

Appendix A

Report on Trends in the Representation of Women at Northwestern: Data Tables

WOMEN IN LEADERSHIP POSITIONS (Tables 1 – 4)

Table 1. Representation of Women among Board of Trustees Members, 1993 – 2004

	1993-94			1998-99			2000-01		
	Women	Total	% of Total	Women	Total	% of Total	Women	Total	% of Total
Charter	2	36	6%	3	36	8%	3	36	8%
National	3	24	13%	2	28	7%	6	25	24%
Alumni	3	8	38%	4	9	44%	3	8	38%
Life	3	26	12%	3	41	7%	3	53	6%
TOTAL	11	94	12%	12	114	11%	15	122	12%

	2001-02			2002-03			2003-04		
	Women	Total	% of Total	Women	Total	% of Total	Women	Total	% of Total
Charter	3	36	8%	3	36	8%	3	36	8%
National	6	26	23%	5	24	21%	7	25	28%
Alumni	4	8	50%	4	7	57%	3	6	50%
Life	3	52	6%	4	55	7%	4	61	7%
TOTAL	16	122	13%	16	122	13%	17	128	13%

Source: Administration and Planning
This table corresponds to Table 2 in the 2001 COWAC report.

Table 2. Representation of Women in Leadership Roles in Schools

													Totals 2002-2003				Totals 2000-2001				Totals 1993-1994				
													M		F		M		F		M		F		
	Dean		Associate Dean				Assistant Dean				Dept. Chair *														
			Faculty		Staff		Faculty		Staff																
	M	F	M	F	M	F	M	F	M	F	M	F	#	%	#	%	#	%	#	%	#	%			
WCAS	1	0	5	0	1	2	1	2	1	0	17	8	26	68%	12	32%	28	68%	13	32%	32	86%	5	14%	
SESP	0	1	0	0	0	1	0	0	1	1	0	0	1	25%	3	75%	1	20%	4	80%	2	33%	1	33%	
KSM	1	0	3	0	2	2	0	0	1	8	6	0	13	57%	10	43%	12	57%	9	43%	12	57%	5	29%	
Law	1	0	2	0	2	1	0	0	0	2	0	0	5	63%	3	38%	6	75%	2	25%	5	71%	2	29%	
McCormick School of Engg.	1	0	2	0	1	0	0	0	1	3	8	1	13	76%	4	24%	12	75%	4	25%	14	78%	3	18%	
Feinberg School of Medicine	1	0	12	1	0	2	0	0	0	4	21	2	34	79%	9	21%	27	87%	4	13%	36	90%	4	10%	
Medill School of Journalism	1	0	2	1	0	0	2	1	0	0	0	0	5	71%	2	29%	5	71%	2	29%	3	60%	1	25%	
Music	0	1	1	0	1	0	0	0	0	1	3	0	5	71%	2	29%	4	57%	3	43%	5	63%	1	17%	
Communication	0	1	3	0	1	0	0	0	1	2	4	1	9	69%	4	31%	4	40%	6	60%	5	45%	4	44%	
The Graduate School	1	0	2	0	0	1	0	0	0	2	0	0	3	50%	3	50%	3	50%	3	50%	1	25%	3	75%	
Continuing Studies	1	0	0	0	0	1	0	0	1	1	0	0	2	50%	2	50%	1	33%	2	67%	1	33%	4	80%	
TOTALS	No.	8	3	32	2	8	10	3	3	6	24	59	12	116	68%	54	32%	103	66%	52	34%	116	78%	33	22%
2002 - 2003	%	73%	27%	94%	6%	44%	56%	50%	50%	20%	80%	83%	17%												

Totals	No.	9	2	29	14	9	20	56	16
		M	F	M**	F**	M**	F**	M	F
2000 - 2001	%	82%	18%	67%	33%	31%	69%	78%	22%

Totals	No.	10	1	34	10	11	17	61	5
		M	F	M**	F**	M**	F**	M	F
1993 - 1994	%	91%	9%	77%	23%	39%	61%	92%	8%

Source: HRIS (compiled by Office of the Provost)

This table corresponds to Table 1 in the 2000-2001 report and Table 2 in the 1993-1994 report; figures for the Dental School, which closed in 2001, have been excluded.

* Some schools (SESP, Law, Medill, Graduate School and Continuing Studies) do not have department chairs

** In the 2000-2001 and 1993-1994 reports, the categories "Associate Dean" and "Assistant Dean" included both faculty and staff holding these titles.

Table 3: Representation of Women as Department Chairs

School*	2002-2003		2001-2002		2000-2001		1999-2000		1998-1999		1997-1998		1996-1997		1995-1996		1994-1995	
	# F	Total	# F	Total	# F	Total	# F	Total	# F	Total	# F	Total	# F	Total	# F	Total	# F	Total
WCAS	8	25	11	25	9	26	2	25	3	25	3	27	3	26	3	25	2	25
KSM	0	6	0	6	1	6	2	6	1	6	1	6	1	6	0	6	0	6
McCormick	1	9	1	9	1	9	1	9	1	9	0	9	0	9	0	8	0	8
Medical	2	23	1	22	2	23	1	23	1	22	1	21	1	20	1	20	1	20
Music	0	3	0	3	1	3	1	3	1	3	1	3	1	3	0	3	0	3
Communication	1	5	2	5	2	5	2	5	1	5	1	5	1	5	1	5	1	5
TOTAL	12	71	15	70	16	72	9	71	8	70	7	71	7	69	5	67	4	67
% Women	17%		21%		22%		13%		11%		10%		10%		7%		6%	

Source: Office of the Provost

* Medill School of Journalism, Law School, and School of Education and Social Policy do not use a department chair system

Table 4. Representation of Women on Decanal and Senior administrative search committees, 2001 - 2004

Year search started	School/Unit	Total # of members	# of women*	% of women	# of women faculty (total # of faculty)	# of women staff (total # of staff)	# of alumnae or students (total # of alumni or students)
2001	Director, Block Museum	10	7	70%	4 (5)	2 (3)	1 (2)
2002	Vice President, Research	7	3	43%	2 (6)	1 (1)	0 (0)
2002	Dean, School of Music	9	4	44%	2 (6)	1 (1)	1 (2)
2002	Dean, School of Continuing Studies	7	3	43%	0 (4)	1 (1)	2 (2)
2003	Athletic Director	8	2	25%	1 (3)	1 (5)	0 (0)
2003	Chief , University Police	13	5	38%	0 (3)	3 (8)	2 (2)
2003/2004	Dean, McCormick School of Engineering	20	7	35%	3 (14)	2 (2)	3 (4)

