



wff

WOMEN FACULTY FORUM

Annual Report 2017-2018

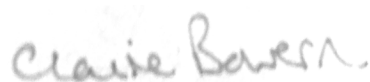
A Note from the Chair

As WFF chair for the period 2017-2019, I am working on gender equity and policy in several different ways. First, as a linguist and social scientist, I am interested in ‘representation’ – that is, the ways in which gender, diversity, and equity are discussed on campus: who focuses on them, how we talk about them, and how we can be more effective in advancing our shared aims of an inclusive campus, where all faculty can do their best work. As a researcher, I am interested in using the data collected by organizations on campus to study the impacts of existing policies and procedures.

WFF’s leadership on diversity, equity, and inclusion stems from three principles: first, we reject the idea that there is a trade-off between diversity and excellence. Diversity is excellence. As researchers, we understand that knowledge and insight come through many different paths. Secondly, inclusion and respect are at the base of good scholarship. No one can do their best work if they are being undermined or intimidated. Ideas are valued on their merits, and should not be revalued according to who says them. And, finally, we strive to build these principles into what we do at the foundation, not as a nod to some token idea of “diversity talk” or “virtue signaling” at the end.

WFF, as one of the few organizations on campus which reaches across Schools and Divisions, has a vital role on campus as a place for research, for advocacy, and for community and mentoring. We hope you enjoy this snapshot of our activities of the last 12 months!

With all good wishes,

A handwritten signature in blue ink that reads "Claire Bower". The signature is written in a cursive, flowing style.

Claire Bower

WFF Annual Report

2017-2018

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EXECUTIVE SUMMARY

The Women Faculty Forum had another active year in 2017-2018, our 18th 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.

The View

In December, WFF published *Women and Men Faculty, Yale University: A View of 2016-2017*, which tracks the demographic data of faculty at Yale. The WFF has compiled the report every five years since 2002.

Seed Grant Program

WFF launched a grant program this year for students and faculty for projects that support our mission. In May, we hosted a conference to showcase the winners' work.

Wikipedia Editathons

We hosted a number of Wikipedia Editathons throughout the year to increase the representation of women scholars online. The New Haven Register even profiled one of our editathons!

Interdepartmental Mentoring Program

WFF sponsored a mentoring program that pairs a junior faculty member with a senior faculty mentor. Twenty-three pairs were set up and a mentoring workshop was held at the beginning of the year with academic leadership coach Rena Seltzer.

WFF/WISAY Luncheon

Collaborating with Women in Science at Yale (WISAY), we held our fifth annual career luncheon for women graduate students, postdocs, and faculty in STEM fields. Over 120 women attended the event and discussed topics including career development, networking, leadership skills, and time management.

Lectures & Talks organized by WFF

WFF hosted a number of discussions and workshops throughout the year. In the fall, we partnered with the Greenberg World Fellows for a panel on women in security. In the spring, we welcomed Joanne Lipman to campus for a luncheon with faculty to discuss her new book. We also co-hosted professional development workshops for graduate students with the Center for Teaching and Learning.

Advocacy

The WFF advocated for equity in the search for Yale's next Athletics Director in addition to clearer expectations of appropriate conduct from recipients of Endowed Chairs. WFF also continued to work for more equitable family leave policies. Chair Claire Bown continues to represent WFF on the Steering Committee for the University's celebration of the 50th and 150th anniversaries of women in Yale College and the Graduate School.

Research

Along with launching the Seed Grant program and publishing *The View*, WFF updated and reformatted its online bibliography with recent research about women in higher education. WFF Research Fellow Najwa Mayer conducted extensive faculty interviews throughout the year to capture experiences of gender in the academy and to build ideas for WFF's future.

