OHIO UNIVERSITY

Provost’s Women’s Commission

2010 2011 REPORT

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.

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.
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).* 

Within all categories of faculty, women are overrepresented in Group 2 (year-long non-tenure 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).

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 level 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 = .49).
- In the Other Professional staff category, the average salary for women is $1,654 lower than the average salary for men (effect size = .34).
- In the Clerical & Secretarial category, the average salary for women is $309 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 = .34).
- In the Skilled Crafts category, the average salary for women is $1,927 lower than the average salary for men (effect size = .13).
- In the Service & Maintenance category, women's average salary is $2,184 lower than the average salary for men (effect size = .49).
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.

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**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 29.9% (8 of 27 faculty) in 2008–09. As mentioned above, currently 54% 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.**

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**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.

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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%) 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.

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**Source:** Office for Institutional Research, Fall 2010

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**Figure 4.**

Average Salary for Men and Women Within Each Occupational Type 2009–2010 – Athens Campus

<table>
<thead>
<tr>
<th>Occupation Type</th>
<th>2009–10 Female</th>
<th>2009–10 Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAC</td>
<td>$40,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>TECH</td>
<td>$50,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>TECH</td>
<td>$80,000</td>
<td>$100,000</td>
</tr>
</tbody>
</table>

Source: Office for Institutional Research, Fall 2010

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**Figure 5.**

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

<table>
<thead>
<tr>
<th>Faculty Rank</th>
<th>2008–09</th>
<th>2009–10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairs/Directors</td>
<td>50.0% (1 of 2)</td>
<td>0.0% (0 of 2)</td>
</tr>
<tr>
<td>Full Professor</td>
<td>0.0% (0 of 1)</td>
<td>0.0% (0 of 1)</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>50.0% (2 of 4)</td>
<td>0.0% (0 of 1)</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>29.6% (8 of 27)</td>
<td>47.8% (11 of 23)</td>
</tr>
<tr>
<td>Term Faculty (Group II)</td>
<td>67.6% (23 of 34)</td>
<td>59.1% (13 of 22)</td>
</tr>
<tr>
<td>Quarterly Appointments</td>
<td>54.8% (96 of 177)</td>
<td>48.9% (63 of 129)</td>
</tr>
<tr>
<td>Visiting Faculty, OPIE</td>
<td>42.9% (15 of 35)</td>
<td>77.8% (14 of 18)</td>
</tr>
<tr>
<td>Total Faculty</td>
<td>50.3% (95 of 189)</td>
<td>52.9% (81 of 155)</td>
</tr>
</tbody>
</table>

Source: Office for Institutional Equity, Fall 2010

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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
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