

A Report on the Status of Women

in the

College of Education

at the

University of Texas at Austin

April 11, 2000

Several different data sets for the College of Education 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 Education. 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 Education (1.6a). Finally, a comparison is made between the ratio of male and female faculty to the ratio of male and female students in various departments of the College of Education (Figure 1.6b-1.6f).

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 available data 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 Education 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 Education. Data tables for all plots are presented in the Appendix.

College of Education Chair Numbers

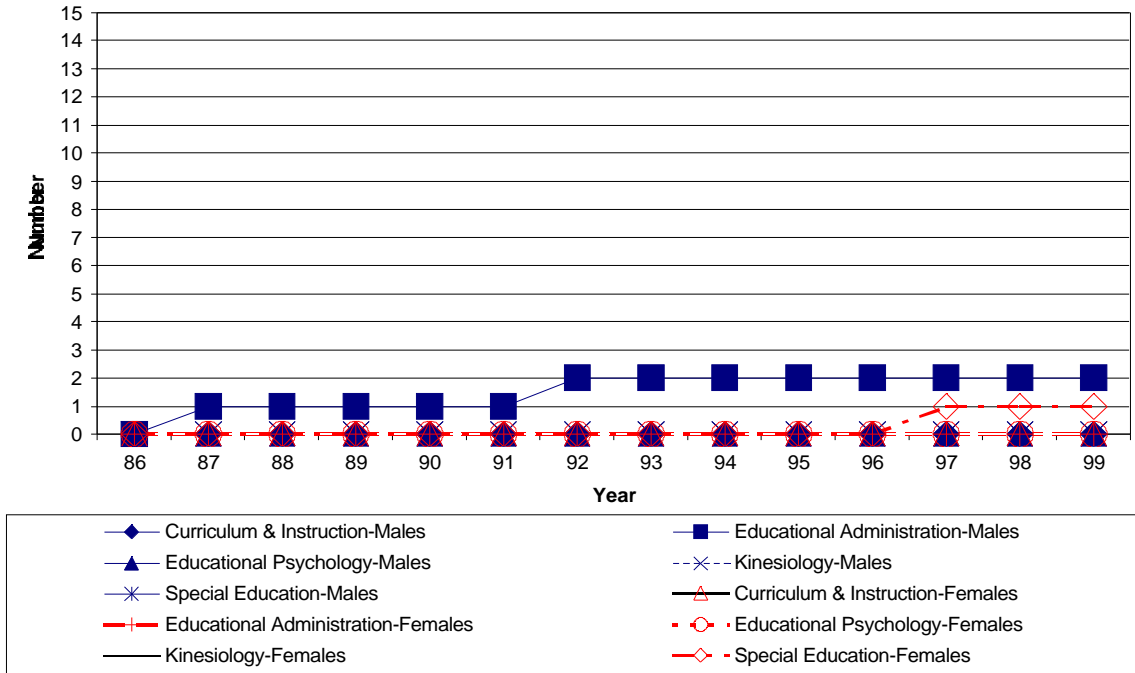


Figure (1.1a) Number of male and female College of Education Chairs by department (BLUE = Males, RED = Females).

College of Education Chair Salary

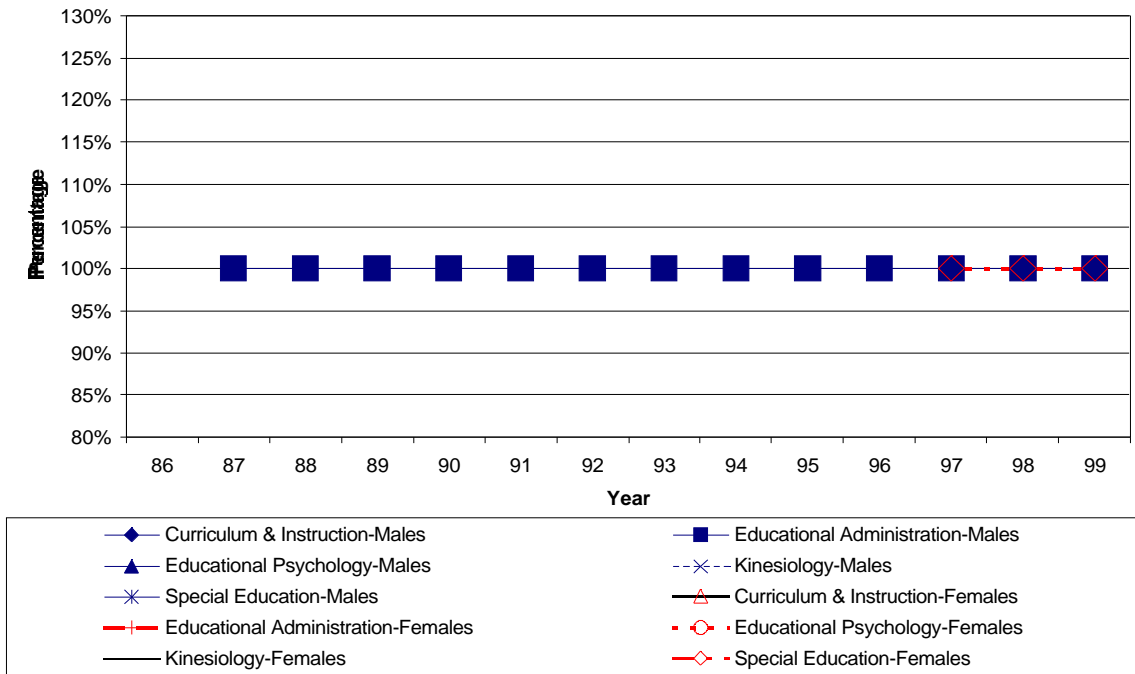


Figure (1.1b) Percent of department average salary for male College of Education Chairs by department (BLUE = Males, RED = FEMALES).

