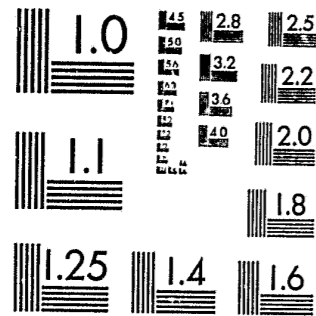


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## EXECUTIVE SUMMARY

GEOGRAPHIC MOBILITY AND PROMOTIONS: FEMALE VERSUS MALE <sup>FPS STAFF</sup> ACQUISITIONS

Thomas R. Kane and John M. Vanyur

As part of their contribution to the FPS Task Force on Female Offenders, Steve Pontesso and Charlotte Barron constructed the "Staff Mobility Survey" and administered it to 25% of the employees at six FPS facilities. The central issues of the survey were the geographic mobility and career advancement of female FPS employees, respondents' FPS career histories and demographic characteristics, attitudes toward being moved, and beliefs about the ability of female employees to function well and about their chances for promotion in FPS institutions.

Barron and Pontesso (1978) provided an item-by-item description of survey responses made by the female subsample in a report to the FPS Task Force. In response to a subsequent request by Mr. Pontesso, the Office of Research performed the analyses in this report to provide a comparative profile of female and male respondents to the survey.

A. Females Compared to Males.

**Background characteristics.** The typical age and education level of males and females does not differ statistically, however, the marital status of the groups is significantly different with proportionately more males married (89.9%) than females (66%).

**Promotions and GS-level.** The search for differences between the sexes in the number of promotions received and the GS-level attained yielded interesting findings. Both the promotion rate and GS-level were found to be equivalent for males and females.

**Attitudes toward Female Employees.** There were significant differences in the attitude scale responses of males and females. In comparison to males, females were more likely to believe (1) that women's chances for promotion are low at various types of FPS facilities; (2) that women can be effective in a variety of institutional positions typically occupied by men (i.e., warden, correctional officer, unit manager, and others); (3) and that women can perform effectively in various types of correctional institutions. On the fourth attitude scale, male and female respondents revealed equal confidence that women can work effectively in a variety of institutional jobs typically performed by women (i.e., nurse, personnel, clerk, etc.).

**Mobility:** the expressed willingness to move geographically in the FPS. A significantly greater number of males (65.7%) than females (51.0%) say they are willing to move.

B. Overall Analyses of Males and Females Combined: Mobility and Promotions.

**Mobility and background characteristics.** Respondents who were willing to move were also likely to be young, male, single, and a graduate of at least a 4 year college program. Age was the strongest predictor of mobility with sex, marital status and education being relatively less potent, though still significant predictors.

Promotion history and background characteristics. Promotion rate is significantly dependent on one's FPS experience and upon one's educational level: achieving a high promotion rate is dependent upon having more experience (i.e., job rate = number of jobs/number of years in the System) or having obtained at least a bachelor's degree. Other background variables, including sex, age, and marital status, were not predictive of respondents' promotion rate.

In summary, the data shed positive light on FPS personnel issues. Evidence is provided that neither the sex nor the age of employees has been consequential to their promotion rate. Findings suggest that promotion decisions have been based instead on experience and education. FPS female employees are ambivalent about their careers: they are confident of their potential effectiveness in a wide variety of FPS institutional roles and settings; however, they also believe that their chances of promotion in FPS institutions are poor. This pessimism about career advancement could possibly be relieved by publicizing the actual male and female promotion rates, which in the present data do not differ from each other. Further information about mobility is being gathered in the current research project on staff turnover; of specific interest is the influence of FPS transfers on morale and turnover.

An employees' change of jobs is sometimes coincident with a promotion. To get an indication of the extent to which the number of jobs held overlaps with the number of promotions received, a statistic was computed. The results indicated an approximate 25% overlap between jobs and promotions. Therefore, some portion of the remaining 75% of the number of jobs held is interpreted as due strictly to gaining experience.

## GEOGRAPHIC MOBILITY AND PROMOTIONS: FEMALE VERSUS MALE FPS STAFF

Thomas R. Kane and John M. Vanyur<sup>1</sup>

As part of their contribution to the FPS Task Force on Female Offenders, Steve Pontesso and Charlotte Barron constructed and administered the "Staff Mobility Survey" to 25% of the employees at six FPS facilities. The central issues of the survey were the geographic mobility and career advancement of female FPS employees; specific components included the respondents' FPS career histories, demographic characteristics, attitudes toward being moved geographically in the FPS, and beliefs about the ability of female employees to function well and about their chances of promotion in FPS institutions.

