



2000-2001



**COMMISSION
ON THE
STATUS OF
WOMEN
ANNUAL
REPORT**



Commission on the Status of Women Annual Report 2000-2001

Since 1973, the Commission on the Status of Women (CSW) has reported to the President about issues affecting women faculty, staff and students. Administrative support is provided by Liane Sorenson, Director of the Office of Women's Affairs in conjunction with Maxine Colm, Vice President for Administration, and Judith Gibson, Assistant Vice President for Affirmative Action and Multicultural Programs.

In 2000-2001, the Commission focused on issues concerning the status of women faculty, especially in the physical sciences and technical disciplines. Over the past ten years, the percentage of women full professors has increased from 12 to 20 percent and associate professors have increased from 29 to 33 percent; however, the proportion of female assistant professors has decreased, from 44 to 37 percent (Table 1). Overall, the percentage of female tenured/tenure-track faculty increased by only 1 percent, from 27 to 28 percent. The percentage of women faculty hired during the past five years was somewhat higher, 35 percent (excluding instructors and lecturers; Table 2).

While the number and percentage of women faculty members continue to increase slowly, women comprise only 15 percent of the tenured/tenure-track faculty in the college of Agriculture and Natural Resources; 14 percent in Arts & Science—Natural Sciences; 6 percent in Marine Studies; and 5 percent in Engineering. Student numbers in each of these units, however, approach or exceed 50 percent, with the exception of Engineering whose women students number 24 percent. Complete faculty and student numbers by gender for the Fall of 2000 are shown at the end of this report.

Women in Science and Engineering

Spurred by a report issued by MIT concerning unintentional discrimination against their women faculty members, the Commission formed a subcommittee on Women in Science and Engineering (WISE) under the leadership of CSW member and Associate Dean of Arts & Science, Pamela Cook. The goal of this committee was to identify relevant issues at Delaware with respect to the hiring and retention of women in these fields and to suggest improvements where needed. The committee gathered national data on the percentage of female Ph.D.s produced in each science/engineering field and compared the data with the percentage of female tenured and tenure-track faculty, by department, at UD. Fact-finding lunches



Judith
Hough-Goldstein

were held with women faculty in the sciences and in engineering in an effort to identify underlying issues and areas of concern. Dr. Cook and the Commission Chair, **Judith Hough-Goldstein**, also met with the two most recently appointed college deans (Engineering and Business & Economics) to discuss the status of women faculty in their respective colleges and strategies in place for increasing the recruitment and retention of female faculty.

The WISE Committee, with input from the full Commission, developed the following recommendations for review by the President:

- Department chairs should adopt a proactive posture with female faculty to encourage them to remain at the University. While there will be different ways to handle each situation chairs, in the view of the Commission, should be flexible in scheduling teaching and other assignments in order to address childcare and other special needs that may affect the continuance of women faculty.
- Each college dean's office should be provided with a graduate assistant for "women student affairs." As conceived, the graduate assistant would help support women students at both the undergraduate and graduate levels. In engineering, for example, the assistant would be responsible for promoting the activities of the Society of Women Engineers (SWE), facilitating interactions among women students and faculty and arranging special events for women high school students to encourage their interest in scientific fields.

In addition, the WISE Committee recommends the following Commission activities:

Annually conduct interviews with newly appointed deans and department chairs in the science and engineering areas and discuss recruitment and retention issues unique to women faculty.

Routinely bring prominent speakers to campus to address the particular needs of women faculty in the sciences and engineering; special consideration should also be given to identifying models that may be in place at other colleges and universities for assisting women faculty and students in these discipline areas.

