

A Report on the Status of Women

in the

College of Pharmacy

at the

University of Texas at Austin

March 10, 2000

Several different data sets for the College of Pharmacy 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 Pharmacy. 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 College of Pharmacy (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. 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 Pharmacy salary. An example is provided to clarify:

Assume that Department X has 10 male Associate Professors with an average salary of $M_{av}=\$60,000$, and 2 female Associate Professors with an average salary of $F_{av}=\$50,000$. The Department average salary for Associate Professors, D_{av} , is $D_{av}=[10 \times \$60,000 + 2 \times \$50,000] / 12 = \$58,333$. The percent of the Department average for male associate professors is $M\% = M_{av} / D_{av} = 103\%$. The percent of the department average for female Associate Professors is $F\% = F_{av} / D_{av} = 86\%$.

Quantities equivalent to F% and M% are plotted in Figures (1.1b)-(1.5b) for the College of Pharmacy. Data tables for all plots are presented in the Appendix.

College of Pharmacy Chair Numbers

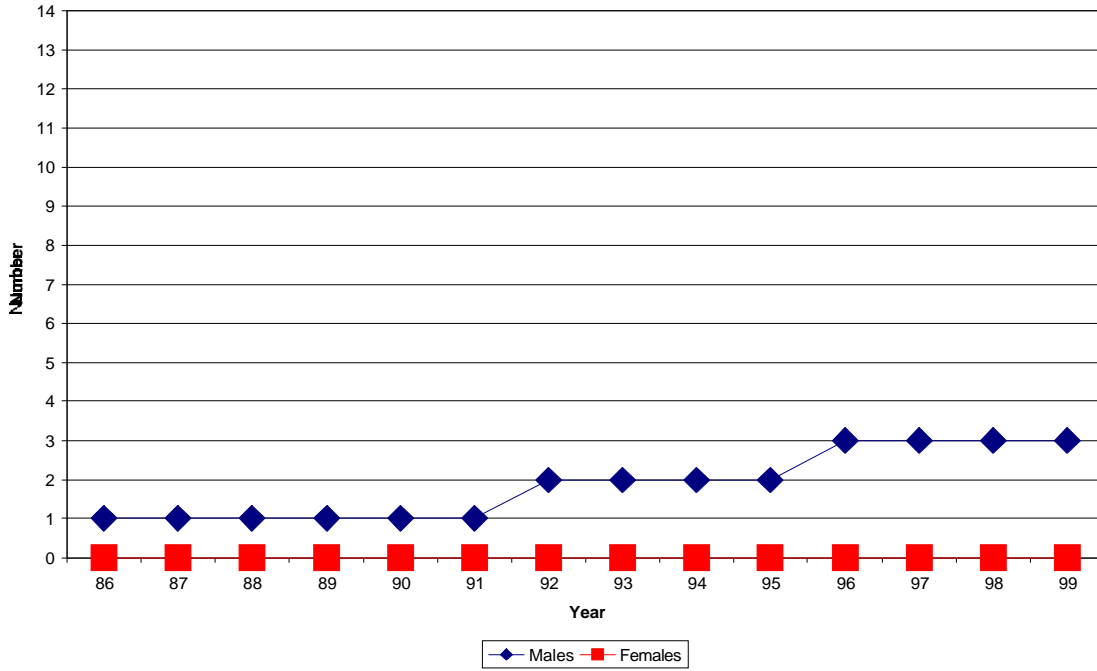


Figure (1.1a) Number of male and female College of Pharmacy Chairs (BLUE = Males, RED = Females).

