

A Report on the Status of Women

in the

College of Liberal Arts

at the

University of Texas at Austin

May 15, 2000

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Several different data sets for the College of Liberal Arts 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 Liberal Arts.

The various departments within Liberal Arts are grouped into 5 sections. Section 1 includes American Studies, Geography, Government, and History. Section 2 includes Anthropology, Department of Asian Studies, African and Afro-American Studies, and Latin American Studies. Section 3 includes French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese. Section 4 includes Economics, Linguistics, Psychology, and Sociology. Section 5 includes Classics, English, Rhetoric and Composition, and Philosophy.

Within each section, data is presented as follows: 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 X.1a-X.5a); below each of these figures, a comparison is made between the average salary of males and females in each of these positions (Figures X.1b-X.5b); next, 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 Liberal Arts (Figures X.6a-X.6d). Finally, an comparison is made between the ratio of male and female faculty to the ratio of male and female students in the College of Liberal Arts (Figure 6.6).

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 Liberal Arts 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 (X.1b)-(X.5b) for the College of Liberal Arts. Data tables for all plots are presented in the Appendix.

Section 1: American Studies, Geography, Government, and History

Chair Numbers for American Studies, Geography, Government, and History

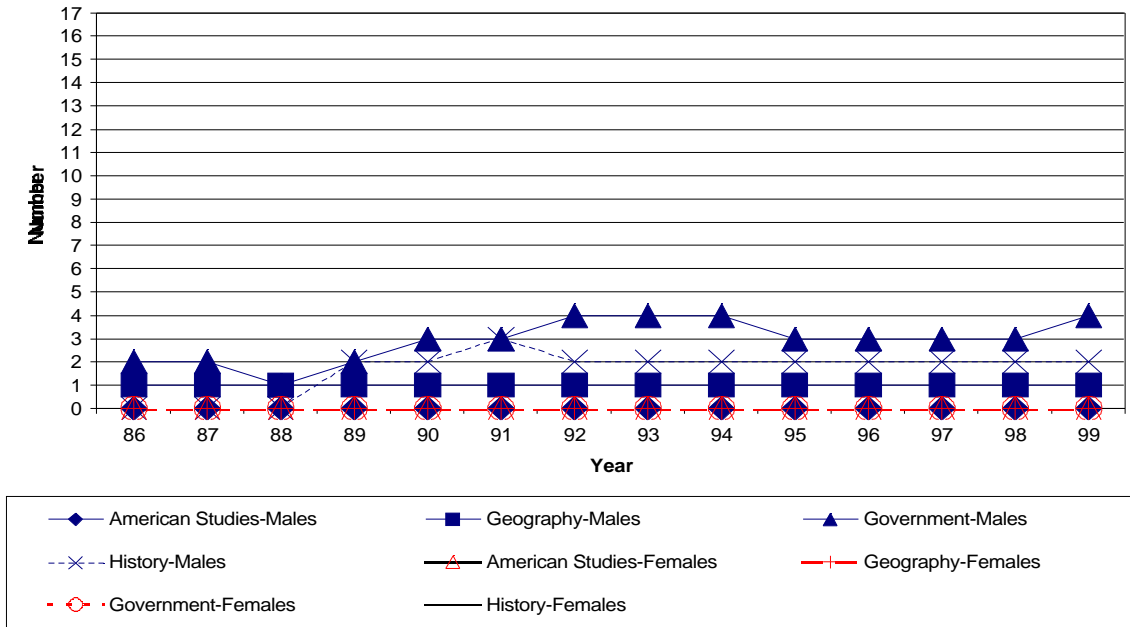


Figure (1.1a) Number of male and female Chairs in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Chair Salaries for American Studies, Geography, Government, and History

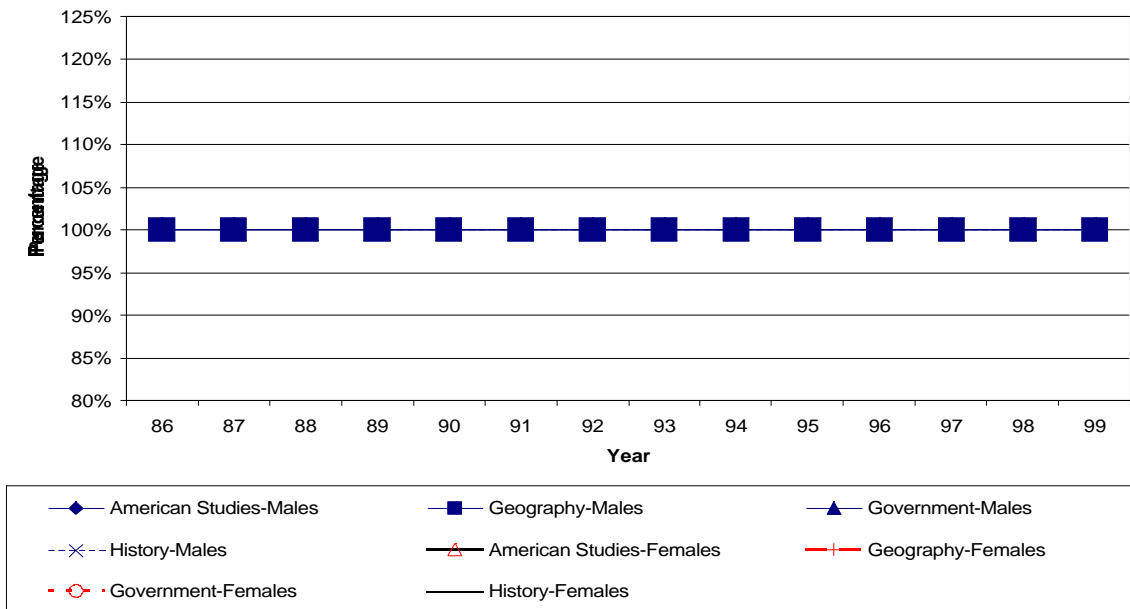


Figure (1.1b) Percent of department average salary for male and female Chairs in American Studies, Geography, Government, and History (BLUE = Males, RED = FEMALES).

Professorship Numbers for American Studies, Geography, Government, and History

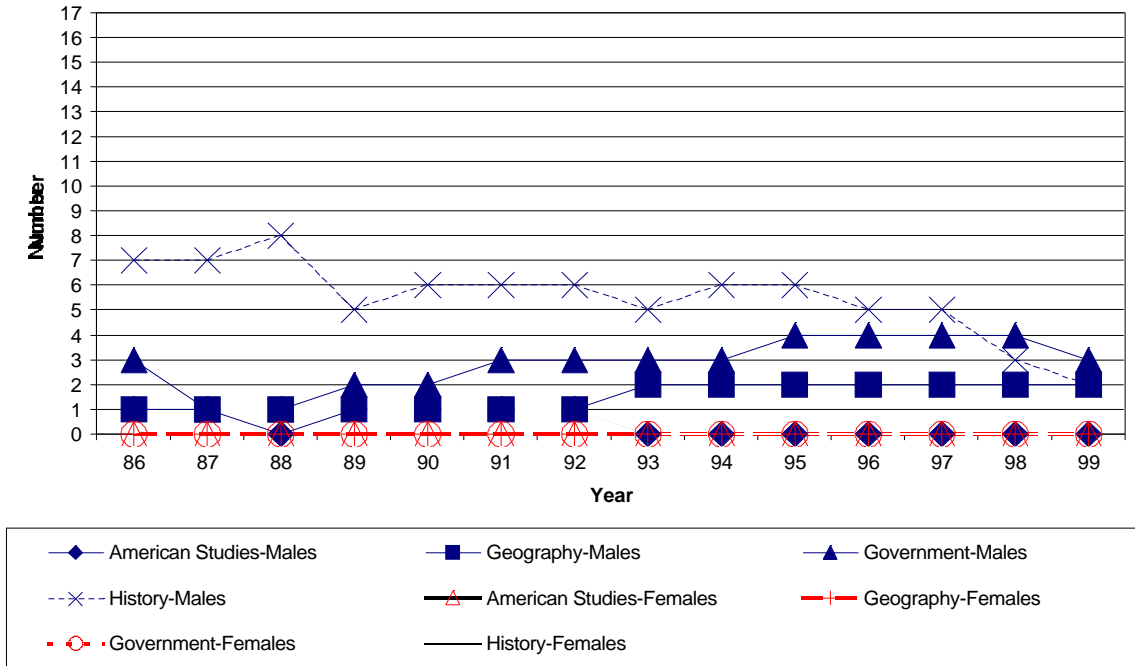


Figure (1.2a) Number of male and female Professorships in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Professorship Salaries for American Studies, Geography, Government, and History

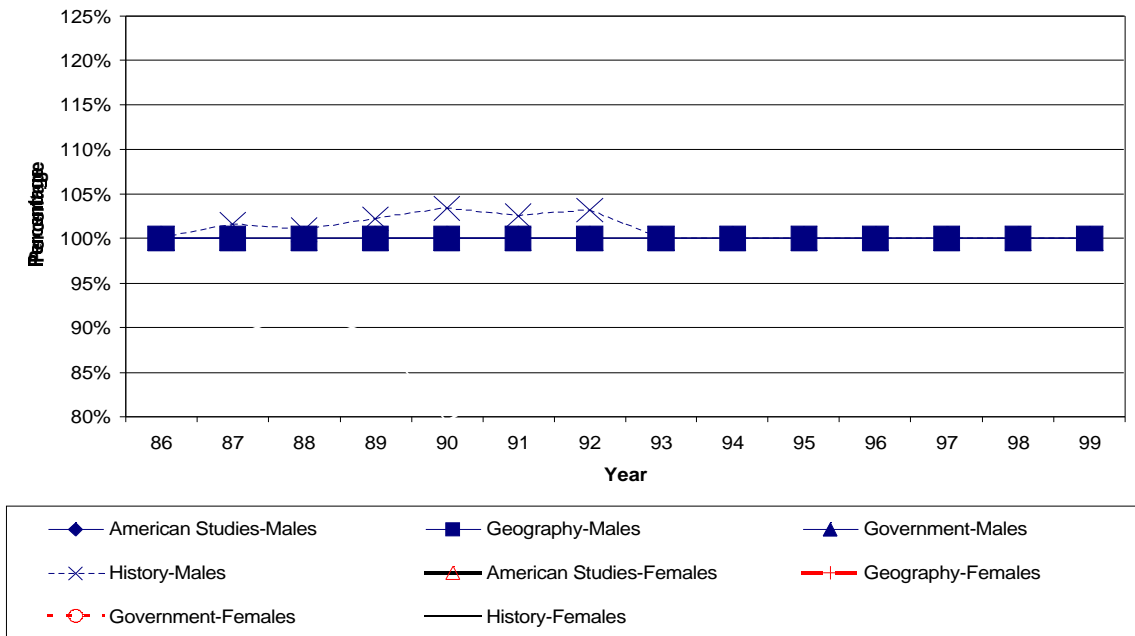


Figure (1.2b) Percent of department average salary for male and female Professorships in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Professor Numbers for American Studies, Geography, Government, and History

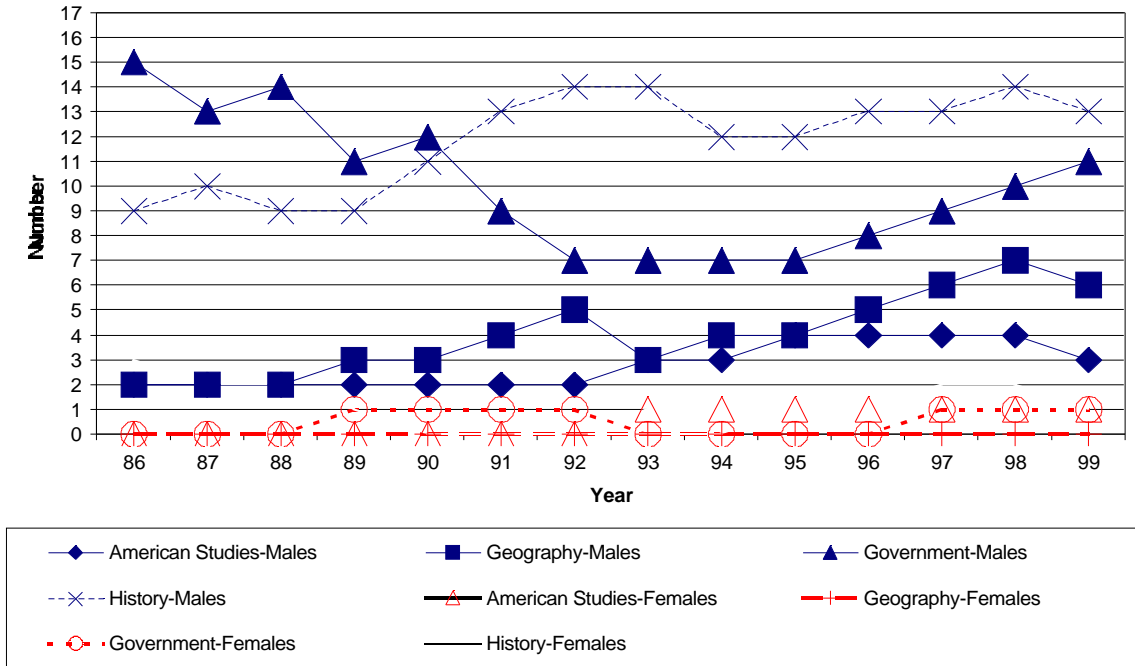


Figure (1.3a) Number of male and female Professors in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Professor Salaries for American Studies, Geography, Government, and History

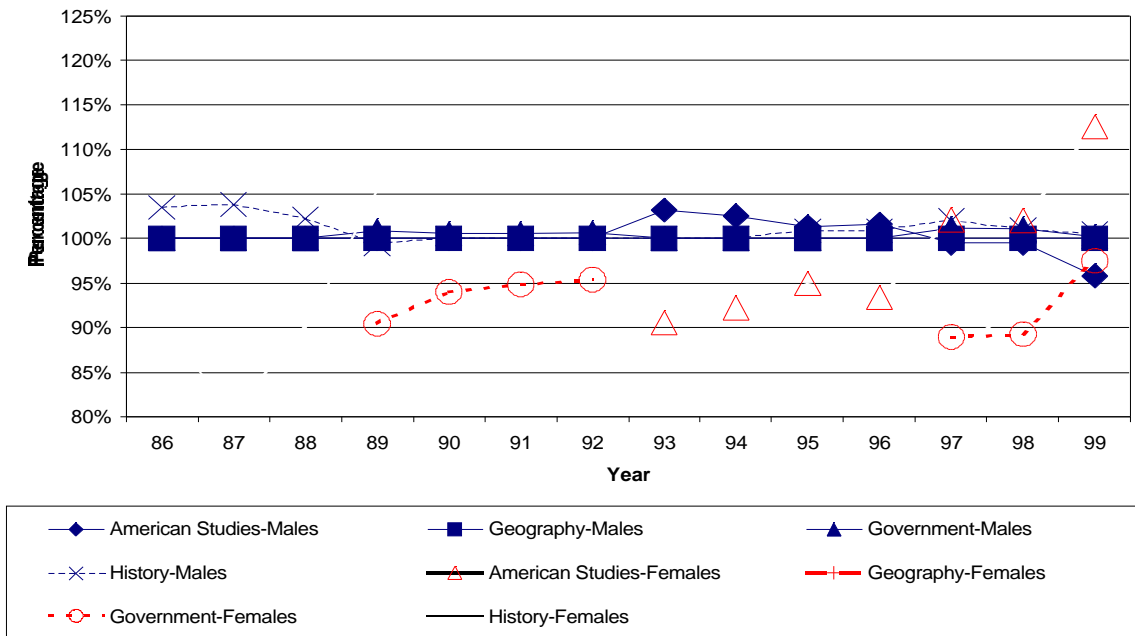


Figure (1.3b) Percent of department average salary for male and female Professors in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Associate Professor Numbers for American Studies, Geography, Government, and History

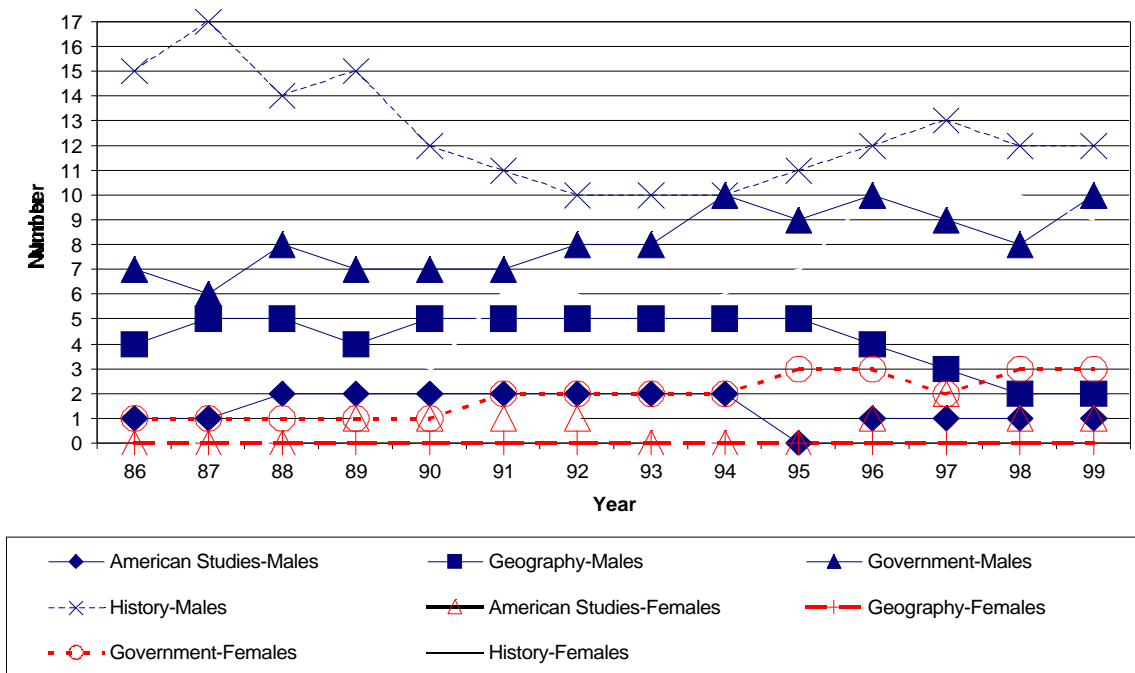


Figure (1.4a) Number of male and female Associate Professors in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Associate Professor Salaries for American Studies, Geography, Government, and History

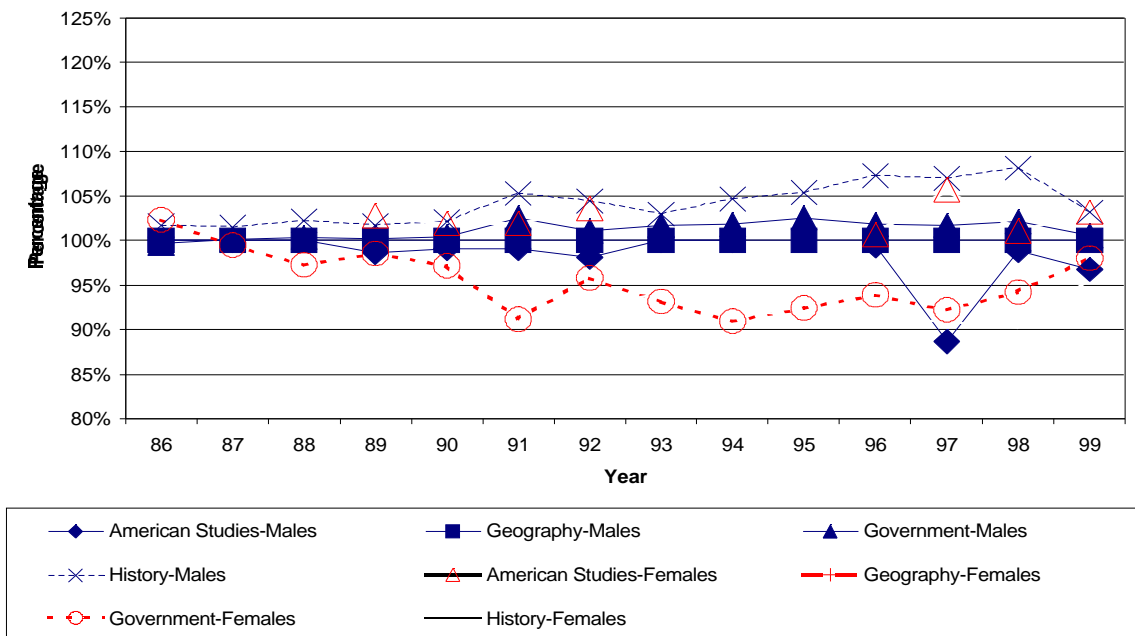


Figure (1.4b) Percent of department average salary for male and female Associate Professors in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Assistant Professor Numbers for American Studies, Geography, Government, and History

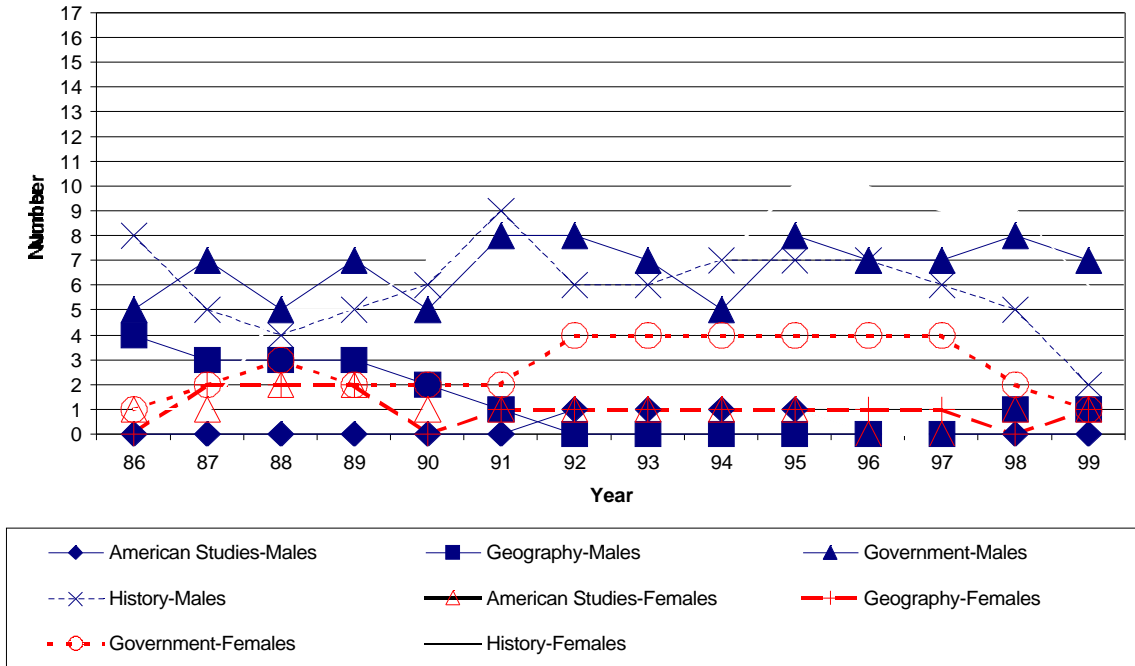


Figure (1.5a) Number of male and female Assistant Professors in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

Assistant Professor Salaries for American Studies, Geography, Government, and History

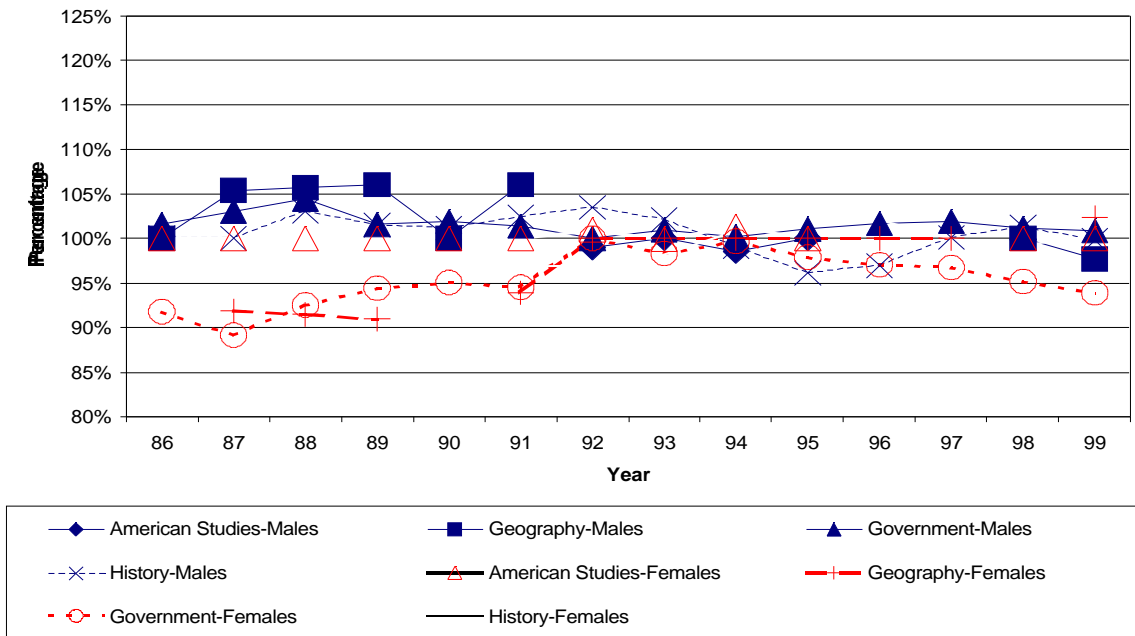


Figure (1.5b) Percent of department average salary for male and female Assistant Professors in American Studies, Geography, Government, and History (BLUE = Males, RED = Females).

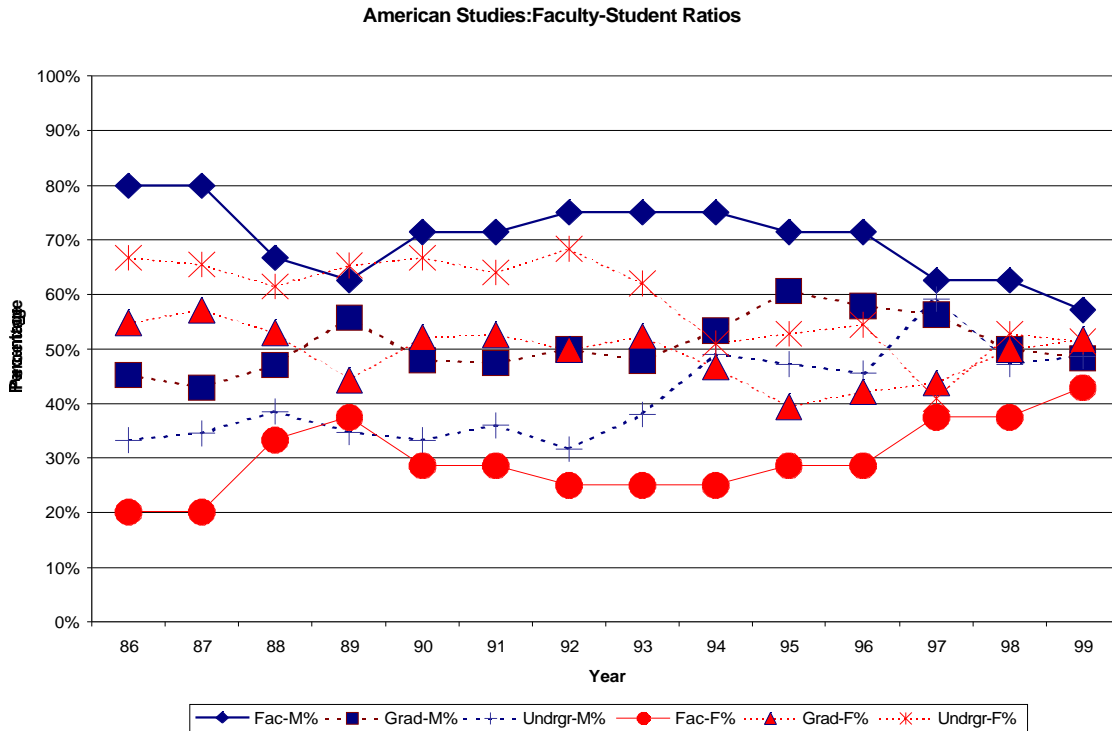


Figure (1.6a) The percentage of male and female faculty, graduate students, and undergraduate students in American Studies.

