

A Report on the Status of Women
in the
Graduate School of Library and Information Science
at the
University of Texas at Austin

March 9, 2000

Several different data sets for the Graduate School of Library and Information Science (GSLIS) are presented in the subsequent pages. These data sets are indicative of the climate for women and the status of women in the GSLIS. Presented first are the number of males and females who hold the positions of Professorship, Professor, Associate Professor, and Assistant Professor (Figures 1.1a-1.4a).¹ 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). Finally, a comparison is made between the ratio of male and female faculty to the ratio of male and female students in the GSLIS (Figure 1.5).

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 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 GSLIS 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)-(1.4b) for the GSLIS. Data tables for all plots are presented in the Appendix.

¹ There are no Chairs in the GSLIS.

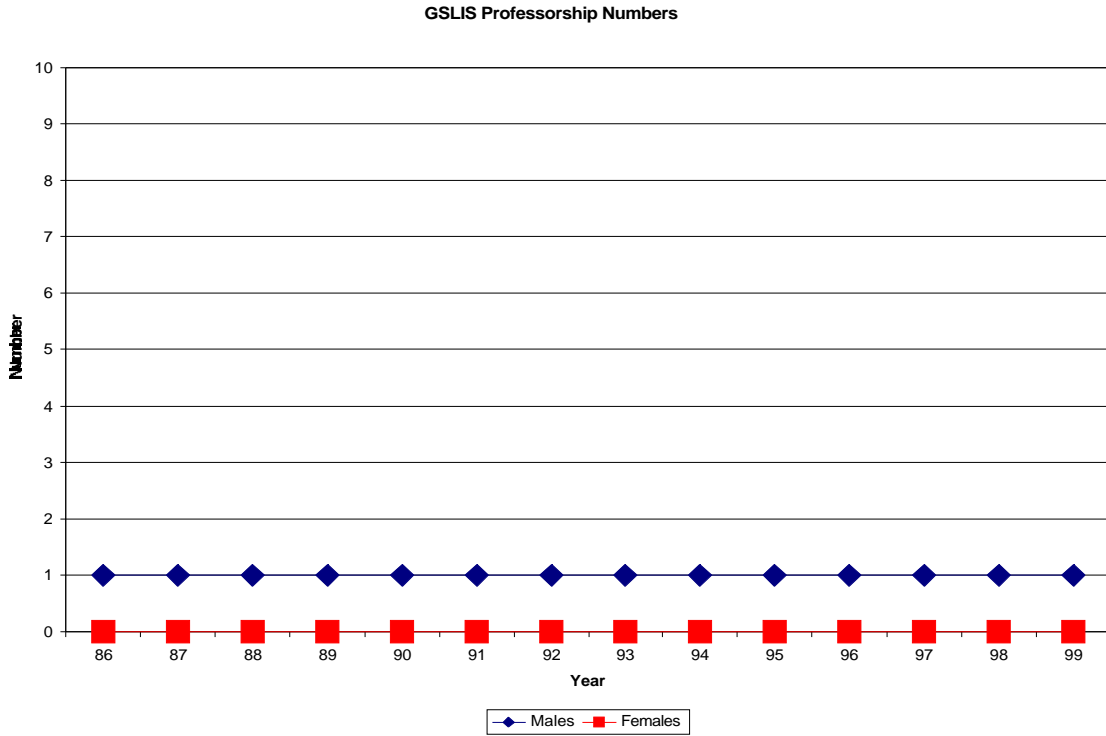


Figure (1.1a) Number of male and female GSLIS Professorships (BLUE = Males, RED = Females).

