

The Evergreen State College

Gender Equity Reports

Click on any of the following Gender Equity Reports included in this document:

- 2002 Gender Equity Update
- 1999 Gender Equity: Academic Programs and Faculty Participation
- 1999 Gender Equity: Athletic Clubs and Sexual Harassment Policy
- 1999 Gender Equity: Student Wages
- 1999 Gender Equity: Intercollegiate Athletics

These documents were produced by the Evergreen Office of Institutional Research and Assessment as required by the Higher Education Coordinating Board.

EVERGREEN GENDER EQUITY REPORT, FALL 2002

**On Campus Student Employment:
Wages Per Hour, Males and Females
2001-02 Academic Year**

Hourly wage	# females at this wage level	# males at this wage level
Below 5.00	0	0
5.00-5.99	0	0
6.00-6.99	172	124
7.00-7.99	253	193
8.00-8.99	134	83
9.00-9.99	24	31
10.00-10.99	30	25
11.00-11.99	3	6
12 and above	16	11
Total	632	473

Sexual harassment policy and its enforcement

Have there been any changes in the means by which students, staff, and faculty are apprised of the institution's sexual harassment policies since the 1998-99 academic year? If yes, please describe those changes. If no, disregard Section One (HECB will rely on 1998-99 reporting information) and move to Section Two on enforcement activity.

Section One: How are students, staff, and faculty informed about institutional policies and procedures?

I. Changes since 1998-99

No changes

A. How are students informed?

B. How are staff informed?

C. How are faculty informed?

Section Two: Sexual harassment complaints and enforcement activity

For the 2001-02 academic year, please indicate what sort of enforcement activities were undertaken. In particular, please provide information about:

Number of complaints received	12
Number of investigations initiated	2
Number of complaints that resulted in corrective actions	1 pending

Intercollegiate athletics: facilities

Changes since 1998-99

Please summarize changes in or improvements to facilities made since 1998-99 that affect your institution's standing with respect to the statutory requirement that institutions have "comparable" facilities for male and female athletes.

- Dedicated field four as the competitive field for both soccer teams.- In doing so we have installed a permanent scoreboard and the field was widened.
- The women's locker room has been refurbished. The men's locker room refurbishment is in progress.
- A lighted score table was purchased for men's and women's basketball and women's volleyball.
- A portable sound system was purchased for men's and women's swimming and soccer.
- A new net system was purchased for women's volleyball including repairing the sleeves in the gym floor.

Plans and proposals

What if any plans exist to improve facilities for female athletes at your institution in the near future?

- Upgrade the team rooms
- Attempt to begin a campaign to build a softball field
- Attempt to begin a campaign to add a fence and lighting for the competitive soccer field.
- Replace the scoreboard for swimming.

Intramural and Club Athletics, 2001-02

1. Number of intramural sports available to men and women

	# of sports
Men	1
Women	1
Co-ed	3

2. Number and type of athletic (sports) clubs recognized by the institution, and number of participants

	# of sports	# of participants
*Open only to male participants	1	15
Open only to female participants	2	24
Co-ed	6	51

3. Total number of individuals participating in intramural sports, 2001-02

	# of participants
Men	20
Women	20

4. EADA tables and worksheets for Fall 2002; please send these to HECB as soon as they are completed.

Will be sent separately.

Gender Equity Progress Academic Programs and Faculty

Comparison of Two Evaluation Years

	Fall 1993	Fall 1999
Women Undergraduates	54%	58%
Men Undergraduate	46%	42%
Women Graduate Students	60%	62%
Men Graduate Students	40%	38%
Total Student Population	3,477	4,102

The proportion of female students at The Evergreen State College has increased slightly from Fall 1993 to Fall 1999. Women comprised 54% of undergraduate enrollment in Fall 1993; in Fall 1999 they comprised 58% of the undergraduate enrollment. Similarly, the proportion of women in graduate programs at Evergreen increased from 60% in Fall 1993 to 62% in Fall 1999.

Fall 1993 Enrollment in Curriculum Specialty Areas by Gender

	Women		Men		Total
	headcount	percent	headcount	percent	headcount
Core Programs	286	56%	227	44%	513
Environmental Studies	159	49%	164	51%	323
Expressive Arts	136	47%	151	53%	287
Knowledge and the Human Condition	131	63%	78	37%	209
Language and Culture Center	73	64%	41	36%	114
Management and the Public Interest	19	49%	20	51%	39
Native American Studies	64	66%	33	34%	97
Political Economy and Social Change	31	44%	40	56%	71
Science and Human Values	46	68%	22	32%	68
Science, Technology and Health	261	49%	271	51%	532
Tacoma Program	75	67%	37	33%	112
Evenings and Weekends	55	59%	38	41%	93
Master in Environmental Studies	52	57%	39	43%	91
Master in Public Administration	46	59%	32	41%	78
Master in Teaching	65	63%	38	37%	103
Total	1499	55%	1231	45%	2730

According to the 1994 Gender Equity in Higher Education Report, The Evergreen State College reported that the undergraduate enrollment of women and men was generally well-balanced except for a few programs in the areas of math and science.

