



# Yale Women Faculty Forum

## Report 2006-2007

Each year, the Women Faculty Forum (WFF) provides a report of its work and projects. The 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.

Over the last several years, the WFF has provided a range of seminars, drafted reports to respond to policy concerns, and created opportunities for university-wide discussions on a host of topics. Below we detail our most recent activities, and reports from prior years can be found at [www.yale.edu/wff](http://www.yale.edu/wff).

### SEMINAR SERIES

#### 1) **Beyond Bias and Barriers**

The university is a place of opportunity, but concerns have been raised that it is also a site in which opportunities are not equally available to all. Across the country, universities have commissioned studies to review how their faculty, students, and staff experience the environment, and one of the most visible efforts during 2006 was a project launched by the National Academy of Sciences, which issued its report *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, on September 18, 2006, available at [http://books.nap.edu/catalog.php?record\\_id=11741](http://books.nap.edu/catalog.php?record_id=11741) and in Yale's Sterling Memorial Library.

Several members of the WFF were involved in the writing and reviewing of that report, and thus, as one of its seminars for the year, the WFF addressed the relationship of the academy to gender, and focused specifically on women in science. In December, we met to discuss the findings of the National Academy of Sciences' report. In that session -- "Beyond Bias and Barriers: The National Academy of Sciences Report on Women in Academic Science and Engineering" -- panelist Meg Urry, WFF Co-chair and Israel Munson Professor of Physics & Astronomy, one of the reviewers of the report, and a co-chair of the WFF, gave the context for the report by presenting statistics on women in science, including national attrition rates, and highlighting many of the recent studies on unexamined bias. Joan Steitz, Sterling Professor of Molecular Biophysics and Biochemistry, WFF Steering Committee member, and a member of the Committee on Maximizing the Potential of Women in Academic Science and Engineering, gave an overview of the charges to the committee, common beliefs versus the reported findings, and the committee's recommendations.

In reviewing the relevant research, the committee determined that no evidence substantiated the thesis of gender difference in general aptitude, but evidence pointed to unexamined bias as a problem. Recommendations include that university senior administration "provide clear leadership in changing institutional culture and structure"; departments "take responsibility for creating a productive

environment”, and professional organizations, journals, and funding agencies “play a leading role in promoting equal treatment of women and men.”

Kim Bottomly, Deputy Provost for Science, Technology and Faculty Development and a former Steering member of the WFF, discussed the women in science data specific to Yale, the progress Yale has made, challenges, and current initiatives. Yale’s comprehensive plan includes: proactive recruitment of outstanding faculty from underrepresented groups, faculty development, and diversity in the training ranks.

The session, attended by more than one hundred people, prompted a lively exchange. Suggestions included that classes on ethics and unexamined bias be a requirement for all graduate students in science and that analyses should be undertaken about how problems for women in science compare to those identified in other fields, in which comparable studies of women and the academy have been undertaken.

As a follow-up to this panel, Alice Agogino, Roscoe and Elizabeth Hughes Distinguished Professor of Mechanical Engineering, and former Chair of the Berkeley Division of the Academic Senate (2005-06), Associate Dean of Engineering (2000-01), and Faculty Assistant to Executive Vice Chancellor & Provost (1999-00), from the University of California, Berkeley spoke in April on “Women and Men in the Academy: Beyond Bias and Barriers.” Professor Agogino provided a review of the NAS report interspersed with data about UC Berkeley and national data on women in the academy and other professions. She reiterated that part of the problem is that women are not applying for faculty positions at the rate in which they are receiving doctorates and that one of the reasons for this disparity may relate to the challenges of becoming a parent and a tenured professor at the same time: conflicting demands exist between the biological clock and the tenure clock.

Further, Professor Agogino highlighted some of the findings from a report by her UC Berkeley colleagues Mary Ann Mason, Dean of the Graduate Division, and Marc Goulden, Director of Data Initiatives, Academic Affairs. Mason and Goulden’s 2002 *Academe* article “Do Babies Matter? The Effect of Family Formation on the Life-Long Careers of Women” showed that a higher percentage of women doctors and lawyers have children than women faculty members.

Professor Agogino also noted some reports of additional challenges for women in academia as they move up the ladder. Recommendations include better training of search committees and recognition of the value of mentoring. Once again, a lively discussion ensued about workplace structures that may cause barriers and how to address them, with a reminder that bias against women is multi-faceted and not related only to having or parenting children. Among the suggestions was the idea that universities as a collective voice should recommend that federal funding agencies build provisions for worklife issues into grant structures.

## **2) Working Lives/Lives that Work**

In 2006-2007 we continued the series begun in 2005 on “Working Lives/Lives that Work.” Building on last year’s seminar series which addressed issues of healthcare, social security, and childcare, this year’s sessions were devoted to comparisons across disciplines and cultures.

One panel focused on “Research Perspectives on Working Women in Japan and the U.S.” WFF Steering member, Frances Rosenbluth, the Damon Wells Professor of International Politics and Professor of Political Science at Yale, presented her research on structural impediments to female labor force participation in Japan. Dr. Glenda Roberts, Visiting Fellow in Anthropology at Yale

University and Professor at the Graduate School of Asia-Pacific Studies, Department of International Relations at Waseda University, presented qualitative data from her study of women executives in two corporations in Tokyo, Japan. Collectively, the panel relied on political science, anthropological, and sociological research conducted in Japan and the U.S. to discuss the ways in which labor markets, household obligations, and child care structure work options for women (and thus, for men) in different economies and cultures.

Rosenbluth's and Roberts' analyses point to the problems of caretaking work being gendered. In their studies, care for children within heteronormative family structures: Japanese women are expected to interrupt their careers to have and care for children and thus they constitute a risk for private Japanese businesses looking for "human capital acquisitions"; Japanese women are less likely than Japanese men to be viewed or invested in as long term employees.

