

The Status of Women in Diplomatic and International History, 2013-2017: A Follow-Up Report

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Introduction

In June 2007, a breakfast conversation among Frank Costigliola, Petra Goedde, and Kelly Shannon about the dearth of women SHAFR presidents - at that time, there had been only one in the forty years since the organization's founding - led to a proposal for a committee examining the status of women in SHAFR. Soon thereafter, SHAFR President Richard Immerman approved the formation of the Ad Hoc Committee on Women.¹ One year later, the committee presented its findings at the annual meeting in Columbus at a roundtable, "Is SHAFR Sexist?;" it subsequently published its report in the January 2009 issue of *Passport*.² In June 2013, the committee - now a standing committee known as the Committee on Women in SHAFR - issued a second report, which it presented both to the SHAFR Council and at a roundtable, "Where is SHAFR Headed? Assessing Our Advances in Diversity," at the annual meeting in Arlington; a summary of the report was published in the January 2014 issue of *Passport*.³ Last June, the committee submitted its third report to Council, which it also discussed at an annual meeting roundtable, "Women in SHAFR: The Latest Assessment," in Philadelphia. This is an abridged version of our full report, which is on the committee's page on the SHAFR website, <https://shafir.org/content/committee-women>.

The professional challenges faced by women in the humanities are - or should be - well known by this point. Long-standing concerns about slower progression through the academic ranks, gaps in pay, underrepresentation at the highest levels of the profession, and balancing competing professional and personal demands have recently been joined by newly prominent issues such as unconscious bias and sexual harassment.⁴ As the committee's 2008 report noted, SHAFR alone cannot solve many of these problems. What SHAFR can do, however, is "take steps to ensure that it is governed by processes that are fair and transparent and that offer equal opportunities for advancement on the basis of merit."⁵ Moreover, it can continue its efforts to foster an environment in which equity and diversity - in gender, in race, in intellectual approach - are valued; more specific to the issues considered in this report, it can also

offer resources to help women thrive in both a traditionally male-dominated subfield and the profession as a whole.

The Executive Director of SHAFR, Editors of *Diplomatic History* and *Passport*, 2018 SHAFR Program Committee, American Historical Association (AHA), American Political Science Association (APSA), International Studies Association (ISA), and the Committee on Women in SHAFR provided data for this report. We thank Nick Cullather, Jeffrey Engel, Kate Epstein, Anne Foster, Julianna Franchetti, Andrew Johns, Laura Leddy, Liz Townsend, and Thomas Zeiler for their assistance. Special thanks go to Amy Sayward for her many efforts on our behalf and support.

The majority of the data in this report was not originally categorized by gender, leaving committee members to code thousands of names manually for gender. This tremendously time-consuming process can be imprecise and presents the very real risk of gender misidentification: in those instances in which we could not determine a person's gender, we excluded that person from our analysis, as was done in the committee's previous two reports. A simple way to streamline and better ensure the accuracy of future reports would be for SHAFR to

collect demographic information during the membership registration/renewal process, as does the Organization of American Historians (OAH), for example. Alternatively, SHAFR could conduct periodic membership surveys, as it did in 2008. Collecting members' demographic information would be of great use to not only this committee but also the organization as a whole; moreover, it would be in keeping with the practice of organizations such as the AHA, OAH, APSA, and ISA.

Membership

Given the size of the SHAFR membership roster, the committee followed the precedent set in previous reports of compiling data at five-year increments and comparing trends over time. In this report, we focus on comparing data collected from the 2017 membership roster to the data reported in 2013.

During the past five years, women's percentage of SHAFR membership has increased. There are currently

290 female members out of 1205 total members⁶, or 24.1%. This represents about a 5-percentage point increase since 2012, when 265 women made up approximately 19% of total members. This proportional growth stems from a 9.4% increase in the absolute number of female members (from 265 in 2012 to 290 in 2017) combined with a 23.4% decrease in the absolute number of male members (from 1129 in 2012 to 915 in 2017). While we cannot explain the sharp decline in men joining SHAFR, the net gain of 35 women members over the past five years is a positive development. Why more women chose to join SHAFR is also unclear: one factor might be Council's January 2014 decision to make membership mandatory for all annual meeting participants, a decision that took effect in June 2015.

Overall, there has been growth in women's share of membership since the 1990s, when women comprised 12-16% of members; of course, since SHAFR began with only one woman in 1967, it would be nearly impossible not to have seen growth. However, as was noted in the 2013 report,

SHAFR Membership by Gender, 1996-2017 (Selected Years)

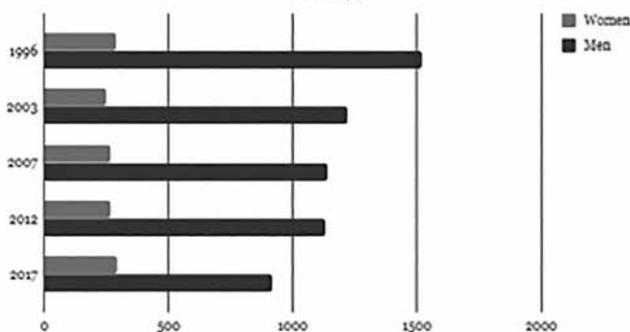


Figure 1: SHAFR membership by gender, 1996-2017 (selected years).

the absolute number of female members has remained relatively stable over the past two decades: 286 in 1996, 248 in 2003, 266 in 2007, 265 in 2012, and 290 in 2017. What has changed over that time has been the absolute number of male members, which has been consistently declining: from a high of 1517 in 1996 to a low of 915 in 2017. This suggests that the increase in women's share of membership has less to do with attracting new female members than with losing male members. The data thus suggest that SHAFR is mostly maintaining the status quo, rather than enjoying robust growth, as far as women members are concerned. (See Figure 1.)

