

**The Office to Advance Women, Equity and Diversity and  
the Center for Women's and Gender Studies  
invite you to attend the**

### **6<sup>th</sup> FIU Women Faculty Leadership Institute**

**Thursday, May 5, 2016, 9:30am - 3:00pm in the CBC Special Events Center  
(College of Business Complex, Room 235, 2<sup>nd</sup> floor, west side)**

**9:30-10am Breakfast Social**

**10-10:30am Welcome**

**10:30-Noon KEYNOTE ADDRESS: Strategies to Promote and Sustain Equity: Examples from Oregon State University**

Dr. Rebecca Warner, Professor of Public Policy, Oregon State University  
Discussants: Dr. Kathleen Wilson, Chairperson, FIU Faculty Senate, and Dr. Eric Dwyer, President, United Faculty of Florida-FIU (and possibly Meredith Newman TDB)

Recognition that recruiting excellent faculty necessitates both competitive salaries as well as salary equity has led many universities to change the way they hire. More challenging to address are the historical patterns of salary inequities that have been exacerbated by compression and can negatively impact faculty morale, productivity and retention. In 2012, Oregon State University (OSU) implemented a \$5M salary compression program as one part of a more comprehensive approach to faculty success. Based on her six years leading faculty promotion and compensation programs at OSU, Becky will review this work and its emphasis on shared governance.

Rebecca (Becky) Warner is a professor in the School of Public Policy at Oregon State University. From 2009 to 2015, she served as the Senior Vice Provost for Academic Affairs, coordinating programs to advance equity for faculty, including a salary compression program for tenure-line faculty, the creation of OSU's first category and compensation framework for professional faculty, and the establishment of additional promotional ranks for fixed term faculty. She created OSU's Office of Work Life and facilitated the formation of the Greater Oregon Higher Education Recruitment Consortium. Becky is Co-PI on OSU's NSF ADVANCE IT grant.

