

Department of Political Science

BLACK WOMEN IN HIGHER EDUCATION: THE HOWARD UNIVERSITY EXPERIENCE



ANGELA PASHAYAN

NO. 26

NOVEMBER 2023



1867

**HOWARD
UNIVERSITY**

CENTER FOR

**WOMEN,
GENDER
& GLOBAL
LEADERSHIP**



The Center for Women, Gender and Global Leadership

The Center is an interdisciplinary program with a vision to be a Center of Excellence for Black women and Black feminist consciousness, activism, and global leadership. The Center aims to meet this vision through programming that promotes transformational leadership, global engagement, research, service learning, and building impactful partnerships. The mission of the Center is to promote global excellence for Black women and gender issues, feminist activism, and transformational leadership through global engagement, research, service learning, and impactful partnerships.

The GWGGL Working Paper Series examines issues related to women, gender, and sexuality with a particular focus on the Black experience. It provides a platform for scholars working on issues from all disciplines to share research on a broad range of topics such as science and technology, health, politics and public policy, law, social justice, business and entrepreneurship, medicine, environmental justice, and climate, diversity and inclusion, arts and the humanities.

Black Women in Higher Education: The Howard University Experience is a special edition of the Working Paper Series (WPS) of the Center for Women, Gender and Global Leadership. The reports in this series form part of the Women in Leadership: A Storytelling Project, which uses oral narratives to document the experiences and journeys of women leaders at Howard University. The storytelling project is available on the Center's YouTube page.



Black Women in Higher Education: The Howard University Experience

A Special Edition of the Working Paper Series by the Center for Women, Gender and Global Leadership

The historic launch of the Howard University Center for Women, Gender and Global Leadership on October 4, 2020, was the culmination of many years of women and feminist organizing and activism at Howard University. The Center stands as an homage to the women and men who have advocated for, advanced, and established programs, initiatives, courses and other forms of activism for women and gender issues in the long history of Howard University.

Howard is known as a place of many firsts, yet the history of women remains largely in the archives. For example, women have established or led seven centers in areas ranging from the Center for Sickle Cell Disease to the Center for Women and Global Leadership. The contributors have also identified notable women faculty, students and staff from the Howard University archives that have not received much attention in existing literature on Howard's history.

Howard's administration has made recent strides in cultivating Black women leaders as deans and leaders in critical administrative positions. Still, there has been little analysis of how gender equity is practiced among faculty, the board of trustees, and executive leadership. The election of Kamala Harris, a Howard alumna, as the first woman vice president of the United States in 2020 reinvigorated Howard University's position as a leading Historically Black College and University (HBCU) in the United States and abroad. Howard University has produced several pioneer Black figures and leaders in the United States, including a Supreme Court judge, members of Congress, leaders of big companies and movie stars. Yet, we know little about the women and men faculty who teach, train and develop these leaders.

Black Women in Higher Education: The Howard University Experience is the culmination of a two-year research project designed by J. Jarpa Dawuni, Ph.D., and Anita Plummer, Ph.D., and carried out by graduate students and faculty that documents the past and present status of women faculty, students, and administrators at Howard University. Each working paper provides historical and contemporary data and case studies of women at the institution in areas ranging from their role in leadership positions, faculty rank, salary, retention, post-graduate work, exposure to violence and discrimination, and more. The data reveal a complex story of individuals and groups of women addressing gender inequity spanning the University's over 150-year history.

As a center focused on global leadership, this project draws on the United Nations Sustainable Development Goals (goal number five) which calls on nations and institutions to work towards achieving gender equality. Equally, goal number four (#4) calls for quality education. Recent efforts to promote diversity, equity, inclusion and access (DEIA) require data and informed research to provide a baseline for assessing where progress has been made and where more work needs to be done. This Working Paper Series (WPS) provides the needed baseline for further research on the topic of women's representation at institutions of higher education—specifically within HBCUs.

Collectively, the working papers document critical areas of women's experiences in different academic departments, colleges, and schools. In 2022, women students comprised 74% of the student body at Howard. It is well documented that women today have more access to education than at any other point in history. (*Continued*)

PREFACE

Persistent gender inequality and inequity point to institutional failures at Howard and in higher education broadly. In 2019-2020, women comprised 55% of the faculty at Howard; however, when divided by rank, 66.81% of full professors and 53.27% of associate professors are men (College Factual, 2020). Lectureships, assistant professors, instructors, and adjuncts are predominantly held by women. Education is viewed as an equalizer, and this working paper series examines how women at the institution that graduates the highest number of Black professionals in medicine, dentistry, pharmacy, engineering, nursing, law, social work, and education fare in ensuring women are equally represented in those fields at Howard and beyond.

Representation in administrative leadership and faculty is essential in understanding the story of women's evolving roles at Howard University. Each paper focuses on three aspects of women's roles at the institution. It begins with a microhistory of each college or school, followed by an analysis of women's intellectual contributions in their disciplines over the institution's history. The second area focuses on contemporary data (up to the year 2020) on gender in administrative, faculty, and non-faculty teaching positions. The final part of each paper examines the societal and institutional practices and culture contributing to gender inequality and provides policy recommendations that may help address disparities in Black women's representation in higher education leadership.

Significance and Contribution

The role and experiences of Black women in higher education have been documented in the literature, especially in Predominately White Institutions (PWIs).

This WPS extends the literature by highlighting the following areas:

- The historical evolution of Black women faculty, administrators and students at Howard University.
- The formal institutional barriers Black women administrators and faculty encounter and the strategies used to address them.
- The informal cultural challenges faculty and administrators experience.
- Feminist theoretical perspectives that specifically focus on gender and race as critical dimensions to framing Black women in higher education.
- Highlights the broader implications of inequality and inequity on women in underrepresented sectors, especially in science and medicine.

