

Acknowledgements

This event would not have been possible without the skilled and generous help of a number of people. Heartfelt thanks go to Jackie Wagner, Kathy Loepker, Rita Kuehler, Sue Imhoff, Lisa Siddons, Liz Peterson, Rob McVey, Tonya Edmond, Dayna Early, and Corinna Treitel.

A Town Hall Meeting on Diversity at Washington University in Saint Louis



Featuring Patricia Jones, Vice Provost for Faculty Development and Diversity at Stanford University, and a distinguished panel of Washington University faculty members

March 30, 2009

4:00-6:00 p.m.

Olin Women's Building



Opening Remarks

Rebecca Messbarger, Associate Professor of Italian,
President, Association of Women Faculty

We begin this afternoon by looking at the future of Washington University and, indeed of the greater academic community. I mean this quite literally. Would the winners of the Association of Women Faculty Graduate student Awards please stand. Kelda Martenson, a Master of Fine Arts candidate in the Sam Fox School of Art, is the recipient of the Overall Award for the Danforth Campus; Caldwell Collins, a third year student in the Law School, has won the award for the Professional Schools of the Danforth Campus; and Mary Brunstrom, in Art History, is the recipient of the award for the School of Arts and Sciences. (A detailed description follows of the stellar accomplishments of our awardees.) These exceptional women are, of course, the promise of academe and we are gathered here today in significant part to confront ways in which our institution can better support and cultivate their scholarly and professional success through a determined institutional commitment to diversity.

Washington University stands at a crossroads of institutional conventionalism and transformation. Members of the university community and especially those in positions of influence across both of our campuses must decide whether we will join the best examples of our peers and embark on the course of institutional change both to move bar graphs conspicuously in the direction of greater diversity as well as to move beyond the body count and cultivate a culture that is more inclusive and supportive of all members of the university community, but especially women and under-represented minorities.

Today, one finds the Diversity Initiatives Office with certain difficulty in a subterranean catacomb of cubicles with no sign on the door in the basement of this, the Women's Building. It is not unreasonable to ask if this unmapped, marginal placement is not symbolic of a prolonged institutional approach to the issue. Yet, the recent public commitment by university leaders to take vigorous practical action to enhance the diversity and thereby the professional fulfillment and distinction of our university community also gives us strong reason to hope in an alignment of deeds with words by which the issue of diversity will be brought into the sunlight and the center of university life.

The Association of Women Faculty has, since its inception in 1995, sought to raise awareness on the issue of diversity and to work for substantive change for the benefit not only of women faculty but all members of our community. It is in the spirit of that tradition that we have sponsored today's event.

Panel Discussion

“Making Progress and Building Excellence at Washington University
Through Diversity in Faculty, Student, and
Administrative Ranks”

Distinguished faculty panel includes:

Dr. Diana Gray is a Professor of Obstetrics, Gynecology and Radiology and is the Associate Dean for Faculty Affairs at WU School of Medicine.

Dr. Fatemeh Keshavarz is Chair of the Asian and Near Eastern Languages and Literatures Department and a Professor of Persian Language and Literature.

John Baugh is Margaret Bush Wilson Professor in Arts & Sciences and Director of African and African American Studies.

Dr. Dayna Early, Professor Internal Medicine and President of the Academic Women's Network at the Medical School, will introduce and moderate the Town Hall Discussion .

Reception to Follow

Abstract

Most institutions of higher education value diversity in their campus communities, recognizing the benefits of diversity, broadly defined, to their research, teaching and learning, and clinical missions. Many colleges and universities have diverse undergraduate student bodies, with equal representation of men and women and growing numbers of students of color, but faculty diversity has lagged well behind, with women underrepresented in many fields and few faculty of color in virtually any discipline. Many factors contribute to this slow rate of progress. While in many fields the diversity of applicant pools for faculty positions is limited by the low representation of women and minority students among doctoral degree recipients, the pipeline is just one part of the problem, as institutional priorities, cultures, and practices also profoundly affect universities' success in recruiting, advancing, and retaining women and faculty of color.

This presentation will discuss the efforts towards and progress in building and supporting a diverse faculty at Stanford University. As is true for many colleges and universities, increasing faculty diversity has been a goal at Stanford for several decades, though with varying emphasis, approaches, and impact over the years. This presentation will focus on the special efforts of the last ten years 1) to understand the factors that limit progress in increasing the representation of women and minority faculty and affect the quality of life of current faculty, and 2) to develop institutional leadership, guidelines, practices, and resources that should enable progress towards the university's goal of an excellent and diverse faculty. The talk will include some comparative perspectives, as we have benefited from the ideas, efforts, and experiences of other universities in addressing these challenges.

