

# Access, Opportunity and Achievement: A COSW Report on Gender Representation at UofL



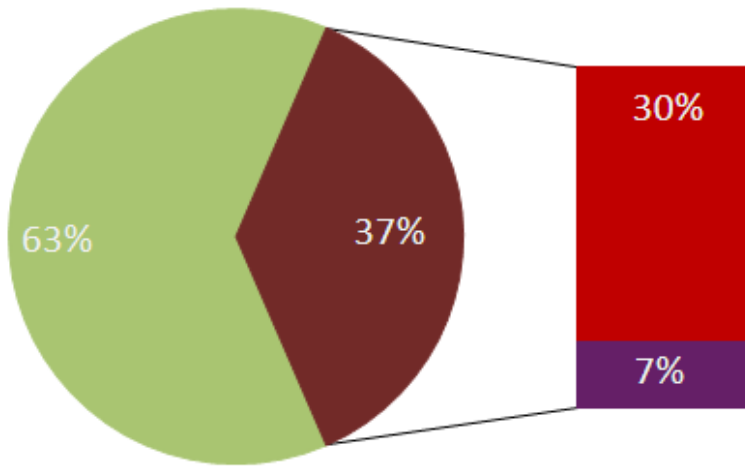
The University of Louisville's Commission on the Status of Women (COSW) is a presidential commission approved by the board of trustees in 1994, with the first members being appointed in 1995. The COSW has been charged to advise the president on issues, policies and practices that affect women at the University of Louisville and to report regularly to the president and the university community on the status of women. In 1994, the Report of the Task Force on the Status of Women presented the status of women in all employment categories, explored contributing and perpetuating factors, and recommended changes to positively influence the status of and career opportunities for women while improving the climate for all University of Louisville employees. In 2009, the COSW updated the 1994 Task Force Report to assess progress during the past 15 years (<http://louisville.edu/cosw/task-force-report/task-force-report.html>). Results showed that although the number of women employed at UofL has increased, the ratio of women to men employed has not improved.

To build on the 2009 report, the purpose of this document is to provide information on employment status, to be assessed annually, as the university works toward increasing the opportunities for women.

UNIVERSITY OF  
**LOUISVILLE**



COMMISSION ON THE  
STATUS OF WOMEN



Men Women (White) Women of Color (\*\*N=1,590)

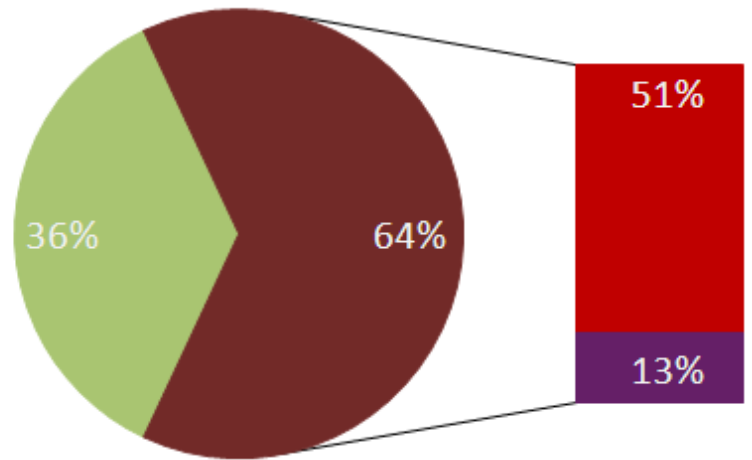
## Full-time Faculty

Percentage of full-time faculty, reported by gender. Statistical information for women also reports percentage of white women and percentage of women of color\*.



## Full-time Staff/Administrators

Percentage of full-time staff and administrators, reported by gender. Statistical information for women also reports percentage of white women and percentage of women of color\*.



Men Women (White) Women of Color (\*\*N=3,660)

Source: November 2010 census file as reported to Integrated Postsecondary Education Data System (IPEDS)

Fall 2010 race/ethnicity data were collected using the new format mandated by the US department of Education. Therefore, 2010 data are not comparable to previous versions of the publication.

\*Women of color were defined as "Black, non-Hispanic; American Indian/Alaskan Native; Asian/Pacific Islander; Hispanic; and two or more races". Nonresident aliens have been excluded.

\*\*N=number of full-time faculty or staff & administrators (includes men and women).

Graduate Teaching/Research Assistants have been excluded.

Employees with Faculty rank who are in board appointed positions are excluded from "Provost" and "Health Affairs" administrative units.

