

2020-2021 COMMISSION FOR WOMEN COMMITTEE REPORT

Equity Committee

COMMITTEE MEMBERS: BONNIE OWNLEY AND JAMIE COBLE (CO-CHAIRS), ELLIE MULHERIN AND URMILLA SESHAGIRI

Provide a summary of your committee's accomplishments in 2020-2021. Be sure to indicate the progress made in completing the specific charges provided to your committee. (Note: It is okay if you were not able to complete each charge or shifted focus based on discussions with the co-chairs.)

1. The Equity Committee developed a report that included the following data sets for all tenure-line faculty: i) diversity and salary equity analysis by race/ethnicity for AY 2019-2020; ii) diversity and salary equity analysis by race/ethnicity for AY 2020-2021; iii) diversity and salary equity analysis by gender for AY 2020-2021; and iv) diversity of department/unit leadership for AY 2020-2021. For each department, percentage salary differences between men and women faculty and faculty from underrepresented groups and white faculty were identified. In addition, diversity (gender, race/ethnicity) of all non-tenure-track faculty were identified in each department. Please see the graphic report for details.
2. A script was developed to automate the analysis tasks. This script will be turned into a compiled code that can be used by anyone in future committees to alleviate some of the tedium of analyzing the tenure track data. This will give the committee time to focus on other initiatives. The program will be provided to the CFW co-chairs during summer 2021 in preparation for next year's committee.

Provide any recommendations your committee may have for how the campus administration can help your committee in making progress in its initiatives in 2021-2022.

3. We encourage administration to engage in annual discussions with colleges and departments on faculty salary inequities and lack of diversity to determine the reasons behind the differences. Guidance should be provided for addressing long-standing disparities, particularly at the Full Professor rank.
4. The Provost should hold deans accountable for reviewing the OIRA Report and addressing faculty salary inequities with a valid explanation (e.g., productivity issue) or plan for correction. Similarly, Deans should hold Heads accountable for reviewing the OIRA Report and addressing salary inequities with a valid explanation or plan for correction.
5. The process for selection of Governor's Chairs and unit leadership should be reviewed to ensure that the expectations of diversity and inclusion required for UTK faculty searches are met.

Offer your committee's recommendations for priorities for the CFW for the 2021-22 academic year.

Tenure-line Faculty:

6. We suggest that the CFW continue to support the Diversity and Salary Equity Report for gender and race/ethnicity for tenure-line faculty with granular data by department/unit and professorial rank to identify departments/units that are exemplary in efforts to diversify their faculty ranks and ensure salary equity, and those units that need more intentional effort. Salaries of all UT employees are available on the UT Transparency

website (<https://data.tennessee.edu/>), but the graphic format of the CFW report, which includes ALL faculty, makes the data more readily accessible to everyone.

7. The CFW Equity Report is more inclusive than other administrative reports generated to date because it has data for ALL tenure-line faculty, including groups of faculty that are routinely excluded from available reports, i.e., faculty from Library, College of Veterinary Medicine, and UTIA Extension. In some reports, only faculty with teaching appointments are included.
8. Information on the gender and race/ethnicity diversity of unit leaders should be included annually.
9. We recommend that OIRA provide data on the number of years at UT and/or the number of years at current rank be available to give more context to the salary data.

Non-tenure-line Faculty:

10. Future reports should include diversity of non-tenure-line faculty and, if possible, salary comparison information by job title. The current plethora of job titles makes the latter difficult, but that information is available for some department/units.
11. The demographic make-up of the non-tenure-line faculty should be carefully considered across teaching- and research-focused appointments and compared to the tenure-line faculty demographics to identify potential disparities across positions.

Review of TT and NTT Faculty in light of COVID-19:

12. CFW should support investigation into the disproportional effects of COVID-19 on the scholarly performance of women and underrepresented faculty. Best practices for considering these effects in annual performance review, tenure, and promotion need to be established and communicated widely to both faculty being reviewed, and leadership performing the reviews.