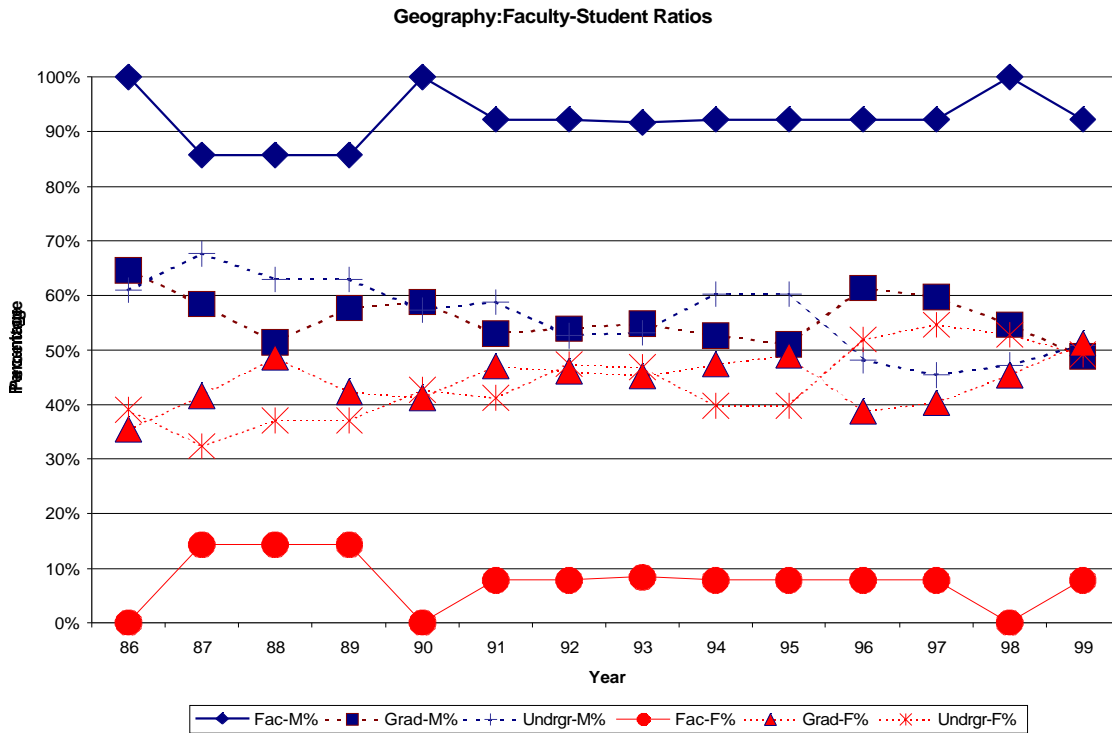


Figure (1.6b) The percentage of male and female faculty, graduate students, and undergraduate students in Geography.

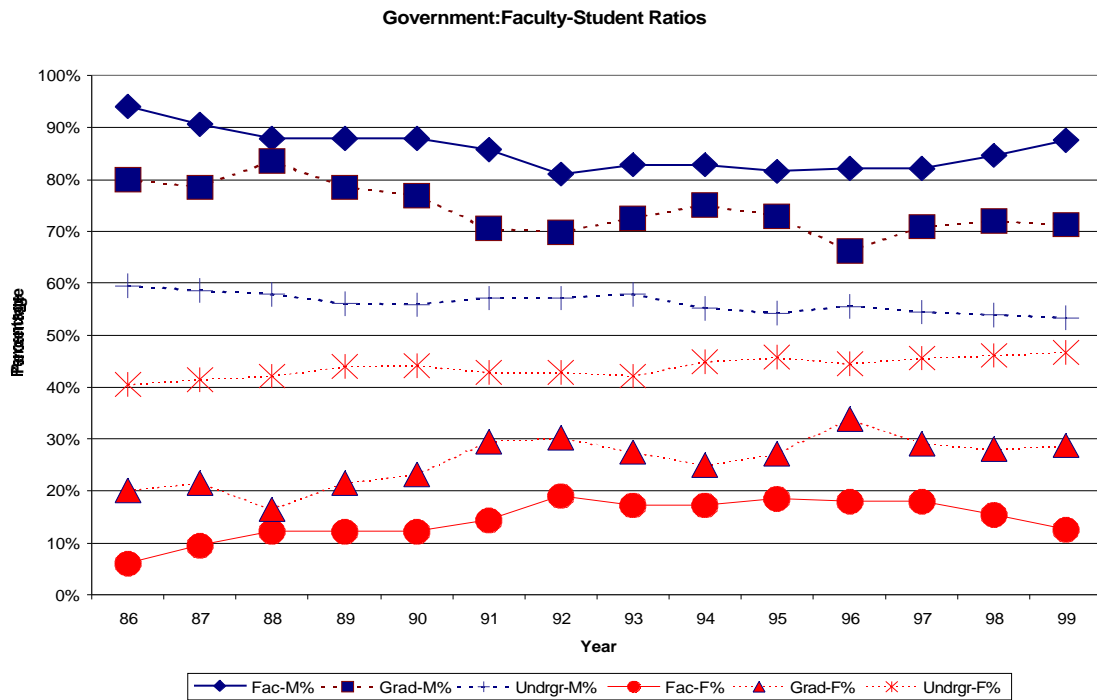


Figure (1.6c) The percentage of male and female faculty, graduate students, and undergraduate students in Government.

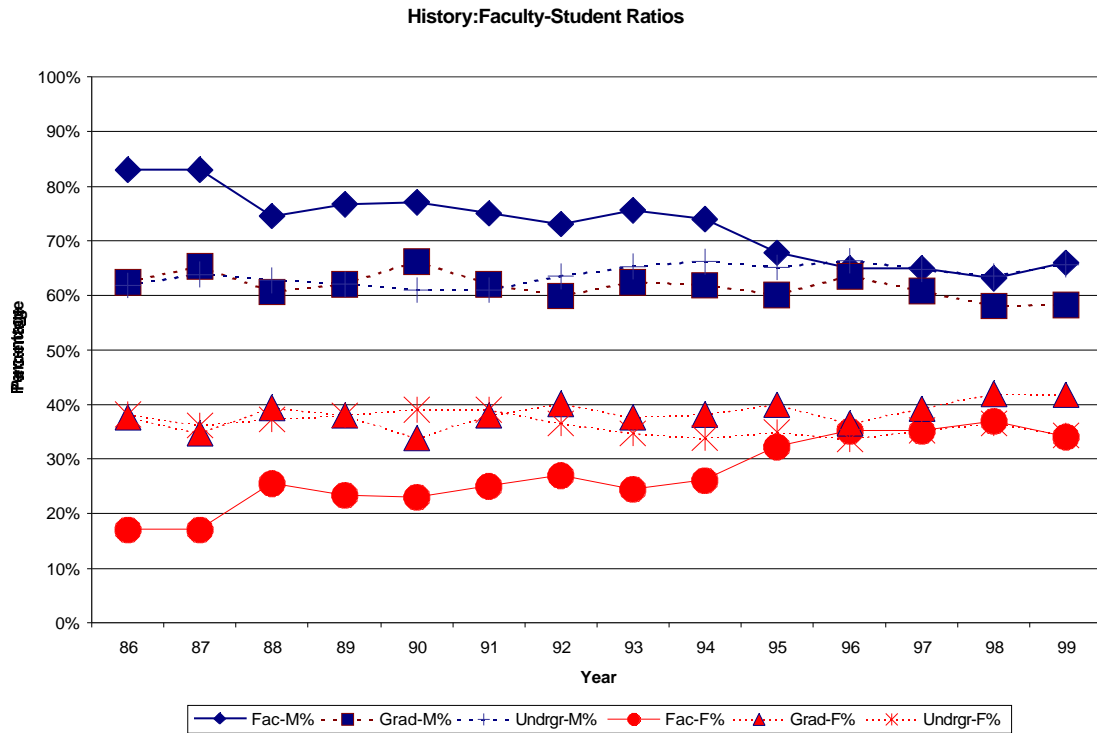


Figure (1.6d) The percentage of male and female faculty, graduate students, and undergraduate students in History.

Section 2: Anthropology, Department of Asian Studies, African and Afro-American Studies, and Latin American Studies

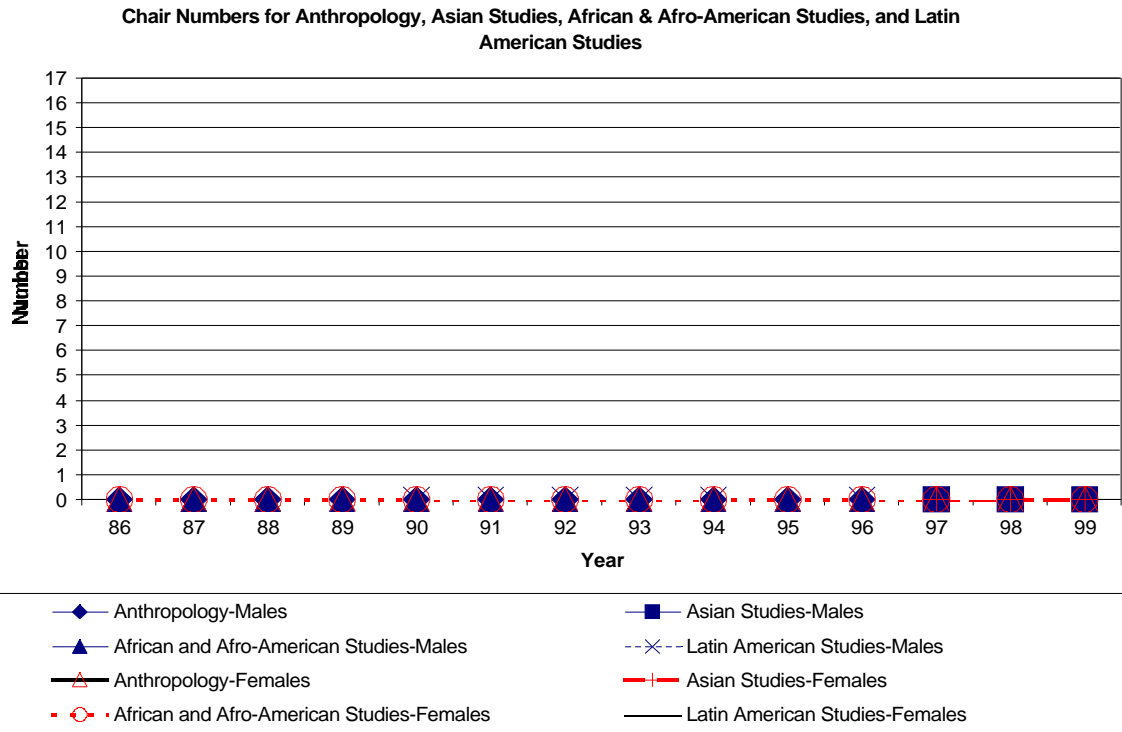


Figure (2.1a) Number of male and female Chairs in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

Note: Because there are no chairs in Anthropology, Asian Studies, African and Afro-American Studies, or Latin American Studies, there is no figure for the percent of department average salary.

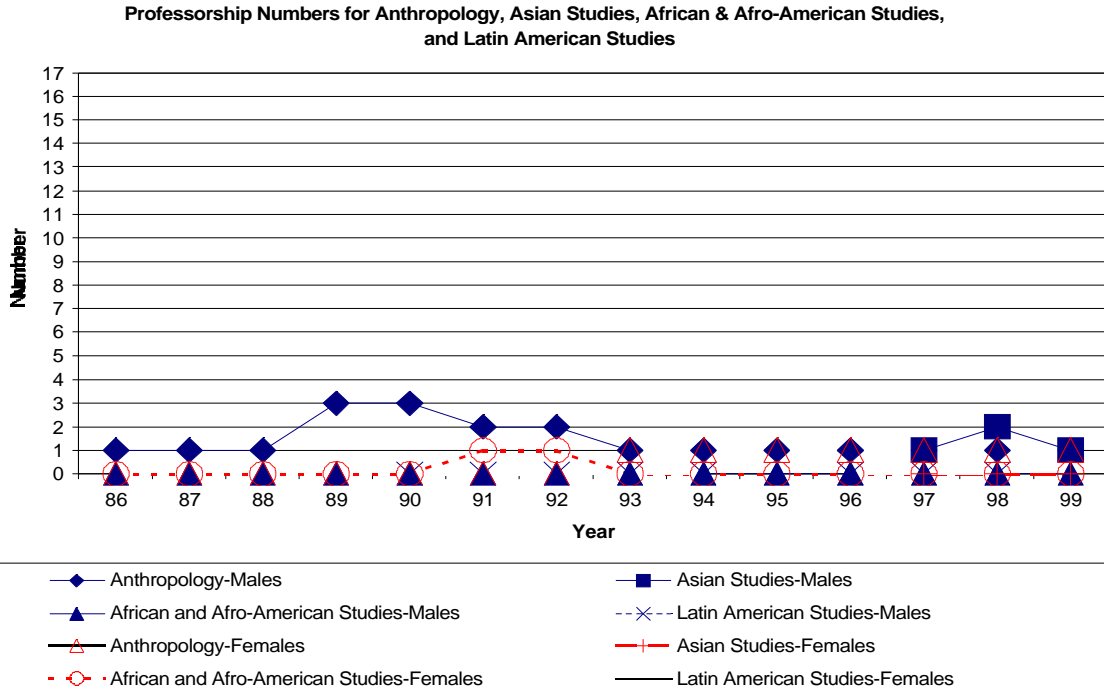


Figure (2.2a) Number of male and female Professorships in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

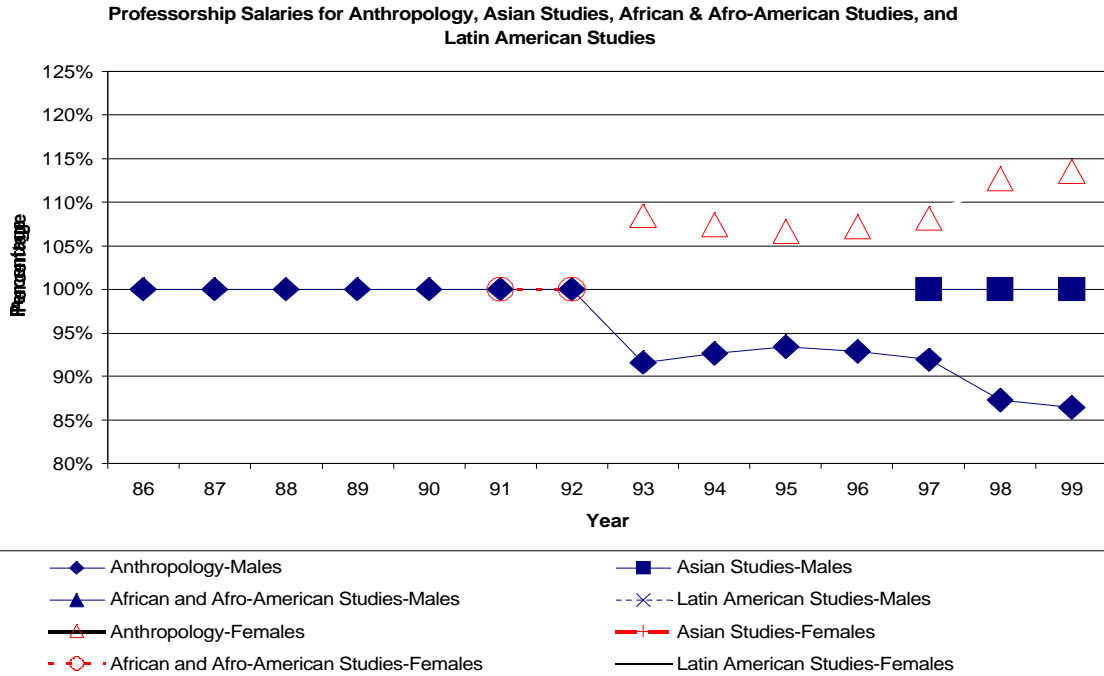


Figure (2.2b) Percent of department average salary for male and female Professorships in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

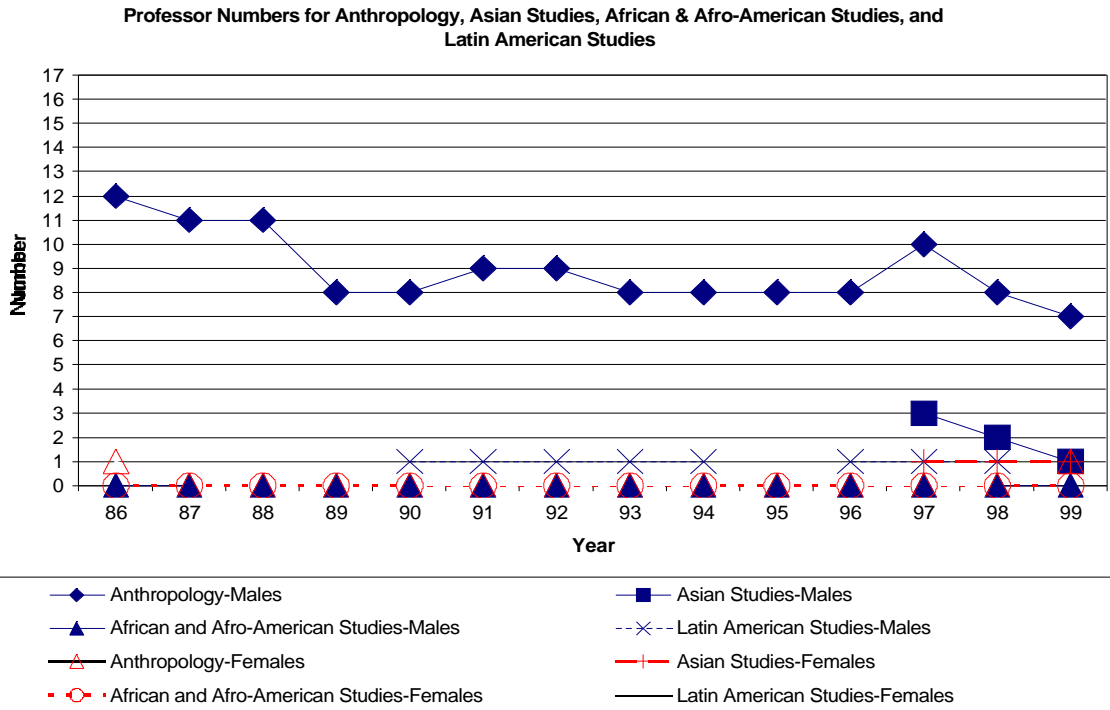


Figure (2.3a) Number of male and female Professors in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

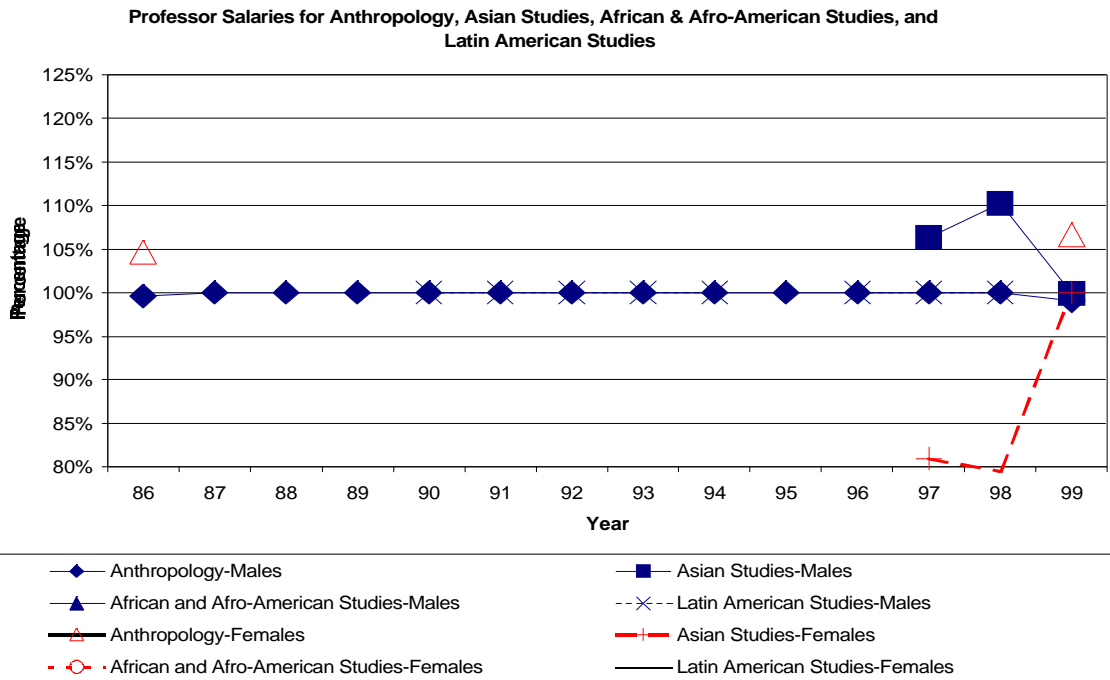


Figure (2.3b) Percent of department average salary for male and female Professors in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

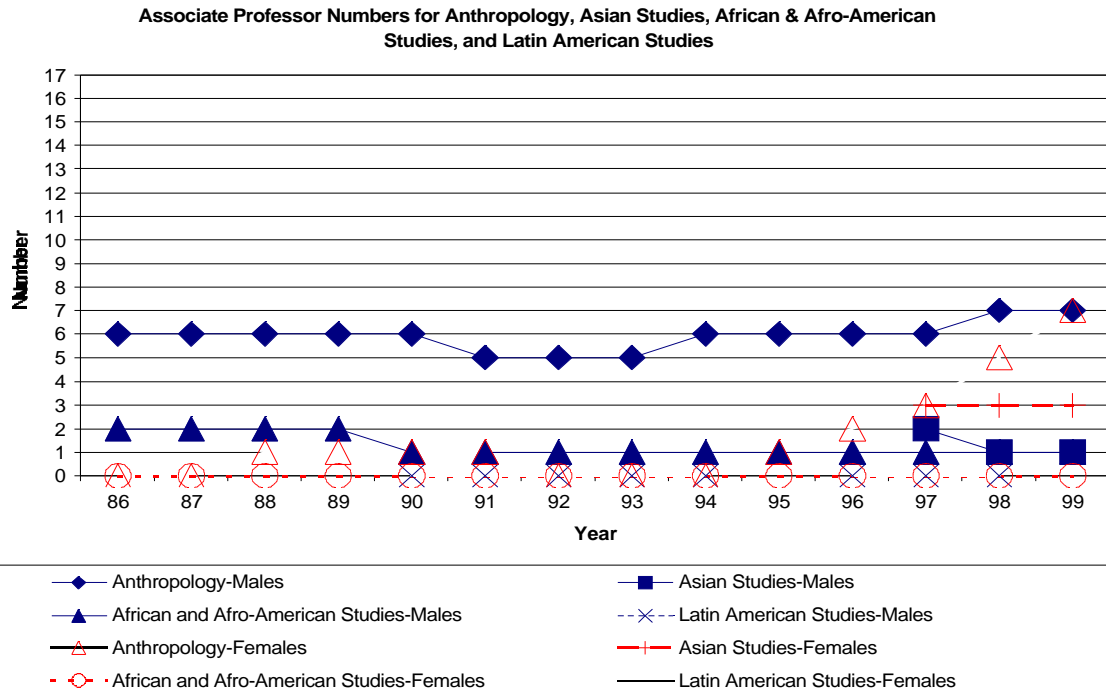


Figure (2.4a) Number of male and female Associate Professors in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

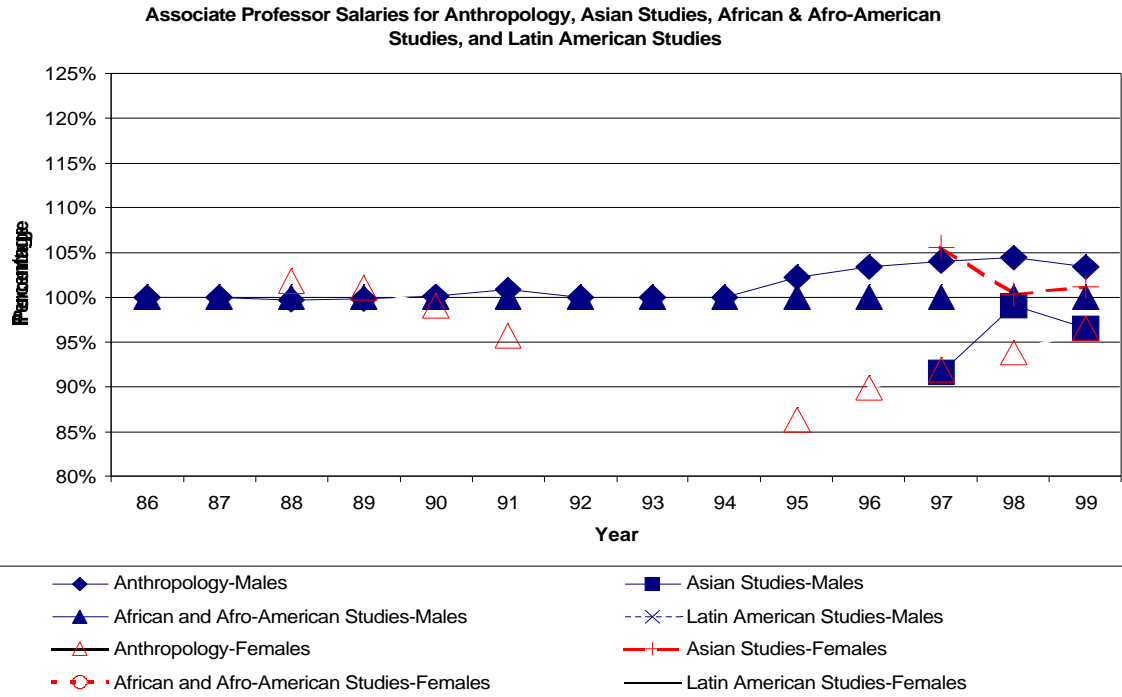


Figure (2.4b) Percent of department average salary for male and female Associate Professors in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

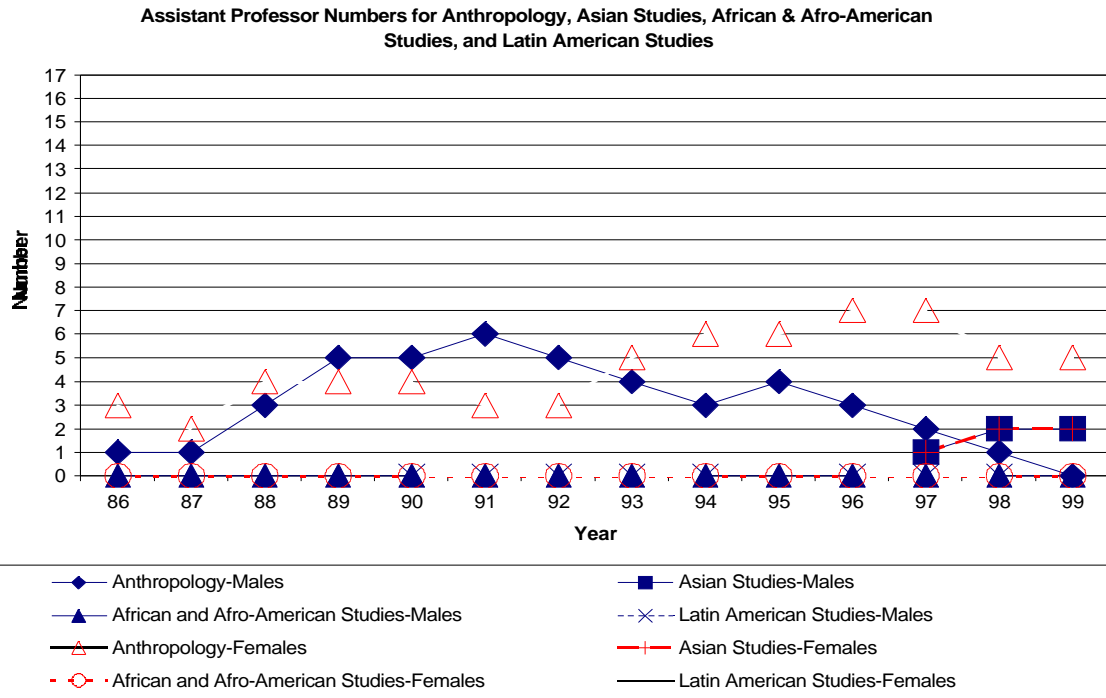


Figure (2.5a) Number of male and female Assistant Professors in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

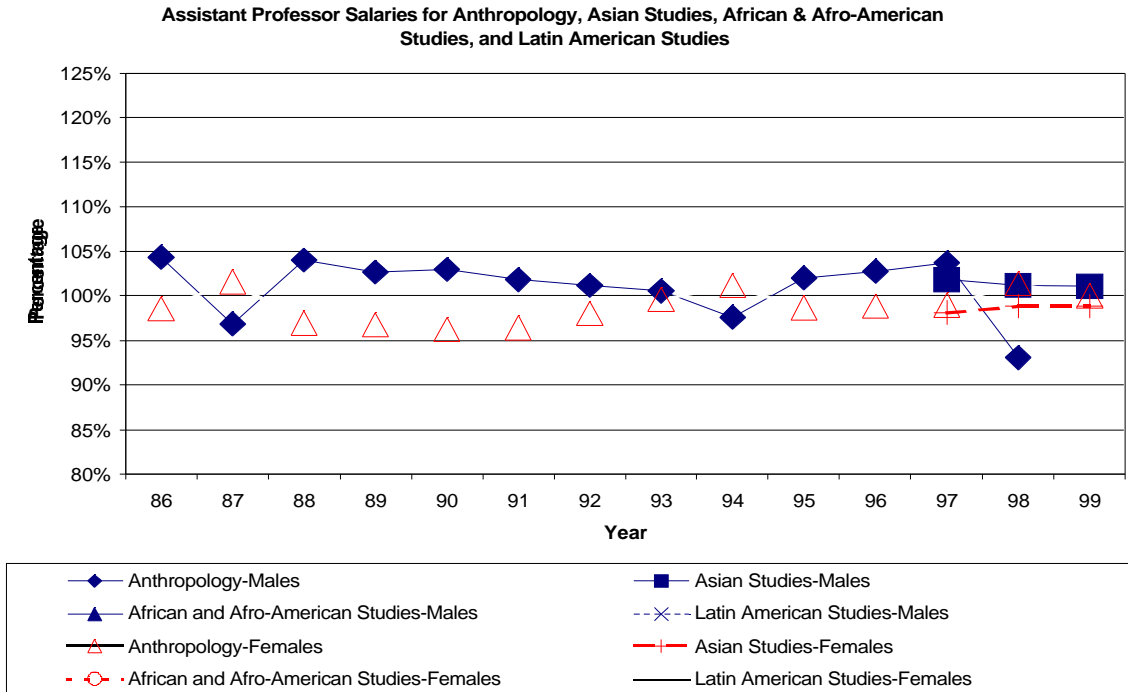


Figure (2.5b) Percent of department average salary for male and female Assistant Professors in Anthropology, Asian Studies, African and Afro-American Studies, and Latin American Studies (BLUE = Males, RED = Females).

