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 all similarly situated male and female 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 study by July 1, 2015, to determine whether female faculty members of all ranks are being paid a salary comparable to their male counterparts in the same department and college; and

Be It Further Resolved, that Western Carolina University present a summary of the results of the follow-up study at the 2015 Fall Opening Assembly and place a copy of the summary on the Human Resources’ website; and

Be It Finally Resolved, that effective September 1, 2015, Western Carolina University issue pay raises to any female faculty members who, as a result of the follow-up report, have been identified as being underpaid as compared to their male counterparts, retroactive to April 1, 2014.