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The Status of Women at the University of Dayton: 2019-2020 Report Card

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Mary McLoughlin

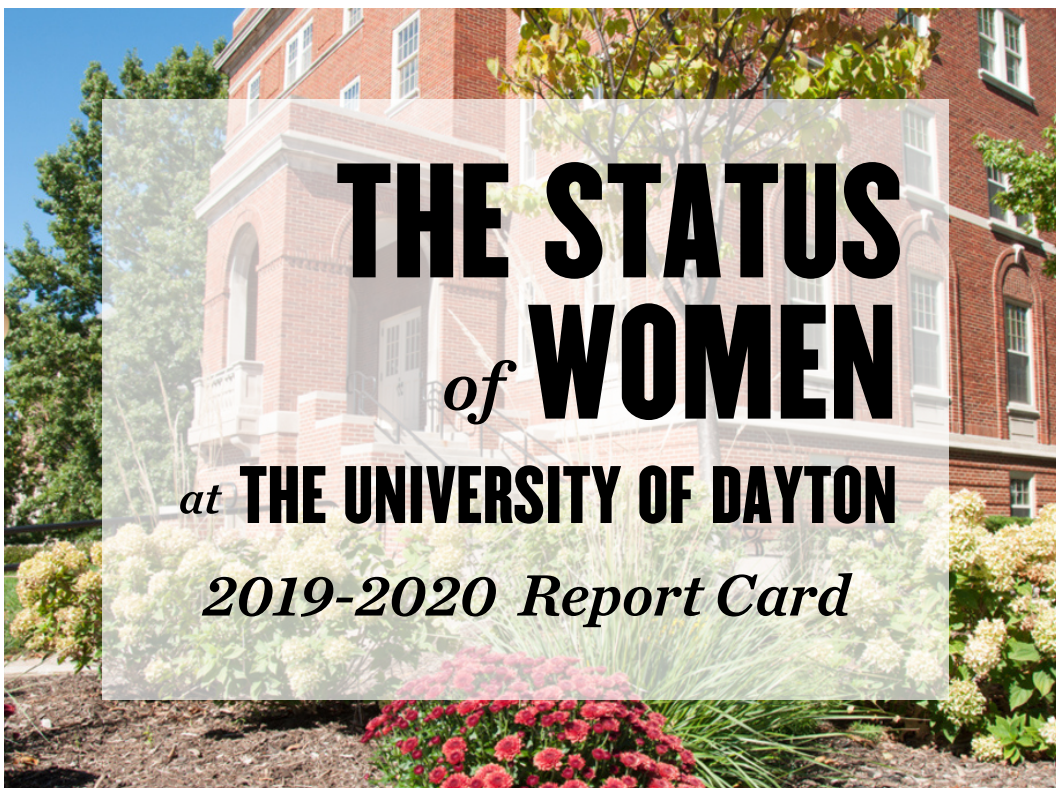
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University of Dayton
Women's Center

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About the Report Card

In this second iteration, the "Status of Women at the University of Dayton: 2019 -20 Report Card" continues the effort of the inaugural report card in measuring the representation of women across the UD workforce and in leadership roles, with a focus on highlighting changes from year to year. Our goal in generating this report card is to annually evaluate progress toward increasing institutional diversity and promoting equity for women-identified staff and faculty. In doing so, the report identifies areas where progress is being made and areas where more work is needed. The report card is also a space to share progress on gender equity initiatives led by the Women's Center and other units across campus.

Data presented in this report card was provided by the university's Institutional Research Office and represents data collected in fall 2019; all gender and racial categories are self-reported. This year's report card has some notable changes from the previous academic year, including: a focus on disciplinary differences among faculty by rank; and a breakdown of job categories within both exempt and non-exempt staff. We believe these changes add to our understanding of the gendered division of labor within the institution and its connection to pay, job security, and advancement. As with the previous iteration of the report card, we disaggregated the data to more clearly show the differences between and among women (and men) by examining both gender and race.