College of Education Professorship Numbers

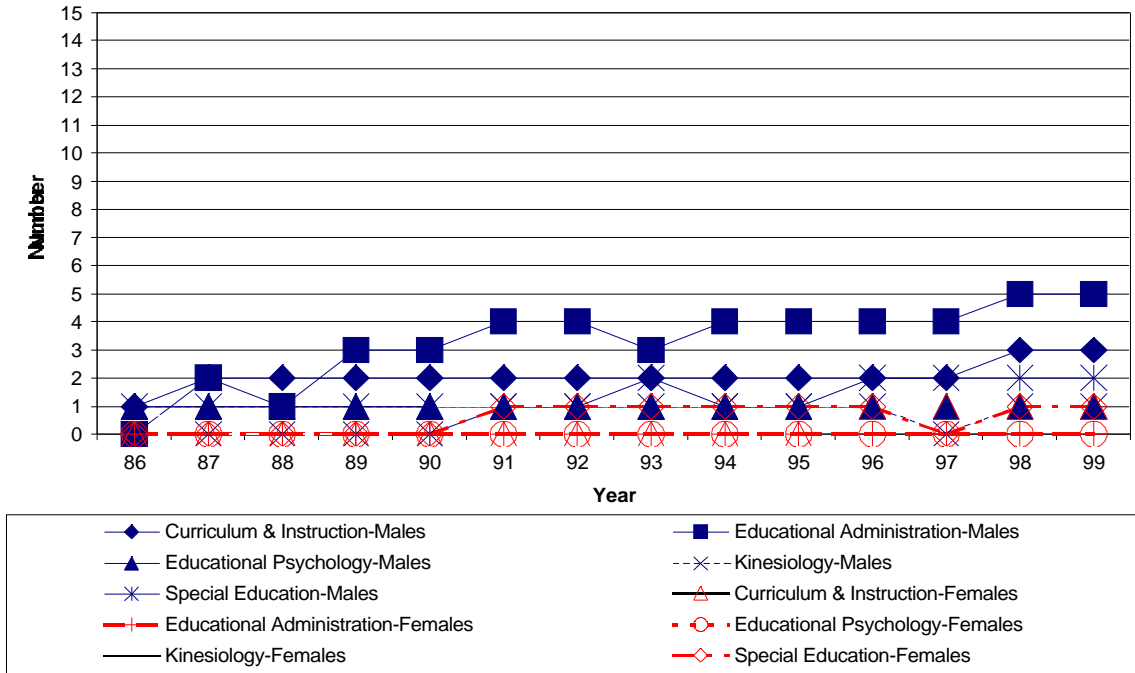


Figure (1.2a) Number of male and female College of Education Professorships by department (BLUE = Males, RED = Females).

College of Education Professorship Salary

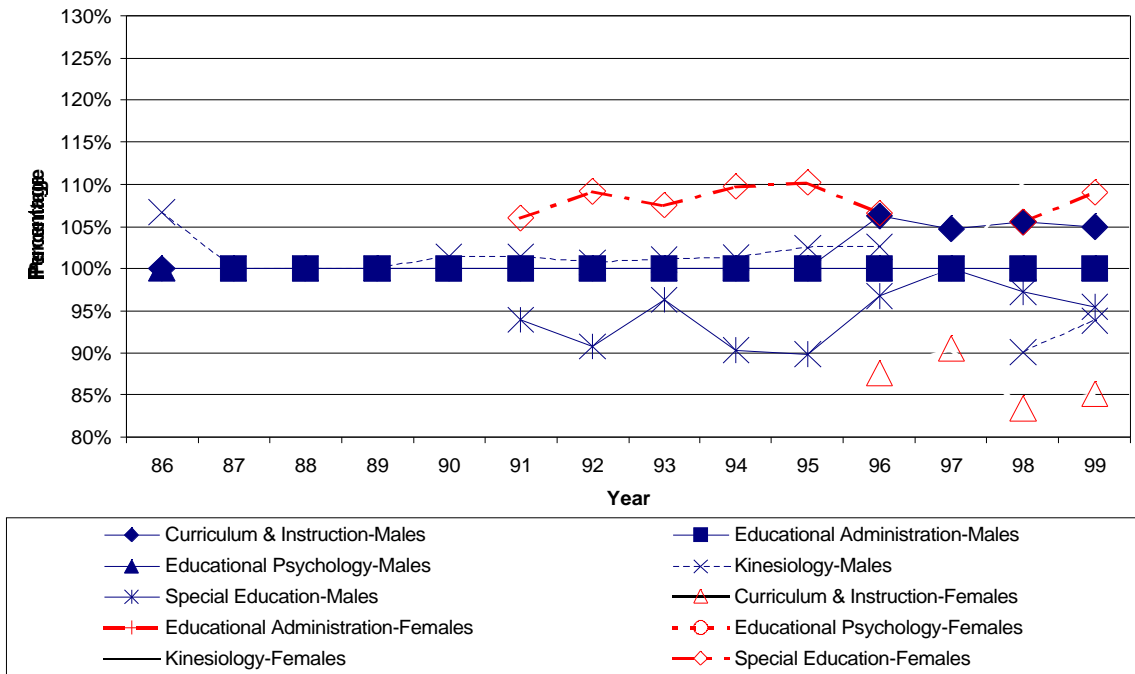


Figure (1.2b) Percent of department average salary for male and female College of Education Professorships by department (BLUE = Males, RED = Females).

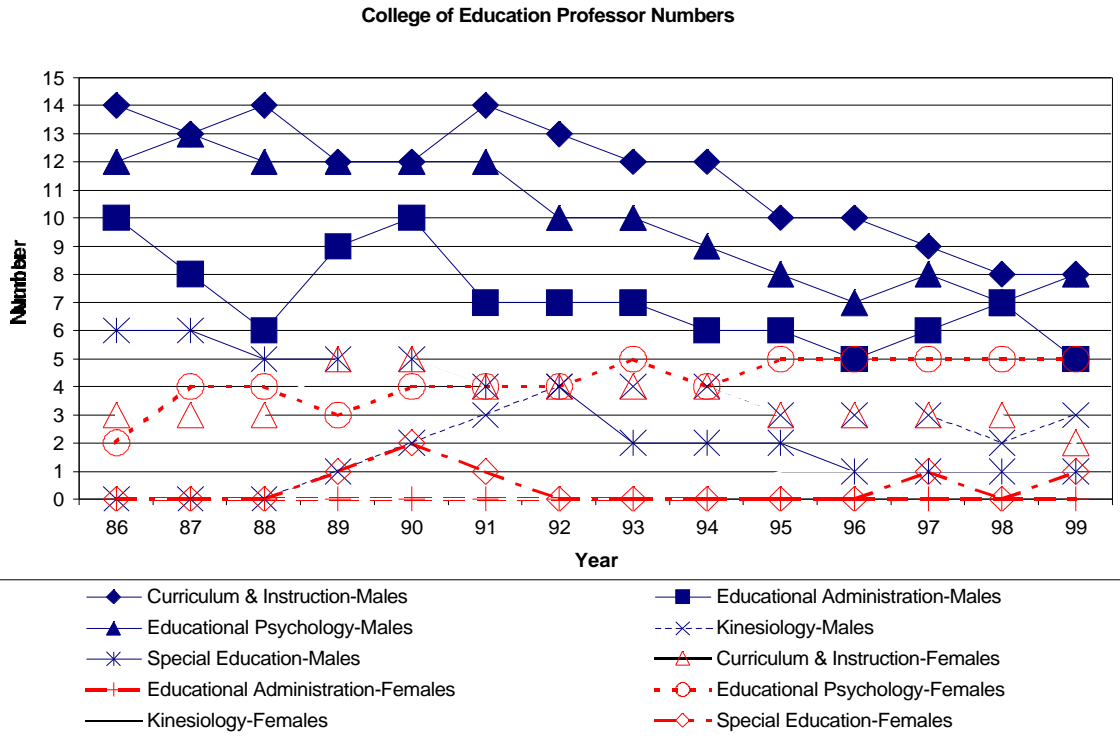


Figure (1.3a) Number of male and female College of Education Professors by department (BLUE = Males, RED = Females).

