

## **American History in the UK**

### **2018 Survey Results and Report**

#### **Overview**

Prompted by the efforts of the Royal Historical Society (RHS), the Organization of American Historians (OAH) and the Women in American Studies Network (WASN) to give attention to issues of equality and diversity, the British Group of Early American Historians (BGEAH), British American Nineteenth Century Historians (BrANCH) and Historians of the Twentieth Century United States (HOTCUS) decided to conduct a joint survey to discover more about levels of inclusion within the field of American history as practiced in the UK. Our hope is that other field-specific groupings might reproduce this initiative, both to influence their own practice and enrich the information available to larger disciplinary organizations.

The American History in the UK survey was made available via the Survey Monkey platform from 5 February to 1 March 2018. It was open to 'anyone who is teaching or conducting research in American history, from the pre-colonial period onwards, at a British higher education institution, or who has recently done so.' Postgraduate research students, early career researchers, and established academics were all invited to respond. The survey link was disseminated through email, social media, and blogging platforms.

185 people responded to the survey, which comprised 37 questions. Not every respondent answered every question. The average completion rate was 79%. Response rates for questions diminished towards the end of the survey. Individual surveys were not examined, only aggregate data and anonymized comment fields. We are grateful to everyone who took the time to respond to (and help publicize) the survey.

Aggregate responses to specific questions, along with brief analytical comments, can be found in the final section of this report.

#### **Summary findings**

- 1) American history in the UK has experienced rapid recent growth, and therefore skews young in its age profile.
- 2) The overall ratio of Americanist historians to total numbers of history faculty employed in British academe is currently around one in ten.
- 3) Ethnic minority groups are under-represented in the field of American history in the UK.
- 4) The field is disproportionately populated by men, compared not only to the UK population but also to the broader historical profession and undergraduate cohorts in the UK. A gender imbalance of around 70/30 is evident both in the population of graduate students and amongst those employed on permanent, full-time balanced contracts in the field.
- 5) Around half of the UK doctorates recorded in the survey were undertaken at five institutions.
- 6) A quarter of those in the field are in the position of having finished their PhD without having yet secured a permanent, full-time academic appointment.
- 7) Political history is the most widely researched subject in the field. British scholars of the United States also continue to study race and ethnicity and the American South in large numbers. However, choices of theme or topical focus can be highly influenced by gender.

- 8) A variety of other factors were also judged by many respondents to adversely shape experiences of working in the field, including socio-economic background, caring responsibilities, nationality, immigration restrictions, and age.
- 9) A significant number of respondents could not be confident about the numbers of students undertaking a PhD in American history at their employing institution, let alone the race and gender of those students.

### **Recommendations**

That the results of the survey should be disseminated widely within the field, and where appropriate to relevant organizations beyond BGEAH, BrANCH and HOTCUS: for example, AHA, BAAS, WASN, SHAW, SASA, RHS and OAH.

That BGEAH, BrANCH and HOTCUS each give high-level attention to the summary findings and discuss their own organizational response, taking into account the ideas of respondents summarized in Q37.

That BGEAH, BrANCH and HOTCUS consider collaborative action, where possible, to address specific challenges identified in the survey. The forms of collaborative action, which might include joint ventures in outreach, common anticasualization policies and pooling financial resources for specific equality and diversity initiatives, will be discussed at a special joint event to be held before the end of 2018.

That BGEAH, BrANCH and HOTCUS members, and others working in the field, reflect on how practices within their own institutions may contribute to the challenges identified in the survey and how they might press for such practices to change.

Such action might include:

Working to ensure that departmental hiring and promotion procedures conform to best equality and diversity practice (for example, discouraging all-male shortlists, improving contractual arrangements and providing proper mentoring of colleagues on short-term and part-time contracts)

Ensuring that American history module booklets, including lists of required reading, prominently feature works by female and BAME scholars, and that any reference to a hypothetical historian genders that historian as a female

Pro-actively mentoring promising female and BAME undergraduate students to think about graduate work in the field

## **Aggregate responses to specific questions**

### **Q1: What is your age? 184 responses**

18-24: 3.26%

25-34: 39.13%

35-44: 28.80%

45-54: 15.76%

55-64: 6.52%

65-74: 3.80%

75 or older: 2.72%

Comments: the field (or at least the respondent field) seems to skew young, with most in the later PGR/ECR/MCR age ranges. This may reflect the expansion of the field over the past twenty years: as there were not so many appointments in the field thirty years ago, we would not expect a lot of 50-somethings still in the field today.

