

1999–2000

**COMMISSION
ON THE
STATUS OF
WOMEN
ANNUAL
REPORT**



COMMISSION ON THE STATUS OF WOMEN ANNUAL REPORT 1999–2000

THIS WAS A YEAR OF REFLECTION, renewal and reorganization for the commission. Taking our mandate from our predecessors in 1998–1999, we reflected upon the challenges of forging the future for the twenty-six year old commission. Our practice of questioning everything from the past was time consuming and often frustrating, but ultimately rewarding as we set off anew to chart the role of women at the University of Delaware. By year's end we could look back with some satisfaction on the progress we have made in defining the issues that face women at this university and determining how we should deal with those issues. The commission was fortunate to have perceptive, concerned members whose hard work made this progress possible. We are also indebted to three Commission members who serve women through their official functions: Liane Sorenson, Director of the Office of Women's Affairs, Maxine Colm, Vice President for Administration, and Judith Gibson, Assistant Vice president for Affirmative Action and Multi-Cultural Programs.



*Carol E. Hoffecker,
Richards Professor of
History and 1999–2000
Chairperson of the
Commission on the Status
of Women.*

Renewal and Reorganization

Since its inception in 1974 the commission has been composed of appointees who represent students, salaried and professional staff, and faculty. In the past its membership has been divided into constituency groups made up of these various groups. This organization proved valuable for addressing problems that affected each specific group, but it was not well designed to deal with more general issues that confront the University women's community as a whole. Perhaps the biggest change inaugurated this year was a reorganization of the commission's sub-committee structure around broad goals. Last year's commissioners recommended that the CSW address the issues of civility, community building, and career development. We decided that civility could be embraced within the concept of community building and thus came up with two new major sub-committees: Community Building and Career

Development. By adopting this organizational pattern we hope to bring members of our constituencies together into common efforts on behalf of women.

A Student Caucus composed of student leaders from a variety of organizations was created to expand the number of students who participate in the work of the commission. The caucus identified several key problem areas for female students at the University and took action to deal with them. To combat the negative body image that afflicts some students, they sponsored an information table at the Trabant Center during the weeks before Spring Break and Sorority Rush, a time when some female students are prone to over-dieting. The caucus also developed an e-mail list-serve for events of interest to women, and suggested questions that might be asked in the student survey to be conducted by the Institutional Research and Planning Office this coming year.

One constituency group remains from the former organizational plan, that of the salaried staff members. This group sponsored a one-day seminar in May that explored the theme "Information is Power: Your Rights and Resources in the Workplace." Over ninety salaried staff and their supervisors attended the seminar. The salaried staff members of the CSW are exploring the creation of a caucus similar to that formed by the students to increase the number of people involved without increasing their representation on the Commission.

A Major Challenge

Concerns about the status of women in the physical sciences and technical disciplines dominated the CSW agenda and initiatives in 1999–2000. After nearly three decades of effort women have gained a significant presence in many disciplinary areas at the University, yet there are still more women students than women faculty in every area. According to statistics gathered in fall 1999, 59% of the University's undergraduate students are women, as are 49% of its graduate students, while only 33% of faculty members are women. These proportions pale, however, in comparison to the numbers of women in the physical sciences and technical disciplines. In the College of Agriculture, where women students at 62% are slightly higher than the University average of 59%, only 16% of faculty members are women. In the physical sciences part of the College of Arts & Science, 54% of the undergraduate student body are women, but only 17% of the faculty. The statistics in the College of Engineering are even more troubling. There, where women constitute only 24% of the undergraduate body and 22% of graduate students, they account for a mere 6% of the faculty.

The Commission has taken the lead in making the recruitment and retention of more women faculty in the sciences and engineering disciplines a major University goal. The problems of women in the sciences and engineering recently became the object of national attention in the wake of a study done at the Massachusetts Institute of Technology (MIT), which found that the career advance-

ment of women faculty in that institution has been undermined by subtle, yet pervasive, gender bias. Sparked by our own statistics and by the MIT report the CSW focused on the goal of increasing the number of tenured women in the physical sciences and technical disciplines. Under the leadership of its chair, Kathryn Denhardt, and with the support of Vice President for Administration Maxine Colm, the Career Development sub-committee held two lunch meetings for women faculty in scientific and engineering fields to discuss issues of attracting, hiring, promoting, and retaining women in their disciplines. In addition, the chair of the Commission and CSW member Pamela Cook, chair of the Department of Mathematical Sciences, met with tenured women in the College of Engineering and later with Provost Melvyn D. Schiavelli to explore strategies for increasing the presence of women in science and engineering. Finally, in March, the Commission invited to campus **Shelia E. Widnall**, a distinguished professor of



Women of Excellence Lecture and Reception on March 21, 2000. President David Roselle and speaker Dr. Sheila E. Widnall, the first woman to head the U.S. Air Force, now the Abby Rockefeller Mauze Professor of Aeronautics and Astronautics at the Massachusetts Institute of Technology.

