

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

Submitted in June 2018 by the Committee on Women in SHAFR:  
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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, then SHAFR President Richard Immerman approved the formation of the Ad Hoc Committee on Women.<sup>1</sup> One year later, the committee presented its findings at the annual meeting in Columbus, Ohio at a roundtable, "Is SHAFR Sexist?;" it subsequently published its report in the January 2009 issue of *Passport*.<sup>2</sup> 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, Virginia; a summary of the report was published in the January 2014 issue of *Passport*.<sup>3</sup>

The committee's 2013 report updated the inaugural report's conclusions, finding that there had been an overall increase in the participation of women throughout the organization over the previous five years. This was particularly so in areas that could be influenced by SHAFR leadership: the committee noted, for example, that higher percentages of women were serving as presenters, commentators, and chairs at the annual meetings; as *Diplomatic History* authors, reviewers, and editorial board members; and as members of SHAFR governance. The committee also found that "[w]omen continue to contribute to non-traditional subfields at a significantly higher rate than to traditional subfields,"<sup>4</sup> suggesting that as SHAFR had shown itself to be more open to alternative approaches to the study of foreign relations, it had become more inclusive not only intellectually, but demographically. However, the committee also reported that between 2008 and 2013 there had been no growth in the percentage of women

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<sup>1</sup> 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/iNSIDETEhshafRADHOCCommitteeonWomen.pdf>.

<sup>2</sup> 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://shafir.org/sites/default/files/2008\\_report\\_from\\_passport\\_39\\_no3.pdf](https://shafir.org/sites/default/files/2008_report_from_passport_39_no3.pdf).

<sup>3</sup> 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://shafir.org/sites/default/files/report\\_of\\_the\\_committee\\_on\\_women\\_in\\_shafir\\_january\\_2014.pdf](https://shafir.org/sites/default/files/report_of_the_committee_on_women_in_shafir_january_2014.pdf).

<sup>4</sup> *Ibid*, p. 65.

joining SHAFR and that women's membership in SHAFR continued to lag behind that in both the field as a whole and comparable organizations such as the International Studies Association.

Now, a decade later, the committee is issuing its third status report, updating the findings of the previous two. The structure of this report is similar to that of its predecessors. It begins by assessing women's participation in five areas of the organization: membership; governance; prizes, fellowships, and grants; annual meetings; and *Diplomatic History* and *Passport*. It then offers conclusions, surveys the committee's activities over the last five years, and finishes with a list of recommendations for action.

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.<sup>5</sup> 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."<sup>6</sup> 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.

Data for this report were provided by the Executive Director of SHAFR, the Editors of *Diplomatic History* and *Passport*, the 2018 Program Committee, and the Committee on Women in SHAFR. We would like to thank Nick Cullather, Jeffrey Engel, Kate Epstein, Anne Foster, Giulia Franchetti, Andrew Johns, Laura Leddy, Liz Townsend, and Thomas Zeiler for their assistance. We also extend our special thanks to Amy Sayward for her many efforts on our behalf and her support.

It is important to note that the majority of the data in this report was not originally broken down by gender. The membership roster, governance lists, award recipient lists, annual meeting programs, *Passport* tables of contents: committee members had to code each of the thousands of names in these data sets manually for gender. This tremendously time-consuming process, which is based on names, internet searches, and personal knowledge, can be imprecise and presents the very real risk of gender misidentification. Moreover, in those instances in which we could not determine a person's gender, we had to exclude 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, 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

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<sup>5</sup> 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>.

<sup>6</sup> Costigliola, Goedde, et al., p. 25.

as the American Historical Association, the Organization of American Historians, the American Political Science Association, and the International Studies Association.

## **Membership**

As noted, SHAFR does not collect data on the gender breakdown of its membership. Given the vastness of the SHAFR membership roster, the committee thus followed the precedent set in previous reports of compiling data at five-year increments and comparing membership trends over time. Previous reports included data from information collected in specific years (1967, 1977, 1990, 1996, 2003, 2007, and 2012) to make comparisons. This report is based on data collected from the 2017 membership roster and focuses on comparing the membership numbers in 2017 to those 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 members, or 24.1%. This represents about a 5-percentage point increase since 2012, when 265 women made up approximately 19% of total SHAFR 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 the SHAFR 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 member in 1967, it would be nearly impossible not to have seen growth. However, as was noted in the 2013 report, 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 SHAFR 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.)

