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## Women Faculty at the University of Kentucky: Trends and Progress FY 1994-2010

Analysis and Response

October 1, 2010

In May 2010, Dr. Carol E. Jordan, assistant provost, issued a report called "Women Faculty at the University of Kentucky: Trends and Progress FY 1994-2010."

In July 2010, Provost Kumble R. Subbaswamy issued a call for college responses to the Jordan report, asking for deans to formulate their own impressions of the data and prepare a response and recommendation.

The College of Agriculture response follows.

A handwritten signature in black ink that reads "M. Scott Smith".

Scott Smith, Dean

## Summary of College Response

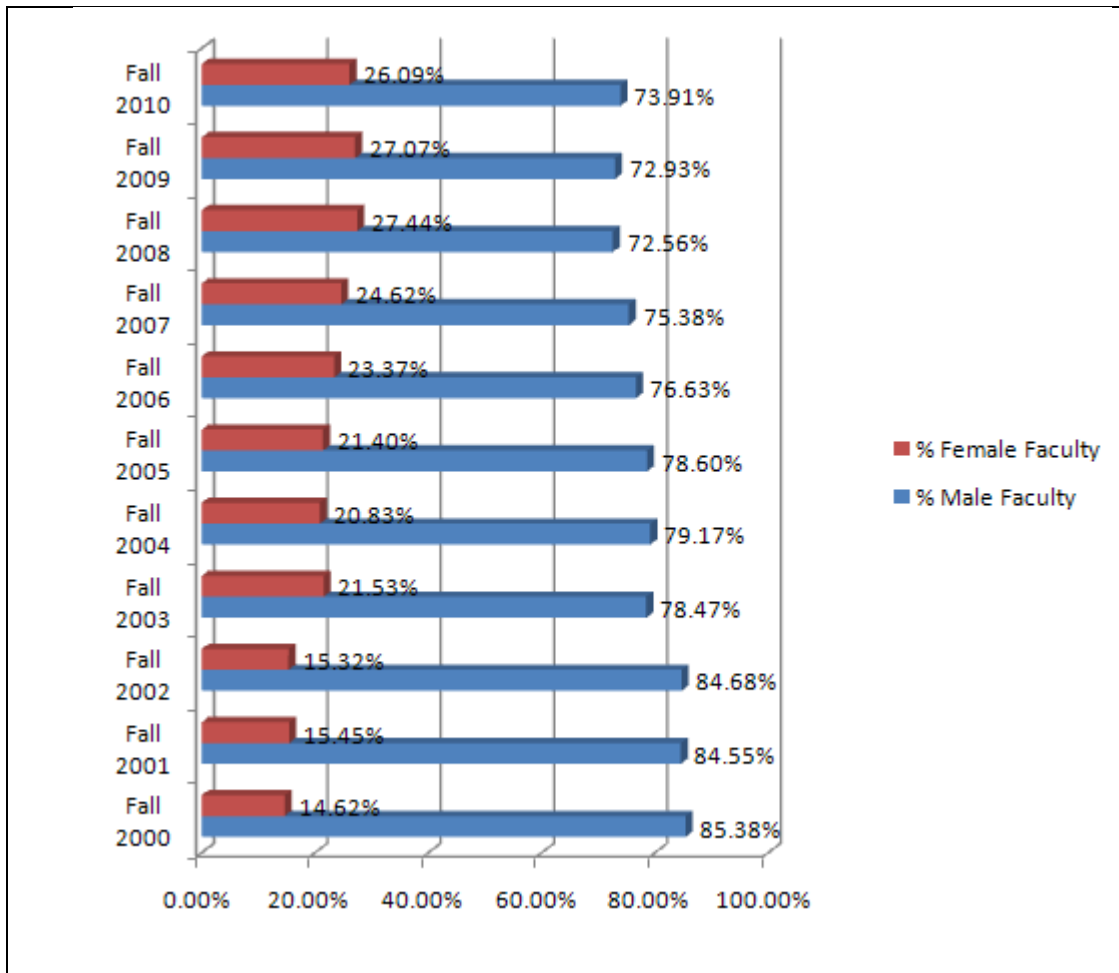
### Observations:

1. The report accurately reflects the legacy of a college and a disciplinary history in which males not only predominated, but in some areas and specialties held an exclusive role on the faculty.
2. Over the last 2 to 3 decades, women have begun to secure much greater representation in most, but still not all, agricultural fields. In our own college, women now comprise well over half of the student population.
3. During the last decade the college has greatly expanded the range and scope of its work beyond production agriculture, and we have merged with the former College of Human Environmental Sciences. This has significantly increased the diversity of those attracted to our programs.
4. In 2003 the college conducted an intensive diversity review and plan. One outcome was establishing high expectations for search committees and chairs to aggressively build diverse pools of faculty candidates.
5. Due to these and other factors, tenure and tenure-track women faculty have increased from 34 to 58 during the reporting period, and percentages have increased from 29 to 43 percent at the Assistant rank and 16 to 30 at the Associate rank. This occurred during an era of no net faculty growth.
6. The higher rate of attrition of women at the Assistant Professor rank was considered one of the more negative factors in the report. We will further review this information and evaluate appropriate responses.
7. The number of faculty Lecturers employed in the college has increased and is likely to continue to do so. Significant inequities in compensation have developed within this rank that adversely impacts some female Lecturers.
8. As illustrated in the graph on the following page, the 2000-2010 trend indicates steady increases in the number of women faculty in the College of Agriculture.

### Plans:

1. We will reinforce expectations for diversity considerations in faculty searches.
2. We will continue to closely monitor progress in hiring of women faculty in all units, and reinforce expectations in those units where women remain grossly underrepresented.
3. We will expand our analysis of attrition of Assistant Professors and work with chairs and other faculty leaders to develop a response to this challenge.
4. We will submit a request to the Provost to address the most significant salary inequities in the Lecturer ranks.

Trend of Percentage of All COA Women Faculty: 2000-2010



## Review of the Report and Data Provided

In many areas, the overall draft report is an optimistic one in that:

- the US Department of Education figures show the proportion of women faculty in the associate professor rank at UK is only 2.1% less than the national average (page 5);
- a comparison of women faculty at UK to the 19 CPE benchmark institutions ranks women 9<sup>th</sup> in regards to the percentage of women faculty (page 5);
- “. . . in terms of race and ethnicity, women instructional faculty at UK fall below the 2007 national averages by just over three percentage points.” (page 5);
- overall since 2000, UK’s women tenured and tenure-track faculty have increased by 73 while males have decreased by 55. The most significant change for women has occurred in the full professor rank, with an increase of 56 women, while the most significant change for men has been in the associate rank, with a decrease of 74 (page 7).

While clearly the report was carefully constructed and provides an important analysis of the state of UK’s women faculty, the draft report contains some items that might be in need of some minor additional attention:

1. Page 11 “Time-in-Rank Analysis” at the bottom of the page, second bullet, cites a 2002-2004 cohort. Should this be 2003-2004 or 2002-2003?
2. Page 13, Table 8. If the mean salary of women faculty in the nonhealth colleges is \$65,465 and the mean salary of men is \$68,221, how can “the mean salary for women (be) higher than that for men”? What is the meaning of adjusting salary gaps based on college and race? What is the study period? Define the “health” and “non-health” colleges.
3. Page 14, Figures 9 and 10 are labeled “average salaries by gender” but the key indicates rank, not gender.
4. Page 15, first bullet states “see table 6 below” and “see table 8 below” but Table 9 is below.
5. Page 18, Snapshots of Individual Colleges is labeled “mean percentage.” Mean percentage of what?
6. Page 18, third bullet. COA is below the mean for women in these ranks?
7. Page 18, fifth bullet “Early in the decade (2003-3005)”. Should read 2003-2004?

Most likely out of the control of the report’s team, the draft document contains cohort data that are dated. For example, on page 12 the cohorts used to compare female/male time-to-promotion to full professor go through 2003-2004. What trends might have surfaced if data from 2005-2010 were available? Another example is that on page 18, as noted by the report’s team, data from a 2004 NSOPF are used.

Review of and Reactions to the College of Agriculture Summary--Page 18 of the Report (responses in bold follow each bullet point)

- The College is among the top four largest colleges, but within the bottom four with respect to the percentage of women among all ranks of the faculty (27%) (including tenured/tenure-eligible/non tenure-eligible faculty). This places the College below the university mean (33.9%).

**The College continues to battle against the tradition of being composed of a predominantly male faculty body. Because careers typically last three decades or more, change is a slow process. *New hires* since 1999 show 34% women and 66% men, which places women at the university mean of 33.9%. *New hires* since 2005 have been 39% women, placing the College above the university mean.**

- *Discipline Comparison:* Compared to national data on disciplines by gender (NSOPF, 2004, 36.1%), the College is significantly under the national mean for Agriculture (27%).

**Without having more information about these data, assessment is difficult.**

- *Tenure Comparison:* The College is below the UK mean for full and associate professors, but 2.2% above the university mean at the assistant professor level (43%).

**That the College is 2.2% above the university mean at the assistant professor level is another indicator of change based on new hires.**

- *Endowed Faculty Comparison:* The College has ten endowed faculty, one of which is a woman (10%). This places the College under the UK mean of 22.8%.