College of Pharmacy Chair Salaries

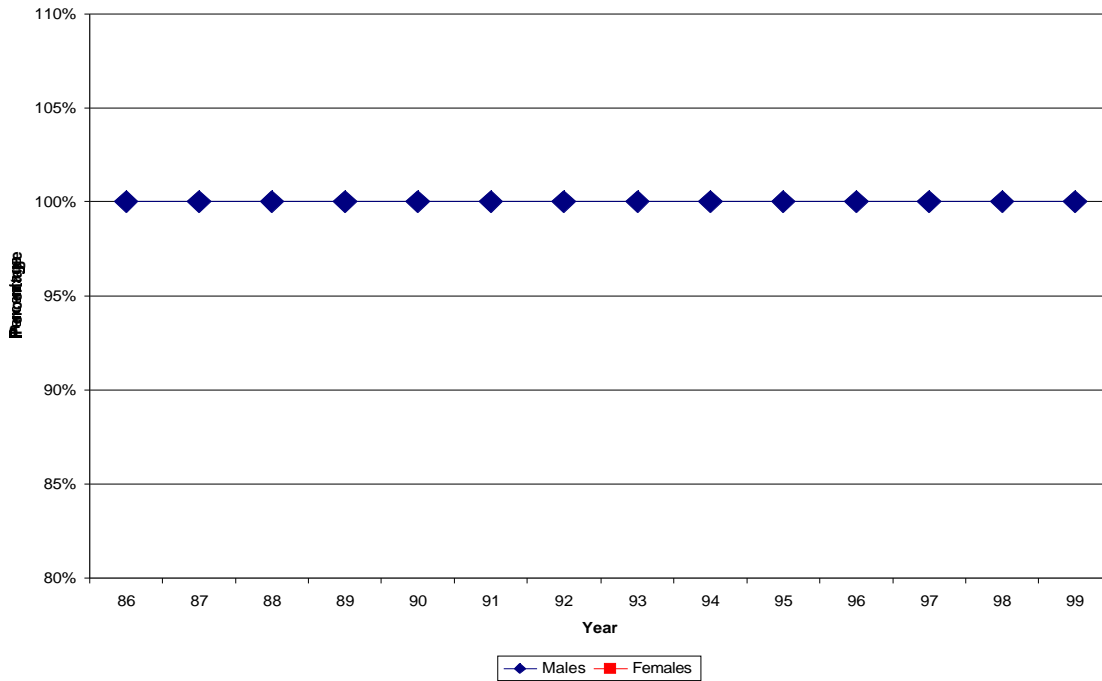


Figure (1.1b) Percent of department average salary for male College of Pharmacy Chairs (BLUE = Males, RED = FEMALES).

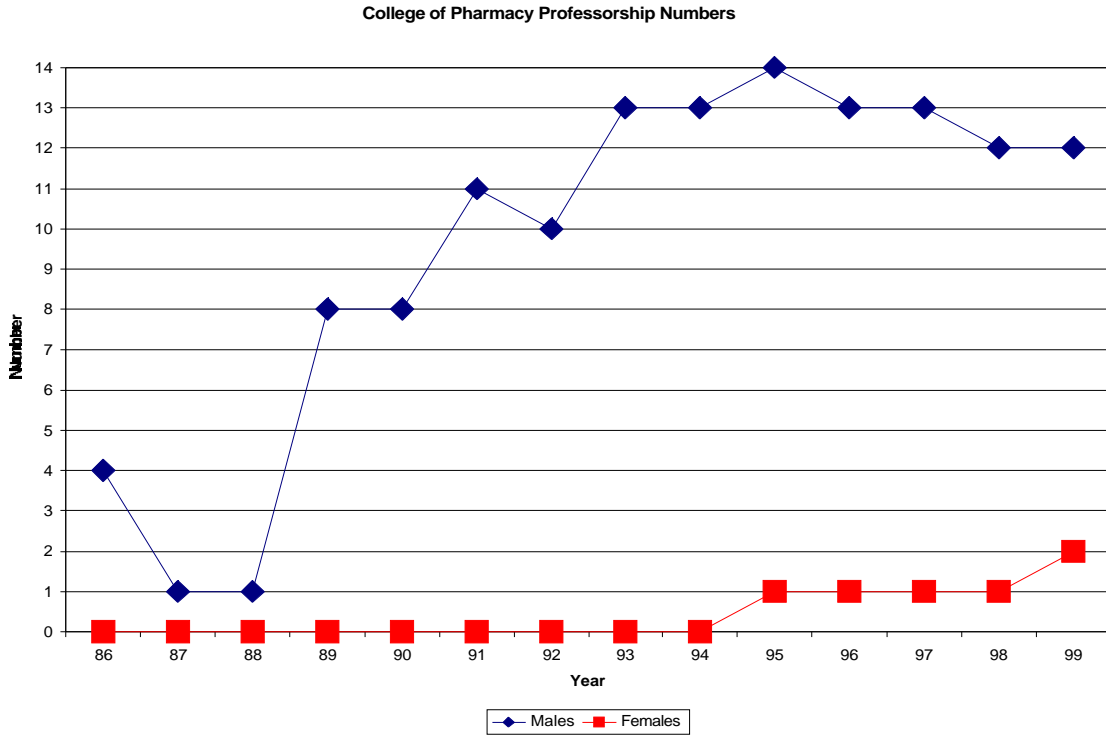


Figure (1.2a) Number of male and female College of Pharmacy Professorships (BLUE = Males, RED = Females).

