

**International Studies Association -- Women's Caucus for International Studies**

Survey of all ISA Members on Issues Related to Gender **Female Responses Only**

**1.) What is your age?**

<b>UNDER 30</b>	94	<b>31-50:</b>	223	<b>51-65:</b>	52	<b>66 OR OLDER:</b>	4
%	25.2		59.79		13.94		1.07

**2.) What is your sex?**

<b>Male:</b>	0	<b>Female:</b>	373
%:	0		100

**3.) Are you...?**

<b>Single:</b>	114	<b>Married or Partnered:</b>	256
%	30.56		68.63

**4.) How many children do you have?**

<b>None:</b>	229	<b>1-2:</b>	128	<b>3 or More:</b>	16
%	61.39		34.32		4.29

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

<b>Yes:</b>	59	<b>No:</b>	309
%	15.82		82.84

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

<b>USA:</b>	247
%	66.22

**7.) What type of institution/program are you primarily employed or studying?**

<b>PH. D. granting program/public:</b>	173	46.38	<b>PH. D. granting program/private:</b>	56	15.01
<b>M.A. granting program/public:</b>	39	10.46	<b>M.A. granting program/private:</b>	18	4.83
<b>B.A. granting program/public:</b>	13	3.49	<b>B.A. granting program/private:</b>	40	10.72
<b>Community College:</b>	1	0.27	<b>Government Agency:</b>	9	2.41

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

<b>Homemaker:</b>	14	3.75	%	<b>Academic:</b>	124	33.24	<b>Law/Medicine:</b>	13	3.49
<b>Government:</b>	16	4.29		<b>Business:</b>	59	15.82			

**9.) What is your present employment status?**

<b>Full Time:</b>	247	66.22	<b>Part time, more than half-time:</b>	20	5.36
<b>Part time, half-time or less:</b>	14	3.75	<b>Student:</b>	85	22.79
<b>Unemployed:</b>	4	1.07	<b>Retired:</b>	1	0.27

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

<b>Under \$20,000:</b>	96	25.74	%	<b>\$20,001 to \$40,000:</b>	58	15.55
<b>\$40,001 to \$60,000:</b>	96	25.74		<b>\$60,001 to \$80,000:</b>	81	21.72
<b>\$80,001 to \$100,000:</b>	22	5.9		<b>Over \$100,000:</b>	16	4.29

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

<b>Administrator:</b>	8	2.14	<b>Full Professor, with tenure:</b>	41	10.99
<b>Associate Professor, with tenure:</b>	49	13.14	<b>Associate Professor, without tenure:</b>	12	3.22
<b>Assistant Professor, tenure track:</b>	78	20.91	<b>Instructor/Sr. Lecturer/Lecturer, non-tenure track:</b>	35	9.38
<b>TA/RA:</b>	48	12.87			

**12.) How would you classify your institution?**

<b>Predominantly teaching oriented:</b>	25	6.7
<b>Equal emphasis on teaching and research:</b>	111	29.76
<b>Predominantly a research institution:</b>	24	6.43
<b>Predominantly teaching with research also required:</b>	69	18.5
<b>Predominantly research with some focus on teaching:</b>	71	19.03

**13.) How many students are considered to be your current advisees?**

<b>None:</b>	80	21.45	<b>1-10:</b>	85	22.79	<b>11-20:</b>	46	12.33
<b>21-30:</b>	28	7.51	<b>31-50:</b>	28	7.51	<b>Over 50:</b>	25	6.7

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

<b>None:</b>	24	6.43	<b>1 course:</b>	19	5.09	<b>2 courses:</b>	42	11.26
<b>3 courses:</b>	31	8.31	<b>4 courses:</b>	91	24.4	<b>5 courses:</b>	28	7.51
<b>6 courses:</b>	31	8.31	<b>7 courses:</b>	7	1.88	<b>8 courses:</b>	13	3.49

