



## DEAR COLLEAGUES,

The Campus Faculty Association is deeply concerned about gender equity at our campus.

UIUC ranks near the bottom of its peer group in the representation of women among tenured faculty. The numbers are disturbingly low: about 27% of tenured faculty at UIUC are female. Women represent only one-fifth (20%) of full professors.

### **What Can a Union Do?**

Faculty unions have bargained collectively for:

- Clear and transparent procedures for hiring and determining compensation
- Clear and transparent procedures for tenure and promotion (cited in the recent Campus Climate Survey as being of special concern for women at UIUC)
- Better and more effectively publicized grievance procedures
- Stronger and more effective gender diversity structures
- Specific family-friendly policies

Unionized faculty often fare better than faculty here at UIUC on parental leave, sick leave, and modified duties for faculty with family obligations.

For more information, see the article and downloads on our website.

**Join our campaign for collective bargaining!**

Sincerely,

Harriet Murav, President

*on behalf of the Campus Faculty Association (CFA) Organizing Committee*