

wff

YALE WOMEN FACULTY FORUM

Annual Report 2008–09



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Introduction

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 Provosts 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:

Foster gender equity throughout the university.

Promote scholarship on gender and scholarship by and about women across all schools of the university.

Promote mentoring, collaboration, and networking.

Over the last several years, the WFF has provided a range of seminars, created reports to respond to policy concerns, and organized opportunities for university-wide discussions on a host of topics. The 2008–09 Annual Report details our most recent activities. Reports from prior years can be found at www.yale.edu/wff.

Executive Summary

The highlights of the Women Faculty Forum's 2008–09 programs and projects include the “Breakthroughs and Barriers: Gender in Academia Speaker Series” and the formation and activities of our issue-based Working Groups. We have further realized our mission this year through research, advocacy, and collaboration.

Breakthroughs and Barriers: Gender in Academia Speaker Series

Prompted by data on the role unconscious bias plays in hiring practices, the WFF assembled the mentoring and professional development program, “Breakthroughs and Barriers: Gender in Academia Speaker Series,” which presented the work of leading social psychologists who research gender bias and how it affects the academic community.

Working Groups

The WFF's issue-based Working Groups served as think tanks and catalysts to examine policies, create recommendations, and organize related programming to serve the WFF membership and the greater Yale community. The Working Groups were as follows:

I 40th Anniversary of Coeducation at Yale College Working Group CO-CHAired BY PAULA KAVATHAS AND LAURA WEXLER

The 40th Anniversary Working Group spent the year conceptualizing the WFF's role in commemorating the 40th anniversary of coeducation at Yale College and developing the WFF's programming to honor the milestone.

II Care-giving Working Group CO-CHAired BY CAREN GUNDBERG AND AMY HUNGERFORD

The Care-giving Working Group focused on four main areas in the 2008–09 academic year: collaborating with the Yale WorkLife Program; investigating care-giving related departmental policies; advocating for the Edith B. Jackson (EBJ) expansion; and educating the Yale Community about structural discrimination against care-givers in academia.

III Institutional Change Working Group (ICWG) CO-CHAired BY HANNAH BRUECKNER 2008–09, KERRY RUSSELL FALL 2008, LINDA BOCKENSTEDT SPRING 2009

Responding to concerns about insufficient progress in diversifying the faculty profile represented in the WFF report, *Women, Men, and Yale University: A View from 2007*, the Institutional Change Working Group organized an advocacy agenda, which included collecting data on hiring, mentoring,

promotions, and tenure at Yale. The ICWG met with the WFF Steering Committee and senior administrators to recommend improvements to current policies and practices.

IV Gender and Globalization

CHAired BY JUDITH RESNIK

The Gender and Globalization Working Group explored the ways in which globalization and gender intersect by coordinating the panel “Gender Around the World: A Conversation with Women of the Yale World Fellows” featuring the seven female World Fellows of 2008–09 and following up on the spring 2008 International Alliance of Research Universities (IARU) conference at Yale University.

V Gender and Sustainability

CO-CHAired BY SHIRLEY MCCARTHY AND ARUN STORRS

The Gender and Sustainability Working Group explored the academic, activist, and programmatic intersections of gender and sustainability within the Yale, New Haven, and global communities.

VI Sexual Misconduct

CO-CHAired BY KRISTEN LESLIE FALL 2008,

CO-CHAired BY CONNIE BAGLEY AND MOLLY CLARK-BAROL SPRING 2009

The Sexual Misconduct Working Group sought to examine university policies and practices on sexual harassment and sexual assault and offer recommendations for improvement in a report to be released in October 2009.

Working Groups

This year, the WFF developed the majority of its research projects, advocacy efforts, and programming in Working Groups. The Working Groups functioned as breakout, issue-based “think tanks.” They were designed to focus on issues that the WFF identified and prioritized at the beginning of the year in staff, Steering, and Council meetings. In dialogue with the Council and Steering Committee, these groups generated programming ideas, research agendas, and advocacy goals. The Working Groups were headed by two Co-Chairs, at least one of which was a WFF council member, and, in the interest of including invested and knowledgeable stakeholders from the community, may have included any member of the University community.

I 40th Anniversary of Coeducation at Yale College

The 40th Anniversary of Coeducation Working Group spent the year conceptualizing the WFF’s role in the University’s programming commemorating the 40th anniversary of coeducation at Yale College, and developing the WFF’s programming to honor the milestone.

In the fall and spring semesters, Laura Wexler, Paula Kavathas, Molly Clark-Barol and Arun Storrs met with representatives of various programs and departments to research and develop the WFF’s plans for the 40th anniversary, including: Mary Miller, Dean of Yale College; Kameka Dempsey, the director of the Association of Yale Alumni’s Women’s Shared Interest Group (SIG); Nancy Alexander, Timothy Dwight Chubb Fellow and Co-Chair of the WFF’s Alumnae/i Advisory Council; Vera Wells, Co-Chair of the WFF’s Alumnae/i Advisory Council; Florence Minnis, filmmaker and oral historian of women at Yale; Jill Cutler, Assistant Dean of Yale College; Alice Moore, creator of the Tour of Women’s History at Yale; Sarah Weiss, Associate Professor of Music; Carolyn Mazure, Program Director of Women’s Health Research at Yale; Dolores Hayden, Professor of Architecture and American Studies; Emily Hoffman and Isabel Polon, members of the Yale Women’s Center Executive Board; and Saveena Dhall, Dean of the Asian American Cultural Center.

The WFF 40th anniversary committee then assembled a collection of programs that would commemorate and celebrate the 40th Anniversary and enhance the WFF’s activist and academic agenda for 2009–10.

The programming will be titled “40, 30, 20, 10” in honor of the 40th anniversary of coeducation at Yale, the 30th anniversary of Women’s, Gender and Sexuality Studies

MEMBERS

PAULA KAVATHAS (CO-CHAIR)
Professor and Laboratory Medicine,
Immunobiology and Genetics

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Professor of Women’s, Gender,
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Timothy Dwight Associate Chubb
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ISABEL POLON
Yale College 2011

EVE RICE
Yale College Class of 1973

ARUN STORRS
WFF Postgraduate Associate

SARAH WEISS
Associate Professor,
Department of Music

VERA WELLS
Co-Chair, WFF Alumnae/i
Advisory Council

JOAN WINANT
Yale College Class of 1973

and Lesbian, Gay, Bisexual and Transgender Studies at Yale, the 20th anniversary of the making of the film *Boola Boola: Yale Goes Coed*, and the 10th anniversary of Women's Health Research at the Yale School of Medicine.

The WFF's "40, 30, 20, 10" programming includes the following events:

- I OPENING RECEPTION HONORING DEAN MARY MILLER, FIRST FEMALE DEAN OF YALE COLLEGE
The WFF Opening Reception was held Tuesday, September 15 at 5:30–7:30 pm in the President's Room in Woolsey Hall. Howard Lamar, Sterling Professor Emeritus of History and former President of the University, introduced Dean Miller.

II WOMEN FACULTY FORUM SYMPOSIUM

We plan to host a full day of activities in conjunction with the Yale Art Gallery to honor the 40th anniversary of coeducation at Yale College. Scheduled for January 30, the programming will include the following:

ORAL HISTORY PANEL

This plan will focus on Yale's transition to coeducation. Panelists will include women that oral historian and filmmaker Florence Minnis interviewed or plans to interview, male and female administrators who helped make coeducation happen and several members from the first classes.

TOUR OF WOMEN'S HISTORY AT YALE

We will preview our guided walking tours on January 30. Alice Moore, PhD candidate in American Studies, is directing this project, under the direction of WFF Co-Chair Laura Wexler and Timothy Dwight Associate Chubb Fellow Nancy Alexander (see Research, page 14).

BOOLA BOOLA: YALE GOES COED

We have invited the filmmakers of *Boola Boola: Yale Goes Coed*, Eliza Byard and Julia Pimsleur, to speak about the process of making this film about coeducation at Yale in 1989, at the 20th Anniversary. We will show never-before-seen interviews and scenes. We hope to set up a video Storybooth for current Yalies and alumnae/i to share their stories and reflect 20 years later at the 40th Anniversary.

RECEPTION

The day will end with a reception for all attendees to continue the conversations that were initiated during the day's programs.

The target audience for this day-long event is alumnae/i from the tri-state area, current students, New Haven community members and the Yale Art Gallery constituency.

III SOUNDSCAPES: CONCERTS FEATURING THE SOUNDSCAPES OF FEMALE COMPOSERS

Sarah Weiss, Associate Professor of Music and WFF Council member, will organize a concert series to be held throughout the year featuring the "soundscapes" (aural, musical influences) of prominent Yale College Music Department alumnae. Panels of faculty in the Department of Music and School of Music will speak about the significance of the composers' work.

IV SYMPOSIUM ON WOMEN'S HEALTH RESEARCH AT YALE

The WFF cosponsored the 10th anniversary celebration of Women's Health Research at Yale

in New Haven on November 6, 2008. Women's Health Research at Yale initiates and supports research focusing on women's health and on gender differences in health and disease. This program is dedicated to improving the health and healthcare of all individuals through scientific knowledge translated into medical and personal practice. The program, begun in 1998, has grown to be a national model for fostering interdisciplinary research on women's health and disseminating findings with real-world benefits to the community.

V ASSOCIATION OF YALE ALUMNI (AYA) WEEKEND

AYA will be hosting a weekend of events for alumni at Yale on March 26-27. The WFF will be officially launching the Walking Tour on Friday, March 26th with a possible dinner or reception to follow at Trumbull College.

VI WGSS AND LGTB 30TH ANNIVERSARIES CONFERENCE

In the WFF's efforts to support gender scholarship at Yale and celebrate the history and accomplishments of the Women's, Gender and Sexuality Studies and Lesbian, Gay, Bisexual and Transgender Studies at Yale, we are supporting the joint 30th Anniversaries Conference weekend of WGSS and LGBT Studies on April 16-18 by cosponsoring a reception Saturday evening. We will also offer the Walking Tour Friday morning and afternoon for conference participants.

VI CULTURAL HOUSE PANELS

The WFF will also be cosponsoring several other events, including panels with each Cultural House – the Afro-American Cultural Center, the Asian American Cultural House, the Native American Cultural House, La Casa, and the Joseph Slifka Center for Jewish Life at Yale – that will feature alumnae speaking about their experiences at Yale since coeducation.

II Care-giving Working Group

The Care-giving Working Group focused on four main areas in the 2008-09 academic year: collaborating with the Yale WorkLife Program; investigating care-giving related departmental policies; advocating for the Edith B. Jackson (EBJ) expansion; and educating the Yale Community about discrimination against care-givers in academia.

