

### *Sue Talbot: Newly Elected Trustee Champions Diversity*

Dr. Sue Talbot became the newest member of Indiana University's Board of Trustees in May. Elected by Indiana University alumni, she will serve on the Board of Trustees for three years. She is committed to Indiana University as an administrator, serving as a liaison between Indiana University and the Bloomington community. Talbot is the Past Director for Alumni Education Programs from 1991 and served on the Indiana University Alumni Association Executive Counsel for twelve years. Dr. Talbot has helped shape the direction and future of Indiana University's students, staff and faculty.

Talbot gained state-wide recognition for her educational initiatives, winning the prestigious Indiana Sagamore of the Wabash award in both 2000 and 1987. Talbot has also served as the Special Assistant for Education to Governor Orr, as well as on the Indiana State Commission for Teaching Training and Licensing; she is the founding director of Hoosiers for Higher

Education. Her commitment to the success of IU academics is marked by expectations for students to excel; "our graduates need to leave with a dedication to become the best citizens possible in their work, their community service, and to pursue ethical standards in their personal life."

Dr. Talbot has long been a supporter of fair hiring practices for both women and minorities



among IUB faculty and administrators; "I have always championed diversity in all endeavors for IU, local community boards and organizations with which I am affiliated. IU is unfortunately the norm in higher

education with the wide gap between men and women serving on boards and holding administrative positions. Each time a position becomes available, I will add my voice to the board members promoting women and other minorities and try to confront the severe need for locating more women as leaders." Envisioning a future for IU women, Dr. Talbot notes the need for "women in administrative roles, in math and science, and the non-traditional academic areas," adding that "assessment of each academic school" is a first step in working toward "greater success in equity."

The Indiana University Board of Trustees voted on the issue of partner benefits this September. Sue Talbot supported the initiative. "Domestic partner benefits are the right thing to do for our employees. IU is the fifth largest employer in Indiana. With that statistic comes the responsibility to treat our employees fairly. The precedent has been set by many other institutions of higher education, Fortune 500 businesses and government municipalities. The time has come for us to act responsibly in this matter."

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## *From the Dean for Women's Affairs, Jean C. Robinson:*

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I extend to you a warm welcome to Indiana University-Bloomington from the Office for Women's Affairs. Some of you may wonder what the Office for Women's Affairs does.

Despite our name, we do not oversee personal relationships, nor do we maintain a dating service! We do work to make IUB a more woman-friendly place to learn and work.

The Office for Women's Affairs was established 28 years ago when a group of women faculty organized together to research and redress women's inequality with regard to faculty salaries and appointments on the Bloomington campus. Supported by the Chancellor of the campus, OWA has continued its initial commitment to faculty while expanding our constituency to include undergraduate and graduate students, professional and support staff, indeed all women connected to IUB. We now offer programs, sponsor research, and promote policies and procedures designed to enhance the opportunities available to all women on campus, staff, student and faculty.

With other offices and individuals, we are trying to create a community that honors all people, regardless of our individual sex, race, religion, sexual orientation, ethnicity, physical abilities, or origins. Our work at OWA is motivated

by a commitment to create a community that not only honors and respects each individual but also one that actively seeks to ensure women's success in learning, teaching, research, and work.

OWA is a Bloomington campus unit that reports directly to Chancellor Sharon Stephens Brehm. We pursue collaborative projects with almost every office on campus, addressing issues ranging from providing quality, affordable child-care, to ensuring salary equity, to addressing problems of sexual assault, sexual harassment, and gender discrimination.

IU's Office for Women's Affairs differs from women's offices at many other universities in that 1) we do not have a free-standing women's center and 2) we serve as an advocate for women as a group as well as individual women. The OWA staff work to promote the advancement of women by removing barriers to women's full participation and by facilitating the development of programs and policies that help women in their academic and personal lives. OWA also addresses individual and unit-level complaints and challenges concerning gender inequitable treatment, employment and learning environments, harassment, and personal safety on campus.

*The Majority Report*, which is sent to women faculty, staff and graduate students four times a year, provides information about IU's policies and procedures as well as presenting ideas and research about the climate for women at IUB. In these pages you will find articles about sexual harassment, gender harassment, sexual assault and aspects of personal safety, as well as about salary inequity, promotion and tenure, career development strategies, personal-professional life management, workplace conflict and educational opportunities.

