

Resolution 2003-4. Concerning Gender Equity in Faculty Salaries.

The Faculty Council resolves:

Section 1. The Provost is requested to establish an ad hoc faculty advisory panel to assist in reviewing and evaluating departmental reports with respect to faculty salaries that are not predicted by the multiple regression model developed as part of the recent salary equity study conducted by the Office of Institutional Research and to assist in developing appropriate means of monitoring faculty salaries to the end that gender bias is avoided. The panel should include faculty members with appropriate expertise and experience. Those faculty whose salaries are under review by this committee will be so informed.

Section 2. The College of Arts and Sciences, each professional school, and each center or institute that initiates tenure-track or fixed-term faculty appointments shall ensure that gender equity reports submitted by the dean or director to the provost are reviewed by an elected faculty committee which appropriately reflects the demographic makeup of the unit's faculty. The committee shall make recommendations for correction of any salary inequities disclosed in the dean's report and shall report annually to the unit's faculty.

Section 3. The provost is requested to ensure that all publicly available faculty salary information includes all compensation received from the University during the previous year, including distinguished professor stipends, administrative stipends, bonuses, supplements, and any other items in addition to base salary.

Section 4. The provost is requested to require that the annual reports of deans, chairs or directors of all units that make tenure-track or fixed-term faculty appointments include specific data on the unit's efforts to achieve gender equity. Specifically, annual reports should include at least the following information:

1. Salaries, supplements and bonuses of men and women by rank and length of time at rank.
2. Percentage of male and female faculty who are tenure-track versus fixed term appointments.
3. Percentage of newly hired faculty who are men and women. Percentage of applicants for the position who are men and women. Percentage of those interviewed who are men and women. Percentage of those offered second interviews who are men and women. Composition of all search committees.
4. Percentage of men and women faculty who stay in the department through their first tenure review. Percentage of men and women who reach tenure review and who are awarded tenure. Percentage of men and women faculty who are promoted to Professor.
5. Percentage of men and women faculty who have been nominated and awarded distinguished professorships, endowed chairs and university and national prizes.
6. Description of non-salary compensation in start-up packages, including summary of efforts to obtain employment for their domestic partners, for all new faculty members.
7. Description of non-salary compensation provided to all male and female faculty members, including space (square footage provided per dollar of overhead receipts, where appropriate), secretarial support, and discretionary funding, etc.

8. Percentage of time spent by men and women faculty, subdivided by rank, doing research, teaching, committee work, clinical work, and other responsibilities.
9. Description of retention strategies employed for all faculty who have left UNC in the last year.

The provost is further requested to set benchmarks for success in gender equity over defined periods of time for each administrative unit, based on its unique circumstances.