COMMITTEE ON THE STATUS OF 
WOMEN 
2015 ANNUAL REPORT

This report was prepared by Jennifer Ramos, acting as the chair of the ISA Committee on the Status of Women (members include Navnita Chadha Behera, Juliana Belisario, Runa Das, Annette Freyberg-Inan, Pierre Lizee, and Henrick Urdal). The report was submitted November 18, 2014 for the 2015 Governing Council meeting in New Orleans.

FULL REPORT

The members of the Committee on the Status of Women met at the ISA 2014 Annual Convention. This report provides information about our goals and current activities in pursuit of the advancement of women in the discipline.

2014-2016 GOALS

1. Reach out to women scholars in the Global South
2. Create an ISA networking/promotion website for women scholars
3. Create survey regarding perceptions of IR climate and needs
4. Track gender balance within ISA and its journals
5. Support ISA regions in CSW mission

CURRENT ACTIVITIES

ISA 2015 PRECONFERENCE ACTIVITIES

We organized the second annual short course called “Pay It Forward: Women Helping Women in International Relations.” (for justification, see previous year’s report). This is a full-day workshop that combines senior people sharing information about navigating the field and interactive mentorship and research communication activities. Thanks to the ISA Governing Council’s support, this event is now a recurring workshop on Women’s Professional Development. This year, we have 30 junior scholars (out of 170 applicants) and 8 senior scholars participating. The junior participants are awarded funds to help cover the expenses of coming early to the conference, and we have also encouraged them to share rooms. Particular attention was paid to balancing North American v. non-North American scholars, advanced graduate students v. early career faculty, and areas of research specialization.

ACTIVITIES AT ISA 2015

The Committee on the Status of Women organized and sponsored two panels for ISA 2015:

Mentoring Women in the Global South

This roundtable will focus on mentorship for young and mid-ranking women scholars of the Global South. Participants will share their experiences and perspectives to help women scholars of the global South successfully navigate the unique challenges posed, amongst others, from a hybrid culture in a globalized world, and working at the transitional crossroads of the local and the global. By incorporating interactions amongst scholars residing and working in the global North and the South, this roundtable will provide candid dialogue about the advancement of southern scholars, their access to funding, their voice in the global/Western academic arena, and, finally serve as a forum for rising scholars to express their views and network with senior and established scholars in the global academic arena.
**Post Tenure Mentoring for Women**

Much of the focus in terms of female mentoring has been on the pre-tenure stage of one's career. However, once tenure has been achieved, there is little formal guidance on how to continue a successful career post-tenure—a period of time in which goals may change (eg chair, dean, graduate advisor, non-academic avenues) and new challenges unfold. For female faculty especially, the anxiety and uncertainty associated with pre-tenure continues and can even intensify. As the ISA data on members indicates, the gap between men and women grows at each level of advancement, with the starkest divide between the genders attaining the rank of Full Professor. Thus, in order to better serve ISA women scholars, this roundtable aims to help women navigate the mid-career stage by drawing on the wisdom of professors that have traversed this path.

*Participants: Jennifer Ramos, chair; Vicki Golich, Annette Freyberg-Inan, Elisabeth Pruegl, Jennifer Sterling-Folker, Runa Das*

**Gender Data Collection**

We are grateful for the change to the gender identifications on ISA membership and data collection forms, and appreciate that this data is available on the ISA website. Thanks to Tom Volgy, we have begun to analyze gender balance within the governing structure of ISA, which we will regularly track.

We are thrilled that ISA journals are collecting similar data in similar ways, and look forward to seeing that data in early 2015.

**Promoting Status of Women by Region**

We are beginning to collect information from the ISA regions regarding their pursuits of advancing the status of women. Our aim is to coordinate with the regions and discern where we might most be able to help them in pursuit of our mission.

**Networking and Promoting Women**

In conjunction with ISA and a previous participant, we are working to create a virtual space to promote and connect women in the discipline through the new online ISA Professional Resource Center.

**International Network on the Status of Women in Political Science**

The CSW is working to build a collaborative relationship with INSW.

**Survey Research Idea**

At the previous meeting, the Governing Council approved the CSW to undertake a survey/interview study of the climate for women in ISA and in the field of IR. We are currently drafting the survey and aim to have it go into the field in summer 2015. (For reference: It will be a short survey followed by a number of open-ended questions about climate and experience. Rather than using the ISA email list, we will ask ISA to post a link to our external survey page on the ISA website and in the newsletter. The data collected will 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.)