In 2017, women comprised 28.3% of SHAFR student members. This percentage is greater than the overall female membership, which could indicate that SHAFR is doing well at recruiting new members at the beginning of their careers; it could also be the result of the annual meeting membership requirement. Either way, such data were not included in the 2013 report, so we do not know whether the percentage of women student members has increased over the past five years.

Within the overall field of history, there are fewer women than there are men. However, the data indicate that SHAFR counts significantly lower percentages of women members than does the AHA. The AHA reports that, according to 2017 data, 41% percent of its membership was female; this number is roughly in keeping with the most recent Ph.D. conferral rate we could find, which indicates that women earned 45.1% of history doctorates in the United States in 2015.⁷ The gap between SHAFR's membership rate

and that of the AHA may suggest that women historians generally work in fields of study other than international relations, but it still reveals that SHAFR attracts far fewer women to its ranks than does the AHA.

The committee also compared SHAFR membership numbers with those of two comparable organizations, APSA and ISA. The most recent data for both organizations reveal a higher percentage of women members, with APSA at 34.8% and ISA at 43.8%; moreover, APSA reports that of those members who identify International Politics as their specialty, 35.7% are women.⁸ These numbers again indicate that as an organization, SHAFR reports a much lower percentage of female members than do organizations with related concerns. Because ISA in particular is very closely related to SHAFR in terms of areas of study, low female SHAFR membership is probably not due solely to low numbers of women interested in international issues.

While SHAFR saw a modest increase in women members over the last five years, the continuing gap between SHAFR membership rates and those of the AHA, APSA, and ISA is noteworthy. In 2013, the committee reported anecdotal evidence that SHAFR seemed like an "old boys club" to some; that women did not always feel like they "fit in," particularly at the annual meetings; that some women felt more judged on what they wore than on what they contributed to the conference. Do such concerns and perceptions persist? Does SHAFR have an image problem? While SHAFR and *Diplomatic History* are more inclusive both demographically and intellectually than ever before, is the word just not getting out? One way to find answers to such questions might be through a qualitative membership survey; one way to highlight SHAFR's increasing diversity would be to collect and publish demographic data on its website.

Governance

An area in which SHAFR can exert a great deal of influence in promoting gender equity is its governing structure. To determine women's representation in governance, we examined committee and Council rosters from 2015-2017, as well as the list of presidents from 2013-2017. At the time of the drafting of this report, we did not have access to complete committee and Council membership data for 2013 and 2014 and so excluded those years from our analysis. Moreover, in a few cases in the 2015-2017 period, it was not clear when particular members rotated on and off specific committees or whether the roster was complete. While the absolute numbers that we present below may thus contain the odd error, we are confident that the proportion of men and women should still be reliable and that the overall conclusions should not be affected.

From 2015-2017, women filled more committee positions than did men, with a participation rate of between 52.1% and 55.9%.⁹ Not only is this dramatically higher than women's share of membership, it represents a sharp increase from the committee's 2013 findings, which reported a 40.7% women's participation rate across all committees. Barring potential differences in the counting method, this is a substantial increase that reflects the continuing success of SHAFR's attempts to incorporate women into governance. Similarly, from 2015-2017, Council consisted of two-thirds women, which far outstrips women's share of membership and represents a considerable increase from the number reported in 2013 (47%). Altogether, from the SHAFR perspective, the gender breakdown of committee and Council membership is not just well balanced, but in fact increasingly favors women.

Seen from a different perspective, since there are many more men in SHAFR than women, the number of women serving on committees is disproportionately high. In 2017, 6.4% of the 915 male members served on committees,

with 0.4% serving on more than one committee. Meanwhile, 22.8% of the 290 female members served on committees, with 4.5% serving on more than one committee. This means that women were more than three times as likely to be active in governance as men were; moreover, female committee members were more than three times as likely to serve on more than one committee as male committee members were.

Bringing women into SHAFR governance can be seen as positive because it represents the organization's commitment to gender inclusion. It also likely fosters women's professional visibility and extends their academic networks. However, that growing network does not necessarily support their careers, as committee work is often behind the scenes and distracts from other important academic work (e.g. publications). Being active in SHAFR committees may also reflect a greater willingness by women to take on administrative duties. Finally, committee participation does not necessarily translate into women assuming leading roles within the organization.

A case in point is the position of SHAFR president, which remains predominantly male. From 2013-2017, SHAFR had four male presidents and one female president. This yields a proportion of 20% women in the presidency, the same rate noted in the previous reporting period. This is cause for optimism, as it represents a consolidation of the positive trend documented previously. By way of contrast, during SHAFR's first four decades, women presidents were a rarity: from 1968-2007, only two women served in that role, a rate of 5%. While the current 20% rate broadly reflects women's proportion of membership, it is far lower than their proportion of committee and Council service. We are encouraged that the next SHAFR president is a woman and that she was the winner of an election that took place between two female candidates.

