

Document Name / Event	Year	YSM or Univ	Major Recommendations	Follow-up
<p>Recommendations for an Equitable Environment for Women Faculty –submitted for discussion by the senior women faculty of the YSM</p> <p>“Bill of Rights”</p> <p>SWIM meet with Dean Kessler regarding salary equity</p>	<p>1999</p> <p>2000</p>		<p>1. Salary equity: a) There should be an immediate correction of salary inequity by gender. b) Women who have suffered pay inequities for years need to be compensated for past inequities. To ensure that salary inequity does not occur in the future, we request the establishment of a new mechanism for automatic annual review of salaries, supplements and bonuses including promotion increases and recruitment packages.</p> <p>2. Space allocation: a) Timely reevaluation of the allocation of space to all members of the faculty. b) Inequities of space must be corrected quickly despite the well-recognized limitations on availability of space within the Medical Center. c) A mechanism for automatic review of space issues for both established faculty and newly recruited faculty should be initiated.</p> <p>3. Infrastructure / Faculty representation: The senior women express their concern over the limited progress that has been made in increasing the number of senior women on the faculty. a) The school should strengthen the OWM by the addition of a tenured senior woman faculty member who would be a member of the administration at the level of an associate dean. This associate dean would be appointed based on recommendations by the senior women faculty and would serve a renewable 3 year term; she would receive 50% salary support and a budget for infrastructure. b) The Yale grievance policy should be reviewed and enforced. Faculty or administrators with a credited grievance against them of sexual harassment or gender bias should not be appointed to or maintained in administrative positions. c) Demonstrated commitment to gender equity should be a positive criterion for appointment to administrative positions within the medical school. d) Search committees should be chaired by women at least 20% of the time and women should comprise at least 20% of committee members. e) A prime objective of the Dean’s Office should be to include women in the critical decision-making bodies within the school.</p>	
<p>Analysis of Salaries and Gender at Yale School of Medicine (Report of sub-committee on Salary and Gender)</p>	<p>Dec 2001</p>	<p>Med School</p>	<p>Findings: Compensation is positively associated with: years since degree, promotion through the ranks, administrative positions, clinical collections and external funding. MD’s are paid more, holding other factors constant, than are PhD’s. That these general results conform to the existing literature reassures us that the model makes sense. Overall gender impact. For the three years that the Office of Institutional Research has analyzed medical school faculty salaries, there has been significant unexplained residual associated with females. We estimate regressions for the full sample and still find a negative and significant impact of female gender on salary, even when we control for other relevant factors.</p>	

			Gender differences for MD's. There is very little difference by gender among the PhD's less than 1%- in contrast there is significant difference of approximately 5% by gender for MD's including MD/PhD when controlling for other factors.	
Commission on Women Faculty Appointed by Dean Kessler May 2002 Mission: to address environment for women (salary, space, promotion)				
Dean Kessler Leaves Yale June 2003				
Final Report from the Commission on Women Faculty: Recommendations for an Equitable Environment for Women Faculty Report Submitted to Dean Spencer	August 2003	Med School	<p>Goal: To improve the environment for women faculty at the Medical School</p> <p>I. Executive Summary:</p> <p>1. Replace the Commission on Women Faculty with a new appointment, the Faculty Director of the Office for Women in Medicine. The Faculty Director would: A, B K</p> <p>2. Strengthen the Status of Women in Medicine Committee by reconstituting it with a faculty member from each department. SWIM would review newly-defined departmental databases to assess the status of faculty women in key areas that determine faculty well being.</p> <p>3. Institute several New Policies (as detailed within this report) from the Dean's office to engage department chairs as more active partners in the process of improving the environment for women faculty.</p> <p>New Policies: A, B, ... H</p> <p>II. Recommendations to Achieve and Maintain Gender Equity in Salaries</p> <p>1. Continue the yearly regression analysis of salary equity by gender. Compare to previous years to determine progress.</p> <p>2. Continue yearly faculty by faculty analysis of salaries seek redress from chairs or redress directly for the Dean's Office for those found to be paid less than their merits dictate.</p> <p>3. Stars. Make sure that females who are "rising stars" and acknowledged stars in their fields are paid accordingly.</p> <p>4. Make salary guidelines clear, specific, readily available and well know to department faculty.</p> <p>5. Have in place an infrastructure that allows women to seek information advice and redress regarding their salary.</p> <p>6. Make information available regarding overall salaries by rank separated by MD/PhD, gender and when possible by department.</p> <p>7. Ensure that starting salaries of assistant professors and others are similar by gender, otherwise it is very difficult to achieve parity with only percentage changes in salary over time.</p> <p>8. Offer back-pay for women who historically have been paid less than merited.</p> <p>Also:</p> <p>Recommendations for Departmental Salary Guidelines: 13 guideline criteria were recommended.</p> <p>Recommendations to encourage widespread and appropriate use of the guidelines: 2 steps were recommended</p>	

