

# The Advancement of Women PhDs in Political Science: Defining the Problem

Maresi Nerad, CIRGE, UW



Results from the *PhDs- 10 Years Later* and the *Art History-A Decade Later* Studies

- *PhDs- 10 Years Later*: survey admin. 1996/97

- *Art History-A Decade Later*: survey admin. 2001

- A. Experience during Doctoral Education
- B. Transition from Education to Work
- C. The Intersection of Family and Career

# PhD Recipients in 6 Fields at 61 Universities: July 1, 1982-June 30, 1985

## Size of Surveyed Population and Response Rates



Major Field	Men	Wo men	International	Total	% Response Rate	
					Domestic	International
Biochemistry	694	268	97	962	70	50
Computer Sc.	583	69	209	652	65	51
Elec. Eng.	966	36	417	1,002	57	48
English	567	650	72	1,217	67	65
Mathematics	1,005	187	395	1,192	67	57
Political Sc.	630	199	144	829	68	47
<b>Total</b>	<b>4,445</b>	<b>1,409</b>	<b>1,334</b>	<b>5,854*</b>	<b>66</b>	<b>52</b>

\* Excluded :- deceased (63)

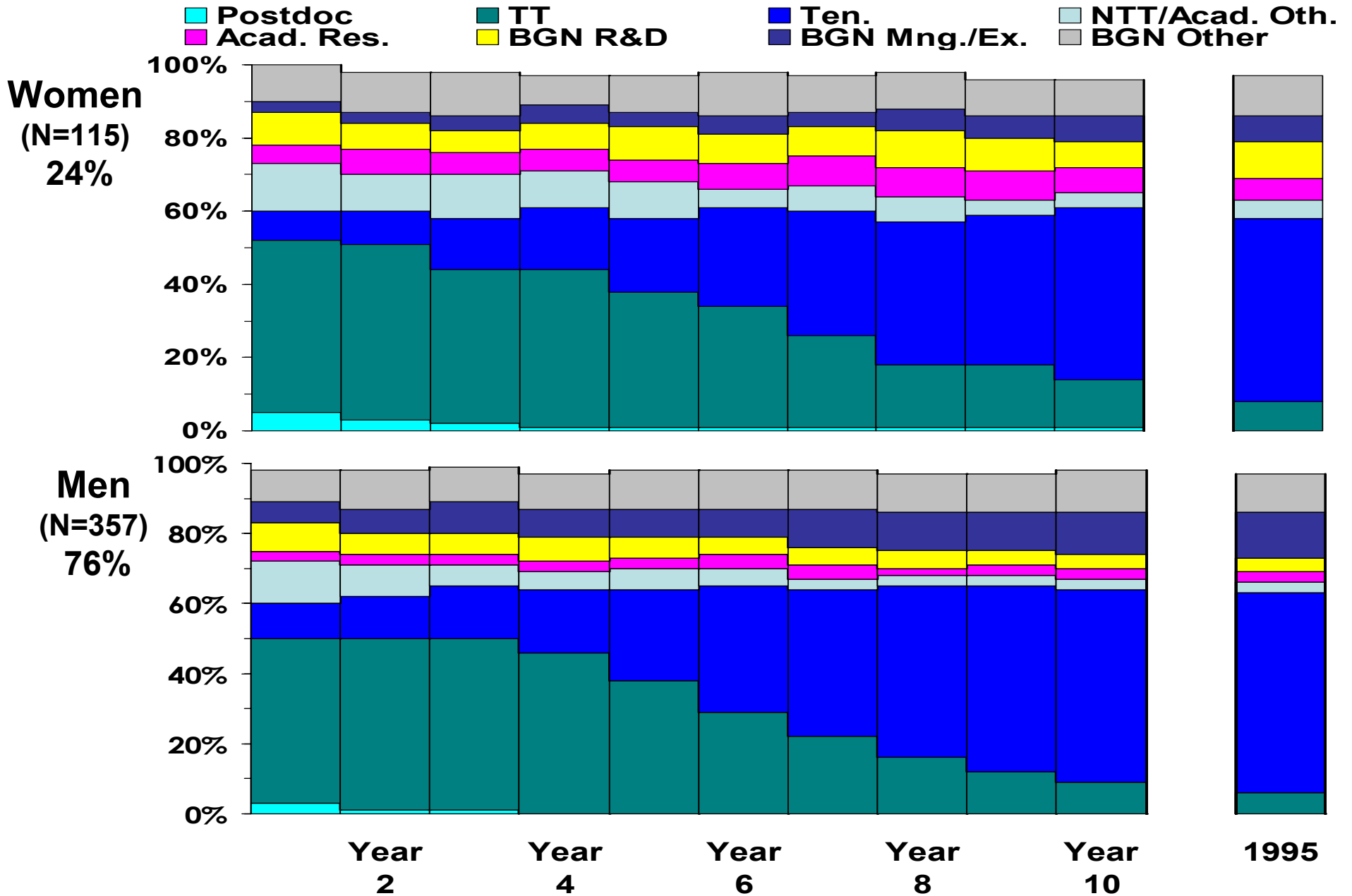
# Questionnaire

## *PhDs-10 Years Later Study*



- 1. Career Path Including Postdocs**
- 2. Job Search**
- 3. Retrospective Evaluation of Doctoral Program**
- 4. Opinion of Usefulness of Doctoral Degree**
- 5. Demographics (Spouse/Partner)**
- 6. Open-Ended Questions: Advice**

# Career Paths of Political Science PhDs by Gender



# Employment Status 10+ Years Later by Gender: *Political Science*



	Women	Men
<b>Tenured Faculty</b>	<b>50%</b>	<b>57%</b>
<b>Tenure Track Faculty</b>	<b>8%</b>	<b>6%</b>
<b>Non-Tenure Track Faculty</b>	<b>5%</b>	<b>3%</b>
<b>Academic Other</b>	<b>4%</b>	<b>3%</b>
<b>BGN Mgmt / Executive</b>	<b>7%</b>	<b>13%</b>
