

Committee on Women in the University
(Faculty Policies & Procedures 6.56.)
Annual Report, 2013-2015

I. Statement of Committee Functions

On November 2013, by unanimous vote, the committee elected to propose a new membership structure and description of committee functions. The Faculty Senate approved the committee's proposed amendments to *Faculty Policies & Procedures 6.56.* on 5 May 2014:

Faculty Policies & Procedures

6.56. WOMEN IN THE UNIVERSITY, COMMITTEE ON.

A. MEMBERSHIP: The Committee on Women in the University consists of the following members:

1. Six faculty members appointed by the faculty Committee on Committees for terms of three years
2. Six academic staff member appointed for terms of three years
3. Six classified staff members appointed for terms of three years
4. One graduate student and one undergraduate student, appointed by the recognized student governance organization
5. One postdoctoral fellow, appointed by the Graduate School
6. The Vice Provost for Diversity & Climate and the director of the Office for Equity & Diversity, ex officio, non-voting
7. The chair shall be appointed from among the faculty members appointed pursuant to section A.1. Academic staff appointed pursuant to A.2. may be appointed to serve as co-chair. Classified staff appointed pursuant to A.3. may be appointed to serve as co-chair.

B. FUNCTIONS:

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 "Current Internal Procedures" (reaffirmed 21 October 2015) and "Statement on Diversity in the Committee" (adopted December 1999, revised and reaffirmed 21 October 2015) are available upon request from the Office of the Secretary of the Faculty.

Associate Professor Natalia De Leon (Agronomy) and Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) co-chaired the committee in 2013-2014.

Professor Pam Herd (La Follette School of Public Affairs) and Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) co-chaired the committee in 2014-2015.

Associate Professor Natalia De Leon (La Follette School of Public Affairs), Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) and Program Assistant Advanced Confidential Kate O'Conner are co-chairing the committee in 2015-2016.

II. Current and Past Year 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 developing and presenting the annual Women & Leadership Symposium and related events.

We are enormously grateful to Distinguished Policy & Planning Analyst Margaret Harrigan of Academic Planning & Institutional Research for providing institutional data on the status of women each year to the committee and university administration, and for her help in interpreting these data.

Diversity & Climate.

In 2013-2014, committee member Ruth Litovsky (Communication Sciences & Disorders) led the **Ad Hoc Diversity Planning Committee** with student co-chair Ryan Adserias. She regularly briefed the Committee on Women in the University on the composition, focus, and progress of the Ad Hoc Diversity Committee and invited members to contribute to the evolving dialogue as the ad hoc committee held campus and community engagement sessions and drafted a new diversity framework: *Forward Together: A Framework for Diversity & Inclusive Excellence*. The framework, reviewed by all four shared governance groups and finalized on 19 May 2014, and implementation details are posted at <http://diversityframework.wisc.edu/documents.htm>

In August 2013, co-chairs Natalia De Leon and Rebecca Scheller, committee member DeAnn Pillers, and Lindsey Stoddard Cameron joined the **Ad Hoc Committee on Bullying**, led by School of Human Ecology Dean Soyeon Shim and Wisconsin School of Business Dean François Ortalo-Magné, bringing the committee's earlier work on campus climate and sexual harassment to bear in a new conversation about hostile and intimidating behavior. The University Committee charged the **Ad Hoc Faculty Committee on Civility in the Academic Workplace**, a sister committee, to develop policy solutions.