Highlighted Changes to Women's Representation

Administration

In terms of senior leadership, in Fall 2019, the number of women serving as senior administrators increased by two and the number of women on the Board of Trustees increased by three, including Mary Boosalis, who became the first woman appointed as Chair of the Board. However, there were still no women of color serving as senior administrators or members of the President's Cabinet. In terms of Academic Leadership, three more women were named department chairs from the previous academic year, and two of the six deanships are now held by women, a growth of one.

Staff

In the 2018-19 Academic Year, women made up 52% of non-leadership staff positions and 55% of leadership positions. "Leadership" in this report card is defined as Director and above. For the 2019-20 AY, the percent of women in non-leadership positions declined to 49%. While the total percent of women in staff leadership positions has remained around 55%, the percent of women of color in staff leadership positions has slightly decreased. Out of the 12 staff divisions, seven divisions have women in equal to or greater than 50% of leadership roles. This year, Academic Divisions and Units exceeded parity between men and women in leadership positions while the offices of the Provost and Academic Affairs fell below parity. Of the five divisions where women make up fewer than 50% of leadership roles, Facilities Management, Enrollment Management, and Athletics all saw an improvement to their percent of women in leadership roles, while UDRI and the offices of the Provost and Academic Affairs saw a decline. In seven out of 12 divisions, women are underrepresented in leadership roles as compared to non-leadership roles. Of those seven divisions where women are underrepresented in leadership roles, three divisions made progress toward closing their gap (Advancement, Athletics, and Enrollment Management), two divisions saw no change (HR and Academic Divisions), and two divisions deepened this gap (UDRI and Office of the President, Legal Affairs, and Mission and Rector).

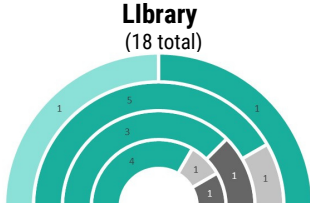
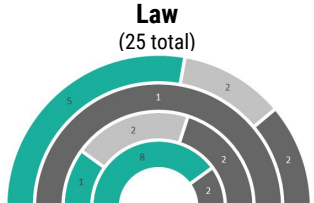
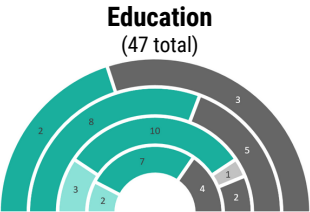
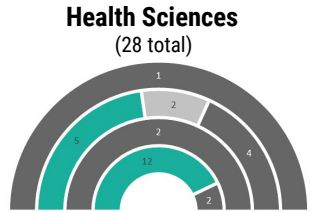
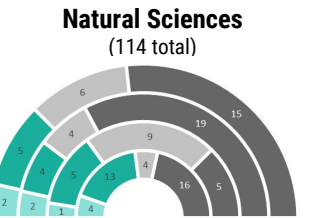
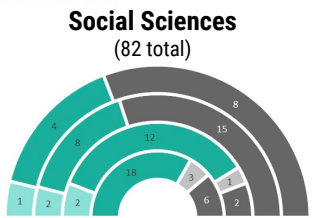
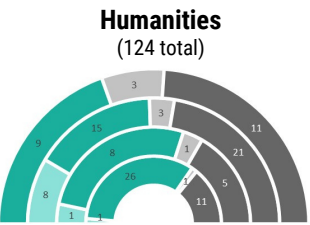
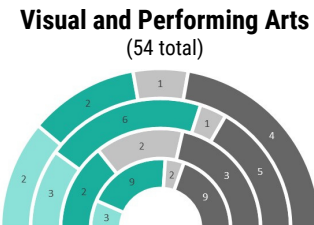
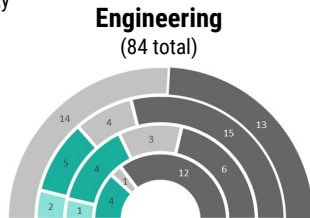
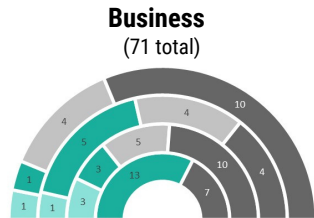
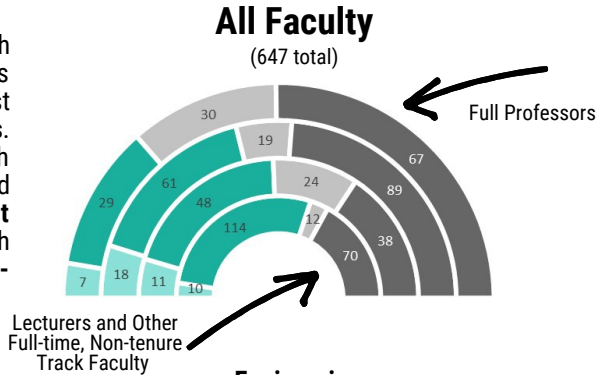
Faculty

