The members of the Committee on the Status of Women met at the ISA 2013 Annual Convention. This report provides information about the data collected by our Committee and summarizes short term and long term goals for the Committee.

**ISA 2014 Preconference Activities**

We organized a short course called “Pay It Forward: Women Helping Women in International Relations.” The substance of the proposal is:

**Proposed Activity**

The Committee on the Status of Women of ISA proposes to hold a one-day “short course” the Tuesday before ISA 2014 in Toronto (March 25) focusing on Women’s Professional Development.

**Justification**

The 2004 NSF-Funded APSA Task Force Report on Women’s Advancement in Political Science, consistent with a significant amount of research before and since, suggests that women are underrepresented across political science, and face challenges in teaching evaluations, publication, citations, tenure, and promotion (APSA 2004). The task force notes that those problems are particularly acute in four areas: a leaky pipeline, balancing work and family, institutional climates, and the culture of political science research (APSA 2004). Recent work finds gender salient in rank attainment (Hesli, Lee, and Mitchell 2012; Anonymous and Anonymous 1999), bargaining (Mitchell and Hesli 2013), editorial board invitations and service (Stegmaier and Palmer 2011), publication (Ostby, Strand, Gleditsch, and Nordas 2012; Breunig, Bredehoft, and Walton 2005), citation (Malinak Powers, and Walter 2013; Ferber and Brun 2011), credit for coauthorship (Fisher, Cobane, Vander Ven and Cullen 1998), reputation (Maliniak, Oakes, Peterson, and Tierney 2008), and salary (Ginther 2004; Tolleson-Rinehart and Carroll 2006). All this remains true at a time when women are a majority of students entering, and trying to struggle through, doctoral programs.

While there is more research on the exclusion of women than on what can be done about it, there are a few proposed solutions in the literature. The APSA Task Force report suggests pairing more research networking with professional interventions, including providing junior women more information about how to navigate the discipline earlier, providing mentoring, and developing research networks. This workshop attempts to do all three, and to supplement the Committee on the Status of Women’s research on the status of women in the field with active attempts to improve women’s status. The “short course” day format will bring together senior women who have succeeded in a gendered field and junior women who are attempting to navigate the field for information sharing, mentoring, and developing research communities.
The “Short Course”

We put “short course” in quotes because we don’t know what ISA nomenclature would be, but APSA uses “short course” for a full-day preconference workshop that is not necessarily research-based. We envision inviting junior women in the field (as an open invitation for attendance with registration, with applications for funding – see budget) to a full-day workshop that combines senior people sharing information about navigating the field and interactive mentorship and research communication activities. We would recruit between ten and twelve senior women in the field (including but not limited to the members of the Committee on the Status of Women) to engage with the junior scholars who attend.

The schedule would look something like this:

9:00  Coffee and networking
9:30  Panel: Better Information, Earlier
      Senior scholars talk about the process of getting a job, publication, tenure, promotion, work-life balance, and navigating a gendered field, with a brief general question and answer session.
11:15 Question and Answer Groups: Better Information, Earlier.
      The senior scholars who spoke on the panel break into groups of one or two senior scholars who are most fit to discuss each of the substantive topics addressed in the panel to make “stations” where the junior participants can go and ask particular questions in smaller groups.
12:00 Random Draw Lunch
      Participants draw numbers for who to go out to lunch with, networking with different members of the group in small groups of 4-5.
2:00  Mentoring Exercise Prep
      Each member of the group, junior and senior, writes down something that they can provide advice on and something that they need advice about.
2:10  Short Talk: “Pay it Forward: Mentoring at All Levels of the Profession”
2:30  Mentoring Exercise
      “Short Course” organizers pair mentors and mentees, where people have numbers about the people whose questions they have answers to or who have answers to their questions.
3:00  Short Talk: “Creating, Maintaining, and Using Research Networks”
3:15  Networking “Speed Dating”
      Each participant spends 2 minutes with other participants, changing each time the whistle blows. Each “speed date” participant is responsible for getting a business card from the people that they meet and find a research commonality with each of those people. Participants will go on 15 “speed dates” with random participants in the room.
4:00  Coffee and networking
4:15  Substantive Research Networking
      Participants break up into substantive groups (security, political economy, international relations theory, etc. to talk about making research connections. Senior scholars attending will be evenly distributed across subfields in IR and therefore across the groups.
5:00  Conference Prep
      Plan, in small groups, to apply what we’ve learned about networking to the soon-to-begin ISA conference.
5:30  Closing Conversation
      Participants will talk about take-away lessons and long-term connections made at the “short course,” and make plans to pay it forward.
ITEMIZED BUDGET
The Committee on the Status of Women will pay for the coffee breaks during the “short course,” since that is outside of the Professional Development Committee’s funding mandate. From what we can tell from ISA menus, we can pay for two coffee breaks for about 100 people.

