

**Gender Analysis of Senate-Related Committees<sup>1</sup>**  
 SUNY Cortland/February 2018 (updated June 2018)  
 J. Ouellette, Chair, Faculty Senate

- Data analysis computed by J. Ouellette
- Employee gender data provided by G. Evans (HR; updated data)

**Table 1. Gender by Employee Type at Cortland**

Employee	Female	Male	Total	%Female	%Male
Faculty & Library	175	151	326	53.68	46.32
Professional	129	114	243	53.09	46.91
MC	13	19	32	40.63	59.38

## Executive Summary

This analysis undertaken, by the Chair of Faculty Senate, reports the percentage of senate-related committee positions being served by *female professional and academic staff*. Thus, the computed percentages do not include students, non-voting MC or CSEA (except for the full faculty senate in which MC and CSEA are voting members). The gender by employee type data was provided by HR and the numbers reported include full-time employees only (the highlighted columns were computed by J. Ouellette).

Gender by Employee Type: The gender breakdown of employees is about the same for academic and professional faculty; approximately 54% of the academic faculty is female (46% male) while approximately 53% of the professional faculty are female (47% male). Thus, females account for a slightly higher proportion of this workforce.

Faculty Senate Steering Committee: made of up the 4 senate officers and 4 policy chairs, this committee is **87.50%** female (7/8 members are female) and it should be noted that **all senate officers are female**. There are 10 major policy or curricular committees of the senate (including GFEC); for the purposes of this analysis only nine chairs will be considered because the COC is currently chaired by the head of HR (an MC); of the remaining nine committees eight (**88.89%**) are chaired by women. When considering the membership of all 10 committees, **60%** of the committees (6/10) are staffed by **65% or more female members** (CCRC, COC, CRC, CTE, EPC, and GE). Only one committee (AFAC) is staffed primarily by males (83.33%), while the remaining three committees (GFEC, PAC, and SAC) are staffed with 50% female and 50% male membership.

Academic Grievance Tribunal –there are six faculty positions on AGT that are senate-elected, of these 6 members, **4 are female (66.67%)**. The chair of AGT is male.

Senators of Faculty Senate: 14 of the 26 non-officer seats of senate of staffed by females (**53.84%**).

Single position seats on other committees: there are four single position senate-related seats on other committees; these four seats are staffed equally by female and male members.

**Conclusion:** Despite the fact that average percent of female academic and professional staff workforce is only slightly greater than their male counterparts (53.5% vs. 46.5%)—it appears that the female academic and professional faculty *disproportionally account* for the staffing of the major committees of senate. This finding is consistent with recent published research.<sup>2</sup> Importantly, many of these committees are responsible for major academic policy and curricular decisions on campus and their workload each year can be quite heavy (CCRC, EPC, CTE, GE, and GFEC). Of great concern is the extent to which service is valued (or not) in personnel decisions (renewal, continuing appointment, and promotion); if the typical practice at Cortland is to weigh service activities less than teaching and scholarship/creative activities when making personnel decisions, than the current data would suggest that the committee work that women are providing may be *undervalued* and could lead to differential personnel actions compared to their male counterparts. For the benefit of all campus members, the senate chair verbally requested that the administration formally state, in writing, the proportion of time that they expect faculty to engage in service, teaching, and scholarship/creative activities (3/6/18 steering committee meeting). By doing so, all members of the campus community can make informed decisions about how to best allocate their time toward fulfill their responsibilities.