The committee also considered the gender breakdown of individual committees. Here, we reached a similar conclusion as the 2013 report, which indicated that women and men tend to cluster around certain committees. (See Figure 2.) As in the earlier report, the committee with the highest proportion of women was the Committee on Women in SHAFR, with, on average, more than 80% of its members being women. Other committees with a high proportion of women were the Myrna F. Bernath Book and Fellowship Awards Committee (which oversees two awards reserved for women), Graduate Student Committee, and Committee on Minority Historians. Committees with the lowest proportion of women include the Development Committee, Marilyn Blatt Young Dissertation Completion Fellowship Committee, and Membership Committee. The reasons behind this pattern are unclear. On one hand, we should be careful not to over-interpret the gender breakdown of smaller committees with few members, where the presence or absence of one woman in one year can make a large difference to the service proportion. On the other hand, the fact that a similar pattern has been

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Percentage women (2015-2017)

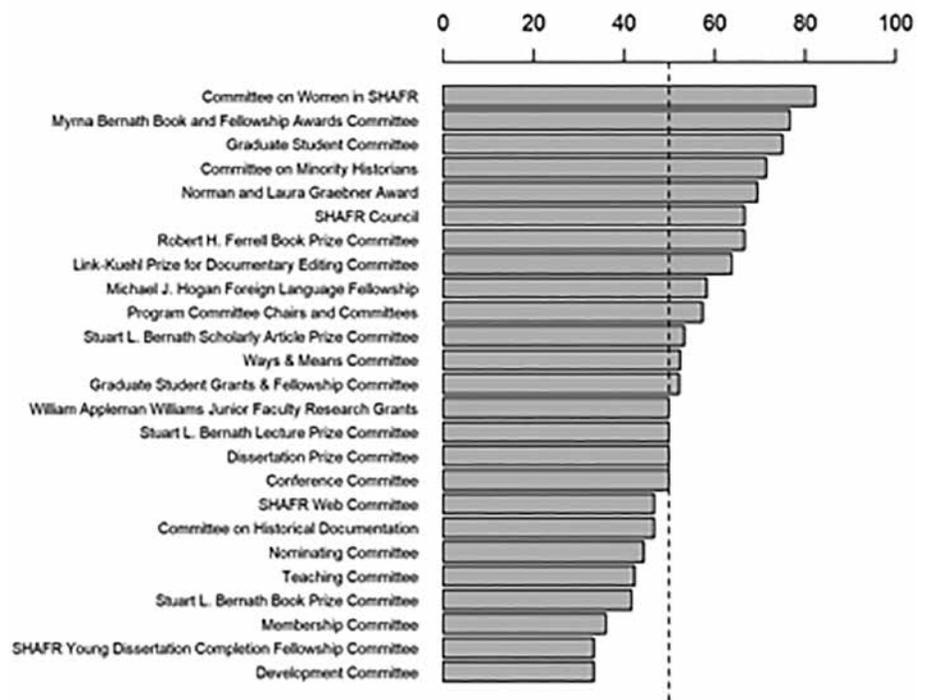


Figure 2: Proportion of women serving on individual SHAFR committees, 2015-2017. The bars indicate the average percentage of positions filled by women in any one year. The dashed line indicates equal male and female membership (50%).

detected by both this and the previous report suggests that there might well be a difference there. Are women more likely to be asked to serve on committees that deal with issues concerning protégés like students and academically underrepresented groups like women and minorities? Are women more likely to want to serve on such committees?

Prizes and Fellowships/Grants

Previous reports did not assess the rate at which SHAFR bestowed prizes, fellowships, and grants on its women members. In this report, we chose to examine this area as a highly visible manifestation of the value that SHAFR members place on their colleagues' work, including that done by women. As with other data sets in this report, interpretive caveats apply: in particular, the small sample size of recipients for each award means that one woman more or less can lead to very different results. Nevertheless, awards merit examination because of the powerful message that they send to members - and prospective members - about SHAFR's commitment to judging its members' work on merit and merit alone.

Over the last five years, SHAFR has bestowed its annual prizes on women at rates that exceed their current membership share. From 2013-2017, women were awarded 40% of the Stuart L. Bernath Book Prizes, Stuart L. Bernath Lecture Prizes, and Robert H. Ferrell Book Prizes, as well as 60% of the Stuart Bernath Scholarly Article Prizes. These rates compare favorably with those of the past. From 1990-2012, 24.1% of the recipients or co-recipients of the

Bernath Book Prize were women; from 1989-2012, 25% of Bernath Lecture Prize winners and 16% of the recipients or co-recipients of the Bernath Scholarly Article Prize were women; and from 1991-2012, 15.8% of the recipients of the Ferrell Book Prize were women.

Of the five biannual awards, one - the Myrna F. Bernath Book Award - is reserved for women and was therefore not included in this analysis. The remaining four are the Arthur S. Link-Warren F. Kuehl Award for Documentary Editing, Oxford University Press USA Dissertation Prize in International History and Betty M. Unterberger Dissertation Prize (which are awarded in alternate years), and Norman and Laura Graebner Award. While the biannual nature of these prizes means that there is a very small sample size from which to draw conclusions, the results are nevertheless not encouraging. From 2013-2017, there were seven recipients or co-recipients of three Link-Kuehl Awards, only one of whom was a woman (14%). This number is similar to that of three previous Link-Kuehl Awards (2005, 2009, and 2011; the SHAFR website does not list a 2007 award), where only one of the six recipients or co-recipients was a woman (16.7%). None of the five winners of the alternating dissertation prizes from 2013-2017 was a woman, although a woman did receive an Honorable Mention in 2017. This represents a decline from the 2009-2012 period, when two of the six recipients or co-recipients of the prizes were women (33.3%). Finally, neither of the winners of the Graebner Award during the last five years was a woman. Indeed, of the 15 total recipients of this honor - described as "a lifetime achievement award intended to recognize a senior historian of United States foreign relations who has significantly contributed to the development of the field, through scholarship, teaching, and/or service, over his or her career"¹⁰ - over the last three decades, not a single one was a woman.

