

WOMEN IN POSTSECONDARY EDUCATION

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

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

JANUARY 1996

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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.

The 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 (904) 488-7894; FAX (904) 922-5388.

POSTSECONDARY EDUCATION PLANNING COMMISSION

WOMEN IN POSTSECONDARY EDUCATION

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

January 18, 1996

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The purpose of the third 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. Past editions of the *Collection* were limited to data describing the public postsecondary sector in Florida. The **Florida Overview** portion of the document now includes data on the 23 regionally accredited, four-year independent institutions in the State. The inclusion of these independent institutions enriches the *Collection*, producing a more comprehensive and useful document which better represents the diversity of postsecondary education institutions in Florida.

HIGHLIGHTS

Highlights are excerpted below:

National. Female high school graduates have enrolled in higher education at higher rates than male high school graduates since 1976.

Enrollment

Florida. In Fall 1993, female students outnumbered male students in the Community College System (CCS) and in the State University System (SUS) in terms of both freshman and total enrollments. Women accounted for slightly less than half of freshman and total enrollments in the state's regionally accredited four-year independent institutions.

National. A higher percentage of women than men completed their baccalaureate degree within four years of high school graduation. There was a gradual decline across both genders, however, in the percentage of students who completed the baccalaureate degree within those four years.

Graduates

The median income of female four-year college graduates is over one and a half times greater than that of female high school graduates. The income gap between men and women decreased significantly between 1973 and 1993.

Florida. Women receive over half the baccalaureate degrees awarded in the SUS and under half the baccalaureates awarded in the independent sector. The reverse is true of doctoral degrees.

During the ten-year period 1983-84 to 1993-94, there was significant growth in the proportion of bachelor's degrees and first professional degrees awarded to women in Florida's SUS. During the five-year period between 1989-90 and 1993-94, women in the SUS increased their proportion of doctoral degrees in Physical Sciences, Mathematics, Engineering, and Biology and Life Sciences.

Faculty *National.* Women accounted for 22% of tenured faculty in public and independent four-year institutions in 1993-94.

Although the salaries of women faculty have increased since 1980 at a slightly higher rate than those of men, women's salaries continue to lag.

Florida. Among ranked full-time faculty in 1993-94, the SUS and independent institutions had similar proportions that were female (about one fourth), while 46% of Community College System full-time faculty were female.

Women who are full professors earn, on average, about the same annually in SUS and independent institutions.

Administrators In Fall 1991, the most recent year with comparable information available, women accounted for just over 40% of all executive/administrative/managerial (EAM) personnel in the SUS, CCS, and independent institutions combined. The proportion of EAM personnel that was female was similar in the public sector divisions but substantially higher among independent institutions.

This is the Commission's third edition of *Women in 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. Several items have been updated to reflect 1993-94 data; elsewhere, entirely new information is incorporated. Again this year, data availability and timeliness restricted the kinds of information included here.

INTRODUCTION

Past editions of the *Collection* were limited to data describing the public postsecondary sector in Florida. The present publication expands the scope of information by introducing data concerning selected independent institutions in the State. The **Florida Overview** portion of the document now includes data on the 23 regionally accredited, four-year independent institutions in the State. The inclusion of these independent institutions enriches the *Collection*, producing a more comprehensive and useful document which better represents the diversity of postsecondary education institutions in Florida.

Since the initial *Collection* was published in 1991 as part of 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.

Please address comments, questions concerning content, or requests for additional copies to the Postsecondary Education Planning Commission, Florida Education Center, Tallahassee, FL 32399 - 0400 or call the Commission office at 904/488-7894.

