



2012 Annual Report

Women's Caucus

UNIVERSITY OF
DELAWARE®

Dear University Community:

We are pleased to bring you the Women's Caucus, which advocates for positive change on issues of concern to women at the University of Delaware and the larger University community.

In 2010, the President's Commission on the Status of Women (CSW, 1973-2010) was dissolved, along with the Commission to Promote Racial and Cultural Diversity (1988-2008). In their place, the new Diversity and Equity Commission (DEC) was charged with enhancing "the visibility of all aspects of diversity on the University campus and community." Nine different caucuses were envisioned at the time to participate in the DEC, among them a Women's Caucus.

After a year of strategizing and reorganizing, former members of the CSW reached out to female professional staff and faculty across campus to chart a path forward for advocacy for women's equity within the new structure.

And the Women's Caucus was born.

All faculty and staff of the University of Delaware who identify as women are considered to be members of the Women's Caucus.

This report provides an update on the Women's Caucus's activities, an overview of changes at the University relevant to our constituents, an assessment of the status of women at the University, and a look ahead with priorities and recommendations for the coming academic year.

If you are interested in finding out more about the Women's Caucus or have any questions, please contact us at: womenscaucus@udel.edu.

To join the Women's Caucus, you can contact us at the email address above or follow this link: http://www.udel.edu/oei/caucus_join.html.

We look forward to working with you.

Sincerely,

Marcia Nickle and Rebecca L. Davis, Co-Chairs

News and Updates

Flex Time Policy

The Women's Caucus is pleased to report that the University of Delaware adopted a **flexible hours policy** for staff, **Policy 4-114**, effective June 2012:

"The University permits the use of flexible work schedules when they are pre-approved, accommodate the personal or family needs of employees, assist in meeting operational needs and requirements, and are consistent with the maintenance of a high level of service by the University."

For further details, please visit:

<http://www.udel.edu/ExecVP/policies/personnel/index.html>.

Fitness & Personal Safety

In response to many requests, specifically by women concerned with their safety, the renovations at the **Carpenter Sports Building** will add an **indoor running track**, alongside other facility enhancements. Construction began in early 2012, and the addition is anticipated to open in Fall 2013.

Sick Leave

In a meeting with representatives from the Women's Caucus, Vice President for Administration and Finance, J.J. Davis, noted that her office is aware that our Caucus has a subcommittee studying the possibility of instituting a **sick leave bank for staff**. She is interested in working with us on this issue. We hope to give an update by Spring 2013.

Ombudsperson

The Women's Caucus has proposed the creation of a new position for an ombudsperson to handle employee concerns about sexual harassment and/or sexual and racial discrimination cases at UD. We are bringing this issue to the November 2012 meeting of the Diversity and Equity Commission, which President Patrick Harker will attend.

Accomplishments 2011-2012

Our activities this first year have centered around building an identity for the Caucus and laying the ground work for concrete steps to advance gender equity at UD.

Establishing a Caucus

An inaugural board of the Women's Caucus was formed in the spring of 2011 with eleven volunteers. Over the summer of 2011, the board drafted, debated, and adopted **bylaws**, which set our mission to be to advocate for positive change on issues of concern to women at the University of Delaware.

Input from the wider Caucus membership is welcomed any time and solicited specifically at two **general meetings** a year. Last year, these meetings took place on November 10, 2011 and April 26, 2012. The latter meeting included an election, leading to five new board members. Both meetings were well attended and informed the priorities of the Caucus for the coming year.

For more information or to view the bylaws, visit our website at <http://sites.udel.edu/women/>

Building Relationships

The co-chairs of the Women's Caucus are members of the **Diversity and Equity Commission**, giving women a voice in discussions about diversity issues at UD. During 2011-2012, the Women's Caucus

reached out to other caucuses, such as the Lesbian, Gay, Bisexual and Transgender (LGBT) Faculty/Staff Caucus and the International Caucus, to build alliances on topics of mutual concern.