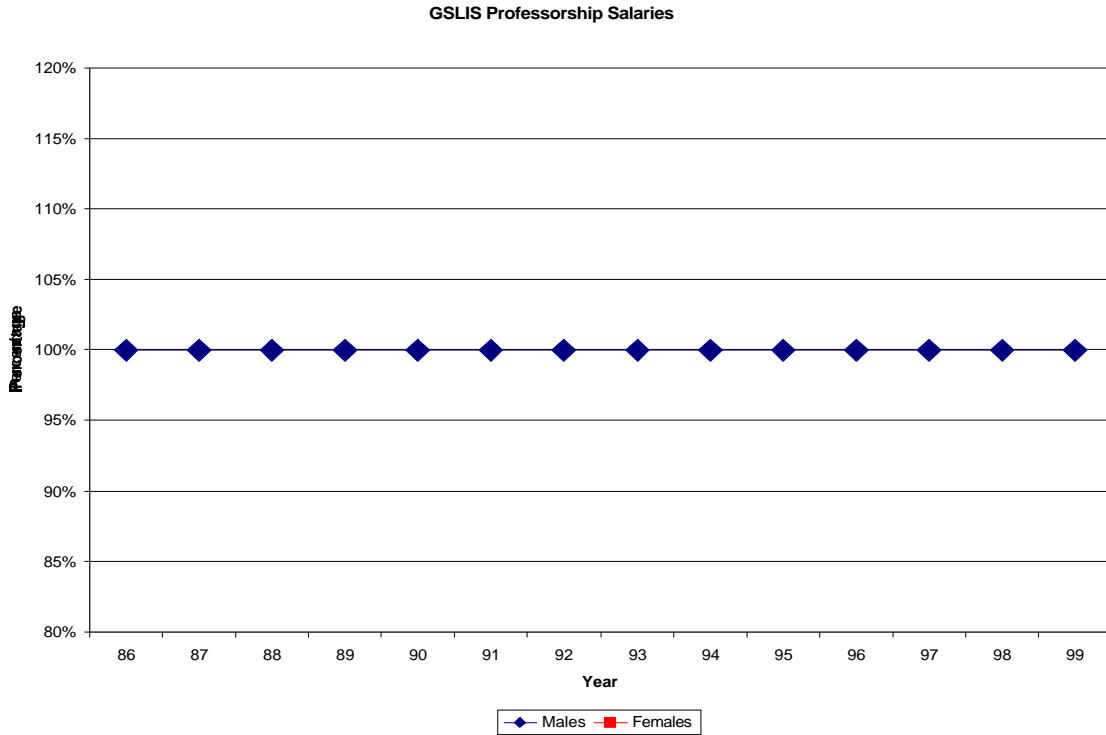


Figure (1.1b) Percent of department average salary for male and female GSLIS Professorships (BLUE = Males, RED = Females).

