



2000–2001



**COMMISSION
ON THE
STATUS OF
WOMEN
ANNUAL
REPORT**



Commission on the Status of Women Annual Report 2000-2001

Since 1973, the Commission on the Status of Women (CSW) has reported to the President about issues affecting women faculty, staff and students. Administrative support is provided by Liane Sorenson, Director of the Office of Women's Affairs in conjunction with Maxine Colm, Vice President for Administration, and Judith Gibson, Assistant Vice President for Affirmative Action and Multicultural Programs.

In 2000-2001, the Commission focused on issues concerning the status of women faculty, especially in the physical sciences and technical disciplines. Over the past ten years, the percentage of women full professors has increased from 12 to 20 percent and associate professors have increased from 29 to 33 percent; however, the proportion of female assistant professors has decreased, from 44 to 37 percent (Table 1). Overall, the percentage of female tenured/tenure-track faculty increased by only 1 percent, from 27 to 28 percent. The percentage of women faculty hired during the past five years was somewhat higher, 35 percent (excluding instructors and lecturers; Table 2).

While the number and percentage of women faculty members continue to increase slowly, women comprise only 15 percent of the tenured/tenure-track faculty in the college of Agriculture and Natural Resources; 14 percent in Arts & Science—Natural Sciences; 6 percent in Marine Studies; and 5 percent in Engineering. Student numbers in each of these units, however, approach or exceed 50 percent, with the exception of Engineering whose women students number 24 percent. Complete faculty and student numbers by gender for the Fall of 2000 are shown at the end of this report.

Women in Science and Engineering

Spurred by a report issued by MIT concerning unintentional discrimination against their women faculty members, the Commission formed a subcommittee on Women in Science and Engineering (WISE) under the leadership of CSW member and Associate Dean of Arts & Science, Pamela Cook. The goal of this committee was to identify relevant issues at Delaware with respect to the hiring and retention of women in these fields and to suggest improvements where needed. The committee gathered national data on the percentage of female Ph.D.s produced in each science/engineering field and compared the data with the percentage of female tenured and tenure-track faculty, by department, at UD. Fact-finding lunches



*Judith
Hough-Goldstein*

were held with women faculty in the sciences and in engineering in an effort to identify underlying issues and areas of concern. Dr. Cook and the Commission Chair, **Judith Hough-Goldstein**, also met with the two most recently appointed college deans (Engineering and Business & Economics) to discuss the status of women faculty in their respective colleges and strategies in place for increasing the recruitment and retention of female faculty.

The WISE Committee, with input from the full Commission, developed the following recommendations for review by the President:

- Department chairs should adopt a proactive posture with female faculty to encourage them to remain at the University. While there will be different ways to handle each situation chairs, in the view of the Commission, should be flexible in scheduling teaching and other assignments in order to address childcare and other special needs that may affect the continuance of women faculty.
- Each college dean's office should be provided with a graduate assistant for "women student affairs." As conceived, the graduate assistant would help support women students at both the undergraduate and graduate levels. In engineering, for example, the assistant would be responsible for promoting the activities of the Society of Women Engineers (SWE), facilitating interactions among women students and faculty and arranging special events for women high school students to encourage their interest in scientific fields.

In addition, the WISE Committee recommends the following Commission activities:

Annually conduct interviews with newly appointed deans and department chairs in the science and engineering areas and discuss recruitment and retention issues unique to women faculty.

Routinely bring prominent speakers to campus to address the particular needs of women faculty in the sciences and engineering; special consideration should also be given to identifying models that may be in place at other colleges and universities for assisting women faculty and students in these discipline areas.

Student Activities

The Student Caucus was led this year by Co-Chairs Karen Gaffney and Melanie Ross. The Caucus studied the following issues and action was taken on the items listed below:

- Health Services agreed to make the so-called "morning after" pill available to students.
- International Programs and Special Sessions agreed to improve the support system for students who experience sexual assault or harassment while studying abroad by

