

## **APPENDIX**

### **A.1: Survey Description**

Recruitment occurred two ways: via an e-mail to nearly one-hundred political science departments' directors of graduate studies or their equivalent that asked them to pass along the survey, and via posts to private Facebook pages for political scientists. Our pool of respondents was small, perhaps in part due to the campus closure announcements arising from the COVID-19 outbreak at the same time our survey was fielded. After removing all those who did not finish the survey or did not provide demographic information, we had 92 observations: 49 from faculty members, 40 from graduate students, and 3 from postdocs.

The survey began by discussing respondents' direct experiences with personnel decisions. We asked a series of questions about respondents' experiences related both to their own recommenders and, if they had been given the opportunity to make personnel decisions themselves, the recommenders of others.

While the survey's original purpose (given the symposium theme) was to analyze disparities along lines of gender, the survey also asked respondents to indicate whether they identified with an underrepresented racial identity. This was done in an attempt to capture correlations between intersections of gender and racial identities, which may be relevant for the network dynamics in which we are interested. However, we recognize that this does not capture other relevant identities that may also have implications for access to networks (e.g. ability, socioeconomic status, etc.).

Results analyzed along racial lines were excluded from the main article primarily due to space considerations and relevance to the symposium topic, but we also found a relatively small sample of respondents who identified with an underrepresented racial identity, limiting the claims we can make in this appendix related to race. With respect to gender, in most questions we found only minor differences in respondents' answers across gender identification, but responses generally support the view that the problem of non-inclusive networks we and others have identified is a serious one.

**A.2: Summary Statistics**

Underrepresented Gender Identity	N = 44
Underrepresented Racial Identity	N = 17
Neither Underrepresented Gender nor Racial Identity	N = 40
Underrepresented Gender and Racial Identity	N = 9
Total Sample	N = 92

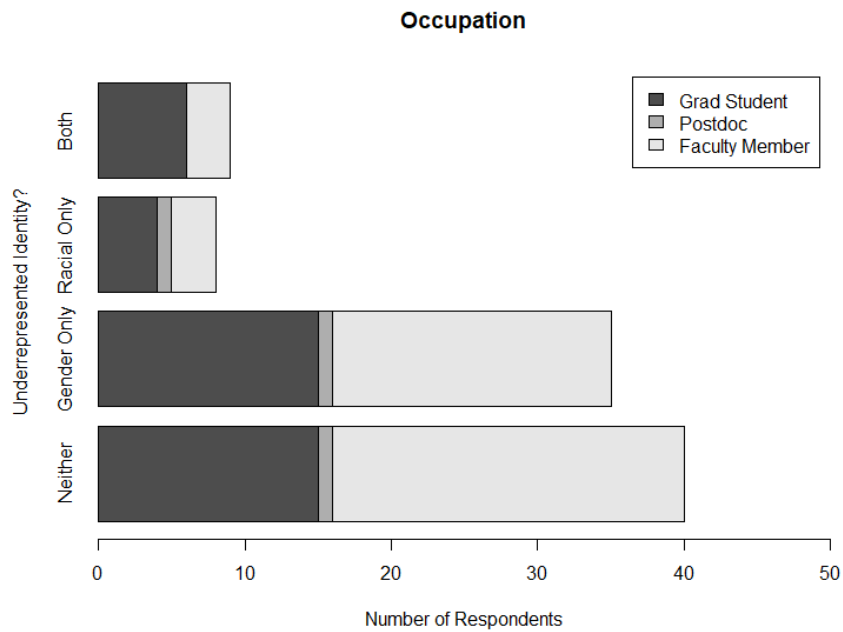
*Summary Statistics: Underrepresented Gender Identity*



*Summary Statistics: Underrepresented Racial Identity*



*Summary Statistics: Intersection of Identities*



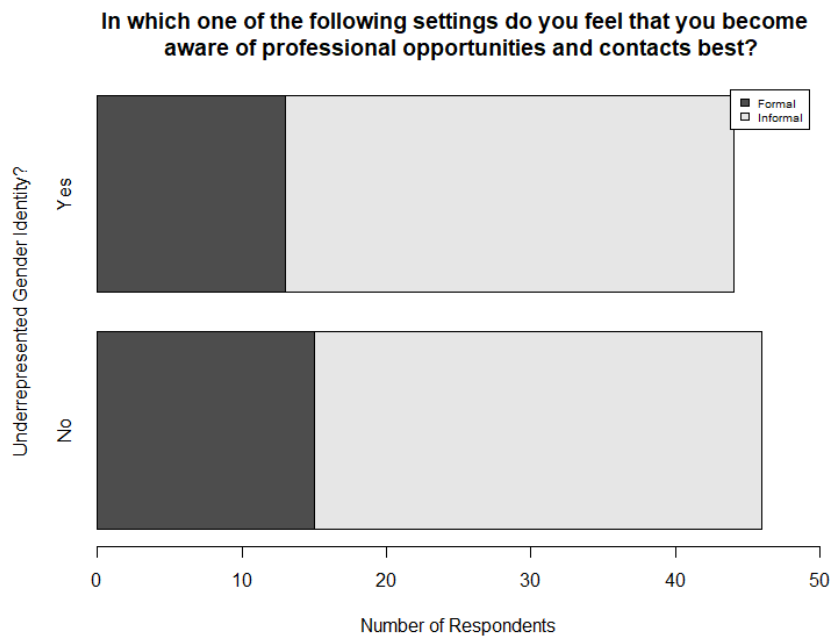
### **A.3: Analysis**

In this section, we offer summaries of correlations between our various dependent variables and having an underrepresented gender identity, racial identity, or both. In general, these summary plots are not intended to make any strong claim about generalizable correlative results, let alone causation, particularly for the results on race for which the sample size is extremely small. However, we include them to illustrate what we perceive of as an overall pattern illustrating the problem of non-inclusive networks and suggesting the need for and offering recommendations toward future research.

