



GEP REVIEW

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GEP News

Vita Rabinowitz, *Acting Provost and GEP*, will discuss institutional changes that have resulted from Hunter's NSF ADVANCE award during the *Transforming Academic Science and Engineering, Advancing Women Faculty* session at the American Council on Education's 89th annual meeting in Washington, DC, February 10 – 13, 2007.

Virginia Valian and Annemarie Nicols-Grinenko, *Psychology and GEP*, offered a 3-hour workshop, *Advancing your academic career: How to get the job you want* on November 8, 2006. This was the inaugural event of CUNY's new Postdoctoral Program.

Erica Chito Childs, *Sociology*, was one of only 6 faculty CUNY-wide to be awarded a fellowship from the 2007 CUNY Faculty Fellowship Publication Program. Childs will use the award to begin an ethnography of the race and gender dynamics in two New York City kindergarten classrooms.

Margaret Chin, *Sociology*, received an honorable mention in the Thomas and Znaniecki Book Award from the American Sociological Association's International Migration Section and an award from the Chinese section of the Coalition for Labor Union Women for her book, *Sewing Women: Immigrants and the New York City Garment Industry*.

Rupal Oza, *Geography and Women's Studies*, published a new book, *The Making of Neoliberal India: Nationalism, Gender, and the Paradoxes of Globalization*, which uses the discourses of identity and belonging in 1990s India to explain how cultures of neoliberalism become dominant.

GEP Highlights

The GEP and the Provost's Office conducted a survey of natural and social science faculty. While Hunter is doing well on many measures of gender equity (e.g., the number and percentage of women scientists at all academic ranks and in leadership positions), the survey revealed more subtle gender differences in the sciences. The GEP will present the results of the survey at a meeting of the science faculty on February 14, 2007.

GEP Co-Director Virginia Valian has been interviewing successful scientists to determine the "hallmarks of success" in science disciplines. She has discovered that there is overwhelming consensus on at least one point: the importance of attending conferences throughout one's career. The GEP has prepared a brochure that summarizes the benefits of attending conferences and provides techniques for making the most of conferences. The brochure is posted on the GEP website.

The GEP has produced a video to assist in its efforts to sustain the Sponsorship Program once NSF funding ends. In addition to presenting an overview of how the program works, the video offers clips of women scientists discussing their research and the ways in which they, and their students, have benefited from the program. The video is posted on the GEP website.

GEP Receives New NSF Grant to Offer Workshops CUNY-wide

The GEP was recently awarded a new 3-year \$500K grant from the NSF. GEP Co-Director and Distinguished Professor Virginia Valian is PI on the grant. Co-PIs include Hunter College President Jennifer Raab, CUNY Executive Vice Chancellor for Academic Affairs and University Provost Selma Botman, GEP Co-Director and Acting Provost Vita Rabinowitz, and GEP Director of Programs and Research Annemarie Nicols-Grinenko.

The GEP will partner with CUNY's central administration on two initiatives that will involve 8 CUNY campuses: 1) A series of **professional development workshops for junior faculty (male and female) in the sciences** will address the techniques, skills, strategies, and knowledge necessary for professional success. The workshops will integrate material on the impact of gender and race on careers of faculty and discuss how to develop individual, institutional, and discipline-level solutions to the underrepresentation of women and minority-status scholars. 2) A **comprehensive grant-writing assistance program for women scientists** who are applying for federal funding for the first time, or who want to apply for funding in a new area. The program will provide a course release (funded by CUNY), along with individualized grant writing assistance from the GEP and experts in the scientific area of the proposal.

Information about applying to these programs will be posted on the GEP website and distributed to all eligible faculty within the next few months.



Pamela Stone, an Associate Professor in the Sociology Department and associate in the GEP Sponsorship Program, has a new book coming out in May 2007. *Opting Out? Why Women Really Quit Careers and Head Home*, which will be published by the University of California Press (<http://www.ucpress.edu/books/pages/10348.html>), addresses whether high-achieving, professional women who leave their careers to become full-time mothers are really *choosing* to abandon their careers to return home. Based on in-depth interviews with women who returned home after working as scientists and other professionals, Stone finds – contrary to

many media perceptions – that these women are not opting out, but are instead being pushed out of the workplace. *Opting Out?* outlines concrete ideas for redesigning workplaces to make it easier for high-achieving women and men to attain their goal of living rewarding lives that combine families and careers.

Lynn Chancer, *Sociology*, was given this year's Distinguished Scholar award by the Division on Women and Crime of the American Society of Criminology for contributions that have pushed the frontiers of feminist analysis in exciting new directions.

Godfrey Gumbs, *Physics*, has been named a CUNY Distinguished Professor in recognition of a lifetime of contributions to theoretical physics. In addition to being an extraordinarily active and productive scientist, Dr. Gumbs has made outstanding contributions to many College programs, including efforts to recruit and support minority students.

Makram Talih, *Mathematics and Statistics*, was awarded a New Researchers Fellowship by the Statistical and Applied Mathematical Sciences Institute, which allowed him to participate in the institute's program, *High Dimensional Inference and Random Matrices*.

Sex Comparisons in the Sciences

The Hunter College Science Faculty Survey

Together with the Provost's Office, the GEP surveyed faculty in the natural and social sciences during the Fall 2006 semester. Of 187 science faculty members, 88 completed the survey consent form and 59 completed the entire survey.

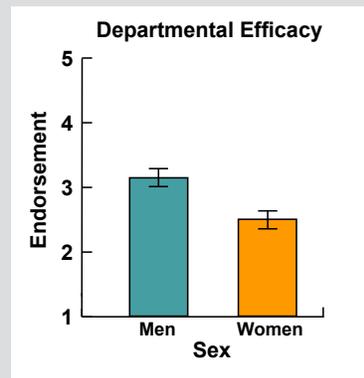
The pattern of results is extremely consistent. Compared to men, women report

- less control over what happens in their departments (Figure 1)
- less acceptance in their departments
- less collegiality in departments
- less recognition from their colleagues and chairs for their teaching, research, and committee work
- less satisfaction with the tenure and promotion process

Compared to men, women also

- are less identified with Hunter
- are more likely to report not knowing the rules and procedures for distributing departmental resources and responsibilities
- talk less about teaching with colleagues and chairs, but more with undergraduate students
- talk less about research with Hunter faculty, faculty outside Hunter, and doctoral students (Figure 2)
- ask colleagues less often to collaborate on research projects and grants
- are asked by colleagues less often to collaborate on research projects and grant

Figure 1



While Hunter is doing well on many measures of gender equity, hidden and subtle sex differences still appear to be a part of life in science departments at the College.

Figure 2