Overall, tenure line and full-time, non-tenure track faculty has increased by 16% since 2015. During the 2019-20 AY, among faculty across UD, the percent of full professors and assistant professors who are women decreased, while the percent of women who are associate professors increased. As compared to the previous year, women are increasingly overrepresented in lecturer and non-tenure track roles. By academic division, the percent of tenure and tenure track positions filled by women increased in the School of Engineering, the School of Education and Health Sciences, and the College of Arts and Sciences. The Libraries saw no changes, but the percent of tenure or tenure-track positions held by women decreased in the Law School and the School of Business Administration.

Faculty Representation

● Women of Color
 ● White Women
 ● Men of Color
 ● White Men

Each of the four arches in each graph represent one rank of faculty members in the subject area. The outermost arch represents **Full Professors**. Moving inward, the second arch represents **Associate Professors** and the third arch represents **Assistant Professors**. The innermost arch represents **Lecturers and Other Full-time, Non-tenure Track Faculty**.



Visual and Performing Arts includes faculty in Art & Design, Music, and Theater, Dance, & Performance Technology. **Humanities** includes faculty in English, Global Languages & Cultures, History, Philosophy, and Religious Studies. **Social Sciences** includes faculty in Communications, Criminal Justice Studies, Political Science, Psychology, and Sociology, Anthropology, & Social Work. **Natural Sciences** includes faculty in Biology, Chemistry, Computer Science, Geology, Mathematics, and Physics.

Lecturers and Other Full-time, Non-tenure Track Faculty include individuals in a variety of instructional roles across campus. Job titles in this category include Artist in Residence, Clinical Faculty, Lab Instructor, Lecturer, and Visiting Professor. Intensive English Program (IEP) instructors (8) are not included.

Graphs depicting Faculty exclude 13 women and 15 men who indicated "international" as their race. Graphs depicting Faculty also exclude 1 woman and 1 man who declined to state their race. Faculty who serve primarily in administration are not included in these graphics; they are counted in "Senior Academic Leadership" (p.4).

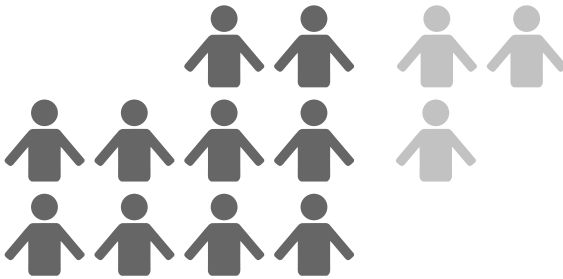
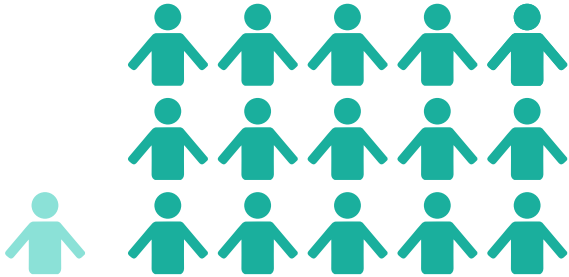
Academic Leadership

