

A Report on the Status of Women

in the

College of Business Administration

at the

University of Texas at Austin

May 18, 2000

Several different data sets for the College of Business Administration are presented in the subsequent pages. These data sets are indicative of the climate for women and the status of women in the College of Business Administration. Presented first are the number of males and females who hold the positions of Chair, Professorship, Professor, Associate Professor, and Assistant Professor within each department (Figures 1.1a-1.5a). Below each of these figures, a comparison is made between the average salary of males and females in each of these positions (Figures 1.1b-1.5b). Next, a comparison is made between the ratio of male and female faculty to the ratio of male and female students in the College of Business Administration (Figure 1.6a). Finally, a comparison is made between the ratio of male and female faculty to the ratio of male and female students in the various departments of the College of Business Administration (Figure 1.6b-f).

Most of the plots are self-explanatory. However, the analysis of salary data should be explained further. Salary data was obtained for each year from 1986 to 1999. The data available was the average salary of males in the positions of Chair, Professorship, Associate Professor, and Assistant Professor. Similar salary data was available for females in each of these positions. The average salary of males and females in each of these positions was used to compute their percentage of the average College of Business Administration salary. An example is provided to clarify:

*Assume that Department X has 10 male Associate Professors with an average salary of  $M_{av}=\$60,000$ , and 2 female Associate Professors with an average salary of  $F_{av}=\$50,000$ . The Department average salary for Associate Professors,  $D_{av}$ , is  $D_{av}=[10 \times \$60,000 + 2 \times \$50,000] / 12 = \$58,333$ . The percent of the Department average for male associate professors is  $M\% = M_{av} / D_{av} = 103\%$ . The percent of the department average for female Associate Professors is  $F\% = F_{av} / D_{av} = 86\%$ .*

Quantities equivalent to F% and M% are plotted in Figures (1.1b)-(1.5b) for the College of Business Administration. Data tables for all plots are presented in the Appendix.

College of Business Chair Numbers

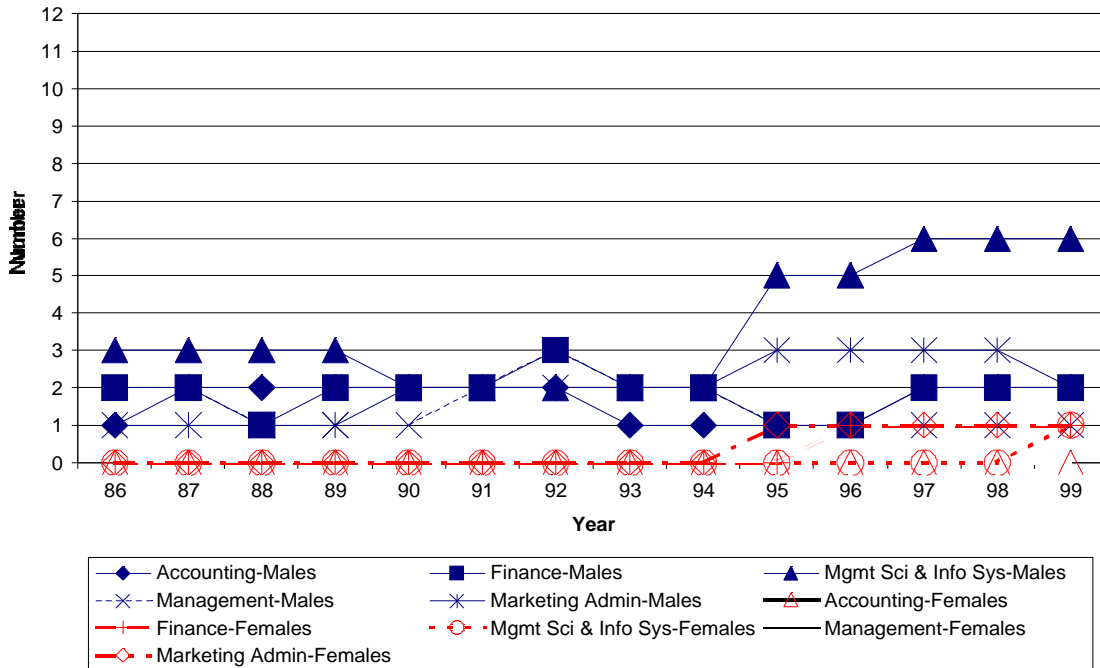


Figure (1.1a) Number of male and female College of Business Administration Chairs by department (BLUE = Males, RED = Females).

College of Business Chair Salary

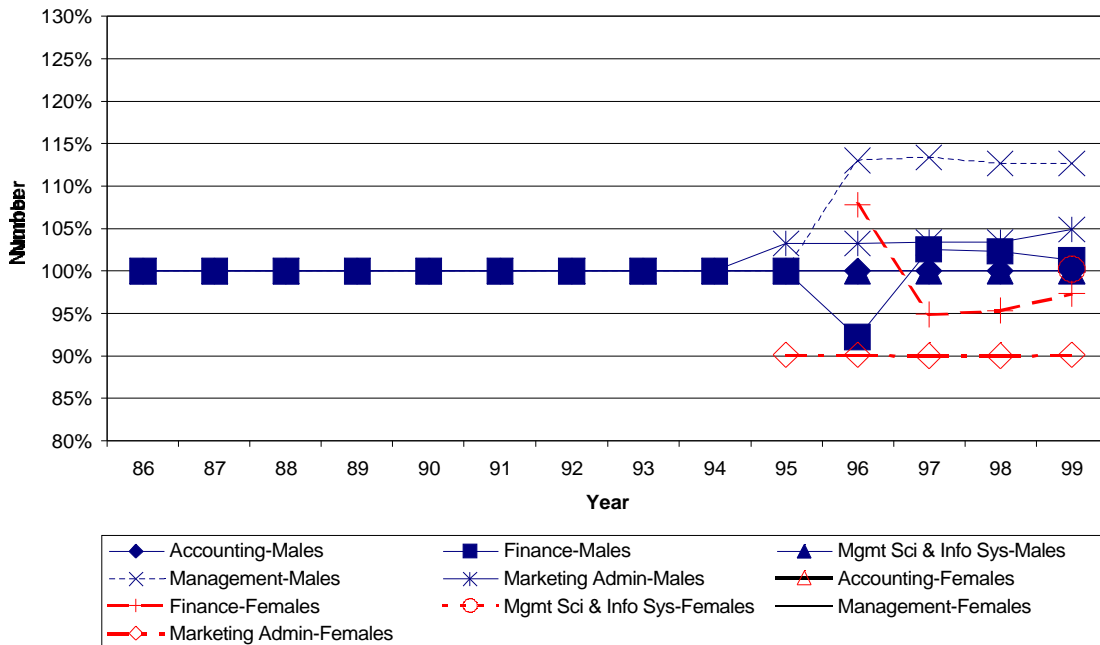


Figure (1.1b) Percent of department average salary for male College of Business Administration Chairs by department (BLUE = Males, RED = FEMALES).