Dr. Dhooleka Raj, Lecturer in Yale's Department of Anthropology and the Macmillan Center for International and Area Studies, and her research collaborator, Dr. Karen Hansen, Professor of Sociology and Women's and Gender Studies at Brandeis University, examined discourses around the gendering of care work -- the "blame game" and do-it-yourself care in working women's lives -- and structural impediments to building care networks in the United States. WFF will produce a monograph entitled "Women's Working Lives: Comparable Challenges in Japan and the United States" to summarize the materials presented during this seminar.

A second session in this seminar series took the form of co-sponsorship of a one-day conference on "Progressive Family Values." Under the leadership of Steering Committee member Reva Siegel, Nicholas deB. Katzenbach Professor at the Yale Law School, the Women Faculty Forum joined with the Yale Law School's chapter of the American Constitution Society to explore the meanings, confluence, and implications of the terms 'progressive,' 'family,' and 'values.' Committing to this language and articulating the common values and policies which signify progressive family values has proven difficult, frustrating, and ineffective on a national level. Yale Law School Dean Harold Hongju Koh gave the conference's opening address, which was followed by three panel discussions moderated by alumnae of Yale Law School.

The first panel addressed the question, "What Are Progressive Family Values?" Panelists were Representative Rosa DeLauro, D-CT, 3rd District; Hofstra University School of Law Professor Linda McClain; University of California - Berkeley Professor and Senior Fellow at the Rockridge Institute George Lakoff; and Karen Kornbluh, Policy Director for Senator Barack Obama. These panelists discussed the power of language in contemporary debates about family structures and experiences, and the realities of working within legislatures, courts, and political systems to accomplish change. WFF co-chair Judith Resnik, Arthur Liman Professor of Law, commented on the panel discussion of "work" as contrasted with family, and pointed out that work takes place in all venues, sometimes paid and sometimes not. Further she argued against equating the idea of family with that of children as we need to understand and identify multiple configurations of families.

During the lunchtime session, panelists Mark Greenberg, Center for Law and Social Policy and Center for American Progress; Yale University Professor of Political Science Jacob Hacker; and Professor Robert Lerman of American University and the Urban Institute responded to the question "What's Not Working for Families?" by presenting current research about gender roles and American structural impediments for poor families. The afternoon panel focused on "Advocating Our Family Values," and explored the limitations and possibilities of litigation and labor movements as vehicles for progressive change. Panelists were Georgetown University Law Center Professor Nina Pillard; Judy Scott, General Counsel, Service Employees International Union; and Priscilla Smith, former US legal program director for the Center for Reproductive Rights.

### 3) Women and the Globalizing Academy

#### a) WFF's Work with the International Alliance of Research Universities (IARU): Women in Higher Education

In 2005 Yale 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 held its first workshop at Cambridge University on 8-9 September 2006. The theme of the workshop was “Understanding Women in Universities around the Globe.” The foci of research discussed at this workshop were:

1. Intellectual and social capital: excellence in the global university
2. The role of gender scholarship in gender, democracy and sustainable development

The conference resulted from a proposal submitted jointly by Yale and Cambridge for 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.

A questionnaire developed in 2005-2006 was sent to all participating universities along with the invitation to the September workshop. Participants sent their data to Yale University, the WFF answered the analytic questions for Yale, and the Office of Institutional Research compiled the factual data from Yale and combined all data from all participants. The data suggested common themes and concerns, including that 1) the number of women decreases as they progress from undergraduate through senior levels, 2) there is no evidence of overt discrimination, 3) careers are impacted by balance of work and family commitments, and 4) unexamined bias needs to be addressed in addition to processes like promotion and retention.

The women who met recognized that gender remains an important variable in universities, associated with status, career trajectories, fields of research, and curricular opportunities. They also recognized that universities had much more to learn about the effects on higher education of the incorporation of women as faculty and senior administrators, and, in turn, of the effects on women of gaining entry to such positions. Based on discussions at this meeting, Yale and Cambridge then proposed two workshops: one to focus on “Demographics and Best Practices for Advancing Women in the Academy”; the second on “Citizenship, the University, and the Globalizing World.” IARU agreed to sponsor the workshop on women in the academy, noting that a prominent role should be given to gaining a better understanding of best practices, with special attention focused on some of the innovations made at UC Berkeley. This session will be planned in conjunction with the meeting of IARU presidents in April 2008. The workshop on citizenship has support from Yale and possibly other IARU institutions and will likely take place during the 2008-2009 academic year.

Building in part on some conversations begun at the fall conference in England and on the WFF work in this area over the last few years, faculty members from various parts of the University – Jennifer Bair, Assistant Professor of Sociology and Women's, Gender & Sexuality Studies, Laura Wexler, Professor and Chair of Women, Gender, & Sexuality Studies and Professor of American Studies, and Judith Resnik, Arthur Liman Professor of Law – led an interdisciplinary discussion about “Gender as an Analytic Category, a Disciplinary Location, and a Structuring Factor of our Workplaces.” The discussion included the history and current structure of Women's Studies at Yale and elsewhere; the relevance of gender mainstreaming as used at the United Nations and within the European Union, and the success of universities in gathering knowledge of how gender impacts their own structures and practices. Panelists also considered how gender studies in countries outside the U.S. should

affect our thoughts and in turn how transnational feminisms influence the contents of Women's Studies programs in the U.S. During the question and answer period there was discussion of the benefits of interdisciplinarity as well as the difficulty in finding an academic home in a subject that is not always recognized with the resources and support it needs.