This working paper series is the first project that shines a light on the role of women academics and administrators at Howard University. Each paper provides policy recommendations that can help Howard University and similar institutions advance gender equality and inclusion on campus. This project will contribute to existing scholarship on Black women in higher education by using Howard University as a case study.

J. Jarpa Dawuni, Ph.D. (Editor-in-Chief)

Founding Director, CWGGL

Associate Professor of Political Science

Anita Plummer, Ph.D. (Associate Editor)

Associate Director for Research & Faculty Engagement, CWGGL

Associate Professor of African Studies

Mouhamadou Moustapha Hoyeck (Managing Editor)

Outreach Coordinator, CWGGL

ACKNOWLEDGEMENTS

We are grateful to the many Howard University community members who contributed to this project: Dean Oluwaranti Akiyode, Dr. Mario Beatty, Dr. Helen Bond, Dr. Melanie Carter, Dr. John Cotman, Dr. Emily Cramer, Dean Sandra Crewe, Dr. James Davis, Lakeiya Dulcio, Camryn Edwards, Dr. Earl Ettienne, Dr. Farhana Ferdous, Dr. Ruby Gourdine, Weslyn Harmon, Dr. Kathy Marshall, Dr. Celia J. Maxwell, Anita Schmied, Kobii Spruill and Dr. Grant Warner. We recognize the valuable contributions of the late Dr. Ruby Gourdine, a trailblazer in social work and an esteemed mentor and colleague.

Black Women in Higher Education: The Howard University Experience The Department of Political Science¹

Angela R. Pashayan
American University
apashayan@american.edu

This draft: December 2022

ABSTRACT

In 1928, the Department of Political Science was formed under the direction and leadership of Ralph J. Bunche. Bunche argued for the discipline of political science to reflect the needs of the Black community. The department's curriculum encompasses domestic and international politics, theory, and comparative governance worldwide. The lack of women in leadership positions within the Department of Political Science has been a persistent issue since its establishment. However, efforts have been made over the past decade to increase female representation. Currently, there are seven females and nine males serving as associate professors, alongside one male lecturer. Since the department's founding, there has been a significant imbalance with three times as many men in faculty, students, and degree holders. Consequently, there is an urgent need for greater gender diversity in leadership roles within the Department of Political Science. To address the persistent gender imbalance in leadership positions within the Department of Political Science, it is crucial to implement strategies that promote greater female representation.

INTRODUCTION

The Howard University Department of Political Science has birthed great leaders who have gone on to make an impact on American politics. This report is a historical account of the women of the Department of Political Science at Howard University since the department's inception in 1928 through 2021. The women featured in this report are historical figures who have marked firsts as women and established a scholarly presence when the academy overlooked the excellence that women contribute to the field of political science (Pittman, 2010) (Bronstein and Farnsworth, 1998).

¹This work was financially supported by the Center for Women, Gender and Global Leadership.



Figure 1 Image from Howard University Archives, Moorland-Spingarn Research Center: Women students in front of the first Howard University Woman's Dormitory at Harriet Tubman Quadrangle.

In academia, being “the first woman” takes courage and perseverance to overcome the gendered stereotypes of being “too bold, too loud, too pushy,” or even “too confident” (Harris, 2019). Kamala Harris, who in 2020 was the first woman and person of color in US history to be elected vice president, is just one of the many trailblazing women who are products of the Howard University Department of Political Science. Before Madam Vice President, there were other women in the field of political science who paved a way for her and others to follow such as Patricia Roberts Harris, the first woman of Howard and the first Black female U.S. Ambassador. Similarly, paths were made by women teaching political science at universities across the nation (Parker, 2015)—Howard University is no exception. Despite imposed societal challenges, many women passionate about an issue or subject matter press through the social barriers that are intended to stop them. Across a variety of fields, these women are characterized as being ambitious, but not in a positive way when compared to the men who attempt to stop their trajectory. Furthermore, in a male-dominated world, women who do not acquiesce to social norms risk their future livelihoods with the possibility of becoming an outcast (Schuck, 1974).

At Howard University, women on campus studying to become teachers were likely to have been more easily accepted. It is equally likely that women studying what were considered “men’s subjects” (e.g., political science), might have been characterized in one of the aforementioned “too” categories. It is important to regard the growth in political science as a field of interest at Howard University as the result of a demand for professors (Monroe and Chiu, 2010). Historically, the number of women teaching in political science departments has improved, but further policy reform is still needed (Mershon and Walsh, 2015), as evidenced by the figures in Table 1.0.

HISTORICAL BACKGROUND

Classes at Howard University began May 1, 1867, under three categories: Normal School, Law School, and the Model School for teacher training (Howard University Catalogue, 1867). During the 1867-1868 academic year, the class Political Economy was included in the curriculum for 3rd-year students in the Normal School. A formal Department of Political Science had yet to be formed, but the first course in the field of political science was taught during the 1869-1870 academic year. Normal School enrollment consisted of 68 male and 26 female students taking both day and night classes (Howard University Catalogue, 1867). There were no women on the faculty, board, or any committees at the time. Additional political science courses, *The Science of Government* and *Political Philosophy*, both being taught in 1870-1871 for the first time in Howard's history, were added to the curriculum for 4th-year students (Howard University Catalogue, 1870). It is worthy to note that by 1870, Howard University graduated five male and five female students, all of whom had taken the first political science courses taught at the university (Howard University Catalogue, 1870-1871).

By the 1880s, Howard's political science course offerings were enhanced with Political Geography, Political History, and Political Philosophy (Howard University Catalogue, 1881-1882). By 1901, these courses led to either a Bachelor of Philosophy (PhB) or Bachelor of Pedagogy (PdB) (Howard University Catalogue, 1901-1902). However, it took more than 20 years for an official Department of Political Science to be formed. The growing demand for political science experts that led to the birth of the Department of Political Science is outlined below.

