UNIVERSITY OF THE PACIFIC

Report on the Representation of Women on the Faculty
Fall 2011

Academic Consulting Services
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University of the Pacific
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Executive Summary

In the fall of 2011, the Provost of the University of the Pacific requested an inquiry into the representation of women on the faculty. This report contains a summary of demographic data reflecting four indicators of the representation of women on the faculty: (1) headcount, (2) tenure status, (3) hiring and (4) advancement and retention. The report also includes various approaches to evaluating faculty demographic data such as changes over time, comparisons with data from peer institutions and comparisons with estimates of “availability” data in accordance with federal affirmative action guidelines.

Overall, the data show that women are well represented in the ranks of tenure-track faculty and in recent faculty hiring. The representation of women among the full time instructional faculty overall has grown over the past decade from 32% in 2001 to 41% in 2010. Women are at parity with men among tenure-track and not-eligible-for-tenure groups of faculty, but are less represented among tenured faculty. The disparity among tenured faculty reflects hiring made 30-40 years ago when there were fewer women in academia. There are six times as many men as women among tenured faculty in the 65+ age category. Women are close to 50% of the new faculty hires over the past ten years.

The representation of women among the total faculty and new faculty hires at Pacific is equivalent to or better than that of peer institutions. The representation of women in each field (aggregated by school or division) is very close to what would be expected based on the demographic profile of doctoral degree recipients in all fields. The rates at which tenure-track faculty are retained and granted tenure six years from the date of hire is slightly less for women (58%) than men (65%). However, the numbers are small and the discrepancy is not statistically significant. In individual schools and divisions, the representation of women on the faculties generally reflects the representation of women in the field. In fields such as Humanities, Social Sciences, Education, Pharmacy and Health Sciences, women are at or above parity at Pacific. In other fields such as Engineering, Dentistry and Business where women are below parity, recent hiring reflects a trend towards increasing the representation of women in those fields at Pacific.

This is strong evidence that the continuation of current practices will result in a gradual increase in the representation of women on the faculty over time as long-term faculty retire and are replaced by newer cohorts. However, there are several areas where additional attention to hiring and retention practices will strengthen the quality of the faculty overall and also support continued progress towards the equitable representation of women on the faculty.

Possible areas for future work include: (1) Hiring - continued efforts to recruit a broad pool of qualified candidates and select scholars with clear potential for success in faculty appointments at Pacific, (2) Mentoring – continued support for a strong culture of mentoring and professional development to ensure that each faculty member has the resources necessary for optimal academic achievement, (3) Reviews – continued support for equity and excellence on the faculty through clear and consistent procedures for first and third year reviews, and (4) Academic Climate – responsive leadership towards an equitable and productive academic workplace for all faculty.
Introduction

This report is the product of an inquiry initiated in the fall of 2011 by the Provost of the University of the Pacific regarding the representation of women on the full time instructional faculty. This report contains a summary of demographic data available for the University as a whole and for each school or division. The data reflect four major indicators of the representation of women among the faculty: (1) headcount, (2) tenure status, (3) hiring and (4) advancement and retention.

This report also reflects various approaches to evaluating faculty demographic data such as changes over time, comparisons with data from peer institutions and comparisons with estimates of “availability” data in accordance with federal affirmative action guidelines.

Specifically, the report includes:

For the University as a whole and for each school and division:

1. Headcount of full time instructional faculty by gender and by year since 2001;
2. Hiring of tenure-track faculty by gender and by year since 2001;
3. The distribution of full time instructional faculty by gender into tenure, tenure-track, and not-eligible-for-tenure appointments.

For the University as a whole:

1. A comparison of the representation of women on tenured and tenure-track faculty at Pacific with that of three groups of peer institutions;
2. A comparison of the representation of women hired in the past ten years at Pacific with that of three groups of peer institutions;
3. A comparison of the representation of tenure-track women by school and division with that which would be expected based on national Ph.D. production data (availability);
4. A comparison of the representation of women hired in the past ten years by school and division with that which would be expected based on national Ph.D. production data;
5. The current age distribution of men and women among tenured and tenure-track faculty;

The final section of the report provides a brief summary of the findings and recommendations for future action.
I. Total Full Time Instructional Faculty

**Headcount** - According to data maintained by the Office of Institutional Research, 176 of the 432 total full time instructional faculty in 2010 were women. Over the past decade, the number of women on the faculty has increased each year along with an overall increase in the size of the faculty. The percent of women on the faculty has increased from 32% in 2001 to 41% in 2010.

**Tenure Status** - The distribution of women among full time instructional faculty varies according to tenure status. The representation of women in tenure-track and not-eligible-for-tenure groups of faculty is close to parity with that of men. There are twice as many men as women tenured.
**Comparison to Peers** - In light of the fact that gender equity among faculty is widespread in higher education, comparing demographic data to peer institutions provides a useful benchmark for evaluation. The representation of women among tenured and tenure-track faculty at Pacific is equivalent to standard peers, higher than aspirant peers, and less than CSU.

