

Report to University Senate by the Ad-Hoc Committee on Gender Equity

Executive Summary:

Here we summarize our main findings and recommendations based on these findings.

Main Findings

Our committee received data on students, staff, and faculty from OIRP, the Vice Provost for Faculty Development, and the KU General Counsel's office.

Students:

- Many universities have more female undergraduates than males. KU undergraduates are split 50-50.
- Female representation among undergraduate and graduate majors mostly follows disciplinary trends. One notable exception is undergraduate majors in the School of Business, where female representation is 10 percentage points lower than national averages.
- Women receive more graduate degrees than men at KU, but the representation among majors and divisions follows disciplinary trends in the nation as a whole. Women are underrepresented in math-intensive fields (e.g. engineering) and overrepresented in education, social welfare, and journalism.
- Over half of graduate student employees are female. The gender pay gap is negligible except for graduate assistants.
- Average postdoc salaries by gender are the same, but this masks considerable variation. In CLAS, female postdocs earn 71% of male postdocs, whereas in Higuchi female postdocs earn 92% of male postdocs.

Faculty and Staff:

- There is considerable gender segregation by job family on campus. Some female-dominated jobs pay less than average staff salaries but some also pay more.
- Thirty-five percent of tenured or tenure track faculty are female at KU. As with majors and graduates, female representation among the faculty follows disciplinary lines. The majority of faculty in the School of Social Welfare are women, whereas the Schools of Engineering and Business have less than 25% of faculty who are women.

- In CLAS, women are between 40-50% of faculty in the Arts, Humanities and Social Sciences. However, women are less than 25% of faculty in mathematics and natural sciences.
- We examined the gender salary gap among faculty by division and rank. Overall we found that the gender gap was 5% or less in most comparisons. There were notable exceptions: female associate professors of business earn on 76.3% and female full professors of law earn 84.7% of male professors of the same rank.
- As of the 2016-17 academic year, women made up only 34 of the 110 Dean, Associate Dean, Department Chair or Area Directors. Only 20 of 86 Distinguished Professors at KU are female. None of the University Designated Centers and Institutes are led by women.
- We found that women were less likely to get tenure in CLAS than in the professional schools. We also found that women were more likely to make progress towards tenure in the professional schools and had no differences in receiving tenure.
- Women were twice as likely to resign from KU as men.
- There was remarkable gender parity in stopping the tenure clock and using active service/modified duties.
- Women have filed the majority of discrimination cases with the Kansas Human Rights Council or the Equal Employment Opportunity Commission, as well as tenure-related lawsuits.

Gender Issues and Policies Related to Students:

The committee reviewed the recommendations and implementation of the Chancellor's Sexual Assault Task Force. We found the following:

- There have numerous substantial improvements following the SATF report at KU. The creation of the Sexual Assault Prevention and Education Center (SAPEC), has revolutionized the sexual violence training and education programs at KU. The hiring of a new director of Institutional Opportunity & Access (IOA), has led to the implementation of several key SATF recommendations that had previously been delayed.
- Despite this progress, IOA and SAPEC need improved location and staffing to fulfill the recommendations of the SATF.
- In addition KU's definitions of sexual violence and sexual harassment need to be revised in order to make KU's code of conduct enforceable and to prevent legal action against KU.

The committee also reviewed issues related to the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual+ (LGBTQIA+) community. These include:

- KU does not track the gender identity of students, making it difficult to provide the level of support needed for the community.
- The Center for Sexuality and Gender Diversity provides resources and support to students, faculty, and staff of the LGBTQIA+ community. Currently, it is staffed by one program coordinator and one graduate assistant, and these resources are not sufficient to support the needs of the LGBTQIA+ community.
- KU's healthcare plan does not cover transgender-related healthcare needs.
- Only 19 of 77 buildings on the KU Lawrence campuses have gender-inclusive restrooms.

The committee also reviewed gender issues for graduate students and postdoctoral researchers (postdocs). We found the following:

- There was a lack of specific sexual assault awareness training for graduate students and postdocs. These training programs should include one or more specific sessions for international graduate students and postdocs. Training programs should be tailored with different research areas and working environments, especially, the workplace where male researchers are dominant.
- There is no parental leave policy for graduate students and postdocs. The shared leave program does not cover graduate students or postdocs.

Gender Issues and Policies Related to Faculty and Staff:

The committee conducted extensive web searches to review KU faculty and staff policies related to gender. We found several issues:

- There is no single location for policies related to gender and family on the KU website.
- There is no paid parental leave policy for staff members. Parental leave is not eligible for shared leave.
- Childcare for KU staff is very problematic. There is no resource for infant care on campus. Childcare for KU Staff is not a priority for Hilltop Childcare Center.

Recommendations related to representation:

- The data revealed few significant discrepancies in representation and salary. Notable exceptions include large gender pay gaps among associate professors in the business school and full professors in the law school. These units should examine and rectify these large salary differences.
- Salaries among postdoctoral researchers are highly variable. KU should investigate the gender salary gap among postdocs and take appropriate action to close this gap.
- The committee is troubled by the low numbers of women in leadership positions and holding the rank of distinguished professor. Progress has been made by hiring two female deans (Business and Social Welfare) the 2017-18 Academic Year. We recommend that KU actively recruit and incentivize women to participate in leadership roles. We also urge the administration to promote and recruit more women at the distinguished professor rank.
- KU should provide additional resources for supporting junior faculty during the tenure and promotion process, especially in CLAS. KU should consider holding mentoring workshops for junior faculty, and provide yearly feedback on progress towards tenure. The 4.2 percentage point gap in obtaining tenure in CLAS is troubling and should be examined further.
- We were very troubled to see that women were more than twice as likely to leave KU as men. We were also very troubled to see that women were more than twice as likely to file discrimination cases against the university. We encourage the university to look more closely at these cases to determine if there are systematic problems in certain units leading to women leaving and/or filing discrimination cases against the university.

Recommendations related to sexual assault:

- The university has made significant progress in response to the Chancellor's Sexual Assault Task Force (SATF) report. However, we recommend that more resources be provided to Sexual Assault Prevention and Education Center (SAPEC) and the Institutional Opportunity & Access (IOA) office.
- Some SATF policy recommendations still need to be implemented. KU should revise the definitions of sexual harassment and sexual assault in order to make KU's code of conduct enforceable on a consistent and fair basis and to prevent lawsuits.
- KU should require all freshmen students to live in campus housing for their first year. KU should also modify fraternity and sorority recruitment practices.

Recommendations related to lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) community:

- KU should collect demographic data on gender identity and sexual orientation in order to better serve the needs of the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) community. The Center for Sexuality and Gender Diversity needs increased staff support as well.
- KU should adopt policies supportive of students, faculty, and staff in transition and advocate on behalf of transgender faculty and staff with the state healthcare provider.
- Significant efforts need to be made by the University to increase the number of inclusive restrooms on campus. The university needs to provide funding for the creation of these spaces, particularly in high traffic buildings (i.e. academic buildings with classrooms). Noting the inherent financial, spatial, and logistical issues associated with this venture, the University should develop a five-year plan for strategically addressing this issue.

Recommendations Related to graduate students and postdocs:

- International graduate students and postdoctoral researchers need specific training related to sexual assault and harassment as well as a better understanding of American culture.
- Graduate student and postdoctoral training should be tailored to different research areas and working environments.
- Graduate students, postdocs, and staff should be provided paid parental leave in the case of birth or adoption.

Recommendations related to staff:

- After reviewing gender issues confronting staff, the committee recommends that KU create a link for Personnel that covered all family leave and childcare policies at KU. This link is available at the Emily Taylor Women's Center website, but it would be useful for the entire campus to have these resources in one location.
- Access to childcare is problematic on campus. There is no resource for infant care on campus. Past experience of students and faculty get top priority for access to childcare at Hilltop, making it difficult for Hilltop to provide childcare services for staff. Expanding access to childcare would be beneficial to faculty, staff and students.
- KU would benefit from expanding shared leave to include graduate students and postdocs, and expanding the eligibility requirement of shared leave to include parental leave.

