

2002-2003

COMMISSION

ON THE

STATUS OF

WOMEN

ANNUAL

REPORT



UNIVERSITY OF
DELAWARE



Pamela Cook, Chair of the Commission for the Status of Women.

Commission on the Status of Women Annual Report 2002-2003

The Commission on the Status of Women (CSW) represents all women at the University. Two years ago the Commission made a commitment to focus

on the issue of under-representation

of women on the faculty, especially in the science, technology, engineering and mathematics disciplines. The reasoning behind this choice was twofold; one, the University is an educational institution built around students. Since faculty have the primary contact, as well as long-term interaction with students, any effective and sustainable initiative to enhance the climate for women at the University must begin with the faculty. Second, these are fields in which tenure and tenure track faculty are not well represented on campus. Moreover, the issue of under-representation is of immediate concern because there will be a fifty percent turnover in faculty at the University in the next 10-15 years. If we do not address the issue of under-represented groups now, the University's faculty structure has the potential to remain rigid for many years to come.

The 2002-2003 Year

The Commission continued to focus on the representation of women among the tenure and tenure-track faculty during the 2002-2003 year. As Table I shows (Table 1 includes Department Chairs), the percentage of women faculty has changed very little (2%) over the last decade. One issue of particular concern was that while the percentage of women full professors has increased over the last decade, indicating some success in retention and promotion, the percentage of assistant professors has declined during the same period, from 45% to 33%. This decline in the junior

ranks does not bode well for continued growth for women in the senior academic ranks. Moreover, several colleges at the University currently have less than or barely a critical level of women faculty (defined as at least 15%*), namely the College of Engineering (7%), the College of Marine Studies (9%), the College of Arts and Science, natural sciences (15%), and the College of Business and Economics (15%). The representation of women faculty in the College of Agriculture and Natural Resources is a little above critical levels (19%). These percentages are of concern since the Ph.D. rate for women in these disciplines far exceeds their numbers at Delaware.

Fall and Spring Commission Meetings

At two of the Commission meetings during the academic year, members of the Women in Science and Engineering (WISE) subcommittee chaired by Pat DeLeon were also in attendance. At the Fall meeting, the Commission reviewed "best practices" utilized at other colleges and universities to increase the representation of women and minorities on their respective faculties. President Roselle joined the Fall gathering and Provost Rich joined the Commission in the Spring. Members were especially pleased that after visiting with the Commission, the President sent a memorandum to the college Deans indicating "the need to increase the representation of minorities and women on our faculty" and asking that the Provost write to all faculty search committees "requesting that special emphasis be placed on efforts to have all groups represented among the applicant and interview pools." He also asked that the Deans share the memorandum with their department chairs. The Commission applauds this Presidential initiative and urges the Provost to send the memorandum annually to faculty search committees, as well as provide assistance at critical points in the faculty search process, such as during the development of job postings, in the interview process, and before final offers are made to candidates.

Presentations and Initiatives

The Commission sponsored a number of talks and meetings across the year, as well as new programs. First, Debra Rolison, a chemist from the Naval Research Labs, presented the Woman of Excellence Lecture and interacted with several campus constituencies including graduate student representatives and members of the WISE committee during her time on campus. Professor Rolison's talk focused on the national under-representation of women in science,

* Women, Minorities and Persons with Disabilities in Science and Engineering, NSF 1994

Table 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
 FALL 1993 THROUGH FALL 2002

Fall	Full Professors			Associate Professors			Assistant Professors			Total		
	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)
1993	298	39	11.6	220	93	29.7	93	75	44.6	611	207	25.3
1994	306	44	12.6	213	100	31.9	89	60	40.3	608	204	25.1
1995	308	50	14.0	214	100	31.8	87	61	41.2	609	211	25.7
1996	311	52	14.3	221	102	31.6	92	51	35.7	624	205	24.7
1997	321	66	17.1	215	96	30.9	94	49	34.3	630	211	25.1
1998	307	71	18.8	215	100	31.7	88	50	36.2	610	221	26.6
1999	305	79	20.6	210	101	32.5	90	51	36.2	605	231	27.6
2000	322	81	20.1	203	101	33.2	97	58	37.4	622	240	27.8
2001	320	81	20.2	203	101	33.2	103	50	32.7	626	232	27.0
2002	323	88	21.4	201	100	33.2	109	50	31.4	633	238	27.3
Change, 1993- 2002	25	49	9.8	(19)	7	3.5	16	(25)	(13.2)	22	31	2.0

NOTE: Faculty counts include department chairpersons.

