

**GRETCHEN BAUER**

Professor and Chair

Department of Political Science and International Relations

University of Delaware

347 Smith Hall, Newark, DE 19716

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***EDUCATION***

**University of Wisconsin-Madison, Madison, WI**

PhD, 1994, Political Science with graduate certificate in African Studies

**University of Wisconsin-Madison, Madison, WI**

MA, 1990, Political Science

**Johns Hopkins University School of Advanced International Studies, Bologna, Italy and WDC**

MA, 1986, International Relations

**Brown University, Providence, RI**

BA, 1982, History and German

**Wilhelm Pieck Universitaet, Rostock, German Democratic Republic**

Semester abroad, spring 1981

***ADMINISTRATIVE AND TEACHING EXPERIENCE***

**University of Delaware, College of Arts and Sciences**

Associate Dean for Social Sciences and History, 2003-07

Director, African Studies Program, 2002-03

**University of Delaware, Department of Political Science and International Relations**

Professor and Chair, 2007-

Associate Chair, 2002-03

Associate Professor, 2000-07

Assistant Professor, 1994-00

Co-Director, Winter Session Program, Merida, Mexico, 1996

**University of Wisconsin-Madison, Department of Political Science**

Teaching Assistant, 1989-90

**Wilhelm Pieck Universitaet, Germanistik Faculty**

English Instructor, summers 1981 and 1982

## **RESEARCH AND OTHER EXPERIENCE**

**APSA Africa Workshop, Makerere University, Kampala, Uganda**  
Co-director, July-August 2010

**Department of Sociology, University of Botswana, Gaborone, Botswana**  
Visiting Researcher, January-July 2009

**Institute for Public Policy Research, Windhoek, Namibia**  
Visiting Researcher, January-August 2002

**United States Agency for International Development, Windhoek, Namibia**  
Consultant, February-March 2002

**UD General University Research Grant, Windhoek, Namibia**  
Independent Research, July-August 1995

**USAID and Associates in Rural Development, Windhoek, Namibia**  
Democracy and Governance Consultant, July 1994

**Namibia Institute for Social and Economic Research, Windhoek, Namibia**  
Visiting Research Fellow, October 1991-August 1993

**University of Stellenbosch, Stellenbosch, South Africa**  
Afrikaans Language Instruction, August-October 1991

**Ford Foundation, Nairobi, Kenya**  
Intern, June-August 1989

**World Development, Washington DC**  
Deputy Editor, 1986-88

**Overseas Development Council, Washington DC**  
Research Assistant, 1985-86

**United States Peace Corps, Oloitokitok, Kenya**  
Peace Corps Volunteer: Rural Women's Extension Agent, 1982-83

## **PUBLICATIONS**

### **Books**

*Women in African Parliaments.* With Hannah E. Britton, eds. Boulder: Lynne Rienner Publishers, 2006, 237 pp.

*Politics in Southern Africa: State and Society in Transition.* With Scott D. Taylor. Boulder: Lynne Rienner Publishers, 2005, 404 pp.

*Labor and Democracy in Namibia, 1971-1996*. Athens: Ohio University Press, Oxford: James Currey, and Cape Town: David Philip, 1998, 229 pp.

### **Refereed Journal Articles and Book Chapters**

**'Namibia: A Success Story?'** With Christiaan Keulder. In Necla Tschirgi, Francesco Mancini and Michael Lund, eds. *Security and Development: Searching for Critical Connections*. Boulder: Lynne Rienner Publishers, 2009: 211-254.

**'Taking the Fast Track to Parliament: Comparing Electoral Gender Quotas in Eastern and Southern Africa.'** In Muna Ndulo and Margaret Grieco, eds. *Power, Gender and Social Change in Africa*. Newcastle upon Tyne: Cambridge Scholars Publishing, 2009: 8-25. *Revised version appears in:*

**""50/50 by 2020": Electoral Gender Quotas for Parliament in East and Southern Africa.'** *International Feminist Journal of Politics*. 2008. 10(3): 348-368.

