

UNT Faculty Senate Committee on the Status of Women Report on Activities 2012-2013

Members 2012-2013:

Group I: Laura Evans (AEAH) - Term Ends 2014
Group II: Beth Thomsett-Scott (LIBR) - Term Ends 2013
Group III: Anne Schepler (MATH) - Term Ends 2014
Group IV: Sudha Arlikatti (PADM) - Term Ends 2013
Group V: Anat BarNir (MGMT) - Term Ends 2013
Group VI: Natalya Lindo (CHE) - Term Ends 2013
Group VII: Marijke Breuning (PSCI) - Term Ends 2013
Group VIII: Jennifer Lane (MUSIC) - Term Ends 2015
A-L: Rebecca Dickstein (BIOL) - Term Ends 2015, Co-Chair
A-L: Ruthanne Thompson (BIOL) - Term Ends 2015
A-L: Jannon Fuchs (BIOL) - Term Ends 2014, Co-Chair
Administrative Rep: Cheylon Brown, Inst. of Equity & Diversity

Committee Charges:

1. Obtain from the Provost's office feedback from each college and department regarding the new workload policy (with a focus on class loads and especially service activities such as committee assignments, advising, etc.) to evaluate whether there are gender-related disparities across assignments. (To help with this effort, the Committee on the Status of Women provided a Report to Chairs on gender inequity which was provided to the Chairs Council in November 2011 by Peggy Tobolowsky. This report is attached.)
2. Compile information in summary form to be given to the Faculty Senate and other relevant university committees.
3. Obtain exit interview data from the Provost's office and/or HR; review and comment on the exit interview process and how the results are being reported and used by UNT administrators.
4. Co-Sponsor more Advancement of Women Faculty seminars in 2012-2013.
5. Co-host several discussion groups during the 2012-2013 Academic year.
6. At least once per semester report to the Committee on Faculty Participation in Governance regarding any issues of concern the Committee on the Status of Women might have with respect to implementation of its recommendations.
7. Obtain from the Provost's Office and monitor the annual dissemination of data on hires, promotion, and tenure and report those data to the Senate. Currently, only P&T cases that reach the Provost's office are included in the annual P&T Data. The Committee on the Status of Women would like to see all P&T data, including instances that stop at the Department RPTC, Chair, or College levels.
8. Establish connections with campus-wide organizations, such as SWAMPED, Women's Faculty Network (WFN), TALENT, etc., that will address gender-related concerns, and work with the Office of Equity and Diversity and STEM faculty on this.

To address these aims, the Committee on the Status of Women (CSW) met on Oct. 11, 2012, Nov. 26, 2012, Feb. 13, 2013, April 10, 2013, and May 1, 2013. In addition, one of the Co-Chairs had meetings with Cheylon Brown, Director of the Multicultural Center on Nov 1, 2012 and with Dr. Yolanda Niemann on Nov 29, 2012 about CSW business/committee charges. Friday, May 17, 2013 was the first joint meeting with Co-Chairs of CSW and the Committee on the Status of People of Color (CSPC). Among the participants were the out-going and in-coming Chairs of CSPC, a representative for the Committee on the Status of LGBT Faculty, and Wendy Middlemiss of the Opportunity Analysis Committee, which is the

committee formed by the Provost's office this year for the purpose of gathering data on faculty salaries, resources, etc. The joint committee expressed the urgency of having access to data on hires, promotions, and resources such as salary, start-up funds, space allocation, staff assistance, workload distribution and corresponding rewards for contributions. Data analysis is a prerequisite to evaluating whether the distribution of responsibilities and resources is fair and equitable, which is essential for maximizing the excellence of UNT in the 21st century.

To address charges 4, 5, and 8, the CSW, in coordination with the Women's Faculty Network, hosted an Equity and Diversity Forum on Jan 23, 2013. It featured presentations from Dr. Gilda Garcia, Vice President for Institutional Equity and Diversity, Ms. Lorre Allen, Director of Office of Equal Opportunity, ADA and Title IX Coordinator, and Ms. Cheylon Brown, Director of the Multicultural Center, who talked about Equity and Diversity at UNT. They discussed the workings of their respective offices, including new initiatives and practices for faculty to utilize the services of the office of Institutional Equity and Diversity.

