2014 Report to the President

August 2015

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Executive Summary

The Women’s Status Committee has conducted a preliminary analysis of gender equity among faculty and administration, largely focused on the Tampa campus. While we find that USF is not entirely out of line with national norms, the national status quo is not acceptable to forward-thinking institutions. We find that women are over-represented in contingent faculty ranks and under-represented in leadership positions, especially in mid-level positions like Department Chairs.

The WSC will be a key participant in USF’s Title IX conference in September, and encourages the President to support our activities next year:

- A careful and thorough analysis of gender equity at USF, including an analysis of salary data and a campus gender climate survey.
- A reinvigorated relationship with the Florida and Hillsborough County Commissions on the Status of Women.
- A return to a focus on Women’s History Month programming, supported financially by the university.

WSC Charge & Mission

The Women’s Status Committee is responsible for advising the President of the University on matters affecting women faculty, staff, and students of the University. The committee shall be particularly concerned with those university policies concerning the welfare and activities of women with regard to educational and employment opportunities at the University, as well as the social and cultural climate in the University setting.

As part of that charge, we understand the Committee’s Mission to be:

- Encourage, support, and participate in activities that highlight women’s issues and concerns;
- Direct and review attention to ensuring equal access to educational opportunities and services provided to women by the university (e.g., scholarship opportunities for women);
- Review factors contributing to the overall physical and social well-being of all women on campus (e.g., women’s health care coverage and provisions by the University, family day care concerns, family leave, etc.);
♦ Address issues concerning **equitable pay for women** in hiring, retention, and promotion (e.g., support studies to investigate and promote the employment and retention of female faculty and staff, and the promotion and compensation of women into tenured or high-level positions);

♦ Recognize **leadership** qualities in those who have exhibited a willingness and ability to nurture, support, and advance women and girls. This includes mentoring in the community, focusing on the health and well-being of women and girls, fostering programs that support women’s leadership, affecting policy and decision-making, and working on social justice issues.

### WSC Membership

Camille Blake  
DIEO Office (Ex Officio)  

Catherine Lynch  
USF Health

Kiersten Cox  
Library and Information Science  

India Witte  
USF Foundation/WLP

Diane Price Herndl, Chair  
Women’s and Gender Studies  

Emmilia Fontaine  
Student

Eileen Dabrowski  
USF Advocacy Program  

Maggie Hall  
Student

Sgt. Charlotte Domingo  
USF Police Department  

Jessica Vanek  
Student

Vicki Gregory  
Library and Information Science

Marcy Lanoue  
USF Athletics
Report to the President

This has been a rebuilding year for the WSC. We have added three new faculty/staff members to the committee over the course of the year, from key areas of the university—Athletics, USF Health, and Women in Leadership and Philanthropy. We hope to continue this momentum during the coming year to develop a more robust and active committee. We are still waiting for support from the DIEO’s office to repair the broken system for inviting and vetting new members. In the interim, we have been welcoming all faculty/staff members who are willing to work on the committee.

This has also been a year of assessing the role of the WSC and working out its relationship to the Title IX committee and strategic areas of cooperation. The WSC, in cooperation with the Department of Women’s and Gender Studies and our new Title IX officer, Crystal Coombes, will be sponsoring a film screening of the documentary about college sexual assault, *The Hunting Ground*, on September 8, as a kickoff to the Title IX Conference at USF. We look forward to continuing to cooperate with the Title IX officer and the Title IX committee on sexual assault issues and other gender-related concerns at USF, but, as do the members of the Title IX committee, we believe that there needs to be a better mechanism for communication and cooperation between the different units on campus that focus on issues of gender, race, and equality.

At last year’s meeting, President Genshaft, you asked if we still needed a Women’s Status Committee, and the WSC took that question to heart, to investigate whether we have now achieved enough equality at USF so that we no longer need to be concerned about gender equity issues at USF. We undertook several preliminary measures of trying to understand how well USF is doing at promoting gender equity among faculty and staff positions, and especially in leadership positions. These preliminary studies are just that—preliminary. They use the rather unsubtle mechanism of simply highlighting and calling out statistics on numbers of men and women. This overlooks other measures of diversity, other questions of gender expression, and does not probe questions of salary equity or gender climate. Our studies, however, highlight that further, more subtle examination is necessary to ensure that USF stands as an exemplar of gender equality and leadership.

**Gender Equity in Faculty Ranks & Hiring**

Nationally, women make up more than half the PhDs received, but only about 34% of faculty at doctoral-level universities, and only 26% of tenured faculty at doctoral universities. USF is in line with national trends, in that there are more women clustered at the lower ranks:
Unfortunately, USF also follows national trends in numbers of female faculty who make up more contingent teaching positions, or positions without a strong pathway to advancement.

