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 Boydstun-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.


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

Tracy 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.

GEP Spotlights

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

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

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

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

Sex Comparisons at Hunter

Hunter College Office of Facilities Management and Planning
Gender Analysis of 2005 - 2006 Work Orders

- Female
- Male

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Female</th>
<th>Male</th>
<th>Median # Days to Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Quarter</td>
<td>4</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>2nd Quarter</td>
<td>4</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>3rd Quarter</td>
<td>4</td>
<td>4</td>
<td>12</td>
</tr>
<tr>
<td>4th Quarter</td>
<td>4</td>
<td>4</td>
<td>16</td>
</tr>
</tbody>
</table>

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

Be a part of our Spring 2007 newsletter. Submit your news by December 15, 2006. Email: gender.equity@hunter.cuny.edu