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Debra Rolison, head of advanced electrochemical materials for U.S. Naval Research Laboratories, presented her lecture entitled, "Can Title IX do for women in science and engineering what it has done for women in sports?" at the third annual Women of Excellence Lecture and Reception on April 28, 2003.

engineering and mathematics. She pointed out that PhD rates for women in these fields have been climbing since 1983; however, the percentage of women tenure and tenure-track faculty in prestigious academic departments across the country does not represent the available pool of women. For example, in 2002 women represented 31% of the PhDs awarded nationally in chemistry, a figure similar to the number awarded at Delaware. Yet at UD, the percentage of tenure and tenure-track women in the Department of Chemistry and Biochemistry is only 13%;

nationally the percentage at Research I departments of chemistry is 12%. Dr. Rolison attributes this discrepancy to a number of factors; one, the narrow interests of search committees; two, accumulated years of disadvantaging women in departmental reviews of candidates and three, climate issues, particularly family/workplace issues, which often deter women from seeking academic careers.

A second sponsored speaker, Kristl Hathaway of the Office of Naval Research, presented a noontime workshop, "Playing the Funding Game". She discussed funding opportunities and offered tips on proposal writing for faculty and graduate students. This workshop was supported by the Deans of Agriculture and Natural Resources, Arts and Science, and Engineering. During the academic year, WISE subcommittee members made themselves available and met with women candidates being interviewed for faculty positions in academic departments, especially those with no or few women faculty. The initiative was very successful and was well received by the candidates. We intend to

