

A Report on the Status of Women

in the

School of Nursing

at the

University of Texas at Austin

March 9, 2000

Several different data sets for the School of Nursing 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 Nursing. 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-1.4b). 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 Nursing (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 School of Nursing 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 School of Nursing. Data tables for all plots are presented in the Appendix.

¹ There are no Chairs in the School of Nursing.

School of Nursing Professorship Numbers

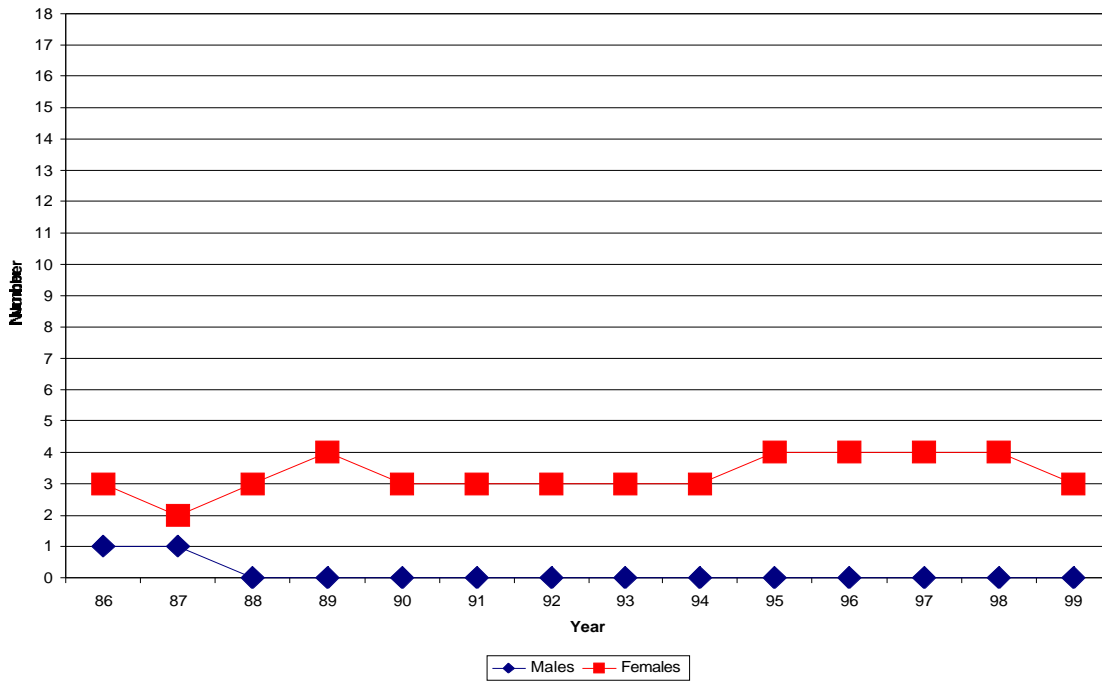


Figure (1.1a) Number of male and female School of Nursing Professorships (BLUE = Males, RED = Females).

