

**UNT Faculty Senate Committee on the Status of Women
Report on Activities 2013-2014**

June 4, 2014

Members 2013-2014:

Group I: Laura Evans (AEAH)

Group II: Laura McKinnon (LIBR)

Group III: Anne Shepler (MATH)

Group IV: Sudha Arlikatti (PADM)

Group V: Allison McLeod (ACCT)

Group VI: Cynthia Chandler (CHE)

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

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 several times to talk about climate and equity data and remedies for gender inequity at UNT. One of these meetings included Dr. Wendy Middlemiss, Chair of the Provost's Opportunity Analysis Committee, who informed us about data analysis issues encountered by her committee. In addition, we met as a committee with the Provost and other members of the Administration on March 18, 2014 to discuss our findings and recommendations for action. On April 24, 2014, CSW Co-chairs Drs. Dickstein and Fuchs met again with the Provost and other members of the Provost's office to discuss data that are still needed for equity assessment and to

further discuss remediation of UNT gender inequity. On April 21, 2014, the CSW along with other Faculty Senate committees on minority issues met with President Neal Smatresk. On May 5, 2014, CSW members met again with President Smatresk and the Women's Faculty Network to talk about the continuing gender inequity issues at UNT.

The CSW received a report on the Climate Survey on September 16, 2013 and an Equity and Diversity snapshot report for faculty at UNT 2008-2012 in October 2013. The CSW received a draft working report from the Provost's Opportunity Analysis Committee on January 3, 2014 and the final report and a follow-up final report on February 21 and February 24, 2014, with a revised final report on April 8, 2014. The CSW used data from these reports as well as data from several other sources to prepare a response for the Provost called "Committee on the Status of Women: Progress, Goals and Recommendations, March 18, 2014" (attached). Subsequently, this was revised and distributed to the entire faculty via the Faculty Senate webpage in April 2014. This document is called "Committee on the Status of Women: Progress and Recommendations, April 22, 2014" (attached). Following our meeting with the Provost's office on April 24, 2014 we received an e-mail from Dr. Niemann on April 28, 2014, asking us to prioritize recommendations for action. We responded with "Ameliorating Gender-Based Inequities at UNT: Priority Recommendations for 2014-2015, Faculty Senate Committee on the Status of Women May 14, 2014" (attached).

The CSW is requesting an update to the committee's charges for 2014-2015. The Faculty Senate charge to the CSW (above), cut and pasted from the Faculty Senate webpage is specific to the academic calendar year 2012-2013. The requested update is attached.

Please read the attached reports. They contribute to what is a consistent disturbing pattern of discrimination on the basis of gender at UNT.

Four (4) attachments:

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

Ameliorating Gender-Based Inequities at UNT: Priority Recommendations for 2014-2015, Faculty Senate Committee on the Status of Women May 14, 2014

Updated CSW Charges 2014-2015

Committee on the Status of Women: Progress, Goals and Recommendations

March 18, 2014

Co-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) - Term Ends 2014

Group II: Laura McKinnon (LIBR) - Term Ends 2016

Group III: Anne Shepler (MATH) - Term Ends 2014

Group IV: Sudha Arlikatti (PADM) - Term Ends 2016*

Group V: Allison McLeod (ACCT) - Term Ends 2016

Group VI: Cynthia Chandler (PUAD) - Term Ends 2016

Group VII: Ami Moore (SOCL) - Term Ends 2016

Group VIII: Jennifer Lane (MUSIC) - Term Ends 2015*

A-L: Rebecca Dickstein (BIOL) - Term Ends 2015

A-L: Ruthanne Thompson (BIOL) - Term Ends 2015*

A-L: Jannon Fuchs (BIOL) - Term Ends 2016*

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

*Indicates second term

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

Dr. Niemann convened the Provost's Opportunity Analysis Committee 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.

Key points, comparison of student and faculty diversity (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 (p.23) include the following:

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		

Key point, salary discrepancy by gender (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.

Committee on the Status of Women: Progress, Goals and Recommendations

March 18, 2014

Key point, teaching load (p.51):

- In 2006, newly hired female Assistant Professors generated approximately twice the semester credit hours compared to their male counterparts.

Key point, administrative positions (p.57):

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

Climate Survey (2012-13)

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

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.

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

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 equality issues.

Data requested but 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

Committee on the Status of Women: Progress, Goals and Recommendations

March 18, 2014

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. 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 committee 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

- We have 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 seriously 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 we suspect 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).

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

Committee on the Status of Women: Progress, Goals and Recommendations

March 18, 2014

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.

