

2009-2010 Annual Report

PROVOST'S WOMEN'S COMMISSION

MISSION

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.

2009-2010 COMMISSION MEMBERS

- 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

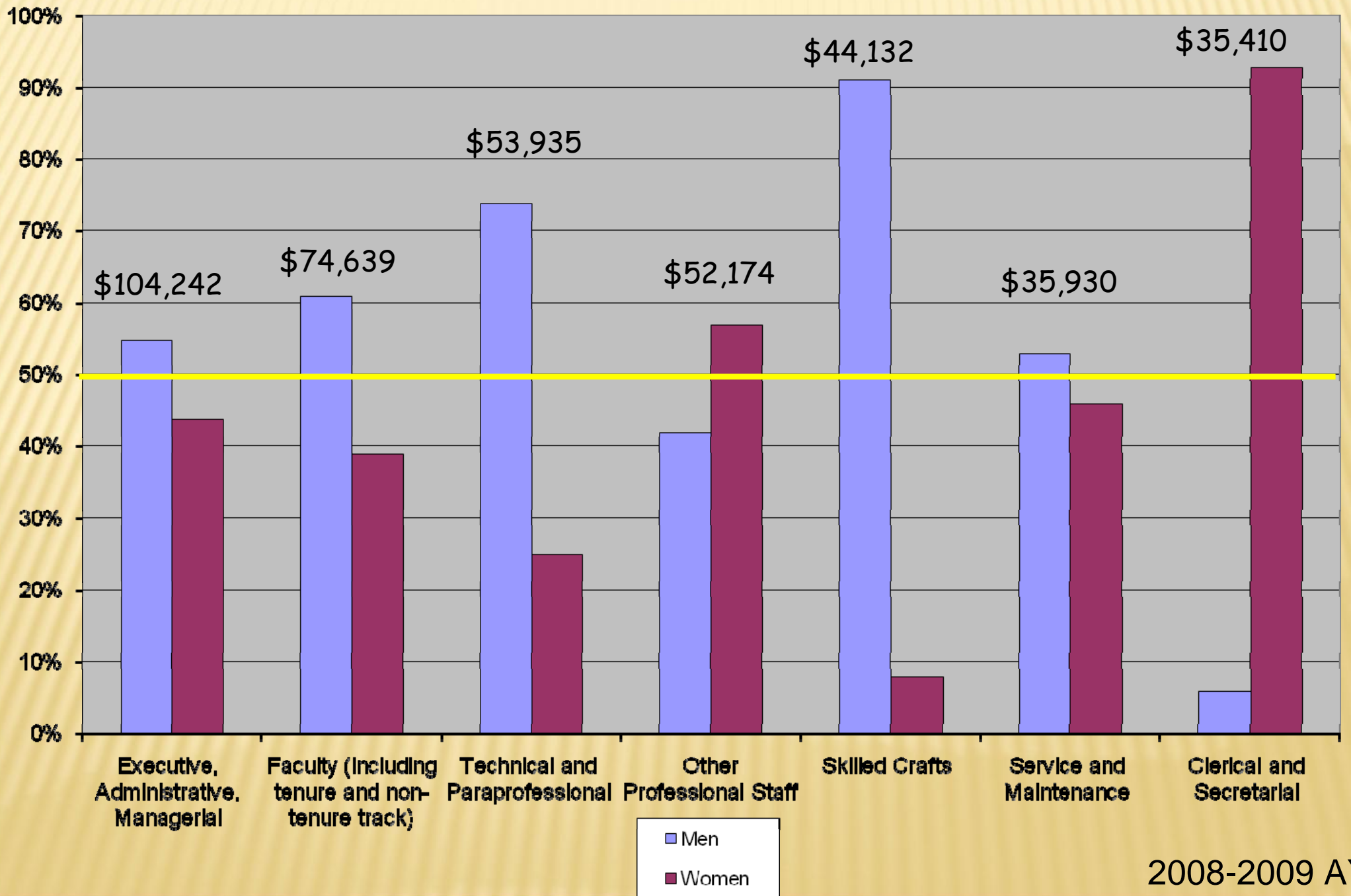
2009-2010 COMMISSION ACTIVITIES

- Disseminated salary and gender distribution data from the 2008-2009 AY
 - + Commission website, The Post, Athens News
- Analyzed salary and gender distribution data from the 2009-2010 AY
- Initiated a committee to recommend changes to OU parental leave policy
- Monitored outcomes of previous recommendations

