

Access, Opportunity & Achievement:

A COSW Report on Gender Representation at UofL for 2012



UNIVERSITY OF
LOUISVILLE.

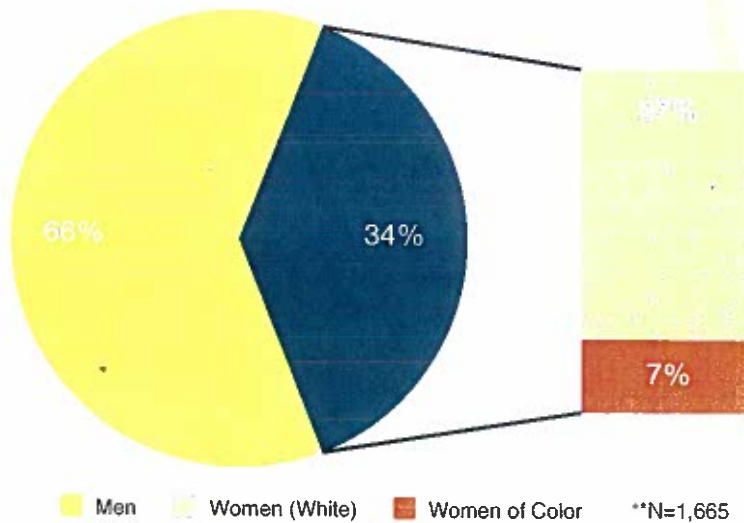
COMMISSION ON THE
STATUS OF WOMEN

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 having been 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 (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 2011 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.

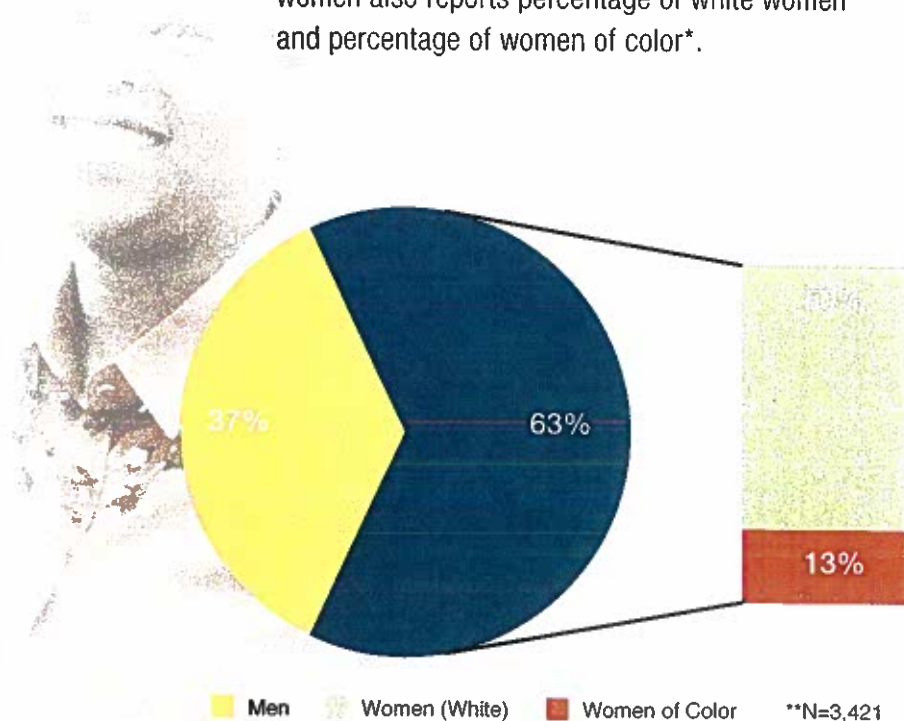
Full-time Faculty

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*.



*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.

