



2005–2006

ANNUAL

REPORT

*Commission on the
Status of Women*



UNIVERSITY OF
DELAWARE



COMMISSION ON THE STATUS OF WOMEN 2005-2006 ANNUAL REPORT

OVERVIEW

The Commission on the Status of Women (CSW) enhanced its strategies this year by collaborating with the Commission to Promote Racial and Cultural Diversity on several programs. The Commission continued its efforts to improve the climate for all women at the University and to work towards improvement of the numbers of women faculty to attain critical mass in all areas, especially in science, technology, engineering and mathematics disciplines, in order to assure sustained change. Women student leaders participated in a CSW-sponsored focus group and provided thoughtful suggestions on improvements in areas of safety, access to information on women's issues, and outreach to incoming women students.



*Pamela Cook, chair of
the Commission on the
Status of Women*

• *Joint Meeting with the Commission to Promote Racial and Cultural Diversity*

The Commission on the Status of Women and the Commission to Promote Racial and Cultural Diversity worked together this year in recognition of their common goal of achieving a critical mass of women, and of under-represented minorities, among the tenure/tenure track faculty. With this goal of institutional transformation to inclusiveness in mind, two action items were identified: 1) creation of sustained and formalized mentoring processes for all faculty; and 2) guidance to enhance faculty recruitment practices.

1. **Faculty Mentoring and Advancement to Leadership**

While poor mentoring can be detrimental to all faculty and to the University's investment in these faculty, poor mentoring has an especially devastating effect on women and under-represented groups. The joint subcommittee, with the Provost's support, formalized a proactive faculty mentoring program to be overseen by the deans, department chairs, and faculty. The goal of the program is:

1) to assure assistant professors are aware, early on, of the requirements and timetables, and to assure that they are sup-

ported, in reaching their goal of promotion to associate professor with tenure;

2) to assure that associate professors, after their promotion to this rank, receive continued support for their work and that they maintain and increase their productivity to build their portfolio towards promotion to professor; and

3) to assure that all faculty, including full professors, are aware of opportunities and are given appropriate support to achieve success whether it be in the faculty ranks or in administrative leadership positions.

Under leadership from the Provost's Office, this program will be tested in particular departments in fall 2006 and enlarged to the wider faculty community in spring 2007.

2. **Faculty/Administrative Recruiting** A number of "best practices" in recruiting for excellence have been identified nationally and these successful practices will be brought to faculty and administrators' attention. Both Commissions felt first and foremost that it is crucial that job notices be in "written" (hard copy) format in the specific newsletters of the discipline in addition to electronic job list serves.

Additionally, the two Commissions formed a joint task force concerned with the issue of hate crimes and sexual assault. This subcommittee focused its attention on undergraduates. The subcommittee recommendations emphasized the importance of frequently articulating and publicizing the University's position and policies regarding these issues, and stressed the importance of being proactive. The subcommittee recommended concrete means to increase diversity training for freshmen.

• *Meeting with the Provost*

Provost Dan Rich met with the Commission in February. The Commission was pleased to note the Provost's enthusiastic endorsement of their concerns and activities. Specifically, the Provost indicated his support for the development and implementation of the faculty mentoring initiative, as well as for enhancement of recruitment activities. The Provost indicated that in the next decade, the University of Delaware will have at least one hundred faculty positions to fill, thus the question of how effectively they are filled is critical to the future of the University.

TABLE 1
FULL-TIME TENURED AND TENURE-TRACK FACULTY
FALL 1996 THROUGH FALL 2005

	Full Professors			Associate Professors			Assistant Professors			Total		
	Male	Female		Male	Female		Male	Female		Male	Female	
Fall	(N)	(N)	(%)	(N)	(N)	(%)	(N)	(N)	(%)	(N)	(N)	(%)
1996	311	52	14.3	221	102	31.6	92	51	35.7	624	205	24.7
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
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	627	252	28.7
2004	308	93	23.2	194	100	34	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
Change, 1995- 2004	(15)	41	9.6	(27)	2	3.3	16	29	6.9	(26)	72	6.9

NOTE: Faculty counts include Center Directors and Department Chairpersons.

Prepared by the Office of Institutional Research and Planning, 7/24/06

• *Facts and Figures*

The percentage of tenured/tenure track women faculty at the University continued its steady but positive increase (see Table 1), an increase of 1.4% over the previous year, and an increase of 6.9% over the last 10 years. The recent increase came primarily at the assistant professor level. Of some concern is the fact that there was no increase in the number of women in full professor (leadership) positions. Percentages of women faculty and of women students continue to be strongly mismatched, especially in the sciences. The increase in tenure/tenure-track women faculty is one that must be sustained and enhanced.