<b>BGN Research</b>	<b>10%</b>	<b>4%</b>
<b>BGN Other</b>	<b>10%</b>	<b>11%</b>
<b>Academic / BGN</b>	<b>6%</b>	<b>3%</b>

Source: "PhDs-10 Years Later," CIRGE, University of Washington, February 2004

# Overall Satisfaction with Current Job

## *Political Science*



	<b>Women</b>	<b>Men</b>
<b>BGN Mgmt / Executive</b>	<b>100%</b> (7)	<b>97%</b> (36)
<b>Academic Administrator</b>	<b>100 %</b> (6)	<b>100%</b> (18)
<b>BGN Researcher</b>	<b>100%</b> (10)	<b>79%</b> (11)
<b>Tenured Faculty</b>	<b>80%</b> (32)	<b>88%</b> (123)
<b>Tenure Track Faculty</b>	<b>67%</b> (4)	<b>78%</b> (14)
<b>Non-Tenure Track Faculty</b>	(1)	<b>86%</b> (6)

# Experience During Doctoral Education



- **Retrospective Evaluation of Program**
- **Would You Do the PhD Again?**

# Professorial Career Goal at Beginning and End of PhD - *Political Science*



	Women	Men
Start of Doctoral Program	65%	65%
End of Doctoral Program	72%	72%

# Career Goal at PhD Completion and Tenured Status 10-14 Years Later: *Political Science*



	(1) Want to be Professor	(2) %tenured of (1)	(3) %tenured of all PhDs
<b>Men</b>	<b>72%</b>	<b>72%</b>	<b>57%</b>
<b>Women</b>	<b>72%</b>	<b>63%</b>	<b>50%</b>

# Evaluation of Doctoral Experience

## *Political Science*



*Is this basically true?*

	<b>Women</b>	<b>Men</b>
<b>Encouragement to Publish</b>	<b>39%</b>	<b>61%</b>
<b>Opportunities to Present Work</b>	<b>35%</b>	<b>40%</b>
<b>Funding to Attend Prof. Meetings</b>	<b>17%</b>	<b>25%</b>
<b>Help in Publishing</b>	<b>17%</b>	<b>29%</b>
<b>Proposal Writing</b>	<b>16%</b>	<b>24%</b>
<b>Interaction with BGN Sector</b>	<b>13%</b>	<b>19%</b>

