

Status of Women Committee

Annual Report

March 22, 2002

Members: Jean Goeppinger (School of Nursing), Gail E. Henderson (Social Medicine), Daniel K. Nelson (Social Medicine) *Terms end 2003*
Virginia Dickie (Allied Health Sciences), Annegret Fauser (Music), Julie Fishell (Dramatic Art), Glenn George (School of Law), Thomas Whitmore (Geography) *Terms end 2004*
Gregory Kable (Dramatic Art), Margaret Lanchantin (Exercise and Sport Science), Etta Pisano (School of Medicine-Radiology and Biomedical Engineering) *Terms end 2005*

Meeting Dates: October 26, 2001; December 7, 2001; January 18, 2002; April 12, 2002 (upcoming)

Report Prepared by: Jean Goeppinger, Chair. This Report covers work accomplished since the January 9, 2001 Report and has been reviewed by Committee members.

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)

Report of Activities:

Spring Semester, 2001

The Committee conducted a broad review of equity issues in hiring, retention, salary and rewards, and advancement. We utilized data from the Office of Institutional Research (Lynn Williford, Director). The data consisted largely of descriptive displays, tables and charts. We learned that 35% of all faculty, including both tenure track and fixed-term faculty, are women; 28% of all tenured/tenure track faculty in Academic Affairs are women; and 26% of all tenured/tenure track faculty in Health Affairs are women.

We identified several themes related to gender equity in our discussion. Although apparent differences have not been examined statistically, the themes are presented below for your consideration.

1. Equity in Hiring – While 27% of all tenured/tenure track faculty are women, 39% of all Assistant Professors are women. There is, however, considerable departmental variation in both the percentages of women faculty overall and Assistant Professors. We compared the percentage of women Assistant Professors in each department to national data on the percentage of recent women PhDs in the relevant disciplines and concluded that some Academic Affairs departments have clearly drawn from the pool in recent hiring (e.g., Business School, History). Others seem not to have done so (Biology, Sociology). The

comparison was more complex for Health Affairs departments, given the multidisciplinary nature of faculty backgrounds.

2. Tenure Decisions – We assessed tenure decisions for cohorts hired between 1988-89 and 1994-95. While an equal percentage of men and women were granted tenure, there was some difference in the percentage of men and women who reach the tenure decision (39% of men vs. 33% of women). The same percentage of men and women (28%) resigned before tenure decisions; thus the difference probably lies in being denied reappointment or having the decision deferred. In addition, there is a difference of approximately six additional months in the time to tenure decision (women take more time than their male counterparts).
3. Advancement/ "Glass Ceiling" – While 22% of all professors at UNC-CH are women, only 14% of distinguished professors are women. The Bridges Program, which is evaluated highly, might facilitate the advancement of women faculty. We were unable to explore this possibility.
4. Salary and Rewards – The Committee found significant differences in salary by gender and rank across the Schools. However, our ability to analyze these data was limited, and consequently we strongly recommended a broad scope salary equity study. We also suggested that assessing rewards requires looking beyond base salary comparisons, and should include such components as bonuses, endowed chairs, access to positions with extra salary or other benefits (e.g., reduced course load, TA assistance), and nominations for prestigious national bodies such as the IOM and NSF.
5. Fixed Term vs. Tenured/Tenure Track – In addition to salary differentials by gender within tenured/tenure track positions, there are also salary differentials between tenured/tenure track and fixed term positions and between men and women in fixed term positions. Because a greater proportion of fixed term appointments are filled by women (particularly in Health Affairs), this exacerbates overall gender differences in salary across the University. Since faculty growth is occurring predominately in fixed-term ranks, we recommended that fixed-term faculty be included in any salary equity study.

