
GENDER EQUITY (CGE)

GOVERNANCE COMMITTEE
COMMITTEE CHAIR: DANA HEBREARD

A. Major issues addressed by the committee during the 2010–2011 year

On October 28, 2010, a small group of faculty and staff gathered for a town hall meeting to get community input on campus issues. This event was facilitated by Professor Carolyn Anderson. She started the event by introducing the committee and the 2010-2011 goals. Then she provided a snapshot of the work that the committee has done in the past. Some of the committee work stemmed the Task Force on Family Friendly Benefits (February 2008). There was a PowerPoint presentation that details all of this information.

A few action items stemmed from that town hall meeting:

1. One female faculty member indicated that there are issues with the design layout of the computer carousels in Hiemienga Hall. These designs are awkward for individuals who wear skirts with heels and potentially inaccessible for individuals in wheelchairs. The components are stuck under a desk so individuals have to crawl or bend down to make things work. This area of concern was forwarded to the CAAC for further investigation.
2. A few female faculty members noted that there is a continued concern about the fact that students address them as Ms., Mrs. or first name. Yet, these same students address their male counterparts by “Professor.” There was discussion in the committee about how to best address these issues and the consensus was that individual mentoring or contact from members of the GEC committee might be most appropriate.
3. Questions were also brought up about paternity leave and work/life balance. These individual questions were forwarded to the human resources department.

Last in the spring semester, the committee sent a memo to the Provost’s Office and Academic Deans regarding automatic tenure clock extension for medical leaves of six weeks or longer (see Appendix One).

The most significant focus of the 2010-2011 committee was implementing a gender climate survey for the campus. The fall semester was spent on obtaining approval for the survey and the spring semester was focused on meeting with persons instrumental to the survey’s success (Neil Carlson from CSR, Dean Mike Stob, Provost Claudia Beversluis, Dean Michelle Loyd-Paige). (See Appendix Two).

B. Actions the committee brought before Faculty Senate (if any)

There were no actions that the GEC brought before Faculty Senate during the 2010-2011 academic year. In 2009, the GEC chair, Deborah Haarsma, brought to Faculty Senate a proposal that a report on gender equity among students, faculty, and staff be produced on an annual basis at Calvin College. As current chairperson, I contacted the departments listed in her proposal for data. The following information is as a result.

Faculty numbers obtained through the Provost's Office on 5/19/11

2010-11 Faculty Numbers

9/20/2010 8:37

FULL-TIME AND REDUCED LOAD FACULTY		319 *	388
	M	211	
	F	108	33.9% of total
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Tenured		196	
	M	142	
	F	54	50.0% of total female faculty
Regular		83	
	M	46	
	F	37	34.3% of total female faculty
Term		40	
	M	23	
	F	17	15.7% of total female faculty
		319	
Minority		32	10.0% of total
Terminal Degrees		262	82.1% of total
	M	181	85.8% of total male faculty
	F	82	75.9% of total female faculty

Faculty By Rank

Professors	152	Term	2	M - 2	F - 0
		Reg	1	M - 1	F - 0
		Tenure	149	M - 115	F - 34
Assoc. Prof	71	Term	7	M - 4	F - 3
		Reg	17	M - 14	F - 3
		Tenure	47	M - 27	F - 20
Asst Prof	90	Term	28	M - 16	F - 12
		Reg	62	M - 29	F - 33
		Tenure			
Instructor	6	Term	3	M - 1	F - 2
		Reg	3	M - 2	F - 1
		Tenure			

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PART-TIME FACULTY

M	29
F	40

* does not include deans or LOA (VanderWal; Edgell)
 includes all on sabbatical
 does not include Elliott or TenHarmsel

Calvin College is also committed to providing students, faculty and staff with a campus environment that is safe and affirms diversity. During the 2010 – 2011 academic year, there was only one reported sexual assault on campus. In this case, the victim was female and the accused

was male. Although there may be other incidents that occurred at off-campus locations, this was a positive testament to the work fueled by the student life division and the campus safety department.

C. Other actions, not involving Faculty Senate, that the committee initiated or implemented

1. It should be noted that the recent 2010 Health Care Law indicated that spaces for nursing mothers on college campuses are required. So, many thanks to former committee members Kristin DuMez and Deborah Haarsma for getting Calvin College ahead of the curve.
2. Organized an employer panel presentation hosted by the Career Development Office and Gender Equity Committee at Calvin. The event was on Monday, February 28, 2011 from 3:30 to 5:30 PM in the Meeter Center Lecture Hall. Topics included how to navigate the new social network for job searching, how to deal with inappropriate and illegal questions during job interviews (such as marital status).

