

**Task Force Report
on the Status of Women Faculty at OSU
2003**

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**Oklahoma State University
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Introduction. The Women's Faculty Council created a Task Force on the Status of Women Faculty at OSU to identify the strengths and weaknesses of OSU's hiring, promotion, and pay practices as well as its child care, sexual harassment, family leave, and spousal employment policies. In this endeavor, the Task Force decided to compare OSU in some of these areas with other Big 12 schools of roughly comparable size located in the midwest or southwest, as we did last year. We compared numbers, rank, and pay at the university and college level only, since the Council reports to the President.

Numbers of female faculty. This year, the percentage of female faculty at OSU has slipped from 25% in 2001 to 23% in 2002. The percentage of female faculty has also slipped downward at other surveyed Big 12 schools, notably UC at Boulder and Kansas State, possibly because of the worsening economy.

Our percentage of female full professors also has dipped slightly, a situation that is comparable to all but one of the Big Schools we surveyed, Texas Tech. The percentages of female associate and assistant professors have, however, risen slightly this year at OSU. Sadly, the number of lower-ranked female professors still remains lower than in the majority of Big 12 schools surveyed. Because the definition of "instructor" differs from campus to campus, the number of instructors was not included in this comparison. See Figure 1.

This year, we have added graphs showing the number of female faculty in each college from 1990 to the present, in order to chart each college's progress in recruitment and retention. The graphs illustrate that the OSU colleges differ considerably in their recruitment and retention of women faculty. These figures do not include numbers of faculty from OSU-OKC or OSU-OKM. See Figure 2.

Student body make-up. For 2002/2003, according to the figures in OSU's Common Data Set, there are approximately 200 more female incoming freshmen than male, yet less than one-third of the faculty is female. The recruitment and retention of more female faculty is imperative. The growth in the numbers of female students becomes even more striking at the level of individual colleges on campus, as shown in the OSU Student Profile. In the College of Arts and Sciences, 56% of students are female. In the College of Business Administration, the percentage is 42%, and 58% in Education. The number is 47% in the College of Agricultural Science & Natural Resources, and even in the College of Engineering, Architecture & Technology, a traditionally male-dominated domain, the student body is now 18% female. The gender imbalance between faculty and students may have a real effect on student long-term success.

Salary differences. Some good news for OSU is that the difference between pay for male and female full professors is smaller than that for other Big 12 schools surveyed.

The difference for associate professors is larger this year compared with most of the other schools, and pay for assistant professors has slipped into the mid-range of schools surveyed. It still would require relatively small amounts to bring pay for all women faculty to parity with male faculty in comparable positions. However, it is worth pointing out that OSU salaries for both male and female faculty are still among the lowest of the schools surveyed. See Figure 3 for average salary figures.

Recruitment. The task force obtained figures shown below from OSU's Affirmative Action Office indicating recruitment levels for both tenured and untenured faculty on campus. The figures are accurate as of May 1, 2002. The difference between the numbers of male and female tenured faculty hired is immediately striking. Although a larger percentage of the female applicants for tenure track positions were hired than the percentage of male applicants, two-thirds of the new hires were male. In addition, the Affirmative Action Office has calculated, using Federal guidelines, that the low number of female hires has had adverse impact in the Agricultural, Human Environmental Sciences, and Veterinary Medicine colleges.

Tenure Track Positions

Total hires	Females applied	Females hired	% of total hires	Males applied	Males hired	% of total hires
90	541	30	33.33%	1848	60	66.66%

Non-Tenured Positions

Total hires	Females applied	Females hired	% of total hires	Males applied	Males hired	% of total hires
361	1494	154	42.66%	2066	207	57.34

Campus policies of interest to women. Recruitment and retention of women faculty members is affected by intangibles as well as the hard numbers of salary and benefits. Women candidates will also examine university policies in such areas as sexual harassment, family leave, child care availability, and spousal employment. The task force compared OSU's policies in these areas to other Big 12 schools, and learned that OSU's policies are mixed from the point of view of welcoming women faculty to campus.

