

*wff* YALE WOMEN FACULTY FORUM

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Annual Report 2016–2017

*In 2008, the WFF submitted 14 names of women and their bios to be considered for naming the proposed two new residential colleges. Two of those names were Pauli Murray (cover photo) and Grace Hopper, both now honored with residential colleges named after them.*

# WFF Annual Report

2016-2017

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## INTRODUCTION

As I conclude four years as WFF chair, I reflect on both our accomplishments and the work that remains. One major project was the conference entitled “Gender Rules: Conversations about Access, Outcome, and Equality,” in collaboration with the alumni organization YaleWomen to discuss strategies to achieve gender equity. Another project to diversify portraiture on campus was the commissioning of the portrait of Yale’s first women PhDs (1894) located in the nave of Sterling library. This effort continues with the commissioning of a portrait of Otelia Cromwell, the first African American woman to earn a Yale PhD (1926).

We set up an inter-departmental mentoring program, an annual Women in STEM careers luncheon with WISAY (Women in Science at Yale), and succeeded in increasing diversity on three governing committees of Yale Medicine, two of which previously had no women. I served on the committee that worked to expand the Phyllis-Bodel Daycare center at YSM from 98 to 164 children. Future expansion of infant/toddler care on the central campus is a worthy goal. Another project enabled faculty to share their expertise in the public sphere.

Every five years the WFF prepares a report on faculty diversity and this year we prepared “The View 2017”. Numbers to celebrate are the increase in female Deans from 16.6% (2/12) in 2012 to 47% (7/15) today. Numbers of concern are the stagnant percentages of female chairs at YSM from 1992 (10%, 2/21) to today (11%, 3/27) despite 23% tenured female faculty at medical schools.

Climate is also important for achieving gender equity. We must have an environment where people can do their best work and be part of a great community. A workplace free of sexual misconduct is necessary. In 2015 I served on the committee to review the procedures for the University Wide Committee (UWC) formed in 2011 to handle sexual misconduct cases. Several WFF recommendations to improve outcomes for cases of faculty misconduct were accepted. Our fall reception, book discussions, and other events help build community.

I would like to thank the WFF membership, WFF associates, SWIM members, YaleWomen, The Yale Art Gallery, President Salovey and Marta Moret and many wonderful members of the Yale community. Welcome incoming WFF Chair Claire Bower.



Paula Kavathas

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### *Photography Credits*

Cover: Schlesinger Library, Radcliffe Institute, Harvard University  
p. 2, Portrait of Talya Zemach-Bersin: Harold Shapiro  
p. 7, Opening Reception: Judy Rosenthal  
p.10, WFF/WISAY luncheon: Janitza Montalvo Ortiz  
p. 11, Robby Robinson discussion: Talya Zemach-Bersin  
p. 13, Portrait of Otelia Cromwell: Smith College, Sophia Smith Collection  
p. 15, Women’s March: Harry Moscovitz  
p. 15, Walking Tour: Talya Zemach-Bersin

Designed by Mark Saba, Yale ITS

## STRUCTURE

### Chair

**DR. PAULA KAVATHAS** is Professor of Laboratory Medicine and of Immunobiology. She obtained her PhD from the Department of Genetics and was a postdoctoral fellow at Stanford University. Dr. Kavathas joined the Yale faculty in 1986. Her research is in the field of cancer immunology and she is Associate Chair for Research in the Department of Laboratory Medicine. She teaches an undergraduate course called Immunity and Contagion for non-science majors and is the institutional leader for Yale's membership in CIRTL, a consortium of 46 universities working to improve how we train grads and postdocs to teach science. Dr. Kavathas is also on the executive board of the Status of Women in Medicine at the YSM.



### Gender Equity and Policy Postdoctoral Associate

**TALYA ZEMACH-BERSIN** received her PhD in American Studies from Yale University in 2015 with a Certificate in Women's, Gender, & Sexuality Studies. Her first monograph, *Education and the Making of American Globalism: 1898-1950* is forthcoming from Harvard University Press. She was awarded the Yale University Prize Teaching Fellowship and her dissertation was awarded the Yale University John Addison Porter Prize and the History of Education Society's Claude A. Eggertsen Dissertation Prize. Beginning in summer 2017 she will be a postdoctoral fellow at Brown University's Pembroke Center for Teaching and Research on Women.