Table 2

PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT
FALL 2002

	Undergraduate Students			Graduate Students			Full-Time Faculty Tenure (Non-Tenure) Track		
	Total # Students	# Females	% Females	Total # Students	# Females	% Females	Total # Faculty	# Females	% Females
Agriculture & Natural Resources									
Animal Science & Food Sciences	327	277	85%	23	9	39%	16 (4)	4 (1)	25% (25%)
Bioresources Engineering	84	15	18%	-	-	-	8 (1)	0	0%
Entomology & Applied Ecology	118	69	58%	21	9	43%	7 (3)	1 (1)	14% (33%)
Food & Resource Economics	72	36	50%	33	19	58%	14 (5)	3 (1)	21% (20%)
Plant & Soil Science	65	27	42%	52	28	54%	25 (4)	5 (1)	20% (25%)
Miscellaneous (GAG, OR, & NRM)	41	20	49%	17	10	59%	-	-	-
COLLEGE TOTAL	707	444	63%	146	75	51%	70 (17)	13 (4)	19% (24%)
Arts & Science-Humanities									
Art	411	286	70%	21	8	38%	13 (2)	6	46%
Art Conservation	25	21	84%	32	31	97%	3	2	67%
Art History	65	57	88%	68	54	79%	12 (1)	6	50%
English & University Writing Center	724	497	69%	71	49	69%	48 (7)	16 (5)	33% (71%)
Foreign Languages & Literatures	170	134	79%	37	29	78%	28 (33)	13 (30)	46% (91%)
History	444	170	38%	84	43	51%	29 (3)	8 (2)	28% (67%)
Museum Studies	-	-	-	-	-	-	4	1	25%
Music	160	92	58%	16	9	56%	20 (4)	7 (1)	35% (25%)
Philosophy	53	19	36%	-	-	-	14	2	14%
Theatre	35	20	57%	43	17	40%	14	6	43%
Total - Humanities	2,087	1,296	62%	372	240	65%	185 (50)	67 (38)	36% (76%)
Arts & Science-Natural Sciences									
Biological Sciences	822	521	63%	37	24	65%	30 (8)	5 (6)	17% (75%)
Chemistry & Biochemistry	225	113	50%	121	46	38%	32 (2)	4 (1)	13% (50%)
Computer & Information Science	346	38	11%	111	31	28%	17 (2)	3 (0)	18%
Geography	99	47	47%	38	23	61%	12	3	25%
Geology	60	29	48%	24	7	29%	9	1	11%
Mathematical Sciences	135	75	56%	35	13	37%	32 (9)	4 (2)	13% (22%)
Physical Therapy	-	-	-	63	42	67%	7 (1)	2 (1)	29%(100%)
Physics & Astronomy	41	10	24%	58	10	17%	19 (1)	1	5%
Total - Natural Sciences	1,728	833	48%	487	196	40%	158 (23)	23 (10)	15% (43%)
Arts & Science-Social and Behavioral Sciences									
Anthropology	63	40	63%	-	-	-	9 (2)	2 (2)	22%(100%)
Black American Studies	-	-	-	-	-	-	3	1	33%
Communication	574	419	73%	21	12	57%	6 (6)	4 (3)	67% (50%)
Early American Culture	-	-	-	22	19	86%	-	-	-
Linguistics	-	-	-	36	20	56%	7 (1)	3	43%
Political Science & Inter. Relations	561	309	55%	38	13	34%	22 (4)	6 (2)	27% (50%)
Psychology	840	666	79%	45	28	62%	24 (3)	5 (2)	21% (67%)
Sociology and Criminal Justice	722	384	53%	37	23	62%	26 (3)	12 (1)	46% (33%)
Women's Studies	12	12	100%	-	-	-	- (3)	- (3)	- (100%)
Total - Social and Behavioral Sciences	2,772	1,830	66%	199	115	58%	97 (22)	33 (13)	34% (59%)
Miscellaneous-Arts & Science									
Arts & Science - Undeclared	1,723	875	51%	-	-	-	-	-	-
Bartol Research Institute	-	-	-	-	-	-	13	0	0%
Economics - Arts & Science	35	8	23%	-	-	-	-	-	-
Liberal Studies	15	6	40%	64	40	63%	-	-	-
Winterthur Program	-	-	-	-	-	-	1	0	0%
Miscellaneous (BMSC & NRQ)	-	-	-	24	15	-	-	-	-
COLLEGE TOTAL	8,360	4,848	58%	1,146	606	53%	454 (95)	123 (61)	27% (64%)
Business & Economics									
Accounting	303	142	47%	21	11	52%	18 (11)	3 (6)	17% (55%)
Business Administration	1,385	597	43%	414	158	38%	26 (8)	6 (3)	23% (38%)
Economics	144	45	31%	78	27	35%	24 (3)	2 (1)	8% (33%)
Finance	276	65	24%	-	-	-	12 (1)	1	8%
Not Required	-	-	-	2	1	50%	-	-	-
COLLEGE TOTAL	2,108	849	40%	515	197	38%	80 (23)	12 (10)	15% (43%)
Engineering									
Chemical Engineering	282	79	28%	114	38	33%	19 (1)	2	11%
Civil & Environmental Engineering	237	69	29%	90	30	33%	21	0	0%
Electrical & Computer Engineering	296	24	8%	131	26	20%	21	0	0%
Mechanical Engineering	257	43	17%	67	9	13%	21	2	10%
Materials Science	-	-	-	67	23	34%	8	2	25%
Miscellaneous (BMSC & NRQ)	-	-	-	47	9	19%	-	-	-
COLLEGE TOTAL	1,072	215	20%	516	135	26%	90 (1)	6	7%
Health & Nursing Sciences									
Health Exc. Sci./Intercollegiate Athletics	553	293	53%	53	35	66%	24 (12)	8 (3)	33% (25%)
Medical Technology	123	93	76%	-	-	-	4 (3)	4 (2)	100% (67%)
Nursing	685	634	93%	54	52	96%	19 (11)	17 (11)	89%(100%)
Nutrition & Dietetics	132	114	86%	27	26	96%	10 (2)	7 (2)	70%(100%)
Miscellaneous (BMSC & NRQ)	-	-	-	6	3	50%	-	-	-
COLLEGE TOTAL	1,493	1,134	76%	140	116	83%	57 (28)	36 (18)	63% (64%)
Human Services, Education, & Public Policy									
Consumer Studies	466	411	88%	-	-	-	13 (1)	11 (1)	85%(100%)
School of Education	851	782	92%	353	269	76%	41 (30)	20 (25)	49% (83%)
School of Urban Affairs	-	-	-	205	118	58%	10 (13)	2 (6)	20% (46%)
Hotel, Restaurant Management	277	166	60%	9	5	-	8 (7)	2 (2)	25% (29%)
Individual & Family Studies	286	276	97%	63	54	86%	14 (8)	9 (7)	64% (88%)
CHEP/Interdisciplinary Studies	188	171	91%	2	1	-	-	-	-
English Language Institute	-	-	-	-	-	-	- (13)	- (9)	- (69%)
COLLEGE TOTAL	2,068	1,806	87%	632	447	71%	86 (72)	44 (50)	51% (69%)
Marine Studies									
Honors Program	-	-	-	95	49	52%	33	3	9%
NEWARK CAMPUS									
UNIVERSITY PARALLEL	611	336	55%	-	-	-	- (17)	6	-
CONTINUING EDUCATION	1,680	929	55%	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL	18,099	10,561	58%	3,190	1,625	51%	871 (253)	238 (149)	27% (59%)

