



COMMISSION ON THE STATUS OF WOMEN ANNUAL REPORT 2007–2008



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COMMISSION ON THE STATUS OF WOMEN

ANNUAL REPORT

2007–2008

OVERVIEW

2007-2008 marked a year of significant changes at the University of Delaware with President Patrick Harker taking office on July 1, 2007. The Commission on the Status of Women (CSW) was excited to meet with the President's Strategic Planning Committee in the fall, and was pleased to see our suggestions incorporated in "The Path to Prominence: A Strategic Plan for the University of Delaware". With this plan, we anticipate that the University of Delaware will become a leader in addressing women's and family issues, making the university a model of forward thinking and positive recruitment and retention practices in the 21st century. The Commission is especially encouraged that Graduate Studies is a focus of the Strategic Plan, and we look forward to working with the new Vice Provost for Graduate Studies to support women graduate students' needs. The Commission members applaud the administration's understanding that the university needs to support a variety of diverse mechanisms, internal and external, to integrate programs, policies and support systemically.

The Commission was pleased to have some of its members appointed to the President's Diversity Task Force that will be working through the fall to conduct a review of diversity as an integral component of the University's mission and to recommend actions that will support the University's commitment to it. To that end, we encourage all members of the University community to make their voices heard - by making suggestions directly to the Diversity Task Force, or by talking about concerns for women on the campus to the Commission on the Status of Women. Whether your concerns are about women students, faculty, staff, we want to hear from you!

2007–2008 PROGRESS

Table 1 statistics (Fall 2007) show a small-but-continued gain in the representation of women among the tenured/tenure-track faculty last year (from 32% to 32.5%). The number of women faculty at the assistant professor level increased by three and there was an increase at the full professor level of four, but disturbingly, the number of

women at the associate professor level decreased by six. While the overall trend is positive, the rate of increase of representation of women among the tenured/tenure track faculty is slow. The decrease in the number of women at the associate professor level raises concerns as it indicates a decrease in the available pool of candidates available for promotion to full professor.

In all colleges, the percentage of women undergraduate and graduate students exceeds the percentage of women faculty (see Table 2). This is most pronounced in the colleges of Agriculture & Natural Resources, for the Natural Sciences in Arts & Sciences, Business & Economics, Engineering, and Marine & Earth Studies, where some departmental percentages differ by factors of two to three. This imbalance not only raises concerns about the availability of role models and mentors for women students, but it also raises questions as to whether the hiring rates of women faculty is on par with our female Ph.D. graduation rates.

• ADDRESSED RETENTION ISSUES

The CSW continued its work with the Provost's Office on the faculty mentoring pilot program, with workshops in the fall and spring. The CSW continued (along with Provost's office and Center for Teaching Effectiveness) to organize the spring Promotion & Tenure Workshop. This year a new feature was added - roundtable discussions focusing on navigating the internal and external process, the dossier, and working around perceived challenges. A discussion group was also targeted for associate professors who received advice and resources for continuing their momentum as they work towards promotion of full professor.

• RECRUITMENT AND MENTORING

Thomas Buchanan, professor of mechanical engineering, was awarded the Trabant Award for Women's Equity. As chair of the department of Mechanical Engineering, Dr. Buchanan serves as an important and active role model who has significantly improved the climate for women faculty and students. Since Dr. Buchanan has become chair, the percentage of women faculty in his department has increased to represent 19% of the faculty. This represents a substantial percentage among Mechanical Engineering departments, particularly among the top 50 departments in the country, placing Dr. Buchanan's department in 3rd for the highest percentage of female faculty.

Table 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
 Fall 1998 through Fall 2007

Fall	Full Professors*			Associate Professors			Assistant Professors			Male (N)	Total Female (N)	(%)
	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)			
1998	307	71	18.8	215	100	31.7	88	50	36.2	610	221	26.6
1999	305	79	20.6	210	101	32.5	90	51	36.2	605	231	27.6
2000	322	81	20.1	203	101	33.2	97	58	37.4	622	240	27.8
2001	320	81	20.2	203	101	33.2	103	50	32.7	626	232	27.0
2002	323	88	21.4	201	100	33.2	109	50	31.4	633	238	27.3
2003	318	88	21.7	197	101	33.9	112	63	36.0	627	252	28.7
2004	308	93	23.2	194	100	34.0	109	72	39.8	611	265	30.3
2005	296	93	23.9	194	104	34.9	108	80	42.6	598	277	31.7
2006	305	96	23.9	198	109	35.5	114	85	42.7	617	290	32.0
2007	308	100	24.5	202	103	33.8	98	88	47.3	608	291	32.4
Change, 1997-2006	1	29	6	(13)	3	2	10	38	11	(2)	70	6

