

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

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

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

|                 |       |               |       |               |       |                     |      |
|-----------------|-------|---------------|-------|---------------|-------|---------------------|------|
| <b>UNDER 30</b> | 70    | <b>31-50:</b> | 215   | <b>51-65:</b> | 94    | <b>66 OR OLDER:</b> | 22   |
| %               | 17.46 |               | 53.62 |               | 23.44 |                     | 5.49 |

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

|              |     |                |   |
|--------------|-----|----------------|---|
| <b>Male:</b> | 401 | <b>Female:</b> | 0 |
| %:           | 100 |                | 0 |

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

|                |       |                              |       |
|----------------|-------|------------------------------|-------|
| <b>Single:</b> | 86    | <b>Married or Partnered:</b> | 311   |
| %              | 21.45 |                              | 77.56 |

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

|              |       |             |       |                   |       |
|--------------|-------|-------------|-------|-------------------|-------|
| <b>None:</b> | 180   | <b>1-2:</b> | 179   | <b>3 or More:</b> | 42    |
| %            | 44.89 |             | 44.64 |                   | 10.47 |

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

|             |      |            |       |
|-------------|------|------------|-------|
| <b>Yes:</b> | 38   | <b>No:</b> | 359   |
| %           | 9.48 |            | 89.53 |

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

|             |       |
|-------------|-------|
| <b>USA:</b> | 276   |
| %           | 68.83 |

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

|  |     |       |   |    |       |
|--|-----|-------|---|----|-------|
| <b>PH. D. granting program/public:</b> | 196 | 48.88 | <b>PH. D. granting program/private:</b> | 59 | 14.71 |
| <b>M.A. granting program/public:</b>   | 26  | 6.48  | <b>M.A. granting program/private:</b>   | 15 | 3.74  |
| <b>B.A. granting program/public:</b>   | 27  | 6.73  | <b>B.A. granting program/private:</b>   | 42 | 10.47 |
| <b>Community College:</b>              | 2   | 0.5   | <b>Government Agency:</b>               | 12 | 2.99  |

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

|                    |    |       |   |                  |     |       |                      |    |      |
|--------------------|----|-------|---|------------------|-----|-------|----------------------|----|------|
| <b>Homemaker:</b>  | 51 | 12.72 | % | <b>Academic:</b> | 108 | 26.93 | <b>Law/Medicine:</b> | 35 | 8.73 |
| <b>Government:</b> | 25 | 6.23  |   | <b>Business:</b> | 46  | 11.47 |                      |    |      |

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

|                                      |     |       |  |    |       |
|--------------------------------------|-----|-------|--|----|-------|
| <b>Full Time:</b>                    | 298 | 74.31 | <b>Part time, more than half-time:</b> | 12 | 2.99  |
| <b>Part time, half-time or less:</b> | 14  | 3.49  | <b>Student:</b>                        | 61 | 15.21 |
| <b>Unemployed:</b>                   | 2   | 0.5   | <b>Retired:</b>                        | 13 | 3.24  |

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

|                               |    |       |   |                              |    |       |
|-------------------------------|----|-------|---|------------------------------|----|-------|
| <b>Under \$20,000:</b>        | 74 | 18.45 | % | <b>\$20,001 to \$40,000:</b> | 39 | 9.73  |
| <b>\$40,001 to \$60,000:</b>  | 97 | 24.19 |   | <b>\$60,001 to \$80,000:</b> | 80 | 19.95 |
| <b>\$80,001 to \$100,000:</b> | 38 | 9.48  |   | <b>Over \$100,000:</b>       | 61 | 15.21 |

**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>                     | 13 | 3.24  | <b>Full Professor, with tenure:</b>                        | 94 | 23.44 |
| <b>Associate Professor, with tenure:</b>  | 56 | 13.97 | <b>Associate Professor, without tenure:</b>                | 14 | 3.49  |
| <b>Assistant Professor, tenure track:</b> | 70 | 17.46 | <b>Instructor/Sr. Lecturer/Lecturer, non-tenure track:</b> | 38 | 9.48  |
| <b>TA/RA:</b>                             | 37 | 9.23  |  |    |       |