Table 1

FULL-TIME TENURED AND TENURE-TRACK FACULTY

Fall 1991 through Fall 2000

| Fall | Full Professor | | | Associate Professors | | | Assistant Professors | | | Total | | |
|--------------------------|----------------|-------------------|--|----------------------|-------------------|--|----------------------|-------------------|--|-------------|-------------------|--|
| | Male (N) | Female (N) (%) | | Male (N) | Female (N) (%) | | Male (N) | Female (N) (%) | | Male (N) | Female (N) (%) | |
| 1991 | 247 | 34 (12) | | 210 | 84 (29) | | 110 | 87 (44) | | 567 | 205 (27) | |
| 1992 | 245 | 38 (13) | | 210 | 87 (29) | | 111 | 81 (42) | | 566 | 206 (27) | |
| 1993 | 261 | 36 (12) | | 215 | 87 (29) | | 93 | 75 (45) | | 569 | 198 (26) | |
| 1994 | 273 | 40 (13) | | 205 | 95 (32) | | 89 | 60 (40) | | 567 | 195 (26) | |
| 1995 | 273 | 45 (14) | | 207 | 95 (31) | | 87 | 61 (41) | | 567 | 201 (26) | |
| 1996 | 276 | 46 (14) | | 216 | 97 (31) | | 92 | 51 (36) | | 584 | 194 (25) | |
| 1997 | 286 | 60 (17) | | 209 | 92 (31) | | 94 | 49 (34) | | 589 | 201 (25) | |
| 1998 | 276 | 65 (19) | | 207 | 96 (32) | | 88 | 50 (36) | | 571 | 211 (27) | |
| 1999 | 274 | 68 (20) | | 204 | 97 (32) | | 90 | 51 (36) | | 568 | 216 (28) | |
| 2000 | 293 | 71 (20) | | 197 | 97 (33) | | 97 | 58 (37) | | 587 | 226 (28) | |
| Change, 1991- 2000 | +46 | +37 (+8%) | | -13 | +13 (+4%) | | -13 | -29 (-7%) | | +20 | +21 (+1%) | |

Note: Faculty counts do not include department chairs.

Source: Office of Institutional Research and Planning, July 2001

Table 2

NEWLY HIRED FACULTY, 1995-2000

(includes both tenured/tenure-track and non-tenure-track)

| | Male N | Female N (%) |
|--|-----------|-----------------|
| Professors | 7 | 5 (42) |
| Associate Professors | 17 | 8 (32) |
| Assistant Professors | 165 | 87 (35) |
| Instructors/Lecturers. | 30 | 47 (61) |
| Total New Hires | 219 | 147 (40) |
| Total Excluding Instructors/Lecturers. | 189 | 100 (35) |

Source: Office of Institutional Research and Planning from *Affirmative Action Plan*

including relevant information in their orientation materials.

- Catcalling and excessive horn blowing on the streets surrounding campus were identified as problems, despite city ordinances against such harassment. The Caucus worked to better publicize these city ordinances and encouraged individuals to call the police if they experienced or witnessed such harassment.
- Joined with the WISE Committee in calling for enhanced student support systems especially in disciplines with a paucity of women, e.g. a lack of women faculty mentors, a high dropout rate for women undergraduates and/or a lack of communication among women graduate students. The Student Caucus endorsed the recommendation for graduate assistants to be assigned in each of the college dean's offices; indeed, the concept was initially presented by the Caucus.

The Caucus also presented several additional recommendations to the Commission as a whole that have not as yet been implemented. These include:

- A recognition that unprotected sexual activity is a serious problem in the halls of residence. The Caucus joined with the Resident Student Association (RSA) in calling for a pilot program in which condom vending machines would be placed in guest bathrooms of selected dormitories at RSA's expense. To date, the administration has not accepted the proposal.
- Identified the need to have a health resident assistant available on a confidential basis for students. This individual would be qualified to talk with students about alcohol, drugs, sexual health, eating disorders and other health issues and indicate available campus resources. The Caucus recommends the establishment of an unpaid, credit-bearing internship program at the graduate level that would provide such an assistantship.

In addition to these study and action items, the Caucus also sponsored or supported a number of events throughout the year, including: World March for Women, a benefit concert, and the Emergency March for Women's Lives.



Karen Gaffney, Melanie Ross (Co-Chairs of the Women Student Caucus), and Robyn Linde (Graduate Assistant for the Office of Women's Affairs) at World March for Women 2000.



Geis Student Research on Women Conference, Apr. 30, 2001. Wui Ping Yap, winner of the Graduate Student Division; Liane Sorenson, Director of Women's Affairs; Marian Lief Palley, Director of the Women's Studies Interdisciplinary Program and Professor of Political Science and International Relations; Rachel Meyer, winner of the Undergraduate Student Division.

