

OHIO UNIVERSITY

Provost's Women's Commission

2010 | 2011 REPORT





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[www.ohio.edu/womenscommission](http://www.ohio.edu/womenscommission)

## 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.

The Commission achieves its goals by:

- Giving voice to issues that directly affect 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

The Provost's Women's Commission produces a report each year on the Status of Women at Ohio University. In this third annual report, we highlight some of the Commission's activities, provide employment statistics, and make recommendations for the future.

This year we built relationships with other entities on campus in an effort to expand our presence and give voice to issues affecting women, allowing us to become integral to efforts that create a climate of success for female faculty, staff, and students. We welcome opportunities to be involved in campus decision-making efforts, including those impacting the climate for women in areas such as compensation, partner/spousal employment, parental leave policies, and work-life balance issues. We also seek to provide support to women in departments where there is an underrepresentation of female faculty.

For the third year in a row, the Provost's Women's Commission conducted an analysis of the representation and salaries of women on campus, by employment category. The members of the Provost's Women's Commission acknowledge the realities of the 2009–10 budget, particularly given that we are a state institution. We also recognize that the university is adjusting to the effects of growing numbers of retiring and departing colleagues.

In this report, we continue to point out inequities in salaries for women on campus. On average, women are paid less than men in every occupational category. We are aware that these are lean budget years, and know that rectifying these inequities will take deliberate policy and leadership intervention. We provide our findings and offer strategies to promote equity hoping that greater resources can soon be uniformly allocated.

The faculty hiring data indicate that although there have been increased percentages of female faculty members hired, the limited number of tenure-track hires diminishes the overall gain for women. Female representation also continues to diminish as women ascend the academic ladder.

This report and supplemental data are available online at [www.ohio.edu/womenscommission](http://www.ohio.edu/womenscommission).

We look forward to continuing our relationship with Pam Benoit, the Executive Vice President and Provost, and to furthering efforts to eliminate barriers that impede women's success.



# STATUS OF WOMEN AT OHIO UNIVERSITY

## Summary of 2009–10 Gender Distribution and Salary Data across Occupational Categories

This is the third year that the Women's Commission has tracked data on gender distribution and salary across occupational categories.

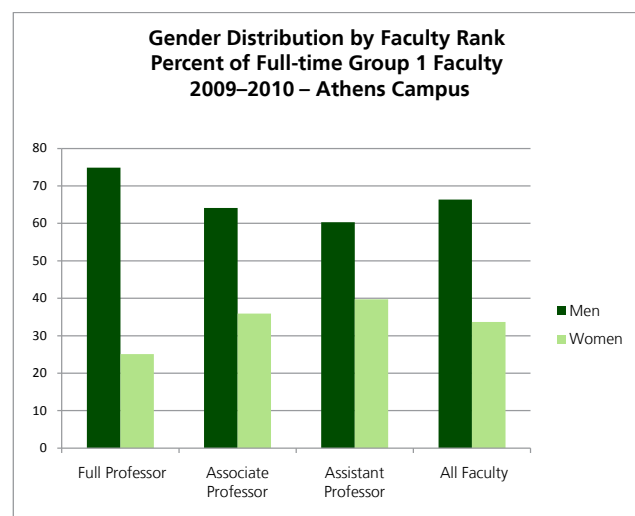
This year, the Commission received additional data (i.e., salary ranges and distributions for each gender and occupational category). We were thus able to conduct effect size analyses to examine the magnitude of gender differences in salaries. An effect size (ES) is a metric that communicates the magnitude of the difference between two data points, taking into account the distribution of the data. An ES of 0 indicates perfect equity in salary across genders. In this case, positive numbers indicate inequity in the direction of higher salaries for men than women and negative numbers indicate inequity in the direction of higher salaries for women than men. Below is the summary of the 2009–10 gender distribution and salary data.

### Gender Distribution

Consistent with data from the previous two years, the 2009–10 gender distribution data for tenure-track faculty on the Athens Campus indicate that women remain underrepresented at the assistant, associate, and full professor ranks (See Figure 1).

