

The Status of Women in Diplomatic and International History, 2008-2012: Five-Year Follow Up Report

Prepared by the Committee on Women in SHAFR

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Introduction

In the summer of 2007 SHAFR President Richard Immerman authorized the formation of an Ad Hoc Committee on the Status of Women. The creation of the committee and its subsequent activities have been part of SHAFR's larger efforts at diversification. The Ad Hoc Committee on the Status of Women released a report in 2008, which is available on the SHAFR website: [http://www.shaftr.org/passport/2008/december/Status of Women in SHAFR.pdf](http://www.shaftr.org/passport/2008/december/Status%20of%20Women%20in%20SHAFR.pdf).

The SHAFR Ad Hoc Committee on the Status of Women is now the standing Committee on Women in SHAFR. In June 2013, we produced a five-year follow-up report to the original 2008 report on women's status, which we presented at the SHAFR annual meeting in Arlington, VA. This is an abridged version of that report. The full report is available on the SHAFR website and contains updated data from the five-year period of 2008-2012 on the following: female SHAFR membership, women's participation in the SHAFR annual meetings, women's participation in SHAFR governance, women's share of scholarly contributions in *Diplomatic History* and *H-Diplo*, women's status in the field of diplomatic and international history, and their numbers in comparison to comparable organizations (APSA, ISA, AHA). It also contains our conclusions, recommendations, and reporting on the Committee's activities up through 2013.

The follow-up report shows that women's membership in SHAFR has remained flat during the past five years, so while SHAFR did not lose female members, it also did not attract more women to the organization. In other areas, such as participation in the annual conference,

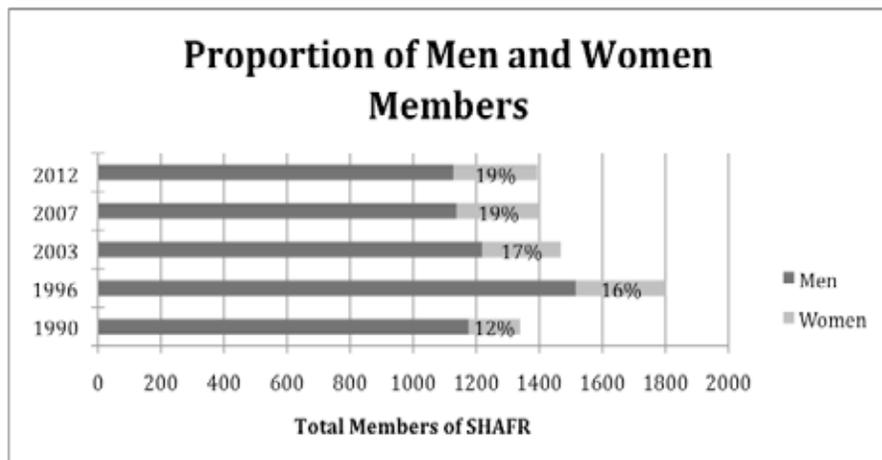
representation in SHAFR governance, publication in *Diplomatic History*, etc., women have been represented at or above their share of SHAFR membership. Overall, this represents improvement since the last committee report, particularly in areas where SHAFR leadership could take direct action to increase women's representation and participation in the organization. However, women constitute a far smaller percentage of SHAFR members and diplomatic/ international historians than in the field of history as a whole. After outlining the committee's findings, this report offers suggestions that could help to rectify the potential problems it identifies.

The data in this report were collected by this committee, the SHAFR Business Office, the editorial staff of *Diplomatic History*, and University of Chicago graduate student Sarah Miller-Davenport. The committee would like to thank SHAFR President Mark Bradley, SHAFR's Business Office, the Editors of *Diplomatic History*, and Ms. Miller-Davenport for their assistance.

SHAFR Membership

There is currently no specific data collection on the gender breakdown of SHAFR membership. Rather, SHAFR maintains a mailing list of members' names for each year, which must then be gender coded manually based on members' names and/or internet searches. Given the massive data set and amount of time needed to code membership data for each year, for the 2008 report the ad hoc committee coded data on gender from these lists in roughly five-year increments to show general membership trends over time (1967, 1977, 1990, 1996, 2003, and 2007). This report follows that model by using membership data from 2012 to establish general membership trends since the last committee report five years ago.

