

Report of the Task Force on the Status of Women

February 14, 2020

Introduction

In fall 2019, President Joanne Berger-Sweeney convened the Task Force (TF) on the Status of Women at Trinity. This TF is consistent with the goals of Summit, our strategic plan, to be a first-choice institution for students, faculty, and staff by fostering “an inclusive campus community that embraces diversity and complexity and engages across differences with integrity and empathy.” In addition to our strategic initiatives, this TF was envisioned as a part of the three-semester celebration commemorating the 50th anniversary of coeducation at Trinity College. The fall 2019 semester focusing on “Trinity’s present” aligned with the theme of this task force.

The TF was co-chaired by President Berger-Sweeney, along with Laura Lockwood, director of the Women & Gender Resource Action Center (WGRAC), and Sarah Raskin, Charles A. Dana Professor of Psychology and Neuroscience. Twenty-six women—faculty, students, and staff—answered the open call to participate as members of the TF. The goal of the TF stated in the original announcement was:

to examine the [current] status of women at Trinity with a focus on data that we can use to compare Trinity College with its peer institutions and with national statistics. We will gather and analyze data on many aspects of life at Trinity for faculty, staff, and students. We also will gather data about gender representation in our governance and alumni bodies. We want to better appreciate how Trinity is doing relative to our peers. After examining relevant data, the task force will make recommendations for our shared future, with the hope that the Trinity community will look favorably on its progress toward gender equity 50 years from now.

In our early discussions, TF members recognized that a gender binary of male and female does not describe the full gender complexity of Trinity’s current community. However, most of our historical data are based on a gender binary. This report reflects the data available for those who identify and report as women.

During the course of the four meetings of the TF in fall 2019, three statements of principle emerged:

1. There should be fair and equitable salaries, workload, and benefits for faculty and staff and equitable outcomes for students at Trinity College;
2. Everyone should feel safe in all spaces on Trinity’s campus; and
3. Trinity College should support inclusive, family-friendly policies.

These principles are listed generally in order of concern to TF members, although they are all necessary, in combination, to progress toward gender equity and to create a truly inclusive environment at Trinity. TF members reviewed available data related to each of these principles, discussed short-term and longer-term priorities, and made specific recommendations to address inequities that were found. What follows is a description of the statements of principles and the

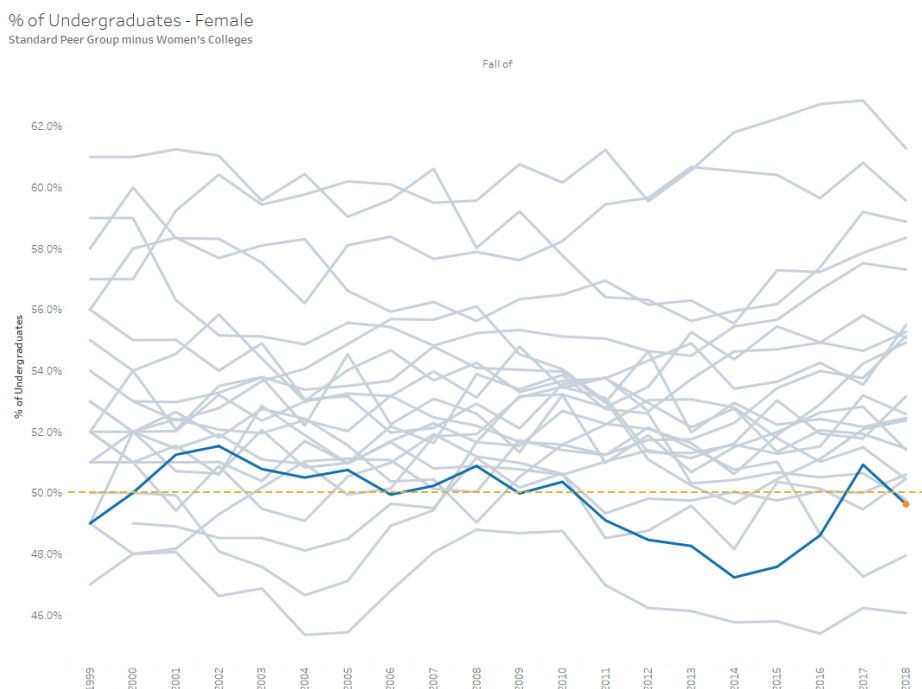
data upon which they are based, as well as recommendations from TF members for our continued shared work to create an inclusive environment at Trinity.

The end of the report contains an appendix with the data that were gathered as part of the TF efforts. For the comparative data gathered, we use a standard 25-college peer comparison group (see Figure 1 in the appendix). Trinity has used this comparison group broadly for more than 10 years. The graphs highlighted in the body of this report also are included in the data appendix and are numbered according to their appearance in the appendix. In addition to the data in the body of the report, all data generated for the TF appear in the appendix and are ordered chronologically (Figs. 1–41) as they were presented at the four TF meetings. The employee survey did not use the standard comparison group; those data were not available.

Principle No. 1. There should be fair and equitable salaries, workload, and benefits for faculty and staff and equitable outcomes for students at Trinity College.

The Issues:

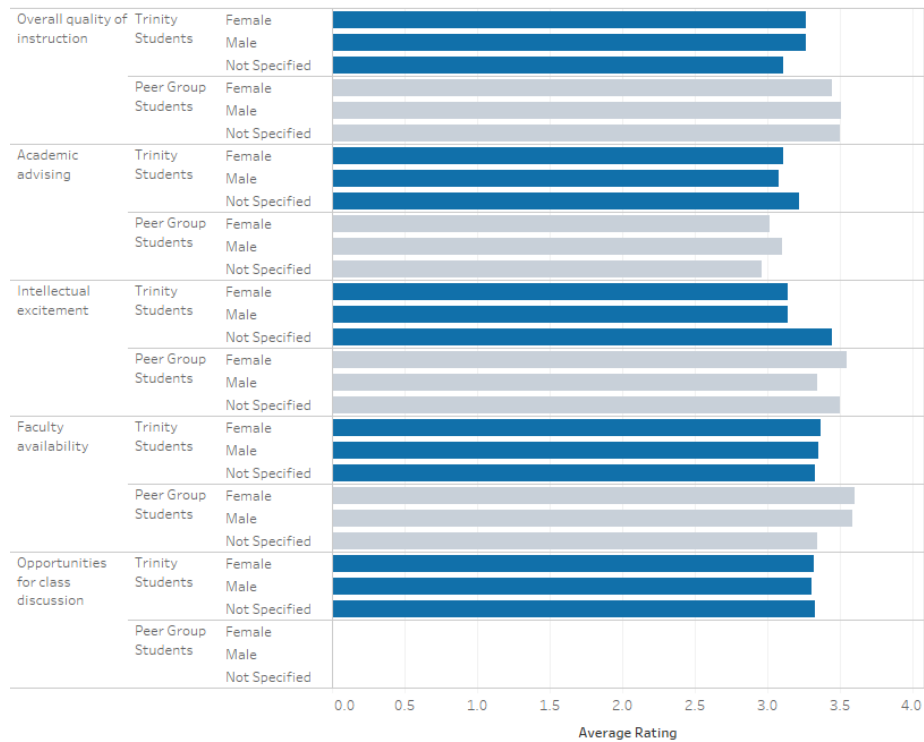
Students. Between 2010 and 2014, Trinity College had the second lowest percentage of female students among our peers (see below; also Fig. 6). Through concerted efforts by our Office of Admissions (2015–present), we have increased the percentage of female students in our entering classes and are now close to gender parity. It is of note that most of our peer institutions, even excluding the all-women’s institutions, have more than 52 percent females in their undergraduate student populations.



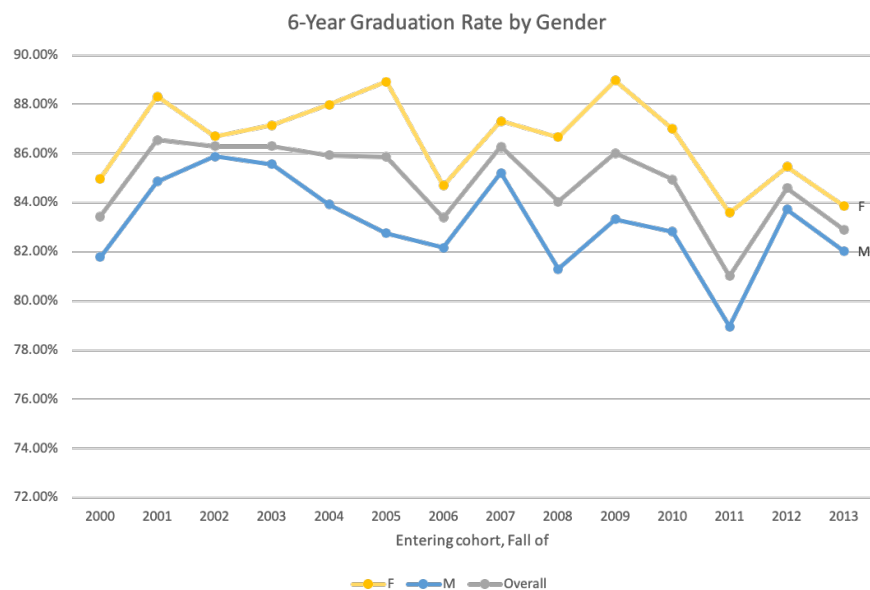
In our student satisfaction surveys, female and male undergraduates rate their academic experiences at Trinity similarly (see below; also Fig. 31). However, females are slightly less satisfied with their social life on campus and a feeling of safety (see a discussion of the issue in principle No. 2).

How satisfied have you been with the following aspects of your experience at [your college] during the current academic year?

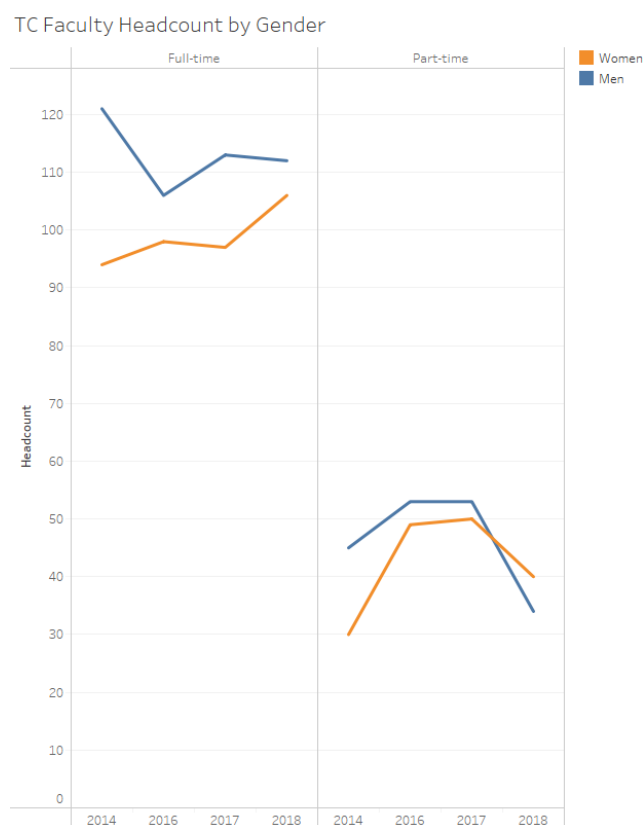
4- very satisfied, 3- generally satisfied, 2- generally dissatisfied, 1- very dissatisfied



When we consider how this overall satisfaction affects graduation rates by gender, we see a different pattern: females persist more, despite being slightly less satisfied. Graduation rates, across the years, are consistently higher in females than in males (see below; also Fig. 24). We should explore further why retention rates in males are consistently lower than those in females, though that was not the explicit purview of this task force.

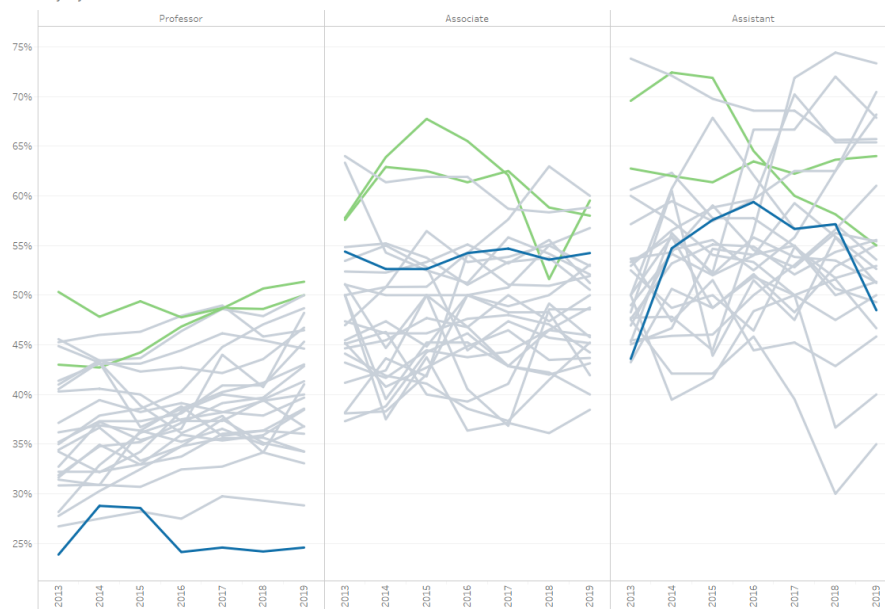


Faculty. In 2018, for full-time faculty at Trinity College, men outnumbered women, but that gap has narrowed considerably since 2014 (see below; also Fig. 9). Indeed, the percentage of female full-time faculty members in 2018 had risen to 46 percent, close to the median of our peers. The percentage of female part-time faculty has increased more dramatically during the same period (see Fig. 10) and also is close to the median of our peers.



When tenure-eligible professors are considered by rank, however, the data tell a different story. From 2015 to present, Trinity has had the lowest percentage of female full professors (32 percent) of any of our 24 peer institutions (far left column below; also Fig. 11). On the other hand, we have relatively high percentages of associate professors relative to our peers; our percentages of assistant professors has been quite variable probably due to the relatively small numbers of hires we make each year. These trends are consistent with a gender gap in promotions when we examine time to promotion to full professor (see Fig. 13). The average years to promotion to full professor is longer for females (11.6 years) than for males (10.3 years) and has increased for both genders in the last five years (10.9 and 8.57 years, respectively). In other words, it appears that women are more likely to spend a longer time at the rank of associate professor and not be promoted to full professor at Trinity relative to our peers. It also appears that the time to become a full professor is increasing for both genders.

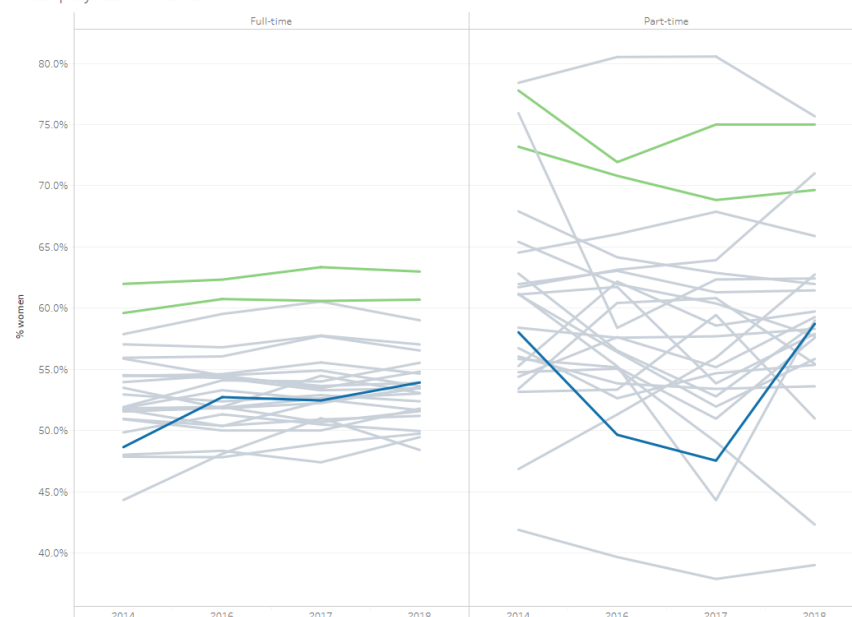
Faculty by Rank - % Women



Salary data differ by gender and display extremes, with our highest-paid full professors and our lowest-paid full professors being male (see Fig. 14). Therefore, overall averages do not differ much by gender. Given their small numbers, one or two retirements of female full professors could change these averages dramatically. One positive trend in the salary data is that in 2018, female assistant professors made on average slightly more than male assistant professors, and their numbers were about equal (16 vs. 17).

Staff. About 52 percent of full-time staff members at Trinity are female, which is close to the median of our peers (see below; also Fig. 7). Our percentage of females who work part time also seems close to the median of our peers.

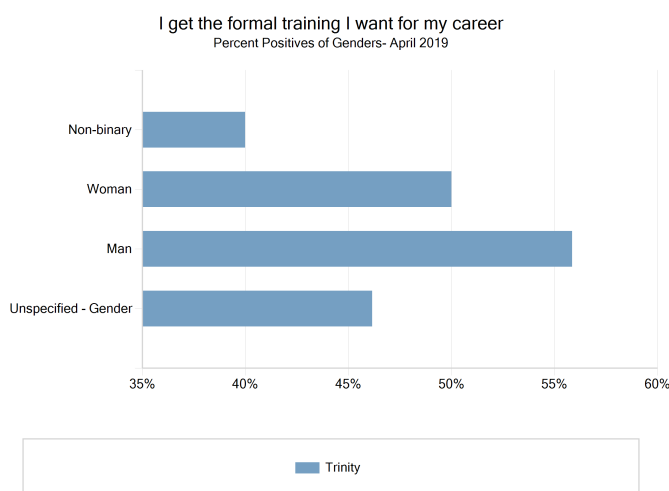
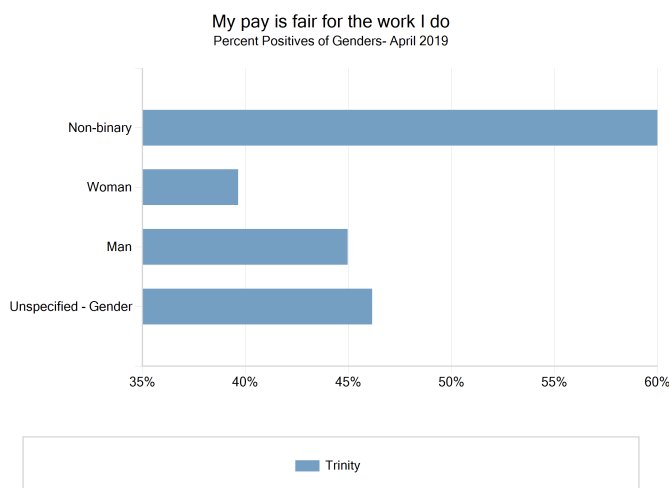
All Employees - % Women



However, differences by gender in subcategories of employees are likely similar to our peers and reflect national trends; computer jobs are male dominated, whereas library, student affairs, and administrative assistant jobs are female dominated (see Fig. 8).

Currently, the average staff (non-faculty) salary¹ at Trinity differs by gender. The average salary for females is \$66,929 (243 females), and the average salary for males is \$73,185 (159 males).

Women and men have similar responses to satisfaction with job expectations and the ability to voice their concerns (see Figs. 39 and 41). Women tend to be more satisfied than men with the benefits package (see Fig. 37) and to be motivated to do their best work at Trinity (see Fig. 35). However, women were less satisfied with their work flexibility because of a need to balance work and personal lives (see Fig. 38). For female employees, the highest levels of dissatisfaction relative to men were related to fair pay for their work and getting formal training for career advancement (see below; also Figs. 36 and 40).



¹ These figures are inclusive of the salaries for the president and senior administrators.