Collaboration with Yale WorkLife Program

In 2005, the WFF and Yale WorkLife Program collaborated to establish the Yale Babysitting Service. This year, we partnered again to pilot the Yale Babysitting Service Orientation (see Working Group Programming, page 20) to encourage sitters and parents to meet in person.

We discussed how to improve transportation and access to the new Bright Horizons daycare center located on the West Haven campus (such as free parking, bus service, lunchtime shuttles). Unfortunately, significant lunchtime visits are almost impossible to schedule and creating a shuttle to bring the children in the central campus is time consuming and impractical. The chances of faculty who work and are near central campus using the West Campus childcare center are small due to daily time constraints. Although the West Campus day care facility signifies a commitment to accommodate more parent staff and faculty as West campus grows, the working group remains committed to improving availability in central campus daycares.

We also advocated for improved summer and afterschool care hours and programs, especially during the last two weeks of August, by working with the FOOTE school and the Payne Whitney Gym.

Lastly, we have been working to bolster the elder care program that the Yale WorkLife Program is offering by publicizing workshops and services in the weekly WFF newsletter.

Investigating Care-giving Related Departmental Policies

The Care-giving Working Group began an informal survey of department meeting times to see if they were being held during family-friendly times (see Research, page 13).

Advocating for EBJ Expansion

In January 2009, the President announced a second postponement of the Edith B. Jackson daycare expansion that was scheduled to occur in the Whitehall Apartments. The Care-giving working group wrote a letter to President Richard Levin, Provost Peter Salovey, and others in the administration, requesting that the WFF be included in future planning and stressing the need for a third site search (see Appendix IV A). Provost Salovey and Amy Hungerford discussed the possible formation of a Parent Advisory Group comprised of both faculty and graduate students to look for satisfactory and immediate, as well as long-term solutions to the EBJ expansion. Additionally, the WFF recommended that once EBJ moves out of the Whitehall Apartments, the apartment daycare space be turned into a co-op for graduate students and postdoctoral fellows with administrative support to fund the coordinators and the space.

Educating the Yale Community about Discrimination Against Care-givers in Academia

In an effort to understand, educate and implement change that benefits care-givers at Yale University, we scheduled two speakers to visit Yale to talk about how care-giving responsibilities can affect careers in academia: Mary Ann Mason, Professor and Co-Director of the Center for Economics & Family Security at UC Berkeley School of Law (see article in Appendix II A) and Joan C. Williams, Distinguished Professor of Law, 1066 Foundation Chair and Director of the Center for WorkLife Law at UC Hastings College of Law (see article in Appendix II B). Unfortunately Mary Ann Mason had to cancel at the last minute, but we plan to reschedule her visit next year.

The WFF hosted Joan Williams in early April. She met with Dean Mary Miller, chairs from Yale Medical School, graduate students from the Faculty of Arts and Sciences, the WFF Alumnae/i Advisory Co-Chair, and members of the Women Faculty Forum (see Working Group Programming, page 18).

MEMBERS

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PAMELA SCHIRMEISTER
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CELIA SCHULTZ
Associate Professor of Classics

ARUN STORRS
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MERLE WAXMAN
Director of Women in Medicine

III Gender and Globalization

The Gender and Globalization Working Group explored the ways in which globalization and gender intersect. We learned at the 2008 International Alliance of Research Universities (IARU) conference that this is a pervasive question in diverse fields of thought. The goals of IARU are to understand the role gender plays throughout academia internationally. WFF Co-Chair Laura Wexler followed-up on the Yale IARU conference with a letter to all IARU constituents restating the mission of the group and initiating planning for the next IARU meeting (see Appendix IV B).

On Yale's campus, the WFF examined and discussed these issues with the seven female World Fellows at our "Gender Around the World: A Conversation with the Women of the Yale World Fellows" panel cosponsored by the Yale World Fellows (see Working Group Programming, page 19).

IV Gender and Sustainability

The WFF Gender and Sustainability Working Group consisted of members from sustainability-related organizations on campus (that are primarily led by women) like the Yale Sustainable Food Project and the Office of Sustainability, and interested individuals from across disciplines, including the School of Management, Medical School, Law School, and Faculty of Arts and Sciences Graduate Schools.

The group explored the intersection of gender and sustainability in their respective fields and within the Yale, New Haven, and global communities.

Networking

We spent a majority of our meetings discussing the group's role on campus in relation to the WFF's broader agenda. Our meetings also provided the opportunity to network about campus events on sustainability.

Activism

We discussed the role of activism and female leadership in sustainable fields that were represented by the working group's members. We revisited our spring 2008 request and advocated not only for the new residential colleges to be named after Yale women, but also that they be platinum LEED certified.

Programming

We hosted a lecture with an agricultural lawyer named Guadalupe Luna (see Working Group Programming, page 19). Due to a low turn out and lack of participation from the School

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CAROL CARPENTER
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ALIA CRUM
Graduate School 2012

ANASTATIA CURLEY
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MEAGAN MAUTER
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JULIE NEWMAN
Director, Office of Sustainability

ANNA PALAZIJ
School of Management 2010

MELINA SHANNON-DIPIETRO
Director, Yale Sustainable Food Project

ALLISON TAIT
Yale Law School 2010

ALISON WELSH
Graduate School 2012

of Forestry and the Environmental Sciences, we concluded that our purpose as a working group was best served by not creating additional WFF programming, but rather by supporting the programming of already existing sustainability organizations on campus.

Direction for Next Year

Ultimately, after meeting with members of the School of Forestry faculty, we learned that there is much work to be done in increasing awareness of and improving gender equity for the female faculty at the Forestry School and in the Environmental Sciences fields (although the women make up a majority of the student body of these disciplines). Therefore, we have decided to redirect the energies of this working group into implementing further gender equity within the forestry and sustainability professions at Yale as part of our continuing agenda to reduce inequity in various fields and schools on campus. We will advocate for improved mentoring structures, and hiring, promotion and tenure rates.

v Institutional Change

In 2007, the Women Faculty Forum produced the report *Women and Men at Yale University: A View from 2007*, which summarized findings on the faculty profile at Yale through 2007. In reaction to concerns about insufficient progress (and in some cases, reversal of progress) in diversifying the faculty profile represented in that report, the Women Faculty Forum created the Institutional Change Working Group (ICWG) in the fall of 2008. The ICWG articulated an advocacy agenda around issues of hiring, mentoring, promotions, tenure, and data collection, or what we have termed issues of “Institutional Change.” Our recommendations advocated for greater accountability and transparency in the processes that produce the faculty profile at Yale. Some of these preliminary recommendations were presented in December 2008 to members of the central administration, including Provost Peter Salovey, Deputy Provost for Faculty Development Judy Chevalier, and Dean of Yale College Mary Miller (see Appendix III).

Since then, the ICWG has continued to refine its recommendations, expand its agenda, and gather data which we hope will shed light on why our faculty profile is the way it is and how it can be diversified in the future. The ICWG has also developed a preliminary research agenda, with the goal of collecting data that we hope will further illuminate the faculty profile (in terms of both gender and ethnicity) that was presented in the 2007 report (see Research, page 13). With this new data, and updates to the 2007 data, the Working Group hopes to complete a new and expanded report on the status of women and underrepresented minorities in the faculty in 2010.

MEMBERS

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KERRY RUSSELL
(CO-CHAIR, FALL 2008)
Associate Professor of Internal
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CAROLYN MAZURE
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RHEA PAUL
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MARIE ROBERT
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SARA ROCKWELL
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ARUN STORRS
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JOANN SWEASY
Professor of Therapeutic Radiology
and Genetics

MEG URRY
Israel Munson Professor of Physics
and Astronomy
ELIZABETH WINOGRAD-CORT
Graduate School 2012

VI Sexual Misconduct

The Sexual Misconduct Working Group was composed of faculty, staff, and students from across the University. It sought to examine university policies and practices on sexual harassment and sexual assault and offer recommendations for improvement. In 2008–09, its year of inception, the Working Group researched and wrote a report on University misconduct policies, focusing on recommendations that would improve the system. After receiving approval from the WFF Council, the Working Group plans to submit this report in mid-October 2009 to the President, Provost, and General Counsel.

MEMBERS

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School of Medicine 2009
SANJAY BASU
School of Medicine 2009
MELANIE BOYD
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CAROLE GOLDBERG
Director, SHARE Center
JANET HENRICH
Associate Professor of
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SERGE KOBZA
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ISABEL POLON
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ALICE PROCHASKA
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JESSICA SVENDSEN
Yale College 2009
AMY WRZESNIEWSKI
Associate Professor of
Organizational Behavior

Research

Research-driven advocacy is the cornerstone of the WFF's activities. This year, as always, we have attempted to promote and conduct research on issues of gender. We have made a particular effort to generate research that can be used directly for advocacy efforts and to inform policy at Yale.

Care-giving Working Group Department Meeting Survey

The Care-giving Working Group conducted preliminary, informal surveys to department and programs administrative assistants to assess the times of departmental meetings and lectures. Many meetings scheduled after 3:30pm were extremely difficult for parents to attend given care-giving responsibilities. These meetings, although not technically required, influence one's standing within and exposure to the department's leadership. Most departments seemed to have family friendly meeting times (chiefly 9:00 am to 3:30 pm, when children are in school), or did not have set meeting times and generally checked with their faculty before setting departmental events. Some, but not all, department chairs were amenable to changing meetings to times when parents could easily attend. We hope to continue this research on a large-scale and officially recommend holding meetings at only family-friendly times in 2009-10.

Institutional Change Research Agenda

In its first year the Institutional Change Working Group has articulated an advocacy agenda around issues of "Institutional Change," which depend on collecting data on hiring, mentoring, promotions and tenure.

Research in Progress

Standing Committee Data

An analysis of the gender composition of standing committees appointed by the central administration, in relation to the committee's function, status, and reputation.

STATUS: Data is currently being processed.

Endowed Chairships

An analysis of the percentage of endowed chairships held by women and a qualitative analysis of how they are granted and funded.

STATUS: Women hold 65/385 chairs (16%).

Qualitative data pending meeting with Deputy Provost's Office

Divisional Committee Activity

An analysis of the number of people who came up for tenure, by gender.

STATUS: Processed data received from Provost's Office. The most telling result was how few women come up at all. We will continue to request and collect data to assess how the new tenure system functions.

Iconography of Women at Yale

The Yale Art Gallery e-catalog lists over 81,000 pieces of art. Only 219 were made by women or had "women" in the title. Of the 72 portraits on the walls of the Yale Law School, only 6 are of women.