Source: Office of the Provost

WOMEN STAFF (Tables 5 – 9)

Table 5. Representation of Women among Non-exempt Staff, by Grade (Data from January - December, 2002)

Grade	No. Women	Avg. Women's Hourly Rate	No. Men	Avg. Men's Hourly Rate	Ratio Women/Men Hourly Rate (%)
3	0		3	\$8.77	NA
4	3	\$10.90	2	NA	NA
5	7	\$11.01	6	\$10.84	102%
6	13	\$11.80	3	\$11.89	99%
7	36	\$12.59	32	\$11.93	106%
8	75	\$13.28	10	\$13.02	102%
9	326	\$14.20	118	\$13.71	104%
10	433	\$16.05	107	\$15.04	107%
11	204	\$17.12	65	\$16.87	101%
12	160	\$16.45	78	\$15.49	106%
13	86	\$18.79	54	\$18.87	100%
14	5	\$23.94	3	\$22.43	107%
15	35	\$22.66	26	\$22.19	102%
16	0		12	\$24.65	NA
17	0		2	NA	NA
18	0		7	\$28.89	NA
30*	4	\$21.96	177	\$25.37	87%
43	19	\$11.19	20	\$10.90	103%
45	0		1	NA	NA
TOTAL	1406		726		

Source: Human Resources (HRIS)

Grades 3 - 7 : Entry-level support (Clerk Typist, Acctg. Clerk, Lab. Assistant)
 Grades 8 - 9: Support-worker level (Sr. Clerk, Lab. Tech., Secretary, Prog. Asst.)
 Grades 10 - 11: Senior-level support (Dept. Asst., Acctg. Asst., Sr. Prog. Asst.)
 Grades 12 - 18: Technical positions (Lab. Coord., Res. Tech., Telecomm. Tech.)
 Grade 30: Union positions
 Grades 41 - 47: Housekeeping staff

* Union members are paid according to collective bargaining agreements; differences in pay represent differences in service within the terms of the agreements.

Table 6: Representation of Women Among Non-exempt Staff, by Grade and Ethnicity (Data from January - December, 2002)

Grade	Caucasian			Black			Hispanic			Asian/Pacific			American			Unknown				
	Average Hrly Rate	W	M	Ratio W/M	Average Hrly Rate	W	M	Ratio W/M	Average Hrly Rate	W	M	Ratio W/M	Average Hrly Rate	W	M	Ratio W/M	Average Hrly Rate	W	M	Ratio W/M
3		0	0	NA	\$8.77	0	3	NA		0	0			0	0			0	0	
4	\$10.90	3	0	NA	NA	0	2	NA		0	0			0	0			0	0	
5	\$11.98	3	0	NA	\$10.23	4	4	101%	NA	0	2	NA		0	0			0	0	
6	\$11.63	3	2	NA	\$11.98	9	1	NA	NA	1	0	NA		0	0			0	0	
7	\$12.51	11	8	110%	\$12.23	18	17	104%	\$11.79	4	2	NA	\$12.41	3	2	NA		0	0	
8	\$13.16	24	1	NA	\$13.35	36	6	101%	\$12.77	6	2	NA	\$13.44	9	1	NA		0	0	
9	\$14.11	181	79	104%	\$14.03	90	23	105%	\$14.68	15	3	97%	\$13.94	29	6	101%	NA	1	0	NA
10	\$15.89	266	71	107%	\$16.14	99	19	109%	\$15.44	28	4	96%	\$15.54	21	7	105%	NA	1	0	NA
11	\$17.35	122	33	105%	\$17.51	31	19	100%	\$16.08	18	0	NA	\$16.07	19	6	97%		0	0	
12	\$16.22	92	46	107%	\$18.20	16	6	104%	\$14.86	7	6	135%	\$15.58	26	13	96%		0	0	
13	\$19.00	59	35	100%	\$19.64	5	3	92%	\$17.73	2	1	NA	\$18.31	17	11	96%	NA	0	1	NA
14	\$23.26	4	2	NA	NA	0	1	NA		0	0		NA	1	0	NA		0	0	
15	\$22.93	18	17	103%	\$26.14	3	1	NA		0	0		\$21.39	11	6	102%		0	0	
16	\$24.70	0	6	NA		0	0		NA	0	2	NA	\$24.41	0	4	NA		0	0	
17	NA	0	1	NA		0	0			0	0		NA	0	1	NA		0	0	
18	\$31.13	0	4	NA	NA	0	1	NA	NA	0	1	NA	NA	0	1	NA		0	0	
30 (Union)	\$26.23	4	131	83%	\$21.47	0	22	NA	\$22.67	0	17	NA	\$24.56	0	6	NA		0	0	
43	\$10.09	1	3	NA	\$11.61	13	11	102%	\$9.93	5	5	104%	NA	0	1	NA		0	0	
45		0	0		NA	0	1	NA		0	0			0	0			0	0	

Source: Human Resources (HRIS)

Notes: This table corresponds to Table 6 in the 2000 COWAC Report.