Women's membership in SHAFR appears to have remained flat during the past five years; the total number of women and the percentage of women in 2012 are almost exactly the same as they were in 2007. The 2008 report concluded that female membership rose gradually in the decades after SHAFR's founding in 1967, from the original one woman (1.3%) to 7% of members one decade later. By the 1990s, women comprised between 12% and 16% of SHAFR members, and the numbers have remained relatively steady ever since. In 2003 SHAFR was 17% female, or 248 women, and in 2007 there were 266 women members, which represented 19% of total membership. In 2012 there were



265 women, comprising 19% of membership.²

Since the mid-1990s, the number of women in the organization appears to have remained fairly steady, ranging from 248 to 286. Women grew from 16% of all SHAFR members in 1996 to 19% by 2007. In 2012, that number remained 19%. This suggests that SHAFR is maintaining its female membership but is not seeing growth there, but it has also not experienced growth among men despite recent efforts at diversification and internationalization.

This may indicate, in part, difficulty attracting new women to the organization. Anecdotal evidence collected by the committee suggests that many women working on topics that fall under the SHAFR umbrella, but particularly those who primarily identify with other fields of history, are deterred from joining SHAFR because of their perception of the organization as highly male, given our history and current demographics. Other women have indicated to committee members that they feel SHAFR is “clubby,” so that women who did not complete their graduate studies with a mentor who is a SHAFR member feel like outsiders when they attend SHAFR’s annual conference or other events. Another factor to consider is the fact that SHAFR began its initiatives to attract more women to the organization at the same time it began initiatives to broaden its conception of the field and to diversify and internationalize its membership more generally. It is possible that SHAFR’s recent efforts to internationalize its membership may attract more men than women, as it is possible women make up a far smaller percentage of historians of U.S. foreign relations and international history in countries outside the United States. However, we lack available data on women’s representation in the field of foreign relations history in countries outside the U.S. or on other topics to draw any conclusions about this issue. The committee also has no explanation for why SHAFR has not experienced growth among women and men in the past five years, despite recent efforts at outreach and diversification to grow the organization.³

Women graduate students represent a growing proportion of many other academic organizations, including our counterpart organization in political science, the International Studies Association (ISA). However, studies on women in ISA indicates a proportionally declining number of women as they advance through the ranks relative to men. ISA membership of men and women is roughly equal among graduate students (49% women), but there is a precipitous decline in women at the Assistant (43%), Associate (34%), and Full Professor (23%) levels, a decline which ISA found mirrored women in the discipline of political science more generally. Men in ISA, on the other hand, remained more evenly distributed at each rank. The ISA study also found that female members tended to be younger than their male counterparts. It concluded that the field of international relations/international studies suffers from a “leaky pipeline” for female scholars, which likely is due to structural issues in academia and problematic tenure and promotion procedures for political scientists.⁴

Because SHAFR does not collect data on the career status/academic rank of members, the committee does not know whether increasing numbers of women graduate students are joining SHAFR, nor do we have any data on the rates of progress female SHAFR members make as they advance from graduate study through the academic ranks. We currently have no data on the academic rank/status of our female membership.

Women (along with minorities) are more poorly represented in history than in most other humanities and social science fields. The latest studies by the American Historical Association indicate that women receive 42% of new History PhDs, and 35% of history faculty are women. The AHA’s data reveals that women comprise a lower percentage of history faculty than faculty in other fields of the humanities.⁵ Women make up 42% of faculty in all

fields, and 51% of faculty in the humanities. While women receiving PhDs in history are closer to the proportion of women in other disciplines, the proportion of female history doctorates is still lower than that for other disciplines (46% of all PhDs and 52% of all humanities PhDs are women).

The AHA’s studies indicate that women are underrepresented at every level of academia within the discipline of history and that they make very slow progress through the academic ranks. According to their May 2010 report, “[E]ven as the rest of academia has moved toward greater balance in the representation of women, history has lagged well behind most of the other fields.” The AHA data does not indicate the tenure eligibility for positions held by female faculty in history. Given the growing number of contingent faculty and decreasing number of tenure-track positions in academia in general, it would be important to know whether women’s increasing representation in the history faculty is in tenure-eligible positions or contingent positions. The AHA did find, however, “a dramatic shift in the proportion of women among historians employed outside of academia.” It also found that female history faculty earn less than their male counterparts at every rank and that women are overrepresented at the Associate Professor level.