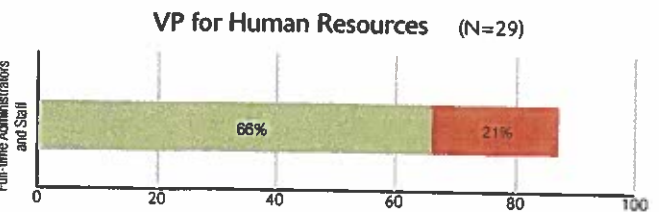
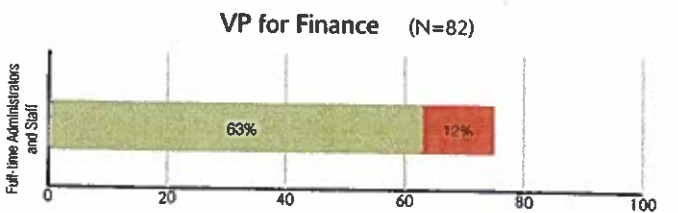
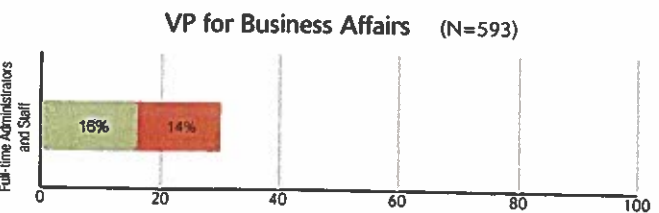
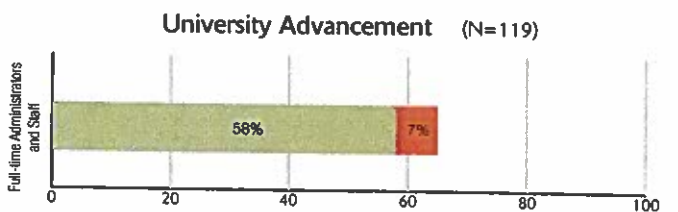
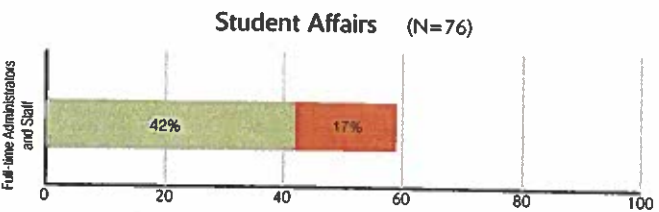
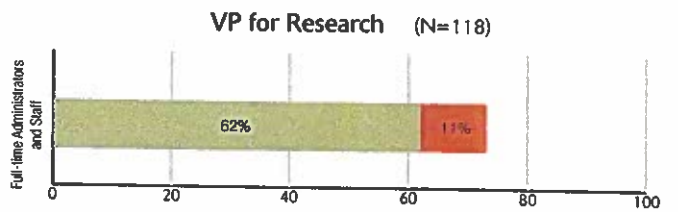
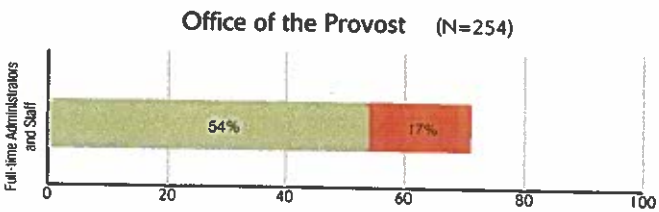
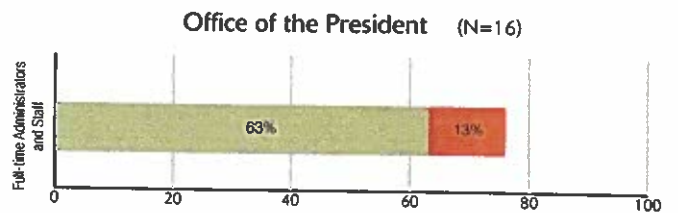
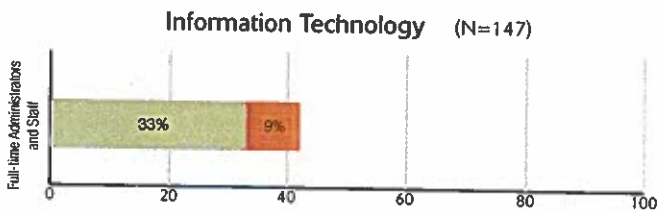
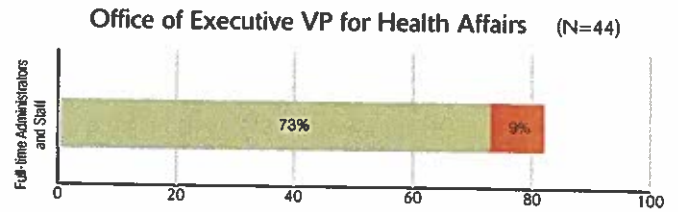
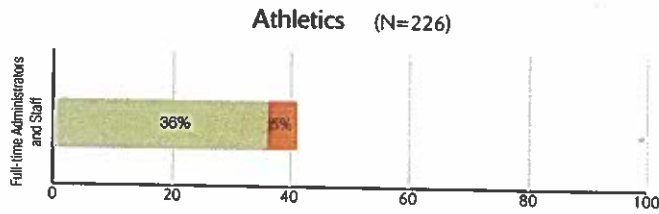
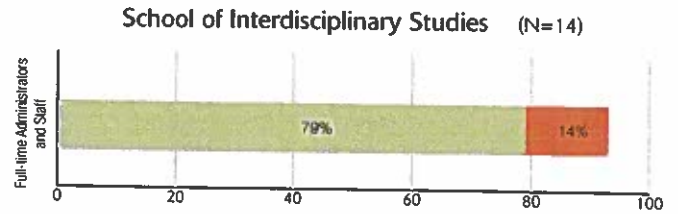
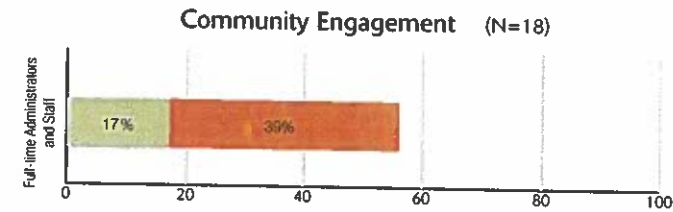
**N=number of full-time faculty or staff & administrators (includes men and women).

