Much of the Commission’s activities during the 2006-2007 year have focused on mentoring newly hired assistant professors and on developing strategies that encourage the retention of associate and full professors.
COMMISSION ON THE STATUS OF WOMEN ANNUAL REPORT 2006–2007

OVERVIEW

While the Commission on the Status of Women (CSW) is committed to increasing the representation of women faculty, staff and students, particular focus has been placed on increasing the number of women faculty.

It is the view of the Commission that the increased recruitment and retention of women on the faculty has a salutary effect on the general status of women on campus. Therefore, much of the Commission’s activities during the 2006-2007 year have focused on mentoring newly hired assistant professors and on developing strategies that encourage the retention of associate and full professors. Table 1 of this report shows the number and percentage of full time tenured and tenure-track women faculty at University of Delaware has increased by seven percent over the last ten years. The Commission applauds this growth but worries there was essentially no increase during the 2005–2006 year in the percentage representation of women faculty at the assistant professor level or at the full professor level. Table 2 details the number and percentage of women among the undergraduate students, graduate students, non-tenure faculty and tenured/tenure-track faculty by department and by college.

FACULTY MENTORING INITIATIVE

The Commission on the Status of Women, the Commission to Promote Racial and Cultural Diversity and the Office of the Provost sponsored a pilot program this year to begin an institutionalized mentoring program for new faculty. Nine academic departments representing all of the colleges participated; a Web site describing the program is available at www.udel.edu/provost/mentoring.html. Faculty identified for mentoring are helped to prepare for the tenure process and encouraged to develop strong collegial relationships with senior faculty, both within and outside their disciplines.

Workshops were held for the identified mentors, their chairs and deans, and a meeting was held in the spring semester with the mentees to determine the effectiveness of the program. Overall, participants found the program useful, both from the perspective of the mentor and the mentee. Program refinements will be made for the 2007–2008 year when a number of additional departments will be added to the pilot program. Both Commissions have membership on the mentoring committee. Members include Sandra Carberry, Maxine Colm, Pam Cook, Patricia DeLeon, Wunyabari Maloba and Sue McNeill. Havidan Rodriquez, Vice Provost for Academic Programs and International Affairs, serves as the link with the Provost’s Office.

WOMEN IN SCIENCE AND ENGINEERING (WISE)

A particular focus of the Commission has been to encourage the recruitment and retention of women faculty in the sciences and in engineering. The WISE group, under the chairpersonship of Sandra Carberry, and with the support of the deans of Engineering, Agriculture & Natural Sciences, Marine & Earth Science, and Arts & Sciences sponsored several workshops during the 2006-2007 academic year to encourage the retention of women faculty. One workshop addressed the concerns of women in science and engineering; the other, issues affecting women faculty in the arts and sciences. Led by nationally recognized experts, the workshops focused on necessary skills when “negotiating” with supervisors for resources, salary and other perquisites. Similar workshops are being planned for the 2007–2008 academic year with emphasis placed on communication skills.

Dr. Donna Nelson of the Department of Chemistry at the University of Oklahoma was the WISE distinguished lecturer in the spring of 2007. Her talk, “Science in the New Millennium: Our Grand Challenge”, focused on data concerning the often poor representation of women and minorities in the science and engineering disciplines. Of special interest was her emphasis on the “pipeline break” between the attainment of the doctoral degree by women and their subsequent representation on college and university faculties, especially in chemistry and mathematics. As part of Dr. Nelson’s visit, WISE held an informal breakfast for women graduate students where discussion about these issues was encouraged. The Chemistry Department also hosted a technical seminar by Dr. Nelson.
Table 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
Fall 1996 through Fall 2006

| Fall  | Full Professors | | Associate Professors | | Assistant Professors | | Total |
|-------|----------------|----------------|----------------------|----------------|----------------------|--------|
|       | Male (N) | Female (N) | (%)    | Male (N) | Female (N) | (%)    | Male (N) | Female (N) | (%)    | Male (N) | Female (N) | (%)    |
| 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        | 34.1   | 633      | 238        | 27.3   |
| 2003  | 318      | 88        | 21.7   | 197      | 101       | 33.9   | 112      | 63        | 36.0   | 627      | 252        | 28.7   |
| 2004  | 308      | 93        | 23.2   | 194      | 100       | 34.0   | 109      | 72        | 39.8   | 611      | 265        | 30.3   |
| 2005  | 296      | 93        | 23.9   | 194      | 104       | 34.9   | 108      | 80        | 42.6   | 598      | 277        | 31.7   |
| 2006  | 305      | 96        | 23.9   | 198      | 109       | 35.5   | 114      | 85        | 42.7   | 617      | 290        | 32.0   |
| Change, 1997–2006 | (16) | 30 | 7 | (17) | 13 | 5 | 20 | 36 | 8 | (13) | 79 | 7 |

NOTE: Faculty counts include Center Directors and Department Chairpersons. Prepared by the Office of Institutional Research and Planning, April 24, 2007.

