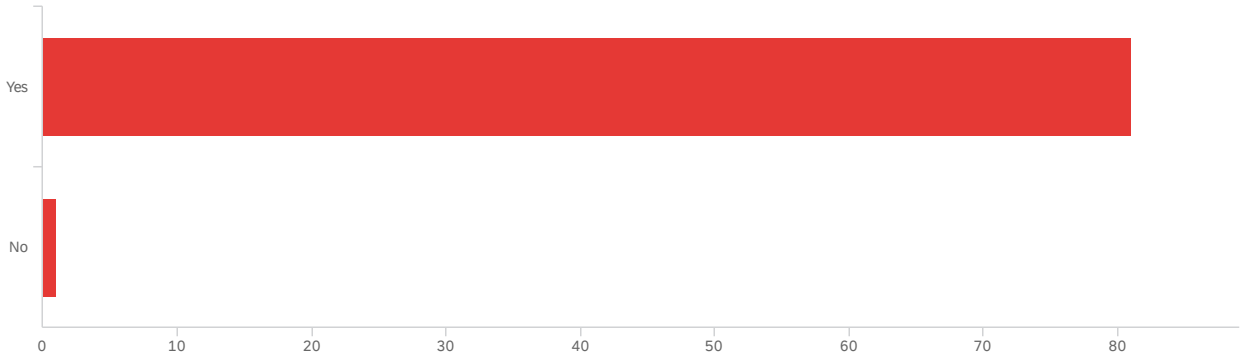
Default Report

APSA - 2021 - Microaggressions, Bullying, and Implicit Bias
September 1, 2021 1:48 PM EDT

Q1 - State of the Discipline of Political Science – Microaggression, Bullying, and Implicit Bias This study explores the frequency of occurrence and extent of microaggression, bullying, and implicit bias within the discipline of political science, writ large. As such, this survey asks a series of questions related to your experiences. All questions are optional. The survey has been created using Wagner College's Qualtrics license. Wagner College supports the practice of protection of human participants in research. The following paragraphs will provide you with information about the experiment that will help you in deciding whether or not you wish to participate. If you agree to participate, please be aware that you are free to withdraw at any point throughout the duration of the survey without any penalty. Duration: Completing the survey will take between 10-15 minutes of your time. But, depending on what, and how detailed, your responses are, it can take longer to complete. Costs: There are no costs associated with withdrawal from the study or abstaining from responding to one or more questions. Foreseeable risks/discomfort: The survey asks some very sensitive questions. There is a small chance that it might cause stress or trigger painful memories for some of the participants. In the event of such an occurrence or if you feel anxiety or discomfort in responding to the questions, please

discontinue filling out the survey right away or take a break and return to it at another time. Expected benefits to subjects: The investigators intend to publish these findings in an academic journal as part of the American Political Science Association President Paula D. McClain's report from the Task Force Examining Issues and Mechanisms of Systematic Inequality in the Discipline. The immediate benefits for the subjects are: documentation of their lived experiences; contribution to knowledge about the discipline; and enhancing the potential for reform. Confidentiality: All information gathered will be kept confidential and the responses will be anonymized. No information will be associated with your name. If you have any concerns about discussing/publicizing your responses to the survey please inform either investigator and your information will be discarded. If, for any reason, during this survey you do not feel comfortable, you may stop and terminate the survey. Compensation & voluntariness of participation: There is no compensation associated with participation in this survey. Your participation is solicited, yet strictly voluntary. Contact: If you have any questions concerning this study or its methodology please feel free to contact us by email: Cyril Ghosh at cyril.ghosh@wagner.edu. Please indicate your consent to participate in this survey by checking the box below. Note: To the extent that it is possible, please anonymize the actors/stakeholders in the descriptions that you provide. Before we begin, please check one of the following boxes: I consent to participating in this

survey. The researchers have my approval to use my responses, even if I did not fill out one or more questions.



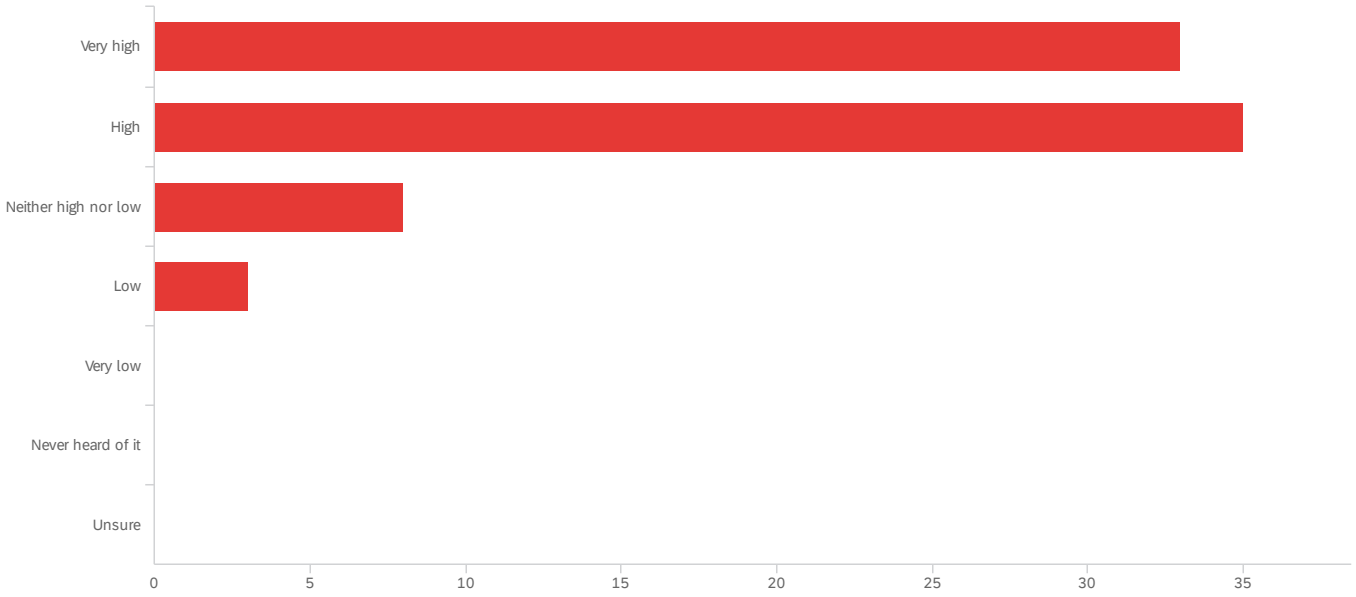
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	State of the Discipline of Political Science – Microaggression, Bullying, and Implicit Bias This study explores the frequency of occurrence and extent of microaggression, bullying, and implicit bias within the discipline of political science, writ large. As such, this survey asks a series of questions related to your experiences. All questions are optional. The survey has been created using Wagner College's Qualtrics license. Wagner College supports the practice of protection of human participants in research. The following paragraphs will provide you with information about the experiment that will help you in deciding whether or not you wish to participate. If you agree to participate, please be aware that you are free to withdraw at any point throughout the duration of the survey without any penalty. Duration: Completing the survey will take between 10-15 minutes of your time. But, depending on what, and how detailed, your responses are, it can take longer to complete. Costs: There are no costs associated with withdrawal from the study or abstaining from responding to one or more questions. Foreseeable risks/discomfort: The survey asks some very sensitive questions. There is a small chance that it might cause stress or trigger painful memories for some of the participants. In the event of such an occurrence or if you feel anxiety or discomfort in responding to the questions, please discontinue filling out the survey right away or take a break and return to it at another time. Expected benefits to subjects: The investigators intend to publish these findings in an academic journal as part of the American Political Science Association President Paula D. McClain's report from the Task Force Examining Issues and Mechanisms of Systematic Inequality in the Discipline. The immediate benefits for the subjects are: documentation of their lived experiences; contribution to knowledge about the discipline; and enhancing the potential for reform. Confidentiality: All information gathered will be kept confidential and the responses will be anonymized. No information will be associated with your name. If you have any concerns about discussing/publicizing your responses to the survey please inform either investigator and your information will be discarded. If, for any reason, during this survey you do not feel comfortable, you may stop and terminate the survey. Compensation & voluntariness of participation: There is no compensation associated with participation in this survey. Your participation is solicited, yet strictly voluntary. Contact: If you have any questions concerning this study or its methodology please feel free to contact us by email: Cyril Ghosh at cyril.ghosh@wagner.edu. Please indicate your consent to participate in this survey by checking the box below. Note: To the extent that it is possible, please anonymize the actors/stakeholders in the descriptions that you provide. Before we begin, please check one of the following boxes: I consent to participating in this survey. The researchers have my approval to use my responses, even if I did not fill out one or more questions.	1.00	2.00	1.01	0.11	0.01	82

#	Field		Choice Count
1	Yes	98.78%	81
2	No	1.22%	1
			82

Showing rows 1 - 3 of 3

Q2 - Part A: Level of familiarity with terms What is the level of familiarity you have with the term “microaggressions”?

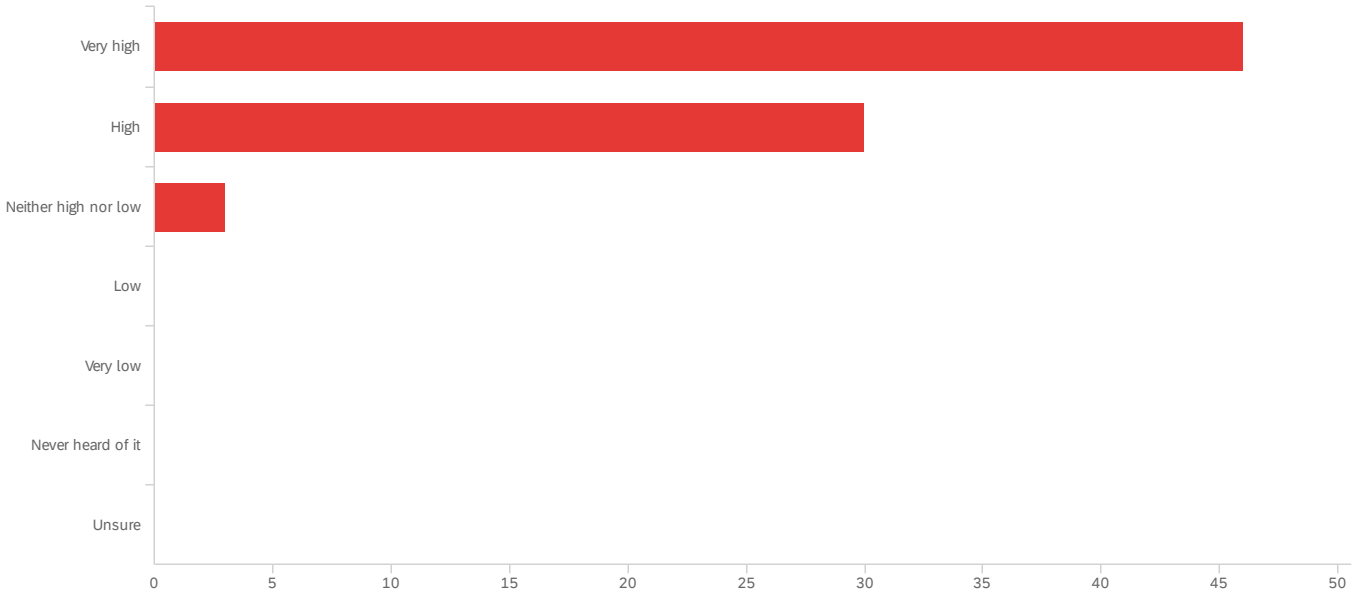


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Part A: Level of familiarity with terms What is the level of familiarity you have with the term “microaggressions”?	1.00	4.00	1.76	0.78	0.61	79

#	Field		Choice Count
1	Very high	41.77%	33
2	High	44.30%	35
3	Neither high nor low	10.13%	8
4	Low	3.80%	3
5	Very low	0.00%	0
6	Never heard of it	0.00%	0
7	Unsure	0.00%	0
			79

Showing rows 1 - 8 of 8

Q3 - What is the level of familiarity you have with the term “bullying”?

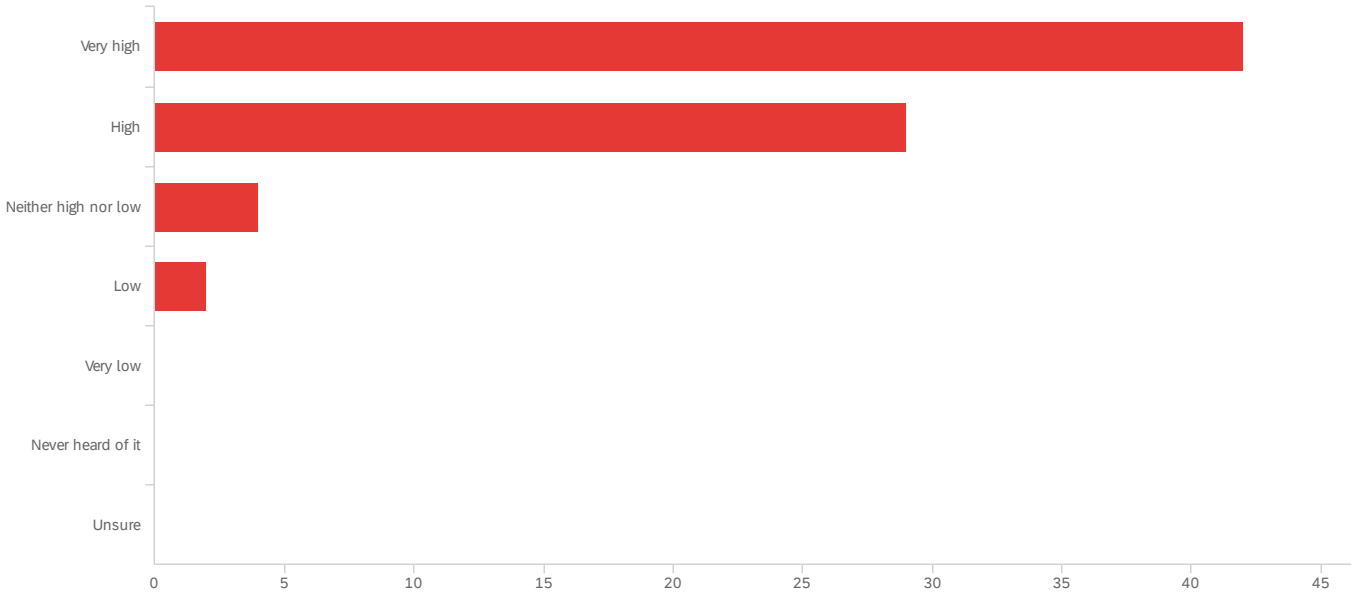


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is the level of familiarity you have with the term “bullying”?	1.00	3.00	1.46	0.57	0.32	79

#	Field		Choice Count
1	Very high	58.23%	46
2	High	37.97%	30
3	Neither high nor low	3.80%	3
4	Low	0.00%	0
5	Very low	0.00%	0
6	Never heard of it	0.00%	0
7	Unsure	0.00%	0
			79