Accomplishments of the Ad Hoc Committee on Bullying include:

- benchmarking K-12 and postsecondary approaches for preventing and mitigating bullying
- collecting case examples to inform a definition of hostile and/or intimidating behavior
- developing two workshops offering members of the campus community an opportunity to learn about and discuss key issues
- identifying key communication needs: e.g., defining and recognizing bullying; understanding the importance of bystander intervention; awareness and development of skills to intervene; promoting and practicing behaviors that create more inclusive, engaged, and trusting environments; and signposting campus processes and resources

Faculty Legislation proposed by the Ad Hoc Faculty Committee on Civility in the Academic Workplace, Section II-332. Defining Language Describing Hostile and/or Intimidating Behavior (Faculty Document 2511a) was adopted by the Faculty Senate on 3 November 2014: <https://kb.wisc.edu/images/group222/shared/2014-11-03FacultySenate/2511a.pdf>

Several members of the Committee on Women attended a **Women & Leadership Coffee & Conversation** on *Civility and Healthy Workplaces in Academia* (3 October 2014). The first of a number of campus-wide discussions, this session was co-presented by Dean Soyeon Shim, OQI Consultant Jim Gray, and Rothermel-Bascom Professor of Human Development and Family Studies Dave Riley. This workshop also was presented at the 15th **Annual Leadership & Management**

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Development Conference (6 November 2014). A second Women & Leadership Coffee & Conversation, *The Workplace as a Forgiving Community* (20 February 2014), featured Professor Robert Enright's work on forgiveness as a foundation for a just and merciful community.

The committee celebrates accomplishments of individuals who receive **Awards & Recognition**. Professor Sharon Long (Soil Science, State Laboratory of Hygiene) continues to represent the Committee on Women on the Vice Provost for Diversity & Climate's selection committee for UW System's Outstanding Women of Color in Education Award and UW-Madison's Outstanding Women of Color Awards. The entire committee congratulates award recipients, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW System – 18th Annual Outstanding Women of Color in Education Award

Karma Chávez, Assistant Professor, Communication Arts and Chican@ & Latin@ Studies
Roberta Hill, Professor, English and American Indian Studies

UW System – 19th Annual Outstanding Women of Color in Education Award

Carmen Valdez, Associate Professor, Counseling Psychology

UW-Madison – 6th Annual Outstanding Women of Color Awards

Desiree Alva, Assistant Director, Diversity Affairs Office, College of Engineering
Wilma Callaway, Assistant Director & Mentor Program Director, Center for Educational Opportunity
Karma Chávez, Assistant Professor, Communication Arts and Chican@ & Latin@ Studies
Roberta Hill, Professor, English and American Indian Studies
Li Chiao-Ping, Professor & Chair, Dance
Saemyi Park, Ph.D., Political Science
Carmen Valdez, Associate Professor, Counseling Psychology

UW-Madison – 7th Annual Outstanding Women of Color Awards

Angela Byars-Winston, Associate Professor, Medicine
Ruttanatip (Dang) Chonwerawong, Assistant Dean for Student Diversity Programs, School of Education
Marla Delgado-Guererro, Ph.D. candidate, Counseling Psychology
Carla Pugh, Associate Professor, Surgery
Michelle Robinson, Ph.D. candidate, Sociology
Eva Vivian, Associate Professor (CHS), School of Pharmacy
Shawnika Hull, Assistant Professor, School of Journalism & Mass Communication
Lillian Tong, Faculty Associate, WISCIENCE

Biographies for current recipients of UW System's Annual Outstanding Women of Color in Education Award are posted on the UW System website: <https://www.wisconsin.edu/grants-awards/women-of-color/>

Brief introductions to each of the 2013 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Valeria Davis's University of Wisconsin News story, "Seven Honored as UW-Madison Outstanding Women of Color" (19 September 2013): <http://news.wisc.edu/22133>

Brief introductions to each of the 2014 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Ngijol Songolo's University of Wisconsin News story "Eight honored by UW-Madison as Outstanding Women of Color" (22 July 2014): <http://www.news.wisc.edu/23006>

The committee joins the Women Faculty Mentoring Program in applauding outstanding mentoring of women assistant professors:

2013 Slesinger Award for Excellence in Mentoring
Beth Graue, Professor, Curriculum & Instruction

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2014 Slesinger Award for Excellence in Mentoring

Linda Schuler, Professor & Interim Chair, Comparative Biosciences

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

Finally, the committee acknowledges and thanks one man and one woman honored as "champions for women" by the Women's Philanthropy Council:

2013 Champion Awards

Steven M. Cramer, Professor, Civil & Environmental Engineering and
Associate Dean for Academic Affairs, College of Engineering

Lynn Edlefsen, Campus Child Care Coordinator and

Director, Office of Child Care & Family Resources

This award provides an opportunity for each recipient to designate a Women's Philanthropy Council gift of \$5,000 to a campus initiative of his or her choice. Dean Steven M. Cramer elected to support the Women in Science & Engineering Leadership Institute and Campus Child Care Coordinator Lynn Edlefsen elected to create paid internships in early childhood education.