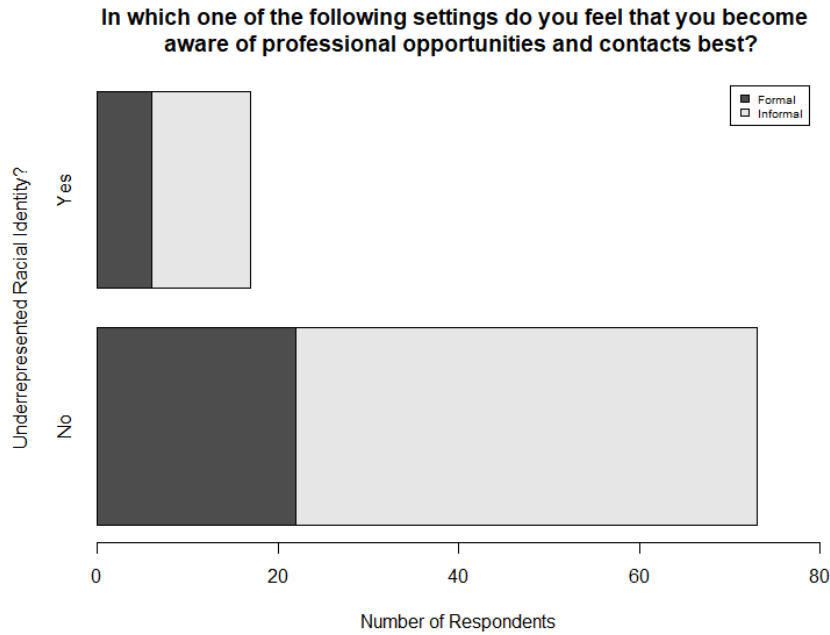
#### **A.3.1: Attending Activities**

We begin with results relating to attending social events for professional networking.

##### *Gender Identity*

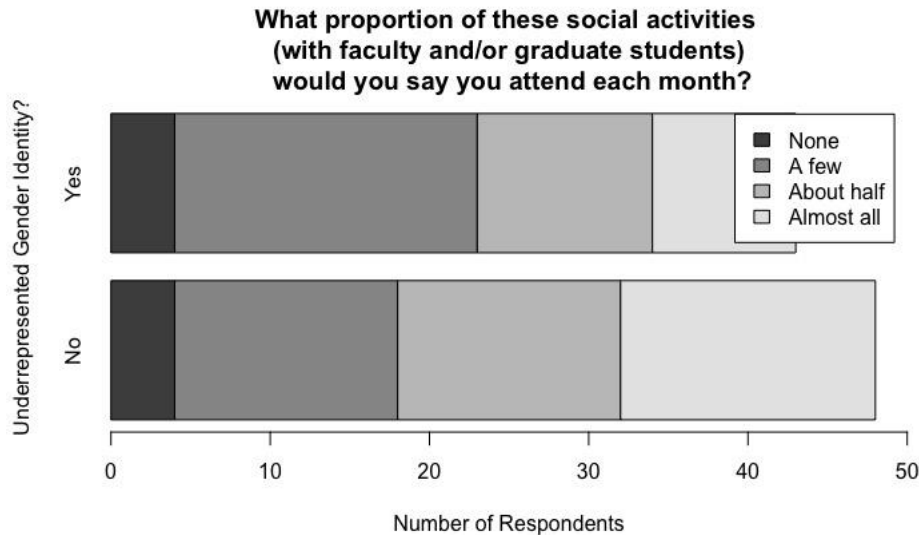


### Racial Identity



We see that, regardless of gender or race, respondents believe they best become aware of professional opportunities and contacts in informal settings by over a two-to-one margin.

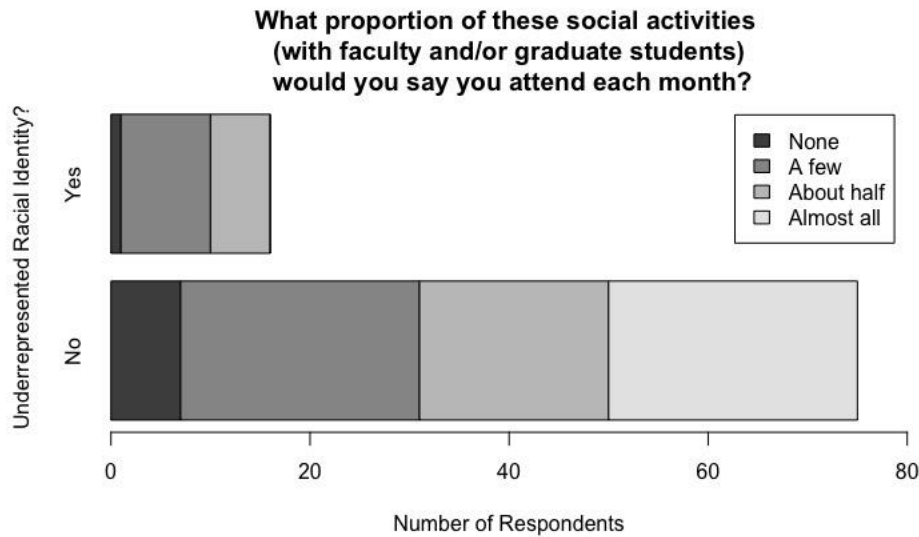
### Gender Identity



This figure describes the number of department social activities respondents attend per month, without distinguishing between graduate students and faculty. Unlike Figure 1 in the text, the difference here looks less stark because we do not find that graduate students attend fewer social activities. (We also