To address charge 6 and 7, Prof. Jennifer Lane presented to the Faculty Senate on Oct. 10, 2012, on behalf of the CSW, in response to its October topic: "Equity in Hiring. Workload and Merit".

Toward the goal of establishing connections with campus-wide organizations (Charge 8), CSW members participated in meetings and activities with the Women's Faculty Network. At the January 30 WFN Spring 2013 meeting, one of our Co-Chairs led a discussion table and gave a talk concerning the goals of the CSW and in particular the importance of access to resources. WFN was invited to collaborate and explore common goals with CSW.

To address charges 1, 2, 3, and 7, one of the co-chairs met with Dr. Yolanda Niemann, Senior Vice Provost on Nov 29, 2012, to ask for data from the Provost's Office. Specifically, we asked for

- 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 Provost, 272 newly hired tenure track/tenure and lecturer track faculty hired
- Faculty salaries 2012-2013
- Teaching and service loads for all faculty

To date, we have only received data on faculty salaries, which was given to the Faculty Senate during the last week of Feb 2013. In follow-up conversations and e-mails to the Provost's Office, we have learned that the Provost's Office does not have all the requested data compiled and has hired someone to do this. The Povost's office expects that the data will be compiled and made available during Fall semester 2013.

The faculty salary data received is not complete. Based on anecdotal information gleaned from committee members who compared the data to faculty rosters in their own departments, it is estimated that the data is approximately 95% complete.

We used the data that we do have to investigate gender equity/inequity at UNT with respect to faculty salaries. We used as examples two of the largest departments on campus, one STEM department - Biological Sciences – and one non-STEM department - Psychology. Administrators were excluded from

this analysis because their salaries are 12-month salaries while those of “normal” faculty are 9-month salaries.

We found disturbing trends (see Table 1). On average, in Biological Sciences, women faculty earn 81% of the salary that men faculty do and in Psychology, women faculty earn 89% of the salary that men faculty do. Full Professors have a higher disparity than Associate Professors and Associate Professors have a higher disparity than Assistant Professors. The committee considered that these disparities may be:

- 1) Cumulative differences in treatment by gender over years
- 2) Unequal access by gender, to university resources that women faculty could use to advance their scholarship and their careers
- 3) Longer average time in rank by women as a result of (1) and (2).

We will be able to address these issues with data that we have requested but not yet received, concerning access to university resources to advance faculty scholarship and careers (resources like support staff, post-docs, graduate funding, lab space, office space, travel funds, visitor/speaker support, etc.). We anticipate that this data will become available through the on-going data collection being undertaken by the Provost’s Office’s Opportunity Analysis Committee.

We will share this data with the Faculty Senate Salary committee. We will also share this data with whoever else requests it.

Table 1: Average Salaries 2012-2013 by Gender in Biological Sciences and Psychology

Department	Rank	Average Woman Salary (#)	Average Man Salary (#)	Women’s Salary as % of Men’s
Biological Sciences	Overall (not ranked)	\$82,618.14	\$102,006.02	81%
Psychology	Overall (not ranked)	\$79,947.29	\$89,443.43	89%
Biological Sciences	Full	\$94,307.99 (2)	\$126,039.41 (12)	75%
Psychology	Full	\$96,570.50 (2)	\$107,986.71 (7)	89%
Biological Sciences	Associate	\$84,302.34 (3)	\$95,046.24 (8)	89%
Psychology	Associate	\$74,327.75 (4)	\$78,228.68 (3)	95%
Biological Sciences	Assistant	\$68,402.01 (2)	\$75,381.99 (9)	91%
Psychology	Assistant	\$69,179.04 (1)	\$65,403.76 (4)	106%