In addition to these two sessions, planning for additional work occurred when, after the discussion on "Women and Men in the Academy: Beyond Bias and Barriers" led by Alice Agogino from the University of California - Berkeley, members of the WFF met with Professor Agogino to begin planning the upcoming IARU conference on Women in Universities. Berkeley will take the lead on the module addressing the issue of "What Data to Collect, How, and Why?," possibly through enabling researchers from other IARU institutions to travel to UC Berkeley in 2007 to learn about Berkeley's institutional assessment programs and use of data to advance women in their university. The UC Faculty Family Friendly Edge is "an initiative designed to develop and implement a comprehensive package of innovative work-family policies and programs for ladder-rank faculty in the UC system." Their report includes faculty demographic data, data from their work and family survey, and recommendations for policies to help recruit and retain faculty based on the survey findings. The report is available at <http://ucfamilyedge.berkeley.edu/reportsandpresentations.html>

Another planning session took place in late spring when the WFF sponsored a 3-day campus visit by internationally-known, foundational Women's Studies scholar Juliet Mitchell. Dr. Mitchell is Professor of Psychoanalysis and Gender Studies, a Fellow of Jesus College at the University of Cambridge, England, and also a participant in IARU on behalf of her university. Dr. Mitchell delivered a talk entitled, "Can Gender Studies be a Discipline?" to a diverse Yale audience in which she addressed the demands of establishing a discipline and its requisite subject of study; the question of who and what is the "subject" of gender studies; what is gender and what are its "intellectual demands"; feminism as an object of gender studies; the backlash to feminism as a politics and to gender studies in the academy; the problem of the ubiquity of gender; and modes of criticism within gender studies. Dr. Robin Bernstein, Assistant Professor of Studies in Women, Gender, and Sexuality at Harvard University, and Dr. Laura Wexler, Professor of American Studies and Chair of the Women's, Gender, and Sexuality Studies program at Yale responded to Dr. Mitchell's talk. During her visit, Mitchell also spent time with the core faculty of the Women, Gender, and Sexuality Studies program to discuss her experiences in getting gender studies institutionalized at the University of Cambridge. She met with the WFF Steering Committee for a lunch discussion of ideas that will shape the IARU conference on the status of women in higher education to be hosted by Yale in the spring of 2008.

#### b) Women in a Global Context

Each year, WFF hosts an event with the World Fellows, a group of highly accomplished men and women from government, business, the media, and civil society organizations representing countries across the world for a 4-month leadership program at Yale. The WFF invites fellows to consider the role that gender plays in their work. The session was moderated by WFF co-chairs Deborah Davis, Professor of Sociology and Member of the Council on East Asian Studies, and Judith Resnik, Arthur Liman Professor of Law. Presentations were provided by World Fellows Chantal Line Carpentier from Canada, Head of the Environment, Economy and Trade Program, Commission for Environmental Cooperation; Jessica Faieta from Ecuador, Principal Officer, Deputy Secretary General of the United Nations; Garentina Kraja from Kosovo, Correspondent for the Associated Press; Nicola Newton-King from South Africa, Deputy CEO of Johannesburg Stock Exchange; Imane Rtabi from Morocco, Founder and Managing Director of Maghrebnet, an IT Company; and Oyungerel Tsedevdamba from Mongolia, Former Advisor to the Prime Minister, Government of Mongolia. Each reflected on how their work and lives are affected by the fact that they are women. During the exchange and through

the questions that followed with more than 60 attendees, several fellows mentioned that they did not regularly consider the role gender played, while others saw the issue as central to their work.

WFF also provided co-sponsorship for the symposium "Justice in the Mirror: Law, Culture, and the Making of History – A Symposium at Yale University's Macmillan Center and the Yale Law School." Council member Kamari Maxine Clarke, Associate Professor of Anthropology and WFF Council Member, was one of the organizers of this conference, which explored global developments related to the recent international explosion of judicial, quasi-judicial, and nonjudicial mechanisms of international justice with the goal of understanding how contemporary global justice mechanisms intersect with various cultural, ethical, and political forms of social reproduction.

Yale Law School's Schell Center for International Human Rights invited the WFF to co-sponsor Ruth Halperin-Kaddari's discussion of "Women's Rights and the Politics of Divorce in Israel." Professor Halperin-Kaddari is a member of the UN Expert Committee on Elimination of All Forms of Discrimination Against Women, Director of the Rackman Centre for the Advancement of Women's Status, and a senior lecturer at Bar-Ilan University Faculty of Law. This session explored the ways in which women's rights in Israel are intricately tied to questions of religion and state. When it ratified CEDAW (the Convention on the Elimination of All Forms of Discrimination Against Women was established by the United Nations General Assembly as an international bill of rights for women, defining discrimination against women and setting up an agenda to end such discrimination) in 1991, the State of Israel -- like many other signatories -- included "reservations" that did not require it to apply CEDAW to family relationships. Professor Halperin-Kaddari gave a critique of the power that orthodox Jewish law accords to men and the complexity of the jurisdictional struggle and normative conflict in a society in which both a civil-secular-mostly-liberal system and a religious-traditional-patriarchal system co exist.

The WFF co-hosted an informal discussion and tea with the first woman President of the International Court of Justice, Rosalyn Higgins. Judith Resnik moderated the discussion, which focused on what role women play as lawyers, litigants and judges in the court, and decisions of the Court in which gender has played a role.

## **PROGRAMS AND ACTIVITIES**

WFF followed its tradition of beginning the year with an **Opening Reception** to welcome new faculty and administrators and to celebrate the successes of women who have recently received tenure, of women joining Yale's senior administration, and of the developments and projects of the WFF. Frank Turner, Director of the Beinecke Library, opened the formal part of the evening with welcoming remarks. Judy Chevalier, Professor of Economics and Finance and WFF Council member, presented data on the status of women in economics and also the work of the Committee on the Status of Women in the Economics Profession, including a current initiative to provide a series of workshops for female junior faculty. An overview of WFF plans and projects was given by WFF co-chairs Deborah Davis, Professor of Sociology and Member of the Council of East Asian Studies and Judith Resnik, Arthur Liman Professor of Law.

WFF addressed the issue of "lives that work" in programs extending beyond the seminar series, such as the practical advice given specifically for graduate students and post-doctoral fellows in a session held in October entitled "Balancing your life, managing your work: a **time management workshop** for women grad students and post-docs." Elizabeth Maddock Dillon, Associate Professor of English and American Studies, and Nancy Close, Assistant Professor of Child Study Center & Lecturer in Psychology, discussed how they have learned time management -- what works and what doesn't -- as

one strives to have a balanced life while managing one's work. Professor Dillon gave three main pieces of advice: dedicate scheduled time to your research everyday, develop skills to effectively manage your "to-do list," and try to move beyond seeing role conflict between your research and your "life" to view all that you do as productive labor (mothering, writing, building friendships, researching, teaching). This event was co-sponsored by Women Mentoring Women and The WorkLife Program and registration had to be closed due to an overwhelming demand and limited room size.