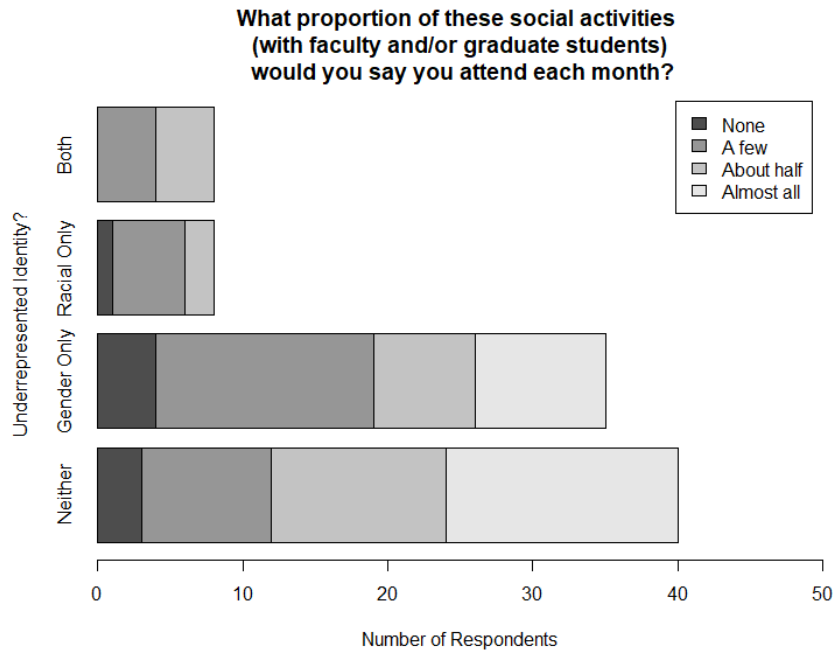
include all four categories rather than the combined two in the text.) We cannot distinguish why that would be from our data or research design. For example, it could be because of an improvement in the inclusivity of events for graduate students, a difference in the nature of social activities for graduate students and faculty, or a difference between our faculty and graduate student respondents. Regardless, we feel it bears further study.

*Racial Identity*



Relatively few respondents with underrepresented racial identities claimed to attend “almost all” or even “about half” of department networking events, while respondents without underrepresented racial identities were more likely to have attended “almost all” of these events. These differences are significant (in a  $\chi^2$  test) at the  $p < .05$  level, but we view that result as mostly indicative of a need for future study given the small and potentially unrepresentative sample of those with underrepresented racial identities in our survey.

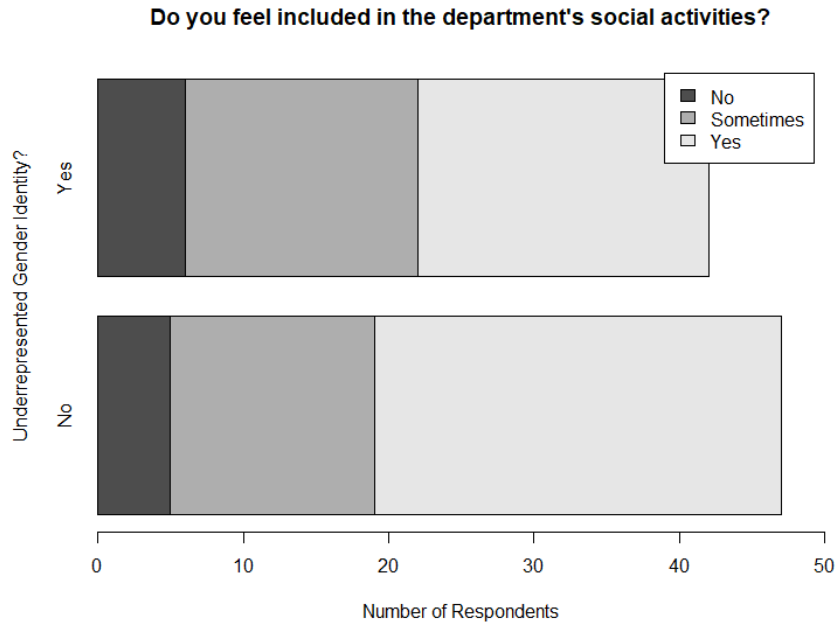
## Intersection of Identities



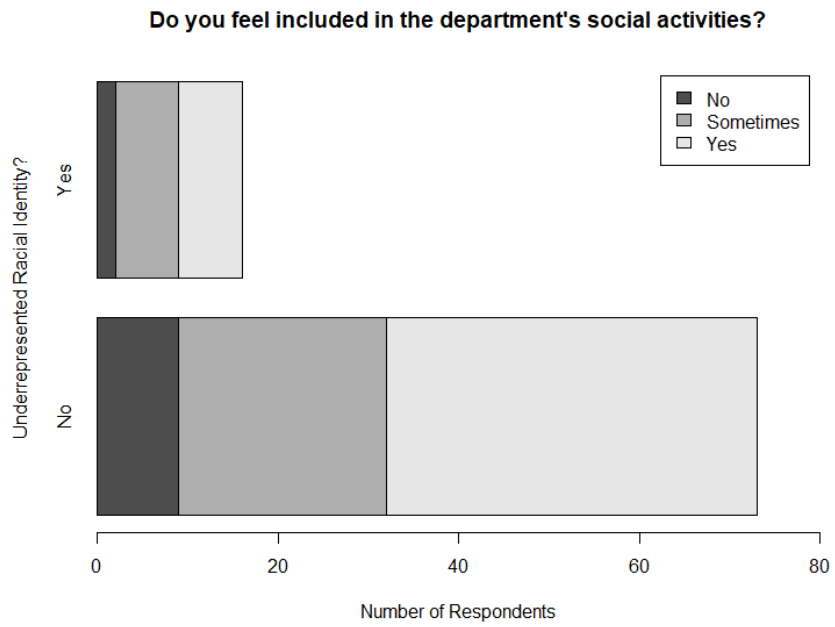
While a large proportion of respondents with neither underrepresented gender nor racial identities attended “almost all” department networking events, many fewer respondents with underrepresented gender and/or racial identities claimed the same. Again, we view that result as consistent with but not determinative of a pattern of less attendance at social events by those with underrepresented racial identities as well as faculty with underrepresented gender identities.

