



Structure, Events, Projects, and Reports of the Women Faculty Forum: 2003-2004

Structure

The Women Faculty Forum at Yale (WFF) has a thirty-person Council and more than 300 faculty, administrator, alumni/a, and student members across the University. It is supported by the offices of the President and Provost. The WFF's stated purposes are to promote scholarship on gender and scholarship by and about women across all schools of the University; to foster gender equity throughout the University; and to promote collegiality and networking on these issues between faculty, students, administration, and alumnae.

Council

The WFF Council guides the agenda of the organization. The Council meets once per month to discuss projects and upcoming events. Four members of this Council sit on the Steering Committee, leading the Council and representing the group in meetings with University administrators. Student liaisons from Yale College, the Graduate School, and the professional schools join the Council for meetings.

Staff

The WFF has two full-time staff members: a Program Coordinator and a Research Associate. The Program Coordinator provides logistical support to the Steering Committee and Council and maintains contact with the membership of the WFF. The Research Associate develops and implements, in consultation with the Council, Steering Committee, and Subcommittee on Research in the University, all research activities of the Women Faculty Forum.

Subcommittees

Each WFF project and event is created through a subcommittee. At present, the following subcommittees exist:

- **Childcare:** Addresses the challenges that faculty face with regard to childcare.
- **Foundations and Grants:** The WFF has interests in expanding its capacity to work. This subcommittee will examine possible alternative funding sources.
- **Gender and Students' Experiences:** Examines reports on student mentoring, the role that gender plays in interactions between faculty and students, and how best to disseminate information and engage faculty and administration in discussion of the problems raised. Aids in the development of mentoring initiatives.
- **Policy:** Examines issues surrounding the status of women of all colors at Yale, in order to learn how best to shape appropriate responses to contemporary concerns.
- **Research in the University:** Shapes the research agendas for the Women Faculty Forum, working with the Research Associate and Steering Committee.
- **Women of Color:** Focuses on the issue of faculty diversity at Yale and develop programs on the subject.

The work of subcommittees will vary according to the issues addressed by a particular subcommittee. If you are interested in joining a subcommittee, please contact Rachel Thomas at rachel.thomas@yale.edu or 432-8847.

Events

Welcoming New Women Faculty and Administrators

September 15, 2003

5:30 – 7:00 p.m., Beinecke Rare Book & Manuscript Library

(In the event of a strike: Slikfa Center, 2nd Floor Gallery & Chapel, 80 Wall Street)

Our third annual reception will welcome new women faculty and senior administrators, and celebrate the successes of women who have recently received tenure and women who have joined Yale's senior administration in the past year. Susan Hockfield, Provost, and Linda Lorimer, Vice President and Secretary, will give opening remarks. An overview of the plans and projects of the Women Faculty Forum will be presented by members of the Council and its Steering Committee.

“Diversity at Yale” Panel Discussion

Co-sponsored by the Arthur Liman Public Interest Fellowship & Fund

September 15, 2003

7:00 – 9:00 p.m., Yale Law School Room 127

(In the event of a strike: Dwight Hall Chapel, 67 High Street)

This panel discussion will focus on the issue of faculty diversity, examining definitions of diversity with reference to recent legal rulings, issues of faculty diversity at Yale, efforts at the Medical School to diversify faculty with respect to gender, and thoughts on how to increase racial diversity in the faculty as a whole. The panel will be the kick-off event in the Women Faculty Forum's efforts to address faculty diversity at Yale, to be followed at a later date by a workshop to create concrete proposals for increasing diversity in the faculty. Advanced readings will be available on the WFF website at <http://www.yale.edu/wff>. Panelists will include:

Deborah Cantrell, Moderator, Director of Projects on the Profession, Yale Law School

Judith Resnik, Moderator, Arthur Liman Professor of Law

Hazel Carby, Charles C. & Dorathea S. Dilley Professor of American Studies and African American Studies

Reva Siegel, Nicholas deB. Katzenbach Professor of Law

Shirley McCarthy, Commentator, Professor of Diagnostic Radiology and Obstetrics & Gynecology

Holly A. Thomas, Commentator, Co-Chair of the Collective of Women of Color in the Law, Yale Law School

Meg Urry, Commentator, Professor of Physics and Astronomy

Naomi Schor Memorial Lecture

September 23, 2003

4:00 p.m., Slikfa Center, 80 Wall Street

Joan Scott, Harold F. Linder Professor at the Institute for Advanced Study School of Social Science, will speak on the subject of “French Universalism in the Nineties.” Her research focuses on the history of modern France. She has also contributed to the development of the field of women's history, both in its substantive and theoretical dimensions, arguing for the importance of analyzing gender as a changing, historically variable way of organizing social relationships. She has written on the history of women's work in the context of economic development. Her current project explores the history of feminism in its relationship to democratic politics.