1. Introduction

The Ad-Hoc Committee on Gender Equity was given the following charge: **This committee will investigate and identify potential issues of inequality of treatment of students, staff, and faculty based on gender.** This broad charge resulted in six committee meetings to conduct substantial policy review. The Office of Institutional Research and Planning (OIRP) provided several data analyses. In this report we will summarize the data, discuss the current policy environment, and make suggestions for addressing the gender inequities we have identified. Throughout we have restricted our analyses to gender defined as male and female. We did so because most data collected by the university do not allow us to embrace a broader characterization of gender for our analysis. We note in our section on LGBT issues, that broader characterizations of gender may be required in the future. We did not review the KU Climate report since it was released as we were compiling the data and findings from our own study. The KU Climate report provides another source of information related to gender issues on campus.

The report is organized as follows. First, we examine the data by gender for members of the KU community including students, staff, and faculty. Second, we review gender issues confronting students including sexual assault on campus, LGBTQIA+ issues on campus, and gender issues related to graduate students and postdocs. Finally, we discuss gender issues related to staff. We provide recommendations at the end of each section.

2. Data on the Gender Composition of KU students, staff, and faculty

We begin our report by examining the data by gender for students, faculty and staff. Half of all undergraduate at KU majors are female. However, women are over-represented in fields such as education, social work, and pharmacy, and underrepresented in engineering and business. The percentage of females majoring in engineering is consistent with national trends. However, the percentage of female business majors is about 10 percentage points lower than the national average.

Figure 2 shows the percentage of bachelor's degrees awarded to females during the past decade. The bachelor's degrees follow similar trends as majors. CLAS awards slightly more degrees to women than the university as a whole.

Figure 3 shows the percentage of graduate majors who are female by division. Women make up slightly more than 50 percent of all graduate students at KU. However, the patterns are somewhat different than what is observed for undergraduate majors in Figure 1. There is a higher percentage of female graduate students majoring in engineering than there is undergraduates. However, there is a lower percentage of women pursuing a graduate degree in business than an undergraduate degree. A higher proportion of women are pursuing graduate degrees in education compared to undergraduate degrees as well.

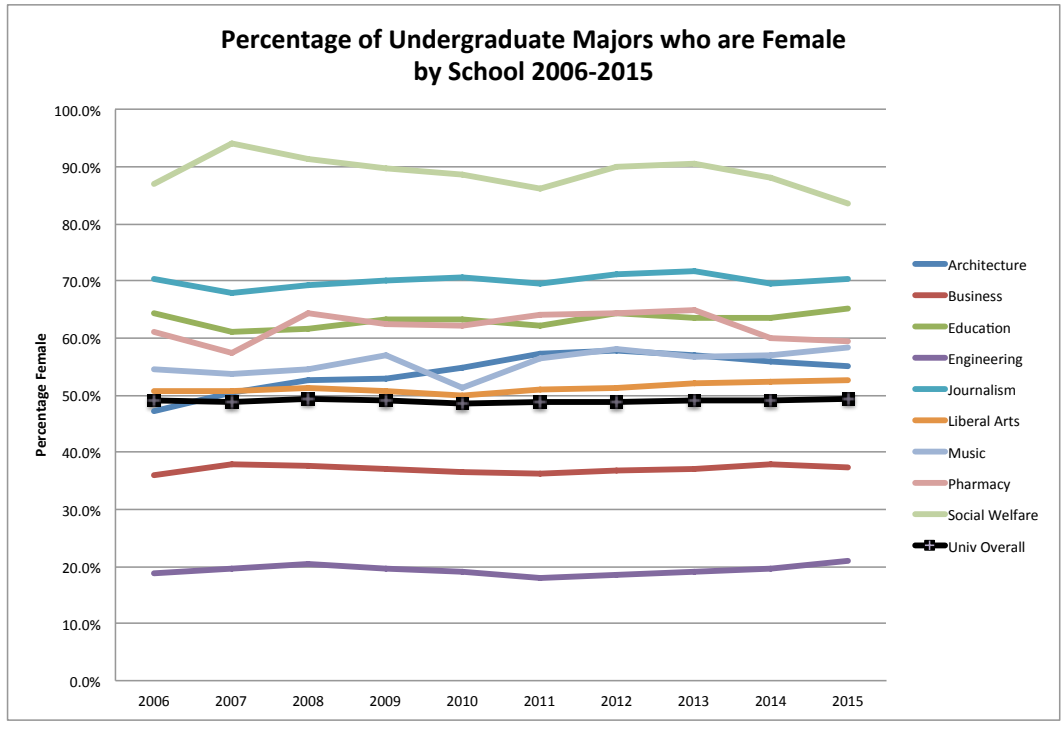


Figure 1. Percentage of Undergraduate Majors who are female by school. Source: KU OIRP.

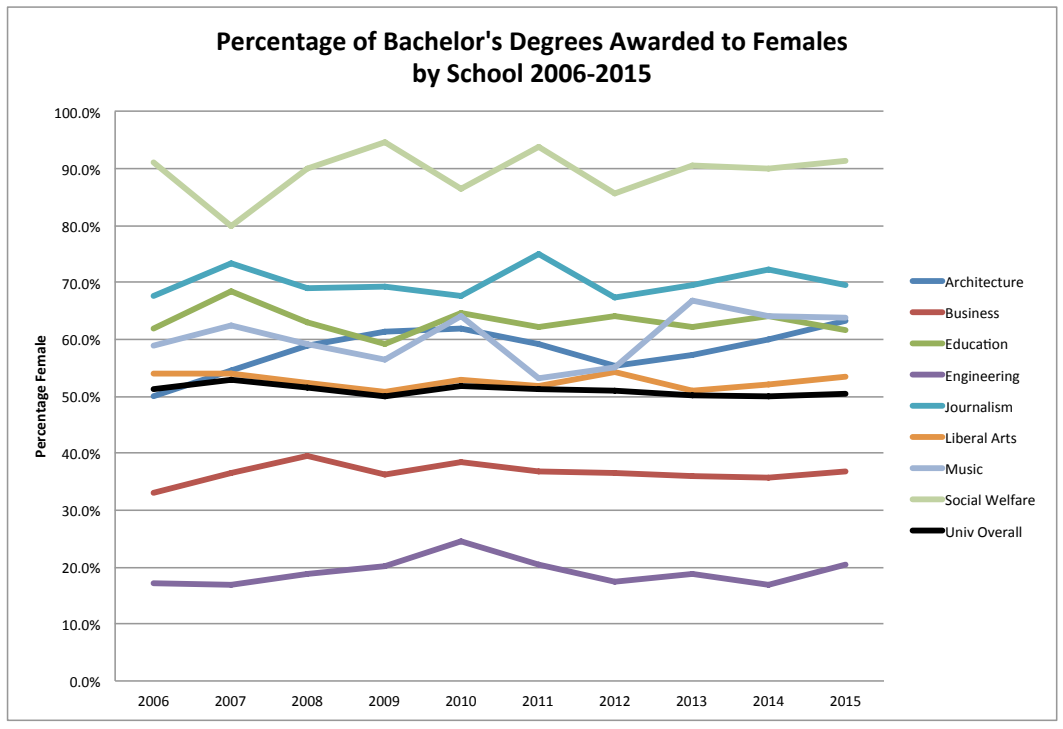


Figure 2. Percentage of Bachelor's degrees awarded to females by school. Source: KU OIRP.

