Faculty Senate Routing Form  
(action/proposal attached)

I. Item Title: Gender Equity Resolution

   a) Brief Description: Calls for steps to address inequities in salary.

   b) Initiated by: Faculty Affairs Council

II. Faculty Senate Action: ☒ approved ☐ not approved ☐ other date: 4/30/2015

   Vote: ☐ Voice Vote, Unanimous ☐ Voice Vote, Majority In Favor
        ☒ Vote by Ballot: 23 Ayes 0 Nays 1 Abstentions

   FS Secretary signature: D. Henderson date 5/1/15

III. Provost: ☐ for information ☐ Recognition of Receipt
               ☒ for action............... ☐ approved ☐ not approved

   Comments:

   ________________________________________________________________

   Person responsible for Implementation: Provost & VP EA

   Provost signature: A. James Sheetz date 5/15/15

IV. Chancellor: ☐ for information ☐ Recognition of Receipt
                  ☒ for action........... ☐ approved ☐ not approved

   Comments:

   ________________________________________________________________

   Chancellor signature: David B., date 6/2/15

Once finalized copies will be returned to the Provost Office’s representative who will scan and distribute electronically to:
Chancellor
Provost
Chair of Faculty Senate
Secretary of the Faculty Senate
Associate Vice Chancellor for Academic Affairs (for catalog and handbook)
Associate Dean of Graduate School (for catalog)
Others (i.e. person responsible for implementation)
REVISED TWO

RESOLUTION ON GENDER EQUITY IN FACULTY SALARIES
WESTERN CAROLINA UNIVERSITY

WHEREAS, more than 50 years have passed since the Equal Pay Act was enacted; and

WHEREAS, the Equal Pay Act was passed to provide equal pay to workers, regardless of gender; and

WHEREAS, “equal opportunity” is a core value and guiding principle of the Western Carolina University mission statement, and;

WHEREAS, Western Carolina University has adopted an Equal Employment Opportunity Policy Statement that provides, without exception, that WCU will provide equal employment opportunities for all persons regardless of sex or other characteristics unlawfully used to discriminate among workers;

WHEREAS, Western Carolina University issued a Gender Equity Report in 2014, which concluded that at “WCU, women earn 87% of salary compared to men—a 13% difference; and

WHEREAS, Western Carolina University’s EEO Plan for 2014—2015 requires the university to take action to “rectify the difference in pay” (2013-14 WCU Equal Opportunity/Affirmative Action Plan) for all females who are paid less than their male counterparts where the difference in pay cannot be justified; and

WHEREAS, Western Carolina University made salary adjustments to some faculty members on April 1st and May 1st 2014 in response to a “recently completed a campus wide salary analysis based on internal equity”; and

WHEREAS, this adjustment did not equalize salaries between male and female faculty where the difference in pay cannot be justified;

WHEREAS, the WCU faculty do not support and will not tolerate that WCU pay its female faculty 87% of what it pays its male faculty;

NOW THEREFORE, BE IT RESOLVED, that Western Carolina University make the 2014 Gender Equity Report publicly available on the Human Resources website; and

BE IT FURTHER RESOLVED, that Western Carolina University conduct a follow-up review of the original study by July 1, 2015, to determine progress made and action further required toward equalizing the salaries between male and female faculty in the same department and college where the difference in pay cannot be justified; and

BE IT FURTHER RESOLVED, that the administration maintain current, accurate, reliable and transparent salary data that it assesses on a biannual basis; the results of the follow-up review and the plans for addressing the inequities it reveals should likewise be shared with the faculty on a biannual basis; and

BE IT FINALLY RESOLVED, that the administration formulate, explain, and institute a plan to address and correct any inequities revealed by the review and to present that plan by September 1st, 2015, with a goal of rectifying inequities no later than September 1st, 2017.