

## **IUPUI Office for Women - IUPUI Commission on Women PROGRESS REPORT June 1, 1999**

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 down sized 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.

This past year the General Advice for Success Working Group has been disbanded. The merged Workplace Environment/Monitoring Campus Climate Working Group has been renamed the Workplace Climate Working Group. In addition two new working groups have been added for 1999. These are

#### **Mentoring Working Group:**

Chair : Deborah Cullen, Professor and Chair, Respiratory Therapy

#### **Leadership Development Working Group**

Co-Chair: Mary Stanley, University Libraries

Co-Chair: Amy Warner, Executive Director, Community Learning Network

#### **Established an Action Agenda for 1998-1999**

The action agenda can be viewed at [1998-1999 Action Agenda](#)

#### **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. This study has been completed and the full report can be viewed at [FACULTY PAY EQUITY AT IUPUI–Statistical Evidence](#).

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 "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>"

### **Staff Pay Equity Study**

The planning phase for the Professional Staff Compensation Equity Review began in the spring of 1998. The staff pay equity study has been completed and the remediation stage is in progress.

### **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, chair 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

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

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 will begin in earnest in summer of 1999, with a projected opening date of 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 NAWE 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.

### **Other Co-sponsored Events**

March 24, 1999 - Campus Interrelations and the Office for Women cosponsored a Female Student Leadership Luncheon held in the Faculty Club at the University Place Conference Center.

August 1999 - IUPUI Office for Women participates in the Office for Professional Development's New Faculty Orientation that takes place at University Library.

October 4, 1999 - Brown Bag Luncheon for Full-Time Female Faculty at University Library conference room UL 1116 for the discussion of real and perceived barriers to equality at IUPUI.

November 13, 1999 - IUPUI Office for Women participated in this year's first Women's Expo at Indianapolis at the Convention Center.

January 5, 2000 - IUPUI Commission on Women's Business Meeting. Location: University Library Auditorium. Main Topic: Report on the Professional Staff Gender/Ethnicity Pay Equity Study. Presenters: Ellen Poffenberger, Assistant Vice Chancellor for Human Resources Administration, IUPUI and Paul Sullivan, Special Assistant to the Vice President for Administration, IU Bloomington

January 20, 2000 - Women Studies and the Office for Women are cosponsoring a presentation by Joan Callahan, Director for Women's Studies at the University of Kentucky, "Campus Programs for Women in the Next Century." The presentation will take place at University Library in conference room UL 1116 from 4:00 - 5:30 pm.

March 2000 - Campus Interrelations and Office for Women are cosponsoring several events at IUPUI for Women's History Month.

March 27 and 29, 2000: National Teleconference - Shaping a National Agenda for Women in Higher Education. Download link provided by IUPUI Office For Women at the University Library Auditorium.

June 24-28, 2000 - IUPUI Office for Women, via the Kathy Warfel Fund, sponsors one individual to attend the national meeting of the NAWE: Institution for Emerging Women Leaders in Higher Education.

June 24-July 21, 2000 - IUPUI Office for Women sponsors one individual to attend the month-long residential program at Bryn Mawr College, Bryn Mawr, Pennsylvania - Summer Institute for Women in Higher Education Administration.