The AHA report suggested that the problem begins with the undergraduate level, stating, “Over the past 20 years history has graduated some of the smallest proportions of female undergraduates of any field in higher education,” while women now earn 57% of all undergraduate degrees (compared to just 41% in history). Given the relatively smaller number of women attracted to history at the undergraduate level, it is unsurprising that the number of women earning PhDs and becoming faculty in history has remained flat over time. The AHA concluded, “It seems exceptionally difficult for the discipline to approach parity in the employment of women without changing some of the dynamics that seem to drive women away from study in our subject.”⁶

As one can see, the representation of women in SHAFR falls far below (roughly by half) the number of women earning history PhDs and the proportion of women history faculty in all disciplines. This may be due to the difficulty in attracting female undergraduate and graduate students to our field, or it may be due to the fact that there are women PhDs who work on topics that would fall under the umbrella of foreign relations or international history who choose not to join SHAFR. Based on the 2008 ad hoc committee report, the proportion of women members of both the American Political Science Association and International Studies Association was roughly double the number of women in SHAFR. Our 2008 report found that women in SHAFR tended to cluster more around “non-traditional” methodologies as compared to men, and given their higher representation among IR scholars in the field of political science, a topic similar to diplomatic and international history, we concluded that the proportion of women in SHAFR might rise if SHAFR were perceived as espousing a broad conception of the field. SHAFR does in fact cover a multitude of methodologies and historical topics, and it is welcoming of female membership, but it may continue to suffer from an “image problem” among female historians.

SHAFR Annual Meetings

There are signs of improvement in certain categories since the last report. There has been a dramatic increase during the last five years of the number of women appearing on the program for the annual meeting.

Since the 2008 report, while about 19% of the membership, women have made up an average of 28.1% of the people appearing on the annual conference program.

The percentage of women on the conference program from 2008-2012 has ranged between 26.1% and 32.6%, with the numbers steadily increasing each year (see Figure 2). Women's conference participation is closer to their representation in the field of history more generally than their representation among SHAFR members. The disparity between women's membership in SHAFR and their participation in the annual conference suggests the possibility either that women who present at SHAFR choose to join the organization at lower rates than men, or that women SHAFR members participate in the conference at higher rates than men.

As demonstrated in the 2008 report, women had consistently been much more poorly represented as panel commentators and panel chairs than as paper presenters. This remained the case over the past five years, although their numbers as presenters have improved slightly (see Figure 2).⁷ From 2008-2012, women have given on average 30.5% of papers (including roundtable presentations) at the annual meeting, but have comprised only 22% of panel chairs and 23.5% of panel commentators. Thus, during the past five years, women have appeared as commentators only at 77% of their number as presenters and as chairs at only 72.1% of their number as presenters:

Women consistently appear as both chairs and commentators in considerably lower proportions than their appearance as paper/roundtable presenters, but there has been marked improvement in women's participation in every category of the annual conference since the last report. From 2003-2007, women gave an average of 24.5% of papers; thus, women's participation as paper/roundtable presenters increased five percentage points during 2008-2012. The rate of increase in the percentage of women as commentators and chairs has increased even more quickly, rising from 14.5% (2003-2007) of commentators to 23.5% (2008-2012) and from 14% (2003-2007) of chairs to 22% (2008-2012).

Thus, while women's appearance as chairs and commentators for the 2003-2007 period fell below their representation in SHAFR membership, the general trend has changed. Women now appear as chairs and commenters in proportionally greater numbers than their representation in the membership as a whole. Meanwhile, women's representation among paper presenters is nearly double their representation in the SHAFR membership.

There are two main possible explanations for the disparities between women's representation as paper/roundtable presenters and as chairs/commentators. The first is that women may be disproportionately concentrated in junior ranks and hence be less likely to be considered

for positions perceived as requiring seniority. The second is 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.

Although the 2008 report did not include figures on women appearing as speakers in special sessions during the annual program, including plenary sessions, breakfast events, and luncheons, the data from 2008-2012 suggests that, although the number of all people appearing in these sessions is small, women's representation in these events appears not to be an area of concern. On average, women make up 28.7% of speakers in conference special sessions, far above their representation among SHAFR membership.

Overall, the marked increase in women's participation at the SHAFR annual meeting at all levels is a bright spot, and SHAFR should work to maintain this momentum. However, given the lack of increase in female membership in the organization, it appears that there may be a pool of women working on topics that fall under the SHAFR umbrella who choose to attend our conference but not to join the organization as members.

