

NEWSBRIEFS

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Gender Equity

By Shan Ran

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Diversity and inclusion is one of the core values held by people at Wayne and one of the most distinguishing characteristics of Wayne State University (WSU). Reflecting such core value, the “Distinctively Wayne State” strategic plan engages the University community to strengthen the organization for diverse people to thrive. Led by the WSU President’s Commission on the Status of Women (COSW), WSU Women in Medicine and Science (WIMS), and the American Association of University Professors-AFT Local 6075 (AAUP-AFT), employees and students from a wide range of departments responded to this

strategic vision and jointly identified gender equity as the starting point of promoting diversity and inclusion at WSU. This collaborative effort, the WSU Gender Equity Work Group (or the Work Group), strives to assess the current state of gender equity across various issues of interest and carry out initiatives to promote equity at WSU.

Leave Policy. In addition to legal obligations, well-designed leave policies are able to accommodate the unique needs of diverse employees, which in turn boost long-term retention and commitment of talents. Along the gender dimension, both women and men can experience family, medical, or other conditions that can benefit from temporary leave or flexible schedules. Meanwhile, women take on a more substantial role in child birth and child care, which necessitates unique policy considerations. To promote work-life balance of all University employees, the Work Group Com-

mittee on Parental and Elder Care Leave is reviewing relevant policies at WSU as well as the trends and cutting edge policies at comparable institutions.

Child Care. On-site child care is a great resource for an institution to foster its members’ engagement, concentration, and productivity at work and at school. Despite the great benefits it can bring to the WSU employees and students, affordable child care also comes

... identified gender equity as the starting point of promoting diversity and inclusion at WSU.

with great challenges and is not yet available on the University campuses (although in

1972, there were 11 day-care facilities at the University). The Child Care Committee of the Work Group is dedicated to address this significant gap through a series of actions, which include conducting research regarding current needs and availability of child care, working with existing committees in order to provide for greater input and feedback, and encouraging University Administra-

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WSU GENDER PAY EQUITY EFFORTS

By Alexandra Orchard

COSW Vice-Chair
Archivist, W. Reuther Library, WSU

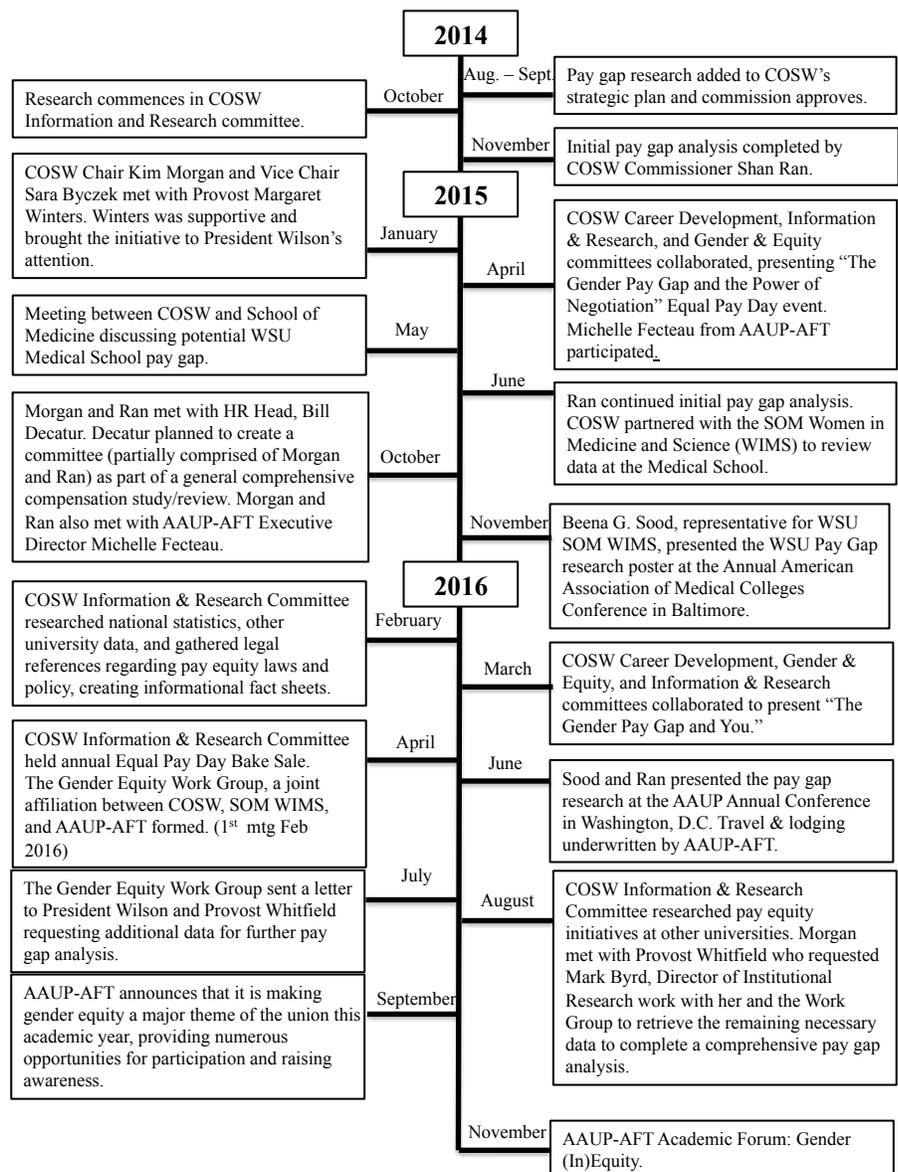
The Wayne State University Equity Work Group, a joint affiliation between the WSU President's Commission on the Status of Women (COSW), the WSU Women in Medicine and Science (WIMS), and the American Association of University Professors-AFT Local 6075 (AAUP-AFT), is researching a possible gender pay gap at Wayne State University. This research originated within the COSW in August 2014 when then Chair Kim Morgan proposed adding the pay gap research initiative to the COSW's new strategic plan. The commission approved the addition, and work on the pay gap initiative began in the COSW Information and Research committee, then chaired by Angela Trepanier.