In the spring, the WFF joined Women in Science at Yale (WISAY), the WorkLife Program, and the Post-doctoral Career Development Lecture Series to discuss "**Children and careers**: when and how should you plan?" with panelists Anna Marie Pyle, Professor, Dept. of Molecular Biophysics and Biochemistry; Tijana Grove, Post-doctoral Associate, Dept. of Molecular Biophysics and Biochemistry; Martha Burger, Non-academic Scientist, molecular biology; Fiona Scott Morton, Assoc. Dean and Professor of Economics, School of Management; Mary Miller, WFF Steering member, Professor, History of Art, and Master of Saybrook College. While all of the women agreed that there was no ideal time to have children, the tenured faculty had all waited for major career and life accomplishments, including feeling financially stable, before having children. Almost all of the women commented on workplace issues and concerns, including the desire for equal and paid time off for men and women, the need for lactation rooms, and difficulties explaining gaps in productivity on one's CV.

Toddi Steelman came to the School of Forestry and Environmental Studies to discuss "Intuition, Science, and Decision Making: **Lessons from the Field about Women in Natural Resources**," a talk the WFF co-sponsored. Dr. Steelman is an Associate Professor at North Carolina State University's Department of Forestry and Environmental Resources. She spoke on her research, which examines public and community involvement in environmental and natural resource management, focusing on the substantive areas of watersheds, land preservation, forest management, and climate change. She also gave insights to the rewards and challenges for women in the field.

The WFF has a strong partnership with **Yale Repertory Theater**, which led to 2 co-sponsored programs this year: a brown-bag discussion with Elizabeth Meriwether (YC '04), playwright of "The Mistakes Madeline Made," which was co-sponsored by the Women's Center, and a pre/post-performance program co-sponsored with CIRA and the Yale Divinity School Women's Initiative on HIV/AIDS in Africa to address the issues of women with AIDS brought to life in the play "In the Continuum."

### **Alumnae/Alumni Programs**

During 2006-2007, WFF continued its initiatives to reach out to interested alumnae and alumni. In the fall, we hosted a second event at the Yale Club of New York City where some two hundred alumnae/i joined to hear a program, "Gender Matters," to learn more about the role that gender plays -- in the curriculum, scholarship, policies, and lives of the faculty and students at Yale. This event continued our discussion begun last spring at the May 10 event at the Yale Club of New York City about how women and men -- as students, faculty, and alumnae/alumni -- have lives that work, given all the kinds of work that we do. Deborah Davis and Judith Resnik joined our alumnae hosts, Nancy Alexander '79, Cynthia Brill '72, and Vera Wells '71, in welcoming the alums. Nazneen Mehta '06, a recent Yale College graduate and former WFF research assistant, introduced her mentor and advisor, Frances Rosenbluth, Professor of Political Science and author of the Yale Alumni Magazine article "Mother Yale."

Professor Rosenbluth gave a presentation called "Gender Socialization: How Bargaining Power Shapes Social Norms and Political Attitudes." Her analysis of the structure in which we make decisions and on the role that institutional practices play in how time is allocated provided the background for small group discussions during which faculty, current students, and alumnae/alumni visited informally. In addition to celebrating the institutionalization of the WFF, this event also marked another "first" for Yale, with Katherine Edersheim as the first woman to be the President of the Yale Club of New York City.

### **Research, Reports, and Exhibits**

Women and Yale University: A View from 2007 (2002 plus 5): In 2002, the Women Faculty Forum (WFF) published a report on the current status of women in the University and the changes that had occurred in the previous two decades. Five years later, it was time to update this report. With the help of Leilani Baxter, Research Associate in the Office of Institutional Research, Robert Burger Assistant Provost for Science and Technology, Hannah Brueckner, WFF Council Member and Professor of Sociology, John Goldin, Director of the Office of Institutional Research, and WFF Research Assistants Lisa Campbell, Christine Slaughter, and Jessica Svendsen, Cindy Tobery, WFF Director of Programs and Projects, collected information on the different areas of the University, with a focus on the current and historical distribution of women faculty across the University and within the divisions of FAS and at professional schools; the number of women who lead University departments & programs; the number of women who hold senior administrative positions; and the number who have received University awards and honorary degrees. We also include data on the number of women students and employees.

Under the leadership of Susan Overton, WFF Research Associate, the WFF is undertaking a study of "Child Friendly Policies and Benefits for Yale Ladder Faculty" to examine the ways in which the University currently supports tenure-track faculty members who are parenting young children and the ways in which men and women experience the University as a work site. At issue is the role of child-friendly policies in the promotion, retention, and hiring of tenure-track faculty. Tenure track faculty positions have become institutionalized within a historical model that presumes a solitary male scholar whose attention is not distracted by caretaking responsibilities. The policy and practical implications of this model are being examined by comparing Yale's "child friendly" policies with 14 peer institutions (Berkeley, Brown, Chicago, Columbia, Cornell, Dartmouth, Duke, Harvard, NYU, Michigan, MIT, Penn, Princeton, Stanford) on dimensions such as paid childbearing leave, paid child care leave, school and college tuition benefits, tenure clock relief, and provision of on-site child care facilities and local child care resources.

As part of the preparation for the first meeting of the International Alliance of Research Universities project on Women in Universities, the WFF created "Women, Higher Education, and Work" a WFF annotated bibliography. We include resources WFF has collected over the years as well as current sources that address women in higher education globally. Over 500 references and resources have been categorized the following themes: Women in Higher Education, Academic Climate and Organizational Change, Tenure and Productivity, Faculty Development and Mentoring, Gender Bias, Diversity, Financing Education, Women in Math and Sciences, Gender Studies, Work Life Balance, Wage Work and Policies, Reports on the Status of Women and Minorities Yale and others, Other resources - Organizations and Databases.

