

**Provost's Women's Commission
2009-2010 Annual Report**

August 2010

Mission Statement:

The Provost's Women's Commission ensures that gender equity and women's issues remain at the forefront of Ohio University's mission and awareness. The Women's Commission advocates, recommends, and monitors policies, initiatives, and resources that are central to a safe, equitable, and inclusive climate for women on campus. The Commission achieves its goals by:

- Giving voice to issues that directly impact women on campus
- Promoting gender equality
- Identifying barriers that may impede the professional and academic development of women
- Recommending policies to alleviate those barriers
- Developing alliances and collaborating with other campus units
- Communicating institutional progress, goals, and strategies on women's issues through open public meetings and an annual report

Executive Summary and Recommendations:

The 2009-2010 academic year was a productive one for the Women's Commission. Discussion and research was focused on two major issues that members agreed were most pressing: the continued gathering and analysis of salary and gender distribution data, and an examination of family leave policies at Ohio University and other universities. As all are aware, budget cuts affected every department and unit at the university and further reductions will follow in the coming academic year. The Women's Commission continued its work of making information available from the 2008-2009 report findings and seeks to be integral to university-wide conversations on policies for improving the quality of life and retention of women at Ohio University.

During the 2009-2010 academic year the Women's Commission:

1. Made salary and gender distribution data from the 2008-2009 academic year available on an updated website,
2. provided a summary of the Commission's ongoing work and intentions for the 2009-2010 academic year to Dr. Benoit,
3. disseminated the results of the 2008-2009 annual report to university and community outlets, and
4. formed a committee to review family leave policies at Ohio University and benchmark institutions.

This report represents a summary of the outcomes of the Commission's activities, as well as a continuation of the data representing the status of women in employment at Ohio University. The data presented provides a picture of the status of women and a concern regarding the pipeline for female faculty at Ohio University. The low numbers of female faculty hires creates an additional problem for the future in that fewer women will be in the pool to assume academic leadership roles. The Commission also monitored the results to the recommendations made in the 2008-2009 annual report and indicates areas that need further attention.

In the upcoming years, the Women's Commission seeks to be more involved in cross-campus efforts to participate in discussions where decisions that impact the climate for women are made. These may include areas of compensation, work-life balance issues, parental leave policies, and/or supporting women in departments with limited female representation.

The 2009-2010 year was the inaugural year for Dr. Pamela Benoit's tenure as the Executive Vice President and Provost, and members of the Commission look forward to further developing a collaborative relationship with Dr. Benoit. Although budgetary difficulties affected the university during the 2009-2010 and will continue to in upcoming years, members of the Commission urge the administration of Ohio University to develop a commitment to making fiscal decisions and employment appointments that increase the female leadership of Ohio University and eliminate barriers to women's success in ascending the ladder as faculty and administrative leaders.

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1. The Women's Commission's Website

See <http://www.ohio.edu/womenscommission/index.html> for updated documents, which include the 2008-2009 annual report and a summary of additional salary data, both of which highlighted gender inequities in leadership positions and salary at Ohio University.

2. Intentions and Goals for the 2009-2010 Academic Year

The Women's Commission established four goals for the 2009-2010 year:

1. Update annual report on the status of women at Ohio University
2. Publicize the presence of the Women's Commission
3. Disseminate findings of the 2008-2009 annual report
4. Begin research on Parental Leave Policies for inclusion in the 2009-2010 annual report

3. Status of Women at Ohio University: Summary of 2009-2010 Gender Distribution and Salary Data Across Occupational Categories

Within tenure-track faculty on the Athens Campus, women are underrepresented at the assistant, associate, and full professor ranks

- Within Group 1 faculty, the overrepresentation of men increases with rank (61% of the assistant professors are male; 64% of the associate professors are male; 74% of the full professors are male).
- Compared to national averages, the percentage of female tenure-track faculty (34% at Ohio University) is below the national average (45%) (Touchton, 2008)*
- Consistent with the 2008-2009 data, the 2009-2010 salary data indicate that women's salaries are lower than men's at every faculty rank and every administrative and classified category
 - Across all levels of faculty rank, on average, men's salaries are higher than women's (\$8,163 higher at the full professor level; \$2,101 higher at the associate professor level; \$2,308 higher at the assistant professor level). However, there is variability across colleges.
- Within 5 of the 7 administrative and classified staff occupation categories, women were underrepresented relative to men. In contrast, women are overrepresented in the "other professional staff" category and in "clerical/secretarial" category. It is noteworthy that of the 7 occupational categories, the clerical/secretarial category has the lowest average salary (\$35,318).

In summary, the patterns reported above are generally the same as those documented in the 2008-2009 annual report. Where the few differences are found, the data have indeed become less favorable for women. For example, in 2008-2009, men in the clerical/secretarial category made \$816 less than women. In 2009-2010, the 398 women in this category made \$391 less than the 25 men in this category.

The above data provide an important picture of the current status of women.

