



# ACCESS



# OPPORTUNITY



# ACHIEVEMENT

A COSW Report on Gender Representation at UofL for 2016

UNIVERSITY OF LOUISVILLE

COMMISSION ON THE STATUS OF WOMEN

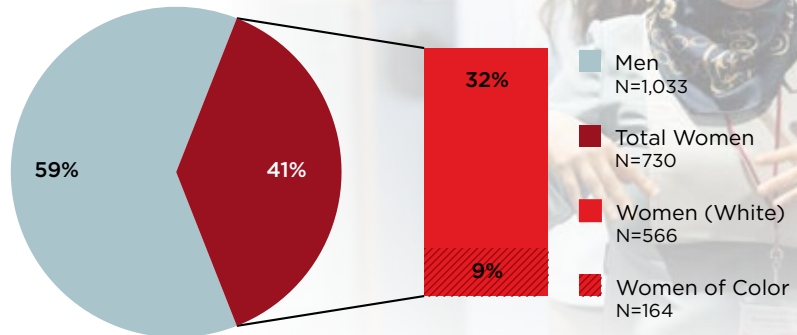


The University of Louisville's Commission on the Status of Women (COSW) is a presidential commission approved by the Board of Trustees in 1994, with the first members appointed in 1995. The COSW has been charged to advise the president on issues, policies and practices that affect women at the University 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, COSW updated the 1994 Task Force Report to assess progress during the past 15 years ([louisville.edu/cosw/resources-information/task\\_force\\_report](http://louisville.edu/cosw/resources-information/task_force_report)). Results showed that although the number of women employed at UofL has increased, there is a long way to go to achieve full representation.

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

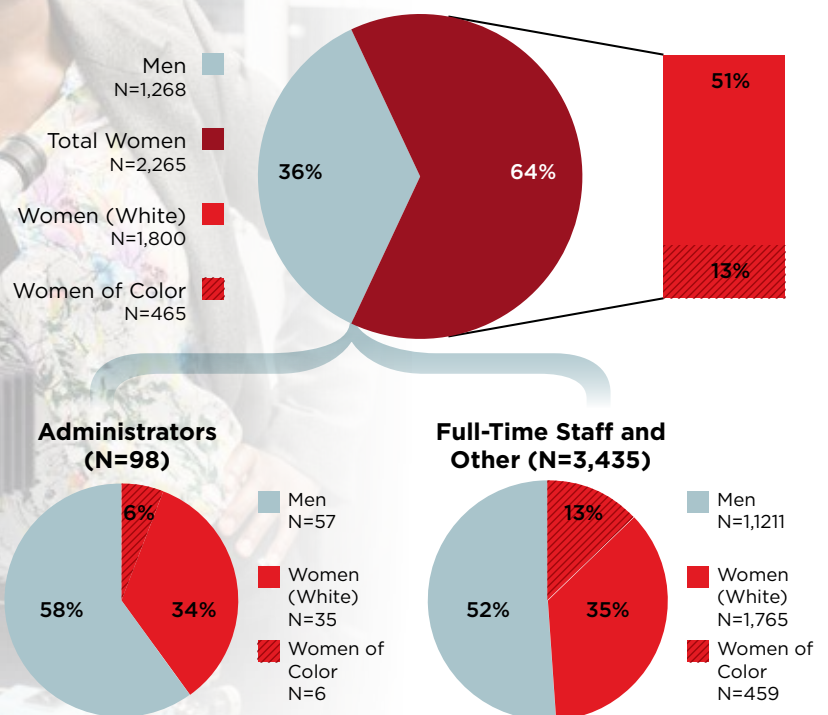
## Full-time Faculty

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 = 1,763)



## 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. (Full-time staff, administrators and other = 3,533)



Footnotes:

- Categories may not equal 100%, due to rounding.
- Data represent full-time employees as of November 1, 2016.
- Employees are classified by their primary job record with PeopleSoft.
- Employees classified as "Other" are individuals who are employed on a contractual basis.
- 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.
- Due to the use of expanded staff categories for employee classification, the data herein cannot be directly compared to those reported in past versions of the COSW Cohort Brochure.