Anthropology:Faculty-Student Ratios

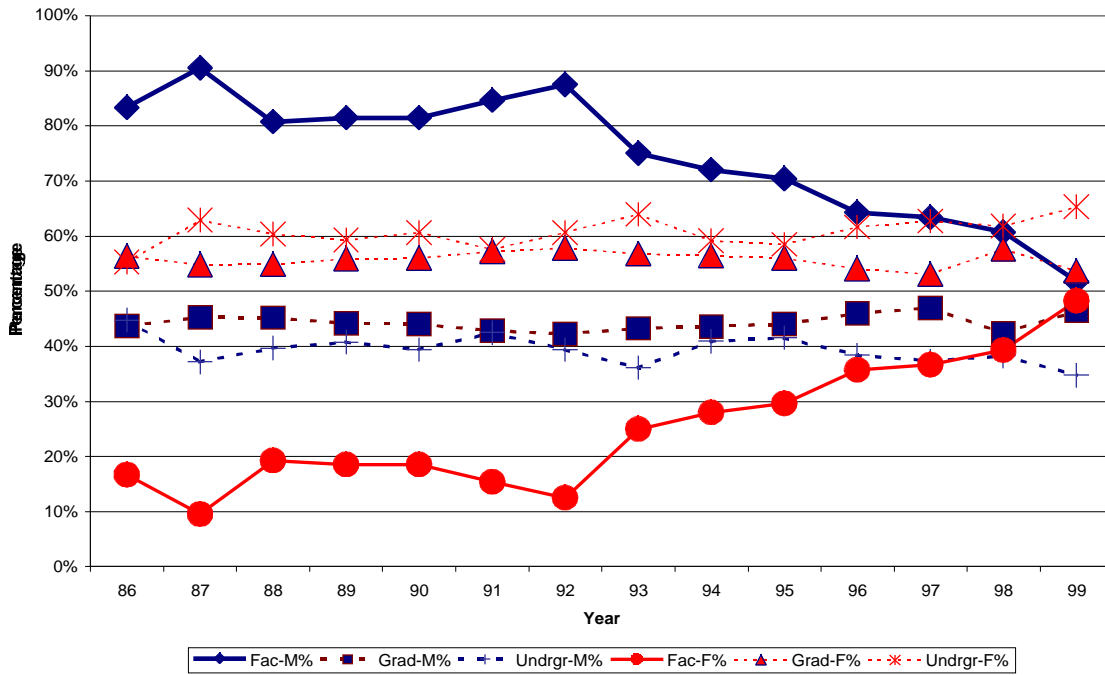


Figure (2.6a) The percentage of male and female faculty, graduate students, and undergraduate students in Anthropology. Undergraduate students include those majoring in Archaeology.

Asian Studies:Faculty-Student Ratios

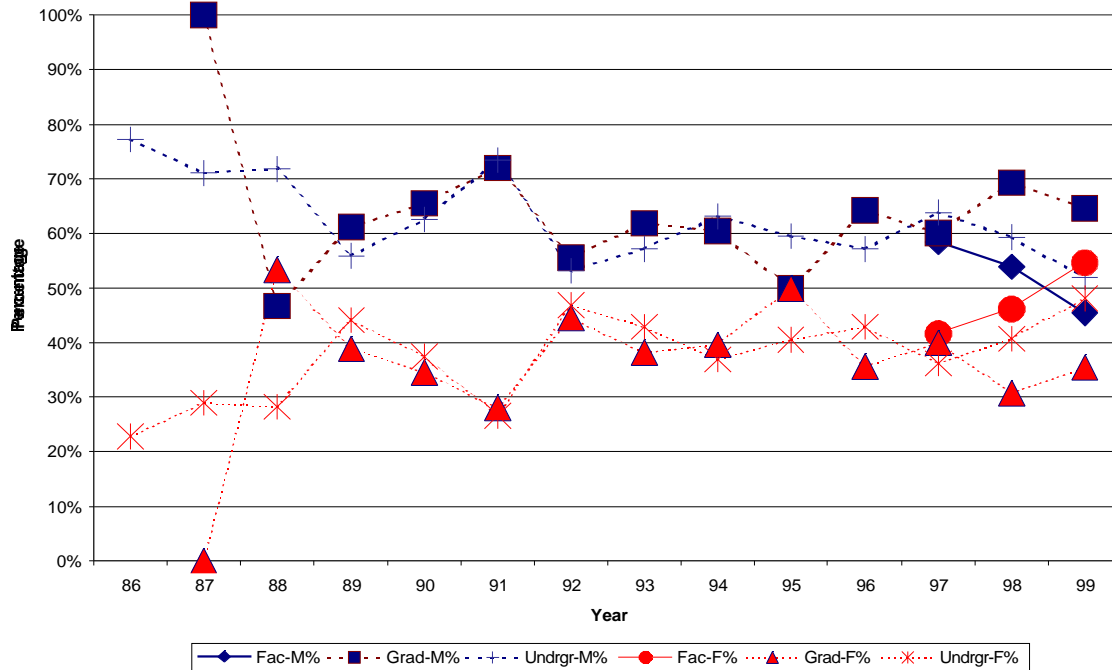


Figure (2.6b) The percentage of male and female faculty, graduate students, and undergraduate students in Asian Studies.

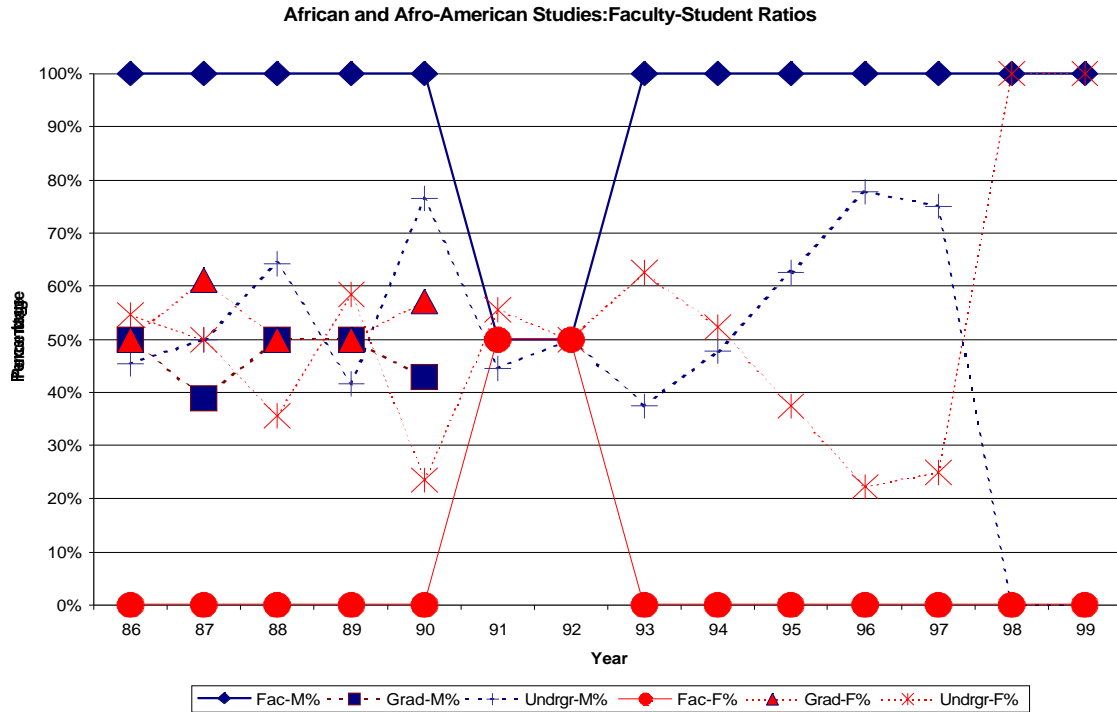


Figure (2.6c) The percentage of male and female faculty, graduate students, and undergraduate students in African and Afro-American Studies. Undergraduate students include those majoring in Oriental and African Languages and Literature.

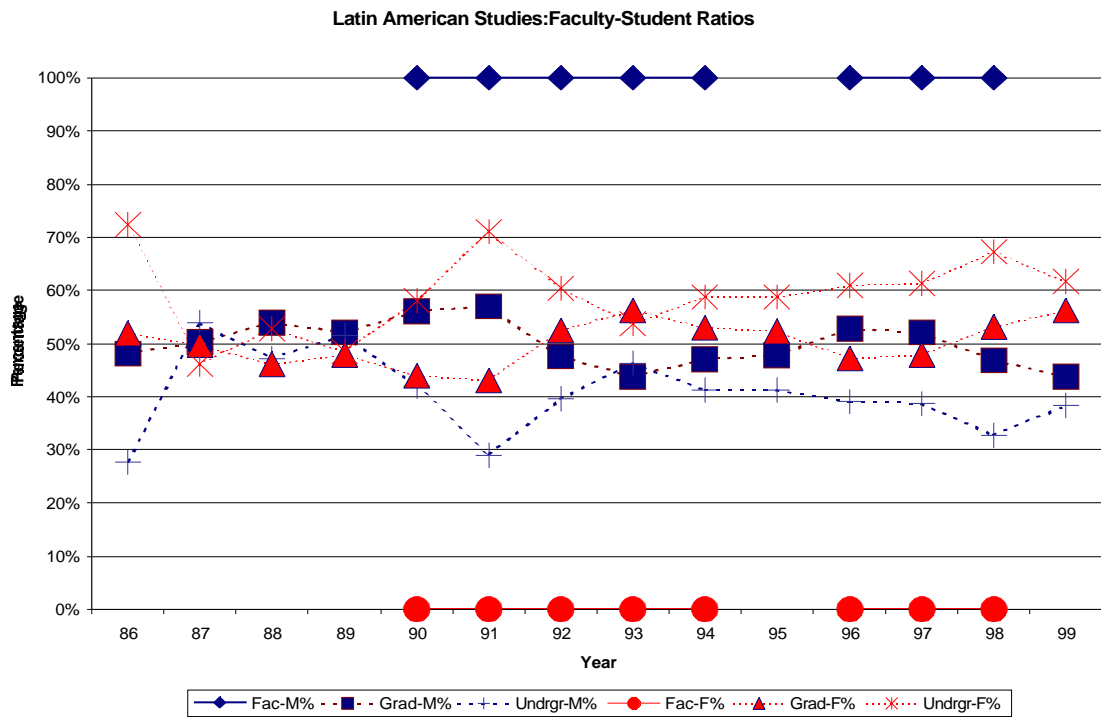


Figure (2.6d) The percentage of male and female faculty, graduate students, and undergraduate students in Latin American Studies.

Section 3: French and Italian, Germanic Studies, Middle Eastern Languages & Cultures, Slavic Languages and Literature, and Spanish and Portuguese

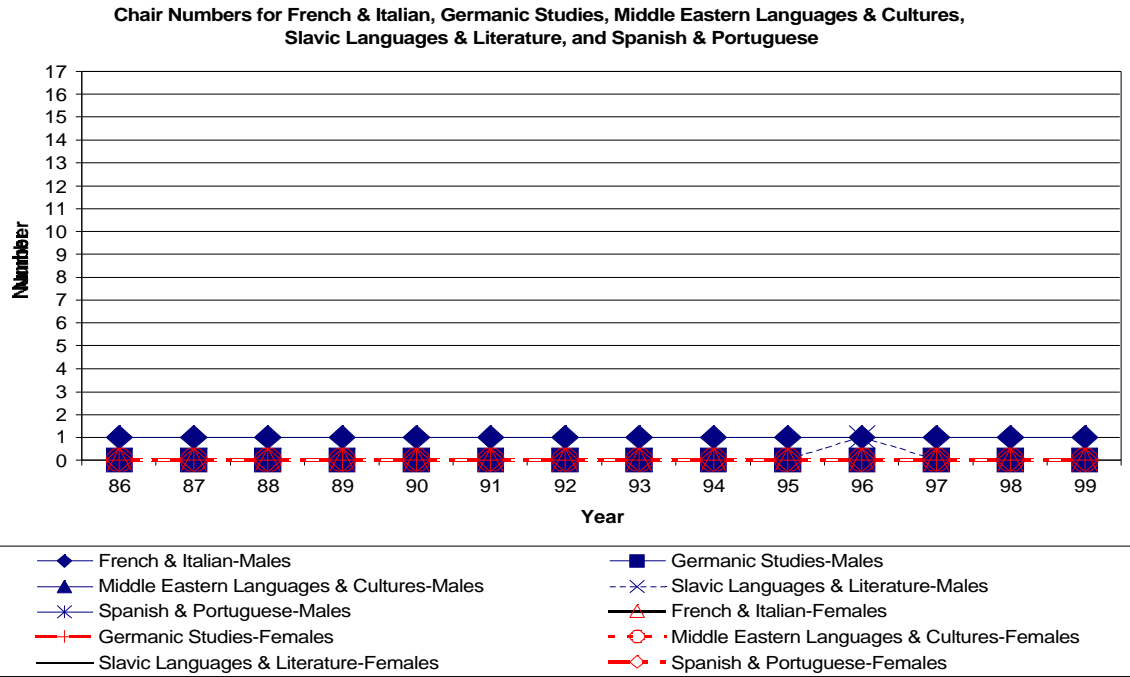


Figure (3.1a) Number of male and female Chairs in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

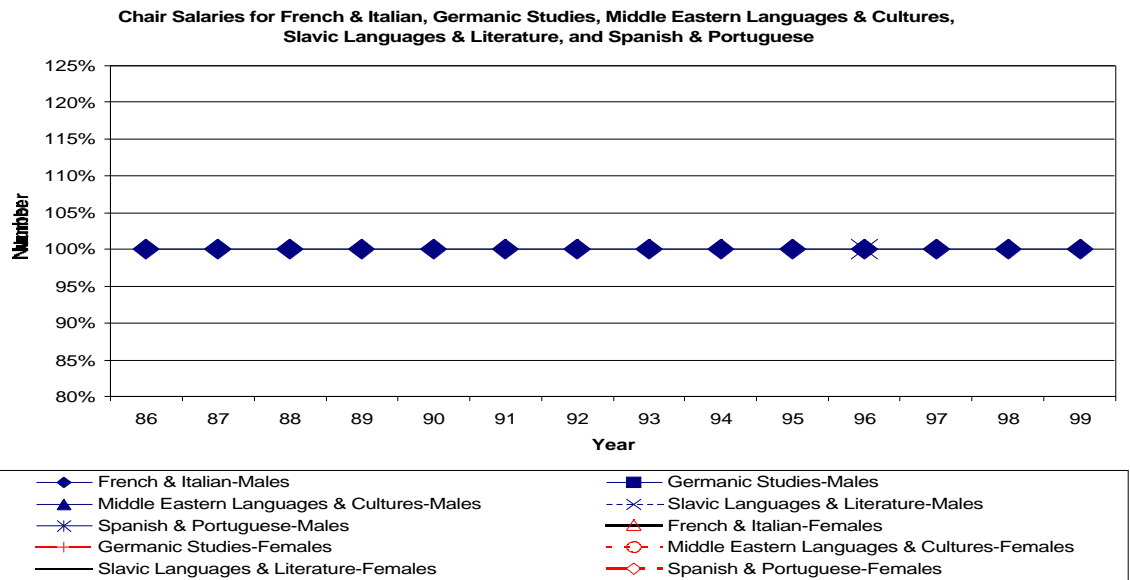


Figure (3.1b) Percent of department average salary for male and female Chairs in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = FEMALES).

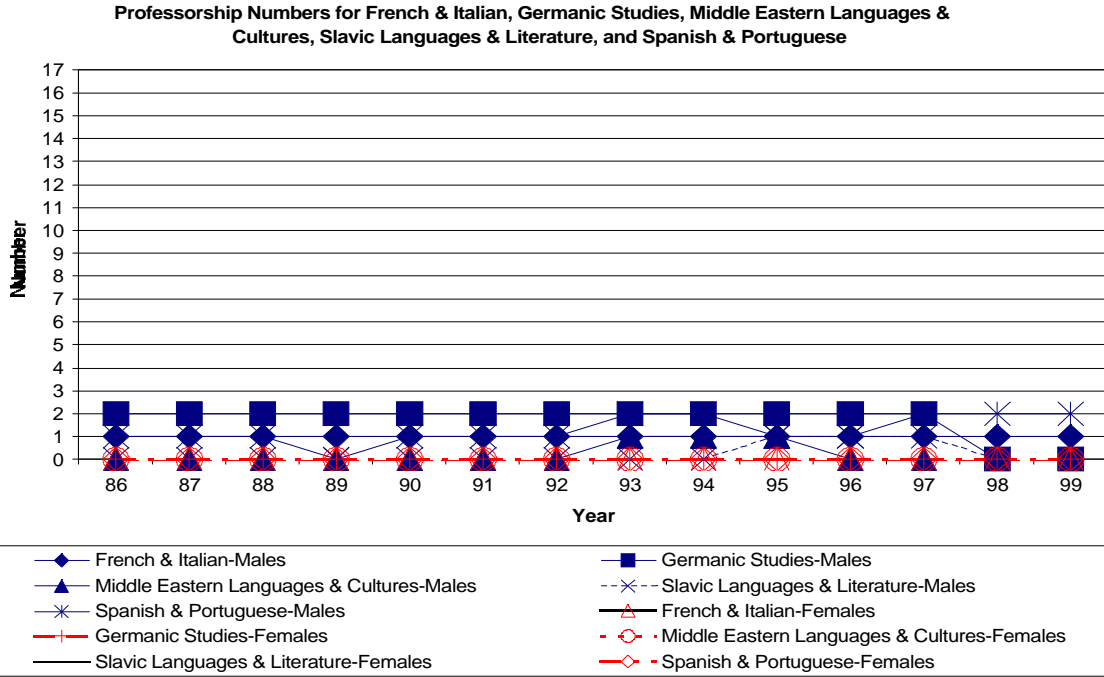


Figure (3.2a) Number of male and female Professorships in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

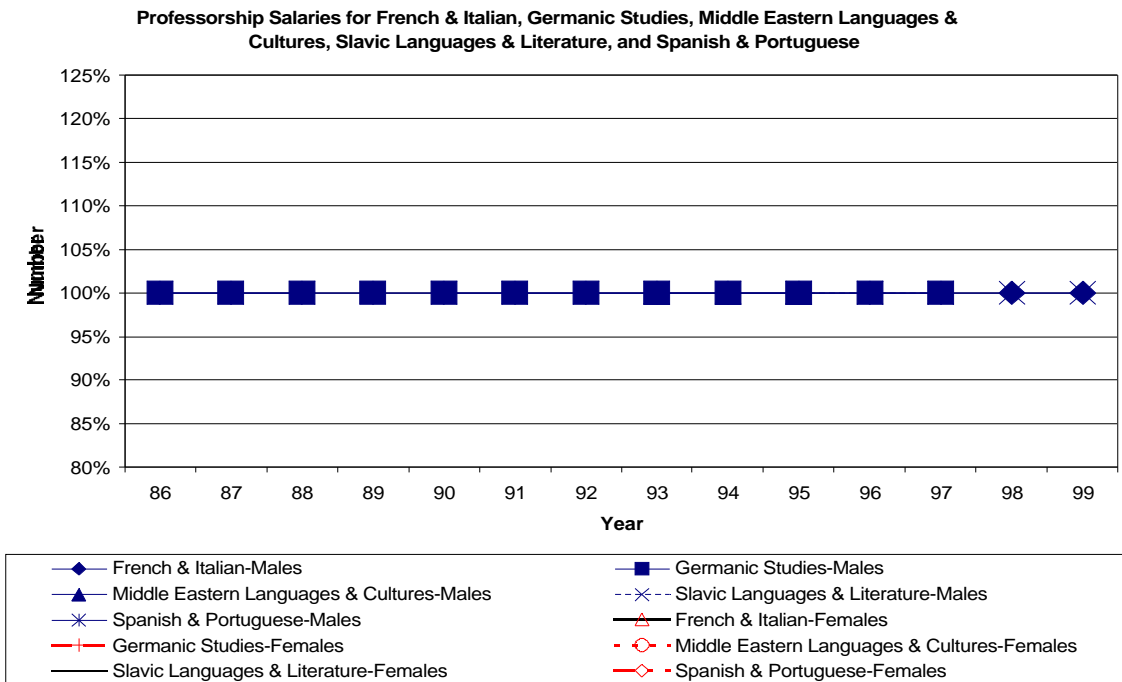


Figure (3.2b) Percent of department average salary for male and female Professorships in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

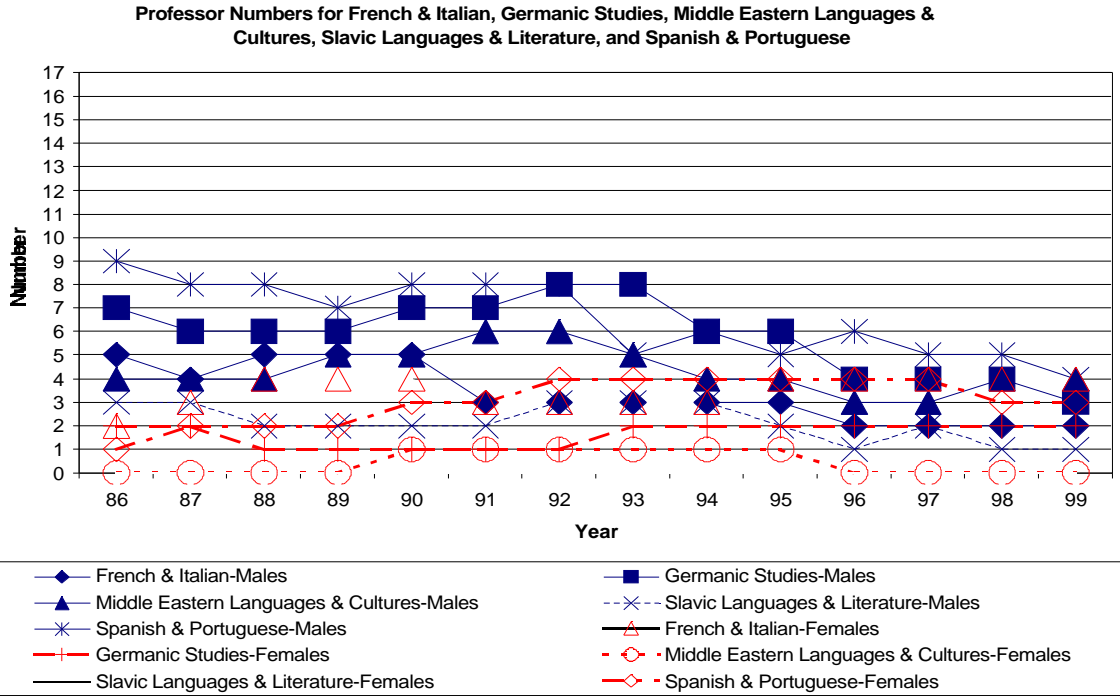


Figure (3.3a) Number of male and female Professors in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

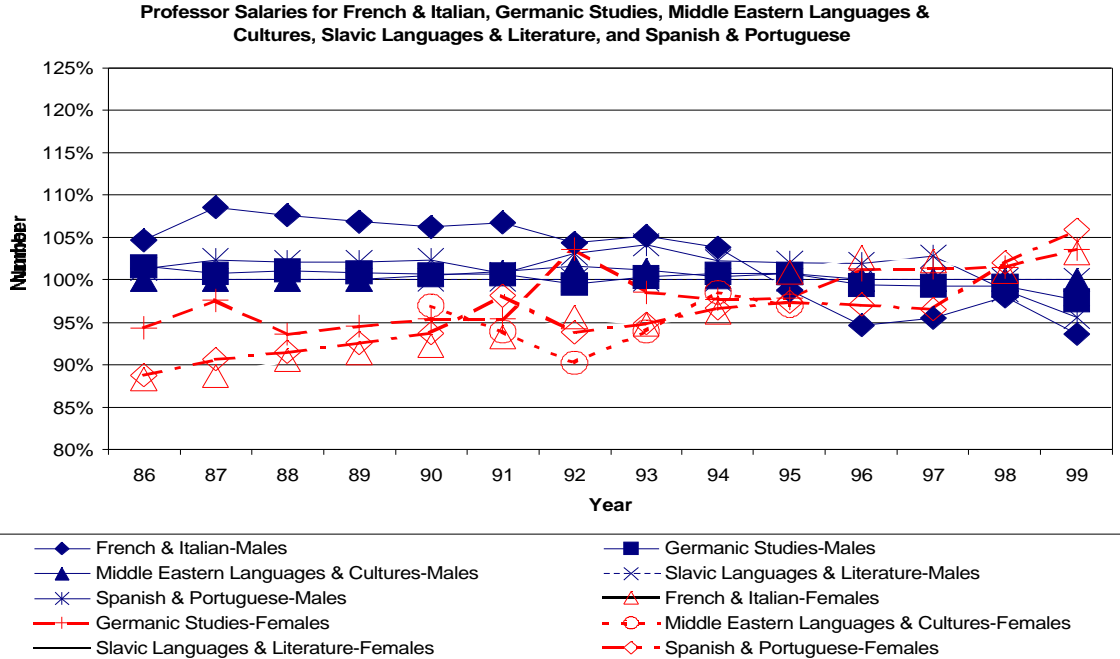


Figure (3.3b) Percent of department average salary for male and female Professors in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

Associate Professor Numbers for French & Italian, Germanic Studies, Middle Eastern Languages & Cultures, Slavic Languages & Literature, and Spanish & Portuguese

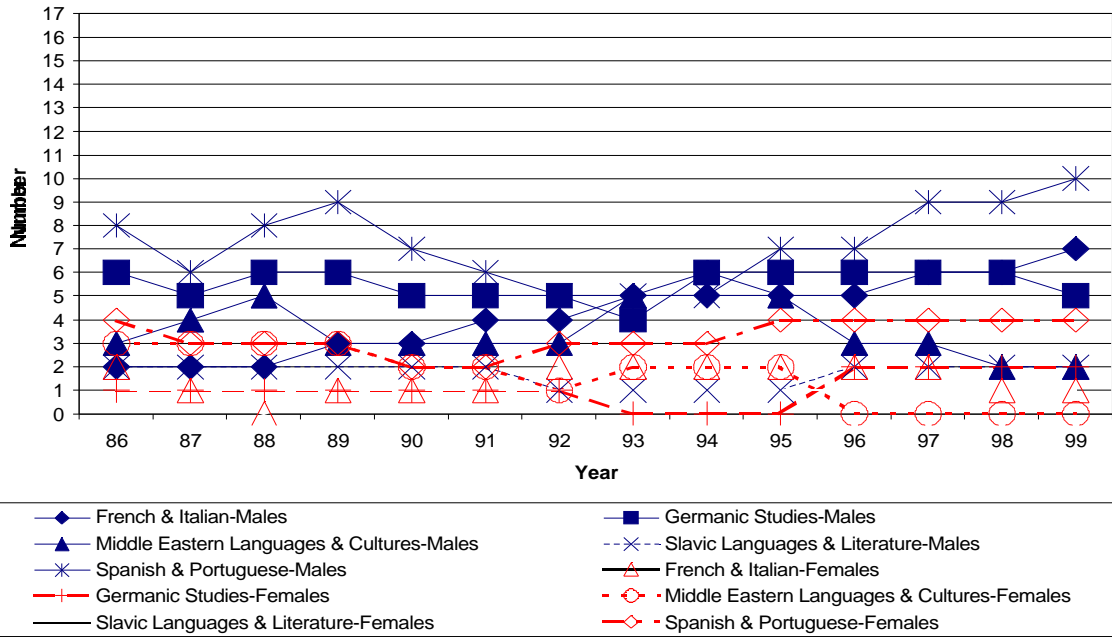


Figure (3.4a) Number of male and female Associate Professors in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