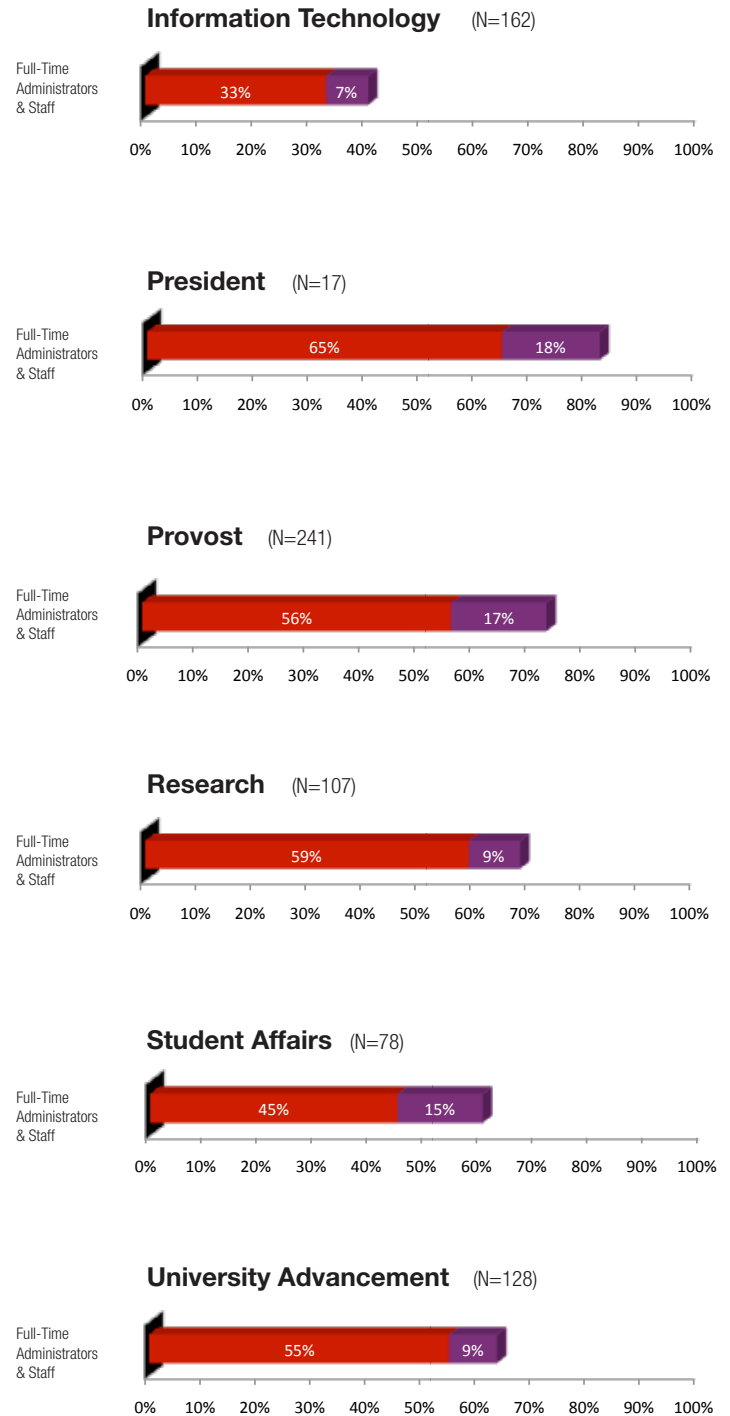
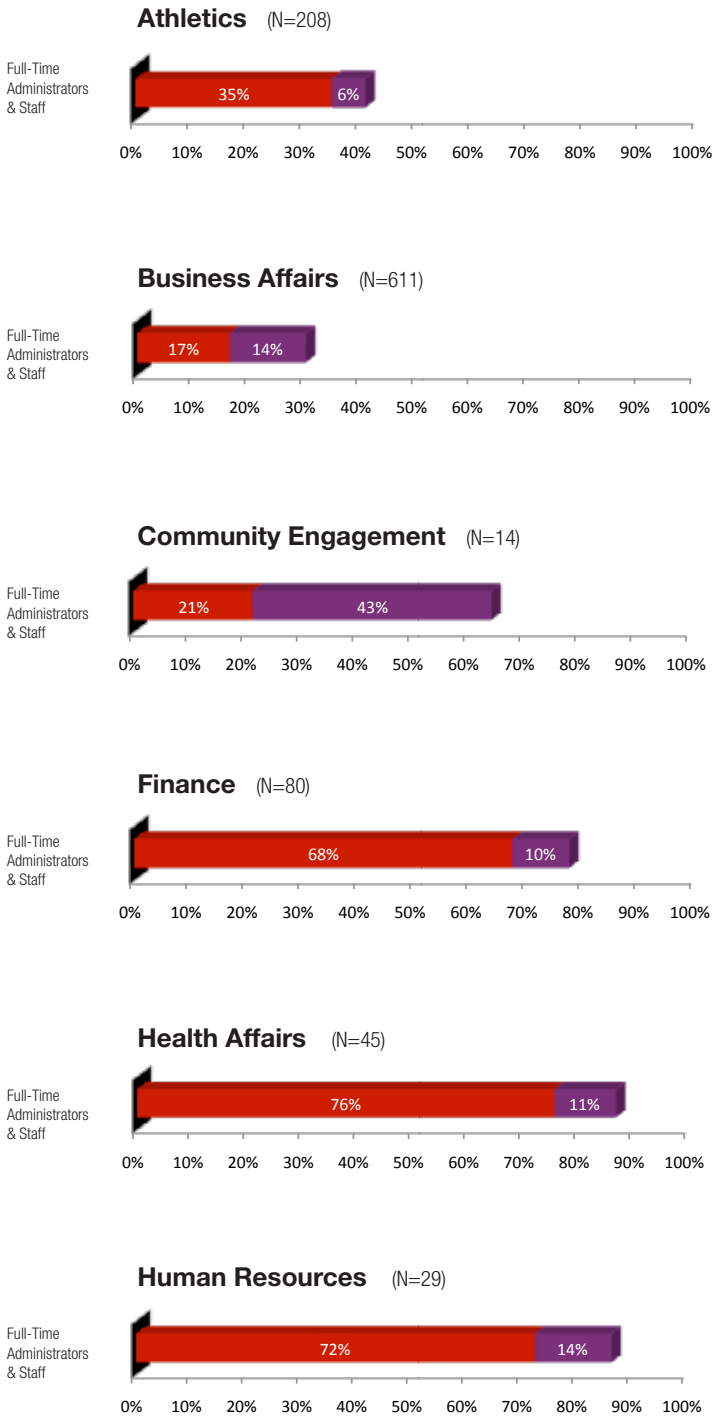
Prepared by the Office of Institutional Research and Planning on May 2, 2011.