**15.) How long have you been in the profession that brings you to ISA, i.e. from the first year in which you sought regular employment?**

<b>N/A not yet employed:</b>	61	16.35	<b>1-3 Years:</b>	92	24.66	<b>4-7 Years:</b>	74	19.84
<b>8-11 Years:</b>	59	15.82	<b>12-15 Years:</b>	29	7.77	<b>&gt; 15 years:</b>	55	14.75

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**16.) Of how many books are you the author or co-author?**

None:	205	54.96	One:	84	22.52	Two:	41	10.99
Three to four:	32	8.58	Five to Six:	3	0.8	Seven to nine:	2	0.54
Ten or more:	1	0.27						

**17.) Of how many books are you the editor or co-editor?**

None:	92	24.66	One:	14	3.75	Two:	9	2.41
Three to four:	5	1.34	Five to Six:	0	0	Seven to nine:	2	0.54
Ten or more:	1	0.27						

**\* PLEASE NOTE: 1st 559 responses were not counted due to an error on web page questionnaire**

**18.) How many articles have you published in peer-reviewed journals?**

None:	104	27.88	One:	64	17.16	Two:	41	10.99
Three to four:	57	15.28	Five to ten:	66	17.69	Eleven to twenty:	26	6.97
Twenty or more:	11	2.95						

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

No women:	1	0.27	Under 5%:	30	8.04	5-15% women:	55	14.75
15-25% women:	84	22.52	25-40% women:	105	28.15	40-60% women:	76	20.38
More than 60%:	12	3.22						

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

No:	102	27.35	Yes, a male mentor:	200	53.62
Yes, a female mentor:	64	17.16	N/A:	4	1.07

**21.) Which situations do you think are gender neutral? Click all that apply**

Entry to grad school:	211	56.57	Getting published:	172	46.11
Entry job market:	53	14.21	Financial Aid:	221	59.25
Getting grants:	137	36.73	Getting promoted:	40	10.72
Grad School:	123	32.98	Job market for sr. positions:	29	7.77
Getting tenure:	45	12.06			

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**22.) Which do you think are harder for women? Click all that apply**

Entry to grad school:	44	11.8	Getting published:	120	32.17
Entry job market:	192	51.47	Financial Aid:	39	10.46
Getting grants:	118	31.64	Getting promoted:	273	73.19
Grad School:	146	39.14	Job market for sr. positions:	253	67.83
Getting tenure:	265	71.05			

**23.) Which do you think are harder for men? Click all that apply**

Entry to grad school:	29	7.77	Getting published:	5	1.34
Entry job market:	50	13.4	Financial Aid:	21	5.63
Getting grants:	10	2.68	Getting promoted:	3	0.8
Grad School:	11	2.95	Job market for sr. positions:	10	2.68
Getting tenure:	4	1.07			

**24.) How would you define sexual discrimination? Click all that apply**

Humor denigrating women:	249	66.76
Denigration of scholarship concerning women:	286	76.68
Appointing women to less powerful/important committees:	332	89.01
Provide women with fewer budgetary resources:	332	89.01
Assigning women to more service activities:	306	82.04
Subverting women's authority:	334	89.54
Denigrating women for raising women's or family issues:	319	85.52
Rewarding males in the department more than females:	325	87.13
Ignoring scholarship concerning differentiated treatment of women faculty by students:	271	72.65
Seeing one woman as representative of all women:	264	70.78
Denigrating women's capabilities:	323	86.6

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**25.) Click on each of the following behaviors that apply to your personal definition of sexual harassment:**

Subtle Pressure for sexual activity:	302	80.97
Staring, excessive eye contact:	182	48.79
Unwelcome touching:	338	90.62
Ridicule:	184	49.33
Sexually Directed remarks about clothing, body :	296	79.36
Frequent comments on personal appearance:	209	56.03
Unwanted sexual advances:	347	93.03

