

A Report on the Status of Women

in the

School of Social Work

at the

University of Texas at Austin

March 9, 2000

Several different data sets for the School of Social Work 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 Social Work. 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 Social Work (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 available data 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 School of Social Work 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 Social Work. Data tables for all plots are presented in the Appendix.

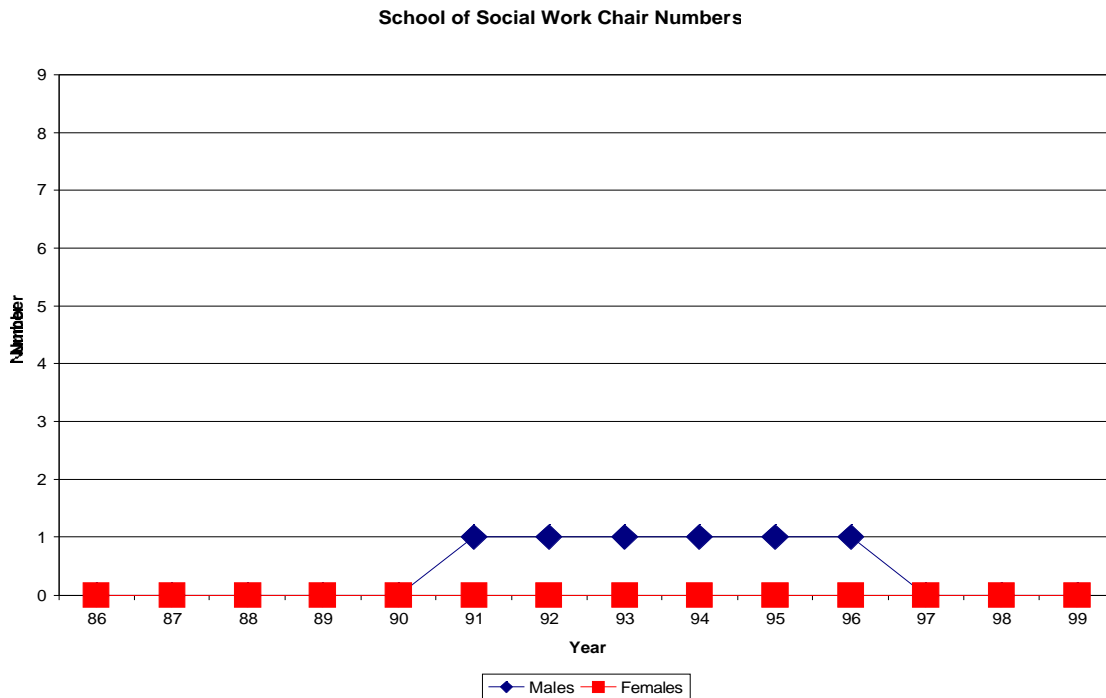


Figure (1.1a) Number of male and female School of Social Work Chairs (BLUE = Males, RED = Females).