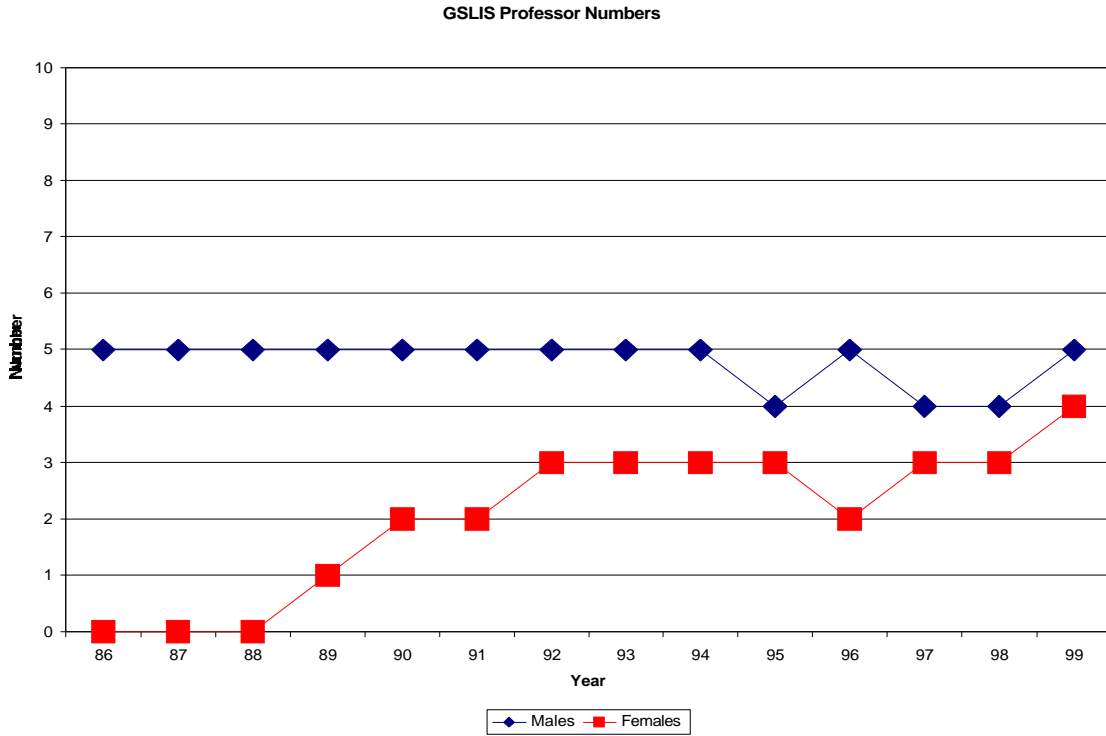


Figure (1.2a) Number of male and female GSLIS Professors (BLUE = Males, RED = Females).

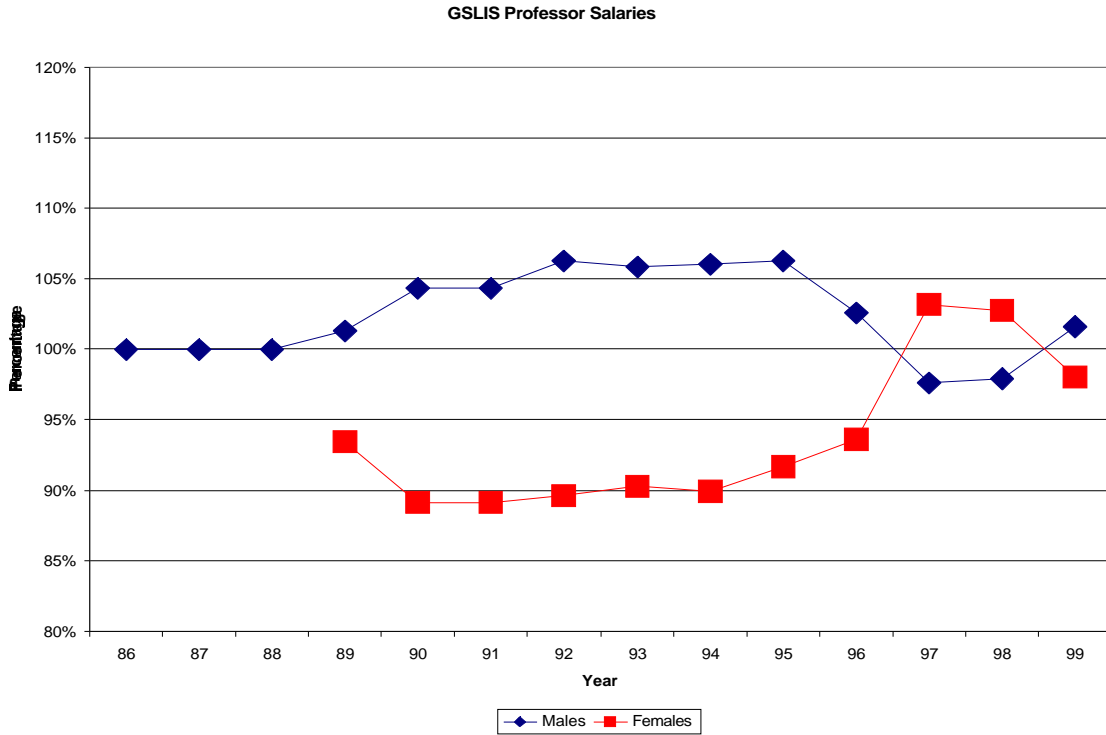


Figure (1.2b) Percent of department average salary for male and female GSLIS Professors (BLUE = Males, RED = Females).

