University Committee on Women
2008-2009 Year-End Report

Submitted April 20, 2009
Ingrid Lilligren, Chair

The University Committee on Women (UCW) was active during the 2008-2009 academic year through its subcommittee work, involvement in University searches, invitation of guests to meetings, and the overall discussions generated by its dynamic membership. Please see membership roster included in Appendix A.

The following are highlights of key activities and accomplishments of UCW over the past year:

**Executive Committee**
Members: Ingrid Lilligren, Chair (faculty), Julia Graden, Chair-elect (P & S) Lisa Orgler, Past-Chair (P & S), Susan Carlson (Provost), and Deb Larkin (supervisory/confidential).
Goals: Increase visibility of UCW across campus and to encourage and support a high level of productivity by subcommittees.
Results: Monthly meetings were held with the entire committee; the Executive Committee also met monthly, one week prior to the general meetings. The following invited guests attended: Francesca Galarraga, Assistant Director, Equal Opportunity and Diversity, (to discuss the impact of her office on women at ISU); Jack Payne, Vice-President for Extension (to discuss the role of extension in the lives of women at ISU and in Iowa); Jamie Pollard, Director of Athletics and Calli Sanders, Senior Associate Director of Athletics (to update UCW on women in athletics); and President Geoffroy and Executive Vice President and Provost Hoffman. The Executive Committee met separately with Provost Hoffman twice (once each semester) to discuss issues and activities of UCW. A follow-up memorandum will be sent to the President and Provost at the end of spring semester with suggestions and comments on issues we hope to continue to address together.

**College Review & Oversight Subcommittee** (submitted by Ingrid Lilligren)
Members: Connie Post, Chair; Ingrid Lilligren, Peng Liu, Tanya Zanish-Belcher, Kate Schwennsen, Amanda Scott-Williams; Kristen Constant consultant.
Goals: Review and report on the status of women faculty, staff and students in the College of Design; this year we added salary comparisons to the overall set of statistics. At the conclusion of the review, the results will be discussed with the Dean before being published and a follow-up meeting will be held one year later.
Results: We reviewed and reported on the status of women in the College of Design. The next review will be the College of Veterinary Medicine, projected for 2009 - 2010. Please see Status of Women in the College of Design report in Appendix B. *(In process, estimated completion date August 24, 2009)*

**Searches Subcommittee**
Members: Ingrid Lilligren, Chair, Susan Carlson, Lynn Paxson
Goals: Encourage UCW representation on all five current high profile searches (three Deans, Director of Multicultural Student Affairs, and Vice President for Research and Economic Development); and to have two members of UCW volunteer to attend each diversity forum for these searches. Those members will report to us their observations and a letter will be forwarded to the search chair, if deemed appropriate.
Results: Members of this committee participated in several searches to fill administrative positions at Iowa State University. The following searches were observed with the final candidates below being chosen; memoranda with compiled recommendations were sent to the Provost.

1. Director of Multicultural Student Affairs          Santos Nunez Galicia
2. Vice President For Research and Economic Development       Sharron Quisenberry
3. Dean, College of Design                 Luis Rico-Guttierez
4. Dean, College of Engineering       Jonathan Wickert
5. Dean, College of Human Sciences     Pamela J. White

As Chair of UCW, Lilligren will be sending these new hires a letter of welcome with information on the activities and impact of UCW and with a request for a follow-up meeting.