Where prizes reflect the value that SHAFR places on the work produced by its members, fellowships and grants offer an indication of the organization's commitment to supporting the work of student and junior faculty members. As with the prizes, one fellowship - the Myrna F. Bernath Fellowship - is reserved specifically for women scholars and was therefore not included in this analysis. From 2013-2017, 50% of the recipients of the highly competitive Marilyn Blatt Young Dissertation Completion Fellowship were women. During that same period, women won 60% of Stuart L. Bernath Dissertation Research Grants; 40% of W. Stull Holt Dissertation Fellowships and Lawrence Gelfand - Armin Rappaport - Walter LaFeber Dissertation Fellowships; and 33.3% of Michael J. Hogan Foreign Language Fellowships. Moreover, from 2016-2017, women received at least half of the Samuel Flagg Bemis Dissertation Research Grants and William Appleman Williams Junior Faculty Research Grants. These results, which exceed the rate of women's membership, are all roughly in line with those of prior periods. From 2008-2012, women won 60% of Young Dissertation Fellowships; from 1985-2012, women won 44.7% of Bernath Dissertation Grants; from 1989-2012, women won 22.6% of Holt Dissertation Fellowships; from 2004-2012, women won 77.8% of Gelfand - Rappaport - LaFeber Dissertation Fellowships; and from 2003-2012, women won 50% of Hogan Foreign Language Fellowships.

Overall - with the important exception of the Graebner Award - SHAFR has honored and supported the work of its women members at a solidly high rate during the last five years.

Annual Meetings

There were continued signs of improvement in all annual meeting categories since 2013. While women's SHAFR membership and conference participation both grew during the period of study, their share of the annual meeting program again exceeded their share of the membership roster. Over the last five years, women's share of membership rose from 19% to 24.1%, while their five-year average annual meeting representation grew from 28.1% to 35% of all panelists. The committee reported a similar gap in its two previous reports, leading it to suggest that either women panelists choose to join the organization at lower rates than men do or women members participate in the conference at higher rates than men do. In order to understand this persistent gap, the committee considered the effect of the June 2015 requirement that all conference panelists be SHAFR members on the 2017 annual meeting. To do this, we counted the total number of unique participants (as opposed to the total number of positions

Women's Participation in SHAFR Annual Meetings, 2013-2017

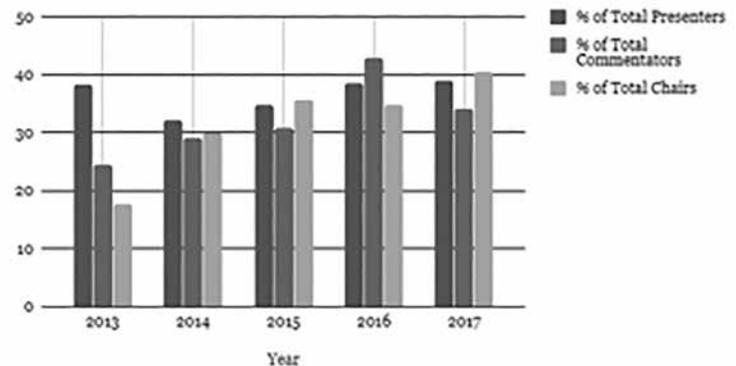


Figure 3: Women's participation in SHAFR annual meetings, 2013-2017.

on the conference program, which includes instances in which one individual served in multiple roles during the conference), finding that 145 women and 242 men participated in the conference. This translates to women comprising 37.5% of the individuals on the program, a number that greatly exceeds their 2017 membership share. If all panelists were indeed SHAFR members (and did not neglect to join or renew, say, or were exempted from the requirement), then it would appear that female members did participate in the 2017 conference at a higher rate than their male counterparts did.

Breaking women's annual meeting participation down into specific roles, from 2013-2017 women's appearances in each of the three conference categories - presenters, commentators, and chairs - exceeded their membership representation in all but one instance (in 2013, when women comprised only 17.7% of chairs).¹¹ (See Figure 3.) Moreover, there were gains across all three categories over the last fifteen years. From 2013-2017, women gave an average of 36.5% of total presentations; the comparable numbers were 30.5% for 2008-2012 and 24.5% for 2003-2007. The increase in numbers for both commentators and chair is even more notable. From 2013-2017, women served as 32.7% of the commentators and 32% of the chairs; those numbers were 23.5% and 22% for 2008-2012 and 14.5% and 14% for 2003-2007, respectively. As a result of these increases, women now appear on panels in roughly comparable numbers as

presenters, commentators, and chairs.

In 2013, the committee reported that women appeared as commentators at only 77% of their numbers as presenters and as chairs at only 72.1% of their numbers as presenters, both of which represented increases from the period reviewed in its inaugural report. The 2013 report offered two explanations for the prevalence of women as presenters compared to either chairs or commentators. One theory was “that women may be disproportionately concentrated in junior ranks and hence be less likely to be considered for positions perceived as requiring seniority.” A second was “that panel organizers (male and female) may prefer male commentators and chairs, possibly because men are perceived as carrying more ‘weight’ in the field. Paper and roundtable presenters are often self-selecting, and any woman wishing to present at the annual conference has the option of organizing and submitting a panel. Panel chairs and commentators, on the other hand, appear at the invitation of panel organizers.”¹² In the period under review for this report, those disparities have come closer to disappearing: from 2013-2017, women served as commentators at 89.8% of their numbers as presenters and as chairs at 87.9% of their numbers as presenters. While women remain underrepresented, their continued gains in both categories may indicate increasing numbers of more respected senior women in the field; they also suggest that women’s status in the organization and the field as a whole has risen. It is also possible that SHAFR’s efforts to encourage diversity at its annual meetings, such as in its calls for papers and with its Global Scholars and Diversity Grants, are bearing fruit.

Over the last decade, the number of participants - measured by the total number of presenters, commentators, and chairs - at SHAFR annual meetings has trended upward. While the number of men on the program continue to drive the relative size of the conference, the increasing representation of women is leaving its mark. (See Figure 4.)