"Scholarship by women ~ Research on gender: Not Your Ordinary Poster Session" In November, WFF presented a campus-wide exhibit of posters, an idea that was formulated by the WFF working group "Gendering the Campus: the Curricula of Coursework and Lifework." Posters were hung on



Beinecke Plaza for three days as an outdoor display. Contributions were received from across the disciplines at Yale and represent an array of work being done on campus from the Nursing school to the Divinity school and almost every campus location in between. Following the outdoor display, the poster session toured campus with stops at various campus libraries. The Harvey Cushing/John Hay Whitney Medical Library hosted the posters displayed in their glass cases in the Anteroom for two weeks while the posters made week-long stops at the Social Science, Divinity School, Forestry & Environmental Studies Libraries. In January, the MacMillian Center for International and Area Studies hosted a month long display of the posters. The posters continue to be available for electronic viewing on the WFF webpage and will be permanently archived.

Florence Minnis, hosted by WFF council member and University Librarian, Alice Prochaska, has been hired by the university to collect an oral history of women at Yale. She is based in the Manuscripts and Archives department of the Sterling Library. Before coming to Yale Minnis worked in documentary film in the UK, producing documentaries such as the BBC's "Scandalous Women" (2001), a film marking the centenary of Queen Victoria's death, which tells the stories of three Victorian women who exposed the hypocrisy and double standards on which English law was built and "Becoming One Flesh" (2000), a history of four English marriages, charting how dramatically society's expectations of marriage changed during the twentieth century. Minnis presented her project to the WFF Council on November 28 and had a more in depth conversation with Steering over dinner on December 4. WFF will continue to assist in identifying resources and interviewees for this project.

## **Outreach**

WFF Graduate, and Undergraduate Student Liaison Program: As in previous years, the WFF had undergraduate research and event assistants, who also serve as liaisons to Yale College. Our liaisons keep the WFF informed of general and specific issues that are important to the students of Yale College while helping to spread the word about WFF programs and projects to the undergraduate community. This year the WFF increased our number of graduate and professional school liaisons and is working with them to make the liaison program more active and influential. Our 21 undergraduate, graduate student, and postdoc liaisons for 2006-2007 were actively involved in WFF council meetings and events. In addition, they met as a group with the WFF Research Associate and Director of Programs & Projects to discuss issues common across the university, such as gender dynamics in the classroom, beginning or strengthening a women's group within their school, and bridging connections between students and faculty members in their department and across schools. The program and associated listserv also provide opportunities for our liaisons to share information with each other about events and activities in which they are involved.

Women's Leadership Consortium: In Fall of 2006, WFF agreed to support a leadership & mentoring group for women administrators. Cindy Tobery has been meeting regularly with the others on the planning committee to pilot some peer group mentoring models. The committee includes Megan A. Barnett, Associate Dean, Yale Law School; Rosalie J. Blunden, Associate Dean, Finance and Administration, EPH; Heidi Brooks, Lecturer in Organizational Behavior, Yale SOM; Saveena Dhall, Assistant Dean, Yale College & Director, Asian American Cultural Center; Pilar Montalvo, Assistant Dean, School of Forestry & Environmental Studies; Pamela Schirmeister, Associate Dean, The Graduate School; Allison Tait, Associate Director of Development, Yale SOM; and Merle Waxman, Associate Dean, Ombudsperson & Director, Office for Women in Medicine, Yale School of Medicine. The group will launch to a wider audience in Fall of 2007 to help women in senior administration at Yale explore the benefits of peer mentoring, meet other women from across the University, enhance personal and professional development, and tackle specific topics relevant to all administrators. Over

60 women in administration have expressed interest in the group after an informal announcement during the Learning Center's Women's Leadership conference in May.

Conference Attendance: During 2006-2007 the WFF extended its reach beyond the campus by supporting faculty and staff development through conference attendance.

As mentioned above, Kim Bottomly, Deborah Davis, Judith Resnik, Reva Siegel, and Laura Wexler were the Yale representatives at the first conference of the IARU working group on "Understanding Women in Universities Around the Globe," held in Cambridge in September 2006. Yale was joined by participants from 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.

In March, the Women's, Gender, and Sexuality Studies program and the Women Faculty Forum were represented at Duke University's inaugural Feminist Theory Workshop. The conference was attended by 170 participant-scholars from across the United States and internationally, and featured keynote lectures by prominent and diverse feminist scholars as well as small, working seminar groups. The focus was on feminist theory as a tradition of inquiry, its foundations and iterations, and its place in the early 21<sup>st</sup> century academy. Yale's Women's, Gender, and Sexuality Studies program was an Institutional co-sponsor of the conference. Yale's Women Faculty Forum and the Office of the Provost funded participants' travel fees. Yale attendees were: Liz Appel, graduate student, English Literature; Alicia Schmidt-Camacho, Assistant Professor, American Studies; Kamari Clarke, Associate Professor, Anthropology and African-American Studies; Elizabeth Dillon, Associate Professor, English and American Studies; Moira Fradinger, Assistant Professor of Comparative Literature; Emma Heaney, Sarah Petit Fellow, Lesbian and Gay Studies; Serene Jones, Titus Street Professor of Theology, Yale Divinity School; Susan Overton, Research Associate, Women Faculty Forum; Laura Wexler, Professor of American Studies and Chair, Women's, Gender, and Sexuality Studies Program.

Cindy Tobery (WFF Director of Programs & Projects) and Paula Kavathas (WFF Steering and Professor of Laboratory Medicine, Immunobiology, and Genetics) were invited to join a panel on "Women and Science in Graduate School: Getting Through the Pipeline" during the October 2006 Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) conference. Paula presented on the rewards and struggles of her career path as well as general issues for women in academia. Cindy presented on institutional organizations, such as WFF and those developed through NSF Advance Awards, which help women in academia excel. Questions from the audience addressed resilience in academic careers, and how to make decisions about changing advisers or leaving lab science.

