

Access, Opportunity & Achievement:

A COSW Report on Gender Representation at UofL for 2014



UNIVERSITY OF
LOUISVILLE

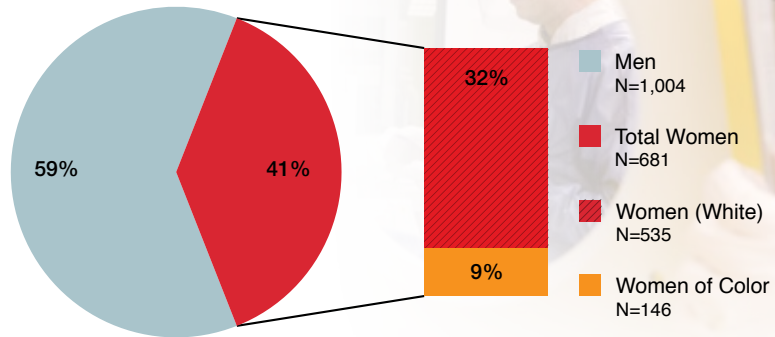
COMMISSION ON THE
STATUS OF WOMEN

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 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 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.

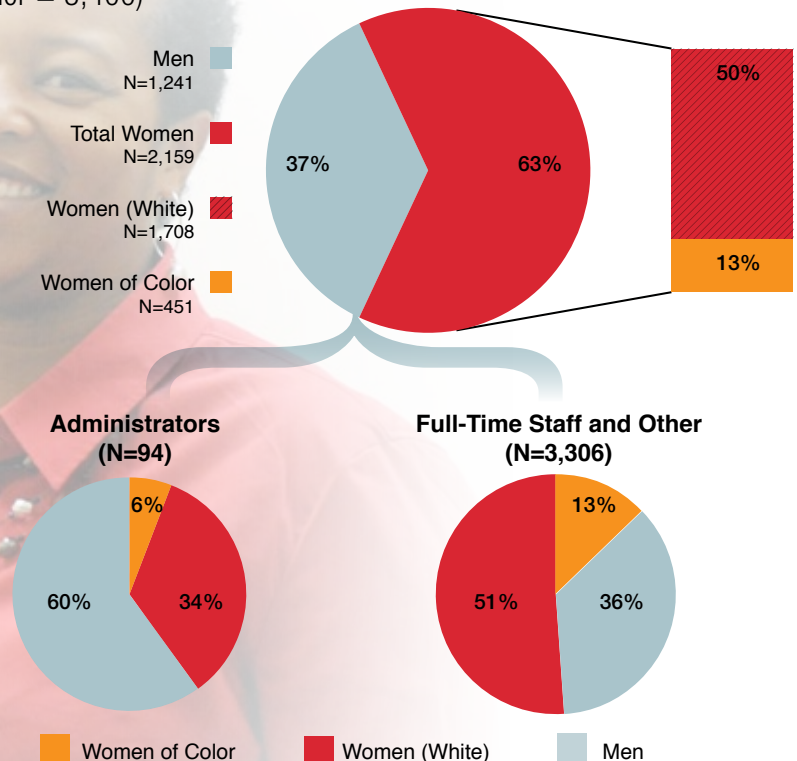
Full-time Faculty

Percentage of full-time faculty, reported by gender. Statistical information for women also reports percentage of white women and percentage of women of color. (Total faculty = 1,685)



Full-time Staff, Administrators and Other

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. (Total staff, administrators and other = 3,400)



Source: November 2014 census file as reported to Integrated Postsecondary Education Data System (IPEDS)

Footnotes:

- Categories may not equal 100% due to rounding.
- Employees classified as "Other" are individuals who are employed on a contractual basis.
- Data represent full-time employees as of November 1, 2014.
- Employees are classified by their primary job record with PeopleSoft.
- Employees are classified with the home department of their primary appointment within PeopleSoft. SIGS Administrators are categorized under the Office of the Provost and faculty are categorized under their home departments.
- Women of Color are defined as "American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, Two or more races, and Unknown/Unspecified."
- Non-resident aliens are excluded.
- Graduate Teaching/Research Assistants are excluded.
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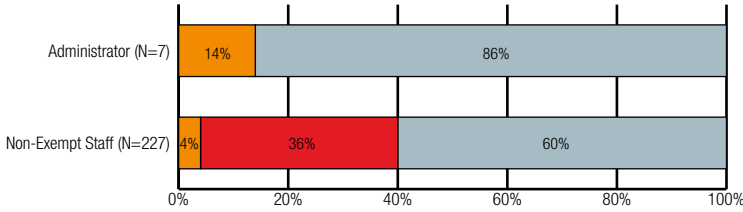
Administrative Units

