



**Annual Report
of Research, Programs, and Advocacy**

2011-12

EXECUTIVE SUMMARY

August 30, 2012

Dear Colleagues:

On behalf of the Yale Women Faculty Forum (WFF), I share with you the WFF 2011-12 Annual Report.

In 2011-12, WFF continued its mission of advocacy, research and programming promoting gender equity and scholarship on women and gender at Yale University. This year, the Yale Women Faculty Forum initiated the WFF Pilot Mentorship Program for Junior Faculty at Yale, launched a monthly WFF Faculty Lunch series, and hosted an international conference on gender parity. WFF continued policy research and data collection on gender equity in the academy. WFF's years of work advocating for the improvement of sexual misconduct policy at Yale saw the implementation of Yale's University-Wide Committee on Sexual Misconduct. With support from the Provost's Office, WFF continued the yearlong Public Voices Thought Leadership Fellowship project, an initiative that trains women and under-represented minority (URM) faculty to launch their expertise in the public sphere through the writing of op-ed columns in major print and online publications, as well as appearances in traditional media.

At WFF's 11th annual Opening Reception at the Beinecke Library, WFF started a new tradition with a roll-call of names, WFF celebrated members who were newly promoted to the senior faculty. Throughout the year, WFF continued publicizing events and opportunities related to scholarship on women and gender to its vastly expanded mailing list of approximately 1,500 members. WFF continued to provide mentoring and professional development programming for women in the academy by co-sponsoring diversity initiatives and programs with a variety of organizations across the University. With this report, we share with you an account of the extremely productive and exciting year of programming at WFF.

Sincerely,

Priyamvada Natarajan, PhD
Chair, Yale Women Faculty Forum

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INTRODUCTION

The Yale Women Faculty Forum (WFF) was established in 2000-01 during Yale's Tercentennial year to highlight the presence of women at the University and the accomplishments of Yale alumnae. In the eleven years since its inception, and with the support of the President and Provost of Yale, the WFF has evolved into an organization of women faculty, staff and students who work together to:

- Foster gender equity throughout the university through policy initiatives and research
- Promote scholarship on gender and scholarship about and by women across all schools of the University
- Promote mentoring, collaboration, and networking

Every academic year, the WFF produces an annual report that provides an overview of its programs, research, initiatives, and advocacy. In the 2011-12 academic year, the Yale Women Faculty Forum has continued the legacy of activism around gender and institutional policy and practices. Under the leadership of the new Chair, Professor Priyamvada Natarajan, WFF also initiated several new programs, including a mentoring program for junior faculty and the organizing of an international conference on gender parity in collaboration with the Yale Law School and funded by the Gruber Program on Global Justice and Women's Rights.

With the generous support of the Provost's Office and under the leadership of WFF Chair Priyamvada Natarajan, WFF's offices moved to a new space during the summer of 2011. Starting off the 2011-12 academic year in a more central campus location with an expanded conference room to accommodate the work of the Steering Committee, Council, and WFF Working Groups was exciting news indeed. The new WFF space serves as an appropriate and inspiring launching pad for the organization's advocacy efforts and programmatic plans.

ORGANIZATIONAL STRUCTURE

The Yale Women Faculty Forum (WFF) is composed of faculty, staff, students and alumnae/i committed to gender equity at Yale. The WFF is directed by a Chairperson, the Steering Committee, and Council, with support from two Postdoctoral or Postgraduate Associates. The working groups – Institutional Change, Non-Ladder Faculty, and Public Thought Leadership – are the organization’s current activist arms that help the WFF enact substantive change. The working group model brings together individuals with a particular interest and/or expertise in a topic and WFF leadership, and the model provides a way for interested parties to become engaged with the organization.

2011-12 Yale Women Faculty Forum Chair

Priyamvada Natarajan is Professor in the Departments of Astronomy and Physics at Yale University. Her research is focused on exotica in the universe - dark matter, dark energy and black holes. Professor Natarajan is noted for her key contributions to two of the most challenging problems in cosmology: mapping the distribution of dark matter and tracing the growth history of black holes. Recipient of numerous awards and prizes including a Radcliffe Fellowship and a Guggenheim Fellowship, she recently was elected Fellow of the American Physical Society. Professor Natarajan has been active in the work of the Yale Women Faculty Forum since her arrival at Yale. She served on the WFF Steering Committee since 2003 and acted as Co-Chair along with Professor Connie Bagley of the Women Faculty Forum's Sexual Misconduct Working Group from 2009 to 2010. The recommendations of the WFF Report on Sexual Misconduct at Yale have been adopted by the University and have led to the formation of the University Wide Committee on Sexual Misconduct that has been in operation since July 1, 2011.

Yale Women Faculty Forum Steering Committee

CONSTANCE E. BAGLEY
Professor in Practice of Law
and Management,
School of Management

MEG URRY
Israel Munson Professor,
Physics and Astronomy

LAURA WEXLER
Professor, American Studies and
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Studies

GLENDIA GILMORE
Peter V. and C. Vann Woodward
Professor, History, African American
Studies, American Studies

PAULA KAVATHAS
Professor and Vice-Chair, Laboratory
Medicine and Professor, Genetics
and Immunobiology

CAROLYN MAZURE
Professor, Psychiatry and Psychology;
Associate Dean, Faculty Affairs at Yale
Medical School; Director, Women’s
Health Research

SHIRLEY MCCARTHY
Professor, Diagnostic Radiology
and Obstetrics and Gynecology,
and Reproductive Sciences
School of Medicine

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Arthur Liman Professor,
School of Law

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JODY SINDELAR
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Molecular Biophysics and
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Professor and Director of Graduate Studies,
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Howard Hughes Medical Institute

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SUSAN GIBBONS
University Librarian

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Professor, School of Architecture

MARY LUI
Associate Professor,
American Studies and History

JESSICA STOCKHOLDER
Professor, School of Art

EMILIE M. TOWNES
Andrew W. Mellon Professor,
African American Religion and
Theology, Divinity School

KATIE TRUMPENER
Professor, Comparative Literature
and English

ELISABETH WOOD
Professor, Political Science

WFF Staff

The Women Faculty Forum staff comprises two full-time Gender Equity and Policy Associates who are responsible for overseeing and coordinating the programs and initiatives of the Forum. They provide logistical and research support for the ongoing activist efforts of the Forum and participate in all of the working groups. Yale's Shared Services staff provides additional business support for the organization. This year we were fortunate to have two extremely talented post-doctoral research associates: Liena Vayzman and Allison Tait.

Gender Equity and Policy Postgraduate and Postdoctoral Associates

Allison Tait is a Gender Equity and Policy Postdoctoral Associate with the WFF for 2011-12. Allison received her B.A. from Bryn Mawr College, Ph.D. in French from Yale University, and J.D. from Yale Law School. Her scholarly work explores intersections between law and gender, most specifically within the structures of the home and workplace. Her research in French literature focused on the deployment of marriage metaphors in early-modern French political theater and female citizenship as related to marriage contracts in the same period. More recently, she has written about married women's property in early-modern England and post-Revolutionary America, legal theories about the family, and marital crime and regulation.