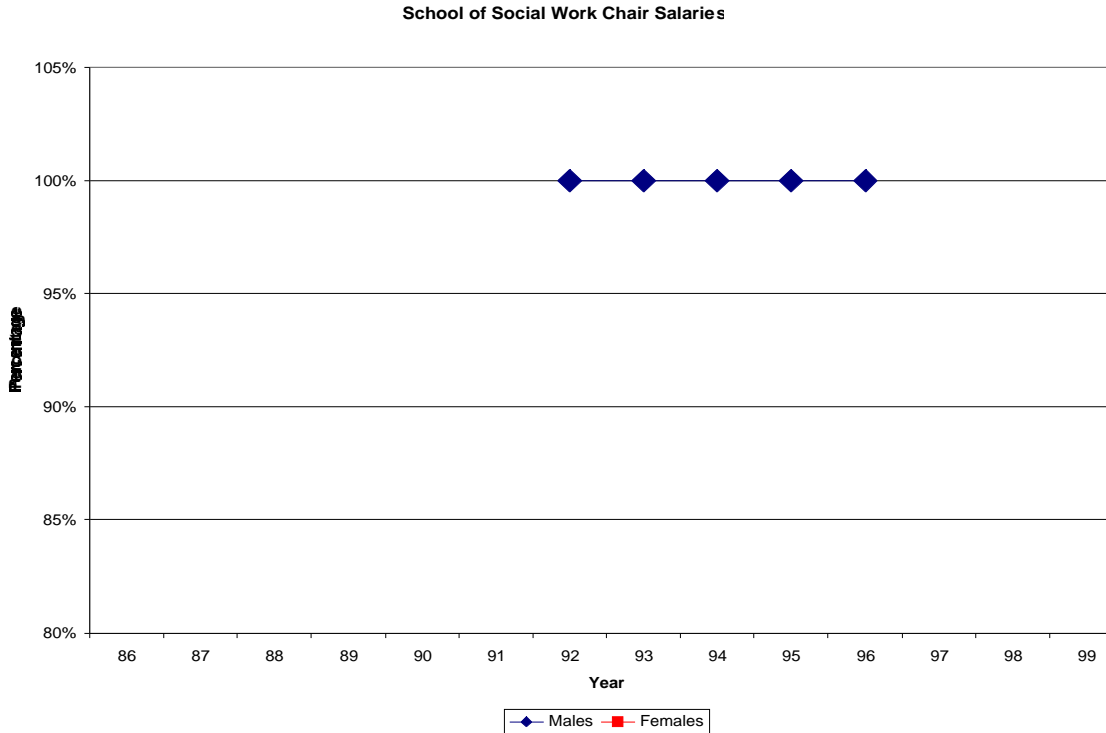


Figure (1.1b) Percent of department average salary for male School of Social Work Chairs (BLUE = Males, RED = FEMALES).

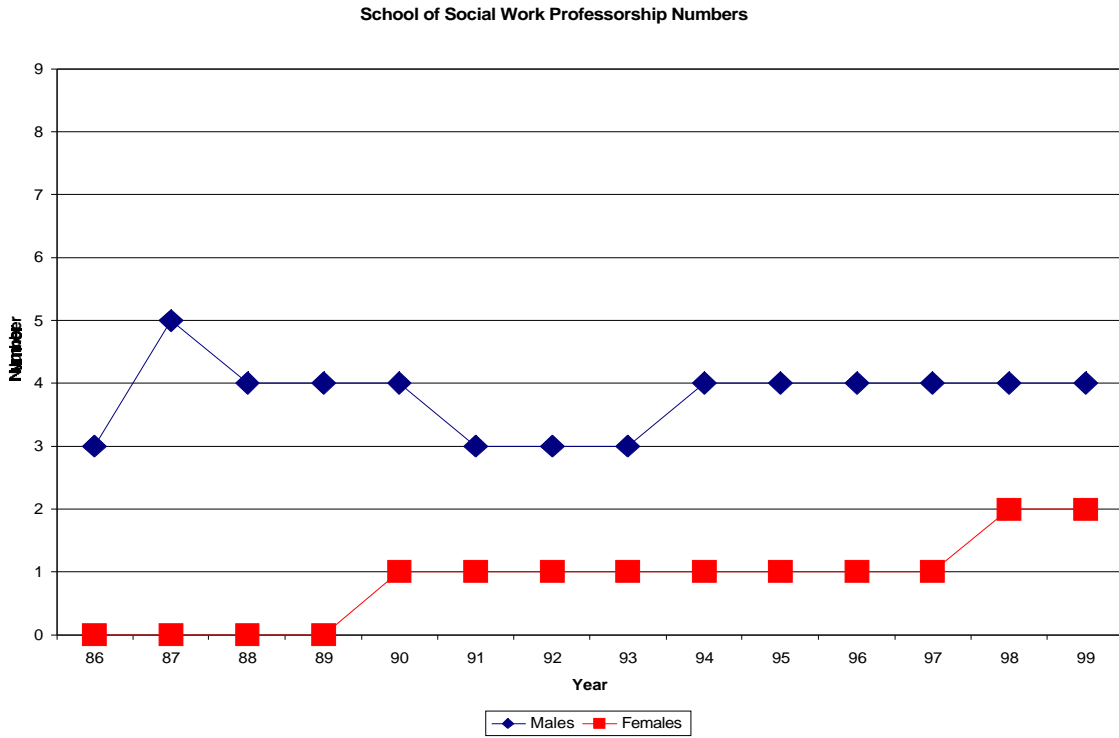


Figure (1.2a) Number of male and female School of Social Work Professorships (BLUE = Males, RED = Females).