Initial WSU pay data received from the AAUP-AFT and analyzed by COSW commissioner Shan Ran showed on average, women's median pay is approximately 80% that of men's. As part of this data, job titles, colleges attended, and employment status were reviewed, and the largest initial identified gap appeared between full- and part-time workers, and while tenured staff appeared the same, the gap seemed larger when workers have a longer tenure with the university. By June 2015, Ran's analyses found the difference at WSU varies based on department.

Concurrently, COSW partnered with the WSU WIMS, reviewing pay data from the Medical School. Ran's analysis compared approximately 700 faculty members' salaries, finding a less pronounced pay gap within three areas: level, track, and discipline. Based on this data, the current hypothesis is wage differences at the WSU School of Medicine are due to an over-representation of women in lower-paying jobs. In November 2015 Beena G.

Sood, representative for WSU SOM WIMS, presented this research poster at the Annual American Association of Medical Colleges Conference in Baltimore and in June 2016, presented a revised version with Ran at the AAUP Annual Conference in Washington, DC. This research is also summarized in "Research on Gender Equity at WSU" on p. 4.

In late 2015, Morgan and Ran met with AAUP-AFT Executive



Director Michelle Fecteau, discussing how the union could assist with the pay gap work. This discussion eventually led to the formation of the Gender Equity Work Group in April 2016. Since its formation, the Work Group has been the primary home of the pay gap research.

WSU administration assisted throughout the process, beginning in January 2015 when Morgan and then COSW Vice Chair Sara Byczek presented the initial pay gap report to then Provost Margaret Winters. Supportive of the research, Provost Winters referred COSW to additional resources and brought it to President Wilson's attention. Wilson was "excited to hear results," offered his appreciation for the Commission's initiatives on raising awareness of important issues at the University, and since assured the COSW that data and information would always be directly available from his office.

Additionally, COSW leadership met with Bill Decatur, Vice President for Finance and Business Operations, Chief Financial Officer, and Treasurer, who planned to create a committee (partially comprised of Morgan and Ran) as part of a general, comprehensive compensation study and review. In August the Work Group submitted a letter to President Wilson and Provost Whitfield requesting additional data for further pay gap analysis, which HR provided. Additionally, this fall Morgan met with Provost Whitfield who requested that

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Gender Pay Gap Persists Across Faculty Ranks

By Joshua Hatch

The Chronicle of Higher Education
3.22.2017

Faculty salaries increased 2.8% in 2015 over the previous year, according to the latest U.S. Education Department data. The data show women's salaries grew at a slightly higher rate — 3% — than men's, but not enough to begin closing the gender pay gap.