<sup>1</sup> This report was created by senate Chair J. Ouellette and is subject to human error; please report errors to J. Ouellette – [jao@cortland.edu](mailto:jao@cortland.edu)

<sup>2</sup> Guarino, C. M., & Borden, V.M.H. (2017). Faculty service loads and gender: Are women taking care of the academic family? *Research in Higher Education*, 58 (6), 672-694

Faculty **Senate Officers\*** (Elected: 1 yr. Term) (first 4 rows below) --4/4= 100% female

Faculty Senate Steering Committee = 7/8 = 87.50% female

<b>Ouellette, Judith*</b>	Faculty Senate Chair
Lawrence, Kathy*	Faculty Senate Vice-Chair
Deborah Van Langen*	Secretary (no more than 2 successive terms in same office)
Regina Grantham*	Treasurer (no more than 2 successive terms in same office)
Steve Anderson	Parliamentarian (appointed)
<b>Policy Chairs</b>	
Chris Widdall	Educational Policy Committee Chair
Andy Fitz-Gibbon	Academic Faculty Affairs Committee Chair
Ingrid Jordak	Professional Affairs Committee Chair
Genevieve F.E. Birren	Students Affairs Committee Chair

Academic Faculty Affairs Committee (appointed: 2 yr. term) 1/6 = 16.67% female

Rayle, Joseph	2016-18	Education
Emam, Moataz	2016-18	Math/Science
Haines, Herb	2017-19	Social/Behavioral Sciences
Harms, Dan	2017-19	Library
Birren, Gen	2017-19	Professional Studies
<b>Fitz-Gibbon, Andrew</b>	2017-19	Fine Arts/Humanities
Prus, Mark	Ex Officio	Provost

Academic Grievance Tribunal (elected: 3 yr. term) – (faculty of this committee elected by senate) 4/6= 66.67%

Lind, Erik	2015-18	Professional Studies
Lin, Lin	2015-18	Education
McGuire, Mary	2015-18	Arts & Sciences
True, Larissa	2017-20	Professional Studies
Manaseri, Holly	2017-20	Education
<b>Delaune, Tim</b>	2017-20	Arts & Sciences

College Curriculum Review Committee (Appointed: 2 yr. term) 6/9=66.67% female

Gipson, Phillip*	2016-18	Math/Science
Kim, Ji-Ryun*	2016-18	Education
Costell-Corbin, Carol*	2016-18	Prof. Staff from Acad. Affairs
Lawrence, Kathy*	2016-18	Fine Arts/Humanities
Ryan Vooris* (Sp 18 leave coverage for S. Wilson)	2016-18	Professional Studies
<b>DiVita, Maggie**</b>	<b>2017-19</b>	<b>Professional Studies</b>
Oldemans, Maaike*	2017-19	Library
Manaseri, Holly*	2017-19	Education
Peck, Joshua**	2017-19	Social/Behavioral Sciences.
Casella, Ronnie	Ex Officio	Assoc. Dean designee for Education
O'Callaghan, Jerry	Ex Officio	Assoc. Dean designee for Arts & Sciences
Gravani, Eileen	Ex Officio	Assoc. Dean designee for Professional Studies
Hanford, Thom	Ex Officio	Registrar [non voting]
Van Der Karr, Carol	Ex Officio	Assoc. Provost for Academic Affairs [non voting]
Bennett, Chester	2017-18	Student
		Student

**Committee on Committees** (Elected: 2 yr. term) **7/7= 100% female**

Li Jin	2016-18	Math/Science
Coffey, Kate	2016-18	Professional Studies
Ruoff, Hailey	2016-18	Professional Staff
Jeanne Gailbraith	2016-18	Education
Jennifer Moore	2017-19	Library
Kathy Lawrence	2017-19	Fine Arts/Humanities
Wendy Miller	2017-19	Social/Behavioral Sciences
<b>Evans, Gary</b>	2017-19	Management/Confidential
<b>vacant</b>	Current	Student, Named through SGA procedures

**College Research Committee** (Appointed: 3 yr. term) **5/7=71.14% female**

Hunter, Richard	2016-19	Social/Behavioral Sciences
Schlarb, Mary	2016-19	Professional Staff
Shi, Shufang	2016-19	Education
Conklin, Patricia	2015-18	Math/Science
<b>Hodges, Bonni</b>	2015-18	Professional Studies
Harms, Dan	2017-20	Library
Harbin, Andrea	2017-20	Fine Arts/Humanities
	Ex Officio	Sponsored Programs
Frank, Thomas	Ex Officio	Sponsored Programs