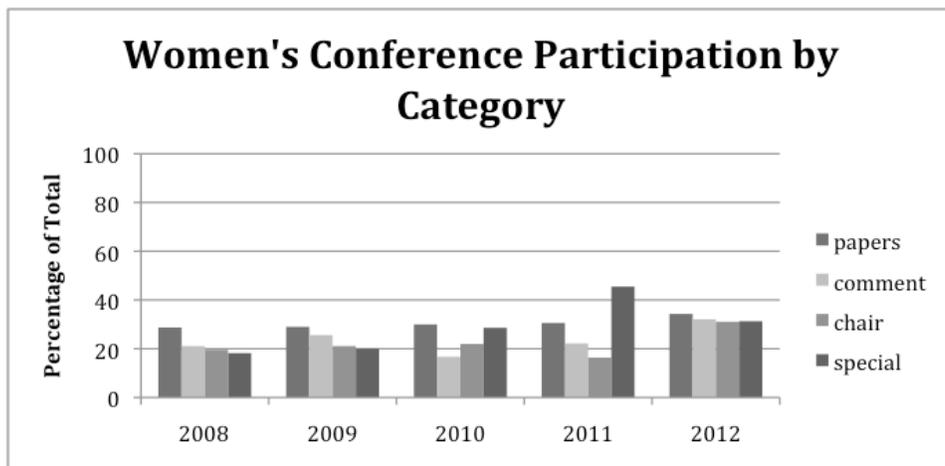
SHAFR Governance

The 2008 ad hoc committee report on women's status in SHAFR did not include data on women's representation in SHAFR governance, although the dearth of female SHAFR presidents from 1967-2007 was the original inspiration for the creation of the committee. While it is clear that women are participating in SHAFR governance in greater numbers than they did in the early decades of the organization, the committee wished to collect data to document the trends in women's participation to determine whether we need to make recommendations in this area. Thus, all data on women's participation in SHAFR governance comes only from the period 2008-2012. Given SHAFR's lack of specific data retention on this issue over time, the committee was only able to collect data on women's participation in committee membership during this period, and we were only able to collect total numbers of committee members for this period (that is, we do not have committee membership coded by gender for each year of this five-year period). Please also keep in mind that there are certain individuals who have served on multiple committees during this period; we have counted them in the data each time they appeared

on a committee roster. Thus, for example, if one individual served on two committees from 2008-2012, that individual was counted twice for the purposes of determining gender representation on SHAFR committees.

We do not have data on women's participation on Council for the period of 2008-2012, although we have included a breakdown of the 2013 SHAFR Council roster as published on the SHAFR website. Women are currently represented in the SHAFR Council in numbers far exceeding their proportion of the general membership. The 2013 Council members are 46.7% women (including graduate student representatives).

Women's participation as



SHAFR committee members is very strong; in fact, women are represented on the SHAFR Council among committee members in far higher proportion than their proportion of SHAFR membership. From 2008-2012 women comprised 40.7% of all SHAFR committee members (40.1% of appointed committee positions and 57.1% of elected committee positions, namely membership on the Nominating Committee).

However, women and men tended to cluster around certain committees. The SHAFR Committee on Women, for example, has had more women members than men from 2008-2012, while the Ways and Means Committee has had far greater numbers of men than women. The strong representation of women in SHAFR committees suggests a concerted effort by SHAFR to bring women into governance, an effort which is largely successful based on the data.

Women's representation at the highest level of SHAFR, namely the office of the presidency, remains very low. SHAFR has had only three female presidents from 1967-2012, making women's representation in the presidency a mere 6.7%. However, there were only two female presidents up to 2007, and we have had one additional female president in the past five years, who ran against a female opponent for the office, which suggests some improvement. Given the short period of time since the last election, it is difficult to make conclusions about trends in this area of SHAFR governance at this point, but the committee believes this is an area that has shown improvement since our last report.

Diplomatic History

The 2008 report indicated a steady increase in women authors appearing in *Diplomatic History* during the previous several decades, and women's representation as *DH* authors and their membership in SHAFR for the period 2003-2007 was roughly equal. The data for 2008-2012 suggests the same trend; women have appeared in *DH* in numbers at or above their percentage of SHAFR membership, and they have published a greater proportion of articles in *DH* during the past five years than they did prior to 2007.

