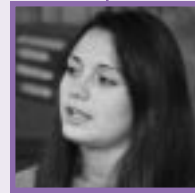
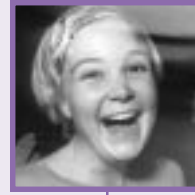


1998 - 99

Report on the Status of Women Students



**University of New Hampshire
Durham, NH
December 1999**



Introduction

The mission of the UNH President's Commission on the Status of Women is to create equal educational and employment opportunities for all UNH women by promoting an environment free of sexism and discrimination through policy, advocacy, and education. In partial fulfillment of this mission, we are charged with monitoring the status of women on campus and reporting our findings to the UNH community. In an effort to simplify our reporting procedure, we have moved from publishing one comprehensive annual report on the status of women from all campus constituencies to shorter, more focused reports on a single constituency highlighting a limited number of topics. In this report, we focus on women students (undergraduate and graduate) with special attention to athletics and the Sexual Harassment and Rape Prevention Program. We review areas of progress, make several recommendations to the university to help improve the quality of life for women students, and we reflect on the findings presented in this report.

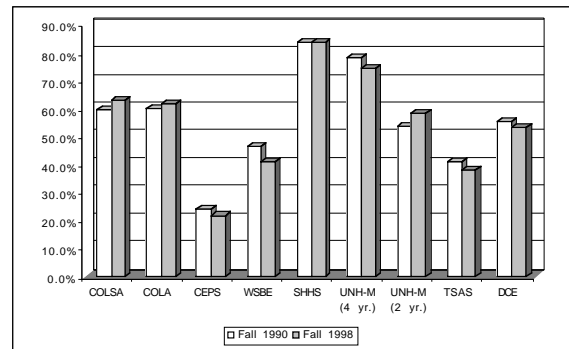
Across all colleges and grade levels, women have higher grade point averages (3.02) than do men (2.75).²

Only 3.5% of undergraduate women students at UNH Durham and 4.4% of women at UNH-Manchester are minority or international students. On the Durham campus, women are 52.5% of minority and international students and at UNH-Manchester, women are 68% of minority and international students.⁵

Undergraduates 1998-99

Women represent 58% of the Bachelor's Degree candidates, 41% of Associate Degree candidates and 59% of the non-degree students at UNH. At UNH-Manchester (UNH-M), women comprise 75% of the total student body.¹

Undergraduate women are not equally represented within the populations of the various colleges.³ They are the vast majority in the School of Health and Human Services (SHHS) (84% women); they are more or less equitably represented in the College of Life Sciences and Agriculture (COLSA) (63% women) and the College of Liberal Arts (COLA) (62% women); and they are underrepresented in the Whittemore School (WSBE) (41% women) and the College of Engineering and Physical Sciences (CEPS) (22% women). In Associate Degree programs, where women constitute 41% of the degree candidates, they are overrepresented in Continuing Education (DCE) (54%), and slightly underrepresented (38%) in the Thompson School of Applied Science (TSAS).



Percentage of Women Students Enrolled in UNH Colleges

Compared to 1990-91⁴, women's percent of enrollment has increased in COLSA (up 3 percentage points) and UNH-M 2 year (up 4 percentage points), and decreased in WSBE (down 6 percentage points), UNH-M 4 year (down 4 percentage points), TSAS (down 3 percentage points), CEPS (down 2 percentage points), and DCE (down 2 percentage points). Enrollment has remained approximately the same in COLA and SHHS.

Financial Aid awarded to men and women is comparable at the undergraduate level.⁶

¹ UNH, Institutional Research Enrollment Counts October 22, 1998 ² UNH, Enrollment Management, Average GPA Data for Term 1998-01, R+ 30 ³ UNH, Institutional Research Enrollment Counts October 22, 1998 ⁴ UNH, Institutional Research Enrollment Counts October, 1990 ⁵ UNH, Institutional Research ⁶ UNH, Enrollment Management, UNH Financial Aid by Gender, FY 98.

Women receive 52% of the athletically related student aid. Fifty percent of female athletes received financial aid compared to 48% of male athletes. Even so, the dollar amount of the average athletic scholarship for women is \$1420 less than the average scholarship for men. In spite of this difference, UNH has made great progress since 1990-91, when 66% of athletic aid was awarded to men and only 33% to women.

Athletics 1998-99

Three hundred seventy-one participation opportunities for women and 326 opportunities exist for men on NCAA Division I teams (12 women's teams and 8 men's teams).¹ In all, 53% of UNH athletes are women. This percentage is below the percentage of undergraduate women at UNH (58%), but it is a significant improvement over 1990-91, when only 32% of UNH intercollegiate athletes were women.