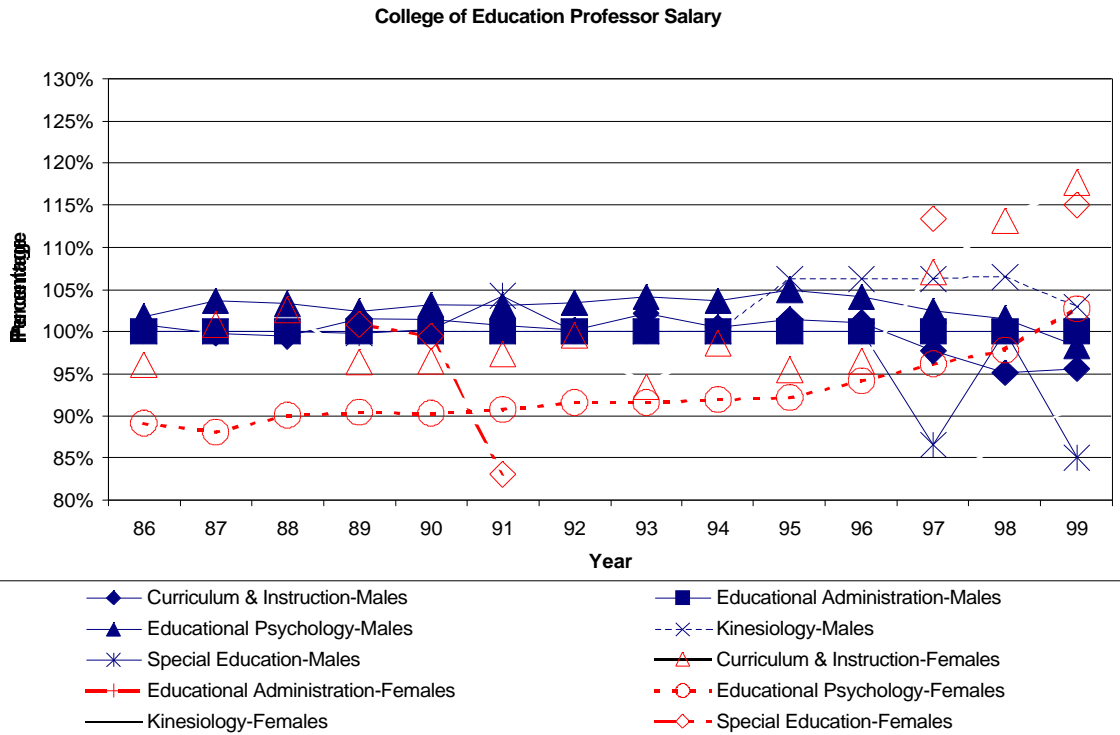


Figure (1.3b) Percent of department average salary for male and female College of Education Professors by department (BLUE = Males, RED = Females).

College of Education Associate Professor Numbers

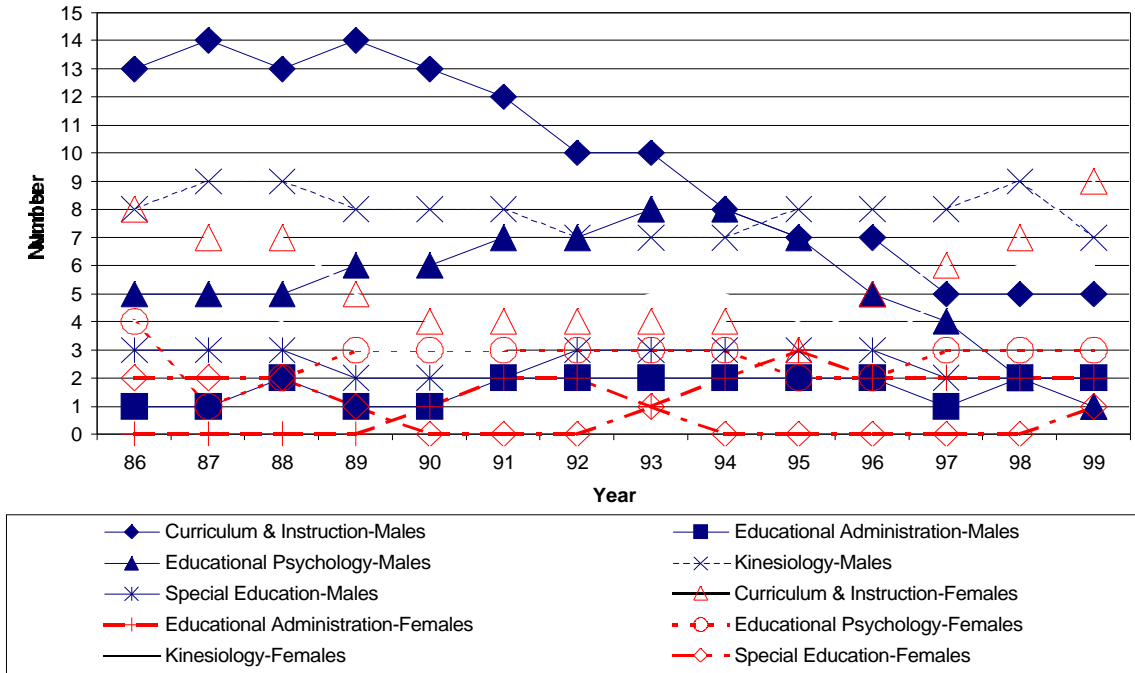


Figure (1.4a) Number of male and female College of Education Associate Professors by department (BLUE = Males, RED = Females).