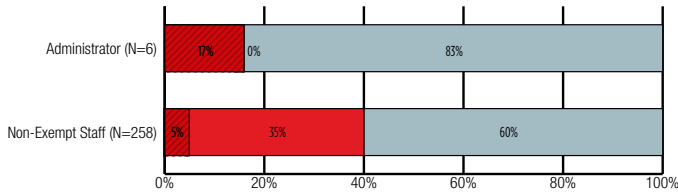
# ADMINISTRATIVE UNITS

## Full-time Employees

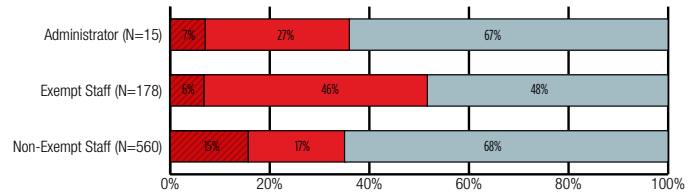
Percentage of full-time employees, reported by gender, in each administrative unit. Statistical information for women also reports percentage of white women and percentage of women of color.

■ Women of Color 
 ■ Women (White) 
 ■ Men

Athletics (N=264)

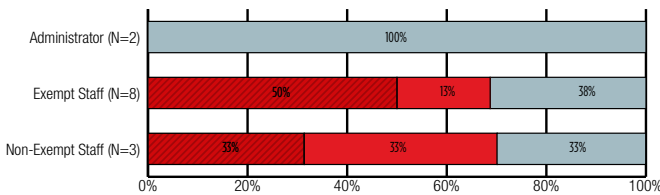


Office of the Senior Vice President for Finance and Administration (N=753)

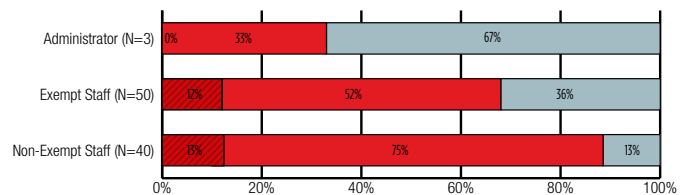


NOTE: The 2014 COSW report included separate analyses for Business Affairs, Human Resources, and Information Technology. These units have since been merged into the Office of the Senior Vice President for Finance and Administration.

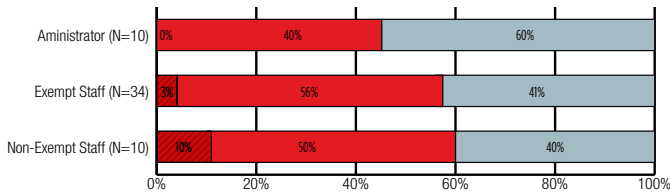
Office of the Vice President for Community Engagement (N=13)



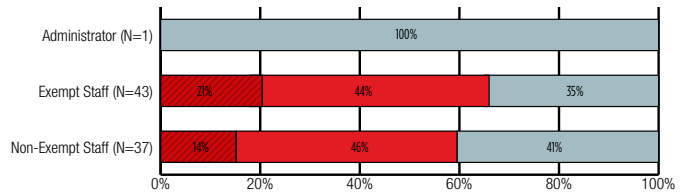
Office of the Executive Vice President for Research and Innovation (N=93)



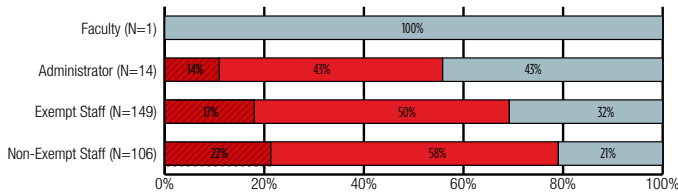
Office of the President (N=54)



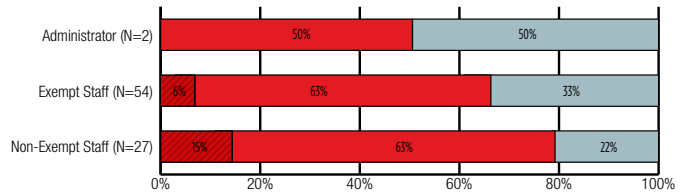
Office of the Vice President for Student Affairs (N=81)



Office of the Executive Vice President and University Provost (N=270)

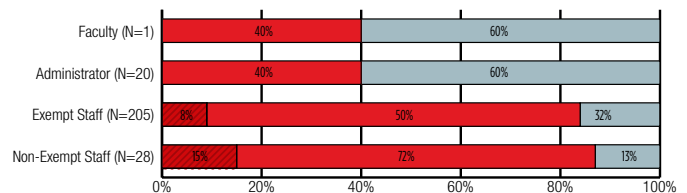


Office of the Vice President for University Advancement (N=83)



NOTE: The 2014 COSW report included a separate analysis for the School of Interdisciplinary & Graduate Studies. This unit has since been merged into the Office of the Executive Vice President and University Provost.