Alain Locke, the first African American Rhodes Scholar, graduated from Harvard University in 1908 and would later lay the foundation for Howard's political science department (Howard University Catalogue, 1928-1929). His course offerings in philosophy—American Philosophy and the Ideals of Thomas Jefferson; British Empiricism; and The Philosophy of Immanuel Kant—not only reflected the study of political actors and the role of governance of society but served as a bridge to the formation of the Department of Political Science (Howard University Catalogue, 1927-1928:224).

In 1928, the Department of Political Science was formed under the direction and leadership of Ralph J. Bunche (Howard University Catalogue, 1928). Bunche, a distinguished scholar, Nobel laureate, and the first Black person to earn a Doctor of Philosophy in political science, served as department chair and professor. He added seven courses to those offered in the early curriculum of the Normal School. In regard to canon formation, Bunche argued for the discipline of political science to reflect the needs of the Black community, and that “race” was used to meet a political and economic end (Holloway, 2004). His work and the work of other colleagues attracted Black people to the discipline. However, in a male-dominated canon, the marginalization of women in the field was apparent (Mershon and Walsh, 2015). No women scholars were considered to join the faculty at the time of the department's founding. Courses offered in political science at that

time are listed in Chart 1.0 (See appendix). Students enjoy a curriculum that encompasses domestic and international politics, theory, and comparative governance around the world. Chart 2.0 lists the department concentrations. Courses added to the department from its inception in 1929 until 1941 are listed in Chart 3.0.

During the foundational years of the department, women were beginning to hold leadership positions at the university-level. In 1928, Sara W. Brown, SB, MD, became the first woman and alumna to sit on the Board of Trustees (Howard University Catalogue, 1928). Brown graduated Howard Medical School in 1904, earning her MD (Howard University Catalogue, 1904). She remained on the board past her scheduled 1932 term expiration until her untimely death in 1948, becoming the longest serving female member of the Howard University Board of Trustees (Howard University Catalogue, 1947-1950). In addition to Brown as a trustee, during this time, Howard University also had its first Black president, Mordecai Wyatt Johnson as well as societal support to promote academic excellence. In 1947-1950, Howard University graduated more African Americans with doctorates than any other university in the world (Thurgood, Golladay, and Hill, 2006).

The political science curriculum begins with the undergraduate program in the College of Arts and Sciences, Social Science Division. Originally housed in Frederick Douglass Hall, the temporary home of the department is Alain Locke Hall. The department has evolved over time to become more inclusive of women, including female professors and students from around the world. It has fostered diverse research at both the undergraduate and graduate level, including domestic and diasporic issues particular to both Africans and African Americans. The department faculty has expertise in the private sector, public policy, domestic and foreign affairs, public administration, law and justice, journalism, national security, government relations, and Black politics (HU Department of Political Science, 2021).

Alumni Achievements

Some of the department's graduates have been admitted to various law schools and have contributed to government, judicial and academic positions (HU Department of Political Science Department Undergraduate Program, 2021). Former graduates include:

- Kamala Harris, the first woman of color and woman to be elected vice president of the United States of America
- Elijah Cummings, member of the US House of Representatives
- Shirley Franklin, former mayor of Atlanta
- Kasim Reed, former mayor of Atlanta
- Bill Johnson, former mayor of Rochester, NY
- Elaine Jones, JD, former executive director of the NAACP Legal Defense and Education Fund
- Sharon Pratt Kelly, JD, former mayor of Washington, D.C.
- Alexander Williams, Jr., retired judge for the U.S. District Court for the District of Maryland
- Paula McClain, professor and dean of The Graduate School, Duke University

- James Christian, Esq., attorney
- William Lightfoot, Esq., attorney, and former member of the Council of the District of Columbia
- John Brittain, JD, civil rights lawyer, and former dean of the Texas Southern University Thurgood Marshall School of Law
- Alice Gresham Bullock, JD, former dean of the Howard University School of Law

GENDER REPRESENTATION

The Political Science Department merged under the study category of Government in 1955, offering the courses International Relations, Political Theory, and American Foreign Policy (Howard University Catalogue, 1955-1956). The mergence of the departments suggests that it may have been a contributing factor to the attraction of more students and subsequent need for more professors. The archived catalogues are missing from 1966-1970. The catalogues of 1971-1973 and 1979-1980 show that the number of women faculty on campus increased but remained miniscule compared to male faculty during the same time periods. Chart 4.0 documents those faculty statistics by gender and position held.

Despite the gender imbalance in the Department of Political Science, as illustrated by Chart 5.0, Howard University is ranked the top HBCU in the country (Times Higher Education, 2021), and the top HBCU Political School (HBCUcolleges.com). In comparison to other colleges and universities in the United States, Howard's political science program ranks 171 (CollegeFactual.com).

In early iterations of the department, gender representation among students progressively increased. In 1926, though the political science department was not yet formed, the first woman to earn a MA degree under the "Professional Programs" in Liberal Arts, Gladys Edrose Brown, did so writing a thesis that falls under the political science domain:

The Panama Congress of 1926

Gladys Edrose Brown

(Howard University Catalogue, 1926:8).

<https://dh.howard.edu/cgi/viewcontent.cgi?article=1076&context=hugradpro>

In the same year, four women graduated *magna cum laude* with undergraduate degrees under the College of Liberal Arts: Elaine Juanita Dean, Etta Rebecca Burwekk, Louse Kathleen Johnson, and Bernice Pearline Chism (Howard University Catalogue, 1926:8). Two years later the department was officially formed, and the number of women graduates from Howard grew significantly. The women below graduated in 1928 with degrees in social sciences as Bunche was forming the Department of Political Science. Political science, as an official major, was added under the College of Liberal Arts as a pre-professional and pre-legal program of study (Howard University Catalogue, 1933). The

number of female students earning degrees in political science in 1926 and 1928 surpassed that of men—16 women to 15 men. (Howard University Catalogue, 1926 and 1928).