Full-time Employees

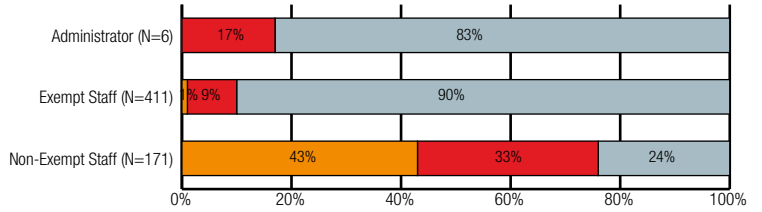
Percentage of full-time employees, reported by gender, in each administrative unit. Statistical information for women also reports percentage of white women and percentage of women of color.

Women of Color Women (White) Men

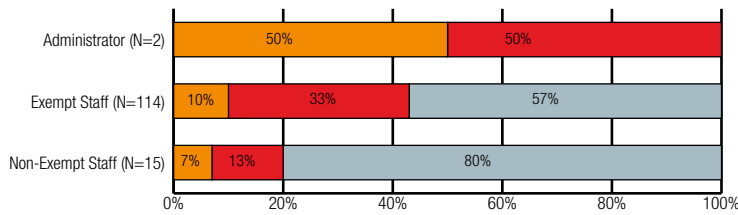
Athletics (N=234)



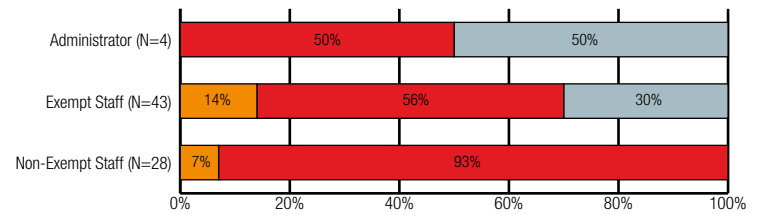
Office of the Vice President for Business Affairs (N=588)



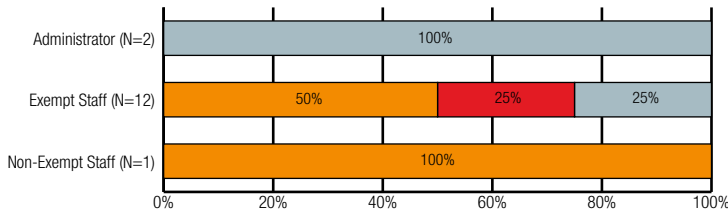
Information Technology (N=131)



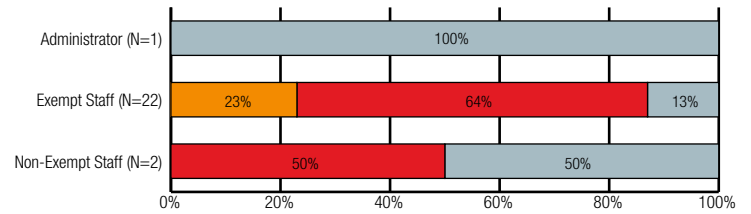
Office of the Vice President for Finance (N=79)



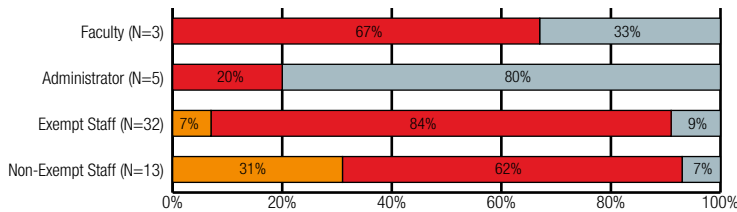
Office of Community Engagement (N=15)