# Transition from Education to Work



- **Important Factors for First Job Search**

# Time To PhD *Political Science*



	<b>Women</b>	<b>Men</b>
<b>Up to 5 Years</b>	<b>9%</b>	<b>9%</b>
<b>Between 5 - 7 Years</b>	<b>21%</b>	<b>23%</b>
<b>Between 7- 9 Years</b>	<b>19%</b>	<b>23%</b>
<b>Between 9 - 11 Years</b>	<b>25%</b>	<b>18%</b>
<b>Over 11 Years</b>	<b>25%</b>	<b>27%</b>

Source: "PhDs-10 Years Later," CIRGE, University of Washington, February 2004

# The First Job Search: Help Received \*

## Political Science



	Got All Help Needed		Never Got This Help	
	Women	Men	Women	Men
Info. on Job Market	26%	31%	41%	25%
Resume Writing	19%	20%	69%	55%
Cover Letter	15%	18%	78%	59%
Academic Interview	22%	21%	60%	48%

\* Percentages calculated from those who sought help in this area.

Source: "PhDs-10 Years Later," CIRGE, University of Washington, February 2004

# Most important in 1<sup>st</sup> Job Choice

## *Political Science*



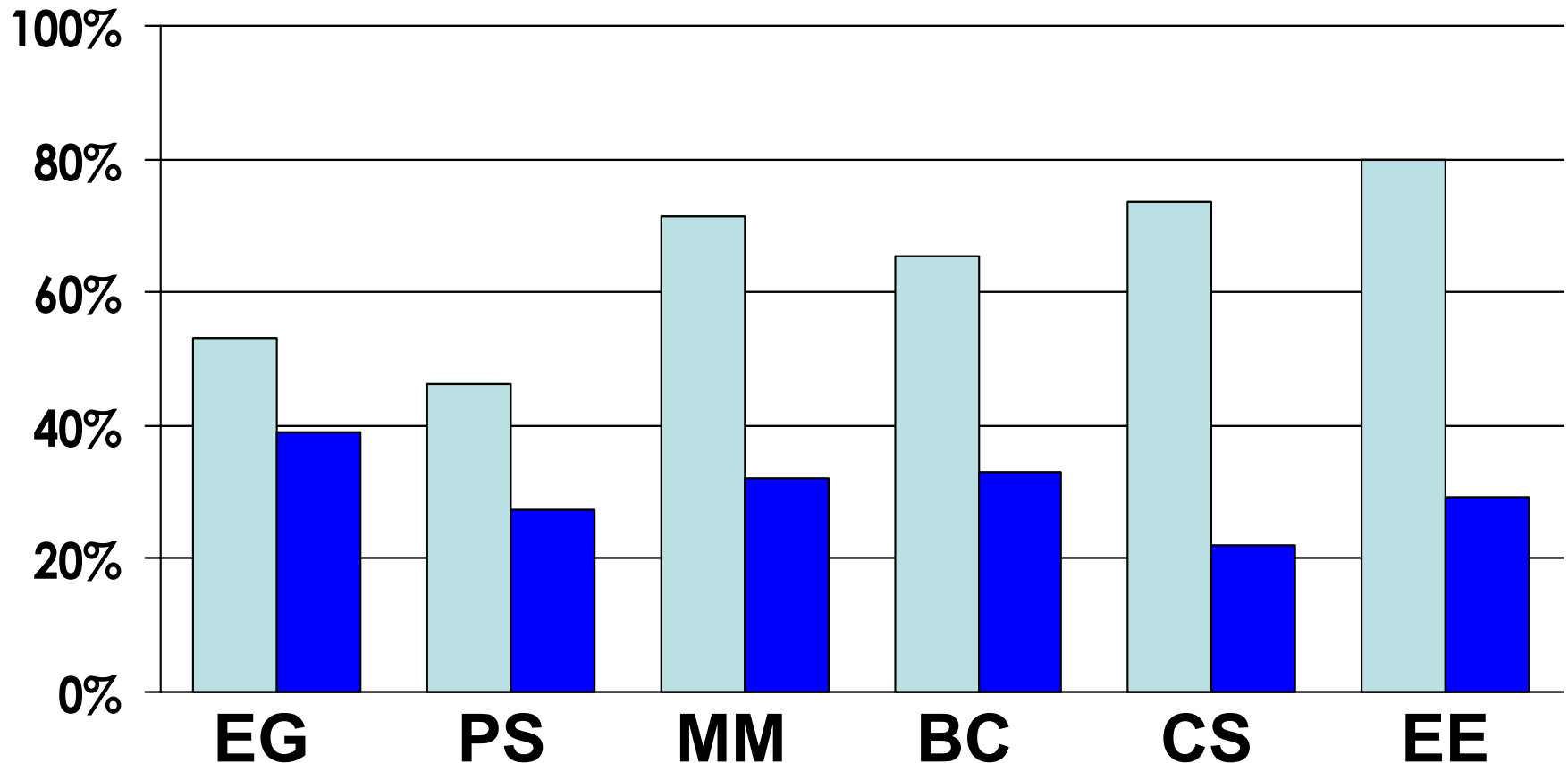
	Women	Men
<b>Geographic Location</b>	18%	11%
<b>Limited Market</b>	17%	26%
<b>Opportunities to Teach</b>	16%	10%
<b>Spousal Opportunities</b>	14 %	3 %
<b>Career Growth</b>	10 %	26 %
<b>Salary</b>	9%	15%

