

International Association for  
Feminist Economics

25<sup>th</sup> Annual Conference

**THE PAINFULLY SLOW  
TRANSITIONS AND  
UNEVEN TRANSFORMATIONS  
TOWARD GENDER EQUALITY  
IN AMERICAN  
HIGHER EDUCATION —  
AND  
IDEAS ABOUT HOW TO MAKE  
FASTER PROGRESS**

**Presentation by  
Carol Frances, PhD**

**June 26, 2016  
Galway, Ireland**

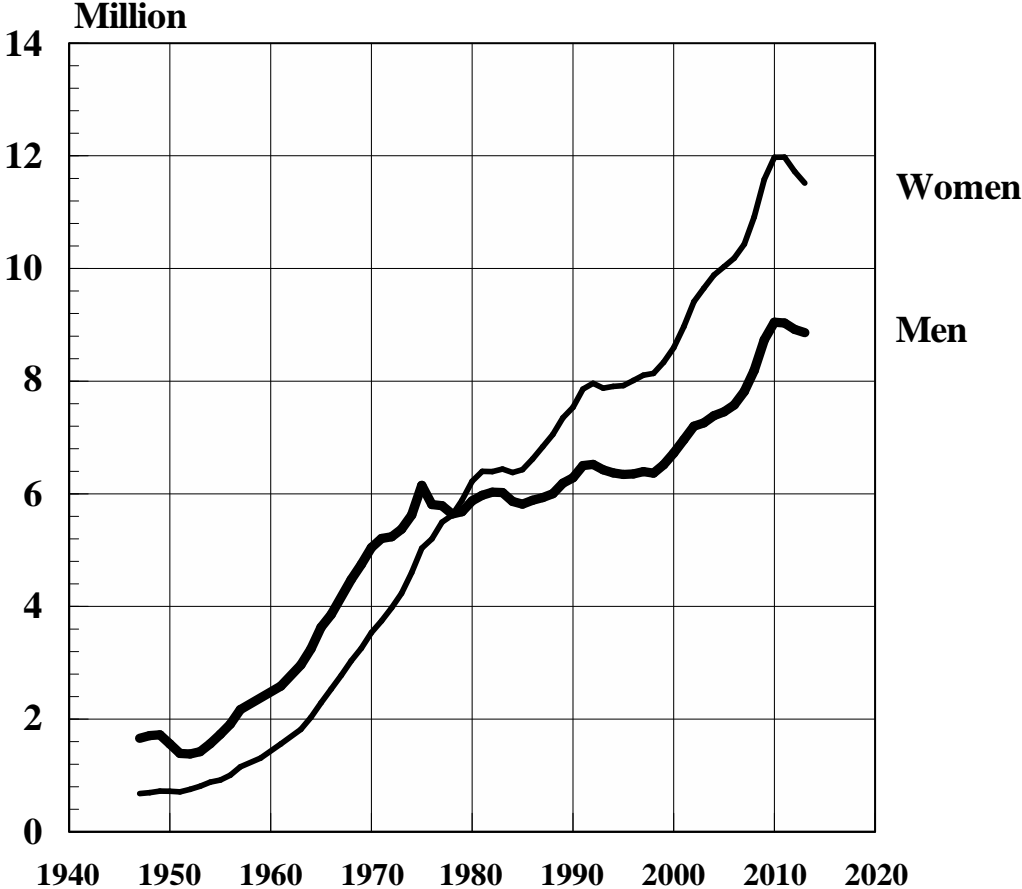


**WOMEN HAVE ACHIEVED PHENOMINAL INCREASES  
IN PARTICIPATION RATES  
IN VIRTUALLY EVERY ASPECT  
OF AMERICAN HIGHER EDUCATION !!!**

- Enrollment
- Graduation Rates
- Advanced Degrees
  - Masters
  - Ph.D.
- Faculty
  - Assistant Professor
  - Associate Professor
  - Full Professor
- College presidents
- Trustees