Showing rows 1 - 8 of 8

Q4 - What is the level of familiarity you have with the term “implicit bias”?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is the level of familiarity you have with the term “implicit bias”?	1.00	4.00	1.56	0.71	0.51	77

#	Field		Choice Count
1	Very high	54.55%	42
2	High	37.66%	29
3	Neither high nor low	5.19%	4
4	Low	2.60%	2
5	Very low	0.00%	0
6	Never heard of it	0.00%	0
7	Unsure	0.00%	0
			77

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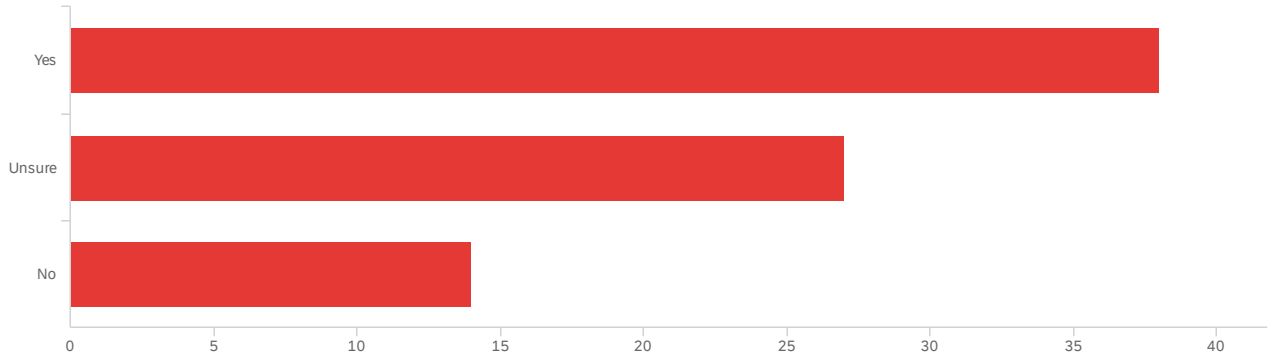
Q5 - B - Knowledge of others' experience - at professional meetings Have you ever witnessed microaggression at a professional meeting?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	B - Knowledge of others' experience - at professional meetings Have you ever witnessed microaggression at a professional meeting?	1.00	3.00	1.70	0.75	0.57	79

#	Field		Choice Count
1	Yes	48.10%	38
2	Unsure	34.18%	27
3	No	17.72%	14
			79

Showing rows 1 - 4 of 4

Q6 - If you said yes, could you describe the kind of meeting (e.g. annual meeting of APSA)?

If you said yes, could you describe the kind of meeting (e.g. annual meetin...
At APSA, I have witnessed professors be dismissive and insulting of junior faculty which in my mind constitutes microaggression.
annual meeting of APSA
Annual meetings of APSA many regional orgs as well
Department meeting, APSA and other conference panels
Annual meeting of APSA
Apsa panel
I've witnesses some form of microaggression, bullying and bias at virtually every conference I've attended in the past twenty years (APSA, ISA, APT etc).
It was either annual meeting of APSA or one of the regional associations
Apsa annual meeting; MPSA annual meeting; association for political theory annual conference
Annual APSA
annual meeting of APSA and other annual meetings
Annual meeting of APSA
APSA meeting; and other academic conferences
Annual meeting of the CPSA (Canadian Political Science Association)
Annual Meeting of APSA
Annual APSA Meeting
Anyplace near alcohol or in elevators at the MPSA meetings. I've been going to APSA meetings since [redacted]. The first time that I was on an APSA panel ([redacted]), [redacted] let loose. Subsequently, in [redacted] or [redacted] at [redacted], I heard him refer to "The Turd World". Giving a paper around [redacted], a member of the audience rushed the table and called me a "pervert" More subtly, reviewers for any number of professional journals referred to the study of LGBTQ+ politics as "not political science". The Book Review Editor of [redacted], around [redacted]. said that my [redacted] book, [redacted] was not worthy of a review in [redacted]. He subsequently became President of [redacted]. About five years later, a graduate student at an Ivy League university with whom I co-authored, interviewed at [redacted]. A very famous member of their department called me and said, "Tell me, [redacted], is he just interested in gay stuff or is he really a political scientist?" He, too, became President of [redacted]. More recently, the editor of [redacted] refused to send out a paper I co-authored on LGB voting in the [redacted] presidential election for review writing that the topic was not fit for the journal because the topic was not relevant to the study of gender and politics. I posted her letter on Facebook. Shortly thereafter, she resigned as editor of the journal. I could go on.

If you said yes, could you describe the kind of meeting (e.g. annual meetin...

APSA, ISA and other smaller gatherings.

Annual meeting of APSA

APSA paper presentation

Eg when asking a question, guy in audience referring to women professors on the panel by their first names, or as "Ms so and so," and he is clearly not their immediate colleague or friend

Annual meeting. Apsa members outside of the annual meeting

APSA most notably. Also at NPSA

Midwest PSA

Faculty meetings, job interviews, professional association meetings (APSA included)

annual meetings of APSA

Annual meeting at various conferences including APSA

I experienced a sexist microaggression. I have also observed racism at such meetings on several occasions as well.

Annual meeting of APSA and smaller conferences

APSA meeting, MPSA meeting

APSA, MPSA

MPSA annual conference

All meetings, APSA, regional, workshops etc

Q7 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?

I have heard professors call feminist scholarship "claptrap" and whining, arguing that leading feminist scholars were not "real thinkers" or "serious readers."

Generally rude or boorish behavior by audience members directing questions/comments at women, queer, and POC scholars

Dept mtg: Senior colleagues discussing "minorities" and hiring practices and their concern about unqualified candidates getting jobs they don't deserve and I am the only "minority" in the department. APSA/conference mtgs: Lobby and panel interactions with white colleagues who pretend POC colleagues are invisible and/or discuss their concerns about the "direction" of the discipline due to the rise in "these subfields like REP etc"

The whole conference is one big microaggression because it's organized around straight, non-trans white men.

[redacted] from an R1 belittling a recent PhDs work

Microaggressions and implicit biasses tend to be directed at women in academia. Women are not called by their proper titles on panels (or in some conference programs for that matter), they are interrupted more, their CVs are not presented with as much emphasis to garner the same prestige as men's etc

Senior scholar, serving as discussant, sharply belittling the work of a grad student on the panel. both the senior scholar and the grad student were female.

Male senior scholar dismissing, without basis, younger, female scholar on panel

I was told that I did not know what it was like to be mischaracterized according to my gender. It was a nasty Oppression Olympics moment. My graduate students have been told that their work was shoddy in public when their work was stellar. They were abused because LGBTQ+ research by people of color and gender nonbinary people is viewed negatively.

People openly stating that gays are immoral Trans people's appearance being ridiculed

The most prominent aggression I've witnessed is the arrogance of positivist scholars to everyone who is not a positivist, particularly coming from election and behavioural fields.

scholars using profanity, put-downs, scholars making lewd comments

See above.

Skin color and or ethnic background as markers of intellectual maturity

Scholars of color who are assumed to be from the country/region they are studying, even if they are citizens of the United States.

Failure to call on women in the audience with raised hands; talking over women; moderators cutting off their panel presentations prematurely (giving more time to male speakers) or especially cutting off the responses of female panelists to questions; "mansplaining"

A white male audience member responded to a presenter's paper with a microaggressive statement

see previous

If you said yes, could you describe an incident or provide an example?

Not here

Senior scholar on a panel referring to one paper (accepted for publication) as "containing a germ of an idea" and another (also accepted for publication) as immature. It was a female discussant. Had male discussant call out how many times I had used the word "open" (18) in a paper that dealt with presidential primaries/nominating and democratic reform -- it was a lengthy paper and this was what he chose to focus on after saying, "I hesitate to point this out but, here I go." Had another discussant say this sounds mean, but "so what?" before pointing out that I should have used the dataset of a male senior scholar (present at the panel) - hi[redacted]!

Gender: assumptions about caring for children (and the types of women who would leave their kids at home or not love changing diapers, etc--- e.g., the women at the conference)

People are disrespectful to one another, women to men and vice versa.

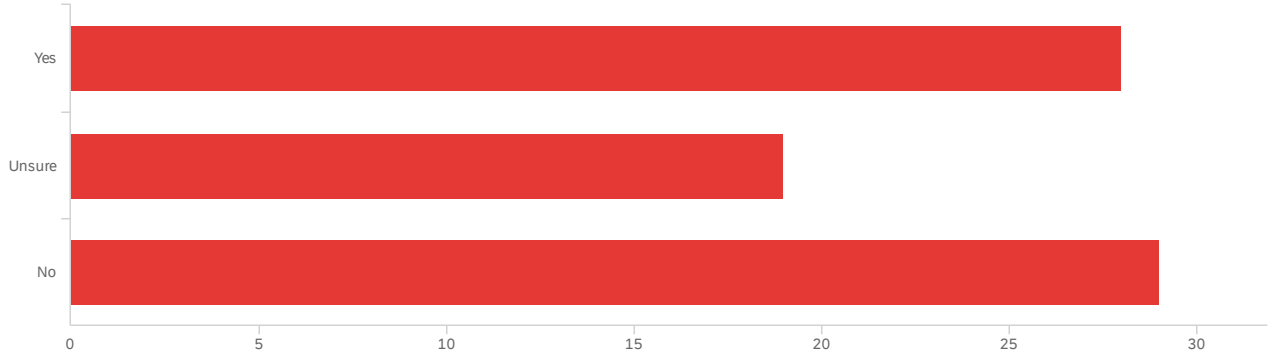
A man was sexually inappropriate to me at APSA one year. When I called him out on it, he was defensive.

i have seen a man reach out and touch a woman's chest, ostensibly for the purpose of adjusting a part of her clothing that was askew. I have seen lots of touching and kissing that is supposedly "greeting" but is actually groping.

hostile questioning during Q & A directed against female panelists

Conference participation where at a table of 6 people, 2 men and 4 women. Males exclusion of females from conversation. Was so extreme that women actually started speaking about the lack of attention in front of the male participants, who were oblivious. One male participant broke only to ask where the bathroom was. Similar conduct by same participant at a smaller conference when I won an award and participant said "Oh, I guess I will have to read your work now."

Q8 - Have you ever witnessed bullying at a professional meeting?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever witnessed bullying at a professional meeting?	1.00	3.00	2.01	0.87	0.75	76

#	Field		Choice Count
1	Yes	36.84%	28
2	Unsure	25.00%	19
3	No	38.16%	29
			76

Showing rows 1 - 4 of 4

Q9 - If you said yes, could you describe the kind of meeting?

If you said yes, could you describe the kind of meeting?
Departmental faculty meeting
It was WPSA or APSA, I can't remember which.
Dept mtg
Regional annual meeting -- MPSA
At various panels and meetings where the stars strutted their stuff and condescended to others. Not what is meant right now by bullying, but that's my answer.
It was APSA in San Diego. The female graduate student was bullied by the panel chair.
APSA
annual APSA meeting
APSA annual
academic conference
At a conference session, either in a paper session or in some informal setting (like a book fair or dinner).
Department meeting
APSA panel. A very famous faculty member in the audience ripped into two graduate students at another university in a manner that was unprofessional and traumatizing.
Council
APSA
World War Ii Conference, Siena College, Loudonville, NY
APSA
Professional conference, in a panel.
Unprofessional, angry critiques of papers and interruption of speakers.
Social science meeting in another country.
Annual

If you said yes, could you describe the kind of meeting?
Board meetings -- usually older male colleagues asserting privilege, speaking over others or ignoring female participants.
APSA Annual Meeting
Apsa
Annual professional meeting

Q10 - If you said yes, could you describe an incident or provide an example?

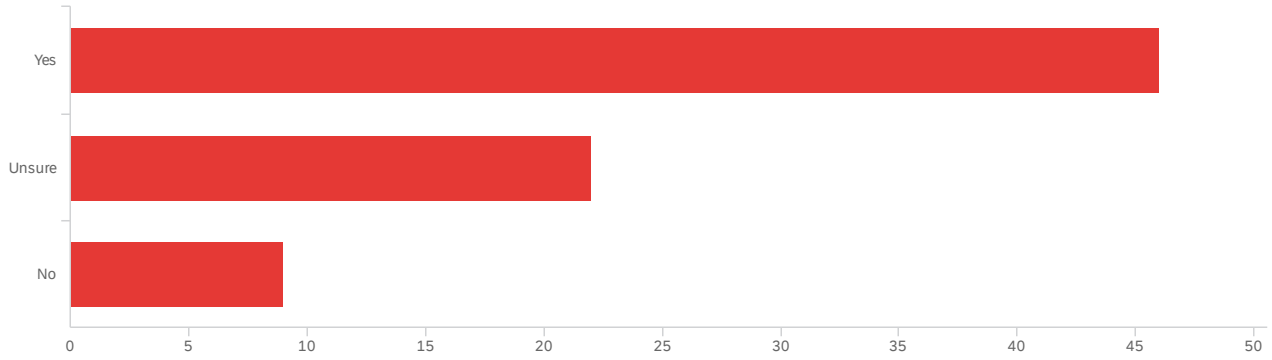
If you said yes, could you describe an incident or provide an example?
Department chair using her power differential to shut down discussion
When two professors on a panel disagreed over certain principles, they had an argument after the panel was over. One professor really savaged the other in ways that were uncalled for and unprofessional.
Faculty member asking me to incorporate a project onto my syllabus for work he was paid to do and did not do it. When I declined he tried to pressure me to do the work and change my syllabus mid semester.
A senior scholar berated a junior scholar during the Q&A.
Not offhand.
Young female academic told off by male panel chair/discussant who insisted going on and on about how wrong she was in her research with inappropriate tone and verbiage emphasizing that she is incompetent and should reconsider her career.
Men trying to get your room key because they assume you are there to service them sexually.
One faculty member (a very senior scholar) cornered another scholar in the corner of a room and wagged his finger in his face and threatened him (verbally) for what he saw as a professional slight.
In both formal and informal settings I've seen scholars dismiss work that lacks 'formal' methods. This is not merely an expression of disagreement, but a sneering kind of toxic masculinity, that people who don't do work the way they do are essentially idiots or fools. I've seen this attitude in responses to questions from audience members at sessions, in comments made about papers presented, and in informal conversations at book fairs and event dinners. The effect is to denigrate the people doing different work and silence those who might try to defend it.
Faculty constantly disparaging the grading standards of colleagues
see above
Personal attack and non collegial behavior
Professors demeaning a non-American's language abilities and lack of familiarity with white American scholarship.
A senior faculty member from a big name college dismissing comments from junior faculty at 3rd rate college
Scholars being overly aggressive and critical in responding to work.
I think I just did in the last box.
Senior scholar in audience berated junior colleagues on panel for extended period of time, eliminating space for discussion.
Intimidation and ad homonym criticism
Using titles when introducing men, referring to women by first name only.
I have seen Q&A where humiliation of a presenter was the goal.