Traditional Events

The WFF hosted its annual fall reception at the Beinecke Library, inaugurating the new year by welcoming new women faculty and celebrating the opening of Yale's first residential college to be named for a woman, Pauli Murray. Dean Heather Gerken and Head of College Tina Lu spoke. We also maintained our online presence through the WFF website and weekly newsletters in addition to creating new Facebook, Twitter, and Instagram accounts.

STRUCTURE

Membership & Leadership

The Yale Women Faculty Forum is the only University-wide organization advocating for gender equity across all departments and schools. Our current structure includes a Faculty Chair and Council comprised of faculty from across the University. Our membership is open to all faculty ranks, and as of 2018, more than 2,000 have joined.

WFF Chair

Claire Bown is Professor of Linguistics. Her research looks at the



ways in which languages change over time. Primarily working with Aboriginal languages of Australia, her work examines how we can use data from contemporary languages to investigate prehistory, how new languages are created, how languages spread, and how and why words and grammar change over time. She also works with speakers of endangered languages to provide linguistic resources for communities and scientists. Her work uses a combination of mathematical models, archival

data, and ethnographic fieldwork with language speakers to build a picture of how language changes. She is the 2017-2018 recipient of the Graduate School Mentoring Award in the Social Sciences.

Steering & Council

Kim Blenman, Associate Research Scientist in Dermatology

Lynn Fiellin, Associate Professor of Medicine (in General Medicine)

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

Margaret Homans, Professor of English and Women's, Gender, and Sexuality Studies

Valerie Horsley, Maxine F. Singer '57 Associate Professor of Molecular, Cellular, and Developmental Biology and Associate Professor of Dermatology

Paula Kavathas, Professor of Laboratory Medicine, Immunobiology and of Molecular, Cellular, and Developmental Biology

Marissa King, Professor of Management and Sociology

Becca Levy, Professor of Public Health (Social and Behavioral Sciences) and Psychology

Shirley McCarthy, Professor Emeritus of Diagnostic Radiology

Priyamvada Natarajan, Professor of Astronomy and Physics



Nancy Niemi, Director of Faculty Teaching Initiatives at Center for Teaching and Learning

Christine Ngaruiya, Assistant Professor of Global Health and International Emergency Medicine

Catherine Panter-Brick, Professor of Anthropology, Health and Global Affairs

Judith Resnik, Arthur Liman Professor of Law

Nancy L. Ruther, Associate Director of the MacMillan Center for International and Area Studies, Lecturer Political Science (retired)

Nina Stachenfeld, Senior Research Scientist in Obstetrics, Gynecology, and Reproductive Sciences

Joan A. Steitz, Sterling Professor of Molecular Biophysics and Biochemistry

Meg Urry, Israel Munson Professor of Physics and Astronomy

Laura Wexler, Professor of American Studies and Women's, Gender, and Sexuality Studies

Amy Wrzesniewski, Professor of Organizational Behavior

Lisa Walke, Associate Professor of Medicine (Geriatrics)

Julie Zimmerman, Associate Professor of Chemical & Environmental Engineering & Forestry and Environmental Studies

COMMUNITY PROGRAMMING & INITIATIVES

Opening Reception

The WFF starts off every fall with an Opening Reception. On September 26th, the WFF kicked off the 2017-2018 academic year at Beinecke Library. Over 100 members and University officials gathered to welcome new faculty and celebrate the promotions of women faculty. Deans Heather Gerken (School of Law) and Ingrid Burke (School of Forestry) made remarks. Tina Lu, Head of Pauli Murray College (the first residential college to be named from its outset for a woman) spoke to the excitement of establishing new traditions for the new space. In addition to these leaders, Chair Claire Bower and former Chair Paula Kavathas gave remarks. All speakers addressed gender equity in light of WFF's theme for the upcoming year: "Representation and Appropriation."