In February 2007, Cindy Tobery and Susan Abramson, WorkLife Program Coordinator, presented a workshop at the annual College and University Work/Family Association (CUWFA) conference entitled "Help, I Need a Babysitter: The WorkLife Program and Women Faculty Forum Partnership at Yale University." Cindy and Susan provided information of the history and current initiatives of the WFF and WorkLife Programs, respectively. Following an overview of many of our collaborative efforts, Susan talked about the details of the Yale Babysitting Service, a very successful program that began as a joint effort. There was a workshop component to help individuals identify potential partners and set goals for collaborative work. This session of the conference was the focus of an article in the May 2007 issue of Women in Higher Education ([http://www.wihe.com/\\$spindb.query.listallart.wihe.1160](http://www.wihe.com/$spindb.query.listallart.wihe.1160)).

In the news – WFF was featured in the April 13, 2007 issue of the Yale Bulletin and Calendar in an article titled “In Focus: Women Faculty Forum: Group Working to Address the Impact of Gender on University Life.” (Available at <http://www.yale.edu/opa/v35.n25/story4.html>)

### **Programs, Projects, and Research Plans for 2007-2008**

WFF has begun planning for 2007-2008 to continue to develop programs and research projects on issues related to faculty and professional development; women and minorities in higher education; gender as an analytic; advocacy and support for women in the academy; and other topics as identified by our council members, liaisons, and collaborators.

During 2006-2007, the WFF began planning a series of programs that will contribute to the professional development efforts of the Deputy Provost for Science, Technology, and Faculty Development and Post-doctoral Career Development Lecture Series. WFF is currently planning seminar series to address “Where have we come from? Where are we going?” that may become the Provost’s Seminar on Yale, Diversity, and Faculty Development co-sponsored by the WFF and Minorities Advisory Committee. The plan is to have a series of 3-4 workshops and panel discussions that will consider Yale data on women and minorities on the faculty, and advise departments and search committees on successful recruitment, retention, and promotion of a diverse faculty. The Deputy Provost for Faculty Development, Dean of the Graduate School, and Dean of Yale College will be key players in planning and encouraging participation. Each session will include a speaker (from Yale or invited from outside) to introduce the topic as well as 1-2 Yale department chairs who may address department plans and the challenges of putting those plans into action. The first session will present the data from the WFF report “Women and Yale University: A View from 2007 (2002 plus 5).” Other sessions will address topics such as evaluation, mentoring, and department climate.

In the upcoming year we will also invite Virginia Valian, Distinguished Professor of Psychology at Hunter College and Co-Director of the Gender Equity Project, to discuss gender schemas and improving the advancement of women in academia as part of an ongoing effort to further educate senior faculty. Abby Stewart, Principal Investigator of University of Michigan’s Advance Program and Professor of Psychology, may be a speaker for the seminar series and could also meet with department chairs and search committees to discuss the approaches used by Michigan’s STRIDE Committee, which provides information and advice about practices that maximize the likelihood that diverse, well-qualified candidates for faculty positions will be identified, recruited, and, if the hire is successful, retained and promoted.

We will also work with the administration and others on campus to bring the CRLT Players, a theater group that provides an innovative and dynamic approach to sparking faculty dialogue, promoting inclusiveness, and effecting positive change. Their performances demonstrate the challenges female faculty may encounter in interactions with students or with other faculty and provide a foundation for dialogue about climate and collegiality. Workshops on academic writing will be offered, probably in collaboration with the Post-doctoral Career Development Lecture Series and the Graduate School. Ellen Daniell, author of “Every Other Thursday: Stories and Strategies from Successful Women Scientists,” will talk about some of the “professional problem-solving” strategies developed by her group in a discussion co-sponsored by Women in Science at Yale (WISAY) and Women Mentoring Women. We also plan to host a panel discussion on tenure at Yale during which panelists will present the FAS committee’s findings and explain Yale’s new system.

The WFF continues to call attention to the challenges of diversifying academia. In conjunction with the distribution of “Women and Yale: 2002-2007,” the WFF will convene a group of women faculty to

discuss the climate for women faculty of color at Yale, and to create programmatic and structural responses to issues raised by the report and group discussion. Other programmatic possibilities include bringing Dr. Beverly Guy Sheftall (Founding Director of the Women's Research and Resource Center at the historically black women's Spelman College and Editor of SAGE, a scholarly journal of black women) to campus; a seminar series addressing issues of diversity in the faculty; talks by visiting and Yale scholars on women of color in the academy; or peer mentoring groups for women of color graduate students and junior faculty. These efforts will require collaboration with the Deputy Provost for Faculty Development and the Graduate School's Assistant Dean for the Office of Diversity and Equal Opportunity.

The WFF will plan and convene a workshop designed with and co-hosted by Cambridge and Berkeley as part of the International Alliance of Research Universities initiative on women in higher education; it will focus on "Demographics and Best Practices for Advancing Women in the Academy." This will build upon the work begun last summer to deepen our demographic knowledge of the roles played by women and men at each of the IARU member organizations. One module will address the issue of "What Data to Collect, How, and Why?" possibly taking the form of a Transfer of Knowledge in which representatives from other IARU institutions will travel to UC Berkeley to learn about Berkeley's institutional assessment programs and use of data to advance women in their university. The second segment would focus on what can be learned from the reports and projects of disciplines and individual universities that have created committees about the status of women and developed proposals and projects. Each of the IARU members will be asked to bring examples of programs and initiatives that target institutional structures and practices in order to advance and support women faculty, and analyses of which interventions are working and which are not.