This year the *Majority Report* will have special articles examining a number of our successes and challenges: the retention and promotion of women faculty and staff, health issues of concern to all women, plus family-friendly and work/life policies. Starting in December, the analysis from OWA's two-year Study on the Status of Women at IUB as well as recommendations for enhancing the campus climate for women will be discussed

### ***The Majority Report***

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*The majority of students enrolled at IU  
Bloomington are women, who constitute 53.9%  
of the student body.*

in these pages. Look to the *Majority Report* as well for information and ideas from other OWA programs and collaborations.

Part of our programming includes workshops and conferences for women. The student-focused Women's Leadership Conference takes place on October 20, 2001; the staff-focused Women and Work Conference is usually scheduled for late spring. We also co-sponsor, with other campus units, a variety of workshops and conferences. We will co-host a workshop on tenure for junior faculty- both men and women- on October 19 with the Dean of Faculties Office.

Over the years, OWA has initiated a number of programs designed to enhance the recruitment and retention of faculty and students. For instance, salary equity reviews, which originally were initiated by OWA, have now become part of regular procedures in schools and units on campus. When we recognized that the number of women in the sciences was exceptionally small, OWA developed and administers, the Women in Science Program. WISP now includes graduate Women in Science fellowships, a mentoring program, conference travel grants for young women scientists, and special workshops for undergraduate and graduate women in the sciences. Most recently, OWA received funding from the National Science Foundation for a program that provides stipends and research experience in science labs for undergraduate women. Our annual Women in Science Research Day will highlight the research projects of undergraduate and graduate women in the natural and social sciences.

OWA sponsors the Women Faculty Mentoring Program, and we are pleased to use the *Majority Report* to introduce new women faculty to the IUB community. For staff women, we organize brown-bag lunch discussions: this year's schedule includes conversations about breast cancer as well as insights for surviving as a woman in the workplace. In the *Majority Report*, you will also learn about some of the important contributions of staff women across campus.

OWA has long worked to enhance safety on the Bloomington campus. Through the Commission on Personal Safety, which I co-chair

with the Dean of Student Affairs, Richard McKaig, OWA is involved in safety programming as well as in developing new policies. These safety efforts focus on securing and maintaining a safe physical space for IUB students and employees by presenting educational programs on sexual assault prevention, working with the Physical Plant on lighting, access and emergency telephones, and addressing issues of personal safety through various forums.

As you can see, OWA sponsors a variety of programs throughout the year. Check out OWA's website at <http://www.indiana.edu/~owa/> for information related to specific programs and upcoming events.

I hope that you find the *Majority Report* a useful resource. Do take advantage of our programs, and let us hear from you by emailing us at [owa@indiana.edu](mailto:owa@indiana.edu) or by calling the office to speak with me or one of OWA's staff members. We want to be sure that women have every opportunity to succeed, and we try to offer the kinds of services and programs that will benefit you the most. I urge you to let OWA know how we can better help you in facing the challenges and ensuring success in your work and studies here at IUB. I look forward to hearing from you.

**Teaching Resources Center Presents:**  
***Civility in the Classroom***

**When:** Friday, Oct. 19, 2001, 2:00 to 3:30 p.m.

**Where:** Ballantine 304

Incidents of classroom disruptions have been in the news and appear to be growing in frequency and severity.

Joan Middendorf of the Teaching Resources Center will show several brief video segments as she leads a discussion on preventing and coping with classroom incivilities. Staff from the Office of Student Ethics describe university procedures for dealing with uncivil students.

For more info, see [www.iub.edu/~teaching](http://www.iub.edu/~teaching) or call, (812) 855-2635.

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## **Importance of Professional Experiences for Retaining Women in the Sciences**

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*Mindy Criser, Coordinator of Development and  
Communication, WISP: Women in Science Program*

In 1998, a commission created by the Carnegie Foundation for the Advancement of Teaching released a report addressing the education of undergraduates at research universities.<sup>1</sup> The Boyer Commission on Educating Undergraduates in the Research University highlighted the lack of research experience being received by undergraduates. In “Reinventing Undergraduate Education: A Blueprint for America’s Research Universities,” the commission emphasized the use of discovery-based methods, such as research, for improving undergraduate education. The commission recommended that first-years engage “in research in as many courses as possible” and noted that undergraduates that join research teams early on, can progress and, as seniors, will be “ready for research of the same character and approximately the same complexity as the first-year graduate student.”<sup>2</sup> According to the commission, improved research skills will make the transition from senior to graduate student easier to achieve.