Source: "PhDs-10 Years Later," CIRGE, University of Washington, February 2004

# “Good Opportunities for My Spouse” Very Important in First Job Choice by Gender



Married Women Married Men



Source: “PhDs-10 Years Later,” CIRGE, University of Washington, February 2004

# The Intersection of Family and Career



- **Family status**
- **Spouse education**
- **Family factors influencing the career**
- **Career factors influencing the family**
- **The likelihood of reaching tenure**

**Work history**

**Family trajectory**

**Work sector**

**Commuting**

# Family Status at PhD and at Time of Survey- *Political Science*



	At PhD		At Survey	
	Women	Men	Women	Men
<b>Single, no children</b>	<b>45%</b>	<b>33%</b>	<b>13%</b>	<b>10%</b>
<b>Single, children</b>	<b>-</b>	<b>-</b>	<b>9%</b>	<b>5%</b>
<b>Married, no children</b>	<b>49%</b>	<b>43%</b>	<b>20%</b>	<b>12%</b>
<b>Married, children</b>	<b>6%</b>	<b>24%</b>	<b>58%</b>	<b>73%</b>

# Spouse's Education Level

## *Political Science*



	Women	Men
<b>College or Less</b>	<b>44%</b>	<b>52%</b>
<b>Master's Degree</b>	<b>15%</b>	<b>31%</b>
<b>PhD, MD or JD</b>	<b>41%</b>	<b>16%</b>

# Spouse's Education Level by Gender- *Art History*



	<b>Women</b>	<b>Men</b>
<b>College or Less</b>	<b>19%</b>	<b>28%</b>
<b>Master's Degree</b>	<b>34%</b>	<b>39%</b>
<b>PhD, MD, or JD</b>	<b>47%</b>	<b>33%</b>

# 3 Major Family Influences on Career by Gender (WHO)- *Art History*



	<b>Women</b>	<b>Men</b>
<b>Partner</b>	<b>44%</b>	<b>26%</b>
<b>Children</b>	<b>38%</b>	<b>13%</b>
<b>Taking Care of Relatives</b>	<b>13%</b>	<b>4%</b>

# Family Influenced Career by Gender (HOW)- *Art History*



	<b>Women</b>	<b>Men</b>
<b>Career Change/Limitation</b>	<b>48%</b>	<b>54%</b>
<b>Geographic Limitation</b>	<b>37%</b>	<b>28%</b>
<b>Productivity Loss</b>	<b>27%</b>	<b>19%</b>
<b>Child Care/Pregnancy</b>	<b>16%</b>	<b>3%</b>
<b>Taking Care of Relatives</b>	<b>15%</b>	<b>0%</b>
<b>Part-Time/Time Off</b>	<b>12%</b>	<b>9%</b>
<b>Commuting</b>	<b>11%</b>	<b>6%</b>

