-65%
- 66-70%
- Over 70%

28. For Current or Former Academics: What is the Percentage of Female Undergraduate Majors in Your Department? Approximate percentage is fine.

- Not applicable
- There are no female undergraduates in my department
- 1-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- Over 70%

29. For Current or Former Academics: What is the Percentage of Female Graduate Students in Your Department? Approximate percentage is fine.

- Not applicable
- There are no female graduate students in my department
- 1-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- Over 70%

30. For Current or Former Academics: Have you held leadership/administrative positions in your department?

Chairing committees would count, but simply being a member of a committee would not

- Yes
- No

31. For Current or Former Academics: Does your departmental service feel overwhelming to you? Do you feel that you are asked to take upon you a disproportionate share of departmental service?

- Not applicable
- No
- Yes

32. For Current or Former Academics: Character of your departmental service? Check all types of service you

have been asked to provide to your department

- Search committees
- Mentoring students in academic trouble
- Grievance committees
- Promotion and Tenure committees
- Academic program director
- Center or institute director
- Curriculum committees
- Departmental chair or head
- Associate chair or head of department
- Lecture series committee
- Other:

33. For Current or Former Academics: What is Your Mentoring Experience? Please check all that apply

- I was not mentored as a graduate student
- I received some mentoring as a graduate student, but it was inadequate
- I received adequate mentoring as a graduate student
- I was not mentored before promotion and tenure
- I was mentored before promotion and tenure, but it was inadequate
- I was adequately mentored before promotion and tenure
- I was not mentored after promotion and tenure
- I was mentored after promotion and tenure, but it was inadequate
- I was adequately mentored after promotion and tenure
- I mentor undergraduate students
- I mentor graduate students
- I mentor faculty colleagues before their promotion and tenure
- I mentor faculty colleagues after their promotion and tenure

34. For Current and Former Academics: What's the Sex of Your Mentors?

In general, were your mentors of the same sex as you?

- Not applicable
- My mentors were generally of the same sex as I am.
- My mentors were equally likely to be of the same or different sex as I am.
- My mentors were generally not of the same sex as I am.

35. For Current and Former Academics: Citation Policy As a matter of course, do you check citations in your manuscripts to ensure that the contributions of female scholars have been cited alongside those of male scholars?

- No, I do not endorse such a principle
- No, but I am open to utilizing such a principle in the future
- Yes

36. For Current and Former Academics: Book Publications How many books have you authored or co-authored?

(Do not count edited volumes here)

- None
- One
- Two
- 3-4
- 5-6
- 7-9
- 10-15
- Over 15

37. For Current and Former Academics: Book Publications with University Presses Approximately what percentage of your aforementioned book publications are with university presses?

- Less than 25%
- 25-49%
- 50-74%
- 75% or more

38. For Current and Former Academics: Edited Volumes How many books have you edited or co-edited?

- None

One
 Two
 3-4
 5-6
 7-9
 10-15
 Over 15

39. For Current and Former Academics: Edited Volumes with University Presses Approximately what percentage of your edited volumes were published by university presses?

Less than 25%
 25-49%
 50-74%
 75% or more

40. For Current and Former Academics: Peer-Reviewed Journal Articles Approximately how many peer-reviewed journal articles have you authored or co-authored? (Please do not count chapters in edited volumes.)

None
 1-2
 3-4
 5-6
 7-9
 10-15
 16-20
 21-25
 Over 25

41. For Current and Former Academics: Top Tier Journal Outlet Publications Approximately what percent of the peer-reviewed journal articles you noted in Question 40 were placed in what your department would consider to be top tier journals?