Additional details are available in a press release by UW Foundation's Lynne Johnson, "Two honored for advancing status of UW women" (5 November 2013): www.news.wisc.edu/22269

The Committee on Women in the University congratulates past chair Jo Handelsman, now Frederick Phineas Rose Professor and Howard Hughes Medical Institute Professor of Molecular, Cellular and Developmental Biology at Yale University, who was nominated by President Barack Obama to serve as Associate Director for Science in the Office of Science & Technology on 31 July 2013: www.whitehouse.gov/the-press-office/2013/07/31/president-obama-announces-more-key-administration-posts

Dr. Handelsman returned to UW-Madison to present the 2013 Denise D. Denton Distinguished Lecture, *The National Transformation of Science Education* (8 November).

The committee congratulates Professor Patrick Sims and Assistant Vice Chancellor Ruby Paredes on their recent respective appointments as Interim Vice Provost & Chief Diversity Officer and Interim Associate Vice Provost in the Division of Diversity, Equity, & Educational Achievement: www.news.wisc.edu/21991

...and on Professor Sims' permanent appointment to the role of Vice Provost & Chief Diversity Officer in May 2015: <http://news.wisc.edu/23751>

We thank you for your past work with the committee and appreciate the opportunity to partner with you in your new roles. Our committee has benefitted greatly from more active communication and engagement with your office.

Domestic Partner Health Insurance. The Committee on Women in the University has advocated since 2006 for marriage equality and provision of equitable employment benefits. The committee was pleased to see Employee Reimbursement Account (ERA) benefits, including medical and dependent care expenses for a spouse and spouse's children, extended to employees with a legally recognized same-sex spouse (November 2013). We applaud the legal recognition of same-sex marriage in Wisconsin (6 October 2014) and our glad that our LGBT colleagues with marriages recognized in Wisconsin, the United States, and other countries can now enroll in all benefit plans that are administered by Employee Trust Funds (ETF) and offer family coverage.

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Early Childhood Care & Education. The Committee on Women continues to promote affordable access to high quality early childhood care and education and to advocate for additional infant and toddler care options for faculty, staff, and students. The committee discussed an opportunity to re-develop and expand at Chicken Soup/Little Chicks (601 North Whitney Way). Lynn Edlefsen subsequently developed and presented a proposal to Provost Paul M. DeLuca, Jr. and Vice Chancellor for Finance & Administration Darrell Bazzell. The Committee on Women thanks Provost DeLuca and Vice Chancellor Bazzell for funding this project, which added 16 infant and toddler spaces and 4 preschool spaces (20 FTE). Full-time care and flexible scheduling are available.

In February 2014, the Office of Child Care & Family Resources developed Bumblebee, a single electronic application including all six campus early childhood care & education programs. Between 1 February and 31 October, 424 families applied through the program for care for 462 children, including 270 children under two (~58%). 124 children were enrolled during that time period. Bumblebee has received enthusiastic reviews from campus users.

In 2014-2015, the committee met with Dean Soyeon Shim to discuss changes at the Preschool Laboratory's Mineral Point Road and Linden sites. Committee members are grateful for the investment of significant resources in university child care programs and services and recognize the budget constraints faced by the university. Members also expressed concern that program changes, and the perceived risk that valued campus programs and services might be lost, can have a negative effect on workplace climate and morale. The Mineral Point site now serves the greater Madison community as an early childhood Headstart program. The Linden Drive site continues to serve children 6 weeks to 5 years and to support the university's research and pre-service training missions. In the transition, families from the Mineral Point Road site had an opportunity to enroll at the Linden Drive site or another campus program. The number of children served remains constant. Five infant care spaces were lost. Dean Shim shared her vision for the Preschool Lab and new developments in Human Development & Family Studies. She proposed that a newly formed SoHE Early Childhood Task Force consult with the committee in 2015-2016.