* Touchton, J., McTighe Musil, C., & Peltier Campbell, K. (2008). *A Measure of Equity; Women's Progress in Higher Education*. Association of American Colleges and Universities, Washington, DC.

4. Disseminated the Results of the 2008-2009 Annual Report

The findings of the 2008-2009 annual report were disseminated in several outlets, including the Women's Commission website, the *Athens News*, and *The Post*. The Women's Commission acknowledges the efforts made by *The Post*, in their series of articles on the status of women at Ohio University, bringing to light some of the issues for women on this campus.

5. Reviewed Parental Leave policies at Ohio's Public Universities and at Peer Institutions

The Commission's Subcommittee on Parental Leave collected data on the parental leave policies at all public universities in Ohio and at Ohio University's designated peer institutions. Although these data proved difficult to obtain in any great detail, the majority of these institutions do have parental leave policies that are more comprehensive than that of Ohio University, which provides the minimum required by law. The subcommittee now plans to contact several institutions with the most comprehensive parental leave policies to discuss the cost of the policy to each university. Once we have collected that information, the Commission plans to propose a comprehensive parental leave policy for faculty, administrators, staff, and students at Ohio University.

6. Monitoring of Recommendations Made in the 2008-2009 Annual Report

In light of the gender imbalance, the Women's Commission made a series of recommendations last year, which we continue to monitor. We believe that positive efforts have been taken to address some of the recommendations, including the provision of training and support to ensure women's success in administrative positions, and the initiation of compensation studies at Ohio University. However, many of the concerns and recommendations remain unaddressed. Below we highlight each of the Commission's 2008-09 recommendations and assess our progress as an institution in achieving these recommendations.

Recommendation: The Women's Commission recommends that greater numbers of women be hired into positions of power to serve as leaders, mentors, and be involved in decision making, especially as it is related to equity issues (child care, elder care, flexible tenure policies, spousal/partner hires, and salary).

For New Hires made between November 1, 2008 – October 31, 2009, women were hired in 42.9% (3 of 7) of the top leadership positions (EEO categories for executive and upper level administrators and faculty chairs/directors). The Women's Commission welcomes the following three women to the University:

Dr. Pamela Benoit, Executive Vice President and Provost

Dr. Renea Morris, Executive Director, Communications and Marketing

Dr. Mary Bowen, Director/Associate Executive Dean, School of Nursing/Athens & Regional Campuses

Since that time, Dr. Donna Burgraff has been appointed as the new Dean to lead the Chillicothe campus beginning August 2010, serving as one of two female deans at the University as the 2010-2011 academic year begins.

The pipeline for female faculty continues to be of concern to the Women’s Commission. This past year 29.6% (8 out of 27 positions) of the newly hired tenure track assistant professors on the Athens campus were female. While the overall percentage of female faculty new hires is 50.26%, a disproportionate number of them are hired into the part-time, short-term, and lower paying positions. Recognizing that attrition occurs as women ascend the ranks, targeted efforts need to be made to increase the percentage of female hires and to assure that support is in place to retain these faculty members. Without this intention, there will be fewer women available to assume academic leadership roles in the future. At the regional campuses 66.7% (6 out of 9) of the assistant professors hired were female. Overall, 5.6% (2 of the 36) total were women of color.

Table 1. Percentage (and Number) of Female Faculty Hires (Athens Campus) by Position and Year

	2007-08	2008-09
Chairs/Directors	0.0% (0 of 2)	50.0% (1 of 2)
Full Professor	0.0% (0 of 2)	0.0% (0 of 3)
Associate Professor	25.0% (1 of 4)	50.0% (2 of 4)
Assistant Professor	27.6% (8 of 29)	29.6% (8 of 27)
Term Faculty (Group II)	41.4% (12 of 29)	67.6% (23 of 34)
Quarterly Appointments	40.7% (46 of 113)	54.8% (46 of 84)
Visiting Faculty, OPIE	45.2% (28 of 62)	42.9% (15 of 35)

The Women’s Commission will continue to monitor the hiring of women to positions of leadership and the pipeline to future academic leadership at Ohio University.

Recommendation: Allocate sufficient university resources (funds, administrative support, graduate assistants, etc.) to the offices and committees that represent and advance women and women’s issues on campus.

- a. Founded in 2007 after the recommendation from the Women’s Center Task Force, the Ohio University Women’s Center serves and responds to the needs of OU women students, faculty, and staff, as well as members of the community. The Center promotes awareness, education, and advocacy about women, gender, and diversity, among faculty, staff, and students at Ohio University and its surrounding communities. The Women’s Center seeks to enrich the female undergraduate experience at Ohio University and offers mentoring for female students, a slate of programming throughout the academic year, a library, a lactation room and childcare information. Before 2007, Ohio University had no staffed resource center for women students, the Women’s Center is now an active part of campus and community life and a positive step in the direction of cultivating an awareness of women’s needs.

As part of campus-wide cuts, the Women's Center Director position was reduced from a 12-month contract to an 11-month contract, thus limiting her ability to provide services to the community on a year-round basis.