Less than 25%
 25-49%
 50-74%
 75% or more

42. Your estimation of whether the following are affected by sex in your discipline

Please provide your subjective judgment of whether any of the following are affected in your discipline by whether one's sex is male or female

	Neutral as to Male or Female	Harder for Women; Men have an Advantage	Harder for Men; Women have an Advantage	Don't Know
Entry to graduate school				
Success in graduate school				
Financial aid in graduate school				
Being mentored in graduate school				
Obtaining a post-doc after graduate school				
Obtaining a tenure track position after graduate school				
Salary				
Getting tenure				
Getting promoted				
Getting grants				
Getting published in good quality outlets				
Job market for senior positions				
Being influential in the department as a faculty member				
Receiving honors and awards				
Being appointed to leadership positions in one's department				

43. Sexual Harassment Definition * Please indicate which of these would be included in your definition of sexual harassment

- Pressure for sexual activity
- Sexually oriented directed remarks about one's clothing or body
- Staring, or excessive eye contact
- Frequent comments on one's personal appearance
- Uninvited touching
- Do not wish to respond
- Other:

44. Sexual Harassment Experience * Have you ever experienced any of the following, or any other form of sexual harassment?

- Pressure for sexual activity
- Sexually oriented directed remarks about one's clothing or body
- Staring, or excessive eye contact
- Frequent comments on one's personal appearance
- Uninvited touching
- None
- Do not wish to respond
- Other:

45. If You Have Experienced Sexual Harassment, what was the offender's status relative to yours? * Check all that apply.

- Not applicable.
- As a student, I experienced this from fellow students
- As a faculty member, I experienced this from students
- Staff
- As a student, I experienced this from faculty or administrators
- As a faculty member, I experienced this from faculty below my rank
- As a faculty member, I experienced this from faculty at my rank
- As a faculty member, I experienced this from faculty above my rank
- As a faculty member, I experienced this from leaders (chairs, deans, etc.)
- Do not wish to respond

46. Characterization of Frequency of Sexual Harassment in Past Ten Years * Over the past 10 years, how frequently have you experienced sexual harassment according to your definition?

- Never
- Once
- A few times
- A significant number of times
- Often
- Not sure
- Do not wish to respond

47. Other Forms of "Chilly Climate" Based on Sex * Have you experienced or observed the following phenomena in your work/study environment?

- Sexist language or humor
- Denigration of colleagues who support efforts to improve women's status
- Differences in assigned responsibilities for men and women's schedules/service/duties
- Belittling or devaluing scholarship about women
- Belittling or devaluing scholarship by women
- Discouraging students from taking courses about women or feminism
- Discouraging students from taking courses taught by women
- Students or subordinates using inappropriate titles when addressing female faculty/employees
- Differences in resources, such as computer and library resources, provided to men and women
- Insensitivity to sex-related concerns in matters of curriculum

Insensitivity to sex-related concerns in hiring
 Inadequate voice by women in departmental decisions
 Women not being included in informal interactions among their colleagues and peers

Women feeling outside the departmental information networks despite efforts to become part of information network

A sense of women not being as competent in methodology as men

Do not wish to respond

Other:

48. Characterization of How "Chilly" the Climate is for Women * Concerning the phenomena in the previous question, how often/how intense is the "chilliness" for women in your workplace?

Inappropriate behavior is rare

Inappropriate behavior is present, but not significantly so

Inappropriate behavior is common

Inappropriate behavior is intense and pervasive

Don't Know

Do not wish to respond

49. What Do You Do? * When faced with inappropriate behavior as described in the previous questions, what do you do? Check all that apply.

I have not been aware of any inappropriate behavior

I have ignored inappropriate behavior.

I have communicated directly to the offender my displeasure.

I have talked to other colleagues or peers about the behavior.

I have talked to someone in authority about the behavior.

I have used mediation or conflict resolution mechanisms available at my workplace.

I have initiated legal action about the behavior.

Do not wish to respond

Other:

50. What Has Been the Response by Those in Authority? * If you have ever taken these issues to someone in authority, what has generally been their response? Check all that apply.

I have been believed, and action has been taken to my satisfaction.

I have been believed, but action has not been taken to my satisfaction.

I have not been believed.

I have been punished, subtly or overtly, for speaking up about this behavior.

Not applicable

Do not wish to respond

Other:

51. Consequences of Pursuing a Career * Has your pursuit of a career led to any of the following consequences? Check all that apply.

It has limited the number of children I have had.

