

# *wff* YALE WOMEN FACULTY FORUM

Annual Report 2015–2016



# Executive Summary

The Women Faculty Forum had another active year in 2015-2016. We continued our ongoing programs and events and began several new initiatives. A brief synopsis is below with more detailed descriptions to follow.

## Portrait of Yale's First Women Ph.D.'s

The WFF unveiled a portrait of Yale's first women Ph.D.'s on permanent display in the nave of Sterling Memorial Library. The unveiling event featured a lecture by the portrait's artist Brenda Zlamany and Yale's Chief Research Archivist Judith Schiff. After the lecture were remarks followed by a reception in the Sterling Nave. Remarks were made by WFF Chair and Portrait Project Co-chair Paula Kavathas, Dean of the Graduate School Lynn Cooley, and Portrait Project Co-chair Laura Wexler. Concluding remarks were made by President Peter Salovey.

## Lectures

The WFF organized and sponsored two excellent campus-wide lecture events. Eileen Pollack discussed her new book, "The Only Woman in the Room: Why Science is Still a Boy's Club." Her lecture was co-sponsored by Women in Science at Yale (WISAY).

The United Nations Under-Secretary General and Executive Director of UN Women, Phumzile Mlambo-Ngcuka, gave a talk on the global problem of violence against women. This event was co-sponsored by the MacMillan Center's Colloquium on Violence, Intervention, and Agency.

## WFF/WISAY Luncheon

In Collaboration with Women in Science at Yale (WISAY), the WFF hosted a lunch for graduate students and postdoctoral fellows in STEM to network and receive career advice from STEM faculty. Over 150 women attended the event and discussed topics relevant to career advancement.

## Advocacy

The WFF continued work to improve gender equity at Yale by advocating for policy reforms and institutional changes. In particular, the WFF advocated for increased childcare options for faculty, improvements to University-Wide Committee procedures, and tenure clock extension for both members of faculty couples.

## Research

Inspired by a growing concern over the lack of diversity in campus iconography, the WFF created an extensive visual database of campus portraiture. Of the 258 portraits collected across campus, ten percent depict women.

## Traditional Events

The WFF hosted an annual fall reception in the President's Room at Woolsey Hall. We also maintained our online presence through the WFF website, weekly newsletters, and a Facebook page.

## Public Voices Thought Leadership Fellowship

For the fifth year, the WFF sponsored the Public Voices Fellowship program offered by the OpEd Project. This program trains faculty, especially women and under-represented minority faculty, to write op-eds and to engage in other forms of public thought leadership in order to add their voices to public discourse. Another 20 fellows participated this past year and have produced over 80 media successes to date.

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# Introduction

The Women Faculty Forum was established to highlight the importance of women faculty at the university and to foster gender equity through policy initiatives, research, and innovative programs. Since its founding in 2001 during Yale's Tercentennial year, the WFF has been a strong voice for women faculty on campus.

Every academic year, the WFF produces an annual report that provides an overview of its programs, research, initiatives, and advocacy. In the 2015-2016 academic year, the WFF has continued the legacy of activism around gender and institutional policy and practices. Under the leadership of the Chair, Professor Paula Kavathas, the WFF collaborated with groups across campus, including the Provost's Office, YaleWomen (alumni organization), the Status of Women in Medicine (SWIM), and Women in Science at Yale (WISAY).

# Structure

The Yale Women Faculty Forum (WFF) is composed of faculty and staff committed to gender equity at Yale. The WFF is directed by a Chairperson and the Steering and Council Committees. A Postgraduate or Postdoctoral Associate along with the business manager, and operations manager support their work. In past years, the WFF has also supported a number of working groups, in order to bring together individuals with a particular interest or expertise in a topic, and to provide a way for interested parties to become engaged with the organization. Below is information about the WFF's current leadership and staff.

## Chair

[DR. PAULA KAVATHAS](#) is Professor of Laboratory Medicine and of Immunobiology. She graduated with a B.A. in American Institutions from the University of Wisconsin and obtained her Ph.D. from the Department of Genetics. After six years as a postdoctoral fellow at Stanford University working in immunology, Dr. Kavathas joined the Yale faculty in



1986. At Yale she heads a research laboratory working in the field of cancer immunology and is Associate Chair for Research in the Department of Laboratory Medicine. She also teaches an undergraduate course called Immunity and Contagion. Dr. Kavathas is a former Chair of the Committee on the Status of Women of the American Association of Immunologists and is on the executive board of the Committee on the Status of Women in Medicine at the Yale School of Medicine.