Sexual harassment. Virtually all of the Big 12 campus sexual harassment policies surveyed added explanatory material to their basic definitions, notably examples of prohibited conduct, references to relevant state and federal law, and warnings against even consensual sex on campus, a good example of which is OU's policy. The 1982 OSU Policy, however, has added only a sentence decrying false accusations. Also, most of the other campus policies had separate, definitive resolution procedures for sexual harassment complaints, whereas OSU's policy only refers complainants to appropriate general grievance procedures for students, staff, and faculty, with a reference to where these can be found. OSU's 1982 sexual harassment policy is the most minimal of all the

policies surveyed. The OSU website has a more extensive sexual harassment brochure, with definitions, examples, whom to contact with a grievance, prevention, and other resources. However, this brochure is somewhat difficult to find. Enter by going to the Administration tab on the home page, then choose Affirmative Action from University Services. Adding a link to the Policy and Procedure page would make it much easier to find.

Family leave. By contrast, the Family Medical Leave Act policies that we surveyed are all roughly comparable, partly because the federal law is very specific and covers most contingencies. Frequently, a campus may also have pre-existing family leave policies that provide broader coverage than the FMLA, and this is true of OSU, which extends the definition of family needing care. However, on the OSU campus, the existing policy is not being uniformly applied among the colleges and departments, and the issue of giving extra time to earn tenure for those who take family leave has not been addressed.

Day care on campus. Day care on campus is still a vital issue that has not been addressed by the administration, although day care has become common among Big 12 schools. Kansas State University has a full day, full year child care facility, serving children from 1 year to school age, and open to faculty, staff, and students. The University of Missouri also has a center that operates full year, serving children from 4 weeks through 4 years, in addition to a child development laboratory that is open from 6:45 a.m. to 6:00 p.m. for children from 6 weeks through 3rd grade. At the University of Texas at Austin, the University Child Care Center operates year round, including spring break. It is available for staff, faculty and students, and is open from 7:15 a.m. to 6:00 p.m., and it has a separate University Student Child Care Center serving children of students only, from infants through age 3, with flexible scheduling. Iowa State University and OU also offer child care facilities on campus. This is a very attractive, convenient option for faculty members with children, one that OSU should consider establishing, for both faculty and staff members and students with families.

Spousal employment. There is no campus-wide policy addressing spousal employment opportunities. OSU recruitment may depend on whether a specific college or department wants to provide employment assistance or actually hire a spouse, and this issue is very unevenly addressed among departments. Because of limited employment opportunities in Stillwater, a potential faculty member may have to choose between a position at OSU and the career of her spouse.

Recommendations to the administration.

1. Family leave issues should be addressed as soon as possible, particularly in regard to the tenure clock and the lack uniform application of existing policy.
2. Lack of sufficient child care on campus directly affects students, faculty, and staff alike, making more difficult the work that they do.

The administration should make a concerted effort to provide more campus day care for OSU families.

3. In addition to OSU's generally low salary picture compared to other Big 12 schools, the gap between male and female associate and assistant professors' salaries has widened during the past year. The state of the economy should not affect the way that female faculty are paid compared with male faculty in any college at OSU, and narrowing the continuing salary gap should be addressed on an ongoing basis, with each new budgetary cycle.
4. Funding for Women's Studies at OSU is not permanent, and temporary funding will end at the end of 2003. The program also needs dedicated space for classes, offices, and programs. Besides the curriculum offerings the program has brought to campus, the popular Women's Film Program and numerous symposia and lectures have added diversity to our campus. The Women's Studies program should be made a permanent part of OSU education.
5. The lack of a campus policy for spousal employment makes recruitment and retention of women faculty more difficult. Some institutions have campus spousal employment programs or offices to help. The incoming administration should address this issue in order to enhance faculty recruitment.
6. Recruitment and retention of women faculty are affected by every issue discussed in this report, and, while numbers of women faculty slowly grew during the 1990's, they are not keeping up with growth of women students at OSU. To meet the need for additional recruitment of women faculty, the incoming administration should urgently address these issues.

