

Committee on Women in the University Annual Report, 2016-2017 (Faculty Policies & Procedures 6.56.)

I. Statement of Committee Functions

The Committee on Women 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" (updated 19 October 2016) and "Statement on Diversity and Representation in Committee Membership" (adopted December 1999 and reaffirmed 21 September 2016) are available upon request from the Office of the Secretary of the Faculty.

Professor Bret Larget (Botany and Statistics) and Program Assistant Advanced Confidential Kate O'Connor (Office for Equity & Diversity) are co-chairing the committee in 2016-2017.

II. Current Activities

The Committee on Women in the University values partnering with fellow governance committees and the university administration in an ongoing, collaborative effort to achieve gender equity and create inclusive environments for work and learning.

We are pleased to partner with women deans and the Office of Learning & Talent Development (formerly, the Office of Human Resource Development) in presenting the annual Women & Leadership Symposium.

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 – 9th Annual Outstanding Women of Color Awards

Fabu Phillis Carter, Poet, Scholar, Teaching Artist, and

Outreach Specialist, Wisconsin Alzheimer's Disease Research Center

Joan Fujimura, Professor, Sociology; Holtz Center for Research on Science & Technology

Binnu Palta Hill, Assistant Dean for Diversity & Inclusion, Wisconsin School of Business

Sagashus Levingston, Tutor/Mentor with the Odyssey Project,

Co-Teacher in the Odyssey Junior Program, and founder of the "Infamous Mothers" Project

Denise Thomas, Coordinator of Title VII American Indian Science & Engineering Society (AISES),

Madison Metropolitan School District; Financial Specialist, WiscAMP Program,

College of Engineering

Julissa Ventura, Fellow, Morgridge Center for Public Service Community-University Exchange–

South Madison; Ph.D. Candidate, Educational Policy Studies

Brief introductions to UW-Madison Annual Outstanding Women of Color Award recipients are presented in "Six UW-Madison Women to be honored as 2016 Outstanding Women of Color" (2 March 2017): <http://news.wisc.edu/six-uw-madison-women-honored-as-2016-outstanding-women-of-color/>

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

2016 Slesinger Awards for Excellence in Mentoring

Jane Collins, Professor, Community & Environmental Sociology

Jay Gallagher, W.W. Morgan Professor, Astronomy

Professors Collins and Gallagher each received a \$2,500 award from the Women's Philanthropy Council, which has generously supported the Slesinger Award since 2004.

Diversity & Inclusion:

In October 2016, the committee voted unanimously to endorse the "Campus Statement on Commitment to Diversity, Equity & Inclusion," a campus diversity statement complementing the university's strategic framework and vision. The statement was drafted by a working group with representation from the Campus Diversity & Climate Committee (CDCC), Equity & Diversity Committee Chairs, Multicultural & Disadvantaged Coordinators and refined in consultation with shared governance bodies and administrators.

In November 2016, Interim Associate Vice Provost Ruby Paredes presented an overview of campus diversity and climate initiatives designed to advance UW-Madison's strategic goals:

- 1) Increasing access for all qualified students, especially for underrepresented minorities and women in the STEM areas;
- 2) Eliminating the achievement gap between majority and underrepresented students;
- 3) Recruiting and retaining a more diverse faculty and staff;
- 4) Preparing all our students, staff and faculty to thrive personally and professionally in a world that is diverse, global and interconnected; and
- 5) Enhancing the campus climate for inclusion.

The R.E.E.L. Change document provides an overview of how ongoing and new efforts mesh in the ten year implementation of UW-Madison's Diversity Framework. In 2015-2016, faculty and staff recruitment and retention, supported by a \$1M Strategic Hiring Fund, remained a central focus. New efforts included the Diversity Inventory Project, a climate survey of students that netted a 20%+ response, and development of a more robust hate and bias reporting system. In 2016-2017, there has been a strong focus on efforts to establish more consistent messaging about UW-Madison's values and priorities and to strengthen communication and collaboration among diversity and inclusion related committees. UW Foundation recently appointed a Director for Diversity Development to increase and improve connections to prospective donors. Each division, school, and college has been asked to consider how best to increase cultural competencies within its departments and units. Committee members voiced appreciation for having initiatives and strategies articulated clearly.