For women in science, research experience is an important factor in their retention during their undergraduate education. In 1992, the Higher Education Resources Institute (HERI) studied five institutions well known for their attraction and retention of women and students of color in the sciences and for their ability to encourage the pursuit of science careers.<sup>3</sup> The successful retention practices that were common among the five institutions included undergraduate research opportunities, high levels of faculty-student interaction, and a focus on undergraduate education. Research shows that academically engaging activities, such as participating in faculty research projects, “tend to promote retention in the sciences.”<sup>4</sup> Not only does research provide hands-on experiences, but it also increases the interactions that students have with faculty.

One reason for promoting research skills and

interactions with faculty is to increase the self-confidence of women in science. Women consistently underestimate their abilities in mathematics and sciences more than men.<sup>5</sup> It has been suggested that when women remain in mathematics and science fields, they improve in the perceived estimation of their abilities. Conducting research will allow women undergraduates to increase their abilities, and therefore their self-confidence. Faculty interactions that provide encouragement also promote increased self-confidence. To retain women in the sciences, academic institutions need to provide women with opportunities, such as performing research with faculty, that will help them realize their potential.

One such institution that is working on increasing the retention of women in the sciences is the University of Michigan (U-M). U-M has an undergraduate program that partners first and second year students with faculty in a research partnership.<sup>6</sup> Data from the Undergraduate Research Opportunity Program (UROP) surveys “suggest a definite positive effect on retention rates.”<sup>7</sup> The surveys also show that UROP students see an increase in self-confidence in their skills. The University’s program has been successful in promoting the retention of women in science and, thus, should be replicated at other institutions.

The Women in Science Program (WISP) here at IU has also been working towards increasing the retention of women in science. WISP received funding this year from the National Science Foundation for a Science Undergraduate Research Fellowship (SURF) Program, which aims to provide greater self-confidence for the Fellows in their performance as scientists and increase the likelihood that they will remain in the sciences. The SURF program has placed 14 third-year female undergraduates with science faculty to perform research. By joining research labs, the women students will learn research and analysis skills important for their future. Preliminary discussions with the participants have shown a positive experience. Thus, more efforts to increase participation of students, and especially women, in research should be pursued to improve undergraduate education.

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*Gwendolyn J. Paulk:  
A Legacy of Student Success*

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This past spring, Indiana University lost a cherished administrator and student advocate. Director of the African American Cultural Center, and former Associate Director for the Minority Achievers Program/ Mathematics and Science Scholarship Program, Gwen Paulk has left a legacy of successful students and a community more welcoming to all IUB students. Paulk dedicated her work as Director for the African American Cultural Center to creating an inclusive and dynamic community for students on campus. Last January she wrote, "...what continues to make the Cultural Center a special place for African Americans is not just the building, but rather an attitude of community and an atmosphere where students know that they are welcome, respected, listened to, encouraged, advocated for and loved regardless of who they are or where they come from."

Paulk worked closely with Lillian Casillas, director of La Casa, and Melanie Castillo-Cullather, director of the Asian Culture Center, to provide services and programs for IUB students. Dr. Charles Sykes, director of the African American Arts Institute, commented on her commitment to quality programming to enrich cultural

**"Gwen was such a wonderful presence in my life. With so many students to deal with, she could have easily served as a once-a-month advisor. Instead, She became one of my best friends. We spent more time talking about God, family, love and friendship, than exams and electives, but I learned more from her than I did in any class-room"**

**-Eric Quinones, former student**

education on campus; "she tried to do high quality programming by bringing in people like the Tuskegee Airmen to bring in some history about our culture and to advertise and share that with the community at large."

As an administrator and colleague, Gwen Paulk supported and challenged her co-workers in a very special way. "I appreciated in a work setting that Gwen was always attentive to the issues of women of color and also kept an eye on the broader issues of diversity. She was able to give critical feedback with honesty, integrity, humor, and kindness all together," commented Assistant Dean for the Office for Women's Affairs, Carol McCord.

Mrs. Paulk was a valued mentor for hundreds of IU students through both the MAP/MAS programs and as director for the AACC, and was known by many students as "mom."