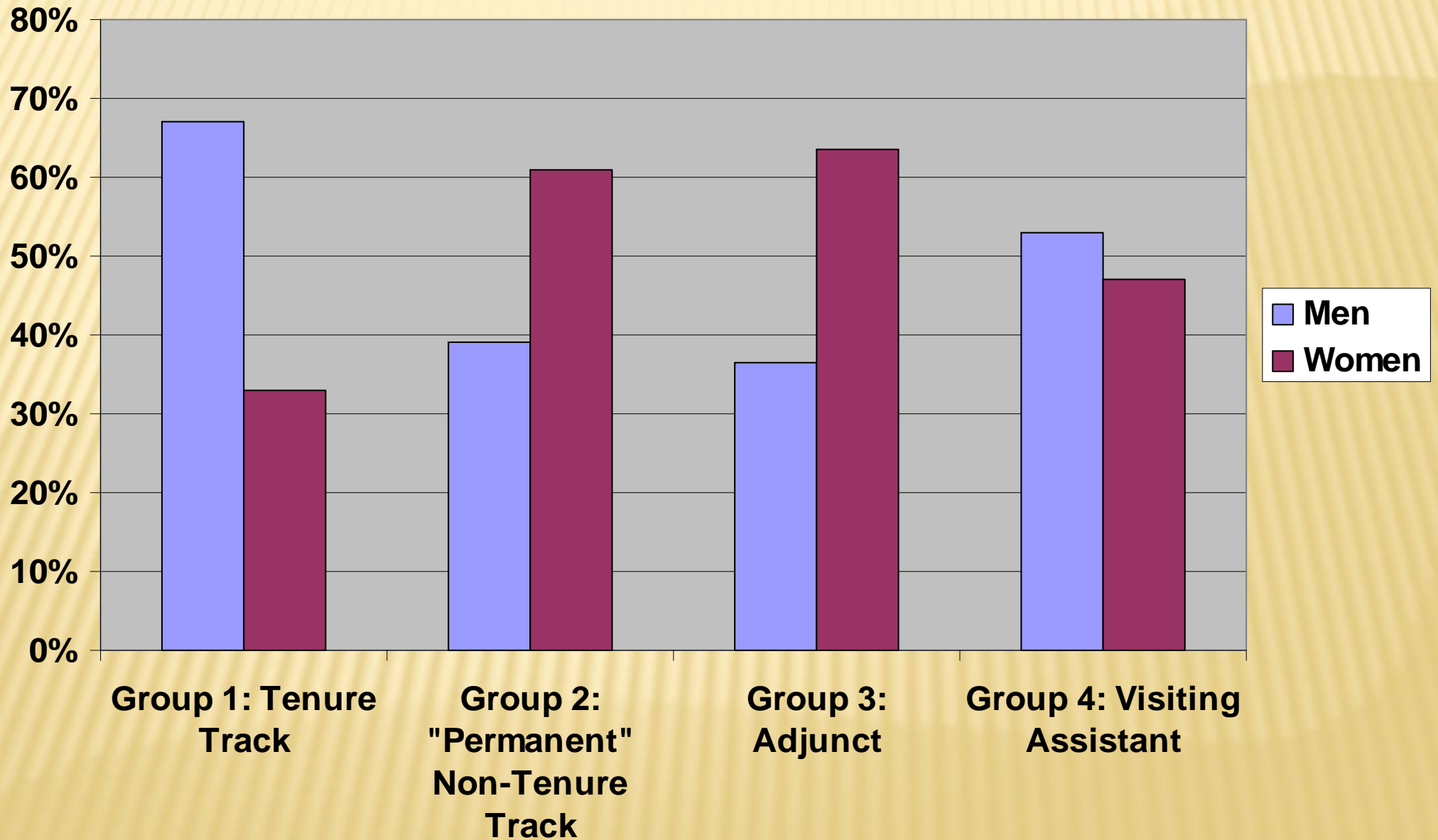
PANEL DISCUSSION

- Review gender and salary distribution data
 - + Julie Owens
- Present parental leave committee findings
 - + Jennie Klein & Chelsie Wollett
- Commission Recommendations
 - + Julie Owens
- Discussion