# Trends in the enrollment of women and men in American colleges and universities

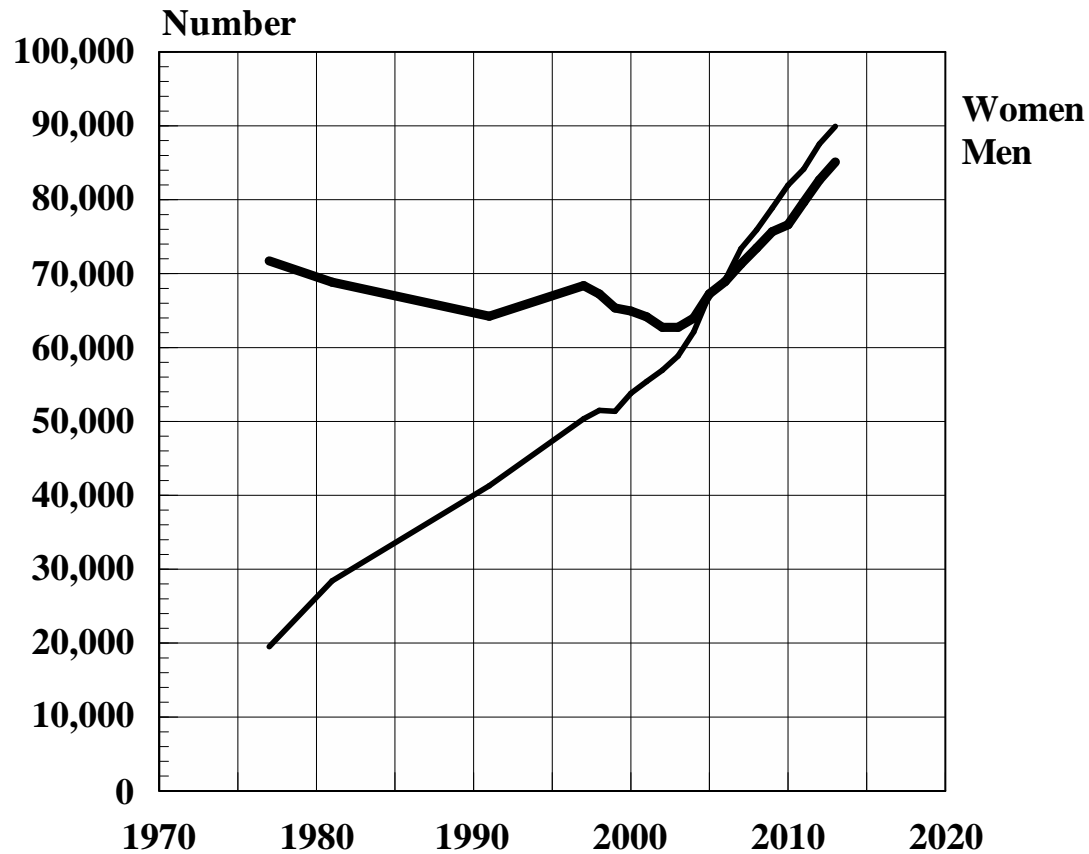
1947 - 2013



# Doctorate degrees awarded by American colleges and universities

by gender

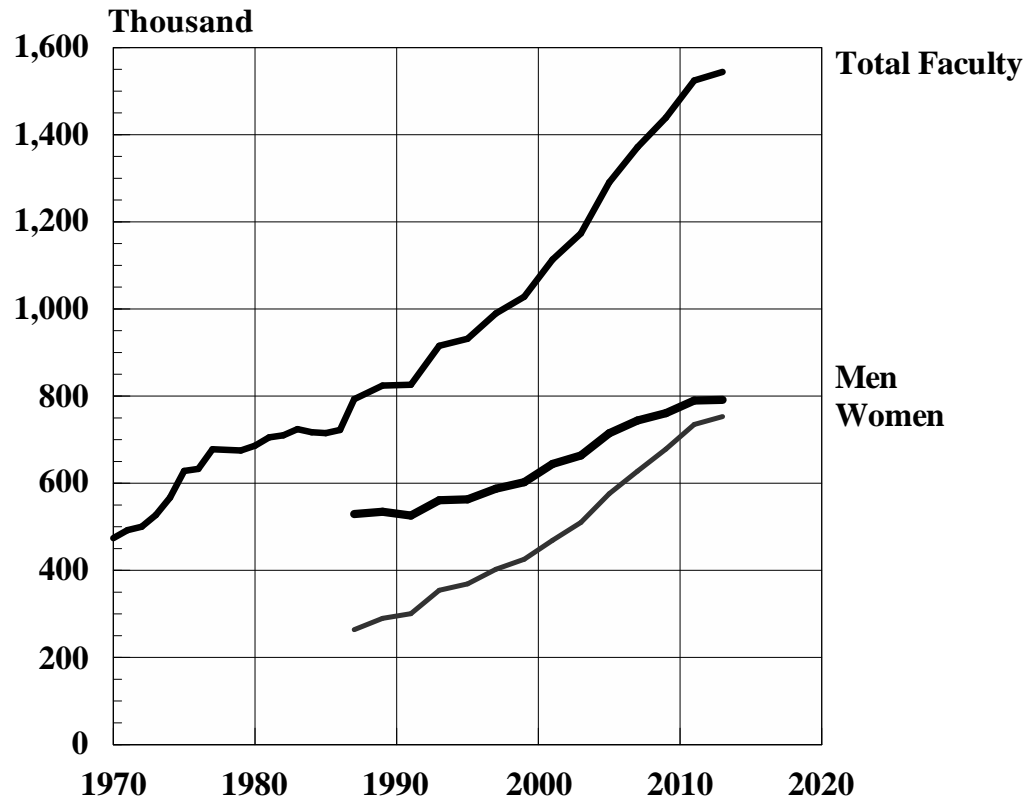
1976-77 – 2012-13



# Trends in the number of instructional faculties in American colleges and universities

by gender

1979-2012

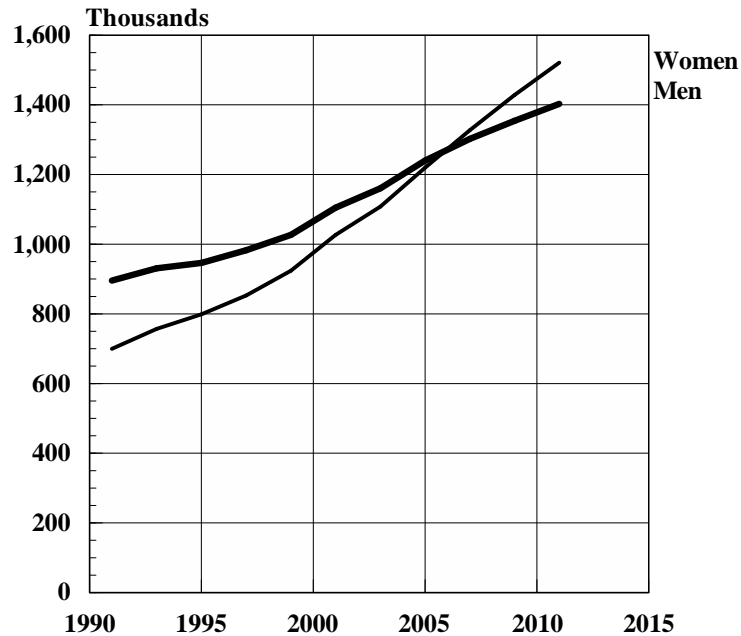


