

REPORT of the COMMITTEE

Section I: Report on Trends in the Representation of Women at Northwestern

A. INTRODUCTION

During 2002-2004, COWAC again considered data regarding the representation of women at Northwestern collected by units within the University. These data were provided by the Office of the Provost; Human Resources; and Administration and Planning.

This represents the third effort to provide an analysis of such data, the first having occurred in connection with the efforts of the 1993-94 Task Force on the Status of Women in the Academic Workplace, and the second by COWAC in its report for 2001-02. COWAC as currently constituted is poorly equipped to collect the data it believes would be most useful in this endeavor, and must rely on the good graces of others to supply and to analyze large portions of the relevant material. COWAC strongly urges the University to provide permanent support for the collection and analysis of this data.

The tables described in the text that follows can be found in Appendix A.

B. WOMEN IN INSTITUTIONAL LEADERSHIP POSITIONS (Tables 1 – 4)

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

The representation of women on the Board of Trustees remains relatively stable, with the overall representation having risen from 12% in 1993 to 13% currently. Women have not joined the ranks of Life Trustees as frequently as men, however; in 1993, 3 of 26 were women, in 2003, only 4 of 61 were women.

Table 2. Representation of Women in Leadership Roles in Schools

Most units continue to show significant numbers of women in leadership positions within the schools, at least when leadership positions are defined to include both faculty and staff. Four of the eleven units analyzed, however, showed a decline of more than 5 percentage points in the number of women in leadership positions; two units showed an increase of more than 5 percentage points in the number of women in leadership positions.

Unlike the analysis in prior years, the data was broken down to show leadership positions (that is, associate dean and assistant dean positions) held by faculty separate from those held by staff. This approach reveals that there is a predominance of men in those associate dean positions that are drawn from the ranks of faculty (6% women), and better representation of women in the ranks of those positions drawn from the ranks of staff (56% women). Representation of women among assistant deans drawn from faculty is relatively strong at 50%, while the great majority (80%) of assistant deans drawn from staff are women.

Table 3. Representation of Women as Department Chairs

Data on representation of women as department chairs shows continuing increases in number from 1993 through 2001. Since 2001, there has been a modest decline in the overall number of women department chairs. Some of this difference appears to be the result of a slightly lower number of women chairs in WCAS in 2002-2003 (down to 8 from a high of 11), where women have tended to be better represented (as chairs) than in other units.

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

The percentage of women (including faculty, staff and alumnae) on the senior search committees ranged from 25% to 70%, depending on the search.

In the 19 senior searches prior to this report (1993 – 2000) and omitted from this year's tables, the percentage of women on search committees varied from 13% (1996 – Dean, Medical School) to 57% (1999 – VP, Student Affairs).

C. WOMEN STAFF (Tables 5 – 9)

COWAC has obtained from Human Resources data broken down by grade that allows comparison of the average compensation rates for both nonexempt and exempt staff, across various demographic groups. This information reveals only average rates, not ranges, and only rates, not total actual compensation paid. COWAC was also unable to obtain certain information, including years in grade, which would allow a more complete analysis of possible grade and compensation disparities.

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

Of the 2,132 non-exempt staff members employed at Northwestern during the 2002 calendar year, 1,406 (66%) were women. This rate has remained steady since 1993, when women comprised 65% of the non-exempt staff.

Women predominate in support worker (grades 8 - 9) and senior-level support positions (grades 10 – 11). Indeed, 68% of non-exempt female staff are employed in grades 9, 10, and 11. They also occupy most of the technical positions (grades 12 - 18), but almost none of the union positions (grade 30), and about half of the housekeeping positions (grades 41 – 47).

In the regular non-exempt grade categories (grades 3 – 18), the median grade for both men and women is grade 10 (53% of male staff are at or below grade 10; 65% of female staff are at or below grade 10). Among the 181 unionized employees in grade 30 (custodial and skilled workers), only four are women. These women earn 87% of the average male salary, because of the role of seniority in determining compensation, consistent with Northwestern's contractual obligations.