Barron and Pontesso (1978) provided an item-by-item description of survey responses made by the female subsample, both overall and compared by institution, in a report to the FPS Task Force. In response to a subsequent request by Mr. Pontesso, the Office of Research performed analyses to provide a comparative profile of female and male respondents to the survey.

Hence, the focal questions in the present report concern relative differences between female and male FPS staff in: their willingness to be moved for career advancement; their rate of promotion through the ranks; their beliefs that females in the FPS are effective, versatile, and promotable employees; the extent of their formal education or experience in the System; and the extent to which their promotion histories and current willingness-to-move can be explained by their background characteristics or by their attitudes about females as employees of the FPS.

### Methods

The Sample. A 25% sample of staff at each participating institution<sup>2</sup> was selected randomly, and selectees were solicited as respondents to the survey.

In Tables 1 - 3 demographic and employment information is summarized for the sample of participants and for the entire FPS staff at approximately the time the survey was administered.<sup>3</sup> As can be seen in Table 1, the background characteristics of the sample of staff surveyed are remarkably similar to those of FPS employees as a whole. This data suggests that the sample of respondents is representative of all FPS employees in terms of individual characteristics which presumably are related to the personnel and career issues tapped in the survey.

<sup>1</sup> The authors wish to thank Janetta Burge and Rachael Cavanaugh for data coding and keypunching efforts.

<sup>2</sup> Both male and female respondents were sampled from the following FCIs: Alderson; Butner; Englewood; Ft. Worth; Lexington and Seagoville. The interviewers' recollection is that all female staff who were solicited did complete the interview. The participation rate for males was considerably lower, approximately 50%.

<sup>3</sup> The Department of Justice JUMPER data system was used to gather information on the entire FPS staff.

The Survey. The survey instrument constructed by Pontesso and Barron asked respondents to: provide background information; indicate their willingness to be relocated in the FPS; express their attitudes about FPS female employees' potential effectiveness in various types of institutions and in various institutional roles; and estimate the likelihood of promotion for female staff.

Background. Survey respondents provided their name (optionally), sex, GS-level, GS-series, position, level of education, marital status, and recounted the development of their FPS career -- that is, their last five positions and GS-levels, whether they were promoted as they changed jobs, and the number of years in each job.

Mobility. Respondents indicated whether or not they were currently willing to move to another FPS location.

Attitudes toward Female Employees. Female and male survey respondents reported their beliefs about:

- whether or not females have the same opportunities for advancement as males in the FPS.
- whether or not promotion criteria in the FPS should be different for males and females.
- womens' chances for promotion in various types of FPS facilities.
- womens' probable effectiveness when working in various types of FPS facilities.
- womens' probable effectiveness when performing various institutional roles (e.g., Warden, Associate Warden, Correctional Officer, Unit Manager, Teacher, Nurse, Clerk, etc.).

Given that the background information supplied (with or without name) would identify any respondent, data on career history is likely to have been reported accurately, while statements of attitudes may have been somewhat guarded or insular.

Scaling Survey Items: finding the basic threads in staff responses to the survey. A statistical factor analysis tells the researchers which survey items, in this case attitudinal responses about female employees, cluster together to define the central ideas used by respondents when answering the survey questions about female staff in the FPS.

From the viewpoint of staff respondents, certain specific aspects of female FPS employment, as reflected in individual survey items, go together because each is a variation of a more general unifying theme. For example, the items, "To what extent can a woman be effective as ... a correctional officer ... a warden ... a case manager ... a department head ...." are related probably because each of these roles (positions) has typically been occupied by males; on the other hand, the items, "To what extent can a woman be effective as ... a clerk ... a nurse ... in personnel ... in the business office ...." factored together probably because these roles have usually been performed by women. In addition to the two clusters of items regarding the effectiveness of women in traditionally male versus traditionally female jobs, the factor analysis confirmed two



other clusters of survey items representing respondents' beliefs about the probable effectiveness of women in various types of FPS institutions and about women's promotability in various types of FPS facilities. (See Table 4 for a display of the survey items which contribute to each factor, and the relative importance of each item in defining the factor to which it applies.) After the factor analysis provided the clusters, the items in each cluster were combined (summed) producing four factor scales which were labeled by the researchers in accordance with the items comprising each scale: (1) "female effectiveness in male jobs;" (2) "female effectiveness in female jobs;" (3) "institutional effectiveness;" and (4) "institutional promotability." Respondents' scores on these four factor scales of attitudes were then analyzed along with their background characteristics and career histories to yield profiles of the male and female groups of staff sampled.

