

Appendices for Women Don't Ask? Women Don't Say No? Bargaining and Service in the Academic Profession

Appendix A Descriptive Statistics

<u>Independent Variables</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>Minimum</u>	<u>Maximum</u>
Rank	1305	3.05	0.89	1	4
Female	1399	0.25	0.43	0	1
Minority	1399	0.11	0.31	0	1
Children	1399	0.53	0.50	0	1
PhD program	1399	0.32	0.47	0	1
MA program	1399	0.19	0.39	0	1
Tenured female	1399	0.09	0.29	0	1
Faculty					
Outside offer	1399	0.27	0.44	0	1
<u>Dependent Variables</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>Minimum</u>	<u>Maximum</u>
Projects Supervised	1170	3.73	6.46	0	111
Total Advisees	1210	24.02	40.50	0	500
Service (Internal)					
Volunteered	1399	0.52	1.16	0	10
Asked to Serve	1399	1.23	1.93	0	11
Served	1399	2.69	2.45	0	13
Chaired	1399	1.03	1.50	0	11
Department Chair	1191	0.41	0.49	0	1
Program Director	1134	0.41	0.49	0	1
Service (External)					
Total	1178	15.46	17.4	0	137
Books reviewed	1399	2.52	3.86	0	50
Articles reviewed	1399	8.74	13.82	0	80
Editorial boards	1399	0.71	1.61	0	22
Prof. committees	1399	1.05	1.92	0	25
Total Resources					
Asked for	1399	1.46	1.83	0	8
Part external award	1399	0.53	1.22	0	8
Offer by university	1399	2.27	2.15	0	10
Outside offer	1399	0.27	0.44	0	1

Appendix B: Survey Methodology

Questionnaire Design

In 2005, the APSA Committee on the Status of Women in the Profession (CSWP) proposed to the president of APSA that the association conduct research associated with the recommendations that emerged from the March 2004 Workshop on Women's Advancement in Political Science organized by Michael Brintnall and Linda Lopez (APSA), Susan Clarke (University of Colorado, Boulder), and Leonie Huddy (Stony Brook University). Once the research proposal was approved, the CSWP used questionnaires that had been employed in research published by Hesli and Burrell (1995); Hesli, Fink, and Duffy (2003); and Hesli et al. (2006) to develop a new survey instrument. Additional questions were added from questionnaires developed by the National Research Council and the University of Michigan's Fall 2001 Survey of Academic Climate and Activities, which was created for an NSF ADVANCE project. The following reports were also used to help generate questions:

- Blau, F. 2002. "Report of the Committee on the Status of Women in the Economics Profession." *American Economic Review* 92:516–20.
- Commission on Professionals in Science and Technology (CPST). 2000. *Professional Women and Minorities: A Total Human Resource Data Compendium*. 13th ed. Washington, DC: CPST.
- Creamer, Elizabeth. 1998. *Assessing Faculty Publication Productivity: Issues of Equity*. ASHE-ERIC Higher Education Report, Vol. 26, No. 2. Washington, DC: George Washington University.

- Fox, Mary Frank. 1995. "Women and Scientific Careers." In *Handbook of Science and Technology Studies*, ed. S. Jasanoff, J. Markle, J. Petersen, and T. Pinch, 205–23. Newbury Park, CA: Sage.
- Fox, Mary Frank. 1998. "Women in Science and Engineering: Theory, Practice, and Policy in Programs." *Signs: Journal of Women in Culture and Society* 24:201–23.
- Sarkees, Meredith Reid, and Nancy E. McGlen. 1992. "Confronting Barriers: The Status of Women in Political Science." *Women and Politics* 12(4): 43–86.

A draft copy of the questionnaire was circulated to the members of the APSA status committees. The questionnaire was revised and expanded to address the concerns of the members of the status committees. The instrument was pilot-tested by distributing it to all political science faculty members at one research university and one private four-year college. The feedback from the pilot test was used to make further revisions to the questionnaire.

Sample Selection

We used as our target population the names contained within the APSA "faculty" file. We used this file of 11,559 names to create a sample population file of size 5,179 names. The original "faculty" file was stratified by department size. To ensure the adequate representation of faculty members from medium- and small-size schools, we oversampled from these groups. Names were selected randomly from the "faculty" file for the "sample" file.

Survey Procedure

Using e-mail addresses, all persons in the sample file were sent a letter of invitation to participate in the study from the executive director and the president of the APSA. Bad e-mail addresses (addresses that bounced back) were replaced with random selections from the “faculty” file. These persons were also mailed an invitation letter. The cleaned “survey” file was sent to the Survey Research Center at the Pennsylvania State University (SRC).

Individuals in the sample were sent an e-mail from SRC inviting them to participate in the survey. This invitation included a link to the web-based survey containing a unique identifier for each potential participant. Only one completed survey was allowed for each identifier. The initial invitation was e-mailed to respondents on August 27, 2009. Follow-up reminders were sent to non-responders on September 10, 2009; September 24, 2009; October 8, 2009; and October 29, 2009. From among the 5,179 original addresses, 1,399 completed the survey (252 invalid addresses, 105 refusals, and 3,423 non-respondents).