COMMISSION-SPONSORED ACTIVITIES
The Commission continues to sponsor and support activities throughout the year that recognize and foster the academic, professional and personal success of women faculty, staff and students.

• PROMOTION AND TENURE WORKSHOPS FOR FACULTY
The Commission, in cooperation with the Office of the Provost and the Center for Teaching Effectiveness, annually sponsors a workshop about the promotion and tenure process, which is always highly subscribed. Department chairs and recently promoted faculty discuss such important topics as preparing the promotion dossier, the role of external reviews and the steps in the University's promotion and tenure process. Feedback from faculty indicate that this is a very valuable program and it will become the linchpin of the mentoring initiative for newly hired faculty.

• WOMEN OF PROMISE DINNER
The annual Women of Promise Dinner recognizes undergraduate women students of exceptional promise and encourages them to become more involved in the intellectual life of the University. Tenured women faculty nominate promising women students, join them at dinner and serve in a mentoring role for these young women. This year's keynote speaker was Dr. Sue McNeil, Professor of Civil and Environmental Engineering. Her lecture emphasized the importance of building networks, be they familial, social or professional. Dr. McNeil emphasized that to have a successful professional career, one must have role models, be willing to take risks, possess an open mind and, most of all, have an abiding passion for the work one does.

• WOMEN OF EXCELLENCE LECTURE AND RECEPTION
The annual Women of Excellence lecture honors women graduate students. Dr. Linda Katehi, Provost and Vice Chancellor for Academic Affairs and professor of Electrical and Computer Engineering at the University of Illinois, was this year’s lecturer. She spoke about the initiatives that are being undertaken at her university to include the talents and representation of underrepresented groups. Dr. Katehi emphasized that improving faculty and staff relationships is a necessary first step in improving overall campus climate. The program was well received and opportunity was also provided for graduate students, faculty and administrators to meet with Dr. Katehi in a small group setting.

Dr. Sue McNeil (above), UD Professor of Civil and Environmental Engineering; Dr. Linda Katehi (right), Provost and Vice Chancellor for Academic Affairs and professor of Electrical and Computer Engineering at the University of Illinois
### AGRICULTURE & NATURAL RESOURCES
- Animal Science & Food Sciences: 266
- Biostatistics: 17

### BUSINESS & ECONOMICS
- Accounting: 17
- Business Administration: 17
- Business/Management: 17
- Economics: 17
- Entrepreneurship: 17
- Finance: 17
- Marketing: 17
- Management: 17

### ARTS & SCIENCES-HUMANITIES
- Anthropology: 17
- Black Cultural Studies: 17
- Communications: 17
- English: 17
- European American Culture: 17
- Lingustics: 17
- Music: 17
- Philosophy: 17
- Theatre: 17

### ARTS & SCIENCES-NATURAL SCIENCES
- Biological Sciences: 17
- Chemistry: 17
- Computer & Information Science: 17
- Mathematics: 17
- Physical Sciences: 17
- Physics: 17
- Women's Studies: 17

### BUSINESS & ECONOMICS
- Accounting: 17
- Business Administration: 17
- Economics: 17
- Entrepreneurship: 17
- Finance: 17
- Marketing: 17
- Management: 17

### PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT, FALL 2006*

<table>
<thead>
<tr>
<th>Department</th>
<th>Full-Time Faculty</th>
<th>Non-Tenure Track</th>
<th>Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Undergraduate</td>
<td>Faculty</td>
<td>Females</td>
</tr>
<tr>
<td>Students</td>
<td>Graduate</td>
<td>Female</td>
<td>#</td>
</tr>
<tr>
<td>Total</td>
<td>Students</td>
<td>Female</td>
<td>#</td>
</tr>
</tbody>
</table>

**NOTE:** Faculty counts include Center Directors and Department Chairpersons. Prepared by the Office of Institutional Research and Planning [NEED DATE].