Recommendations for Principle No. 1:

1. Continue admissions practices to encourage gender parity in our entering undergraduate student classes.
2. Ask the Office of the Dean of the Faculty to develop strategies to increase the number of female full professors at Trinity College. [*Report to the TF in fall 2020.*]
3. Ask the Office of the Dean of the Faculty to examine trends in hiring more females into part-time rather than full-time faculty positions and whether this practice is promoting gender inequities. [*Report to the TF in fall 2020.*]
4. Ask the Office of the Dean of the Faculty to examine why women associate professors remain in their positions longer than their male counterparts, and propose strategies that promote better gender equity. [*Report to the TF in fall 2020.*]
5. Ask the Office of Human Resources to commission a third-party compensation study to explore gender differences in pay, comparing by pay grade and within and between divisions. We would suggest different studies for faculty and staff compensation because they will have different comparison groups. These data should be compared with those of peer institutions, when available. [*Report to the TF in fall 2020.*] Then, Human Resources should make recommendations to the appropriate divisional head to reduce inequities, if they exist, and a time frame in which these inequities will be reduced.
6. Ask the Office of Human Resources to institute a campuswide review of job descriptions and classifications of exempt and nonexempt employees and compare with actual job duties. Make recommendations to the president to address mismatches where they are found. [*Report to the TF in spring 2021.*]
7. Ask the Office of Human Resources to review staff orientation programs, explicitly creating orientation materials in support of female employees and including topics where gender differences are observed nationally, such as salary negotiations, financial and retirement planning, and support for women's health issues. [*Develop for implementation by fall 2020.*]
8. Ask the Office of Human Resources to develop cross-divisional mentoring and professional development programs for employees, and ensure that female employees have access to these programs, as well as other development opportunities. [*Target implementation by spring 2021.*]

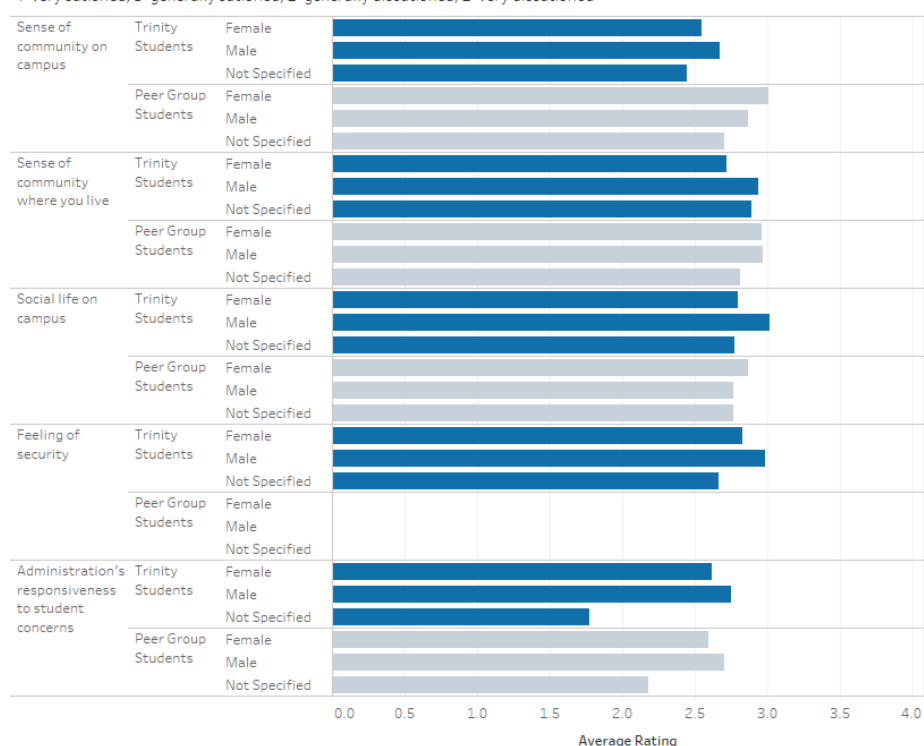
Principle No. 2. Everyone should feel safe in all spaces on Trinity's campus.

The Issues:

Female students appear to be slightly less satisfied with elements of the social life on Trinity's campus, as well as a feeling of security and the administration's responsiveness, as compared with males (see below; also Fig. 31).

How satisfied have you been with the following aspects of your experience at [your college] during the current academic year?

4- very satisfied, 3- generally satisfied, 2- generally dissatisfied, 1- very dissatisfied



In examining our crime statistics (see Figs. 27–29), Trinity had the highest on-campus crime reports of fondling among our peers; on the other hand, Trinity was close to the median number of reported on-campus rapes (terms are defined in Fig. 2). During this same time period (2015 to 2017), no off-campus rapes were reported by our students. At this point, it is important to note that sexual assaults remain dramatically underreported in our society as a whole; indeed, in general, it seems that the level of discourse and number of reports increase when survivors feel that there are appropriate institutional policies, reporting options, resources, and prevention measures in place to address their concerns and provide them protection.

In 2015, Trinity revised its policies and procedures related to sexual assault, based on [recommendations](#) of the Task Force on the Prevention of Sexual Misconduct. At that time, we created a full-time Title IX coordinator position and revised and distributed information on reporting sexual misconduct. The revised [Your Rights Your Options](#) brochure is widely available to all members of campus. After two years, the full-time coordinator left the college, and the position was reduced to part time. Members of this TF acknowledge two current issues: 1) there remains a lack of knowledge on campus about options for reporting and addressing issues of sexual misconduct among students, and 2) we are not as attentive as we need to be about issues of sexual misconduct, harassment, and discrimination occurring among staff and faculty members.

Recommendations for Principle No. 2:

1. This TF should continue with Sarah Raskin and Laura Lockwood as co-chairs. This TF should report to the vice president for diversity, equity, and inclusion and provide an annual report of activities and progress to President Berger-Sweeney.
2. The vice president for diversity, equity, and inclusion (DEI) should create an infrastructure that adequately addresses gender equity issues. For example, the new assistant vice president for diversity, equity, and inclusion/Title IX coordinator [to be hired] should receive substantial time to carry out the duties of a Title IX coordinator and have a sufficient number of trained deputy Title IX coordinators when needed. [*Implement in spring 2020.*]
3. Ask the Office of DEI, in coordination with the Office of the Dean of the Faculty and the Office of the Dean of Students, to determine better ways to distribute timely information about sexual misconduct and harassment and to develop best-in-class approaches to address problematic behaviors. All students, faculty, and staff members should feel safe on campus and know who are resources such as advocates, ombudspersons, and support against harassment and misconduct. [*Report to the TF in fall 2020.*]
4. Ask the Office of DEI to develop and distribute information about campus climate to the community and to provide recommendations to foster more inclusive classrooms, the hiring of more diverse faculty, and programs to support psychological and mental well-being of campus constituents. [*Report to TF in spring 2021.*]
5. Encourage the Office of the Dean of Students to continue to publish pooled data about misconduct on campus and responses; this will underscore that there are significant consequences to harassing behavior in our community. [*Report to the TF in fall 2020.*]
6. Review existing policies on sexual misconduct, harassment, and discrimination regularly because laws and best practices change. Charge the general counsel to work with the appropriate administrators and governance bodies to bring our policies up-to-date. All members of the Trinity community are accountable for creating an inclusive campus. This is not just a student or female problem. [*Report to the TF in fall 2020.*]

Principle No. 3. Trinity College should support inclusive, family-friendly policies.

The Issues:

Trinity College has a rich and storied history. From its founding in 1823 until 1969, the institution was an institution, with only male undergraduates. During that time, a few women graduated from Trinity's master's programs. Various societal pressures and the foresight of the trustees of the college led to a vote, in spring 1969, to admit undergraduate women starting in fall 1969.

Women who arrived in those early classes in the 1970s describe a campus that had both welcoming and unwelcoming aspects. There are many stories of students and faculty members who welcomed a new era and the important contributions that women could make to the institution and of others who did not. There also are tales of a campus that was not quite prepared for women's entry in 1969 without adequate living facilities, bathrooms, or basic sanitary products available on campus.

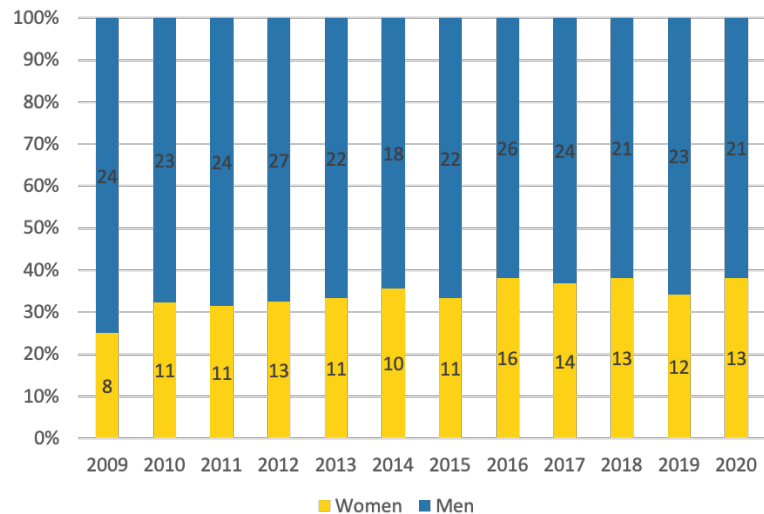
Because of the legacy of Trinity’s predominantly male past, we have to consider continually how to make today’s Trinity inclusive. The alumni base is now 41 percent female (see below; also Fig. 16). Therefore, creating an inclusive environment in the present and future are essential for Trinity to be a first-choice institution.

Alumnae Representation



At the highest level of governance, Trinity is making progress in gender equity of college leadership. The gender representation on the Board of Trustees is similar to that of the greater alumni body; currently 38 percent of board members are female (see below; also Fig. 26). And, for the first time in Trinity’s history, the chair of the Board of Trustees is a woman, Cornelia Thornburgh ’80.

Board of Trustees General Membership



However, there is still progress to be made in the alumni leadership ranks (see Fig. 17). Since 1946, only four of the 37 presidents of the Trinity College Alumni Association have been women. More promisingly, at present 16 of 37 current members of the Board of Fellows² are women.

TF members raised a number of issues on campus that they believe would improve a climate of inclusiveness and promote a family-friendly environment. These issues include:

- Availability of menstrual products in bathrooms at no cost;
- Artwork and naming opportunities for spaces on campus to be inclusive of and welcoming to females;
- Flextime/Working from home;
- Women's health and reproductive assistance as part of the employee benefits package;
- Child-care availability at major Trinity events;
- Gender-inclusive bathrooms with a focus on high traffic areas such as Mather and Ferris;
- Lactation rooms available in multiple locations on campus; and
- Menopause rooms available in multiple locations on campus.

The first two were considered priorities by TF members for the short-term and are the focus here.

Recommendations for Principle No. 3:

Primary

1. Alumni and campus governance groups should make gender parity in Trinity College leadership a priority. Leadership should mirror the gender balance of the alumni base that it represents. The climate of gender inclusivity must be present throughout the entire organization. [*Ask alumni and campus governance groups to report to the TF in fall 2020 on plans to promote gender equity in leadership positions.*]
2. To improve a sense of inclusivity on campus, TF members would like to conduct a tour with Trinity's facilities staff to consider spaces on campus for more inclusive artwork and possible naming opportunities to honor women at Trinity. [*Conduct tour(s), and make recommendations to senior administration in spring 2020.*]
3. Ensure that issues of gender equity are embedded in the charters of our committees and other documents that are visible beyond our campus. [*Administrative and governance committees should report to the TF in fall 2020.*]
4. Ask the Offices of Communications and Alumni Relations to develop more opportunities to celebrate and highlight the accomplishments of prominent female alumnae. [*Report ideas to the TF in spring 2021.*]

Secondary

5. TF members should set up a subcommittee to explore campus drop-in childcare linked to specific campus events.

²One of Trinity College's oldest institutional advisory bodies, the Board of the Fellows was established in 1845 to oversee study and discipline. It served as the college's examining body, ensuring that our high aspirations for academic accomplishment were realized.

6. Make menstrual products available (at no cost) in bathrooms around campus. [*Begin in fall 2020.*]
7. Ask the vice president of finance to commission a study to determine if it is possible to move the child-care center to better facilities. The current location of the center in the basement of the Life Sciences Center does not connote to employees that Trinity prioritizes being a family-friendly workplace. [*Report to the TF in fall 2020.*]
8. Ask the vice president of finance to determine appropriate spaces for clean, bright lactation rooms in different areas on campus. Ideally, we will identify an appropriate area on the north side of campus and another on the south side of campus. [*Report to the TF in fall 2020.*]
9. Ask the Benefits Committee to review our policies for parental leave, women's health, reproductive assistance, and flexible work schedules for staff and faculty for parity with peer institutions and compliance with the new Connecticut Family and Medical Leave Act (FMLA) laws. Make recommendations for improvements when parity does not exist. [*Report to the TF in spring 2021.*]

Conclusions:

There is little doubt that progress has been made during the last 50 years (since the arrival of undergraduate women) to improve gender equity and to create a more inclusive environment at Trinity College. In the past five years, progress on gender equity and inclusivity is evident. It also is clear that more work is to be done to reach our goals. ***To ensure progress on gender issues at Trinity, we recommend the continuation of the Task Force on the Status of Women (with a new open invitation for membership sent to the campus in the spring of 2020). TF members will monitor gender equity issues and hold groups accountable to respond to recommendations described herein.*** The goal of the TF is to determine how to embed equity issues into the charters, policies, and practices of Trinity College and its governance committees. We aspire to a time when a task force on the status women is not necessary because its goals are included in the ongoing work of the college. We also recommend that the full TF (with all present and any future members) meet in fall 2020 to review the responses requested and assess progress toward recommendations in this report.

We also recommend that this report be shared widely with members of the Trinity community and particularly with our internal governance groups who will be responsible for implementing some of the changes and for creating an atmosphere of inclusivity. We look forward with hope that Trinity will become the inclusive environment that it aspires to be.

We add a special note of thanks for David Andres, director of analytics and strategic initiatives, for providing the data analysis for the TF's consideration and interpretation. These data, as well as personal narratives, have served as the basis for many of our recommendations.

Members of the Task Force on the Status of Women

Co-chairs:

Joanne Berger-Sweeney, Laura Lockwood, and Sarah Raskin

Other members (who attended at least one meeting):

Beatrice Alicea
Arianna Basche
Kathleen Bauer
Jaymie Bianca '21
Shaylee Boger '23
Katie Clair
Erica Crowley
Monique Daley
Eleanor Faraguna '21
Tanya Gaul
Megan Hartline
Ashley Hebert
Kristine Kennen
Bettina King-Smith '21
Karolina Kwiecinska '16
Serena Laws
Cat MacLennan '20
Kristen Noone
Elizabeth Patterson '05
Anne Parmenter
Zoë Sylvester-Chin '23
Kathryn Wojcik
Hilary Wyss

Task Force on the Status of Women at Trinity Open Invitation to Campus Community

September 10, 2019

In January 1969, the Trinity College Board of Trustees voted to admit women as first-year students in the fall of that year. Discussions about admitting women had been ongoing for several years prior, but by January 1969, the board had enough votes to make coeducation of this almost-150-year-old institution a reality. Now in 2019, 50 years after the start of coeducation here, it seems to be a ripe time to examine the status of women at Trinity—both to appreciate the progress that has been made and the work that remains to be done.

For almost 30 years (1976–2006), Trinity had a President’s Special Council for Women that focused on “both academic and nonacademic aspects of life as they affect women.” The accomplishments of that council were many, including establishing the Trinity College Community Child Center, recommending the creation of what is now the women, gender, and sexuality major and the Women & Gender Resource Action Center (WGRAC), as well as the roles of affirmative action and of ombudspersons; establishing sexual harassment training for faculty and staff; lobbying for portraits representing diverse Trinity contributors around campus; and advocating for improvements in parental leave policies. The council dissolved prior to my arrival at Trinity in 2014. Now, during the 50th anniversary of coeducation, we want to reexamine our progress to date and determine the slate of unfinished business for the college in our vision of creating a welcoming and equitable learning environment for all genders.

Similar to its forerunner, the new task force will examine the status of women in academic and nonacademic aspects throughout the college—on campus and in its governing and alumni representational structures. The co-chairs of this effort will be Sarah Raskin, Charles A. Dana Professor of Psychology and Neuroscience; Laura Lockwood, WGRAC director; and me. Karolina Kwiecinska, special assistant to the president, will staff the task force. The group will meet monthly, with the first two meetings focused on reviewing available data and the second two focused on proposed actions, consistent with the available data. By January 2020, the task force will make specific recommendations to the entire Trinity community based on its findings.

We invite persons of all genders to participate in this important task force. If you are interested in being a part of the task force, please complete the attached form (note that there will be open community meetings and possibilities to participate in this important work even if you are not a member of the group). The proposed meeting dates are Tuesday, September 24; Thursday, October 10; Wednesday, November 13; and Monday, December 2. Please join us in this important work to support a welcoming and equitable learning environment.

Sincerely,

Joanne Berger-Sweeney
President and Trinity College Professor of Neuroscience

Task Force on the Status of Women at Trinity Participation Form

I am interested in participating in the Task Force on the Status of Women at Trinity College, which will be co-chaired by Joanne Berger-Sweeney, Laura Lockwood, and Sarah Raskin.

The goal of the task force is to examine the status of women at Trinity with a focus on data that we can use to compare Trinity College with its peer institutions and with national statistics. We will gather and analyze data on many aspects of life at Trinity for faculty, staff, and students. We also will gather data about gender representation in our governance and alumni bodies. We want to better appreciate how Trinity is doing relative to our peers.

After examining relevant data, the task force will make recommendations for our shared future, with the hope that the Trinity community will look favorably on its progress toward gender equity 50 years from now.

We aim to have about 20 task force members representing different constituent groups and varying perspectives.

Name:

Constituent Group:

Reason for wanting to participate (maximum of 100 words):

Availability on proposed meeting dates (specific times to be determined):

Tuesday, September 24

Thursday, October 10

Wednesday, November 13

Monday, December 2

*(Please email this form to karolina.kwiecinska@trincoll.edu by **Wednesday, September 18, 2019.**)*

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Standard Peer Comparison Group

■	Trinity College
■	Amherst College
■	Bates College
■	Bowdoin College
■	Carleton College
■	Colby College
■	Colgate University
■	College of the Holy Cross
■	Colorado College
■	Connecticut College
■	Franklin and Marshall College
■	Hamilton College
■	Haverford College
■	Kenyon College
■	Macalester College
■	Middlebury College
■	Mount Holyoke College
■	Oberlin College
■	Occidental College
■	Sewanee-The University of the South
■	Smith College
■	Union College
■	Vassar College
■	Wesleyan University
■	Williams College

- Includes NESCAC schools, except for Tufts University
- Mount Holyoke College and Smith College sometimes omitted when results skew the axis for other institutions (e.g., ~100% female students) and at other times, these schools are highlighted in green.

- Clery Act Campus Crime Statistics
 - **On-Campus** definition: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
 - **Non-Campus** definition: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
 - **Rape** definition: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - **Fondling** definition: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age and/or because of his/her temporary or permanent mental incapacity.