### Results

Statistical analyses were performed to compare female versus male respondents, and to determine employee characteristics related to geographic mobility and promotion rate for males and females combined.

#### A. Female - Male Profiles.

Background characteristics, promotion rate, grade level, attitudes and mobility were analyzed to test differences between female and male staff.

Background characteristics: age, education, and marital status. The typical age (see Table 5) and education level (see Tables 6 and 7) of males and females does not differ statistically, however, the marital status of the groups is significantly different with proportionally more males married (89.9%) than females (66.0%), (see Table 8).

Promotions, GS-level and number of jobs. Examination of the differences between sexes in the number of promotions received, the GS-level attained and the number of jobs held yielded interesting findings. Initial comparisons of the total number of promotions received, of the current GS-level, and of the number of jobs held indicated that on the average, males have had significantly more promotions and jobs during their FPS career, and are presently working at significantly higher GS-levels than females (see Table 9). However, males have also spent a significantly greater average number of years (7.2 years) in the FPS than females (3.1 years), that is, the opportunity for promotion has been more extensive for males. Therefore, any analysis used in comparing males and females in the number of promotions, number of jobs, and current GS-level should take into account the amount of time employed by the FPS. In light of the opportunity issue, further comparisons of males and females were made controlling for length of employment in the FPS. In this case both the promotion rate (number of promotions/number of years employed) and GS-level controlled for years in the FPS were found to be equivalent for males and females. Hence, it appears that the career development (promotions and GS-level) of male and female staff is equivalent when appropriate consideration is given to the length of employment.

The comparison of male versus female promotion rate was also performed for subgroups of the total sample to test for specific differences at various GS-levels (job responsibility) or education levels. Again, no difference was found in the promotion rates of males and females when the sample was subdivided in any of the following ways: GS-11 and above; GS-10 and below; GS-9 and above;

GS-8 and below; having at least a 4 year college degree; or having less than a 4 year degree. Thus, the evidence is consistent that the promotion rates of males and females do not differ.

Females, however, had a significantly higher job rate (number of jobs/number of years employed) even when controlling for the length of employment. This indicates that females have had more varied job experience (number of jobs) than males who have been employed a similar length of time. To gain insight into this accelerated job rate of females, their attitudinal data was explored (A preliminary finding indicated a negative correlation between respondents' age and job rate, with younger employees - males and females - having higher job rates.) Female respondents were separated (based on a median split) into two age groups, those women 39 years or younger versus those 40 years or older. Comparisons between the two groups indicated that the younger women did have a higher job rate, and further, among younger women, a higher job rate was associated with beliefs that females are effective in "traditionally male jobs" and in "traditionally female jobs," and that females' chances of promotion are good in a variety of FPS institution types. These correlations between job rate and role (male or female) effectiveness, and between job rate and promotion probability were not found for the group of females aged 40 and over. Hence, at least in the 39 and under group, a higher job rate appears to enhance confidence in one's productive potential in multiple FPS jobs and settings.

Attitudes toward Female Employees: the attitudinal variables culled from the survey for analyses include two single survey items and the four factor scales discussed earlier (and specified in Table 4).

Overall, in comparison to males, female respondents revealed greater optimism about the potential effectiveness of women in a variety of FPS roles and settings, but greater pessimism about their opportunities for career advancement. Table 10 presents the number of female and male respondents who answered "yes" versus "no" to the question, "Do you think different criteria are needed in the selection of females for promotion?" Approximately 85% of both groups responded "no" indicating that a majority of staff overall believe different selection criteria are not needed. Table 11 reveals that males and females also responded similarly to another question, "Do you think women have the same opportunity for advancement as are available to men?" Each group was evenly split with about 1/2 responding that women have the same opportunities for advancement as men, and 1/2 responding that women do not have the same opportunities for advancement as men.

