



# Yale Women Faculty Forum

## Report 2005-2006

### Introduction

The Women Faculty Forum (WFF) was established during Yale's Tercentennial year to celebrate the accomplishments of women at Yale. Since then, 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 on a range of subjects and projects that:

- support scholarship on gender and scholarship about and by women across the University,
- foster gender equity throughout the University, and
- promote collegiality and networking among faculty, students, administration, and graduates of the University.

### Structure

The WFF is open to all faculty, administrators, students, and alumnae/i. A Council of 35 members, joined by student liaisons, drawn from schools and departments across the University meets regularly, as do working groups that evolve in response to specific initiatives. A Steering Committee provides executive leadership. In 2005-2006, the WFF had more than 600 members, and more than 800 faculty, staff, student, and alumnae/i participated in our programs.

The staff includes a Director of Programs and Projects, who takes primary responsibility for helping the Council, Steering, and working groups to plan programs and shape initiatives, and a Director of Research takes the lead in monitoring data sources and identifying new materials relevant to our several agendas. An administrative assistant provides logistical and business support for the organization. In addition, undergraduate and graduate students work as research assistants on projects.

In July of 2005, WFF appointed two new staff members, Kate Ott as Director of Research and Cynthia Tobery as Director of Programs and Projects. Both Kate and Cynthia hold doctoral degrees. Kate's dissertation, "The Education of Deciding Morals: Adolescence, Sexuality Education, and the U.S. Religious Economy," is in Social Ethics from Union Theological Seminary in the City of New York. Her research, attentive to the intersections of gender, race, age, and class, examines how Christian value claims affect social policies related to reproductive rights, sexuality education, and family structure. Kate now also serves as a consultant for several national and local church council taskforces and non-profit organizations on adolescent sexuality education. In 2005-2006, Kate coordinated the WFF subcommittees on Childcare, Gender: Pedagogy and Research, and on Work Life Issues.

Cindy Tobery, WFF's Director of Programs and Projects, received her Ph.D. from Princeton University in molecular biology for her dissertation, "Yeast Sex and Nuclear Fusion." Before coming to the WFF, Cindy worked as a postdoctoral fellow with the Gender Equity Project (GEP) at Hunter College. While at the GEP, Cindy focused on collecting and analyzing "benchmarks" to measure whether gender equity existed and helped to design monthly workshops for women science faculty to discuss management of their time and how to negotiate with their colleagues, students, and superiors to

further their careers. Cindy also assisted the GEP co-directors with an interdisciplinary honors course called "Sex and Other Isms." At Yale, Cindy has participated in the Science Education Outreach Program, is a member of WISAY (Women in Science at Yale), and is a fellow at Saybrook College. In 2005-2006 for the WFF, Cindy coordinated the work of several subcommittees, including those on Faculty Mentoring and Development; Retention & Promotion of Junior Faculty; and Women in Science. Together, Kate and Cindy worked with the WFF subcommittees that focused on Foundations and Grants and on Policies and Diversity Initiatives.

In addition to its Council, Steering and staff, the WFF also includes an Alumnae/i Advisory Council (AAC) that facilitates the WFF's relationships with Yale Alumnae/i. Yale's many talented and diverse alumnae/i have contributed a range of perspectives to and support for the programs of the WFF. Nancy Alexander '79, SOM '84 and Vera Wells '71 are the current co-chairs for the AAC. In Spring of 2006, Cynthia Brill '72 joined them to host a meeting at the Yale Club of New York City.

