SWS in Puerto Rico: Qué Rico!

By: Christine E. Bose  
SWS President

The 2006 Winter Meeting took us to San Juan, Puerto Rico—the first SWS meeting to be held outside the continental United States—where our theme was "Gender in the Context of Globalization: Exploring Diversity and Change," with a focus on Puerto Rico and the Hispanic Caribbean. The conference evaluations indicated that many of you considered our location a "path breaking move" and "applauded the organization" for this site selection. Indeed, I chose Puerto Rico because it allowed us to de-center our knowledge, and immerse ourselves in a setting that could help us gain a grasp of the balance between U.S. colonialism in Puerto Rico and Puerto Rican cultural nationalism, to understand tourism as a vital component of the Island's economy and of people's productive lives, and to meet members of the vibrant Puerto Rican feminist community. This cultural immersion was captured in plenary sessions with Puerto Rican scholars and feminist activists about politics, economics, and social movements on the Island, but also in a series of cultural events and opportunities.

De-Centering Our Knowledge about Puerto Rico

All three plenary sessions with Puerto Rican scholars and feminist activists were generally rated excellent or good by those in attendance. The favorite session was Friday's lunch plenary on "Understanding Puerto Rico's Politics and Economy—Gender, Race, and Class." This panel began with María Dolores (Tati) Fernós, who is Head of the Office of the Women's Advocate. She described the struggle to change the Office of Women's Affairs to an Advocate position, the struggle to get an activist like herself appointed to this position, and some of her successful policy changes on behalf of women. Feminist lawyer Celina Romany, who is an expert on race and gender issues in human rights, described her work both in the U.S. and in Puerto Rico—and the links between them. Then, Ana Irma Rivera Lassen, a member of the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM), discussed the relationship of race, gender, and nation in the Caribbean fight for women's rights. An open discussion session followed, with Alice Colón of the University of Puerto Rico, Rio Piedras as moderator. Even though she knew all the panelists, she observed that she had not previously heard them all have such interesting interactions amongst themselves.

The "Presidential Visions" panel also focused on Puerto Rico, as well as on world changes in women's rights. My own presentation on "Puerto Rico, Globalization and Gender Issues" is summarized in the "President's Column" of this issue. But Professor Vilma Santiago-Cardoza of Cornell University and the President of the Puerto Rican Studies Association (PRSA) gave a nuanced view of the connections between Puerto Rican Studies in the U.S. and the on the Island. Francis Fox-Piven, President-Elect of the ASA, broadened our discussion by talking about global changes for women. And the discussion and answer session that followed addressed many interesting and complex questions—about the interactions of race and gender, the situation of lesbians and gay men, and cultural constructions of the nation as presented to U.S. tourists in Puerto Rico.

The third plenary, on Saturday, was "Research and Action: The Hispanic Caribbean in Transnational Context." In this session, the first presentation was by Blanca Ortiz, Assistant Dean at the University of Puerto Rico, Río Piedras, and an expert on race and gender issues in human rights, described her work both in the U.S. and in Puerto Rico—and the links between them. Then, Ana Irma Rivera Lassen, a member of the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM), discussed the relationship of...
Puerto Rico...continued on page 2

Magaly Pineda, Founder and Coordinator of the Centro de Investigacion para Accion Feminina (CIPAF) in the Dominican Republic talked about the different activities of her grass roots-based center, using simultaneous translation—a UN-like experience that was a little confusing for some of our members. But it did help us appreciate that we were forcing all of our guests—native Spanish speakers—to address us in the colonial language of English. Then, Margarita Ostolaza Bey, professor at the University of Puerto Rico and former Senator in Puerto Rico’s Legislature, talked about the frustrations of electoral politics—especially when coming to it from feminist activism—but also about some of the successes that she achieved. Sara Benitez of the University of Puerto Rico, Humacao, who among other achievements has done important work improving services for battered women, served as discussant for this session.

I cannot thank each of these well-known and accomplished women enough for sharing their time and their thoughts with us—many of them are difficult to pry free from their academic and feminist commitments, and I profusely thank my local arrangements committee for facilitating those invitations.

Other Cultural Immersion Opportunities

At most of our Winter Meetings we assume that our members will explore the city in which we are meeting, but this time I wanted to be sure that SWSers got out and experienced some of Puerto Rico so I set up multiple opportunities for immersing ourselves in San Juan and its environs much more so than I would have somewhere else. My first step was to allow free time, especially on Saturday afternoon. The second step was to arrange for shuttle transportation to Viejo San Juan (Old San Juan), free to SWSers, on both Thursday and Saturday afternoons so that we could save our feet for walking around this old walled city and the fortifications from the Spanish colonial era such as El Morro or San Cristóbal, visit some of the major museums such as Museo de las Américas, visit La Fortaleza (the governmental center), etc. The shuttle was an SWS favorite. Third, although I was warned that SWSers wouldn’t take tours, I arranged for a Thursday city tour and a Sunday El Yunque Rainforest and Luquillo Beach tour—both filled up and the latter tour was especially popular. Thanks to Rico Suntours and Pablo Espada! Several people asked why I didn’t have local arrangements folks to do “political” tours. The answer is simple: The Latin American Studies Association (LASA) meetings, with 4,000+ attendees, were to be held in San Juan in March (indeed, I am attending these sessions as I write this article), and everyone at the University of Puerto Rico who might have helped us out was totally tied up with those preparations. Nonetheless, and fourth, we did have a free tour of the Contemporary Art Museum—a rewarding experience for those who attended. Thanks to Maria Somoza, the museum’s Executive Director! Fifth, I arranged for some members of a Puerto Rican artisan collective (organized by Sixto Cotto) to set up a small craft exhibit—although the broadest collection of silk screens and crafts are found at “Puerto Rican Arts and Crafts” in Old San Juan, which I recommended to anyone who asked me. In addition, our program cover art was donated by well-known Puerto Rican artist Noemi Ruiz, who I thank for her generosity. Sixth, our opening reception had many typical Puerto Rican fried appetizers—frituras—such as alcapurrias, pionones, empanadas, etc. In spite of my several hours spent talking with hotel catering about vegetarian meals, some people were disappointed with the food. Now, from my punta de vista, culturally adjusted—there were many more vegetables and whole grain breads than I usually see in Puerto Rico, although fewer than one might find in the States! Finally, my Puerto Rican contacts helped us hire Grupo Makein, an eight person orchestra, that provided pulsating energy.

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getic dancing music for us—using salsa, merengue, paso doble, bachata, and reggaetón beats. My friends and family helped provide informal dance lessons, too—muchisima gracias to Carlos Acosta Ponce, Carlos Javier (CJ) Acosta Vega, Carlos Acosta Belén, and Yolanda Vega Bahamundi for their help in that endeavor. The dancing was a big hit, according to the evaluations, and many people asked for more such events in the future. Unfortunately my Montreal connections are not nearly as good as my San Juan ones, so don’t count on this for the summer meetings—but I’ll pass the word on to Manisha Desai for the 2007 Winter Meetings.

On the whole, even SWSers who had been to Puerto Rico before said that they learned more things and saw much more “below the surface” than in their previous trips. I was gratified to hear and read such comments over and over again—especially because there were moments when I felt more like a travel agent than an academic!

Winter Meeting Session Innovations

One of my innovations for the San Juan Winter Meetings was to have an open call for papers that were arranged into roundtable sessions. This gave us an opportunity to hear about each other’s research in a relaxing setting and helped many people get some travel expenses paid by their universities. This was even more popular than I had anticipated—with 35 authors, co-authors, and discussants participating in nine such roundtables. Thanks to University at Albany Women’s Studies graduate student Courtney Allensworth for organizing these papers into coherent sessions and keeping in constant contact with the participants.

An additional, tenth, roundtable represented a different kind of innovation—a joint session with a local women’s organization, the Women’s Leadership Initiative (WLI)—a group of women managers and supervisors, organized across the several Johnson & Johnson (JNJ) pharmaceutical plants in Puerto Rico. The room was packed with 15 to 20 WLI members and at least as many SWS members. The session was truly mutual, as SWSers described general structural barriers to women in organizations and WLI members described some of the more specific cultural and legal barriers for them. For example, Puerto Ricans and companies operating there are very family-oriented, holding many family-inclusive conferences and events—but, some JNJ family-supportive policies that are used in the U.S. cannot be implemented in Puerto Rico because of still-extant protective legislation on the Island. The session gave us insight into how U.S. corporate structures are modified overseas, and gave WLI members insight into how some apparent individual choices might also reflect corporate barriers. After this workshop, members of WLI joined us at a plenary and then held their own working session. My thanks go out to Yolanda Vega, Core Team of the Global Pharmaceutical Sourcing Group at JNJ, for suggesting that a connection between their group and our scholars over issues of gendered organizational hierarchies could be beneficial to both groups and for co-facilitating the session; and thanks to Dana Britton and Sharon Bird for doing formal presentations on feminist knowledge about gendered hierarchies at work.

Finally, we repeated one of last year’s innovations by holding works-in-progress breakfast roundtables—where 14 participants read and commented on each other’s work at three separate tables. My appreciation goes out to Mary Virnoche for suggesting and organizing these popular sessions again.

Traditional Events

Of course, the Winter meetings are intended to allow us to focus on SWS business, and there was ample time for that. SWS is now trying to get many issues resolved within committees, so that the two business meetings have sufficient time for all the committees to report, rather than having extensive debates on the work of only a few committees. The actual committee reports appear elsewhere in this newsletter, so I will not repeat them here. However, one of our most pleasant problems will be to decide how to allocate the increased funds coming to us under the new Gender & Society contract with Sage Publications. Among the many interesting possibilities are to better support some of our current awards and scholarships, and perhaps to create our own minority fellowship.

Aside from carrying out business, several of our committees sponsored sessions that...continued on page 6
By: Christine E. Bose
SWS President

One of my goals for the Winter Meetings in Puerto Rico was for us to de-center our knowledge and to get some grasp of the nature of U.S. colonialism in Puerto Rico which is counterbalanced by Puerto Rican cultural nationalism, understand tourism as a vital component of the Island's economy and of people's productive lives, meet members of the vibrant Puerto Rican feminist community, come to understand the continuous (rather than dichotomous) nature of racial definitions in Puerto Rico, and see how gender, race, and class intersect somewhat differently in Puerto Rico than in the U.S. For those of you who were unable to attend these sessions, I want to illustrate how Puerto Rico fits in the broader picture of "globalization" and some of the gender dynamics there.

**Puerto Rico as an "Exception"-Status Issues**

The association between the United States and Puerto Rico is a long-standing one, beginning with the nineteenth century migration that took place, especially to New York City, by patriots supporting independence from Spain and escaping political repression at home. However, the economic and political circumstances changed with the U.S. invasion and take over of Puerto Rico, as a result of the Spanish-Cuban-American War of 1898. By 1917, the Jones Act decreed U.S. citizenship for Puerto Ricans. And since 1952, Puerto Rico has been known as a "commonwealth," a political condition that did not end the island's colonial relationship with the United States, but allows it a substantial degree of autonomy.

I will not address the status debates on the future of the island-including the options of statehood, or the possibility of an enhanced Commonwealth status that could lead to a truly "free association" between the two countries, or independence—largely because that is something of a "hot potato," and not because I am unfamiliar with the arguments.

However, there are some odd contradictions that are created by Puerto Rico's relationship with the U.S. that I would like to mention. For example, Puerto Rico is treated as a separate nation for the Olympics and for the Miss Universe pageant. Furthermore, when you make car or airline reservations, Puerto Rico is often part of the international or Caribbean desk—and not considered U.S. travel (in spite of the U.S. passports held by Puerto Rico's residents). Indeed, when U.S. visitors return home, they can buy goods at the San Juan airport's duty free shop. And, Spanish is people's first language, something that previously has not been acceptable in any U.S. state.

In other ways Puerto Rico is not a sovereign country, although historically and culturally, no one can question the existence of a distinctive Puerto Rican nation. Puerto Ricans were subject to the U.S. draft, when it existed, and still serve in large numbers in the U.S. armed forces. Legally the Puerto Rican flag cannot be flown without the U.S. flag alongside it, although in recent years wearing the Puerto Rican flag by itself on clothes, in art, and other similar uses has become quite common. The currency on the Island is the U.S. dollar; and Puerto Rico receives over 13 billion dollars annually in federal transfers from the U.S. Congress to support its social programs such as social security, Medicare, Medicaid, unemployment compensation, and a few others that are extended to the island as if it were another state of the union.