Interdepartmental Mentoring Program

For the formal start of the WFF Interdepartmental Mentoring program, academic leadership coach and author of *The Coach's Guide for Women Professors*, Rena Seltzer lead the 23 junior-senior faculty member pairs through a series of exercises in effective mentoring. In 2012, WFF Chair Priyamvada Natarajan piloted the mentorship program as a way to provide support to women faculty at Yale. The program had a positive impact on a number of junior faculty by providing them with a senior mentor who could offer advice, support, and other assistance outside of an evaluative relationship. Former WFF Chair Paula Kavathas and members Priya Natarajan and Amy Wrzesniewski coordinated its return.



Wikipedia Editathons

Throughout the fall, WFF hosted four editathons to collaboratively and independently edit Wikipedia pages to reduce gender bias on one of the most widely used resources on the Internet. We focused on increasing the quality of existing pages on female academics as well as adding pages for scholars who were not represented. In the spring, WFF co-sponsored the Haas Arts Library's "Art and Feminism" Editathon with Yale Women in Technology.

WFF/WISAY Career Luncheon

The WFF and Women in Science at Yale (WISAY) held our fifth annual career luncheon for faculty, postdoctoral fellows, and graduate students. Over 100 people attended, and the event was, once again, a tremendous success! Groups of faculty and trainees gathered at the Medical School and on central campus to discuss career development, cultivating leadership, and work-life balance. We look forward to this event every year as an opportunity to bring women scientists together to ask questions, to share stories and advice, and to strengthen our community.



ADVOCACY

Athletics Director Search

In 2017, Dean of Yale College Marvin Chun led the search committee for Yale's next Athletics Director after Tom Beckett announced he would step down in June 2018 after 23 years of service. WFF advocated for diversity and equity in the search and in the committee's consideration of candidates. In February, Victoria M. Chun was appointed Yale's next director of athletics.

Family Leave Policies

The WFF continued to advocate for more equitable family leave policies. WFF worked with the FAS Senate and Yale School of Medicine's Faculty Advisory Committee to recommend benefits on per child basis and without the expectation to "pay back" leaves as well as the centralization of policy implementation.

Endowed Chairs

WFF partnered with the Committee on the Status of Women in Medicine (SWIM) to encourage that the honor of Endowed Chairs be contingent on one's ability to uphold the University's standards of conduct and respect for all members of the community. In cases of serious misconduct, we jointly proposed that this honor be rescinded.

50th & 150th Celebration Committee

On behalf of WFF, Chair Claire Bovern served on the planning committee for the university-wide celebration in the 2019-2020 year for the 50th and 150th anniversaries of women in Yale College and the Graduate School. WFF is enthusiastic about collaborations with other units across campus for these anniversaries.

PANELS, WORKSHOPS, & DISCUSSIONS

Women in Security: Does it Matter?

On Wednesday, November 8th WFF hosted a panel with three of the Greenberg World Fellows to discuss the ways in which gender impacted the work they do on the international security scene. Each of the three panelists-Annemie Turtelboom (Minister of Home Affairs and Migration of Belgium), Bayartsetseg Jigimiddash (Former State Secretary of Ministry of Justice and Home Affairs of Mongolia), and Rema Rajeshwari (District Police Chief of India)-was the first woman to hold her respective position. In reflecting on their careers, the panelists shared experiences of having to overcome barriers and biases largely tied to their gender. They encouraged young women in the audience to pursue careers in the security sector to break down these obstacles. Professor Beverly Gage and WFF Senior Strategy Fellow Nancy Ruther engaged with the panelists and led the discussion.



“Writing about Gender and Diversity” Grant Workshop

In February, WFF co-sponsored a grant writing workshop with the Graduate Writing Lab to help demystify grant application writing. Staff led a group of over 30 participants through specific strategies in talking about gender(ed) identity and gender equity when describing personal and professional experiences. The workshop platformed the WFF Seed Grant application as an example.