It has contributed to a divorce/break up with a partner.

It has prevented me from living with my spouse/partner.

It has hindered the kind of home life I had envisioned for myself.

It has not really affected my personal life.

Do not wish to respond

Other:

52. Dual Career Couples * If both you and your spouse/partner have a career, how have you managed that? Check all that apply.

Not Applicable

I have applied for jobs in the region of my spouse's/partner's job.

My spouse/partner has applied for jobs in the region of my job.

I have turned down jobs to manage the dual career situation.

My spouse/partner has turned down jobs to manage the dual career situation.

I took less than an ideal job due to the dual career situation.

My spouse/partner took a less than ideal job due to the dual career situation.

- I commute a long distance to manage the dual career situation.
- My spouse/partner commutes a long distance to manage the dual career situation.
- My spouse/partner and I live apart due to the dual career situation.
- I have chosen unemployment in order that my spouse/partner and I may live together.
- My spouse/partner has chosen unemployment so that we may live together.
- Do not wish to respond
- Other:

53. Clash of Professional Interests * When you and your spouse/partner have had competing professional interests, whose preferences usually prevail?

- Not applicable.
- We compromise, or take turns.
- The preferences of my spouse/partner usually prevail.
- My preferences usually prevail.
- Our relationship ended due to this clash.
- Do not wish to respond
- Other:

54. Spousal Accommodation Policies in the Workplace * Does your or your spouse's/partner's workplace have spousal accommodation policies?

- Not applicable
- Yes
- No
- Don't know
- Do not wish to respond

55. For Current or Former Academics: Spouse/Partner Job Sharing * Does your institution ever hire spouses/partners on the same academic line, allowing them to adjust their percent time to accommodate family responsibilities?

- Yes
- No
- I don't know
- Do not wish to respond

56. For Current or Former Academics: Tenure and Family Are any of the policies noted below in place at your institution to adjust tenure decisions because of family matters? Check all that apply.

- The tenure clock is delayed
- I can work less than full time (e.g., half-time) and remain on a tenure track, albeit with lengthier tenure schedule
- There is no adjustment to the tenure process.
- Other:

57. Paid Maternity/Paternity/Family Leave * Does your workplace offer paid maternity or paternity or family leave? Check all that apply.

- No type of leave is offered.
- Leave is offered, but it is unpaid.
- Paid maternity leave is offered.
- Paid paternity leave is offered.
- Paid family leave is offered
- I don't know.
- Do not wish to respond
- Other:

58. Is Leave Formal or is it Informally Negotiated? * If maternity/paternity/family leave is offered, does the workplace mandate a specific form of leave, or is this to be negotiated with superiors?

- A specific form of leave is mandated.
- Individuals have to negotiate the form of the leave with their superiors.
- I don't know.
- Do not wish to respond
- Other:

59. Are you Underemployed? * Are you at a rank or status or salary lower than you think your record merits?

- No
- Yes
- I don't know
- Do not wish to respond

60. Leaky Pipeline? * Do you sense there is a leaky pipeline for women in the discipline? That is, do you perceive that women are disproportionately dropping out at various stages of their career?

- Yes
- No
- I don't know
- Do not wish to respond

61. How Proactive is your workplace on sex/gender issues? * Click all that apply.

- There are proactive efforts to create a positive climate
- My workplace is somewhat supportive on these issues; there are occasional efforts to improve.
- Neither supportive nor unsupportive
- There are additional challenges based on sex/gender, but no real barriers
- There are sporadic problems based on sex/gender
- There are chronic and deep-seated problems in my workplace based on sex/gender
- I don't know
- Do not wish to respond
- Other:

62. Has your sex affected the way you have been treated in your workplace? *

- No
- Yes, adversely
- Yes, positively
- Yes, sometimes positively and sometimes negatively
- I don't know
- Do not wish to respond

63. Has your gender identification and/or sexual orientation (as different from your sex) affected the way you have been treated in the workplace? *

- No
- Yes, adversely
- Yes, positively
- Yes, sometimes positively and sometimes negatively
- I don't know
- Do not wish to respond

