

Committee on the Status of Women
Annual Report to Faculty Council, 2016
March 9, 2016

Committee Members:

Margot Stein, Chair (Sch Dentistry)
Sarah Birken (Sch Pub Hlth)
Bernie Burk (Sch Law)
Ana Felix (Sch Medicine)
Jennifer Lawson (Arts & Sciences)
Jill Moore (Sch Govt)
Christine Stachowicz (Libraries)
Jane Thraikill (Arts & Sciences)
Brent Wissick (Arts & Sciences)

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 2015-2016 academic year, the Committee continues to pursue several interventions related to the retention of women faculty and their ascension to leadership positions. In order to 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:

- **Lactation rooms:** Request a a dedicated budget line to provide for the maintenance of existing spaces and the creation of additional rooms as needed
- **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 demonstration 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.

Several conversations with the Provost related to these concerns have been very encouraging and productive and the Committee is committed to continuing this fruitful engagement.