Aeronautics and Astronautics at MIT and former Secretary of the United States Air Force, to meet with students and to give a public address. An audience that included President David P. Roselle, several deans, department chairs, and both male and female faculty engaged in a lively discussion of strategies to increase women's presence in the sciences with Professor Widnall following her speech, which was entitled *MIT: A Place for Women, A Work in Progress*.

Reinventing Women of Promise

Commissioners gave much thought and discussion to the form and function of the annual Women of Promise banquet. Traditionally, the tenured women of the University have been asked to attend the banquet in the company of an undergraduate student of their choice. While this format has many advantages, it also has defects, most notably our inability to recognize, honor, and mentor women students in engineering and science, the very students most in need of encouragement, because there are few tenured women in these fields to invite them. Resolution of this and other issues concerning the banquet occupied the sub-committee on Community Building led by Barbara Kelly and Elizabeth Higginbotham for much of the year. In the end we made only minor modifications in this much enjoyed occasion. Until the core problem of insufficient women faculty in the sciences has been addressed, our only alternative is to encourage women faculty in unrelated disciplines or male mentors to invite

promising women scientists and engineers. The banquet took place in May with President Roselle and other major University officials, joining about two hundred students and faculty. Each student received her award personally from the president. Alvina E. Quintana of the Department of English was the speaker.

Maintaining Our Purpose



E. Arthur Trabant Institutional Award for Women's Equity given to the Women's Studies Interdisciplinary Program on May 12, 2000. Melvyn Schiavelli, Provost; Marian Lief Palley, Director of the Women's Studies Interdisciplinary Program and Professor of Political Science and International Relations; E. Arthur Trabant, President Emeritus; Liane Sorenson, Executive Director, Commission on the Status of Women; Carol E. Hoffecker.

Through a year that saw the commissioners struggling to reorganize and reexamine to better meet the challenges of gender equity many annual activities remained unchanged. In the fall the graduate student members of the commission continued the practice of sending a letter to all incoming female graduate students to advise them of services and activities available to them, including the new women's interest listserv on the web. The graduate members also sponsored the Fall Women's Film Series. In cooperation with the Office of Women's Affairs the commission also hosted the annual **E. A. Trabant Award** ceremony at a luncheon in May. This year's winner of the awards contribution to women's equity at the University was the Women's Studies Program, an academic program that includes both a major and minor for undergraduate students. The program has played a key role in the acquisition, advancement, and acceptance of women faculty, students, and their gender-specific academic study and research in many disciplines throughout the University. The Promotion and Tenure Workshop, another annual springtime event, is sponsored by the Commission on the Status of Women together with the Office of Women's Affairs and the Vice Provost for Academic Affairs and Planning. The workshop attracts both male and female faculty who are coming up for promotion. It has become a major event in the lives of faculty in every discipline and a means to insure fair retention practices.

Carol Hoffecker, Chairperson
Commission on the Status of Women

Around Campus

Women's Intercollegiate Athletic Program

Three hundred twenty-seven women participated in twelve intercollegiate sports in 1999-2000. The Field Hockey and Lacrosse teams received national recognition. In conference championship finishes, the Tennis team took 2nd place and the Basketball, Field Hockey, Lacrosse and Volleyball teams took 3rd place.

Women's Studies Interdisciplinary Program

The Women's Studies Program had a good year under the leadership of Director, Marian Lief Palley. The program had 53 students who were majors and 103 who were minors. During the 1999-2000 school year 93 women's studies courses were offered.



Geis Student Research on Women Conference, April 27, 2000. President David Roselle; Robyn Linde, winner of the Graduate Student Division; Jenna Portnoy, winner of the Undergraduate Student Division; and Marian Lief Palley, Director of the Women's Studies Interdisciplinary Program and Professor of Political Science and International Relations.