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

|  |     |       |
|--|-----|-------|
| <b>Predominantly teaching oriented:</b>                    | 35  | 8.73  |
| <b>Equal emphasis on teaching and research:</b>            | 128 | 31.92 |
| <b>Predominantly a research institution:</b>               | 44  | 10.97 |
| <b>Predominantly teaching with research also required:</b> | 68  | 16.96 |
| <b>Predominantly research with some focus on teaching:</b> | 73  | 18.2  |

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

|               |    |       |               |     |       |                 |    |       |
|---------------|----|-------|---------------|-----|-------|-----------------|----|-------|
| <b>None:</b>  | 82 | 20.45 | <b>1-10:</b>  | 110 | 27.43 | <b>11-20:</b>   | 61 | 15.21 |
| <b>21-30:</b> | 37 | 9.23  | <b>31-50:</b> | 36  | 8.98  | <b>Over 50:</b> | 15 | 3.74  |

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

|                   |    |      |                   |     |       |                   |    |      |
|-------------------|----|------|-------------------|-----|-------|-------------------|----|------|
| <b>None:</b>      | 27 | 6.73 | <b>1 course:</b>  | 25  | 6.23  | <b>2 courses:</b> | 38 | 9.48 |
| <b>3 courses:</b> | 37 | 9.23 | <b>4 courses:</b> | 114 | 28.43 | <b>5 courses:</b> | 36 | 8.98 |
| <b>6 courses:</b> | 34 | 8.48 | <b>7 courses:</b> | 9   | 2.24  | <b>8 courses:</b> | 12 | 2.99 |

**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> | 46 | 11.47 | <b>1-3 Years:</b>   | 76 | 18.95 | <b>4-7 Years:</b>     | 72  | 17.96 |
| <b>8-11 Years:</b>           | 47 | 11.72 | <b>12-15 Years:</b> | 29 | 7.23  | <b>&gt; 15 years:</b> | 127 | 31.67 |

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

|                |     |       |              |    |       |                |    |      |
|----------------|-----|-------|--------------|----|-------|----------------|----|------|
| None:          | 177 | 44.14 | One:         | 80 | 19.95 | Two:           | 34 | 8.48 |
| Three to four: | 48  | 11.97 | Five to Six: | 28 | 6.98  | Seven to nine: | 10 | 2.49 |
| Ten or more:   | 22  | 5.49  |              |    |       |                |    |      |

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

|                |    |       |              |    |      |                |   |      |
|----------------|----|-------|--------------|----|------|----------------|---|------|
| None:          | 47 | 11.72 | One:         | 16 | 3.99 | Two:           | 9 | 2.24 |
| Three to four: | 10 | 2.49  | Five to Six: | 3  | 0.75 | Seven to nine: | 3 | 0.75 |
| Ten or more:   | 2  | 0.5   |              |    |      |                |   |      |

**\* 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:           | 86 | 21.45 | One:         | 34 | 8.48  | Two:              | 25 | 6.23  |
| Three to four:  | 67 | 16.71 | Five to ten: | 71 | 17.71 | Eleven to twenty: | 49 | 12.22 |
| Twenty or more: | 69 | 17.21 |              |    |       |                   |    |       |

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

|                |     |       |               |     |       |               |    |       |
|----------------|-----|-------|---------------|-----|-------|---------------|----|-------|
| No women:      | 14  | 3.49  | Under 5%:     | 13  | 3.24  | 5-15% women:  | 54 | 13.47 |
| 15-25% women:  | 104 | 25.94 | 25-40% women: | 133 | 33.17 | 40-60% women: | 69 | 17.21 |
| More than 60%: | 8   | 2     |               |     |       |               |    |       |

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

|                       |    |       |                     |     |       |
|-----------------------|----|-------|---------------------|-----|-------|
| No:                   | 87 | 21.7  | Yes, a male mentor: | 250 | 62.34 |
| Yes, a female mentor: | 50 | 12.47 | N/A:                | 13  | 3.24  |