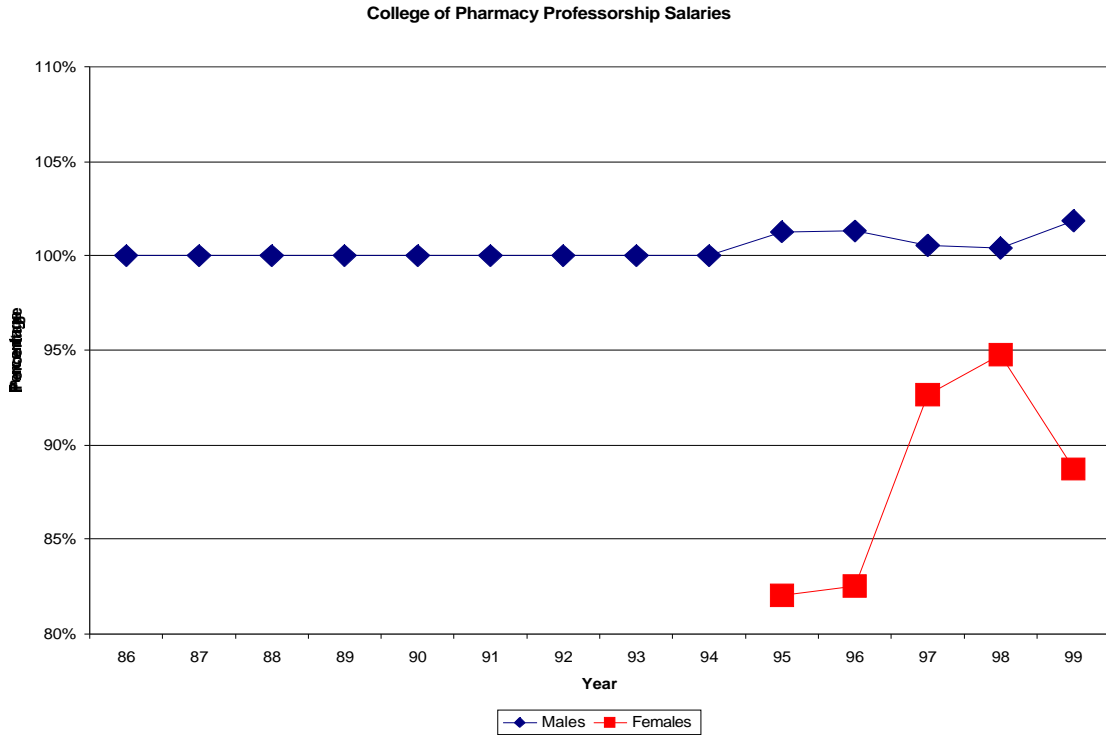


Figure (1.2b) Percent of department average salary for male and female College of Pharmacy Professorships (BLUE = Males, RED = Females).