We also asked questions regarding how much people felt included in social activities personally, and how much they felt others felt included. As one can see, respondents appeared to feel personally included in general without substantial differences related to gender or race, but there was a bit more variation in how included they thought others felt they were. We suggest that the latter pattern bears further study.

*Gender Identity*

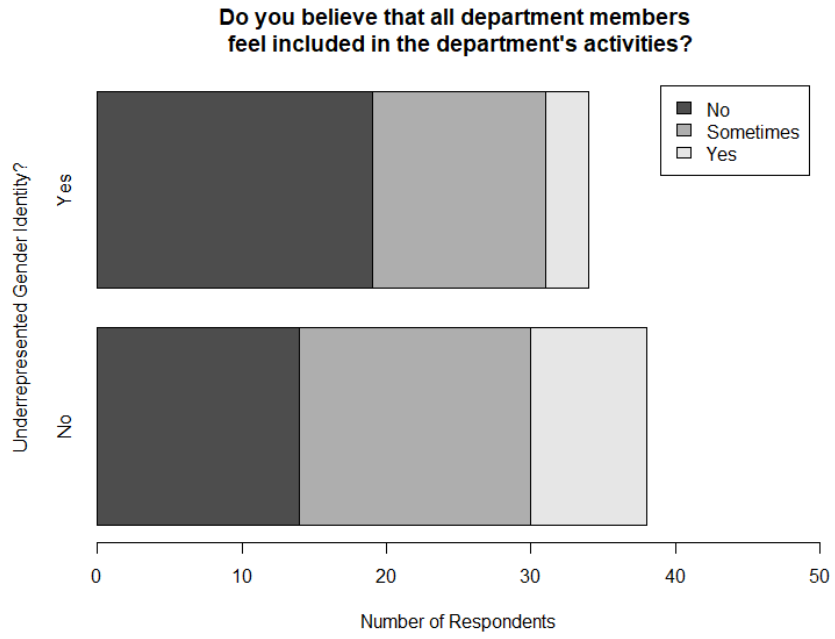


*Racial Identity*

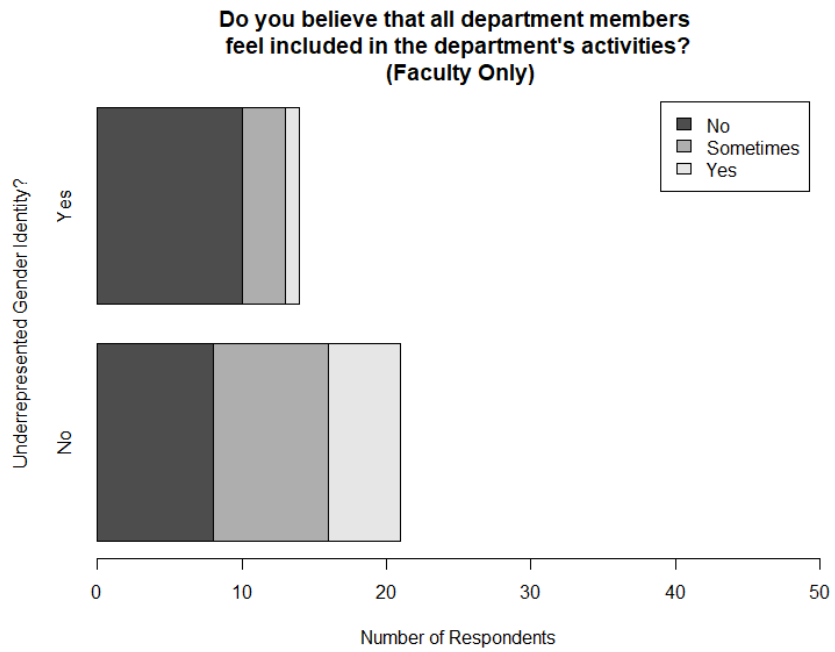




