



*The Women's Caucus receives the 2013 E. Arthur Trabant Award for Women's Equity.*



*The Women's Caucus presents the 2013 Torch Award to long-time advocate Mae Carter.*

# 2013 Annual Report

## Women's Caucus

*Dear University Community:*

This year marks the 40th anniversary of the establishment of the President's Commission on the Status of Women (CSW) at the University of Delaware. The CSW was born from activism on behalf of and by women employees and students at UD and continued to be an effective advocate for gender equity until it was dissolved in 2010.

In many ways, today's Women's Caucus is the CSW's successor, although in a vastly different framework. We advocate for positive change on issues of concern to women at the University of Delaware and the larger University community. All faculty and staff of the University of Delaware who identify as women are considered to be members of the Women's Caucus, and we hope to see you at future general meetings and events.

With this, our second Annual Report, we celebrate the CSW's anniversary and its legacy. As always, the report provides an update on Caucus activities, an overview of changes at the University relevant to our constituents, an assessment of the status of women at the University, and a look ahead with priorities and recommendations for the coming academic year. In addition, this year we take a longer-term view of how advocacy for gender equity at the University of Delaware has evolved over the last four decades.

If you are interested in finding out more about the Women's Caucus or have any questions, please contact us at [womenscaucus@udel.edu](mailto:womenscaucus@udel.edu) or visit <http://sites.udel.edu/women/>.

We look forward to working with you.

Sincerely,

*Rebecca L. Davis and Christine Scheirer, Co-Chairs*

## News & Updates

### Resources for Parents & Families

Partly in response to requests from the Women's Caucus, the **Office of Human Resources** has gathered a list of resources for parents and families and made them more visible and accessible on an improved **webpage**. This can be found at <http://www.udel.edu/hr/parental-leave.html>.



### Flexible Workplace Policies

President Patrick Harker agreed to the Women's Caucus' suggestion to add his signature to the **2013 Statement of Support for Expanding Workplace Flexibility** (see <http://www.acenet.edu/leadership/programs/Pages/National-Challenge.aspx>), an initiative sponsored by the American Council on Education (ACE).

### Increased Family Sick Leave

Following the suggestion of the staff advisory councils, UD has increased the number of sick days that may be used for caring for a sick family member **from three to six**. Note that this does not increase the total number of sick days earned.

### Improved Access to Data

The Office of Institutional Research and Effectiveness has added a page specifically dedicated to **diversity data** to its website, including current and recent historical statistics, at <http://www.udel.edu/IR/diversity/>.

## Activities 2012-2013

In its second year, the Women's Caucus focused on developing concrete recommendations within the priority areas identified the previous year. We also continued to explore avenues for effective advocacy and potential partnerships across campus. With several new senior administrators, we are re-establishing relationships and ensuring that issues of import to our constituency remain in focus.

### Concrete Advocacy

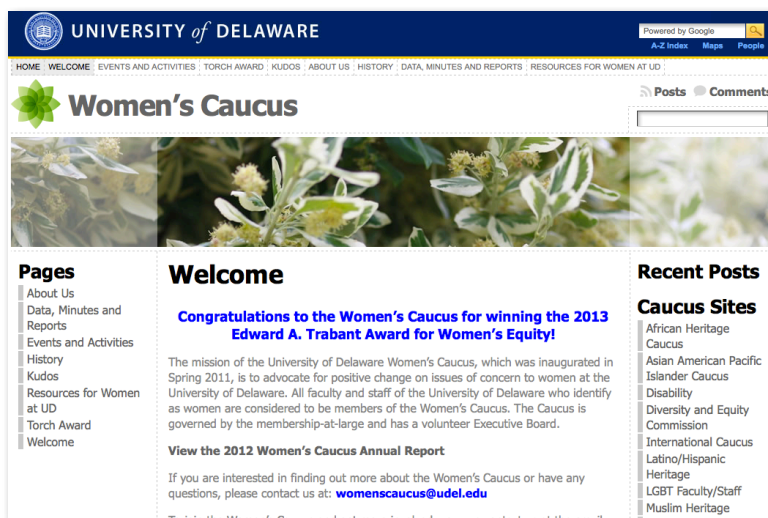
- We recommended to the President and other senior members of UD's administration that UD establish the office of an **ombudsperson** to help all employees who encounter discrimination or harassment of any kind to access the appropriate services and support they need.
- We convinced the AAUP to bargain for an improved **stop-the-clock benefit** for tenure-track faculty who give birth or adopt a child.
- In preparation for developing recommendations for UD, we gathered information about **childcare resources** at peer and aspirational institutions and created a questionnaire to assess current options and unmet needs of our constituency.

### Disseminating Information

- The **first Annual Report** was published in October 2012. A PDF of the full report is archived on our website at <http://sites.udel.edu/women/archives/>.
- Our **website** at <http://sites.udel.edu/women/> has been expanded to include a growing list of resources for women working at UD.

### Partnerships

- We continue to work closely with the **Office of Equity and Inclusion**, the **President's Diversity Initiative**, the **Diversity and Equity Commission**, and **other caucuses** on issues of mutual concern, from the HR website to staff mentoring to accessible, gender-neutral bathrooms.
- We reached out to the new **director of Institutional Research and Effectiveness, John Sawyer**, to suggest new ways of aggregating and reporting data on gender and race, and to advocate for ways of tracking data on promotion and retention.





## Caucus Business

- The Women's Caucus was recognized for its efforts with the **2013 E. Arthur Trabant Award for Women's Equity**, awarded by UD's President's Diversity Initiative.
- Two **general meetings** of the Board with the membership were held in November 2012 and April 2013.
- Five **new Board members** were elected.
- After a successful two-year term, our first **co-chair Marcia Nickle** stepped down, to be succeeded by **Christine Scheirer**, associate director in alumni relations and one of the original board members.
- In the wake of the first competitive elections, we overhauled our **bylaws** to clarify election procedures. The current text can be viewed on [our website](#).
- At the **Spring Social Event** in May 2013, we presented our second **Torch Award for Women's Equity** to an exemplary



*Mae Carter (center) accepts the Women's Caucus Torch Award from 2012-2013 Co-Chairs Marcia Nickle (left) and Rebecca Davis (right).*

carrier of the torch, longtime advocate **Mae Carter**, who helped found and lead the Program in Women's Studies (now the Department of Women and Gender Studies), the Commission on the Status of Women, and the Office of Women's Affairs.

**[Mae Carter] has been selfless, fearless, generous, and instrumental in making life better for so many women at UD and beyond, advancing their careers, advancing feminist scholarship and advancing justice for women in general.**

*Margaret Stetz,  
Mae and Robert Carter Professor of Women's Studies and Professor of Humanities,  
speaking at the 2013 Torch Award ceremony*

## The Status of Women at the University of Delaware

### *Retrospective: Women Faculty and Staff at UD in 2012 and Over the Last 15 Years*

*Note: All tables referenced here and additional charts can be found at the end of this report.*

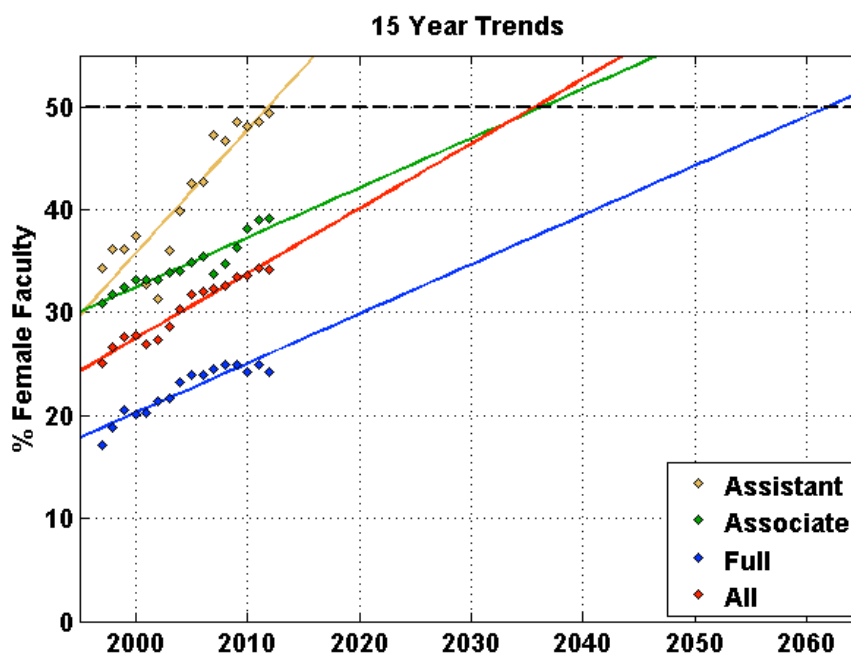
Established a little over two years ago, the Women's Caucus views this second report as an opportunity to take a longer-term look at the status of women faculty and staff at the University of Delaware.

Data on **full-time tenure-track/tenured faculty** at UD in 2012 indicate that women generally start off on equal footing but are not advancing as quickly as men. Table 1 and Fig. 1 show that the proportion of women assistant professors across all disciplines is near 50% and has been for the last five years. That said, women at all ranks are still under-represented in many of the hard sciences. The

percentage of female associate professors in 2012, however, fell short of parity (39.2%). Nonetheless, the numbers are moving in the right direction. This suggests that UD is doing well in terms of hiring and that more and more women are achieving the status of tenure.

Unfortunately, the same cannot be said about the advancement of women post-tenure. One area very much in need of improvement is the promotion of women to full professor. In the fall of 2012, for example,

only 24.3% of all full professors were female (Table 1). Even more disconcerting is that the improvement has slowed down compared to 15 years ago, with no gains at all over the last five years. This slowdown in advancement might indicate that there are structural problems that need to be addressed – perhaps in terms of climate or mentoring. Research should be done to look into contributing factors and mentoring efforts should be stepped up. UD has taken steps toward instituting formal mentoring programs for assistant professors, but efforts have been somewhat ad hoc. In addition, we recommend that the University implement a mentoring program specifically for women post-tenure.

