



COMMISSION ON THE STATUS OF WOMEN ANNUAL REPORT 2006-2007

[M]uch of the Commission's activities during the 2006-2007 year have focused on mentoring newly hired assistant professors and on developing strategies that encourage the retention of associate and full professors.



UNIVERSITY OF
DELAWARE

OVERVIEW



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

While the Commission on the Status of Women (CSW) is committed to increasing the representation of women faculty, staff and students, particular focus has been placed on increasing the number of women faculty.

It is the view of the Commission that the increased recruitment and retention of women on the faculty has a salutary effect on the general status of women on campus. Therefore, much of the Commission's activities during the 2006-2007 year have focused on mentoring newly hired assistant professors and on developing strategies that encourage the retention of associate and full professors. Table 1 of this report shows the number and percentage of full time tenured and tenure-track women faculty at University of Delaware has increased by seven percent over the last ten years. The Commission applauds this growth but worries there was essentially no increase during the 2005-2006 year in the percentage representation of women faculty at the assistant professor level or at the full professor level. Table 2 details the number and percentage of women among the undergraduate students, graduate students, non-tenure faculty and tenured/tenure-track faculty by department and by college.

COMMISSION ON THE STATUS OF WOMEN ANNUAL REPORT 2006-2007

FACULTY MENTORING INITIATIVE

The Commission on the Status of Women, the Commission to Promote Racial and Cultural Diversity and the Office of the Provost sponsored a pilot program this year to begin an institutionalized mentoring program for new faculty. Nine academic departments representing all of the colleges participated; a Web site describing the program is available at www.udel.edu/provost/mentoring.html. Faculty identified for mentoring are helped to prepare for the tenure process and encouraged to develop strong collegial relationships with senior faculty, both within and outside their disciplines. Workshops were held for the identified mentors, their chairs and deans, and a meeting was held in the spring semester with the mentees to determine the effectiveness of the program. Overall, participants found the program useful, both from the perspective of the mentor and the mentee. Program refinements will be made for the 2007-2008 year when a number of additional departments will be added to the pilot program. Both Commissions have membership on the mentoring committee. Members include Sandra Carberry, Maxine Colm, Pam Cook, Patricia DeLeon, Wunyabari Maloba and Sue McNeill. Havidan Rodriquez, Vice Provost for Academic Programs and International Affairs, serves as the link with the Provost's Office.

WOMEN IN SCIENCE AND ENGINEERING (WISE)

A particular focus of the Commission has been to encourage the recruitment and retention of women faculty in the sciences and in engineering. The WISE group, under the chairpersonship of Sandra Carberry, and with the support of the deans of Engineering, Agriculture & Natural Sciences, Marine & Earth Science, and Arts & Sciences sponsored several workshops during the 2006-2007 academic year to encourage the retention of women faculty. One workshop addressed the concerns of women in science and engineering; the other, issues affecting women faculty in the arts and sciences. Led by nationally recognized experts, the workshops focused on necessary skills when "negotiating" with supervisors for resources, salary and other perquisites. Similar workshops are being planned for the 2007-2008 academic year with emphasis placed on communication skills.



Dr. Donna Nelson, Department of Chemistry, University of Oklahoma

Dr. Donna Nelson of the Department of Chemistry at the University of Oklahoma was the WISE distinguished lecturer in the spring of 2007. Her talk, "Science in the New Millennium: Our Grand Challenge", focused on data concerning the often poor representation of women and minorities in the science and engineering disciplines. Of special interest was her emphasis on the "pipeline break" between the attainment of the doctoral degree by women and their subsequent representation on college and university faculties, especially in chemistry and mathematics. As part of Dr. Nelson's visit, WISE held an informal breakfast for women graduate students where discussion about these issues was encouraged. The Chemistry Department also hosted a technical seminar by Dr. Nelson.

