

Faculty Senate Committee on the Status of Women (CSW)

Co-Chairs Rebecca Dickstein & Jannon Fuchs

Presentation for the Women's Faculty Network, Oct. 17, 2014

**Ameliorating Gender-
Based Inequities at UNT:
Priority Recommendations for
2014-2015**

Faculty Senate Committee on the
Status of Women
Submitted May 14, 2014

I. Salary

- Fundamental, quantitative recognition of faculty importance to UNT's mission
- **Women underpaid by \$10,300/yr at UNT, 2010**
- **275 X \$10,300 = \$2,832,500 for 2014-2015**
- **Plus back pay**
- Analysis of new data
- Negotiations and competing offers

no \$



AAUP's "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.**"*

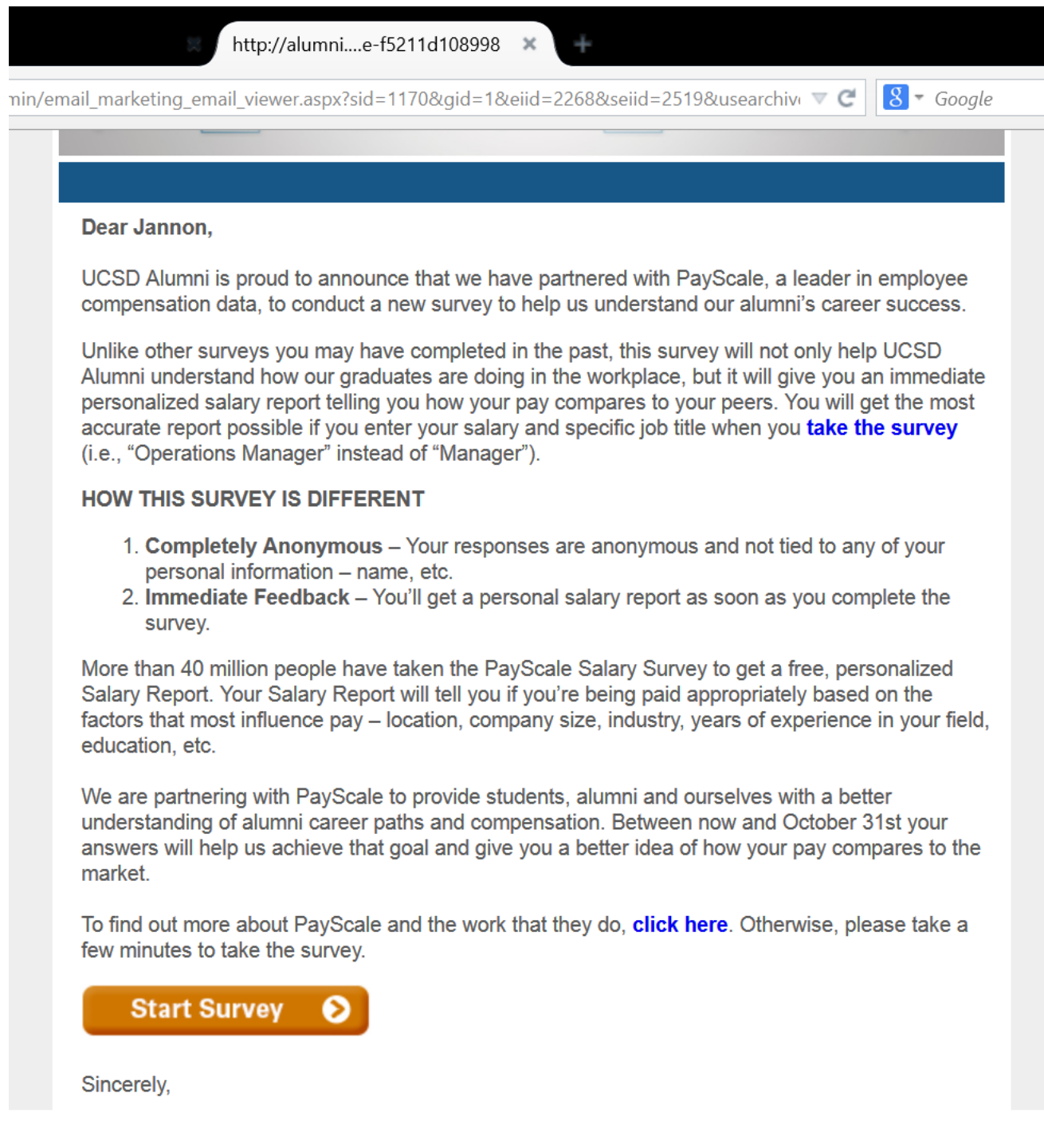
\$10,000 X 390
X 20 yr =



Women faculty should be paid for what they

- **did earn**
- and
- **are earning**

Continued failure to meet that goal represents ongoing discrimination and disregard for the contributions of women to UNT's mission.



