

72

**PRESIDENTIAL COMMITTEE  
ON THE  
ROLE AND STATUS OF WOMEN ON CAMPUS**

Report to the President  
June 6, 1991

Since receiving its charge on January 31, 1991, the Committee on the Role and Status of Women has met on a weekly basis. The following is an outline summarizing the Committee's progress to date, immediate goals for the 1991-1992 academic year as well as issues for discussion.

**I. Progress to Date**

**A. Definition and Scope of the Task**

1. In examining the role and status of women on campus, the Committee identified five constituencies, each with unique issues/concerns as well as issues common to all women on campus. The identified constituencies include:
  - a. students
  - b. classified staff
  - c. professional staff
  - d. faculty
  - e. administrators
  
2. For each of the constituencies, eight dimensions of concern were identified:
  - a. admissions/hiring
  - b. retention
  - c. development opportunities
  - d. stipends/salary
  - e. support
  - f. climate
  - g. formal and informal information networks
  - h. graduation/promotion
  
3. In examining each dimension of concern for any given constituency, an eight action-step process is required:
  - a. assessment
  - b. goal setting
  - c. establishment of policy and procedures
  - d. implement policy and procedures
  - e. evaluate outcomes/goal attainment
  - f. modify in accordance with evaluation findings
  - g. implement
  - h. monitor progress/accountability
  
4. The Committee's task as outlined above has 320 sub-tasks as represented in the following model:

DIMENSIONS

Admissions/Hiring

Retention

Development Oppor.

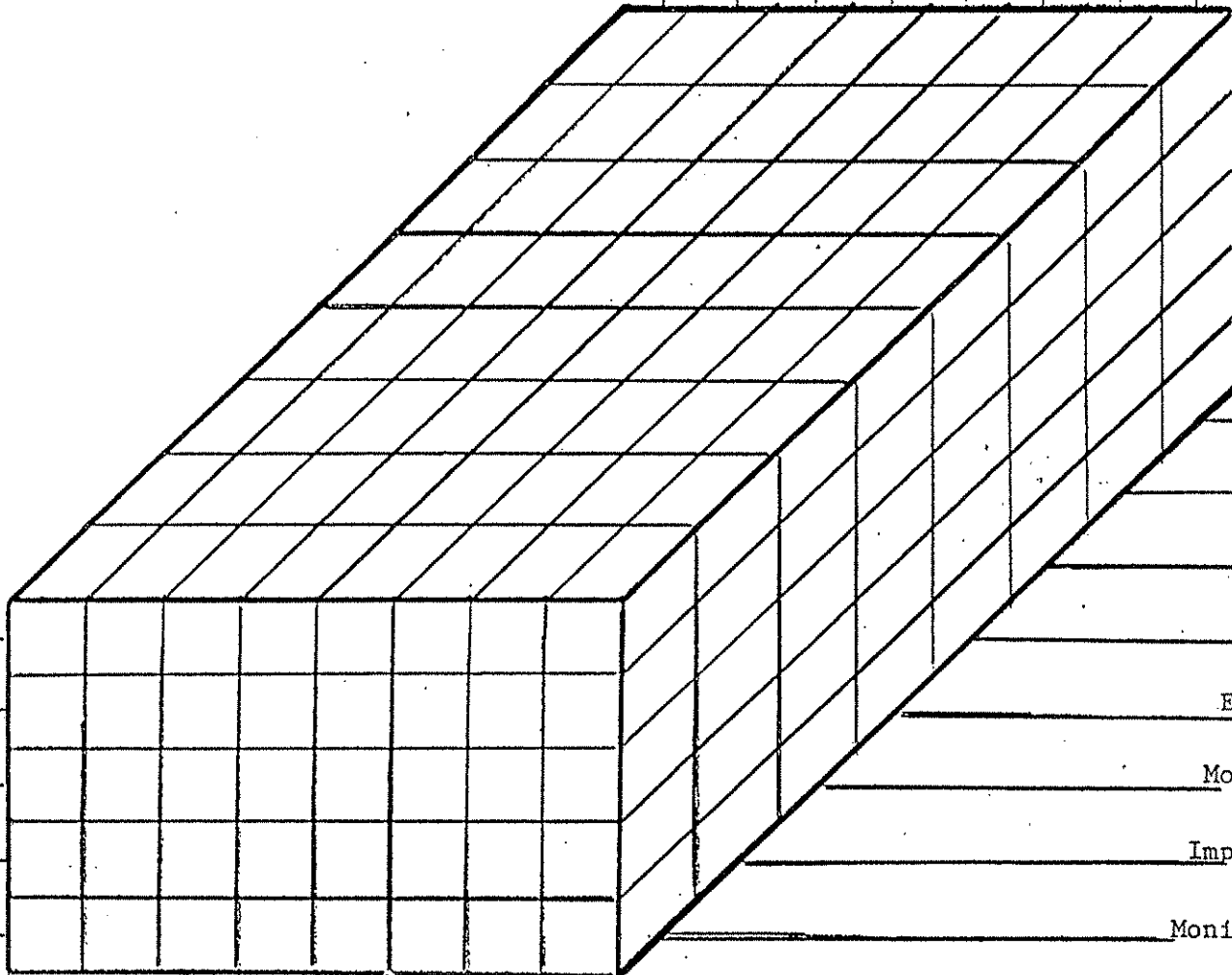
Stipends/Salary

Support

Climate

Formal/Informal Info Networks

Graduation/Promotion



ACTION STEPS

Assessment

Goal Setting

Policy/Procedures

Implement

Evaluate

Modify

Implement

Monitor/Accountability

CONSTITUENCIES

Students

Classified Staff

Professional Staff

Faculty

Administration

5. The Committee further recognized the need to address concerns, specific to identified sub-groups within each constituency, arising from diverse multi-cultural issues.

