

University of Wisconsin Oshkosh Status of Woman 2001 to 2006 Submitted to UW System

Introduction and Background

In September of 2000, the Provost's Office at the University of Wisconsin Oshkosh appointed a task force on Women's Issues to develop a 10-year plan to address women's issues on this campus. The Task Force was comprised of two from administration, four from the faculty, seven from academic staff, one from classified staff and one student. In response to the UW System mandate, the Task Force identified goals, objectives and initiatives around five major areas:

- 1) educational hiring opportunities;
- 2) hiring, promotion and retention of women faculty, academic staff and classified staff;
- 3) the learning and working environment;
- 4) balancing work and personal life; and
- 5) organizational structure.

The Task Force met and organized activities around four areas:

- 1) educational opportunities;
- 2) leadership development;
- 3) climate improvement; and
- 4) opportunities for balancing the demands of work and personal life.

Area 1.

Educational opportunities for women students with emphasis on women in science, technology, engineering and math (STEM)

1. The **University of Wisconsin Oshkosh Women and Science Program** liaison is housed on this campus, supporting changes in the way that science and science education are regarded and carried out within the University of Wisconsin System, the Wisconsin community and beyond. As the host institution, we provide a service to UW System that helps to improve STEM education in the form of teaching workshops for STEM faculty. This campus hosts two faculty development workshops and two videoconferences a year

The main program focus is on faculty development. Content, climate, and pedagogy, especially in undergraduate courses, are all addressed through Women and Science programming activities. In particular, the Women and Science Program is supportive of the following:

- increasing faculty expertise in gender and science scholarship and pedagogy;
- providing role models of professional women scientists;
- improving classroom and campus climate; and
- fostering "science communities" that will promote effective learning.

We offer one **WBIS (Writing-Based Inquiry Seminar)** course in the sciences (**Biology of Gender**) which can be used as part of the women's studies minor. Students are encouraged to attend events sponsored by the System-wide Women and Science Program.

Our campus is also involved with programs for girls that have a local impact. Two examples are the Girls' Science Safari, a Saturday program for girls (grades 2-5) with science sessions that are led by women faculty at UW Oshkosh. We have obtained NASA funding for a program called "**Astronomy is for Girls Too!**" that brings 75 girls from rural middle schools to campus to participate in three space science days. At the college level, we co-sponsor (with the Women's Center) a Women's Health and Science Speaker Series that is open to the public once a month. The dates are on the Women's Center website.

We collect and disseminate UW System statistics and provide a speaking service.

Women students in the STEMS have increased at UW Oshkosh since fall 2000.

Female S.T.E.M. (Science, Technology, Engineering, Math) Majors*	
Year	Enrollment
Fall 2000	308
Fall 2001	322
Fall 2002	310
Fall 2003	360
Fall 2004	383
Fall 2005	398

*Includes: Biology, Chemistry, Computer Science, Earth Science, Geology, Math, Math Education, Microbiology, Natural Science, Physics

The **Women's Center and the Women and Science Program** co-sponsor a Series called The Women's Health and Science Series. Programs have included:

Fall 2004	October 27: "Weight Loss Through Conscious Eating" November 16: "Exploring Opportunities in Science & Health Care"
Spring 2005	February 3: "Midwife Panel" March 3: "A Discussion about Stem Cell Research" April 5: "Mind/Spirit Fitness - Relieve Tension Through Affirmations, Aromatherapy, Imagery" May 2: "Women & Mental Health."
Fall 2005	September 29: "Mentornet." October 18: "The Truth About Birth Control;" November 8: "Natural Healing;" December 6: "Veterinary Medicine: Called to Care."
Spring 2006	February 9: "Women & Aging;" March 7: "Equine Therapy;" April 11: "Worldly Women- Careers in Earth Science;" May 3: "Midwives Panel."

2. A complementary science program, **WiscAMP**, supported by UW System with an NSF grant, develops opportunities for minorities with proposed internships, research or shadowing experiences at UW Oshkosh. Six UW Oshkosh STEM professors have offered to host WiscAMP students in the summer of 2006. Approximately 12 students of color, of which 6 are females, are possible summer WiscAMP participants. The Provost's office will provide \$500 in supplies as an incentive to WiscAMP faculty participants.

3. The **Gender Equity Council (GEC)** was formed in 2001 to address the Organizational Structure portion of the 10-Year Plan on the Status of Women. The charge of the Gender Equity Council is to act in consultation with the Chancellor to:

- Oversee the development of programs that support goals, objectives and initiatives of the Ten Year Plan addressing women's issues.
- Identify persons responsible for implementing this plan;
- Evaluate the effectiveness of programs designed to accomplish this plan.

The **UW Oshkosh 10-Year Plan to Address Women's Issues and the Status Report** can be found online at <http://www.uwosh.edu/gec/statusreport.pdf>. The GEC initiated progress in the establishment of many major women's interest organizations on campus, such as the Women's Center and WWHEL.

4. The **Financial Aid Office** lists at least 14 scholarships available specifically for women, including the Vicki Lord Larson Scholarship.