# Staff

This year, a Postdoctoral Associate (i) oversaw and coordinated office programs and initiatives, (ii) managed the WFF's informational resources, (iii) operated all WFF communications and (iv) provided research support for WFF leadership. The WFF receives managerial and administrative support from NANCY GENGA, business manager, and from NICOLE CHARDIET, operations manager.

## Gender Equity and Policy Postdoctoral Associate

TALYA ZEMACH-BERSIN received her Ph.D. in American Studies from Yale University in 2015 with a Certificate in Women's, Gender, & Sexuality Studies. Her research bridges domestic and international histories and focuses on the relationship between gender, U.S. global power, education, and the social sciences. She was awarded the Yale University Prize Teaching Fellowship in 2012 and the John Addison Porter Dissertation Prize in 2016.



## Membership

Women Faculty Forum has nearly 2000 members comprising women faculty across all of Yale's professional schools and the Faculty of Arts and Sciences and affiliates in the larger academic community. Members subscribe to the weekly newsletter that highlights events and resources on gender equity and scholarship on women. New members can request to be added to the WFF membership list by emailing [wff@yale.edu](mailto:wff@yale.edu).

# Steering Committee

The Steering Committee leads WFF initiatives. Members meet once a month.

[JULIA ADAMS](#), Professor, Sociology and International & Area Studies

[INDERPAL GREWAL](#), Professor, Women's, Gender, and Sexuality Studies

[VALERIE HORSLEY](#), Assistant Professor of Molecular, Cellular, and Developmental Biology

[PAULA KAVATHAS](#), Professor of Laboratory Medicine, and Immunobiology, Yale School of Medicine

[SHIRLEY MCCARTHY](#), Professor of Diagnostic Radiology and Obstetrics & Gynecology, Yale School of Medicine

[PRIYAMVADA NATARAJAN](#), Professor of Astronomy and Physics

[CATHERINE PANTER-BRICK](#), Professor Anthropology, Health & Global Affairs

[JUDITH RESNIK](#), Arthur Liman Professor of Law, Yale Law School

[JODY L. SINDELAR](#), Professor and Chair, Division of Health Policy and Administration, School of Public Health

[JOAN A. STEITZ](#), Sterling Professor of Molecular Biophysics and Biochemistry

[MEG URRY](#), Israel Munson Professor of Physics and Astronomy

[LAURA WEXLER](#), Professor of American Studies and Women's, Gender, and Sexuality Studies

## Council

The Council meets twice a semester.

[VIKKI ABRAHAMS](#), Associate Professor of Obstetrics, Gynecology, and Reproductive Sciences, School of Medicine

[MICHELLE ADDINGTON](#), Hines Professor of Sustainable Architectural Design, School of Architecture

[CAROL CARPENTER](#), Senior Lecturer & Associate Research Scientist, School of Forestry and Environmental Studies

[SUSAN GIBBONS](#), University Librarian

[MARGARET HOMANS](#), Professor of English and Women's, Gender, and Sexuality Studies

[NANCY RUTHER](#), Visiting Fellow in Higher Education and International Affairs at the MacMillan Center for International and Area Studies

[LISA WALKE](#), Associate Professor of Medicine, Yale School of Medicine

[VESLA WEAVER](#), Assistant Professor Political Science and African American Studies

[AMY WRZESNIEWSKI](#), Associate Professor of Organizational Behavior, School of Management



# Programs, Projects & Advocacy

## Opening Reception

The Yale Women Faculty Forum hosted its 15th annual Fall Opening Reception on Wednesday, September 30th, in the President's Room at Woolsey Hall. We inaugurated the new year and welcomed new women faculty members. The event featured remarks from WFF Chair Paula Kavathas who introduced members of our leadership team and described current projects. Remarks were also given by Dean of the Faculty of Arts and Sciences Tamar Gendler and Deputy Provost for Faculty Development and Diversity Richard Bribiescas.