On gender differences in salary: *Until we have [quantitative] answers, we are not likely to succeed in eliminating gender pay inequities.*

- ***Differences in salary are real and have a cumulative impact.***
- *The study process must be open and involve faculty in a meaningful way.*
- *The study should be repeated every 3-5 years.*

As long as salaries are determined primarily by private individual negotiation or administrative discretion, inequities will reemerge.

*The fact is that a finding of salary disadvantage for women means that all women faculty members are earning less than they should be, because they are women. Yet remedies for inequity are often underfunded, focus only on “fixing the **worst cases**,” or require individual faculty members to **negotiate** individual resolutions within the inequitable structure that failed them in the first place. This type of **piecemeal approach is one reason why we have made so little progress in the last four decades toward overall salary equity**. It does not address the underlying problem. It belies the oft-heard contention that “things are getting better; it’s just a matter of time.”*

J. Curtis, AAUP 2013

*The rich array of talents and skills of faculty (as well as students) emerge when individuals are appreciated for their unique abilities and knowledge. Everyone is a valuable player of Team Academe. **Perhaps the best solution is to create an entirely new field and a new game where all members of the faculty feel welcome. Until that time, truly leveling the playing field is an academic imperative.** Cress & Hart (2009)*

Responsibilities

Resources

- **Creative and scholarly activity/research productivity require time and other resources**

Data needed:

A. Responsibilities

- Teaching
- Service

B. Resources

- Start-up funds, allocations
- Staff assistance
- Space, facilities

III. Hiring & Promotion

- A. Training equity
- B. Assurance interview search committee
- C. Analysis cluster hires
- D. Retention exit interviews

IV. Work-Life Balance

A. Daycare

- on-campus
- quality
- accessible

B. Leave policy

- maternity, infant care, family illness
- tenure clock, opt in

Attract and retain the best.

V. Climate

A. Individual training

B. Community programs



VI. Gender Equity Advisor

An individual with the resources to effectively implement, coordinate and monitor actions such as those recommended here, to help UNT become a leader in gender equity

Full report

The screenshot shows the Faculty Senate website with a green header and navigation bar. The main content area is white. On the left, there is a 'Getting Around' menu with a red arrow pointing to 'Standing Committees'. On the right, there is a 'Standing Committees' section with a list of links. A red arrow points to the link 'Committee on the Status of Women'.

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Faculty Senate

A green light to greatness.

MISSION STATEMENT CHARTER BYLAWS PROCEDURES MANUAL SETE AWARDS WORKPLACE EVALUA

Getting Around

- Senate Officers
- Executive Committee Members
- Senators
- Voting Groups
- Faculty Senate Meetings
- Faculty Elected Committees
- Standing Committees
- Administrative Committees
- Archives
- President's Office
- Provost's Office

Next Senate Meeting:

[Home](#)

Standing Committees

Click on the Committee link for a list of current members and charges.

- [Academic Affairs Committee](#)
- [Ad Hoc Charter Review Committee](#)
- [Committee on Benefits](#)
- [Committee on Committees](#)
- [Committee on Evaluation of University Administrators](#)
- [Committee on Faculty Participation in Governance](#)
- [Committee on Research Misconduct](#)
- [Committee on the Status of Women](#)

Faculty senate website: <https://faculty senate.unt.edu/>

Click on Standing Committees on the left side of page

Full report

Scroll to the bottom of
the page

Will also see other
reports from CSW

Department RPTC, Chair, or College levels.

- 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.

Committee Reports:

[Committee on the Status of Women: Priority Recommendations for 2014-2015](#)

[Opportunity Analysis Committee Report, April 22, 2014](#)

[Committee on the Status of Women: Progress and Recommendations, April, 2014](#)

[Committee on the Status of Women Report of Activities 2013-2014](#)

[Committee on the Status of Women Report of Activities 2012-2013](#)

[Executive Summary: Moving UNT Women Faculty Forward Report, January 10, 2011](#)

[Report from the Faculty Senate Committee on the Status of Women, November, 2011](#)

[The 2007-2008 Exit Interview Survey Responses](#)

[2000-2001 UNT Task Force on the Retention of Women Faculty](#)



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For 2014-5, CSW focus to be on: Salary and Resources

- Salary equity – UNT has the data – increase women faculty's pay NOW!
- Anecdotally, women faculty have fewer resources than men faculty – we AGAIN REQUEST the data
- Equity in resources essential