Grades 3-7 Entry-level support
Grades 8-9 Support worker level

Grade 30 Union
Grades 41-47 Housekeeping staff

Grades 10-11 Senior-level support
Grades 12-18 Technical positions

**Table 7: Representation of Women Among Exempt Staff, by Grade
(Data from January - December 2002)**

Grade	No. Women	Avg. Women's Salary	No. Men	Avg. Men's Salary	Ratio W/M Salary (%)
3	11	\$34,452	12	\$32,478	106.1%
4	72	\$34,568	29	\$35,066	98.6%
5	198	\$38,227	60	\$37,976	100.7%
6	127	\$42,455	47	\$42,127	100.8%
7	153	\$46,967	48	\$46,131	101.8%
8	133	\$54,746	53	\$51,756	105.8%
9	76	\$60,615	36	\$62,554	96.9%
10	60	\$66,186	54	\$66,979	98.8%
11	30	\$80,805	24	\$77,624	104.1%
12	14	\$85,361	25	\$87,426	97.6%
13	4	\$104,063	19	\$106,241	97.9%
14	9	\$105,495	2	NA	NA
15	3	\$125,445	4	\$133,578	93.9%
16	3	\$139,489	4	\$165,328	84.4%
51	1	NA	1	NA	NA
53	7	\$39,321	25	\$37,459	105.0%
55	30	\$47,112	56	\$46,280	101.8%
57	35	\$55,924	72	\$55,380	101.0%
58	3	\$58,759	3	\$66,385	88.5%
59	20	\$70,104	64	\$69,069	101.5%
60	7	\$71,707	7	\$83,211	86.2%
61	11	\$84,902	20	\$87,664	96.8%
62	1	NA	4	\$97,903	NA
63	1	NA	5	\$101,136	NA
64	0		1	NA	NA
65	1	NA	5	\$111,076	NA
66	1	NA			NA
Unclassified	41	\$89,496	51	\$141,046	63.5%
Coaches	19	\$46,655	30	\$63,194	73.8%
LIB1	28	\$47,585	18	\$49,690	95.8%
LIB2	2	NA	1	NA	NA
LIB3	18	\$61,730	10	\$65,971	93.6%
LIB4	2	NA	2	NA	NA
LIB5	0		3	\$119,055	
P1	3	\$105,125	2	NA	NA
P2	1	NA			NA
TOTAL	1125		797		

Source: Human Resources (HRIS)

Grades 3 - 16: Professional administrative positions

Grades 51 - 66: Professional IT positions

Unclassified (Grades 1 & 31): Unique positions for which salaries are set in response to market conditions

Grades LIB1 - LIB5: Librarians

Grades P1 - P2: Physicians (Student Health)

Notes:

- a) This table corresponds to Table 7 in the 2001 COWAC report.
- b) Coaches category includes both revenue and non-revenue sports.

Table 8. Representation of Women Among Exempt Staff, by Grade and Ethnicity (Data from January - December 2002)

Grade	Caucasian Ratio				Black Ratio				Hispanic Ratio				Asian/Pacific Islander Ratio				American Indian Ratio			Unknown Ratio				Grand Total	
	Average Salary	W	M	W/M	Average Salary	W	M	W/M	Average Salary	W	M	W/M	Average Salary	W	M	W/M	Average Salary	M	W/M	Average Salary	W	M	W/M	Average Salary	Total
3	\$33,073	8	11	107%	\$35,725	2	1	NA	NA	1		NA											\$33,423	23	
4	\$34,884	58	20	98%	\$36,530	6	2	NA	\$34,143	2	2	NA	\$32,837	3	3	104%				\$31,803	3	2	NA	\$34,711	101
5	\$38,087	128	42	99%	\$38,864	23	9	99%	\$39,153	16	1	NA	\$38,511	19	1	NA				\$36,484	12	7	104%	\$38,169	258
6	\$42,601	87	38	102%	\$41,494	17	1	NA	\$43,227	7	2	NA	\$42,087	9	4	109%	NA	1	NA	\$39,516	7	1	NA	\$42,367	174
7	\$46,932	111	38	102%	\$47,604	14	3	100%	\$46,321	8	1	NA	\$47,478	8	3	98%				\$43,927	12	3	108%	\$46,767	201
8	\$53,937	98	41	106%	\$54,198	12	5	103%	\$56,728	5	2	NA	\$51,000	9	3	103%				\$54,229	9	2	NA	\$53,894	186
9	\$61,969	62	26	96%	\$62,098	8	2	NA					\$55,990	5	6	96%				\$56,181	1	2	NA	\$61,238	112
10	\$67,188	45	46	99%	\$63,332	7	4	119%	NA	2		NA	\$68,401	3	4	89%				\$60,221	3		NA	\$66,562	114
11	\$78,272	27	22	100%	NA	1		NA					NA	2		NA				NA		2	NA	\$79,391	54
12	\$85,134	13	22	96%	NA	1		NA	NA		1	NA	NA		1	NA				NA		1	NA	\$86,685	39
13	\$99,055	4	16	106%	\$151,241		3																	\$105,862	23
14	\$105,575	8	2	NA	NA	1		NA																\$104,295	11
15	\$133,118	2	3	NA	NA	1	1	NA																\$130,093	7
16	\$154,254	3	4	84%																				\$154,254	7
51	NA	1	1	NA																				NA	2
53	\$37,668	2	17	97%	NA	1	1	NA	NA	1		NA	\$38,462	2	4	NA				\$36,526	1	3	NA	\$37,866	32
55	\$46,829	21	41	101%	\$45,739	3	3	88%	\$50,455	1	2	NA	\$45,898	4	8	111%				\$41,680	1	2	NA	\$46,570	86
57	\$55,957	21	49	102%	\$55,474	2	3	NA	\$57,473	2	3	NA	\$53,845	8	15	96%				\$56,124	2	2	NA	\$55,558	107
58	\$66,389	2	2	NA									NA	1	1	NA								\$62,572	6
59	\$68,794	12	49	101%	\$68,840	5	5	107%	\$69,085	1	2	NA	\$71,227	2	4	NA				\$74,850		3		\$69,315	84
60	\$77,571	6	6	88%	NA	1		NA					NA		1	NA	NA	1	NA					\$77,459	14
61	\$86,375	9	17	99%	NA		2	NA	NA	1		NA	NA	1	1	NA								\$86,684	31
62	\$95,544	1	2	NA									NA		1	NA								\$94,200	5
63	\$104,730	1	5	NA													NA	1	NA					\$104,730	6
64	NA		1	NA																				NA	1
65	\$111,076		5	NA	NA	1		NA																\$114,216	6
66	NA	1		NA																				NA	1

**Table 8: Representation of Women Among Exempt Staff, by Grade and Ethnicity (Data from January - December 2002)
(continued)**

