



Campus
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Women academics in France today Riding the waves of change

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Interview questions (1)

Do you as a woman have equal access to:

1. ... management positions at the business school?
2. ... influential networks at your school? (power lunches, after-work drinks, and coffee breaks)
3. formal discussions about policy and promotions at the business school?
4. Do hiring policies and salary levels reflect equal opportunities for men and women at the business school?
5. Do women tend to assert themselves and assume leadership roles in meetings and committees at the business school?
6. Do workloads reflect the same proportion of teaching and research for men and women at your school?

Interview questions (2)

7. Do you as a woman have equal access to funding for research?
8. Do you as a woman have equal access to data in your field?
9. Are you able to devote as much time as your male colleagues to attending conferences, building network ties, and engaging in journal editing?
10. Is the rapid pace of internationalization of business schools having an impact on established (male-heavy) networks in your school?
11. Is the growing need to publish and teach in English having an impact on criteria for hiring and promotions at your school?
12. Is the growing presence of non-French colleagues at your school having an impact on the way reputations are established?

Profiles of interviewees (1)

- **N = 15 / 12 = 27**
- **Type of institution**
 - Business school in a university: 3 / 2 = 5/27
 - Business school part of elite network: 10 / 10 = 20/27
 - Elite public business school : 2 (retired) = 2/27
- **Profession:**
 - Senior professors (associate or full): 7 / 7 = 14/27
 - Junior professors: 5 / 2 = 7/27
 - Young professor with recent doctorate: 1 / 3 = 4/27
 - Doctoral students with teaching responsibilities: 2 / 0 = 2/27
- **Ages:**
 - 28 - 35: 6 / 5 = 11/27
 - 35 - 45: 3 / 3 = 6/27
 - Over 45: 6 / 4 = 10/27

Profiles of interviewees (2)

- **Main research areas:**
 - Finance: 2 / 1 = 3/27
 - Economics: 2 / 1 = 3/27
 - Marketing: 6 / 3 = 9/27
 - Human resources, mgt & cross-cult management: 5 / 3 = 8/27
 - Accounting & management control: 0 / 2 = 2/27
 - Strategy: 0 / 2 = 2/27
- **Years of experience in research:**
 - 1 - 5: 3 / 4 = 7/27
 - 5 - 10: 5 / 3 = 8/27
 - 10 - 20: 3 / 3 = 6/27
 - Over 20: 4 / 2 = 6/27
- **Years of business / field experience**
 - None: 11 / 7 = 18/27
 - 7 - 10 years : 2 / 3 = 5/27
 - Over 10 years : 3 / 2 = 5/27

**(Possible) obstacles faced
by female academics:**

1. Male-dominated networks within the schools

- Strong domination: 8/15 $2/12 = 10/27$
- Relative domination: 5/15 $5/15 = 10/27$
- Mild domination: 2/15 $5/15 = 7/27$
- The situation is improving for 15/15 $12/12 = 27/27$

Comments

- Decreases chances of appointments to higher positions.
- Blocks participation in policy decision-making.
- Reduces access to info about grants.
- Results in discrimination in hiring and salaries.
- Lowers women's self-confidence in assuming academic responsibilities.
- Is self-perpetuating due to exclusion from power lunches, after-work drinks and coffee breaks.

But:

“Men and women have equal opportunities in our profession and institutions. The main reason woman aren't in some of the top posts in the school, is that no woman would be mad enough to want the jobs in question! “

2. Relative absence of women in math-based fields contributes to notion of “noble” vs. “soft” research

- Observed by 15/15 $12/12 = 27/27$
- Deplored by 9/15 $5/12 = 14/27$
- The situation is slowly improving for $27/27$

- The hard sciences & engineering traditionally an all-male domain in France,
 - Very slowly changing.
 - Mainly due to traditions of working men out of the home and women working at home in previous centuries.
- Finance, supply chain, decision sciences & operations are still heavily male-dominated.