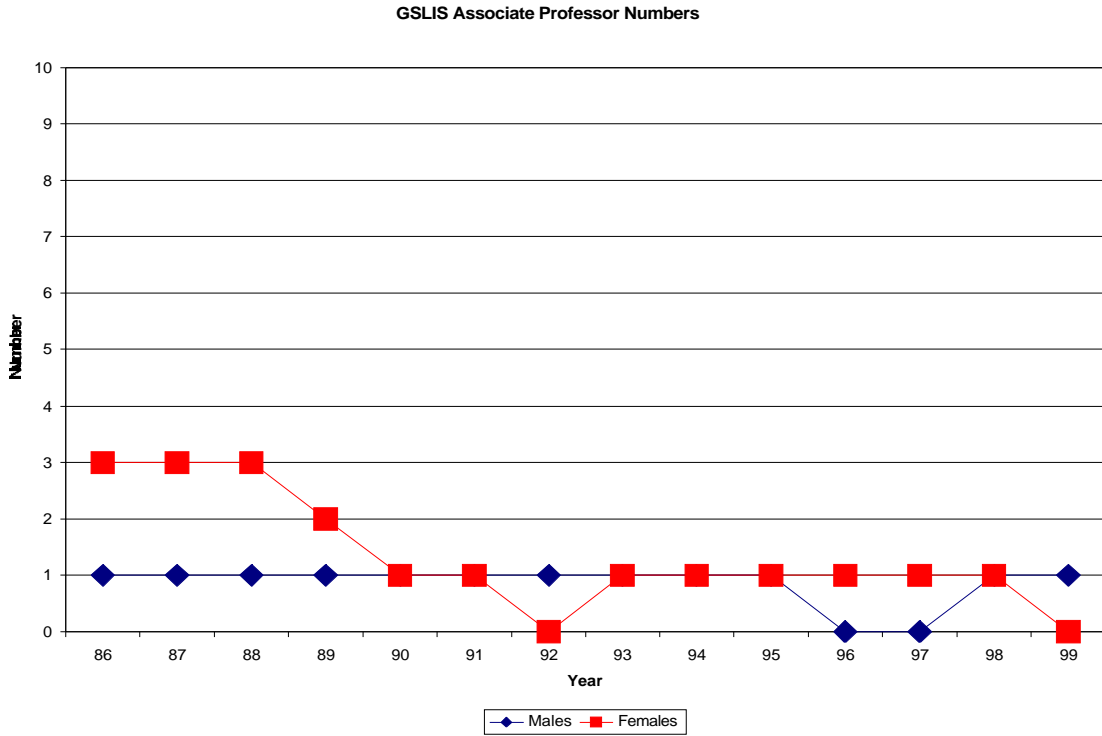


Figure (1.3a) Number of male and female GSLIS Associate Professors (BLUE = Males, RED = Females).