Fall Semester, 2001

1. The Chair represented the Committee at a November 19, 2001 meeting with Chancellor Moeser, Steve Allred, Associate Provost for Academic Initiatives, and representatives of other constituencies interested in the status of women at the University: Employee Forum, Association of Women Faculty and Professionals, Student Government, Curriculum in Women's Studies, Carolina Women's Center. This group is emerging as a forum where issues pertaining to women faculty, staff, and students can be explored with the Chancellor and his staff. A key initiative, the university-wide salary equity study, gained momentum here. In addition, the forum is leading to greater cooperation, for instance, in the salary equity study and the development of a Resource Packet for new women faculty.
2. We worked to explore hiring, retention, salary and benefits data more closely. We reviewed materials compiled by the Office of Institutional Research. (The data are available on request.) The data consisted largely of descriptive displays, tables and charts, and included factors related to gender differences in hiring and retention. Key "findings" from our discussion included:

- The total percentage of female New Hires (Academic and Health Affairs) between 1985-2001 ranged from a low of 22% in 1996 to a high of 44% in 1998, and included a drop to 28% in 2001. There seemed to be no trend regarding gender.
 - Between 1973 and 2001 there was an overall upward trend in the percentage of tenured/tenure track women, all ranks, from a low of 12% (1973) to a high of 27% (2001). That is, over 30 years the University's tenured/tenure-track female faculty increased by 15%.
 - For Assistant Professors, the percentage increased from 20% (1973) to 41% (1990) but then declined to 36% in 2001.
 - These temporal trends may be related to pressure to improve female representation in faculty ranks in the 1980s.
 - The total percentages of tenured/tenure track women and percentages by rank in 2001 were slightly lower in Health Affairs (without Nursing) than in Academic Affairs, 24% vs. 27%.
 - New women Assistant Professor hires were again compared to data on doctoral recipients in US by discipline. Some UNC-CH departments stand out because the percentage of women faculty is low or zero, while the number of graduates with doctoral degrees is substantially higher. For example, about 30% of new PhDs in Geology, Philosophy and Statistics are women, but the percentage of women in those departments at UNC-CH is low or zero.
 - Women represent a much larger percentage of Fixed Term appointments than in Tenured/Tenure Track positions. This is true across Academic and Health Affairs. This finding is qualified by the difficulty in defining Fixed Term consistently across all University units. The Committee recommended the salary equity study be restricted to those Fixed Term faculty appointees with 70% FTE or greater.
3. We have also worked to mount a University-wide equity study. (This will not include the broader issue of "treatment equity" but be restricted to salary equity.) At the Chancellor's request (and subsequent to the 11-19-01 meeting), Bernadette Gray-Little (Executive Associate Provost) assumed responsibility for coordinating the effort. We have collaborated with Provost Gray-Little, Lynn Williford, Director, Office of Institutional Research, and other stakeholders in orchestrating a broad multivariate study of salary equity. The sample will include both Academic and Health Affairs faculty and all schools in Health Affairs, as well as faculty with tenured/tenure track and fixed-term titles. Data will be reported by minimal feasible unit (for statistical reasons and for protection of anonymity).

The general questions the study will address are: 1) What are the differences in average salary by gender and by race for each of the units? 2) After taking service and status variables into account, are gender and race differences in salary significant? Specific questions to guide more detailed analyses have been submitted by this Committee and other groups to both Provost Grey-Little and Director Williford.

The dependent variable will be the 2001-02 annual base salary from UNC-CH as of September 30, 2001. This figure will not include summer income for 9 month faculty,

one-time payments, overload payments, and other temporary forms of compensation. Faculty in both Academic and Health Affairs will be included, as will Tenured/Tenure Track and Fixed-Term faculty. The salaries of 12 month faculty in Academic Affairs will be converted to nine month equivalent salaries. In the Schools of Medicine and Dentistry, additional data will be included on forms of compensation other than base salary, such as bonuses and clinical income.

Work In Progress, 2002

1. We are developing a web page for new women faculty, with the Carolina Women's Center, that will provide women with streamlined access to useful information.
2. We will meet with Lynn Williford on April 12 to assist in data interpretation and analysis of the salary equity study, and to begin plans for follow-up of any problem areas identified. She expects to deliver a written report of the study results to Provost Shelton by the end of Spring Semester, 2002.