**"...I never called her Gwen. I always called her mom, because she treated me like I was one of her own children."**

**-Joseph Richardson, former student**

Paulk was committed to shaping the direction of leadership among African American students. In the 2001 Black Student Leadership Summit: *Shaping a National Agenda for Black Student Leadership*, Paulk stated, "Leadership for students of color in the 21st century is an important issue that needs to be kept on the forefront of higher education."

Through mentoring and student advocacy, collaboration with wide-ranging groups and offices on campus, and quality programming, Paulk was able to touch the lives of an overwhelming number of students, faculty, and staff in her fourteen years of service at Indiana University. "Her accomplishments were everyone else's," remembered Dr. Sykes; "she was about you doing well, that is what she did well."

"Her moral values and her religious values helped shape how she interacted with people, how she tried to help people," said Dr. Gloria Gibson, Associate Vice-Chancellor for the Office of Multicultural Affairs. "Her greatest legacy is all the students whose lives she touched- hundreds of students. There is a little part of Gwendolyn Paulk in those students who she touched. Part of their success can be attributed to her."

*\*Special thanks to the contributors of this article*

## 2001 Indiana University New Faculty Women, Part 1



**Valarie L. Akerson** joins the Science Education program in the Department of Curriculum and Instruction. She currently serves as an associate editor for *School Science and Mathematics*. Published in the

*Journal of Science Teacher Education*, *Journal of Research in Science Teaching*, *School Science and Mathematics*, and *Science and Children*, Professor Akerson was nominated for the Early Career Research Award from the National Association for Research in Science Teaching.

**Marcia Baron** is a new Professor of Philosophy specializing in moral philosophy and the philosophy of law; her current work focuses specifically on philosophical issues in criminal law. She has served on the editorial board of *American Philosophical Quarterly* and *Ethics*, is currently an associate editor of *Ethics*, and serves on the editorial board of *Kantian Review*. She joins the Department of Philosophy with her husband, Fred Schmitt, both from the University of Illinois, Urbana-Champaign. They are accompanied by their nine year-old son, Nathaniel.



**Deborah N. Cohn** has been Assistant Professor at Columbia University (1995-97) and at McGill University (1997-2001), serving a year as a William S. Vaughn Visiting Fellow and visiting Assistant Professor at the Robert Penn

Warren Center for the Humanities at Vanderbilt University (2001-01). Her early publications have been comparative studies of writers of the American South, particularly Faulkner, and writers of contemporary Latin America. Her husband Peter Sauer is a research scientist in Geology here at IU.



**Mary Frances Howard-Hamilton** joins Indiana University as Associate Professor of Educational Leadership and Policy Studies. She has held the positions of Associate Professor and

Coordinator for the University of Florida's Student Personnel in Higher Education Program, as well as an affiliate faculty at the Center for Women's Studies and Graduate Studies. Her extensive awards include the 2000 S. Earl Thompson Award for Outstanding Contributions to Residence Life and Food Service by the Association of College and University Housing Officers International. Professor Howard-Hamilton is an accomplished marathon runner, and will run her 11th marathon in the Chicago Marathon this fall. She also enjoys mentoring through the Big Brothers, Big Sisters Program.

**Deidre Shauna Lynch** is a new addition to IUB as Associate Professor of English from State University of New York- Buffalo. Her research interests are in 18th century British culture, the novel. She has been awarded a National



Humanities Center Fellowship and the SUNY Chancellor's Award for Excellence in Teaching. Her publications include *The Economy of Character: Novels, Market Culture, and the Business of Inner Meaning*, *Janeites: Jane Austen's Disciples and Devotees*, and *Cultural Institutions of the Novel*.

**“If we do nothing to change  
the world, we cannot call  
ourselves educated women.”**

-Johnetta Cole, Past President of  
Spelman College



**Emilia Martins** joins us as an Associate Professor of Biology. She was formerly a tenured Associate Professor with the Department of Biology at the University of Oregon. Dr. Martins is the recipient of several NSF awards, including the National Science Foundation Career Award for Systematics and Computational Biology. Her primary research interest is in the evolution of complex behavioral traits such as communication and social behavior.

**Cara Wellman** joins Indiana University as an Assistant Professor of Psychology. Wellman earned her PhD in Neural Science and Clinical Psychology at IU, and has held the position of visiting Assistant Professor and Research Scientist for the Department of Psychology at Indiana University. She was a post-doctoral fellow at Amgen from 1993-1995. Her major research interests include the effects of ageing and stress on behavior, cortical morphology, and cortical pharmacology.