If you said yes, could you describe an incident or provide an example?

Discussant comments humiliating a graduate student

One meeting where Professor ridiculed another professor in front of student about his looks. Implied that Professor was no longer attractive because he was older. Also implied something sexual was going on between instructor and student.

Q11 - Have you ever witnessed other people's implicit biases manifested in their treatment of others at a professional meeting?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever witnessed other people's implicit biases manifested in their treatment of others at a professional meeting?	1.00	3.00	1.52	0.70	0.48	77

#	Field		Choice Count
1	Yes	59.74%	46
2	Unsure	28.57%	22
3	No	11.69%	9
			77

Showing rows 1 - 4 of 4

Q12 - If you said yes, could you describe the kind of meeting?

If you said yes, could you describe the kind of meeting?
Faculty
Departmental faculty meeting
Section meetings and APSA Panels
Dept mtg
Interactions of younger female scholars with senior male scholars where the younger female scholar was patronized and condescended to while younger male scholars did not receive the same treatment.
Annual meeting -- APSA
APSA
Yes, APSA, ISA, APT, WPSA, MPSA
Apsa; MPSA;
Yes
APSA
academic conference
Annual meeting of academics and practitioners. The implicit bias came from a member of the audience. I don't know if the person was a member of the association or a member of the public. The person asked questions that seemed to me to be biased regarding subjects of a study.
In formal paper sessions and informal spaces at conferences.
Department meetings
Annual APSA Meeting
APSA, regional meetings, etc. It's sometime shocking. On occasion, I've gotten into heated arguments after panels with people about their behavior. In one case, I looked into filing sexual harassment charges against a senior colleague on the basis of his sexist, vulgar, demeaning words to a graduate student.
Council, fields
Workshop organized by an academic group.
Disrespect shown for the opinions of junior colleagues, women, minorities.
[redacted] Pol Sci

If you said yes, could you describe the kind of meeting?

APSA, as described above, and IPSA. Plus a disregard of feminist theory or contributions in the structuring of topics and constitution of panels
APSA paper presentation, as referred to previously
anything at a high level -- ed board, council meetings, etc
Many people lack sensitivity to how others interpret what they say.
International Studies Association paper panel.
All of them.
Panel
American Political Science Association.
APSA Annual meeting and smaller conferences
Professional annual meeting
See first example. Situation where female coworkers were behaved towards as if less interesting / less able to contribute.

Q13 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
Affirmative action discussion
Department chair, who controls the agenda, pursuing a topic that contains implicit bias.
At section meetings, white male participants taking up an incredible amount of air time and talking at great length at the exclusion of participation by others. At panels, racialized and gendered devaluation of contributions of women of color thinkers in Political Theory. For just two of many instances.
I have a colleague who identifies as "they". In their reappointment mtg I made an announcement indicating this and asking colleagues to refer to this colleague by their proper pronoun. Many colleagues refused and told me they were "over all of this politically correct stuff".
See above.
Only people from "name" institutions get paid attention, but if a woman or PoC assumption that even they are probably not worth listening to
On conference panels I frequently see more questions addressed to male panel members, as they are routinely perceived as having higher expertise and prestige. Frequently panel chairs do next to nothing to ensure that panel questions are distributed more equitably thereby routinely leaving women out.
Often in regard to the younger or presumed younger age of scholars
Jokes about the quality of people's work meant to intimidate them and prevent them from moving forward with conducting further research.
An audience member asked questions/challenged a presenter regarding the behavior of the study's subjects which seemed like the audience member was biased.
Again, I find that many positivist scholars are unaware of their position amongst the range of approaches to social sciences and simply think what they do is 'science' tout court. So an example would be a positivist scholar criticizing a paper for not being positivist, as if the paper giver just didn't understand how to 'do' science properly. The same could be said for many scholars who hold pluralist views of how and why politics works as it does. They fail to appreciate the broad range of theory beyond pluralism that is available to scholars. But their ignorance does not lead them to ask questions or seek further elaboration from those they are interacting with. Typically it leads to dismissal of other views or attempts at ridicule.
"Muslim" looking scholar being pestered by white scholars for working on groups they considered to be terrorist.
Being more critical of a comment on a presentation than was warranted under the circumstances. Making critical comments in an less than friendly manner.
Dismissing the observations of a grad student by faculty member
there is an implicit bias (or, probably, explicit bias) in favor of people from R1/ivy league schools, as indicated by their over-representation on every major panel, committees, etc
[redacted] on race and welfare
A senior scholar who was the discussant assumed his fellow panelists were all grad students (only partially correct here, but also beside the point) and thus not worth his time to actually read any of their papers or engage with their ideas.

If you said yes, could you describe an incident or provide an example?

Who gets called on; who gets interrupted; CONSTANT

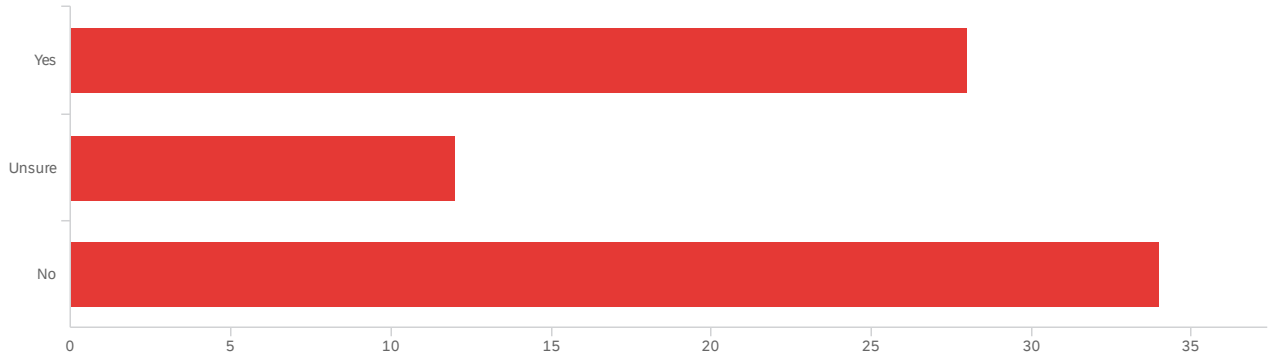
Mansplaining.

I've witnessed one member's (a white man) derogation of another member (a black man) on the basis of race -- suggesting that the prominent black scholar was either "overrated" or a "fraud" -- and then avoided that member in a hostile way. The white member also badmouthed the black member to a group of younger scholars. The black member's scholarly record was, objectively speaking, at least 5 times better than the white member's. I -- the witness -- am a white man.

People getting left out of group events, excluded at receptions. People assuming that URM identifying folks work on URM related research and on and on.

See first example. Situation where female coworkers were behaved towards as if less interesting / less able to contribute.

Q14 - C. Own experience - at professional meetings Have you ever been the target of microaggression at a professional meeting?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	C. Own experience - at professional meetings Have you ever been the target of microaggression at a professional meeting?	1.00	3.00	2.08	0.91	0.83	74

#	Field		Choice Count
1	Yes	37.84%	28
2	Unsure	16.22%	12
3	No	45.95%	34
			74

Showing rows 1 - 4 of 4

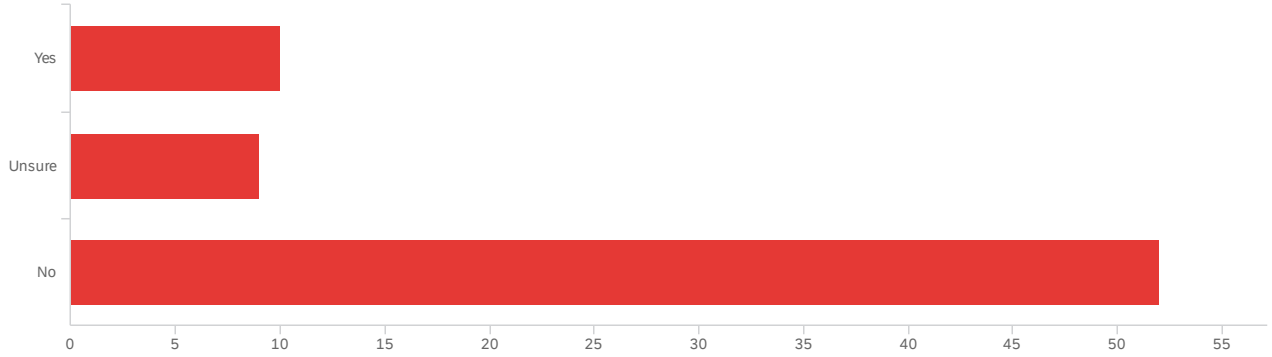
Q15 - If you said yes, could you describe the kind of meeting?

If you said yes, could you describe the kind of meeting?
Dept mtg
Annual conferences for APSA, MPSA, ISA etc
conference
APSA annual
academic conference
Same as before.
Department event
APSA Annual Meeting
Annual APSA Meeting
APSA 1966. I was offered a job interview at a research 1 university if I would go to bed with the person making the offer.
Council
Small workshop of political scientists on my region of interest.
World War II Conference and Community College Humanities Association Conference
Professional conference
it was after a panel meeting, and not even a micro aggression -- it was fully blatant. I was unable to attend a panel, and had emailed the panel about this well in advance. But after the panel, one of the women (a much more senior colleague) on it emailed to basically yell at/shame me for not attending without notifying anyone. So it was just purely aggressive. I did correct her, and she seemed somewhat contrite for her behavior, but still. It was purely intimidating aggression
Faculty meetings, job interviews, professional meetings
Yes it was a Global South conference.
ISA I think
APSA
See first example. Situation where female coworkers were behaved towards as if less interesting / less able to contribute.

Q16 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
I was the only POC in my dept my entire junior career and the first POC ever hired in my universities [redacted] dept. There are too many traumatic experiences to recount and respectfully I don't want to dig up that bag of bones. Imagine a department in NYC that has gone out of its way for decades to make sure the dept was only (and then majority) white men.
I have frequently been introduced with the wrong title (less than what I have: I've been introduced as Assistant when I was Associate; the panel chair would omit my other titles - I direct a couple of programs - but mention them for other people, generally males from more prestigious institutions); on occasion, panel chairs introduced me much more briefly than male members of a panel despite similar experience. I've been routinely told that I have a nice accent. I've been routinely told I do great work despite my family obligations. I routinely have male faculty explain my work (to others in the room) when I'm sitting right there on a panel (this happened as recently as a few weeks ago at the IICEEES conference). At conferences, other participants rarely assume that I am Full Prof (my actual position) because I am a younger female and express surprise at my position (with a hint of doubt).
In one meeting I attended the presenters actually used a quote from me, unattributed, that they then proceeded to misconstrue. The whole thrust of their effort was to ridicule non-positivist methods rather than engage with them.
Being told not to act like a certain ethnic group.
Among other examples, a colleague once cursed at me at a New Members breakfast.
Personal attack
As an immigrant who studies a region of the world outside of my own, many white scholars cannot comprehend this. Most egregiously, I had two star professors grill me about my ethnic origins explaining that they were debating what part of the region that I was from. I am not from the region at all.
At World War II conference my comments rejected by senior faculty due to my being junior faculty at less 3rd rate college [redacted] College Humanities Association Conference at [redacted] --being verbally attacked by the Dean because I am Jewish in front of six other people.
In my view, not widely shared, the terms "mansplaining" and referring to individuals as "old white guys" are demeaning. They are common parlance in our discipline.
see previous
I was told that my research should not be published.
see above
I have had to fend off subtle inappropriate sexual advances. I have been ignored or excluded from conversations and gatherings where I deserved to be included.
See first example. Situation where female coworkers were behaved towards as if less interesting / less able to contribute.

Q17 - Have you ever been bullied at a professional meeting?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever been bullied at a professional meeting?	1.00	3.00	2.59	0.72	0.52	71

#	Field		Choice Count
1	Yes	14.08%	10
2	Unsure	12.68%	9
3	No	73.24%	52
			71

Showing rows 1 - 4 of 4

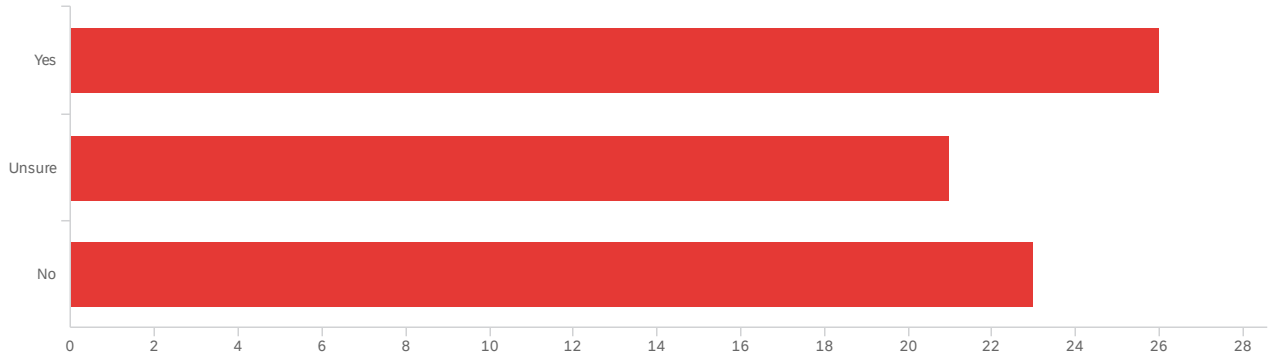
Q18 - If you said yes, could you describe the kind of meeting?

If you said yes, could you describe the kind of meeting?
Conference mtg
APSA annual conference
Senior scholar openly mocked my work at a conference
Same as before.
Council
prefer not to say
see previous example, I guess
Mostly in my department dragged into the annual meeting
Professional meetings APSA included.

Q19 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
Presenting my research and white male colleagues attempting to interrupt my presentation the entire time or using the Q&A session to personally attack the research in the "I don't get it, why should we care" question when discussing Black politics.
Male discussant pointed out that political theory is worthless and pointed comments directly applied to my work in said field, speaking over me etc.
I attended a conference where I was placed at a table for an informal event with a senior political scientist from another university and others who then proceeded to mock my supervisor and his work and suggested the students from my department would never get work.
Disregarding my person and my leadership
see previous example (re. being yelled at over email), I guess
Tenured faculty imposing on junior faculty and graduate students.

Q20 - Have you ever been treated in a particular way because of others exhibiting implicit bias at a professional meeting?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever been treated in a particular way because of others exhibiting implicit bias at a professional meeting?	1.00	3.00	1.96	0.84	0.70	70

#	Field		Choice Count
1	Yes	37.14%	26
2	Unsure	30.00%	21
3	No	32.86%	23
			70

Showing rows 1 - 4 of 4

Q21 - If you said yes, could you describe the kind of meeting?