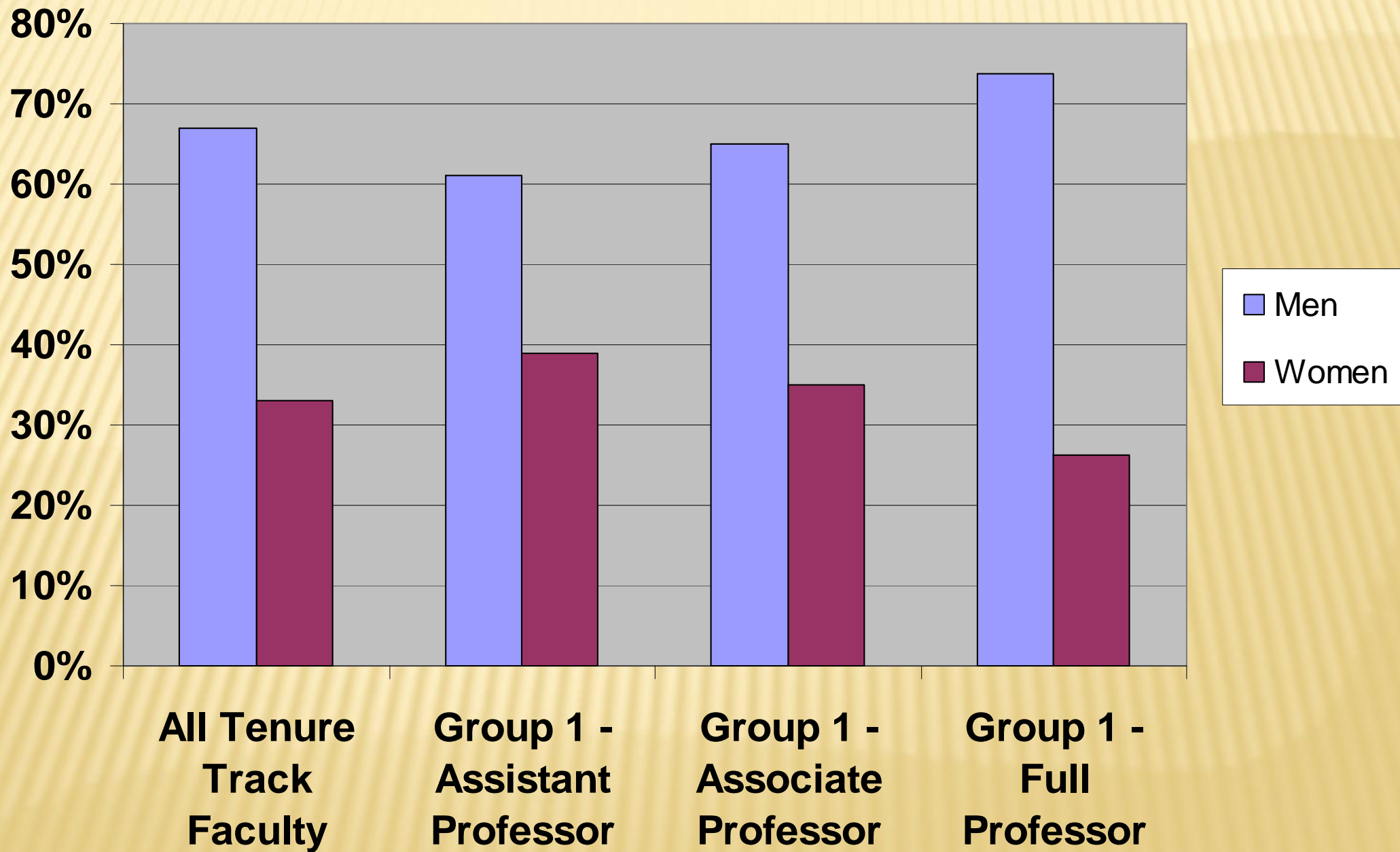
Percent of employees by sex and occupational category



Sex Composition of All Faculty: OU Athens campus by rank



Sex Composition Among Tenure Track Faculty: OU Athens campus by rank



SALARY COMPARISON

- **Across all levels of faculty rank, on average, men's salaries are higher than women's**
 - + There is variability across colleges
- **\$8,828 higher at the full professor level**
- **\$2,747 higher at the assistant professor level**

IMPACT OF SALARY DIFFERENTIAL

	MALE EMPLOYEE	FEMALE EMPLOYEE	Difference
Starting Salary	\$55,000	\$50,000	\$5,000
30 th Year Salary	\$129,611	\$117,828	\$11,783
30 th Year Career Earnings	\$2,616,648	\$2,378,77	\$237,877
One-time investment of \$5,000*	\$20,581		\$20,581
Career Investment of \$5000/year*	\$332,194		\$332,194
Career Differential**			\$420,071

*With an assumed 5% annual growth rate with compounded interest over 29 years

**The original career investment of \$150,000 (i.e., \$5,000 per year for 30 years) subtracted from the investment's worth at the end of 29 years (i.e., \$332,194). Then this difference (\$182,194) is added to the career earnings differential (\$237,877).