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

Non-exempt staff positions represented total 2,132, broken down as follows:

	White	African-American	Hispanic	Asian/Pacific Islander	Native American	Unknown	Total
Female	791	324	86	136	2	67	1406
Male	439	140	45	65	1	36	726
TOTAL	1230	464	131	201	3	103	2132
%	57.6	22.7	6	9	.14	4.8	

White employees (women and men) hold 58% of non-exempt positions; African-American employees, 22.7%; Hispanic employees, 6%; Asian/Pacific Islander employees, 9%; Native American, .14%. Employees who did not identify their ethnicity occupy 4.8% of non-exempt positions.

For women, the most populated grade levels are senior level support (grades 10-11). 53% Latinas, 49% of white women, 40% of African American, 29% of Asian American and 50% of women of unknown ethnicity are employed at these two grade levels.

Women hold 61% of all technical positions (grades 12-18.) White women make up 36.9% of the total staff employed in these grades; Asian American women make up 11.7%; African American women, 5.1%; Latinas, .4%; women of unknown ethnicity, 5.3%. These numbers suggest that there may be underrepresentation of African American women in these higher non-exempt grades: 5.1% of the total number of women in the technical grades are African American while 23% of the total number of women in all non-exempt positions are African American.

This possibility is confirmed by the fact that African American women appear to be overrepresented in the lower grades: among women in the regular non-exempt grade categories (grades 3 – 18), 82.3% of African American women are employed at grade 10 (the median grade for all non-exempt women staff) or below while only 62.4% of white women; 66.7% of Latinas; 45.5% of Asian Americans; 41.8% of women of unknown ethnicity are so employed. In grades 7 – 8 (support worker positions), African American

women occupy 35.2% of the positions; white women, 22.8%; Asian American women, 7.8%; and Hispanic women, 6.5%. In grades 9 – 11 (senior-level support positions), white women hold 45% of the positions; African American women, 17.5%; Asian American women, 5.5%; Hispanic women, 4.8%; women of unknown ethnicity, 3.3%; and American Indian women, .1%.

A similar, but less pronounced, tendency is revealed in the data regarding African American men. Among men in the regular non-exempt grade categories (grades 3 – 18), African American men appear to be overrepresented at grade 10 (the median grade for all non-exempt men) or below: 71% of African American men are employed at grade 10 or below, while 52.8% of white men; 56.5% of Latinos; 27.6% of Asian American men and 45.7% of men of unknown ethnicity are so employed.

These data suggest a need for further investigation.

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

Table 7 shows the representation of women and their average salaries by grade (compared to those of men). The table shows grades 3 - 16 (professional administrative positions); grades 51-66 (professional IT positions); and the combined grades 1 and 31 (unclassified positions). The latter category consists of jobs that are typically one of a kind, with market-driven salaries. Table 7 also shows the representation of women and their average salaries for coaches, librarians (grades LIB 1 – LIB 5) and physicians (in Student Health).

Of the 1,922 exempt staff members employed at Northwestern during the 2002 calendar year, 1,125 (59%) were women. This rate has increased since 1993, when women comprised 48% of the exempt staff but is consistent with the 60.8% reported in the 2000-2001 report.

The median grade level for women exempt staff in the professional administrative positions (grades 3 – 16) was grade 7; for male exempt staff, the median grade level was grade 8. (62.8% of exempt staff women were employed at or below grade 7, compared to 59.7% of men at or below grade 8.) These medians remain unchanged from the 2000-2001 COWAC report, when the median grade level for female exempt staff was grade 7

(with 62.7% at that grade or below); for men, the median grade level was 8, with 59% at that grade or below.

These computations do not include the grades 51-66 or grade 31. These grades appear to overlap substantially with the higher professional administrative grades, but COWAC has been given insufficient information about these grades to allow any comparison between these grades and the regular grades. Together, however, these “noncomparable grades” account for more than 30% of exempt staff and 48% of male exempt staff. COWAC recommends, as it has in its earlier reports, that the use of all noncomparable grades, and particularly the relatively heavy use of the unclassified grade, should be discontinued or at least limited and regularized so as to make comparisons possible.