● Women of Color
 ● White Women
 ● Men of Color
 ● White Men

Senior Academic Leadership

1 of 29

senior academic leadership positions are held by women of color.

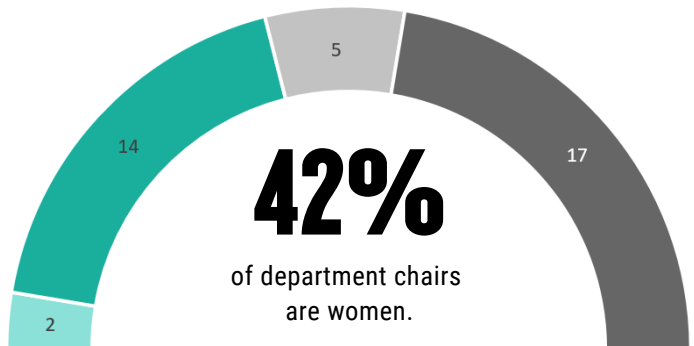


2 of 6

academic deans are women.

Senior Academic Leadership is defined as Deans, Associate Deans and Assistant Deans in the six academic units: College of Arts and Sciences, School of Business Administration, School of Engineering, School of Education and Health Sciences, School of Law, and University Libraries. One of the two women academic deans served as Interim Dean for AY 2019-20. Academic leadership captured in the "Department Chairs" and "Academic Program Directors, Executive Directors and Equivalent" graphs are likewise derived from the six academic units. The Provost and Provost-level positions are included in the "Senior Administrators" graph on page 8.

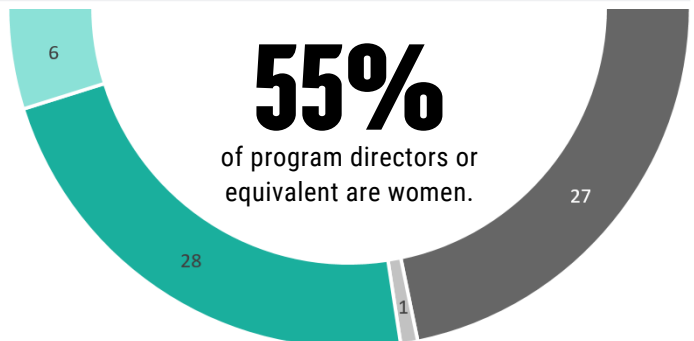
Department Chairs



42%

of department chairs are women.

Academic Program Directors, Executive Directors, and Equivalent



55%

of program directors or equivalent are women.

Staff Representation

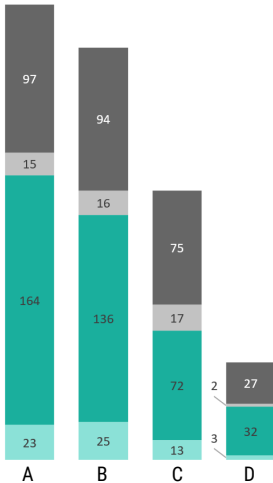
● Women of Color
 ● White Women
 ● Men of Color
 ● White Men

Exempt Staff

(1277 total)

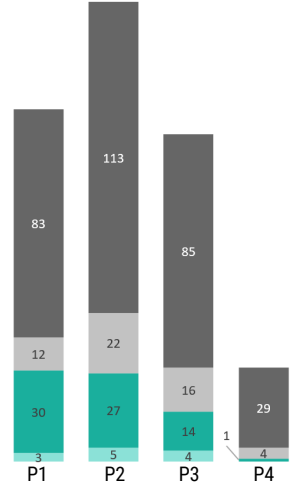
Administrative and Professional Staff

(829 total)



Research Professionals

(448 total)



Women make up:
67% of A and B level roles
26% of P1 level roles
but
49% of C and D level roles.
but
3% of P4 level roles.