**'Uganda: Reserved Seats for Women MPs; Affirmative Action for the National Women's Movement or the National Resistance Movement?'** In Manon Tremblay, ed. *Women and Legislative Representation: Electoral Systems, Political Parties, and Sex Quotas*. New York: Palgrave Macmillan, 2008: 27-39.

**""Nothing to Lose but Their Subordination to the State"? Trade Unions in Namibia Fifteen Years After Independence.'** In Jon Kraus, ed. *Trade Unions and the Coming of Democracy in Africa*. New York: Palgrave Macmillan, 2007: 229-254.

**'Women in African Parliaments: A Continental Shift?'** With Hannah E. Britton. In Bauer and Britton, eds. *Women in African Parliaments*, 2006: 1-30.

**'Namibia: Losing Ground without Mandatory Quotas.'** In Bauer and Britton, eds. *Women in African Parliaments*, 2006: 85-110.

**""The Hand that Stirs the Pot Can Also Run the Country": Electing Women to Parliament in Namibia.'** *Journal of Modern African Studies*. 2004. 42(4): 479-509.

**'Namibia in the First Decade of Independence: How Democratic?'** *Journal of Southern African Studies*. 2001. 27(1): 33-55.

**'Challenges to Democratic Consolidation in Namibia.'** In Richard Joseph, ed. *State, Conflict and Democracy in Africa*. Boulder: Lynne Rienner Publishers, 1999: 429-448.

**'Labour Relations in Occupied Namibia.'** In Gilton Klerck, et al., eds. *Continuity and Change: Labour Relations in Independent Namibia*. Windhoek: Gamsberg Macmillan, 1997: 55-78.

### **Reference Works and Other Publications**

**'Namibia: Anticipating the First Presidential Succession.'** *Africa Contemporary Record*, Vol. 29, 2003-04. New York: Holmes and Meier, forthcoming.

**'Mujeres y activismo político en el África del siglo XXI.'** [Women's Political Activism in Africa in the 21<sup>st</sup> Century] *Vanguardia Dossier*, 26, Enero/Marzo 2008: 102-105.

**'Namibia: Ushering in the Second Decade of Independence.'** *Africa Contemporary Record*, Vol. 28, 2001-02. New York: Holmes and Meier, 2006: B807-824.

**'Namibia: Assessing the First Decade of Independence.'** In Colin Legum, ed. *Africa Contemporary Record*, Vol. 27, 1998-00. New York: Holmes and Meier, 2004: B78798.

**'Women in Namibia.'** In Aili Mari Tripp, ed. *Sub-Saharan Africa: The Greenwood Encyclopedia of Women's Issues Worldwide*. Westport: Greenwood Press, 2003: 271-293.

**'Namibia: Confronting the Challenges to Democratic Consolidation.'** In Colin Legum, ed. *Africa Contemporary Record*, Vol. 26, 1996-98. New York: Holmes and Meier, 2002: B682-696.

**'Namibia: The Trend toward Single Party Dominance.'** In Colin Legum, ed. *Africa Contemporary Record*, Vol. 25, 1994-96. New York: Holmes and Meier, 2001: B635-648.

**'Trade Unions and Politics: What Next in Namibia?'** *Southern Africa Report*. 1996. 11(3): 13-16.

**'Tripartism and Workers in Namibia.'** *South African Labour Bulletin*. 1993. 17(4): 64-68.

**'Defining a Role: Trade Unions in Namibia.'** *Southern Africa Report*. 1993. 8(5): 8-11.

**'Best Compromise Achievable: The New Labour Act.'** *Namibia Review*. 1992. 1(6): 18-24.

## **Book Reviews**

*Democracy and the Rise of Women's Movements in Sub-Saharan Africa and African Women's Movements Changing Political Landscapes.* *African Studies Review*. 2009. 52(3): 199-201.

*Women's Organizations and Democracy in South Africa: Contesting Authority.* *African Studies Review*. 2007. 50(2): 261-262.

*Women in the South African Parliament: From Resistance to Governance.* *Africa Today*. 2007. 54(1): 117-119.

*Creating Germans Abroad: Cultural Policies and National Identity in Namibia.* *The International Journal of African Historical Studies*. 2003. 36(1): 245-246.