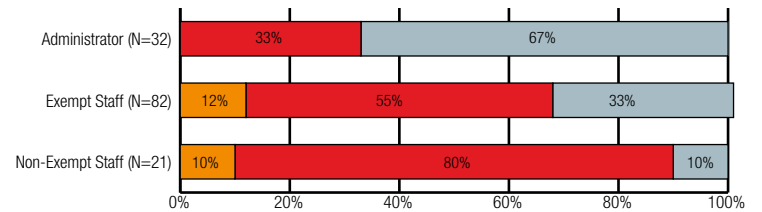
Office of the Vice President for Human Resources (N=25)



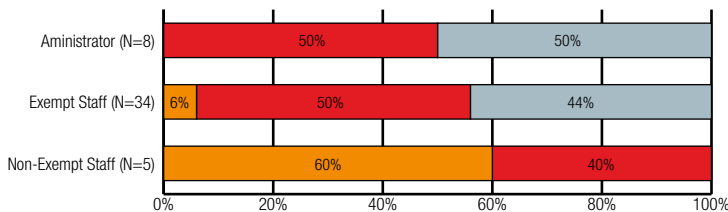
Office of the Executive Vice President for Health Affairs (N=53)



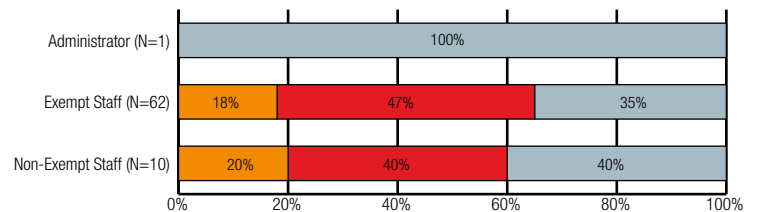
Office of the Vice President for Research (N=106)



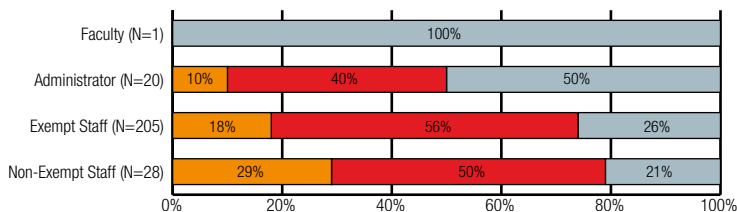
Office of the President (N=47)



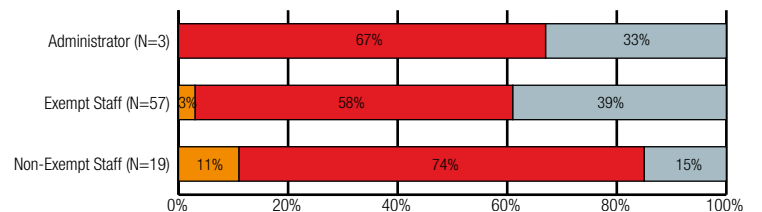
Student Affairs (N=73)



Office of the Provost (N=254)



University Advancement (N=79)



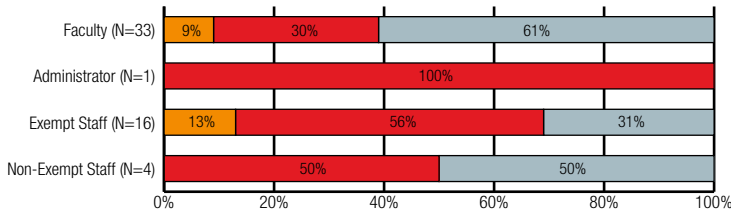
Academic Units

Full-time Employees

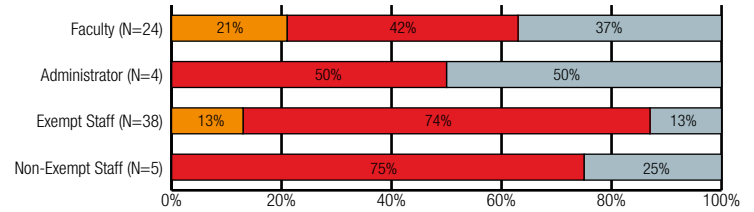
Percentage of full-time employees, reported by gender, in each administrative unit. Statistical information for women also reports percentage of white women and percentage of women of color.

