

Committee Members:

Nancy DeMore, Chair (Surgery)
Patrick Curran (Psychology)
Maxine Eichner (Law)
Amy Herring (Biostatistics)
Beth Jordan (Psychology)
Catherine Marshall (Education)
Renee McBride (Libraries)
Joshua Miller (Political Science, Student representative)
Jane Thrailkill (English)
Brent Wissick (Music)

Anne Whisnant (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 2011-2012 academic year, the committee focused on evaluating female leadership positions at UNC. The recommendation of the committee was to design and implement an annual survey to record and monitor female faculty in leadership positions across all academic units of the University. Since no such data collection system was implemented, the goal of the COSOW committee members for the 2012-2013 academic year was to collect pilot data from representative schools across UNC-Chapel Hill. The purpose of this effort is to show whether or not there are gender associated discrepancies in tenure status, academic rank, or academic leadership roles at UNC. This provides a rationale for the Faculty Council to implement a resolution aimed at promoting leadership for women at UNC-Chapel Hill.

Resolution 2013-9. On Monitoring the Status of Women in Leadership Positions

Affirming the importance of women in leadership positions at the University, Recognizing that, over time, such leadership positions should be roughly equivalent in number and stature to positions held by men, Aware that the University's progress toward this goal requires study and codification,

The Faculty Council resolves:

The Provost is requested to monitor the distribution of women compared to men in leadership positions, including tenure status, academic rank, and any other data deemed pertinent by the Provost and Dean as part of the five-year review of academic deans. When discrepancies in leadership positions held by women are identified, the Provost is requested to direct the dean under review to develop an action plan and timeline to remedy the situation, and to report progress in implementing the plan at least annually.

The dean of College of Arts and Sciences, the dean of the Graduate School, the dean of the Summer School, and the deans of the several professional schools are requested to monitor the distribution of women compared to men in leadership positions in their respective units, including tenure status and academic rank, as part of the periodic review of department chairs, division heads, section chiefs, and other principal officers of academic administration. When discrepancies in leadership positions held by women compared to men are identified, the deans are requested to direct the officer of administration under review to develop an action plan and timeline to remedy the situation, and to report progress in implementing the plan at least annually.

Methods:

Data was obtained via download from the UNC Human Resources Data Warehouse on August 24, 2012. All Voting Faculty members (as defined by the *Faculty Code*) were included in this report; non-voting faculty were excluded. Nine units within UNC-Chapel Hill were queried, and were selected based on the composition of members from COSOW.

The nine units studied were:

School of Medicine

- Clinical
- Basic Science

College of Arts and Sciences

- Division of Natural Sciences and Mathematics
- Division of Social and Behavioral Sciences
- Division of Fine Arts and Humanities School of Law

School of Law

School of Public Health

University Libraries

School of Information and Library Science

Data collected from the HR Data Warehouse consisted of distribution between men and women based on:

Total number of full and part time faculty

Tenure distribution

Academic rank

In addition, for select schools, data on distribution of department chairs was obtained from UNC websites.

Results:

Figure 1. School of Medicine/Clinical: Substantial discrepancy in academic rank and tenure status was found between men and women in the clinical departments of the School of Medicine. There are more than double the percentage of male full professors and distinguished professors compared to women. There is only one female clinical chair out of 19. More than double the percentage of men are on the tenure track compared to women.