WFF Chair Paula Kavathas, Council members Susan Gibbons and Vikki Abrahams, and Steering member Inderpal Grewal

# Portrait of Yale's First Women Ph.D.'s

On April 5th, a new portrait was added to the walls of Sterling Memorial Library: that of the first seven women to earn Ph.D.'s at Yale. Not only does the portrait highlight an important event in the history of coeducation, but it is the first portrait of women to be on public display in Sterling. We welcomed nearly 200 people to the Sterling Library to celebrating the unveiling. Prior to the reception, a lecture was given by the artist of the painting, Brenda Zlamany and Yale's Chief Research Archivist Judith Schiff. Afterward, the audience gathered by the painting in the nave for remarks from WFF Chair and Portrait Project Co-chair Paula Kavathas, Dean of the Graduate School Lynn Cooley, Portrait Project Co-chair Laura Wexler, and President Peter Salovey.

On Saturday June 4th, the WFF offered a lecture about the new portrait and the history of graduate coeducation for Yale's Alumni Weekend given by Paula Kavathas, WFF Postdoctoral Associate Talya Zemach-Bersin, and Brenda Zlamany.

The seven women in the portrait (Cornelia H.B. Rogers, Sara Bulkley Rogers, Margaretta Palmer, Mary Augusta Scott, Laura Johnson Wylie, Charlotte Fitch Roberts, and Elizabeth Deering Hanscom) graduated in 1894, two years after the Graduate School opened its doors to women. They were truly pioneers. Five joined the faculty at women's colleges: Smith (Elizabeth Hanscom, Mary Scott), Vassar (Cornelia Rogers, Laura Wylie), and Wellesley (Charlotte Roberts). Margaretta Palmer worked at the Yale observatory as an astronomer, and Sara Rogers was a political scientist and writer of fiction.

The portrait unveiling represents the effort by the WFF to diversity iconography on campus to better reflect the diversity among students, staff, and faculty. This coming year the WFF will commission a portrait of Otelia Cromwell, the first African American woman to earn a Ph.D. at Yale (1926).



Painting by Brenda Zlamany, 2015

From Left: Cornelia H.B. Rogers (Romance Languages and Literatures)

Sara Bulkley Rogers (History), Margaretta Palmer (Mathematics)

Mary Augusta Scott (English), Laura Johnson Wylie (English)

Charlotte Fitch Roberts (Chemistry), Elizabeth Deering Hanscom (English)

# Lectures

## Eileen Pollack, “The Only Woman in the Room: Why Science is Still a Boy’s Club.”

The WFF partnered with Women in Science at Yale (WISAY) to welcome author Eileen Pollack to Yale to deliver a lecture on the challenges facing women in the sciences. Author of *The Only Woman in the Room: Why Science is Still a Boys’ Club*, Eileen Pollack is the director of the Masters of Fine Arts Program at the University of Michigan. Nearly two hundred students, postdocs, and professors from the STEM fields gathered to learn about Pollack’s research, which builds on her personal experience as an undergraduate physics major at Yale. Social and cultural forces, combined with an often hostile educational climate, Pollack argues, can alienate women from careers in the sciences. Pollack suggested tactics for creating more humane work and learning environments, for eliminating gender bias at all levels of society, and for offering support and mentoring to women in the STEM fields.



Paula Kavathas, Eileen Pollack, and Meg Urry



## Phumzile Mlambo-Ngcuka, “Gender and Violence: Time for Coordinated Global Action.”

We were honored to host a talk by Dr. Phumzile Mlambo-Ngcuka entitled “Gender and Violence: Time for Coordinated Global Action” on Nov. 6th, 2015. Dr. Phumzile Mlambo-Ngcuka is the United Nations Under-Secretary-General and Executive Director of UN Women. A longtime champion of women’s rights, Dr. Mlambo-Ngcuka was actively involved in the struggle to end apartheid in her home country of South Africa. Violence against women, Dr. Mlambo-Ngcuka explained, is one of the most dehumanizing forms of discrimination. She urged Yale University to share best practices, produce lawyers that understand issues of violence against women, and to generate scholarship on how best to create a culture of zero tolerance. The successful event was presented in coordination with the “16 Days of Activism Against Gender-Based Violence” international campaign and was co-sponsored by the MacMillan Center’s Colloquium on Violence, Intervention, and Agency.