Research to be Initiated

Salary Gap

An examination of the model used by AAUP to determine the cause of salary disparity in men and women at every rank of Yale's faculty (see Appendix II D).

Women Teaching Science

A study to determine what percentage of the faculty teaching science courses to Yale undergraduates are women. How does that number compare with 10 years ago? Is the number satisfactory? Where should we be?

Exit Interviews

Encourage the university to conduct exit interviews of all departing faculty. In the meantime, we will request data concerning counteroffers made to faculty, by gender.

Sexual Misconduct Report

The main project of the Women Faculty Forum's Working Group on Sexual Misconduct this year was to write a comprehensive report reviewing Yale University's current policies and procedures concerning sexual harassment and assault and making recommendations for their improvement. The working group chose to take a community values approach to the report, emphasizing how a holistic system for dealing with sexual misconduct is essential to foster an academic and workplace environment in which every member of the community feels safe and valued.

This year-long project entailed compiling the policies and diverse procedural options available to different individuals across the university, including faculty, administrators, students, and staff in all schools and units. The complexity and opacity of this patchwork system, as well as the serious difficulties in gathering information, were the first indications that the system is not serving the function that it should be.

Subsequently, the group gathered data from peer-reviewed research, as well as recommendations from experts and policies at peer institutions, to shed light on best practices for dealing with issues of sexual misconduct in workplaces and educational institutions. From this research, the report synthesized a set of recommendations to improve what the group identified as the essential components of a comprehensive policy on sexual misconduct: policy language, reporting mechanisms, resolution procedures, communication of policies and procedures, training, crisis management, data collection, monitoring, and reassessment of policy.

Over the summer and early fall, the Working Group solicited informal feedback from a variety of stakeholders at multiple schools. The report will be officially submitted to the President, Provost, and General Counsel in mid-October, 2009.

Tour of Women's History at Yale

Alice Moore (PhD Candidate in American Studies) is developing a tour to commemorate the history of women at Yale, under the direction of WFF Co-Chair Laura Wexler and Timothy

Dwight Associate Chubb Fellow Nancy Alexander.

The tour identifies gendered spaces throughout Yale's campus and tells the history of women within those spaces. The tour will be about 90 minutes long and consist of approximately twelve sites, including Beinecke Plaza, the Women's Table, Helen Hadley Hall, College Dining Halls, Health Services, Payne Whitney Gymnasium and Old Campus. This is part of the WFF's ongoing investigation of gendered iconography at Yale.

The tour will be finished by spring of 2010 and will debut as a celebration of the 40th anniversary of coeducation at Yale College. We will preview the tour on January 30 at the WFF 40th anniversary weekend and officially inaugurate it at the AYA weekend on March 26–27. By the summer of 2010, the WFF will produce a website that shows and describes a greater number of sites than will be included in the guided walking tour, a podcast, and a self-guided tour pamphlet. The WFF has partnered with the Visitor's Center to post all our online materials to their website and to train Yale Tour guides to give this tour beginning in the summer or fall of 2010.

During the summer of 2009, the following conducted preliminary research, under the guidance of Alice Moore: WFF Postgraduate Associates, Arun Storrs and Jessica Svendsen, and WFF intern Natalie Alexander.

Programming

This year the WFF continued to sponsor innovative programming that supports both gender scholarship and gender equity in the academy. Increasingly this year, the WFF attempted to emphasize programming that provided de facto mentoring services to the WFF's membership. Our programming focused on: professional skill building; negotiation skills; and networking opportunities to discuss issues central to women's lives and careers in the academy. These events have been some of the most popular, and the WFF hopes to expand them in the coming years.

I Opening Reception

The annual WFF opening reception, honoring newly hired and promoted women faculty and administrators, took place on September 8, 2008. Over 160 WFF members and other guests attended. T. Kyle Vanderlick, recently appointed Dean of Engineering and Applied Sciences, spoke about Yale's unparalleled ability to offer both localized support at a departmental level and university-wide support at an administrative level for women in science and science initiatives within the University. To close, Elizabeth Alexander, professor, Pulitzer finalist, and Inaugural Poet, read from one of her books of poems, *Miss Crandall's School for Young Ladies and Little Misses of Color*.

II Mentoring and Professional Development Programming

Town Hall Meeting

On September 25th, WFF held an open forum discussion, focused on junior faculty issues. Deputy Provost of Faculty Development and Diversity, Judith Chevalier, welcomed the participants and spoke about her role in the administration, the departmental mentoring plans, and the recent and continued development of diversity training for chairs. The attendees, who were at different stages in their careers, discussed topics including: mentoring, networking, hiring negotiation, promotion, tenure, and childcare.

In particular, the issue of the enfranchisement of non-ladder faculty, including the majority of foreign language professors, was a topic of concern, and the discussion extended to how it is best for these members of the community to participate in WFF. Attendees also discussed how to educate senior members of the community about issues of diversity, salary disparity, and how to provide resources for new hires and information on childcare.

Linda Babcock

On October 30th, the WFF and the Yale Provost's Office co-sponsored a breakfast presentation and discussion with Linda Babcock, James M. Walton Professor of Economics at Carnegie Mellon University's H. John Heinz III School of Public Policy and Management and co-author of *Women Don't Ask: Negotiation and the Gender Divide*. Dr. Babcock presented research demonstrating why women are less likely to negotiate than their male counterparts, the effects this has on their careers, and interventions that individuals and organizations can make to remedy this.

Dr. Babcock's research confirms that, in almost every setting, women are less likely to

negotiate than their male counterparts. Her research shows that women are uncomfortable negotiating for a variety of reasons, including socialization, the (accurate) assessment that they will be perceived negatively for negotiating, and fewer networking opportunities vis-a-vis men. Therefore, women actively avoid negotiating. Men on the other hand, find negotiation exhilarating and negotiate much more frequently. Whatever the roots of this phenomenon, it has lasting, negative effects for women in the workplace, especially as salary deficits compound exponentially over the course of women's careers. Dr. Babcock also outlined the strategies to increase and improve negotiation skills that she articulates in her second book, co-authored with Sara Laschever, *Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want*.

Breakthroughs and Barriers: Gender in Academia Speaker Series

In response to research that shows that unconscious bias plays a large role in hiring, promotion and tenure appointments and disproportionately disadvantages women in the academy, we assembled a speaker series that would educate the Yale community about unconscious bias's role in the workplace. This series provided skill-building lectures and workshops to educate our membership on how to counter the bias at play.

Valerie Purdie-Vaughns | “Transforming University Settings: The Problem and Promise of Stereotype Threat”

On February 23rd, Valerie Purdie-Vaughns, former Assistant Professor of Psychology at Yale and current Assistant Professor of Psychology at Columbia, discussed how “stereotype threat” emerges in the academic world and how to reduce it in the classroom.

Dr. Purdie-Vaughns presented compelling new evidence on “stereotype threat” based on her research in both laboratory and real world settings. Stereotype threat appears to be a significant part of the achievement gap that persists between groups in academic settings (notably between minority groups and white students in some subjects, and females and males in Science, Technology, Engineering and Mathematics – the STEM fields). It manifests itself in poor test performance. Dr. Purdie-Vaughns' work focused on interventions and ways to reduce stereotype threat in the classroom.

Maya Herulf | “Speaking with Authority” Workshops

On March 26th and 27th, Maya Herulf, brought back by popular demand from last year's WFF program, gave two well-received half-day workshops to postdoctorates, junior faculty and senior faculty at the medical school and central campus on speech techniques for improving lecturing and presentation performance.

Ms. Herulf is a classically-trained vocalist and speech coach employed by some of Europe's top corporate executives. Her workshops seek to improve the degree to which a speaker engages her or his audience and to what degree the audience retains the speaker's message, through innovative vocal techniques designed to capitalize on the brain's response to music and musical speech.

Marianne LaFrance | “Subtle Sexual Harassment”

On April 8th, Marianne LaFrance, Professor of Psychology and Women's, Gender, and Sexuality

Studies at Yale, presented her latest research on sexual harassment. In a lab-study, Dr. LaFrance has demonstrated the compromising effects of sexual harassment on performance. When asked to predict their reaction to harassing questions in a job interview context, women thought they would be angry, refuse to answer, or leave the interview. In reality, when an interviewer pressed them on inappropriate issues (for example, questions about whether or not they had boyfriends), most women registered fear, but attempted to answer the questions and continue with the interview. Later, independent evaluations of the interviewees who were harassed received significantly lower performance ratings.

Kristin Lane | “Gender Participation and Performance in Science and Mathematics: The Ordinary Origins and Unintended Consequences of Attitudes and Stereotypes”

On April 17, Kristin Lane, Assistant Professor of Psychology at Bard College, presented her research on implicit bias and its implications for women in science and mathematics. Dr. Lane demonstrated some of her latest research employing the Implicit Associations Test, which is designed to reveal implicit biases or associations one has in relation to a group, such as women or minorities. Dr. Lane’s interactive presentation engaged the lunchtime audience and spawned a lively discussion of potential interventions aimed at disrupting implicit biases, especially in the STEM sciences.

III Working Group Programming

Joan Williams | “Work/Life Balance – Policies and Practices”

Joan C. Williams is the 1066 Foundation Chair, Distinguished Professor of Law and Director of the Center for WorkLife Law at UC Hastings College of the Law. She is known for her work on women and economics and work/family issues. She has published widely, including the award-winning *Unbending Gender: Why Work and Family Conflict and What to Do About It* (Oxford University Press, 1999) and over fifty law review articles.

On Thursday, April 2nd, representatives from the WFF and co-sponsors of Joan Williams’ visit (Shirley McCarthy, Hannah Brueckner, Pam Schirmeister, Caren Gundberg, Susan Abramson, Deborah Stanley-McAulay, Arun Storrs, and Molly Clark-Barol) hosted a dinner with Dean Mary Miller. We discussed how to best educate people in positions of authority, such as chairs and deans, about career structures that discriminate against care-givers.

At her morning lecture on Friday, April 3rd, entitled “Want a Great Work/Life Balance? Go for it: Individual and Institutional Solutions,” Williams spoke candidly about the structure of a career in academia that favors men who have a stay at home wife. Although gendered norms are changing, the expectations and rigidity of the workplace are slow to adapt.

Following her lecture, Joan Williams met with Nancy Alexander, the Co-Chair of the Women Faculty Forum’s Alumnae/i Advisory Council, and Frances Rosenbluth, Deputy Provost for Faculty Development and Diversity, effective July 1st, 2009.

Williams then presented at the Medical School Chairs’ luncheon, “Best Practices to Steal and Retain Top Faculty,” where she spoke about the financial benefits to departments and the University to create competitive child-care policies. A lively discussion amongst the chairs ensued.