Women's teams now receive a proportional share of funding: 51% of the operating expenses for intercollegiate teams.^{2, 3} But operating expenses per participant still favor men's teams which receive \$130 more of operating expenses per athlete than women's teams. Even so, this is a vast improvement over 1990-91, when the operating budget for men's sports was six times greater than that for women's sports. Recruitment expenses have also changed substantially since 1990-91.⁴ In 1998-99, women's teams receive 55% of the available recruitment funds compared with 15% of the recruitment funds received by women in 1990-91. This is the first time since 1990-91 that recruitment expenses for women have outpaced those for men and recruitment expenses per participant are approximately equal for women's and men's teams.

However, concern still exists around inequities in coaching staff and salaries. Male coaches make up 93% of the coaching staff of men's teams, and 32% of the coaches of women's teams are men. In addition, the coaching staff of men's teams are more likely to be full-time than are the coaching staff of women's teams (71% versus 48% respectively). Furthermore, 61% of all coaches are men, 65% of all head coaches are men and 71% of all full-time coaches are men. Finally, of all the coaches who are full-time status employees, 72% are men. Likewise, the average pay for both head and assistant coaches is higher for men's teams than for women's: \$61,031 for head coaches for men's teams, \$46,428 for head coaches for women's teams, \$34,139 for assistant coaches for men's teams and \$24,246 for assistant coaches for women's teams.⁵ This disparity is partly explained by the results of a recent staff salary equity study⁶ that found women in staff positions in the auxiliary units, where the Department of Athletics is located, made on the average 3.3% less than their male counterparts.

In conclusion, participation opportunities have increased for women athletes. Funding, too, has become more equitable. Even so, men are faring much better than women as coaches in terms of number of coaching positions and salaries. This continues to be an area of concern.⁷

¹ Some students are multi-sports athletes. A total of 275 men and 305 women participate in NCAA sports at UNH. ² In December 1996, UNH signed an agreement with the U.S. Department of Education's Office of Civil Rights in which the University committed to bolstering its women's athletics programs in order to come into compliance with Title IX of the Education Amendments of 1972. Title IX is the legislation that prohibits discrimination on the basis of gender in federally aided education programs, including sports programs. ³ Total operating expenses represent the total institutional expenditures an institution incurs attributable to home, away, and neutral-site intercollegiate athletic contests including team travel, lodging, and meals; uniforms and equipment; and officials. ⁴ Recruiting expenses include transportation, lodging, and meals for both recruits and institutional personnel engaged in recruiting; expenditures for official and unofficial visits; and other major expenses related to recruiting. ⁵ Average salaries are listed as dollars per full-time equivalency. ⁶ As part of the December 1996 agreement with the Office of Civil Rights, UNH agreed to boost its coaching staff for women's teams. ⁷ 1999 UNH Staff Salary Equity Study.

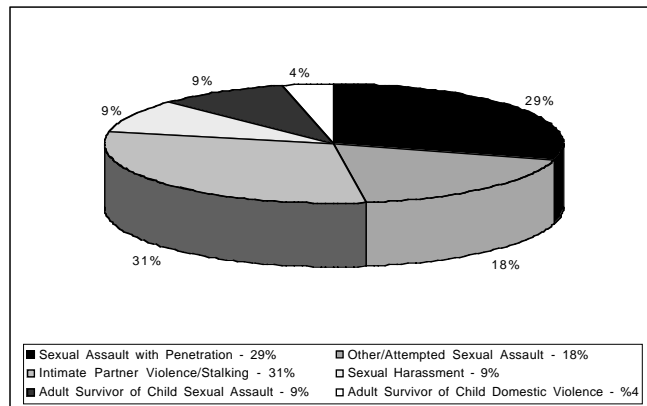
Of the 109 primary victims receiving SHARPP services, 103 are women and 6 are men.

The number of primary victims SHARPP serves has nearly doubled since 1995-96.

Reporting of intimate partner violence and stalking has more than doubled since 1995-96.

