Alternate way to access class website: [www.pitt.edu/~lbrush/teach.htm](http://www.pitt.edu/~lbrush/teach.htm)

**If we had unlimited time, money, and access, how would we go about doing our occupational sex segregation study?**

1) Interviews with:

   a) Female employees/staff. We would ask questions regarding: job classification, duration, entry level, distance between aspirations vs. assignments, subjective assessment of their placement, objective measures of qualifications (resumes), age, pay & perceived fairness of that, experience with promotions, job duties

   b) Male employees/staff in order to make comparisons.

   c) Employers. We would query the process of job assignment, hiring, and promotion.

2) Analyze records from HR. We would want to see job classifications by sex of incumbent or a roster of positions with names (problems with the “Pat” syndrome could arise there, though). We also want to look at the applicant pool and the time frame (cross-sectional vs. longitudinal)

- Difference between sex & gender? Sex is more of a biological identity, while gender is a social identity, how one perceives oneself

- What is going to constitute evidence of sex segregation?
  
  - objective & subjective measures
  - see if men & women are proportionally in each position
  - we need a description of the situation first, then we can look for explanations (ex.: If we determine there is segregation, we may then find discrimination to be an explanation for it)

- Advantages of having objective data:
  - credibility
  - reliability (repeated observation- same result)
  - valid (logical, external)

  [subjective data can be all of this also, however]
• The IRB wants us to do the least intrusive study - that would be the HR records analysis. This can be done without names, just code as male or female.

• With this study, we are going to read “segregation” as a technical term, with no positive or negative connotations. (Although if our findings indicate a wage gap, it may cease to be neutral)

• What else can be segregated, other than occupations? Sports, schools, housing, neighborhoods, areas of study, etc.

We need to do a Literature Review to find examples of the following:

1) Measures (What are standard measures that sociologists use when talking about segregation?) [Groups 1 & 2]
2) Hypotheses & Research Questions [Groups 3 & 4]
4) Research Designs [Groups 7 & 8]
5) Campus-specific applications [Groups 9 & 10]

ANNOUNCEMENTS:

• No class this Thursday (9/8)
• Next Tuesday (9/13): Groups Presentations of Literature Review Findings. Also, bring a signed copy of the confidentiality agreement that will be posted on the website.