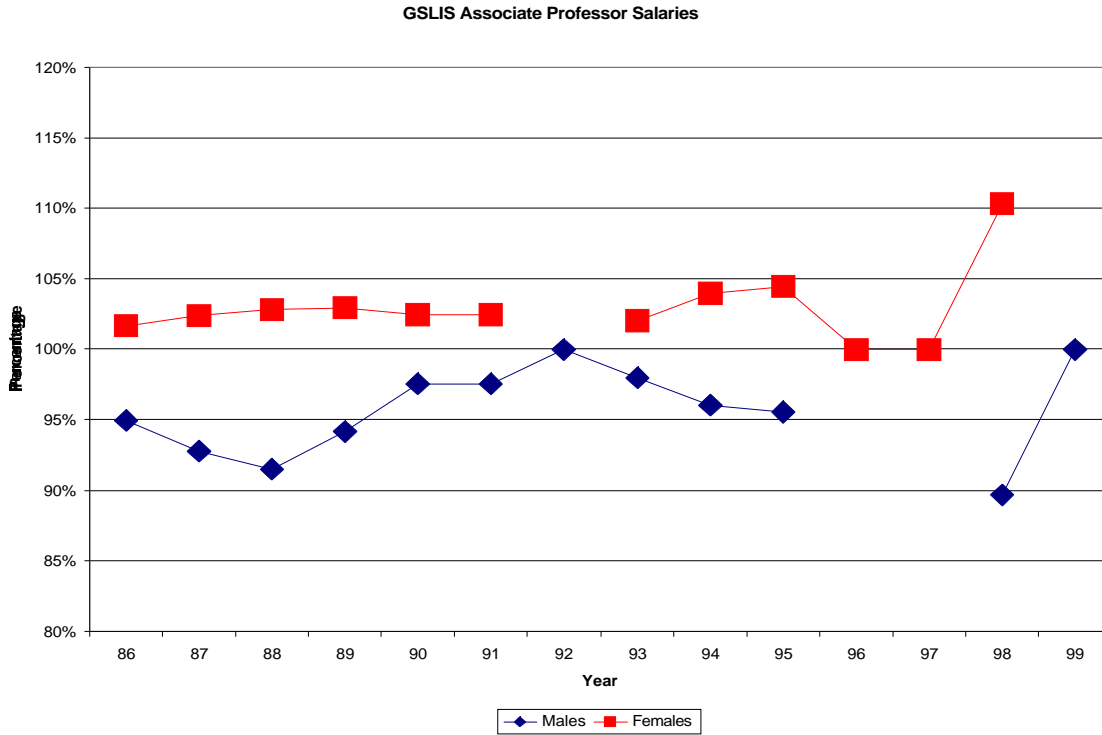


Figure (1.3b) Percent of department average salary for male and female GSLIS Associate Professors (BLUE = Males, RED = Females).

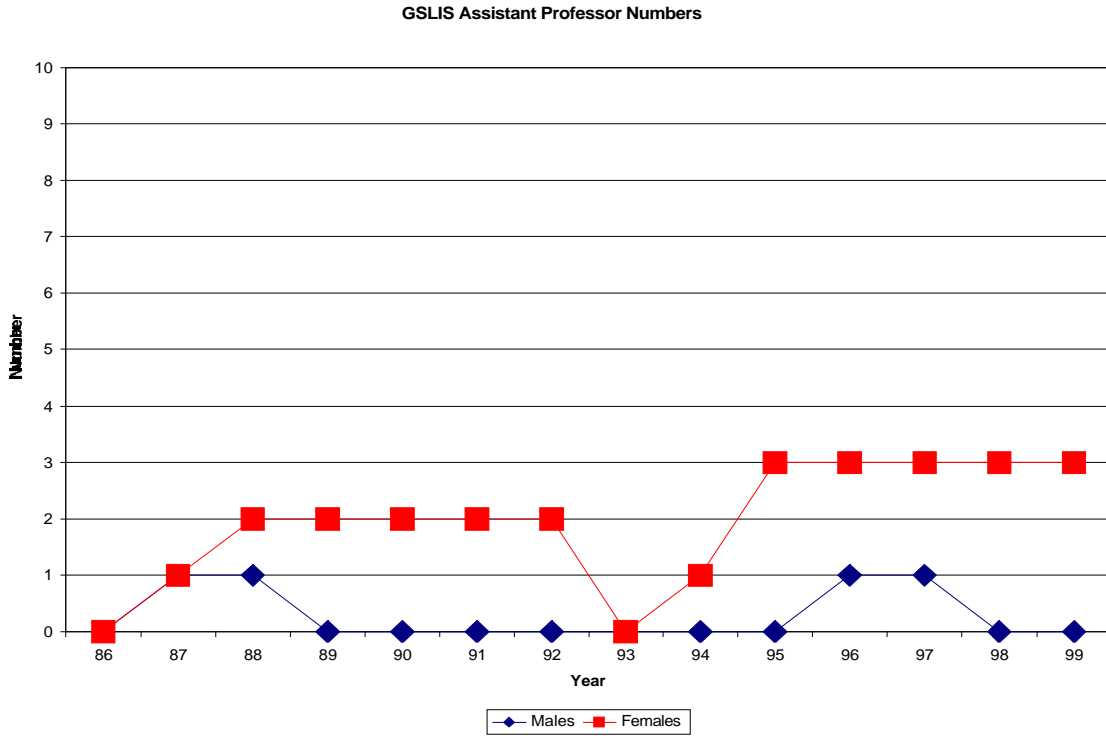


Figure (1.4a) Number of male and female GSLIS Assistant Professors (BLUE = Males, RED = Females).