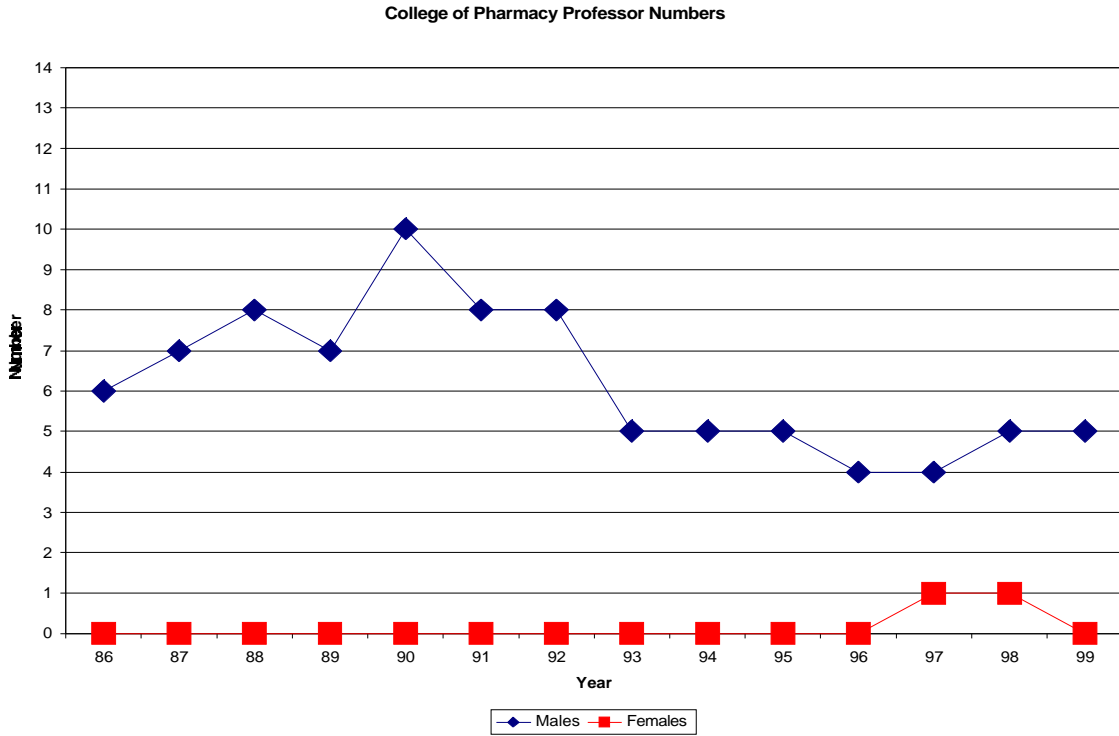


Figure (1.3a) Number of male and female College of Pharmacy Professors (BLUE = Males, RED = Females).

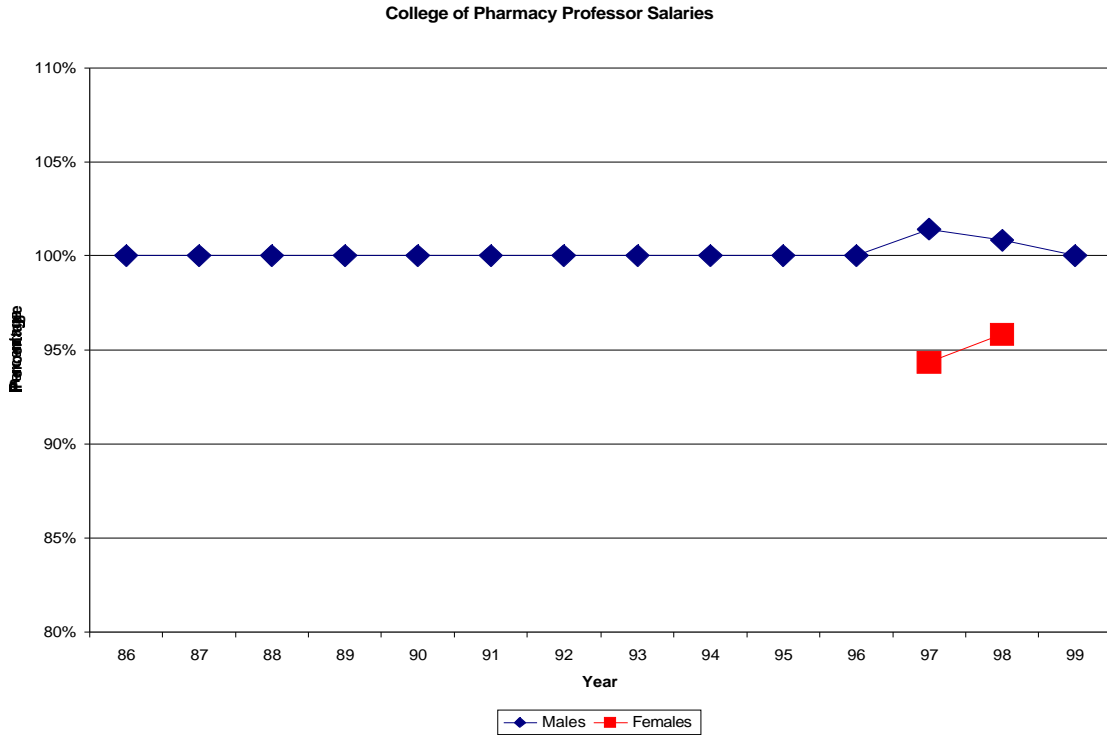


Figure (1.3b) Percent of department average salary for male and female College of Pharmacy Professors (BLUE = Males, RED = Females).