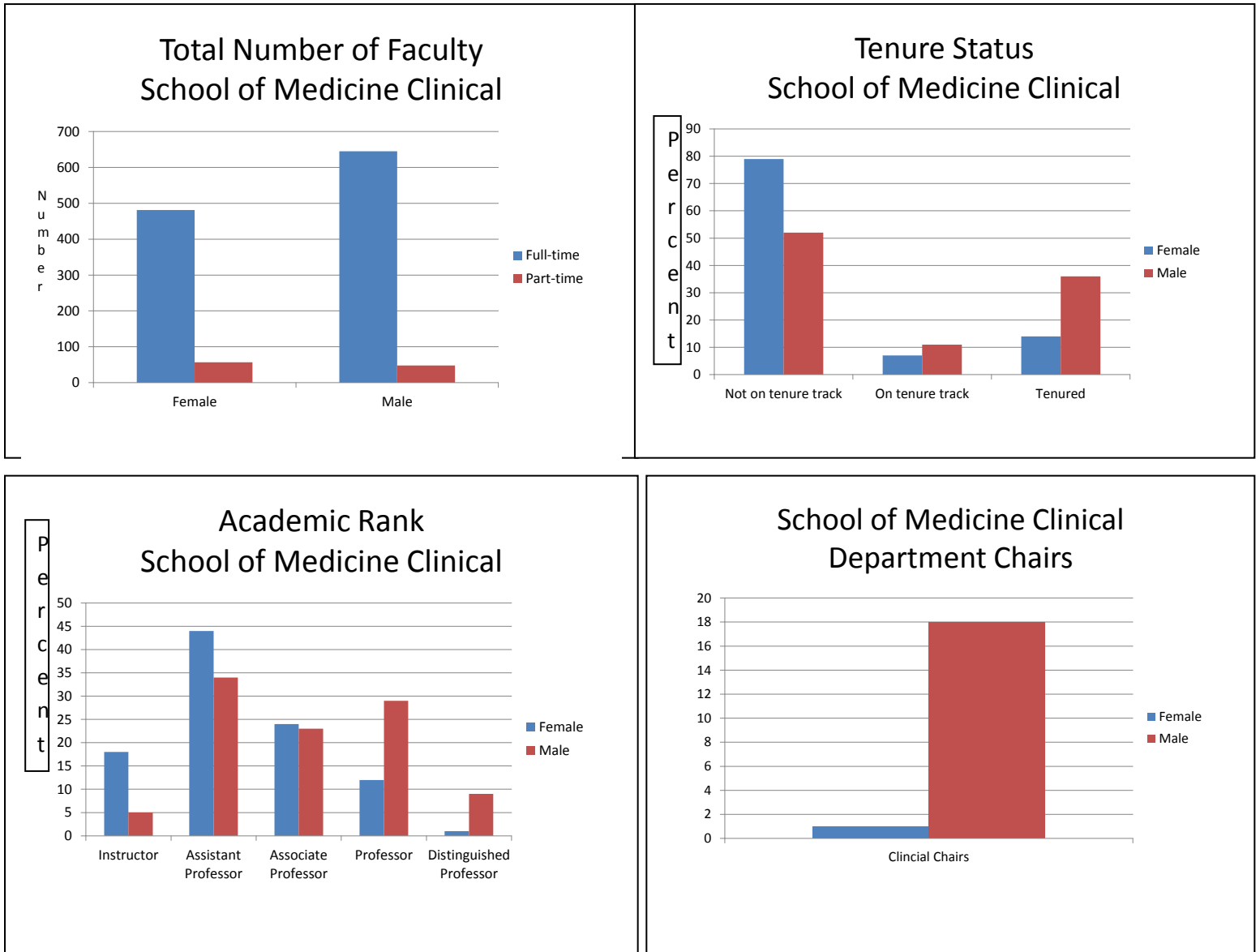


Fig. 2 School of Medicine/ Basic Science: More men than women are tenured and more men than women are at the higher academic ranks of professor and distinguished professor.

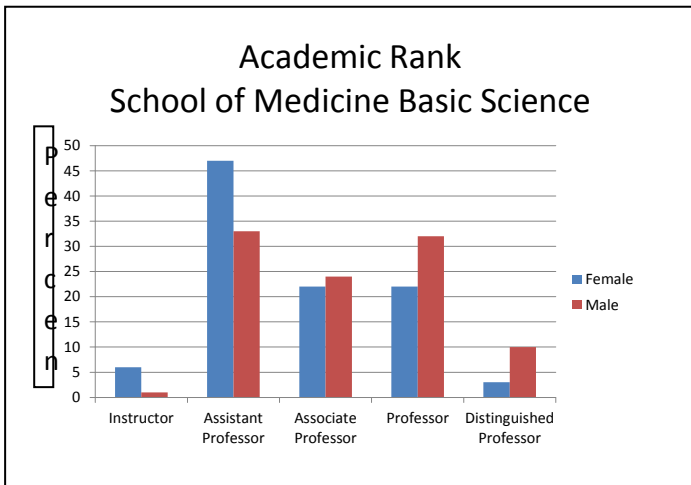
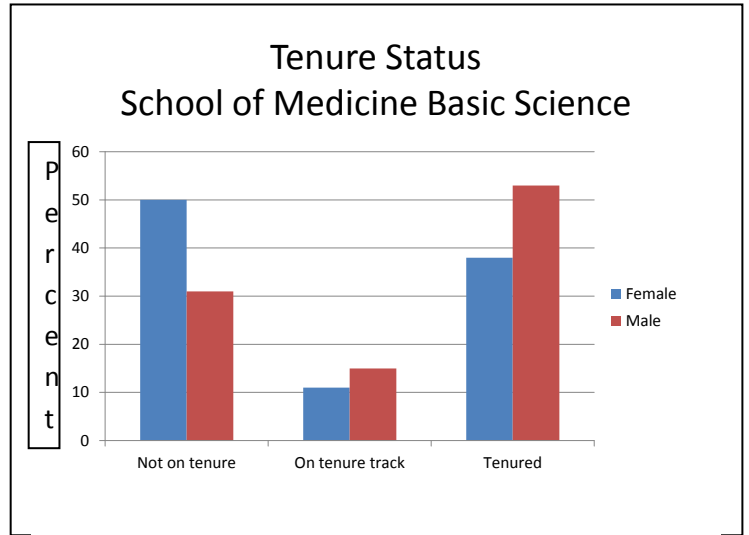
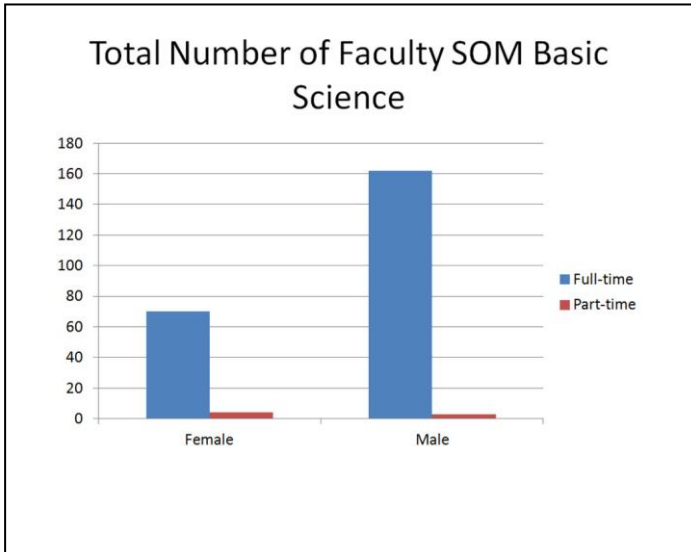