School of Nursing Professorship Salaries

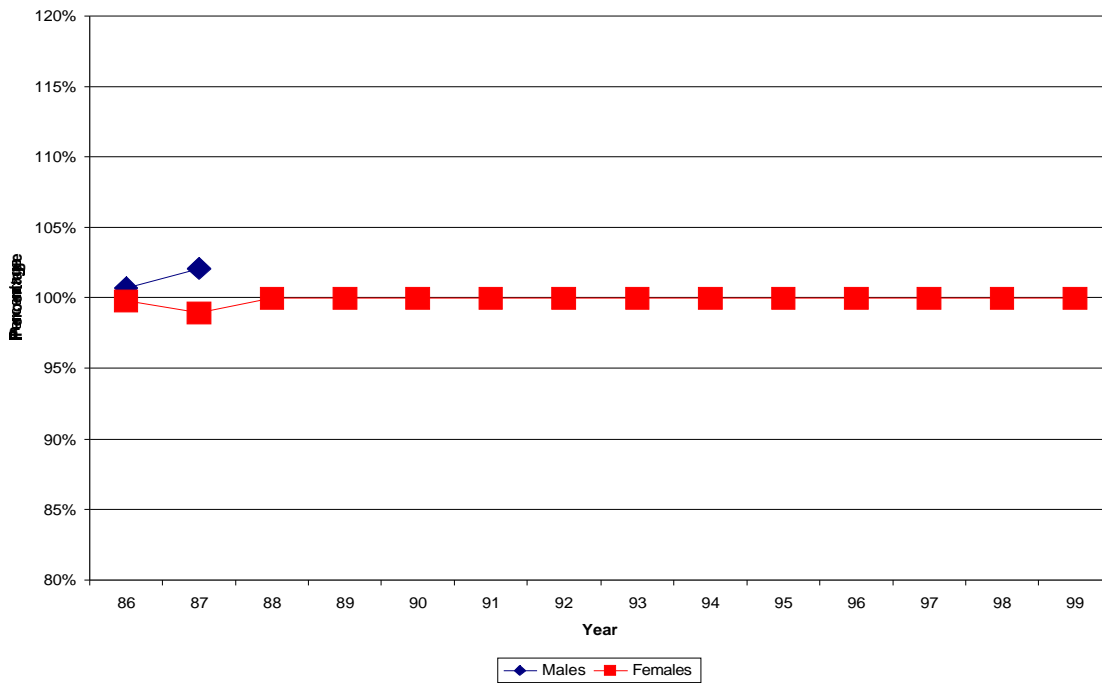


Figure (1.1b) Percent of department average salary for male and female School of Nursing Professorships (BLUE = Males, RED = Females).

