



2004-2005
ANNUAL
REPORT

COMMISSION ON THE STATUS OF WOMEN



CSW ANNUAL REPORT

2004-2005

OVERVIEW

The Commission on the Status of Women continued its activities on behalf of all women at the University. In particular, the Commission focused on increasing the number of tenured and tenure-track women faculty by supporting strategies designed to enhance their recruitment and retention. Special emphasis was placed on increasing the representation of women in the science, technology, engineering and mathematics disciplines where their under-representation has been most pronounced.

President Roselle addressed the Commission in September of 2004 and helped frame the agenda for the 2004-2005 year. The President noted that progress for women faculty had been made in the Colleges of Arts and Sciences and Engineering and that he hoped these advances would continue. He suggested that Commission members play an active role in encouraging young women to pursue careers in these disciplines. In particular, he suggested that University of Delaware faculty should work with local area high schools, serving as role models for students interested in science and engineering. President Roselle believes that while the "supply line" has increased somewhat for women in academic positions, an important strategy for increasing their numbers is to encourage high school students to select technical careers. Further, the President suggested that women faculty should be more aggressive in their academic departments in helping to recruit women and minorities. For example, he suggested that identifying top women graduate students at PhD granting institutions is one way of increasing the applicant pool.

Dr. Roselle also commended the efforts of Dean Kaler in the College of Engineering for increasing the number of women among the tenure/tenured-track faculty from six percent five years ago to ten percent. He noted that the active involvement of college deans in the hiring process is essential if we are to continue this progress. In answer to a question about increasing



Pamela Cook, chair of the Commission on the Status of Women

opportunities for women in senior administrative positions, Dr. Roselle noted that the American Council on Education (ACE) offers a year-long internship program for aspiring faculty. The program provides an excellent opportunity for women to receive mentoring and experience in higher education administration. Indeed, he noted that a number of University women faculty have successfully completed the program. Dr. Roselle suggested that the Commission could help disseminate information about the ACE program and also about the Bryn Mawr Summer Institute for Women in Higher Education. Both programs are designed to help women advance in administrative positions.

WISE

Many of the Commission's activities this year were spearheaded by the **Women in Science and Engineering Committee (WISE)** of the Commission. Chaired by Dr. Patricia DeLeon, biological sciences, the committee enjoyed broad representation in the mathematics, science and engineering disciplines. Members included Anne Boylan, history; Sandee Carberry, computer science; Sharon Neal, chemistry; Mary Galvin, materials science and engineering; Pam Cook, associate dean of engineering; George Watson, associate dean of arts and sciences; George Hadjipanayis, chair of physics; Bobby Gempesaw, acting dean arts and sciences; Eric Kaler, dean, engineering; Robin Morgan, dean, agriculture and natural sciences; and Maxine Colm, vice president for administration. The Committee focused its activities on increasing the recruitment and retention of women faculty in these disciplines. To do so, speakers were brought to campus that would increase the awareness of the campus community.

In the fall, **Dr. Virginia Valian**, professor of psychology at the City College of New York (CUNY), conducted workshops for chairs and administrators and also spoke about her book, *Why so Slow: The Advancement of Women*. Dr. Valian is an expert on gender schemas and the unconscious biases which we all hold. These biases accumulate over time and tend to work against the advancement of women in the workplace. Dr. Valian emphasized that we are often tempted to dismiss these biases as "making a mountain out of a molehill." She pointed out, however, that mountains are molehills, piled one on top of another. Over time, these small

TABLE 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
FALL 1995 THROUGH FALL 2004