Liena Vayzman is a Gender Equity and Policy Postdoctoral Associate with the WFF for 2011-12. Liena earned her BA with honors at Vassar College and MA and PhD in History of Art at Yale University, specializing in Modern and Contemporary Art and the Histories of Photography, with an expertise in women and gender in visual culture. She has held curatorial fellowships at the Yale University Art Gallery and taught courses on gender, photography, and visual culture at the Rhode Island School of Design, CUNY, The New School, and San Jose State University prior to joining the WFF staff. Liena Vayzman is at work on a book about the French Surrealist-era women photographers and Resistance activists Claude Cahun and Marcel Moore.

Alexander Prize Fellow

Shannon Hill served as the inaugural Alexander Prize Fellow in 2011-12. A graduate of the Yale Divinity School, Shannon laid the groundwork for a WFF project to increase the visibility of women as invited speakers on campus by compiling profiles of female faculty members' scholarship and areas of expertise. This database eventually will be used for publicity purposes to showcase the achievement of female faculty at Yale.

WFF Membership

In addition to the faculty leadership and staff, the Yale Women Faculty Forum has about 1,500 members comprising women faculty across all of Yale's professional schools and the Faculty of Arts and Sciences, as well as affiliates in the larger academic community, who subscribe to the weekly newsletter that highlights events and resources on gender equity and scholarship on women. The WFF membership comprises faculty, staff, students, and community members who care about gender equity and policy at the institutional level and have participated energetically in the initiatives of the WFF. New members can request to be added to the WFF membership list by emailing wff@yale.edu.

WFF PROGRAMS, PROJECTS, AND ADVOCACY, 2011-12

WFF Opening Reception 2011

The Yale Women Faculty Forum hosted nearly 200 guests at the 11th annual WFF Fall Opening Reception on Tuesday, September 27, 2011, at Yale's Beinecke Rare Book and Manuscript Library. On this occasion, the Women Faculty Forum welcomed new female faculty members, acknowledged current WFF members who had received recognition for their outstanding work in various fields, and honored women faculty promoted to tenure for the current academic year.

Incoming WFF Chair Priyamvada Natarajan welcomed the faculty, administrators, and guests to the space. Provost Peter Salovey and Deputy Provost Frances McCall Rosenbluth spoke on the importance of WFF's activism, research, and programs on gender equity. The reception kicked off the year with energy and enthusiasm and set the stage for the 2011-12 academic year of WFF research, advocacy, and programs.



WFF Steering Committee member Judith Resnik (Law), Kate Stith (Law), WFF Council Member Sharon Oster (Management), Dean of the School of Engineering and Applied Science Kyle Vanderlick, and WFF Chair Priyamvada Natarajan at the WFF Opening Reception (from left to right).

WFF Faculty Lunch Series

Fall 2011: Wed. Oct. 5, Wed. Nov. 2, and Wed. Dec. 7, 2011

Spring 2012: Tues. Jan. 17, Wed. Feb. 15, Thurs. March 22, and Wed. April 18, 2012

In the fall of 2011, WFF announced the launch of a monthly WFF Faculty Lunch Series for women faculty at Yale. Women faculty of all ranks from across the University were invited to the lunches, which took place monthly throughout the academic year in the beautiful Saybrook College Dining Hall Fellows Room. This successful WFF event drew a regular attendance of faculty from across Yale's professional schools and Yale FAS for informal networking and community building. The WFF Faculty Lunch Series was co-sponsored by Saybrook College and will continue in the 2012-13 academic year.

Women and the Politics of Representation: Panel Discussion at Yale Law School

On November 8, 2011, WFF hosted a panel discussion on "Women and the Politics of Representation" at Yale Law School, preceded by a reception in the Law School Alumni Reading Room. Showcasing a range of interrelated scholarship, the panelists approached the topic of the power of gendered visual representations from a range of disciplinary perspectives, including law, art history, and women's history. The panelists were:

Carol Armstrong Professor, History of Art. "The Politics of Flowers: On the Sexual Politics of Women Artists and their Art-Subjects "

Judith Resnik Arthur Liman Professor, Yale Law School. "Justice, Identity, and Rights: Women and the Politics of Representation," drawing on Judith Resnik and Dennis E. Curtis, [Representing Justice: Invention, Controversy, and Rights in City-States and Democratic Courtrooms](#) (Yale University Press, 2011)

Liena Vayzman Gender Equity and Policy Postdoctoral Associate, Yale Women Faculty Forum. "Yale's First Women PhDs, 1894: Photographic Traces and Recovered Histories of Pioneering Scholars and Scientists"

Discussants: **Linda Greenhouse** Knight Distinguished Journalist in Residence and **Joseph Goldstein** Lecturer, Yale Law School; **Laura Wexler** Professor of American Studies and of Women's, Gender, and Sexuality Studies

Introduction: **Priyamvada Natarajan** Professor of Astronomy and Physics; Chair, Yale Women Faculty Forum

Art historian Carol Armstrong provided a deep study of the politics and symbolism of one form – flowers. Judith Resnik mapped the representations of the icon of Justice, a woman with scales and sword, and by tracing the development of public spaces dedicated to justice—courthouses—explored the evolution of adjudication into its modern form, as well as the intimate relationship between the courts and democracy. Liena Vayzman brought to light the scholarship, biographies, and photographic images of the first seven women to earn doctorates at Yale in 1894, in fields ranging from History and English to Astronomy and Chemistry, leading to a fuller historical record of the history of women

scholars and scientists at Yale and of women's access to higher education in the United States. Linda Greenhouse and Laura Wexler framed and expanded the discussion.

A related exhibition, *The Remarkable Run of a Political Icon: Justice as Sign of the Law*, was on view at the Yale Law School Library and online at <http://library.law.yale.edu/exhibits/justice-sign-law>.

The panel was co-sponsored by Yale Women Faculty Forum, Astronomy Department, English Department, History Department, History of Art Department, Spanish and Portuguese Department and Yale Law Women.

WFF Pilot Mentorship Program for Women Junior Faculty at Yale

On January 11, 2012, the Yale Women Faculty Forum launched an informal mentoring program for women faculty at Yale. WFF introduced the program by hosting a breakfast at the Provost's house in the morning featuring remarks by Provost Peter Salovey, Deputy Provost for Social Sciences and Faculty Development Frances McCall Rosenbluth, and WFF Chair Priyamvada Natarajan. The launch included an afternoon session about mentoring best practices facilitated by Lindsey Stoddard Cameron, who shared her expertise from the University of Wisconsin-Madison's successful and long-running faculty mentoring program.

Mentoring support is clearly a key component that aids the progress of women along the faculty pipeline. Typically, all academic departments have some form of formal or informal mentoring structure in place for their junior faculty members as per the guidelines provided by the Provost's Office. The purpose of fostering such a relationship is to help with professional development and also to provide guidance in navigating the departmental culture. In a new angle that we refer to as side-step mentoring, we have launched an experiment in which junior women faculty are matched with senior women faculty mentors outside their departments. The rationale for such a one-step-removed association is to determine the effectiveness of having mentoring support from a senior faculty member who does not participate in any of the formal promotion decisions. This in turn frees up the interaction to what we imagine to be more conducive to sharing knowledge about the general culture and politics of Yale. In the event of any problems within the department, this mentoring match could offer a critical, additional point of contact for junior faculty. Research shows that a wide net and variety of mentoring opportunities are an essential part of determining the success of women through the academic pipeline. Institutional pioneers in these methodologies have been the University of Wisconsin, Madison (their program matches women faculty with mentors who remain so throughout the tenure track) and the University of Michigan, Ann Arbor. In order to learn from the experts who have successfully run such programs, WFF invited the Coordinator of the Women Faculty Mentoring Program at Madison, Dr. Lindsey Stoddard Cameron, to present at the launch of WFF's program.

