

Some Comments on the Hiring of Women Faculty

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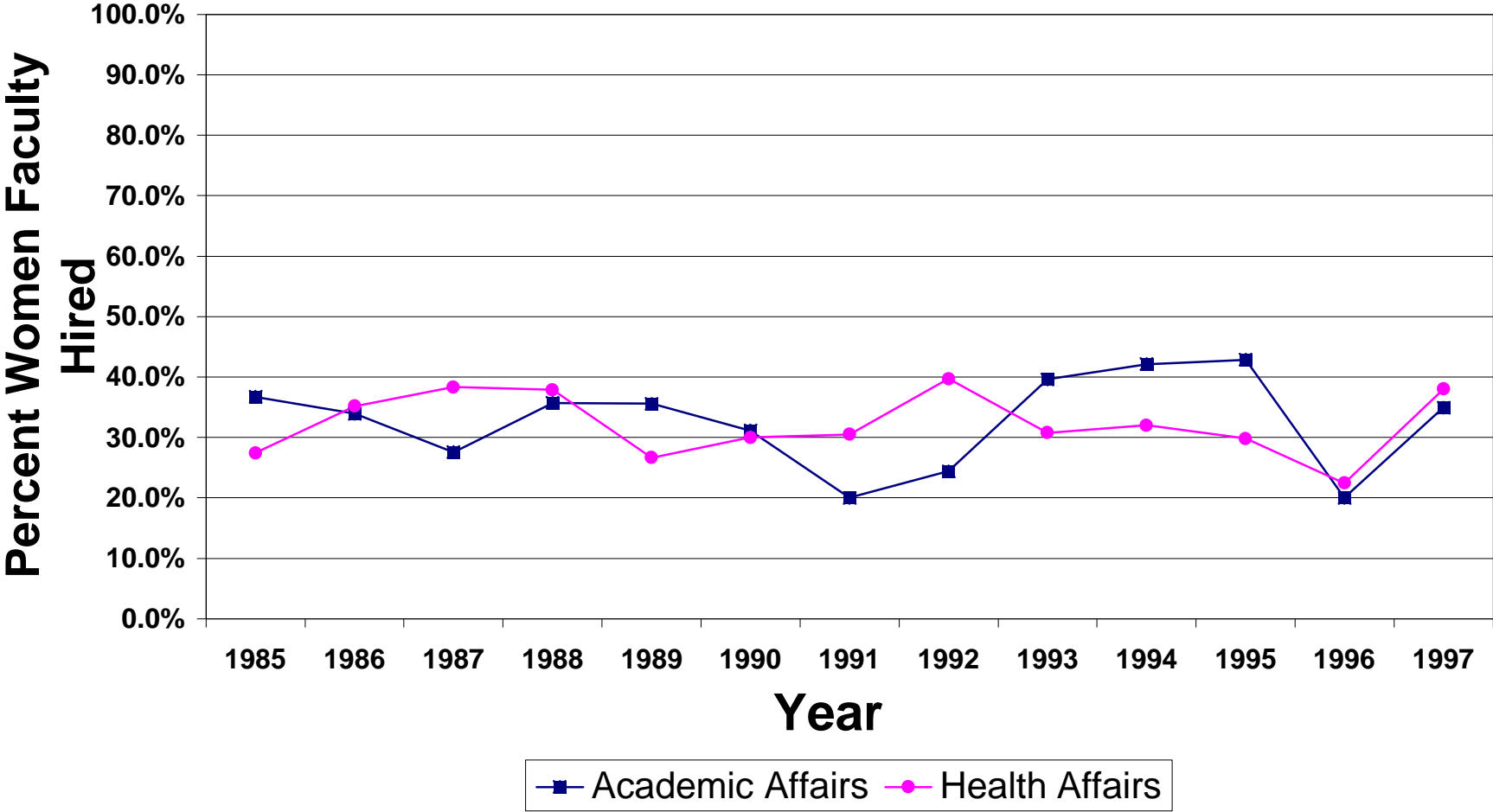
Committee on the Status of Women

- In the decade between 1985 and 1995 women earned doctorates at a more rapid rate than did men.
 - Women earned 1.5 times as many doctorates in 1995 than in 1985; men earn 1.2 times as many doctorates over the same period.
- Over the past 12 years (1986-1997) the percentage of women faculty hired for both Academic Affairs and Health Affairs has maintained a relatively steady state (between 30% and 40%).
- Where should our optimal level be? And, how should we determine that level?

