

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 1997

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

**TABLE OF
CONTENTS**

HIGHLIGHTS	1
INTRODUCTION	3
NATIONAL OVERVIEW	4
STUDENTS	
Enrollment	4
Graduates	5
FACULTY SALARY AND TENURE	6
FLORIDA OVERVIEW	8
STUDENTS	
Enrollment	8
Graduates	10
FACULTY SALARY AND TENURE	12
ADMINISTRATORS	14
REFERENCES	15

The purpose of the fourth 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. Last year, 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 fourth edition of the *Collection* includes and updates this information.

HIGHLIGHTS

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. In 1995, a higher percentage of male high school graduates enrolled in college, reversing an eight-year trend during which female graduates had enrolled at a higher rate.

Enrollment

Florida. In Fall 1994, over half of the first-time-in-college enrollment for the State University System (SUS), the Community College System (CCS), and the regionally accredited four-year private institutions was female.

National. In 1993-94, women received the majority of associate, baccalaureate, and master degrees and about 40 percent of doctoral and first-professional degrees.

Graduates

In 1994, the median income of female baccalaureate-earning college graduates 25 years and older was 56 percent greater than that of female high school graduates. However, that same year, women with bachelor's degrees only earned 73 percent of what men with bachelor's degrees earned.

Florida. Women receive over half of the baccalaureate degrees in the SUS and under half in the independent sector.

Between 1990-91 and 1994-95, women earned significantly fewer doctoral degrees in the SUS in science and engineering-related fields than men, from a low of 12 percent of the degrees in Math and Engineering to a high of 38 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 1994-95, there was a larger income gap between male and female ranked professors in the SUS than in Florida's independent institutions.

Among ranked faculty in 1993-94, the SUS and independent institutions had similar proportions that were female (23 and 26 percent respectively), while 44 percent of Community College System full-time faculty were female.

Administrators *Florida.* Among state universities, community colleges, and independent institutions in 1993-94, 40 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 fourth 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 1994-95 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.

Last year, 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 represents the diversity of postsecondary education institutions in Florida. Information on these private institutions 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.

Please address comments, questions concerning content, or request 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

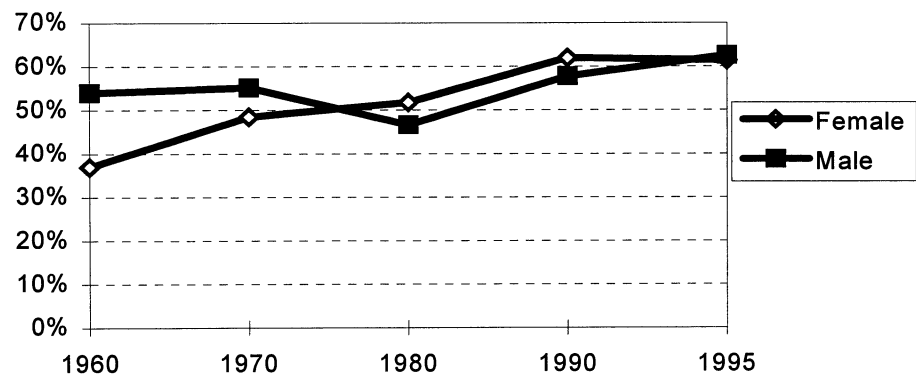
STUDENTS - Enrollment

- 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 1994 and Fall 1995, postsecondary enrollment 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 3.7 percent, and male enrollment increased by 2.8 percent.
- Although the number of females enrolling in college grew at a greater rate in 1995, a higher proportion of male high school graduates enrolled in college (63 percent) than female graduates (61 percent), reversing an eight-year trend during which female graduates had enrolled at a higher rate.
- Women have continued to increase their share of total enrollment. In 1994, women comprised 55.4 percent of the students in higher education institutions, compared to 55.1 percent in 1993, 55 percent in 1992, and 54.7 percent in 1991.
- Between 1993 and 1994, the enrollment of white women decreased 1.9 percent in public institutions but increased slightly (0.7 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 1996, 48 percent of AP exams in math and science were taken by women, compared with 41 percent in 1986.