College of Education Associate Professor Salary

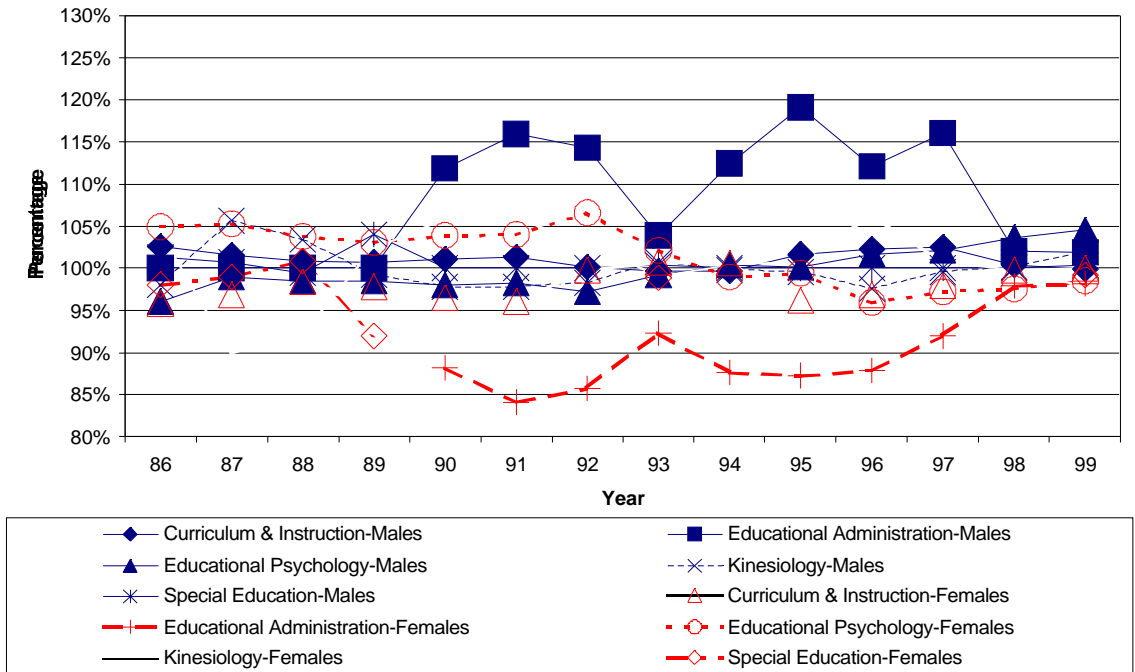


Figure (1.4b) Percent of department average salary for male and female College of Education Associate Professors by department (BLUE = Males, RED = Females).

College of Education Assistant Professor Numbers

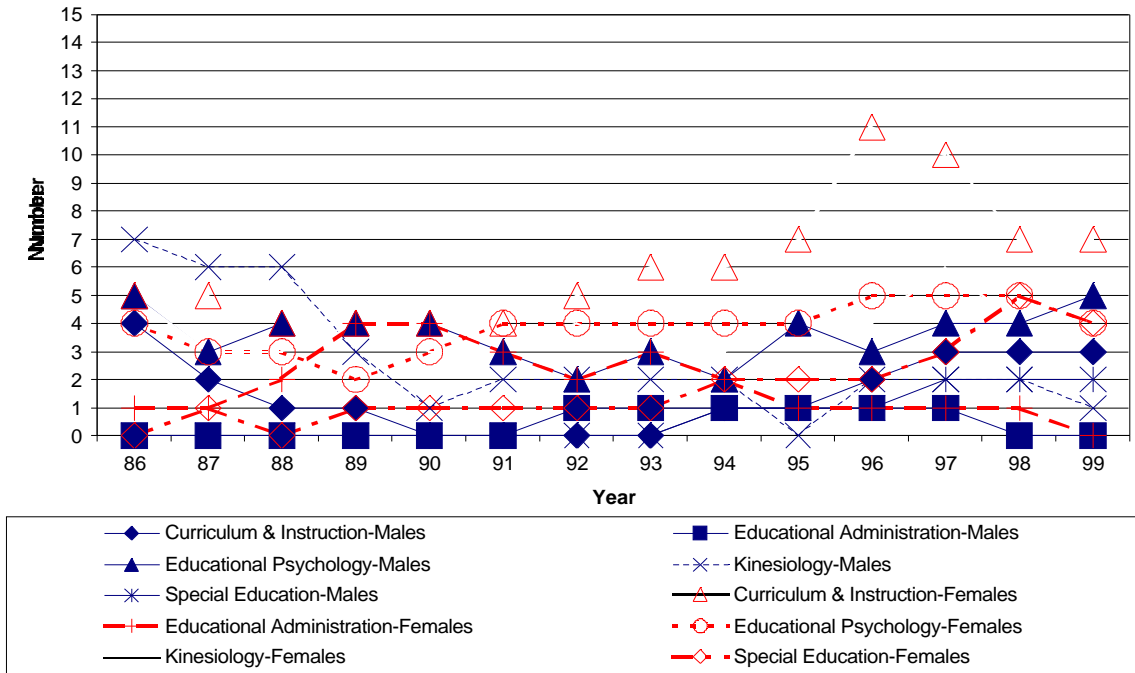


Figure (1.5a) Number of male and female College of Education Assistant Professors by department (BLUE = Males, RED = Females).

College of Education Assistant Professor Salary

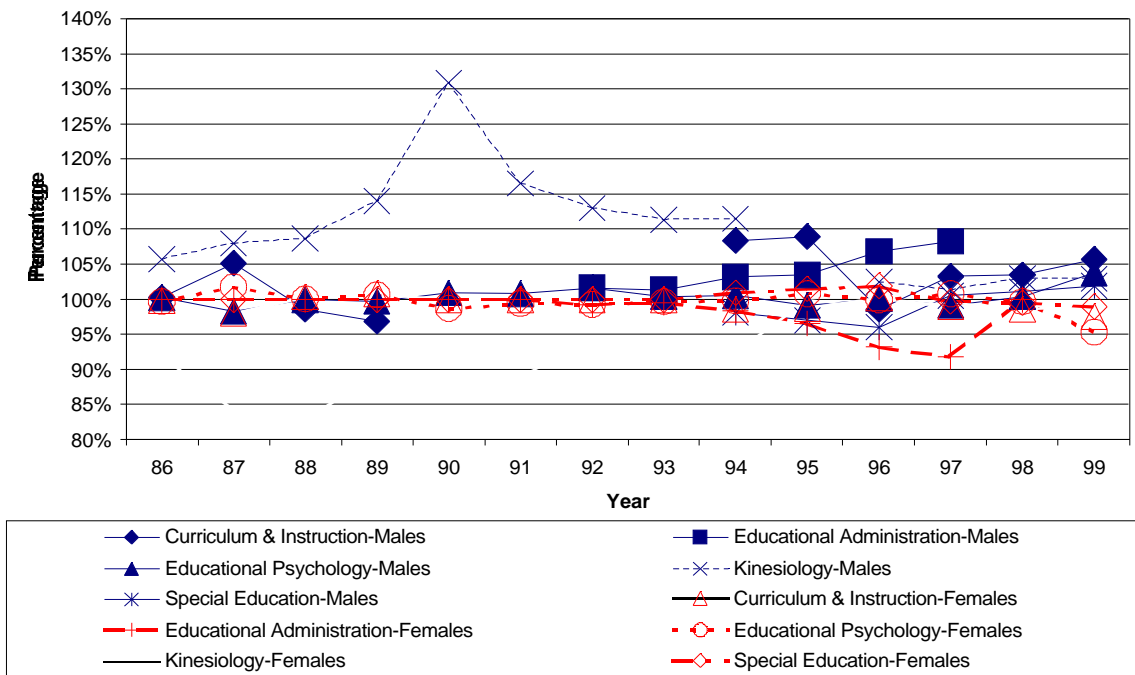


Figure (1.5b) Percent of department average salary for male and female College of Education Assistant Professors by department (BLUE = Males, RED = Females).