SHARPP 1998-99

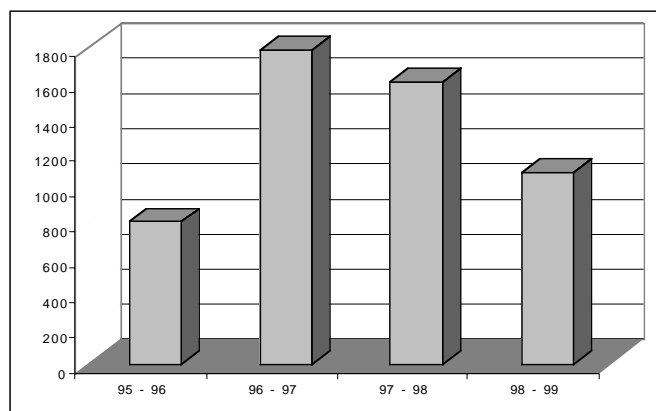
The Sexual Harassment and Rape Prevention Program, SHARPP, provides crisis intervention services and outreach education programs to the UNH community. During the 1998-99 academic year, SHARPP provided support services to 207 new clients, 98 of whom were secondary victims and 109 of whom were primary victims. This represents an increase of 113 new clients since 1995-96, 45 since 1996-97, and one since 1997-98. Twenty-nine percent of the primary victims in 1998-99 experienced sexual assault with penetration, 18% experienced attempted sexual assault, 31% were victims of intimate partner violence/stalking, 9% experienced sexual harassment and 13% were adult survivors of child sexual and domestic violence.



Primary Victims for 1998 - 1999

Of all the types of crime reported to SHARPP, intimate partner violence and stalking have been increasing at the greatest rate. Whereas these crimes were seldom, if at all, reported prior to 1995-96, they currently represent one third of all SHARPP cases. For example, in 1995-96, 14 cases of intimate partner violence and stalking were reported; 10 in 1996-97; 23 in 1997-98; and 33 in 1998-99.

Despite the fact that the number of people reporting victimization has increased over the past 5 years, the overall number of SHARPP education/outreach programs, and number of people attending them have decreased during this same time period. In 1995-96, SHARPP presented 50 programs to students in residence halls, members of the Greek system, athletic team participants as well as to other special populations. During 1996-97, programs increased to 64, but then decreased to 56 in 1997-98 and to 53 in 1998-99.



Attendance at SHARPP Educational Programs

This drop in attendance at SHARPP educational programs may be the result of two changes in requirements for programming on the UNH campus. In 1997, the National Collegiate Athletic Association (NCAA) instituted a requirement that all athletes complete a Life Skills Curriculum that includes sexual assault awareness. SHARPP has been

working with the Life Skills Coordinator to offer a conference style venue to provide awareness information to all student athletes. Also during that year, Residential Life removed its requirement that each residence hall sponsor a SHARPP sexual assault program. This has resulted in a decrease of SHARPP programs presented in the residence halls from 31 in 1996-97, to 10 in 1997-98 and 8 in 1998-99.

Graduate Students 1998-99

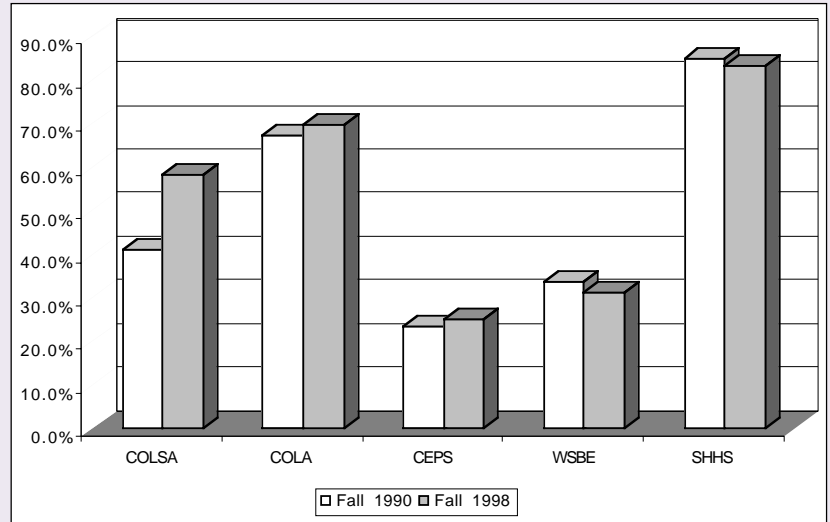
Fifty-eight percent of all graduate students are women. This represents a sizable increase over the past nine years when, in 1990-91, only 51% of graduate students were women.

Half of all doctoral students are now women, compared with 40% of doctoral students in 1990-91.

Women comprise 56% of all the full-time graduate students, and 61% of the part-time graduate students.

Only 9% of all female graduate students are minority or international students. This is only a slight improvement since 1990-91, when 7% of all female graduate students were minority or international.

The greatest change in the distribution of female graduate students across the colleges over the last several years is in the College of Life Sciences and Agriculture where 59% of the graduate students are women, compared to 1990-91 when only 42% were women.