There were significant differences in the factor scale (Table 4) responses of males and females. In comparison to males, females were more likely to believe (1) that women's chances for promotion are low at various types of FPS facilities; (2) that women can be effective in a variety of institutional positions typically occupied by men (i.e., warden, correctional officer, unit manager, etc.); and (3) that women can perform effectively in various types of correctional institutions. On the fourth factor scale male and female respondents revealed equal confidence that women can work effectively in a variety of institutional jobs typically performed by women (i.e., nurse, personnel, clerk, etc.). In summary, women are ambivalent. They are confident in their potential effectiveness in various jobs and correctional settings, but they see themselves as having a less than an average chance of being promoted in FPS institutional settings.

Mobility: the expressed willingness to be moved geographically in the FPS. In Table 12 data is displayed to show the percentages of staff who are willing versus not willing to be moved by the FPS. A significantly greater number of males (65.7%) than females (51.0%) say they are willing to move.

**Mobility and Attitudes.** Additional analyses, performed separately for males and females, examined the relationship between respondents' attitudes toward female employees and respondents' willingness to move in the System.<sup>4</sup>

For female respondents, only one attitudinal variable, the factor scale reflecting the probability of promotion for females, was a significant predictor of the willingness to move. Women were more likely to say they would move if they believed that their chances for promotion were good in a variety of institutions. The remaining factor scales and attitudes about differential selection criteria were not significantly related to female staff mobility.

On the other hand, attitudes toward female employees were better predictors of male respondents' willingness to move. The strongest predictor of male mobility was the factor scale reflecting beliefs about the probable effectiveness of female staff in various "traditionally male jobs." Males who were more willing to move perceived females as more effective in "traditionally male jobs." Additionally, males who were willing to move were more likely to expect women to be effective in "traditionally female jobs" and more likely to believe that women's chances for promotion are good in the FPS. It seems logical that a transferring employee would anticipate an easier adaptation to the unfamiliar work environment if he also expects the quality of coworkers, male or female, to be high and believes that staff who contribute are likely to be rewarded (promoted) for their efforts.

#### B. Overall Analyses of Mobility and of Promotions.

Respondents' willingness to move and promotion history were examined to obtain overall profiles (males and females together) of individuals who report being mobile or who have a high promotion rate.

**Mobility and background characteristics:** multiple regression analyses revealed that respondents who were willing to move were also likely to be young, male, single, and a graduate of at least a 4 year college program. Among the age, sex, marital status, and education predictors of mobility, age was the strongest with sex, marital status and education being relatively less potent, though still significant predictors.

**Promotion history and background characteristics:** multiple regression analyses showed that promotion rate is significantly dependent upon one's FPS experience (i.e., job rate: number of jobs/number of years in the System) and upon one's education level.<sup>5</sup> Achieving a high promotion rate is dependent upon having greater FPS experience (higher job rate) or having obtained at least

<sup>4</sup> Since the attitudinal items concern female staff effectiveness and promotability, the survey items probably have different meaning and levels of importance for male versus female respondents. Thus, the attitude-mobility relationships were analyzed separately for the two groups.

<sup>5</sup> An employees' change of jobs is sometimes coincident with a promotion. To get an indication of the extent to which the number of jobs held overlaps with the number of promotions received, a coefficient of determination ( $r^2$ ) was computed. This figure ( $r^2 = .24$ ) indicated an approximate 25% overlap between jobs and promotions. Therefore, some portion of the remaining 75% of the number of jobs held could be interpreted as due strictly to gaining FPS experience.

a bachelor's degree. Other background variables, including sex, age, and marital status, were not predictive of respondents' promotion rate.<sup>6</sup>

#### Discussion

Data for male and female staff were combined to obtain profiles of individuals who are mobile and of those who have been promoted. The analyses revealed that promotions are associated with FPS experience -- the number of jobs one has held, and to a lesser extent with higher academic achievement -- at least a bachelor's degree. Staff who are geographically mobile, those who are willing to move in the FPS, were likely to be younger, single, male, and a graduate of a 4 year college program.

Differences between the sexes in willingness to move could be due to the fact that married women, generally, are not willing to move unless their husband is also transferred, but married men do not feel restricted to the location of their wife's job and thus will move more readily when requested by the System. This state of affairs is reflected in the relationship between marital status, sex, and willingness to move. For males there is no significant relationship between marital status and willingness to move, while for females this relationship is highly significant. Married women are much less likely to move than single women. The relationship between marital status and willingness to move for females was also reflected in the earlier report by Barron and Pontesso (1978). When female respondents were asked to state a reason why they would not be willing to move, the reason most frequently given was husband's job. For male respondents, wife's job was not a commonly stated reason.

