



Gender Equity Committee Report to the FAS Faculty on the FAS 2005-2007 data set

Members from P&P and WFC:

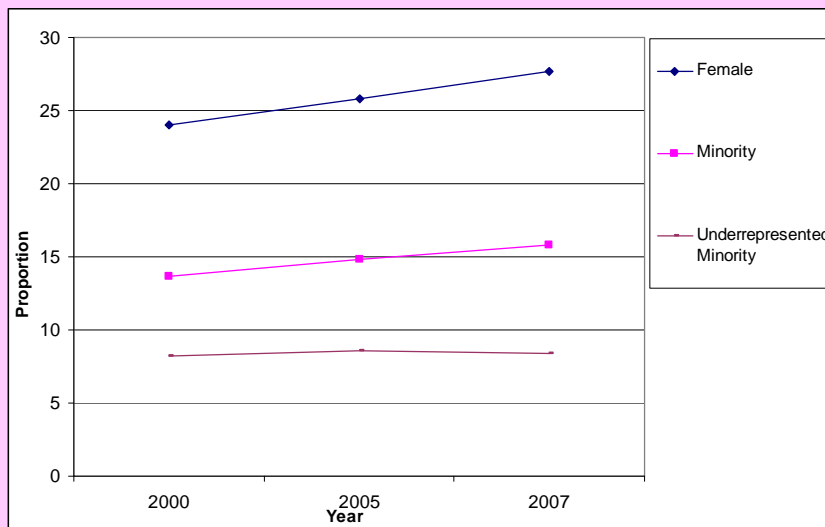
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James Fernandez, Carol Shoshkes Reiss &
Gabrielle Starr

FAS Institutional Research:

Rachel Krug, David Vintinner, & Joe Juliano

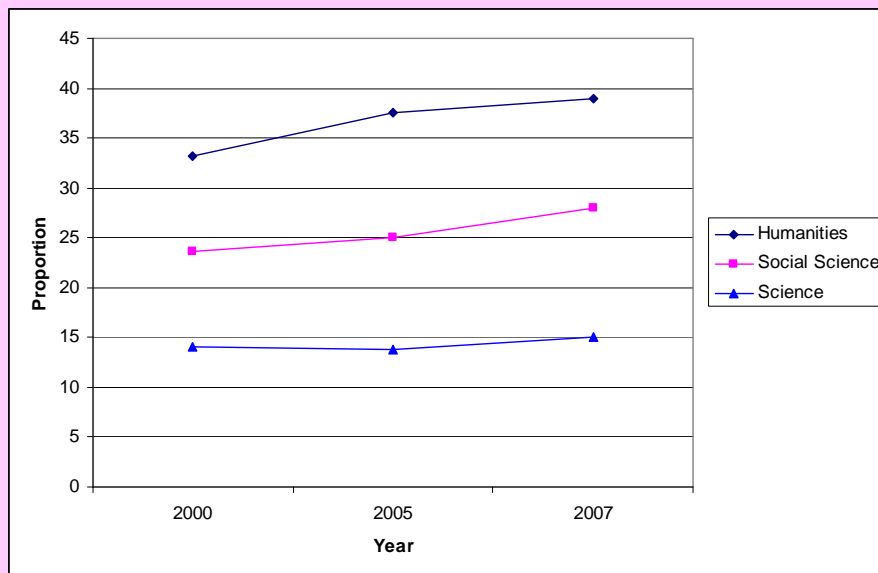
December 3, 2009

Characteristics of Tenure Track (TT) and Tenured Faculty



Self-reported ethnicity from FAS HR Records
Minority= Asian, Pacific Islanders, Black & Hispanic; URM = Black & Hispanic

Proportion female by division (T/TE)



