

## The Chancellor's Standing Committee on the Status of Women Annual Report 2016-2017

### Members:

Nicole Campione-Barr (Faculty Co-chair), Heather Hoffman (Staff Co-chair), Anne Alexander, Tina Bloom, Renee Jiji, Mark Milanick, Michael Urban (former Faculty Co-chair), Yong Volz, Kim Dude, Michelle Heck, Susan Lasley, Sherry Pollard, Polly Haun (MSA student representative), Brigid Marriott (GPC student representative), Ellen Eardley (Ex Officio), Noel English (Ex Officio), Laura Hacquard (Ex Officio), Krista Jennings (Ex Officio), and Leslie Palmer (Ex Officio)

### Charge:

The Chancellor's Standing Committee on the Status of Women (SWC) works to create an environment of equity, fairness, and justice for all women on campus—including all students, faculty and staff—respecting the diversity of women's experiences. We investigate the status of women at the University of Missouri and make policy recommendations to the Chancellor. We promote the advancement of women through education, communication, advocacy, support and activism.

### Meetings:

During the 2016-17 academic year, the SWC convened a total of 7 times: September 14, October 10, November 8, December 14, February 8, April 12, and May 10.

### Major accomplishments or highlights:

#### Salary Equity Study

- Much of the fall semester was spent hosting knowledgeable speakers and stakeholders, and sifting through the data and information we collected during the 2015-2016 academic year in response to the Salary Equity Study (conducted by Dr. Robert Toutkoushian from the University of Georgia) released in the fall of 2015. Our research and information gathering have led to the following recommendations (of which we note, several are already being implemented by the institution). These recommendations are to be submitted to the Chancellor and the Provost.
  - The intent of the study was to examine the differences in faculty salaries on the University of Missouri campus (excluding the Colleges of Law and Medicine) over the last five years and statistically determine to what extent racial or gender disparities systematically occur. The study concluded that three explanatory variables are largely contributing to the mean-level difference in faculty salaries by gender: **administrative experience, faculty rank, and research productivity** (as assessed by Academic Analytics scores). These findings support previous research indicating that variation in each of these factors is strongly correlated with gender on University campuses across the country (e.g., fewer women than men in administration, fewer women than men at Full Professor rank; [Cress & Hart, 2009](#); as well as the descriptive statistics presented in Toutkoushian's study). *Thus, we feel it is imperative that the institution pay particular*

***attention to closing the gender gap in these 3 areas to begin closing the mean-level gender (as well as racial) gap in faculty salaries.***

Specific Recommendations for Closing the Gender Gap on the MU Campus:

*1) The Chancellor of the University of Missouri should direct the Office of Institutional Research & Quality Improvement to re-administer the faculty equity study every five years to determine if MU is closing the gap in salaries by gender and ethnicity (this can now be accomplished in-house by Institutional Research & Quality Improvement according to Mardy Eimers). However, the methodology of future studies should be altered to include percentage of research effort in the statistical models. The percent of research effort for tenured and tenure-track faculty at our institution typically ranges anywhere from 40% to 100% (depending on a variety of factors such as grants, administrative appointments, etc.). It should be noted that the research productivity of a faculty member whose research effort is 100% should be expected to be significantly higher than a faculty member whose research effort is only 40% of their contracted time. While we recognize that this is a research-intensive institution, expectations for research productivity (and thus its impact on salary) should be commensurate with the expected percentage of time dedicated to research for each faculty member. Of particular concern is the possibility that female faculty members may be concentrated in lower research effort positions than male faculty members.*

*2) Deans and Chairs should be provided annual information regarding the salaries of faculty depicted in relation to years of experience and research productivity to allow administrators to investigate where there may be “outliers” in their specific units (e.g., a faculty woman and a faculty man in the same unit, with the same number of years’ experience and research productivity, where a substantial pay gap exists). Models for this have already been created by Kathy Felts (who is currently working with myVita) and most recently updated by Julie Kapp as faculty fellow to IR&QI (but her position has now come to a close). We encourage the administration to continue to work with IR&QI to ensure these reports are updated annually and the Provost should hold Deans and Chairs accountable for reviewing this information and, if discovered, corrected for financially (using equity funds).*

*3) The Chancellor of the University of Missouri should direct the Office of Institutional Research & Quality Improvement to expand the faculty equity survey to include NTT faculty, staff classifications, and Colleges that were not included in the original survey as well. The SWC has heard from several members of the Medical School that they feel that since they were excluded from the original study (due to inability to compare their ranking system to the remainder of the campus), a separate study of their division would be greatly appreciated. While we recognize that such undertakings would be difficult, according to recent surveys of the University community, the perception that*

salary inequity is still very present institution-wide is highly salient in our community members. Thus, studying whether such inequity actually exists in these other structures will be important to address.

4) *The Provost of the University of Missouri should direct IR&QI to develop a means of more accurately documenting service responsibilities within the myVita system.* As several studies have found, faculty women and faculty from underrepresented minorities often conduct the lion's share of service and mentoring responsibilities on campuses across the country (e.g., including departmental/institution committees, graduate student committees, mentoring & advising students; [Guarino & Borden, 2017](#)). Doing so is often at a cost to these faculty members' research productivity. This information was not included in the original salary equity study, mostly because there was no good internal data available. With the roll-out of the new myVita system, we now have the opportunity to request this data from faculty and investigate the division of service & mentoring labor at MU, as well as the impacts of such labor on other indicators important to the success (in terms of promotion, advancement in administration, and research productivity) of our faculty.