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		

Committee on the Status of Women: Progress and Recommendations

April 22, 2014

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

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.

Committee on the Status of Women: Progress and Recommendations

April 22, 2014

Key points. Compared to men faculty, women faculty:

- Are less satisfied with their hiring process.
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 - 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>)

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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.

Committee on the Status of Women: Progress and Recommendations

April 22, 2014

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

**Ameliorating Gender-Based Inequities at UNT:
Priority Recommendations for 2014-2015**
Faculty Senate Committee on the Status of Women May 14, 2014

This document from the UNT Faculty-Senate Committee on the Status of Women (CSW) is submitted in response to request from the Provost's office to prioritize recommendations for ameliorating gender-based inequities. Our initial list of recommendations was discussed at meetings held by the Provost and other key administrators with the CSW on March 18, 2014, and again with the CSW Co-chairs on April 24, 2014. Recommendations were categorized under (1) Salary (2) Resources such as Teaching/Space/Work Assistance (3) Hiring & Promotion, (4) Work-Life Balance, and (5) Climate.

The CSW is unanimous in recommending that action be taken immediately in all five categories. Within each category, the top priorities are described. The CSW recommends that the actions described below be implemented for the academic year 2014-2015 and that the results be considered in future planning. In brief, our requests concern salary equity, data on resources and responsibilities, equity training, and facilitation of progress on work-life issues such as daycare. It is important to achieve equity in the areas of teaching, service, and resource allocations, but first we need data to identify areas that warrant the most attention. We request that these data be made available as soon as possible. Finally, we recommend that a Gender Equity Advisor be appointed and given the resources to effectively monitor, oversee and coordinate these and other activities in service of gender equity.

Although women are underrepresented on the faculty at UNT (and apparently to a greater extent than in most universities), we constitute about one-third of the faculty. We believe that UNT will benefit by maximizing fairness in the distribution of opportunity and reward.

I. Salary

Salary continues to be the issue of highest importance. Salary is the most fundamental quantitative recognition of faculty's importance to the mission of UNT. The CSW is dissatisfied with the Provost's current offer to ensure equity for the 10 most recently hired women faculty and for subsequent hires. If there are additional resources for incoming faculty, equitable treatment should also be distributed to faculty who have served and continue to serve UNT.

A. Remediation

According to data available to the CSW for their report of 3/18/14, women faculty 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 the CSW using data from the Provost's office. For the 275 women faculty, the total was \$2,832,500. We recommend that a fund be established to correct gender inequity in salaries for the year 2014-2015, and that additional funds for back-pay be distributed within the next five years to compensate women faculty for each year of underpayment at UNT. In response to the Provost's statement that will be no money for salary increases in 2014-2015, our main concerns are

- (a) What assurance can be given that remediation will occur when funds become available?

(b) What does it mean that no funds are available? The AAUP's recent report "Losing Focus: The Annual Report on the Economic Status of the Profession, 2013-2014" extensively documents the remarkable increases in spending, hires, and salaries for administrators relative to faculty, and the "irrational exuberance" in spending for intercollegiate athletics, both of which have led to relative losses in funds for faculty and a loss of focus on academic excellence.

B. Data

(a) Salary data should be further evaluated to assess in more detail the magnitude of gender differences. Current salaries should be analyzed for each Department by (1) rank and number of years in rank, and (2) years beyond the PhD or equivalent in the field.

(b) Each Department Chair should prepare an annual report documenting gender differences in salary by rank, resources, teaching and service for faculty and lecturers within their department, along with plans to remediate inequities.

C. Raises in Response to Negotiations and Competing Offers

Salary raises should be determined by merit, not by personal negotiations. The current *modus operandi* stands to discriminate against women and others who may be less inclined to ask for and negotiate raises, perhaps particularly with male administrators. Just as students should receive the grades they earn rather than the grades they can negotiate, faculty should receive the salaries they earn rather than the salaries they can negotiate.

(a) Chairs should scrutinize salaries for fairness, taking into account resources, responsibilities, quality, productivity, and market value. The Chair should meet at least once per year with each faculty member to discuss these issues. Appropriate adjustments should be recommended and implemented insofar as is feasible.

(b) The idea that it is necessary to solicit competing outside offers in order to obtain market-value salary is abhorrent and counter-productive for the institutions and personnel involved. Nevertheless, when such situations arise, they should trigger a review of comparable faculty including those who are not pursuing outside offers, to determine whether raises and additional resources are warranted for other faculty at that level.

D. Lecturers and Librarians

Lecturers and librarians should be included in the data analyses and in the applicable recommendations documented here. The increasing number of lecturers has a growing impact on education at UNT. Librarians have roles that are similar to faculty in other disciplines.

