

## WOMEN'S FACULTY COUNCIL

### Mission

Women's Faculty Council works to improve the status of all women at Oklahoma State University, serving in an advisory capacity to the President of the University, administration, and the university community. We study those needs and problems that result from the changing roles of women in society and in institutions of higher education, and we recommend actions that promote progress toward equality of opportunity for women and men in all segments of the University community.

### Vision

Women's Faculty Council will:

- Serve as a source of information, advice and inspiration concerning issues of interest to women faculty and all OSU women; and
- Help create a more culturally sensitive climate on the OSU campus.

### Core Values

**Excellence** – We seek excellence in all our endeavors, and we are committed to continuous improvement.

**Intellectual Freedom** – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Integrity** – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

**Service** – We believe that serving others is a noble and worthy endeavor.

**Diversity** – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of Resources** – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

## Goals, Critical Success Factors, Objectives, and Strategies

**Goal One: Promote Diversity by studying needs and problems that are primarily the result of the changing roles of women in society and in institutions of higher education.**

### **Critical Success Factors:**

- Current information on the status, retention and salaries of women faculty reported annually to the OSU community
- The Division of Institutional Diversity, and the Women's Faculty Council, and other groups share information to promote campus awareness of diversity issues
- Report containing quantitative information made available about issues of importance in recruitment and retention of faculty, especially women
- College and department policies that result in OSU's meeting affirmative action guidelines for the percentage of tenure-track female faculty and other female employment representation
- Active membership in the Women's Faculty Council increases by 20%

### **Objectives:**

**Objective 1.1:** Prepare an annual task force report on the status of women faculty at OSU.

### Strategies:

- Appoint WFC members to serve as the task force.
- Use data gathered by the Office of Planning, Budget and Institutional Research, Affirmative Action, and other entities.
- Monitor trends, obtain data, and report on the number, status, retention, and salaries of OSU faculty members in all colleges, by gender and rank.
- Obtain comparative data from peer universities, including Big 12 schools.
- Present report, including policy recommendations, to the Faculty Council and the University Administration.
- Disseminate report, including policy recommendations, to the OSU community via the WFC Web page and email to WFC members.
- Invite members of the OSU Division of Institutional Diversity, Staff Association, and other groups to attend and to speak annually or semi-annually at WFC meetings.

**Objective 1.2:** Enhance information about faculty needs by surveying OSU faculty members periodically about job satisfaction and dissatisfaction, workload, and related issues, beginning in academic year 2004-2005.

Strategies:

- Appoint WFC members as core task force to conduct the survey.
- Refine existing survey for OSU-Stillwater.
- Recruit assistance as needed from other faculty, staff or graduate students for data preparation and statistical analysis.
- Seek institutional support for the survey.
- Obtain necessary research clearances.
- Obtain information about results of similar studies at peer universities.
- Analyze and report on data obtained.
- Recommend appropriate policies to increase successes and reduce areas which cause job dissatisfaction, especially where non-tenured faculty are concerned.
- Publicize survey results through appropriate channels, as given under Objective 1.1 above.

**Objective 1.3:** Increase faculty access to information about OSU life by increasing the number of active WFC participants by 20% or more by academic year 2005-2006.

Strategies:

- Annually, invite deans of each college to appoint one or more faculty members as members of the Women's Faculty Council, with responsibility for reporting on women's issues to the colleges.
- Participate in university-hosted orientation activities for new faculty members, annually or as often as the orientation is held.
- Continue WFC website and assist our host to maintain and update its information.
- Continue survey of WFC members to find an optimal meeting date and time.
- Develop packet of descriptive materials for distribution to prospective and new faculty members.
- Continue using the WFC email list to publicize its meetings and activities.
- Participate each academic year in the Women's Film Festival, Celebration of Women, and other activities that promote awareness of women's issues.
- Invite members of the OSU Emeriti to attend at least one meeting annually.
- Invite members of the Division of Institutional Diversity, the Staff Association, and other groups to attend and to speak at WFC meetings.