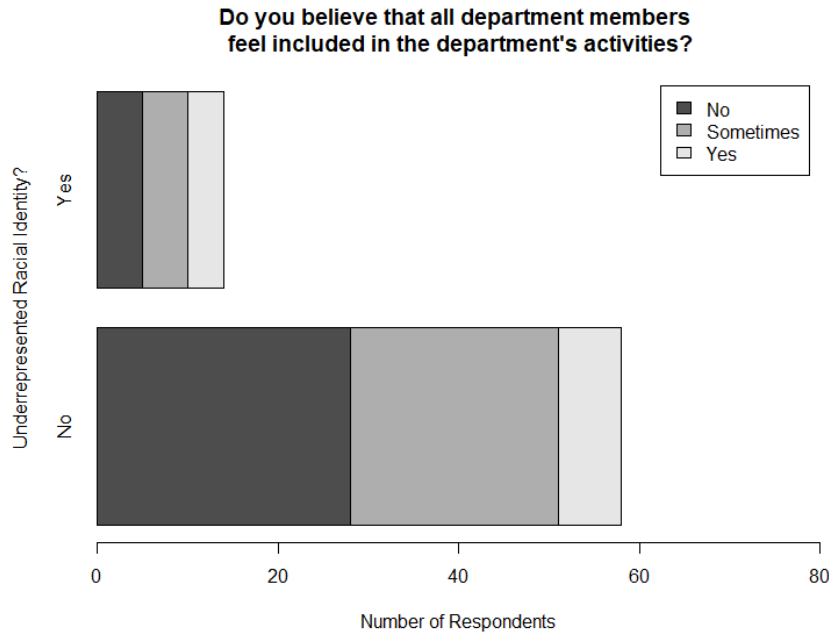
*Gender Identity*



*Gender Identity: Faculty Only*



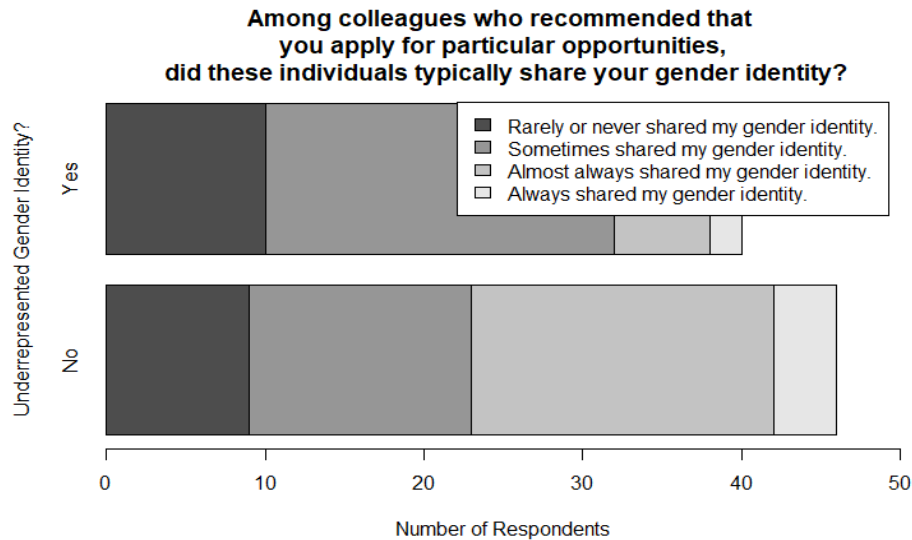
*Racial Identity*



**A.3.2: Downstream Recruitment**

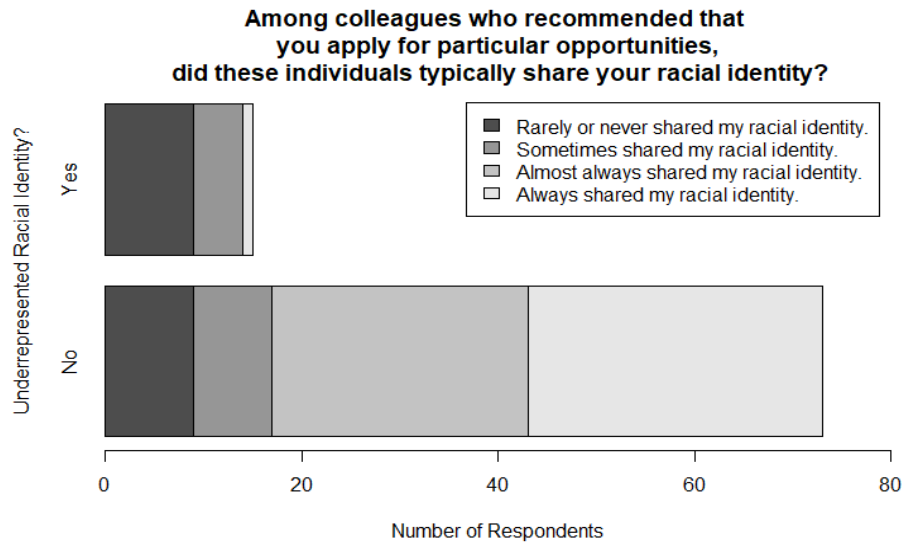
“Downstream recruitment” refers to network dynamics at the level of those who are seeking professional opportunities. We operationalized this concept by asking all respondents whether the individuals recommending them for such opportunities typically shared their gender and racial identities.

