

A Report on the Status of Women

in the

School of Law

at the

University of Texas at Austin

February 15, 2000

Several different data sets for the School of Law are presented in the subsequent pages. These data sets are indicative of the climate for women and the status of women in the School of Law. Presented first are the number of males and females who hold the positions of Chair, Professorship, Professor, Associate Professor, and Assistant Professor (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). Finally, a comparison is made between the ratio of male and female faculty to the ratio of male and female students in the School of Law (Figure 1.6).

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. Data was available 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 School of Law 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 School of Law. Data tables for all plots are presented in the Appendices.

School of Law Chair Numbers

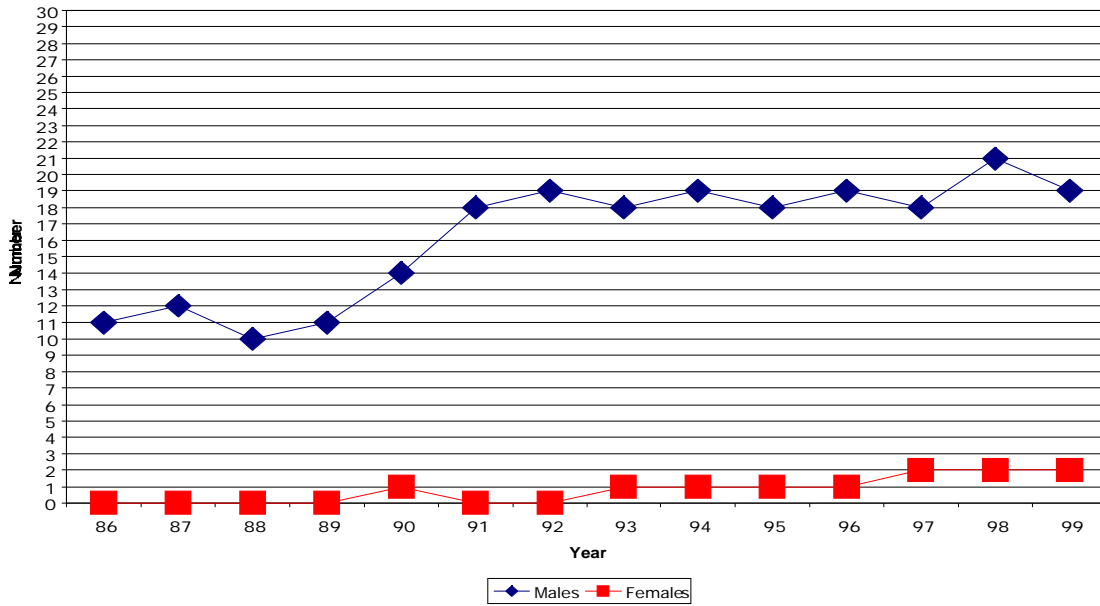


Figure (1.1a) Number of male and female School of Law Chairs (BLUE=males, RED=females).