### **Q2: What is your nationality? (Check more than one box for dual nationality) 185 responses**

UK/British: 72.43%

Irish Republic: 1.62%

EU (non-UK/Irish): 7.03%

US: 22.70%

Canada: 3.24%

Australia: 2.16%

Other: 1.08 % (2 responses)

Comments: The field is predominantly populated by UK/British nationals. Around half of those who identified as US nationals had completed or were completing their PhDs at English or Scottish universities. 16 of the 41 respondents who identified as US nationals were in permanent 'balanced contract' academic positions, compared with 58 of 134 UK nationals. 19 respondents claimed dual nationality.

### **Q3: What is your residency status? 184 responses**

British citizen, including dual nationality, or British subject with right of abode: 72.83%

EU/EEA citizen: 8.15%

Commonwealth citizen with right of abode: 0.54%

UK visa: 11.96%

Indefinite leave to remain: 5.98%

Refugee or asylum seeker: 0.00%

Other: 1.63%

Comments: The results point to a significant proportion of respondents whose residency status remains subject to the effects of Brexit or changes in UK visa rules or their own visa status. Respondents on UK visas face additional constraints in satisfactorily meeting the demands of the REF, such as the Home Office's restrictions on time spent out of the country, even for job-related research. This restriction currently limits time out of the country to 180 days in any 365-day calendar year, and the Home Office has recently changed its method for calculating this time period. There were no respondents with refugee or asylum seeker status: this is not statistically anomalous, given that refugees and asylum seekers represent c. 0.2-0.3% of the UK population. Still, potential PhD supervisors in the field might bear in mind the scholarships available at various universities across Britain intended to promote access to UK higher education amongst refugees and asylum seekers: [http://www.star-network.org.uk/index.php/resources/access\\_to\\_university](http://www.star-network.org.uk/index.php/resources/access_to_university)

**Q4: Do you have a disability, long-term illness or health condition?** 184 responses

Yes: 11.41%

No: 82.07%

Prefer not to answer: 6.52%

Comment: whilst it is reassuring to see that most respondents enjoy good health, the number of respondents answering 'Yes' is significant for a research field that often requires travel and extended periods of time away from home. It is also a reminder of the need to provide proper access arrangements for those with disabilities at events in the field.

**Q5: Do you currently have regular caring responsibilities, or have you had regular caring responsibilities during your academic career?** 184 responses

Yes: caring for children: 25.54%

Yes: caring for adult: 8.15%

No: 67.39%

Comment: as with Q4, these responses point to substantial numbers (close to a third of those working in the field) whose ability to conduct research or attend conferences in the United States may have been affected by caring responsibilities at times during their careers.

**Q6: With respect to race or ethnic identity, how would you describe yourself?** 184 responses

Mixed/multiple ethnic groups: 2.72%

Black/African/Caribbean/Black British/African American: 0.00%

Asian/Asian British: 0.54%

Hispanic: 0.54%

White: 91.30%

American Indian/Native American: 0.00%

Prefer not to answer: 3.26%

Other: 1.63%

Comment: The figure of 91.3% of respondents identifying as White suggests a field less diverse than UK society as a whole (87.1% in 2011 census). It is, however, in line with the Equality Challenge Unit's staff statistical report for 2016 which indicates that only 5.8% of historians working at UK universities were from BAME backgrounds. Our situation, in that sense, reflects the situation in broader UK academe, but that does not mean there are no solutions specific to ourselves. Although we should be wary of the assumption that a researcher of minority ethnic status should naturally wish to research histories of race, it is still striking that a field with traditional strengths in the study of US slavery, race relations and civil rights has been unable, on the evidence of the survey, to attract Black British graduate students and scholars into its ranks.

**Q7: With respect to gender identity, which of the following describes how you think of yourself?** 183 responses

Female: 31.69%

Male: 64.48%

In some other way: 1.09%

Prefer not to answer: 2.72%

Comment: these results suggest a field disproportionately populated by men, in relation both to the UK population and to the gender balance of academic history staff in UK higher education (women represent 38.5%). There were some modest but notable differences in the level of women's representation across different chronological periods of study: pre-colonial and colonial America and the early Republic (29.17%); antebellum and postbellum era (32.88%); 20<sup>th</sup> century to the present (27.52%).