Fig. 3 College of Arts and Sciences, Division of Natural Sciences and Mathematics. The percentage of men who are full professors and who have tenure is twice that of women. The majority of chairs and directors of graduate studies are men.

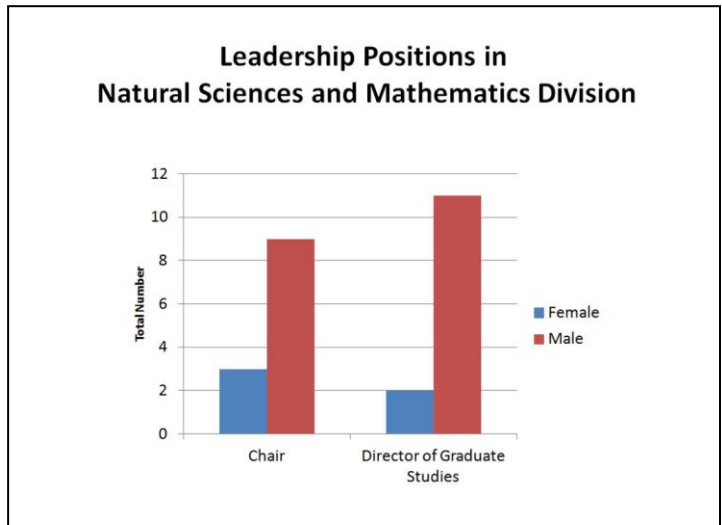
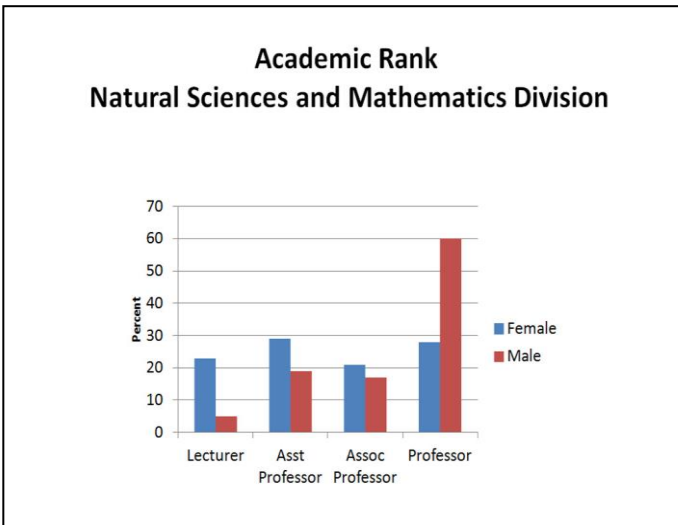
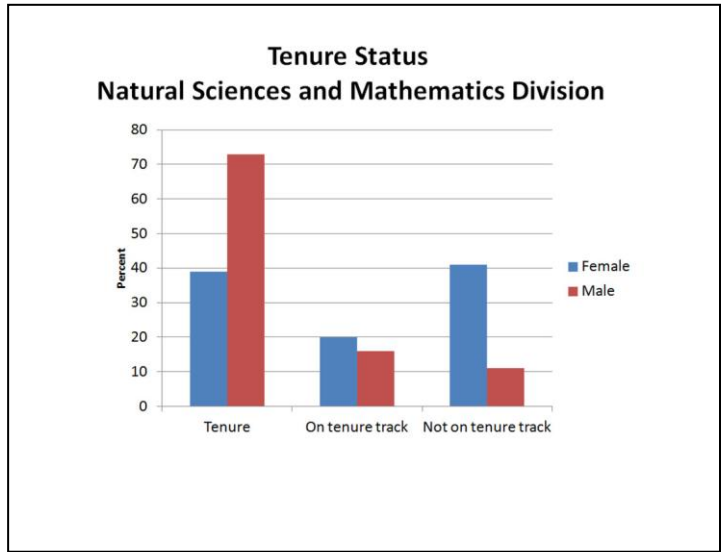
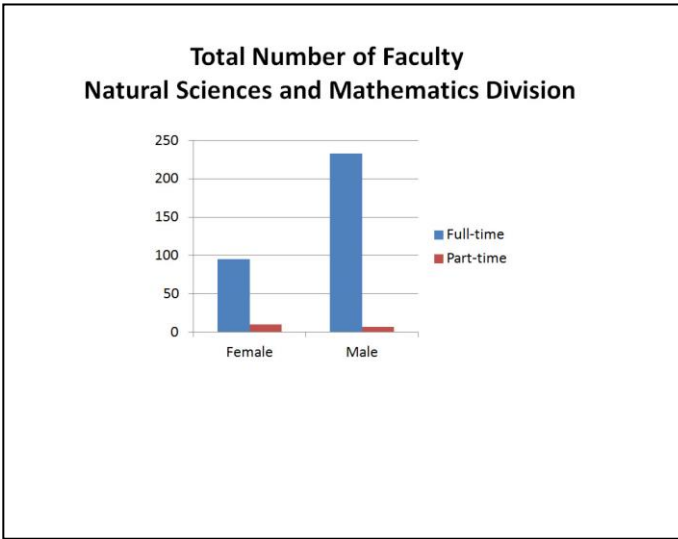