1928 Undergraduate - Magna Cum Laude

Mamie Cheathan Wormley

1928 Undergraduates - Cum Laude

Mary Dorothea Cook

Gladys Marie Jamieson

Elizabeth J. Johnson

Mary Frances Sullivan

Louise Johnson Wesley

(Howard University Catalogue, 1928:8)

<https://dh.howard.edu/cgi/viewcontent.cgi?article=1078&context=hugradpro>

1928 Master's Thesis (as the department was forming)

History on Negro Colonization Projects in the Americas and the West Indies During the Nineteenth Century

Luveta Williams Morrisse

(Howard University Catalogue, 1928:14)

<https://dh.howard.edu/cgi/viewcontent.cgi?article=1077&context=hugradpro>

Note: Undergraduate students of political science are recorded in Howard University commencement programs under liberal arts with no specific major listed behind their names unless they are graduates of a particular school such as dentistry, education, or law. However, MA and PhD students of political science are identified along with thesis titles.

The Department of Political Science began conferring master's degrees in 1940 and doctoral degrees in 1967. Over 250 degrees have been conferred since that time, marking eight decades of excellence in academia pioneered by Ralph Bunche. The first political science degree awarded to a woman at Howard went to Lunabell Wedlock, who received an MA in political science. It was not until 1950 that another woman, Jean E. Warrick, graduated with a degree in political science, receiving her MA in government and political science. Master's degrees continued to be earned by women during the 1950s and 1960s. In 1971, the department awarded doctorates to its first two women, Isabel Gagian Kulski and Beth Ausbrokks. A sampling of these degrees and theses are on the timeline titled Chart 6.0.

Women continued to excel in their studies with the largest class of master's degrees conferred to 10 women in 1983. From 1990 to 2020, over 64 degrees (MA and PhD) were conferred. A full listing of degrees can be found in Chart 7.0.

Department faculty positions consist of the chair, director of undergraduate studies, and director of graduate studies, with academic ranks of full professor, associate professor,

assistant professor, adjunct professor, and visiting lecturer. From 1929 to 1932, Bunche grew the department with the addition of male faculty and additional courses, but not female faculty. By 1942, the department had five male faculty offering a total of 20 courses in political science. The gender gap is further illustrated in Chart 8.0.

During the aforementioned period, a second female student wrote a master's degree thesis in political science and in 1940, women began to seize the political opportunity structure. The Howard University Board of Trustees elected a female board member, Louise C. Vall, AB, DDS, PhD. She was qualified to hold any position of leadership, but she only remained on the Board until 1945 at which time First Lady Eleanor Roosevelt DHL joined along with Dorothy Canfield Fisher, PhB, PhD. The department's first student to graduate summa cum laude did so the same year.

1934 – Political Science Master's Thesis

Anti-slavery sentiment as expressed through newspapers and periodicals from 1820-1880

Louise Paulette Alexander

(Howard University Catalogue, 1935:7)

<https://dh.howard.edu/cgi/viewcontent.cgi?article=1084&context=hugradpro>

1940 Board of Trustees

2nd woman elected: Louise C. Vall, AB, DDS, PhD

1945 Board of Trustees

3rd woman elected: First Lady Eleanor Roosevelt DHL

4th woman elected: Dorothy Canfield Fisher PhB, PhD

1945 Summa Cum Laude – Political Science

Patricia Robert Harris

Opportunities for women faculty were imminent. Ralph Bunche left the Department for a position at the United Nations which left the position of chair open. Female students were welcomed into academics through numerous scholarships. One must also remember that World War II had just ended whereby women played a pivotal role in maintaining U.S. industry while men were fighting in the war.

Women entering the political science department would navigate power structures in a department dominated by men where overt sexism and best chances for a secure livelihood were positions of non-tenure (Bronstein and Farnsworth, 1998). Women faculty of various backgrounds were teaching students of color as well as white students. Teaching white, male students added issues of race to gender acceptance. There is no direct evidence of this phenomenon, but history must recognize how an oppressive classroom environment may have affected faculty and students alike, potentially leading to ineffective teaching and learning (Pittman, 2010). Nevertheless, it is noted in this report specifically as another factor to consider in the challenges faced by women faculty.

Women-Led Departmental Achievements

In 1953, the political science department gained more prestige in a way that led to more advancement for women. The Phi Beta Kappa (PBK) honor society established its presence on the Howard campus instituting the Gamma Chapter. (Phi Beta Kappa is the oldest honor society in the United States and has played a historic role in providing the US's top talent in government and political science. Howard University and Fisk University were the first two HBCUs to have a chapter on campus. Patricia Robert Harris was the first woman in political science from Howard to be invited to join Phi Beta Kappa (Howard University: The First Hundred Years, 1867-1967:434). The arrival of PBK at Howard University and Fisk University signaled that HBCUs had reached the pinnacle of liberal arts excellence in the United States. The fact that the first political science major inducted was a woman signified a tremendous achievement for gender inclusion. Political science provided leadership for PBK under the leadership of Professor Lorenzo Morris as president from 1990 until 2005. From 2006 until 2009, John W. Cotman, current professor of comparative politics in the department, helped rebuild the Howard University Gamma chapter of PBK as secretary-treasurer. During this resurrection period of the honor society, most of the inductees were women.

1953 - Patricia Robert Harris

First woman in political science inducted into Phi Beta Kappa

The first woman of Howard to serve as Secretary of HUD and the first Black female US Ambassador (to Luxembourg). Graduated *summa cum laude* in 1945, (Bracks, 2012).