## **2005-2006 The Year-In-Review**

### **Seminar Series**

This year's annual seminar series "Working Lives: Renegotiating Public and Private," focused on social policies, laws, and practices that structure social security, healthcare, and child/dependent care. By mixing scholarly and popular materials, WFF ran sessions that proved to be of interest to a wide range of faculty, staff, and students. In the first session held in October entitled "Surviving after Work: Pensions and Social Security," Sharon Oster, Frederic D. Wolfe Professor of Economics & Management, moderated a discussion with Kim Gandy, President of the National Organization of Women; Karl Ulrich Mayer, Director of the Center for Research on Inequalities and the Life Course and Professor of Sociology at Yale; and, Robert Shiller, Stanley B. Resor Professor of Economics at Yale. Placing experiences within the United States in a global perspective, the panel addressed how the structure of a country's social security system would affect women and men differently. Across many countries, women receive fewer benefits than their male peers because of financing of family care support and occupational segregation. The panelists shared views on how employers and the government could rethink the paradigm of "personal responsibility" of individuals and households and discussed the deep disagreements about how to restructure the workplace that would be both fiscally responsible and diminish inequalities.

A second session in November entitled "How Health Works Out: Healthcare Challenges throughout the Lifecycle," considered the challenges individuals face in maintaining good health throughout their lives. Carolyn Mazure, Professor of Psychiatry and Director of Women's Health Research at Yale, hosted panel members Sherry Glied, Professor and Chair of the Department of Health Policy and Management at Columbia University's Mailman School of Public Health; Jacob Hacker, Peter Strauss Family Associate Professor of Political Science at Yale; and Jennifer Prah Ruger, Assistant Professor, Division of Global Health at Yale. Once again, the questions – in this session about healthcare access and models of reform – were placed in a cross-national context, as panelists discussed how declining levels of private and public healthcare insurance affect women differently than men. For example, women are more likely to work in unpaid labor forces, part-time positions, or hold informal wage earning positions that do not provide healthcare but place them beyond the threshold for public healthcare assistance.

A third session in February entitled "Working for Care: Families and the Workplace," was moderated by Reva Siegel, Nicholas deB Katzenbach Professor of Law from the Yale Law School. The panelists included Kathleen Christensen, President of the Alfred P. Sloan Foundation; Chai Feldblum, Professor of Law at Georgetown University; Nina Pillard, Professor of Law at Georgetown University;

and Joan Williams, Professor of Law at the University of California-Hastings. That discussion looked at how workplaces do or do not enable wage workers to care for themselves and others. Panelists discussed the shortfalls of current legal requirements and practices for workers and considered how to rewrite laws or workplace rules to be more responsive to family needs in lights of pressures and concerns about productivity and economic competition.

In addition to this Working Lives Colloquium, WFF organized several roundtables in response to the discussion in the popular media on career choices of recent female graduates of prestigious colleges. For example, in October WFF invited Louise Story YC '99, SOM '07, the author of an article published in the New York Times, which was entitled, "Many Women at Elite Colleges Set Career Path to Motherhood." Many critics of that article emerged and, to respond to the diversity of views, WFF organized a panel entitled: "What's the Purpose of a Yale Education? A Forum on Gender, Education, and Career in Response to the NY Times," at which Ms. Story and several Yale administrators, faculty, and students spoke.

### Programs

WFF began its year with an Opening Reception on September 12<sup>th</sup> to welcome new faculty and administrators. In the fall, we also hosted an annual dinner with Yale's World Fellows, whom we invited to discuss the role that gender plays in their experiences in their countries. Fellows Lusine Abovyan from Armenia, a constitutional law specialist focused on legislative-executive relations; Marianne Camerer from South Africa, Co-Founder and International Director of Global Integrity – where she generates an index to assess a country's anti-corruption architecture; Paromita Goswami from India, Co-Founder and President of Shramik Elgar, a membership organization working to empower unorganized sector workers and rural poor; Irène Hors from France, head of the China Governance Program at the Organization for Economic Cooperation and Development, who works to address critical governance issues affecting social and economic development; Hauwa Ibrahim from Nigeria, a senior partner with the Aries Law Firm in Abuja, who specializes in defending women's rights; Oanh Khuat from Vietnam, Co-Founder of the Institute for Social Development Studies and Director of their Center for Health and Social Development; and, Mi-Hyung Kim from South Korea, Executive Vice President and General Counsel of the Kumho Asiana Business Group, presented their views of how their work and lives are affected by the fact that they are women.