When we examine the 2014-15 faculty hiring data, on first glance, it appears that the USF System has a strong record of gender equity in hiring new faculty, hiring slightly more women than men:

![Chart showing numbers of male and female faculty by rank, USF System, 2014-15](chart1.png)

But probing that data reveals some areas of concern:
While we still had a strong record of hiring women in tenure-track positions, there was great disparity in hires with tenure.

Further, if we look at the Tampa campus and do not include USF Health, the disparities are rather startling:

Overall, it does not appear that there is a crisis, but the situation does appear to be an issue worthy of further examination and discussion. Anecdotal evidence from the 2015-16 faculty hiring process suggests that new criteria emphasizing grant activity before hiring may be having a chilling effect on gender equity in faculty hiring, but that is still anecdotal. Human Resources will not have the data on that until mid-August.

**USF Health Case Study**

Catherine Lynch, Associate VP for Women’s Health and Faculty Development of the USF Morsani College of Medicine, worked with data from the Women in Medicine and Science Benchmarking Tables to assess how USF MCOM is doing in terms of gender equity for faculty in medical schools. In terms of total full-time
faculty and percentages of tenured faculty who are women, USF MCOM is in line with national trends (which are disappointing in general):

**Full-Time Full Professors and Tenured Faculty**

Women as a count or percentage of total women and men in category

<table>
<thead>
<tr>
<th>USF MCOM – Full Professor Rank</th>
<th>National – Full Professor Rank</th>
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<tr>
<th>USF MCOM – Tenured</th>
<th>National – Tenured</th>
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<td><img src="image3.png" alt="Graph" /></td>
<td><img src="image4.png" alt="Graph" /></td>
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Source: Women in Medicine and Science Benchmarking Tables, Table 7

But benchmarks for percentages of women who are tenured or are full professors at USF MCOM fall far behind national averages for men:
In terms of leadership in USF MCOM, the college seems to be matching national trends (which, again, do not reflect gender equity):

**Administrative Leadership Positions**

Source: Women in Medicine and Science Benchmarking Tables, Table 7 and 16a
Gender Equity in Leadership

USF is one of the few research-intensive universities in the country to be headed by a woman president, so we are already have national stature in terms of gender equity in academic leadership at the very top. We wanted to see how USF is faring in terms of the academic leadership pipeline: women in other administrative posts. While we appear to be near, or even ahead of, national norms in senior leadership, we do not seem to be building a cohort of women department chairs who could move into those positions later:

There are two concerns not reflected in these graphs: first, these graphs do not assess what the climate is for women holding those positions. Many studies indicate that simply having a woman in a position does not ensure that an organization promotes gender equity. Second, studies consistently show that a “critical mass” of 35-40% of people considered outside the dominant group is necessary to escape tokenism in leadership. Further studies need to include issues of other forms of identity, not just sex.
Recommendations to the President

The WSC offers the following recommendations:

1. **Authorize and support a comprehensive analysis of gender equity among faculty and staff at USF.** We believe we have just scratched the surface of a thorough analysis. A careful, thoughtful analysis would include not just the sex of people holding various positions, but would include an analysis of gender identity and race, promotion rates, hiring practices, and, of course, salary equity. Such a study would also include a comprehensive gender climate survey. That outlines a substantial amount of work; we believe that the issues are significant enough to the standing of the university that this work should be supported by funding from the president’s office to provide access to staff members to assist.

2. **Support the WSC’s engagement with the Florida State Commissions on the Status of Women.** The Chair of the committee has participated in state-wide conference calls, but with no funding to support such engagement, there can be no travel or active participation. With the newly re-invigorated Hillsborough County Commission on the Status of Women (on which four USF faculty/staff members serve), we have an opportunity to connect USF to the wider community and to concerns about women across the county.

3. **Restore previous years’ levels of funding to the committee to encourage more active programming, especially surrounding Women’s History Month.** The funding for the WSC is one quarter of previous years’ funding levels. While it may not be necessary to return to such generous levels of support, the committee cannot really offer substantial programming or undertake much research on the status of women in the university of community. Women’s History Month has had little to no recognition at USF in the recent past, and could be a major focus of the WSC’s programming, given sufficient resources.

The WSC joins the Title IX Committee in its findings and recommendations:

4. As our report indicates, we find that there are still gender inequities among faculty and administrative staff; we agree with the Title IX committee’s assessment that “USF is make no progress toward gender equity, but nor is it regressing …”

5. We, too, find a need for more, better, and clearer communication among all the entities on campus that are charged with gender, ethnic, and sexual identity equality on campus to prevent duplication of efforts and conflicts in scheduling. We believe there is a need for a regular meeting of the chairs of all organizations formally charged with such investigations and promotions.

6. We wholeheartedly endorse and support the efforts of the Title IX Office in its comprehensive overview of all USF Title IX components.
Organizational Charts, Coded by Gender

To get a sense of the gender balance in leadership across USF Tampa, we present the following organizational charts, coded green for women and gold for men:

Deans: 18, 6 F / 12 M
E/Sr. VPs: 5 M
VP: 4 M
Student Affairs