

Megan Vance works on a project during art class at Penn Elementary School Monday. Next to Megan is Jessica Habner.

Equity gains marked

UI report card shows success in women's issues

By Patrick J. Riepe
The Press-Citizen

It's not exactly the Dean's List, but the University of Iowa is doing the best it ever has in addressing issues associated with its women employees, according to the Third Annual Report

University of Iowa

Report

Card of the UI Council on the Status of Women.

The report, released Monday, showed the university has made some significant strides in its "overall leadership" in addressing women's issues. The report also showed that gains were made in the area of addressing sexual harassment issues.

UI showed little progress, however, in areas of salary equity, campus climate, and the recruitment and retention of women and minority employees.

"The most positive change we're seeing is in the change of central leadership of the university," said Jan Warren, chair of the council's affirmative action subcommittee, which assembled the report.

Warren said the annual report has opened an ongoing dialogue with UI President

Suit settled

■ **What:** The state has agreed to pay \$15,000 to settle a sexual discrimination suit against the University of Iowa. Connie Sue Bueter sued over the emotional distress she said she suffered while employed at the UI power plant. Story, **2A**.

Warren said Coleman has shown a high degree of openness toward women's issues on campus.

Those thoughts were echoed by Deone Pederson, chair of the council.

"As a person, I think she's been easier to have an open line of communication with than it has been with past presidents," Pederson said.

But that's where the good news ends. Like with last week's strategic planning report, a tough sticking point for UI is the recruitment and retention of minorities and women among faculty and staff.

"The percentages of female tenure-track faculty have shown little change over the last five years, and the number decreased be-

Women

from 1A

tween October 1995 and October 1996, reflecting the overall decrease in the University's workforce," the report read.

The percentage of women who received tenure in 1996-97, however, was a high 46 percent, leading the council to harbor "cautious optimism" for the future.

"The one thing that seems to be the worst each year is recruitment and retention," Pederson said. "It's often easier to recruit someone than it is to keep them."

As for sexual harassment, the report noted there had been a 30 percent drop in sexual harassment complaints from 1994-95 to 1996-97. The Office of Affirmative Action regards that reduction as a result of increased education on sexual harassment that has led to prevention.

UI Affirmative Action Director

Report card on the status of women at the University of Iowa

The University of Iowa Council on the Status of Women, made up of five voting members each from the faculty, professional/scientific staff, merit staff and student body, has come out with its annual report card grading UI on various issues:



	1996-97	1995-96	1994-95
Overall leadership	B	B-	D+
Sexual harassment	B	C+	C-
Recruitment and retention	C-	C-	C
Salary and equity	C	C	C+
Campus climate	C+	B-	B

Source: UI Council on the Status of Women

Press-Citizen/Bob Patton

Susan Mask said that although she "might quibble with the grades a bit," she felt the report was an accurate assessment of what the council perceives as being problems on campus.

Mask said there are some initiatives underway that may need to be communicated better to the

council, but that "I wouldn't say anything they've identified doesn't merit attention."

Mask pointed out that some initiatives have been adopted since the council began working on the report, and hence were not included.

Iowa City Tire