**B. Committee work to date: Review of Current Status**

**1. State-wide Perspective**

- a. AAUP's Committee W: state/national statistics
- b. CSU Representatives to the Regents: state-wide concern

**2. Institutional Perspective**

- a. Women's Comprehensive Program (Mareyjoyce Green, Libby Chesko & Joanne Perko)

- functions: academic, student services, outreach
- lines of reporting
- funding ("I" budget only)
- status of women's studies minor
- status of women's studies major

- b. Affirmative Action (Melodie Yates)

- search committee composition/guidelines
- search policies and procedures
  - current policy statement
  - position paper
- needed for institutional handbook on Affirmative Action policies and procedures

- c. Institutional Research (Sue Lindsey)

- status of current data bases
- status report on representation by women
- workload analysis
- Professional Staff: Level x Salary

**II. Goals for 1991-1992 Academic Year**

**A. Committee Goals\***

1. The Committee will review and draft revisions for institutional policies impacting upon women.
2. The Committee will review the implementation process and subsequent results of the workload analysis project. Particular attention will focused on

the potential gender bias in assignment of weights to workload factors and to the analysis of the results.

3. In cooperation with Student Life, the Counseling Center and the Women's Comprehensive Program Center, the Committee will develop a series of workshops for students, faculty and staff and administrators addressing the role of women on campus.
  4. The Committee, in cooperation with Affirmative Action, will develop and/or review procedures for the implementation of the University's Sexual Harassment Policy.
  5. The Committee will sponsor and provide support for the mentoring program for new and pre-tenure women faculty proposed by Dr. Rosemary Sutton and Dr. Elyse Fleming.
  6. The Committee will review the recent report from the Presidential Advisory Committee on the Status of University Programs for Women Athletes and develop recommendations as needed.
  7. Analyze current policies concerning part time employees, review models from other institutions and recommend appropriate policy changes to the administration.
  8. Organize sub-committees comprised of women from across campus to begin to address programmatic issues of concern.
- \* Some Committee goals are contingent upon funding of the proposed budget (Item III.D. below).

#### B. Institutional Goals

1. The President, in consultation with Affirmative Action, will:
  - a. establish mutually acceptable goals for the representation of women in administrative, faculty and staff positions to be achieved through hiring and promotion.
  - b. evaluate institutional progress toward those goals on a regular basis.
2. Women faculty and staff, or women professionals within the discipline, external to the University, will be represented on all search committees.
3. In accordance with University policy ("Affirmative Action Policy Statement and Program for Equal Employment Opportunity at the Cleveland State University," January 22, 1973, pg. 8 [C]), the performance evaluation of Vice Presidents, Deans and Department Heads will be based, in part, on his/her Equal Employment Opportunity efforts and results.

4. The Office of Admissions will conduct a survey of student admissions by college with specific emphasis on the admission and retention of women in nontraditional areas of study.
5. The Provost and Deans will determine what type of staff development opportunities exist (including, but not limited to, conference travel, research support and training workshops) and evaluate the equitable distribution of development opportunities for administrators, faculty and staff.
6. The President will create an internal administrative internship program and/or support external administrative "internship" programs such as Harvard's Institute for Educational Management or Carnegie Mellon's College Management Program.
7. The Provost will increase the amount of funding to the Women's Comprehensive program to allow for the expansion of instructional and programming/service components.

**III. Issues for Discussion and Action on Thursday, June 6, 1991**

- A. Publication of Status Report Summary
- B. Impact of current budget on women (layoffs/new hires)
- C. Fall Workshop for Vice Presidents, Deans and Directors
- D. Operating Budget for Committee
- E. Administrative accountability for Affirmative Action
- F. Recent Appointments

Presidential Committee on the Role and Status of Women

Budget Request

June 5, 1991

	<u>Itemized Costs</u>	<u>Total Projected Costs</u>
1. Annual Status Report		
a. Design/layout	\$ 0.00	
b. Typesetting	150.00	
c. Printing (2 color, 2 sided, folded)	1,000.00	
d. Labels, on-campus	0.00	
	<hr/>	<hr/>
	\$1,150.00	\$1,150.00
2. Professional Development (2 speakers)		
a. Honorarium	3,000.00	
b. Airfare	500.00	
c. Hotel (2 nights)	130.00	
d. Meals (2 days)	120.00	
e. Reception (\$3.00/person)--50 people	150.00	
f. Dinner with University personnel	300.00	
g. Video-tape of sessions and copies	33.00	
h. Flyers announcing lectures (3,000 @ .03)	90.00	
i. Postage for off-campus mailing of flyers	25.00	
	<hr/>	<hr/>
Per Speaker:	\$4,348.00	\$8,696.00
3. Mentoring Program	\$1,100.00	\$1,100.00
4. General Operating Costs		
a. Graduate Assistant	\$3,250.00	
b. Telephone	400.00	
c. Xerox	280.00	
d. Mail	50.00	
e. Printing	250.00	
f. Publications	300.00	
g. Miscellaneous	200.00	
	<hr/>	<hr/>
	\$4,730.00	\$4,730.00
		<b>TOTAL: \$15,676.00</b>

Note: Future considerations to include office space, computer, etc.