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**Committee on Women in the University**  
**(Faculty Policies & Procedures 6.56.)**  
**Annual Report, 2019-2020**

**I. Statement of Committee Functions**

The Committee on Women (CWU) in the University:

1. Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women
2. Collaborates and consults with administrative offices and governance bodies to more fully support gender equity, employee engagement, an inclusive and respectful culture, and diversity
3. Evaluates and monitors the status of women employees at the university.

The committee's "Operating Procedures" (reaffirmed 25 September 2019) and "Statement on Diversity and Representation in Committee Membership" (adopted December 1999 and reaffirmed 4 November 2019) are available upon request from the Office of the Secretary of the Faculty.

Professor Marah Curtis (School of Social Work) and Kate Moran (Facilities Planning & Management) led the committee in 2019-2020. Associate Professor Vaishali Bakshi (Psychiatry) and Kate Moran (Facilities Planning & Management) are leading the committee in 2020-2021.

On 13 May 2020, committee members voted to recommend updating the committee's name to *Committee for Women in the University*, reflecting contemporary perspectives and language.

**II. Current Activities**

CWU values partnering with fellow shared governance committees and the university administration in an ongoing, collaborative effort to achieve gender equity and create inclusive environments for work and learning. In 2019-2020, the committee worked with the Office of Compliance, Office of Human Resources (Cultural & Linguistic Services, EID Coordinator, Office of Learning & Talent Development), Office of the Secretary of the Academic Staff and Academic Staff Survey Work Group, Office of the Secretary of the Faculty, University Health Services Prevention team, and WISELI.

**Awards & Recognition.** The committee congratulates recipients of UW-Madison's Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW-Madison – 12<sup>th</sup> Annual Outstanding Women of Color Awards

Desiree Bates, Computational Chemistry Leader, Chemistry, College of Letters & Science  
Shiva Bidar-Sielaff, Chief Diversity Officer, UW Health and City of Madison Alder (District 5)  
Gina Green-Harris, Director, Center for Community Engagement & Health Partnerships,  
School of Medicine & Public Health

Eden Inoway-Ronnie, Chief of Staff, Office of the Provost  
Laura Minero-Meza, Doctoral Student, Counseling Psychology, School of Education  
Ahna Skop, Professor, Genetics, College of Agricultural & Life Sciences

Jasmine Zapata, Assistant Professor (CHS), Pediatrics, School of Medicine & Public Health and  
Centennial Scholar, UW Institute for Clinical & Translational Research

Award recipients were announced at the Diversity Forum and recognized at a campus-wide reception: [2019-2020 UW-Madison Outstanding Women of Color Awards Reception](#) (5 March 2020).

The committee joins the Women Faculty Mentoring Program in celebrating excellent mentoring of women assistant professors:

*continued*

2019 Slesinger Awards for Excellence in Mentoring

Beth Meyerand, Professor, Biomedical Engineering, College of Engineering and  
Medical Physics, School of Medicine & Public Health  
Joan Schmit, Professor, Risk & Insurance, Wisconsin School of Business

This year's awards were generously supported by the Women's Philanthropy Council Collaborative Giving Project and the Irvine Women Faculty Mentoring Program Fund. Each recipient designated a gift of \$2,500 to a university initiative.

**CWU Survey.** Twenty-five years after fielding a survey of women faculty and academic staff to establish priorities for the newly created Committee on Women in the University, CWU developed a contemporary survey to "take the pulse" of campus and learn what employees of all genders believe are most important areas for continuing and new effort as the committee continues its work to advance the status of women at UW-Madison. The survey was fielded to women faculty and academic staff in late spring, generating more than 2,600 responses. 95% of individuals who started to fill out the survey submitted a response. Additional waves to include perspectives of postdocs and university staff are planned. A combination of factors, including timing of other institutional surveys, Fair Labor Standards Act (FLSA) reviews, Title & Total Compensation Project efforts, and the university's COVID-19 response, have strained OHR's capacity and prevented the committee from offering translations in Hmong, Mandarin, Nepali, and Tibetan. The Office of the Secretary of the Faculty supported translation of the survey instrument into Spanish.

