

UNT Faculty Senate Committee on the Status of Women (CSW)
Activities Report for the Academic Year 2014-2015, submitted May 10, 2015

Members

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CSW Charges for 2014-2015

- To obtain from the Provost's Office and other appropriate sources data listed below, to compile and report those data to the Faculty Senate, and to participate in additional projects for data* dissemination and follow-up.
- To co-sponsor/co-host events for the advancement of women faculty with other groups on campus. We will establish connections with other campus-wide organizations that address gender-related and minority-related faculty concerns, such as the Office of Equity and Diversity, the Women's Faculty Network, the Committee on the Status of People of Color, and the Committee on the Status of LGBT Faculty.
- To report to the Faculty Senate issues of concern the Committee on the Status of Women may have with respect to implementation of its recommendations.

Progress and Assessments

Meetings. To address these goals, the Committee on the Status of Women (CSW) met as a group on Oct. 6, 2014, Nov. 24, 2014, Feb. 10, 2015 and April 27, 2015. Members of our committee participated in additional pertinent meetings: the WFN meeting on Oct. 17, 2014 (talked about progress toward equity), the Faculty Senate meeting on Oct. 22, 2014 (about committee procedures), the four open meetings featuring candidates for the Vice President for Diversity & Inclusion (Jan 6, 12, 14 and 22, 2015). CSW co-Chair Dickstein met with Pres. Smatresk on Jan 15, 2015 to discuss equity; Co-Chair Fuchs serves on President Smatresk's diversity Advisory Council and served on the search committee for the Vice President for Diversity & Inclusion.

Overview of Priorities and Recommendations. The CSW's focus has been on the need for equity data and for prioritizing and suggesting remediation of gender inequities at UNT. We drafted and submitted data requests and recommendations for action. Unfortunately, the issues in these reports remain current and urgent. With the exception of providing a list of salaries (see below), there has been little or no action on the part of the administration to provide the type of data we have requested or to provide funding to ameliorate the gender-based salary disparities at UNT. Although there has been discussion at Faculty-Senate meetings and other venues, that there will soon be an equity pool for faculty salaries, we have not yet seen a proposed agenda and schedule for distributing such funds.

A brief recent history of the events that initiated the CSW's requests include: CSW meetings with the Provost and other members of the Administration on March 18, 2014 and April 24, 2014; meetings with President Neal Smatresk and Faculty-Senate committees on minority issues (April 21, 2014), and between President Smatresk and the CSW and WFN (Womens' Faculty Network); the revised final draft of the Provost's Opportunity Analysis Committee (April 8, 2014). Current reports from the CSW include Committee on the Status of Women: Progress, Goals and Recommendations (March 18, 2014), Committee on the Status of Women: Progress and Recommendations (April 22, 2014), which is on the Faculty Senate webpage, and Priority Recommendations for 2014-2015, Faculty Senate Committee on the Status of Women (May 14, 2014). On October 17, 2014, the Co-Chairs of the CSW gave a presentation for the WFN meeting; the presentation is on the Faculty-Senate website, <http://facultysenate.unt.edu/committee-status-women>. Continued dialogue with the Provost's office was on hold during a transition period for staffing of that office. However, the CSW met with Dr. Finley Graves, the Interim Provost at UNT, on April 27, 2015, to discuss matters of gender equity at UNT.

Salary Data. We recently received from the Provost's office UNT faculty salary data for 2014-2015, in the form of Excel spreadsheets. These are 9-month salaries listed by department, rank, and faculty name, although the dataset still lacks information on minority/gender affiliation and years beyond the Ph.D. or equivalent in the field. The data show that women faculty salaries still lag behind those men faculty. As we have previously noted in dialogue with the Provost's office, the time commitment and expertise needed for proper data analysis is beyond the resources of the CSW itself and will require an expert statistician.

The AAUP has documented faculty salaries for 2013-2014 broken down by gender and rank, for 4,733 institutions of higher education: <http://data.chronicle.com/faculty-salaries/>. This website also contains yearly data from 2003-04 through 2013-14. At UNT Denton, the gender disparity in salary at the rank of Full Professor is 15.5%, with the mean salary for the 225 male Full Professors at \$123,048, compared to \$106,497 for the 65 women. There are also 246% more men than women Full Professors. For Associate Professors, the discrepancy is 16.4% (\$95,958 for men, \$82,449 for women). At the Assistant Professor level, the difference is 4.7% (\$75,348 for men, \$71,955 for women). At the Associate Professor level, there are 50% more men than women, and at the Assistant Professor level, there are 37% more men than women at UNT. Thus, women show growth in representation at the lower ranks, but still appear to lag behind considering that slightly more women than men currently earn Ph.D.'s nationwide. Because discrimination may well have occurred in the years-in-rank before promotion, salaries should be re-evaluated for gender equity not on the basis of rank, but on the basis of years after the Ph.D. (or equivalency in the field), in relation to the faculty member's career record of research, teaching and service. The CSW unanimously emphasizes that rank is not the appropriate category to use for comparing salaries, and that past ratings by PAC and P&T committees should not be used as a yardstick because of the likelihood that these ratings contribute to inequities.

Data requested but not received. Data requested by the CSW is posted on the Faculty Senate Website is still pending and includes for each faculty member, by gender and department:

- Salary. For the most recent 10 year period, 12-month salary by rank and number of years in rank, and by years beyond the PhD or equivalent in the field.
- Teaching. For the most recent 3-year window: yearly semester credit hours per faculty member. Mentorship as gauged by a list of student scholarships and other honors.
- Service. For the most recent 3-year window: Faculty member's estimated average hours per week for each service activity listed in the Annual Update.

- Other resources. (a) Start-up funds translated in current dollars, and date(s) of start-up allocations; (b) current year's funds provided by UNT for research, travel, graduate Assistantships, staff and postdoctoral salaries; (c) current allocations of space and facilities.
- Hires, promotion, and tenure. In addition to years in rank from Salary data (above), cases that are denied at the Departmental P&T, Chair or College levels.

Current Recommendations, Previously Submitted. These recommendations are described in our document *Committee on the Status of Women: Priority Recommendations for 2014-2015* on the Faculty-Senate CSW website (<http://facultysenate.unt.edu/committee-status-women>). In this document, submitted on May 14, 2015, we have proposed priority recommendations in the areas of Salary, Responsibilities and Resources, Hiring and Promotion, Work-Life Balance, Climate, and acquisition of a Gender Equity Advisor.

Updates and Maintenance of the Faculty-Senate CSW Website. This year the CSW has posted on the Faculty-Senate website pertinent reports and articles, including CSW-produced documents from 2001-2015 (<http://facultysenate.unt.edu/committee-status-women/>). We advocate that this tradition be sustained in the future to help the UNT community monitor the efforts of women faculty in relation to UNT's progress over time. Equitable distribution of resources, responsibilities and rewards will enhance productivity and serve the betterment of the University.