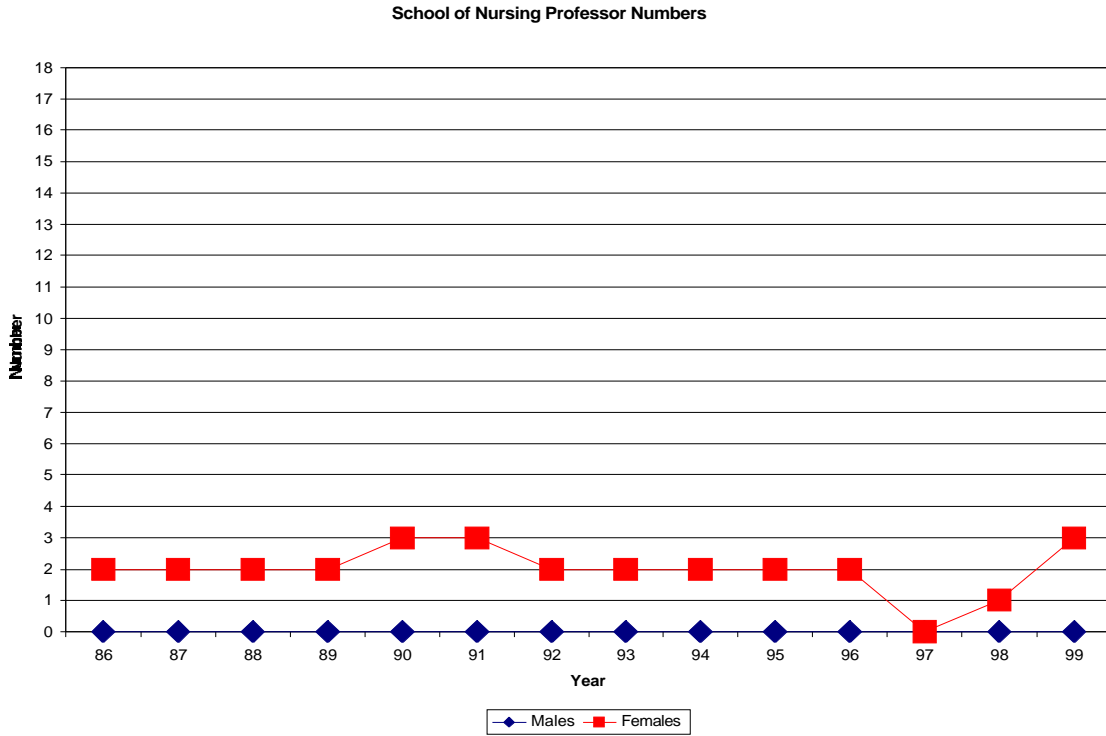


Figure (1.2a) Number of male and female School of Nursing Professors (BLUE = Males, RED = Females).

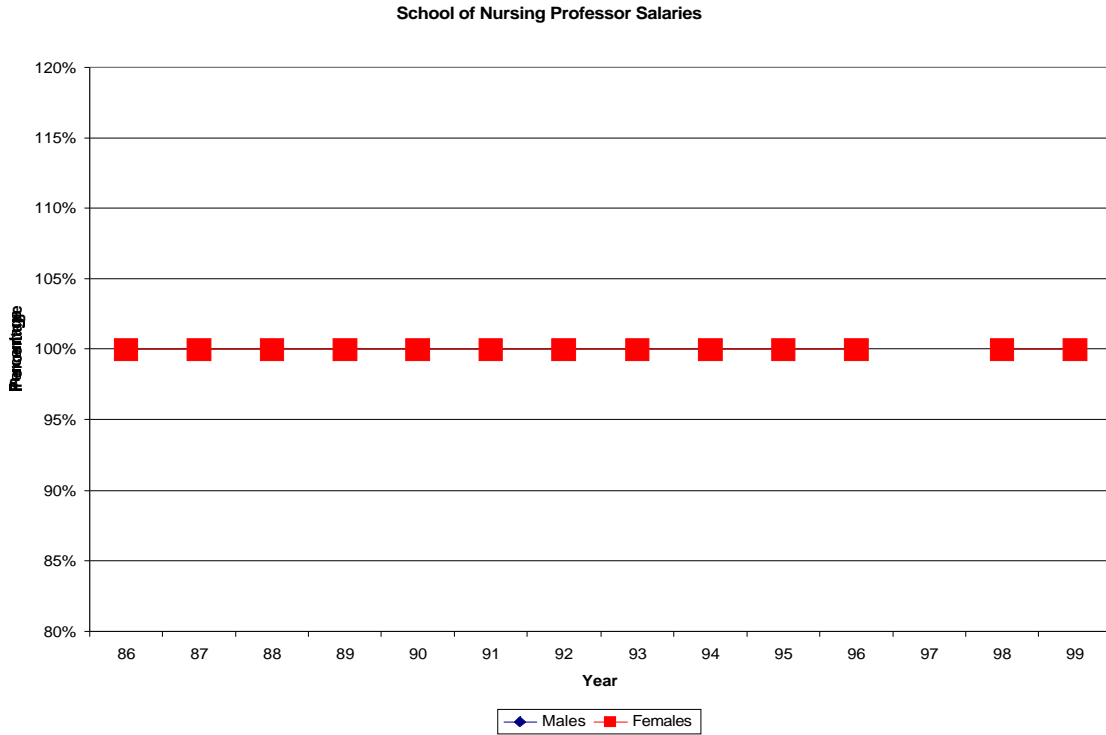


Figure (1.2b) Percent of department average salary for male and female School of Nursing Professors (BLUE = Males, RED = Females).