Office of the Executive Vice President for Health Affairs (N=136)



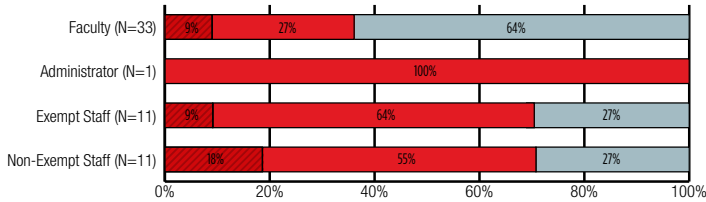
# ACADEMIC UNITS

## Full-time Employees

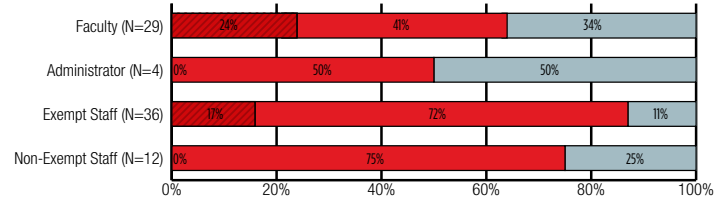
Percentage of full-time employees, reported by gender, in each academic unit. Statistical information for women also reports percentage of white women and percentage of women of color.

Women of Color
  Women (White)
  Men

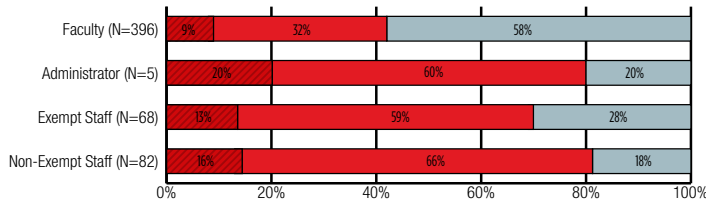
Brandeis School of Law (N=56)



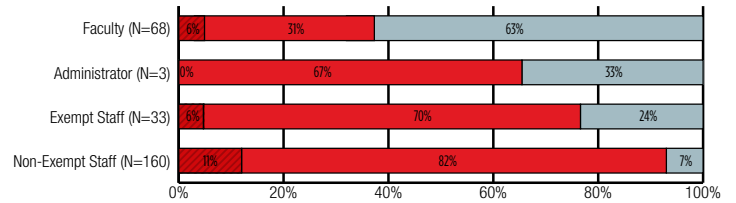
Kent School of Social Work (N=81)



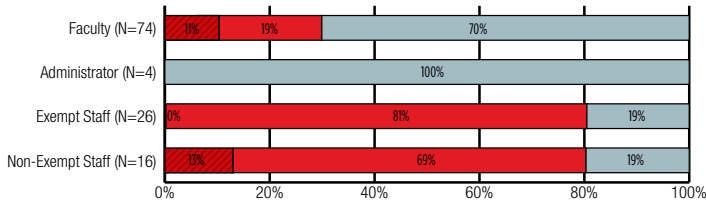
College of Arts & Sciences (N=551)



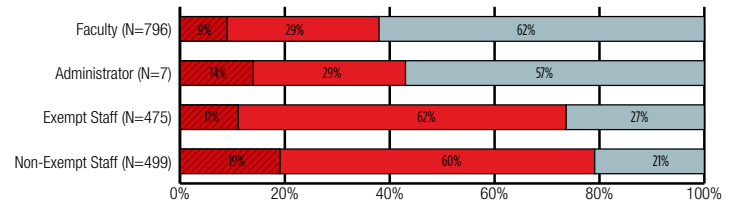
School of Dentistry (N=264)