NATIONAL OVERVIEW

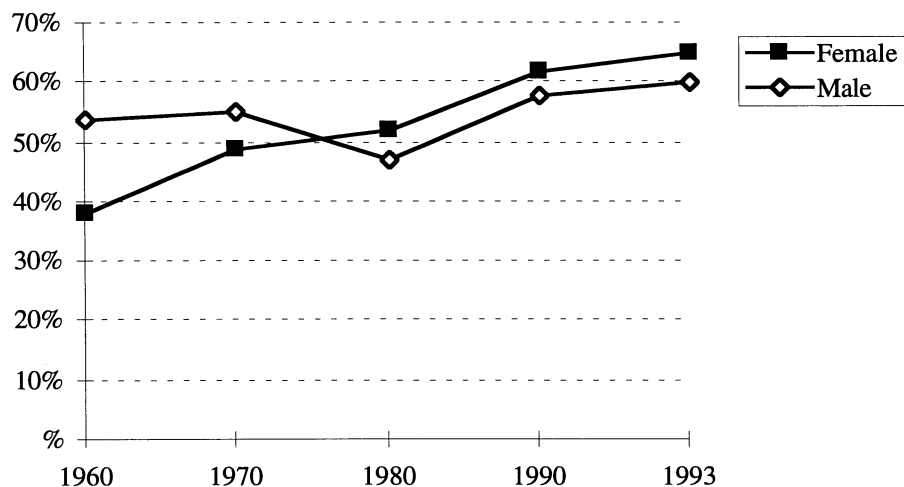
STUDENTS - Enrollment

- Female high school graduates have enrolled in postsecondary education at higher rates than male high school graduates since 1976 (Figure 1). Postsecondary enrollment of both male and female high school graduates declined between Fall 1992 and Fall 1993, with the number of men decreasing at a slightly greater rate than that of women. The number of men declined by 1.5% while the number of women declined by 1.1%.
- Women have continued to increase their share of total enrollment. In 1993 women comprised 55.1% of the students in higher education institutions, compared to their 54.7% share in 1991.
- Between 1992 and 1993, the enrollment of white women decreased 3.2% in public institutions but increased slightly in private institutions. The enrollment of women of color increased in both public and private institutions, although the number of American Indian/Alaskan Native women decreased in private institutions.
- Women have increased their participation in advanced placement examinations in math and science. In 1993, 42% of AP exams in math and science were taken by women, compared with 36% in 1988.

FIGURE 1

COLLEGE ENROLLMENT RATES OF HIGH SCHOOL GRADUATES

Among high school graduates, women enroll in postsecondary education at a higher rate than men.

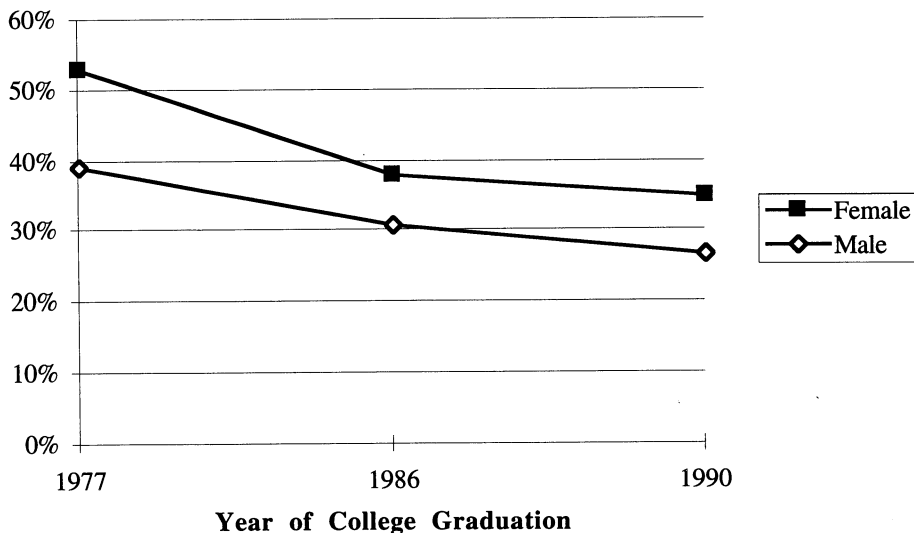


SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1994*.