We have started conversations with **campus leaders**, including the Office of Equity and Inclusion, the President's Diversity Initiative, and Human Resources, to map out feasible routes for effecting positive change for our Caucus members.

Mission:
Advocate for positive change on issues of concern to women at the University of Delaware

Throughout we have drawn on and continue to draw on the wisdom and experience of past and current advocates for women's and diversity issues on campus.

Improving Access to Information

Board members Stephanie Kerschbaum and Christine Scheirer have taken the lead in building the **Women's Caucus website** at <http://sites.udel.edu/women/>, which is intended to serve as a hub for finding resources for and data about women at UD, as well as an archive of Caucus activities. The resources page collects links to pertinent University policies and programs. Please let us know if you can't find something you are looking for!

In an effort to increase the transparency of UD's policies on **parental leave**, the Women's Caucus worked with Mark McLeod

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(Faculty Senator, History Department) to recommend to the Faculty Senate to bring the language published in the Faculty Handbook in line with that of the current (2010-2013) Collective Bargaining Agreement. The motion passed easily in May 2012, and the internet version of the Faculty Handbook was updated accordingly in September 2012.

Recognizing Leaders with the Torch Award

In the spring of 2012, the Board of the Women's Caucus established the **Torch Award for Women's Equality** to recognize the trail-blazing efforts of those before us, who have effectively advocated on behalf of women at UD. The torch was chosen as a symbol harkening back to the historic torch carried by women from Seneca Falls, NY, to the first (and only) National Women's Conference in Houston, TX, in 1977, charting a course between the Women's Rights Convention of 1848 and the modern movement for women's liberation.

The 2012 Torch Award was given to **Anne Boylan**, Professor of History, for her outstanding contributions to the cause of women's equality at UD. Anne served on the Commission on the Status of Women for many years, worked with ADVANCE to develop strategies to bring more female faculty into the College of Engineering, has mentored countless female students and new faculty, and contributes service and teaching to Women's Studies. She was

also instrumental in organizing the establishment of the Women's Caucus.



Anne Boylan (front, center) accepts the Women's Caucus Torch Award.

Socializing and Networking

The Women's Caucus celebrated the accomplishments of the academic year with a social gathering, held at the Center for Black Culture on May 16, 2012. The event also served as platform for officially presenting the Torch Award.

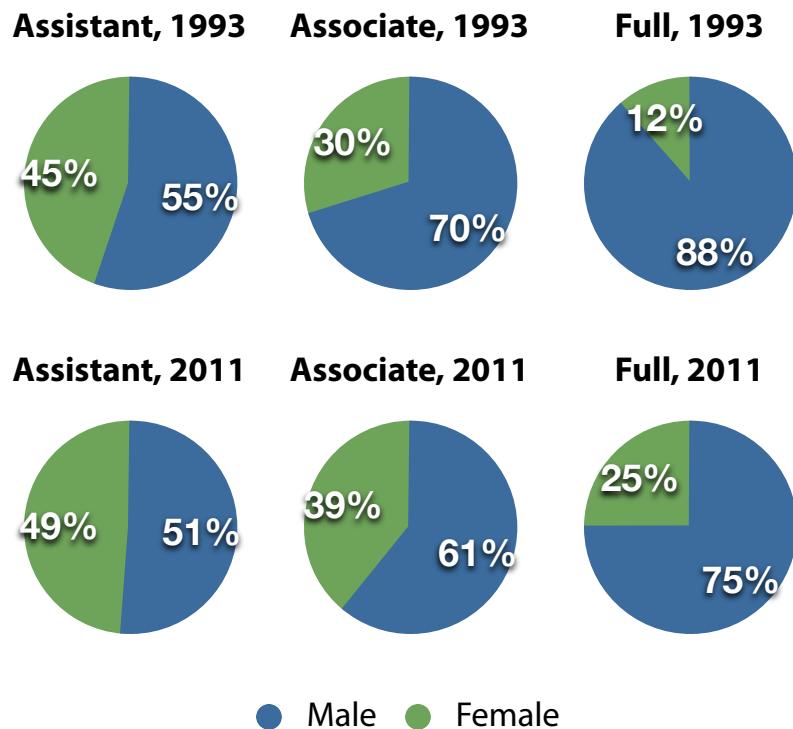
"The award itself is beautiful. I love the history that it symbolically evokes, and it will brighten up my office in more ways than one. The brightest light is the one the Women's Caucus is creating in its work for gender equity on campus. It was a treat to look around the room and see so many energetic and committed individuals who are carrying on that work."