*Gender Identity*



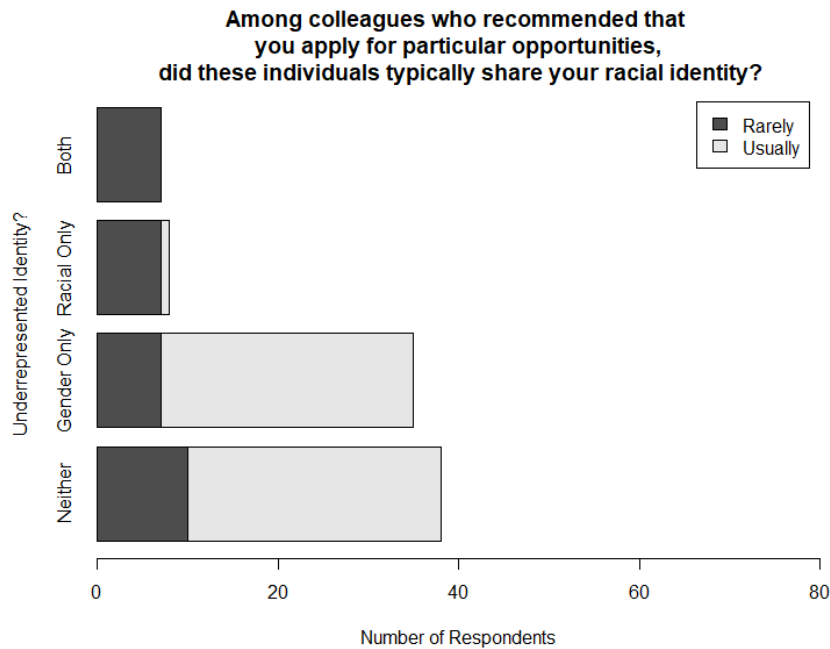
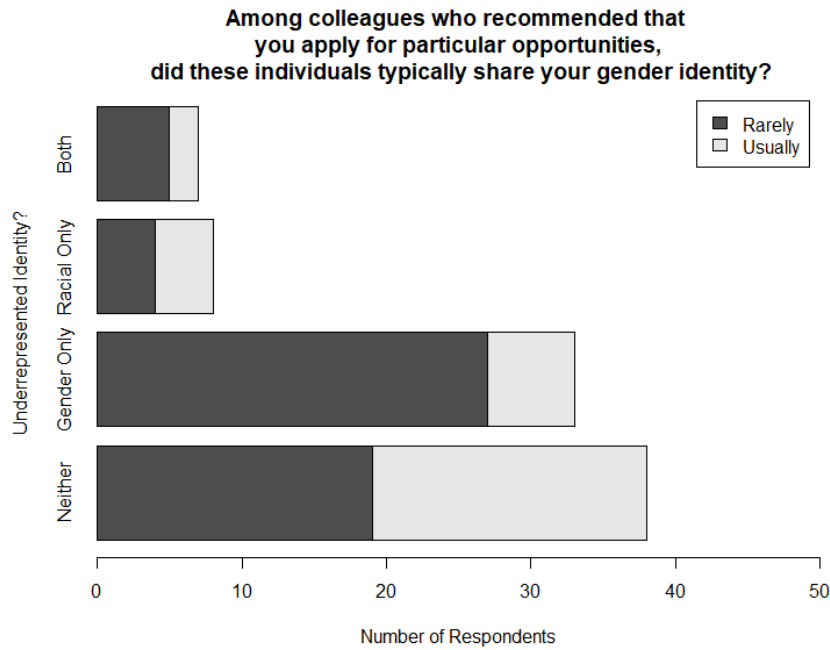
Those with underrepresented gender identities were more likely to claim that recommenders “sometimes shared” their gender identity while those without underrepresented gender identities were more likely to “almost always” share their gender identity with their recommenders. These differences were significant at the  $p < .05$  level. That significance holds up if we group “Rarely/Never” and “Sometimes” into one lower category “Rarely”, and “Almost always” and “Always” into one higher category “Usually.” It is not appreciably driven by faculty or graduate students on their own.

*Racial Identity*



Despite the small sample size, differences in downstream recruitment networks appear more pronounced along racial lines and we see significance at the  $p < .001$  level. Almost no respondents with underrepresented racial identities claim that their recommenders always share their racial identity, while a large proportion of those without underrepresented racial identities almost exclusively share their racial identity with their recommenders.

Intersection

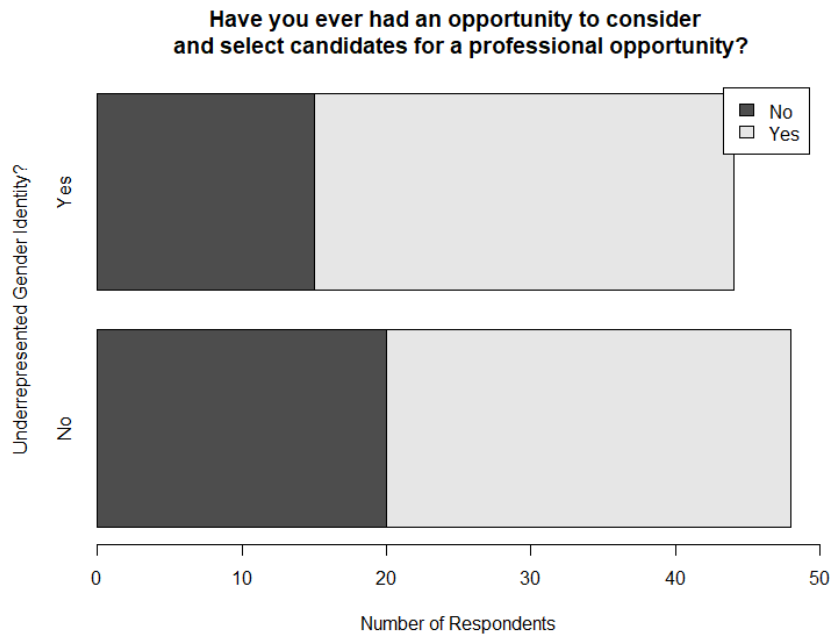


We use the combined categories “Rarely” and “Usually” to make patterns clearer in the context of four different identity groupings, and find significant differences in each case. These results are consistent with the possibility that those in more powerful positions in terms of personnel decisions come less often from underrepresented groups.