Administrative Units

Full-time Administrative Units

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 faculty and staff & administrators within unit (includes men and women)



Academic Units

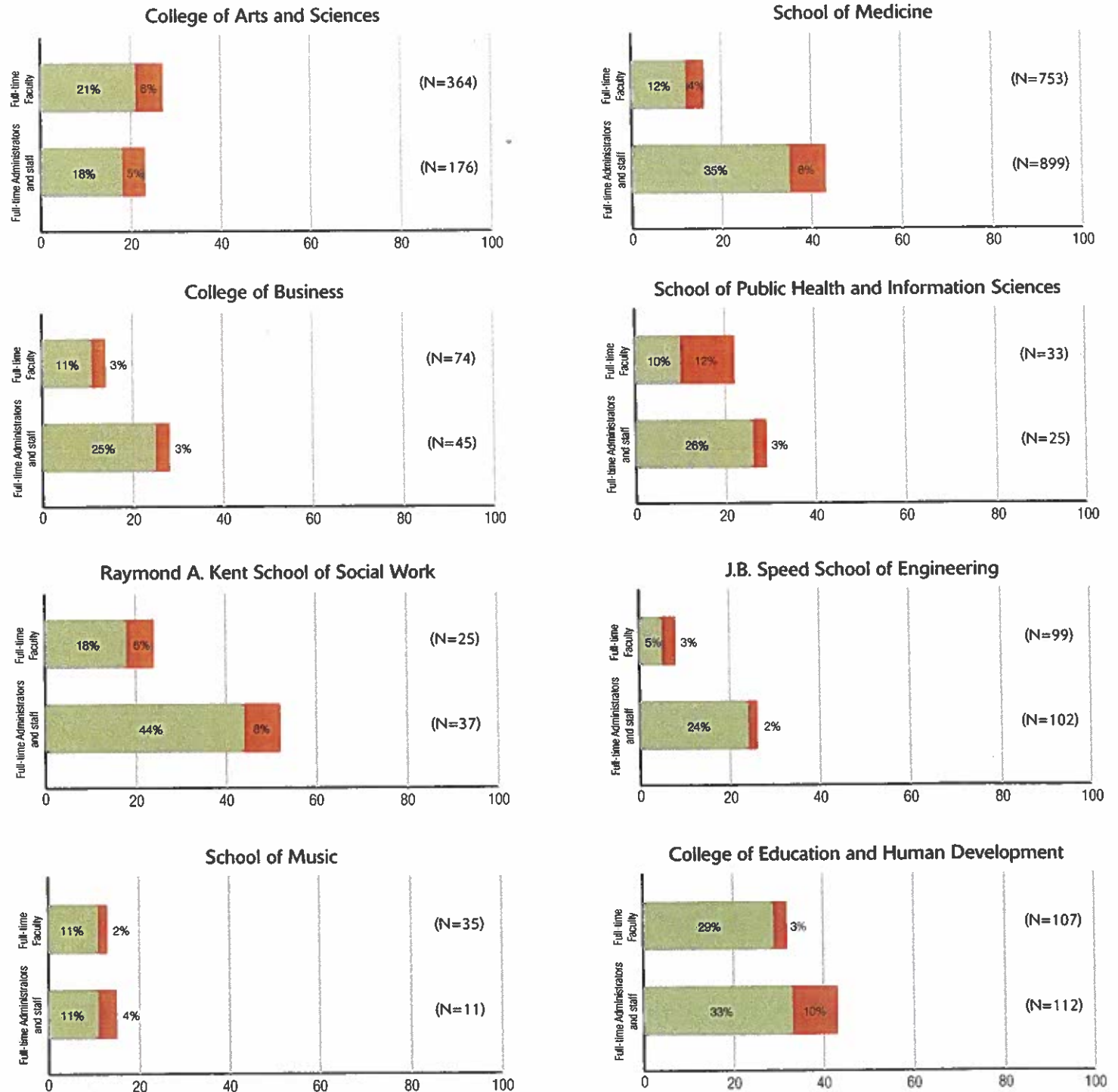
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Full-time Staff/Administrators