**Q8: What is your sexual orientation?** 183 responses

Heterosexual, or straight: 83.06%

Gay or lesbian: 7.65%

Bisexual: 3.28%

Other: 0.55%

Prefer not to answer: 5.46%

Comment: on the surface, these figures suggest that the field is more inclusive in terms of sexual orientation than it is with respect to race/ethnic and gender identity. In 2016, according to the Office of

National Statistics, 2% of the UK population identified as gay, lesbian or bisexual, though these may well represent an undermeasurement (other surveys suggest a figure in the region of 6.5%).

**Q9: What was the highest education level completed by any of your parents or guardians?** 184 responses

Primary education: 2.17%

Secondary education up to the age of 16: 17.39%

A-levels/Scottish Higher/Irish Leaving Certificate/High School/GED/IB or equivalent/BTEC or equivalent vocational qualification: 15.22%

Bachelor's degree or equivalent: 27.17%

Master's degree or equivalent: 14.13%

PhD or equivalent: 23.91%

Comment: Parental qualifications are widely regarded as more important to future outcomes than income or social class. It is probably not that surprising that more than 65% of those working in the field had at least one parent or guardian who had graduated from university. However, that close to 35% came from backgrounds with no parental experience of post-18 education suggests a field that is broadly hospitable to the aspirations of 'first generation university students' who want to pursue postgraduate degrees and/or academic careers. It would be interesting to compare these statistics with data from other historical fields. In the US, time to degree is often longer than in British PhD programs, which may give first generation students more time to adjust and thrive.

**Q10: What type of school did you mainly attend between the ages of 11 and 16?** 184 responses

A state-run or state-funded school - selective on academic, faith or other grounds: 23.27%

A state-run or state-funded school - non-selective: 55.98%

Independent or fee-paying school: 19.02%

Home-schooled: 1.09%

Other: 0.54%

Comment: The proportion of US historians in the UK who attended independent school (19.02%) is high in comparison with a figure of 7% for the UK population as a whole and 10% for university undergraduates. The latter figure, however, differs widely from institution to institution. There are about 20 major HEIs which draw more than 20% of their undergraduates from private schools.

**Q11: Do you have a PhD?** 184 responses

Yes: 70.11%

No: 29.89%

Comment: This suggests a broadly healthy balance in the field between graduate students and post-PhD researchers.

**Q12: If you have a PhD, when was it awarded?** 166 responses

Not applicable: 22.29%

Before 1980: 3.01%

Between 1981 and 1990: 3.01%

Between 1991 and 2000: 13.84%

Between 2001 and 2010: 19.88%

Between 2011 and the present: 37.94%

Comment: these figures point to a striking increase in the number of PhDs awarded to US historians currently in the UK over the course of the past thirty years. The same pattern holds when the results are explicitly filtered for US historians of British nationality. The number of PhDs in American history awarded to British nationals each year increased significantly after 2008: 1 in 2005, 2 in 2006, 0 in 2007, 2 in 2008, and then 6 in 2009, 4 in 2010, 5 in 2011, 1 in 2012, 8 in 2013, 9 in 2014. This may well reflect both the effects of the expansion of UK student numbers during the era of Labour government and a pattern of natural growth from earlier increases (more US historians employed in UK universities leads to more undergraduates taking US history courses and thereafter more students undertaking PhDs in the field).

**Q13: If you have a PhD or are currently studying for a PhD, please specify the location of the awarding institution and the institution itself.** 177 responses

Scotland: 9.04%

Wales: 0.00%

England: 68.36%

Northern Ireland: 0.00%

Irish Republic: 0.56

United States: 18.08%

Canada: 0.56%

EU (non-Irish Republic/UK): 0.56

Other: 2.82%

Comment: It is particularly striking that, within the UK, PhDs awards in American history topics seem to be dominated exclusively by institutions in England and Scotland, with Wales and Northern Ireland not registering in the survey at all.

The 119 responses identifying the awarding institution produced the following tally:

University of Cambridge: 15

University of Oxford: 14

University of London (UCL/LSE): 11

University of Nottingham: 8

University of Edinburgh: 7

University of Leeds: 5

University of Pennsylvania: 4

University of Reading: 4

University of Warwick: 3

Johns Hopkins University: 3

University of Liverpool: 3

Northumbria University: 3

University of East Anglia: 3

All other institutions: 2 or fewer PhD awards recorded in survey

Comment: although many institutions in the UK clearly support PhD research in American history, well over 50% of the UK doctorates recorded in this survey have been undertaken at five institutions: Cambridge, Oxford, London (comprising both UCL and LSE), Nottingham, and Edinburgh.

