

WOMEN IN POSTSECONDARY EDUCATION

**A Collection of National and Florida Data Concerning
Students, Faculty, and Administrators**

**Compiled by the
Florida Postsecondary Education Planning Commission**

March 1998

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The Postsecondary Education Planning Commission, initially created by executive order in 1980, given statutory authority in 1981 (SS 240.145 and 240.147, Florida Statutes), and reauthorized by the 1991 Legislature, serves as a citizen board to coordinate the efforts of postsecondary institutions and provide independent policy analyses and recommendations to the State Board of Education and the Legislature. The Commission is composed of 11 members of the general public and one full-time student registered at a postsecondary education institution in Florida. Members are appointed by the Governor with the approval of three members of the State Board of Education and subject to confirmation by the Senate.

A major responsibility of the Commission is preparing and updating every five years a master plan for postsecondary education. The enabling legislation provides that the Plan "shall include consideration of the promotion of quality, fundamental educational goals, programmatic access, needs for remedial education, regional and state economic development, international education programs, demographic patterns, student demand for programs, needs of particular subgroups of the population, implementation of innovative educational techniques and technology, and the requirements of the labor market. The capacity of existing programs, in both public and independent institutions, to respond to identified needs shall be evaluated and a plan shall be developed to respond efficiently to unmet needs."

Other responsibilities include recommending to the State Board of Education program contracts with independent institutions; advising the State Board regarding the need for and location of new programs, branch campuses and centers of public postsecondary education institutions; periodically reviewing the accountability processes and reports of the public and independent postsecondary sectors; reviewing public postsecondary education budget requests for compliance with the State Master Plan; and periodically conducting special studies, analyses, and evaluations related to specific postsecondary education issues and programs.

Further information about the Commission, its publications, meetings and other activities may be obtained from the Commission office, 224 Collins Building, Department of Education, Tallahassee, Florida, 32399-0400; telephone (850) 488-7894; FAX (850) 922-5388; Website - www.firn.edu/pepc.

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HIGHLIGHTS

The purpose of the fifth edition of *Women in Postsecondary Education: A Collection of National and Florida Data Concerning Students, Faculty and Administrators* is to highlight selected facts regarding women in higher education in their roles as students, faculty, and administrators. Two years ago, this report included for the first time data on the 23 regionally accredited, four-year independent institutions in the State. Prior to that time, the **Florida Overview** portion of the *Collection* had been limited to data describing the public postsecondary sector in Florida. The inclusion of this information enriched the *Collection* by better representing the diversity of postsecondary education institutions in Florida. The fifth edition of the *Collection* includes and updates this information.

Highlights are excerpted below:

National. In almost every year since 1976, female high school graduates have enrolled in higher education at higher rates than male high school graduates.

Enrollment

Florida. In Fall 1995, over half of the first-time-in-college (FTIC) enrollment for the State University System (SUS), the Community College System (CCS) was female, and 49% of the students enrolled in the regionally accredited four-year private institutions were female.

National. In 1994-95, women received the majority of associate, baccalaureate, and master's degrees and about 40 percent of doctoral and first-professional degrees.

Graduates

In 1995, the median income of female baccalaureate-earning college graduates 25 years and older was 57 percent greater than that of female high school graduates. That same year, however, women with bachelor's degrees only earned 71 percent of what men with bachelor's degrees earned.

In 1994-95, women earned significantly fewer doctoral degrees than men in institutions of higher education--from a low of 12 percent in Engineering to a high of 40 percent in Biological/ Life Sciences.

Florida. In 1995-96, women received almost two-thirds of the AA and AS degrees awarded in the Community College System, over half of the baccalaureate degrees in the SUS and just under half (49%) of the baccalaureate degrees in the independent sector.

In the five-year period between 1991-92 and 1995-96, women earned significantly fewer doctoral degrees in the SUS in science and engineering related fields than men, from a low of 10 percent of the degrees in

Engineering to a high of 41 percent of the degrees in Biological/Life Sciences.