School of Law Chair Salaries

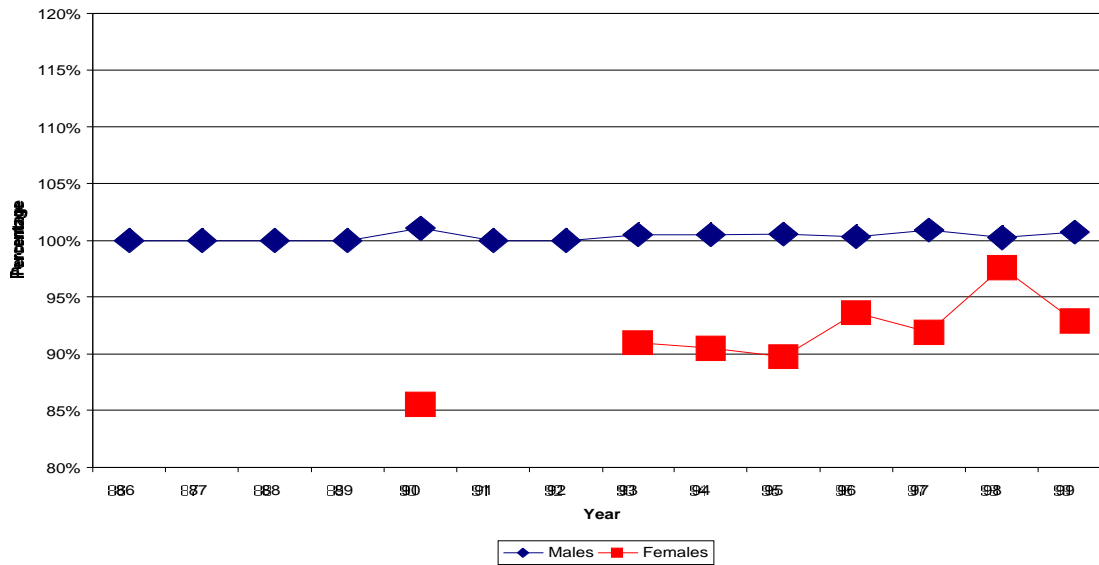


Figure (1.1b) Percent of department average salary for male and female School of Law Chairs by department (BLUE=males, RED=females).

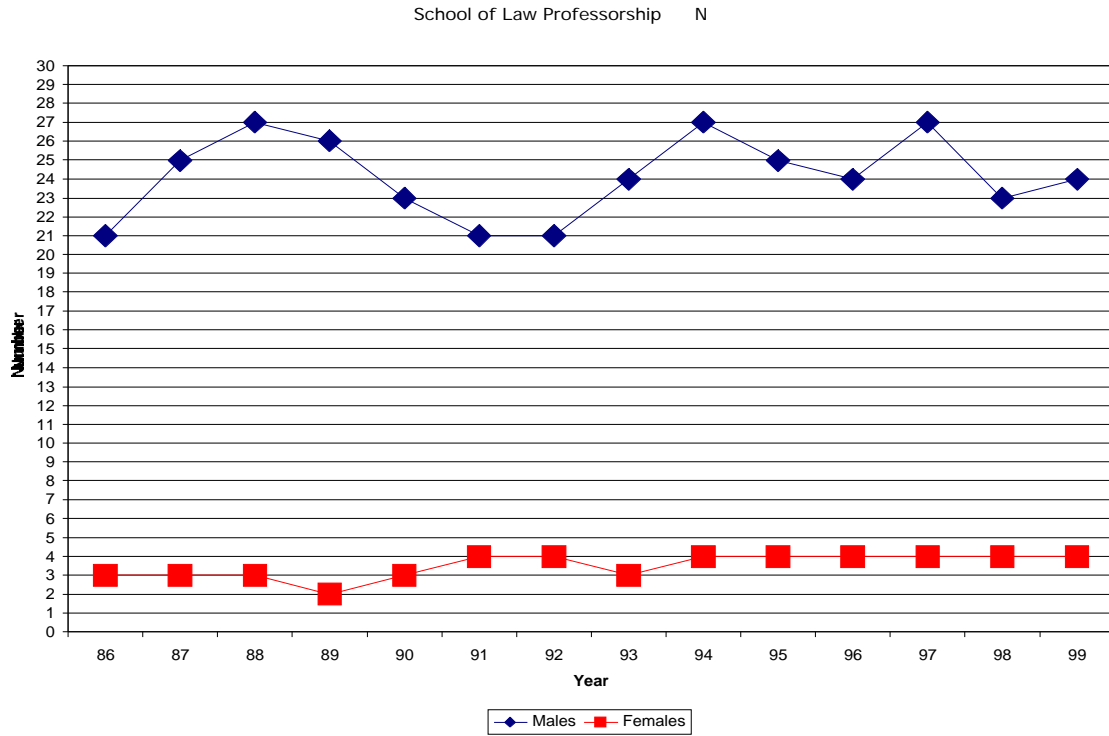


Figure (1.2a) Number of male and female School of Law Professorships (BLUE=males, RED=females).