It is also useful to compare the representation of women among tenure-track faculty only, as these faculty represent the future of the University. The representation of women among tenure-track faculty only at Pacific is close to standard peers and higher than aspirant peers.
Hiring – The number of full time tenure-track instructional faculty hired and the proportion of women hired each year varies. The rate of hiring women into faculty has been consistently at parity with that of men for each of the past five year increments and in total for the past ten years.
Although most faculty are hired into tenure-track, there were 28 additional faculty appointments with tenure reflecting non-tenure track appointments that converted to tenure. When these appointments are added to tenure-track hiring (total n=202), the percent of women hired in the past decade does not change for the total faculty (49%), but does change for individual schools such as Law and Dentistry.

**Comparison of Hiring to Peers** - The percentage of women hired into tenure-track faculty appointments since 2005 is slightly higher than that at standard peers, aspirant peers and CSU.
Comparison to Estimates of Availability – One method for evaluating the representation of women among faculty is to compare recent hiring and tenure-track faculty headcounts to recent Ph.D. recipients, or the “availability” pool.\textsuperscript{4} Because the numbers are small, the value of this type of comparison is limited for an institution the size of Pacific. However, the charts below reflect that the representation of women hired and in the tenure-track faculty in each field (aggregated by school or division) is very close to what would be expected based on the demographic profile of doctoral degree recipients in all fields.
**Advancement and Retention** – The rates of advancement to tenure are another factor in the representation of women among the faculty. Overall, the rate of positive tenure decisions at Pacific is high, close to 90%. In the past 13 years, there were 176 tenure cases, (98 men and 78 women). Of these cases, 10 women (13%) and 10 men (10%) were denied tenure. Actual tenure decisions may not provide an accurate measure of faculty advancement, however, because faculty may choose to leave in anticipation of a negative tenure decision.

A more accurate representation of faculty advancement is the relative rates of retention for men and women in the years subsequent to the date of hire. The chart below reflects the percent of men and women faculty from each cohort of faculty hires from 2001 through 2004 who were retained and awarded tenure six years later. At Pacific, there were a total of 81 tenure-track faculty hired from 2001-2004 (40 men and 41 women). Although the numbers of men and women hired during this period were roughly equal, men were slightly more likely than women (65% vs. 59%) to be retained with tenure six years later. Because the numbers are small, the discrepancy is not statistically significant. The discrepancy also may be influenced by a variety of factors that may or may not be related to poor prospects for tenure at Pacific. While some faculty may leave because of an anticipated negative evaluation, faculty also leave because they perceive better academic opportunities elsewhere, or because of family, health or other personal reasons unrelated to their experience at Pacific.

![Graph showing retention rates for annual cohorts of tenure-track faculty hires from 2001 to 2004.](image)

Concern about the retention of women faculty is an issue throughout higher education and beyond. There are studies showing that women lag behind men in advancement through academic careers and also in other professions such as law and medicine. (Mary Ann Mason) Some studies suggest that factors such as family formation and dual academic career partnerships also may influence career choices and rates of advancement for women in academia. Ongoing review of individual cases is important for understanding factors influencing the advancement and retention of women and men faculty at Pacific.
Gender and Age Distributions - The age distribution of men and women in faculty appointments provides additional insight into the representation of women on the faculty overall and the potential for progress towards parity.

The age distribution of men and women in tenure-track faculty appointments is similar for men and women. However, there are more than six times as many men than women among tenured faculty in the 65+ age category. The age distribution reflects hiring done 30-40 years ago when there were fewer women in academia. Thus, the representation of women among the total faculty will change slowly as predominantly male senior faculty retire and new faculty are hired from more gender balanced groups of new doctoral recipients.
II. The Colleges, Schools and Divisions

College of the Pacific – Humanities

The number and percentage of women in Humanities has increased in the past decade while the overall size of the Humanities faculty has been fairly stable. Women outnumber men among both tenure and tenure-track faculty in Humanities. Women were 61% of hires over last ten years in Humanities, including one appointment to tenure from a non-tenure track position.
College of the Pacific – Natural Sciences

The numbers and percentage of women faculty in Natural Sciences has increased slightly over the past decade. Women are well below parity among faculty who are tenured and faculty on the tenure track in Natural Sciences. The percent of women hired into Natural Sciences faculty averaged 33% over the past ten years and were 40% of hires in the past four years.
College of the Pacific – Social Sciences

The number and proportion of women faculty increased in the last decade in the Social Sciences. Women are below parity among tenured faculty but above parity among tenure-track faculty. Women were more than 60% of the 16 faculty hires over the last decade.
School of Engineering and Computer Science

The numbers of women faculty in Engineering have doubled in the past decade and the percentage of women on the faculty increased from 10% in 2002 to a high of 30% in 2009. Although women are underrepresented overall in Engineering, women are almost at parity among tenure-track faculty. Women were 50% of the eight tenure-track hires in the past four years.
School of Pharmacy and Health Sciences

The numbers and percent of women faculty in PHS have increased in the past decade. Women are at parity among the total faculty in PHS, but are below parity among tenured faculty and above parity among tenure-track. Women were 63% of the 38 tenure-track hires and appointment to tenure PHS since 2001. Hiring overall has decreased over the past ten years.
Conservatory of Music

