

## **IUPUI Office for Women - IUPUI Commission on Women PROGRESS REPORT February 1, 2000**

The IUPUI Office for Women was established in October 1996 to help improve the workplace and learning environment for faculty, staff, and students at IUPUI. Under the leadership of Dr. Kathleen Warfel, the Office for Women and Commission on Women made great strides towards changing IUPUI for the better (see Progress Report of May 21, 1998). In June of 1998, Dr. Warfel resigned her position as director. In September of 1998, Kimberly Quaid, former assistant to the director for the Office for Women, was appointed director and Rebecca Van Voorhis was appointed assistant to the director. At the same time, the Office was downsized and FTE support reduced substantially. Despite these changes, the Office for Women and Commission on Women have continued their efforts. The following provides an overview of recent work of the OFW and the commission.

### **Working Groups**

The main work of the commission is through the efforts of the Commission on Women working groups, which serve to plan and implement programming and to advise regarding proposed changes to policies and procedures. These working groups are dynamic and are designed to be responsive to the needs of the community.

### **Faculty/Librarian Pay Equity Study**

With additional financial support from the chancellor's office, a campus-wide study of pay equity for full time tenured and tenure-track faculty and librarians was begun in July of 1997. The study was done under the direction of the Pay Equity/Support Equity Working Group with technical advice from an ad hoc Pay Equity Study Technical Advisory Committee (PESTAG). This study has been completed and the full report can be viewed on our website (<http://www.iupui.edu/~women>).

A few items need to be highlighted:

- A total of 243 (30.8%) women faculty were in the study out of a total faculty of 790. The average male premium was \$183.77 a month or \$1838 per academic year. When scientists, lecturers and librarians are added to the mix, the male premium becomes \$161 per month or \$1610 per year.
- Female faculty constitute a lower percentage of faculty at full rank. Continued attention must be paid to the promotion process (page 7 of Pay Equity Report). Further evidence for concern can be found in the 1997 IUPUI Strategic Directions Performance Report which states on page 7, "The gender and minority composition of tenured and tenure track faculty has not changed since 1993."
- Finally, female faculty constitute a lower percentage of faculty in schools and disciplines that tend to receive higher pay. Continued attention must be paid to recruiting and retaining women in schools and disciplines where they are under represented. Recruitment and retention of women and minority faculty will be a main thrust for the 1999-2000 action agenda. For links to how other universities have tackled this issue go to <http://web.mit.edu/fnl/women/women.html> and <http://www.academic.gatech.edu/study/report.htm> and <http://www.aaup.org/wlegdoc.htm>

To connect with the Indiana University website that has financial (salary) information for all employees, go to <http://www.fms.indiana.edu/cgi-bin/IU/Salary/Salary.txt>.

### **Staff Pay Equity Study**

The Professional Staff Compensation Equity Review began in the spring of 1999. The study has been completed.

### **Assessment of Campus Climate**

The Monitoring the Campus Climate Subgroup began a push to assess how individual faculty, staff and students experience the campus environment at IUPUI. The purpose was to establish baseline measures and to focus attention on chilly climate issues as a first step to their elimination. This subgroup was instrumental in adding questions to the biannual IUPUI faculty/student surveys that assessed the campus climate for women and minorities. These questions were taken from the short form of the "Academic Climate Scale" developed by researchers at the University of Illinois, Chicago and were used with permission of the authors. The Academic Climate Scale includes items worded in both positive and negative directions. That is, for some items, a greater degree of agreement indicates a "better" climate for women faculty (e.g. "People heed when female faculty speak") and for other items greater agreement indicates a "poorer" climate for women faculty (e.g. "Sex discrimination is a big problem.") In general, there are clear and consistent differences between male and female faculty in responses to the campus climate for women items. Without exception, women faculty respond less positively to these aspects of campus climate than do men faculty. A complete summary of this report can be found on the [1998 IUPUI Faculty Survey](#).

### **Workplace Flexibility**

In December of 1997 the Workplace Environment Working Group released their "Final Report on Work Life Initiatives." This report can be read in its entirety by clicking on [Final Report on Work Life Initiatives](#).

### **Office for Work/Life**

The Final Report on Worklife Initiatives served as a catalyst for proposing that IUPUI establish an Office of Work/Life. Members of the Workplace Climate Working Group are currently working on this proposal to develop an office that will develop, coordinate and make referrals regarding comprehensive worklife services for all IUPUI employees.

### **"In the Company of Women"**

The Commission on Women and the University Place Conference Center are co-sponsoring a lecture series designed to bring nationally prominent women speakers to IUPUI. The first program, which took place on December 3, 1998 featured Mary Pipher, Ph.D., author of *Reviving Ophelia: Saving the Selves of Adolescent Girls* and included a daylong series of workshops designed around the keynote topic and featuring faculty of IUPUI. This program is designed to draw the community to IUPUI and enhance the appreciation for the institution and of the contribution of women.