Associate Professor Salaries for French & Italian, Germanic Studies, Middle Eastern Languages & Cultures, Slavic Languages & Literature, and Spanish & Portuguese

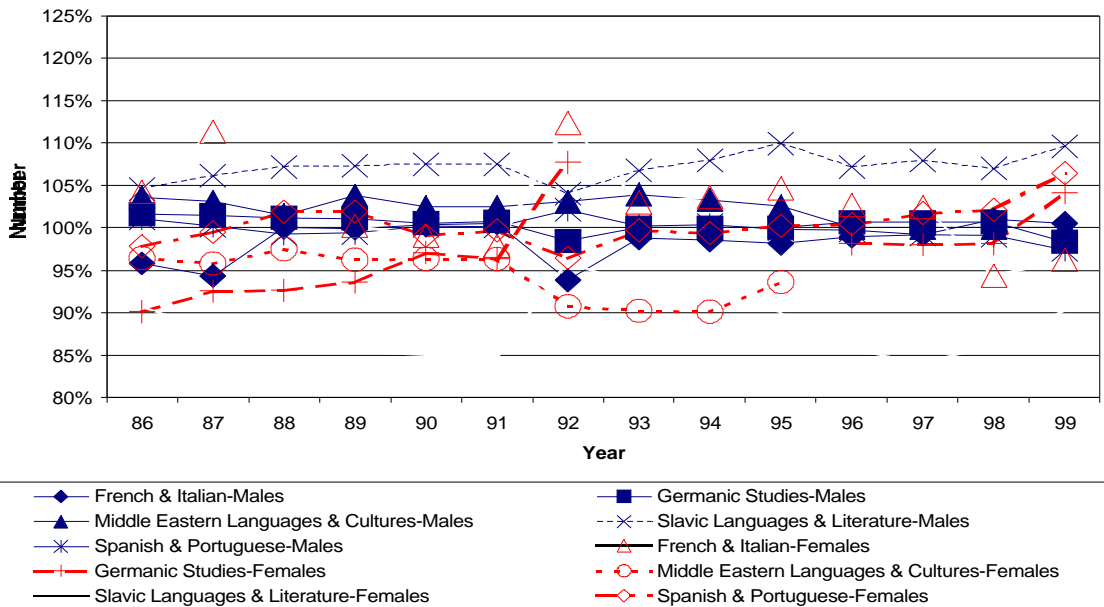


Figure (3.4b) Percent of department average salary for male and female Associate Professors in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

Assistant Professor Numbers for French & Italian, Germanic Studies, Middle Eastern Languages & Cultures, Slavic Languages & Literature, and Spanish & Portuguese

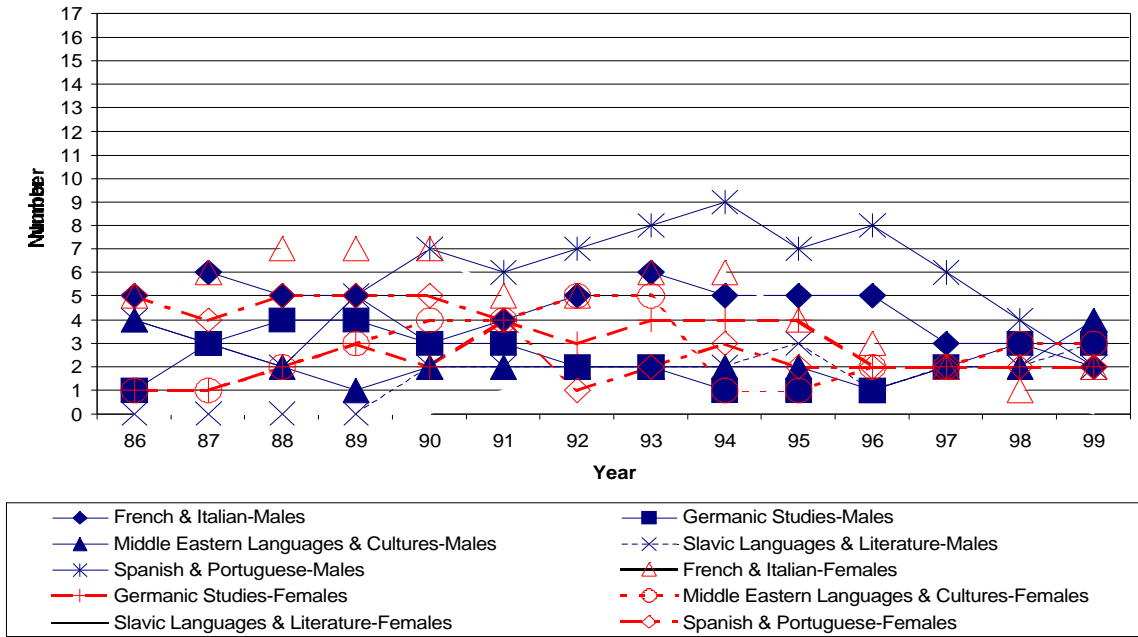


Figure (3.5a) Number of male and female Assistant Professors in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

Assistant Professor Salaries for French & Italian, Germanic Studies, Middle Eastern Languages & Cultures, Slavic Languages & Literature, and Spanish & Portuguese

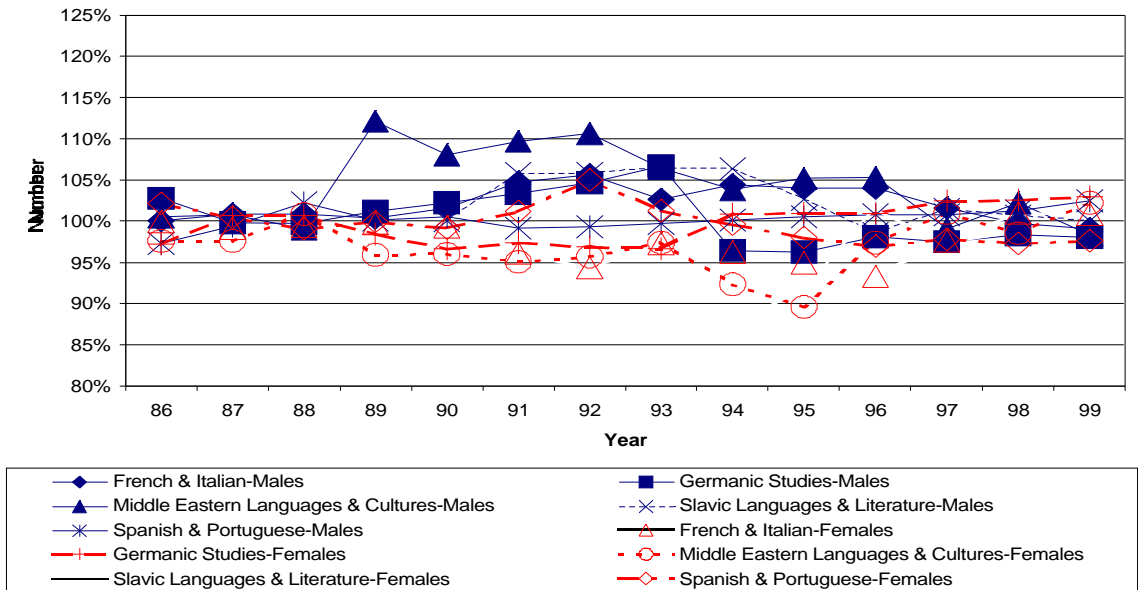


Figure (3.5b) Percent of department average salary for male and female Assistant Professors in French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese (BLUE = Males, RED = Females).

French and Italian:Faculty-Student Ratios

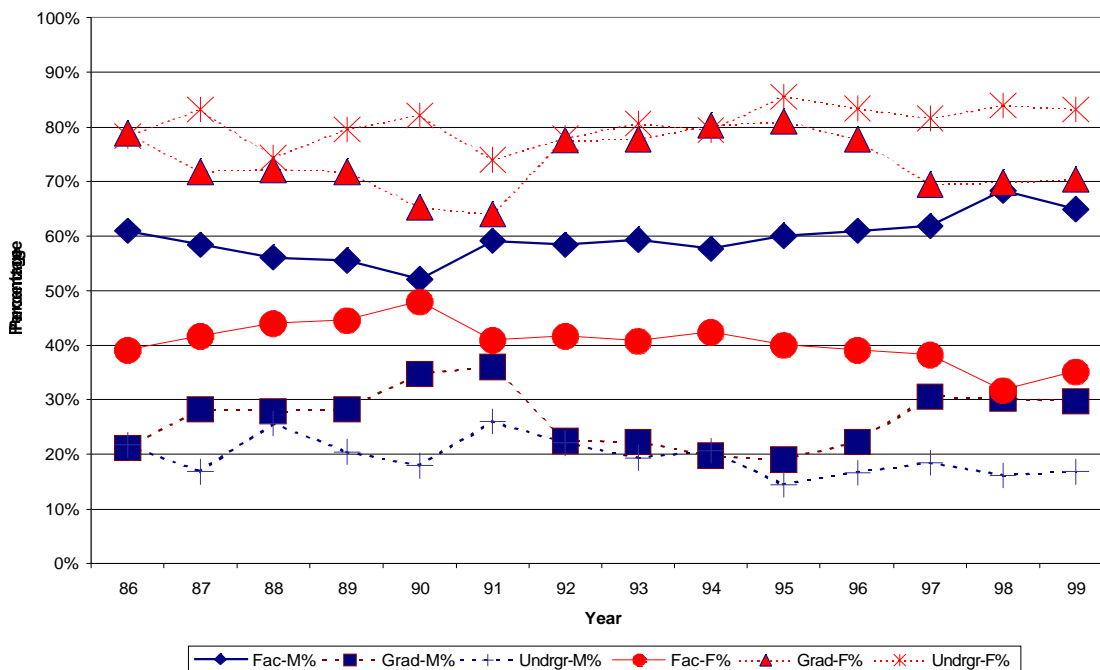


Figure (3.6a) The percentage of male and female faculty, graduate students, and undergraduate students in French and Italian.

Germanic Studies:Faculty-Student Ratios

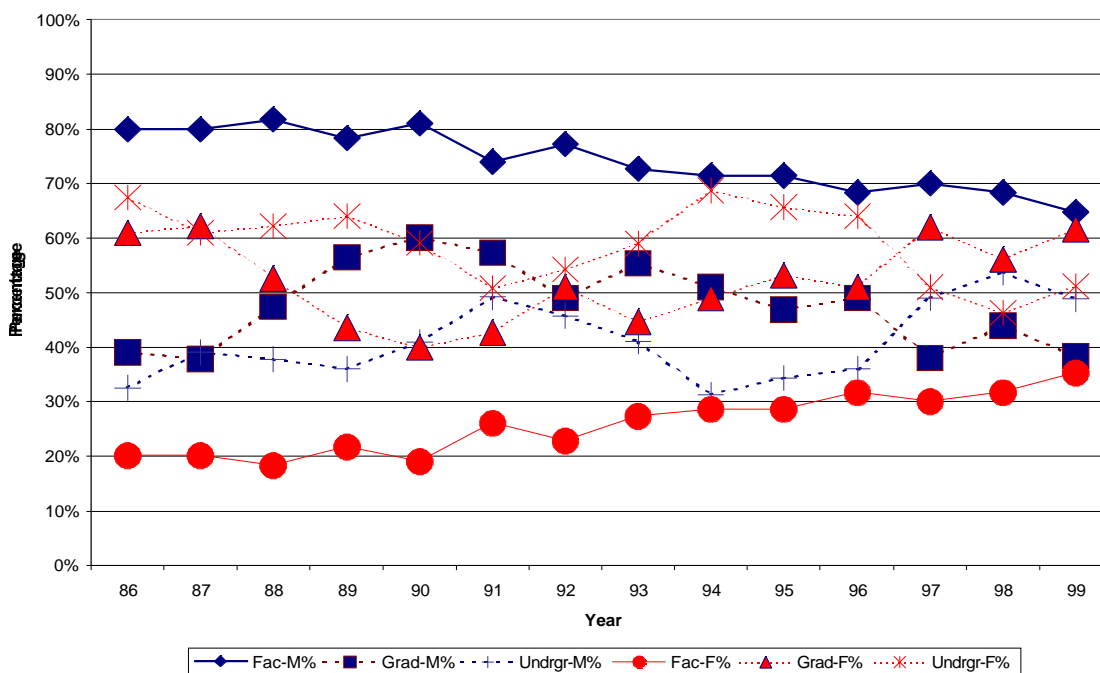


Figure (3.6b) The percentage of male and female faculty, graduate students, and undergraduate students in Germanic Studies.

Middle Eastern Languages and Cultures: Faculty-Student Ratios

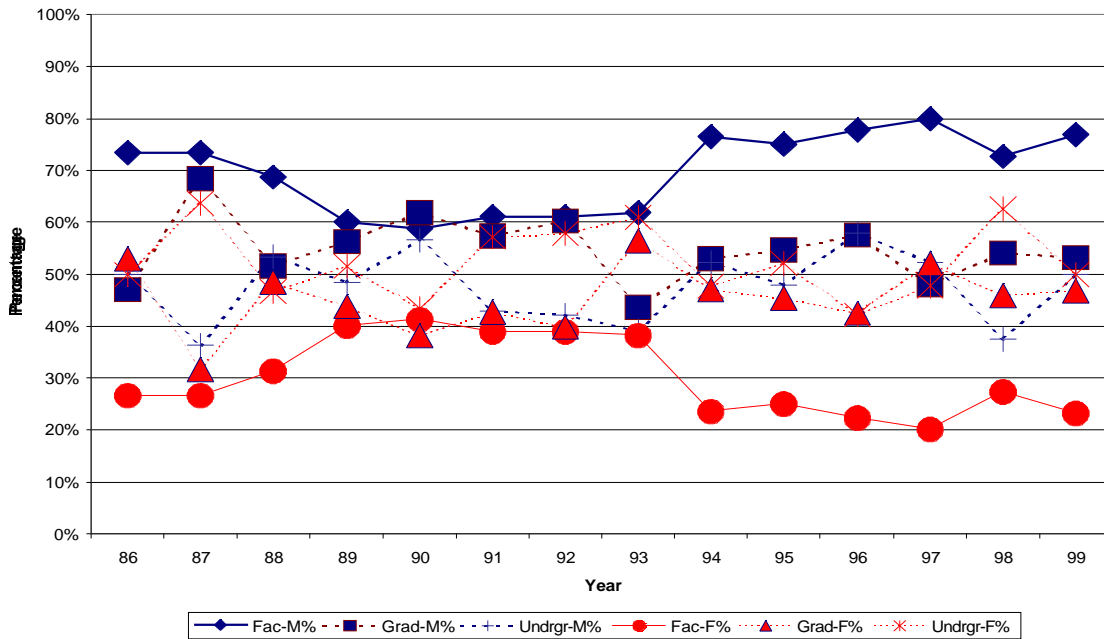
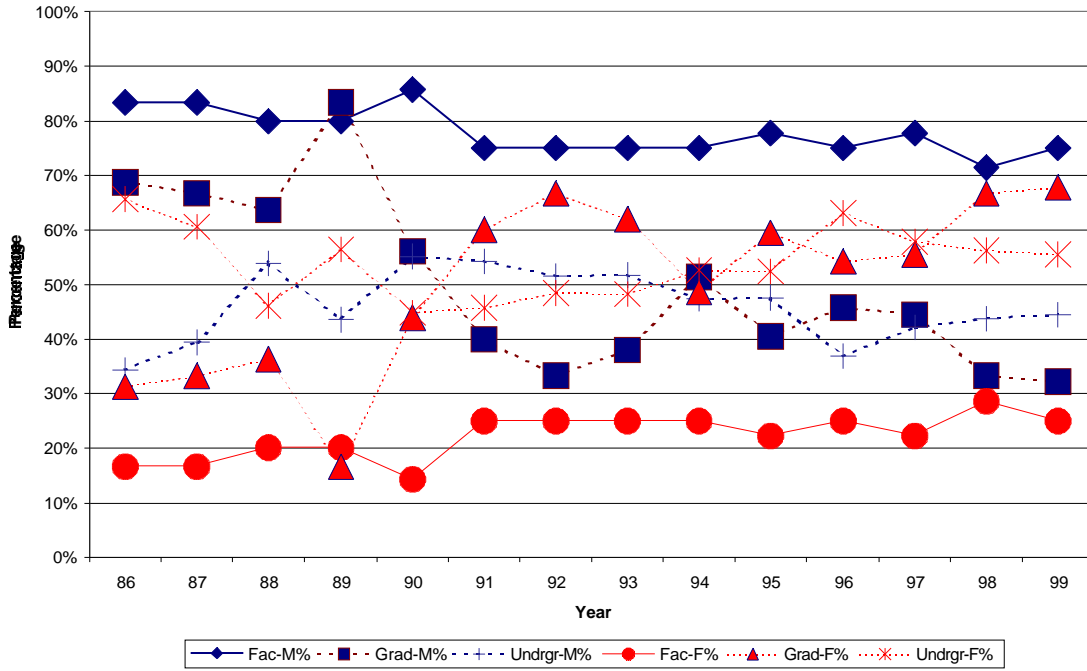


Figure (3.6c) The percentage of male and female faculty, graduate students, and undergraduate students in Middle Eastern Languages and Cultures. Undergraduate students include those majoring in: Arabic Language and Literature, Middle Eastern Studies, Hebrew Languages and Literature, Turkish Language and Literature, and Islamic Studies. Graduate students include those majoring in: Middle Eastern Studies, Mid East/Asian LA, Mid East/Business Administration, Mid Eastern/Communication, Mid East/Public Affairs, Persian Studies, Arabic Studies, and Hebrew Studies.

Slavic Languages and Literature: Faculty-Student Ratios



F

Figure (3.6d) The percentage of male and female faculty, graduate students, and undergraduate students in Slavic Languages and Literature. Undergraduate students include those majoring in Post Soviet and East European Studies, Russian, and Czechoslovakian. Graduate students include Russian, East European and Eurasian Studies.

Spanish and Portuguese: Faculty-Student Ratios

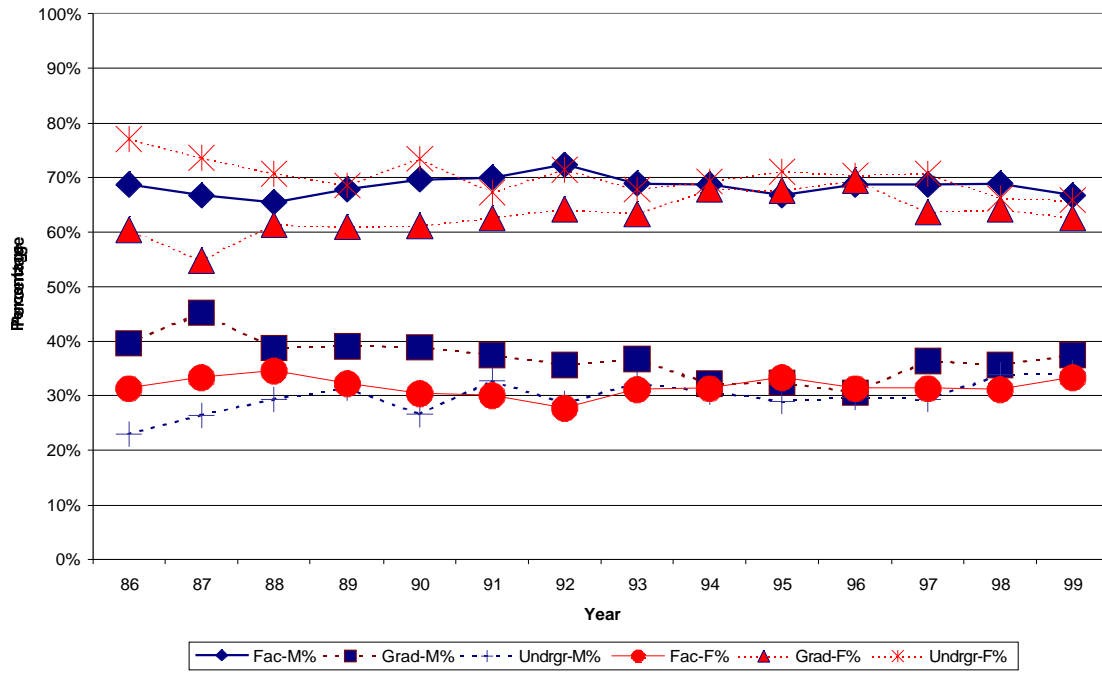


Figure (3.6e) The percentage of male and female faculty, graduate students, and undergraduate students in Spanish and Portuguese.

Section 4: Economics, Linguistics, Psychology, and Sociology

Chair Numbers for Economics, Linguistics, Psychology, and Sociology

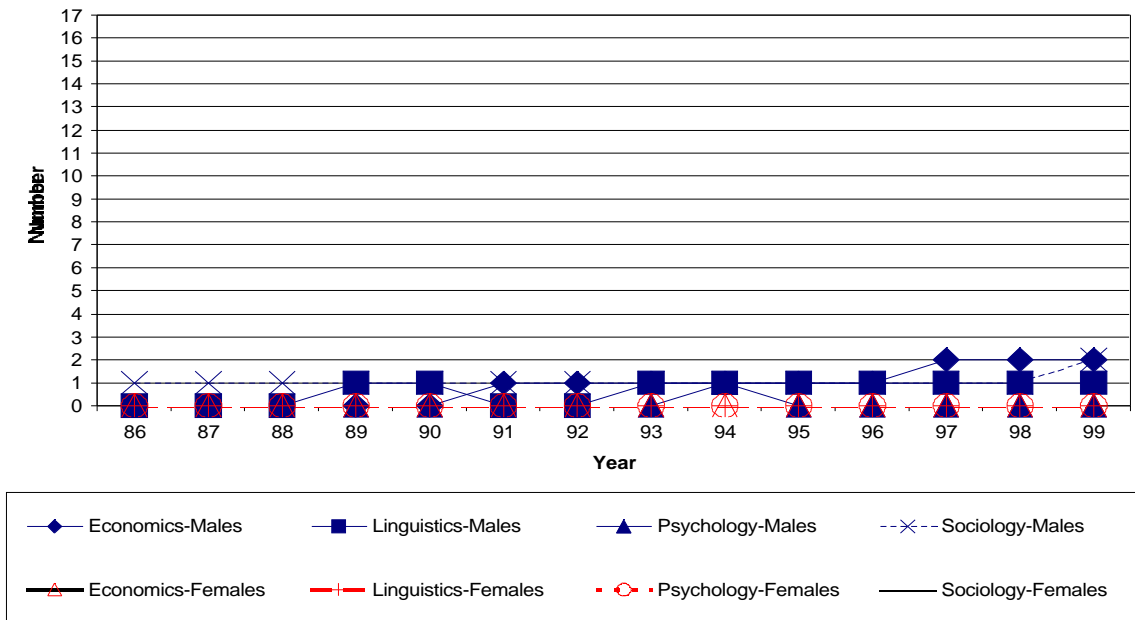


Figure (4.1a) Number of male and female Chairs in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

Chair Salaries for Economics, Linguistics, Psychology, and Sociology

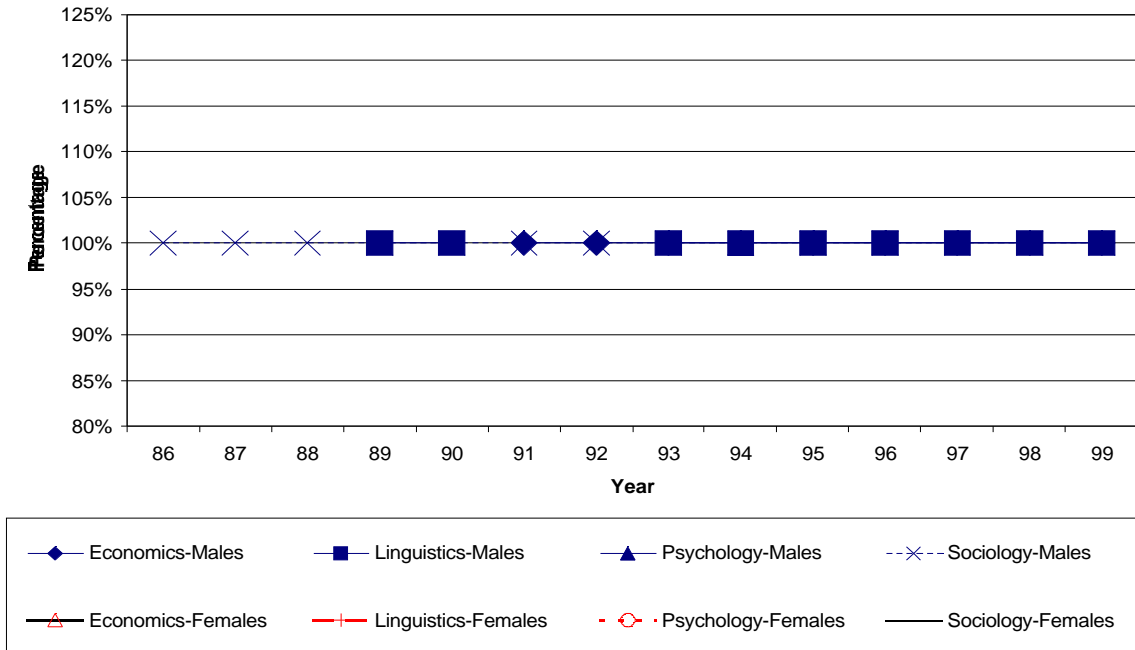


Figure (4.1b) Percent of department average salary for male and female Chairs in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = FEMALES).