Exempt Staff are salaried employees and are not eligible for overtime pay. There are 4 pay grades for **Exempt Administrative and Professional Staff**, increasing in salary from A to D. There are 4 pay grades for **Exempt Research Professional Staff**, increasing in salary from P1 to P4. Graphs depicting Exempt Staff exclude 3 women and 19 men who declined to state their race or indicated their race as "international." The graph depicting Exempt Research Professionals excludes 2 postdoctoral researchers whose salaries fall in the PD level.

Non-exempt Staff

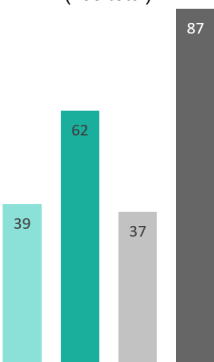
(800 total)

All Non-exempt Staff



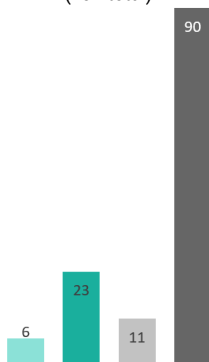
Bargaining Unit Employees

(233 total)



Research Staff

(132 total)



Administrative Support Roles

(284 total)



Non-exempt Staff are hourly employees who are subject to the provisions of the Fair Labor Standards Act (FLSA) regarding hours of work and overtime. The three largest categories of non-exempt staff are shown above. **Bargaining Unit Employees** include those who work in Dining Services, Facilities, and Parking Services. **Research Staff** hold research positions across the university; this category includes job titles such as Materials Technician, Electronics Technician, and Software Technician. **Administrative Support Roles** are Hay Classified, hourly positions; this category includes job titles such as administrative assistant, data specialist, and clerk. Graphs depicting Non-Exempt Staff exclude 4 women and 5 men who are included in the non-exempt staff category but declined to state their race or indicated their race as "international."

Staff Composition by Division

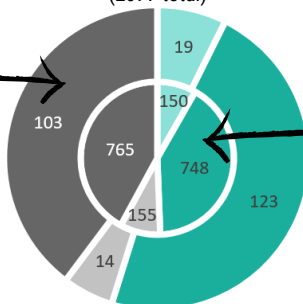
● Women of Color
 ● White Women
 ● Men of Color
 ● White Men

The outer ring represents division leadership, defined as individuals with titles of 'director' or above.

The inner circle represents staff members not in leadership roles.

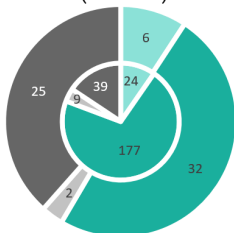
All Units

(2077 total)



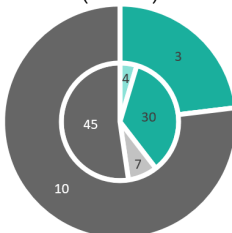
Academic Divisions & Library*

(314 total)



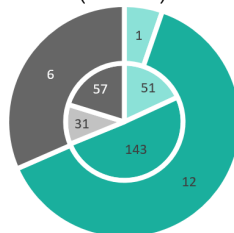
Athletics

(99 total)



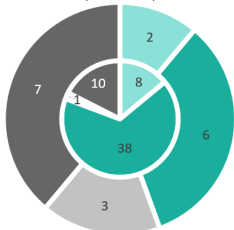
Business, Finance, & Administrative Services

(301 total)