Other programs addressed the needs of particular communities at Yale. For example, responding to graduate and post-doctoral students, WFF ran a series entitled "Transitions." Co-sponsored by Women Mentoring Women and Graduate Career Services of the McDougal Center, these workshops offered practical advice about how to succeed as a junior faculty member and examined the different roles played by and the different demands placed upon academics. Also in conjunction with Women Mentoring Women, WFF assisted with workshops on the challenges of dividing household labor and how that set of challenges can have a positive effect on the ability to thrive academically.

Another set of programs focused on needs of faculty. A career development workshop, "Tackling your To Do List with the 4 Ds" addressed the length of a faculty member's agenda of activities – to which colleagues and students make regular requests to do yet more. Laura Freebairn-Smith, Director of the Organizational Development and Learning Center, offered different models about how to prioritize. For example, one mode, drawing on Stephen Covey's work, *The 7 Habits of Highly Effective People*, advised that an individual identify items as "urgent," "important," "urgent and important," or neither to decide how to best respond to each. In another session, entitled "Issues and Strategies for Action: Engaging the Faculty Diversity Initiative at Yale," WFF joined with the Office of Diversity and Equal Opportunity and the Coalition for Diversity at Yale to discuss the recently released report "An Initiative to Enhance Faculty Diversity within the Faculty of Arts and Science." We asked the Yale Community *how do we change from the concept that 'diversity is important to academic*

*excellence' to 'diversity is academic excellence'?* The roundtable discussion was hosted by Dr. Kim Bottomly, Deputy Provost for Science, Technology and Faculty Development.

WFF held three sessions focused specifically on how to engage a wide community at Yale with issues of gender and race. In December, the department chair for Women's, Gender & Sexuality Studies, Laura Wexler, facilitated a roundtable conversation with University administrators, faculty, and students from a variety of departments and professional schools. That session discussed how efforts can be made to understand what work "gender" was doing and when it was not appropriately engaged in the curriculum across the campuses. The meeting served as a networking opportunity, as many participants hoped to galvanize scholarship and teaching around issues of gender at Yale. The gathering spurred the creation of a working group to address these issues across the campus.

In January, WFF and the Coalition for Diversity at Yale cosponsored a special Martin Luther King, Jr. Day Master's Tea featuring Jan Willis, who is the Walter A. Crowell Professor of the Social Sciences and Religion at Wesleyan University. Dr. Willis talked about Dr. King's legacy of non-violent engagement; she also read from *Dreaming Me*, her memoirs about marching with Dr. King in 1963. She asked the participants to name steps they could take to carry on the non-violent legacy of Martin Luther King, Jr. in working against the many injustices present today.

In another session, held in March, WFF joined Yale Divinity School Women's Initiative on HIV/AIDS to co-sponsor "Women, HIV/AIDS, and Faith: Perspectives from African Women Theologians." The event highlighted the work of two visiting "Faith Fellows", Dr. Hazel O. Ayanga from Kenya and Dr. Dorcas Akintunde from Nigeria, members of the Circle of Concerned African Women Theologians. They discussed their work in their home regions and highlighted the relationship between the economic, religious, and cultural effects of colonialism and the injuries of AIDS and its spread.

### Projects, Research, Reports, and Policy Initiatives

New Projects: During 2005-2006, WFF launched two new projects. The first, a working group called "Gendering the Campus: the Curricula of Coursework and Lifework," grew out of the town meeting discussions on the role gender plays in the curriculum across the campus. The working group provides an opportunity for undergraduates, graduate students, post-docs, and faculty to engage in constructive, interdisciplinary conversation on issues of gender. The group hopes to help improve gender mainstreaming throughout the curriculum. Mainstreaming typically denotes an interest in gender in areas not always seen as "about" women and men. Thus, in courses from economics to engineering, the hope is that analysis that engages gender – in addition to other forms of theory and bodies of empirical knowledge typically included – becomes a part of the classroom work. This group also assesses the role gender plays in experiences outside the classroom and within the academic setting of the University. Further, the group seeks to gain a better understanding of how gender is used (or not used) as a category of analysis in different disciplines and the analytic distinctions worth additional analysis. The first conversation took place at the Medical School with participants from the Medical School, Nursing School, EPH, and FAS faculty and students.