Professorship Numbers for Economics, Linguistics, Psychology, and Sociology

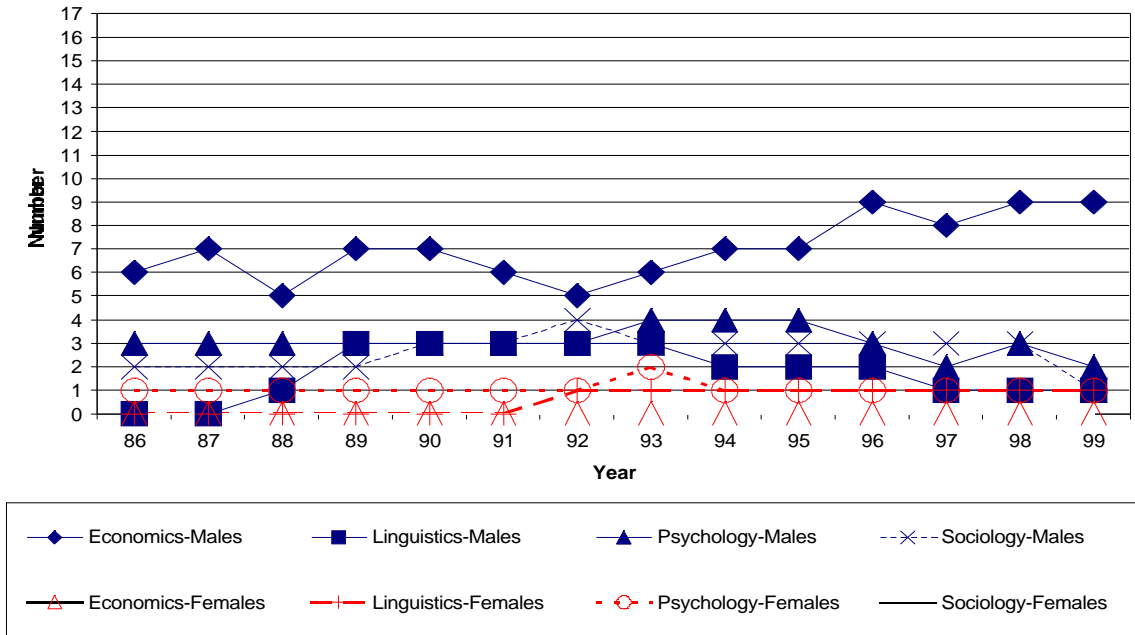


Figure (4.2a) Number of male and female Professorships in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

Professorship Salaries for Economics, Linguistics, Psychology, and Sociology

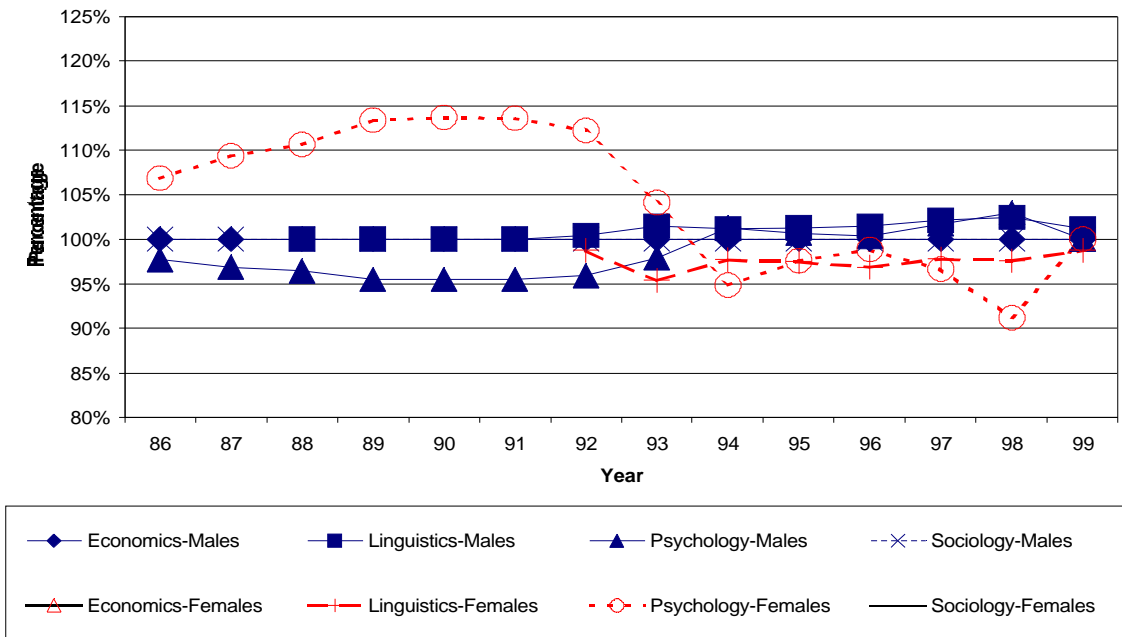


Figure (4.2b) Percent of department average salary for male and female Professorships in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

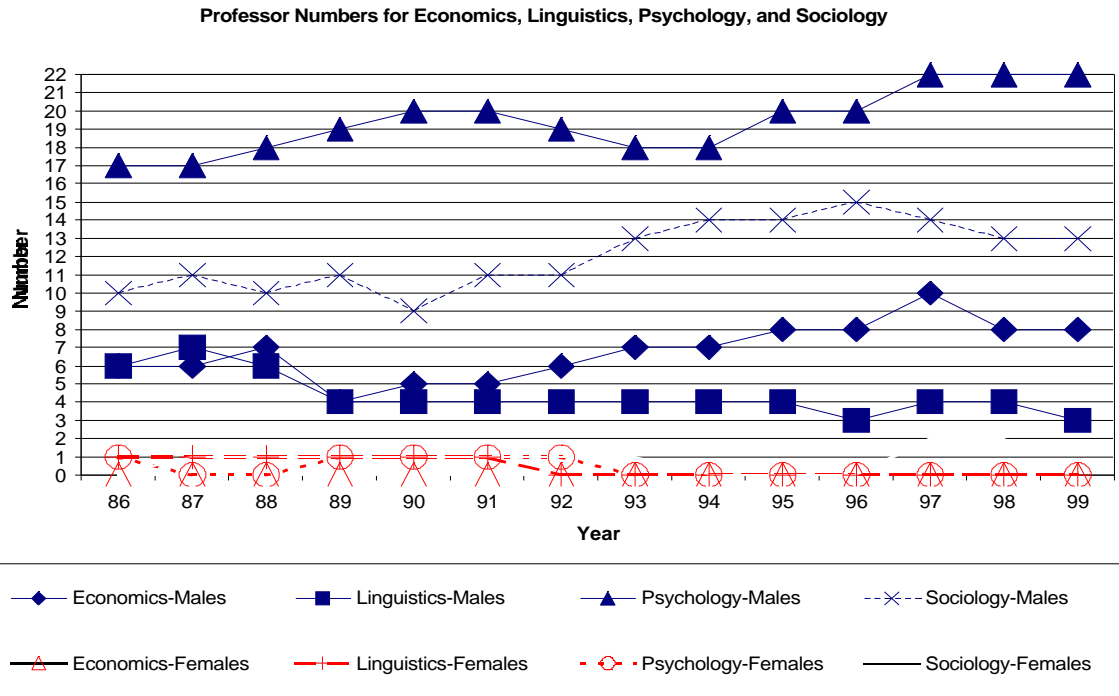


Figure (4.3a) Number of male and female Professors in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

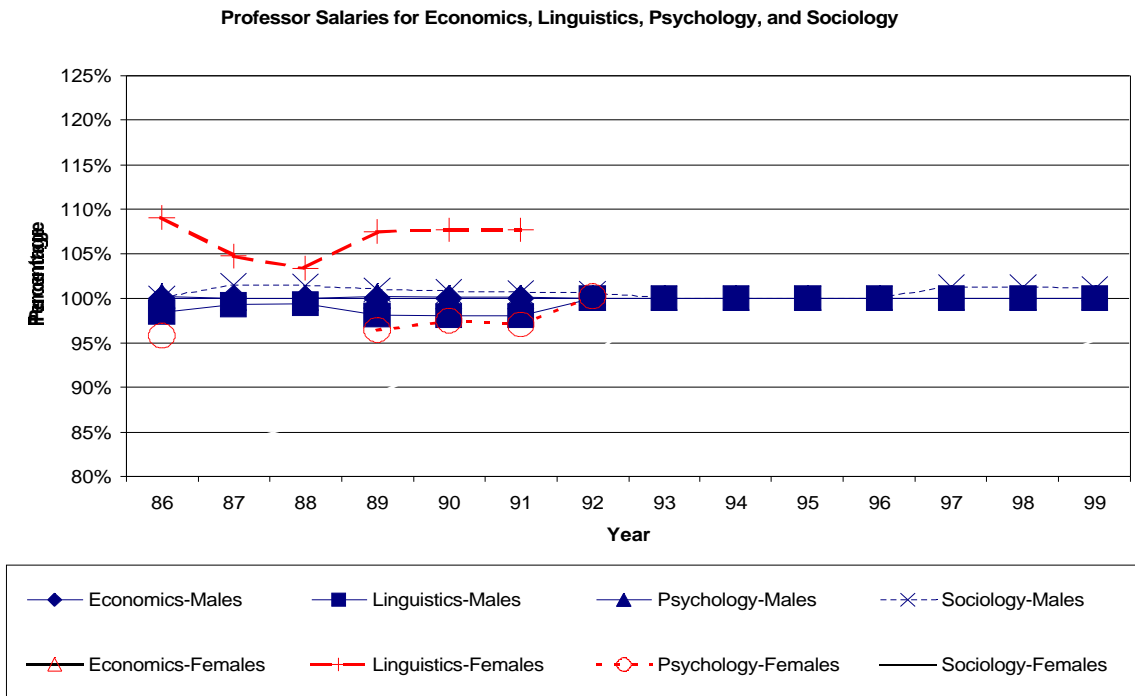


Figure (4.3b) Percent of department average salary for male and female Professors in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

Associate Professor Numbers for Economics, Linguistics, Psychology, and Sociology

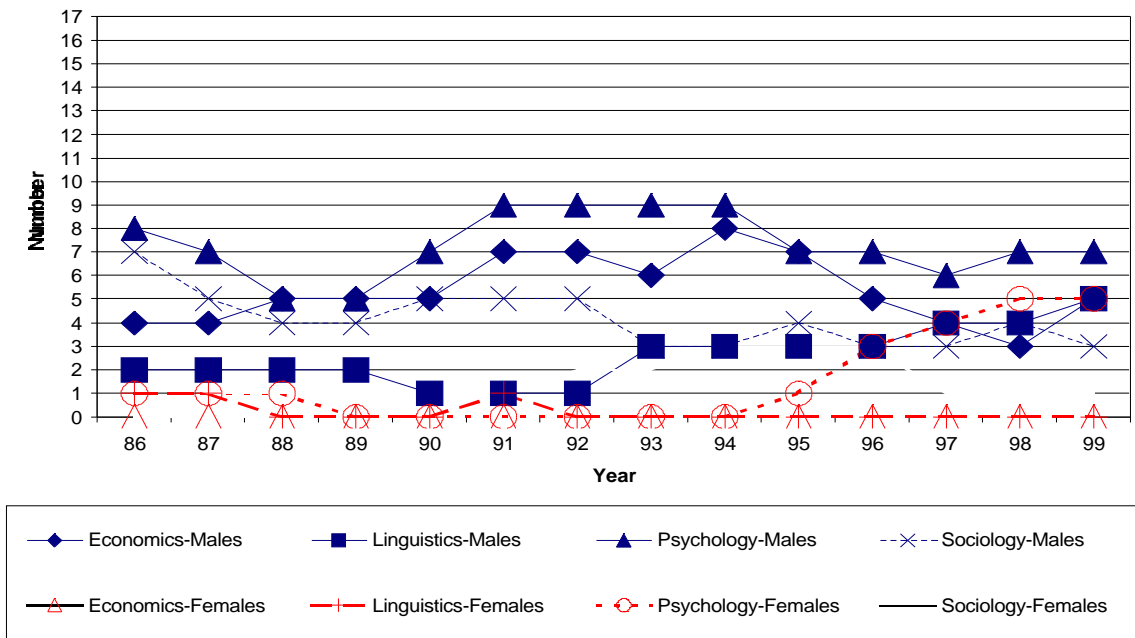


Figure (4.4a) Number of male and female Associate Professors in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

Associate Professor Salaries for Economics, Linguistics, Psychology, and Sociology

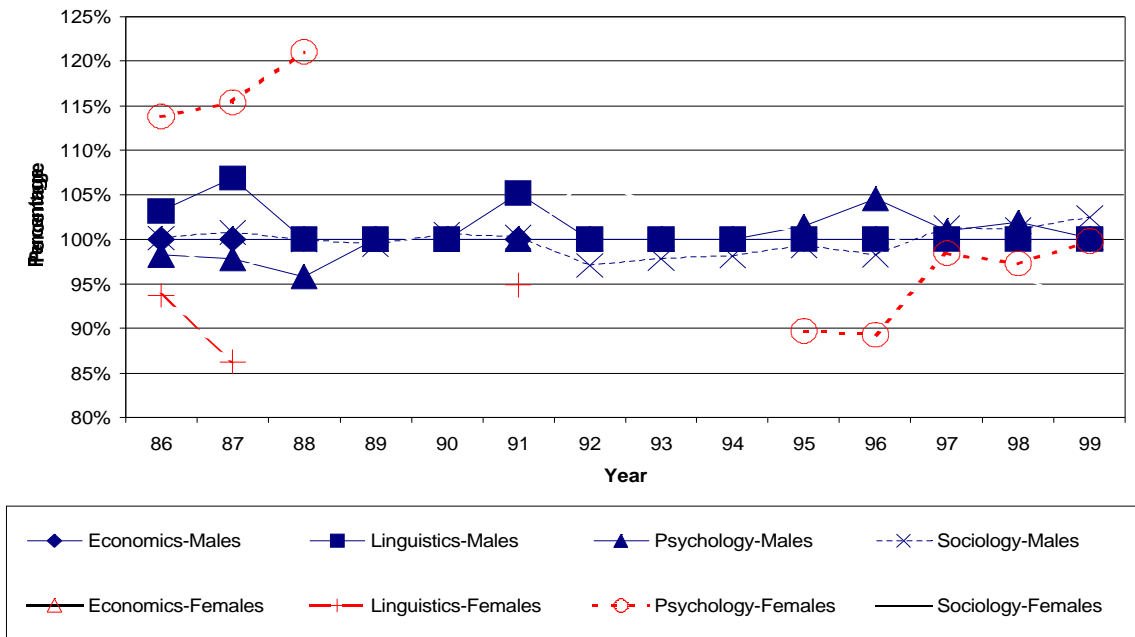


Figure (4.4b) Percent of department average salary for male and female Associate Professors in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

Assistant Professor Numbers for Economics, Linguistics, Psychology, and Sociology

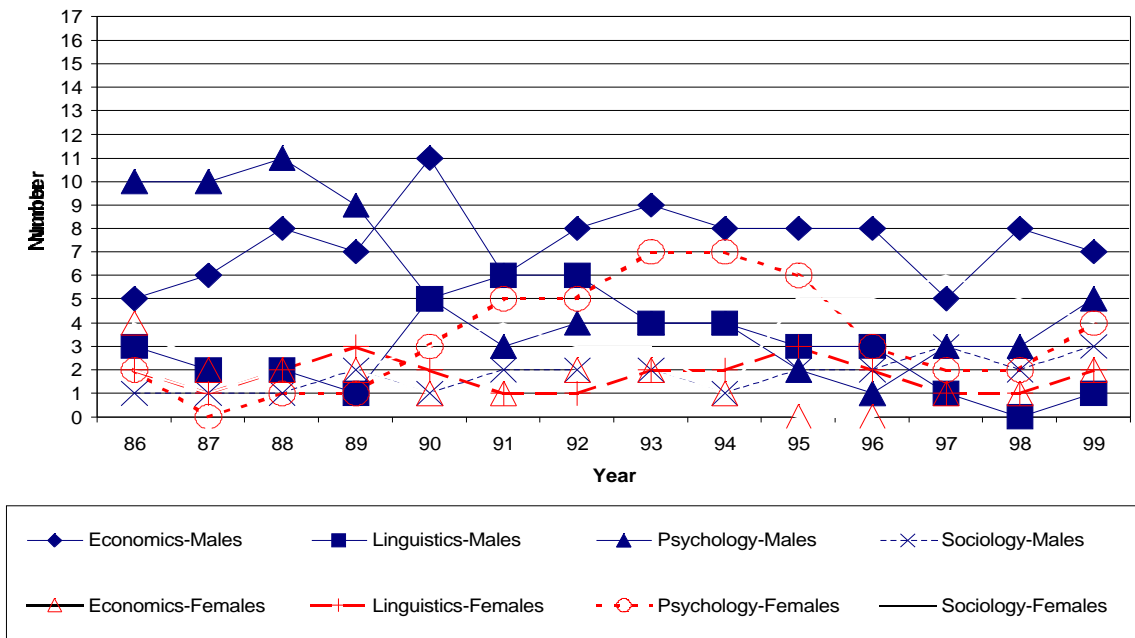


Figure (4.5a) Number of male and female Assistant Professors in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

Assistant Professor Salaries for Economics, Linguistics, Psychology, and Sociology

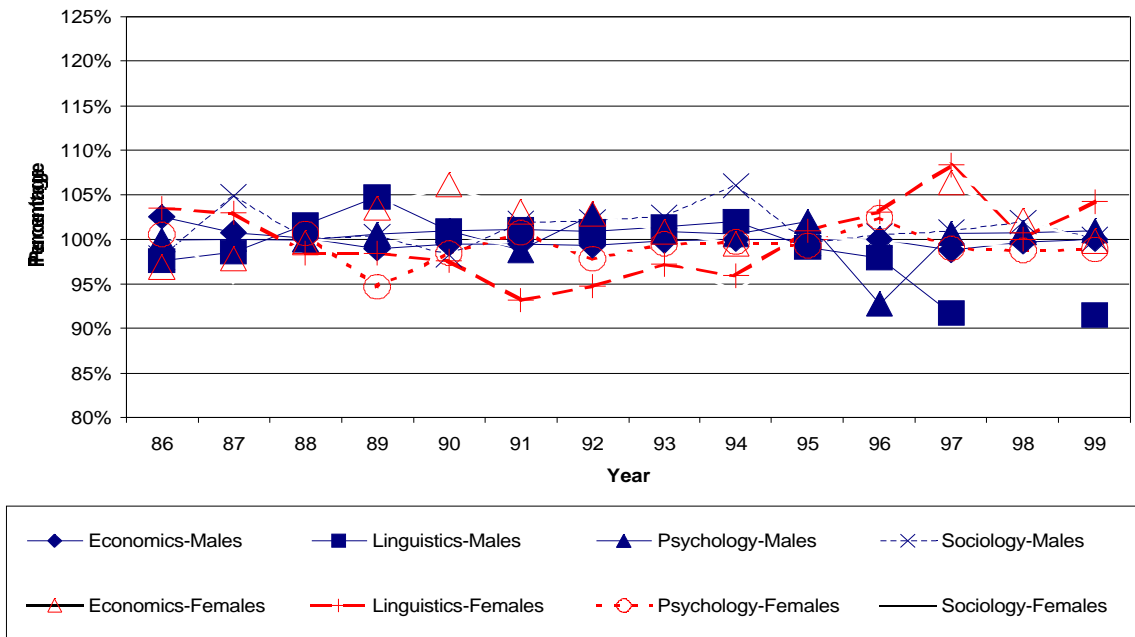


Figure (4.5b) Percent of department average salary for male and female Assistant Professors in Economics, Linguistics, Psychology, and Sociology (BLUE = Males, RED = Females).

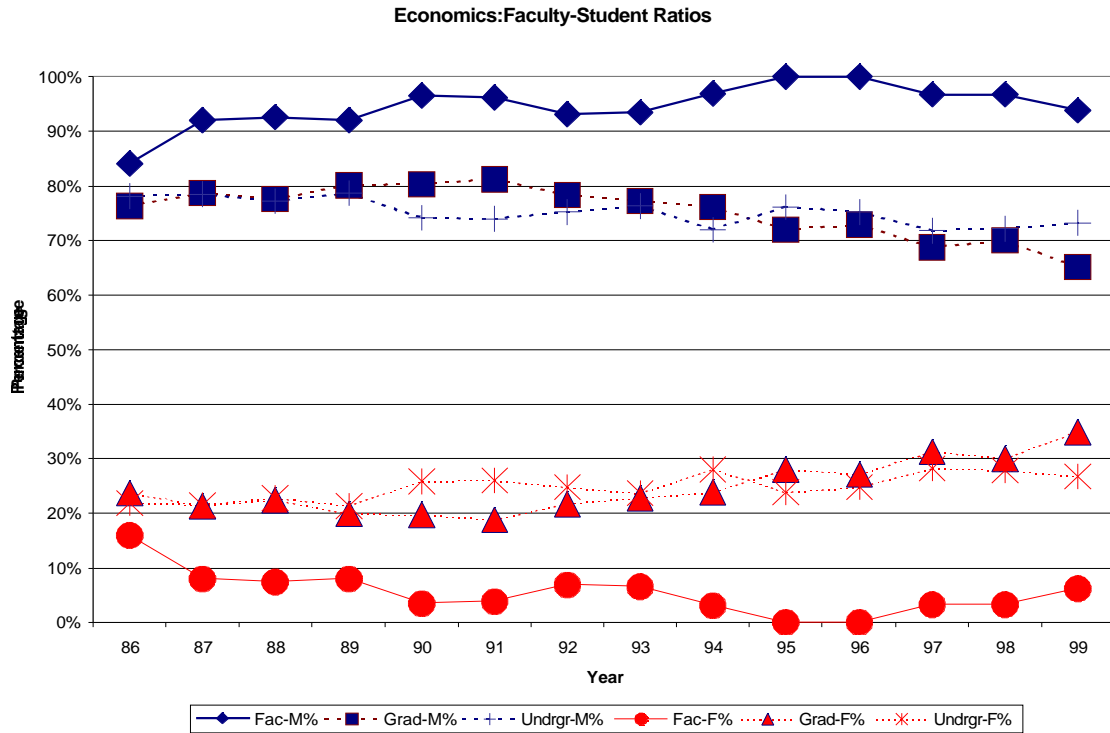


Figure (4.6a) The percentage of male and female faculty, graduate students, and undergraduate students in Economics.

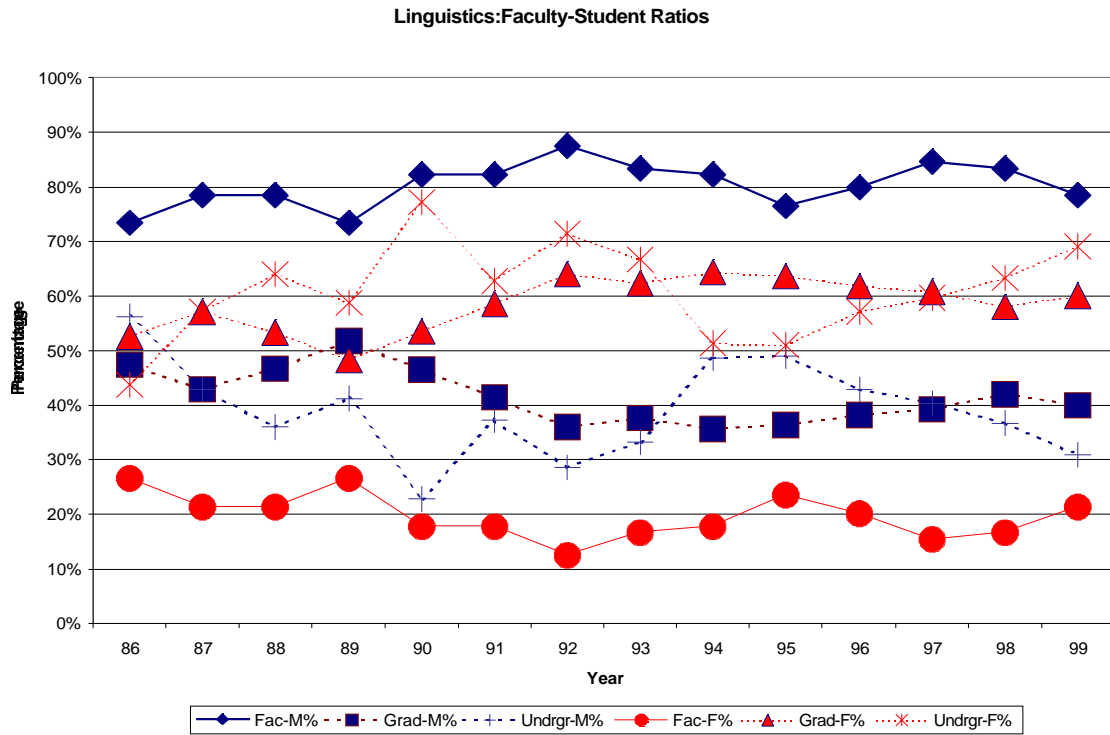


Figure (4.6b) The percentage of male and female faculty, graduate students, and undergraduate students in Linguistics.

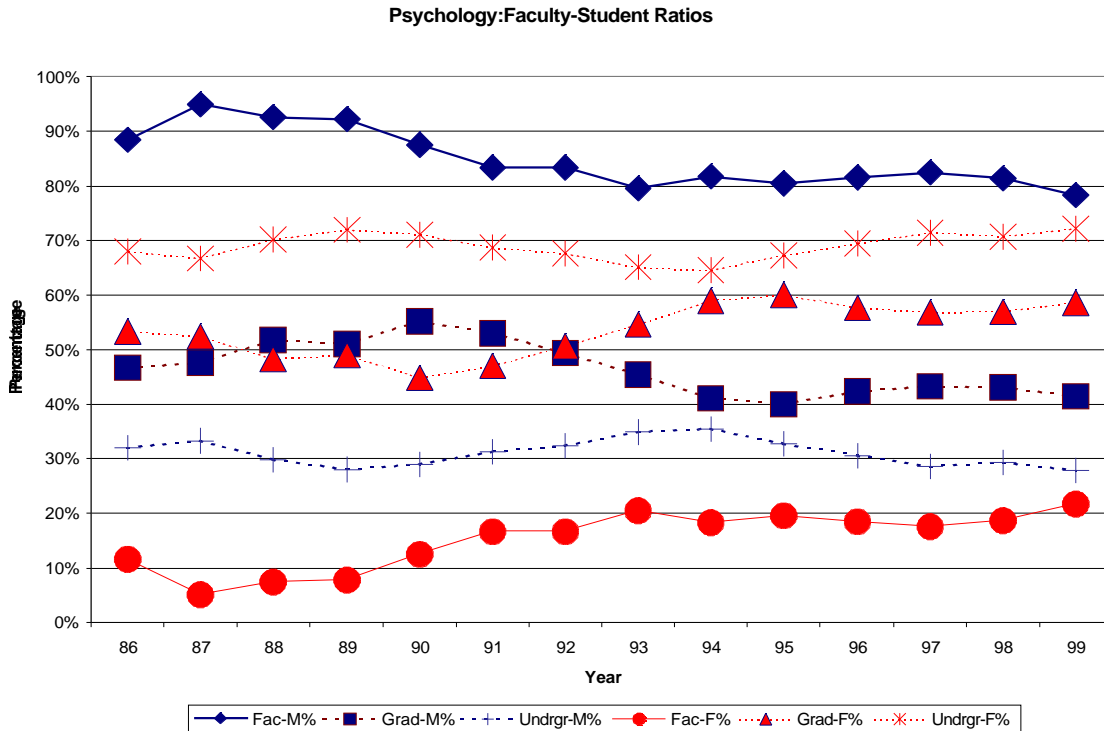


Figure (4.6c) The percentage of male and female faculty, graduate students, and undergraduate students in Psychology.

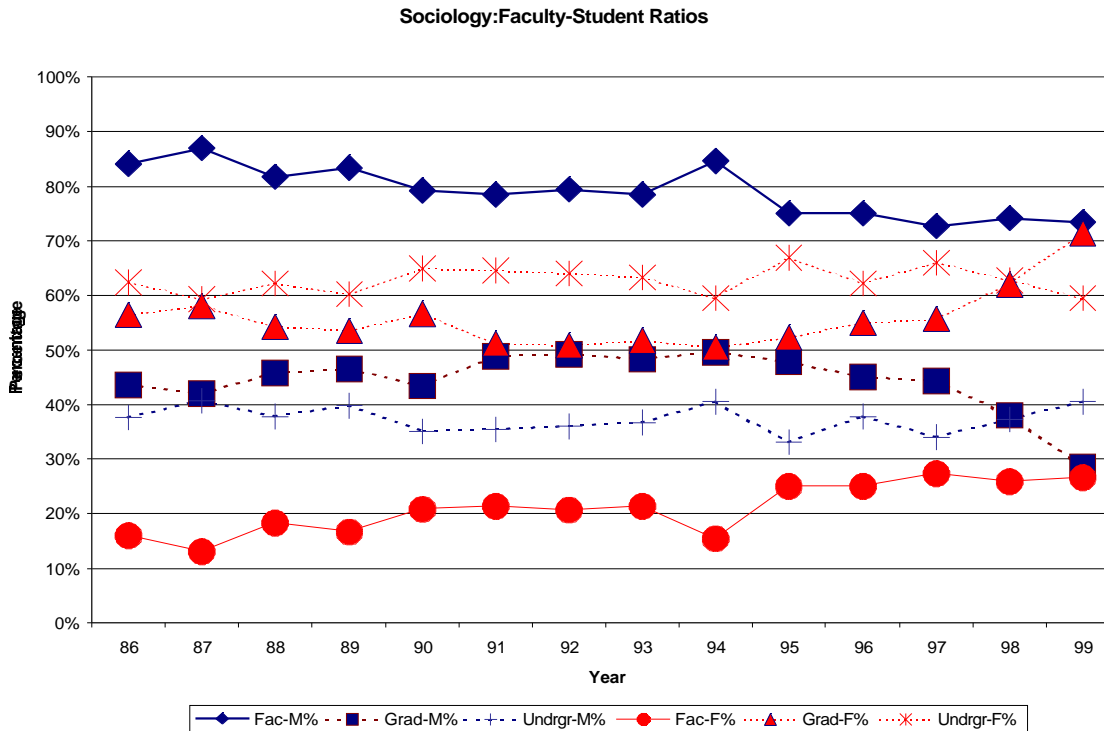


Figure (4.6d) The percentage of male and female faculty, graduate students, and undergraduate students in Sociology.