The continued marked increase in women’s annual meeting participation at all levels is a very bright spot, and SHAFR should keep working to maintain this momentum.

Diplomatic History and Passport

Diplomatic History has long been the public face of SHAFR, and appearing in its pages constitutes a mark of importance in the field. There are five ways that a scholar might be a part of *Diplomatic History*: publishing an article or special forum piece; serving as an article referee; reviewing a book; having a book reviewed; and serving on its editorial board.

Over the last five years, on average women have

Women’s Share of Diplomatic History Articles and Special Forum Pieces, 2013-2017

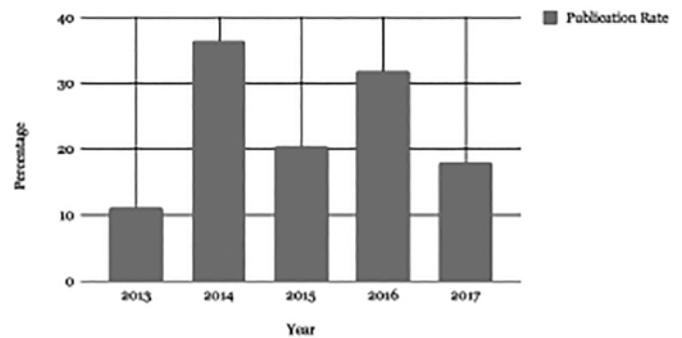


Figure 5: Women’s share of Diplomatic History articles and special forum pieces, 2013-2017.

contributed 25% of the articles and special forum pieces published in *Diplomatic History*. This number is in line with their share of SHAFR membership and represents a modest increase over the 22.3% contribution rate noted in the committee’s 2013 report. Hidden within this average, however, are substantial year-by-year fluctuations ranging from 11.1% to 36.4%. (See Figure 5.) This volatility stems from the fact that while the absolute number of men’s annual publications was remarkably consistent throughout the five-year period, ranging from 31 to 35 (an average of 32.4 per year), the annual number of publications by women swung widely, ranging from a low of 4 to a high of 20 (an average of 10.8 per year).

The editors of *Diplomatic History* have similarly reported a notable variation in women’s shares of annual article submissions (new and revised), from a low of 12.7% to a high of 25%. (Note that the editors use June 1-May 31 as their reporting year.) The reason behind these fluctuations are not as clear as that behind those in the publication rate, as the absolute number of annual submissions by men and women both displayed variability: men’s annual submissions ranged from 86 to 126 (an average of 109.8 per year), while women’s ranged from 17 to 42 (an average of 27.4 per year). Notably, over the five-year period under review, submissions from men increased each year, while those from women first declined, then bottomed out, and then rapidly rose. Overall, women contributed about 20% of the submissions to *Diplomatic History* from 2013-2017.

As did the committee in its 2008 and 2013 reports, we compared women’s publication rates with those of their participation as annual meeting presenters, given that presenting a paper is usually a step in the publication process. From 2013-2017, women gave an average of 36.5% of SHAFR presentations, but published only 25% of the pieces in *Diplomatic History*. A comparison with women’s average share of submissions is similarly instructive, where their 36.5% presentation rate dwarfs their 20% submission rate. These results are in keeping with previous findings. In 2013, the committee suggested that the gap between presentations and publications might be explained by men being more likely to seek to publish what they present at SHAFR and/or that women are publishing in venues besides *Diplomatic History* in higher proportions than men are. Whatever the reason, this persistent trend bears continued examination.

The editors of *Diplomatic History* cannot control who submits articles (although they do have considerable control over the roster of special forum contributors), but there are several areas in which they can exert influence, including invitations to referee articles and review books; the choice of books to be reviewed; and the composition of

Participation in SHAFR Annual Meetings by Gender, 2008-2017

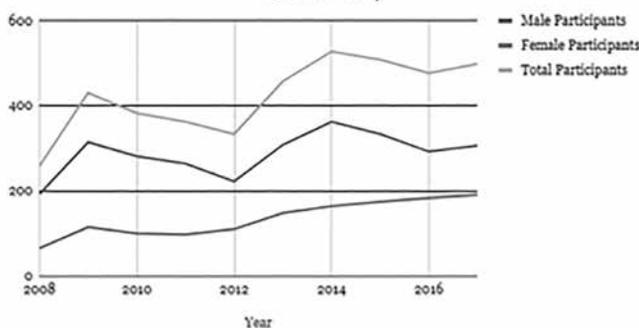


Figure 4: Participation in SHAFR annual meetings by gender (absolute numbers), 2008-2017.

the editorial staff. Referees, reviewers, authors of reviewed books, and editorial staff members are important because, like commentators and chairs at the annual meetings, they represent positions of acknowledged authority within the organization and respect within the field. The people who fill such positions play a critical role in setting the tone of the organization - as do the choices as to who should fill these positions.

While scholars sometimes decline to serve as referees for articles, and it may be that one gender is more likely to decline such invitations, the overall numbers in this area are nevertheless enlightening. From 2012/2013 to 2015/2016, the share of women who served as *Diplomatic History* referees fluctuated between 23.9% to 32.6%, with a four-year average of 26.8%. Given that these numbers either hover around or exceed women's share of SHAFR membership, the editors of *Diplomatic History* appear to have done a good job in ensuring that women are equitably represented among its referees.