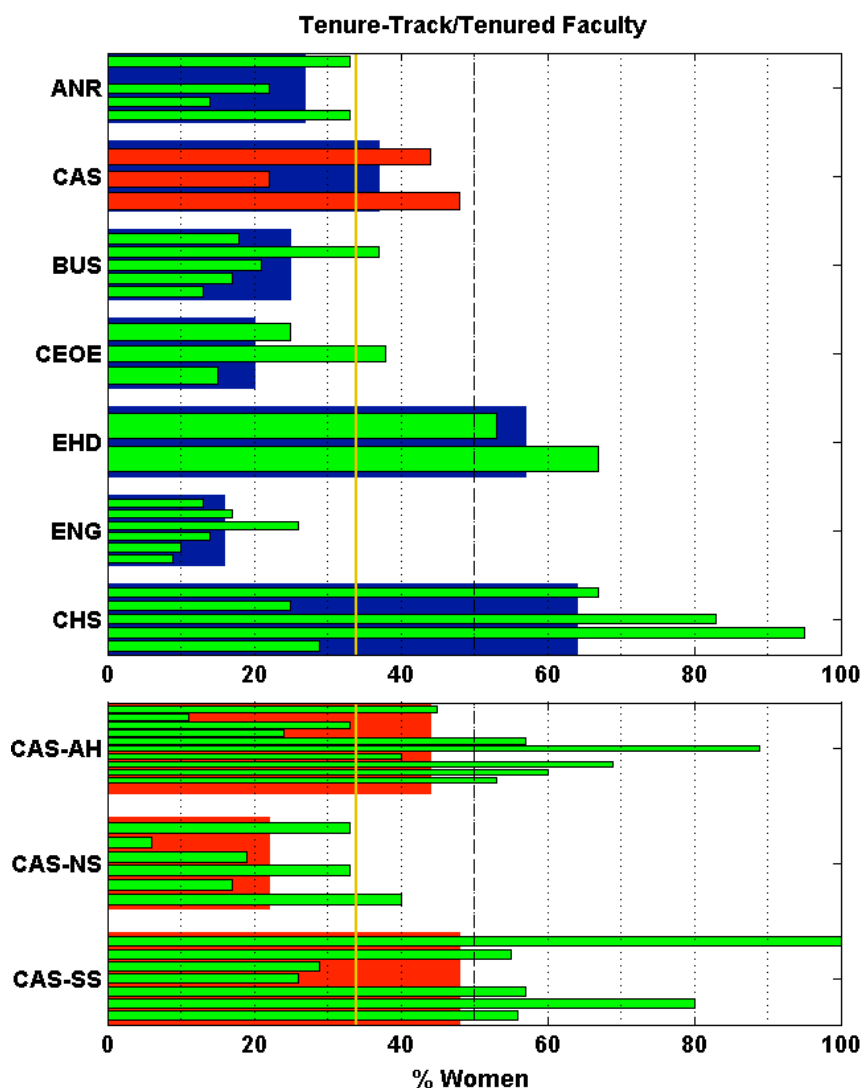


*Fig. 1: 15-year trends of women's representation among the full-time tenure-track/tenured faculty by rank.*

Table 2 indicates that, once tenured, women professors are represented in senior leadership positions in proportions that are comparable to that of women among associate and full professor ranks, with 28% of department chairs — mostly in the non-sciences — female, while 30.7% of the upper rank faculty is female. However, those women who serve as chairs are frequently associate professors, potentially delaying their promotion to full professor. Women make up 62.5% of associate professor chairs, but only 19.5% of full professor chairs. It may also be the case that senior women are not being adequately recognized for their accomplishments. Currently, women make up only 21.5% of named professors. The majority again is clustered in education, the arts, humanities, and social and health sciences (<http://provost.udel.edu/named-professors-by-college>).

The data discussed above focus on the status of women averaged across the entire university. It is important to recognize that such aggregation can be misleading, as there is tremendous variation across disciplines. A quick glance at Table 3 and Fig. 2 shows that women faculty are well-represented in education, the arts and humanities, and the social and health sciences –

but are under-represented in the sciences, engineering, and business. Disparities can also be seen in isolated departments in other



*Fig. 2: Women's representation among full-time tenure-track/tenured faculty by college (blue bars) and department (green bars), Fall 2012. Red bars show the three portfolios within the CAS; CAS departments are plotted in the lower graphic. Departments are ordered alphabetically; see Table 4. Where bars appear to be missing, the percentage of women is 0. Faculty without a departmental home are categorized as "miscellaneous" and only included in college-wide averages. The golden line shows the total University average.*

fields (Table 4 and Fig. 2). Moreover, in all colleges, women's proportions in the tenure-track/tenured faculty lag, sometimes quite significantly, behind that in the student body. Efforts aimed at the recruitment of female professors in the STEM fields have been undertaken over the last several years through UD ADVANCE, an NSF-funded project, but they have thus far largely focused on the College of Engineering and the natural sciences departments in the College of Arts and Sciences. The University of Delaware needs to continue to make the recruitment of women STEM and business faculty a high priority.

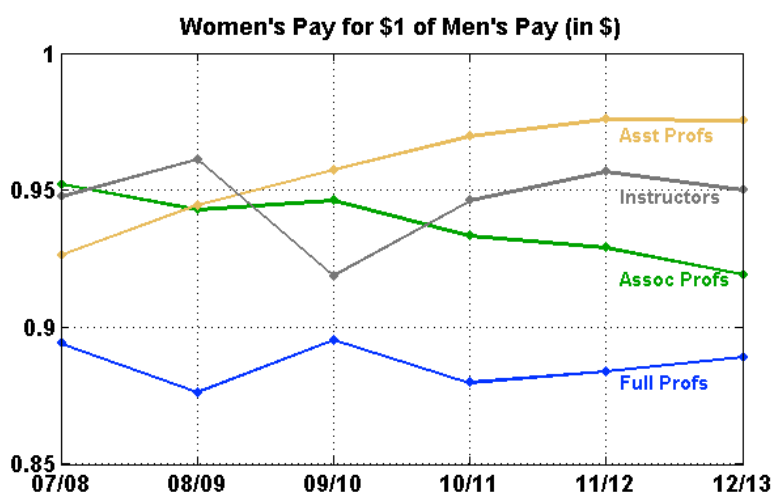
Of special concern is the status of women of color and faculty of color in general. In 2012, 7% of all tenure-track/tenured faculty members were women of color – as compared with 52% white males, 27% white females, and 14% men of color (Table 5). This is true across colleges and disciplines, with women of color faring somewhat better in the social sciences and worse in the STEM fields. The situation is slightly better for Asian women than for other minority groups (see <http://www.udel.edu/IR/diversity/OEI2012Faculty.pdf>). Hiring highly qualified women of color in all fields – and putting in place programs to enable their retention and promotion – should be a priority, within the constraints of affirmative action policy.

What about the status of **non-tenure-track faculty**? Table 3 shows that in the 2012-2013 academic year 57% of all non-tenure track faculty were female, whereas only 34% of all tenure-track/tenured faculty were female. These statistics illustrate a problem on more than one level. Women Ph.D.s are disproportionately filling these lower-paying, lower-status positions. Their work, while central to the University's mission, is under-appreciated and under-paid (Table 6). As at many universities across the U.S., the numbers of non-tenure track faculty members have grown faster in recent years than those of the traditional tenure-track/tenured faculty. The roles these professors play in teaching, research, and administration at UD are becoming more and more important, and in the last AAUP contract, both parties recognized the need to regularize their status.

**Salary data** for the 2012-2013 academic year show that at all ranks women are earning less than men (Table 6, Fig. 3).

Moreover, disparities increase with rank for professors. At the rank of

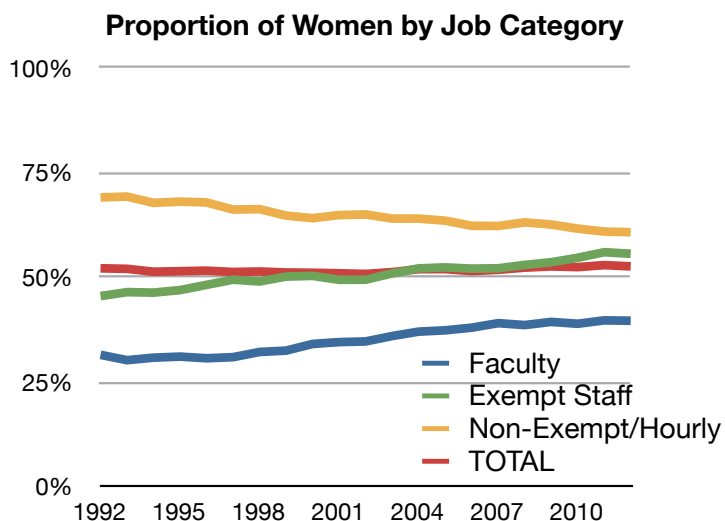
full professor, in the 2012-2013 academic year, the average female full professor earned \$133,700 compared to \$150,400 for the average male. To put this another way, women earned \$0.89 for every one dollar of men's pay. While this might be due, in part, to the fact that women are under-represented in the higher paying academic disciplines, this itself



*Fig. 3: Ratio of average women's pay to average men's pay by rank of instructional employees.*



points to an area in great need of improvement. Considering salary data over time (Fig. 3), we see that the salary gap is closing at the rank of assistant professor, and the trend is close to constant for full professors. But for women associate professors, the trajectory is moving towards greater inequity. This is especially troubling when we recall that women, more than men, appear to be stagnating at the associate professor level.

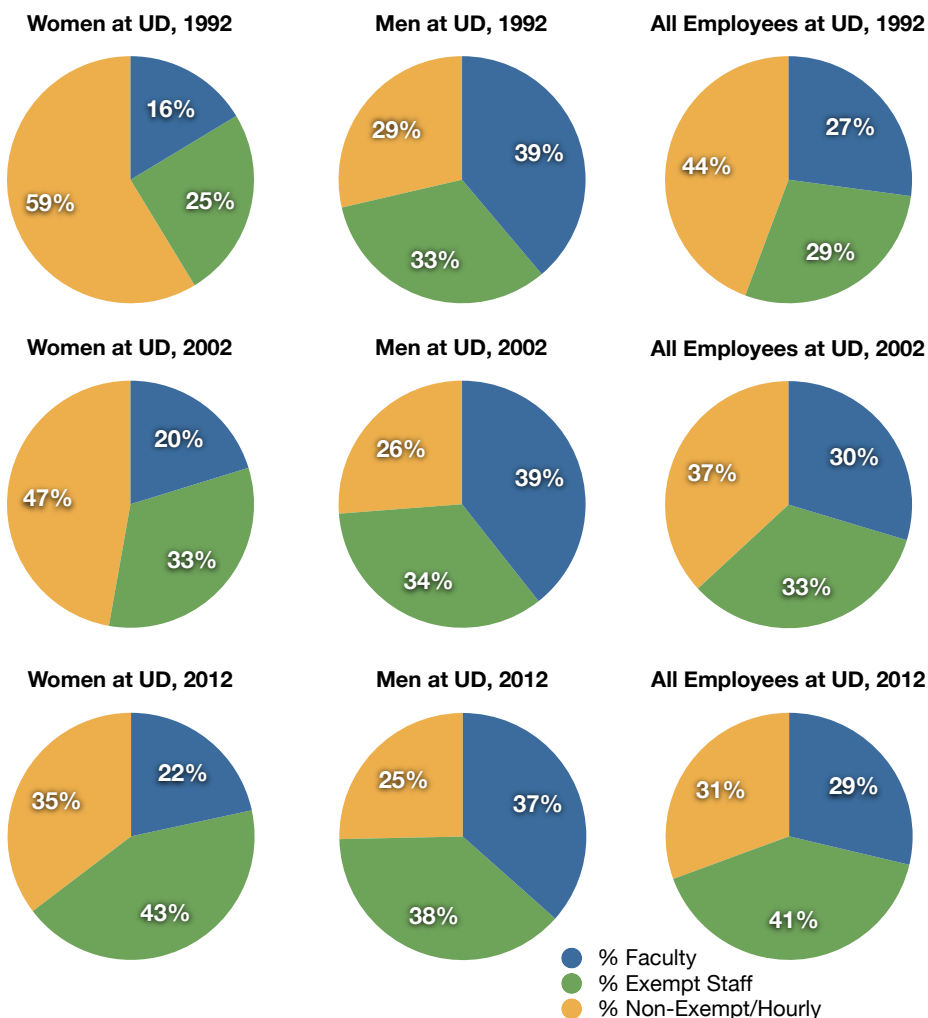


The Women's Caucus is dedicated to all women

employees at UD, not just women faculty. An area in need of improvement is the availability of detailed data on the status of **women staff**. While these data are limited at this time, here is what we know. As of 2012, women are more frequently found in staff positions, and men