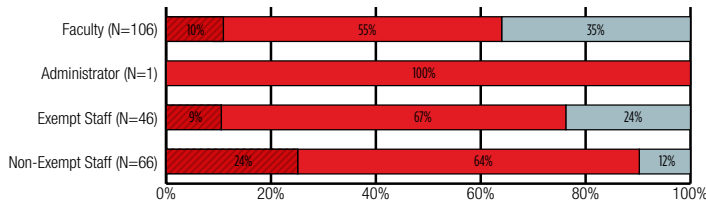
College of Business (N=120)



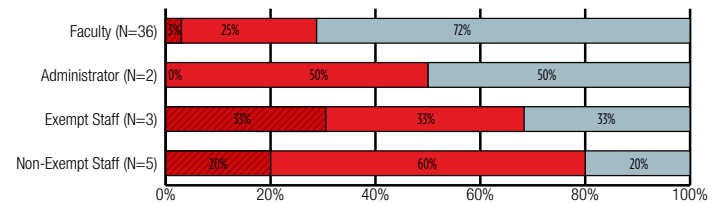
School of Medicine (N=1,777)



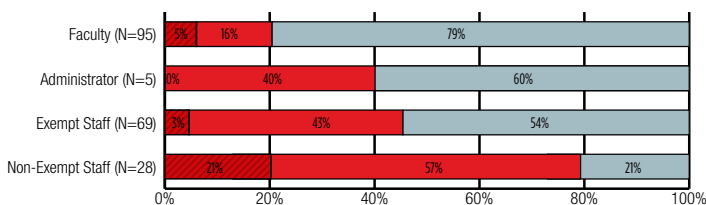
College of Education & Human Development (N=219)



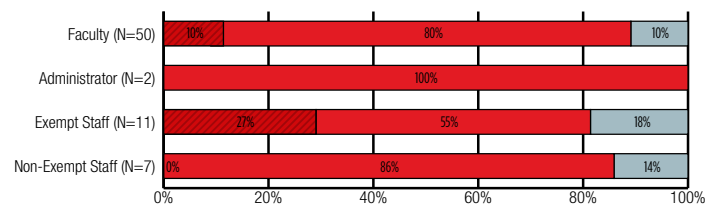
School of Music (N=46)



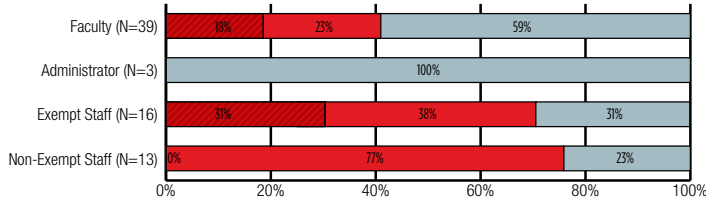
J.B. Speed School of Engineering (N=197)



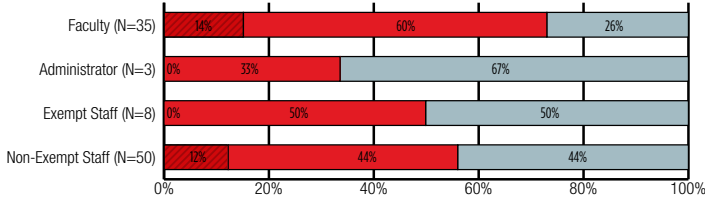
School of Nursing (N=70)