Faculty

National. In the last 15 years, the income gap between men and women faculty has grown slightly.

In 1993, about 36 percent of men faculty were full professors, compared to about 15 percent of women faculty.

Florida. In 1995-96, there was a larger income gap between male and female ranked professors in the SUS than in Florida's independent institutions and public community colleges.

Twenty-seven percent of the ranked faculty members in both the SUS and independent institutions were female in 1995-96, while 45 percent of Community College System full-time faculty were female.

Administrators

Among state universities, community colleges, and independent institutions in 1993-94, forty percent of the full-time executive/administrative/managerial (EAM) personnel were women. The proportion of female EAM personnel was similar in the public sector divisions but substantially higher among independent institutions.

INTRODUCTION

This is the Commission's fifth edition of *Women in Postsecondary Education: A Collection of National and Florida Data Concerning Students, Faculty and Administrators*. As with its predecessors, the purpose of this publication is to highlight selected facts regarding women in higher education in their roles as students, faculty, and administrators. Many items have been updated to reflect 1995-96 data; elsewhere, entirely new information is incorporated. As with previous editions of the *Collection*, data availability and timeliness restricted the types of information included here.

Two years ago, for the first time, the third edition included data on the 23 regionally accredited, four-year independent institutions in the State. Prior to that time, the *Collection* was limited to examining the public sector of postsecondary education in Florida. The inclusion of this data better represented the diversity of postsecondary education institutions in Florida. Information on these private institutions in Florida is again included in this edition.

Since the initial *Collection* was published in 1991 for the Commissioner of Education's Roundtable for Women in Educational Leadership in Florida, this brief compilation of information has served as a springboard for discussion as well as a resource for data. The Commission encourages broad dissemination of this document and invites reader reaction and comment.



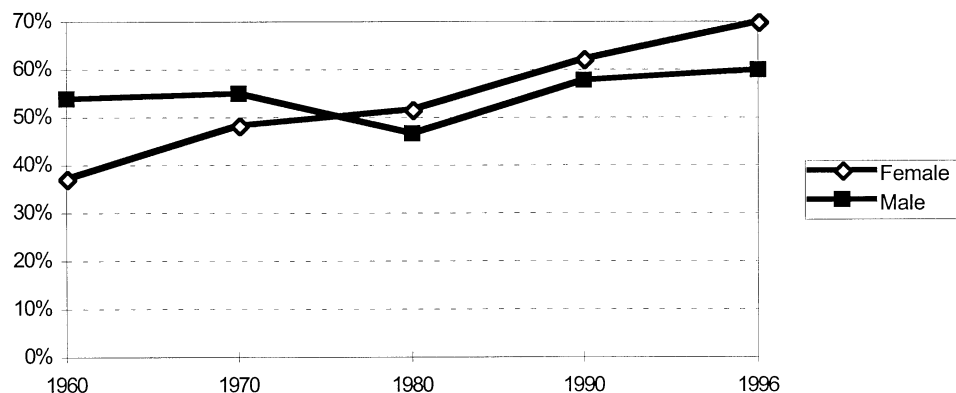
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NATIONAL OVERVIEW

STUDENTS - Enrollment

- In 1976, female high school graduates enrolled in postsecondary education at a higher rate than male high school graduates for the first time (**Figure 1**). Between Fall 1995 and Fall 1996, postsecondary enrollments of both male and female high school graduates increased, with the number of females increasing at a greater rate than that of males. Female enrollment increased by 13.8 percent, and male enrollment increased by 0.5 percent.
- In 1996, a higher proportion of female high school graduates enrolled in college (70 percent) than male graduates (60 percent).
- Women have continued to increase their share of total enrollment. In 1995, women comprised 55.5 percent of the students in higher education institutions, compared to 55.4 percent in 1994, 55.1 percent in 1993, and 55 percent in 1992.
- Between 1994 and 1995, the enrollment of white women decreased 1.3 percent in public institutions but increased slightly (0.6 percent) in private institutions. The enrollment of women ethnic minorities increased in both public and private institutions.
- Women have increased their participation in advanced placement examinations in math and science. In 1997, 48 percent of AP exams in math and science were taken by women, compared to 41 percent in 1987.