*Fig. 4: Women's representation in each job category at UD.*

**Type of Employment for UD Employees by Gender, 1992-2012**



*Fig. 5: Proportion of women (left), men (center), and all employees (right) at UD in each of the job categories: faculty, exempt staff, and non-exempt/hourly staff, for 1992 (top), 2002 (center), and 2012 (bottom).*

are more frequently found in faculty positions (Fig. 4). Statistics indicate that the gap is narrowing over time. Women also fill a higher proportion of hourly/non-exempt positions than of exempt (formerly professional) staff positions, though the proportions are getting closer here as well. The University has been relying more and more on exempt as opposed to non-exempt staff over the last 10-20 years. This has affected women more than men: The percentage of female employees holding exempt jobs has steadily increased, while the percentage of those in non-exempt positions has dropped. Among male employees, this shift has been far smaller (Fig. 5).

For the first time, we have also had the opportunity to look at **part-time employees**. In 2012, this group overall made up 5.4% of the 4155 employees at UD. Here, too, gender differences are obvious: While overall only 2.1% of male employees were part-time, the percentage of female employees who worked part-time was 8.2%. This may be an indication of a greater preference for part-time work by women. Breaking up the statistics by employee category, we see that the percentages for exempt and non-exempt staff are similar, with 2.9% of men and 8.9% of women in the former group and 2.8% of men and 10.0% of women in the latter group working part-time. (There are no hourly employees categorized as part-time.) Among faculty part-time employment is noticeably less common: Only 1.9% of men and 6.5% of women, almost all non-tenure-track, are not full-time. This raises the question whether there is an unfilled need for more flexible faculty appointments and in particular whether the desire or need for a part-time option contributes to the disproportionate concentration of women faculty off the tenure-track (Fig. 6).

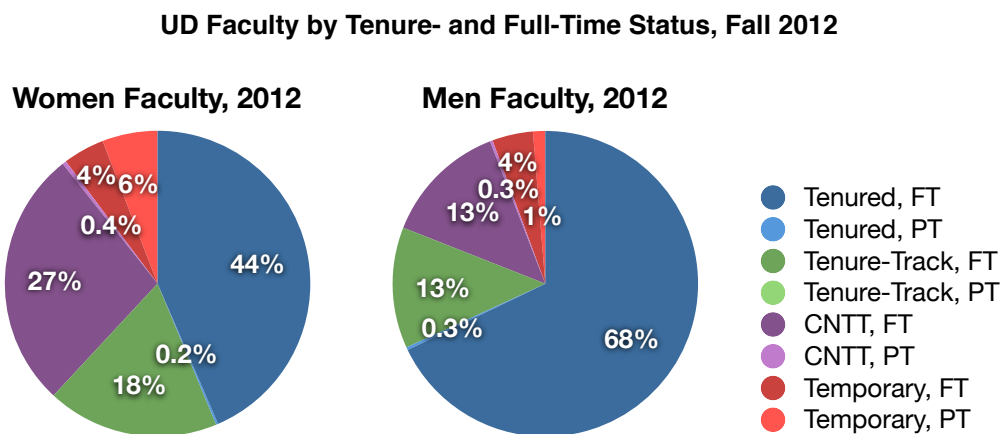


Fig. 6: Make-up of the faculty for women (left) and men (right) by tenure- and full-time status.

## Celebrating 40 Years of Women's Advocacy at the University of Delaware

The first Commission on the Status of Women (CSW) at the University of Delaware was appointed in 1973. In recognition of the 40-year anniversary of that event, the Women's Caucus celebrates the Commission's contributions to the advancement of women's equality at UD. Each year until its dissolution in 2010, the CSW published a *Report*



*to the President*, demonstrating its painstaking work to disseminate and analyze data related to gender equity on campus, and its efforts to address issues of importance to University women – many of which remain priority areas of today's Women's Caucus. Collectively, the CSW reports provide a rich historic record of women's advocacy at UD and constitute the main source for the following overview.

### The 1970s

Beginning with its first issue, published in April 1975, the Commission's annual reports set priorities, lauded progress toward gender equity, and made recommendations for change on campus. Commission members talked with women across campus and conducted formal surveys to establish key gender-related issues on campus, such as lack of childcare options; promotion and retention for women both in staff and faculty positions; the need for training, networking, mentoring, and professional development opportunities; sexism in the classroom and elsewhere on campus; and an interest in legitimizing women's studies as a field of research that should rightfully be represented in the academy.

The first Commission members immediately started working toward their goals during the second half of the 1970s. Among its diverse accomplishments, the CSW published a handbook for women on campus (*HERS*) and sent notes of congratulations to recognize the accomplishments of women across UD. The Commission's activities also were linked to movements happening across the country: The CSW held open hearings on Title IX and began its long history of monitoring and participating in affirmative action on campus.

### The 1980s

The first full decade of the Commission saw a rise in celebratory and advancement opportunities for women at the University. The Visiting Women Scholars Program, the Women

of Promise dinner, the Women's Special Travel Award, the Women of Excellence dinner, and Sexual Assault Awareness week were all inaugurated in the 1980s. The CSW and the Office of Women's Affairs – itself a result of CSW advocacy – in cooperation with the Provost's Office, began an annual workshop for faculty on promotion and tenure. This popular workshop continued until the Commission's dissolution in 2010.

In the late 1980s, the University established a Family Leave Policy for staff. The new policy allowed employees to request a leave of absence without pay for child rearing or for family care, as well as the right to use up to three days of sick leave to care for dependents. The CSW helped the University craft such policies that aided faculty and staff who needed to balance family with work priorities.

UD also made progress on the childcare issue that was so pressing to the first CSW: The University contracted with the Girls Clubs of Delaware in 1987 to provide 50 slots for full-time childcare for employees' children at a 10% discount. However, almost immediately the CSW identified significant shortcomings of the arrangement, including the lack of sick, part-time or drop-in, after-school, and summer care. Prohibitive cost and a poor reputation were also cited by survey respondents as reasons for not participating in the program.

Advocacy remained a top priority for the Commission, which began publishing ads in *The Review* citing national statistics. The advertisement series, called "The Fact Is...", highlighted the status of women in education, focusing mainly on economic issues and the need for career development opportunities.

<b>THE FACT IS...There has been a striking movement of women into traditionally male fields in colleges and universities since 1970.</b>			<b>... and even more so since 1981-82.</b>	
	<b>1970</b>	<b>1981-82</b>		
Bachelor's Level Business Administration	8.1%	39%	Bachelor's in Bus. Admin.	49% (2012)
Bachelor's Level Engineering	.08%	12.3%	Bachelor's in Engineering	18% (2011)
Medicine	9.1%	25.90%	Medicine	48% (2011)
Law	7.1%	33.4%	Law	47% (2011)
All Doctorates	14.3%	32.1%	All Doctorates	51% (2011)
<b>COMMISSION ON THE STATUS OF WOMEN</b>				
Source: U.S. Department of Education 1984				

Sources: <http://www.collegeatlas.org/top-degrees-by-gender.html>, <http://www.asee.org/papers-and-publications/publications/college-profiles/2011-profile-engineering-statistics.pdf>, <http://www.catalyst.org/knowledge/women-medicine>, [http://www.americanbar.org/content/dam/aba/administrative/legal\\_education\\_and\\_admissions\\_to\\_the\\_bar/statistics/jd\\_11b\\_degrees\\_awarded.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/statistics/jd_11b_degrees_awarded.authcheckdam.pdf), [http://nces.ed.gov/programs/digest/d12/tables/dt12\\_219.asp](http://nces.ed.gov/programs/digest/d12/tables/dt12_219.asp)

CSW ad in *The Review* on April 9, 1985 (left); recent comparable statistics (right).

## The 1990s

Women on campus in the 1990s continued to see movement toward the CSW's goals of equality and advocacy. The first Take Our Daughters to Work Day, an increase in women chairing academic departments, the Faculty Senate's approval of Women's Studies as a major,

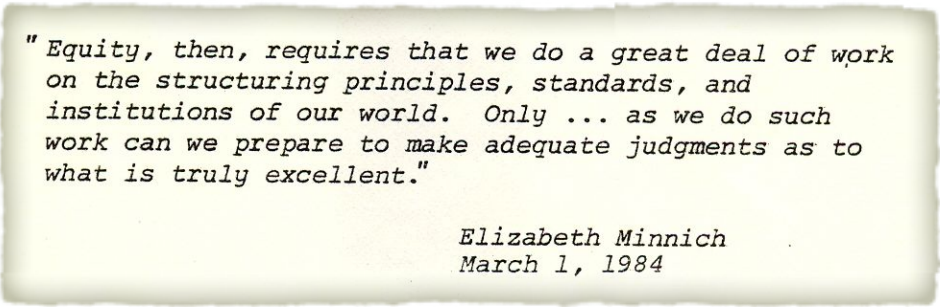


and the WISE (Women in Science and Engineering) Award for Future Faculty Development increased the visibility of women on campus. The CSW held luncheons for new faculty women and to celebrate the recipients of the Bessie Collins Award, the Mae Carter Scholarship Award, and the E. Arthur Trabant Award for Women's Equity. An ad hoc subcommittee was highly influential in ensuring the passage of state legislation that improved the State of Delaware Pension Plan, important to salaried staff on campus, 80% of whom were women. An attempt at addressing the part-time child care issue was made through an agreement with the Chesapeake Bay Girl Scouts, who offered afternoon and evening care, with a number of slots reserved for the children of UD employees.

The Commission on the Status of Women worked with students and held programs for faculty and staff on issues related to women's health. The 1993-1994 commissioners published an open letter to the University community calling for respect, a unified stance against sexist attitudes toward women, and a stand against sexual assault. Concerns about sexual harassment and sexual assault were very prominent for women on campus in the 1990s, and the CSW responded with programming and advocacy.