If you said yes, could you describe the kind of meeting?
It was APSA.
Dept mtg
It was a large disciplinary conference.
APSA
APSA
APSA, ISA etc annual meetings
Professional conference in the Midwest
Ignored based on age
As before.
APSA Annual Meeting, MPSA Annual Meeting, SPSA Annual Meeting
not always taken seriously at APSA meetings
APSA. People tried to dissuade me from filing a complaint about sexual harassment of a grad student. Ultimately, I concluded that my filing the complaint would have resulted in retaliation against that student.
Different meetings
APSA
Again, at College Humanities Association Conference---attacked because I am Jewish.
It was at a bar outside of the APSA meeting location, with colleagues.
Many people treat me at professional conferences and faculty meetings dismissively because my PhD is from [redacted].
I did in the earlier comment about ISA and the panel discussant.
All of them-- pervasive gender and racial bias
See first example. Situation where female coworkers were behaved towards as if less interesting / less able to contribute.

Q22 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?

When I told a professor that my panel addressed feminist theory, she responded "oh, that." I realize it's very micro, but it was still an form of aggression.

Implying I am only a diversity hire that was forced upon the dept and implying I received the job solely because of race (not my ivy league degree and research).

The incident involved a senior male scholar being patronizing and condescending toward me and other younger female scholars while treating younger male scholars completely differently.

APSA is a large yet cliquish conference in which I never felt comfortable because of my ethnicity, gender, accent, even because of my field (political theory) and because of my position (at a liberal arts college). Too many stories to tell about the way in which prestige is awarded automatically at APSA based on school + age + gender.

Was told I was excluded because I was a grad student, learned that male grad student was included.

I think all the examples I've given (and I could give many many more) are examples of this.

I've observed numerous instances of colleagues making demeaning or prejudiced remarks about lower-income and working-class people.

Disregarding non Canadian experience

I work on political violence. White scholars, many with close ties to the military, often assume I am biased since I don't tout naive American foreign policy tropes about the subject. Some have accused me of being sympathetic to terrorists, for example. As a pacifist who writes critically about all armed politics, its hard not to see this as a type of projection based on my appearance as a dark skinned, bearded man.

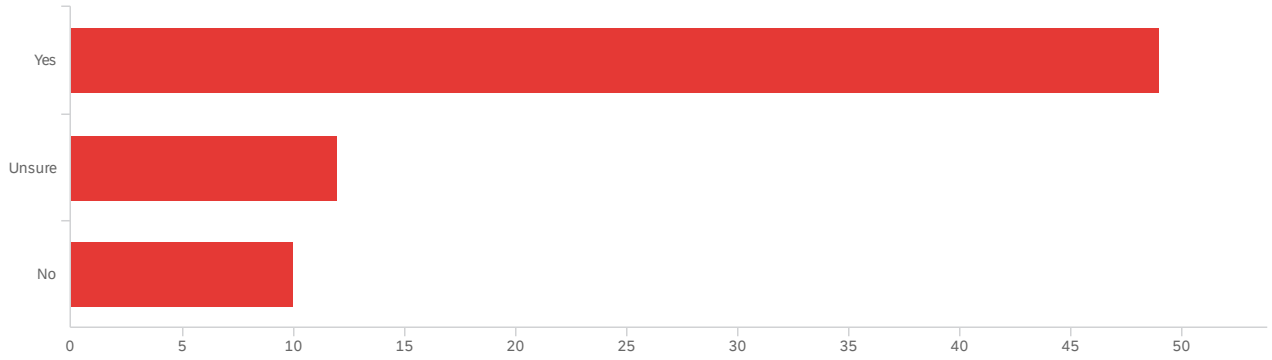
Just did.

The way that some men were talking to me made me feel that they had implicit biases of women in the profession. The comments made me feel as if I was not as intelligent as them

Many people treat me dismissively because my PhD is from [redacted].

See first example. Situation where female coworkers were behaved towards as if less interesting / less able to contribute.

Q23 - D. Treatment of others – in a department that you are affiliated or familiar with. (P ease recall that you are allowed to skip questions. Please ignore this section or questions within it if you think your responses might compromise your anonymity in ways that you do not intend.) Have you ever witnessed a microaggression in a political science department?

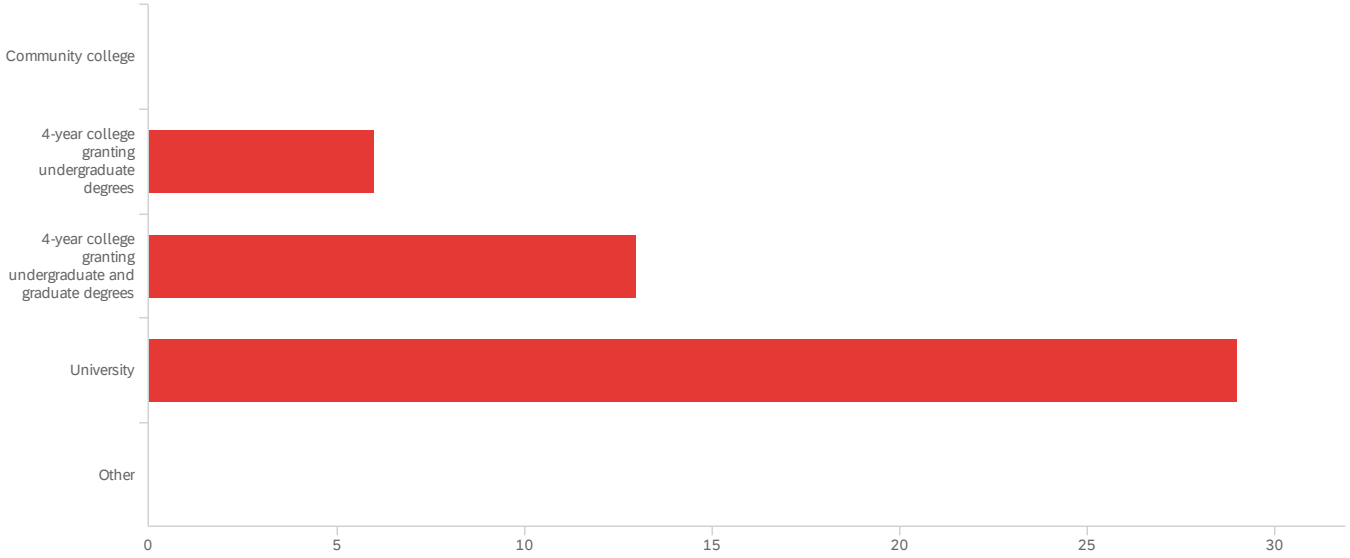


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	D. Treatment of others – in a department that you are affiliated or familiar with. (Please recall that you are allowed to skip questions. Please ignore this section or questions within it if you think your responses might compromise your anonymity in ways that you do not intend.) Have you ever witnessed a microaggression in a political science department?	1.00	3.00	1.45	0.73	0.53	71

#	Field		Choice Count
1	Yes	69.01%	49
2	Unsure	16.90%	12
3	No	14.08%	10
			71

Showing rows 1 - 4 of 4

Q24 - If you said yes, what was the type of institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the type of institution? - Selected Choice	2.00	4.00	3.48	0.71	0.50	48

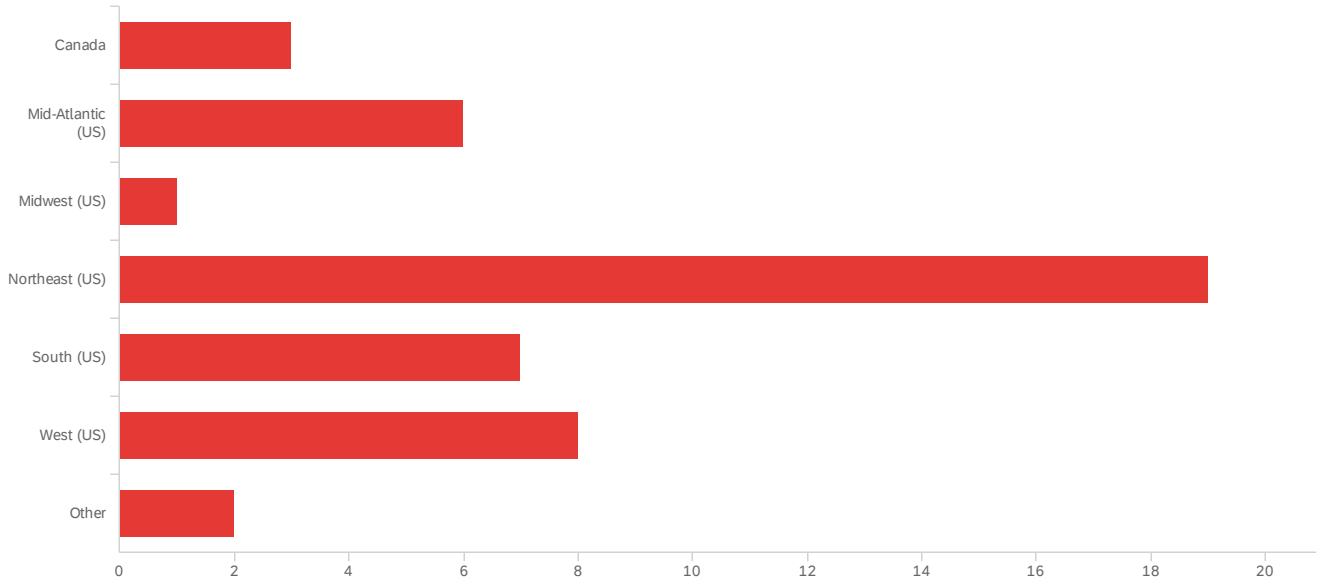
#	Field		Choice Count
1	Community college	0.00%	0
2	4-year college granting undergraduate degrees	12.50%	6
3	4-year college granting undergraduate and graduate degrees	27.08%	13
4	University	60.42%	29
5	Other	0.00%	0
			48

Showing rows 1 - 6 of 6

Q24_5_TEXT - Other

Other

Q25 - If you said yes, what was the general location of the institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the general location of the institution? - Selected Choice	1.00	7.00	4.15	1.53	2.35	46

#	Field		Choice Count
1	Canada	6.52%	3
2	Mid-Atlantic (US)	13.04%	6
3	Midwest (US)	2.17%	1
4	Northeast (US)	41.30%	19
5	South (US)	15.22%	7
6	West (US)	17.39%	8
7	Other	4.35%	2
			46

Showing rows 1 - 8 of 8

Q25_7_TEXT - Other

Other

Other
Northeast (US) South (US)
UK

Q26 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?

Snide remarks, comments about gendered appearance disguised as "professionalism"

A professor reamed out a second year graduate student in front of a sizable crowd at a colloquium. The student was Pakistani and struggling. The professor said "why don't you go back to Pakistan? You're taking up a seat here that someone else could occupy." (The last part is paraphrased.) Another example is that when I chose to study political theory I was often told by some members of my department that I should change course because I would never get a job and was making a bad choice. Political theory isn't really political science, they said. I want to emphasize that the person in charge of graduate studies was very supportive of me, though, and said that I should chose my discipline as I saw fit.

An advisor repeatedly advised female grad students on the ways they should dress

I have seen several, always unintended (as most microaggressions are). It is often unclear if the recipient of the microaggression actually views the event as such. For example, a faculty member asking an international student where they are from. Some would see this as a microaggresion, but it is not clear any party involved would. A more clear incident in my department was when a woman faculty member sent an email to all of the men in the department (and only the men) about cleaning the microwave. Many saw this gender-based stereotyping.

A male chair of a political science department chided a junior female faculty member for wanting to avail of maternity leave.

I have a colleague with an Indian first name that nobody pronounces correctly despite numerous corrections. I've been told of repeated instances in which I have been misgendered (belligerently). I have seen senior colleagues shout at junior colleagues when they raise issues related to race, gender, and class. My department was hiring and leveraged a university mandate for "diversity hiring" to recruit two candidates based on the justification that the field we were hiring in didn't have anybody from the pool of candidates from underrepresented groups who were "qualified" for the position, which required hiring a white man and a Latinx woman as a bonus hire to meet the "diversity hire" requirement. We were hiring and a person on a search committee walked out of an interview with an Asian man and stated during the ranking meeting that his accent made him impossible to understand (which wasn't agreed upon by other members of the search committee). I've witnessed faculty discuss a disability (a speech tic) as a reason to not hire somebody.

Several over the years, especially from one member but other senior faculty would not step in to step it

An older male colleague who is now retired made sarcastic comments to other department members--both junior and senior.

I'm routinely told to go home to my family; I'm routinely told I have a nice accent that does not affect the way I communicate in class.

misogyny

I overheard a white faculty member tell a minority graduate student that they, the graduate student, would never successfully complete and defend their dissertations, so they should quit the program

Our department begins each monthly meeting with a prayer, given by a full-time department member. At the end of my prayer I spoke briefly in Hebrew. A colleague shouted "he's hexed us!"

As I have been fortunate to belong to critical political science departments I have not been subject nor witnessed a positivist backlash but I have seen some microagressions between critical scholars, particularly on issues of identity.

senior colleagues saying demeaning things about junior colleagues in department meetings or smaller gatherings

It was a statement that was unintentionally anti-female.

A full professor spoke about a newly hired Africanist (who was Black), saying "Prof. X is just back from Africa where he studied people swinging from the trees or whatever they do there." I called her a racist. She filed a complaint about me with the dean. (This was around 1976.)

If you said yes, could you describe an incident or provide an example?

Implicit racist behavior

As a grad student on the admission's committee, I was criticized for advocating that more students of color be admitted. There were zero admitted in the initial pool which did not seem to bother any of the esteemed professors in the room. I can't say for sure that it is related, but the department eventually tried to kick me out for spurious reasons, something I believe was the result of me consistently advocating for increased URM representation.

Have seen senior professors take out after student presentations where they feel their own positions have been unfairly criticized or understood, or where the student is clearly taking a challenging position.

Treatment of three black faculty members

Same as before -- the term "old white guy" is a socially acceptable way to refer to white males even though the same term referencing difference gender and racial identities of colleagues would be completely unacceptable. And it's also unacceptable to complain about use of the terms because of the power inequalities in our discipline. But that doesn't mean it doesn't still rankle

too many to list? for example, having sr faculty patronizingly explain the whole history of the college to you, when you just ask a question and/or point out a way to do something differently, as a way to say why this can't be done people make jokes about the topic of your research if it is somewhat "scandalous" (I research sex work, so have had to put up with all manner of dumb jokes when presenting on the topic) always being asked to discuss/represent/address anything to do with gender (or race) bc you are the only person who studies it, even if it is not in your area of interest

Computer and online technical staff are sometimes treated dismissively.

Statements about colleagues ethnicity and immigration status.

I listened to a male colleague (who is Black) complain to another male colleague that I was not supportive, friendly enough, that I did not smile at him. Compared me to other females in the department who were "nice ladies, more matured," sent a note to the faculty senate protesting my election as an interim department chair (after he voted for me!) because I lacked the "moral character to be a leader," referred to me as Madam chair. In a mediating session, I was asked if I could be "nicer" to him because he said it was more pleasant for him if he was greeted with a smile. He also told the male chair he was a bad leader because he refused to tell me to smile at him. That colleague, literally repeated, "you want me to tell a female colleague to smile at you?" Answer: yes. And the mediator (a woman) asked if I could do that to help ease tensions.

