



STUDENT GOVERNMENT

THE UNIVERSITY OF TEXAS AT AUSTIN

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AR 13 In Support of Gender Equity

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Section 1: Introduction

WHEREAS the Final Report of the Gender Equity Task Force found significant underrepresentation of female faculty at the University of Texas at Austin as compared to peer institutions nationwide,

WHEREAS the study concluded that an atmosphere of discrimination in the University faculty system affects growth opportunities, work climate, and internal leadership,

WHEREAS the pursuit of gender equity is consonant with the University's commitment to the values of diversity, individual opportunity, and learning²,

WHEREAS the presence of a diverse and representative faculty in all fields is important to the promotion of learning and opportunity for all students²,

Section 2: Faculty Growth Opportunities

WHEREAS 36% of women hired as assistant professors in 1997 were promoted to associate professors by the 7th year, 56% of such men were promoted,

WHEREAS in the process of attaining tenure, there was a greater loss of female faculty than male faculty,

WHEREAS women who are awarded tenure status tend to obtain it later than comparable male faculty members,

WHEREAS female professors earned on average \$9,028 less than their male colleagues at the full professor level,

WHEREAS male professor starting salaries are on average \$12,229 higher than their female counterparts,

WHEREAS women hold only 9% of the endowed chair positions at The University of Texas at Austin,

Section 3: Work Climate Issues

WHEREAS To earn the same academic legitimacy as their male counterparts, senior female faculty members feel that they have to work much harder, especially in the fields of physical sciences, social sciences, and humanities,

WHEREAS women report concern over whether use of the family friendly policies such as university childcare would hurt their chances of promotion,

WHEREAS The University of Texas at Austin does not currently offer domestic partner benefits, paid childbirth leave, a formal dual-career support program, and eldercare support resources unlike a majority of the 12 peer institutions,

WHEREAS most faculty at the University are unsure about what family-friendly policies and programs are available to them here,

Section 4: Governance Issues

WHEREAS only 20% of women are department chairs university wide, and only 13% are department chairs in the three largest colleges. Department chairs are essential in developing hiring, salary and promotion decisions and in providing discretionary resources,

WHEREAS the University has few senior women faculty members. Senior faculty members are influential in mentoring professors and students, recruiting new faculty members, and fostering a climate that is supporting and productive,

WHEREAS Research suggests that senior women at the University are "more isolated, less rewarded, and receive fewer leadership opportunities"¹ in comparison with male faculty,

THEREFORE BE IT RESOLVED that the Student Government of the University of Texas at Austin supports the University's commitment to becoming a leader in the area of faculty gender equity in order to advance its goal of becoming the leading public research university in the nation²,

BE IT FURTHER RESOLVED that the Student Government of the University of Texas at Austin supports a commitment to a 5-10 year plan to greatly reduce or eliminate gender inequality in the areas of hiring, promotion, salaries, and governance,

BE IT FURTHER RESOLVED to improve upon faculty growth opportunities, that the Student Government of the University of Texas at Austin supports a best practice model for awarding salary raises or endowed chair positions,

BE IT FURTHER RESOLVED to improve and sustain faculty growth opportunities, the Student Government of the University of Texas at Austin supports oversight by the Dean and department chairs of colleges over these procedures,

BE IT FURTHER RESOLVED to improve upon work climate issues, the Student Government of the University of Texas at Austin encourages raising awareness of family friendly policies and assuring female faculty members of the acceptance of the use of these policies,

BE IT FURTHER RESOLVED, to improve upon female representation in key leadership roles, the Student Government of the University of Texas at Austin supports the creation of a women's leadership program to mentor new administrators,

BE IT FURTHER RESOLVED the Student Government of the University of Texas at Austin supports setting specific goals and objectives to attain gender equity not only for the university as a whole but also for each individual college or department,

BE IT FURTHER RESOLVED a copy of this resolution be sent to the Office of the President, Office of the Executive Vice President and Provost, The Faculty Council, and The Gender Equity Task Force Committee,

Footnotes and Citations

¹<http://www.utexas.edu/provost/research/FinalReportoftheGende.pdf>

² Professor Gretchen Ritter