Source: "PhDs-10 Years Later," CIRGE, University of Washington, February 2004

# Career Influenced Family by Gender (HOW)- *Art History*



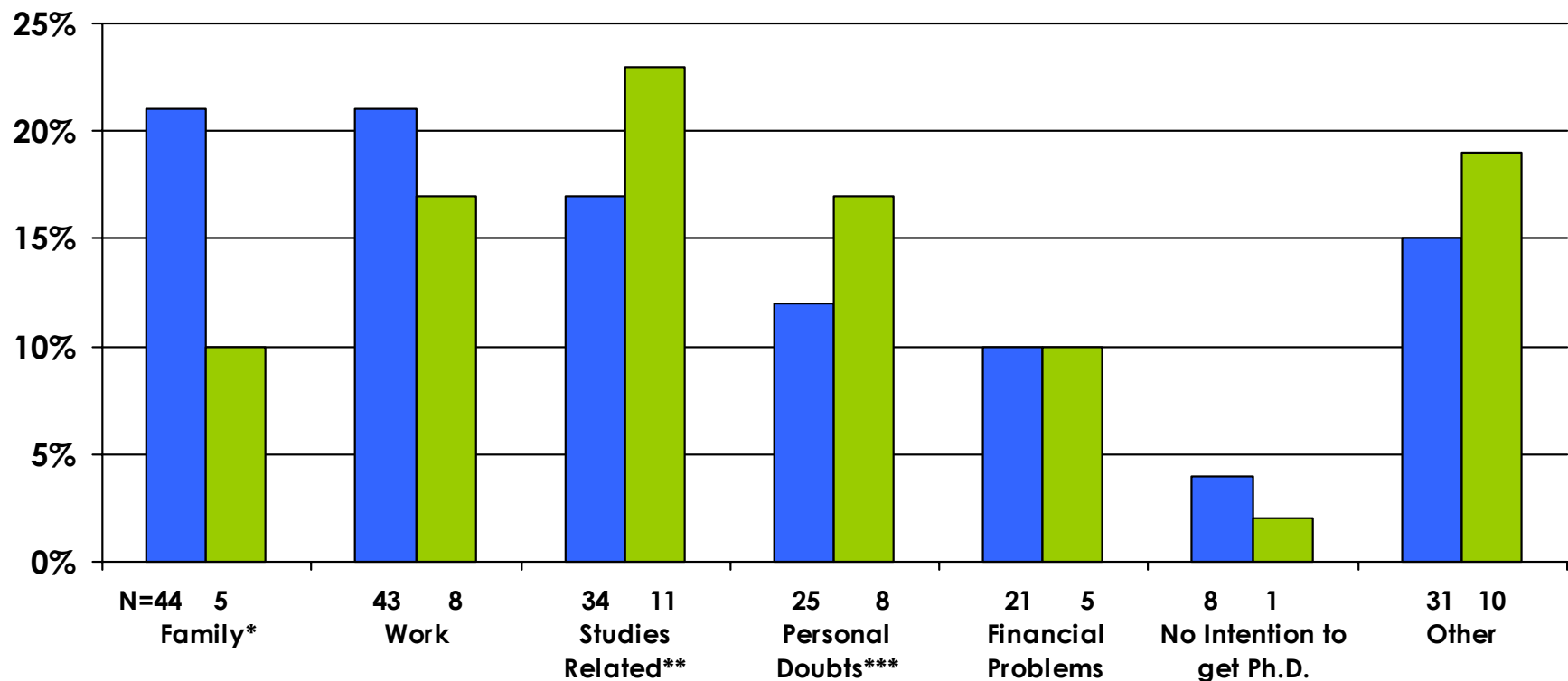
	<b>Women</b>	<b>Men</b>
<b>Geographic Limitation</b>	<b>32%</b>	<b>24%</b>
<b>Decision for Child</b>	<b>25%</b>	<b>10%</b>
<b>Career Change</b>	<b>17%</b>	<b>39%</b>
<b>Relationship Suffers</b>	<b>14%</b>	<b>17%</b>
<b>Commuting</b>	<b>12%</b>	<b>12%</b>
<b>Limited Family Life</b>	<b>8%</b>	<b>7%</b>