Student Activities

The Student Caucus was led this year by Co-Chairs Karen Gaffney and Melanie Ross. The Caucus studied the following issues and action was taken on the items listed below:

- Health Services agreed to make the so-called "morning after" pill available to students.
- International Programs and Special Sessions agreed to improve the support system for students who experience sexual assault or harassment while studying abroad by

Table 1

FULL-TIME TENURED AND TENURE-TRACK FACULTY

Fall 1991 through Fall 2000

Fall	Full Professor			Associate Professors			Assistant Professors			Total		
	Male (N)	Female (N) (%)		Male (N)	Female (N) (%)		Male (N)	Female (N) (%)		Male (N)	Female (N) (%)	
1991	247	34 (12)		210	84 (29)		110	87 (44)		567	205 (27)	
1992	245	38 (13)		210	87 (29)		111	81 (42)		566	206 (27)	
1993	261	36 (12)		215	87 (29)		93	75 (45)		569	198 (26)	
1994	273	40 (13)		205	95 (32)		89	60 (40)		567	195 (26)	
1995	273	45 (14)		207	95 (31)		87	61 (41)		567	201 (26)	
1996	276	46 (14)		216	97 (31)		92	51 (36)		584	194 (25)	
1997	286	60 (17)		209	92 (31)		94	49 (34)		589	201 (25)	
1998	276	65 (19)		207	96 (32)		88	50 (36)		571	211 (27)	
1999	274	68 (20)		204	97 (32)		90	51 (36)		568	216 (28)	
2000	293	71 (20)		197	97 (33)		97	58 (37)		587	226 (28)	
Change, 1991-2000	+46	+37 (+8%)		-13	+13 (+4%)		-13	-29 (-7%)		+20	+21 (+1%)	

Note: Faculty counts do not include department chairs.
 Source: Office of Institutional Research and Planning, July 2001

Table 2

NEWLY HIRED FACULTY, 1995-2000

(includes both tenured/tenure-track and non-tenure-track)

	Male N	Female N (%)
Professors	7	5 (42)
Associate Professors	17	8 (32)
Assistant Professors	165	87 (35)
Instructors/Lecturers	30	47 (61)
Total New Hires	219	147 (40)
Total Excluding Instructors/Lecturers	189	100 (35)

Source: Office of Institutional Research and Planning from *Affirmative Action Plan*

including relevant information in their orientation materials.

- Catcalling and excessive horn blowing on the streets surrounding campus were identified as problems, despite city ordinances against such harassment. The Caucus worked to better publicize these city ordinances and encouraged individuals to call the police if they experienced or witnessed such harassment.
- Joined with the WISE Committee in calling for enhanced student support systems especially in disciplines with a paucity of women, e.g. a lack of women faculty mentors, a high dropout rate for women undergraduates and/or a lack of communication among women graduate students. The Student Caucus endorsed the recommendation for graduate assistants to be assigned in each of the college dean's offices; indeed, the concept was initially presented by the Caucus.

The Caucus also presented several additional recommendations to the Commission as a whole that have not as yet been implemented. These include:

- A recognition that unprotected sexual activity is a serious problem in the halls of residence. The Caucus joined with the Resident Student Association (RSA) in calling for a pilot program in which condom vending machines would be placed in guest bathrooms of selected dormitories at RSA's expense. To date, the administration has not accepted the proposal.
- Identified the need to have a health resident assistant available on a confidential basis for students. This individual would be qualified to talk with students about alcohol, drugs, sexual health, eating disorders and other health issues and indicate available campus resources. The Caucus recommends the establishment of an unpaid, credit-bearing internship program at the graduate level that would provide such an assistantship.

In addition to these study and action items, the Caucus also sponsored or supported a number of events throughout the year, including: World March for Women, a benefit concert, and the Emergency March for Women's Lives.



Karen Gaffney, Melanie Ross (Co-Chairs of the Women Student Caucus), and Robyn Linde (Graduate Assistant for the Office of Women's Affairs) at World March for Women 2000.



Geis Student Research on Women Conference, Apr. 30, 2001. Wui Ping Yap, winner of the Graduate Student Division; Liane Sorenson, Director of Women's Affairs; Marian Lief Palley, Director of the Women's Studies Interdisciplinary Program and Professor of Political Science and International Relations; Rachel Meyer, winner of the Undergraduate Student Division.

Salaried Staff Activities

The Salaried Staff Caucus of the CSW, chaired by Wanda Moore, sponsored two programs in 2000-2001. A workshop on "Conflict Resolution in the Workplace" was presented by Kathryn G. Denhardt, Institute for Public Administration, and Cecily Sawyer-Harmon, Faculty and Staff Assistance Program. Approximately 40 salaried staff and their supervisors attended the seminar, which featured role-playing and discussion of office-related conflict situations.