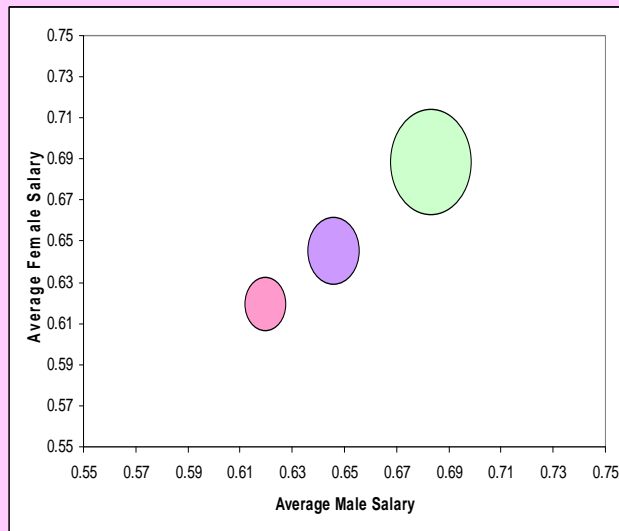
Gender & minority status by rank

	Gender		Underrepresented Minority	
	Male	Female	Yes	No
<u>2007 (N=621)</u>				
Assistant	68 (67%)	34 (33%)	4 (4%)	98 (96%)
Associate	96 (63%)	56 (37%)	21 (14%)	131 (86%)
Full	285 (78%)	82 (22%)	27 (7%)	340 (93%)
			N=52	
<u>2005 (N=586)</u>				
Assistant	73 (73%)	27 (27%)	8 (8%)	92 (92%)
Associate	88 (62%)	53 (38%)	19 (13%)	122 (87%)
Full	274 (79%)	71 (21%)	23 (7%)	322 (93%)
			N=50	
<u>2000 (N=513)</u>				
Assistant	47 (59%)	33 (41%)	9 (11%)	71 (89%)
Associate	80 (70%)	34 (30%)	12 (11%)	102 (89%)
Full	263 (82%)	56 (18%)	21 (7%)	298 (93%)
			N=42	

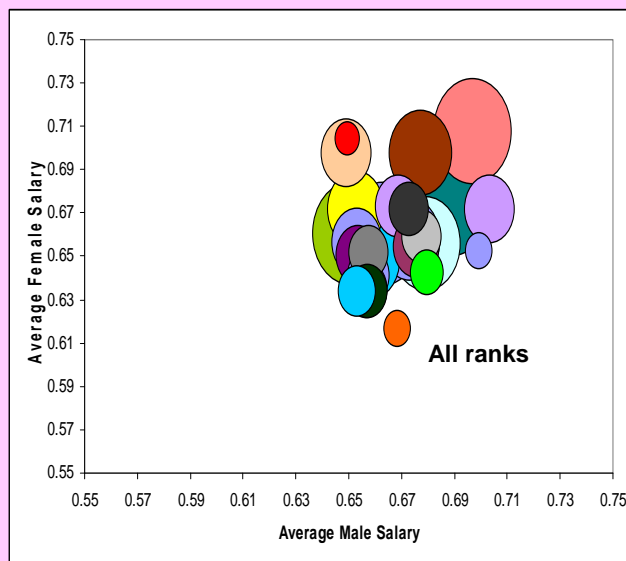
Median salary by gender, minority status & rank (TT)

	Gender		Underrepresented Minority	
	Male	Female	Yes	No
<u>2007 (N=621)</u>				
Assistant	78,725 (13,224)	71,243 (10,269)	71,878 (9,563)	76,409 (12,888)
Associate	101,331 (25,608)	95,394 (20,276)	96,902 (26,100)	99,503 (23,600)
Full	153,767 (52,649)	148,076 (37,890)	163,425 (38,967)	151,216 (50,694)
<u>2005 (N=586)</u>				
Assistant	73,055 (14,664)	61,335 (7,187)	65,297 (9,836)	70,290 (14,243)
Associate	91,341 (22,160)	88,344 (20,001)	86,642 (17,079)	90,770 (21,949)
Full	141,011 (47,797)	132,523 (34,837)	146,357 (32,618)	138,829 (46,309)
<u>2000 (N=513)</u>				
Assistant	59,478 (10,568)	54,043 (8,828)	53,319 (7,212)	57,733 (10,435)
Associate	71,491 (13,712)	67,597 (7,162)	73,749 (11,991)	69,927 (12,255)
Full	113,662 (32,626)	107,209 (24,895)	114,159 (19,492)	112,414 (32,164)