**Q14: What is your current employment status?** 184 responses

In full-time education (MA/MPhil/PhD): 21.74%

Post-PhD hourly paid tutor: 7.07%

Post PhD temporary part-time teaching fellow: 3.80%

Post-PhD temporary part-time research fellow: 1.63%

Post-PhD temporary part-time lecturership: 2.17%

Post-PhD temporary full-time teaching fellow: 1.63%

Post-PhD temporary full-time research fellow: 2.72%

Post-PhD temporary full-time lecturership: 1.09%

Post-PhD position outside academe: 3.26%

Post-PhD unemployed: 1.63%

Post-PhD permanent part-time teaching fellow: 1.09%

Post PhD permanent full-time teaching fellow: 0.54%

Permanent full-time lecturership/assistant Professor: 15.22%

Permanent full time senior lecturer/reader/associate Professor: 19.02%

Professor/Professorial Fellow: 7.07%

Retired: 5.98%

Other (including part-time PhD students): 10.87%

Comments: about a quarter of those currently working in the field of American history are either full-time or part-time students. Just under 50% are either employed on permanent 'balanced' contracts or are retired. A quarter of the field, however, have finished their PhDs and are currently in employment situations that are usually regarded as sub-optimal: they are either unemployed, on hourly-paid, part-time and/or temporary contracts, or employed outside academe. For a few, such situations may accord with their aspirations and preferred lifestyles, but it is likely that the numbers subject to labour casualization will exceed the capacity of HEIs to absorb them into 'balanced' contracts over a reasonable span of years. It is also possible that American history – as a field popular with undergraduates – is particularly prone to casualised employment positions: departments with resources sufficient only to fund hourly-paid or part-time contracts know that they can reliably squeeze value out of US history modules. This may create opportunities for teaching experience in excess of those available in other fields, but there is no guarantee that these positions support the research necessary to obtain a permanent position, or that permanent positions will be advertised if and when the resource situation improves. 71.05% of those employed on permanent, full-time balanced contracts in the field identify as male.

**Q15: Are you a member of the following organizations?** 174 responses

British Association of American Studies (BAAS): 68.39%

British Group of Early American Historians (BGEAH): 16.09%

British American Nineteenth Century Historians (BrANCH): 31.61%

Historians of the Twentieth Century United States (HOTCUS): 44.83%

Organization of American Historians (OAH): 22.41%

American Historical Association (AHA): 19.54%

Royal Historical Society: 18.97%

Southern Historical Association: 11.49%

Society for Historians of American Foreign Relations (SHAFR): 16.09%

Scottish Association for the Study of America: 9.20%

American Politics Group: 12.64%

Comments: 21 responses in the comment field itemized additional organizational memberships. The various British organizations in the field (BAAS, BGEAH, BrANCH, HOTCUS and SASA) clearly provide quite extensive and interlocking networks. It is worth pointing out that there is no 'membership' to BGEAH; the organization does not charge a yearly member fee, so respondents who identified with this organization are likely regular conference attendees. Unsurprisingly, membership of US-based organizations is more pervasive amongst permanent faculty than across the field as a whole: for example, 39.19% of American historians in the UK employed on permanent, full-time contracts are members of the OAH. Interestingly, this figure is significantly higher than the equivalent figure for membership/fellowship of the Royal Historical Society (27.03%).

**Q16: Which chronological period/s are the focus of your research?** 184 responses

Pre-Colonial America: 1.09%

Colonial America: 14.13%

Revolutionary Era: 15.76%

Early Republic: 17.39%

Pre-Civil War: 23.37%

Civil War and Reconstruction: 25.54%

1877-1898: 20.11%

Progressive Era and World War 1: 21.20%

Inter-War and World War II: 23.91%

1945-1989: 47.28%

1989-Present: 25.00%

Comment: these results indicate that the research interests of many American historians in the UK cross over the period boundaries identified in the question. Although the community of UK-based historians interested in pre-nineteenth century America is smaller than for later periods, it is still substantial and may also be supplemented by scholars who don't identify as Americanists; otherwise, the spread of interest is relatively even, aside from a marked concentration in the 1945-1989 period. The results also indicate that the post-1989 period is now subject to significant levels of scholarly activity.