STUDENTS - Graduates

- Between 1977 and 1990, a higher percentage of women than men completed their bachelor's degree within four years of high school graduation (Figure 2). For 1990 college graduates, 38.9% of men and 47.4% of women completed the baccalaureate within four years of their initial college enrollment.
- Over that time period, there was a decline across both genders in the percentage completing the baccalaureate degree within four years or less of graduating from high school. However, the rate of decline was larger for women than for men. The percentage of four year completers dropped from 53% to 35% for women and from 39% to 27% for men.
- In 1992, the median income of female four-year college graduates 25 years and older was 56% greater than that of female high school graduates. For males in the same categories, the earnings advantage for 4-year graduates was 51%.
- The earnings advantage associated with a bachelor's degree is proportionally larger for males than for females, as the median earnings of male workers are generally higher than those of female workers. The 1990 median annual income of men 25 years old and over with five or more years of college was \$15,000 more per year than women in the same bracket.
- In 1973, women with four or more years of college earned 58% of the salaries of their male counterparts. By 1993, women with bachelor's degrees earned 73% of what men with bachelor's degrees earned.

FIGURE 2
PERCENTAGE OF COLLEGE GRADUATES COMPLETING THE BACCALAUREATE DEGREE WITHIN 4 YEARS OR LESS OF GRADUATING FROM HIGH SCHOOL



A higher percentage of women than men complete a bachelor's degree within 4 years of high school graduation.

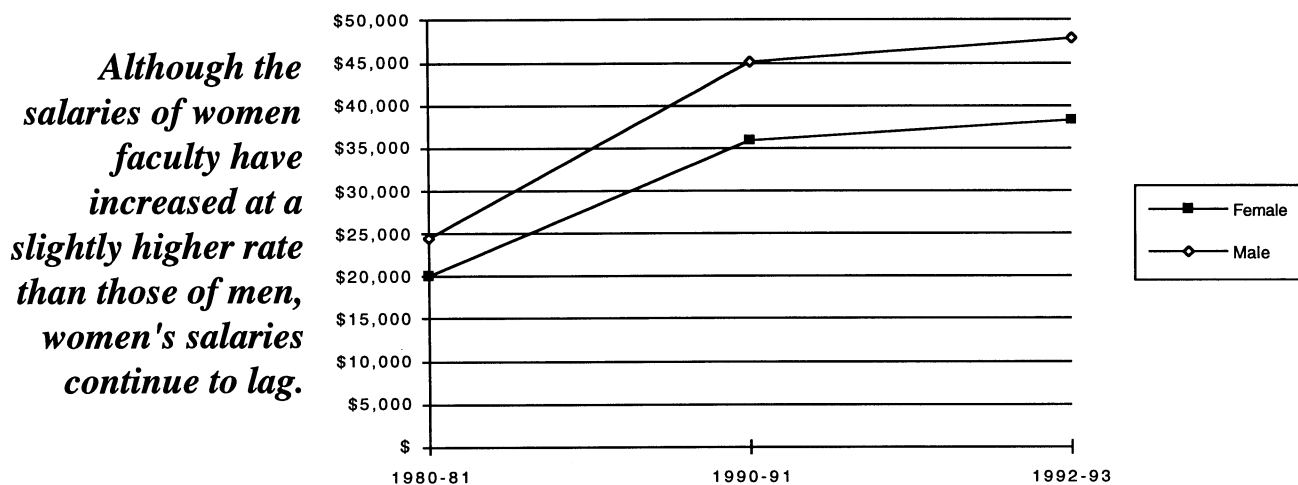
SOURCE: U.S. DOE, National Center for Education Statistics, *The Condition of Education, 1993*.

FACULTY - Salary and Tenure

- The average salary of full-time instructional faculty on nine-month contracts increased from \$23,302 in 1980-81 to \$44,714 in 1992-93 -- an increase of 17% when adjusted for inflation (Figure 3).
- During the same time period, the average salary of women in this group increased from \$19,809 to \$39,285 -- a 20% increase when adjusted for inflation. The average salary of men increased from \$24,909 to \$47,866 -- a 17% increase when adjusted for inflation.
- In 1993-94, women accounted for approximately one-fourth of all tenured faculty when combining public and private four-year institutions and public two-year institutions.
- The proportion of tenured women in public and independent four-year institutions was almost identical, at approximately 22%.
- There is little difference between the public and private 4-year sectors in the proportion of full professors who are women; in each sector, approximately 15% of full professors are women.

