

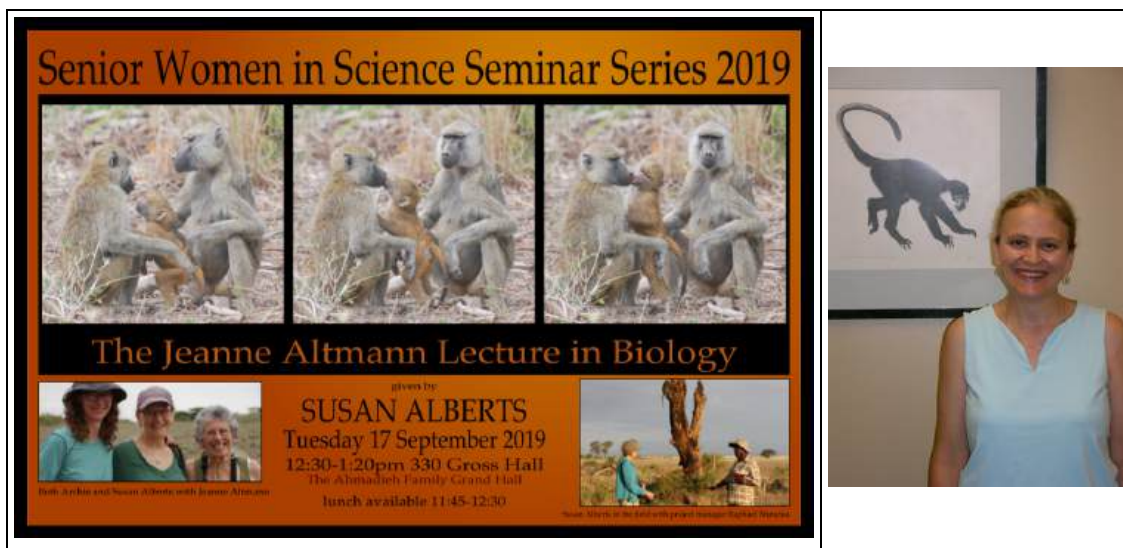
Society of Women in Science at Duke

Overview of SWS

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Society of Women in Science (SWS) is a group organized around the realization that the Natural Science departments in Duke's School of Arts & Sciences lag significantly behind the Humanities and Social Sciences in achieving parity for women. This is not unique to Duke, as nationwide the number of female professors in the sciences is low. The SWS was established in the Fall of 2004. Its members include full and associate female professors who are regular faculty in the Natural Sciences. The ultimate goal of the SWS is to improve the climate for all women scientists at Duke, including undergraduates, graduate students, postdocs, staff and faculty.

Launch of the inaugural Society of Women in Science (SWS, Natural Sciences) Lunch Series.



For Fall 2019 and Spring 2020 the SWS lunches will be held the third Tuesday of every month from from 12:30 to 1:20pm in 330 Gross Hall (the Ahmadih Family Grand Hall). Lunch will be available 11:45-12:30.

We invite women STEM faculty, researchers, and postdocs to join us for science and community building; each invited speaker will name a senior mentor who inspired her. The talk will be named for that mentor and the mentor will receive mementos of the event.

POSTPONED TALK SERIES

The lunch series was cancelled starting in March of 2020 due to Covid-related restrictions. Because an important part of this series is the in-person connections, networking, support, and collaboration opportunities we wish to establish, we do not intend to resume the series via virtual presentations. Once in-person meetings can resume, we will schedule the SWS lunch talks again.

The SWS thanks Kathy Peterson, the Rhodes Information Initiative at Duke, and the Office of the Dean of Arts and Sciences for their support.

SOME OF OUR TALKS

With lunch at 11:45am and talk at 12:30pm.

- Tuesday, February 18 Qiu Wang gives the Madeleine M. Joullie' Lecture in Chemistry.
- Tuesday, March 17: Sara Haravifard gives the Hanna Dabkowska Lecture in Physics [POSTPONED]
- Tuesday, April 21: Adrienne Stiff-Roberts gives the Etta Z. Falconer Lecture in Electrical and Computer Engineering [POSTPONED]

Co-conveners 2018-20

Roxanne Springer	Lillian Pierce
Physics	Mathematics
rps@phy.duke.edu	pierce@math.duke.edu

If you have concerns, questions, comments, or suggestions about issues surrounding equity for women scientists at Duke, please email one of us: at rps@phy.duke.edu or pierce@math.duke.edu

Please keep safe and remember to practice self-care.