College of Education: Faculty-Student Ratios

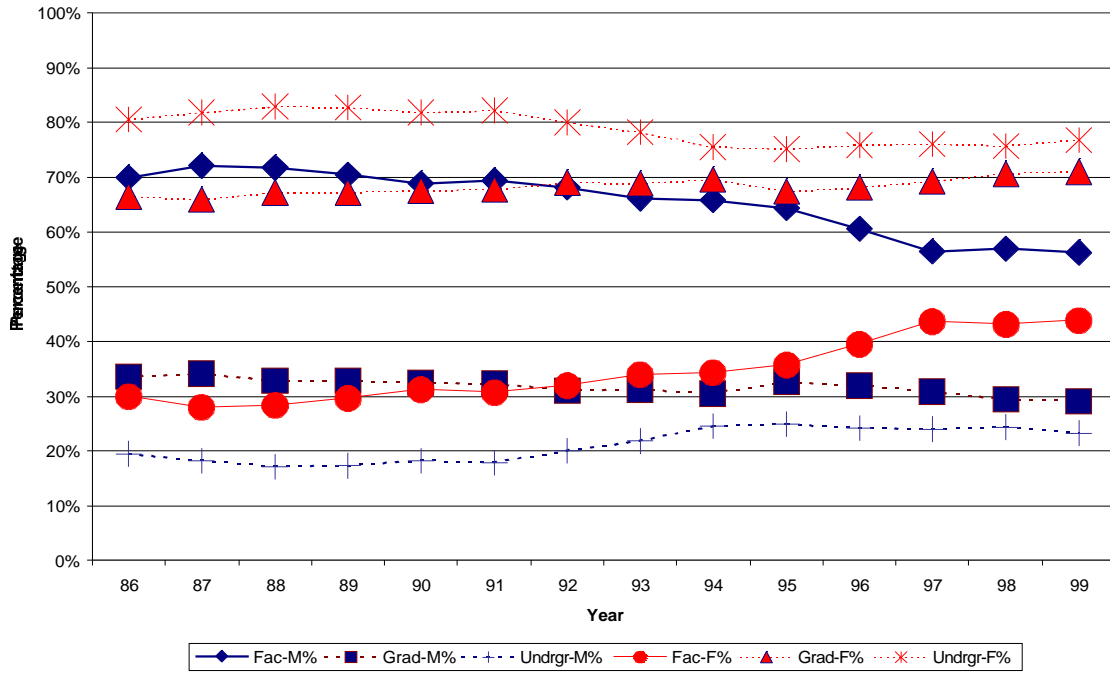


Figure (1.6a) The percentage of male and female faculty, graduate students, and undergraduate students in the College of Education. This figure includes undergraduates who are classified as “Education Other” (e.g., undeclared, nondegree, certificate, etc.).

Curriculum and Instruction: Faculty-Student Ratios

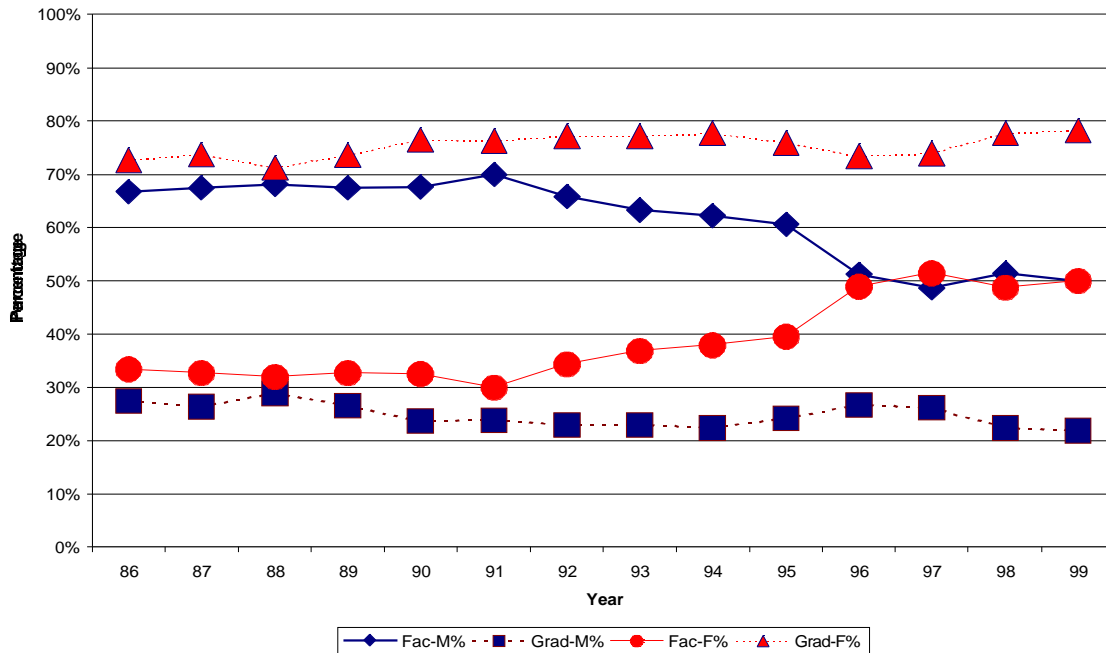


Figure (1.6b) The percentage of male and female faculty and graduate students in the Department of Curriculum and Instruction. There are no undergraduate students in the Department of Curriculum and Instruction.

Educational Administration: Faculty-Student Ratios

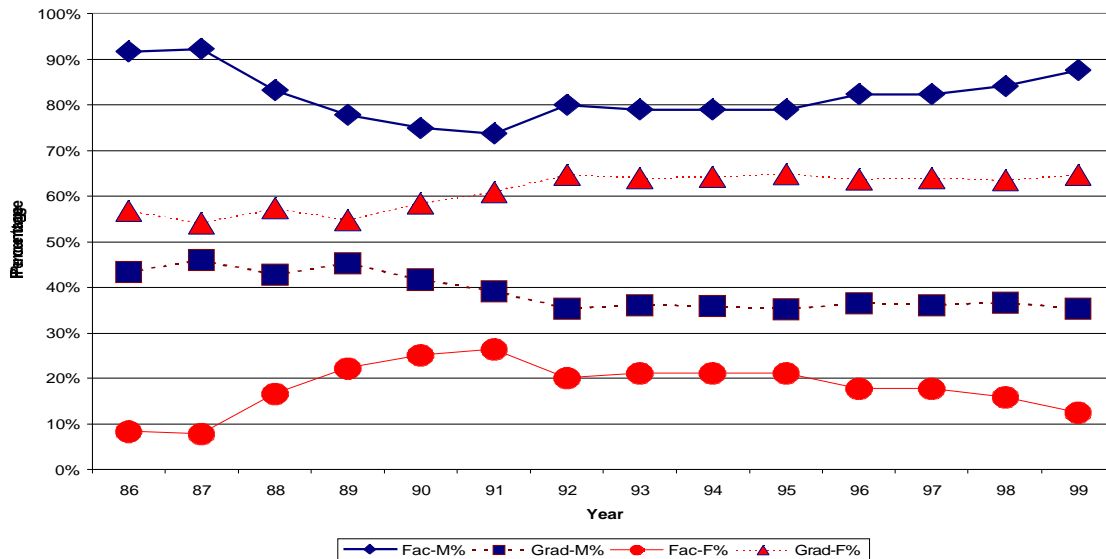


Figure (1.6c) The percentage of male and female faculty and graduate students in the Department of Educational Administration. There are no undergraduate students in the Department of Educational Administration.