*Anne Boylan, Professor of History
and 2012 Recipient of the Torch Award*

The Status of Women at the University of Delaware

This is a propitious moment for addressing issues of diversity at the University of Delaware. In response to the 2011 report by the Middle States Commission on Higher Education, President Patrick T. Harker and other University leaders established several initiatives around campus to improve all types of diversity on campus. Foremost among those efforts has been the establishment of a Center for the Study of Diversity in the College of Arts and Sciences and of the President's Diversity Initiative. We applaud these efforts and appreciate the central administration's attention to these issues.

Efforts to increase gender equity must be part of any meaningful effort to expand the University's diversity. Women must receive equal pay for equal work. Women – and especially women of color – must be hired, retained, and promoted in greater numbers, especially among the faculty. Policies such as parental leave, which disproportionately affect women and are crucial to women's ability to succeed in their careers, must be clearly articulated, widely disseminated, and applied consistently. We hope that this report will serve as a positive step toward calling attention to the concerns of women – a majority of UD's employees – and charting a way forward to equity.



*Gender breakup of full-time tenured/tenure-track faculty
at each rank for 1993 (top) and for 2011 (bottom).*

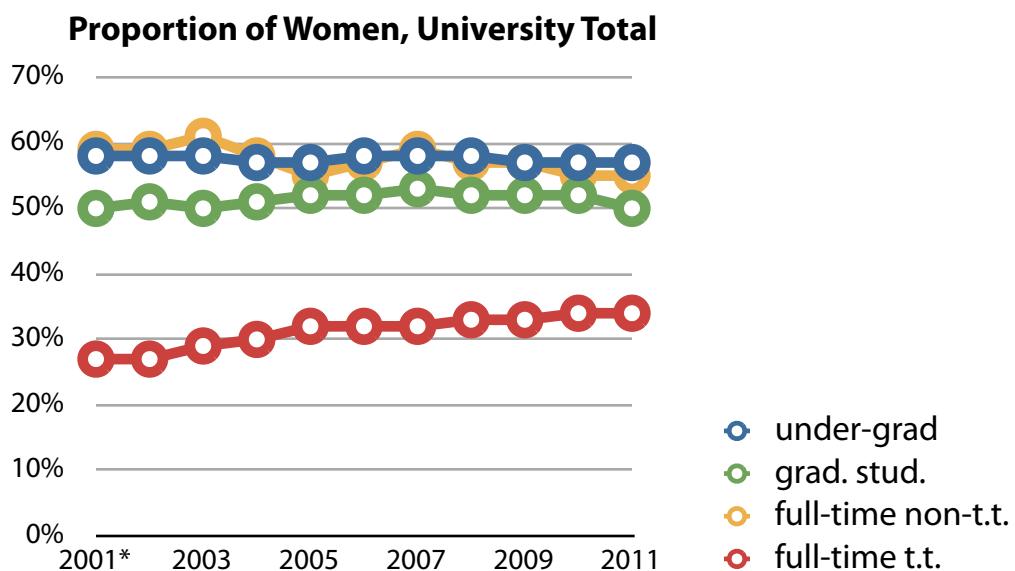
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Data for faculty from the last twenty years demonstrates two undeniable facts: first, that the University of Delaware has made significant progress in increasing the representation of women at all ranks, and second, that women at the University of Delaware do not get promoted or get tenure at the same rate as men. Unfortunately, comparable data for staff promotion and retention is currently unavailable. We hope to incorporate such data into future reports.