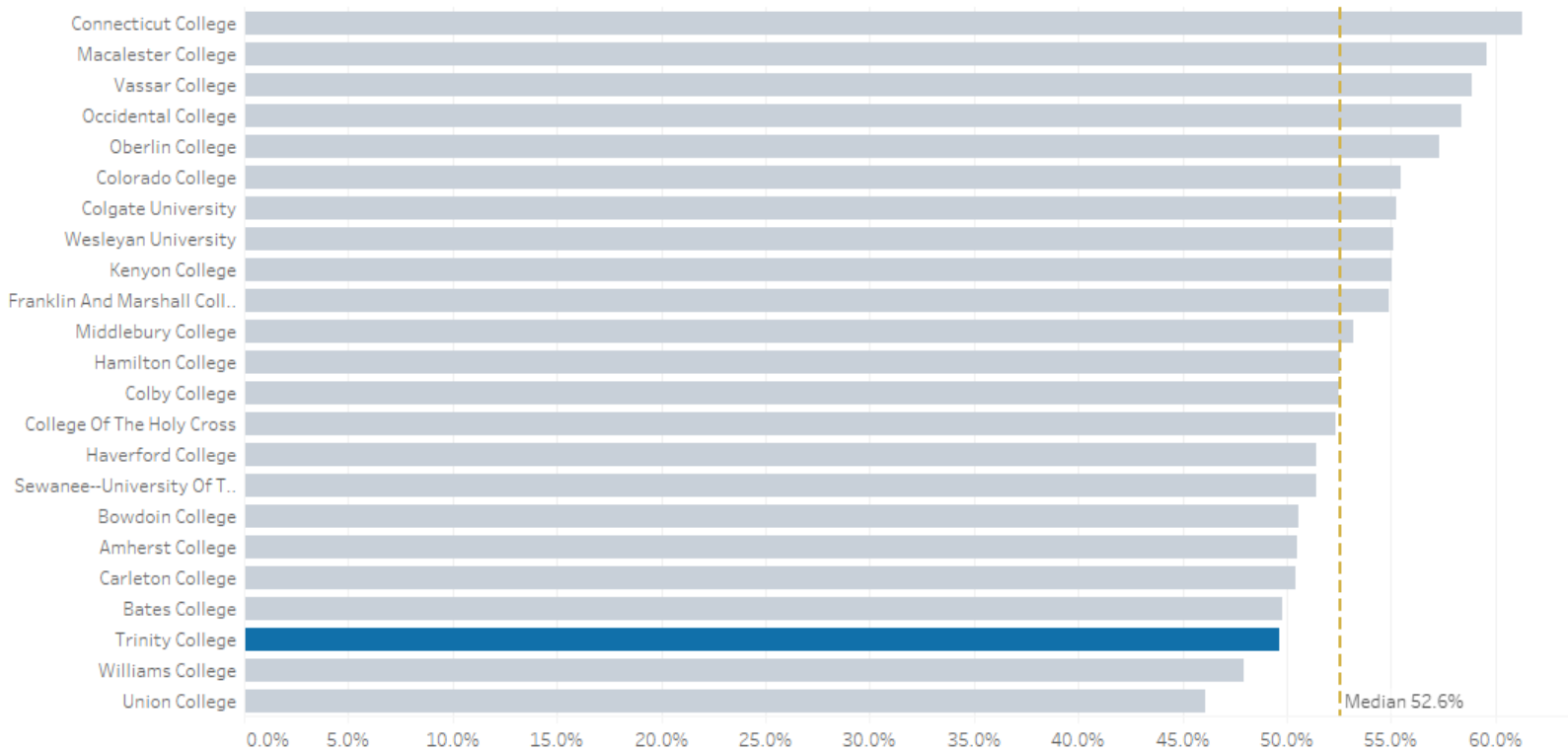
Enrolled Student Survey

- Survey of traditional undergraduates, first-years through seniors
- February 25 to March 26, 2019
- Overall response rate: 33%
- Peer group: co-ed, small liberal arts colleges

