

# Committee on the Status of Women: Progress and Recommendations

April 22, 2014

## Context

The Committee on the Status of Women examined a variety of measures of equity with respect to gender at UNT. These include data from the Opportunity Analysis Committee, the Climate Survey, salary data from the AAUP, previous reports on the Status of Women at UNT, and salary data from UNT. Below, we have excerpted relevant key points and data from these various sources. Many of the points are taken verbatim from the sources.

## Progress

**On November 29, 2012, members of the CSW sought help from Dr. Yolanda Niemann with the following:**

- Obtaining information on university resources committed to faculty members: start-up funds, personnel paid for from UNT funds, space allocations.
- Data for faculty members hired in the last 3 years: salary, start-up funds, personnel salaries, space allocations. According to the Provost, 272 tenure track/tenure and lecturer track faculty were hired during this period (2009-2012).
- Faculty salaries 2012-2013
- Teaching and service loads for all faculty

## Opportunity Analysis Committee

**Dr. Niemann convened the Provost's Opportunity Analysis Committee (OAC)** in 2013 to examine equity by gender and ethnicity among UNT faculty. This committee looked at faculty numbers, applicants for faculty jobs and faculty salary from 2006 and 2012 by gender and ethnicity and made comparisons to the demographics of our students and to faculty at other institutions, where appropriate.

The CSW received a draft copy of the OAC report early in 2014. The CSW met with Provost Burggren, Senior Vice Provost Niemann and Vice Provost Crutsinger on March 18, 2014 to discuss the draft OAC report and other UNT equity data. Since then the CSW received the final OAC report as well as some other UNT data (see below, teaching load).

## **Key points, comparison of student and faculty diversity (OAC report p.5)**

- An examination of hiring activities in the past decade, as well as an in-depth look at the nature of the pools of candidates and hires in 2012, suggest that unlike the strength of diversity in our student body, our faculty remains to be predominantly white and male. These differences appear to be steady or increasing.
- The lack of faculty diversity may present a potential threat, namely that the current minority faculty members or female faculty in male dominated disciplines may assume disproportionate responsibilities for mentoring, advising, and engaging with students, as is evidenced in Executive Summary of the UNT 2012 Faculty Climate Survey.

## **Key points regarding faculty diversity compared with other universities (OAC report p.7, 23)**

- In comparison to NCES comparison universities, UNT's faculty comprises a higher percentage of male faculty. Data for both NCES comparison university faculty and UNT faculty remained fairly consistent in proportion of male/female faculty over the time period shown (2006, 2009, 2012). (p.7)
- In comparison to all IES, NCES institutions (p.23), faculty representation in UNT colleges and schools is:

| College | Comparison                              | College | Comparison                     |
|---------|---|---------|--------------------------------|
| COB     | more White faculty                      | CMHT    | more Asian, fewer male faculty |
| CAS     | more male, fewer Black faculty          | COM     | more male faculty              |
| COE     | fairly representative                   | PACS    | fewer male faculty             |
| CENG    | fewer White, more International faculty | CVAD    | fairly representative          |
| COI     | less diversity in ethnicity and gender  |         |                                |

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## Key point, salary discrepancy by gender (OAC report p.50)

- Average salaries for women faculty are lower than those of men faculty across years examined. The figures show the “male advantage” on a yearly basis. Interestingly, the average merit raises, both in absolute dollar amounts and as percent of the average salaries, favor females in almost every year. Yet, the raises were not sufficient to overcome the systemic lower average salary of females.

## Key point, teaching load (OAC report p.51)

- In 2006, newly hired female Assistant Professors generated approximately twice the semester credit hours (SCH) compared to their male counterparts. This is what the CSW reported to the Provost on March 18, 2014. When comparing the demographic data on page 36 to the data on page 51, one sees that newly hired female Assistant Professors “only” generated 1.7 times as many SCH as their male counterparts:  
On average 20 females taught 12,725 SCH. The average per woman = 636 SCH.  
On average 19 males taught 7206 SCH. The average per man = 379 SCH.

Subsequently, the CSW asked Dr. W. Middlemiss, the OAC Chair, about other SCH data. She responded with the following table documenting the SCH generated by newly hired Assistant Professors in 2009.

|           | Number | M   | Number | F   |
|-----------|--------|-----|--------|-----|
| Am.Ind.   |        | 0   |        | 0   |
| Asian     | 8      | 267 | 5      | 145 |
| Black     |        | 0   |        | 0   |
| Caucasian | 20     | 422 | 12     | 465 |
| Hispanic  | 2      | 267 |        | 0   |

On average 17 females taught 6305 SCH. The average per woman = 371 SCH.

On average 30 males taught 11110 SCH. The average per man = 370 SCH.

Thus, for 2009, newly hired female and male Assistant Professors had equivalent SCH generation.

## Key point, findings related to faculty hiring during 2011-2012 (OAC report, p.33-34)

- Both the applicant pools and candidate hires in academic years 2011-2012 were predominantly male across all ranks. However, there was a higher percentage of female hires in comparison to percentage of female applicants in all pools excepting the Assistant Professor level searches and the Research Cluster hires.
- In Research Clusters, women comprised 10% of the applicant pool, but none of the hires.

## Key point, retention of newly hired Assistant Professors 2006 (OAC report, p. 36)

- For Assistant Professors newly hired in 2006, the overall retention rate of faculty still at UNT in 2012 is 64% for female Assistant Professors, while that for male Assistant Professors is 79%.

## Key point, administrative positions (OAC report p.57)

- The majority of administrators, particularly at the chair and dean level, are men.