Table 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
 Fall 1996 through Fall 2006

Fall	Full Professors			Associate Professors			Assistant Professors			Male (N)	Total Female (N)	(%)
	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)	Male (N)	Female (N)	(%)			
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	27.0
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	36.0	627	252	28.7
2004	308	93	23.2	194	100	34.0	109	72	39.8	611	265	30.3
2005	296	93	23.9	194	104	34.9	108	80	42.6	598	277	31.7
2006	305	96	23.9	198	109	35.5	114	85	42.7	617	290	32.0
Change, 1997–2006	(16)	30	7	(17)	13	5	20	36	8	(13)	79	7

NOTE: Faculty counts include Center Directors and Department Chairpersons. Prepared by the Office of Institutional Research and Planning, April 24, 2007.

COMMISSION-SPONSORED ACTIVITIES

The Commission continues to sponsor and support activities throughout the year that recognize and foster the academic, professional and personal success of women faculty, staff and students.

- **PROMOTION AND TENURE WORKSHOPS FOR FACULTY**

The Commission, in cooperation with the Office of the Provost and the Center for Teaching Effectiveness, annually sponsors a workshop about the promotion and tenure process, which is always highly subscribed. Department chairs and recently promoted faculty discuss such important topics as preparing the promotion dossier, the role of external reviews and the steps in the University's promotion and tenure process. Feedback from faculty indicate that this is a very valuable program and it will become the linch pin of the mentoring initiative for newly hired faculty.

- **WOMEN OF PROMISE DINNER**

The annual Women of Promise Dinner recognizes undergraduate women students of exceptional promise and encourages them to become more involved in the intellectual life of the University. Tenured women faculty nominate promising women students, join them at dinner and serve in a mentoring role for these young women. This year's key note speaker was **Dr. Sue McNeil**, Professor of Civil and Environmental Engineering. Her lecture emphasized the importance of building networks, be they familial, social or professional. Dr. McNeil emphasized that to have a successful professional career, one must have role models, be willing to take risks, possess an open mind and, most of all, have an abiding passion for the work one does.



- **WOMEN OF EXCELLENCE LECTURE AND RECEPTION**

The annual Women of Excellence lecture honors women graduate students. **Dr. Linda Katehi**, Provost and Vice Chancellor for Academic Affairs and professor of Electrical and Computer Engineering at the University of Illinois, was this year's lecturer. She spoke about the initiatives that are being undertaken at her university to include the talents and representation of underrepresented groups. Dr. Katehi emphasized that improving faculty and staff relationships is a necessary first step in improving overall campus climate. The program was well received and opportunity was also provided for graduate students, faculty and administrators to meet with Dr. Katehi in a small group setting.



Dr. Sue McNeil (above), UD Professor of Civil and Environmental Engineering; Dr. Linda Katehi (right), Provost and Vice Chancellor for Academic Affairs and professor of Electrical and Computer Engineering at the University of Illinois

PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT, FALL 2006*

	Full-Time Faculty Undergraduate Students			Full-Time Faculty Graduate Students			Non-Tenure Track			Tenure Track		
	Total # Students	# Females	Females	Total # Students	# Females	Total Females	# Faculty	# Females	Total Females	# Faculty	# Females	% Females
AGRICULTURE & NATURAL RESOURCES												
Animal Science & Food Sciences	266	215	81%	27	19	70%	3	1	33%	18	5	28%
Bioresources Engineering	56	3	5%	-	-	-	2	1	50%	8	0	0%
Entomology & Applied Ecology	99	65	66%	22	11	50%	1	0	0%	8	1	14%
Food & Resource Economics	62	28	45%	39	29	74%	4	1	25%	14	3	21%
Plant & Soil Science	53	21	40%	52	25	48%	3	1	33%	25	7	28%
Miscellaneous	60	18	30%	35	12	34%	-	-	-	-	-	-
COLLEGE TOTAL	596	350	59%	175	96	55%	13	4	31%	73	16	22%
ARTS & SCIENCES-HUMANITIES												
Art	307	219	71%	20	12	60%	4	1	25%	16	7	44%
Art Conservation	59	52	88%	30	26	87%	1	1	100%	4	2	50%
Art History	62	57	92%	65	53	82%	-	-	-	13	9	69%
English & University Writing Center	784	529	67%	66	43	65%	8	4	50%	47	18	38%
Foreign Languages & Literatures	211	161	76%	34	24	71%	34	29	85%	26	13	50%
History	555	234	42%	81	54	67%	1	1	100%	30	8	27%
Museum Studies	-	-	-	-	-	-	-	-	-	2	1	50%
Music	212	126	59%	22	12	59%	9	2	22%	21	7	33%
Philosophy	53	16	30%	-	-	-	-	-	-	13	2	15%
Theatre	35	24	69%	40	13	69%	-	-	-	14	6	43%
Total - Humanities	2,278	1,418	62%	358	237	66%	57	38	67%	186	73	39%
ARTS & SCIENCES-NATURAL SCIENCES												
Biological Sciences	881	542	62%	70	52	74%	8	6	75%	28	7	25%
Chemistry & Biochemistry	256	135	53%	149	64	43%	2	1	50%	29	4	14%
Computer & Information Science	237	19	8%	107	22	21%	2	0	0%	19	4	21%
Geography	79	39	49%	35	18	51%	-	-	-	12	3	25%
Mathematical Sciences	169	90	53%	42	19	45%	16	9	56%	30	5	17%
Physical Therapy	-	-	-	95	69	73%	1	1	100%	9	3	33%
Physics & Astronomy	78	19	24%	81	20	25%	1	0	0%	33	2	6%
Total - Natural Sciences	1,700	844	50%	579	264	46%	30	17	57%	160	28	18%
ARTS & SCIENCES-SOCIAL AND BEHAVIORAL SCIENCES												
Anthropology	78	55	71%	-	-	-	2	2	100%	9	4	44%
Black American Studies	-	-	-	-	-	-	1	0	0%	6	2	33%
Communication	464	343	74%	20	14	70%	3	1	33%	10	6	60%
Early American Culture	-	-	-	21	18	86%	-	-	-	1	0	0%
Linguistics	-	-	-	26	18	69%	2	1	50%	8	4	50%
Political Science & Inter. Relations	626	345	55%	43	17	40%	1	0	0%	22	6	27%
Psychology	730	562	77%	48	31	65%	4	4	100%	25	8	32%
Sociology and Criminal Justice	585	294	50%	51	30	59%	3	1	33%	24	12	50%
Women's Studies*	26	24	92%	-	-	-	3	3	100%	3	3	100%
Total - Social and Behavioral Sciences	2,509	1,623	65%	209	128	61%	19	12	63%	108	45	42%