Fall	Full Professors			Associate Professors			Assistant Professors			Total		
	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)
1995	308	50	14	214	100	31.8	87	61	41.2	609	211	25.7
1996	311	52	14.3	221	102	31.6	92	51	35.7	624	205	24.7
1997	321	66	17.1	215	96	30.9	94	49	34.3	630	211	25.1
1998	307	71	18.8	215	100	31.7	88	50	36.2	610	221	26.6
1999	305	79	20.6	210	101	32.5	90	51	36.2	605	231	27.6
2000	322	81	20.1	203	101	33.2	97	58	37.4	622	240	27.8
2001	320	81	20.2	203	101	33.2	103	50	32.7	626	232	27
2002	323	88	21.4	201	100	33.2	109	50	31.4	633	238	27.3
2003	318	88	21.7	197	101	33.9	112	63	36	627	252	28.7
2004	308	93	23.2	194	100	34	109	72	39.8	611	265	30.3
Change, 1994- 2004	0	43	9.2	-20	0	2.2	22	11	-1.4	2	54	4.5

NOTE: Faculty counts include department chairpersons.

Prepared by the Office of Institutional Research and Planning, 8/18/05

imbalances and biases add up to real disadvantages for women. Dr. Valian believes that progress depends upon the ability of women to make and accumulate small gains that will ultimately work to their advantage in the workplace.

In the spring, **Dr. Rita Colwell**, presently chair of Canon US Life Sciences, Inc., distinguished professor at the University of Maryland and Johns Hopkins University, recipient of a University of Delaware Honorary Doctor of Science Degree in 2003, and former director of the National Science Foundation, visited campus to talk specifically with women graduate students and post-doctoral researchers about "Women in Science Engineering: Summerized." Dr. Colwell's talk described her continuing work in controlling cholera, the educational challenges facing our nation in advancing the interests of science, and the particular obstacles that faced her as a woman pursuing an illustrious scientific career. Dr. Colwell urged her audience to educate women students to recognize biases as their careers advance and not internalize them. In addition, she cautioned that women should make the same forceful

demands as their male counterparts throughout their academic careers.

This year marked the first awarding of the WISE Award for Future Faculty Development. The award consists of \$5,000 given at the discretion of the college deans in recognition of academic departments "that demonstrate exemplary efforts and success in attracting and hiring women faculty in the fields of science, technology, engineering and mathematics." Award recipients this year were in the departments of materials science and engineering, mathematical sciences, plant and soil sciences, and psychology. The WISE committee was pleased that two departments matched the dean's allocation so that instead of one student, three benefited from the award. Students so awarded were: Paula Vasquez, Ana Vasilic, Ningyi Zhange (mathematics), Christina Catalano (plant and soil sciences), Kelly Johnson, Deborah Watson, Melanie Donley (psychology), and an award was shared among Lisa Pakstis, Cheryl Casper, Hermona Christian, Robin Farmer and Xiao Gao (materials science and engineering).