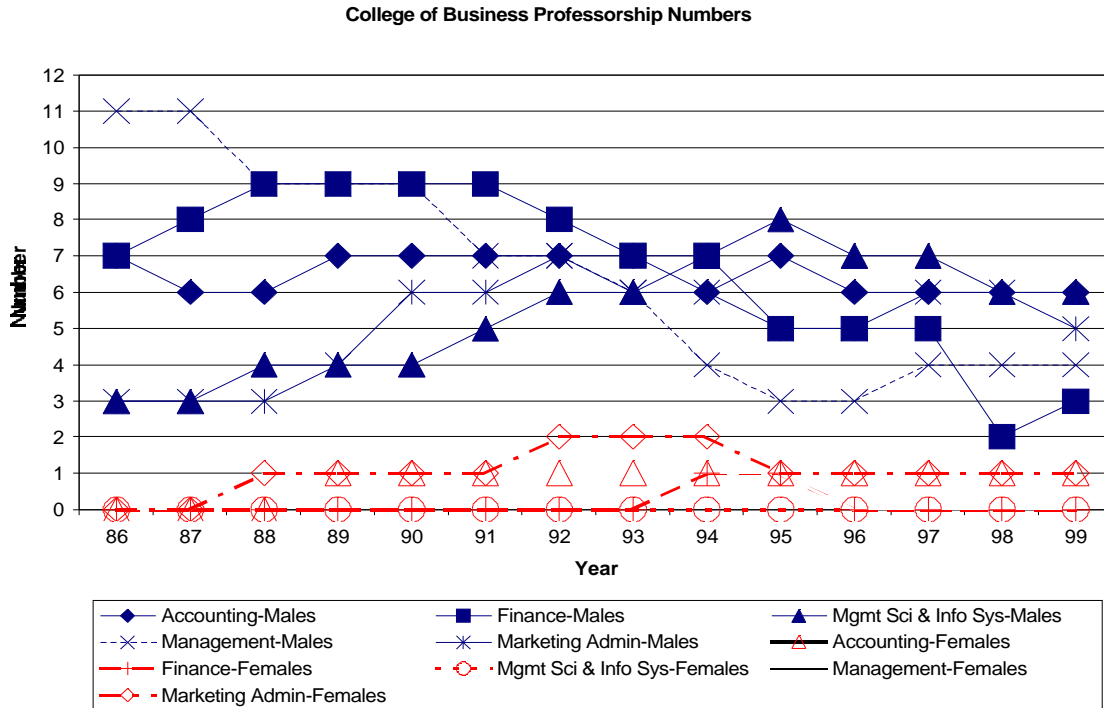


Figure (1.2a) Number of male and female College of Business Administration Professorships by department (BLUE = Males, RED = Females).

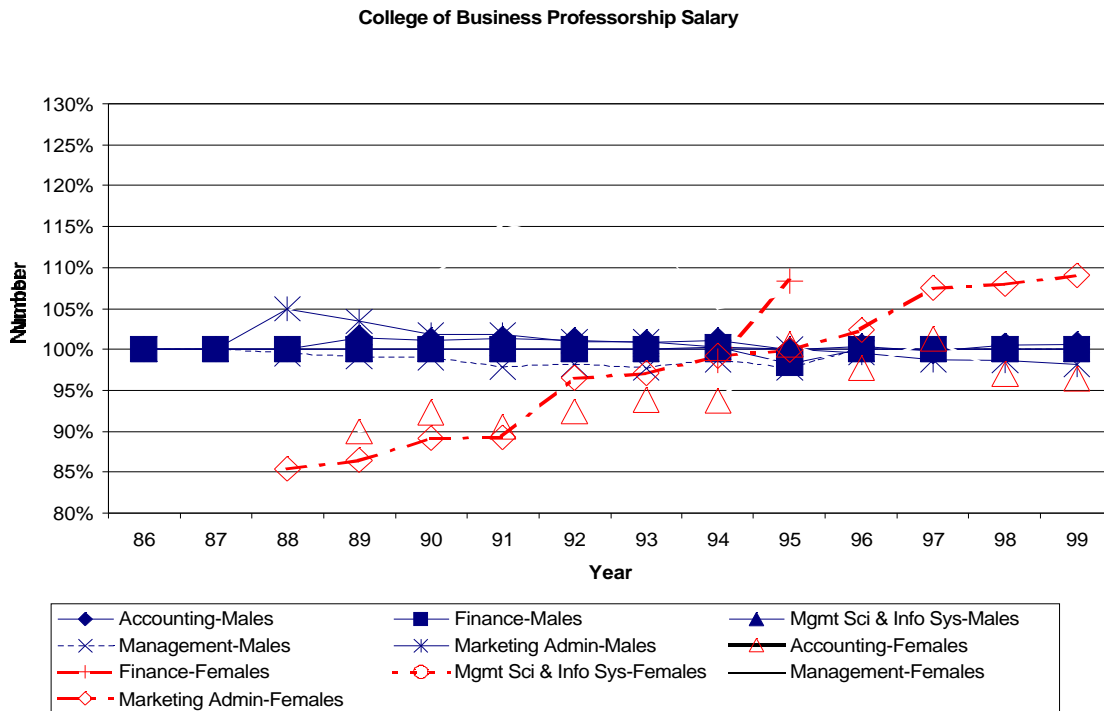


Figure (1.2b) Percent of department average salary for male and female College of Business Administration Professorships by department (BLUE = Males, RED = Females).

College of Business Professor Numbers

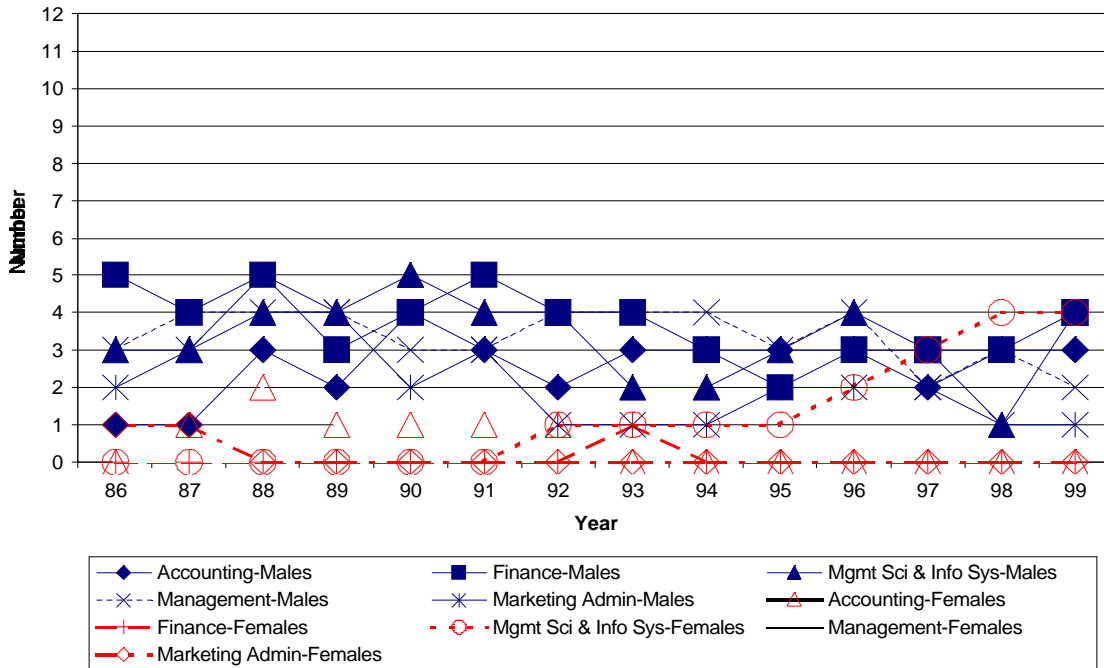


Figure (1.3a) Number of male and female College of Business Administration Professors by department (BLUE = Males, RED = Females).