A second workshop on "The Status of Women in Delaware" was presented by Marian Lief Palley, Director of Women's Studies and Professor of Political Science and International Relations. Dr. Palley presented and led a discussion of the results of a recent report issued by the Institute for Women's Policy Research in Washington D.C.

New Initiative: Faculty Mentoring

Based upon a suggestion offered a year ago by the Commission, a mentoring program was initiated for incoming faculty members in the Fall 2000 semester. Faculty serving as 2000-2001 Commission members were paired with new women faculty in fields related to their own, and they then initiated luncheon invitations with these newly hired faculty members. These informal lunches were universally successful, with both tangible and intangible benefits reported. Chief among them was the opportunity to inform new faculty about available University resources and also develop an informal support network. The Commission recommends continuing the faculty mentoring program in 2001-2002 and suggests that it be expanded to include newly hired professional staff.

Other Commission Activities

The Commission, along with the Office of Women's Affairs, co-sponsored the annual Women of Promise banquet in November of 2000. As in recent years, all tenured women faculty were invited to sponsor an undergraduate

student of their choice. In addition, faculty were encouraged to sponsor a second student (identified by the Office of Women's Affairs) in disciplines such as engineering and the physical sciences, where promising women students greatly outnumber tenured female faculty. The keynote address, on "Securing our Place in Knowledge-based Society," was presented by Dr. Patricia A. DeLeon, Professor of Biological Sciences. President Roselle presented certificates to each of the honored students.

The Commission also co-sponsored two workshops that were well attended by both women and men, the annual "Promotion and Tenure" workshop and a workshop on "Successful Grant Writing." Cindy Farach-Carson, Professor, and Dan Carson, Professor and Chair of Biological Sciences, led the highly successful grant writing workshop.



E. Arthur Trabant Institutional Award for Women's Equity given to Anne M. Boylan on May 21, 2001. President David Roselle; Judith Hough-Goldstein, chairperson of both the Commission on the Status of Women and the Department of Entomology and Applied Ecology; Anne M. Boylan, Professor of History and Women's Studies; President Emeritus E. Arthur Trabant.

Finally, the 2001 **E. A. Trabant Award** for Women's Equity was presented this year to Professor Anne M. Boylan, History and Women's Studies. Dr. Boylan was recognized for her outstanding scholarship on women, mentoring women students, and support for women's programming such as the Women's History Month Film Series.

AROUND CAMPUS

Women's Studies Interdisciplinary Program

The Women's Studies Interdisciplinary Program (WOMS), under the leadership of Director Marian Lief Palley, offered a record 102 courses this year. The program had 55 majors and 90 minors. WOMS circulated the Status of Women in Delaware report, produced with the Institute for Women's Policy Research, and held a follow-up conference to address the issues raised in the report. In addition, WOMS hosted the Mid-Atlantic Women's Studies Association Annual Conference.

Women's Intercollegiate Athletic Program

Three hundred and thirty-six women participated in twelve intercollegiate sports in 2000-2001. The lacrosse team received national recognition. In conference finishes, the basketball team placed first, the swimming and tennis teams took second places, and the field hockey and lacrosse teams tied for third places. Significant increases in scholarship aid were made available to women athletes—further indication of the University's commitment to gender equity.

Judith Hough-Goldstein, Chairperson
Commission on the Status of Women

COMMISSION ON THE STATUS OF WOMEN 2000-2001 ROSTER

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Judith Hough-Goldstein
Entomology & Applied Ecology

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Dean's Office, Health &
Nursing Science*

Sylvia Brooks
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Coordinator, School of
Education*

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*Associate Dean
College of Arts & Science*

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Sociology*

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History*

Sherry Kitto
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Plant & Soil Science*

Susan Miller
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Sociology*

Marian Lief Palley
*Professor
Political Science &
International Relations*

Azar Parvizi-Majidi
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Mechanical Engineering*

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*Assistant Professor
Individual & Family Studies*

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Women Student Caucus
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Multicultural Programs*