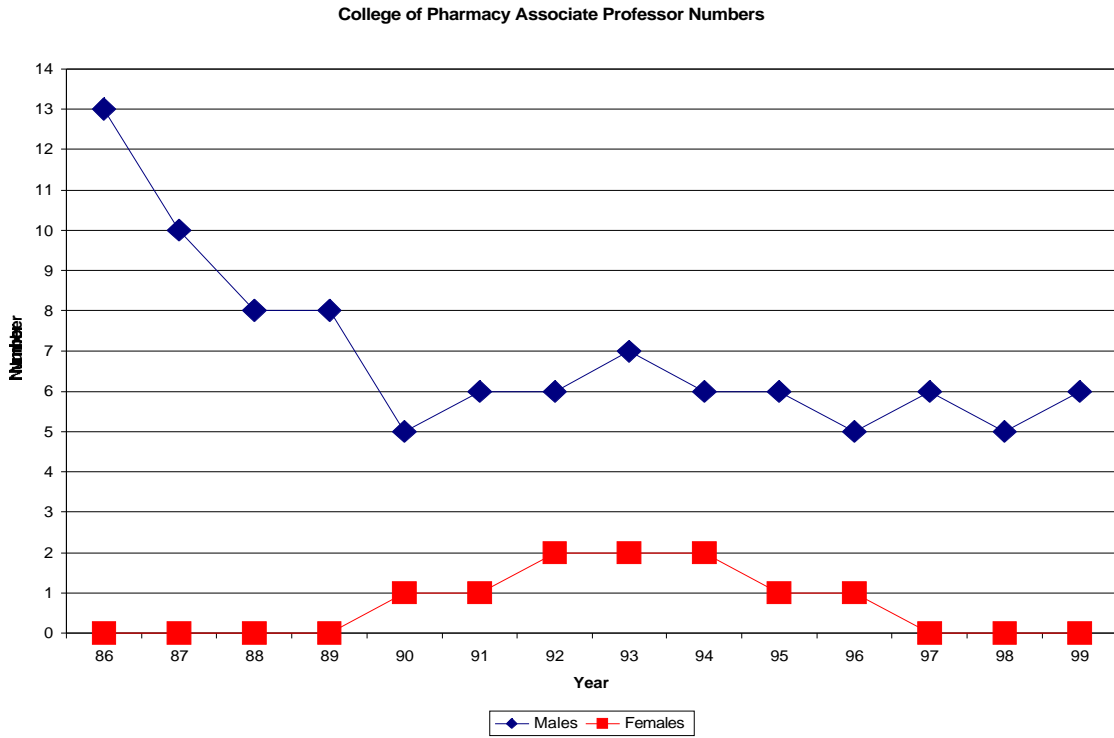


Figure (1.4a) Number of male and female College of Pharmacy Associate Professors (BLUE = Males, RED = Females).