Women of Color Women (White) Men

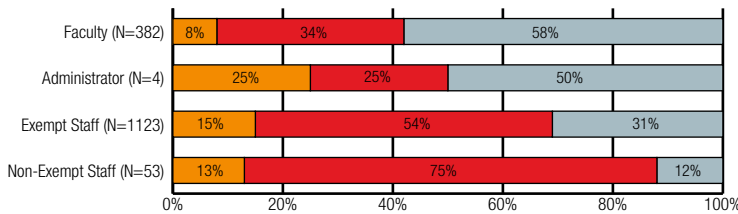
Brandeis School of Law (N=54)



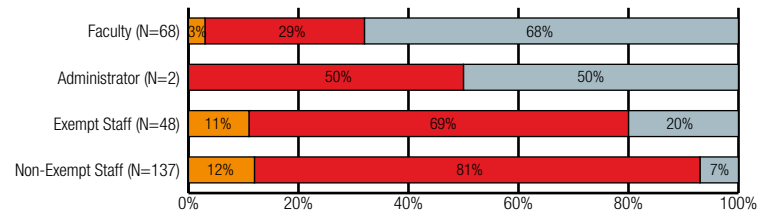
Kent School of Social Work (N=70)



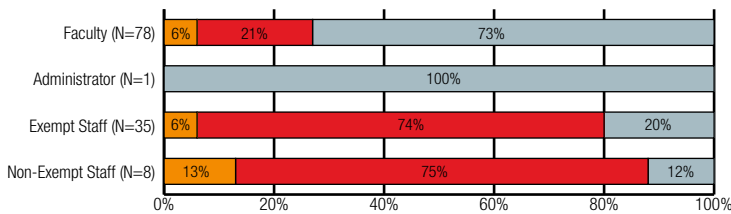
College of Arts & Sciences (N=551)



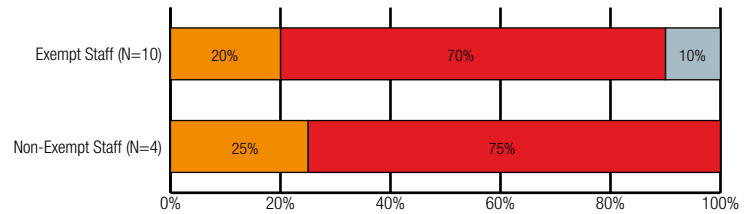
School of Dentistry (N=255)



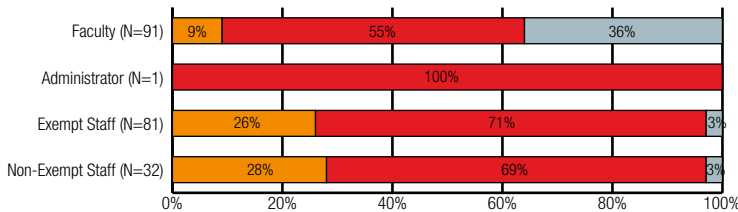
College of Business (N=122)



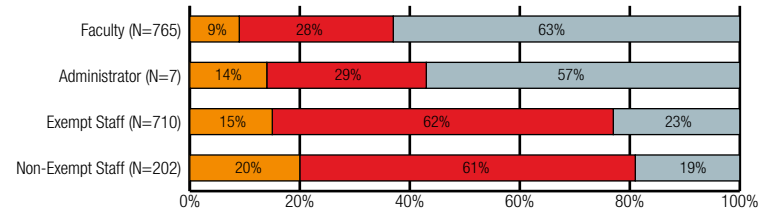
School of Interdisciplinary & Graduate Studies (N=14)



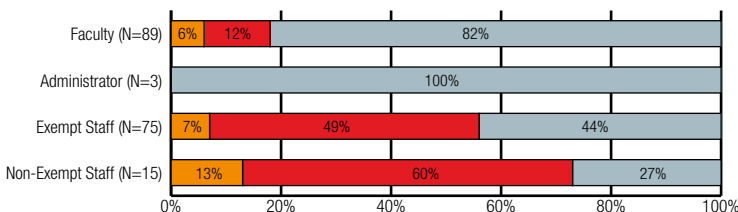
College of Education & Human Development (N=205)



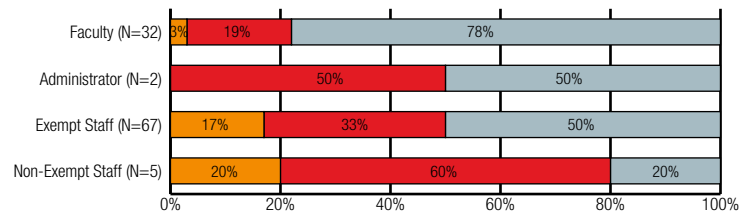
School of Medicine (N=1,684)