Naomi Schor was the Benjamin F. Barge Professor of French at Yale, a scholar of nineteenth-century French literature and culture, whose writings focused on the novel, but whose interests spanned a much wider area. She was also a founding member of the Women Faculty Forum Council, and we are pleased to announce the second annual lecture given in her honor.

Davenport Master's Tea: Hoda Elsadda

Co-sponsored by Davenport College

September 30, 2003

4:00 p.m., Davenport College Master's House, 248 York Street

In a Master's Tea at Davenport College, Hoda Elsadda will address the issue of why she chose to explore Arab history with the purpose of promoting a women's rights agenda in Egypt. Hoda Elsadda, works to change policies and attitudes related to gender throughout the Arab World. Elsadda is a professor of English literature at Cairo University and co-editor of Hagar, one of the most influential Arabic publications dealing with gender issues. She was a driving force behind Egypt's 1994 "Equality Before the Law" project, aimed at modifying the Egyptian marriage contract to safeguard the legal rights of women. She also led the 1995 "Stereotypes of Arab Women in the Media" project, which challenged negative stereotypes of women in the Arab media. Elsadda is the founder of the Woman and Memory Forum, an independent research center that provides "alternative cultural information" on the roles women have played in Arab history. Her numerous books and articles focus on women's issues and on comparative literature.

The Smiles of the Extravagant Crowd: Examining the Photographs of Carl Van Vechten

Co-sponsored by the Beinecke Rare Book & Manuscript Library

October 15, 2003

4:00 p.m., Beinecke Rare Books & Manuscripts Library

Marianne LaFrance, Professor of Psychology and Women's & Gender Studies, will give a lecture on issues relating to the work of Carl Van Vechten, in conjunction with the exhibition *Extravagant Crowd: Carl Van Vechten's Portraits of Women*, on display in the Beinecke Library from July 28 to October 18, 2003. The exhibition includes portraits of some 50 women of achievement photographed between 1932-1964, including such famous names as Billie Holiday, Zora Neale Hurston, and Marianne Moore, and some now-forgotten women who made significant contributions to the Broadway theater community, the Harlem Renaissance, the early Hollywood film industry, and the 1920s and '30s expatriate communities in Paris and London.

A reception and viewing of the exhibition will follow.

Welcoming the Women of the World Fellows

October 22, 2003

12:00 p.m., Hall of Graduate Studies, Room 211

This luncheon session, featuring the ten women of this year's World Fellows class, will enable Fellows and attendees to share and discuss research and innovations to further gender equality around the world.

"Women Mentoring Women" Panel and Reception

Co-sponsored by the Office of Graduate Career Services

October 30, 2003

4:00 p.m., Sterling Library Lecture Hall, 120 High Street

This event will celebrate the launch of the "Women Mentoring Women" initiative and website. A panel discussion will highlight the importance of women mentoring women in the academy, and examine the ways in which mentoring can make a positive impact upon students and faculty. Panelists will include:

Peter Salovey, Moderator, Dean of the Graduate School

Meg Urry, Professor of Physics

Pamela Schirmeister, Associate Dean of the Graduate School

Vilashini Cooppan, Assistant Professor of Comparative Literature

Marie Curie Nobel Centennial: Celebrating Women in Science

Co-sponsored by Office of the Provost, Whitney Humanities Center, University Library, Beinecke Rare Book & Manuscript Library, Cushing/Whitney Medical Library, Office of New Haven & State Affairs, The Dibner Fund, The Dibner Institute, The Camille and Henry Dreyfus Foundation, Inc., Women Faculty Forum, and the Yale Graduate School of Arts and Sciences
November 6-8, 2003 at Yale University

This University-wide symposium is organized to celebrate the centenary of the first award of the Nobel Prize to Marie Curie, within the broader context of an examination – and celebration – of women in science. The conference will emphasize the impact that women scientists have historically had in their fields and address challenges for the 21st century. For more information, please visit the conference website at <http://www.yale.edu/whc> (click “Whitney Humanities Center”). Participants will include:

Bruce Alberts, President of the National Academy of Sciences, and Professor of Biochemistry and Biophysics, Medical School of the University of California, San Francisco

Anne M. Baranger, Associate Professor of Chemistry, Wesleyan University

Michele Barry, Professor of Medicine & Public Health, Director, Office of International Health, Yale University

Jacqueline Barton, Arthur and Marian Hanisch Memorial Professor and Professor of Chemistry at the California Institute of Technology

Richard H. Brodhead, Dean of Yale College, A. Bartlett Giamatti Professor of English

Andrew Hamilton, Deputy Provost for Science & Technology, Irene DuPont Professor of Chemistry, Professor of Molecular, Cellular & Developmental Biology, Yale University

Susan Hockfield, Provost and William Edward Gilbert Professor of Neurobiology, Yale University

Kathryn V. Johnston, Professor of Astronomy, Wesleyan University

Bettyann Kevles, Lecturer of History, Yale University

Dan Kevles, Stanley Woodward Professor of History, Yale University

Richard C. Levin, President of Yale University

Brenda Maddox, Author

R. Kenny Marone, Director, Yale Medical Library

Pat Mooney, Thomas J. Watson Laboratory, IBM

Arikha Moses, COO of Advanced Materials Designs, LLC

Helena Pycior, Professor of History, University of Wisconsin, Milwaukee

Sara Rockwell, Professor of Therapeutic Radiology, Director of the Office of Scientific Affairs, Yale University

Naomi Rogers, Assistant Professor of Women’s & Gender Studies and History of Medicine, Yale University

Vera Rubin, Senior Researcher, in the Department of Terrestrial Magnetism at the Carnegie Institute

Alanna Schepartz, Milton Harris '29 Ph.D. Professor of Chemistry and Professor of Molecular, Cellular, and Developmental Biology, Yale University

Joan Steitz, Sterling Professor of Molecular Biophysics and Biochemistry at Yale University, Investigator at the Howard Hughes Medical Institute and Director of the Molecular Genetics Program, Boyer Center for Molecular Medicine, Yale University

Shirley M. Tilghman, President and Howard A. Prior Professor of the Life Sciences, Princeton University; Investigator of the Howard Hughes Medical Institute at Princeton University

Charles Vest, President and Professor of Mechanical Engineering, Massachusetts Institute of Technology

Elga Wasserman, Author

Merle Waxman, Associate Dean of Academic Development & Ombudsperson, Director of the Office for Women in Medicine, Yale University

The Structures of Work and of Families: A Seminar Series

6:00 – 6:30 p.m. Buffet Dinner

6:30 – 8:30 p.m. Panel Discussion

Location varies by date, please see below

In five sessions, this series will examine the relationship between the joys and the demands of family life and work life, looking at how parents and other family members negotiate between the two. We will also consider how the workplace can be reconstituted to take into account women and men as having obligations to provide care for themselves and other people. We hope to explore an array of perspectives and will be asking for help from experts in the fields of childcare, domestic labor, corporate and academic workplace practices, and theorists of gender and of work.

November 12 **Work and Families at Yale**

Location: Hall of Graduate Studies, Room 211, 320 York Street

Kim Bottomly, Professor of Immunobiology, Dermatology, and Molecular, Cellular & Developmental Biology, Yale University

Elizabeth Dillon, Associate Professor of English and American Studies, Yale University

Laura Freebairn-Smith, Director of the Organizational Development/Learning Center, Yale University

Saraswathi Vedam, Assistant Professor, Yale School of Nursing

December 4 **Work-Life Lessons from Around the World**

Location: Rosenfeld Hall, Room 101, 109-111 Grove Street

Anne Alstott, Professor of Law, Yale Law School

Linda Mason, Founder and Chair of Bright Horizons, Alumni Fellow of the Yale Corporation

Judith Resnik, Arthur Liman Professor of Law, Yale Law School

Frances Rosenbluth, Professor of Political Science, Yale University

January 15 **What Can the Corporate World Teach Academia?**

Location: Rosenfeld Hall, Room 101, 109-111 Grove Street

Lotte Bailyn, T. Wilson Professor in Management, MIT Sloan School of Management

Emily Bazelon, Senior Editor, *Legal Affairs* magazine

Sharon Oster, Frederic D. Wolfe Professor of Management & Entrepreneurship, Yale School of Management