She then met with the leadership of the Status of Women in Medicine (SWIM), including Director Merle Waxman, to discuss how to implement change within the medical school community.

She ended the day with an intimate conversation with 17 graduate students from the Faculty of Arts and Sciences about her personal experience of balancing life as a mother of two with being a successful academic. (This event was also part of the “Breakthroughs and Barriers Speaker Series.”)

Yale World Fellows | “Gender Around the World: A Conversation with the Women of the Yale World Fellows”

The WFF Gender and Globalization Working Group and the Yale World Fellows collaborated to bring the WFF membership and greater Yale community together for the panel “Gender Around the World: A Conversation with the Women of the Yale World Fellows” on October 7th at Betts House. Seven of the eighteen Fellows were women, all of whom participated in the discussion:

MARWA AL-KHALIFA (Bahrain)
Director, The Crown Prince Training Program for Youth
ORZALA ASHRAF NEMAT (Afghanistan)
Founder and Chair, Humanitarian Assistance for the Women and Children of Afghanistan
SANDRA BREKA (Germany)
Head, Berlin Office, Robert Bosch Foundation
NICOLA HARRINGTON (United Kingdom)
Deputy Director, Policy and Communications, United Nations Development Programme, PRECIOUS LUNGA (Zimbabwe)
Epidemiologist, UK Medical Research Council Clinical Trials Unit
OYA ÜNLÜ KIZIL (Turkey)
Director, Corporate Communications, Koç Holding
ZHANG JINGJING (China)
Director of Litigation, Center for Legal Assistance to Pollution Victims

We asked each Fellow to reflect on how gender affects their work and how their work affects gender in their respective countries. While the specifics of women’s experiences varied, even between urban and rural areas of the same country, some experiences, like the intersections of household labor and market labor, were strikingly similar across the globe. The discussion was moderated by Judith Resnik, Arthur Liman Professor of Law and former WFF Co-Chair, and Kel Ginsberg, Associate Director of the Yale World Fellows Program.

Guadalupe Luna | “Agricultural Transformations: Women in Blue Jeans”

Interim Associate Dean and Professor of Law at Northern Illinois University, Guadalupe Luna, a visiting speaker at the Yale Law School’s “Rebellious Lawyering Conference,” spoke to WFF members about the history of women in agriculture and how current agricultural female leadership is developing, particularly in the Northeast. The WFF may assist Professor Luna to establish a similar organization of women faculty at Northern Illinois University.

Yale Babysitting Service Orientation

In 2005, the WFF and the Yale WorkLife Program collaborated to establish the Yale Babysitting Service (YBS) to pair student sitters with parents within the Yale community. YBS currently has over 200 sitters, but some parents are hesitant to use YBS if they have not met with the sitters

beforehand. To bolster the program, we piloted the “Yale Babysitting Service Orientation” on Friday, February 20th from 2:30–4:00 pm in the Edward S. Harkness Hall Lounge at 367 Cedar Street. Approximately twelve student sitters met with eight parents. This allowed parents and student sitters to meet, exchange information, and set up regular babysitting partnerships. We received enthusiastic feedback from sitters and parents, and we plan to continue this event in the fall and spring of 2009–10, expanding it to include staff and administrator parents.

Cosponsorships

The Women Faculty Forum has a history of supporting like-minded projects and programs each year across schools, departments, and campus organizations. We do not solicit applications, but rather, review and allocate funds on a case-by-case basis when proposals come from the WFF community. Our cosponsorships may include financial contributions, assistance with publicity, and event coordination. This year, we funded the following projects and research initiatives.

Anniversaries Conference of Women's, Gender, and Sexuality Studies (WGSS) and Lesbian, Gay, Bisexual, and Transgender Studies (LGBTs)

The WFF has committed resources to help support the anniversaries conference planned for April 14–16, 2010 to celebrate the 30th anniversary of the Women's, Gender, and Sexuality Studies, and the growth of Lesbian, Gay, Bisexual, and Transgender Studies. As part of our support for the weekend, the WFF researched alumni, former professors, and teaching fellows of the programs to identify individuals who might be interested in being leaders in panels and workshops or having a role in the planning and execution of the weekend.

Conference for Undergraduate Women in Physics at Yale

The WFF cosponsored the production of *Remembering Miss Meitner*, a one-act play by Robert Marc Friedman, performed in conjunction with the Conference for Undergraduate Women in Physics at Yale on January 16–18, 2009. The play tells the story of Lise Meitner, a nuclear physicist who, working with her mentor Otto Hahn, discovered nuclear fission. For this discovery, Hahn alone later received the Nobel Prize.

Gender Research in Emergency Medical Services

The WFF cosponsored Basmah Safdar, Assistant Professor of Emergency Medicine, to conduct research under the guidance of Women's Health Research at Yale. The research entailed compiling a literature review of gender bias and quality of treatment based on gender, involving gendered medical problems in Emergency Medical Services. The WFF's contribution allowed for a part-time student research assistant for the summer of 2009.

Graphic Feminism

Jessica Svendsen (the incoming WFF Postgraduate Associate) assembled art installations around campus on public bulletin boards and in students' windows that highlighted issues of gender on Yale's campus. Topics ranged from gender neutral housing to gender-based salary inequities within the Yale faculty to quotations from Yale undergraduates on what it means to be a "feminist" and be associated with the Yale Women's Center. The WFF cosponsored a poster on two of her installations.

Manifesta

The WFF's cosponsorship helped publish the Spring semester edition of *Manifesta*, Yale's

Undergraduate Feminist Magazine (copies available upon request to the WFF Office.)

The Student Body

An undergraduate student group, called “The Department,” wrote a play based on archival research of gendered history at Yale and their own personal experiences as students. They presented *The Student Body* in April. The WFF sponsored the filming of this production. (DVDs available upon request from the WFF Office.)

Structure

Co-Chairs

Hannah Brueckner, Professor of Sociology, and Shirley McCarthy, Professor of Diagnostic Radiology and Professor of Obstetrics and Gynecology, served as Co-Chairs for fall of 2008. Hannah Brueckner rotated off and Laura Wexler, Professor of American Studies and Professor of Women's, Gender, and Sexuality Studies, replaced her for the spring of 2009. Shirley McCarthy and Laura Wexler will continue as Co-Chairs for the fall and spring of 2009–10.

Postgraduate Associates

The staff included two Postgraduate Associates of the Women's, Gender and Sexuality Studies Department who helped the Council, Steering, and Working Groups plan meetings and programs, shape initiatives, monitor data sources and data collection for research initiatives, provide reports, and identify materials relevant to our agendas. Undergraduate and graduate students also worked as program and research assistants.

Molly Clark-Barol (Anthropology and Political Science, YC '08) joined the WFF as a Postgraduate Associate in June 2008. In her time at the WFF, Molly served as Co-Chair of the Sexual Misconduct working group and supported the activities and events of the Institutional Change and Gender and Globalization working groups. Arun Storrs (Theater Studies and Ethnicity, Race, and Migration, YC '08) also joined the WFF as a Postgraduate Associate in June 2008. Arun's work with the WFF focused on supporting the work of and programming developed by the Care-giving and 40th Anniversary working groups and Co-Chairing the Gender and Sustainability working group.

Together, the Postgraduate Associates held liaison meetings, organized the "Breakthroughs and Barriers: Gender in Academia Speaker Series," communicated individual concerns of the membership to the WFF's leadership, and managed cosponsorships.

Administrative Assistant

A high degree of institutional memory within the organization comes from the work of Edith Rotkopf who is 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.

Steering

The Steering Committee of the WFF for Fall 2008 included the following members: Deborah Davis, Frances Rosenbluth, Glenda Gilmore, Hannah Brueckner, Joan Steitz, Judith Resnik, Laura Wexler, Mary Miller, Meg Urry, Paula Hyman, Paula Kavathas, Frances Rosenbluth, Reva Siegel, and Shirley McCarthy. In the Spring of 2009, Mary Miller stepped down as she became the first female Dean of Yale College.

Council

In an effort to reach out to women faculty in departments and schools that were not represented on the WFF Council in its past, the Council added fifteen new members in the Fall of 2008. In past years, the WFF has not invited junior faculty to join in large numbers due to concern that another administrative obligation might diminish their academic productivity. We, therefore, continue to utilize the influence of tenured female senior faculty.

The Postgraduate Associates compiled a list of Council nominees that were suggested by existing council members over the summer and past WFF staff. The Council endorsed new members from this list and the Co-Chairs invited the nominees to join.

We created a new “At-Large” designation for Council and Steering members. At-Large members are usually abroad or are unable, in a given academic year, to be fully active Council members. They receive an end-of-the-semester update and the Annual Report, but they do not receive regular communications directed at active members unless they request otherwise.

The 2008–09 Council included the following:

CONNIE BAGLEY*
Professor in the Practice of Law and Management
SARBANI BASU***
Professor of Astronomy
SEYLA BENHABIB**
Eugene Meyer Professor of Political Science
and Philosophy
LINDA BOCKENSTEDT
Harold W. Jockers Professor of Internal Medicine
and Rheumatology
HANNAH BRUECKNER
Professor of Sociology
ALICIA CAMACHO**
Assistant Professor of American Studies
and Ethnicity, Race and Migration
HAZEL CARBY
Charles C. and Doratheia S. Dilley Professor
of American Studies and African American Studies
CAROL CARPENTER*
Senior Lecturer and Associate Research Scientist,
School of Forestry and Environmental Studies
JUDY CHEVALIER
Deputy Provost for Faculty Development and
William S. Beinecke Professor of Economics and Finance
KAMARI CLARKE
Professor of Anthropology
LISA CURRAN
Professor, School of Forestry & Environmental Studies

DEBORAH DAVIS
Professor of Sociology and
Member of Council on East Asian Studies
SHEILA DE BRETTEVILLE
Professor of Graphic Design
GLENDA GILMORE
Peter V. and C. Vann Woodward Professor of History
CAREN GUNDBERG*
Professor of Orthopaedics
DOLORES HAYDEN
Professor of Architecture, Urbanism,
and American Studies
MARGARET HOMANS
Professor of English and
Women’s, Gender and Sexualities Studies
AMY HUNGERFORD*
Professor of English
PAULA HYMAN
Lucy G. Moses Professor of Modern Jewish History
CHRISTINE JACOBS-WAGNER*
Associate Professor of Molecular, Cellular and
Developmental Biology
PAULA KAVATHAS
Professor and Vice Chair of Laboratory Medicine,
Professor of Immunobiology and Genetics
MARIANNE LAFRANCE
Professor of Psychology and
Women’s, Gender and Sexualities Studies

* Council members who joined in the 2008–09 academic year.

