

HUNTER

The City University of New York

GEP News

Vita Rabinowitz, GEP Co-Director, has been named Provost of Hunter College.

Jana Sládková, GEP, joined the team as GEP Coordinator in July 2007. Jana recently received her Ph.D. in Social Personality Psychology at the Graduate Center.

Annemarie Nicols-Grinenko, Provost's Office and GEP, gave a workshop on *The Importance of a Circle of Advisors* at the 2007 Annual Meeting of the Academy of Management on August 4, 2007.

Monica Hopenwasser, GEP, graduated from Hunter's MFA program in Integrated Media Arts in May 2007. She screened her video documentary *Remembering A Place I've Never Been*, which explored transmissions of trauma in relation to the Holocaust legacy through grandchildren of Holocaust survivors.

Neepa T. Maitra, Physics and Astronomy, has been named a Cottrell Scholar and will receive a \$100,000 award to further her research and teaching. Her research is on strong field dynamics of atoms and molecules in time-dependent density functional theory.

Regina Miranda, Psychology, received a grant from the APA Office of Ethnic Minority Affairs to examine culture-specific predictors of suicidal behavior among young adults of ethnically diverse backgrounds.

Marianna Pavlovskaya, Geography, was first author on a 2007 chapter on feminism and geographic information systems in *Geography Compass*, 1, 583-606. She has two chapters appearing in the *International Encyclopedia of Human Geography* and a chapter in *Research Methods in Geography: A First Course*.

GEP Highlights

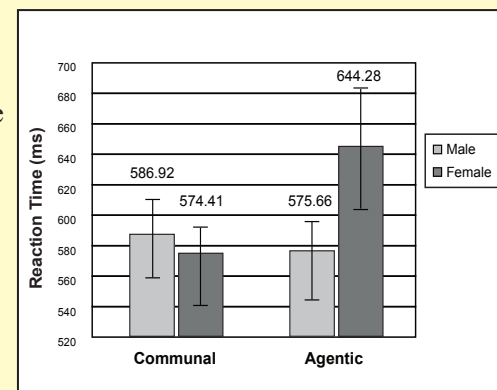
The GEP accepted 6 female scientists from College of Staten Island, John Jay College of Criminal Justice, and City College into its newly funded program on comprehensive grant-writing assistance. These women scientists are applying for federal funding for the first time, or applying for funding in a new area. They participated in a GEP grant writing assistance seminar on August 20, 2007 and received a course release for the fall semester to draft their proposals with individualized help from the GEP and experts in their scientific areas. The program will be offered again in the spring 2008. For more information and an application, go to <http://www1.cuny.edu/academics/research-scholarship/gep/gep-grant.html>

The GEP is offering a series of professional development workshops for male and female junior faculty in the sciences. The first workshop, on Friday, September 28, 2007 will address various topics, including *Building a Circle of Advisors*, *Time Management*, and *Tenure and Promotion*. During the second event, on Friday, October 12, 2007, the participants will explore issues concerning *Attending and Speaking at Conferences*, *Publishing and Handling Rejection*, and *Grant Writing*. The concluding workshop, on Friday, January 8, 2008, will deal with, among other topics, *Student and Assistant Management*, *Negotiating Authorship Credit*, and *Ensuring a Voice for Women and Minorities*. For more information, eligibility, and application for the Spring 2008 series, go to <http://www1.cuny.edu/academics/research-scholarship/gep/gep-workshop.html>

Highlight on Research: *Female first, leader second?* *Gender bias in the encoding of leadership behavior*

Scott and Brown (2006) presented people with identical behaviors performed by men and women and had them perform a lexical decision task that indicated how easily the respondents fit the behavior into their own established ideas – their prototype – of leadership. Results showed that:

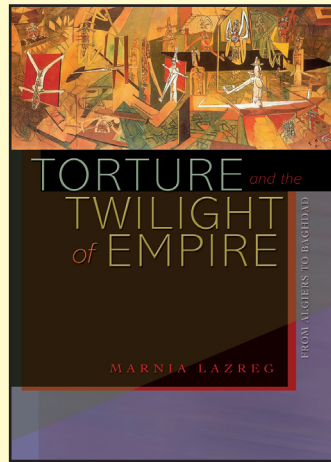
- Recognition of leadership behaviors thought of as communal – such as granting sick leaves, communicating openly and being honest – were equally fast whether the leader was male or female (see figure).
- However, participants took longer to interpret a woman's agentic or task-oriented behavior – such as working late, fighting for resources, or pushing a team to be Number 1 – as showing leadership (see figure).
- Participants were also more likely to describe themselves as having leadership traits when exposed to a male task-oriented leader.



