

# **Status of Women Committee**

## **Annual Report**

### **January 9, 2001**

**Members:** Class of 2001: Thomas M. Whitmore, Geography, Rebecca S. Wilder, Dental Ecology (Resigned), Wendy H. Wood, Medical Allied Health

Class of 2002: Jan Boxill, Philosophy, Marsha Collins, Romance Languages, Susan J. Navarette, English (Off Campus Assignment, Fall, 2000), John Orth, Law (On Leave, Spring, 2001)

Class of 2003: Jean Goeppinger, Nursing (On Leave, Fall, 2000), Gail E. Henderson, Social Medicine, Daniel K. Nelson, Social Medicine and Pediatrics

**Meeting Dates:** November 2, 2000, February 16, 2001 (planned), and others TBA

**Report Prepared by:** Jean Goeppinger, Chair, and reviewed by Committee members. The Report covers Fall Semester, 2000.

**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 those obstacles." (Faculty Code, Section 4-22)

**Report of Activities:** The work for Academic Year 2000-2001 is in progress. Input on the Committee agenda has been received from the Chair of the Faculty and Chancellor. Likely areas of emphasis include:

1. Recommendations regarding recruitment and hiring of women faculty for new tenure track positions generated by enrollment increases.
2. Delineation of pools for new hires (recent doctorates), by discipline and gender.
3. Evaluation of recent rate of offers made to women faculty candidates and reasons why offers have/have not been accepted.
4. Identification and action on concerns emerging from data analyses of faculty by gender and: a. rank, b. salary, c. title (Tenure Track; Fixed Term: Clinical, Research; Adjunct), d. FTE.
5. Evaluation of women's success in achieving tenure.
6. Identification of issues as they relate to women of color – e.g., their number and distribution within Academic and Health Affairs, offer/hire ratio, position title and rank – and recommendations.
7. Evaluation of adequacy of benefits for women – e.g., parenting leave, subsidies for dependent health care insurance, child care, retirement packages, late night transportation to parking, cost of parking permits.

- We will also hear and discuss an evaluation of the Bridges Program commissioned by the Committee in 1999-2000 and conducted by Viji Sathy.