** At-Large

KRISTEN LESLIE (First semester only)*
Associate Professor of Pastoral Care and Counseling

MARY LUI
Associate Professor of American Studies

CAROLYN MAZURE
Professor of Psychiatry and Psychology, Director of Women's Health Research at Yale

SHIRLEY MCCARTHY
Professor of Diagnostic Radiology and Professor of Obstetrics and Gynecology (Co-Chair)

TRACEY MEARES*
Walton Hale Hamilton Professor of Law

JOANNE MEYEROWITZ
Professor of History and American Studies

JULIE NEWMAN*
Director of the Office of Sustainability

SHARON OSTER
Frederic D. Wolfe Professor of Economics & Management

ALICE PROCHASKA
University Librarian

JUDITH RESNIK
Arthur Liman Professor of Law

FRANCES ROSENBLUTH
Professor of Political Science

KERRY RUSSELL*
Assistant Professor of Internal Medicine and Cardiology

NANCY RUTHER
Associate Director of the MacMillan Center for International and Area Studies, Lecturer Political Science

VICKI SCHULTZ*
Ford Foundation Professor of Law and the Social Sciences

BARBARA SHAILOR
Deputy Provost for the Arts

REVA SIEGEL
Nicholas deB. Katzenbach Professor of Law and Professor of American Studies

HELEN SIU**
Professor of Anthropology

JOAN STEITZ
Sterling Professor of Molecular Biophysics and Biochemistry

JESSICA STOCKHOLDER
Professor, School of Art

EMILIE TOWNES
Andrew W. Mellon Professor of African American Religion and Theology

ANNE TRITES*
Assistant Professor, School of Drama

KATIE TRUMPENER**
Professor of Comparative Literature and English

MEG URRY
Israel Munson Professor of Physics and Astronomy

T. KYLE VANDERLICK***
Dean of the School of Engineering and Applied Sciences

LISA WALKE*
Assistant Professor of Medicine

SARAH WEISS*
Associate Professor of Music

LAURA WEXLER
Professor of American Studies and Professor of Women's, Gender, and Sexuality Studies (Co-Chair)

ELISABETH WOOD***
Professor of Political Science

KAREN WYNN**
Professor of Psychology

Alumnae/i Advisory Council

In addition to its Council, Steering Committee, and staff, the WFF includes an Alumnae/i Advisory Council (AAC) that facilitates relationships with Yale alumnae who 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.

Liaisons

The liaison meetings, hosted by the postgraduate associates, gave liaisons from the professional schools, Yale Graduate School and Yale College an opportunity to network with each other and to create a community in which to discuss issues of gender inequity in their respective schools. The liaisons also publicized WFF initiatives and events to their school communities. As with the WFF Council, we made an effort to recruit liaisons from schools that were formerly underrepresented in the group, such as the School of Public Health and the School of Architecture. We tried to recruit not only interested individuals, but also women who were part of organizations associated

with their respective school. Several of the WFF's advocacy efforts and research initiatives originated from information gathered and presented by liaisons.

Membership

The WFF continued to send its weekly newsletter of events related to its mission to its membership base of 889 people. Our membership includes faculty (senior and junior), administrators, postdoctorates, students (graduate and undergraduate), staff, and non-Yale affiliates from the New Haven community. All WFF events are open and advertised to the membership via email.

Student Interns

Our four student interns assisted the WFF during the 2008–09 academic year with research, data compilation, newsletter and website updates, archiving, and event assistance.

ISABEL CHEN (Saybrook 2010)

NOEL LEON (Morse 2009)

JESSICA SVENDSEN (Morse 2009)

LINDSAY SZAUTER (Davenport 2012)

Plans for 2009–10

I Working Groups

The Working Groups that will continue in 2009–10 are: 40th Anniversary of Coeducation, Care-giving, Gender and Globalization, Institutional Change, and Sexual Misconduct. We also hope to re-establish a Working Group on diversity at Yale that will overlap with Institutional Change's agenda to increase the numbers of underrepresented minorities in hiring, promotion, and tenure procedures. Like last year, if there are council members who are interested in issues not already being addressed, we will consider adding them to the WFF's agenda for 2009–10.

II Working Group Programming

Each Working Group will continue to develop programming as it relates to its advocacy efforts and objectives.

Care-giving Working Group

Due to the success of the Yale Babysitting Service Orientation pilot, we will continue this event twice during 2009–10 at the beginning of each semester to reach a wider audience. We will expand our advertising to recruit more sitters and more parents of the Yale community, such as new faculty, postdoctoral fellows, and graduate students, who may not yet be signed up for the YBS.

III Structure

The WFF will continue to have the same structure in 2009–10 with a few alterations identified below.

Postgraduate Associates

The Postgraduate Associates will be reduced from a full year position to 11 months. Molly Clark-Barol is leaving the WFF to become a Fellow of Princeton-in-Asia with The Mountain Institute in Kathmandu, Nepal. Joining the WFF staff in her place is Jessica Svendsen '09, an English major and a research assistant and undergraduate liaison to the WFF since 2006. Jessica was the recipient of the Steere Prize in Women's, Gender, and Sexuality Studies and the William Pickens Prize in African American Studies.

Data Analysis Coordinator

Our Data Analysis Coordinator will be a new position in 2009-10. For our research and advocacy activities, we have needed an individual with advanced data processing skills. Undergraduates are often not prepared for this, and WFF Council members are usually overburdened with other obligations. Therefore, next year we will seek to hire a graduate or doctoral student with extensive statistics and data processing experience.

IV Mentoring and Professional Development

A main objective of the WFF in 2008–09 was to develop concentrated methods of mentoring female students and junior faculty to help women build skills for success in academia. These workshops and lectures have been our most popular and well-received, and we intend to offer similar programming in 2009–10, tailoring them to the feedback we received this past year. Part of our programming will be targeted at junior faculty, so that they can build skills and be prepared for the challenges they will face in a career in academia. The other part of our programming will be targeted toward department chairs, deans and administrators to educate them on how they can help change policies and behaviors that disadvantage women in academia.

* Excellence through Diversity

In 2009–10 the WFF will continue to bring presenters, such as Virginia Valian and Joan Williams, who specialize in gender bias in hiring, promotion and tenure processes. This information is very useful to administrators, department chairs, and other leaders in the university to create excellence through diversity. We hope to ensure that these experts can have more intimate conversations with high-level university stakeholders, and continue to present to larger audiences of interested community members.

* Mary Ann Mason | Care-giving Responsibilities and the Leaky Pipeline in Academia

Work/Life balance speakers and discussions have been some of the most popular and successful WFF events in the past. Mary Ann Mason is a leading voice in Work/Life issues facing academics. She has pioneered research on the “leaky pipeline” in academia and was the principal investigator for the University of California Faculty Family Friendly Edge initiative. Her most recent work, featured in the *New York Times*, focuses on graduate student care-givers. Bringing Dr. Mason will continue to help members of the academy explore solutions to negotiating between work and family obligations.

* Status of Women In Science | Sue Rosser and Jill Morawski

The status of women in science and medical fields remains a topic of interest to the Women Faculty Forum and its constituents. Sue Rosser and Jill Morawski, who have both conducted significant research on women in the STEM disciplines, would continue the discussion of our “Breakthroughs and Barriers: Gender in Academia Speaker Series” in spring 2009.

Presentation Training

For the past two years, the WFF has offered workshops on presentation skills vital for teaching and conferences, such as “Speaking with Authority” with Maya Herulf. Space was limited in the workshops, and was exceeded by demand. We intend to offer similar workshops with regionally-based teachers in 2009–10.

* These events would be targeted specifically to administrators and chairs in addition to the WFF.

Negotiation Empowerment Training

This year, a presentation on women and negotiation by Linda Babcock, co-author of *Women Don't Ask* and *Ask for It!*, was also very popular. Next year, we would like to bring Dr. Babcock again, her co-author Sara Laschever, or another expert, to conduct additional interactive trainings on improving negotiation skills for faculty members and graduate students.

Equity in the Classroom Series

This year, some of our speakers, including Valerie Purdie-Vaughns and Marianne LaFrance, illustrated patterns of classroom behavior and environment that disproportionately disadvantage women and minorities, such as stereotype threat, gender bias, and subtle sexual harassment. Next year, we would like to plan speakers and workshops around these themes that address practical interventions for both teachers and students to improve equity in the classroom.

Town Hall Mentoring Meetings

For the past two years, WFF has conducted town hall mentoring forums, in an effort to assess and address the needs of women at Yale, particularly junior faculty. The topics discussed in this forum inform the programming and advocacy efforts of the WFF leadership.

Appendices

I Chronological Calendar of Events 2008–09

NEW FACULTY OPENING RECEPTION

Monday, September 8th, 5:30–7:30 pm
The President's Room, Woolsey Hall

WOMEN FACULTY FORUM TOWN HALL MEETING

Thursday, September 25th, 12:30–2:00 pm
Whitney Humanities Center, 53 Wall Street
2nd Floor, Room 208

GENDER AROUND THE WORLD: A CONVERSATION WITH THE WOMEN OF THE YALE WORLD FELLOWS

Tuesday, October 7, 5:30–8:00 pm
Betts House, 393 Prospect Street

BREAKFAST WITH LINDA BABCOCK

Thursday, October 30, 8:30–9:30 am
William Harkness Hall, Room 308

A LUNCHTIME LECTURE WITH GUADALUPE T. LUNA Agricultural Transformations: "Women in Blue Jeans"

Friday, February 20th, 12–1 pm
WGSS Lounge, WLH 3rd Floor

YALE BABYSITTING SERVICE MEET AND GREET

Friday, February 20th, 2:30–4:00 pm
Edward S. Harkness Hall Lounge, 367 Cedar Street

TRANSFORMING UNIVERSITY SETTINGS:

THE PROBLEMS AND PROMISE OF STEREOTYPE THREAT

Valerie Purdie-Vaughns
Assistant Professor of Psychology at Columbia University
February 23rd 4:30–5:30 pm, LC 101

"SPEAKING WITH AUTHORITY"

WORKSHOPS WITH MAYA HERULF

February 26th, 2–5:30 pm
Room 1-16, 300 Cedar Street
February 27th, 9:30 am–1 pm, WLH Room 209, 100 Wall St

DINNER WITH MAYA HERULF

February 26th, 6 pm, Zaroka
Molly Clark-Barol, Maya Herulf, Shirley McCarthy,
Arun Storrs, Meg Urry

DINNER WITH JOAN WILLIAMS

April 3rd, 6 pm, Ibiza
Susan Abramson, Hannah Brueckner, Molly Clark-Barol,
Caren Gundberg, Shirley McCarthy, Mary Miller, Pam
Schirmeister, Deborah Stanley-McAulay, Arun Storrs

WANT A GREAT CAREER AND WORK/LIFE BALANCE?