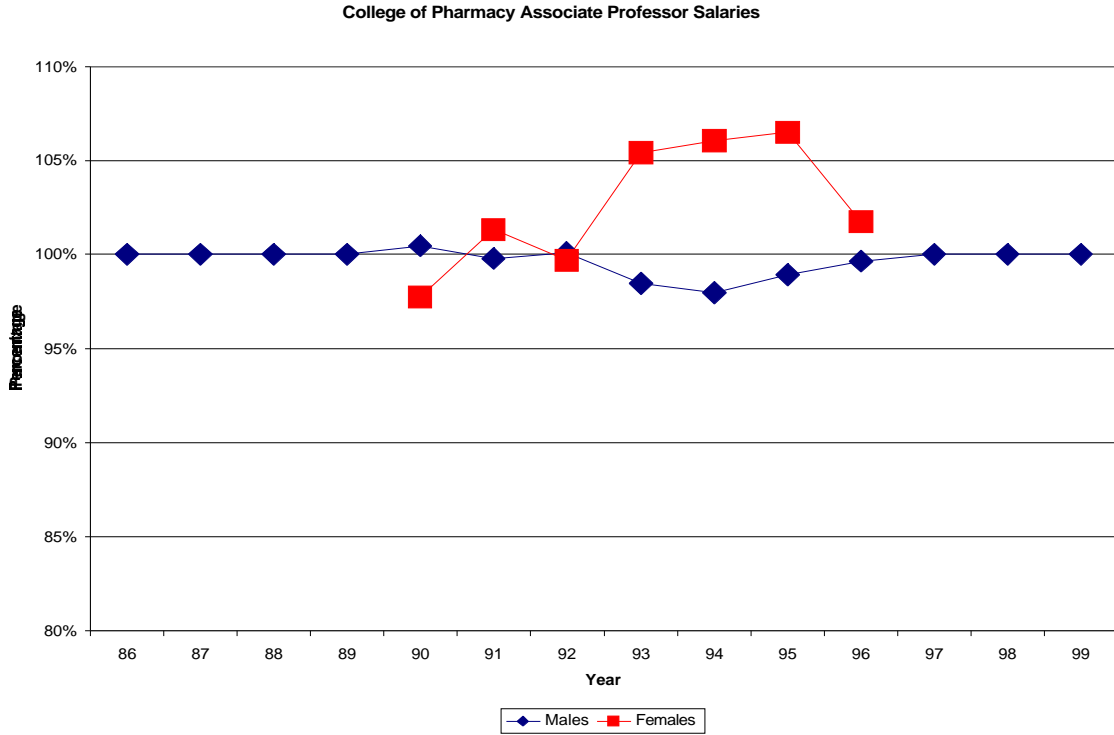


Figure (1.4b) Percent of department average salary for male and female College of Pharmacy Associate Professors (BLUE = Males, RED = Females).

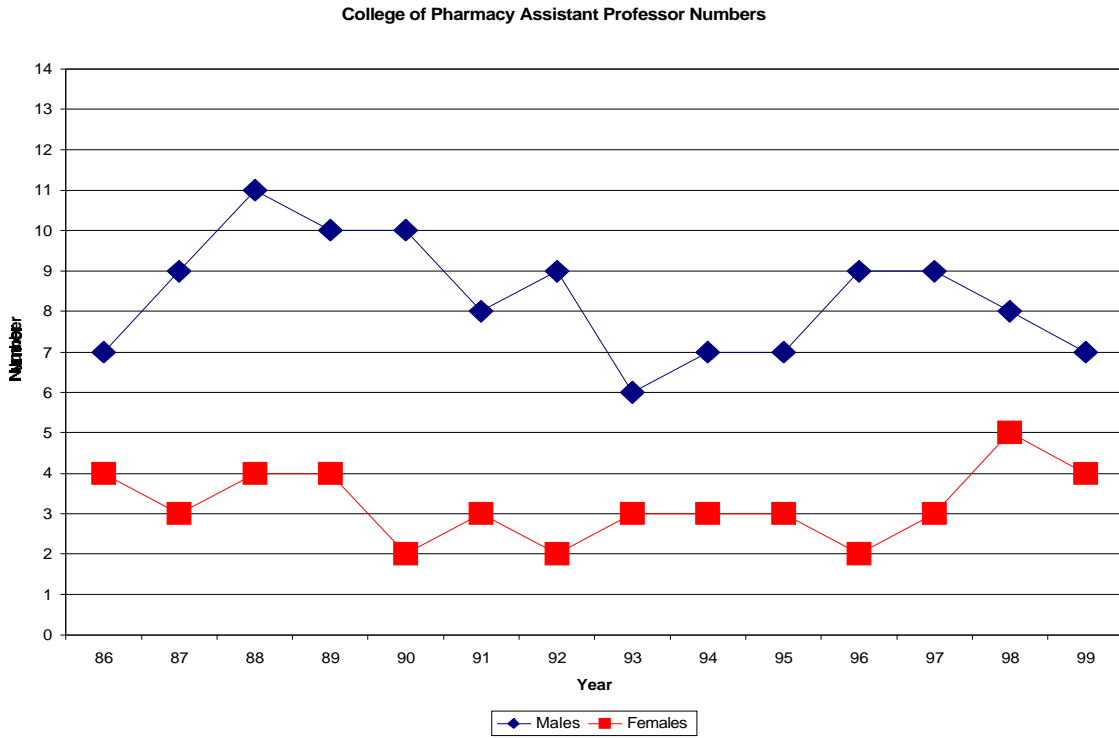


Figure (1.5a) Number of male and female College of Pharmacy Assistant Professors (BLUE = Males, RED = Females).