# Trends in the number of staff employed in American colleges and universities

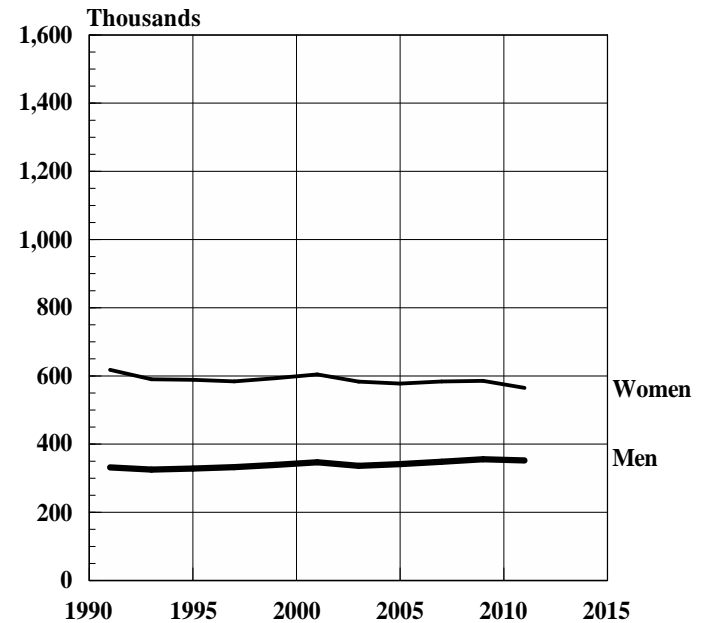
by gender

1991-2011

## Professional staff



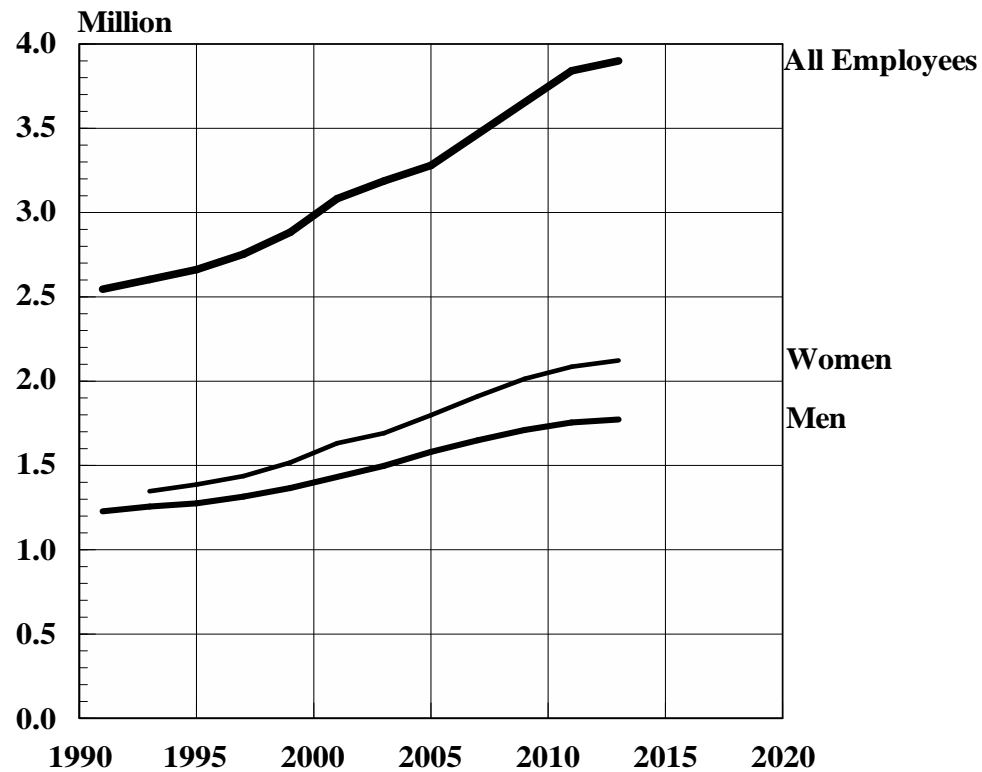
## Non-professional staff



# Trends in the total number of employees in degree-granting American colleges and universities

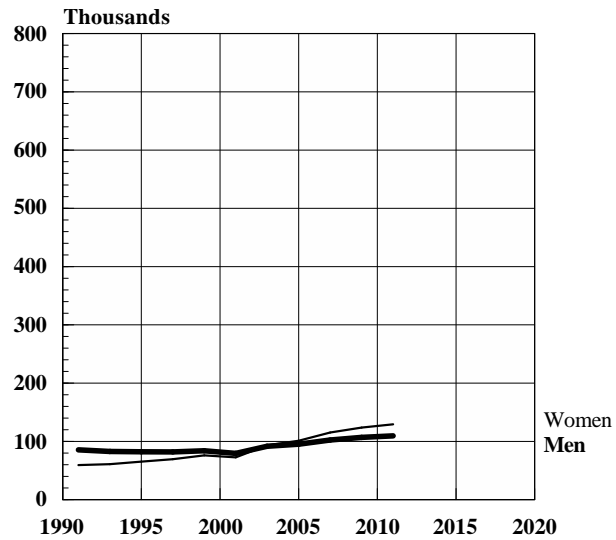
by gender

1991 - 2013

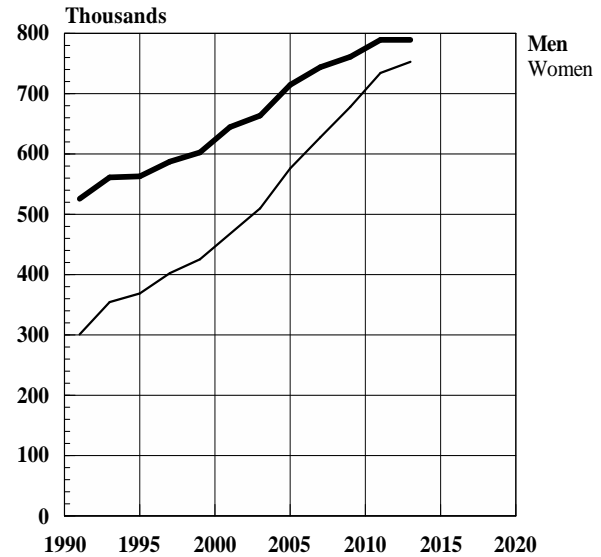




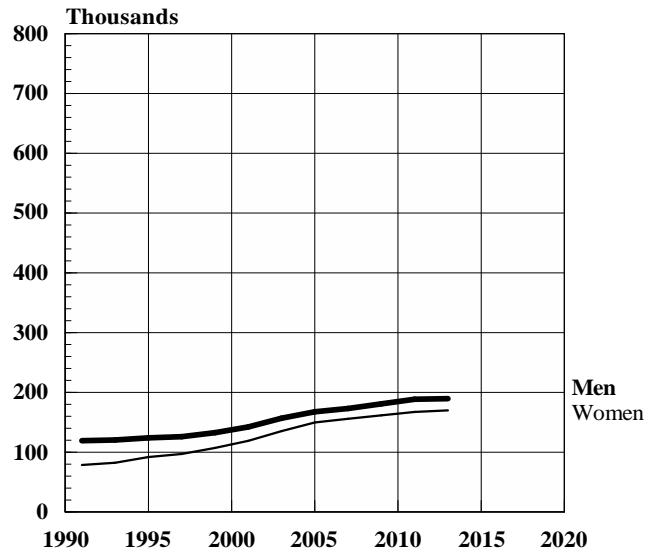
## Executive, Administrative and Managerial Staff