GO FOR IT! INDIVIDUAL AND INSTITUTIONAL

Joan Williams Distinguished Professor of Law, 1066
Foundation Chair and Director of the Center for Work-Life
Law, UC Hastings College of the Law.
April 3rd, 8:30–9:30 am, Room 119, WLH, 100 Wall Street
Co-sponsored by Charles Gallaudet Trumbull Lectureship
(Yale Office of the Secretary), Dean's Office of FAS Graduate
School, and the Yale WorkLife Program.

BEST PRACTICES TO STEAL AND RETAIN TOP FACULTY

Joan Williams Distinguished Professor of Law, 1066
Foundation Chair and Director of the Center for Work-Life
Law, UC Hastings College of the Law.
April 3rd, 12–1 pm, Yale Medical School, Beaumont Room

ACHIEVING WORKLIFE BALANCE AND SUCCESS

Joan Williams Distinguished Professor of Law, 1066
Foundation Chair and Director of the Center for Work-Life
Law, UC Hastings College of the Law.
April 3rd, 4–5 pm, HGS, Room 119B, 320 York Street

SUBTLE SEXUAL HARASSMENT

Marianne LaFrance
Professor of Psychology at Yale University
April 8th, 4:30–5:30, LC 101

DINNER WITH MARIANNE LAFRANCE

April 8th, 6 pm, Zaroka
Connie Bagley, Molly Clark-Barol, Carol Goldberg,
Serge Kobsa, Marianne LaFrance, Arun Storrs

GENDER PARTICIPATION AND PERFORMANCE IN SCIENCE AND MATHEMATICS:

The Ordinary Origins and Unintended
Consequences of Attitudes and Stereotypes
Kristin Lane
Assistant Professor of Psychology at Bard College
April 17th, 12–1 pm, OISS, 421 Temple Street, First Floor

II Articles

A. Article on Mary Ann Mason

In 'Geek Chic' and Obama, New
Hope for Lifting Women in Science

January 20, 2009

By Natalie Angier

New York Times

With the inauguration of an administration avowedly committed to Science as the grand elixir for the nation's economic, environmental and psycho-reputational woes, a number of scientists say that now is the time to tackle a chronic conundrum of their beloved enterprise: how to attract more women into the fold, and keep them once they are there.

Researchers who have long promoted the cause of women in science view the incoming administration with a mix of optimism and we'll-see-ism. On the one hand, they said, the new president's apparent enthusiasm for science, and the concomitant rise of "geek chic" and "smart is the new cool" memes, can only redound to the benefit of all scientists, particularly if the enthusiasm is followed by a bolus of new research funds. On the other hand, they said, how about appointing a woman to the president's personal Poindexter club, the President's Council of Advisers on Science and Technology? The designated leaders so far include superstars like Harold Varmus, a Nobel laureate, and Eric Lander, genome meister.

The Rosalind Franklin Society, a group devoted to "recognizing the work of prominent women scientists," has suggested possible co-chairwomen for the panel. Its candidates include Shirley Ann Jackson, a nuclear physicist and president of Rensselaer Polytechnic Institute, and Shirley Tilghman, a molecular biologist and president of Princeton University. Others have proposed Jacqueline Barton, a chemist and MacArthur fellow at the California Institute of Technology. Or, given the increasing importance of brain research, how about a prominent female neuroscientist like Nancy Kanwisher of the Massachusetts Institute of

Technology or Carla Shatz of Stanford University?

"People say, oh, we shouldn't have quotas, but diversity is a form of excellence, and there are plenty of outstanding women out there," Jo Handelsman, president of the Franklin society and a microbiologist at the University of Wisconsin, said in an interview. "You don't have to lower your standards in the slightest – you just have to pay attention."

Some would like to see novel approaches to treating systemic problems that often work against women's scientific ambitions. Mary Ann Mason and Marc Goulden of the University of California, Berkeley, have gathered extensive data showing stark male-female differences in the family structure and personal lives of academic researchers at the top tiers of the profession.

Surveying outcomes for 160,000 Ph.D. recipients across the United States, the researchers determined that 70 percent of male tenured professors were married with children, compared with only 44 percent of their tenured female colleagues. Twelve years or more after receiving their doctorates, tenured women were more than twice as likely as tenured men to be single and significantly more likely to be divorced. And lest all of this look like "personal choice," when the researchers asked 8,700 faculty members in the University of California system about family and work issues, nearly 40 percent of the women agreed with the statement, "I had fewer children than I wanted," compared with less than 20 percent of the men. The take-home message, Dr. Mason said in a telephone interview, is, "Men can have it all, but women can't."

From a purely Darwinian point of view, expecting a young woman to sacrifice her reproductive fitness for the sake of career advancement is simply too much, and yet the structure of academic research, in which one must spend one's 20s and early 30s as a poorly compensated and minimally empowered graduate student and postdoctoral fellow, and the remainder of one's 30s and into the low 40s working madly to earn tenure, can demand exactly that.

Nor do all young men in science accept the

notion that their lab bench must double as a sleeping cot while their wives take care of the kids. In a new survey of 19,000 doctoral students at the University of California, Dr. Mason and her colleagues found that while two-thirds of the respondents either had or planned to have children, 84 percent of the women and 74 percent of the men expressed worry about the family-unfriendliness of their intended profession, and many had changed their plans accordingly. While 40 percent of the male science graduate students and 31 percent of the women said they had begun their Ph.D. programs intent on pursuing an academic career – still considered the premier path to science glory – a year or more into their studies, only 28 percent of the men and 20 percent of the women still hoped to become research scientists at a university.

Dr. Mason and other legal experts suggest that President Obama might be able to change things significantly for young women in science – and young men – by signing an executive order that would provide added family leave and parental benefits to the recipients of federal grants, a huge pool of people that includes many research scientists.

Whatever the impediments, women have made great strides in most areas of science. According to Joan Burrelli of the National Science Foundation, whereas 50 years ago women earned a piddling 8 percent of the science and engineering doctorates, by 2006 they claimed a 40 percent share. In 1973, only 6 percent of the Ph.D. scientists employed full time in academia, business or elsewhere were women; by 2006 the number had risen to 27 percent. Over that same time frame, women's share of full professorships in the sciences quadrupled, to about 20 percent. Yet the stats vary sharply from field to field: 26 percent of full professors in the life sciences are women, but in physics, 6 percent.

For many female physicists, the mystery of women's slow progress through their ranks is nearly as baffling as the research mysteries they confront in the lab. Of course, only 6 percent of physics professors are female; only 4 to 6 percent of the matter in the universe is visible. "Sound familiar?" Evalyn Gates, the assistant director of the Kavli Institute for Cosmological Physics at the University of Chicago, said wryly.

She has urged her colleagues to attack the problem of low female numbers as they would any

scientific problem, by systematically gathering data, checking their detectors, factoring out background noise. Yes, girls and women leak out of the pipeline in comparatively greater numbers than males for every scientific discipline, she said, but they fall out of physics first and fastest. Why should it be, she said, that almost half of high school students in Advanced Placement physics classes are girls, but women earn only a fifth of bachelor's degrees in physics? What turns girls away from physics so early?

Some have suggested that girls just can't handle the advanced math of physics. Yet in an analysis of high school students' performance on standardized math tests, published last summer in the journal *Science*, Janet Hyde and her colleagues found no gender differences in average performance, and even at the uppermost tails of achievement the discrepancies were minor and inconsistent: among whites who scored in the top 1 percent, there were two boys for every girl, whereas among Asian top scorers, there was one full girl for every nine-tenths of a boy. Besides, said Dr. Gates, female students earn half of the bachelor's degrees in another math-heavy discipline called – mathematics.

Others have insisted that women just don't like physics, perhaps because it seems cold and abstract, concerned with things rather than the flesh-and-blood focus of female-friendly fields like biology. But such reasoning, Dr. Gates said, cannot account for the fact that women earn half of the undergraduate degrees in chemistry, which is not quite plush toy material. "Something different is going on with physics, and we don't know what it is yet," she said. The culture? Bubble-headed television shows like "The Big Bang Theory," with its four nerdy male physics prodigies and the fetching blond girl next door?

The difficulties are not confined to America. Surveying some 1,350 female physicists in 70 countries, Rachel Ivie and Stacy Guo of the American Institute of Physics found that, worse than family balance issues or lack of day care options, was the problem of public perception. The women were passionate about their work. They didn't choose physics; physics chose them. Yet 80 percent agreed that attitudes about women in physics needed a serious overhaul.

As long as we're making geek chic, let's lose the Einstein 'do and moustache.

B. Article on Joan Williams

Recession Drives Women Back
to the Work Force

September 19, 2009
By Steven Greenhouse
New York Times

The Great Recession is pushing many highly educated women who had left work to stay at home with their children to dive back into the labor pool, according to several nationally recognized experts on women in the workplace.

Many of these women are sending out job applications for the first time in years because their husbands were laid off, fear being laid off or had their salaries cut or because their family's investments plunged in value.

Last February Trudi Foutts Loh felt compelled to find full-time work, some 20 years after she quit her job to care for her two children. Her job back then as a lawyer and three hours of daily commuting made balancing everything impossible.

She occasionally worked as a political consultant and writer, but numerous economic worries made her conclude that that was not enough.

She pointed to investment losses "in the healthy six figures," along with "some very high medical expenses for a family member and having two daughters in college. And then the value of our home and pension plan has taken a tumble."

She feels lucky because a law school friend hired her at a prestigious firm in Pasadena, Calif.

For Lisa Hughes, a mother of two, it was an unexpected layoff that shoved her back into the labor pool.

A former corporate lawyer, she moved from Montclair, N.J., to California last year, after the World Poker Tour recruited her husband to be its chief operating officer. Then, squeezed by the recession, the tour laid him off, pushing Ms. Hughes to pursue full-time work for the first time in 16 years.

"Never in my wildest dreams did I imagine he would be unemployed a year later," she said. She plans to start a solo practice because "it's hard to find jobs after 16 years."

According to some economists, these women,

once part of a privileged minority that could afford not to work, are now collateral damage of the recession — not forced out of work, but back into it.

"What's happened is 78 percent of the people who lost their jobs in the recession are men," said Joan Williams, director of the Center for WorkLife Law at the University of California Hastings College of Law in San Francisco. "That has brought home to many families that having one income places you in a very vulnerable position. Some women who expected to take a long time out of the work force suddenly felt they needed to re-enter, in some cases much more quickly than they expected."