In fall 2008, WFF members will convene a group to examine the University's progress in establishing protocols and resources for survivors of sexual assault. In 2005-2006, a WFF Sexual Assault Prevention subcommittee worked with administrators, faculty, and students to examine Yale policies and procedures, to compare them to those of other institutions, and to make recommendations for change. In the fall of 2006, the Sexual Harassment and Assault Resource and Education (SHARE) office opened at Yale Health Services; it is staffed by Dr. Carole T. Goldberg, Psy.D. RSVP (Rape and Sexual Violence Prevention), a group formed by undergraduate women, worked with the University's Sexual Harassment Grievance Board to improve information on the Yale website about how to seek professional help for and make a report of a sexual assault or rape. In late spring of 2007, a group of women students at Yale Medical School requested the WFF's help in addressing incidents of sexual harassment and assault among peers, and between students and attending physicians at the medical school. WFF faculty and staff members are meeting with med school students and administrators to begin to assess the climate for women students at YMS; to identify resources and processes to support sexual harassment/assault survivors; to develop a model that acknowledges the particular dynamics of the med school environment (by comparing YMS' system to other med schools); and to make public statistics on incidences of sexual harassment and assault.

The WFF Office will 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 continue to expand our annotated bibliography of relevant publications on women in universities – covering issues such as diversity, tenure, faculty development, women and science, and gender scholarship. Our website hosts a number of relevant reading lists that feature some of these publications. We plan to re-organize our website to highlight our on-going projects and initiatives while also making archived resources more readily accessible. We will continue to add to and update the information on our site, including the links to peer institutions' policies and initiatives on work family, diversity, and childcare.

The WFF will continue to co-sponsor programs such as the Women's Center Amy Rossborough Lecture series. Cindy Tobery has been on the planning committee for this event. The committee includes: Tina Wu '08, the Women's Center board member running the event; Betty Trachtenberg, Dean of Student Affairs; Judith Hackman, Associate Dean, Yale College Dean of Resources and Development; and Pamela George, Assistant Dean of Yale College & Director of the Afro-American Cultural Center.

## **STRUCTURE**

The WFF is open to all faculty, administrators, students, and alumnae/i. A Council of about 40 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 2006-2007, the WFF had more than 800 members, and more than 1000 faculty, staff, students, and alumnae/i participated in our programs.

Steering members Deborah Davis, Professor of Sociology and Member of the Council on East Asian Studies, and Judith Resnik, Arthur Liman Professor of Law, were appointed as co-chairs for the 2006-2007 year. Meg Urry, Israel Munson Professor of Physics & Astronomy, was acting co-chair for Spring 2007 while Deborah Davis was on leave. Other 2006-07 Steering Committee members include: Elizabeth Maddock Dillon, Associate Professor of English and American Studies; Paula Hyman, Lucy G. Moses Professor of Modern Jewish History; Paula Kavathas, Professor of Laboratory Medicine, Immunobiology, and Genetics; Mary Miller, Vincent Scully Professor of History of Art; Frances Rosenbluth, Damon Wells Professor of International Politics; Reva B. Siegel, Nicholas deB. Katzenbach Professor of Law; Joan Steitz, Sterling Professor of Molecular Biophysics and Biochemistry; and Laura Wexler, Professor and Chair of Women's, Gender, & Sexuality Studies and Professor of American Studies. For 2007-08, Hannah Brueckner, Professor of Sociology, and Serene Jones, Titus Street Professor of Theology and Acting Chair of Women's, Gender, & Sexuality Studies will join the WFF Steering Committee.

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 who 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.

Kate Ott continued as the WFF Director of Research through December of 2006. 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 also serves as a consultant for several national and local church council taskforces and non-profit organizations on adolescent sexuality education. In 2006, Kate coordinated the WFF subcommittees and projects on Childcare, Gender: Pedagogy and Research, and on Work Life Issues. Kate is currently the Associate Director of the Religious Institute, a non-profit organization based on Norwalk Connecticut that works for sexual and reproductive justice from an interfaith perspective.

Susan Overton joined the WFF as Research Associate in January of 2007. She is working to complete her Ph.D. from Syracuse University in Cultural Foundations of Education; she earned a

Certificate of Advanced Study in Women's Studies there in 2003. Her work at Syracuse has focused on feminist theory, pedagogies, and research methodologies, and her academic interests center on women in American higher education. Her dissertation, "Situating Female Knowers," is a qualitative study of the experiences of women students at a single-sex college that "went coed." Susan has served as Director of the Princeton University Women's Center; Lobbyist and Executive Director of the New Hampshire Women's Lobby; sexual harassment and assault educator at the University of Rhode Island; and as a lecturer for Introductory Women's Studies courses. Susan's work at the WFF has focused on continuing to integrate feminist theory into the study of women's status in higher education in the U.S. and globally. This spring, she participated as a panelist for a discussion of "Getting the Mentoring You Need," sponsored by Yale's Women Mentoring Women program. Susan is currently working on a benchmarking study for the WFF of "child-friendly" policies and benefits that support tenure-track faculty at Yale and 14 peer institutions.

Cindy Tobery continued for a second year as the WFF's Director of Programs and Projects. She 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 gender equity and helped to design monthly workshops for women science faculty to discuss issues such as time management and negotiating with colleagues, students, and superiors to further one's career. 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 2006-2007, Cindy coordinated the work of several WFF subcommittees and related projects, including those on Faculty Mentoring and Development, Policies and Diversity Initiatives, and Women in Science. Cindy was one of three panelists discussing "Careers Outside the Professoriate: Opportunities for PhD Graduates" as part of the 2007 Yale Bouchet Conference on Diversity in Graduate Education. She has been working with offices across the university to update the WFF Women & Yale Report from 2002 with current data. This report, Women and Yale University: A View from 2007 (2002 plus 5), will be released in July 2007. In August, Cindy will start a new position with Dartmouth's Center for the Advancement of Learning. As Associate Director of Professional Development Programs, Cindy will be creating and presenting workshops for graduate students.

Edith Rotkopf continued for her third year as the Administrative Assistant for the Women Faculty Forum. She divides her time between the WFF and the Howard R. Lamar Center for the Study of Frontiers and Borders. She joined Yale after closing a public relations business that she founded and ran for thirteen years.

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 of the AAC. Cynthia Brill '72 joined Nancy and Vera in September 2006 to host a second WFF program at the Yale Club of New York City.

