

Executive Summary: Work of the IUPUI Task Force on the Status of Women

At the outset, the structure and work of the new IUPUI Office for Women and Commission on Women are being guided by the report of the IUPUI Task Force on the Status of Women. We owe a debt of gratitude to the task force members, who served from 1994 to 1996, especially to the chair Rebecca Porter, who brought the report to a conclusion and submitted the successful proposal for IU Strategic Directions Initiative funding that helped to create the Office for Women. The full text of the task force report is available.

The task force report presented the following Statement of the Problem, Call for Action, and Goals:

Statement of the Problem

"In spite of the official statements of commitment and the concern of central campus administration, IUPUI does not uniformly create and maintain a work and learning environment where diversity is valued and all members of our community can thrive."

Call for Action

"IUPUI must expand the positive actions already in place in order to remove the barriers which limit or negatively impact on women's recruitment, productivity and advancement on this campus. New programs, structures, and opportunities for women must be designed to enhance their productivity and advancement. It is not enough to develop mechanisms to describe the changes in diversity in our institution over time. IUPUI can become an institution with a work and learning environment where diversity is valued and all members of our community can thrive, but the time for action is now. The funding provided by the Strategic Directions Charter Initiatives proposal and the funding provided through the IUPUI Office of the Dean of the Faculties establish the base for action. The success of the agenda will require the continued visible support of the IUPUI administration to achieve the full and equal partnership for all members of our campus community."

Goals Set by the Task Force

"By the year 2000, IUPUI will

- Increase the number of women in all faculty ranks and at all administrative levels, with particular focus on the areas of under-representation
- Insure that women throughout the IUPUI campus receive support commensurate with men
- Recruit and retain women, and recognize their accomplishments at IUPUI
- Improve women's salaries and the conditions of work for all women on the campus
- Coordinate educational programs for administrators, faculty, librarians, staff, and students relating to the campus climate for women
- Deepen the gender content of courses and insure that a hospitable classroom climate exists for all women

- Challenge prevailing norms, values, and attitudes that demean or devalue women
- Hold faculty, librarians, staff, and administrators accountable for creating and maintaining humane, productive work environments for all members of the IUPUI community.