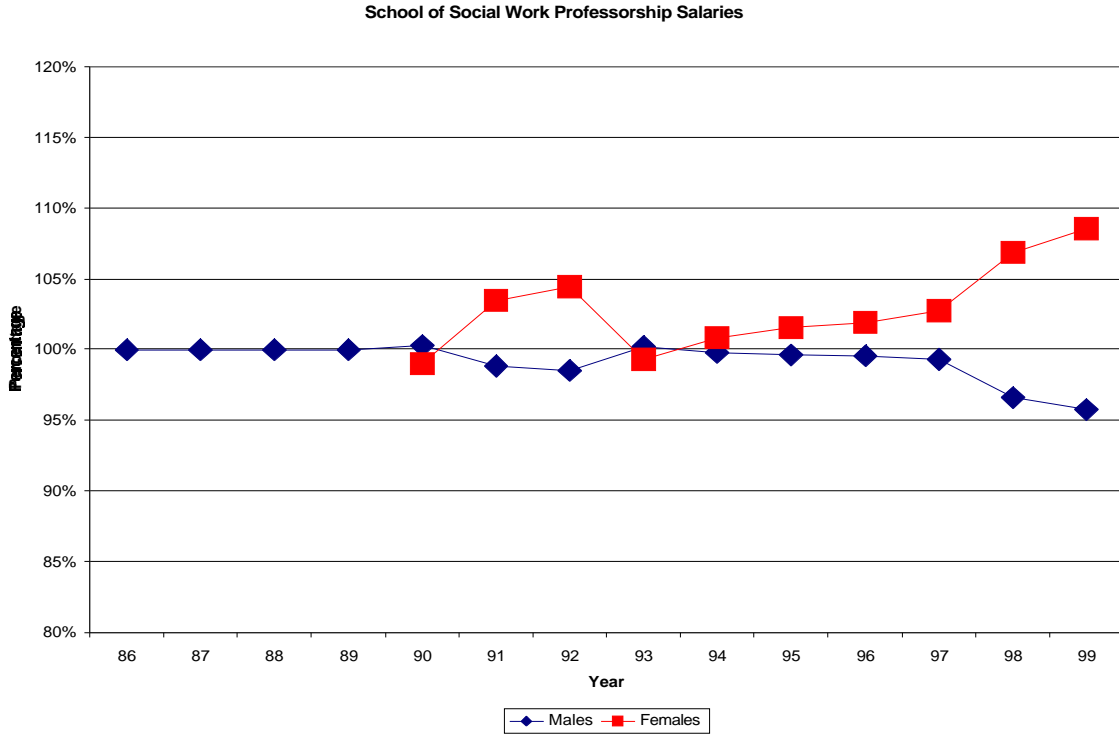


Figure (1.2b) Percent of department average salary for male and female School of Social Work Professorships (BLUE = Males, RED = Females).