Section 5: Classics, English, Rhetoric and Composition, and Philosophy

Chair Numbers for Classics, English, Rhetoric & Composition, and Philosophy

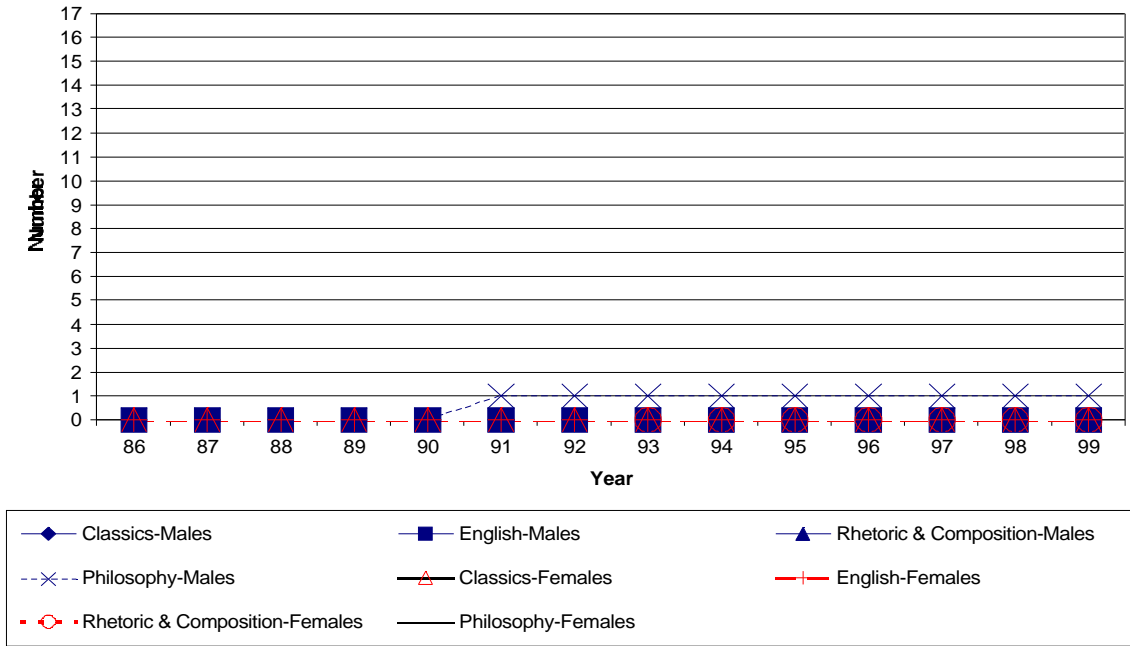


Figure (5.1a) Number of male and female Chairs in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

Chair Salaries for Classics, English, Rhetoric & Composition, and Philosophy

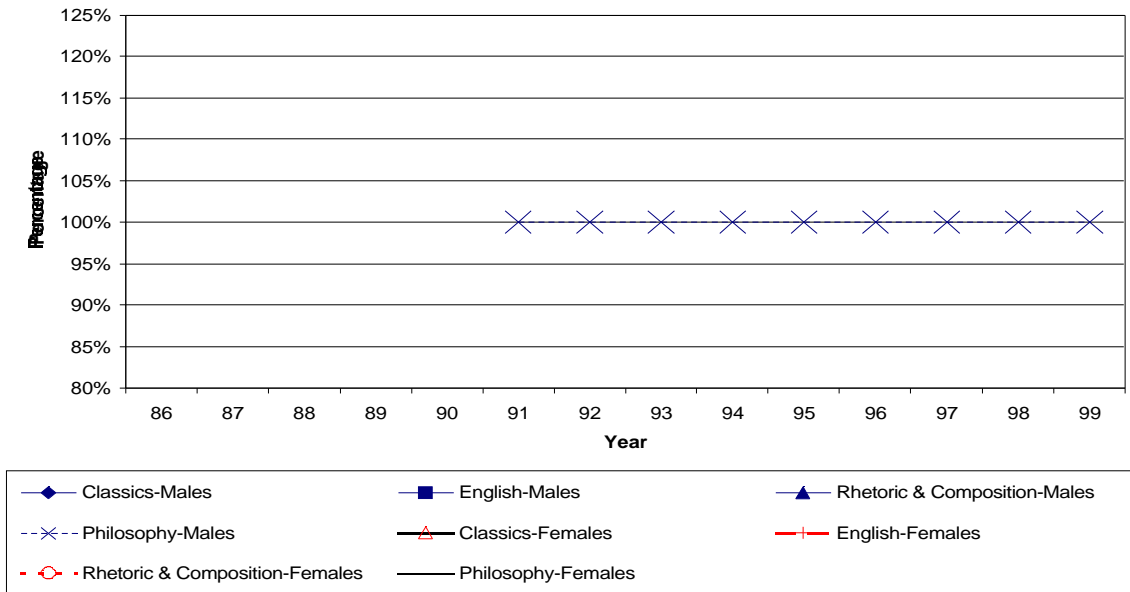


Figure (5.1b) Percent of department average salary for male and female Chairs in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = FEMALES).

Professorship Numbers for Classics, English, Rhetoric & Composition, and Philosophy

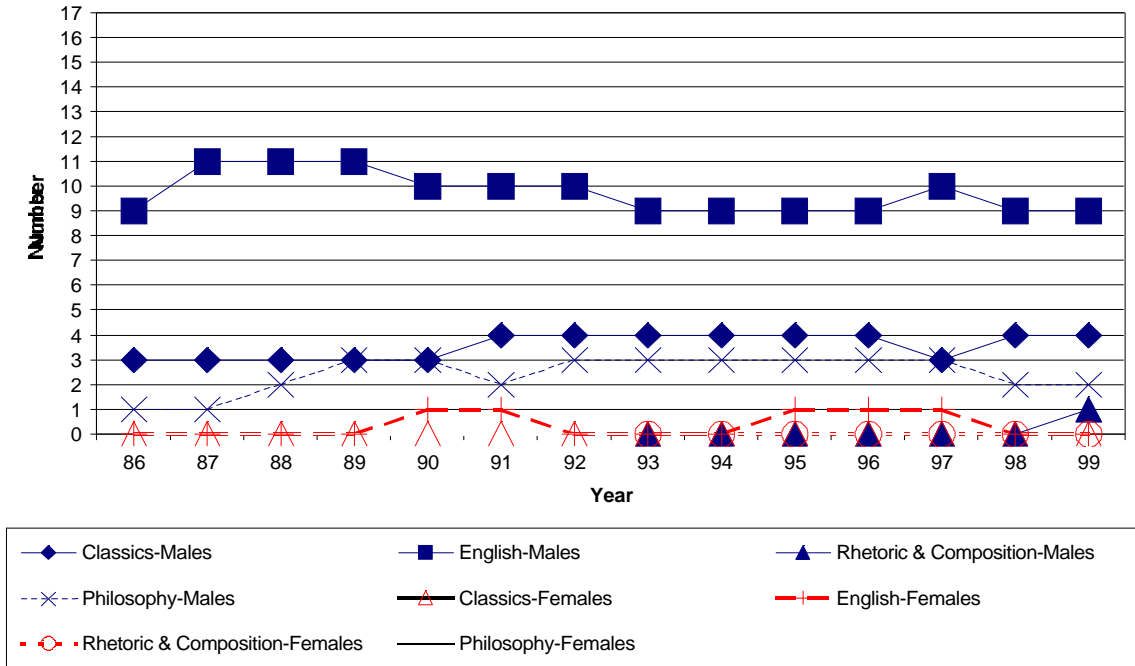


Figure (5.2a) Number of male and female Professorships in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

Professorship Salaries for Classics, English, Rhetoric & Composition, and Philosophy

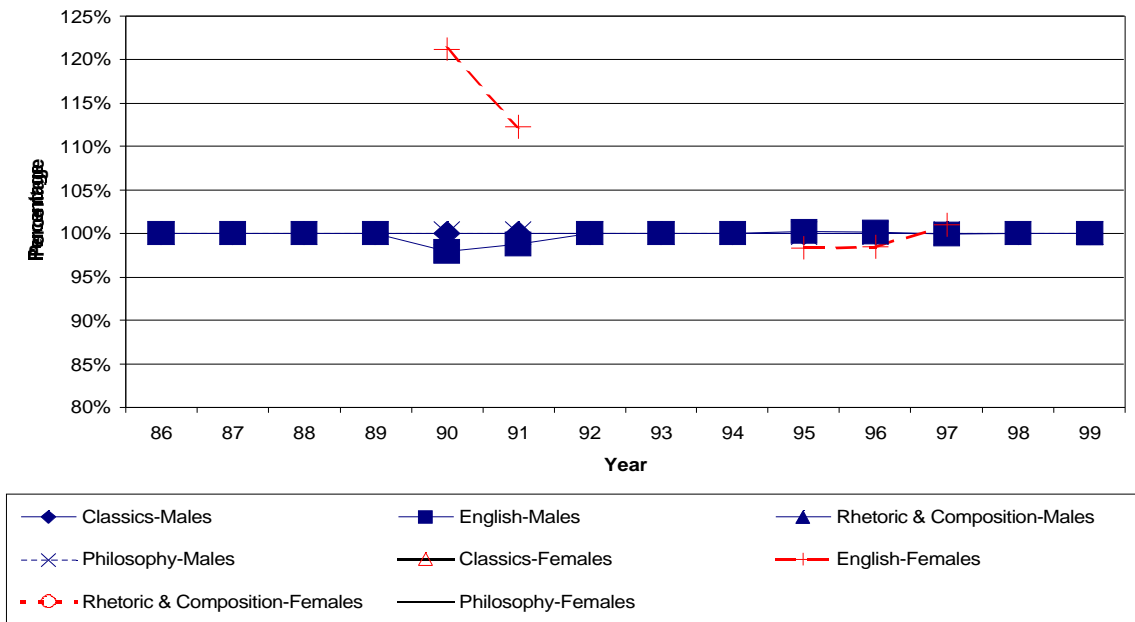


Figure (5.2b) Percent of department average salary for male and female Professorships in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

Professor Numbers for Classics, English, Rhetoric & Composition, and Philosophy

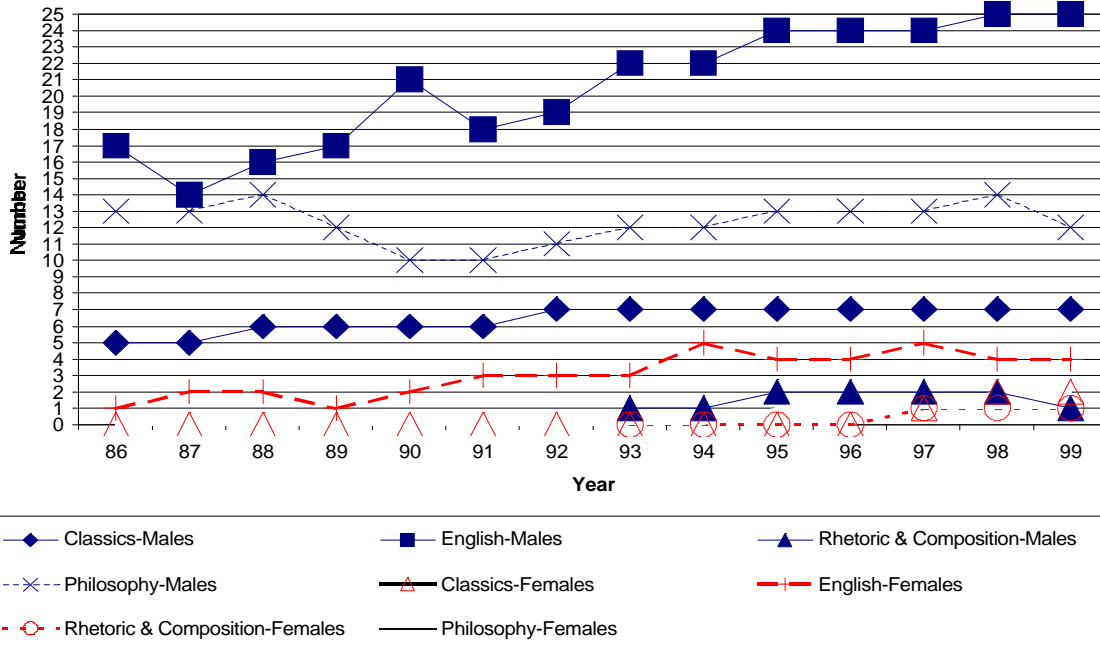


Figure (5.3a) Number of male and female Professors in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

Professor Salaries for Classics, English, Rhetoric & Composition, and Philosophy

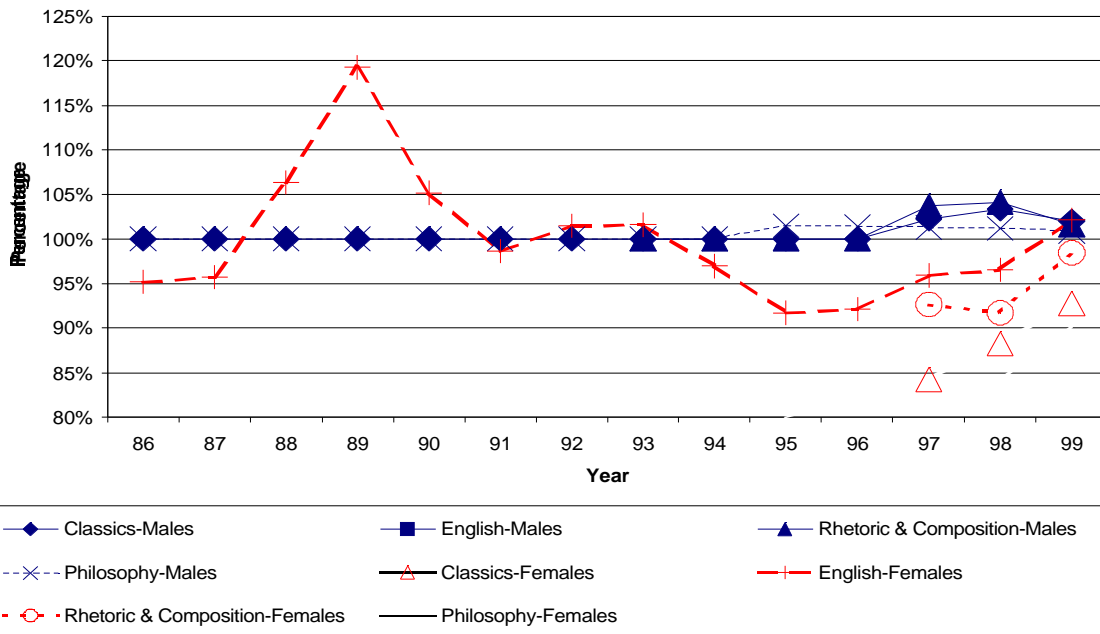


Figure (5.3b) Percent of department average salary for male and female Professors in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

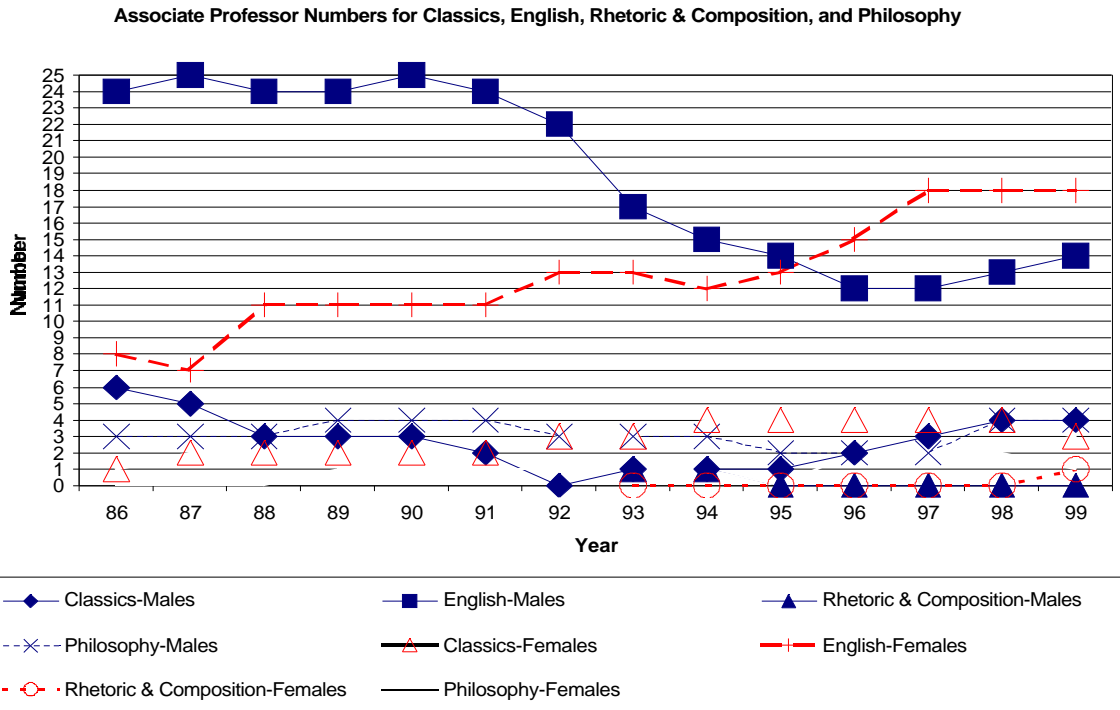


Figure (5.4a) Number of male and female Associate Professors in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

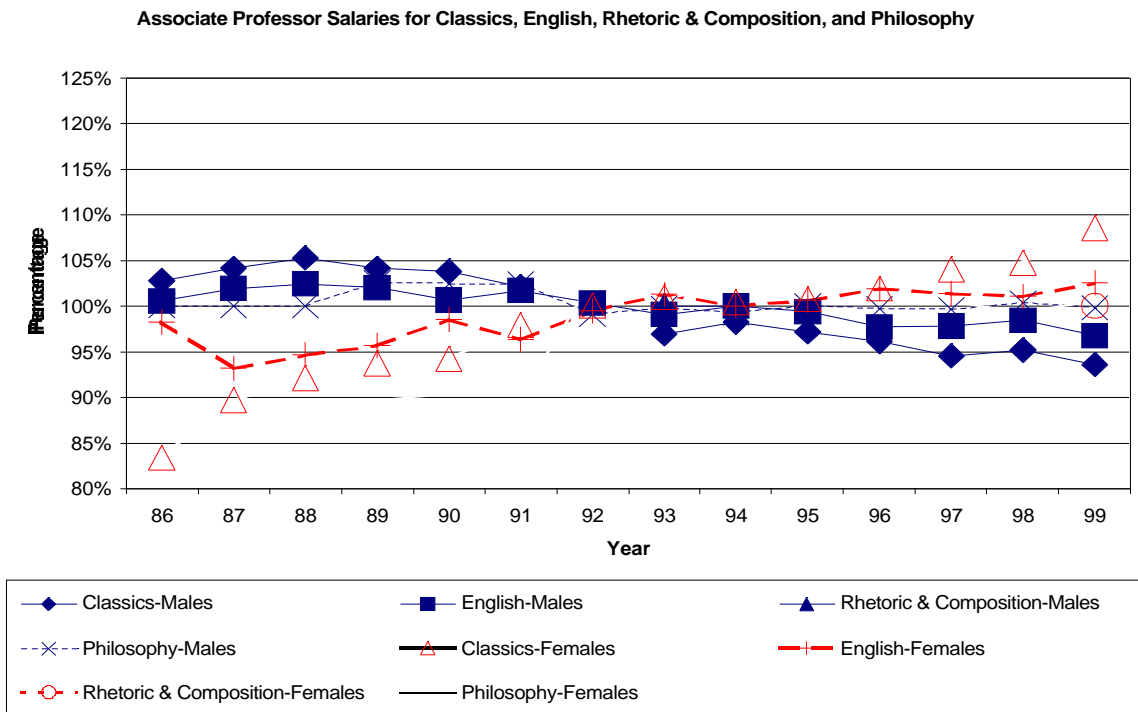


Figure (5.4b) Percent of department average salary for male and female Associate Professors in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

Assistant Professor Numbers for Classics, English, Rhetoric & Composition, and Philosophy

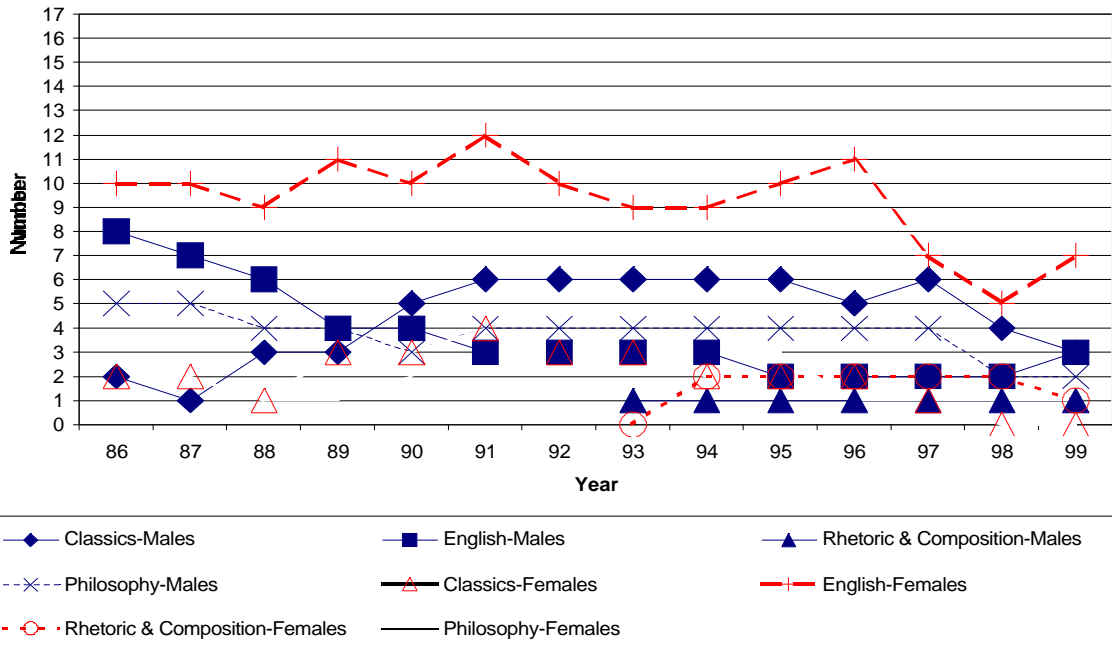


Figure (5.5a) Number of male and female Assistant Professors in Classics, English, Rhetoric and Composition, Philosophy (BLUE = Males, RED = Females).

Assistant Professor Salaries for Classics, English, Rhetoric & Composition, and Philosophy

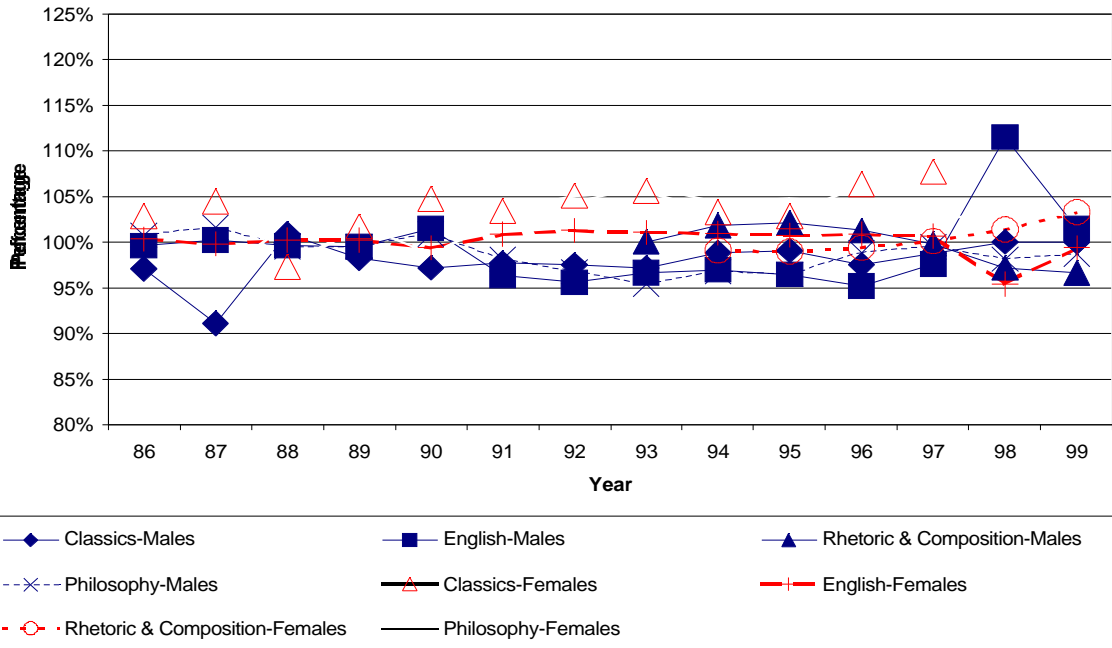


Figure (5.5b) Percent of department average salary for male and female Assistant Professors in Classics, English, Rhetoric and Composition, and Philosophy (BLUE = Males, RED = Females).

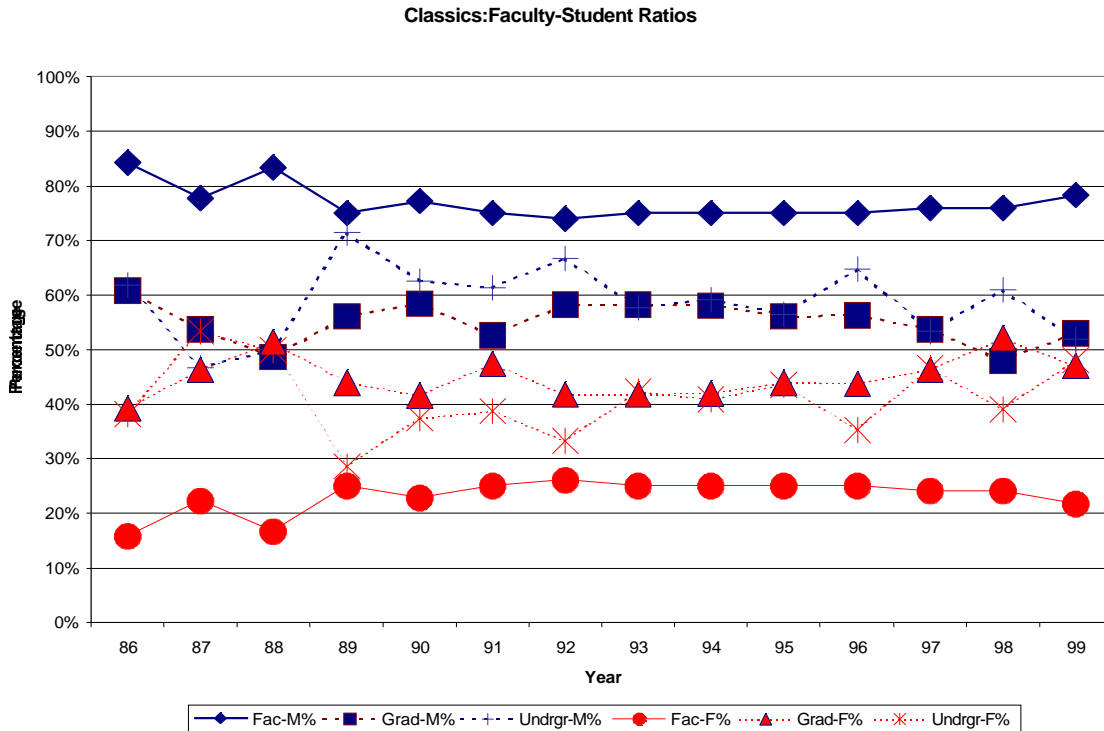


Figure (5.6a) The percentage of male and female faculty, graduate students, and undergraduate students in Classics.

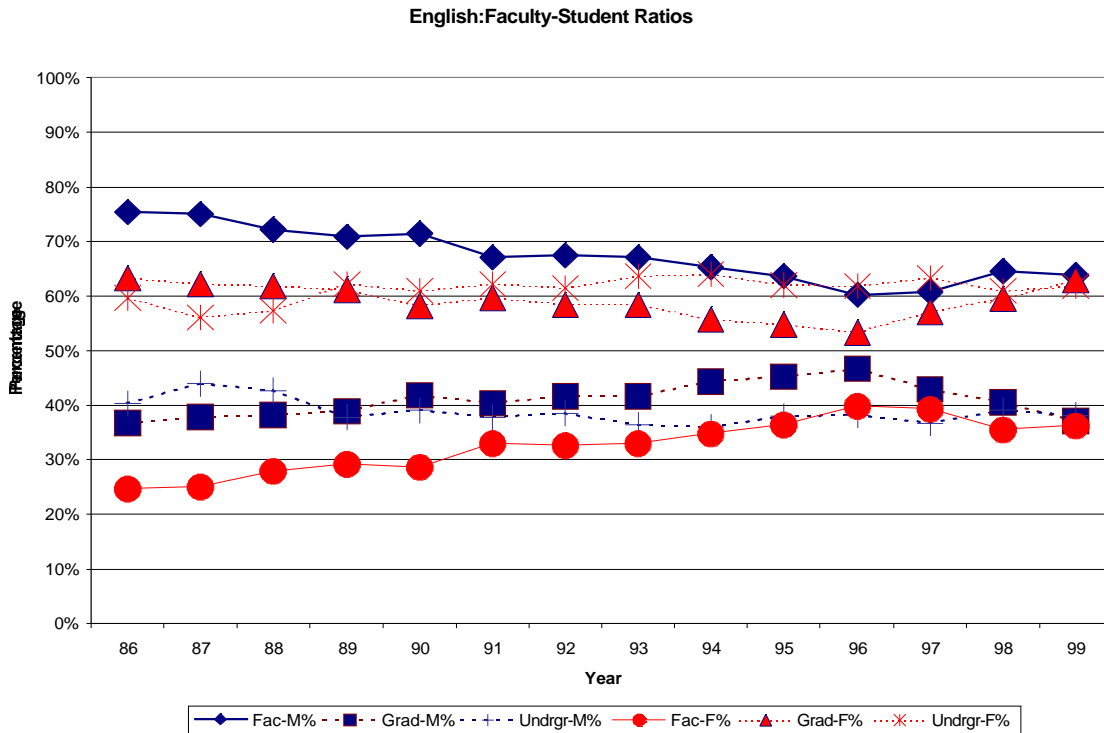


Figure (5.6b) The percentage of male and female faculty, graduate students, and undergraduate students in English.

