

## **IUPUI Office for Women - IUPUI Commission on Women PROGRESS REPORT, May 21, 1998**

The IUPUI Office for Women was established in October 1996 to help improve the workplace and learning environment for women faculty, staff, and students at IUPUI. The office supports the IUPUI Commission on Women, which was established in January 1997. The commission members have participated in seven commission working groups that plan and implement programming and advise regarding proposed changes to policies and procedures. Since the origin of this undertaking, much has been done. The following provides an overview of the work of the OFW and the commission to date.

### **A Brief History: Major Accomplishments and Work in Progress**

#### **Established the IUPUI Office for Women in the AO building**

#### **Established the IUPUI Commission on Women**

A volunteer group of faculty, staff, and students (208 members as of May 1998)

#### **Established a Steering Committee for the Commission on Women**

#### **Established the Commission on Women Working Groups**

Child Care   General Advice for Success Learning Environment and Curricular Content   Gender Issues   Pay Equity/Support Equity   Recruitment and Retention   Sexual Harassment   Workplace Environment/Monitoring the Campus Climate

#### **Set up a Web Page: <http://www.iupui.edu/~women>**

Including a "List of Upcoming Events and Opportunities" and a variety of resources (campus/local/national)

#### **Established an [Action Agenda for 1997-1998](#)**

To focus the resources of the Office for Women and Commission on Women, the group worked with the chancellor to adopt a list of projects to be undertaken during this academic year. Most projects are things being done by the commission working groups, however, the participation of all parts of the campus is being solicited. The Action Agenda was discussed at the Council of Deans, IUPUI Faculty Council, and IUPUI Staff Council. The Steering Committee will begin work on an Action Agenda for 1998-1999 during the summer. The following are components of the Action Agenda 1997-1998 that have already been done or initiated:

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

With additional financial support from the chancellor's office, a campus-wide study of the equity for full-time faculty and librarians was begun in July 1997. The study is being done under the direction of the Pay Equity/Support Equity Working Group with special advice from an ad hoc Pay Equity Study Technical Advisory Committee. Preliminary results in April 1998 indicated three major findings: that there is a statistically significant campus-wide salary gender gap, with women faculty earning \$1,830.00 less a year on average in spite of similar productivity ratings; that productivity does correlate with salary level for men and women at IUPUI; and that the gender gap is smaller than it would have been using data from prior years, indicating that IUPUI has

been making progress in this area. Full analysis of the data pools is being completed. A process is now being identified to define how individual salary reviews and adjustments will be undertaken in the fall. A process still needs to be defined for how pay equity reviews for the faculty in the clinical departments of the School of Medicine will be accomplished.

### **Staff Pay Equity Study**

The planning phase for the Professional Staff Compensation Equity Review began in the spring semester. This staff pay equity study will be completed during the 1998-1999 academic year, and a study of pay equity for the remaining staff will follow.

### **Assessment of the Campus Climate**

The Monitoring the Campus Climate (MCC) Subgroup began a push to assess how individual faculty, staff, and students experience the campus environment at IUPUI, the purposes being to establish a benchmark and to focus attention on chilly climate issues as a first step in eliminating various components of the chilly climate. This effort grew into a campus administration project to study the campus climate regarding both gender and racial diversity issues. The effort is now being guided by a broader committee led by Vice Chancellor Banta. The MCC Subgroup continues to participate and helped prepare survey items regarding the campus climate for women and racial minorities, which have been included as part of the biennial IUPUI Faculty Survey and the annual IUPUI Student Survey administered this spring. The MCC also will help compile statistical information regarding the Key Indicators that were initially identified and collected by the [Task Force on the Status of Women](#).

### **Workplace Flexibility**

The Workplace Environment Working Group undertook research on how flexibility in the workplace has been used to the advantage of both employee and institutions. They released their "[Final Report on Work Life Initiatives](#)" in December 1997. They will continue to focus IUPUI's attention on work life balance in order to increase faculty/staff productivity and morale.

### **Recruitment and Retention**

The Recruitment and Retention Working Group (RRWG) conducted focused interviews to collect information about best practices in recruiting and retaining women faculty and staff. The RRWG is working with the General Advice for Success Working Group to plan a daylong professional development seminar for women faculty, modeled after the successful workshop of the School of Medicine. This seminar is designed to help women succeed, advance in their careers, and stay at IUPUI. The seminar is to be held for the first time in the spring of 1999.