FIGURE 3

**AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY
ON 9-MONTH CONTRACTS
1980-81, 1990-91, AND 1992-93**



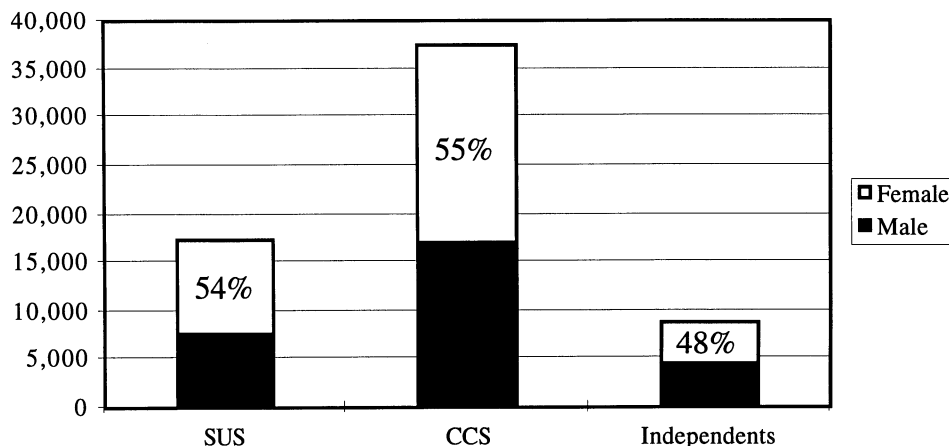
SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1994*.

STUDENTS - Enrollment

FLORIDA OVERVIEW

- Of the 89,406 Florida public high school graduates receiving standard diplomas in 1992-93, 48% were female. This represents a decline from 52% the previous year.
- Of the 37,555 first-time freshmen in the Community College System (CCS) during Fall 1993, 55% were women. Fifty-nine percent of the headcount enrollment in the CCS was female. Women accounted for 56% of enrollment in AA programs and 62% in AS programs.
- Women accounted for 61% of part-time student enrollment in the CCS in 1993-94, and part-time students were two-thirds of all enrollment in two-year colleges that year. Women represented 55% of all full-time enrollments.
- The proportional distribution of approximately 56% females also held for community college AA transfers to the State University System (SUS).
- In the SUS, 54% of total enrollment for Fall 1993 was female. This proportion held among first-time-in-college (FTIC) students.
- In the independent postsecondary education sector, the 23 regionally accredited four-year institutions enrolled 84,398 students in Fall 1993, of which 48% were women.
- Among public and independent colleges and universities in Florida for Fall 1993, the proportion of total enrollment that was female varied from 48% to 68%. The range for FTIC enrollment that was female was smaller, from 48% to 55% (Figure 4).

**FIGURE 4
PROPORTION OF FTIC ENROLLMENT THAT WAS FEMALE,
FALL 1993**



Female students accounted for 48% to 55% of FTIC enrollees -- depending on the system.

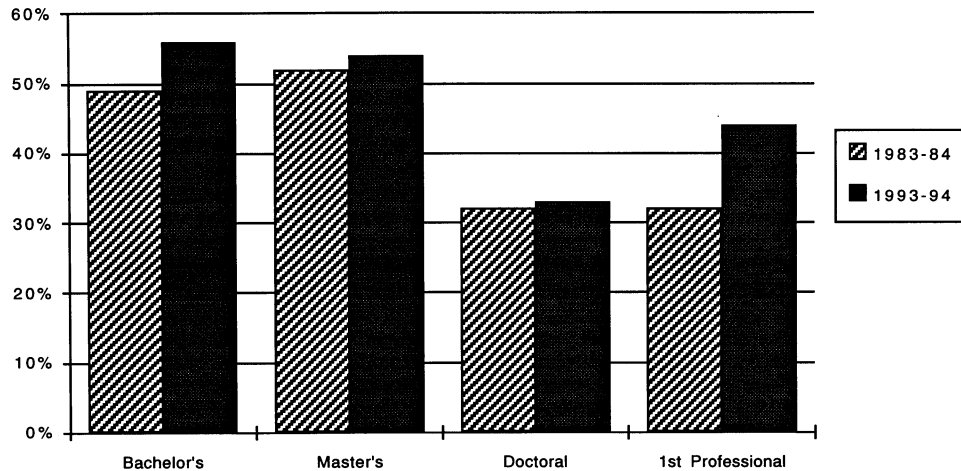
SOURCE: Fact Books, Community College System and State University System of Florida, 1993-94; and special tabulations, National Center for Education Statistics, 1994.