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

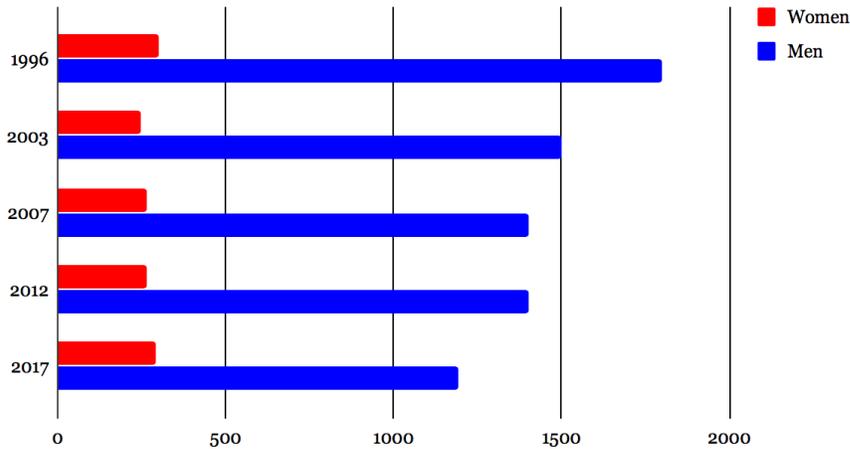


Figure 1: SHAFR membership by gender, 1996-2017 (selected years).

In 2017, women comprised 28.3% of SHAFR student members (93 out of 329). This percentage is greater than the overall female membership in SHAFR, which could indicate that the organization is doing well at recruiting new members at the beginning of their careers; it could also be the result of the membership requirement for participation in the annual meetings. 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. The 2023 report should be able to help determine trends in female student membership.

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 American Historical Association (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 the committee could find, which indicates that women earned 45.1% of history doctorates in the United States in 2015.<sup>7</sup> 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, the American Political Science Association (APSA) and the International Studies Association (ISA). The most recent data for both of these 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

<sup>7</sup> 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>.

specialty, 35.7% are women.<sup>8</sup> These numbers again indicate that as an organization, SHAFR reports a much lower percentage of female members than do organizations with related concerns. Because the ISA in particular is very closely related to SHAFR in terms of areas of study, low female membership in SHAFR 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 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 as an organization would be to collect and publish demographic data on its website.

## **Governance**

One 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 the organization's governance, the committee examined the rosters of SHAFR committees and the SHAFR Council from 2015 to 2017, as well as the list of SHAFR presidents from 2013 to 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 to 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 to 2017, women filled more SHAFR committee positions than did men. In 2015, women occupied 62 committee positions, whereas men occupied 57. In 2016, women occupied 75 positions, whereas men occupied 63. In 2017, women occupied 80 positions, whereas men occupied 63. This equates to a relatively constant participation rate for women of between 52.1% and 55.9%.<sup>9</sup> (See Figure 2.) Not only is this dramatically higher than women's share of SHAFR membership, it represents a sharp increase from the committee's 2013 findings, which reported a 40.7% participation rate by women across all SHAFR committees. Barring

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<sup>8</sup> 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>.

<sup>9</sup> 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.

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.

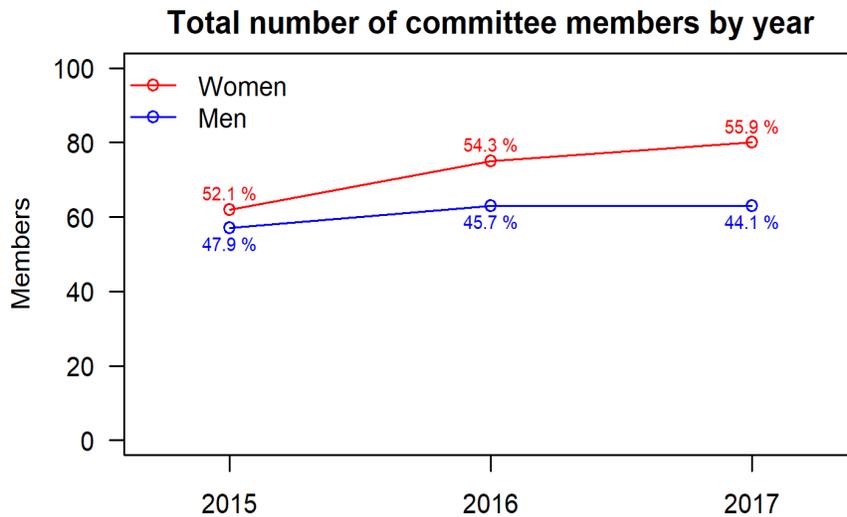


Figure 2: Percentage of SHAFR committee positions filled by women and men, 2015-2017.

