8-c. Update on the Committee on the Status of Women (*action item*)

Council

American Sociological Association
The Liaison Capitol Hill Hotel
Washington, DC
February 11-12, 2012
MEMORANDUM  
(action item)

DATE: January 12, 2012

TO: ASA Council

FROM: Roberta Spalter-Roth, Director, Research & Development Department, and Staff Liaison, Committee on the Status of Women in Sociology

RE: Progress Report from the Committee on the Status of Women in Sociology

The Committee on the Status of Women in Sociology (CSWS) is currently engaged in a Council approved comparative survey of time in rank for male and female associate professors.

The Survey

Throughout academic disciplines there has been concern that women spend more years in rank than men. Studies have been conducted to learn if this is the case in specific disciplines and, if so, whether this gap is because of gender discrimination, availability of faculty lines, family issues or all of the above. One of the most recent national studies of these issues by a disciplinary society is the Modern Languages Association’s (MLA) 2009 Report Standing Still (http://www.mla.org/pdf/cswp_final042909.pdf). The MLA study found that women faculty members were “stalled in rank.” Is this also the case for women employed as faculty members in sociology? Among the recommendations made by the CSWS in their January 2010 report to Council was that:

ASA should do a survey of the number of years in rank, oversampling for underrepresented race and ethnic groups.

Council approved this recommendation.

The current CSWS (Alexandra Kalev, Chair) has been working on this survey for the last year. After much discussion, the committee decided to use the ASA membership database, although this database would be biased toward faculty members at Research 1 universities. Following Council’s advice, CSWS also decided to sample all members who had received their degrees at least 8 years prior to the survey (so that the survey would include associate professors and would not be biased toward full professors who had succeeded in moving into the highest ranks of the discipline). The ASA Research and Development Department agreed to participate in this effort by helping to edit the survey, draw a sample, develop and conducting an on-line survey, help to analyze the
data (with Kalev and committee member David Maume) and to write a research brief of the findings.

Maume developed the first draft of a survey that committee members (and the staff liaison) discussed. Under Kalev’s direction, the survey was edited, and re-edited via email. Kalev sent the draft survey to Linda Grant, Paula England, and Joya Misra for additional comments. After Kalev received and incorporated these comments, the survey was considered ready to pre-test. The latest version is attached. Kalev obtained agreement from the Chair of the Occupations, Organizations, and Work section (Steve Vallas) that their members could be sampled for a survey pretest. The Research Department drew the sample, developed the on-line form of the survey and sent it out to 60 people under Sally Hillsman’s and Erik Olin Wright’s names. Two subsequent follow-ups (under Vallas’s name) were sent. As of this writing, we have a 50 percent response rate. After changes are incorporated, it is my view that the survey will be sent to a 1 in 3 sample of ASA members who received their PhD at least 8 years ago. This would mean sending the survey to more than 800 members, but the N would be substantially smaller than the total universe, and would be less burdensome for the Research Department. David Maume has agreed to obtain IRB approval for conducting the survey.

The Statement on Inappropriate Behavior

After reports of inappropriate behavior by senior male members of the discipline, the CSWS was unanimous in their agreement to support SWS’s suggestion for a statement that would be placed in the 2012 Annual Meeting Program (and following Meeting Programs). They suggested that the statement read as follows (Red= edits suggested by the Executive Officer with the proposed final version below in yellow):

**Annual Meeting attendees**

Members are reminded that it is unethical in any professional setting, including the Annual Meeting of the American Sociological Association, for sociologists to use the inequalities of power which characterize many working professional relationships to obtain personal, sexual, economic, or professional advantages. Instances of harassment should be reported as soon as possible.

**Attendees**

Members are reminded that sexual, sexual identity or racial harassment is also unethical behavior and unacceptable under the American Sociological Association Code of Ethics.

Attendees are encouraged to immediately report as soon as possible instances of harassment during the Annual Meeting to the Executive Officer through the ASA Annual Meeting Office.
Council approved the motion that a statement should be placed at the front of each Annual Meeting Program. Executive Officer Sally Hillsman agreed to help refine the final language and, with Council’s approval of the language at its Winter 2012 meeting, to ensure that the statement is placed in the 2012 and future ASA Annual Meeting Programs.

The changes suggested are identified above. If approved, it would read:

Annual Meeting attendees are reminded that it is unethical in any professional setting, including the Annual Meeting of the American Sociological Association, for sociologists to use the inequalities of power which characterize many professional relationships to obtain personal, sexual, economic or professional advantages.

Attendees are reminded that sexual, sexual identity or racial harassment is also unethical behavior under the American Sociological Association Code of Ethics.

Attendees are encouraged to immediately report instances of harassment during the Annual Meeting to the ASA Executive Officer through the ASA Annual Meeting Office.

