

**Minutes for HSS Women's Caucus breakfast at Annual Meeting**  
**San Diego, Friday, Nov. 16, 2012**

**1. Introductions**

Co-Chairs Erika Milam (2011-2013, outgoing) called the meeting to order, Georgina Montgomery (2012-2013) agreed to act as secretary.

Erika Milam asked members of the Women's Caucus to approve the minutes of the 2011 meeting. Several people so moved and seconded. Passed by acclamation.

59 (up from 43 last year) members attended the breakfast and, according to tradition, all made brief introductions.

**2. Announcements**

Erika Milam reminded the group about the two WC sponsored sessions at this year's HSS meeting: The Rachel Carlson session and the Margaret Rossiter session.

Gina Rumore announced a conference in honor of Sally Gregory Kohlstedt which will be held at the University of Minnesota on April 20.

Dawn Digrius noted that there was a session on experts in science including women geologists at this year's HSS meeting.

Melinda Gormley reminded the group of this year's grad and early career events which included a mentor tea, mentoring event, cv review, mixer at tipsy crow, and luncheon business meeting Saturday

Marsha Richmond noted there was a session on gender and science, which she was part, at this year's HSS meeting.

Nancy Slack highlighted two recent books on women and science, For Better or Worse and Margaret Rossiter's third volume

Georgina Montgomery shared that a review she had written of Rossiter's book was in the current issue of SCIENCE, which was published online on the morning of the WC breakfast.

**3. Report on the Women's Caucus Website**

The website uses Weebly.com, a free and ad-free platform. From April 10 - November 10 the website had 161 unique users who viewed 550 pages of the website. 50 percent of the visitors were from UK with many other countries also represented. 48 percent of visitors viewed the syllabus project first. The website is a significant step in promoting our public image. The data outlined above is instructive regarding the kinds of communication we

want to have and what people want, which is content. There is less demand for the resource page and blog.

#### **4. Report on the Status of the HSS Employment Survey**

Two years ago we teamed up with AHA due to low response rate from institutions. Reporting from AHA was not significantly better. Greg's report in the newsletter returns to many points from two years ago. It was noted that the climate survey revealed that only 60 percent of respondents were in t-s system. However, the job survey does not look at non t-s jobs.

Pam Henson suggested graduate programs were a potential source for this information.. However, this data is not centralized and some grad programs keep track of this kind of data more than others.

Tina Gianquito suggested that perhaps LinkedIn could be used as a source of info. [After the meeting, someone else suggested that Inside Higher Ed's directory of Alt-career professionals could also be an important networking tool.]

Erika Milam noted that Jay would like to coordinate effort to get this kind of info from grad programs. Such collaborations could begin building networks within HSS. There was a call for volunteers. No volunteers came forward.

Several other comments and questions were raised regarding the job survey: Christine Manganaro suggested that when HSS membership is renewed there could be a question regarding how you would describe your position. Ruthann Dyer commented that trade unions may be another source of information. Dawn Digrius commented that MA's should also be included (as these can lead to, for example, positions in archives and museums).

Several members raised concerns regarding the time this could take. Lynn Nyhart noted that it would not be an insignificant amount of work and would be a great contribution to the profession.

Overall, there was a sense that the extra effort required to gain more employment data may be too much and may still miss certain groups.

#### **5. Job Search Process and "Alternative" Careers**

Members noted that qualitative may ultimately prove more useful than quantitative data. Alice Dreger commented about search committees now eliminated applicants from PhD's before 2010. Others confirmed this practice.

Discussion of "alternative" career paths led to the suggestion that the WC website could be used to feature brief biographies of scholars who have positions outside of tenure-stream / tenured jobs in the academy.

## **6. Climate survey**

PDF of Powerpoint summary of data was shared with members before the breakfast. Georgina Montgomery summarized the first demographic slide and the categories identified as “statistically significant” regarding gender, race and LGBTQ. Members were encouraged to share their views of the data with the WC co-chairs and/or Jay Malone. Naturally, the climate survey data is the start of what will become a longer conversation between the 3 Women’s Caucus and the HSS council.

## **7. Child care**

Rachel Ankeny spoke about the need for better childcare. Rachel highlighted that some of the historical difficulties have been, and continue to be, demand and cost. Rachel asked the caucus how important is this as a priority. Certainly the climate survey gave data regarding the significance of the issue.

Rachel announced that this year there was a family room is available and also a breastfeeding room. Rachel, Georgina and Erika outlined the idea of following AHA’s model and providing grants of around \$200 for childcare costs. This would involve an endowment of \$25,000. The benefit of a grant is it could be spent on a range of things including nanny/baby sitter, temporary day care, or helping to offset the cost of an additional flight for a family member or friend to travel with the scholar and their child.

Gina Rumore commented that availability was the issue more than money. Karen Radar suggested being able to use any such grant to pay for things back home. Kimberly Hamlin highlighted the advantage of having something at the hotel. Frazier Benya noted that childcare is not just a problem for women but also men. Ruthann Dyer suggested family care should include elderly and disability care. Christine Manganaro suggested the investment should be focused on early career scholars for whom the inability to travel due to family concerns impacts ability to compete on the job market and/or advance early in the tenure-stream process.

## **8. Isis**

Bernie Lightman talked to the caucus about how many manuscripts in Isis were published by women. Last spring and in the last 6 months there were twice as many articles by men than women, yet he noted this reflected the fact that there were twice as many submissions from men. Bernie expressed his desire to reduce any intimidation about the review process, which is double blind.

One member raised the issue of having to cite works relevant from the Anglo- Saxon literature, even when the author may not see them as very relevant. Bernie pointed out you can ask him to contact referee for more info if you have questions, such as clarification regarding the relevancy of such literature.

Sarah Richardson asked whether Isis was a better place for non life sciences and nontwentieth century sciences and would Isis welcome more submissions in these areas? Bernie replied by stating that there was no favoring of certain disciplines / time periods. ISIS wants quality submissions and the editorial board reflects broad chronological and scientific fields.

#### **9. Nomination & Election of new co-chair (Constance Clark Nominated)**

Motion: To nominate Constance Clarke (WPI) motion seconded by ???. No further nominations made; Clarke elected unanimously.

#### **10. Other Business**

An article in the Guardian mentioned an effort to add women in science to Wikipedia.