[African American Almanac: 400 Years of Triumph, Courage and Excellence.](#)

Detroit, Michigan: Visible Ink Press. pp. 75. ISBN 9781578593231.)

1964

Patricia Robert Harris, JD

First woman associate Dean of Students

Carroll L.L. Miller, EdD

First acting Dean of the College of Liberal Arts

Female Professors

Two female associate professors

4 female assistant professors

1 female lecturer

2 female teaching assistants

(Howard University Catalogue, 1964)

Seven years later, the political science department returned to its previous status of a stand-alone department. While chaired by Ronald Walters, two female professors were hired

between 1971-1973: Joyce McDonald, Lecturer and Leslie Rubin, Professor (Howard University Catalogue, 1971-1973).

It was not until 1977 when the Department of Political Science department would become independent of the Department of Government and did so under the leadership of a woman, Marguerite Ross Barnett, who was the first woman chair of the Department of Political Science. The same year, Geraldine Pittman Woods became the first woman chair of the Board of Trustees of Howard University. With the department having a woman chair, the doors of opportunity were opened wide for women's advancement in political science academia. There is no data to confirm or deny the zeitgeist of how or why Barnett was given the opportunity to chair the department, however, the context of history at the time may provide some explanation. During the late 1970s-1980s, women were beginning to work on Wall Street, advancing into corporate management positions, and finding financial liberty. As it pertains to the department, the ratio of men to women was 18:6, and women continued to make strides across Howard in general. Barnett hired five women faculty into the department while she was chair, hiring the first women faculty in 14 years.

Professional advancement for women has been challenging at Howard and many universities in general (Kittilson, 2015). Research has identified what is called the “leaking pipeline” of women in academia in political science. The phrase suggests that women, though interested in the discipline of political science, fall through the pipeline of potential candidates to be professors that would represent political issues through a gender lens domestically and internationally. Kittilson informs that women approach opportunities to teach based on common practices at institutions, shared norms, formal and informal rules, and supportive leadership (Kittilson, 2015). Some women have approached the issue by forming a women's group within the department for the advancement of each other (Kittilson, 2015) (Mershon and Walsh, 2015).

Barnett may not have started an official woman's group within the department (The Political Science Club was open to both men and women), but Kittilson's conclusions are applicable here in that Barnett was instrumental in hiring the largest number of women faculty in the department since its inception in 1928. Diverse women in leadership in political science departments have been found to rally around four strategies: “obtaining resources, careful framing of group messages, exploiting openings in the political opportunity structure, and winning external support” (Merson and Walsh, 2015: 460). Barnett took advantage of career opportunities in the political science department, holding a position herself, and offering teaching positions to Jane Flax, Linda Williams, Diane Pinderhughes, and Sharon Banks.

1977-1980

First woman chair of the Department of Political Science
Marguerite Ross Barnett, PhD

First Women Faculty in the Department
Jane Flax, lecturer

Linda F. Williams, assistant professor
Diane Pinderhughes, assistant professor
Sharon Banks, lecturer
(Howard University Catalogue, 1977-1980)

Faculty Fluctuation and Salary Challenges

The political science department grew to offer over 140 courses in the 1980s. There was also a total of 23 political science professors: 17 men and 6 women. Yet, a legacy of inequality and inequity still abounds as women faculty faced sexist male leadership in the Department. Chairwoman Barnett left her position in 1981, as did Professor Pinderhughes, reducing the department's female faculty to four (Howard University Catalogue, 1980-1981).

From 1982 to 1985, the Howard University Catalogue did not list any faculty, officers, or board members. But in 1986, listings of all university leadership and faculty resumed and the ratio of men to women in the political science department was respectively 18 to 6 (Howard University Catalog, 1985-1987). Some of the women were offered a path to tenure and were determined to outlast the sexism experienced working in a male dominated department (faculty memory). However, other women in the pipeline were beginning to drop out of the long-haul to tenure, deeming the emotional stress to stay for tenure futile (Monroe and Chiu, 2010). Instead, these women chose to remove themselves from the problem by leaving the university. During the same period (1986-1989), male faculty in the department tripled while that of women faculty decreased (see Chart 9.0).

1986-1987

Sharon P. Banks, lecturer
Jane P. Flax, associate professor - tenured
Mervat Hatem, assistant professor - tenured
May King, assistant professor - tenured
Georgia Pearsons, assistant professor
Linda F. Williams, associate professor - tenured

1987-1989 EXITED

Sharon P. Banks
Georgia Pearsons
Diane Pinderhughes

1987-1989 HIRED

Patricia Ruffin, lecturer
Cherri Walters, assistant professor

1996

Marilyn Lashley, associate professor - tenured

The institutional memory of longtime faculty has provided an account of the women in the Department of Political Science at Howard. As previously mentioned, some women held their place regardless of inequities in advancement and poor treatment by their male counterparts in the department. Moreover, issues of gender pay inequalities were

astounding and difficult to accept. Women faculty in the department had accomplishments equal to or above those of their male counterparts (Howard University Catalogue, 1980). Women's salary commensurate to achievements as compared to men have been found to be low (Fox, 1981). As a topic of extensive research, it has been determined that achievement is rewarded greatly for men but not for women (Fox, 1981). In the department, Professor Hatem, Professor Lashley, and Professor Flax were the most productive in terms of publications and accomplishments yet earned the lowest salaries (Department of Political Science, faculty memory). Results from additional research conducted between 1955-1999 show gender pay differences remain even with controls for personal and occupational characteristics (Blau and Kahn, 2000). Moreover, gender pay declines with age in comparison to men whose pay increases with age (Blau and Kahn, 2000). Fighting an uphill battle, the following assistant professors left within three years of teaching:

2000-2010 – 3 years of teaching
Nicole Johnson, assistant professor
Holona Ochs, assistant professor
Julia Jordan Zachary, associate professor
Tamelyn Tucker-Worgs, assistant professor

Since 1980, no other woman in the political science department has held the position of department chair. However, the department has made a concerted effort to add more women over the last decade. Seven women joined the faculty in a departmental push to reverse the lack of women in political science. As of the 2021-2022 academic year, the department comprises seven women and nine men associate professors, plus one male lecturer.