FIGURE 1
COLLEGE ENROLLMENT RATES OF HIGH SCHOOL GRADUATES

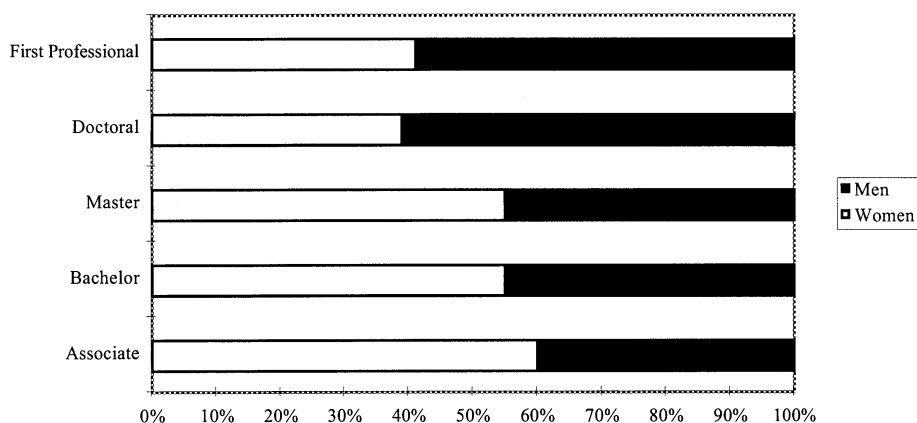


Source: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1996, 1997*.

STUDENTS - Graduates

- Of 2.2 million degrees conferred in the United States in the academic year 1994-95, 55 percent were received by women. Women received the majority of associate (60 percent), bachelor's (55 percent) and master's (55 percent) degrees, but only 39 percent of all doctoral degrees and 41 percent of the first-professional degrees (**Figure 2**).
- The total number of degrees awarded increased by 2.3 percent between 1992-93 and 1994-95 (2,167,038 to 2,217,700). The number of degrees awarded to men increased by 1.0 percent, while degrees awarded to women increased by 3.5 percent. The number of degrees awarded to women had the greatest increase at the master's (9.3 percent) and doctoral (9.2 percent) levels.
- In 1994-95, women earned significantly fewer doctoral degrees in institutions of higher education in science and engineering fields than men. Women earned 12 percent of the Engineering degrees, 22 percent of Mathematics degrees, 24 percent of the degrees in Physical Sciences, 18 percent of the degrees in Computer and Information Services, and 40 percent of the degrees in Biological/Life Sciences.

FIGURE 2
PROPORTION OF DEGREES GRANTED TO MEN AND WOMEN,
1994-95



Source: U.S. Department of Education, National Center for Education Statistics, *Degrees and Other Awards Conferred by Institutions of Higher Education: 1993-94, Digest of Education Statistics: 1997.*

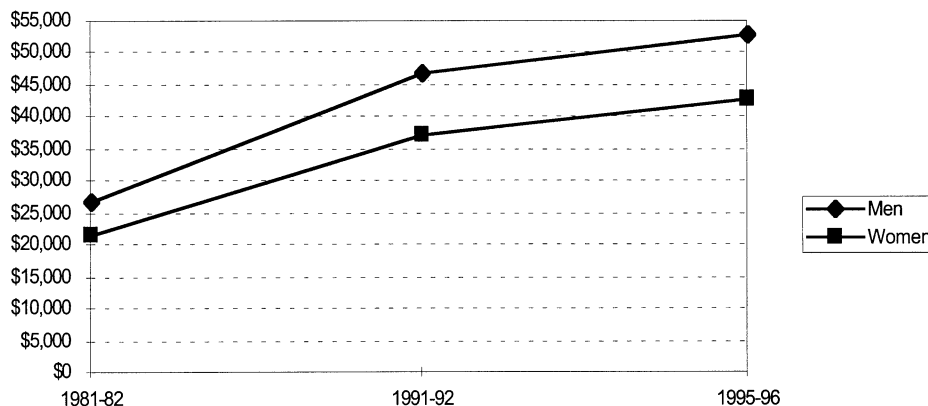
- In 1995, the median income of female baccalaureate-earning college graduates 25 years and older was 57 percent greater than that of female high school graduates. For males in the same categories, the earning advantage for baccalaureate graduates was 53 percent.
- The earnings advantage associated with a bachelor's degree is proportionally larger for males, however, than for females, as the median earnings of male workers are generally higher than those of female workers. The 1995 median annual income of men 25 years old and over with a bachelor's degree was \$13,215 more than that of women in the same bracket (\$45,266 and \$32,051).
- In 1973, women with four or more years of college earned 58 percent of the salaries of their male counterparts. By 1995, women with bachelor's degrees earned 71 percent of what men with bachelor's degrees earned.