The new WFF program matches junior faculty members with senior faculty mentors in related fields, and provides a framework for mentor-mentee engagement. The program is designed to supplement departmental mentoring programs and provide junior women faculty with an additional resource as they progress toward tenure or other career advancement. Eighty faculty members are participating in this pilot program, comprising 40 mentor-mentee pairs for the duration of the 2012 calendar year.



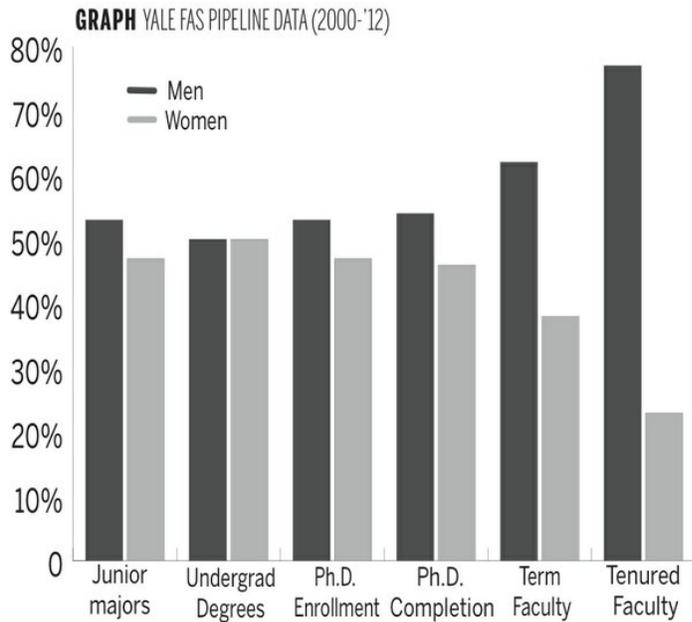
Left: Provost Peter Salovey, WFF Chair Priyamvada Natarajan, and UW-Madison’s Lindsey Stoddard Cameron. *Right:* Provost Salovey and Deputy Provost Frances McCall Rosenbluth speaking at the launch of WFF’s Mentorship Program for Junior Faculty on Jan. 11, 2012. *Photos:* Liena Vayzman

At the end of the 2012 calendar year, WFF will undertake an assessment of the program to see if there are measurable results and how the program might be modified moving forward. The WFF Mentorship Program is the successful result of WFF’s long-standing assessment of and belief in a need for ongoing work around mentorship, particularly for junior faculty.

Pipeline Data and “Women Lag in Reaching Tenure,” *Yale Daily News*

WFF’s presentation of Yale demographic data was featured in the *Yale Daily News* article “Women Lag in Reaching Tenure” by Antonia Woodford, published on April 4, 2012.

The article reproduced WFF’s visualization of the Yale data on gender gaps in the academic pipeline, reporting that the “WFF found that the pipeline is nearly flat in Yale’s humanities departments until it reaches tenured positions. The pipeline diverges sooner in the social sciences and sciences, with a drop-off in the number of women hired to junior faculty positions and a second drop-off between junior and tenured positions.” WFF Chair Priya Natarajan and other WFF members who were interviewed for the article suggested that possible causes for the gender gaps that include unconscious bias, lack of appropriate and adequate childcare facilities, as well as campus climate issues.



The full text of the article is available at: <http://www.yaledailynews.com/news/2012/apr/04/women-lag-in-reaching-tenure/>

Parity as Practice: The Politics of Equality Conference

On March 30-31, 2012, the WFF and the Yale Law School co-hosted a conference on "Parity as Practice: The Politics of Equality." The conference was co-sponsored by the Yale Women Faculty Forum, the Gruber Program for Social Justice and Women's Rights at Yale Law School, and the Edward J. and Dorothy Clarke Kempf Memorial Fund at the MacMillan Center.



The conference on gender parity provided a forum for international scholars to discuss the impact of and the challenges posed by parity models. Parity programs raise philosophical questions about democratic legitimacy and gender essentialism, as well as practical questions about the selection of evaluation variables and the utility of prioritizing gender participation as a metric. Parity programs also

demonstrate a country's basic commitments to women's equality but also implicate certain theories of governance, gender, and equal citizenship.

Because parity is advocated as a tool for achieving gender equity and is the subject of critique, the aim of this conference was to probe the contributions and the questions that parity programs entail in different domains. The conference, consequently, facilitated the examination of parity programs – formal and informal – in the disparate domains of politics, the corporation, the household, education, and international development.

The conference produced a new and robust network of gender parity scholars that encompasses individual academics, higher education institutions and activist groups, all interested in supporting political change and intellectual inquiry. The discussions that took place throughout the conference not only connected the participants through shared interest but also gave them new ideas and materials to integrate into their professional work. The ideas and conversations that animated the conference will shape new scholarship and will impact the ways in which the participants teach their students about parity.

For more information about the individual panels and participants, please visit the conference website: <http://www.law.yale.edu/news/paritypractice12.htm>

WFF Leadership Training Series, 2011-12

Leadership Training Workshops with Shana Ross: “Viewpoints” and “Act Like A Leader”

WFF's Leadership Training series aims to provide a range of tools and opportunities for faculty to learn best practices and innovative strategies in the realm of leadership. On October 25, Nov. 16, and Dec. 14, 2011, and Feb. 23, 2012, WFF hosted leadership training workshops for faculty with facilitator Shana Ross.



Photo: Allison Tait

In the theater, actors are trained to be deliberate with all the choices they make, knowing that they are telling a story with the shape of their body, the direction of their gaze and the timbre of their voice. In our professional lives, we make similar choices constantly, but rarely think of them as such. These workshops provided frameworks for thinking about daily choices in an academic professional setting, then afforded participants the chance to experiment through a series of improvisational exercises to see how changes in their physical and vocal habits affect the way they are seen by others. Exercises and

feedback allowed participants to gain insight into interpersonal dynamics and take control of the image they project professionally. Focused on helping women faculty to learn techniques and ways of thinking about their self-presentation during faculty meetings and other professional encounters in the workplace, this program offered a new tool-kit for the participants.



Participants in a WFF leadership workshop with Shana Ross (front, center). *Photo:* Liena Vayzman

Shana Ross is the founder/principal of Vili and Ve Solutions, Inc., a consulting and coaching practice. Trained as an actor and playwright in Yale College, she earned her MBA from the Yale School of Management after several years working in the nonprofit sector. Her leadership workshops use techniques and theories from the worlds of theater and business to offer fresh perspectives to professionals.

Lucid Body Workshop with Fay Simpson, April 11, 2012

In this cutting edge workshop tailored for the WFF's Leadership Training Series, Fay Simpson guided faculty participants in the essential elements of the Lucid Body, a unique physical training method she teaches to actors at the Yale School of Drama and worldwide. Applying theatrical training to professional academic life, participants learned how to release old behavioral habits in order to increase their versatility and flexibility while confronting challenging circumstances and personalities.

