

**Status of Women Committee
Annual Report
December 10, 2004**

Members:

Name	School/Department	Term
Etta Pisano –Chair	Radiology & Biomedical Engineering	2005
Keith Muller	Biostatistics	2006
Margaret Lanchantin	Exercise & Sport Science	2005
Peter Rock	Anesthesiology	2005
Susan Lord	Pathology and Laboratory Medicine	2007

Meeting Dates: October 1, 2003, November 24, 2003, February 23, 2004, May 6, 2004

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:

There have been two major items of interest to the Committee on the Status of Women over the last year, namely the follow-up by the campus on the salary equity study and the faculty council’s resolution on the matter and improvement of faculty benefits.

The first reports from the deans and center directors in response to the Faculty Council salary equity resolution will be obtained by the Office of the Provost in January or February 2005. These reports will be reviewed by the Committee on the Status of Women shortly thereafter.

The Committee heard from experts in the University Benefits office regarding how university benefits compare to comparable institutions both in the Southeast and nationwide and learned that many of our benefits, particularly regarding health insurance are not really comparable to our competitors. The committee has identified this as a substantive concern of the faculty, both men and women, and is working with the Chair of the Faculty to develop options that might improve UNC faculty benefits. The Provost’s recent change in Faculty short-term disability and parental leave policy occurred partially as a result of those efforts. The Committee is quite appreciative to the Administration for the substantial improvement in that policy. We believe that there will be marked improvement in our ability to recruit and retain outstanding faculty as a result of this important change.

The Committee, in conjunction with the Carolina Women's Center, hosted a series of conversations with the Provost with women faculty from all schools and administrative units. These were quite useful to both the Provost and the Faculty involved and uncovered many common themes for women faculty across all units at the University.

The Committee, in conjunction with the Carolina Women's Center, has recently received funding from the Provost to embark on a project to develop an on line resource for faculty that will help faculty to thrive in their academic careers. Topics that will be included are promotion, tenure, mentoring, leave policies and similar topics.