

Status of Women Committee Annual Report 2008-09

Members: Amy Herring (Biostatistics), Ross Simpson (Medical School), Linda Spremulli (Chemistry), Chuck Szypszak (School of Government), James Thomspson (English), Barbara Osborne, chair (Exercise and Sport Science).

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 Status of Women Committee focused on two issues this year. The first was to re-establish the committee; the second to establish an annual report to specifically monitor gender equity relative to salary (see Faculty Council salary equity resolution, 2/7/2003), hiring, and promotion.

To provide a bit of history, the committee had been dormant for two years with some uncertainty as to whether it was a necessary working group given the prominence of the Carolina Women’s Center on campus. The committee recognizes the excellent efforts of the Carolina Women’s Center as a centralized resource for all women’s issues on campus. After reviewing the charge of the committee (Faculty Code, § 4-22), it was agreed that there is still a need for this committee to be the primary representative for gender-based faculty issues, and to coordinate with and support the efforts of the Carolina Women’s Center on behalf of the faculty.

Further research on the history of the committee revealed that although the members of this committee are appointed by the Chair of the Faculty, it is a standing (permanent) committee and as such, the committee was not in compliance with the organizational principles as described in the Faculty Governance Bylaws (Article 4-1). Appointments to the committee are to be for 3 year terms with one-third of the members rotating off each year. The following recommendations are made to make the Status of Women Committee compliant with the bylaws:

Chuck Szypszak	2009
Linda Spremulli	2009
Amy Herring	2010
James Thompson	2010
Ross Simpson	2011
Barbara Osborne	2011

Pay equity remains a concern and is considered to be the primary focus. The committee discussed previous reports, but felt that publication, distribution, and oversight in follow up

could be improved. It was agreed that a salary study should be conducted annually, with the committee reviewing the data and filing a report to the Faculty Senate.

The Status of Women Committee recommends that an annual study be established, and that a trend analysis also be conducted on an annual basis. Recognizing that salary data doesn't necessarily convey the whole story, we seek to establish a longitudinal study that compares points of equity by gender. The points of equity for tenure line faculty appear to be hiring, promotion to associate professor, and promotion to full professor. Hiring data should be reported by gender, rank, salary, start up benefits, and whether there is a spousal hire (if these data are available). Data should be reported for gender and salary at promotion to associate professor and promotion to full professor. UC-Irvine has a very simple system in place that could serve as a model; the AAUP also provides a model. It is recommended that the previous 10 years of data would be an adequate set to start with, and then should be updated and reported annually. The end-goal is to establish an annual report that involves minimum effort from the university each year that will provide necessary and relevant information to identify inequities and create solutions to address them.

Dr. Lynn Williford, Institutional Research and Assessment, was contacted but we received no response. Subsequently, the chair of the Status of Women Committee met with other leaders of women's organizations on campus, facilitated by the Carolina Women's Center. The need for coordinated annual reports was discussed in order to minimize duplicated efforts and maximize efficiency for Institutional Research. A request was made for a meeting with Dr. Carol Tresolini, Dr. Bernadette Gray-Little, Dr. Lynn Williford and representatives of the women's groups on campus to coordinate these efforts. We are optimistic this meeting will occur before the end of the academic year.

In summary, the committee has been reestablished and invites the faculty to contact members of the committee with their concerns. In these stressful economic times, the committee recommends that the efforts of the various women's groups on campus be coordinated to share information, maximize efficiency and minimize costs. Existing vehicles such as the Annual Diversity Report should specifically include instructions for department chairs to include gender data in their reports. Finally, it is recommended that an annual study be established through Institutional Research which will provide uniform data each year to the committee in order to track faculty gender inequities.