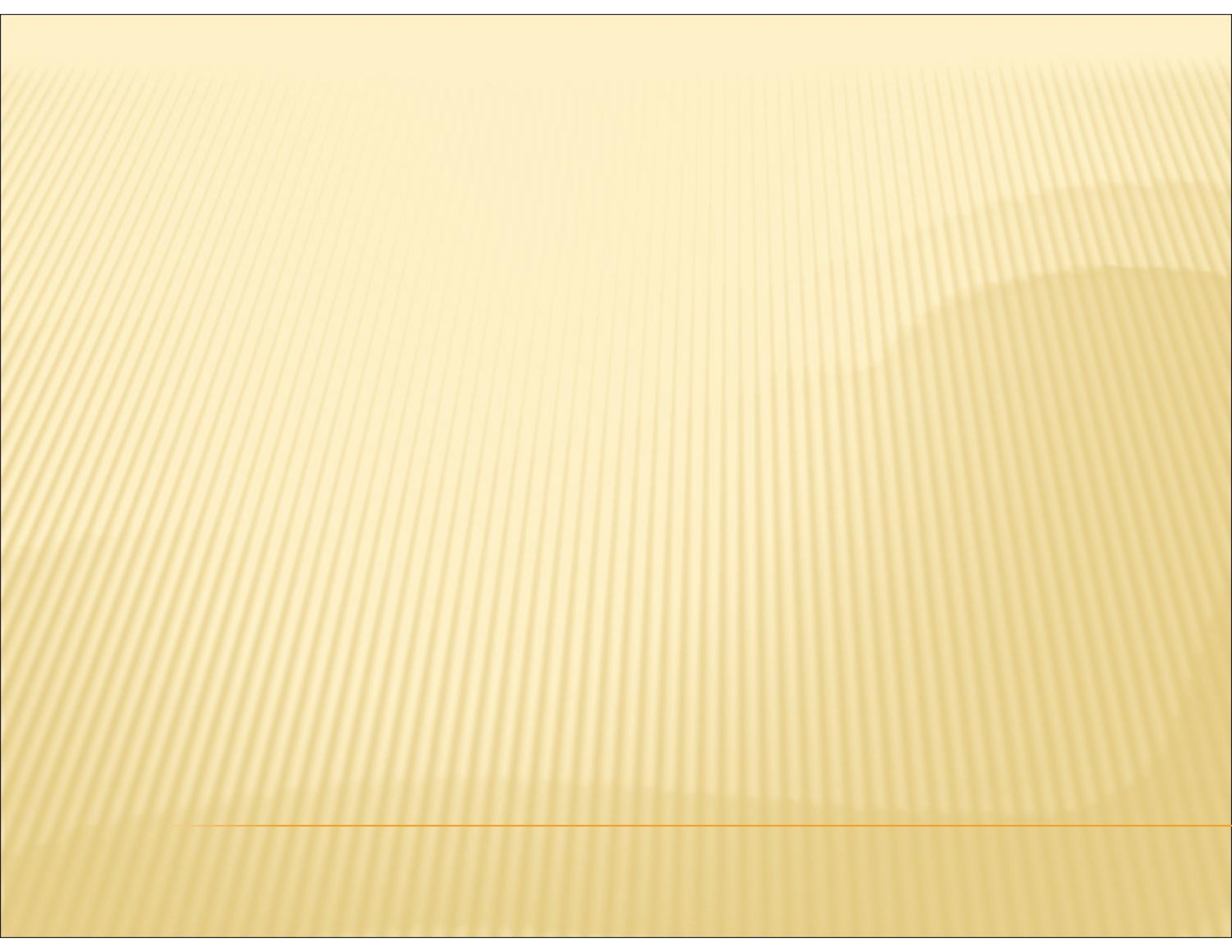
Assumptions:

- Both employees receive a 3% annual raise
- Both work for 30 years
- All figures are pre-tax dollars
- All other variables held constant

TOP 100 PAID

- Of the top paid 101 administrators at the university, 31 were women and 70 were men.
- Of these 70 men, the average salary was \$156,747
- Of the 31 women, the average salary was \$120,979.

PARENTAL LEAVE COMMITTEE



RECOMMENDATIONS

- Hire and promote greater numbers of women into leadership positions
- Allocate sufficient university resources to the offices and committees that represent and advance women and women's issues
- Initiate a more comprehensive study of gender equity, climate, and salary.
- Make visible the leadership and accomplishments of women across campus.

RECOMMENDATIONS

- Develop strategies and set realistic goals to increase the recruitment, retention, and promotion of qualified female faculty and staff of diverse backgrounds.
- Greater collaboration between the Women's Commission and the Provost
- Update the parental leave policy to be all inclusive (faculty, staff, students)

**DISCUSSION:
CREATIVE SOLUTIONS TO ACHIEVE
THESE RECOMMENDATIONS**