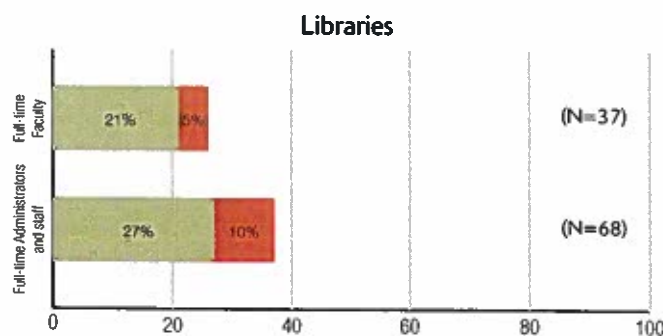
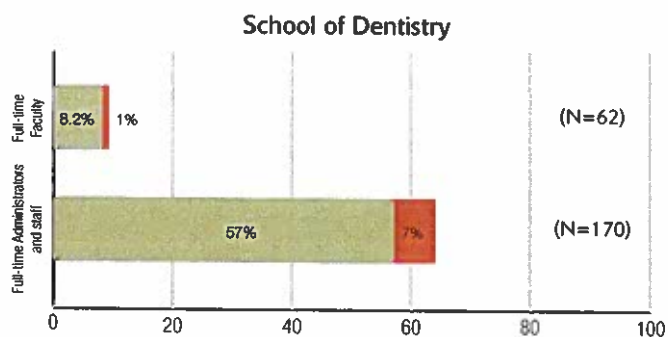
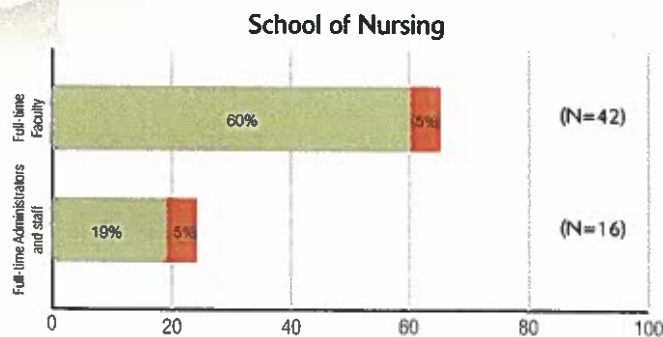
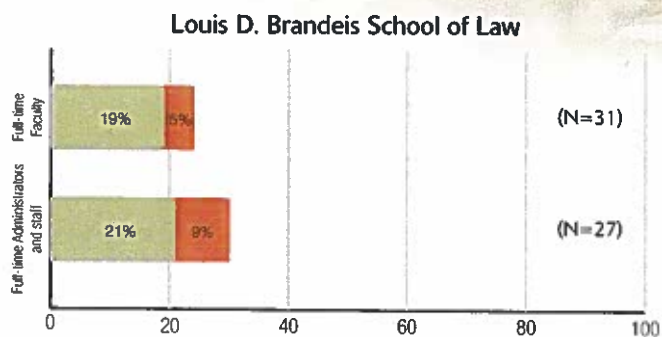
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"Without adversity, there would be no growth, and without growth, there would be no lesson to be learned."