## **Chronological List of 2006 – 2007**

### **“Understanding Women in Universities Around the Globe”**

#### **Conference Workshop for the International Alliance of Research Universities**

Friday & Saturday September 8 and 9, 2006, Cambridge University, England

Yale attendance: 5

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

Tuesday, September 12, 2006

5:30-7:30 pm, Beinecke Rare Book & Manuscript Library

Estimated Attendance: 200

### **“Gender Matters” Alumnae/Alumni event**

Tuesday, September 19, 2006

6:00-8:00pm, Yale Club of NYC

Co-sponsored by the Yale Club Activities Committee with logistical support from AYA

Estimated Attendance: 130

### **“Balancing your life, managing your work: A time management workshop for women grad students and post-docs”**

Monday, October 16, 2006

12:00-1:00pm, HGS 119A

Co-sponsored by Women Mentoring Women and the WorkLife Program

Estimated Attendance: 40

### **“Women and Globalization: Reflections from the Women Appointed as Yale World Fellows”**

Tuesday, October 17, 2006

6:00-8:00 pm, Betts House, 393 Prospect Street

Co-sponsored by the World Fellows Program

Estimated Attendance: 60

### **Tea with President Rosalyn Higgins**

Thursday, October 19, 2006

2:30-3:30pm, Yale Law School, Alumni Reading Room

Estimated Attendance: 25

### **”Science Revolution in Minority Communities: What Progress Have We Made?”**

#### **2006 SACNAS National Conference**

Thursday – Sunday, October 26-29, 2006, Tampa, FL

Yale attendance: 8

### **“The Mistakes Madeline Made: a brown-bag discussion with Elizabeth Meriwether (YC '04)”**

Wednesday, November 1, 2006

12:00-1:00pm, Yale Repertory Theatre Lounge

Estimated Attendance: 15

### **“Gender as an Analytic Category, a Disciplinary Location, and a Structuring Factor of our Workplaces”**

Monday, November 6, 2006

6:30-8:30pm, Whitney Humanities Center Room 208

Estimated Attendance: 30

**“Scholarship by Women ~ Research on Gender: WFF Poster Session”**

Tuesday – Thursday, November 7-9, 2006, Beinecke Plaza

November 2006 – January 2007, various campus libraries and MacMillian Center

Contributors: 61 (72 posters in total)

**“Justice in the Mirror: Law, Culture, and the Making of History – A Symposium at Yale University’s Macmillan Center”**

Friday-Saturday, December 8-9, 2006

MacMillian Center, Luce Hall Room 203

Co-sponsored by Edward J. and Dorothy Clarke Kempf Memorial Fund, the Whitney and Betty MacMillan Center for International and Area Studies at Yale, the International Affairs Council, the Yale Law School, the Orville H. Schell, Jr. Center for International Human Rights, the Department of Anthropology, Genocide Studies Program, and the Council on African Studies

Estimated Attendance:

**“Beyond Bias and Barriers: The National Academy of Sciences Report on Women in Academic Science and Engineering”**

Monday, December 11

6:30-8:30pm, Rosenfeld Hall

Estimated Attendance: 100

**“In The Continuum” - Talk Back at the Yale Rep**

Tuesday Jan 23

7pm Reception in the Yale Rep Theatre Lounge, 8pm Performance of In the Continuum at Yale Repertory Theatre, Talk Back with the Playwright-Performers following the show

Co-sponsored by the Center for Interdisciplinary Research on AIDS (CIRA), Coalition for Diversity at Yale (CDAY), Yale Nursing School, Yale Divinity School HIV/AIDS Initiative, and WFF.

Estimated Attendance at reception: 25

**“Women's Rights and the Politics of Divorce in Israel” by Dr. Ruth Halperin-Kaddari**

Wednesday, Feb. 7

4:10 pm, Law School, Room 128

Co-sponsored by the Schell Center for International Human Rights and WFF

Estimated Attendance: 30

**“Strategic Partnership in Work Life: On Campus and In the Community”  
2007 CUWFA Annual Conference**

Wednesday – Friday, February 7-9, 2006, Santa Barbara, CA

Yale attendance: 2

**“Children and careers: when and how should you plan?”**

Tuesday February 20

3:30-5pm, 317 Linsly Chittenden Hall (3rd floor, enter from High Street)

Co-sponsored by WISAY, the WorkLife Program, WFF, and the Post-doctoral Career Development Lecture Series.

Estimated Attendance: 45



**“The Feminist Theory Workshop”**

Friday & Saturday, March 23-24, 2006, Duke University

Yale attendance: 9

**“Intuition, Science, and Decision Making: Lessons from the Field about Women in Natural Resources” by Toddi Steelman**

Tuesday, March 27

4:30pm at 380 Edwards Street

Co-sponsored by the School of Forestry and Environmental Studies and WFF

Estimated Attendance: 20

**“Working Lives / Lives that Work: Research on Working Women in Japan and the United States” panel moderated by Dr. Frances Rosenbluth, Professor of Political Science**

Wednesday April 4

12:00-2:00pm, Law School, Room 122

Estimated attendance: 40

**“Women and Men in the Academy: Beyond Bias and Barriers” by Alice Agogino**

Thursday April 12

12:15 -1:45 pm at Hall of Graduate Studies 119B

Estimated Attendance: 40

**Working Lives / Lives that Work: Progressive Family Values Conference**

Saturday April 21, 2007

10:00am – 7:00 pm, Yale Law School

Co-sponsored by the Yale Law School American Constitution Society and WFF

Estimated attendance: 110

**Women’s Leadership Initiative Launch Event**

Featuring Mary Robinson, former President of Ireland; Maryann Billington, Senior Vice President of Lore International Institute; and Judith Resnik, Arthur Liman Professor of Law at Yale Law School

Saturday April 21, 2007

7:00 – 9:00 pm, SSS 114

Co-sponsored by the Women’s Leadership Initiative and Trumbull College

Estimated attendance: 80

**“Can Gender Studies be a Discipline?” by Juliet Mitchell**

Monday April 30

6:30pm, Linsly Chittenden 101

Estimated Attendance: 55