- Within Group 1 (tenure-track) faculty, the overrepresentation of men increases with rank (60% of the assistant professors are male; 64% of the associate professors are male; 75% 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, McTighe Musil, & Campbell, 2008.) \*

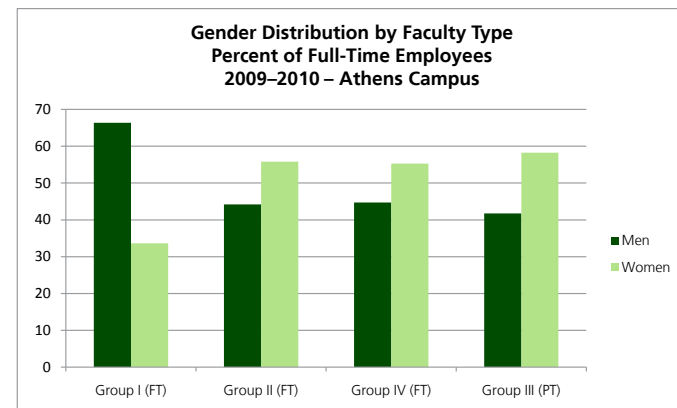
Figure 1.



Source: Office for Institutional Research, Fall 2010

Within all categories of faculty, women are overrepresented in Group 2 (year-long nontenure track appointments), Group 3 (quarterly appointments), and Group 4 (visiting faculty). Groups 2, 3, and 4 positions offer the lowest salaries, least stability, and most limited opportunity for advancement (See Figure 2).

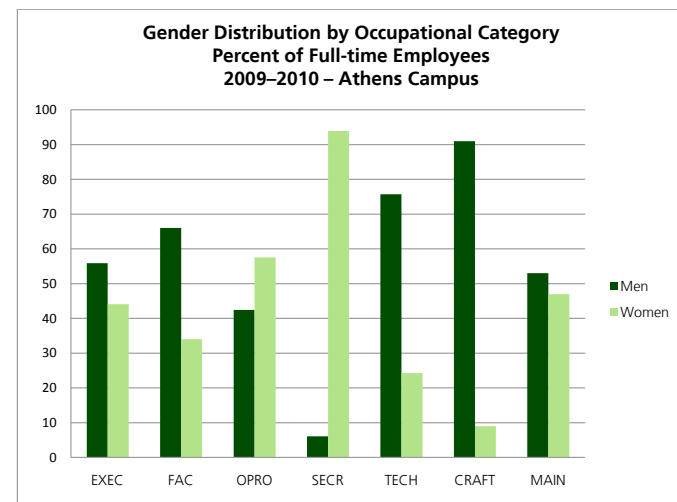
Figure 2.



Source: Office for Institutional Research, Fall 2010

Consistent with previous years, the 2009–10 data indicate that within 4 of the 6 administrative and classified staff occupational categories, women were underrepresented relative to men (See Figure 3). In contrast, women are overrepresented in the Other Professional staff category and in the Clerical & Secretarial category. It is worth noting that of all the occupational categories, the Clerical & Secretarial category has the lowest average salary (\$34,744) and the highest representation of women.

Figure 3.



Source: Office for Institutional Research, Fall 2010

EXEC: Executive/Administrative/Managerial  
 FAC: Faculty (Group 1)  
 OPRO: Other Professional  
 SECR: Clerical & Secretarial  
 TECH: Technical & Paraprofessional  
 CRAFT: Skilled Craft  
 MAIN: Service & Maintenance

### Salary Data

Consistent with previous years, the 2009–10 salary data indicate that, on average, women's salaries are lower than men's at every faculty rank and across all six of the occupational categories.

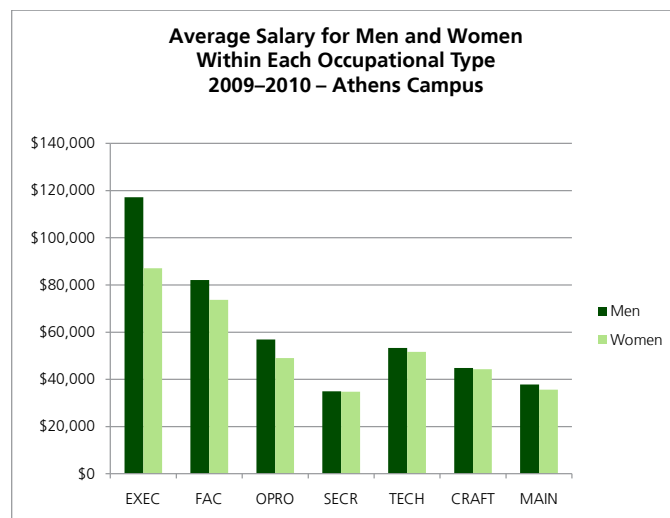
An effect size (ES) communicates the magnitude of the salary difference by gender, taking into account the distribution of the data. An ES of 0 indicates perfect equity in salary; positive numbers indicate inequity in the direction of higher salaries for men than women and negative numbers indicate inequity in the direction of higher salaries for women than men.

