
Committee on Women in the University
(Faculty Policies & Procedures 6.56.)
Annual Report, 2015-2016

I. Statement of Committee Functions

In February 2016, by unanimous vote, the committee updated language describing its membership. The Faculty Senate approved the committee's proposed amendments to *Faculty Policies & Procedures* 6.56. on 7 March 2016:

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 university 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 scholar (research associate, postdoctoral fellow, or postdoctoral trainee), appointed by the Office of Postdoctoral Studies (VCRGE)
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 elected from among the faculty members appointed pursuant to section A.1. Academic staff appointed pursuant to A.2. may be elected to serve as co-chair. University staff appointed pursuant to A.3. may be elected 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 "Operating Procedures" (adopted 17 February 2016) and "Statement on Diversity in the Committee" (adopted December 1999 and updated 21 October 2015) are available upon request from the Office of the Secretary of the Faculty.

Associate Professor Natalia De Leon (Agronomy), Assistant Dean for Admissions & Financial Aid Rebecca Scheller (Law) and Program Assistant Advanced Confidential Kate O'Connor (Office for Equity & Diversity) are co-chairing the committee in 2015-2016.

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 developing and presenting the annual Women & Leadership Symposium and related events.

Awards & Recognition:

The committee congratulates recipients of UW System's Outstanding Women of Color in Education Award and 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 System – 20th Annual Outstanding Women of Color in Education Award

Heather Johnson, Assistant Professor, Medicine (Cardiology)

UW-Madison – 8th Annual Outstanding Women of Color Awards

M. Adams, Co-Executive Director, Freedom, Inc.

Joselyn Diaz-Valdes, Senior Advisor, Office of Student Financial Aid

Lori Kido Lopez, Assistant Professor, Communication Arts

Esmerelda Rodriguez, Ph.D. candidate, Curriculum & Instruction

Emilie Songolo, Senior Academic Librarian, Memorial Library

Heather Johnson, Assistant Professor, Medicine (Cardiology)

Earlise Ward, Associate Professor, School of Nursing

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

Brief introductions to 2015 UW-Madison Annual Outstanding Women of Color Award recipients are presented in Susannah Brooks' "Seven UW-Madison Women honored as 2015 Outstanding Women of Color" (2 October 2015): <http://news.wisc.edu/seven-uw-madison-women-honored-as-2015-outstanding-women-of-color/>

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

2015 Slesinger Award for Excellence in Mentoring

Elizabeth Mertz, Professor, Law

Professor Mertz received a \$2,500 award from the Women's Philanthropy Council, which has generously supported the Slesinger Award since 2004.

The committee congratulates former member Sharon Long, Professor, Soil Science, who received the College of Agricultural & Life Sciences 2016 Equity and Diversity Award.

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

2015 Champion Awards

Robert N. Golden, Robert Turell Professor in Medical Leadership,

Dean, School of Medicine & Public Health, and Vice Chancellor for Medical Affairs

Lori DiPrete Brown, Associate Director for Education and Engagement, Global Health Initiative and Director, UW-Madison 4W Initiative

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.

Additional details are available in a press release by UW Foundation's Ben Corey, "Two members of UW community honored for advancing status of women" (7 April 2016): news.wisc.edu/two-members-of-uw-community-honored-for-advancing-status-of-women/

Diversity & Inclusion:

In January 2016, Vice Provost and Chief Diversity Officer Patrick Sims presented an overview of Diversity Framework recommendations being implemented in 2016-2018 and shared recent

accomplishments of each Division of Diversity, Equity & Educational Achievement program. Having observed that ten-year plans often go through a “boom & bust” cycle, with lots of activity in the first 2-3 years and waning attention and effort mid-cycle, a key goal for Vice Provost Sims and colleagues implementing UW-Madison’s Diversity Framework is to build in sustained conversation, momentum, and morale. There is a strong focus on communication and alignment, with new ways of engaging multiple stakeholders, including shared governance committees. [R.E.E.L. Change](#) describes how five goals will be implemented in three year cycles, with two initiatives being introduced each year.