The editors did an even better job when it came to including women as book reviewers: from 2012/2013 to 2016/2017, women authored between 25% and 34.4% of the reviews published in *Diplomatic History*, with an average of 29.8% per year. Not only does this exceed women's share of SHAFR membership, it represents a robust increase over the two previous reporting periods, in which women constituted an average of 15.7% (2008-2012) and 12.2% (2003-2007) of all reviewers. On a year-by-year basis, there was little consistency in the number of reviews of women-authored books in *Diplomatic History*, which varied between a low of 4 (13.3% of total reviews) to a high of 21 (45.7% of total reviews); by way of contrast, yearly reviews of books written by men fluctuated less sharply, ranging between 25 to 31. Averaged out over five years, the numbers look better, with an average annual review rate of 10.6 women-authored books, or 27.9%. The numbers look even better when compared to the past: the comparable percentages for 2008-2012 and 2003-2007 were 17% and 16.5%, respectively.

Finally, women were represented on the *Diplomatic History* editorial board in numbers exceeding their membership share. In the five years under review, the nine-member editorial board always had three or four women members. Encouragingly, five of the 13 assistant editors were women; this contrasts with the previous five years, when all of the assistant editors were men. Moreover, during the period under review, the first female editor took the helm at *Diplomatic History*, one of two co-editors who led the journal from 2014.

An important development over the last several years has been SHAFR's expansion of the role of its newsletter, *Passport*, to include roundtables on noteworthy books, individual book reviews, historiographical essays, research notes, and commentary. It is harder to quantify the role of women in the pages of *Passport* because of the range of pieces published. For the purposes of this report, we focus on roundtables, book reviews, and historiographical essays, as these contributions are often invited and more important for professional development, thus representing an area in which SHAFR can more directly encourage diversity.

The 15 editions of *Passport* published from 2013-2017 included 21 roundtable reviews of monographs, to which 24 women and 77 men (not including the authors of the books being reviewed) contributed (23.8%); of the 21 books reviewed, 5 of them were written by women (23.8%).¹³

There were four roundtables on subjects such as Obama's foreign policy and using film in the classroom, which included 5 female authors and 19 male (20.8%). In terms of book reviews, *Passport* published reviews of volumes in the *Foreign Relations of the United States* (FRUS) series throughout the five-year period; from April 2015 on, it began to add reviews of monographs and edited collections. All seven of the standalone reviews of six FRUS volumes were written by men, as were the reviews of three volumes included in a roundtable on Nixon and Vietnam.¹⁴ From 2015-2017, 17 of the 48 reviews of monographs were written by women (35.4%); however, just five of the 51 authors of the monographs reviewed were women (9.8%). Finally, women wrote three of the 12 historiographical essays (25%). Overall, these numbers are roughly comparable to women's share of SHAFR membership. The number that stands out as the most concerning is that of women's share of reviewed books: while the numbers in this area represent a small sample size, at 9.8% of all monograph reviews there is clearly room for improvement.

Conclusions

- Women continue to be better represented in SHAFR. Since the committee's last report, women's share of membership has risen by 5 percentage points to just over 24%. While this increase is encouraging, the data suggest that it has less to do with SHAFR attracting new female members than with losing male members. Moreover, women's SHAFR membership rates continue to lag behind those reported by AHA, APSA, and ISA.
- Women are represented in SHAFR governance in numbers exceeding their membership share, which speaks well of the organization's efforts to ensure that their voices are heard. However, the evidence suggests that women are overrepresented at the committee and Council levels and tend to be clustered in certain committees. While women occupy the presidency at the same rate as during the previous reporting period, this rate is far lower than their share of committee and Council service. We are encouraged that the next president, who will serve from 2018-2019, is a woman.
- Overall - with the troubling exception of the Norman and Laura Graebner Award - the data on prizes, fellowships, and grants indicate that SHAFR as an organization holds the work of its women members in high regard.
- There has been a marked increase in women's participation at SHAFR annual meetings, both in absolute numbers and as a percentage of total panelists. The sizeable increases in women's rates of participation as commentators and chairs are particularly encouraging.
- Broadly speaking, women are equitably represented within the pages of *Diplomatic History* and on its editorial board; of particular note is the rise in their average rates of participation as referees, reviewers, and authors of reviewed books. However, women's share of SHAFR annual meeting presentations continues to exceed their shares of publications in and submissions to *Diplomatic History* by significant margins. The overall results are less clear when it comes to *Passport*, where the low review rate of women-authored books is a cause for concern.

Recommendations

1. SHAFR should formalize the collection of demographic data about its membership. Ideally, it would do this through adding a questionnaire to the online membership registration/renewal process; alternatively, it could periodically survey its members.
2. In addition to basic demographic data such as gender, race/ethnicity, and country of residence, SHAFR should consider collecting professional information such as broad institutional affiliation, status, rank, and fields of study. Such data would better enable this committee - and the organization as a whole - to identify broad professional trends within the field of diplomatic and international history.
3. If SHAFR formalizes the collection of members' demographic data, it should publish a summary of the data on its website, as do organizations such as APSA and ISA.
4. SHAFR should take a proactive approach to identifying and preventing sexual harassment and other inappropriate behaviors at its annual meetings, including spelling out a code of conduct and instituting procedures through which sexual harassment and other inappropriate behaviors can be reported and addressed.
5. SHAFR should continue to emphasize its commitment to diversity at its annual meetings in its calls for papers. It might consider ways to suggest the inclusion of commentators or chairs from underrepresented groups as appropriate on proposed panels lacking diversity.
6. SHAFR should continue its efforts to encourage theoretical and methodological diversity at its annual meetings and in *Diplomatic History*, which have proven to lead to greater demographic diversity.
7. SHAFR should continue its recent initiatives to support parents of babies and young children at its annual meetings, including the inclusion of information concerning local childcare options in the program and the provision of a dedicated hospitality suite with access to refrigerated storage and hand-washing facilities.
8. SHAFR should consider instituting a mentoring session for women at its annual meetings. Such a session might follow the model of the highly successful job search workshop, in which volunteer mentors meet to discuss specific challenges with mentees who have pre-registered for the session. A more extensive model might involve mentors and mentees making contact before, during, and after the conference, with mentors undertaking to introduce mentees to other scholars with similar interests; a less extensive model might simply be mentors and mentees agreeing to grab coffee or lunch during the conference (each one paying her own way, of course). Such a program need not be confined to women scholars; however, if instituted, its description should include specific reference to the challenges faced by women as being among the items that can be addressed.
9. SHAFR should consider instituting informal dinners at its annual meetings in which interested attendees can sign up to dine on a specific night with senior scholars. Each participant would pay her/his own way.
10. In order to support the promotion of historians from associate professor to full professor, SHAFR could consider instituting a grant to support the research and/or writing of the second monograph. From the perspective of this committee, such assistance could help address the historically slower progression of women scholars through the academic ranks.
11. The Committee on Women in SHAFR should continue to issue reports every five years on the status of women in the organization.