64. Has your race affected the way you have been treated in the workplace? *

- No
- Yes, adversely
- Yes, positively
- Yes, sometimes positively and sometimes negatively
- I don't know
- Do not wish to respond

65. Has your age affected the way you have been treated in the workplace? *

- No
- Yes, adversely
- Yes, positively
- Yes, sometimes positively and sometimes negatively
- I don't know
- Do not wish to respond

66. Has your religion/religiosity affected the way you have been treated in the workplace? *

- No
- Yes, adversely

Yes, positively
 Yes, sometimes positively and sometimes negatively
 I don't know

Do not wish to respond

67. ISA Experience * Have you participated in leadership positions in ISA? Check all that apply.

No
 Yes, in a section or region
 Yes, in a caucus
 Yes, in the general leadership of the organization
 Yes, on an ISA journal's editorial team
 Do not wish to respond
 Other:

68. Is the Situation for Women Improving in Your Discipline in the Last Ten Years? * What is your general impression? Check all that apply.

It's gotten better overall.
 It's gotten worse overall.
 Some things are better and some things are worse.
 Women are pretty much on an equal basis with men now.
 While women may have been disadvantaged in the past, now they have the advantage over men.
 Women are still at a disadvantage compared to men.
 Do not wish to respond
 Other:

69. Your Observations and Experiences * Please share your own observations and experiences with the effects sex has on our profession, particularly in terms of developments over the last ten years. Do you believe that you have been discriminated against on the basis of your sex? In what ways has your sex been an advantage or a disadvantage? How have sex-related issues affected your experience in the profession? Feel free to write "Do not wish to respond" if you do not want to answer.

70. Have any of the Following ISA bodies been helpful to you? If so, how? * These ISA bodies might include workshops such as Pay it Forward or the Junior Scholar Symposium, or bodies such as the Committee on the Status of Women, the Women's Caucus, FTGS, or LGBTQ, among others. Have any of these been helpful to you as you navigate these issues in the discipline? If you could mention which bodies have been most helpful to you, that would be greatly appreciated. (Feel free to write "Do not wish to respond" if you do not want to answer.)

71. Anything Else?

Is there anything else we should have inquired about, that we failed to ask?

APPENDIX II: The 1995 Survey

INTERNATIONAL STUDIES ASSOCIATION
QUESTIONNAIRE FOR GENDER STUDY OF ISA MEMBERS

General Instructions: please circle or fill-in the most appropriate response

1. What is your age?
1. 25 or younger 2. 26-30 3. 31-35 4. 36-40 5. 41-45 6. 46-50 7. 51-55 8. 56-60 9. 61-65 10. 66 or older
2. What is your sex?
1. male 2. female
3. What is your citizenship?
4. What is your race/ethnicity?
5. What is your marital status?
1. married 2. partnered 3. divorced and remarried 4. divorced 5. never married
6. How many children do you have?
1. none 2. 1-2 3. 3-4 4. 5 or more
7. If child care were provided at the annual ISA meetings, would you use it?
1. absolutely 2. sometimes, depending upon venue 3. maybe 4. perhaps in the future (if I were to have children) 5. no
8. What is the profession of your spouse/partner?
1. home-maker 2. academic career 3. legal career 4. non-governmental organization 5. governmental career 6. business career 7. self-employed 8. other
9. If you have a spouse/partner, is he/she a member of ISA?
1. yes 2. no
10. When you and your spouse/partner have had competing professional interests or opportunities, how was the issue resolved?
1. not applicable 2. compromise 3. preferences of spouse/partner usually prevailed 4. my preferences usually prevailed 5. relationship ended 6. other
11. Has your employment situation been constrained by the career of your spouse/partner? If so, please circle all answers that apply.
1. only applied for jobs in a certain region 2. turned down job offers in other regions 3. settled for a less than ideal job 4. daily commute a great distance because of both having jobs 5. live apart because of both having jobs 6. unemployed in order to live together

