

Committee on the Status of Women, Minutes Fri, Feb 18, 2011; 1-2 pm,
Library, Kayak Room (408)

Members Present: Derek Sikes, Jenny Liu, Kayt Sunwood, Stefanie Ickert-Bond, Jessica Larsen, Melanie Arthur, Nicole Cundiff, (online - Shawn Russell), Nilima Hullavarad, Dan White

Members absent: Jane Weber

1. Cecile Lardon presentation on Women in STEM Disciplines project. co PI Joy Morrison

see PDF of presentation ppt.

Some of the Statistically significant findings: More women than expected in term / soft money positions. More women in lower rank tenure track positions than men and more men in higher tenure track ranks than women.

On survey men and women agreed on all questions but there were significant (and predictable) differences in the strength of their agreements.

Salaries at each rank were different between genders with men being higher, however, this was explained by the men pool having had more years at each rank, which when factored in removed the significance of the salary differences. However, ranks weren't analyzed separately and sig diffs in salary at some ranks might be swamped by lack of sig diff at higher ranks.

Also, salaries were 'annualized' - hourly salary multiplied to represent 12 months. What about variation between 9month vs 12 month and variation in summer salaries from grants? Can compare rates of pay but not actual take home pay because the latter data are hard / impossible to obtain.

Largest differences in salary is explained by discipline and time in rank.

Really interesting discussion...

Meeting was adjourned at 2:07; Respectfully Submitted, Derek Sikes

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