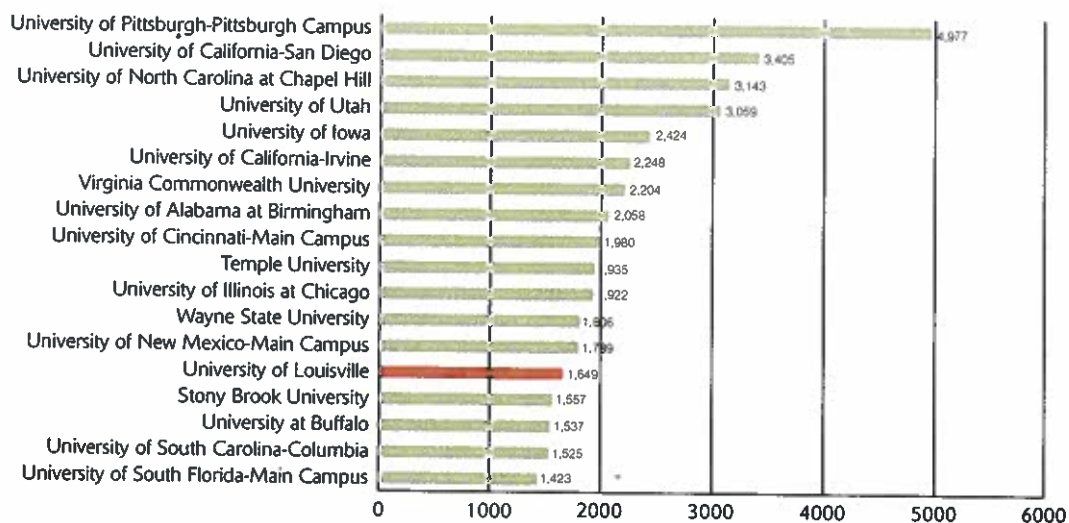
— Michelle Cruz-Rosado



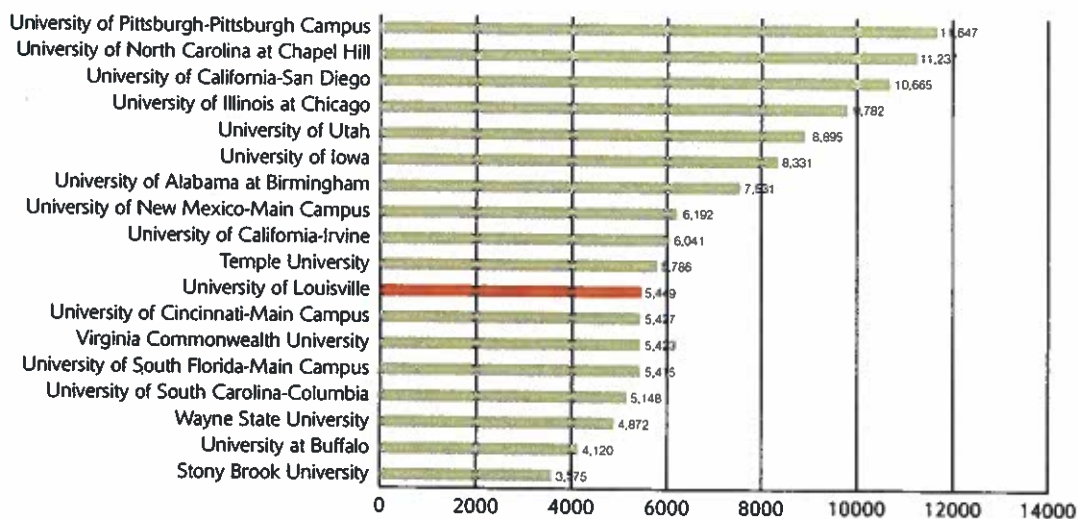
Source: US Department of Education (IPEDS) Peer Analysis Tool

