

Women's Concerns Committee Annual Report May 7, 2010

The Women's Concerns Committee worked with a wide variety of groups across campus this year to address issues of concern to women faculty, staff, and students.

Summary of WCC Activities, Summer 2009 through May 2010

- 1) The WCC began the academic year working on the Consensual Relationships Policy and a revised Sexual Harassment Policy that had been prepared by last year's WCC and were being taken up by the FEC for faculty vote. The WCC of last year followed the approach in both these areas of combining student, staff, and faculty language into one general policy, with different routes for redress. Everything went fine with the Sexual Harassment Policy, with which this year's WCC had no problems and which passed the faculty during block 2.
- 2) However, the Consensual Relationships Policy was another matter. This year's WCC did have some significant substantive problems with that document as it existed and thought that CC could do better. Therefore, the faculty chair of the WCC rose on the faculty floor block one and asked for the policy back in order to improve the language and make it more consistent and in order to make it a true general policy for students, faculty, and staff alike. However, even though the chair of the FEC assured the committee that the WCC could have the document back for one block to work on its improvement, the FEC decided against doing this. The WCC tried to get the policy referred back to the committee on the faculty floor, but the vote failed. The result is that CC is at this writing **without a Consensual Relationships Policy that applies to staff**. The committee feels that this is not a best practice for CC. These policies provide education for employees as well as sanction. Are any and all consensual relationships between students and staff still okay at CC? It would seem that CC has no present sanctions against, or guidance for, any such relationships.
- 3) The problems that the WCC faced regarding the Consensual Relationships Policy exposes a problem that exists between the standing committees and the FEC: communication from the FEC to the standing committees appears inadequate and often not seemingly respectful of the committees' work and charge. This is not a collegial way to relate to a committee and is not in the best interests of the college as a whole.
- 4) In January 2010, the WCC was surprised to learn, quite by accident (Minority Concerns Committee told the WCC), that searches had been going on at the college since Summer 2009 without properly appointed WCC and MCC representatives, as prescribed in the faculty handbook. How and why this happened is not known: though the leadership of WCC and MCC met together with Barbara Wilson, who initiated the change, she could offer the committees no real explanation for why the WCC or MCC were never informed of certain exempt staff searches. Though the matter was eventually resolved and the previous practice has now been resumed, several people were hired at the college this year "out of process." This exposes another problem with process at CC: the fact that some policies that apply generally appear only in the Faculty Handbook. Are some staff getting the message that the Faculty Handbook is irrelevant to college governance? CC would do well to put together an orderly process for the approval of policies, not only for the good of the entire campus, but especially for the good of women and minorities.
- 5) Throughout the year, the WCC selects representatives for searches across the college. In the spring of each year the WCC chair discusses with the deans who might be appropriate WCC/Cognate representatives for faculty search committees. This process continues

though the next year as searches go on and more searches are authorized. It is always a challenge for us to communicate our expectations with these representatives and to receive the follow-up reports on the process and outcomes of the searches.

- 6) The WCC began the year intending to complete a study of what some on the committee believe could be a chilly climate for women and minorities at CC. However, difficulty obtaining data and other routine committee work that intervened prevented us from completing that project this academic year. The WCC intends to continue work on that project next year. However, as faculty chair Eileen Bresnahan is on leave in the fall, the status of this project is presently unclear.
- 7) The WCC was approached mid-year by a student who felt that she had been damaged by the college's process for resolving student complaints of sexual harassment. Although her claim had been dismissed and she accepted that, she complained that the process for resolving such complaints is difficult, stressful, and scary for students who are trying to protect their rights. WCC has submitted a memo to President Celeste, Dean Ashley, and FEC Chair Murray detailing this incident and calling for specific changes in the process for resolving students complaints of sexual harassment.
- 8) Early in the year, the WCC received a complaint from a student that women students were being routinely disrespected and discouraged by a professor at the college, and that this behavior had been going on for years. WCC decided, for reasons that must remain confidential, that the issue was not appropriate for follow-up at this time. However, the WCC will monitor the situation to see if it is ongoing and will continue to try to address such problems by working for appropriate future faculty hires.
- 9) In October 2009, the WCC held our annual gathering with students and staff (thanks to President Celeste and Dean Ashley for funding!) to identify issues of importance. We followed up on the matters of concern that were raised.
- 10) In March 2010, the WCC received a call from Jonathan Bredin of the FEC to resume work on a draft of a Parental Leave Policy, which was forwarded to the WCC from the Compensation Committee last academic year. Various versions of the policy have been circulating around the committees for years. The WCC appointed Peggy Berg and Jessica Bennett to represent the WCC on this ad-hoc committee, but the process proved unsatisfactory to the WCC and its members who worked directly on the policy. Without any prior notice to the WCC, in the middle of block eight, an all-campus meeting was announced by Vice President Robert Moore, surprising the WCC (and the Women's Faculty Caucus, which has also been involved in this policy for a very long time). As with the Consensual Relationship Policy, the WCC felt that the Parental Leave Policy wasn't really "finished" to the committee's satisfaction nor had the committee received any communication from Vice President Moore's office as to what the final approved policy would look like. This sort of process is very frustrating to the people who work on these issues for the college, at least some of whom have real professional credentials and expertise in these areas and ongoing familiarity with best practices nationwide. This is neither efficient nor respectful to the people who develop and work on these policies.
- 11) In working on both the Consensual Relations Policy and the Parental Leave Policy, the chairs of the WCC felt puzzled about what is the route of flow for such policies – i.e., there is no set process for college policy and how policies get passed. If a document has gone to the FEC, can it never come back to a committee? Isn't the point to get policies and policy making into a form of "best practices"? Communication up and down the line remains poor. Process at the college must be more clearly specified to benefit all campus constituencies. There exists by now a large body of data demonstrating that "out-groups" of the different are benefitted by regular and carefully followed procedures, while

insiders are benefitted by loose and informal structures and procedures, especially when even these are sometimes ignored.