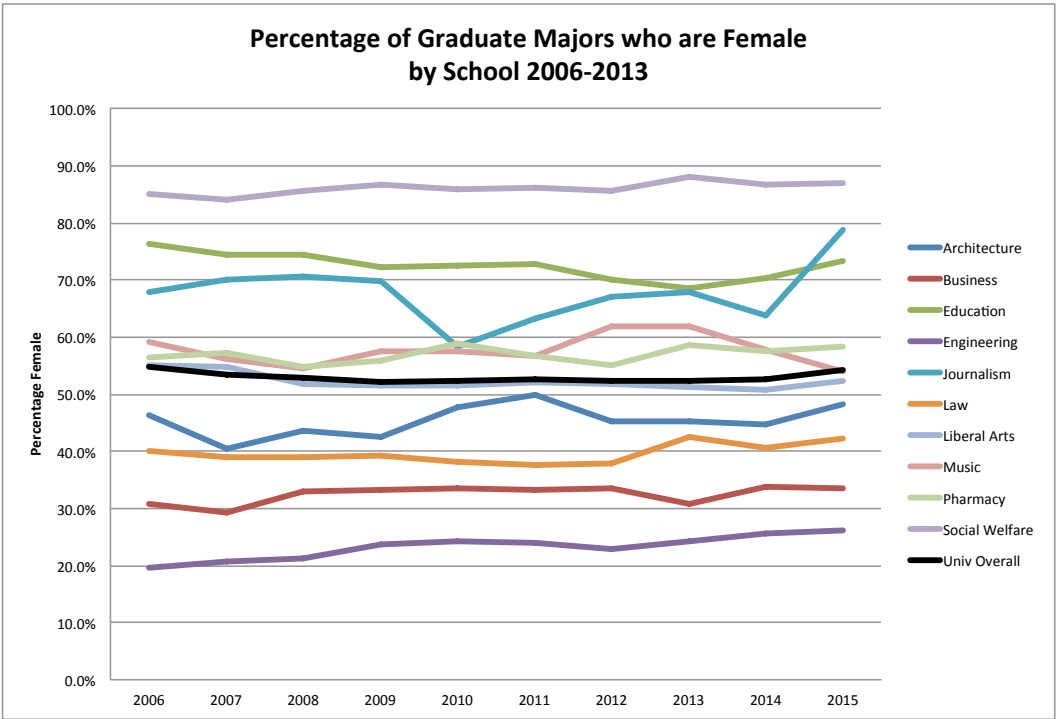


Figure 3. Percentage of Graduate majors who are female by division. Source: KU OIRP.

Although graduate students attend KU to earn degrees, many of these students are also employees of the university. Table 1 shows data on graduate student employee numbers and pay by gender. There are more female graduate and research assistants than male. Graduate teaching and research assistants bargain collectively with KU for wages and compensation. Thus, salaries are set within a pre-negotiated range that depends on whether the student has passed their comprehensive exams. The gender gap in graduate assistants is largest (female graduate assistants earn 89% of male graduate assistants). The salary gap among GRAs and GTAs is less than two percentage points and is likely to be explained by time in the graduate program.

Category	Female	Male	Female	Male	Gender Gap
Graduate Assistants	16	8	\$11,846	\$13,375	88.6%
Graduate Research Assistants	67	55	\$16,362	\$16,644	98.3%
Graduate Teaching Assistants	78	79	\$15,864	\$16,170	98.1%
Total Graduate Employees	161	142	\$15,672	\$16,196	96.8%

Table 1. Graduate Student Pay by Gender. Source: KU OIRP

The committee also studied 2016 data on postdoctoral researchers using data on job codes and corresponding salaries provided by KU Human Resources. A couple of facts are found for KU postdocs (job code 000547): 1) There were 120 postdocs at KU in 2016, including 38 females and 82 males. 2) The average salary for postdocs was \$43,368 with a standard deviation of \$6761, indicating a large variance in how postdocs are paid at KU. The salaries for KU postdocs ranged from a minimum of \$36,934 to a maximum of \$64,634.

That said, the average full-time-equivalent salaries paid to male postdocs was \$41,431 and female postdocs was \$41,087. These are averages across postdocs in the entire university. Nevertheless there is a big gender discrepancy among postdocs' salaries within units. In CLAS which employs 42 postdocs, female postdocs on average earn 71% of what male postdocs earn. At the Higuchi Biosciences Center which employs 39 postdocs, female postdocs earn 92% of male postdocs, and at the Center for Environmentally Beneficial Catalysis, female postdocs earn 111% of male postdocs.

Some of the variance in postdoc salaries is related to the research fields and funding. It is important to note that these numbers will significantly change due to the new Fair Labor Standards Act rule on minimum salary for exemption of overtime pay that was enacted in December, 2016. In response to that rule, the minimum annual salary for postdocs at KU has risen to \$47,476. There are currently six female postdocs and four male postdocs who earn more than the minimum annual salary of \$47,476. Moving forward, postdoc salaries will increase substantially and the variance will likely shrink.

Data on Staff

<u>Job Families</u>	<u>Number of Job Titles</u>	<u>Average</u>	<u>Average</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Percent</u>	<u>Job Salary /</u>
		<u>Minimum Salary</u>	<u>Maximum Salary</u>				<u>Female</u>	<u>Average Salary</u>
Administrative Support	18	\$35,908	\$51,684	502	59	561	89%	73%
Administrative/Management	105	\$64,861	\$101,174	419	182	601	70%	144%
Advising, Career&StudentSrv	21	\$37,594	\$56,099	145	45	190	76%	80%
EducationalSupport&Delivery	23	\$42,802	\$64,591	192	120	312	62%	92%
Facilit Plan Design&Operat	75	\$45,585	\$69,256	87	362	449	19%	98%
Food Service and Dietary	13	\$35,473	\$52,754	4	6	10	40%	75%
Healthcare	29	\$53,697	\$82,907	53	17	70	76%	118%
Information Technology	42	\$56,211	\$86,393	71	275	346	21%	123%
Library Services	12	\$39,234	\$58,604	63	26	89	71%	83%
Museum/Arts	15	\$41,439	\$62,182	12	11	23	52%	88%
Public Affairs	30	\$45,917	\$69,870	90	56	146	62%	99%
Public Safety	30	\$50,820	\$77,896	10	67	77	13%	111%
Publishing	8	\$48,061	\$73,104	18	3	21	86%	104%
Research	34	\$50,365	\$77,742	287	205	492	58%	110%
TV Radio &Video Production	7	\$47,924	\$73,092	4	14	18	22%	104%
Grand Total	462	\$46,393	\$70,490	1957	1448	3405	57%	

Table 2: KU staff members by job family, gender and salary. Source: KU OIRP.

Table 2 provides information on staff numbers and salaries by job families. Eight of the 15 job families have a majority of women employees (highlighted in green). Many of these female-

dominated job families have lower average salaries than the average for all staff. For example administrative support jobs are 89% female but these positions earn only 73% of the KU average staff salary. In contrast information technology jobs are male dominated—only 21% of these jobs are held by women—but they pay more 123% of KU average staff salary. That said, the job families of Administrative/Management, Health Care, and Publishing are female-dominated and have above average salaries.

Data on Faculty: Representation, Salary, leadership, promotion issues.

The Office of Institutional Research and Planning provided the committee extensive data on faculty employed at the University of Kansas. We considered the percentage of faculty who are female by division, salary by division and rank, promotion and tenure, retention, and leadership. Figure 4 shows the percentage of tenured and tenure track faculty who are female by division. We found that 35% of tenured or tenure track faculty are female. As with data on majors, fields and divisions differ in their gender representation. The School of Social Welfare is the only division where more than 50% of the faculty are female. The school of education has more than 40% of faculty who are female. Only 15% of the faculty in the school of engineering are female and just over 20% of the faculty in business. These faculty rates are much lower than the percentage of doctorates awarded to women in these fields.

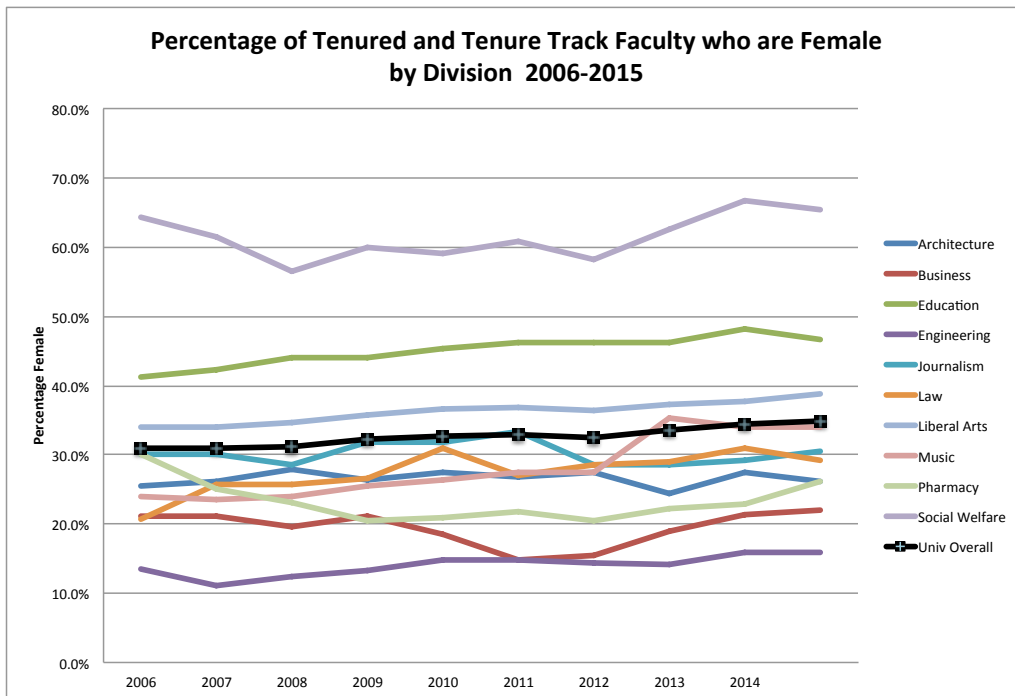


Figure 4: The Percentage of Tenured and Tenure Track Faculty who are Female by Division. Source: OIRP.