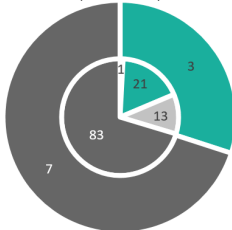
Enrollment Management

(75 total)



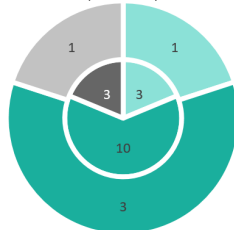
Facilities Management

(128 total)



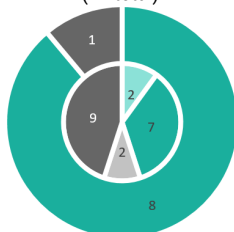
Human Resources

(21 total)



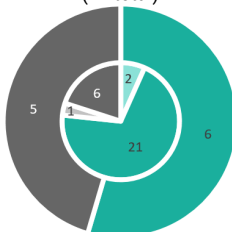
Marketing & Communications

(29 total)



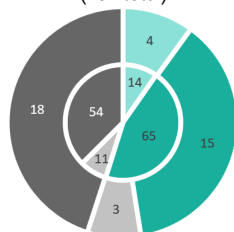
Office of the President, Legal Affairs, Mission & Rector

(41 total)



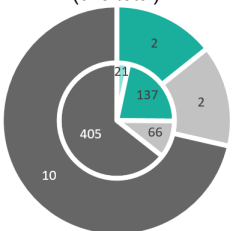
Provost & Academic Affairs

(184 total)



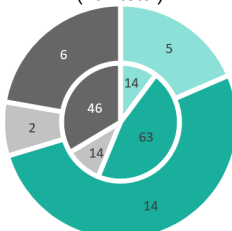
UDRI

(643 total)



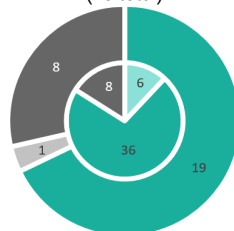
Student Development

(164 total)



University Advancement

(78 total)



*Leadership in the Academic Divisions & Library includes both academic and non-academic individuals. The inner ring only includes those exempt and non-exempt staff working in those units.

Women in STEM

Although women at UD in science, technology, engineering, and math fields (STEM) remain underrepresented, some progress has been made toward reaching gender parity. According to the most recent data from the Society of Women in Engineering, women make up 17.4% of nation-wide tenured and tenure-track engineering positions. During the 2018-19 academic year, women in engineering at UD made up just 14.7% of these positions. However, during this 2019-2020 academic year, the percent of women engineers in tenure-track positions rose to 18% and exceeded the national average. Also promising –UD’s Integrated Science and Engineering Center, an interdisciplinary STEM research center, has a steering committee comprised of all women.



Despite this growth, there is still room for improvement across UD’s STEM fields. Out of 15 STEM departments across campus, only three have women serving as department chair. Three departments have no tenured or tenure-track women of color. Currently, there are no women of color in health and sports sciences in tenured or tenure-track positions. And UDRI, UD’s largest staff unit, has no women of color in leadership positions.

Milestones in Engineering

1ST
woman serving as
Department Chair

Women now comprise
 $\frac{1}{3}$
of the
Leadership Council

1ST woman to be
Associate Dean
in over 20 years.

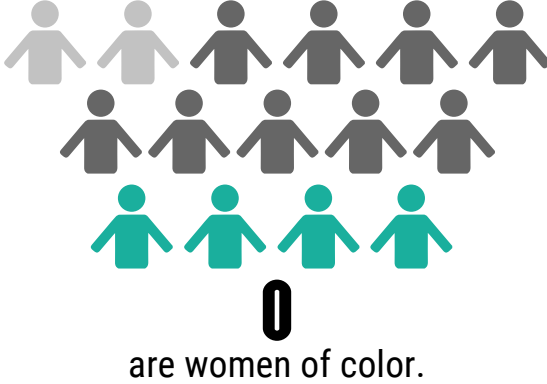
In the School of Engineering, leaders and advocates have made significant efforts to promote both racial and gender diversity. Dr. Eddy Rojas, Dean of the School of Engineering, was recently recognized by the Women in Engineering ProActive Network for his work developing and implementing initiatives that support women in engineering. The School of Engineering was also awarded the American Society of Engineering Education Diversity Recognition Program Bronze-Exemplar award.