Fay Simpson is the author of *The Lucid Body: A Guide for the Physical Actor* and teaches at the Yale School of Drama. Simpson has been the Artistic Director and co-founder of Impact Theater since its creation in 1990. Theater Companies that have utilized the Lucid Body technique include Terra Firma, SATC, Karin Coonrad, Innocentia Inviolata in Toulouse, Gabrielle Moleta in London, and Parapanda Arts Lab in Tanzania. Ms. Simpson was awarded a Fox Foundation Fellowship to serve as an Assistant Director at the New Globe Theatre in London.

Fundraising Efforts

Since its inception in 2001, the Yale Women Faculty Forum has persisted in its mission to promote gender equity and institutional accountability, reached increasingly greater levels of sophistication in its operations, and developed a robust network of friends and supporters. In order to gain increased security and stability for the organization, WFF is beginning to fundraise for various initiatives and seeking to institutionalize some of its programming through endowed support.

Fundraising efforts will ensure that WFF is able to continue and expand its programming and that WFF will remain a key participant in institutional debates about childcare, sexual misconduct, faculty mentoring, and salary equity. New funding will also enable WFF to continue with programming that will help narrow the persistent gender gap that defines Yale's faculty. WFF is in a unique position to help Yale University design and mobilize strategies designed to close the faculty gender gap by hiring and retaining women faculty and improving the climate at Yale. Much of WFF's work is done in consonance and collaboration with departments and Centers at Yale. The pan-disciplinary nature of WFF makes it effective in catalyzing institutional transformation.

This year, WFF worked with the Office of Development to identify giving opportunities that promote the visibility and empowerment of women at Yale. All of our efforts to garner support are aligned with key WFF goals to bring visibility to outstanding women scholars and path-breaking scholarship about gender, and to empower women faculty members as they negotiate the tenure process and other advancement opportunities.

Gender Demographics Project for the Yale World Fellows Program

In conjunction with the ten-year anniversary of the Yale World Fellows Program, WFF analyzed application and admissions data for the World Fellows Program from the past decade and provided a diagnostic report that detailed how women are fitting into the program. WFF identified where gender gaps existed along the applications process and analyzed the impact of marital and family status for both male and female Fellows. WFF research found that:

- Men consistently constitute approximately 60% and higher of the total applicant pool and the semi-finalist applicant pool
- Men and women are almost equally likely to be nominated to the World Fellows Program
- Men usually represent more than half of each incoming class of fellows
- Male World Fellows are more likely – by almost 25 percent – to be married than are their female counterparts
- Male World Fellows are also more likely to be parents and bring their children to New Haven

Looking forward, the data analysis provided by WFF will give the World Fellows Program a better understanding of how to attract top applicants, and especially female ones, and how to make the program equally accessible and attractive to both men and women. WFF recommended the following particular strategies:

- Use network of former World Fellows to encourage new applications by women

- Use network to encourage increased nomination of women to the program
- Create increased appeal for married women with children
- Address questions about childcare and family relocation
- Put current and former World Fellows in touch with initial female applicants as appropriate to encourage application completion and advise on creating a strong application
- Provide leadership training for women World Fellows once they arrive in New Haven
- Set goals and expectations with respect to campus engagement for all World Fellows

The Yale World Fellows Program is among a number of internationalization initiatives aimed at enhancing Yale's global footprint launched by University President Richard C. Levin. The program emerged as the University's signature international leadership training program with a steadily growing global reputation for excellence. More information about the Yale World Fellows Program is available at <http://www.yale.edu/worldfellows/about.html>

Men, Women, and Yale University: A View from 2012

The WFF published *Men, Women, and Yale University: A View from 2012*, a comprehensive data-rich analytical report published by the WFF every five years, following up on WFF reports in 2002 and 2007. The *View* will be made available on the WFF website, <http://www.yale.edu/wff>. The highlights of the findings on Yale University include:

- In 2011-2012, Women represented 34% of the ladder faculty and 48% of the non-ladder faculty, while constituting 50% of the enrolled students, University-wide.
- 24% of the tenured faculty, University-wide, is women. In 2001-2002, that number was 17%, and in 2006-2007, women were 21% of the tenured faculty.
- 44% of the term faculty, University-wide, is women. In 2001-2002, that number was 37%, and in 2006-2007, women were 41% of the tenured faculty.
- 22% of the tenured faculty in the School of Medicine is women. In 2001-2002, that number was 17%, and in 2006-2007, women were 19% of the tenured faculty.
- 35% of the tenured faculty in the other professional schools is women. In 2001-2002, that number was 26%, and in 2006-2007, women were 30% of the tenured faculty.
- There continues to be variation by division in the Faculty of Arts & Sciences: in the Humanities, 30% of the tenured faculty is women; in the social sciences, 25%; in the biological sciences, 19%; and in the physical sciences, 11%.
- Minority women constitute 9% of the total ladder faculty and 4% of all tenured faculty. White women represent 25% of the ladder faculty.
- 18% of Department Chairs are women; 23% of Directors of Graduate Studies are women; and women comprise 24% of the Directors of Undergraduate Studies.
- Women constitute 24% of the Corporation Members and 50% of the University Officers.
- 17% of Deans of Schools are women and 42% of college masters are women.
- Women are 12% of Sterling Professors.

The *View from 2012* is WFF's data-driven effort to provide the University community with quantitative data on the uneven status of women faculty at Yale. Data collected over the past decade show that, in aggregate, men represent eighty percent of the tenured faculty at the University while women represent the remaining twenty. Women have a significant academic presence in some fields, but in

others the gap is daunting. These statistics are key drivers of WFF's advocacy. WFF, in an attempt to bridge this sobering gender gap, generates programming to highlight the outstanding achievement of women scholars on campus, showcase their scholarship as well as intellectual work on gender, and empower junior faculty members as they navigate professionally through the ranks. Ensuring the continual hiring and retention of world-class women faculty are key priorities for the WFF.

WFF Newsletter and Website

The WFF sends a weekly newsletter to our membership, which comprises 1,500 Yale faculty, staff, students, and community members who are interested in gender equity and policy initiatives at the university level. The newsletter highlights events, programs, lectures, and research that pertain to gender equity at Yale and in the wider academic community.

The Yale Women Faculty Forum website (<http://www.yale.edu/wff>) provides a wealth of information and resources about gender equity initiatives at Yale and peer institutions over the past ten years, including all WFF publicly-available reports and a bibliography of research on gender equity in higher education. WFF strove to publicize the availability of these resources this year by highlighting them in the newsletter, in addition to updating the website with documentation of events and programs. In 2011-12, the WFF website served as an up-to-date resource documenting and publicizing gender equity and scholarship initiatives on campus as well as for researchers internationally.

Women at Yale: A Tour



The WFF continued to maintain *Women At Yale: A Tour*, a multimedia resource that documents three centuries of women's accomplishments at the University and chronicles iconographies and stories of women who, in spite of tremendous odds, made significant contributions to the campus community, Yale's built environment and Yale's history. *Women At Yale: A Tour* consists of an interactive website (www.yale.edu/womenatyale), audio tour, and a printed, full-color brochure with a map describing nearly 50 sites of importance to women's history on campus.

The brochure is also available as a PDF at

http://www.yale.edu/womenatyale/Women_at_Yale_Tour.pdf

The corresponding audio tour brings together voices of women from the past and present, highlighting vignettes and personal reflections on the history of women's contributions to Yale.