5) Finally, *the Provost of the University of Missouri should conduct a review of the practice of faculty counter-offers on campus.* The salary equity study was unable to investigate what proportion of the mean-level difference in faculty salary by gender was due to counter-offer increases in pay. A recent study by [O'Meara, Fink, & White-Lewis \(2017\)](#) found that female faculty were less likely to receive counter-offers than male faculty. The authors also suggested one reason may be that women are less-likely to seek counter-offers due to family-related issues, however, some previous studies suggest that if women are dissatisfied enough by their salary and/or scholarly environments to seek-out new employment, they are more likely than their male faculty counterparts to leave the institution rather than take the counter-offer. Thus, examining this process within MU will be important for not only identifying salary bias, but also retention of female faculty (and faculty of color). We suggest this issue also be considered in any follow-up to the COACHE survey results.

### **Campus Events**

- The SWC coordinated the 10<sup>th</sup> annual [Women's Health and Wellness Fair](#), a "one stop shop" resource fair open to MU students, faculty and staff. We hosted 35+ community vendors and over 300 attended. For the first time this year, we also worked with the School of Nursing to host two student interns who worked on the fair as part of their capstone project. The event was held in Memorial Union on Wednesday, March 15<sup>th</sup> from 11:00 a.m. to 2:00 p.m. and Heather Hoffman served as lead on the event. Most committee members volunteered and/or attended the event.
- The SWC coordinated the 3<sup>rd</sup> annual [Tools for Breaking the Glass Ceiling \(TBGC\)](#), a Q&A session featuring MU women leaders who have successfully "broken the glass ceiling" and gives

attendees the opportunity to ask questions about career advice, planning and mentorship, etc. The 2017 panel was by far our most heavily attended TBGC with nearly 70 students, faculty and staff in attendance. Panelists included:

- Garnett Stokes, Provost
- Amanda Rose, Professor of Psychological Sciences
- Janelle Beavers, Associate Director of Honors College

TBGC was held in the MU Women's Center on Tuesday, March 21<sup>st</sup> from 12:00 to 1:00 p.m. and Nicole Campione-Barr served as lead on the event.

- In conjunction with the Department of Women's & Gender Studies, the SWC coordinated the annual [Tribute to Women](#) awards ceremony. The award honors any outstanding MU faculty, staff or student who has worked to create an environment of equity, fairness and justice for women, has demonstrated respect for the diversity of women's experiences, and helped promote the advancement of women through education and advocacy are eligible. The 2017 honorees included:

- Kevin Heyen (staff honoree), Sr. Executive for regional programs for University Advancement
- Rachel Bauer (student honoree), doctoral student, Theatre
- Richelle Koopman (faculty honoree), Associate Professor for the School of Medicine

The Tribute ceremony was held in Reynolds Alumni Center on Monday, March 6<sup>th</sup> from 5:30 p.m. to 7:00 p.m. and Michelle Heck served as lead on the event.

### **Build Campus Partnerships**

- SWC continued to forge campus partnerships through hosting guest speakers at meetings and serving as liaisons on other campus committees:
  - Hosted guest speaker Kathy Felts, Associate Director of Institutional Research & Quality Improvement, to discuss her work with the Deans to ensure faculty salary equity
  - Hosted guest speaker Ellen Eardley, Assistant Vice Chancellor for Civil Rights & Title IX, Division of Inclusion, Diversity & Equity
  - Heather Hoffman served as liaison to the Women's History Month Committee
  - Tina Bloom served as co-chair on the Chancellor's Task Force on Pregnant and Parenting Policies, with Nicole Campione-Barr, Mark Milanick, and Heather Hoffman serving as members.
  - Hosted guest speakers Shannon Breske, Business Administration Instructor for the College of Business, and Carrier Collier, Sr. Coordinator for MU Career Center, to discuss the possibility of a formalized MU women's network
  
- Contributed to the review of equity-related Rules and Regulations as requested by Ellen Eardley's office and Tina Bloom, co-chair of the faculty council review committee.

### **Nominate co-chairs for AY2017-2018**

- During the May meeting, as indicated by our committee by-laws (which pre-date faculty council oversight of standing committees), members voted to have Nicole Campione-Barr and Heather Hoffman remain co-chairs of the committee for the 2017-2018 academic year.

**Key initiatives for next year:**

- SWC will work with campus stakeholders to formalize an MU Women's Network.
- SWC will increase the communication between our committee and campus governing bodies via the appointed representatives (i.e., faculty to Faculty Council, MSA representative to MSA, etc.).
- SWC will work to sponsor or co-sponsor a women-centered event in the fall (our 3 annual events are traditionally concentrated in March during Women's History Month).

**Key Recommendations**

SWC would better positioned to accomplish its objectives if it had additional campus support, such as:

- Clear budget and fiscal administrator (historically our budget has been \$1,500)
- Technical support with website
- Assistance in correcting the current member terms, which are currently out of sync (please note that faculty terms listed on the website are accurate, but staff terms are all set to expire the same year).