

1 October 8, 2009  
2 **S.R. 606**

3  
4 **Title: In Support of Current and Continued Efforts to Increase Gender**  
5 **Equity**

6  
7 **WHEREAS,** The Gender Equity Task Force’s 2007 Report expresses a clear need for a  
8 plan to remove obstacles and promote fairness regarding “faculty gender  
9 inequity—specifically with respect to hiring, promotion, salaries and  
10 governance”<sup>1</sup>; and

11  
12 **WHEREAS,** Gender equity is defined as providing fair opportunities for men and  
13 women in the hiring process and in the culture of the workforce; and

14  
15 **WHEREAS,** The Gender Equity Report states that the American Association of  
16 University Professors found that the University of Texas hires  
17 significantly fewer women as faculty, ranking 11<sup>th</sup> out of 12 peer  
18 institutions,<sup>2</sup> with women representing 36.3% of the faculty<sup>3</sup> and 22% in  
19 each of the three largest colleges<sup>4</sup> and consequently, a lower percentage of  
20 tenured and tenured-track faculty at the University; and<sup>5</sup>

21  
22 **WHEREAS,** The percentage of women in high administrative positions also reflects a  
23 significant gender disparity in leadership roles, with more than 80% of  
24 tenured and tenured-track professors reporting to male chairs<sup>6</sup>; and

25  
26 **WHEREAS,** Women represent 20% of the total department chairs<sup>7</sup>, only 13% within  
27 the three largest colleges<sup>8</sup>, who possess a unique opportunity to make  
28 decisions in regards to salary raises; and<sup>5</sup>

29  
30 **WHEREAS,** The Gender Equity Task Force found that female faculty members, on  
31 average, earn almost \$20,000 less than men and that starting salaries are  
32 \$12,229 higher for male professors than female professors<sup>9</sup>; and<sup>5</sup>

33

<sup>1</sup> Final Report of the Gender Equity Task Force (GER), Gretchen Ritter and J. Strother Moore, p. 5

<sup>2</sup> GER, p. 1

<sup>3</sup> Statistical Handbook

<sup>4</sup> GER, p. 11

<sup>5</sup> See attached appendix.

<sup>6</sup> GER, p. 49

<sup>7</sup> GER, p. 48

<sup>8</sup> College of Liberal Arts, College of Natural Sciences, Cockrell School of Engineering

<sup>9</sup> GER, p. 2

34 **WHEREAS,** These salary disparities cause women professors to feel isolated and  
35 reflect the fact that women receive less recognition for their professional  
36 achievements, thus making the University less appealing to female  
37 professors in the hiring process<sup>10</sup>; and  
38  
39 **WHEREAS,** “If we “recruit faculty from all sectors of the population, [it] allows us to  
40 draw on a broader pool of talent in building academic excellence,”<sup>9</sup> which  
41 increases the competitiveness of the University and enhances the value of  
42 our degrees; and  
43  
44 **WHEREAS,** "Promoting gender equity is central to the university's mission of  
45 becoming the nation's leading public university"<sup>11</sup>; and  
46  
47 **WHEREAS,** Several colleges have already begun working towards a more diverse and  
48 gender equitable faculty, among which are the Cockrell School of  
49 Engineering, Jackson School of Geosciences and the College of Liberal  
50 Arts, who have made gender equity a priority for their college; and  
51  
52 **WHEREAS,** President Powers and the Task Force Report outlined a 5 - 10 year period  
53 for change, and The College of Liberal Arts hired 49 new professors, 22 of  
54 whom are female, as tenured or tenure-track professors in 2009-2010<sup>12</sup>,  
55 significantly ahead of the projected schedule; and  
56  
57 **WHEREAS,** The College of Liberal Arts has created the Office of Special Projects with  
58 the position of associate dean to focus on gender inequities and to cultivate  
59 an environment where women professors will feel less isolated; and  
60  
61 **WHEREAS,** Jackson School of Geosciences and Cockrell School of Engineering in  
62 addition to many other colleges have made efforts to ensure women are  
63 not discriminated against in their colleges and in the hiring process; and  
64  
65 **WHEREAS,** These colleges’ efforts “serve as a model for the rest of the university”<sup>13</sup>;  
66 now, therefore be it  
67  
68 **RESOLVED,** That the Senate of College Councils applauds the College of Liberal Arts,  
69 Jackson School of Geosciences and Cockrell School of Engineering on  
70 their efforts to overcome obstacles of gender inequity; and be it further  
71  
72 **RESOLVED,** That the Senate of College Councils encourages other colleges to strive for  
73 gender equity in their faculty and staff by doing what they deem

73

<sup>10</sup> GER, p. 3

<sup>11</sup> Gretchen Ritter, Nov 3 2008, “Gender Equity Task Force Report Recommends Creation Of Plan to Eliminate Faculty Gender Inequity” <[http://www.utexas.edu/news/2008/11/03/gender\\_equity/](http://www.utexas.edu/news/2008/11/03/gender_equity/)>

<sup>12</sup> Aug 12 2009, “Unprecedented Number of Female Faculty Hired”  
[http://www.utexas.edu/news/2009/08/12/female\\_faculty\\_hires/](http://www.utexas.edu/news/2009/08/12/female_faculty_hires/)

<sup>13</sup> Vice Provost Judith H. Langlois, Aug 12 2009, “Unprecedented Number of Female Faculty Hired”  
[http://www.utexas.edu/news/2009/08/12/female\\_faculty\\_hires/](http://www.utexas.edu/news/2009/08/12/female_faculty_hires/)

74 appropriate for the needs of their individual college, including if they may  
75 benefit from hiring more male faculty in their efforts towards gender  
76 equity; and be it further  
77

78 **RESOLVED,** That the Senate of College Councils promotes competitive salaries and  
79 equal compensation for female faculty members in order for them to have  
80 the same advantages as males and the means to stand out among their  
81 male colleagues; and be it further  
82

83 **RESOLVED,** That the Senate of College Councils endorses a system of compensation  
84 among the faculty of the University of Texas in which recognition is  
85 autonomously awarded and directly based on merits and in which the  
86 female subjects are provided with a pleasant cultural climate stressing the  
87 integration of women into the workplace; and be it further  
88

89 **RESOLVED,** That the Senate of College Councils will call on university administrators  
90 to act accordingly to the specific needs identified by these efforts; and be  
91 it further  
92

93 **RESOLVED,** That this Resolution be sent to Vice Provost Gretchen Ritter, Vice Provost  
94 Judith Langlois, Provost Steven Leslie, Associate Dean Raizen, Deputy to  
95 the President Dr. Roeckle, Dean Diehl, Dean Mosher, Dean Fenves and all  
96 other college deans.  
97

98 **Authors:** Carisa Nietzsche (Chair, Faculty Affairs Committee, Senate of College Councils)  
99 Sarah Swallow (Vice Chair, Faculty Affairs Committee, Senate of College Councils)  
100 Drew Finke (Policy Director, Senate of College Councils)  
101 Mariangela Arata (At-Large, Faculty Affairs Committee, Senate of College Councils)  
102 Brionne Griffin (At-Large, Faculty Affairs Committee, Senate of College Councils)  
103 Michael Morton (At-Large, Faculty Affairs Committee, Senate of College Councils)  
104 Mauro Silva (At-Large, Faculty Affairs Committee, Senate of College Councils)  
105 Sarah Sparks (At-Large, Faculty Affairs Committee, Senate of College Councils)  
106

107 **Sponsors:** Liberal Arts Council, Student Engineering Council, Undergraduate Geological  
108 Society