

COSOW (Committee on the Status of Women) Report to Faculty Council

March 5, 2019

COSOW Committee Members

1. Elizabeth Dickinson, COSOW Co-Chair (Business School)
2. Brent Wissick, COSOW Co-Chair (Arts and Sciences)
3. Sarah Birken (School of Public Health)
4. Jada Brooks (School of Nursing)
5. Ana Felix (School of Medicine)
6. Jennifer Larsen (Arts and Sciences)
7. Kenya McNeal-Trice (School of Medicine)
8. The Committee also works closely with Clare Counihan of the Carolina Women's Center and is supported by staff of Faculty Governance.

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 2018-19

1. **Our Study of Gender and Salary at UNC:**
 - A. **UNC 2016-17 Salary Equity Analysis:** Following the 2017-18 Report to the Faculty Council on April 5, 2018, Co-Chairs Margot Stein and Brent Wissick were invited to a May 14, 2018, presentation of the *2016-17 Faculty Salary Equity Analysis* (given by Vice-Provost Ron Strauss and OIRA director Lynn Williford). Members of COSOW were previously unaware of this study, although they had been calling for one for several years. Then, Co-Chairs Dickinson and Wissick met with Lynn Williford on November 15, 2018, for a discussion of methods and laws before proceeding with this study.
 - B. **COSOW 2019 Re-analysis of Gender Pay Inequity at UNC-CH Study:** Following these two meetings, COSOW decided to focus carefully on the *2016-17 Faculty Salary Equity Analysis*. We worked with Dr. Noah Eisenkraft from Kenan-Flagler Business School on an alternate way of analyzing data.
 - C. A summary of Eisenkraft's study is attached to this report, titled: *2019 Re-Analysis of Gender Pay Inequity at UNC Chapel Hill*.
 - D. Also, for reference, the *2016-17 Faculty Salary Equity Analysis Study* – to which the COSOW/Eisenkraft study is responding – is attached to this report.
2. **Provost Meeting (2018):** On June 11, 2018, outgoing COSOW Co-Chair Margot Stein, Incoming Co-Chair Elizabeth Dickinson, and continuing Co-Chair Brent Wissick met with Provost Robert Blouin. At that time, they delivered the report on Lactation Rooms and requested that funding be extended. They also discussed Parental Leave and Tenure Extension Opt-Out Policies that had been a committee concern for several years.
3. **Parental Leave and Tenure Extension Opt-Out Policies:** These policies were resolved during this academic year, and forms are available. Revisions to the process make it easier for faculty to access the forms (available online) and minimize the need for justification in requesting parental leave or a tenure clock extension as a result of parental leave.
4. **Lactation Room Funding:** The Carolina Women's Center and Facilities, in partnership with the Office of Human Resources, are compiling data about the University's building occupancy and demographics in order to provide the Provost with strong, data-driven recommendations for the near, middle, and long term development of lactation room accommodations. Data include the number of work spaces in campus buildings and gender and age demographics about UNC's employees.