Because of recent gender equity work, UD’s graduation rate for women in engineering has exceeded the national average, and women now make up one-third of the once all-male leadership council. Additionally, the School of Engineering now has its first female department chair (with a second appointed beginning July 2020), three women directors of centers, its first female associate dean in over 20 years, its first two female endowed chairs, and its first woman to be promoted to full professor in mechanical engineering. Changes to the engineering school range from physical changes as simple as adding a lactation room in Kettering Labs to bigger-picture efforts to change hiring and recruitment processes specifically designed to draw more diverse applicant pools.

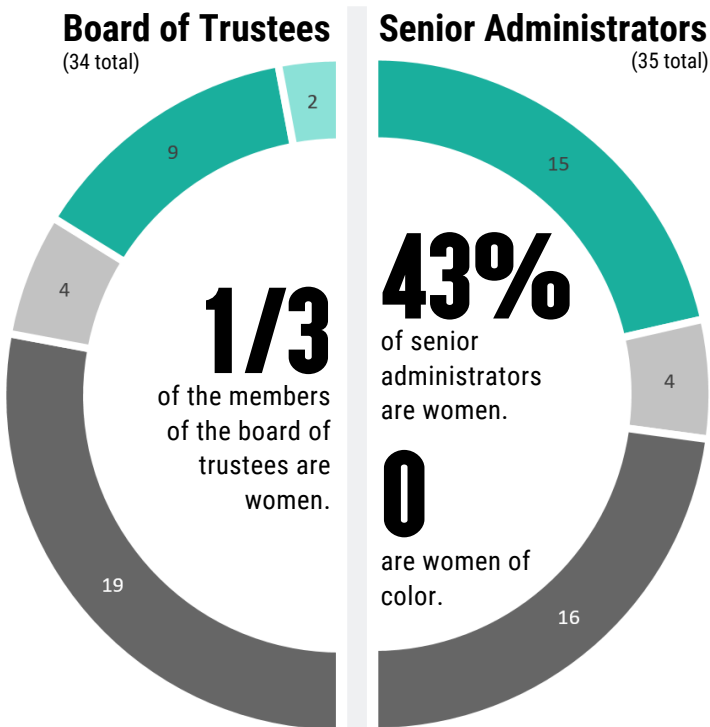
Senior Leadership

● Women of Color
 ● White Women
 ● Men of Color
 ● White Men

Of the 15 members on the **President's Cabinet**



The **President's Cabinet** - including the President - is comprised of: Provost and Executive Vice President for Academic Affairs, Executive Vice President for Business and Administrative Services, all 10 Vice Presidents, Secretary of the Board of Trustees, and the Executive Director for the Office of the President. Deans and Associate Provosts/Vice Presidents and several select administrators sit on the President's Council, which is an extended advisory group. Prior to President Spina's arrival in 2016, only 1-2 cabinet positions were filled by women.



The Board of Trustees is comprised of 34 voluntary members that represent the Society of Mary, the alumni of the University, the greater Dayton community, and the national community. Membership can range from 15-40 in any given year and includes several ex-officio members. The Board is the governing body of the university and is charged with high-level decision-making, including: selecting and evaluating the President; ensuring the responsible management of the University's financial resources; review, approval and changes of university plans and policies; and several other major responsibilities. Mary Boosalis, president and CEO of Premier Health, became the first woman in the University's 169-year history to take the leadership role as chair of the board.