Task Force on the Status of Women Faculty
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Figure 1

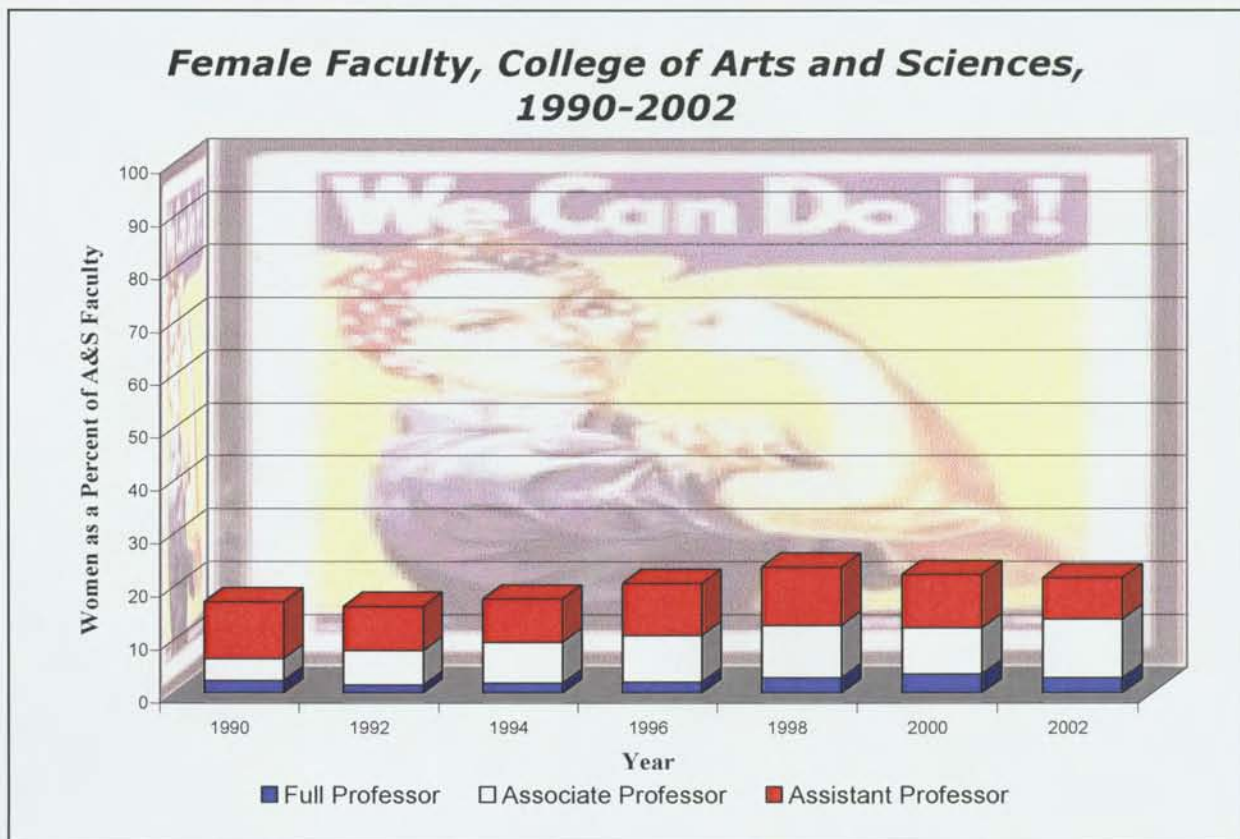
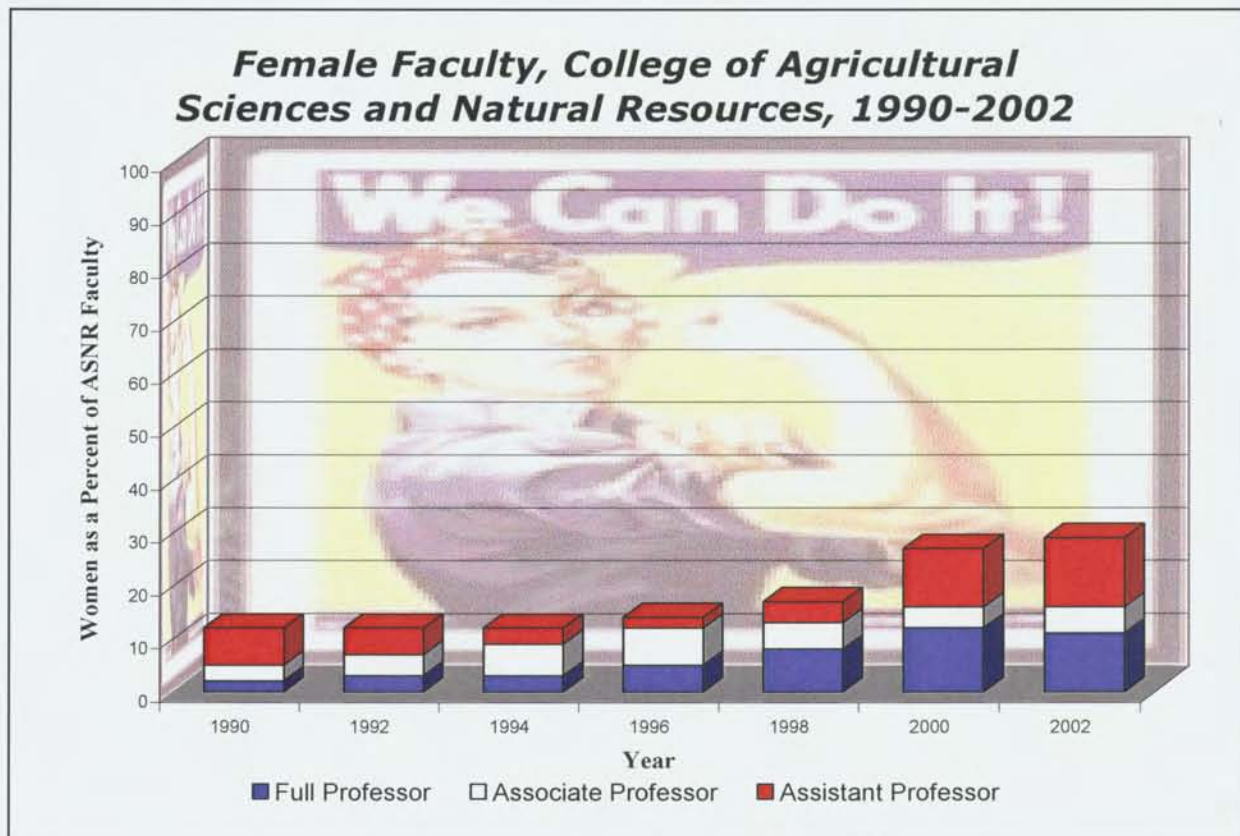