The good news: In 1993, only 11.6% of full professors at UD were women; as of fall 2011, women account for almost 25% of full professors. Significant progress has also been made at the associate rank, increasing from under 30% to 39%. Hiring at the assistant level has been more volatile, declining dramatically between 1993 and 2002 (from 44.6% to 31.4%), but it has gradually returned to and by now surpassed 1993 levels, reaching 48.6% in 2011.

Of concern, however, are the career trajectories of women who are hired at the assistant level but then "disappear" at the associate and full levels. If women have been nearly half of new faculty hires since 1993, why, in 2011, 18 years later, were only 24.9% of full professors women?

As at many of our peer institutions, women represent more than half of the undergraduate and graduate student bodies, but too often, they have difficulty finding women to serve as



Proportion of women across the University among undergraduate and graduate students and for full-time non-tenure-track and tenured/tenure-track faculty over time.

* 2001 data do not include department chairpersons; later data do.

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faculty mentors in their areas of interest. For women and for women of color, it can be crucial to identify a female advisor of a similar background.

The Women's Caucus is therefore concerned about disparities between student interest and faculty composition.

- In the College of Agriculture and Natural Resources, for example, 63% of undergraduate and 54% of graduate students are women, but only 25% of full-time tenure-track or tenured faculty are women.
- Within the College of Arts and Sciences, in departments defined as the "Natural Sciences," a tenure-track/tenured faculty that is only 23% female serves an undergraduate population that is 62% female and a graduate student population that is 45% female.
- The disparities between the numbers of female faculty and the numbers of female students in the College of Earth, Ocean, and Environment are similarly alarming.

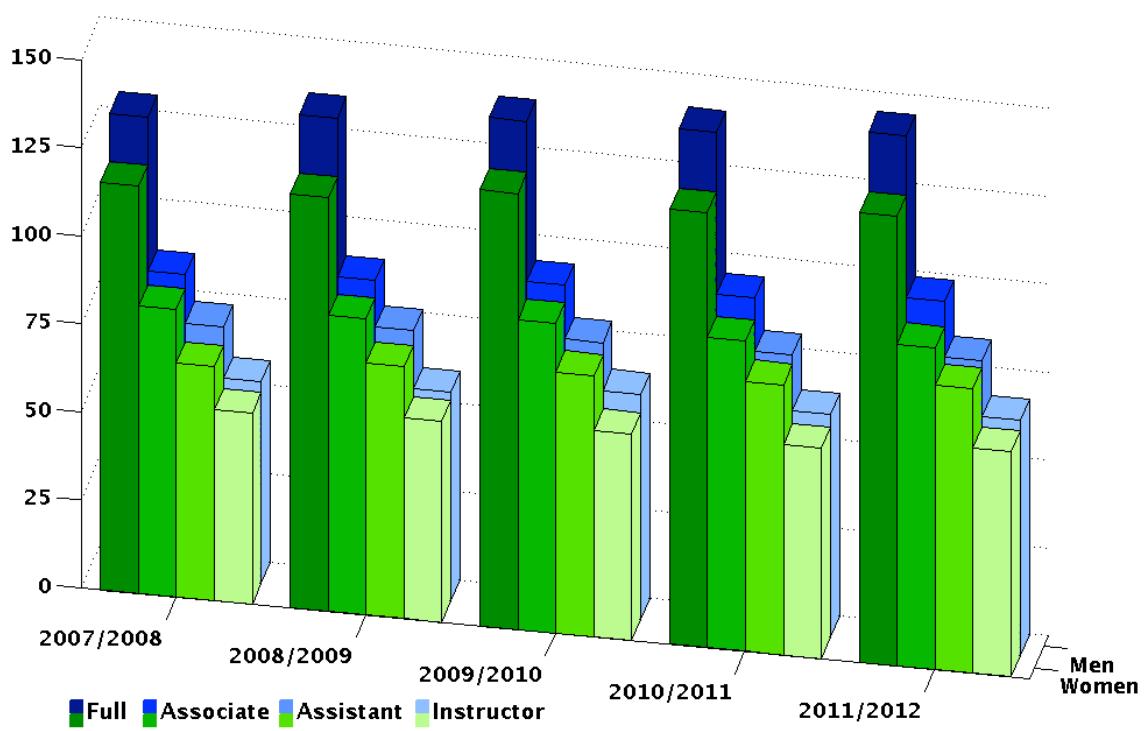
These disparities between student interest and faculty availability may discourage women from seeking graduate or professional opportunities in a given field and may cause faculty who do work in underrepresented areas to be overwhelmed by advising and other service commitments.