Women have authored on average 22.3% of all *DH* articles for 2008-2012. Articles by women have jumped considerably in the last two years, increasing from 15% in 2009 and 2010 to 26% in 2011 and 35% in 2012. During the past five years, women on average have thus published in *DH* in proportionally greater numbers than their representation among SHAFR membership. This indicates improvement in the number of women publishing articles in *DH* since our last report. Women authored only 17.5% of all *DH* articles from 2003-2007; thus the average number of women article authors has increased by roughly 25% during the last five years.

Women have also experienced higher article acceptance rates in *DH* than have men for the 2008-2012 period. The overall average acceptance rate for articles in *Diplomatic History* is approximately 16%, while the average for women authors has been a slightly higher 18.6% acceptance rate. Given the blind review process for *DH* article submissions, it is unsurprising that women's article authorship numbers are roughly consistent with their representation among SHAFR membership.

It should be noted that the acceptance rate for articles authored by women was roughly proportional to the membership and equal to the average acceptance rate for the journal as a whole for 2008, 2009, and 2010 (between 16% and 18%), but the percentage of articles authored by women that were accepted by *DH* jumped in the past two years (2011 and 2012) to 21% and 22% respectively. The number of articles by women submitted to the journal also jumped during the same period from 13-15 submissions per year for 2008-2010 to 21-23 submissions per year for 2011 and 2012.

Year	Articles Submitted by Women (includes resubmits)	% Accepted
2012	23	22
2011	21	21
2010	13	16
2009	15	18
2008	15	16

Figure 3: Article submissions to *DH* by female authors

Thus, the number of articles published by women 2008-2012 increased 50% since our last report. For 2003-2007, women authored an average of 5 articles in *DH* per year; for 2008-2012, women authored an average of 8.5 article per year. In 2012, women authored 16.5 articles in *DH*, a huge jump since the previous year and well above the 5-year average.

The sharp uptick is likely the result of the *DH* editorial staff and board's decision to publish special issues and forums. *Diplomatic History* has had forums for years, but in 2012, the journal's special sections increased dramatically over previous years. Four of five issues included roundtables on film, gender, and music. Most of these drew significantly higher percentages of women as authors of articles and as commentators than average.⁸ Women wrote 14 out of 27 roundtable articles, or 53%, which is well above their representation among SHAFR membership, SHAFR conference participants, and *DH* article authorship in general. This indicates a successful push by *DH* to increase women's participation in the journal.

It is worth noting, however, that just as in the 2008 report, women have consistently been better represented as SHAFR paper presenters (30.5%) than as *DH* article authors (in general, combining roundtables/forums with regular articles) (22.3%). SHAFR presentations arguably represent a rough guide to the pool of potential *DH* articles, if one assumes that the presentation of a paper at SHAFR represents one stage in the preparation of an article manuscript in the field of international history. Comparing SHAFR presentations with *DH* articles, we find a statistically significant difference in the proportion of women. In the last five years, women as article authors represent slightly over 73.1% of their numbers as conference presenters.

Among the possible explanations for the disparity are that men are more likely eventually to publish what they present at SHAFR and/or that women publish in venues other than *DH* in higher proportions than men.

It is also worth noting that female article authors continue to cluster around non-traditional topics or methodologies. In the 2008 report, the committee divided the field into two broad categories: policy/security/intelligence/economics (labeled "traditional") and culture/gender/race/non-governmental international relations (labeled "non-traditional"). These categorizations are necessarily imprecise, given the fluid boundaries among topic areas and the arbitrariness of such classifications. The 2008 report noted that women's increasing participation in *DH* was the direct result of the journal's openness to non-traditional topics. This has remained the case during the past five years. When women are writing about non-traditional topics/methodologies, they tend to be overrepresented.

By contrast, there were 19 free-standing (those not part of a roundtable or forum) articles in 2012, and the

overwhelming majority focused on traditional topics. Women wrote only 1.5 of these articles, or 7.5%. Thus, women's share of *DH* articles authored will continue to remain at or above their proportion of SHAFR membership only if the journal continues to espouse a broad conception of the field.

Beyond article authorship, women appear in the pages of *DH* either by reviewing books or by authoring books that the journal has reviewed. The number of female book reviewers has increased in the last five years, rising from an average of 12.2% of reviewers in 2003-2007 to 15.7% of reviewers in 2008-2012. This means that women serve as book reviewers in the pages of *DH* in numbers roughly approaching their representation among SHAFR members. This, again, indicates a successful push by *DH* to include more women in all areas of the journal.