FIGURE 1

COLLEGE ENROLLMENT RATES OF HIGH SCHOOL GRADUATES

Among high school graduates, a higher proportion of men enrolled in college than women in 1995, reversing an eight-year trend.



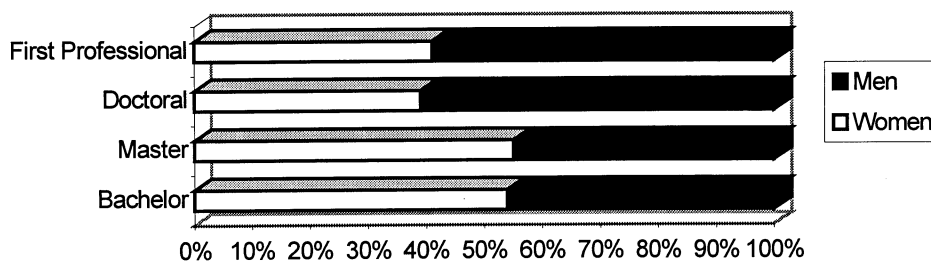
Source: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1996*.

STUDENTS - Graduates

- Of 2.2 million degrees conferred in the United States in the academic year 93-94, 55 percent were received by women. Women received the majority of associate (59 percent), bachelor's (54 percent) and master's degrees (55 percent), but only 39 percent of all doctoral degrees and 41 percent of first-professional degrees. (**Figure 2**).
- The total number of degrees awarded increased by 5.2 percent between 1991-92 and 1993-94 (2,108,427 to 2,217,397). The number of degrees awarded to men increased by 4.2 percent, while the number awarded to women increased by 6.0 percent. The number of degrees awarded to women had the greatest increase at the master (10.5 percent) and doctoral (10.3 percent) levels.
- In 1994, the median income of female baccalaureate-earning college graduates 25 years and older was 56 percent greater than that of female high school graduates. For males in the same categories, the earnings advantage for baccalaureate-earning graduates was 56 percent as well, an improvement of 4 percent from 1992.
- 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 1994 median annual income of men 25 years old and over with a bachelor's degree was almost \$12,000 more than that of women in the same bracket (\$43,663 and \$31,741).
- In 1973, women with four or more years of college earned 58 percent of the salaries of their male counterparts. By 1994, women with bachelor's degrees earned 73 percent of what men with bachelor's degrees earned.

FIGURE 2

**PROPORTION OF DEGREES GRANTED TO MEN AND WOMEN
NATIONALLY, 1993-94**



Women received the majority of associate, bachelor's and master's degrees in 1993-94.

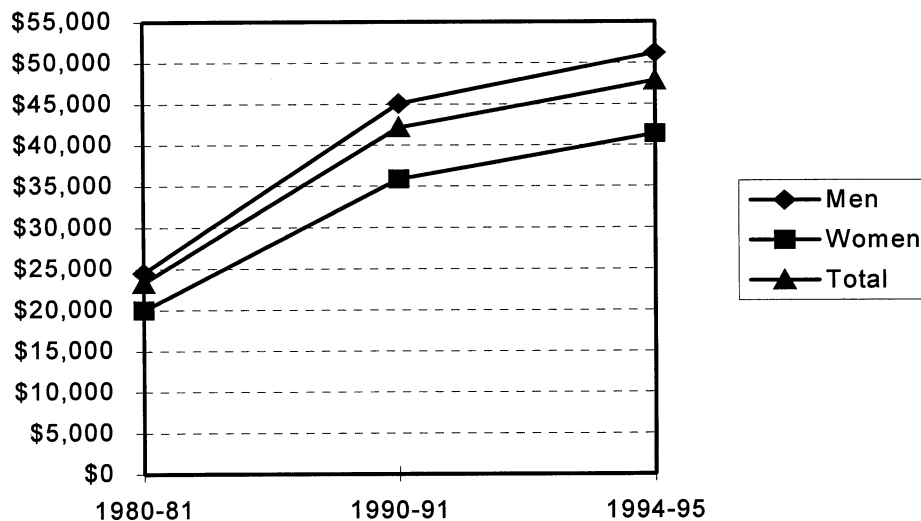
Source: U. S. Department of Education, National Center for Education Statistics, *Degrees and Other Awards Conferred by Institutions of Higher Education: 1993-94*.