# Full-time Staff/Administrators

Percentage of full-time staff and administrators, reported by gender, in each administrative unit. Statistical information for women also reports percentage of white women and percentage of women of color.

■ Women (White)
 ■ Women of Color

N = total number of full-time staff & administrators within unit (includes men and women)



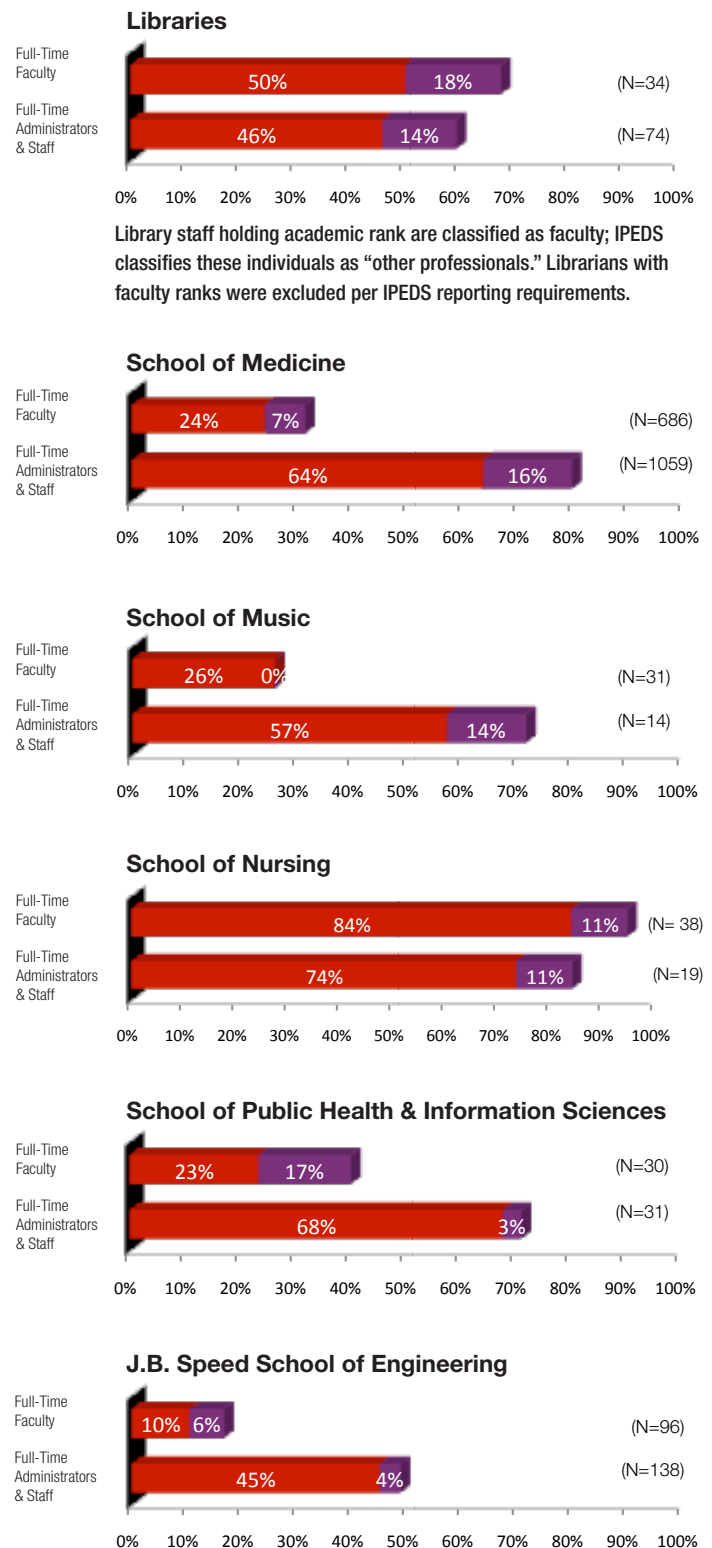