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

### FOREIGN LANGUAGES & LITERATURES
- Arabic: 17
- Chinese: 17
- French: 17
- German: 17
- Hebrew: 17
- Italian: 17
- Japanese: 17
- Russian: 17

### HEALTH & NURSING SCIENCES
- Health, Nutrition, and Exercise Science: 17
- Medical Technology: 17
- Nursing: 17
- Nutrition: 17
- Miscellaneous: 17

### HUMAN SERVICES, EDUCATION, & PUBLIC POLICY
- Fashion and Apparel Studies: 17
- School of Education: 17
- School of Urban Affairs: 17
- Hotel & Restaurant Management: 17
- Individual & Family Studies: 17
- Child Development: 17
- English Language Institute: 17

### MARINE STUDIES
- Marine Studies: 17
- Geology: 17
- COLLEGE TOTAL: 17

### UNIVERSITY GRAND TOTAL
- 16,004

*NEED NUMBER*
Sherry Kitto, Professor of Plant and Soil Sciences in the College of Agriculture and Natural Resources, was the recipient of the 2007 E. Arthur Trabant Award for Women’s Equity. In making the presentation, Commission members emphasized Dr. Kitto’s consistent mentoring and fostering of women students and faculty in the department and in the College. Her many years of service to the Commission on the Status of Women, her participation on the WISE committee and her commitment to the advancement of women made Dr. Kitto the perfect candidate for the Women’s Equity Award. Dr. Kitto joined the Department of Plant and Soil Sciences in 1984 as the only woman in a tenure-track faculty position. The department now has seven tenured/tenure-track women on its faculty, all of whom were mentored and supported by Dr. Kitto in their careers.

**MENTORING OF NEW FACULTY**
In addition to the previously described pilot mentoring program, the CSW matches every new tenure/tenure-track woman faculty member with a faculty mentor. Women faculty mentors contact the new faculty, invite them to lunch and help provide them with opportunities to learn about the University and its services for women. In addition, the Commission sponsors an informational luncheon for new faculty and women in conjunction with the Office of Women’s Affairs and the Women’s Studies Program. The luncheon provides an opportunity for new faculty to learn about University resources and to network with their peers and with Commission members.

**OTHER COMMISSION ACTIVITIES**

**Family Friendly Policies**
The Commission annually updates and distributes a brochure that describes the family friendly options available to both men and women, e.g. stop-the-clock tenure policy, maternity leave options, research sabbatical, etc. The brochure has proven to be an important recruiting tool and is sent to faculty, administrators and search committees.

**Meeting with Women Student Leaders**
The Chair of CSW and the head of the Office of Women’s Affairs continued the practice of meeting with women student leaders so that they can better understand their needs. Of particular interest this year was the need to bring registered student organizations together on a regular basis to identify issues of concern for women on campus. The Office of Women’s Affairs expects to initiate such an opportunity for the 2007-2008 year.

**AROUND CAMPUS**

**WOMEN’S STUDIES PROGRAM**
A new Women’s Studies Research Award program was funded by the Provost this year. These grants are intended to broaden understanding of Women’s Studies and gender research and learning across the University. Another highlight this year was the Mae and Robert Carter lecture presented by Bettina Aptheker, Professor of Feminist Studies at the University of California, Santa Cruz. Her topic, “Bearing Witness: Autobiography and the Radical Reconstruction of Women’s History” was highly acclaimed by faculty and students in the Women’s Studies program.

**WOMEN’S INTERCOLLEGIATE ATHLETICS PROGRAM**

Women continue to be actively involved in the University’s intercollegiate athletics program. Female student athletes enjoyed a very successful year in the Colonial Conference; the women’s Basketball, Lacrosse and Volleyball teams finished third. Of particular note, Tyrese Smith was given the Outstanding Senior Athlete Award. Ms. Smith is an outstanding basketball player and she has been drafted by the Women’s National Basketball Association.

**ACTIVITIES FOR AND BY STUDENTS**

Women students continued their active participation in a number of programs and services. This ranged from presenting winning papers at the Geis Student Research on Women Conference (April, 2007), to taking a leading role in activities for Sexual Assault Awareness Month. Issues addressed included: dating violence, sexual harassment, acquaintance rape and support for those who have experienced sexual offenses. It should be noted that student use of Public Safety’s escort service increased substantially during the 2006-2007 year. Some 33,000 escorts were provided enabling students, faculty and staff to travel safely on the campus and on surrounding streets.
The Commission on the Status of Women acknowledges the strong support that has always been offered by the Office of Women’s Affairs for its many activities. The coordinator of that office for the past four years has been Donna Tuites. Donna retired from the University of Delaware this June after nineteen years of service and plans to continue her interest as a licensed mental health counselor. We wish Donna every success as she embarks on a new career path.