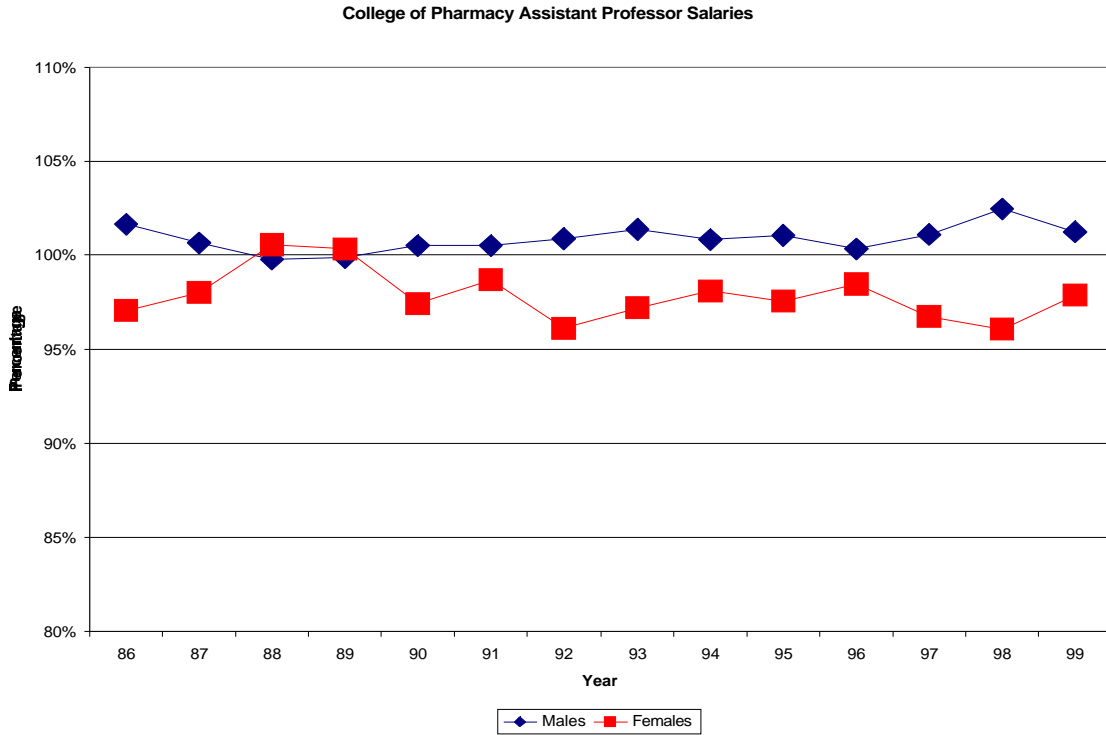


Figure (1.5b) Percent of department average salary for male and female College of Pharmacy Assistant Professors (BLUE = Males, RED = Females).