STUDENTS - Graduates

- Women received 58% of AA degrees and 69% of AS degrees awarded by Florida’s public community colleges in 1993-94.
- During the ten-year period 1983-84 to 1993-94, there was significant growth in the proportion of bachelor’s degrees and first professional degrees awarded to women in the SUS. However, there was little change in the proportion of master’s and doctoral degrees conferred on women during the same period (Figure 5).
- Women received 55% of bachelor’s degrees awarded by the state’s nine universities in 1993-94 compared with 49% ten years earlier.
- Among the first-professional degrees granted by the SUS in 1993-94, women received approximately two-thirds of the degrees in pharmacy and veterinary medicine compared with approximately 41% in law, 38% in medicine, and one-third in dentistry.
- In the independent sector, women were awarded 48% of bachelor’s degrees granted in 1992-93 and 49% of master’s degrees.

**FIGURE 5
PROPORTION OF DEGREES GRANTED TO WOMEN IN THE STATE
UNIVERSITY SYSTEM, 1983-84 AND 1993-94**

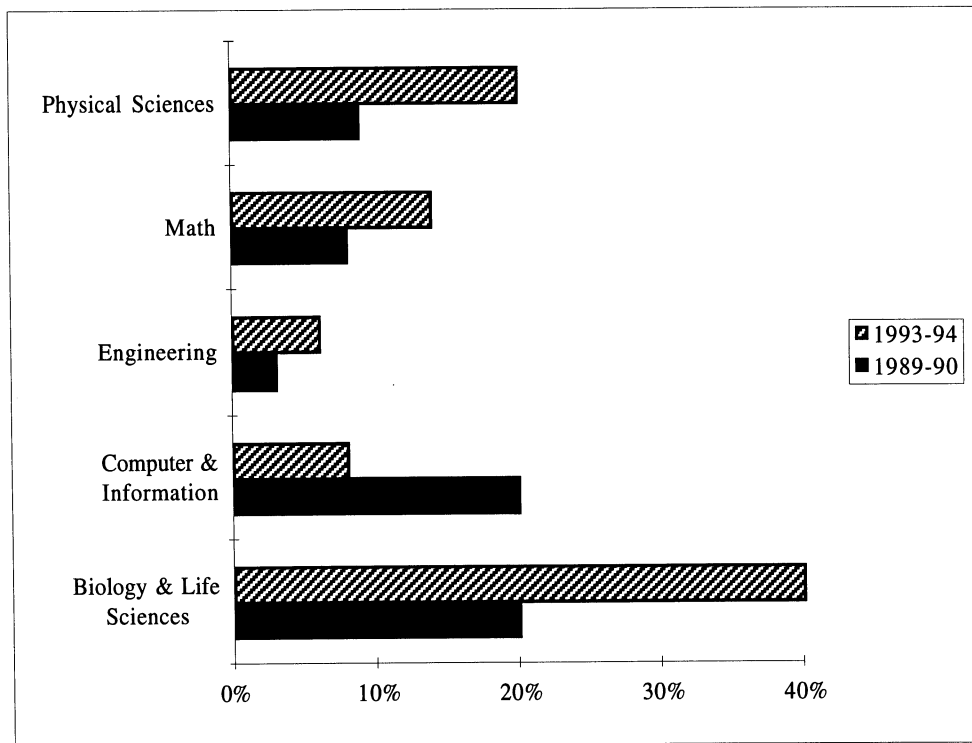
Female students in the SUS increased their proportion of bachelor’s and first professional degrees over the last decade.



SOURCE: Fact Book, State University System of Florida, 1983-84 and 1993-94.