	Caucasian Ratio				Black Ratio				Hispanic Ratio				Asian/Pacific Islander Ratio				American Indian Ratio			Unknown Ratio				Grand Total	
Grade	Average Salary	W	M	W/M	Average Salary	W	M	W/M	Average Salary	W	M	W/M	Average Salary	W	M	W/M	Average Salary	M	W/M	Average Salary	W	M	W/M	Average Salary	Total
Unclassified	\$116,476	36	46	65%	\$101,027	2	1	NA	NA	1		NA	NA	1	1	NA				\$100,899	1	3	NA	\$118,073	92
Coaches	\$54,381	18	24	77%	\$80,248	1	4	NA					NA		2	NA								\$56,781	49
LIB1	\$48,493	22	18	96%	NA	2		NA					NA	2		NA				NA	2		NA	\$48,409	46
LIB2	\$59,427	2	1	NA																				\$59,427	3
LIB3	\$63,292	16	9	95%	NA	1		NA	NA	1	1	NA												\$63,245	28
LIB4	NA	1	1	NA	NA	1		NA												NA		1	NA	\$100,086	4
LIB5	\$119,055		3																					\$119,055	3
P1	\$111,688	2	1	NA	NA		1	NA						1		NA								\$111,688	5
P2	NA	1		NA																				NA	1

Source: Human Resources

Notes:

- a) This table corresponds to Table 8 in the 2000 COWAC Report.
- b) Coaches category includes both revenue and non-revenue sports

Grades 2-5	Entry-level professional	Grades 53-69	IT grades
Grades 6-9	Senior professional - 1st line supervisors	Grades 60-62	1st level IT management - advanced specialists
Grades 10-13	Advanced professionals - middle management	Grades 63-66	Upper IT management
Grades 14-17	Upper-level management		

Unclassified Grades 1, 31 - unique positions - market driven. This category has been broken out to show:

Coaches Athletic coaches: includes both revenue and non-revenue sports

Table 9a. Nonexempt staff rates of promotion, turnover and remaining in grade, by gender: 1997 cohort followed to 2003

Range NEX	No. of Women '97	No. of Men '97	Grand Total	% Same Grade		% Higher Grade		% Left NU	
				Women	Men	Women	Men	Women	Men
3-5	48	54	102	35.4	33.3	12.5	16.7	52.1	46.3
6-7	93	55	148	12.9	29.1	31.2	23.6	55.9	47.3
8-9	461	118	581	24.7	18.6	19.7	19.5	55.5	61.9
10-11	473	106	581	38.3	42.5	10.8	11.3	51.0	46.2
12-13	178	94	272	23.6	17.0	9.6	13.8	66.9	69.1
14-15	32	23	55	62.5	34.8	0.0	17.4	37.5	47.8
16-18	2	18	20	0.0	33.3	0.0	5.6	100.0	55.6
30		6	6	0.0	0.0	0.0	0.0	0.0	50.0
Grand Total	1287	474	1765	30.0	27.6	15.1	15.8	54.9	55.3

Source: Human Resources

Grades 3 - 7: Entry-level support (Clerk Typist, Acctg. Clerk, Lab. Assistant, Housekeeping)

Grades 8 - 9: Support-worker level (Sr. Clerk, Lab. Tech., Secretary, Prog. Asst.)

Grades 10 - 11: Senior-level support (Dept. Asst., Acctg. Asst., Sr. Prog. Asst.)

Grades 12 - 18: Technical positions (Lab. Coord., Res. Tech., Telecomm. Tech.)

Grade 30: Union positions

Notes: During 2002-2003, the University completed integration of grades 41-47 (housekeeping staff) into the standard position grade structure. Thus, housekeeping positions now appear in grades 3-5.

This table corresponds to Table 9a in the 2001 COWAC report.

Table 9b. Exempt staff rates of promotion, turnover, and remaining in salary grade, by gender: 1997 cohort followed to 2003

Range EXM	No. of Women in '97	No. of Men in '97	Grand Total	% Same Grade		% Higher Grade		% Left NU	
				Women	Men	Women	Men	Women	Men
2-4	56	29	85	10.7	27.6	32.1	17.2	57.1	55.2
5-6	193	69	262	17.1	15.9	20.7	18.8	62.2	65.2
7-8	185	88	273	28.6	35.2	16.8	15.9	54.6	48.9
9-10	104	51	155	32.7	41.2	8.7	11.8	58.7	47.1
11-12	34	40	74	52.9	50.0	5.9	10.0	41.2	40.0
13-14	13	20	33	23.1	55.0	15.4	5.0	61.5	40.0
15-17	7	8	15	57.1	62.5	0.0	0.0	42.9	37.5
51-59	81	135	216	25.9	28.9	22.2	25.2	51.9	45.9
60-62	9	23	32	88.9	69.6	0.0	8.7	11.1	21.7
63-66	5	8	13	40.0	37.5	20.0	50.0	40.0	12.5
Unclassified	47	112	159	31.9	33.9	0.0	0.0	68.1	66.1
Coaches	12	30	42	8.3	40	0.0	0.0	91.7	60.0
L1	36	20	56	25.0	65.0	8.3	5.0	66.7	30.0
L2	2	2	4	100.0	50.0	0.0	50.0	0.0	0.0
L3	17	7	24	52.9	71.4	0.0	0.0	47.1	28.6
L4	4	0	4	50.0	0.0	0.0	0.0	50.0	0.0
L5	0	1	1	0.0	100.0	0.0	0.0	0.0	0.0
L6	0	1	1	0.0	0.0	0.0	0.0	0.0	100.0
P1	5	8	13	100.0	100.0	0.0	0.0	0.0	0.0
Grand Total	810	652	1462	27.8	37.3	15.3	13.0	56.9	49.7

Source: Human Resources

Grades 2 - 16: Professional administrative positions

Grades 51 - 66: Professional IT positions

Unclassified (Grades 1 and 31): Unique positions for which salaries are set in response to market conditions

Grades L1 - L6: Librarians

Grades P1 - P2: Physicians (Student Health Service)

Note: This table corresponds to Table 9b in the 2001 COWAC report.