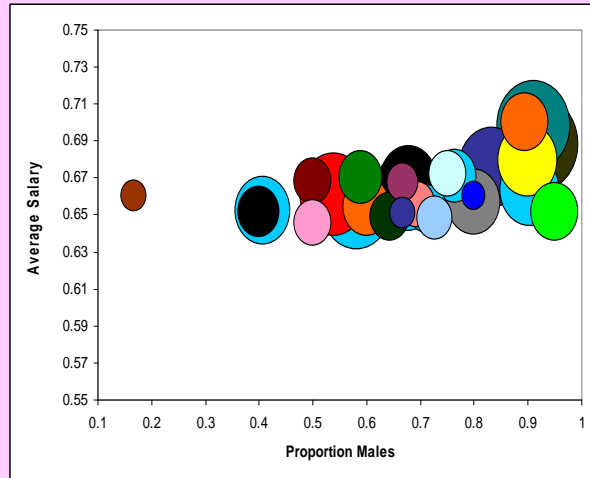
Average salary by rank (TT, 2007)



Salary 2007 data set



2007 Salary versus proportion of male faculty



Log Salary analysis

	2007		2005		2000	
	Reduced model	Full model	Reduced model	Full model	Reduced model	Full model
Intercept	11.71 (0.017) ^{***}	12.00 (0.161) ^{***}	11.62 (0.018) ^{***}	11.69 (0.061) ^{***}	11.47 (0.17) ^{***}	11.55 (0.059) ^{***}
Female	-0.013 (0.033) ^{***}	-0.006 (0.022)	-0.125 (0.035) ^{***}	-0.031 (0.023)	-0.182 (0.035) ^{***}	-0.018 (0.034)
<u>Rank</u>						
Assistant		-0.79 (0.029) ^{***}		-0.82 (0.029) ^{***}		-0.76 (0.029) ^{***}
Associate		-0.46 (0.024) ^{***}		-0.47 (0.024) ^{***}		-0.47 (0.023) ^{***}
Dept.†		***		***		***
Year of hire		0.01 (0.001) ^{***}		0.01 (0.008) ^{***}		0.01 (0.001) ^{***}
R ²	0.02	0.66	0.02	0.68	0.05	0.70
N	621	621	586	586	513	513

Notes: Standard errors are in parentheses. ***p<.01 **p<.05 *p<.10

†Due to the number of variables, only the overall significance of the variable department is shown.

Log analysis by department

	2007		2005		2000	
	<u>Reduced</u> <u>model</u>	<u>Full</u> <u>model</u>	<u>Reduced</u> <u>model</u>	<u>Full</u> <u>model</u>	<u>Reduced</u> <u>model</u>	<u>Full</u> <u>model</u>
Intercept	11.36 (0.097)	11.61 (0.055)***	11.27 (0.121)***	11.51 (0.126)***	11.09 (0.094)***	11.37 (0.071)***
Proportion Males	0.38 (0.135)**	0.343 (0.114)**	0.38 (0.169)**	0.41 (0.152)**	0.34 (0.131)**	0.30 (.083)**
Rank						
Proportion Assistant		-0.66 (0.275)**		-0.76 (0.232)**		-0.82 (0.141)***
Proportion Associate		-0.42 (0.145)**		-0.52 (0.154)**		-0.48 (0.119)**
Average Year of hire		0.003 (0.005)		0.02 (0.006)**		0.01 (0.004)**
R ²	0.15	0.57	0.15	0.60	0.15	0.71
N	30	30	29	29	33	33

Administrative responsibility

	<u>Gender</u>		<u>Underrepresented Minority</u>	
	<u>Male</u>	<u>Female</u>	<u>Yes</u>	<u>No</u>
2007	90 (20%)	39 (22%)	13 (25%)	116 (20%)
2005	97 (22%)	40 (26%)	14 (28%)	123 (23%)
2000	98 (25%)	39 (31%)	12 (28%)	125 (27%)

Internal Research Support

	<u>Gender</u>		<u>Underrepresented Minority</u>	
	<u>Male</u>	<u>Female</u>	<u>Yes</u>	<u>No</u>
2007	238 (53%)	129 (75%)	41 (79%)	326 (57%)
2005	213 (49%)	107 (70%)	38 (76%)	282 (52%)
2000	143 (37%)	72 (59%)	27 (64%)	188 (40%)

