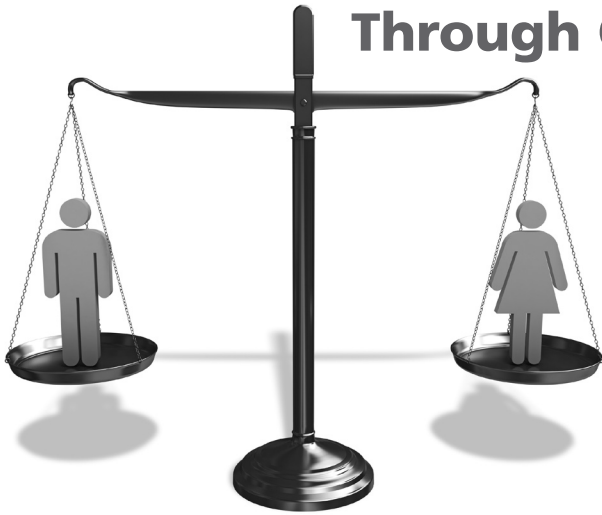


Addressing Gender Equity

Through Collective Bargaining



FACT: While the number of female instructional faculty has increased significantly over the last decade, women are represented disproportionately in the ranks of the contingent, part-time and non-tenure-track academic workforce.

≠ Between 1997-2007, there was an overall increase of women in the academic workforce. But the growth was disproportionately in the area of contingent faculty positions.

Source: "The State of the Higher Education Workforce: 1997-2007," *American Academic*

≠ While women edge closer to comprising 50 percent of the overall workforce, they are doing so by bearing the brunt of the casualization of academic labor. Over the past 10 years, the increase of women in contingent positions has outpaced the growth of contingent positions, overall.

Source: "The State of the Higher Education Workforce: 1997-2007," *American Academic*

≠ Women are twice as likely as men to be in non-tenure-track positions.

Source: "Building Academic Excellence through Gender Equity," *American Academic*

Through collective bargaining, there is greater gender equity among faculty.

≡ Female professors at unionized campuses make up a larger share of the overall faculty than they do at colleges without unions.

Source: "Representation of Women Faculty at Public Research Universities: Do Unions Matter?," *Industrial & Labor Relations Review*

Cited in: "In Hiring and Promoting Female Faculty Members, It May Help to Have a Union," *Chronicle of Higher Education*

≡ Unionized colleges have higher percentages of female professors at the associate- and full-professor levels.

Source: "Representation of Women Faculty at Public Research Universities: Do Unions Matter?," *Industrial & Labor Relations Review*

Cited in: "In Hiring and Promoting Female Faculty Members, It May Help to Have a Union," *Chronicle of Higher Education*

United Academics