FACULTY - Salary and Tenure

- In 1995-96, male full-time faculty on nine-month contracts earned an average salary of \$52,814, while women faculty earned an average salary of \$42,871, making men's salaries an average of 23 percent higher than those of women.
- The average salary of full-time instructional faculty on nine-month contracts increased from \$25,449 in 1981-82 to \$49,309 in 1995-96, a \$7,529 (18%) increase when adjusted for inflation.
- During the same time period, the average salary of women in this group increased from \$21,802 to \$42,871, a \$7,078 (20%) increase when adjusted for inflation. The average salary of men increased from \$26,796 to \$52,814, a \$8,822 (20%) increase when adjusted for inflation (**Figure 3**).
- The percentage of faculty members who are women grew from 27 percent in 1976 to 39 percent in 1993. In 1993, women made up only 33 percent of full-time faculty but nearly half (47 percent) of part-time faculty.
- Full-time faculty who are women are less likely to have tenure than their male counterparts, and this situation has not changed over the last fifteen years. In both 1980 and 1995, about 50 percent of women had tenure compared to 71 percent of men.

FIGURE 3

**AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY
ON NINE-MONTH CONTRACTS
1981-82, 1991-92, 1995-96**

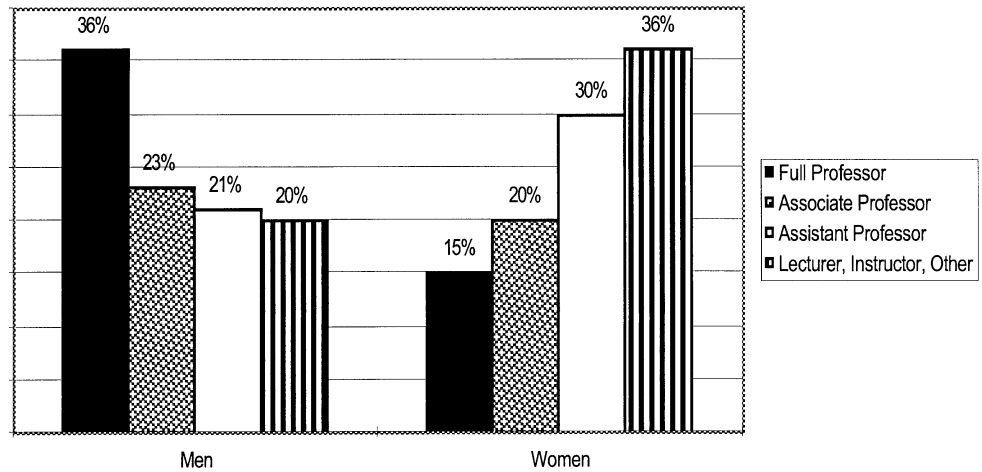


Source: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1995, 1997*.

- Following a general trend of the increasing percentage of faculty members who are not on tenure track, the employment of women in the non-tenure-track role has increased from 26 percent in 1975 to 36 percent in 1993.
- Overall, 29 percent of full-time faculty had the rank of full professor in 1993; however, only about 15 percent of women faculty were full professors (compared with 36 percent of men faculty) (**Figure 4**).