College of Business Professor Salary

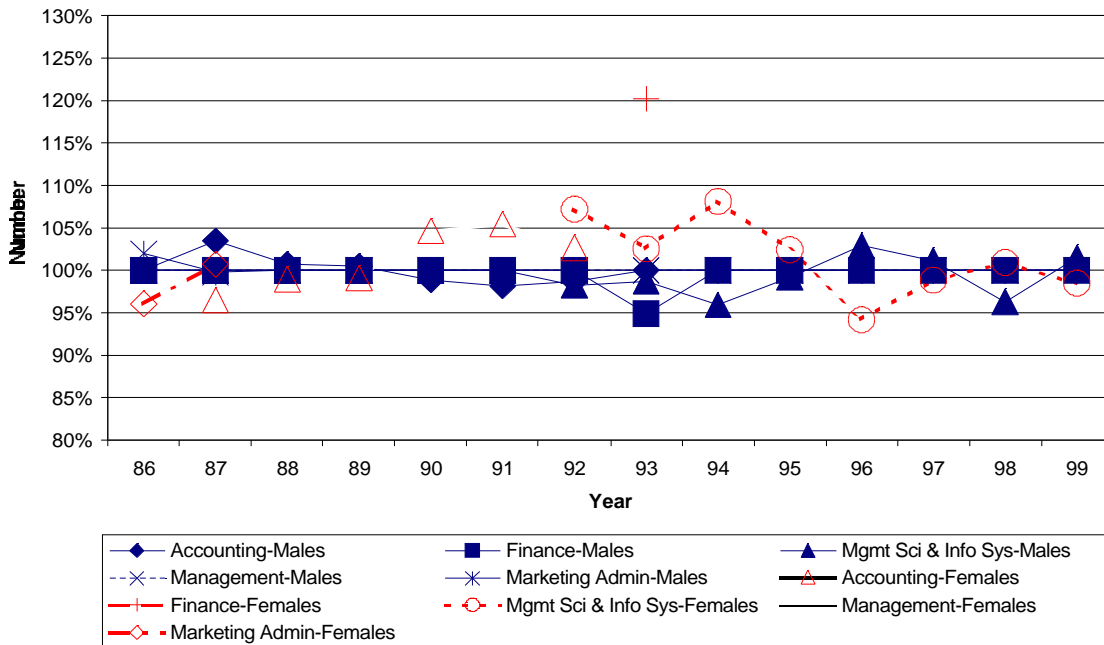


Figure (1.3b) Percent of department average salary for male and female College of Business Administration Professors by department (BLUE = Males, RED = Females).

College of Business Associate Professor Numbers

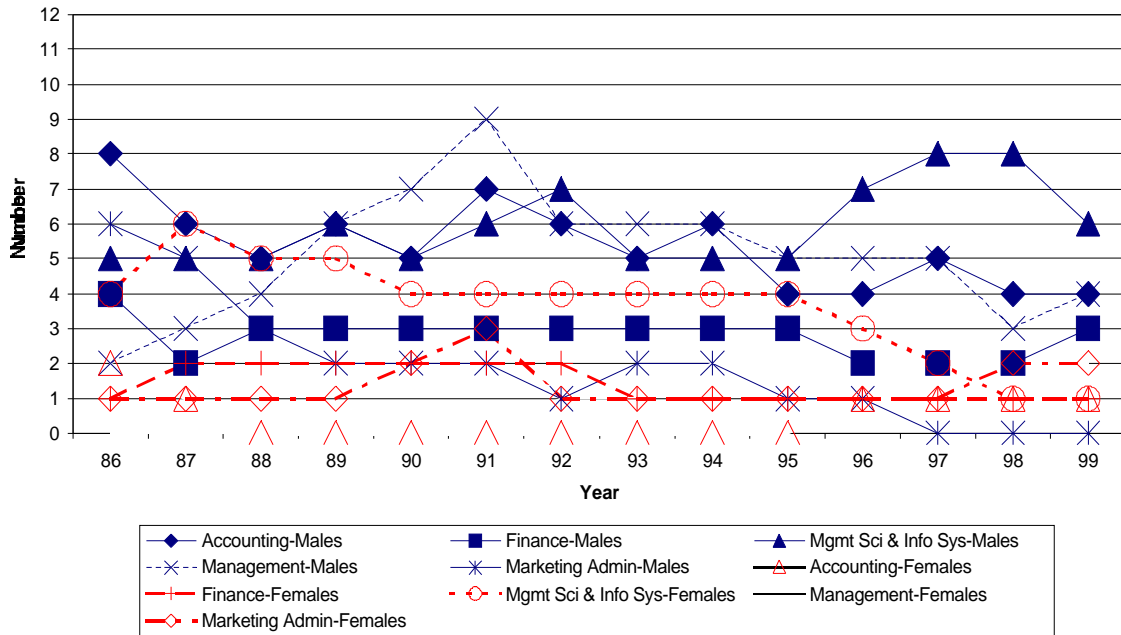


Figure (1.4a) Number of male and female College of Business Administration Associate Professors by department (BLUE = Males, RED = Females).

College of Business Associate Professor Salary

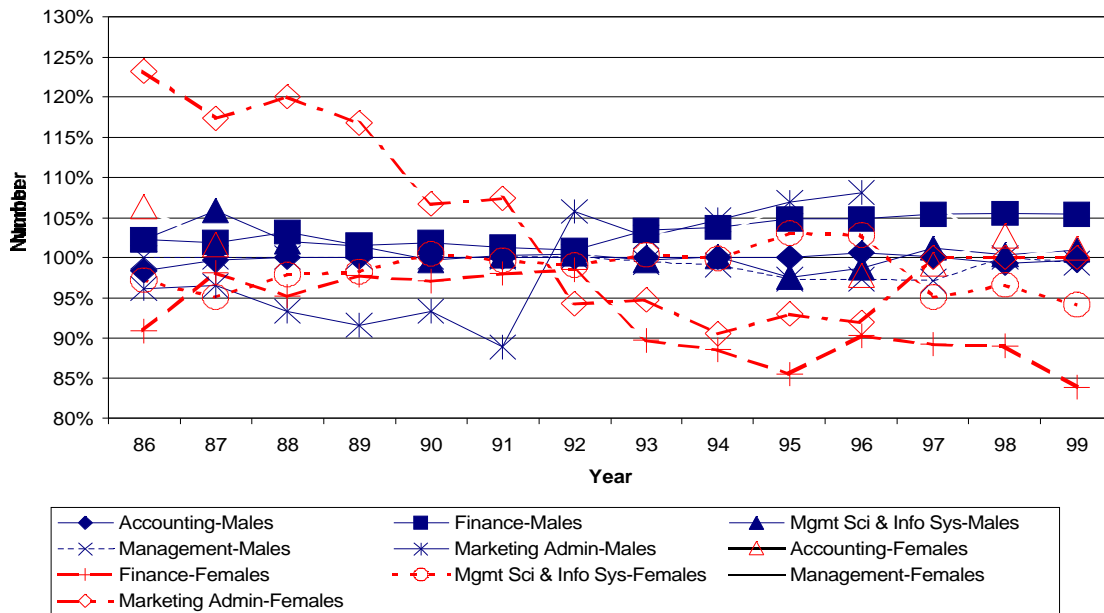


Figure (1.4b) Percent of department average salary for male and female College of Business Administration Associate Professors by department (BLUE = Males, RED = Females).

