Committee on the Status of Representation and Diversity

2014 Annual Report

This report was prepared by Sara McLaughlin Mitchell, acting as the chair of the ISA Committee on the Status of Representation and Diversity (members include Yahia Zoubir, Maria Herminia Tavares de Almeida, Christian Davenport, and Arturo Sotomayor). The report was submitted January 2014 for the 2014 Governing Council meeting in Toronto.

Full Report

The members of the Committee on the Status of Representation and Diversity met on April 3, 2013 in conjunction with the ISA Annual Convention. This report provides information about the issues discussed by the Committee and summarizes our recent activities.

Panels

The Committee has an allocation of two panels at the annual convention. We worked with other sections/groups/caucuses representatives to sponsor the following three panels for ISA 2014. At the 2014 meeting, we plan to discuss ideas for panels/roundtables for the 2015 conference.

TA39: Thursday 8:15 AM - 10:00 AM Roundtable

Women’s Work: The Gender Gap in International Relations Citation Practices

Sponsor(s): Committee on the Status of Representation & Diversity, Committee on the Status of Women

This roundtable looks both at the empirical evidence of a citation gap based on sex in the discipline and at the possible reasons why that citation gap exists. Panelists will discuss the primary problem of the citation gap and the secondary problem of how that citation gap influences career possibilities, potential for advancement, and the status of women in the field. The roundtable combines researchers on the citation gap issue, members of journal editorial boards, and journal editors to discuss the problem, and possible individual-level and journal-level solutions to the problem.

• Chair. Sabine Carey, University of Mannheim
• Part. Nils Petter Gleditsch, Peace Research Institute Oslo (PRIO)
• Part. Nazli Choucri, Massachusetts Institute of Technology
• Part. Daniel Nexon, Georgetown University
• Part. Laura Sjoberg, University of Florida

TB39: Thursday 10:30 AM - 12:15 PM Roundtable

Post-Tenure Mentoring Roundtable

Sponsor(s): Committee on the Status of Representation & Diversity, Professional Development Committee

Much of the focus in terms of mentoring has been on the pre-tenure stage of one’s career. However, those that are awarded tenure have little guidance on how to continue a successful career post-tenure (Wolf-Wendel 2012), a topic that has been given increasing attention in The Chronicle of Education. Most institutions (which do provide mentoring) end formal mentoring programs once tenure is achieved, though faculty still struggle with anxiety and uncertainty about their role as faculty members, managing family/work balance, future administrative positions, etc. In order to better
serve ISA members professional development, this roundtable aims to help scholars navigate the mid-career stage by drawing on the wisdom of professors that have traversed this path.

- **Chair** Jennifer Ramos, Loyola Marymount University
- **Part.** Sara McLaughlin Mitchell, University of Iowa
- **Part.** Cecelia Lynch, University of California, Irvine
- **Part.** Patrick James, University of Southern California
- **Part.** Michelle Benson Saxton, University at Buffalo-SUNY

**TC39: Thursday 1:45 PM - 3:30 PM Roundtable**

- **Diversify or Die: Representation and Diversity in IR and Comparative Politics**
- **Sponsor(s): Committee on the Status of Representation & Diversity**

This will be a roundtable discussion debating the advantages of enhancing diversity within the discipline of international relations and comparative politics. The topics and contexts to be analyzed will be broad and varied, ranging from theoretical research to concrete policy applications and teaching techniques that touch upon key issues of representation and diversity. The roundtable aims to achieve three main goals. First to trigger a discussion on common themes among the various topics of diversity broadly defined. Second to start a conversation about best practices and strategies to foster greater institutional support for research focused on diversity. Finally, to raise awareness of the essential need to incorporate diversity into the discourse of our discipline, particularly as it relates to our understanding of citizenship, conflict, and institutions.

- **Chair** Arturo C. Sotomayor, Naval Post-Graduate School
- **Part.** Christian Davenport, University of Michigan
- **Part.** Mona Lena Krook, Rutgers University
- **Part.** Rose McDermott, Brown University
- **Part.** Aaron Belkin, Palm Center

**Issues**

**Identifying Members of Under-Represented Groups**

At the 2013 meeting, we examined the demographic questions that ISA uses for its membership. We provided feedback to ISA staff on ways to improve the categorization including unpacking non-academic affiliations more fully (e.g. NGOs, IGOs, government agencies, businesses, think tanks, independent scholars, and the military) and allowing for ISA members to choose multiple racial or ethnic groups. We suggested consulting the Political Handbook of the World, which offers options for every country/group. We also discussed ways to incorporate multiple forms of diversity such as sexual orientation, ideology, ethnicity, and gender.

**Working with Cooperating Organizations**

We discussed strategies for contacting other organizations to see how they measure diversity in their organizations.

**Workshop Grant Idea**

We talked about putting together a workshop grant proposal for scholars from different minority groups (e.g. African Americans. Latinos, Asians) where half of the day would be spent with members of one’s own group and the other half of the day would involve bringing the groups together to discuss strategies for recruiting members of the groups to ISA and for helping the groups network with each other. We will develop more concrete ideas at the 2014 meeting.