Figure 1 (continued)

Female Faculty, College of Business Administration, 1990-2002



Female Faculty, College of Education, 1990-2002

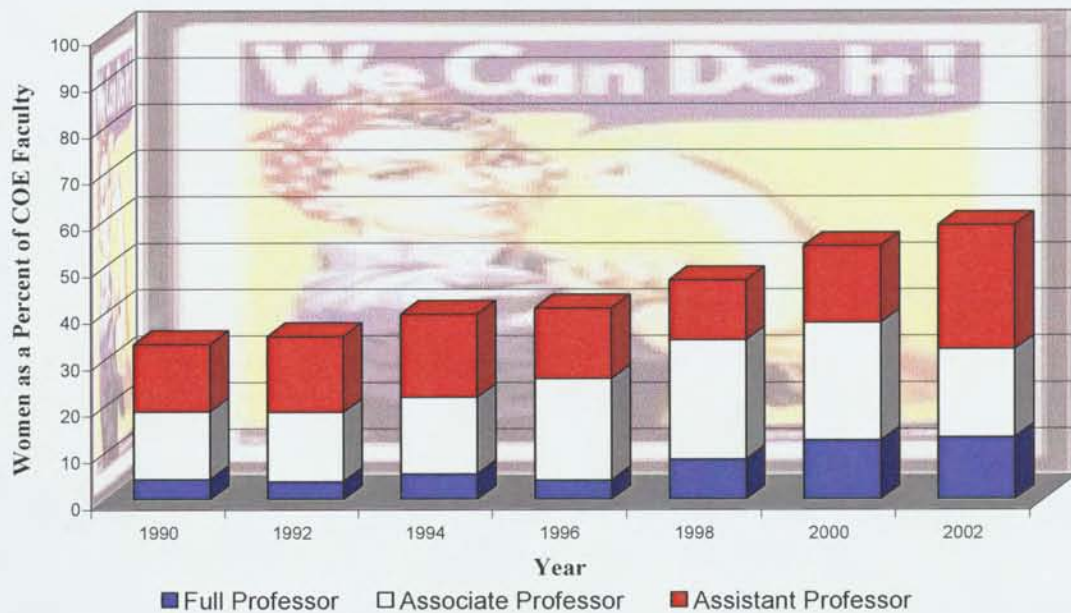


Figure 1 (continued)

Female Faculty, College of Engineering, Architecture, and Technology, 1990-2002



Female Faculty, College of Human Environmental Sciences, 1990-2002

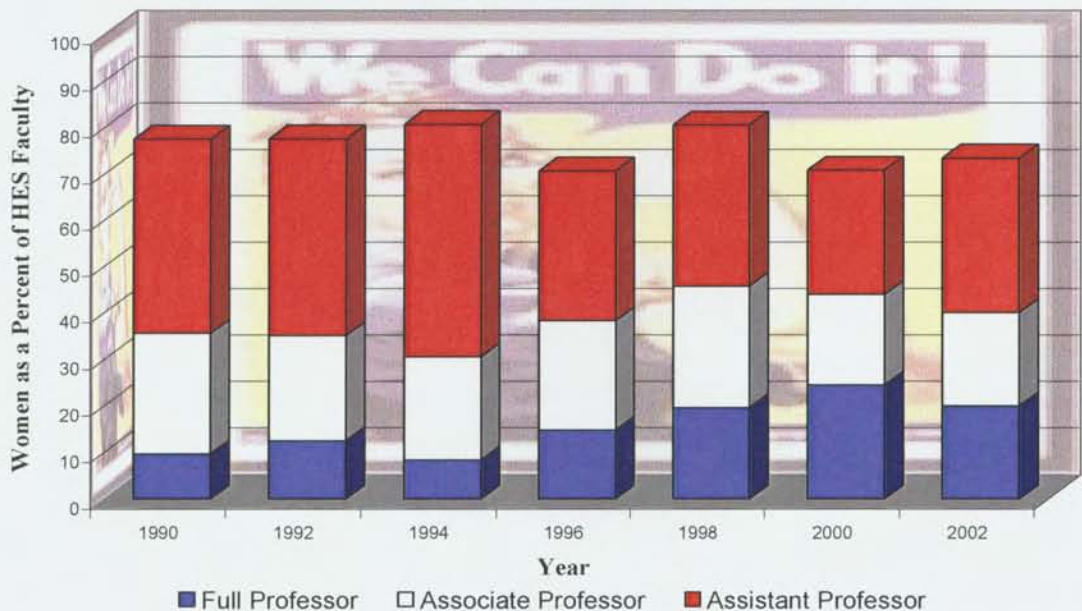


Figure 1 (continued)

***Female Faculty, College of Veterinary
Medicine, 1990-2002***



Figure 1 (continued)