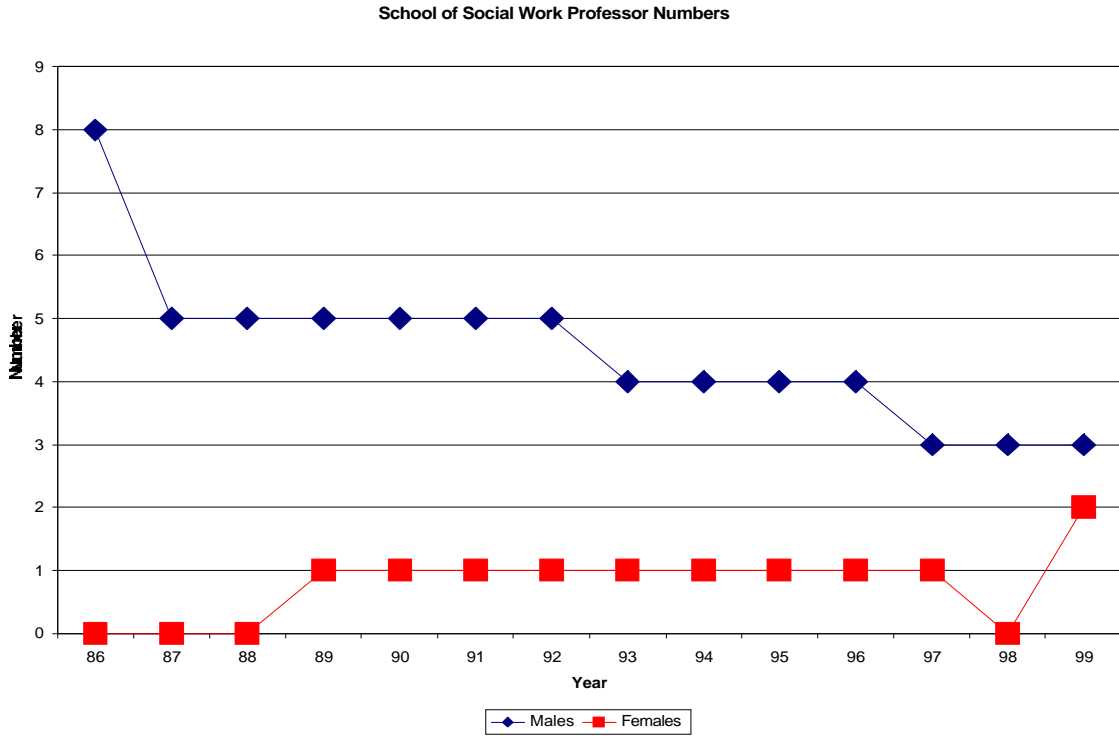


Figure (1.3a) Number of male and female School of Social Work Professors (BLUE = Males, RED = Females).

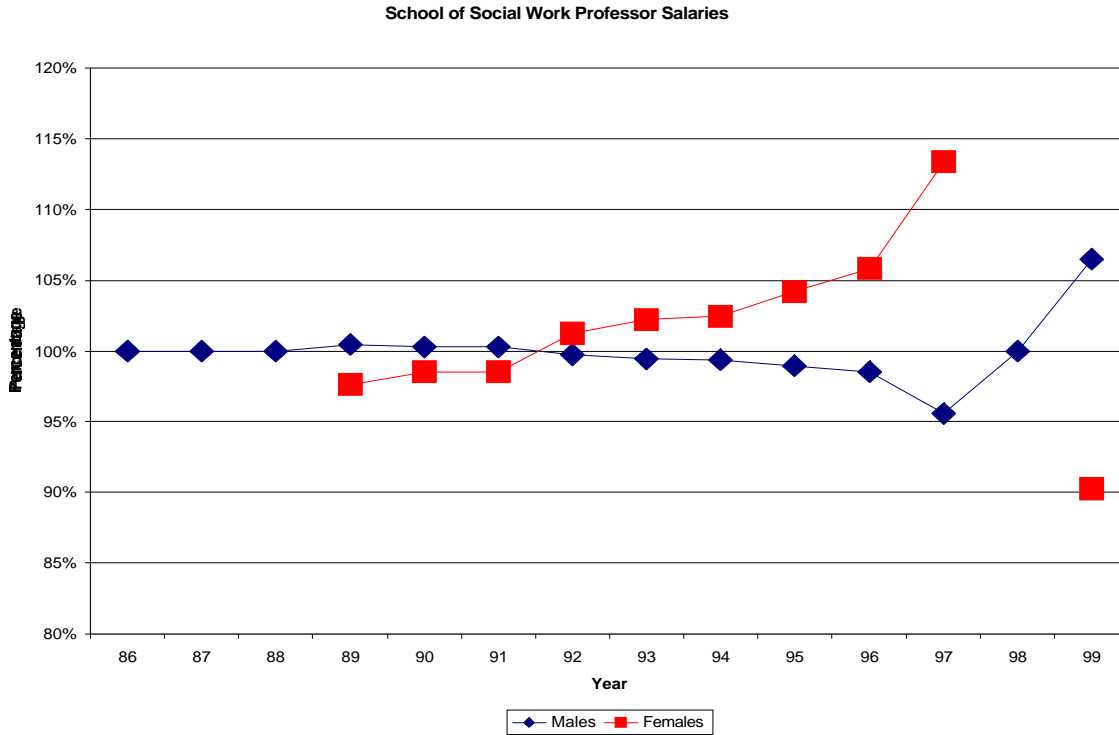


Figure (1.3b) Percent of department average salary for male and female School of Social Work Professors (BLUE = Males, RED = Females).