Salaried Staff Activities

The Salaried Staff Caucus of the CSW, chaired by Wanda Moore, sponsored two programs in 2000-2001. A workshop on "Conflict Resolution in the Workplace" was presented by Kathryn G. Denhardt, Institute for Public Administration, and Cecily Sawyer-Harmon, Faculty and Staff Assistance Program. Approximately 40 salaried staff and their supervisors attended the seminar, which featured role-playing and discussion of office-related conflict situations.

A second workshop on "The Status of Women in Delaware" was presented by Marian Lief Palley, Director of Women's Studies and Professor of Political Science and International Relations. Dr. Palley presented and led a discussion of the results of a recent report issued by the Institute for Women's Policy Research in Washington D.C.

New Initiative: Faculty Mentoring

Based upon a suggestion offered a year ago by the Commission, a mentoring program was initiated for incoming faculty members in the Fall 2000 semester. Faculty serving as 2000-2001 Commission members were paired with new women faculty in fields related to their own, and they then initiated luncheon invitations with these newly hired faculty members. These informal lunches were universally successful, with both tangible and intangible benefits reported. Chief among them was the opportunity to inform new faculty about available University resources and also develop an informal support network. The Commission recommends continuing the faculty mentoring program in 2001-2002 and suggests that it be expanded to include newly hired professional staff.

Other Commission Activities

The Commission, along with the Office of Women's Affairs, co-sponsored the annual Women of Promise banquet in November of 2000. As in recent years, all tenured women faculty were invited to sponsor an undergraduate

student of their choice. In addition, faculty were encouraged to sponsor a second student (identified by the Office of Women's Affairs) in disciplines such as engineering and the physical sciences, where promising women students greatly outnumber tenured female faculty. The keynote address, on "Securing our Place in Knowledge-based Society," was presented by Dr. Patricia A. DeLeon, Professor of Biological Sciences. President Roselle presented certificates to each of the honored students.

The Commission also co-sponsored two workshops that were well attended by both women and men, the annual "Promotion and Tenure" workshop and a workshop on "Successful Grant Writing." Cindy Farach-Carson, Professor, and Dan Carson, Professor and Chair of Biological Sciences, led the highly successful grant writing workshop.



E. Arthur Trabant Institutional Award for Women's Equity given to Anne M. Boylan on May 21, 2001. President David Roselle; Judith Hough-Goldstein, chairperson of both the Commission on the Status of Women and the Department of Entomology and Applied Ecology; Anne M. Boylan, Professor of History and Women's Studies; President Emeritus E. Arthur Trabant.

Finally, the 2001 **E. A. Trabant Award** for Women's Equity was presented this year to Professor Anne M. Boylan, History and Women's Studies. Dr. Boylan was recognized for her outstanding scholarship on women, mentoring women students, and support for women's programming such as the Women's History Month Film Series.

AROUND CAMPUS

Women's Studies Interdisciplinary Program

The Women's Studies Interdisciplinary Program (WOMS), under the leadership of Director Marian Lief Palley, offered a record 102 courses this year. The program had 55 majors and 90 minors. WOMS circulated the Status of Women in Delaware report, produced with the Institute for Women's Policy Research, and held a follow-up conference to address the issues raised in the report. In addition, WOMS hosted the Mid-Atlantic Women's Studies Association Annual Conference.

Women's Intercollegiate Athletic Program

Three hundred and thirty-six women participated in twelve intercollegiate sports in 2000-2001. The lacrosse team received national recognition. In conference finishes, the basketball team placed first, the swimming and tennis teams took second places, and the field hockey and lacrosse teams tied for third places. Significant increases in scholarship aid were made available to women athletes—further indication of the University's commitment to gender equity.

Judith Hough-Goldstein, Chairperson
Commission on the Status of Women

COMMISSION ON THE STATUS OF WOMEN 2000-2001 ROSTER

Chair

Judith Hough-Goldstein
Entomology & Applied Ecology

Members

Pamela Beeman
*Associate Dean
Dean's Office, Health &
Nursing Science*

Sylvia Brooks
*Director of ASPIRE
Coordinator, School of
Education*

Pamela Cook
*Associate Dean
College of Arts & Science*

Elizabeth Higginbotham
*Professor
Sociology*

Carol Hoffercker
*Richards Professor
History*

Sherry Kitto
*Professor
Plant & Soil Science*

Susan Miller
*Associate Professor
Sociology*

Marian Lief Palley
*Professor
Political Science &
International Relations*

Azar Parvizi-Majidi
*Associate Professor
Mechanical Engineering*

Bahira Sherif
*Assistant Professor
Individual & Family Studies*

Liasons

S.S.A.C.
Susan Savini
*Registrar's Office
Student Services Building*

P.A.C.
Renee Fisher
*Admin Academic Advisor
Arts & Science*

Jessica Schiffman
*Assistant Director
Women's Studies*
Women Student Caucus
Karen Gaffney, Co-Chair
Melanie Ross, Co-Chair