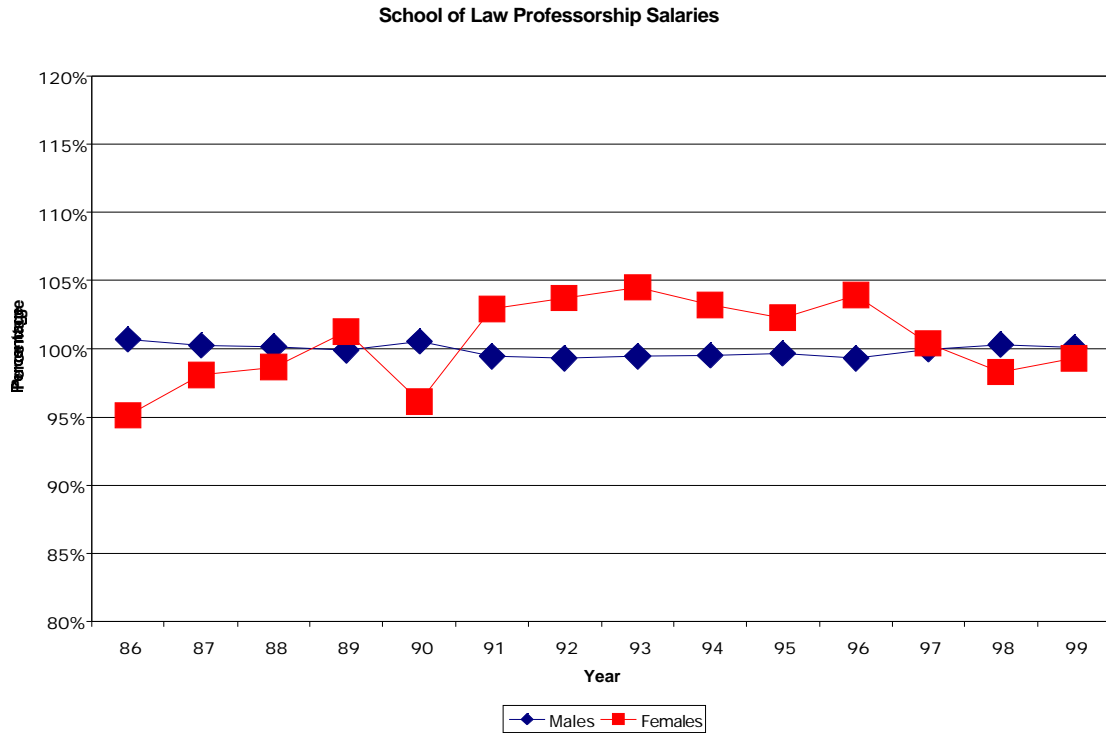


Figure (1.2b) Percent of department average salary for male and female School of Law Professorships (BLUE=males, RED=females).