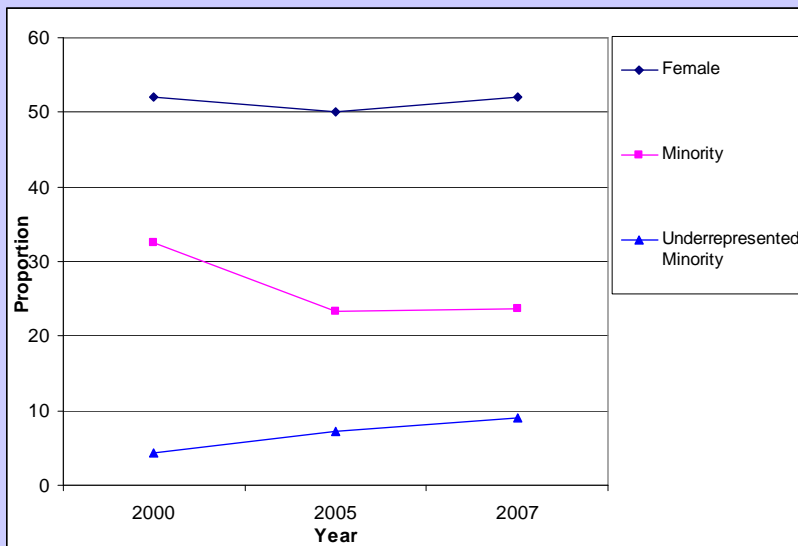
Contract faculty characteristics

(Terms used)

- Tenure Bound Faculty (TBF)
 - aP/FF
 - Courant Instructors;
- Non-TenureTrack (NTT)
 - Clinical Faculty
 - Language Lecturers

Non Tenure Track Full-Time
Faculty (NTTFTF)

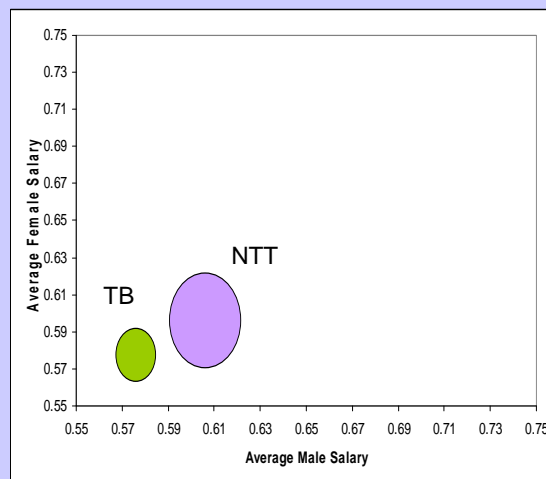
NTTFTF characteristics



Increased hiring of NTTFTF

	Gender		Underrepresented Minority	
	Male	Female	Yes	No
2007 (N=199)				
TBF	25 (53%)	22 (46%)	5 (11%)	42 (89%)
NTT	70 (46%)	82 (54%)	13 (9%)	139 (91%)
			N=18	
2005 (N=124)				
TBF	23 (59%)	16 (41%)	1 (3%)	38 (97%)
NTT	39 (46%)	46 (54%)	8 (9%)	77 (91%)
			N=9	
2000 (N=46)				
TBF	5 (50%)	5 (50%)	0 (0%)	10 (100%)
NTT	17 (47%)	19 (53%)	2 (6%)	34 (94%)

Average salary of contract faculty by rank, 2007



Median salaries NTTFTF

	Gender		Underrepresented Minority	
	Male	Female	Yes	No
2007 (N=199)				
TBF	49,108 (10,152)	47,929 (4,431)	49,111 (3,894)	48,490 (8,323)
NTT	57,678 (16,587)	49,565 (11,210)	49,303 (11,856)	53,675 (14,679)
2005 (N=124)				
TBF	47,804 (5,132)	46,029 (5,087)	N/A	47,262 (5,056)
NTT	55,512 (15,276)	48,135 (10,880)	43,411 (7,909)	52,362 (13,729)
2000 (N=46)				
TBF	38,438 (4,821)	36,021 (952)	N/A	37,230 (3,515)
NTT	49,144 (13,327)	42,055 (7,266)	N/A	45,394 (11,327)

Log salary analysis NTTFTF

	2007		2005		2000	
	Reduced model	Full model	Reduced model	Full model	Reduced model	Full model
Intercept	10.88 (0.023)***	10.80 (0.15)***	10.85 (0.026)***	10.45 (0.061)***	10.71 (0.045)***	10.65 (0.322)***
Female	-0.10 (0.031)***	-0.03 (0.025)	-0.09 (0.036)**	0.0004 (0.026)	-0.12 (0.036)†	-0.003 (0.079)
Rank (NTT)		0.24 (0.061)***		0.18 (0.052)		-0.01 (0.248)
Department		***		***		N.S.
Year of hire		-0.01 (0.002)***		-0.02 (0.003)***		-0.04 (0.12)***
R ²	.07	.64	.05	.77	.07	.69
N	199	199	124	124	46	46