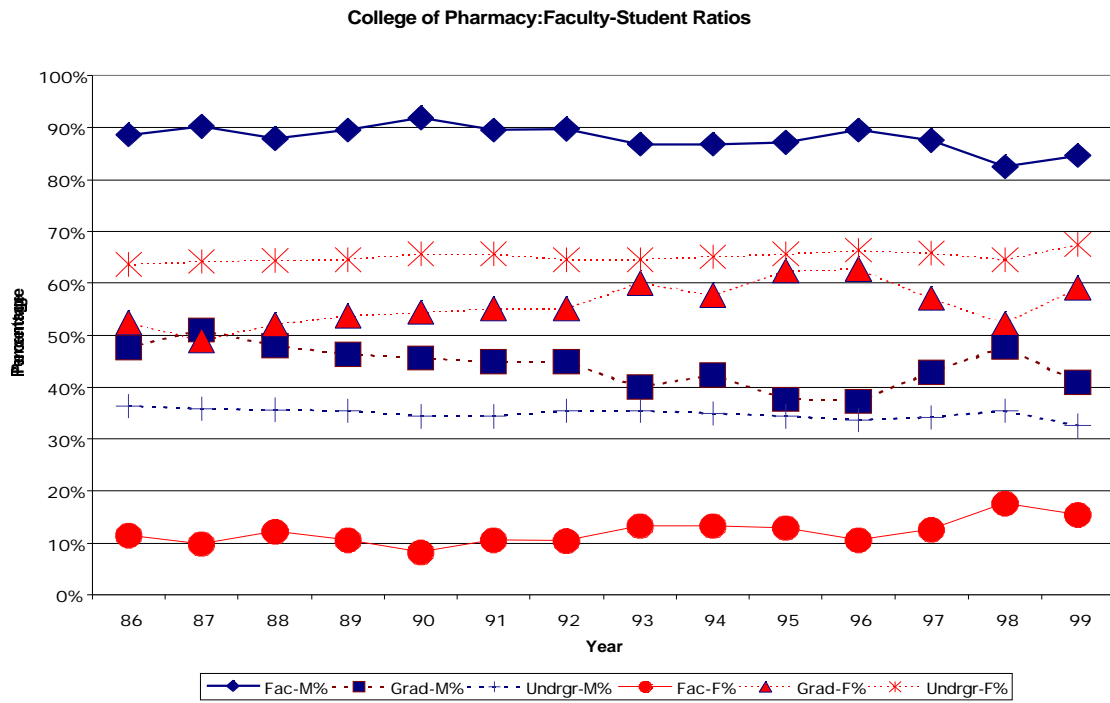


Figure (1.6) The percentage of male and female faculty, graduate students, and undergraduate students in the College of Pharmacy. This figure includes undergraduates classified as “nondegree.”

Appendix A: Data for the College of Pharmacy

Figures (1.1a & b):

Chair 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	2	0
93	2	0
94	2	0
95	2	0
96	3	0
97	3	0
98	3	0
99	3	0

Chair 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):

Professorship Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	4	0
87	1	0
88	1	0
89	8	0
90	8	0
91	11	0
92	10	0
93	13	0
94	13	0
95	14	1
96	13	1
97	13	1
98	12	1
99	12	2

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	101%	82%
96	101%	83%
97	101%	93%
98	100%	95%
99	102%	89%

Figures (1.3a&b):

Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	6	0
87	7	0
88	8	0
89	7	0
90	10	0
91	8	0
92	8	0
93	5	0
94	5	0
95	5	0
96	4	0
97	4	1
98	5	1
99	5	0

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	101%	94%
98	101%	96%
99	100%	

Figures (1.4a&b):

Associate Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	13	0
87	10	0
88	8	0
89	8	0
90	5	1
91	6	1
92	6	2
93	7	2
94	6	2
95	6	1
96	5	1
97	6	0
98	5	0
99	6	0

Associate Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
87	100%	
88	100%	
89	100%	
90	100%	98%
91	100%	101%
92	100%	100%
93	98%	105%
94	98%	106%
95	99%	106%
96	100%	102%
97	100%	
98	100%	
99	100%	

Figures (1.5a&b):

Assistant Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	7	4
87	9	3
88	11	4
89	10	4
90	10	2
91	8	3
92	9	2
93	6	3
94	7	3
95	7	3
96	9	2
97	9	3
98	8	5
99	7	4

**Assistant Professor
Salaries**

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

Figure (1.6):

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	89%	11%	48%	52%	36%	64%
87	90%	10%	51%	49%	36%	64%
88	88%	12%	48%	52%	36%	64%
89	89%	11%	46%	54%	35%	65%
90	92%	8%	46%	54%	34%	66%
91	89%	11%	45%	55%	34%	66%
92	90%	10%	45%	55%	35%	65%
93	87%	13%	40%	60%	35%	65%
94	87%	13%	42%	58%	35%	65%
95	87%	13%	38%	62%	34%	66%
96	89%	11%	37%	63%	34%	66%
97	88%	13%	43%	57%	34%	66%
98	83%	18%	48%	52%	35%	65%
99	85%	15%	41%	59%	33%	67%