The federal Bureau of Labor Statistics found preliminary evidence of affluent women returning to the labor force. When it comes to women with a college education who are 25 to 44 years old and living with a spouse, the proportion of those working or looking for work increased to 78.4 percent in the first half of 2009, from 76 percent in the first half of 2007. Economists say this is surprising because the percentage of people in the work force usually drops as unemployed workers grow discouraged and stop looking for work in a recession.

Over the same period, the proportion of men of the same age and circumstance inched down, falling from 97.4 percent to 97.1 percent.

It is too early to tell whether those numbers reflect an increase above and beyond the long-term growth of women's participation in the work force.

Examining women's work force participation — and especially women with children — has been one of the battlefields of economics.

In the last several years, some researchers have suggested that many affluent working mothers chose to leave the work force during the boom times of the 90's and early this decade, saying there was a trend of women opting out of careers once they had children. The suggestion — highlighted in an Oct. 26, 2003 *New York Times* Magazine cover article — prompted a huge controversy.

Critics responded that most women had no choice but to work and that only a small affluent minority could choose not to. They said many working mothers left the labor force not because they were opting out, but because they were forced to by workplaces that made it too difficult to balance family and work. Separately, some economists argued that the decrease in women working was not caused by opting out, but by the 2001 recession that

was followed by years of weak job growth.

Heather Boushey, a senior economist at the liberal Center for American Progress and a fierce critic of the notion of opting out, said her studies showed little difference in how often mothers and women without children left the labor force.

Ms. Boushey nonetheless agreed that the current recession was pushing women who had stopped working for whatever reason to re-enter the labor force.

She said this helped explain why the percentage of women aged 20 and above in the work force has remained relatively flat during the recession, while the percentage of men has fallen slightly. “This does indicate that some women are opting back in,” she said.

One of them is Patricia Smart. She quit her banking job 14 years ago when her son was born. But last April, her husband received a layoff notice. “It was a cosmic kick in the butt,” said Ms. Smart, who had toyed with returning to work for years. “It forced me to do something.”

After a quick job search, she landed a job in July as a full-time manager at Wachovia Bank in Charlotte, N.C.

Carolyn Bednarz was not as fortunate. The former lawyer at Milbank & Tweed spent nine years at home raising three children, but she became frightened for her family’s future after her banker-husband endured four rounds of layoffs and reduced bonuses.

Ms. Bednarz started looking for work. After a 10-month search she couldn’t find a paying job.

“I probably applied for 30 jobs on Craigslist, and hardly anyone writes back,” she said, complaining that many employers aren’t interested in hiring someone who has not worked in years. “This is just the most humbling experience.”

In the end, she took a position as an unpaid intern at a law firm in Marin County, Calif., north of San Francisco.

Several studies have found that two different groups of women are likely not to return to work after giving birth: affluent ones and poor ones unable to afford child care.

Sylvia Ann Hewlett, founder of the Center for Work-Life Policy in New York, an independent research group, and several other economists and experts argue that there is an unmistakable trend toward women returning to the labor force — and

not just professional women.

“Women are at a watershed moment,” Ms. Hewlett said, pointing to the recession’s squeeze on incomes.

Anna Bresnahan of Spokane, Wash., says she would not have returned to work if she and her husband had not started worrying that the bank where he worked might fail. “I decided I could start looking. He said, ‘That would be nice.’”

Ms. Bresnahan, who quit a marketing job in 2001 after her first child was born, found a position with an accounting firm in December, although at a lower salary. (Studies have found that for every two years a woman is out of the labor force, her earnings fall by 10 percent, a penalty that lasts throughout her career.)

Karen Boon felt pressured to return to working full time after staying home for five years to raise her two children. Her husband’s job for Boston Scientific, a manufacturer of medical devices, was shaky and the family’s investments had plunged.

Ms. Boon regularly visits the Opting Back In chat room, sponsored by the Hastings College of Law, where lawyers with new jobs trade stories, tips, hopes and complaints.

“If my husband had been laid off, it would have been a world of hurt,” she said.

In April, she found a temporary job as counsel for a Bay Area company that oversees surgery centers, replacing someone on maternity leave.

She said it was a pleasure to be working with adults again.

Still, she added, “It is really hard to do two jobs at once — the kids still need to be fed and the laundry still needs to get done.”

Ms. Bednarz, the former Milbank lawyer turned intern, also participates in the chat room. “The women who lead the chat room say, ‘Don’t jump into something until you find something that’s just right,’” she said. “That’s all well and fine, but some of us have to find something right now. It’s not like we have that luxury in today’s job market.”

c. Gender gap widens

November 11, 2008

By Raymond Carlson

Yale Daily News

A total of 2,281 more women than men applied to Yale last fall, reflecting the greatest gender disparity among applicants in decades.

But despite the higher number of female applicants, 68 more men than women were offered a place in the class of 2012. When last year's admissions cycle was over, the difference was clear-cut: 9.8 percent of men — and just 7.5 percent of women — were accepted. In response, Dean of Admissions Jeff Brenzel told the News on Monday that the College will actively review all its admissions data and processes with respect to gender beginning in December, though he maintained that Yale does not aim to reach a predetermined quota of male to female admitted students.

"We make no explicit effort of any kind, whether before, during or at the close of the selection process to influence or adjust the overall gender ratio of the students we admit," Brenzel said in a written statement.

The acceptance rates for Yale's male and female applicants have become increasingly divergent in recent years; the trend reached a peak last year, when there was a 30 percent disparity among admitted students. But at the same time, the trend is not apparent at competing institutions such as Harvard, Princeton and Stanford universities.

Internal research by the admissions office has shown that men and women admitted to Yale are equally qualified, Brenzel said. The research also found that applicants of both genders face no statistically significant difference in their chances of admission.

"We have therefore been inclined to conclude that we are seeing equivalent numbers of the most competitive applicants," the statement read.

Still, the difference in acceptance rates for male and female applicants — which has grown from 12 to 30 percent in the past six years — has prompted the admissions office to seek assistance from the Committee on Yale College Admissions Policy, co-chaired by University President Richard Levin and

incoming College Dean Mary Miller.

The committee is called upon routinely to examine different admissions-related policies, Brenzel said, and in this case Levin has asked the committee to look specifically at gender.

Levin said he has also enlisted the help of Economics professor Ray Fair to help him examine admissions data related to gender.

"We're not quite sure why this is happening, and we'd like to do some work to see what's going on there," Levin said in an interview Sunday.

The Widening Gap

While the differences between the number of male and female applicants may have seemed negligible six years ago, administrators agreed that the disparity apparent in the last year's admissions data has reached a level that can no longer be ignored.

The ratio of female to male applicants for the class of 2012 last fall was nearly five to four, with 12,549 female applicants and 10,268 male applicants. Overall, Yale admitted 942 women and 1010 men. The difference between male and female matriculants in 2012 varied by less than 2 percent, with 654 men and 666 women accepting Yale's offer of admission.

Harvard, Princeton and Stanford, on the other hand, have not seen similar disparities. In fact, since 2002, Stanford and Princeton have generally seen slightly higher numbers of male than female applicants.

For the class of 2012, Princeton received 10,806 applications from men and 10,564 applications from women. At Stanford, 12,058 men and 11,900 women applied for positions in the class of 2011, the most recent year for which data was available.

Harvard received 13,660 applications from men and 13,802 from women for the class of 2012, said Harvard Director of Admissions Marlyn McGrath-Lewis.

While Harvard has seen slightly more female than male applicants over the past four years, she said, the difference has not been statistically significant. Since first admitting women in 1973, Harvard has maintained a gender-blind admissions policy in that Harvard sets no quotas for male or female acceptance, she said.

"We don't put our finger on the scale," McGrath-Lewis said. "It's every man or woman for

him- or herself.”

Levin echoed Brenzel’s comments, saying the College does not aim to achieve a specific ratio of men and women during the admissions process.

“There’s no bias against women,” Levin said. “We don’t even keep a running total of how many we’ve got as we do the admissions process. We are doing it, quite literally, gender-blind.”

Although some may interpret the gender gap in a negative light, Brenzel said Yale should be given credit for attracting so many female applicants.

From 1998 to 2008, the applications to Yale from men rose by 70 percent, a steeper increase than Harvard, Princeton and Stanford have experienced. But the increase in the number of female applicants has been even greater.

“What’s truly remarkable is the way we have outpaced our peers with respect to female applicants,” Brenzel said in the statement. “Over that same ten year period, applications from women to Yale have grown by almost 110 percent, versus 70 percent at Harvard, 75 percent at Princeton and 40 percent at Stanford.”

Yale: What Women Want?

These numbers have left the admissions office wondering why a greater number of women than men aspire to attend Yale.

Brenzel pointed to the makeup of Yale’s academic curriculum – with its strengths in the arts and humanities – as one possible explanation. Brenzel said Yale’s science and engineering programs have also been historically open to women.

The 17 admissions experts and college counselors interviewed offered other explanations for the greater number of female applicants to Yale, citing the psychology of applicants and different admissions pressures for men and women.

High school boys and girls tend to approach the application process differently, said Ryan Munce, vice president of the National Research Center for College and University Admissions. Female students tend to be more aggressive in the college preparation and admission process, he said, often making contact with more schools and sending out more applications.

“If [Yale’s] numbers say anything, it is that there are more female students that are willing to go through the work of applying to Yale as a reach

school than there are men that are willing to take that risk,” Munce said.

But the phenomenon is not unique to Yale. The disparity in the number of female and male applicants to Yale aligns with national trends, said David Hawkins, public policy director for the National Association for College Admissions Counselors.

Currently, 58 percent of applicants to private colleges are women, he said, so the number of female applicants to Yale is “not terribly surprising.”

In fact, the presence of a gender gap is often recognized in the world of college admissions. Half a dozen admissions counselors interviewed said they may assess a student’s chances of admission to some colleges based on that student’s gender.

At many selective private colleges, the flood of highly qualified female applicants runs up against tough acceptance rates, said Anne Naman, director of college counseling at the John Cooper School, located north of Houston.

“More qualified girls are applying to these highly selective colleges,” she said. “[Colleges] want to keep some kind of gender balance in their student body, so it’s going to be less competitive for guys, even if they’re taking equally qualified boys and girls.”

But while some schools – particularly small liberal arts colleges – seem to weigh gender in acceptance decisions, Yale’s admissions process suggests no consideration of gender, said Susan Paton, director of college counseling at the Hopkins School in New Haven, which had 15 students accepted to the class of 2012.