# Annual WFF and WISAY Luncheon for Women in STEM

The WFF and Women in Science at Yale (WISAY) held our third annual career luncheon for female graduate students, postdocs, and faculty in the STEM fields. The event was once again a tremendous success. Luncheons were held in two locations, one at the Medical School's Cohen Auditorium and the other in the Hall of Graduate Studies on main campus. Over 150 women attended the event and discussed topics including career development, networking, managing collaborations, prioritizing responsibilities, and career and family.



# Advocacy

## Childcare Initiative & Meeting

The WFF is exploring options for increasing childcare on the central campus. Toward that goal, WFF steering and council met with Deputy Provost for Academic Resources J Lloyd Suttle, Yale's Chief Architect George Zdru, Manager of Yale WorkLife and Child Care Programs Susan Abramson, and Yale's Chief Diversity Officer Deborah Stanley-McAulay, to discuss childcare needs and goals on central campus.

## UWC Procedures Meeting

The WFF played a critical role in the formation of the University-Wide Committee (UWC). The report we released in 2009, "Report of the Yale University Women Faculty Forum Council on Sexual Misconduct at Yale," was foundational. Last year, there were changes to the UWC procedures based on a committee review. Members of the WFF met with Stephanie Spangler (Title IX Coordinator, Deputy Provost for Health Affairs & Academic Integrity), Nicole Gelfert (Title IX Program Manager), and Jason Kilheffer (Director of Academic Integrity Programs) to discuss changes to the UWC procedures.

## Policy Initiatives

To support equal co-parenting, the WFF recommended that both members of a faculty couple receive a one-year tenure clock extension for the birth or adoption of a child. We also recommended that parents that give birth to a child with a major disability be eligible for extended leave on a case-per-case basis.

## Diversity Initiative

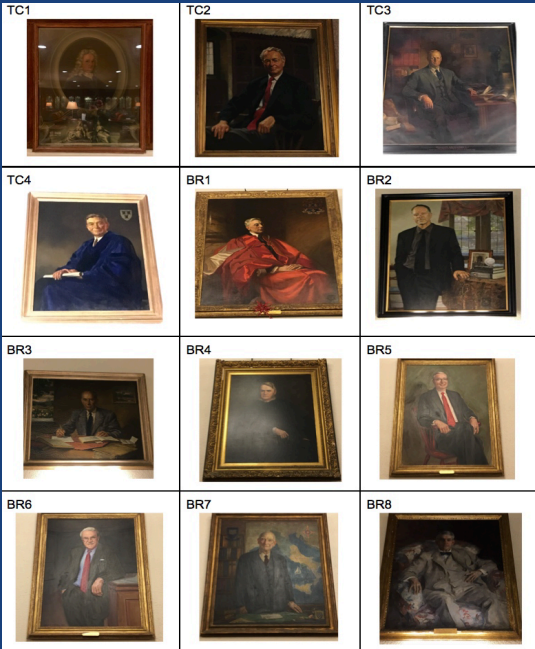
WFF, in partnership with Status of Women in Medicine Committee (SWIM), advocated for greater diversity in the composition of faculty constituting three key committees of the Yale Medical Group (YMG) governing structure. Two of the three committees had no women. We prepared a binder of women willing to serve with their qualifications. Now, all three committees are at least one-third women.

# Research

## Iconography Database

Building on the WFF’s ongoing interest in representations of gender and diversity in campus iconography, this year we created an extensive visual database of portraiture. We documented portraiture in each undergraduate residential college, the Sterling Memorial Library, Woolsey Hall, Sterling Hall of Medicine, Yale Divinity School, Payne Whitney Gym, and 320 York Street. The WFF shared this database with the Yale Public Arts Committee.

Of the 258 portraits collected, only 28 – ten percent – depict women. This research highlights the need for diversifying iconography and for ensuring that women are granted equal representation as artists.





# Website, Newsletter & Facebook Page

We use our [website](#) to not only give information about WFF initiatives and history but also to direct the Yale community to on-campus resources and information. You can find research summaries about Yale's policies, listings of childcare services, and much more at [wff.yale.edu](http://wff.yale.edu).

