

**System-Wide Gender Equity Advisory Committee  
Annual Report to NU President J.B. Milliken**

**April 13, 2007**

**I. Introduction**

This is the first report from the newly reconstituted System-wide Gender Equity Advisory Committee ("Committee") at the University of Nebraska. The Committee's Statement of Purpose (see attachment #1) states that the Committee serves as an advisory committee to the President of the University of Nebraska and that the Committee "shall meet with the President . . . at least once during the academic year to discuss issues, policies, practices, and recommendations related to gender equity." This report is a summary of the issues and recommendations that the Committee would like to discuss with the President at the first annual meeting on April 16, 2007.

**II. Overview**

The University of Nebraska is on the threshold of an unprecedented opportunity to increase gender equity and become an even stronger and more competitive university. Reflecting national demographics, there is a large cohort of faculty and staff at all four campuses of the University who are at or near retirement age. In 2006, there were 1,399 faculty members, 203 administrators, 597 professional/managerial staff, and 609 clerical/secretarial staff over the age of 55 (see attachment #2). Among the faculty and administrators, there are more than twice as many men as women in this category. Within this group, there are 42 women and 201 men on the faculty who are over age 66.

The upcoming wave of retirements of the "baby boomers" comes at the same time as the number of women earning Ph.D.'s in the United States is nearing 50% (it is 53% among U.S. citizens).<sup>1</sup> Women comprise more than 50% of students at undergraduate institutions in the United States and at the University of Nebraska (although they are a slightly smaller percentage at the UNL campus).

Many recent studies have documented the fact that it is increasingly difficult for women to balance their careers and their families.<sup>2</sup> This is particularly well documented for women who pursue academic careers.<sup>3</sup> The family pressures that women encounter include not only caring for young children, but also caring for elderly parents, as people live longer and often require substantial end-of-life care. Many universities have recognized these issues and have begun to enact family-friendly policies that encourage

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<sup>1</sup> West, Martha S. & Curtis, John W., *AAUP Faculty Gender Equity Indicators 2006* (AAUP Report, 2006).

<sup>2</sup> Williams, Joan, *Unbending Gender* (Oxford 2001); Drago, Robert W., *Striking a Balance: Work, Family, Life* (Dollars & Sense 2007).

<sup>3</sup> Mason, Mary Ann & Goulden, Marc, *Do Babies Matter: The Effect of Family Formation on the Lifelong Careers of Academic Men and Women*. *Academe* 88, No. 6:21-27, 2002.

and support women and men in their careers. These policies include active service, modified duties; childcare centers on campus; family leave; and part-time tenure tracks.<sup>4</sup>

This Committee is also concerned with the number of women faculty at the University who either do not achieve the status of associate or full professor, or who achieve that status and then leave the University. The coming wave of retirements presents an opportunity for the University to establish new strategies for recruiting and retaining senior women faculty. Such strategies include offering professional development opportunities for women faculty and increased attention by department chairs and deans to the professional growth of women faculty.

Given the current demographics and the increasing need for family-friendly policies by university faculty, staff, and students, the University of Nebraska has an opportunity to attract and retain the best faculty, staff, and students by making its campuses and its employment policies more family-friendly. The breadth and depth of the Regents' 1991 Gender Equity Goals and Strategies, as amended in 1997, provide the policy structure for the campuses to continue developing and disseminating family-friendly policies on the four campuses. By fulfilling the Regents' mandate and being proactive on this issue, the University could put itself at a competitive advantage in attracting the best and brightest.

### **III. Recommendations**

The Committee makes the following recommendations to President Milliken:

1. that President Milliken make a public statement that is widely disseminated about the importance of family-friendly policies to the future of the University of Nebraska as an academically competitive university.
2. that President Milliken discuss this issue with the Chancellors of the four NU campuses and encourage them to
  - a. develop family-friendly policies for their faculty, staff, and students. In particular, this should include the development of policies of paid leave on the model of active service, modified duties, for the care of family, including but not limited to birth children, adopted children, foster children, and elderly parents.
  - b. develop strategies for the recruitment and retention of senior women faculty.
3. that, in addition to enacting new family-friendly policies and policies aimed at the recruitment and retention of senior women faculty, President Milliken encourage Chancellors to assure that

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<sup>4</sup> Smith, Gillia C. & Waltman, Jean A., *Designing and Implementing Family-Friendly Policies in Higher Education*. The Center for the Education of Women, University of Michigan (2006 University of Michigan) (study funded by the Sloan Foundation); Mason, Mary Ann, et. al., *University of California, Faculty Family Edge Report* (February 2005) (available at <http://ucfamilyedge.berkeley.edu/ucfamilyedge.pdf>).

