

## **University Committee on Women 2008-2009 Year-End Report**

Submitted April 20, 2009  
Ingrid Lilligren, Chair

The University Committee on Women (UCW) was active during the 2008-2009 academic year through its subcommittee work, involvement in University searches, invitation of guests to meetings, and the overall discussions generated by its dynamic membership. Please see membership roster included in Appendix A.

The following are highlights of key activities and accomplishments of UCW over the past year:

### **Executive Committee**

Members: Ingrid Lilligren, Chair (faculty), Julia Graden, Chair-elect (P & S) Lisa Orgler, Past-Chair (P & S), Susan Carlson (Provost), and Deb Larkin (supervisory/confidential).

Goals: Increase visibility of UCW across campus and to encourage and support a high level of productivity by subcommittees.

Results: Monthly meetings were held with the entire committee; the Executive Committee also met monthly, one week prior to the general meetings. The following invited guests attended: Francesca Galarraga, Assistant Director, Equal Opportunity and Diversity, (to discuss the impact of her office on women at ISU); Jack Payne, Vice-President for Extension (to discuss the role of extension in the lives of women at ISU and in Iowa); Jamie Pollard, Director of Athletics and Calli Sanders, Senior Associate Director of Athletics (to update UCW on women in athletics); and President Geoffroy and Executive Vice President and Provost Hoffman. The Executive Committee met separately with Provost Hoffman twice (once each semester) to discuss issues and activities of UCW. A follow-up memorandum will be sent to the President and Provost at the end of spring semester with suggestions and comments on issues we hope to continue to address together.

### **College Review & Oversight Subcommittee** (submitted by Ingrid Lilligren)

Members: Connie Post, Chair; Ingrid Lilligren, Peng Liu, Tanya Zanish-Belcher, Kate Schwensen, Amanda Scott-Williams; Kristen Constant consultant.

Goals: Review and report on the status of women faculty, staff and students in the College of Design; this year we added salary comparisons to the overall set of statistics. At the conclusion of the review, the results will be discussed with the Dean before being published and a follow-up meeting will be held one year later.

Results: We reviewed and reported on the status of women in the College of Design. The next review will be the College of Veterinary Medicine, projected for 2009 - 2010. Please see Status of Women in the College of Design report in Appendix B. (*In process, estimated completion date August 24, 2009*)

### **Searches Subcommittee**

Members: Ingrid Lilligren, Chair, Susan Carlson, Lynn Paxson

Goals: Encourage UCW representation on all five current high profile searches (three Deans, Director of Multicultural Student Affairs, and Vice President for Research and Economic Development); and to have two members of UCW volunteer to attend each diversity forum for these searches. Those members will report to us their observations and a letter will be forwarded to the search chair, if deemed appropriate.

Results: Members of this committee participated in several searches to fill administrative positions at Iowa State University. The following searches were observed with the final candidates below being chosen; memoranda with compiled recommendations were sent to the Provost.

- |   |                      |
|---|----------------------|
| 1. Director of Multicultural Student Affairs            | Santos Nunez Galicia |
| 2. Vice President For Research and Economic Development | Sharron Quisenberry  |
| 3. Dean, College of Design                              | Luis Rico-Gutierrez  |
| 4. Dean, College of Engineering                         | Jonathan Wickert     |
| 5. Dean, College of Human Sciences                      | Pamela J. White      |

As Chair of UCW, Lilligren will be sending these new hires a letter of welcome with information on the activities and impact of UCW and with a request for a follow-up meeting.

### **Childcare Subcommittee**

Members: Julie Graden (Chair), Lora Leigh Chrystal, Debra Covey Diane Price-Herndl, Camille Sloan Schroeder, Betty Toot

Goals: to continue to advocate on behalf of university employees and students in relation to work/life/school balance through our words and actions and provide a strong voice for family friendly practices.

Results: Marketing: In April 2009, we will be collaborating with the University Child Care Committee and the student chapters of Iowa Association for the Education of Young Children and Human Development and Family Studies to celebrate the Week of the Young Child on campus to hold a variety of activities to promote early literacy and learning; thank teachers; and influence public policy on campus and the state of Iowa. The groups are starting the planning phase for this year; in the past, they have distributed green ribbon awards; held a bake sale; pizza fundraiser; read books to the children in the campus centers; etc. The student group chooses the charity for fundraising.