5. The **Campus Child Care Center** advocates leadership and educational opportunity for women. Within their annual budget are prioritized funding lines for academic staff development grants to cover the cost of in-service and continuing education, training for their professional staff (the majority of whom are female) as well as helping cover the cost of required training for student childcare aides. The Center converted a part-time office position to a full-time assistant director position requiring a BS, MS preferred; it was able to rehire a former teacher, who received her Masters while employed at the Center, to fill this position. The Children's Center is a strong and constant advocate for women.

Area 2.

Leadership development on a spectrum of issues from empowering women leaders at all levels to increasing the numbers of women

An increase in the total number of female hires in instructional and instructional academic staff lines parallels the growth of campus organizations dedicated to women's well-being and leadership on campus.

**INSTRUCTIONAL FACULTY/ACADEMIC STAFF NEW HIRES
FY 2002 THRU 2006**

Fiscal Year	Contract Type	Male	Female	Total
2002	Faculty	11	7	18
	Academic Staff	34	23	57
	Total	45	30	75
2003	Faculty	10	14	24
	Academic Staff	19	30	49
	Total	29	44	73
2004	Faculty	13	9	22
	Academic Staff	21	39	60
	Total	34	48	82
2005	Faculty	4	8	12
	Academic Staff	32	58	90
	Total	36	66	102
2006	Faculty	6	4	10
	Academic Staff	16	28	44
	Total	22	32	54
2002-06	Faculty	44	42	86
	Academic Staff	122	178	300
	Total	166	220	386

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1. The **Women's Center** was established in 2003, with a Mission is to ensure that all women, both on-campus and in the community, fulfill their potential and use their talent to the best of their abilities. A corollary to this mission is that of ensuring that both men and women learn to work, play, and live together in ways that are based on mutual respect and an understanding of not only gender differences but also differences of race, ethnicity, sexuality, and class. In 2004, the Women's Center was provided with new space located in the Foundation Center, formerly the Neuman Center, on campus. This central campus location has contributed to a host of programming successes and offerings, including dedicated study sessions with computers provided in the Center.

CAMPUS LINKS to the Women's Center:

Gender Equity Council

Women's Studies

Women's Advocacy Council

Wisconsin Women in Higher Education Leadership (WWHEL)

Provost Office

Women and Science Program

Rainbow Alliance for HOPE

Lesbian, Bisexual, Gay, Transgendered, Queer (LBGTQ) Council

Counseling Center

2. The **Women’s Center** and the **Women’s Studies** program have sponsored a series of events targeting leadership, with a partial listing here:

Spring 2004	March 22	“Making a Difference Everyday: One woman’s’ journey from Milwaukee to Oshkosh and back” with Danae Davis, UW Oshkosh Alumna & UW System Board of Regents, Director of Diversity Affairs at Miller Brewing Company.
Spring 2005	Jan. 20	“10 Stupid Things Smart Women do with their Money” with Jan , Marcellis, Marcellis Financial Management Self-Esteem Series
	Feb. 24	21 st Century Women: Self-Esteem through Achievement, Recognition, and Personal Power” with Dr. Nona Wilson, Counselor Education
	March 30	“21 st Century Women: Self-Esteem through Uniqueness and Connection” with Dr. Nona Wilson, Counselor Education
	April 20	“TEMPO Women Speak: Advancing Leadership in Business, Public Services, Academia, and the Arts.”
Summer 2005		Reading Group: <i>Women Don’t Ask: Negotiation and the Gender Divide</i> , by Linda Babcock and Sara Laschever;
Spring 2006	March 7	“Equine Therapy,” an equine-assisted leadership development program directed by women, for women
	March 9	“Challenging Stereotypes;”
	March 21	“Woman for President” with David Siemers, Political Science

Given the feminist pedagogy behind the teaching of **Women’s Studies** classes, all classes seek to instill qualities of leadership in students.

Additionally, participation in **Women’s Studies** on the part of faculty members increases their administrative experience through a collaborative governance structure and enhances retention by connecting them to like-minded colleagues outside their own departments. This connection with other Women’s Studies faculty members is also a major reason behind the monthly Women’s Studies Brown Bags, where teaching faculty members present their research.

3. As part of community building, the GEC spearheaded the regeneration of **Wisconsin Women in Higher Education Leadership (WWHEL)** in 2001, providing opportunities for networking, information sharing and support for women in leadership, and encouraging women faculty and staff to pursue leadership positions. Specifically, **WWHEL** helps and supports women to develop leadership skills, connect them with colleagues who can provide valuable insight into the administrative role, identify career development contacts, and access state and national resources. This organization is active on campus.

4. The **Chancellor’s Leadership Fellow (2002)**, a new opportunity for faculty and staff who want to move to administration or learn more about administration was developed. Four females have been Leadership Fellows since 2002, three of whom came from faculty and one from academic staff lines. Two have moved into

administration in the following positions: Interim UW Oshkosh Foundation President and Assistant Vice Chancellor for Curricular Affairs.