In a recent report¹ Professor Nancy Hopkins of MIT noted that, "increases in the representation of women and minorities don't just 'happen,' but result from specific pressures, policies, and positive initiatives designed to increase hiring of women or minorities," and that "when these pressures abate or

expire, hiring progress stops or even reverses." Continued and enhanced attention to recruitment and retention of faculty at the University must be sustained and enhanced in order to maintain and to improve the representation of women and minorities among our faculty.

¹ *Diversification of a University faculty: Observations on Hiring Women Faculty in the Schools of Science and Engineering at MIT*, Nancy Hopkins, MIT Faculty Newsletter, XVIII(4) March/April 2006

WISE (WOMEN IN SCIENCE AND ENGINEERING)

The WISE Committee, chaired by Judy Hough-Goldstein, met with the deans of the colleges of Arts and Sciences and Engineering to discuss progress made in hiring women faculty in their respective colleges in science, technology, engineering and math. While there was positive progress in hiring women faculty in these areas in 2004-2005 (for fall '05), (Table 2), recruitment of women this year (for fall '06) has not been as successful. A caution as noted in the MIT report (see above) is that, "the regular approaches to

recruiting and hiring faculty may not be adequate to recruit women." The report emphasized the need for strong input from the deans.

The following formal description and clarification of the role of WISE within the CSW was identified:

WISE, a subcommittee of the University Commission on the Status of Women, is composed of women faculty at the University of Delaware in fields related to science, technology, engineering and mathematics, faculty with research interests concerning women faculty in these fields and the Deans of the Colleges of Engineering, Arts and Sciences, Agriculture and Natural Resources and Marine Studies, the Vice

President for Administration and selected chairs. The Committee works to initiate and support programs intended to increase the recruitment and retention of tenure/tenure-track faculty women in fields related to science and engineering and to improve the representation of women at the highest academic and administrative ranks at the University.

The College of Marine Studies under Dean Nancy Targett joined WISE this year. The College of Arts and Sciences continued awarding the WISE AFFD (Award for Future Faculty Development) to the department(s) within the natural sciences within the college showing the most initiative in recruitment of women faculty. This year, the award was given within the College of Arts and Sciences to the Departments of Biology and Psychology.

WISE members continue to be available to meet with potential faculty members, especially for departments in which there are few women faculty.