#### Campus Safety Resources

**Office for Women's Affairs.....855-3849**  
**Commission of Personal Safety....cps@indiana.edu**  
**Health and Wellness Education.....855-7338**  
**Counseling and Psychological Services..855-5711**  
**GLBT Student Support Services.....855-4252**  
**IUSA Safety Escort.....855-SAFE**  
**IU Police Department.....855-4111**  
**Monroe County Prosecutor's Office.....349-2670**  
**Protective Order Project.....855-9229**  
**Office of Student Ethics and**  
**Anti-Harrament Programs.....855-5419**

#### 24 Hour Crisis Lines:

**Sexual Assault Crisis Service.....855-8900**  
**Middleway House.....336-0846**

MR Index Sources: 1. Washington Post, Health 10/27/98 2. Labor News for Working Families aflcio.org 3. Empower: Educational Motivation of the Potential of Women in Every Realm, April 2001 4. WRI Women's Newsletter No.2 1994 5. www.senate.gov 6. National Center for Health Statistics No.292, Trends and Differential Use of Assistive Technology Devices, United States. 7. United States Census 2000 8. Ibid. 9. Texas Water Development Board, Austin 10. Alaska Department of Environmental Conservation, Juneau 11. National Institute for Health Care Management, Washington 12. American Pharmaceutical Association, Washington

### ***Congratulations to Dr. Elinor Ostrom Distinguished Professor of Political Science***

Elinor Ostrom, Arthur F. Bentley Professor of Political Science and co-director of IU's Center for the Study of Institutions, Population and Environmental Change in Bloomington, has been elected as a member of the National Academy of Sciences (NAS), one of the highest honors accorded scientists and academicians in the United States. She is recognized by NAS as being the first to demonstrate, through field research, that small communities throughout the world have been able to develop collective institutions that prevent over-exploitation of communal resources. She has also shown that the ability to maintain such capacity is influenced by formal governance structure.

Ostrom was elected as a fellow of the American Academy of Arts and Sciences in 1991. In 1999, she became the first woman to receive the John Skytte Prize from Sweden's Uppsala University, one of the largest international scholarly awards in the social sciences. She is the former president of the American Political Science Association and has led the Public Choice Society, the Midwest Political Science Association and the International Association for the Study of Common Property.

***Congratulations, Dr. Ostrom, from the  
Office for Women's Affairs!!!***

"Retaining Women in the Sciences," References:

1. Boyer Commission on Educating Undergraduates in the Research University. 1998. Reinventing Undergraduate Education: A Blueprint for America's Research Universities. State University of New York, Stony Brook.
2. <http://notes.cc.sunysb.edu/Pres/boyer.nsf>. Ibid, page 5 of 6.
3. Astin, H.S. & L.J. Sax. 1996. Developing scientific talent in undergraduate women. In C.S. Davis, A.B. Ginorio, C.S. Hollenshead, B.B. Lazarus, P.M. Rayman, & Assoc. (Eds). The Equity Equation: Fostering the Advancement of Women in the Sciences, Mathematics, and Engineering (pp. 96-121). San Francisco. Jossey-Bass Inc. Pp. 110-111.
4. Ibid, p. 110.
5. Ibid, p. 97.
6. University of Michigan. June 1996. Evaluation and Dissemination of an Undergraduate Program to Improve Retention. In, Lessons Learned from Fipse Projects III - June 1996.
7. <http://www.ed.gov/offices/OPE/FIPSE/LessonsIII/michigan.html>. Page 1 of 2.

Ibid, p. 202.

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## Majority Report Index

Deaths from lung cancer compared to breast cancer in American women this year....+23,000

Percent of people caring for elders and also responsible for the care of children.....40

Percent of women who held the position of Female Executive Vice President  
in US corporations in 1992.....9

Percent of women representatives in the Brazilian Senate.....24

Percent of women representatives in the United States Senate.....13

Number of people in the US who use hearing aides and closed captioned television.....4.5 million

Percent of citizens naturalized in the US in 2000.....4

Estimated year in which El Paso, TX, will exhaust its current sources of water.....2030

Number of 21 cruise ships tested by Alaska last summer whose wastewater met federal  
sewage-treatment standards.....1

Percentage change since 1998 in the amount Americans spend each year on prescription  
drugs.....+40

Estimated number of Americans who died last year from adverse reactions to such  
drugs....218,000

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