Similarly, the SHAFR Council consisted of two-thirds women from 2015 to 2017, which far outstrips women’s share of SHAFR membership and represents a considerable increase from the number reported in the 2013 report (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 SHAFR 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 SHAFR 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, it is important to note that 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. In the five years from 2013 to 2017, SHAFR had four male presidents and one female president. This yields a proportion of 20% women in the presidency, the same proportion noted in the

previous reporting period of 2008 to 2012. 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 to 2007, only two women served in that role, a rate of 5%. While the current 20% rate broadly reflects women's proportion of SHAFR membership, it is far lower than their proportion of SHAFR committee and Council service. We encourage the Nominating Committee to keep this disparity in mind when considering future nominees for vice president, given that outgoing vice presidents automatically appear on the ballot for president. On that note, we are encouraged that the next president of SHAFR 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 SHAFR committees. To do this, we looked at the years in which each member rotated on and off each committee, and then took a cross section of all the committee memberships in each year. We then averaged these yearly committee breakdowns over the period from 2015 to 2017 and ranked the committees from the highest proportion of women members to the lowest. (See Figure 3.) On this issue, we come to a similar conclusion as the 2013 report, which stated that women and men tend to cluster around certain committees. 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 specifically for women), the Graduate Student Committee, and the Committee on Minority Historians. Committees with the lowest proportion of women include the Development Committee, the Marilyn Blatt Young Dissertation Completion Fellowship Committee, and the 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 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?

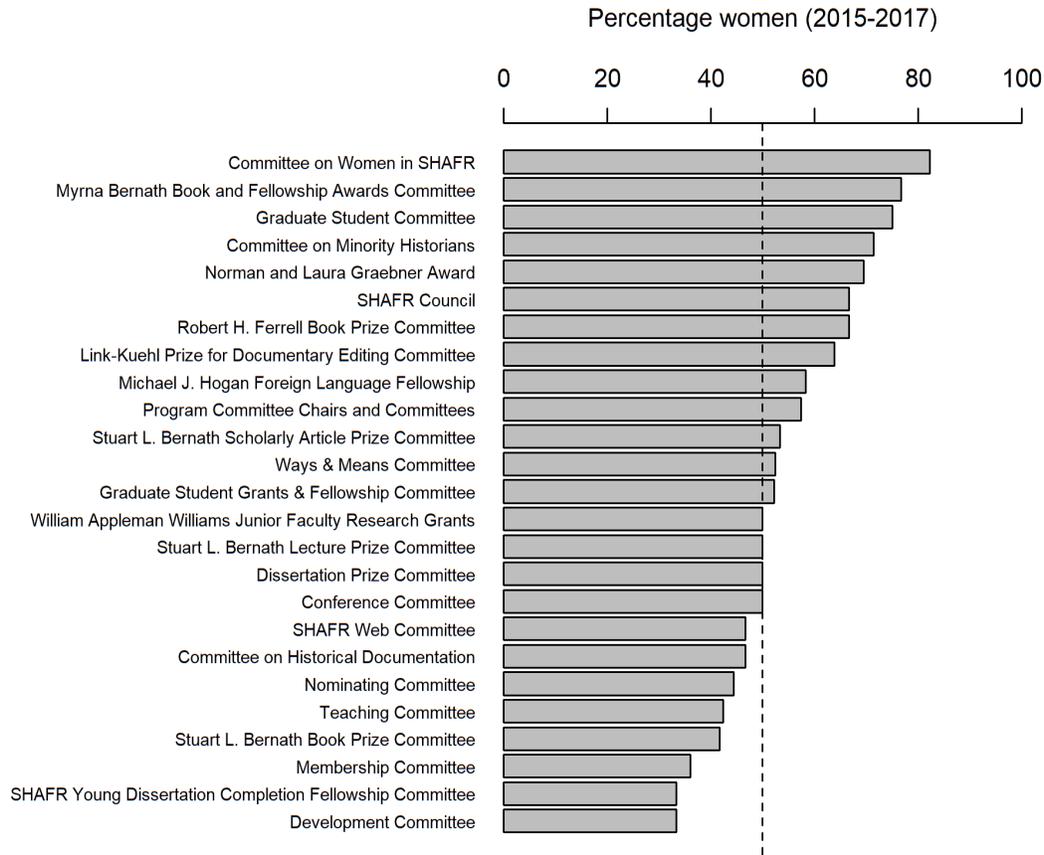


Figure 3: Proportion of women serving on individual SHAFR committees, 2015-2017. The bars indicate the average percentage of positions filled by women in any one year. The dashed line indicates equal male and female membership (50%).