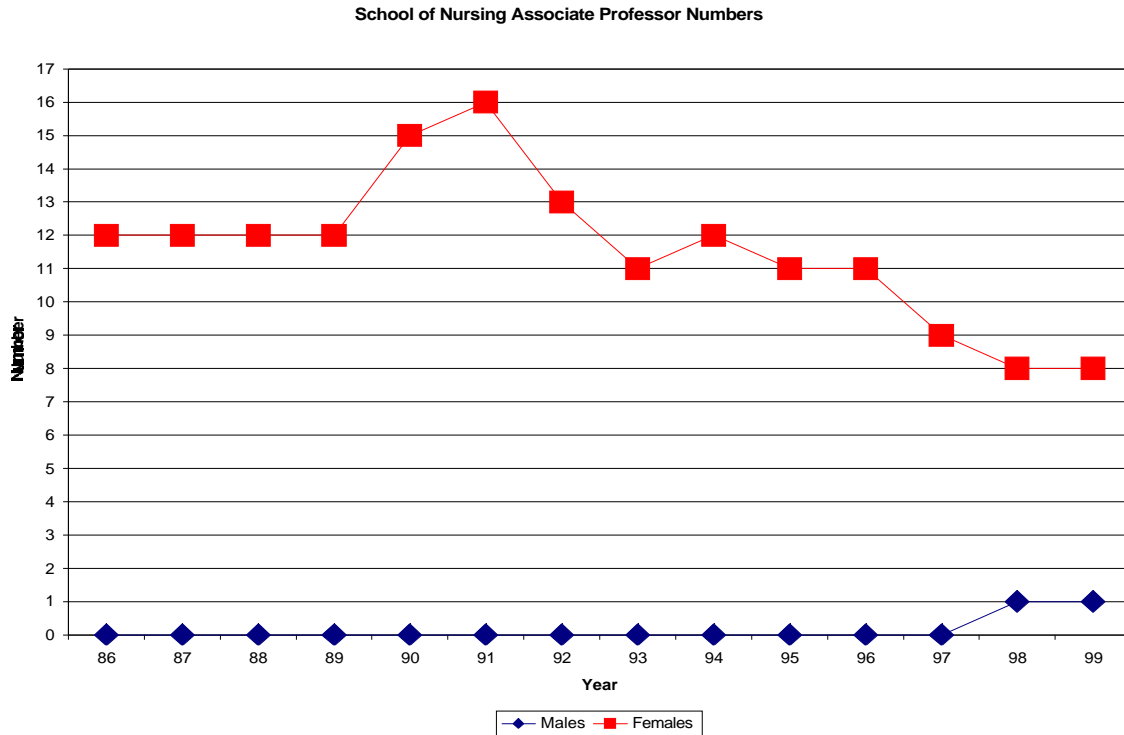


Figure (1.3a) Number of male and female School of Nursing Associate Professors (BLUE = Males, RED = Females).