## EXECUTIVE SUMMARY

The Women Faculty Forum had another active year in 2016-2017, our 17th year as an organization. We continued our ongoing programs and events and began several new initiatives. A brief synopsis is below with more detailed descriptions to follow.

### Interdepartmental Mentoring Program

The WFF is again sponsoring a mentorship program piloted by former WFF chair Priya Natarajan in 2012. The program provides junior faculty with a senior mentor from outside their department. Twenty mentorship pairs were setup and a mentoring workshop will be held in Fall 2017 with academic leadership coach Rena Seltzer.

### Portrait of Otelia Cromwell

The WFF initiated an open competition for an artist to paint a portrait of Otelia Cromwell, the first African American woman to receive a PhD at Yale in 1926. Cromwell, a longtime teacher and Washington DC native, was 52 when she earned her PhD in English. Her most significant scholarly work was a biography of suffragist and abolitionist Lucretia Mott.

### Lectures & Talks organized/sponsored by WFF

Princeton historian Nancy Weiss Malkiel delivered a talk and held a book signing for her new book *“Keep the Damned Women Out” The Struggle for Coeducation*. Mary Beard, Professor of Classics, historian, and cultural commentator, reflected on lessons learned about women’s voices in academia and the public sphere. Walter “Robby” Robinson, Pulitzer Prize-Winning journalist with the Boston Globe, held a discussion with Yale Public Voices Fellows on the vital relationship between journalism and scholarship.

### WFF/WISAY Luncheon

Collaborating with Women in Science at Yale (WISAY) we held our fourth annual career luncheon for female graduate students, postdocs, and faculty in the STEM fields. Over 150 women attended the event and discussed topics including career

## Women Faculty by Department at **School of Medicine** (Primary Appointees, Ladder)

MED Department	Total	% Female	
Obstetrics, Gynec & Reproductive Services	48	65	50-70 %
History of Medicine	4	50	
Pediatrics	114	47	30-49 %
Psychiatry	137	46	
Ophthalmology and Visual Science	16	44	
Internal Medicine	303	40	
Anesthesiology	88	40	
Pathology	48	40	
Emergency Medicine (Dept.)	39	38	
Dermatology	21	38	
Genetics	24	38	
Laboratory Medicine	16	38	
Child Study Center	30	37	10-29 %
Orthopaedics and Rehabilitation	28	32	
Therapeutic Radiology	22	32	
Cellular and Molecular Physiology	17	29	
Neurology (Dept.)	51	27	
Comparative Medicine	15	27	
Radiology and Biomedical Imaging (MMRC)	81	26	
Immunobiology	17	24	
Neurosurgery	22	23	
Neuroscience	14	21	
Pharmacology	19	21	0-9 %
Surgery	69	19	
Cell Biology	22	18	
Urology	11	9	
Microbial Pathogenesis	6	0	



Women Faculty by **FAS Departments & Programs**  
(Primary Appointees, Ladder)