2010-2021 - Female Faculty Hired for Tenure-Track
Keneshia Grant, assistant professor 2014, 2020 tenured as associate professor
Jarpa Dawuni, assistant professor 2015, 2020 tenured as associate professor
Niambi Carter, assistant professor 2015, 2020 tenured as associate professor
Keesha Middlemass, assistant professor 2018, 2020 tenured as associate professor
Mona Araby, assistant professor 2021
Zinab Alam, assistant professor 2021

CONCLUSION

For every statistic provided in this report about women in the Department of Political Science at Howard, there are three times as many men in faculty, students, and degree holders. Though there have been female deans and board chairs at Howard University, there has only been one female department chair of political science. The department elected Jarpa Dawuni and Niambi Carter as the director of graduate studies in 2019 in 2021, respectively. However, this is insufficient in making a statement for gender equality. The department is overdue for more women in leadership positions in the Department of Political Science at Howard University.

REFERENCES

- Africa, T. I. (2015, February 19). *Africa's 10 iconic women leaders*. This is Africa. <https://thisisafrika.me/politics-and-society/africas-10-iconic-women-leaders/>.
- Alter, K. J., Clipperton, J., Schraudenbach, E., & Rozier, L. (2020, March 17). *Gender and status in American political science: Who determines whether a scholar is noteworthy?: Perspectives on politics*. Cambridge Core. Retrieved September 1, 2021, from <https://www.cambridge.org/core/journals/perspectives-on-politics/article/gender-and-status-in-american-political-science-who-determines-whether-a-scholar-is-noteworthy/E2682DoFF7BA686CF20BDA89FA2C30C3>.
- APSA Task Force Report, 2011. American Political Science Association. (2011, October). Retrieved September 1, 2021, from <https://www.apsanet.org/>. Pdf retrieved at: https://www.apsanet.org/portals/54/Files/Task%20Force%20Reports/TF_21st%20Century_AllPgs_webres90.pdf
- Blau, F., & Kahn, L. (2000). Gender Differences in Pay, 75-79. <https://doi.org/10.3386/w7732>
- Bronstein, P., & Farnsworth, L. (1998, October). *Gender Differences in Faculty Experiences of Interpersonal ...* <https://www.jstor.org/stable/40196308>. Vol.39, No5
- Calka, A. (2021, February 10). *Why Do Female Faculty Members Still Earn Less? Gender Pay Gap in Higher Education in Science, Health and Engineering Fields*. eRepository @ Seton Hall. <https://scholarship.shu.edu/dissertations/2775/>.
- Chen, J. J., & Crown, D. (2019). The Gender Pay Gap in Academia: Evidence from the Ohio State University. *American Journal of Agricultural Economics*, 101(5), 1337-1352. <https://doi.org/10.1093/ajae/aaz017>
- Chen, J. J., & Crown, D. (2019). The Gender Pay Gap in Academia: Evidence from the Ohio State University. *American Journal of Agricultural Economics*, 101(5), 1337-1352. <https://doi.org/10.1093/ajae/aaz017>
- Fox, M. F. (1981). Sex, Salary, and Achievement: Reward-Dualism in Academia. *Sociology of Education*, 54(2), 71-84. <https://doi.org/10.2307/2112352>
- Holloway, J. S. (2004). Ralph Bunche and the Responsibilities of the Public Intellectual. *The Journal of Negro Education*, 73(2), 125-136. <https://doi.org/10.2307/3211269> Vol. 73, No. 2
- Kittilson, M. C. (2015). Advancing Women in Political Science: Navigating Gendered Structures of Opportunity. *PS: Political Science & Politics*, 48(03), 450-453. <https://doi.org/10.1017/S1049096515000220>
- Lewis, J. J. (2019, July 3). *A Concubine Became Ruler of China*. ThoughtCo. <https://www.thoughtco.com/women-rulers-in-19th-century-3530288>.