Research & Program Associate Torsheika Maddox, who represents the division as an ex officio member of the Committee on Women, is leading one key initiative, the *Diversity Inventory Project (DIP)*, envisioned as a database that will provide ready access to information about diversity and inclusion-related groups, projects/programs and events at UW-Madison. CWU members and friends were invited to offer ideas and perspectives on what kinds of information would be most helpful to include at campus information and feedback sessions held in February 2016.

Research & Program Associate Jacqui Scott-Papke is leading a second key initiative, to design a campus climate survey that will be fielded in Fall 2016. She is collaborating with campus stakeholders including WISELI, the Office of Academic Planning & Institutional Research, and the Office of Human Resources.

A third key initiative of the Office of the Vice Provost & Chief Diversity Officer is to author a campus diversity statement complementing the university’s strategic framework and vision. A working group with representation from the Campus Diversity & Climate Committee (CDCC), Equity & Diversity Committee Chairs, and Multicultural & Disadvantaged Coordinators is developing a draft statement, based on shared values identified at a December 2015 joint meeting of these committees. The draft will be refined in consultation with shared governance bodies.

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 May 2015, 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.

In 2015-2016, a joint working group with membership from both committees studied available data, consulted key stakeholders, including work group member and Office of Child Care & Family Resources Director Cigdem Unal; Associate Vice Chancellor for Facilities Planning & Management Bill Elvey; Space Management Director Doug Rose; UW Housing Director Jeff Novak; Professor & Chair of Human Development & Family Studies Janean Dilworth Bart, who recently led a task force charged to develop a centennial vision for the School of Human Ecology’s Preschool Laboratory; and the UW-Madison Campus Child Care Directors. The work group evaluated demand for programming and services at existing campus centers and sought information about the comparative costs of building, renovating, and leasing space for early childhood programs. In April 2016, the work group requested feedback from the full committee on a proposal to charter 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.

Parental Leave for Students:

In October 2015, Assistant Dean Tonya Schmidt (Division of Student Life) presented information about Title IX efforts at UW-Madison and a draft document outlining recommended practices related to parental leave for students. The premise underlying this effort is that pregnancy and parental status should not be a barrier to academic access and success. The committee discussed how to meet the needs of multiple audiences, including students, instructors, and administrators, with a policy solution or information/education campaign, and offered suggestions about the scope and content of a parental leave policy. In February 2016, the committee followed up by discussing family-related leave with recently appointed Title IX Coordinator David Blom.

Policy on Children in the Workplace:

In December 2015, at a joint meeting of the Committee on Women in the University and the University Child Care Committee, members provided the first shared governance review of a draft UW-Madison *Children in the Workplace* policy. The policy was developed in response to a UW System requirement that member campuses adopt a policy providing guidance on the conditions under which an employee may bring a child or children into the workplace. Several campuses adopted UW System's template policy. UW-Madison's project team reviewed the template and developed a policy tailored to our campus, in consultation with a large number of stakeholders including administrative offices, advisory committees, and shared governance groups. The policy positions UW-Madison as a family-friendly university that supports work-life integration by affording appropriate flexibilities to employees. Committee members suggested that managers extend latitude to parents, especially in the period following birth or adoption; articulating an appeal process; and providing managers a context for making decisions about limiting or disallowing the presence of children in the workplace, focusing on policy goals of protecting safety, health, and an undisrupted environment for work and learning.

