

**Status of Women Committee
Annual Report, 2005**

Members:

| Name | School/Department | Term |
|-------------------|-----------------------------------|-------------|
| Susan Lord –Chair | Pathology and Laboratory Medicine | 2007 |
| Keith Muller | Biostatistics | 2006 |
| Beth Holmgren | Slavic Languages | 2007 |
| Zari Kamarei | Academic Affairs Library | 2008 |
| Barbara Osborn | Exercise and Sports Science | 2008 |
| Margot Stein | Dental Ecology | 2008 |

Committee Charge: “The committee addresses ongoing concerns of women faculty members, identifies obstacles to achievement and maintenance of equality in the representation and status of women on the faculty, and proposes steps for overcoming these obstacles.”(Faculty Code, Section 4-22)

Meeting Dates: January 18, 2006, February 15, 2006, March 31, 2006, April 26, 2006

Report prepared by: Susan Lord, Chair; sent by email to all committee members.

Report of Activities:

The Committee on the Status of Women focused on two issues during this year. We continued to work with Associate Provost Allred to monitor gender based materials included in annual reports to the Provost. As a new initiative, we surveyed women faculty of all ranks on fixed term appointments and at the assistant professor level on tenure track appointments.

In response to the Faculty Council salary equity resolution adopted February 7, 2003, the Deans and Center Directors were asked to include in their annual reports specific data relevant the unit’s efforts to achieve gender equity. This committee reviewed the first reports, which were obtained by the Office of the Provost in early 2005, and found the responses were quite variable. Committee members met with Dr. Lynn Williford, Director of Institutional Research and Assessment, and Associate Provost Stephen Allred to devise an improved format to obtain the requested material. The material from 2005 was provided to this Committee in early 2006. Although the contents were of interest, the committee members found the data rather cumbersome. We sent a memorandum to Associate Provost Allred to request that the data be analyzed and provided to us in an Executive Summary. The committee members believe this analysis will help to identify needs and form an action plan. The members also believe that this summary will be useful to department chairs.

The Committee also initiated a survey of two groups of women faculty: assistant professors on the tenure track and fixed term faculty at all ranks. Dr. Williford was instrumental in assisting us with this survey. She enabled the survey through a web based mechanism, gathered the results, analyzed these and provided us with a meaningful executive summary. The response to these surveys was remarkable: with 69% of tenure track faculty and 43% of fixed term. The responses showed these two groups shared some, but not all, concerns. Tenure track faculty ranked work environment as their greatest concern. In open ended responses, it was clear that work environment included issues such as child care and mentoring for many of the respondents. For the fixed term faculty two issues were almost equally important, pay equity and job security, but work environment was also an important concern for this group. Because open ended responses were insightful, Dr. Williford edited these to remove identifying remarks. The executive summary, a copy of the survey itself, and the edited responses were provided to Provost Shelton and Associate Provost Carol Tresolini. We have also provided copies to interested women's groups on campus.