TABLE 2 PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT

FALL 2004

	Undergraduate Students			Graduate Students			Full-Time Faculty Non-Tenure Track			Full-Time Faculty 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.....	293	255	87%	21	10	48%	4	2	50%	18	4	22%
Bioresources Engineering.....	94	6	6%	-	-	-	1	0	0%	8	0	0%
Entomology & Applied Ecology.....	135	78	58%	33	15	45%	2	0	0%	8	1	13%
Food & Resource Economics.....	65	31	48%	29	18	62%	5	1	20%	15	3	20%
Plant & Soil Science.....	58	25	43%	55	31	56%	3	1	33%	23	6	26%
Miscellaneous.....	31	14	45%	21	8	38%	-	-	-	-	-	-
COLLEGE TOTAL.....	676	409	61%	159	82	52%	15	4	27%	72	14	19%
Arts & Sciences-Humanities												
Art.....	346	240	69%	20	10	50%	2	0	0%	14	6	43%
Art Conservation.....	38	37	97%	31	26	84%	-	-	-	3	2	67%
Art History.....	61	53	87%	68	52	76%	-	-	-	13	8	62%
English & University Writing Center.....	834	549	66%	68	40	59%	8	6	75%	44	15	34%
Foreign Languages & Literatures.....	179	143	80%	36	26	72%	32	28	88%	26	14	54%
History.....	552	228	41%	80	48	60%	3	1	33%	29	8	28%
Museum Studies.....	-	-	-	-	-	-	-	-	-	3	1	3%
Music.....	188	103	55%	10	7	55%	8	2	25%	20	7	35%
Philosophy.....	63	26	41%	-	-	-	1	0	0%	15	3	20%
Theatre.....	30	18	60%	41	13	60%	-	-	-	14	6	43%
Total - Humanities.....	2,291	1,397	61%	354	222	63%	54	37	69%	181	70	39%
Arts & Sciences-Natural Sciences												
Biological Sciences.....	891	541	61%	56	38	68%	7	6	86%	28	5	18%
Chemistry & Biochemistry.....	283	154	54%	158	64	41%	2	1	50%	29	3	10%
Computer & Information Science.....	338	39	12%	120	27	23%	2	0	0%	18	4	22%
Geography.....	83	31	37%	38	22	58%	-	-	-	12	3	25%
Geology.....	45	23	51%	23	11	48%	1	0	0%	8	1	13%
Mathematical Sciences.....	161	87	48%	41	16	39%	16	7	44%	31	5	16%
Physical Therapy.....	-	-	-	98	70	71%	1	1	100%	8	3	38%
Physics & Astronomy.....	78	23	29%	75	17	23%	-	-	-	18	2	11%
Total - Natural Sciences.....	1,879	898	48%	609	265	44%	29	15	52%	152	26	17%
Arts & Sciences-Social and Behavioral Sciences												
Anthropology.....	65	37	57%	-	-	-	2	2	100%	8	2	25%
Black American Studies.....	-	-	-	-	-	-	1	0	0%	2	0	0%
Communication.....	455	322	71%	24	18	75%	3	1	33%	10	6	60%
Early American Culture.....	-	-	-	23	21	91%	-	-	-	1	0	0%
Linguistics.....	-	-	-	28	20	71%	1	1	100%	7	3	43%
Political Science & Inter. Relations.....	696	378	54%	40	16	40%	3	2	67%	19	6	32%
Psychology.....	849	668	79%	48	30	63%	4	2	50%	25	8	32%
Sociology and Criminal Justice.....	715	374	52%	42	28	67%	2	1	50%	29	13	45%
Women's Studies.....	26	26	100%	-	-	-	2	2	100%	1	1	100%
Total - Social and Behavioral Sciences.....	2,806	1,805	64%	205	133	65%	18	11	61%	102	39	38%
Miscellaneous-Arts & Sciences												
Bartol Research Institute.....	-	-	-	-	-	-	-	-	-	12	0	0%
Economics - Arts & Science.....	48	13	27%	-	-	-	-	-	-	-	-	-
Liberal Studies.....	11	7	64%	73	49	67%	-	-	-	-	-	-
Miscellaneous.....	6	1	17%	21	13	62%	-	-	-	-	-	-
COLLEGE TOTAL.....	7,041	4,121	59%	1,262	682	54%	101	63	62%	447	135	30%
Business & Economics												
Accounting.....	416	154	37%	33	12	36%	9	5	56%	19	5	26%
Business Administration.....	1,150	468	41%	416	150	36%	5	2	40%	31	9	29%
Economics.....	130	30	23%	76	29	38%	2	1	50%	24	3	13%
Finance.....	162	47	29%	-	-	-	2	0	29%	12	2	17%
Miscellaneous.....	240	101	-	5	3	60%	-	-	-	-	-	-
COLLEGE TOTAL.....	2,098	800	38%	530	194	37%	18	8	44%	86	19	22%
Engineering												
Chemical Engineering.....	266	78	29%	120	40	33%	-	-	-	21	2	10%
Civil & Environmental Engineering.....	324	88	27%	89	30	34%	1	0	0%	18	0	0%
Electrical & Computer Engineering.....	263	26	10%	139	26	19%	-	-	-	23	1	4%
Mechanical Engineering.....	349	50	14%	73	12	16%	-	-	-	21	3	14%
Materials Science.....	-	-	-	56	18	32%	-	-	-	8	3	21%
Miscellaneous.....	-	-	-	43	13	30%	-	-	-	-	-	-
COLLEGE TOTAL.....	1,202	242	20%	520	139	27%	1	0	0%	91	9	10%
Health & Nursing Sciences												
Health, Nutrition, and Exercise Science.....	779	479	61%	78	54	69%	8	3	38%	32	14	44%
Medical Technology.....	106	81	76%	-	-	-	3	2	67%	4	4	100%
Nursing.....	701	658	94%	56	49	88%	7	6	86%	20	18	90%
Miscellaneous.....	14	5	36%	9	7	78%	-	-	-	-	-	-
COLLEGE TOTAL.....	1,600	1,223	76%	143	110	77%	18	11	61%	56	36	64%
Human Services, Education, & Public Policy												
Consumer Studies.....	497	431	87%	-	-	-	2	2	100%	13	11	85%
School of Education.....	819	747	91%	394	291	74%	28	22	79%	44	24	55%
School of Urban Affairs.....	-	-	-	213	136	64%	14	7	50%	11	2	18%
Hotel & Restaurant Management.....	370	236	64%	9	7	78%	7	1	14%	7	1	14%
Individual & Family Studies.....	282	273	97%	66	59	89%	8	7	88%	14	10	71%
CHEP/Interdisciplinary Studies.....	127	105	83%	-	-	-	-	-	-	-	-	-
English Language Institute.....	-	-	-	-	-	-	12	10	83%	-	-	-
COLLEGE TOTAL.....	2,095	1,792	86%	682	493	72%	71	49	69%	89	48	54%
Marine Studies.....	-	-	-	99	48	48%	-	-	-	33	3	9%
University Studies.....	1,311	683	52%	-	-	-	-	-	-	-	-	-
Intercollegiate Athletics.....	-	-	-	-	-	-	4	1	25%	2	1	50%
NEWARK CAMPUS.....	16,023	9,270	58%	3,395	1,748	51%	228	136	60%	876	265	30%
ASSOCIATE OF ARTS PROGRAM.....	525	279	53%	-	-	-	17	7	41%	-	-	-
PROFESSIONAL & CONT. STUDIES.....	1,295	664	51%	-	-	-	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL.....	17,843	10,213	57%	3,395	1,748	51%	245	143	58%	876	265	30%