### **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, the committee 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 looking results. Nevertheless, awards are worthy of examination because of the powerful message that they send to members - and prospective members - about the organization’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 both their current membership share and previous annual prize rates. From 2013 to 2017, women were awarded 40% of the Stuart L. Bernath Book Prizes (2 of 5); 40% of the Stuart L. Bernath Lecture Prizes (2 of 5); 60% of the Stuart Bernath Scholarly Article Prizes (3 of 5); and 40% of the Robert H. Ferrell Book Prizes (2 of 5). As noted, these rates compare favorably with those of the past. From 1990 through 2012, 24.1% of the recipients or co-recipients of the Bernath Book Prize were women (7 of 29); from 1989 through 2012, 25% of Bernath Lecture

Prize winners and 16% of the recipients or co-recipients of the Bernath Scholarly Article Prize were women (6 of 24 and 4 of 25, respectively); and from 1991 to 2012, 15.8% of the recipients of the Ferrell Book Prize were women (3 of 19).

Of the five biannual awards, one - the Myrna F. Bernath Book Award - is reserved specifically for women scholars and was therefore not included in this analysis. The remaining four are the Arthur S. Link-Warren F. Kuehl Award for Documentary Editing, the Oxford University Press USA Dissertation Prize in International History and Betty M. Unterberger Dissertation Prize (which are awarded in alternate years), and the 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 to 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 the previous three Link-Kuehl Awards (awarded in 2005, 2009, and 2011; the SHAFR website does not list an award for 2007), where only one of the six recipients or co-recipients was a woman (16.7%). None of the five winners of the alternating biannual dissertation prizes from 2013 to 2017 was a woman, although a woman did receive an Honorable Mention in 2017. This represents a decline from the 2009 to 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”<sup>10</sup> - over the last three decades, not a single one was a woman.<sup>11</sup>

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 to 2017, 50% of the recipients of the highly competitive Marilyn Blatt Young Dissertation Completion Fellowship were women (5 of 10). During that same period, women won 60% of the Stuart L. Bernath Dissertation Research Grants (3 of 5); 40% of the W. Stull Holt Dissertation Fellowships and the Lawrence Gelfand - Armin Rappaport - Walter LaFeber Dissertation Fellowships (2 of 5 in both cases); and 33.3% of the Michael J. Hogan Foreign Language Fellowships (2 of 6 recipients or co-recipients). Moreover, from 2016 to 2017, women received at least half of the Samuel Flagg Bemis Dissertation Research Grants (14 of 26, 53.9%) and the William Appleman Williams Junior Faculty Research Grants (2 of 4,

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<sup>10</sup> “The Norman and Laura Graebner Award,” <https://shafr.org/content/norman-and-laura-graebner-award-0>.

<sup>11</sup> All of the data on prizes are derived from the lists of past recipients included in the description of each award on SHAFR’s website (<https://shafr.org/members/prizes>), as well as the report on 2017 recipients (<https://shafr.org/content/2017-shafr-prizes>). Past recipients of the Robert A. and Barbara Divine Graduate Student Travel Fund are not listed on the SHAFR website and so are not included in this analysis.

50%).<sup>12</sup> These results, which exceed the rate of women's membership, are all roughly in line with those of prior periods. From 2008 to 2012, women won 60% of Young Dissertation Fellowships (6 of 10); from 1985 to 2012, women won 44.7% of Bernath Dissertation Grants (17 of 38 recipients or co-recipients); from 1989 to 2012, women won 22.6% of Holt Dissertation Fellowships (7 of 31 recipients or co-recipients); from 2004 to 2012, women won 77.8% of Gelfand - Rappaport - LaFeber Dissertation Fellowships (7 of 9); and from 2003 to 2012, women won 50% of Hogan Foreign Language Fellowships (5 of 10).<sup>13</sup>

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 the 2013 report. While both women's SHAFR membership and conference participation grew during the period of study, their share of the annual meeting program once again exceeded their share of the membership roster. The good news is that there has been not only a persistent presence of women in the annual meeting program during the last five years, but a steadily increasing one.

In the years since the 2013 report, women's representation among SHAFR members rose from 19% to 24.1%, while their five-year average representation at the annual meetings grew from 28.1% to 35% of all panelists. A similar trend was reported by the committee in its two previous reports, leading it to suggest that either 1) women panelists at SHAFR annual meetings choose to join the organization at lower rates than men do or 2) women SHAFR members participate in the conference at higher rates than men do. The June 2015 implementation of the requirement that all conference panelists be SHAFR members prompted the committee to consider its effect on this persistent gap. To do this, we counted the total number of unique participants in the 2017 annual meeting (as opposed to the total number of positions on the conference program, which is inevitably higher as it includes numerous 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. The committee recommends that future reports continue to consider the effect of the panelist membership requirement when analyzing women's conference participation and SHAFR membership shares.