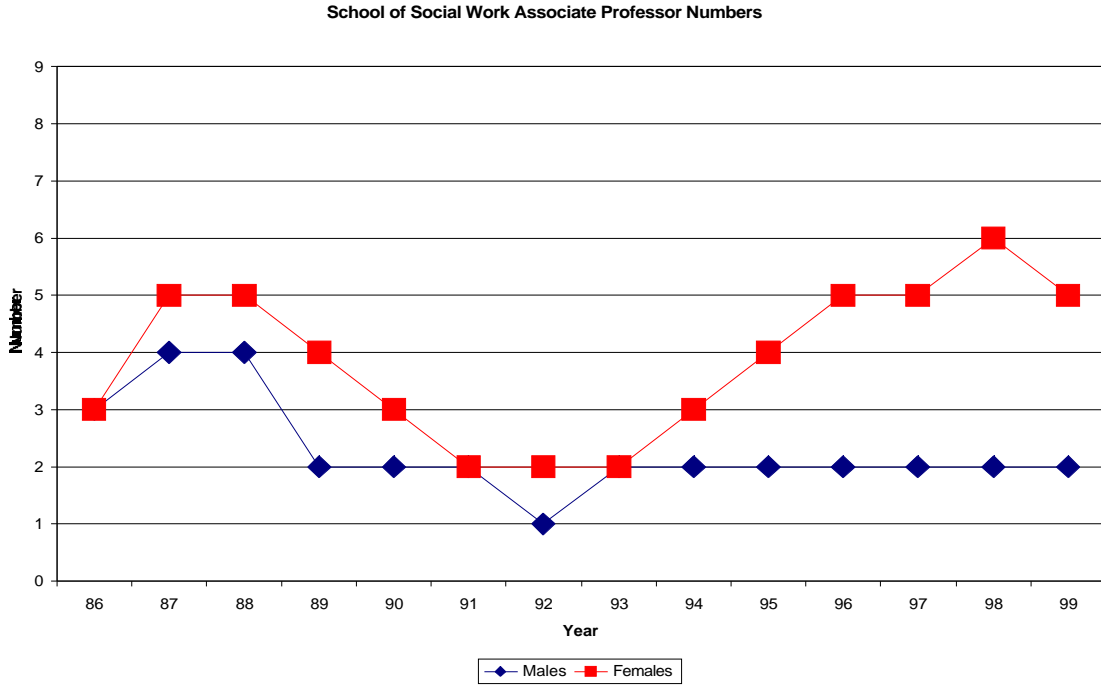


Figure (1.4a) Number of male and female School of Social Work Associate Professors (BLUE = Males, RED = Females).