WOMEN FACULTY (Tables 10 – 16)

Table 10a. Tenured and tenure-track women by school: 1991 - 2003

All tenured and tenure-track positions - proportions in %, and nos. of women and totals for 2002-2003

	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	# women in 02-03	Total # in 02-03
WCAS	17.1%	19.1%	20.0%	19.9%	20.6%	20.3%	22.3%	23.5%	24.2%	26.1%	25.9%	26.6%	107	402
KSM	17.2%	15.0%	14.1%	14.6%	17.1%	15.7%	15.9%	15.8%	19.7%	20.4%	19.5%	20.0%	23	115
SESP	37.5%	30.4%	26.1%	23.8%	25.0%	21.7%	25.0%	27.3%	34.8%	39.1%	39.1%	37.5%	9	24
Medill	12.5%	12.5%	25.0%	32.0%	20.0%	15.8%	15.8%	25.0%	25.0%	23.8%	23.8%	25.0%	5	20
Music	18.5%	18.9%	14.0%	16.3%	16.3%	18.0%	23.9%	27.3%	25.5%	26.7%	34.0%	34.7%	17	47
SoC	32.5%	35.0%	34.6%	33.3%	32.5%	35.1%	36.5%	36.1%	39.2%	39.1%	38.9%	41.3%	30	74
McC	6.3%	7.0%	9.4%	9.6%	9.7%	9.6%	8.4%	9.3%	9.8%	10.3%	10.2%	10.4%	17	162
Dental	8.7%	7.5%	14.7%	14.3%	15.6%	17.9%	20.7%	16.7%	16.7%	18.2%	--	--	--	--
Law	14.0%	12.5%	15.4%	15.4%	17.5%	17.5%	17.1%	17.9%	15.0%	16.3%	20.0%	23.4%	11	47
Medical	17.9%	19.2%	18.5%	19.2%	19.9%	20.0%	20.3%	20.2%	20.4%	18.8%	17.5%	20.9%	67	318
TOTAL	16.9%	17.8%	18.3%	18.7%	19.2%	19.1%	20.0%	20.9%	21.1%	22.1%	22.0%	23.6%	286	1209

Tenured positions - proportions in %, and nos. of women and totals for 2002-2003

	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	# women in 02-03	Total # in 02-03
WCAS	13.3%	14.2%	15.4%	16.1%	17.5%	17.7%	17.4%	19.1%	18.1%	19.6%	20.3%	22.6%	71	311
KSM	10.2%	10.8%	12.3%	14.3%	12.3%	14.1%	11.9%	14.5%	15.1%	14.1%	16.4%	17.3%	14	84
SESP	30.0%	25.0%	20.0%	16.7%	20.0%	15.8%	25.0%	23.5%	33.3%	35.3%	31.6%	31.6%	6	19
Medill	7.7%	8.3%	7.1%	7.1%	14.3%	14.3%	14.3%	15.4%	13.3%	13.3%	13.3%	13.3%	3	16
Music	10.5%	10.8%	7.9%	7.9%	7.9%	12.8%	16.7%	21.2%	20.0%	18.9%	32.5%	35.9%	14	41
SoC	27.3%	27.1%	27.9%	28.1%	29.7%	31.7%	30.2%	33.3%	34.4%	35.1%	36.2%	38.1%	24	63
McC	5.1%	5.1%	5.0%	4.8%	4.9%	5.0%	6.5%	7.3%	7.2%	8.3%	7.9%	9.6%	14	132
Dental	10.3%	6.1%	8.0%	8.0%	9.1%	10.5%	15.0%	16.7%	16.7%	18.2%	--	--	--	--
Law	11.1%	9.1%	9.7%	11.8%	11.4%	13.9%	11.1%	14.3%	13.9%	13.9%	20.5%	20.5%	7	39
Medical	17.6%	18.2%	18.0%	17.5%	17.9%	17.9%	19.5%	19.4%	19.6%	16.7%	15.6%	18.6%	48	252
TOTAL	14.2%	14.4%	14.8%	14.9%	15.7%	16.3%	16.8%	18.1%	17.5%	17.7%	18.7%	20.9%	201	957

Table 10a. Tenured and tenure-track women by school: 1991 – 2003 (continued)

Tenure-track positions - proportions in %, and nos. of women and totals for 2002-2003

	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	# women in 02-03	Total # in 02-03
WCAS	30.9%	35.2%	36.1%	34.1%	33.3%	31.4%	41.3%	39.5%	45.9%	47.8%	44.1%	39.8%	36	91
KSM	27.5%	22.9%	17.6%	15.2%	25.0%	18.2%	21.7%	17.8%	27.3%	31.0%	25.0%	25.0%	9	31
SESP	75.0%	66.7%	66.7%	66.7%	50.0%	50.0%	25.0%	40.0%	40.0%	50.0%	75.0%	60.0%	3	5
Medill	18.2%	16.7%	50.0%	63.6%	33.3%	20.0%	20.0%	42.9%	60.0%	50.0%	50.0%	60.0%	2	4
Music	37.5%	37.5%	33.3%	45.5%	45.5%	36.4%	50.0%	45.5%	41.7%	62.5%	40.0%	30.0%	3	6
SoC	45.5%	57.1%	58.8%	52.9%	43.8%	50.0%	72.7%	55.6%	70.0%	58.3%	50.0%	58.3%	6	11
McC	9.5%	12.2%	23.1%	27.3%	28.1%	25.0%	16.7%	18.5%	21.4%	17.1%	17.5%	13.2%	3	30
Dental	0.0%	14.3%	33.3%	30.0%	30.0%	33.3%	33.3%	--	--	--	--	--	--	--
Law	28.6%	28.6%	37.5%	40.0%	60.0%	50.0%	60.0%	50.0%	25.0%	28.6%	16.7%	37.5%	4	8
Medical	18.9%	21.3%	19.7%	23.4%	24.4%	24.6%	22.2%	22.3%	22.9%	25.0%	24.3%	29.4%	19	66
TOTAL	24.6%	26.8%	28.6%	30.1%	29.8%	27.6%	30.0%	29.6%	34.1%	35.7%	32.9%	32.6%	85	252

Table 10b. Proportions of women among full-time faculty, Assistant Professor and above, by rank and school, 1991 - 2003