MISCELLANEOUS-ARTS & SCIENCES												
Economics - Arts & Science	33	7	21%	-	-	-	-	-	-	-	-	-
Liberal Studies	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous	3	3	100%	69	47	68%	-	-	-	-	-	-
COLLEGE TOTAL	6,523	3,895	60%	1,215	676	56%	106	67	63%	454	146	32%
BUSINESS & ECONOMICS												
Accounting	436	184	42%	39	15	38%	8	5	63%	21	5	24%
Business Administration	813	416	51%	373	134	36%	6	2	33%	32	10	31%
Economics	124	31	25%	93	39	42%	2	0	0%	24	3	13%
Finance	533	129	24%	-	-	-	2	1	50%	10	1	10%
Miscellaneous	367	141	38%	7	2	29%	-	-	-	1	0	0%
COLLEGE TOTAL	2,273	901	40%	512	190	37%	18	8	44%	88	19	22%
ENGINEERING												
Chemical Engineering	232	61	26%	128	44	34%	-	-	-	21	3	14%
Civil & Environmental Engineering	353	92	26%	77	24	31%	-	-	-	21	2	10%
Electrical & Computer Engineering	218	22	10%	135	18	13%	1	0	0%	25	1	4%
Mechanical Engineering	350	49	14%	62	12	19%	2	-	0%	21	4	19%
Materials Science	-	-	-	-	-	-	-	-	0%	8	3	38%
Miscellaneous	53	12	23%	123	39	32%	-	-	-	-	-	-
COLLEGE TOTAL	1,206	236	20%	525	137	26%	3	-	0%	96	13	14%
HEALTH & NURSING SCIENCES												
Health, Nutrition, and Exercise Science	886	535	60%	74	53	72%	8	3	38%	34	16	47%
Medical Technology	112	80	71%	-	-	-	3	2	67%	3	3	100%
Nursing	643	593	92%	90	84	93%	7	5	71%	24	21	88%
Miscellaneous	11	8	73%	6	3	50%	-	-	-	1	1	100%
COLLEGE TOTAL	1,652	1,216	74%	170	140	82%	18	10	56%	62	41	66%
HUMAN SERVICES, EDUCATION, & PUBLIC POLICY												
Fashion and Apparel Studies	329	324	98%	-	-	-	-	-	-	11	11	100%
School of Education	667	616	92%	452	334	74%	28	24	82%	45	24	53%
School of Urban Affairs	140	79	56%	185	118	64%	17	8	47%	14	2	14%
Hotel & Restaurant Management	383	253	66%	19	8	42%	7	1	14%	8	1	13%
Individual & Family Studies	294	284	97%	31	29	94%	8	7	88%	15	11	73%
CHEP/Interdisciplinary Studies	93	75	81%	38	20	53%	-	-	-	-	-	-
English Language Institute	-	-	-	-	-	-	14	9	64%	-	-	-
COLLEGE TOTAL	1,906	1,631	86%	725	509	70%	74	49	66%	93	49	53%
MARINE STUDIES												
Marine Studies	-	-	-	105	52	50%	2	2	100%	6	1	17%
Geology	41	22	54%	19	9	47%	2	0	0%	31	2	6%
COLLEGE TOTAL	41	22	54%	124	61	49%	4	2	50%	37	3	8%
University Studies	1,014	585	58%	-	-	-	-	-	-	-	-	-
Miscellaneous: Intercollegiate Athletics	-	-	-	-	-	-	4	1	25%	3	2	67%
Miscellaneous: Vice Provost Academic Planning	-	-	-	-	-	-	-	-	-	1	1	100%
Newark Campus	15,211	8,836	58%	3,446	1,809	52%	240	141	59%	907	290	32%
Associate of Arts Program	-	638	336	53%	-	-	-	-	-	18	7	39%
Professional & Continuing Studies	1,085	572	53%	-	-	-	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL	16,934	9,744	58%	3,446	1,809	52%	258	148	57%	907	290	32%