However, the data on books with female authors reviewed by *DH* is more mixed. The total number of books authored by women reviewed in the pages of *DH* increased dramatically, from an average of 5.5 books reviewed per year for 2003-2007 to an average of 8.1 for 2008-2012. Thus, the 40 books reviewed in *DH* that were written by women represents a dramatic increase compared to the 27.5 books reviewed by *DH* that were written by women in 2003-2007.

However, because *DH* increased the number of all books reviewed during the past five years, the percentage of books reviewed that were written by women has not increased in any statistically significant way. The average percentage of reviewed books authored by women was 16.5% for 2003-2007; the average for 2008-2012 was 17%. This is approaches the proportion of SHAFR membership that is female, though is still slightly below women's representation in the organization as a whole. The fact that the percentage of books by women reviewed has remained largely unchanged since the last report may be related to the flat membership numbers for women during the same period.

Last, women have been represented on the Editorial Board of *DH* in numbers at or above their representation among SHAFR members. The editorial board has included women in at least two posts (out of nine) over the last dozen years, and one of the two *DH* editors starting next year will be a woman. The percentage of women on the Board since 2001 has consistently been between 22% and 33%. In three of the last dozen years, including two of the past five years, women have comprised nearly 50% of the Board, well in excess of their membership in the organization. This is something to be celebrated.

Conclusions

The data above represent the continuation of investigation of women's roles in SHAFR. More remains to be done; nonetheless the available data allow us to draw the following conclusions:

1. Women are far better represented in SHAFR today than they were even two decades ago, but their membership numbers remain flat compared to five years ago.
2. SHAFR is still lagging behind other comparable organizations and the field of history as a whole in female membership.
3. Women's participation in the annual conference has increased significantly, but many of these women appear to be choosing not to become SHAFR members.
4. Women's article submissions to *DH* are lagging behind their contributions at SHAFR conferences, but the number

of articles accepted and published in *DH* that are written by women has increased noticeably in the last five years.

5. Women's representation in positions of authority, such as book reviewing, serving as SHAFR conference commentators and chairs, and serving on the *DH* Editorial Board, has increased noticeably in the last five years and is now roughly equivalent to their representation among SHAFR members.

6. Women are proportionally overrepresented in SHAFR governance, which indicates strong commitment to diversity by the organization.

7. Women continue to contribute to non-traditional subfields at a significantly higher rate than to traditional subfields.

8. Progress for women in SHAFR has been inconsistent year-by-year for 2008-2012, but taken as a whole, women's representation in all areas of SHAFR has increased steadily during the past five years.

9. In areas where SHAFR leadership is capable of increasing women's representation – as among conference

Average % of <i>DH</i> articles written by women, 2008-2012: 22.3% Average % of SHAFR presentations given by women, 2008-2012: 30.5%

participants, book reviewers, committee appointments, etc. – SHAFR has experienced much success in increasing women's representation since 2008.

Recommendations

1. Formalize data collection procedures by the organization on membership so that members fill out information on the following when they sign up/renew through Oxford's website or via hard copy membership forms: sex; race/ethnicity; current country of residence/country where employed or in graduate school (to document internationalization efforts); and academic rank/status (within and outside academe).

This would make future data collection and reporting much easier. We would need this data to remain paired (though with any identifying information for individuals removed) – i.e., gender, race, rank, etc. for the same individual so we know how many female and/or minority members we have at each rank, et al.

2. Formalize data collection on committee membership and other governing offices by sex and academic rank.

3. Formalize data collection procedures on all annual conference registrants. At present, the committee reviewed the program for each conference and gender coded the names listed; however, there is no data available for conference attendees who come to the conference but do not appear on the program. There is also no data retention on the rank, race/ethnicity, country of residence/employment, etc. for registrants. Data collection for all conference attendees – those appearing on the program and those just attending as audience members – would help with future reports for the organization as a whole.

4. Ask the SHAFR Business Office and *DH* editorial office to begin and/or continue to keep data on gender, et al. on

file for periodic review.

5. Continue to develop a networking program for junior faculty, graduate students, and new SHAFR members and conference attendees.

6. Establish a link on the SHAFR homepage to the women's committee with information, including the 2008 report, this report, and subsequent reports, links to other reports, and other resources of interest for women members or others interested in gender and diversity in SHAFR and academia more broadly.