*Media and Resistance Politics. The Alternative Press in Namibia, 1960-1990.* *The Journal of African History*. 2003. 44(1): 192-193.

*New Notes on Kaoko: The Northern Kunene Region (Namibia) in Texts and Photographs. The International Journal of African Historical Studies.* 2001. 34(3): 735-736.

*Affirmative Action in Namibia. Redressing the Imbalances of the Past? African Studies Review.* 2000. 43(2): 166-167.

*Great Ideas for Teaching About Africa. African Studies Quarterly.* 2000. 4(2).  
web.africa.ufl.edu/asq/

*Namibia's Post-Apartheid Regional Institutions: The Founding Year. American Political Science Review.* 2000. 94(1): 212-213.

*Democratization in Late Twentieth Century Africa. The International Journal of African Historical Studies.* 1999. 32(1): 210-211.

*Political Parties and Interest Groups in South West Africa. The International Journal of African Historical Studies.* 1999. 32(1): 234-235.

*Namibia Under South African Rule: Mobility and Containment 1915-46. African Studies Quarterly.* 1999. 3(2). web.africa.ufl.edu/asq/

*Making Race and Nation: A Comparison of the United States, South Africa and Brazil. Political Science Quarterly.* 1999. 114(2): 323-324.

*Katutura: A Place Where We Stay. Life in a Post-Apartheid Township in Namibia and The Radical Motherhood: Namibian Women's Independence Struggle. African Studies Review.* 1998. 41(2): 185-187.

*Last Steps to Uhuru and The Namibian Peace Process. African Studies Review.* 1996. 39(3): 216-218.

## **CONFERENCE PAPERS AND PARTICIPATION**

**“Cows Will Lead the Herd into a Precipice”: Where are the Women MPs in Botswana?** 52<sup>nd</sup> Annual African Studies Association meeting. New Orleans, November 2009.

Discussant. **‘The Impact of Gender Quotas: Descriptive, Substantive, and Symbolic Representation.’** 105<sup>th</sup> Annual American Political Science Association meeting. Toronto, September 2009.

**‘Beyond Substantive Representation? The Impact of Women MPs on Governance in Sub-Saharan Africa.’** With David Wilson. 104<sup>th</sup> Annual American Political Science Association meeting. Boston, August 2008.

**'Who Benefits from Reserved Seats for Women in Uganda's Parliament? The National Women's Movement or the National Resistance Movement?'** Women's Worlds: 10th International Interdisciplinary Congress on Women. Madrid, Spain, July 2008.

**'Party Quotas versus Reserved Seats: Comparing Electoral Gender Quotas for Parliament East and Southern Africa.'** 103<sup>rd</sup> Annual American Political Science Association meeting. Chicago, September 2007.

**'50/50 by 2020: Electoral Gender Quotas for Parliament in East and Southern Africa.'** 49<sup>th</sup> Annual African Studies Association meeting. San Francisco, November 2006.

**'Electoral Systems and Gender Quotas in Southern Africa: What Have They Achieved? What Can They Achieve?'** 101<sup>st</sup> Annual American Political Science Association meeting. Washington, DC, September 2005.

**'Women in African Parliaments - An Overview.'** Women's Worlds: 9<sup>th</sup> International Interdisciplinary Congress on Women. Seoul, South Korea, June 2005.

Discussant. **'Engendering Democracy: Gender and the First Ten Years of Democracy in South Africa.'** 47<sup>th</sup> Annual African Studies Association meeting. New Orleans, November 2004.

**'Women in Parliament in Namibia: Impact and Experiences.'** 46<sup>th</sup> Annual African Studies Association meeting. Boston, November 2003. Also panel chair.

**'Getting the Balance Right: The Campaign for 50/50 in Namibia.'** 45<sup>th</sup> Annual African Studies Association meeting. Washington, DC, December 2002.

**'"The Hand that Stirs the Pot Can Also Run the Country": Electing More Women to Parliament in Namibia.'** Women's Worlds: 8<sup>th</sup> International Interdisciplinary Congress on Women. Kampala, Uganda, July 2002.

**'Affirmative Action to Gender Politics in Southern Africa: Namibia and Botswana in Comparative Perspective - A Research Agenda.'** 44<sup>th</sup> Annual African Studies Association meeting. Houston, November 2001. Also panel chair.

