



UNIVERSITY OF
DELAWARE

2001-2002

COMMISSION
ON THE
STATUS OF
WOMEN
ANNUAL
REPORT



Commission on the Status of Women Annual Report 2001–2002

During 2001-2002, the University of Delaware Commission on the Status of Women focused on issues concerning numbers and status of women faculty, especially in science and engineering disciplines. As Table 1 indicates, the proportion of tenured or tenure-track female faculty in the university as a whole has changed very little over the last decade, holding steady at roughly 27%. The percentages range from a low of 6% in the College of Engineering to a high of 65% in the College of Health & Nursing Sciences (Table 2). In addition to Engineering, female faculty numbers are also low in the College of Marine Studies (7%), the natural science departments of the College of Arts and Science (13%), and the College of Agriculture and Natural Resources (16%).

This year President Roselle asked the Commission to determine current “best practices” for improving female representation in science and engineering. The Women in Science and Engineering (WISE) subcommittee, chaired by Pam Cook, undertook to address this charge by seeking ways to enhance the university’s recruitment efforts, increase the likelihood that offers made by UD will be accepted, and improve the climate for women faculty and students in the relevant units.

One specific suggestion came from Deborah Grubbe, Corporate Director for Safety and Health, and Stacy Dedinas, Manager of the Field Engineering Program at the DuPont Company. They indicated that most of the engineering schools from which their company recruits have established Women in Engineering or Women in Science programs, but that such a program is lacking at UD. Such programs are particularly useful, they suggested, in preparing women to understand and overcome the difficulties they will encounter in an industrial environment. They provided data indicating that the most effective programs, such as those at Purdue, Penn State, and Cornell, make a real difference in the recruitment and reten-



Commission on the Status of Women chairperson Judy Hough-Goldstein and Wise committee chairperson Pamela Cook with Lotte Bailyn (center), Professor at MIT’s Sloan School of Management and speaker for the April 18, 2002 Women of Excellence Lecture.

tion of women students at the undergraduate and graduate levels. Significantly, a dedicated administrative staff person runs each of the programs they mentioned. By contrast, a formerly active chapter of the national Society for Women in Engineering at UD has ceased virtually all activity because of a lack of effective leadership and staff support.

To learn more about successful programs of this kind, WISE consulted Barbara Bogue, director of the Penn State Women in Engineering program. According to her data, the percent of female undergraduates and graduate students in engineering at UD is comparable to that at other top-ranked engineering programs, but the percent of female faculty is lower than at comparable programs. In Bogue’s view, Penn State’s success in raising its percent of female engineering faculty is partially attributable to the more equitable, productive learning/work environment promoted by the Women in Engineering Program.

The Penn State program has focused on enhanced recruitment, retention, and development of women faculty, through activities such as mentoring and networking programs, assessment of organizational structures and policies to make sure they are equitable, and providing awareness training to current faculty and staff. Other activities focus on undergraduate and graduate students, including leadership and career development, enhancing skills for female students who may enter engineering with less experience than male students, community building, and networking.

Table 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
 FALL 1992 THROUGH FALL 2001

Fall	Full Professors			Associate Professors			Assistant Professors			Total		
	Male (N)	Female (N) (%)		Male (N)	Female (N) (%)		Male (N)	Female (N) (%)		Male (N)	Female (N) (%)	
1992	245	38 (13)		210	87 (29)		111	81 (42)		566	206 (27)	
1993	261	36 (12)		215	87 (29)		93	75 (45)		569	198 (26)	
1994	273	40 (13)		205	95 (32)		89	60 (40)		567	195 (26)	
1995	273	45 (14)		207	95 (31)		87	61 (41)		567	201 (26)	
1996	276	46 (14)		216	97 (31)		92	51 (36)		584	194 (25)	
1997	286	60 (17)		209	92 (31)		94	49 (34)		589	201 (25)	
1998	276	65 (19)		207	96 (32)		88	50 (36)		571	211 (27)	
1999	274	68 (20)		204	97 (32)		90	51 (36)		568	216 (28)	
2000	293	71 (20)		197	97 (33)		97	58 (37)		587	226 (28)	
2001	290	75 (21)		194	94 (33)		103	50 (33)		587	219 (27)	
Change, 1992- 2001	+45	+37 (+7)		-16	+7 (+3)		-8	-31 (-10)		+21	+13 (0)	

NOTE: Faculty counts DO NOT include department chairpersons.