### **Ongoing Advocacy and the Commission's Final Years**

During the 2000s, women achieved more visible roles on campus than ever before, but the CSW continued through its final years to stress that many of the same issues first highlighted in its annual reports from



*"Equity, then, requires that we do a great deal of work on the structuring principles, standards, and institutions of our world. Only ... as we do such work can we prepare to make adequate judgments as to what is truly excellent."*

*Elizabeth Minnich  
March 1, 1984*

*Quote from the 1983-1984 CSW Report*

the 1970s still needed improvement. Constituents routinely observed problems with salary inequity, inconsistent job descriptions in similar positions across campus, a lack of women in leadership positions, departments with very few or no women faculty, and a high attrition rate for women staff. The CSW emphasized a need to recruit, hire, and retain more women and especially minority women; later Commissions particularly focused on the need to hire and retain faculty women in science and engineering. Salary inequities persisted across campus, and the CSW sustained its strong advocacy for an increased number of women in high-level administrative positions on campus.

Mentoring both for faculty and staff was consistently identified as an unmet need on campus, although the CSW did achieve its longtime goal of establishing a mentoring program for women faculty in 2000. This program was dissolved along with the Commission a decade later.

Safety on campus was another concern that emerged nearly every year in the CSW's annual reports. While lighting on campus was vastly improved and a Public Safety escort service was started and expanded based partly on recommendations from the Commission, even the penultimate Report to the President in 2007-2008 calls for proactive attention toward women's safety and security on campus.



**Jan De Armond, a long-retired English professor, was one of the first women to teach at the University of Delaware when it merged with the Women's College after World War II. Miss De Armond, as she was called despite her Ivy League doctorate, was required to remain unmarried, live on campus, and refrain from smoking in the State of Delaware. Having lunch with Jan is good therapy whenever it seems as if nothing is changing.**

*Excerpt from the Executive Report of the 1990-1991 CSW Report. Anna Janney DeArmond (1910-2008) was the first female full professor at UD, among many other distinctions. Although lunch with her is no longer possible, a chat with Mae Carter has similar therapeutic effects.*

*(Image from <http://www.udel.edu/PR/UDaily/2008/apr/dearmond040408.html>.)*

## **The Role of Statistics**

The Commission on the Status of Women's annual *Report to the President* is notable not only for its portrayal of gender issues on campus, but also for its wealth of data related to men and women at the University of Delaware. The first CSW members analyzed the data available to them and highlighted the low numbers of women in both tenured faculty positions and in high-level administrative positions. Subsequent reports consistently called for more data to be made available and for exit interviews to be conducted and documented so that the CSW and other University partners might understand the reasons behind the higher attrition rates for women than for men. For decades, using what data was available, CSW reports demonstrated the gaps in salary between men and women; gender differences in promotions both in faculty and staff positions; time in rank for female and male faculty members; the clustering of women in lower levels of the salaried staff and professional staff classification ladders; and much more.

The CSW's governing boards recognized that statistics were incredibly valuable as an advocacy tool but that they could only reveal so much. In its first report, the CSW astutely observed that it was not possible to gather data to capture all aspects of women's lives on campus, and that "the character of discrimination is not always blatant or conscious and cannot always be substantiated with facts, figures, tables, or charts". Consequently, the Commission complemented the statistics with information gathered by talking with constituents, holding focus group meetings, and organizing community-building events.

### **Today's Women's Caucus**

Thanks to the tireless contributions of the many individuals who worked for the Commission on the Status of Women and with its numerous campus partners, women at the University of Delaware have seen many improvements. Women are better represented in higher administration. At the assistant professor level, gender parity has been achieved. Sexual harassment and assault, while still issues to contend with, are far less prevalent. The Women's Studies program has blossomed into the department of Women and Gender Studies.

Yet it is striking that many of the themes identified by the first Commission on the Status of Women remained concerns throughout the organization's life and are still issues for University of Delaware women in 2013. Affordable and flexible childcare, family-friendly workplace policies, the need for an ombudsperson, mentoring, salary equity, promotion and retention, and training opportunities remain on the priority list of today's Women's Caucus. These are challenging and complex problems, but we are hopeful that we can build on the strong foundation established by the Commission on the Status of Women to effectively work with our campus partners to achieve positive change for women at the University of Delaware.

#### **Further Reading:**

Anne M. Boylan, History of the President's Commission on the Status of Women (2011): <http://sites.udel.edu/women/history/>

Carol E. Hoffecker, Beneath Thy Guiding Hand: A History of Women at the University of Delaware (1994): <http://www.udel.edu/PR/hoffecker/foreword.html>

Commission on the Status of Women, Report to the President, 1975-2009: <http://sites.udel.edu/women/archives/>

## Kudos

The Women's Caucus congratulates the following women on their fantastic accomplishments in the 2012-2013 academic year (click on blue text for more information about the honors).

### CONGRATULATIONS!

[Marsha Baumeister](#) won an Excellence in Advising and Mentoring Award.

[Anne Boylan](#) won the Outstanding Service Award of the College of Arts and Sciences.

[Jennifer Buckley](#) won an Excellence in Advising and Mentoring Award.

[Clara Chan](#) received an NSF Career Award for her research on rust-producing bacteria.

[Pam Cook](#) was elected a fellow of the American Association for the Advancement of Science (AAAS).

[Lu Ann De Cunzo](#) received a research grant from UD's Interdisciplinary Humanities Research Center.

[Deborah Delaney](#) received a UDRF award to support her research.

[Marsha Dickson](#) has been named the Irma Ayers Professor of Human Services.

[Dawn Elliott](#) was elected a 2013 fellow of the American Institute for Medical and Biological Engineering (AIMBE) College of Fellows and of the American Society of Mechanical Engineers (ASME).

[Hui Fang](#) received a UDRF Strategic Initiative award to support her research.

[Diane Ferry](#) received the Lerner College Outstanding Outreach/Service Award.

[Gabrielle Foreman](#) received a research grant from UD's Interdisciplinary Humanities Research Center.

[Megan Gaffney](#) was elected to an American Library Association division post.

[Jennifer Gregan-Paxton](#) won an Excellence in Advising and Mentoring Award.

[Carla Guerrón Montero](#) received a Prometeo Fellowship to study nutritional anthropology in a rural Ecuadorian community.

[Audrey Helfman](#) won the Outstanding Teaching Award of the College of Arts and Sciences.

[Michal Herzenstein](#) won a 2013 Excellence in Teaching Award.

[Rachael Hutchinson](#) received a research grant from UD's Interdisciplinary Humanities Research Center.

[Stephanie Kerschbaum](#) received a research grant from UD's Interdisciplinary Humanities Research Center.

[Kristi Kiick](#) received the 2013 Academic Research Award from the Delaware BioScience Association.

[April Kloxin](#) was named a 2013 Pew Scholar in the Biomedical Sciences and received an [NSF Career award](#) for her research on biomaterials.



**Tara Jo Manal** received the Lucy Blair Service Award from the American Physical Therapy Association (APTA).

**Tina Martin** led the UD women's basketball team to its first ever appearance in the Sweet 16 of the NCAA tournament.

**Holly Michael** has been named the Unidel Fraser Russell Chair for the Environment.

**Lynnette Overby** received a research grant from UD's Interdisciplinary Humanities Research Center.

**Marilyn S. Prime** received a Recognition of Leadership Award from the Delaware ACE Women's Network.

**Rhonda Prisby** received a UDRF Strategic Initiative award to support her research.

**Deborah Ryszka** received the Presidential Citation of the Association for Library Collections and Technical Services and was elected to **an American Library Association division post**.

**Marianna Safronova** was the August 2012 American Physical Society Woman Physicist of the Month and won the **Outstanding Scholar Award** of the College of Arts and Sciences.

**Florence Schmieg** won the Outstanding Advising Award of the College of Arts and Sciences.

**Michela Taufer** was named the David L. and Beverly J.C. Mills Chair of Computer and Information Sciences.

**Mary Watson** received a 2013 Rising Star award from the Women Chemists Committee of the American Chemical Society.

**Megan Wenner** received a UDRF award to support her research.

**Changqing Wu** received a UDRF Strategic Initiative award to support her research.

**Chengmo Yang** won an NSF Career Award for her research on computer systems.

We are also pleased to report that the following women were promoted, effective September 1, 2013:

- To full professor with tenure: **Katharina Billups, Rachel Davidson, Judith Herrman, Arwen Mohun, Marianna Safronova, and Laura Salsini**
- To associate professor with tenure: **Tanya Gressley, Michal Herzenstein, Lindsay Hoffman, Chrysanthi Leon, Michelle Parent, Ingrid Pretzer-Aboff, and Millicent Sullivan**
- To associate professor without tenure: **Jennifer Nauen**
- Awarded tenure as associate professor: **Rena Hallam**

*Thank you to UDaily for highlighting and archiving these achievements. We did our best to include everyone, but this is inherently difficult at such a large and diverse university. Sorry if we missed you! If you or someone you know should be included in the 2013-2014 Kudos list, please let us know at [womenscaucus@udel.edu](mailto:womenscaucus@udel.edu).*

## **Priorities and Recommendations**

The Women's Caucus has identified several areas of importance and concern for women at the University of Delaware. As we move into our third year, we will continue to focus on several existing issues but also expand to other areas that have been highlighted by our constituents as of particular interest.

### **Leave Policies**

Advocating for the implementation of "family friendly" policies for all faculty and staff on campus continues to be a top priority for the Caucus. In particular, we will work with the Office of Human Resources to explore development of a Sick Leave Bank for staff.

### **Promotional Issues for Staff and Faculty**

We will approach the Office of Human Resources with constituent concerns regarding grievance procedures related to staff yearly appraisals as well as to improve transparency of the use of these appraisals. We will also work on establishing a mentoring program for staff and explore where faculty mentoring needs to be improved.

### **Childcare**

Access to high-quality, affordable, and convenient childcare has long been an issue for University employees, and we, as a Caucus, are committed to working toward solutions. We plan to include questions on childcare needs and options for faculty and staff in the new climate survey to assess the current needs of the University community. We urge the administration to recognize that this continues to be a very real concern for many at UD.

### **Ombudsperson**

The Women's Caucus advocates for the creation of an Office of the Ombudsperson at UD, so that any faculty or staff member can confidentially receive unbiased information and guidance regarding matters such as sexual harassment, racial discrimination, or workplace bullying.

## About the Women's Caucus

### Mission:

**To advocate for positive change on issues of concern to women at the University of Delaware.**

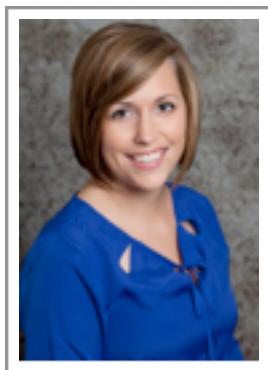
**The Women's Caucus will carry out its mission by**

- ♦ **raising awareness of women's issues, especially those of gender inequity;**
- ♦ **promoting the consistent adherence to University policies that advance gender equity;**
- ♦ **advocating for the adoption of new or revised University policies that advance gender equity;**
- ♦ **providing a confidential and safe forum for the discussion of issues important to women at the University of Delaware; and**
- ♦ **working in collaboration with other caucuses and groups on issues of common concern.**

### Leadership

The Caucus is governed by the membership-at-large and has a volunteer Board of Directors, which currently numbers twelve people, including two co-chairs:

**Rebecca L. Davis** is an associate professor of History, with a joint appointment in the Department of Women and Gender Studies. She joined the faculty at the University of Delaware in 2007, after holding a postdoctoral fellowship at Princeton University's Center for the Study of Religion. In her research and teaching, Davis focuses on the histories of marriage, sexuality, and religion in twentieth-century American culture.