# Reasons for Interrupting Graduate Studies by Gender\* - *Art History*



■ Women ■ Men

\* Only those who interrupted



\* includes pregnancy/child care, family reasons, or education/career of spouse/partner

\*\* includes problems with dissertation, problems with advisor, changes of dissertation topic, or change of primary advisor

\*\*\* includes doubts of ability to finish Ph.D., or doubts whether right field was chosen

# Ever Tenured by Work History and Gender- *Art History*



	<b>Women</b>	<b>Men</b>
<b>Always worked</b>	<b>58%</b>	<b>75%</b>
<b>Interrupted work</b>	<b>29%</b>	<b>66%</b>
<b>Total</b>	<b>44%</b>	<b>73%</b>

# Ever Tenured by Family Trajectories and Gender- *Art History*



	Women	Men
<b>Single w/o Children</b>	<b>53%</b>	<b>54%</b>
<b>Stable Relationship w/o Children</b>	<b>52%</b>	<b>76%</b>
<b>Stable Relationship w/ Children</b>	<b>38%</b>	<b>81%</b>

# Ever Tenured by Dual-Doctoral Degree Couples and Gender- *Art History*



	Women	Men
<b>Partner BGN w/o Children</b>	<b>14%</b>	<b>83%</b>
<b>Partner Academic w/o Children</b>	<b>65%</b>	<b>64%</b>
<b>Partner BGN w/ Children</b>	<b>37%</b>	<b>63%</b>
<b>Partner Academic w/ Children</b>	<b>49%</b>	<b>92%</b>

Source: "PhDs-10 Years Later," CIRGE, University of Washington, February 2004

# Spouse's Current Employment

## *Political Science*



	Women	Men
<b>Employed Full-Time</b>	<b>89%</b>	<b>50%</b>
<b>Employed Part-Time</b>	<b>2%</b>	<b>26%</b>
<b>Not Employed</b>	<b>8%</b>	<b>24%</b>

# Social Science- 5 Years Out



- **The new upcoming CIRGE web survey (spring 2004)**

# Social Science PhD Recipients in 7 Fields at 74 Universities

*July 1, 1995-June 30, 1998*

*% of Women and Minorities*



<b>Major Field</b>	<b>Women</b>	<b>Internat. PhDs</b>	<b>Asian American</b>	<b>UR Minorities</b>
<b>Anthropology</b>	<b>55</b>	<b>14</b>	<b>8</b>	<b>11</b>
<b>Communication</b>	<b>54</b>	<b>15</b>	<b>13</b>	<b>9</b>
<b>Geography</b>	<b>30</b>	<b>19</b>	<b>12</b>	<b>7</b>
<b>History</b>	<b>39</b>	<b>8</b>	<b>6</b>	<b>7</b>
<b>Political Science</b>	<b>33</b>	<b>14</b>	<b>12</b>	<b>9</b>
<b>Psychology</b>	<b>61</b>	<b>10</b>	<b>10</b>	<b>8</b>
<b>Sociology</b>	<b>54</b>	<b>18</b>	<b>17</b>	<b>12</b>

# Recommendations



- **For departments**
- **For women doctoral students**

# Recommendations for Universities, Departments, and Doctoral Programs



- **Address dual-career couples issues**
- **Provide flexible paths to tenure for parents**
- **Accept women as equally devoted students and scholars as men**

# Recommendations for Women Doctoral Students



- **Be proactive in seeking help from faculty with your professional development and job search**
- **Negotiate with your life partner about changing or leaving jobs; interrupting or delaying careers; moving; or living or working in a different area**
- **If you want to become a professor, after PhD completion try to work full-time uninterrupted**