

Study: Tenure tends to go to men

Family, bias cited as reasons for gap

BY SARA BETH LANKFORD
STAFF WRITER

Female professors across the country are facing employment problems that their male counterparts are not.

According to a gender equity report released last week by the American Association of University Professors, not only are women with doctorates not tenured as often as men, but on average they are not being paid as much.

"Across the nation the wage gap between tenured men and women professors is about an average of 81 percent," said Ann Higginbotham, chairwoman of the AAUP Committee on Women in the Academic Profession.

She said the wage gap at individual universities varies between 80 and 90 percent, depending on the university.

And UNC is not immune to the problems of gender inequality.

According to the report, 27.6 percent of UNC's full-time female professors are tenured, as opposed to 72.4 percent of male professors.

UNC professors were not surprised by the figures.

Diane Leonard, a tenured UNC professor of English and comparative literature, stated in an e-mail that she realized there was a problem but that she wasn't aware the gap was so large.

Officials agree that one reason for gender-related tenure gaps could be what they refer to as the second shift, or the domestic responsibilities many women traditionally feel obligated to perform.

"There is a problem of balancing family and career among women," Higginbotham said.

"It is difficult to balance the tenure requirements with familial demands."

Carole Crumley, a tenured anthropology professor at UNC, also stated in an e-mail that the "second shift" undeniably is an issue.

She noted that perhaps another reason for the tenure gap is a lack of support for women in certain departments, especially in the sciences.

"I've had several women friends who left UNC because of the professional discouragement they encountered — some who were tenured, but just couldn't take the negative environment in their departments any longer," Leonard stated.

Members of the AAUP Committee on Women in the Academic Profession are hoping to inspire awareness and discourse among universities to alleviate the gaps in employment opportunities and salaries.

John Curtis, AAUP director of research and public policy, said he has wanted to perform this survey for a long time to dispel commonly held notions that gender no longer is a significant issue in employment, especially on university payrolls.

"The report is a new report and is something I've been wanting to do for several years," he said.

"I think there are a lot of people who feel the questions of gender equity have been taken care of."

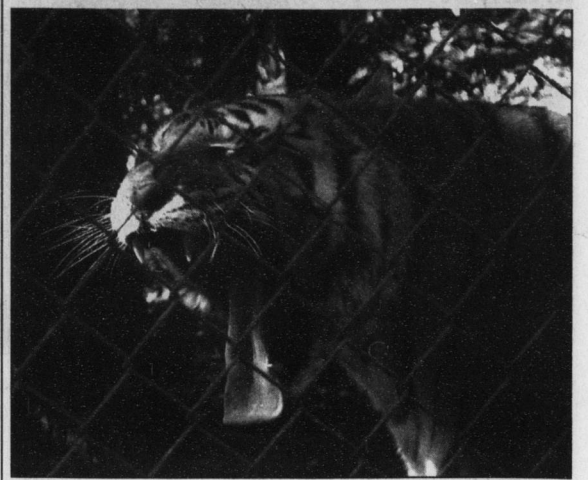
Higginbotham said she hopes the report will inspire policy discourse and new employment trends at universities across the nation.

"It's good for students to see diversity in a faculty of color, and of men and women," she said.

"Diversity is an important part of the world."

Contact the State & National Editor at stntdesk@unc.edu.

HE'S GRRREAT



DTH/PAUL KIERNAN

A tiger yawns for a tour group at the Carnivore Preservation Trust's 3rd Annual Fall Festival in Pittsboro on Saturday. For a \$10 entry fee, families could enjoy hay ride tours around the facilities to see the cats, a pumpkin painting contest and face painting.

LAYOFFS

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isn't as bad as it might sound. He said the committee compared UNC's dental school to others and discovered that most had only three or four employees with those jobs, while UNC has 17.

"As we looked at the dental service laboratory, it made a great deal of sense to make a restructuring," he said.

The employees also have complained that the committee meetings were conducted in a secretive manner that goes against University guidelines for dealing with privatization.

An Employee Forum resolution on the matter, which was approved by then-Chancellor Michael Hooker in 1996, explicitly states matters of privatization should be dealt with in an open manner with the University community's involvement.

Williams said that this resolution was meant for a singular incident in 1996, and that this case is different. "It's not a University policy," he said.

Williams and May also said the committee included employees in the decision, through their supervisor, Collins Clarkson.