5. The **Supervisory Leadership Series** and the **Classified Staff Fellowship Program** are available to both women and men, and are new programs on campus.

6. **CARE (Campus Awareness and Relationship Education)** provides leadership development opportunities for women students through its positions of Student Director, and through its internship/service learning component. It has supported 4 Student Directors over last 5 years.

7. **Titan LEAD (Leaders Emerging and Developing)**, developed by the Dean of Students office, is a 3-level comprehensive student leadership program providing opportunities to develop leadership skills through experiential learning and training.

Area 3.

Climate improvement to include prevention of behaviors in the learning and working environment that create an unwelcoming or non-supportive environment for women, and to enforce a no-tolerance atmosphere for harassment and/or violence in any form

1. The **Gender Equity Council** hosts an annual Celebration of Women event on campus with a motivational keynote speaker, to which the entire campus community is invited:

2001-JoAnne Brandes
2002-Adele Newson-Horst
2003-Barbara Lawton
2004-Peg Lautenschlager
2005-Lorrie Keating-Heinemann
2006-Kathleen Sell

The GEC Programs/Forums subcommittee and the Women's Center develop and promote programs on diversity, jointly sponsoring a faculty college (2005) on infusing women's perspectives in classes.

2. **C.A.R.E. & M.E.N.C.A.R.E.** are peer education programs dedicated to serving as campus resources for promoting healthy relationships at the University of Wisconsin Oshkosh. The student director and volunteers become knowledgeable on subjects related to relationships including healthy relationships, preventing abusive relationships, preventing sexual assault, healthy sexuality, and communication skills. The C.A.R.E. & M.E.N.C.A.R.E. volunteer and director positions are challenging and help students develop strong leadership and presentation skills. Students will be expected to handle multifaceted tasks and be sensitive to the issues related to sexual assault and other sensitive topics.

3. The **Campus Violence Prevention Program (CVPP)**, a program that emanates from the Counseling Center, addresses this issue in a number of ways.

4. The **Lesbian, Bisexual, Gay, Transgendered, and Queer (LBGTQ) Education and Advocacy Council** has developed and implemented annual SAFE training to identify LBGTQ allies. Its charge is to provide the visionary leadership, education, and advocacy necessary to cultivate an equitable, inclusive, and supportive climate for University of Wisconsin Oshkosh community members of all sexual and gender identities.

5. The Women’s Center Director teaches **Rape Aggression Defense (RAD)** and supports this program. **RAD**-linked programs are:

Spring 2004	April 21	Kirsten Dierking - Author of <i>One Red Eye</i>
Spring 2005	April 7	"Sex Offenders: What You Need to Know" with Dr. Anna Salter
Fall 2005	Nov. 2	"The Many Faces of Domestic Violence," a Multi-Cultural Domestic Violence Panel.
Spring 2006	April 20	SOARS—Story of a Rape Survivor (Women’s Advocacy Council)
	April 26	"Behavior & Characteristics of the Non-Stranger Rapist."

6. **Women’s Studies** courses address the issue of violence against women primarily through its Domestic Violence course, which is cross-listed with Human Services. A section of the Introduction to Women’s Studies class is also devoted to teaching students about domestic violence, sexual assault, and sexual harassment.

Women’s Studies faculty members find support for dealing with these issues in their professional lives through participation in the Women’s Studies program. Peer-counseling and support are important factors when dealing with intolerance and/or sexual harassment — or violence against women in any form, and the Women’s Studies director has advised (and referred to proper offices) several faculty and staff members experiencing these issues in their own lives on and off campus.

Area 4.

Opportunities for balancing the demands of work and personal life such as improvement in domestic partner benefits, leave time for elder care and care of a sick partner, as well as support for families through better child care, family leave policies, flex time, and meaningful part-time work opportunities

1. The **Gender Equity Council** sponsored a forum on Alternative Work Arrangements (Job Sharing and Part-time Jobs) in 2004-05. The issue of job sharing continues to be studied. The Gender Equity Council sponsored a forum in 2002-03 on Domestic Partner Benefits.

2. The **Gender Equity Council Policies Subcommittee** was formed to work with the **Human Resources Director** to review the Faculty and Academic Staff Handbook to identify policies that deal with work-life balance, including areas that may need improvement. A list of these policies is available on the GEC web site and the subcommittee is now looking at the tenure clock policy.

3. The **Women's Center** has a lactation room.

4. Several **Women's Studies** courses include discussion on work-life balance, for example, Introduction to Women's Studies; Discrimination, Gender, and Economics; and Sociology of Gender.

5. The **Children's Center** receives University segregated fees used to subsidize student fees on an ongoing basis. From 1999 to 2003, a federal CCAMPIS Grant (Child Care Access Means Parents in School) provided additional subsidizing of child care rates for Pell eligible student parents. There are 95 children enrolled at the Children's Center, 62% of their parents are female students. The Children's Center has a flexible scheduling system which allows parents (student and faculty/staff) to contract for time when they need care, and to change the contract with each university session to fit their needs.