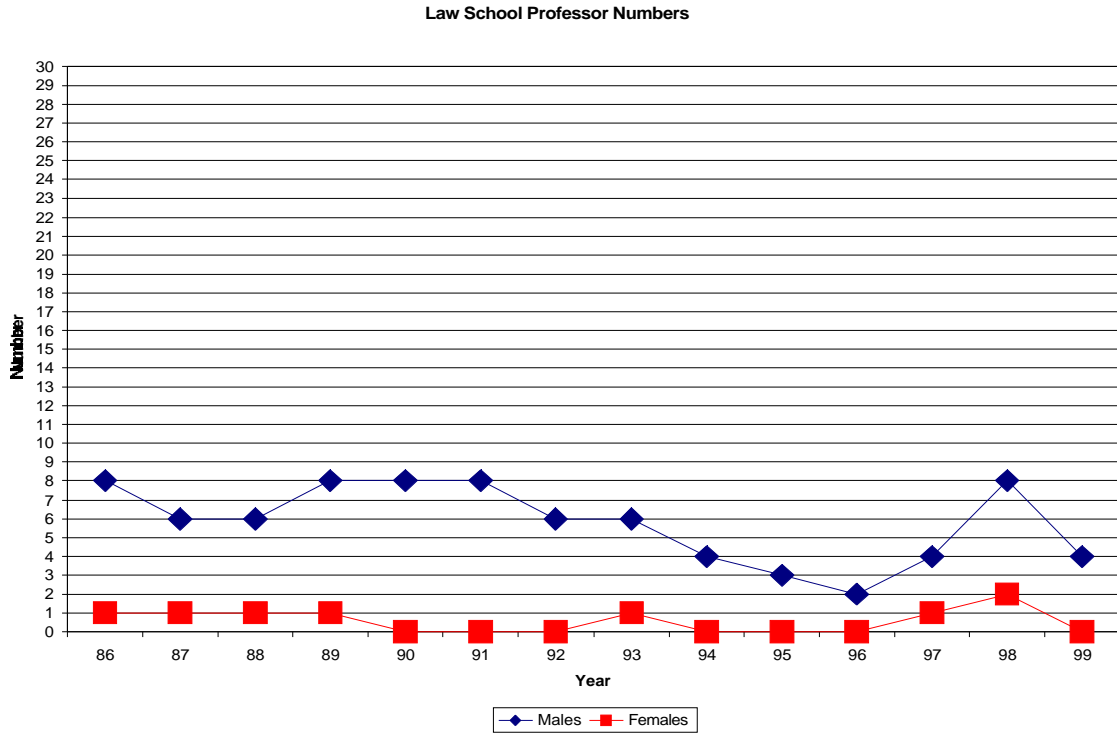


Figure (1.3a) Number of male and female School of Law Professors (BLUE=male, RED=females)

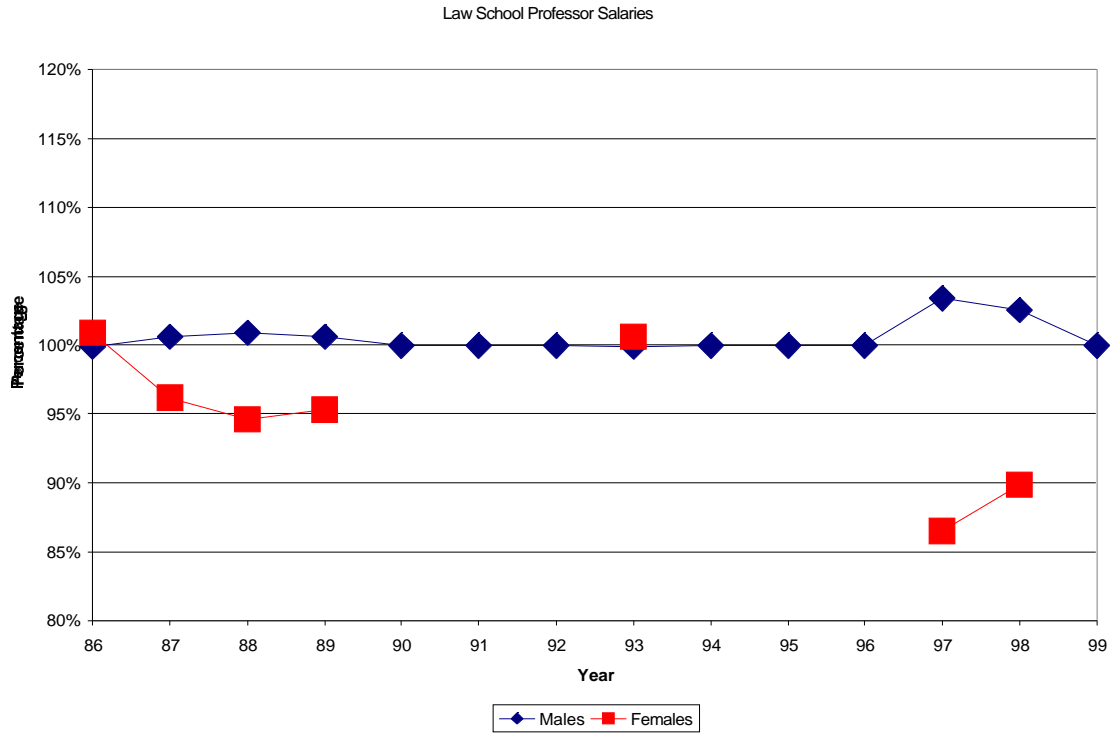


Figure (1.3b) Percent of department average salary for male and female School of Law Professors (BLUE=males, RED=females).