But this U.S. citizenship is limited, and some consider it "second class": Puerto Ricans lack any representation in the U.S. Congress besides the presence of a non-voting Resident Commissioner. They cannot vote in presidential or congressional elections (although candidates make campaign stops in Puerto Rico), nor do they pay federal income taxes. U.S. corporations continue to make large profits and receive substantial federal tax benefits from their investments in Puerto Rico, and exert considerable control over the island's economy. And the Island has served as a military bastion for the United States.

In the sociological literature, these contradictions often result in Puerto Rico being seen as an "exception," and thus it is often ignored. I argue that Puerto Rico's status is not unique, and that instead the Island has often represented the cutting edge of shifts in the global economy.

**Puerto Rico on the Cutting Edge of Globalization and Its Effects on Women**

In what ways does Puerto Rico represent the cutting edge of global change? There are several, but I want briefly to address two of them—the development of export processing zones and the high rates of transnational migration.

**Export Processing Zones (EPZ):** In the late 1940s, as described by Palmira Ríos and others, Puerto Rico became a test case and model for creating export-processing zones under a project called, in English, "Operation Bootstrap" or "Operación Manos a la Obra" ("Put Hands to Work") in Spanish—labor was less expensive than in the U.S. because there were no minimum wage laws then, but in other ways this was a U.S. controlled environment. An economic infrastructure was built—good roads, electrification, and manufacturing zones were created, and corporate tax exemptions set up. There were no worries about coups or political instability that characterized other Latin American countries at the time. The U.S. considered the project a success, touted Puerto Rico as a model for the rest of Latin America, and then began outsourcing production work to new additional EPZ's in other nations, starting in earnest in the 1970s, but following plans that were tested in Puerto Rico. Of course, this project was not quite as successful from the Island perspective. At the same time that this program showcased Puerto Rico as a model of industrial development and democracy, high rates of unemployment occurred and led to the largest ever migration of Puerto Ricans to various parts of the U.S. during the mid-twentieth century, especially for contract labor in specific cities. Why? First, industrialization did not provide enough employment for a displaced agricultural labor force. Second, the manufacturing firms that opened plants in Puerto Rico—initially in garments and food
Provinces and Places

Lorena Garcia has joined the faculty at University of Illinois, Chicago as an Assistant Professor. She will contribute to the graduate concentration area of Race, Ethnicity, and Gender with a speciality in gender and intersectionality.


Barbara Risman has joined the faculty at University of Illinois, Chicago as Professor and Head. She will contribute to the graduate concentration in Race, Ethnicity and Gender with a speciality in gender.

The Gender and Society article, “Making Men in Gay Fraternities: Revisiting and Reproducing Multiple Dimensions of Hegemonic Masculinity” by Yeung, Stombler and Wharton, was featured in a recent issue of Chronicle of Higher Education.

Local Chapters

SWS-West
By Anastasia Prokos

Help us build SWS-West! Come join other SWS members from the pacific region for an informal continental breakfast Friday morning (April 21) in the PSA presidential suite. Breakfast will last from 7:30-9:00. Membership is not required, and everyone is welcome! This is a great chance to connect with other SWS members early in the meetings. Check out the final PSA program for details. See you there!

(Questions? Contact Anastasia Prokos: prokos@unlv.nevada.edu)

Southeastern Chapter
By Leslie Hossfeld

This spring we have held brown bag lunches and attended the campus production of The Vagina Monologues. We are working closely with the Women's Resource Center at the University of North Carolina Wilmington in planning a community event, Feminist Day in the Park, for late spring. We are also in the planning-stages of a feminist mentoring program for undergraduate students.
Puerto Rico...continued from page 3 were held on Saturday, all of which were rated excellent or good. The Sister to Sister Task Force, under the able coordination of Patricia Warren and Barbara Risman, organized a session on "Mentoring across Race and Class Lines" that was co-sponsored by the Career Development Committee. The Career Development Committee, under the capable leadership of Denise Copelton, organized a session on "Preparing for Tenure." And, on behalf of the Feminist Transformation of the Academy Task Force, Abby Ferber and Danielle Currier organized a session on "Disrupting the Culture of Silence." Each of these panels had multiple participants, and I thank them all! Indeed, these sessions were quite popular and several people commented that they would have liked to see more workshops.

Finally, we could not have a Winter Meeting without our banquet and traditional silent auction, organized this year by Linda Treiber and Shannon Davis, to help support feminist activism in Puerto Rico. This event raised more than $2,000 to benefit La Organización Puertorriqueña de la Mujer Trabajadora (Puerto Rican Organization for Working Women). Carla Howery once again served as our auctioneer par excellence for the not-so-silent portion of this event—she even invented a few new traditions and games, converting our previous Beth Hess-inspired announcements of our own successes into a fund-raising "shout out" to celebrate each other's successes. Great idea!

Many Thanks

Many thanks again to all who worked tirelessly to make the San Juan meeting a successful event and to all who supported us with their attendance. I am extremely grateful to many people, especially my on site local arrangements committee--Alice Colón (University of Puerto Rico, Río Piedras) and Sara Benitez (University of Puerto Rico, Humacao)—as well as to my University at Albany, SUNY supporters and arrangements group--Edna Acosta-Belén, Kecia Johnson (for our roommate match), and Courtney Allensworth, and to Albany program designers Debbie Neuls and Judy Bedian. Special thanks to the University at Albany Center for Latino, Latin American, and Caribbean Studies (CELAC) for supporting the cover design and layout, and to many people at the Normandie Hotel, especially Ayasha Rodríguez and her catering staff, who modified our menus as soon as we suggested changes. My deepest gratitude to Nancy Miller, as Executive Officer and her staff (who received A+ evaluation ratings) and to Marlese Durr, as the 2005 SWS President, for their enthusiastic support and valuable help on many of the details.
Winter Business Meeting Minutes and Committee Reports

Executive Council Meeting Minutes

By: Mary Bernstein
Secretary

January 26, 2006

I. President's Report:

Outgoing President Marlese Durr thanks the current Council Members and states that she will miss being president.

Report on search for a new SWS Executive Officer presented.

a. New. Executive Officer and Contract

Chris Bose had set up the search committee consisting of Chris Bose, Marlese Durr, Cindy Anderson, Kathleen Slobin and Nancy Miller.

The committee met with candidates at ASA. The two applicants were Jessica Sherwood, an adjunct at the University of Rhode Island and Marita McComiskey, Director of Women's Studies at the University of Connecticut.

On Nov. 11 and 13, the committee received full proposals, statements from the candidates' universities and asked for letters of recommendation.

Cathy Zimmer, Marcia Hernandez, Mary Bernstein and Nancy Naples were the only members of Council who did not vote and were not on the committee. The search committee had two phone conferences with the candidates in the fall. It was agreed that both were good candidates.

However, the committee came to a consensus in favor of hiring Jessica Sherwood for several reasons.

First, her proposal was $40,000 cheaper than McComiskey's proposal. However the search committee acknowledged that Sherwood may need more help than she thinks she needs. Because the University of Rhode Island does not have graduate students, labor is cheaper than it would be at the University of Connecticut, where the proposal included hiring graduate students.

Second, the committee felt that Sherwood was hungry for this job. She would have applied last year, but was discouraged from applying because she thought that SWS had already hired Diane Wysocki.

Third, Sherwood seemed less committed to other things. It seemed that she would have more time to give to the organization. She does not have a full-time faculty position, but is adjuncting. So she has no other commitments. At the time, it was uncertain whether McComiskey would be the director of Women's Studies and would therefore need to be bought out of courses.

Both candidates are students of SWS members. Jessica was a student of Barbara Risman and Marita was a student of Myra Marx Ferree. Both had terrific letters of reference. Jessica had experience in nonprofits. Marita directed Women's Studies and a social service agency. The committee also felt that since Jessica was younger, she could do a better job recruiting new members. So the committee decided to hire Jessica. Jessica is "eager, ready, less tied up."

Kathleen Slobin added that Jessica had also published academic papers in line with the SWS membership. Marita does not have same publication record.

Kathleen Slobin added that it was a hard job to make a decision. An indication of Jessica's motivation is that she moved away from her graduate program, ABD but finished on her own anyway.

Cathy Zimmer stated that Jessica was also her student and Cathy feels that Jessica will be very dedicated.

Marlese Durr called the vote on whether or not to hire Jessica Sherwood. The decision was unanimous. Marlese Durr said that they wanted to move ahead as quickly as possible. They wanted things in place and were hoping to have everything negotiated before the winter meeting.

Chris Bose stated that once they had been apprised that the search committee should not make an offer without consulting Council, the committee stopped negotiating with Jessica, until approval from Council was received.

Marlese Durr stated that they had wanted to avoid what happened last year with the failed search. Marlese Durr said that even though she was on Council, she knew nothing about the attempt to hire a new executive officer last year. The search committee had no intentions of not informing Council about what was going on. The committee went back and forth about its decision. Failure to consult Council was not done to hide something. The committee just wanted to be as thorough as possible.

Chris Bose stated that collectively, the search committee forgot procedure, but that historically had a reason for doing so.

Marlese Durr said that in the future, they can make sure that there is a process that is followed. No one had any intentions of hurting anyone's feelings.

Chris Bose issued a collective apology to the Council members who were not kept informed about the search committee deliberations and decisions.

Marlese Durr called the vote on whether or not to hire Jessica Sherwood. The decision was unanimous to hire Sherwood.

b. The New Executive Officer's visit to the executive office in Akron.

Jessica Sherwood will be invited.

Kathleen Slobin, the new incoming treasurer will also visit.

c. Audit:

Since Jessica has no graduate assistants, proposes that SWS pay to have Nancy Miller and Marcie Pendleton who is the new SWS administrative assistant paid as consultants.

Unanimous. Miller and Pendleton will

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be available as paid consultants for the first 6 months of Jessica's contract.

II. Treasurer's report. Nancy Miller stated that Treasurer Cindy Anderson is sick and therefore not at the meeting. See treasurer's report.

III. IT committee:

See report. Laura Fingerson is the new chair. Beth Duckles, Eszter Hargittai, Joan Biddle, Nancy Miller (replacing Judith Lorber) are the members. Marlese Durr asked them to look at action items for discussion and voting, to have a final report for August 2006. The committee would end in January 2007.

President Elect Manisha Desai can then decide what to do with the ad hoc IT committee. The IT committee recommends that its work needs to continue and be built in to structure of SWS. According to Marlese Durr, the first ad hoc IT committee was appointed by Barbara Risman in 2004. But the ad hoc committee never disbanded. An ad hoc committee is supposed to have an end to it. But this committee lingered. It was also contentious. It was unclear what the responsibilities were. So Marlese stated that she dissolved the committee for the sake of clarity.

Nancy Naples stated that we should have a standing committee or a line item budget item for IT issues. She suggested that Jessica be an ex officio member of the committee.

Nancy Naples suggested that we add to the job description of the Executive Officer to oversee and carry out the online voting and registration.

Marlese Durr stated that the committee still needed to do the fact finding about the costs, etc.

IV. Discussion of Taskforces:

Marlese Durr stated that taskforces such as the Feminist Transformation of the Academy and Sister to Sister must be contacted to see if they've done their job of publishing lists of gender friendly schools. In general, SWS needs a policy about how to handle the ad hoc taskforces. In the future, all ad hoc committees should provide a recommendation regarding the committee’s own future. The recommendation should include goals and why they need to or want to continue. In general, taskforces should conclude their work at the end of each year. Council needs to ask for such a recommendation from the Sister To Sister Task Force.

V. New Sage Contract for Gender & Society

See report from Business Meeting.

SWS Business Meeting Minutes

By: Mary Bernstein
Secretary

January 27, 2006

Marlese Durr, outgoing president presides.

Announcements:

Lisa Brush of the SWS publications committee announces that Dr. Dana Britton, Associate Professor at Kansas State University will be the next Gender & Society editor.