FIGURE 4

**PERCENT DISTRIBUTION OF FULL-TIME FACULTY
IN INSTITUTIONS OF HIGHER EDUCATION,
BY RANK AND SEX: FALL 1993**



Source: U.S. Department of Education, National Center for Education Statistics, *Fall Staff in Postsecondary Institutions, 1993*.

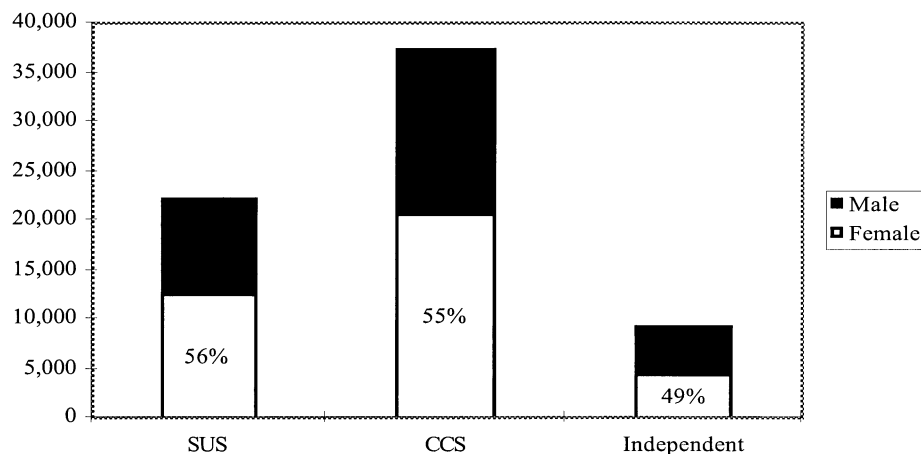
STUDENTS - Enrollment

**FLORIDA
OVERVIEW**

- Of the 89,242 Florida public high school graduates receiving standard diplomas in 1995-96, 53 percent were female. Female students constituted approximately 52 percent of high school graduates during the five previous years.
- Of the 37,336 first-time freshmen in the Community College System (CCS) during Fall 1996, 55 percent were women. Sixty percent of the headcount enrollment in the CCS in 1996 was female. Women accounted for 57 percent of enrollment in AA programs and 63 percent in AS programs in 1995-96. Women comprised almost two-thirds of all the community college students over the age of twenty-five.
- Women accounted for 61 percent of part-time student enrollment in the CCS in 1996-97. Over two-thirds of all students in two-year colleges attended part-time. Women represented 56 percent of all full-time enrollments.
- In 1996-97, 57 percent of community college transfers to the State University System (SUS) were female.
- In the SUS, 55 percent of total enrollment for Fall 1996 was female. Fifty-six percent of first-time-in-college students were female.
- In 1996, 33 percent of the CCS enrollment were ethnic or racial minority students. In 1996, 31 percent of the students enrolled in the SUS were minorities. Thirty-three percent of all female students in the SUS were minorities, while 31 percent of the male students were minorities.

- In the independent postsecondary sector, the 23 regionally accredited four-year institutions enrolled 86,466 students in 1995-96, of which 49 percent were women.
- Among public and independent colleges and universities in Florida for Fall 1995, the proportion of total enrollment that was female varied from 49 percent to 60 percent. The range for FTIC enrollment that was female was smaller, from 49 percent to 56 percent (**Figure 5**).