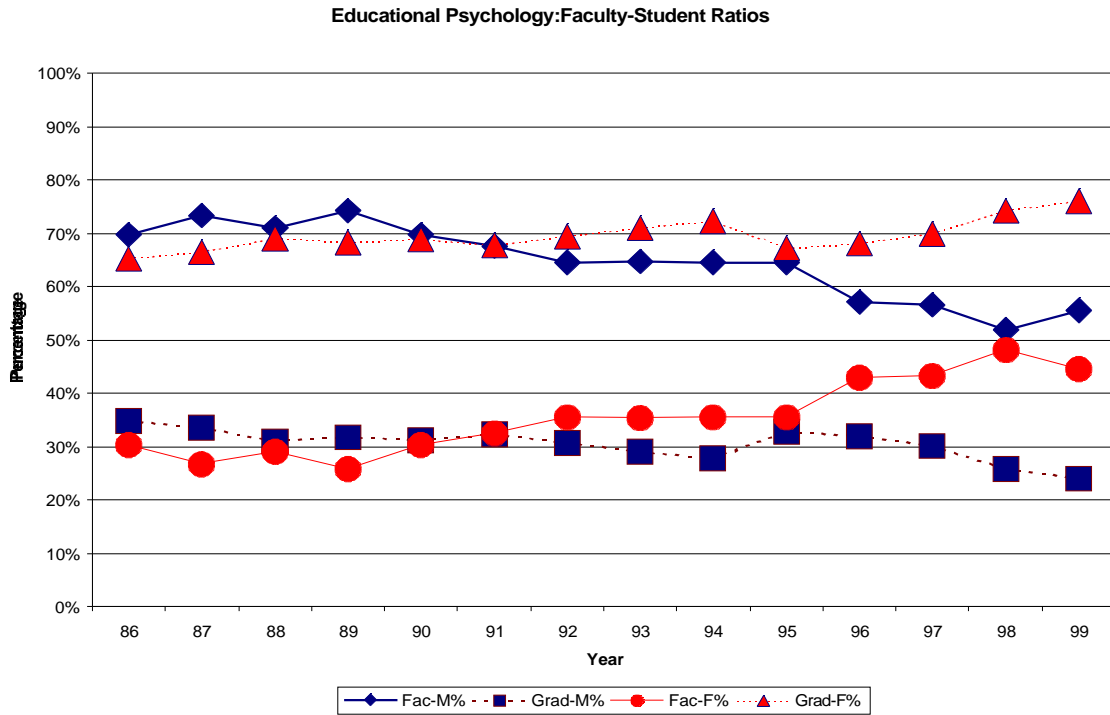


Figure (1.6d) The percentage of male and female faculty and graduate students in the Department of Educational Psychology. There are no undergraduate students in the Department of Educational Psychology.

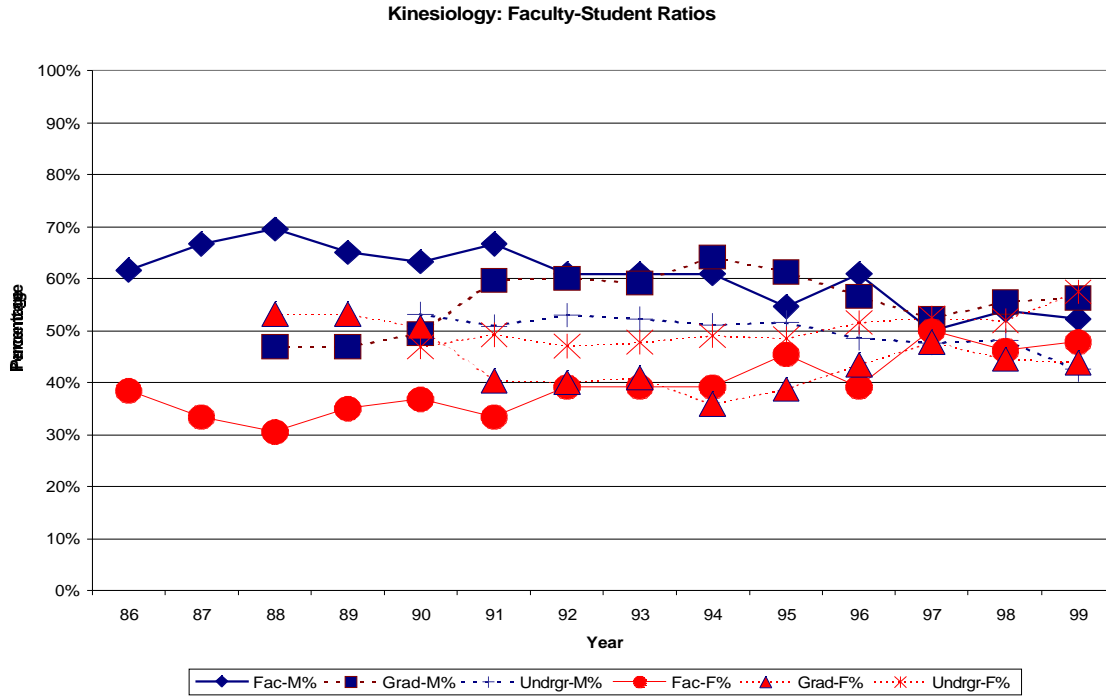


Figure (1.6e) The percentage of male and female faculty, graduate students, and undergraduate students in the Department of Kinesiology.