NOTE: Faculty counts include department chairpersons. Prepared by the Office of Institutional Research and Planning, 08/18/05

*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 73 majors.

COMMISSION SPONSORED ACTIVITIES

The Commission also sponsored a number of activities throughout the year to recognize and encourage the academic success of women faculty, staff, and students.

• PROMOTION AND TENURE WORKSHOP FOR FACULTY

The Center for Teaching Effectiveness, the Provost's Office, and the Commission on the Status of Women annually

cosponsor a workshop to assist faculty in preparing for the tenure and promotion process. Topics include assistance in putting a dossier together,

helping faculty gain an understanding of the role of external reviewers, and dealing effectively with the University's tenure and promotion procedures. CSW members play an integral role in the workshop presentation, along with the Provost and representative department chairs and recently promoted faculty members. The workshop is highly valued by tenure-track faculty and always well subscribed.



Recipients of 2005 Mae Carter Award with sponsoring faculty, left to right, Babatunde Ogunnaike, chemical engineering; award recipient Stacy Huntoon; Mae Carter; award recipient Yvette Boyd Pratt; and Carolyn Manning, nutrition and dietetics

• WOMEN OF PROMISE DINNER

The annual Women of Promise Dinner honors undergraduate women students of exceptional promise. Tenured women faculty nominate students and accompany them to the dinner. This year, the keynote speaker was **Lori Pollock**, professor of computer and information sciences. Dr. Pollock, the 2004 recipient of the E. Arthur Trabant Award for Women's Equity, has extensive experience in establishing mentoring programs for women students at the high school, undergraduate, and graduate levels. Dr. Pollock is nationally known for her research in automated support for software testing and for optimization of software for parallel computer architectures. In her talk, Dr. Pollock encouraged the students to participate in service to others. She also



Eric W. Kaler, dean of the College of Engineering and Elizabeth Inez Kelley Professor of Chemical Engineering, was honored with this year's E. Arthur Trabant Institutional Award for Women's Equity.



