

UWSP Status of Women Update – 2006

The December 27, 2000 *Status of Women Report* for UWSP recommended that a survey be conducted that would be used as the basis for determining campus goals for improving the women's status on campus. A survey of classified and unclassified staff was conducted in 2000-01 and a final report was published in May 2001. The survey resulted in a focus on two of the six goals from the UW System 1999 report: increase the hiring, promotion, and retention of women faculty, academic staff, and classified staff and provide conditions that allow for balancing work and person life. A survey of students has not yet been completed.

This 2006 update will use the staff Survey Report as a framework for identifying activities that have been accomplished, are in process or have not yet been undertaken for each of the four UWSP goals established at the time of the report. Additional information on women in STEM disciplines and on women faculty will also be included.

May 2001 Survey on the Status of Women at UWSP (Staff)

Goal 1: Provide leadership development opportunities for women.

Invite women leaders to speak on campus

In 2001, the Student Affairs Division implemented a program that combined bringing six women leaders in the profession to campus to speak on issues of women in leadership, with monthly meetings for Student Affairs women interested in developing leadership skills. Since this program was implemented the number of women in leadership roles in Student Affairs has increased from four to eight.

Support and promote administrative internships

The Office of Academic Affairs employed implemented an Administrative Internship Opportunity. Two women took advantage of this program. One left UWSP to take an administrative position at another university. One is now attending the doctoral program in Education Leadership and Policy Analysis at the University of Wisconsin-Madison after working in another administrative position. Unfortunately, due to high staff turnover in the Academic Affairs Office and budget reductions, the program has been on hold for the last three years.

Develop mentoring programs for different levels of careers and different types of staff

Little progress has been made in this area. However, a major hurdle has recently been overcome in making sure that all new faculty have a mentor. This is the first step in developing a centralized mentoring program.

Continue to support women to attend state leadership conferences, workshops, etc.

The Provost and Vice Chancellor for Academic Affairs supports attendance at the state WWHEL conference for up to \$1500 each year. The other Vice Chancellors also support attendance for interested women in their areas.

Disseminate leadership grant opportunities

Rather than focusing only on grant opportunities a brochure on leadership opportunities for women on campus is being developed.

Note: While the number of women in higher levels of leadership at UWSP has increased (currently both the Chancellor and Provost are women and now two of the four Deans are women), the number of department chairs who are women has remained steady at four or five of twenty-five from 2001-02 to 2005-06. This is a problem as serving as department chair is often seen as a critical experience for moving into higher levels of administration.

Goal 2: Improve advancement and promotion opportunities

Disseminate university and departmental guidelines for Category B Academic Staff

Separate orientation/information sessions for Category B Academic Staff have been held. These have resulted in increased and more timely requests for promotions. Departments are also being encouraged to write clear guidelines for personnel decisions.

Establish written procedures for indefinite appointment in all units/departments

The number of departments and units with written guidelines has increased, but more needs to be done to assure these exist for all units.

Continue to publish annual statistics from institutional research on salary and retention

This data is available but has not been published each year.

Review and revise exit/transfer questionnaire/interview process

This has not occurred due to resignation and interim appointment in Equity and Affirmative Action office.

Explore how the exit/transfer questionnaire/interview could be used to improve advancement and promotional opportunities for women

Again, this has not occurred due to resignation and interim appointment in Equity and Affirmative Action office.

Goal 3: Improve communication regarding personnel issues

Continue to refine orientation sessions for unclassified staff and provide information on benefits, salary determination, sick leave use and reporting, and Hayes/Hill titling

All new staff may attend an orientation session in August on benefits. Two orientation sessions are held each Fall for Category A and C academic staff that cover salary determination, sick leave use and reporting and Hayes/Hill titling. Faculty are apprised of sick leave use and reporting at an orientation session on faculty personnel matters. Category B Academic staff receive this information at two sessions each Fall.

Develop structured orientation for classified staff

We have a structured policies/rules/procedures, benefits and privileges type orientation for all new classified employees. This has been in existence for some time.

Include information on continuing education opportunities in orientation as appropriate

This information is included in the orientation for new classified staff, but still needs to be added to orientation for unclassified staff on a routine basis.

Goal 4: Improve work/life issues

Encourage supervisors and work units to be flexible to accommodate family needs

There is an official policy in the *Classified Employee Handbook* and in the UWSP and WSEU local agreement that addresses alternative work patterns. There has not been a particular program encouraging supervisors to implement such schedules.

Develop an appeals process for flexible work requests

No appeals process has yet been developed.

Encourage job sharing opportunities

Job sharing is covered in the alternative work patterns policy described above.

Develop opportunities for employees to develop social networks

New faculty in biology have started a group for newer faculty called "Pit Crew." Initially, just for biology faculty this has expanded to include faculty in other disciplines. In addition, we are planning to include a family picnic in orientation activities for new faculty and staff.

Recognize work that is not included in job descriptions

Recognition is provided through classified and unclassified awards including the University Service Award (faculty), the Spirit of the Community and Academic Staff Excellence (academic staff) and Carolyn Sargis Award (classified staff).

Provide information and support for staff with aging parents

A brochure on Work/Life Resources that will include information on this topic is being developed.

Offer more opportunities for children to be involved in campus activities

A brochure, "What's Fun for Children at UWSP: Activities for Children" is being developed.

Data on Women in STEM Disciplines

Faculty

There has been a gain in tenure-track and tenured women faculty in the STEM disciplines from 1999 to 2005. There were 17 women ranked faculty in 1999 and 22 in 2005 for 29% increase. Two disciplines account for these gains: Biology (from 3 to 6) and Natural Resources/Paper Science (from 3 to 5).

Students

The number and percentage of female students in the STEM disciplines decreased from 1999 to 2005. While enrollments in STEM disciplines declined overall for this period, the rate of decline from women was greater than that for men. Women accounted for 38.6% of STEM majors in 1999 and only 31.9% in 2004 (the most recent year for which we have complete data.) Total numbers declined from 1015 in 1999 to 735 in 2005.

Data on Women Faculty

Tenure and Tenure-Track

Women constituted 23% of tenured faculty in 2001-2002 and 28% in 2005-2006. They accounted for 45% of probationary faculty in 2001-2002 and 47% in 2005-2006.

Faculty Rank

Women constituted 22% of Full Professors in 2001-2002 and 24% in 2005-2006; 26% of Associate Professors in 2001-2002 and 39% in 2005-2006; and 43% of Assistant Professors in 2001-2002 and 47% in 2005-2006. As the women who were Assistant Professors in 2001-2002 continue to progress through the ranks, we should see continued increases in the numbers and percentages of women Associate and Full Professors.

Campus Contacts

Primary Contact Person

Sharon Gahnz (Currently on Semester Abroad)
Director, UWSP Counseling Center
Delzell Hall, UWSP
Stevens Point, WI 54481
sgahnz@uwsp.edu
(715) 346-3553

Alternate Contact Person

Virginia Helm, Provost
Academic Affairs Office
202 Old Main, UWSP
Stevens Point, WI 54481
vhelm@uwsp.edu
(715) 346-4686