School of Law Associate Professor Numbers

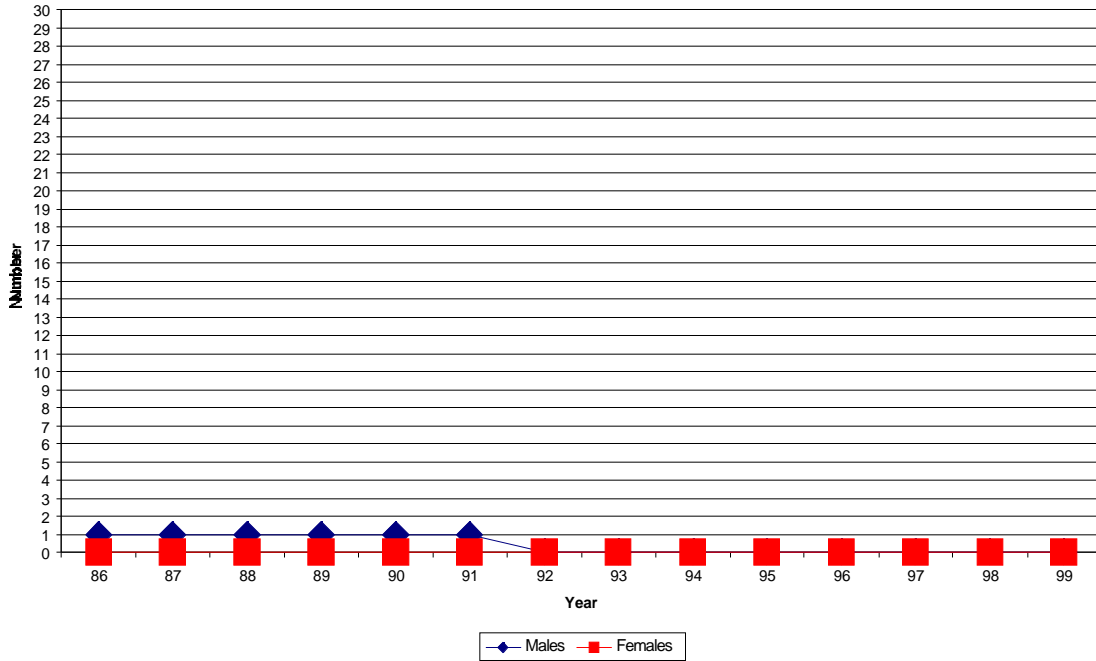


Figure (1.4a) Number of male and female School of Law Associate Professors (BLUE=male, RED=females).