Notes:

1. Kelly Shannon, "Inside the SHAFR Ad Hoc Committee on Women," *Strategic Visions Magazine*, Volume 9, Number 2 (Fall 2008), <http://www.cla.temple.edu/cenfad/strategic-visions/documents/iNSIDETEHSafradHOCCommitteeonWomen.pdf>.
2. Frank Costigliola (co-chair), Petra Goedde (co-chair), Barbara Keys, Anna K. Nelson, Andrew Rotter, and Kelly Shannon, "The Status of Women in Diplomatic and International History: A Report," *Passport*, January 2009, pp. 25-34, https://shafr.org/sites/default/files/2008_report_from_passport_39_no3.pdf.
3. Kelly J. Shannon (co-chair), Laura Belmonte (co-chair), Walter Hixson, Katie Sibley, Kathy Rasmussen, and Shannon Fitzpatrick, "The Status of Women in Diplomatic and International History, 2008-2012: Five-Year Follow-Up Report," *Passport*, January 2014, pp. 61-66, https://shafr.org/sites/default/files/report_of_the_committee_on_women_in_shafr_january_2014.pdf.
4. On the American Historical Association's recent activities concerning the problem of sexual harassment, see <https://www.historians.org/publications-and-directories/perspectives-on-history/february-2018/a-report-to-members-about-aha-action-on-sexual-harassment>.
5. Costigliola, Goedde, et al., p. 25.
6. In 2017, there were actually 1215 SHAFR members; however, for the purposes of this report, we did not count the 10 members whose gender we could not identify.
7. The AHA data are from Liz Townsend, AHA Coordinator for Data Administration and Integrity; the Ph.D. conferral rate is from the American Academy of Arts and Sciences' Humanities Indicators, "Percentage of Doctoral Degrees Awarded to Women, Selected Humanities Disciplines, 1987-2015," <https://www.humanitiesindicators.org/cmsData/xls/suppII-13d.xlsx>.
8. The APSA data are from <https://www.apsanet.org/RESOURCES/Data-on-the-Profession/Dashboard/Membership>; the ISA data are from <http://www.isanet.org/ISA/About-ISA/Data/Gender>.
9. Note that several people occupied more than one committee position, so that the absolute number of men and women serving on committees is less than the number of committee positions.
10. "The Norman and Laura Graebner Award," <https://shafr.org/content/norman-and-laura-graebner-award-0>.
11. Given that some panels have one person serving in more than one role, the committee followed the practice used in previous reports to count each role on the program: for example, if the same person served as both chair and commentator, we counted her/him in the numbers for both chairs and commentators. We also counted roundtable presenters and plenary and luncheon speakers as presenters; responders as commentators; and roundtable chairs and moderators as chairs. This differs from the methodology used in the 2013 report, which included a "special" category for breakfast, luncheon, and plenary speakers.
12. Shannon, Belmonte, et al., p. 63.
13. This count does not include roundtable reviews of two edited works.
14. All of the contributors to this roundtable, which included FRUS reviews and an essay, were men. This roundtable was not included in the count for either the book review roundtables or subject-focused roundtables noted earlier in the paragraph.

Commentary

Mark Atwood Lawrence

Ten years have now passed since SHAFR's first report on the status of women within the organization. Over that decade, numerous SHAFR members have devoted considerable time and energy to the issue, and the whole membership owes them sincere thanks. They have done remarkably thoughtful and meticulous work. The very process of studying gender equity on an ongoing basis, enshrined since 2013 in a standing Committee on Women in SHAFR, has no doubt gone some way to addressing the underlying problem by demonstrating the value the organization attaches to fairness and diversity. And the periodic reports strike me as models of rigor, judiciousness, and good sense.

Certainly, that is the case with the latest study, “The Status of Women in Diplomatic and International History, 2013-2017: A Follow-Up Report.” Part of the study’s achievement lies in the deftness with which it describes the complicated trends at work within SHAFR. Clearly, there is both good and bad news. On the positive side, the organization can take pride in the growing number of female members, both in absolute terms and as a percentage of the total membership. Especially encouraging is the relatively high proportion of women among student members, indicating that SHAFR has particular appeal to young scholars just beginning their careers. But the best news of all is the increasingly prominent role that women have achieved within SHAFR as participants in the organization’s governance, as panelists at the annual meeting, as contributors to *Diplomatic History*, and as recipients of grants and awards. Indeed, in these categories, women’s attainments have far exceeded their proportion of overall SHAFR membership. On the whole, it seems, SHAFR is doing well in involving women in the functions most important to shaping the organization, projecting its identity to the outside world, and propelling the careers of its members.