7. other
12. Does your place of employment have a specific program to assist spouse employment?
1. yes 2. no
13. In what country are you currently employed or studying?
14. What is your present employment or study status?
1. Full Time 2. Part Time 3. Unemployed 4. Retired
15. With what type of institution/program are you primarily employed or studying?
1. Ph.D. granting program 2. M.A. granting program 3. public college (university) 4. private college (university) 5. community college 6. government agency 7. research or nonprofit institution 8. private enterprise 9. self-employed
16. If you are employed(or study) in academia, what is your current rank?
1. Full Professor 2. Associate Professor 3. Assistant Professor 4. Lecturer/Instructor 5. Ph.D. student 6. M.A. student 7. Undergraduate Student 8. Administrative position 9. Other
17. How long have you held your current rank or position?
1. 1-3 years 2. 4-7 years 3. 8-15 years 4. more than fifteen years
18. If you are now professionally employed, how many professional positions did you hold in the 5 years before you began employment at your present organization?
1. not applicable 2. none 3. one 4. two 5. three-four 6. five or more
19. How many job applications did you file before obtaining your current position?
1. one to four 2. five to ten 3. eleven to twenty 4. twenty-one to thirty 5. over thirty
20. How many interviews did you have before obtaining your position?
1. one 2. two to three 3. four to six 4. seven or more
21. What is the highest degree you have earned?
1. Ph.D./E.D. 2. MA/MS 3. JD/LLD 4. BA/BS 5. secondary
22. In which year did you receive your highest degree?
23. What is your primary discipline or area of expertise?
1. Anthropology 2. Area Studies 3. Business 4. Economics 5. Education 6. Environmental Studies 7. Geography 8. History 9. Intelligence 10. International Relations 11. Law 12. Languages 13. Methodology 14. Philosophy 15. Political Science 16. Sociology 17. Science 18. Women's Studies 19. Other
24. What is your actual current salary (approximate in US dollars)?
1. under \$20,000 2. \$20,000 to \$30,000 3. \$30,001 to \$40,000 4. \$40,001 to \$50,000 5. \$50,001 to \$60,000 6. \$60,001 to \$70,000 7. \$70,001 to \$80,000 8. \$80,001 to \$90,000 9. over \$90,000
25. What is the overall gender ratio among professionals in your department or organizational

unit?

1. none are women
2. less than 5% are women
3. 5-15% are women
4. 15-25% are women
5. 25-40% are women
6. 40-60% are women
7. more than 60% are women

26. During your years as a student, did you have a mentor who promoted your academic experience?

1. no
2. yes, a female mentor
3. yes, a male mentor

27. During your career, have you had a mentor?

1. no
2. yes, a female mentor
3. yes, a male mentor

28. Do you serve as a mentor for others?

1. no
2. seldom
3. occasionally
4. very frequently

29. Characterize the following situations as to the manner in which you believe they are affected by sex.

	gender neutral	hostile to women	hostile to men	men have advantage	women have advantage
entry to graduate school					
graduate school					
financial aid					
entry job market					
getting tenure					
getting promoted					
getting grants					
getting published					
job market for senior positions					

The following group of questions applies to those currently in academic positions, others may skip to question 36:

30. Please classify your position as:

1. tenured/permanent
2. tenure-track position, but not yet tenured/probationary
3. in a non-tenure track position
4. other

31. What is the size of your department?

1. one to five faculty
2. six to ten
3. eleven to fifteen
4. sixteen to twenty
5. twenty-one to thirty
6. over thirty-one
7. not applicable

32. How would you classify your institution?

1. predominantly a teaching institution
2. predominantly teaching, with some emphasis on research
3. has an equal emphasis on teaching and research
4. predominantly a research institution, with a focus upon teaching
5. predominantly a research institution

33. In what administrative capacity(ies) have you served? (For this question, please circle all items that apply to you.)