**Diversity & Inclusion.** CWU strives to act in ways that foster diversity and inclusion. In 2019-2020,

- Jennifer Hanrahan represented the committee on the Outstanding Women of Color Awards selection committee for UW System's Outstanding Women of Color in Higher Education Award and UW-Madison's Outstanding Women of Color Awards.
- In December 2019, CWU leadership and members participated in a DDEEA hosted "Joint C's" meeting intended to strengthen collaborations among DEI-focused divisional bodies and shared governance committees. CWU followed up by inviting Deputy Vice Chancellor & Chief Diversity Officer Patrick Sims to discuss possible ways to strengthen the impact of shared governance collaborations and actions.
- Following an inaugural DDEEA call for proposals, CWU members participated in the selection process for 2020 Diversity Forum breakout sessions.
- In May 2020, CWU unanimously endorsed a *Resolution to Support UW-Madison DACA Employees* prepared and adopted by the Committee for Immigration & International Issues.

**Family Leave.** In January 2020, Lindsey Stoddard Cameron presented draft Family Leave Work Group recommendations and invited feedback. Committee members suggested leading with an envisioned optimal state and presenting recommendations in that context, and provided links to research on "presentism" to augment the work group's understanding of institutional benefits of providing FMLA-related leave.

**Sexual Assault and Sexual Misconduct.** In December 2019, Amanda Jovaag (Director of Prevention and Campus Health Initiatives, UHS) and Katherine Loving (Healthy Campus Team Manager, UHS) shared preliminary findings from UW-Madison's 2019 AAU Survey. About 30 institutions participated in this national survey, fielded by Westat. In addition to assessing the prevalence of sexual assault, the survey measured knowledge of campus resources and level of trust in the campus response to sexual misconduct. About 22% of UW-Madison students asked to take the survey responded. Across AAU institutions, about 1/3 of undergraduate students will experience sexual assault. Rates are higher in underrepresented groups, with disproportionately high rates of assault experienced by women of color, particularly American Indian and Alaskan Native students, and by LGBTQ+ students who identify as bisexual, queer, or transgender. Alcohol remains a common factor, although questions from 2015 and 2019 are not directly comparable. It's more likely that a perpetrator will have consumed alcohol prior to an assault. At UW-Madison, in 77% of instances, alcohol was

consumed by the perpetrator and/or victim. Among victims who were drinking, about one third were unconscious at the time of the assault. UW-Madison graduate students were more likely than AAU peers to report being assaulted by a fellow student than by a member of the faculty or staff. Knowledge about UW-Madison resources has increased slightly since 2015. The level of trust in our campus response has increased slightly for international and graduate students and has decreased slightly for domestic and undergraduate students. Transparency of process improves trust. A coordinating council is convening to review feedback from campus listening sessions held in November and is expected to report on steps the university could take in Spring 2020. Committee members asked numerous clarifying questions about survey response data and discussed how CWU could best contribute to environmental change. The committee and UHS colleagues drew connections between the 2015 and 2019 AAU surveys and the Color of Drinking survey fielded by UHS and discussed how CWU might contribute to UHS/campus efforts to implement the Culture of Respect program at UW-Madison. Kate Moran will serve as a liaison from CWU to the Culture of Respect implementation team.

**Women & Leadership Symposium.** CWU continues to partner with women deans, the Office of Human Resources, the Women's Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. In December 2019, the committee recommended future speakers and topics for the symposium and related Coffee & Conversation Series. While the COVID-19 pandemic precluded a face-to-face symposium in Summer 2020, the planning team has committed to develop a number of e-learning events.

The committee thanks the Women's Philanthropy Council for continuing to underwrite the symposium and for sponsoring follow-up "Coffee & Conversation" programming presented by the Office of Learning & Talent Development and UW-Madison's women deans. Since 2010, the Women's Philanthropy Council has generously provided \$92,500 in support.

### III. Data on Women Faculty & Staff

In April and May 2020, Jenn Sheridan, Executive & Research Director of the Women in Science & Engineering Leadership Institute (WISELI) presented findings from the most recent WISELI Faculty Work Life Survey, with a strong focus on intersectionality. She described responses to questions about campus climate, harassment, employee satisfaction, perceptions of "fit," and workplace climate. Group differences in experience of campus climate persist, with women, faculty of color, faculty with disabilities, and faculty pursuing research outside the mainstream of their departments, and faculty in the arts and humanities reporting more negative experiences. More respondents believe harassment is taken seriously and more believe they know what steps to take than in past years. Women with disabilities and women in the LGBTQ community report experiencing harassment significantly more frequently than peers and are less likely to believe the process for addressing concerns is effective. Satisfaction with research resources, teaching resources, salary, career progression, and general job satisfaction is significantly better for women faculty in 2019 compared to 2016. Significant gender differences in satisfaction with resources for research, teaching, outreach have disappeared. Women, faculty of color, faculty with disabilities, Arts & Humanities faculty, and faculty with "non-mainstream" research interests are less satisfied with job and career progression. Satisfaction and concomitant intent to stay are linked to having high quality, positive, collegial relationships with colleagues and students. Strong research collaborations are especially important. Salary and administrative burden remain frequently cited reasons for dissatisfaction. For women, top reasons to leave UW-Madison include reducing stress, work environment, and concerns about the direction of state government. While, overall, intent to leave is decreasing, faculty of color, "non-mainstream" faculty, and tenured faculty are significantly more likely to leave UW-Madison in the next three years compared to their peers. Women of color cited different reasons for leaving: to improve prospects for tenure and promotion, find a more supportive work environment, be near extended family, quality of life in Madison, racial/ethnic disparities and cultural/identity needs. Women of color were less likely to remain than other women due to collaborations with colleagues, quality of life in Madison, and proximity to extended family. This research highlights the importance