Fig. 4 College of Arts and Sciences, Division of Fine Arts and Humanities. There appears to be good representation of women obtaining tenure and achieving rank of full professor in the Division of Fine Arts and Humanities. The percentage of men who have obtained distinguished professorships is twice that of women.

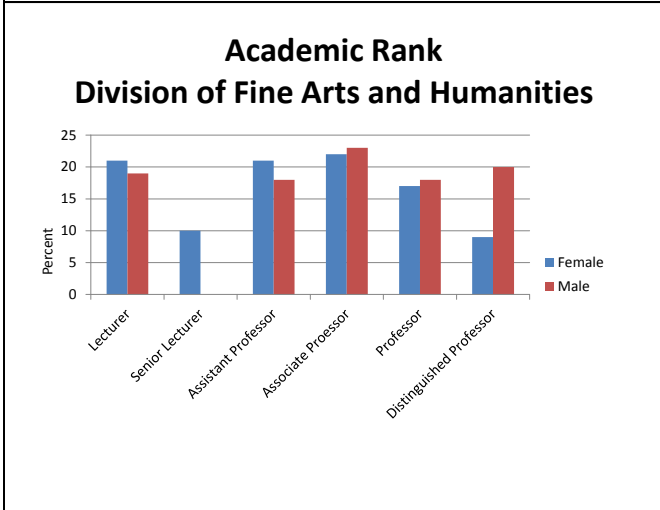
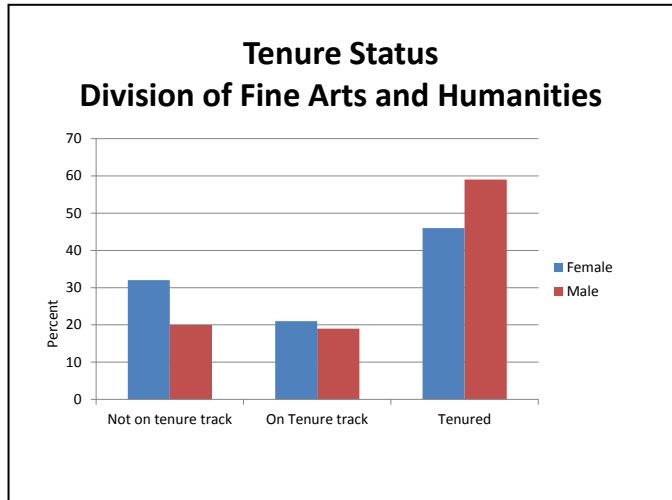
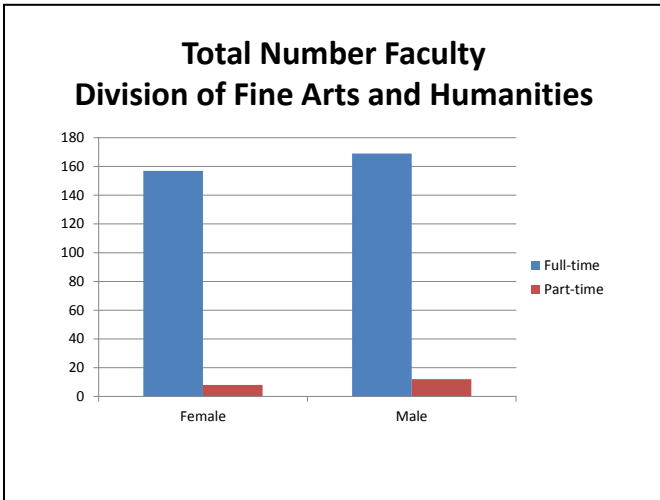