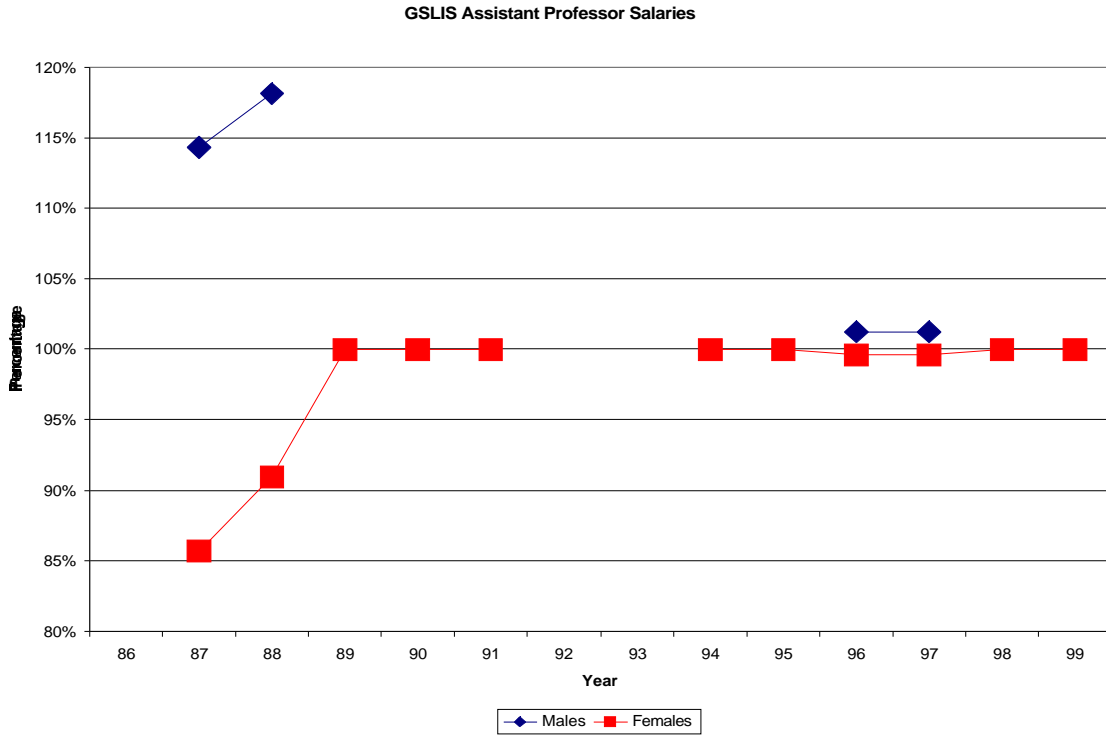


Figure (1.4b) Percent of department average salary for male and female GSLIS Assistant Professors (BLUE = Males, RED = Females).