TABLE 2 PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT
FALL 2005

	Full-Time Faculty Undergraduate Students			Full-Time Faculty Graduate Students			Non-Tenure Track			Tenure Track		
	Total # Students	# Females	% Females	Total # Students	# Females	% Females	Total # Faculty	# Females	% Females	Total # Faculty	# Females	% Females
Agriculture & Natural Resources												
Animal Science & Food Sciences.....	276	230	83%	25	14	56%	3	1	33%	18	5	28%
Bioresources Engineering.....	86	4	5%	-	-	-	1	0	0%	7	0	0%
Entomology & Applied Ecology.....	102	65	64%	29	14	48%	1	0	0%	7	1	14%
Food & Resource Economics.....	68	32	47%	37	20	54%	4	1	25%	15	3	20%
Plant & Soil Science.....	59	25	42%	52	27	52%	3	1	33%	23	6	26%
Miscellaneous.....	45	23	51%	26	8	31%	-	-	-	-	-	-
COLLEGE TOTAL.....	636	379	60%	169	83	49%	12	3	25%	70	15	21%
Arts & Sciences-Humanities												
Art.....	338	231	68%	19	11	58%	4	2	50%	12	5	42%
Art Conservation.....	49	46	94%	30	25	83%	-	-	-	4	2	50%
Art History.....	66	60	91%	63	51	81%	-	-	-	12	8	67%
English & University Writing Center.....	814	547	67%	68	42	62%	8	5	63%	46	17	37%
Foreign Languages & Literatures.....	203	157	77%	32	22	69%	30	27	90%	27	14	52%
History.....	557	220	39%	78	52	67%	3	1	33%	31	8	26%
Museum Studies.....	-	-	-	-	-	-	1	1	50%	2	1	50%
Music.....	216	124	57%	20	11	57%	9	2	22%	21	8	38%
Philosophy.....	53	19	36%	-	-	-	2	0	0%	15	3	20%
Theatre.....	28	20	71%	40	13	71%	-	-	-	15	6	40%
Total - Humanities.....	2,324	1,424	61%	350	227	65%	57	38	67%	185	72	39%
Arts & Sciences-Natural Sciences												
Biological Sciences.....	898	563	63%	64	44	69%	7	5	71%	26	6	23%
Chemistry & Biochemistry.....	277	136	49%	154	64	42%	2	1	50%	30	4	13%
Computer & Information Science.....	285	32	11%	106	23	22%	2	0	0%	18	4	22%
Geography.....	88	39	44%	34	21	62%	-	-	-	12	3	25%
Geology.....	39	20	51%	19	7	37%	2	0	0%	6	1	17%
Mathematical Sciences.....	186	100	54%	40	16	40%	18	8	44%	32	5	16%
Physical Therapy.....	-	-	-	94	68	72%	1	1	100%	8	3	38%
Physics & Astronomy.....	83	25	30%	85	21	25%	-	-	-	30	2	7%
Total - Natural Sciences.....	1,856	915	49%	596	264	44%	32	15	47%	162	28	17%
Arts & Sciences-Social and Behavioral Sciences												
Anthropology.....	70	46	66%	-	-	-	2	2	100%	8	3	38%
Black American Studies.....	-	-	-	-	-	-	1	0	0%	2	0	0%
Communication.....	473	347	73%	17	12	71%	4	2	50%	10	6	60%
Early American Culture.....	-	-	-	21	19	90%	-	-	-	1	0	0%
Linguistics.....	-	-	-	25	18	72%	2	2	100%	6	3	50%
Political Science & Inter. Relations.....	659	363	55%	34	15	44%	1	0	0%	21	6	29%
Psychology.....	838	650	78%	57	34	60%	4	3	75%	26	9	35%
Sociology and Criminal Justice.....	653	343	53%	48	29	60%	2	0	0%	25	12	48%
Women's Studies.....	20	20	100%	-	-	-	2	2	100%	1	1	100%
Total - Social and Behavioral Sciences.....	2,713	1,769	65%	202	127	63%	18	11	61%	100	40	40%
Miscellaneous-Arts & Sciences												
Economics - Arts & Science.....	50	10	20%	-	-	-	-	-	-	-	-	-
Liberal Studies.....	3	3	100%	62	40	65%	-	-	-	-	-	-
Miscellaneous.....	2	0	0%	20	14	70%	-	-	-	-	-	-
COLLEGE TOTAL.....	6,948	4,121	59%	1,230	672	55%	107	64	60%	447	140	31%
Business & Economics												
Accounting.....	434	167	38%	37	14	38%	9	5	56%	20	6	30%
Business Administration.....	792	386	49%	422	146	35%	8	2	25%	29	8	28%
Economics.....	122	35	29%	73	30	41%	3	1	33%	23	3	13%
Finance.....	474	117	25%	-	-	-	2	1	50%	11	2	18%
Miscellaneous.....	349	135	39%	5	4	80%	-	-	-	-	-	-
COLLEGE TOTAL.....	2,171	840	39%	537	194	36%	22	9	41%	83	19	23%
Engineering												
Chemical Engineering.....	257	71	28%	124	39	31%	-	-	-	19	2	11%
Civil & Environmental Engineering.....	365	104	28%	89	28	31%	1	0	0%	20	2	10%
Electrical & Computer Engineering.....	224	20	9%	135	23	17%	1	0	0%	22	1	5%
Mechanical Engineering.....	394	64	16%	68	12	18%	-	-	-	21	4	19%
Materials Science.....	-	-	-	69	24	35%	1	0	0%	8	3	38%
Miscellaneous.....	-	-	-	57	24	42%	-	-	-	-	-	-
COLLEGE TOTAL.....	1,240	259	21%	542	150	28%	3	0	0%	90	12	13%
Health & Nursing Sciences												
Health, Nutrition, and Exercise Science.....	847	511	60%	65	48	74%	8	3	38%	32	14	44%
Medical Technology.....	119	88	74%	-	-	-	3	2	67%	4	4	100%
Nursing.....	660	614	93%	76	69	91%	8	6	75%	22	20	91%
Miscellaneous.....	21	11	52%	8	6	75%	-	-	-	1	1	100%
COLLEGE TOTAL.....	1,647	1,224	74%	149	123	83%	19	11	58%	59	39	66%
Human Services, Education, & Public Policy												
Fashion and Apparel Studies.....	355	350	99%	-	-	-	1	1	100%	10	9	90%
School of Education.....	733	673	92%	437	320	73%	23	19	82%	46	25	54%
School of Urban Affairs.....	133	67	50%	213	131	62%	14	7	50%	14	2	14%
Hotel & Restaurant Management.....	373	235	63%	15	7	47%	7	1	14%	8	1	13%
Individual & Family Studies.....	300	291	97%	41	40	98%	8	7	88%	15	11	73%
CHEP/Interdisciplinary Studies.....	120	97	81%	-	-	-	-	-	-	-	-	-
English Language Institute.....	-	-	-	-	-	-	12	9	75%	-	-	-
COLLEGE TOTAL.....	2,014	1,713	85%	706	498	71%	65	44	68%	93	48	52%
Marine Studies	-	-	-	101	49	49%	-	-	-	30	2	7%
University Studies	1,086	571	53%	53%	-	-	-	-	-	-	-	-
Miscellaneous: Intercollegiate Athletics	-	-	-	-	-	-	4	1	25%	2	1	50%
Miscellaneous: Vice Provost Academic Planning	-	-	-	-	-	-	-	-	-	1	1	100%
NEWARK CAMPUS	15,742	9,107	58%	3,434	1,769	52%	232	132	57%	875	277	32%
ASSOCIATE OF ARTS PROGRAM	608	326	54%	-	-	-	19	7	37%	-	-	-
PROFESSIONAL & CONTINUING STUDIES	1,198	639	53%	-	-	-	-	-	-	-	-	-
UNIVERSITY GRAND TOTAL	17,548	10,072	57%	3,434	1,769	52%	251	139	55%	875	277	32%