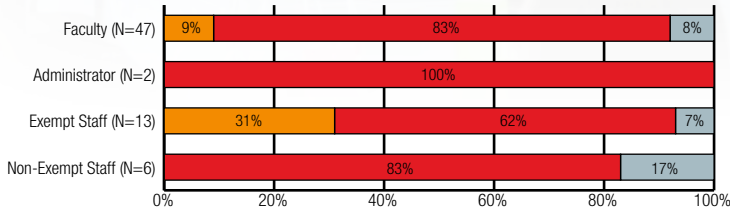
J.B. Speed School of Engineering (N=182)



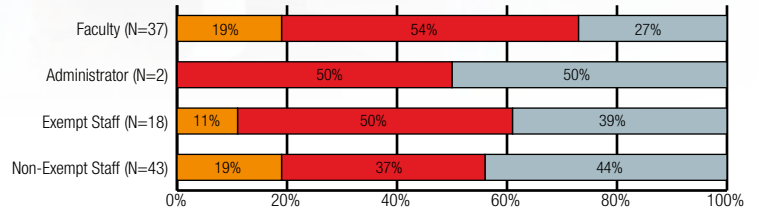
School of Music (N=45)



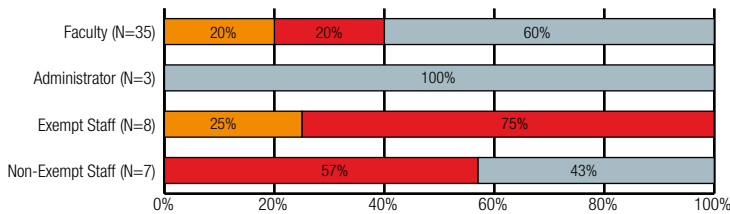
School of Nursing (N=68)



University Libraries (N=100)



School of Public Health & Information Sciences (N=53)



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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

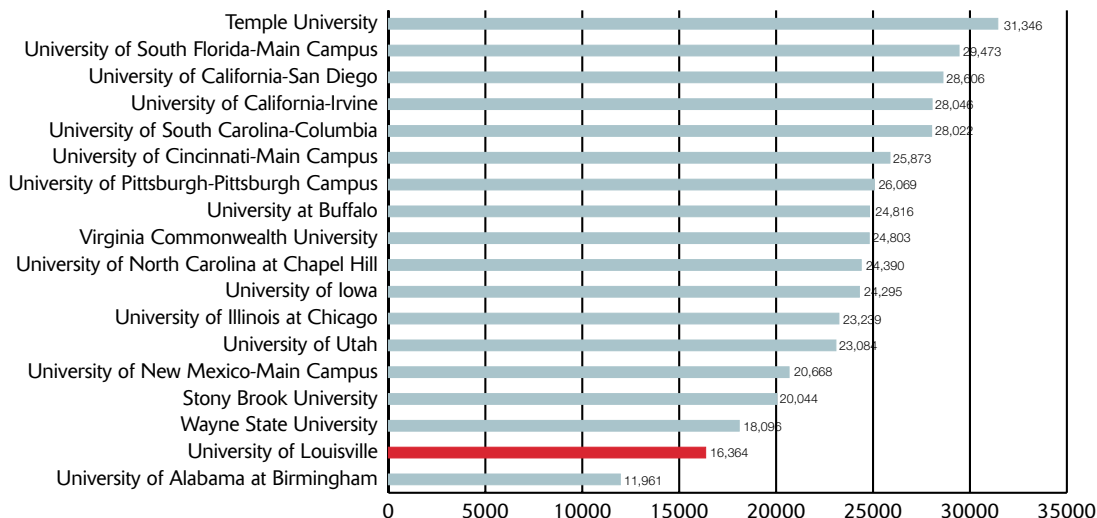
Benchmarks

Benchmark Institutions Comparison (Fall 2013)