FIGURE 5
PROPORTION OF FTIC ENROLLMENT THAT WAS FEMALE
BY SECTOR, FALL 1995



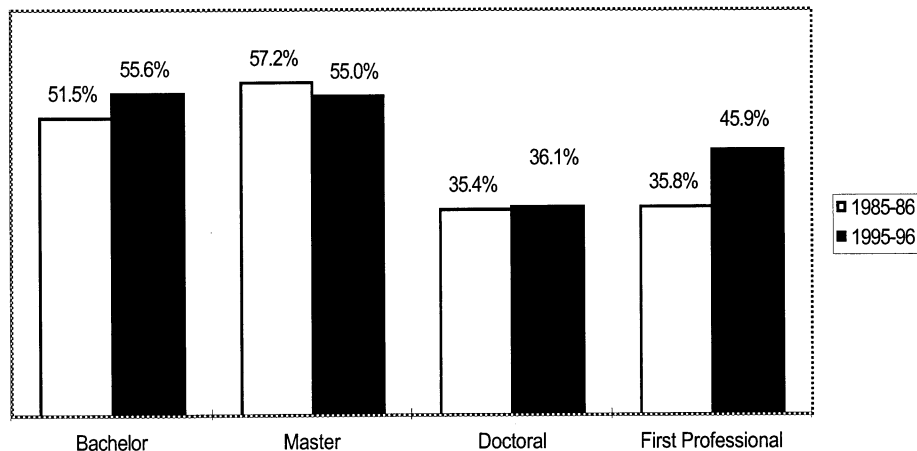
Source: Fact Books, Community College System, 1997, and State University System of Florida, 1995-96; and special tabulations, National Center for Education Statistics, 1997.

STUDENTS - Graduates

- Women received 58 percent of AA degrees and 68 percent of AS degrees awarded by Florida’s public community colleges in 1995-96.
- During the ten-year period 1985-86 to 1995-96, there was significant growth in the proportion of first professional degrees awarded to women in the SUS. There was slight growth in the proportion of bachelor’s and doctoral degrees conferred on women, and a slight decline in the proportion of master’s degrees during the same period (**Figure 6**).
- Women received 56 percent of bachelor’s degrees awarded by the state’s nine universities in 1995-96 compared with 52 percent ten years earlier.
- Among the first-professional degrees granted by the SUS in 1995-96, women received over two-thirds of the degrees in pharmacy and veterinary medicine compared with 43 percent in law, 37 percent in medicine, and 38 percent in dentistry.
- In the independent sector, women were awarded 49 percent of bachelor’s degrees granted in 1995-96 and 45 percent of master’s degrees.

FIGURE 6

PROPORTION OF DEGREES GRANTED TO WOMEN IN THE STATE UNIVERSITY SYSTEM, 1985-86 AND 1995-96

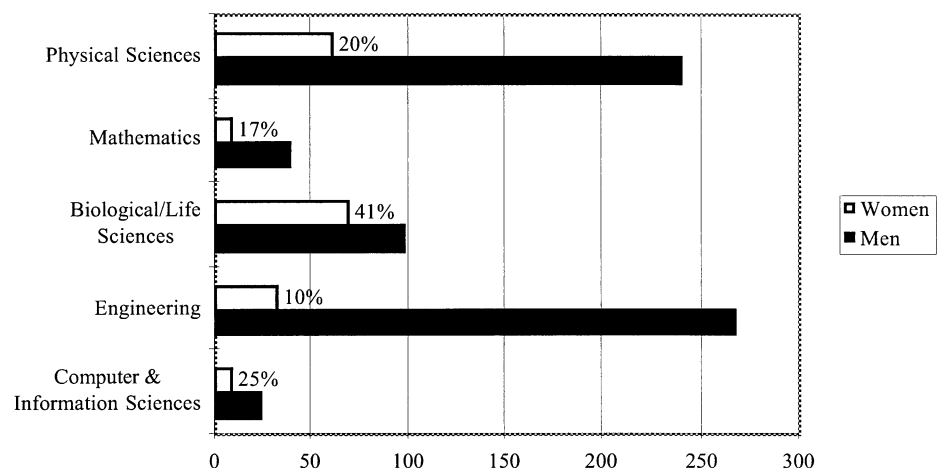


Source: Fact Books, State University System of Florida, 1985-86 and 1995-96.