7. Provide *DH* and H-Diplo with a list of qualified women scholars in the field of international and diplomatic history who could be asked to submit articles (either peer reviewed or commissioned) and write book reviews.

8. Include a list of childcare options at the annual conference venue in the SHAFR conference program and on the SHAFR program website.

9. Continue to produce reports in five-year increments on the status of women in SHAFR.

10. Continue to organize and sponsor panels for the Berkshire Conference on Women's History, which is held every three years.

11. Organize and sponsor panels at other organizations' conferences, such as area studies organizations, to publicize the current work being done by SHAFR members outside of our field and potentially recruit new members.

12. Distribute promotional materials about SHAFR at other conferences, particularly area studies conferences, to help new members with diverse backgrounds and/or diverse methodological approaches/research topics. This could include activities like asking other organizations to include a flyer about SHAFR in their conference welcome packet or arranging to have a table with SHAFR promotional materials and *Diplomatic History*, as well as books written by SHAFR members, in book exhibits at other organizations' conferences.

13. Publish a brief report annually in *Passport* containing updated numbers on SHAFR membership (gender, race/ethnicity, internationalization, rank, etc.)

Of all of the above recommendations, the committee feels that formalization data collection procedures and retaining such data is the most important at this time.

Notes:

1. 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 Prepared by the SHAFR Ad Hoc Committee on the Status of Women," *Passport* (December 2008): [http://www.shafrr.org/passport/2008/december/Status of Women in SHAFR.pdf](http://www.shafrr.org/passport/2008/december/Status%20of%20Women%20in%20SHAFR.pdf)

2. All figures in this report have been rounded to the nearest 0.5. For example, for 2012 women represented 15.95% of membership, and this number has been rounded to 16%.

3. Please note, the committee has not counted institutional memberships and names that could not be gender-coded in the total membership numbers for 2012. There were many library or institutional memberships, which we subtracted from the membership numbers, and two names that could not be gender coded. We left these two names out of the membership numbers, as well. This may account for some of the lower total membership numbers for 2012 versus 1996, since this committee is unsure whether or not the previous committee's report included institutional memberships in its data set. The 2008 report did, however, also exclude names of members that could not be gender coded.

4. Kathleen J. Hancock, Matthew A. Baum, and Marijke Breuning, "Women and Pre-Tenure Scholarly Productivity in International Studies: An Investigation into the Leaky Career Pipeline," *International Studies Perspectives* (2013) DOI: 10.1111/insp.12002: 5-6 (article published online on April 5, 2013 in advance of appearance in print issue), <http://www.hks.harvard.edu/fs/mbaum/documents/IntStudPers2013.pdf> (accessed 6/01/13).

5. Robert B. Townsend, "Putting Academic History in Context: A Survey of Humanities Departments," *Perspectives on History* (March 2010): <http://www.historians.org/perspectives/issues/2010/1003/1003new1.cfm> (accessed 6/03/13).

6. Robert B. Townsend, "What the Data Reveals About Women Historians," *Perspectives on History* (May 2010): <http://www.historians.org/perspectives/issues/2010/1005/1005pro1.cfm> (accessed 6/10/13).

7. Given that some conference panels have one person both comment and chair, the committee has counted each person by role in its data collection. For example, if the same woman served as the chair/commentator for one panel, the committee counted her in the numbers for both chairs and commentators. For the purposes of this report, the committee has also counted round-table presenters in the figures for paper presenters and round-table chairs in the figures for panel chairs. During data collection, the committee was also unable to differentiate whether the same person fulfilled more than one role in the same conference, i.e., presented a paper and commented on a panel, so fewer total men and women as individuals likely participated in the annual conferences given the fact that some may have fulfilled duplicate roles on the program.

8. The committee counted both articles and commenter pieces equally as articles for the purposes of determining data on the sex of *DH* article authors.

