

# PENN STATE COMMISSION FOR WOMEN

## 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](http://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

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PENNSTATE



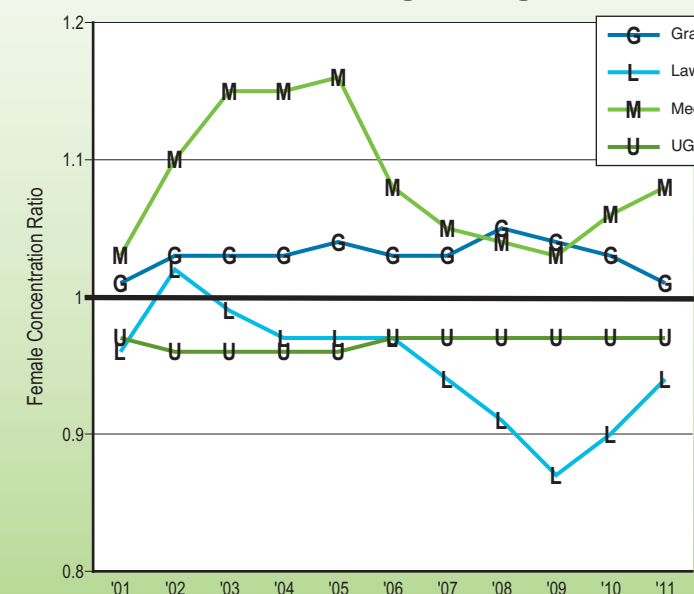
COMMISSION *for* WOMEN

A VOICE | A VISION | A COMMON GROUND



# STATUS OF WOMEN AT PENN STATE

## Students in Degree Programs



2001-2011

Prepared by the  
Commission for Women

Office of the Vice Provost for Educational Equity

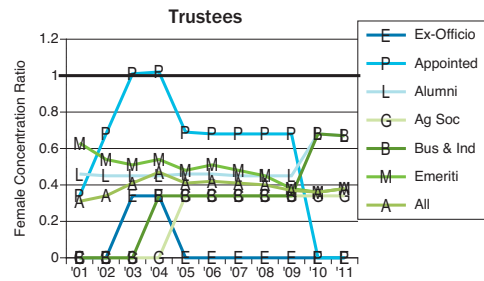
# EMPLOYEES

## How to read these charts:

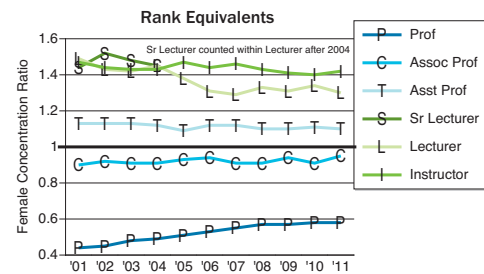
Female concentration ratios between 2001 and 2011 are plotted on each graph. A concentration ratio compares the percent of women in a group to the percent of women in the overall Penn State population. The graphs pertaining to students refer to the female student population. All other graphs refer to 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.,  $100\% \div 50\%$ ). 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.,  $25\% \div 50\%$ ).

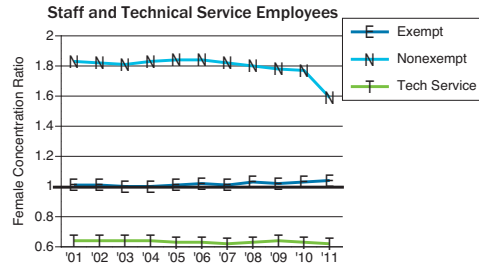
Each graph contains a black horizontal line where the concentration ratio is 1.0, indicating the point at which the concentration of females in a group would be equal to the concentration of women in the respective Penn State population.



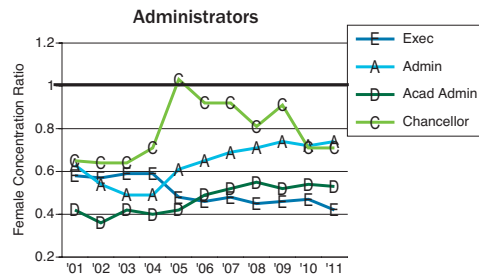
The concentration of women on the Board of Trustees historically has been low. The 2012 elections have resulted in a decline.



