

## **Taskforce on the Status of Women – AY 2004-2005 Report**

401 Woods Hall

September 13, 2005

### **Taskforce Meetings:**

September 21, 2004

October 26, 2004

November 30, 2004

February 22, 2005

March 29, 2005

April 19, 2005

### **Members of the Taskforce:**

Carpenter, Shanna Melissa (UMSL-Student); Cristiani, Therese S.; Even, Yael; Henry, Vinita; Harbach, Barbara, Chair; Hylton, John B.; Kendig, Susan; Magnuson, Nancy M.; Mohrman, Mary B.; Mushaben, Joyce M.; Perkins, Ruthann; Rao, Aroor P.; Schultz, Gloria; Touliatos, Diane H.; Zarucchi, Jeanne

### **Invited Guests for Discussion**

Provost Glen Cope; Robert Roeseler, Director of University Police and Institutional Safety-Police; Reinhard Schuster, Vice Chancellor of Administrative Services; Larry Westermeyer, Director of Institutional Research

## **Discussion Issues and Results**

### **1. Safety**

- Added more lighting on West Drive
- Added more lighting for safety in parking garages
- Improved visibility of police after 9 pm on North and South campuses
- Discussed making the guidelines for emergencies such as tornados and light outage more prominent
- Added more hallway lights and with more lights turned on in buildings at night (SSB)
- Improved bathroom security and maintenance
- Improved lighting and sidewalks on South Campus
- Repaired the steps alongside SSB
- Added awareness of student police escort at night

### **2. Academic Issues Discussed**

- Discussed various ways to attract tenure track women into the science, math, physics and chemistry departments.
- Discussed ways of nominating more women for university awards
- Mentoring women and chairs to nominate women for awards. A letter was sent to all chairs urging them to nominate women faculty for all grants and awards.
- Issued a gender report on number of years from assistant professor to tenured associate professor as well as the number of years from associate professor to full professor at UM-St. Louis
- Issued a gender report on funded grants and proposals at UM-St. Louis

### **3. Salary Issues**

- Discussion with Provost Glen Cope concerning her experiences with salary equity and disparity as well as ways to create new and/or joint positions in various disciplines.
- Discussion of UM System Faculty Salary History
- Discussion of the average academic salaries by rank at UM-St. Louis and Comparator Institutions
- Issued a Gender and Ethnic Salary Statistics Distribution
  - a. Compression issues with senior women faculty
  - b. Inversion issues
  - c. Time lag to promotion

### **4. Other Discussion Issues**

- Harassment in the workplace for both women and men
- Adequate day care for faculty, staff and students
- Reinstating maternity leave for faculty and staff
- Addition of more men on the Taskforce committee
- Raising the consciousness and awareness of women's issues on campus by panels, lectures and discussion groups
- Grievance procedures, educating people where to file a grievance, how to proceed with the grievance

Respectively submitted,

Barbara Harbach, Chair  
Professor of Music