FACULTY - Salary and Tenure

- In 1994-95, male full-time faculty on 9-month contracts earned an average salary of \$51,228, while female faculty earned on average salary of \$41,369, making men's salaries an average of 24 percent higher than those of women.
- The average salary of full-time instructional faculty on 9-month contracts increased from \$23,302 in 1980-81 to \$47,811 in 1994-95, an 18 percent increase when adjusted for inflation (**Figure 3**).
- During the same time period, the average salary of women in this group increased from \$19,996 to \$41,369 — a 19 percent increase when adjusted for inflation. The average salary of men increased from \$24,499 to \$51,228 — a 20 percent increase when adjusted for inflation.

FIGURE 3

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH CONTRACTS 1980-81, 1990-91, 1994-95



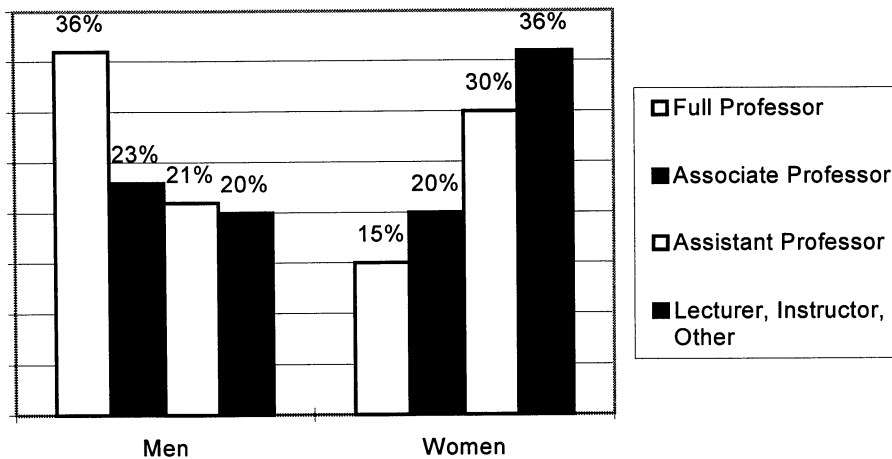
Between 1980-81 and 1994-95, salaries of women faculty continued to lag and increased at a slightly lower rate than those of men.

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

- The percentage of faculty members who are women has grown 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 also less likely to have tenure than their male counterparts, and this situation has not changed over the last two decades. In both 1975 and 1993, about 38 percent of women had tenure compared with 58 percent of men.
- 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**



36% of men faculty held the rank of full professor, the highest rank, while 36% of women faculty held the lowest rank.

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

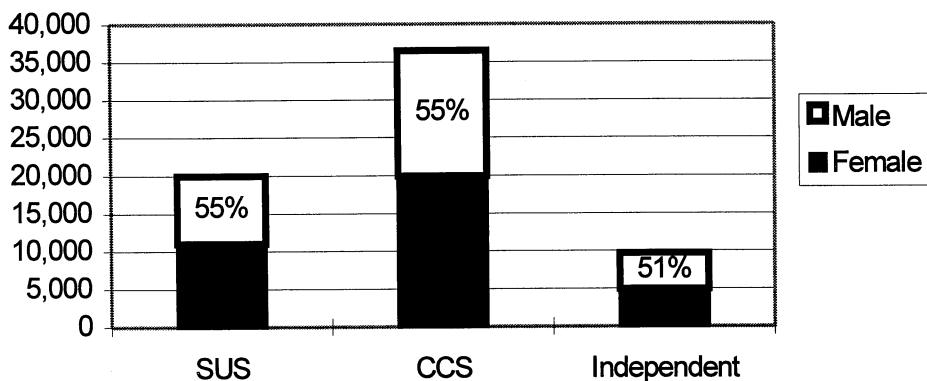
**FLORIDA
OVERVIEW****STUDENTS - Enrollment**