These data also illuminate that female faculty are disproportionately clustered in non-tenure-track positions in nearly every college, where their percentages are generally much closer to those of the student body. The gaps are most alarming in the natural sciences, where women are 60% of non-tenure-track faculty but only 23% of tenure-track/tenured faculty.

These disparities suggest that the University needs to prioritize the hiring of women in key academic areas where female faculty are especially underrepresented relative to their students. We also urge the University to prioritize the hiring of women for tenure-track and/or tenured faculty positions.

Finally, according to the latest AAUP Faculty Salary Survey (as reported in the Chronicle of Higher Education, <http://chronicle.com/stats/aaup>, accessed July 14, 2012) female faculty at the University of Delaware earn appreciably less than their male colleagues at every rank. In the 2011-2012 academic year, female full professors at UD earned an average annual salary of \$127,700, while male full professors earned an average annual salary of \$144,500, a difference of 12%. Put another way, female faculty members at the highest ranks at UD earn just 88 cents to their male peers' dollar. For instructors, assistant professors, and associate professors, the numbers are less egregious but still not equitable, with wage gaps of between two and seven percent. Of course, such averages across the entire university gloss over details, such as differential salary competitiveness in different disciplines. However, averaged over all doctoral-degree granting universities (who, presumably, face similar gender distribution issues) included in the AAUP study, female full professors earn 91 cents to the males' dollar. Clearly, the University of Delaware has some ground to make up.

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Average salary (in thousands of dollars) comparison, from AAUP survey data, for male and female instructional employees at different ranks at UD.

A sign that the University is on the right track toward equalizing salaries is that the statistics for lower ranks are significantly better, not just as compared to those for the full professor level, but also as compared to the national averages: The gender salary gaps for associate professors and instructors at UD (7% and 4%, respectively) are just about the same as the national averages (6% and 4%, respectively). Remarkably, female assistant professors at UD face the smallest gap, at just 2%, compared to the national average of 6%. While this is promising, the overall problem of wage differentials is exacerbated because women are more likely than men to work in jobs at lower ranks.

Aside from the AAUP Faculty Salary Survey, the data used in the above analysis can be found at <http://www.udel.edu/IR/diversity/> and in old Commission on the Status of Women reports, which can be accessed at <http://sites.udel.edu/women/archives/>.

Priorities and Recommendations

The Women's Caucus has identified four principal areas of interest and concern to women at the University of Delaware. After hearing from many women across campus about their most pressing concerns, and with an eye toward making a tangible impact, we will focus on the following priorities in the year ahead.

Promotion, Retention, and Development

The Caucus will partner with on-campus and state-wide mentoring programs for staff and faculty. We will continue discussions with Human Resources about improving career advancement options within the University for female employees.

Leave Policies

We urge the University to promote transparency and equitable enforcement of existing "family friendly" policies for faculty and staff; to implement new policies for faculty and staff who are under-served by existing policies; and to continue to educate new employees and their supervisors about their benefits. The Caucus will continue to work with the Office of Human Resources and to research progressive family-friendly policies at our peer institutions.

Childcare

High-quality, affordable, convenient childcare is in short supply for University employees. We therefore urge the University to support, administratively and financially, the creation of additional childcare centers on or near the Newark campus.

Publications and Annual Report

The Women's Caucus will release an annual publication that will summarize the Caucus's achievements and priorities and will report on the status of women at UD. We will continue to partner with the President's Diversity Initiative and the Office of Institutional Research to make comprehensive, relevant, and current data available and easily accessible. We will also continue to collect relevant resources for women on our website and encourage all offices across the University to ensure appropriate publicity of available services specifically relevant for our constituency.