The Committee on Women and University Child Care Committee sent a joint letter to Chancellor Rebecca Blank, Provost Sarah Mangelsdorf, and Vice Chancellor for Finance & Administration Darrell Bazzell, requesting their active engagement in developing a campus-level plan to protect and build high quality child care capacity at UW-Madison. Chancellor Blank, Provost Mangelsdorf, and Vice Chancellor Bazzell replied, inviting the committees to propose how the university might best proceed in better coordinating efforts to build collaboration and capacity.

EVOC (End Violence on Campus). Since March 2011, the Committee on Women in the University has partnered with the University Health Services' Violence Prevention Team and nearly two dozen current campus and community partners who are committed to reducing sexual assault, dating/domestic violence and stalking. Following Violence Prevention Coordinator Carmen Hotvedt's March 2013 briefing on the Violence Against Women Act and changes to the Cleary Act, the committee voted unanimously to recommend that UW-Madison provide universal first-year prevention education, with a strong focus on bystander intervention. The committee strongly supports educating UW-Madison students about issues related to sexual assault, dating/domestic violence, stalking, and healthy relationships, and applauds UHS Director Sarah Van Orman and Dean of Students Lori Berquam for championing the effort to require education for first-year students. The implementation of UW-Madison's violence prevention program, *Tonight*, has been highly successful. In the program's first year, 90% of incoming students completed the requirement by mid-October. Additional details are available on the University Health Services website:
<http://www.uhs.wisc.edu/tonight/>

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Family Leave/Parental Leave. Since April 2013, Natalia De Leon has been working with the CALS Equity & Diversity Committee, Dean Kathryn VandenBosch, and others to identify possible avenues for improving family leave/parental leave in the College of Agricultural & Life Sciences. In Fall 2013, Natalia De Leon joined the CALS Equity & Diversity Committee to further integrate the work of the two committees. She has shared findings and outcomes of the Committee on Women's parental leave work group to inform development of a proposed parental leave policy for the college.

Rebecca Scheller served as a liaison to the Faculty Commission on Compensation & Economic Benefits, which was charged to study options for parental leave and make recommendations to the University Committee and Faculty Senate in Spring 2015. A report to the Faculty Senate is expected.

In addition to collecting examples of family leave policies at peer institutions, the commission consulted with administrators including Vice Chancellor for Finance & Administration Darrell Bazzell, Vice Chancellor for Legal Affairs Ray Taffora, HR Specialist Advanced Catharine DeRubeis (OHR), and Vice Provost for Faculty & Staff Michael Bernard-Donals.

The College of Letters & Science policy regarding the use of sick leave following the birth or adoption of a child may provide a useful model for other schools and colleges. No new benefits are expected before a university-wide classification and compensation study is completed.

In response to the question "What are leverage points for faculty, academic staff, classified/university staff, students?" committee members identified several themes, including:

- Communication/education – addressing inconsistent awareness, knowledge, and acceptance of existing policies and practices; identifying and promulgating best practices
- Modified duties – identifying what alternate assignments are possible and effective for employees in different job categories
- Revenue streams – determining how to fund leave (e.g., for researchers, for residents, for faculty and staff with clinical appointments/obligations); how to fund replacement staff (e.g., locum tenens)
- Transition back to work – including options for PT work following family leave
- Workplace flexibility

Preferred Name Policy. In May 2013, LGBT Campus Center Director Gabe Javier briefed the committee on an initiative to develop a policy and process enabling students to record and use a preferred name. Recognizing the links between a person's name and personal identity, and the benefits of such a policy for specific constituencies, including members of our academic community who are transgender-identified, the committee unanimously endorsed adoption of a preferred name policy for students and recommended developing a preferred name policy and processes as quickly as possible for employees. A policy for students was adopted and promulgated by the Office of the Registrar: http://registrar.wisc.edu/preferred_name.htm (an FAQ is available on the site) in Fall 2013. In addition, changes to My UW enabled employees to use a preferred name. The committee acknowledges the significant challenges to achieving this outcome and thanks the preferred name team for their intensive effort to serve both students and employees.