■ Benchmark Institutions ■ UofL

TOTAL FULL-TIME FACULTY 2011

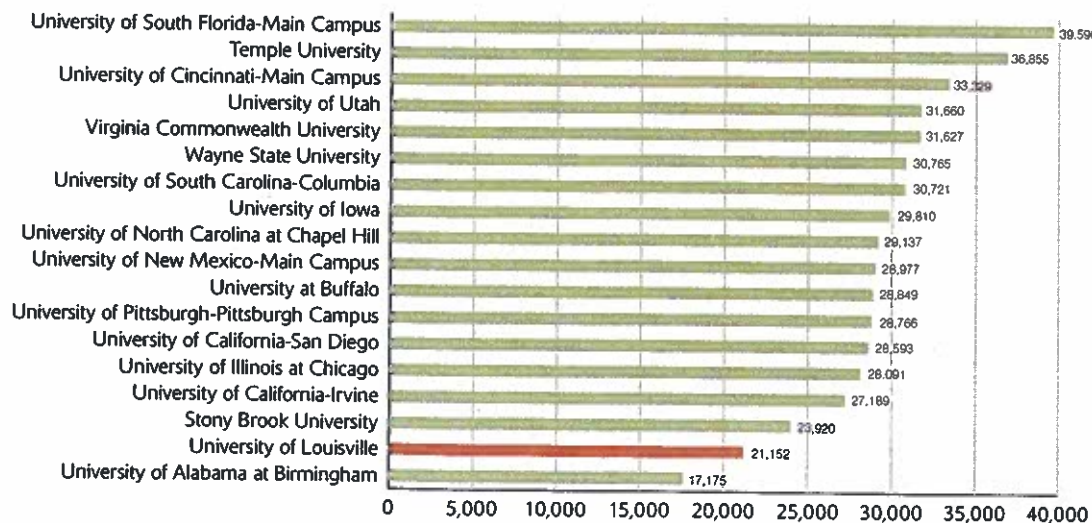


TOTAL FULL-TIME EMPLOYEES 2011*

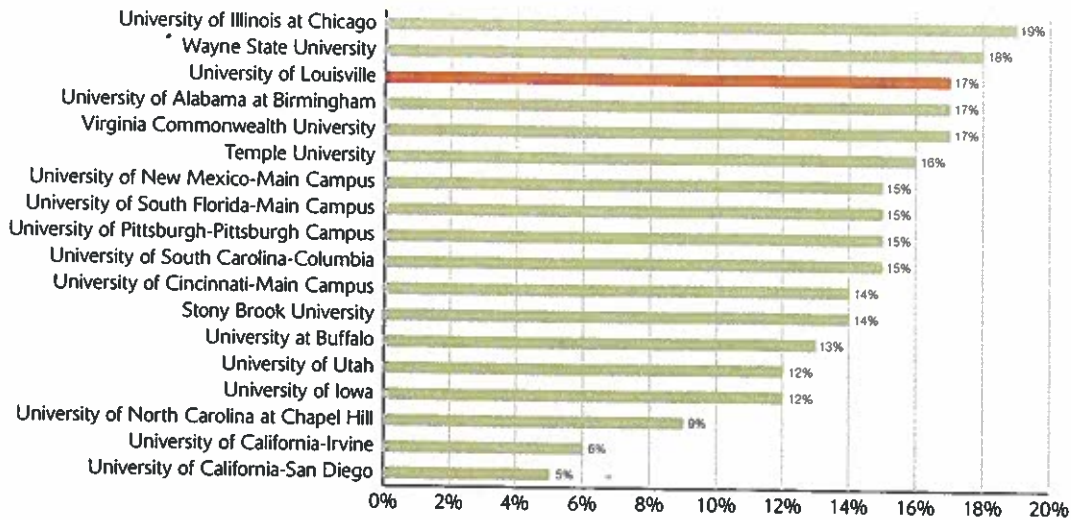


*Note: For UofL, approximately 30% of full-time employees are faculty.