Mansplaining

We have no female leadership among five different campuses as our chancellor is a woman and will not promote women to leadership positions. She has tampered with searches and files to hurt female candidates.

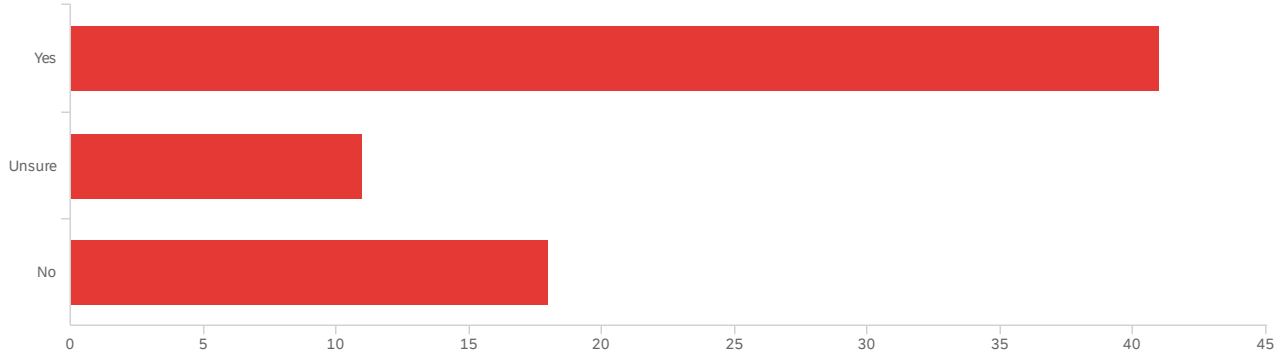
I once repeatedly mixed up the names of two Asian-American faculty members in a faculty meeting. My kids were small and I was sleep deprived. The sleep deprivation brought out the unconscious bias. The faculty members were understanding and forgiving but they certainly noticed.

I have been in meetings where people assumed men would use parental leave to work toward tenure and where people assumed women on parental leave might fall behind.

a colleague directed a backhanded compliment against a female woman of color

Female WOC instructor came to give a talk about diversity and another white female instructor talked down to the WOC and also tried to declare expertise on the topic. Talked way too long and made it impossible for others to comment because of a lack of time.

Q27 - Have you ever witnessed bullying in a political science department?

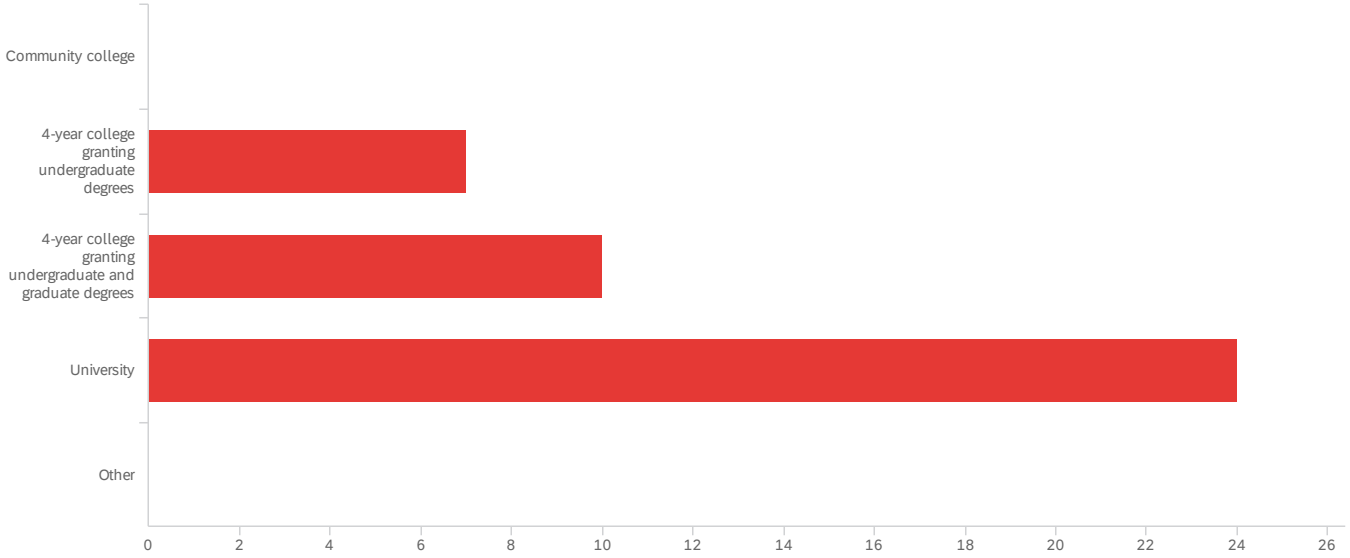


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever witnessed bullying in a political science department?	1.00	3.00	1.67	0.86	0.73	70

#	Field		Choice Count
1	Yes	58.57%	41
2	Unsure	15.71%	11
3	No	25.71%	18
			70

Showing rows 1 - 4 of 4

Q28 - If you said yes, what was the type of institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the type of institution? - Selected Choice	2.00	4.00	3.41	0.76	0.58	41

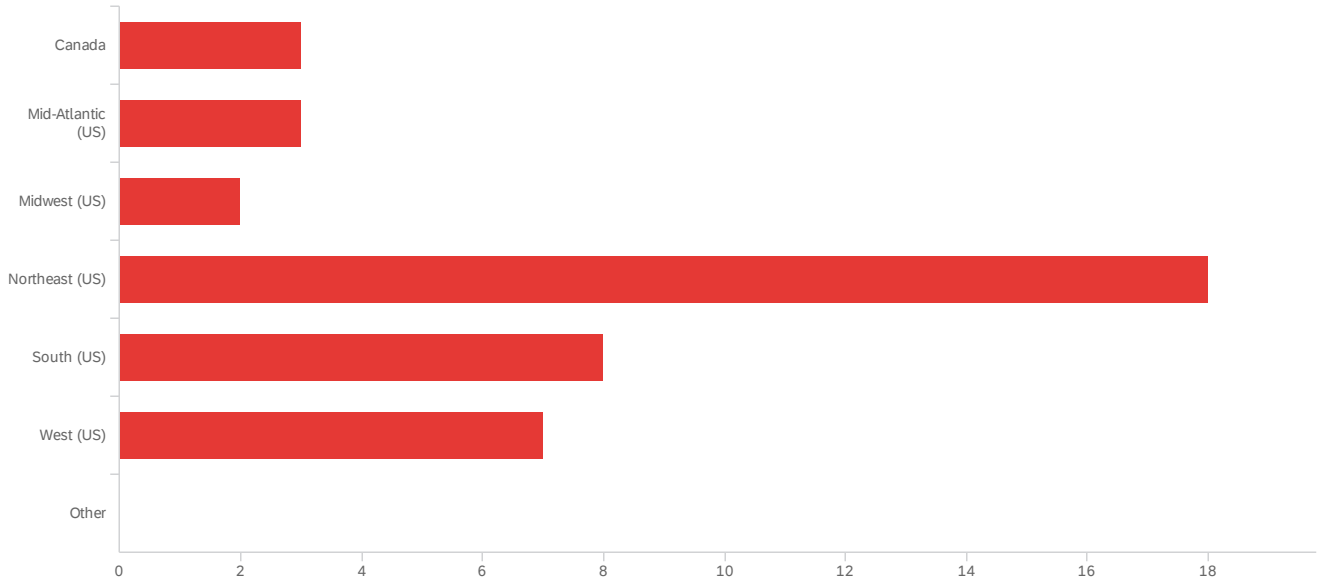
#	Field		Choice Count
1	Community college	0.00%	0
2	4-year college granting undergraduate degrees	17.07%	7
3	4-year college granting undergraduate and graduate degrees	24.39%	10
4	University	58.54%	24
5	Other	0.00%	0
			41

Showing rows 1 - 6 of 6

Q28_5_TEXT - Other

Other

Q29 - If you said yes, what was the general location of the institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the general location of the institution? - Selected Choice	1.00	6.00	4.12	1.36	1.86	41

#	Field		Choice Count
1	Canada	7.32%	3
2	Mid-Atlantic (US)	7.32%	3
3	Midwest (US)	4.88%	2
4	Northeast (US)	43.90%	18
5	South (US)	19.51%	8
6	West (US)	17.07%	7
7	Other	0.00%	0
			41

Showing rows 1 - 8 of 8

Q29_7_TEXT - Other

Other

Q30 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
Graduate students bullied into keeping certain faculty members on or off their thesis/dissertation committee.
Women in the political philosophy field were marginalized; women in the main were not taken as serious students with the express sentiment that they wasted their degrees by choosing to raise families over pursuing their academic careers
The incident described with the Pakistani student is an example of bullying.
General hostile environment in my grad program. Shouting during faculty meetings, harassment of junior faculty, toxic work environment cultivated by "big name" scholars
I have seen a male professor bully two Asian women at job talks. This same professor bullies a South Korean professor who is a colleague.
See previous comments
One faculty member in particular has verbally attacked colleagues in faculty meetings. He also went to all the junior faculty and told them they are either with him or against him and they need to pick sides. He is very aggressive. Ostensibly he does all this in the name of diversity, equity and inclusion, but the reality is he is on a power trip and a bully. Fortunately, he is no longer in our department.
Many. Male faculty members shouting, talking over and belittling female faculty members.
A senior colleague shouting at a junior colleague (white man, Indian woman) during a department meeting.
See previous answer
A senior male colleague sent demeaning emails to a female colleague for several years.
A male colleague who was unhappy with his position in the department would routinely come to my office uninvited to make his case; he would talk at length, repeating frequently what he had said in previous meetings (despite being given answers before); he would frequently interrupt me and accuse me of not appreciating his contribution; he kept a list of our interactions over years and then eventually demanded that I meet with him again to discuss everything despite the fact that HR could find no reason for any kind of disciplinary action toward me.
male faculty member exhibiting repeated verbal aggressiveness towards colleagues at department meeting
Verbal hostility, exchanges with colleagues that are not as much exchanges as an opportunity to display some extraneous anger.
A he/him senior member obstructed a she/her junior member's attempt to create a class. It seemed to me to be arbitrary and unfair. I don't know if she/her felt the same as I did. It was my impression.
Unfortunately, I have seen people use bullying behaviour in an attempt to get their way in a debate over policy, usually by associating whatever it is they want with the 'proper' progressive response. This then creates a situation where many people don't want to be on the wrong side of a defined progressive issue. This has been particularly true of our handling of graduate student issues, where some have sought greater voice for graduate students in the department while others feel their influence should be less because they are only temporary members.
changing personnel file, lying about accommodation request, lying to committees about faculty member's record, coordinated acts of discrimination and retaliation that were substantiated in federal court litigation

If you said yes, could you describe an incident or provide an example?

Accusatory tone, name-calling of colleagues regarding departmental decisions, when the accuser did not have any real information about the decision or its context.

A particular senior colleague continually made nasty or demeaning comments about another (senior) colleague, both at department meetings and in other contexts. No one could figure out how to stop him

Faculty member bullying PhD students

A department chair made sexual advances toward a woman who was a candidate for tenure. I walked into his office and confronted him. He apologized and she got tenure.

Downplay of my expertise and knowledge

As a grad students, I wrote my second exam under the direction of a Black Professor. The faculty member who oversaw the exam process said that I should not listen to my Black advisor and that if I continued to do what he told me, the department would have no choice but to fail me. My advisor had told me that he faced bullying in the department, but i was still surprised to see how overt it was among the white faculty.

A senior member of the department frequently insults other faculty members and harries them in an attempt to get her way. It's consistent behavior to over a 10 year period at least directed at faculty and staff regardless of their gender, race, or seniority.

Senior colleagues loudly talking over junior colleagues.

Colleagues berating one another; colleagues purposefully ignoring and passing over one another. Usually gendered and raced. Seen both at current northeast LAC; former midwest university; and undergrad SLAC in southeast.

Department chair used coded language -- "brash" "confrontational" "asks too many questions" -- associated with a specific region of the country and religion to describe a faculty member from that region and who was identified with that religion.

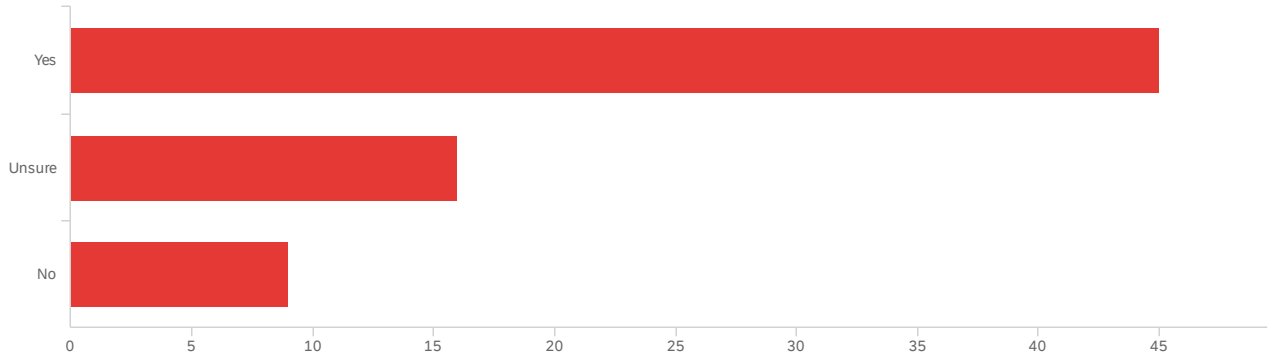
Male professors gave C grades to female graduate students who would not have sex with them.

The senior faculty member browbeat me for not taking his advice on a set of revisions to a paper (making it all about him, instead of about my own aims with the paper). The faculty member also browbeat me and badmouthed me to colleagues for not including him in a project I was leading which he thought he should be part of. The faculty member repeatedly browbeat graduate students. The faculty member then raged to colleagues about not sending graduate students his way even though he had developed a reputation for bullying and his colleagues were left trying to protect graduate students from his verbal abuses.

I have seen junior scholars be threatened with tenure denial under unreasonable cirucmstances.

Situation where PhD student was told, after failing comprehensive exam, in vague terms that many instructors in her department did not like her because she wasn't "differential to authority" . Was told if she didn't change would be kicked out of PhD programme. Written report was written vaguely with little concrete evidence. Said that the academic committee was concerned about "multiple reports" that student "appeared to disregard faculty efforts to provide constructive feedback on certain issues." Also stated that "Due to these widely held concerns", student should expect to be asked to leave if another academic offence was committed. Direct evidence about what the widely held concerns were about was not forthcoming.

Q31 - Have you ever witnessed other people's actions indicating implicit biases in a political science department?