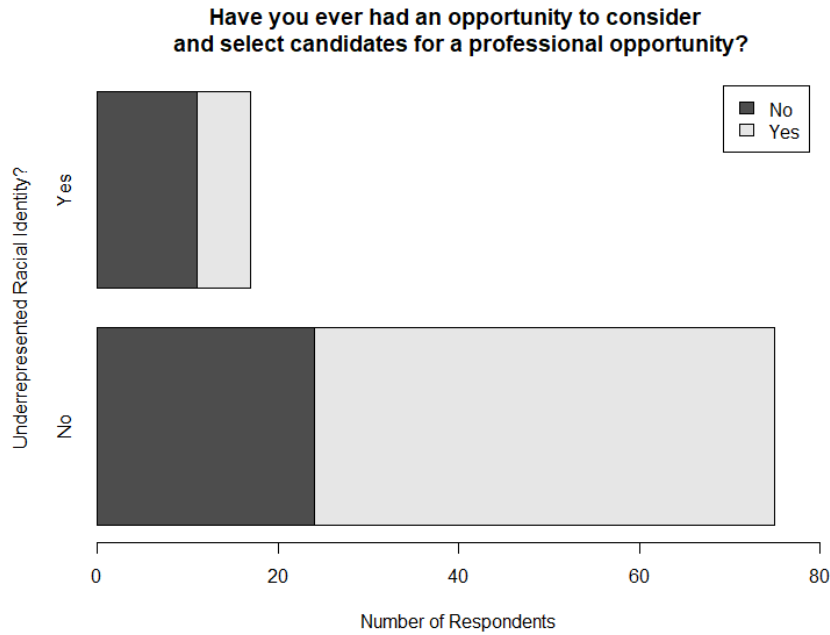
### **A.3.3: Upstream Recruitment**

“Upstream recruitment” refers to network dynamics at the level of those in positions to select others for professional opportunities. We operationalized this concept by asking those respondents who had previously held such positions whether the candidates recommended to them typically shared their gender and racial identities. First we checked if we had respondents who had had opportunities to be recommenders, by gender and race.

#### *Gender Identity*

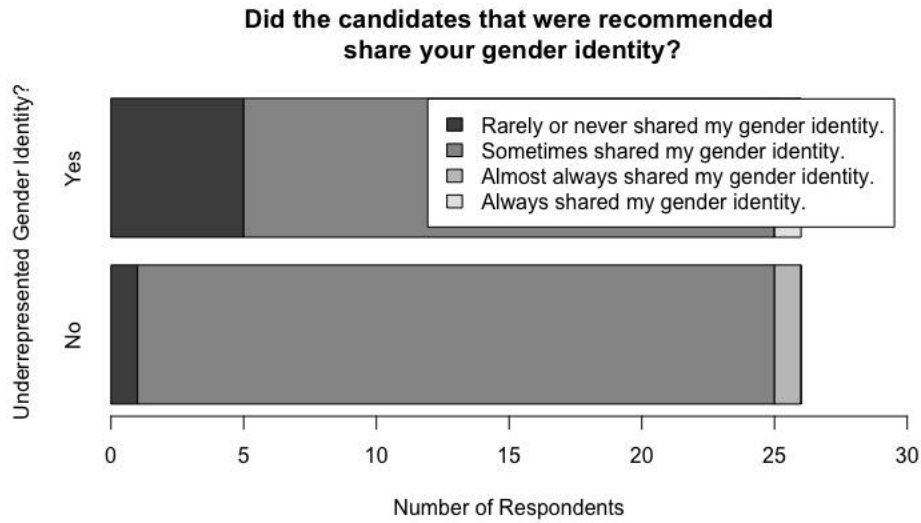


*Racial Identity*



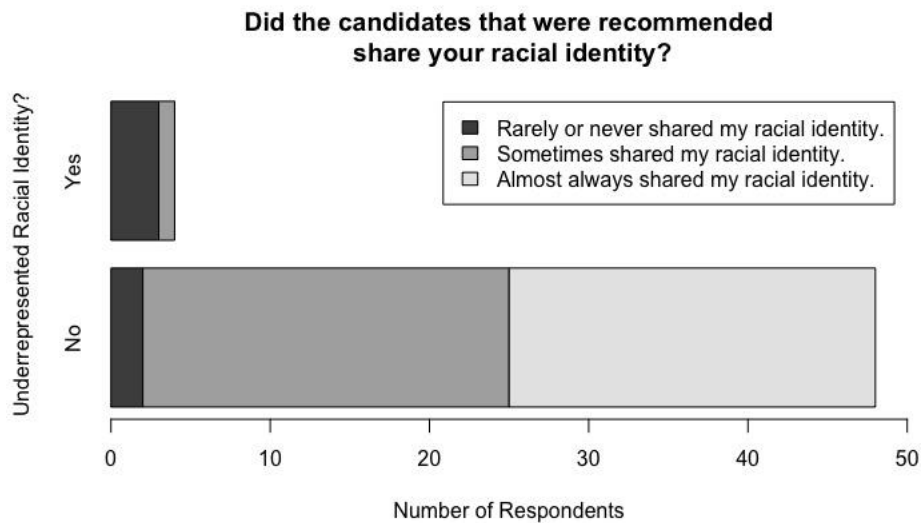
We see that we had roughly equal proportions of individuals in our sample with different gender identities who had been in the position to make recommendations, but significantly (at the  $p < .05$  level) fewer individuals with underrepresented racial identities in that same position. Given our small sample size and research design we cannot say if those patterns are simple selection into our survey, or indicative of larger trends in the discipline. Regardless, the lack of the difference in gender that is present in race may partially explain some of the differences between gender and race present in our results, particularly if we happened to get a sample of individuals with underrepresented gender identities who were more likely to be in positions of power over personnel decisions than might be true for the modal such individual in the discipline. A larger and more representative sample would be needed to discern if that were true, however.