College of Business Assistant Professor Numbers

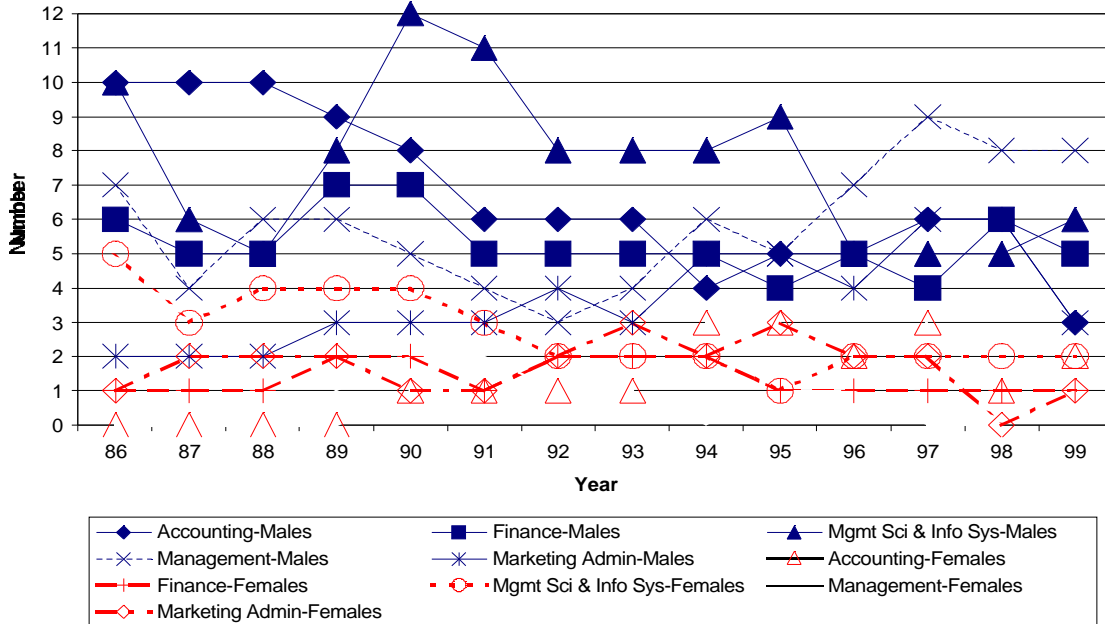


Figure (1.5a) Number of male and female College of Business Administration Assistant Professors by department (BLUE = Males, RED = Females).

College of Business Assistant Professor Salary

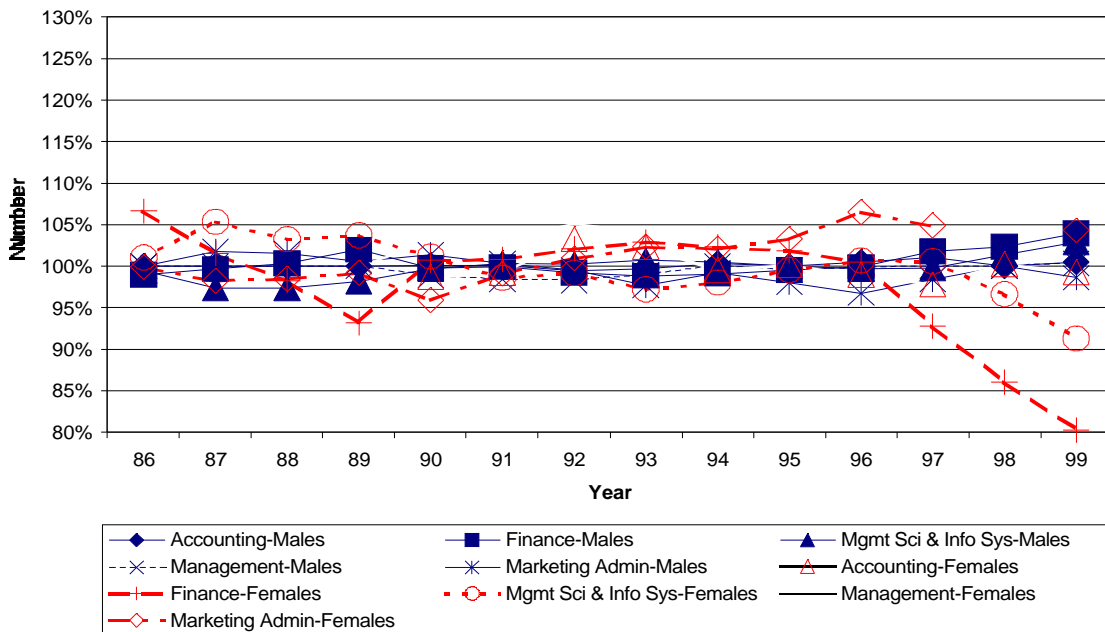


Figure (1.5b) Percent of department average salary for male and female College of Business Administration Assistant Professors by department (BLUE = Males, RED = Females).