- In 1995-96, the SUS granted 26 percent of their baccalaureate degrees to minority students. Twenty-eight percent of the women and 25 percent of the men receiving baccalaureate degrees were minorities. Minority students received approximately 19 percent of the master's degrees, 14 percent of the doctoral degrees, and 25 percent of the first professional degrees granted by the SUS in 1995-96.
- In 1995-96, the CCS granted 23 percent of their Associate in Arts degrees and 22 percent of their Associate in Science degrees to minority students.
- Between 1991-92 and 1995-96, women earned significantly fewer doctoral degrees in the SUS in science and engineering related fields than men (**Figure 7**). In those five years, women earned the smallest share of degrees in Engineering (10%) and Mathematics (17%). The largest share of degrees earned by women in a science field was in Biological/Life Sciences (41%).
- In 1995-96, 13 of 158 doctoral degrees in engineering in the SUS were awarded to women. Of 19 doctoral degrees awarded in mathematics, three were awarded to women.
- Women received 55 percent of all doctoral degrees awarded in the independent institutions in 1995-96.

FIGURE 7

**TOTAL NUMBER AND PROPORTION OF DOCTORAL DEGREES
AWARDED TO WOMEN IN SELECTED DISCIPLINES
STATE UNIVERSITY SYSTEM, 1991-92 TO 1995-96**



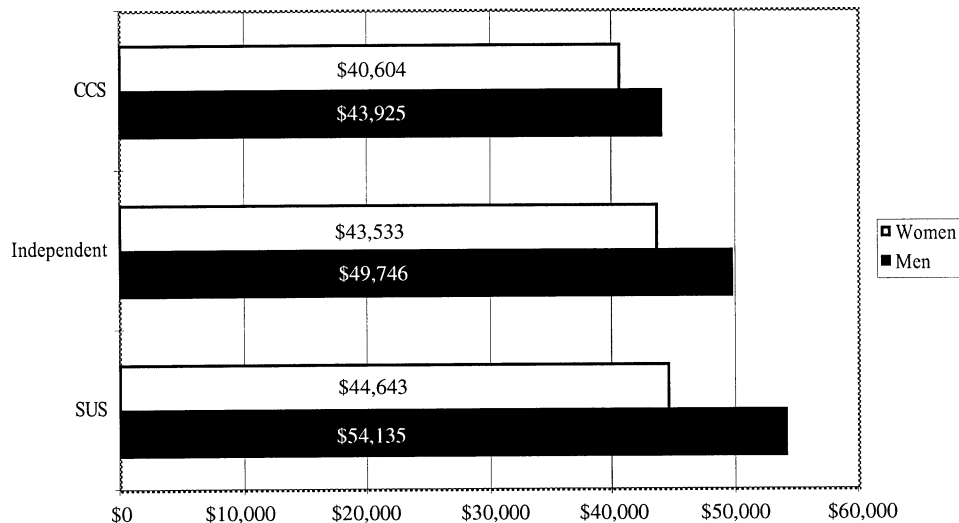
Source: Fact Books, State University System of Florida, 1991-92 through 1995-96.

FACULTY - Salary and Tenure

- The 1995-96 salary data reported to the federal government showed a larger income gap between male and female ranked professors in the SUS than in Florida’s independent institutions and community colleges (**Figure 8**). In the SUS, ranked male professors earned an average salary of \$54,135 and ranked female professors earned an average salary of \$44,643. The average salary of ranked male professors in the independent sector was \$49,746 compared to the average female salary of \$43,533.
- The average salaries for male ranked professors in the SUS ranged from \$42,965 for assistant professors to \$64,065 for full professors. The average salaries for women ranged from \$39,429 to \$57,010.
- The average salary for ranked faculty in the CCS for 1995-96 was \$42,416. The average male salary was \$43,925, while the average female salary was \$40,604.