Ex-Officio

Liane Sorenson
*Director, Women's Affairs
Executive Director,
Commission on the Status of
Women*

Maxine Colm
*Vice-President for
Administration*

Judith Gibson
*Assistant Vice-President for
Affirmative Action &
Multicultural Programs*

Staff

Robyn Linde
Graduate Assistant

Dana L. Brittingham
Senior Secretary

PROPORTION OF FEMALE STUDENTS AND FULL-TIME FACULTY BY DEPARTMENT

FALL 2000

| | Undergraduate | | | Graduate | | | Full-Time and Tenure Track Faculty (Non Tenure Track) | | |
|--|---------------------|--------------|--------------|---------------------|--------------|--------------|--|----------------|------------------|
| | Total # Students | # Females | % Females | Total # Students | # Females | % Females | Total # Faculty | # Females | % Females |
| • Agriculture & Natural Resources | | | | | | | | | |
| Animal Science & Food Sciences | 286 | 235 | 82% | 32 | 18 | 56% | 17 (1) | 3 (0) | 8% (0%) |
| Bioresources Engineering..... | 86 | 16 | 19% | | | - | 5 (1) | 0 (0) | 0% (0%) |
| Entomology & Applied Ecology..... | 118 | 71 | 60% | 25 | 14 | 56% | 8 (1) | 1 (0) | 13% (0%) |
| Food & Resource Economics | 39 | 15 | 38% | 13 | 6 | 46% | 13 (3) | 2 (0) | 15% (0%) |
| Plant & Soil Science | 99 | 51 | 52% | 44 | 25 | 57% | 22 (0) | 4 (0) | 18% - |
| Miscellaneous (AED, GAG, OR, & NRM) | 74 | 35 | 47% | 23 | 6 | 26% | | | - |
| College Total | 702 | 423 | 60% | 137 | 69 | 50% | 65 (6) | 10 (0) | 15% (0%) |
| • Arts & Science-Humanities | | | | | | | | | |
| Art | 383 | 263 | 69% | 21 | 6 | 29% | 14 (2) | 5 (0) | 36% (0%) |
| Art Conservation..... | 32 | 27 | 84% | 33 | 29 | 88% | 3 (0) | 2 (0) | 67% - |
| Art History..... | 53 | 47 | 89% | 68 | 52 | 76% | 9 (1) | 5 (1) | 56% (100%) |
| English & University Writing Center..... | 693 | 464 | 67% | 70 | 46 | 66% | 49 (5) | 17 (4) | 35% (80%) |
| Foreign Languages & Literatures | 154 | 123 | 80% | 38 | 34 | 89% | 29 (28) | 13 (25) | 45% (89%) |
| History | 365 | 136 | 37% | 86 | 49 | 57% | 32 (1) | 9 (0) | 28% (0%) |
| Museum Studies | | | - | | | - | 5 (0) | 1 (0) | 20% - |
| Music | 151 | 83 | 55% | 13 | 7 | 54% | 20 (4) | 7 (1) | 35% (25%) |
| Philosophy | 50 | 13 | 26% | | | - | 15 (1) | 3 (0) | 20% (0%) |
| Theatre..... | 34 | 21 | 62% | 45 | 18 | 40% | 14 (0) | 6 (0) | 43% - |
| Total-Humanities | 1,915 | 1,177 | 61% | 374 | 241 | 64% | 190 (42) | 68 (31) | 36% (74%) |
| • Arts & Science-Natural Sciences | | | | | | | | | |
| Biological Sciences | 860 | 542 | 63% | 27 | 14 | 52% | 28 (9) | 4 (7) | 14% (78%) |
| Chemistry & Biochemistry..... | 240 | 101 | 42% | 105 | 35 | 33% | 30 (2) | 4 (1) | 13% (50%) |
| Computer & Information Science | 391 | 61 | 16% | 93 | 28 | 30% | 16 (1) | 3 (0) | 19% (0%) |
| Geography..... | 138 | 66 | 48% | 33 | 20 | 61% | 12 (0) | 3 (0) | 25% - |
| Geology | 52 | 15 | 29% | 23 | 8 | 35% | 9 (0) | 1 (0) | 11% - |
| Mathematical Sciences | 96 | 57 | 59% | 37 | 15 | 41% | 29 (6) | 3 (4) | 10% (67%) |
| Physical Therapy | 80 | 53 | 66% | 76 | 45 | 59% | 7 (1) | 2 (1) | 29% (100%) |
| Physics & Astronomy | 45 | 8 | 18% | 47 | 5 | 11% | 21 (0) | 1 (0) | 5% - |
| Total-Natural Sciences | 1,902 | 903 | 47% | 441 | 170 | 39% | 152 (19) | 21 (13) | 14% (68%) |
| • Arts & Science-Social and Behavioral Sciences | | | | | | | | | |
| Anthropology | 62 | 41 | 66% | | | - | 9 (1) | 2 (1) | 22% (100%) |
| Black American Studies | | | - | | | - | 3 (0) | 1 (0) | 33% - |
| Communication | 572 | 397 | 69% | 22 | 16 | 73% | 9 (4) | 6 (2) | 67% (50%) |
| Early American Culture | | | - | 21 | 16 | 76% | | | - |
| Linguistics | | | - | 36 | 18 | 50% | 9 (0) | 4 (0) | 44% - |
| Political Science & Inter. Relations | 461 | 247 | 54% | 43 | 16 | 37% | 24 (0) | 6 (0) | 25% - |
| Psychology | 823 | 646 | 78% | 54 | 36 | 67% | 26 (2) | 6 (1) | 23% (50%) |
| Sociology..... | 599 | 330 | 55% | 32 | 19 | 59% | 25 (2) | 12 (1) | 48% (50%) |
| Women's Studies* | 17 | 17 | 100% | | | - | 0 (2) | 0 (2) | - (100%) |
| Total-Social and Behavioral Sciences | 2,534 | 1,678 | 66% | 208 | 121 | 58% | 105 (11) | 37 (7) | 35% (64%) |