The [newsletter](#) is a space to share information about nearby events that are relevant to gender, diversity, and higher education. Our subscriber list of 2000+ community members learns about important Yale events, WFF opportunities, lectures, and more. Beginning this year, we added a new section to the newsletter to acknowledge women faculty who have been granted awards or notable recognitions such as election to a prestigious society. To join the newsletter, email [wff@yale.edu](mailto:wff@yale.edu).

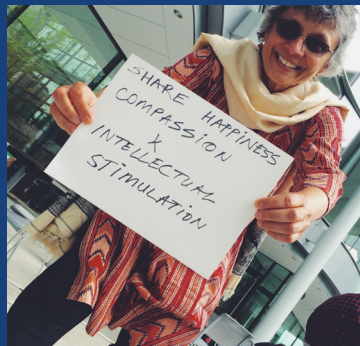
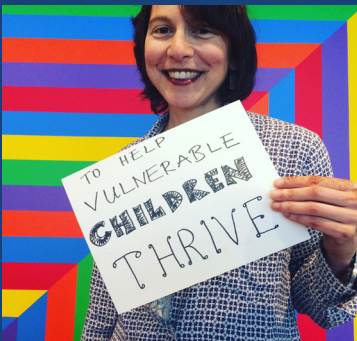
[Facebook](#) allows us to share articles, news items, and important information about gender at Yale with our followers. Popular posts included Public Voices Fellowship pieces, news articles about gender in academia, and updates on WFF projects. You can check these and other posts out at [facebook.com/YaleWFF](https://facebook.com/YaleWFF).

# Public Voices Fellowship

The Public Voices Thought Leadership Fellowship at Yale is an opportunity for twenty fellows to work intensively with journalists from the OpEd Project to increase their influence and contribution to public debate. Fellows are primarily but not exclusively women and underrepresented minority scholars of all genders. The program consists of four full-day interactive seminars that are designed to expand thinking, amplify the reach of faculty expertise, and generate concrete results in the form of op-eds and other popular news media publications. Fellows are assigned individual mentors and are given access to a national network of editors, mentors, and media experts to help their scholarship and expertise contribute to public discourse.

Fellows enjoyed great successes this year. The group published over 75 op-eds to date in such sources as *Time*, *CNN*, *The Washington Post*, and the *Boston Globe*, resulting in opportunities to participate in TV interviews and radio shows, to participate in national committees, to partner with well-known thought leaders, and to become regular contributors to popular news media. A complete list of publications can be found at [wff.yale.edu](http://wff.yale.edu).

This year financial support for the Public Voices Thought Leadership Fellowship was generously provided by the MacMillan Center for International and Area Studies, the School of Medicine, the School of Management, and the Women Faculty Forum.



## Public Voices Thought Leadership Fellows 2015-2016

LAURA BARRACLOUGH, Assistant Professor of American Studies

HEIDI BROOKS, Senior Lecturer, School of Management

SUSAN BUSCH, Professor of Public Health; Chair of Department of Health Policy and Management

CORDELIA CARTER, Assistant Professor of Orthopaedics and Rehabilitation

ANEES B. CHAGPAR, Associate Professor in Department of Surgery

ZOE CHANCE, Assistant Professor of Marketing, Yale School of Management

JOAN COOK, Assistant Professor of Medicine

NICOLE HAWLEY, Assistant Professor of Epidemiology, Yale School of Public Health

ALBERT SERGIO LAGUNA, Assistant Professor of Ethnicity, Race & Migration and American Studies

LAURA J. MORRISON, Associate Professor of Medicine

CHRISTINE NGARUIYA, Assistant Professor of Global Health and International Emergency Medicine

DEEPTI PRADHAN, Senior Research Analyst for Yale Office of Development

LIANE PHILPOTTS, Professor of Diagnostic Radiology and Chief of Breast Imaging

LYNNE REGAN, Professor of Molecular Biophysics and Chemistry

ANNA REISMAN, Associate Professor of Medicine; Director of the Program for Humanities in Medicine

MARJORIE ROSENTHAL, Associate Research Scientist in the Division of General Pediatrics

MERCEDITAS S. VILLANUEVA, Director of the HIV/AIDS Program; Associate Professor of Medicine

MARNEY WHITE, Professor of Psychiatry and Chronic Disease Epidemiology

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