A Response to the Report on the Status of Women in Diplomatic and International History

David L. Anderson

One perception of history in general, and diplomatic and political history in particular, is that it is the study of old white men. This welcome update on the status of women in diplomatic and international history reveals a number of positive trends in a gendered analysis of SHAFR's membership and activities, but one of its central conclusions is that "the proportion of women in SHAFR might rise if SHAFR were perceived as espousing a broad conception of the field." The problem of perception or the "image problem," as the committee terms it, does not necessarily reflect the real work of SHAFR's members or its actual membership profile, but it is one explanation of why the percentage of women in SHAFR has remained basically flat since the last study issued in 2008. Further, the Committee on Women in SHAFR finds that SHAFR is not alone among historical groups in facing the challenge of overcoming prevailing beliefs. Using the American Historical Association as a benchmark, this report finds that the numbers of undergraduate and graduate women studying history lag behind those in other fields of the humanities. A somewhat different variation on this theme comes from the International Studies Association, another benchmark used by the committee, which reports that female membership in that organization has increased but that the persistence of women to higher ranks in this field of political science does not keep pace with men. The ISA terms this phenomenon the "leaky pipeline." By contrast, one of the most notable statistics in the SHAFR report is that the numbers of women on the SHAFR Council and on SHAFR committees are "far exceeding their proportion of the general membership."

Experts in the field of institutional diversity, such as Marilyn Loden, caution against gender profiling because statistical metrics used alone can create perceptions of

unfairness. Allegations of reverse discrimination, for example, often derive from over-emphasis on numbers. In the case of SHAFR and this report, however, the interpretation of the numbers reveals best practices of diversity analysis. The aim of organizational diversity, according to Loden, is to define it in "a broad and inclusive way" so that it is obvious that "everyone is included and therefore everyone's diversity is valued."¹ By drawing together data on membership, governance, participation in annual meetings, and authorship in *Diplomatic History*, the committee has provided a balanced portrait. Although it might be concluded from the data that women are over-represented in governance and under-represented as session chairs in annual meetings, the committee analysis of the data shows that SHAFR as an organization is gaining an understanding of what elements of diversity it controls itself and what factors are part of larger trends within the professional academic community.

How SHAFR should utilize the information in this report is clearly the next step. Several of the authors' recommendations involve facilitating better on-going data collection to provide more accurate portraits of not only the general membership, but also such groups as conference participants and SHAFR committee members. We live in an era of technology that inundates us with too many surveys of all types, but the next status report could benefit from use of specific instruments to survey perceptions. The committee identifies the image of the sub-discipline as a key issue for recruiting members. Surveys and focused interviews are valuable in probing images and preconceived notions. The authors provide somewhat anecdotal observations about traditional and non-traditional methodologies as perhaps making a gendered difference in the level of scholarly interest in the study of diplomacy and international history. Are some subjects and approaches inherently male or female? Many scholars would say no. Both men and women are qualified and motivated to study, for example, arms negotiation and global food security. Neither subject is the province of one sex, but what information do we have upon which to draw conclusions about how interest in subjects and methods shapes decisions to join SHAFR or submit work for publication in *Diplomatic History*? Many members of SHAFR continue to provide seminal work in so-called traditional fields, and many others are doing path-breaking

work in the so-called cultural turn in historical studies. SHAFR is both traditional and non-traditional in practice. Do those terms have gender significance? The authors suggest that they do, but precisely what the difference is and what it means remains a challenge to decipher.

Studies have shown that most members of organizations can be placed along what is termed the Diversity Adoption Curve.² It is basically a bell-shaped curve with one end being the innovators, who generate the ideas for change, and the other extreme being the traditionalists, who see little reason for change. In between are the change agents, who actively work to implement new ideas; the pragmatists, who are open to new ideas but need persuasion; and the skeptics, who resist change but who can be won over. The authors of this report are the innovators, and they have done their work well. They have offered the ideas. SHAFR members can decide where they individually fit the curve. All parts of the curve serve the well-being of the organization. The change agents and the pragmatists have to make new ideas operative and practical, and the skeptics and traditionalist play the vital role of keeping the organization true to its origins and distinctiveness.

With regard to next steps, a key message of this report is that SHAFR must continue to market itself consciously. Marketing means product development, knowledge of the potential consumer, and promotion of the product to the greatest number of people. SHAFR is not a business, and its goal is not maximizing market share. Its objective should be, however, to attract those scholars and the informed public who share SHAFR's interests and expertise in the study of the history of foreign relations. The committee recommends outreach through mentoring, networking, the Berkshire Conference on Women's History, and other venues and approaches. There is no doubt from reading this report that SHAFR values diversity and that, as an organization, it knows the basic lesson that everyone benefits within the group when all are valued. Gender diversity helps makes SHAFR itself a productive and socially responsive organization.

Notes:

1. Marilyn Loden, *Implementing Diversity* (Boston: McGraw-Hill, 1996), 13.
2. *Ibid.*, 41-43.