



WOODS HOLE OCEANOGRAPHIC INSTITUTION

Dr. Robert B. Gagosian, *Director and President*

January 10, 2002

TO: WHOI Staff Postdocs and Students

FROM: Bob Gagosian

SUBJECT: DIRECTOR'S UPDATE REGARDING GENDER EQUITY

It has been approximately 10 months since I issued my response to the Report of the Gender Equity Review Committee (the Report). With the beginning of a new year, I thought it would be valuable to summarize our accomplishments thus far. The action plan outlined at that time was ambitious and perhaps overly optimistic with regard to timing. Nevertheless, a great deal has been accomplished and several significant projects are underway. These items are outlined below in similar order as the original recommendations of the Report and my response to it. For reference, the Report, my response and the status of the action items can all be found in their entirety on the [Director of Research's web site](#).

- First is the issue of [salary equity](#). The initial salary analysis of the Scientific Staff was conducted and adjustments were made early in 2001. The same process has been implemented for all other employees at the Institution and the analysis will be conducted annually. Adjustments have been and will continue to be made when warranted.
- [Performance appraisal guidelines](#) for the Scientific Departments and Marine Policy Center incorporating all their staff (Scientific, Technical and Administrative) have been developed and implemented. Over the next year, similar guidelines will be developed for the balance of the Institution. In addition, the Department Chairs and Director of Research are working on guidelines for departmental search committees to use when recruiting Scientific Staff. Presumably, with some modification, those can be applied to the Technical Staff and perhaps to others as well.
- The Scientific Staff handbook, [Navigating the Tenure Track](#), was published and distributed in December. A similar type of document for Technical Staff is presently under consideration.
- A [Mentoring Program Task Force](#) has been asked to “research, analyze and evaluate various approaches to mentoring programs at other organizations and then to develop a recommendation and plan for WHOI”. Members of the Task Force come from all areas of the Institution and are addressing mentoring programs from an Institution-wide

perspective. Their work is in progress and I look forward to seeing their recommendations and plans for a program or programs at WHOI.

- Five additional action items have been completed and documented with descriptions and/or details published on the web:
 - Guidelines on [Bridge Support](#);
 - Description and definition of the [Director's Discretionary Money](#) for Research;
 - Guidelines for [Requesting Participation and Rewarding Scientific and Technical Staff in Support of Institution Outreach Activities](#);
 - Plans for [Increasing the Number of Women Applicants for the WHOI Post-doctoral Scholar Fellowship](#); and
 - The [Summary of the 1988 Equity Climate Assessment Study](#).
- The [Gender Climate Assessment Advisory Committee](#) (with representation from all areas of the Institution) has been asked to advise the Ombuds/EEO Officer with regard to conducting another review of the gender climate at WHOI. Specifically, this Committee will provide “advice and feedback ... with regard to the type, scope and manner” in which to conduct further assessments of the gender climate at WHOI. They have written a comprehensive [retrospective](#) documenting the changes in demographics, policies and practices at WHOI since the 1988 Equity Climate Assessment Study, and incorporated their recommendation for future action in this document. I appreciate the work already done by this group and enthusiastically support their recommendation with regard to educating the WHOI community with regard to discriminatory behaviors and the impact of “micro-inequities”.

Those action items not mentioned above are in various stages of completion and as they are completed, the relevant documentation will be posted on the web site devoted to the Status of the Action Items. As updates are published, announcements will be made on Headlines.

As you can see, a great deal has been accomplished in less than a year. I truly appreciate the dedication and hard work a significant number of people have committed to this important issue: members of the Mentoring Task Force, the Gender Climate Assessment Advisory Committee, the writers and editors of the Scientific Staff handbook, the individuals involved in formatting and analyzing data, and those staff members responsible for drafting and shepherding various procedural documents and guidelines through the system. This year promises to be an interesting and exciting one with regard to moving forward in enhancing the working and learning climate for everyone at WHOI. I am looking forward to it and remain committed to continuing to address these issues in a thoughtful and productive manner. All input with regard to this important topic is welcomed.

RBG/KPR:mml