**'Civil and Political Society Mobilized: The Struggle for Democracy in Namibia.'** 95<sup>th</sup> Annual American Political Science Association Meeting. Atlanta, September 1999. Also panel chair.

Discussant. **'Consolidating Democracy: Namibia in Comparative Perspective.'** 41<sup>st</sup> Annual African Studies Association meeting. Chicago, October 1998.

**'Engendering Democracy? The Role of Women in Namibia's Nascent Democracy.'** 40<sup>th</sup> Annual African Studies Association meeting. Columbus, November 1997.

**'Challenges to Democratic Consolidation in Namibia.'** 93<sup>rd</sup> Annual American Political Science Association meeting. Washington, DC, August 1997.

**'Re-examining Multipartyism in Africa: With a Focus on Namibia.'** 39<sup>th</sup> Annual African Studies Association meeting. San Francisco, November 1996. Also panel chair.

**'Unrealized Potential: Trade Unions and Democratization in Namibia.'** 38<sup>th</sup> Annual African Studies Association meeting. Orlando, November 1995.

**'Prospects for the Consolidation of Democracy in Namibia.'** 37<sup>th</sup> Annual African Studies Association meeting. Toronto, Canada, November 1994.

**'The Trade Union Movement in Namibia Three Years After Independence.'** 36<sup>th</sup> Annual African Studies Association meeting. Boston, December 1993. Also panel chair.

### **INVITED PRESENTATIONS AND PARTICIPATION**

**'Defying the Regional Trend: Where are the Women MPs in Botswana?'** Department of Political and Administrative Studies. *University of Botswana*. 14 April 2009.

**'The Underrepresentation of Women in Botswana: African Context.'** *Botswana Caucus for Women in Politics Workshop*. Friedrich Ebert Foundation. Gaborone, Botswana. 30 March 2009.

**'Gendering Parliaments in Africa: What about Botswana?'** Department of Sociology. *University of Botswana*. 4 March 2009.

**'Gendering Parliaments: The Use of Electoral Gender Quotas in East and Southern Africa.'** Faculty of Social Sciences. *University of Botswana*. 24 February 2009.

**'Namibian Independence and Democracy: Historical Overview.'** Seminar on Namibia, Bureau of Intelligence and Research, *US Department of State*. Meridian International Center. Washington, DC. 12 October 2007.

**'"Women Make Better Politicians": Assessing the Impact of More Women in African Parliaments.'** African Studies Program. *Georgetown University*. 11 October 2007.

Participant. **'Women, Politics and Next Generation Leadership.'** *Salzburg Seminar*. Salzburg, Austria. 11-17 September 2006.

**'Taking the Fast Track to Parliament: Women in East and Southern Africa.'** Conference on 'Power, Gender and Social Change in Africa and the Diaspora.' *Cornell University*. Institute for African Development. 21-22 April 2006.

**'Namibia: A Security and Development Success Story?'** Conference on 'Taking Security and Development Seriously: An Agenda for Policy Reform.' *International Peace Academy*. New York City. 23-24 February 2006.

Invited Participant. **'Preventing the Outbreak and Recurrence of Conflict: Comparative Experiences in Linking Security and Development.'** *International Peace Academy*. New York City. 13-14 December 2004.

**'Nationalism Confronts Trade Unionism and Viva NAFAU: Development of Trade Unions in Namibia, 1978-1989.'** *Labour Resource and Research Institute*. Windhoek, Namibia. 9 April 2002.

**"'All Mouth and Trousers?'" The Quest for Gender Equity in Namibia.'** Conference on 'Intellectual Pluralism and African Politics: A Gathering in Honor of Crawford Young.' *University of Wisconsin-Madison*. 15 April 2000.

**'Namibian Politics Since Independence: An Initial Assessment.'** African Studies Program. *Johns Hopkins University School of Advanced International Studies*. 26 March 1999.

**'Namibia - A New Africa or Old?'** African Studies Program Seminar. *Princeton University*. 3 December 1998.

**'Post-Independence Politics in Namibia: A New Departure or Re-enactment of Previous Errors?'** HIID/CFIA Seminar on Africa. *Harvard University*. 8 October 1998.