The number of women in Music has increased in the past decade while the overall size of the faculty has been fairly stable. The percentage of women increased from 25% to over 40%. Women were 50% of the ten hires over last ten years in Music.
School of Education

The number faculty, men and women in Education have been relatively stable in the past decade. The percent of women on the Education faculty decreased from 60% to 50% in the past decade. Women are at parity among the total faculty in Education, but are below parity among tenured and tenure-track faculty. There is a relatively large number of not-eligible-for-tenure faculty. Seven of the 11 hires in the past ten years were women.
School of Business

The number and percent of women on the Business faculty increased in the past five years. Women are well below parity among the total faculty in Business but close to parity among tenure-track faculty. There have been six hires in the school of Business in the past decade, four were women.
School of Law

The number women on the total Law faculty doubled from 11 to 22 in the past decade, but there are only 11 women in tenure and tenure-track faculty as of 2010. The percent of women on the total Law faculty increased slightly in the past decade, but remains around 30%. Women are well below parity in tenured appointments but outnumber men ten-to-one in non-tenure track appointments. No women were hired in the past five years out of a total of six hires.
School of Dentistry

The number of women in all full time instructional faculty in Dentistry has increased in the past decade along with an increase in the size of the total faculty. Women were close to 30% of all faculty in 2010, up from approximately 18% in 2001.
The number of women among tenure and tenure-track only faculty in Dentistry increased from three in 2003 to 11 in 2005, but has not increased since then. The overall size of the tenure and tenure-track faculty in dentistry has fluctuated. Women are 24% of tenure and tenure-track faculty currently, up from 12% in 2001.

There is a large number of faculty not-eligible-for-tenure in Dentistry. Women are better represented in this group (50%) than among tenure and tenure-track faculty. Only one woman was hired out of ten hires in Dentistry since 2001. However, ten faculty were awarded tenure from non-tenure track appointments. Women were nine of 21 total new tenured faculty since 2001.
School of International Studies

The number women on the SIS faculty increased in the past ten years along with an increase in the total number of faculty. The percent of women on the SIS faculty has been close to parity for the past ten years and was at 50% in 2010. Women were 45% of hires since 2001.
Library

Women are well over two-thirds of the faculty in Library. The total faculty in Library is small. The percent of women in Library is high and has remained relatively stable over the past ten years. Women were five of seven faculty hires in Library in the past ten years. Only two faculty have been hired in Library in the past seven years.
III. Summary and Recommendations

A report on faculty demographics is an important starting point for evaluating the representation of women on the faculty. Overall, the data show that women are well represented in the ranks of tenure-track faculty and in recent faculty hiring. This is strong evidence that the continuation of current practices will result in a gradual increase in the representation of women on the faculty over time as long-term faculty retire and are replaced by newer cohorts.

However, there are several areas where additional attention to hiring and retention practices will strengthen the quality of the faculty overall and also support continued progress towards the equitable representation of women on the faculty. Possible areas for future work include:

1. Hiring – The decision to hire a tenure track faculty member is a significant investment into the academic quality of the University. Every effort should be made in faculty hiring to recruit a broad pool of qualified candidates and select scholars with clear potential for success in faculty appointments at Pacific.

2. Mentoring and Professional Development – It is good practice to support a strong culture of mentoring and professional development to ensure that each tenure-track faculty member has the resources necessary for optimal academic achievement. Faculty mentoring should include clear communication of expectations for promotion and tenure. Mentoring should include the exploration of resources available to faculty within and outside of the University to support teaching excellence, research productivity, university service and work-life balance.

3. Faculty Reviews – Clear and consistent procedures for first and third year reviews will support equity and excellence on the faculty. Sound review procedures should include a thorough assessment of faculty progress and frank feedback regarding areas that need improvement. Centralized administrative review may be helpful to support consistency among schools and divisions with regard to expectations and standards for advancement.

4. Academic Climate – Attention to general climate issues supports the University’s interest in providing an equitable and productive academic workplace for faculty. Responsive and committed leadership around climate concerns will contribute to academic excellence.

Endnotes

1 The list of 15 Standard Peers includes Catholic University of America, Chapman University, Creighton University, Drake University, Duquesne University, Hofstra University, Loyola Marymount University, Marquette University, Mercer University, Seattle University, Seton Hall University, St. John's University-New York, University of Denver, University of San Diego, University of San Francisco.

2 The list of 15 Aspirant Peers includes American University, Boston College, Drexel University, Fordham University, Northeastern University, Pepperdine University, Saint Louis University-Main Campus, Santa Clara University, Southern Methodist University, Syracuse University, Texas Christian University, University of Dayton, University of Tulsa, Villanova University, Wake Forest University.

3 There are 23 universities in the California State University System http://www.calstate.edu/.

4 This is the methodology used by federal affirmative action regulations to assess equity in the workforce.
Tenure Rates for New Faculty, 2001-2004 Cohorts

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**CHI SQUARE TEST OF SIGNIFICANCE**

Chi Square value: 0.358
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