

# UWC

## Results of the University Women's Caucus 2004-2005 Survey

In March 2005, the University Women's Caucus surveyed women faculty, administrators and staff at Old Dominion University to determine the concerns of women employees and how the Caucus might address those concerns. 120 women responded of whom 37% were faculty, 20% administrators, and 42% were staff. The majority of those who completed the survey were aware of the University Women's Caucus (92%) but were not members (74%).

### Concerns

Respondents endorsed the following areas of concern:

- equity in salary (90%)
- fairness in tenure and promotion (76.7%)
- fairness in hiring (55%)
- child care (52.5%)
- safety (40.8%)
- sexual harassment (34.2%)
- benefits for partners (31.7%).

In addition, written responses confirmed that there is a great deal of concern about current hiring practices and searches and the existence of a growing "chilly" climate for women.

**Salary Equity:** The survey findings suggest that there is a perception on campus that women are not paid equally for the work that they do. Written comments suggested perceived problems both with gender bias and compression.

*"Salaries. Women who have been here for a long period of time are suffering from compression."*

**Promotion:** Respondents noted the low number of women full professors on campus. There was some perception that upward mobility for administrators was more difficult and that the method for evaluating administrators is not effective.

*"The number of women full professors on campus seems low. I'm shocked by the number of women who have worked here for many years, who are not full."*

*Women seem to have a fear about the process that stems from the cultures of their own departments and colleges."*

**Hiring:** Respondents to the survey were clearly concerned about hiring practices on campus, in particular, the lack of searches for key positions and little attention being paid to affirmative action. They see these problems as newly developing.

*"Hiring for key position without searches seems to really be a problem."*

**Childcare** emerged as one of the top concerns, named time and again by those writing in comments about their key concerns. The respondents not only commented on the problem of childcare and balancing work and family, they also connected these to the problems of hiring, retention, and promotion of female faculty and staff. Some respondents suggested that flex time would help them balance family and career.

*"I put my daughter on the list when she was an embryo and they called me when she was 3."*

**Chilly Climate:** Some respondents noted that a chilly climate for women exists on campus, created by often subtle biases including a lack of respect for women.

*“The changing ‘chilly’ climate for women on this campus.”*

*“Currently there is a lack of support and respect for women by many areas of male establishment on the campus.”*

### **Recommendations**

**Keep doing it!** Respondents who were aware of its existence, encouraged the University Women’s Caucus to continue activities to improve the conditions of women’s work lives on campus.

*“Stand up strong and keep fighting for what is right!”*

**Increase activism and visibility** A number of respondents suggest that the Caucus become more visible and increase the level of its activism on campus. Connected to the idea of increased activism is the clear call from respondents to increase campus awareness of Caucus activities as well as issues of concern.

*“Become more visible, make more noise.”*

**Advocate for increased availability of Childcare to University Employees**

*“I think that recruitment and retention of young faculty is increasingly important and this brings me to the issues of maternity leave and daycare options....*

*the lack of quality daycare (especially infant) options. There is a facility on campus but ODU faculty do not get highest priority and the priority structure ensures that it will continue to be populated from the community at large and not by the ODU community.”*

**Have meetings at a variety of time periods to meet the diverse schedules of women employees on campus**

*“Hold meetings at different times, so that they don’t always conflict with the same class or the same standing commitment.”*

### **As a Result**

As a result of the survey, the University Women’s Caucus will continue to be active in promoting the concerns respondents endorsed and identified. Child care and chilly climate will be particularly highlighted in our programs and meetings with University representatives. Also, additional programs will be offered at new times.

### **How You Can Get Involved**

**Become a member of the University Women’s Caucus**

**Attend meetings and openly share issues of concern**

**Volunteer to serve on a committee**

**Participate in the list serve** [caucus-l@list.odu.edu](mailto:caucus-l@list.odu.edu) Any University Women’s Caucus member may post an announcement, share information or initiate a discussion.