Suicide Prevention. In October 2013, Suicide Prevention Coordinator Valerie Kowis provided materials introducing *At Risk*, an interactive online educational program designed to help faculty and staff recognize signs that students are distressed (including verbal, behavioral and situational cues), respond effectively, and refer appropriately to campus and community suicide prevention resources and services. *At Risk* was launched with a campus-wide e-mail message to all faculty and staff providing instructions and an access code. In addition, Kowis reached out to graduate assistants in partnership with Associate Dean for Graduate Education Wendy Crone in the Graduate School and to faculty participating in the MTLE (Madison Teaching & Learning Excellence) program. *At Risk* will

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be available through an institution-wide license for three years. The program takes approximately 45 minutes to complete. Committee members encourage colleagues to invest time in learning how to provide support and prevent suicide.

Tenure Outcomes in the Social Studies For several years, the committee has been concerned about a “leaky pipeline” to tenure in the social studies. A work group consulted with Vice Provost for Faculty & Staff Steve J. Stern, studied existing and new data from the Office of Academic Planning & Institutional Research, the Office of the Secretary of the Faculty, and the Women in Science & Engineering Leadership Institute (WISELI), and found that:

- Women assistant professors in the Division of Social Studies are more likely to separate from UW-Madison than female peers in other faculty divisions and their male counterparts in Social Studies.
- Much of this attrition occurs early, before divisional committee review. In the most recent cohort observed (faculty hired between 2008-2009 and 2009-2010), 40% of female assistant professors and 32% of male assistant professors have already left UW-Madison without tenure.
- Between 1999 and 2015, the Social Studies Divisional Committee recommended tenure for 90% of women and 96% of men reviewed. Since 2007, the committee has recommended tenure at nearly equal rates for women and men.

The committee recommends that UW-Madison leaders work to identify and evaluate factors influencing retention and promotion in the Division of Social Studies. The committee also recommends continuing, systematic collection and analysis of data that draw a clear “line of sight” between hiring and promotion to tenure, to better describe and inform gender disparities in tenure and promotion rates. A copy of the work group’s report and recommendations is attached (*Appendix 1*).

Women & Leadership Symposium The Committee on Women continues to partner with women deans, the Office of Human Resource Development, the Women’s Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. Co-Chair Ruth Litovsky and Co-Chair Elect Rebecca Scheller gave opening remarks at the *5th Annual UW-Madison Women & Leadership Symposium* (11 July 2013). Co-Chairs Natalia DeLeon and Rebecca Scheller introduced the *6th Annual UW-Madison Women & Leadership Symposium* (10 July 2014), and Rebecca Scheller spoke at the *7th Annual UW-Madison Women & Leadership Symposium* (9 July 2015).

The committee thanks the Women’s Philanthropy Council for underwriting the symposium and supporting follow-up “Coffee & Conversation” programming presented by the Office of Human Resource Development and UW-Madison’s women deans with gifts totaling \$60,000 between 2010-2011 and 2015-2016.