**Q17: What is the thematic/topical focus of your research? You can check multiple boxes.** 184 responses

Listed in descending order:

Political history: 47.83%

Social history: 42.39%

Cultural history: 34.24%

History of race and ethnicity: 30.43%

Southern history: 26.63%

Transnational history: 26.63%

Diplomatic history: 22.28%

Intellectual history: 20.65%

Atlantic history: 19.02%

Gender history: 16.85%

Women's history: 15.22%

History of slavery: 14.13%

Economic history: 13.59%

Urban history: 12.50%

Migration history: 10.33%

Military history: 10.33%

Comparative history: 9.78%

History of religion: 9.78%

Western history: 8.69%

Labor history: 8.15%

Native American history: 8.15%

History of crime and punishment: 7.07%

Environmental history: 5.43%

Borderlands history: 5.43%

History of sexuality: 5.43%

History of science and technology: 5.43%

Public history: 3.26%

History of medicine: 2.17%

Legal history: 1.63%

History of education: 1.63%

Comments: In light of recent debates about the death of political history within US academe, it is notable that the sub-field seems to be alive and kicking amongst American historians in the UK. British scholars of the United States continue to study race and ethnicity and the American South in large numbers – certainly Southern history has substantially more researchers than Western history. It is interesting to see more researchers identifying as transnational historians than as diplomatic historians. Some striking things happen, however, when the responses are filtered by gender. For those identifying as female, the percentage of respondents studying political history drops to 24.14% and diplomatic history to 10.34%, whilst the percentages studying histories of race and ethnicity (39.66%), gender (36.21%) and women's history (29.31%), and the history of religion (15.52%) all increase significantly. Filtering for age did not dramatically affect the results.

**Q18: What is your current institution?** 154 responses

University of London: 13.64%

University of Oxford: 7.14%

University of Nottingham: 6.49%

University of Edinburgh: 3.90%

University of Cambridge: 3.25%

Northumbria University: 2.60%

University of Birmingham: 2.60%

University of Kent: 2.60%

University of Southampton: 2.60%

University of East Anglia: 2.60%

All others below 2%

Comments: the response rate dipped significantly between Q17 and Q18. Q17 completed the first section of the survey. Some respondents may not have realized there were sections to follow.

**Q19: Please identify the title field of the department or academic unit in which you are principally based. For a joint 50/50 affiliation with two departments, check two boxes. 154 responses**

History: 75.97%

American Studies: 21.43%

Politics: 1.30%

Other: 11.04%

Responses under 'Other' included: Humanities, Liberal Arts, War Studies, Library, Administration, Social Policy, Economics, Rothermere American Institute, Art History and English Language Studies.

Comments: The most notable feature of these results is probably the modest proportion of American historians in the UK who are affiliated with departments of Politics, especially given the apparent strength of US political history as a sub-field. This may reveal something about the current status of political history within the discipline of political science.

**Q20: In total, how many historians of pre-colonial America, colonial America and the United States are currently employed on full-time, permanent academic (research and/or teaching) contracts at your institution? Please include those in other departments. 154 responses**

0: 2.60%

1: 5.19%

2: 11.69%

3: 15.58%

4: 10.39%

5: 9.09%

6-10: 24.03%

More than 10: 7.14%

Don't know: 14.29%

Comment: these results should not be read as meaning, for example, that 15.58% of those employed on permanent, full-time contracts are employed by universities with three American historians. Rather, 15.58% of those responding to the question belong to institutions which employed three American historians. These results are indicative of the wide variety in levels of faculty support for the study of American history across UK HE institutions. In some universities, there may be no American historians, or only one, employed. Others employ many more: frequently mentioned in the '6-10' and 'More than 10' response fields were Cambridge, Oxford, UCL, Northumbria, Nottingham, Manchester and UEA. The proportion of 'don't know' responses suggests that PhD students or respondents in precarious terms of employment may be removed from or uninformed about the employment status of other Americanists in their departments and at their universities.