Graduate Student Awards

Kelda Martensen, Sam Fox School of Design, Overall Award for the Danforth Campus

Kelda has demonstrated outstanding skills in art, leadership, and service. An MFA candidate in the College of Art, Kelda has already made a name for herself in printmaking and the book arts. In St. Louis, her work has appeared at the Steinberg Gallery and the Contemporary Art Museum and will be appearing soon at the Chapel (an art and music space associated with the First Memorial Church). Beyond St. Louis, she has contributed to shows at the Kulturprojekte-Berlin in Germany and the Center for the Book at the University of Iowa. In spite of her busy creative schedule, Kelda has found the time to engage in many teaching, service, and leadership activities. She has taught printmaking techniques to diverse audiences, for instance, and organized joint events for the MFA programs in creative writing and the visual arts. She also took the lead on funding and organizing the St. Louis-Berlin Projekte, which involved commissioning art from learning disabled students at Brittany Woods Middle School and then recreating their work on the Berlin Wall. Her recommender Joan Hall praised Kelda as an artist and organizer who always "goes the extra mile."

Caldwell Collins, Law School, Award for the Professional Schools of the Danforth Campus

A third-year law student, Caldwell has an impressive track record of research, teaching, service, and leadership. Soon to be published in the *Washington University Journal of Law and Policy* is her article "Home Alone: Is This the Best We Can Do? A Proposal to Amend Pending Parental Leave Legislation." The article critiques pending legislation for reinforcing workplace gender inequalities and offers an alternative approach. Caldwell was also selected through a competitive process to teach an undergraduate course this spring on "Women and the Law." Finally, she has carved out time for service and leadership. During her second year in law school, she served as president of the Women's Law Caucus and helped coordinate an effort to increase faculty diversity at the law school. This year, she is serving as editor-in-chief of the *Washington University Journal of Law and Policy*. Her recommenders Kent Syverud, Susan Appleton, and Karen Tokarz praise her as "a uniquely talented individual, with enormous intelligence, maturity, and leadership ability--and a life-long commitment to women's rights and equal justice for all."

Mary Brunstrom, Department of Art History, Award for the School of Arts and Sciences

Mary has proven herself to be a leader both in and out of academia. Before beginning graduate work, Mary founded and directed the Austral Gallery, a St. Louis venue dedicated to exhibiting contemporary Australian (including aboriginal) art. In 2005, she earned a Master of Liberal Arts from Washington University in St. Louis, then enrolled in 2006 in the Department of Art History and Archaeology as a doctoral candidate. Mary's passion is early modernist architecture and she has already begun to develop an impressive track record of research and leadership in this area. Her MA thesis studied the response to architectural modernism here in St. Louis between the two world wars and she has built on this research to present numerous papers at academic conferences around the world. Most recently, she collaborated with Professors Peter MacKeith and Eric Mumford to co-curate the exhibition *On the Riverfront: The Gateway Arch and St. Louis*, which explores the work of Eero Saarinen. Professor Angela Miller praises Mary "for the model she offers of a life in which academic, social, and civic interests are seamlessly blended."

*Congratulations to all of our Graduate Student
Awardees!*

Building Excellence Through Faculty Diversity: Institutional Implementation

Professor Patricia Jones, Dr. Nancy Chang Professor of Biology
Vice Provost for Faculty Development and Diversity
Stanford University

Professor Jones grew up on Long Island, New York, and attended Oberlin College in Ohio, graduating in 1969 with Highest Honors in Biology. In 1974 she obtained her Ph.D. in Biology with Distinction from the Johns Hopkins University. She was a postdoctoral fellow of the Arthritis Foundation for two years in the Department of Biochemistry and Biophysics at the University of California, San Francisco, Medical School, followed by two years as a postdoctoral fellow of the National Science Foundation in the Departments of Genetics and Medicine/Immunology at Stanford University School of Medicine. In 1978 she was appointed Assistant Professor of Biological Sciences at Stanford and is now full professor. She has served as chair of both the Ph.D. Program in Immunology and the Department of Biological Sciences. Professor Jones has been recognized for her research with the Texas Instruments Foundation Founders' Prize and for her teaching with the Hoagland Prize for Undergraduate Teaching, the Dean's Award for Distinguished Teaching, and being named The Duca Family University Fellow in Undergraduate Education. In 2004 she became the first recipient of the Dr. Nancy Chang Endowed Professorship in Humanities and Sciences. She has also been the Chair of the Faculty Senate and Associate Dean of Research for the university. She is currently Vice Provost for Faculty Development and Diversity, a post that she has held for ten years, making her a leader at the forefront of diversity initiatives in academe.