Figure 5 shows the percentage of tenured and tenure track faculty within the College of Liberal Arts and Sciences (CLAS) Division. Women are well-represented in the Arts, Humanities and Social Science fields within CLAS making up between 40-50% of faculty. However, just over 20% of faculty in the Natural Science and Mathematics fields are female within CLAS. This representation is lower than the percentage of doctorates being awarded in these fields.

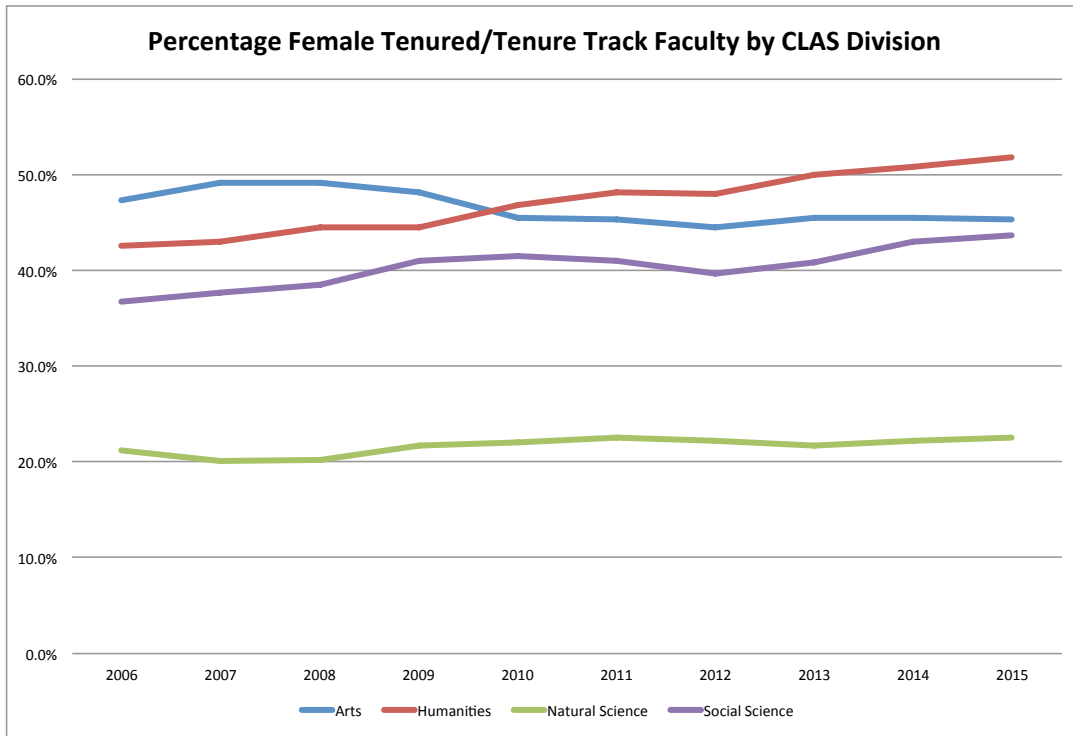


Figure 5: The Percentage of Tenured and Tenure Track Faculty who are Female in the CLAS Division. Source: OIRP.

Table 3 presents data on the numbers and average salaries of KU tenured and tenure track faculty by division, academic rank, and gender. It is important to compare salaries by both rank and division because each academic field constitutes a different academic labor market with different rates of pay. For example, faculty in the school of engineering have significantly higher salaries by rank than those in the CLAS division of humanities. When we examine the gender salary gap, we emphasize the percentage of female salaries to male salaries in the last column of Table 3. For example, the gender gap in Architecture, Design and Planning among full professors is 95.6%, indicating that female full professors are paid 4.4% less than male full professors. Overall, the bottom of Table 3 indicates that the gender pay gap among full and associate professors is 92% and among assistant professors is 90%.

However, these aggregate numbers mask considerable variation among divisions and ranks. Among the 40 comparisons by division and rank, women on average earn the same or more than men on average in 14 of these fields. In 26 of the 40 comparisons

**Table 3: AAUP Faculty Compensation Survey, Academic Year 2016-2017,
Mean Salaries of Full-time Academic Faculty by School and Division (Source: KU OIRP)**

School	Rank	Men		Women		All		Gender Gap
		Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	
Architecture, Design and Planning	Full Professor	11	104,579	1	99,999	12	104,197	95.6%
	Associate Professor	10	76,433	8	78,092	18	77,170	102.2%
	Assistant Professor	6	66,658	2	63,500	8	65,869	95.3%
Business	Full Professor	23	205,188	2	197,279	25	204,555	96.1%
	Associate Professor	10	172,412	4	131,547	14	160,737	76.3%
	Assistant Professor	13	160,482	6	148,468	19	156,688	92.5%
Education	Full Professor	16	131,122	11	114,390	27	124,305	87.2%
	Associate Professor	15	78,733	16	74,067	31	76,325	94.1%
	Assistant Professor	8	69,436	7	66,222	15	67,936	95.4%
Engineering	Full Professor	47	140,532	3	146,938	50	140,916	104.6%
	Associate Professor	27	102,004	8	97,535	35	100,983	95.6%
	Assistant Professor	28	87,660	7	89,393	35	88,007	102.0%
Music	Full Professor	14	92,360	3	95,911	17	92,987	103.8%
	Associate Professor	12	71,631	9	65,900	21	69,175	92.0%
	Assistant Professor	9	58,286	4	57,725	13	58,114	99.0%
Journalism	Full Professor	3	118,000	3	109,368	6	113,684	92.7%
	Associate Professor	9	87,106	5	78,692	14	84,101	90.3%
	Assistant Professor	4	69,750			4	69,750	
Law	Full Professor	16	180,890	4	153,253	20	175,362	84.7%
	Associate Professor			2	120,500	2	120,500	

School	Rank	Men		Women		All		Gender Gap
		Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	
CLAS - Division of Humanities	Full Professor	33	116,197	26	113,907	59	115,188	98.0%
	Associate Professor	32	72,728	41	73,487	73	73,154	101.0%
	Assistant Professor	15	60,357	19	60,344	34	60,350	100.0%
CLAS - Division of Natural Sciences and Math	Full Professor	73	114,147	19	120,567	92	115,473	105.6%
	Associate Professor	42	84,563	14	81,846	56	83,884	96.8%
	Assistant Professor	23	74,820	7	75,241	30	74,919	100.6%
CLAS - Division of Social Sciences	Full Professor	36	135,005	19	131,575	55	133,820	97.5%
	Associate Professor	27	81,519	34	82,060	61	81,821	100.7%
	Assistant Professor	13	79,161	13	67,824	26	73,492	85.7%
CLAS - School of the Arts	Full Professor	6	92,153	4	91,707	10	91,975	99.5%
	Associate Professor	13	71,477	13	77,153	26	74,315	107.9%
	Assistant Professor	4	59,244	4	59,528	8	59,386	100.5%
CLAS - General	Full Professor	5	149,122	1	149,000	6	149,101	99.9%
	Associate Professor	1	106,707			1	106,707	
Pharmacy	Full Professor	15	145,157	4	161,947	19	148,691	111.6%
	Associate Professor	11	98,204	1	97,151	12	98,116	98.9%
	Assistant Professor	3	82,048	2	82,472	5	82,218	100.5%
School of Social Welfare	Full Professor	3	125,829	2	89,954	5	111,479	71.5%
	Associate Professor	2	93,032	6	83,489	8	85,875	89.7%
	Assistant Professor	2	69,608	7	71,573	9	71,136	102.8%