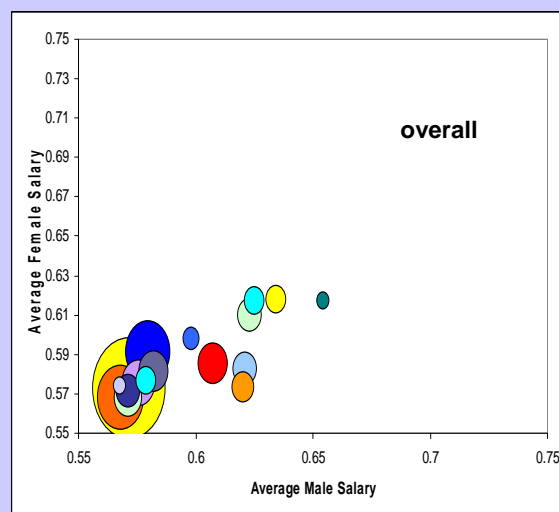
Notes: Standard errors are in parentheses. ***p<.01 **p<.05 *p<.10

†Due to the number of variables, only the overall significance of the variable department is shown

Log regression by department for NTTFTF

	2007	2005	2000
Intercept	10.84 (0.06)***	10.78 (0.06)***	10.67 (0.06)***
Proportion Males	0.160 (0.09)	0.091 (0.09)	0.05 (0.09)
R ²	.082	.035	.01
N	32	30	19

Contract faculty salary 2007



Hiring and Promotion Tenure Track faculty

New Hires by gender and minority status

	<u>Gender</u>		<u>Underrepresented Minority</u>	
	<u>Male</u>	<u>Female</u>	<u>Yes</u>	<u>No</u>
Total new hires 1996 to 2007 (N=396)	267 (67%)	129 (33%)	36 (9%)	360 (91%)
New hires 2002 to 2007 (N=219)	144 (66%)	75 (34%)	13 (5%)	206 (94%)
New hires 1996 to 2001 (N=177)	123 (70%)	54 (30%)	23 (13%)	154 (87%)

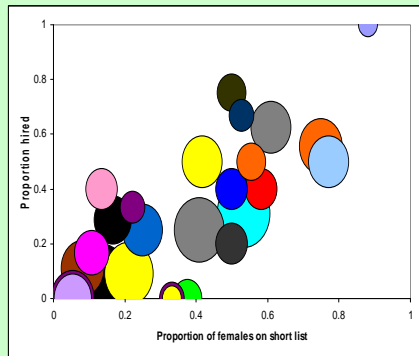
Starting rank hiring cohort TT

	Gender		Underrepresented Minority	
	Male	Female	Yes	No
<u>2002 to 2007</u>				
<u>(N=219)</u>				
Assistant (N=109)	73 (67%)	36 (33%)	4 (4%)	105 (96%)
Associate without tenure (N=10)	5 (50%)	5 (50%)	1 (10%)	9 (90%)
Associate with tenure (N=32)	19 (59%)	13 (41%)	6 (19%)	26 (81%)
Full (N=68)	47 (69%)	21 (31%)	2 (3%)	66 (97%)
<u>1996 to 2001</u>				
<u>(N=177)</u>				
Assistant (N=87)	58 (67%)	29 (33%)	12 (14%)	75 (86%)
Associate without tenure (N=14)	8 (57%)	6 (43%)	2 (14%)	12 (86%)
Associate with tenure (N=16)	12 (75%)	4 (25%)	3 (19%)	13 (81%)
Full (N=60)	45 (75%)	15 (25%)	6 (10%)	54 (90%)

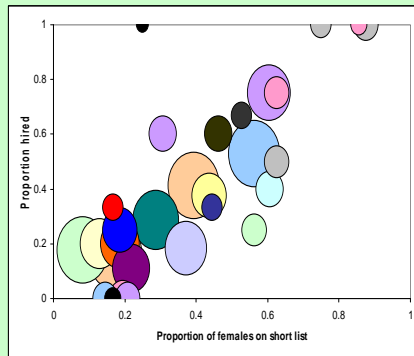
Starting salary TT

	1996-2007	
	Reduced model	Full model
Intercept	11.38 (0.026)***	11.57 (0.056)***
Female	-0.13 (0.045)**	0.02 (0.021)
<u>Starting Rank</u>		
Assistant		-0.79 (0.021)**
Associate without tenure		-0.58 (0.042)**
Associate with tenure		-0.38 (0.032)**
Department†		***
Year of hire		0.03 (0.003)***
R ²	0.02	0.85
N	394	394

