

Appendix A
Informed Consent Form

Title of Project: Development of Feminist Identity

Investigator: Denise Collins

I. The Purpose of this Research/Project

This project examines the development of feminist identity in women faculty and administrators. Specifically, the research will look at two issues: the role of feminism in adult self-identified feminist women's identity and the impact of race/ethnicity and sexual orientation on feminist identity.

II. Procedures

Participants will be asked to complete one semi-structured interview. Interviews will be scheduled at a time and place convenient to the participant and will last approximately one hour. Signing this form constitutes informed consent for completing an individual interview as well as permission to tape record the interview. The interview will be conducted through prior arrangement.

III. Risks

There are no anticipated risks to the participants.

IV. Benefits of this Project

This study will benefit the study of human development by expanding the theory base on which we understand identity development. No promise or guarantee of benefits is made to encourage you to participate.

V. Extent of Anonymity and Confidentiality

Confidentiality is assured to the participants. Your name will not be associated with the content of the interview. Publications about the findings from the study will mask the identity of the individual. Interviews will be tape recorded; transcripts will be prepared with names and any personal identifiers changed. Participants have the right to have the tape turned off at any time during the interview. Tapes and transcripts will remain in the possession of the primary investigator.

In some situations, it may be necessary to break confidentiality. If child abuse is known or strongly suspected, investigators are required to notify the appropriate authorities. If a participant is believed to be a threat to herself/himself or others, the investigator will notify the appropriate authorities.

VI. Compensation

Participants will not receive compensation for this interview.

VII. Freedom to Withdraw

Participants are free to withdraw from this study at any time. You are free not to answer any questions that you choose or to request that the tape recorder be turned off at any time during the interview.

VIII. Approval of Research

This research project has been approved, as required, by the Institutional Review Board for Research Involving Human Subjects at Virginia Polytechnic Institute and State University and by the Department of Educational Leadership and Policy Studies of the College of Human Resources and Education.

IX. Participant's Responsibilities

I voluntarily agree to participate in this study. There are no restrictions on my participation in this study.

X. Participant's Permission

I have read and understand the Informed Consent and conditions of this project. I have had all my questions answered. I hereby acknowledge the above and give my voluntary consent for participation in this project.

If I participate, I may withdraw at any time. I agree to abide by the rules of this project.

Signature

Date

Should I have any questions about this research or its conduct, I may contact:

(540) 231-8441

Elizabeth G. Creamer
Faculty Advisor

Phone

(540) 231-5281

H. T. Hurd
Chair, IRB
Research Division

Phone

Appendix B

Interview Protocol

- A. “Thank you for agreeing to participate in my research study. I am looking at the role feminism has in identity. I have several open-ended questions to ask, and I hope you will feel free to talk about any experiences or ideas that come to mind. I use the word ‘feminism.’ Is there another word you’d prefer I use?”
- B. “You’ve already completed and returned an informed consent form. Do you have any questions about that? I asked for your permission to tape record this interview. Is that still okay? Please remember that you may turn off the tape recorder at any time.”
- C. “The interview questions deal with identity development. Identity is defined as how you see yourself as a person and who you believe you are. I will use the term ‘identity’ interchangeably with the phrase ‘who you think you are as a person.’”
- D. Questions:

General

1. Thinking about that definition of identity, can you describe how you see yourself as a person? (This question added for the Northwest and Southwest interviews.)
2. How did your feminism develop? Can you describe the process that led you to first identify yourself as a feminist?
3. What is feminism to you? How do you define it?
4. Identity refers to our sense of who we are, how we see ourselves, and how others see us. Do you think of feminism as an identity? How much does feminism play a part in who you think you are as a person?

“Previous research has looked at identity as being linked to occupation, relationships, politics and religion. There are a few other categories which I’ve added, which are race or ethnicity and sexual orientation being two other primary elements of identity. My study is based on these areas, but I’m not completely convinced that those are all the elements of identity. The questions I have to ask are based on those areas, but if they don’t fit you, then please tell me that or if there are other categories that don’t include those, I want to hear about those too.” (This statement added for Midwest, Northwest, and Southwest interviews.)

Occupation

5. How important is your occupation to your identity?
6. What is the connection between feminism and the importance of occupation in your identity?

Relationships

7. One way that some people define themselves is through their connections to others. To what extent do relationships define who you think you are as a person?
8. What is the connection between feminism and relationships in your self-definition?

Religion/Spirituality

9. How important is religion or spirituality in your identity?
10. What is the connection between feminism and religion or spirituality in your identity?

Politics/Activism

11. How important are politics to your identity?
12. What is the connection between feminism and politics in your identity?
13. Do you consider yourself an activist? What does activism mean to you? Is activism different from politics as an identity?
14. What is the connection between feminism and how you see yourself as an activist?