**Christine Scheirer** is a 2009 graduate from the University of Delaware and currently works in the Office of Annual Giving as Assistant Director of Reunions & Classes. Prior to her time in the Office of Annual Giving, she worked in the Office of Alumni Relations for five years coordinating Alumni Weekend and Homecoming week.

## Board of Directors

**Robin Andreasen**

*Associate Professor, Linguistics & Cognitive Science*

**Gretchen Bauer**

*Professor and Chair, Political Science and International Relations*

**Rebecca L. Davis** (Co-Chair)

*Associate Professor, History*

**Heather Doty**

*Assistant Professor, Mechanical Engineering*

**Megan Gaffney** (Secretary)

*Associate Librarian, University Library*

**Karren Helsel-Spry**

*Administrative Assistant, Faculty Senate*

**Helga Huntley**

*Assistant Professor, Marine Science and Policy*

**Stephanie Kerschbaum**

*Assistant Professor, English*

**Deborah Kirwan** (Treasurer)

*Director of Administration, Development and Alumni Relations*

**Shannon Lennon-Edwards**

*Assistant Professor, Behavioral Health and Nutrition*

**Christine Scheirer** (Co-Chair)

*Assistant Director, Alumni Relations*

**Patricia Sloane-White**

*Associate Professor, Anthropology*

## How to Get Involved

The Women's Caucus carries out most of its work in working groups, focusing on specific priority issues, in addition to standing subcommittees. Currently, there are active groups dealing with **Promotion & Retention, Childcare, Parental Leave, Website,** and **Publications**, which include this annual report.

If you want to learn more about our activities, sign up for a working group, volunteer, or simply join the conversation, please contact us at [womenscaucus@udel.edu](mailto:womenscaucus@udel.edu).

If this level of involvement does not satisfy your passion, please consider **running for the Board**: Elections are held every spring semester for staggered three-year terms. Contact us at the above e-mail address for more details.



## Tables and Additional Charts

We would like to thank John Sawyer, Kathleen Collison, and the rest of the staff at the Office of Institutional Research and Effectiveness (IR) for providing most of the data shown below. Much of the diversity data can be found at <http://www.udel.edu/IR/diversity/>, which now also houses the data from the last decade of the Commission on the Status of Women (CSW) reports, as well as the 2009-2011 reports from the Office of Equity and Inclusion (OEI). Salary data are not available directly from UD; we relied on those published by The Chronicle of Higher Education based on the annual AAUP survey (see <http://chronicle.com/article/aaup-survey-data-2013/138309#id=130943>).

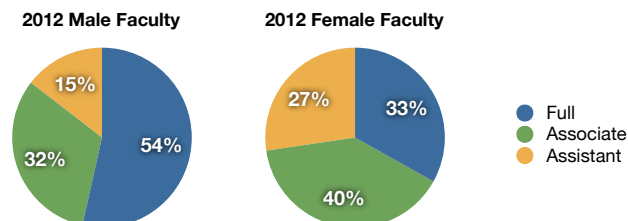
Table 1: Tenure-Track/Tenured Full-Time Faculty

		Full Professors			Associate Professors			Assistant Professors			All Tenure-Track Professors		
Fall		# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female
1997		321	66	17.1%	215	96	30.9%	94	49	34.3%	630	211	25.1%
1998		307	71	18.8%	215	100	31.7%	88	50	36.2%	610	221	26.6%
1999		305	79	20.6%	210	101	32.5%	90	51	36.2%	605	231	27.6%
2000		322	81	20.1%	203	101	33.2%	97	58	37.4%	622	240	27.8%
2001		320	81	20.2%	203	101	33.2%	103	50	32.7%	626	232	27.0%
2002		323	88	21.4%	201	100	33.2%	109	50	31.4%	633	238	27.3%
2003		318	88	21.7%	197	101	33.9%	112	63	36.0%	627	252	28.7%
2004		308	93	23.2%	194	100	34.0%	109	72	39.8%	611	265	30.3%
2005		296	93	23.9%	194	104	34.9%	108	80	42.6%	598	277	31.7%
2006		305	96	23.9%	198	109	35.5%	114	85	42.7%	617	290	32.0%
2007		308	100	24.5%	202	103	33.8%	98	88	47.3%	608	291	32.4%
2008		308	102	24.9%	201	107	34.7%	96	84	46.7%	605	293	32.6%
2009		301	100	24.9%	205	117	36.3%	84	79	48.5%	590	296	33.4%
2010		308	99	24.3%	200	123	38.1%	84	78	48.1%	592	300	33.6%
2011		319	106	24.9%	186	119	39.0%	92	87	48.6%	597	312	34.3%
2012		320	103	24.3%	191	123	39.2%	87	85	49.4%	598	311	34.2%
Avg Annual Change	15 yrs	-0.07	2.47	0.5%	-1.60	1.80	0.6%	-0.47	2.40	1.0%	-2.13	6.67	0.6%
	10 yrs	-0.30	1.50	0.29%	-1.00	2.30	0.59%	-2.20	3.50	1.80%	-3.50	7.30	0.69%
	5 yrs	2.40	0.60	-0.03%	-2.20	4.00	1.08%	-2.20	-0.60	0.42%	-2.00	4.00	0.37%

Note: Faculty counts include department chairpersons and center directors.

Source: CSW Reports, OEI, IR

Distribution of Rank, by Gender (Fall 2012)



Distribution of Gender, by Rank (Fall 2012)

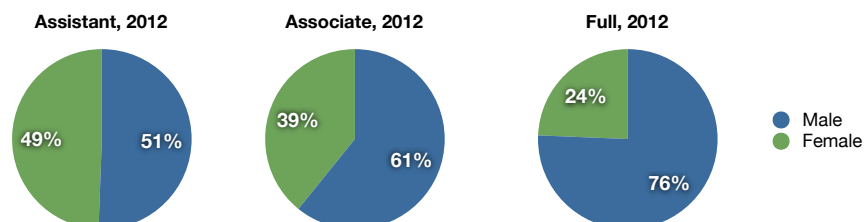


Table 2: Chairpersons and Center Directors

		Chairpersons			Center Directors			All Chairs & Directors			Assoc/Full Professors
Fall		# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	% Female
2002		36	14	28.0%	3	2	40.0%	39	16	29.1%	26.4%
2003		34	12	26.1%	3	2	40.0%	37	14	27.5%	26.8%
2004		37	12	24.5%	3	2	40.0%	40	14	25.9%	27.8%
2005		35	13	27.1%	4	2	33.3%	39	15	27.8%	28.7%
2006		33	13	28.3%	7	6	46.2%	40	19	32.2%	29.0%
2007		36	14	28.0%	7	5	41.7%	43	19	30.6%	28.5%
2008		35	14	28.6%	8	6	42.9%	43	20	31.7%	29.1%
2009		31	15	32.6%	7	5	41.7%	38	20	34.5%	30.0%
2010		31	17	35.4%	7	5	41.7%	38	22	36.7%	30.4%
2011		35	13	27.1%	7	4	36.4%	42	17	28.8%	30.8%
2012		36	14	28.0%	7	5	41.7%	43	19	30.6%	30.7%
Avg Annual Change	10 yrs	0.00	0.00	0.00%	0.40	0.30	0.17%	0.40	0.30	0.16%	0.43%
	5 yrs	0.00	0.00	0.00%	0.00	0.00	0.00%	0.00	0.00	0.00%	0.44%

Note: Not all center directors are tenure-track/tenured.

Source: <http://www.udel.edu/IR/diversity/ChairsandCenterDirectorsData2001thru12>; Table 1

### Women's Representation among Chairs, Center Directors, and Associate/ Full Professors over Time

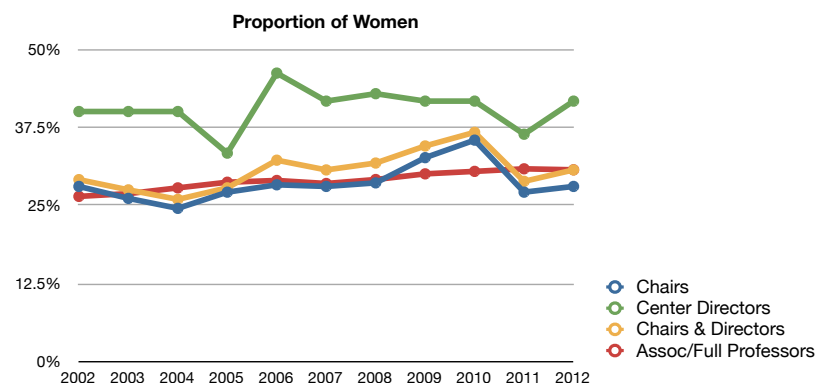


Table 3: Proportion of Female Students and Faculty by College

Fall	Agriculture & Natural Resources				Arts & Sciences, Arts & Humanities				Arts & Sciences, Natural Sciences				Arts & Sciences, Social Sciences				Arts & Sciences, TOTAL			
	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.
2002	63%	51%	24%	19%	62%	65%	76%	36%	48%	40%	43%	15%	66%	58%	59%	34%	58%	53%	64%	27%
2003	60%	51%	27%	20%	62%	66%	76%	36%	49%	40%	50%	17%	65%	64%	67%	34%	59%	53%	66%	28%
2004	61%	52%	27%	19%	61%	63%	69%	39%	48%	44%	52%	17%	64%	65%	61%	38%	59%	54%	62%	30%
2005	60%	49%	25%	21%	61%	65%	67%	39%	49%	44%	47%	17%	65%	63%	61%	40%	59%	55%	60%	31%
2006	59%	55%	31%	22%	62%	66%	67%	39%	50%	46%	57%	18%	65%	61%	63%	42%	60%	56%	63%	32%
2007	62%	57%	38%	22%	60%	71%	66%	41%	50%	45%	56%	18%	65%	63%	65%	44%	59%	57%	63%	33%
2008	61%	53%	38%	23%	61%	68%	68%	41%	49%	44%	56%	18%	65%	62%	64%	47%	59%	55%	64%	34%
2009	62%	54%	39%	23%	61%	70%	68%	42%	49%	38%	53%	17%	66%	64%	63%	44%	60%	54%	62%	35%
2010	63%	59%	33%	25%	66%	70%	64%	45%	51%	40%	56%	18%	65%	60%	59%	43%	62%	56%	61%	37%
2011	63%	54%	43%	25%	61%	61%	58%	43%	62%	45%	60%	23%	64%	56%	64%	50%	62%	52%	62%	38%
2012	65%	53%	46%	27%	69%	70%	62%	44%	63%	45%	66%	22%	60%	56%	61%	48%	64%	54%	64%	37%
Change 2002 - 2012	2%	2%	22%	8%	7%	5%	-14%	8%	15%	5%	23%	7%	-6%	-2%	2%	14%	6%	1%	0%	10%

