

**Status of Women Committee  
Annual Report, 2005**

**Members:**

<u>Name</u>	<u>School/Department</u>	<u>Term</u>
Susan Lord –Chair	Pathology and Laboratory Medicine	2007
Keith Muller	Biostatistics	2006
Beth Holmgren	Slavic Languages	2007

**Committee Charge:** “The committee addresses ongoing concerns of women faculty members, identifies obstacles to achievement and maintenance of equality in the representation and status of women on the faculty, and proposes steps for overcoming these obstacles.”(Faculty Code, Section 4-22)

**Meeting Dates:** October 29, 2004 and April 8, 2005

**Report of Activities:**

Two major items continued to be of interest to the Committee on the Status of Women: improvement of faculty benefits and responses to the salary equity study.

In response to the Provost’s substantive change in Faculty short-term disability and parental leave policy, the Committee sent a letter to the editor at the University Gazette and the Daily Tar Heel to strongly commend Provost Shelton for the significant strengthening of the University’s policy on serious illness, major disability and parental leave for faculty and administrators. This policy went into effect in the fall semester, 2004. We believe that there will be marked improvement in our ability to recruit and retain outstanding faculty as a result of this important change.

In response to the Faculty Council salary equity resolution adopted February 7, 2003, the Deans and Center Directors submitted in their 2004 annual reports specific data relevant the unit’s efforts to achieve gender equity. The reports were obtained by the Office of the Provost in early 2005. The reports were provided to this Committee by Judith Wegner. We reviewed these documents prior to our April meeting, when we thoroughly discussed the responses. We found the responses were quite variable and not what the members had expected. The members agreed that Etta Pisano, as Chair of the Committee, would communicate with Provost Shelton and Judith Wegner, the Chair of the Faculty, to let them know these reports did not contain the information we wished to obtain. We suggested that Lynn Williford help design of a form and a mechanism to obtain the desired information in the annual reports from the appropriate units. Etta was also asked to share the Committee’s impressions with the Chancellor’s advisory committee at their next meeting. Subsequent to the Committee’s April meeting, Etta and Keith Muller met with Associate Provost Stephen Allred to discuss this first report from the academic units on the salary equity resolution. Their comments and suggestions were well-received and a plan was organized to work with Dr. Williford to prepare the needed mechanisms in time for

implementation in February 2006. Keith Muller has met again with Stephen Allred and Lynn Williford and was encouraged by their proposals.

The Committee also decided to assist in organizing an event on women in science, a concern that remains timely in light of comments made by President Summers at Harvard University. Susan Lord agreed to represent this Committee, along with representatives from three other women's groups on campus, the Women's Center, the Association of Women Faculty and Professionals, and the Association for Professional Women in the Medical School, to organize events about women in science during the coming academic year. An ongoing effort on campus directly addresses issues relevant to women in academic science. Laurie McNeil, Professor and Chair of the Department of Physics, is leading an effort to obtain funds from the National Science Foundation to support an ADVANCE program at UNC-Chapel Hill. The goal of this program is to increase the representation and advancement of women in academic science and engineering careers, thereby contributing to the development of a more diverse science and engineering workforce. Support through this program will enable implementation of substantive strategies to address ongoing concerns of women faculty members in the science departments that are supported by the National Science Foundation.