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Ms. Bogue emphasized that Penn State's Women in Engineering program contributes to the institution as a whole by bringing in significant funding, assisting other units in the development of research grants, and collaborating with them in fostering diversity education.

The need for initiatives of this kind was underscored in a CSW-sponsored lecture by Dr. Lotte Bailyn of MIT, on "Gender Equity in Academia: Lessons from the MIT Experience". Dr. Bailyn chaired the MIT Faculty in 1999, when the MIT Report on the Status of Women Faculty in Science was released. She presented research-based information on some of the social, familial, and psychological factors that contribute to the difficulties experienced by women in engineering and science. For example, numerous studies show that men are consistently overrated while women are underrated, for example in studies

comparing ratings of identical CVs attributed to either a man or a woman. Such studies explain why professional women are at a slight disadvantage in every interaction, from initial job application (where a woman's CV has been shown to be especially underrated when she is the only female in the pool) to the awarding of grants, fellowships, promotions, and tenure.

Dr. Bailyn noted that discrepancies in salary, promotion rates, and measurable inequities such as laboratory space for senior faculty in science at MIT have been dealt with, but that women's experiences in all aspects of their work environment continue to be more negative than paired men's experiences. Her conclusion based on the MIT experience was that underrepresentation of women faculty in the sciences is not a situation that will change just by waiting, under the assumption that women have only recently