The new data, on more than 4,500 colleges, have been posted at data.chronicle.com, and are searchable by rank, college, sector, state, and Carnegie classification. In addition to faculty salaries, the site includes updated information about staff salaries and crowdsourced adjunct pay.

Across all ranks and colleges, the average nine-month salary was \$77,604 in 2015. For full professors, that figure was just shy of \$111,000. Associate professors took home an average of \$79,621, while assistant professors earned an average of \$67,466.

The number of faculty members was little changed from 2014, up 0.3% to just over 629,000.

There were slight increases in the full-professor, assistant professor, and lecturer ranks. Men continued to make up a disproportionate ratio of full professors — outnumbering women by more than 2 to 1 — while a majority of

assistant professors, instructors, and lecturers are women. Overall, there were about 1,000 fewer male faculty members and 2,800 more female faculty members in 2015 compared with 2014.

Even though the year-over-year percentage increases in average salaries were higher for women across most ranks, the pay gaps widened or stayed virtually unchanged. That's because male faculty members already earn more than their female counterparts. For example, in 2014, male full professors earned \$113,766. Their 2.8% increase added nearly \$3,200 to that figure. For female full professors, who earned an average of \$95,692, their 3.1% increase resulted in a pay increase of less than \$3,000. As a result, the pay gap for full professors widened by more than \$200.

The expanding pay gap was most pronounced at four-year nonprofit colleges. Male full professors earned \$18,200 more than their female counterparts, an increase of \$500 from 2014.

The highest average salaries continued to be at private nonprofit 4-year colleges, where, across all ranks, the average nine-month pay stood at nearly \$84,000 in 2015, up 2 percent. Public 4-year colleges paid only slightly less on average, about \$82,800, up 2.8% from 2014.

RESEARCH ON GENDER EQUITY AT WSU

By **Beena Sood**

School of Medicine, WSU

Hayg Oshagan

Dept. of Communication, WSU

Fifty years after the passage of the Equal Pay Act (1963) and the Civil Rights Act (1964), gender-based discrepancies in pay persist. Generally defined as a difference between men's and women's median earnings, the pay gap in the U.S. in 2014 for women working full-time was 79% of what men were paid. This discrepancy exists across most labor environments, and is prevalent in academic institutions as well. This concern over gender equity is, in fact, longstanding at Wayne State University, dating to at least the establishment of the President's Commission on the Status of Women (COSW) by University President William Keast in 1971.

More recently, the growing concern over gender-based pay inequity brought the Women in Medicine & Science (WIMS) Group and the AAUP-AFT WSU Chapter to join their efforts with COSW, and to conduct a preliminary investigation of the presence and magnitude of a gender pay gap at the University. This article is a partial summary of that research.

METHODS

For this secondary analysis, archival cross-sectional datasets were obtained by the AAUP-AFT through a FOIA request of the administration. Data for 2011-12 and 2014 were queried, and limited data for 1986-87 from the Office of Faculty Affairs were

used to evaluate temporal trends. The datasets that were obtained for this research are not comprehensive, and the variables available to analyze are limited. In addition, salary data reflect University salaries only, not supplemental pay or other compensation for services or appointments.

The dataset includes information on the following variables: hire date; gender; Division (Colleges and Schools within University); position (professional rank); annual salary, appointment type (full/part-time); ethnicity; home organization (department). Annual salary was calculated after taking into account part-time employment.

Position was classified as: administrative/support staff; research support staff (research assistant or associate); post-graduate trainees (post-doc fellow, graduate research/student/teaching assistants, medical residents, instructors/lecturers); academic faculty (assistant, associate, full profes-

sors); leadership positions (associate & department Chairs, assistant/associate deans, deans, Chief of Staff, Vice Presidents and President).

