



Committee on Women in Academic Science and Engineering
COMMITTEE ON SCIENCE ENGINEERING AND PUBLIC POLICY

**SECOND COMMITTEE MEETING
FEBRUARY 13, 2006
KECK BUILDING, ROOM 101
500 FIFTH ST., NW
WASHINGTON DC, 20001**

PUBLIC AGENDA

8:30-11:00 CLOSED SESSION

OPEN SESSION

11:00 Effective Practices in Academe

- **Jo Handelsman**-WISLI
- **Ana Mari Cauce**-U Washington ADVANCE
- **Geri Richmond**- COACH
- **Barbara Grosz**- 2005 Harvard Task Force

12:00 Working Lunch: Implementation and Enforcement of Civil Rights Law in Workplaces

- **Jocelyn Samuels**, Vice President for Education and Employment, National Women's Law Center. *The Legal Landscape.*
- **Frank Dobbin**, Professor of Sociology, Harvard University. *Best Practices or Best Guesses?*
- **Sarah Warbelow**, Program Manager, AAUW Legal Advocacy Fund. *Tenure Lawsuits*
- **Elizabeth Hirsh**, Department of Sociology, University of Washington. *Impact of Discrimination Charges on Workplace Diversity*

2:00-4:00 CLOSED SESSION

4:00 ADJOURN

Speaker Biographies

Frank Dobbin joined the Harvard sociology department in February of 2003, after spending fifteen years in the sociology department at Princeton. He received his B.A. from Oberlin College in 1980 and his Ph.D. from Stanford University in 1987, after which he taught for a year at Indiana University. Dobbin studies organizations, economic behavior, and public policy. His book, [Forging Industrial Policy: United States, Britain, and France in the Railway Age](#) (winner of the American Sociological Association's 1996 Max Weber Award), traces nations' modern industrial strategies to early differences in their political systems. In 2004 he published two edited volumes. [The New Economic Sociology: A Reader](#) contains old and new classics in economic sociology, and begins with a synthetic overview of the field. [The Sociology of the Economy](#), Russell Sage Foundation Press, compiles new research in economic sociology from leading scholars. Dobbin is currently working on a book tracing changing corporate response to Civil Rights law since 1964. In a collaborative project with Julian Dierkes, Bell Kwok, and Dirk Zorn he is examining how public policy shifts induced change in corporate structure and strategy between 1970 and 2000. In a collaborative project with Sandra Kalev and Erin Kelly, he is looking at how corporate human resources practices have affected the movement of women and African-Americans into management. <http://www.wjh.harvard.edu/soc/faculty/dobbin/>

Elizabeth Hirsh is a Ph.D. Candidate in the Department of Sociology at the University of Washington. After completing her doctoral work, she will be joining the faculty at Cornell University as Assistant Professor of Sociology in the autumn of 2006. Her primary research interests are in the areas of inequality, organizations, and social policy, with a focus on how alternative workplace and policy environments contribute to variation in sex and race inequality. Her dissertation research, entitled "Organizing Equal Opportunity," is a longitudinal study of how work organizations generate and respond to sex and race discrimination charges filed under Title VII of the Civil Rights Act of 1964. Papers from this project are currently under review. <http://students.washington.edu/ehirsh/Research.htm>.

Jocelyn Samuels is Vice President for Education and Employment at the National Women's Law Center, where she focuses on barriers to the advancement of women and girls at school and in the workplace. Among her areas of focus, in which she participates in litigation, advocacy, and public education, are non-discrimination in athletics; fair treatment of women and girls in career education programs and non-traditional fields like math and science; equal pay for equal work; and development of fundamental legal principles of equal opportunity. Prior to joining the Center, Ms. Samuels was Labor Counsel to Senator Edward M. Kennedy, the ranking member of the Senate Committee on Health, Education, Labor and Pensions. In addition to legal experience in the private sector, she also worked for a decade as a senior policy attorney at the Equal Employment Opportunity Commission, where she specialized in issues of sex and race discrimination. Ms. Samuels received her law degree from Columbia University and her Bachelor's degree from Middlebury College.

Sarah Warbelow is a program manager at the AAUW Legal Advocacy Fund. She manages the Legal Advocacy Fund's Case Support Program which provides selected plaintiffs in sex discrimination suits against universities with funding, publicity, and technical assistance. Prior to working at the AAUW Educational Foundation, she taught Women and the Law at the University of Michigan where she earned a Juris Doctor and a Masters in Public Policy.

Bibliography

American Association of University Women (2004) *Tenure Denied: Cases of Sex Discrimination in Academia*. Washington DC: AAUW Educational Foundation and AAUW Legal Advocacy Fund.

A Kalev, F Dobbin, and E Kelly (2006) Best Practices or Best Guesses? Diversity Management and the Remediation of Inequality. Working Paper. Harvard University Department of Sociology

Elizabeth Hirsh. "Enforcing Equal Opportunity: The Impact of Discrimination Charges on Sex and Race Segregation in the Workplace. Working Paper, University of Washington

National Women's Law Center Web page. <http://www.nwlc.org/>.