

Committee Members:

Margot Stein, Co-Chair (School of Dentistry)

Brent Wissick, Co-Chair (Arts & Sciences)

Sarah Birken (School of Public Health)

Elizabeth Dickinson (Business School)

Ana Felix (School of Medicine)

Jada Brooks (School of Nursing)

Susan Girdler (School of Medicine)

Kenya McNeal-Trice (School of Medicine)

Beatriz Paniagua (Computer Science)

Katie Turner and Kadejah Murray (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: The Committee continues to work closely with the Carolina Women’s Center (Clare Counihan, program coordinator for faculty and staff) and promotes shared goals with the Faculty Welfare Committee, the Fixed-Term Faculty Committee and the Faculty Committee on Community and Diversity. Our work is centered on the retention and promotion of women faculty and their ascension to leadership positions.

Our current activity is focused on these interventions:

- Tenure Extension (Stop the Clock) and Parental Leave Policies: Both policies currently require faculty to apply for permission. Based on best practices and the procedures of peer institutions (including North Carolina State University), these need to be confirmed as “opt out” policies.
- Salary Equity Study: There has not been a study on this campus since 2012, and that based on 2010 data.
- Follow up on Lactation Room Funding provided for 2016-18 and proposed for 2019-20.
- Clare Counihan of the Carolina Women’s Center presented to the College Council of Chairs to disseminate information about policies impacting faculty gender equity.
- Exploring additional ways to procure data, such as Exit Interviews, as a substitute for the unavailable Climate Report data.

- Looking into additional models for Childcare and Eldercare support given the lack of campus models to date. There is no recent, formal data that confirms that this issue is important to faculty, but anecdotally female faculty consistently identify the lack of affordable, accessible as a major challenge to professional success.

The Committee notes that year-end reports submitted for 2017 and 2016 both requested a Graduate Research Assistant to review part-time tenure policies at peer institutions to better assess feasibility here. This was never provided. There was also a request for more accountability and transparency in line with Resolution 2013-9 to document that units are meeting diversity metrics. Finally, the committee wishes to express frustration and anger with the lack of access to expanded and disaggregated data necessary to assess the status of women across the University. This theme is reported in many years of reports, with specific requests regularly ignored or denied. The Committee is committed to continuing engagement with the Provost and other units on this important work.