FAS Department or Program	Total	% Female	
History of Art	18	<b>67</b>	<b>50–70 %</b>
Italian Language and Literature	3	<b>67</b>	
Women's, Gender, and Sexuality Studies	3	<b>67</b>	
Comparative Literature	8	<b>63</b>	
American Studies	13	<b>62</b>	
Spanish and Portuguese	5	<b>60</b>	
Slavic Languages and Literatures	6	<b>50</b>	
East Asian Languages and Literatures	7	<b>43</b>	<b>30–49 %</b>
English	35	<b>43</b>	
Psychology	27	<b>41</b>	
African American Studies	5	<b>40</b>	
Classics	10	<b>40</b>	
German	5	<b>40</b>	
Linguistics	8	<b>38</b>	
Religious Studies	16	<b>38</b>	
Political Science	36	<b>36</b>	
Anthropology	23	<b>35</b>	
History	46	<b>35</b>	
Astronomy	12	<b>33</b>	
Molecular, Cellular & Dev. Biology	28	<b>32</b>	
French	10	<b>30</b>	
Geology and Geophysics	23	<b>26</b>	<b>10–29 %</b>
Sociology	16	<b>25</b>	
Music	13	<b>23</b>	
Philosophy	18	<b>22</b>	
Physics	29	<b>17</b>	
Molecular Biophysics & Biochemistry	25	<b>16</b>	
Economics	44	<b>16</b>	
Statistics	7	<b>14</b>	
Chemistry	25	<b>12</b>	
Applied Physics	11	<b>9</b>	
Ecology and Evolutionary Biology	12	<b>8</b>	
Mathematics	12	<b>8</b>	
Near Eastern Languages & Civilizations	6	<b>0</b>	

development, networking, managing collaborations, prioritizing responsibilities, and career and family.

### Bus to Women's March on Washington

Responding to requests from faculty, the WFF organized a bus to DC for the Women's March on January 21st, 2017. The 55-person bus was comprised of Yale undergraduates, graduate students, postdocs, faculty, and staff.

### Women at Yale Walking Tour

In conjunction with the alumni organization YaleWomen, WFF helped facilitate an updated Women at Yale Walking Tour, guided by Alice Moore, to include the new portrait of Yale's first women PhDs, commissioned by the WFF and hanging in the nave of the Sterling Library.

### Advocacy

The WFF continued to work advocate for more equitable family leave policies, working this year alongside the FAS Senate. In addition the WFF advocated for revisions and improvements to the University-Wide Committee (UWC) procedures to encourage greater transparency and accountability.

### Research

To capture and archive the stories of faculty at the medical school who joined in the early 1960s and 1970s, we continued our interviews with senior women adding Dr. Margaret Bia, who has been on the faculty since 1978. In addition, the WFF has compiled *Women, Men, and Yale University: The View from 2017*, which tracks the demographic data of faculty at Yale. The WFF has compiled the report every five years since 2002.

### Traditional Events

The WFF hosted an annual fall reception in the President's Room at Woolsey Hall, inaugurating the new year by welcoming new women faculty and Yale's new women deans Berke, Kuzma and Kurth. We also maintained our online presence through the WFF website, weekly newsletters, and a Facebook page.

## Membership

Women Faculty Forum has nearly 2000 members comprising women faculty across all of Yale's professional schools and the Faculty of Arts and Sciences and affiliates in the larger academic community. Members subscribe to the weekly newsletter that highlights events and resources on gender equity and scholarship on women. New members can request to be added to the WFF membership list by emailing [wff@yale.edu](mailto:wff@yale.edu).

## Steering & Council

This year we experimented with a new structure. Instead of having separate steering and council committees, we formed one group with members from each. We are currently creating bylaws which will formalize a final structure in the coming academic year. This year's participants were:

**CLAIRE BOWERN**, Associate Professor of Linguistics

**LYNN FIELLIN**, Associate Professor of Medicine, Yale School of Medicine

**INDERPAL GREWAL**, Professor, Women's, Gender, and Sexuality Studies

**MARGARET HOMANS**, Professor of English and Women's, Gender, and Sexuality Studies

**VALERIE HORSLEY**, Professor of Molecular, Cellular, and Developmental Biology

**PAULA KAVATHAS**, Professor of Laboratory Medicine and Immunobiology, Yale School of Medicine

**MARISSA KING**, Professor of Organizational Behavior, Yale School of Management

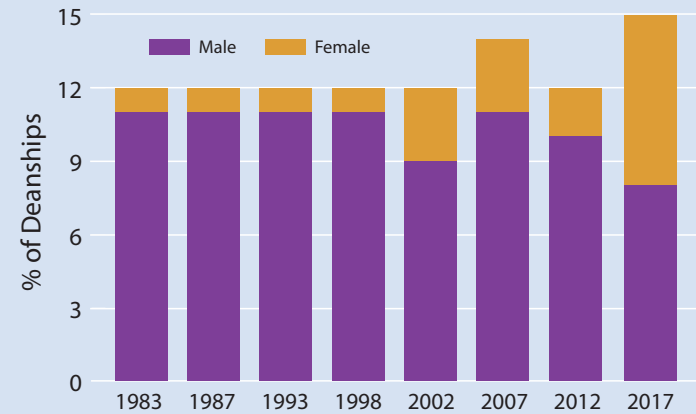
**BECCA LEVY**, Professor of Epidemiology and Psychology