NOTE: Faculty counts include Center Directors and Department Chairpersons. Prepared by the Office of Institutional Research and Planning, 7/24/06
*Editor's Note: Women's Studies is an interdisciplinary program. As a result, many of its majors are double majors. If one counts double majors, Women's Studies had 73 majors.



2006 Mae Carter Award recipient Melissa Jo Brayman with Linda Russell, English Department Assistant to the Chair



The E. Arthur Trabant Institutional Award for Women's Equity was presented to Professor Marian Palley, former director of the Women's Studies Program and professor of Political Science and International Relations by President David Roselle and President Emeritus E. Arthur Trabant.



Above left: Mae Carter, former Assistant Provost for Women's Affairs

At left: 2006 Women of Excellence Lecture speaker Dr. Vivian Pinn, Associate Director for Research on Women's Health, and Director of the Office of Research on Women's Health (ORWH) at the National Institutes of Health

Cover photos: 2005 Women of Promise Dinner, (center middle) 2006 Bessie Collins Award winner Letita Jarmon with Deborah Bieler, Assistant Professor of English

COMMISSION-SPONSORED ACTIVITIES

The Commission continues to sponsor activities throughout the year to recognize and encourage the academic success of women faculty, staff and students. Highlights of those efforts are noted below.

• *Promotion and Tenure Workshop for Faculty*

In conjunction with the Center for Teaching Effectiveness and the Provost's Office, the Commission on the Status of Women organizes an annual workshop to inform faculty regarding the promotion and tenure process. Panelists and speakers

include the Provost, representative department chairs and recently promoted faculty members. Topics discussed include, among others, the dossier, the role of external reviews, and the stages of the University's tenure and promotion procedures. The workshop is always well subscribed, and feedback indicates it is highly valuable.

• *Women of Promise Dinner*

The annual Women of Promise Dinner honors exceptionally promising undergraduate women students. Tenured women faculty nominate students and accompany them to the

dinner. The keynote speaker this year was Professor Robin Morgan, Dean of the College of Agriculture and Natural Resources. Dr. Morgan, who is an expert in the study of molecular biology of Marek's disease virus, a herpes virus that causes infectious T-cell lymphomas in chickens, aptly titled her talk "Lessons from Eggs." The metaphorical lessons included: 1) the importance of looking at people as individuals and not judging them based on appearances; 2) striving for balance in our professional and personal lives; and 3) looking at mistakes as opportunities to learn.

• *Women of Excellence*

The University's women graduate students are honored each spring with a reception at the annual Women of Excellence Lecture. This year's speaker was Dr. Vivian Pinn, Associate Director for Research on Women's Health and the first full-time Director of the Office of Research on Women's Health (ORWH) at the National Institutes of Health. Her topic was "Women in Biomedical Careers: Perspectives on Opportunities and Challenge." Dr. Pinn, a member of the National Academies of Science Institute of Medicine and a Fellow of the American Academy of Arts and Sciences, received her MD from the University of Virginia. She has held teaching appointments at Tufts and at Harvard Medical School and chaired the Department of Pathology at Howard University. Dr. Pinn's presentation described the national picture for women in the sciences and provided constructive tips on successful ways to mentor women in scientific fields. A productive question and answer session followed.