Percentage of Women Students Enrolled in Graduate Programs

The level of distribution in

financial aid for women in graduate programs has increased over the years. Fifty-three percent of graduate students receiving aid are women. Given that most of the assistantships and fellowships require the recipient to be a full-time graduate student, an examination of recipients as a proportion of full-time students reveals a different picture. Eighty-four percent of all male full-time graduate students receive some sort of financial aid; whereas, 70% of all female, full-time graduate students receive some sort of financial aid. Men still have a greater chance of receiving financial aid awards, even though the majority of the aid goes to women. The large majority of assistantships are allocated by school and college Deans.

As stated previously, the number of graduate students has increased over the past several years. In 1990-91, 1383 graduate students were enrolled at UNH, while in 1998-99, 2015 graduate students were enrolled, constituting a 45% increase. Although the amount of money available for financial aid to graduate students, both women and men, has increased, it has not increased proportionately with the additional students. In 1990-91, 43% of the graduate students received some type of financial aid. Currently, only 34% of the graduate student population receives aid.

Five hundred and twelve women and 333 men are enrolled as part-time graduate students. Part-time tuition scholarships are the only financial aid opportunities consistently available to part-time graduate students. Although the majority of these awards go to women (33 of the 39 awards in the Fall semester), the number of awards is less than adequate to meet the large number of part-time student needs (either women or men).

The Graduate school notes several important implications of these data. First, the trends at UNH are consistent with national graduate school trends over the past decade. At UNH, most of the increase in women students has been in the newer professional master's programs, especially in SHHS. Most of these programs were established as "self supporting," which makes them ineligible for University financial aid resources. At the doctoral level, new programs in Natural Resources and Education have included significant numbers of women who enroll on a part-time basis.

**AREAS OF
IMPROVEMENT:**

Financial Aid for men and women is now comparable at the undergraduate level.

Participation rates of women on NCAA Division I teams have increased.

Inequities in funding have virtually disappeared between women and men's teams.

The proportion of female graduate students is roughly equivalent to the proportion of female undergraduate students.

Fifty percent of the doctoral students are women.

More than half of the graduate students receiving assistantship, fellowships, and tuition scholarships are women.

Reflections and Recommendations

REFLECTIONS

Data in this report indicate positive advances particularly in athletics, undergraduate financial aid, and enrollment for both graduate and undergraduate white women. It is clear that the university has made a concerted effort to improve the status of women students and we commend this commitment. This progress reflects the hard work of many people over a significant period of time. Even so, we caution the university not to assume that given these advances, efforts to reach equity can slow down. On the contrary, it would be shortsighted to cease monitoring areas where women have or are near to reaching equity with their male counterparts. This report also indicates that there are areas where attention is still needed, i.e., graduate financial aid, enrollment of women of color, and undergraduate enrollment in CEPS and WSBE. Additionally because of the quantitative nature of this report, we are unable to completely assess the quality of the climate on campus for women students. However, we do know that women's experiences with sexual assault and harassment have increased since 1995-96. This reality is of concern and indicates that we still have much work to do to improve the campus environment for women, academically as well as socially.

RECOMMENDATIONS

The University needs to engage in more active recruitment of women of color and international women on both the undergraduate and graduate levels. Financial aid may be a critical factor for this recruiting.

CEPS and WSBE are encouraged to increase their enrollment of undergraduate women. Further, we encourage the university to support and develop creative links to local middle and high schools to increase girls' interest in math and science.

With respect to athletics, the Commission recommends that the University continue to improve financial aid for women athletes and hire more women coaches, for both women's and men's athletic teams.

In view of the increased numbers of reported incidents of sexual assault and to ensure the safety of the members of the UNH community, we recommend educating students about sexual assault and violence before incidents occur. This will necessitate re-establishing requirements for sexual assault awareness programs in the residence halls. Additionally, to encourage accountability for all UNH students, we recommend that all incoming students attend a comprehensive sexual assault education program during their first year on campus.

The university should work toward equalizing the distribution of financial aid to full-time women graduate students compared to full-time men graduate students.

We are supportive of the graduate school's commitment to redistribute financial aid among women and men. We encourage the creation of new pools of funds for part-time and non-traditional students.

The 1998 - 1999 Report on the Status of Women Students was written by Joanne Conrad, UNH Manchester; Vicki Banyard, Psychology; Elizabeth Dolan, Family Studies; Mary Moynihan, Women's Studies; and Jane Stapleton, President's Commission on the Status of Women. The report was designed by Barbara Sirois Doyle, President's Commission on the Status of Women. For more information about the Commission and its activities, please call 862-1058 or visit <http://www.unh.edu/womens-commission>