To read the American Sociological Association Code of Ethics in its entirety, visit www.ASAnet.org and follow the link to “Ethics.”

Recommended Action: That Council approve the above language for insertion in the 2012 and subsequent ASA Annual Meeting Programs.
On behalf of Committee on the Status of Women in Sociology, the American Sociological Association's (ASA) Research Department has developed the following survey to examine time in rank from associate to full professor and how workloads vary by rank within the academy. This study has been approved by ASA’s Elected Council. This pretest version of the survey is being sent to a sample of members of the section on Organizations, Occupations, and Work. It should only take 15 minutes to complete. Your responses will provide crucial data about career trajectories and career barriers in sociology. Your comments about survey design at the end of the survey will also help in the development of the final survey. The results of this survey will be disseminated in the form of free downloadable briefs by the ASA Research Office. Your participation is greatly appreciated as it will help make the survey more valid. ASA has a variety of safeguards to ensure that the data if kept confidential. No information will be made available at the individual, department, or institutional level. If you have any questions please contact Roberta Spalter-Roth, Research Director, at spalter-roth@asanet.org. For technical assistance, please contact Janene Scelza, Research Associate, at scelza@asanet.org.

(SURVEY BEGINS ON NEXT PAGE)

SECTION A: CURRENT POSITION

Are you currently employed in a tenure-track academic position?

☐ Yes
☐ No

If No Is Selected, Then Skip To Thank you for participating in this s...

Did you obtain your Ph.D. degree in Sociology or a related field BEFORE 2003?

☐ Yes
☐ No

If No Is Selected, Then Skip To Thank you for participating in this s...
Is your primary employment as a faculty member in a college or university?
- Yes
- No

If No Is Selected, Then Skip To Thank you for participating in this s...

Which of the following best describes your faculty appointment?
- A full time appointment in a Sociology program.
- A full time appointment in another program. Name of unit or department: ______________.
- In addition to a full time appointment I have a courtesy appointment. Name of unit or department of full-time appointment and courtesy appointment: ______________.
- A joint appointment. Name of units or departments of appointment: ______________.
- A different type of appointment arrangement. Details of appointment ______________.

If a full time appointment in... Is Selected, Then Skip To What is the highest degree offered...

(SURVEY CONTINUES ON NEXT PAGE)

What is the highest degree offered by the department or program in which you hold your appointment? (If not in Sociology, please respond regarding your program).
- PhD or Other doctoral degree (e.g., EdD)
- Master's degree (MPhil, MA, MS, MBA, MEd, etc.)
- Bachelor's Degree (BA, AB, BS, etc.)
- Associate's Degree or equivalent (AA, AS, etc.)

(SURVEY CONTINUES ON NEXT PAGE)
SECTION B: CAREER PATH

Please provide a rough outline of your professional career by indicating the years of the significant events below. (Write "N/A" if the event is not applicable).

In what year were you born? ____________.
In what year did you obtain your doctoral degree? ________________.
In what year did you obtain a post-doctoral position? ________________.
In what year did you obtain your first tenure-track job as an Assistant Professor? ________________.
In what year were you promoted to Associate Professor with tenure? ________________.
In what year were you promoted to Full Professor? ________________.

Have you changed employers since taking your first tenure-track job as an Assistant Professor?
☑ Yes, I have changed employers.
☑ No, I have remained with the same employer.

If No is Selected, Then Skip To Beginning with your first employer ...

(SURVEY CONTINUES ON NEXT PAGE)
Beginning with your first employer change since you were an Assistant Professor, please provide the following information about changes in your employer. Continue to list your employer changes, including your current position. Include non-academic positions.

<table>
<thead>
<tr>
<th>Year of Change</th>
<th>Rank</th>
<th>Title</th>
<th>Type of Institution</th>
<th>Reason(s) for move</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Move</td>
<td>After Move</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community College</td>
<td>4 year college or university without a graduate degree</td>
<td>Masters (no programs confer doctoral degrees)</td>
<td>Research extensive (most programs confer doctoral degrees)</td>
<td>Non-academic position</td>
</tr>
<tr>
<td>Non-academic position</td>
<td>Describe below.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- First employer change after taking a tenure-track job
- Next employer change (if applicable)
- Next employer change (if applicable)
- Next employer change (if applicable)

During your years as an associate professor, what was (or has been) your typical teaching load? If your course load varied during the years as an associate professor please refer to the one that was relevant for most of the period.

Number of courses per year: ____________________.
Type of term (semester or quarter): ____________________.

(SURVEY CONTINUES ON NEXT PAGE)
During your years as an associate professor did you take a sabbatical?

- Yes
- No

If Yes Is Selected, Then Skip To Regarding your sabbatical.