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: <https://apir.wisc.edu/datadigest>

Readers will find additional information about data provided to the committee on the APIR website (<https://apir.wisc.edu/diversity-faculty.htm>), including memos from Margaret Harrigan regarding “Data on Women and Minority Faculty and Staff at UW-Madison” (29 July 2014):

<http://apir.wisc.edu/diversity/CWUfacandstaffcountsmemo2014.pdf>

“Data on Women and Minority Faculty and Staff at UW-Madison (31 August 2015):

http://apir.wisc.edu/facultystaff/CWU_faculty_and_staff_trends_2015_final.pdf

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The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison’s workforce (*Appendix 2*):

Women Employed at UW-Madison	1990-1991	2013-2014	2014-2015
Faculty	17.96%	32.6%	33.4%
Executive/Director/Administrator (Academic Staff)	38.83%	48.8%	48.7%
Academic Staff	49.09%	53.6%	54%
University Staff	55.57%	51.9%	50.9%
Employees in Training (including post-doctoral fellows)	26.61%	43.2%	43.6%
Graduate Assistants	34.47%	44.4%	43.2%
Total	41.78%	48.1%	48%

The percentage of women in the faculty has increased from 15.2% in 1987 to 33.4% in 2014. In 1987, fewer than 9% of faculty holding the title of professor were women; today, 27% of faculty at this rank are women. 39% of associate professors and 45% of assistant professors are women (*Appendices 2, 6*). Since 2003, over 40% of all faculty hires have been women (*Appendix 8*).

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 18.3% of faculty (21% of female faculty and 18% of male faculty; 155 women and 271 men, including 11 women and 9 men who identify as belonging to two or more races) come from these historically underrepresented groups. Within this cohort, the percentage holding the rank of professor has risen from 5% in 1987 to 16% in 2014. 23.7% of associate professors and 24.2% of assistant professors are members of underrepresented groups (*Appendices 3, 4, 7*). Over the past ten years, 24% of faculty hires have identified as Black, Asian/Pacific Islander, American Indian, Hispanic, or members of two or more races. In 2014-2015, 27% of all tenure-track faculty hired were members of one or more of these historically underrepresented groups (*Appendix 9*).

Women hold 34% of higher-level administrative appointments. In October 2014, 6 of 14 academic deans were women and 34% of faculty and CHS faculty associate deans were women. Two deans and three associate deans were faculty of color (*Appendices 15, 16*).

In a cohort of 183 department chairs and academic program directors holding faculty appointments, 54 (30%) are women and 22 (12%) are faculty of color. In the same cohort, women lead 37.2% of arts & humanities departments/programs, 19.4% of the biological sciences departments/programs, 12.5% of the physical sciences departments/programs, and 42.6% of the social studies departments/programs. Faculty of color hold 16.3% of these leadership positions in the arts & humanities, 8% in the biological sciences, 8.3% in the physical sciences, and 14.8% in the social studies (*Appendices 17, 18*).

The number of women in science hired at UW-Madison has fluctuated from year to year. Overall, since 2003, approximately 39% of faculty members hired in the biological sciences and 21% of faculty members hired in the physical sciences have been women. In the biological sciences, women were appointed in 51% of searches in 2014-2015. In the physical sciences, women were appointed in 31% of searches in 2014-2015 (*Appendix 8*).

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Among 35 women and 48 men hired at the rank of assistant professor in 2006-2007, the most recent year for which these data are available, 83% of the women and 81% of the men were tenured within nine years. In this same cohort, 78% of minority faculty and 83% of non-minority faculty were tenured (*Appendices 10, 11*).

A review of faculty hired between 1993-1998, 1999-2004, and 2005-2007 shows that the average nine-year tenure rate is 69% for minority women, 68% for non-minority women, 67% for minority men, and 75% for non-minority men. The committee once again emphasizes the vital importance of mentoring women and faculty of color effectively through tenure, and creating a climate conducive to their retention in the faculty (*Appendix 12*).

Women and men in the social studies remain significantly less likely to win tenure than their peers, with an average ten-year tenure rate of only 57%, versus 81% in the arts & humanities, 74% in the biological sciences, and 82% in the physical sciences. Women in the social studies fare the worst, with an average nine-year tenure rate of 54% (*Appendices 13, 14*).

Overall, including executive appointments, 53.8% of academic staff are women. 46.7% of instructional academic staff and 41.1% of research doctoral academic staff are women. In this same cohort, 12.7% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races. 11.8% of instructional academic staff and 21.6% of research doctoral academic staff belong to these historically underrepresented groups (*Appendices 2, 3*).