A second new project was the Sexual Assault Prevention subcommittee, which was begun in response to concerns on campus about under-reporting of sexual assaults. The subcommittee's goals include working with the administration, faculty, and students to examine Yale policies and procedures, to compare them to those of other institutions, and to make recommendations, if appropriate, for change. Areas of attention include (i) contributing to the implementation of recommendations to the University by the Sexual Harassment Grievance Board (SHGB) resulting from their review of Yale's sexual assault policy, (ii) organizing a symposium with an academic panel to examine the distinctions among kinds of assaults and the problems of rape and sexual assault in academic communities, and (iii) working with RSVP (Rape and Sexual Violence Prevention), a group

formed by undergraduate women, and the SHGB to improve information on the Yale website about how to seek professional help for and make a report of a sexual assault or rape as part of the grievance procedure.

WFF's Role in the new International Alliance of Research Universities (IARU): At the request of the Provost's Office, in fall 2005, the WFF submitted a proposal for funding through the Mellon Foundation's Sawyer Seminar Series. Our suggested seminar, "Women, Globalization, and Higher Education," would explore women's changing roles in higher education around the globe. Specifically, we wanted to understand how universities construct expectations of women and men as workers, as professionals, and as members of households; and we also wanted to understand in turn what effects women are having on universities as work and intellectual sites. To do so, we proposed a seminar that focused on how universities across the globe interact with the bodies politic in which they sit (the nation-state) and in international or transnational organizations of which they or their staff may be a part. Although this proposal was not funded, WFF will explore other venues to continue research and discussion of these issues.

One such opportunity exists through another new initiative, again in conjunction with the Provost's Office as well as with the Secretary's Office. Yale has joined the International Alliance of Research Universities – which includes University of Cambridge, Australian National University, National University of Singapore, University of Oxford, University of Tokyo, ETH Zurich, Peking University, University of California - Berkeley, and the University of Copenhagen. The Alliance meets periodically, and the WFF is contributing to a project, "Understanding Women in Universities Around the Globe" – a comparative study of the presence of women in universities around the world, the effects of women's presence as professors and administrators and students on the curricula and research, and the challenges to women seeking to work successfully in the academy. This project is particularly timely; only recently in many countries have women joined, in any numbers, the faculties and administrations of leading universities or been admitted as students to the full range of institutions of higher education. As part of the project, the Alliance hopes to identify a) successful implementations of programs that increase women's equality in academic environments; b) the challenges yet unmet; and c) the role of government and laws in bringing about change. To begin this work, in the spring of 2006, a questionnaire was developed and sent to all participating universities, and analyses of the data and other research are to take place during the 2006-2007 academic year.

Continuing Programs and Initiatives: In addition to beginning new work, in 2005-2006, the WFF returned to work begun in 2002, to review Yale programs in light of the experience of our peer institutions. In that initial review we learned that over the past thirty years, peer organizations had developed interdisciplinary centers or institutes with gender as a central focus. Moreover, most of the programs were funded directly through the university or through endowments and individual donors. Most are directed by faculty who are given release time during their time at the gender center. The 2006 update found that many of these programs and centers at other universities have grown in significant ways, either through adding staff and research projects or through working with other organizations. Further, we categorized centers and programs in four broad groups: those devoted to teaching/research, those focused exclusively on research, others specifically focused on public policy, and others that are aimed at development of institutional support for women and gender studies. Ten university centers were analyzed in 2002; the 2006 report provides a review of 20 university centers and includes information on centers' leadership, structure, and on-going projects. Also updated was information about other groups at Yale, including as academic departments, publications, and student organizations, focused on gender. Subsequent reviews will extend the pool to include additional public research institutions as well as women's colleges.