- b. The Provost's Women's Commission is the only campus-wide commission devoted to monitoring the climate regarding gender equity issues at the university. Membership of the Commission is comprised of seventeen members (seven faculty, two classified staff, seven administrators, and one student representative from the Graduate Senate) and two ex-officio members (the Women's Center Director, and the Chair of the Women and Gender Studies Program); additional support is provided through the sole administrative support staff member at the Women's Center. Members are appointed by the Provost for staggered two- year terms.

The Commission recognizes that it could be more effective if it were allocated a budget. This past year, the Commission requested \$3,200 to hire a graduate student assistant and to cover costs associated with the dissemination of the annual report. Members of the Commission acknowledge that these requests may have been denied as a function of the current strained budgetary climate. Nonetheless, we anticipate a continued need for a modest budget and, thus will make a similar request for the 2010-2011 academic year.

Recommendation: Initiate a more comprehensive study of gender equity, climate, and salary.

- a. The Women's Commission has offered to assist with a more comprehensive analysis of the gender inequities that are documented in our last report and requested access to more detailed data. This request was denied with the explanation given that other offices on campus are conducting some analysis. The Women's Commission seeks to be represented and part of the conversations where these analyses are presented and shared.
- b. The Women's Commission met with the Director of Compensation, to learn more about the proposed Administrative Compensation Pay Plan and recommends that a liaison be appointed to serve as a link between the Women's Commission and the Compensation Advisory Group to assure that the Commission stay informed as the Pay Plan is developed and implemented.

Recommendation: Make visible the leadership and accomplishments of women across campus.

- a. The Commission is unaware of any new initiative to address this concern, yet would be willing to collaborate with other offices and committees to facilitate this goal.

Recommendation: Develop strategies and set realistic goals to increase the recruitment, retention, and promotion of qualified female faculty and staff of diverse backgrounds.

- a. Establish a liaison to the Women's Commission and current committees or commissions working on equity issues in hiring, promotion and retention.

- b. The Women's Commission recognizes that a comprehensive parental leave policy would be one of many ways to attract and retain female faculty, administrators, and staff; and is researching information to recommend for policy development.

7. Recommendations Going Forward

In addition to the above, we recommend the following:

1. A meeting between with the Provost and the Women's Commission at the beginning of each academic year to discuss goals for the upcoming year. Given that the 2009-2010 academic year was the inaugural year for Dr. Benoit, it is recommended that a meeting early in the 2010-2011 Academic Year focus on discussing how the Women's Commission can best serve Dr. Benoit as an executive female leader at the University and what action steps should be taken to facilitate her goals for the Women's Commission. To maximize resources and efforts across the campuses, it is recommended that members of the Women's Commission be identified to serve as liaisons to other Commissions and Committees that are working on gender issues on campus, or that the Women's Commission receive updates from other Committees so that networking and collaborative actions can take place toward common goals.
2. To facilitate the Commission's monitoring role, it is recommended that disaggregated data reflecting employee make-up, hiring, promotions, and terminations be provided on an annual basis and be reviewed to assess the status of women.
3. Initiate centralized data gathering at the Provost's level on all promotion and tenure (P&T) decisions, so that equity reviews by race and gender can be conducted.
4. Initiate quarterly meetings between the chair of the Women's Commission and the Provost to provide Commission updates and learn of University-wide initiatives that will have an impact on women on campus.
5. Recognizing that the current budget climate may not allow for comprehensive responses to pay inequities, the Commission still maintains that it is important to generate a record of salary equity data in preparation for the future. Request that the Office of Institutional Research initiate a pay equity study for each of the three main employment groups (administrators, faculty, classified staff) on an annual rotating basis. If compensation and equity studies are already occurring, provide access to the data to the Commission.
6. To help address pay inequities, a modest portion of the money (15 or 20%) saved by not replacing the faculty and staff who leave should be used for equity salary increases?

The members of the Women's Commission believe in the mission of the mandate, to ensure that women's issues remain at the forefront of the University community. We welcome the opportunity to share the work we do with the greater community.

2009-2010 Women's Commission Membership

Dr. Ann Gabriel, Chair; School of Accountancy
Jerrie Allman, Transportation Services
Gillian Berchowitz, Ohio University Press
Dianne Bouvier, University Ombuds Office
Janet Carleton, Alden Library
Joyce Childs, Information Technology
Dr. Susanne Dietzel, Women's Center Director, ex officio
Dr. Christine Gidycz, Psychology
Dr. Judith Grant, Director, Women's and Gender Studies, ex officio
Dr. Melanie Hayden, Admissions
Dr. Jeanne Heaton, Counseling and Psychological Services
Dr. Jennie Klein, School of Art
Melissa Luna, Institutional Equity
Dr. Julie Owens, Psychology
Beatrice Selotlegeng, College of Business
Brenda White, Intercollegiate Athletics
Dr. Risa Whitson, Geography
Dr. Jacqueline Wolf, COM - Social Medicine
Chelsie Wollett, Graduate Student Representative

Additional Contact

Ms. Sharon Romina, Women's Center