### **Edward C. Moore Symposium**

The Commission on Women and the Office of Faculty Development cosponsored the Edward C. Moore Symposium held on April 9, 1999. The symposium entitled "Beyond New Paradigms: Wrestling with Classroom Realities," focused on re-educating students and faculty to learn and teach productively within the new active learning paradigms. The keynote speaker was Phillip Gordon who discussed problem-based learning. Other featured speakers in the daylong event included Miriam Langsam, associate dean of students, School of Liberal Arts and Sharon Sims, chair, Department of Family Health, School of Nursing, both members of the Commission on Women Steering Committee.

### **Sexual Harassment Education Campaign**

In collaboration with the campus Affirmative Action Office and Human Resources Administration Office, the Sexual Harassment Working Group prepared a leadership training program designed for departmental chairs and other unit leaders. The Council of Deans endorsed this undertaking and the delivery of the program to all deans, chairs and directors of all the schools at IUPUI was accomplished in March of 1999. Over 200 faculty administrators were provided leadership training that emphasized the supervisor's and the educator's roles in ensuring that faculty, staff and students know their rights and responsibilities regarding sexual harassment pursuant to

Supreme Court guidelines. The Working Group also developed programs designed for students and staff that were piloted this spring and ready for implementation in the fall of 1999.

The Sexual Harassment Working Group prepared a sexual harassment information brochure that was distributed to all students and staff via the *Sagamore and Campuscape* publications. In addition, the working group advised university and campus government regarding the revised IU Policy Against Sexual Harassment and the IUPUI Sexual Harassment Complaint Procedures.

### **Child Care Options at IUPUI**

The Child Care Working Group was instrumental in supporting the initiative for new child care options on campus. April 9, 1999 saw the groundbreaking for the new IUPUI Center for the Young Child. This state-of-the-art child care facility will serve 242 children, ages 2 and up, of IUPUI faculty, staff and students. This facility will have the ability to provide part-time care so that students may register for day care at the same time that they register for their classes. Construction of the center began in earnest in summer of 1999, and the projected opening date is fall 2000.

### **Leadership Development**

For the past two years the Office for Women and the Commission on Women have sponsored one person to attend the NAWA Advancing Women in Higher Education Leadership Institute. In 1997, Gwedolyn Johnson, Ph.D., director of academic programs in the School of Business attended the three-day program held at University of Maryland. In 1998, Elizabeth Jones, associate professor and chair of the Department of Physical Education attended the program held in Denver, Colorado. These awards were paid for from the Kathy Warfel Fund, established by an anonymous donor to honor the first director of the Office for Women.

### **Office for Women Small Grants Program**

This year, the Office for Women has instituted a small grants program that will provide funding for women faculty or staff. This money can be used for any activity related to professional development.

### **Update of Key Indicators**

One mandate of the Office for Women is to track the progress of women at IUPUI over time. In fall of 1999, the Steering Committee of the Office for Women requested an update of the Key Indicators that were used in the 1996 Final Report of the Task Force on the Status of Women, which served as the prototype for the grant proposal to the Strategic Directions Initiative that provided the funding for the Office for Women. The Steering Committee of the Commission on Women reviewed these key indicators in September of 1999. The results were revealing in that not much progress has been made and in many cases women have lost ground. These disappointing results served as a catalyst for creation of several new initiatives presented by Dr. Deborah Cullen in her grant proposal to the Department of Education.

### **Enhancing Equity Awareness and Best Practices at Indiana University Purdue University Indianapolis: A Model Program**

Dr. Deborah Cullen, a member of the Commission on Women Steering Committee, prepared a grant proposal sent in February 2000 to the Department of Education. This proposal requests funding for 4 new initiatives at IUPUI to achieve equity for women. These new initiatives are 1) a model fellowship program targeted at women faculty at the associate professor level to help them achieve full professor status; 2) an educational program to strengthen equity awareness; 3) a web-based portal to enhance access to information useful to women in achieving equity and 4) promotion of best practices by implementing an equity self-study program for the various schools that constitute IUPUI.

### **UPCOMING EVENTS**

**Teleconference: Women's Lives, Women's Voices, Women's Solutions, March 27-29, 2000**

The Office for Women at Indiana University Purdue University Indianapolis was asked to present at the University of Minnesota-sponsored teleconference, "Women's Lives, Women's Voices, Women's Solution. IUPUI will also serve as a satellite down-link site. Sessions will be held Monday, March 27, 2000, from 1:00 to 3:00 pm and on Wednesday, March 29, 2000, from 11:00 am to 1:00 pm. All sessions will be held in the Ruth Lilly Auditorium in the University Library.

**Recognition Luncheon**

On April 20, 2000, from 11:00 to 1:00, the Office for Women and Commission on Women will sponsor a recognition luncheon for faculty, staff, students or programs that have contributed toward our goal of making IUPUI "A Better Place for Everyone." In conjunction with the luncheon, we will also be hosting a Silent Auction to benefit the new IUPUI Center for the Young Child. Nomination ballots should be coming to your mailboxes in the next week or so and should be submitted by April 1, 2000.