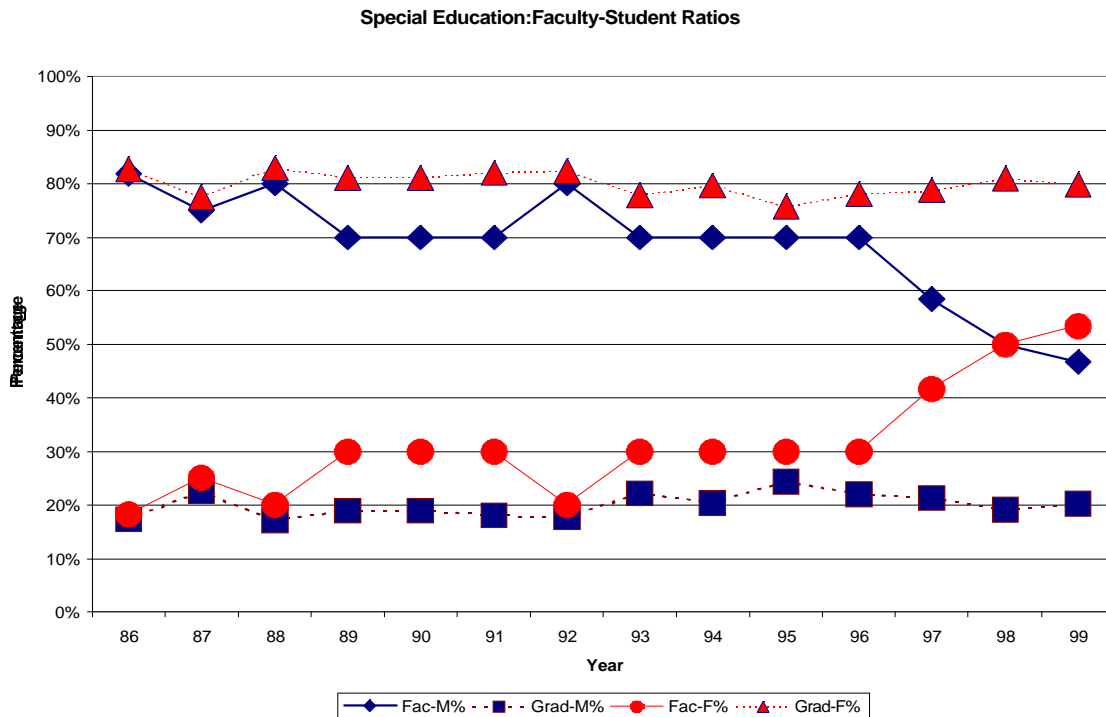


Figure (1.6f) The percentage of male and female faculty and graduate students in the Department of Special Education. There are no undergraduate students in the Department of Special Education.

Appendix A: Data for the College of Education

Figures (1.1a & b):

Chair Numbers

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	0	0	0	0	0
87	0	1	0	0	0
88	0	1	0	0	0
89	0	1	0	0	0
90	0	1	0	0	0
91	0	1	0	0	0
92	0	2	0	0	0
93	0	2	0	0	0
94	0	2	0	0	0
95	0	2	0	0	0
96	0	2	0	0	0
97	0	2	0	0	0
98	0	2	0	0	0
99	0	2	0	0	0

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</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	0
96	0	0	0	0	0
97	0	0	0	0	1
98	0	0	0	0	1
99	0	0	0	0	1

Chair Salaries

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86					
87		100%			
88		100%			
89		100%			
90		100%			
91		100%			
92		100%			
93		100%			
94		100%			
95		100%			
96		100%			
97		100%			
98		100%			
99		100%			

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86					
87					
88					
89					
90					
91					
92					
93					
94					
95					
96					
97					100%
98					100%
99					100%

Figures (1.2a&b):

Professorship Numbers

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	1	0	1	1	0
87	2	2	1	1	0
88	2	1	1	1	0
89	2	3	1	1	0
90	2	3	1	1	0
91	2	4	1	1	1
92	2	4	1	1	1
93	2	3	1	1	2
94	2	4	1	1	1
95	2	4	1	1	1
96	2	4	1	1	2
97	2	4	1	0	2
98	3	5	1	1	2
99	3	5	1	1	2

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	0	0	0	1	0
87	0	0	0	0	0
88	0	0	0	0	0
89	0	0	0	0	0
90	0	0	0	1	0
91	0	0	0	1	1
92	0	0	0	1	1
93	0	0	0	1	1
94	0	0	0	1	1
95	0	0	0	1	1
96	1	0	0	1	1
97	1	0	0	1	0
98	1	0	0	1	1
99	1	0	0	1	1

Professorship Salaries

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	100%		100%	107%	
87	100%	100%	100%	100%	
88	100%	100%	100%	100%	
89	100%	100%	100%	100%	
90	100%	100%	100%	101%	
91	100%	100%	100%	101%	94%
92	100%	100%	100%	101%	91%
93	100%	100%	100%	101%	96%
94	100%	100%	100%	101%	90%
95	100%	100%	100%	103%	90%
96	106%	100%	100%	103%	97%
97	105%	100%	100%		100%
98	106%	100%	100%	90%	97%
99	105%	100%	100%	94%	95%

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86				93%	
87					
88					
89					
90				99%	
91				99%	106%
92				99%	109%
93				99%	108%
94				99%	110%
95				97%	110%
96	88%			97%	107%
97	91%			100%	
98	83%			110%	106%
99	85%			106%	109%

Figures (1.3a&b):

Professor Numbers

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	14	10	12	0	6
87	13	8	13	0	6
88	14	6	12	0	5
89	12	9	12	1	5
90	12	10	12	2	5
91	14	7	12	3	4
92	13	7	10	4	4
93	12	7	10	4	2
94	12	6	9	4	2
95	10	6	8	3	2
96	10	5	7	3	1
97	9	6	8	3	1
98	8	7	7	2	1
99	8	5	8	3	1

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	3	0	2	0	0
87	3	0	4	0	0
88	3	0	4	0	0
89	5	0	3	0	1
90	5	0	4	0	2
91	4	0	4	0	1
92	4	0	4	0	0
93	4	0	5	0	0
94	4	0	4	0	0
95	3	0	5	1	0
96	3	0	5	1	0
97	3	0	5	1	1
98	3	0	5	1	0
99	2	0	5	1	1

Professor Salaries

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	101%	100%	102%		100%
87	100%	100%	104%		100%
88	99%	100%	103%		100%
89	102%	100%	102%	100%	100%
90	101%	100%	103%	100%	100%
91	101%	100%	103%	100%	104%
92	100%	100%	103%	100%	100%
93	102%	100%	104%	100%	100%
94	100%	100%	104%	100%	100%
95	101%	100%	105%	106%	100%
96	101%	100%	104%	106%	100%
97	98%	100%	102%	106%	87%
98	95%	100%	102%	106%	100%
99	96%	100%	98%	103%	85%

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	96%		89%		
87	101%		88%		
88	103%		90%		
89	96%		90%		101%
90	97%		90%		99%
91	97%		91%		83%
92	100%		92%		
93	93%		92%		
94	99%		92%		
95	95%		92%	81%	
96	96%		94%	81%	
97	107%		96%	81%	113%
98	113%		98%	87%	
99	118%		103%	91%	115%

Figures (1.4a&b):

Associate Professor Numbers

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	13	1	5	8	3
87	14	1	5	9	3
88	13	2	5	9	3
89	14	1	6	8	2
90	13	1	6	8	2
91	12	2	7	8	2
92	10	2	7	7	3
93	10	2	8	7	3
94	8	2	8	7	3
95	7	2	7	8	3
96	7	2	5	8	3
97	5	1	4	8	2
98	5	2	2	9	2
99	5	2	1	7	2

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	8	0	4	4	2
87	7	0	1	5	2
88	7	0	2	4	2
89	5	0	3	3	1
90	4	1	3	3	0
91	4	2	3	3	0
92	4	2	3	4	0
93	4	1	3	5	1
94	4	2	3	5	0
95	3	3	2	4	0
96	5	2	2	3	0
97	6	2	3	5	0
98	7	2	3	6	0
99	9	2	3	6	1