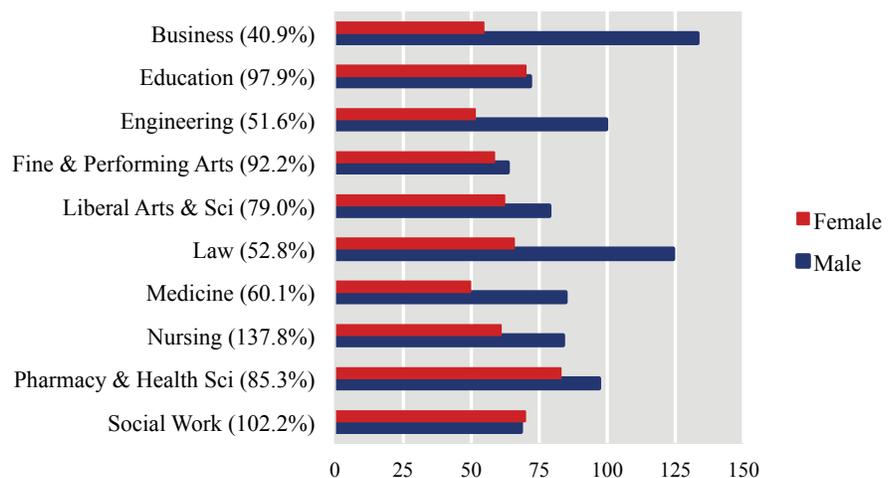
Position was categorized in three ways for analysis: all employees; academic faculty (assistant, associate and full professors); School of Medicine faculty (research educator, clinician educator and research only).

CONCLUSION

This analysis focused on Wayne State University, using data primarily from 2014. Based on the current research, and on the central question of pay equity, the data from 2014 show that the median salary of women at WSU was 82% of men. In addition, it is also clear that this pay gap varies across colleges. The chart, below, shows the salary gap for the colleges.

The primary explanation for the gap is that women are less likely to hold senior positions. As compensation increases along with promotions, the smaller number of

Earning Ratios by Selected College/School
(in Thousands of Dollars)



women in positions of senior faculty (Associate or Full Professor) or administration keeps the median salary of women substantially lower than that of men. This lack of promotion, especially to administrative positions, is more evident in certain colleges, where the salary gap is also more pronounced.

There is clearly a need to facilitate equal gender representation across positions by providing women and men equal access to career development and advancement opportunities.

A number of key steps can move the University in the right direction. Internally, career development and mentoring programs need to be established, as well as equity resources for intramural research grants. There must be encouragement for women's participation in governance structures, diversifying sex-segregated sub-specialties, workshops on negotiation skills and on unconscious bias, and women receiving University and Campus recognitions, grants, awards, and sabbaticals.

Institutionally, a commitment to gender equity should result in appropriate policy statements, accountability systems, and recruitment and retention initiatives. Finally, there needs to be systematic and comprehensive equity-based data collection in order to assess current status, and monitor progress. Tracking items such as the number of women in leadership positions, recruitment and retention of women faculty, compensation, promotion, performance evaluation, are all essential to ensure salary equity with no pay gaps.

The University of Waterloo

AN EFFORT AT EQUITY ADJUSTMENT

By Lynne Taylor

Associate Prof., History, U. of Waterloo

On 3 August 2016, the University of Waterloo and its Faculty Association (FAUW) jointly released the final report of a salary anomaly review working group which had been tasked with investigating the salaries of all faculty, both professoriate and lecturers, male and female, for potential anomalies and to examine the processes used by Deans of the faculties to identify individual anomalies (the Deans have a budget line dedicated to the correction of salary anomalies within their respective faculties).

In the final analysis, 71 individuals were identified as potential anomalies. Of those 71 individuals, 59 were considered by the Working Group to be certain anomalies, as there was nothing in their career path that could account for the aberration in their actual salaries and the fitted/predicted salary outputted from the regression model. The regression model used accounted for the individual's observed employment history including actual average merit ranking from up to the past six years. There were an additional 12 individuals for whom the Working Group felt unable to determine whether they were truly anomalous and they were to be investigated further by the Provost's Office.

Of the 71 total cases identified, 30 of them were women (of a total population of 344 women in the dataset; so 9% of all women) and 41 were men (of a total population of 827 men in the dataset, so 5% of all men). Eight of the 71 cases were lecturers (continuing or definite-term) and 63 cases were in the professorial ranks (tenure-stream or definite-term).

