

COMMITTEE ON WOMEN IN THE UNIVERSITY  
ANNUAL REPORT, 2000-2001

**I. Statement of Committee Functions**

The Committee on Women in the University:

1. Evaluates and monitors the status of women faculty and academic staff at the university;
2. Recommends to the University Committee and Academic Staff Executive Committee for consideration and action proposals related to priorities, programs, and policies directed toward improving the status of women at the University of Wisconsin-Madison;
3. Makes suggestions to administrative offices about implementing priorities and policies designed to address issues of gender equity.

As required by *Faculty Policies and Procedures* 6.09.D, the Committee on Women in the University has adopted a document specifying its operating procedures: "Current Internal Procedures" (20 September 2000). Since 1999, the attached "Statement on Diversity in the Committee" has provided a foundation for identifying potential members and has been forwarded with the committee's nominations to the Committee on Committees and the Nominating Committee.

**II. Institutional Context**

To reflect its mission, values, and the important contributions of academic staff members, the committee adopted a modified leadership structure in 2000-2001. With the University Committee's approval, the committee elected Patricia Flatley Brennan (Professor of Industrial Engineering and Nursing) and Eileen Hanneman (Assistant Director, Institute for Environmental Studies) to serve as faculty and academic staff co-chairs for the academic year. The committee recommends continuation of this practice, which models a leadership style consistent with the committee's commitment to collaboration, consensus-building, diversity, and principles of shared governance.

In spring 2001, members and friends of the committee strongly supported Molly Carnes (Professor of Medicine: Geriatric Medicine) and Jo Handelsman (Professor of Plant Pathology) who led efforts to secure an NSF ADVANCE "Institutional Transformation" grant. The grant, aimed at increasing the recruitment, retention and advancement of women in the biological and physical sciences will bring \$3.75 million dollars to the University of Wisconsin Madison, one of only eight institutions to win funding (others are the Georgia Institute of Technology, New Mexico State University, the University of Washington, the University of Puerto-Rico-Humacao, the University of Colorado-Boulder, the University of Michigan, and the University of California-Irvine). With its award, the University of Wisconsin-Madison will establish a National Women in Science and Engineering Leadership Institute (WISELI), a "living laboratory" in which affiliated scholars will view initiatives intended to advance women under a variety of scholarly lenses. WISELI members will gather data; publicize best practices for advancing women; monitor results of university policies, practices and programs; and assess the impact of these initiatives on men and women in the university community. In addition, the university is seeking endowment monies to fund ten professorships to support the advancement of women in science and engineering.

The committee continues to collaborate with a number of offices, programs, and committees whose work directly affects the climate for women faculty and staff. In 2000-2001, the committee was represented on the Campus Planning Committee and maintained liaisons to the Equity & Diversity Resource Center Advisory Committee, the Personnel Policies & Procedures Committee (of the Academic Staff Assembly), and the University Child Care Committee.

(continued)

### III. 2000-2001 Activities

**Climate Initiative.** A joint work group of the Committee on Women in the University and the Equity & Diversity Resources Center Advisory Committee continued the committee's ongoing work to raise the visibility of climate issues and promote a positive work and learning environment. The work group sought to foster open dialogue about climate issues through a conversation with deans in February 2001 and a poster presentation at the Plan 2008 Campus Forum Resource Fair in April 2001. Work group members hope such activities will help to identify and change interactions that create a sense of personal unhappiness and professional frustration while simultaneously highlighting and encouraging more positive interactions that make our campus genuinely friendly and supportive.

**Data on Academic Staff.** Margaret Harrigan (Policy & Planning Analyst, Office of Budget Planning & Analysis) provided data on the number of men and women holding category A, B, and C academic staff appointments (Appendix A: Academic Staff by Category and Gender). The data informed the committee's analysis of proposals to create modified professorial titles for academic staff.