This landmark resource is the result of over a year's archival research and oral history interviews conducted by Alice Moore, Ph.D. candidate in American Studies, under the direction of Professor Laura Wexler and with the assistance of past WFF Associates Arun Storrs and Jessica Svendsen. For those who wish to take the tour on campus, the printed brochure is available at the Yale College Dean's Office, Visitor's Center, and other sites on campus, along with the audio tour access information. *Women At Yale: A Tour* was made possible by WFF contributors and supporters Nancy Alexander and Phil Bernstein.

WFF Working Groups, 2011-12

Institutional Change Working Group

Co-Chair, Shirley McCarthy MD, PhD

Co-Chair, Joan Steitz, PhD

The WFF's Institutional Change Working Group met several times this year to discuss ongoing initiatives formed around specific issues that implicate gender across the campus. These initiatives are aimed at enhancing the environment for the women and men of Yale. This year, the issue of sexual misconduct policy implementation was subsumed under the umbrella of the Institutional Change Working Group.

Members of the Institutional Change Working Group include:

Co-Chairs, Shirley McCarthy MD, PhD and Joan Steitz, PhD

SHIRLEY MCCARTHY
Professor, Diagnostic Radiology
and Obstetrics and
Gynecology

HANNAH BRUECKNER
Professor, Sociology; Co-Director,
Center for Research on Inequality
and the Life Course

LINDA BOCKENSTEDT
Harold W. Jockers Professor,
Internal Medicine and
Rheumatology

VICTORIA L. BRESCOLL
Associate Professor,
Organizational Behavior
School of Management

SUSAN CLARK
Joseph F. Cullman Adjunct
Professor, Wildlife Ecology
and Policy Sciences

PEGGY DEAMER
Professor,
School of Architecture

CAROLYN MAZURE
Professor, Psychiatry and
Psychology; Associate Dean
Faculty Affairs, School of Medicine
Director, Women's Health Research

LAURA WEXLER
Professor, American Studies
Professor, Women's, Gender
and Sexuality Studies

SARA ROCKWELL
Professor, Therapeutic Radiology
and Pharmacology

JODY SINDELAR
Professor, Epidemiology and
Public Health Policy

JOAN A. STEITZ
Sterling Professor, Molecular
Biophysics and Biochemistry

JOANN SWEASY
Professor, Therapeutic
Radiology and Genetics

MEG URRY
Israel Munson Professor,
Physics and Astronomy

ALLISON TAIT
Postdoctoral Associate,
Women Faculty Forum

LIENA VAYZMAN
Postdoctoral Associate,
Women Faculty Forum

Sexual Misconduct Policy and Implementation of the UWC

Over the past five years, the Yale Women Faculty Forum spearheaded the transformation of the varied and sometimes opaque policies and procedures on sexual misconduct practiced by Yale's undergraduate, graduate, and professional schools into a state-of-the-art University-wide policy predicated on the guiding precepts of clarity, transparency, centralization, and ongoing evaluation and improvement. To document this process, a subgroup of the WFF's Institutional Change Working Group – Constance Bagley, Priyamvada Natarajan, Liena Vayzman, Laura Wexler, and Shirley McCarthy – co-authored the article **“Implementing Sexual Misconduct Policy at Yale: Reflections on Institutional Change”** that was published as the lead article in *Change: A Magazine of Higher Learning* (March/April, 2012). The full text of the article is available through the WFF website, <http://www.yale.edu/wff>, and

at <http://www.changemag.org/Archives/Back%20Issues/2012/March-April%202012/Implementing-full.html>

The article describes how grassroots internal and external forces can be potent agents of institutional change, as evidenced by the recent evolution of Yale's sexual misconduct policy. The article describes the procedures and policies of the Yale University's new University-Wide Committee on Sexual Misconduct. The new policy, which declares that sexual misconduct "is antithetical to the standards and ideals of our community and will not be tolerated," went into effect on July 1, 2011. It includes most of the recommendations made in WFF's 2009 *Report of the Yale Women Faculty Forum Council on Sexual Misconduct at Yale*, including the creation of a website making available Yale's policies and resources in a single portal now available at <http://www.smr.yale.edu>

The *Change* article concluded that "the transformation of Yale's policy and procedures, advocated and shepherded by the WFF and hastened by the Title IX complaint, constitutes a successful values-based, ground-up institutional change model that might be applied to other policy shifts as well."

In October 2010, Provost Salovey, along with a committee chaired by Professor Michael Della Rocca, had recommended that the university adopt many of the key policy changes proposed by the WFF. Subsequently, an implementation committee, also chaired by Professor Della Rocca, completed its work in the spring of 2011. In response to the complaint, Richard C. Levin, Yale's president, rapidly constituted an Advisory Committee on Campus Climate, comprising four distinguished Yale alumnae/i and chaired by Margaret H. Marshall, former chief justice of the Supreme Judicial Court of Massachusetts, to examine how sexual misconduct could be prevented and disciplined more effectively on campus. The Committee rendered its report in mid-September 2011, and less than two months later, President Levin published both the report and his response to its recommendations (both are available at <http://smr.yale.edu/>).

The Advisory Committee endorsed the sweeping changes that the Yale WFF had recommended two years earlier in its *Report of the Yale Women Faculty Forum Council on Sexual Misconduct at Yale* (http://www.yale.edu/wff/documents/WFFReportonSexualMisconductatYale_000.pdf), which the administration had publicly embraced in late 2010.

The up-to-date procedures took effect at Yale when the University-Wide Committee on Sexual Misconduct officially convened on July 1, 2011. The UWC's procedures, membership, contacts, and resources are listed on the UWC section of the Provost's website at <http://provost.yale.edu/uwc>

WFF Council members appointed to the University-Wide Committee on Sexual Misconduct include Professors Connie E. Bagley and Joanne Meyerowitz. WFF Steering Committee member Professor Judith Resnik was appointed to the Committee At-Large.

Effective policies and procedures to prevent and respond to sexual misconduct not only are required legally, but are also critical to creating a university community that values the open and free exchange of ideas, respects all of its diverse members, and assures equal access to higher education. The WFF will continue to work to monitor the fair and equitable implementation of sexual misconduct policies and procedures at Yale.

Faculty Salary Equity

In response to concerns about faculty salary equity in Yale's professional schools, a subgroup of the WFF Institutional Change Working Group led by Jody Sindelar and Shirley McCarthy met in the 2010-11 and 2011-12 academic years to discuss how to approach and improve salary setting practices across the University's professional schools. As part of this effort, a committee, which included Professors Carolyn Mazure, Shirley McCarthy, Jody Sindelar, and Laura Wexler, along with Deputy Provost Frances Rosenbluth, developed a set of best practices and used them to survey each of the professional schools. The WFF survey concluded that there is variation across Yale's professional schools in salary setting and transparency practices. For example, a majority of the professional schools used guidelines to establish salaries, but very few schools shared the guidelines with the faculty.

Based on the findings of the working group and subsequent discussions within the group in 2011-12, the subgroup of the Institutional Change Working Group led by WFF Steering Committee member Professor Jody Sindelar developed a set of "Best Practices for Faculty Salary Determination and Transparency." When the WFF Council met to review the best practices, it came to the unanimous conclusion that these practices need to apply to all of Yale's schools and departments. The Best Practices document was presented to the Office of the Provost. To ensure that sound practices are followed across the University, the WFF requested that the Provost's Office initiate a University-wide effort to enact these principles, as well as encourage deans and department chairs to develop an approach to establishing salaries that is equitable, transparent, and based on current information about each faculty member's productivity, so that the approach is fair and consistent. The ultimate goal is for the Best Practices document to be used by the professional schools, the Provost's Office, and faculty in an effort to encourage improvement in equitable salary practices.