- The effect size analysis indicates that across all levels of faculty rank, women's salaries are lower than men's (total effect size = .39)
  - At the full professor level, the average salary for women is \$8,456 lower than the average salary for men (effect size = .43)
  - At the associate professor level, the average salary for women is \$1,927 lower than the average salary for men (effect size = .13)
  - At the assistant professor level, the average salary for women is \$4,257 lower than the average salary for men (effect size = .33)
- However, there is wide variability across colleges, and across ranks within colleges. The colleges with the greatest parity across gender at the full professor level is the College of Business (effect size = -.04), at the associate professor level is the College of Arts and Sciences (effect size = -.08) and at the assistant professor levels is the College of Fine Arts (effect size = -.12).
- In the administrative and support staff ranks, the effect size analysis indicates that, on average, women's salaries are lower than men's for all 6 occupational categories (See Figure 4).
  - In the Executive/Administrative/Managerial category, the average salary for women is \$30,049 lower than the average salary for men (effect size = .58)
  - In the Other Professional staff category, the average salary for women is \$7,449 lower than the average salary for men (effect size = .34)
  - In the Clerical & Secretarial category, the average salary for women is \$195 lower than the average salary for men (effect size = .03)
  - In the Technical & Professional category, the average salary for women is \$1,654 lower than the average salary for men (effect size = .12)
  - In the Skilled Crafts category, the average salary for women is \$509 lower than the average salary for men (effect size = .12)
  - In the Service & Maintenance category, women's average salaries are \$2,184 lower than the average salary for men (effect size = .49)





Figure 4.



Source: Office for Institutional Research, Fall 2010

EXEC: Executive/Administrative/Managerial  
 FAC: Faculty (Group 1)  
 OPRO: Other Professional  
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The patterns reported above and on the previous page are generally the same as those documented in the previous two annual reports.

**Recommendation 1:** One potential mechanism for identifying salary inequities is to have each department chair plot on a graph the salaries of each faculty member in his or her department according to rank. Where outliers exist, justification should be provided for the lower salary. If the lower salary cannot be justified, the inequity should be remedied using a percentage of the salary savings from higher paid retired faculty.

A form of this process has been implemented for a number of years in the Ohio University Heritage College of Osteopathic Medicine (OU-HCOM); the OU-HCOM Department of Administrative and Financial Services annually tracks faculty salaries according to rank. The dean takes into consideration outliers with markedly lower salaries that cannot be justified, as well as department chair recommendations, when determining equity increases (dependent on available funds).

**Recommendation 2:** For faculty, administrative, and support staff employees, in addition to a Salary Equity Study, consistent training and oversight regarding salary should be available to all hiring managers so they can address the potential inequities that occur at the point of hire.

For further statistics on Regional Campuses or other employment data, visit the Office for Institutional Research's website: [www.ohio.edu/instres](http://www.ohio.edu/instres).

\* 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.

## HIRING DATA

The Provost's Women's Commission continues to recommend that greater numbers of women be hired into positions that allow them to serve as leaders, supervisors, mentors, and decision makers. Representation of women at the upper levels of leadership is critical to improving issues of equity that affect all genders, and include such areas as child care, elder care, flexible tenure policies, spousal/partner hires, distribution of resources, and salary.

The pipeline for female faculty is a source for concern and should be monitored. Last year, the low rate of females hired into assistant professor positions, the entry point for future academic leadership, reflected the overall decrease in faculty hires. In 2009-10, 47.8% of the assistant professor hires (11 of 23 faculty) were female, compared to 29.6% (8 of 29 faculty) in 2008-09. As mentioned above, currently 34% of the assistant professors (244 of 726 faculty) are female. Overall the minimal number of female faculty members hired makes it difficult to attain parity now and in the future (See Figure 5). Research by Marschke, Laursen, Nielsen, & Rankin (2007) indicates that female faculty are achieving parity at a "glacial" (p. 1) pace despite intentional sustained campus policy intervention.\*\*

Figure 5.