D. Issues that will continue to be before the committee next year

1. One participant from the town hall meeting asked if there might be a way to provide *an informal setting for women on campus to network*. This might provide a comfortable environment for younger women to seek the expertise of those who had already managed the earlier stages of their career and family. In conversations afterwards, we thought perhaps a group for those of both genders with children younger than 5 or ailing parents (just two possibilities) might be more equitable and still beneficial.
2. Received initial funding to develop an annual survey of gender attitudes. This climate survey would be similar to the Multicultural Affairs Committee climate survey launched in the Spring of 2009. See last page of summary for detailed information.
3. Follow up for Task Force on Family Friendly Benefits
 - Confirm that approved proposals and changes continue to appear in faculty and staff handbooks.
 - Revise the document listing examples of faculty maternity leave and make sure it is available online.
 - When the financial situation improves, re-propose those items that were not approved in 2008-2009 for budgetary reasons, namely family care leave and paid holidays for part-time staff.
4. Develop a more detailed Gender Equity web site which can serve as a clearinghouse of gender equity information, linking to relevant web sites.
5. Produce a comprehensive Gender Equity Report, with the assistance of the Office of Assessment and Institutional Research.

APPENDIX TWO

TO: Provost Beversluis, Dean Williams, Dean Haan, Dean Brandsen

FROM: Committee on Gender Equity

DATE: June 6, 2011

RE: automatic tenure clock extension for medical leaves of six weeks or longer

In May 2009, the Calvin College Board of Trustees approved the recommendations of the Task Force on Family Friendly Benefits. Among these changes was an automatic extension of the

tenure clock for any member of the faculty who experienced a medical leave of six weeks or longer.

At this time, we, the members of the Committee on Gender Equity, would like to verify that this policy is in fact being applied automatically, as it was intended. The policy was written to remove any stigma attached to such a tenure clock extension. As such, it is critical that those who qualify for the extension receive it automatically (i.e. without having to request it). For those who do not want such an extension, it is anticipated that they will request and be granted a one year “shortening” of their tenure clock, which will return them to their original timetable. In this way, we hope that the extension will be viewed as normative on campus.

In addition, we suggest that a procedure of notification be implemented, such that those affected, as well as their chairs, would be aware that an extension had been granted as well as the procedure for opting out, should they care to do so. This notification could occur by either letter or email, but should be issued in a timely manner, so that a faculty member who wishes to opt out of the extension has time to do so.

We are grateful for all of the work that your office has already done to help us carry out the recommendations of the Task Force on Family Friendly Benefits. However, it is always helpful to review policies and procedures. If possible, we would appreciate follow-up on what is currently being done and a response to this memo. Members of the committee would also be happy to meet to discuss the automatic tenure clock extension in person.

We look forward to working together with you as the final aspects of these recommendations are implemented.

Thank you.

APPENDIX TWO

Proposal: Gender Equity Survey 2011-2012

Submitted by members of the 2010-2011 Gender Equity Committee (Dana Hebreard, Carolyn Anderson, David Leugs, Serita Nielesen, Kristy Dykhouse, Nick Vera, and John Wertz)

The Gender Equity Committee (GEC) would like to conduct a 2011-2012 climate survey of the Calvin College campus. In 2001, Calvin College commissioned Ann Selzer, of Selzer and Company, Des Moines, IA, to conduct an extensive gender study of faculty. Selzer and Company is the official pollster of Bloomberg News, the Des Moines Register and recently, the Detroit Free Press. Given it has been 10 years since a study on the topic of Gender Equity was conducted, the committee believes that it is now time to reassess the gender climate for all populations at Calvin. Attached, you will find a copy of the original study.

The committee along with its previous chairpersons (Deb Haarsma and Brian Ingraffia respectively) believe that it is time to do another assessment as employee climate surveys can often address attitudes and concerns that help an organization to work with employees to instill positive changes. With this goal, David Leugs contacted Neil Carlson from the Calvin Center for Social Research (CSR) on behalf of the committee regarding survey costs and implementation. Our current plan is to utilize quantitative research methods in order to survey the entire campus to determine what proportion of the population has certain attitudes, behaviors, and knowledge related to gender issues. Additionally, it would be important to explore whether the determinants are statistically significant. The GEC hopes that such a study will help us to identify areas in which the future efforts of the committee should be directed.

The GEC would like to request \$2500 to \$3000 for the services of CSR. These services would include creating a structured questionnaire that contains a mix of closed-ended, or forced-

choice questions, and qualitative (open-ended) analysis. Consideration of the previous assessments will be taken into account when creating the new assessment. If approved, the goal would be build the assessment during the Fall 2012 and administer it by the end of the same calendar year.