

March 9, 2017

Committee Members:

Margot Stein, Chair (Sch Dentistry)

Sarah Birken (Sch Pub Hlth)

Elizabeth Dickinson (Business Sch)

Ana Felix (Sch Medicine)

Jennifer Larson (Arts & Sciences)

Kenya McNeal-Trice (Sch Medicine)

Jill Moore (Sch Govt)

Brent Wissick (Arts & Sciences)

Katie Turner (Faculty Governance, supporting the committee)

Charge: “The Committee addresses ongoing concerns of women faculty members, identifies obstacles to achievement and maintenance of equality in the representation and status of women on the faculty, and proposes steps for overcoming these obstacles” (Faculty Code, 4-22)

Report of Activities: For the 2016-2017 academic year, the Committee continues to pursue several interventions related to the retention and promotion of women faculty and their ascension to leadership positions. To pursue shared goals and promote maximum efficiency and effective communication, the Committee continues to work closely with the Faculty Welfare Committee, the Faculty Committee on Community and Diversity, the Fixed Term Faculty Committee and the Carolina Women’s Center.

Our current activity is focusing on several interventions:

- **Graduate research assistant:** This person would review part-time tenure policies and standards at peer institutions. The final report would enable faculty and administrators to assess the feasibility of a part-time tenure track at UNC
- **Accountability and Transparency:** In line with the recommendations of the PCIED and Resolution 2013-9, the Committee suggests that consistent documentation that units and departments are meeting established diversity metrics be given a high priority.
- **Data:** While recognizing the many demands placed on the OIRA, in order to function effectively, the Committee needs access to expanded and more detailed disaggregated data to assess the status of women faculty across the University. In particular, this includes data on Fixed Term Women Faculty including hiring policies, length of contract, frequency of individual contract renewal, and changes in contract length over time, and the Exit Interview process. One-year fixed term contracts are of particular concern because of their potential negative impact on faculty productivity, long-term career development and work-life balance.

The Committee is committed to continuing an encouraging and fruitful engagement with the Provost regarding these matters.