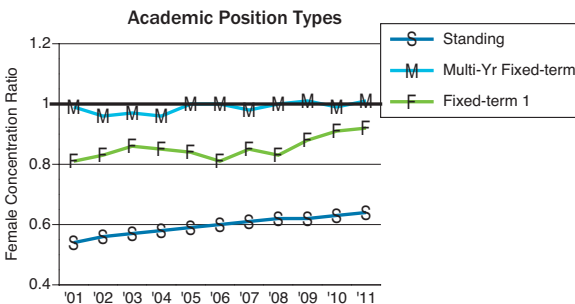
The University administration and members of the Commission for Women have discussed tenure rates for female tenure track faculty and are working together to help improve the rates.



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

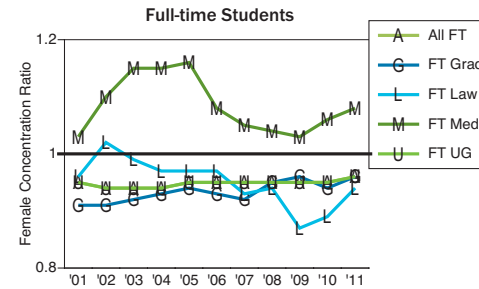


The Commission for Women recommends qualified women candidates to search committees for administrative positions.

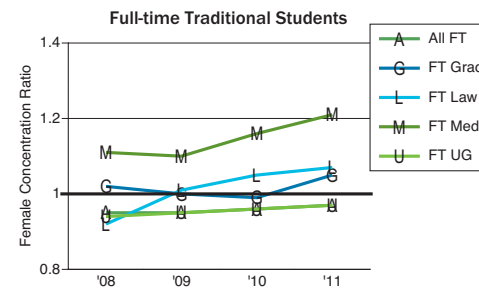


The number of academic positions with fixed-term and multi-year contracts has grown each year since 2001, while the number of academic standing positions has remained nearly constant. The percent of women in academic standing and fixed-term positions has increased yet is still less than the percent of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

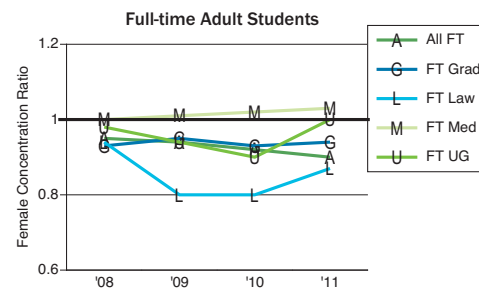
# STUDENTS



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.

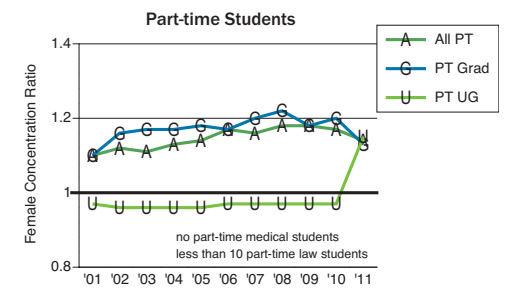


The percent of women ages 18 to 24 in full-time undergraduate and graduate studies has consistently been lower than the percent of women enrolled in all Penn State programs.\*

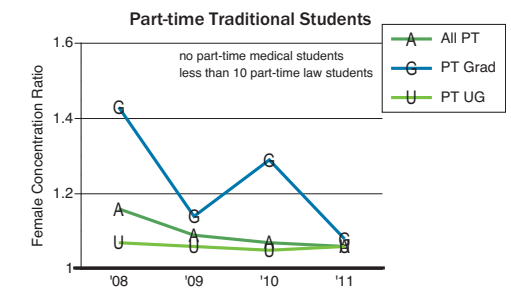


The percent of women over age 24 in full-time graduate and undergraduate studies has consistently been lower than the percent of women enrolled in all Penn State programs.\*

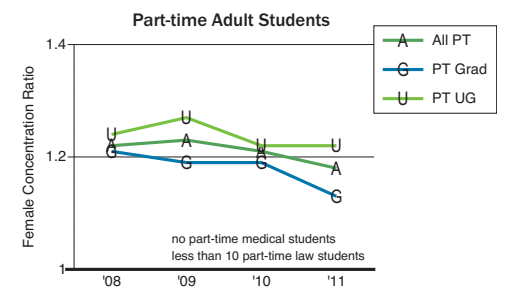
\* Adult category created in 2008



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



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