## Gender Identity



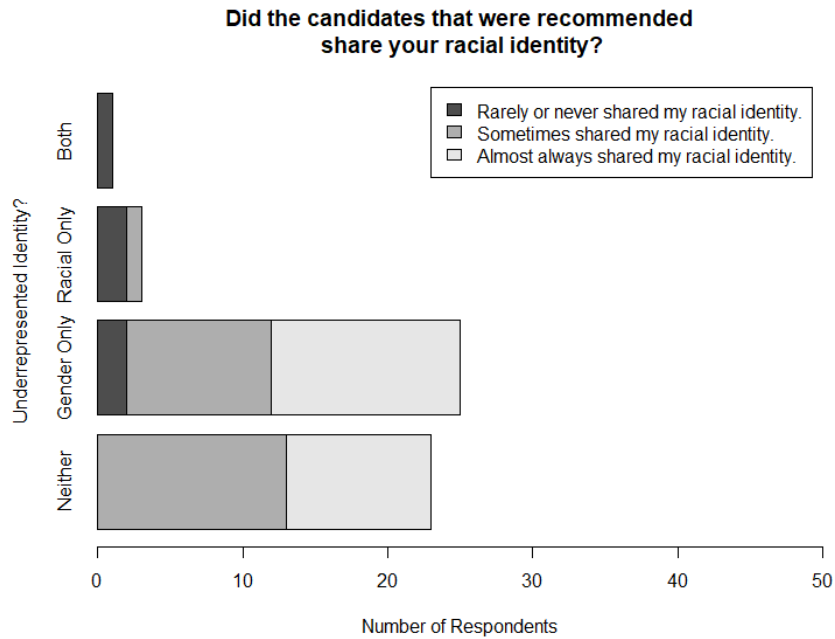
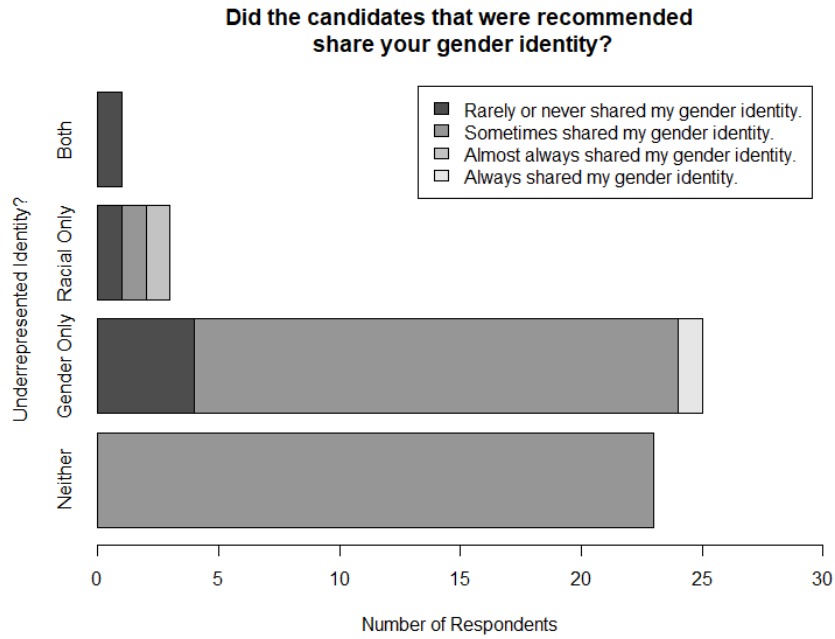
Generally, individuals with underrepresented gender identities were more likely to note that individuals recommended to them “rarely or never shared” their gender identity, though the overall difference is not statistically significant.

## Racial Identity



The small sample size of respondents with underrepresented racial identities who had also played roles in candidate selection makes analysis more difficult; however, these individuals were significantly (at the  $p < .001$  level) less likely to be recommended candidates that shared their racial identity.

*Intersection of Identities*

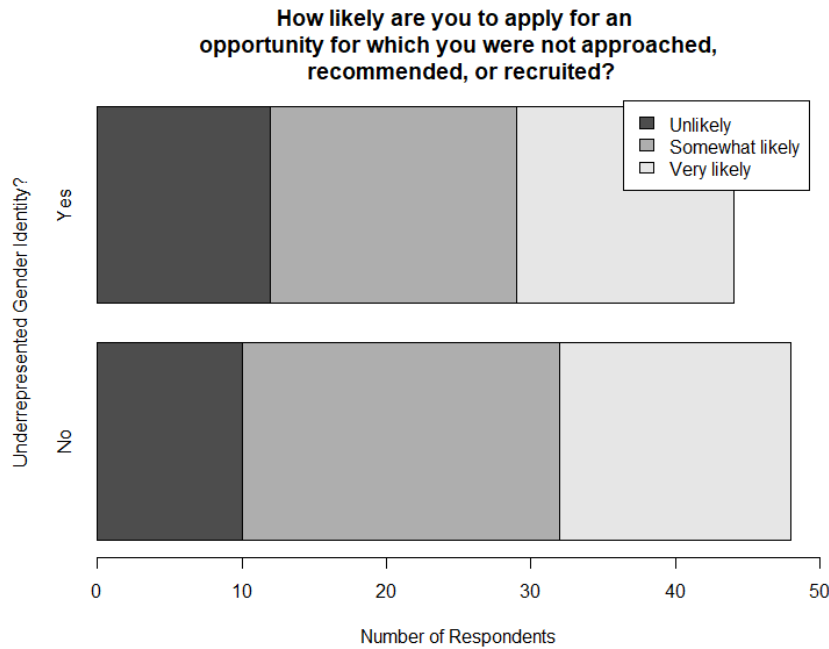


Among respondents who had selected candidates for opportunities, none of the individuals who do not hold underrepresented gender or racial identities reported that candidates recommended to them “rarely or never shared” their racial or gender identities, but this was not true for respondents who did hold underrepresented racial and/or gender identities. Differences for both gender and racial identities in these intersection models were significant at the  $p < .001$  level.



Finally, we asked respondents how likely they were to apply for an opportunity for which they were not approached, recruited, or recommended. We found that there was variation in that likelihood across respondents, but that the variation did not appear to significantly vary by gender or racial identity.

*Gender Identity*



*Racial Identity*