Senior Administrators includes leadership in the Provost's Office (including the Provost, Associate Provosts and Assistant Provost) and leadership at the Vice President level (including Executive Vice Presidents, Associate Vice Presidents, and Assistant Vice Presidents). Academic Deans, as well as Associate and Assistant Deans, are not included in this graphic (see "Senior Academic Leadership" graphics). Leadership in the Provost's Office is comprised of individuals who also hold academic appointments; for reporting purposes, they are considered administrators given their primary job function.

Gender Equity Research Fellows



From Left to Right: Dr. R. Darden Bradshaw, Dr. Laura Vorachek, Dr. Julio A. Quintero, Dr. Kathrin Hanek

The Women's Center, Women's & Gender Studies Program, and the Office of the Provost sponsor faculty and staff fellows of any gender and from any disciplinary background who work to advance gender equity and social justice through high-quality research and the development of recommendations to share with the campus community. Dr. R. Darden Bradshaw and Dr. Laura Vorachek served as the inaugural Gender Equity Research Fellows (GERFs) for the 2019-2020 academic year; both projects are shared with the campus community during an annual "Gender Equity Research at UD Colloquium".

Dr. R. Darden Bradshaw—Best Practices for LGBTQ+ Faculty and Staff

Dr. Bradshaw has centered her research around uncovering where the university is succeeding in equitable practices for LGBTQ+ faculty and staff, where practices contradict the university's mission, and where there is room for growth. She asked research participants how they have or have not experienced equity in policies and practices, how that behavior manifested, and how the university can make changes moving forward.

Utilizing focus groups and interviews with faculty and staff, Dr. Bradshaw focused on three areas for improvement at UD: policies, practices, and perspectives. She compared her data to 25 peer institutions to better understand current progress and map out future goals. Dr. Bradshaw also conducted interviews with senior administrators.

Dr. Laura Vorachek—Mentoring Junior Women Faculty

The benefits of mentorship in the workplace are well-researched and well-established, as they have the potential to create collaborative and open learning environments, to maintain higher employee retention rates, and to create generally higher rates of job satisfaction. Dr. Vorachek identified unequal access to mentorship at UD, pointing out that informal mentorship is often limited to the "boys club," which excludes women and people of color.

Dr. Vorachek interviewed department chairs to get a sense of formal and informal mentoring already in place. During this time, she also sent a survey to all recently tenured and pre-tenure faculty to understand their personal experiences with mentoring. She then interviewed survey respondents to gain an in-depth perspective of the mentoring experiences.

During the 2020-21 academic year, the second cohort of GERFs—Dr. Julio Quintero, Associate Director, Office of Diversity and Inclusion, and Dr. Kathrin Hanek, Assistant Professor of Management, School of Business Administration—will continue to provide recommendations backed by high-quality research to advance gender equity at UD. Dr. Quintero will focus on feelings of belonging among non-exempt staff and Dr. Hanek will focus on faculty salary negotiations.

Learn more about the Gender Equity Research Fellowship at
go.udayton.edu/GERF.

THE WOMEN'S CENTER

*Alumni Hall, Second Floor
(937) 229-5390*

www.udayton.edu/womenscenter

Research

Data-driven, evidence-based research on gender equity-related issues through efforts such as the Gender Equity Research Fellowship, Report Card and various special projects.

Policy

Critical examination of existing policies and practices as they concern women's and gender issues through consultancy, benchmarking and academic internships.

Education

Campus-wide programming and initiatives, including UD Men for Gender Equity, Women's History Month, Body Positivity, and Salary Negotiation workshops.

Action

Efforts to advance the status of women through student leadership opportunities, professional development, and parenting and caregiving resources.

Lisa J. Borello, Ph.D.
Director

Mary McLoughlin
*Student Research
Assistant, UD '20*

Josh Segalewitz
*Student Research
Assistant, UD '20*

Michaela Kenney
*Student Research
Assistant, UD '21*