### **Faculty Family-Related Partial Leave Policy**

The Office for Women assisted Indiana University faculty governance leaders in their efforts to convince the Board of Trustees to adopt the University Faculty Council's partial-leave policy for family-related situations. The Board of Trustees did approve a policy during their May meeting. This policy will enable faculty to have a reduced load at reduced pay for birth or adoption of a child and for caregiving for seriously ill family members.

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

The Commission on Women and the University Place Conference Center are cosponsoring a new series that will bring nationally prominent women speakers to IUPUI. A day-long workshop

built around each speaker's keynote topic will feature faculty of IUPUI. This program is intended to draw the community into IUPUI and enhance its appreciation of the institution and of the contributions of women. The first program will feature Mary Pipher, Ph.D., author of *Reviving Ophelia: Saving of the Selves of Adolescent Girls*, and will be held at the Conference Center on December 3, 1998.

### **Other Sponsored Events**

The Office for Women, along with the IU Student Chapter of the American Medical Women's Association, cosponsored a lecture and reception at the Indiana Medical History Museum. The Commission on Women and Campus Interrelations cosponsored events for the Women's History Month in 1997 and 1998. The Commission on Women and Campus Interrelations also cosponsored a recognition luncheon honoring 100 Outstanding Student Leaders at IUPUI. This successful event was held on April 28, 1998, and was very much appreciated by the students. Their stories of success in the face of adversity serve as an inspiration to the faculty and staff and to other students.

### **Renewal of Strategic Directions Funding**

Because of the successful work of the Office for Women and Commission on Women, and in recognition of the work still left to do, the Strategic Directions funding has been renewed for a fourth year.

### **Sexual Harassment Education Campaign**

In collaboration with the campus Affirmative Action Office and Human Resources Administration Office, the Sexual Harassment Working Group has prepared a leadership training program designed for departmental chairs and other unit leaders. The Council of Deans has endorsed this undertaking, and delivery of the program will be accomplished on a school by school basis. The presentations have begun, and the expectation is for all chairs, deans, and assistant/associate deans to participate in the program by the end of 1998. The Sexual Harassment Working Group also prepared a sexual harassment information flyer for wide distribution on the campus, and they have advised the campus governance regarding the proposed revisions of the IU Sexual Harassment Policy.

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

The Child Care Working Group has been a driving force in focusing the campus' attention on the need for more child care facilities and the impact they would have on student retention and student, staff and faculty productivity. The campus administration has now committed to moving ahead with a new facility, with ground breaking expected in late 1998. The working group also is preparing an IUPUI Child Care Directory to serve as a guide to finding child care services in the community.

### **Campus Focus on Mentoring**

General Advice for Success Working Group (GASWG) programs: October 6, 1997–Workshop for Women Faculty "Have you Thought About Going into Administration?" October 14, 1998–Workshop for Professional Staff "Getting Ahead in our Job and Career" October 20, 1998–Workshop for Clerical and Technical Staff "Getting Ahead in your Job and Career" October 27, 1998–Commission on Women Meeting; A Panel Presentation and Open Discussion "Mentoring at IUPUI: Strategies for Success." The GASWG is now planning a workshop for New Faculty Orientation and will work with the Recruitment and Retention Working Group to plan a daylong professional development seminar for women faculty at IUPUI.

### **National Center for Excellence in Women's Health**

During the spring of 1997, the Office for Women played a pivotal role in bringing together individuals at the Indiana State Department of Health and in different IUPUI schools and departments to apply for a U.S. Department of Health and Human Services grant. While the proposal was written successfully by Dr. Rose Fife in the School of Medicine, the existence of the new Office for Women definitely helped make it possible for our IU campus to be chosen as one of six new National Centers for Excellence in Women's Health.

### **Diversity in the Curriculum**

The Curricular Content Working Group prepared and distributed a flyer in May 1997 that encouraged IUPUI faculty to revise their curricula to be more inclusive of diversity. The Learning Environment Working Group (LEWG) is now preparing a self-assessment instrument regarding the inclusiveness of pedagogy and curriculum to be available for use by the IUPUI faculty beginning in the 1998-1999 academic year. The LEWG is working with the Office of Faculty and Senior Professional Staff Development to plan the 1999 Edward Moore Symposium, featuring Best Practices in Teaching Diverse Student Populations.