

Friday, January 14, 2000

Committee on the Status of Women

(Appointed by the Chair of the Faculty)

Annual Report -- 1999-2000

Members: Abigail T. Panter (1997-2000), Chair; Susan Bickford (1997-2000), Jeannette M. Boxill (1999-2002), Nancy Chescheir (1997-2000), Marsha S. Collins (1999-2002), Susan J. Navarette (1999-2002), John V. Orth (1999-2002), Thomas M. Whitmore (1998-2001), Rebecca S. Wilder (1998-2001), and Wendy H. Wood (1998-2001)

Members leaving committee during past year: Michael J. Symons, Debra L. Shapiro

Meetings during past year: September 27, 1999

Report prepared by: Abigail T. Panter (Chair), with consultation and review by the Committee

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 those obstacles." (*The Faculty Code of University Government* IV.B.2.a.iii).

Previous Faculty Council questions or charges: None.

Report of activities:

In this past year the Committee:

1. Continued collaboration with the Advocacy Division of the Carolina Women's Center. The Committee has been compiling lists of major, existing committees, boards, and administrative positions on campus, determining procedures for updating the list each year, and defining concepts such as adequate representation.
2. Provided input to Lynn Williford (Interim Director of the Office of Institutional Research) regarding the Harvard Project on Faculty Appointments, a pilot, collaborative effort among ten institutions to create a core template for data collection.
3. Monitored key indicators of the presence of women faculty at UNC such as hiring, national doctoral degree rates, and proportions of women in each department/academic unit (Academic Affairs, Health Affairs). See [attached tables](#).

- a. **Table 1** shows the hiring patterns of tenure-track women over time by division. The percentage of women hired for 1998-1999 for Academic Affairs (43.3%) and Health Affairs (44.3%) is the highest out of the 14 years reported.
 - b. **Table 2** provides the percentage of tenure-track women in each rank over time. They show a general snapshot of the changing (increasing) proportions of women at each rank across the University.
 - c. **Table 3** gives the percentage of women earning doctorates from United States universities in different broad classifications of fields (e.g., Physical Sciences, Engineering, Life Sciences). This table is useful for providing context for the interpretation of Tables 4 and 5 (with greater relevance for Table 4).
 - d. **Tables 4 and 5** present the percentage of tenure-track women in each Academic Affairs unit and each Health Affairs unit for 1998 and 1999. Departments are ranked from highest to lowest according to the 1999 percentages. Comparative data (from 1978 for Academic Affairs) are also reported. Regardless of division (Academic Affairs or Health Affairs), in 1999 40% of the departments have less than 20% women.
1. Conducted a formal evaluation of the BRIDGES program and its impact on women's academic leadership and career opportunities in collaboration with Viji Sathy, a doctoral student in quantitative psychology. Sathy conducted in-depth interviews with a random third of BRIDGES graduates from each program year ($N = 53$). Analyses of interview transcripts and data modeling are underway and will be complete by Spring 2000.
 2. Assisted Student Government with their student survey on faculty diversity conducted in Spring 1999.
 3. Responded to requests for information as needed.

Recommendations for action by Faculty Council: None.