**Data on Women Faculty.** The Committee on Women in the University continues to monitor gender equity in faculty hires and promotions (Appendix B: University of Wisconsin-Madison Faculty Hires; Appendix C: Faculty Promotions to Tenure by Gender; Appendix D: Faculty Headcount by Rank and Gender; Appendix E: Headcount of Faculty and Staff by Gender). The percentage of women in the faculty as a whole has continued to increase, rising from 18.0% in 1990 to 23.9% in 2000. The committee thanks the Office of Human Resources and the Office of Budget, Planning and Analysis for providing these data annually and for including data on gender in the *Data Digest* (<http://www.bpa.wisc.edu>).

**Gender Equity in Faculty Pay.** The committee thanks Chancellor John Wiley, Interim Provost Gary Sandefur, Vice Chancellor John Torphy and campus deans and directors for their commitment to analyze and address issues of gender equity in faculty pay. The committee further thanks Associate Vice Chancellor Linda Greene, Assistant Vice Chancellor Martha Casey, Policy & Planning Analyst Margaret Harrigan and Distinguished University Legal Council Helen Madsen for coordinating the 2000-2001 Faculty Gender Pay Equity Review. The committee received progress reports on implementation of the pay equity review in January, April, and May 2001. The committee anticipates receiving a final report in 2001-2002. The committee also initiated a discussion about non-salary metrics of equity in February 2001.

**Modified Professorial Titles.** In May 2001, the committee responded to the Faculty Senate's "UW-Madison Faculty Statement on Modified Professorial Titles," expressing concern about equity of access to modified titles, consistency and equity of process, and potential long term effects (whether adopting such titles would make it more difficult to attract women to tenure-track faculty positions, how limiting use of the titles might damage campus climate). In particular, as women hold 52% of "Lecturer" and "Faculty Associate" instructional academic staff positions but only 36% of "Researcher" and "Scientist" academic staff positions at the University of Wisconsin-Madison, the committee noted that denying use of modified titles by members of the instructional academic staff, while permitting their use by members of the research academic staff, might create a situation in which career benefits resulting from use of these titles would accrue predominantly to men. The committee suggested that creating title series reflecting the academic achievements, experience, and responsibilities of both groups would ameliorate this problem.

**Sexual Harassment Resources & Information Project.** Linda Greene (Associate Vice Chancellor for Academic Affairs) and Luis Piñero (Assistant Vice Chancellor for Equity & Diversity and

(continued)

Director of the Equity & Diversity Resource Center) provided progress reports on implementation of the Sexual Harassment Information & Resources Project in October 2000 and April 2001. Following the February 2000 introduction of a website (<http://www.wisc.edu/edrc/sexualharassment/>) and two brochures (*Sexual Harassment: Defining and Addressing a Community Concern* and *Sexual Harassment: How to Respond When Someone Confides in You*), informational sessions were offered to employees in many academic and administrative divisions. The Medical School and the College of Agricultural & Life Science offered the largest number of sessions in 2001-2002. The College of Engineering, School of Education, Division of Information Technology, and Athletics Department also offered multiple sessions. Additional sessions are planned for 2001-2003.

**Status of Women in the University of Wisconsin System.** In consultation with key administrative offices and governance committees ( Office of Human Resources, Academic Personnel Office, Classified Personnel Office, Office of Campus Child Care, and Campus Child Care Committee), the Committee on Women in the University prepared a response to the University of Wisconsin System report *Equality for Women in the University of Wisconsin System: A Focus for Action in the Year 2000*. The committee presented a summary of current initiatives and recommendations for additional action to Chancellor John Wiley in January 2001.

To **expand educational opportunities for women students**, the committee recommended:

- ▶ Studying the classroom climate for women, especially in the physical sciences
- ▶ Developing partnerships across disciplines/areas to attract and retain women at all levels in “new technology” fields (e.g., for information technology: School of Library & Information Studies, Computer Sciences, and the Division of Information Technology)
- ▶ Continuing to devote resources to the Summer Undergraduate Research Experiment (SURE)/Research Experience for Undergraduates (REU) Program

To **increase the hiring, promotion, and retention of women faculty, academic staff, and classified staff**, the committee recommended:

- ▶ Restoring or seeking new funding for strategic hiring initiatives (e.g., Dual Career Couples, Women in Science)
- ▶ Hiring more women faculty with tenure
- ▶ Working to assure accountability at the lowest possible administrative level (unit/department) for issues related to equity and diversity, mentoring
- ▶ Identifying and monitoring climate metrics beyond compensation

To **make the work and learning environments more welcoming to women, especially women of color and women who identify as lesbian, bisexual, or transgendered**, the committee recommended:

- ▶ Moving the climate initiative forward
- ▶ Providing ombuds services for all employees

To **provide conditions that allow for balancing work and personal life**, the committee recommended:

- ▶ Expanding child care services to meet documented needs for infant/toddler care, sick child care, and after hours care
- ▶ Ensuring that campus child care centers serve a broad array of families in order to support diversity in our campus community and fulfill the university’s research and pre-service training missions (e.g., considering race/ethnicity, socio-economic status)
- ▶ Subsidizing campus child care users (to maintain affordability and increase access) and campus child care centers (so that families do not bear costs generated by pre-service training and research activities)

(continued)

**IV. Current Issues and Concerns**

**Academic Staff Data.** The committee will focus on issues of academic staff job security and progression.

**Child Care.** The committee will receive updated information about child care services and issues.

**Climate.** We recognize that the campus climate is of significant concern to many constituencies. The Committee on Women in the University will work collaboratively with other campus groups to envision and enable a climate conducive to full participation of all faculty, staff and students. Our particular and unique focus will be to monitor and ensure that the academic environment supports and values women’s contributions.

**Diversity in Senior Hires.** The committee will promote consideration of women for key administrative positions.

**Gender Equity in Faculty Pay.** The committee will determine how it can assist in assuring gender equity in faculty pay in future years.

**V. Committee Membership, 2000-2001**

<u>Faculty:</u>		<u>Member Since</u>	<u>Term Ends</u>
Linda Bartley	School of Music	2000	2003
Vicki Bier	Industrial Engineering	1999	2002
Patricia Flatley Brennan (Co-Chair)	Industrial Engineering, School of Nursing	1997	2003
Tonya Brito	Law School	2000	2003
Molly Carnes	Medicine: Geriatric Medicine	1998	2004
Cecilia Ford	English	1999	2002
Jo Handelsman	Plant Pathology	1995	2001
Monica Macaulay	Linguistics	1998	2001
Beverly Moran	Law	1999	2002
<u>Academic Staff:</u>			
Jeffrey Hamm	School of Education, Academic Services	2000	2003
Eileen Hanneman (Co-Chair)	Institute for Environmental Studies	1996	2002
Christopher Lee	College of Letters & Science	1996	2001
Judith Manning	Medical Microbiology & Immunology	2000	2003
Sharon Stern	Office of Undergraduate Admissions	2000	2004
Phyllis Holman Weisbard	General Library System	2000	2002
<u>Ex-Officio/Non-Voting:</u>			
Linda Greene	Office of the Provost	1999	
Luis Piñero	Equity & Diversity Resource Center	1999	
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	

*The Committee on Women in the University thanks friends of the committee and departing members:*

<i>Jo Handelsman (chair)</i>	<i>Plant Pathology</i>	<i>1995</i>	<i>2001</i>
<i>Christopher Lee</i>	<i>College of Letters &amp; Science</i>	<i>1996</i>	<i>2001</i>
<i>Monica Macaulay</i>	<i>Linguistics</i>	<i>1998</i>	<i>2001</i>

*The Committee on Women welcomes:*

<i>Nancy Mathews</i>	<i>Wildlife Ecology</i>	<i>2001</i>	<i>2004</i>
<i>Steve Pearson</i>	<i>Employee Assistance Office</i>	<i>2001</i>	<i>2004</i>
<i>Wayne Wiegand</i>	<i>School of Library &amp; Information Studies</i>	<i>2001</i>	<i>2004</i>

(continued)

Appendices are available upon request. Please contact:

Lindsey Stoddard Cameron: [jlsc@bascom.wisc.edu](mailto:jlsc@bascom.wisc.edu)

Paula Gray: [pjgray@bascom.wisc.edu](mailto:pjgray@bascom.wisc.edu)