Executive Summary

A Statistical Report on the Status of Women Students, Faculty and Staff on the Ann Arbor Campus

Fifth Edition

Prepared for President Mary Sue Coleman and the President’s Advisory Commission on Women’s Issues (PACWI)

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The Status of Women Report was prepared for the Office of the President under the sponsorship of the President's Advisory Commission on Women's Issues (PACWI). It provides data on the status of women students, faculty and staff at the University of Michigan Ann Arbor campus as of November 2007. This report adds to the knowledge accumulated in four earlier editions published in 1992, 1993, 1996 and 2003. It presents an accurate measure of the relative standing of women in the University, identifies areas where inequities still exist, and provides benchmarks for setting goals and measuring progress. Where possible, data are presented by both gender and race. Administrators, researchers and other University personnel will find the data to be valuable for a wide range of initiatives, policy decisions and other uses.

A number of advancements have been made by women at the University of Michigan since the 2003 Status of Women Report. However, there are some areas that still require attention. Other areas where improvements had occurred are now experiencing set-backs. This executive summary presents key findings from the 2009 report, which contains over 100 charts, tables and graphs, as well as reference citations, data sources and definitions. These data and the report are posted on the web at: http://www.hr.umich.edu/womenatum

To share comments or ask questions about the report, contact Beth Sullivan, Senior Associate for Advocacy & Policy at the Center for the Education of Women. She staffs PACWI and can be reached at bsulliva@umich.edu.

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What Is the Status of Women at U-M?
The Glass is Half-Full, Yet Half-Empty
Percentage of Degrees Conferred to Women Rises and Ranges Between 41% and 52%, Depending on Type

For the 2007-2008 academic year, women students received:

- 41% of all doctorate degrees
- 47% of all master’s & first professional degrees
- 52% of all undergraduate degrees

(Pages 1-3 in the full report display the percentage of degrees awarded to women of color, white women, and all men for baccalaureate, masters and first professional, and doctorate degrees, respectively.)
Campus-Wide Representation of Women Faculty is Steadily Increasing, Except for the Associate Professor Rank

Between 2000 and 2007, several UM schools and colleges made slow but sure progress at increasing the percentage of women among their tenured and tenure-track faculty. Nearly every school experienced an increase in the percentage of women in the rank of professor, most often due to declining numbers of men in the rank, presumably through retirements. In many schools, the percentage of women assistant professors also increased steadily. The percentage of women associate professors, however, has been essentially unchanged since 2000.

As of fall 2007, women comprised:

- 22% of full professors
- 35% of associate professors
- 40% of assistant professors
- 29% of all tenured and tenure-track faculty
- 58% of lecturers

Despite this Progress, Certain Schools and Departments Still Have Few Women Faculty

Campus-wide data on the percentage of women faculty begin on page 5 of the full report, followed by charts specific to every school and college. Departmental data for LS &A and Medicine begin on page 25.

UM’s Percentage of Women of Color Faculty is Mostly Good Relative to Peers

However, given the small number of women of color faculty relative to other UM faculty, any reduction in their number represents a pronounced loss to the University community.

Women of color represented the following percentages of the total faculty body as of fall 2007:

- 3% of full professors
- 10% of associate professors
- 12% of assistant professors
- 7% of all tenured and tenure-track faculty
- 12% of lecturers

(See page 6 of the full report for more detail.)
Roughly One-Third of New Faculty Hired Are Women, But It’s Been This Way Since the Mid-1990s

Women accounted for 29% of all new tenure-track faculty hired in the 2006-2007 hiring cycle. Women were 38% of all new tenured faculty hired in the same period. These figures have not changed substantially since 1994.

Rates of Tenure Attainment by Race & Gender Have Increased for All, But So Has the Gap Between Them

Each year, the University’s Office of Budget and Planning (OBP) produces a report on tenure attainment status for faculty hired into tenure-track appointments during a given time period of hiring cohorts. For all faculty originally hired in the cohorts being analyzed, OBP reports their tenure status after six or more years. Data are categorized into faculty from the cohorts who received tenure, those with tenure decisions pending as of the date of analysis, faculty who transferred off the tenure-track prior to their tenure review, and faculty who left the University. OBP’s “left UM” category includes all members of the cohorts who either were denied tenure or who left UM before the formal review and tenure decision.

For the cohort of faculty hired as assistant professors between July 1992 and June 2002, the rates of tenure attainment were:

- 61% of all white men hired
- 57% of all men of color hired
- 54% of all women of color hired
- 52% of all white women hired

This 52% - 61% gap in tenure attainment rates is wider than that of the cohort of assistant professors hired between July 1988 and June 1995, which ranged between 47% and 51%. (See pages 75 - 78 for campus-wide data as well as that of selected colleges.)

Tenure Attainment Figures for Women in Medicine are Declining; In Engineering, They’re Still Well Below Men’s Rate

Tenure rates for women faculty in Medicine fell steadily from 70% of the women hired between 1992 and 1994, to 35% of the women hired between 2000 and 2002. (See page 76.) Between 1992 and 2002, women hired in Engineering saw improvements in tenure attainment. Nevertheless, the average tenure rate for faculty in Engineering hired between 1992 and 2002 was 74% for men and 59% for women. (See page 78.)
Women Continue to Outnumber Men In Most Career Families and Gain Ground in Some Traditionally Male Fields

On the Ann Arbor campus as of November 2007, women represented 80% of staff within the hospitals and health centers and 64% of staff within non-health system positions. Men continued to outnumber women by large margins in engineering & architecture, operating engineers and the trades. Career families once dominated by men--finance, institutional advancement, and information technology--now include sizeable percentages of women. In fact, the proportions of women and men were roughly equal in information technology, as well as purchasing and service maintenance. Women continue to predominate in the following large career families: academic and student services, administration, finance, health care administration and support, human resources, nurses, and patient care services. (See page 79 of the full report for more detail.)
Among Non-Unionized Staff, Men Are More Concentrated in High Salary Positions; Reverse Is True for Unionized Staff

When the distribution of the University’s nearly 20,000 “non-bargained for” staff was examined according to salary range and gender, it was clear that men are more concentrated in higher salaried positions. This is despite the fact that women make up three-quarters of the total number of non-bargained for employees. Among over 6,700 “bargained-for” staff, women occupied a greater portion of higher salaried positions, mostly due to the University’s large nursing staff. (Charts displaying staff distribution by salary range by gender can be viewed on pages 80-105 of the full report.)

Career families where men predominate in higher salaried positions included institutional advancement (shown below) as well as administration, facilities operations, finance, healthcare administration and support, and legal and government relations.

Career families where percentages of women and men are similar within salary ranges included: communications and marketing, environmental safety and security, hospitality, information technology, libraries and museums, nurses and research.

**What Causes Pay Differences Between Men and Women?**

Available data do not indicate to what extent pay differences between men and women may be influenced by gender-based job segregation (e.g., women predominating in fields such as administration and hospitality) as opposed to pay inequity. Pay differences do not, however, appear to be due to gender differences in length of service.
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