School	Rank	Men		Women		All		Gender Gap
		Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	
University Total	Full Professor	301	132,873	102	122,729	403	130,305	92.4%
	Associate Professor	211	87,437	161	80,085	372	84,255	91.6%
	Assistant Professor	128	82,636	78	74,321	206	79,488	89.9%
	Instructor	14	50,814	10	48,265	24	49,751	95.0%
	Lecturer	60	63,658	56	56,567	116	60,235	88.9%
	All ranks	714	103,014	407	85,650	1,121	96,710	83.1%

the gender gap is 5% or less (women earn 95% or greater than the salaries of men). However, there are notable outliers in the data where the gender gap is larger. Female associate professors in business earn only 76.3% of male associate professors—the largest gap we have found in the data. Female full professors of law earn 84.7%, full professors of education earn 87.2% and associate professors of social welfare earn 89.7% of comparable male professors. With the exception of business and law, these gaps are smaller than we have found for doctorates in the US labor market. Kahn and Ginther (2017) found that the gender gap among men and women science and engineering doctorates is 83.2% as of 2013, indicating that women earn 16.8% less than men.

Leadership 2016-2017 Academic Year

	<u>Deans</u>		<u>Associate Deans</u>		<u>Chairs/Area Directors</u>		<u>Total</u>	
	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>
	Liberal Arts & Sciences		1	1	5	19	26	20
Architecture		1		3	2	1	2	5
Business		1	1			4	1	5
Education		1	2		2	3	4	4
Engineering		1		2		5	0	8
Graduate Studies								1
Journalism	1			2			1	2
Law		1	2	2			2	3
Libraries		1	1	1			1	2
Music		1		3			0	4
Pharmacy		1		5	1	3	1	9
Social Welfare		1	2				2	1
Total	1	11	9	23	24	42	34	76

Table 5: Deans, Chairs and Area Directors by Division, 2016-17 Academic Year. Source: KU OIRP.

Table 5 shows the representation of women and men in leadership positions by Division as of the 2016-17 academic year. Twenty of the 52 leaders in CLAS were women, and the School of Education had an equal number of men and women in leadership positions. The School of Engineering and the School of Music have no women in leadership positions. We also determined that five Vice Provosts are female and three vice provosts are male. Among distinguished professors, 20 out of 86 are female and only 2 of 18 teaching professors are female. None of the 12 University Designated Centers and Institutes are led by women.

Promotion, Progress Towards Tenure and Retention

The Vice Provost for Faculty Development provided data to committee about promotion to tenure and full professor, progress towards tenure, and retention at the university. Figure 1 shows the percentage tenured and progress towards tenure by gender for the past decade. We combined the professional schools since the numbers coming up for tenure were too small to report by Division. Figure 6 shows the promotion towards tenure and progress towards tenure by gender in CLAS and the professional schools. We found relatively small gender gaps (three percentage points or less) in promotion to tenure in the professional schools and progress towards tenure in CLAS. However, we found that women were less likely to receive tenure than men in CLAS. We also found that women were more likely to be making progress towards tenure in the professional schools. We found no gender differences in promotion to full professor.

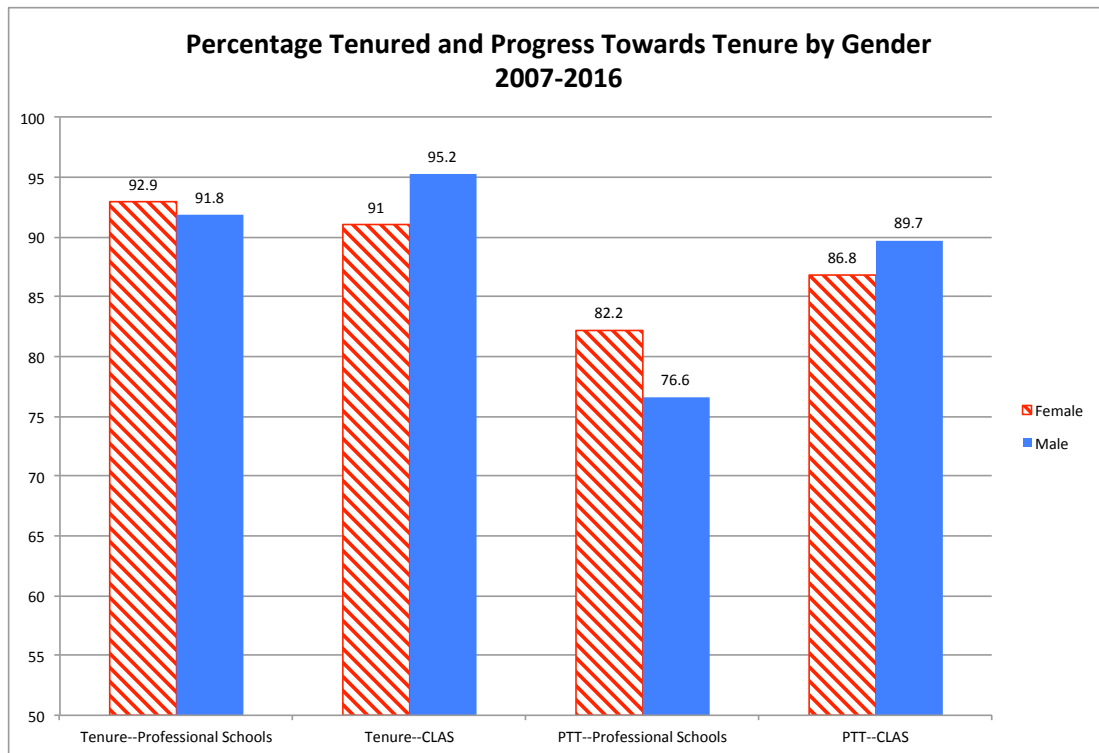


Figure 6: Deans, Chairs and Area Directors by Division, 2016-17 Academic Year. Source: KU Vice Provost for Faculty Development.

Figure 7 shows resignations by gender as a percentage of total faculty. Women resign from KU at twice the rate of men (17.6% compared with 8.5%).

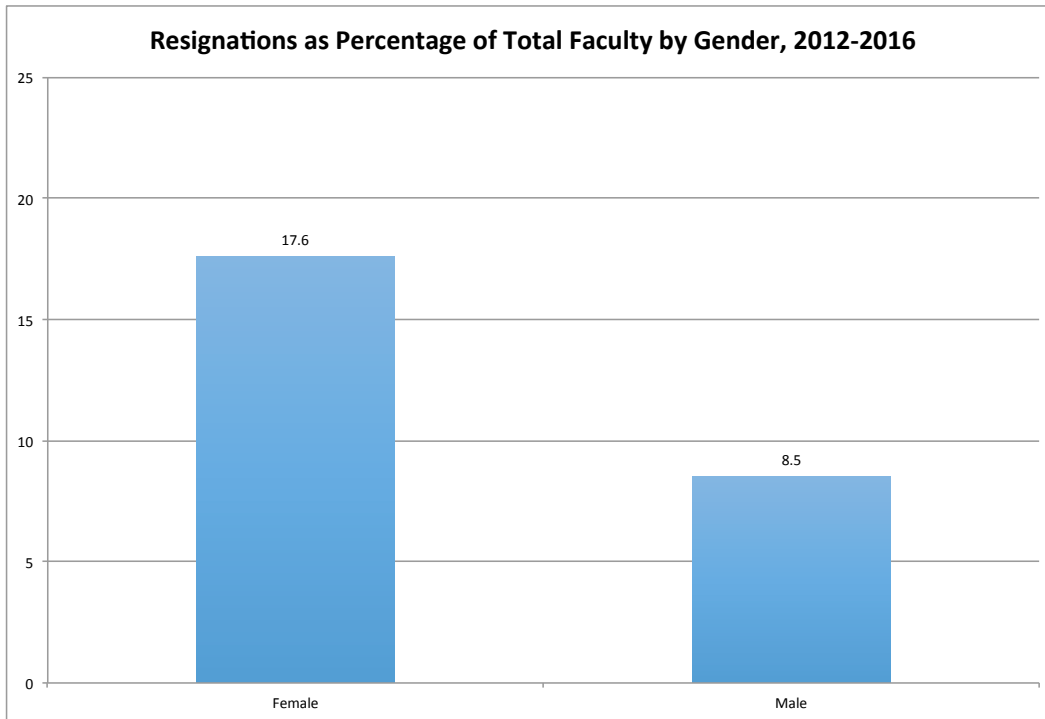


Figure 7: Resignations as a Percentage of Total Faculty by Gender, 2012-16 Academic Years. Source: KU Vice Provost for Faculty Development.