Special Thanks

The Commission on the Status of Women gives special thanks to Dr. Carol E. Hoeffecker for her service this year as Chair of the Commission. Dr. Hoeffecker has long been a supporter of the CSW, women's issues, and women's studies. She was one of the original faculty in the Women's Studies Interdisciplinary Program; was the author of the book *Beneath Thy Guiding Hand: A History of Women at the University of Delaware*; formerly was a member of the CSW; and served on the group that planned the week long celebration, *Women's Rights: Living the Legacy, Forging the Future*. Given Dr. Hoeffecker's vast experience and status on campus, she was the ideal person to Chair the Commission on the Status of Women in this pivotal year. She guided the group to redefine itself and become more focused. We are grateful for her wisdom, sense of humor, and leadership.

COMMISSION ON THE STATUS OF WOMEN 1999-2000 ROSTER

Chair

Carol Hoeffecker
Richards Professor of History

Members

Anne Adkins
*Program Specialist, CE-Credit
Program & Student Services*

Pamela Beeman
*Associate Dean,
Health & Nursing Science*

Martha Carothers
Chair, Art

Pamela Cook
*Chairperson,
Mathematical Sciences*

Cheryl Davis
*Complex Coordinator,
Ray Street Complex*

Kathryn Denhardt
*Policy Scientist, Institute for Public
Administration*

Nelcenia Downer
Senior Secretary, Residence Life

Elizabeth Higginbotham
*Professor, Sociology
and Criminal Justice*

Barbara Kelly
*Professor, Health and Exercise
Sciences*

Sherry Kitto
Professor, Plant & Soil Science

Susan Miller
*Associate Professor, Sociology
and Criminal Justice*

Wanda Moore
*Staff Assistant, Academic Services
Center*

Marian Lief Palley
*Professor, Political Science &
International Relations*

Bahira Sherif
*Assistant Professor, Individual &
Family Studies*

Student Representatives

Alison Brzozowski
Junior/Sociology

Jennifer Guarino-Trier
English Department

Brenda Mayrack
Senior, Arts and Science

Margaret Montgomery
IPA-Urban Affairs

Liaisons

P.A.C.
Kelly Morgan
*Chemical Hygiene Officer,
Occupational Health & Safety
S.S.A.C.*

Susan Savini
*Registrar's Office,
Student Services Building*

Jessica Schiffman
*Women's Studies
Assistant Director*

Ex Officio

Liane Sorenson
*Director, Women's Affairs
Executive Director, Commission on
the Status of Women*

Maxine Colm
Vice President for Administration

Judith Gibson
*Assistant Vice President for
Affirmative Action and Multicultural
Programs*

Past Chair

Patricia Tanner Nelson
*Extension Specialist IV, Cooperative
Extension Service*

Staff

Robyn Linde
Graduate Assistant
Nancy Soccorso
Executive Secretary

Cover photos taken at Women of Promise Dinner for faculty and students on May 4, 2000. (pictured in photo second row down, right) on left, Alvina E. Quintana, Associate Professor of English and speaker at the event, and student Shabana Azeez. Faculty were asked to invite promising students to the event.

Proportion of Female Undergraduate Students and Faculty by Department

FALL 1999

(Students numbers include primary majors only. Secondary/double majors are not reflected in the count.)

	Undergraduate			Graduate			Active Full-Time & Part-Time Faculty		
	Total # Students	# Females	% Females	Total # Students	# Females	% Females	Total # Faculty	# Females	% Females
• Agriculture & Natural Resources									
Animal Science & Food Sciences.....	291	238	82%	36	19	53%	18	4	22%
Bioresources Engineering	85	15	18%			-	6	0	0%
Entomology & Applied Ecology.....	116	77	66%	27	11	41%	7	1	14%
Food & Resource Economics	37	11	30%	19	9	47%	8	1	13%
Plant & Soil Science	102	54	53%	56	27	48%	22	4	18%
Miscellaneous (GAG, OR, & NRM)	63	35	56%	26	9	35%			-
College Total	694	430	62%	164	75	46%	61	10	16%
• Arts & Science-Humanities									
Art	385	252	65%	17	7	41%	15	5	33%
Art Conservation	29	28	97%	33	27	82%	4	2	50%
Art History	41	34	83%	74	57	77%	10	5	50%
English & University Writing Center	628	433	69%	72	50	69%	58	24	41%
Foreign Languages & Literatures.....	157	125	80%	42	33	79%	56	39	70%
Linguistics			-	39	23	59%	5	1	20%
Museum Studies			-			-	2	1	50%
Music	140	75	54%	15	6	40%	24	7	29%
Philosophy	41	13	32%			-	17	4	24%
Theatre	41	28	68%			-	11	4	36%
Total-Humanities	1,462	988	68%	292	203	70%	202	92	46%
• Arts & Science-Social Sciences									
Anthropology	70	49	70%			-	8	2	25%
Black American Studies			-			-	3	1	33%
Communication.....	509	360	71%	24	16	67%	12	7	58%
Computer & Information Science	378	72	19%	84	21	25%	17	3	18%
Early American Culture			-	23	21	91%			-
Geography	155	69	45%	35	17	49%	12	3	25%
History	393	138	35%	90	44	49%	28	7	25%
Political Science & Inter. Relations	454	237	52%	48	16	33%	25	5	20%
Psychology	855	678	79%	56	38	68%	24	5	21%
Sociology	583	338	58%	32	22	69%	25	11	44%
Women's Studies*	17	17	100%			-	2	2	100%
Total-Social Sciences	3,414	1,958	57%	392	195	50%	156	46	29%
• Arts & Science-Physical Sciences									
Biological Sciences	901	529	59%	24	11	46%	38	10	26%
Chemistry & Biochemistry	241	105	44%	111	30	27%	28	4	14%
Geology	58	18	31%	29	12	41%	8	1	13%
Mathematical Sciences.....	82	56	68%	38	11	29%	36	6	17%
Physics & Astronomy	53	10	19%	47	6	13%	23	1	4%
Total- Physical Sciences	1,335	718	54%	249	70	28%	133	22	17%