**Committee on Teaching Effectiveness** (Appointed: 3 yr. term) (no consecutive terms) **5/5 =100% female**

<b>Katie Bonafide</b>	2015-18	Academic Faculty at large
Shi Strause, Shufang	2015-18	School of Education
Page Dobbs	2016-19	School of Professional Studies
Roering, Andrew	2017-20	School of Arts & Sciences <i>(note this individual has not participated at all) –this individual resigned on 2/21/18</i>
Czirr, Lisa	2017-20	Library
Karen Davis	2016-19	Academic Faculty at large
<b>Mogavero, Joseph</b>	2017-18	Student with at least junior standing, 60 or more cr. hrs. and at least one FT at Cortland

**Educational Policy Committee** (Appointed: 2 yr. term) **8/9 =88.88% female**

Delaune, Tim	2016-18	Arts & Sciences
Oldemans, Maaike	2016-18	Library
Grantham, Regina	2016-18	Professional Studies
Thomas, Abby	2016-18	Professional Staff
McGuire, Mary	2016-18	Academic Faculty at large
Davies, Laura	2017-19	Arts & Sciences
Mahoney, Tara	2017-19	Professional Studies
<b>Widdall, Chris</b>	2017-19	Education
Morse, Mary-Jo	2017-19	Education
Prus, Mark	Ex Officio	Provost
Doty, Holly (for Hanford, Thom)	Ex Officio	Registrar
<b>vacant</b>	Ex Officio	Graduate Faculty Executive Committee designee
Goldberg, Asha	2017-18	Student
Schumacher, Johan	2017-18	Student

**General Education Committee** (Appointed: 2 yr. term) **6/9= 66.67%** (fall 18) (\*5/9=56% for Sp. 18)

Polasek, Kate	2017-19	Professional Studies
Stratton, Susan (*D. Smuckler for S. Stratton for Sp. 18)	2016-18	Education
<b>McNamara, Jenn</b>	2016-18	Fine Arts/Humanities
Sheets, Kevin	2016-18	Social/Behavioral Sciences
Stone, Kim	2016-18	Academic At Large
Rossi, Frank	2016-18	Math/Science
Stern, Lauren	2017-19	Library
Christopher Manasari	2017-19	Academic At Large
Thomas, Abby	2017-19	Professional Staff
<del>Vacant spring 18</del>	<del>2017-18</del>	<del>Student</del>
<del>Van Der Karr, Carol</del>	<del>Ex Officio</del>	<del>Associate Provost for Academic Affairs</del>
<del>Mattingly, Bruce</del>	<del>Ex Officio</del>	<del>Dean of Arts &amp; Sciences</del>
<del>Cunningham, Stephen</del>	<del>Ex Officio</del>	<del>Institutional Research &amp; Assessment</del>

**Graduate Faculty Executive Committee** (Appointed: 2 yr. term) **4/8 = 50% female**

Isa Jubran**	2016-18	Biol., Chem., Geol., Math, Physics
Mosher, Joy*	2016-18	Childhood/Early Child., Foundations & Social Advocacy
Ouellette, Judith*	2016-18	Library & depts. having no grad programs
Young, Andy**	2016-18	Graduate Faculty at large
Sheets, Kevin	2017-19	English, History, Modern Languages
<b>Curtis, Jena ***</b>	2017-19	Health, Recreation, Parks & Leisure Studies & Comm Disorders
Dodds, Mark ***	2017-19	Physical Education, Kinesiology, Sport Management
Wilson, Nance*	2017-19	Literacy & Educational Leadership
<del>Gosende Suarez, Rocio</del>	<del>2017-18</del>	<del>Graduate Student appointed by SGA</del>
<del>Van Der Karr, Carol</del>	<del>Ex-officio</del>	<del>Provost's representative</del>
<del>Contri, Darei</del>	<del>Ex-officio</del>	<del>Registrar's Office</del>
<del>Frenyea, Tracy</del>	<del>Ex-officio</del>	<del>Graduate Student Support representative</del>
<del>Feliciano, Jose</del>	<del>Ex-officio</del>	<del>Admissions representative</del>
<del>Casella, Ronnie</del>	<del>Ex Officio</del>	<del>Assoc. Dean designee for Education</del>
<del>O'Callaghan, Jerry</del>	<del>Ex Officio</del>	<del>Assoc. Dean designee for Arts &amp; Sciences</del>
<del>Gravani, Eileen</del>	<del>Ex Officio</del>	<del>Assoc. Dean designee for Professional Studies</del>
<del>vacant</del>	<del>Ex-officio</del>	<del>EPC Representative</del>