John Pepper, Vice President of Finance & Administration, Yale University

January 29 **Paid and Unpaid Caregiving Work**

Location: Rosenfeld Hall, Room 101, 109-111 Grove Street

Deborah Dinner, Yale Law School student and Ph.D. candidate in History, Yale University

Michele Goyette-Ewing, Child Study Center, Yale University

Jessica Sager, Executive Director and Staff Attorney, All Our Kin

Reva Siegel, Nicholas deB. Katzenbach Professor of Law, Yale Law School

Peggie Smith, Professor of Law, University of Iowa Law School

April 1 **Reimagining Academic Work and Family**

Location: Rosenfeld Hall, Room 101, 109-111 Grove Street

Vilashini Cooppan, Assistant Professor of Comparative Literature, Yale University

Mary Ann Mason, Graduate Division Dean, UC Berkeley and Author of the study, "Do Babies Matter?"

Judith Resnik, Arthur Liman Professor of Law, Yale Law School

Vicki Schultz, Ford Foundation Professor of Law, Yale Law School

Barbara Babcock – “Inventing the Public Defender: The Nationalism Connection”

Cosponsored by Women’s & Gender Studies, and the Legal History Forum

Wednesday, March 24

6:30 – 7:00pm Buffet Dinner

7:00 – 8:30pm Lecture by Barbara Babcock

Hall of Graduate Studies, Room 211

Barbara Babcock is the Judge John Crown Professor in Law at Stanford Law School. She is writing a biography of Clara Foltz, the woman lawyer in California at the end of the 19th century, and will speak on the important contributions Foltz made to the law profession.

Clara Shortridge Foltz (1849-1934), the Portia of the Pacific, was the first woman lawyer in California (1878), and went on to considerable fame over fifty years of legal practice and women's rights activism. She was one of the few pioneer women attorneys to try jury cases, and to make a mark as a "thinker" (as she called herself). In 1893, she was the first person to write about the idea of a Public Defender, an equal adversary representing the accused. One ingredient of her invention was the brief, bright Nationalism movement.

For more information on Clara Foltz and women’s legal history, please visit <http://womenslegalhistory.stanford.edu>

Dr. Sylvia Rimm at Yale

Cosponsored by the McDougal Graduate Student Center, Office for Women in Medicine, and the Yale WorkLife Program

March 29, 2004

Dr. Rimm is a Psychologist, Author, Speaker, Columnist, and NBC Today Show Contributing Correspondent. She will give two talks during her visit to Yale...

12:00p.m. **Raising Kids in the 21st Century: How to Raise a Happy and Achieving Child**

Sterling Hall of Medicine, Beaumont Room (L-221A), 333 Cedar St.

Dr. Rimm will share the foundational principals of parenting which she provides to parents at Family Achievement Clinic, to the listeners of her national public radio program, to viewers on her NBC-TV Today show interviews, to the readers of her syndicated newspaper column, and in her parenting book, How to Parent So Children Will Learn. She will describe the four cornerstones of raising happy and achieving children.

4:00 p.m. **Gender Issues in Achievement**

Hall of Graduate Studies, Room 211, 320 York Street

School and life achievement patterns for girls and women differ considerably from those of boys and men. When parents and teachers are sensitized to gender issues relative to achievement, they are better able to encourage life-long achievement for all. The suggestions given by Dr. Rimm will help researchers, clinicians, teachers and parents decrease male problem behaviors and increase their access to emotionally rewarding behaviors and achievement.

Local Institutions, Global Controversies: Women Under Sharia

A Roundtable Discussion

Cosponsored by the Center for African Studies, the Women's & Gender Studies Program, and Yale Center for International & Area Studies

April 15, 2004

12:00 – 12:20pm Buffet Lunch

12:20 – 1:30pm Panel Discussion

Hall of Graduate Studies, Room 211

Join us for an examination of the interaction of local and global in relation to women under Sharia law - in Nigeria and around the world. Ayo Obe and Dr. Ayesha Imam will address the recent controversies concerning the indictment and procedural and evidentiary problems with legal proceedings in particular Nigerian Sharia courts.

This roundtable discussion will build on the lectures being presented by Obe and Imam on April 14, as part of the Council on African Studies' series, "Gender, Culture, Rights and Muslim Laws (Sharia) in Northern Nigeria." The April 14 lectures will take place at 4:15pm in Room 202 of Luce Hall, 34 Hillhouse Avenue.