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

■ Benchmark Institutions ■ UofL

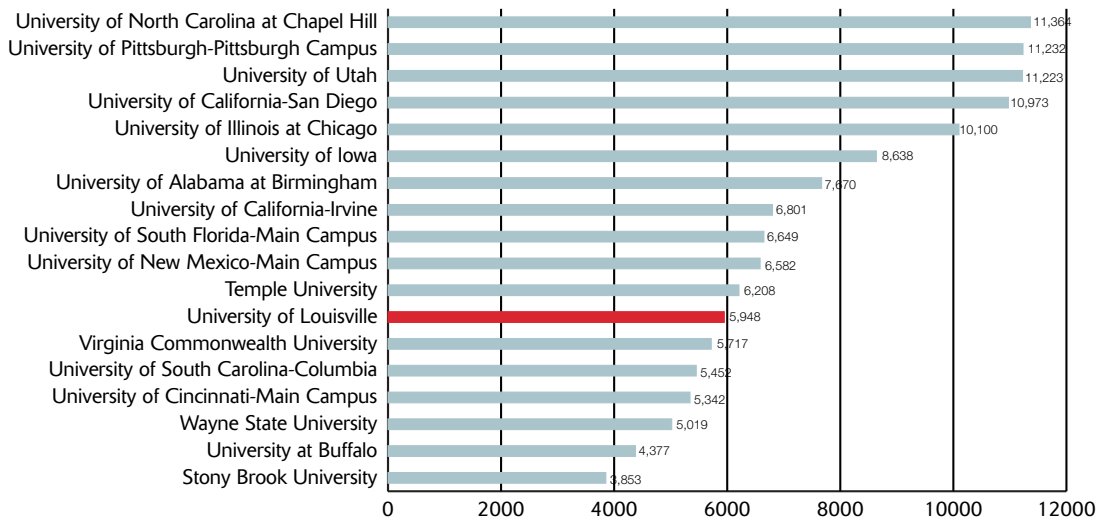
FULL-TIME ENROLLMENT, FALL 2013



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

■ Benchmark Institutions ■ UofL

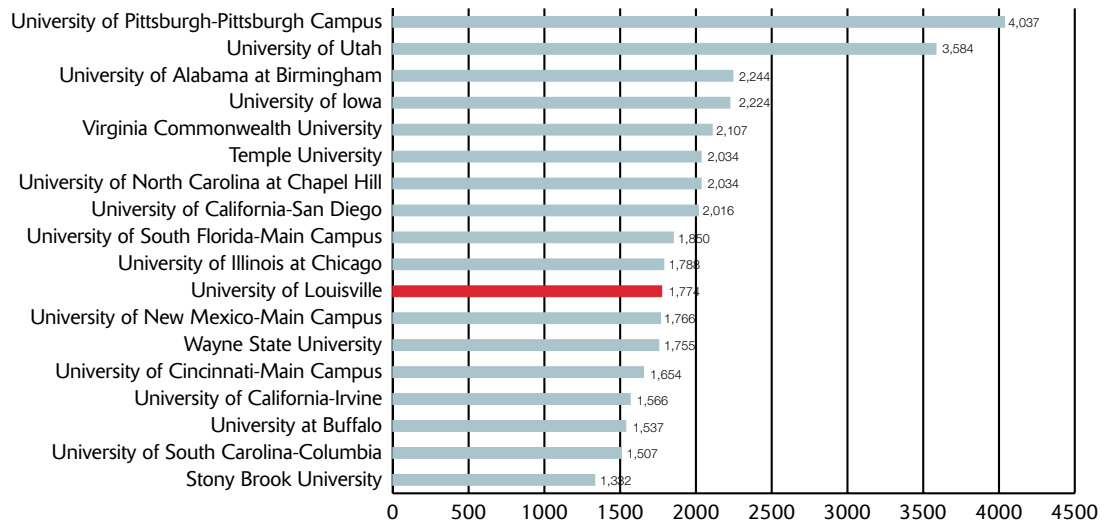
FULL-TIME EMPLOYEES, FALL 2013



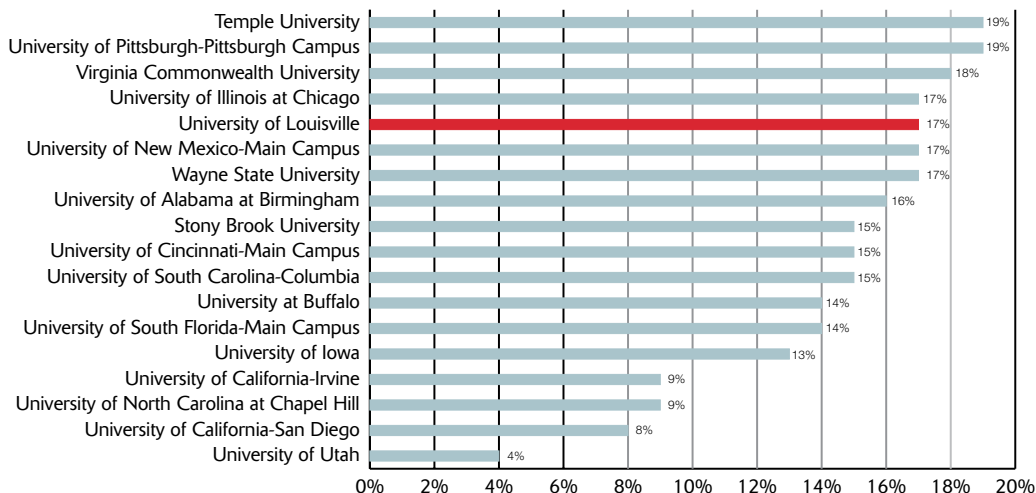
Note: For UofL, approximately 30% of full-time employees are faculty. Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status.

FULL-TIME FACULTY, FALL 2013

Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status.