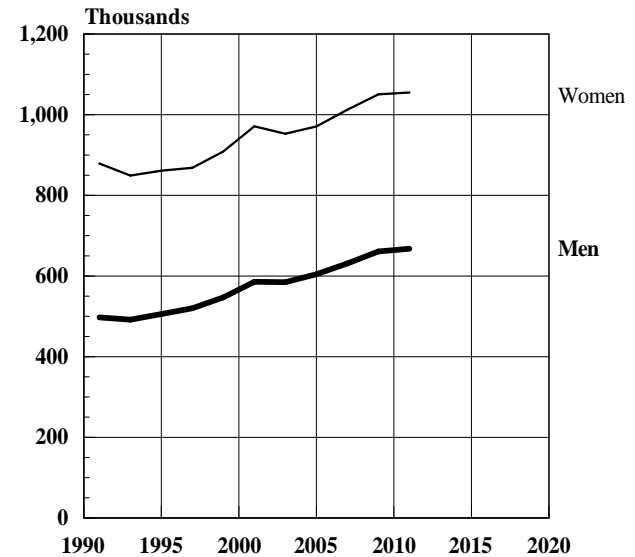
## Faculty



## Graduate Assistants

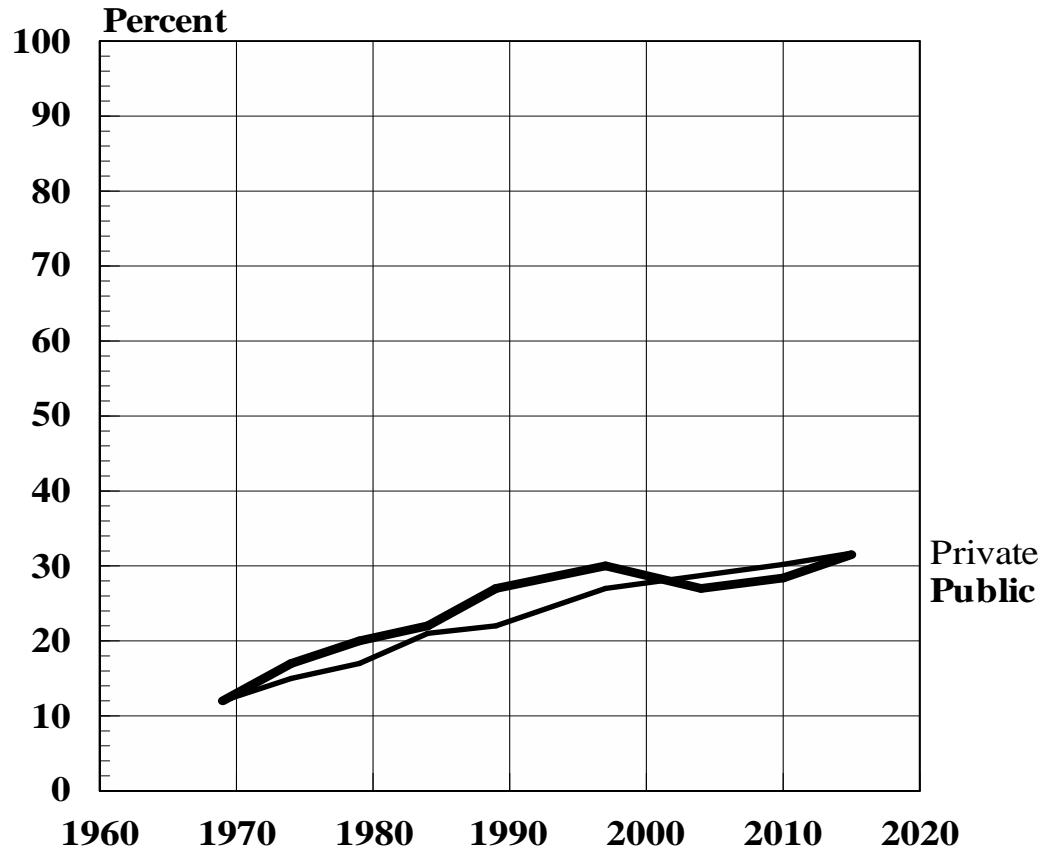


## Other Professionals



# Percent of American college and university governing board members who are women

1970-2015



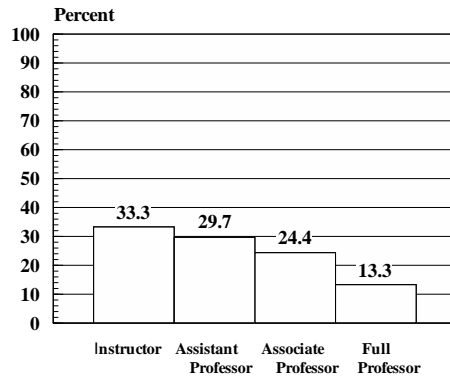
**BUT IN EVERY DOMAIN,  
WOMEN'S SUCCESS IS DIMINISHED  
WITH DISAPOINTMENT**

# Women as a percent of Doctoral Scientists and Engineers employed at four-year educational institutions

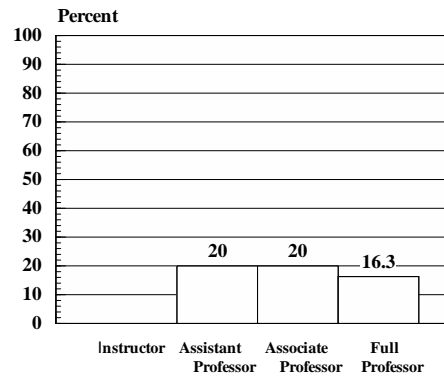
## By field of Doctorate and Faculty rank