### School of Public Health & Information Sciences (N=71)



### University Libraries (N=96)



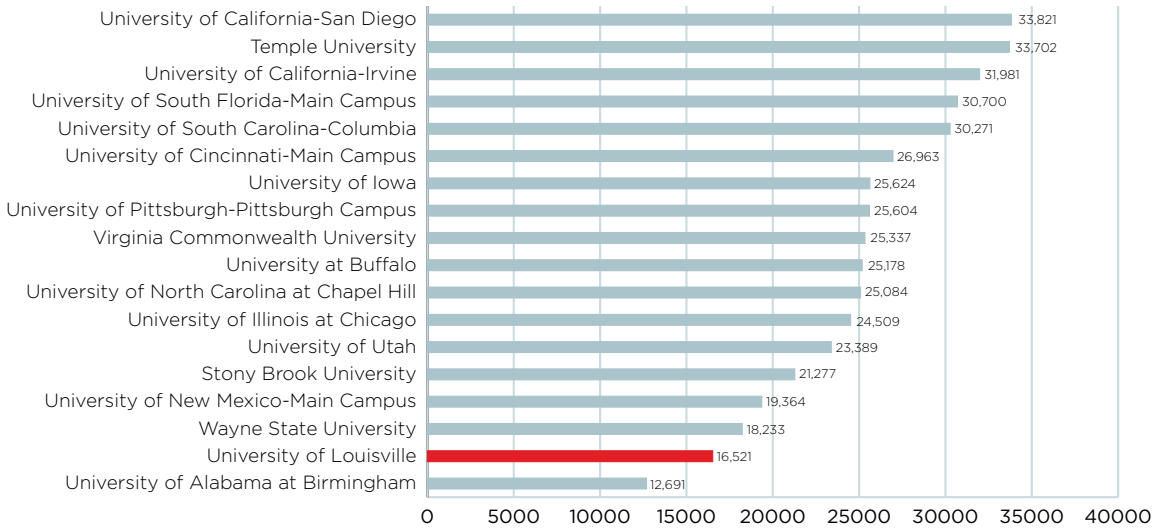
**Footnotes:**

1. Categories may not equal 100%, due to rounding.
2. Data represent full-time employees as of November 1, 2016.
3. Employees are classified by their primary job record with PeopleSoft.
4. Employees are classified with the home department to their primary appointment within PeopleSoft.
  - 4a. SIGS employees are accounted within of the Office of the Vice President and University Provost.
  - 4b. Employees within Office of the Vice President for Information Technology, Office of the Vice President for Business Affairs, and Office of the Vice President for Human Resources are accounted within Office of the Vice President for Finance and Administration.
5. 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."
6. Non-resident aliens are excluded.
7. Graduate Teaching / Research Assistants are excluded.
8. Due to the use of expanded staff categories for employee classification, the data herein cannot be directly compared to those reported in past versions of the COSW Cohort Brochure.