NOTE: Faculty counts include department chairpersons.

*Editor's Note: Women's Studies is an interdisciplinary program. As a result, many of its majors are double majors. If one counts double majors, Women's Studies had 55 majors.

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continue the practice next year and will recommend to the Provost and college deans that it be made an integral part of the search process. Further, as a result of this activity, the WISE group recommended that a pamphlet detailing "UD Family Friendly Policies" be published to encourage women to consider a faculty position at Delaware. A publication will be available this fall for all faculty, and for distribution by search committees to faculty candidates.

Last, recognizing the need for stronger encouragement and support for women in engineering at the University of Delaware, the Dean of Engineering, Eric Kaler, created a part-time position, Associate Dean for Women's Programs, headed by Pam Cook, the Chair of the Commission. Pam attended the LEAP (Leveraging Experience to Accelerate Progress: Moving Towards Gender Equity in Engineering Education) Conference at the National Academies in Washington, DC together with Mark Barteau, Chair of the Department of Chemical Engineering and John Rabolt, Chair of the Department of Materials Science, and also attended the WEPAN (Women Engineering Professional Advocates Network) Conference in Chicago. Both conferences generated presentations of "best practices" for increasing the representation of women faculty. These include greater involvement of university and college leaders, special support for faculty at critical transition points, advocating that graduate students consider academic careers, implementation of "Stop-the-Clock" and other family friendly policies, broadening hiring pools, mentoring by senior faculty, and continuing conversations between Provosts, Deans, and faculty concerning hiring goals, policies and procedures.

CSW Recommendations

1. The CSW and the WISE subcommittee again recommend the development of a "Women in Science and Engineering Program" based on successful national models. To do so will require the appointment of a qualified, full-time administrative staff person, as well as support staff. Without such a commitment of resources, a viable program cannot be sustained and institutionalized.
2. The Commission applauds and appreciates the support of the University administration, especially that of the President and the Provost, for encouraging Commission activities and providing resources for speakers and consultants. The Commission urges continuation of funding for these activities and also for leadership and diversity training opportunities for faculty.

Commission Sponsored Faculty Activities

The Commission continues to host a number of faculty support activities throughout the year and will do so in 2003-2004.

- A Promotion and Tenure workshop is held for all faculty each Spring. This annual workshop is co-sponsored with the Center for Teaching Effectiveness and the Provost's Office and is well received.
- The CSW hosts the annual "Women of Promise Dinner" targeted for undergraduate women students each Fall. This year, the keynote speaker was Barbara Gates who spoke about the interrelationships between Victorian women and nature.
- The Commission sponsors a "new women faculty luncheon" at the start of each academic year in conjunction with the Office of Women's Affairs and the Women's Studies Program followed by a yearlong mentorship program that pairs each new tenure and tenure-track faculty member with a CSW faculty member for continued academic support.