Retirement Planning:

In April, Department of Employee Trust Funds Deferred Compensation Director Shelly Schueller and Legislative Liaison Tarna Hunter visited the committee and described the genesis and accomplishments of a program called *EMPOWER: Embracing & Promoting Options for Women to Enhance Retirement*. This state-wide campaign was designed with grant funding from the Social Security Administration by ETF, Wisconsin's Deferred Compensation Program, and UW-Madison's Center for Financial Security. By sharing pertinent data and encouraging women of all ages to plan actively and early for retirement, the campaign seeks to reduce the percentage of elderly women living in poverty. The *EMPOWER* team's initial research shows that there are 6 million more women than men over the age of 65, and 75% of individuals over the age of 85 are women. In Wisconsin, nearly two-thirds of all households in poverty are headed by single women and, among older adults, women are more than twice as likely as men to live in poverty. In the cohort of individuals who have retired from state employment, women's average WRS annuities are approximately 20% lower than men's. Many women forego wages due to caregiving obligations and many experience significant costs for long-term care. For all of these reasons, the *EMPOWER* team encourages women to familiarize themselves with a variety of retirement income sources, to calculate how much money they will need in retirement, and to take advantage of supplementary saving programs as well as WRS Retirement and Social Security.

Sexual Assault and Sexual Misconduct:

As an EVOC (End Violence on Campus) partner, the committee remains committed to preventing and

addressing sexual assault and harassment.

In November 2015, Bret Payseur provided an overview of the AAU Sexual Assault Survey Task Force report and recommendations and presented a draft resolution promoting implementation of the task force recommendations, which the committee endorsed. To date the resolution has been endorsed by the Committee on Women in the University, the Committee for GLBTQ People in the University, the Campus Diversity & Climate Committee, the Faculty Senate, the Academic Staff Assembly, and the University Staff Congress.

In December 2015, Violence Prevention Specialist Molly Zemke provided an update on efforts to develop new prevention education programming and resources for employees, including a web-based educational program: www.uhs.wisc.edu/assault/grademployee

Committee members expressed concern about survey findings – particularly, the high rates of sexual harassment and misconduct experienced by graduate students, gender non-conforming individuals, and women of color – and support for task force recommendations. Resources are needed for prevention education, support services for survivors, and coordination of efforts.

In Spring 2016, Molly Zemke invited committee members to participate in a 21-24 June instructor certification program. Certified facilitators will help present the Green Dot bystander intervention curriculum to a variety of audiences including new Greek students, student athletes, marching band members, and University Housing student staff.

Women & Leadership Symposium:

The Committee on Women continues to partner with women deans, the Office of Learning & Talent Development, the Women's Philanthropy Council, and others to present the *UW-Madison Women & Leadership Symposium* each summer. Co-chair Natalia DeLeon will provide welcome remarks at the 2016 symposium, to be held on Thursday, 7 July.

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 \$60,000 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: <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" (31 August 2015):
apir.wisc.edu/facultystaff/CWU_faculty_and_staff_trends_2015_final.pdf

The Committee on Women in the University continues to monitor the percentage of women in the University of Wisconsin-Madison’s workforce (*Appendix 1*):

Women Employed at UW-Madison	1990-1991	2014-2015	2015-2016
Faculty	18%	33.4%	34%
Executive/Director/Administrator (Academic Staff)	38.8%	48.7%	50.4%
Academic Staff	49.1%	54%	54.2%
University Staff	55.6%	50.9%	50%
Employees in Training (including post-doctoral fellows)	26.6%	43.6%	44.4%
Graduate Assistants	34.5%	43.2%	43.3%
Total	41.8%	48%	48.1%

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. 41% of associate professors and 44% of assistant professors are women (*Appendix 5*).

In 1987, 6.2% of faculty were Black, Asian, Native American, or Hispanic. Today 19.6% 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 16.4% in 2015. 23% of associate professors and 25.3% of assistant professors are members of underrepresented groups (*Appendix 6*).

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 (*Appendix 7*). In this same cohort, 78% of minority faculty and 83% of non-minority faculty were tenured (*Appendix 8*). Women and men in the social studies remain significantly less likely to win tenure than their peers, with an tenure rate of only 61% for faculty hired between 2000-01 and 2006-07, compared to 80% in the arts & humanities, 76% in the biological sciences, and 83% in the physical sciences (*Appendix 9*). A 2015 study at Pennsylvania State University compared tenure rates for tenure-track faculty hired in 2007-08 at thirteen major research universities, including UW-Madison. About 76% of UW-Madison tenure-track faculty were promoted to tenure within the time period, compared to 64% at the other institutions studied, and UW-Madison reported higher tenure rates for men, women, minority and non-minority faculty (*Appendix 10*).