II. Responsibilities and Resources

Research productivity is dependent on responsibilities and resources. Time spent on teaching and service is time unavailable for research. Resources that directly promote research productivity include facilities (equipment, supplies, space), staff assistance, Teaching and Research Assistants, and (in some departments) technicians and postdoctoral researchers. The allocation of responsibilities and resources must be considered when evaluating whether salaries are commensurate with "productivity," which has

generally been taken to mean research productivity. The CSW urges UNT to give meaningful regard to quality teaching and service, which are at the heart of UNT's mission but in fact are undercompensated and underappreciated. We suspect that teaching and service responsibilities are disproportionately undertaken by women, but data analysis by gender is needed.

A. Responsibilities

(a) Teaching. Yearly semester credit hours per faculty member per department, should be analyzed over the most recent 3-year window. In addition, we request data on the gender distribution of faculty mentors for the students who have won scholarships and other honors, as this represents quality, time-consuming teaching that brings invaluable recognition to UNT.

(b) Service. Each faculty member should include in their next PAC annual update the estimated average hours per week and the total number of hours in the 3-year window, for each service activity they list. The total number of hours of service for each faculty member shall be included in the Chairs' annual equity evaluation.

B. Resources

Included in each Chair's annual equity report should be a spreadsheet of resources allocated to each faculty member, including:

- (a) Start-up funds translated in current dollars, and date(s) of start-up allocations
- (b) The current year's funds provided by UNT for research, travel, graduate Assistantships, staff and postdoctoral salaries
- (c) Current allocations of space and facilities

III. Hiring and Promotion

Women earn over half of the PhD degrees granted nationally, but they constitute only one-third of UNT's faculty, and UNT lags behind other universities in the percentage of women faculty. To ensure that UNT hires the best faculty, all faculty searches should be open and fair. We recommend the following:

A. Training. All search committee members and department Chairs should receive online training and earn certification in how to conduct an equitable search.

B. Assurance. All search committee members should be interviewed by E&D/OEO during the search process and again before an offer is made, so that concerns can be documented and addressed.

C. Analysis. A study should be undertaken to determine why recent faculty hires, especially cluster hires, were predominantly men and why there was a scarcity of women applicants. This study should shed light on how to improve fairness in future hires.

D. Retention. Beyond hiring the best faculty, retaining the best faculty is crucial. To understand failures in retention, more information is needed. We recommend that Human Resources conduct an interview with each individual who leaves the UNT faculty (for whatever reason), and that the interview be conducted 6 months after departure.

IV. Work-Life Balance

Although women may shoulder most of the responsibility for caregiving, work-life balance is a community issue. Provisions for family responsibilities to coexist with successful academic performance should greatly improve UNT's ability to hire and retain women (and hopefully, men).

A. Accessible, quality on-campus daycare is a major need. We recommend facilitating ongoing evaluation of options and progression toward this goal.

B. A just faculty leave policy should be in place for maternity, infant care, and family emergencies/illnesses. Extension of the tenure clock for primary caregivers in such instances should be available automatically ("opt out" rather than "opt in"). Recommendations by a faculty policy committee should be considered and implemented as soon as possible.

V. Climate

Gender biases can be subtle and not readily recognized, but can also be pervasive and insidious. We experience and hear of ongoing instances of gender discrimination that interfere with faculty well-being and productivity. As numerous and disheartening as the anecdotal examples are, we think that education and awareness can lead to real progress, and we are hopeful that the next Climate Survey will reflect improvements in this area.

A. Individual Training. Online training should be required for all faculty, staff, and administrators, for equitable treatment of colleagues and students in and out of the classroom. It is likely that everyone can benefit from equity training.

B. Community Programs. UNT should host programs 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.

VI. Gender Equity Advisor

In order to accomplish the substantial amount and diversity of work that needs to be done, we recommend the appointment of a Gender Equity Advisor, along the lines described by Monroe et al. (April 2014, *Gender Equality in the Ivory Tower, and How Best to Achieve It*, *PS: Political Science & Politics* 47(2): 418-26). This Advisor should have the resources to effectively implement, coordinate and monitor actions such as those recommended here, to help UNT become a leader in gender equity.

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 (AEAH)

Group II: Laura McKinnon (LIBR)

Group III: Anne Shepler (MATH)

Group IV: Sudha Arlikatti (PADM)

Group V: Allison McLeod (ACCT)

Group VI: Cynthia Chandler (CHE)

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

Committee on the Status of Women: Progress and Recommendations

April 22, 2014

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.

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