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

Exempt staff positions represented total 1,922, broken down as follows:

	White	African-American	Hispanic	Asian/Pacific Islander	Native American	Unknown	Total
Female	829	113	49	80	0	54	1125
Male	629	51	17	63	3	34	797
TOTAL	1458	164	66	143	3	88	1922
	75.9%	8.5%	3.4%	7.4%	0.2%	4.6%	

White employees (women and men) hold 76% of exempt positions; African-American employees, 9%; Hispanic employees, 3.4%; Asian/Pacific Islander employees, 7.4%; Native American, .166%. Employees whose ethnicity is not known occupy 4.6% of exempt positions.

The most heavily populated grade level for both men and women holding professional administrative positions (grades 3 – 16) is grade 5, with 22% of women and 14% of men holding positions at this grade.

75% of white women, 80% of African American women, 95% of Hispanic women, and 83% of Asian women hold positions in grade 8 (the median grade for white men in grades 3-16, comprising 57% of that population) or lower.

59.9% of white exempt staff women are employed at grade 7 or below; 43% of white exempt staff women are employed at grade 6 or below. 51.6% of African American exempt staff women are employed at grade 6 or below; 50% of African American men are employed at grade 7 or below. 63.4% of Hispanic exempt staff are at grade 6 or below; 82.9% of Hispanic women are employed at grade 7 or below.

The data reported in the 2000-2001 COWAC Report reveal similar differences in grade by gender and race.

Rates of Staff Promotion and Exit, 1997-2003

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

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

Human Resources offered COWAC an analysis of a single cohort of non-exempt and exempt staff who were working at Northwestern in 1997 to determine turnover and promotion rates by gender from 1997 to 2003.

Cumulatively, over the past six years, the turnover in most grade ranges, for both non-exempt and exempt staff, exceeded 50%. In other words, of the staff originally hired in 1997, less than 50% remained employed by the University in 2003. (This cohort's longevity exceeded that which might be expected from the overall annual turnover rate, between 16% and 18%, experienced most recently, that is, in the year ending August 31, 2004.) Several aspects of this turnover are nevertheless worth noting:

- For non-exempt staff, the highest turnover rates were in grade range 11-12, for both women (66.9%) and men (69.1%). (Table 9a)
- For exempt staff, the highest turnover rates for women occurred in the categories of coaches, at 91.7%, and "unclassified" (typically one-of-a-kind positions for which salaries are set in response to market conditions), at 68.1%. It is difficult to interpret turnover rates of coaches, since coaching staff tend to turn over more frequently, in general. It is also hard to know how to interpret turnover statistics for unclassified positions, given the variety of positions encompassed in this

category. (The highest rate of turnover for male exempt staff is in the unclassified category, at 66.1%.) (Table 9b)

- For non-exempt employees, exit rates over the six-year period are similar to those of exempt employees (see Table 9(a)). Exit rates range for women range from 37.5% (grades 14-15) to 66.9% (grades 12-13). (Grade range 16-18 shows a cohort of only two women, both of whom exited the University during this six-year period, resulting in a turnover rate of 100%.) In the 14-15 grade range, no women were promoted to a higher grade during this time period, although 17.4% of men were, despite the fact that 58% (32) of staff in this grade range were women. Women in grades 12-13 were also less likely to have been promoted, although the difference is less striking.
- For exempt staff there is no clear indication that men have been promoted at a higher rate than women (see 9(b)). For both exempt men and exempt women the rates of leaving Northwestern over the six-year period generally decrease at the more senior grades. Exit rates for women range from 11.1% in IT grades 60-62 to 91.7% in the coaches category, as discussed above.

It is difficult to compare these mobility patterns with those recorded in the first COWAC report, which used data up to 1992-93. Job codes were re-organized in 1997 at the time of the introduction of HRIS. In addition, the present exempt staff dataset is more comprehensive in its coverage, as it includes many more employees than the earlier statistics.

Although the sample data on turnover made available is small, COWAC remains concerned about turnover among women in the higher grades.

D. WOMEN FACULTY (Tables 10 – 16)

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

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

Women continue to be better represented university-wide in tenured positions (now at 20.9%, up from the last reported 17.7% for 2000-01, and 18.7% for 2001-02) and all tenure-track positions (now at 23.6%, up from the last reported 22.1% in 2000-01 and 22% for 2001-02). All units but two show an increase in absolute numbers in both categories. However, women remain substantially better represented in the rank of associate professors (32% overall) than full professor (17%).