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

|                       |     |       |                               |     |       |
|-----------------------|-----|-------|-------------------------------|-----|-------|
| Entry to grad school: | 272 | 67.83 | Getting published:            | 273 | 68.08 |
| Entry job market:     | 91  | 22.69 | Financial Aid:                | 277 | 69.08 |
| Getting grants:       | 228 | 56.86 | Getting promoted:             | 128 | 31.92 |
| Grad School:          | 213 | 53.12 | Job market for sr. positions: | 87  | 21.7  |
| Getting tenure:       | 125 | 31.17 |                               |     |       |

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

|                       |     |       |                               |     |       |
|-----------------------|-----|-------|-------------------------------|-----|-------|
| Entry to grad school: | 24  | 5.99  | Getting published:            | 48  | 11.97 |
| Entry job market:     | 113 | 28.18 | Financial Aid:                | 25  | 6.23  |
| Getting grants:       | 46  | 11.47 | Getting promoted:             | 176 | 43.89 |
| Grad School:          | 98  | 24.44 | Job market for sr. positions: | 195 | 48.63 |
| Getting tenure:       | 180 | 44.89 |                               |     |       |

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

|                       |     |       |                               |    |       |
|-----------------------|-----|-------|-------------------------------|----|-------|
| Entry to grad school: | 55  | 13.72 | Getting published:            | 16 | 3.99  |
| Entry job market:     | 148 | 36.91 | Financial Aid:                | 35 | 8.73  |
| Getting grants:       | 33  | 8.23  | Getting promoted:             | 45 | 11.22 |
| Grad School:          | 21  | 5.24  | Job market for sr. positions: | 37 | 9.23  |
| Getting tenure:       | 52  | 12.97 |                               |    |       |

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

|  |     |       |
|--|-----|-------|
| Humor denigrating women:   | 299 | 74.56 |
| Denigration of scholarship concerning women:   | 290 | 72.32 |
| Appointing women to less powerful/important committees:                                | 315 | 78.55 |
| Provide women with fewer budgetary resources:  | 346 | 86.28 |
| Assigning women to more service activities:  | 319 | 79.55 |
| Subverting women's authority:  | 328 | 81.8  |
| Denigrating women for raising women's or family issues:                                | 330 | 82.29 |
| Rewarding males in the department more than females:                                   | 321 | 80.05 |
| Ignoring scholarship concerning differentiated treatment of women faculty by students: | 268 | 66.83 |
| Seeing one woman as representative of all women:                                       | 294 | 73.32 |
| Denigrating women's capabilities:  | 352 | 87.78 |

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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:             | 343 | 85.54 |
| Staring, excessive eye contact:                  | 215 | 53.62 |
| Unwelcome touching:                              | 381 | 95.01 |
| Ridicule:  | 220 | 54.86 |
| Sexually Directed remarks about clothing, body : | 328 | 81.8  |
| Frequent comments on personal appearance:        | 223 | 55.61 |
| Unwanted sexual advances:                        | 382 | 95.26 |

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

|   |     |       |
|---|-----|-------|
| No:   | 301 | 75.06 |
| Yes, a few times:   | 48  | 11.97 |
| Yes, often:   | 2   | 0.5   |
| Yes, once:  | 13  | 3.24  |
| Yes, a significant number of times:                             | 11  | 2.74  |
| Perhaps, not sure if inappropriate behavior was gender related: | 17  | 4.24  |

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

|   |     |       |
|---|-----|-------|
| No:   | 301 | 75.06 |
| Yes, a few times:   | 51  | 12.72 |
| Yes, often:   | 3   | 0.75  |
| Yes, once:  | 22  | 5.49  |
| Yes, a significant number of times:                             | 4   | 1     |
| Perhaps, not sure if inappropriate behavior was gender related: | 10  | 2.49  |

