APSA Response to the Women in Political Science

**Recommendation 1: Gender Auditing**

The President of APSA, in consultation with the women’s caucus representative will undertake a gender audit in 2013 and again in 2016. The 2013 Audit will take advantage of existing data as well as initiate the collection of gender disaggregated data on PhD Completions, Appointments and Promotions Processes, Current Staff Appointments, CI’s on Grant Applications and ARC Grant outcomes.

**Recommendation 2: Profile of Feminist and Gender Oriented Scholarship**

2.1 Carole Pateman Book Prize to be established. See attachment for selection criteria, to be confirmed by Women’s Caucus.

2.2 ARC Journal Rankings – this recommendation was not accepted on the grounds that while lobbying for inclusive rankings must be an important part of establishing rankings, the nature of the process makes this recommendation impossible to implement.

2.3 Curriculum Materials

It was agreed that curriculum materials will be hosted on the new website and that a small grant will be made available to create those materials. The President and the Treasurer are to agree an amount and process for this to occur.

**Recommendation 3: Chilly Climates**

3.1 Collaborative Academic Leadership

a) Award for APSA Academic Leadership

In order to set norms of ideal academic leadership in the profession it was agreed that an Award for Academic Leadership will be established, to be announced at the APSA conference dinner each year. The winner will need to be nominated by their colleagues, and to have at least 3 colleagues write statements in support of how the winner exhibits the values of inclusive and collaborative academic leadership. The statements in support will be read out at the APSA dinner. Precise criteria to be agreed at Women’s Caucus meeting.

b) Women’s Caucus Proposal for Workshops

The APSA executive requested that the women’s caucus develop more detailed proposals as to the workshops desired and resubmit those proposals to the Executive.

3.2 Mentoring

A number of proposals were adopted to facilitate professional mentoring within APSA. Some of these proposals will seek to enhance mentoring available to both men and women in the discipline, while others are targeted at addressing gender specific issues.

1. Purple stickers

At future APSA conferences Senior Members of the profession will be asked to identify if they are open to be approached as mentors, and if they agree they will get a purple sticker on their name badges to flag to young scholars they are open to being approached. It is hoped that this will encourage the informal networking processes. This is to be undertaken by APSA conference organisers.

1. Website Resource

The new APSA website will include a mentors page. On that page members of the Association that are open to being approached as mentors will be listed, along with their research interests. This will be provided as a service to students to help them find senior colleagues with similar research interests that they can approach for advice. The APSA President will be responsible for ensuring this element of the website is constructed.

c) Stories of Success

There is also a need to address the gender specific aspects of mentoring, networking and thriving in the discipline. It is proposed that at each APSA conference the women’s caucus organise a session in which senior women give advice or discuss their experiences of overcoming some of the challenges women face in the profession. The sessions may include;

1. Personal stories of senior women and how they have overcome challenges
2. Sessions where panels discuss challenges
   1. Coping with curly conference questions
   2. Responding to negative assessor reviews
   3. Building a research narrative
   4. Building your profile in the field
   5. When to go for promotion
   6. Not letting teaching take over your life
   7. How to establish international networks & Visiting Fellowships
   8. Strategies for managing kids & academia
   9. Strategies for the short term contract merri-go-round

Carole Pateman Book Prize for Politics and Gender

1. May be awarded to a man or woman
2. That is a member of APSA

For a book that:

1. Incorporates gender or feminist perspectives into political science
2. Demonstrates excellence in writing and communication
3. Exhibits scholarly innovation and rigour
4. Must published in the preceding four years, but may only be submitted for the prize once

Prize for Academic Leadership

This prize is open to a man or a woman at any level in the profession that is a member of APSA and exhibits inclusive leadership.

The person will need to be nominated by one of their colleagues for this award.

Their nomination will be supported by statements by three colleagues or mentees (including at least one woman) about how they exhibit the values of inclusive and collaborative academic leadership.

The nominations for the Award will be assessed by sub committee of the APSA executive with regards to leadership that:

* + 1. Supports academic pluralism and the value of diverse approaches to the discipline.
    2. Encourages academic rigour through constructive feedback about how research can be strengthened
    3. Mentors and champions both colleagues and emerging scholars
    4. Demonstrates awareness of the unique challenges confronted by female academics
    5. Builds research communities and collaborative academic opportunities