Fig. 5 College of Arts and Sciences, Division of Social and Behavioral Sciences: There are more men than women with tenure, and more male full professors than female full professors. There are more men than women in leadership positions.

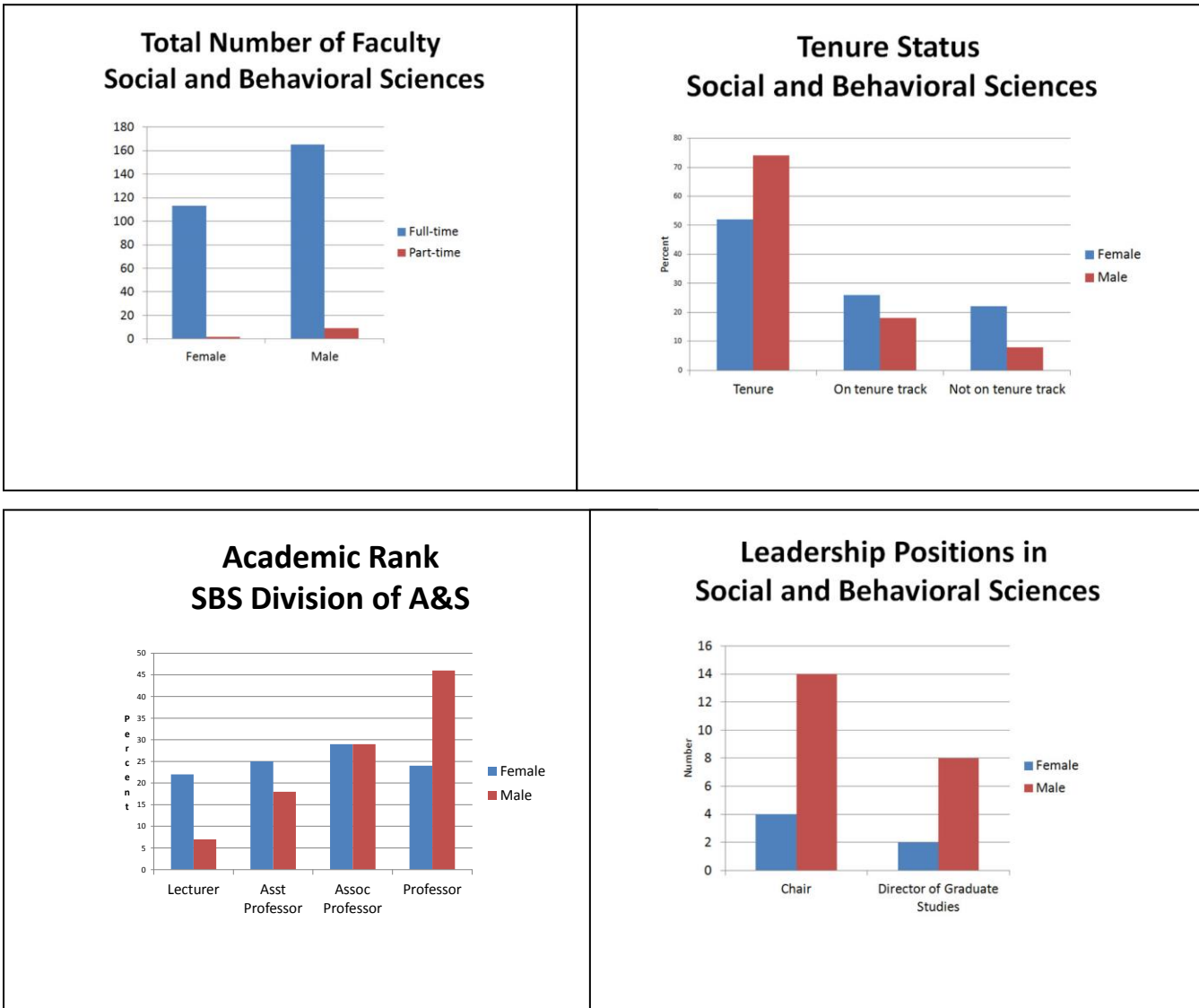


Fig. 6 School of Law: There are more women than men who are non-tenured, and more men than women who have tenure in the School of Law. There are more women at the lowest academic rank of Assistant Professor and more men at the highest academic rank of Distinguished Professor.