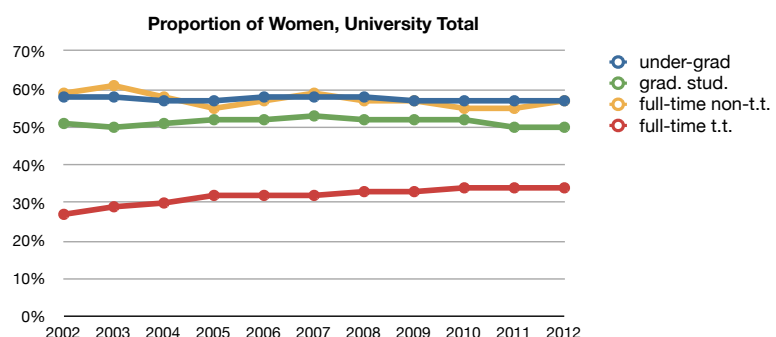
Fall	Business & Economics				Earth, Ocean & Environment				Education & Human Development				Engineering				Health Sciences			
	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.
2002	40%	38%	43%	15%	n/a	52%	n/a	9%	87%	71%	69%	51%	20%	26%	n/a	7%	76%	83%	64%	63%
2003	40%	34%	47%	21%	n/a	50%	n/a	9%	86%	72%	71%	51%	20%	24%	n/a	7%	77%	85%	64%	64%
2004	38%	37%	44%	22%	n/a	48%	n/a	9%	86%	72%	69%	54%	20%	27%	0%	10%	76%	77%	61%	64%
2005	39%	36%	41%	23%	n/a	49%	n/a	7%	85%	71%	68%	52%	21%	28%	0%	13%	74%	83%	58%	66%
2006	40%	37%	44%	22%	54%	49%	50%	8%	86%	70%	66%	53%	20%	26%	0%	14%	74%	82%	56%	66%
2007	41%	38%	56%	20%	56%	51%	33%	9%	87%	69%	67%	53%	22%	25%	0%	14%	73%	85%	70%	65%
2008	44%	41%	37%	19%	47%	46%	50%	11%	93%	69%	70%	57%	21%	26%	0%	13%	74%	85%	72%	64%
2009	44%	42%	44%	22%	48%	52%	50%	18%	93%	68%	72%	56%	19%	25%	0%	13%	73%	75%	63%	62%
2010	43%	44%	39%	24%	52%	52%	25%	20%	95%	69%	54%	58%	19%	26%	13%	17%	79%	80%	65%	61%
2011	43%	45%	43%	25%	53%	49%	50%	21%	95%	70%	74%	58%	20%	26%	11%	18%	78%	78%	61%	61%
2012	43%	48%	37%	25%	54%	49%	40%	20%	94%	71%	75%	57%	21%	25%	10%	16%	78%	79%	67%	64%
Change 2002 - 2012	3%	10%	-6%	10%	n/a	-3%	n/a	11%	7%	0%	6%	6%	1%	-1%	n/a	9%	2%	-4%	3%	1%

Fall	UNIVERSITY TOTAL			
	under-grad	grad. stud.	full-time non-t.t.	full-time t.t.
2002	58%	51%	59%	27%
2003	58%	50%	61%	29%
2004	57%	51%	58%	30%
2005	57%	52%	55%	32%
2006	58%	52%	57%	32%
2007	58%	53%	59%	32%
2008	58%	52%	57%	33%
2009	57%	52%	57%	33%
2010	57%	52%	55%	34%
2011	57%	50%	55%	34%
2012	57%	50%	57%	34%
Change 2002 - 2012	-1%	-1%	-2%	7%

Note: Faculty counts include department chairpersons and center directors.

Sources: CSW Reports, OEI, IR

### Proportion of Female Students and Full-Time Faculty over Time



# The Women's Caucus at the University of Delaware 2013 Annual Report

Notes: The following departments have changed college affiliation. Each year, they are counted for the college they then belonged to.

This skews the statistics somewhat: E.g., the departments of Psychology and Linguistics moving from Social Sciences to Natural Sciences raised women's percentages in both of those Arts & Science subgroups, without actually changing the number of women at the university.

- *American Material Culture* (formerly Early American Culture until 2007) from Arts & Sciences (Social Sciences) to Arts & Sciences (Arts & Humanities) in 2011
- *Computer & Information Science* from Arts & Sciences (Natural Sciences) to Engineering in 2010
- *Fashion & Apparel Studies* (formerly Consumer Studies until 2005) from Education & Human Development to Arts & Sciences (Humanities) in 2010 and to Arts & Sciences (Social Sciences) in 2011
- *Geography* from Arts & Sciences (Natural Sciences) to Earth, Ocean, & Environment in 2009
- *Geological Sciences* (formerly Geology until 2007) from Arts & Sciences (Natural Sciences) to Earth, Ocean, & Environment in 2006
- *Hotel, Restaurant, & Institutional Management* (formerly Hotel & Restaurant Management until 2008) from Education & Human Development to Business & Economics in 2008
- *Linguistics & Cognitive Sciences* from Arts & Sciences (Social Sciences) to Arts & Sciences (Natural Sciences) in 2011
- *Physical Therapy* from Arts & Sciences (Natural Sciences) to Health Sciences in 2009
- *Psychology* from Arts & Sciences (Social Sciences) to Arts & Sciences (Natural Sciences) in 2011
- *School of Public Policy & Administration* (formerly Urban Affairs until 2011) from Education & Human Development to Arts & Sciences (Social Sciences) in 2010

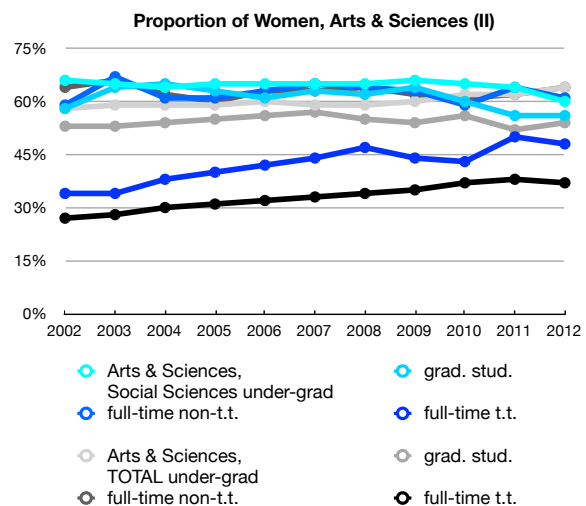
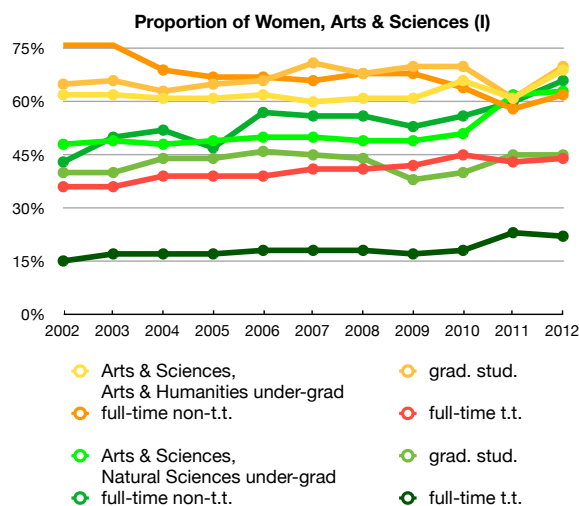
In addition, the following colleges have changed names.

- *College of Earth, Ocean, & Environment* was formerly the College of Marine Studies until 2007, then the College of Marine & Earth Studies until 2009.
- *College of Education & Human Development* was formerly the College of Human Services, Education, and Public Policy until 2009, then the College of Education & Public Policy until 2011.
- *College of Health Sciences* was formerly the College of Health & Nursing Sciences until 2008.

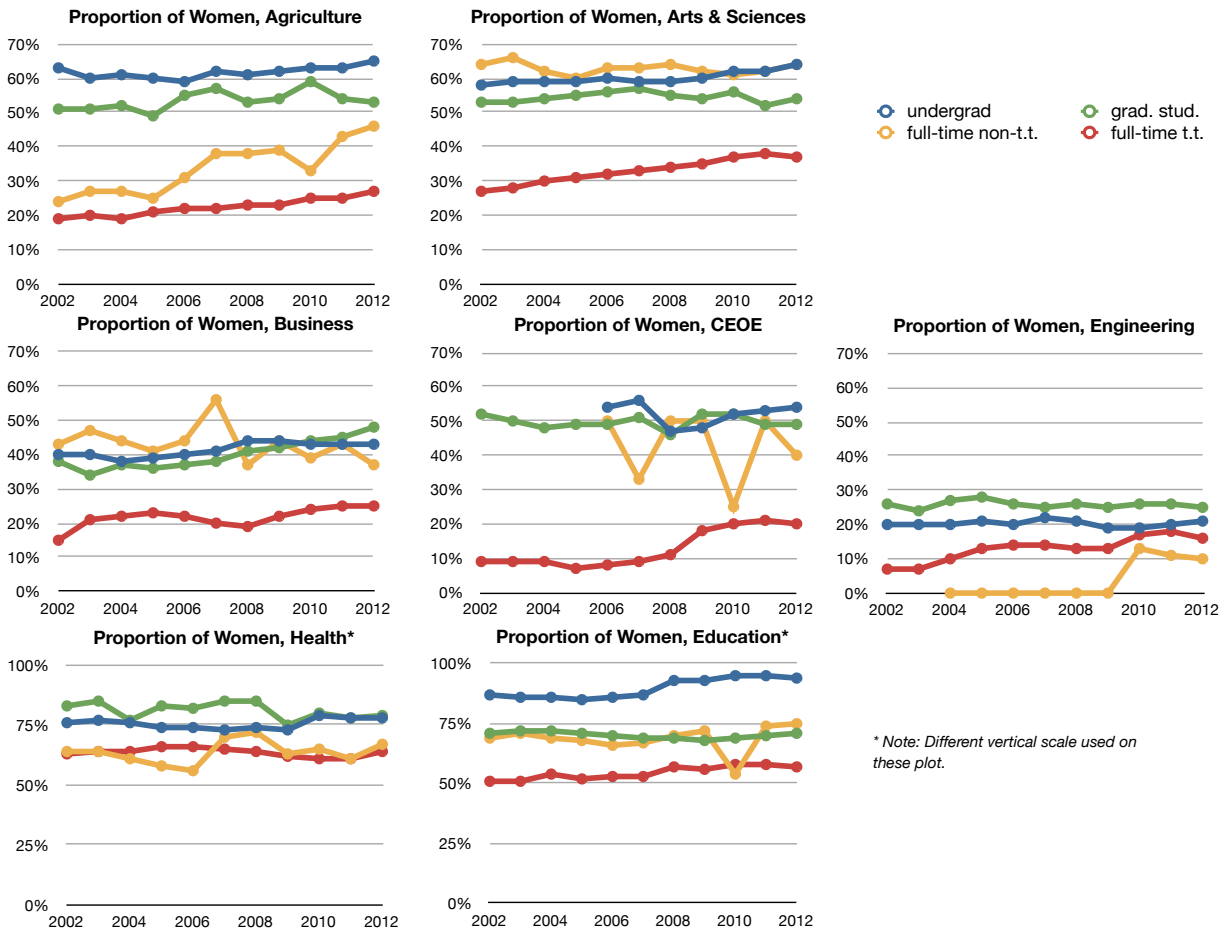
The following departments also changed names but remained affiliated with the same college.