**'Challenges to Democratic Consolidation in Namibia.'** Conference on 'African Renewal.' *Massachusetts Institute of Technology*. 6-9 March 1997.

**"'When You Have Nothing to Eat, You Cannot Go Into a Party": Multipartyism in Africa in the 1990s.'** African Studies Center. *University of Pennsylvania*. 10 November 1995.

**'The Labor Movement and the Prospects for Democracy in Namibia.'** Social Sciences Division. *University of Namibia*. 5 July 1995.

**'Prospects for the Consolidation of Democracy in Namibia.'** History Department Staff Colloquium. *University of Namibia*. 3 July 1995.

Invited Participant. **'New Perspectives on US Policy Toward Africa.'** *Council on Foreign Relations*. Washington, DC. 24-25 March 1995.

**'The Labor Movement in Namibia, 1972-1992.'** African Studies Program Seminar. *University of Wisconsin-Madison*. 3 November 1993.

**'Tripartism in Labour Relations in Namibia.'** *First Regional Workshop on Labour Law and Industrial Relations in Southern Africa*. Durban, South Africa. 13-15 July 1993.

## **INVITED NON-ACADEMIC PRESENTATIONS**

'Roundtable on Academic Program Reviews,' 105<sup>th</sup> Annual American Political Science Association Meeting, Toronto, August 2009.

'Roundtable on the Academic Job Search,' Lilly East Conference on College and University Teaching, University of Delaware, April 2007.

'Roundtable on Getting Tenure,' International Studies Association Northeast Meeting, Philadelphia, November 2005.

### ***SELECTED HONORS AND AWARDS***

American Political Science Association Africa Workshop, Uganda, July-August 2010  
Salzburg Seminar Presidential Fellowship, Austria, September 2006  
Nominated for Outstanding Graduate Advising and Mentoring Award, 2002-03  
University of Delaware Center for International Studies International Travel Award, 2002, 2008  
University of Delaware Institute for Transforming Undergraduate Ed Advanced Fellow, 2001  
Fulbright Scholar Lecturing/Research Award, Malawi, 1997-98 (declined)  
University of Delaware General University Research Grant, 1995  
Social Science Research Council International Doctoral Research Fellowship, 1991-93  
International Institute for Education Fulbright Research Grant, 1991-92  
University of Wisconsin MacArthur Fellowship, 1990-91, 1993-94  
United States Department of State Summer Internship, Tanzania, 1989 (declined)  
Foreign Language and Area Studies Fellowship, Swahili and African Studies, 1988-89  
International Rotary Club Scholarship, Federal Republic of Germany, 1977-78

### ***SELECTED UNIVERSITY OF DELAWARE PRESENTATIONS***

**'The 50/50 Campaign in Sub-Saharan Africa: Increasing Women's Representation in Politics and Decision Making.'** Research on Area Studies Lecture Series: 'Equality.' 10 September 2009.

**'A Diffusion Effect? The Use of Electoral Gender Quotas in East and Southern Africa.'** Research on Area Studies Lecture Series: 'Border Crossings.' 18 September 2008.

**'Women Members of Parliament in Africa: Getting the Balance Right.'** Research on Women Lecture Series. Women's Studies Program. 12 November 2003.

**'Africa's Future.'** Academy of Lifelong Learning. Wilmington. 8 May 2001.

**'The Impact of US Foreign Policy on Women.'** Fulbright American Studies Institute: Foundations of US Foreign Policy. 27 June 2000.

**'AIDS in Africa.'** Center for Black Culture. 12 May 2000.

**'Africa and the Clash of Civilizations.'** Academy of Lifelong Learning. Wilmington. 7 April 2000.

**'Namibia - Birth of a Nation.'** Academy of Lifelong Learning. Wilmington. 6 March 2000.

**'Gendering Politics in Southern Africa.'** Delaware Seminars in Women's Studies.  
10 November 1999.

**'Women in Development and US Foreign Policy.'** USIA Institute on US Foreign Policy.  
28 June 1999.

**'EnGendering Democracy in Namibia.'** Research on Race, Ethnicity and Culture Lecture Series. Women's Studies Program. 7 April 1999.