*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 53 majors.

	Undergraduate			Graduate			Active Full-Time & Part-Time Faculty		
	Total #	#	%	Total #	#	%	Total #	#	%
	Students	Females	Females	Students	Females	Females	Faculty	Females	Females
• Miscellaneous–Arts & Science									
Arts & Science–Undeclared	1,759	937	53%	-	-	-	-	-	-
Economics - Arts & Science	48	14	29%	-	-	-	-	-	-
Liberal Studies	11	5	45%	58	38	66%	-	-	-
Fine Arts	-	-	-	-	-	-	-	-	-
Not Required	-	-	-	6	4	67%	-	-	-
Physical Therapy	127	94	74%	76	46	61%	7	3	43%
College total	8,156	4,714	58%	1,073	556	52%	498	163	33%
• Business & Economics									
Accounting	381	190	50%	13	8	62%	25	8	32%
Business Administration	1,302	528	41%	465	162	35%	34	10	29%
Economics	137	34	25%	71	24	34%	23	2	9%
Finance	242	84	35%	-	-	-	11	2	18%
Not Required	-	-	-	3	1	33%	-	-	-
College total	2,062	836	41%	552	195	35%	93	22	24%
• Engineering									
Chemical Engineering	300	99	33%	101	21	21%	19	3	16%
Civil & Environmental Engineering	205	63	31%	92	31	34%	19	0	0%
Electrical & Computer Engineering	258	33	13%	92	9	10%	15	0	0%
Mechanical Engineering	248	48	19%	73	8	11%	18	1	6%
Materials Science	-	-	-	52	16	31%	6	1	17%
Not Required	-	-	-	26	9	35%	-	-	-
College total	1,011	243	24%	436	94	22%	77	5	6%
• Health & Nursing Sciences									
Health & Exercise Sciences	557	324	58%	37	25	68%	23	8	35%
Health Exc. Sci./Intercollegiate Athletics	-	-	-	-	-	-	1	0	0%
Medical Technology	75	56	75%	-	-	-	4	3	75%
Nursing	579	541	93%	88	85	97%	29	26	90%
Nutrition & Dietetics	189	169	89%	25	20	80%	11	9	82%
Special Nursing Program	-	-	-	-	-	-	2	2	100%
Office of the Dean	-	-	-	28	13	46%	2	2	100%
College total	1,400	1,090	78%	178	143	80%	72	50	69%
• Human Resources, Education, & Public Policy									
Consumer Studies	385	328	85%	-	-	-	12	10	83%
School of Education	1,046	960	92%	337	245	73%	45	20	44%
School of Urban Affairs	-	-	-	212	121	57%	6	2	33%
Hotel, Restaurant Management	335	197	59%	-	-	-	4	1	25%
Individual & Family Studies	334	321	96%	50	45	90%	16	11	69%
Interdisciplinary Studies	40	35	88%	1	0	-	-	-	-
College total	2,140	1,841	86%	600	411	69%	83	44	53%
• Marine Studies									
	-	-	-	105	55	52%	26	1	4%
• University Parallel									
	699	377	54%	-	-	-	17	7	41%
• Continuing Education									
	1,936	1,076	56%	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL	18,098	10,607	59%	3,108	1,529	49%	927	302	33%