

**University of Mississippi Office of the Provost
Response to Report on Gender Pay and Advancement Equity
February 2018**

The Office of the Provost commends the Chancellor's Commission on the Status of Women, the Sarah Isom Center for Women and Gender Studies, and the American Association of University Women Oxford for completing a comprehensive review of the status of women, with respect to pay and advancement equity at the University of Mississippi. Although progress has been made, much more needs to be done. We are committed to working with deans, directors, and department chairs to develop mechanisms to correct problems of gender pay and advancement inequity. As stated in our strategic plan, Flagship Forward, we seek to promote competitive recruitment and retention of a diverse community of excellent faculty and staff and to develop excellence in human resources across a vibrant, diverse community. Persistent efforts to attract and retain underrepresented minority and women faculty and staff will continue.

The 2017 Pay Equity and Advancement Report provided several high-priority recommendations. The Office of the Provost will continue to work toward gender equity in pay and advancement among faculty and staff and respond to these recommendations as outlined below.

- Monitor gender equity progress annually in an open and transparent manner. The Office of the Provost will request the Office of Institutional Research, Effectiveness, and Planning in collaboration with Equal Opportunity and Regulatory Compliance to analyze gender equity in pay and advancement and present the results to the Senior Leadership Group and the Council of Academic Administrators to increase awareness of problems and progress in gender equity at the University of Mississippi. The request will be made every November and the results presented (e.g., via Tableau) the following February to coordinate with existing data reporting and budgeting cycles. Work with deans, directors, and department chairs to develop strategies to ensure gender pay equity and the success of women faculty and staff at the University of Mississippi. The Office of the Provost will provide information to deans, directors, and department chairs and ask them to be responsible for increasing efforts to assure gender equity in their units.
- Work with deans, directors, and department chairs to develop strategies to ensure gender pay equity and the success of women faculty and staff at the University of Mississippi. The Office of the Provost will provide information to deans, directors, and department chairs and ask them to be responsible for increasing efforts to assure gender equity in their units.
- Provide budget instructions about identifying gender wage equity problems and recommending wage increases to improve gender equity. As available, funds will be set aside annually to correct gender wage inequity issues.
- Assemble the Vice Chancellor for Diversity and Community Engagement, the director of Office of Institutional Research, Effectiveness, and Planning, a Chancellor's Commission on the Status of Women representative, the Ombudsman, the Sarah Isom Center for Women and Gender Studies director, a Faculty Senate representative, a Staff Council

representative, Equal Opportunity and Regulatory Compliance representative, and a Human Resource representative each spring to evaluate the gender equity results, examine additional data models and tools to evaluate gender equity, and assess whether an external consultant to conduct a more advanced analysis should be recommended.

- Support various events to increase awareness of gender pay and advancement equity.
- Explore mechanisms to increase pay and advancement opportunities for those making less than \$25,000 (the majority of whom are female).

Through these efforts and actions, we expect to improve the diversity of our community of scholars, increase the competitiveness of our recruiting and retention efforts, and ensure fair pay to those in our faculty and staff.