MISSION
The Penn State Commission for Women advises the President of the University about the status of women at Penn State, advocates for women's concerns, and recommends solutions. The commission has identified concerns of women employees and students of Penn State since 1981. The commission provides a forum for exchanging ideas that can lead to improved policies and practices that support women at Penn State.

MEMBERSHIP
Members of the commission are volunteers appointed by the President of the University from every employment category within the University (faculty, exempt and nonexempt staff, technical service, and administrative), as well as graduate and undergraduate students. Additionally, individuals within the Penn State community are involved with the commission as affiliate members.

More information is available on the Penn State Commission for Women’s website at equity.psu.edu/cfw

COMMITTEES
The commission’s work is accomplished through six committees:

EXECUTIVE
Oversees activities and decisions according to the commission’s bylaws; manages the budget of the commission; administers annual programs for the Rosemary Schraer Mentoring Award and Achieving Women awards; conducts annual commission membership and election activities.

ASSESSMENT
Gathers, reviews, and interprets gender equity data to help identify issues that affect the women of Penn State; compiles periodic reports about the status of women at Penn State; consults with the committees of the commission that seek information about the status of women at Penn State.

CAMPUS LIAISON PROGRAM
Promotes involvement and collaboration among Penn State campuses to share best practices, to strengthen communication about women’s issues, and to reinforce the commission’s goals.

ISSUES
Through ad hoc committees, studies and suggests commission responses to key issues that affect the working/learning environment for the women of Penn State.

MARKETING
Promotes the purpose, vision, and accomplishments of the commission; increases awareness about the commission within the Penn State community; and publicizes the commission’s programs and events.

MENTORING
Annually matches faculty and staff protégés with mentors within the University community; assists mentor/protégé pairs to develop goals and provides guidance throughout the year; organizes monthly activities for personal and professional development.

Office of the Vice Provost for Educational Equity
The Pennsylvania State University
314 Old Main
University Park, PA 16802
Phone: 814-865-5906 | Fax: 814-865-3997
equity.psu.edu

This publication was printed on paper with recycled content.

This publication is available in alternative media on request.
The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. The Pennsylvania State University prohibits discrimination and harassment against any person because of age, ancestry, color, disability or handicap, genetic information, national origin, race, religious creed, sex, sexual orientation, gender identity, or veteran status and retaliation due to the reporting of discrimination or harassment. Discrimination, harassment, or retaliation against faculty, staff, or students will not be tolerated at The Pennsylvania State University. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901; Tel 814-863-0471/TTY. U.Ed. OVP 13-12

STATUS OF WOMEN AT PENN STATE

Students in Degree Programs

Female Concentration Ratio

2001-2011

Prepared by the Commission for Women
Office of the Vice Provost for Educational Equity
**EMPLOYEES**

**How to read these charts:**

Female concentration ratios between 2001 and 2011 are plotted on each graph. A concentration ratio compares the percent of women in a group to the percent of women in the overall Penn State population. The graphs pertaining to students refer to the female student population. All other graphs refer to the female employee population.

Suppose that 100 percent of medical students were women in a year, but 50 percent of the population of all Penn State students were women. The concentration ratio plotted, then, is 2.0 (i.e., 100% ÷ 50%). In other words, the concentration of women in medical school was two times the concentration of female students in the entire University. Suppose that, in the same year, 25 percent of law students were women. Then, the concentration ratio is 0.5 (i.e., 25% ÷ 50%).

The concentration of females in a group would be equal to the concentration of women in the entire University. Suppose that, in a year, 25 percent of law students were women. The concentration ratio plotted, then, is 0.5 (i.e., 25% ÷ 50%).

Each graph contains a black horizontal line where the concentration ratio is 1.0, indicating the point at which the concentration of females in a group would be equal to the concentration of women in the respective Penn State population.

The recent reduction of full-time positions has resulted in a decline in concentration of women in nonexempt staff and technical service positions.

The Commission for Women recommends qualified women candidates to search committees for administrative positions.

The concentration of women on the Board of Trustees historically has been low. The 2012 elections have resulted in a decline.

The number of academic positions with fixed-term and multi-year contracts has grown each year since 2001, while the number of academic standing positions has remained nearly constant. The percent of women in academic standing and fixed-term positions has increased yet is still less than the percent of all women employed by the University.

The University administration and members of the Commission for Women have discussed tenure rates for female tenure track faculty and are working together to help improve the rates.

**STUDENTS**

The percent of women in part-time graduate studies has consistently been higher than the percent of women enrolled in all Penn State programs.

The concentration of women in medical school and law school are similar to national trends of women’s enrollments. The concentrations of women in undergraduate and graduate studies are below the national trends.

The percent of women over age 24 in part-time undergraduate and graduate studies has consistently been higher than the percent of women enrolled in all Penn State programs.

The percent of women ages 18 to 24 in full-time undergraduate and graduate studies has consistently been lower than the percent of women enrolled in all Penn State programs.*

The percent of women enrolled in all Penn State programs.*