Fall 1999 Enrollment in Planning Units by Gender

Programs by Planning Unit	Women		Men		Total
	headcount	percent	headcount	percent	headcount
1. Culture Text Language	340	63%	198	37%	538
2. Social Science	175	63%	105	38%	280
3. Expressive Arts	181	52%	170	48%	351
4. Environmental Studies	178	59%	124	41%	302
5. Scientific Inquiry	188	49%	194	51%	382
Environmental Studies + Scientific Inquiry	366	54%	318	46%	684
All 5 Planning Units Combined	1062	57%	791	43%	1853
Core	280	53%	250	47%	530
Inter-Area	150	60%	100	40%	250
Native American Studies	33	59%	23	41%	56
Reservation Programs	20	71%	8	29%	28
Tacoma Program	109	74%	39	26%	148
Part-Time Studies	197	62%	123	38%	320
All Undergraduate Programs	1851	58%	1334	42%	3185
Master in Environmental Studies	5	45%	6	55%	11
Master in Public Administration	74	60%	49	40%	123
Master in Teaching	60	67%	30	33%	90
All Graduate Programs	139	62%	85	38%	224

In Fall of 1999, women comprised 49% of the students enrolled in Scientific Inquiry programs. However, if Scientific Inquiry programs are combined with Environmental Studies programs, women comprise 54% of the enrollment in programs having scientific content. Given that female student enrollment in the programs of all 5 Planning Units is 57%, the proportion of female to male students in Scientific Inquiry and Environmental Studies together appears to be equitable.

Fall 1999 Faculty Membership in Planning Units by Gender
(Does not include adjunct faculty)

Planning Unit	Women		Men		Total
	number	percent	number	percent	number
1. Culture Text Language	22	41%	32	59%	54
2. Environmental Studies	9	27%	24	73%	33
3. Expressive Arts	18	60%	12	40%	30
4. Scientific Inquiry	11	38%	18	62%	29
5. Social Science	21	43%	28	57%	49
Five Curricular Planning Units	81	42%	114	58%	195
Native American Studies	3	38%	5	63%	8
Tacoma Program	2	40%	3	60%	5
Part-Time Studies	6	86%	1	14%	7
Total	92	43%	123	57%	215

According to the 1994 report, women held 40.1% of the continuing faculty positions and 53.6% of the visiting faculty positions at TESC. In the table above, continuing and visiting faculty positions have been combined because both continuing and visiting faculty participate as members of a Planning Unit at Evergreen. (Adjunct faculty, who do not participate in Planning Units, have not been included in this table.) Women faculty comprise 42% of faculty in the 5 curricular area Planning Units.

Overall, women faculty comprise 43% of the total membership in the Planning Units. The participation of women faculty reflects well on the college's goal of gender equity and may be favorably compared to other institutions nationwide.

**Intramural and Club Athletics
1998-1999 Academic Year**

1. Number of intramural sports available to:

Female students --8 rugby, frisbee, basketball, volleyball, snow boarding, kung fu, soccer, softball

Male students -- 8 rugby, frisbee, basketball, volleyball, snow boarding, kung fu, soccer, softball

Coed 7-- Frisbee, basketball, volleyball, snow boarding, kung fu, soccer, softball

2. Number and type of athletic clubs recognized by the institution:

Open to female participation 2-- rugby, frisbee

Open to male participation 2-- rugby, frisbee

Coed 1--- Frisbee

3. Total number of individual students participating in intramural sports:

Female 44

Male 164

Sexual Harassment Policy and Its Enforcement

Please list the means by which students, staff, and faculty were apprised of the institution's sexual harassment policy in the 1998/1999 academic year

Students

1. There is a mass distribution of ***Rights and Responsibilities, Yours and Ours*** to all housing residents. This document, available campus-wide, includes grievance policy information, student services, and policies on equal opportunity, non-discrimination.
2. Every new student receives a letter from the Vice President for Student Affairs outlining information on campus safety, substance abuse, and sexual assault and Evergreen's ***Social Contract***.
3. Copies of the ***Social Contract*** and ***Rights and Responsibilities, Yours and Ours*** are also available during Student Orientation each Fall, and year round at the Office of the Vice President for Student Affairs, and on Evergreen's web page.

Staff

1. The college's sexual harassment policy is discussed during employee orientation; on-the-job training is also provided.
- 2.
- 3.

Faculty

1. On-the-job training is provided. The college's sexual harassment policy is also included in the Faculty Handbook.
- 2.

Enforcement Activity

For the 1998-1999 academic year, please indicate what sort of enforcement activities were undertaken. In particular, please provide information about:

- | | |
|--|----|
| 1. Number of complaints received | 0 |
| 2. Number of investigations initiated or hearings held | NA |
| 3. Number of complaints that resulted in sanctions | NA |

Gender Equity 1999

Table One
On Campus Student Employment, Wages Per Hour,
Males and Females, 1998-1999 Academic Year

Hourly Wage	# Females at this wage	# Males at this wage
4.00-4.99	0	0
5.00-5.99	182	93
6.00-6.99	179	100
7.00-7.99	73	68
8.00-8.99	30	10
9.00-9.99	7	5
10.00-10.99	12	13
11.00-11.99	0	0
12 and above	0	4
Total	483	293

Gender Equity in Intercollegiate Athletics

The physical facilities provided for the intercollegiate athletic programs at The Evergreen State College consist of the playing fields, tennis courts, gymnasium, locker rooms, training facilities, and swimming pool. These facilities are approximately proportional in quality and accessibility for male and female students in their respective sports as outlined below:

- The swimming pool and tennis courts are shared equally by both the men's and the women's teams, with training occurring concurrently. The space is divided proportionately based upon the number of participants. All the teams share the weight training facilities. The locker rooms are similar in size and amenities for women and men.
- The women's and the men's basketball teams train in the same gymnasium and have equal access to all major equipment.
- The soccer teams have access to the same fields for training use. Historically, at the coaches' discretion, teams have selected separate fields for competition. The two fields differ in that the women's competition field has permanent spectator seating while the men's field has a slightly larger playing area.

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