Staff

Robyn Linde
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PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT

FALL 2000

	Undergraduate			Graduate			Full-Time and Tenure Track Faculty (Non Tenure Track)		
	Total # Students	# Females	% Females	Total # Students	# Females	% Females	Total # Faculty	# Females	% Females
• Agriculture & Natural Resources									
Animal Science & Food Sciences	286	235	82%	32	18	56%	17 (1)	3 (0)	8% (0%)
Bioresources Engineering	86	16	19%			-	5 (1)	0 (0)	0% (0%)
Entomology & Applied Ecology	118	71	60%	25	14	56%	8 (1)	1 (0)	13% (0%)
Food & Resource Economics	39	15	38%	13	6	46%	13 (3)	2 (0)	15% (0%)
Plant & Soil Science	99	51	52%	44	25	57%	22 (0)	4 (0)	18% -
Miscellaneous (AED, GAG, OR, & NRM)	74	35	47%	23	6	26%			-
College Total	702	423	60%	137	69	50%	65 (6)	10 (0)	15% (0%)
• Arts & Science-Humanities									
Art	383	263	69%	21	6	29%	14 (2)	5 (0)	36% (0%)
Art Conservation	32	27	84%	33	29	88%	3 (0)	2 (0)	67% -
Art History	53	47	89%	68	52	76%	9 (1)	5 (1)	56% (100%)
English & University Writing Center	693	464	67%	70	46	66%	49 (5)	17 (4)	35% (80%)
Foreign Languages & Literatures	154	123	80%	38	34	89%	29 (28)	13 (25)	45% (89%)
History	365	136	37%	86	49	57%	32 (1)	9 (0)	28% (0%)
Museum Studies			-			-	5 (0)	1 (0)	20% -
Music	151	83	55%	13	7	54%	20 (4)	7 (1)	35% (25%)
Philosophy	50	13	26%			-	15 (1)	3 (0)	20% (0%)
Theatre	34	21	62%	45	18	40%	14 (0)	6 (0)	43% -
Total-Humanities	1,915	1,177	61%	374	241	64%	190 (42)	68 (31)	36% (74%)
• Arts & Science-Natural Sciences									
Biological Sciences	860	542	63%	27	14	52%	28 (9)	4 (7)	14% (78%)
Chemistry & Biochemistry	240	101	42%	105	35	33%	30 (2)	4 (1)	13% (50%)
Computer & Information Science	391	61	16%	93	28	30%	16 (1)	3 (0)	19% (0%)
Geography	138	66	48%	33	20	61%	12 (0)	3 (0)	25% -
Geology	52	15	29%	23	8	35%	9 (0)	1 (0)	11% -
Mathematical Sciences	96	57	59%	37	15	41%	29 (6)	3 (4)	10% (67%)
Physical Therapy	80	53	66%	76	45	59%	7 (1)	2 (1)	29% (100%)
Physics & Astronomy	45	8	18%	47	5	11%	21 (0)	1 (0)	5% -
Total-Natural Sciences	1,902	903	47%	441	170	39%	152 (19)	21 (13)	14% (68%)
• Arts & Science-Social and Behavioral Sciences									
Anthropology	62	41	66%			-	9 (1)	2 (1)	22% (100%)
Black American Studies			-			-	3 (0)	1 (0)	33% -
Communication	572	397	69%	22	16	73%	9 (4)	6 (2)	67% (50%)
Early American Culture			-	21	16	76%			-
Linguistics			-	36	18	50%	9 (0)	4 (0)	44% -
Political Science & Inter. Relations	461	247	54%	43	16	37%	24 (0)	6 (0)	25% -
Psychology	823	646	78%	54	36	67%	26 (2)	6 (1)	23% (50%)
Sociology	599	330	55%	32	19	59%	25 (2)	12 (1)	48% (50%)
Women's Studies*	17	17	100%			-	0 (2)	0 (2)	- (100%)
Total-Social and Behavioral Sciences	2,534	1,678	66%	208	121	58%	105 (11)	37 (7)	35% (64%)

*Editor's Note: Women's studies is an interdisciplinary program. As a result, many of its majors are double majors. If one counts double majors, Women's Studies had 55 majors.