The committee also announces the new Sage contract for Gender & Society. The Publications Committee approved the recommendations of the subcommittee charged with negotiating a new contract for Gender & Society. They renewed the contract with Sage in December 2005. Chris Bose, Idee Winfield, Nancy Naples, and Lisa Brush as chair spoke with two university and three commercial presses. Blackwell and Sage were the finalists. They have signed a five year contract which builds and improves on the current relationship. The contract will bring in approximately $320,000 per year in shared revenue for the journal and will guarantee $200,000 royalty per year. This doubles the percent of revenue shared with SWS to 50%, in addition to a $100,000 signing bonus, Sage is buying out the last two years of the current contract, retroactive to Jan. 1, 2005. So ten days after the contract was signed, the Executive Office received a balance of $200,000 and another $100,000 in bonus and other money. The amount will increase at a rate of 5% per year. Gender & Society is moving to having an electronic office and will focus on expanding in Asia.

Dana Britton announces that the new Gender & Society deputy editors are Bandana Purkayastha from the University of Connecticut and Sharon Bird from Iowa State University. She will have an associate editor structure. Each associate editor will edit a special volume. The associate editors are Myra Ferree, Beth Schneider, and Denise Segura.

President Elect Chris Bose announces that the new Executive Officer is Jessica Holden Sherwood. The search committee was Chris Bose, Marlese Durr, Cindy Anderson, Kathleen Slobin and Nancy Miller (ex officio). It was a really hard choice. They had two tremendous final applications. Jessica Holden Sherwood, working with the University of Rhode Island, will start in May.

President Marlese Durr announces that Kerry Anne Rothomore will be on 20/20 tonight talking about mother-daughter relationships for biracial women.

President Elect Chris Bose welcomes Jessica to the executive office and gives her a present. She thanks Nancy Miller for all her hard work (to a standing ovation) and gives her a present.

President Marlese Durr notes that the secretary's minutes will be published in Network News, as will the treasurer's report. Copies are available upon request. However Treasurer Cindy Anderson is not here to present her report. She is sick at home.

President Durr states that the Executive Council met, at the Hosteria Del Mar. She says that the IT committee report will be handed out with changes recommended. Laura Fingerson is Chair. Committee members include Beth Duckle, Joan Biddle, Nancy Miller, and Eszter Hargittai. She stated that she hopes their work will be completed by August 2006 and then finished by end of Chris Bose's term in January 2007.

Nancy Naples, past President and chair of the Nominations Committee, thanked the committee members, including Josephine Beouku Betts, Chris Bobel, Marla Kolman, Mary Bernstein, and Rebecca Bach. She also thanked all those who were willing to run.

The winners are: Awards Chair Tracy Ore; Awards Committee member, Betty Dickerson; International chair, Jesse Daniels; Publications Committee members Karen Hanson and Jyoti Puri; Secretary Tina Fetner; Student Representative Marianne Noh; Deputy Treasurer Tracy Steele. Kathleen Slobin is now the new Treasurer. And, the new President Elect is Manisha Desai. Congratulations to all.

Marlese Durr states that now that we’re rich, we need to talk about adding more...continued on page 9
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Money to the Beth Hess Scholarship

Myra Marx Ferree argues that in addition to more money, please spread the word about the scholarship. The award goes to someone who started their academic career at a community college, is in graduate school now and wants to have a career at a community college. This award complements the Minority Fellowship Award. It honors Beth Hess who was president of SWS, SSSP and secretary of ASA.

Nancy Miller adds that there is a separate line on the membership form to contribute to Beth Hess fund. So please contribute.

Nancy Naples states that the other winners of the elections were Lara Foley, member of Career Development; Shirley Jackson chair of the Discrimination Committee; Susan Munkres who took over as chair of Social Action; Anastasia Prokos and Elizabeth Sheff members of the membership Committee; and Miliann Kang and Sarah Sobieraj, members of the Nominations Committee.

Marlese Durr suggested that SWS create its own minority scholarship. SWS currently gives $3000 a year to the ASA for its minority fellowship. Marlese suggests that SWS's award should be called the Esther Chow-Joyce Green scholarship. She said that she will talk with the Sister-to-Sister Task Force about this, since this idea comes out of their work as well. So there will be more discussion.

Marlese Durr states that in the future, any monetary requests should come first through council before going to the business meeting. The requests should be in writing.

Right now, there are several ad hoc taskforces. Marlese wants the taskforces to give yearly reports which should included a statement about whether or not the taskforce should be extended and, if so, why. The Executive Committee reserves the right to say yes or no.

Marlese Durr concludes that this has been a great year. Everyone had treated her nicely and made her feel like part of the group. Now it is hard to recount when she didn't feel part of the group. She hopes that they have been able to bring more women of color and international women to the organization. Marlese thanks everyone.

(now) President Chris Bose gives a gift to Marlese and to incoming president elect Manisha Desai.

Cathy Zimmer announces that people can pick up membership forms outside for Sociologists Without Borders. Sociologists Without Borders' current activity includes an internship for a student to work in Brazil. In the past, an intern has worked in Kenya. If you want to be involved, just let Cathy know.

Carla Howery states that ASA is expecting to receive a grant to go to the International Sociological Association which would be for travel money. There is an application outside that you can use to apply for travel funds. Carla also has teaching materials related to gender with her, so please buy them.

Chris Bose informs the membership that from now on, SWS will have committees give their report at the final business meeting. She reminds people to bring auction items here for the evening's silent auction. They can accept cash or checks.

Lisa Brush reminds everyone that at 6:30, there will be a Shabbat service, but it is not an official SWS event.

Treasurer's Report

By: Cindy Anderson

SUMMARY
January 25, 2006

- Copies of the budget & financial statements are available from the Executive Office.
- The budget is very healthy, given the new Sage money.
- The executive council, with input from membership, is working to decide how to invest our new money.
- Fidelity accounts continue to be strong; but I again recommend someone with investment savvy study them (especially if we're going to use them for the new money).
- Treasurer transition - I'm sending everything to Kathleen Slobin
- I recommend we keep Anna Avery as auditor for at least another year (I understand she's helped Marcie learn QuickBooks).
- Marcie Pendleton has worked diligently to transition our budget to Quickbooks. This will make the job of treasurer MUCH easier. Thanks, Marcie!

- I recommend we give Jessica Holder some flexibility to alter her budget as she learns the ropes.
- I recommend we use some of our extra money to fly Nancy Miller to Connecticut & vice versa (perhaps multiple times) to help with the EO transition.
- I am pleased to turn the job of treasurer over to Kathleen Slobin! SWS is in a terrific place financially; our new EO will be fabulous; and the new council is strong!

SWS Executive Office Report

By: Nancy Miller

Audit and Taxes

The 2004 audit and tax form 990 were completed by Anna Arvay and Associates in October 2005. Copies of the audit were sent to Executive Office and Budget Committee members; copies of the tax form were sent to the Treasurer and Deputy Treasurer. Plans are in place to have the 2005 audit completed as early as possible this year. The financial records for January-June 2006 will be reviewed by the auditor and transferred to the new Executive Office location.

Mailing Labels

Two companies, Ashgate Publishing and First Run Icarus Films, purchased the SWS mailing list this year. The cost is $125 for nonprofit and $200 for other organizations. Both paid $200 for a total of $400 in sales.

Web Site

SWS web site designer Cindy Saylor has continued to update and add information as requested. Network News issues for Fall 2004 through Winter 2005 are currently available on the web site.

Proposal

The proposal to increase membership dues, which was passed last summer, requires two successive votes of the general meeting. A second vote was delayed until the summer meeting because two membership renewals for 2006 had already been sent. Thus, in Montreal another vote will be taken which, if passed, will apply to 2007 dues. Although our financial situation is extremely positive at the moment, it is important for membership dues to continue to pay a relative proportion of operating costs.

...continued on page 10
Career Development Committee Report

By: Denise A. Copelton
Chair

The Career Development Committee (CDC) met on Friday, January 27, 2006. Wendy Christensen, Denise Copelton, Lara Foley, Marcia Hernandez, Jenny Keys, Kate Linnenberg, Gail Murphy-Geiss, Tamara Smith, and Beth Tracton-Bishop attended. The following is an update of our current activities:

- The Career Development Committee sponsored a panel on Preparing for Tenure at the winter meeting featuring Joan Spade, Barbara Ryan, Betsy Lucal, and Manisha Desai. The session was well received and highly attended. We would like to thank all the panelists and extend our appreciation to Joan Spade for organizing it. The session handout will be added to the CDC page on the SWS website.

- The committee also sponsored Career Development Bingo, an alternative networking activity held at the banquet and designed to encourage members to mix and mingle. Tamara Smith organized and coordinated the game and the 10 lucky winners will receive complimentary student memberships that they can use for themselves or share with a student. Runners-up won a 10-minute get-together with a feminist sociologist at the meeting. We want to thank everyone who volunteered to serve on the panelists and extend our appreciation to Joan Spade for organizing it. The session handout will be added to the CDC page on the SWS website.

- The committee also sponsored Career Development Bingo, an alternative networking activity held at the banquet and designed to encourage members to mix and mingle. Tamara Smith organized and coordinated the game and the 10 lucky winners will receive complimentary student memberships that they can use for themselves or share with a student. Runners-up won a 10-minute get-together with a feminist sociologist at the meeting. We want to thank everyone who volunteered to serve as a "prize," congratulate all the winners, and thank Tamara for coordinating such a fun activity.

- Lara Foley assumed her new role as "Jane," and will begin compiling questions and anonymous responses for the Hey Jane! column. The committee discussed ideas for upcoming columns, and welcomes additional ideas from members. Send to Lara <lara.foley@utulsa.edu>.

- Jenny Keys continues to coordinate the Professional-Needs Mentoring program. We discussed updating the history of the program on the website, conducting a survey of recent matches, and publishing the results in an upcoming issue of Network News. Jenny is also working on developing a formal letter that will be sent to participating mentors to acknowledge their contributions to the program.

As a reminder, we are always looking for persons willing to serve as mentors. Please e-mail Jenny <jlkeys@noctrl.edu> if you are interested in adding your name to the list of potential mentors. Mentoring is a great way to contribute to SWS!

- Plans are well underway for CDC-sponsored events at the summer meeting in Montreal. We will offer a session on publishing books and will organize groups of SWSers wishing to attend ASA section meetings and receptions. Watch the SWS list-serve for more information.

- We continue to invite SWS members with an interest in career development issues to join our committee. Please contact Denise Copelton <dcopelto@brockport.edu> or join us at our next meeting in Montreal.

SWS Discrimination Report

By: Susan Chase

Since the August 2005 meeting in Philadelphia, the discrimination committee has responded to three requests for assistance:

- Pat Washington, a sociologist and women's studies scholar, was denied tenure at San Diego State University a few years ago. (We use her name here because her case is very public; see the Pat Washington Support Committee website at patwashington.org.). She filed a complaint of race and sex discrimination with the EEOC, which found in her favor. SDSU did not heed the EEOC's ruling. The SWS discrimination committee wrote a letter of protest to the chancellor of the California State University system, and we received approval from SWS Council to contribute $500 to help defray Washington's legal expenses.

- The committee provided informal support to an SWS member who was trying to advise three graduate women of color students who had filed a harassment complaint against peers in their department.

- The committee provided informal support to an SWS member who was denied an adjunct position because she was pregnant.

Committee members: Susan Chase (chair until Jan 2006); Vicky Demos; Aya
Meeting Minutes...continued from page 10
Kimura; Kris Paap; Ronni Tichenor.
In fall 2005, Shirley Jackson was elected the new chair of the SWS Discrimination Committee; her term begins January 2006.

Sister-to-Sister Task Force: Mentoring Across Color Lines
By: Patricia Warren

Wow! What a wonderful and productive meeting. The task force is excited about the achievements it has made and the vision for the future. There are two accomplishments the task force is mostly proud of. The first is the creation of the mentoring matching program for junior faculty members. This program matches junior faculty of color with a senior scholar of color. The second accomplishment is the increased minority presence in the organization. The task force has taken seriously the charge of increasing minority presence and participation inside SWS.