2013

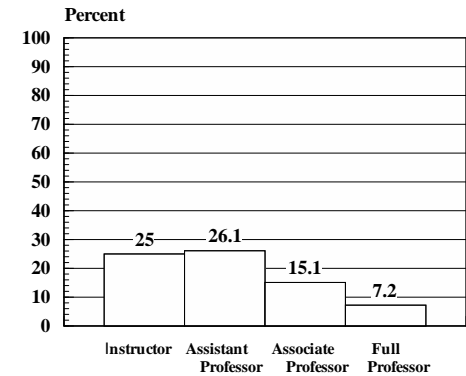
PHYSICAL SCIENCES



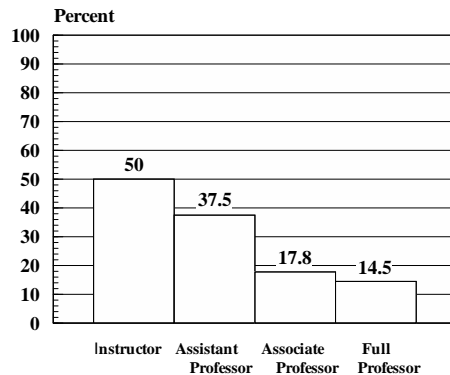
COMPUTER / INFORMATION SCIENCES



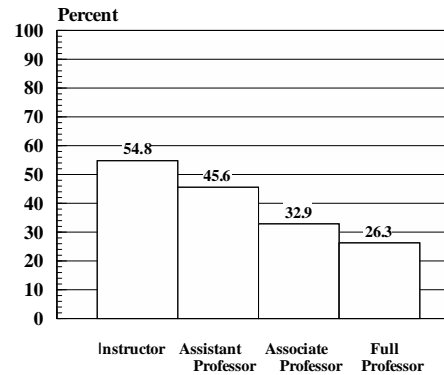
ENGINEERING



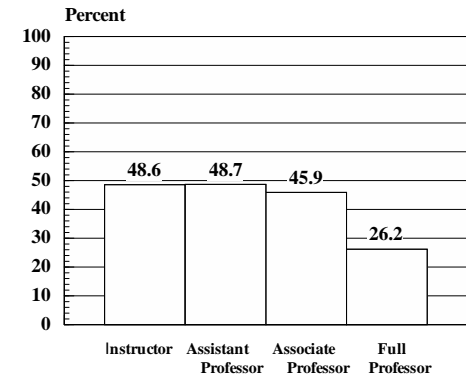
MATH / STATISTICS



BIOLOGICAL / AGRICULTURAL / ENVIRONMENTAL LIFE SCIENCE



SOCIAL SCIENCES



Source: Calculated using data from the National Science Foundation, National Center for Science and Engineering Statistics, Survey of Doctorate Recipients, 2013.

Trends in the number of employees  
in American colleges and universities

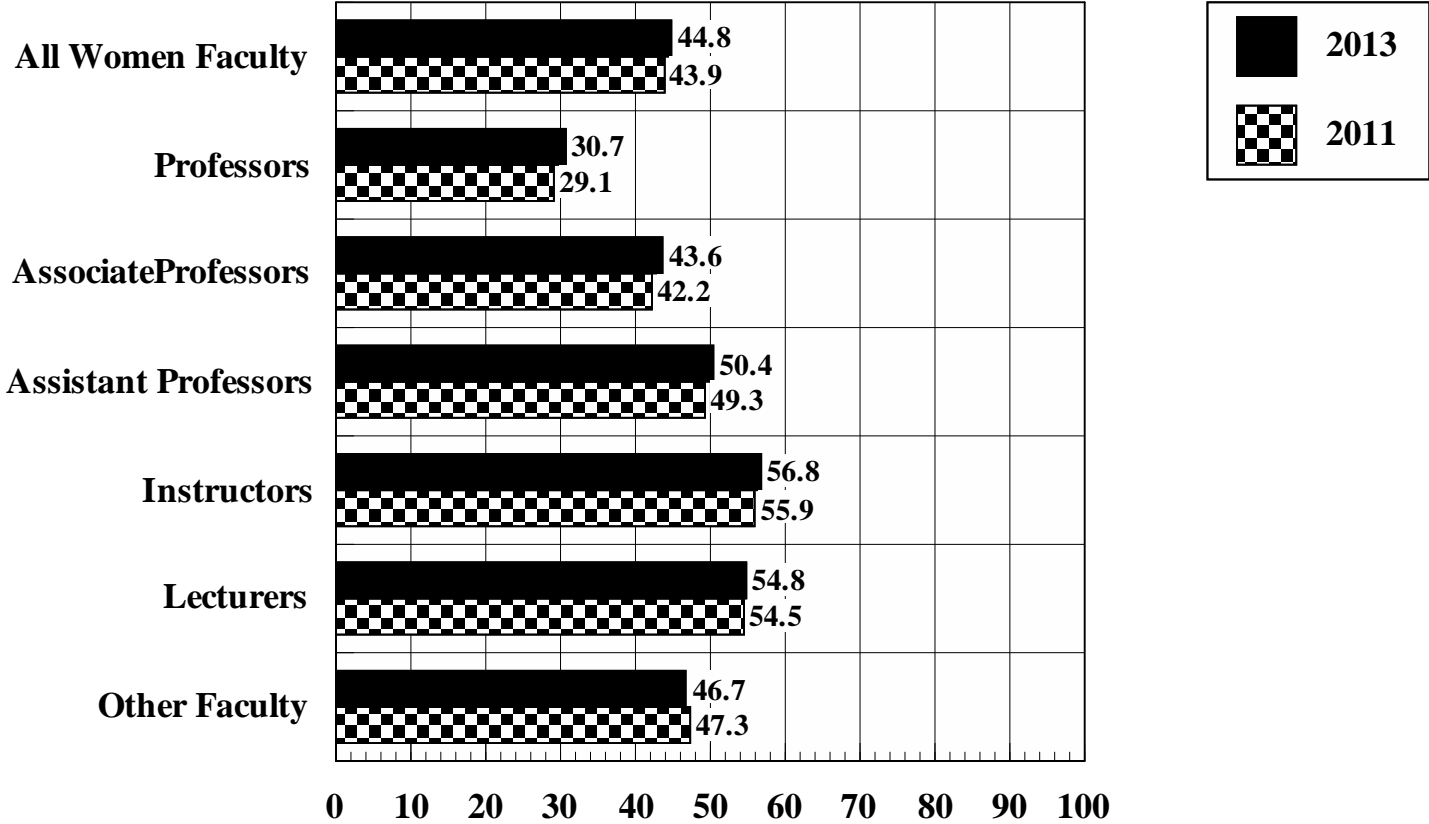
by type of job

by gender

1991 - 2013

Percent of full-time faculty members  
in American higher education  
who are women  
by faculty rank

