



# **Equal Rites, Unequal Outcomes: Women in American Research Universities (Innovations in Science Education and Technology)**

*Lilli S. Hornig*

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Thirteen years ago, in June 1988, the Radcliffe Class of 1953 celebrated its 35th Reunion. Amidst the festivities, we who participated repeatedly asked ourselves the same two questions: Is Harvard as sexist as it was when we were undergraduates? If not, what is the status of women at Harvard today? To find the answers we formed an ad hoc committee and charged the members to report back to the class in five years. The committee interviewed selected senior and junior Harvard faculty, Harvard and Radcliffe administrators, students, and alumni/ae. We identified and studied Harvard and Radcliffe reports on their institutions and on their student organizations. We contributed to and participated in a 1990 Radcliffe Focus Group, "A Survey of Alumnae and Undergraduate Perceptions." We found that the University was not as sexist in 1988 as it had been in 1953. Yet the status of women, though improved, remained quite unequal to that of men. (Radcliffe College was organizationally separate from Harvard University until 1977, when a "non-merger merger" was implemented. However, Radcliffe had no faculty of its own and employed Harvard faculty to teach its students, in strictly separate classes until World War II. The merger effort was completed in 1999 with the complete integration of the two institutions and the formation of the Radcliffe Institute for Advanced Study, a "tub on its own bottom" like other Harvard graduate and professional schools.) In 1993 the Class of '53 voted unanimously to form the Committee for the Equality of Women at Harvard (CEWH).

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