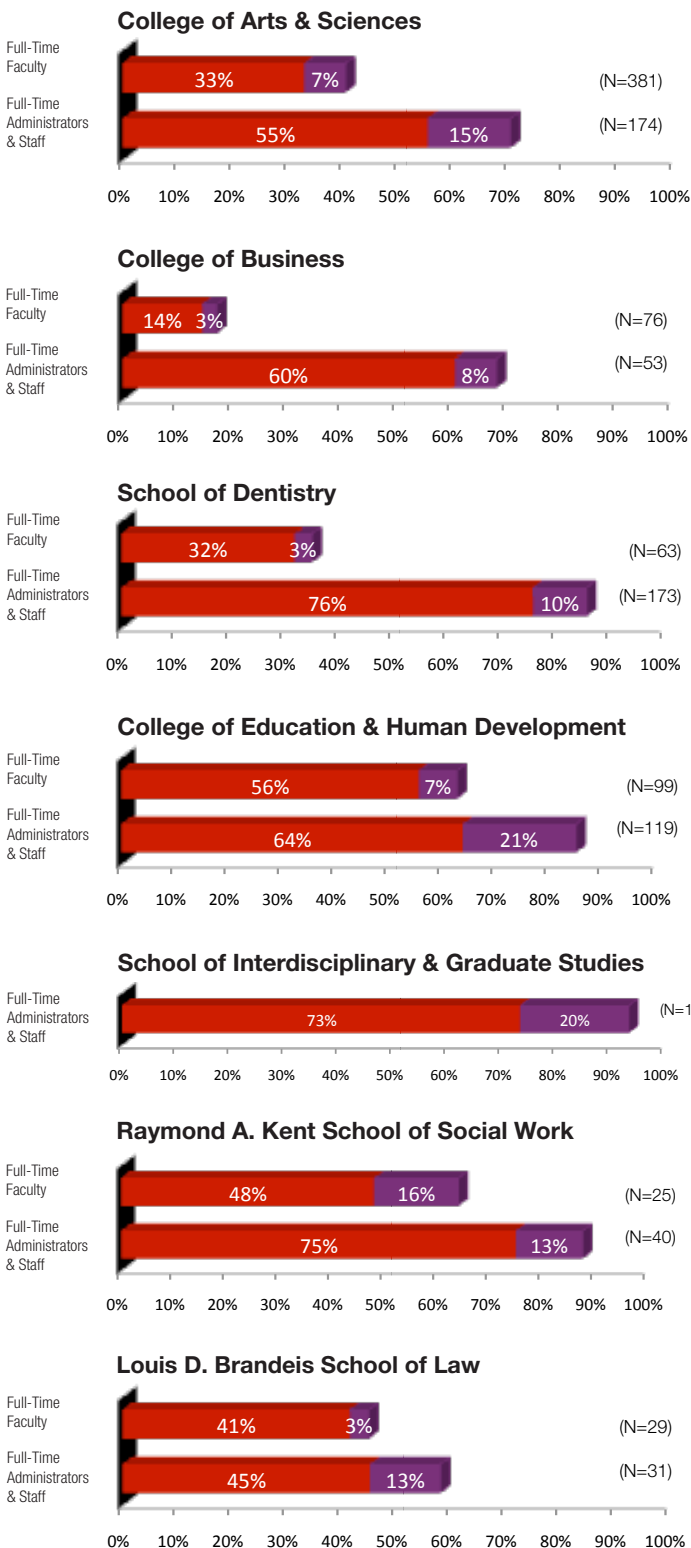
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 N = total number of full-time faculty and staff & administrators within unit (includes men and women)



Library staff holding academic rank are classified as faculty; IPEDS classifies these individuals as "other professionals." Librarians with faculty ranks were excluded per IPEDS reporting requirements.