The members of the Committee on the Status of Women met on Tuesday, April 3, 2012 in conjunction with the 2012 ISA Annual Convention. This report provides information about the data collected by our Committee and summarizes short term and long term goals for the Committee.

I. Activities at ISA 2013 (Informational Item)

a. The Committee on the Status of Women Organized and Sponsored two panels at ISA 2013:

i. “Building a Career in a Gendered Discipline: Advice on Publication and Tenure,” which includes current women from a number of different places in the discipline talking about paths to success.

1. Abstract: Research has documented the "leaky pipeline" in the field of IR and the substantive and representational challenges that women often face as they navigate careers as scholars in the field. This panel looks to contribute to bucking that trend by providing advice about how to publish; how to make a tenurable (or, outside the US, promotable) record in teaching, research, and service; and strategies about the tenure application process. Women scholars from different places in their careers, different sorts of institutions, and different backgrounds will talk about tips for success in the field both from their experience and from their positions as journal editors, members of tenure and promotion committees, and tenure letter writers. Roundtable participants will give introductory talks and then field questions from the audience, hoping that their advice will be especially useful to junior women in the field but also generalizable.

2. Participants: Sandra McEvoy, Chair; Roundtable participants: Marijke Breuning; Brett Ashley Leeds, Katja Weber; Melissa Brown; Drucilla Barker; Mary McAleese

ii. “Where are the ‘Women’? Challenges of Data Collection about Gender diversity in ISA and the Profession,” which discusses the (often hidden) complexities of gender data collection.

1. Abstract: Where are the women? Research on gender and international relations has consistently asked the question "where are the women in global politics?" and disciplinary organizations are starting to ask similar questions about the scholars who study global politics. The Committee on the Status of Women at ISA has been exploring how to collect data on women in the profession, and understanding the sex-specific challenges of doing International Relations teaching and research. This panel intends to discuss data collection to date, challenges in that data collection, and expanding that data collection to ask questions like who and what are the women, rather than assuming the easy identification of such a category. In so doing, it intends to look forward to planning more data collection, and understanding sex and gender in the profession more deeply.

2. Participants: Marie-Joelle Zahar (Chair); Roundtable participants: Kathleen Mahoney-Norris; Meredith Sarkees; Cai Wilkinson; Kath Brown; Laura Sjoberg
b. Joint Reception with the Committee on the Status of Diversity and Representation in ISA, Wednesday, April 3, 6:45-7:45pm.

II. Changing ISA’s Gender Data Collection (Voting Issue)
   a. The Committee on the Status of Women proposes to add both “other” and “choose not to identify” categories to the ISA form for “gender” data collection. We suggest that to know about the status of women in the profession, it is important to know about who “the women” are rather than just what happens to women, and important to make it clear that self-identifying as male and female aren’t as simple as we often make them see. We hope to get the Governing Council’s endorsement to make these changes and bring ISA’s gender data collection into line with other organizations like the American Political Science Association (APSA) and the British International Studies Association (BISA).

III. Publishing ISA’s Gender Data (Voting Issue)
    The Committee on the Status of Women proposes publishing the gender data of women in the Association (both overall and disaggregated by section and career level) either on the ISA website or in the program of the Annual Meeting

IV. International Network on the Status of Women in Political Science (2 voting issues)
   a. Proposal (from Pippa Norris)
      This proposal seeks your support for launching a new international network on the status of Women in Political Science (WPS for short).

      The aims of the new network are to share knowledge, exchange experiences, develop professional codes of conduct, and advocate effective strategies designed to strengthen equal opportunities for women and men and gender balance in political science as a profession.

Why a new network? Background and overview

Recent decades have seen growing attempts to monitor the status of women and to promote gender balance within the political science profession. Caucuses, sections, taskforces, sub-committees, or standing groups have been established for this purpose both within the International Studies Association and in many similar national, regional and international professional associations of political scientists around the world.