**SHIRLEY MCCARTHY**, Professor of Diagnostic Radiology and Obstetrics & Gynecology, Yale School of Medicine (retired)

**JAMIE MEYER**, Assistant Professor of Medicine and Assistant Clinical Professor of Nursing

Deans by Gender over 30 Years

12 schools 1983–2017; 15 in 2017 with FAS, YSPH, ENG



As the numbers reveal we have made strides in some areas and not in others. For instance, the recent naming of five new female deans means that 47% (7/15) of the schools are headed by women compared with 16.6% (2/12) percent five years ago. This is a significant advance. In contrast, the number of female chairs at the Yale School of Medicine, where about 60% of the faculty are located, has not changed in 25 years. In 1992 there were 10% female chairs (2/21 depts.) whereas today it is 11% (3/28). Nationwide 23% of tenured faculty at medical schools are women, including at Yale.

Department Chairs by School

School	Female	Male	Total	% Female
Public Health	2	3	5	40%
Faculty Arts & Sciences	13	26	39	33%
Engineering	1	4	5	20%
Medicine	3	24	27	11%
Total	18	56	76	24%

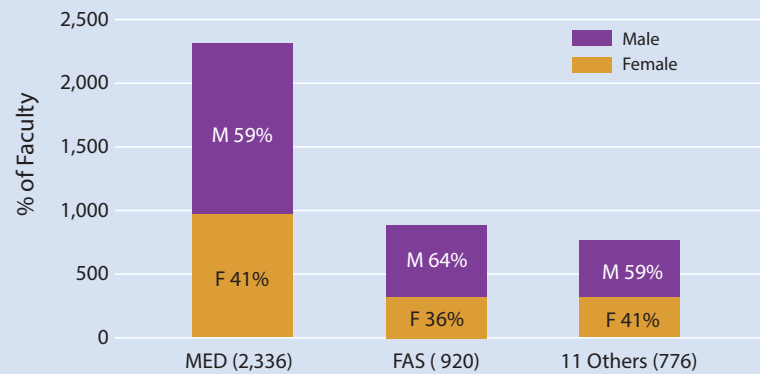


### The View from 2017

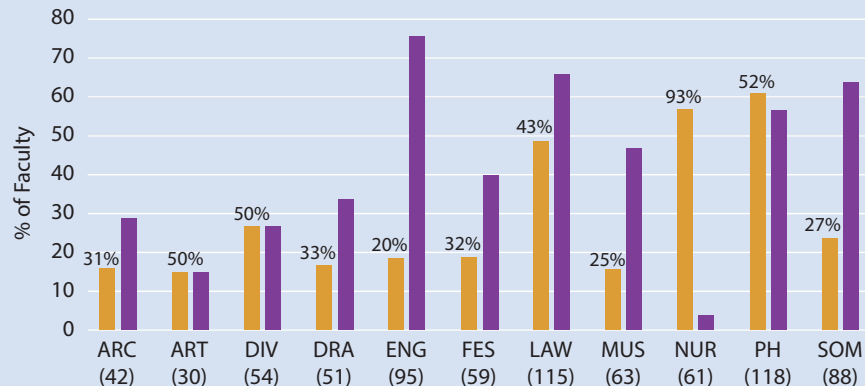
One of the core activities of the WFF is the production of *Women, Men, and Yale University: The View*, which is a report compiled every five years on the demographic data of men and women faculty at Yale. Reports dating back to 2002 can be found on our website: [wff.yale.edu](http://wff.yale.edu). The WFF collected information from the Office of Faculty Administrative Services, the Office of Institutional Research, and the Office for Postdoctoral Affairs. While achieving true gender equity goes beyond statistics, it remains important to have a clear understanding of our numbers. As a preview, following are some highlights.