12) The WCC about mid-year petitioned the FEC to appoint Heather Horton, Sexual Assault Response Coordinator, an *ex officio* member of the WCC. We have heard nothing back,

Tenure-Track (TT) Hires of New Faculty to begin Fall 2010

There were six successful TT faculty hires in academic year 2009-10; four women were hired along with two men.

Tenure-track faculty hiring as of 4/16/10 – Compiled by Susan Ashley

	The short list (off campus and/or phone interviews)					On-Campus Interviews				
	Male	Female	AEM	Int	Total	Male	Female	AEM	Int	Total
Arabic	6	9	8	7?	14	1	2	1	2	3
Drama/Dance	4	12	1	5	16	1	2	0	1	3
Econ & Business	22	7	6	20	29	1	2	2	1	3
Mathematics	15	9	2	1	24	1	2	0	1	3
Spanish: #1	2	8	2	7	10	1	2	0	2	3
Spanish: #2	8	5	0	4	13	2	1	0	1	3
	Pool								Hire	
	Female	Male	Am. Ethnic Minority	International	Total					
Arabic	9	24	12	21	33	Mona El-Sherif				
Drama/Dance	67	41	21	9	108	Ryan Platt				
Econ & Business	57	116	8	47	173	Maroula Khraiche				
Mathematics	51	174	20	42	225	Andrea Bruder				
Spanish: #1	51	22	5	42	73	Daniel Arroyo-Rodriguez				
Spanish: #2	18	36	2	25	54	Carrie Ruiz				

Spanish #1: Post-Franco

Spanish #2: Golden Age

Summary Statistics on Recent TT Faculty Hiring (compiled by Susan Ashley)

1) For the five academic years from 2006-07 through 2010-11:

34 hires

19 women: 55.9%

15 men: 44.1%

11 international: 32.3%

6 American ethnic minorities: 17.6%

2) For the three previous academic years, 2003-04 through 2005-06:

29 hires

11 women: 37.9%

18 men: 62.1%

6 international: 20.6%

4 American ethnic minorities: 13.8%

3) Aggregate for the whole eight years: 2003-04 through 2010-11:

63 hires

30 women: 47.6%

33 men: 52.4%

17 international: 27.0%

10 American ethnic minorities: 15.9%

This seems to indicate that though we have had five recent good years of hiring women and redressing the numerical gender inequality on the TT faculty. The college has achieved little gain in the last eight years in increasing the total number of women on the TT faculty, and they remain a numerical minority.

New Faculty Searches Presently Approved for 2010-11

1. Biology – Eukaryotic Cell Biologist
2. Chemistry – Organic Chemist
3. Philosophy – Analytic Philosopher
4. Political Science – American Politics
5. Italian – Italian with Language Specialty
6. Economics – Macroeconomist
7. Spanish – preference for Latin American expertise, including Portuguese

No Cognate/WCC representative have yet been selected for any of these searches, though discussions between the deans, WCC, and departments is ongoing.

Completed Administrative Searches, Summer 2009 through May 2010

1. Help Desk Manager (internal promotion) – WCC rep Terri Akse – White male
2. Staff Nurse, Boettcher – **no WCC rep asked for or appointed** – Hispanic female
3. Staff Nurse, Boettcher – **no WCC rep asked for or appointed** – White male
4. Lab Supervisor – **no WCC rep asked for or appointed** – Native American female
5. Director of Enterprise Information Systems – **no WCC rep asked for or appointed** – Asian male
6. Coordinator of Sports Services – **no WCC rep asked for or appointed** – White female
7. Head Men's LaCrosse Coach – **no WCC rep asked for or appointed** – White male
8. Associate Dean of Students – WCC rep Lisa B Hughes – search failed
9. Meta Data and Systems Librarian – **no WCC rep asked for.** However, this is the search in which we found out WCC was regularly not being represented – WCC rep Terri Akse – White male

On-going Administrative Searches, Summer 2010 Forward

Admissions Counselor/Assistant Director of Admissions – WCC rep Jessica Bennett

Director of Parent and Student Relations – WCC rep Kris Jones

Printer of the CC Press – WCC rep Amy Brooks

Respectfully submitted,

Eileen Bresnahan, Associate Professor of Feminist and Gender Studies, Faculty Co-chair

Terri Akse, Director of Network and Systems Services, Staff Co-chair

Lisa B. Hughes, Associate Adjunct Professor, Comparative Literature

Peggy Berg, Professor of Drama/Dance

Jessica Bennett, Athletic Marketing Manager, Internal

Amy Brooks, Special Collections Coordinator, Tutt Library

David Ziemba, Lab Systems/Network Engineer

Heather Horton, Sexual Assault Response Coordinator, *ex officio*

Linda Petro, Assistant to the President and Board of Trustees, President's Office

Elizabeth Ludwig, Student

Berenice Torres, Student