The ensuing discussion focused on:

- establishing safe spaces for students, staff and faculty to process local and national issues
- responses to an incident at UW-Madison's stadium
- an appeal to declare UW-Madison a sanctuary
- the possibility that new concealed carry legislation would be enacted and would permit individuals to carry weapons into classrooms
- proposed changes to the Ethnic Studies requirement (development of discipline-specific courses that would contribute toward completion of an undergraduate major)
- how to create a welcoming environment that is responsive to the identities and needs of all members of our campus community (examples: gender-inclusive bathrooms, lactation/wellness spaces, areas for worship, supporting dietary requirements and preferences)
- a request for committee members to identify diversity and inclusion-related activities across campus and help populate, or encourage contributions to, the Diversity Inventory Project

- an invitation to consider developing a presentation for the spring Teaching & Learning Symposium and/or suggest themes for the 2017 Diversity Forum.

In February 2017, Program Director of Inclusion Education in the Division of Student Life Laura Klunder presented a brief overview of *Our Wisconsin*, focusing on Fall 2016 learning outcomes and participant feedback. Skilled facilitation is a vital component of the pilot program's success. Laura highlighted strengths of the *Badger Way* facilitation model and noted the importance of assessing facilitators' contributions and experiences as well as participant learning. In 2017-2018, The Division of Student Life will partner with University Housing, expanding *Our Wisconsin* to serve ~7,000 incoming first year students, with corresponding growth in the facilitator pool. Discussion focused on facilitator skills and experiences, compensation, and professional development. Given the volatile nature of workshop discussions, committee members favor making a full-time advocate or counselor available to teach peer facilitators self-advocacy skills and respond to concerns or incidents. On behalf of the committee, co-chair Bret Larget wrote a letter to Vice Provost for Student Life and Dean of Students Lori Berquam, Chancellor Rebecca Blank, and Vice Provost & Chief Diversity Officer Patrick Sims, voicing support for *Our Wisconsin* and the *Badger Way* facilitation model, calling for continuing compensation of student peer facilitators, continued provision of a \$500 stipend to faculty and staff facilitators, and providing new professional development funding. *Our Wisconsin* and the *Badger Way* received funds requested for 2017-2018.

In March 2017, WISELI Research & Executive Director Jenn Sheridan reported on tenured and tenure-track faculty responses to WISELI's 2016 *Study of Faculty Work Life*. This survey, the fifth undertaken at UW-Madison, included questions about department climate, experiences of harassment, job satisfaction, and faculty morale. Responses indicate the workplace climate has not changed much since 2012. Faculty in the majority and in leadership positions continue to overestimate how positive the climate is for women and faculty of color. Women responded significantly more negatively on 21 of 25 climate related questions, and faculty of color responded significantly more negatively on 14 of these questions. Notably, since 2012 the number of faculty of color who report feeling that they must work harder to be seen as legitimate scholars has increased. Similarly, the number of women who report that meetings do not allow all participants to share their views has increased. Faculty with disabilities and faculty whose work is outside the mainstream also have more negative experiences.

The percentage of faculty who report experiencing an incident of sexual harassment within the past three years has fallen from 14% in 2010 to 9% in 2016. However, faculty say that sexual harassment is treated less seriously now than in 2010 and that the process for dealing with complaints is less effective. The 2016 survey produced a baseline measure for reports of hostile and intimidating behavior. A surprising percentage of faculty report having experienced (36%) or witnessed (43%) hostile or intimidating behavior. Higher percentages of women, faculty with disabilities, faculty in the social sciences, and tenured faculty report experiencing hostile and intimidating behavior.

Job satisfaction has decreased since 2012, with respondents citing state politics (26.4%), budget cuts (20.4%), and salary (20.3%) as top reasons for dissatisfaction. Budget cuts have had the largest, negative effect on faculty morale and are cited as the top reason to leave UW-Madison. 67% of faculty have been approached by another university or headhunter about leaving, and the number of faculty who report intending to leave is rising.

Early Childhood Care & Education:

The Committee on Women remains committed to the goal of protecting and building UW-Madison's early childhood care and education capacity, with an emphasis on sustainably resourcing programs and services, and better coordinating efforts to build collaboration and capacity. In recent years, the committee has been particularly concerned about affordable access to high quality early childhood care and education and has advocated for additional infant and toddler care options for faculty, staff, and students.