About the Women's Caucus

The Women's Caucus at the University of Delaware will carry out its mission by raising awareness of women's issues, especially those of gender inequity; promoting the consistent adherence to University policies that advance gender equity; advocating for the adoption of new or revised University policies that advance gender equity; providing a confidential and safe forum for the discussion of issues important to women at the University of Delaware; and working in collaboration with other caucuses and groups on issues of common concern.

Leadership

The Caucus is governed by the membership-at-large and has a volunteer Board of Directors, which currently numbers thirteen people, including two co-chairs:



Marcia Nickle is the Emergency Preparedness Manager for the University of Delaware, the first person to hold such a position in the school's history. She has over 11 years of experience in emergency management. She began her emergency management career at the New Castle County, Delaware, Office of Emergency Management as a planner. From there, she moved to the American Red Cross, where she directed the Emergency Services and Client Aid division of the Delmarva Peninsula Chapter.



Rebecca L. Davis is an associate professor of History, with a joint appointment in the Department of Women's and Gender Studies. She joined the faculty at the University of Delaware in 2007, after holding a postdoctoral fellowship at Princeton University's Center for the Study of Religion. In her research and teaching, Davis focuses on the histories of marriage, sexuality, and religion in twentieth-century American culture.

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Megan Gaffney

Senior Assistant Librarian, University Library

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Academic Support Coordinator, Computer and Information Sciences

Christine Scheirer

Associate Director, Alumni Relations

Suzanne Stewart

Staff Assistant, Alumni Relations

How to Get Involved

The Women's Caucus is forming working groups to focus on each of the priority issues listed above and advocate for positive change. To learn more about the activities of a particular working group, or to sign up to participate, please email the individuals below:

Promotion, Retention, & Development

Christine Grott

cgrott@udel.edu

Parental Leave

Debbie Hill

debill@udel.edu

Childcare

Sue Stewart

sstewart@udel.edu

Publications & Annual Report

Christine Scheirer

cls@udel.edu

Campus Partners

President's Diversity Initiative

<http://www.udel.edu/diversity/>

The Office of the President's Diversity Initiative (PDI) is organized to guide and coordinate the University's efforts to enhance the diversity of faculty, students, and staff at the University. We coordinate many of the efforts across campus that are designed to enhance educational excellence through diversity. The PDI also works closely with other units to support this institutional goal, including – but not limited to – the Center for the Study of Diversity, the Office of Equity and Inclusion, and the Diversity and Equity Commission. The PDI welcomes suggestions and ideas for new initiatives from the campus community.

Diversity and Equity Commission

<http://sites.udel.edu/dec/>

The Diversity and Equity Commission was established in 2010 to monitor and guide institutional change toward a more diverse campus. Reporting to the President, DEC is made up of appointed members who serve 2-3 year terms to represent UD broadly. Each year, DEC focuses its activities and attention on specific areas of diversity and campus climate, but its overall role is to establish a forum for the collegial exchange of ideas about diversity and climate issues, to provide a recognized avenue for offering advice and counsel to the University community, and to assure that matters of diversity and climate on campus, particularly issues impacting those who have been historically excluded, are discussed.

Office of Equity and Inclusion

<http://www.udel.edu/oei/>

The mission of the Office of Equity and Inclusion is to create equal opportunities for an equitable and inclusive work and learning environment. OEI is responsible for Title IX, non-discrimination, and affirmative action policy and compliance, and provides support services to address concerns of bias, prejudice, harassment and discrimination campus-wide. Office staff also provides workshops and programs to encourage the UD community to develop the awareness and knowledge of individuals' differences and similarities. OEI can also provide advocacy for faculty, staff and students during grievance procedures or assist with informal mediation and problem-solving of issues. OEI serves as the administrative arm of the Diversity and Equity Commission and directly supports and engages with the nine affinity caucuses.