Childcare Subcommittee
Members: Julie Graden (Chair), Lora Leigh Chrystal, Debra Covey Diane Price-Herndl, Camille Sloan Schroeder, Betty Toot
Goals: to continue to advocate on behalf of university employees and students in relation to work/life/school balance through our words and actions and provide a strong voice for family friendly practices.
Results: Marketing: In April 2009, we will be collaborating with the University Child Care Committee and the student chapters of Iowa Association for the Education of Young Children and Human Development and Family Studies to celebrate the Week of the Young Child on campus to hold a variety of activities to promote early literacy and learning; thank teachers; and influence public policy on campus and the state of Iowa. The groups are starting the planning phase for this year; in the past, they have distributed green ribbon awards; held a bake sale; pizza fundraiser; read books to the children in the campus centers; etc. The student group chooses the charity for fundraising.
Review of the Children in the Workplace Policy: A draft of the policy is not currently out for formal review at this time. Our subcommittee will continue to monitor the progress of the proposed policy. Subcommittee members Deb Covey and Julie Graden serve on the ad-hoc committee.
Lactation Locations: These will continue under the leadership of Penny Rice and the MSWC. A potential subcommittee project may entail surveying current users of the Lactation Locations. Users would be encouraged to access a website survey to comment on the usage of the room, issues and unmet needs.
Other activities in 2008-09: Included a conversation with the Faculty Senate in regards to expanding campus infant and toddler childcare. Talks will resume with various other groups on campus to assess the need and develop action steps.

Workplace Climate Subcommittee
Members: Chris Fowler, Chair, Mary Beth Golemo, Nancy Grudens-Schuck, Lynn Lundy-Evans, Susan Masters, Penny Rice, Steffani Simbric, Janet Tait, Meifen Wei
Goals: Continue the relationship with Francesca Galarraga and have meetings with her and the committee; look at climate and issues across campus; what processes already exist and what needs to be changed; College of Engineering—female faculty (why aren’t the numbers increasing and what can we do to help); Faculty discussion about religious holidays and student absenteeism (currently there is no policy); insure participation from UCW at the diversity forums for faculty/staff searches.
Results: On December 10, 2009 members of the Workplace Climate met with the Ombuds Officer, Elaine Newall. We suggest Elaine be invited to speak to UCW group next year. Elaine and the committee discussed campus climate as regards to the University and staff. It was
suggested that UCW could assist coordination of resources, training, and support for faculty/staff. This would be a springboard for further discussions and her possible visit with UCW. Our committee is in the process of setting up a meeting with Francesca Galarraga, Assistant Director of Equal Opportunity and Diversity to discuss her office and the partnership with UCW. If this does not happen before next fall, there should be a meeting in August with the committee and Francesca. UCW has done an excellent job of incorporating diversity forums for faculty searches. We need to look at staff searches and see what process is happening. With budget cuts and possible layoffs on most people’s minds, Workplace Climate could focus on these issues in the future with a focus how communication with regard to budget is handled across campus. In particular we will monitor how budget cuts are affecting women at ISU.

**Women in Athletics**

Members: Deb Larkin, Chair, Marcia Anderson, Michele Farnham, Rita Marinko, Tara Wilford  
Goals: Explore graduation rates for female athletes; examine athletic budget; research coaching equity  
Results: Graduation Rate: Average based on last 4 years:
- 77% graduate rate for women athletes  
- 70% women students  
- 47% male athletes graduate  
- 64% graduation rate for men in general  
Remarks: Women athletes have highest graduation rate on campus when compared to non-athletes and male athletes.  
Budget:  
- 40% of game day funding, including uniforms, goes to women  
- 26% of recruiting dollars spent on women’s sports  
- 48% of scholarship money spent on women  
- Three of four coaches’ salaries that are in top half of big 12 are women’s sports  
- Plans for construction of new volleyball and women’s basketball facilities  
Remarks: The recruiting budget needs further consideration.  
Coaching equity: National trends: 57.2% of head coaches for women’s sports are men  
- 20% of all coaches are women  
Nationally, percentage of women coaches is lower than pre Title IX  
ISU: 56% of head coaches for women’s sports are men  
Issues: Decision regarding Ruth Crowe and subsequent editorial in the Iowa State Daily.  
Response: UCW Chair Ingrid Lilligren challenged assumptions in the Daily editorial with a statement regarding the right of anyone to challenge their firing.  
Recommendations for 2009-2010  
- Request an independent review of Title IX compliance to provide recommendations to the athletic department  
- Do a comparison study of other Big 12 Universities in regard to Title IX compliance