- During the five-year period between 1989-90 and 1993-94, women in the SUS increased their proportion of doctoral degrees in Physical Sciences, Mathematics, Engineering, and Biology and Life Sciences (Figure 6). Women decreased their proportion of doctoral degrees, however, in Computer and Information Sciences.
- Women received 58% of all doctoral degrees awarded in the independent institutions in 1992-93.

FIGURE 6
PROPORTION OF DOCTORAL DEGREES AWARDED TO WOMEN IN
SELECTED DISCIPLINES, STATE UNIVERSITY SYTEM,
1989-90 AND 1993-94



The proportion of SUS doctoral degrees awarded in math and science-related fields to women has increased.

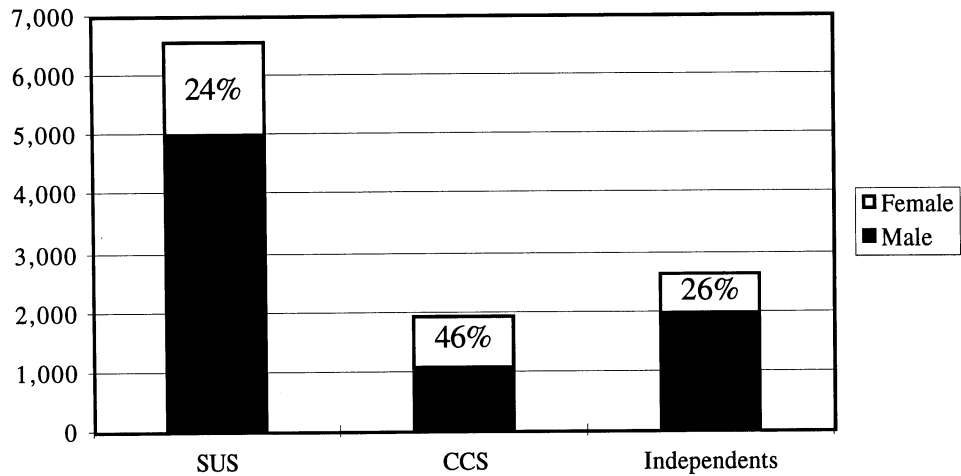
SOURCE: Fact Book, State University System of Florida, 1989-90 and 1993-94.

FACULTY - Salary and Tenure

- In 1993-94, there were 11,196 ranked (professor, associate professor, and assistant professor) full-time faculty in the SUS, CCS, and independent sector combined. Of this group, 3,126 (28%) were female.
- Among ranked full-time faculty in 1993-94, the SUS and independent institutions had similar proportions that were female (24% and 26% respectively) while 46% of Community College System full-time faculty were female (Figure 7).
- Among 6,581 SUS ranked full-time faculty in 1993-94,
 - 24% were women.
 - 17% of the tenured faculty were women.
 - 38% of faculty in tenure track positions were women.
 - 35% of non-tenure earning faculty were women.
- While the number of tenured women in the SUS increased by 31 over the five-year period between 1989-90 and 1993-94, the proportion of tenured women remained at 17%.

FIGURE 7
PROPORTION OF FEMALE RANKED FULL-TIME FACULTY AT PUBLIC AND INDEPENDENT INSTITUTIONS, 1993-94

Public community colleges had a much higher proportion of female full-time ranked faculty in 1993-94 than did public or private universities.

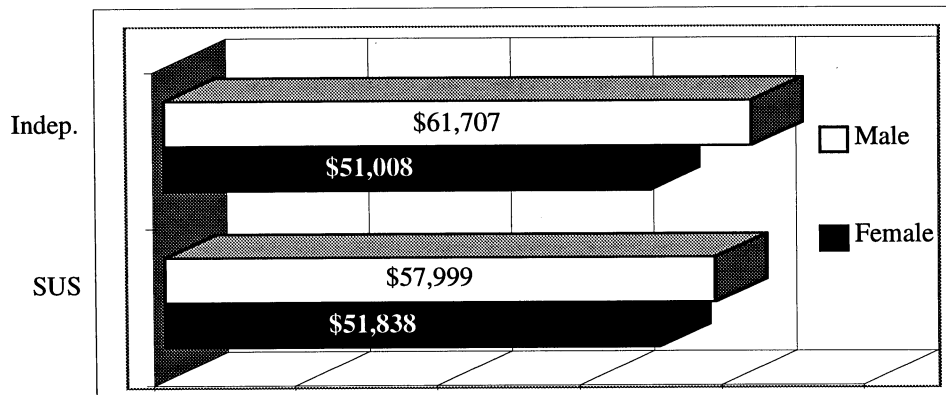


NOTE: Includes only ranked (professor, associate professor, and assistant professor) full-time faculty in tenure, tenure track, and non-tenure track positions.