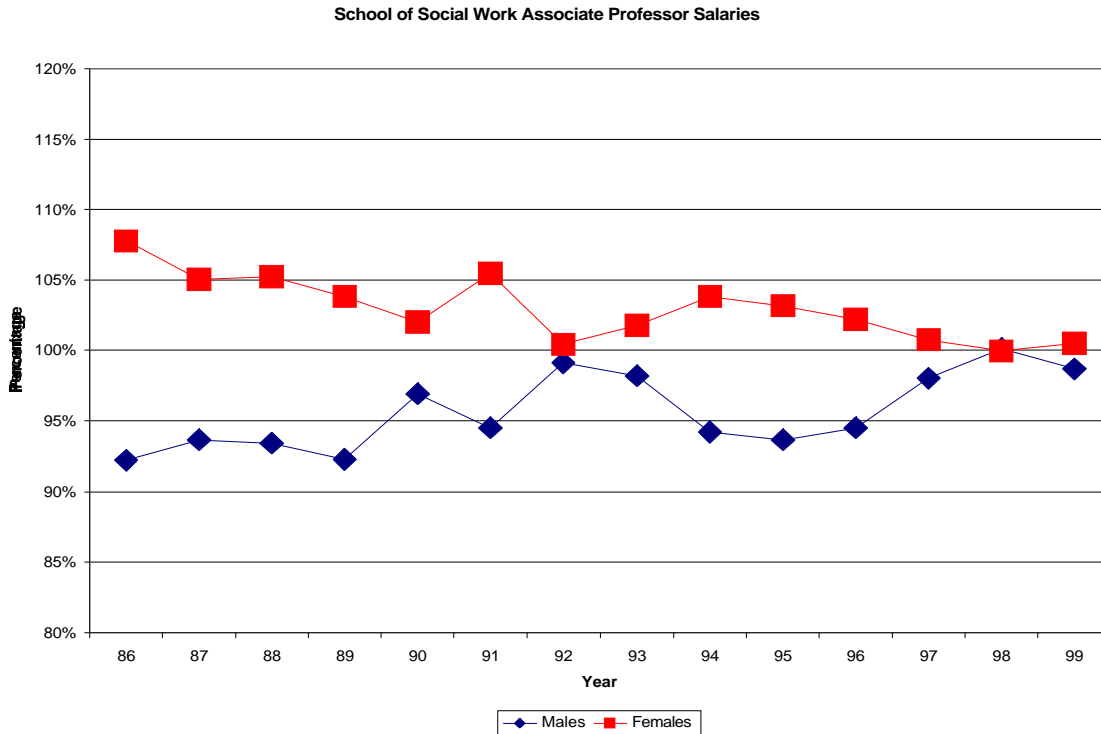


Figure (1.4b) Percent of department average salary for male and female School of Social Work Associate Professors (BLUE = Males, RED = Females).

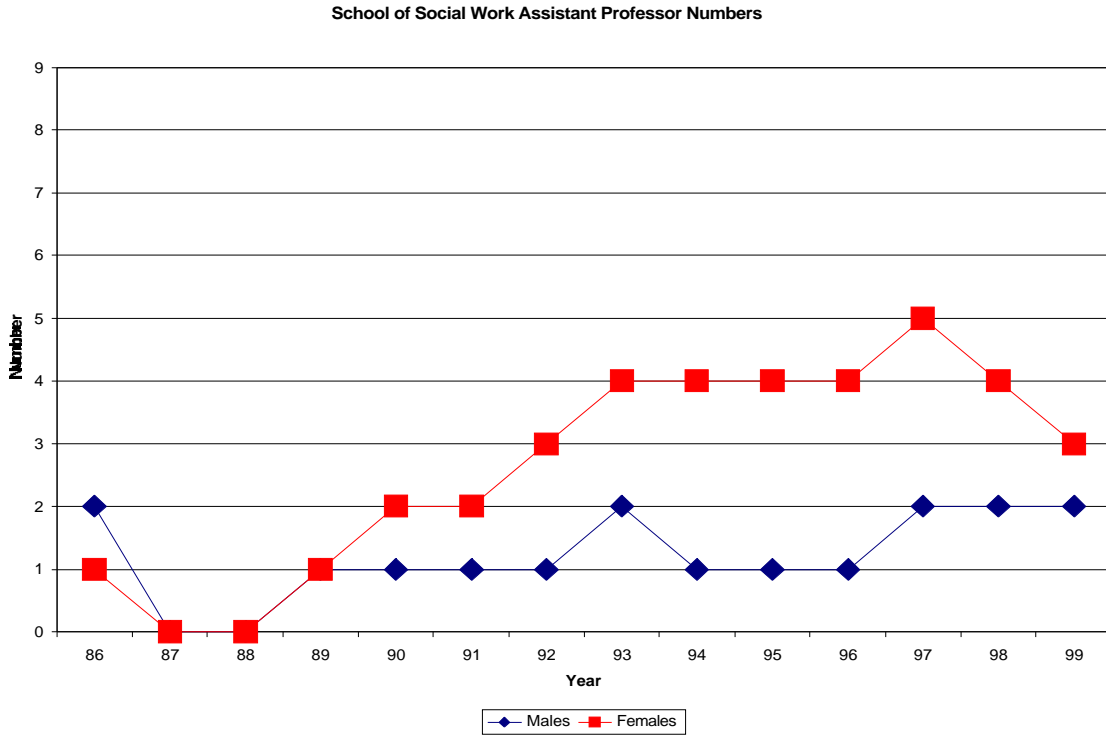


Figure (1.5a) Number of male and female School of Social Work Assistant Professors (BLUE = Males, RED = Females).