# BENCHMARKS

## Benchmark Institutions Comparison (Fall 2016)

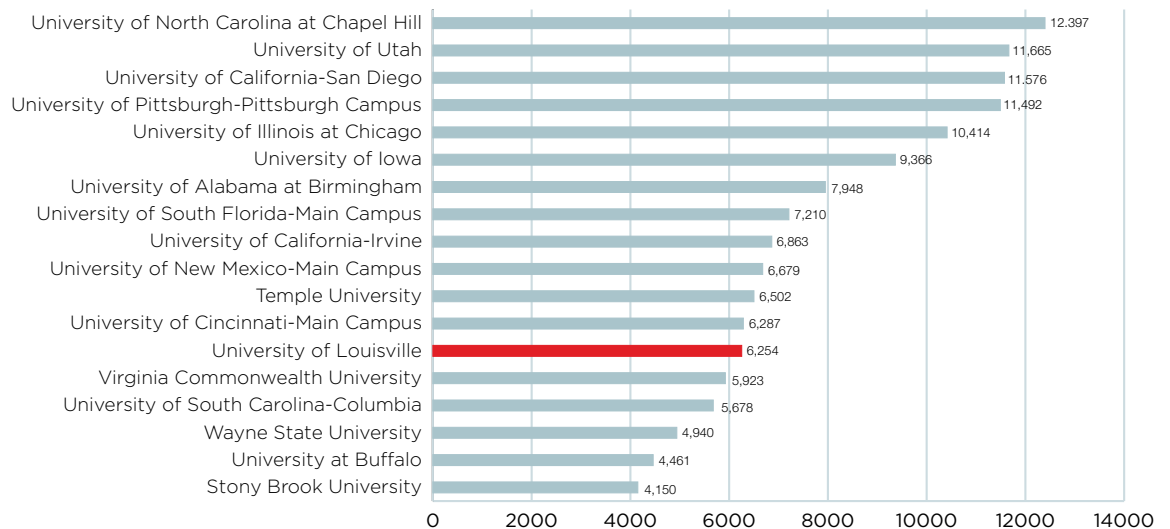
### FULL-TIME ENROLLMENT, FALL 2016



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

Legend:  
■ Benchmark Institutions  
■ UofL

### FULL-TIME EMPLOYEES, FALL 2016



# BENCHMARKS

## Benchmark Institutions Comparison (Fall 2016)

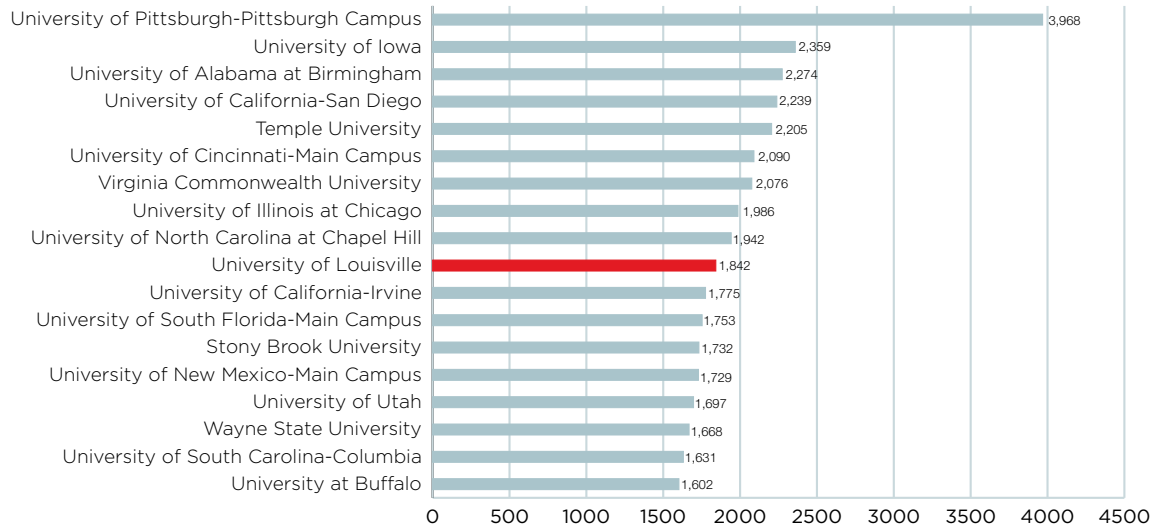
Source: US Department of Education (IPEDS) Peer Analysis Tool

■ Benchmark Institutions

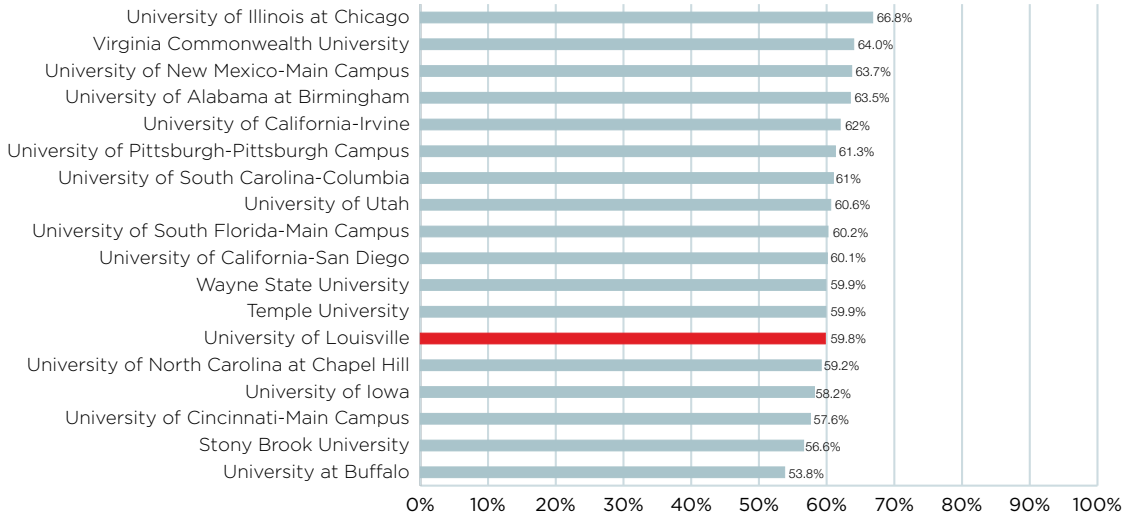
■ UofL

Note: For UofL, approximately 29% 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 2016