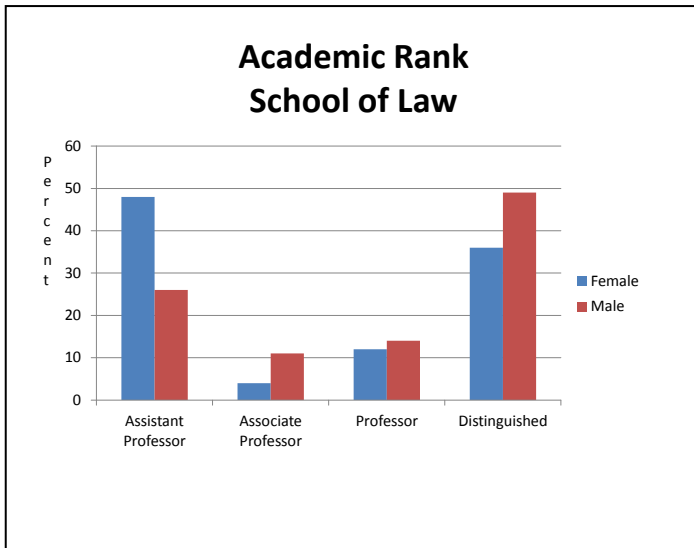
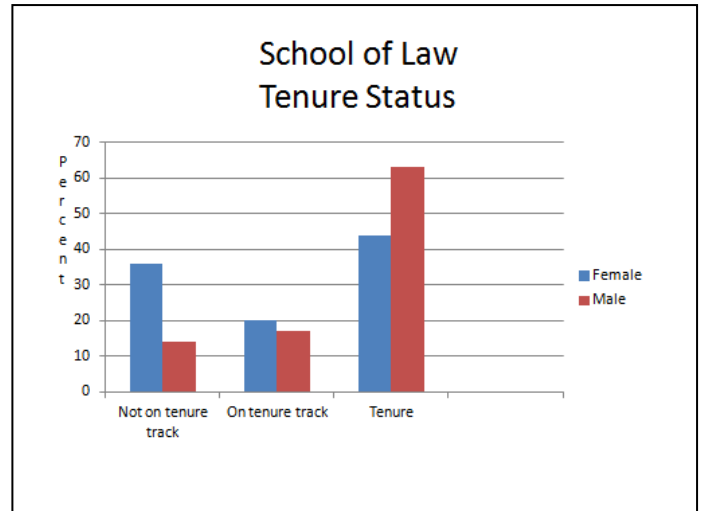
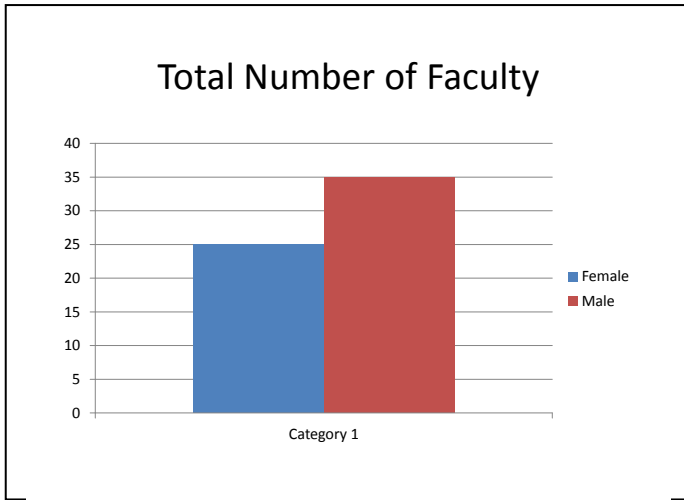


Fig. 7 School of Public Health: There are substantially more men than woman who hold the ranks of professor and distinguished professor in the School of Public Health, as well as more men on tenure track. There is very good representation of women at the highest levels of leadership (chairs and center directors).

