

School of Information

Gender Equity Commitment and Plan

Jan 2011

Our Commitment

- The School of Information is committed to complying with the intent and spirit of the nation's equal opportunity and affirmative action legislation. More, we are committed to providing a collegial, equitable, and supportive work environment for all faculty members regardless of gender, ethnicity, or orientation.
- Starting salaries for faculty members are set by market forces only, and ongoing merit increases reflect the outcome of structured, annual faculty and administrative reviews, the processes for which are open and consistent with those of other schools within the University and Texas at Austin and elsewhere.
- Female faculty members currently constitute 40% of the tenured ranks and 33% of the full professors at the School of Information but with the small number of total faculty in the iSchool, these proportions can shift quickly. Over the last 5 years the School has recruited more female than male faculty members (4:2) and promoted (with tenure) more female than male faculty members (2:1).
- We are committed to ensuring continual gender equity across the ranks through appropriate consideration of future faculty candidates and promotion of faculty through the ranks.
- Our commitment to equity extends to the entire School of Information staff.

Our Plan

- The School of Information will maintain an ongoing record of the percentages of women at each faculty rank, and at the various staff levels, and will make these data available to all hiring committees.
- The Dean's office will maintain an ongoing record of the average salary at each faculty rank and staff level, and make these data available for relevant committee review.
- The Dean will maintain an open-door policy on all gender equity questions.
- The School will consider gender equity issues in all recruitment and promotion efforts.