TOTAL FULL-TIME ENROLLMENT 2011

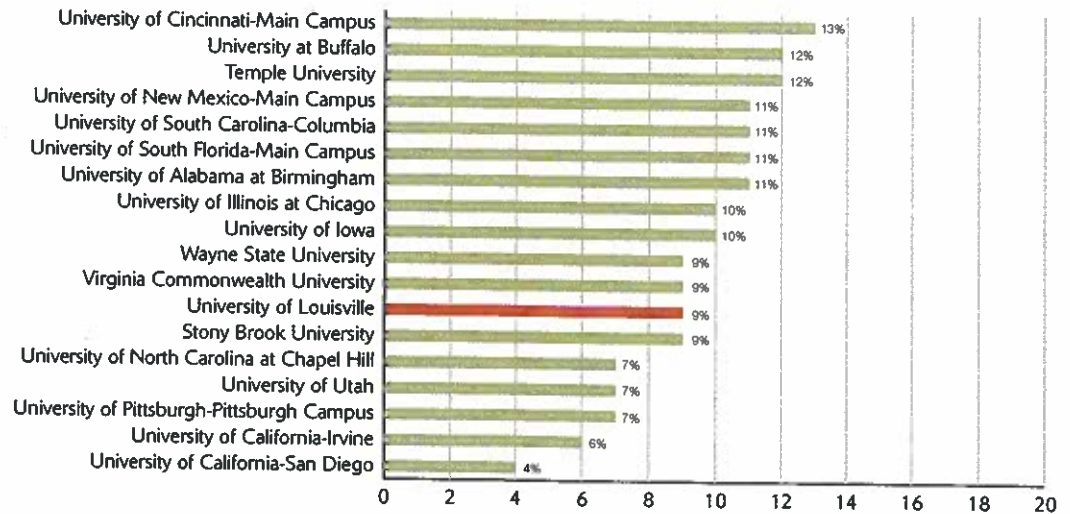


PERCENTAGE OF FULL-TIME WOMEN ASSISTANT PROFESSORS TO TOTAL FULL-TIME FACULTY (2011)¹



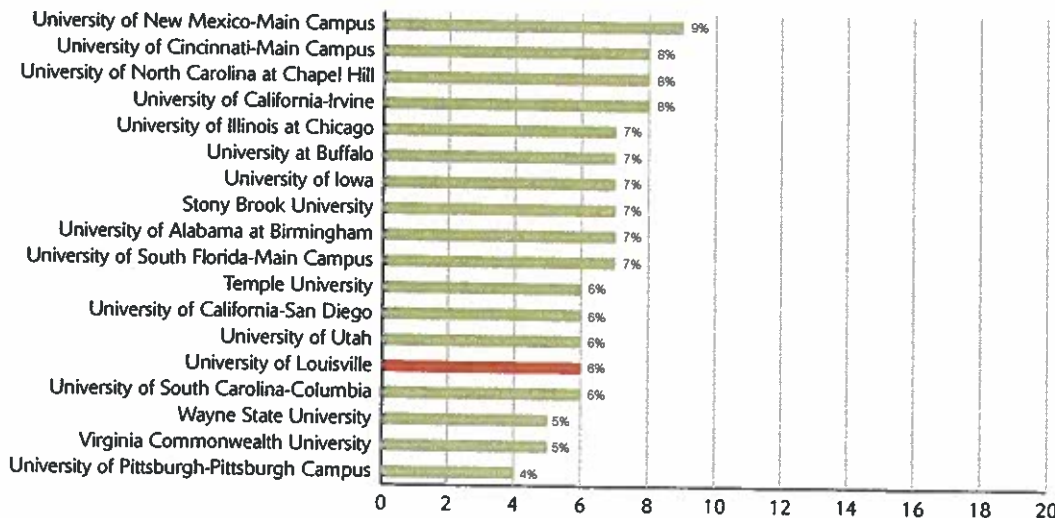
¹Note: For UofI, approximately 32% of full-time faculty are professors. Of this 32%, women represent approximately 20%.

PERCENTAGE OF FULL-TIME WOMEN ASSOCIATE PROFESSORS TO TOTAL FULL-TIME FACULTY (2011)²



²Note: For UofI, approximately 25% of full-time faculty are associate professors. Of this 25%, women represent approximately 37%.

PERCENTAGE OF FULL-TIME WOMEN PROFESSORS TO TOTAL FULL-TIME FACULTY (2011)³



³Note: For UofI, approximately 33% of full-time faculty are assistant professors. Of this 33%, women represent approximately 47%.

UNIVERSITY OF LOUISVILLE

COMMISSION ON THE STATUS OF WOMEN



Source: November 2012 census file as reported to Integrated Postsecondary Education Data System (IPEDS)

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.

The annual report details data about full-time faculty and administrators/staff only. This methodology differs from that used in the 'Access, opportunity, and achievement fifteen years later: a 2009 update on the 1994 report of the task force on the status of women' which includes both full-time and part-time employee counts.

Prepared by the Office of Institutional Research and Planning (June 2013)