Proportion of Females among Short-listed candidates

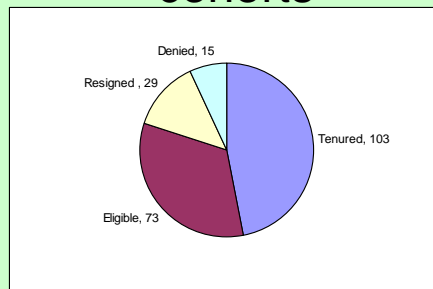


1996-2001

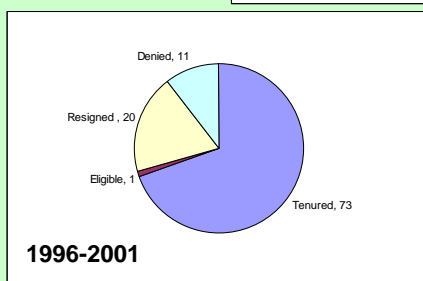


2002-2007

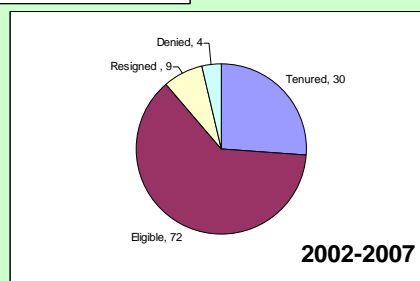
Promotion Status among TT faculty cohorts



1996-2007

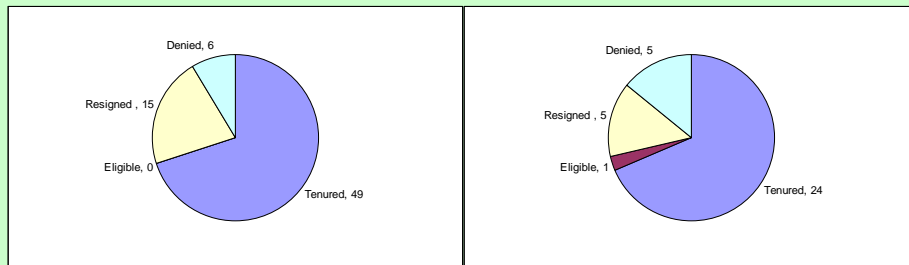


1996-2001



2002-2007

Status of new hires (1996-2001)



males

females

Early tenure decisions and survival

Year of hire	Number of tenure eligible new hires	Early tenure by 2007	Early tenure females	Early tenure males
1996 to 2007	220	31	9	22
2002 to 2007	115	15	5	10
1996 to 2001	105	16	4	12

Year of hire	Number of tenure eligible new hires	Tenure by 2007	Tenure females	Tenure males
1996 to 2007	220	103	33	70
2002 to 2007	115	30	9	21
1996 to 2001	105	73	24	49

The FAS IR study and GEC interpretation with recommendations can be found on the FAS web site

- Please email Ms Sherri Katz for the URL

sherri.katz@nyu.edu

Additional recommendations (1)

- We need to **hire more women and URM** faculty, especially in depts which are male-dominated; we need to be vigilant about starting salaries
- We need to continue to monitor faculty in this study using the same methodology, adding to the database for both TT & NTTFTF

Additional recommendations (2)

- New data acquisition for future analysis should be considered:
 - **Evaluate teaching loads**: CAS vs GSAS; large vs small size; solo- vs team-taught
 - **Evaluate selection** of faculty for internal and nominations for external Honors, Awards, & Grants
 - **Internal research support** – evaluate access to res. Assts, support staff as well as other forms of direct internal research support
 - **Climate survey**

Additional recommendations (3)

- Request CASH ask chairs to begin to maintain records of other major dept leadership roles of TT and NTTFTF (excluding chairs, DGS, DUGS)
 - chairs of search committees,
 - PhD admissions and awards committees
 - Etc.
- *the culture of each dept is different so these responsibilities will vary.*