



## HUNTER

The City University of New York

### GEP News

**Virginia Valian**, Psychology and GEP, received the Betty Vetter Award for Research from The Women in Engineering Programs and Advocates Network (WEPAN). Valian was described as “a nationally recognized scholar, whose work on gender schemas has enormous theoretical and practical value. She is best known for her ability to articulate remedies for inequity in ways that are useful to those who suffer from inequity, as well as those responsible for eliminating it.”

**Margaret Chin**, Sociology, was quoted on the nature of skilled immigrants in a May 8th, 2006 Wall Street Journal article on immigration. Chin states that so long as skilled immigrants (even the undocumented) can earn higher wages in the US than in their countries of origin—they will continue to come to the US.

**Dana Draghicescu**, Mathematics and Statistics, received a New Investigator Award from the American Statistical Association (ASA) to present a poster on space-time maps of risk for air pollution at the ASA conference on Radiation and Health, Monterey, CA, June, 2006.

**Marianna Pavlovskaya**, Geography, received a Teaching Fellowship from the Social Science Research Council's Eurasia Program to support the creation of original and innovative course curricula for *After the Future: Geography of Post-Socialist Russia, Central Asia, and the Caucasus*.

**Karen Phillips**, Chemistry, received the 2006 Hunter College Presidential Award for Excellence in Teaching (full-time).

**Pamela Stone**, Sociology, and two Baruch colleagues, Janet Gornick and Karen Lyness, received a \$40,000 CUNY Collaborative Incentive Research Grant for their project, *Workplace Flexibility in Comparative Perspective*. They will examine access to and use of flexible work arrangements and their implications for job satisfaction and work-family balance.

### GEP Highlights

Over the past three years, the GEP has worked with the Office of Facilities Management and Planning (OFM&P) to improve the tracking of responses to work order requests. Thanks to the combined efforts of Andrew Silver, Campus Planning and Development Manager, Office of the VP for Finance and Administration; Michael Boydston-White, OFM&P Administrative Superintendent; Danny Velez, OFM&P Executive Director; and the GEP, the college now conducts quarterly gender analyses of its time-to-completion data.

Through the efforts of the GEP and the Offices of the Provost and the Deans, Hunter College now has a template for offer letters. The GEP recently compared letters written for science faculty before and after the template was available. We found that the overall amount of information provided in offer letters, as well as the amount of information in women's offer letters relative to men's, showed improvement. For example, in 2005, 33% of all offer letters discussed lab or office space, up from 22% in previous years. This change was even more pronounced for women, rising to 33% in 2005 from only 13% in previous years.

The GEP welcomes four new associates into its Sponsorship Program: Erica Chito Childs, Sociology; Regina Miranda, Psychology; Karen Phillips, Chemistry; and Sangeeta Pratap, Economics. They join the 26 accomplished women scientists who have already participated in the program.

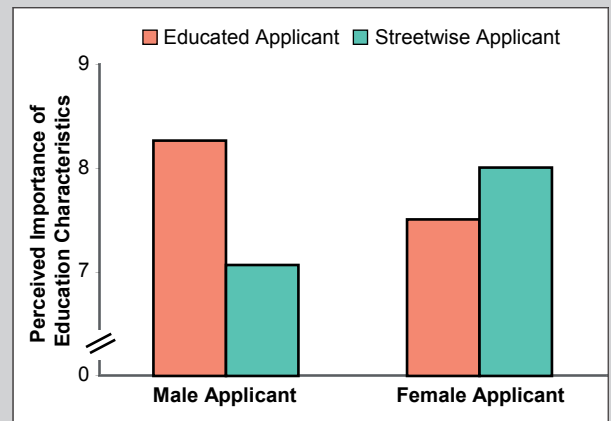
The GEP has new data about how to run a successful faculty development program. For example, the number of face-to-face meetings and the number of phone calls (but not the number of emails) between associates and their sponsors predict the number of external grants submitted by the associates and the number of external grant proposals that are funded.

### Highlight on Research

#### Evaluators define “what it takes to do the job well” to fit the credentials of the person they want to hire

Uhlmann and Cohen (2005) asked people to evaluate a written description of either a male or a female candidate for the stereotypically male job of police chief. Evaluators rated the strength of the applicant on streetwise (e.g., tough, risk taker) and educated (e.g., well educated, has administrative skills) characteristics. They then rated the importance of each streetwise and education characteristic to success as a police chief.

- When considering an educated male applicant for the job of police chief, participants inflated the importance of education; when considering a male applicant who was streetwise rather than educated, participants devalued the importance of education. This favoritism did not extend to female applicants. Favoritism toward male applicants was greater among participants who perceived themselves as highly objective.
- When participants were required to commit to a set of hiring criteria before learning the applicant's gender, gender discrimination was eliminated.



Uhlmann, E. L., & Cohen, G. L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science*, 16, 474 - 480.

