Breaking into “The Good Old Boys Club”

Developing Political Self Efficacy in Undergraduate Women
NASPA-FL Drive In
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Overview

- Background
- What is political self efficacy?
- Literature Review
  - Important take-aways
- Student Interviews
- Women’s leadership programs
- Where do we go from here?
Student Government in Florida

- At USF about 250 students a year are involved in SG
- SG allocates approximately $13 million in Activity and Service Fees
- Puts on programs ranging from Mr. and Miss USF to live nationally televised gubernatorial debates with CNN
- Student Body President sits on USF’s Board of Trustees and has a staff of about 25
- Student Senate recently passed approximately $500,000 in additional funding for departments of Student Affairs
- President and Vice President
  - Chief of Staff
  - Attorney General
  - CFO
  - Director of University Affairs
  - Director of Governmental Affairs
  - Director of Marketing
  - Director of Student Life and Traditions
  - Agencies

- Senate President and President Pro Tempore
  - Rules
  - Judiciary and Ethics
  - Appropriations
  - University Affairs
  - Community and Governmental Affairs
  - Programming and Audits

- Chief Justice
  - Senior Justice
  - Ranking Justice
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Chief Justice
- Senior Justice
- Ranking Justice
What is “political self efficacy”

Self starting
Self advocating
Taking on new challenges
Confidence in readiness or ability
Confidence in leadership skills
Confidence in political savvy
“Separation is essential for the development of masculinity”

“issues of feminine identity do not depend on the achievement of separation...or on the process of individuation”

As leaders men struggle with relationship building while women have trouble with individuation

Level two - “survival becomes social acceptance...individuals at this level reflect conventional feminine values” By the time she reaches (Evans et al., 2010)

Level three - a woman can “recognize her power to select among competing choices and her needs within the mix of moral alternatives” (Evans et al., 2010).
Janet Lever
Sex Differences in the Games Children Play

- As children boys are more interested in competition
- Girls tend to let dispute end the game
- Boys are fascinated by the rules and “fair procedures”
- “Given the realities of adult life, if a girl does not want to be left dependent on men, she will have to learn to play like a boy”
Francesca Dominici
“So few women leaders”

- “Male, transactional, and hierarchical models of leadership are the current standard”

- “these models of leadership did not foster collegiality and collaboration or were not consistent with the altruistic academic mission”
Shawna Lafreniere and Karen Longman

Gendered Realities and Women’s Leadership Development

- Council for Christian Colleges and Universities has created the Women’s Leadership Development Institute

- Since completing the institute, 60% of respondents had moved into a bigger leadership role

- Most women indicated they benefited most from networking, shadowing and mentoring experiences
Conducted extensive interviews with 6 female community college presidents

No major similarities in career path

The women focused on the intangible skills that made them good leaders, traits like being good with people and being a good communicator

All six credited the influence of mentorship
Julie Ancis and Susan Phillips
Academic Gender Bias and Women’s Behavioral Agency Self-Efficacy

- 67 undergraduate women at a large public university
- 41-item test was used to determine the women’s experience with gender bias while at the university
- Ancis and Phillips discovered that “women who perceive a greater degree of gender bias in their undergraduate experiences also report lower agentic self-efficacy
The Student Leadership Practice Inventory is a 30-question test that asks respondents to rate themselves from one to five based on how well they feel they demonstrate particular behaviors.

Much more than men, female team captains tested highly for “enable others to act” and “encourage the heart.”
“The New Hampshire Effect”

- In 2010 about 24% of state legislators were women.
- In New Hampshire that number was 37%.
- Senator Sharon Carson describes this legislature’s atmosphere as collegial and says “it does feel like we are all working together.”

“...I think it is generally true that women become involved in running for elective office only when they are asked...more states might look at whether they are fostering an environment where women feel that they should run and can run and are being asked to run.”
“Recruitment is more consequential for the presence of women in state legislative office then for the presence of men”

- 2008 CAWP Recruitment study

- As candidates, men are more likely to be self starters and far more likely to report that running for office was their own idea

- Almost half of the women in the study reported that they never considered running for office until someone else encouraged them to do so

- As candidates, women often view discouragement and a lack of encouragement as the same thing
Richard Fox and Jennifer Lawless
Gendered Perceptions and Political Candidates: A Central Barrier to Women’s Equality in Electoral Politics

- Analyzed the data from the most recent Citizen Political Ambition Panel Study
- Women are “significantly more likely than men to dismiss their qualifications”
- “Despite comparable credentials, backgrounds, and experiences, accomplished women are substantially less likely than similarly situated men to seek office”
- “Gender role socialization continues to perpetuate a culture in which women remain unaccustomed to entering the electoral arena”
Interviews

- “I looked around at the people left to take over our branch and said wow none of them actually do their jobs, none of them were organized, I guess I have to”

- “The previous Chief Justice started priming me for it in February, she showed me how to do her job, took me to Senate with her…”

- “When I applied to be clerk I just wanted to work in judicial but I didn’t think that I wanted to be a justice yet because I didn’t have much experience or much knowledge”
Research summary

- Style
- Collaboration and interaction
- Mentorship
- Eliminate bias
- Enable
- Encourage
Leadership Programs for Women

- Rutger’s University: Leaders Scholars Program
- George Washington University: University Women’s Leadership Program
- Carnegie Mellon University: Women’s Leadership Program
- University of Oklahoma: Women’s Leadership Program
- University of Delaware: Women’s Leadership Development Program
- Auburn University: Women’s Leadership Institute
- Texas Tech University: Women’s Leadership Program
- University of Minnesota: Women’s Leadership Institute
- Yale University: The Women’s Leadership Initiative
- University of Virgina: Young Women Leaders Program
Questions/Comments/Other ideas