Professors - proportions in %, and numbers of women and totals for 2002-2003

	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	# women in 02-03	Total # in 02-03
WCAS	10%	10%	9%	9%	13%	12%	13%	16%	14%	15%	16%	16%	35	225
KSM	11%	5%	9%	9%	7%	8%	9%	10%	10%	9%	11%	13%	8	61
SESP	17%	21%	21%	21%	23%	17%	15%	14%	20%	22%	31%	29%	4	14
Medill	9%	10%	11%	11%	13%	14%	13%	14%	11%	20%	14%	14%	1	7
Music	0%	5%	9%	9%	11%	17%	15%	20%	21%	21%	30%	35%	7	20
SoC	15%	17%	19%	19%	23%	24%	25%	29%	36%	37%	39%	41%	16	39
McC	2%	4%	3%	3%	4%	3%	3%	5%	3%	3%	4%	6%	6	98
Dental	0%	0%	0%	0%	0%	0%	17%	14%	0%	0%	--	--	--	--
Law	11%	10%	9%	9%	15%	16%	15%	17%	17%	19%	21%	18%	7	38
Medical	10%	11%	12%	12%	12%	13%	14%	20%	16%	18%	15%	17%	32	188
TOTAL	9%	9%	10%	10%	11%	12%	13%	16%	14%	15%	16%	17%	116	690

Associate Professors - proportions in %, and numbers of women and totals for 2002-2003

	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	# women in 02-03	Total # in 02-03
WCAS	27%	28%	29%	29%	29%	30%	31%	33%	34%	33%	34%	42%	36	86
KSM	28%	32%	33%	33%	37%	29%	17%	27%	36%	29%	27%	26%	6	23
SESP	38%	0%	25%	25%	25%	25%	40%	25%	25%	25%	33%	40%	2	5
Medill	22%	27%	39%	39%	43%	43%	38%	33%	33%	32%	11%	22%	2	9
Music	24%	14%	16%	16%	16%	11%	15%	26%	29%	32%	33%	33%	7	21
SoC	33%	35%	36%	36%	33%	36%	38%	35%	30%	26%	30%	33%	8	24
McC	12%	9%	8%	8%	10%	10%	13%	14%	18%	26%	23%	24%	8	34
Dental	21%	22%	18%	18%	24%	25%	22%	50%	44%	44%	--	--	--	--
Law	25%	33%	40%	40%	67%	100%	--	100%	100%	33%	0%	0%	0	1
Medical	24%	20%	19%	19%	20%	23%	26%	28%	26%	23%	23%	25%	16	64
TOTAL	25%	23%	23%	23%	24%	25%	26%	29%	30%	29%	28%	32%	85	267

Table 10b. Proportions of women among full-time faculty, Assistant Professor and above, by rank and school, 1991 – 2003 (continued)

Assistant Professors - proportions in %, and numbers of women and totals for 2002-2003

	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	# women in 02-03	Total # in 02-03
WCAS	27%	35%	30%	30%	26%	31%	40%	34%	44%	45%	45%	40%	36	91
KSM	26%	25%	11%	11%	21%	20%	24%	30%	37%	39%	30%	29%	9	31
SESP	100%	100%	50%	50%	50%	33%	40%	33%	40%	50%	75%	60%	3	5
Medill	40%	43%	50%	50%	13%	11%	44%	38%	50%	40%	60%	50%	2	4
Music	40%	33%	40%	40%	40%	43%	80%	80%	50%	67%	57%	50%	3	6
SoC	55%	53%	56%	56%	56%	53%	6%	60%	75%	53%	46%	55%	6	11
McC	15%	25%	29%	29%	23%	23%	20%	21%	22%	13%	15%	10%	3	30
Dental	25%	33%	31%	31%	31%	33%	36%	36%	21%	20%	--	--	--	--
Law	33%	100%	100%	100%	100%	--	0%	0%	14%	17%	20%	50%	4	8
Medical	26%	23%	30%	30%	36%	35%	33%	35%	28%	32%	22%	29%	19	66
TOTAL	28%	28%	30%	30%	33%	33%	33%	35%	37%	37%	34%	34%	85	252

Source: Administration and Planning
(Tables 11a and 11b in 2001 COWAC report)

Table 11. Representation of women among full-time lecturers and instructors, by school, 1991 – 2003

Full-time lecturers and instructors - proportion of women in %, and total numbers for 2002/2003

School	92/93	93/94	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	Total in number in 02/03	Change in number, 1992 - 2003
WCAS	54.7%	53.5%	57.1%	60.8%	55.7%	53.8%	61.3%	61.1%	61.2%	58.5%	58.0%	131	+57
Communication	84.6%	90.9%	93.3%	84.0%	82.6%	85.0%	75.0%	73.7%	81.0%	73.6%	70.8%	24	+21
Education	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	n.a.	100.0%	n.a.	100.0%	100.0%	1	0
Engineering	n.a.	0.0%	0.0%	25.0%	25.0%	50.0%	33.3%	20.0%	16.7%	50.0%	33.3%	6	+5
Journalism	28.6%	28.6%	25.0%	50.0%	60.0%	53.3%	33.3%	43.8%	50.0%	62.5%	50.0%	10	+3
KSM	37.5%	50.0%	50.0%	100.0%	50.0%	22.2%	33.3%	16.7%	0.0%	0.0%	28.5%	7	+5
Music	25.0%	40.0%	40.0%	40.0%	41.7%	30.8%	26.3%	35.7%	54.5%	44.4%	47.0%	17	+10
Law	45.5%	61.5%	63.6%	64.3%	57.1%	61.5%	66.7%	64.7%	75.0%	75.0%	60.0%	5	-16
Medical School	20.0%	14.3%	50.0%	28.6%	50.0%	20.0%	0.0%	0.0%	33.3%	55.5%	37.5%	8	+12
Research Centers	0.0%	5.6%	10.5%	0.0%	0.0%	0.0%	4.8%	5.9%	5.3%	0.0%	0.0%	0	-22
Continuing Studies	12.5%	50.0%	50.0%	55.6%	0.0%	n.a.	n.a.	n.a.	44.4%	n.a.	n.a.	n.a.	n.a.
ALL UNIV. %	31.9%	46.3%	50.6%	54.9%	51.2%	48.1%	50.2%	50.8%	56.1%	57.8%	55.9%	209	+75

Source: Office of Administration and Planning
(Table 12 in 2001 COWAC report)

Table 12. NU tenure track hiring versus the national pool of recent PhD's.