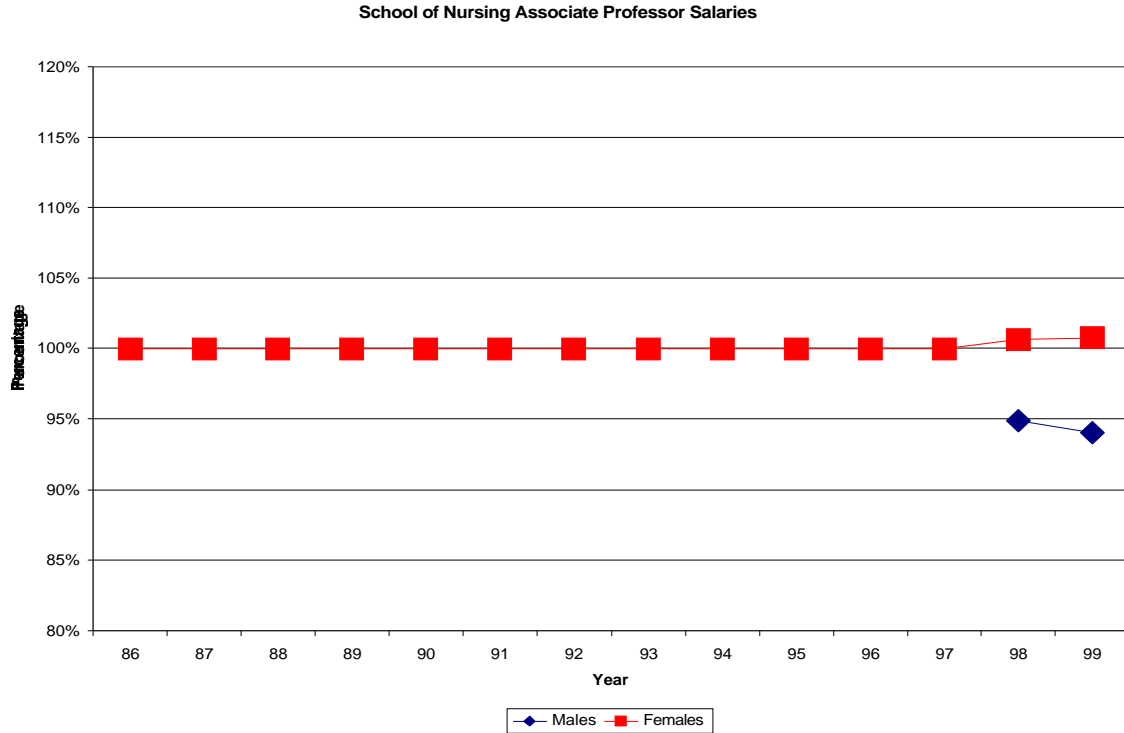


Figure (1.3b) Percent of department average salary for male and female School of Nursing Associate Professors (BLUE = Males, RED = Females).

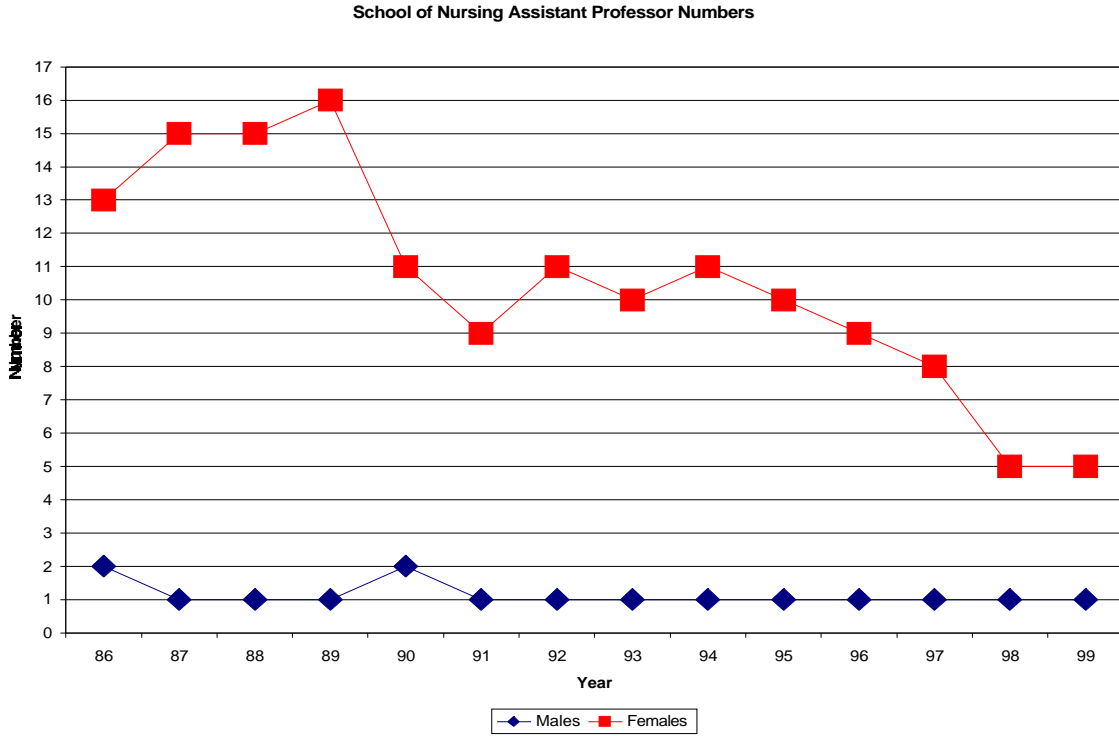


Figure (1.4a) Number of male and female School of Nursing Assistant Professors (BLUE = Males, RED = Females).