NOTE: Faculty counts include Center Directors and Department Chairpersons. Prepared by the Office of Institutional Research and Planning [NEED DATE]

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



The 2007 E. Arthur Trabant Institutional Award for Women's Equity was presented to Sherry Kitto (center), Professor of Plant and Soil Sciences in the College of Agriculture and Natural Resources by E. Arthur Trabant (left) and Mrs. Geraldine Trabant (right).

- **E. ARTHUR TRABANT INSTITUTIONAL AWARD FOR WOMEN'S EQUITY**

Sherry Kitto, Professor of Plant and Soil Sciences in the College of Agriculture and Natural Resources, was the recipient of the 2007 E. Arthur Trabant Award for Women's Equity. In making the presentation, Commission members emphasized Dr. Kitto's consistent mentoring and fostering of women students and faculty in the department and in the College. Her many years of service to the Commission on the Status of Women, her participation on the WISE committee and her commitment to the advancement of women made Dr. Kitto the perfect candidate for the Women's Equity Award. Dr. Kitto joined the Department of Plant and Soil Sciences in 1984 as the only woman in a tenure-track faculty position. The department now has seven tenured/tenure-track women on its faculty, all of whom were mentored and supported by Dr. Kitto in their careers.

- **MENTORING OF NEW FACULTY**

In addition to the previously described pilot mentoring program, the CSW matches every new tenure/tenure-track woman faculty member with a faculty mentor. Women faculty mentors contact the new faculty, invite them to lunch and help provide them with opportunities to learn about the University and its services for women. In addition, the Commission sponsors an informational luncheon for new faculty and women in conjunction with the Office of Women's Affairs and the Women's Studies Program. The luncheon provides an opportunity for new faculty to learn about University resources and to network with their peers and with Commission members.

- **OTHER COMMISSION ACTIVITIES**

- **Family Friendly Policies**

The Commission annually updates and distributes a brochure that describes the family friendly options available to both men and women, e.g. stop-the-clock tenure policy, maternity leave options, research sabbatical, etc. The brochure has proven to be an important recruiting tool and is sent to faculty, administrators and search committees.

- **Meeting with Women Student Leaders**

The Chair of CSW and the head of the Office of Women's Affairs continued the practice of meeting with women student leaders so that they can better understand their needs. Of particular interest this year was the need to bring registered student organizations together on a regular basis to identify issues of concern for women on campus. The Office of Women's Affairs expects to initiate such an opportunity for the 2007-2008 year.

AROUND CAMPUS

- **WOMEN'S STUDIES PROGRAM**

A new Women's Studies Research Award program was funded by the Provost this year. These grants are intended to broaden understanding of Women's Studies and gender research and learning across the University. Another highlight this year was the Mae and Robert Carter lecture presented by Bettina Aptheker, Professor of Feminist Studies at the University of California, Santa Cruz. Her topic, "Bearing Witness: Autobiography and the Radical Reconstruction of Women's History" was highly acclaimed by faculty and students in the Women's Studies program.

- **WOMEN'S INTERCOLLEGIATE ATHLETICS PROGRAM**

Women continue to be actively involved in the University's intercollegiate athletics program. Female student athletes enjoyed a very successful year in the Colonial Conference; the women's Basketball, Lacrosse and Volleyball teams finished third. Of particular note, Tyrese Smith was given the Outstanding Senior Athlete Award. Ms. Smith is an outstanding basketball player and she has been drafted by the Women's National Basketball Association.

- **ACTIVITIES FOR AND BY STUDENTS**

Women students continued their active participation in a number of programs and services. This ranged from presenting winning papers at the Geis Student Research on Women Conference (April, 2007), to taking a leading role in activities for Sexual Assault Awareness Month. Issues addressed included: dating violence, sexual harassment, acquaintance rape and support for those who have experienced sexual offenses. It should be noted that student use of Public Safety's escort service increased substantially during the 2006-2007 year. Some 33,000 escorts were provided enabling students, faculty and staff to travel safely on the campus and on surrounding streets.

TRANSITIONS

The Commission on the Status of Women acknowledges the strong support that has always been offered by the Office of Women's Affairs for its many activities. The coordinator of that office for the past four years has been **Donna Tuites**. Donna retired from the University of Delaware this June after nineteen years of service and plans to continue her interest as a licensed mental health counselor. We wish Donna every success as she embarks on a new career path.



Manager and Program Head of the Office of Women's Affairs Becki Fogerty



The Commission welcomes the arrival of

Becki Fogerty, the new Manager and Program Head of the Office of Women's Affairs. Becki has impressive credentials. She served as program manager of the Sewall-Belmont House and Museum in Washington, DC and as assistant director of the Women's Center at Old Dominion University. We look forward to her close association and support for the Commission's many endeavors.