• *E. Arthur Trabant Institutional Award for Women's Equity*

The Commission hosted the annual Trabant Award reception in May. This year's E. Arthur Trabant Institutional Award for Women's Equity was presented to Professor Marian Palley, former director of the Women's Studies Program and professor of Political Science and International Relations. Under Dr. Palley's leadership, the faculty of Women's Studies increased from two part-time faculty lines to four regular positions including three assistant professors and one chaired professor. Dr. Palley was honored for her efforts in mentoring women students, her initiatives in expanding the curriculum to include a more global perspective, and her service to community organizations that focus on women's equity issues.

• *New Faculty Mentoring*

The CSW matches each new tenure/tenure-track woman faculty with a woman faculty mentor. In addition to this opportunity, the Commission sponsors an informational luncheon for new faculty women in conjunction with the Office of Women's Affairs and the Women's Studies Program. The luncheon provides opportunities for new faculty women to learn about University resources and to network with their peers and with other faculty and administrators on the Commission.

• *Family Friendly Policies*

Each year the Commission works to update the Family Friendly Policies brochure. The brochure describes University policies regarding family needs (stop-the-clock, maternity leave, research sabbatical, etc.) for both men and women. It has proven to be an important recruiting tool and is sent annually to faculty, administrators and search committee chairs.

• *Meeting with Women Student Leaders*

This fall the Office of Women's Affairs and a CSW representative met with women student leaders to focus on the particular needs of women students. Information was provided

about resources and programs for women students, and participants were asked to share their concerns and suggestions. Issues raised by the students included the need to better inform women students about available campus services.

Concerns were expressed about student safety, including the need for more bus stops and additional late night escorts. A recommendation was made to better publicize Public Safety's policies about underage drinking and sexual assault, as well as the need for more personal safety workshops throughout the year.

The students suggested the following ways to improve the dissemination of information about women's issues: **1)** add links to OWA's website; **2)** support female empowerment through the use of t-shirts, posters, programs, etc. with positive messages about gender equality; **3)** include the Office of Women's Affairs and Wellspring/SOS in DelaWorld tours; **4)** include the Office of Women's Affairs in mentor training for the Life Cluster; and **5)** distribute surveys on women's issues to incoming freshmen to determine their needs.

The importance of having a more visible location for the Office of Women's Affairs was also discussed. Students felt that its current loca-

tion in Hullihen Hall could be perceived as intimidating.

AROUND CAMPUS

• *Celebrate Women! Festival*

The first Celebrate Women! Festival was held on November 2, 2005. Initiated by the Office of Women's Affairs, this festival was co-sponsored by the Center for Black Culture, HAVEN, LGBT Community Office, SAGE, SOHL, V-Day, Wellspring and the Women's Studies Department. The goal of Celebrate Women! was to acknowledge, support and showcase the talent of women through the arts and to empower all women by doing so. Celebrate Women! was successful not only due to the large turnout for the event, but also because of the diversity among the individuals who took part in the festival and those who attended. It was affirming to see such a diverse group of people come together and support the talent and accomplishments of University of Delaware female students and alumni.

• *Bessie Collins Award and Mae Carter Award*

The Commission and the Office of Women's Affairs sponsored a reception for recipients of the Bessie Collins Award and the Mae Carter

COMMISSION ON THE STATUS OF WOMEN 2005-2006 ROSTER

Chairperson

Pamela Cook, Associate Dean for Women's Programs, Engineering, Professor, Mathematical Sciences

Members

Anne Boylan, Professor, History

Sylvia Brooks, Director, ASPIRE Coordinator, School of Education

Sandra Carberry, Professor, Computer and Information Sciences

Patricia Deleon, Professor, Biological Sciences

Erica Armstrong Dunbar, Assistant Professor, History

Marlene Emara, Associate Professor, Animal and Food Sciences

Diane Ferry, Associate Professor, Business Administration

Judith Hough-Goldstein (Chair, WISE) Professor Entomology and Wildlife Ecology

Wanda McCracken (SSAC Rep, Fall) Senior Secretary, English

Sue McNeil, Professor, Civil and Environmental Engineering

Lisa Plowfield, Chairperson, Nursing

Kristine Ritz-Coll (PAC Rep) Coordinator, CHEP Office Student Support Services

Jessica Schiffman, Assistant Director, Women's Studies

Monika Shafi, Director, Women's Studies Elias Ahuja Professor, Foreign Languages and Literatures