Percentage (and Number) of Female Faculty Hires 2008-09 to 2009-10 - Athens Campus

Faculty Rank	2008-09	2009-10
Chairs/Directors	50.0% (1 of 2)	0.0% (0 of 0)
Full Professor	0.0% (0 of 3)	0.0% (0 of 1)
Associate Professor	50.0% (2 of 4)	0.0% (0 of 1)
Assistant Professor	29.6% (8 of 27)	47.8% (11 of 23)
Term Faculty (Group II)	67.6% (23 of 24)	59.1% (13 of 22)
Quarterly Appointments	54.8% (46 of 84)	48.9% (43 of 88)
Visiting Faculty, OPIE	42.9% (15 of 35)	77.8% (14 of 18)
Total Faculty	50.3% (95 of 189)	52.9% (81 of 153)

Source: Office for Institutional Equity, Fall 2010

As pointed out above, we note that while the overall percentage of total female hires is increasing, the numbers of faculty in general and subsequently of women, have declined from 95 out of 241 (39.4% female) in 2007-08, to 95 out of 189 (50.3% female) in 2008-09, to 81 out of 153 (52.9% female) in 2009-10. Unless rectified, this will have ramifications for gender parity as the number of women qualified for promotion will have shrunk.

At the regional campuses, 33.3% (2 of 6) of the assistant professors hired in 2009-10 were female, compared to 66.7% (6 out of 9) in 2008-09.

**Recommendation 3:** Augment efforts to increase both numbers and percentages of female tenure-track faculty. Recognizing that attrition occurs as women ascend the ranks, targeted efforts for recruitment and retention must be made to increase the representation of female faculty and to plan for future academic leaders.

**Recommendation 4:** Initiate exit interview protocol for all tenure-track faculty, particularly women who elect to leave academia before attaining tenure or full professorship.

\*\* Marschke, R. Laursen, S., Nielsen, J. M., Rankin, P. (2007, January/February). Demographic inertia revisited: An immodest proposal to achieve equitable gender representation among faculty in higher education. *The Journal of Higher Education*, 78 ( 1), 1-26.



## YEAR IN REVIEW

During the 2010–11 academic year, the Provost's Women's Commission focused on disseminating information about the previous year's report and building liaisons with other community constituents in areas impacting women on campus. The following summarizes the year's activities:

**Disseminated Annual Report to Campus Community** The report was discussed at a well-attended brown bag event at the Women's Center. (November 2010).

**Enhanced connections with institutional leadership:**

- Pam Benoit, Executive Vice President and Provost
- Brian Bridges, Vice Provost for Diversity, Access, and Equity

**Served as liaisons in promoting women's issues on campus:**

- On the Pregnancy Task Force – to provide recommendations to EVPP on issues related to pregnancy and young children for faculty, staff, and students
- On the ADVANCE-OU Institutional Transformation NSF Grant Proposal



## PLANS FOR 2011 - 2012 YEAR

- Publicize the results from the 2010-2011 Annual Report on the Status of Women and arrange for a discussion of the data and findings.
- Finalize Parental Leave Policy Recommendations
- Support the initiative to submit a National Science Foundation ADVANCE-IT (Institutional Transformation) grant
- Review and develop opportunities for women in leadership
- Work in collaboration with other entities on campus to reduce barriers for women's success on campus
- Work with the OU Women's Center to sponsor program highlighting successful female campus leaders
- Prepare the 2011-2012 Annual Report on the Status of Women

EXECUTIVE LEADERSHIP  
OFFICE OF THE PRESIDENT



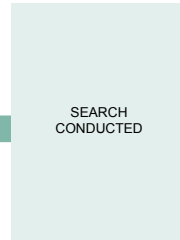
Roderick McDavis  
President



Pam Benoit  
Executive Vice President and Provost



Stephen Golding  
Vice President for Finance and Administration; Chief Financial Officer; Treasurer, Ohio University Board and Foundation



SEARCH CONDUCTED



Kent Smith  
Vice President for Student Affairs



Rathindra Bose  
Vice President for Research and Creative Activity and Dean of the Graduate College