**Q21: How many historians (in all fields) are employed on permanent full-time academic contracts at your institution? Please include those in other departments.** 150 responses

0-5: 4.00%

6-10: 3.33%

11-15: 7.33%

16-20: 8.00%

21-25: 5.33%

26-30: 6.00%

31-35: 6.00%

36-40: 6.67%

41-45: 6.00%

46-50: 6.00%

51-60: 6.67%

61-70: 2.67%

71-80: 2.67%

81-90: 1.33%

91-100: 0.67%

More than 100: 4.67%

Don't know: 22.67%

Comment: Responses to this question are primarily valuable when used in association with responses to Q20 to produce an approximate ratio of Americanist historians to total numbers of historians employed. The same respondents who reported in Q20 that their institution employs two Americanist historians generally reported in Q21 that their institution employs, in total, between 11 and 25 historians. Similarly, institutions reported as employing three Americanist historians generally employ between 16 and 40 historians overall. For institutions employing four Americanist historians, the average overall figure for historians employed is between 31 and 40 historians in total, though some institutions with between 51 and 60 historians are also reported to have four Americanists. The institutions with five Americanist historians are most likely to employ between 36 and 50 historians in total. From these comparisons, it is possible to derive the following: the ratio of Americanist historians to total numbers of history faculty employed in British academe is around (possibly slightly better than) one in ten. Institutions which have teaching programmes in American Studies as well as History are likely to have a higher ratio.

**Q22: To your knowledge, what percentage of the historians of pre-colonial America, colonial America and the United States employed on full-time, permanent contracts at your institution are women?**

146 responses

0%: 21.92%

10%: 9.59%

20%: 7.53%

30%: 15.75%

40%: 6.16%

50%: 9.59%

60%: 2.74

70%: 1.37%

80%: 0.00%

90%: 0.00%

100%: 5.48%

Don't know: 19.86%

Comment: The responses to this question confirm the pattern emerging from answers to previous questions: a majority of American historians in the UK study or work in institutions where women are

under-represented in permanent, full-time positions in the field compared with the UK population as a whole and with the UK historical profession (in which women currently occupy 38.5% of academic positions). These results provide some support for the view that one of the factors constraining the progress of women in the field through PhDs and early career stages is a shortage of available female role models and mentors. It is also evident that many American historians in the UK study or work in institutions where they remain uninformed about the employment status of their colleagues. The field would benefit from more transparency in hiring and promotion practices.

**Q23: To your knowledge, what percentage of the historians of pre-colonial America, colonial America and the United States employed on full-time, permanent contracts at your institutions are members of minority ethnic groups?** 148 responses

0%: 68.92%

10%: 6.08%

20%: 0.68%

30%: 3.38%

40%: 0.00%

50%: 0.00%

60%: 0.00%

70%: 0.00%

80%: 0.00%

90%: 0.00%

100%: 0.00%

Don't know: 20.95%

Comment: This confirms a pattern of chronic underrepresentation of those who identify as members of an ethnic minority in permanent, full-time positions in the field of American history in the UK.

**Q24: In total, how many historians of pre-colonial America, colonial America and the United States are currently employed on full-time, temporary contracts at your institution?** 153 responses

0: 33.99%

1: 16.34%

2: 3.27%

3: 3.27%

4: 1.96%

5: 2.61%

6-10: 5.88%

More than 10: 2.61%

Don't know: 30.07%

Comment: Full-time temporary contracts continue to be a significant feature of the employment market for American historians in the UK. Respondents from over twenty institutions reported that there were faculty at those institutions employed on such contracts. It is likely, however, that a significant portion of such contracts are teaching fellowships, rather than lectureships.

**Q25: In total, how many post-PhD historians of pre-colonial America, colonial America and the United States are currently employed on part-time (hourly-paid or fractional) temporary contracts at your institution?** 154 responses

0: 29.22%

1: 16.88%

2: 5.84%

3: 3.25%

4: 1.95%

5: 1.30%

6-10: 3.90%

More than 10: 0.65%

Don't know: 37.01%

Comment: Respondents from over twenty-five institutions reported that there were post-PhD American historians employed on part-time temporary contracts at their institution. The terms of such contracts can vary enormously, from the generous to the miserly, but the results suggest a significant dependence upon casualised labour for teaching delivery in the field. They also again suggest that a significant portion of respondents do not know how many people working in the field at their own institution are employed on part-time contracts.

**Q26: In your institution, how many PhD students are researching topics in American history? If you are a PhD student, include yourself in the total.** 154 responses

0: 3.90%

1: 7.79%

2-5: 27.92%

6-10: 17.53%

10-15: 12.99%

16-20: 3.25%

More than 20: 3.25%

Don't know: 23.38%

Comment: There were 14 institutions identified in the responses as having more than six students researching topics in American history; an additional 18 were identified as having between two and five.

