

Committee Members:

Margot Stein, Chair (Sch Dentistry)
Sarah Birken (Sch Pub Hlth)
Bernie Burk (Sch Law)
Ana Felix (Sch Medicine)
Jennifer Lawson (Arts & Sciences)
Jill Moore (Sch Govt)
Christine Stachowicz (Libraries)
Jane Thraikill (Arts & Sciences)
Brent Wissick (Arts & Sciences)

Anne Whisnant (Faculty Governance, supporting the 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, 4-22)

Report of Activities: For the 2014-2015 academic year, the committee pursued several projects related to the retention of women faculty and their ascension to leadership positions. The committee, in order to effectively and efficiently bring these projects to fruition, collaborated closely with the Faculty Welfare Committee, the Faculty Committee on Community and Diversity, and the Carolina Women’s Center. One outcome of this collaboration is that the committee is undertaking research into the structure and potential feasibility of part-time tenure track positions.

The Committee reviewed its previous actions, reports, and resolutions, including the follow through on those actions. It also followed up on its 2012-2013 Report on the status of women in leadership positions. This report resulted in Faculty Council Resolution 2013-09 presented in April 2014, which requests the Provost *“to monitor the distribution of women compared to men in leadership positions, including tenure status, academic rank, and any other data deemed pertinent by the Provost and Dean as part of the five-year review of academic deans. When discrepancies in leadership positions held by women are identified, the Provost is required to direct the dean under review to develop an action plan and timeline to remedy the situation, and to report progress in implementing the plan at least annually.”* We will be working with the Provost to implement monitoring in the 2015-2016 academic year.

The second project focused on gathering some of the “low hanging fruit” that support the retention and promotion of women faculty by meeting some of the family needs that may compete with achievement in academia. This project involves creating and disseminating “Tool Kits” that present specific policies and procedures directing affecting women faculty in two domains: 1) the availability, accessibility, and quality of lactation spaces on the UNC campus; and 2) faculty family leave policies. These Tool Kits are designed for the use of faculty member, deans, chairs, supervisors, etc. Collaboration with the Carolina Women’s Center through Clare Counihan, Program Coordinator for Faculty and Staff, has been an indispensable part of this effort. Once these Tool Kits have been assembled, the committee will seek guidance on ways to ensure their effective dissemination and consistent use, as well as how to evaluate the outcomes of these initiatives.