Results of the 2009 COSW Survey

Issues/Concerns of Women at Wayne State University
Purpose of the Survey

The President’s Commission on the Status of Women (COSW) presents to the President written recommendations regarding ways in which the University may address issues of concern to women faculty, staff and students. The Commission also presents programs and helps fund programs and events that address issues that concern women.

The survey is intended to help identify current issues and areas that the COSW should focus on improving.
2209 Respondents
260 Faculty 401 Staff 1548 Students

Staff, 401, 18%
Faculty, 260, 12%
Student, 1548, 70%
Respondents by Gender
276 Male  1933 Female

Male, 276, 12%

Female, 1933, 88%
Summary of Employee-Specific Issues/Concerns

SATISFIED
The treatment of women regarding policies, procedures and practices in:
• appointment, employment, placement and classification.
• annual review, promotion and tenure.

DISSATISFIED
• The salary of women compared to men in the same position.
• Female employees should be granted longer maternity leave.

FACULTY SATISFIED, STAFF DISSATISFIED
• Opportunities for career advancement on campus.
FACULTY/STAFF
The treatment of women regarding policies, procedures and practices in appointment, employment, placement and classification
FACULTY/STAFF
The treatment of women regarding policies, procedures and practices in annual review, promotion and tenure

![Bar chart showing satisfaction levels among faculty and staff.](chart.png)

- **Faculty**
- **Staff**

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FACULTY/STAFF
The salary of women compared to men in the same position.
FACULTY/STAFF
Do you think female employees should be granted longer maternity leave?
Summary of WSU Community Issues/Concerns

SATISFIED
- WSU policies and practices for academic advising/guidance for female students in your department and/or college.
- Opportunities for women to improve their health

DISSATISFIED
- Availability of services for working/studying mothers (e.g. child care, lactation rooms)
- Personal Safety on Campus
- Access to professional Mentoring on Campus

INTEREST IN A MENTORING PROGRAM (62%)

INTEREST IN A NETWORKING EVENT AIMED AT WOMEN’S ISSUES (46.8%)

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**Summary of WSU Community Issues/Concerns**

**SPLIT BETWEEN SATISFIED/DISSATISFIED**

- Access to information and services for women, such as where to report discrimination, sexual harassment or other issues/concerns of women.

- Opportunities for women to:
  - improve the health of their families
  - improve their relationships
  - learn how to be financially secure

- Training in areas that will help women succeed in the workplace.
- Strategies women can use to excel in subjects that are considered to deter women from entering and succeeding in male-dominated fields.
FACULTY, STAFF AND STUDENTS
WSU Policies and practices for academic advising/guidance for female students in your department and/or college.
FACULTY, STAFF AND STUDENTS
Availability of services for working/studying mothers, such as child care and lactation rooms.
FACULTY, STAFF AND STUDENTS
Access to information & services for women, such as where to report discrimination, sexual harassment or other issues & concerns of women.
FACULTY, STAFF AND STUDENTS
Opportunities for Women to Improve Their Health (e.g. exercise, nutrition, sports, dealing with stress)
FACULTY, STAFF AND STUDENTS
Opportunities for Women to Improve the Health of their Families.
(e.g. as caregivers of children, caregivers of elderly adults, family exercise programs)
FACULTY, STAFF AND STUDENTS
Opportunities for Women to Improve Their Relationships
(e.g. families, couples, friends, coworkers)
FACULTY, STAFF AND STUDENTS
Opportunities for Women to Learn to Be Financially Secure
(e.g. money management, planning for retirement)
FACULTY, STAFF AND STUDENTS
Access to Professional Mentoring on Campus

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FACULTY, STAFF AND STUDENTS
Training in areas that will help women succeed in the workplace.
(e.g. public speaking, leadership skills, networking, time management, etc.)
FACULTY, STAFF AND STUDENTS

Strategies women can use to excel in subjects that are considered to deter women from entering and succeeding in male-dominated fields.
FACULTY, STAFF AND STUDENTS
Opportunities for Women to Network
FACULTY, STAFF AND STUDENTS
Would you attend a networking event aimed at communicating women’s issues?
FACULTY, STAFF AND STUDENTS
Would you participate in a mentoring program if it were available in your department and/or college?
Primary Areas to Focus on Improving

**EMPLOYEES**
- The salary of women compared to men in the same position.
- Maternity leave for female employees.

**EMPLOYEES & STUDENTS**
- Availability of services for working/studying mothers (e.g. child care, lactation rooms)
- Personal safety on campus
- Access to mentoring on campus
- Providing networking events aimed at communicating women’s issues
Secondary Areas to Focus on Improving

- Opportunities for career advancement on campus
- Access to information and services for women, such as where to report discrimination, sexual harassment or other issues and concerns of women
- Opportunities for women to:
  - improve the health of their families
  - improve their relationships
  - learn how to be financially secure
- Training in areas that will help women succeed in the workplace
- Strategies women can use to excel in subjects that are considered to deter women from entering and succeeding in male-dominated fields