Overall, including executive appointments, 54% of academic staff are women. 46.6% of instructional academic staff and 41.6% of research doctoral academic staff are women (*Appendix 1*). In this same cohort, 13.3% of academic staff identify as Black, Asian/Pacific Islander, American Indian, Hispanic, or two or more races. 12% of instructional academic staff and 21.9% of research doctoral academic staff belong to these historically underrepresented groups (*Appendix 2*).

In 1988, 38% of academic staff executive positions were held by women; today, 50.4% of these positions are held by women, with 12.4% held by people of color (*Appendices 1, 2*).

Among university staff, 43.7% of FLSA exempt (“salaried”) positions and 52.3% of FLSA non-exempt (“hourly”) positions were held by women in 2015 (*Appendix 1*). 8.5% of FLSA exempt positions and 16.8% 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 (*Appendix 2*).

To ensure regular review of data related to all three of the major employment categories, the committee has asked to see some core data each year and some data focusing more specifically on issues of particular interest or concern to faculty, academic staff, or university staff, with the focus rotating among these three employment groups. The committee remains committed to reviewing longitudinal data, rather than 1-year “snapshots.”

This year’s special focus is median salaries for Category A and Category B academic staff. The data do not reveal significant differences in median salaries for Category A academic staff title series. However, within the set of Category B title series reviewed, committee members noted that median salaries look quite different for men and women in senior lecturer and senior scientist positions (*Appendices 16, 17*). A classification and compensation study undertaken system-wide over the next 18 months to two years should help elucidate whether observed differences stem from salary inequities or reflect differences in factors such as whether or not an individual employee holds a PhD, how much time has elapsed since the employee’s highest degree was earned, the amount of time an individual has spent in a given position or at a given rank, and other variables.

III. Current and Future Issues or Concerns

In 2016-2017, the committee will focus on:

- Diversity & Inclusion initiatives
- Early Childhood Care & Education
- Title IX efforts
- Data on University Staff
- and priorities identified by the committee in Fall 2016.

V. Committee Membership

Committee on Women in the University, 2015-2016

		Member	Term
		<u>Since</u>	<u>Ends</u>
<u>Faculty:</u>			
Roseanne Clark	Psychiatry	2015	2018
Natalia de Leon (co-chair)	Agronomy	2010	2016
Gail Geiger	Art History	Fall 2015	
Bret Larget	Botany and Statistics	2015	2018
Katherine Magnuson	School of Social Work	2010	2016
Bret Payseur	Genetics	2015	2016
<u>Academic Staff:</u>			
Randi Cartmill	Surgery	2010	2016
Heidi Lang	Wisconsin Union: Social Education Office	2014	2017
Kelly Mallon	College of Letters & Science Dean's Office	2010	2016
Lori Scroggs	Office of Quality Improvement	2015	2016
(filling the seat of Tina Hatch, International Student Services/Student Life, on leave)			
Rebecca Scheller (co-chair)	Law	2012	2018
Nancy Schultz-Darken	Primate Research Center	2012	2018
<u>University Staff:</u>			
Antoinette Coles	University Marketing	2014	2017
Tina Hunter	Sociology	2014	2017
Chris Lalande	DoIT Academic Technology	2014	2018
Kate O'Connor (co-chair)	Office for Equity & Diversity	2014	2017
Angela Thorp	Computer Sciences	2014	2016
Carrie Tobin	School of Nursing	2014	2018
<u>Post-Doctoral Fellow:</u>			
Katie Brenner		2014	2016
<u>Students:</u>			
Rachel Feldman (graduate student)		2014	2016
Tori Varland (undergraduate student)		Spring 2015	
<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	2016
Luis Piñero	Office for Equity & Diversity	1999	
Susan Nelson (designee)	Office for Equity & Diversity	2006	2016
<u>Staff:</u>			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	

[See also the appendices to this report \(link\)](#)