**Q27: To your knowledge, what percentage of the cohort of PhD students researching topics in American history in your institution are women?** 146 responses

0%: 12.33%

10%: 4.79%

20%: 4.11%

30%: 9.59%

40%: 6.16%%

50%: 11.64%

60%: 4.79%

70%: 2.05%

80%: 1.37%

90%: 0.00%

100%: 6.16%

Don't know: 36.99%

Comment: although the responses to this question cannot be used to provide an overall figure for the percentage of British-based PhD students in American history who are women, the preponderance of responses (excluding 'don't know') lie in the sub-50% region. This is generally affirmed by those responses which cited specific ratios, though the gender balance can be very different from institution to institution. Also, cross-referencing the figures for respondents in full-time education (Q14) with gender identity (Q7) produces a figure of 30.77% women and 64.10% men.

**Q28: To your knowledge, what percentage of the cohort of PhD students researching topics in American history in your institution are members of minority ethnic groups?** 151 responses

0%: 42.38%

10%: 17.22%

20%: 1.99%

30%: 0.66%

40%: 0.00%

50%: 1.32%

60%: 0.00%

70%: 0.00%

80%: 0.00%

90%: 0.00%

100%: 0.00%

Don't know: 35.42%

Comment: These responses indicate the very limited presence of members of minority ethnic groups amongst the existing cohort of British PhD students researching American history topics. Also, cross-referencing the figures for respondents in full-time education (Q14) with ethnic identity (Q6) produces a figure of at most 12.50% who identify as other than White.

**Q29: How many students who have written their PhD theses on American history topics have graduated from your institution in the past five years?** 153 responses

0: 3.92%

1: 4.58%

2: 5.23%

3: 4.58%

4: 3.27%

5: 5.88%

6-10: 15.69%

11-15: 0.65%

16-20%: 2.61%

More than 20: 2.61%

Don't know: 50.98%

Comment: Nearly twenty UK institutions were identified as having awarded PhDs to four or more candidates in American history over the course of the last five years. Five institutions were identified as having graduated more than ten.

**Q30: What percentage of students who have written their PhD theses on American history topics and graduated from your institution in the past five years have gone on to full-time permanent academic positions in the field?** 150 responses

0%: 9.33%

10%: 1.33%  
20%: 3.33%  
30%: 2.67%  
40%: 0.67%  
50%: 6.00%  
60%: 2.00%  
70%: 1.33%  
80%: 1.33%  
90%: 0.00%  
100%: 3.33%

Don't know: 68.67%

Comment: Probably the most striking thing to note here is the softness of the available data. The majority of respondents felt unable to answer the question. Of those that could, respondents from the same institution often offered widely varying figures for both numbers identified as graduating in the past five years and the percentage of such graduates recruited to full-time permanent academic positions in the American history field. Success in terms of academic employment outcomes is not the only measurement of achievement that matters for a PhD programme, but it is obviously significant: it would be good to know more about how well the field overall is preparing its PhD students for the academic employment market and to be able to identify particular pockets of best practice.

**Q31: Do you think that the gender balance within the field of American history, including established academic staff, ECRs and postgraduate students, in the UK is representative of broader UK society (2011 UK census: women represented 50.9% of population)?** 144 responses

Yes: 6.94%

No: 74.31%

Don't know: 18.75%

Comment: There was no marked discrepancy in the aggregate responses of male and female respondents to this question.

**Q32: Do you think that the gender balance of academic staff working in the field of American history in the UK is representative of the broader UK history profession (2015 Royal Historical Society report: women represented 38.5% of academic history staff in UK higher education)?** 145 responses

Yes: 38.62%

No: 37.24%

Don't know: 24.14%

Comment: This question produced a roughly even split. Men were more inclined than women (41.49% compared to 34.78%) to respond 'yes'. It is worth noting that, of those respondents to the survey who recorded having permanent, full-time, balanced contracts, 27.63% identified as female.