In October 2016, the Committee on Women and University Child Care Committee forwarded a

proposal to Chancellor Rebecca Blank, Provost Sarah Mangelsdorf, and Vice Chancellor for Finance & Administration Laurent Heller. The committees proposed chartering a campus level team, led by the Provost and Vice Chancellor for Finance & Administration that would formulate a strategy for protecting existing centers, building capacity over the next decade, and identifying viable alternatives to relying primarily on tuition increases to support rising operating costs.

In December 2016, Parent Resource Specialist Jen Templin provided a brief overview of the Office of Child Care & Family Resources' role in developing and maintaining lactation rooms on campus and shared a current list of lactation rooms <https://occf.wisc.edu/lactation.htm>. Committee members discussed several ideas for expanding and improving the system with her and Office of Child Care & Family Resources Director Cigdem Unal, including:

- requesting that lactation/wellness spaces be included in new buildings and major renovations
- working with deans, directors, chairs, and building managers to expand the current system, with a focus on identifying and equipping spaces in larger buildings and facilities without a lactation space within 5 minutes' walk
- creating a more polished map, exploring adding lactation/wellness spaces to the campus map
- establishing an online sign-up or calendar system, for ease of use and to reduce time away from work
- designing a logo, sign to use on maps and for use by employees who need privacy in their own offices
- considering "pop-up" lactation spaces
- communicating with guests/visitors as well as employees and students

In February 2017, the committee discussed and approved in principle a template letter that can be adapted and sent to deans, directors, department chairs, and building managers in buildings that do not yet have lactation spaces. The letter assumes good will in formulating approaches and solutions. OCCFR staff and committee members will partner on this effort and will reach out to departments and units in waves over a period of twelve to eighteen months.

Hostile & Intimidating Behavior:

In December 2016, Vice Provost for Faculty & Staff Michael Bernard Donals visited the committee on behalf of the ad hoc Committee on Hostile & Intimidating Behavior, to discuss the committee's report and invite feedback on implementing the committee's recommendations. He provided a short history of recent efforts to address hostile and intimidating behavior and reported progress to date, including development of a new website intended to raise visibility of key issues and campus resources. Several issues were raised during the ensuing discussion, including:

- similarities and differences between the Employee Assistance Office (<http://eao.wisc.edu/>) and Ombuds Office for Faculty & Staff (<http://ombuds.wisc.edu/>)
- perceptions that EA has strengths in personal counseling, helping individuals to cope but lacks "teeth" (power to effect change)
- perception that campus strategies focus on helping individuals rather than fixing systems
- "Midwest nice" behaviors that perpetuate rather than resolve discomfort
- needs of second and third shift employees (observation that campus resources, including EA and Ombuds services, are most readily available to first shift/daytime employees)
- desire for clarity about possible sanctions for hostile or intimidating behavior
- need for a sense of comfort with "go to people" (potentially modeled on UW-Madison's DDR system): *"How would I know if this person is an ally?"*
- need for safety, freedom from retaliation
- need for a system that addresses "gray areas" as well as supporting federal and state laws and university policies that protect certain classes of employees and students

Bret Larget subsequently joined an implementation work team that will develop a workshop designed to educate participants about the policy on hostile and intimidating behavior and how to respond if an

individual witnesses, is a recipient of, or is accused of such behavior.

Women & Leadership Symposium:

The Committee on Women 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. Rebecca Scheller provided welcome remarks at the 2017 symposium.

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 \$66,050 in support. The council voted in October 2015 to provide an additional \$39,000 in support between 2016 and 2021.

III. Data on Women Faculty & Staff

The committee thanks Distinguished Policy & Planning Analyst Margaret Harrigan for her help in obtaining and interpreting institutional data on women academic staff and faculty, and the Office of Academic Planning and Institutional Research for providing both current and historic data on gender and race/ethnicity in the university’s Data Digest: <http://apir.wisc.edu/datadigest.htm>

Readers will find additional information about data provided to the committee on the APIR website, including memos from Margaret Harrigan regarding faculty and staff trends related to gender and diversity at: <http://apir.wisc.edu/facultystaff-trends.htm>

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison’s workforce:

Women Employed at UW-Madison	1990-1991	2015-2016	2016-2017
Faculty	18%	34%	34.4%
Executive/Director/Administrator (Academic Staff)	38.8%	50.4%	n/a
Limited Staff	n/a	n/a	47.3%
Academic Staff	49.1%	54.2%	55.6%
University Staff	55.6%	50%	49.2%
Post-Degree Training Staff (including post-doctoral fellows)	26.6%	44.4%	43.1%
Graduate Assistants	34.5%	43.3%	43.6%
Total	41.8%	48.1%	48.6%

The percentage of women in the faculty has increased from 15.2% in 1987 to 34% in 2015. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 28% of faculty at this rank are women. 43% of associate professors and 44% of assistant professors are women.