Caregiving/Childcare

In 2011-12, WFF's Institutional Change Working group continued to promote the need for improvement and expansion of childcare facilities at Yale. As a result of conversations with Human Resources and the Office of the Provost, the working group compiled a report on existing childcare facilities on campus with recommendations for short-term and long-term solutions to the need for expanded facilities. WFF participated actively in the convening of several meetings with the Provost's Office, the Provostial Special Taskforce on Childcare, as well as with Michael A. Peel, the Vice President for Human Resources and Administration, and Susan Abramson, Manager of Yale's Work/Life and Childcare Programs, which is part of the Office of Diversity and Inclusion.

Public Thought Leadership Working Group

Co-Chairs, Meg Urry, PhD and Laura Wexler, PhD

The 2011-12 academic year marked the second year of WFF's Public Thought Leadership Working Group. The group's inception was sparked by a seminar in the spring of 2010 organized by Laura Wexler and led by The OpEd Project, an initiative to expand the range of voices we hear from the world, with an immediate focus on increasing the volume of women thought leaders in the public sphere to a tipping point. The WFF's Public Thought Leadership Working Group focused on two major projects this year: the Public Voices Thought Leadership Fellows Program and the Yale's First Women PhDs Portrait Project.

Members of the Public Thought Leadership Working Group include:

Co-Chairs, Meg Urry, PhD and Laura Wexler, PhD

LAURA WEXLER
Professor, American Studies
and Women's, Gender
and Sexuality Studies;
Co-Chair, Women Faculty Forum

CAROLYN MAZURE
Professor, Psychiatry and Psychology;
Associate Dean, Faculty Affairs,
School of Medicine; Director,
Women's Health Research

SHIRLEY MCCARTHY
Professor, Diagnostic
Radiology and
Obstetrics & Gynecology;
Co-Chair, Women Faculty
Forum

PAULA KAVATHAS
Professor, Laboratory
Medicine and Genetics
and Immunobiology

JODY SINDELAR
Professor, Epidemiology and
Public Health

MEG URRY
Israel Munson Professor,
Physics and Astronomy

ALLISON TAIT
Postdoctoral Associate,
Women Faculty Forum

LIENA VAYZMAN
Postdoctoral Associate,
Women Faculty Forum

Public Voices Thought Leadership Fellows Program

The Public Voices Thought Leadership Fellowship at Yale is an opportunity for twenty senior women and minority men scholars to work intensively for a year to increase their influence and contribution as thought leaders whose ideas impact not only academia, but also public debate about the important issues of our time. The program consists of four interactive seminars that are designed to expand thinking, amplify the reach of faculty expertise, and generate concrete results in terms of publication. Fellows are assigned individual mentors and have the opportunity to work with top journalists and access a national network of editor-mentors and high-level media experts in making sure their scholarship and expertise contribute to the public sphere.

In the spring of 2010, the WFF brought The OpEd Project (<http://theopedproject.org/>) to Yale for a one-day seminar to train participants to write for the op-ed pages of major print and online publications. The success of the day-long seminar, open to all faculty in spring 2010, illuminated the opportunity for women and minority male scholars at Yale to contribute more actively to public thought and fostered opportunities for collaboration among women and minority scholars across the institution. Men's contributions dominate the newspaper op-ed pages. Over 80% of op-eds are by male contributors. The statistics among academics are even worse: a May 2008 Rutgers University study found that 97% of op-eds by scholars in the *Wall Street Journal* are written by men. When the WFF examined the ratio of male faculty to female faculty specifically at Yale who had published op-eds in the previous six-month period, we found that the figures replicated the national statistics (80% men/20% women). Minority men are also under-represented.

The 2011-12 WFF Public Voices Thought Leadership Fellows Program marks The OpEd Project's flagship yearlong university fellowship, devised specifically with Yale in mind. The Fellowship was facilitated by The OpEd Project's Katherine Lanpher and Catherine Orenstein. Financial support for the Public Voices Thought Leadership Fellowship Program was provided by the Yale Women Faculty Forum, with additional funding supplied by the Office of the Provost. Running from May 2011 to May 2012, the inaugural year exceeded expectations in terms of productivity, with over thirty publications and media appearances resulting from the program.

The Public Voices Thought Fellowship Program at Yale is part of the WFF's ongoing public thought leadership, mentorship and professional development efforts. The program will continue in 2012-13, with the support of the WFF, School of Medicine, Law School, School of Drama, MacMillan Center, Divinity School, and Yale College Dean's Office.

2011-2012 Public Voices Thought Leadership Fellows

Ned Blackhawk, Professor of History; Professor of American Studies

Alicia Schmidt Camacho, Sarai Ribicoff Associate Professor of American Studies and Ethnicity, Race and Migration; Associate Master of Ezra Stiles College

Margaret S. Clark, Professor of Psychology

Susan G. Clark, Joseph F. Cullman 3rd Adjunct Professor of Wildlife Ecology and Policy Sciences

Kathryn Dudley, Professor of American Studies, Professor of Anthropology

Inderpal Grewal, Professor and Chair of Women's, Gender, and Sexuality Studies

Michele H. Johnson, Associate Professor of Neurosurgery, Surgery, and Diagnostic Radiology

Ellen Lust, Associate Professor of Political Science

Carolyn Mazure, Professor of Psychiatry, Professor of Psychology; Associate Dean for Faculty Affairs at Yale School of Medicine; Director of Women's Health Research at Yale

Shirley McCarthy, Professor of Diagnostic Radiology, Professor of Obstetrics and Gynecology; Co-Chair, Yale Women Faculty Forum

Priyamvada Natarajan, Professor of Astronomy, Professor of Physics, Chair Women Faculty Forum

Stephen Pitti, Professor of History, Professor of American Studies, Director of the Program in Ethnicity, Race, and Migration, Master of Ezra Stiles College

Lisa Pfefferle, C. Baldwin Sawyer Professor of Engineering and of Chemical and Environmental Engineering

Deborah Proctor, Professor of Medicine, Assistant Clinical Professor of Nursing, Medical Director of Inflammatory Bowel Disease Program, Chair of Status of Women in Medicine

Jennifer Ruger, Associate Professor of Public Health; Associate Professor of Medicine; Adjunct Faculty, Yale Law School

Frances Rosenbluth, Deputy Provost for the Social Sciences and Faculty Development and Professor of Political Science

Jody Sindelar, Professor of Public Health; Chair, Division of Health Policy and Administration; Associated Faculty, Institute for Social and Policy Studies

John Treat, Professor of East Asian Languages and Literatures; Chair of Lesbian, Gay, Bisexual, and Transgender Studies

Meg Urry, Israel Munson Professor of Physics and Astronomy; Director of the Yale Center for Astronomy and Astrophysics; Chair, Department of Physics

Laura Wexler, Professor of American Studies; Professor of Women's, Gender, and Sexuality Studies; Co-Chair, Yale Women Faculty Forum

Public Voices Thought Leadership Fellows Program Successes

From May 2011 to May 2012, WFF Public Voices Thought Leadership Program Fellows have published at least 30 public opinion pieces in national media outlets:

1. May 5, 2011

Ellen Lust, **PBS/Need to Know** ("Voices"): "Bin Laden's Dead, but Challenges Remain"

<http://www.pbs.org/wnet/need-to-know/voices/bin-laden's-dead-but-challenges-remain/9094>

2. June 21, 2011

Inderpal Grewal, **PBS/Need to Know** ("Voices"): "Where Are India's Missing Girls? on selective abortion in India"

<http://www.pbs.org/wnet/need-to-know/voices/where-are-indias-missing-girls/9905/>

3. June 30, 2011

Frances Rosenbluth, **Christian Science Monitor**, "For women's career equality: parent-friendly work, Equal Rights Amendment"

<http://www.csmonitor.com/Commentary/Opinion/2011/0630/For-women-s-career-equality-parent-friendly-work-Equal-Rights-Amendment>

4. July 14, 2011

Inderpal Grewal, **Christian Science Monitor**, "Separate DSK accuser's asylum story from her New York rape story"

<http://www.csmonitor.com/Commentary/Opinion/2011/0714/Separate-DSK-accuser-s-asylum-story-from-her-New-York-rape-story>

5. July 19, 2011

Meg Urry, **Huffington Post**, "Girls and the Future of Science"

http://www.huffingtonpost.com/meg-urry/girls-future-science_b_903783.html

6. July 22, 2011

Meg Urry, **CNN Opinion**, "End of shuttle Isn't End of Space Program"

<http://lightyears.blogs.cnn.com/tag/meg-urry-special-to-cnn/>

7. August 2, 2011

Meg Urry, **CNN Opinion**, "Heavenly Discoveries, Earthly Inventions"

http://articles.cnn.com/2011-08-02/opinion/urry.astro.physics_1_black-hole-maser-light-years?_s=PM:OPINION

8. August 17, 2011

Carolyn Mazure, **Huffington Post**, "Don't Ignore Women's Health"

http://www.huffingtonpost.com/carolyn-m-mazure/affordable-care-act-women_b_929305.html

9. August 31, 2011

Priya Natarajan, **Huffington Post**, "Close the Math Gap"

http://www.huffingtonpost.com/priyamvada-natarajan/close-the-math-gap_b_944050.html

10. September 21, 2011
Laura Wexler, **CNN.com Opinion**, "Eyewitness Testimony Often Lies"
http://www.cnn.com/2011/09/20/opinion/wexler-witness-memory-davis/index.html?hpt=hp_t1
11. September 23, 2011
Meg Urry, **CNN.com Opinion**, "Lesson of a Falling Satellite"
<http://www.cnn.com/2011/09/23/opinion/urry-satellite-science-education/index.html?iref=allsearch>
12. September 28, 2011
Laura Wexler, **Minnesota Public Radio**, "Midmorning" show, "Eyewitness Testimony Often Lies"
<http://minnesota.publicradio.org/display/web/2011/09/28/midmorning1/>
13. October 5, 2011
Jody Sindelar, **CNN.com Opinion**, "Should we Pay People to Stop Smoking?"
http://www.cnn.com/2011/10/05/opinion/sindelar-smoking-medicaid/index.html?hpt=op_t1
14. October 6, 2011
Carolyn Mazure, **PBS/Need to Know ("Voices")**: "Rick Perry: Man of Science?"
<http://www.pbs.org/wnet/need-to-know/opinion/rick-perry-man-of-scienc/11911/>
15. October 7, 2011
Jody Sindelar, appearance on **CNN TV** to discuss the idea of paying smokers to quit, transcript of her appearance is at <http://transcripts.cnn.com/TRANSCRIPTS/1110/07/cnr.07.html>
16. October 9, 2011
Meg Urry, **CNN Opinion**, "Dark energy, Science's biggest mystery."
<http://www.cnn.com/2011/10/09/opinion/urry-dark-energy/>
17. October 9, 2011
Jody Sindelar, **WWL-AM** talk show, New Orleans
<http://audio.wvl.com/m/audio/46835199/10-11-11-1pm-dr-jody-sindelar.htm?pageid=59834>
18. October 12, 2011
Inderpal Grewal, **Huffington Post**, "A Lesson from Steve Jobs: Art and Technology Education are Related."
http://www.huffingtonpost.com/inderpal-grewal/steve-jobs-arts-education_b_1007221.html
19. October 22, 2011
Ellen Lust, **CNN.com Opinion**, "Vote a Critical Hurdle for Tunisia"
<http://www.cnn.com/2011/10/22/opinion/lust-tunisia-election/index.html>
20. October 25, 2011
Kathryn Dudley, **New York Times**, "Luthiers: the Latest Endangered Species."
http://www.nytimes.com/2011/10/26/opinion/are-guitar-makers-an-endangered-species.html?_r=1&emc=eta1
21. October 30, 2011
Meg Urry, **CNN Opinion**, "Don't Call Our Satellite Space Junk"
<http://www.cnn.com/2011/10/30/opinion/urry-space-junk-value/index.html?iref=allsearch>
22. November 10, 2011
Meg Urry, **CNN Opinion**, "Earth's Close Encounter with an Asteroid"
<http://www.cnn.com/2011/11/08/opinion/urry-asteroid-earth-risk/index.html>

23. November 18, 2011

Jody Sindelar, **CNN Opinion** “Can Smaller Pack Sizes Help Smokers Quit?”
<http://www.cnn.com/2011/11/17/opinion/sindelar-cigarette-packs/index.html>

24. November 25, 2011

Ellen Lust, **CNN Opinion** , “Hope on Egypt’s Hair-raising Road Toward Democracy”
http://www.cnn.com/2011/11/25/opinion/lust-egypt/index.html?hpt=op_t1

25. November 28, 2011

Ellen Lust, **Christian Science Monitor**, “Morocco’s Elections Aren’t a Model for Arab Spring, as West Claims”
<http://www.csmonitor.com/Commentary/Opinion/2011/1128/Morocco-elections-aren-t-a-model-for-the-Arab-Spring-as-West-claims>

26. December 05, 2011

Meg Urry, **CNN Opinion**, “Keep Hubble successor on track.” http://articles.cnn.com/2011-12-05/opinion/opinion_urry-james-webb-telescope_1_hubble-galaxies-james-webb-space-telescope?s=PM:OPINION

27. Monday, Dec. 26, 2011

Meg Urry, **CNN.com**, “Two New Earths and the Search for Life.”
<http://www.cnn.com/2011/12/24/opinion/urry-two-earths/index.html>

28. Wednesday, Feb. 1, 2012

Ellen Lust, “Room for Debate” **New York Times.com**, “Allies Should Beware Blank Checks”
<http://www.nytimes.com/roomfordebate/2012/02/01/how-allies-can-help-egypt-get-back-on-its-feet>

29. Thursday Feb. 2, 2012

Priya Natarajan, **Washington Post** Outlook section, “Want Your Kid to be a Scientist? Start in Elementary School”
http://www.washingtonpost.com/opinions/want-your-kid-to-be-a-scientist-start-in-elementary-school/2012/01/19/gIQAJlv5kQ_story.html

30. February 7, 2012

Inderpal Grewal, **HuffingtonPost.com**, International Page, “When Voices Get Silencedand Heard”
http://www.huffingtonpost.com/inderpal-grewal/post_2951_b_1260096.html

31. March 14, 2012 Frances Rosenbluth, Business Front, **Huffington Post**, “To Get More Women in the Boardroom, We Need More Men at Home.” http://www.huffingtonpost.com/frances-rosenbluth/work-life-balance_b_1344611.html

32. March 17, 2012

Meg Urry, **CNN.com**, “The Sun, the Moon and the Titanic.”
<http://www.cnn.com/2012/03/17/opinion/urry-moon-titanic/index.html>

An updated list of publications is made available on the WFF website, <http://www.yale.edu/wff>.

