

## Gender Equity

The mission of the School of Nursing is to achieve excellence in undergraduate and graduate education, research, and public service, and advance the missions of The University of Texas at Austin through: preparing individuals at the baccalaureate level to assume roles in professional nursing practice; preparing individuals at the graduate level to assume nursing roles in advanced practice, public health, administration, education, and research; promoting excellence in nursing scholarship; advancing the health of the public through developing and disseminating new knowledge about health, health care, and health care delivery through scholarly inquiry; and providing consultation, health care programs, and health care services in response to emerging and urgent public health needs.

In order to achieve this mission, the School seeks to create a collegial environment that fosters the development of our students and our faculty.

1. Wherever possible, the School will seek to increase the diversity of its faculty.
2. Evaluations of students, prospective faculty, promotion and tenure, merit, and honors are made on the basis of performance and achievement of professional goals, guidelines for which have been established by the faculty and clearly communicated to new faculty.
3. Starting salaries for new tenured/tenure-track faculty are based on market conditions, regardless of gender.
4. A portion of the faculty merit pool will be used to address equity and compression problems for productive faculty.
5. Appointments to endowed chairs, professorships, and fellowships will be based on a faculty member's history of productivity and contribution in addition to endowment criteria.
6. The School will conduct regular equity reviews of salaries, promotions, merit increases, and appointments to endowed chairs, professorships, and fellowships.
7. Faculty have equal access to mentoring, opportunities to apply for grant funding, funding for travel to conferences and other professional development opportunities.