**Compared to some of the other colleges (A&S 25, Gatton 26, Engineering 27, Law 18, Medicine 91), with 10 the College has a relatively low number of endowed positions. Most of these positions are associated with the older—and very specific—endowments and are career positions, so several endowed professor positions have been held by the same faculty members for multiple decades. As male faculty members retire, more female faculty members will have the opportunity to be appointed to these positions.**

- *Decade Trend:* The College's percentage of tenured/tenure eligible women faculty has steadily risen over the decade, increasing from 13.7% in 2001 to the current level of 22.9% tenured/tenure eligible faculty. The highest percentage was reached in 2009 with 24.9%. Early in the decade (2003 – 3005) [*sic*], that rise resulted from substantial increases in special title series faculty (note that HES also joined the College at that time).

**The attribution of the rise in tenure and tenure track women faculty in the College to substantial increases in the special title series is somewhat misleading. Two women were hired in the 1980s, prior to data in this report. Two women were hired in the 1990s, and three in the past decade. However, of the 15 special title series faculty in the College, 8 are men as compared to 7 women.**

Additional Observations

Attrition of Assistant Professors

Attrition from 2000-2010 shows a total of 21 faculty members (11 women and 10 men) at the full, associate, and assistant levels, resigned from their positions in the College. The breakdown between rank and gender follows:

	Full	Assoc.	Asst.	Total
Female	2	3	6	11
Male	4	3	3	10
Total	6	6	9	21

More men than women left at the full professor rank and attrition has been the same at the associate level. The numbers at the assistant professor level merit further examination. Why has the College lost six women (as opposed to three men) at the assistant professor level in the past decade?

Male

- A: Left for another non-university position, attempted to retain
- B: Left for another university position, attempted to retain
- C: Failed to receive tenure

Female

- A: Left for another university position, attempted to retain
- B: Left for another university position, no effort to retain
- C: Left for another university, did not allow an effort to retain
- D: Left for another university, not likely to receive tenure
- E: Left for other employment, not making progress to tenure
- F: Left for industry employment, did not receive tenure

UK Data

The overall UK attrition rate of female assistant professors is higher than the male rate: “44% of a female cohort and 38% of a male cohort left before their 6<sup>th</sup> year at UK” (page 13). Is UK attrition an issue that needs to be addressed? Why do the female assistant professors leave at a higher rate? Does this point to the need for more comprehensive mentoring or confidential exit interviews and other interventions at the assistant professor level, for both women and men? If women in the full professor rank are leaving UK at higher rates than men (page 12), what actions would keep them at UK? What percentage of the fighting fund is used for women?

*New hires* (as noted earlier) show that the College is at and above the university mean for women hires. The number of women supported by endowed positions will increase over time as male faculty in those positions retire.

### Mean Salaries

Without adjusting for time in positions, overall salaries for male faculty in the College average nearly \$20,000 more than female faculty. With the greatest disparity occurring at the full professor rank, this is another indicator of a college with a strong history of a predominance of male faculty. But at the associate professor level, the picture changes dramatically, with salaries at the same level for women and men. At the assistant professor rank, the picture changes even more, with women faculty averaging more than the men.

Work needs to be done at the lecturer level, however, which shows a gender difference in salaries of over \$4,000 per year. While we would like to correct some of the disparities at the lecturer level, recent years of no raises and flat or decreasing budgets have not allowed us to do so.

	Women	Men	Difference	% Difference
Overall	\$ 78,271.17	\$ 98,231.87	\$ 19,960.70	26%
Full	\$ 100,029.84	\$ 112,853.70	\$ 12,823.86	13%
Assoc.	\$ 80,750.67	\$ 80,461.21	\$ 289.46	0%
Asst.	\$ 73,793.68	\$ 72,306.18	\$ 1,487.50	2%
Lecturer*	\$ 44,683.30	\$ 48,950.42	\$ 4,267.12	10%

\*adjusted for nine-month salaries

### Women in the Kentucky Cooperative Extension Service

While Cooperative Extension Service employees in the College of Agriculture are not faculty members, their role as educators in the Commonwealth bears mention. Cooperative Extension agents are highly educated and trained staff members and an integral part of teaching and learning conducted by the College. In some states they are provided with faculty status.

When examining the total number of Cooperative Extension agents, women have historically outnumbered men. Currently 63% of the 400 Extension agents are women. Female dominated areas include Family & Consumer Sciences, 4-H Youth Development, and Fine Arts, with 85% of female agents in these areas. In the traditionally male dominated roles of agriculture and horticulture agents, 20% of the agents are women. As little as two decades ago, no women served in these positions.

Additionally, the administration of the Cooperative Extension Service is comprised of seven District Directors, three Regional Program Coordinators, four state-level Assistant Directors (one is vacant) and one Director. Six of these fourteen positions are filled with females, or 43% of the total.