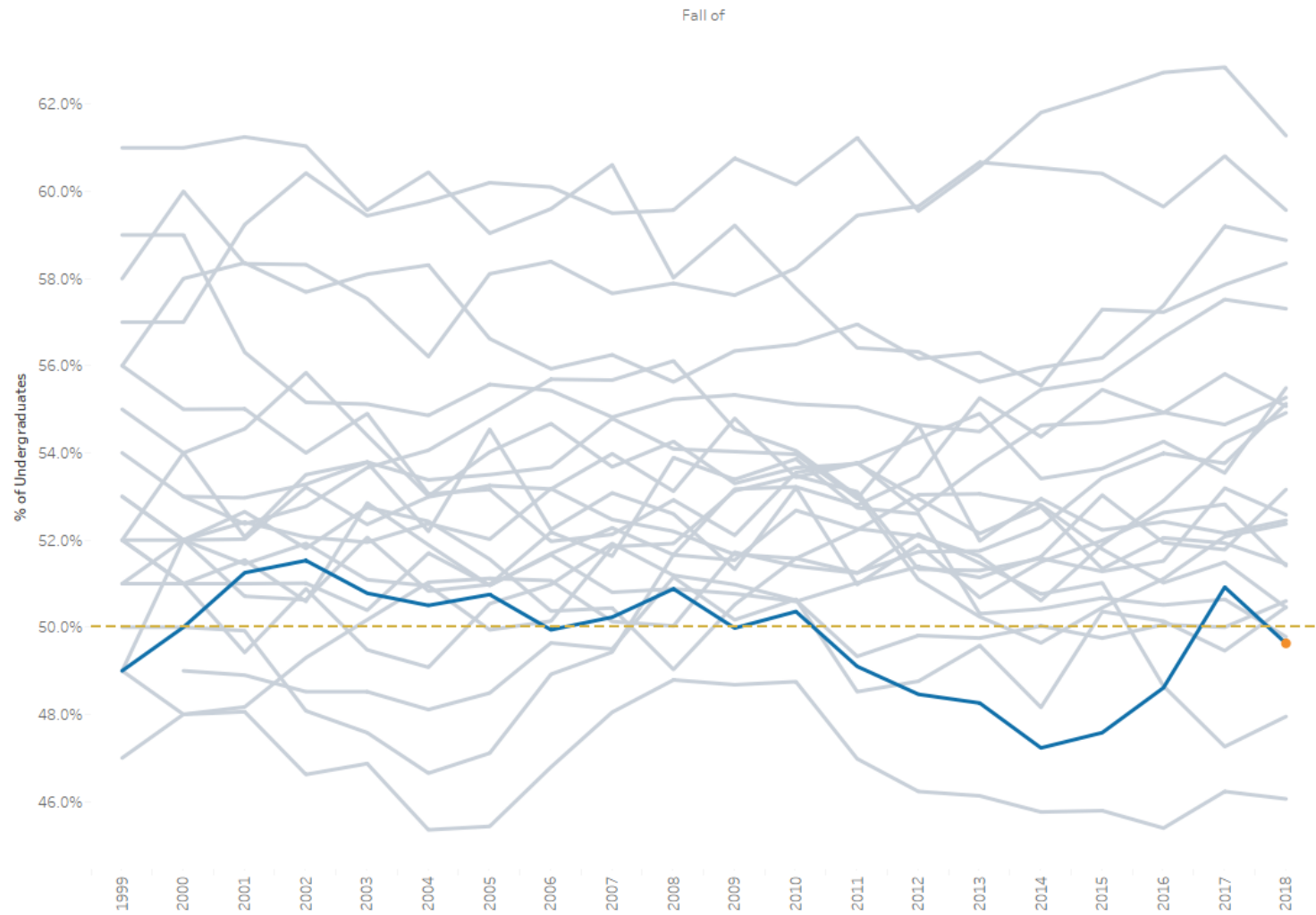
Employee Survey

- April 2019
- Overall response rate: 66%
 - Staff - 72%
 - Faculty - 56%

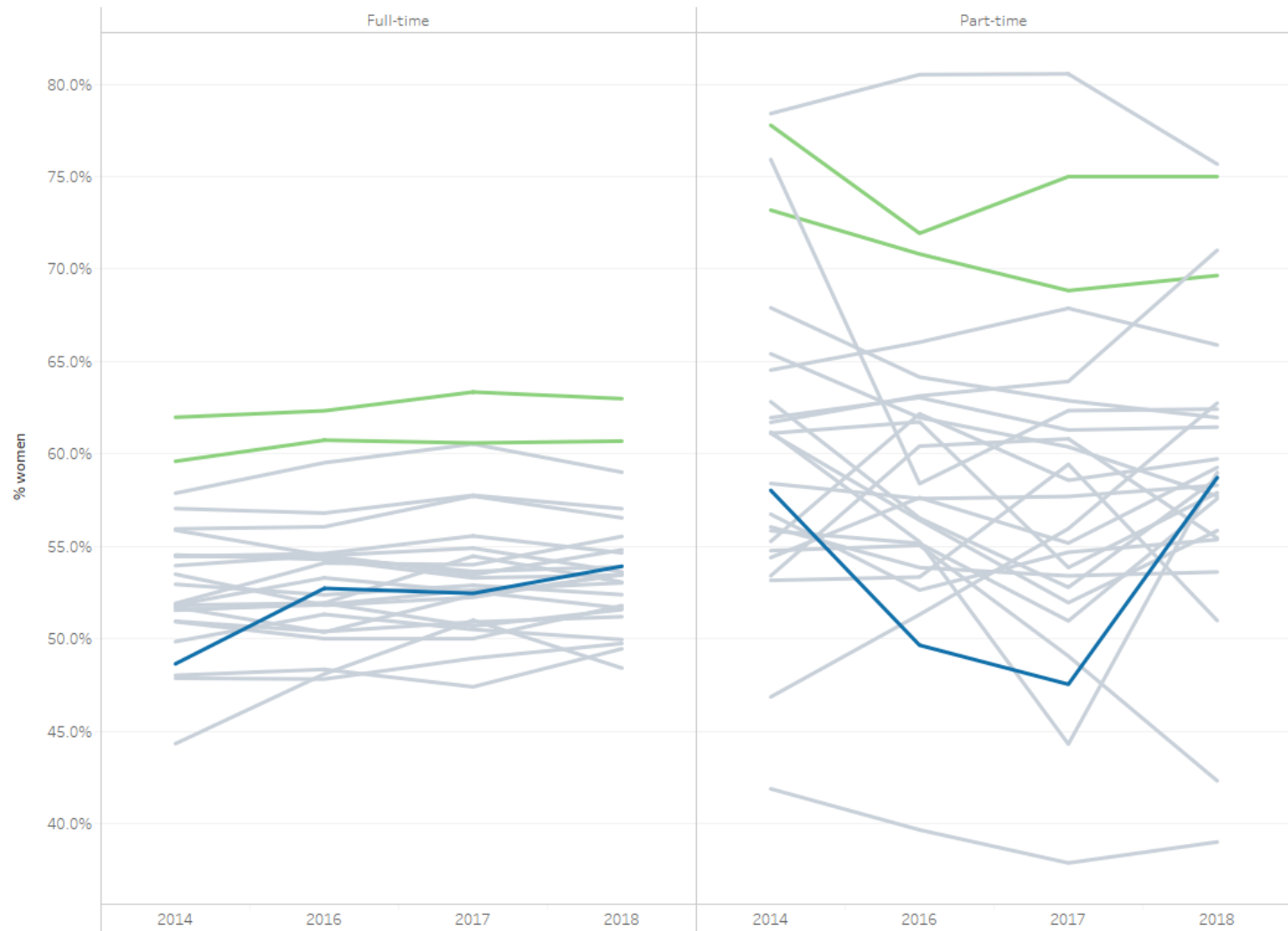
% of Undergraduates - Female Fall 2018



% of Undergraduates - Female
Standard Peer Group minus Women's Colleges



All Employees - % Women

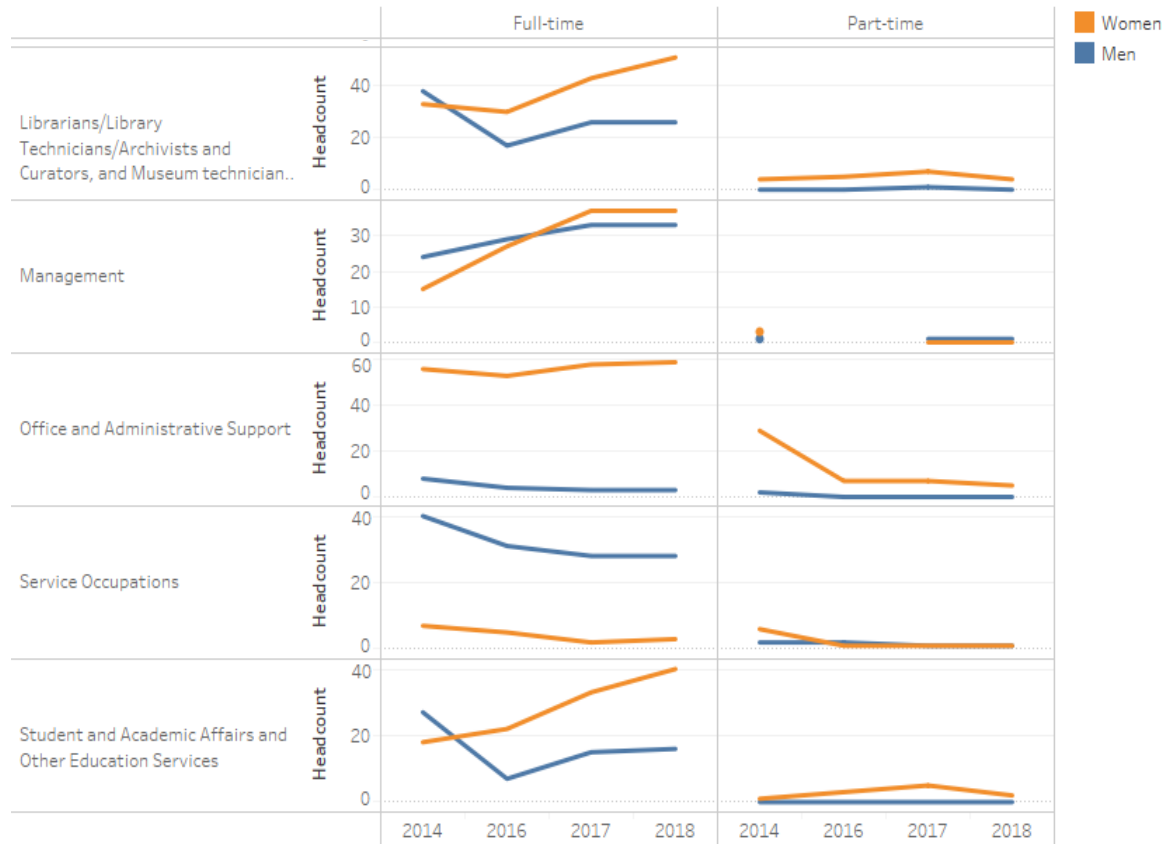


TC Employee Headcount by Category



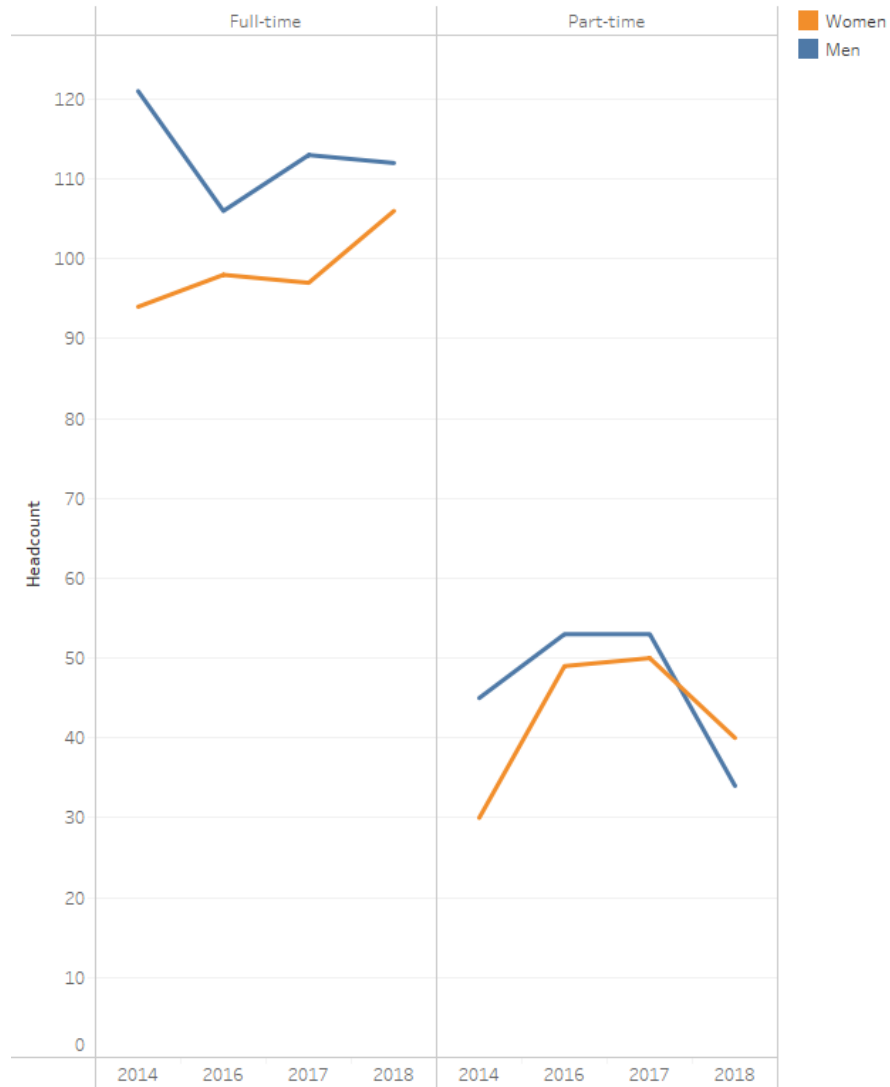
Continued on next page

TC Employee Headcount by Category

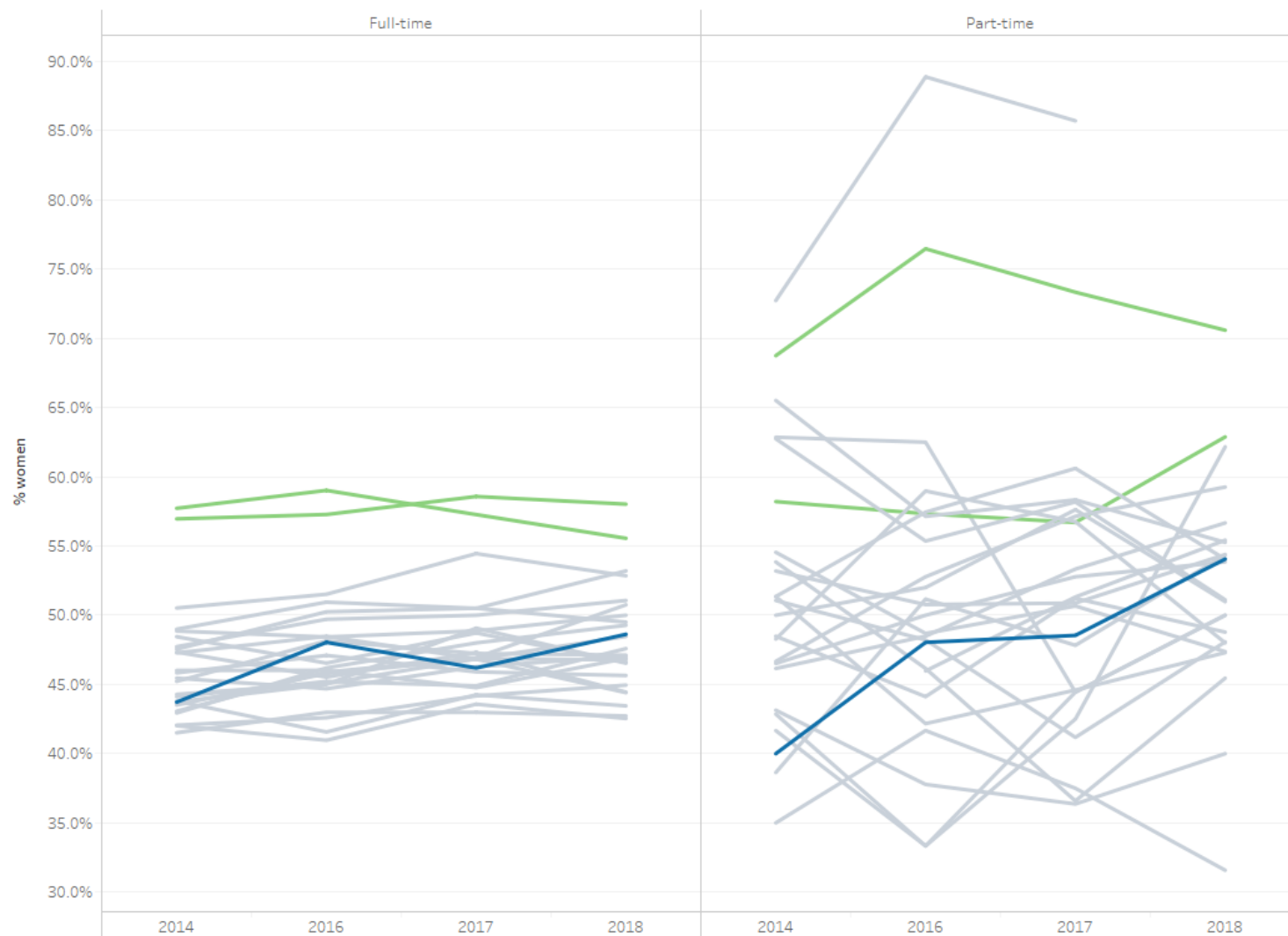


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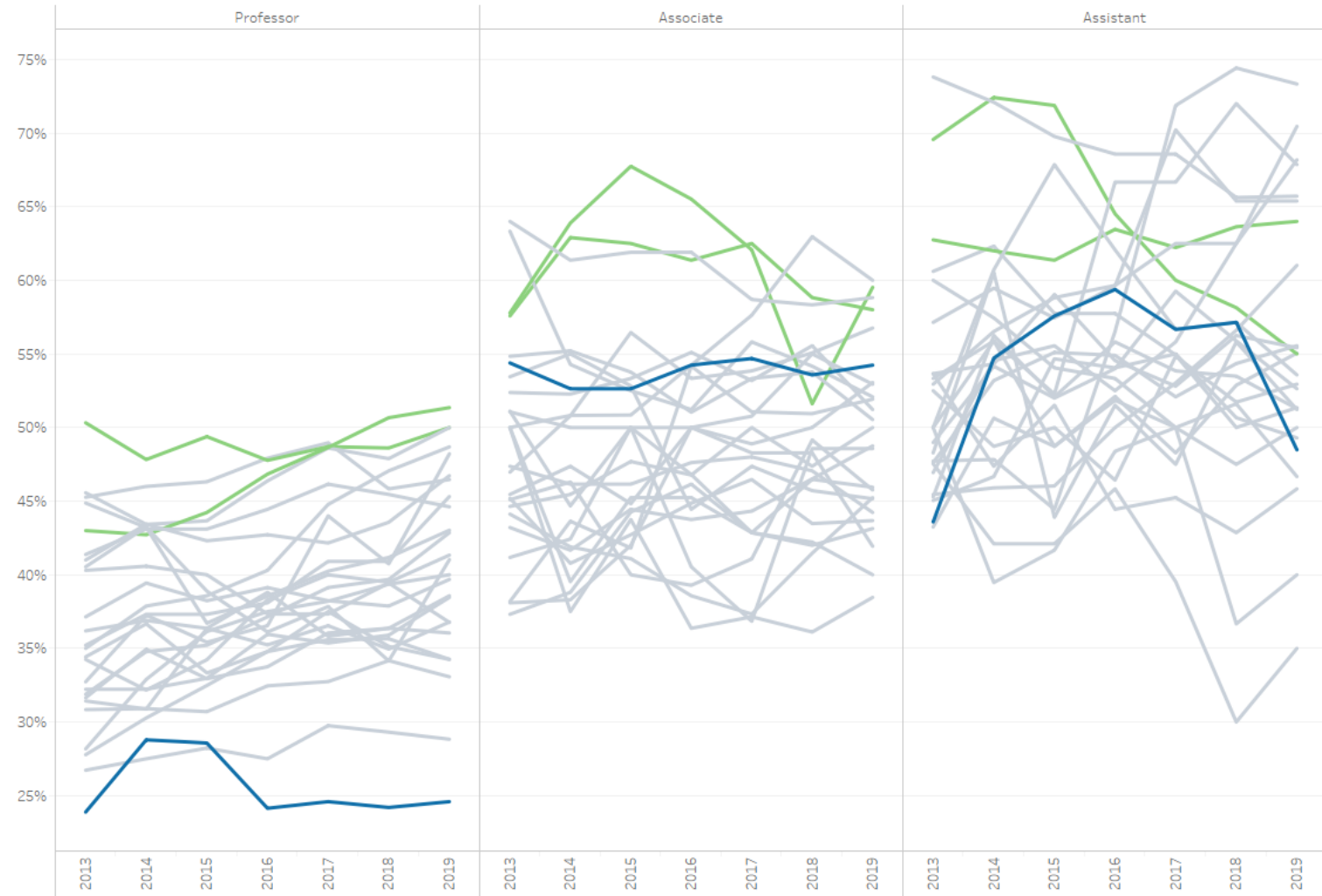
TC Faculty Headcount by Gender



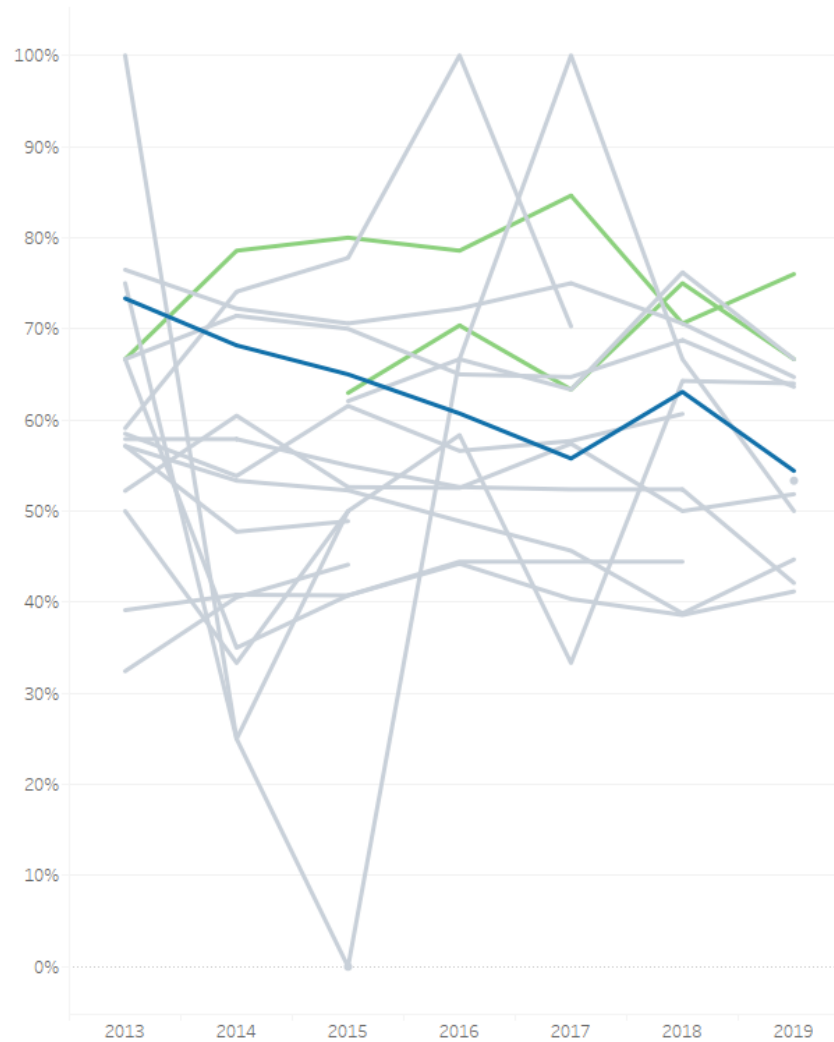
Faculty - % women



Faculty by Rank - % Women

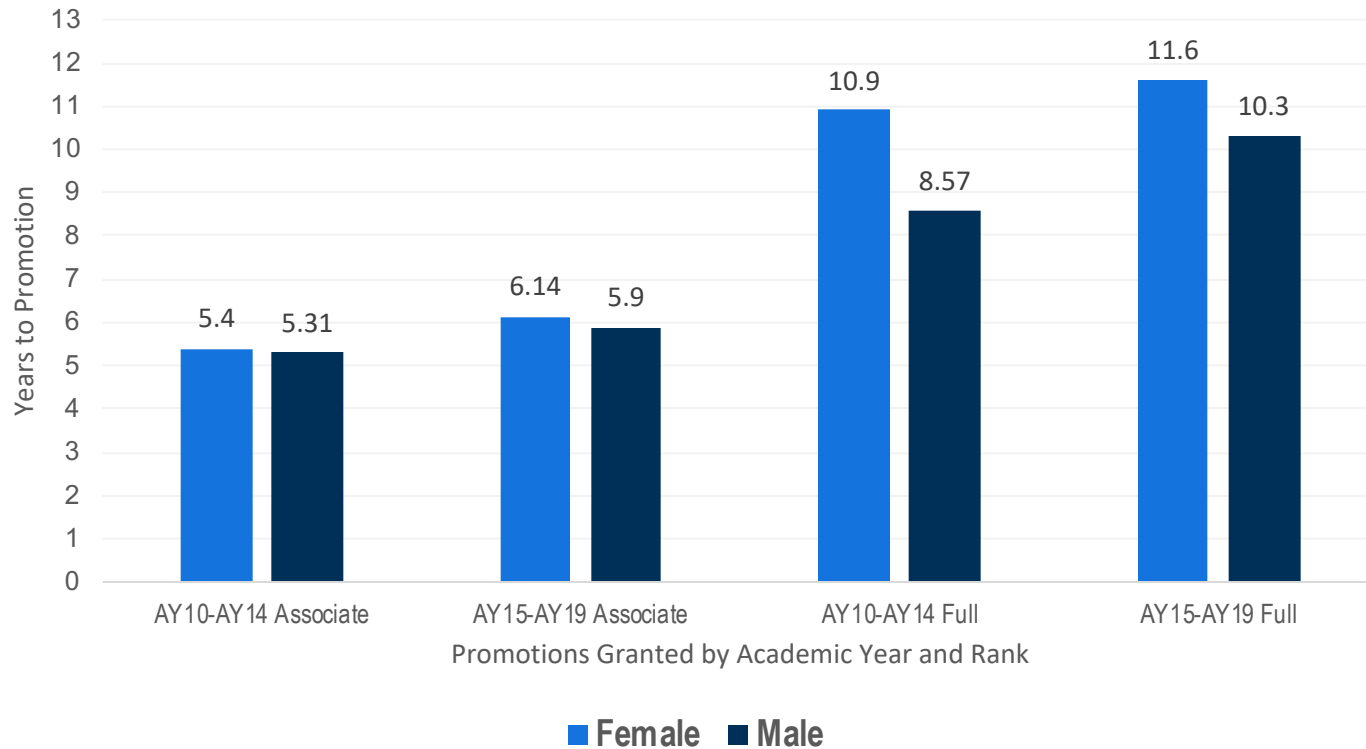


Faculty by Other Rank - % Women
(AAUP: Lecturer and No Rank)



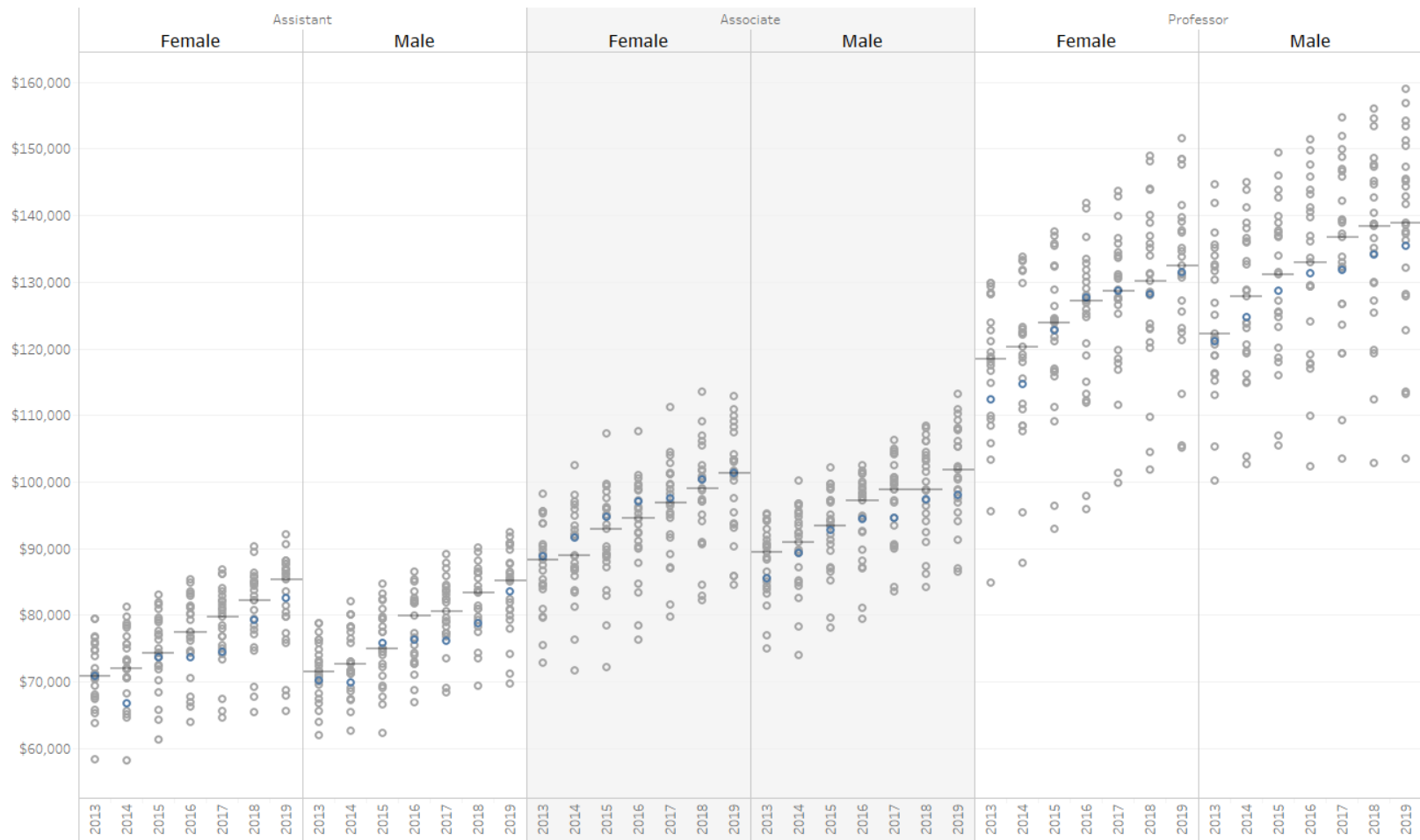
Trinity Faculty Promotions

Average Time to Promotion (excluding denials)



Data Source: Dean of the Faculty Office

Average Faculty Salaries by Rank & Gender



Horizontal lines indicate medians for each year/rank/gender

Source: AAUP

Distribution of Full-Time Instructional Faculty at Trinity College by Sex - Academic Year 2014

AAUP Salary Report

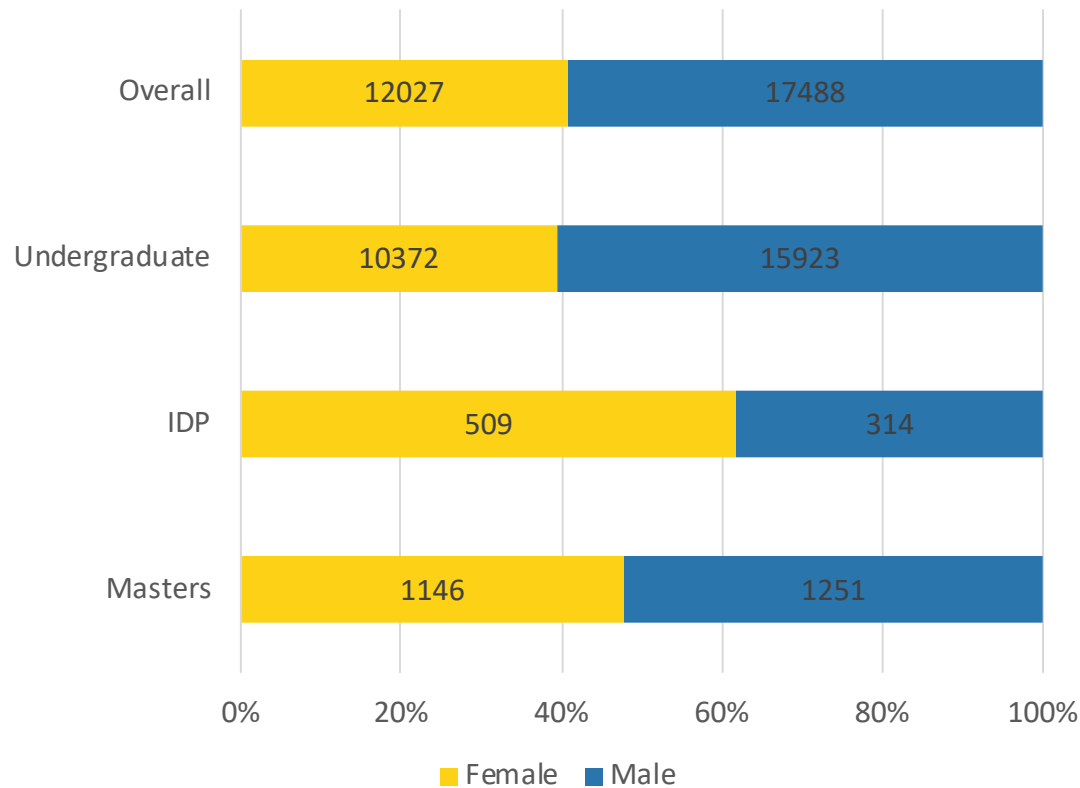
Distribution of Full-Time Instructional Faculty at Trinity College, 2013-2014 by Sex								
(Pr.=Professor, Ao.=Associate, Ai.=Assistant, In.=Instructor, Le.=Lecturer, and NR=No Rank)								
Salary Intervals	Males				Females			
	Pr.	Ao.	Ai.	Le	Pr.	Ao.	Ai.	Le
190,000 - 194,999	4							
through								
160,000 - 164,999								
150,000 - 154,999	3							
through								
145,000 - 149,999					3			
140,000 - 144,999	5							
135,000 - 139,999								
130,000 - 134,999					3			
125,000 - 129,999	4							
120,000 - 124,999	4							
115,000 - 119,999	5				3			
110,000 - 114,999	5	3				3		
108,000 - 109,999	5				3			
106,000 - 107,999								
104,000 - 105,999	4				3			
102,000 - 103,999						4		
100,000 - 101,999								
98,000 - 99,999	3	3						
96,000 - 97,999								
94,000 - 95,999						6		
92,000 - 93,999		3						
90,000 - 91,999	3					3		
88,000 - 89,999			4			3	3	
86,000 - 87,999		8						
84,000 - 85,999					4	8		4
82,000 - 83,999		7				3		
80,000 - 81,999		3						
78,000 - 79,999							3	
76,000 - 77,999				3				
74,000 - 75,999			7					
72,000 - 73,999							4	
70,000 - 71,999			4					
68,000 - 69,999							9	3
66,000 - 67,999			5					
64,000 - 65,999								
62,000 - 63,999								
60,000 - 61,999								4
58,000 - 59,999			4	3			10	
56,000 - 57,999								
54,000 - 55,999								
52,000 - 53,999								4
50,000 - 51,999								
48,000 - 49,999								
through								
32,000 - 33,999								
TOTAL	47	27	24	6	19	30	29	15

Distribution of Full-Time Instructional Faculty at Trinity College by Sex - Academic Year 2019

Distribution of Full-Time Instructional Faculty at Trinity College, 2018-2019 by Sex								
Salary Intervals	Males				Females			
	Professor	Associate	Assistant	Other (FT, non-TT)	Professor	Associate	Assistant	Other (FT, non-TT)
190,000 - 199,999	6							
180,000 - 189,999								
170,000 - 179,999								
160,000 - 169,999					6			
155,000 - 159,999	4							
150,000 - 154,999								
145,000 - 149,999	4							
140,000 - 144,999	6							
135,000 - 139,999								
130,000 - 134,999	5							
125,000 - 129,999	6				4			
120,000 - 124,999	5					3		
115,000 - 119,999	6				5			
110,000 - 114,999		4				3		
108,000 - 109,999	4							
106,000 - 107,999						3		
104,000 - 105,999		3						
102,000 - 103,999						5		
100,000 - 101,999								
98,000 - 99,999		6				6		
96,000 - 97,999								
94,000 - 95,999		3				5		
92,000 - 93,999						4		
90,000 - 91,999		11	3			3		
88,000 - 89,999								
86,000 - 87,999			5	3				
84,000 - 85,999								
82,000 - 83,999			3					
80,000 - 81,999							8	3
78,000 - 79,999			6					
76,000 - 77,999								
74,000 - 75,999								3
72,000 - 73,999								
70,000 - 71,999				5				3
68,000 - 69,999								
66,000 - 67,999								6
64,000 - 65,999								
62,000 - 63,999				3				
60,000 - 61,999				5				7
58,000 - 59,999				6				6
56,000 - 57,999				9				5
54,000 - 55,999								
52,000 - 53,999								4
50,000 - 51,999								
48,000 - 49,999								
TOTAL	46	27	17	31	15	32	16	37