Table 2

PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT

FALL 2001

	Undergraduate Students			Graduate Students			Full-Time Faculty Tenure Track			Full-Time Faculty Non-Tenure Track		
	Total # Students	# Females	% Females	Total # Students	# Females	% Females	Total # Faculty	# Females	% Females	Total # Faculty	# Females	% Females
Agriculture & Natural Resources												
Animal Science & Food Sciences	317	261	82%	30	14	47%	15	3	20%	4	1	25%
Bioresources Engineering	76	13	17%	-	-	-	7	0	0%	1	0	0%
Entomology & Applied Ecology	126	71	56%	18	7	39%	8	1	13%	2	1	50%
Food & Resource Economics	35	16	46%	25	12	48%	14	3	21%	5	1	20%
Plant & Soil Science	86	42	49%	49	27	55%	24	4	17%	4	1	25%
Miscellaneous (AED, GAG, OR, & NRM)	66	34	52%	18	8	44%	-	-	-	-	-	-
COLLEGE TOTAL	706	437	62%	140	68	49%	68	11	16%	16	4	25%
Arts & Science-Humanities												
Art	390	265	68%	16	7	44%	14	6	43%	2	0	0%
Art Conservation	22	16	73%	32	29	91%	3	2	67%	-	-	-
Art History	68	60	88%	66	52	79%	11	6	55%	-	-	-
English & University Writing Center	691	456	66%	60	37	62%	49	16	33%	6	4	67%
Foreign Languages & Literatures	166	136	82%	39	32	82%	28	13	46%	29	26	90%
History	394	137	35%	9	44	56%	30	8	27%	1	0	0%
Museum Studies	-	-	-	-	-	-	5	1	20%	-	-	-
Music	158	89	56%	13	9	69%	19	6	32%	4	1	25%
Philosophy	48	16	33%	-	-	-	14	3	21%	1	0	0%
Theatre	33	19	58%	43	17	40%	14	6	43%	-	-	-
Total - Humanities	1,970	1,194	61%	348	227	65%	187	67	36%	43	31	72%
Arts & Science-Natural Sciences												
Biological Sciences	857	562	66%	34	22	65%	28	4	14%	9	6	67%
Chemistry & Biochemistry	202	89	44%	115	40	35%	33	4	12%	2	1	50%
Computer & Information Science	379	55	15%	110	29	26%	16	3	19%	2	0	0%
Geography	125	60	48%	35	22	63%	12	3	25%	-	-	-
Geology	50	22	44%	21	6	29%	9	1	11%	-	-	-
Mathematical Sciences	116	66	57%	36	14	39%	29	2	7%	10	4	40%
Physical Therapy	-	-	-	65	38	58%	7	2	29%	1	1	100%
Physics & Astronomy	39	8	21%	52	7	13%	19	1	5%	1	0	0%
Total - Natural Sciences	1,768	862	49%	468	178	38%	153	20	13%	25	12	48%
Arts & Science-Social and Behavioral Sciences												
Anthropology	58	37	64%	-	-	-	9	2	22%	1	1	100%
Black American Studies	-	-	-	-	-	-	3	1	33%	1	1	100%
Communication	635	455	72%	16	9	56%	7	5	71%	6	4	67%
Early American Culture	-	-	-	21	15	71%	-	-	-	-	-	-
Linguistics	-	-	-	39	23	59%	8	3	38%	-	-	-
Political Science & Inter. Relations	505	278	55%	35	12	34%	24	6	25%	1	0	0%
Psychology	783	618	79%	43	26	60%	24	5	21%	2	2	100%
Sociology	634	346	55%	33	20	61%	27	12	44%	2	1	50%
Women's Studies*	10	10	100%	-	-	-	-	-	-	3	3	100%
Total - Social and Behavioral Sciences	2,625	1,744	66%	187	105	56%	102	34	33%	16	12	75%
Miscellaneous-Arts & Science												
Arts & Science - Undeclared	1,918	984	51%	-	-	-	-	-	-	-	-	-
Bartol Research Institute	-	-	-	-	-	-	13	0	0%	-	-	-
Economics - Arts & Science	47	14	30%	-	-	-	-	-	-	-	-	-
Liberal Studies	19	11	58%	61	34	56%	-	-	-	-	-	-
COLLEGE TOTAL	8,347	4,809	58%	1,064	544	51%	455	121	27%	84	55	65%
Business & Economics												
Accounting	331	162	49%	15	9	60%	17	3	18%	12	7	58%
Business Administration	1,351	555	41%	359	129	36%	26	7	27%	9	3	33%
Economics	175	45	26%	65	21	32%	24	2	8%	2	0	0%
Finance	244	79	32%	-	-	-	11	2	18%	2	0	0%
COLLEGE TOTAL	2,101	841	40%	439	159	36%	78	14	18%	25	10	40%
Engineering												
Chemical Engineering	272	78	29%	92	27	29%	19	2	11%	1	0	0%
Civil & Environmental Engineering	222	55	25%	93	25	27%	21	0	-	-	-	-
Electrical & Computer Engineering	283	33	12%	116	21	18%	19	0	-	-	-	-
Mechanical Engineering	229	40	17%	62	8	13%	20	1	5%	-	-	-
Materials Science	-	-	-	55	20	36%	7	2	29%	-	-	-
COLLEGE TOTAL	1,006	206	20%	418	101	24%	86	5	6%	1	0	0%
Health & Nursing Sciences												
Biomechanics and Movement Science	-	-	-	24	9	38%	-	-	-	-	-	-
Health Exc. Sci./Intercollegiate Athletics	519	287	55%	41	30	73%	24	9	38%	12	3	25%
Medical Technology	114	84	74%	-	-	-	4	4	100%	3	2	67%
Nursing	660	614	93%	60	56	93%	17	15	88%	9	9	100%
Nutrition & Dietetics	149	128	86%	25	22	88%	9	7	78%	2	2	100%
Not Required	-	-	-	3	3	100%	-	-	-	-	-	-
COLLEGE TOTAL	1,442	1,113	77%	153	120	78%	54	35	65%	26	16	62%
Human Services, Education, & Public Policy												
Consumer Studies	427	365	85%	-	-	-	13	11	85%	1	1	100%
School of Education	904	824	91%	332	248	75%	42	19	45%	29	24	83%
School of Urban Affairs	-	-	-	209	120	57%	10	2	20%	13	6	46%
Hotel, Restaurant Management	286	167	58%	2	-	-	6	1	17%	7	2	29%
Individual & Family Studies	326	314	96%	60	50	83%	14	9	64%	8	7	88%
CHEP/Interdisciplinary Studies	186	169	91%	-	-	-	-	-	-	-	-	-
COLLEGE TOTAL	2,129	1,839	86%	603	418	69%	85	42	49%	58	40	69%
Marine Studies	-	-	-	98	49	50%	30	2	7%	-	-	-
Academic Prog & Planning (ELI, Honors)	-	-	-	-	-	-	2	2	100%	16	12	75%
NEWARK CAMPUS	15,731	9,245	59%	2,915	1,459	50%	858	232	27%	226	137	61%
UNIVERSITY PARALLEL	576	321	56%	-	-	-	-	-	-	17	6	35%
CONTINUING EDUCATION	1,700	927	55%	-	-	-	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL	18,007	10,493	58%	2,915	1,459	50%	858	232	27%	243	143	59%