"In the Company of Scholars: Women in a Changing World" - Call for Faculty Conveners

Cosponsored by the Association of Yale Alumni

April 30 – May 1, 2004

Yale University

At this conference, planned especially for women graduates of the University, it is our hope to continue a dialogue that began with the special Tercentennial Conference called "Gender Matters," sponsored and developed by the Women Faculty Forum (WFF). Several hundred successful, dynamic women graduates of Yale College and Yale's graduate and professional schools will come together in New Haven for a day and a half of conversation and networking with one another and with a large number of Yale's superb women faculty and administrators, focused on "The Gender of Globalization," "Women's Health Research: Evolving Knowledge and Changing Practice," and "Yale Women and Leadership." The conference will present an opportunity for alumnae and other women members of the Yale community to meet with professional or volunteer peers and colleagues around issues of work, advancement, education and skills, family roles, and the nature of success after Yale.

The opening session of the conference, on Friday, April 30, will be followed by a luncheon featuring small discussion groups. Knowing that alumni especially value interaction with members of the faculty, we are seeking women faculty who are interested in serving as colloquia conveners for these small groups. Joined by an alumnae convener, the faculty will be asked to lead a discussion on a topic of their choosing and related to women in some way. If you are interested in serving as a co-convener for one of the Friday luncheon discussions or have questions, please e-mail Rachel Thomas (rachel.thomas@yale.edu). Please include a proposed title, as well as 1-2 sentences describing the proposed topic. We will match faculty conveners with alumnae conveners for each table.

We realize there may be other program sessions of the conference that you would like to attend. Although the capacity of some of the conference program elements is limited, if there is a session or sessions that you would particularly like to attend, please send an e-mail message to Alisa Masterson (alisa.masterson@yale.edu).

Projects and Reports

Publication: “Citizenship, Borders, and Gender: Mobility and Immobility”

In May 2003, the WFF hosted the “Citizenship, Borders, and Gender: Mobility and Immobility” conference, cosponsored by the Woodward Fund, Yale Center for International & Area Studies, Crossing Borders Initiative, and Yale Law School. In the coming year, we hope to produce a volume based upon papers presented at the conference.

Diversity at Yale

At the close of the 2002-03 year, the WFF formed a new Subcommittee on Women of Color Focuses to examine the issue of faculty diversity at Yale. Beginning with the “Diversity at Yale” panel in September, the WFF is working to develop programs and initiatives to support existing women of color in the University, and to advocate policies that insure increases in their numbers.

Publication: “Gender Matters: Women and Yale in its Third Century”

Several of the speakers from the *Gender Matters* conference have provided commentary for a publication. Under the direction of Shilpa Raval, former Research Director for the WFF, with the help numerous WFF Council members, and in conjunction with Office of the Secretary and the AYA, we are making this monograph available to all interested alumni/ae through web and print publication. You can now read *Gender Matters: Women and Yale in its Third Century* online at <http://www.yale.edu/wff/gendermatters>. You may also obtain a free printed copy, when they become available later this year, by emailing wff@yale.edu.

Instituting Gender: An On-Going Research Project on Women and Higher Education

We continue to explore the content and structure of institutes focused on gender at peer institutions. The memo “Gender Programs: At Other Universities and at Yale,” summarizes information gathered on the subject.

“Women Mentoring Women” Initiative

The release of our “Women and Yale University” report in May 2003 brought to light concerns about the need for mentoring the younger generation of potential women faculty – Yale’s women graduate students. With this in mind, the WFF has joined with the Graduate School of Arts & Sciences and the Office of Graduate Career Services to launch the “Women Mentoring Women” (WMW) Initiative. The WMW Initiative is designed to promote and facilitate the development of mentoring relationships between women graduate students, post-docs, faculty and administrators. To learn more about this initiative, please visit http://www.yale.edu/graduateschool/mcdougal/gcs/wmw_index.html.

“Women and Gender at Yale” Web Database

This web database provides information on research about women and gender by Yale scholars. The database – now composed of nearly 90 faculty members – is being continually updated and is accessible at www.yale.edu/wff/search.

Yale Babysitting Service

The WFF has collaborated with the Yale Work-Life program to develop a Yale Babysitting Service, launched in February 2004. The Yale Babysitting Service helps address the need for additional child care options within the Yale University community. This service establishes a link between Yale faculty, staff and students to access babysitting services provided by Yale students. This service can only be used by current Yale faculty, staff and students and can be accessed at <http://www.yale.edu/babysitting>.