Data were also analyzed comparing males' and females' background characteristics, career history, and attitudes. The typical age and education level of male and female FPS employees do not differ, however, males are more likely to be married. For comparisons of GS-levels, promotions, and jobs held, the length of FPS employment was taken into account (statistically controlled for) to equate the opportunity for career advancement. The promotion rates and GS-levels of males and females did not differ, a finding highly complimentary to the FPS since the indication is that there is not a general trend of sex discrimination in promotional decisions. Females, however, typically have held a greater number of FPS jobs. Interestingly, the confidence of younger female respondents about women's competence and promotability in the FPS has been enhanced by the number of jobs they have had in the System; this career confidence was not shared by older female respondents. As indicated already the promotion rate of staff overall was associated with having advanced education, and younger women were much more likely than their elder complement to have obtained a bachelor's degree. Hence, the career optimism characteristic of the younger group may be accounted for by their more advanced formal education.

<sup>6</sup> The relationship of promotion rate to number of FPS jobs and to education level appears quite strong and generic: the promotions examined in these analyses involved many FPS positions; also, the individuals studied were of both sexes, and of a wide range of both age and education levels. However, conclusions about the relationship between background characteristics and any specific type of promotion (e.g., from correctional lieutenant to captain) should not be made from these findings.

Comparisons of female and male respondents' attitudes toward women as FPS employees revealed that females are more likely than males to believe: that female staff are effective in "traditionally male jobs," and in any type of FPS correctional setting, but that females' chances for promotion are poor in the FPS. This attitudinal ambivalence of female respondents, perceiving women as potentially productive yet as unlikely candidates for promotion, may undermine their respect for management, their morale toward the System, and thus induce their consideration of resignation. Another FPS study (Kane, Saylor, and Nacci, 1979) did yield evidence that employees' trust in management serves to enhance morale and, in turn, reduce turnover. We suggest then that data on staff promotion rates, such as presented here from the Pontesso and Barron survey, be published regularly by FPS personnel or staff training.<sup>7</sup> The awareness of female staff that their actual promotion rate is equivalent to that of males would presumably inflate their currently depressed expectations for promotion.

In terms of the perceived effectiveness of females in "traditionally female jobs" there was no difference between male and female staff. Thus overall, males will concede that females can effectively handle tasks generally assigned to women in the past, but are not as likely to believe that females can handle tasks outside their usual roles.

The willingness to move was related to respondents' attitudes about women in the FPS, though this relationship differed for each sex. Those females who are willing to move not surprisingly are more likely to believe that women's chances of promotion are good: of course, the inconvenience of a move is made more palatable by an increase in one's salary. The males who expressed beliefs that women are likely to be effective and promotable in various types of FPS jobs and facilities also were likely to be willing to move in the System. Efficient staff performance is the foundation of a strong organization, and employees who anticipate working with a productive staff probably expect an easier adaptation when moving to a new institution. Thus, it appears that the perceived quality of FPS female staff contributes to males' willingness to move geographically.

#### Summary

The Pontesso and Barron data shed positive light on FPS personnel issues. Evidence is provided that neither the sex nor the age of employees have been consequential to their promotion rate. Findings suggest that promotion decisions have been based instead on experience and education. FPS female employees are confident of their potential effectiveness in a wide variety of FPS institutional roles and settings. However, they also believe that their chances for promotion in FPS institutions are poor. This pessimism about career advancement could possibly be relieved by publicizing the actual FPS male and female promotion rates, which in the present data do not differ from each other.<sup>7</sup> Further information about mobility is being gathered in the current research project on staff turnover; of specific interest is the influence of FPS transfers on morale and turnover.

<sup>7</sup> The DOJ JUMPER computer file of personnel data provides accurate information regarding promotions, staff background characteristics, time in the System, etc.

TABLE 1 - AGE OF ALL FPS EMPLOYEES AND RESPONDENTS

	FPS Employees	Respondents
Under 22	39 0.4% <sup>1</sup>	2 0.9%
22 thru 25	682 7.3%	12 5.7%
26 thru 35	3882 42.0%	83 39.2%
36 thru 45	1919 20.7%	47 22.2%
46 thru 55	2133 23.0%	56 26.4%
Over 55	58 6.2%	12 5.7%
	9235	212

<sup>1</sup> Percentages reflect column percentages, that is, the percent of FPS employees or respondents at that age.