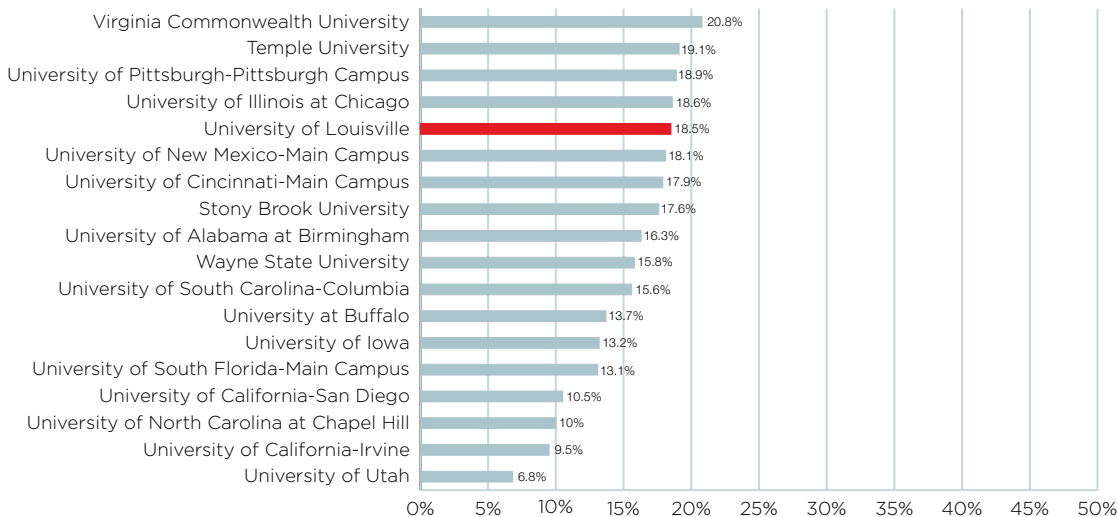


### FULL-TIME STAFF, FALL 2016



Note: Some institutions include faculty in their instructional staff, research staff, and public service staff counts, while others do not. Due to this, the above "staff" data excludes these categories.

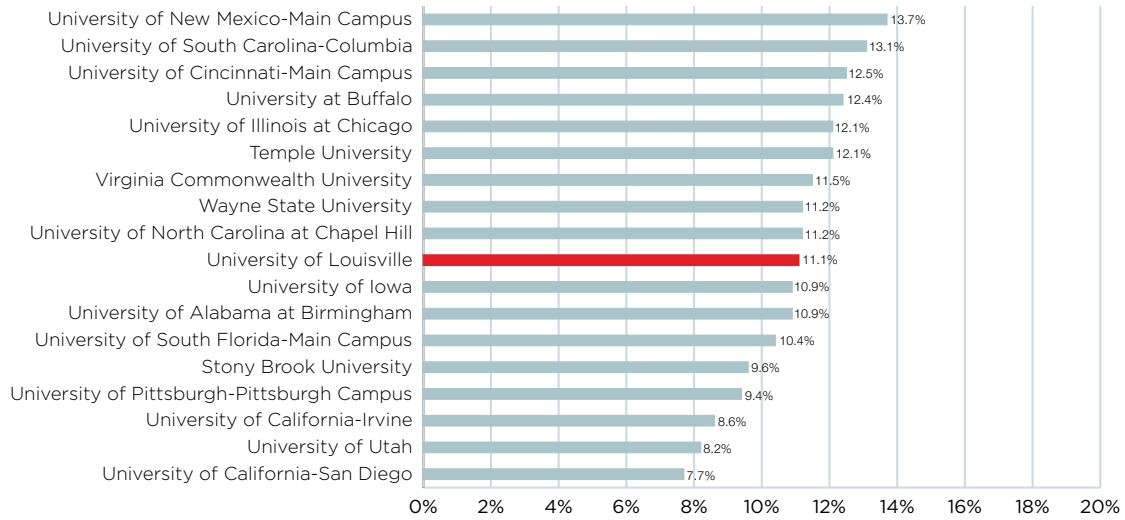
### PERCENTAGE OF FULL-TIME WOMEN ASSISTANT PROFESSORS TO TOTAL FULL-TIME FACULTY, FALL 2016



Note: Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status. For UofL, approximately 38% of full-time faculty are assistant professors. Of this 38%, women represent approximately 48%.