NOTE: Faculty counts DO NOT include department chairpersons.

*Editor's Note: Women's Studies is an interdisciplinary program. As a result, many of its majors are double majors. If one counts double majors, Women's Studies had 55 majors.

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entered these fields and that they will eventually come to make up a higher percentage of the faculty, more or less automatically. In fact, the percentage of women faculty in the School of Science at MIT had remained constant (and very low) for 20 years prior to the MIT Study, and is only now starting to increase.

Based on the discussions and presentations noted above, along with additional information obtained from WEPAN (Women in Engineering Programs & Advocates Network), the WISE subcommittee is convinced of the value of formal Women in Science and Engineering programs. We also feel that it is important to continue to present educational and inspirational programs such as Dr. Bailyn's lecture. Accordingly,

The WISE subcommittee and CSW strongly recommend the development of a Women in Science and Engineering program based on successful models such as those at Penn State, Purdue, Carnegie Mellon, the University of Washington, and Cornell, among others. A qualified, knowledgeable full-time administrative staff person must be provided, as faculty and students cannot offer the specific skills, time commitment, and continuity to which these model programs owe their success.

In addition, CSW appreciates the university administration's encouragement and monetary support for the speakers and consultants brought to campus in 2001-02, and we recommend the continuation of such events, including leadership training opportunities for faculty.

Student Activities

While the work of the WISE subcommittee represented this year's major faculty initiative, CSW's student caucus, chaired by Tokunbo Macaulay, addressed several student concerns.

- Following attempted sexual assaults in the community, the university adopted the caucus's proposal to extend escort service to nearby off-campus locations.



Student Caucus Chair, Tokunbo Macaulay, at the "A Gift for Mama" program.



The Women of Promise Dinner to honor outstanding women undergraduate students was held on November 12, 2001. The speaker was Nancy Sottos (right), Associate Professor, Theoretical and Applied Mechanics, University of Illinois at Urbana Champaign. She is shown with Azar Parvizi-Majidi and Tsu-Wei Chou.

- In response to persistent catcalling and horn-blowing on the Newark streets, the caucus developed fliers to familiarize students with relevant city ordinances and to publicize available resources, such as the city and campus police departments and the Office of Women's Affairs. These fliers will be posted as permanent displays in residence halls and other campus buildings. The caucus also sponsored a program on street harassment, featuring the video "War Zone" and a student panel discussion.
- An International Women's Day program entitled "A Gift for Mama" celebrated the accomplishments of women around the world through the arts. Other programs included Love Your Body Day and a benefit concert for the YWCA Hilda Davis Single Women's Residence.