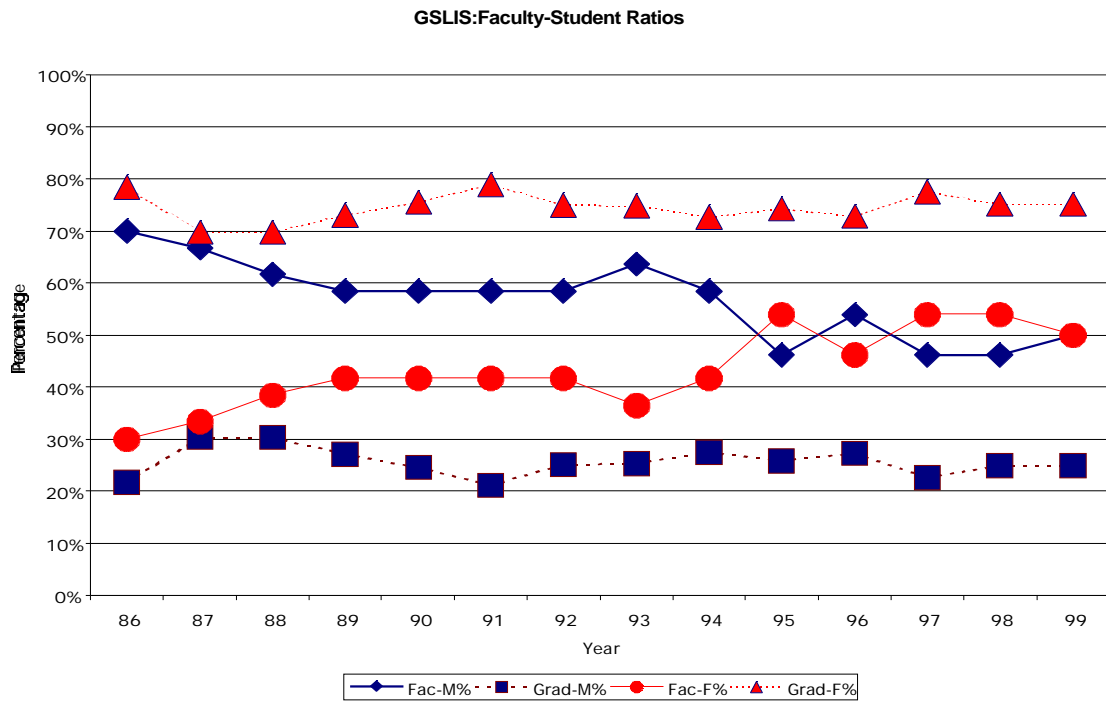


Figure (1.5) The percentage of male and female faculty, graduate students, and undergraduate students in the GSLIS.

Appendix A: Data for the GSLIS

Figures (1.1a&b):

Professorship Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	1	0
87	1	0
88	1	0
89	1	0
90	1	0
91	1	0
92	1	0
93	1	0
94	1	0
95	1	0
96	1	0
97	1	0
98	1	0
99	1	0

Professorship Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
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%	

Figures (1.2a&b):

Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	5	0
87	5	0
88	5	0
89	5	1
90	5	2
91	5	2
92	5	3
93	5	3
94	5	3
95	4	3
96	5	2
97	4	3
98	4	3
99	5	4

Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
87	100%	
88	100%	
89	101%	93%
90	104%	89%
91	104%	89%
92	106%	90%
93	106%	90%
94	106%	90%
95	106%	92%
96	103%	94%
97	98%	103%
98	98%	103%
99	102%	98%

Figures (1.3a&b):

Associate Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	1	3
87	1	3
88	1	3
89	1	2
90	1	1
91	1	1
92	1	0
93	1	1
94	1	1
95	1	1
96	0	1
97	0	1
98	1	1
99	1	0

Associate Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	95%	102%
87	93%	102%
88	91%	103%
89	94%	103%
90	98%	102%
91	98%	102%
92	100%	
93	98%	102%
94	96%	104%
95	96%	104%
96		100%
97		100%
98	90%	110%
99	100%	

Figures (1.4a&b):

Assistant Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	0	0
87	1	1
88	1	2
89	0	2
90	0	2
91	0	2
92	0	2
93	0	0
94	0	1
95	0	3
96	1	3
97	1	3
98	0	3
99	0	3

Assistant Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86		
87	114%	86%
88	118%	91%
89		100%
90		100%
91		100%
92		
93		
94		100%
95		100%
96	101%	100%
97	101%	100%
98		100%
99		100%

Figure (1.5):

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%	22%	78%
87	67%	33%	30%	70%
88	62%	38%	30%	70%
89	58%	42%	27%	73%
90	58%	42%	24%	76%
91	58%	42%	21%	79%
92	58%	42%	25%	75%
93	64%	36%	25%	75%
94	58%	42%	27%	73%
95	46%	54%	26%	74%
96	54%	46%	27%	73%
97	46%	54%	22%	78%
98	46%	54%	25%	75%
99	50%	50%	25%	75%