School and Department	NSF Area Classification	Proportion of new women Ph.D.s		NU hires, Fall 98- Fall 01		
		94-97	98-01	% F	No. F	Total
WCAS						
Foreign Languages (5)	Humanities - Foreign Languages	61%	64%	71%	5	7
History, Art History (2)	Humanities - History	38%	39%	58%	7	12
English	Humanities - Language and Literature - English	57%	58%	57%	6.5	11.5
Classics, Philosophy (2)	Humanities - Classics, Philosophy	35%	29%	17%	1	6
Religion	Humanities - Religion	23%	30%	100%	1	1
African-American Studies	Soc. Sci. - Area Studies	54%	46%	100%	2	2
Anthropology	Soc. Sci. - Anthropology	56%	58%	40%	2	5
Economics	Soc. Sci. - Economics	23%	27%	25%	3	12
Linguistics	Humanities - Linguistics	54%	58%	33%	1	3
Political Science	Soc. Sci. - Pol. Sci. and Government	31%	34%	44%	4	9
Sociology	Soc. Sci. - Sociology	54%	58%	44%	4	9
Psychology	Psychology	65%	64%	0%	0	4
Mathematics, Statistics (2)	Physical Science - Math, Social Science - Stats.	22%	26%	11%	1	9
BMBCB, Neuro.& Phys. (2)	Life Sciences - Biological Sciences	42%	44%	29%	2	7
Chemistry	Phys. Sci. - Chemistry	29%	31%	15%	1	6.5
Physics and Astronomy	Phys. Sci. - Physics + Astronomy	13%	15%	40%	2	5
Geological Sciences	Earth Sciences - Geology	21%	26%	50%	1	2
Hispanic Studies	Soc. Sci. - Area Studies	54%	46%	33%	1	3
McCormick						
Chemical Engineering	Engineering - Chemical Eng.	16%	21%	0%	0	1
Civil Engineering	Engineering - Civil Eng.	12%	16%	33%	1	3
Elec. & Comp. Engineering	Engineering - Electrical Eng.	9%	11%	18%	2	11
Ind. Engineering & Man. Sci.	Engineering - Industrial Eng.	17%	17%	33%	1	3
Mats. Sci. and Engineering	Engineering - Materials Eng.	16%	20%	0%	0	2.5
Mechanical Engineering	Engineering - Mechanical Eng.	7%	11%	17%	1	6
Biomed. Eng., Eng. Sci. and App. Math. (2)	Engineering - Bioeng.& Biomed, Science and Math - Applied Math	14%	26%	14%	1	7
Computer Science	Math and Comp. Sci. - Comp. Sci.	17%	18%	0%	0	5
TOTAL McCormick	Engineering + Comp. Sci.	14%	18%	16%	6	37.5

Table 12. NU tenure track hiring versus the national pool of recent PhD's. (continued)

School and Department	NSF Area Classification	Proportion of new women Ph.D.s		NU hires, Fall 98- Fall 01		
		94-97	98-01	% F	No. F	Total
KSM						
All departments	Business and Management	29%	32%	28%	9	32
Education						
Education	Education	62%	65%	80%	4	5
Law						
Law	Law	43%* (*JD/LB)	38 (*JD/LB)	40%	4	10
Feinberg (Medicine)						
Basic Sciences	Life Sciences - Medical Sciences	53%	46%	20%	3	15
Music						
All departments	Humanities - Music	47%	45%	50%	7	14
Communication						
Communication Studies	Communications - Mass	69%	47%	100%	2	2
All others	Communications - Research, Theory, General, Other	47%	56%	38%	2.5	6.5
Medill						
All departments	(Data on Journalism Ph.D.s n.a.)	n.a.	n.a.	100%	2	2

Source: Office of the Provost, NSF Survey of Recent Ph.D.s.

(Table 13 in 2001 COWAC report)

Table 13. Outcomes of faculty promotion and tenure considerations.

2002 – 2003						
Rank	# Considered	Women		# Considered	Men	
		# Approved	% approved		# Approved	% approved
Prof Tenured	3	3	100%	13	12	92%
Prof non-tenure track	4	3	75%	10	10	100%
Prof Clinical	0	0	0%	4	4	0%
Assoc Prof Tenured/Tenure track	8	8	100%	21	15	71%
Assoc Prof non-tenure track	12	11	92%	15	12	80%
Assoc Prof Clinical	1	1	100%	6	5	83%
Asst Prof non-tenure track	13	13	100%	10	10	100%
Asst Prof Clinical	5	5	100%	15	15	100%
TOTAL	46	44	96%	94	83	88%

2001 – 2002						
Rank	# Considered	Women		# Considered	Men	
		# Approved	% approved		# Approved	% approved
Prof Tenured	4	4	100%	12	10	83%
Prof non-tenure track	3	3	100%	12	9	75%
Prof Clinical	0	0	0%	0	0	0%
Assoc Prof Tenured/Tenure track	14	13	93%	16	13	81%
Assoc Prof non-tenure track	8	8	100%	12	12	100%
Assoc Prof Clinical	1	1	100%	6	6	100%
Asst Prof non-tenure track	11	11	100%	21	21	100%
Asst Prof Clinical	4	4	100%	11	11	100%
TOTAL	45	44	98%	90	82	91%

Table 13. Outcomes of faculty promotion and tenure considerations.
(continued)

2000 – 2001						
Rank	# Considered	Women		# Considered	Men	
		# Approved	% approved		# Approved	% approved
Prof Tenured	7	7	100%	18	18	100%
Prof non-tenure track	6	5	83%	8	8	100%
Prof Clinical	0	0	0%	2	2	100%
Assoc Prof Tenured/Tenure track	13	12	92%	22	20	91%
Assoc Prof non-tenure track	14	13	93%	16	16	100%
Assoc Prof Clinical	0	0	0%	7	7	100%
Asst Prof non-tenure track	8	8	100%	17	17	100%
Asst Prof Clinical	11	11	100%	15	15	100%
TOTAL	59	56	95%	105	103	98%

1999 – 2000						
Rank	# Considered	Women		# Considered	Men	
		# Approved	% approved		# Approved	% approved
Prof Tenured	6	5	83%	22	22	100%
Prof non-tenure track	4	4	100%	3	3	100%
Prof Clinical	2	2	100%	4	4	100%
Assoc Prof Tenured/Tenure track	6	6	100%	26	21	81%
Assoc Prof non-tenure track	2	2	100%	12	8	67%
Assoc Prof Clinical	1	1	100%	7	6	86%
Asst Prof non-tenure track	12	11	92%	22	13	59%
Asst Prof Clinical	4	3	75%	12	11	92%
TOTAL	37	34	92%	108	88	81%