- Of the 89,242 Florida public high school graduates receiving standard diplomas in 1995-96, 53 percent were female. This proportion has remained approximately the same over the five previous years, during which the proportion of female graduates averaged 52 percent.
- Of the 36,736 first-time freshmen in the Community College System (CCS) during Fall 1995, 55 percent were female. Sixty percent of the headcount enrollment in the CCS in 1995-96 was female. Women accounted for 56 percent of enrollment in AA programs and 63 percent in AS programs.
- Women accounted for 61 percent of part-time student enrollment in the CCS in 1995-96, and over two-thirds of all students in two-year colleges that year attended part-time. Women represented 55 percent of all full-time enrollments.
- The 1995-96 CCS proportional distribution of approximately 55 percent female also held for community college transfers to the State University System (SUS).
- In the SUS, 53 percent of the total enrollment of Fall 1995 was female. Fifty-five percent of first-time-in-college (FTIC) students were female.
- In 1994, 31 percent of the CCS enrollment were ethnic or racial minority students. In 1994, 29 percent of the students enrolled in the SUS were minorities. Of all female students in the SUS and CCS, approximately 30 percent were minority; the same was true for male students.

- In the independent postsecondary sector, the 23 regionally accredited four-year institutions enrolled 82,199 students in 1994-95, of which 47 percent were women.
- Among public and independent colleges and universities in Florida in Fall 1993, the proportion of total enrollment that was female varied from 47 percent to 59 percent. The range for FTIC enrollment that was female was smaller, from 51 percent to 55 percent (**Figure 5**).

FIGURE 5

**PROPORTION OF FTIC ENROLLMENT THAT WAS FEMALE,
FALL 1994**



Female students accounted for 51% to 55% of FTIC enrollees--depending on the system.

Source: Fact Books, Community College System, 1995, and State University System of Florida, 1993-94; and special tabulations, National Center for Education Statistics, 1994.

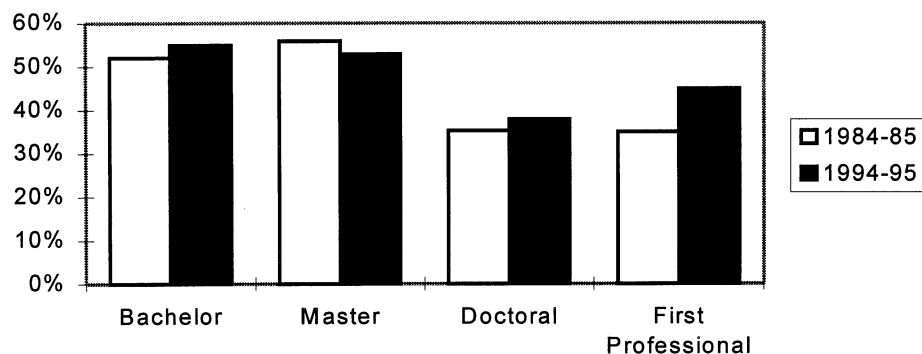
STUDENTS - Graduates

- Women received 58 percent of AA degrees and 68 percent of AS degrees awarded by Florida's public community colleges in 1994-95.
- During the ten-year period 1984-85 to 1994-95, 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 55 percent of bachelor's degrees awarded by the State's nine universities in 1994-95 compared with 52 percent ten years earlier.
- Among the first-professional degrees granted by the SUS in 1994-95, women received approximately two-thirds of the degrees in pharmacy and veterinary medicine compared with approximately 41 percent in law, 38 percent in medicine, and one-third in dentistry.
- In 1992-93, women were awarded 48 percent of bachelor's degrees and 49 percent of master's degrees in the independent sector.
- In 1994, the SUS granted 25 percent of their baccalaureate degrees to minority students. Twenty-six percent of the women and 23 percent of the men receiving degrees were minorities. Minority students received approximately 20 percent of the graduate and first professional degrees granted by the SUS in 1994.
- In 1994, the CCS granted 24 percent of their Associate in Arts degrees to minority students.

