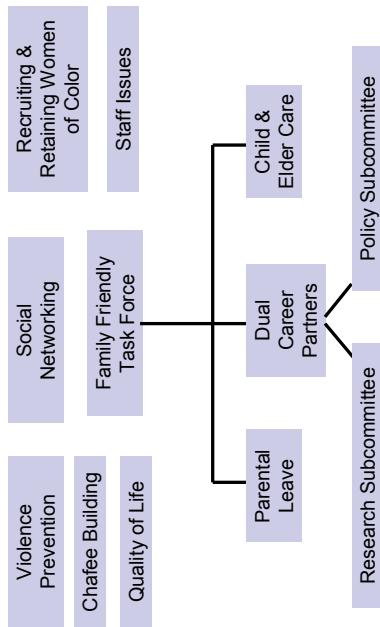


President's Commission on the Status of Women



“The Good-Ole-Boy Network”: How Dual Career Partners Navigate the University System—Implications for Policy

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Quantitative Preliminary Results

- **Few requests**
 - Only 15% of respondents asked URI for assistance in finding job opportunities for a partner.
- **Few were satisfied with assistance, more often men**
 - Of those respondents that indicated a satisfaction level with the assistance provided by URI, 56% indicated they were not satisfied, whereas 24% indicated that they were satisfied. Males were significantly more satisfied than females with the assistance provided by URI ($F(1, 75)=4.11, p<.05$).
- **Women more willing to leave job for partner**
 - Significantly more females have considered leaving URI to improve career opportunities for a partner than males ($F(1, 148)=11.06, p<.01$). 4.3% of female respondents, but only 22% of male respondents have considered or highly considered leaving URI to improve career opportunities for a partner.

Dual Career Research Subcommittee

- Quantitative Results From Climate Survey
- Qualitative Interviews with Faculty and Administrators

* For additional resources/research related to dual career partners in academia check out [http://www.provost.umich.edu/programs/dual_career/index.html](http://www provost umich edu/programs/dual_career/index.html) and <http://www.physics.wm.edu/~sher/survey.html>

Qualitative Interviews: Methods

Participants

N=14

■ Based on Dual Career Categories

■ Measures

■ Semi structured qualitative interviews

■ Protocol for faculty*

■ Protocol for deans/chairs*

Procedures/Data Analysis

■ Phone or face-to-face interviews

■ Transcribed and entered into NVivo

*See www.uri.edu/advance for interview protocols

Qualitative Interviews: Preliminary Results

- **Informal Individual Procedures for Navigating the System**
- “hustling”
- “good ole-boy network”

■ Naiveté and Fear of Discrimination Regarding Negotiations

- Female faculty hired 20 years ago: “...I didn’t expect much...I thought it would be presumptuous to beg for money... (related to dual career negotiations) it would have been seen as inappropriate, unprofessional and suicidal... I was just happy to get a job”
- Recently hired female faculty: "...there was one particular school that, when I said that (I’m coordinating a job search with my husband) they said 'let me call you back,' and called back and said 'we don't want to interview you now...so I stopped telling people, and that's when I started getting many more job offers and then I wouldn't raise it until either I was on the interview or maybe until I had an offer”

Qualitative Interviews: Preliminary Results

■ Interplay of other Climate Issues

- Female 1st hire: “So I was a novice, I knew nothing about what did it mean to be an academic, really because I was working on my PhD, working a full time job, raising two babies, you know, there wasn’t a whole lot of time to really understand the nature of the position... I mean my husband was never home and here I am female faculty, have two kids, trying to go through being an assistant professor, you know, and having no support at home, I had no support, my husband wasn’t around, plus I was angry at him cause, you know, he wasn’t home and it wasn’t his fault, but so I had to do all the household management”

■ Dignity of Second Hires

- Female 1st hire: “...they are a kind of migrant worker—a second class citizen” (referring to partners who become lecturers)
- Female 1st hire, “I will not let him apply for another job here, there is just no way, it’s just too humiliating for him and unfair”

Qualitative Interviews: Preliminary Results

- **Assumptions about Dual Career Hires**
- Male Chair in STEM field: “In my experience it has been tricky to find trailing husbands a position because one has to accommodate a less qualified spouse”
- Female Chair in NONSTEM field: “Searches from one department can lead to “exciting opportunities for other departments.””

■ Negative Perceptions

- Female faculty: “there was prejudice against a woman who would move for her husband took a day off, if they were sick or even if I was sick, my husband would always do that, because it’s negatively perceived if a woman takes time off to care for her children, but if a man does it, he is very supportive, and loving, and wonderful”
- Female: “Women view it as unfair that they get benefits that as a single women or unmarried women they don’t get, or they get a break, they get easier schedules or they don’t have to work as hard, and then men think it’s a distraction”

Qualitative Interviews: Preliminary Results

■ Assumptions about Dual Career Hires

- Male Chair in STEM field: “In my experience it has been tricky to find trailing husbands a position because one has to accommodate a less qualified spouse”
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Triangulation with . . .

- **Quantitative and Qualitative data**
 - many recognize that the dual career issue is a recruitment and retention issue
 - satisfaction does seem to vary by gender
 - many suggested that all faculty and staff should have access to dual career assistance without having to ask

- **Focus group results**
 - focus at the individual level (loan scholar, loan couple, personal qualifications) rather than institutional level (policy, research on discrimination, etc.)
 - assumptions about women
 - women don't often speak out about their needs
 - importance of mentoring, especially HOW and by whom you are mentored
 - "good ole boy network" and decisions are made "around the men's coffee area"
 - men worried about "lowering standard"

- **Pro-Change results**
 - male perception that we are already doing everything we can:
 - male chair: "not much we can do about water under the bridge," "it may be one of these things you just have to live with"

Policy: How to . . .

- Identify collaborative groups on campus
- Identify key committee members
- Research best practices → draft policy & philosophical framework
- Identify responsible office or person
- Obtain agreement from Deans → present to Administration
- HR and AA support
- Faculty Senate support