Review of the Children in the Workplace Policy: A draft of the policy is not currently out for formal review at this time. Our subcommittee will continue to monitor the progress of the proposed policy. Subcommittee members Deb Covey and Julie Graden serve on the ad-hoc committee.

Lactation Locations: These will continue under the leadership of Penny Rice and the MSWC. A potential subcommittee project may entail surveying current users of the Lactation Locations. Users would be encouraged to access a website survey to comment on the usage of the room, issues and unmet needs.

Other activities in 2008-09: Included a conversation with the Faculty Senate in regards to expanding campus infant and toddler childcare. Talks will resume with various other groups on campus to assess the need and develop action steps.

### **Workplace Climate Subcommittee**

Members: Chris Fowler, Chair, Mary Beth Golemo, Nancy Grudens-Schuck, Lynn Lundy-Evans, Susan Masters, Penny Rice, Steffani Simbric, Janet Tait, Meifen Wei

Goals: Continue the relationship with Francesca Galarraga and have meetings with her and the committee; look at climate and issues across campus; what processes already exist and what needs to be changed; College of Engineering– female faculty (why aren't the numbers increasing and what can we do to help); Faculty discussion about religious holidays and student absenteeism (currently there is no policy); insure participation from UCW at the diversity forums for faculty/staff searches.

Results: On December 10, 2009 members of the Workplace Climate met with the Ombuds Officer, Elaine Newall. We suggest Elaine be invited to speak to UCW group next year. Elaine and the committee discussed campus climate as regards to the University and staff. It was

suggested that UCW could assist coordination of resources, training, and support for faculty/staff. This would be a springboard for further discussions and her possible visit with UCW. Our committee is in the process of setting up a meeting with Francesca Galarraga, Assistant Director of Equal Opportunity and Diversity to discuss her office and the partnership with UCW. If this does not happen before next fall, there should be a meeting in August with the committee and Francesca. UCW has done an excellent job of incorporating diversity forums for faculty searches. We need to look at staff searches and see what process is happening. With budget cuts and possible layoffs on most people's minds, Workplace Climate could focus on these issues in the future with a focus how communication with regard to budget is handled across campus. In particular we will monitor how budget cuts are affecting women at ISU.

### **Women in Athletics**

Members: Deb Larkin, Chair, Marcia Anderson, Michele Farnham, Rita Marinko, Tara Wilford

Goals: Explore graduation rates for female athletes; examine athletic budget; research coaching equity

Results: Graduation Rate: Average based on last 4 years:

77% graduate rate for women athletes

70% women students

47% male athletes graduate

64% graduation rate for men in general

Remarks: Women athletes have highest graduation rate on campus when compared to non-athletes and male athletes.

Budget:

40% of game day funding, including uniforms, goes to women

26% of recruiting dollars spent on women's sports

48% of scholarship money spent on women

Three of four coaches' salaries that are in top half of big 12 are women's sports

Plans for construction of new volleyball and women's basketball facilities

Remarks: The recruiting budget needs further consideration.

Coaching equity: National trends: 57.2% of head coaches for women's sports are men  
20% of all coaches are women

Nationally, percentage of women coaches is lower than pre Title IX

ISU: 56% of head coaches for women's sports are men

Issues: Decision regarding Ruth Crowe and subsequent editorial in the Iowa State Daily.

Response: UCW Chair Ingrid Lilligren challenged assumptions in the Daily editorial with a statement regarding the right of anyone to challenge their firing.

Recommendations for 2009-2010

Request an independent review of Title IX compliance to provide recommendations to the athletic department

Do a comparison study of other Big 12 Universities in regard to Title IX compliance

### **Awards and Recognitions**

Members: Judy Strand, Chair; Carol Faulhaber, Lynn Franco, and Laura Rhoton

Goals: Champion awards/recognitions for women on campus. This includes reviewing the number of women nominated for and receiving awards; advocating recognition for awards received; and encouraging award nominations.