3. Lack of access to companies and databases for field research, due to lack of access to business networks

- Major problem: 6/15 $6/12 = 12/27$
- Sometimes a problem: 4/15 $2/12 = 6/27$
- Not a problem: 5/15 $4/12 = 9/27$

4. Work-life balance issues constrain some women's research agenda

- Major problem: 5/15 $4/12 = 9/27$
- Sometimes a problem: 8/15 $4/12 = 12/27$
- Not personally a problem, but observed by: 2/15 $4/12 = 6/27$
- The situation is (truly) improving for 15/15 $12/12 = 27/27$
 - Professional involvement no longer equated with bad parenting, but women still impose the heavier load of housework on themselves.
 - "Biology" is trapping women more than men, notably when having children
 - The phenomenon of intersectionality (Zander and Zander, 2010) is evident.

Positive factors affecting the careers of female academics

1. The growing respectability of the social sciences / cross-cultural management and qualitative research methods

- Observed by 13/15 $10/12 = 23/27$
- Experienced by 9/15 $5/12 = 14/27$
- Higher number of women in social psychology-based fields such as HR and OB (but rather equal in Cordula's sample of business school respondents)
- Less emphasis on the hard sciences which are dominated by males
- Superiority of women's academic results at all levels

2. The effects of international accreditation of the faculty, especially in business schools

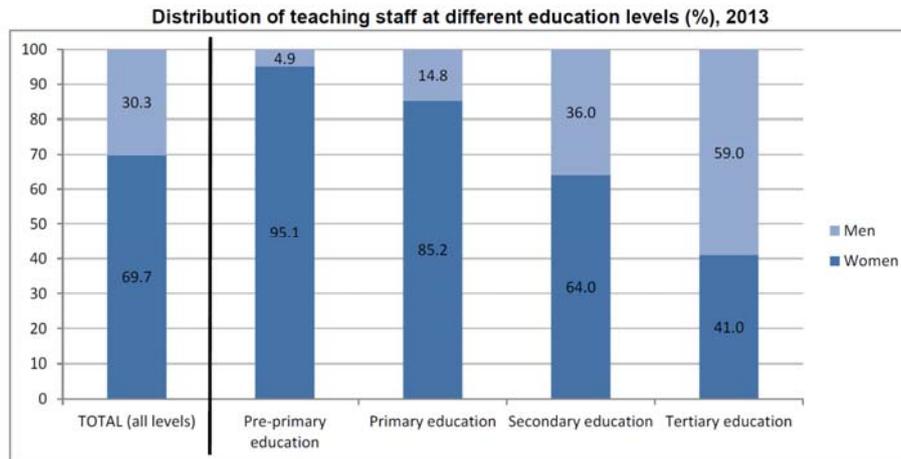
- Experienced by 15/15 $10/12 = 25/27$
- Benefitting from internationalization: 9/15 $10/12 = 19/27$
- Disadvantaged: 6/15 $2/12 = 8/27$
- As schools have internationalized at a quick pace, "old-boy networks" are less effective.
- Publications matter more than personal networks, giving women more opportunities for advancement
- Research output cannot always be immediately identified as coming from man or woman (international names!), therefore less gendered.
- Competence in English is more of a discriminator in research than gender, affecting both men & women equally (English is a huge barrier in France)
- Non-French female academics are accelerating the change

Conclusion

- The present generation has perceived better and equal chances in Academia.
- Internationalization is taking precedence over gender.
- Women's collaborative skills give them an advantage in exciting research projects.
- There is a higher acceptance for motherhood issues in the workplace as well as in overall society, facilitating work-life balance.
- Emergence of 'gendered' networks for research is reducing the impact of male domination . Women perform well in female networks with less stress and joyful performance.



Women teachers over-represented at early stages of education in the EU



Source: Eurostat News release 170/2015 - 2 October 2015