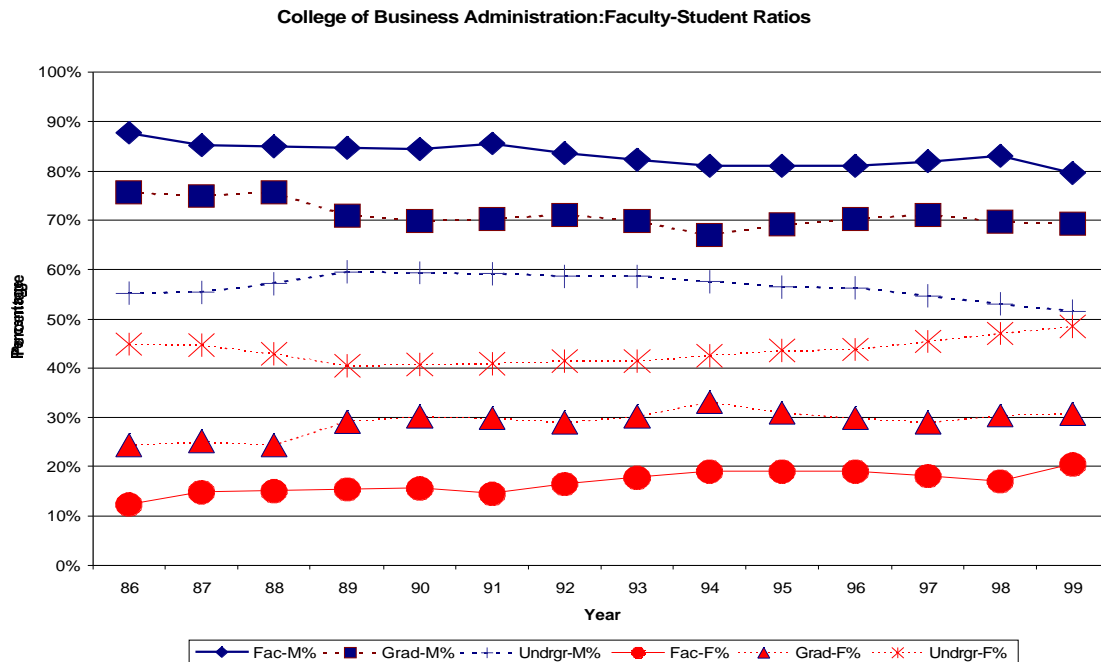


Figure (1.6a) The percentage of male and female faculty, graduate students, and undergraduate students in the College of Business Administration. This figure includes undergraduates classified as “International Business” and “Engineering Route to Business,” as well as undergraduates classified as “Business Other” (e.g., “Undecided,” “Business Honors,” “BA Non-Degree,” etc.). Graduate students in Business Administration, as well as graduate students within the Graduate School of Business are combined in this figure.

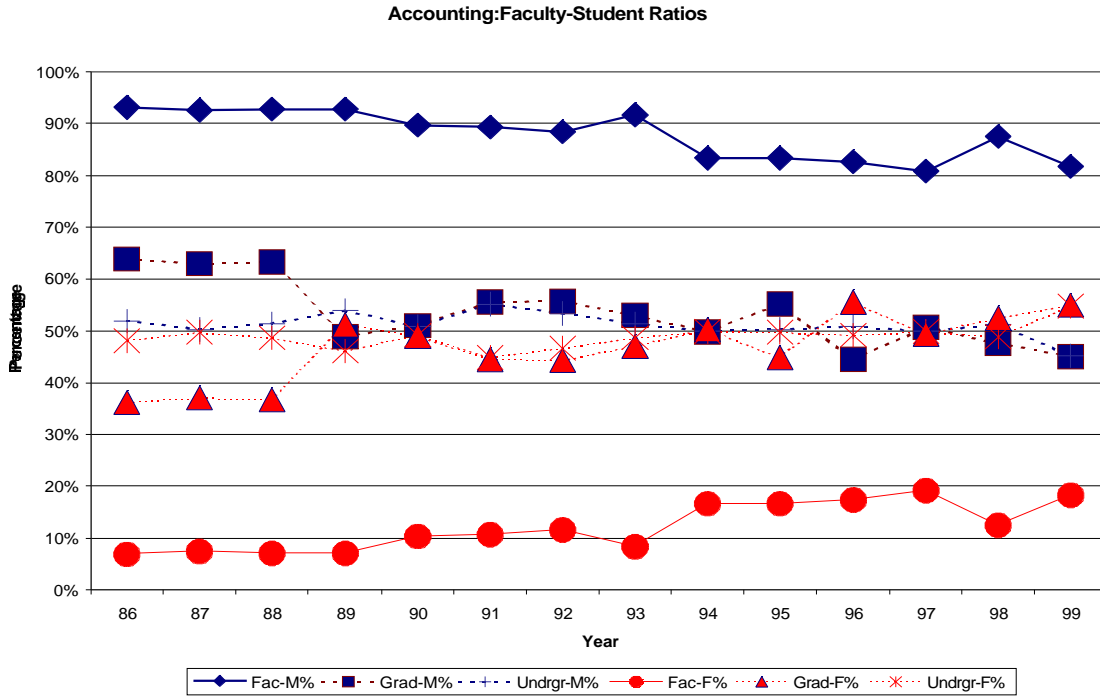


Figure (1.6b) The percentage of male and female faculty, graduate students, and undergraduate students in Accounting. Graduate students in Business Administration, as well as graduate students within the Graduate School of Business are combined in this figure.

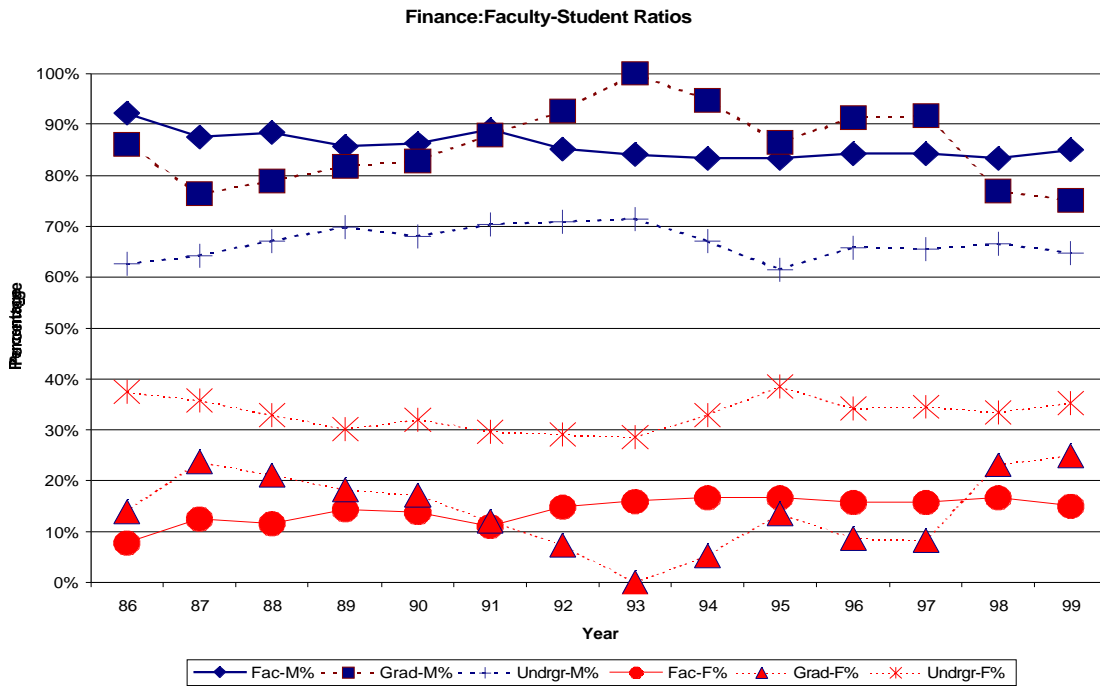


Figure (1.6c) The percentage of male and female faculty, graduate students, and undergraduate students in Finance.