NOTE: Faculty counts include Center Directors and Department Chairpersons. Prepared by the Office of Institutional Research and Planning, 06-27-08



The 2008 E. Arthur Institutional Award for Women's Equity was presented to Dr. Tom Buchanan (center) by President Harker (left) and E. Arthur Trabant (right).

women with PhDs have significantly fewer children, and have their children later

This year's Women of Excellence address, by **Dr. Mary Ann Mason**, former Dean of Graduate Studies at UC-Berkeley, brought up significant issues for our university community. Dr. Mason addressed the significant leaks in the national academic pipeline: women with children were 20% less likely than women without babies to enter a tenure track position, 27% less likely than men to become an associate professor, and 20% less likely than men to become a professor within 16 years. She discussed the difficulties of having an academic life and a family life, sharing that by percent,

in their career, than women doctors and lawyers. Dr. Mason also outlined specific aggressive family friendly policies implemented at UC-Berkeley. CSW members were particularly impressed with their workshops for chairs to promote the use of family friendly policies, resources and benefits, their policy allowing faculty to temporarily convert to part-time status and then return to full-time status for family reasons, and particular attention and resources for graduate students including paid childbirth leave and expanded pre-school slots in the child development center.

• **ENHANCING THE CLIMATE FOR WOMEN AND MINORITIES IN STEM**

Dr. Geri Richmond,

Chaired professor of chemistry at the University of Oregon was this year's WISE (Women in Science and Engineering)



Dr. Geri Richmond

speaker, thanks to the generous support of the Deans. In her highly interactive talk, "Battling Biases and Barriers: Necessary Steps Our Academic Institutions Must Take to Assure a Strong Science and Engineering Workforce", she stressed the importance for women scientists to develop positive networks and to serve as mentors. Dr. Richmond, using her own life as an example, discussed some of the difficult demands of balancing a scientific work life and family. Dr. Richmond presented concrete examples from the National Academies report of the same title, of best practices for institutions in order to better support women scientists.

PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT, FALL 2007*

	Undergraduate Students			Graduate Students			Full-Time Faculty Non-Tenure Track			Full-Time Faculty Tenure Track		
	Total # Students	# Females	Females	Total # Students	# Females	Total Females	# Faculty	# Females	Total Females	# Faculty	# Females	% Females
AGRICULTURE & NATURAL RESOURCES												
Animal Science & Food Sciences.....	312	259	83%	26	23	88%	3	1	33%	18	5	28%
Bioresources Engineering.....	66	2	3%	-	-	-	2	1	50%	8	0	0%
Entomology & Wildlife Ecology.....	99	67	68%	17	7	41%	1	0	0%	8	1	14%
Food & Resource Economics.....	81	29	36%	40	28	70%	4	2	50%	15	3	20%
Plant & Soil Science.....	49	26	53%	55	25	45%	3	1	33%	25	7	28%
Miscellaneous.....	57	28	49%	31	13	42%	-	-	-	-	-	-
COLLEGE TOTAL.....	664	411	62%	169	96	57%	13	5	38%	74	16	22%
ARTS & SCIENCES-HUMANITIES												
Art.....	302	206	68%	18	10	56%	5	2	40%	13	7	54%
Art Conservation.....	58	53	91%	30	28	93%	2	2	100%	3	1	33%
Art History.....	60	52	87%	64	55	86%	-	-	-	13	9	69%
English & University Writing Center.....	698	468	67%	58	41	71%	12	7	58%	44	18	41%
Foreign Languages & Literatures.....	211	159	75%	38	28	74%	34	29	85%	25	13	52%
History.....	581	233	40%	86	50	58%	1	0	0%	31	9	29%
Museum Studies.....	-	-	-	-	-	-	-	-	-	1	1	100%
Music.....	231	129	56%	25	14	56%	10	2	20%	21	7	33%
Philosophy.....	59	16	27%	-	-	-	-	-	-	12	2	17%
Theatre.....	24	18	75%	-	-	-	-	-	-	15	6	40%
Total - Humanities.....	2,224	1,334	60%	319	226	71%	64	42	66%	178	73	41%
ARTS & SCIENCES-NATURAL SCIENCES												
Biological Sciences.....	953	587	62%	69	48	70%	9	7	78%	27	7	26%
Chemistry & Biochemistry.....	255	125	49%	148	65	44%	2	1	50%	29	4	14%
Computer & Information Science.....	216	15	7%	103	23	22%	2	0	0%	20	4	20%
Geography.....	90	43	48%	39	20	51%	1	1	100%	12	3	25%
Mathematical Sciences.....	167	91	54%	47	18	38%	15	8	53%	31	5	16%
Physical Therapy.....	-	-	-	91	64	70%	2	1	50%	9	3	33%
Physics & Astronomy.....	75	17	23%	78	21	27%	1	0	0%	32	2	6%
Total - Natural Sciences.....	1,756	878	50%	575	259	45%	32	18	56%	160	28	18%
ARTS & SCIENCES-SOCIAL AND BEHAVIORAL SCIENCES												
Anthropology.....	85	63	74%	-	-	-	2	2	100%	9	4	44%
Black American Studies.....	-	-	-	-	-	-	-	-	-	5	2	40%
Communication.....	476	353	74%	20	18	90%	5	2	40%	9	6	67%
Early American Culture.....	-	-	-	18	15	83%	-	-	-	1	0	0%
Linguistics.....	6	6	100%	30	18	60%	-	-	-	10	4	40%
Political Science & Inter. Relations.....	599	316	53%	46	19	41%	1	0	0%	24	8	33%
Psychology.....	613	475	77%	49	34	69%	5	4	80%	26	9	35%
Sociology and Criminal Justice.....	584	302	52%	56	34	61%	1	0	0%	26	14	54%
Women's Studies.....	32	30	94%	-	-	-	3	3	100%	3	3	100%
Total - Social and Behavioral Sciences.....	2,395	1,545	65%	219	138	63%	17	11	65%	113	50	44%
MISCELLANEOUS-ARTS & SCIENCES												
Economics - Arts & Science.....	32	9	28%	-	-	-	-	-	-	-	-	-
Miscellaneous.....	2	2	100%	75	51	68%	-	-	-	-	-	-
Total - Miscellaneous.....	34	11	32%	75	51	68%	-	-	-	-	-	-
COLLEGE TOTAL.....	6,409	3,768	59%	1,188	674	57%	113	71	63%	451	151	33%
BUSINESS & ECONOMICS												
Accounting.....	420	174	41%	51	26	51%	7	4	57%	20	4	20%
Business Administration.....	857	468	55%	396	142	36%	4	2	50%	29	8	28%
Economics.....	151	45	30%	84	33	39%	3	2	67%	24	3	13%
Finance.....	622	168	27%	-	-	-	4	2	50%	9	1	11%
Miscellaneous.....	318	127	40%	-	-	-	-	-	-	-	-	-
COLLEGE TOTAL.....	2,368	982	41%	531	201	38%	18	10	56%	82	16	20%
ENGINEERING												
Chemical Engineering.....	262	83	32%	107	36	34%	-	-	-	24	3	13%
Civil & Environmental Engineering.....	369	98	27%	83	21	25%	1	0	0%	20	3	15%
Electrical & Computer Engineering.....	191	24	13%	135	16	12%	1	0	0%	26	1	4%
Mechanical Engineering.....	360	58	16%	63	11	17%	2	0	0%	20	4	20%
Materials Science.....	-	-	-	-	-	-	-	-	-	9	3	38%
Miscellaneous.....	104	18	17%	120	41	34%	-	-	-	-	-	-
COLLEGE TOTAL.....	1,286	281	22%	508	125	25%	4	-	0%	99	14	14%
HEALTH & NURSING SCIENCES												
Health, Nutrition, and Exercise Science.....	964	584	61%	94	71	76%	8	4	50%	34	16	47%
Medical Technology.....	115	80	70%	-	-	-	3	2	67%	4	4	100%
Nursing.....	668	610	91%	126	117	93%	9	8	89%	24	20	83%
Miscellaneous.....	30	21	70%	4	2	50%	-	-	-	1	1	100%
COLLEGE TOTAL.....	1,777	1,295	73%	224	190	85%	20	14	70%	63	41	65%
HUMAN SERVICES, EDUCATION, & PUBLIC POLICY												
Fashion and Apparel Studies.....	318	312	98%	1	1	100%	-	-	-	11	11	100%
School of Education.....	634	594	94%	427	308	72%	31	25	81%	42	23	55%
School of Urban Affairs.....	131	81	62%	155	100	65%	15	7	47%	16	4	25%
Hotel & Restaurant Management.....	361	242	67%	12	7	58%	6	1	17%	8	1	13%
Individual & Family Studies.....	324	311	96%	24	22	92%	7	6	86%	15	10	67%
CHEP/Interdisciplinary Studies.....	84	64	76%	52	25	48%	-	-	-	-	-	-
English Language Institute.....	-	-	-	-	-	-	16	11	69%	-	-	-
COLLEGE TOTAL.....	1,852	1,604	87%	671	463	69%	75	50	67%	92	49	53%
MARINE AND EARTH STUDIES												
Marine Studies.....	-	-	-	107	54	50%	2	1	50%	30	3	10%
Geological Sciences.....	39	22	56%	7	4	57%	1	0	0%	5	0	0%
COLLEGE TOTAL.....	39	22	56%	114	58	51%	3	1	33%	35	3	9%
University Studies.....	923	551	60%	-	-	-	-	-	-	-	-	-
Miscellaneous: Intercollegiate Athletics.....	-	-	-	-	-	-	4	1	25%	2	1	50%
Vice Provost Academic Planning.....	-	-	-	-	-	-	-	-	-	1	1	100%
Newark Campus.....	15,318	8,914	58%	3,405	1,807	53%	250	152	61%	899	292	32%
Associate Of Arts Program.....	665	358	54%	-	-	-	18	7	39%	-	-	-
Professional & continuing studies.....	954	501	53%	-	-	-	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL.....	16,937	9,773	58%	3,405	1,807	53%	268	159	59%	899	292	32%