1. President/Chancellor
2. Provost/Vice President
3. Dean
4. Department Chair
5. Program/Center Director
6. Chair of a University Committee
7. Chair of a College-level Committee
8. Other
9. None

34. How many students do you currently advise?

1. none 2. 1-10 3. 11-20 4. 21-30 5. 31-50 6. over 50

35. What is your average course load per semester?

1. none 2. 1 course 3. 2 courses 4. 3 courses 5. 4 courses 6. 5 or more courses

The following questions are for all respondents:36. The following questions relate to your current position and/or place of employment. Please respond by indicating your level of agreement.

	strongly agree	agree	neutral/ uncertain	disagree	strongly disagree	not applicable
Subordinates or students in my classes expect me to grant them special favors						
Subordinates or students in my classes use my appropriate title when addressing me						
I have adequate resources, including library materials, supplies, and secretarial support, to conduct my scholarly work						
My colleagues refer students/subordinates to me who are interested in doing research/working with me						
When I was hired, my colleagues made an effort to help me feel welcome						
I have received clear and meaningful feedback from my department on my performance						
I have been invited to collaborate with my departmental colleagues						
I am outside the departmental information network, despite my efforts to become part of it						
I am included in informal interactions among my colleagues						
Women are adequately represented in programming (speakers, performers) at my institution						
The institutional media give adequate coverage to women's activities and issues of concern to women						
My department demonstrates awareness of gender concerns in discussions of curriculum, faculty/staff recruitment, and student recruitment at department meetings						

38. What has been your response to inappropriate behavior from colleagues or persons in authority? Check all that apply.
1. have not experienced inappropriate behavior
 2. ignored the inappropriate behavior
 3. communicated to the offender my displeasure with his/her behavior
 4. talked to other colleagues not involved
 5. talked to someone in authority
 6. initiated legal action
39. How would you characterize the current climate for women in your organization?
1. supportive in general
 2. occasional efforts to improve status for women
 3. neutral
 4. women face some additional hurdles, but no real barriers
 5. chilly in general
40. Of how many books are you the author or co-author?
1. none
 2. one
 3. two
 4. three to four
 5. five to six
 6. seven to nine
 7. ten or more
41. Of how many books are you the editor or co-editor?
1. none
 2. one
 3. two
 4. three to four
 5. five to six
 6. seven to nine
 7. ten or more
42. How many articles have you published in any of the following journals: ISQ, World Politics, Conflict Resolution, Foreign Affairs, Foreign Policy, International Organization?
1. none
 2. one
 3. two
 4. three to four
 5. five to six
 6. seven to nine
 7. ten or more
43. How many articles have you published in other refereed journals?
1. none
 2. one
 3. two
 4. three to four
 5. five to six
 6. seven to nine
 7. ten or more
44. How many chapters have you published in books and monographs?
1. none
 2. one
 3. two
 4. three to four
 5. five to six
 6. seven to nine
 7. ten or more
45. In which of the following roles have you served the members of the International Studies Association. Please circle all which apply.
1. none
 2. ISA President, Vice President, Program Chair, Treasurer, or Executive Director
 3. Member of ISA's Executive Committee
 4. Member of ISA's Governing Council
 5. Member of one or more of ISA's standing or ad hoc committees
 6. Officer or board member of an ISA Region
 7. Officer or board member of an ISA Section
 8. ISQ or IS Notes
46. In which forms have you experienced discrimination (circle all answers which apply)?
1. sex discrimination
 2. against feminist scholarship
 3. against non-mainstream theories
 4. against the method you use in your research
 5. racial discrimination
 6. age discrimination
 7. none/ never
 8. other
47. If you have been the victim of discrimination, use this space to describe its impact.

48. Do any of the following behaviors apply to your personal definition of sexual harassment?

	yes	sometimes	no	don't know
subtle pressure for sexual activity				
sexually directed remarks about clothing, body				
demands for sexual favors to get or keep a job or promotion				
physical assault				
staring, excessive eye contact				
frequent comments on personal appearance or flattery				
unwelcome physical contact				
unwanted sexual advances				
sexist language or humor				
not taking women seriously				
expecting women to behave in stereotypical ways				
expressions of derogatory beliefs about women				
devaluing women's professional activity				
belittling or devaluing scholarship about women				

Please use the space below for additional comments or ideas, to give reactions to the questionnaire, or to describe related experiences you would like to share.