Associate Professor Salaries

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	103%	100%	96%	98%	101%
87	102%	100%	99%	106%	101%
88	101%	100%	98%	103%	99%
89	101%	100%	98%	99%	104%
90	101%	112%	98%	98%	100%
91	101%	116%	98%	98%	100%
92	100%	114%	97%	98%	100%
93	100%	104%	99%	101%	100%
94	100%	112%	100%	100%	100%
95	102%	119%	100%	100%	100%
96	102%	112%	102%	98%	100%
97	102%	116%	102%	100%	100%
98	100%	102%	104%	100%	100%
99	100%	102%	105%	102%	100%

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	96%		105%	104%	98%
87	97%		105%	90%	99%
88	98%		104%	92%	101%
89	98%		103%	102%	92%
90	96%	88%	104%	106%	
91	96%	84%	104%	106%	
92	100%	86%	107%	103%	
93	101%	92%	102%	99%	99%
94	101%	88%	99%	100%	
95	96%	87%	99%	101%	
96	97%	88%	96%	106%	
97	98%	92%	97%	101%	
98	100%	98%	98%	100%	
99	100%	98%	98%	98%	99%

Figures (1.5a&b):

Assistant Professor Numbers

Males

Year	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	4	0	5	7	0
87	2	0	3	6	0
88	1	0	4	6	0
89	1	0	4	3	0
90	0	0	4	1	0
91	0	0	3	2	0
92	0	1	2	2	0
93	0	1	3	2	0
94	1	1	2	2	1
95	1	1	4	0	1
96	2	1	3	2	1
97	3	1	4	2	2
98	3	0	4	2	2
99	3	0	5	1	2

Females

Year	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	5	1	4	5	0
87	5	1	3	3	1
88	4	2	3	3	0
89	4	4	2	4	1
90	4	4	3	3	1
91	4	3	4	3	1
92	5	2	4	4	1
93	6	3	4	3	1
94	6	2	4	3	2
95	7	1	4	4	2
96	11	1	5	4	2
97	10	1	5	6	3
98	7	1	5	4	5
99	7	0	4	3	4

Assistant Professor Salaries

Males

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	100%		100%	106%	
87	105%		98%	108%	
88	99%		100%	109%	
89	97%		100%	114%	
90			101%	131%	
91			101%	117%	
92		102%	102%	113%	
93		101%	100%	111%	
94	108%	103%	100%	111%	98%
95	109%	103%	99%		97%
96	99%	107%	100%	103%	96%
97	103%	108%	99%	101%	100%
98	103%		100%	103%	101%
99	106%		104%	103%	102%

Females

<u>Year</u>	<u>Curriculum & Instruction</u>	<u>Educational Adminstratn</u>	<u>Educational Psychology</u>	<u>Kinesiology</u>	<u>Special Education</u>
86	100%	100%	100%	92%	
87	98%	100%	102%	84%	100%
88	100%	100%	100%	83%	
89	101%	100%	101%	90%	100%
90	100%	100%	99%	90%	100%
91	100%	100%	99%	89%	100%
92	100%	99%	99%	93%	100%
93	100%	100%	100%	92%	100%
94	99%	98%	100%	92%	101%
95	99%	97%	101%	100%	101%
96	100%	93%	100%	99%	102%
97	99%	92%	101%	100%	100%
98	99%	100%	100%	99%	100%
99	98%		95%	99%	99%

Figures (1.6a-f):

College of Education: Faculty-Student Ratios

<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	70%	30%	34%	66%	20%	80%
87	72%	28%	34%	66%	18%	82%
88	72%	28%	33%	67%	17%	83%
89	70%	30%	33%	67%	17%	83%
90	69%	31%	32%	68%	18%	82%
91	69%	31%	32%	68%	18%	82%
92	68%	32%	31%	69%	20%	80%
93	66%	34%	31%	69%	22%	78%
94	66%	34%	30%	70%	24%	76%
95	64%	36%	33%	67%	25%	75%
96	61%	39%	32%	68%	24%	76%
97	56%	44%	31%	69%	24%	76%
98	57%	43%	29%	71%	24%	76%
99	56%	44%	29%	71%	23%	77%

Curriculum and Instruction: Faculty-Student Ratios

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>
86	67%	33%	27%	73%
87	67%	33%	26%	74%
88	68%	32%	29%	71%
89	67%	33%	26%	74%
90	68%	33%	24%	76%
91	70%	30%	24%	76%
92	66%	34%	23%	77%
93	63%	37%	23%	77%
94	62%	38%	22%	78%
95	61%	39%	24%	76%
96	51%	49%	27%	73%
97	49%	51%	26%	74%
98	51%	49%	22%	78%
99	50%	50%	22%	78%

Educational Administration: Faculty-Student Ratios

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>
86	92%	8%	43%	57%
87	92%	8%	46%	54%
88	83%	17%	43%	57%
89	78%	22%	45%	55%
90	75%	25%	42%	58%
91	74%	26%	39%	61%
92	80%	20%	35%	65%
93	79%	21%	36%	64%
94	79%	21%	36%	64%
95	79%	21%	35%	65%
96	82%	18%	36%	64%
97	82%	18%	36%	64%
98	84%	16%	37%	63%
99	88%	13%	35%	65%

Educational Psychology: Faculty-Student Ratios

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>
86	70%	30%	35%	65%
87	73%	27%	33%	67%
88	71%	29%	31%	69%
89	74%	26%	32%	68%
90	70%	30%	31%	69%
91	68%	32%	32%	68%
92	65%	35%	31%	69%
93	65%	35%	29%	71%
94	65%	35%	28%	72%
95	65%	35%	33%	67%
96	57%	43%	32%	68%
97	57%	43%	30%	70%
98	52%	48%	26%	74%
99	56%	44%	24%	76%

Kinesiology: Faculty-Student Ratios

<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	62%	38%				
87	67%	33%				
88	70%	30%	47%	53%		
89	65%	35%	47%	53%		
90	63%	37%	49%	51%	53%	47%
91	67%	33%	60%	40%	51%	49%
92	61%	39%	60%	40%	53%	47%
93	61%	39%	59%	41%	52%	48%
94	61%	39%	64%	36%	51%	49%
95	55%	45%	61%	39%	52%	48%
96	61%	39%	57%	43%	49%	51%
97	50%	50%	52%	48%	48%	52%
98	54%	46%	56%	44%	48%	52%
99	52%	48%	56%	44%	42%	58%

Special Education: Faculty-Student Ratios

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>	<u>Grad-M%</u>	<u>Grad-F%</u>
86	82%	18%	17%	83%
87	75%	25%	23%	77%
88	80%	20%	17%	83%
89	70%	30%	19%	81%
90	70%	30%	19%	81%
91	70%	30%	18%	82%
92	80%	20%	18%	82%
93	70%	30%	22%	78%
94	70%	30%	20%	80%
95	70%	30%	24%	76%
96	70%	30%	22%	78%
97	58%	42%	21%	79%
98	50%	50%	19%	81%
99	47%	53%	20%	80%