- *Accounting & MIS* was formerly Accounting until 2011.
- *Applied Economics & Statistics* was formerly Food & Resource Economics until 2012.
- *Behavioral Health & Nutrition* and *Kinesiology & Applied Physiology* were formerly and jointly Health, Nutrition, & Exercise Sciences until 2010, before which they were Nutrition & Dietetics and Health Exercise Science/Intercollegiate Athletics until 2003.
- *Chemical & Biomolecular Engineering* was formerly Chemical Engineering until 2012.
- *Human Development & Family Studies* was formerly Individual & Family Studies until 2008.
- *Linguistics & Cognitive Sciences* was formerly Linguistics until 2008.
- *Marine Science & Policy* was formerly Marine Studies until 2009.
- *Medical Laboratory Sciences* was formerly Medical Technology until 2012.
- *Sociology & Criminal Justice* was formerly Sociology until 2002.
- *Women and Gender Studies* was formerly Women Studies until 2012.

## Proportion of Female Students and Full-Time Faculty in the College of Arts & Sciences, by Portfolio, over Time



**Proportion of Female Students and Full-Time Faculty, by College, over Time**





# The Women's Caucus at the University of Delaware

## 2013 Annual Report

Table 4: Proportion of Female Students and Full-Time Faculty by Department, Fall 2012

	Undergraduate Students			Graduate Students			Full-Time Non-Tenure Track Faculty			Full-Time Tenure-Track Faculty		
	# Total	# Fem	% Fem	# Total	# Fem	% Fem	# Total	# Fem	% Fem	# Total	# Fem	% Fem
<b>AGRICULTURE &amp; NATURAL</b>	702	453	65%	178	94	53%	13	6	46%	73	20	27%
Animal Science & Food Sciences	330	279	85%	39	24	62%	3	2	67%	21	7	33%
Bioresources Engineering	30	2	7%	0	0	--	0	0	--	2	0	0%
Entomology & Wildlife Ecology	112	84	75%	29	11	38%	2	1	50%	9	2	22%
Applied Economics & Statistics	120	44	37%	60	35	58%	5	2	40%	14	2	14%
Plant & Soil Science	55	17	31%	48	23	48%	3	1	33%	27	9	33%
Miscellaneous	55	27	49%	2	1	50%	0	0	--	0	0	--
<b>ARTS &amp; SCIENCES -- TOTAL</b>	6,238	3,978	64%	1,147	625	54%	141	90	64%	434	160	37%
<b>ARTS &amp; SCIENCES -- ARTS &amp;</b>	1,977	1,355	69%	315	221	70%	58	36	62%	177	77	44%
American Material Culture	0	0	--	18	12	67%	0	0	--	1	0	0%
Art	237	193	81%	18	7	39%	2	0	0%	17	9	53%
Art Conservation	36	32	89%	31	27	87%	0	0	--	5	3	60%
Art History	38	32	84%	47	37	79%	0	0	--	13	9	69%
English & University Writing Center	490	347	71%	47	36	77%	13	9	69%	35	14	40%
Fashion & Apparel Studies	339	334	99%	11	11	100%	2	2	100%	9	8	89%
Foreign Languages & Literatures	208	151	73%	30	23	77%	27	23	85%	23	13	57%
History	385	150	39%	71	45	63%	1	1	100%	33	8	24%
Museum Studies Program	0	0	--	0	0	--	0	0	--	0	0	--
Music	204	109	53%	42	23	55%	11	1	9%	21	7	33%
Philosophy	40	7	18%	0	0	--	1	0	0%	9	1	11%
Theatre	0	0	--	0	0	--	1	0	0%	11	5	45%
<b>ARTS &amp; SCIENCES -- NATURAL</b>	2,345	1,484	63%	526	236	45%	35	23	66%	156	35	22%
Biological Sciences	785	448	57%	98	57	58%	10	8	80%	25	10	40%
Chemistry & Biochemistry	239	112	47%	186	89	48%	3	2	67%	30	5	17%
Linguistics & Cognitive Science	188	172	91%	38	24	63%	1	1	100%	9	3	33%
Mathematical Sciences	240	125	52%	65	11	17%	13	7	54%	32	6	19%
Physics & Astronomy	63	8	13%	79	11	14%	1	0	0%	33	2	6%
Psychology	830	619	75%	60	44	73%	7	5	71%	27	9	33%
<b>ARTS &amp; SCIENCES -- SOCIAL</b>	1,905	1,135	60%	223	125	56%	23	14	61%	101	48	48%
Anthropology	71	57	80%	0	0	--	2	2	100%	9	5	56%
Black American Studies	11	5	45%	0	0	--	0	0	--	5	4	80%
Communication	522	394	75%	16	11	69%	4	3	75%	14	8	57%
Political Science & International	589	288	49%	50	20	40%	0	0	--	23	6	26%
School of Public Policy &	165	106	64%	115	67	58%	11	4	36%	17	5	29%
Sociology & Criminal Justice	534	272	51%	42	27	64%	1	0	0%	29	16	55%
Women & Gender Studies	13	13	100%	0	0	--	5	5	100%	4	4	100%
<b>ARTS &amp; SCIENCES -- Miscellaneous</b>	11	4	36%	83	43	52%	25	17	68%	0	0	--
English Language Institute	0	0	--	0	0	--	25	17	68%	0	0	--
Miscellaneous	11	4	36%	83	43	52%	0	0	--	0	0	--
<b>BUSINESS &amp; ECONOMICS</b>	2,845	1,224	43%	588	284	48%	27	10	37%	101	25	25%
Accounting & MIS	498	231	46%	78	40	51%	8	4	50%	22	4	18%
Business Administration	873	421	48%	336	140	42%	8	3	38%	35	13	37%
Economics	248	49	20%	77	33	43%	4	1	25%	24	5	21%
Finance	671	204	30%	69	51	74%	2	1	50%	12	2	17%
Hotel, Restaurant & Institutional	316	234	74%	27	20	74%	5	1	20%	8	1	13%
Miscellaneous	239	85	36%	1	0	0%	0	0	--	0	0	--
<b>EARTH, OCEAN, &amp; ENVIRONMENT</b>	339	183	54%	150	73	49%	5	2	40%	55	11	20%
Geography	244	126	52%	36	25	69%	2	1	50%	12	3	25%
Geological Sciences	41	21	51%	24	6	25%	0	0	--	8	3	38%
Marine Science & Policy	54	36	67%	90	42	47%	3	1	33%	33	5	15%
Miscellaneous	0	0	--	0	0	--	0	0	--	2	0	0%
<b>EDUCATION &amp; HUMAN</b>	1,011	951	94%	337	240	71%	32	24	75%	54	31	57%
School of Education	576	533	93%	299	208	70%	23	17	74%	38	20	53%
Human Development & Family	435	418	96%	38	32	84%	7	6	86%	15	10	67%
Miscellaneous	0	0	--	0	0	--	2	1	50%	1	1	100%
<b>ENGINEERING</b>	2,225	466	21%	865	218	25%	20	2	10%	123	20	16%
Chemical & Biomolecular Engineering	428	105	25%	147	46	31%	2	0	0%	23	3	13%
Civil & Environmental Engineering	519	134	26%	116	36	31%	3	0	0%	23	4	17%
Computer & Information Science	245	27	11%	138	32	23%	7	1	14%	23	6	26%
Electrical & Computer Engineering	272	33	12%	162	31	19%	1	0	0%	21	3	14%
Mechanical Engineering	464	62	13%	97	17	18%	3	1	33%	20	2	10%
Materials Science	0	0	--	78	22	28%	1	0	0%	11	1	9%
Miscellaneous	297	105	35%	127	34	27%	3	0	0%	2	1	50%
<b>HEALTH SCIENCES</b>	2,168	1,697	78%	389	308	79%	21	14	67%	69	44	64%
Behavioral Health & Nutrition	513	414	81%	80	72	90%	5	3	60%	18	12	67%
Kinesiology & Applied Physiology	768	493	64%	28	12	43%	1	0	0%	16	4	25%
Medical Laboratory Sciences	130	91	70%	0	0	--	3	2	67%	6	5	83%
School of Nursing	716	660	92%	130	120	92%	10	9	90%	22	21	95%
Physical Therapy	0	0	--	98	67	68%	2	0	0%	7	2	29%
Miscellaneous	41	39	95%	53	37	70%	0	0	--	0	0	--
<b>UNIVERSITY STUDIES</b>	1,181	642	54%									
<b>UNIVERSITY TOTAL*</b>	16,709	9,594	57%	3,654	1,842	50%	259	148	57%	909	311	34%

\*Excludes Associate in Arts and Professional & Continuing Studies, as well as the 4 non-tenure-track (1 female) faculty members in intercollegiate athletics.

Source: IR

Table 5: Tenure-Track/Tenured Full-Time Faculty by College, Fall 2012

College	Tenured/Tenure-Track Faculty				
	Total #	% White Men	% Men of Color	% White Women	% Women of Color
Agriculture & Natural Resources	73	59%	14%	23%	4%
Arts & Sciences, Arts & Humanities	177	46%	10%	34%	9%
Arts & Sciences, Natural Sciences	156	60%	17%	18%	4%
Arts & Sciences, Social Sciences	101	43%	10%	35%	13%
Arts & Sciences, Miscellaneous	0	--	--	--	--
Arts & Sciences, TOTAL	434	50%	12%	29%	8%
Business & Economics	101	62%	13%	16%	9%
Earth, Ocean & Environment	55	73%	7%	18%	2%
Education & Human Development	54	41%	2%	48%	9%
Engineering	123	54%	30%	11%	5%
Health Sciences	69	30%	6%	54%	10%
UD TOTAL	909	52%	14%	27%	7%

Note: Faculty counts include department chairpersons and center directors.