Brian Bridges  
Vice Provost for Diversity, Access, and Equity



Brice Bible  
Chief Information Officer



Renea Morris  
Executive Director of University Communications and Marketing



Jim Schaus  
Director of Intercollegiate Athletics



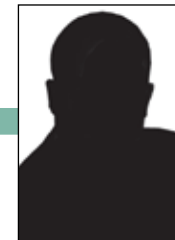
Eric Burchard  
Director of Government Relations



Tom Davis  
Secretary to the Board



Rebecca Watts  
Chief of Staff, Special Assistant to the President



John Biancamano  
General Counsel  
*Photo Unavailable*

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Pam Benoit  
Executive Vice President and Provost



Brian Bridges  
Vice Provost for Diversity, Access, and Equity



Rathindra Bose  
Vice President for Research and Creative Activity and Dean of the Graduate College



Craig Cornell  
Vice Provost for Enrollment Management



John Day  
Associate Provost for Academic Budget and Planning



David Descutner  
Executive Vice Provost Dean of University College



Dan Evans  
Executive Dean of University Outreach and Regional Campuses



Ann Fidler  
Associate Provost for Strategic Initiatives



Martin Tuck  
Associate Provost for Academic Affairs



Michael Williford  
Associate Provost for Institutional Research and Assessment



Laura Myers  
Executive Director of Institutional Equity



Dianne Bouvier  
Ombudsman



Pam Benoit  
Executive Vice President  
and Provost



John "Jack" Brose  
Dean, Heritage College of  
Osteopathic Medicine



Chuck McWeeny  
Dean, College of Fine Arts



Hugh Sherman  
Dean, College of Business



Renee Middleton  
Dean, Patton College of  
Education & Human Services



Dennis Irwin  
Dean, Russ College of  
Engineering and Technology



Ben Ogles  
Dean, College of Arts  
and Science



David Descutner  
Dean, University College



Jeremy Webster  
Dean, Honors Tutorial College



Greg Shepherd  
Dean, Scripps College of  
Communication



Randy Leite  
Interim Dean, College  
of Health Sciences &  
Professions



Scott Seaman  
Dean of the University  
Libraries



Dan Evans  
Executive Dean of  
Regional Campuses



John Furlow  
Dean, Ohio University  
Lancaster



Donna Burgraff  
Dean, Ohio University  
Chillicothe



Bill Willan  
Dean, Ohio University  
Southern



James Fonseca  
Dean, Ohio University  
Zanesville



Richard Greenlee  
Dean, Ohio University  
Eastern



2010-2011 WOMEN'S COMMISSION MEMBERSHIP

**Dr. Ann Gabriel**

School of Accountancy  
524 Copeland Hall

**Ms. Gillian Berchowitz**

Ohio University Press  
Building 19, The Ridges

**Ms. Dianne Bouvier**

Office of the Ombudsman  
501 Baker University Center

**Dr. Donna Burgraff**

Office of the Dean  
Ohio University Chillicothe

**Ms. Victoria Calderon**

Women's Affairs Commissioner  
Undergraduate Student Senate

**Ms. Janet Carleton**

Digital Initiatives Coordinator  
237 Alden Library

**Ms. Joyce Childs**

Information Technology  
001L CSC Building

**Dr. Christine Gidycz**

Psychology  
231 Porter Hall

**Dr. Melanie Hayden**

Multicultural Recruitment  
120 Chubb Hall

**Dr. Jeanne Heaton**

Counseling and  
Psychological Services, retired

**Dr. Jennie Klein**

Art Department  
436 Siegfred Hall

**Ms. Melissa Luna**

Office for Institutional Equity  
Crewson House 101

**Dr. Julie Owens**

Psychology  
200 Porter Hall

**Ms. Kari (Gunter-Seymour) Peterson**

Heritage College of Osteopathic Medicine  
126 Irvine Hall

**Ms. Beatrice Selotlegeng**

College of Business  
614 Copeland Hall

**Dr. Risa Whitson**

Geography  
120 Clippinger Hall

**Dr. Jacqueline Wolf**

Heritage College of Osteopathic Medicine  
308 Grosvenor Hall

**Ms. Chelsie Wollett**

Graduate Student Representative  
302 Baker Center

**Ex Officio Members**

**Dr. Susanne Dietzel**

Women's Center  
403 Baker Center

**Dr. Judith Grant**

Political Science/Women's Studies and Gender  
235 Bentley Annex

**Additional Contact**

**Ms. Sharon Romina**

Women's Center  
403 Baker Center