Specifically, in what ways has your gender been an advantage or a disadvantage? What gender-related problems exist in your field? If you are a man, has your attitude towards women in your profession changed? If you are a woman, how would you describe the current status of women in the profession?

APPENDIX III: The 2005 Survey

2005 INTERNATIONAL STUDIES ASSOCIATION -- COMMITTEE ON GENDER RESEARCH

Survey of all ISA Members on Issues Related to Gender

Please click on the most appropriate response. If a question is not applicable to your situation, leave it blank. The last question is open-ended.

1. What is your age?

1. under 30
2. 31-50
3. 51-65
4. 66 or older

2. What is your sex?

1. male
2. female

3. Are you...?

1. single
2. married or partnered
3. other _____

4. How many children do you have?

1. none
2. 1-2
3. 3 or more

5. Have you used or do you anticipate using the ISA child care service at the annual meetings?

1. yes
2. no

6. In what country are you currently employed or studying? _____

7. With what type of institution/program are you primarily employed or studying?

1. Ph.D. granting program
2. public undergrad college/university
3. private undergrad college/university
4. community college
5. government agency
6. other _____

8. What is the profession of your spouse/partner? (Click all that apply.)

1. homemaker
2. academic

3. law/medicine
4. government
5. business
6. other _____

9. What is your present employment status?

1. Full time
2. Part time, more than half-time
3. Part time, half-time or less
4. Student
5. Unemployed
6. Retired

10. What is your current salary (approximate, if applicable, in US dollars)?

1. under \$20,000
2. \$20,000 to \$40,000
3. \$40,001 to \$60,000
4. \$60,001 to \$80,000
5. \$80,001 to \$100,000
6. over \$100,000

Questions 11 through 14 apply mostly to those currently in academic positions. If you are not in an academic position, please skip ahead to question number 15, as applicable.

11. What is your current rank? (If you are not in the North American system, click rough equivalent or use “other” category.)

1. Full Professor, with tenure
2. Associate Professor, with tenure
3. Associate Professor, without tenure
4. Assistant Professor, tenure-track
5. Instructor/Senior Lecturer/Lecturer, non-tenure track
6. TA/RA
7. Other _____

12. How long have you held this current rank?

1. 1-3 years
2. 4-7 years
3. 8-11 years
4. 12-15
5. more than fifteen years

13. How would you classify your institution?

1. Predominantly teaching oriented
2. Predominantly teaching with research also required
3. Equal emphasis on teaching and research
4. Predominantly research with some focus on teaching

5. Predominantly a research institution

14. What is your average teaching load in courses per year?

1. none
2. 1 course
3. 2 courses
4. 3 courses
5. 4 courses
6. 5 courses
7. 6 courses
8. 7 courses
9. 8 courses
10. 9 or more courses

The following questions are for all respondents, as applicable.

15. Of how many books are you the author or co-author?

1. none
2. one
3. two
4. three to four
5. five to six
6. seven to nine
7. ten or more

16. Of how many books are you the editor or co-editor?

1. none
2. one
3. two
4. three to four
5. five to six
6. seven to nine
7. ten or more

17. How many articles have you published in peer-reviewed journals?

1. none
2. one
3. two
4. three to four
5. five to ten
6. eleven to twenty
7. twenty or more

18. What is the representation of women in the department/unit where you work or study?

1. No women
2. Under 5% women

- 3. 5-15% women
- 4. 15-25% women
- 5. 25-40% women
- 6. 40-60% women
- 7. more than 60% women

19. During your years as a student, did you have a mentor who promoted your academic experience?

- 1. no
- 2. yes, a male mentor
- 3. yes, a female mentor
- 4. n/a

20. Characterize the following situations in terms of how you believe they are affected by gender:

	Gender Neutral	harder for women	harder for men	men have advantage	women have advantage
Entry to graduate school					
Graduate school					
Financial aid					
Entry job market					
Getting tenure					
Getting promoted					
Getting grants					
Getting published					
Job market for senior positions					

21. Indicate whether the following behaviors apply to your personal definition of sexual harassment:

	yes	sometimes	no	don't know
subtle pressure for sexual activity				
sexually directed remarks about clothing, body				
staring, excessive eye contact				
frequent comments on personal appearance				
unwelcome touching				
unwanted sexual advances				

22. In the past ten years, have you ever experienced gender-related inappropriate treatment by students or subordinates?

- 1. no
- 2. yes, once

Subordinates or students in my classes use my appropriate title when addressing me.

