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## Gender Equity in Pay Resolution

USM Faculty Senate

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THE UNIVERSITY OF  
SOUTHERN MISSISSIPPI

FACULTY SENATE RESOLUTION # 03, 2014-2015

**Authored by: Marie Des Neiges Leonard, Academics and Governance Committee**

Co-authored by: David Holt, Frank Heitmuller, Peggy Price, Chris Sirola

Introduced by: **Faculty Senate Committee: Academics and Governance**

A FACULTY SENATE resolution in support of **gender equity in pay**.

Whereas, the Faculty Handbook 3.8.2 states that “in accordance with Board policy, the University administers its policies and programs without regard for race, age, gender, religion, national origin, disability, or veteran status;” and,

Whereas, the Faculty Handbook 3.8.2 states that “the Board and the University have been and remain committed to the maintenance of equal opportunity for all persons;” and,

Whereas, the Faculty Handbook 3.8.2 states that “the University does not discriminate in any aspect of employment including advertisement, recruitment, selection, demotion, transfer, compensation, and selection for training;” therefore be it

*Resolved*, The Faculty Senate concurs with the current findings of the Center for Resources and Services for Women (CRSW, Report, 2013, appended) showing salary inequities between genders at the University and wishes to recommend that the deans of each college evaluate this report to see if it accurately reflects situations in their own college.

*Resolved*, The Faculty Senate supports transparency and improvement in assessing, tracking, and monitoring gender pay gaps at the University on a college-to-college basis.

*Resolved*, The Faculty Senate supports the application of and remains conscientious of policies addressing gender pay equity at the University.

*Resolved*, Copies of this resolution and appended CRSW Report shall be sent to the Faculty Senate, Gulf Coast Faculty Council, the Provost, the Vice President of the Gulf Coast, and the President.