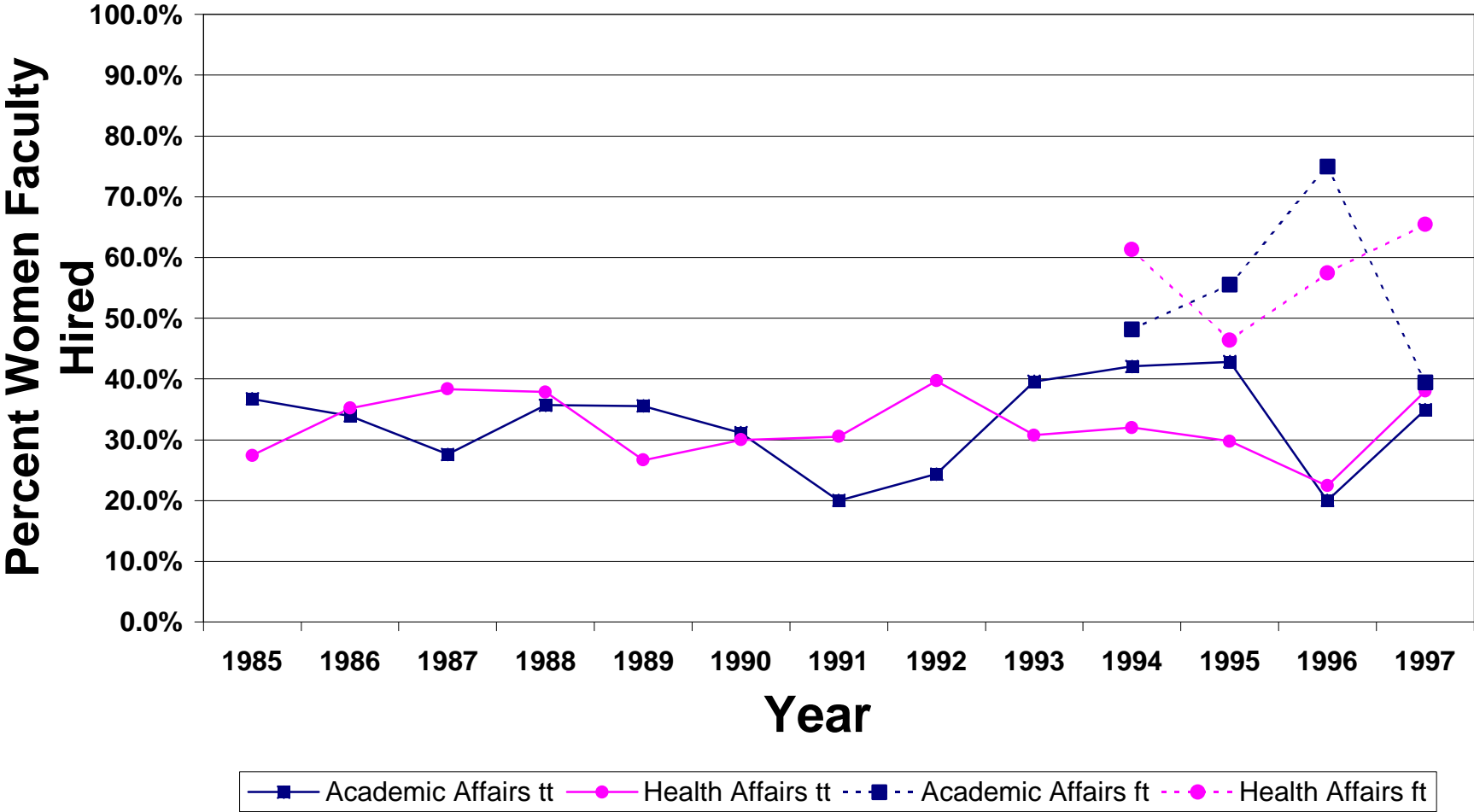
Patterns of Hiring Women Over the Past Five Years...