	Undergraduate			Graduate			Full-Time and Tenure Track Faculty (Non Tenure Track)		
	Total #	#	%	Total #	#	%	Total #	#	%
	Students	Females	Females	Students	Females	Females	Faculty	Females	Females
• Miscellaneous-Arts & Science									
Arts & Science - Undeclared	1,855	990	53%						
Bartol Research Institute							13 (0)	0 (0)	0%
Economics - Arts & Science	51	12	24%						
Liberal Studies	19	13	68%	58	35	60%			
Not Required				9	5				
College Total	8,276	4,773	58%	1,090	572	52%	460 (72)	126 (51)	27% (71%)
• Business & Economics									
Accounting	333	158	47%	14	7	50%	18 (8)	4 (4)	22% (50%)
Business Administration	1,295	522	40%	328	120	37%	30 (7)	8 (3)	27% (43%)
Economics	147	35	24%	66	17	26%	24 (2)	2 (0)	8% (0%)
Finance	232	82	35%				11 (1)	2 (0)	18% (0%)
College Total	2,007	797	40%	408	144	35%	83 (18)	16 (7)	19% (39%)
• Engineering									
Chemical Engineering	285	83	29%	96	23	24%	19 (1)	2 (0)	11% (0%)
Civil & Environmental Engineering	202	60	30%	99	23	23%	21 (0)	0 (0)	0%
Electrical & Computer Engineering	240	35	15%	101	13	13%	16 (0)	0 (0)	0%
Mechanical Engineering	216	46	21%	62	7	11%	19 (0)	1 (0)	5%
Materials Science				49	18	37%	6 (0)	1 (0)	17%
Not Required				39	10	26%			
College Total	943	224	24%	446	94	21%	81 (1)	4 (0)	5% (0%)
• Health & Nursing Sciences									
Biomechanics and Movement Science				22	9	41%			
Health Exc. Sci./Intercollegiate Athletics	549	306	56%	35	24	69%	25 (10)	9 (2)	36% (20%)
Medical Technology	90	68	76%				4 (3)	4 (2)	100% (67%)
Nursing	621	580	93%	81	76	94%	20 (11)	18 (11)	90% (100%)
Nutrition & Dietetics	169	151	89%	27	26	96%	9 (2)	7 (2)	78% (100%)
Not Required				4	4	100%			
College Total	1,429	1,105	77%	169	139	82%	58 (26)	38 (17)	66% (65%)
• Human Services, Education, & Public Policy									
Consumer Studies	419	365	87%				13 (1)	11 (1)	85% (100%)
School of Education	1,019	933	92%	350	261	75%	42 (18)	18 (15)	43% (83%)
School of Urban Affairs				206	124	60%	7 (0)	2 (0)	29%
Hotel, Restaurant Management	315	195	62%				4 (6)	1 (1)	25% (17%)
Individual & Family Studies	339	330	97%	57	50	88%	15 (7)	10 (6)	67% (86%)
Interdisciplinary Studies	49	42	86%						
College Total	2,141	1,865	87%	613	435	71%	81 (32)	42 (23)	52% (72%)
• Marine Studies									
				99	50	51%	32 (0)	2 (0)	6%
• Academic Prog & Planning (ELL, Honors)									
							2 (14)	2 (10)	100% (71%)
• Newark Campus									
	15,498	9,187	59%	2,962	1,503	51%	862 (169)	240 (108)	28% (64%)
• University Parallel									
	612	350	57%						
• Continuing Education									
	1,816	978	54%						
UNIVERSITY GRAND TOTAL	17,926	10,515	59%	2,962	1,503	51%	862 (185)	240 (114)	28% (62%)

Note: Faculty counts include department chairs.
Source: Office of Institutional Research and Planning

Cover photos: (top and third from top) Women of Promise Dinner for faculty and students, Nov. 2, 2000; (second from top) World March for Women 2000 on Oct. 15, 2000 in Washington, D.C.; (bottom) Karen Gaffney and Melanie Ross, Co-Chairs of the Women Student Caucus.

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