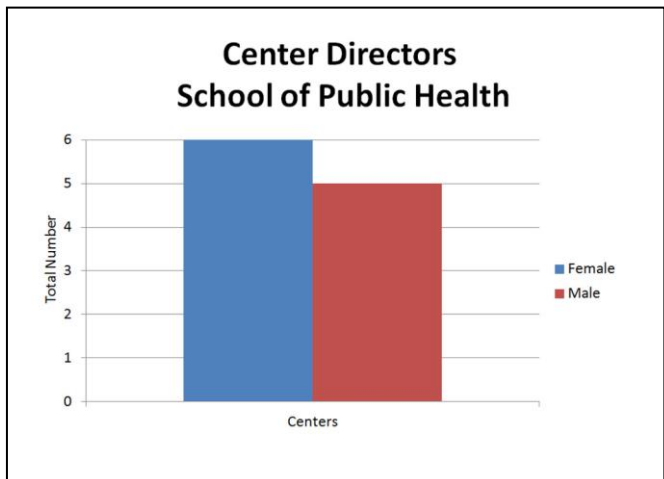
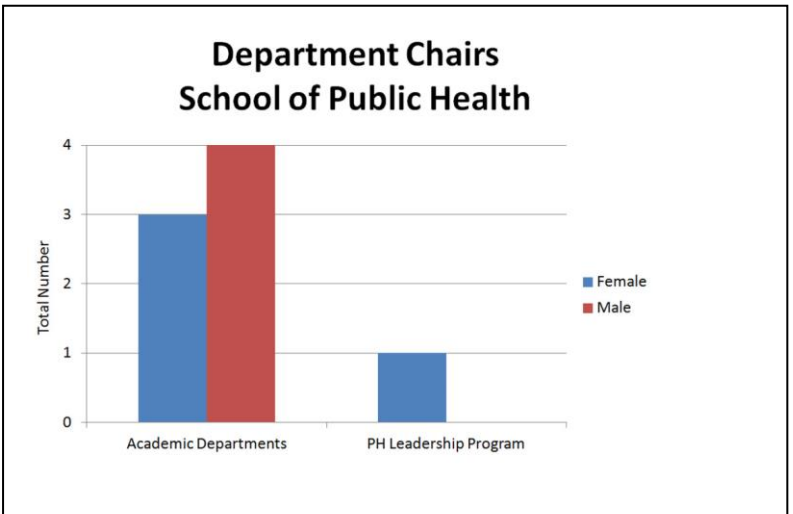
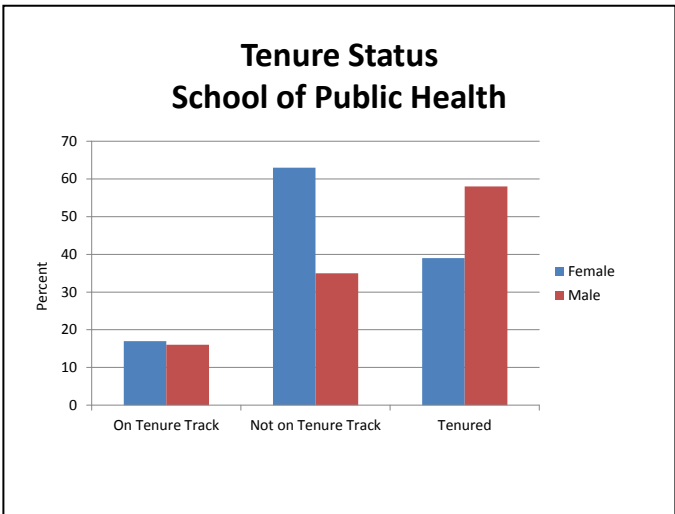
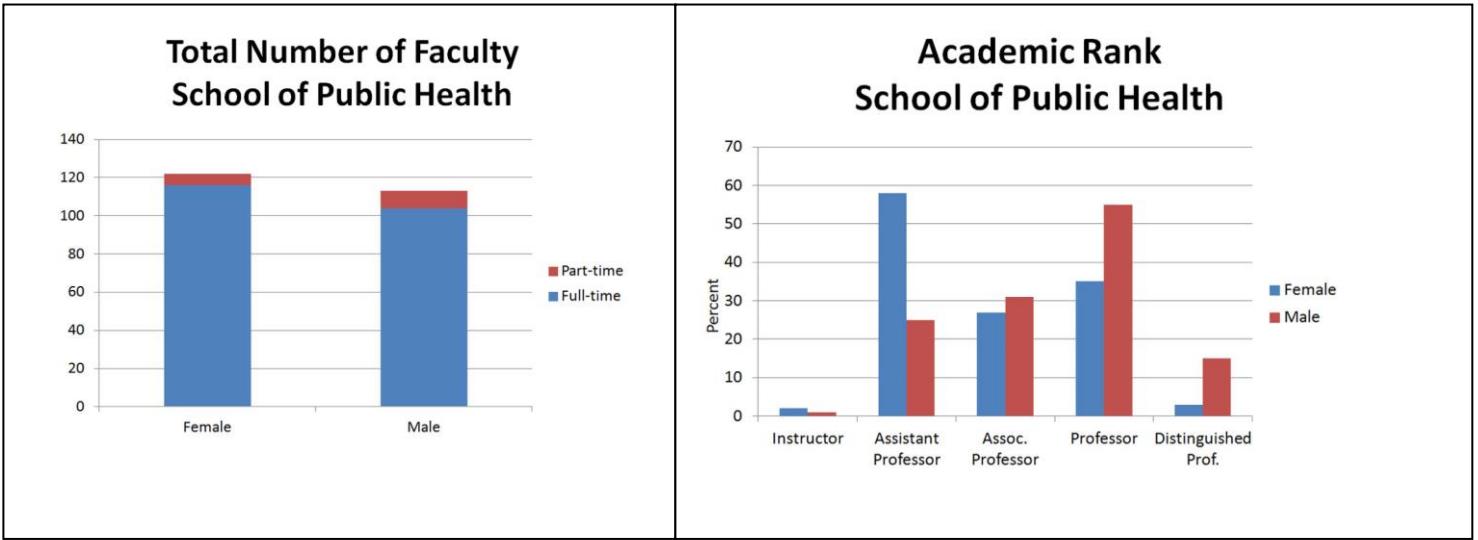