- Percentages for hiring women are considerably higher for fixed-term faculty than for tenure/tenure-track faculty.
- By rank, percentages are highest for women at the lowest ranks (instructor, assistant professor) but decline for associate professor and professor ranks; this pattern is particularly seen in Health Affairs at the associate level.
- Within Division, percentages for hiring across academic units are not uniform; overall percentages are pulled down by one or two units.
- The data management system for faculty hiring data (and related data) is outdated and needs to be brought to state-of-the-art levels.

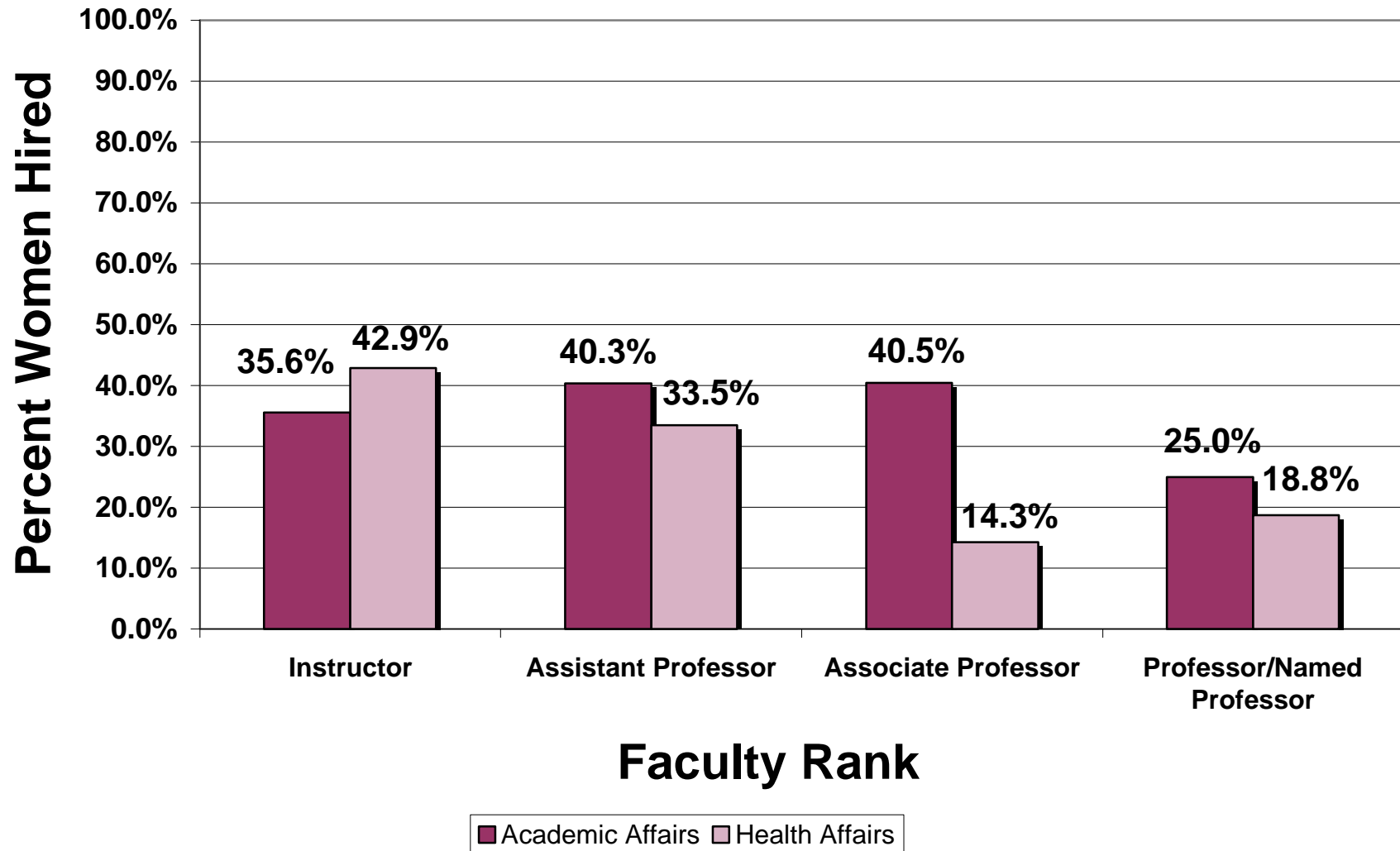
Faculty Hiring Over The Last 12 Years (Tenure/Tenure-Track)