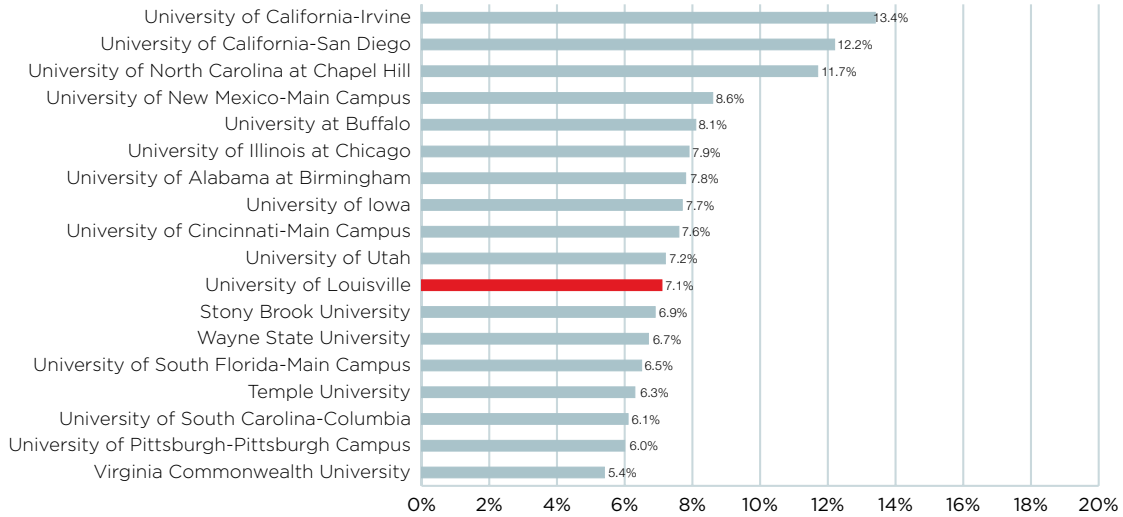
**PERCENTAGE OF FULL-TIME WOMEN ASSOCIATE PROFESSORS TO TOTAL FULL-TIME FACULTY, FALL 2016**

Note: Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status. For UofL, approximately 26% of full-time faculty are associate professors. Of this 26%, women represent approximately 43%.

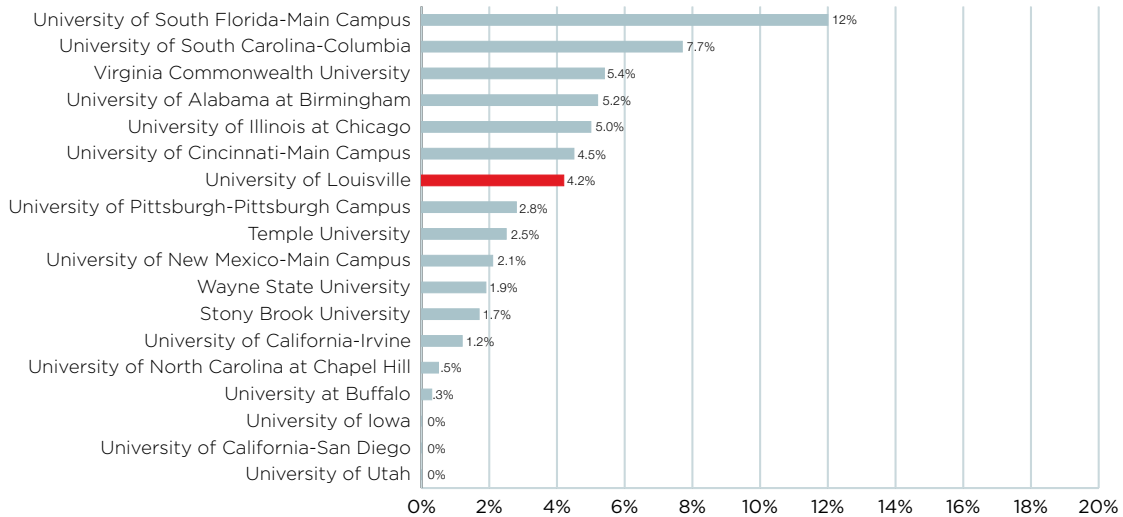


**PERCENTAGE OF FULL-TIME WOMEN FULL PROFESSORS TO TOTAL FULL-TIME FACULTY, FALL 2016**

Note: Full-time faculty counts represent all employees with a primary appointment of faculty, regardless of tenure status. For UofL, approximately 28% of full-time faculty are full professors. Of this 28%, women represent approximately 25%.



**PERCENTAGE OF FULL-TIME WOMEN INSTRUCTORS TO TOTAL FULL-TIME FACULTY, FALL 2016**





# UNIVERSITY OF **LOUISVILLE**

## COMMISSION ON THE STATUS OF WOMEN



Sources: November 2016 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 2019)