- Mershon, C., & Walsh, D. (2015). Organizing Women: Diversifying Leadership and Addressing Discrimination in Political Science Departments. *PS: Political Science & Politics*, 48(03), 459-463. <https://doi.org/10.1017/S1049096515000244>
- Monroe, K. R., & Chiu, W. F. (2010). Gender Equality in the Academy: The Pipeline Problem. *PS: Political Science & Politics*, 43(02), 303-308. <https://doi.org/10.1017/S104909651000017X>
- Pabbaraju, S. (2020, July 22). *Academia Has a Long Way to Go for Women*. The Emory Wheel. <https://emorywheel.com/academia-has-a-long-way-to-go-for-women/>.
- Parker, P. (2015). The Historical Role of Women in Higher Education. *Administrative Issues Journal Education Practice and Research*, 5(1), 3-14. <https://doi.org/10.5929/2015.5.1.1> Vol. 5, No. 1
- Pittman, C. T. (2010). Race and Gender Oppression in the Classroom: The Experiences of Women Faculty of Color with White Male Students. *Teaching Sociology*, 38(3), 183-196. <https://doi.org/10.1177/0092055X10370120>
- Rich, B. R., Samois, Linden, R. R., Pagano, D. R., Russell, D. E., Star, S. L., Snitow, A., Stansell, C., Thompson, S., Vance, C., Califia, P., Barbach, L., & Faust, B. (1986). Feminism and Sexuality in the 1980s. *Feminist Studies*, 12(3), 525. <https://doi.org/10.2307/3177911>
- Roth, S., & Dashper, K. (2016). Sociology in the 1980s: The Rise of Gender (and Intersectionality). *Sociology*, 50(6). <https://doi.org/10.1177/0038038515620359>
- Schuck, V. (1973, November 30). *Sexism and Scholarship: A Brief Overview of Women, Academia, and the Disciplines*. *Social Science Quarterly*. <https://eric.ed.gov/?id=EJ115001>.
- Schuck, V. (1973, November 30). *Sexism and Scholarship: A Brief Overview of Women, Academia, and the Disciplines*. *Social Science Quarterly*. <https://eric.ed.gov/?id=EJ115001>.
- Thurgood, L., Golladay, M. J., & Hill, S. T. (2006, June). *U.S. Doctorates in the 20th Century - DPCPSI*. [https://dpcpsi.nih.gov/sites/default/files/opecp/document/Final_Report_\(03-517-OD-OER\)%202006.pdf](https://dpcpsi.nih.gov/sites/default/files/opecp/document/Final_Report_(03-517-OD-OER)%202006.pdf).
- University, Howard. (1867). Annual Catalogue of the Normal and Preparatory Department of Howard University. *Howard University Catalogues*, 1. <https://dh.howard.edu/huCatalogues/1>
- University, Howard. (1869-1989). Catalogue of the officers and students of Howard University. *Howard University Catalogues*, 1-73. <https://dh.howard.edu/do/search/?qCatalogue&start=0&context=8701940&facet=publication%3AHoward%20University%20Catalogues>

University, Howard. (1873-2020). Howard University Annual Commencement. *Howard University Commencement Programs, 11-169*. <https://dh.howard.edu/hugradpro/11>

Whiting, Kate S. W. (2018, October 15). *Women were awarded more PhDs in the US than men last year*. World Economic Forum. <https://www.weforum.org/agenda/2018/10/chart-of-the-day-more-women-than-men-earned-phds-in-the-us-last-year/>.

Zahneis, M. (2020, October 19). *A Raft of Pay-Gap Lawsuits Suggests Little Progress for Academic Women. Why Is That?* The Chronicle of Higher Education. <https://www.chronicle.com/article/a-raft-of-pay-gap-lawsuits-suggests-little-progress-for-academic-women-why-is-that>.

APPENDIX

| Year | Total Female and Male Faculty | Female Faculty | Female Faculty Percentage | Male Faculty | Male Faculty Percentage |
|------|-------------------------------|----------------|---------------------------|--------------|-------------------------|
| 1980 | 7473 | 769 | 10.3% | 6704 | 89.7% |
| 1990 | 7950 | 1100 | 13.8% | 6850 | 86.1% |
| 2000 | 7400 | 1900 | 25.6% | 5500 | 74.3% |
| 2010 | 9302 | 2660 | 28.6% | 6642 | 71.4% |
| 2020 | 6696 | 1992 | 29.7% | 4704 | 70.2% |

Table 1.0: Women Faculty in Political Science Across the United States

*APSA 1980-2001; APSA 2002-2010 and Alter et.al., 2020

| 1928-1929 Courses | 1929-1930 Courses |
|--|--|
| POLS 125 American Government | POLS 127 Principles of American Diplomacy |
| POLS 126 International Law | POLS 136 Contemporary Political Thought |
| POLS 131 Elements of Law | POLS 141 American Constitutional Law |
| POLS 132 Comparative Government | POLS 147 Municipal Administration |
| POLS 133 Political Theory | POLS 138 American Political Thought |
| POLS 134 American Diplomacy and International Relations | POLS 143 The National Government of the United States |
| POLS 135 Political Problems | POLS 146 Municipal Government |
| | POLS 149 State Government in the United States |

Chart 1.o: First Political Science Department Courses
(Howard University Catalogue, 1928-1929 and 1929-1930 Academic Years)

| Concentration: | BA/BS | MA/MS | PhD |
|--|------------|----------------------|-----------------------|
| -Pre-law -Public Administration and Policy -International Relations -Comparative Politics -Political Theory -Black Politics -American Government | 1 major | 1 major + 1 minor | 2 majors + 1 minor |

Chart 2.o: Political Science Degrees

<https://politicalscience.howard.edu/academic-programs/undergraduate-program>

| 1929-1930 Courses | 1938-1941 Added courses |
|--|--|
| POLS 127 Principles of American Diplomacy | POLS 129 Colonial Policy |
| POLS 136 Contemporary Political Thought | POLS 130 Africa Today |
| POLS 141 American Constitutional Law | POLS 178 Post-War World Political Organizations |
| POLS 147 Municipal Administration | POLS 129 Colonial Policy |
| POLS 138 American Political Thought | |
| POLS 143 The National Government of the United States | |
| POLS 146 Municipal Government | |
| POLS 149 State Government in the United States | |

Chart 3.o: Added Political Science Courses

| Year | Full Professor | Assistant Professor | Associate Professor | Lecturers | Teaching Assistant | Men Faculty |
|---------|----------------|---------------------|---------------------|-------------------|--------------------|-------------|
| 1963-64 | 0 | 0 | 0 | 1 Irene Tinker | 1 Marie Murray | 11 |
| 1964-65 | 0 | 1 Irene Tinker | 0 | 1 | 1 Marie Murray | 6 |

| | | | | | | |
|---------|----------------------------|--|---|----------------------|---|----|
| 1971-73 | 0 | 2 Leslie Rubin Joyce McDonald | 0 | 0 | 0 | 14 |
| 1979-80 | 1 Marguerite Barnett | 3 Jane Flax Linda Williams Diane Pinderhughes | 0 | 1 Sharon Banks | 0 | 18 |