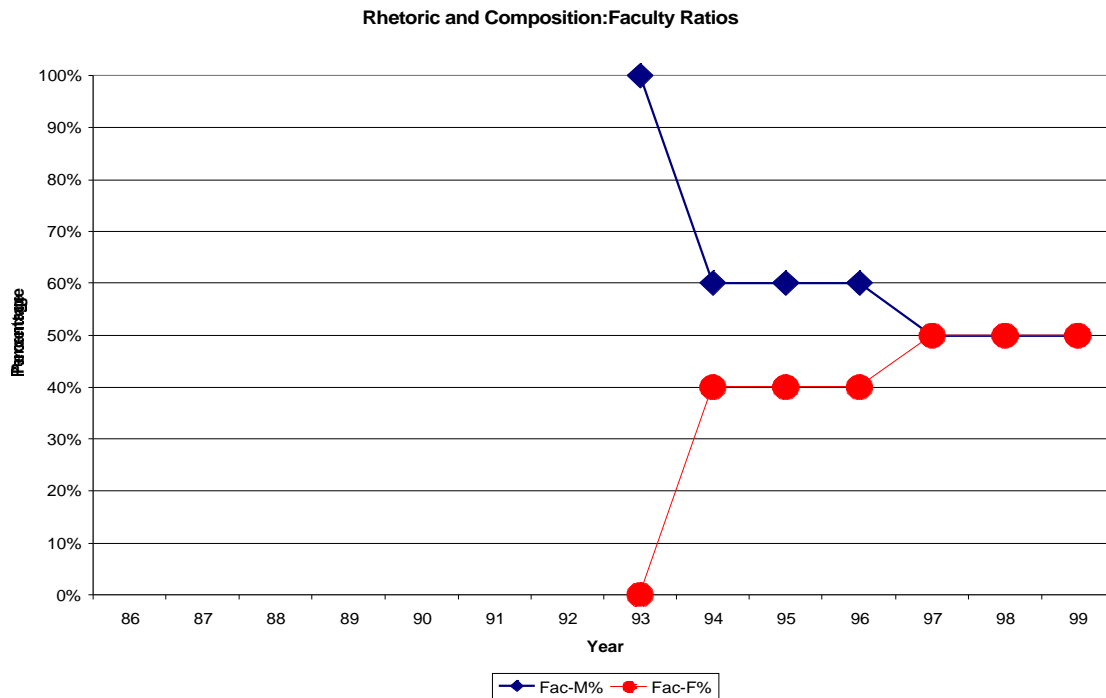


Figure (5.6c) The percentage of male and female faculty in Rhetoric and Composition.

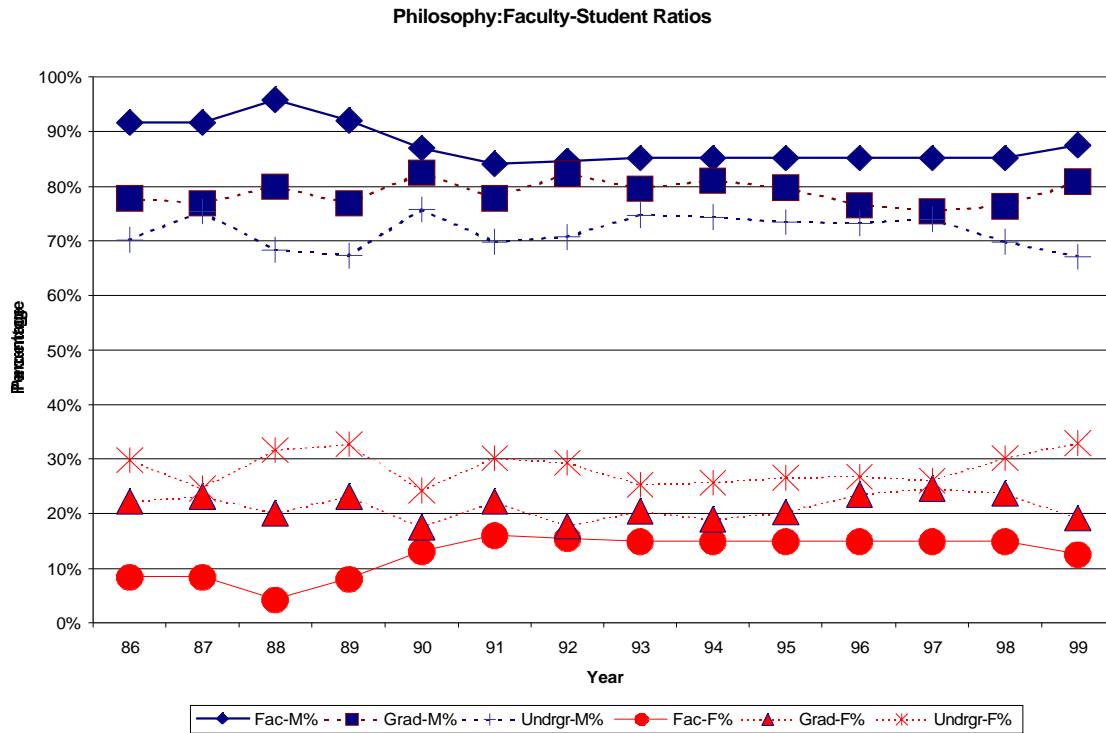


Figure (5.6d) The percentage of male and female faculty, graduate students, and undergraduate students in Philosophy.

Section 6: Ratio of male and female faculty to the ratio of male and female students in the College of Liberal Arts

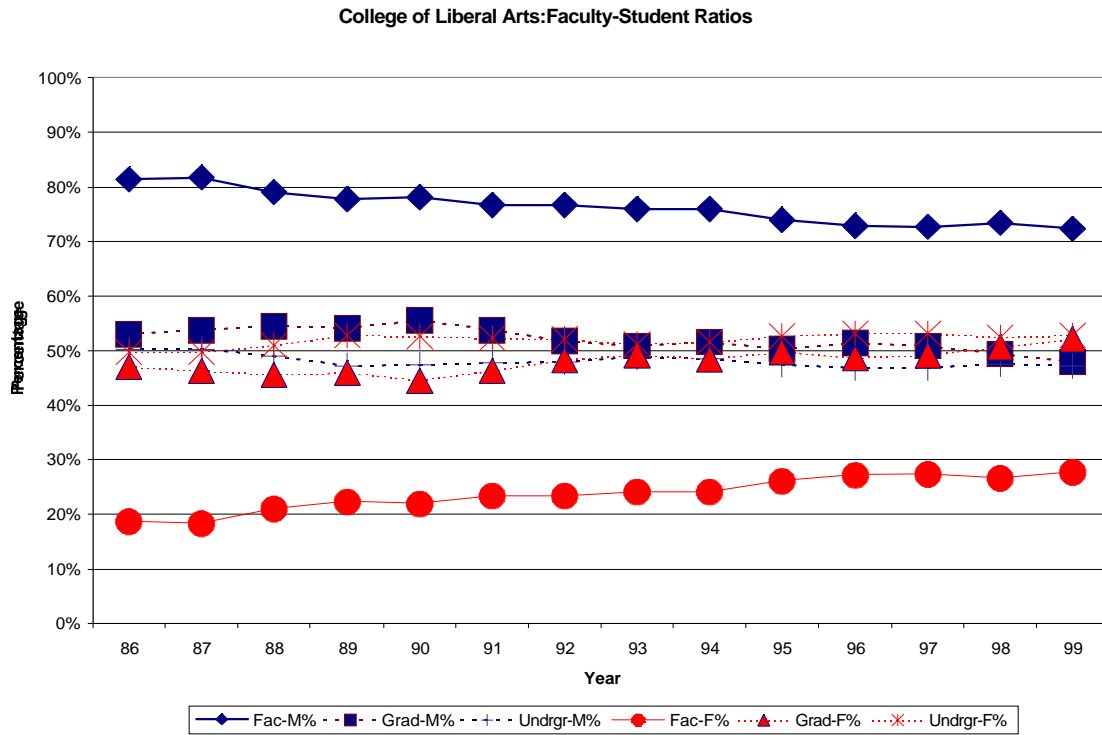


Figure (6.6) The percentage of male and female faculty, graduate students, and undergraduate students in the College of Liberal Arts. This figure includes undergraduates classified as “undeclared” and “nondegree.”

Appendix A: Data for American Studies, Geography, Government, and History

Figures (1.1a & b):

Chair Numbers

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	0	1	2	0
87	0	1	2	0
88	0	1	1	0
89	0	1	2	2
90	0	1	3	2
91	0	1	3	3
92	0	1	4	2
93	0	1	4	2
94	0	1	4	2
95	0	1	3	2
96	0	1	3	2
97	0	1	3	2
98	0	1	3	2
99	0	1	4	2

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	0	0	0	0
87	0	0	0	0
88	0	0	0	0
89	0	0	0	0
90	0	0	0	0
91	0	0	0	0
92	0	0	0	0
93	0	0	0	0
94	0	0	0	0
95	0	0	0	0
96	0	0	0	0
97	0	0	0	0
98	0	0	0	0
99	0	0	0	0

Chair Salaries

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86		100%	100%	
87		100%	100%	
88		100%	100%	
89		100%	100%	100%
90		100%	100%	100%
91		100%	100%	100%
92		100%	100%	100%
93		100%	100%	100%
94		100%	100%	100%
95		100%	100%	100%
96		100%	100%	100%
97		100%	100%	100%
98		100%	100%	100%
99		100%	100%	100%

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86				
87				
88				
89				
90				
91				
92				
93				
94				
95				
96				
97				
98				
99				

Figures (1.2a&b):

Professorship Numbers

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	1	1	3	7
87	1	1	1	7
88	0	1	1	8
89	1	1	2	5
90	1	1	2	6
91	1	1	3	6
92	1	1	3	6
93	0	2	3	5
94	0	2	3	6
95	0	2	4	6
96	0	2	4	5
97	0	2	4	5
98	0	2	4	3
99	0	2	3	2

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	0	0	0	0
87	0	0	0	1
88	0	0	0	1
89	0	0	0	1
90	0	0	0	1
91	0	0	0	1
92	0	0	0	1
93	0	0	0	0
94	0	0	0	0
95	0	0	0	0
96	0	0	0	0
97	0	0	0	0
98	0	0	0	0
99	0	0	0	0

Professorship Salaries

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	100%	100%	100%	100%
87	100%	100%	100%	102%
88		100%	100%	101%
89	100%	100%	100%	102%
90	100%	100%	100%	103%
91	100%	100%	100%	103%
92	100%	100%	100%	103%
93		100%	100%	100%
94		100%	100%	100%
95		100%	100%	100%
96		100%	100%	100%
97		100%	100%	100%
98		100%	100%	100%
99		100%	100%	100%

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86				
87				89%
88				92%
89				89%
90				79%
91				84%
92				81%
93				
94				
95				
96				
97				
98				
99				

Figures (1.3a&b):

Professor Numbers

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	2	2	15	9
87	2	2	13	10
88	2	2	14	9
89	2	3	11	9
90	2	3	12	11
91	2	4	9	13
92	2	5	7	14
93	3	3	7	14
94	3	4	7	12
95	4	4	7	12
96	4	5	8	13
97	4	6	9	13
98	4	7	10	14
99	3	6	11	13

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	0	0	0	3
87	0	0	0	2
88	0	0	0	2
89	0	0	1	1
90	0	0	1	0
91	0	0	1	0
92	0	0	1	0
93	1	0	0	0
94	1	0	0	0
95	1	0	0	1
96	1	0	0	1
97	1	0	1	2
98	1	0	1	2
99	1	0	1	1

Professor Salaries

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	100%	100%	100%	104%
87	100%	100%	100%	104%
88	100%	100%	100%	102%
89	100%	100%	101%	99%
90	100%	100%	100%	100%
91	100%	100%	101%	100%
92	100%	100%	101%	100%
93	103%	100%	100%	100%
94	103%	100%	100%	100%
95	101%	100%	100%	101%
96	102%	100%	100%	101%
97	99%	100%	101%	102%
98	99%	100%	101%	101%
99	96%	100%	100%	101%

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86				89%
87				81%
88				90%
89			90%	105%
90			94%	
91			95%	
92			95%	
93	91%			
94	92%			
95	95%			90%
96	93%			89%
97	102%		89%	87%
98	102%		89%	93%
99	113%		98%	93%

Figures (1.4a&b):

Associate Professor Numbers

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	1	4	7	15
87	1	5	6	17
88	2	5	8	14
89	2	4	7	15
90	2	5	7	12
91	2	5	7	11
92	2	5	8	10
93	2	5	8	10
94	2	5	10	10
95	0	5	9	11
96	1	4	10	12
97	1	3	9	13
98	1	2	8	12
99	1	2	10	12

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	0	0	1	4
87	0	0	1	4
88	0	0	1	4
89	1	0	1	4
90	1	0	1	3
91	1	0	2	6
92	1	0	2	6
93	0	0	2	5
94	0	0	2	6
95	0	0	3	7
96	1	0	3	10
97	2	0	2	10
98	1	0	3	10
99	1	0	3	9

Associate Professor Salaries

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	100%	100%	100%	102%
87	100%	100%	100%	101%
88	100%	100%	100%	102%
89	99%	100%	100%	102%
90	99%	100%	100%	102%
91	99%	100%	103%	105%
92	98%	100%	101%	104%
93	100%	100%	102%	103%
94	100%	100%	102%	105%
95		100%	103%	105%
96	99%	100%	102%	107%
97	89%	100%	102%	107%
98	99%	100%	102%	108%
99	97%	100%	101%	103%

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86			102%	93%
87			99%	94%
88			97%	92%
89	103%		99%	94%
90	102%		97%	91%
91	102%		91%	90%
92	104%		96%	93%
93			93%	94%
94			91%	92%
95			92%	91%
96	101%		94%	91%
97	106%		92%	91%
98	101%		94%	90%
99	103%		98%	96%

Figures (1.5a&b):

Assistant Professor Numbers

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	0	4	5	8
87	0	3	7	5
88	0	3	5	4
89	0	3	7	5
90	0	2	5	6
91	0	1	8	9
92	1	0	8	6
93	1	0	7	6
94	1	0	5	7
95	1	0	8	7
96	0	0	7	7
97	0	0	7	6
98	0	1	8	5
99	0	1	7	2

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	1	0	1	1
87	1	2	2	1
88	2	2	3	5
89	2	2	2	5
90	1	0	2	7
91	1	1	2	7
92	1	1	4	7
93	1	1	4	7
94	1	1	4	7
95	1	1	4	10
96	0	1	4	10
97	0	1	4	9
98	1	0	2	9
99	1	1	1	6

Assistant Professor Salaries

Males

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86		100%	102%	100%
87		105%	103%	100%
88		106%	104%	103%
89		106%	102%	102%
90		100%	102%	101%
91		106%	101%	102%
92	99%		100%	104%
93	100%		101%	102%
94	99%		100%	99%
95	100%		101%	96%
96			102%	97%
97			102%	100%
98		100%	101%	101%
99		98%	101%	100%

Females

<u>Year</u>	<u>American Studies</u>	<u>Geography</u>	<u>Government</u>	<u>History</u>
86	100%		92%	99%
87	100%	92%	89%	100%
88	100%	91%	93%	98%
89	100%	91%	94%	98%
90	100%		95%	99%
91	100%	94%	94%	97%
92	101%	100%	100%	97%
93	100%	100%	98%	98%
94	101%	100%	100%	101%
95	100%	100%	98%	103%
96		100%	97%	102%
97		100%	97%	100%
98	100%		95%	99%
99	100%	102%	94%	100%

Figures (1.6a-d):

Faculty-Student Ratios in American Studies

<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	80%	20%	45%	55%	33%	67%
87	80%	20%	43%	57%	34%	66%
88	67%	33%	47%	53%	38%	62%
89	63%	38%	56%	44%	35%	65%
90	71%	29%	48%	52%	33%	67%
91	71%	29%	47%	53%	36%	64%
92	75%	25%	50%	50%	32%	68%
93	75%	25%	48%	52%	38%	62%
94	75%	25%	53%	47%	49%	51%
95	71%	29%	61%	39%	47%	53%
96	71%	29%	58%	42%	46%	54%
97	63%	38%	56%	44%	59%	41%
98	63%	38%	50%	50%	47%	53%
99	57%	43%	48%	52%	49%	51%

Faculty-Student Ratios in Geography

<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%	65%	35%	61%	39%
87	86%	14%	58%	42%	68%	32%
88	86%	14%	51%	49%	63%	37%
89	86%	14%	58%	42%	63%	37%
90	100%	0%	59%	41%	57%	43%
91	92%	8%	53%	47%	59%	41%
92	92%	8%	54%	46%	53%	47%
93	92%	8%	55%	45%	53%	47%
94	92%	8%	53%	47%	60%	40%
95	92%	8%	51%	49%	60%	40%
96	92%	8%	61%	39%	48%	52%
97	92%	8%	60%	40%	45%	55%
98	100%	0%	55%	45%	47%	53%
99	92%	8%	49%	51%	51%	49%

Faculty-Student Ratios in Government

<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	94%	6%	80%	20%	59%	41%
87	91%	9%	78%	22%	59%	41%
88	88%	12%	84%	16%	58%	42%
89	88%	12%	79%	21%	56%	44%
90	88%	12%	77%	23%	56%	44%
91	86%	14%	70%	30%	57%	43%
92	81%	19%	70%	30%	57%	43%
93	83%	17%	72%	28%	58%	42%
94	83%	17%	75%	25%	55%	45%
95	82%	18%	73%	27%	54%	46%
96	82%	18%	66%	34%	56%	44%
97	82%	18%	71%	29%	54%	46%
98	85%	15%	72%	28%	54%	46%
99	88%	13%	71%	29%	53%	47%

Faculty-Student Ratios in History

<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	83%	17%	62%	38%	62%	38%
87	83%	17%	65%	35%	64%	36%
88	74%	26%	60%	40%	63%	37%
89	77%	23%	62%	38%	62%	38%
90	77%	23%	66%	34%	61%	39%
91	75%	25%	62%	38%	61%	39%
92	73%	27%	60%	40%	63%	37%
93	76%	24%	62%	38%	65%	35%
94	74%	26%	62%	38%	66%	34%
95	68%	32%	60%	40%	65%	35%
96	65%	35%	63%	37%	66%	34%
97	65%	35%	61%	39%	65%	35%
98	63%	37%	58%	42%	63%	37%
99	66%	34%	58%	42%	66%	34%

Appendix B: Data for Anthropology, Department of Asian Studies, African and Afro-American Studies, and Latin American Studies

Figures (2.1a & b):

Chair Numbers

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	0		0	
87	0		0	
88	0		0	
89	0		0	
90	0		0	0
91	0		0	0
92	0		0	0
93	0		0	0
94	0		0	0
95	0		0	
96	0		0	0
97	0	0	0	0
98	0	0	0	0
99	0	0	0	

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	0		0	
87	0		0	
88	0		0	
89	0		0	
90	0		0	0
91	0		0	0
92	0		0	0
93	0		0	0
94	0		0	0
95	0		0	
96	0		0	0
97	0	0	0	0
98	0	0	0	0
99	0	0	0	

Chair Salaries

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86				
87				
88				
89				
90				
91				
92				
93				
94				
95				
96				
97				
98				
99				

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86				
87				
88				
89				
90				
91				
92				
93				
94				
95				
96				
97				
98				
99				

Figures (2.2a&b):

Professorship Numbers

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	1		0	
87	1		0	
88	1		0	
89	3		0	
90	3		0	0
91	2		0	0
92	2		0	0
93	1		0	0
94	1		0	0
95	1		0	
96	1		0	0
97	1	1	0	0
98	1	2	0	0
99	1	1	0	

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	0		0	
87	0		0	
88	0		0	
89	0		0	
90	0		0	0
91	0		1	0
92	0		1	0
93	1		0	0
94	1		0	0
95	1		0	
96	1		0	0
97	1	0	0	0
98	1	0	0	0
99	1	0	0	

Professorship Salaries

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	100%			
87	100%			
88	100%			
89	100%			
90	100%			
91	100%			
92	100%			
93	92%			
94	93%			
95	93%			
96	93%			
97	92%	100%		
98	87%	100%		
99	86%	100%		

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86				
87				
88				
89				
90				
91			100%	
92			100%	
93	108%			
94	107%			
95	107%			
96	107%			
97	108%			
98	113%			
99	114%			

Figures (2.3a&b):

Professor Numbers

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	12		0	
87	11		0	
88	11		0	
89	8		0	
90	8		0	1
91	9		0	1
92	9		0	1
93	8		0	1
94	8		0	1
95	8		0	
96	8		0	1
97	10	3	0	1
98	8	2	0	1
99	7	1	0	

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	1		0	
87	0		0	
88	0		0	
89	0		0	
90	0		0	0
91	0		0	0
92	0		0	0
93	0		0	0
94	0		0	0
95	0		0	
96	0		0	0
97	0	1	0	0
98	0	1	0	0
99	1	1	0	

Professor Salaries

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	100%			
87	100%			
88	100%			
89	100%			
90	100%			100%
91	100%			100%
92	100%			100%
93	100%			100%
94	100%			100%
95	100%			
96	100%			100%
97	100%	106%		100%
98	100%	110%		100%
99	99%	100%		

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	105%			
87				
88				
89				
90				
91				
92				
93				
94				
95				
96				
97		81%		
98		79%		
99	107%	100%		

Figures (2.4a&b):

Associate Professor Numbers

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	6		2	
87	6		2	
88	6		2	
89	6		2	
90	6		1	0
91	5		1	0
92	5		1	0
93	5		1	0
94	6		1	0
95	6		1	
96	6		1	0
97	6	2	1	0
98	7	1	1	0
99	7	1	1	

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	0		0	
87	0		0	
88	1		0	
89	1		0	
90	1		0	0
91	1		0	0
92	0		0	0
93	0		0	0
94	0		0	0
95	1		0	
96	2		0	0
97	3	3	0	0
98	5	3	0	0
99	7	3	0	

Associate Professor Salaries

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	100%		100%	
87	100%		100%	
88	100%		100%	
89	100%		100%	
90	100%		100%	
91	101%		100%	
92	100%		100%	
93	100%		100%	
94	100%		100%	
95	102%		100%	
96	103%		100%	
97	104%	92%	100%	
98	104%	99%	100%	
99	103%	97%	100%	

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86				
87				
88	102%			
89	101%			
90	99%			
91	96%			
92				
93				
94				
95	86%			
96	90%			
97	92%	106%		
98	94%	100%		
99	97%	101%		

Figures (2.5a&b):

Assistant Professor Numbers

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	1		0	
87	1		0	
88	3		0	
89	5		0	
90	5		0	0
91	6		0	0
92	5		0	0
93	4		0	0
94	3		0	0
95	4		0	
96	3		0	0
97	2	1	0	0
98	1	2	0	0
99	0	2	0	

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	3		0	
87	2		0	
88	4		0	
89	4		0	
90	4		0	0
91	3		0	0
92	3		0	0
93	5		0	0
94	6		0	0
95	6		0	
96	7		0	0
97	7	1	0	0
98	5	2	0	0
99	5	2	0	

Assistant Professor Salaries

Males

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	104%			
87	97%			
88	104%			
89	103%			
90	103%			
91	102%			
92	101%			
93	101%			
94	98%			
95	102%			
96	103%			
97	104%	102%		
98	93%	101%		
99		101%		

Females

<u>Year</u>	<u>Anthropolgy</u>	<u>Asian Studies</u>	<u>African & Afro-American Studies</u>	<u>Latin American Studies</u>
86	99%			
87	102%			
88	97%			
89	97%			
90	96%			
91	96%			
92	98%			
93	100%			
94	101%			
95	99%			
96	99%			
97	99%	98%		
98	101%	99%		
99	100%	99%		

Figures (2.6a-d):

Faculty-Student Ratios in Anthropology

<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	83%	17%	44%	56%	45%	55%
87	90%	10%	45%	55%	37%	63%
88	81%	19%	45%	55%	40%	60%
89	81%	19%	44%	56%	41%	59%
90	81%	19%	44%	56%	39%	61%
91	85%	15%	43%	57%	42%	58%
92	88%	13%	42%	58%	39%	61%
93	75%	25%	43%	57%	36%	64%
94	72%	28%	44%	56%	41%	59%
95	70%	30%	44%	56%	42%	58%
96	64%	36%	46%	54%	38%	62%
97	63%	37%	47%	53%	37%	63%
98	61%	39%	42%	58%	38%	62%
99	52%	48%	46%	54%	35%	65%

Faculty-Student Ratios in Asian Studies

<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					77%	23%
87			100%	0%	71%	29%
88			47%	53%	72%	28%
89			61%	39%	56%	44%
90			65%	35%	63%	38%
91			72%	28%	73%	27%
92			56%	44%	53%	47%
93			62%	38%	57%	43%
94			60%	40%	63%	37%
95			50%	50%	60%	40%
96			64%	36%	57%	43%
97	58%	42%	60%	40%	64%	36%
98	54%	46%	69%	31%	59%	41%
99	45%	55%	65%	35%	52%	48%

Faculty-Student Ratios in African and Afro-American Studies

<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%	50%	50%	45%	55%
87	100%	0%	39%	61%	50%	50%
88	100%	0%	50%	50%	64%	36%
89	100%	0%	50%	50%	42%	58%
90	100%	0%	43%	57%	76%	24%
91	50%	50%			44%	56%
92	50%	50%			50%	50%
93	100%	0%			38%	63%
94	100%	0%			48%	52%
95	100%	0%			63%	38%
96	100%	0%			78%	22%
97	100%	0%			75%	25%
98	100%	0%			0%	100%
99	100%	0%			0%	100%

Faculty-Student Ratios in Latin American Studies

<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			48%	52%	28%	72%
87			50%	50%	54%	46%
88			54%	46%	47%	53%
89			52%	48%	51%	49%
90	100%	0%	56%	44%	42%	58%
91	100%	0%	57%	43%	29%	71%
92	100%	0%	48%	52%	40%	60%
93	100%	0%	44%	56%	46%	54%
94	100%	0%	47%	53%	41%	59%
95			48%	52%	41%	59%
96	100%	0%	53%	47%	39%	61%
97	100%	0%	52%	48%	39%	61%
98	100%	0%	47%	53%	33%	67%
99			44%	56%	38%	62%

Appendix C: Data for French and Italian, Germanic Studies, Middle Eastern Languages and Cultures, Slavic Languages and Literature, and Spanish and Portuguese

Figures (3.1a & b):

Chair Numbers

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	1	0	0	0	0
87	1	0	0	0	0
88	1	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	0	0	0
93	1	0	0	0	0
94	1	0	0	0	0
95	1	0	0	0	0
96	1	0	0	1	0
97	1	0	0	0	0
98	1	0	0	0	0
99	1	0	0	0	0

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</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	0
98	0	0	0	0	0
99	0	0	0	0	0

Chair Salaries

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	100%				
87	100%				
88	100%				
89	100%				
90	100%				
91	100%				
92	100%				
93	100%				
94	100%				
95	100%				
96	100%			100%	
97	100%				
98	100%				
99	100%				

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86					
87					
88					
89					
90					
91					
92					
93					
94					
95					
96					
97					
98					
99					

Figures (3.2a&b):

Professorship Numbers

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	1	2	0	0	1
87	1	2	0	0	1
88	1	2	0	0	1
89	1	2	0	0	0
90	1	2	0	0	1
91	1	2	0	0	1
92	1	2	0	0	1
93	1	2	1	0	2
94	1	2	1	0	2
95	1	2	1	1	1
96	1	2	0	1	1
97	1	2	0	1	2
98	1	0	0	0	2
99	1	0	0	0	2

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</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	0
98	0	0	0	0	0
99	0	0	0	0	0

Professorship Salaries

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	100%	100%			100%
87	100%	100%			100%
88	100%	100%			100%
89	100%	100%			
90	100%	100%			100%
91	100%	100%			100%
92	100%	100%			100%
93	100%	100%	100%		100%
94	100%	100%	100%		100%
95	100%	100%	100%	100%	100%
96	100%	100%		100%	100%
97	100%	100%		100%	100%
98	100%				100%
99	100%				100%

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86					
87					
88					
89					
90					
91					
92					
93					
94					
95					
96					
97					
98					
99					

Figures (3.3a&b):

Professor Numbers

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	5	7	4	3	9
87	4	6	4	3	8
88	5	6	4	2	8
89	5	6	5	2	7
90	5	7	5	2	8
91	3	7	6	2	8
92	3	8	6	3	8
93	3	8	5	3	5
94	3	6	4	3	6
95	3	6	4	2	5
96	2	4	3	1	6
97	2	4	3	2	5
98	2	4	4	1	5
99	2	3	4	1	4

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	2	2	0	0	1
87	3	2	0	0	2
88	4	1	0	0	2
89	4	1	0	0	2
90	4	1	1	0	3
91	3	1	1	0	3
92	3	1	1	0	4
93	3	2	1	0	4
94	3	2	1	0	4
95	4	2	1	0	4
96	4	2	0	0	4
97	4	2	0	0	4
98	4	2	0	0	3
99	4	2	0	0	3