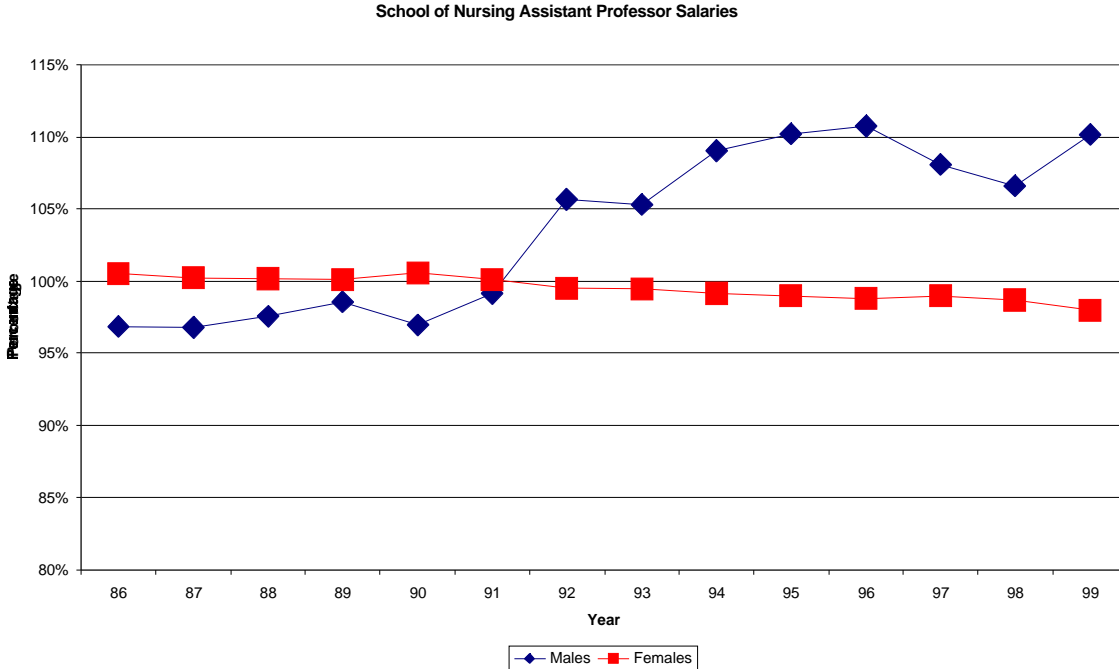


Figure (1.4b) Percent of department average salary for male and female School of Nursing Assistant Professors (BLUE = Males, RED = Females).