Above, Dr. Lori Pollock, keynote speaker at this year's Women of Promise dinner and professor of computer and information sciences.



Carol Breeding (right), Bessie Collins Award recipient with Nancy Hall, associate professor in philosophy

encouraged the women of promise to be flexible, to take intellectual risks, and to continue to ask themselves if they are indeed having fun with their chosen careers.

• WOMEN OF EXCELLENCE

The University's women graduate students are honored each spring at the annual Women of Excellence program. This year, **Margaret D. Stetz**, Mae and Robert Carter Professor of Women's Studies and professor of humanities, was the speaker. Dr. Stetz spoke about mentoring relationships in her talk, "I Never Thought about That Before: Educating Inside and Outside the Classroom." She also discussed her own professional and academic career path, the challenges facing mentors and mentees today, and ways to become active participants in the mentoring process.

TRABANT AWARD RECEPTION

The Commission hosted the annual Trabant Award reception in May. This year's E. Arthur Trabant Institutional Award for Women's Equity was presented to **Eric W. Kaler**, dean of the College of Engineering and Elizabeth Inez Kelley Professor of Chemical Engineering. Dr. Kaler was recognized for his ongoing efforts to increase the number of female faculty members in the College of Engineering, for his initiation of the University's Women in Engineering (WIE) program and for establishing a satellite (undergraduate) mentoring program. The College of Engineering has mounted a major effort to recruit women faculty. Their percentage of women faculty increased from seven percent in the fall of 2003 to ten percent in the fall of 2004; an increase to fourteen percent is anticipated in the fall of 2005. In her introductory remarks, CSW member Professor Anne Boylan, history, underscored the importance of establishing a "proactive recruiting culture" and "consistent and persistent efforts" both initiatives that Dr. Kaler has pursued to promote women's equity in the College.

• NEW FACULTY LUNCHEON

The Commission annually sponsors a luncheon for new faculty women in concert with the Office of Women's Affairs and the Women's Studies Program. The luncheon provides opportunities for new faculty women to hear about University resources and to network with their peers, other faculty and administrators on the Commission. Formal and informal mentoring opportunities are also offered. Copies of the **Family Friendly Polices Brochure** are distributed and reviewed. The brochure is an important recruiting tool and is sent annually to faculty and administrators, as well as to

search committee chairs. The brochure is designed to emphasize the proactive policies that are available to women faculty and staff at our University.

AROUND CAMPUS

The Commission is part of a number of activities that enhance the campus climate for women faculty, staff and students.

• BESSIE COLLINS AND MAE CARTER AWARDS

For the first time this year the Commission and the Office of Women's Affairs sponsored a luncheon for winners of the Bessie Collins and Mae Carter Awards which recognize the achievements of returning students over the age of twenty-five who have overcome special difficulties and provide service to women on campus. The Mae Carter Award was shared by Stacy Huntoon (chemical engineering) and Yvette Boyd Pratt (health, nutrition, and exercise sciences). The Bessie Collins award was given to Carol Breeding (human services, education and public policy).

• WOMEN'S STUDIES

The Women's Studies program sponsored several programs of interest to women. Journalist and political commentator, Laura Flanders, gave a public lecture; Eve Ensler, author of the *Vagina Monologues*, provided a satellite broadcast for the University community. It should be noted that the Women's Studies program has expanded its international course offerings to include opportunities in Australia and New Zealand; enrollment in the program's ninety-nine courses reached an all-time high this year of 3,548 students.