"The employees were aware that a review was going on," Williams

"As we looked at the dental service laboratory, it made a great deal of sense to make a restructuring."

JOHN WILLIAMS, SCHOOL OF DENTISTRY DEAN

said.

May said he communicated with Clarkson regularly.

"I don't see this as secretive," May said. "The supervisor knew about this since last fall. We've got communications that show that he was concerned about the committee decisions."

But Clarkson said he was not involved with the committee or its decisions.

"There was no input on my part in the committee meeting. ... If they would have asked me to be in that committee, I would have given them some information on the technical side — because this is what we do."

Clarkson said he was told only that a committee was evaluating the dental labs. He didn't find out about the outsourcing until earlier this month in a meeting with May, he said.

Despite employees' complaints of short notification, Williams and May said they gave more than enough notice to follow a policy, which requires a 30-day notification. They

gave them more than 50 days.

While the committee followed procedure, employees complained about the lack of humane actions.

Some employees were weeks from retirement, and while they said they asked for an extension — which May said he would have liked to give — a cutoff day had to be set.

"I don't think there's ever a good time," May said. "If you wait until two or three of the folks were going to retire in a few months, then you've got a few more who could retire a few months later. It's never a good time for everybody at all, so where do you stop?"

While Williams said he welcomes the employee voice, the decision pretty much is set in stone.

"We have a plan going forward that we feel will be an efficient use of resources," he said.

"I certainly support people voicing their opinions. I'm a First Amendment kind of guy."

Contact the University Editor at udesk@unc.edu.

SCOTT

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nowhere," sophomore Terrence Petree said.

Several students who saw Scott said they thought he was under the influence of drugs. Daniel declined to comment on Scott's condition during the incident.

Luse said Scott's behavior was strange. "The young man was acting very erratically," he said.

Friends and acquaintances of Scott said Friday's incident is out of character.

"He was always eccentric and never wore a shirt," junior Julie

"We tried to respond as quickly as we could. We could post a policeman, but I don't know that that would be necessary."

DON LUSE, CAROLINA UNION DIRECTOR

Ellison said. "But he's a really cool guy." Ellison said Scott, a political science major, enjoys the outdoors and ultimate Frisbee.

"It doesn't sound like him," said senior Johnathan Smith, who attended Cary Academy with Scott. "The Will I know is a really good guy."

Although Scott's outburst

caused commotion in the Union, Luse said he has confidence in the building's security procedures.

"We tried to respond as quickly as we could," he said. "We could post a policeman, but I don't know that that would be necessary."

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SENIOR CLASS

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"We wanted to get seniors involved with Habitat," Petersen said, adding that she sees the project as a kind of bonding activity for seniors.

Both officers said the Habitat project would come as the centerpiece of a plan that also includes a number of smaller service projects.

Proceeds from senior wristbands, which went on sale Oct. 23, will go to Habitat as well.

Petersen said the wristbands might also be used in the future

to get their wearers discounts at events such as the bar nights.

Schmidt said he felt good about the first senior disorientation session earlier this fall, which was aimed at helping seniors look at career options.

While he said the project's main focus will come in the spring, Schmidt added that he felt the message was already getting out because 200 more students came to this year's career fair than last year's.

"I'd just like seniors to continue to stay involved," Petersen said.

Contact the University Editor at udesk@unc.edu.

HABITAT

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Habitat for Humanity's houses are about 1,080 square feet with three bedrooms and varying floor plans.

The houses are sold to selected families for \$67,500 with a mortgage at zero percent interest.

Building costs are paid for by donations from church fundraising efforts, contributions from developers and block grants from local governments.

Contact the City Editor at citydesk@unc.edu.

UNC Men's Basketball team plays two exhibition games!

FACULTY & STAFF!

Free general admission seats to all faculty and staff members & their immediate family

Must present UNC One Card or UNC Hospital ID at Smith Center Entrance B (Good while supplies last)



STUDENTS!

Free general admission seats to all students & one guest

Must present UNC One Card at the Smith Center Entrance D (Good while supplies last)

1st Exhibition Game

UNC vs. Saint Augustine's

Wednesday, November 1

7:30 PM

2nd Exhibition Game

UNC vs. Pfeiffer

Saturday, November 11

TIME TO BE ANNOUNCED

Doors open 1½ hour prior to game