Chart 4.o: Number of Women Teaching in the Department 1963-1980

| HBCU Ranking | HBCU Political Science Ranking |
|------------------------|---------------------------------------|
| #1 Spelman | #1 Howard University |
| #2 Howard University | #2 Hampton University |
| HBCU Ranking | HBCU Political Science Ranking |
| #3 Xavier University | #3 Florida A&M University |
| #4 Tuskegee University | #4 Xavier University |
| #5 Hampton University | #5 N. Carolina Central University |

Chart 5.o: Summary of University Rankings 2021

Political Science Degrees Conferred

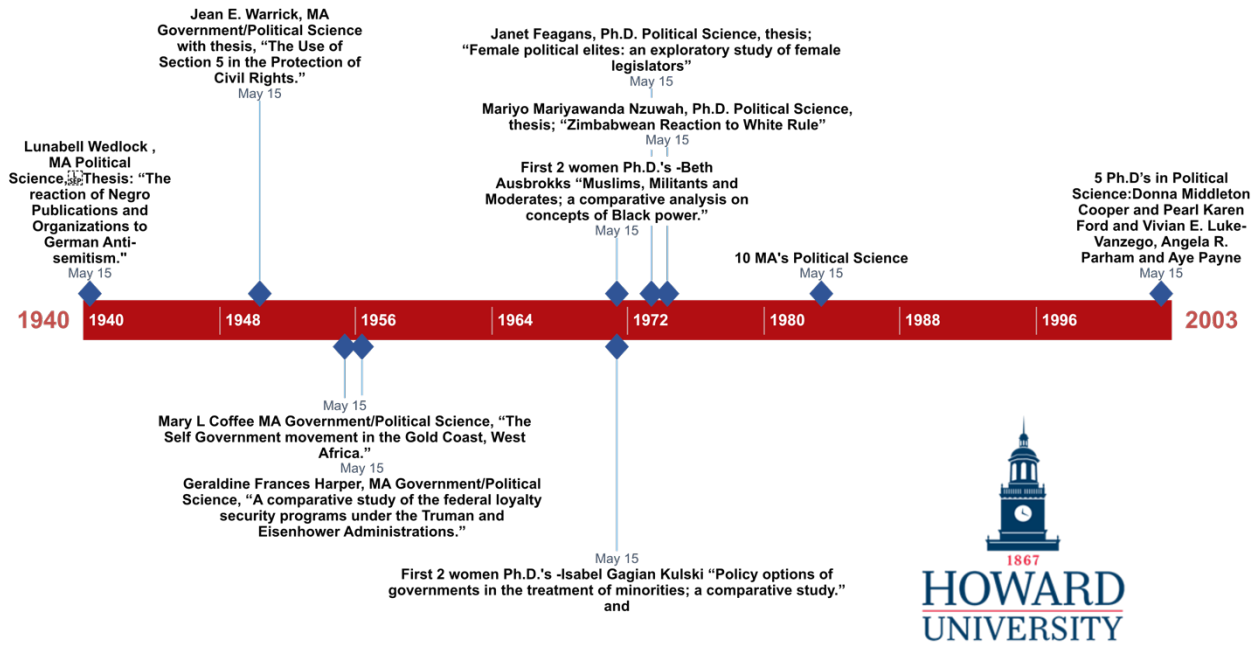


Chart 6.o: Political Science Degrees Conferred

| Year | MA Degrees | PhD Degrees | | Year | MA Degrees | PhD Degrees |
|-------------|------------|-------------|--|------|------------|-------------|
| 1985 | 2 | 3 | | 2005 | 1 | 5 |
| 1986 | 1 | 0 | | 2006 | 0 | 3 |
| 1987 | 1 | 1 | | 2007 | 0 | 0 |
| 1988 | 1 | 0 | | 2008 | 3 | 1 |
| 1989 | 1 | 1 | | 2009 | 2 | 0 |
| 1990 & 1991 | 0 | 0 | | 2010 | No record | No record |
| 1992 | 3 | 1 | | 2011 | 6 | 1 |
| 1993 | 2 | 3 | | 2012 | 3 | 2 |
| 1994 | 1 | 1 | | 2013 | 4 | 3 |
| 1995 | 0 | 2 | | 2014 | 5 | 4 |
| 1996 | 4 | 5 | | 2015 | 2 | 9 |
| Year | MA Degrees | PhD Degrees | | Year | MA Degrees | PhD Degrees |
| 1997 | 8 | 0 | | 2016 | 0 | 0 |
| 1998 | 8 | 0 | | 2017 | 4 | 5 |
| 1999 | 2 | 1 | | 2018 | 6 | 0 |

| | | | | | | |
|------|----|---|--|------|---|---|
| 2000 | 4 | 1 | | 2019 | 2 | 0 |
| 2001 | 0 | 1 | | 2020 | 3 | 3 |
| 2002 | 2 | 2 | | | | |
| 2003 | 6 | 5 | | | | |
| 2004 | 10 | 3 | | | | |

Chart 7.o: Comprehensive List of Political Science Degrees 1985-2020 (Women)

| Year | Male Faculty | Women Faculty |
|-------------|---------------------|----------------------|
| 1983-1985 | 21 | 5 |
| 1985-1987 | 19 | 5 |
| 1987-1989 | 17 | 5 |

Chart 9.o: Male vs Women Faculty

| Year | # Courses offered | # Male instructors | # Female instructors |
|-------------|--------------------------|---------------------------|-----------------------------|
| 1928-1929 | 12 | 1 | 0 |
| 1929-1930 | 12 | 2 | 0 |
| 1931-1932 | 15 | 3 | 0 |
| 1941-1942 | 20 | 5 | 0 |

Chart 8.o: Gender Gap of Instructors Over 14-Year Period