COMMISSION ON THE STATUS OF WOMEN RECOMMENDATIONS 2006–2007

- The Commission applauds the Provost for sending an annual letter to department search committees reminding them of the University's commitment to diversity. This initiative underscores that qualified women and faculty of color should be given every consideration in recruitment activities. The Commission urges that there be follow-up activities which help search committees and search chairs better understand the University's policies and procedures with respect to hiring.
- While recruitment and mentoring of new faculty is vital to increasing faculty numbers for women and minorities, the Commission believes that equal focus must be given to issues of faculty retention. The Commission will address the issue of retention of senior faculty during the 2007-2008 year.
- The Commission recommends the development and institutionalization of a University-wide program that will enhance the climate for women and minority faculty in science, technology, engineering and mathematics. To assist in that effort a senior tenured faculty member familiar with University policies, procedures and practices should be identified to work with the Office of the Provost in program development.
- The Commission supports programs that enhance the safety and security of women on campus and on contiguous streets. Specifically, the Commission urges the increased allocation of resources to improve the effectiveness and efficiency of the University's bus system as well as expand support for escort services.
- The Commission recommends a more visible location for the Office of Women's Affairs to heighten campus awareness of programming for and on behalf of women faculty, staff and students.
- The Commission on the Status of Women and the Commission to Promote Racial and Cultural Diversity have entered into a productive partnership. We expect these joint activities will expand during the 2007-2008 academic year and that campus diversity will be the beneficiary of these initiatives.

COMMISSION ON THE STATUS OF WOMEN
2005-2006 ROSTER

CHAIRPERSON

Pamela Cook, Associate
Dean for Women's Programs,
Engineering, Professor,
Mathematical Sciences

Erica Armstrong Dunbar,
Assistant Professor, History
Marlene Emara, Associate
Professor, Animal and Food
Sciences

Monika Shafi, Director,
Women's Studies Program,
Elias Ahuja Professor of
Foreign Languages and
Literatures

Judith Gibson, Assistant Vice
President, Affirmative Action
and Multicultural Programs
(Fall 06)

MEMBERS

Marlene Adams, Assistant
Professor, School of Nursing
Anne Boylan, Professor,
History
Sandra Carberry, Professor
(Chair, WISE), Computer and
Information Sciences
Patricia Deleon, Professor,
Biological Sciences
Marsha Dickson, Chair,
Fashion and Apparel Studies

Diane Ferry, Associate
Professor, Business
Administration
Carla Guerron-Montero,
Assistant Professor,
Anthropology
Sue McNeil, Professor,
Civil and Environmental
Engineering
Suzanne Stanley (PAC Rep),
Office of the Registrar
Jessica Schiffman, Assistant
Director, Women's Studies

Diana Simmons (SSAC
Rep, Spring), Administrative
Assistant, Urban Affairs and
Public Policy

Barbara Williams, Associate
Professor, Physics and
Astronomy

Wunyabari Maloba, Assistant
Vice President, Affirmative
Action and Multicultural
Programs (Spring 07)

STAFF

Dana Brittingham, Senior
Secretary, Women's Affairs
Ashleigh Brown, Graduate
Assistant, Women's Affairs

EX OFFICIO

Donna Tuites, Coordinator,
Women's Affairs
Maxine Colm, Vice President
for Administration

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER—The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, religion, ancestry, national origin, sexual orientation, veteran status, age, or disability in its educational programs, activities, admissions, or employment practices as required by Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act, other applicable statutes and University policy. Inquiries concerning these statutes and information regarding campus accessibility should be referred to the Affirmative Action Officer, 305 Hullihen Hall, (302) 831-2835 (voice), (302) 831-4563 (TDD). • 9/2M/707/C

Cover photos: (top row) Fioralba Cakoni (right), Associate Professor, Mathematical Sciences, and a Math grad student at the 2006 Women of Promise Dinner; Dr. Sue McNeil (left) and two students at 2006 Women of Promise Dinner; (row two) Dr. Lesa Griffiths (left) and Dr. Sherry Kitto at 2007 E.A. Trabant Award Dinner; (row three) Dr. Linda Katehi, Women of Excellence Speaker; (row four) 2007 E.A. Trabant Award Dinner.



Office of Women's Affairs
University of Delaware
Newark, DE 19716
www.udel.edu