The Commission welcomes the arrival of Becki Fogerty, the new Manager and Program Head of the Office of Women’s Affairs. Becki has impressive credentials. She served as program manager of the Sewall-Belmont House and Museum in Washington, DC and as assistant director of the Women’s Center at Old Dominion University. We look forward to her close association and support for the Commission’s many endeavors.

- The Commission applauds the Provost for sending an annual letter to department search committees reminding them of the University’s commitment to diversity. This initiative underscores that qualified women and faculty of color should be given every consideration in recruitment activities. The Commission urges that there be follow-up activities which help search committees and search chairs better understand the University’s policies and procedures with respect to hiring.

- While recruitment and mentoring of new faculty is vital to increasing faculty numbers for women and minorities, the Commission believes that equal focus must be given to issues of faculty retention. The Commission will address the issue of retention of senior faculty during the 2007-2008 year.

- The Commission recommends the development and institutionalization of a University-wide program that will enhance the climate for women and minority faculty in science, technology, engineering and mathematics. To assist in that effort a senior tenured faculty member familiar with University policies, procedures and practices should be identified to work with the Office of the Provost in program development.

- The Commission supports programs that enhance the safety and security of women on campus and on contiguous streets. Specifically, the Commission urges the increased allocation of resources to improve the effectiveness and efficiency of the University’s bus system as well as expand support for escort services.

- The Commission recommends a more visible location for the Office of Women’s Affairs to heighten campus awareness of programming for and on behalf of women faculty, staff and students.

- The Commission on the Status of Women and the Commission to Promote Racial and Cultural Diversity have entered into a productive partnership. We expect these joint activities will expand during the 2007-2008 academic year and that campus diversity will be the beneficiary of these initiatives.
<table>
<thead>
<tr>
<th>CHAIRPERSON</th>
<th>Pamela Cook, Associate Dean for Women's Programs, Engineering, Professor, Mathematical Sciences</th>
</tr>
</thead>
</table>
| MEMBERS                                      | Marlene Adams, Assistant Professor, School of Nursing  
Anne Boylan, Professor, History  
Sandra Carberry, Professor (Chair, WISE), Computer and Information Sciences  
Patricia Deleon, Professor, Biological Sciences  
Marsha Dickson, Chair, Fashion and Apparel Studies |
| MEMBERS                                      | Erica Armstrong Dunbar, Assistant Professor, History  
Marlene Emara, Associate Professor, Animal and Food Sciences  
Diane Ferry, Associate Professor, Business Administration  
Carla Guerron-Montero, Assistant Professor, Anthropology  
Sue McNeil, Professor, Civil and Environmental Engineering  
Suzanne Stanley (PAC Rep), Office of the Registrar  
Jessica Schiffman, Assistant Director, Women's Studies |
| EX OFFICIO                                   | Monika Shafi, Director, Women's Studies Program, Elias Ahuja Professor of Foreign Languages and Literatures  
Diana Simmons (SSAC Rep, Spring), Administrative Assistant, Urban Affairs and Public Policy  
Barbara Williams, Associate Professor, Physics and Astronomy |
| STAFF                                         | Judith Gibson, Assistant Vice President, Affirmative Action and Multicultural Programs (Fall 06)  
Wunyabari Maloba, Assistant Vice President, Affirmative Action and Multicultural Programs (Spring 07) |
| STAFF                                         | Dana Brittingham, Senior Secretary, Women's Affairs  
Ashleigh Brown, Graduate Assistant, Women's Affairs |

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Cover photos: (top row) Fioralba Cakoni (right), Associate Professor, Mathematical Sciences, and a Math grad student at the 2006 Women of Promise Dinner; Dr. Sue McNeil (left) and two students at 2006 Women of Promise Dinner; (row two) Dr. Lesa Griffiths (left) and Dr. Sherry Kitto at 2007 E.A. Trabant Award Dinner; (row three) Dr. Linda Katehi, Women of Excellence Speaker; (row four) 2007 E.A. Trabant Award Dinner.