

Table of Contents

1. Introduction and Summary	1
1.1 Professional Inequality	2
1.2 Social Inequality	3
1.3 Organization of the Report	4
2. What Happened to Us	6
2.1 Professional Identity	6
2.1.1 First a Woman, then a Professional	6
2.1.2 Invisibility	8
2.1.3 Patronizing Behavior	9
2.1.4 Qualifications	10
2.1.5 "Acceptable" Behavior for Women: A Double Bind	12
2.1.6 The Consequences for Women	12
2.2 Social Identity	13
2.2.1 Misplaced Expectations	14
2.2.2 Unwanted Attention	16
2.2.3 Obscenity	17
2.2.4 The Fishbowl Syndrome	18
2.2.5 The Consequences for Women	18
2.3 Reactions	19
2.3.1 Men	19
2.3.2 Women	21
3. Recommendations	22
3.1 First a Woman, Then a Professional	22
3.2 Invisibility	23
3.3 Patronizing Behavior	24
3.4 Qualifications	24
3.5 Double Bind	25
3.6 Additional Recommendations to Administration and Faculty	25
4. A Positive Note	27
Bibliography	29
I. Appendix - Authors	30
II. Appendix - Background	31
III. Appendix - Contributions by Other Members of the Community	36
III.1 Peter Elias -- The Department	36
III.2 Mary Rowe -- Subtle Discrimination	38
III.3 David Reed -- One Man's Reaction To The Report	41
III.4 Another Male Perspective on Discrimination	43