We are asking for Professional Development Committee to fund:

- Room Rental: $200
- Participant travel expenses: $1800

We want to support 18 junior participants at $100/participant (about 60% of a night’s hotel room) on a competitive basis with an application process. We are asking participants to network (share rooms) and/or invest in in their own presence at the “short course” so that the money we have to fund participants goes further, and also so that participants who do come have a sense of the gravity of what they are doing.

The application process will favor senior graduate students who are likely to be on the job market in the fall, and will require a curriculum vitae and a letter of intent.

The Professional Development Committee gave us $2000 to do this for 18-20 participants; we got 140 applications in two weeks. We worked to accommodate them, but this seems like something for which there is an impressive amount of demand and no clear reason to reject that demand for merit.

The pilot program is going on as we speak. We wish to entrench and expand this program (see discussion below)

ACTIVITIES AT ISA 2014 (INFORMATIONAL ITEM)
The Committee on the Status of Women Organized and Sponsored two panels at ISA 2014:

“WOMEN’S WORK: THE GENDER GAP IN INTERNATIONAL RELATIONS CITATION PRACTICES”
Abstract: 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.

Participants: Sabine Carey, Nils Petter Gleditsch, Nazli Choucri, Daniel Nexon, Laura Sjoberg, Sara McLauglin-Mitchell

“WOMEN’S LEADERSHIP IN ISA: EXPERIENCE AND ADVICE”
Abstract: It is a panel of women leaders of the International Studies Association in a variety of capacities - section chairs, officers, former presidents, journal editors, etc. We will ask those leaders to talk about how they came to get their leadership roles, how they have experienced those roles, and how they have benefitted from them. We will also ask them to talk about the extent to which their experiences have been impacted by their sex and/or the way that other people in ISA/leaders of ISA react to their sex.

Participants: Etel Solingen, Jacqui True, Beth Simmons, Mary Meyer McAleese, Jennifer Sterling-Folker, Annette Freyburg-Inan, J. Ann Tickner, Laura Sjoberg
CHANGING ISA’S GENDER DATA COLLECTION (INFORMATIONAL ITEM)

Last year, CSW proposed, and the Governing Council accepted, a change to the gender identifications on our membership and data collection forms. This change has been implemented, and we look forward to seeing the first data from it. We are also thrilled that ISA journals have started and initiative to make them able to collect similar data in similar ways.

INTERNATIONAL NETWORK ON THE STATUS OF WOMEN IN POLITICAL SCIENCE (INFORMATIONAL ITEM)

The CSW has been working closely with the principles of the INSW to get it off the ground.

PAY IT FORWARD: WOMEN HELPING WOMEN (VOTING ITEM)

The Committee on the Status of Women requests a $5000 line item in the ISA budget to do women’s mentoring pre-conferences for 30-40 deserving senior graduate students at each ISA. The CSW will then use its already-allocated money to supplement that even with a reception for women mentoring women at ISA.

SURVEY RESEARCH IDEA (VOTING ITEM)

The Committee on the Status of Women (CSW) would like to undertake a survey/interview study of the climate for women in ISA and in the field of IR. It would be a short survey followed by a number of open-ended questions about climate and experience. Rather than using the ISA email list, we would ask ISA to post a link to our external survey page on the ISA website and in the newsletter. The data collected would be used primarily to make suggestions to improve the organization for its women members, and the organization’s professional services provided to its women members. Any publication outside of ISA of any result of the data would not be done without the request of explicit permission from this body.