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 20.7% of faculty come from these historically underrepresented groups. Within this cohort, the percentage holding the rank of professor has risen from 5% in 1987 to 17% in 2016. 24% of associate professors and 28.3% of assistant professors are members of underrepresented groups.

Among 37 women and 54 men hired at the rank of assistant professor in 2007-2008, the most recent year for which these data are available, 78% of the women and 78% of the men were tenured within nine years. In this same cohort, 79% of minority faculty and 77% of non-minority faculty were tenured. Women and men in the social sciences remain significantly less likely to win tenure than their peers, with an average nine-year tenure rate of only 41% for faculty hired between 2001-02 and 2007-08, compared to 79% in the arts & humanities, 79% in the biological sciences, and 83% in the physical sciences.

Overall, 55.6% of academic staff are women. 47.1% of instructional academic staff and 42.6% of research doctoral academic staff are women. In this same cohort, 14.1% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races. 13.5% of instructional academic staff and 23.4% of research doctoral academic staff belong to these historically underrepresented groups.

Among university staff, 42.5% of FLSA exempt (“salaried”) positions and 51.2% of FLSA non-exempt (“hourly”) positions are held by women. 9% of FLSA exempt positions and 19.2% of FLSA non-exempt positions are held by employees identifying as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races.

Women currently hold 47.3% of limited positions. 13.7% of limited positions are held by individuals from historically underrepresented groups.

To ensure regular review of data related to each major employment category, the committee requests core data each year, plus data on an issue of particular interest or concern for faculty, academic staff, or university staff, with the focus rotating among these three employment groups. The committee remains committed to reviewing longitudinal data.

In February 2016, the committee reviewed salary schedules for university staff, by gender and by race/ethnicity.

IV. Current and Future Issues or Concerns

In 2017-2018, the committee will focus on:

- early childhood care and education
- family and parental leave
- gender pay equity
- hostile and intimidating behavior and campus climate
- lactation rooms
- linkages with groups that serve women
- visibility and accessibility of information about the committee

and priorities identified by the committee in Fall 2017.

V. Committee Membership

Committee on Women in the University, 2016-2017

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Roseanne Clark	Psychiatry	2015	2018
Marah Curtis	Social Work	2016	2019
Teri Dobbs	Mead Witter School of Music	2016	2019
Helen Kinsella	Political Science	2016	2020
Bret Larget (co-chair)	Botany and Statistics	2015	2018
Simone Schweber	Curriculum & Instruction	2016	2019
<u>Academic Staff:</u>			
Tina Hatch	Student Life/International Student Services	2011	2020
Heidi Lang	Wisconsin Union: Social Education Office	2014	2017
Antje Petty	Max Kade Institute	2016	2019
Rebecca Scheller	Law	2012	2018
Nancy Schultz-Darken	Primate Research Center	2012	2018
Rachael Willits	Dean of Students Office	2016	2019
<u>University Staff:</u>			
Antoinette (Toni) Coles	University Marketing	2014	2017
Tina Hunter	Sociology	2014	2017
Chris Lalande	DoIT/Academic Technology	2014	2016
Kate Moran	FP&M/	2016	2019
Kate O'Connor (co-chair)	Office for Equity & Diversity	2014	2017
Ashley Redjinski	French & Italian	Spring	2017
Tamara Walker	DoIT/Enterprise Internet Services	2016	2019
<u>Post-Doctoral Fellow:</u>			
Jessica Corman		2016	2017
<u>Students:</u>			
Sowmya Achara (graduate student)		2016	2017
Zahiah Hammad (undergraduate student)		2016	2017
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Torsheika Maddox (designee)	Office of the Vice Provost & CDO	2015	2017
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2017
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	