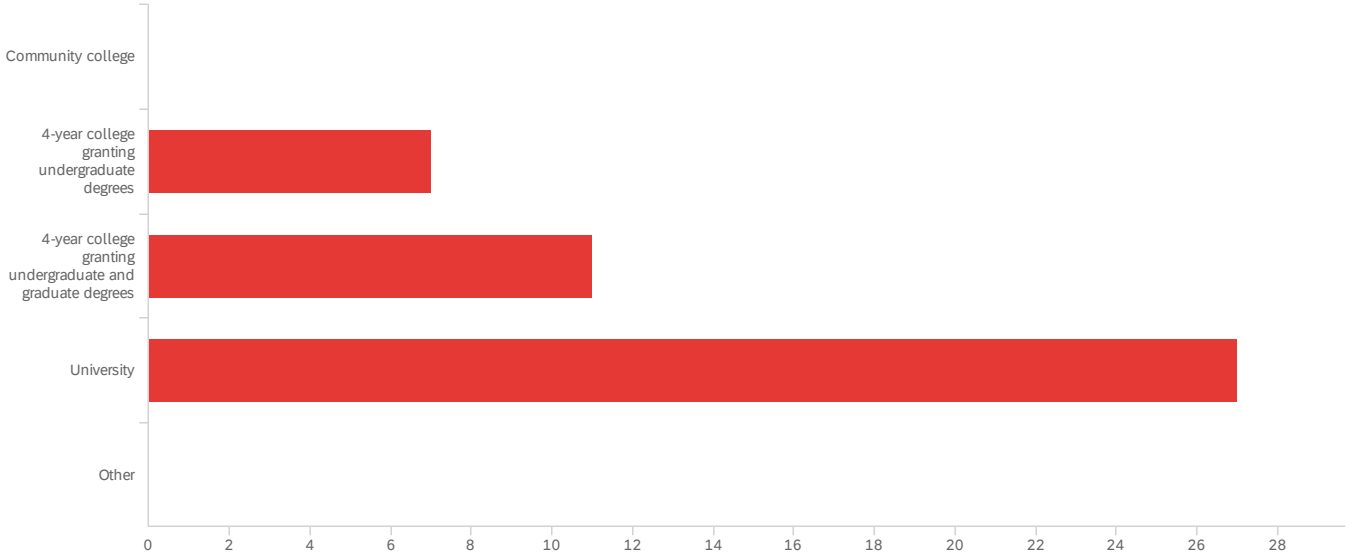


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever witnessed other people's actions indicating implicit biases in a political science department?	1.00	3.00	1.49	0.71	0.51	70

#	Field		Choice Count
1	Yes	64.29%	45
2	Unsure	22.86%	16
3	No	12.86%	9
			70

Showing rows 1 - 4 of 4

Q32 - If you said yes, what was the type of institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the type of institution? - Selected Choice	2.00	4.00	3.44	0.75	0.56	45

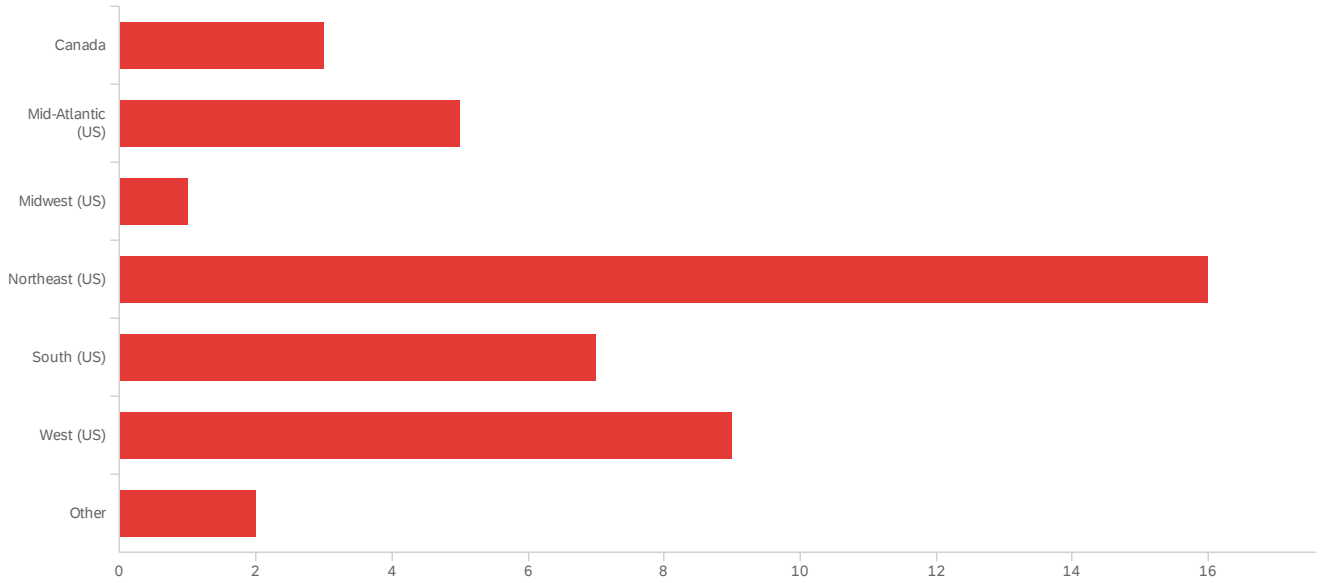
#	Field		Choice Count
1	Community college	0.00%	0
2	4-year college granting undergraduate degrees	15.56%	7
3	4-year college granting undergraduate and graduate degrees	24.44%	11
4	University	60.00%	27
5	Other	0.00%	0
			45

Showing rows 1 - 6 of 6

Q32_5_TEXT - Other

Other

Q33 - If you said yes, what was the general location of the institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the general location of the institution? - Selected Choice	1.00	7.00	4.26	1.57	2.47	43

#	Field		Choice Count
1	Canada	6.98%	3
2	Mid-Atlantic (US)	11.63%	5
3	Midwest (US)	2.33%	1
4	Northeast (US)	37.21%	16
5	South (US)	16.28%	7
6	West (US)	20.93%	9
7	Other	4.65%	2
			43

Showing rows 1 - 8 of 8

Q33_7_TEXT - Other

Other

Other

Germany

Q34 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
Comments around class, immigration status, gender, sexual orientation and parental status that showed obvious implicit bias towards racial, sexual, and gender minorities and working class, immigrant, and parenting students.
Women were not viewed as being as serious about their graduate studies as were men
A secretary hid the job application of a candidate who was openly gay. I've also see political science professors bash the humanities at department meetings.
This is almost to rampant to identify a single example. General whiteness of departments weighing heavily on POC grad students and faculty. Hiring committees overlooking POC applications for arbitrary reasons, etc.
Two professors who are implicitly biased against a South Korean professor. They don't understand cultural differences and instead they bully the professor.
Dismissing a colleague's opinions or contributions seemingly because she is female.
Racism, sexism
Remarks about how we should not be "pushed into" looking carefully at nonwhite candidates; resentment at being asked to 'diversify' an applicant pool; unwillingness to consider the literature about how/why pix and women may not come across as well as white men in interviews
Everyone--everyone--carries with them stereotypes and biases of all kinds. They often dictate speech or action.
I'm the only woman in a department of six. In department meetings I can barely get a word in edgewise unless I do a Khrushchev-style shoe banging on the table. There's also a lot of baseball talk, a lot of alt music talk…it's very water-fountain
Not considered for position, even though more specifically qualified than person hired.
I think we have seen implicit bias at work in debates over hiring priorities in the handling of identity issues, particularly indigenous hiring issues, and the assumption that indigenous peoples would solely want to work on what are considered 'indigenous political issues'.
characterizing specific areas of research as not worthy of attention; also excluding colleague from social interactions
Possible implicit bias vs. women
A woman who subsequently became a President of [redacted] was a candidate for appointment in our department. A member of the search committee said that she looked like a weather girl. He subsequently became chair of our department and refused to make an offer to a candidate whose demeanor seemed too stereotypically Jewish.
Suggestive Racist remarks and terms
A friend in grad school who was working on feminist politics was told by the Chair of the department that her work was not "political science" despite the fact she drew heavily on work produced by feminist scholars based in political science departments. To be clear, this was not a white man, but a woman who remains one of the most powerful figure in the department and highly influential in the discipline.
In hiring committees, I have seen the work of minority scholars being criticized for being value-laden rather than scientific.

If you said yes, could you describe an incident or provide an example?

Denial of promotion to Hispanic faculty member [redacted] led to failed legal action

Dismissing or indicating impatience (tapping fingers, looking at watch, loud sighs) when comment are made by older males in the department. Sometimes, explicit statements that certain "old white guys" need to "just sit down and shut up" and no response or objections are made to these comments.

once when we did a search, we pretty much only brought in white guys and one woman (but thankfully hired the one woman, who was the best candidate by far)

Theorists can be snobs.

same as before

Mansplaining

Some men and women will unnecessarily attack or disregard/be disrespectful towards women when they present their research.

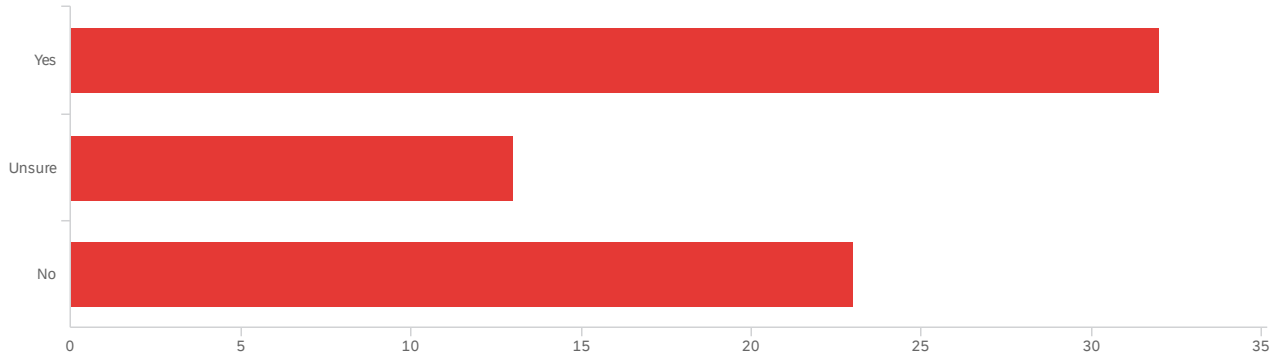
During a search, a very good white colleague subjected a candidate of color to a significantly higher level of scrutiny than that candidate's white peers. Complaints were made to the chair; the chair pointed out the problematic behavior to the colleague. The colleague felt remorseful and made a course correction. It was an important learning experience for the white colleague, but it damaged their relationship with the candidate of color -- who felt the higher level of scrutiny during the process -- and the department eventually hired.

People who think of themselves as "liberal" making wildly stereotyped assumptions about LGBT and black and brown colleagues.

Applying different standards to job candidates and tenure candidates based on their race or ethnicity,

I once introduced myself to the PhD student of a Professor (who was male) as Professor and assumed that the female was the student (she was not and was instead the Professor) in a job talk. I therefore got their roles reversed. The female Professor was the head of the committee. I did not get the job!

Q35 - Part E: Treatment of self – in a department that you are affiliated with. (Please recall that you are allowed to skip questions. Please ignore this section or questions within it if you think your responses might compromise your anonymity in ways that you do not intend.) Have you ever been the target of microaggression in a political science department?

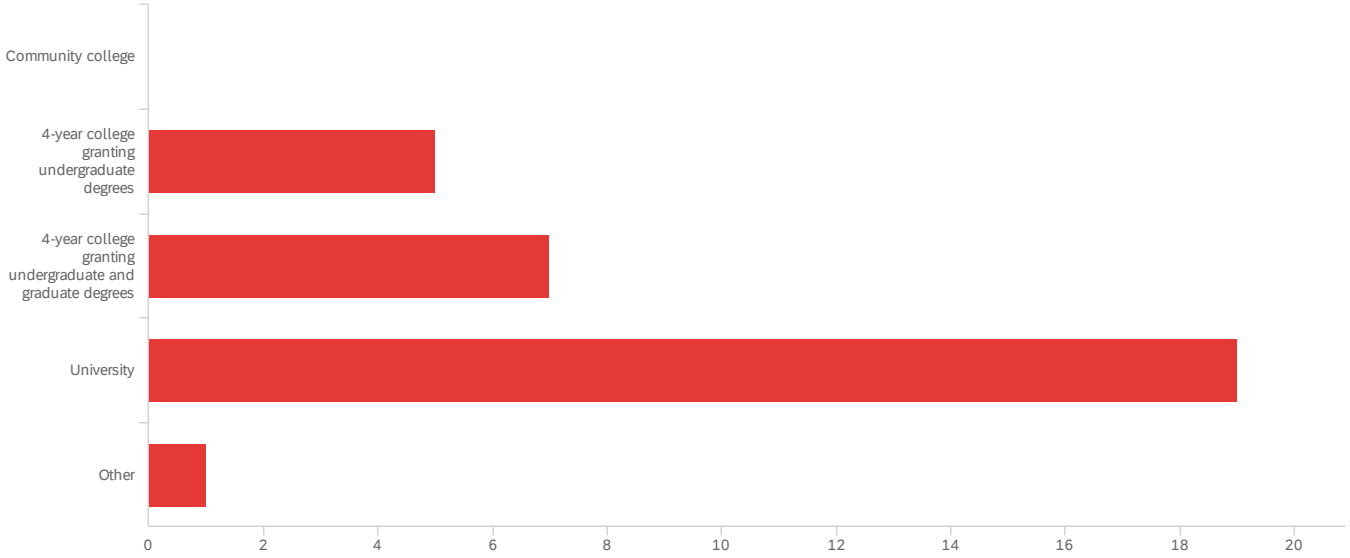


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Part E: Treatment of self – in a department that you are affiliated with. (Please recall that you are allowed to skip questions. Please ignore this section or questions within it if you think your responses might compromise your anonymity in ways that you do not intend.) Have you ever been the target of microaggression in a political science department?	1.00	3.00	1.87	0.89	0.79	68

#	Field		Choice Count
1	Yes	47.06%	32
2	Unsure	19.12%	13
3	No	33.82%	23
			68

Showing rows 1 - 4 of 4

Q36 - If you said yes, what was the type of institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the type of institution? - Selected Choice	2.00	5.00	3.50	0.79	0.63	32