“At Yale, [admissions] feels like a very pure process regarding gender,” she said. “I don’t think students worry about gender when they’re applying to Yale.”

During the 2007-’08 academic year, there was less than a 2 percent difference in the number of male and female undergraduates in Yale College, which had 2,695 male and 2,594 female students.

D. AAUP Faculty Salary Survey

Published in *The Chronicle of Higher Education*

Average Annual Salary by Academic Rank (in thousands) at Yale University

2008–09

Professor			Associate Professor			Assistant Professor		
All	Men	Women	All	Men	Women	All	Men	Women
174.7	178.2	162.5	99.8	105.5	92.6	86.0	88.3	82.9

2007–08

Professor			Associate Professor			Assistant Professor		
All	Men	Women	All	Men	Women	All	Men	Women
165.1	168.1	154.4	91.3	95.0	86.9	81.6	83.1	79.3

The salaries are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a nine-month work year. The figures cover full-time members of each institution's instructional staff, except those in medical schools.

III Memos

TO Provost Peter Salovey
CC Dean Jon Butler, Dean Mary Miller, Deputy Provost Judy Chevalier
FROM Women Faculty Forum Steering Committee
RE Meeting
DATE December 2, 2008

The Women Faculty Forum is concerned about the slow progress of diversifying the faculty. Diversity means not only demographic but also intellectual range, and in some departments or schools, attention should be paid to increasing the range of methods, subjects of research, and approaches, as intellectual diversity intersects with and supports the ability to hire women and men of all colors. Knowing this is a concern shared by the University, we would like to submit the following recommendations to aid this process:

EXPANSION OF DIVERSITY TRAINING IN HIRING AND PROMOTION PROCESSES

Current procedures should be reviewed, improved upon, and expanded. Training should be designed to counteract all forms of implicit bias.

- 1) First priority is to expand current training to members of all search and divisional committees
- 2) Eventually, all faculty members should be trained. Training requirements should be monitored in the same manner as other trainings, such as fire extinguisher training.

TRANSPARENCY IN PROMOTION AND TENURE PROCEEDINGS

Schools, departments, and divisions should discuss and clearly present the criteria, in advance, that are and are not considered in evaluations for promotions and tenure. This makes the process more transparent to candidates, allowing them to direct energies more efficiently. The criteria should be discussed within and among relevant committees and administrators to ensure that departmental criteria will be applied by divisional committees.

MEASURING PROGRESS AND DATA COLLECTION

To evaluate the efficacy of the new tenure system and other policies meant to promote diversity, the University should define appropriate metrics for assessing candidates along with regularly collected data on promotion and tenure outcomes. These data should be reviewed annually by the Deputy Provost for Faculty Development, discussed at annual chair's meetings, and presented to the University community.

INCENTIVIZING DIVERSE HIRING PRACTICES

The University should continue to publicize its policies and incentives that are conducive to diverse hiring practices. It is also recommended that the University:

- 1) Expand procedures to facilitate dual faculty hires.
- 2) Create more academic positions/programs supportive of diversity. These could include sabbatical and visiting scholar programs, post-doctoral fellowships, endowed chairs, recruitment of senior scholars committed to diversity, and partnerships with other institutions.
- 3) Measure "diversity" of candidate slate as a function of diversity in the applicant pool, and the department's selection from that pool, rather than on the current departmental composition.
- 4) Publicly recognize departments performing above par.

ONLY LEADERSHIP FROM THE TOP CAN MAKE CLEAR THE UNIVERSITY'S TRUE COMMITMENT TO FACULTY DIVERSITY

Members of the Yale administration must act immediately when procedures outlined in the Faculty

Handbook regarding hiring and promotion are ignored. Persons who impede processes that enhance diversity, exhibit personal conflict of interest, or indulge in retribution against those who bring up diversity issues should not be permitted to remain in positions of leadership, such as Department Chairs or Divisional Committee heads. We know diversity in the University is a goal important to Yale, and we look forward to hearing your thoughts on the matter and stand ready to support you in this process.

IV Letters

A. TO President Richard Levin
CC Provost Peter Salovey, Dean Mary Miller, Dean Jon Butler, Deputy Provost Frances Rosenbluth, Deputy Provost Judith Chevalier, Deputy Provost Stephanie Spangler
FROM Amy Hungerford and Caren Gundberg,
Women Faculty Forum Care-giving Working Group Co-Chairs
DATE February 9, 2009

Dear President Levin,

We read with regret the news of the most recent delay in childcare initiatives at Yale. Now that the idea of expanding the Edith B. Jackson Child Care Program at the Whitehall Apartments has been abandoned, we want to take this opportunity to ask, in the strongest possible terms, that representatives of the Women Faculty Forum be included from this point forward in all stages of the planning for the new center. We ask that this planning go forward with all possible speed. The university has been praised for its responsiveness to the graduate student families who would have had to move for the expanded center at Whitehall; we expect the university will extend that courtesy to the faculty – whose interests here are long-term.

As you know, in 2002 the Women Faculty Forum took the lead on this issue, conducting an extensive survey that confirmed the importance of adequate high-quality childcare. In 2005, the University announced its commitment to building “A new child-care center on or near campus that will provide infant-toddler care and a preschool center. . . The new facility will include back-up care slots so that members of the University can bring their child(ren) there should their primary child-care provider be unavailable.”

Yale has made progress in childcare since this announcement. The Yale babysitting web site and in-home back-up care now help some parents manage school vacations and sick days. The unexpected addition of the Bright Horizons center at West Campus is welcome news for families who live near, or work at, that campus.

But we consider the New Haven daycare center, run by the EBJ program, to be the centerpiece of the university’s commitment, the piece that addresses parents’ need for high-quality, local child care every day. We understand the cost of this care is high, but there are dozens of families willing and able to pay for that level of care who cannot now find slots for their children.

The delays that have attended the building of the expanded EBJ are hurting the faculty we hire each year who come with young children and the young faculty who start families here. They find themselves struggling to secure the care they need so that they can continue their work successfully. Watching young professors come to Yale without that benefit makes us worry about their future here, and wonder about our commitment to a genuine tenure track and to increasing women’s presence on the tenured faculty. Indeed, the unavailability of childcare still affects women disproportionately.

Since 2005 Yale has shown by its words that it understands this need, but the long delay in decisive action is not worthy of this energetic institution. Yale cannot provide all the childcare options this community requires, nor do we expect it to. We do expect Yale to live up to the standard set by peer institutions, to the standard set by its own research, and to its stated commitment to high-quality, local young-child care.

The Women Faculty Forum is committed to seeing this essential work through, now more than ever. We thank you for your interest in this issue, and look forward to becoming directly involved in the project our research helped to initiate.

B. TO Kate Pretty, Linda McDowell, Felicity Cooke, Juliet Mitchell, Marc Goulden,
Alice Agogino, Barrie Thorne, Judith Resnik, Reva Siegel, Deborah Davis, Meg Urry,
Joan Steitz, Shirley McCarthy, Hannah Brueckner, Judith Chevalier, Frances Rosenbluth
FROM Laura Wexler, Women Faculty Forum Co-Chair
RE Checking in on plans for the England/IARU Conference
DATE January 26, 2009

Dear All:

I am just back from teaching in the Yale/Peking University joint undergraduate program last semester, which was fantastic. I think you should know that when the Yale professors lunched with Provost Lin of PKU at the start of the semester, the Provost sat next to me and chose quite deliberately to ask in detail about Women's Studies. He mentioned that PKU was seeing its percentage of tenured women decline – and he referred to the IARU initiative as a possible forum for learning more about how to address concerns of gender discrimination in the academy.

As a participant in the previous two IARU conferences at Cambridge and at Yale, I was pleased by his interest. As the incoming Co-Chair of the Women's Faculty Forum at Yale I took it as a sign that the initiative is indeed valued by our Chinese partners for, among other reasons, the opportunity it affords for collaborative conversation on such topics. And as a member of what will be the IARU planning committee I am eager to get people's sense of the content and direction the next gathering might take.

As I recall, at our last meeting we discussed meeting next in England, hosted either by Oxford or by Cambridge, or perhaps jointly. I also understand that a meeting of those involved generally in IARU upcoming in a week or so.

I write to learn about whether any plans are beginning to get underway. On this end, Yale University is recognizing 40 years of co-education, and 30 years of its Women's Studies Program, with a major celebration in the Spring semester (specifically April 16th-18th of 2010). This, as well as several international conferences long scheduled, (we have a conference on Women, Religion and Globalization here in the fall, on November 13th-14th, 2009, and again would welcome any of your faculty joining us), makes it more practical for us that the IARU meeting take place earlier in the fall but the early spring is also desirable. I also want to introduce you to our two new staff persons, Arun Storrs and Molly Clark-Barol, Gender Equity and Policy Postgraduate Associates, both cc'd on this letter.

Relevant to Provost Lin's concerns about attraction and retention of women faculty, probably shared by a number of IARU participants, IARU has a number of important data-gathering activities already underway. Hannah Brueckner of Yale, and Alice Agogino and Marc Goulden of Berkeley, presented at the IARU forum at Yale last spring, and now might be the time to plan an update of this work, as well as consideration of

other work, as a basis for fruitful discussions of these important issues. The widely reported second phase of Mary Ann Mason's pipeline research is making it clear just how negatively young women and men now evaluate the work-life balance of careers at major research universities, even to the extent of refusing such positions. Intervening with more accessible childcare, more flexible and more accountable tenure policies, better mentoring, and greater pay equity could have a significant impact on attraction and retention of women. Lacking such, we may stand to lose a considerable segment of the most talented minds in this cohort, as both women and men turn against impossible demands that have not been solved in over a generation. But IARU members still do not know the best ways to provide these basic requirements in support of women's careers and family well-being.

In addition, in many less industrialized nations the current economic downturn is likely to prove disastrous for the gender balance of higher education since, as Amina Mama of the Gender Institute of the University of Capetown pointed out to us last spring, poor women students – often the last onto campus – are the first to go. It behooves us to consider what supports are possible and practicable in the current climate. Finally, global interdependence expands even as the world economy contracts and faculties articulate and reflect this diversity in varying ways and degrees, but none have an unimpeachable record on gender equity. In fact, we have much to learn from one another about the complex impact of gender on human flourishing. We could benefit greatly from setting up joint academic ventures on this topic at the member sites as well as continuing our international meetings within the IARU group.

If we are to have an IARU meeting in spring, 2010 – which I very much hope we will – it is time to share ideas about these topics and others, and start to plan. I look forward to hearing soon from those who are interested, and to understanding the current status of the program. Several of us may be back and forth to London and could also possibly meet to coordinate in person.

YALE WOMEN FACULTY FORUM

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