**Q33: If you perceive a gender imbalance within the field, what do you think the reasons for it are?** 124 responses

Shortage of female role models within individual institutions and broader field of American history in UK: 41.94%

Overt discrimination in hiring practices: 16.94%

Invisible bias in hiring practices: 60.48%

Challenging of networking and researching in US conflicts with caring responsibilities: 50.81%

Women less attracted to American history topics than other topics: 11.29%

Other: 19.35%

Respondents comments pointed to the following:

Traditional dominance of particular subjects (Civil War, politics) within the field

American Studies more likely to have a gender balance than American history

Failure to convert women from enthusiastic undergraduate students into PhD candidates in same ratio as men

Male networking culture at conferences

Problem more generally reflective of historical profession, not American history per se

Competition for female recruits from other fields such as gender studies

**Q34: In terms of ethnic diversity, do you think that the field of American history in the UK, including established academic staff, ECRs and postgraduate students, is representative of broader UK society (2011 census: 19.5% of population identified with a minority ethnic group)?** 146 responses

Yes: 2.74%

No: 79.45%

Don't know: 17.81%

Comments: these results are broadly in line with what other questions in the survey reveal about representation of ethnic minority groups in the field.

**Q35: If you perceive that the field of American history in the UK is less ethnically diverse than broader UK society, what factors do you hold responsible?** 127 responses

Shortage of role models within individual institutions and broader field of American history in the UK: 62.99%

Overt discrimination in hiring practices: 14.17%

Invisible bias in hiring practices: 51.18%

Minority ethnic groups less attracted to American history topics than to other topics: 27.56%

Other: 25.98%

Respondent comments pointed to the following:

Unlike problem of gender imbalance, lack of ethnic diversity in the field begins at undergraduate level

The problem is more generally reflective of the historical profession, the Arts and Humanities disciplines, and the whole HE sector, not American history per se

Students from disadvantaged backgrounds more likely to favour disciplines which provide reliable, well-defined routes into a career

Lack of outreach to 16-18-year old BAME students

Conference and networking culture organized around bars and wine receptions off-putting to those who do not drink alcohol for religious or cultural reasons

BAME students in the UK more attracted to British, imperial/post-colonial and global history

**Q36: Do you perceive any of the following factors to have adversely affected the progress of your career as a historian of the United States?** 81 responses

Gender: 27.16%

Sexuality: 2.47%

Ethnic identity: 2.47%

Caring responsibilities: 34.57%

Socio-economic background: 35.80%

Nationality: 28.40%

Age: 23.46%

Disability: 12.35%

Respondent comments pointed to the following:

Caring responsibilities make it difficult to spend long periods of time on research in the US or apply for US-based fellowships

UK visa rules (particularly the need to be resident in the UK for a minimum number of days each year) make it more difficult for non-British citizens to spend long periods of time on research in the US or apply for long-term US-based fellowships

Discrimination against non-native English speakers

High teaching loads make it difficult to maintain research profile

Institutions may block career progress of trade union activists

A pervasively male culture in US history makes it harder for women to attain visibility and develop connections that lead to collaborative opportunities

Bias against certain topic areas within US history field

Limited representation of American Studies and American history scholars in top tiers of British academe (e.g. British Academy)

British universities favour UK-EU citizens for temporary positions due to sponsorship requirements for candidates from elsewhere

Comment: 60% of female survey respondents and 36% of male respondents answered this question.

**Q37: What do you think organizations like BGEAH, BrANCH and HOTCUS could do to help ensure equality and diversity within the field of American history in the UK?** 81 responses

Respondents pointed to the following:

MA or PhD scholarships, research grants and conference bursaries targeted at female or ethnic minority students

Barring male-only panels at conferences

Schools outreach targeted at BAME students

Outreach targeted at state schools, particularly in disadvantaged areas

Providing career mentoring across institutions

Members of these organizations should place pressure on their own institutions to diversify curricula

Members of these organizations should place pressure on their own institutions to diversify faculty, ensuring that equality and diversity protocols are acted on and encouraging recruitment in subfields more likely to attract female or ethnic minority candidates. Promote 'Rooney rule'.

Increase digitalization of and open access to US sources to facilitate UK-based scholarship

Promoting more inclusive historical perspectives on American history

Need to promote intellectual excellence as well as an inclusive culture

Choose keynote speakers and panel chairs who are women or members of ethnic minority groups, and promote inclusive practices in panel discussions (e.g. selecting a woman to ask the first question)

Organize events focused on equality and diversity

Ensure equality and diversity in award distribution and election slates

Establishing UK-based networks of women and minority historians of the United States

Sponsor prizes geared to celebrating and promoting achievements of women and members of ethnic minority groups working in the field

Encourage diversity of topic areas first of all, and the rest should follow

Explore partnerships with non-UK, non-US organizations and institutions to broaden networking opportunities

Appoint equality and diversity representatives to committees of these organizations

Deepen links with Society for Historians of Women in the Americas (SHAW) and with BAAS representatives working on this issue