The WFF also continues to address issues of diversity in academia. The WFF reviewed past reports on the status of women and minority faculty at Yale in 2002 to learn how best to shape appropriate

responses in light of contemporary concerns. In conjunction with the distribution of "The Effects of Gender on Yale University: A Snapshot 2002," the subcommittee drafted recommendations on how to create structural responses to issues addressed within the report. At the close of the 2002-03 year, the WFF formed a new Subcommittee on Women of Color to examine the issue of faculty diversity at Yale and sponsor events on that subject. During the fall of 2005, the University announced an initiative to enhance faculty diversity within the Faculty of Arts and Science. Yale has reaffirmed its 1999 commitment to provide resources for hiring an appropriately diverse faculty, while proposing an increased focus on faculty development at all levels, and substantially increasing the hiring of minority faculty and the number of women in fields in which they are currently underrepresented. The Provost's Office plans to centralize many of the current professional development programs that are spread across the University. There will be a core curriculum developed appropriately for junior faculty, post-docs, and graduate students, provided at both the Medical School and Central campuses, with additional special sessions for specific groups and disciplines. WFF will assist with the detailed planning and participate in the development of a new curriculum for postdoctoral fellows. The faculty development sessions hosted by the WFF in conjunction with Office of Graduate Career Services and the Whitney Humanities Center in Spring 2003 will be provided as a guide and list of topics to which we can contribute. WFF has also been asked to be one of the main sponsors of the development sessions focusing on work-life issues. Moreover, the Transitions series for graduate students started this year with Women Mentoring Women and Graduate Career Services will continue in the fall.

Further, during the past five years, a number of WFF task forces have addressed the issues of childcare, parental leave, and, more generally, work life issues in academia. The WFF issued reports (such as its 2004 "Report on Childcare: Challenges for Parenting Professors") and helped to draft policy proposals. These efforts have contributed to changes in Yale policies. For example, in October of 2004, the Provost's Office announced the University would provide paid leaves for a semester to ladder faculty women and men who become parents by birth or adoption. These provisions cover a faculty member who is the "primary caregiver throughout the period of relief: caring for the child during normal working hours while the other parent, if any, is employed at least half time." If both parents are full-time members of the Yale ladder faculty, "they may choose to divide the relief, each being granted one semester of relief from one half of the teaching responsibilities. Alternatively, one parent could elect relief from one half of the teaching responsibilities for two semesters." These provisions are available to "a member of the faculty who bears or adopts a child or whose spouse or same-sex domestic partner who bears or adopts a child."

Subsequent collaboration with several units across the University contributed to an on-going discussion of childcare. In the fall of 2005, the University announced a plan to enhance Yale's child care services. In May of 2006, the University inaugurated "a program to provide in-home, back-up care services for the children of Yale faculty, staff, and students to be provided" by Caregivers On Call. Members of the WFF have been asked to serve on the committee to give advice and support to this project. The WFF has also collaborated with the Yale Work-Life program to develop the Yale Babysitting Service, which was launched in February 2004 to address the need for additional child care options within the Yale University community by establishing links between Yale faculty, staff, and students. During the academic year, there were 839 registered parents and 679 registered student sitters. This spring the Yale Babysitting Service created a new service "*Back-up/Last minute care*". Parents can post any last minute jobs within 48 hours of when they need a babysitter. Over 200 registered student sitters signed up to receive the *Back-up/Last minute care* e-mails. This service fills yet another gap in the childcare needs of faculty and staff at the University.

Alumnae/Alumni Programs: During 2005-2006, WFF undertook a series of initiatives to reach out to interested alumnae and alumni. In the fall, we co-sponsored Masters' Teas with Saybrook and with Calhoun Colleges on "The First Decade of Coeducation: A Woman's View." Alumnae Shelley Fisher

Fishkin '71, Bobbi Mark '76, and Vera Wells '71 spoke about their experiences in various fields of work and as part of the undergraduate body at Yale during the first decade of co-education. For example Shelley Fisher Fishkin, Professor of English at Stanford University, said she joined the Slavic women's choir even though she could not speak the language because she wanted to meet and be with other women on campus because there were so few. She went on to discuss issues of balancing work and family commitments early in her career and in academia in general. Bobbi Mark, Managing Director of the Yale Alumni Fund, and Vera Wells, Director of the Sylvia Ardyn Boone Memorial Project, discussed giving back to Yale to continually improve women's opportunities and differences between male and female giving patterns. They each provided a perspective that compared *then* and *now* at Yale – and in their own lives now in positions of leadership, fulfilling Yale's mission to “educate men and women for leadership and service in their communities, the nation and the world.”