If No Is Selected, Then Skip To What was the reason you did NOT take ...

Regarding the sabbatical taken while you were an associate professor:

In what year did you take your sabbatical? ____________________.

How many months of the sabbatical were paid? ____________________.

How many months of the sabbatical were unpaid? ____________________.

What was the reason you did NOT take a sabbatical during your years as an associate professor?

- The option was not available in my department.
- Personal choice not to take sabbatical.
- Other reason (please specify): ____________________.

During your years as an assistant, associate, or full professor, did you hold any administrative positions within your unit, college, or university?

- Yes
- No

If No Is Selected, Then Skip To As You Advance Through the Ranks ...
Please check ALL of the administrative positions held within your unit, college, or university at each rank (if applicable).

<table>
<thead>
<tr>
<th>Position</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Full Professor</th>
<th>From</th>
<th>To</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department Head</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Director of Graduate Studies</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Director of Undergraduate Studies</td>
<td>○</td>
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<td>○</td>
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<td></td>
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<tr>
<td>Associate Dean</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Associate Provost</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Other administrative position (please specify)</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tbody>
</table>

(SURVEY CONTINUES ON NEXT PAGE)
As you advance through the ranks in the academy, how has your professional workload changed with regard to the following categories? Please enter the relevant number:

1) My workload increased significantly.
2) My workload increased slightly.
3) My workload remained about the same.
4) My workload decreased slightly.
5) My workload decreased significantly.

<table>
<thead>
<tr>
<th>Change in workload</th>
<th>From assistant to associate professor</th>
<th>From associate to full professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scholarship and research</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching</td>
<td></td>
<td></td>
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<tr>
<td>Undergraduate advising</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate-student mentoring</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Department or University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Committee work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service to your or other</td>
<td></td>
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</tr>
<tr>
<td>disciplines (e.g. peer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>review, committees,</td>
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<tr>
<td>editorship, section</td>
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<tr>
<td>leadership, and so on)</td>
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<td></td>
</tr>
<tr>
<td>Service to community or</td>
<td></td>
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<td>nation</td>
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</tbody>
</table>

Using your Curriculum Vitae or to the best of your memory, please provide a rough count of your productivity over the years in which you were an associate professor:

- Total # of peer-reviewed articles: ________________.
- Total # of book chapters: ________________.
- Total # of books: ________________.
- Total # of edited books: ________________.
- Total # of textbooks: ________________.
- Approximate # of external grants: ________________.
- Approximate dollar value of largest external grant: ________________.

(SURVEY CONTINUES ON NEXT PAGE)
SECTION C: WORK AND FAMILY, POLICY USE

How many children do you have (including adopted, foster or step child): (please enter a number in the space below) ____________________.

Answer If How many children do you have (including adopted, foster ... Text Response Is Greater Than 0

Please list years of birth:
    Child 1: ____________________.
    Child 2: ____________________.
    Child 3: ____________________.
    Child 4: ____________________.

Do you have a spouse or a co-habiting partner:
☑ Yes
☑ No

(SURVEY CONTINUES ON NEXT PAGE)
Work Family Accommodations Used – Please relate in your answers to all your children (including adopted, foster or step child) beginning with the youngest and other event related to family care.

In the "Type of Accommodations" section, please enter a number based on the following code:

1) Used  
2) Not available in my institution  
3) Available, but did NOT use

<table>
<thead>
<tr>
<th>Year of event</th>
<th>Type of Accommodation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Paid parental/family leave</td>
</tr>
<tr>
<td></td>
<td>Unpaid leave</td>
</tr>
<tr>
<td></td>
<td>Sabbatical</td>
</tr>
<tr>
<td></td>
<td>Stopped Tenure Clock</td>
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<tr>
<td></td>
<td>On-site Child Care or Child Care Vouchers</td>
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<tr>
<td></td>
<td>Reduced Teaching Load</td>
</tr>
<tr>
<td></td>
<td>Other</td>
</tr>
</tbody>
</table>

- Birth/adoption/adoption of child
- Caring for a seriously ill partner or elder family member
- Additional event (please specify) ___.
- Additional event (please specify) ___.
- Additional event (please specify) ___.

(SURVEY CONTINUES ON NEXT PAGE)
SECTION D: COMMENTS (OPEN-ENDED)

If you are currently employed as a full professor: What are the major factors do you feel most helped or hindered you in your advancement from associate to full professor? ________________________________.

If you are currently employed as an associate professor: In what year do you intend to seek promotion to full professor? ________________________________.

What factors do you feel will most help or hinder you in your advancement from associate to full professor? ________________________________.

This was a pilot survey: Do you have any comments about the survey? ________________________________.

THANK YOU FOR PARTICIPATING IN THIS SURVEY!