of continuing efforts to improve workplace climate and interpersonal interactions and mentoring.

Statistical Computing Specialist, Social Sciences Computing Cooperative Statistical Computing Specialist Russell Dimond shared cognate data from the most recent survey of Academic Staff Work Life Survey. Not surprisingly, academic staff members' climate experiences and perceptions largely parallel those of faculty peers. Academic staff report having less faith in processes for resolving complaints related to sexual harassment and other hostile or intimidating behaviors. The most striking findings related to workload, with many academic staff reporting they are working more hours, have a workload that is too heavy, regularly do work outside of their primary duties to accommodate for positions that have been eliminated or are not currently staff, and that fulfilling additional responsibilities keeps them from doing important parts of their primary job. These experiences coincide with worse perceptions of workplace climate, more frequent reports of experiencing hostile or intimidating behavior, greater dissatisfaction with work, and increased likelihood of intent to leave.

In AY 2020-2021, CWU looks forward to learning about findings and outcomes of the Spring 2020 [EID Survey](#), which collects feedback about the work experience and workplace environment for employees in VCFA divisions in order to make continual improvements in the areas of employee engagement, inclusion, diversity, and well-being.

CWU will also work with the Office of Academic Planning & Analysis and WISELI to continue monitoring longitudinal institutional data on women employees.

#### **IV. Current and Future Issues or Concerns**

In 2020-2021, the committee will focus on:

- CWU survey of employees
- Flexibilities and resources for employees who are caregivers
- Impacts of alcohol on safety and campus climate

and priorities identified by the committee in Fall 2020.

**V. Recommendation**

On 13 May 2020, the committee voted to recommend changing *Faculty Policies & Procedures 6.56.*, to replace the name Committee on Women in the University with the name Committee for Women in the University, reflecting contemporary perspectives and language.

**VI. Committee Membership**

Committee on Women in the University, 2019-2020

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Cécile Ané	Botany and Statistics	2019	2022
Vaishali Bakshi	Psychiatry	2019	2021
Marah Curtis (co-chair)	Social Work	2016	2022
Aslı Göçman	Geography	2019	2023
Christina Hull	Biomolecular Chemistry	2019	2022
Beth Larson	Kinesiology	2018	2021
<u>Academic Staff:</u>			
Chariti Gent	Liberal Arts & Applied Studies	2019	2022
Elizabeth Jach	Office of the Dean, School of Education	2018	2021
Kristi Obmascher	Academic Affairs & Programs, DCS	2018	2021
Liz Sadowski	Radiology	2017	2020
Suzanne Swift	Office of the Provost	2018	2020
Rachael Willits	Dean of Students Office	2016	2022
<u>University Staff:</u>			
Lydia Dalton	Pyle Center, General Services	Spring 2020	
Jennifer Furger	Learning & Talent Development, OHR	2019	2020
Jennifer Hanrahan	Office of the Provost	2017	2020
Laura Ketterhagen	Wisconsin Energy Institute	Fall 2019	
Kate Moran (co-chair)	Transportation Services, FP&M	2016	2019
Sandy Peterson	Wisconsin Union	2018	2019
April Schaaf-Jozefowski	Business Services, FP&M	2018	2021
<u>Post-Doctoral Fellow:</u>			
Elizabeth Aisenbrey	Surgery	2019	2019
<u>Students:</u>			
Dana Maltby	Graduate Student	2019	2020
Sara Park	Undergraduate Student	2018	2020
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	2020
Torsheika Maddox (designee)	Office of the Vice Provost & CDO	2015	
Luis Piñero	Office for Equity & Diversity	1999	
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	