Female Faculty, All OSU Colleges, 1990-2002

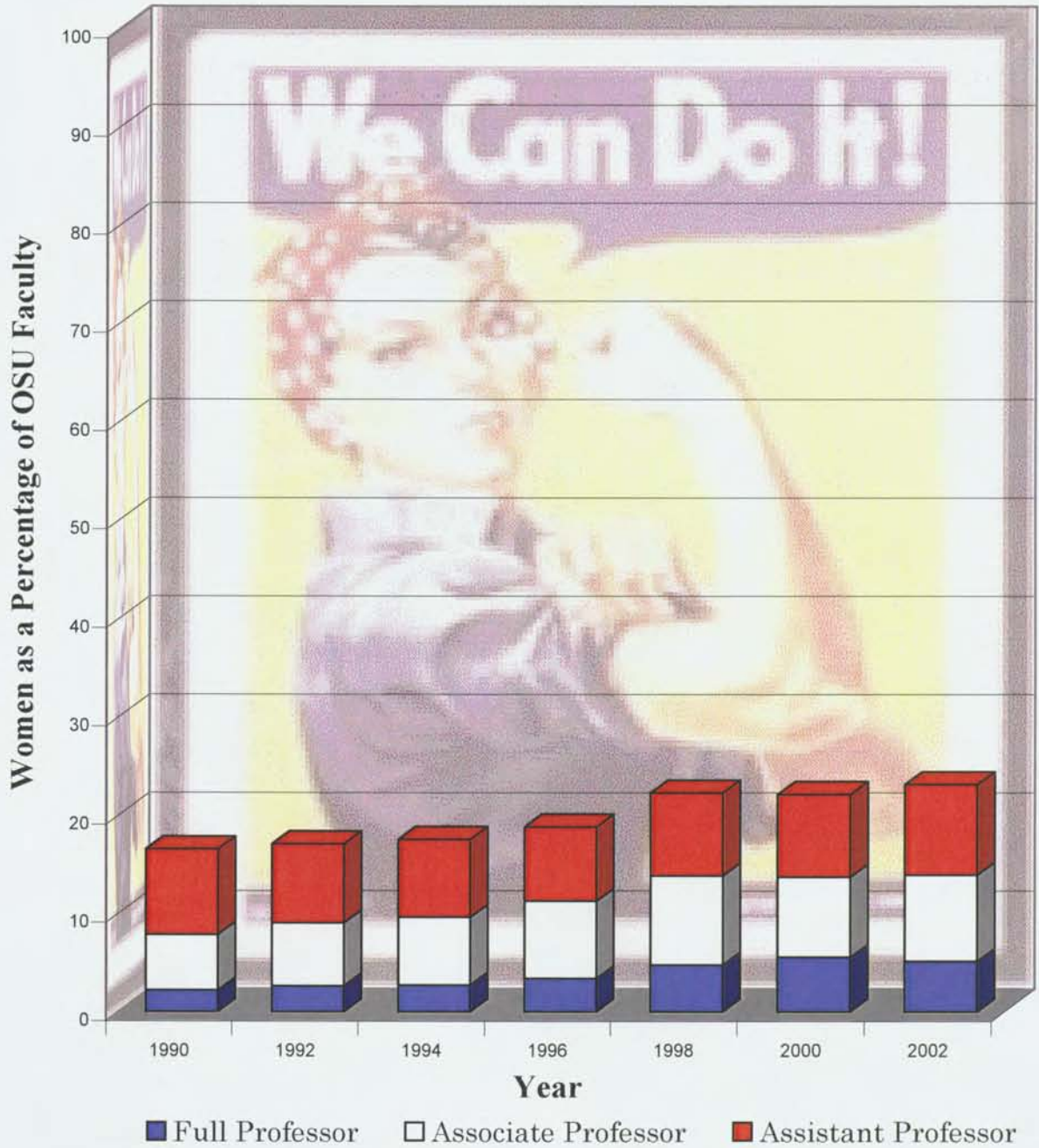


Figure 2.

Total Number of Faculty 2001				
	Total Faculty	Female Faculty	Male Faculty	% Female
SU	903	228	675	25%
UC @ Boulder	1117	327	790	29%
Kansas State	759	245	514	32%
UT @ Austin	1702	417	1205	25%
OU	919	262	657	29%
Texas Tech	848	229	619	27%
UN @ Lincoln	1054	250	804	24%
Iowa State	1317	331	986	25%

Total Number of Faculty 2002				
	Total Faculty	Female Faculty	Male Faculty	% Female
OSU	872	199	673	23%
UC @ Boulder	940	245	695	26%
Kansas State	754	183	571	24%
UT @ Austin	1727	442	1285	26%
OU	890	223	617	25%
Texas Tech	848	229	619	27%
UN @ Lincoln	1003	233	770	33%
Iowa State	1266	313	953	25%

Male and Female Faculty by Rank 2001
(OSU figures include OSU-Oklahoma City faculty)

