Some Comments on the Hiring of Women Faculty
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Committee on the Status of Women

- In the decade between 1985 and 1995 women earned doctorates at a more rapid rate than did men.
  - Women earned 1.5 times as many doctorates in 1995 than in 1985; men earn 1.2 times as many doctorates over the same period.
- Over the past 12 years (1986-1997) the percentage of women faculty hired for both Academic Affairs and Health Affairs has maintained a relatively steady state (between 30% and 40%).
- Where should our optimal level be? And, how should we determine that level?
Patterns of Hiring Women Over the Past Five Years...

- Percentages for hiring women are considerably higher for fixed-term faculty than for tenure/tenure-track faculty.

- By rank, percentages are highest for women at the lowest ranks (instructor, assistant professor) but decline for associate professor and professor ranks; this pattern is particularly seen in Health Affairs at the associate level.

- Within Division, percentages for hiring across academic units are not uniform; overall percentages are pulled down by one or two units.

- The data management system for faculty hiring data (and related data) is outdated and needs to be brought to state-of-the-art levels.
Faculty Hiring Over The Last 12 Years
(Tenure/Tenure-Track)

Percent Women Faculty Hired

Year


Academic Affairs  Health Affairs
Faculty Hiring Over The Last 12 Years
(Tenure/Tenure-Track and Fixed-Term)

Percent Women Faculty Hired

Year

Faculty Hiring by Division and Rank (1993-1997)

Faculty Rank

- Instructor: 35.6% (Academic Affairs), 42.9% (Health Affairs)
- Assistant Professor: 40.3% (Academic Affairs), 33.5% (Health Affairs)
- Associate Professor: 40.5% (Academic Affairs), 14.3% (Health Affairs)
- Professor/Named Professor: 25.0% (Academic Affairs), 18.8% (Health Affairs)

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Faculty Council
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Academic Affairs Faculty Hiring (1993-1997)

Percent Women Hired

- Arts and Sciences: 32.4%
- Education: 72.7%
- Information and Library: 25.0%
- Institute of Government: 40.0%
- Journalism and Mass: 42.9%
- Business: 30.4%
- Law: 66.7%
- Social Work: 83.3%

Academic Unit
Health Affairs Faculty Hiring (1993-1997)

Percent Women Hired

School

- Dentistry: 21.1%
- Medicine: 24.6%
- Nursing: 100.0%
- Pharmacy: 41.2%
- Public Health: 45.5%
Survey of Doctorates Earned in 1995 from the National Research Council

Field of Doctorate

Percent of Women

- Physical Sciences: 22.0%
- Engineering: 10.8%
- Life Sciences: 42.1%
- Social Sciences: 50.8%
- Humanities: 48.3%
- Education: 61.6%
- Professional: 36.7%