The committee also investigated the use of family-related policies by faculty. Table 6 indicates remarkable gender balance in the use of tenure-stop clock and active-service, modified duties policies by faculty.

Finally, the committee received data from the KU General Counsel’s office related to discrimination cases filed against the university. Twenty discrimination cases have been filed against the University of Kansas with the Kansas Human Rights Council and/or the Equal Employment Opportunity Commission (13 by women and 7 by men) in the past five years. Four of these cases are currently pending, and six have been administratively closed or withdrawn, opening up the possibility of lawsuits. There have been four tenure-related lawsuits against the University of Kansas since 2010 (3 of the plaintiffs were women). Two were decided in favor of the University, one is pending, and one is pending at the Kansas Supreme Court.

Tenure Clock Stop by Gender and Year

<u>Academic Year</u>	<u>Male</u>	<u>Female</u>
2015-2016	1	3
2014-2015	5	11
2013-2014	3	2
2012-2013	7	5
2011-2012	9	6
Total	25	27

Active Service Modified Duties by Gender and Year

<u>Academic Year</u>	<u>Male</u>	<u>Female</u>
2015-2016	4	3
2014-2015	4	6
2013-2014	2	2
2012-2013	6	6
2011-2012	5	7
Total	21	24

Table 6: Use of Family-Friendly Policies by Faculty, 2011-2016. Source: Vice Provost for Faculty Development.

Summary and Recommendations

The Committee was pleased to see few significant discrepancies in representation and salaries. The large gender pay gaps among associate professors in business and full professors in law. We were also concerned to find that salaries among postdocs were highly variable, especially in CLAS. We recommend that these salary differences should be investigated further and addressed if the situation warrants.

Furthermore, the committee was troubled by the low numbers of women in leadership positions and holding the rank of distinguished professor. Although progress has been made by hiring two female deans in business and social welfare, we urge the administration to develop more women leaders at KU. This could take the form of actively recruiting and incentivizing women to participate in the Senior Administrative Fellows program. Alternatively, KU could nominate women to participate in leadership programs outside of the university. We also urge the administration to promote and recruit more women at the distinguished professor rank.

One potential barrier to women's participation in university leadership is the tenure hurdle. Although we found few barriers to tenure in the professional schools, the gender tenure gap in CLAS was 4.2 percentage points. The committee recommends that KU should provide additional resources for supporting junior faculty during the tenure and promotion process,

especially in CLAS. KU should consider holding mentoring workshops for junior faculty, and provide yearly feedback on progress towards tenure.

Finally, the committee was concerned that women were more than twice as likely to leave KU as men. We were also very troubled to see that women were more than twice as likely to file discrimination cases against the university. We encourage the university to look more closely at these cases to determine if there are systematic problems in certain units leading to women leaving and/or filing discrimination cases against the university. The mentoring program for junior faculty and active recruitment of women into leadership positions may in the long-run work to reverse this trend.

3. Gender-Related Issues Confronting Students

Sexual Assault

The committee met with Shane McCreery and Jen Brockman to discuss actions taken in response to the Spring 2015 Chancellor's Sexual Assault Task Force (SATF) report. Over the course of seven months, the SATF gathered input from hundreds of people including KU undergraduate and graduate students, faculty, staff, alumni, and community members. The SATF made many recommendations to help combat sexual violence against KU community members and to improve the safety of the KU community.

There have been numerous substantial improvements following the SATF report at KU. The creation of the Sexual Assault Prevention and Education Center (SAPEC), directed by Jen Brockman, has revolutionized the sexual violence training and education programs at KU. The hiring of a new director of Institutional Opportunity & Access (IOA), in September of 2016, has led to the implementation of several key SATF recommendations that had previously been delayed.

Nonetheless, much work remains to be done. IOA needs a new, more student-friendly location and more staffing. Its present location in Carruth-O'Leary is simply not conducive to meeting with students, staff, and faculty about sensitive matters. Relocation to another building, perhaps in the new Burge Hall, is necessary for IOA to fulfill its mission. IOA is also woefully understaffed. For an institution the size of KU, five total staff members (including the director and administrative assistant) is simply too few. This is particularly true because IOA's responsibilities exceed those of comparable administrative units at other peer universities. Whereas many schools have dedicated Title IX compliance bodies, IOA is additionally responsible for faculty and staff complaints as well as cases involving racial, ethnic, religious, and age discrimination. Similarly, SAPEC needs additional personnel, possibly an additional educator to work with the athletics, to fulfill its mission. Even in a time of substantial budget constraints, the importance of student safety is too high to cut corners.

In addition to greater resource allocation, more work is needed in regard to the policy recommendations made by the SATF. The University responded by designating the SATF's recommendations as either: "Implemented," "Not Being Implemented," or "Implementation in Progress." KU also offered brief explanations for those designations. In a few instances, KU's responses were based upon faulty assumptions or need to otherwise be revisited. The ongoing areas of concern are discussed below.

Recommendations

First, the definitions related to sexual harassment and sexual assault are still in need of revision. The SATF recommended that:

*"Charge 1: Policy and Process Improvement: Recommendation 8. Revise Definitions of Sexual Harassment and Sexual Assault
The definitions of "sexual harassment" and "sexual assault" should be refined."*

KU's response was:

"It should be noted that the U.S. Office for Civil Rights previously approved the definitions we have. Given the lack of specificity by the task force and the implication of

changing definitions, any changes need to be thoroughly researched and well-thought out, which takes time. We continue to research potential changes.”

The response that the SATF recommendations had a “lack of specificity” was puzzling given that the full recommendation gave specific examples of where definitions should be changed. From the report:

“The definitions of ‘sexual harassment’ and ‘sexual assault’ should be refined as follows:

- The definition of ‘incapacitation’ needs greater clarity to differentiate wrongful and permissible conduct.*
- Definitions should be amended so that there are not duplicative or detached categories of misconduct. Currently, several categories of misconduct, such as ‘Dating Violence,’ ‘Domestic Violence,’ and ‘Intimate Partner Violence’ almost entirely overlap. Other concepts such as ‘Sexual Violence’ are not well integrated into the general prohibitions against sexual harassment and sexual assault.*
- The examples of sexual harassment and sexual assault should either be removed or substantially amended. Presently, certain items such as ‘Playing sexually suggestive music’ and ‘Allowing third parties to observe sexual acts’ are too broad without language differentiating consensual and non-consensual conduct. Other examples do not clearly fit within the general definitions of the concepts such as ‘Causing the prostitution of another person’ and ‘Capturing or transmitting intimate or sexual utterances, sounds or images of another person.’ Those two examples constitute objectionable conduct, but do not clearly fit within the policy’s definition of ‘sexual assault.’*
- ‘Coercion’ should be redefined with greater precision or another word should be used in the definitions. The current definition of ‘unreasonable pressure for sexual access’ fails to effectively divide coercive and non-coercive sexual conduct.*
- ‘Stalking’ should be more clearly defined beyond the very broad language presently used, which includes ‘a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear.’”*

These changes are needed to make KU’s code of conduct enforceable on a consistent and fair basis. In 2014 and 2015, a district court ordered KU to make changes to the previously approved definitions because of similar problems of vagueness and incorrect statements of the law. Leaving the current policies intact risks future actions by courts as well.

Second, the SATF recommended:

“Becoming a Jayhawk First: Institute First Year Student Campus Residency in Campus Housing.”

Prevention programming within student housing is a critical aspect of a multi-level prevention approach and facilitates a consistent delivery of prevention programming. All freshmen students should be required to live in campus housing for their first year.