I have adequate resources, including computer and library resources, to conduct my scholarly work.

My department demonstrates awareness of gender concerns in matters of curriculum and recruitment.

Women are adequately represented in programming at my institution.

I am included in informal interactions among my colleagues.

I am outside the departmental information network, despite my efforts to become part of it.

25. What has been your response to inappropriate behavior from colleagues or persons in authority? Click all that apply.

1. have not been aware of inappropriate behavior
2. ignored the inappropriate behavior
3. communicated to the offender my displeasure with his/her behavior
4. talked to other colleagues not involved
5. talked to someone in authority
6. Used conflict resolution through office at work
7. initiated legal action

26. Has your pursuit of a career

1. limited the number of children you had?
2. contributed to a divorce/break up?
3. prevented you from living with your significant other?
4. hindered the kind of home life you had envisioned for yourself?
5. not really affected your personal life?
6. other: _____

27. If you have a spouse or partner who has a career outside the home, have your employment prospects been constrained by each other's jobs? If so, what has been your approach? Click all that apply:

1. applied for jobs in region of spouse's job
2. turned down job(s) in other region(s)
3. took a less than ideal job
4. commute a long distance because of other's job
5. live apart because of the two jobs
6. choose (i.e., turn down a job) unemployment in order to live together

7. other _____

28. When you and your spouse/partner have had competing professional interests or opportunities, whose preferences usually prevailed?

1. n/a
2. compromise, or take turns
3. preferences of spouse/partner usually prevail
4. my preferences usually prevail
5. relationship ended

29. Does either your or your spouse's/partner's place of employment have a program for spousal accommodation?

1. yes
2. no
3. n/a

30. Does your place of employment have maternity leave?

1. yes
2. no

31. Does your place of employment have family leave?

1. yes
2. no

32. Are you underemployed (i.e. at a rank, status, or salary lower than you think you should have)?

1. Yes
2. No

33. How would you characterize the current climate for women in your workplace? (Click all that apply.)

1. proactive attempts to create a positive climate for women
2. supportive in general
3. occasional efforts to improve status for women
4. neutral
5. women face some additional hurdles, but no real barriers
6. sporadic problems
7. chronic and deep-seated problems
8. other _____

34. Do you think that your gender has affected the way you have been treated?

1. yes, adversely
2. yes, positively
3. sometimes positively and sometimes negatively
4. can't tell
5. no

35. How has the situation regarding women's access to this field changed in the last 10 years?

Click all that apply.

1. It's gotten better
2. It's gotten worse
3. Some things are better and some things are worse
4. Women are now on an equal basis with men
5. Women used to be at a disadvantage; now they have an advantage
6. Women are at a disadvantage

36. OPEN-ENDED:

Please share your own observations and experiences with the effects gender has on our profession, particularly in terms of developments over the last ten years. Do you believe that you have been discriminated against on the basis of your gender? In what ways has your gender been an advantage or a disadvantage? How have gender issues affected your experience in the profession?

*****Thank you very much for completing this survey.*****

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ⁱ We condensed the answers and made sure there was no overlap in answers. If the person listed that 'it's gotten better', 'women are on equal basis with men', or that women are at an advantage over men', we put them in the 'Has improved' category. If the respondent put 'its gotten worse overall' or 'women are still at a disadvantage' and did not put that things had improved, we put them in the 'Has not improved' category. We created an 'other' category, which contains the

answer 'some things are better and some things are worse' with no mention of overall improvement. One male put that women have always been at an advantage to men, and we put that answer in the 'other' category.