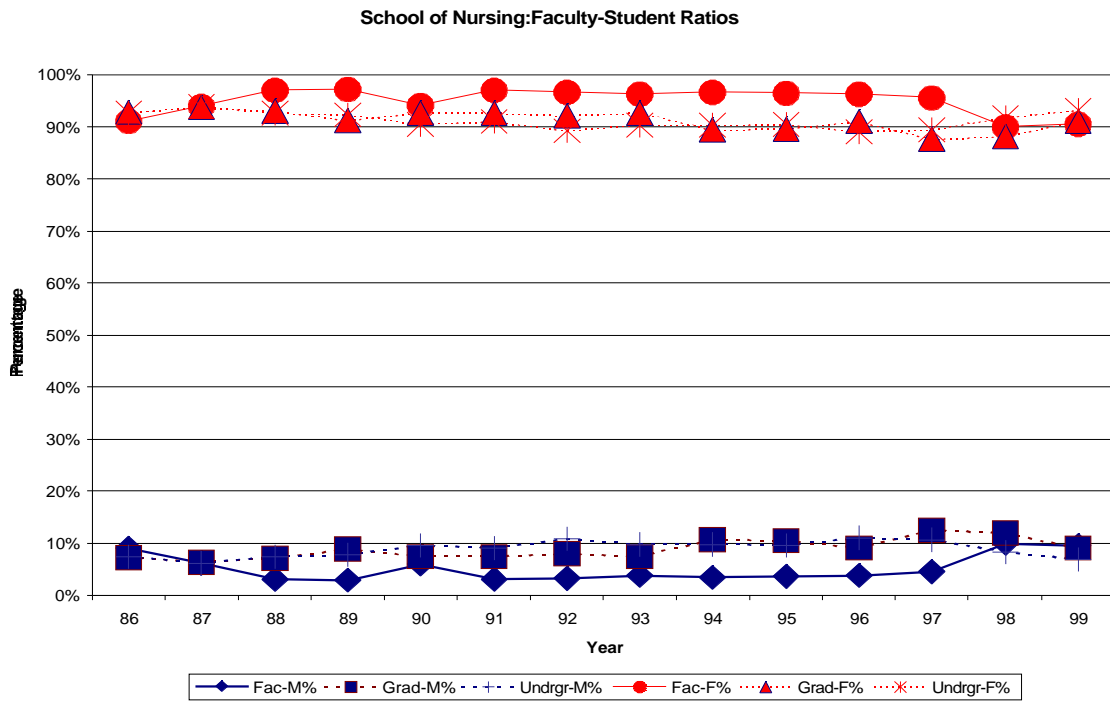


Figure (1.5) The percentage of male and female faculty, graduate students, and undergraduate students in the School of Nursing. This figure includes undergraduates classified as “nondegree.”

Appendix A: Data for the School of Nursing

Figures (1.1a & b):

Professorship Numbers

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

Professorship Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	101%	100%
87	102%	99%
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	0	2
87	0	2
88	0	2
89	0	2
90	0	3
91	0	3
92	0	2
93	0	2
94	0	2
95	0	2
96	0	2
97	0	0
98	0	1
99	0	3

Professor 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		
98		100%
99		100%

Figures (1.3a&b):

Associate Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	0	12
87	0	12
88	0	12
89	0	12
90	0	15
91	0	16
92	0	13
93	0	11
94	0	12
95	0	11
96	0	11
97	0	9
98	1	8
99	1	8

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		100%
93		100%
94		100%
95		100%
96		100%
97		100%
98	95%	101%
99	94%	101%

Figures (1.4a&b):

Assistant Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	2	13
87	1	15
88	1	15
89	1	16
90	2	11
91	1	9
92	1	11
93	1	10
94	1	11
95	1	10
96	1	9
97	1	8
98	1	5
99	1	5

**Assistant Professor
Salaries**

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	97%	100%
87	97%	100%
88	98%	100%
89	99%	100%
90	97%	101%
91	99%	100%
92	106%	99%
93	105%	99%
94	109%	99%
95	110%	99%
96	111%	99%
97	108%	99%
98	107%	99%
99	110%	98%

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>	<u>Undrgr-M%</u>	<u>Undrgr-F%</u>
86	9%	91%	7%	93%	7%	93%
87	6%	94%	6%	94%	6%	94%
88	3%	97%	7%	93%	7%	93%
89	3%	97%	9%	91%	8%	92%
90	6%	94%	7%	93%	9%	91%
91	3%	97%	7%	93%	9%	91%
92	3%	97%	8%	92%	11%	89%
93	4%	96%	7%	93%	10%	90%
94	3%	97%	11%	89%	10%	90%
95	4%	96%	10%	90%	10%	90%
96	4%	96%	9%	91%	11%	89%
97	5%	95%	12%	88%	11%	89%
98	10%	90%	12%	88%	8%	92%
99	10%	90%	9%	91%	7%	93%