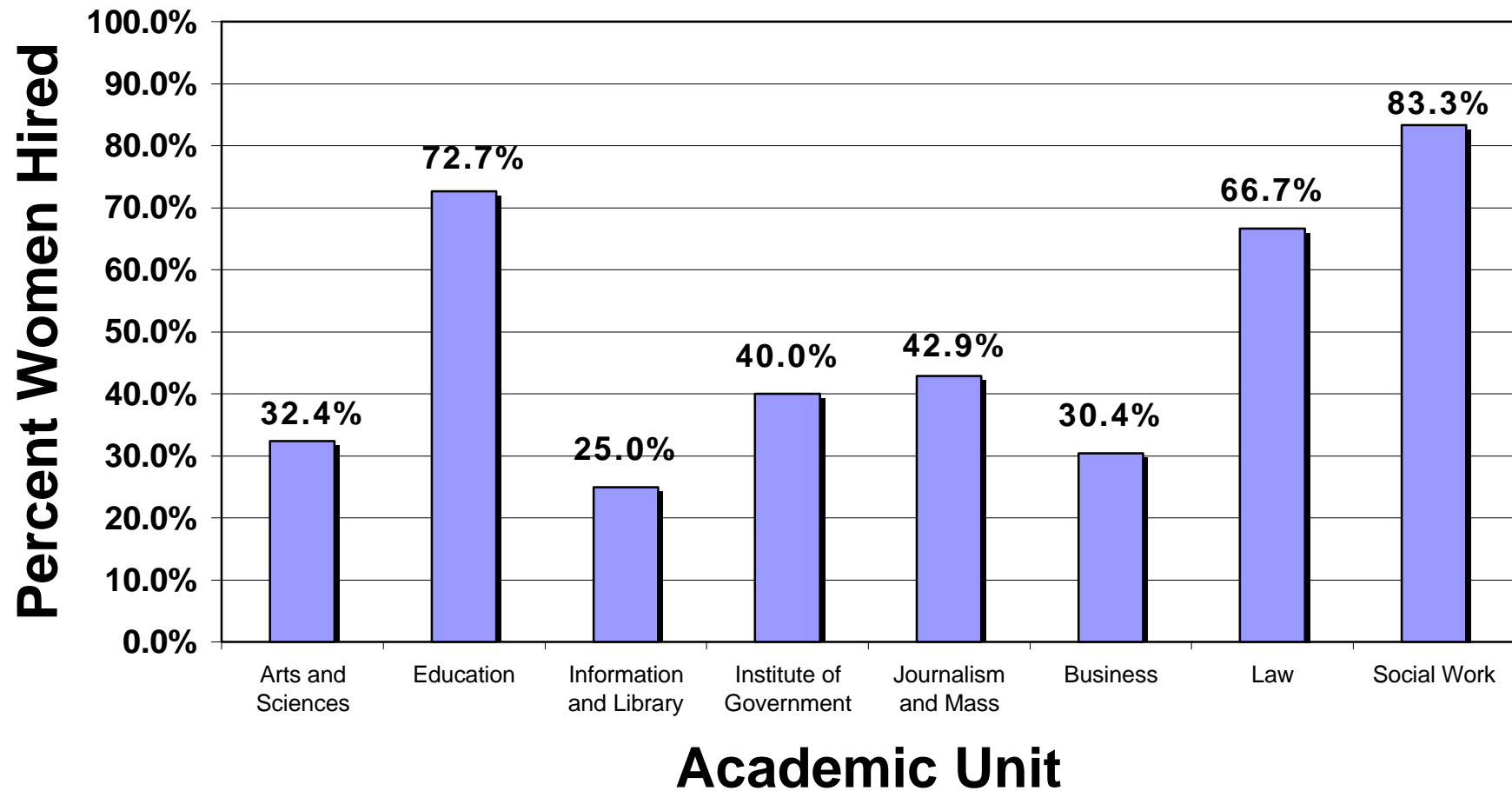
Faculty Hiring Over The Last 12 Years (Tenure/Tenure-Track and Fixed-Term)