Source: IR

### Race and Gender Composition of the Full-Time Tenure-Track/Tenured Faculty (Fall 2012)

Race, Tenure-Track/Tenured Faculty

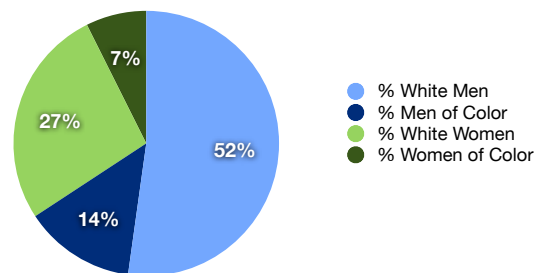


Table 6: Average Salary: Full-Time Instructional Employees

UD		Full Professors	Associate Professors	Assistant Professors	Instructor
2007/2008	Women	\$115,600	\$81,500	\$66,500	\$54,100
	Men	\$129,300	\$85,600	\$71,800	\$57,100
	ALL	\$126,000	\$84,200	\$69,100	\$54,900
2008/2009	Women	\$117,500	\$84,000	\$71,500	\$57,000
	Men	\$134,100	\$89,100	\$75,700	\$59,300
	ALL	\$130,000	\$87,300	\$73,600	\$57,700
2009/2010	Women	\$123,800	\$87,900	\$74,200	\$58,700
	Men	\$138,300	\$92,900	\$77,500	\$63,900
	ALL	\$134,600	\$91,100	\$75,800	\$60,100
2010/2011	Women	\$123,500	\$88,100	\$76,700	\$59,800
	Men	\$140,400	\$94,400	\$79,100	\$63,200
	ALL	\$136,300	\$92,000	\$77,900	\$60,800
2011/2012	Women	\$127,700	\$91,400	\$80,600	\$63,900
	Men	\$144,500	\$98,400	\$82,600	\$66,800
	ALL	\$140,300	\$95,600	\$81,600	\$64,800
2012/2013	Women	\$133,700	\$94,200	\$82,900	\$66,400
	Men	\$150,400	\$102,500	\$85,000	\$69,900
	ALL	\$146,300	\$99,200	\$84,000	\$67,500

Source: Chronicle of Higher Education (<http://chronicle.com/article/aaup-survey-data-2013/138309#id=130943>)

# The Women's Caucus at the University of Delaware

## 2013 Annual Report

**Table 7: 20 Years of Full-Time Employees by Job Category**

Fall	Faculty				Exempt Staff (incl. Chairs)				Non-Exempt Staff/Hourly				TOTAL			
	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem
1992	623	286	909	31.5%	522	436	958	45.5%	459	1026	1485	69.1%	1604	1748	3352	52.1%
1993	629	272	901	30.2%	498	432	930	46.5%	442	997	1439	69.3%	1569	1701	3270	52.0%
1994	627	279	906	30.8%	520	449	969	46.3%	459	966	1425	67.8%	1606	1694	3300	51.3%
1995	631	284	915	31.0%	528	467	995	46.9%	445	949	1394	68.1%	1604	1700	3304	51.5%
1996	638	282	920	30.7%	531	494	1025	48.2%	448	947	1395	67.9%	1617	1723	3340	51.6%
1997	646	289	935	30.9%	528	516	1044	49.4%	475	930	1405	66.2%	1649	1735	3384	51.3%
1998	631	299	930	32.2%	563	541	1104	49.0%	464	912	1376	66.3%	1658	1752	3410	51.4%
1999	630	303	933	32.5%	567	571	1138	50.2%	481	883	1364	64.7%	1678	1757	3435	51.1%
2000	658	340	998	34.1%	591	599	1190	50.3%	491	878	1369	64.1%	1740	1817	3557	51.1%
2001	687	362	1049	34.5%	597	583	1180	49.4%	482	890	1372	64.9%	1766	1835	3601	51.0%
2002	701	372	1073	34.7%	613	599	1212	49.4%	467	868	1335	65.0%	1781	1839	3620	50.8%
2003	684	384	1068	36.0%	610	633	1243	50.9%	469	835	1304	64.0%	1763	1852	3615	51.2%
2004	674	396	1070	37.0%	629	685	1314	52.1%	468	833	1301	64.0%	1771	1914	3685	51.9%
2005	675	402	1077	37.3%	644	708	1352	52.4%	479	835	1314	63.5%	1798	1945	3743	52.0%
2006	693	424	1117	38.0%	637	692	1329	52.1%	499	825	1324	62.3%	1829	1941	3770	51.5%
2007	681	436	1117	39.0%	646	704	1350	52.1%	497	820	1317	62.3%	1824	1960	3784	51.8%
2008	686	431	1117	38.6%	637	717	1354	53.0%	493	844	1337	63.1%	1816	1992	3808	52.3%
2009	674	437	1111	39.3%	651	752	1403	53.6%	498	834	1332	62.6%	1823	2023	3846	52.6%
2010	688	438	1126	38.9%	666	803	1469	54.7%	500	803	1303	61.6%	1854	2044	3898	52.4%
2011	682	449	1131	39.7%	679	864	1543	56.0%	495	772	1267	60.9%	1856	2085	3941	52.9%
2012	681	447	1128	39.6%	710	890	1600	55.6%	472	731	1203	60.8%	1863	2068	3931	52.6%
Change 1992 - 2012	58	161	219	8.2%	188	454	642	10.1%	13	-295	-282	-8.3%	259	320	579	0.5%
Change 2002 - 2012	-20	75	55	5.0%	97	291	388	6.2%	5	-137	-132	-4.3%	82	229	311	1.8%

Source: IR

**Table 8a: Full-Time Employees by Job Category (incl. Hourly)**

Fall	Faculty				Exempt Staff (incl. Chairs)				Non-Exempt Staff				Hourly Staff			
	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem
2004	676	396	1072	36.9%	629	695	1324	52.5%	189	667	856	77.9%	279	170	449	37.9%
2005	676	403	1079	37.3%	643	713	1356	52.6%	194	672	866	77.6%	285	167	452	36.9%
2006	691	426	1117	38.1%	638	690	1328	52.0%	201	664	865	76.8%	296	162	458	35.4%
2007	681	434	1115	38.9%	646	707	1353	52.3%	206	660	866	76.2%	292	164	456	36.0%
2008	686	428	1114	38.4%	639	723	1362	53.1%	206	684	890	76.9%	289	162	451	35.9%
2009	674	438	1112	39.4%	651	750	1401	53.5%	217	671	888	75.6%	281	163	444	36.7%
2010	688	439	1127	39.0%	666	803	1469	54.7%	219	645	864	74.7%	281	158	439	36.0%
2011	689	453	1142	39.7%	672	860	1532	56.1%	219	622	841	74.0%	276	150	426	35.2%
2012	681	447	1128	39.6%	710	890	1600	55.6%	205	594	799	74.3%	267	137	404	33.9%
Change 2007 - 2012	0	13	13	0.7%	64	183	247	3.4%	-1	-66	-67	-1.9%	-25	-27	-52	-2.1%

**Table 8b: Part-Time Employees by Job Category (incl. Hourly)**

Fall	Faculty				Exempt Staff (incl. Chairs)				Non-Exempt Staff				Hourly Staff			
	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem
2004	7	17	24	70.8%	27	76	103	73.8%	6	85	91	93.4%	0	0	0	--
2005	11	22	33	66.7%	19	83	102	81.4%	5	85	90	94.4%	0	0	0	--
2006	13	20	33	60.6%	23	83	106	78.3%	6	89	95	93.7%	0	0	0	--
2007	11	23	34	67.6%	27	81	108	75.0%	5	81	86	94.2%	0	0	0	--
2008	12	25	37	67.6%	27	82	109	75.2%	9	82	91	90.1%	0	0	0	--
2009	15	29	44	65.9%	27	83	110	75.5%	4	72	76	94.7%	0	0	0	--
2010	16	25	41	61.0%	28	87	115	75.7%	6	74	80	92.5%	0	0	0	--
2011	12	29	41	70.7%	29	74	103	71.8%	6	65	71	91.5%	0	0	0	--
2012	13	31	44	70.5%	21	87	108	80.6%	6	66	72	91.7%	0	0	0	--
Change 2007 - 2012	2	8	10	2.8%	-6	6	0	5.6%	1	-15	-14	-2.5%	0	0	0	--

Table 8c: Gender Composition by Full-Time Status, Summary

Fall	TOTAL Full-Time				TOTAL Part-Time			
	# Male	# Fem	Total #	% Fem	# Male	# Fem	Total #	% Fem
2004	1773	1928	3701	52.1%	40	178	218	81.7%
2005	1798	1955	3753	52.1%	35	190	225	84.4%
2006	1826	1942	3768	51.5%	42	192	234	82.1%
2007	1825	1965	3790	51.8%	43	185	228	81.1%
2008	1820	1997	3817	52.3%	48	189	237	79.7%
2009	1823	2022	3845	52.6%	46	184	230	80.0%
2010	1854	2045	3899	52.4%	50	186	236	78.8%
2011	1856	2085	3941	52.9%	47	168	215	78.1%
2012	1863	2068	3931	52.6%	40	184	224	82.1%
Change 2007 - 2012	38	103	141	0.8%	-3	-1	-4	1.0%

Table 8d: Full-Time Status by Job Category and Gender

Fall	Faculty			Exempt Staff			Non-Exempt Staff			TOTAL		
	% PT of Men	% PT of Women	% PT	% PT of Men	% PT of Women	% PT	% PT of Men	% PT of Women	% PT	% PT of Men	% PT of Women	% PT
2004	1.0%	4.1%	2.2%	4.1%	9.9%	7.2%	3.1%	11.3%	9.6%	2.2%	8.5%	5.6%
2005	1.6%	5.2%	3.0%	2.9%	10.4%	7.0%	2.5%	11.2%	9.4%	1.9%	8.9%	5.7%
2006	1.8%	4.5%	2.9%	3.5%	10.7%	7.4%	2.9%	11.8%	9.9%	2.2%	9.0%	5.8%
2007	1.6%	5.0%	3.0%	4.0%	10.3%	7.4%	2.4%	10.9%	9.0%	2.3%	8.6%	5.7%
2008	1.7%	5.5%	3.2%	4.1%	10.2%	7.4%	4.2%	10.7%	9.3%	2.6%	8.6%	5.8%
2009	2.2%	6.2%	3.8%	4.0%	10.0%	7.3%	1.8%	9.7%	7.9%	2.5%	8.3%	5.6%
2010	2.3%	5.4%	3.5%	4.0%	9.8%	7.3%	2.7%	10.3%	8.5%	2.6%	8.3%	5.7%
2011	1.7%	6.0%	3.5%	4.1%	7.9%	6.3%	2.7%	9.5%	7.8%	2.5%	7.5%	5.2%
2012	1.9%	6.5%	3.8%	2.9%	8.9%	6.3%	2.8%	10.0%	8.3%	2.1%	8.2%	5.4%
Change 2007 - 2012	0.3%	1.5%	0.8%	-1.1%	-1.4%	-1.1%	0.5%	-0.9%	-0.8%	-0.2%	-0.4%	-0.3%

Source: IR

Proportion of Part-Timers  
by Job Category and  
Gender over Time