Results: The main focus of the UCW awards committee this year has been to encourage nominations of women for awards. We have done this through group announcements, e-mails, and networking. We have discussed additional types of information that we would like to track to include the number of applications for men and women as well as the number of awards given to women. We will also add to our tracking information the number of women holding faculty/P&S/merit positions so that we can use that information when evaluating how many awards are given to women. Links on the new UCW web site will be established to include awards offered by the university. Next year, we will compare the nominations and awards given to women in 2008-2009 with past years to determine what can be done to increase or facilitate awards for women.

### Appendix A Membership 2008-09

Ingrid	Lilligren	Chair (faculty)	Professor, Art & Design
Julia	Graden	Vice Chair	Program Coordinator, Family Resource Center
Lisa	Orgler	Past Chair (P&S)	Assistant Director, Reiman Gardens
Susan	Carlson	Provost	Associate Provost, Office of the Provost
Ruth	Birch	Admin Support	Secretary, Office of the Provost

#### **Faculty Representation**

Claire	Andreasen	Vet Medicine	Professor and Chair, Veterinary Pathology
Jennifer	Blackhurst	Business	Assoc Professor, Logistics Operations & Management Information Systems
Kristen	Constant	Engineering	Assoc Professor, Materials Science & Engineering
Nancy	Grudens-Schuck	Faculty Senate	Assoc Professor, Agricultural Education & Studies
Catherine	Kling	Agriculture	Professor, Economics
Rita	Marinko	Library	Assoc Professor, Library
Lynn	Paxson	Design	Assoc Professor, Architecture
Marcia	Rosenbusch	Human Sciences	Adj Assoc Professor, Curriculum and Instruction
Meifen	Wei	LAS	Assoc Professor, Psychology

#### **P&S Representation**

Lora Leigh	Chrystal	P&S	Program Coordinator, Program for Women in Science & Engineering
Debra	Covey	P&S	Associate Director, Ames Lab
Michele	Farnham	P&S	Program Coordinator, Facilities Services, ISU Research Park
Chris	Fowler	P&S	Program Coordinator, Carrie Chapman Catt Center
Mary Beth	Golemo	P&S	Program Coordinator, Community Center, Frederiksen Court Apartments, Residence
Lynn	Lundy-Evans	P&S	Program Assistant, Multicultural Student Affairs

Susan	Masters	P&S	Program Coordinator, Sponsored Programs Administration
Camille	Sloan Schroeder	P&S	Program Coordinator, Engineering Precollegiate Programs
Judy	Strand	P&S Council	Program Coordinator, Economics

**Merit Representation**

Marcia	Anderson	Merit	Secretary, Office of University Marketing
Lynn	Franco	Merit	Secretary, Industrial & Manufacturing Systems Engineering
Sally	Houser	Merit	Secretary, Facilities Planning & Management
Deborah	Larkin	S/C Council	Lieutenant, Public Safety
Janet	Tait	AFSCME	Secretary, Ecology, Evolution & Organismal Biology
Betty	Toot	Merit	Secretary, Liberal Arts & Sciences

**Student Representation**

Laura	Rhoton	Graduate	Sociology
Brinn	Shjegstad	Graduate	Human Development and Family Studies
Tara	Wilford	Undergraduate	Sociology

**Women's Leadership Consortium (WLC) Sustaining Members**

Bonnie	Bowen	WLC	Director, ISU ADVANCE Program
Dianne	Bystrom	WLC	Director, Carrie Chapman Catt Center for Women & Politics
Lauri	Dusselier	WLC	Program Coordinator, Thielen Student Health Center
Carla	Espinoza	WLC	Associate Vice President, Human Resource Services & Director of Equal Opportunity & Diversity
Pat	Miller	WLC	Program Manager, University Lectures Program
Diane	Price-Herndl	WLC	Director, Women's Studies Program
Penny	Rice	WLC	Director, Margaret Sloss Women's Center
Calli	Sanders	WLC	Sr. Associate Director, Athletic Department
Steffani	Simbric	WLC	Program Assistant, Public Safety
Sherrie	Wolfe	WLC	Executive Director, YWCA
Tanya	Zanish-Belcher	WLC	Associate Professor, Library
Karen	Zunkel	WLC	Program Manager, Women in Science & Engineering