COMMISSION ON THE STATUS OF WOMEN 2004-2005 ROSTER

Acting Chairperson (Fall 2004)
Sandra Carberry
Professor
Computer & Info. Sciences

Chairperson (Spring 2005)
Pamela Cook
Associate Dean for Women's Programs, Engineering and Professor, Mathematical Sciences

Members

Carol Henderson-Belton
Associate Professor
English
Anne Boylan, Professor
History

Sylvia Brooks,
Director, ASPIRE
Coordinator, School of Education

Patricia Deleon (Chair, WISE)
Professor
Biological Sciences

Lisa Edler (PAC Rep)
Development Research Assoc
University Development

Diane Ferry
Associate Professor
Business Administration

Wanda McCracken (SSAC Rep)
English

Marian L. Palley
Professor
Political Science & International Relations
Director, Women's Studies

Jessica Schiffman
Assistant Director
Women's Studies

Crystal Woodford (Chair,
Women Student Caucus)

Ex Officio

Donna Tuites
Coordinator
Women's Affairs

Maxine Colm
Vice-President for Administration

Judith Gibson
Assistant Vice-President
Affirmative Action & Multicultural Programs

Staff

Dana Brittingham
Secretary
Women's Affairs

Kathleen Newell
Graduate Assistant
Women's Affairs

• **WOMEN'S INTERCOLLEGIATE
ATHLETICS PROGRAM HIGHLIGHTS**

Women continued to be actively involved in the University's intercollegiate athletics program; three-hundred-forty women participated in twelve intercollegiate sports during the 2004-2005 year. Additionally, female student athletes enjoyed a successful year in the Colonial Conference; the women's field hockey team placed first; the basketball, volleyball and rowing teams placed second, and the lacrosse team tied for third. Increases in scholarship aid continued.

STUDENT ACTIVITIES

The **Women's Student Caucus (WSC)** distributed a survey to women students at the end of the spring 2004 semester asking respondents questions about campus security both on and off campus and their awareness of on-campus resources for women. The results indicated that there are continuing concerns in the following areas: inadequate University busing; the locations of the Office of Women's Affairs, Wellspring, and Public Safety; and the need for more information about resources for women. The Commission is considering redefining the role of the caucus so that its work can be enhanced for the betterment of the student body.

In addition, the Geis Student Research on Women Conference sponsored by the Office of Women's Affairs, the Commission, Women's Studies, and the Greater Philadelphia Women's Studies Consortium received a record number of thirty-five papers for presentation. Four University of Delaware students, Hillary Murtha, Terry Lilley, Laura Thompson Brady and Grace Patterson, wrote winning papers. Students continued to be active in a number of initiatives including sexual assault awareness month held in April of 2005. This month-long program replaced sexual assault awareness week and represented a collaborative effort with a number of University offices and student organizations. Highlights included a film series, an interactive theater program, workshops about dating and communication, a Take Back the Night march, and a Rape Aggression Defense (RAD) demonstration. This month-long programming will continue in 2006. It should be noted also that programs have been designed for incoming freshman and upper class students to provide additional information about sexual assault, harassment and dating violence.

CSW RECOMMENDATIONS

1. Develop and institutionalize a "Women in Science and Engineering Program" based on successful national models. Such a program will assure an improved climate for all women at the University, and especially, enhance the recruitment and retention of women faculty in the science, technology, engineering, and mathematics disciplines.
2. Establish the position of University resource/ombudswoman for the benefit of women faculty. The individual selected should be a senior tenured faculty member familiar with University policies, procedures, and practices. Strong mentoring skills and an ability to work with senior administration is essential for the success of the ombudswoman. It is also recommended that the faculty member be part of the Office of the Provost.
3. Monitor activities and programs that enhance the safety and security of women students. This includes looking at the current efficiency of the University's bus system, and also whether the offices of Women's Affairs and Wellspring should be located in areas of the campus that are more accessible to students.
4. Members of WISE and faculty members of the Commission should continue to be available on request to meet with potential faculty hires.
5. Members of WISE and faculty members of the Commission should become more actively involved in the mentoring of new faculty members beyond the initial CSW sponsored luncheon.
6. Members of WISE and faculty and professional staff members of the Commission should take advantage of available opportunities to advance in administrative positions and encourage their colleagues to do so as well. This includes participation in the ACE program and in the Bryn Mawr Institute for Women.