**Awards and Recognitions**

Members: Judy Strand, Chair; Carol Faulhaber, Lynn Franco, and Laura Rhoton  
Goals: Champion awards/recognitions for women on campus. This includes reviewing the number of women nominated for and receiving awards; advocating recognition for awards received; and encouraging award nominations.
Results: The main focus of the UCW awards committee this year has been to encourage nominations of women for awards. We have done this through group announcements, e-mails, and networking. We have discussed additional types of information that we would like to track to include the number of applications for men and women as well as the number of awards given to women. We will also add to our tracking information the number of women holding faculty/P&S/merit positions so that we can use that information when evaluating how many awards are given to women. Links on the new UCW web site will be established to include awards offered by the university. Next year, we will compare the nominations and awards given to women in 2008-2009 with past years to determine what can be done to increase or facilitate awards for women.

Appendix A
Membership 2008-09

Ingrid Lilligren Chair (faculty) Professor, Art & Design
Julia Graden Vice Chair Program Coordinator, Family Resource Center
Lisa Orgler Past Chair (P&S) Assistant Director, Reiman Gardens
Susan Carlson Provost Associate Provost, Office of the Provost
Ruth Birch Admin Support Secretary, Office of the Provost

Faculty Representation

Claire Andreasen Vet Medicine Professor and Chair, Veterinary Pathology
Jennifer Blackhurst Business Assoc Professor, Logistics Operations & Management Information Systems
Kristen Constant Engineering Assoc Professor, Materials Science & Engineering
Nancy Grudens-Schuck Faculty Senate Assoc Professor, Agricultural Education & Studies
Catherine Kling Agriculture Professor, Economics
Rita Marinko Library Assoc Professor, Library
Lynn Paxson Design Assoc Professor, Architecture
Marcia Rosenbusch Human Sciences Adj Assoc Professor, Curriculum and Instruction
Meifen Wei LAS Assoc Professor, Psychology

P&S Representation

Lora Leigh Chrystal P&S Program Coordinator, Program for Women in Science & Engineering
Debra Covey P&S Associate Director, Ames Lab
Michele Farnham P&S Program Coordinator, Facilities Services, ISU Research Park
Chris Fowler P&S Program Coordinator, Carrie Chapman Catt Center
Mary Golemo P&S Program Coordinator, Community Center, Frederiksen Court Apartments, Residence
Beth Lundy-Evans P&S Program Assistant, Multicultural Student Affairs
Susan Masters P&S Program Coordinator, Sponsored Programs Administration
Camille Sloan Schroeder P&S Program Coordinator, Engineering Precollegiate Programs
Judy Strand P&S Council Program Coordinator, Economics

Merit Representation

Marcia Anderson Merit Secretary, Office of University Marketing
Lynn Franco Merit Secretary, Industrial & Manufacturing Systems Engineering
Sally Houser Merit Secretary, Facilities Planning & Management
Deborah Larkin S/C Council Lieutenant, Public Safety
Janet Tait AFSCME Secretary, Ecology, Evolution & Organismal Biology
Betty Toot Merit Secretary, Liberal Arts & Sciences

Student Representation

Laura Rhoton Graduate Sociology
Brinn Shjegstad Graduate Human Development and Family Studies
Tara Wilford Undergraduate Sociology

Women's Leadership Consortium (WLC) Sustaining Members

Bonnie Bowen WLC Director, ISU ADVANCE Program
Dianne Bystrom WLC Director, Carrie Chapman Catt Center for Women & Politics
Lauri Dusselier WLC Program Coordinator, Thielen Student Health Center
Carla Espinoza WLC Associate Vice President, Human Resource Services & Director of Equal Opportunity & Diversity
Pat Miller WLC Program Manager, University Lectures Program
Diane Price-Herndl WLC Director, Women's Studies Program
Penny Rice WLC Director, Margaret Sloss Women's Center
Calli Sanders WLC Sr. Associate Director, Athletic Department
Steffani Simbrick WLC Program Assistant, Public Safety
Sherrie Wolfe WLC Executive Director, YWCA
Tanya Zanish-Belcher WLC Associate Professor, Library
Karen Zunkel WLC Program Manager, Women in Science & Engineering