This includes deferring new fraternity members' residency in chapter houses to sophomore year, consistent with existing sorority chapter house residency."

KU responded to the recommendation as follows:

"This is not feasible for a number of reasons. For example, the University does not have adequate housing to make this possible."

While cost control is a pressing concern for KU, the SATF's recommendations were based upon a comprehensive literature review and the failure to provide adequate first-year housing outside of the fraternity system increases the risks to students. As a result, making more first-year housing available should be a priority for KU.

Third, the SATF made this recommendation:

"Modify Fraternity and Sorority Recruitment/Membership Intake Practices: The practices governing fraternity and sorority recruitment/membership intake of new members need to be examined and modified. In particular, the SATF recommends eliminating recruitment of high school seniors into fraternities, and moving the recruitment/membership intake of all first-year students into fraternities and sororities until spring semester."

KU responded as follows:

"We have discussed this with the greek community every year for many years, but the greek community has opted to not change its practices. We will continue to have these conversations and encourage fraternities and sororities to consider our suggestions."

This response understates the degree to which KU has direct influence of the Greek community. The University must approve the affiliation of any fraternity or sorority chapter with KU. Practices such as recruiting high school seniors at fraternity events and first-year membership are inherently high-risk. KU can establish clear policy statements that condition ongoing affiliation with implementation of those policies.

Overall, KU has made great strides in addressing the substantial shortcomings that exists in addressing campus sexual violence. However, there simply must be more done. Students should not have to suffer under the shadow of rape and sexual assault when the University can make modest reforms that can improve their safety.

Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual+ (LGBTQIA+) ***Recommendations***

The committee interacted with the Center for Sexuality and Gender Diversity and identified issues related to demographic information, support staff, transgender healthcare, and gender inclusive bathrooms.

LGBTQIA+ Demographic Information

The University of Kansas does not currently have a way of tracking gender identity and sexual orientation of enrolled students. As a result, it is difficult for the institution to gauge the level of support, resources, resources, and needs of the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) community. In recent years, many institutions have developed processes for tracking this information through their admissions processes. Despite efforts to add these indicators as part of student profiles on admissions applications, there has been significant resistance to changing the application process. The committee recommends that these indicators be added to existing demographic collection processes in order to determine the number of incoming LGBTQIA+ students.

Increased Staff Support

The Center for Sexuality and Gender Diversity (The Center) provides resources and support to students, faculty, and staff of the LGBTQIA+ community at the University of Kansas. Currently, The Center is staffed by one program coordinator and one graduate assistant. Staff members report a need for increased staffing to meet needs of this marginalized community. With an additional fulltime staff member, The Center would be able to increase support for graduate students and registered LGBTQIA+ student organizations as well as increase educational training opportunities for faculty and staff.

Transgender Healthcare

Transgender healthcare is an issue of great concern on many college and university campuses. There are many policy implications for college administrators, particularly with regard to the facilitation and support of gender-confirming surgery. The University of Kansas healthcare plan does not currently cover transgender-related healthcare needs, including medications and surgical needs. However, there are 50+ colleges and universities offering transition-related health insurance and services (Rue, 2014). The University should adopt policies supportive of students, faculty, and staff in transition and advocate on behalf of transgender faculty and staff with the state healthcare provider.

Gender-inclusive Restrooms

For several years, The Center has actively partnered with other campus entities to provide more single-use, gender-inclusive restrooms on the University of Kansas campus. The goal is to offer safe and comfortable places for members of the campus community to use the restroom. This initiative is particularly focused on providing support to individuals who are transgender, gender non-conforming, queer, those with disabilities who have an attendant of a different sex/gender, and parents with young children of another sex/gender (Single-Use, Gender-Inclusive Restrooms, n.d.). Yet, despite these efforts, only 19 of 77 buildings on the KU Lawrence campuses have gender-inclusive restrooms. Significant efforts need to be made by the University to increase the number of inclusive restrooms on campus. The university needs to provide funding for the creation of these spaces, particularly in high traffic buildings (i.e. academic buildings with classrooms). Noting the inherent financial, spatial, and logistical issues associated with this venture, the University should develop a five-year plan for strategically addressing this issue.

Graduate Students and Postdoctoral Researcher Recommendations

Graduate students and postdoctoral researchers are both students receiving training and employees of the university. The committee recognized two major gender equity issues among KU postdocs and graduate students: 1) A lack of specificity in sexual harassment/assault training programs for graduate students and postdocs; 2) No parental leave policy exists for graduate students and postdocs.

Sexual Assault awareness training program for Graduate Students and Postdocs

The committee is aware that there are sufficient sexual harassment and assault awareness on-line training program for all KU graduate students and seminar style training for KU postdocs. The overall argument is that these programs are more general but less specific. Two major suggestions are: 1) Training programs should include one or more specific sessions for international graduate students and postdocs; 2) training programs should be tailored with different research areas and working environments, especially, the workplace where male researchers are dominant.

1. *It is necessary to include a specific training session for international graduate students and postdocs*

Apparently current universal training programs for graduate students or postdocs were generated with the idea that KU trainees are familiar with the culture and environment in the United States. In other words, these training programs are designed to target the students and researchers who know American culture and receive their education or at least majority of their education in this country. However, at KU more than half of graduate students and postdocs are international. Accordingly, the specific session should include some level of training for international students and postdocs to understand American culture and their working environment first. It should also contain enough materials that can educate the trainee to understand the differences of sexual harassment definitions among different cultures.

2. *The programs should be tailored with different research areas and working environments in mind*

Two examples: i) many KU graduate students are teaching assistants, and they are eager to learn how to prevent/avoid sexual harassment while they teach their undergraduate students during the teaching sessions and when they tutor their students during their office hours. So far, there is no training session particularly designed for these teaching assistants. In fact, many scenarios used in the training programs do not make any sense to international teaching assistants. ii) Some research groups such as the groups in the Department of Geology often perform their research work off campus. These research fields are also dominated with male researchers. Currently, female graduate students in those research groups often feel very uncomfortable during their field trips due to various sexual harassment incidents. Those incidents should be completely prevented. Our training programs should be able to truly be able to reduce the risk of harm for every single student and researcher at KU, no matter how specialized their research projects are and no matter where they do their work. Therefore, more specific training sessions should be created for these special groups with uncommon situations.

Maternity leave policy for women graduate students and postdocs

The need for maternity leave policies for women graduate students and postdocs at KU is urgent. There is no need for this committee to explain the scientific, physiological, and social benefits behind this responsible request. Offering sufficient maternity leave is the basic support that a community can provide for both new parent and baby as they develop their healthy future, which is strongly reinforced by all kinds of research.

Maternity leave is absolutely necessary but the current situation at KU is extremely unfair to women postdocs and graduate students. In fact even though female faculty can take advantage of tenure stop-clock and active service, modified duties, there is NO maternity leave for women graduate students and postdocs beyond FMLA.

There are some cases showing that some PIs actually allow their women researchers take some real maternity leave. Nevertheless, a strong maternity leave policy for women graduate students and postdocs should be developed at KU. This committee recommends that maternity leave for women graduate students and postdocs should be at least 6 weeks and longer when there are special medical difficulties. One possible approach would allow departments to donate sick leave to pay for graduate student and postdoc parental leave.

4. Gender-Related Issues Confronting Staff

Web Resources Recommendations

The committee did a review of policies related to gender in the fall semester of 2016. Locating policies related to gender and family issues on the KU website can be challenging. The front page of the Policy Library is organized by **Categories** or by **Location**. Under **Categories**, clicking **Personnel** brings the employee to the Personnel Policies by Category, where they can then choose **Administrators**, **Affiliates/Volunteers**, **Faculty/Academic Staff**, **Staff**, and **Student Employees** to see the list of policies that are specific for individual staff members. The pages are identical in layout and organization and differ only where a policy affects a particular group of employees i.e. the **Staff** page does not contain information about tenure. Finding gender and family-friendly policies requires looking through all categories of that page. It is easier to find this information on the Human Resources web site.

We recommend that KU create a link under **Personnel** that covered all family leave and childcare policies at KU. The Emily Taylor Center for Women and Gender Equity which has a link of family-friendly policies and resources <http://emilytaylorcenter.ku.edu/family-policies-resources>, and it would be useful to have a similar web page or a link to the Emily Taylor site.