Note: faculty counts include center directors and department chairpersons

*Editor's Note: Women's Studies is an interdisciplinary program. As a result, many of its majors are double majors. If one counts double major, Women's Studies had 91 majors.

ACTIVITIES FOR AND BY WOMEN

• COMMISSION ACTIVITIES

The annual Women of Promise dinner fosters mentoring relationships between faculty and students, and increases the students' involvement in the intellectual life of the University. This year **Dr. Roberta Golinkoff**, H. Rodney Sharp Chair in Human Services, Education, and Public Policy,



Dr. Roberta Golinkoff, H. Rodney Sharp Chair in Human Services, Education, and Public Policy

gave an excellent presentation about "How Babies Learn to Talk". Her forceful and energetic talk on language, what it is, and how we learn it, was interspersed with comments on her own career experience and role models. As one student said afterward, "this talk opened up new ideas to me and I actually learned some new things!"

The Women of Excellence annual event, aimed at graduate women students, features a national speaker who addresses concerns of

women entering the corporate or academic world. This year, **Dr. Mary Ann Mason** talked about the difficulties of combining an academic life and a family life, using findings from her research conducted



Mary Ann Mason

while she was Dean of Graduate Studies at UC-Berkeley. Her advice and encouraging words to our graduate students were well-received, especially since our own students have found that while usually vigorously supported at the local level within

research groups and departments, there are social and institutional barriers still to be overcome.

The Student and Faculty Travel Award program, sponsored by CSW and administered by the Office of Women's Affairs, had another outstanding year. The awards are intended to improve the position of women at the University of Delaware by encouraging students and faculty to present scholarly papers and participate in panel discussions, which facilitates the career development of women at all levels. This year, awards went to diverse departments and programs: English, medical technology, health, nutrition & exercise science, math, bioresources engineering, art history, biology, individual & family studies, psychology, history, women's studies, anthropology, and sociology & criminal justice.

• OFFICE OF WOMEN'S AFFAIRS (OWA)

The Office of Women's Affairs advocates for equality by offering confidential support services, providing resources on women's issues, and presenting and celebrating the contributions and perspectives of women on and off campus. Be sure to check out the new Web site, www.udel.edu/OWA, with its interactive calendar, initiative areas, and programs and awards specifically for women. Through its partnerships and programming initiatives, OWA was involved with 27 events throughout campus, reaching nearly 6,000 people.

OWA continued its involvement with annual events like Love Your Body Day, Women's History Month film series, the Geis Student Research Conference, and Sexual Assault Awareness Month. The Office of Women's Affairs also presented four workshops for students on body image, gender awareness, women's leadership development, and sexual assault.