#### Total Faculty by Gender and School

81% of all faculty are in MED, FAS; 19% in 11 other schools. FTE ≥ 50%



#### Distribution of faculty in 11 professional schools



**PRIYAMVADA NATARAJAN**, Professor of Astronomy and Physics

**CHRISTINE NGARUIYA**, Assistant Professor of Global Health and International Emergency Medicine

**CATHERINE PANTER-BRICK**, Professor of Anthropology, Health & Global Affairs

**JUDITH RESNIK**, Arthur Liman Professor of Law, Yale School of Law

**NANCY RUTHER**, MacMillan Center Associate Director and Lecturer (retired)

**JODY SINDELAR**, Professor and Chair, Division of Health Policy and Administration, School of Public Health

**JOAN A. STEITZ**, Sterling Professor of Molecular Biophysics and Biochemistry

**MEG URRY**, Israel Munson Professor of Physics and Astronomy

**LISA WALKE**, Associate Professor of Medicine, Yale School of Medicine

**VESLA WEAVER**, Associate Professor of Political Science and African American Studies

**AMY WRZESNIEWSKI**, Associate Professor of Organizational Behavior, School of Management

**JULIE ZIMMERMAN**, Associate Professor of Chemical & Environmental Engineering & Forestry & Environmental Studies

### Incoming Chair for 2017–2018

Claire Bower is Professor of Linguistics. Her 2004 PhD from Harvard continued work in historical linguistics and the documentation of endangered languages. Initially as an Assistant Professor at Rice University, she joined Yale's Linguistics Department in 2008. She is past Chair of the Linguistic Society of America's Ethics Committee, a former NSF Career award winner, and 2014 winner of the Linguistic Society of America's Ken Hale Prize. Her research is on the ways in which languages change over time, studied from anthropological/ethnographic and computational perspectives.

## PROGRAMMING, INITIATIVES, & ADVOCACY

### Opening Reception

Every fall, the WFF holds a fall reception. The WFF celebrated the start of the 2016-2017 academic year on September 15th in the Presidents Room at Woolsey Hall by welcoming new women faculty and Yale's new women deans from the schools of Architecture (Deborah Berke), Art (Marta Kuzma), and Nursing (Ann Kurth). In addition to the new deans, remarks were given by President Salovey, Dean Lynn Cooley, and WFF Chair Paula Kavathas. All remarked on the recent strides toward gender equity of deans at Yale and the importance of women in leadership positions.



*Left to right:* Catherine Panter-Brick, Marta Kuzma, Ann Kurth, Deborah Berke, Paula Kavathas

### Website, Newsletter, Facebook Page

The WFF website not only provides information about WFF programs, events, reports, and history, but also has information on campus resources. You can find summaries about Yale's policies, listings of childcare services, and much more at [wff.yale.edu](http://wff.yale.edu). Facebook allows us to share articles, news items, and important information about gender at Yale with our followers. Popular posts include news articles about gender in academia, Public Voices Fellowship pieces, and updates on WFF projects. Check us out at [facebook.com/YaleWFF](https://facebook.com/YaleWFF). The weekly newsletter is a space to share information about campus events that are relevant to gender, diversity, and higher education. Our subscriber list of 2000+ community members learns about important Yale events, WFF opportunities, lectures, women who have won awards/prestigious recognition, exhibits on women, and more. To join the newsletter, email [wff@yale.edu](mailto:wff@yale.edu).

### Research

#### *Senior Women Faculty at Yale School of Medicine*

WFF Chair Paula Kavathas has continued to conduct interviews with senior women at the Yale School of Medicine in order to both create an archive of their stories and to gather materials for an article on the history of women faculty at the School of Medicine. This year, she conducted an interview with Dr. Margaret Bia, Professor of Internal Medicine in the Renal Transplant Care Program who has been on the faculty since 1978.