According to APSA data, the percentage of females in the population from which we drew the sample (all political science faculty members in the United States) was 28% in 2009. Breaking this down by rank and institution type, we get the following distributions:

Highest Degree Granted in the Home Department	Academic Rank	Percent Female among Survey Respondents	Percent Female in Profession (APSA Data for 2009)
Ph.D.-Granting Department	Assistant	50	39
	Associate	22	32
	Full	29	20
MA-Granting Department	Assistant	48	40
	Associate	25	32
	Full	24	21
BA-Granting Four-Year College	Assistant	39	42
	Associate	36	31
	Full	16	17

Appendix B: Variables Included

Dependent Variables

Projects Supervised

Survey Question: On average, how many of the following undergraduate projects do you supervise each semester (or per quarter)?

- _____ Number of honors thesis
- _____ Number of independent studies
- _____ Number of senior projects

Counts are summed for the three items with missing values coded as zero.

Total Advisees

Survey Question: For how many of each of the following types of individuals do you currently serve as official advisor?

- _____ undergraduates
- _____ MA students
- _____ PhD students
- _____ post-docs

Counts are summed for the five items with missing values coded as zero.

Service (Internal)

Survey Question: We're interested in knowing your level of involvement in committee work at your institution. For each of the following, please specify your level of participation by checking the appropriate boxes. (Check all that apply for each committee for all the years of your current employment.)

	No Participation	Volunteered	Asked to serve	Served	Chaired
Departmental level committees					
-curriculum					
-department executive					
-faculty search					
-fellowship					
-graduate admission					
-other (please list)					
School/college level committees					
-college curriculum					
-college executive					
-faculty search					
-other (please list)					
University level committees					
-faculty governance					
-administrative					
-admissions					
-budgetary					

Measures for *Volunteered, Asked to Serve, Served, and Chaired* are created by summing across all committee levels, with missing values treated as zero.

Survey Question: Have you ever been asked to serve and/or served as any of the following?

	No	Yes, served	Asked, but did not serve
a. Department chair			
b. Department program or section director			
c. Center/lab/institute/program director or administrator			

Variable for *Department Chair* is taken from (a) with “No” coded as 0 and “Yes, served” and “Asked, but did not serve” coded as 1.

Variable for *Program Director* is taken from (b) with “No” coded as 0 and “Yes, served” and “Asked, but did not serve” coded as 1.

Service (External)

Survey Question: In terms of service for your profession, please indicate the number of times (in the past five years) you have done any of the following: (*Indicate how many next to each category*)

- _____ reviewed a book
- _____ reviewed an article
- _____ served on an editorial board (number of different boards)
- _____ served on a committee associated with a professional association

Variable for *Total* sums across all items with missing values set to zero.

Variables for *Books reviewed, Articles reviewed, Editorial boards, and Professional committees* utilize the counts for the specific category of service, with missing values set to zero.

Total Resources

Survey Question: Have you received any of the following resources as a result of your own negotiations, the terms of an award, or as part of an offer by the university, since your initial contract at your current position? If so, *please check all that apply.*

	Asked/bargained for by me	Part of an external award	Offered by university
Course release time			
Research assistant			
Discretionary funds			
Travel funds			
Summer salary			
Special timing of tenure track			
Moving expenses			
Housing subsidy			
Child care			
Partner/spouse			

position			
Clerical support			
Other (<i>please specify</i>)			

Measures for *Asked for*, *Part external award*, and *Offer by university* are created by summing down each column, with missing values treated as zero.

The percentages in Table 3 are taken from the individual items respondents bargained for.

Independent Variables

Rank

Survey Question: What is the title of your primary current appointment?

We created an ordinal variable using the following coding: 1 (instructors, lecturers, postdocs and fellows), 2 (assistant professors), 3 (associate professors), and 4 (full professors, emeritus, and administrative positions).

Female

Survey Question: What is your gender?

- a. Male
- b. Female
- c. Transgender

The dummy variable equals 1 if the response is b.

Minority

Survey Question: Do you identify yourself as a member of an ethnic and racial minority group?

- a. Yes
- b. No
- c. Don't know

The dummy variable equals 1 if the response is a.

Children

Survey Question: Do you or a spouse/partner of yours have any children?

- a. Yes
- b. No

The dummy variable equals 1 if the response is a.

PhD Program, MA Program

Survey Question: Type of department where you are employed:

- a. Ph.D. granting program
- b. M.A. granting program
- c. Department within a 4 year college
- d. Department within a 2 year college
- e. Other academic unit (*specify*) _____

The dummy variable for PhD program equals 1 if the response is a.

The dummy variable for MA program equals 1 if the response is b.

Tenured Female Faculty

Survey Question: Among the female faculty members in your department, are any tenured?

- a. Yes
- b. No

The dummy variable equals 1 if the response is a.

Outside Offer

Survey Question: Have you ever had an outside offer while at your current position?

- a. Yes
- b. No

The dummy variable equals 1 if the response is a.