FIGURE 6

PROPORTION OF DEGREES GRANTED TO WOMEN IN THE STATE UNIVERSITY SYSTEM, 1984-85 AND 1994-95

The greatest growth in the proportion of degrees awarded to women over the last decade was in first professional degrees.

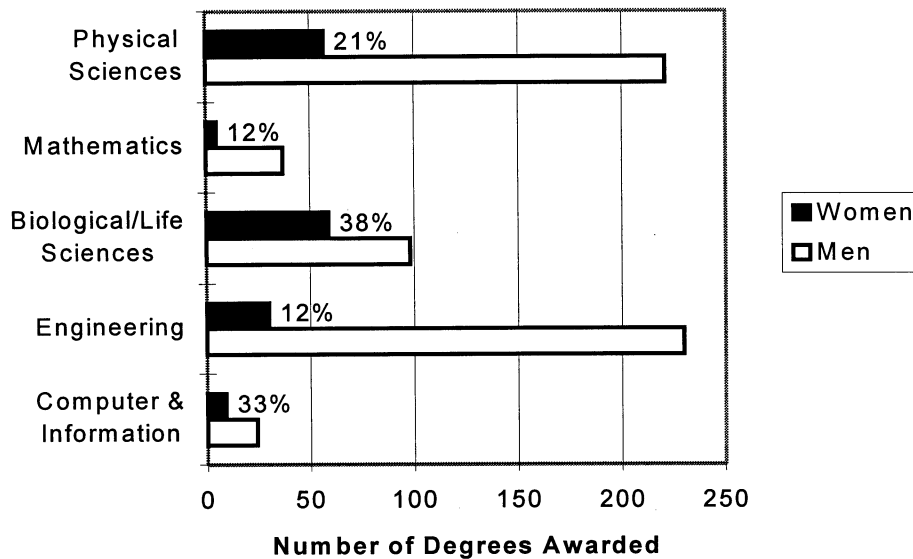


Source: Fact Books, State University System of Florida, 1984-85 and 1994-95.

- Between 1990-91 and 1994-95, 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 Mathematics (12 percent) and Engineering (12 percent). The largest share of degrees earned by women in a science field was in Biological/Life Sciences (38 percent).
- In 1994-95, of 144 doctoral degrees in engineering awarded in the SUS, three were awarded to women. Of 21 degrees awarded in mathematics, two were awarded to women.
- Women received 58 percent of all doctoral degrees awarded in the independent institutions in 1992-93.

FIGURE 7

TOTAL NUMBER AND PROPORTION OF DOCTORAL DEGREES AWARDED TO WOMEN IN SELECTED DISCIPLINES, STATE UNIVERSITY SYSTEM, 1990-91 TO 1994-95



In the SUS, women earned significantly fewer doctoral degrees in science and engineering-related fields than men.

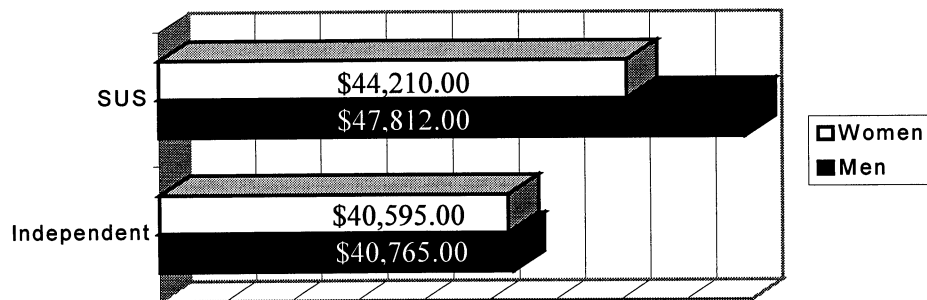
Source: Fact Books, State University System of Florida, 1990-91 to 1994-95.

FACULTY - Salary and Tenure

- In 1994-95 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 (**Figure 8**). In the State University System, ranked male professors earned an average salary of \$47,812 and ranked female professors earned an average salary of \$44,210. The average salary of ranked male professors in the independent sector was \$40,765 compared to the average female salary of \$40,595.
- The average salaries for ranked professors in the State University System ranged from \$40,893 for assistant professors to \$57,346 for full professors. The average salaries for women ranged from \$37,835 to \$52,642.
- The average salary for all faculty in the CCS for 1994-95 was \$34,097. The average male salary was \$36,229 while the average female salary was \$32,320.