TABLE 2 - EDUCATIONAL LEVEL OF ALL FPS EMPLOYEES AND RESPONDENTS

	FPS Employees	Respondents
Less Than High School Diploma	401 4.3% <sup>1</sup>	1 0.5%
High School Diploma	3738 38.8%	73 34.4%
Some College	2822 30.0%	73 34.4%
Bachelor Degree	1658 17.6%	33 15.6%
Some Graduate School and Above	778 8.3%	32 15.1%

<sup>1</sup> Percentages reflect column percentages, that is, the percent of FPS employees or respondents at that educational level.

TABLE 3 - GRADE LEVEL OF ALL FPS EMPLOYEES BY SEX OF EMPLOYEES

	Male	Female	
Levels One to Five	292 3.7% <sup>1</sup>	480 30.8%	772 8.2%
Levels Six to Eight	3168 40.4%	714 45.6%	3882 41.3%
Levels Nine to Eleven	1856 23.7%	296 18.9%	2152 22.9%
Levels Twelve and Above	1046 13.4%	58 3.7%	1104 11.8%
Other	1472 18.8%	15 7.0%	1487 15.8%
	7834	1563	

<sup>1</sup> Percentages are column percentages, that is, percent of members of that sex at that grade level.

TABLE 4\*

FACTOR SCALES: MEMBER SURVEY ITEMS AND THEIR  
WEIGHT OF IMPORTANCE

<u>FACTOR SCALE NAME</u>	<u>ITEM WEIGHTS</u>	<u>SURVEY ITEMS WHICH FORM EACH FACTOR SCALE</u>
Effectiveness of Females in Male Jobs	1. .88	To what extent can women be effective as Warden?
	2. .87	To what extent can women be effective as Associate Warden?
	3. .77	To what extent can women be effective as Department Heads?
	4. .75	To what extent can women be effective as Correctional Supervisors?
	5. .66	To what extent can women be effective as Case Managers?
	6. .58	To what extent can women be effective in any position?
	7. .52	To what extent can women be effective in Food Service?
	8. .50	To what extent can women be effective as Correctional Officers?
	9. .40	To what extent can women be effective as Teachers?

\* For each cluster of items, the factor analysis reveals how strongly each item contributes to its cluster and to the principle it helps define. For each cluster, the analysis assigns member items with scaled numerical weights (from 0 to 1.0); when the researchers combine the items to form a factor scale the member items are weighted accordingly.

TABLE 4, Continued.

- 2 -

<u>FACTOR SCALE NAME</u>	<u>ITEM WEIGHT</u>	<u>SURVEY ITEMS WHICH FORM EACH FACTOR SCALE</u>
Effectiveness of Females in Female Jobs	10. .89	To what extent can women be effective in Personnel?
	11. .84	To what extent can women be effective in the Business Office?
	12. .53	To what extent can women be effective as Nurses?
	13. .47	To what extent can women be effective in Clerical Work?
Institutional Effectiveness of Women	14. .43	To what extent can women be effective as Teachers? <sup>1</sup>
	15. .88	To what extent can women be effective in any institution?
	16. .58	To what extent can women be effective in an all male institution?
Institutional Promotability of Women	17. .50	To what extent can women be effective in a co-correctional institution?
	18. .72	To what extent do women have a chance of promotion when they work in any institution?
	19. .63	To what extent do women have a chance of promotion when they work in an all male institution?
	20. .53	To what extent do women have a chance of promotion when they work in a co-correctional institution?
	21. .51	Do you think women have the same opportunities for advancement as are available to men?

<sup>1</sup> As can be seen, the perception of women's effectiveness in the role as a teacher clusters into both the factors of women's effectiveness in male jobs and female jobs. This is not uncommon in factor analysis, and in this case seems intuitively correct since the role of a teacher is generally not perceived as exclusively "male" or "female."



TABLE 5 - AGE OF RESPONDENTS BY SEX OF RESPONDENTS

	Male	Female	
Under 22	0 0.0% <sup>1</sup>	2 1.9%	2 0.9%
22 thru 25	5 4.5%	7 6.8%	12 5.7%
26 thru 35	48 44.0%	35 34.0%	83 39.2%
36 thru 45	21 19.3%	26 25.2%	47 22.2%
46 thru 55	27 24.8%	29 28.2%	56 26.4%
Over 55	8 7.3%	4 3.9%	12 5.7%
	109	103	

<sup>1</sup> Percentages reflect column percentages, that is, the percent of members of that sex in that age category.

