

SCHOOL OF SOCIAL WORK
THE UNIVERSITY OF TEXAS AT AUSTIN

**GENDER EQUITY REPORT
FALL 2009**

At the June 22, 2009 Dean/Provost Academic Planning (DPAC) meeting, I was asked to provide a report on gender equity within the School of Social Work. After careful review of all tenured/tenure track (T/TT) faculty salaries, I determined that there was no evidence of salary disparities based on gender.

For Fall 2009, our T/TT faculty composition consists of 20 females (excluding the dean) and 10 males. Among 15 full professors, 8 are women; among 8 associate professors, 7 are women; and in the assistant professor category, 5 of the 7 are women. Faculty composition by gender reflects the same proportions as in the profession of Social Work, which is predominately female populated. Historically, the national representation of women in Social Work academic units was reversely correlated with a female-dominated profession. Most faculty members were male who occupied the higher academic ranks and leadership positions.

With changes overtime, female faculty members in the School of Social Work have achieved parity with male colleagues.

Merit Raises

The process for determining merit raises is outlined in the School's Bylaws and a copy of the relevant section is included with these materials. The elected members of the Executive Committee conduct annual reviews, third-year reviews, post-tenure reviews, and tenure and promotions reviews, and the dean sits as an ex-officio member. Over the years, this committee has worked to refine its criteria and processes with input from faculty members.

The Executive Committee makes recommendations to the dean for merit consideration based on annual performance ratings. No specific percentage or dollar amounts are recommended. The dean calculates the total amount of merit allocations available and distributes to the recommended faculty based on their rating. A specific percentage increase is assigned consistent with the Executive committee's rating. If funds are available, the dean will augment the percentage of merit increase given to certain faculty members in order to correct salary compression or inequities resulting from unique situations. The Chairperson of the Executive Committee and the Dean meet individually with each faculty member to report evaluation results. The Dean then meets privately with each person to discuss professional development goals and plans, and inform them of the merit increase amount, if any, that is awarded. A copy of the written evaluation results is attached, and if there were an adjustment in salary this would be included in this letter.

Hiring, Outside Offers, Salary Compression

Attached is information given to the Faculty Council's Ad Hoc Committee on Salary Compression during Spring Semester 2009. Martha Hilley, committee representative, presented data and a graph along with questions to which I was asked to respond. My responses are also attached.

As graphically presented, there is a noticeable issue around salary compression among faculty in the School of Social Work. Explanations were given as to the reasons for this situation. The situation has not gone unnoticed nor without attempts at correction over the years. There were never substantial funds to ameliorate the compression issues, but some progress was made. It is my plan to use the targeted allocation from the Provost's Office to make considerable progress in solving this problem.

Please let me know if more information is required.

Barbara W. White, Dean