

UW-Stout Equality for Women Initiative December 2000-April 2006

Submitted to UW System

Introduction and Background

At UW-Stout, the Equality for Women Steering Committee was formed in August 2000 and the Equality for Women Initiative was developed. The steering committee included representation from faculty, academic staff, classified staff and students. Four subcommittees were established to address each of the four key areas. In 2005 the steering committee requested and was given permission to restructure. The following report summarizes the progress, accomplishments to date and the identified needs for further study.

Charges – Accomplishments – Future Goals

Four Key Areas:

- 1. Educational Opportunities for Women Students**
- 2. Hiring, Promotion & Retention of Women Employees**
- 3. Learning and Work Environment**
- 4. Balancing Work and Personal Life**

Key Area # 1

Educational Opportunities for Women Students

Charge: *Establish activities and programs that attract and retain more women students to math, science, engineering, and technology fields; develop new initiatives to help women take advantage of changes in technology and increasing globalization; ensure equity in athletic programs; and access to higher education for women who are disadvantaged by economic or family circumstances.*

Accomplishments:

- Research on women and science is being conducted by a woman faculty member and is receiving national attention.
- Two women faculty received grant funding for a students' "Women's Group" in the math program. A form of mentoring, it has been implemented and is ongoing.
- Stout Student Association held Women's Empowerment Festivals for three consecutive years.
- A "Girls Science and Technology Orientation" day was held for middle school girls three years.
- The following data represents women in the areas of retention, graduation rates, and enrollment in STEM programs:

- ❖ Each year retention and graduate rates for women are higher than men (positive).
- ❖ The 6-year graduation rates have increased each year for women (positive).
- ❖ The numbers of women enrolled in STEM programs generally went down in each program except Packaging.

6 Year Graduate Rate

	Female	Male
1998	53.1	42.8
1997	51.3	40.2
1996	51.2	45.6
1995	45.6	33.5
1994	44.6	36.6

1 Year Retention Rate (freshmen to sophomore)

	Female	Male
2003	74.7	71.9
2002	72.3	72.2
2001	75.5	71.1
2000	76.0	73.7
1999	76.9	76.8

Enrollment in STEM Programs (Science, Technology, Engineering, Math)

Fall	2005	2004	2003	2002	2001
Telecom Systems					
Female	4	2	4	12	14
Male	115	140	209	240	248
Manufacturing Engineering					
Female	11	7	13	10	14
Male	139	121	148	125	137
Engineering Technology					
Female	11	17	9	12	11
Male	325	298	253	218	222
Packaging					
Female	41	42	39	37	36
Male	144	135	113	114	124
Graphic Com. Mgmt.					
Female	43	59	75	77	89
Male	71	76	94	104	117
Construction					
Female	11	11	8	11	16
Male	403	346	323	320	301
Applied Math					
Female	24	17	24	30	43
Male	134	135	153	168	158

Identified Needs for Further Study:

- Continue monitoring the “Change of Major” data as collected by Student Services survey forms to determine if there are patterns or problems in regards to women leaving technical majors and/or UW-Stout prior to completion of degrees.
- Review recruitment of new freshmen and transfer students to look for trends.

Key Area # 2**Hiring, Promotion & Retention of Women Employees**

Charge: *Expand the recruiting and mentoring of women faculty; improve professional development activities and career ladders for academic staff and classified staff women; and develop leadership opportunities for women to move into administration.*

Accomplishments:

- Annually, a professional development leadership award is funded and given to a woman identified with leadership potential.
- The State Council on Affirmative Action presented UW-Stout with a Secretary’s Award of Achievement for Equal Employment and Affirmative Action Leadership in 2002 for increased numbers of women and minority hires.
- The percentage of women faculty has increased from 30% to 35% over a 6 year period. The percentage of women instructional academic staff has increased from 51% to 56% over the same time period.
- Each year, women are encouraged to participate in and are sponsored for the Jeff Russell Leadership Program. [Approximately half the participants in the classes have been women.]
- WWHEL conferences and spring workshops are held annually and UW-Stout women are supported by division resources and professional development grant funding. UW-Stout has hosted the fall conference and two spring workshops. Fall conferences attract 10 to 15 women and attendees at the spring workshops number from 15-60. A “Negotiation” presentation with material from the fall WWHEL conference was held during Opening Day activities with 41 people attending.
- A WWHEL [Wisconsin Women in Higher Education Leadership] Chapter was formed.
- A Coordinator for Women’s Issues was appointed and funded for one year. [Discontinued due to budget cuts].

Identified Needs for Further Study:

- Study the workload of male/female assistant professors to determine whether there are differences in teaching assignments, advising & committee assignments through analysis of data from the UCLA Faculty Survey.

Key Area # 3**Learning & Work Environment**

Charge: *Develop workshops and training sessions for members of the university community, beginning with administrators, managers, and supervisors; review and improve the system of reporting and responding to complaints of discrimination, harassment, and sexual violence; and establish a wider system of supports for women students and employees.*

Accomplishments:

- A federal Department of Justice grant, “Reduce Violence Against College Campus Women” was funded for two years. A renewal of funding proposal is being submitted. A full time director of the program was hired.
- Mentoring/Support Groups are in place for: Minority Faculty Staff Network [women & men, Faculty [women & men], Women’s Mentoring Program for Academic Staff and Classified [women and men]. The Women’s Mentoring Program for Academic Staff draws approximately 30 people to each event.
- A complaint tracking process is in place with analyses conducted every 3 months. The tracking views patterns and trends.
- A review of the campus morale study is being conducted during 2005-2006. A research project was conducted using 100 randomly selected employees. Both focus groups and one on one interviews were conducted with transcription, analyses and recommendations being completed.
- Strengthening of Women’s Studies on campus was studied.

Identified Needs for Further Study:

- Review campus climate survey [in progress 2005-2006]

Key Area # 4**Balancing Work and Personal Life**

Charge: *Expand and improve childcare services and access to them; develop a more flexible workplace through flex-time, job-sharing, and equitable implementation of family leave policies; and provide domestic partner benefits such as life insurance, health insurance, retirement survivor benefits, and sick leave.*

Accomplishments:

- A Child care needs survey was conducted and a report written. The recommendation is to repeat the survey as needed.
- WWHEL conferences, workshops and events are held on a regular basis for professional development.
- A study of UW-Stout's family friendly policies is in progress.

Identified Needs for Further Study:

- Conduct Childcare Assessment Survey on a 3 year cycle or as needed.
- Explore the possible collaboration with Menomonie School District and Chippewa Valley Technical College in providing services and/or sharing childcare facilities.