In the spring, we hosted an event at the Yale Club of New York City where more than one hundred alumnae/i joined to hear a program, “In the Company of Scholars: Women and Yale.” Speakers included Linda Lorimer YLS '77, Yale Vice President & Secretary; Elizabeth Maddock Dillon, English and American Studies; Carolyn Mazure, Medical School; Sharon Oster, School of Management; Judith Resnik, Law School; Reva Siegel '85, Law School; Laura Wexler, Women, Gender, & Sexuality Studies; Meg Urry, Physics; and students Paige Herwig '00, YLS '06 and Nazneen Mehta '06 as they discussed the role gender plays in different disciplines at Yale and globally.

### **Programs, Projects, and Research Plans for 2006-2007**

Planning for the upcoming year has begun. During 2006-2007, WFF will devote a significant amount of its time to the research projects that relate to the multi-university Alliance, “Understanding Women in Universities around the Globe;” we will undertake a comparative analysis of data from countries and regions to understand where women are in higher education and the effects of their presence and absence. Further, WFF has also created new working groups, including one to launch a seminar series on “Whose Family Values?: Sex, Religion and Politics,” another focused on “Gender: Pedagogy and Research,” a third related to “Faculty Mentoring and Development,” and a fourth focused on “Women and Science.” WFF is also continuing several projects, including subcommittees on Policies and Diversity Initiatives, Work Life Issues, and on sexual assaults.

The WFF Office will also work to maintain and to update our “Women and Gender at Yale” web database, which provides information on research about women and gender by Yale scholars. We also maintain and hope to expand our annotated bibliography of relevant publications on women in universities – covering issues of diversity, tenure, faculty development, women and science, gender scholarship, and so on. Our website hosts a number of relevant reading lists that feature some of these publications. The site also contains links to peer institutions' policies and initiatives on work family, diversity, and childcare.

## **Chronological List of 2005 – 2006 Events**

### **“Welcoming New Women Faculty and Administrators” Reception**

Monday, September 12, 2005  
5:30 to 7:00 p.m., Beinecke Rare Book & Manuscript Library  
Estimated Attendance: 200

### **“Kim Gandy on Current Events” Discussion**

Wednesday, October 5, 2005  
2:00 to 3:00 p.m., Yale Law School, Room 120  
Co-sponsorship American Constitution Society and Yale Law Women  
Estimated Attendance: 120

### **“Women’s Leadership and Scholarship Around the Globe” Reception**

Tuesday, October 11, 2005  
6:00 to 8:00 p.m., Betts House, 393 Prospect Street  
Cosponsored by the World Fellows Program  
Estimated Attendance: 50

### **“What's the Purpose of a Yale Education?: A Forum on Gender, Education, and Career in response to the NY Times”**

Wednesday, October 19, 2005  
12:30 to 2:00 p.m., Hall of Graduate Studies 211  
Estimated Attendance: 175  
Panelists included: Louise Story, New York Times Journalist; Peter Salovey, Dean of Yale College; Women Faculty Forum Council Members; Yale Undergraduate and Graduate Students

### **“The First Decade of Coeducation: A Woman’s View” Master’s Tea Series**

Tuesday, November 1, 2005, Shelley Fisher Fishkin '71 at Calhoun College  
Monday, November 7, 2005, Bobbi Mark '76 and Vera Wells '71 at Saybrook College  
Cosponsored by Saybrook College and Calhoun College  
Estimated Attendance: approximately 20 at each tea

### **“Empowering Women’s Voices: Student Publications at Yale University” Coffeehouse**

Wednesday, November 2, 2005  
5:00 to 6:30 p.m., LC 105  
Estimated Attendance: 15