School		OSU	Iowa State	UC @ Boulder	Kansas State	UT @ Austin	OU	Texas Tech	UNL
Full Prof.	F	49	67	69	31	123	44	37	66
	M	324	473	370	254	815	297	232	409
	Total	373	540	439	285	938	341	269	475
% Female		13.14	12.41	15.72	10.88	13.11	12.90	13.75	13.8
Associate Professor	F	86	115	101	79	153	73	65	95
	M	215	289	206	174	266	173	184	263
	Total	301	404	307	253	419	246	249	358
% Female		28.57	29	31	31	36	30	26	37
Assistant Professor	F	75	136	88	85	137	105	103	88
	M	133	216	152	137	193	160	192	128
	Total	208	352	240	222	330	265	295	216
% Female		36.06	38.64	36.67	38.29	41.52	39.62	34.92	40.74

Male and Female Faculty by Rank 2002
(OSU figures include OSU-Oklahoma City faculty)

School		OSU	Iowa State	UC @ Boulder	Kansas State	UT @ Austin	OU	Texas Tech	UNL
Full Professor	F	48	67	63	28	126	43	40	65
	M	330	455	362	244	813	289	221	403
	Total	378	522	425	272	939	332	261	468
% Female		12.69	12.83	14.82	10.29	13.42	12.95	15.32	13.88
Associate Professor	F	90	115	91	81	168	76	65	77
	M	220	286	185	174	260	168	188	238
	Total	310	401	276	255	428	244	253	315
% Female		29.03	28.67	32.97	31.76	39.25	31.14	25.69	24.44
Assistant Professor	F	88	131	91	74	148	104	103	88
	M	147	212	148	153	212	160	191	128
	Total	235	343	239	227	360	264	294	216
% Female		37.45	38.19	38.07	32.59	41.11	39.39	35.03	40.74

Figure 3.

Average Salary by Rank and Gender 2001
(given in 1000's of dollars)

School		OSU	Iowa State	UC @ Boulder	Kansas State	UT @ Austin	OU	Texas Tech	UNL
Full Prof.	F	68.3	77.2	78.7	63.2	84.8	71.6	75.9	71.1
	M	73.8	86.4	87	71.6	95.5	82.7	83.4	83.1
DIFFERENCE		5.5	9.2	8.3	8.4	10.7	11.1	7.5	12
Assoc. Prof.	F	51.6	58.2	59.6	52.7	57.8	53.1	53.0	54.4
	M	57.2	65.0	63.7	56.5	62.5	56.2	59.3	59.9
DIFFERENCE		5.6	6.8	4.1	3.8	4.7	3.1	6.3	5.5
Asst. Prof.	F	45.6	50.8	49.5	46.2	53.2	42.9	43.4	47.7
	M	49.4	53.9	53.4	50.4	60.2	46.0	47.7	51.0
DIFFERENCE		3.8	3.1	4.2	4.2	7	3.1	4.3	3.3

Average Salary by Rank and Gender 2002
(given in 1000's of dollars)

School		OSU	Iowa State	UC @ Boulder	Kansas State	UT @ Austin	OU	Texas Tech	UNL
Full Professor	F	71.5	80.6	81.7	66.1	89.5	76.8	76.5	80.0
	M	75.8	88.4	91.1	75.2	100.3	86.0	88.0	87.7
DIFFERENCE		4.3	7.8	9.4	9.1	10.8	10.0	11.5	7.7
Associate Professor	F	53.3	60.3	61.8	54.7	60.7	53.1	56.6	60.4
	M	60.3	67.4	67.2	59.5	65.3	58.0	61.6	63.6
DIFFERENCE		7.0	7.1	5.4	4.8	4.6	4.9	5.0	3.2
Asst. Professor	F	47.5	51.6	52.2	49.7	56.2	45.1	45.9	54.0
	M	51.5	56.0	57.2	52.2	62.6	47.8	51.8	54.4
DIFFERENCE		4.0	4.4	5	2.5	6.4	2.7	5.9	.4

Salary figures and numbers of faculty were taken from the AAUP (Association of University Professors) Annual Report on the Economic Status of the Profession. Its survey is published in the Mar.-Apr. 2002 issue of *Academe*. The figures cover fiscal year 2001/2002.