Yale's First Women PhDs Portrait Project

Co-Chairs, Laura Wexler and Paula Kavathas

Building on research conducted by WFF Associates Ruth Vaughan and Liena Vayzman in 2010-11, WFF continued to work towards bringing to light the history and images of Yale's first women PhDs. Liena Vayzman presented a talk on the topic as part of WFF's "Women and the Politics of Representation" panel on Nov. 8, 2011. WFF plans to eventually commission a portrait of these seven pioneering alumnae. Former University Librarian Alice Prochaska had offered space for the portrait in the nave of Sterling Memorial Library, and the portrait project was supported by seed funding from the Yale College Dean's Office under the leadership of Jon Butler.

Yale's first female PhD recipients from 1894 are:

Elizabeth Deering Hanscom (English)
Margaretta Palmer (Astronomy)
Charlotte Fitch Roberts (Chemistry)
Sara Bulkley Rogers (History)
Cornelia H. B. Rogers (Romance Languages and Literatures)
Mary Augusta Scott (English)
Laura J. Wylie (English)



Elizabeth Deering Hanscom

At present, WFF research efforts have located photographic images of six of the seven women. The WFF met with the new University Librarian, Susan Gibbons. Since the nave of Sterling Memorial Library is currently undergoing renovations, the portrait project has been put on hold. In the future, the WFF hopes to continue the project and will commission the portrait once the architectural renovations to the Sterling Library nave are completed. The WFF initiative was profiled in the article "**Pioneering Women to be Commemorated in Sterling Library Portrait**" published in *Graduate School News and Events*, available at <http://www.yale.edu/graduateschool/publications/news/201202/first-yale-women-phds.html>.

Naming of Yale's New Residential Colleges

In anticipation of the building of two new residential colleges on Yale's campus, the WFF continued advocating that at least one college be named after a woman. Over the past four years, the WFF has written two letters to President Richard Levin about the naming of the colleges and provided a list of distinguished women for whom the new colleges could be named. Currently, all of Yale's residential colleges are named after men. No new progress on the naming of the new colleges has occurred.

Non-Ladder Faculty Working Group

In 2011-2012, WFF spearheaded a new working group, based on long-standing interest from a subset of WFF members in issues related to non-ladder faculty members. The position and treatment of non-

ladder faculty members within the University is a concern squarely within the ambit of WFF because of the large number of women who are non-ladder faculty. In fact, while women comprise only 34% of the ladder faculty, they constitute 48% of the non-ladder faculty. The number of women in this demographic has increased over the last decade, and subsequently matters concerning non-ladder faculty will likely become increasingly relevant to women at Yale in the coming years.

Members of the Non-Ladder Faculty Working Group include:

SUSAN G. CLARK

Joseph F. Cullman 3rd Adjunct Professor of Wildlife Ecology and Policy Sciences, School of Forestry & Environmental Studies; Fellow, Institution for Social and Policy Studies

MARIA KALIAMBOU

Senior Lecturer in Modern Greek, Hellenic Studies Program

SYBIL W. ALEXANDROV

Senior Lecturer in Spanish, Spanish and Portuguese Department

ARUNA PAWASHE

Lecturer and Associate Research Scientist, Department of Molecular Biophysics and Biochemistry

ALLISON TAIT

Postdoctoral Associate, Yale Women Faculty Forum

LIENA VAYZMAN

Postdoctoral Associate, Yale Women Faculty Forum

Percentage of women in ladder faculty and non-ladder faculty positions at Yale University: 2001-02, 2006-07, and 2011-12

	Ladder Faculty	Non-Ladder Faculty
2011-2012	754/2187 (34%)	455/950 (48%)
2006-2007	580/1872 (31%)	389/907 (43%)
2001-2002	444/1646 (27%)	341/781 (44%)

Number of Women/Number of Total (% Women of total)

Source: Yale University, Office of Institutional Research, "Employee Sex and Race University Summary 2011-2012"

The WFF Non-Ladder Faculty Working Group held several meetings this year to identify shared concerns and discuss the development of an agenda for future engagement. A first goal is to understand the ways in which different schools use non-ladder faculty and what policies currently exist with respect to these faculty members. Non-ladder faculty members are a broad and diverse group of teachers, researchers, and practitioners. Subsequently, obtaining a snapshot of current practices is of great value. Analyzing the landscape will allow the group to discover not only points of intersection but also current best practices. Preliminary discussions revealed that many issues of particular relevance to group members were related to career progression. Future analysis likely will focus on questions of performance evaluation, contract renewal, pay, promotion, and opportunities for research leave. Developing a set of best practices that is applicable across the University will be the larger goal of the working group. This we hope to accomplish in the academic year 2012-13.

Co-Sponsorships

Women’s Leadership Initiative at Yale

In keeping with past years, the WFF co-sponsored the 2011 Women’s Leadership Initiative (WLI) Conference that took place on November 12, 2011 at the Yale Law School. The undergraduate student-

run WLI's mission is to cultivate a campus climate that encourages and empowers female leaders at Yale. The keynote speakers at this year's conference were Pamela Farr, National Chair of Volunteers at the American Red Cross, and Licia Hahn, former VP of News & Marketing at CBS and now Executive Advisor for Fortune 500 Chief Executives. The event featured twelve different career panels and skill-developing seminars hosted by successful female professionals. More information about the 2011 WLI conference is available at <http://yalewomenleaders.com/conference>.

Miss Representation Film Screening

On February 16, 2012, WFF co-sponsored a screening of *Miss Representation*, a documentary film about representations of women in the media, which premiered at the 2011 Sundance Film Festival. *Miss Representation* explores the ways in which images of women and girls in the media perpetuate the under-representation and misrepresentation of women in leadership positions in America. The screening was followed by a faculty panel discussion featuring School of Management Professor and former Dean Sharon Oster, Dean of the Yale Divinity School Emilie Townes, and Law School Senior Lecturer Emily Bazelon. The faculty panel and audience discussion explored Yale faculty research findings as well as strategies to advance women's leadership in all sectors and dismantle harmful gender stereotypes. The film's educational and outreach components are available at <http://www.missrepresentation.org/the-film/>

Gender and Philosophy Working Group

The WFF was proud to co-sponsor the student-organized Gender and Philosophy Working Group at the Yale University Department of Philosophy in 2011-12.

LOOKING AHEAD: 2012-13

The Women Faculty Forum will continue to identify and address specific issues of concern to female faculty, research and publish data addressing the status of women at Yale University, and collaborate with schools, departments, and other organizations across the University to develop programming and further promote gender equity within the institution. We look forward to the continuation of the Public Voices Thought Leadership Fellowship Program in 2012-13, and a follow-up to the Parity as Practice conference. The Yale Women Faculty Forum 12th Annual Opening Reception will take place on September 24, 2012 at Beinecke Rare Book and Manuscript Library. We look forward to facilitating a sense of community and promote networking among female faculty at the beginning of another academic year.