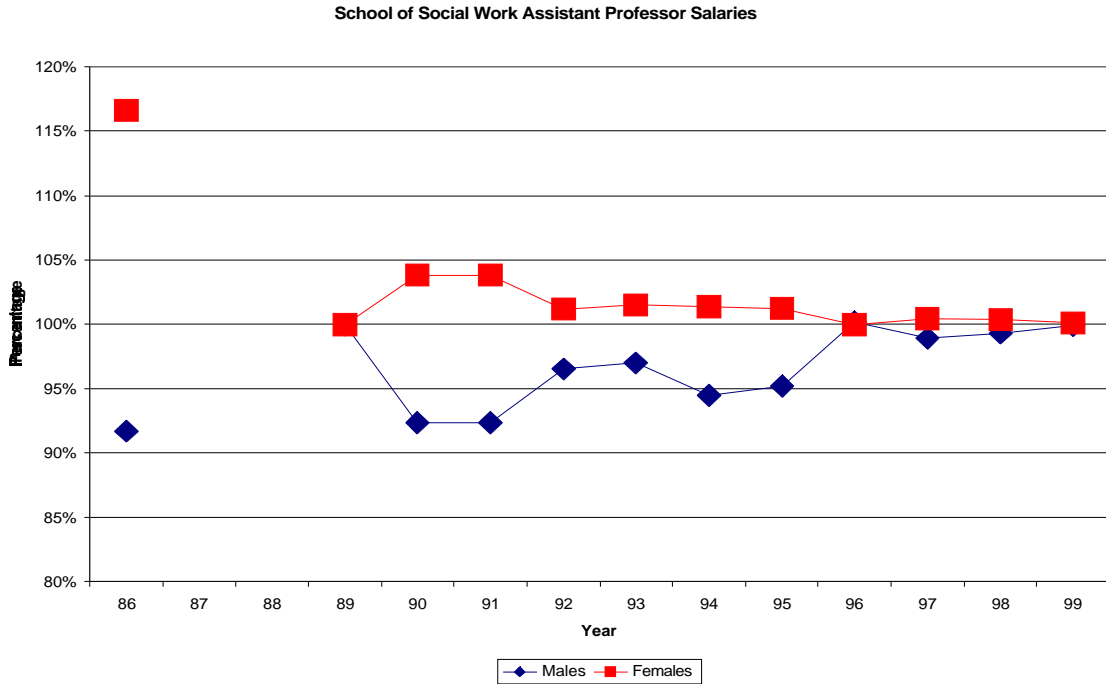


Figure (1.5b) Percent of department average salary for male and female School of Social Work Assistant Professors (BLUE = Males, RED = Females).