Breaking women's conference participation down into specific roles, from 2013 to 2017 women's appearances in each of the three annual meeting categories - presenters, commentators, and chairs - exceeded their representation in SHAFR membership in all but one instance (in

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<sup>12</sup> The SHAFR website contains information on only the 2016 and 2017 winners of the Samuel Flagg Bemis Dissertation Research Grants and the William Appleman Williams Junior Faculty Research Grants.

<sup>13</sup> All of the data on fellowships and grants are derived from the lists of recipients included in the description of each award on the SHAFR website, <http://shafr.org/members/fellowships-grants>.

2013, when women comprised only 17.7% of chairs).<sup>14</sup> (See Figure 4.)

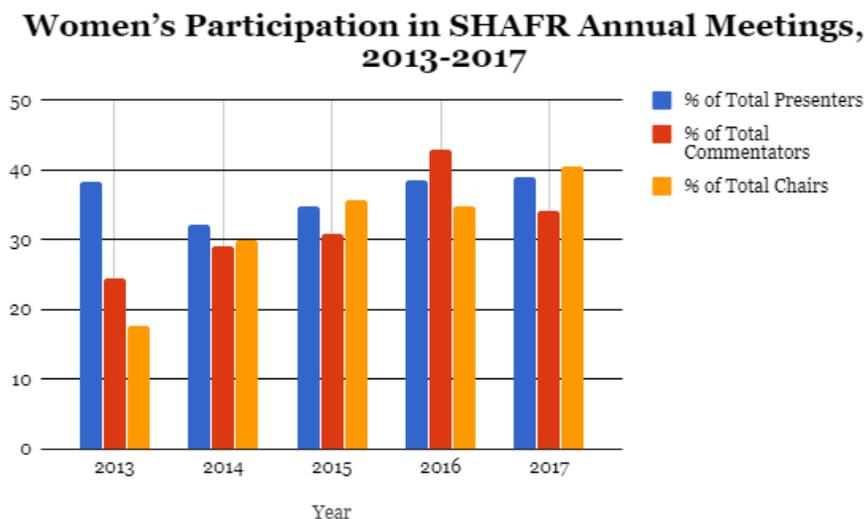


Figure 4: Women’s participation in SHAFR annual meetings, 2013-2017.

Moreover, the committee found gains across all three categories over the last fifteen years. From 2013 to 2017, women gave an average of 36.5% of total presentations; the comparable numbers were 30.5% from 2008 to 2012 and 24.5% from 2003 to 2007. The increase in numbers for both commentators and chair is even more notable. From 2013 to 2017, women served as 32.7% of the commentators and 32% of the chairs; those numbers were 23.5% and 22% from 2008 to 2012 and 14.5% and 14% from 2003 to 2007, respectively. As a result of these increases, women now appear on panels in roughly comparable numbers as presenters, commentators, and chairs.

For the period 2013-2017:

Average percentage of women presenters:	36.4%
Average percentage of women commentators:	32.7%
Average percentage of women chairs:	32%

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

<sup>14</sup> Given that some conference panels have one person serving as both chair and commentator, 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 for a panel, we counted her/him in the numbers for both chairs and commentators. Also important to note is that for the purposes of this report, the committee counted roundtable presenters and plenary and luncheon speakers as paper 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 speakers at breakfasts, luncheons, and plenaries.

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.”<sup>15</sup> In the period under review for this report, those disparities have come closer to disappearing: from 2013 through 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 the 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 Figures 5 and 6.)

**Participation in SHAFR Annual Meetings by Gender, 2008-2017**

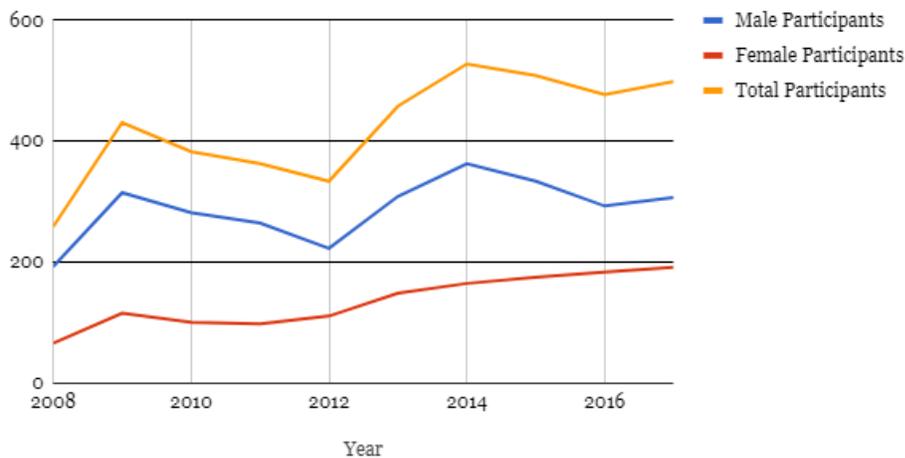


Figure 5: Participation in SHAFR annual meetings by gender (absolute numbers), 2008-2017.