This year the task force hosted a workshop on 'Mentoring Across Color Lines'. The workshop included several panelists who were charged with both discussing their mentoring experiences across color lines while also giving suggestions about how it can be done more systematically across institutions. The panelists consisted of Linda Grant-University of Georgia, Carla Howery-American Sociological Association, Bandana Purkayastha-University of Connecticut, Manisha Desai-University of Illinois Urbana-Champaign, Barbara Rismann-University of Illinois-Chicago, and Patricia Warren-University of Massachusetts-Amherst. Although the experiences of mentoring across color lines were vast, the panelists all seem to suggest that academic departments must make mentoring a priority if it is going to be effective. Carla Howery suggested that the American Sociological Association is prepared to assist academic departments with this endeavor.

The workshop was well attended and participants shared their successful and sometimes unsuccessful mentoring experiences. Everyone agreed that this is an important issue and the conversation must continue.

The task force also convened for a meeting and developed a vision for the future. The task force would like to first propose that SWS create its own minority fellowship program. This fellowship would be independent of the one sponsored by the American Sociological Association. The goal of this program is to increase minority student visibility in SWS. We would also like to sponsor workshops on mentoring, collaborating on scholarly projects, how to turn a dissertation into a book, and writing grant applications. We would like to host these workshops in collaboration with the Career Development Committee.

We are excited about the strides that the taskforce has made and we look forward to the work in the future. If anyone is interested in being a member of the taskforce please feel free to email Patricia Warren at warren@soc.umass.edu.

Publications Committee Report
By: Lisa Brush and Sue Hinze

The publications committee has had a very busy Fall. Under the leadership of Co-Chairs Lisa D. Brush and Susan Hinze, the committee succeeded in negotiating a new contract with Sage and appointing a new Editor for Gender & Society. Lisa Brush chaired both the contract negotiation subcommittee and editor search subcommittee, and deserves our eternal gratitude for her hard work this past year. She and Maxine Thompson will roll off the Publications Committee after the SWS Winter meetings. We welcome new members: Toni Calasanti (serving through the Winter meetings in 2008 in the place of Bandana Purkayastha, who will serve as Deputy Editor for G & S), Karen Hansen, and Jyoti Puri. Susan Hinze continues as Co-Chair, and Toni Calasanti has agreed to serve as Co-Chair for a two-year term.

Network News

Leslie Hossfeld is well into her second year as editor of Network News. She produced two high quality issues. Volume 22 nos. (3) and (4) averaged 34 pages, and Network News distribution averages 1,100. Diane Levy, University of North Carolina, Wilmington, is writing a new film review column, and Leslie plans to launch a column on Public Sociology in the near future. Leslie will submit a separate Network News annual report and budget. The Publications Committee recommends funding Network News at the level required to cover increased printing and postage costs and further professionalization of Network News.

Fact Sheets

The Publications Committee has worked with the Executive Office to streamline the process of securing copyright permission for those wishing to reprint Fact Sheets in textbooks or other publications. Reprint permission forms and instructions are available in Network News and through the SWS website. The Executive Office will handle requests in consultation with Publications Co-Chairs on a case-by-case basis.

Gender & Society

Editorial Office

The Editor will submit a separate Gender & Society report on publication, budget, and special issues. In September, the Publications Committee, in conjunction with the Editor, sent thank-you notes to the six people who rotated off the Gender & Society editorial board. In addition, we invited two individuals to stay for a second term and asked six new members to join the editorial board for three year terms. The Publications Committee thanks the Editor, Christine Williams, for the truly excellent editorial work she has executed and overseen during her term, and for her superbly realized efforts to increase the professionalization of the Editorial Office. She shepherded the journal through a period of great uncertainty in journal publishing, and has served SWS and the cause of feminist sociology through her editorial and organizational work; the revenue the journal generates depends on the impact of the journal, and the impact and reputation of the journal rest on excellent content, developed with the oversight of the Editor. The Publications Committee also thanks the Deputy Editors (Dana Britton and Jyoti Puri) for their outstanding work and dedicated service.

Editor Search

The SWS Publications Committee is pleased to announce Dr. Dana Britton (Associate Professor, Sociology, Kansas State University) as the next Editor of our journal, Gender & Society. The...continued on page 12
Meeting Minutes...continued from page 11
Publications Committee unanimously adopted the recommendation of the search committee.

The search committee (Judith Lorber, Sue Hinze, and Chris Bose, chaired by Lisa D. Brush) solicited applications, met with potential Editors in Philadelphia, and worked closely with Dr. Britton to develop an exceptionally strong proposal that responds admirably to the primary issues we articulated.

We found the proposal nicely showcased the range of Dr. Britton's strengths: overall strategic approach complemented by down-to-earth commitment to getting the details just right; high-tech know-how at an important moment of transition in journal publishing; a strong sense of responsibility and accountability tempered by realistic humility about what an editor can do; ability to generate enthusiastic support from her home institution and from a great set of proposed deputy and associate editors. The proposal was well written, demonstrated in-depth knowledge of how the journal is run, and revealed good strategic thinking on how to improve both internal process and external performance/rankings. Dr. Britton proposed a very smart structure of people who will work as deputy editors as well as people who will attract an audience (and potential contributors) as associate editors, all of whom care about the journal's success.

At the Publications Committee meeting, the Committee approved the written agreement with the incoming editor (required under the new contract), and Drs. Britton and Brush signed a copy for the Editor's office and a copy for the Executive Office. Special Issue Proposal
The Publications Committee reviewed a proposal for a special issue titled "Gender and Sexuality in the Global U.S. Military Empire." After careful consideration and much discussion, we declined to accept the proposal and are not requesting a revised version. However, we are encouraging Gender & Society editorial board members, to cultivate, solicit, and recommend for submission and review manuscripts that present innovative research and direction-setting scholarship on this topic in keeping with the focus of the journal.

Book Review Editor
Barbara Ryan, the current Book Review Editor, has stepped up the flow of reviews from an average of 5 per issue to an average of 8 per issue. To meet the mission of SWS through the Book Reviews section of Gender & Society, the Publications Committee helped broker several suggestions for coordination between the BRE and the Editorial Office.

First, the Publications Committee officially endorsed prioritizing reviewing books by SWS members, sociologists, and interdisciplinary authors promoting a perspective consistent with the SWS/Gender & Society mission statement, in that order, and including edited volumes (originating both in the U.S. and abroad) when they fall in a high priority category.

Second, the BRE will coordinate reviewer selection with the Editorial Office, and will have access to the continually-updated reviewer data base.

Third, on the theory that you cannot manage or prioritize what you do not measure, the BRE agreed to build the professionalization of the Book Review office through documentation and staffing. The Publications Committee recommends increasing the BRE budget allocation (via the stipend to the Editorial Office) to facilitate this last strategy.

New Sage Publications Contract
The Publications Committee is delighted to report that we approved the recommendation of the subcommittee charged with negotiating a new contract to publish Gender & Society to renew with Sage Publications. We signed a contract by the December 2005 deadline.

The subcommittee members (Chris Bose, Idee Winfield, and Nancy Naples, chaired by Lisa D. Brush) solicited and received extensive competitive proposals from two university and three commercial presses: the University of California Press, Sage, Springer, Blackwell, and Indiana University Press. We met in Philadelphia with representatives of all the publishers except IUP. We selected Blackwell and Sage as finalists. Additional research and negotiations resulted in strong consensus that we should sign another contract with Sage.

Summary of Terms: Sage offered another 5-year contract to publish Gender & Society. In every respect, the contract builds and improves on the strong partnership between SWS and Sage. The contract will bring an estimated $320,000 per year to SWS in shared revenue from the journal. They are guaranteeing an annual royalty payment of $200,000. Under the new contract, Sage will double the percentage of revenue shared with SWS in most categories (to 50%). In addition to a $100,000 signing bonus, they are effectively "buying out" the last two years of our current contract, making the terms of the new contract retroactive to January 1, 2005. This is a very significant commitment to the journal and SWS. They will pay a stipend for the Editorial office in the amount of $85,000/year + 5%/year (increased from $15,000/year under the current contract). They will provide software and support for converting to an entirely electronic editorial office (with an integrated system for submitting, tracking, reviewing, editing, and preparing manuscripts) at no cost to SWS. They are also providing full support for electronic publication/distribution via their platform and collections. They are focusing their international marketing on growing markets and library systems in Asia (especially China). They will continue to provide Gender & Society in both print and electronic versions at no charge to SWS members or the organization. SWS will have a dedicated membership coordinator, and Sage will conduct annual member surveys. SWS members will have free access to the full Sage sociology collection and receive a 30% discount on all Sage books and journals.

Financially, the current offer from Sage proved competitive with those of the other commercial publishers. We wanted to maintain the high production values the journal currently displays, minimize transition costs, and work in partnership with a publisher with a strong international presence and demonstrated commitment to our organization and journal. SWS signatories to the contract are the Chair of the Publications Committee, the Executive Officer, and the President.

Gender & Society
Editor's Report

By: Christine Williams

Editorial Staff

The journal's Managing Editors are...continued on page 13
Meeting Minutes...continued from page 12
Juilanne Forcier and Cati Connell. They provide excellent service to the journal. Julianne is an administrative professional who works 20 hours/week. Cati Connell joined the staff in the fall 2005, replacing Gretchen Webber, who graduated. Cati is a second year graduate student who works 10 hours/week. She is knowledgeable about journal matters, as she worked for Sage in California prior to joining the sociology department. She is writing her Master's Thesis on transgender issues in the workplace. Deputy Editors Dana Britton and Jyoti Puri continue to assist in the editorial decision process by reviewing manuscripts, helping to decide in cases of split reviews, running the review process when conflicts of interest arise, and providing assessments of manuscripts that are insufficiently developed for external review.

Statistics
From January 1, 2005 through December 31, 2005, the Austin office received 182 new manuscripts and 50 revised manuscripts, for a total of 232 manuscripts. These numbers are comparable to last year's rate.

423 review packets were sent to reviewers, and 395 reviews were returned. The average reviewer response time is 35 days.

In 2005, 223 editorial decisions were made, including 23 accepts, 49 "revise and resubmits," and 136 rejects (of which 77 were rejected without external review).

In addition to formally submitted manuscripts, I review a number of papers sent in as "pre-publication" queries. In 2005, I reviewed 29 "query papers," provided substantive feedback on each, and encouraged eleven of the authors to submit revised versions of their manuscripts for formal consideration.

In 2005, the average time from submission to editorial decision was 36 days. The average time from submission to editorial decision for externally reviewed manuscripts only was 56 days. The range of decision time was 1 day (min.) to 120 days (max.).

I do not have a backlog of manuscripts awaiting publication. Once accepted, articles are published very quickly. From acceptance to publication is approximately five months, the amount of time required for production.

The 2005 volume of Gender & Society includes 21 articles, 12 research reports, 2 perspectives, and 3 special contributions (SWS presidential editorial, feminist lecture, guest editor introduction). 38 books were reviewed in 2005.

The final issue of Volume 20 will go to press at the end of July. That is when the Austin office of Gender & Society will close. My office will continue to receive new manuscripts until May 1, and revised manuscripts until June 1. I will work with the new editor to smooth the transition process.

Cover Art
This year's cover features a detail from a painting by New Zealand Maori artist Robyn Kahukiwa. It was designed by Julie Reid, who is a UT graduate student in sociology, with the superb production assistance of Sage.

Budget Issues
In 2005, I provided monthly or bimonthly statements of our accounts to Cindy Anderson, SWS Treasurer. In January 2006, SWS increased the amount it sends the journal from $2500 to $3500, which is an ample amount that has finally relieved my budgetary concerns.

Boxes
The boxes of old manuscripts that I received from Chris Bose have been destroyed. Records of manuscript processing on hand-written index cards have been retained. These cards, along with the computer files of manuscript processing information and decision letters, will be sent to the new editor at the end of my term, along with any outstanding "revise and resubmit" manuscript files.

Network News
Editor's Report
By: Leslie Hossfeld

Since the last Publications Committee meeting two newsletters have been produced (Volumes XXII No 3 and 4), averaging 34 pages with a distribution of approximately 1100. I have joined a new institution and am establishing a new base for the publication. Expenses have increased substantially, particularly mailing and printing costs.

Diane Levy, University of North Carolina Wilmington, has begun a new column reviewing films for classroom use. I will soon begin a Public Sociology column highlighting public sociology activities of SWS members.