This study suggests that the same behaviors carried out by male and female leaders are perceived differently and can influence how people see themselves. It also suggests that gender bias in leadership may emerge quite early during information processing.

Scott, K. & Brown, D. (2006). Female first, leader second? Gender bias in the encoding of leadership behavior. *Organizational Behavior and Human Processes*, 101, 230-242.

Marnia Lazreg, a Professor in the Sociology Department and associate in the GEP Sponsorship Program, has a new book coming out in November 2007. *Torture and the Twilight of Empire: From Algiers to Baghdad*, which will be published by Princeton University Press (<http://press.princeton.edu/titles/8524.html>), looks at the intimate relationship between torture and colonial domination through a close examination of the French army's coercive tactics during the Algerian war of 1954-1962. By tracing the psychological, cultural, and political meanings of torture at the end of the French empire, the book also sheds new light on the United States and its recourse to torture in Iraq and Afghanistan. Dr. Lazreg also published a chapter on consequences of political liberalization and socio-cultural mobilization for women in Algeria, Egypt, and Jordan in Anne Marie Goetz, ed. *Governing Women: Women's Political Effectiveness in Contexts of Democratization and Governance Reform*, Routledge. She also published an article on Fanon and the French counter-revolution in *Journal of the Sociology of Self-Knowledge*, fall 2007.



Joan C. Tronto, *Political Science*, served as a senior Fulbright Lecturer in jurisprudence at the University of Bologna from February-June 2007. Tronto taught a course on gender, feminism, and ethics, and lectured widely throughout Europe, at universities in Italy, the Netherlands, and France during her tenure. During summer 2006, Tronto was the Maria Goeppert Mayer Guest Professor at Georg August University in Goettingen, Germany. Named for Nobel laureate Maria Goeppert Mayer, the program brings international scholars in women's gender studies to German universities. In 2007, Tronto also published a co-authored article on the genders of citizenship in *American Political Science Review*, 101, 33-46.

Sex Comparisons in the Sciences

The Satisfaction Gap: Implications for Women in Science, Technology, Engineering, and Math (STEM)

The Collaborative on Academic Careers in Higher Education (COACHE), a research project headed by Dr. Cathy Trower at the Harvard School of Education, surveyed 6,000 tenure-track faculty from 56 universities about their job satisfaction. There were 587 STEM female faculty and 1,222 STEM male faculty in the sample.

On tenure factors, STEM women were significantly less satisfied with:

- The clarity of tenure prospects
- Expectations of them as a scholar
- Expectations of them as an advisor
- Information received about tenure

STEM women were also significantly less satisfied than STEM men with:

- Treatment of junior faculty in their departments
- Opportunities to collaborate with senior colleagues
- How they are expected to spend their time
- The number of courses they teach
- What is expected of them as a researcher
- The amount of time they have for research
- The amount of external funding expected
- Access to TAs and RAs

Chairs can improve the experience of faculty by establishing an inclusive culture, discussing criteria for tenure at the time of hire, encouraging senior faculty to mentor junior faculty, and allowing women and men to say "no" to service.

Elizabeth Harmon, *Anthropology*, was invited by Richard Leakey to be a speaker at the annual Stony Brook Symposium on Human Evolution. This year's workshop focuses on the evolution of the early hominid genus *Australopithecus*.

Nancy Foner, *Sociology*, organized *Recreating Cultural Identity: Immigrants and the Shaping of New York's Artistic Melting Pot*, selected as an event in Immigrant History Week, sponsored by the Mayor's Office of Immigrant Affairs. In November, she will deliver two keynote addresses on immigration, race and ethnicity: The John V. Cunningham lecture at the New Jersey Historical Commission's annual conference and the Inaugural Evelyn Kanter lecture at Old Dominion University.

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