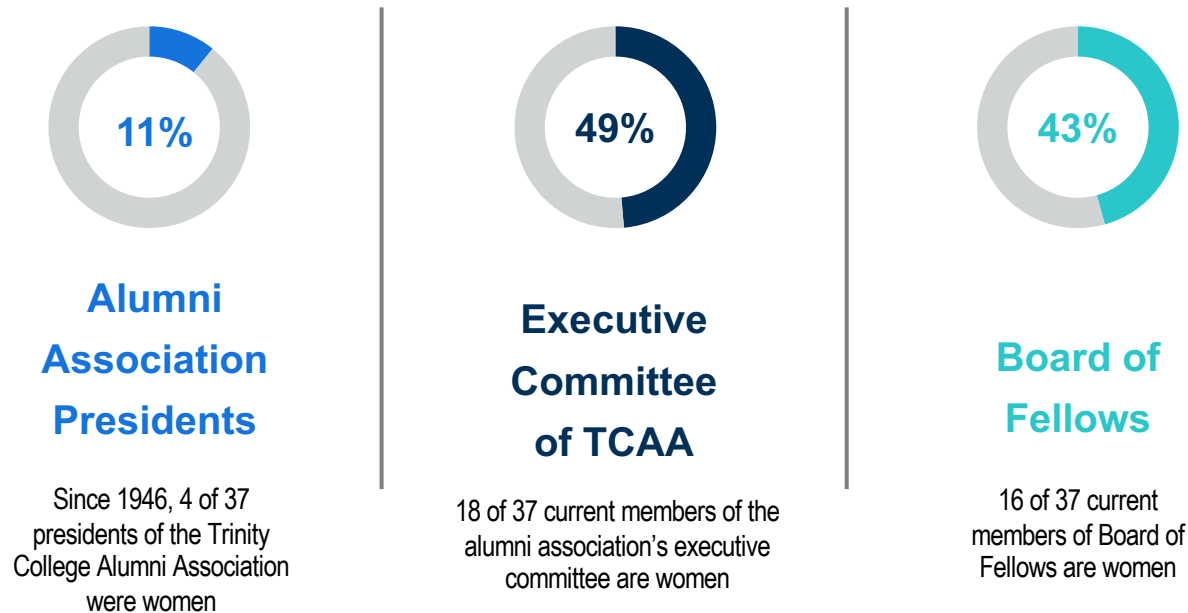
---- denotes change in interval

Alumnae Representation



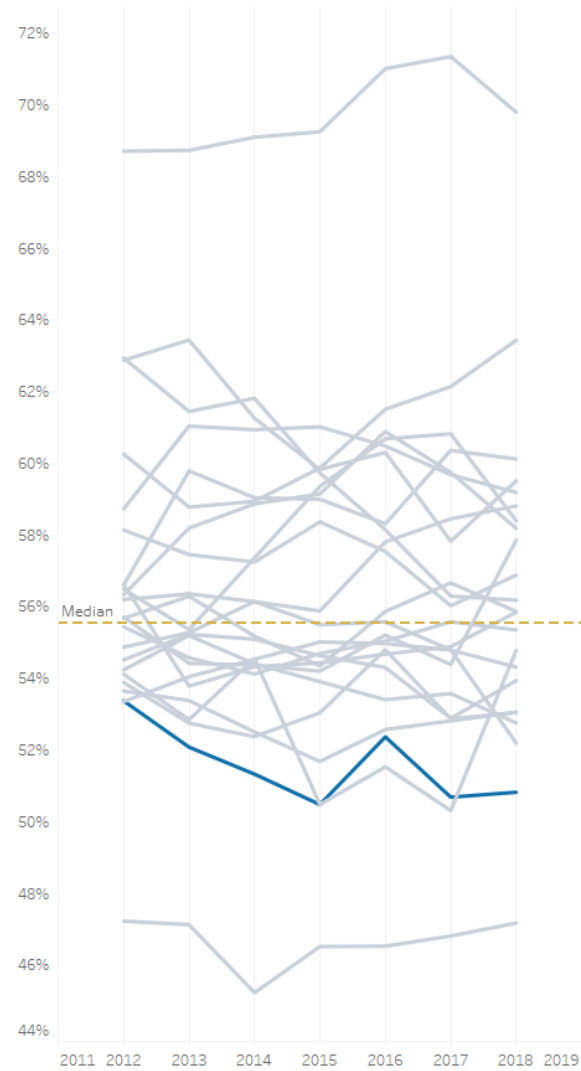
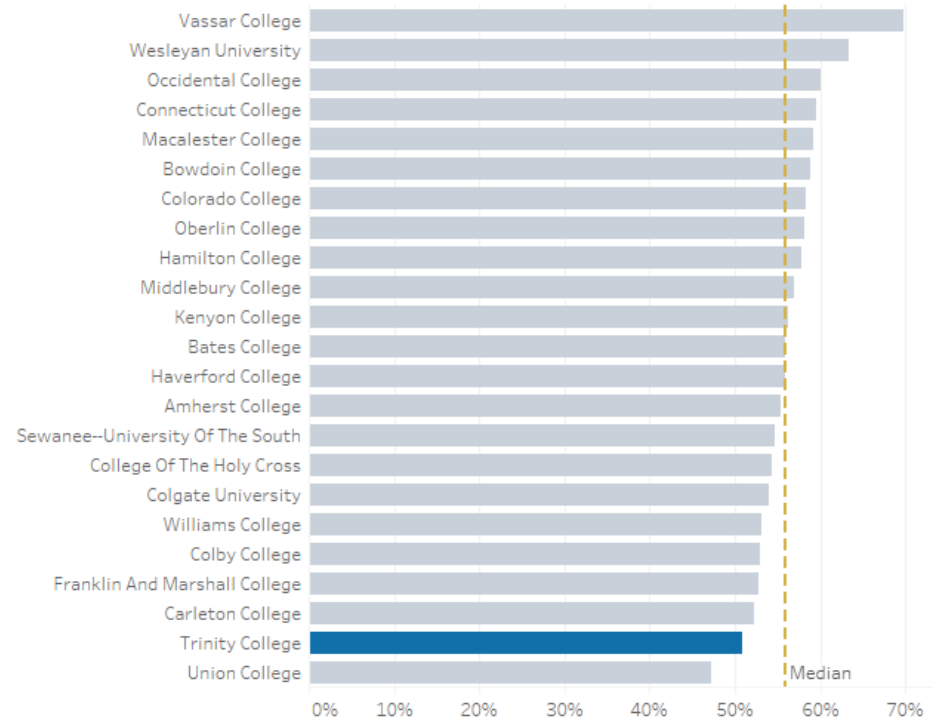
Data Source: Advancement Office
Degreed Alumni who were alive at some point between 7/1/2009 and 9/18/2019

