

Plans for new subcommittee
“Gender Discrimination Initiatives”

The objective of this committee is to ensure that faculty are treated equitably by gender in several areas of University activities, including recruitment, hiring, allocation of leadership responsibilities, compensation, and promotion. In addition to the main campus, we plan to also extend these policies to the regional campuses. As the Provost’s office has examined salary differentials in the lower campus, we hope to work with the Provost’s office to identify salary differentials between men and women faculty in upper campus.

We hope to work closely with the provost’s office to develop a universal template to be used in each Department that will have descriptive procedures for appointing, compensating, and evaluating Deans and Department Chairs. The template will incorporate features that make the opportunity for administrative appointment equally available to both women and men and should include input from faculty on administrative performance.

We will assemble a committee of faculty, staff, post-docs and students across the campuses to discuss the gender equity issues. This will be a focused group committed to generating a solid plan to address the salary differentials, develop seminars and workshops that will give faculty across the campus the opportunity to develop leadership skills, and pursue improved child- and dependent-care. We will also continue to monitor the University child development center, childcare issues, and sexual harassment policies and procedures.

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