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," 1993-94.

- 1993-94 salary data reported to the federal government for faculty on 9- and 10-month contracts showed considerable variation by rank and gender. On average, salaries for all faculty on 9- and 10-month contracts ranged from \$45,865 in the SUS to \$43,501 at independent institutions and \$35,818 at community colleges.
- Women who are full professors earn, on the average, about the same annually in the SUS and Florida's independent institutions (Figure 8). On average, male full professors earn more in independent institutions (\$61,707) than in the SUS (\$57,999).

FIGURE 8
AVERAGE SALARIES OF FULL PROFESSORS,
BY GENDER AND FLORIDA POSTSECONDARY SECTOR, 1993-94



On the average, the earnings for women who are full professors in the SUS are comparable to those of their colleagues in independent institutions.

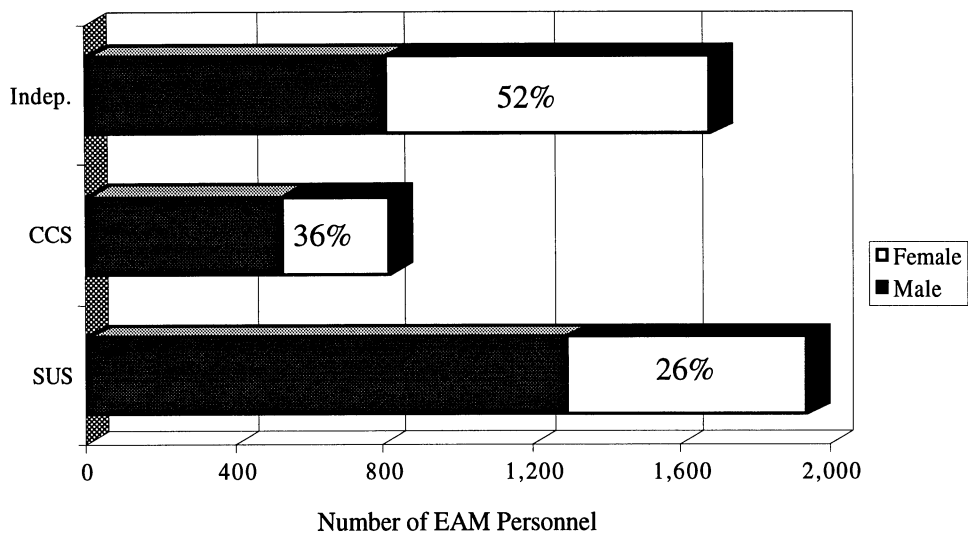
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey," 1993-94.

ADMINISTRATORS

- Among state universities, community colleges, and independent institutions in Fall 1991, the most recent year with comparable information available, there were 4,420 executive/administrative/managerial (EAM) personnel, of which 1,795 (41%) were female.
- The proportion of EAM personnel that was female was similar in the public sector divisions but substantially higher among independent institutions (Figure 9).
- More recent data from the Community College System for Fall 1993 reflect an increase in the proportional share of EAM full-time positions (from 36% to 38%) but a decrease in number (from 290 to 207).
- Racial/ethnic minorities accounted for 20% of the female and 13% of the male EAM staff in 1993 in the two-year institutions.
- For Fall 1993, the SUS reported 1,580 employees in senior level academic/administration positions; of these positions, 29% were held by women.

FIGURE 9

PROPORTION OF FEMALE EAM PERSONNEL, FALL 1991



Independent institutions report a higher proportion of female EAM personnel than do community colleges or state universities.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System "Staff Survey," Fall 1991.

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