FIGURE 8

AVERAGE SALARIES OF RANKED FACULTY, BY GENDER AND FLORIDA POSTSECONDARY SECTOR, 1994-95



While female ranked professors in the SUS earn higher average salaries than women in the independent sector, they earn proportionally less than their male colleagues.

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," 1994-95.

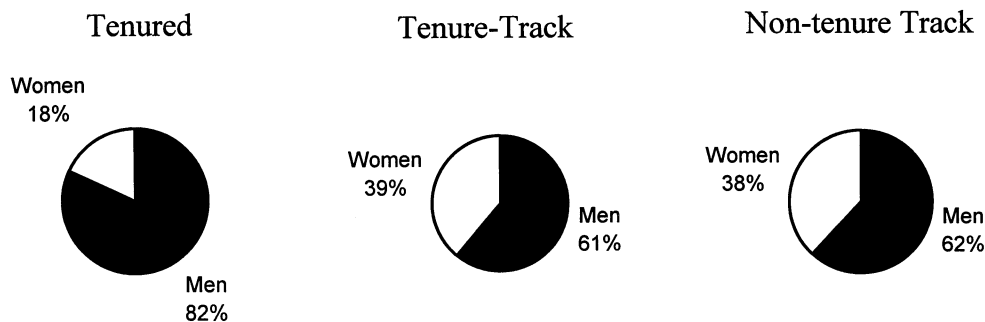
- In 1993-94, there were 15,518 ranked (professor, associate professor, and assistant professor) full-time faculty in the SUS, CCS, and independent sector combined. Of this group, 4,314 (29 percent) were female.
- Among ranked faculty in 1993-94, the SUS and independent institutions had similar proportions that were female (23 percent and 26 percent, respectively) while 44 percent of Community College System full-time faculty were female.
- Among 8,427 SUS ranked faculty in 1994-95:
 - 25 percent were women;
 - 18 percent of the tenured faculty were women;
 - 39 percent of faculty in tenure track positions were women; and
 - 38 percent of non-tenure earning faculty were women.

(Figure 9)

- While the number of tenured women in the SUS increased by 1,761 in the ten-year period between 1984-85 and 1994-95, the proportion of tenured women has only grown from 14 percent to 18 percent.
- In 1994, minorities made up 31 percent of the ranked faculty in the SUS. Thirty-eight percent of ranked female faculty members and 29 percent of ranked male faculty members were members of a minority group.

FIGURE 9

PROPORTION OF MEN AND WOMEN RANKED FACULTY IN TENURED, TENURE TRACK, OR NON-TENURE TRACK POSITIONS, STATE UNIVERSITY SYSTEM, 1994-95



The growth in the proportion of tenured faculty who are women has been slow.

Source: Fact Book, State University System of Florida, 1994-95.

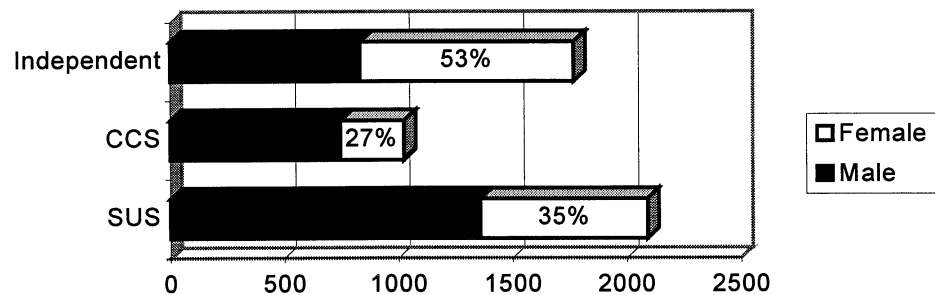
ADMINISTRATORS

- 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 15 percent of the male EAM staff in 1995 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 AND NUMBER OF FEMALE EAM PERSONNEL 1993-94

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," 1993-94.

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