## Bus to Women's March in Washington, DC



Based on requests from faculty, the WFF organized a bus to DC for the Women's March on January 21st, 2017, comprised of Yale undergraduates, graduate students, postdocs, faculty, and staff. The cost was paid for by the participants with donations from faculty to reduce the cost for students. WFF thanks Rene

Almeling, Carol Armstrong, Jill Campbell, Hazel Carby, Inderpal Grewal, Margaret Homans, Valerie Horsley, Paula Kavathas, Katherine Lofton, Joanne Meyerowitz, Mary Miller, Ruth Yeazell, and Kimberly Yonkers. The WFF was proud to add our numbers to the over 500,000 people in attendance.

## Women at Yale Walking Tour in Conjunction with the Alumni Organization YaleWomen

WFF, under the leadership of Shirley McCarthy and Laura Wexler, initiated the development of a Women at Yale Walking Tour in 2010 with sponsorship from Nancy Alexander and Phillip Bernstein. Alice Moore, who wrote and researched the original tour, returned to lead a tour on July 16th, 2016, for women alumni. The tour now includes the new portrait of Yale's first women PhDs (1894), hanging in the nave of the Sterling Library.



## Interdepartmental Mentoring Program

As part of our efforts to support women faculty at Yale, The WFF is again sponsoring a mentorship program piloted by former WFF Chair Priya Natarajan in 2012. This program had a positive impact on a number of junior faculty by providing them with a senior mentor from outside their department who could offer advice, support, and other assistance outside of the context of an evaluative relationship. Spearheading its return are WFF Chair Paula Kavathas and WFF members Priya Natarajan and Amy Wrzesniewski. A formal start to the program will occur on September 8th, 2017, with a mentoring workshop by Rena Seltzer, academic leadership coach and author of *The Coach's Guide for Women Professors*. Thereafter, the twenty mentorship pairs will meet informally.

The WFF Mentorship program significantly improved my experience as a junior faculty member. My mentor was there for me in ways that may have seemed small to her, but to me were profound in their impact. Through coffee dates and lunches, she listened, gave encouragement, sympathized, offered perspective, described her experiences, and generally was there as a wise and welcoming touchstone and as I came to know her, a role model. As all of us know, the experience of moving through the promotion process can be fraught with uncertainty. Having someone there who was not in my faculty group meant there was a place to ask questions, interpret signals, and talk through possibilities in ways that were far freer than is often possible in one's home group. I cannot overstate how much this meant to me and how grateful I am to my mentor and the WFF for this experience.

—Amy Wrzesniewski

Former mentee in the program & member of WFF Council



## Advocacy

### *Family leave policies*

The WFF continued to advocate for more equitable family leave policies, and worked with the FAS Senate to recommend that both members of a faculty couple receive a one-year tenure clock extension for the birth or adoption of a child. This policy recommendation is currently under review.

### *UWC procedural changes & working for increased transparency*

WFF continued to advocate for revisions and improvements to University-Wide Committee (UWC) procedures. WFF was pleased to learn that the Title IX office recently adjusted procedures in response to a meeting in the previous academic year during which the WFF raised concerns regarding UWC procedures. Paula Kavathas, Joan Steitz, and Judith Resnik held an additional meeting with Stephanie Spangler this academic year to advocate for greater transparency in range of sanctions and the importance of considering the loss of endowed chairs for faculty as one of those sanctions.

### *College Names*

In 2008, on behalf of the WFF, Glenda Gilmore and Paula Kavathas delivered a list with the names of 14 notable women to then President Richard Levin for consideration in the naming of two new colleges that had recently been announced. The WFF believed that naming one or both of the colleges after a woman would communicate that Yale values the important contributions women make to our university and society. We are thrilled today that two of the names on that list, Anna Pauli Murray and Grace Murray Hopper, now have colleges named in their honor.