School of Law Associate Professor Salaries

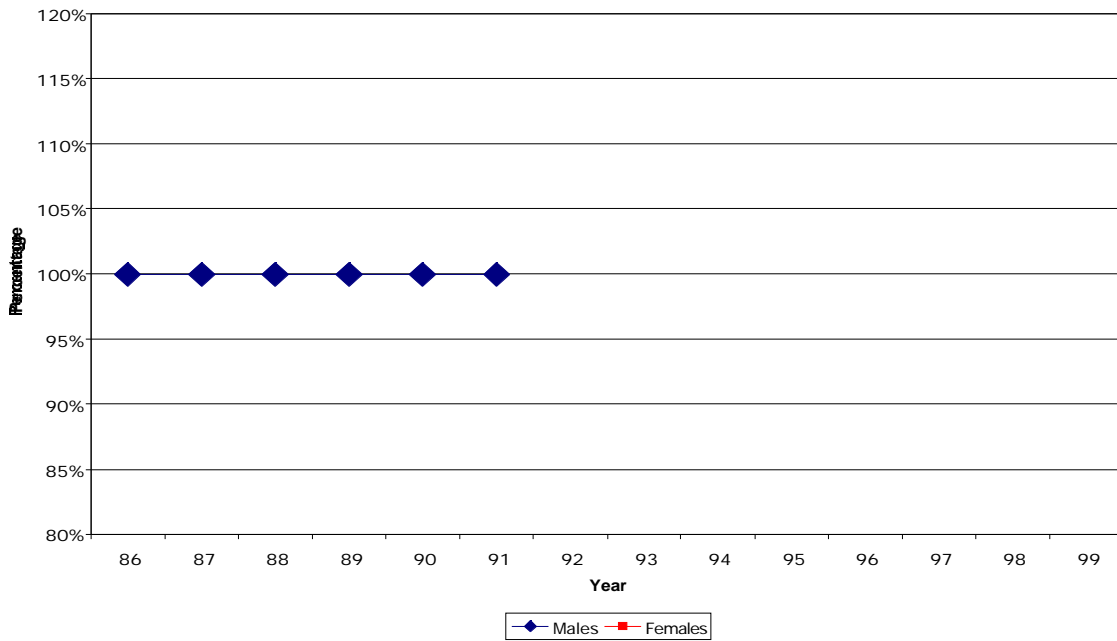


Figure (1.4b) Percent of department average salary for male and female School of Law Associate Professors (BLUE=males, RED=females).

School of Law Assistant Professor Numbers

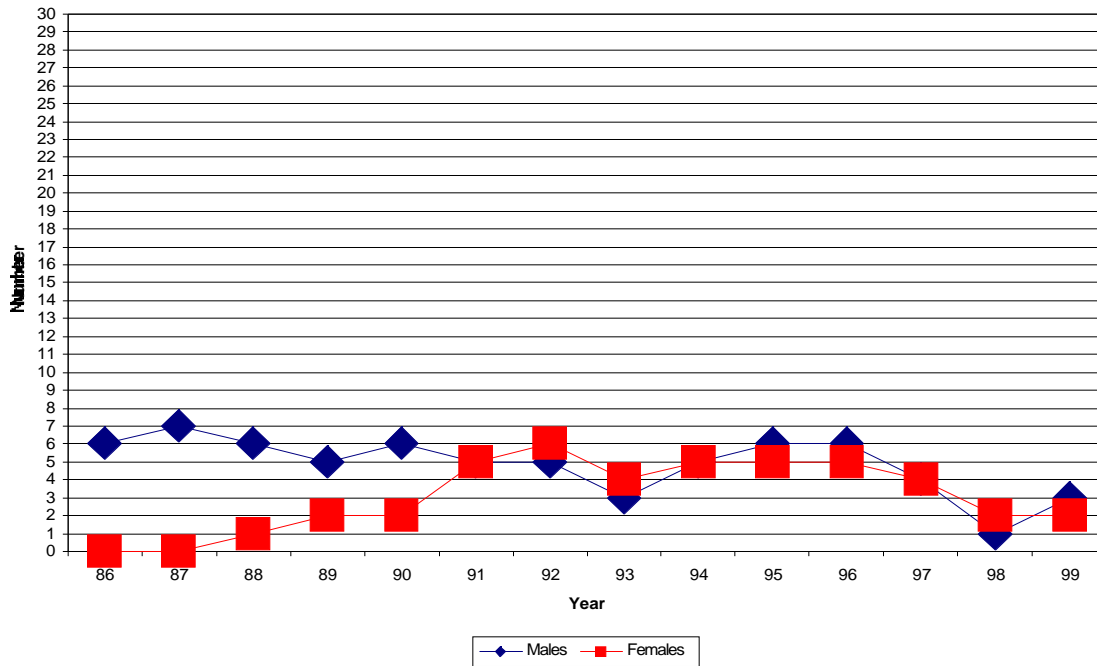


Figure (1.5a) Number of male and female School of Law Assistant Professors (BLUE=males, RED=females).