SWS Advisory Committee 2019-21

Christine Drea (Evolutionary Anthropology), Marcy Uyenoyama (Biology), Louise Roth (Biology), Christina Williams (Psychology & Neuroscience), Kate Scholberg (Physics), Roxanne Springer (Physics), Ingrid Daubechies (Mathematics), Lillian Pierce (Mathematics), Kathy Franz (Chemistry), Susan Rodger (Computer Science), Xiaobai Sun (Computer Science), Merlise Clyde (Statistics).

Contact: Prof. Susan Rodger, rodger AT cs.duke.edu

Society of Women in Science at Duke

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Our challenge is to build a faculty that reflects the "NSF Availability Pool".

For statistics on women and minority PhDs see the National Science Foundation [Division of Science Resources Statistics \(SRS\)](#).

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Some Reports for the SWS advisory group used to be on wiggio.com but wiggio.com is no more.

Added 2018-2019

- [Sexism in the Academy - Women's narrowing path to tenure](#), n+1 Magazine, Issue 34, Head Case, Spring 2019.
- [NAE Report: Sexual Harrassment of Women - Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine \(2018\)](#). There is a free .pdf download on this page.

From 2009-2010

- [AAUW report: Why So Few? March 2010](#).
- and
- [NY Times article about the report](#).

From 2006-2007 and before

- 2006 report sponsored by the Wellesley Center for Women that concluded that "corporations with three or more women on their boards tend to benefit the most from women's contributions. [Report Info](#) and [Executive Summary](#).
- [SWS/Nowicki Best Practices for Recruitment and Hiring](#)
- [Report on Attendance at National Academies Convocation](#)
- [Women's Faculty Development Task Force Report from March 18, 2003](#)

Contact: Prof. Susan Rodger, [rodger AT cs.duke.edu](mailto:rodger@cs.duke.edu)

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This page lists important award deadlines (dates are approximate) and recent awards.

Award Deadlines

- Bass Chairs nominations Fall
 - University Distinguished Chairs: September 30
-

National Academy of Sciences Members

- Susan Alberts - [2019](#)
 - Xinnian Dong - 2012
 - Ingrid Daubechies - 1998
-

Recent Awards

- Jenny Tung - [MacArthur Fellow 2019](#)
- Lillian Pierce - [Presidential Early Career Award Science and Engineering \(PECASE\)](#) (July 2019)
- Susan Rodger - [IEEE CS Taylor Booth Education Award](#) (2019)

Recent Promotions

- Emily Bernhardt - James B Duke Professor (2019)
- Sheila Patek - Promoted to Professor (2019)
- Pelin Volkan - Promoted to Assoc Prof (2019)
- Amy Schmid - Promoted to Assoc Prof (2018)

Contact: Prof. Susan Rodger, rodger AT cs.duke.edu

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Note: Please send email to rodger@cs.duke.edu for updates on this page.

Biology



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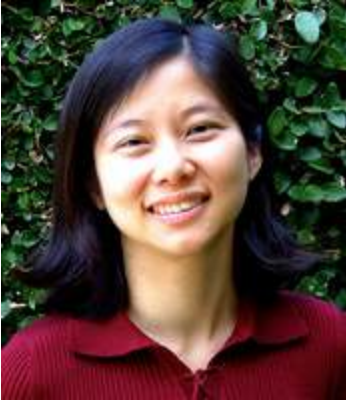
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Louise Roth
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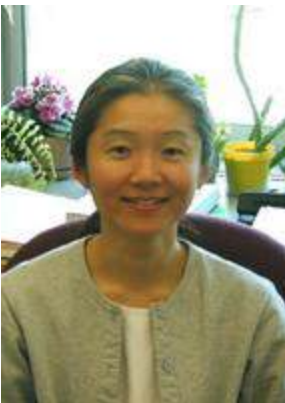
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Kathleen Smith
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Ann Yoder
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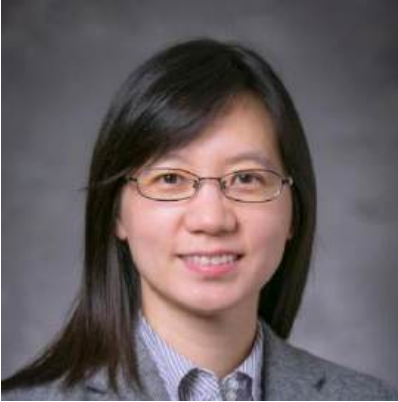
Chemistry



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Computer Science



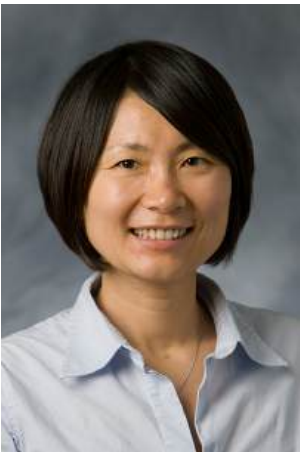
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Evolutionary Anthropology



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Mathematics



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Lillian Pierce
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Colleen Robles
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Physics



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Kate Scholberg
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Psychology & Neuroscience



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Jenny Groh
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Christina Williams
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Statistical Science



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Mine Cetinkaya-Rundel
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[Click here](#) to see past SWS Advisory Committee Members who are retired or no longer at Duke.