Source: Office of the Provost

(Table 14 in 2001 COWAC report)

Table 14: Tenure Clock Extension and attrition among tenure track faculty, by gender, 1993-2003

Cohort Begin Date	Number in cohort		Male		Female		Male		Female	
	Male	Female	# of clock extensions received	% of clock extensions received	# of clock extensions received	% of clock extensions received	# no longer represented in cohort*	% no longer represented in cohort*	# no longer represented in cohort*	% no longer represented in cohort*
93-94	15	4	1	6.7%	1	25.0%	5	33.3%	1	25.0%
94-95	18	6	1	5.6%	2	33.3%	4	22.2%	2	33.3%
95-96	21	11	3	14.3%	2	18.2%	6	28.6%	4	36.4%
96-97	23	10	3	13.0%	1	10.0%	9	39.1%	3	30.0%
97-98	22	18	9	40.9%	6	33.3%	3	13.6%	6	33.3%
98-99	23	11	9	39.1%	5	45.5%	2	8.7%	4	36.4%
99-00	16	16	4	25.0%	9	56.3%	6	37.5%	3	18.8%
00-01	37	14	4	10.8%	4	28.6%	3	8.1%	0	0.0%
01-02	22	9	5	22.7%	0	0.0%	0	0.0%	0	0.0%
02-03	17	10	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Source: Office of the Provost

* Note: Attrition from tenure track includes all individuals who either left NU or switched to non-tenure-eligible position prior to tenure review. Later cohorts show lower rates of attrition because they are still early in the tenure cycle. Clock extensions include individuals who were subsequently granted tenure.

note: 99-00 cohort - one female had two clock extensions; above figure only represents one extension; she later resigned

note: 98-99 cohort - one female had two clock extensions; above figure only represents one extension

note: 98-99 cohort - one female was promoted and awarded tenure effective 9/1/03 but resigned effective 8/31/03

note: 97-98 cohort - one male had three clock extensions; above figure represents only one extension

(Table 15 in 2001 COWAC report)

Table 15. Women in Named Professorships

Year	# Active professorships	# Women holding professorships	Percentage of women holding professorships
1990-91	175	10	5.7%
1991-92	182	10	5.5%
1992-93	189	13	6.9%
1993-94	193	n.a.	n.a.
1994-95	205	14	6.8%
1995-96	219	15	6.8%
1996-97	234	n.a.	n.a.
1997-98	282	17	6.0%
1998-99	310	22	7.1%
1999-00	316	23	7.3%
2000-01	326	22	6.7%
2001-02	329	n.a.	n.a.
2002-03	331	40	12.1%

Source: Office of the Provost

(Table 17 in 2001 COWAC report)

Table 16. Faculty Salary Regression Results (1994, 2001, and 2004)

	<u>1993- 1994 Task Force Study</u>		<u>2000-2001 COWAC Study</u>		<u>2003-2004 COWAC Study</u>				
<u>Population Studied</u>	895 Northwestern Faculty Members- 18% are female (tenure-line, excluding Medical School clinical faculty)		1,474 Northwestern Faculty Members- 29% are female (full-time faculty at rank of assistant professor and above - includes non-tenure-eligible faculty)		1,098 Northwestern Faculty Members- 25% are female (tenure-line faculty, excluding those with primary administrative appointments)				
<u>Variables Used</u>	Gender School Affiliation Years of Service (linear and squared) Age Rank Years in Rank (linear and squared) Endowed chaired status		Gender School Affiliation Years of Service (linear and squared) Age (Linear and Squared) Rank Indicator of years in rank Endowed chaired status		Gender School Affiliation Years of Service (linear and squared) Age (Linear and Squared) Rank Years in Rank (linear and squared) Endowed Chair Status				
<u>Faculty by Rank</u>		Females	Males		Females	Males	Females	Males	
	Professor	9%	91%	Professor	*	*	Professor	17%	83%
	Assoc. Prof.	25%	75%	Assoc. Prof.	*	*	Assoc. Prof.	33%	67%
	Asst. Prof.	30%	70%	Asst. Prof.	*	*	Asst. Prof.	34%	66%
<u>Years of Service at Northwestern</u>	Females: 8.2 years		Females: 8.7 years		Females: 10.0 years				
	Males: 13.7 years		Males: 13.7 years		Males: 15.3 years				
<u>Years in current rank at Northwestern</u>	Females: 5.6 years		Females: 46% in rank for 5 plus years		Females: 5.3 years				
	Males: 10.3 years		Males: 65% in rank for 5 plus years		Males: 10.4 years				

Faculty Salary Regression Results (1994, 2001, and 2004) (Continued)

	<u>1993-1994 Task Force Study</u>	<u>2000-2001 COWAC Study</u>	<u>2003-2004 COWAC Study</u>
<u>Discrepancies in Salaries</u> (controlling for school affiliation and measures of experience)	Full Female Professor: 6.7% less	Full Female Professor: 2.2% less*	Full Female Professor: 7.7% less
	Assoc. Female Prof.: 2.2% more	Assoc. Female Prof: 5.5% less*	Assoc. Female Prof: 7.7% more
	Asst. Female Prof.: 3.3% less	Asst. Female Prof: 1% less*	Asst. Female Prof: 5.3% less
<u>Additional Findings</u>	Years of service and years in rank appear to have had little effect	Salary increases with years spent in each rank	Salary increases with years of service and years in rank.
	Differences in male and female salaries are not statistically significant	Endowed chair status is an important determinant of salaries	Status as endowed chair has a significant effect on salary at the rank of professor.
		Large male-female salary gap in the Law School. The differential for men in that school is statistically significant at all ranks.	

* In the 2000-2001 faculty salary regression analysis, no distinction was made between those who were tenured or eligible for tenure and those who were not. Thus the population numbers appear to be inflated by about 33%, and cannot be compared directly to the analyses from 1993-1994 and 2003-2004.

Source: Administration and Planning
(Table 18 in 2001 report)