In addition, after the 71 cases were identified, the regression model was re-run after the individual salaries were adjusted by the recommended amounts. After this adjustment, it was determined that there still existed a systemic gendered anomaly of \$2905 in favour of male faculty members.

The University agreed to correct all 59 individual anomalies by the amounts recommended by the Working Group, as well as to further investigate the twelve cases that were potentially anomalous. In addition, the University agreed to adjust every female faculty member's salary by a one-time \$2905 increase to the faculty member's base salary. In both cases, the adjustments were implemented as of 1 September 2016. In October 2016, the University agreed to repeat the university-wide anomaly review every five years, beginning in 2020, to ensure that any potential anomalies do not become egregious.

For those interested in seeing the details of the regression analysis done, you can find the full public report at <http://linkpl.us/SalaryAnomalyUWaterloo2016>

MEDICAL AND FAMILY LEAVE AT WSU

By Michelle Fecteau

Exec. Director, AAUP-AFT WSU

It is a universal truth that in each life some rain must fall, and likewise, at some point, we will probably need to take leave from our jobs to attend to our own medical condition or to care for a family member with one. Although things are changing, women, more often than not, are the ones who provide caregiving. Women do the bulk of caring for aging parents, sick children and, of course, only women give birth. While both men and women use these medical and family leaves, the fact that women need them more makes this a gender issue.

Wayne State University employees covered by the AAUP-AFT contract have several types of paid family medical leaves available to them through the WSU/AAUP-AFT Collective Bargaining Agreement (CBA). This includes up to six months of fully paid short-term medical leave when unable to work due to a medical condition. It also includes paid "Personal Emergency" leave to care for a family member for up to 5 consecutive days at a time. When there's a death in the family, the contract grants 5 paid days of leave for bereavement, with an additional 5 days available with Administration approval. Section XIII (D) entitled "Parent Leave of Absence" provides contract language to support

working parents. It includes options for modified duties for a semester and paid maternity leave, generally for 8 weeks. There are also provisions to allow tenure track faculty to stop the tenure clock, and ESS track academic staff to stop their clock for up to 1 year if she or he is a "significant care giver" to a child under 6-years old, or to a parent, spouse or child with a severe illness or injury. A clock stoppage can also be granted if the faculty or academic staff member experiences a serious and/or disabling medical condition. The contract also allows for unpaid leaves and temporary fractional time appointments.

Information on Leaves in the contract can be found in Article XIII.

(Click here to see Article XIII)

In addition to the contract, the Family and Medical Leave Act (FMLA), a federal law passed in 1993, entitles public employees with 1 year of service to time off needed because of their own medical condition or to care for a child, spouse or parent with a serious health condition. The leave can be a complete absence from work for up to 12 weeks, a reduced schedule leave, or an intermittent leave. Intermittent leaves are often used for chronic conditions that arise unpredictably.

The FMLA does not guarantee pay, but it does allow employees to use available sick days or vacation time to cover the absences. The use of sick days can only be taken if the person is eligible to use them as per the contract or policy.

(Click here for U.S. Department of Labor information on FMLA)

Although the contract and FMLA afford important benefits, there is plenty of room for improvement. The modified duties under the contract require Administration approval. FMLA provides 12 weeks but no pay. The standard paid maternity leave is only 8 weeks. This pales in comparison to benefits in other countries, even developing ones. Besides the US, only Lesotho, Swaziland, and Papua New Guinea fail to provide paid leave. According to the International Labour Organization, Mexico, India and Indonesia provide 84 days or 16 weeks at 100% pay. Sweden provides parents 480 paid days per child. Recently Google increased its paid maternity leave from 3 to 5 months with full pay. Attrition for new mothers was cut in half.

This tells us that if we want to make a significant difference in working women's lives, we must push forward with more generous leave policies.

DAYCARE AT WSU

By The Daycare Facility Implementation Committee

Status Update, March 29, 2017

On the recommendation of the 2015-2016 3N committee on day care implementation (May 25, 2016 report), Provost Keith Whitfield selected and charged a committee of faculty, students, staff, and administrators to develop recommendations on "the feasibility, cost, possible locations, and vendors who could provide daycare for children, birth to 2.5 years and those 5-12 years of age.... consider different size facilities that address a flexible time schedule for students, including the need for full- and half-time options to accommodate students and others who may require as little as 2-4 hours a day or two days a week." (Committee Charge, October 17, 2016).