- a. Deans and Chairs of academic departments, student advisors, and staff directors are aware of the policies and are making them available on an equal basis.
  - b. Faculty, staff, and students are made aware of existing family-friendly policies through multiple channels, including but not limited to easily accessible websites, brochures, and their direct supervisors.
4. that Central Administration be revise University-wide employee benefits to support the enactment of family-friendly policies.
5. that Central Administration create a dedicated pool of funds to cover new policies of paid leave for family care. This is critical to avoid situations where employees who do not take family care leave are required to take on additional responsibilities to cover for their colleagues who utilize family care leave.
6. that President Milliken and Central Administration sponsor a one-day conference with invited speakers from outside the University who are experts in family-friendly policies at Universities. This conference would be open to administrators, faculty, and staff.

Respectfully submitted,

2007 NU System Wide Gender Equity Advisory Committee

Susan Poser, Chair (UNL)  
Julie Albrecht (UNL)  
Dea Mandery (UNL)  
Myrna Newland (UNMC)  
Nancy Woelfl (UNMC)  
Carmen Sirizzotti (UNMC)  
Lisa Kelly-Vance (UNO)  
Laura Schulte (UNO)  
Rita Henry (UNO)  
Kathleen Smith (UNK)  
Marlene Kuskie (UNK)  
Cheryl Bressington (UNK)  
Sonya Smith (UNCA)

# UNIVERSITY-WIDE GENDER EQUITY ADVISORY COMMITTEE

## STATEMENT OF PURPOSE AND ORGANIZATION

July 19,2006

### Purpose

The University-wide Gender Equity Advisory Committee shall serve as an advisory committee to the President of the University of Nebraska. The Committee's charge is:

- . To provide opportunity for representatives of the campuses to share experiences and perspectives related to gender equity, and to explore "best practices" on the campuses to determine whether they should be adopted on a university-wide basis.
- . To evaluate, and monitor gender equity at the University of Nebraska, particularly universitywide policies that may have a differential effect on women.
- . To advise the President on the above issues and to recommend university-wide rules and policies related to gender equity.

### Composition

The Committee shall consist of two full-time members of the faculty and one full-time member of the staff from each of the four University of Nebraska campuses, appointed by the Chancellors. One of the members appointed to the Committee by each Chancellor shall be the Chair of the Chancellor's Commission on the Status of Women. The Associate to the President/Assistant Vice President of Academic Affairs for Diversity shall serve as an ex-officio member of the Committee also.

With the possible exception of the ex-officio appointments referred to above, each new appointment shall be for one, three-year term with the option for renewal, at the Chancellor's discretion. There should be an effort to stagger the terms of representatives from each campus. One member of the Committee from the faculty shall serve as Chair of the Committee. The Chair shall be elected by the members of the Committee each year for a one-year term.

### Responsibilities

The Committee shall review the annual reports from Chancellor's Commissions on the Status of Women to note patterns, strengths, weaknesses, progress, issues, and best practices which may need to be addressed from a university-wide approach. The Committee shall submit any findings, analysis, and proposals to the President. The Committee may submit other periodic reports to the President describing its activities and the progress of the campuses in implementing gender equity policies and recommendations.

### Meetings and Communication

Regular meetings shall be held a minimum of four times per academic year or more frequently if required. Meetings other than a regular meeting may be held at the call of the Chair. The meeting sites may be rotated among the campuses or conducted by electronic means. The University shall make available suitable meeting place and shall provide members with the opportunity to attend meetings with no loss in compensation.

The Associate to the President/Assistant Vice President of Academic Affairs for Diversity shall keep the President apprised of the Committee's activities. The Committee shall meet with the President and Associate to the President/Assistant Vice President of Academic Affairs for Diversity at least once during the academic year to discuss issues, policies, practices, and recommendations related to gender equity.