Janine Sherrier, Associate Professor, Plant and Soil Sciences

Diana Simmons (SSAC Rep, Spring) Administrative Assistant, Urban Affairs and Public Policy

Barbara Williams, Associate Professor, Physics and Astronomy

Ex Officio

Donna Tuites, Coordinator, Women's Affairs

Maxine Colm, Vice President for Administration

Judith Gibson, Assistant Vice President, Affirmative Action and Multicultural Programs

Staff

Dana Brittingham, Senior Secretary, Women's Affairs

Ashleigh Brown, Graduate Assistant Women's Affairs

Award, each of which recognizes the achievement of a returning adult woman student. Melissa Jo Brayman, Ph.D. candidate in Biological Sciences, received the Mae Carter Award and Letitia Jarmon, a senior in English Education, received the Bessie Collins Award. Beginning November 1st, Melissa Jo will be a post-doctoral researcher at the University of California, San Diego; Letitia will be teaching English at Delcastle Technical High School in Wilmington, Delaware, this fall.

• *Women's Studies*

Women's Studies developed a new minor in "Sexualities and Gender Studies" that will be launched in "the fall of 2006. Larry Peterson, Professor of Music, will serve as coordinator. Additionally, in an ongoing effort to expand the program's international scope, a study abroad program to India was inaugurated in Winter Session, 2006, and a study abroad session in Argentina was sponsored in conjunction with the Department of Foreign Language and Literatures. Women's Studies continued to increase enrollments, teaching 3,384 students in 117 classes.

• *Women's Intercollegiate Athletics Program*

Women continue to be actively involved in the University's intercollegiate athletics program; three hundred and thirty-four women participated in twelve intercollegiate sports during the 2005-2006 year. Congratulations to the female student athletes for their successful year in the Colonial Conference: the women's rowing team placed first; the basketball, soccer, and softball teams placed third; and the cross country team placed fourth.

• *Activities for and by Students*

Three University of Delaware students, Sarah Seabrook Jones, Kira Mineroff, and Caitlin Nichols wrote

CSW RECOMMENDATIONS

- I. Development of and institutionalization of a "Women in Science and Engineering Program" based on successful national models. This program would work towards improving the institutional climate for, enhancing institutional policies for, and improving the recruitment and retention of women in science, technology, engineering and mathematics, thereby improving the climate and policies for all women and all faculty at the university.
- II. Establishment of a position of University resource/ombudswoman for the benefit of all faculty, but especially for the benefit of women and under-represented minority faculty. The individual selected should be a senior tenured faculty member familiar with university policies, procedures, and practices. Strong mentoring skills and a strong ability to work with senior administration is essential for the success of the ombudswoman. It is recommended that this faculty member be part of the Office of the Provost and be substantially involved with the "Faculty mentoring and advancement to leadership" initiative.
- III. Continued strong support and proactive leadership from the administration for the "Mentoring and advancement to leadership" initiative.
- IV. Continued pro-activity regarding programs that enhance the safety and security of women, especially students. These programs include: educational activities for the entire campus community regarding diversity and behavior consequences; continued administration support for the effectiveness and efficiency of the University's bus system and escort services.
- V. Establishment of the Office of Women's Affairs in a geographic location which is more visible and accessible to students.

winning papers presented at the Geis Student Research on Women Conference, sponsored by the Office of Women's Affairs, the Commission on the Status of Women, Women's Studies, and the Greater Philadelphia Women's Studies Consortium.

Students continued to be active in a number of initiatives including Sexual Assault Awareness Month. In addition, programs were designed for incoming freshmen and upper class students to provide information about sexual assault, harassment, and dating violence. During DelaWorld, the Office of Women's Affairs, Wellspring, and Public Safety supplied information to students and parents on sexual harassment, acquaintance rape, and support for such sexual offenses.

• *Public Safety Escort Service Expanded*

This year, Public Safety's student escort service was substantially expanded. Usage of the escort program, which has been in place for several years, grew roughly three-fold; from 3,943 escorts provided in 2004-2005 to 12,131 escorts provided in 2005-2006. The boundary limits for the escort area were extended to include areas east of Chapel and Main Street. The escort service offers a way for students and staff to travel safely on campus and surrounding streets. The Commission applauds the increase in resources for this important program.