School of Law Assistant Professor Salaries

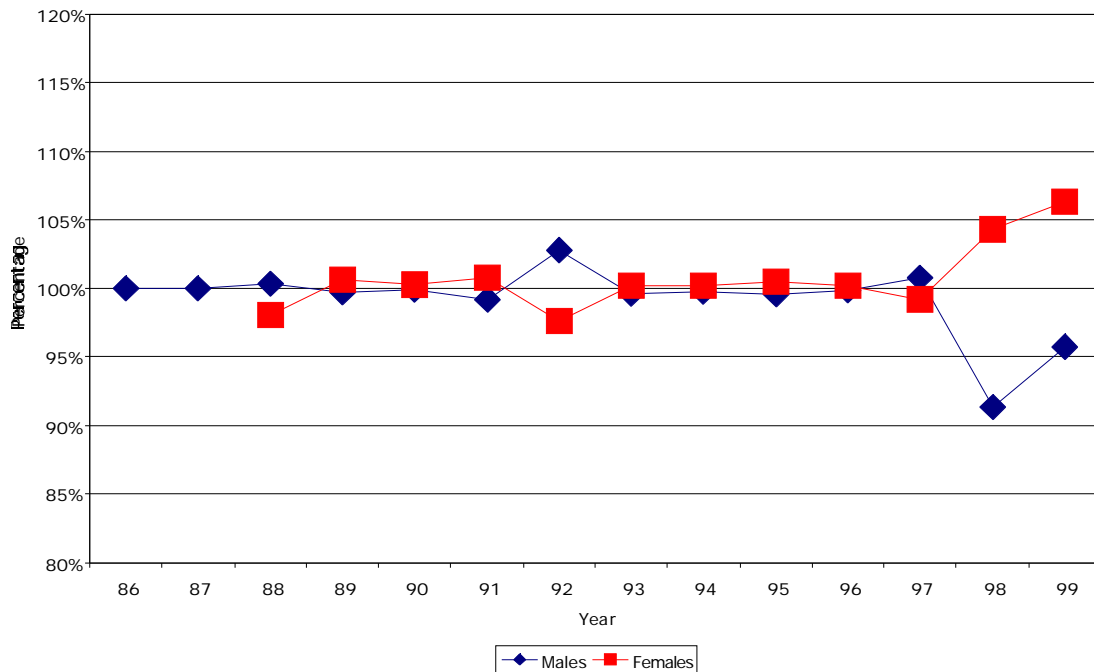


Figure (1.5b) Percent of department average salary for male and female School of Law Assistant Professors (BLUE=males, RED=females).