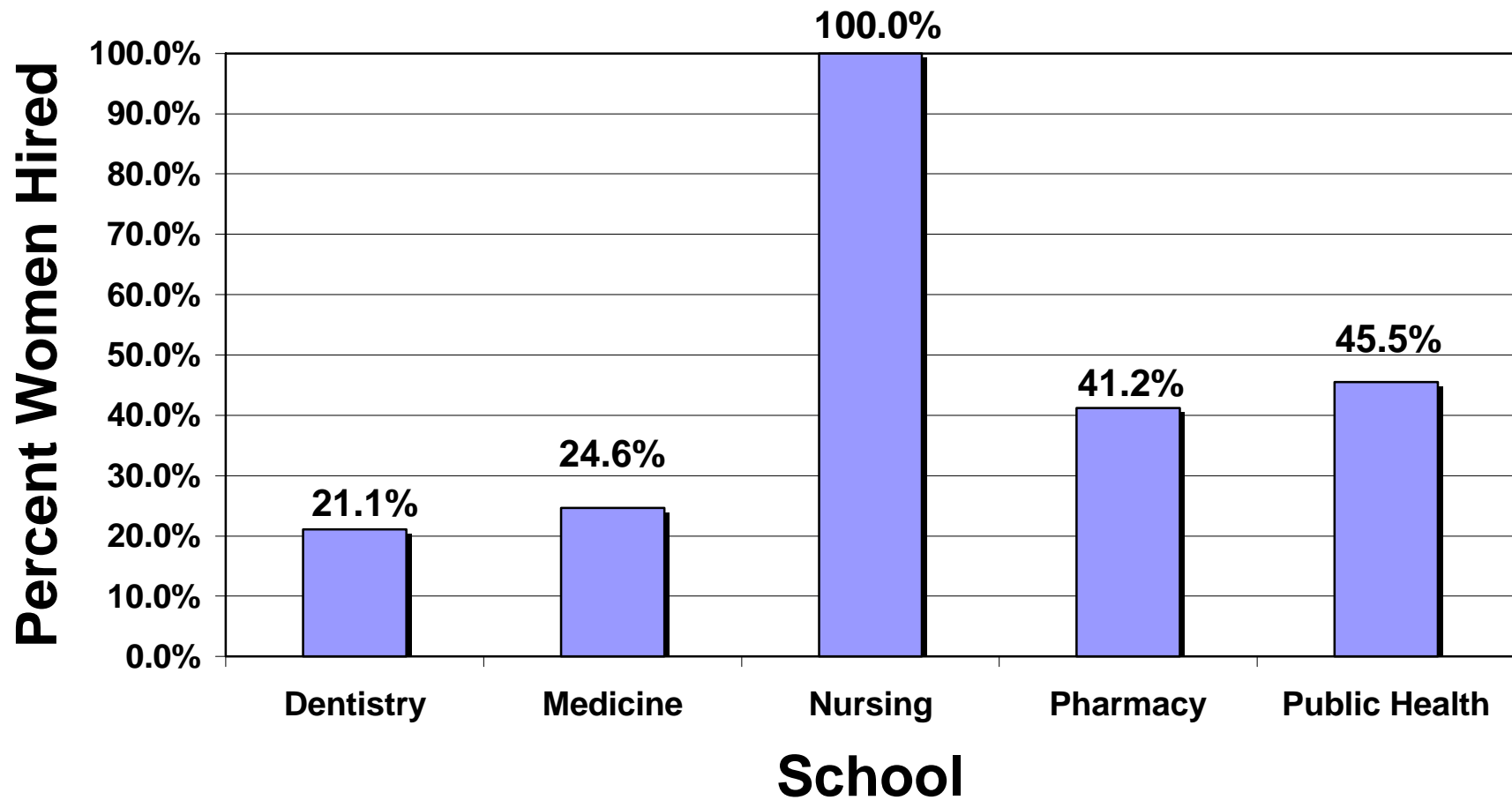
Faculty Hiring by Division and Rank (1993-1997)



Academic Affairs Faculty Hiring (1993-1997)



Health Affairs Faculty Hiring (1993-1997)



Survey of Doctorates Earned in 1995

from the National Research Council