The Carter and Collins Awards are given annually by OWA to a returning adult woman, undergraduate and graduate student, who has demonstrated future promise, overcome special difficulties, and contributed to the University and greater communities. This year, **Jooyoung Lee**

(BA 08) was awarded the Mae Carter Scholarship Award, and **Danielle Aldrich Chellappoo** (MS 08) was awarded the Bessie B. Collins Award.

• WOMEN'S STUDIES PROGRAM (WOMS)

Women's Studies hosted several prominent internal and external speakers this year, with talks that showcased the diverse experiences and representation of women associated with this interdisciplinary field. In January, Dr. Carolyn Bitzer took a group of Women's Studies students to India to study abroad. The students spent time with women in rural areas and learned about women's groups, economic projects, and activities. Through a grant by UD's Instructional Grants Program to develop a student multimedia design project, Dr. Bitzer worked with the students to create a blog, a Web site, and a pod cast about their experiences. The project serves as a model for integrating technology into the study abroad experience. The WOMS Program also ended the year having graduated their largest class to date and nearly doubling last year's count with 40 majors! As the WOMS Program moves into the new academic year they anticipate even more excitement as they search for a new tenure track faculty member.

• WOMEN'S ATHLETICS

Women's athletics continued its tradition of excellence. This year the Volleyball team captured the CAA Championship and moved forward to the second round in the NCAA tournament, a first for UD! Volleyball Coach Bonnie Kenny was named CAA Coach of the Year, and Colleen Walsh was named Outstanding Sr. Athlete as well as receiving the Mary Ann Hitchens Award, Student Services for Athletes Outstanding Award, among others. She has been an excellent example of a student athlete. Athletics had 346 women participants this year, an increase of 6 from the prior year. Teams finishing above .500 were swimming, volleyball, field hockey, lacrosse and tennis. Rowing placed 4th in the "unofficial CAA Championship" and cross country placed 4th in the CAA.



Dr. Pamela Cook

TRANSITIONS

The Commission on the Status of Women would like to specially recognize **Pamela Cook**, Associate Dean of Engineering and Professor of Mathematics, who served as Chair of CSW from 2002-2008. Dr. Cook has stepped down from the Commission to focus on transforming the culture for women faculty in science, technology, engineering and mathematics at UD through the prestigious National Science Foundation's ADVANCE grant. We wish her luck in her project's work for our STEM women faculty.

COMMISSION ON THE STATUS OF WOMEN RECOMMENDATIONS 2007–2008

1. That Deans and Directors actively monitor the recruitment, hiring, and retention of women faculty, particularly in departments whose hiring of women is not consistent with the national hiring pool. We also strongly recommend that Deans and Directors consider strategies to mentor and advance more women, particularly minority women, into leadership positions.
2. That the University assess current policies to explore potential forms of bias adversely affecting women and minorities. Some best practices to avoid such bias include having clear and transparent evaluation standards as well as P&T standards in all departments, having an open process in regard to both leave and promotion, as well as proactive *institution-wide* mentoring at all levels.
3. That the University re-evaluate its family-friendly policies and address the issue of ensuring that practice supports policy. Some approaches to evaluate these policies could include: the designation of an office or professional to monitor the use and impact of policies, to continually educate faculty and administrators about the policies, and to address issues that discourage faculty from using work-family policies; strengthening the institutional support for having and raising children at both the employee and student level; and assessing the range of obstacles facing women and families from different groups (race, class, orientation, marital status, etc).
4. That the Administration continue to be pro-active regarding programs that enhance the safety and security of women. Some programs to achieve this goal would be educational activities for the entire campus community and increased allocation of resources to improve the effectiveness and efficiency of the bus and escort services.

COMMISSION ON THE STATUS OF WOMEN

2007-2008 ROSTER

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Patricia DeLeon, *Professor, Biological Sciences*

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Pooja Rishi, *Graduate Assistant, Office of Women's Affairs*



Office of Women's Affairs
University of Delaware
Newark, DE 19716
www.udel.edu/OWA

Cover photos: Row 1: Dr. Harker and 2 Women of Promise students (left); Mae Carter (center) with Jooyoung Lee (left) and Danielle Aldrich Chellappoo (right); Row 2: Dr. Pam Cook, Chair, CSW at the Women of Excellence lecture; Row 3: Dr. Roberta Golinkoff, Women of Promise speaker; Row 4: Dean Tom Apple, Dr. Geri Richmond (center), WISE Lecture speaker, and Dr. Sharon Neal.

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