Women in Alumni Leadership Roles

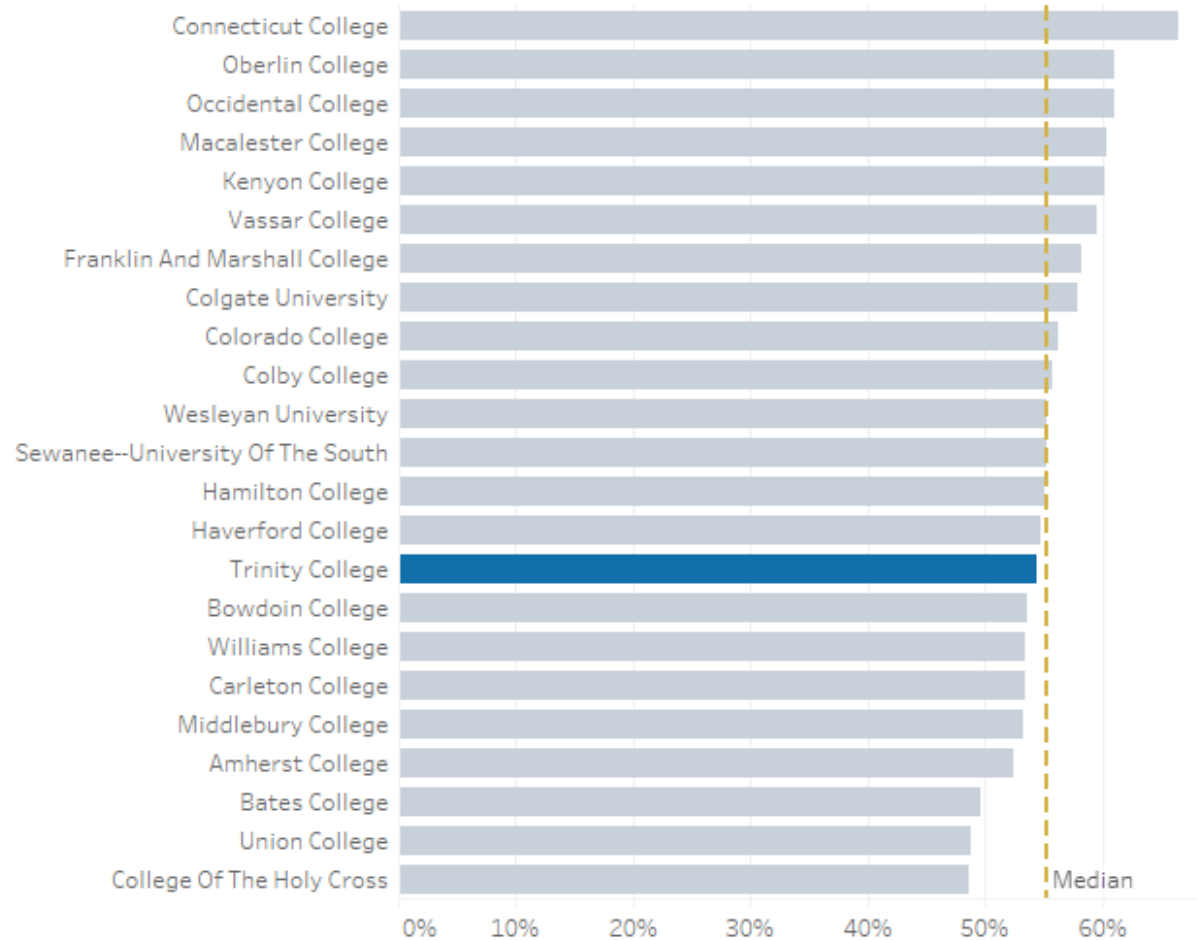


Data Source: Advancement Office

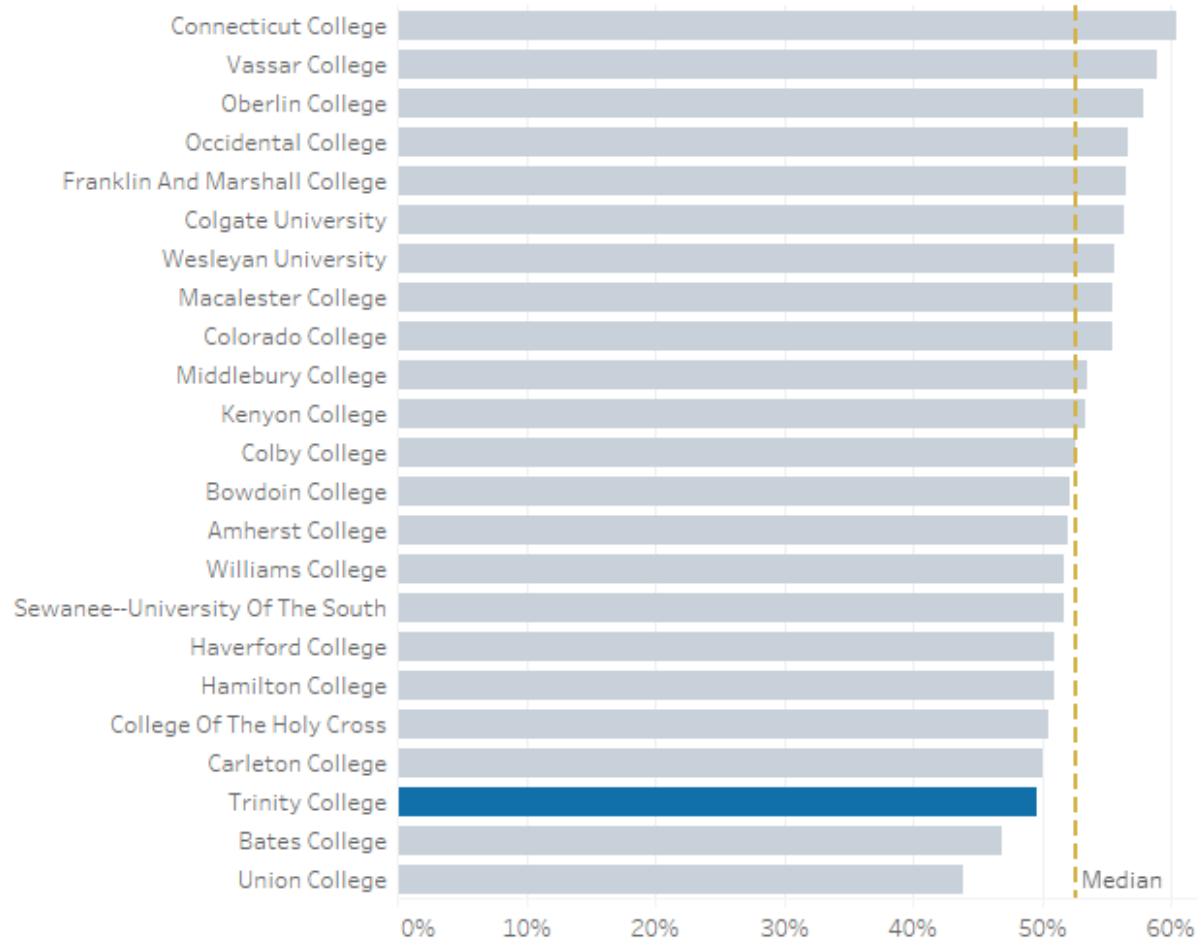
% of Applications - Female

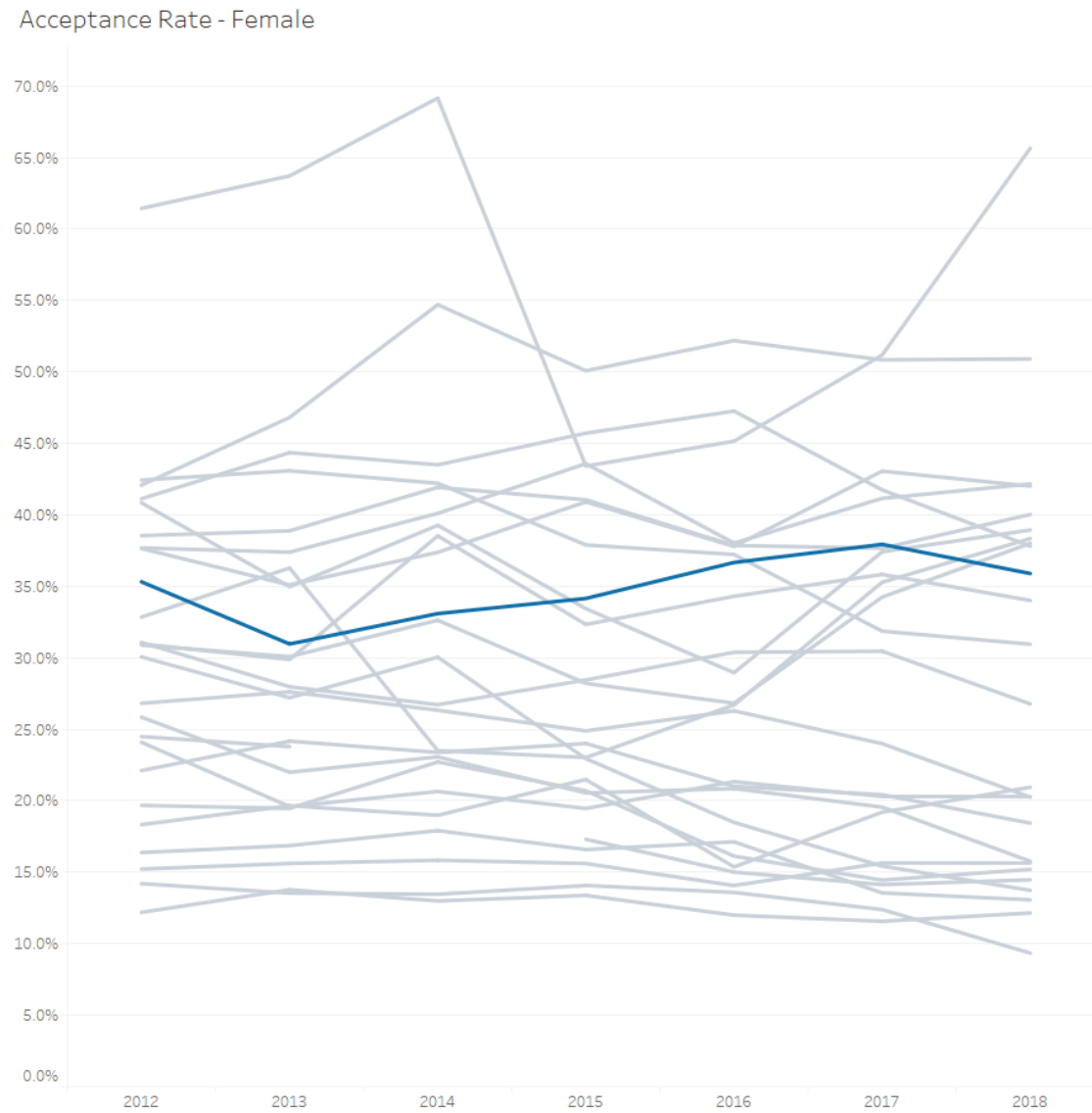
% of Applications - Female
Fall 2018

% of Admitted Students - Female Fall 2018

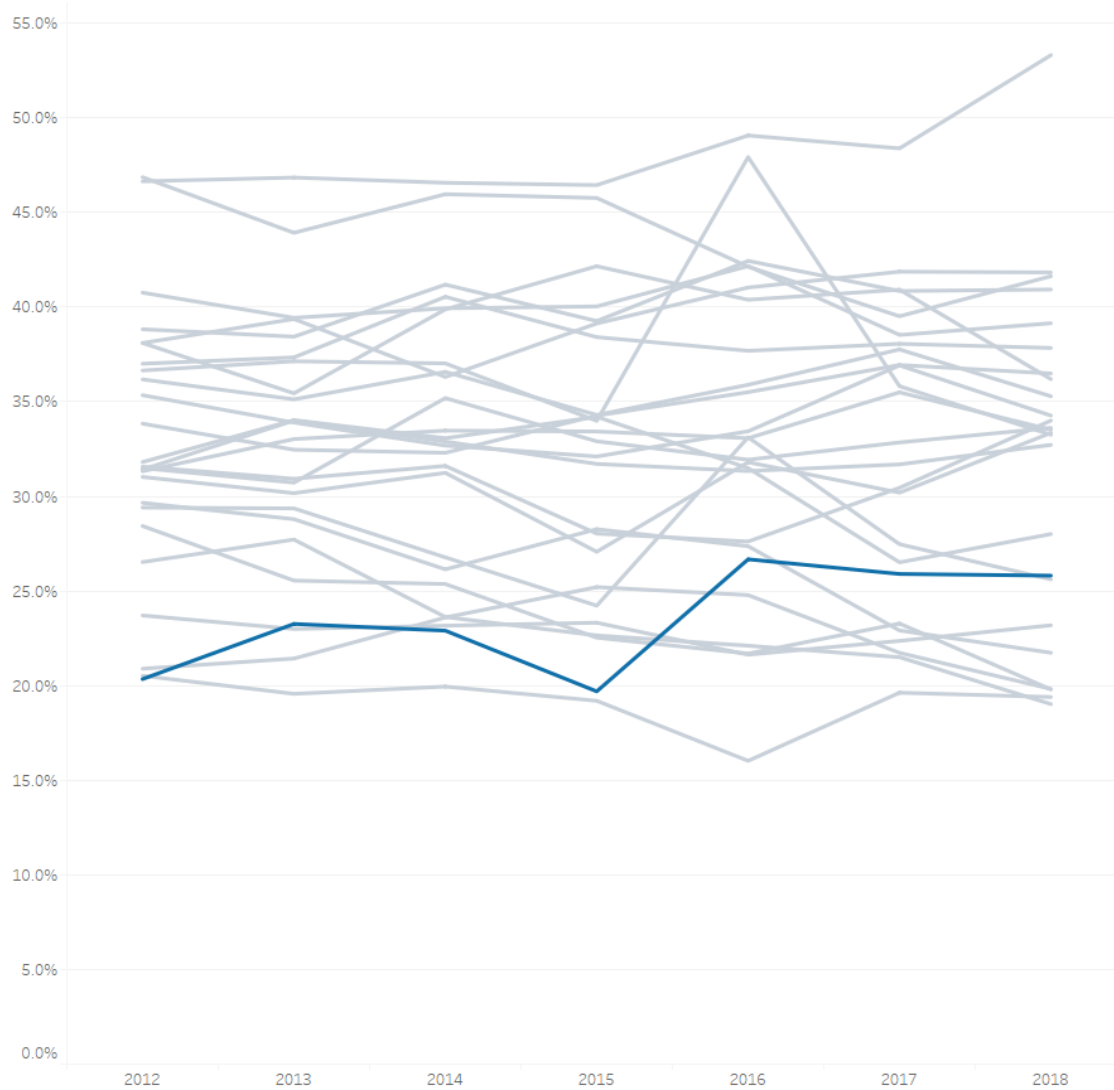


% of Enrolled First-Year Students - Female Fall 2018

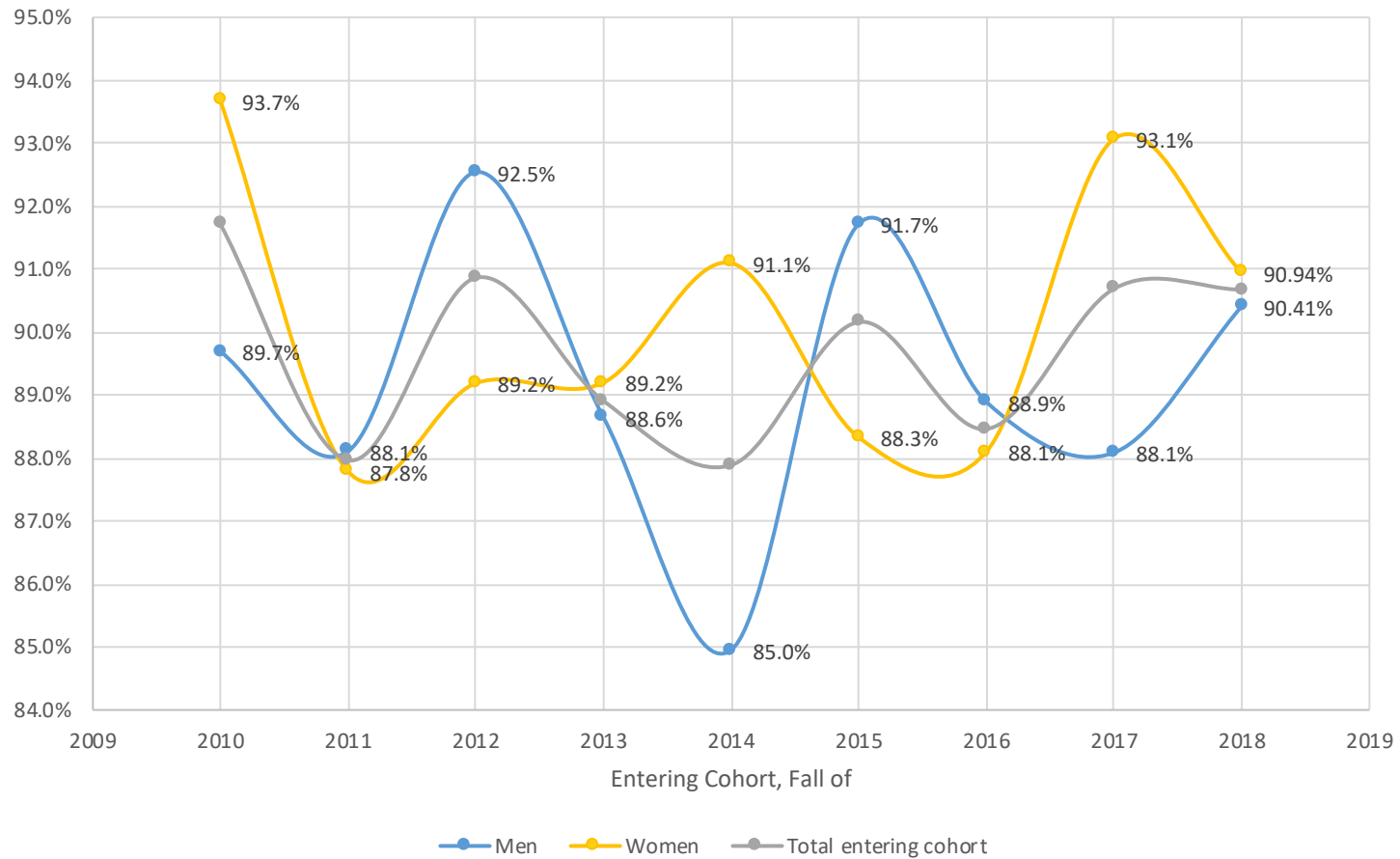


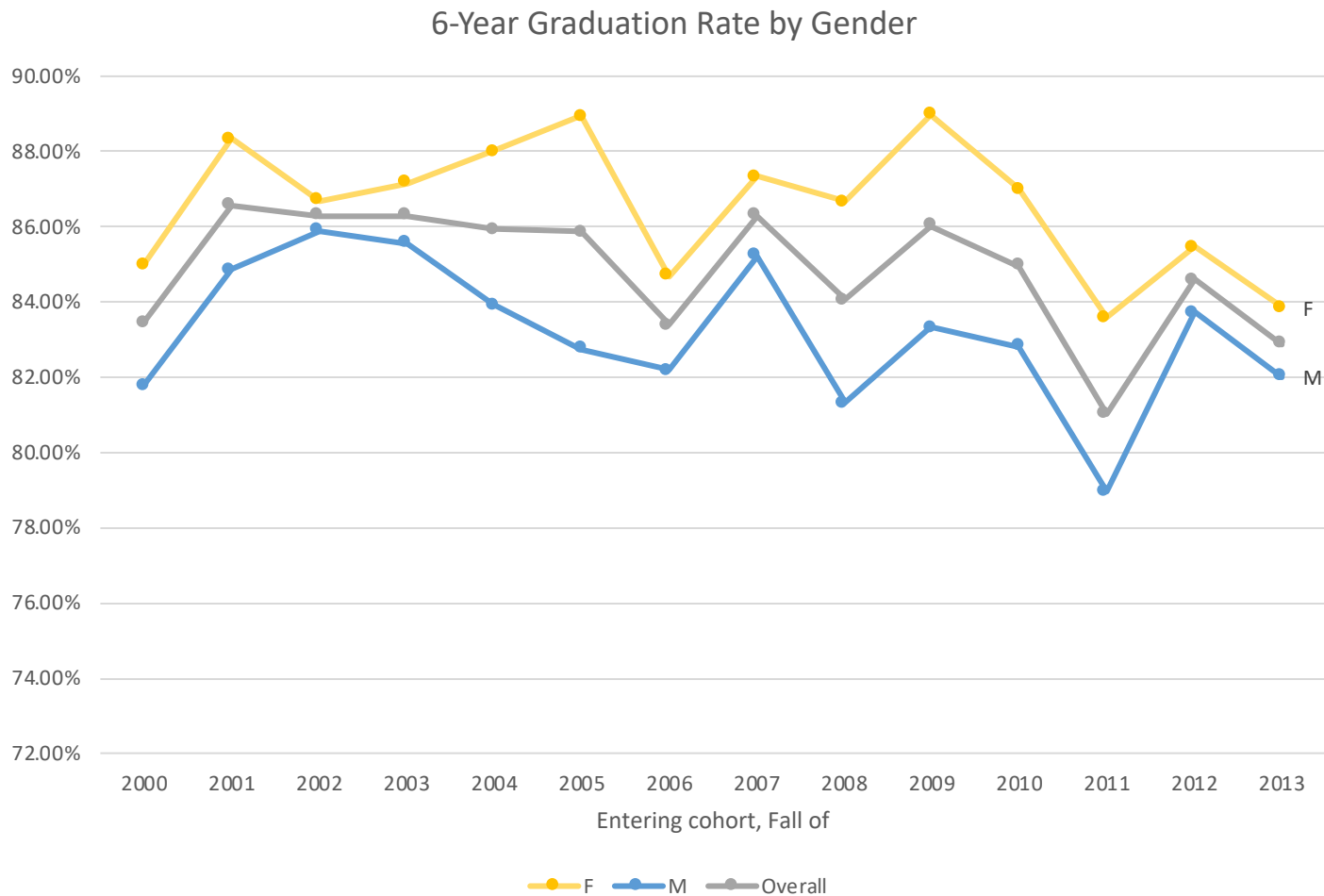


Yield Rate - Female



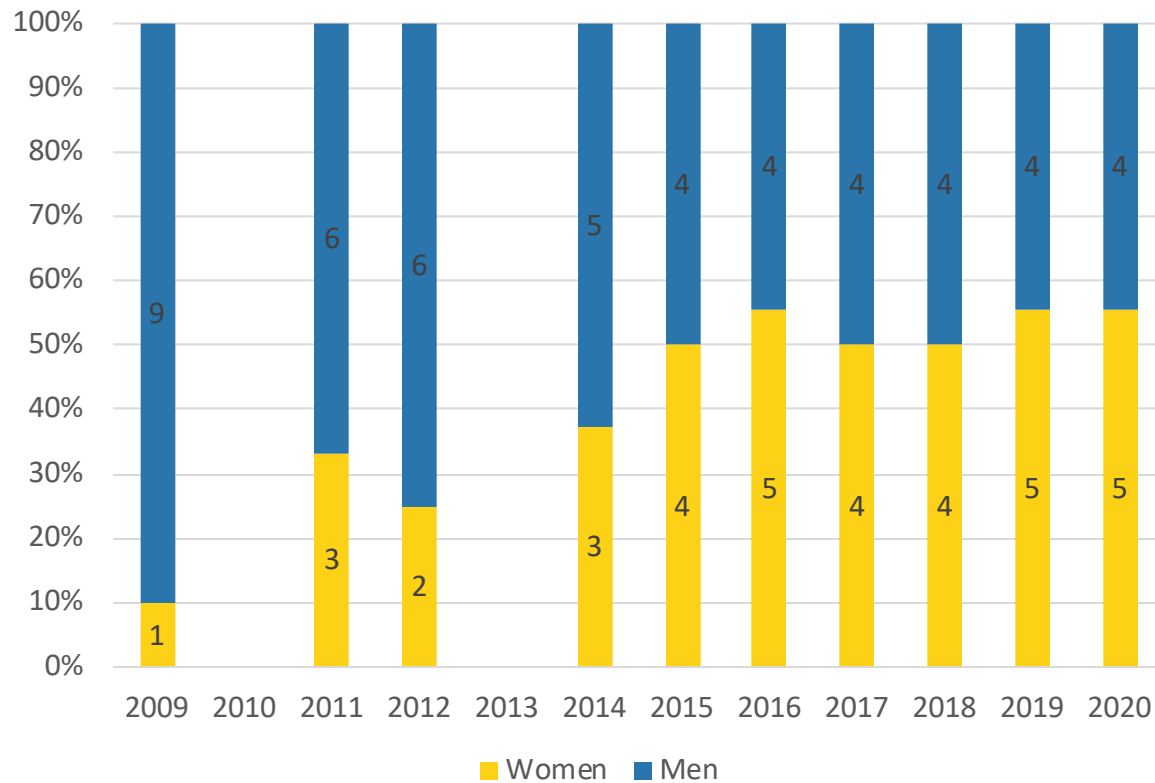
1-Year Retention rate, from entering Fall term to the next Fall term





Board of Trustees

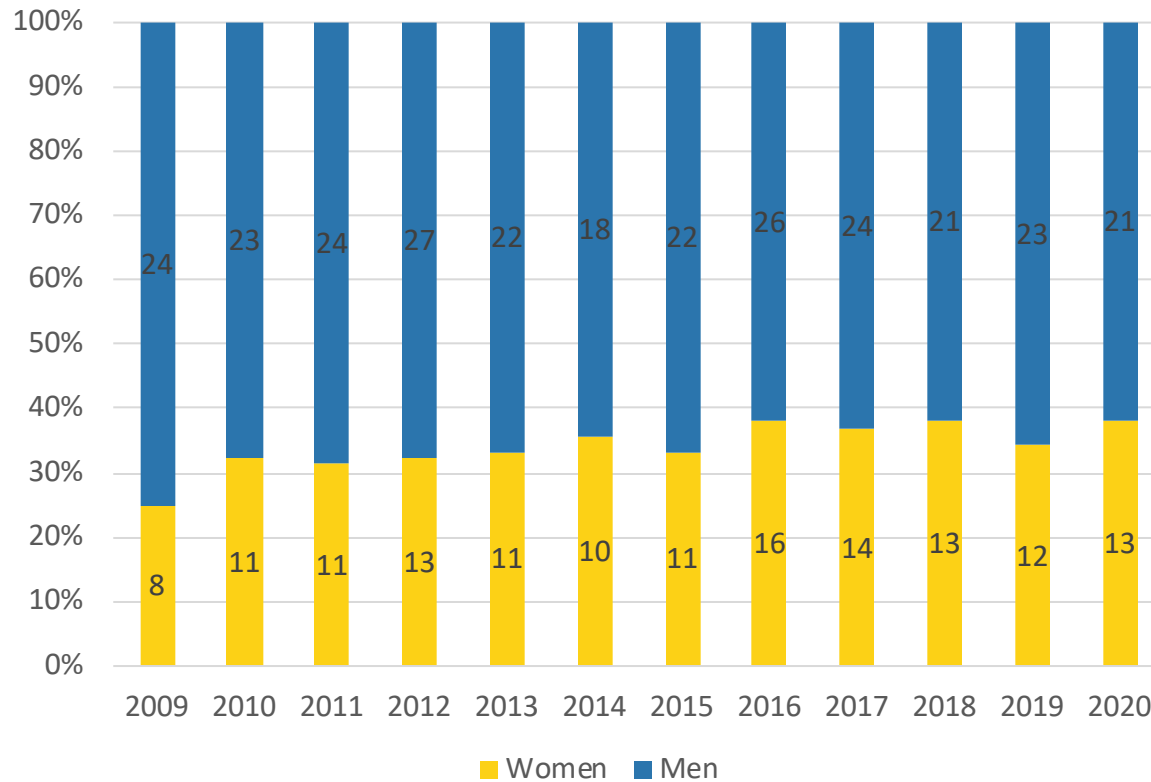
Executive Committee or Committee on the Board



Data Source: Office of the Secretary of the College

Board of Trustees

General Membership



Data Source: Office of the Secretary of the College

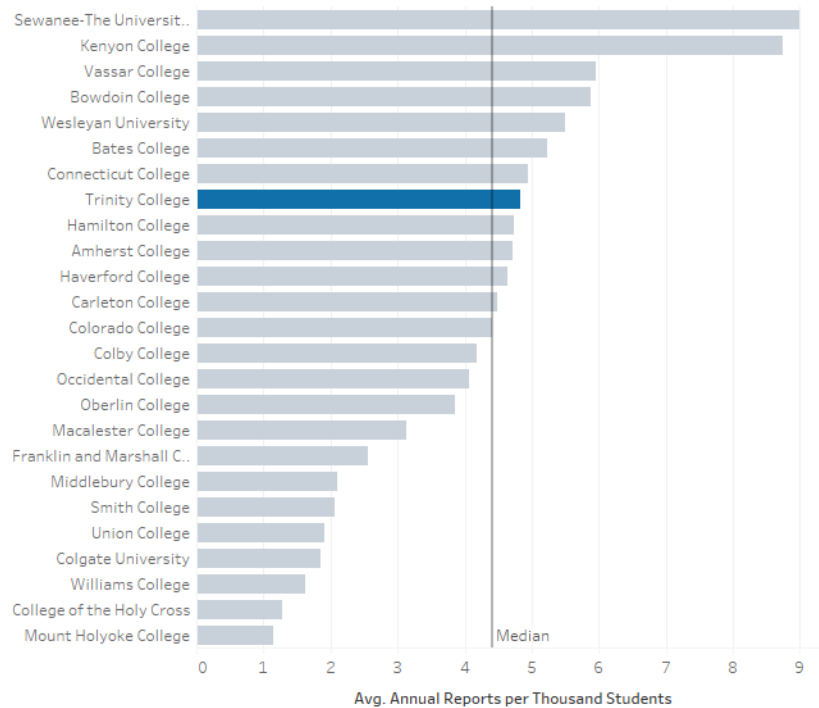
Clery Act Crime Statistics

Criminal Offenses	2016				2017				2018			
	On Campus	Student Housing	Non-Campus	Public Property	On Campus	Student Housing	Non-Campus	Public Property	On Campus	Student Housing	Non-Campus	Public Property
Aggravated Assault	1	0	0	4	0	0	2	2	1	1	0	5
Arson	1	0	0	0	1	1	0	0	1	0	0	0
Burglary	10	7	3	0	6	6	2	0	8	3	3	0
Murder / Manslaughter (Non-Negligent)	0	0	0	0	0	0	0	0	0	0	0	0
Murder / Manslaughter (Negligent)	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	1	0	3	0	2	0	0	0	1	0	0	0
Robbery	2	1	0	0	0	0	0	1	0	0	0	1
Sex Offenses: (Forcible)												
Forcible Rape	7	7	0	0	14	14	0	0	12	12	4	0
Fondling	12	1	2	0	9	6	3	1	3	0	1	0
Sex Offenses: (Non-Forcible)												
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	1	1	0	0	0	0	0	0
Dating Violence	6	5	0	0	7	5	0	0	2	2	0	0
Stalking	3	2	0	0	3	1	0	0	1	0	2	0
Arrests	2016				2017				2018			
	On Campus	Student Housing	Non-Campus	Public Property	On Campus	Student Housing	Non-Campus	Public Property	On Campus	Student Housing	Non-Campus	Public Property
Alcohol	0	0	0	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	1	0	0	1	3	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions												
Alcohol	167	158	0	0	102	102	0	2	46	44	0	0
Drugs	83	73	1	0	71	70	0	0	71	71	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0

Data Source: Trinity's October 1, 2019 Clery Report (Campus Safety)
 Reports are due Oct. 1 of the following calendar year.