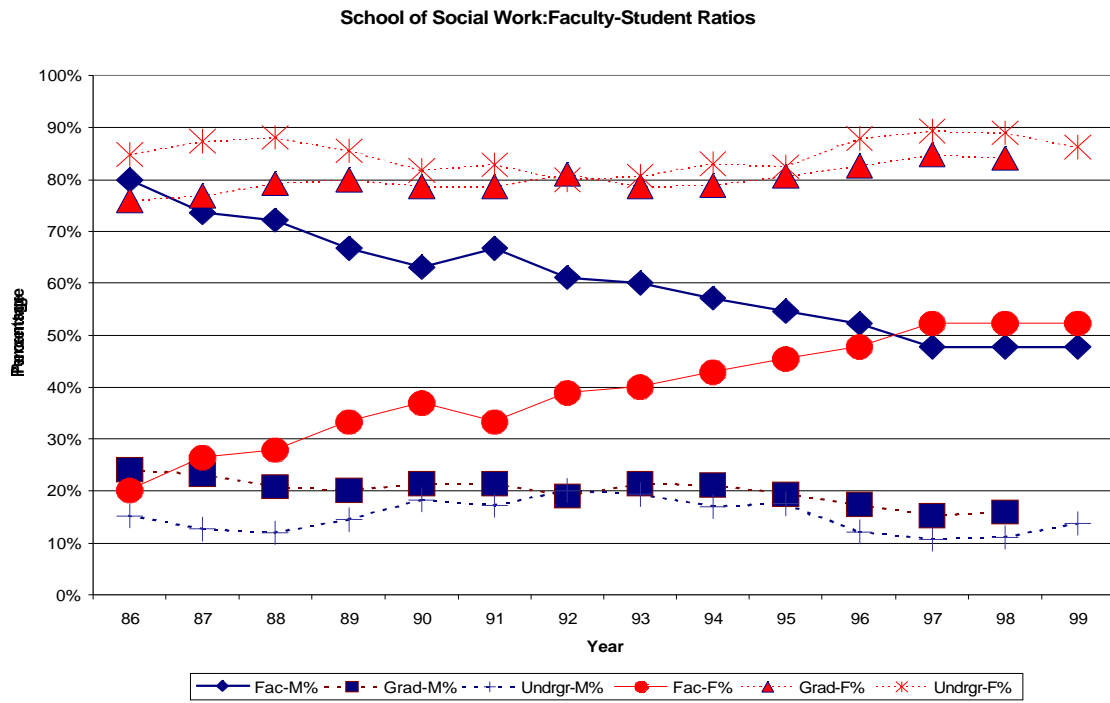


Figure (1.6) The percentage of male and female faculty, graduate students, and undergraduate students in the School of Social Work.

Appendix A: Data for the School of Social Work

Figures (1.1a & b):

Chair Numbers

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

Chair Salaries

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

Figures (1.2a&b):

Professorship Numbers

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

Professorship Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
87	100%	
88	100%	
89	100%	
90	100%	99%
91	99%	103%
92	99%	104%
93	100%	99%
94	100%	101%
95	100%	102%
96	100%	102%
97	99%	103%
98	97%	107%
99	96%	109%

Figures (1.3a&b):

Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	8	0
87	5	0
88	5	0
89	5	1
90	5	1
91	5	1
92	5	1
93	4	1
94	4	1
95	4	1
96	4	1
97	3	1
98	3	0
99	3	2

Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	100%	
87	100%	
88	100%	
89	100%	98%
90	100%	99%
91	100%	99%
92	100%	101%
93	99%	102%
94	99%	102%
95	99%	104%
96	99%	106%
97	96%	113%
98	100%	
99	106%	90%

Figures (1.4a&b):

Associate Professor Numbers

<u>Year</u>	<u>Males</u>	<u>Females</u>
86	3	3
87	4	5
88	4	5
89	2	4
90	2	3
91	2	2
92	1	2
93	2	2
94	2	3
95	2	4
96	2	5
97	2	5
98	2	6
99	2	5

Associate Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	92%	108%
87	94%	105%
88	93%	105%
89	92%	104%
90	97%	102%
91	95%	105%
92	99%	100%
93	98%	102%
94	94%	104%
95	94%	103%
96	95%	102%
97	98%	101%
98	100%	100%
99	99%	101%

Figures (1.5a&b):

Assistant Professor Numbers

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

Assistant Professor Salaries

<u>Year</u>	<u>Male</u>	<u>Female</u>
86	92%	117%
87		
88		
89	100%	100%
90	92%	104%
91	92%	104%
92	97%	101%
93	97%	102%
94	94%	101%
95	95%	101%
96	100%	100%
97	99%	100%
98	99%	100%
99	100%	100%

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	80%	20%	24%	76%	15%	85%
87	74%	26%	23%	77%	13%	87%
88	72%	28%	21%	79%	12%	88%
89	67%	33%	20%	80%	14%	86%
90	63%	37%	21%	79%	18%	82%
91	67%	33%	21%	79%	17%	83%
92	61%	39%	19%	81%	20%	80%
93	60%	40%	21%	79%	19%	81%
94	57%	43%	21%	79%	17%	83%
95	55%	45%	19%	81%	18%	82%
96	52%	48%	17%	83%	12%	88%
97	48%	52%	15%	85%	11%	89%
98	48%	52%	16%	84%	11%	89%
99	48%	52%	15%	85%	14%	86%

Note: No data was available on the number of male and female graduate students in the School of Social Work in 1999.