<sup>15</sup> Shannon, Belmonte, et al., p. 63.

### Share of Participation at SHAFR Annual Meetings by Gender, 2008-2017

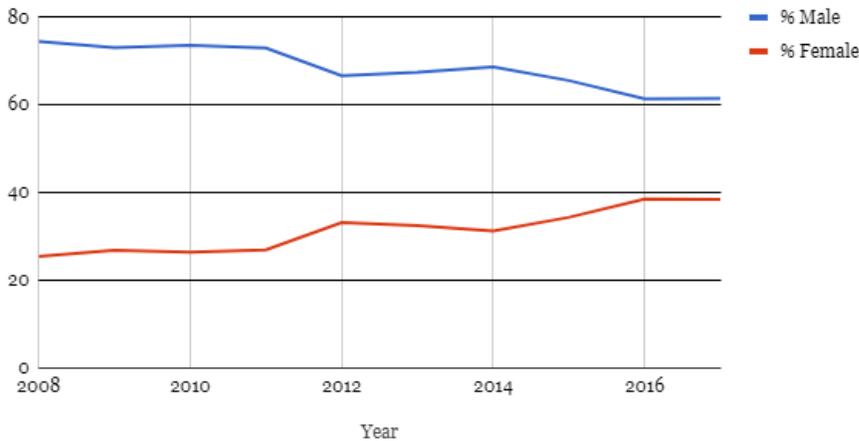


Figure 6: Share of participation in SHAFR annual meetings by gender, 2008-2017.

As in the 2013 report, the continued marked increase in women’s participation at the SHAFR annual meeting at all levels remains 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 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 the current average, however, are substantial year-by-year fluctuations ranging from 11.1% to 36.4%. (See Figure 7.) 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 number of annual publications by women swung widely, ranging from a low of 4 to a high of 20 (an average of 10.8 per year).

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

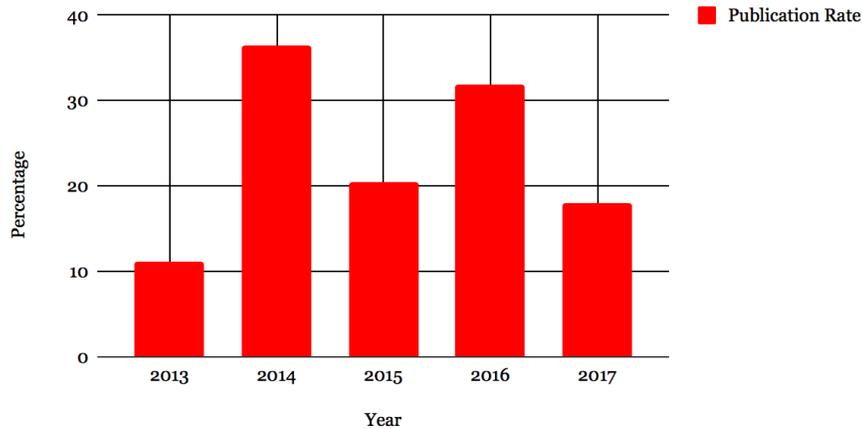


Figure 7: Women’s share of *Diplomatic History* articles and special forum pieces, 2013-2017.

The editors of *Diplomatic History* have similarly reported a notable variation in women’s annual shares of article submissions (new and revised), from a low of 12.7% to a high of 25%. (See Figure 8.) (Note that the editors use June 1 to 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 to 2017.

### Women's Share of Submissions to Diplomatic History, 2013-2017

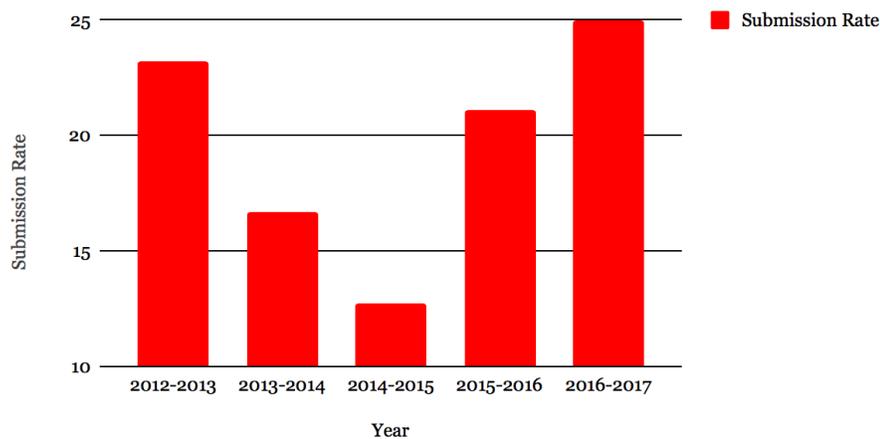


Figure 8: Women’s share of submissions to *Diplomatic History*, 2013-2017.