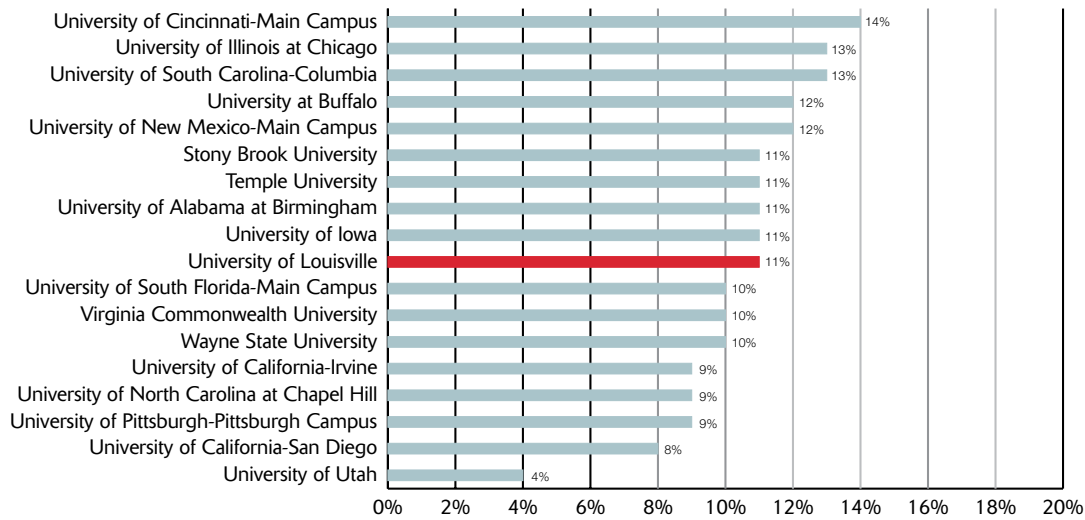


PERCENTAGE OF FULL-TIME WOMEN ASSISTANT PROFESSORS TO TOTAL FULL-TIME FACULTY, FALL 2013



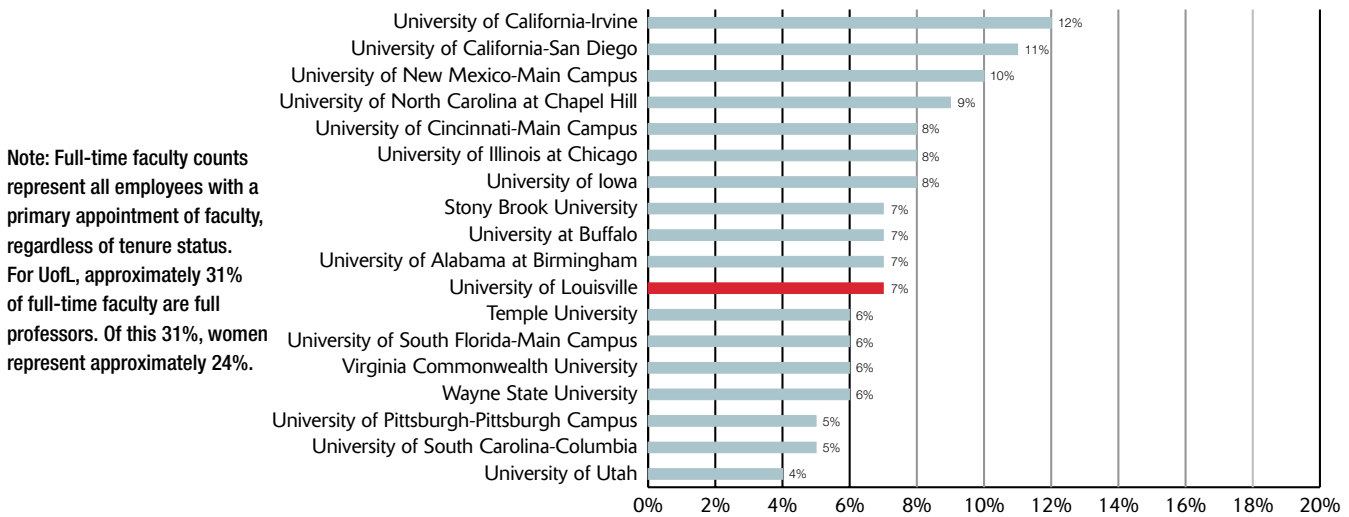
Note: Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status. For UofL, approximately 36% of full-time faculty are assistant professors. Of this 36%, women represent approximately 53%.

PERCENTAGE OF FULL-TIME WOMEN ASSOCIATE PROFESSORS TO TOTAL FULL-TIME FACULTY, FALL 2013



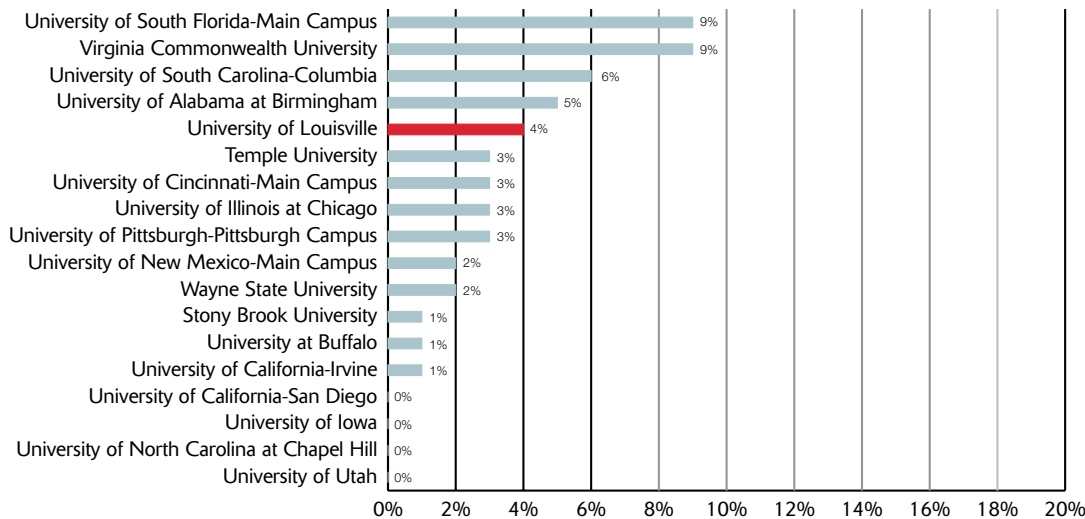
Note: Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status. For UofL, approximately 25% of full-time faculty are associate professors. Of this 25%, women represent approximately 46%.

PERCENTAGE OF FULL-TIME WOMEN FULL PROFESSORS TO TOTAL FULL-TIME FACULTY, FALL 2013



Note: Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status. For UofL, approximately 31% of full-time faculty are full professors. Of this 31%, women represent approximately 24%.

PERCENTAGE OF FULL-TIME WOMEN INSTRUCTORS TO TOTAL FULL-TIME FACULTY, FALL 2013



Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status

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Sources: November 2013 census file as reported to the Integrated Postsecondary Education Data System (IPEDS); U.S. Department of Education IPEDS peer analysis tool

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 Academic Planning and Accountability (June 2015)