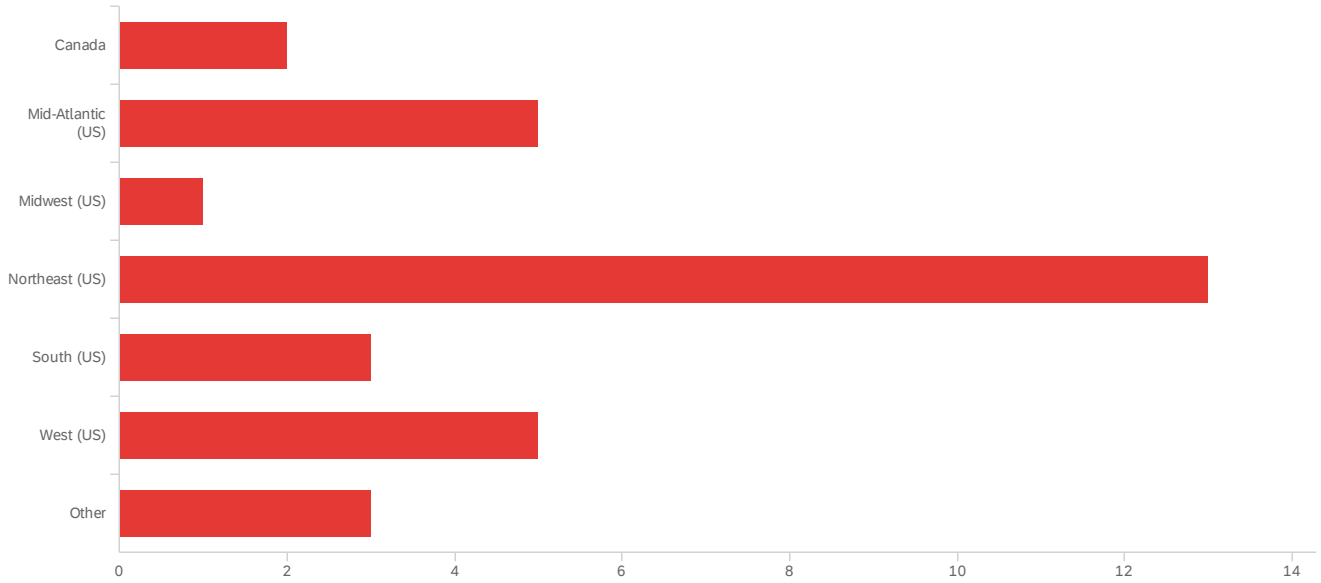
#	Field		Choice Count
1	Community college	0.00%	0
2	4-year college granting undergraduate degrees	15.63%	5
3	4-year college granting undergraduate and graduate degrees	21.88%	7
4	University	59.38%	19
5	Other	3.13%	1
			32

Showing rows 1 - 6 of 6

Q36_5_TEXT - Other

Other
UK

Q37 - If you said yes, what was the general location of the institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the general location of the institution? - Selected Choice	1.00	7.00	4.16	1.66	2.76	32

#	Field		Choice Count
1	Canada	6.25%	2
2	Mid-Atlantic (US)	15.63%	5
3	Midwest (US)	3.13%	1
4	Northeast (US)	40.63%	13
5	South (US)	9.38%	3
6	West (US)	15.63%	5
7	Other	9.38%	3
			32

Showing rows 1 - 8 of 8

Q37_7_TEXT - Other

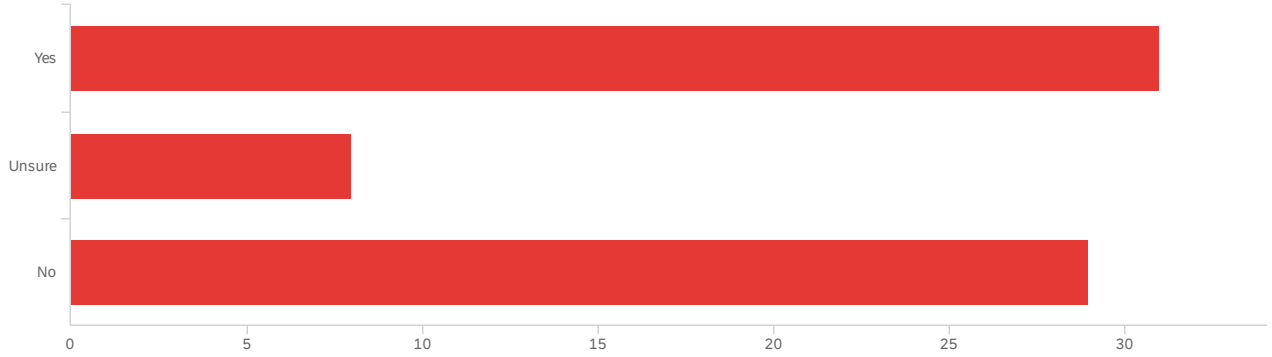
Other

Other
Northeast and South
Australia
UK

Q38 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
When I was a graduate student interested in studying LGBT politics, I was told by numerous faculty that they would help but they "obviously don't know anything about that."
Member mentioned earlierwouldnt talk to me, roll his eyes when I'd speak, etc
On several occasions during conversations between myself, a minority faculty member, and white one, a couple of white faculty members would routinely interrupt these conversations by addressing their white colleague on an unrelated topic, while not acknowledging my presence. This happened repeatedly enough that I adopted the strategy of walking away without first excusing myself.
When I challenged a senior colleague about a fact or incident, and attempted to bring forth evidence, he said "I know what you read!" in a very dismissive way, and never let me respond.
I had a graduate student who wanted to write a dissertation on the politics of gay rights. He submitted his proposal and was rejected several times from [redacted] to [redacted] on the grounds that it wasn't political science. (I was the sponsor. [redacted] was the reader. [redacted] wanted to add his name to the committee and we were told that he was in enough trouble with his topic and we didn't need to saddle him with more controversy.) We finally got the dissertation proposal approved, at which point the student withdrew from the program. He said that the experience made him not want a degree from our program. He said that he had stayed in to win the fight on the proposal. He had a very successful career in the private sector.
Belittling my leadership
Comments behind the scenes about my being Jewish
Same examples as before.
see previous example re. when I presented research on sex work and had to listen to dumb jokes about the topic
statements about ethnicity.
When I was promoted to full professor and my male colleague was not, he was nasty and rude for months. (I was a candidate myself so had no role in the decision). He was so irate at points, a colleague had planned her escape route from the office in case of violence.
Comments about pregnancy (you're not pregnant again are you?), body (how do you stay so thin?), parenting (outside my door male colleagues: thank god your wife is staying home, kids really need their mother there)
Senior colleague yelling at me.
I have often been treated with condescension by older men who tend to "daddy" me as a younger woman. These men at times care for me and are trying to help me. At other times, it is an act of arrogance and sexism.
example of sexism and racism, there are numerous.
I once interviewed for a job and was told by the department chair that it was likely that I would be too expensive, and in order to hire me, he would have to find my male equivalent in the department and lobby for my salary on equity grounds. I was not offered the job and they then went on to hire a more junior male. I was basically made to feel too expensive .

Q39 - Have you ever been bullied in a political science department?

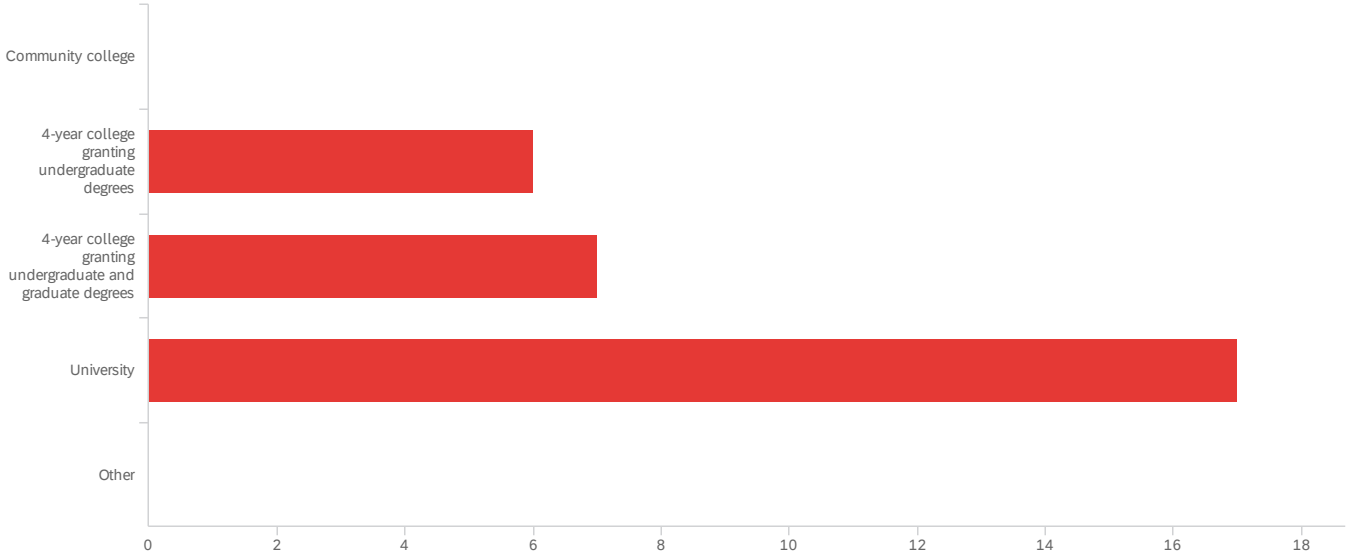


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever been bullied in a political science department?	1.00	3.00	1.97	0.94	0.88	68

#	Field		Choice Count
1	Yes	45.59%	31
2	Unsure	11.76%	8
3	No	42.65%	29
			68

Showing rows 1 - 4 of 4

Q40 - If you said yes, what was the type of institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the type of institution? - Selected Choice	2.00	4.00	3.37	0.80	0.63	30

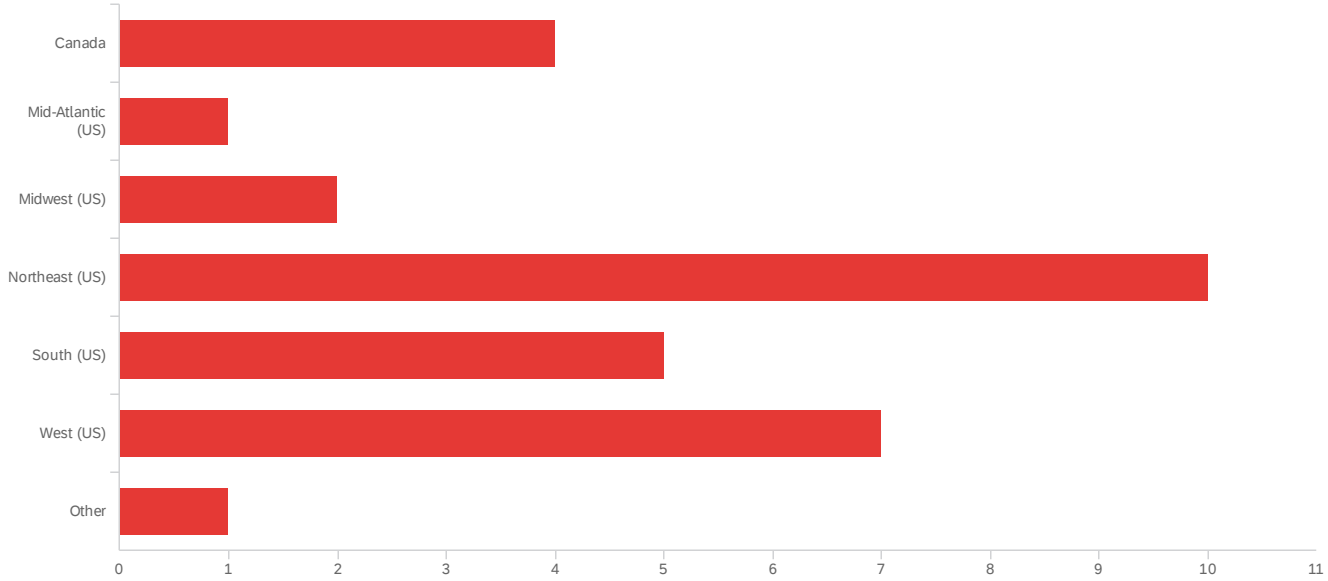
#	Field		Choice Count
1	Community college	0.00%	0
2	4-year college granting undergraduate degrees	20.00%	6
3	4-year college granting undergraduate and graduate degrees	23.33%	7
4	University	56.67%	17
5	Other	0.00%	0
			30

Showing rows 1 - 6 of 6

Q40_5_TEXT - Other

Other

Q41 - If you said yes, what was the general location of the institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the general location of the institution? - Selected Choice	1.00	7.00	4.20	1.66	2.76	30

#	Field		Choice Count
1	Canada	13.33%	4
2	Mid-Atlantic (US)	3.33%	1
3	Midwest (US)	6.67%	2
4	Northeast (US)	33.33%	10
5	South (US)	16.67%	5
6	West (US)	23.33%	7
7	Other	3.33%	1
			30

Showing rows 1 - 8 of 8

Q41_7_TEXT - Other

Other

Other

Australia

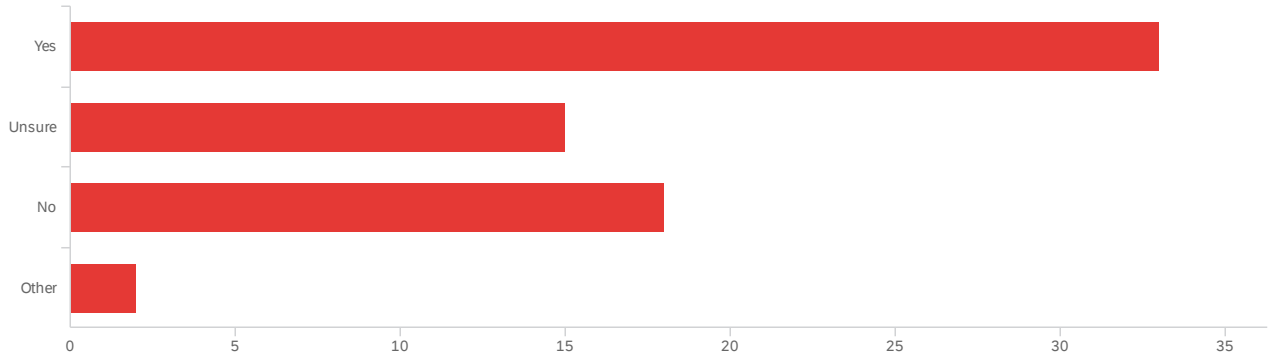
Q42 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
As a grad. student, my advisor thought it a waste of time to invest in the education of women who would pursue family over academia
A former member of our department bullied nearly everyone in the department who had a different opinion than him (or who didn't fully affirm his position). He is a militant revolutionary leftist and anyone who didn't support his advocacy efforts were bullied or threatened
Grad students bullying each other socially
See above
A senior professor tried to resolve a disagreement by pulling rank in a discussion of the mission of the department when I was non-tenure track. He later apologized.
During my period as department head, I was bullied fairly regularly by several colleagues who would make public insinuations and attacks (in email or in face to face meetings) knowing full well that my response would be constrained by decorum and the difficulty of explaining complex situations (or inappropriateness of sharing personal information) in these settings. But this is unfortunately a normal part of occupying a leadership position, unless you're lucky to be in an unusually nice department.
A senior colleague who was supposedly sitting as an observer in a class of mine (part of process for reappointment), directly challenged my teaching in front of the students
Mean/non-collegial emails from a faculty member in a position of power.
Chairing a meeting and ignoring me completely
As described earlier, my PhD granting department tried to kick me out for not doing "real political science" because my work mostly drew on scholars from the Global South.
Statements about gender by dean; mocking over gender issues by dean with colleague at awards ceremony
notorious jr. colleague who would scream in your face about people showing him lack of respect (when I was dept chair)
Senior colleague yelling at me.
In graduate school, I was propositioned by a man that I refused to sleep with. I knew both his wife and newborn child. He gave me a C in the class despite the fact that my grades did not reflect that decision. One other c in graduate school and I would have been kicked out.
Sexist misallocation of higher teaching load to women than men. Being excluded from meetings where I should have been included based on my expertise because I am a woman.
[Repeated from previous response]. The senior faculty member browbeat me for not taking his advice on a set of revisions to a paper (making it all about him, instead of about my own aims with the paper). The faculty member also browbeat me and badmouthed me to colleagues for not including him in a project I was leading which he thought he should be part of. The faculty member repeatedly browbeat graduate students. The faculty member then raged to colleagues about not sending graduate students his way even though he had developed a reputation for bullying and his colleagues were left trying to protect graduate students from his verbal abuses.