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 on the grounds that presenting a paper is usually a step in the publication process. From 2013 to 2017, women gave an average of 36.5% of the presentations at SHAFR meetings, 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 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 data in the 2016-2017 report appear to be incomplete), the share of women who were reported as serving 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 five-year 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 (2013, 2015, and 2017) or four (2014 and 2016) women members. Encouragingly, five of the total 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, the committee decided to focus on roundtables, book reviews, and historiographical essays as such 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 to 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%).<sup>16</sup> There were four roundtables on subjects such as President 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 additional volumes included in a roundtable on Nixon and Vietnam.<sup>17</sup> From 2015 to 2017, 17 of the 48 reviews of monographs were written by women (35.4%); however, just 5 of the 51 authors of the monographs reviewed were women (9.8%). Finally, 3 of 12 of the historiographical essays were written by women (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. Given that previous reports did not include data on *Passport*, we have no way of contextualizing these numbers with reference to past trends. We recommend that the committee continue to include *Passport* data in their reports on the status of women in SHAFR.

## **Conclusions**

- Women continue to be better represented in SHAFR. In the five years since the committee's last report, women's share of SHAFR membership has risen by 5 percentage

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<sup>16</sup> This count does not include roundtable reviews of two edited works.

<sup>17</sup> Indeed, all of the contributors to this roundtable, which included FRUS views and an essay on "Vietnam War Nixonography," were men. Note that this roundtable was not included in the count for either the book review roundtables or subject-focused roundtables noted earlier in the paragraph.

points from 19% 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 share of SHAFR membership continues to lag behind their memberships rates in AHA, APSA, and ISA.

- Women are represented in the SHAFR governance structure 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 continue to occupy the position of president at the same rate as during the previous five-year reporting period, this rate is far lower than their share of committee and Council service. It is important to note however that the next president, who will serve from 2018 to 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 across all three categories (presenters, commentators, and chairs), 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 article referees, book 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.

### **Activities of the Committee**

Since its last report, the committee has engaged in a number of activities, including:

- We continued our efforts - both through personal contacts and in partnership with the Coordinating Council on Women's History (CCWH) - to recruit women into SHAFR.
- We organized a well-attended roundtable at the 2013 annual meeting to discuss the committee's second report on the status of women in SHAFR.
- We sponsored, both alone and in collaboration with CCWH, breakfast gatherings at SHAFR annual meetings that provided a space where women in particular could meet and mingle with their colleagues.
- We reported to Council on our activities and urged progress on the recommendations in our 2013 report.
- We provided Council with names of women members whom we thought would make good candidates for SHAFR governance.
- We began the process of populating our page on the SHAFR website by posting the committee's two previous reports.
- We secured Council's agreement to include information about local childcare options in annual meeting programs.

- In response to a concern that we raised about the ability of nursing mothers to identify lactation rooms at annual meeting venues, Council undertook to reserve a dedicated hospitality suite with access to refrigerated storage and hand-washing facilities for the use of parents of babies and small children at the annual meetings.
- We secured Council's agreement to consider instituting a membership survey to provide the demographic data necessary to understanding the composition of the organization's membership. Deliberations on this issue are ongoing.

## **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 (research university; liberal arts college; community college; government; museum; non-government organization; unaffiliated independent historian, etc.), status (full-time; part-time), rank (graduate student; post-doc; adjunct; assistant/associate/full professor; supervisory role, etc.); 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 does formalize 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 preregistered for the session. A more extensive model might involve mentors and mentees making contact (either virtually or in person) 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.