These bodies have commonly focused on advocating gender equality and diversity policies concerning appointments, promotions, mentoring, and job security; monitoring the loss of women to the profession at certain stages, such as straight after PhD graduation (the ‘leaky pipeline’); analyzing work-life balance issues of maternity leave, child and family care, and problems of sexual harassment; promoting women’s representation within professional bodies, editorial boards, nomination and appointment committees, and professional meetings; and examining the status of research, teaching syllabi, research funding, and publications on women and politics, feminism, gender equality, and sexuality. Caucuses concerned about these issues engage women political scientists irrespective of their subfield. By contrast, specialist groups study gender politics as a sub-field of academic research.

Despite the growth of activities monitoring the status of women within political science in leading countries and regions, these efforts remain patchy around the globe, especially in many developing societies where political science is poorly institutionalized as a discipline. IPSA’s most recent survey estimates that, in countries where data is available, women are often around one third (34%) of the total membership in national political science associations, although this varies substantially (see Figure 1). The profession continues to lack a common international forum for exchanging information, comparing best practices, monitoring data, and endorsing standards.
PROPOSED FUNCTIONS OF THE NEW NETWORK
For these reasons, it is proposed to launch a new International network on the status of Women in Political Science (WPS for short).

In particular, it is proposed that the new network will develop a one-stop website which could serve the following functions:

- Share information about best practices from published reports and pool research on women and gender equality in political science;
- Exchange information about relevant events, meetings, and panels;
- Facilitate an interactive ‘Facebook’ forum, allowing ‘real-time’ discussions about effective strategies and policies;
- Encourage all national, regional and international associations of political science to establish and support a body responsible for these issues;
- Develop internationally-agreed professional codes of conduct for achieving gender balance that could be endorsed and adopted by political science associations;
- Host an online directory where individual scholars can post and update their contact details and research interests;
- Network scholars studying women/gender politics as an academic sub-field;
- Utilize interactive social media, such as crowdsourcing to facilitate online data collection, Facebook for interactive discussion, Youtube for recorded events, and Twitter feeds, for posting alerts and links.

ESTABLISHING THE STRUCTURE AND ORGANIZATION OF THE NEW NETWORK
To facilitate the network, it is proposed that:

- Several leading professional bodies (including APSA, IPSA, ECPR, LASA and the ISA) will be approached as founding partners asked to endorse the initiative and to provide seed funding of $5000 each to cover the costs of a graduate administrator and a professional website design (target funding of $20,000-$30,000);
- A Chair and an international Advisory Board will be established to supervise the network’s activities, appointed for the two-year period and corresponding electronically;
- A graduate part-time administrator, under the direction of the chair, will be responsible for designing and maintaining the website, gathering materials, coordinating inputs, communicating with national associations and national caucuses, moderating discussion forums, and promoting the network;
- National and regional political science associations will be invited to become members of the network, to contribute towards funding activities, and to nominate a representative on the Advisory Board, appointed for a two-year period and responsible for forwarding information to the online website and communicating with the network;
- Independent experts will be invited to contribute towards the network, drawing upon their own experiences and research;
- Individuals will be encouraged to post materials, links, and comments in moderated discussions on the network, especially via social media;
• Launch events will be planned to publicize the network, such as panels at professional conferences, in conjunction with existing meetings of caucuses, standing groups and sub-committees;
• The network will plan to mobilize support and raise funds during 2012, appoint the webmaster in November 2012, with the initial launch planned to go live in January/February 2013.

We hope that you could endorse this proposal and support this initiative.

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b. Endorsement (1st voting issue):
   i. The Committee on the Status of Women suggests that ISA endorse the creation of the International Network on the Status of Women in the profession as furthering its goals of studying and promoting diversity in the profession.

c. Become a sponsoring organization (2nd voting issue):
   i. The Committee on the Status of Women suggests that ISA (with several other organizations) become a founding partner in the International Network on the Status of Women in the profession, given that it furthers the organization’s goals of studying and promoting diversity in the profession.

V. Survey Research Ideas (Informational Item)
a. The Committee on the Status of Women (CSW) is exploring both doing survey research and finding ways to support research on:
i. The Status of Women in the field in a qualitative sense (what women’s experiences are, what they want and need, what they see as challenges and tools to address those)

ii. The Gender climates of departments in the field (in conjunction with the APSA Committee on the Status of Women and the SPSA Working Group on Women’s Experiences in the Field)

iii. Gendered citation practices in the field

Next year’s report will have concrete plans on these goals.