			<p>III. Recommendations to Achieve and Maintain Gender Equity in Space Allocation:</p> <ol style="list-style-type: none"> 1. Review new space allocation in TAC and the “back fill” space. 2. Assure all faculty members equitable access to on-campus space. 3. Review initial space assignments for new faculty members. 4. Expedite requests for new or additional space. 5. Make redress available to faculty dissatisfied with assigned space. 6. Create a comprehensive accounting of all information relevant to space. 7. Review annually the Medical School database comprised of departmental space parameters. 8. Reallocate space that is not used productively or is outside of an acceptable range for cost recovery for 5 consecutive years. 9. Develop written policy for space assignment at the Medical School to be provided to all departments and made available to all faculty members. 10. Make a summary of the results of aggregated yearly data analysis available to the entire medical school faculty. 	
<p>Dean Alpern appointed June, 2004 to present. Nov, 2004 - Assoc Dean for Faculty Affairs (Mazure) provides description of annual process for reviewing faculty compensation using statistical models (has been subsequently updated on April 30, 2001, February 27, 2009, and July 1, 2009). Dean Alpern meets with Senior women to discuss the Commission on Women Faculty Report above. Winter 2004.</p>				
<p>Commission on Women Faculty: Recommendations for an Equitable Environment for Women Faculty at Yale School of Medicine Executive Summary Same report as 2003</p>	<p>Summer 2005</p>	<p>Med School</p>	<p>Goals: To achieve and maintain gender equity in all aspects of the lives of faculty at the Yale Medical School:</p> <p>I. Salary Equity (missing page)</p> <p>II. Space Allocation - Same 10 recommendations as above</p> <p>III. An Equitable Environment for Women Faculty, Faculty Representation within the School of Medicine</p> <ol style="list-style-type: none"> 1. Replace the Commission on Women Faculty with a new appointment, the Faculty Director of the Office for Women in Medicine. Key activities would be: A,B,C,D 2. Strengthen SWIM by reconstituting it with a liason faculty member from each department who would review defined departmental gender databases to assess progress or lack of progress in key areas that determine faculty well being. 3. Institute several New Policies from the Dean’s office to encourage chairs to take a more active role in establishing and maintaining equity. <ol style="list-style-type: none"> A. Recruited chairs should have a reputation for fair treatment of women. Women should comprise a significant membership on searches for chairs and more women should be chairs of search committees. B. Restrict meetings before 8 am and after 5 pm or on weekends. C. Questionnaire baseline and q 2-3 years to assess change D. 3 and 5-year review of chairs should include a report on the status of women in their department. E. Chairs should actively engage in activities to enhance equity. 	

Dean Alpern appoints Linda Bockenstedt as the Director of Professional Development & Equity February, 2006			
Report of the Committee on Sexual Harassment and Assault Prevention Education in Yale College	May 2008	Yale Univ	169 page document presented to Dean Peter Salovey
Faculty Compensation Committee convened by office for faculty affairs Fall 2009 Charged to determine best ways to analyze compensation equity and to offer transparency to faculty by rank and gender. <i>Efforts ongoing.</i>			
Report to the President and Fellows of Yale Univ of the Advisory Committee on Campus Climate	Sept 2011	Yale Univ	42 page document submitted by committee members: Margaret Marshall et al
Outside Diversity Review of Yale Univ by Dean Nancy Andrews (Duke) et al	Jan 2014	Yale Univ	Report finished / not released
Ad hoc Task Force Appointed by Dean Alpern October, 2014			

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