Multiple Identities

15. How much does your race or ethnicity play a part in who you think you are as a person?
16. How are your racial/ethnic identity and feminism related?
17. How much does your sexual orientation play a part in who you think you are as a person?
18. How is your identity as a heterosexual/lesbian/bisexual woman related to your feminist identity?
19. We've talked about identity as it relates to occupation, relationships, religion, politics, activism, race, and sexual orientation. Are there any other things that are central in forming your identity?
20. If yes, how does that identity relate to feminism?
21. Do you have any additional thoughts about how feminism fits into your identity?

“Thank you for your time and your responses. If you would like more information about the research project or have any questions, please feel free to contact me. Here's my card with my phone number and e-mail address.”

Appendix C
Demographic Survey

- A. Position: Faculty _____ Administrator _____
- B. University: _____
- C. Race/Ethnicity: _____
- D. Age: _____
- E. Sexual Orientation: _____
- F. Year of undergraduate degree: _____
- G. Highest degree earned: _____
- H. Year of highest degree: _____
- I. How long have you considered yourself a feminist? _____

Appendix D

Complete Listing of Participants

Pseudonym	Group	Location	Position	Race	Age	Sexual Orientation
Andy	Underlying Construct	SW	Administrator	White	45	Heterosexual
Audrey	Underlying Construct	SW	Faculty	White	41	Lesbian
Barbara	Set of Values	NE	Administrator	White	52	Heterosexual
Betsy	Underlying Construct	SE	Administrator	White	53	Lesbian
Cathy	Process to Make Meaning	SE	Administrator	White	50	Heterosexual
Chris	Process to Make Meaning	NW	Faculty	White	50	Bisexual
Dana	Underlying Construct	SW	Faculty	White	43	Lesbian
Daphne	Contextual Identity	SE	Administrator	Black/African American	35	Heterosexual
Dee	Underlying Construct	MW	Administrator	Black/African American	47	Heterosexual
Diane	Process to Make Meaning	MW	Faculty	White	44	Heterosexual
Dorothy	Underlying Construct	NE	Administrator	Black/African American	56	Heterosexual
Emily	Contextual Identity	NE	Faculty	White	35	Heterosexual
Esther	Underlying Construct	MW	Classified Staff	White	59	Nonsexual
Gloria	Underlying Construct	NE	Grad/TA	White	53	Heterosexual
Heather	Underlying Construct	MW	Administrator	White	35	Bisexual
Irene	Contextual Identity	NW	Faculty	Asian/Asian American	33	Heterosexual
Isabella	Underlying Construct	SW	Faculty	Chicana/Latina	42	Heterosexual
Judith	Contextual Identity	SE	Faculty	White	57	Heterosexual
Julie	Underlying Construct	SE	Faculty	Asian/Asian American	44	Heterosexual
Karen	Underlying Construct	NW	Faculty	White	39	Lesbian
Laura	Process to Make Meaning	MW	Grad/TA	Chicana/Latina	41	Heterosexual
Lisa	Underlying Construct	SW	Faculty	White	36	Lesbian
Liz	Process to Make Meaning	MW	Administrator	White	49	Lesbian
Liza	Process to Make Meaning	SE	Faculty	White	42	Bisexual
Louise	Contextual Identity	NW	Administrator	White	48	Heterosexual
Lucinda	Underlying Construct	NE	Faculty	White	37	Lesbian
Lucy	Contextual Identity	NE	Faculty	White	49	Heterosexual
Lynn	Underlying Construct	SE	Administrator	Black/African American	37	Heterosexual
Madeline	Process to Make Meaning	SW	Administrator	White	39	Lesbian
Millie	Contextual Identity	NW	Classified Staff	Chicana/Latina	30	Heterosexual
Muriel	Contextual Identity	NE	Faculty	White	63	Heterosexual
Nancy	Set of Values	SW	Administrator	White	48	Heterosexual
Naomi	Process to Make Meaning	MW	Administrator	Multiracial	35	Heterosexual
Renee	Underlying Construct	SE	Administrator	Black/African American	37	Heterosexual
Ruth	Underlying Construct	MW	Administrator	White	41	Lesbian
Sally	Contextual Identity	NW	Administrator	White	46	Heterosexual
Sandra	Set of Values	NW	Faculty	White	49	Heterosexual
Sharon	Underlying Construct	SW	Faculty	White	49	Nonsexual
Shelley	Contextual Identity	MW	Administrator	Multiracial	30	Heterosexual
Susan	Underlying Construct	SE	Faculty	White	42	Heterosexual