**Appendix 1: SHAFR Membership by Gender, Selected Years, 1990-2017**

<b>Year</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>% Women</b>
2017	915	290	1205 <sup>18</sup>	24
2012	1,129	265	1,394	19
2007	1,138	266	1,404	19
2003	1,220	248	1,468	17
1996	1,517	286	1,803	16
1990	1,177	162	1,339	12

**Appendix 2: SHAFR Committee Service by Gender, 2015-2017**

<b>Year</b>	<b>Committee Positions Filled by Women</b>	<b>Committee Positions Filled by Men</b>	<b>Total Committee Positions</b>	<b>% Women</b>
2017	80	63	143	55.9
2016	75	63	138	54.4
2015	62	57	119	52.1

**Appendix 3: Preponderance of SHAFR Committee Service by Gender, 2015-2017**

<b>Year</b>	<b>Women Serving on 1 Committee</b>	<b>Women Serving on 2 or More Committees</b>	<b>% of Women Serving on 2 or More Committees</b>	<b>Men Serving on 1 Committee</b>	<b>Men Serving on 2 or More Committees</b>	<b>% of Men Serving on 2 or More Committees</b>
2017	53	13	19.7	55	4	6.8
2016	54	10	15.6	55	4	6.8
2015	33	14	29.8	49	4	7.5
Average	47	12	21.7	53	4	7.0

<sup>18</sup> 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.

**Appendix 4: Presenters at SHAFR Annual Meetings by Gender, 2013-2017**

<b>Year</b>	<b>Women Presenters</b>	<b>Men Presenters</b>	<b>Total Presenters</b>	<b>% Women</b>
2017	126	198	324	38.9
2016	116	185	301	38.5
2015	116	216	332	34.9
2014	110	232	342	32.2
2013	118	190	308	38.3
Average	117.2	204.2	321.4	36.5

**Appendix 5: Commentators at SHAFR Annual Meetings by Gender, 2013-2017**

<b>Year</b>	<b>Women Commenters</b>	<b>Men Commenters</b>	<b>Total Commenters</b>	<b>% Women</b>
2017	27	52	79	34.2
2016	36	48	84	42.9
2015	25	56	81	30.9
2014	26	63	89	29.2
2013	16	49	65	24.6
Average	26	53.6	79.6	32.7

**Appendix 6: Chairs at SHAFR Annual Meetings by Gender, 2013-2017**

<b>Year</b>	<b>Women Chairs</b>	<b>Men Chairs</b>	<b>Total Chairs</b>	<b>% Women</b>
2017	39	57	96	40.6
2016	32	60	92	34.8
2015	34	61	95	35.8
2014	29	68	97	29.9
2013	15	70	85	17.7
Average	29.8	63.2	93	32

**Appendix 7: Participation at SHAFR Annual Meetings, 2008-2017**

<b>Year</b>	<b>Male Participants</b>	<b>Female Participants</b>	<b>Total Participants</b>	<b>% Male</b>	<b>% Female</b>
2017	307	192	499	61.5	38.5
2016	293	184	477	61.4	38.6
2015	334	175	509	65.6	34.4
2014	363	165	528	68.75	31.25
2013	309	149	458	67.5	32.5
2012	223	111	334	66.7	33.2
2011	265	98	363	73	27
2010	282	101	383	73.6	26.4
2009	315	116	431	73.1	26.9
2008	193	66	259	74.5	25.5

**Appendix 8: Articles and Special Forum Pieces Published in *Diplomatic History* by Gender, 2013-2017**

<b>Year</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>% of Women</b>
2017	7	32	39	18
2016	15	32	47	31.9
2015	8	31	39	20.5
2014	20	35	55	36.4
2013	4	32	36	11.1
Average	10.8	32.4	43.2	25

**Appendix 9: Article Submissions (New and Revised) to *Diplomatic History* by Gender, 2013-2017**

<b>Year</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>% of Women</b>
2016-2017	42	126	168	25
2015-2016	32	120	152	21.1
2014-2015	17	117	134	12.7
2013-2014	20	100	120	16.7
2012-2013	26	86	112	23.2
Average	27.4	109.8	137.2	20

**Appendix 10: *Diplomatic History* Referees by Gender, 2013-2016**

<b>Year</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>% of Women</b>
2015-2016	28	89	117	23.9
2014-2015	42	87	129	32.6
2013-2014	41	133	174	23.6
2012-2013	45	117	162	27.8
Average	39	106.5	145.5	26.8

**Appendix 11: Book Reviewers in *Diplomatic History* by Gender, 2013-2017**

<b>Year</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>% of Women</b>
2016-2017	11	21	32	34.4
2015-2016	8	22	30	26.7
2014-2015	7	21	28	25
2013-2014	8	19	27	29.6
2012-2013	14	30	44	31.8
Average	9.6	22.6	32.2	29.8

**Appendix 12: Authors of Books Reviewed in *Diplomatic History* by Gender, 2013-2017**

<b>Year</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>% of Women</b>
2016-2017	7	31	38	18.4
2015-2016	13	25	38	34.2
2014-2015	8	30	38	21.1
2013-2014	4	26	30	13.3
2012-2013	21	25	46	45.7
Average	10.6	27.4	38	27.9