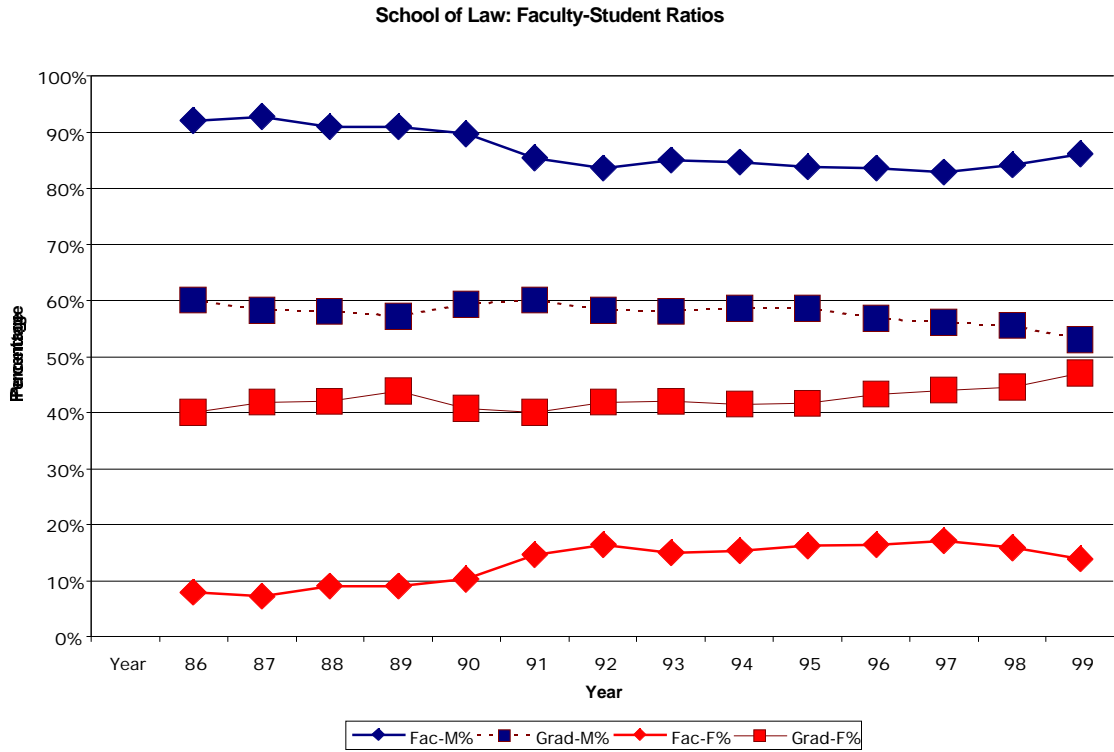


Figure (1.6) The percentage of male and female faculty and graduate students in the School of Law.

Appendix A: Data for the Law School

Figures (1.1a&b):

Chair Numbers

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	11	0
87	12	0
88	10	0
89	11	0
90	14	1
91	18	0
92	19	0
93	18	1
94	19	1
95	18	1
96	19	1
97	18	2
98	21	2
99	19	2

Chair Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
87	100%	
88	100%	
89	100%	
90	101%	85%
91	100%	
92	100%	
93	100%	91%
94	101%	90%
95	101%	90%
96	100%	94%
97	101%	92%
98	100%	98%
99	101%	93%

Figures (1.2a&b):

Professorship Numbers

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	21	3
87	25	3
88	27	3
89	26	2
90	23	3
91	21	4
92	21	4
93	24	3
94	0	4
95	25	4
96	24	4
97	27	4
98	23	4
99	24	4

Professorship Salaries

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

Figures (1.3a&b):

Professor Numbers		
<u>Year</u>	<u>Male</u>	<u>Female</u>
86	8	1
87	6	1
88	6	1
89	8	1
90	8	0
91	8	0
92	6	0
93	6	1
94	0	0
95	3	0
96	2	0
97	4	1
98	8	2
99	4	0

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

Figures (1.4a&b):

Associate Professor Numbers		
<u>Year</u>	<u>Male</u>	<u>Female</u>
86	1	0
87	1	0
88	1	0
89	1	0
90	1	0
91	1	0
92	0	0
93	0	0
94	0	0
95	0	0
96	0	0
97	0	0
98	0	0
99	0	0

Associate Professor Salaries		
<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
87	100%	
88	100%	
89	100%	
90	100%	
91	100%	
92		
93		
94		
95		
96		
97		
98		
99		

Figures (1.5a&b):

Assistant Professor Numbers		
<u>Year</u>	<u>Male</u>	<u>Female</u>
86	6	0
87	7	0
88	6	1
89	5	2
90	6	2
91	5	5
92	5	6
93	3	4
94	5	5
95	6	5
96	6	5
97	4	4
98	1	2
99	3	2

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

Figure (1.6):

Faculty and Student Ratios				
<u>Year</u>	<u>Fac-M%</u>	<u>Grad-M%</u>	<u>Fac-F%</u>	<u>Grad-F%</u>
86	92.16%	60.00%	7.84%	40.00%
87	92.73%	58.22%	7.27%	41.78%
88	90.91%	58.00%	9.09%	42.00%
89	91.07%	57.21%	8.93%	43.75%
90	89.66%	59.26%	10.34%	40.74%
91	85.48%	60.01%	14.52%	39.99%
92	83.61%	58.16%	16.39%	41.84%
93	85.00%	58.04%	15.00%	41.96%
94	84.62%	58.54%	15.38%	41.46%
95	83.87%	58.54%	16.13%	41.64%
96	83.61%	56.71%	16.39%	43.29%
97	82.81%	56.04%	17.19%	43.96%
98	84.13%	55.48%	15.87%	44.52%
99	86.21%	53.04%	13.79%	46.96%