## Public Voices Thought Leadership Fellowship

For the sixth year, the WFF sponsored the Public Voices Thought Leadership Fellowship Program offered by the OpEd project. This is a training opportunity for twenty fellows to work intensively with journalists from the OpEd Project to increase their influence and contribution to public debate. Fellows are primarily but not exclusively women and underrepresented minority scholars. The program consists of four full-day interactive seminars and fellows are assigned individual mentors to help them edit and place their pieces in different news media publications. The group published 41 op-eds in such sources as *CNN*, *The Washington Post*, *The Wall Street Journal*, and *Politico*, resulting in opportunities to participate in TV interviews and radio shows. A complete list of publications can be found on our website.

Financial support for the 2016-2017 Public Voices Thought Leadership Fellowship was generously provided by the MacMillan Center for International and Area Studies, the School of Medicine, the Yale Law School, the Physics Department, The Center for Emotional Intelligence, The School of Management, and the Women Faculty Forum.



## Portrait of Yale's First African-American Woman PhD

As part of our ongoing efforts to increase representation of women in portraiture on campus, the WFF commissioned a painted portrait to honor **OTELIA CROMWELL**, the first African-American woman to receive a PhD from Yale University. Born in Washington, D.C., in 1874, Cromwell graduated with a PhD in English in 1926 at the age of 52. Prior to Yale, she was the first African American to receive a bachelor's degree from Smith College (1900). She went on to become a professor of English Language and Literature at Miner Teachers College in Washington, D.C., where she remained until her retirement in 1944. A remarkable scholar and educator, Cromwell's most significant work was a biography of the suffragist and abolitionist Lucretia Mott, titled *The Life of Lucretia Mott* (Harvard University Press, 1958). She received an honorary degree from Smith College in 1950 and passed away in her family home in 1972 at the age of 98. The WFF held a public competition and selected four semi-finalists to submit sketches. The winning artist will be announced in Fall 2017. A biography of Otelia Cromwell can be found on our website, [wff.yale.edu/Cromwell](http://wff.yale.edu/Cromwell).



## WFF/WISAY Career Luncheon

The WFF and Women in Science at Yale (WISAY) held our fourth annual career luncheon for female graduate students, postdocs, and faculty in the STEM fields. The event was once again a tremendous success. Luncheons were held in two locations, one at the Medical School and the other on main campus. Over 150 women attended the event and discussed topics including career development, networking, managing collaborations, prioritizing responsibilities, and career and family.





## Lectures and Discussions

### *Walter “Robby” Robinson*

**WALTER “ROBBY” ROBINSON**, Pulitzer Prize-Winner and Editor-at-Large for the Boston Globe, joined Yale Public Voices Fellows for a discussion on the relationship between journalism and academic scholarship. Robinson led the Spotlight Team’s investigation that uncovered the Catholic Church sexual abuse scandal. Robinson offered practical advice about how academics can best interact with journalists and communicate their ideas.



### *Mary Beard*

The WFF was pleased to host a conversation with **MARY BEARD** on April 17, 2017, which was moderated by Professor Emily Greenwood. Mary Beard has taught at the University of Cambridge since 1984, where she is Professor of Classics. She writes a successful blog for the *Times Literary Supplement* entitled *A Don’s Life* and has campaigned prominently against gender discrimination, the online abuse of women, and other forms of misogyny. Mary Beard reflected on lessons learned about women’s voices in academia and the public sphere.



### *Nancy Weiss Malkiel*

On November 17th, Princeton historian **NANCY WEISS MALKIEL** delivered a book talk and held a book signing for her new book *“Keep the Damned Women Out:” The Struggle for Coeducation*. Reminding us that transformative change is a complex and strategic endeavor, Malkiel explained that the decision to go coed was driven not by moral imperative or a concern for equality, but by a self-interested concern for maintaining a first-rate applicant pool. Malkiel described conditions of harassment and sexism often faced by women as the first female undergraduates in historically men’s colleges. As Yale Professor of Women’s Gender and Sexuality Studies and WFF member Inderpal Grewal remarked in her introductory comments, “Keep the Damned Women Out” has particular resonance today as women continue the fight for equality and equal access. The event was cosponsored by the WFF, WGSS, and Yale College Dean’s Office.