Since October, the committee members have immersed themselves in learning about state of the art childcare facilities and programming by talking to a variety of daycare providers. In this process, we learned about possible structures, services, programming, schedules and certification. We also explored different models of possible partnership with a third party daycare provider and gained insight into different types of financial arrangements between a third party provider and WSU.

Of critical importance is identifying space for the daycare center. We are in the process of identifying current building space on campus for renovation as well as university-owned property and vacant land that could be a site for a third party provider to build a new facility. We are examining locations now and hope to have identified a place within the next few weeks. Once it is clear we have a suitable location, we will proceed with a Request for Qualification to identify providers compatible with our needs. We will then follow up with a RFP to get specific proposals, which we will review and then provide recommendations to Provost Whitfield for his consideration. Our timeline for the recommendation report is July, 2017.

Daycare Facility Implementation Committee:

Joe Artiss (retired), Tamica Dothard, Diana Goode, Dalia Ibrahim, Loreleigh Keashly, Sharon Lean, Anna Miller, Anne Rothe, and Sydney Wallace.

LACTATION ROOMS AT WSU

By Sarah Barlow-Doyle

School of Social Work, WSU

Several groups at Wayne State, including the Commission on the Status of Women (COSW), AAUP-AFT's Gender Equity Group, and Women In Medicine And Science (WIMS), are working on related goals to improve the career growth of women with very young children. Among these is building support for female employees and students who wish to breast-feed their infants. In addition to finding sites for breastfeeding, the committees are planning to survey campus-wide support for women who choose to breastfeed their infants.

Over half of working women with infants struggle with their decision to breastfeed. That choice is easier when places for breastfeeding are easy to find. Breastfeeding is of great benefit to infants, yet that practice can be quite difficult in school and at work.

When attitudes toward breastfeeding in the workplace or school are not positive, that can produce sub-optimal development of infants. It can also impair career development of their mothers.

Gender Equity (cont. from p. 1)

tion to effectively secure affordable and high quality child care for all University employees and students.

Wage Gap. The striking gender wage gap in the U.S. indicates the need for continuous promotion of equal pay for equal work across the occupational boundaries and economic sectors. Stemmed from a preliminary report by the COSW, the Work Group takes a proactive approach to assess the current state of pay equity among WSU faculty, staff, and administrators. Receiving support from President Roy Wilson, the Wage Gap committee, in collaboration with Institutional Research, focuses on examining successful models of pay research in higher education institutions, studying factors that contribute to the potential gender-based wage gaps at WSU, and developing proposals to effectively provide greater pay equity for all WSU employees.

Lactation Rooms. Lactation rooms offer a private and hygienic space for breastfeeding mothers to pump or nurse. Not only are lactation rooms a legal mandate, they also have great return on employee and student physical and mental health from an inexpensive investment. The Lactation Rooms committee of the Work Group aims to collect data on lactation rooms across all buildings on the WSU campuses, raise awareness of the best practices, and provide such rooms pursuant to the Affordable Care Act mandate.

As one of the leaders in this collaborative effort, the AAUP-AFT Local 6075 is committed to ensuring the equitable conditions and

welfare of all members and contributing to diversity and inclusion at WSU. We are also eager to hear about your input and invite your collaboration on the effort toward gender equity as well as other aspects of diversity and inclusion.

Equity Efforts (cont. from p. 3)

Mark Byrd, Director of Institutional Research, work with her to retrieve the remaining necessary data for completing a comprehensive pay gap analysis.

AAUP-AFT is actively supporting the Work Group's work by adopting gender equity as its major theme for this academic year. Specifically, the Union has singled out gender equity as an important issue and will provide numerous opportunities for participation in the initiative and in raising awareness. The first event, Academic Forum on Gender (In)Equity, held on November 17, featured speakers discussing the current state of the pay gap at WSU as well as other universities that have achieved pay equity for their workers.

Work to understand the possible gender pay gap here at Wayne State University continues, both in COSW and the Gender Equity Work Group. COSW welcomes volunteers and the Gender Equity Work Group welcomes new members who are interested in gender issues to join our work towards inclusivity and equity.

Wayne State University

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