**Professional Affairs Committee** (Appointed: 2 yr. term) **5/10= 50% female**

Young, Mason	2017-19	Student Affairs and VP of Student Affairs
Schlicht, Lori	2016-18	Academic Affairs
Chaffee, Brenda	2016-18	Finance & Management
<b>Jordak, Ingrid</b>	2016-18	Institutional Advancement & President's Office
Zhe-Heimerman, Jeremy	2016-18	Student Affairs
Maroney, Jody	2016-18	At Large from Professionals
Hines, Cheryl	2017-19	At Large from Professionals
Daman, Stuart	2017-19	Academic Affairs
Bersani, Mike	2017-19	Enrollment Management
Cubells, Chris	2017-19	Information Resources
<del>Drake, Jen</del>	<del>Ex-Officio</del>	<del>(Non-voting) UUP-VP for Professionals or Designee</del>

**Student Affairs Committee** (Appointed: 2 yr. term) 3/6= 50% female

Zhe-Heimerman, Jeremy	2016-18	Professional Staff
<b>Genevieve Birren</b>	2016-18	Professional Studies
Roat, Jolie	2016-18	Math/Sci
<b>vacant</b>	2016-18	Fine Arts/Humanities
Moore, Jennifer (completing term)	2016-18	Library
Manaseri, Christopher	2017-19	Education
Phillips, Tim	2017-19	Soc/Beh Sci
<b>Dotzler, Michael</b>	<b>Current</b>	<b>Student</b>
<b>Umansky, Sophie</b>	<b>Current</b>	<b>Student</b>

**Faculty Senate** 14/26= 53.84% female

<b>NAME</b>	<b>SENATORS</b>
<i>Note: officers and policy chairs are counted on first page of this document</i>	
Claus Schubert	Math/Science
Wendy Miller	Soc/Beh Sciences
Jenn McNamara	Fine Arts/Humanities
Myung Soon Song	School of A&S
Donna West	School of A&S
Herb Haines	School of A&S
Anna Curtis	School of A&S
Mark Sutherland	School of Prof. Studies
Deborah Van Langen	School of Prof. Studies
Alexis Blavos	School of Prof. Studies
Ryan Fiddler	School of Prof. Studies
Shufang Shi-Strause	School of Education
Christopher Manaseri	School of Education
Tadayuki Suzuki	School of Education
Ross Borden	FTL – Arts & Sciences
Val Widdal	FTL – Educ./Prof. Studies
Gemma Rinefierd	Professional Staff
Jeremy Zhe-Heimerman	Professional Staff
Sonya Comins	Professional Staff
Melissa Fox	Professional Staff
Richard Powell	Library
Christopher Kuretich	M/C
Lynn MacDonald	Graduate Faculty Senator
**Andy Fitz-Gibbon	SUNY Senator
Elizabeth Owens	Part-time Senator
Pam Schroeder	Classified Staff

**Single position faculty senate seats on other committees****Facilities and Master Plan Oversight Committee** (Appointed: 3 yr. term)

Maroney, Jody	2016-19	At large female
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**Faculty Representative to the Student Senate** (Elected: 1 yr. term) (no more than 2 successive terms)

Blavos, Alexis	2017-18	At large female
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**SUNY Senator** (Elected: 3 yr. term)

Andrew Fitz-Gibbon	2017-20	At large male
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**SUNY Senator – Alternate** (Elected: 3 yr. term)

Phillips, Tim	2015-18	At large male
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