**'Women in Democratization: The Namibian Case.'** Research on Women Lecture Series. Women's Studies Program. 29 November 1995.

## ***COURSES TAUGHT***

### ***Undergraduate***

African Politics  
African Women in Politics  
Politics of Developing Nations  
Politics and Literature  
Southern African Politics  
Third World Women in Politics

### ***Graduate***

Comparative Government

## ***SERVICE***

### **University of Delaware**

Chairs Advisory Group, 2009-  
Center for Teaching Effectiveness Advisory Board, 2006-07  
Chairs Caucus Steering Committee, 2007-09  
Delaware African Students Association Adviser, 1998-01  
Faculty Senate Committee on International Studies, 1998-00  
Graduate Recruitment and Success Committee, 2004-2006  
Laird Fellowship Selection Committee, 2004S-07S  
Life Mentor, Freshman Year Experience, 2005F, 2006F  
Middle States Self-Study Steering Committee, 1999-01  
Mock Interviewer, Marshall and Truman Scholars, 2004-05  
Panelist, Office of Women's Affairs P and T Workshop, 2000  
Ryden Dissertation Prize Committee, 1998S, 2004S

### **College of Arts and Sciences**

Acting Director, African Studies Program, 2001F  
Anthropology Promotion and Tenure Committee, 2008-09  
African Studies Program Committee, 1994-present  
Dean's Scholar Proposal Committee, 1998S

Distinguished Judge, GEIS Conference on Women, 2005S-07S  
Political Science Chair Search Committee, 1998-99, 2000-01, 2002-03  
Rosenberry Award Selection Committee, 2003S

### **Department of Political Science and International Relations**

Convener, COGGS seminar series, 2004S  
Director, Internships, 1999-01  
Director, Undergraduate Studies, 1999-01  
Executive Committee, 1995-97, 2000-01, 2002-03  
Faculty Search Committee, 1997-98, 2002-03  
Graduate Admissions Committee, 2000-03  
Graduate Policy Committee, 2002-03  
Undergraduate Committee, 1995-03  
United Way Representative, 1995-96  
Participation in dozens of recruitment and new student advisement events

### **The Profession**

Editorial Board Member: Lynne Rienner *Challenge and Change in Africa* Series  
External Examiner: University of Helsinki, Howard University  
Promotion and Tenure Reviewer: Franklin and Marshall College, Florida International University, UCLA, UNC Charlotte, University of Vermont, Wheaton College

Article Peer Reviews: *Africa Today*, *African Affairs*, *African Studies Review*, *African Studies Quarterly*, *Asian Women*, *Comparative Political Studies*, *Comparative Politics*, *Governance*, *Journal of Modern African Studies*, *Journal of Women's History*, *Labor History*, *Legislative Studies Quarterly*, *Parliamentary Affairs*, *Politics and Gender*, *Social Science Quarterly*, *Transafrica Forum*, *Women's Studies International Forum*

Book and Proposal Peer Reviews: Cambridge University Press, Heinemann Press, Indiana University Press, Lynne Rienner Publishers, National Science Foundation, Palgrave Macmillan

African Politics Conference Group, ASA, APSA, ISA, Chair, 2006-08  
African Politics Conference Group Steering Committee, 2004-06  
African Studies Association Board of Directors, 2007-10  
African Studies Association Nominating Committee, 2002F  
African Studies Association Election Committee, 2003F-05F  
1999 African Studies Association meeting Local Arrangements Committee  
1999 African Studies Association meeting Political Science Section Co-chair  
2006 African Studies Association meeting Gender Section Chair  
US Student Fulbright National Screening Committee, Southern Africa, 2006-08F

### **Other**

Leukemia and Lymphoma Society First Connection Volunteer, 2002-  
Brown Alumni Schools Committee Interviewer, 2004-  
Mid-Atlantic Ballet Board of Directors, 2007-

***LANGUAGES***

Afrikaans, German, Kiswahili

***PROFESSIONAL MEMBERSHIPS***

African Studies Association  
American Political Science Association