FIGURE 8

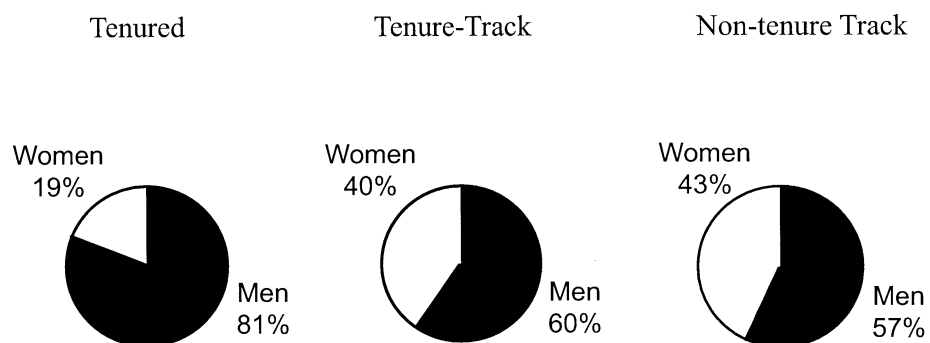
**AVERAGE SALARIES OF FULL PROFESSORS,
BY GENDER AND FLORIDA POSTSECONDARY SECTOR, 1995-96**



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System “Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey,” 1995-96.

- In 1995-96, there were 9,197 ranked (professor, associate professor, and assistant professor) full-time faculty in the SUS, CCS, and independent sector reporting salaries to the NCES. Of this group, 2,834 (31 percent) were female.
- Among ranked faculty of the SUS and independent institutions in 1995-96, 27 percent were female, while 45 percent of Community College System full-time faculty were female.
- Among 8,380 SUS ranked faculty members in 1995-96 (**Figure 9**),
 - 26 percent were women.
 - 19 percent of the tenured faculty were women.
 - 40 percent of faculty in tenure track positions were women.
 - 43 percent of non-tenure earning faculty were women.
 Each of these categories show a slight improvement over the 1994-95 figures.
- While the number of tenured women in the SUS increased by 523 in the ten-year period between 1985-86 and 1995-96, the proportion of tenured women has only grown from 15 percent to 19 percent.
- In 1995-96, minorities made up 17 percent of the ranked faculty in the SUS. Twenty-one percent of ranked female faculty members and 16 percent of ranked male faculty were members of a minority group.

FIGURE 9
PROPORTION OF MEN AND WOMEN RANKED FACULTY TENURED OR
IN TENURE TRACK POSITIONS, STATE UNIVERSITY SYSTEM, 1995-96

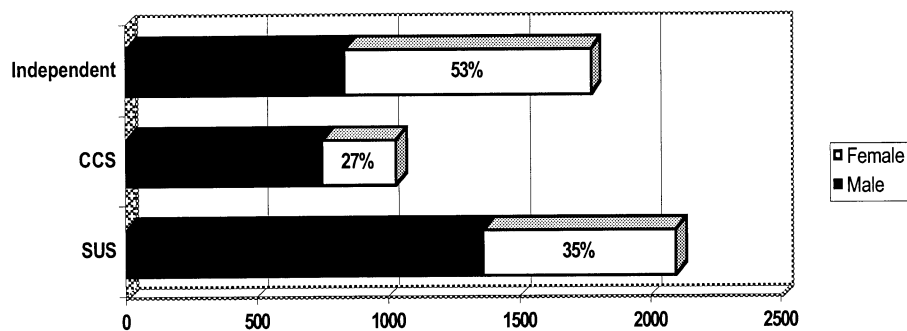


Source: Fact Book, State University System of Florida, 1995-96.

ADMINISTRATORS

- Among state universities, community colleges, and independent institutions in 1993-94, there were 4,882 full-time executive/administrative/managerial (EAM) personnel, of which 1,944 (40 percent) were female.
- The proportion of EAM personnel that was female was similar in the public sector divisions but substantially higher among independent institutions (**Figure 10**).
- Racial/ethnic minorities accounted for 23 percent of the female and 16 percent of the male EAM staff in 1996 in the State’s two-year public institutions.
- For Fall 1994, the SUS reported 2,090 employees in senior level academic/administration positions; of these positions, 35 percent were held by women.

FIGURE 10
PROPORTION OF FEMALE EAM PERSONNEL 1993-94



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System “Staff Survey,” 1993-94.

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