Membership Committee
SWS Regional Chapters
2005 Reports and 2006 Funding Requests

By: Mary Virnoche
Chapter Liaison, SWS National Membership Committee

Local Chapters

Florida: Tallahassee
Contacts: Irene Padavic (ipadavic@fsu.edu) and Pat Martin (pmartin@fsu.edu).
Activities
Since Spring 2005, we have met to hear and discuss student research on body projects. We have plans to meet during the spring term.

Request for Funds
The Tallahassee Chapter requests $50 to fund refreshments at our first meeting of the year, scheduled for January 2006.

Massachusetts: SWS Pioneer Valley
Contact: Kat Jones, University of Massachusetts (kjones@soc.umass.edu)
Activities
Invited speaker Patricia Yancey-Martin, Spring 2005.

Request for Funds
$75 for speaker and spring recruitment meeting

Michigan: Michigan State University, Lansing
Contacts: Lori Baralt (baraltlo@msu.edu) and Julie Hartman (hartma75@msu.edu)
Activities
Fall 2005 we had a brown bag talk where two graduate students/sws members presented their current work; we also hosted a welcome brunch for new female faculty; we plan to continue to host brown bag discussion next semester and possible an end-of-semester potluck/social.

Request for Funds
$50 for brown bag series

New York: New York City
Contact: Jackie Skiles, (jnye@yahoo.com)
...continued on page 14

Funding Requests...
Meeting Minutes...continued from page 13

Activities
SWS-NYC Chapter continues to meet most months while school is in session, with presentations by members and others, followed by lively discussions. We usually meet on the first or second Sunday of the month for potluck brunch in a member's home, before a brief business meeting and the program, but variations on that schedule have included a cocktail hour meeting at Helen Hacker's last fall and a couple of meetings at the N.Y. City NOW Service Fund's office. In February we're going to the Grad Center of the City University of N.Y. to hear SWS member from Florida, Pat Yancey Martin, talk on "official abuse" of rape victims. While most participants are sociologists and at least "local" SWS members (we charge local dues of $5/yr. to help defray costs of hostess costs of meetings), our gatherings aren't strictly limited to SWSers. Friends and relatives are often invited to join us.

Request for Funds: None

Nevada: Las Vegas
Contacts: Jennifer Keene (jkeene@unlv.nevada.edu) and Anastasia Prokos (prokos@unlv.nevada.edu)
Activities: We met in the Fall of 2005 for a "meet the new feminist faculty" evening. We meet once or twice each semester and our activities vary.

Request for Funds: None

North Carolina: Southeastern
Contact: Leslie Hossfeld, HossfeldL@uncw.edu
Activities: Students and faculty meet two to three times a semester for brown bag discussions and occasional potluck dinners.

Funds Request: $50 for social and recruitment

Ohio: SWS-Akron
Officers: Kathy Feltey, Advisor Elizabeth Grossman, President eg12@uakron.edu (submitted report)
Jean-Anne Sutherland, Treasurer
Rachel Schneider, Secretary
Activities: We are revitalizing the local chapter here and reorganizing. Akron U will now have its own local SWS chapter and Kent its own. We are working on finding an advisor and Graduate student president for the Kent chapter and as soon as those are firm Elizabeth Grossman will ask them to contact you.

Reforming the organization and selecting officers.

For 2006: We look to do at least one major fundraiser in the Fall and hopefully one smaller one this Spring; We hope to co-sponsor a conference (either a panel, speaker or the entire conference) at Akron U with CROW this spring, a multi-disciplinary group on campus of faculty and graduate students who are sharing, supporting and doing research on women; and we are helping to fund graduate students going to the SWS winter meeting.

Funds Request: We are looking to be involved with CROW, a multi-disciplinary group of faculty and graduate student scholars who research feminist issues, by helping to sponsor a conference on such issues either in March or April 2006. Specifically we would either like to co-sponsor the entire conference or help in sponsoring a specific speaker. We are asking $50 for this event.

Also we would like to request $50 to jump start our grant fund for graduate student research on feminist issues.

Total Funds Request: $100

Regional Chapters
SWS-East
Contact: Laura Steck (lauraweststeck@yahoo.com)
Activities: The Eastern group has formed in collaboration with the ESS Committee on the Status of Women. As a committee member, Tamara Smith is also working with the SWS East regional chapter.

Funds Request: None

Midwest SWS (MSWS)
Contact: Heather Laube (liaison), hlaube@umflint.edu
Activities: Midwest SWS celebrated its 30th Anniversary in Minneapolis, March 31 to April 3, 2005, concurrent with the annual meetings of the Midwest Sociology Society. MSWS co-sponsored over 30 sessions and held our first "Honoring the Sociological Work of Women" session. This session was designed to honor women in the Midwest region who have contributed substantially to the discipline, their students, the MSS, the MSWS -- the myriad ways that women contribute. Our first honoree was Helen Moore, from the University of Nebraska, and instead of the traditional "dinner out," this year we held a banquet to celebrate our anniversary and Helen. Attendance was wonderful and many shared stories of the ways Helen and MSWS in general has impacted their lives. Michelle Miller turned the leadership over to Cheryl Childers at a packed business meeting. We are working on a website, and the following is a sampling of MSWS programming for the 2006 meeting in Omaha...

STITCH & BITCH
SESSIONS:
GENDER AND WORK I & II
GENDER, RACE AND SEXUALITY
GENDER AND SPORT
GENDER, RACE, AND JUSTICE I & II
GENDER, HEALTH, AND MEDICINE
WOMEN AND AGING
DOING FEMINIST RESEARCH

PANELS:
PREPARING FOR YOUR ACADEMIC JOB SEARCH
TEACHING SOCIOLOGY THROUGH LITERATURE AND FILM
SURVIVING THE FIRST FEW YEARS: A DISCUSSION IN TWO PARTS
PART I: ADVICE FOR NEW FACULTY
PART II: THE ART OF THE CV
CREATIVE COPING

WORKSHOPS:
FEMINISTS IN THE CLASSROOM: NEGOTIATING A CHILLY CLASSROOM
THE ART OF THE JOB SEARCH
TALKING IN SOUND BITES: HOW TO TALK TO THE MEDIA

Funds Request: None

SWS-South
Officers: President, Idee Winfield, (Winfield@cofc.edu) College of Charleston Vice-President, Angela Lewellyn Jones, Elon University, Secretary, Sandra Godwin, Georgia College & State University, Treasurer/Membership Chair, Shannon Davis, UNC-Chapel Hill, Newsletter Editor, Maria Febbo-Hunt, Wake County Public Schools, Electronic List Keeper, April Brayfield, Tulane University, Archivist, Susan Ambler, Maryville College, Awards Committee Chairs, Rebecca Bach, Duke University &...continued on page 15
Meeting Minutes...continued from page 14
Tom Hood, University of Tennessee-Knoxville, SWS National Liaisons
Margaret Leaf, (ml04e@garnet.acns.fsu.edu) Florida State University, Christine Wernet, (chrisb@usca.edu) University of South Carolina Aiken, Journal Referee Liaisons, Pat Yancey Martin, Florida State University, Shirley Laska, University of New Orleans

Activities
- Organized 14 co-sponsored sessions at the Annual meeting of the Southern Sociological Society
- Raised over $500 for the ASA Minority Scholarship at our annual Silent Auction Fundraiser
- Approved new SWS-South Bylaws more in line with SWS-National.
- Made donations to the American Red Cross and the Southern Sociological

Request for Funds
$100 to offset liaison travel to SWS Winter Meeting.

SWS West
Officers: President, Anastasia Prokos, prokosa@unlv.nevada.edu, University of Nevada Las Vegas, Vice President, Mary Virnoche, Mary.Virnoche@humboldt.edu, Humboldt State University, Secretary, Kathryn Hausbeck, hausbeck@unlv.nevada.edu, University of Nevada Las Vegas, Treasurer, Marjukka Ollilainen, MOLLILAINEN@weber.edu, Weber State University

Activities
SWS-West was established in April 2005 during a social sponsored by the Pacific Sociological Association Committee on the Status of Women. SWS members attending the event agreed to establish a regional chapter. SWS-West will meet concurrently with PSA. The officers listed above corresponded electronically to establish the chapter and make plans for the 2006 breakfast meeting of SWS West during the April PSA meetings in Hollywood, California.

Request for Funds
We request $100 that we will use to co-sponsor with the Committee on the Status of Women a social at the 2006 PSA meeting in Hollywood, California.

Chapters in Formation
Minnesota: Teresa Toguchi Swartz, University of Minnesota (tswartz@umn.edu) Sharon Preves and Melissa Emberger-Herbert at Hamline University are also helping. They just got the Minnesota SWS list to use in recruiting for the Minnesota Sociology meeting.

New York: Albany/Tri-Cities - Sally Dear (sdear@binghamton.edu) is still interested in forming a chapter. I recommended that she might try to organize something at the Eastern Sociological Association meeting.

Ohio: SWS-Kent State -- Kent is in the process of forming its own chapter separate from Akron. They are working on finding an advisor and graduate student president for the Kent chapter. Elizabeth Grossman (Akron President) will ask the new Kent president to contact SWS.

Chapters Closed*
- North Carolina: Triangle - Raleigh/Durham (Cheri Chambers was listed as the contact)
- North Central (Martha Schmidt was listed as the contact)

Chapter Formation Interest Closed*
- Illinois: Chicago (Catherine Harnois was the contact. She suggested that Barbara Risman might start something up. Barbara said "maybe" in the future)
- Massachusetts: Boston (Christina Borel and Mary Churchill were contacts)
- Pennsylvania: Philadelphia (Dina Pinsky was the contact)
- Washington, D.C. (Amy McLaughlin was interested in forming some time ago but has since moved away. She has had some trouble getting her name off of all the places that list her as a contact)

* Unless otherwise noted, I received no response from anyone from these chapters after several person-to-person and general SWS Listserv mailings. I contacted names listed on both the SWS Web page and on the Winter 2005 Network News.

Total Funds Requested from All Chapters: $525
The Feminization of Academic Sociology?

The Sex Composition of Full-Time Faculty at U.S. Sociology Departments Granting Doctorate Degrees

Jackie Gabriel • Colorado State University

Recently, while reading Feagin and Vera’s book Liberation Sociology (2001), I came across the notion of the “feminization of academic sociology.” Feagin and Vera (2001) suggest that the growing number of women coming into sociology, which has accelerated greatly since the 1960s, has forced white men, who formerly faced little or no competition, to have to compete for academic and other employment positions within the discipline. This suggestion caused me to reflect on my own experience as a graduate student in sociology. Both of the graduate programs I attended were chaired by men and the majority of the full-time faculty were male. Although it is evident that women within the discipline of sociology, and academia in general, have made gains over the last few decades, I was interested in knowing the degree to which they are still underrepresented among full-time sociology faculty in universities across the United States.

Data for this study was gathered primarily from the 2003 edition of the American Sociological Association Guide to Graduate Departments of Sociology (henceforth referred to as the ASA Guide). This guide contains listings for 252 graduate sociology departments, including 212 departments in the United States and 40 international departments. For each department the guide lists the following information: 1) name; 2) address; 3) telephone and fax numbers; 4) electronic mail and home page addresses; 5) chair; 6) graduate director; 7) names of administrative assistants; 8) degree(s) offered; 9) special programs; and 10) full-time, part-time, affiliated, emeritus and jointly-appointed faculty. In addition, special programs are indexed in the guide. These programs denote an area in which the department offers several regularly scheduled courses, a core faculty, special examination, or some other indication of a concentration.

