

## 'Academia as a Bourdieusian Field: Masculine Structures and their Consequences for Women'

### Abstract

We build the case that academia represents an organizational field in the Bourdieusian sense and explore the masculine nature of this field. Drawing on interviews with 22 female academics we examine the impact for women of trying to fit into structures designed for men. We examine turning points and expectations for academic careers (applying for academic positions, tenure expectations around continuous research, teaching, applying for grants, supervising graduate students, and committee work, sabbaticals, conferences, and applying for promotion to Full Professor) and show how each of these masculine structures poses challenges for women academics. We rely on interviewees' comments to describe the consequences of striving to fit into this masculine field, their suggestions for changing the gendered nature of these structures, and their conclusions regarding the adverse consequences for their health, their families, and their engagement with academia, as well as for the health and effective operation of universities.