Management Science and Information Systems: Faculty-Student Ratios

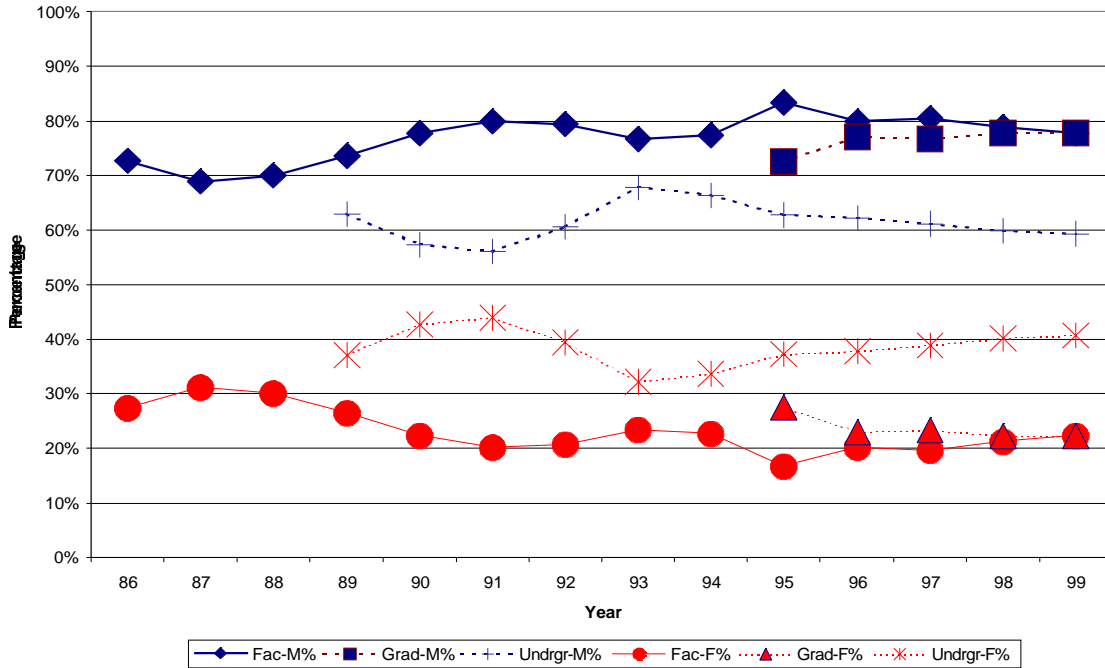


Figure (1.6d) The percentage of male and female faculty, graduate students, and undergraduate students in Management Science and Information Systems.

Management: Faculty-Student Ratios

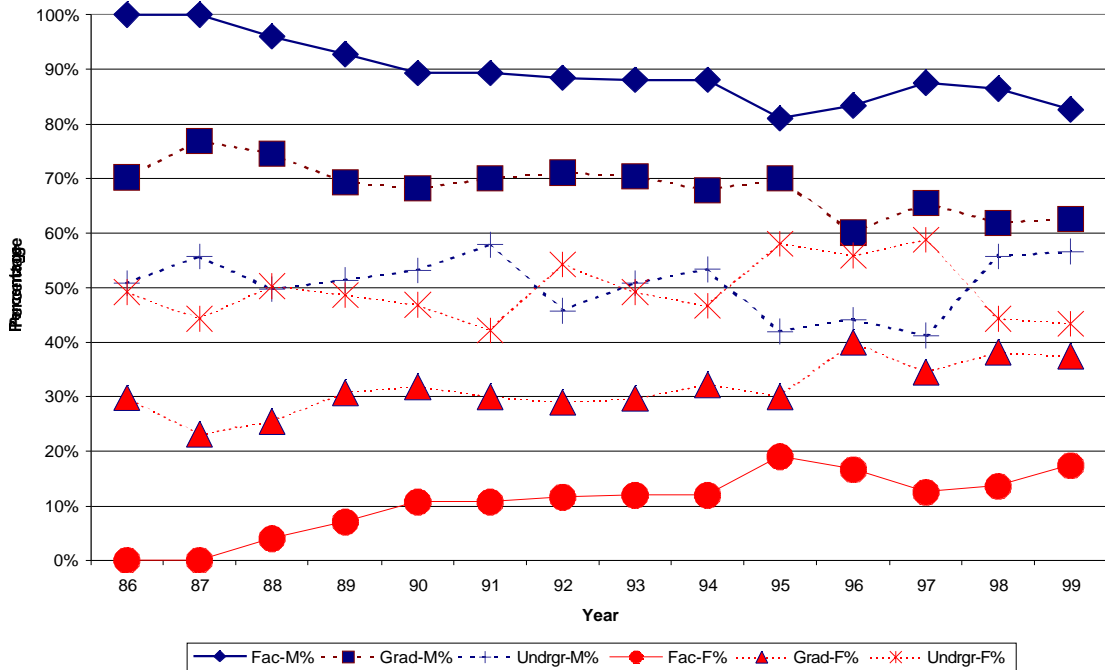


Figure (1.6e) The percentage of male and female faculty, graduate students, and undergraduate students in Management.

Marketing:Faculty-Student Ratios

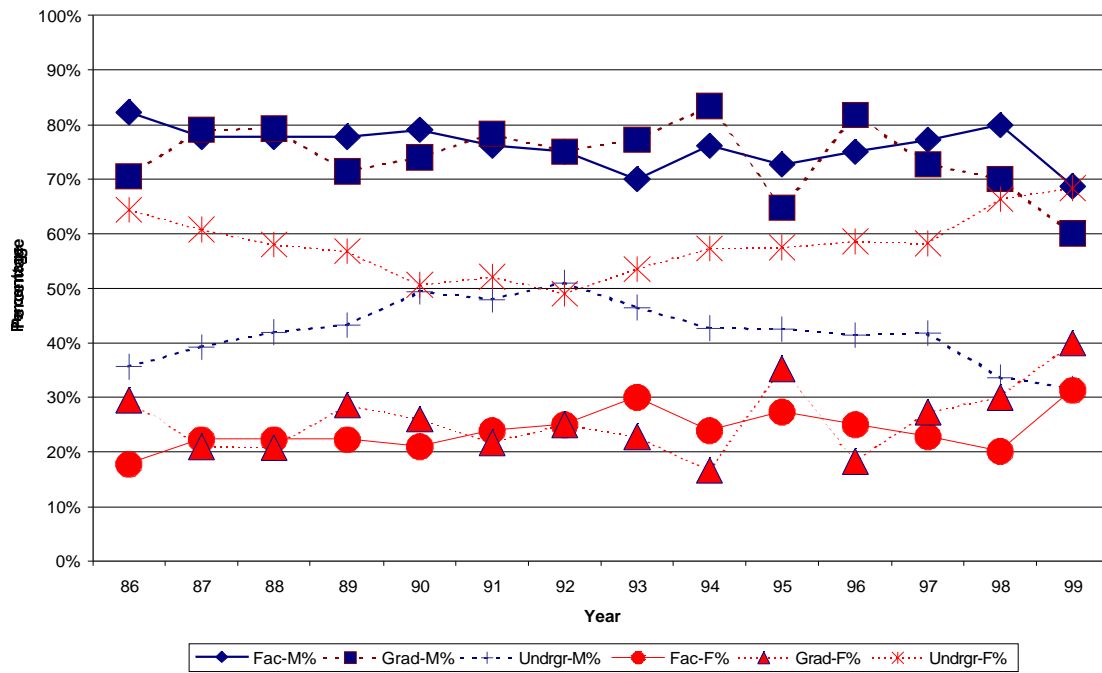


Figure (1.6f) The percentage of male and female faculty, graduate students, and undergraduate students in Marketing.