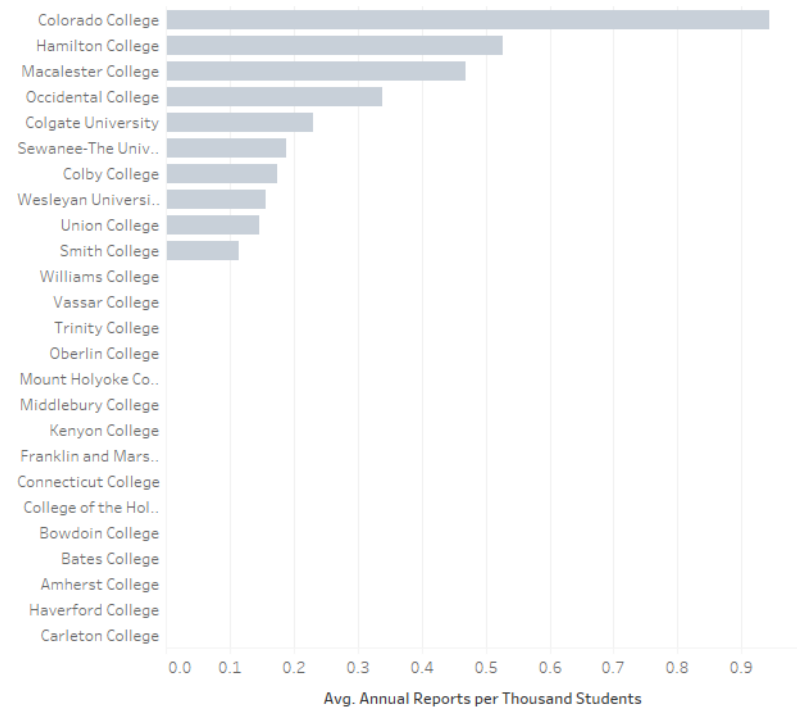
On-Campus Crime Reports: Rape

Calendar Years 2015-2017, Clery Act definitions



Non-Campus Crime Reports: Rape

Calendar Years 2015-2017, Clery Act definitions

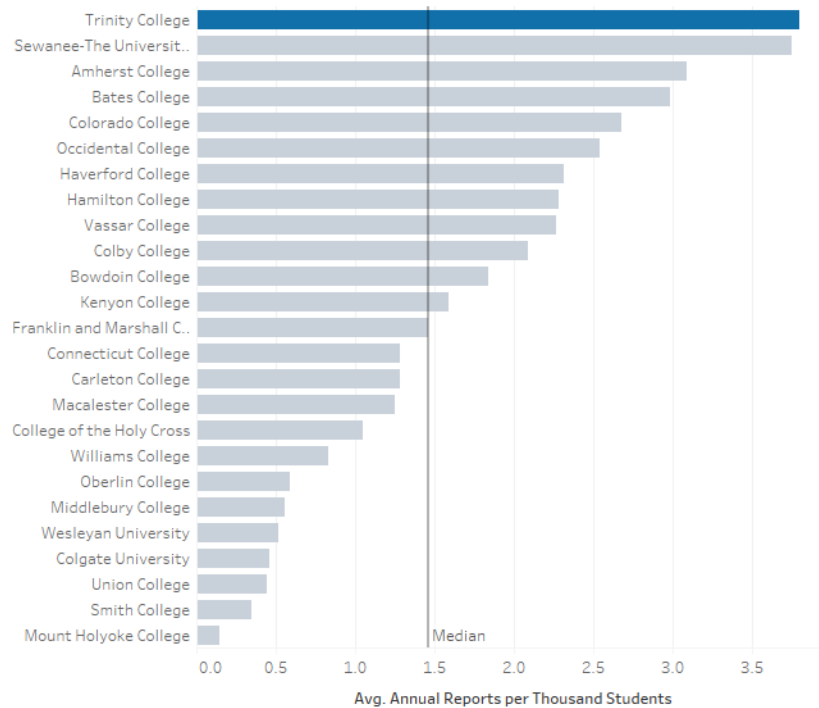


Data Source: Department of Education

Most recent Clery Act data. Reports are due Oct. 1 of the following calendar year.

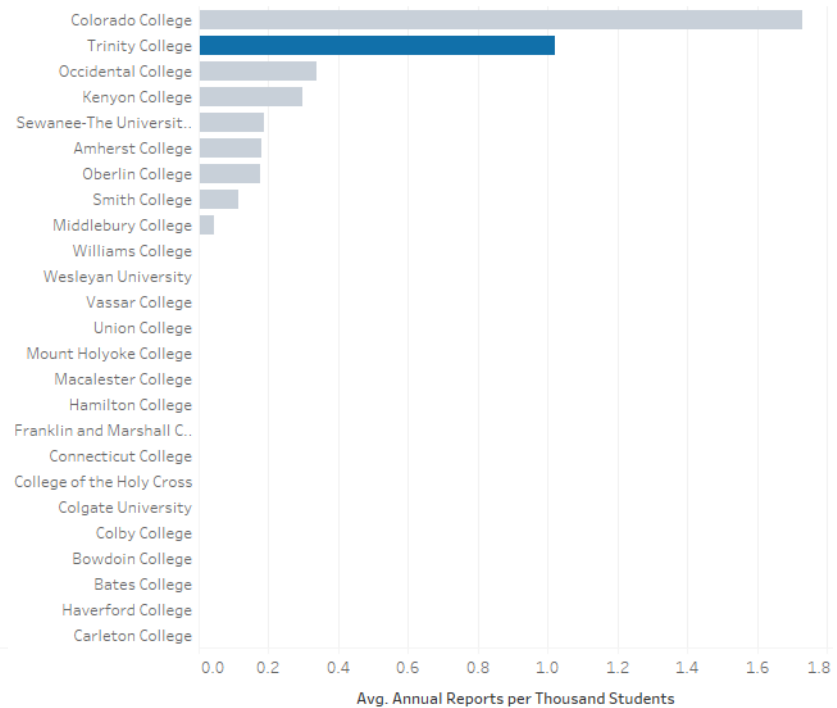
On-Campus Crime Reports: Fondling

Calendar Years 2015-2017, Clery Act definitions



Non-Campus Crime Reports: Fondling

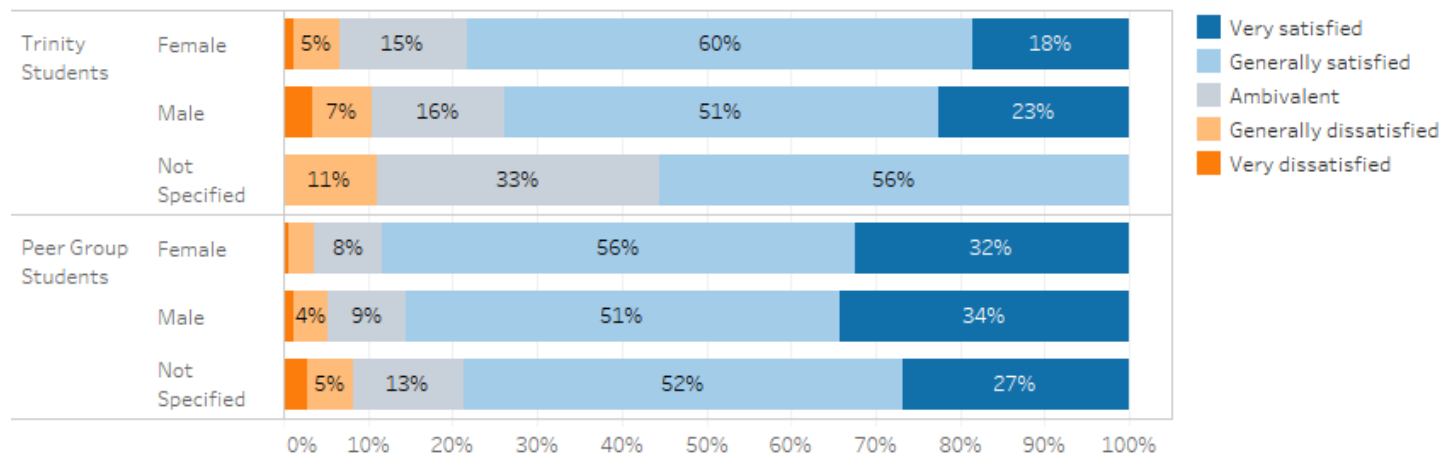
Calendar Years 2015-2017, Clery Act definitions



Data Source: Department of Education

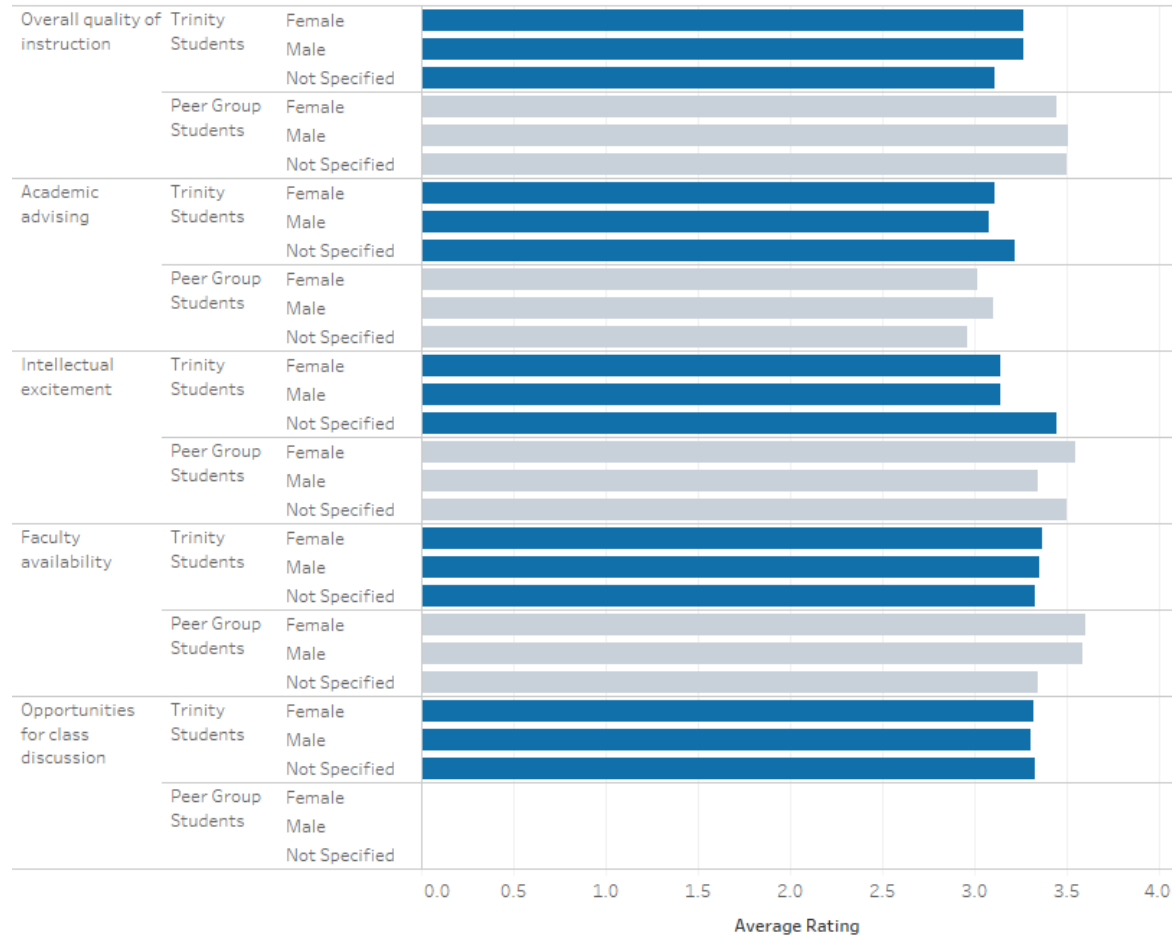
Most recent Clery Act data. Reports are due Oct. 1 of the following calendar year.

Overall, how satisfied have you been with your undergraduate education so far?



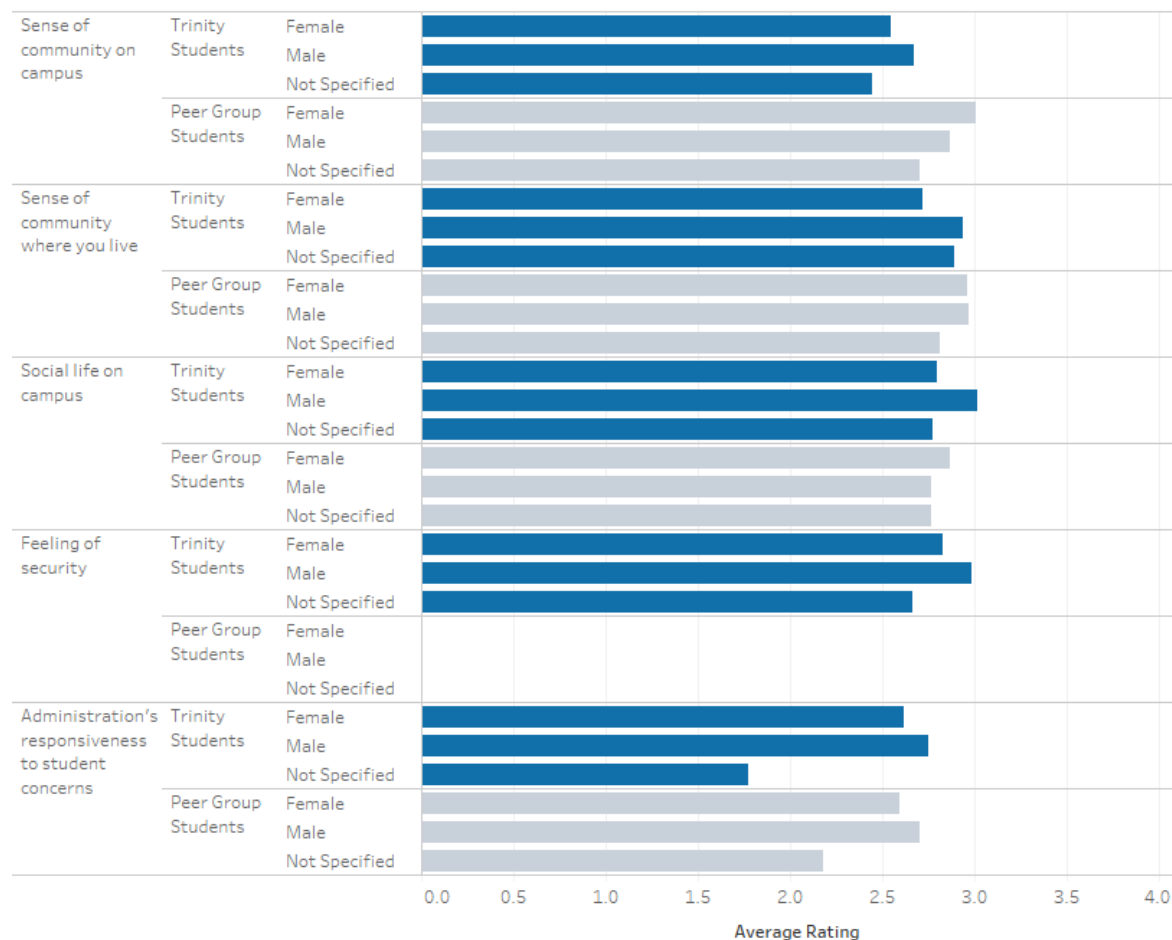
How satisfied have you been with the following aspects of your experience at [your college] during the current academic year?

4- very satisfied, 3- generally satisfied, 2- generally dissatisfied, 1- very dissatisfied



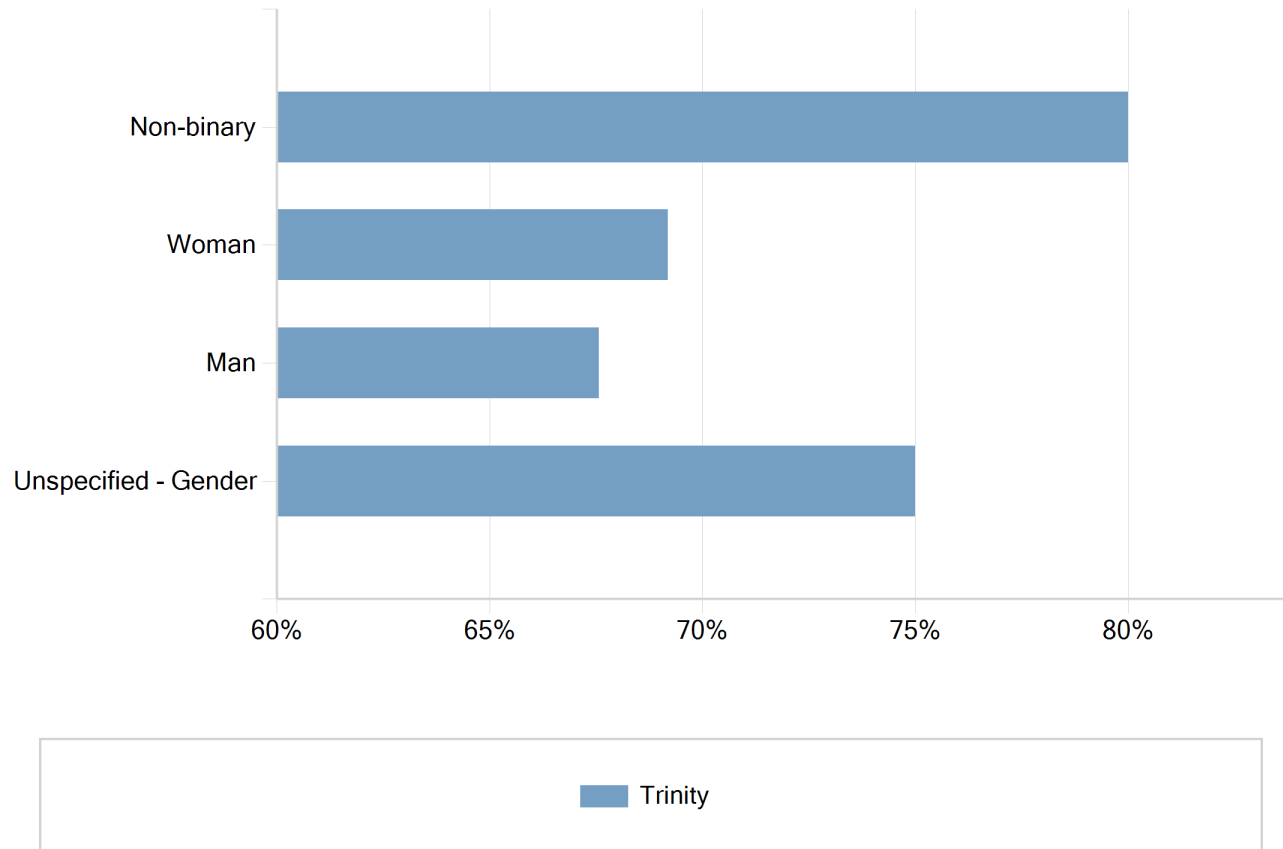
How satisfied have you been with the following aspects of your experience at [your college] during the current academic year?