TABLE 6 - EDUCATIONAL LEVEL OF RESPONDENTS BY SEX OF RESPONDENTS

	Male	Female	
Less Than High School Diploma	1 0.9% <sup>1</sup>	0 0.0%	1 0.5%
High School Diploma	40 36.7%	33 32.0%	73 34.4%
Some College	30 27.5%	43 41.8%	73 34.4%
Bachelor Degree	16 14.7%	17 16.5%	33 15.6%
Some Graduate School and Above	22 20.2%	10 9.7%	32 15.1%
	109	103	

<sup>1</sup> Percentages reflect column percentages, that is, the percent of members of that sex, at each educational level.

TABLE 7 - NUMBER OF RESPONDENTS WITH A COLLEGE DEGREE BY SEX<sup>1</sup> OF RESPONDENTS

	Male	Female	
Less Than A Bachelor Degree	71 65.1% <sup>2</sup>	76 73.8%	147 69.3%
Bachelor Degree or Above	38 34.9%	27 26.2%	65 30.7%
	109	103	

<sup>1</sup> The difference between male and female respondents here is not significant;  $\chi^2 = 1.48$ ,  $p = .2$ .

<sup>2</sup> Percentages reflect column percentages, that is, the percent of members of that sex at that educational level.

TABLE 8 - MARITAL STATUS OF RESPONDENTS BY SEX OF RESPONDENT<sup>1</sup>

	Male	Female	
Married	98 89.9% <sup>2</sup>	68 66.0%	166 78.3%
Not Married	11 10.1%	35 34.0%	46 21.7%
	109	103	

<sup>1</sup> The difference between male and female respondents here is significant with  $\chi^2 = 16.41$ ,  $p = .001$ .

<sup>2</sup> Percentages reflect column percentages, that is, the percent of members of that sex married or not.

TABLE 9 - GRADE LEVEL OF RESPONDENTS BY SEX OF RESPONDENTS

	Male	Female	
Levels One to Five	4 3.7% <sup>1</sup>	21 20.6%	25 11.8%
Levels Six to Eight	50 45.9%	48 47.1%	98 46.4%
Levels Nine to Eleven	41 37.6%	26 25.5%	67 31.8%
Levels Twelve and Above	14 12.8%	7 6.9%	21 9.9%
	109	102	

<sup>1</sup> Percentages reflect column percentages, that is, the percent of members of that sex at that grade level.

TABLE 10 - RESPONSES TO THE QUESTION: DO YOU THINK DIFFERENT CRITERIA ARE NEEDED IN THE SELECTION OF FEMALES FOR PROMOTION? BY SEX OF RESPONDENT<sup>1</sup>

	Male	Female	
No	90 84.3% <sup>2</sup>	77 82.8%	167 83.5%
Yes	17 15.7%	16 17.2%	33 16.5%
	107	93	

<sup>1</sup> The difference between male and female respondents here is not significant;  $\chi^2 = 1.73$ ,  $p > .18$ .  
(1)

<sup>2</sup> Percentages reflect column percentages, that is, the percent of members of that sex that gave that response.

TABLE 11 - RESPONSES TO THE QUESTION: DO YOU THINK WOMEN HAVE THE SAME OPPORTUNITIES FOR ADVANCEMENT AS ARE AVAILABLE TO MEN? BY SEX OF RESPONDENT<sup>1</sup>

	Male	Female	
No	47 43.9% <sup>2</sup>	52 54.2%	99 48.8%
Yes	60 56.1%	44 45.8%	104 51.2%
	107	96	

<sup>1</sup> The difference between male and female respondents here is not significant;  $\chi^2 = .01$ ,  $p = .9$ .

<sup>2</sup> Percentages reflect column percentages, that is, the percent of members of that sex that gave that response.

TABLE 12 - RESPONDENTS' WILLINGNESS TO MOVE GEOGRAPHICALLY BY SEX OF RESPONDENT

	Males	Females	
Willing	71 65.7% <sup>1</sup>	52 51.0%	87 41.4%
Not Willing	37 34.3%	50 49.0%	123 58.6%
	108	102	

<sup>1</sup> Percentages reflect column percentages, that is, the percent of members of that sex who are or are not willing to move.



**END**