

Women's Commission Summary of 2008-09 Annual Report Findings

The role of the Women's Commission is to monitor and give voice to issues that directly impact women at Ohio University. The members of the Women's Commission are integrally connected to the community, and are sensitive to the current budget environment. We understand that the university is reviewing its current pay structure system, and believe it would be important to consider our findings during this process. The Women's Commission looks forward to working with the Executive Vice President and Provost, and other administrators, throughout this review and change process.

In an effort to measure institutional progress, the Women's Commission reviewed data from the 2008-2009 academic year regarding the gender distribution and salaries within top leadership positions at the university. Gender distribution and salary data were also reviewed for faculty, administrative, and classified employees.

Some of the findings are highlighted below.

- Although the Executive Vice President and Provost of the university is female, women hold very few leadership positions at Ohio University. For example,
 - Among the 8 academic units, only 1 of the 8 people who hold the position of Dean is female.
 - Across the 5 regional campuses, none of the Dean positions are held by females.
 - Among the executive leadership positions (excluding interim positions), only 2 of 10 positions are held by females.
- Within tenure-track faculty, women are underrepresented at the assistant, associate and full professors ranks
 - Within Group 1 faculty members, the overrepresentation of men increases with rank (61% of the assistant professors are male; 65% of the associate professors are male; 74% of the full professors are male).
 - Compared to national averages, the percentage of female tenure-track faculty (33% at Ohio University) is below the national average (45%) (Touchton, 2008).
- The 2008-2009 salary data indicate that women's salaries are lower than men's at every faculty rank and nearly every administrative and classified category.
 - Across all levels of faculty rank, on average, men's salaries are higher than women's (\$8,828 higher at the full professor level; \$2,747 higher at the assistant professor level). However, there is variability across colleges.
 - 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 and of the 31 women, the average salary was 120,979.
 - 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 (\$35,410).

During the 2009-2010 academic year, the Women's Commission is collecting updated data on gender distributions and salary across units and is working on developing a family leave policy that is more consistent with Ohio University's peer institutions.

The spokespersons from the Women's Commission related to these findings are:

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