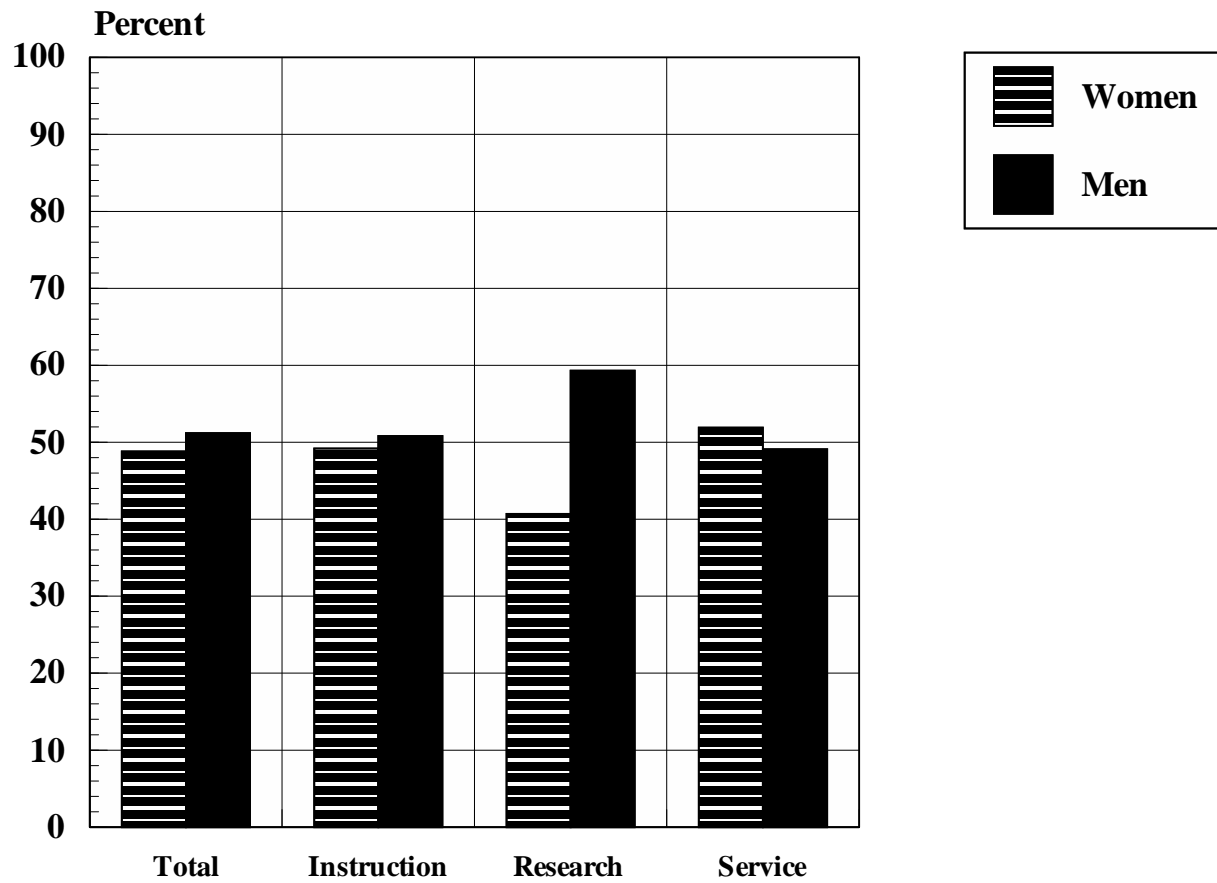
2011 & 2013



# Faculty Activity

Percent by gender

2003

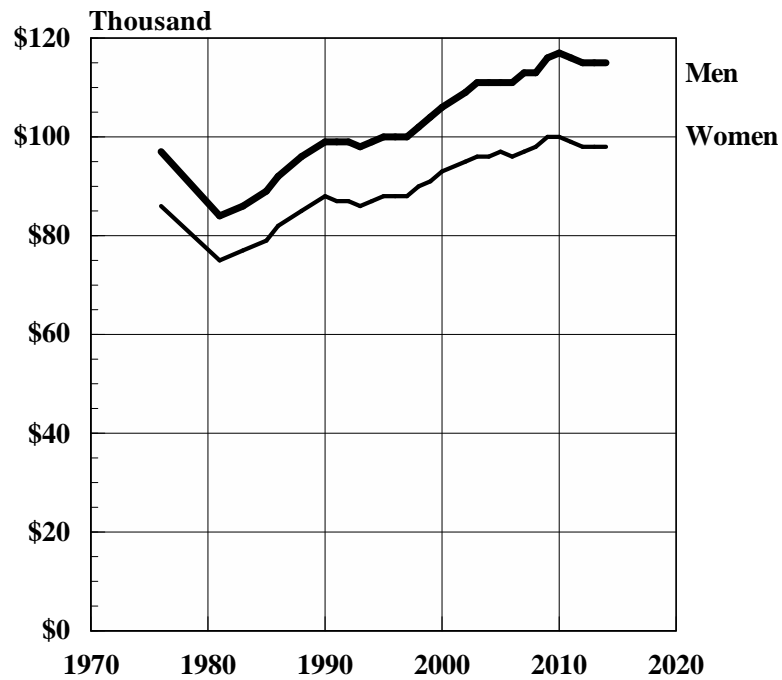


# Gaps in faculty salaries between men and women by rank

Salaries in constant 2013-2014 dollars

1974-75 to 2013-14

## Professors



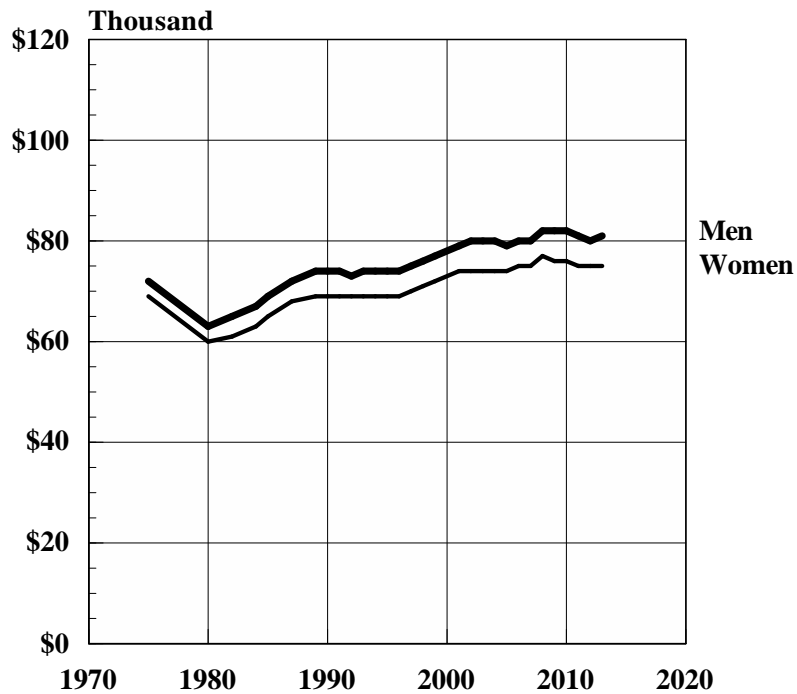


# Gaps in faculty salaries between men and women by rank

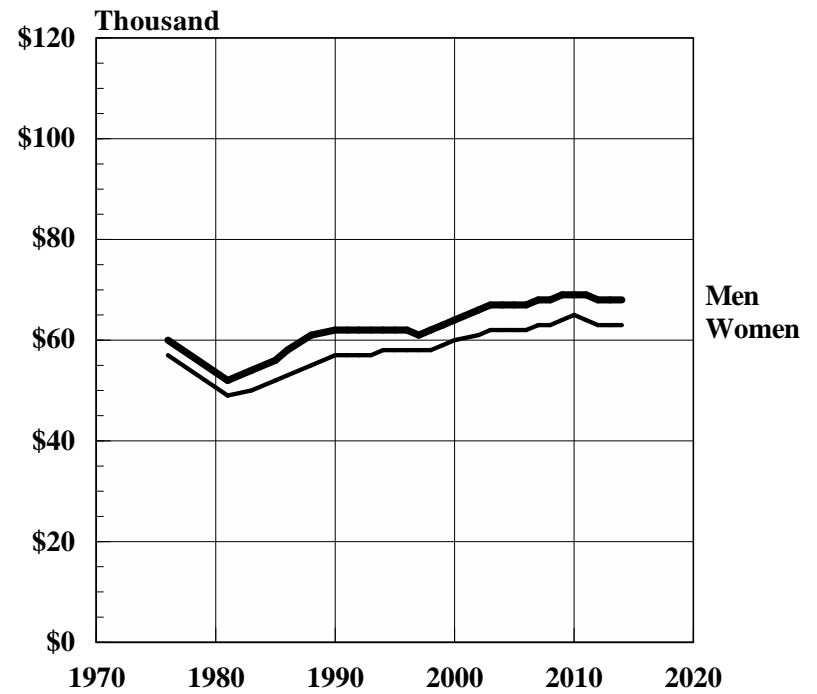
Salaries in constant 2013-2014 dollars

1974-75 to 2013-14