In 1988, 38% of academic staff executive positions were held by women; today, 48.7% of these positions are held by women, with 11.7% held by women of color. In October 2014, 84 (55.6%) of 151 higher-level administrative positions (e.g., associate or assistant vice chancellor, associate or assistant dean) were held by women. Among academic staff associate deans, 57.9% were women, and among academic staff assistant deans, 58.5% were women. 5 associate deans and 19 assistant deans (18%) are academic staff who identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races (*Appendices 2, 3, 15, 16*).

Among university staff, 43.2% of FLSA exempt (“salaried”) positions and 54% of FLSA non-exempt (“hourly”) positions were held by women in 2014. 8.4% of FLSA exempt positions and 16.6% 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 (*Appendices 2, 3*).

III. Current and Future Issues or Concerns

In 2015-2016, the committee is focusing on:

- 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
- Contributing to the development of a new UW-Madison *Children in the Workplace* policy
- Consulting with the Dean of Students Office on a parental leave policy for students
- Preventing and addressing sexual assault and harassment, in partnership with University Health Services EVOC (End Violence on Campus), with a focus on providing prevention education and information about resources/policies to employees:
www.uhs.wisc.edu/assault/grademployee

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V. Committee Membership

Committee on Women in the University, 2013-2014

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Angela Byars Winston (s. II)	Medicine: Internal Medicine	2013	2014
Katherine Corby (on leave s. II)	Dance	2012	2015
Natalia de Leon (co-chair)	Agronomy	2010	2016
Laurel Goodwin	Geoscience	2011	2014
Pamela Herd	La Follette School of Public Affairs	2009	2015
Shawn Kaeppler	Agronomy	2009	2015
Ruth Litovsky	Communicative Disorders	2010	2016
Sharon Long	Soil Science	2009	2014
Katherine Magnuson	School of Social Work	2010	2016
De-Ann Pillers	Pediatrics	2011	2014
<u>Academic Staff:</u>			
Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2016
Tina Hatch	International Student Services/Student Life	2011	2014
Kelly Mallon	Surgery	2010	2016
Rebecca Scheller (co-chair)	Law	2012	2015
Nancy Schultz-Darken	Primate Research Center	2012	2015
B. Ann Ward	Kinesiology	2011	2014
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2014
<u>CNCS Liaison:</u>			
Tammy Starr	Office of Human Resource Development	2013	2014
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women welcomes:</i>			
<i>Angela Byars Winston</i>	<i>Medicine: Internal Medicine</i>	<i>2013</i>	<i>2014</i>
<i>Patrick Sims</i>	<i>Office of the Provost, Diversity & Climate</i>	<i>2013</i>	
<i>Tammy Starr</i>	<i>Office of Human Resource Development</i>	<i>2013</i>	<i>2014</i>
<i>The Committee on Women in the University thanks friends of the committee and departing members:</i>			
<i>Katherine Corby</i>	<i>Dance</i>	<i>2012</i>	<i>2015</i>
<i>Laurel Goodwin</i>	<i>Geoscience</i>	<i>2011</i>	<i>2014</i>
<i>Sharon Long</i>	<i>Soil Science</i>	<i>2009</i>	<i>2014</i>
<i>Tammy Starr</i>	<i>Office of Human Resource Development</i>	<i>2013</i>	<i>2014</i>
<i>B. Ann Ward</i>	<i>Kinesiology</i>	<i>2011</i>	<i>2014</i>