Appendix A: Data for the College of Business Administration

Figures (1.1a & b):

**Chair Numbers**

**Males**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	1	2	3	2	1
87	2	2	3	2	1
88	2	1	3	1	1
89	2	2	3	1	1
90	2	2	2	1	2
91	2	2	2	2	2
92	2	3	2	3	2
93	1	2	2	2	2
94	1	2	2	2	2
95	1	1	5	1	3
96	1	1	5	1	3
97	2	2	6	1	3
98	2	2	6	1	3
99	2	2	6	1	2

**Females**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	0	0	0	0	0
87	0	0	0	0	0
88	0	0	0	0	0
89	0	0	0	0	0
90	0	0	0	0	0
91	0	0	0	0	0
92	0	0	0	0	0
93	0	0	0	0	0
94	0	0	0	0	0
95	0	0	0	0	1
96	0	1	0	1	1
97	0	1	0	1	1
98	0	1	0	1	1
99	0	1	1	1	1

## Chair Salaries

### Males

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	100%	100%	100%	100%	100%
87	100%	100%	100%	100%	100%
88	100%	100%	100%	100%	100%
89	100%	100%	100%	100%	100%
90	100%	100%	100%	100%	100%
91	100%	100%	100%	100%	100%
92	100%	100%	100%	100%	100%
93	100%	100%	100%	100%	100%
94	100%	100%	100%	100%	100%
95	100%	100%	100%	100%	103%
96	100%	92%	100%	113%	103%
97	100%	103%	100%	113%	103%
98	100%	102%	100%	113%	103%
99	100%	101%	100%	113%	105%

### Females

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86					
87					
88					
89					
90					
91					
92					
93					
94					
95					90%
96		108%		87%	90%
97		95%		87%	90%
98		95%		87%	90%
99		97%	100%	87%	90%

Figures (1.2a&b):

**Professorship Numbers**

**Males**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	7	7	3	11	3
87	6	8	3	11	3
88	6	9	4	9	3
89	7	9	4	9	4
90	7	9	4	9	6
91	7	9	5	7	6
92	7	8	6	7	7
93	7	7	6	6	6
94	6	7	7	4	6
95	7	5	8	3	5
96	6	5	7	3	5
97	6	5	7	4	6
98	6	2	6	4	6
99	6	3	6	4	5

**Females**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	0	0	0	0	0
87	0	0	0	0	0
88	0	0	0	1	1
89	1	0	0	1	1
90	1	0	0	1	1
91	1	0	0	1	1
92	1	0	0	1	2
93	1	0	0	1	2
94	1	1	0	1	2
95	1	1	0	1	1
96	1	0	0	0	1
97	1	0	0	0	1
98	1	0	0	0	1
99	1	0	0	0	1

## Professorship Salaries

### Males

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	100%	100%	100%	100%	100%
87	100%	100%	100%	100%	100%
88	100%	100%	100%	99%	105%
89	101%	100%	100%	99%	103%
90	101%	100%	100%	99%	102%
91	101%	100%	100%	98%	102%
92	101%	100%	100%	98%	101%
93	101%	100%	100%	98%	101%
94	101%	100%	100%	99%	100%
95	100%	98%	100%	98%	100%
96	100%	100%	100%	100%	100%
97	100%	100%	100%	100%	99%
98	101%	100%	100%	100%	99%
99	101%	100%	100%	100%	98%

### Females

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86					
87					
88				105%	85%
89	90%			108%	86%
90	92%			109%	89%
91	90%			115%	89%
92	92%			113%	97%
93	94%			114%	97%
94	94%	99%		105%	99%
95	101%	108%		107%	100%
96	98%				102%
97	101%				107%
98	97%				108%
99	96%				109%

Figures (1.3a&b):

**Professor Numbers**

**Males**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	1	5	3	3	2
87	1	4	3	4	3
88	3	5	4	4	5
89	2	3	4	4	4
90	4	4	5	3	2
91	3	5	4	3	3
92	2	4	4	4	1
93	3	4	2	4	1
94	3	3	2	4	1
95	3	2	3	3	2
96	3	3	4	4	2
97	2	3	3	2	2
98	3	3	1	3	1
99	3	4	4	2	1

**Females**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	0	0	0	0	1
87	1	0	0	0	1
88	2	0	0	0	0
89	1	0	0	0	0
90	1	0	0	0	0
91	1	0	0	0	0
92	1	0	1	0	0
93	0	1	1	0	0
94	0	0	1	0	0
95	0	0	1	0	0
96	0	0	2	0	0
97	0	0	3	0	0
98	0	0	4	0	0
99	0	0	4	0	0

## Professor Salaries

### Males

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	100%	100%	100%	100%	102%
87	103%	100%	100%	100%	100%
88	101%	100%	100%	100%	100%
89	100%	100%	100%	100%	100%
90	99%	100%	100%	100%	100%
91	98%	100%	100%	100%	100%
92	99%	100%	98%	100%	100%
93	100%	95%	99%	100%	100%
94	100%	100%	96%	100%	100%
95	100%	100%	99%	100%	100%
96	100%	100%	103%	100%	100%
97	100%	100%	101%	100%	100%
98	100%	100%	96%	100%	100%
99	100%	100%	102%	100%	100%

### Females

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86					96%
87	97%				101%
88	99%				
89	99%				
90	105%				
91	105%				
92	103%		107%		
93		120%	103%		
94			108%		
95			102%		
96			94%		
97			99%		
98			101%		
99			98%		

Figures (1.4a&b):

**Associate Professor Numbers**

**Males**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	8	4	5	2	6
87	6	2	5	3	5
88	5	3	5	4	3
89	6	3	6	6	2
90	5	3	5	7	2
91	7	3	6	9	2
92	6	3	7	6	1
93	5	3	5	6	2
94	6	3	5	6	2
95	4	3	5	5	1
96	4	2	7	5	1
97	5	2	8	5	0
98	4	2	8	3	0
99	4	3	6	4	0

**Females**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	2	1	4	0	1
87	1	2	6	0	1
88	0	2	5	0	1
89	0	2	5	0	1
90	0	2	4	0	2
91	0	2	4	0	3
92	0	2	4	1	1
93	0	1	4	1	1
94	0	1	4	2	1
95	0	1	4	2	1
96	1	1	3	2	1
97	1	1	2	2	1
98	1	1	1	2	2
99	1	1	1	2	2

## Associate Professor Salaries

### Males

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp;</u>		<u>Marketing</u>
			<u>Info Sys</u>	<u>Management</u>	<u>Admin</u>
86	98%	102%	102%	100%	96%
87	100%	102%	106%	100%	97%
88	100%	103%	102%	100%	93%
89	100%	102%	101%	100%	92%
90	100%	102%	100%	100%	93%
91	100%	101%	100%	100%	89%
92	100%	101%	101%	100%	106%
93	100%	103%	100%	99%	103%
94	100%	104%	100%	99%	105%
95	100%	105%	98%	97%	107%
96	101%	105%	99%	97%	108%
97	100%	105%	101%	97%	
98	99%	105%	100%	100%	
99	100%	105%	101%	99%	