I limited my study to U.S. departments granting doctorate degrees in “sociology.” Therefore, departments listed in the ASA Guide as Department of Human Community Resources Development, Doctoral Program in Social Work and Social Science, Department of Sociomedical Sciences, Department of Rural Sociology, and the like were not included. I included only those departments specified as Departments of Sociology and offering doctorate degrees, thus reducing my analysis to 110 departments. After identifying these departments, I examined them individually and tallied the number of male and female full-time faculty members in each. (See Table I for an alphabetical list of these departments along with their number of faculty members by sex). In order to ascertain the sex of those faculty members whose names could typically be identified as either male or female, I visited the department’s homepage. Most department homepages offer profiles of their faculty including pictures and biographical information, which allowed me to determine the faculty member’s sex. In addition to tallying the sex composition of the full-time faculty in these 110 departments, I also noted whether each: 1) was chaired by a male or female; 2) had a majority male or female full-time faculty; and (3) listed “sex and gender” as a specialty program within the department. I then cross-referenced this information with the specialty programs indexed in the back of the ASA Guide. Next, I ranked these departments to reflect their standings in the 1995 edition of the National Research Council’s Doctorate Programs in the United States: Continuity and Change (Goldberger, Maher, and Flattau 1995). Table II provides a list of all female-chaired PhD-granting sociology departments in the United States along with their ranking. And Table III offers a list of PhD-granting U.S. sociology departments in which a majority of the full-time faculty are female, as well as the percentage of female full-time faculty within each department and the department’s rank.
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<th>Female</th>
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<td>University of New Hampshire</td>
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</tr>
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<td>University of New Mexico</td>
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<td>University of North Carolina - Chapel Hill</td>
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<tr>
<td>University of Oklahoma</td>
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<tr>
<td>Oklahoma State University</td>
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<td>Penn State University</td>
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<td>7</td>
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<tr>
<td>Rutgers - State University of New Jersey</td>
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<tr>
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<td>University of South Carolina</td>
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<td>Temple University</td>
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<td>10</td>
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<td>Washington State University</td>
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<td>University of Wisconsin-Madison</td>
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<tr>
<td>Yale University</td>
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</table>

Total: 1328 (64%) 743 (36%)
Table II: Female-Chaired Departments by Rank

<table>
<thead>
<tr>
<th>Female-Chaired Departments</th>
<th>Rank (out of 95)*</th>
</tr>
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<tbody>
<tr>
<td>Arizona State University</td>
<td>73</td>
</tr>
<tr>
<td>University of California - Davis**</td>
<td></td>
</tr>
<tr>
<td>Case Western Reserve University**</td>
<td></td>
</tr>
<tr>
<td>Catholic University of America</td>
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</tr>
<tr>
<td>Harvard University</td>
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<tr>
<td>Howard University</td>
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<tr>
<td>University of Iowa</td>
<td>40</td>
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<tr>
<td>University of New Mexico**</td>
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</tr>
<tr>
<td>New York University</td>
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<tr>
<td>Northwestern University</td>
<td>9</td>
</tr>
<tr>
<td>Purdue University</td>
<td>52</td>
</tr>
<tr>
<td>Rutgers, The State University of New Jersey</td>
<td>31</td>
</tr>
<tr>
<td>Syracuse University</td>
<td>58</td>
</tr>
<tr>
<td>Temple University</td>
<td>61</td>
</tr>
<tr>
<td>University of Texas - Austin</td>
<td>16</td>
</tr>
</tbody>
</table>

* 1995 National Research Council’s Ranking of Doctorate Programs in the United States
** Not ranked within the top 95 U.S. Doctorate Programs by National Research Council (1995)

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Table III: Departments in which the Majority of the Full-Time Faculty are Female by Rank

<table>
<thead>
<tr>
<th>Majority Female Departments (Percentage of Faculty Female)</th>
<th>Rank (out of 95)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>American University (64%)</td>
<td>80</td>
</tr>
<tr>
<td>Arizona State University (53%)</td>
<td>73</td>
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<tr>
<td>Bowling Green State University (53%)</td>
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<tr>
<td>University of Cincinnati (60%)</td>
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<td>University of Colorado (58%)</td>
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<tr>
<td>University of Iowa (56%)</td>
<td>40</td>
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<tr>
<td>Kent State University (56%)</td>
<td>88</td>
</tr>
<tr>
<td>University of Miami (54%)**</td>
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<tr>
<td>University of Nebraska (67%)</td>
<td>67</td>
</tr>
<tr>
<td>Temple University (59%)</td>
<td>61</td>
</tr>
<tr>
<td>Wayne State University (55%)**</td>
<td></td>
</tr>
</tbody>
</table>

* 1995 National Research Council’s Ranking of Doctorate Programs in the United States
** Not ranked within the top 95 U.S. Doctorate Programs by National Research Council (1995)
Initial Findings: Full-Time Faculty in U.S. Sociology Departments Granting PhDs

Several issues immediately caught my attention in the data. First, only 36 percent, or approximately one out of three, full-time faculty members in U.S. sociology departments granting doctorate degrees are female. As of 2003, there were 743 women and 1328 men full-time faculty members in PhD-granting sociology departments in the United States. Second, women chair only 13 percent, or 15 out of 110, of these departments. These 15 departments range in rank from being in the top ten (i.e., Harvard University and Northwestern University) to not being ranked within the top 95 U.S. doctorate programs by the National Research Council. Third, just 10 percent, or 11 out of 110, of the PhD-granting sociology departments in the United States have a majority female full-time faculty. With the exception of the University of Iowa, none of these departments rank within the National Research Council's top 55 PhD-granting sociology departments. Finally, and somewhat surprisingly, departments specializing in “sex and gender” were not more likely to be departments with a female majority full-time faculty. There was no difference in the percentage of departments listing “sex and gender” as a specialty program between all U.S. PhD-granting sociology departments and departments in which a majority of the full-time faculty were female. In other words, 45 percent, or 50 out of 110, of the departments in this study specialize in “sex and gender,” while 45 percent, or 5 out of 11, of the departments with a female majority full-time faculty list “sex and gender” as a specialty area.

Literature Review and Previous Research

To make sense of these findings, I reviewed the literature and previous research on women’s representation (or lack thereof) in academia, specifically academic sociology. I found that this scholarship is, for the most part, divided along the lines of those who focus on individual factors and those who focus on institutional factors. The former group of scholars focuses primarily on individual-level gender differences in socialization, family responsibilities, education, work experience, ambition, and achievement to explain the differences in sex composition among university faculty. Basically, these scholars suggest that human capital differences between women and men explain the lack of parity among the sexes in academia. Stephen Kulis (1988), however, argues that as the gap in educational attainment between men and women has narrowed, with women earning just as many doctorate degrees as men, both quantitatively and qualitatively it is becoming less credible to view persisting gender inequalities in academia principally as the result of human capital factors. Thus, he and other scholars have turned to institutional factors in order to explain these inequalities. Kulis (1992:94) suggests that since an increasing number of qualified women are entering academic careers, institutional factors appear ever more salient in explaining variation in the extent to which women become fully integrated into sociology departments.

Although the units of analysis are not always the same for those scholars who focus on the institutional factors that condition women’s integration into academia, Kulis (1992:94) explains that all of these scholars concentrate on aspects of the external and/or internal labor markets. For instance, studies regarding the external labor market – structures and processes that govern the supply, demand, and competition of labor – have indicated ways in which men and women are directed into different jobs, occupations, and organizations (Kulis and Miller-Loessi 1992a:95). In regards to the internal labor market, Kulis and Miller-Loessi (1992b:95) point out that there are longstanding claims that an institution’s size, prestige, and emphasis on research influences its administrative practices, with potentially profound
implications for women. For instance, Kulis and Miller-Loessi’s (1992b:157) analysis of longitudinal surveys of U.S. sociology departments which explored changes in the sex composition of faculty and the degree to which men and women faculty were concentrated at different academic ranks, suggests that "high institutional prestige, research orientation, large size, public auspices, nonurban setting, and faculty growth are major predictors of higher representation of women" among faculty. Additional research looking at institutional factors conducted by Bach and Perruci (1984) suggests that sex composition among faculty is more balanced when the college or university has a relatively high proportion of women students, women university administrators, and women departmental chairs. Bach and Perruci (1984) also suggest that sex composition is more balanced among institutions in which there is less of an emphasis placed on research and more reliance on federal revenue sources. My findings also indicate that institutional factors such as department prestige and departmental chair may have some bearing on the sex composition of full-time faculty at U.S. sociology departments granting doctorate degrees.

While reviewing the previous research, I discovered a few secondary data sources, which allowed me to assess the extent to which the situation of women in academic sociology has changed over the last few decades. The first and oldest of these sources provided data from the late-1960s to early-1970s and was produced in a report titled, “The Status of Women in Sociology, 1968-1972,” by the American Sociological Association (ASA) Ad Hoc Committee on the Status of Women in the Profession (Hughes 1973). The data on which this report was based were drawn from a questionnaire sent out by the ASA in the academic year of 1968-1969 to departments granting graduate degrees, and followed by a second questionnaire in 1971-1972 (Hughes 1973). The second of these data sources is Karen Miller, Stephen Kulis, Leonard Gordon and Morris Axelson’s (1988) article, “Representation of Women in U.S. Sociology Departments,” which draws on a survey of U.S. sociology departments at four-year universities conducted in 1984 by the Sociology Department Survey Research Laboratory at Arizona State University. The third and most recent data source was produced by the ASA, based on the organization’s 1998 Survey of Graduate Departments of Sociology and titled “Distribution of Faculty in Graduate Departments of Sociology by Rank and Gender of Faculty Member, 1997-1998 Academic Year” (ASA 2000b). Although the data from these three sources does not lend themselves to comparison, I nevertheless utilized them in order to make comparisons with my findings and to demonstrate changes over the last few decades in women’s representation among full-time faculty at U.S. sociology departments granting PhDs.

Sex Compositions and Institutional Prestige

Kulis (1988) explains that women in academia typically have been clustered in less prestigious institutions. His research in the late-1980s revealed “women’s share of faculty positions ranged from thirty-seven percent in two-year colleges, and twenty-nine percent in those granting only bachelor’s degrees, to nineteen percent in those granting at least fifteen doctoral degrees” (Kulis 1988:206). Kulis (1988) suggests that the patterns of representation for women sociologists reflect those in academia generally. Moreover, he explains that in 1988 men outnumbered women on sociology faculties across the nation by about four to one, but the imbalance was even more pronounced – more than five men to every woman – in top ranked departments (Kulis 1988:206).

In order to account for this situation, Bach and Perruci (1984:196) claim, “One explanation is that prestige is a powerful resource that can be used as an incentive to attract recognized scholars and researchers. Women academics typically have been located outside
informal prestige networks, perhaps making them less attractive than male candidates because they have been less effective in recruiting others or in augmenting departmental prestige.” Kulis and Miller-Loessi (1992a:160) suggest that although this has begun to change, women faculty members remain less well represented in prestigious institutions.

In order to assess just how much this situation has changed (that is, women’s representation among faculty in prestigious sociology departments), I compared my findings with Hughes’s data and analysis from 1968 through 1972. According to Hughes (1973:12), in the academic year of 1968-1969, “…at no university of top rank did women constitute more than fifteen percent of the full-time sociology faculty.” By comparison, in 2003, women comprised at least 20 percent of the full-time faculty in each of the 15 highest ranked PhD-granting sociology departments in the U.S and they represent over 40 percent of the full-time faculty in four of these departments, including the University of California Berkeley, Northwestern University, the University of Washington, and Indiana University. Moreover, women represent an average of 33 percent of the full-time faculty in these 15 departments combined (Table IV lists these 15 departments along with the number and percentage of their faculty by sex).

Table IV: Top Fifteen U.S. Doctorate Sociology Departments by Rank and Gender Composition

<table>
<thead>
<tr>
<th>Department</th>
<th>Rank*</th>
<th>Number and Percentage of Full-Time Faculty</th>
</tr>
</thead>
<tbody>
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<td></td>
<td></td>
<td>Female</td>
</tr>
<tr>
<td>University of Chicago</td>
<td>1</td>
<td>4 (20%)</td>
</tr>
<tr>
<td>University of Wisconsin - Madison</td>
<td>2</td>
<td>18 (31%)</td>
</tr>
<tr>
<td>University of California - Berkeley</td>
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<td>9 (41%)</td>
</tr>
<tr>
<td>University of Michigan</td>
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<td>12 (32%)</td>
</tr>
<tr>
<td>University of California – Los Angeles</td>
<td>5</td>
<td>12 (26%)</td>
</tr>
<tr>
<td>U of North Carolina – Chapel Hill</td>
<td>6</td>
<td>7 (35%)</td>
</tr>
<tr>
<td>Harvard University</td>
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<td>5 (28%)</td>
</tr>
<tr>
<td>Stanford University</td>
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<td>6 (38%)</td>
</tr>
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<td>Northwestern University</td>
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<td>11 (46%)</td>
</tr>
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<td>University of Washington</td>
<td>10</td>
<td>14 (40%)</td>
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<tr>
<td>University of Pennsylvania</td>
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<td>Indiana University</td>
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<td>11 (44%)</td>
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<td>Princeton University</td>
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<td>University of Arizona</td>
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<td>6 (33%)</td>
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<tr>
<td>Columbia University</td>
<td>15</td>
<td>5 (26%)</td>
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<tr>
<td>Total</td>
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<td>130 (33%)</td>
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</table>

*This ranking is based on the 1995 National Research Council’s Ranking of Sociology Doctorate Programs in the United States (Goldberger, Maher and Flattau 1995).
Using the ASA's early-1970s categorization of "distinguished" sociology departments, which was based on the American Council of Education's categories, Hughes (1973) compares the "quality of department" to the department's sex composition. She explains that seven departments of sociology were listed as "distinguished," including Berkeley, Chicago, Columbia, Harvard, Michigan, Wisconsin and North Carolina (Hughes 1973:11). Between the years of 1970 and 1972, only five percent of the total faculty members and four percent of the full-time faculty members (that is, 6 out of 143) at seven departments were female (Hughes 1973:11). In 2003, by comparison, 31 percent, or 60 out of 195, of the full-time faculty members at these departments were female. This represents a 27 percent increase in nearly three decades.