Barbara Gates, Alumni Distinguished Professor of English, spoke at this year's Women of Promise Dinner, held November 20, 2002.

Student Activities

Increasing membership was a priority of the CSW Student Caucus during the 2002-2003 year. The group wrote personal e-mails to presidents of registered student organizations, actively sought new members at Student Activities Night and posted flyers across the campus community. The name "Women's Student Caucus" has been highlighted in these communications to encourage broader student participation; the results of these efforts have been encouraging.

In addition, efforts are underway to more broadly distribute materials issued by the Office of Women's Affairs working with the Center for Fraternity and Sorority Life and with the Office of Residence Life. Last, the Student Caucus continues to monitor the level of services offered by the University of Delaware Health Center. Some members continue to be concerned about the waiting period for women's health appointments. Dr. Joseph Siebold, the Director of the University of Delaware Health Center assured the Caucus that appointments are available within a one-



President Emeritus E. Arthur Trabant (left) presents the E. Arthur Trabant Institutional Award for Women's Equity to this year's recipient, Raymond A. Callahan, Associate Dean of the College of Arts and Science.



This year marked the 20th Anniversary for the Geis Research on Women Conference, held on March 8, 2003. Left to right: Margaret D. Stetz, the Mae and Robert Carter Professor of Women's Studies; Evan Price, winner of the Undergraduate Student Division; Cheryl Wilson, winner of the Graduate Student Division; Marian Lief Palley, Director of the Women's Studies Program; and Liane Sorenson, Director of the Office of Women's Affairs.

to-two week period and that emergency contraception is available on a seven-day a week basis. Dr. Siebold also shared with the group the ways in which the Health Center advertises their services. On balance, the Student Caucus was pleased with Dr. Siebold's report and plans to publicize the availability of women's health services offered on campus.

Staff Activities

The Salaried Staff Caucus, co-chaired by Cheryl Kowalski and Susan Savini held two well-received events for salaried staff and their supervisors: a program entitled "Songs of Encouragement and Inspiration by Female Composers" presented by Dr. Marie Robinson, Associate Professor of Music, and a presentation by Clella Murray, winner of the Delaware Press Award, about book publishing.

AROUND CAMPUS

The Commission and the Office of Women's Affairs collaborated with Women's Studies across the 2002-2003 academic year to bring several speakers to campus: Dr. Estelle Freedman, discussed her highly acclaimed book, *No Turning Back: The History of Feminism and the Future of Women*, at the annual Mae Carter Lecture; Octavia Butler, well-known science fiction author, presented *A Parable: Writing Science Fiction in These Times*, and historian and journalist, A'Lelia Bundles, presented *On Her Own Ground: The Life and Times of Madam C.J. Walker*. Dr. Margaret Stetz, a visiting scholar in Women's Studies became the Mae and Robert Carter Professor of Women's

Studies, bringing additional humanities perspective to the Women's Studies Program. The program offered ninety-six courses and enrolled more than 3,400 students during 2002-2003 academic year.

Women's Intercollegiate Athletic Program

Three hundred and twenty-six women participated in twelve intercollegiate sports during the 2002-2003 year. In Colonial Conference finishes, the women's rowing team placed first, the basketball team placed second, the field hockey team placed third and the swimming and softball teams finished fourth. The swimming and outdoor track and field teams had outstanding individual performances at the Colonial Conference meets. Additionally, the field hockey team named six regional All-Americans; the basketball team participated in the post season WNIT tournament; and swimming and indoor track and field set a number of new school records.

Continuing progress, reflective of the University's commitment to gender equality, was in evidence with increases in scholarship aid and new personnel.

Transitions

The Commission would like to wish Liane Sorenson a productive retirement as she leaves the University after fifteen years leading the Office of Women's Affairs. Liane's support for women's activities on campus and her friendly and warm presence will be missed. And, we welcome Donna Tuites and Judy Gibson who will be supporting CSW through their work in the Office of Women's Affairs.

COMMISSION ON THE STATUS OF WOMEN 2002–2003 ROSTER

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Cover photos, top to bottom: All cover photographs were taken at this year's Women of Promise dinner, held November 20, 2002.

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