The ranks of the untenured, however, show significant decreases in several units, including WCAS (down to 36 out of 91, from a high of 43 out of 90 in 2000-01), KSM (down to 10 out of 40, from a high of 13 out of 42), and Music (down to 3 out of 6, from a high of 5 out of 8). Especially in the Music School (which now has 14 women tenured of 41 positions), this may reflect as much a change in the untenured/tenured composition of the faculty as in the female/male composition of the faculty.

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

The percentage of those holding titles of full-time lecturer and instructor who are women appears to have leveled off at just above 55%. The total number holding such ranks was 209 (compared to total tenure-track faculty of 1209) in 2002-03, up by 75 from 1992.

These numbers include only those holding “lecturer” (whether senior, college, adjunct or simply lecturer) and “instructor” (whether clinical, visiting or simply instructor) positions and omits other clinical titles that are not tenure eligible. COWAC had no information about either the gender representation in these other ranks, or about trends in the use of such ranks.

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

These data are broken down by subject matter, not by unit as were most other data. Out of the 32 subject areas, 7 are as reported having actually hired in the three years ending in 2001 a number of women that represents a percentage of hires that is 10 percentage points or more than the percentage of women in the available pool of Ph.D. candidates. However, 7 reported the same differential less than the available pool.

Table 13. Outcomes of faculty promotion and tenure considerations.

The data for the last three years show that women have as good as, and in some cases, a better chance than men of a favorable decision on promotion and tenure. Indeed, in the especially critical promotion to associate professor with tenure, women fared significantly better in more recent years.

COWAC was unable to gather data regarding decisions affecting promotion and tenure at the level of the department and school; in other words, this table reflects only those cases that reach the Provost's Office. COWAC believes that an accurate assessment of the outcomes of tenure track hires cannot be made without information about those cases that do not formally reach the Provost's Office, and urges the University to collect this information in a more regularized way.

Table 14. Tenure clock extension and attrition among tenure track faculty, by gender, 1993-2003

The University allows the extension of the time before which tenure must be granted for various reasons. The data reflects that, in more recent years, men have requested such extensions at least as frequently as women. In 2002-2003, men represented roughly 63% of the untenured faculty (160 out of 253) who joined the University since 1997, and 69% of the requests for clock extensions in academic years 2000 and 2001. In every cohort starting before 2001, more women had eventually sought a clock extension than men.

Overall rates of attrition are slightly greater for women, but the difference does not appear to be meaningful. Of the 78 women who entered with the 1996 cohort or

after, 16 (20.5%) have left the university; of the 137 men, 23 (16.7%) have left. As few as two different outcomes from either group would eliminate this disparity.

Note that disparities in the ways in which the various units implement their tenure timetables make interpretation of the data relating to those who sought an extension but still remain in the cohort difficult.

Table 15. Women in Named Professorships

Although the numbers are still small, the percentage of named chairs held by women continues to rise slowly. In 1990, only 10 of 175 (5.7%) such positions were held by women; in 2002, 40 of 331 (12.1%) were. COWAC believes that these numbers may underrepresent the appropriately distinguished women currently on the faculty, and urges the University to investigate the factors that may contribute to this underrepresentation.

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

The 2003-2004 study shows that the gap by which the salary of women full professors and assistant professors falls below that of their male counterparts has grown slightly, while the gap by which the salary of women associate professors exceeds their counterparts has increased.

Note that the data used in the 2000–2001 study included a broader population (non-tenure track faculty, as well as tenured and tenure-track faculty) than the 1993-1994 and 2003-2004 studies, which included only tenured and tenure-track faculty. Thus, it is difficult to draw conclusions about trends from a comparison of the three studies. It is more useful to compare the 1993-1994 and 2003-2004 studies, which, as far as can be determined, capture the same populations. The Office of the Provost and the Office of Administration and Planning worked together to ensure that the 2003-2004 data were as accurate as possible, and will use these data as a baseline for future studies.

The variety in the nature of the appointments and approach to compensation makes it difficult to provide consistent data for the non-tenure track faculty.