## Data requested but (yet) not obtained

- University resources allocated to faculty
- Teaching and service loads/activity
- Complete data on the 272 tenure track/tenure and lecturer track faculty hired during the three years starting in 2009 and leading up to November 2012
- Librarians and lecturers should be included in data reports

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## Climate Survey, 2012-13

Members of the CSW were given access to the results of the climate survey responses in Powerpoint format in September 2013, but have not yet seen written comments.

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### Key points. Compared to men faculty, women faculty:

- Are less satisfied with their hiring process.
  - Perceive that their scholarship/creative activity is less valued by their department.
  - View committee assignments to be less fairly distributed.
  - Report more stress in work/family balance.
  - Report spending more time peer reviewing, consulting, on scholarly/creative activities.
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### Salary Data from AAUP, 2012-2013

(<http://chronicle.com/article/aaup-survey-data-2013/138309#id=227216>)

| Rank                | Men             | Women          | Women's as % of men's |
|---------------------|-----------------|----------------|-----------------------|
| Full Professor      | \$100,600 (227) | \$94,200 (58)  | 94                    |
| Associate Professor | \$77,400 (178)  | \$68,200 (120) | 88                    |
| Assistant Professor | \$60,400 (119)  | \$58,600 (88)  | 97                    |

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### Previous reports on the Status of Women at UNT

See the five earlier reports posted on the Faculty Senate CSW webpage at

<http://facultysenate.unt.edu/committee-status-women>. The Report to Chairs

(<http://facultysenate.unt.edu/sites/default/files/Report%20from%20the%20Faculty%20Senate%20Committee%20on%20the%20Status%20of%20Women.1.pdf>) contains further links to vital research on gender equity issues.

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### Salary Data

Current and recent salary data is at <http://facultysenate.unt.edu/workplace>. The Committee on the Status of Women has also received salary data from several previous years.

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## Recommendations

### 1. Salary

- Women faculty, not including lecturers, were underpaid an average of \$10,300 per year relative to men faculty during the fiscal 2010 year, as calculated by an ex-member of our committee using data obtained from the Provost's office. For the 275 women faculty, the total sum is \$2,832,500. This amount, corrected for 2014 salaries, should be put into an equity pool for salary adjustments to be distributed for immediate correction of 2014-2015 salaries for women faculty. Similarly, an equity fund for back pay should be distributed within the next five years to compensate women faculty for each year of underpayment at UNT.
- Each department's chair should prepare a report documenting differences in salary, rank, resources, teaching and service load by gender for their department, along with plans to remediate inequities.
- UNT's responses to competing offers from outside institutions should trigger a review of all comparable faculty including those who are unable or unwilling to pursue outside offers, to determine whether raises and additional resources are appropriate for all faculty at that level. The CSW would like to receive data concerning gender biases in seeking, receiving, reporting, and benefitting from competing offers from other universities.
- Examine hiring practices that have seen an increase in Lecturers, who are disproportionately female and underpaid.

### 2. Resources: Teaching/Space/Work Assistants (staff and research funding for graduate students and post-docs)/Equipment and Instrumentation/Committee work

- The CSW has not yet received the data requested on Nov. 29, 2012 regarding resource allocations for scholarship/creative activity, teaching and service, but anecdotally, it looks like women faculty have been shortchanged in these resources.
- Institutional UNT funds should be allocated to increase resources for faculty women's scholarship/creative activity, teaching and service to compensate for what the CSW suspects are long existing gender biases in these areas.
- Responses to competing offers should include reviews of resources for all comparable faculty (see above).
- Chairs' reports (see above).
- The 2006 data showed that new female Assistant Professors were teaching significantly more than their male colleagues, while the 2009 cohort had a more even distribution. Chairs, deans and the Provost must assure that females teach approximately equivalently to males so as to leave adequate time for scholarship.

### 3. Hiring and Promotion

- All searches should be open and fair.
- All search committee members and Chairs should receive training on how to conduct an equitable search.
- Search committee members should be interviewed by E&D/OEO during the search process and before an offer is made, to assure fairness
  - Deviations from open and fair searches favor candidates chosen by people in power, which are disproportionately men; e.g. cluster hires

### 4. Work/Life Balance

- Daycare: Convenient, accessible daycare will have an enormous impact on UNT's ability to hire and retain women, and hopefully, men faculty.
- Leave to accommodate maternity and childcare or family illness/emergencies: A policy should be established for faculty with urgent family responsibilities, to minimize jeopardy to their academic success. The policy

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would include automatic (“opt out” rather than “opt in”) extension of the tenure clock for faculty members who are primary caretakers.

### **5. Climate**

- Require on-line training for all faculty and administrators that includes equitable treatment of colleagues and students in and out of the classroom. Some gender biases are subtle and not widely recognized. It is likely that everyone can benefit from such training.
- Host regular programs for UNT faculty to highlight issues facing women and other minority groups in the UNT community. These programs may include outside speakers, groups of role-playing actors, panelists composed of UNT faculty, etc.

### **Faculty Senate Committee on the Status of Women**

**Chairs: Rebecca Dickstein and Jannon Fuchs**

*Membership: 8 faculty representing a variety of disciplines nominated by the Committee on Committees and approved by the Faculty Senate. Term: 3 years*

Group I: Laura Evans (AEA)

Group II: Laura McKinnon (LIBR)

Group III: Anne Shepler (MATH)

Group IV: Sudha Arlikatti (PADM)

Group V: Allison McLeod (ACCT)

Group VI: Cynthia Chandler (PUAD)

Group VII: Ami Moore (SOCI)

Group VIII: Jennifer Lane (MUSIC)

A-L: Rebecca Dickstein (BIOL)

A-L: Ruthanne Thompson (BIOL)

A-L: Jannon Fuchs (BIOL)

Administrative Rep: Uyen Tran Parsons, Div. of Equity & Diversity