Fig. 8. University Libraries: There is good representation of women obtaining high academic rank and leadership positions in the University Libraries.

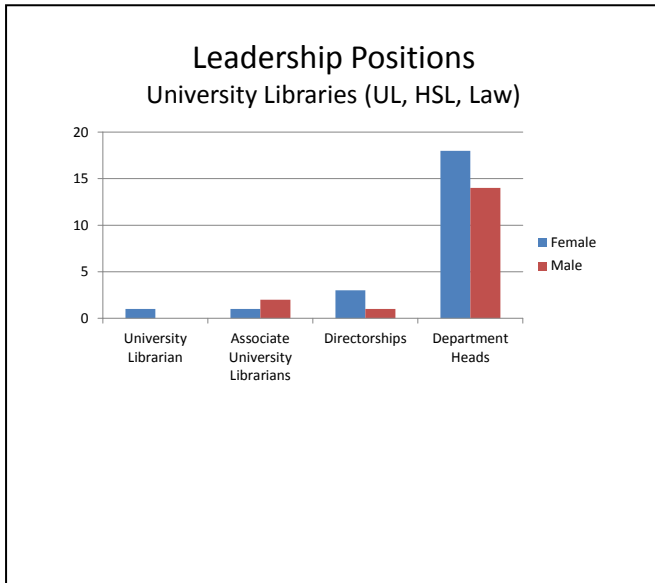
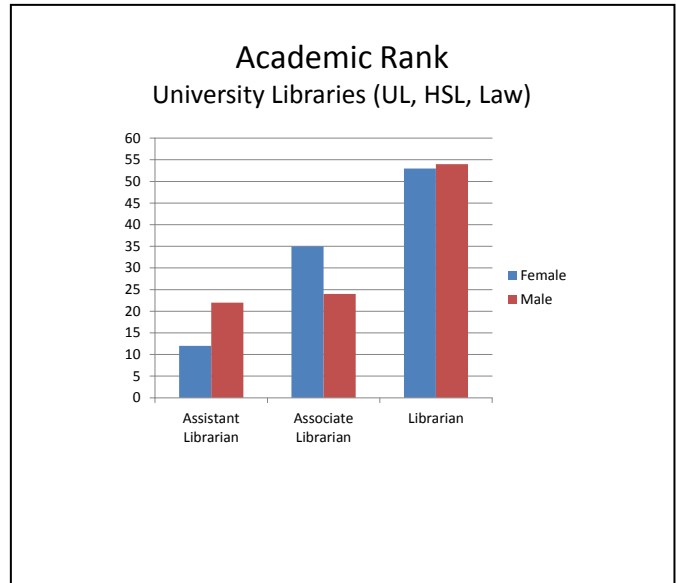
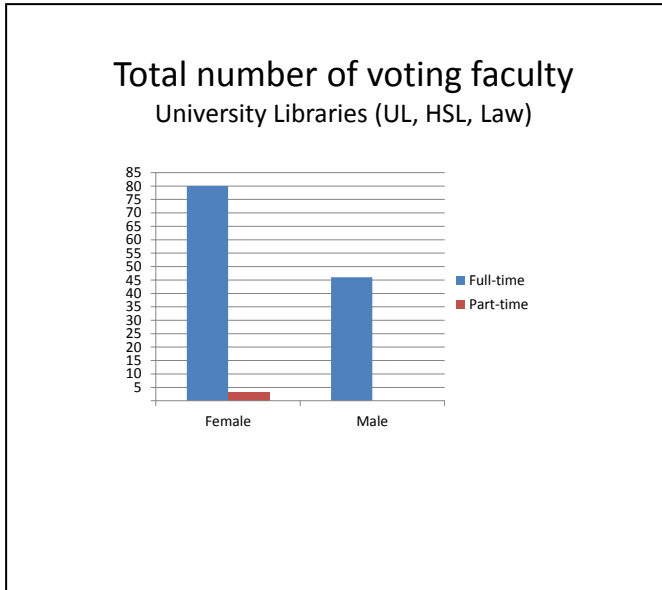


Fig. 9. School of Information and Library Science: There is good representation of women obtaining tenure and achieving rank of full professor and Distinguished professor in the School of Information and Library Science.