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V. Committee Membership

Committee on Women in the University, 2014-2015

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Angela Byars-Winston	Medicine: Internal Medicine	2014	2015
filling Kate Corby's seat			
Natalia de Leon (on leave s. II)	Agronomy	2010	2016
Pamela Herd (co-chair)	La Follette School of Public Affairs	2009	2015
Shawn Kaeppler	Agronomy	2009	2015
Katherine Magnuson	School of Social Work	2010	2016
De-Ann Pillers	Pediatrics	2011	2015
filling Ruth Litovsky's seat			
<u>Academic Staff:</u>			
Randi Cartmill	Ctr. for Quality & Productivity Improvement	2010	2016
Tina Hatch	International Student Services/Student Life	2011	2017
Heidi Lang	Wisconsin Union: Social Education Office	2014	2017
Kelly Mallon	Surgery	2010	2016
Rebecca Scheller (co-chair)	Law	2012	2018
Nancy Schultz-Darken	Primate Research Center	2012	2018
<u>Classified Staff:</u>			
Antoinette Coles	University Marketing	2014	2017
Lisa Griesel	Accounting Services	Fall 2014	
Christine Hrenak	Physics	2014	2015
Tina Hunter	Sociology	2014	2017
Chris Lalande	DoIT Academic Technology	2014	2018
Kate O'Connor	Office for Equity & Diversity	2014	2017
Emily Diamond	CALS Administrative Services	Fall 2014	
Angela Thorp	Computer Sciences	2014	2018
<u>Post-Doctoral Fellow:</u>			
Katie Brenner		2014	2015
<u>Students:</u>			
Rachel Feldman (graduate student)		2014	2015
Samantha Nitschke (undergraduate student)		2014	2015
<u>Ex-Officio/Non-Voting:</u>			
Patrick Sims	Office of the Provost, Diversity & Climate	2013	
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2014
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	
<i>The Committee on Women welcomes:</i>			
<i>Katie Brenner</i>		<i>2014</i>	<i>2015</i>
<i>Antoinette Coles</i>	<i>University Marketing</i>	<i>2014</i>	<i>2017</i>
<i>Emily Diamond</i>	<i>CALS Administrative Services</i>	<i>Fall 2014</i>	
<i>Rachel Feldman</i>		<i>2014</i>	<i>2015</i>

(continued)

<i>Lisa Griesel</i>	<i>Accounting Services</i>	<i>Fall 2014</i>
<i>Christine Hrenak</i>	<i>Physics</i>	<i>2014 2015</i>
<i>Tina Hunter</i>	<i>Sociology</i>	<i>2014 2017</i>
<i>Chris Lalande</i>	<i>DoIT Academic Technology</i>	<i>2014 2018</i>
<i>Heidi Lang</i>	<i>Wisconsin Union: Social Education Office</i>	<i>2014 2017</i>
<i>Samantha Nitschke</i>		<i>2014 2015</i>
<i>Kate O'Connor</i>	<i>Office for Equity & Diversity</i>	<i>2014 2017</i>
<i>Angela Thorp</i>	<i>Computer Sciences</i>	<i>2014 2018</i>

The Committee on Women in the University thanks friends of the committee and departing members:

<i>Angela Byars-Winston</i>	<i>Medicine: Internal Medicine</i>	<i>2013 2015</i>
<i>Emily Diamond</i>	<i>CALS Administrative Services</i>	<i>Fall 2014</i>
<i>Laurel Goodwin</i>	<i>Geoscience</i>	<i>2011 2014</i>
<i>Lisa Griesel</i>	<i>Accounting Services</i>	<i>Fall 2014</i>
<i>Pamela Herd</i>	<i>La Follette School of Public Affairs</i>	<i>2009 2015</i>
<i>Christine Hrenak</i>	<i>Physics</i>	<i>2014 2015</i>
<i>Shawn Kaeppler</i>	<i>Agronomy</i>	<i>2009 2015</i>
<i>Ruth Litovsky</i>	<i>Communicative Disorders</i>	<i>2010 2016</i>
<i>Samantha Nitschke</i>		<i>2014 2015</i>
<i>De-Ann Pillers</i>	<i>Pediatrics</i>	<i>2011 2015</i>
<i>Tammy Starr</i>	<i>Office of Human Resource Development</i>	<i>2013 2014</i>

[Also see the appendices to this report \(Link\)](#)