Town Hall on Gender Equity

In April, the FAS Senate and WFF co-hosted a Town Hall entitled “The Uses and Abuses of Power in the Academy: Cultivating a Culture of Bystander Action and Advocacy.” The Town Hall consisted of a panel discussion with Marianne LaFrance (Professor of Women’s, Gender and Sexuality studies), Melanie Boyd (Director of the Office of Gender and Campus Culture), Stephanie Spangler (University Title IX Coordinator) and Darin Latimore (School of Medicine Chief Diversity Officer) as well as a series of vignettes performed by Yale School of Drama students that reenacted scenarios of gender and sex-based discriminations in the academy. The Town Hall attracted over 80 attendees and marks the beginning of a broader conversation on campus to address the issues of power imbalances based on gender.

Joanne Lipman Luncheon

To end the academic year, over 30 WFF members gathered to hear Cydney Dupree, Assistant Professor of Organizational Behavior at SOM, and Joanne Lipman, a veteran journalist and Yale College alumna, discuss gender equity and diversity in the workplace. Lipman's recent book, *That's What She Said: What Men Need to Know (and Women Need to Tell Them) About Working Together*, tries to find ways to bring men into conversations about gender equality. The group heard some of her observations about the gender gap in the workplace and what can be done to close that gap.



RESEARCH PROJECTS

The View

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 5 years on the demographic data of men and women faculty at Yale. Reports dating back to 2002 can be found on our website. The WFF collected information from the Office of Faculty Administrative Services, the Office of Institutional Research, and the Office for Postdoctoral Affairs. Paula Kavathas and Nancy Ruther authored the 2017 report.

A.5.a. Trend in Term and Tenured Women Faculty, University-Wide (2002–2017)



The report showed gains made in university leadership (particularly administrative leadership and Heads of College) by women since 2012 but stagnation in the numbers of URM faculty and women in tenured appointments. The flattening in the fraction of faculty who are women between 2011-2012 and 2016-17 is particularly worrisome. While there have been small gains in the number of tenured women in FAS (from 22% to 27%), the overall numbers across the university are not substantially different from 5 years ago.

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

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

Seed Grant Program and Conference

In fall 2017, the WFF launched the Seed Grant program to expand research in areas of gender study and build visibility for issues and policies relating to gender in higher education.

We award these grants to identify innovative ways to support the WFF mission of fostering gender equity throughout the University via policy initiatives and research; promoting scholarship on women and gender across the university; and creating mentoring and networking opportunities.

Throughout the year, we received outstanding applications from undergraduates, graduate students, postdoctoral fellows, and faculty. We were impressed by the breadth and creativity of work from all of our applicants.

Seed Grant Winners and Grant Titles

Walking with Otilie, Lisa Kereszi Artist, Critic in Photography and DUS for the School of Art

Patron Behind the Purdah: Maharanis as Connoisseurs & Crusaders in British India, Devyani Aggarwal, Yale College '18, History and French

The Present and Future of Spaces for Queer Women, Non-Binary, and Transgender Individuals, Anna Kamerow, Yale School of Management '18 & Emily Auerbach, Yale School of Management; Yale School of Forestry and Environmental Studies '20



Delivering Difficult News in Pediatrics, Tanya Murtha, MD, MPH
Postdoctoral Fellow in Pediatric
Critical Care at Yale School of Medicine

**Understanding and Reducing
Partisan Gaps in Legal Mobilization
in Response to Sex Discrimination
Among Women**, Albert Fang, PhD,
Postdoctoral Associate at the Center
for the Study of American Politics and
the Institution for Social and Policy
Studies; Lecturer in the Department of
Political Science



SAP: Cynicism and Sincerity in Sync, Casey J. Odesser, Yale College
'20, American Studies and Women's,
Gender, and Sexuality Studies



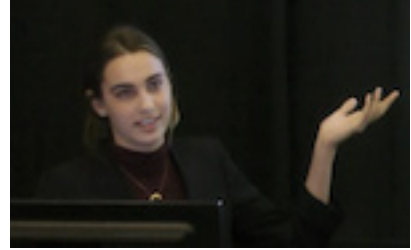
Science Stories, Katherine Thornton,
PhD, Digital Conservator, Yale University
Library & Kenneth Seals-Nutt, Yale
College '18, Computer Science

