

## **IUPUI Office for Women Progress Report: January 15, 1998**

The IUPUI Office for Women was established in October 1996 to help improve the workplace and learning environment for women faculty, staff, and students at IUPUI. The office supports the IUPUI Commission on Women, which was established in January 1997. The commission members participate in seven commission working groups that plan and implement programming and advise regarding proposed changes to policies and procedures.

### **Accomplishments to Date and Work in Progress**

- **Established the IUPUI Office for Women in the AO building**
- **Established the IUPUI Commission on Women**
  - A volunteer group of faculty, staff, and students (203 members as of fall 1997)
- **Established a Steering Committee for the Commission on Women Established the Commission on Women Working Groups**
  - Child Care
  - General Advice for Success
  - Learning Environment and Curricular Content Gender Issues
  - Pay Equity/Support Equity
  - Recruitment and Retention
  - Sexual Harassment
  - Workplace Environment/Monitoring the Campus Climate
- **Set up a Web Page: <http://www.opd.iupui.edu/officewomen.html>**
  - Including a "List of Upcoming Events and Opportunities" (campus/local/national)
- **Established an Action Agenda for 1997-1998**

To focus the resources of the Office for Women and Commission on Women, the group worked with the chancellor to adopt a list of projects that will be undertaken during this academic year. Most projects are things being done by the commission working groups; however, the participation of all parts of the campus is being solicited. The Action Agenda has been discussed at the Council of Deans, the IUPUI Faculty Council, and the IUPUI Staff Council.

The following are components of the action agenda that have already be done or initiated.

- **Faculty/Librarian Pay Equity Study**

With additional financial support from the chancellor's office, a campus-wide study of pay equity for full-time faculty and librarians was begun in July 1997. The study is being done under the direction of the Pay Equity/Support Equity Working Group with special advice

from an ad hoc Pay Equity Study Technical Advisory Committee. Results are expected in March 1998. The expertise developed will also assist the campus in undertaking a Compensation Equity Review for Professional Staff, which will be done under the leadership of Patrick Rooney and which is in the planning stage as of January 1998.

- **Sexual Harassment Educational Campaign**

In collaboration with the campus Affirmative Action Office and Human Resources Administration Office, the Sexual Harassment Working Group has prepared a leadership training program designed for departmental chairs and other unit leaders. The Council of Deans has endorsed this undertaking, and delivery of the program will be accomplished on a school by school basis, beginning in the spring semester. The expectation is for all chairs and assistant/associate deans to participate. The Working Group is also preparing a sexual harassment information flyer for wide distribution on the campus, and they have advised the campus governance regarding the proposed revisions of the I.U. Sexual Harassment Policy.

- **Child Care Options at IUPUI**

The Child Care Working Group has been a driving force in focusing the campus' attention on the need for more child care facilities and the impact they would have on student retention and student, staff, and faculty productivity. The campus administration has now committed to moving ahead with a new facility, with ground breaking expected in summer 1998. The working group also is preparing an IUPUI Child Care Directory to serve as a guide to finding childcare services in the community.

- **Campus Focus on Mentoring**

- **General Advice for Success Working Group programs**

- 10/6/97 Workshop for Women Faculty "Have you Thought About Going into Administration?"
- 10/14/97 Workshop for Professional Staff "Getting Ahead in Your Job and Career"
- 10/20/97 Workshop for Clerical and Technical Staff "Getting Ahead in Your Job and Career"
- Fall meeting of the Commission on Women
- "Mentoring at IUPUI: Strategies for Success: A Panel Presentation and Open Discussion"
- The GASWG is now planning for two pilot "networking mentoring" groups

- **National Center for Excellence in Women's Health**

During spring of 1997, the Office for Women played a pivotal role in bringing together individuals at the Indiana State Department of Health and in different IUPUI schools and departments to apply for a U.S. Department of Health and Human Services grant. While the proposal was written successfully by Dr. Rose Fife in the School of Medicine, the existence of the new Office for Women definitely helped make it possible for our IU campus to be chosen as one of six new National Centers for Excellence in Women's Health.

- **Diversity in the Curriculum**

The Curricular Content Subgroup prepared and distributed a flyer encouraging faculty to revise their curricula to be more inclusive of diversity.

- **Assessment of the Campus Climate**

The Monitoring the Campus Climate Subgroup began a push to assess how individual faculty, staff, and students experience the campus environment at IUPUI, the purposes being to establish a benchmark and to focus attention on chilly climate issues as a first step in eliminating various components of the chilly climate. This effort grew into a campus administration project to study the campus climate regarding both gender and racial diversity issues. A broader committee led by Vice Chancellor Banta is now guiding the effort. The MCC Subgroup continues to participate and is currently preparing survey items to be included as part of the biennial IUPUI Faculty Survey and the annual IUPUI Student Survey, both to be administered in spring 1998.

- **Workplace Flexibility**

The Workplace Environment Working Group undertook research on how flexibility in the workplace has been used to the advantage of both employees and institutions. They released their "Final Report on Work Life Initiatives" in December 1997. They will continue to focus IUPUI's attention on work life balance in order to increase faculty/staff productivity and morale.

- **"In the Company of Women"**

The Commission on Women and the University Place Conference Center are cosponsoring a new series that will bring nationally prominent women speakers to IUPUI. A daylong workshop built around each speaker's keynote topic will feature faculty of IUPUI. This program is intended to draw the community into IUPUI and enhance its appreciation of the institution and of the contributions of women. The first program will feature Mary Pipher, Ph.D., author of *Reviving Ophelia* and will be held at the Conference Center on December 3, 1998.

- **Other Sponsored Events**

- The Office for Women, along with the IU Student Chapter of the American Medical Women's Association, cosponsored a lecture and reception at the Indiana Medical History Museum.
- The Commission on Women and Campus Interrelations co-sponsored events for Women's History Month in 1997 and 1998.

- **Selected Presentations**

- Indiana State Commission for Women
- Executive Women in HealthCare
- IU Women's Studies Intercampus Council