Yet problems persist. Most strikingly, the growing proportion of female members is due less to increasing numbers of women than the declining numbers of men belonging to SHAFR. The study leaves little doubt that the organization still has trouble drawing women to its ranks, a problem that seems likely to grow amid the broader decline in the organization’s appeal suggested by shrinking overall membership. Other troubling data reveal that the women most actively engaged in SHAFR cluster in relatively low-visibility and arguably low-prestige roles. For instance, impressive numbers of women serve on SHAFR committees and the executive Council, but very few have served as the organization’s president. Women have received prizes and grants at rates exceeding their proportion of the overall SHAFR membership, but no woman has ever received the prestigious Norman and Laura Graebner Award for “lifetime achievement.”

Happily, some of these problems seem likely to fade as more women, so well represented at relatively junior levels, advance in their careers and emerge as senior figures. Evidence suggests that such a trend is well underway. Most revealing is the growing number of women serving as commentators and especially chairs of sessions at the annual meeting—roles traditionally filled by senior scholars broadly recognized as leaders in their fields. Also encouraging is the election of three women as president during the four-year span from 2017 to 2020, along with a lengthening list of strong female candidates for the position in the years to come. Given the obvious desire to help women flourish within the organization, I have little doubt that women will be increasingly well represented in SHAFR’s brightest spotlight and at the highest rungs of achievement.

More troubling is the fact that women’s share of presentations at the SHAFR annual meeting greatly surpasses their shares of submissions to—and publications in—*Diplomatic History*. Given the fact that women are well represented in other dimensions of the journal’s activity, it’s difficult to say what the problem may be. Perhaps female scholars tend to write on subjects for which other journals are more appealing options. A more disturbing possibility is that women feel discouraged about the prospects of revising their presentations for submission to scholarly journals in general or to *Diplomatic History* in particular.

My sense is that all of these factors may be at work, but good answers will emerge only from careful study of the issue, including comparisons with trends in other scholarly organizations.

As the report suggests, SHAFR would do well to collect more information from its members in order to gain better understanding of this and other problems. No doubt the organization would benefit from collecting basic demographic data, as other large scholarly organizations routinely do. But SHAFR might entertain the possibility of going beyond the recommendations of the report by gathering more detailed, qualitative feedback. To be sure, in an era of ever-present customer-satisfaction surveys, none of us wants to see another questionnaire pop up in our inboxes. And yet the time might be right for a “climate survey” to gauge attitudes of SHAFR members about various dimension of the organization’s activities.

Such a survey might, for instance, assess attitudes about the roles of women in SHAFR and further steps that the organization might take to encourage openness and fairness in all arenas. A survey might also yield valuable information about attitudes toward the growing methodological and theoretical diversity of the annual meeting and *Diplomatic History*, a trend generally assumed to reflect and invite more participation by women. How receptive is the organization to new approaches? How should these fresh agendas be balanced against traditional interests in elite policymaking? How comfortable are women and members of minority groups in participating in SHAFR programs, including the annual meeting? How might the organization be reformed to make it more inviting and diverse? A systematic effort to poll the membership might yield some fresh perspectives.

A climate survey might also yield insights into the “elephant in the room” problem that the latest gender report mentions but does not analyze in any depth: the declining overall membership in SHAFR. Does this trend reflect the shrinkage of international and diplomatic history as academic specialties? Are SHAFR members opting for other scholarly organizations that seem to better serve to their interests? Is SHAFR losing members with relatively narrow, “traditional” interests as it becomes more intellectually diverse? New efforts to answer these questions might enable the Committee on Women in SHAFR and other bodies concerned with the organization’s future to take their deliberations to the next level, not least by appreciating how efforts to promote all kinds of diversity may affect perceptions of SHAFR’s distinctiveness and value outside the academy.

I would propose two other additions to the report’s superb list of recommendations. First, I suggest redoubled efforts to highlight the work of SHAFR members at the conferences of other scholarly organizations. To be sure, SHAFR has sponsored panels and other programming at the annual meeting of the American Historical Association for many years, and this practice should continue. But what about the Berkshires Conference of Women Historians or the annual meetings of large groups such as the Organization of American Historians, the Society for the History of the Early American Republic, or the American Society for Environmental History? I am well aware of the perception that these organizations are simply not interested in what we do or that the labor involved in organizing a significant presence at other meetings exceeds the benefits. And yet it seems to me that even slow, incremental progress is important progress. As other historical fields become

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increasingly international in their scope and ambition, it stands to reason that scholars with no connection to SHAFR will be drawn to our organization.

Second, SHAFR might consider placing greater emphasis on helping its members navigate the trickiest part of the academic career trajectory—the years between a graduate student’s first foray on the job market and, for scholars pursuing a traditional academic career, preparation of a tenure file. The report sensibly recommends mentorship programs and child-care provisions at the annual meetings. In addition, I would propose regular conference panels on the academic job market, non-academic careers, the work-life balance, writing for audiences outside the academy, and the tenure process. These topics are so important that the Program Committee should take charge of organizing

conference sessions rather than waiting for proposals to emerge from the membership. *Passport* could also devote greater attention to these and other career-development themes. One idea would be to start a column that would give a SHAFR member the opportunity to share the story of her/his career. In my experience, young scholars learn a great deal from the “life stories” of individuals who’ve gone before them.

Of all the report’s recommendations, I would most strongly endorse the last one. The Committee on Women in SHAFR should continue to issue reports every five years. Attention to the status of women has provoked enormously beneficial discussion and brought significant improvements to SHAFR that all members should value. I look forward to more great work in the years ahead.



In the next issue of *Passport*

- **A roundtable on Bob Brigham’s *Reckless*;**
- **The historiography of early U.S. foreign relations;**
- **Stephen Rabe on D-Day;**

and much more!