Professor Salaries

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	105%	102%	100%	100%	101%
87	109%	101%	100%	100%	102%
88	108%	101%	100%	100%	102%
89	107%	101%	100%	100%	102%
90	106%	101%	101%	100%	102%
91	107%	101%	101%	100%	101%
92	104%	100%	102%	100%	103%
93	105%	100%	101%	100%	104%
94	104%	101%	100%	100%	102%
95	99%	101%	101%	100%	102%
96	95%	99%	100%	100%	102%
97	96%	99%	100%	100%	103%
98	98%	99%	100%	100%	99%
99	94%	98%	100%	100%	96%

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	88%	94%			89%
87	89%	98%			91%
88	91%	94%			92%
89	91%	94%			93%
90	92%	95%	97%		94%
91	93%	95%	94%		98%
92	96%	104%	90%		94%
93	95%	99%	94%		95%
94	96%	98%	99%		97%
95	101%	98%	97%		97%
96	103%	101%			97%
97	102%	101%			97%
98	101%	101%			102%
99	103%	104%			106%

Figures (3.4a&b):

Associate Professor Numbers

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	2	6	3	2	8
87	2	5	4	2	6
88	2	6	5	2	8
89	3	6	3	2	9
90	3	5	3	2	7
91	4	5	3	2	6
92	4	5	3	1	5
93	5	4	5	1	5
94	5	6	6	1	5
95	5	6	5	1	7
96	5	6	3	2	7
97	6	6	3	2	9
98	6	6	2	2	9
99	7	5	2	2	10

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	2	1	3	1	4
87	1	1	3	1	3
88	0	1	3	1	3
89	1	1	3	1	3
90	1	1	2	1	2
91	1	1	2	1	2
92	2	1	1	1	3
93	2	0	2	1	3
94	2	0	2	1	3
95	2	0	2	1	4
96	2	2	0	1	4
97	2	2	0	1	4
98	1	2	0	1	4
99	1	2	0	2	4

Associate Professor Salaries

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	96%	102%	104%	105%	101%
87	94%	101%	103%	106%	100%
88	100%	101%	101%	107%	99%
89	100%	101%	104%	107%	99%
90	100%	101%	102%	108%	100%
91	101%	101%	102%	108%	100%
92	94%	98%	103%	104%	102%
93	99%	100%	104%	107%	100%
94	99%	100%	103%	108%	100%
95	98%	100%	103%	110%	100%
96	99%	101%	100%	107%	100%
97	99%	101%	100%	108%	99%
98	101%	101%	100%	107%	99%
99	101%	98%	100%	110%	97%

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	104%	90%	96%	91%	98%
87	111%	93%	96%	88%	99%
88		93%	98%	86%	102%
89	100%	94%	96%	85%	102%
90	99%	97%	96%	85%	99%
91	98%	96%	96%	85%	100%
92	112%	108%	91%	96%	96%
93	103%		90%	93%	100%
94	104%		90%	92%	99%
95	105%		94%	90%	100%
96	103%	98%		86%	100%
97	102%	98%		84%	102%
98	94%	98%		86%	102%
99	96%	104%		90%	107%

Figures (3.5a&b):

Assistant Professor Numbers

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	5	1	4	0	4
87	6	3	3	0	3
88	5	4	2	0	2
89	5	4	1	0	5
90	3	3	2	2	7
91	4	3	2	2	6
92	5	2	2	2	7
93	6	2	2	2	8
94	5	1	2	2	9
95	5	1	2	3	7
96	5	1	1	1	8
97	3	2	2	2	6
98	3	3	2	2	4
99	2	3	4	3	2

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	5	1	1	0	5
87	6	1	1	0	4
88	7	2	2	0	5
89	7	3	3	0	5
90	7	2	4	0	5
91	5	4	4	1	4
92	5	3	5	1	1
93	6	4	5	1	2
94	6	4	1	1	3
95	4	4	1	1	2
96	3	2	2	1	2
97	2	2	2	1	2
98	1	2	3	1	2
99	2	2	3	0	2

Assistant Professor Salaries

Males

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	100%	103%	101%		97%
87	101%	100%	101%		99%
88	101%	100%	99%		102%
89	100%	101%	112%		100%
90	102%	102%	108%	100%	101%
91	105%	103%	110%	106%	99%
92	106%	105%	111%	106%	99%
93	103%	107%	106%	106%	100%
94	104%	96%	104%	106%	100%
95	104%	96%	105%	103%	101%
96	104%	98%	105%	99%	101%
97	102%	98%	99%	101%	101%
98	100%	98%	102%	101%	101%
99	99%	98%	98%	100%	102%

Females

<u>Year</u>	<u>French & Italian</u>	<u>Germanic Studies</u>	<u>Middle Eastern Languages & Cultures</u>	<u>Slavic Languages & Literature</u>	<u>Spanish & Portuguese</u>
86	100%	97%	98%		102%
87	99%	101%	98%		100%
88	99%	101%	101%		99%
89	100%	98%	96%		100%
90	99%	97%	96%		99%
91	96%	97%	95%	88%	101%
92	94%	97%	96%	88%	105%
93	97%	97%	97%	87%	101%
94	96%	101%	92%	87%	100%
95	95%	101%	90%	92%	98%
96	93%	101%	97%	101%	97%
97	98%	102%	101%	97%	98%
98	101%	103%	99%	99%	97%
99	101%	103%	102%		98%

Figures (3.6a-e):

Faculty-Student Ratios in French and Italian

<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	61%	39%	21%	79%	22%	78%
87	58%	42%	28%	72%	17%	83%
88	56%	44%	28%	72%	26%	74%
89	56%	44%	28%	72%	21%	79%
90	52%	48%	35%	65%	18%	82%
91	59%	41%	36%	64%	26%	74%
92	58%	42%	22%	78%	22%	78%
93	59%	41%	22%	78%	19%	81%
94	58%	42%	20%	80%	21%	79%
95	60%	40%	19%	81%	14%	86%
96	61%	39%	22%	78%	17%	83%
97	62%	38%	31%	69%	18%	82%
98	68%	32%	30%	70%	16%	84%
99	65%	35%	30%	70%	17%	83%

Faculty-Student Ratios in Germanic Studies

<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	80%	20%	39%	61%	33%	67%
87	80%	20%	38%	62%	39%	61%
88	82%	18%	47%	53%	38%	62%
89	78%	22%	56%	44%	36%	64%
90	81%	19%	60%	40%	41%	59%
91	74%	26%	57%	43%	49%	51%
92	77%	23%	49%	51%	46%	54%
93	73%	27%	55%	45%	41%	59%
94	71%	29%	51%	49%	31%	69%
95	71%	29%	47%	53%	34%	66%
96	68%	32%	49%	51%	36%	64%
97	70%	30%	38%	62%	49%	51%
98	68%	32%	44%	56%	54%	46%
99	65%	35%	38%	62%	49%	51%

Faculty-Student Ratios in Middle Eastern Languages and Cultures

<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%	47%	53%	50%	50%
87	73%	27%	68%	32%	36%	64%
88	69%	31%	52%	48%	53%	47%
89	60%	40%	56%	44%	48%	52%
90	59%	41%	62%	38%	57%	43%
91	61%	39%	57%	43%	43%	57%
92	61%	39%	60%	40%	42%	58%
93	62%	38%	44%	56%	39%	61%
94	76%	24%	53%	47%	52%	48%
95	75%	25%	55%	45%	48%	52%
96	78%	22%	58%	42%	58%	42%
97	80%	20%	48%	52%	52%	48%
98	73%	27%	54%	46%	38%	63%
99	77%	23%	53%	47%	50%	50%

Faculty-Student Ratios in Slavic Languages and Literature

<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	83%	17%	69%	31%	34%	66%
87	83%	17%	67%	33%	39%	61%
88	80%	20%	64%	36%	54%	46%
89	80%	20%	83%	17%	44%	56%
90	86%	14%	56%	44%	55%	45%
91	75%	25%	40%	60%	54%	46%
92	75%	25%	33%	67%	52%	48%
93	75%	25%	38%	62%	52%	48%
94	75%	25%	51%	49%	47%	53%
95	78%	22%	41%	59%	48%	52%
96	75%	25%	46%	54%	37%	63%
97	78%	22%	44%	56%	42%	58%
98	71%	29%	33%	67%	44%	56%
99	75%	25%	32%	68%	44%	56%

Faculty-Student Ratios in Spanish and Portuguese

<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	69%	31%	40%	60%	23%	77%
87	67%	33%	45%	55%	26%	74%
88	66%	34%	39%	61%	29%	71%
89	68%	32%	39%	61%	31%	69%
90	70%	30%	39%	61%	27%	73%
91	70%	30%	37%	63%	33%	67%
92	72%	28%	36%	64%	29%	71%
93	69%	31%	37%	63%	32%	68%
94	69%	31%	32%	68%	31%	69%
95	67%	33%	32%	68%	29%	71%
96	69%	31%	31%	69%	30%	70%
97	69%	31%	36%	64%	29%	71%
98	69%	31%	36%	64%	34%	66%
99	67%	33%	38%	63%	34%	66%

Appendix D: Data for Economics, Linguistics, Psychology, and Sociology

Figures (4.1a & b):

Chair Numbers

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	0	0	0	1
87	0	0	0	1
88	0	0	0	1
89	0	1	0	1
90	0	1	0	1
91	1	0	0	1
92	1	0	0	1
93	1	1	0	1
94	1	1	1	1
95	1	1	0	1
96	1	1	0	1
97	2	1	0	1
98	2	1	0	1
99	2	1	0	2

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	0	0	0	0
87	0	0	0	0
88	0	0	0	0
89	0	0	0	0
90	0	0	0	0
91	0	0	0	0
92	0	0	0	0
93	0	0	0	0
94	0	0	0	0
95	0	0	0	0
96	0	0	0	0
97	0	0	0	0
98	0	0	0	0
99	0	0	0	0

Chair Salaries

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86				100%
87				100%
88				100%
89		100%		100%
90		100%		100%
91	100%			100%
92	100%			100%
93	100%	100%		100%
94	100%	100%	100%	100%
95	100%	100%		100%
96	100%	100%		100%
97	100%	100%		100%
98	100%	100%		100%
99	100%	100%		100%

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86				
87				
88				
89				
90				
91				
92				
93				
94				
95				
96				
97				
98				
99				

Figures (4.2a&b):

Professorship Numbers

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	6	0	3	2
87	7	0	3	2
88	5	1	3	2
89	7	3	3	2
90	7	3	3	3
91	6	3	3	3
92	5	3	3	4
93	6	3	4	3
94	7	2	4	3
95	7	2	4	3
96	9	2	3	3
97	8	1	2	3
98	9	1	3	3
99	9	1	2	1

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	0	0	1	0
87	0	0	1	0
88	0	0	1	0
89	0	0	1	0
90	0	0	1	0
91	0	0	1	0
92	0	1	1	0
93	0	1	2	0
94	0	1	1	0
95	0	1	1	0
96	0	1	1	0
97	0	1	1	0
98	0	1	1	0
99	0	1	1	0

Professorship Salaries

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	100%		98%	100%
87	100%		97%	100%
88	100%	100%	96%	100%
89	100%	100%	96%	100%
90	100%	100%	95%	100%
91	100%	100%	95%	100%
92	100%	100%	96%	100%
93	100%	102%	98%	100%
94	100%	101%	101%	100%
95	100%	101%	101%	100%
96	100%	102%	100%	100%
97	100%	102%	102%	100%
98	100%	102%	103%	100%
99	100%	101%	100%	100%

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86			107%	
87			109%	
88			111%	
89			113%	
90			114%	
91			114%	
92		99%	112%	
93		95%	104%	
94		98%	95%	
95		98%	98%	
96		97%	99%	
97		98%	97%	
98		98%	91%	
99		99%	100%	

Figures (4.3a&b):

Professor Numbers

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	6	6	17	10
87	6	7	17	11
88	7	6	18	10
89	4	4	19	11
90	5	4	20	9
91	5	4	20	11
92	6	4	19	11
93	7	4	18	13
94	7	4	18	14
95	8	4	20	14
96	8	3	20	15
97	10	4	22	14
98	8	4	22	13
99	8	3	22	13

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	0	1	1	0
87	0	1	0	1
88	0	1	0	1
89	0	1	1	1
90	0	1	1	1
91	0	1	1	1
92	0	0	1	1
93	0	0	0	1
94	0	0	0	0
95	0	0	0	0
96	0	0	0	0
97	0	0	0	2
98	0	0	0	2
99	0	0	0	3

Professor Salaries

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	100%	98%	100%	100%
87	100%	99%	100%	101%
88	100%	99%	100%	101%
89	100%	98%	100%	101%
90	100%	98%	100%	101%
91	100%	98%	100%	101%
92	100%	100%	100%	101%
93	100%	100%	100%	100%
94	100%	100%	100%	100%
95	100%	100%	100%	100%
96	100%	100%	100%	100%
97	100%	100%	100%	101%
98	100%	100%	100%	101%
99	100%	100%	100%	101%

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86		109%	96%	
87		105%		84%
88		103%		86%
89		108%	96%	89%
90		108%	98%	93%
91		108%	97%	92%
92			100%	93%
93				100%
94				
95				
96				
97				91%
98				92%
99				95%

Figures (4.4a&b):

Associate Professor Numbers

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	4	2	8	7
87	4	2	7	5
88	5	2	5	4
89	5	2	5	4
90	5	1	7	5
91	7	1	9	5
92	7	1	9	5
93	6	3	9	3
94	8	3	9	3
95	7	3	7	4
96	5	3	7	3
97	4	4	6	3
98	3	4	7	4
99	5	5	7	3

Females

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

Associate Professor Salaries

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	100%	103%	98%	100%
87	100%	107%	98%	101%
88	100%	100%	96%	100%
89	100%	100%	100%	99%
90	100%	100%	100%	101%
91	100%	105%	100%	100%
92	100%	100%	100%	97%
93	100%	100%	100%	98%
94	100%	100%	100%	98%
95	100%	100%	101%	99%
96	100%	100%	105%	98%
97	100%	100%	101%	101%
98	100%	100%	102%	101%
99	100%	100%	100%	102%

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86		94%	114%	100%
87		86%	115%	96%
88			121%	100%
89				103%
90				97%
91		95%		99%
92				107%
93				103%
94				102%
95			90%	101%
96			89%	102%
97			98%	96%
98			97%	96%
99			100%	93%

Figures (4.5a&b):

Assistant Professor Numbers

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	5	3	10	1
87	6	2	10	1
88	8	2	11	1
89	7	1	9	2
90	11	5	5	1
91	6	6	3	2
92	8	6	4	2
93	9	4	4	2
94	8	4	4	1
95	8	3	2	2
96	8	3	1	2
97	5	1	3	3
98	8	0	3	2
99	7	1	5	3

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	4	2	2	2
87	2	1	0	1
88	2	2	1	2
89	2	3	1	2
90	1	2	3	3
91	1	1	5	4
92	2	1	5	3
93	2	2	7	3
94	1	2	7	1
95	0	3	6	5
96	0	2	3	5
97	1	1	2	6
98	1	1	2	5
99	2	2	4	4

Assistant Professor Salaries

Males

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	103%	98%	100%	98%
87	101%	99%	100%	105%
88	100%	102%	100%	100%
89	99%	105%	101%	100%
90	99%	101%	101%	98%
91	99%	101%	99%	102%
92	99%	101%	103%	102%
93	100%	101%	101%	103%
94	100%	102%	101%	106%
95	100%	99%	102%	99%
96	100%	98%	93%	100%
97	99%	92%	101%	101%
98	100%		101%	102%
99	100%	92%	101%	100%

Females

<u>Year</u>	<u>Economics</u>	<u>Linguistics</u>	<u>Psychology</u>	<u>Sociology</u>
86	97%	104%	101%	101%
87	98%	103%		95%
88	100%	98%	101%	100%
89	104%	98%	95%	100%
90	106%	98%	98%	101%
91	103%	93%	101%	99%
92	103%	95%	98%	99%
93	101%	97%	99%	98%
94	99%	96%	100%	94%
95		101%	99%	100%
96		103%	102%	100%
97	106%	108%	99%	100%
98	102%	100%	99%	99%
99	100%	104%	99%	100%

Figures (4.6a-d):

Faculty-Student Ratios in Economics

<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	84%	16%	76%	24%	78%	22%
87	92%	8%	79%	21%	78%	22%
88	93%	7%	78%	22%	77%	23%
89	92%	8%	80%	20%	79%	21%
90	97%	3%	80%	20%	74%	26%
91	96%	4%	81%	19%	74%	26%
92	93%	7%	78%	22%	75%	25%
93	94%	6%	77%	23%	76%	24%
94	97%	3%	76%	24%	72%	28%
95	100%	0%	72%	28%	76%	24%
96	100%	0%	73%	27%	75%	25%
97	97%	3%	69%	31%	72%	28%
98	97%	3%	70%	30%	72%	28%
99	94%	6%	65%	35%	73%	27%

Faculty-Student Ratios in Linguistics

<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%	47%	53%	56%	44%
87	79%	21%	43%	57%	43%	57%
88	79%	21%	47%	53%	36%	64%
89	73%	27%	52%	48%	41%	59%
90	82%	18%	46%	54%	23%	77%
91	82%	18%	41%	59%	37%	63%
92	88%	13%	36%	64%	29%	71%
93	83%	17%	38%	62%	33%	67%
94	82%	18%	36%	64%	49%	51%
95	76%	24%	36%	64%	49%	51%
96	80%	20%	38%	62%	43%	57%
97	85%	15%	39%	61%	40%	60%
98	83%	17%	42%	58%	37%	63%
99	79%	21%	40%	60%	31%	69%

Faculty-Student Ratios in Psychology

<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%	47%	53%	32%	68%
87	95%	5%	48%	52%	33%	67%
88	93%	8%	52%	48%	30%	70%
89	92%	8%	51%	49%	28%	72%
90	88%	13%	55%	45%	29%	71%
91	83%	17%	53%	47%	31%	69%
92	83%	17%	49%	51%	32%	68%
93	80%	20%	45%	55%	35%	65%
94	82%	18%	41%	59%	35%	65%
95	80%	20%	40%	60%	33%	67%
96	82%	18%	42%	58%	31%	69%
97	83%	18%	43%	57%	29%	71%
98	81%	19%	43%	57%	29%	71%
99	78%	22%	41%	59%	28%	72%

Faculty-Student Ratios in Sociology

<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	84%	16%	44%	56%	38%	62%
87	87%	13%	42%	58%	41%	59%
88	82%	18%	46%	54%	38%	62%
89	83%	17%	46%	54%	40%	60%
90	79%	21%	43%	57%	35%	65%
91	79%	21%	49%	51%	35%	65%
92	79%	21%	49%	51%	36%	64%
93	79%	21%	48%	52%	37%	63%
94	85%	15%	50%	50%	40%	60%
95	75%	25%	48%	52%	33%	67%
96	75%	25%	45%	55%	38%	62%
97	73%	27%	44%	56%	34%	66%
98	74%	26%	38%	62%	37%	63%
99	73%	27%	29%	71%	40%	60%

Appendix E: Data for Classics, English, Rhetoric and Composition, and Philosophy

Figures (5.1a & b):

Chair Numbers

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	0	0		0
87	0	0		0
88	0	0		0
89	0	0		0
90	0	0		0
91	0	0		1
92	0	0		1
93	0	0	0	1
94	0	0	0	1
95	0	0	0	1
96	0	0	0	1
97	0	0	0	1
98	0	0	0	1
99	0	0	0	1

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	0	0		0
87	0	0		0
88	0	0		0
89	0	0		0
90	0	0		0
91	0	0		0
92	0	0		0
93	0	0	0	0
94	0	0	0	0
95	0	0	0	0
96	0	0	0	0
97	0	0	0	0
98	0	0	0	0
99	0	0	0	0

Chair Salaries

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86				
87				
88				
89				
90				
91				100%
92				100%
93				100%
94				100%
95				100%
96				100%
97				100%
98				100%
99				100%

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86				
87				
88				
89				
90				
91				
92				
93				
94				
95				
96				
97				
98				
99				

Figures (5.2a&b):

Professorship Numbers

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	3	9		1
87	3	11		1
88	3	11		2
89	3	11		3
90	3	10		3
91	4	10		2
92	4	10		3
93	4	9	0	3
94	4	9	0	3
95	4	9	0	3
96	4	9	0	3
97	3	10	0	3
98	4	9	0	2
99	4	9	1	2

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	0	0		0
87	0	0		0
88	0	0		0
89	0	0		0
90	0	1		0
91	0	1		0
92	0	0		0
93	0	0	0	0
94	0	0	0	0
95	0	1	0	0
96	0	1	0	0
97	0	1	0	0
98	0	0	0	0
99	0	0	0	0

Professorship Salaries

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	100%	100%		100%
87	100%	100%		100%
88	100%	100%		100%
89	100%	100%		100%
90	100%	98%		100%
91	100%	99%		100%
92	100%	100%		100%
93	100%	100%		100%
94	100%	100%		100%
95	100%	100%		100%
96	100%	100%		100%
97	100%	100%		100%
98	100%	100%		100%
99	100%	100%	100%	100%

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86				
87				
88				
89				
90		121%		
91		112%		
92				
93				
94				
95		98%		
96		98%		
97		101%		
98				
99				

Figures (5.3a&b):

Professor Numbers

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	5	17		13
87	5	14		13
88	6	16		14
89	6	17		12
90	6	21		10
91	6	18		10
92	7	19		11
93	7	22	1	12
94	7	22	1	12
95	7	24	2	13
96	7	24	2	13
97	7	24	2	13
98	7	25	2	14
99	7	25	1	12

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	0	1		0
87	0	2		0
88	0	2		0
89	0	1		0
90	0	2		0
91	0	3		0
92	0	3		0
93	0	3	0	0
94	0	5	0	0
95	0	4	0	1
96	0	4	0	1
97	1	5	1	1
98	2	4	1	1
99	2	4	1	1

Professor Salaries

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	100%	100%		100%
87	100%	101%		100%
88	100%	99%		100%
89	100%	99%		100%
90	100%	100%		100%
91	100%	100%		100%
92	100%	100%		100%
93	100%	100%	100%	100%
94	100%	101%	100%	100%
95	100%	101%	100%	102%
96	100%	101%	100%	101%
97	102%	101%	104%	101%
98	103%	101%	104%	101%
99	102%	100%	102%	101%

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86		95%		
87		96%		
88		106%		
89		119%		
90		105%		
91		99%		
92		102%		
93		102%		
94		97%		
95		92%		80%
96		92%		82%
97	84%	96%	93%	83%
98	88%	97%	92%	84%
99	93%	102%	98%	90%

Figures (5.4a&b):

Associate Professor Numbers

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	6	24		3
87	5	25		3
88	3	24		3
89	3	24		4
90	3	25		4
91	2	24		4
92	0	22		3
93	1	17	1	3
94	1	15	1	3
95	1	14	0	2
96	2	12	0	2
97	3	12	0	2
98	4	13	0	4
99	4	14	0	4

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	1	8		0
87	2	7		0
88	2	11		0
89	2	11		1
90	2	11		1
91	2	11		1
92	3	13		1
93	3	13	0	1
94	4	12	0	1
95	4	13	0	0
96	4	15	0	2
97	4	18	0	2
98	4	18	0	2
99	3	18	1	1

Associate Professor Salaries

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	103%	101%		100%
87	104%	102%		100%
88	105%	102%		100%
89	104%	102%		103%
90	104%	101%		102%
91	102%	102%		102%
92		100%		99%
93	97%	99%	100%	100%
94	98%	100%	100%	99%
95	97%	99%		100%
96	96%	98%		100%
97	95%	98%		100%
98	95%	98%		100%
99	94%	97%		100%

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	83%	98%		
87	90%	93%		
88	92%	95%		
89	94%	96%		90%
90	94%	99%		90%
91	98%	96%		90%
92	100%	99%		103%
93	101%	101%		101%
94	100%	100%		102%
95	101%	101%		
96	102%	102%		100%
97	104%	101%		100%
98	105%	101%		99%
99	109%	103%	100%	101%

Figures (5.5a&b):

Assistant Professor Numbers

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	2	8		5
87	1	7		5
88	3	6		4
89	3	4		4
90	5	4		3
91	6	3		4
92	6	3		4
93	6	3	1	4
94	6	3	1	4
95	6	2	1	4
96	5	2	1	4
97	6	2	1	4
98	4	2	1	2
99	3	3	1	2

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	2	10		2
87	2	10		2
88	1	9		1
89	3	11		1
90	3	10		2
91	4	12		3
92	3	10		3
93	3	9	0	3
94	2	9	2	3
95	2	10	2	3
96	2	11	2	1
97	1	7	2	1
98	0	5	2	1
99	0	7	1	1

Assistant Professor Salaries

Males

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	97%	100%		101%
87	91%	100%		102%
88	101%	100%		99%
89	98%	99%		100%
90	97%	101%		101%
91	98%	96%		98%
92	97%	96%		97%
93	97%	97%	100%	95%
94	99%	97%	102%	97%
95	99%	96%	102%	96%
96	97%	95%	101%	99%
97	99%	98%	100%	99%
98	100%	111%	97%	98%
99	100%	102%	97%	99%

Females

<u>Year</u>	<u>Classics</u>	<u>English</u>	<u>Rhetoric & Composition</u>	<u>Philosophy</u>
86	103%	100%		98%
87	104%	100%		96%
88	97%	100%		102%
89	102%	100%		102%
90	105%	99%		99%
91	103%	101%		103%
92	105%	101%		104%
93	106%	101%		106%
94	103%	101%	99%	104%
95	103%	101%	99%	105%
96	106%	101%	99%	104%
97	108%	101%	100%	102%
98		95%	101%	104%
99		99%	103%	103%

Figures (5.6a-d):

Faculty-Student Ratios in Classics

<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	84%	16%	61%	39%	62%	38%
87	78%	22%	54%	46%	47%	53%
88	83%	17%	49%	51%	50%	50%
89	75%	25%	56%	44%	71%	29%
90	77%	23%	58%	42%	63%	38%
91	75%	25%	53%	47%	61%	39%
92	74%	26%	58%	42%	67%	33%
93	75%	25%	58%	42%	58%	42%
94	75%	25%	58%	42%	59%	41%
95	75%	25%	56%	44%	56%	44%
96	75%	25%	56%	44%	65%	35%
97	76%	24%	54%	46%	53%	47%
98	76%	24%	48%	52%	61%	39%
99	78%	22%	53%	47%	52%	48%

Faculty-Student Ratios in English

<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	75%	25%	37%	63%	40%	60%
87	75%	25%	38%	62%	44%	56%
88	72%	28%	38%	62%	43%	57%
89	71%	29%	39%	61%	38%	62%
90	71%	29%	42%	58%	39%	61%
91	67%	33%	40%	60%	38%	62%
92	68%	33%	42%	58%	38%	62%
93	67%	33%	42%	58%	36%	64%
94	65%	35%	44%	56%	36%	64%
95	64%	36%	45%	55%	38%	62%
96	60%	40%	47%	53%	38%	62%
97	61%	39%	43%	57%	37%	63%
98	64%	36%	41%	59%	39%	61%
99	64%	36%	37%	63%	38%	62%

Faculty-Student Ratios in Rhetoric and Composition

<u>Year</u>	<u>Fac-M%</u>	<u>Fac-F%</u>
86		
87		
88		
89		
90		
91		
92		
93	100%	0%
94	60%	40%
95	60%	40%
96	60%	40%
97	50%	50%
98	50%	50%
99	50%	50%

Faculty-Student Ratios in Philosophy

<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%	78%	22%	70%	30%
87	92%	8%	77%	23%	75%	25%
88	96%	4%	80%	20%	68%	32%
89	92%	8%	77%	23%	67%	33%
90	87%	13%	82%	18%	76%	24%
91	84%	16%	78%	22%	70%	30%
92	85%	15%	82%	18%	71%	29%
93	85%	15%	80%	20%	75%	25%
94	85%	15%	81%	19%	74%	26%
95	85%	15%	80%	20%	74%	27%
96	85%	15%	76%	24%	73%	27%
97	85%	15%	75%	25%	74%	26%
98	85%	15%	76%	24%	70%	30%
99	88%	13%	81%	19%	67%	33%

Appendix F: Faculty-Student Ratios in the College of Liberal Arts

Figure (6.6):

Faculty-Student Ratios in the College of Liberal Arts

<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	81%	19%	53%	47%	50%	50%
87	82%	18%	54%	46%	50%	50%
88	79%	21%	54%	46%	49%	51%
89	78%	22%	54%	46%	47%	53%
90	78%	22%	56%	44%	47%	53%
91	77%	23%	54%	46%	48%	52%
92	77%	23%	52%	48%	48%	52%
93	76%	24%	51%	49%	49%	51%
94	76%	24%	52%	48%	48%	52%
95	74%	26%	50%	50%	47%	53%
96	73%	27%	51%	49%	47%	53%
97	73%	27%	51%	49%	47%	53%
98	73%	27%	49%	51%	48%	52%
99	72%	28%	48%	52%	47%	53%