*Editor's Note: Women's studies is an interdisciplinary program. As a result, many of its majors are double majors. If one counts double majors, Women's Studies had 55 majors.

| | Undergraduate | | | Graduate | | | Full-Time and Tenure Track Faculty (Non Tenure Track) | | |
|---|---------------|---------|---------|----------|---------|---------|--|-----------|------------|
| | Total # | # | % | Total # | # | % | Total # | # | % |
| | Students | Females | Females | Students | Females | Females | Faculty | Females | Females |
| • Miscellaneous-Arts & Science | | | | | | | | | |
| Arts & Science - Undeclared | 1,855 | 990 | 53% | ..... | ..... | ..... | ..... | ..... | ..... |
| Bartol Research Institute ..... | ..... | ..... | ..... | ..... | ..... | ..... | 13 (0) | 0 (0) | 0% |
| Economics - Arts & Science | 51 | 12 | 24% | ..... | ..... | ..... | ..... | ..... | ..... |
| Liberal Studies | 19 | 13 | 68% | 58 | 35 | 60% | ..... | ..... | ..... |
| Not Required..... | ..... | ..... | ..... | 9 | 5 | ..... | ..... | ..... | ..... |
| College Total | 8,276 | 4,773 | 58% | 1,090 | 572 | 52% | 460 (72) | 126 (51) | 27% (71%) |
| • Business & Economics | | | | | | | | | |
| Accounting | 333 | 158 | 47% | 14 | 7 | 50% | 18 (8) | 4 (4) | 22% (50%) |
| Business Administration | 1,295 | 522 | 40% | 328 | 120 | 37% | 30 (7) | 8 (3) | 27% (43%) |
| Economics..... | 147 | 35 | 24% | 66 | 17 | 26% | 24 (2) | 2 (0) | 8% (0%) |
| Finance | 232 | 82 | 35% | ..... | ..... | ..... | 11 (1) | 2 (0) | 18% (0%) |
| College Total | 2,007 | 797 | 40% | 408 | 144 | 35% | 83 (18) | 16 (7) | 19% (39%) |
| • Engineering | | | | | | | | | |
| Chemical Engineering | 285 | 83 | 29% | 96 | 23 | 24% | 19 (1) | 2 (0) | 11% (0%) |
| Civil & Environmental Engineering | 202 | 60 | 30% | 99 | 23 | 23% | 21 (0) | 0 (0) | 0% - |
| Electrical & Computer Engineering..... | 240 | 35 | 15% | 101 | 13 | 13% | 16 (0) | 0 (0) | 0% - |
| Mechanical Engineering..... | 216 | 46 | 21% | 62 | 7 | 11% | 19 (0) | 1 (0) | 5% - |
| Materials Science ..... | ..... | ..... | ..... | 49 | 18 | 37% | 6 (0) | 1 (0) | 17% - |
| Not Required..... | ..... | ..... | ..... | 39 | 10 | 26% | ..... | ..... | ..... |
| College Total | 943 | 224 | 24% | 446 | 94 | 21% | 81 (1) | 4 (0) | 5% (0%) |
| • Health & Nursing Sciences | | | | | | | | | |
| Biomechanics and Movement Science ..... | ..... | ..... | ..... | 22 | 9 | 41% | ..... | ..... | ..... |
| Health Exc. Sci./Intercollegiate Athletics..... | 549 | 306 | 56% | 35 | 24 | 69% | 25 (10) | 9 (2) | 36% (20%) |
| Medical Technology | 90 | 68 | 76% | ..... | ..... | ..... | 4 (3) | 4 (2) | 100% (67%) |