### Females

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp;</u>		<u>Marketing</u>
			<u>Info Sys</u>	<u>Management</u>	<u>Admin</u>
86	106%	91%	97%		123%
87	102%	98%	95%		117%
88		95%	98%		120%
89		98%	98%		117%
90		97%	100%		107%
91		98%	100%		107%
92		99%	99%	99%	94%
93		90%	100%	103%	95%
94		89%	100%	103%	91%
95		85%	103%	107%	93%
96	98%	90%	103%	107%	92%
97	99%	89%	95%	107%	100%
98	103%	89%	97%	100%	100%
99	101%	84%	94%	101%	100%

Figures (1.5a&b):

**Assistant Professor Numbers**

**Males**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	10	6	10	7	2
87	10	5	6	4	2
88	10	5	5	6	2
89	9	7	8	6	3
90	8	7	12	5	3
91	6	5	11	4	3
92	6	5	8	3	4
93	6	5	8	4	3
94	4	5	8	6	5
95	5	4	9	5	5
96	5	5	5	7	4
97	6	4	5	9	6
98	6	6	5	8	6
99	3	5	6	8	3

**Females**

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp; Info Sys</u>	<u>Management</u>	<u>Marketing Admin</u>
86	0	1	5	0	1
87	0	1	3	0	2
88	0	1	4	0	2
89	0	2	4	1	2
90	1	2	4	2	1
91	1	1	3	2	1
92	1	2	2	1	2
93	1	2	2	1	3
94	3	2	2	0	2
95	3	1	1	1	3
96	2	1	2	1	2
97	3	1	2	0	2
98	1	1	2	0	0
99	2	1	2	1	1

## Assistant Professor Salaries

### Males

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp;</u>		<u>Marketing</u>
			<u>Info Sys</u>	<u>Management</u>	<u>Admin</u>
86	100%	99%	99%	100%	100%
87	100%	100%	97%	100%	102%
88	100%	100%	97%	100%	102%
89	100%	102%	98%	100%	101%
90	100%	100%	100%	99%	101%
91	100%	100%	100%	98%	100%
92	99%	99%	100%	98%	100%
93	100%	99%	101%	99%	98%
94	100%	99%	101%	100%	99%
95	100%	100%	100%	100%	98%
96	100%	100%	100%	100%	97%
97	101%	102%	100%	100%	98%
98	100%	102%	101%	100%	100%
99	100%	104%	103%	100%	99%

### Females

<u>Year</u>	<u>Accounting</u>	<u>Finance</u>	<u>Mgmt Sci &amp;</u>		<u>Marketing</u>
			<u>Info Sys</u>	<u>Management</u>	<u>Admin</u>
86		107%	101%		100%
87		102%	105%		98%
88		98%	103%		98%
89		93%	104%	100%	99%
90	99%	101%	101%	103%	96%
91	99%	101%	99%	103%	99%
92	103%	102%	99%	105%	101%
93	102%	103%	97%	104%	102%
94	100%	102%	98%		102%
95	100%	102%	100%	102%	103%
96	99%	100%	101%	102%	107%
97	98%	93%	101%		105%
98	100%	86%	97%		
99	99%	80%	91%	97%	104%

Figure (1.6a-f):

**Faculty-Student Ratios in the College of Business Administration**

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	88%	12%	76%	24%	55%	45%
87	85%	15%	75%	25%	55%	45%
88	85%	15%	76%	24%	57%	43%
89	85%	15%	71%	29%	60%	40%
90	84%	16%	70%	30%	59%	41%
91	86%	14%	70%	30%	59%	41%
92	83%	17%	71%	29%	59%	41%
93	82%	18%	70%	30%	59%	41%
94	81%	19%	67%	33%	57%	43%
95	81%	19%	69%	31%	56%	44%
96	81%	19%	70%	30%	56%	44%
97	82%	18%	71%	29%	55%	45%
98	83%	17%	70%	30%	53%	47%
99	79%	21%	69%	31%	52%	48%

**Faculty-Student Ratios in Accounting**

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	93%	7%	64%	36%	52%	48%
87	93%	7%	63%	37%	50%	50%
88	93%	7%	63%	37%	51%	49%
89	93%	7%	49%	51%	54%	46%
90	90%	10%	51%	49%	51%	49%
91	89%	11%	56%	44%	55%	45%
92	88%	12%	56%	44%	53%	47%
93	92%	8%	53%	47%	51%	49%
94	83%	17%	50%	50%	50%	50%
95	83%	17%	55%	45%	50%	50%
96	83%	17%	45%	55%	51%	49%
97	81%	19%	51%	49%	50%	50%
98	88%	13%	48%	52%	51%	49%
99	82%	18%	45%	55%	45%	55%

**Faculty-Student Ratios in Finance**

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	92%	8%	86%	14%	63%	38%
87	88%	13%	76%	24%	64%	36%
88	88%	12%	79%	21%	67%	33%
89	86%	14%	82%	18%	70%	30%
90	86%	14%	83%	17%	68%	32%
91	89%	11%	88%	12%	70%	30%
92	85%	15%	93%	7%	71%	29%
93	84%	16%	100%	0%	71%	29%
94	83%	17%	95%	5%	67%	33%
95	83%	17%	86%	14%	61%	39%
96	84%	16%	91%	9%	66%	34%
97	84%	16%	92%	8%	65%	35%
98	83%	17%	77%	23%	66%	34%
99	85%	15%	75%	25%	65%	35%

**Faculty-Student Ratios in Management Science and Information Systems**

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	73%	27%				
87	69%	31%				
88	70%	30%				
89	74%	26%			63%	37%
90	78%	22%			57%	43%
91	80%	20%			56%	44%
92	79%	21%			60%	40%
93	77%	23%			68%	32%
94	77%	23%			66%	34%
95	83%	17%	73%	27%	63%	37%
96	80%	20%	77%	23%	62%	38%
97	81%	19%	77%	23%	61%	39%
98	79%	21%	78%	22%	60%	40%
99	78%	22%	78%	22%	59%	41%

**Faculty-Student Ratios in Management**

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	100%	0%	70%	30%	51%	49%
87	100%	0%	77%	23%	56%	44%
88	96%	4%	75%	25%	50%	50%
89	93%	7%	69%	31%	51%	49%
90	89%	11%	68%	32%	53%	47%
91	89%	11%	70%	30%	58%	42%
92	88%	12%	71%	29%	46%	54%
93	88%	12%	70%	30%	51%	49%
94	88%	12%	68%	32%	53%	47%
95	81%	19%	70%	30%	42%	58%
96	83%	17%	60%	40%	44%	56%
97	88%	13%	65%	35%	41%	59%
98	86%	14%	62%	38%	56%	44%
99	83%	17%	63%	38%	57%	43%

**Faculty-Student Ratios in Marketing**

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	82%	18%	71%	29%	36%	64%
87	78%	22%	79%	21%	39%	61%
88	78%	22%	79%	21%	42%	58%
89	78%	22%	71%	29%	43%	57%
90	79%	21%	74%	26%	49%	51%
91	76%	24%	78%	22%	48%	52%
92	75%	25%	75%	25%	51%	49%
93	70%	30%	77%	23%	46%	54%
94	76%	24%	83%	17%	43%	57%
95	73%	27%	65%	35%	43%	58%
96	75%	25%	82%	18%	41%	59%
97	77%	23%	73%	27%	42%	58%
98	80%	20%	70%	30%	34%	66%
99	69%	31%	60%	40%	32%	68%