**Goal Two: Foster diversity on the OSU campus, enhance the quality of life, and improve the use of resources by recruiting and retaining highly qualified and dynamic women and minority faculty members.**

**Critical Success Factors:**

- Salary parity between male and female faculty
- Percentages of female faculty at all ranks reflect their numbers in the individual disciplines, based on figures compiled by the Office of Affirmative Action
- Active mentoring programs for junior faculty campus-wide
- Start-up funding for new faculty campus-wide
- Consistent policies on the OSU-Stillwater campus regarding the adjustment of the tenure clock in case of maternity or family leave
- Excellent day care facilities with sufficient capacity available to the OSU community on or near campus
- Spouses/partners of OSU faculty recruits receive information on employment opportunities, as appropriate
- Training in seeking grant funding is available campus-wide

**Objectives:**

**Objective 2.1:** Support recruitment and retention of highly qualified women faculty.

Strategies:

- Invite the Office of Affirmative Action director to speak at one WFC meeting each year about affirmative action policies, programs, and successes.
- Encourage WFC members to seek opportunities to serve on faculty search committees for their departments.
- Collaborate with the Office of Affirmative Action to make information available on opportunities for spousal/partner employment.
- Collaborate with other groups, such as the Division of Institutional Diversity, the Women's Studies Program, to study possibilities for mentoring women faculty and students.
- Invite department heads to notify the WFC about their mentoring programs on an annual basis.
- Publicize best practices in mentoring, especially OSU initiatives, campus-wide.
- Support University efforts to increase faculty and staff salaries to parity with peer universities.
- Support University efforts to formalize policies on maternity/family leave.
- Support University efforts to provide consistent tenure clock adjustments for pregnancy and the care of infants.

- Support University efforts to address other issues about job satisfaction identified by the WFC annual survey.

**Objective 2.2:** Encourage faculty to take advantage of opportunities for professional development.

Strategies:

- Collaborate with other groups to form a central calendar of opportunities for faculty and staff development.
- Collaborate with other groups to seek and disseminate information on grant or other research support for junior faculty.
- Co-sponsor at least one program annually focused on the improvement of teaching skills, knowledge of teaching resources, or similar information.
- Publicize such programs and opportunities to WFC members and campus-wide.

**Goal Three: Encourage awareness of and communication about diversity and women's issues through faculty and student scholarship and research.**

**Critical Success Factors:**

- Restore the number of WFC research awards to 4
- Sponsor or co-sponsor at least 4 campus-wide events of interest to women
- Funding of \$500 or more available to sponsor events
- Publicize events of interest to women and scholars concerned with women's issues
- Publicize annually the scholarly activities of OSU women

**Objectives:**

**Objective 3.1:** Make Women's Faculty Council an open forum for women's concerns by supporting campus activities.

Strategies:

- Sponsor, or collaborate with other groups to sponsor, at least four brown bags, seminars, or public events where issues of concern to women are discussed, such as the Celebration of Women and the Women's Film Festival.
- Continue to promote awareness of the Women's Studies Program.
- Continue to encourage WFC members to participate as teachers in the Women's Studies Program, either as core or adjunct faculty members.
- Seek external funding, beginning in academic year 2004-2005, to enable WFC to sponsor campus-wide events.
- Provide publicity via our email list for events sponsored by the WFC and other groups.
- Establish guidelines for publicity and event sponsorship and post them on the WFC web page.
- Use flyers, email, radio, and newspaper announcements to publicize WFC-sponsored activities.

**Objective 3.2:** Provide scholarships for research on women's issues to OSU students.

Strategies:

- Seek external grants or donations, beginning in academic year 2004-2005, to resume offering 4 awards for graduate and undergraduate research on women's issues (currently we have funds for 3 awards).
- Publicize awards at annual reception and through OSU campus media.

**Objective 3.3:** Publicize the research and publication activities of OSU women faculty members and women students.

Strategies:

- Gather annually from WFC members and women students information about their recent research activities and publications.
- Submit list of women's projects and publications to the Faculty Council, the OSU Administration, the Public Information Office, the Division of Institutional Diversity, and the OSU Women's Archives of the Edmon Low Library.