Some accomplishments of the 16 tenured women faculty who studied the Status of Women Faculty in Science at MIT

<table>
<thead>
<tr>
<th></th>
<th># out of 16</th>
<th># out of all 208</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidential Medal of Science</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>National Academy</td>
<td>10 (63%)</td>
<td>60 (29%)</td>
</tr>
<tr>
<td>American Academy</td>
<td>11 (69%)</td>
<td>115 (55%)</td>
</tr>
</tbody>
</table>
Number of Women Faculty in the Schools of Science (1963-2006) and Engineering and Architecture (1992-2006)

- 1971: Women in Science Report to Dean
- 1996: Reports on Women in Engineering and Architecture Completed
- 2001-02: Reports on Women in Engineering and Architecture Completed

Graph showing the number of women faculty from 1960 to 2005.
“Invisible” Barriers

1. Sexual harassment
“Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring
Number of Women Faculty in the Schools of Science (1963-2006) and Engineering and Architecture (1992-2006)

1971

1996 Women in Science Report to Dean

2001-02 Reports on Women in Engineering and Architecture Completed


Number of Women Faculty

0 5 10 15 20 25 30 35 40


Number of Men

School of Science
# of women vs men faculty in Science at MIT - 1994

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenured</td>
<td>197</td>
<td>15</td>
</tr>
<tr>
<td>Untenured</td>
<td>55</td>
<td>7</td>
</tr>
<tr>
<td>Total</td>
<td>252</td>
<td>22 (8%)</td>
</tr>
</tbody>
</table>
“Invisible” Barriers

1. Sexual harassment
2. Lack of mentoring
3. Undervaluation, marginalization, and exclusion that lead to:
   • Lower promotion and tenure rates
   • Difficulties in hiring, hence small numbers
   • Few or no women in academic administration
   • Inequities in resources and compensations
     • Space, salary, grants, prizes, teaching and committee assignments, founding companies
Unintentional Gender Bias and Stereotyping

Two examples:

1. Reviewing a xeroxed manuscript
2. Blind auditions for orchestras
Summary

*BOTH men and women slightly over-value work if they think it was done by a man, and slightly under-value work if they think it was done by a woman.*
Number of Women Faculty in the Schools of Science (1963-2006) and Engineering and Architecture (1992-2006)

- 1971 Women in Science Report to Dean
- 1996 Reports on Women in Engineering and Architecture Completed
- 2001-02

Graph showing the number of women faculty over time with specific years and events marked.
M.I.T. Acknowledges Bias Against Female Professors

By CAREY GOLDBERG

CAMBRIDGE, Mass., March 23 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination.

"I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the faculty newsletter within days and already posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Dr. Vest's comments introduced a report about discrimination against women in the School of Science, one of M.I.T.'s five schools. Five years in the making and initiated by some female faculty members, the report documents a pattern of sometimes subtle — but substantive and demoralizing — discrimination in areas from hiring, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national experts say, continues and in some ways has worsened at institutions across the country, despite the growing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 34 percent of faculty nationwide now from 23 percent in 1975, the gap between salaries for male and female professors actually widened in that period.

Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in The Boston Globe on Sunday, say they do not believe that the institute discriminates more than other top-flight universities; it is simply more...
Harvard’s former President Summers
January 14, 2005

1. Family responsibilities impact women’s career choices.

2. Differences in “INTRINSIC APTITUDE” between men and women may explain the small number of women in Science and Engineering.

3. Bias inevitably ceases to exist (economic theory).
1. Family responsibilities impact women’s career choices. **TRUE**

2. Differences in “INTRINSIC APTITUDE” between men and women may explain the small number of women in Science and Engineering. **NO EVIDENCE TO DATE**

3. Bias inevitably ceases to exist (economic theory). **FALSE**

A report from the National Academy of Sciences has reviewed the literature on this subject.
“Invisible” Barriers

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   • Inequities in resources and compensations
     • Space, salary, grants, prizes, teaching and committee assignments, founding companies
4. Residual unconscious bias
WISELI
Women in Engineering and Leadership Institute
University of Wisconsin

MEMO TO LEADERSHIP:

“ADVICE TO THE TOP”
Some Milestone Female Presidents of US Ivy and Research Universities

1978 Hannah Gray - U of Chicago
   10 years

1988: Donna Shalala – U of Wisconsin
     5 years

1993 Nan Keohane - Duke
1994 Judith Rodin - U of Pennsylvania
     5 years

1999 Shirley Jackson - RPI
   2 years

2001 Shirley Tilghman - Princeton
2001 Ruth Simmons - Brown
2002 Mary Sue Coleman - U of Michigan
2004 Susan Hockfield - MIT
2004 Amy Gutman - U of Pennsylvania
2005 Denice Denton - UC Santa Cruz
2007 Drew Faust - Harvard
Some Recent public comments by Harvard faculty about Summers’ hypotheses

“Feminists do not believe in diversity which is not to their advantage. They rose to power by …making society aware that women are treated unjustly under the assumption that women are no different from men. Feminists do not care to argue this assumption, and seeming to do so was exactly what got Summers into trouble with MIT biologist Nancy Hopkins ‘64, who denounced him for proposing to inquire whether women are naturally less capable in science than men. Her scandalous act of obscurist intolerance was welcomed by Harvard feminists with glee, mixed with surprise that she could get away with it.”

Professor Harvey Mansfield
Harvard Crimson, Commencement issue
June 2008
“People who storm out of a meeting at the mention of a hypothesis, or declare it taboo or offensive without providing arguments or evidence, don’t get the concept of a university or free inquiry.”

Professor Steve Pinker
2007
“Invisible” Barriers

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4. Residual unconscious bias: The “Harvard problem”:
   Summers-Steve Pinker-Harvey Mansfield and a “hostile environment” for women students
Some of Students Identified in 2006 Johns Hopkins' Study of Mathematically and Verbally Precocious Youth
The Greatest Taboo

“Steven Pinker says it is taboo to suggest that women are innately inferior. But I believe the greatest taboo, by far, is to think that women are not innately inferior. If we all truly believed this, then we would have to finally ask ourselves why so few women (and minorities) are advancing, and realize that the answer lies within all of our hearts.”

Professor Ben Barres, Stanford
From a lecture given at Harvard, 2008
“Harvard Hysterics”

“Hysteria - A functional disturbance of the nervous System, characterized by such disorders as anaesthesia, hyperaesthesia, convulsions, etc., and usually attended with emotional disturbances and enfeeblement or perversion of the moral and intellectual faculties.”

Someone like MIT biologist Nancy Hopkins, the hysteric (see above)…”

George Will
Washington Post
January 2005