For abstracts of more articles visit <http://hunter.cuny.edu/genderequity/equitymaterials.html>



**N**eepa Maitra, an Assistant Professor in the Physics Department and associate in the GEP Sponsorship Program, has received a five-year \$536,584 National Science Foundation CAREER Award to develop accurate functionals for use in time-dependent density functional studies of electronic excitations and dynamics in systems of chemical interest. The research affects our understanding of strong-field calculations, photo-ionization, and linear response phenomena. Maitra will also study the effects of electron interaction on

quantum chaotic properties of electronic systems such as quantum dots. The work will have a broader impact on our understanding of chemical systems. The research will include women and underrepresented minority groups.



**T**racy Dennis, an Assistant Professor in the Psychology Department and associate in the GEP Sponsorship Program, has received a five-year, \$820,000 Mentored Research Scientist Development Award from the National Institute of Mental Health. This grant provides support for advanced training and research to identify brain activity in children that will predict one of the most important skills developing during early childhood: emotion regulation, or the ability to control emotions in order to meet goals and cope with emotional challenges. Findings will increase

knowledge of brain-behavior correspondences related to emotion and aid in the development of screening and prevention techniques for children at risk for emotional problems.

**Juan Battle**, *Sociology*, received a two-year \$345,000 grant from the Ford Foundation for his project, *African-American Sexuality in the United States*. The research will assess what is known about African-American sexuality and examine cultural assumptions about racial and sexual categories.

**Eva Bellin**, *Political Science*, was named a 2006 Carnegie Scholar and was awarded \$100,000 for her research project, *Arbitrating Identity: High Courts and the Politics of Islamic-Liberal Reconciliations in the Muslim World*. Bellin was one of 20 scholars chosen by the Carnegie Corporation to study issues related to Islam and the modern world.

**Steven Greenbaum**, *Physics*, received a \$250,000 instrument grant from the Office of Naval Research to purchase a solid state nuclear magnetic resonance spectrometer. The new spectrometer will advance Greenbaum's research evaluating new materials for energy storage devices including lithium batteries, fuel cells, and supercapacitors.

**Benjamin Ortiz**, *Biological Sciences*, whose lab is funded by two 5-year grants from the NIH and NSF, recently discovered a series of gene regulatory DNA sequences whose function may help improve the development of gene therapy approaches to treating disease. Two Hunter undergrads from his lab, Martina Kucerova and Karl Erhard, entered Ph.D. programs this year, and the lab's first Ph.D. graduate, Dr. Faith Harrow, is now a postdoc at the NIH.

Faculty Development Workshops – Fall 2006

The Provost's Office is co-sponsoring four workshops for Hunter faculty this semester.

**Tenure and Promotion**

(co-sponsored by the Gender Equity Project)

September 27, 2006, 1:00–3:00 pm; lunch will be served  
Participation is limited to the first 25 respondents  
For information and registration email [gender.equity@hunter.cuny.edu](mailto:gender.equity@hunter.cuny.edu)

**IRB Symposium: Issues in Research with Human Participants**

(co-sponsored by the Hunter IRB)

October 5, 2006, 10:00 am–2:00 pm; lunch will be served  
Participation is limited to the first 50 respondents  
For information and registration email [mgalinde@hunter.cuny.edu](mailto:mgalinde@hunter.cuny.edu)

**Grant Writing: NIH and NSF**

(co-sponsored by the Gender Equity Project)

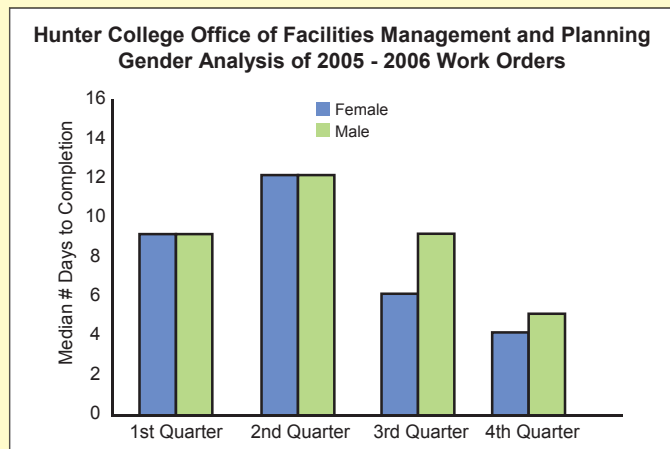
October 18, 2006, 1:00–3:00 pm; lunch will be served  
Participation is limited to the first 30 respondents  
For information and registration email [gender.equity@hunter.cuny.edu](mailto:gender.equity@hunter.cuny.edu)

**Non-traditional Sources of Research Funding**

(co-sponsored by the Faculty Delegate Assembly)

November 29, 2006, 1:00–3:00 pm; lunch will be served  
Participation is limited to the first 30 respondents  
For information and registration email [fda@hunter.cuny.edu](mailto:fda@hunter.cuny.edu)

Sex Comparisons at Hunter



Hunter's Office of Facilities Management & Planning conducts quarterly gender analyses of work order requests. During 2005–2006, there were no significant differences between the genders in the number of days to completion in Quarters 1, 2, or 4. There was a significant difference in Quarter 3; this difference was eliminated when we controlled for the type of labor required.

To learn more, visit [www.hunter.cuny.edu/genderequity/benchmarks.html](http://www.hunter.cuny.edu/genderequity/benchmarks.html)