Society of Women in Science at Duke

University Committees with SWS Members

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2014-2015

Send updates to Susan Rodger

- [Provost's Faculty Diversity Standing Committee](#) - Tina Williams
- Executive Committee of the Academic Council - Anne Yoder
- Academic Council - Dalene Stangl, Kathy Franz, and Kate Scholberg.
- Executive Committee of Arts and Sciences Council - Dalene Stangl
- Executive Committee of the Graduate Faculty - Kathy Franz
- Arts and Sciences Council - Dalene Stangl and Haiyan Gao
- Faculty Compensation Committee of the Academic Council - Dalene Stangl
- Academic Programs Committee - Anita Layton
- A&S Curriculum Review Committee - Anita Layton
- A&S Assessment Committee - Anita Layton

Contact: Prof. Susan Rodger, rodger AT cs.duke.edu

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Co-conveners

The contact information for the current co-conveners are on the main page.

Advisory Committee

The current SWS Advisory Committee as of Fall 2018 is on the main page.

The purpose of the advisory committee is to coordinate meetings with administrators, convene the SWS for regular meetings, facilitate the population of the SWS subcommittees, and act on behalf of the SWS for issues requiring immediate attention. The Advisory Committee meets three times per year with Dean of Natural Sciences. Write to swsadvisory AT cs.duke.edu to reach the Advisory Committee. Email to the co-conveners at swscontact AT cs.duke.edu if you are interested in joining in.

Recruiting, Hiring, Promotion, and Retention Committee

This subcommittee of the SWS is dedicated to achieving equity in recruiting, hiring, promotion, and retention of women faculty in the Natural Sciences. We have developed a list of [Best Practices](#) to aid administrators in recruiting and hiring women faculty. To reach members of both this committee and the Advisory Committee, e-mail swsadvisory AT cs.duke.edu.

Harassment Advisor

If you are a female faculty member in the Natural Sciences who has experienced sexual harassment and/or gender discrimination, please contact the SWS and we can provide advice and options to aid you. At present we do not have a SWS Harassment contact, so please contact the SWS co-conveners. We can help advise you and help you negotiate the Duke system. It is important to recognize that while [Duke's Office of Institutional Equity](#) is charged with keeping Duke compliant with federal statues and Duke's own [Harassment Policy](#), their primary goal is protecting Duke University from lawsuits.

Email Lists

swscontact AT cs.duke.edu	SWS Co-conveners and webmaster
---------------------------	--------------------------------

swsadvisory AT cs.duke.edu	SWS Advisory Committee
swsall AT cs.duke.edu	All Senior Women in Science
swsjunior AT cs.duke.edu	Junior Women in Science

Contact: Prof. Susan Rodger, [rodger AT cs.duke.edu](mailto:rodger@cs.duke.edu)

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In February 2020, changed its name to Society of Women in Science to make it clear their events are open to all female faculty and some events are also for female graduate students. Previously, SWS stood for Senior Women in Science.

In the Fall of 2004, the Senior Women in Science (SWS) began life as a subcommittee of the Faculty Women's Network (FWN). The SWS was formed in recognition that the Natural Sciences at Duke are today, in terms of gender equity, about where the Humanities and Social Science Divisions were several decades ago. Its members are tenured and senior Professors of the Practice (PoP) women.

After an initial few meetings with the Dean of Arts and Sciences, a meeting with the President, and one with the Provost, we now typically meet one to three times a year with the Dean of Natural Sciences. In the winter of 2009 we met with the President again as a follow-up. At the suggestion of the SWS, President Brodhead initiated the Hertha Sporer Presidential Lecture Series. The inaugural speaker (2007) was Margaret Murnane (physics). In 2009 Ingrid Daubechies (mathematics) accepted the invitation. Both are National Academy members.

Our primary role is to make the Duke administration aware of gender inequities and to advise on ways to solve them. For example, in our initial meeting with President Brodhead we showed him that while 30 percent of male full professors in the Natural Sciences held distinguished chairs, zero women full professors held distinguished chairs. We met with the Provost to discuss possible sources of bias in the distinguished chair selection process, and subsequently we were successful in our nomination of the first distinguished chair held by a woman from the Natural Sciences. Since then, we believe due to our exposing the problem, as of 2020 there are around ten women in the Natural Sciences who have been awarded distinguished chairs. This effort is especially important given the salary differential between chaired professors and other faculty members.