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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 | 55 | 13.72 |
| Getting adequate resources, including computer and library resources, to conduct my scholarly work   | 83 | 20.7  |
| My department's awareness of gender concerns in matters of curriculum recruitment:                   | 50 | 12.47 |
| Adequate representation of women in programming at my institution:                                   | 58 | 14.46 |
| Inclusion in informal interactions among my colleagues:  | 34 | 8.48  |
| Gender influences on student evaluation of instruction:  | 41 | 10.22 |

**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:                     | 143 | 0.5   |
| Ignored the inappropriate behavior:                                | 67  | 16.71 |
| Communicated to the offender my displeasure with his/her behavior: | 77  | 19.2  |
| Talked to other colleagues not involved:                           | 73  | 18.2  |
| Talked to someone in authority:                                    | 47  | 11.72 |
| Used conflict resolution through office at work:                   | 19  | 4.74  |
| Initiated legal action:  | 2   | 0.5   |

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

|  |     |       |
|--|-----|-------|
| Limited the number of children you had?:                         | 32  | 7.98  |
| Contributed to a divorce/break up?:                              | 25  | 6.23  |
| Prevented you from living with your significant other?:          | 46  | 11.47 |
| Hindered the kind of home life you had envisioned for yourself?: | 94  | 23.44 |
| Not really affected you personal life?:                          | 136 | 33.92 |

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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:                            | 94 | 23.44 |
| Turned down job(s) in other region(s):                                 | 68 | 16.96 |
| Took a less than ideal job:  | 60 | 14.96 |
| Commute a long distance because of other's job:                        | 69 | 17.21 |
| Live apart because of two jobs:  | 51 | 12.72 |
| Choose (i.e., turn down a job) unemployment in order to live together: | 27 | 6.73  |

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

|  |     |       |
|--|-----|-------|
| N/A:   | 93  | 23.19 |
| Preferences of spouse/partner usually prevail: | 12  | 2.99  |
| Relationship ended:                            | 8   | 2     |
| Compromise, or take turns:                     | 159 | 39.65 |
| My preferences usually prevail:                | 80  | 19.95 |

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

|      |    |       |     |     |       |      |    |       |
|------|----|-------|-----|-----|-------|------|----|-------|
| Yes: | 70 | 17.46 | No: | 187 | 46.63 | N/A: | 91 | 22.69 |
|------|----|-------|-----|-----|-------|------|----|-------|

**34.) Does your place of employment provide maternity leave and/or family leave?**

|      |     |       |     |    |       |
|------|-----|-------|-----|----|-------|
| Yes: | 313 | 78.05 | No: | 47 | 11.72 |
|------|-----|-------|-----|----|-------|

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

|      |    |       |     |     |       |
|------|----|-------|-----|-----|-------|
| Yes: | 94 | 23.44 | No: | 270 | 67.33 |
|------|----|-------|-----|-----|-------|

**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: | 137 | 34.16 |
| Supportive in general:                                     | 211 | 52.62 |
| Occasional efforts to improve status for women:            | 85  | 21.2  |
| Neutral:   | 48  | 11.97 |
| Women face some additional hurdles, but no real barriers:  | 47  | 11.72 |
| Sporadic problems:   | 60  | 14.96 |
| Chronic and deep-seated problems:                          | 11  | 2.74  |

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**37.) Do you think that your gender has affected the way you have been treated?**

|  |     |       |
|--|-----|-------|
| Yes, adversely:                                | 23  | 5.74  |
| Yes, positively:                               | 60  | 14.96 |
| Sometimes positively and sometimes negatively: | 93  | 23.19 |
| Can't tell:                                    | 80  | 19.95 |
| No:  | 131 | 32.67 |

**38.) How has the situation regarding women's access to this field changed in the last 10 years? Check all that apply.**

|   |     |       |
|---|-----|-------|
| It's gotten better:   | 261 | 65.09 |
| It's gotten worse:  | 3   | 0.75  |
| Some things are better and some things are worse:               | 82  | 20.45 |
| Women are now on an equal basis with men:                       | 34  | 8.48  |
| Women used to be at a disadvantage; now they have an advantage: | 30  | 7.48  |
| Women are at a disadvantage:                                    | 26  | 6.48  |