If you said yes, could you describe an incident or provide an example?

During my MA degree, I was bullied by a visiting instructor ([redacted]). I was taking her class on terrorism and she decided to fail my midterm by giving me 0 on the entire exam. She then revealed to her other graduate class (my fellow students) that she failed me and didn't know how to break it to the department chair that i wasn't as smart as everyone thought. She also made rude remarks to my friend when he came to collect my failed exam. I ended up resitting the exam with an external instructor doing the grading and taking her to an ombudsperson.

Q43 - Have you ever been treated by others in ways that indicate their implicit biases in a political science department?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you ever been treated by others in ways that indicate their implicit biases in a political science department? - Selected Choice	1.00	4.00	1.84	0.92	0.84	68

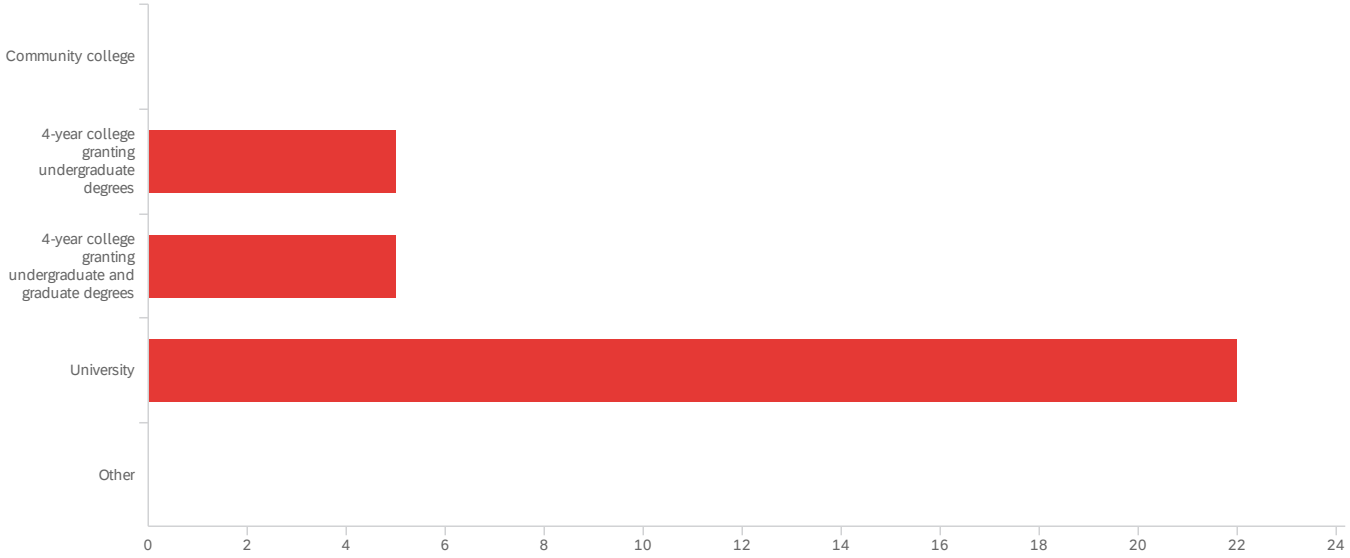
#	Field		Choice Count
1	Yes	48.53%	33
2	Unsure	22.06%	15
3	No	26.47%	18
4	Other	2.94%	2
			68

Showing rows 1 - 5 of 5

Q43_4_TEXT - Other

Other

Q44 - If you said yes, what was the type of institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the type of institution? - Selected Choice	2.00	4.00	3.53	0.75	0.56	32

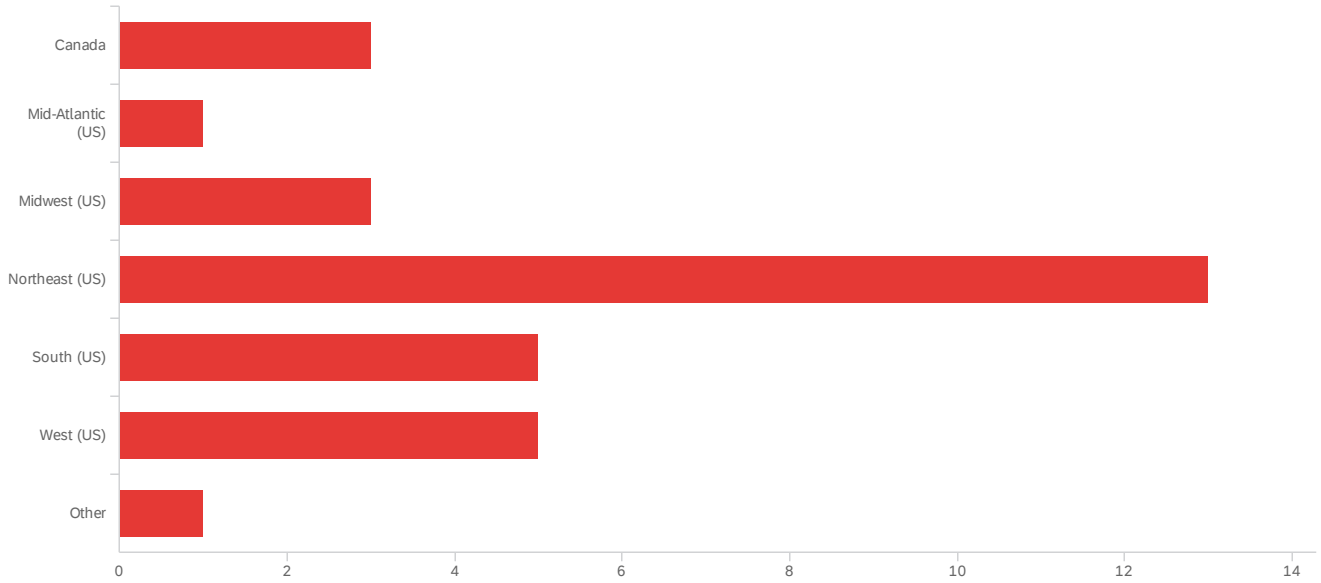
#	Field		Choice Count
1	Community college	0.00%	0
2	4-year college granting undergraduate degrees	15.63%	5
3	4-year college granting undergraduate and graduate degrees	15.63%	5
4	University	68.75%	22
5	Other	0.00%	0
			32

Showing rows 1 - 6 of 6

Q44_5_TEXT - Other

Other

Q45 - If you said yes, what was the general location of the institution?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you said yes, what was the general location of the institution? - Selected Choice	1.00	7.00	4.13	1.48	2.18	31

#	Field		Choice Count
1	Canada	9.68%	3
2	Mid-Atlantic (US)	3.23%	1
3	Midwest (US)	9.68%	3
4	Northeast (US)	41.94%	13
5	South (US)	16.13%	5
6	West (US)	16.13%	5
7	Other	3.23%	1
			31

Showing rows 1 - 8 of 8

Q45_7_TEXT - Other

Other

Other

Australia

Q46 - If you said yes, could you describe an incident or provide an example?

If you said yes, could you describe an incident or provide an example?
See previous response about pol. sci. departments wasting their time on women students
As I mentioned, when I was a graduate student some professors told me that I had chosen unwisely when I chose political theory and told me to change course. They said that I wasn't doing political science and I'd never find a job. This was not the opinion of the graduate director, however, who told me to follow my dreams.
Being repeatedly asked how many children I had despite my interlocuter having met my wife and only child; I felt as though they applied some sexual, cultural stereotype to me, as a Black male
A number of senior colleagues voted against my tenure, for reasons that can only be characterized as examples of implicit bias, given the demeaning nature of their comments
I had to go to the President of the college and threaten to sue to get promoted to full professor.
Many
Comments made by Dean over exhibitions viewed as too Jewish
Same examples cited above.
Many people treat me dismissively because my PhD is from [redacted].
Statements about administrators ethnicity and their appropriateness for job.
Every department function, the female faculty do all of the food ordering, set up, etc. The men show up and eat. At one event, a student was looking to through away items, my male colleague directed me to find a trash can. He also complains about the food items - but never once offered to do the catering order. Another refers to men as scholars, and women as teachers regularly.
Gender (at a historically women's college!): interactions with colleagues around gender; students evals and types of comments. etc etc.
Both men and women have spoken down to me as a younger woman despite my reputation as a strong teacher and researcher.
See earlier examples.
Colleagues sometimes jump to conclusions about where I stand on certain issues, or about the reasons I am taking a stand on certain issues, on the basis of my identity as a white man. I am not asking people to be colorblind or gender-blind. I simply want the opportunity to explain my reasoning for certain stands and not have it automatically reduced to my social position. Social position matters, yes; it often colors and inflects reasoning. But there are also times when someone like myself comes to a conclusion disagreeable to colleagues for good, free-standing reasons, reasons that still withstand scrutiny even after checking for social position. You don't need to forget that I'm a white man: I would just like the opportunity to explain my reasoning and have it entertained in good faith before I am dismissed for race- or gender-based bad faith.
When I was in grad school, the junior faculty and the PhD students decided to put together a political methodology working group. The members of this working group were thought up by the students and faculty organizing it and people were invited. They only invited male students.

Q47 - If you wish, you could furnish other details of incidents related to microaggressions, bullying, and implicit bias in the discipline here:

If you wish, you could furnish other details of incidents related to microa...

None within my experience in a political science department

The sharp divide between qualitative and quantitative research makes for a certain amount of intolerance and hostility between the camps, which is unfortunate.

Sometimes the bullying is done by male professors who are really quantitative, they like to bully professors who are so statistically inclined and they like to bully female professors the most. I have seen two jobs involving Asian women where the same male professor bulled the job talk giver over statistics. I also see this bullying with a South Korean colleague.

The term "implicit bias" is a ridiculous and illiterate buzzword. It should be "unconscious." "Implicit" means clear but unstated. I know it is widely misused, but it shouldn't be.

Ready dismissal of scholarship by women on panel where woman was invited participant.

One colleague (he/him) was in the habit of turning off the office lights of another department member (he/him) each time he walked past the office. This caused the other member to get up from his desk, interrupting his work, so he could turn on his office lights. It went on for a full academic year.

American political scientists really are a parochial, backward bunch. Not sure what purpose revisiting all these incidents serves but if you didn't know how problematic the discipline is before, you really should just talk to any minority scholar about their time in top departments. I've been successful but I know too many of URM scholars who left the discipline altogether because of their treatment at the hands of top faculty. The discipline really seems to value minority scholars only when they do work that fits existing approaches and refuses to challenge any of the dominant paradigms. Critical scholars of color largely avoid our discipline and find home in ethnic studies or Anthropology and Sociology instead. Maybe next time target the powers that be in the discipline and ask why they engage in policing, shaming, and shunning minority scholars? Or just ask them how many Black or Brown scholars they've advised, collaborated with or hell, had dinner with in the past year? Probably better than this approach that seems to promise reform if we offer testimony about how we survive in this hostile space.

Academia is rife with status anxieties that can lead to microaggressions. Bullying seems like much less of a problem, although some strong personalities try to roll over people to get their way. Implicit bias is pervasive but mostly people seem aware of the potential for it and are careful about how they behave or speak. (Mostly.)

[redacted] a history of microaggressions and implicit bias against faculty and administrators of Hispanic and African origin. From personal experience against me at times Because I am Jewish. No Black faculty left in my department---all three forced out--[redacted] [redacted], and [redacted]. Plus as I indicated earlier the treatment of [redacted] (Cuban-American). [redacted] is usually sensitive to women, but not necessarily pregnant women who have been pushed out at times.

Every time I read a job application, I see it all over in rec letters and cvs-- the implicit bias piece. In search committee deliberations, it's a constant as well, even as we do so much to train to train search committees. I also see in how faculty treat students and select them for honors, independent studies, etc.

I'm not sure about the difference between bullying and unfair criticism. I also am not sure of the difference between microaggression and implicit bias.

Both men and WOMEN are sexist against women. We have stopped promoting women to help black men of color and transgendered people. Women, particularly black women are treated terribly.

If you wish, you could furnish other details of incidents related to microa...

During a job interview several years ago several members of the department I was visiting exhibited discomfort and disdain at the fact that my I can from a working-class family. The subject came up in the context of the interviewees discussing how many current professors are children of educators.

Q48 - If you have any residual comments, you can mention them here:

If you have any residual comments, you can mention them here:
Thank you for doing this important research!
None
Thank you for conducting this survey!
Balancing old/new approaches to subjects proving hard: members expressing concern/resentment that"all American politics classes now have to be taught through a race/gender/identity lens@
Male scholar verbally abusing female scholar his junior on panel because he did not agree with her conclusion. Specifically in political theory.
I have experienced numerous incidents of implicit bias and microagressions. Like many people, I pick my battles, both for my peace of mind and not to jeopardize my career prospects. Also, by strategically avoiding people and situations where these incidents are likely to occur. By "whistling Vivaldi."
I was part of a group at my institution that was trying to document and address these sorts of issues. It was, alas, very easy to get information (about other departments, as well as my own), but difficult to figure out ways to stop it. Some of the most pervasive and persistent bullies seem almost immune to interpersonal comments from others, and the administration was almost never willing to step in, although they knew what was happening.
Thank you for doing this.
There is a culture of denial and downplaying the concerns of non white colleagues
Said enough
None of us should dismiss colleagues, staff, or students based on their racial, religious, ethnic identities or their age or gender identification. There are power inequalities that we should acknowledge and try to rectify. But casual age-ism or sexism is corrosive, and we should all work to reduce this behavior.
it's hard sometimes to distinguish between microagressions, bullying, and implicit bias, as these often blur and may overlap within one incident (especially if you or others are from a multiply marginalized group)
Knowing you wanted qualitative data would have led me to complete the survey on a computer
Thank you for doing this!
I'm not sure about the difference between these terms. I often hear them used as synonyms and think I understand the idea of them together, but not as different and distinct issues.
Not captured here is that the combined effect of these events is career stunting.

End of Report