**26.) In the past ten years, have you experienced gender-related inappropriate treatments by colleagues or superiors?**

No:	134	35.92
Yes, a few times:	140	37.53
Yes, often:	4	1.07
Yes, once:	22	5.9
Yes, a significant number of times:	32	8.58
Perhaps, not sure if inappropriate behavior was gender related:	36	9.65

**27.) In the past ten years, have you experienced gender-related inappropriate treatments by students or subordinates?**

No:	183	49.06
Yes, a few times:	117	31.37
Yes, often:	6	1.61
Yes, once:	24	6.43
Yes, a significant number of times:	13	3.49
Perhaps, not sure if inappropriate behavior was gender related:	22	5.9

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**28.) Have you run into problems with any of the following workplace situations in the last ten years? (Click all that apply)**

Difficulty with subordinates or students in my classes using my appropriate title when addressing me	112	30.03
Getting adequate resources, including computer and library resources, to conduct my scholarly work	56	15.01
My department's awareness of gender concerns in matters of curriculum recruitment:	106	28.42
Adequate representation of women in programming at my institution:	112	30.03
Inclusion in informal interactions among my colleagues:	107	28.69
Gender influences on student evaluation of instruction:	117	31.37

**29.) What has been your response to inappropriate behavior from colleagues or persons in authority? Check all that apply.**

Have not been aware of inappropriate behavior:	81	1.07
Ignored the inappropriate behavior:	135	36.19
Communicated to the offender my displeasure with his/her behavior:	114	30.56
Talked to other colleagues not involved:	120	32.17
Talked to someone in authority:	66	17.69
Used conflict resolution through office at work:	17	4.56
Initiated legal action:	4	1.07

**30.) Has your pursuit of a career...**

Limited the number of children you had?:	63	16.89
Contributed to a divorce/break up?:	32	8.58
Prevented you from living with your significant other?:	48	12.87
Hindered the kind of home life you had envisioned for yourself?:	99	26.54
Not really affected you personal life?:	79	21.18

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**31.) 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? Check all that apply:**

Applied for jobs in region of spouse's job:	118	31.64
Turned down job(s) in other region(s):	72	19.3
Took a less than ideal job:	69	18.5
Commute a long distance because of other's job:	75	20.11
Live apart because of two jobs:	86	23.06
Choose (i.e., turn down a job) unemployment in order to live together:	45	12.06

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

N/A:	85	22.79
Preferences of spouse/partner usually prevail:	35	9.38
Relationship ended:	17	4.56
Compromise, or take turns:	150	40.21
My preferences usually prevail:	41	10.99

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

Yes:	48	12.87	No:	187	50.13	N/A:	96	25.74
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**34.) Does your place of employment provide maternity leave and/or family leave?**

Yes:	275	73.73	No:	56	15.01
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**35.) Are you underemployed (i.e. at a rank, status, or salary lower than you think you should have)?**

Yes:	117	31.37	No:	217	58.18
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**36.) How would you characterize the current climate for women in your workplace? (Click all that apply.)**

Proactive attempts to create a positive climate for women:	73	19.57
Supportive in general:	153	41.02
Occasional efforts to improve status for women:	91	24.4
Neutral:	56	15.01
Women face some additional hurdles, but no real barriers:	79	21.18
Sporadic problems:	61	16.35
Chronic and deep-seated problems:	40	10.72

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<b>37.) Do you think that your gender has affected the way you have been treated?</b>		
Yes, adversely:	54	14.48
Yes, positively:	18	4.83
Sometimes positively and sometimes negatively:	218	58.45
Can't tell:	45	12.06
No:	30	8.04

<b>38.) How has the situation regarding women's access to this field changed in the last 10 years? Check all that apply.</b>		
It's gotten better:	174	46.65
It's gotten worse:	7	1.88
Some things are better and some things are worse:	136	36.46
Women are now on an equal basis with men:	9	2.41
Women used to be at a disadvantage; now they have an advantage:	4	1.07
Women are at a disadvantage:	34	9.12