Our goals include promoting gender equality in salaries (e.g., at one point Duke assistant professor women made the lowest salary compared to men among all 18 of the COFHE schools), eliminating unconscious bias in faculty searches, instituting more vigorous efforts to retain women faculty, creating departmental climates welcoming to women faculty, and obtaining a critical mass of women faculty in every science department. SWS members participate in efforts to create fair conditions for all students and faculty at Duke, regardless of gender.

Prior SWS Conveners

Co-conveners 2014-18

Anita Layton	Kathy Franz
Mathematics	Chemistry
alayton@math.duke.edu	katherine.franz@duke.edu

SWS Advisory Committee 2018-19

Christine Drea (Evolutionary Anthropology), Anne Pusey (Evolutionary Anthropology), Marcy Uyenoyama (Biology), Louise Roth (Biology), Christina Williams (Psychology & Neuroscience), Kate Scholberg (Physics), Roxanne Springer (Physics), Ingrid Daubechies (Mathematics), Lillian Pierce (Mathematics), Anita Layton (Mathematics), Barbara Shaw (Chemistry), Kathy Franz (Chemistry), Susan Rodger (Computer Science), Xiaobai Sun (Computer Science), Merlise Clyde (Statistics).

SWS Advisory Committee 2015-16

Christine Drea (Evolutionary Anthropology), Anne Pusey (Evolutionary Anthropology), Marcy Uyenoyama (Biology), Louise Roth (Biology), Christina Williams (Psychology & Neuroscience), Kate Scholberg (Physics), Roxanne Springer (Physics), Ingrid Daubechies (Mathematics), Anita Layton (Mathematics), Barbara Shaw (Chemistry), Kathy Franz (Chemistry), Susan Rodger (Computer Science), Xiaobai Sun (Computer Science), Dalene Stangl (Statistical Science), Merlise Clyde (Statistics),

Co-conveners 2011-14

Dalene Stangl	Kate Scholberg
Statistics	Physics

SWS Advisory Committee 2011-12

Christine Drea (Evolutionary Anthropology), Marcy Uyenoyama (Biology), Tina Williams (Psychology & Neuroscience), Kate Scholberg (Physics), Naomi Quinn (Cultural Anthropology), Barbara Shaw (Chemistry), Susan Rodger (Computer Science), Xiaobai Sun (Computer Science), Louise Roth (Biology), Roxanne Springer (Physics), Dalene Stangl (Statistical Science), Merlise Clyde (Statistics).

Co-conveners 2010-11

Roxanne Springer	Christina Williams
Physics	Psychology and Neuroscience

Co-conveners 2009-10

Christine Drea	Marcy Uyenoyama
Evolutionary Anthropology	Biology

SWS Advisory Committee 2009-10

Christine Drea (Evolutionary Anthropology), Marcy Uyenoyama (Biology), Tina Williams (Psychology & Neuroscience), Kate Scholberg (Physics) Naomi Quinn (Cultural Anthropology), Barbara Shaw (Chemistry), Susan Rodger (Computer Science), Louise Roth (Biology), Roxanne Springer (Physics), Dalene Stangl (Statistical Science), Merlise Clyde (Statistics).

Co-conveners 2008-09

Dalene Stangl	Susan Rodger
Statistics	Computer Science

Co-conveners 2007-08

Naomi Quinn	Christina Williams
Cultural Anthropology	Psychology and Neuroscience

Co-conveners 2004-07

Naomi Quinn	Roxanne Springer
Cultural Anthropology	Physics

Picture of SWS Advisory Committee 2009-10



The 2009-10 advisory committee of SWS after its fall meeting on August 2009. From left to right, top row: Naomi Quinn (Cultural Anthropology), Tina Williams (Psychology & Neuroscience), Christine Drea (Evolutionary Anthropology), and Barbara Shaw (Chemistry). Middle row: Xiaobai Sun (Computer Science), Dalene Stangl (Statistical Science), Susan Rodger (Computer Science), and Kate Scholberg (Physics). Bottom row: Marcy Uyenoyama (Biology), and Louise Roth (Biology).

Picture of SWS Advisory Committee 2008-09



The 2008-09 advisory committee of SWS after its fall meeting on September 28. From left to right, front row: Christine Drea (Evolutionary Anthropology), Tina Williams (Psychology & Neuroscience), Kate Scholberg (Physics); middle row, Naomi Quinn (Cultural Anthropology), Barbara Shaw (Chemistry), Susan Rodger (Computer Science); back row, Louise Roth (Biology), Roxanne Springer (Physics), Dalene Stangl (Statistical Science).

Contact: Prof. Susan Rodger, [rodger AT cs.duke.edu](mailto:rodger@cs.duke.edu)