Staff Activities

The Salaried Staff Caucus, chaired by Wanda Moore, sponsored two events for salaried staff and their supervisors.

- A seminar entitled "Healing Vibrations through Music" was presented by the UD Faculty Jazz Ensemble.
- A workshop presented by Dr. Estelle Whitney, "Women's Health: What You Should Know About Alternative Medicine," included information on purchasing herbs, choosing a practitioner, and finding online resources.

- CSW also sponsored a two-part program for women professionals on women's leadership development, "Leadership Challenges in the New World Order."

Other Commission Activities

In addition to undertaking the special projects described in this report, CSW continued several ongoing initiatives, such as its co-sponsorship (with the Provost's Office and CTE) of a Promotion and Tenure workshop for all faculty. CSW also hosted the annual Women of Promise Dinner; the keynote speaker was Dr. Nancy R. Sottos, Associate Professor of Theoretical and Applied Mechanics at the University of Illinois, who is a 1986 UD graduate and a former "woman of promise." Finally, CSW continued its successful mentoring program, in which new women faculty are paired with CSW faculty. CSW's welcome to new women faculty included a luncheon hosted by CSW, the Office of Women's Affairs, and the Women's Studies Program.

AROUND CAMPUS

Women's Studies Interdisciplinary Program

The 2001-2002 academic year was a very successful one for the Women's Studies Interdisciplinary Program (WOMS). 101 classes were offered with an enrollment of over 3,500 students in the courses. WOMS graduated 21 majors and 40 minors.

Dr. Jon Merz from the University of Pennsylvania's Center for Bioethics presented the second annual Carter Lecture in Fall 2001. In Spring 2002, Dr. Anne



E. Arthur Trabant Institutional Award for Women's Equity given to Alvin E. Quintana, Associate Professor of English and Women's Studies on May 17, 2002. Professor Quintana is shown with President Emeritus E. Arthur Trabant.



Geis Student Research on Women Conference, May 6, 2002. Left to right: Marian Lief Palley, Director of the Women's Studies Interdisciplinary Program and Professor of Political Science and International Relations; Danielle Holt; winner of the Undergraduate Student Division; Caroline Smith, winner of the Graduate Student Division; and Liane Sorenson, Director of the Office of Women's Affairs.

Fausto Sterling, Professor of Biology and Women's Studies at Brown University, spoke on "Beyond Nature/Nurture and Sex/Gender."

With the arrival of Dr. Margaret Stetz, a visiting professor from Georgetown University, and the addition of Dr. Marie Laberge, WOMS currently has four full time faculty members.

WOMS has added a new concentration for majors entitled "Women in Global Perspective." In addition, a capstone course is now required for majors entering in Fall 2002.

Women's Intercollegiate Athletic Program

Three hundred and fifty-two women participated in twelve intercollegiate sports in 2001-2002. The field hockey, lacrosse, and swimming teams received national attention. In conference finishes, the rowing team placed first, the field hockey team placed second, and the basketball, cross country, soccer, and volleyball teams tied for third place. The swimming team took fourth place. Continuing progress, reflective of the University's commitment to gender equality, was again, evident in 2001-2002 as evidenced by significant increases in scholarship aid and new personnel.

Judith A Hough-Goldstein

Judith Hough-Goldstein, Chairperson
Commission on the Status of Women

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Cover photos, top to bottom: Women's History Month Benefit Concert on March 27, 2002. Ellen Geyer performing; Reception following the Women of Excellence Lecture April 18, 2002; Dark Arts Dance Company performing at "A Gift for Mama", March 8, 2002; Women's History Film Series following the film, "Fly Girls" about the WASP (Women's Airforce Service Pilots). Shown left to right: Ethel Finley; WASP; Liane Sorenson, Office of Women's Affairs; Scottie Gough, WASP; and Marie LaBerge, Women's Studies Interdisciplinary Program.

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