## Associate Professor



## Assistant Professor

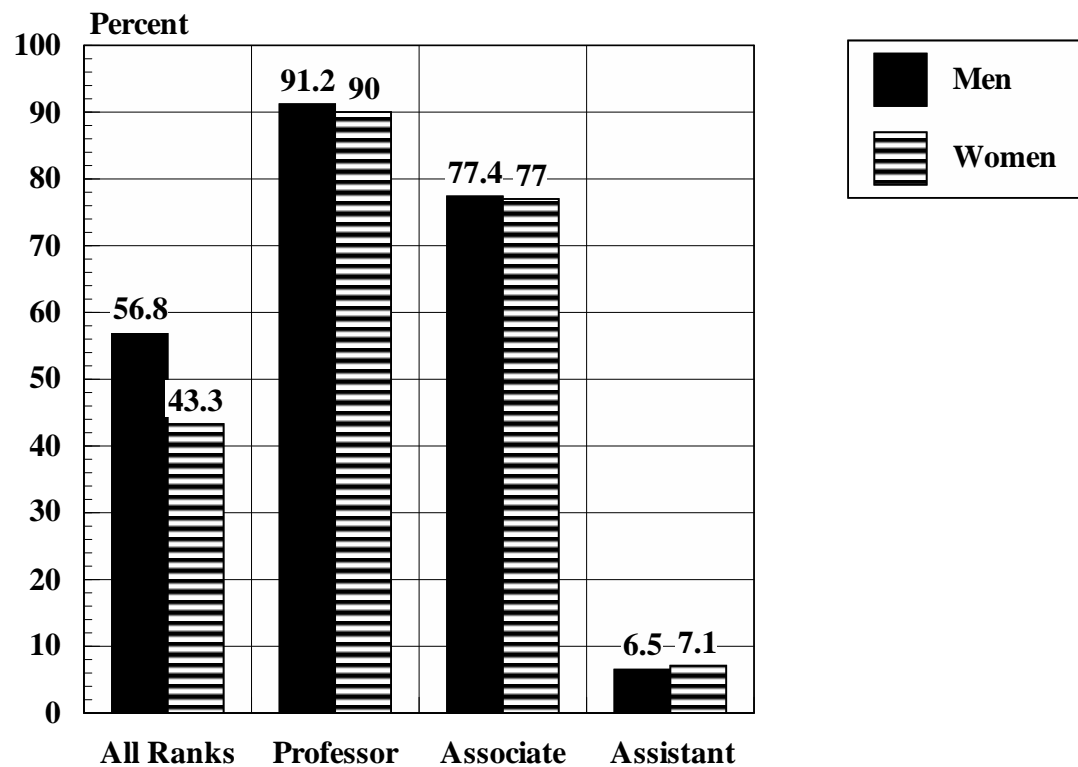


# Percent of faculty with tenure at institutions with a tenure system

by rank

by gender

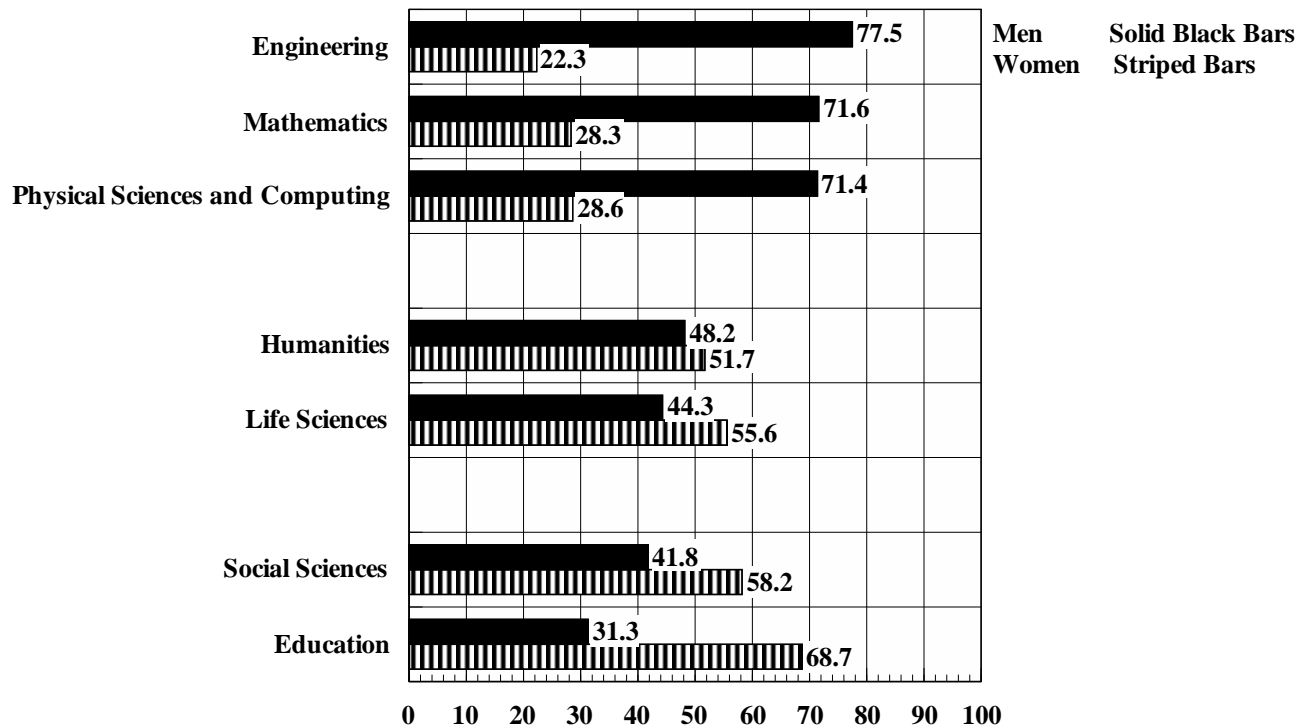
2013 - 2014



# Percent of persons receiving Doctoral degrees in selected disciplines

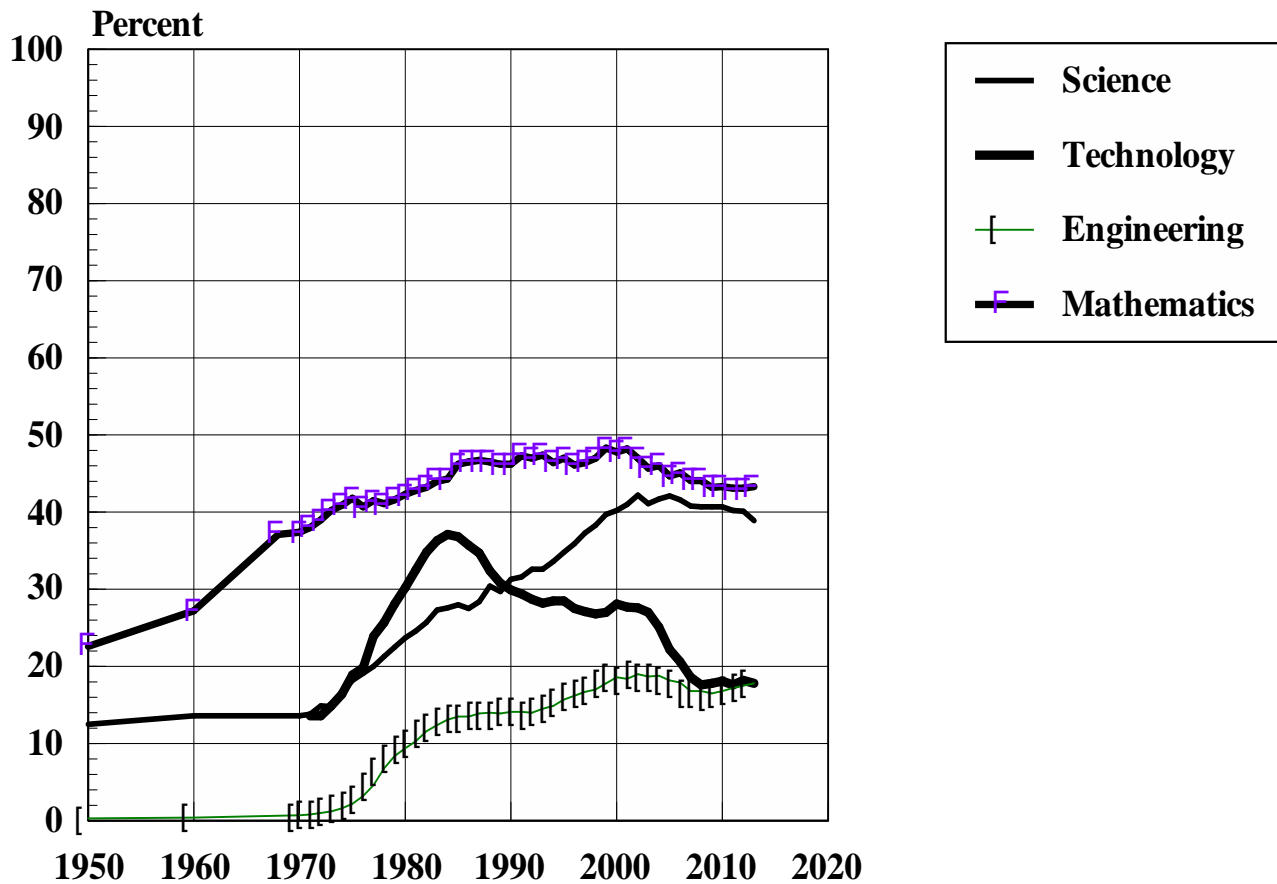
by gender

2011-2012



# Trends in the percent of BA degrees in STEM fields awarded to women

1950-2013



**IDEAS TO MAKE MORE SOLID PROGRESS  
TOWARD GENDER EQUALITY  
IN AMERICAN HIGHER EDUCATION:**

- Start earlier
- Know the statistics
- Become tougher negotiators
- Become more radical
- Support women's colleges
- Take leadership roles
- Run for office

**THANK YOU  
FOR YOUR PARTICIPATION  
IN THIS DISCUSSION**

**YOUR COMMENTS, QUESTIONS  
AND  
SUGGESTIONS  
ARE MOST WELCOME**

**PLEASE CONTACT ME  
AT  
[CAROLFRANCES100@GMAIL.COM](mailto:CAROLFRANCES100@GMAIL.COM)**