| Nursing | 621 | 580 | 93% | 81 | 76 | 94% | 20 (11) | 18 (11) | 90% (100%) |
| Nutrition & Dietetics | 169 | 151 | 89% | 27 | 26 | 96% | 9 (2) | 7 (2) | 78% (100%) |
| Not Required..... | ..... | ..... | ..... | 4 | 4 | 100% | ..... | ..... | ..... |
| College Total | 1,429 | 1,105 | 77% | 169 | 139 | 82% | 58 (26) | 38 (17) | 66% (65%) |
| • Human Services, Education, & Public Policy | | | | | | | | | |
| Consumer Studies..... | 419 | 365 | 87% | ..... | ..... | ..... | 13 (1) | 11 (1) | 85% (100%) |
| School of Education | 1,019 | 933 | 92% | 350 | 261 | 75% | 42 (18) | 18 (15) | 43% (83%) |
| School of Urban Affairs ..... | ..... | ..... | ..... | 206 | 124 | 60% | 7 (0) | 2 (0) | 29% - |
| Hotel, Restaurant Management | 315 | 195 | 62% | ..... | ..... | ..... | 4 (6) | 1 (1) | 25% (17%) |
| Individual & Family Studies | 339 | 330 | 97% | 57 | 50 | 88% | 15 (7) | 10 (6) | 67% (86%) |
| Interdisciplinary Studies | 49 | 42 | 86% | ..... | ..... | ..... | ..... | ..... | ..... |
| College Total | 2,141 | 1,865 | 87% | 613 | 435 | 71% | 81 (32) | 42 (23) | 52% (72%) |
| • Marine Studies ..... | ..... | ..... | ..... | 99 | 50 | 51% | 32 (0) | 2 (0) | 6% - |
| • Academic Prog & Planning (ELL, Honors) ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2 (14) | 2 (10) | 100% (71%) |
| • Newark Campus | 15,498 | 9,187 | 59% | 2,962 | 1,503 | 51% | 862 (169) | 240 (108) | 28% (64%) |
| • University Parallel | 612 | 350 | 57% | ..... | ..... | ..... | ..... | ..... | ..... |
| • Continuing Education | 1,816 | 978 | 54% | ..... | ..... | ..... | ..... | ..... | ..... |
| UNIVERSITY GRAND TOTAL | 17,926 | 10,515 | 59% | 2,962 | 1,503 | 51% | 862 (185) | 240 (114) | 28% (62%) |

Note: Faculty counts include department chairs.
Source: Office of Institutional Research and Planning

Cover photos: (top and third from top) Women of Promise Dinner for faculty and students, Nov. 2, 2000; (second from top) World March for Women 2000 on Oct. 15, 2000 in Washington, D.C.; (bottom) Karen Gaffney and Melanie Ross, Co-Chairs of the Women Student Caucus.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER-The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, religion, ancestry, national origin, sexual orientation, veteran status, age, or disability in its educational programs, activities, admissions or employment practices as required by Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act, other applicable statutes and University policy. Inquiries concerning these statutes and information regarding campus accessibility should be referred to the Affirmative Action Officer, 305 Hullihen Hall, (302) 831-2835 (voice), (302) 831-4563 (TDD). • 27/4M/701/C