**University of Nebraska**  
**Employees Age 55 and Over by Primary Occupation Area (POA)**  
 Fall 2006

Age	Gender	Primary Occupation Area	UNK	UNL	UNMC	UNO	U-Wide	
<b>55-60</b>	Female	Clerical/Secretarial	32	207	92	38	369	
		Executive/Administrative	4	22	5	3	34	
		Faculty	35	136	58	74	303	
		Other	3		3		6	
		Professional/Managerial (non-Faculty)	12	92	90	34	228	
		Service Maintenance	7	30	10	7	54	
		Skilled Craft	1		2		3	
		Technical/Paraprofessional	1	11	19	1	32	
	Male	Clerical/Secretarial			15	6	1	22
		Executive/Administrative	7	39	17	9	72	
		Faculty	47	203	98	104	452	
		Other	9		3		12	
		Professional/Managerial (non-Faculty)	3	126	48	27	204	
		Service Maintenance	7	72	12	19	110	
		Skilled Craft	6	42	16	7	71	
		Technical/Paraprofessional		14	3	2	19	
	<b>Total 55-60</b>		<b>174</b>	<b>1,009</b>	<b>482</b>	<b>326</b>	<b>1,991</b>	
	<b>61-65</b>	Female	Clerical/Secretarial	10	85	37	19	151
			Executive/Administrative	2	7	4	2	15
Faculty			22	42	22	27	113	
Other			4		4		8	
Professional/Managerial (non-Faculty)			4	27	26	8	65	
Service Maintenance			1	27	2	4	34	
Skilled Craft			1		1		2	
Technical/Paraprofessional				2	6		8	
Male		Clerical/Secretarial			6		2	8
		Executive/Administrative	4	30	16	7	57	
		Faculty	32	144	50	62	288	
		Other	5		1		6	
		Professional/Managerial (non-Faculty)	3	31	16	11	61	
		Service Maintenance	4	38	3	7	52	
		Skilled Craft	4	22	5	1	32	
		Technical/Paraprofessional		7	2		9	
<b>Total 61-65</b>			<b>96</b>	<b>468</b>	<b>195</b>	<b>150</b>	<b>909</b>	
<b>66+</b>		Female	Clerical/Secretarial	3	28	15	7	53
			Executive/Administrative		3	1	2	6
	Faculty		6	11	7	18	42	
	Other		1		7		8	
	Professional/Managerial (non-Faculty)			9	6	3	18	
	Service Maintenance		1	13		2	16	
	Technical/Paraprofessional			1	1		2	
	Male		Clerical/Secretarial			6		6
		Executive/Administrative	1	12	3	3	19	
		Faculty	15	114	29	43	201	
		Other	2		4		6	
		Professional/Managerial (non-Faculty)	3	12	3	3	21	
		Service Maintenance		20	3	7	30	
		Skilled Craft	1	4	2	1	8	
		Technical/Paraprofessional		2		1	3	
	<b>Total +66</b>		<b>33</b>	<b>235</b>	<b>81</b>	<b>90</b>	<b>439</b>	

**University of Nebraska**  
**Employees Age 55 and Over by Primary Occupation Area (POA)**  
 Fall 2006

Age	Gender	Primary Occupation Area	UNK	UNL	UNMC	UNO	U-Wide
<b>All 55+</b>							
	Female	Clerical/Secretarial	45	320	144	64	573
		Executive/Administrative	6	32	10	7	55
		Faculty	63	189	87	119	458
		Other	8		14		22
		Professional/Managerial (non-Faculty)	16	128	122	45	311
		Service Maintenance	9	70	12	13	104
		Skilled Craft	2		3		5
		Technical/Paraprofessional	1	14	26	1	42
		<b>Female Total</b>	<b>150</b>	<b>753</b>	<b>418</b>	<b>249</b>	<b>1,570</b>
	Male	Clerical/Secretarial		27	6	3	36
		Executive/Administrative	12	81	36	19	148
		Faculty	94	461	177	209	941
		Other	16		8		24
		Professional/Managerial (non-Faculty)	9	169	67	41	286
		Service Maintenance	11	130	18	33	192
		Skilled Craft	11	68	23	9	111
		Technical/Paraprofessional		23	5	3	31
		<b>Male Total</b>	<b>153</b>	<b>932</b>	<b>334</b>	<b>314</b>	<b>1,769</b>
	Total by POA	Clerical/Secretarial	45	347	150	67	609
		Executive/Administrative	18	113	46	26	203
		Faculty	157	650	264	328	1,399
		Other	24	-	22	-	46
		Professional/Managerial (non-Faculty)	25	297	189	86	597
		Service Maintenance	20	200	30	46	296
		Skilled Craft	13	68	26	9	116
		Technical/Paraprofessional	1	37	31	4	73
		<b>Grand Total</b>	<b>303</b>	<b>1,712</b>	<b>758</b>	<b>566</b>	<b>3,339</b>

Source: UNCA HR Extract