**Black Women, Reproductive Labor,
and the Meaning of Freedom**,
Alexis Williams
Yale College '18, African American
Studies



Giving Voice to Latina Immigrants: Role of “Status” and other Cultural Factors on Risk and Health, Isabel Martinez, PhD
Postdoctoral Fellow at the Center for Interdisciplinary Research on AIDS

Women’s Health, Gender Equity, and the Media, Ashley Andreou, Yale School of Public Health ‘19 and Global Justice Fellow at Yale Law School



ONGOING AND UPCOMING PROJECTS

Otelia Cromwell Portrait Unveiling



September 21, 2018 will be the WFF's Fall reception, where we are delighted to unveil our commissioned portrait of Otelia Cromwell (PhD 1926), the first African American woman to receive a degree from Yale. Vera Wells '71 will be our featured speaker.

Yale&Gender: 2020 hindsight

WFF's founding documents from 2002 include a position paper, working groups, and a statement on issues surrounding gender and the academy. We plan a summit in 2019 to assess how far we've come, what issues remain, and how best to address them.

Yale Timeline: Expanding Science Stories



We are continuing work on Science Stories, begun by Katherine Thornton and Kenneth Seals-Nutt (YC '18) in 2018. WFF Staff and Edie Reimink (YC '18) will be putting together material

for this online timeline of major milestones, events, and people in Yale's history, with a focus on gender, diversity, and inclusion. We are currently developing a portal for alumni/ae to upload photographs and memorabilia.

First person singular: Autobiographical essays from Yale women

Following a series of autobiographical essays from key figures in linguistics, we are compiling a volume of essays by the women who have shaped and are shaping Yale over the last half-century.

WEBSITE, NEWSLETTER, AND SOCIAL MEDIA

The WFF website not only provides information about WFF programs, events, reports, and history, but also has information on campus resources. Facebook and twitter allow us to share articles, news items, and important information about gender at Yale with our followers. Check us out at 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.

WFF Senior Higher Education and Strategy Fellow

Nancy Ruther has served principal of Gazelle International since 2016 after retiring from The MacMillan Center for International and Area Studies at Yale University. She holds degrees in higher education and public policy from U.Massachusetts-Amherst; a MS in Agricultural Economics from Cornell; MPIA International Affairs and BA Latin American Studies from U. Pittsburgh. In addition to teaching at Yale, Columbia and the University of Connecticut, she has worked as an overseas development, strategic management consultant, management trainer and evaluation researcher in over 25 countries.



STAFF

Gender Equity and Policy Postgraduate Associate

Emily Stark graduated with distinction in the History of Science, Medicine, and Public Health department from Yale College in 2017. For her senior essay, she researched representations of witchcraft in demonological texts and popular print culture in 16th century Northern Europe. She was as an editor for fulfillmentdaily.com, a site dedicated to providing science-backed tips for a happier life, and has worked on the New Haven Building Archive, a public humanities project that tells the social and architectural history of New Haven. As a member of the varsity Yale Track and Field team, she earned Academic-All American status.



WFF Research Fellow

Najwa Mayer is a PhD Candidate in American Studies at Yale University, where she also earned a Master's concentration in Public Humanities. She is currently completing her dissertation, *Muslim Americana in Formation and Circulation*, which reads contemporary North American Muslim performance and graphic arts, with a concentration on women artists. Her work has received support from the Henry Luce Foundation and has been awarded by the California American Studies Association. At Yale, Najwa co-chaired the Ethnicity, Race, and Migration as well as the Public Humanities Working Groups and worked in the Education and Modern and Contemporary Art departments of the Yale University Art Gallery.



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Designed by Emily Stark '17, WFF
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