

Committee Members:

Patrick Curran, Chair (Psychology)
Nancy Demore (Surgery)
Maxine Eichner (Law)
Amy Herring (Biostatistics)
Beth Jordan (Psychology)
Catherine Marshall (Education)
Renee McBride (Libraries)
John Thorp (Obstetrics and Gynecology)
Jane Thrailkill (English)
Jan Boxill (Dramatic Arts, *ex officio*)
Anne Whisnant (Faculty Governance, *ex officio*)

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 committee pursued several projects over the year, all of which related to the design and implementation of an annual survey to record and monitor female faculty in leadership positions across all academic units of the University. We began with a systematic review of the prior 13 annual reports filed by this committee; we found that, almost without exception, specific recommendations were made each year that data be collected to assess and monitor the status of women faculty within and across time. No such data collection system has yet to be implemented. Our goal for this year was to design a structured reporting system for the annual collection of data related to the status of women in the University. We refer to this as the *Women in Leadership Assessment*.

The primary purpose of the Women in Leadership Assessment (WLA) is to provide a standardized annual measure of the representation of women in leadership and merit positions across all core academic units within the University. The term *leadership* is used broadly and captures not only recognized administrative positions within each academic unit (e.g., department chair, director of graduate studies, etc.) but also other appointed positions of merit and influence (e.g., endowed chairs, temporary leadership positions, etc.). A pilot instrument has been designed using the online data collection program *Qualtrics*, and a sampling of areas of reporting are provided in the appendix.

The WLA will serve as a required component of end-of-year reporting procedures for all recognized academic units on campus and all key outcomes will be measured consistently each year so that trends can be tracked both within and between academic units over time. It is understood that administrative structures vary widely across the University, and the WLA incorporates all relevant information to capture this between-unit heterogeneity (unit size, number of recognized leadership positions, etc.).

The WLA has been designed to be as brief and efficient as possible to reduce burden on reporting units. The assessment will be completed by the appropriate unit administrator using a web-based interface at the end of each academic year. The unit-level data will be compiled by the Committee on the Status of Women (COSOW) and the results will be disseminated as a standard component of COSOW's annual report to Faculty Council. The WLA represents just one recurring facet of the broader charge of the COSOW, and the committee will continue to address the ongoing needs of female faculty at UNC.

Request: The WLA will require modest financial support to design, implement, and maintain. We are thus requesting \$1500 for next year to design and launch the WLA, and \$750 per year to analyze and publish the results. The WLA will be completed and brought online in the spring of 2013.

Appendix

What is the name of your department/academic unit?

What is the gender of the recognized head of your department?

- Male
 Female

These questions pertain to tenured or tenure-track faculty in your department. In the left column, please write the total number of individuals to whom the question applies; in the right column, please write how many of these individuals are women.

How many tenured or tenure-track faculty...

	Total number	Of these, how many are women?
...are currently in your department?	<input type="text"/>	<input type="text"/>
...left your department this year?	<input type="text"/>	<input type="text"/>
...were newly hired in your department this year?	<input type="text"/>	<input type="text"/>

These questions pertain to fixed-term faculty in your department. In the left column, please write the total number of individuals to whom the question applies; in the right column, please write how many of these individuals are women.

How many fixed-term faculty...

	Total number	Of these, how many are women?
...are currently in your department?	<input type="text"/>	<input type="text"/>
...left your department this year?	<input type="text"/>	<input type="text"/>
...were newly hired in your department this year?	<input type="text"/>	<input type="text"/>
...were hired as tenure-track faculty in your department this year?	<input type="text"/>	<input type="text"/>

Please choose the option corresponding to the gender of the individuals holding the following leadership positions in your department. If your department does not have these leadership positions, please choose the option, "My department does not have this position."

Department Chair	<input type="text"/>
Department Associate Chair	<input type="text"/>
Director of Graduate Studies	<input type="text"/>
Director of Undergraduate Studies	<input type="text"/>

This question pertains to endowed chairs in your department.

	Please enter the number here.
How many endowed chairs do your faculty hold?	<input type="text"/>
Of these, how many are filled by women?	<input type="text"/>

Finally, please provide any additional comments you deem relevant to this assessment.

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