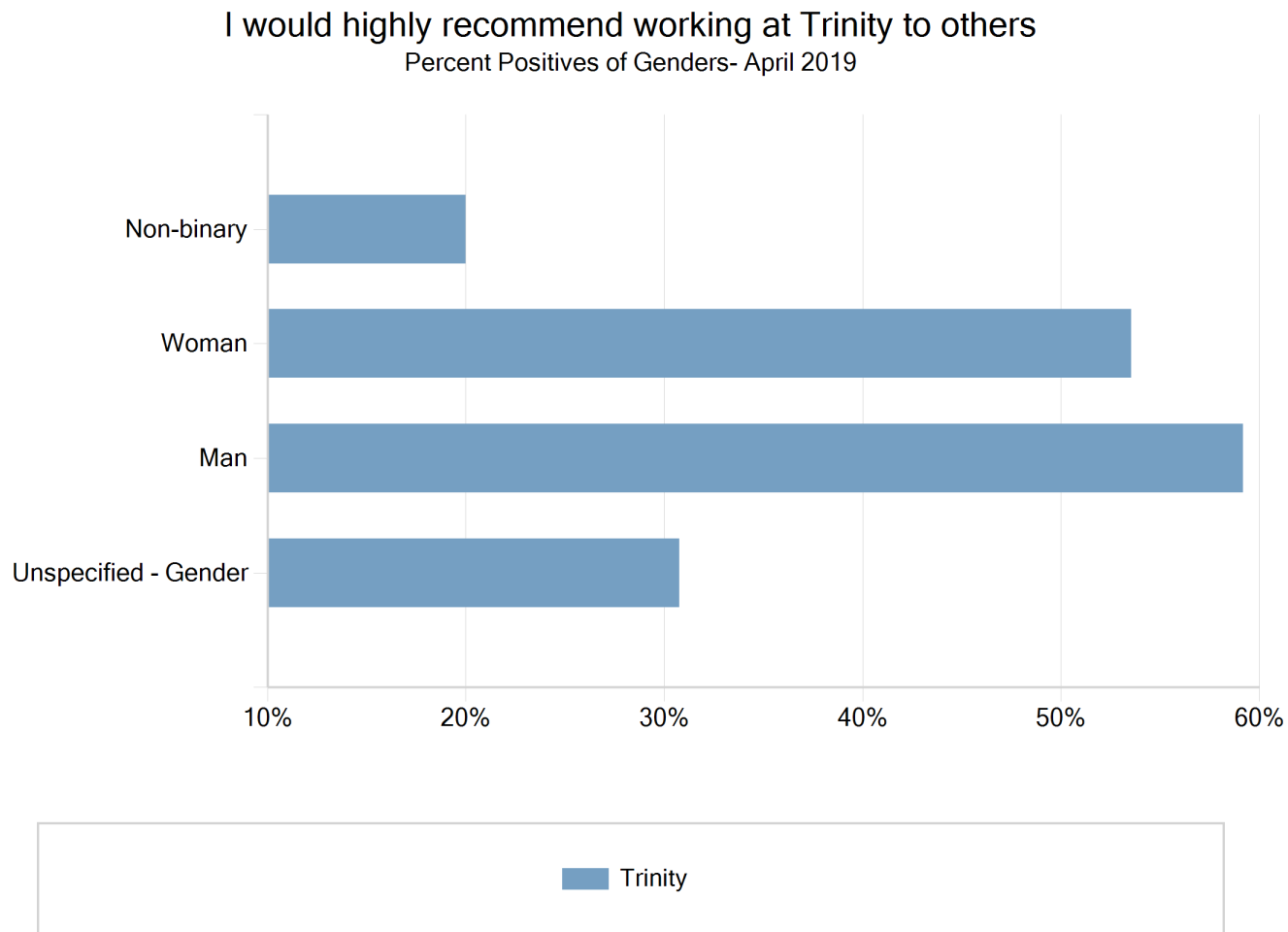
4- very satisfied, 3- generally satisfied, 2- generally dissatisfied, 1- very dissatisfied



When I was hired, Trinity was my first choice as a place to work

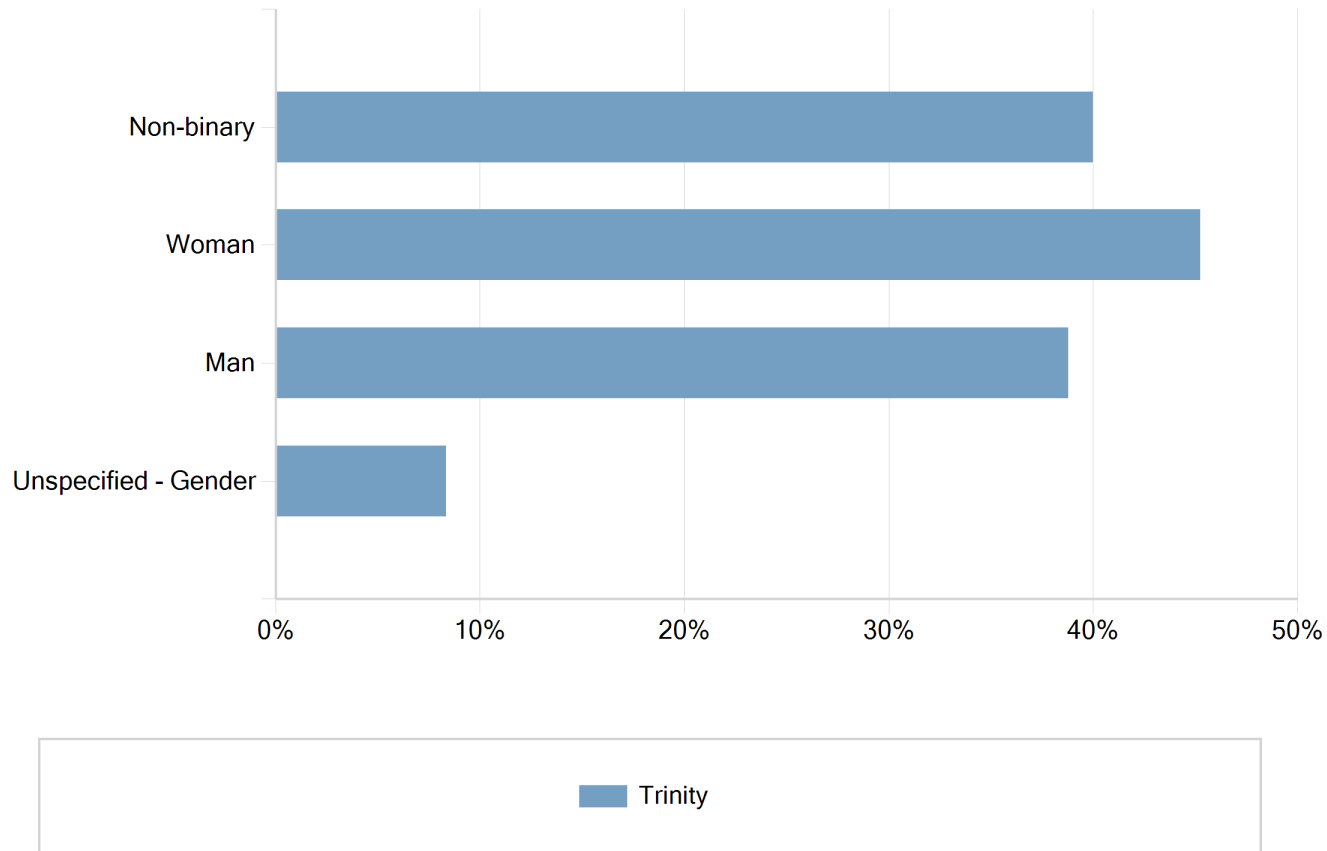
Percent Positives of Genders- April 2019

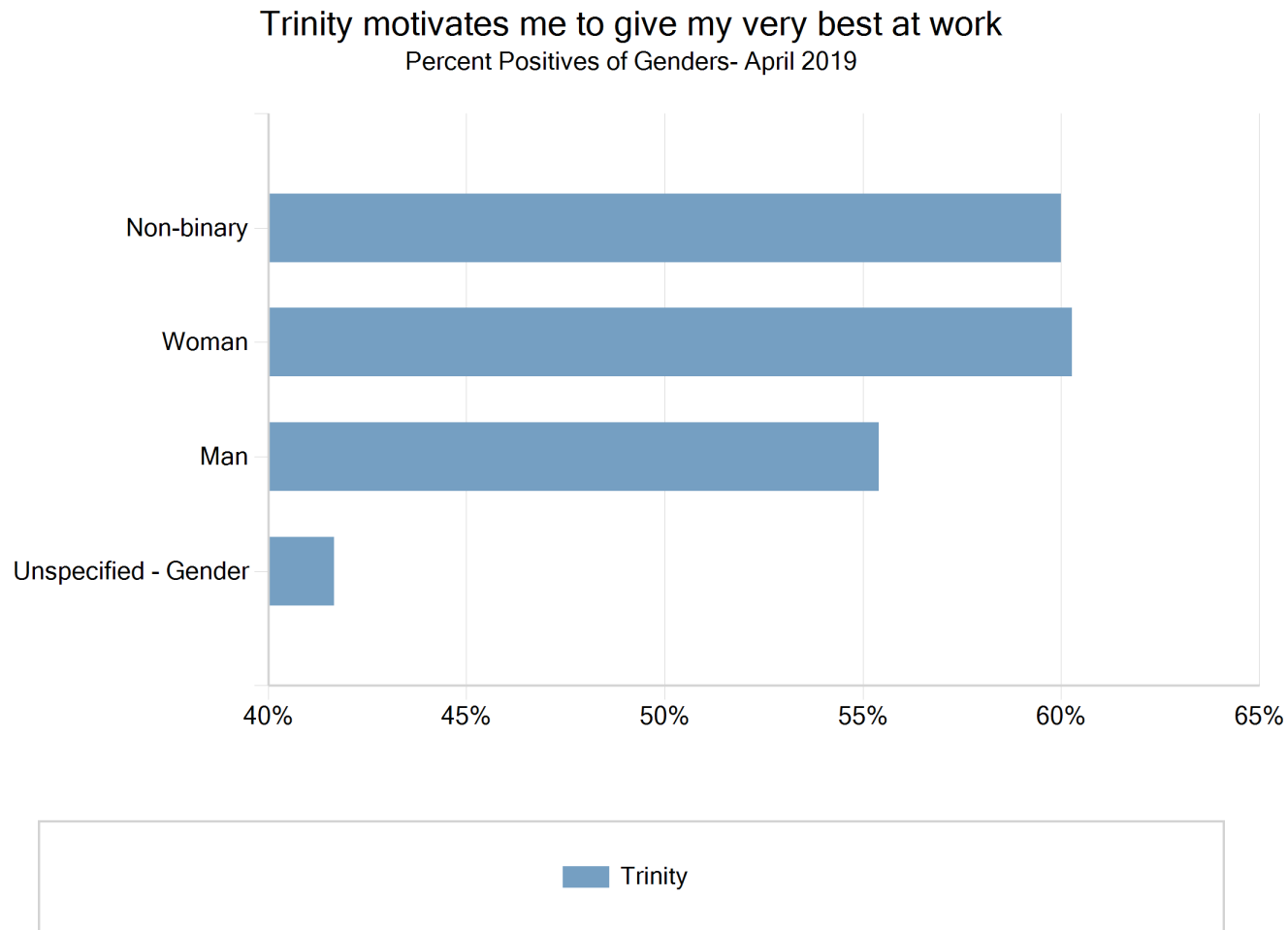


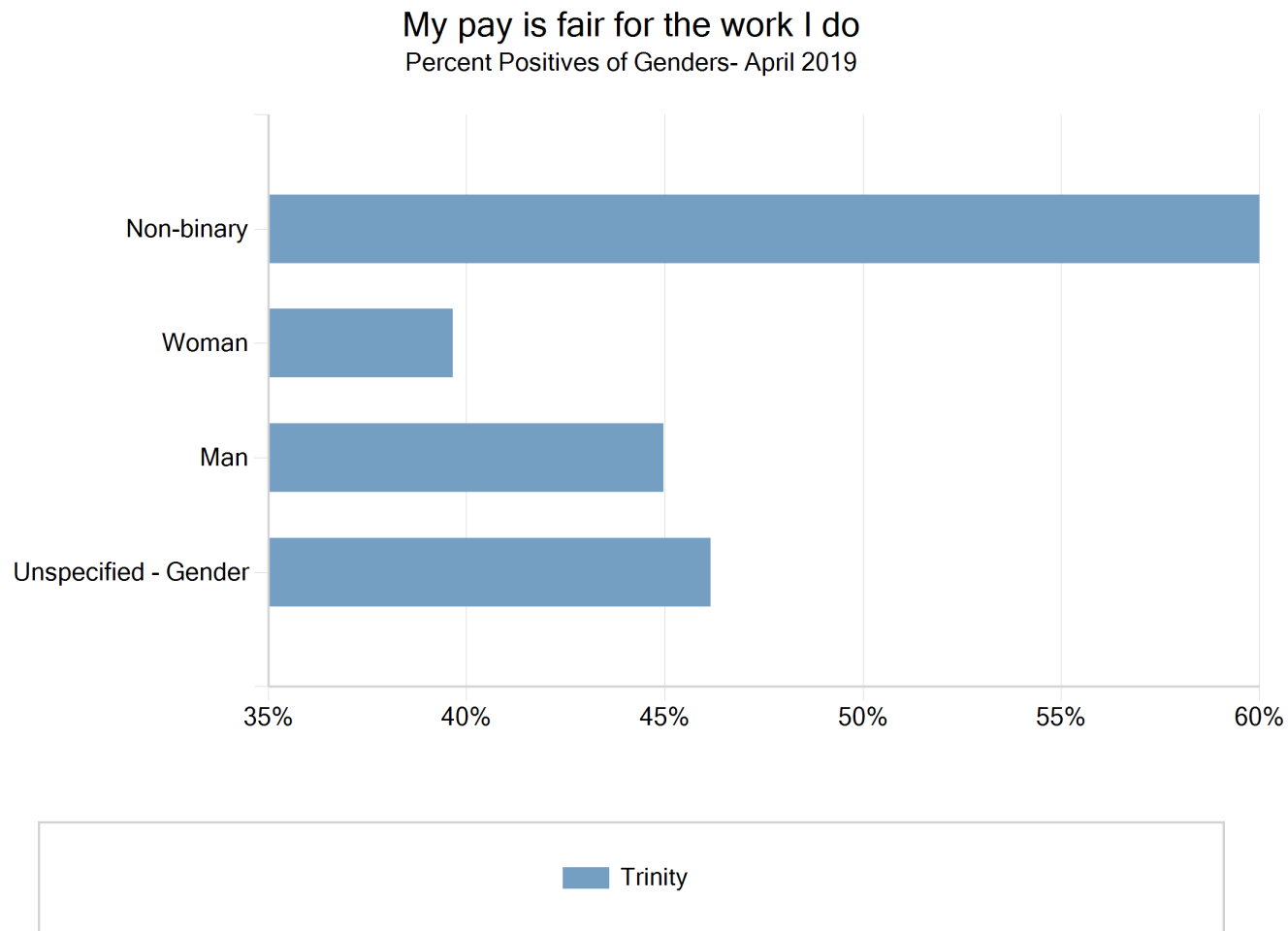


I have not considered searching for a better job in the past month

Percent Positives of Genders- April 2019

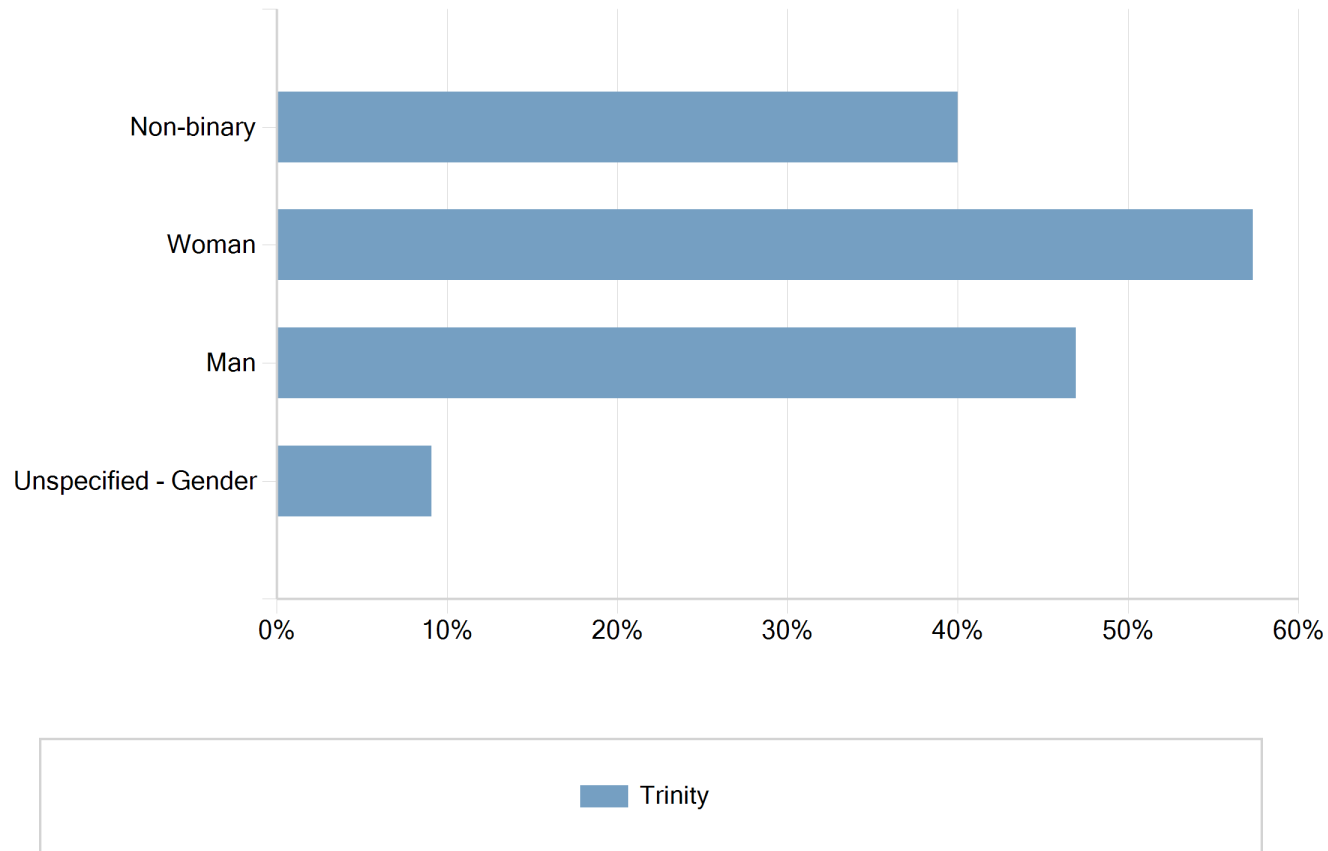






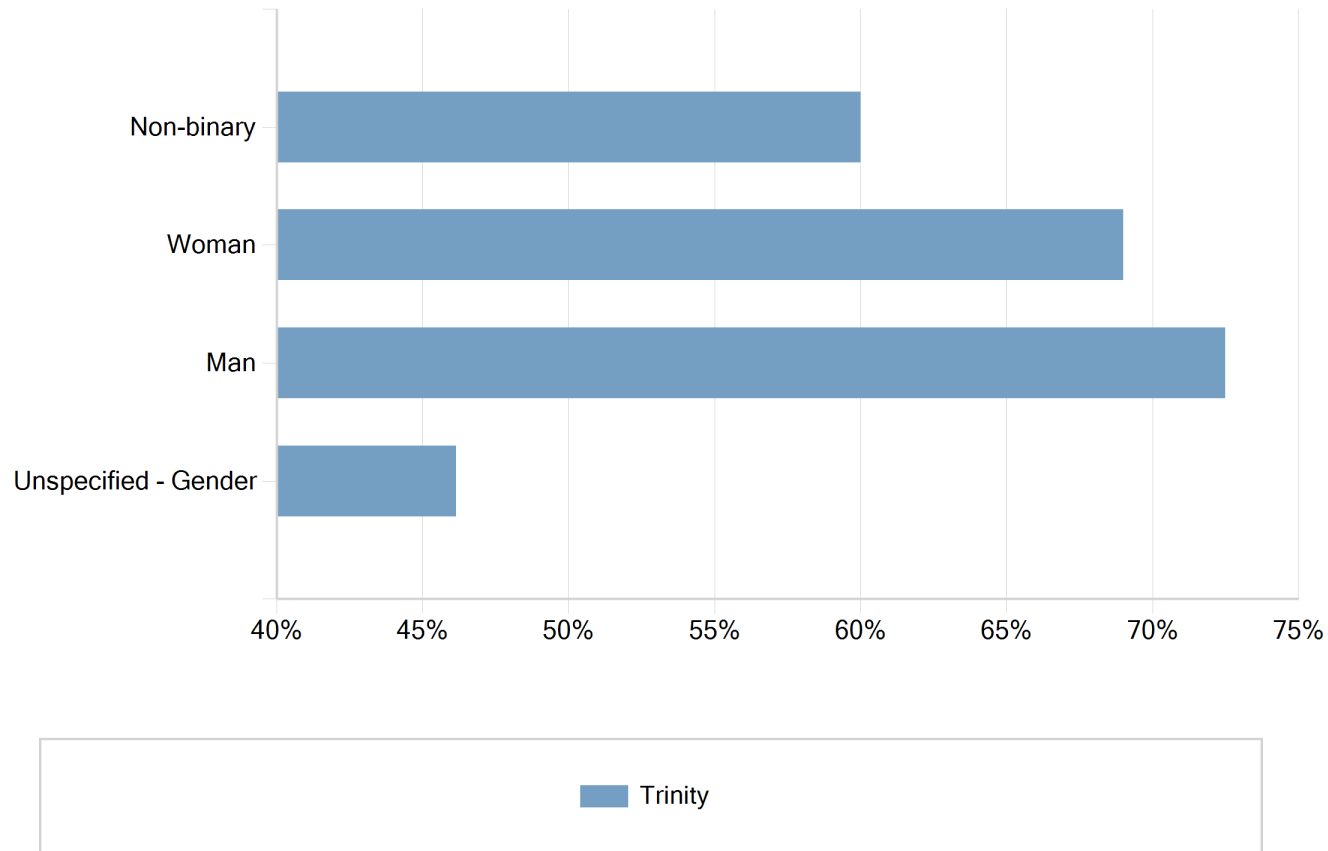
My benefits package is good compared to others in this industry

Percent Positives of Genders- April 2019



I have the flexibility I need to balance my work and personal life

Percent Positives of Genders- April 2019



This job has met or exceeded the expectations I had when I started

Percent Positives of Genders- April 2019