**Sex Composition and Department Chair**

Previous research has demonstrated that the percentage of female faculty in a department is positively correlated with the department being chaired by women. For example, Kulis and Miller-Loessi's 1984 survey of U.S. sociology departments at four-year universities found that departments with female chairs tended to have more women faculty members (1992b:172). My findings also suggest a positive correlation between departments that are chaired by women and those in which a majority of the full-time faculty are female. Whereas women represent a majority of the full-time faculty among 15 percent of all PhD-granting sociology departments in the United States, they represent a majority of full-time faculty at 20 percent of those departments that are chaired by women.

One might expect that in departments that are chaired by women, these women can exert their influence in order to ensure that discriminatory criteria are not employed in recruitment, hiring, and/or promotion. Kulis and Miller-Loessi (1992b:172) explain that highly placed women administrators, such as department chairs, may be more sensitive to and more vigilant in detecting discriminatory criteria and can help to transform organizational culture such that gender bias is reduced among all decision-makers. However, they also maintain that it is difficult to determine the extent to which improvements in women's status and representation among faculty tends to precede or to result from the appointments of female department chairs (Kulis and Miller-Loessi 1992a:99). Kulis and Miller-Loessi (1992b:178) explain, "The causal connection between sex and the department chair and faculty outcomes for women is uncertain. Net of other factors, departments with a woman at the helm might have more women sociologists because of influence and vigilance on her part and/or because departments with numerous women have better odds of obtaining a female chair."

According to Hughes (1973:6), between the years of 1969 and 1972 the percentage of women among sociology department chairs increased from one percent to seven percent. As of 2003, this percentage nearly doubled to 13 percent. Although the data indicate that women have experienced noteworthy gains in their percentage of chairpersons among U.S. doctoral-granting sociology departments, they remain significantly outnumbered by men in this regard.
Overall Changes in the Sex Composition of Full-Time Sociology Faculty

Although the data from previous research by 1) Hughes (1973); 2) Miller, Kulis, Gordon and Axelrod (1984); and 3) the ASA (1998) does not lend themselves to comparison, I nevertheless use these data to demonstrate changes in the overall sex composition of full-time faculty at PhD-granting sociology departments in the United States. In 1972 women made up 12 percent of the faculty in graduate departments of sociology at U.S. universities, colleges, and research institutions (Hughes 1973). By 1984, this percentage had doubled to 24 percent (Miller et. al. 1988). According to the latest figures produced by the ASA, in the academic year of 1997-1998, women constituted 32.2 percent of all faculty and 32 percent of all full-time faculty in U.S. graduate sociology programs (ASA 2003b). As of 2003, women comprised 36 percent of all full-time faculty members at doctoral-granting sociology departments in the United States. It is clear from this data that women have made significant gains in academic sociology. However, this data also indicates that there is still a long way to go before women reach parity with men in U.S. academic sociology.

Percentage Full-Time Faculty by Sex for Selected Years between 1972-2003

Today, the majority of graduate students in sociology are women. In fact, women earn 58 percent of all the doctorate degrees in sociology in the United States (ASA 2003c). One could reason that this situation has created the potential for changes in the sex composition of sociology departments and faculties across the nation. However, Kulis (1988:215) cautions:
To the extent that the composition of the graduate student body establishes certain parameters for the future outlines of sociology faculty, increases in women’s representation on the faculty certainly are possible. But the pace at which the graduate student demographics alone will alter the faculty sex ratio, if at all, is unclear. There now are clearly enough women in the graduate student “pipeline,” and even among untenured faculty, to substantially improve their representation at the next career step. But in 1984, at each succeeding stage of a career in academic sociology, women’s proportional representation showed a decline, and quite drastically at the last step from an untenured to a tenured position. The problems for women in making that last career transition are numerous...We [sic] remain most uncertain about what might be the most serious obstacle: subtle discrimination against women in hiring and in tenure decisions.

Thus, Kulis (1988:215) suggests that longitudinal studies are needed of a cohort of men and women graduate students in sociology to gain further insights into these more insidious barriers.

Conclusion

Female representation in academia is an important aspect of gender equality since universities are charged with preparing the next generation of professional women. Research on the sex composition of academic faculty is particularly important given the recent evidence that suggests that demographic composition of faculty may affect the educational outcomes of female students. For instance, Petersik and Schneir (1980) found a strong positive relationship between the grades obtained by female students and the percentage of female faculty members in the students’ departments. The growing number of female faculty members in sociology departments across the United States, and thus the increasing utilization of the talents and skills of a previously underrepresented group, will only add to the quality of instruction, research, and the discipline in general. However, this study suggests that there is still a long way to go before female faculty reach parity with male faculty in the nation’s graduate sociology departments, especially when it comes to full-time faculty, full professorships, departmental chairs, and more prestigious departments.

References


Social Activism Fact Sheets 2007: Call for Proposals

Sociologists for Women in Society (SWS) is issuing a call for proposals from persons (graduate students especially encouraged) interested in compiling Fact Sheets on the following topics:

Women & Girls in Math, Science and Technology *
Beijing Plus-10 Country Reports & Summary
Gender & Imprisonment/ Prisons
Intersex

*This is a repeated call from 2005; we received no proposals, but feel the topic is critical enough to merit a second attempt.

These fact sheets will be distributed to SWS members quarterly via the Network News and will be made available on the web at the SWS web site. The purpose of these fact sheets is to aid people in the streets and trenches of our communities educating and working for social justice. Fact sheets are intended to be useful sources of information for teaching, social action, and other areas where succinct, accessible information is needed. To that end, it is important that facts sheets be concise (2-4 pages), easily readable, and manageable. In addition, fact sheets should include: Current data (tables are helpful), Important activist and/or community organizations, Sources for further information, Suggested reading (for instructors, practitioners, students), Videos, Teaching applications

Submission Guidelines:
Persons interested in submitting a proposal should send a one-page letter of intent within the body of an email that includes the topic to be addressed, the type of information to be included, expected length of fact sheet, and qualifications of the author for addressing the proposed topic to: Susan Munkres; susan.munkres@furman.edu; Chair, SWS Social Action Committee

Questions about the scope of the topic or the committee's intent can also be addressed as above.

Time-line for completion to be negotiated upon acceptance of proposals.
SWS will pay an honorarium of $500.00 for completed fact sheets.

Job Opportunities

Flagler College invites applications for a full-time faculty position in the Social and Behavioral Sciences Department available August 2006. The candidate should have an earned doctorate in Sociology; expertise in crime, deviance, and criminal justice is preferred. Commitment to undergraduate teaching is essential. Primary responsibilities include undergraduate teaching, advising, and committee service. The teaching assignment for this position will include Social Problems, Introductory Sociology, and upper-division Criminology and/or Criminal Justice courses. The salary is commensurate with experience and qualifications, with a range of $40,000 to $42,000. Flagler is an independent, coeducational college with an enrollment of 2,050 students. The College is located in historic St. Augustine, Florida, 55 miles north of Daytona Beach. Applicants should send a letter of application, curriculum vitae, unofficial graduate transcripts, evidence of teaching effectiveness, and three references (names, addresses, telephone numbers, and email addresses) to Paula B. Miller, Dean of Academic Affairs, 74 King Street, St. Augustine, FL 32084. Review of applications will begin immediately and will continue until the position is filled. No emails or phone calls, please.
Contrasting queer life today and in years past, this landmark book brings together autobiographies, poetry, film studies, documents, laws, and other texts to explore the meaning and practice of the word queer. Contextualizing contemporary stories with ones from the past, and understanding them through the analytic tools of feminist social criticism and history, the authors show what it means to be queer in America, past and present.

**Constructing Grounded Theory: A Practical Guide Through Qualitative Analysis**
*By Kathy Charmaz*
*Sage Publications, 2006*

*Constructing Grounded Theory* takes readers on a research odyssey through qualitative analysis in an engaging, accessible guidebook. Kathy Charmaz offers students and seasoned researchers step-by-step guidelines beginning with data collection and proceeding through analytic steps to report writing. Readers will find useful guidelines, questions, and suggestions in this volume but not rigid prescriptions or technical procedures. Instead, Charmaz engages her readers in a dialog about qualitative analysis because she views grounded theory as an inherently interactive method. She takes a fresh look at grounded theory methods and creates a cutting-edge exegesis of what qualitative analysis means and how to do it. This book does more than explain and present guidelines; it illuminates implicit analytic and writing practices that help readers advance their work. Charmaz covers typical grounded theory methods such as coding data, writing memos, conducting theoretical sampling, and sorting and integrating memos but takes readers deep into their construction. The book not only offers cogent explications of grounded theory methods, it *shows* readers what these methods entail and demonstrates how qualitative researchers can use them. Readers gain an inside view of actual analytic practices in the detailed excerpts covering each phase of analytic work. They see analytic construction first-hand and learn to use familiar methods in new ways. The book emphasizes the emergent, comparative dimensions of grounded theory and stresses researchers’ active involvement in interpreting the data and in constructing their analyses. Charmaz leads readers to see how their readings of their work guide their next analytic steps. She encourages them to flow with the open-ended nature of qualitative analysis and teaches them to construct creative, useful research reports. This book makes the clearest statement to date of how to move from qualitative description to theorizing. Throughout the chapters, Charmaz dispels misunderstandings about grounded theory and establishes its renewed significance for qualitative inquiry in the twenty-first century. The book focuses on grounded theory but speaks to anyone interested in qualitative methods, theorizing as practice, and knowledge construction.

**Shifting the Center: Understanding Contemporary Families Third Edition**
*Edited by Susan J. Ferguson*
*McGraw-Hill, 2007*

This best-selling anthology explores issues and diversity of contemporary families by presenting a balanced coverage of racial-ethnic, social class, and sexual variation of families and by integrating a diversity of family arrangements and processes. It contains the most recent innovative work by family scholars, and highlights the concepts, theories, and research methodologies currently used to study families. By shifting the focus of inquiry away from traditional family structures, and thus revealing that numerous family structures co-exist, "Shifting the Center" helps students understand how the social structures are embedded in the larger society, and how these family structures change over time and across cultures. This new edition has been extensively revised to account for the explosion of scholarship in the sociology of family in recent years. Thirty new selections focus on timely social issues in contemporary family life, such as lesbian and gay dating relationships, the deinstitutionalization of marriage, transnational marriage markets, cohabitation, commitment ceremonies, stepfathers, elder care, stepfamilies and public policy, transnational motherhood, child care, elder abuse, welfare reform, and the Mommy Tax, to name a few.

**Global Feminism: Women’s Transnational Organizations, Activism and Human Rights**
*Myra Marx Ferree and Aili Mari Tripp, New York University Press, 2006*

This collection explores the global dimensions of feminist activism, looking at both how transnational organizations like the UN, EU and African Union provide opportunities for feminist social change and how feminist activists work transnationally as well as locally. We include case studies from Africa, the former Yugoslavia, Turkey, Europe and Hong Kong as well as ones dealing with issues that cut across regions (relations with donors, use of the internet, labor unions for domestic workers, feminism in development policy, etc). Dilemmas and paradoxes in feminist activism in transnational contexts are stressed, as well as how local situations and activists interact with global organizations. Authors include both policy makers and scholars from around the world.