### **“Gendering the Curriculum” Town Meeting**

Tuesday, December 6, 2005  
4:30 to 6:30 p.m., WLH 309  
Estimated Attendance: 30

### **“Until you are what you ought to be: Remembering King; Rekindling Hope” Master’s Tea**

Monday, Jan 16, 2006, Jan Willis, Wesleyan University  
4:00 p.m., Davenport College, 248 York Street  
Estimated Attendance: 45



**“Gendering the Campus: the Curricula of Coursework and Lifework”**

Mondays, Jan. 23, 2006  
12:00-1:00 p.m., Medical School  
Estimated Attendance: 25

**“Tackling your To Do List with the 4 Ds - a workshop for faculty members”**

Friday, February 10, 2006  
12:00-1:30 p.m., HGS 119A  
Estimated Attendance: 20

**“Transitions Series: Moving Up the Academic Ladder”**

Tuesday, February 14, 2006  
4:00-5:30 p.m., Hall of Graduate Studies, 119  
Co-sponsored by Graduate Career Services at the McDougal Center and Women Mentoring Women  
Estimated Attendance: 25

**“Women, HIV/AIDS, and Faith: Perspectives from African Women Theologians”**

Wednesday, March 1, 2006  
4:00-5:00 p.m., Yale Divinity School, RSV  
Co-sponsored by Center for Interdisciplinary Research on AIDS and the Yale Divinity School Women’s Initiative on HIV/AIDS  
Estimated Attendance: 75

**“Issues and Strategies for Action: Engaging the Faculty Diversity Initiative”**

Wednesday, March 29, 2006  
5:30-7:30 p.m., Rosenfeld hall  
Estimated Attendance: 85

**“Transitions Series: Myths of Academia”**

Monday, April 10, 2006  
4:00-5:30 p.m., Hall of Graduate Studies, 119  
Cosponsored by Graduate Career Services at the McDougal Center and Women Mentoring Women  
Estimated Attendance: 25

**“In the Company of Scholars: Women and Yale”**

Wednesday, May 10  
6:00 p.m., New York Yale Club  
Estimated Attendance: 125

## **Seminar Series**

### **Annual Seminar Series**

Each year, the WFF convenes a colloquium open to all members of the University and surrounding community. Through several sessions during the year, panelists coming from diverse perspectives address different aspects of an over-arching theme.

### **2005-2006 “Working Lives: Renegotiating Public and Private” Seminar Series**

Fall and Spring 2005-2006

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

**October 5**

#### **Surviving after Work: Pensions and Social Security**

Estimated Attendance: 50

**Sharon Oster**, Frederic D. Wolfe Professor of Economics & Management, Yale University (moderator)

**Kim Gandy**, President, National Organization of Women

**Karl Ulrich Mayer**, Director, Center for Research on Inequalities and the Life Course, Professor, Sociology Department, Yale University

**Robert Shiller**, Stanley B. Resor Professor of Economics, Yale University

**November 16**

#### **How Health Works Out: Healthcare Challenges throughout the Lifecycle**

Estimated Attendance: 45

**Carolyn Mazure**, Professor of Psychiatry, Yale University (moderator)

**Sherry A.M. Glied**, Professor and Chair of the Department of Health Policy and Management, Columbia University Mailman School of Public Health

**Jacob Hacker**, Peter Strauss Family Assistant Professor of Political Science, Yale University

**Jennifer Prah Ruger**, Assistant Professor, Division of Global Health, Yale University

**February 28**

#### **Working for Care: Families and the Workplace**

Estimated Attendance: 80

**Reva Beth Siegel**, Nicholas deB Katzenbach Professor of Law, Yale University Law School (moderator)

**Kathleen Christensen**, President, Alfred P. Sloan Foundation

**Chai Feldblum**, Professor of Law, Georgetown University

**Nina Pillard**, Professor of Law, Georgetown University

**Joan Williams**, Professor of Law, Washington College of Law

For readings and more information on the “Working Lives: Renegotiating Public and Private” seminar series, please visit [www.yale.edu/wff/worklifefseries](http://www.yale.edu/wff/worklifefseries).