In the summer of 2016, KU Policy Office changed gendered language to non-binary or gender neutral terms for all policies they had authority over. This change was initiated by KU student Harrison Baker. Jeff Chasen and staff in the Policy Office communicated with programs that the change was occurring. Governance has updated the University Code, USRR and FSRR. Departmental policy changes are not currently gender neutral because departmental bylaws require a legal change in that department. Going forward, all new policies will include gender neutral or non-binary language.

Children in the Workplace Recommendations

The Children in the Workplace Policy needs improvement. <http://policy.ku.edu/human-resources/children-in-workplace>. The wording comes across as not very supportive, and in a few places, hostile. For example, “When workloads allow, the University encourages departments to cooperate with employees who wish to meet family responsibilities by using breaks or lunch hours, flexible work schedules, adjusted hours or vacation leave.” Or this section of the policy, “A child who has an illness that prevents acceptance by a regular day care provider or from attending school, particularly a child with an infectious disease, should not be brought to the workplace under any circumstances.” Considering the abuse of leave policy (see below) this may put an employee in an untenable situation.

Childcare Recommendations

Access to childcare for KU staff is very problematic. There is no infant care on campus, and the two childcare locations only take children one year or older. Childcare for KU staff is not a priority for Hilltop Childcare Center. Per their web site <http://hilltop.ku.edu/enrollment-overview> students get priority. Past experience of staff is that students and faculty get priority, making it difficult for Hilltop to provide childcare services for staff. According to the Hilltop website:

As vacancies occur, children are accepted in the following order according to the date of application:

- 1. Children of Hilltop staff*
- 2. Siblings of KU affiliated children currently attending Hilltop*
- 3. Children of KU students*
- 4. Children of KU faculty & staff*
- 5. Non-KU affiliated children, as space allows after May 1 for fall enrollment*

<http://hilltop.ku.edu/enrollment-procedures>

Faculty have the opportunity to request and obtain a spot for their children by having it in their job offer letter as they negotiate their employment at KU. Staff do not have this opportunity.

The Edna A. Hill Child Development Center (CDC) is another resource for childcare on campus, though it is not as well-known as Hilltop. <http://cdc.ku.edu/>. Like Hilltop they do not provide infant care. They offer the Sunnyside Toddler Program, and Educare I and II Preschool programs. They also offer Little Steps ABA Early Intervention Program and Kansas Early Autism Program (KEAP) which are both focused on toddlers with developmental disabilities and autism.

The CDC provides an academic setting for early childhood development for undergraduate and graduate students. <http://cdc.ku.edu/functions-cdc>. It is also the location for research in early childhood education. Like Hilltop, the CDC has a waiting list. However, unlike Hilltop the CDC follows the University class calendar and is closed during Fall and Spring Breaks and in between semesters. One possible solution to staff’s limited access to childcare on campus would be to create Hilltop satellite locations in Lawrence. Partnering with the Emily Taylor Center for Women and Gender Equity for additional solutions is suggested.

Staff Leave Recommendations

The University of Kansas does not offer paid parental leave to staff. New mothers are covered by FMLA only after the birth or adoption of a child. This is problematic for several reasons. First, new employees may not have accrued enough time to take even six weeks off. Second, staff can be disciplined for using up too much sick leave, or excessive demands are placed on staff to document the need for the use of sick leave. Third, the interpretation of policy depends on the direct supervisor. <http://humanresources.ku.edu/sick-leave>.

From the link above, the HR site states “Excessive use of sick leave may result in disciplinary action.” If a new staff person only has 240 hours of sick leave, and they use that six weeks to recover from the birth of a child, they could be disciplined for abuse of sick leave because their leave total is down to 10 or less hours of sick leave (staff continue to accrue leave, but at reduced rates). FMLA protects staff from losing their positions for taking the time off, but does not protect staff upon return from accusations of excessive use of leave.

From the link above, “Sometimes, your supervisor may require you to submit a medical documentation from a health care provider to substantiate the need for sick leave.” This places a burden on staff to prove illness. All childcare facilities require a 24 hour period of being fever free without medicine, or 24 hours after first dose of antibiotics after being diagnosed with strep throat or pink eye. For strep throat or pink eye, the parent has that documentation from the physician’s office if they went to get antibiotics. However, physicians do not want to see children for a fever unless it is dangerously high. Requiring the parent to get documentation from their physician adds to the stresses of dealing with sick children by incurring the cost of the doctor’s office visit.

Health co-pays have increased. Blue Cross/Blue Shield co-pay is now at \$40. If the single parent is required by their supervisor to get documentation each time they request sick leave, co-pay expenses can quickly add up. In response to a question using the above example, Alan Humphrey said in a Support Staff Senate meeting that the parent should complete FMLA paperwork to protect themselves. (USS Senate minutes are no longer available online). Physicians charge a fee to complete FMLA paperwork. In addition, according to the HR FMLA page, <http://humanresources.ku.edu/family-and-medical-leave>, such a situation would not be covered. First, there is a length of employment requirement to be eligible for FMLA. Second, the list of approved events for FMLA do not include common illnesses.

Events that may qualify you for the use of FMLA include:

- *Birth and care of a newborn child*
- *Placement of a child through adoption or foster care*
- *Serious illness or injury rendering you unable to perform the duties of your job*
- *Care for a family member (parent, spouse, son, or daughter under 18, or over 18 if qualifying) with a serious illness or injury*
- *A qualifying exigency occurs while your spouse, son, daughter, or parent is on active duty or called to active duty status in the National Guard or Reserves in support of a contingency operation to manage the service member’s affairs*

- *Care for a covered service member, who you have a qualified family relationship with, who has suffered a serious injury or illness in the line of duty or had an injury or illness that existed before the beginning of the member's active duty and was aggravated by service in the line of duty while on active duty.*

KU does have a Shared Leave program. However, parental leave is not eligible for Shared Leave. <http://humanresources.ku.edu/shared-leave>.

All faculty and staff who are appointed to a regular position and meet the following requirements are eligible to participate in the shared leave program as leave recipients or as donors:

- *You have, or are caring for a family member who has, a serious, extreme, or life-threatening illness, injury, impairment or physical or mental condition, which makes you unable to perform your regular work duties.*
- *The above condition has caused, or is it likely to cause you to take leave without pay or terminate employment (because you are out of leave or will be out of leave).*
- *You have six months of continuous service with the State of Kansas.*
- *You have a satisfactory attendance record and no history of disciplinary actions.*
- *You have obtained a satisfactory performance evaluation or an evaluation rating of at least "meets expectations" (for University Support Staff).*
- *You have contacted Human Resources Management (HRM) about Family Medical Leave Act (FMLA) eligibility.*

The Shared Leave program is only for faculty and staff. The Shared Leave Policy does not cover graduate students and postdocs. <http://policy.ku.edu/human-resources/shared-leave>.

Student employees are not eligible for leave because they are not at 48% or full time employees. Graduate Teaching Assistants, Graduate Research Assistants and Graduate Assistants are not eligible for leave in accordance with the Board of Regents Policy. <http://policy.ku.edu/graduate-studies/benefits-for-GRAs-GTAs-GAs#leave>.

KU would benefit from expanding the eligibility requirement of shared leave to include parental leave. Staff would also benefit from having explicit definitions of what constitutes abuse of sick leave, and knowing what the lowest number of sick leave hours a staff would have to have to be considered abusing leave.

The University Senate Ad-Hoc Committee on Gender Equity Charge:

This committee will investigate and identify potential issues of inequality of treatment of students, staff, and faculty based on gender. Report to SenEx by March 31, 2017.

University Senate Ad-Hoc Committee: Gender Equity

Chair: Donna Ginther, Economics

Faculty: Brian Donovan, Sociology

Faculty: Candan Tamerler, Mechanical Engineering

Faculty: Corey Yung, Law

Staff: Huili Yao, Chemistry

Staff: Dustin Struble, Sexual Assault & Prevention Ct

Staff: Teri Chambers, AAAC

Student (Grad): Brittney Oleniacz, b055o938@ku.edu

Student: Conner Hampton, conhampton@gmail.com

Student: Ryan Billups, r078b653@ku.edu

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