**Narrative, Political Unconscious and Racial Violence in Wilmington, North Carolina**
*By Leslie Hossfeld*
*Routledge, 2005*

This innovative research combines historical archival data and contemporary interviews to analyze the function of narratives and cultural stories in communities over time. Using a case study of racial violence in Wilmington, North Carolina in 1898, Hossfeld examines narratives of terror surrounding the event, tracing these over a one hundred year period. The context in which the racial violence emerged was part of a larger white supremacy campaign sweeping the south. Local leaders and state supported organs of the
Democratic Party, overthrew elected Fusion and Republican leaders in Wilmington in 1898 creating the only coup d’etat in the nation’s history. The political overthrow turned violent and scores of African Americans were said to have been killed and run out of town. The narratives of terror emanating from this violence have remained in the community since 1898. Hossfeld traces the function of the public dominant narrative about white supremacy expressed by the white power structure in 1898 and its mutation over time to a liberal narrative about reconciliation expressed in the 1998 centennial commemoration of the event. This book is important in understanding cultural stories and their impact on communities, and the role of narrative and ideology in creating or averting fundamental societal change. With an introduction written by Joe Feagin.

*Between Worlds: Deaf Women, Work, and Intersections of Gender and Ability*
*By Cheryl G. Najarian*
*Routledge, 2006*

In her book, Dr. Najarian highlights the struggles of ten Deaf women as they negotiate their family, educational, and paid work lives. The stories of these women, many of whom are among the first generation of college educated Deaf women in the United States, add to what is known about the history of women’s lives in this country. Dr. Najarian investigates the Deaf women’s experiences in their educations, families, mothering, and paid work and provides an analysis of the structural challenges which they work to resist in their struggle for a sense of place in the Deaf community, hearing world, and the places, as they describe, “in between.” The scope of the book traces these women’s lives in these three major sectors and provides a discussion of the implications for other linguistic minorities in terms of education programs and hiring procedures. The book is expected to appeal to a wide interdisciplinary audience in the fields of Sociology, Psychology, Gender Studies, Deaf studies, and Disability Studies and provides an analysis of the structural challenges, which create social inequalities. It also includes a discussion of interesting methodological challenges in terms of language and ethics, which the author elaborates on in the book and contributes to the field of Qualitative Methodologies. The book is part of a Routledge Series, *New Approaches in Sociology: Studies in Social Inequality, Social Change, and Social Justice*, Nancy Naples is the Series Editor.

*Striving and Surviving: A Daily Life Analysis of Honduran Transnational Families*
*By Leah Schmalzbauer*
*Routledge, 2005*

Sociologists and anthropologists have focused considerable attention on contemporary transnational flows of capital, labor and culture, as well as on the ways in which communities create and maintain transnational ties. However very few have studied the specific role of the family in transnational processes and fewer still have looked at how families actually function in a transnational space. In this book Sociologist Leah Schmalzbauer address this gap in the literature by investigating how transnationalism impacts and structures daily family life and how it works as a survival strategy in which families use the difference in living costs between Honduras and the United States to support household consumption. Drawing on ethnographic data gathered in Honduras and the United States from one-week time diaries, in-depth interviews, participant observation and interpretive focus groups, she looks specifically at the experience and prospects of transmigrant labor in the United States; the aspirations and consumption practices of transnational families, especially as they relate to the American Dream; and explores the ways in which families negotiate caretaking responsibilities while striving and surviving in a transnational space.

*The Politics of Sexual Harassment: A Comparative Study of the United States, the European Union, and Germany*
*By Kathrin Zippel*
*Cambridge University Press 2006*

Sexual harassment, in particular in the workplace, is a controversial topic which often makes headline news. What accounts for the cross-national variation in laws, employer policies, and implementation of policies dealing with sexual harassment in the workplace? Why was the United States on the forefront of policy and legal solutions, and how did this affect politicization of sexual harassment in the European Union and its member states? Exploring the way sexual harassment has become a global issue, Kathrin Zippel draws on theories of comparative feminist policy, gender and welfare state regimes, and social movements to explore the distinct paths that the United States, the European Union and its member states, specifically Germany, have embarked on to address the issue. This comparison provides invaluable insights on the role of transnational movements in combating sexual harassment, and on future efforts to implement the European Union Directive of 2002. This is the first book-length comparison of the politics of sexual harassment in the US and EU and its member states. Uniquely comprehensive in its coverage of the diffusion of sexual harassment from the US to the EU, Interdisciplinary in approach, contributing to comparative feminist policy studies, social movement studies, (feminist) transnational movements in particular, and EU studies.
Three films from Media Education Foundation:

**What a Girl Wants**,  
Media Education Foundation 2002, 33 minutes

**Spin the Bottle: sex, lies & alcohol**  
Media Education Foundation, 2004, 44 minutes (plus 48 minutes additional footage)

**Wrestling with Manhood: Boys, Bullying & Battering**  
Media Education Foundation, 2003, 60 minutes/abridged 45 minutes

These three documentary films share a focus on gender and the media. Each is a lively presentation of its theme, and all would be excellent for classroom use. The films illustrate the impact of the media on gender image and social expectations of boys and girls from pre-teen through adulthood. The media is the main character of each film—whether the subject is teen role models, alcohol abuse in college, or professional wrestling. All three films use original interviews along with clips from TV, film, and advertising to build their points. They have the potential to stimulate passionate classroom discussion as the students recognize their own life experiences.

The first film, *What a Girl Wants*, interviews 11 girls from age 8 through 16 and two classes of girls and boys in middle school. The girls are unusually clear-thinking and cognizant of the impact of the media on their self-images. They have very insightful views of popular songs and teen idols—even using the term "teen product" to refer to the Britney Spears/Mandy Moore/Christina Aguilera type of female "artist". The girls recognize that these women are being molded and used by recording companies and advertisers to sell music, cosmetics, and other products. The videos on MTV (the most popular TV station of 9-14 year old girls) reinforce a sexualized image of teenaged girls that influences them to display their sexuality at increasingly younger ages. They are aware that music videos often degrade women and use them as sex toys for the male stars, but nonetheless, they do look up to these stars for the "right" fashion and attitude.

The young women who are the subjects of the interviews have grand plans for their own future careers—zoologist, horse trainer, painter, writer, volleyball coach—and these are clearly in conflict with the sexualized images they confronted in the media. They see in the media all that matters for success is looks and the right anatomy. One girl said: "I don't think they care about girls...they are treated as entertainment objects." The kids are right. And, they believe the media has the power to stop it—so why don't they? The kids are just at the edge of a critical assessment of the role of capitalism in the exploitation of gender—in teenage language, of course.

The title, *What a Girl Wants*, is taken from the title of a popular song by Christina Aguilera. One of the more interesting discussions in the film is what is it that girls want? The girls in the film understand that the answer is ambiguous—there could be many meanings including sexual ones. However, they come to the conclusion that what girls want is respect.

The second film, *Spin the Bottle: sex, lies & alcohol* deals with the role played by the popular media in glamorizing alcohol on college campuses. Featuring commentary by media critics Jackson Katz and Jean Kilbourne (Slim Hopes), the film critically assesses the cultural meanings of alcohol in the life of college students. Interviews with students and university health professionals (at colleges in Massachusetts) illustrate how alcohol is used by students to enhance their social life and "fit in" to the party culture. The film also shows the negative outcomes of alcohol abuse—health problems, academic problems, relationship problems and potentially physical or sexual abuse.

Like the characters in Tom Wolfe's latest novel, *I am Charlotte Simmons*, the students interviewed agreed that alcohol is essential to college recreational patterns. The film shows how men rely on alcohol to affirm their masculinity; women use it to feel sexy and less inhibited, or as Kilbourne says, to "break through the sexual straight jacket" of social expectations. Clips of beer ads, "girls gone wild" spring break scenes, and popular films are used...
to illustrate the connection between alcohol and having fun. In these, the media provides a "guide to drinking" for young people. Actual scenes of students partying are interspersed with statistical data—for example, that one third of students have an alcohol dependency problem.

Kilbourne explains how alcohol ads manipulate gender images to encourage more drinking. Women are told that drinking will give them power but the ads don't show the problem outcomes from women's heavy drinking—depression, eating disorders, unwanted sexual encounters, and even rape. The interviews reveal that college women use alcohol as a way to lessen sexual tension, but the actual sex is unsatisfying—if they can remember it.

I particularly like Kilbourne's conclusion—that the current pattern of alcohol abuse in colleges is a public health problem, not an individual issue. She argues that we need to take the focus off the individual and put it on the "environment in which people make choices and the industries that profit from unhealthy choices." In other words, we need to apply the sociological imagination to the problem and work on changing the culture and profit in the images that glamorize alcohol.

The DVD has a study guide (www.mediaed.org) an additional 48 minutes of extra footage of additional interviews and collected commercials.

On a trend from bad to worse, the third film, Wrestling with Manhood: Boys, Bullying & Battering studies the world of professional wrestling and the extreme gender images it displays. Heavily illustrated with video of actual wrestling matches, the film delves into the messages about gender and violence portrayed in this form of entertainment. The film begins with the premise that everyone knows that the matches are fake and highly choreographed. We see novices learning the skills necessary to perform in the ring. Even though they know it's fake, the fans love it. Interviews with wrestling fans reveal that they see it as "soap opera for guys" where men enjoy the story and the violence of the show.

Professor of Communications Sut Jhally of University of Massachusetts at Amherst is a frequent commentator. He makes the point that it is important to conduct a serious study of wrestling because of its huge popularity and the messages it conveys to both men and women. Most of the fans are men, and the film clearly shows that they are extremely involved in the show. What are they learning? According to Jhally and Jackson Katz (Tough Guise), kids imitate the wrestling moves in their backyards, much to their peril. They also learn a particular version of male-female interaction where the heroes are the biggest bullies. The most popular wrestling stars-guys with names like Rock-have extreme violence and toughness as their trademark and show it by their domination over other men. Another vehicle to display masculinity is the humiliation and domination over women—and this is a major theme in the "entertainment" of professional wrestling. The women wrestlers are cartoon images of women-sexualized, practically naked, and performing for cheering men. The ultimate victory almost always involves putting these wrestling divas in their place—under men, sometimes barking like dogs. The film comes with a warning that several images are disturbing, and this is correct—the scenes of violence and humiliation are tough to watch.

Similar treatment is dealt to any man with homosexual characteristics or any sign of weakness or femininity. The filmmakers suggest that the values of professional wrestling reflect highly conservative gender values. The claim that professional wrestling is "only entertainment" leads to the question, "Why is it entertaining?" Why is it that millions of boys and men choose to watch entertainment that is degrading to women and gays, and glamorizes bullying? The film asks us to confront this as a social issue—and suggests ways we can stand up as a society against sexism and homophobia.

The film contains 15 minutes of extra material including a history of wrestling and extra interviews on politics and manhood.
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☐ Grad Student
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☐ Professional Meeting
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$____ SWS Immediate operational needs
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$____ Electronic Copy 2004 Membership Directory (free)
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University of Akron
Akron OH 44325-1905
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Phone: 330.972.7918
Email: ssw@uakron.edu
Website: www.sowomen.org
AREAS OF SPECIALIZATION – Areas are consistent with ASA number and grouping

| (38) Aging/Social Gerontology | (19) Family | (24) Quantitative Methodology |
| (58) Alcohol and Drugs | (14) History of Sociology/Social Thought | (64) Race, Class and Gender |
| (67) Anthropology | (15) Human Ecology | (29) Race/Ethnic/Minority Relations |
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| (39) Art/Music | (40) Knowledge | (30) Religion |
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| (06) Comparative Sociology/Historical Sociology | (60) Marxist Sociology | (52) Small Groups |
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| (50) Ethnomethodology | (28) Political Sociology | (48) Urban Sociology |
| | (23) Qualitative Methodology | (65) Visual Sociology |
| | | (44) Work and Labor Markets |
| | | (45) World Conflict |

List three numerical areas in order of importance: #1 #2 #3

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SWS President (2006): Christine E. Bose

Make check or money order (in U.S. currency) payable to:
Sociologists For Women in Society

Send to:
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Akron OH 44325-1905
Fax: 330.972.5377
Phone: 330.977.7918
Email: sws@uakron.edu
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(Meet on a regular basis)

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