

# 1986-1999 Data by Gender for all Departments

of the

## College of Natural Sciences

November, 2000

Enclosed is data on salaries and numbers of male and female Chairs, Professorships, Professors, Associate Professors, and Assistant Professors in the College of Natural Sciences (CNS). Also included is data on ratios of male and female faculty, graduate students, and undergraduate students in various Departments of the CNS.

In 1999 the Departments of Botany, Microbiology, and Zoology were reorganized to become the Departments of Integrative Biology, Neurobiology, Molecular Cell & Development Biology, and Molecular Genetics & Microbiology. The data for all these Departments has been combined under the title “Biological Sciences” for the purpose of continuity.

In this report we plot something called the “percent of the Dept. average salary,” which is defined as follows: *Assume that Department X has 10 male Associate Professors with an average salary of  $M_{av} = \$60,000$ , and 2 female Associate Professors with an average salary of  $F_{av} = \$50,000$ . The Department average salary for Associate Professors,  $D_{av}$ , is  $D_{av} = [10 \times \$60,000 + 2 \times \$50,000] / 12 = \$58,333$ . The percent of the Department average for male Associate Professors is  $M\% = M_{av} / D_{av} = 103\%$ . The percent of the Department average for female Associate Professors is  $F\% = F_{av} / D_{av} = 86\%$ .*

In the subsequent pages we use the following notation:

Ast-M (Ast-F) = Astronomy males (females)

BioSci-M (BioSci-F) = Biological Sciences males (females)

Ch/BCh-M (Ch/BCh-F) = Chemistry/Biochemistry males (females)

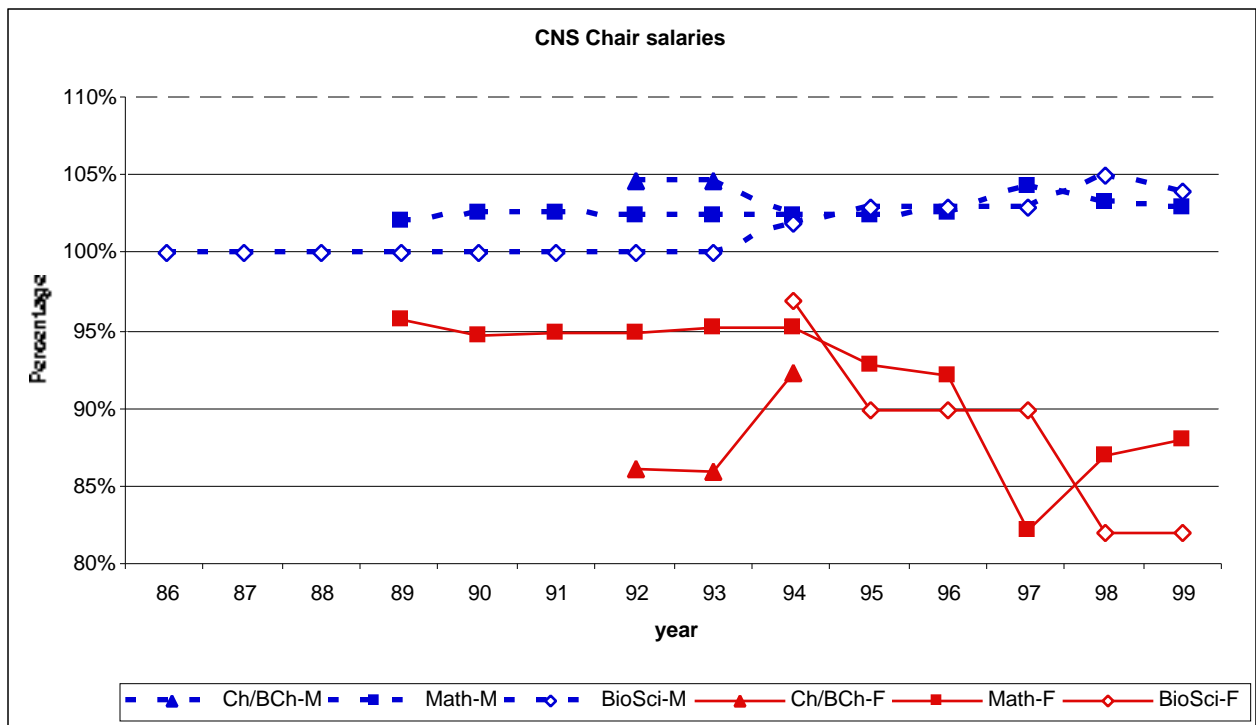
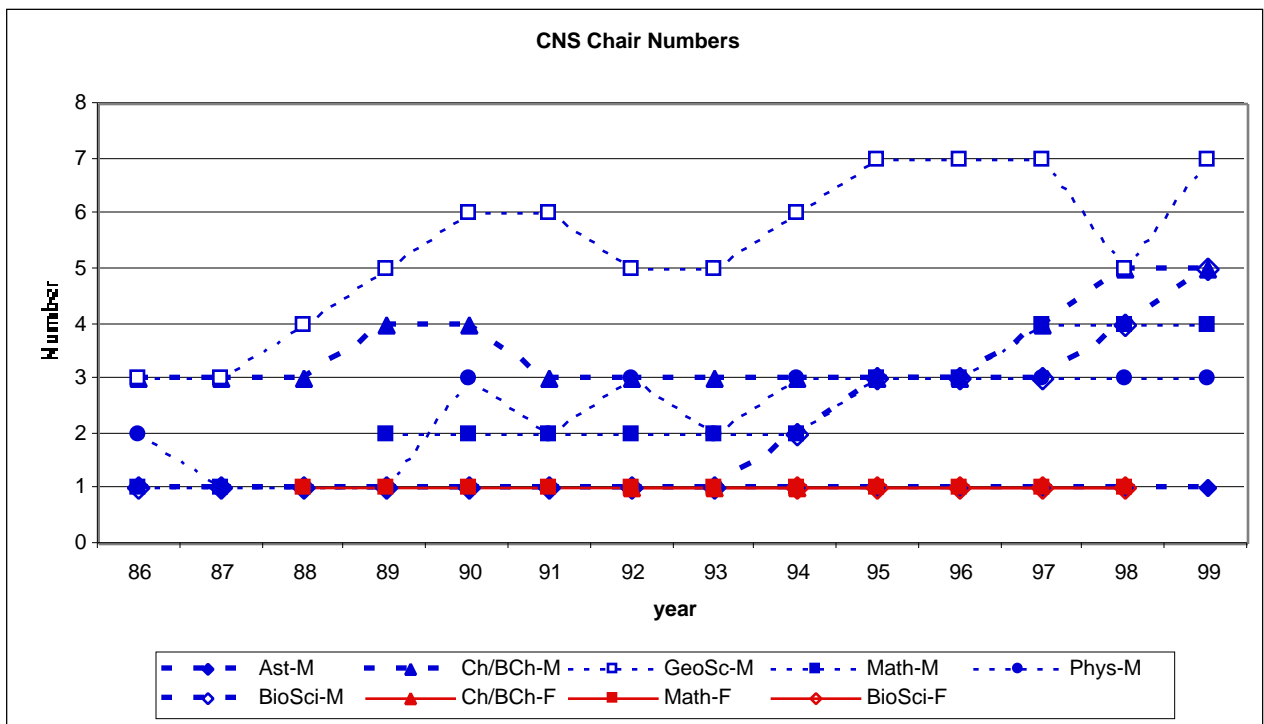
CompSc-M (CompSc-F) = Computer Science males (females)

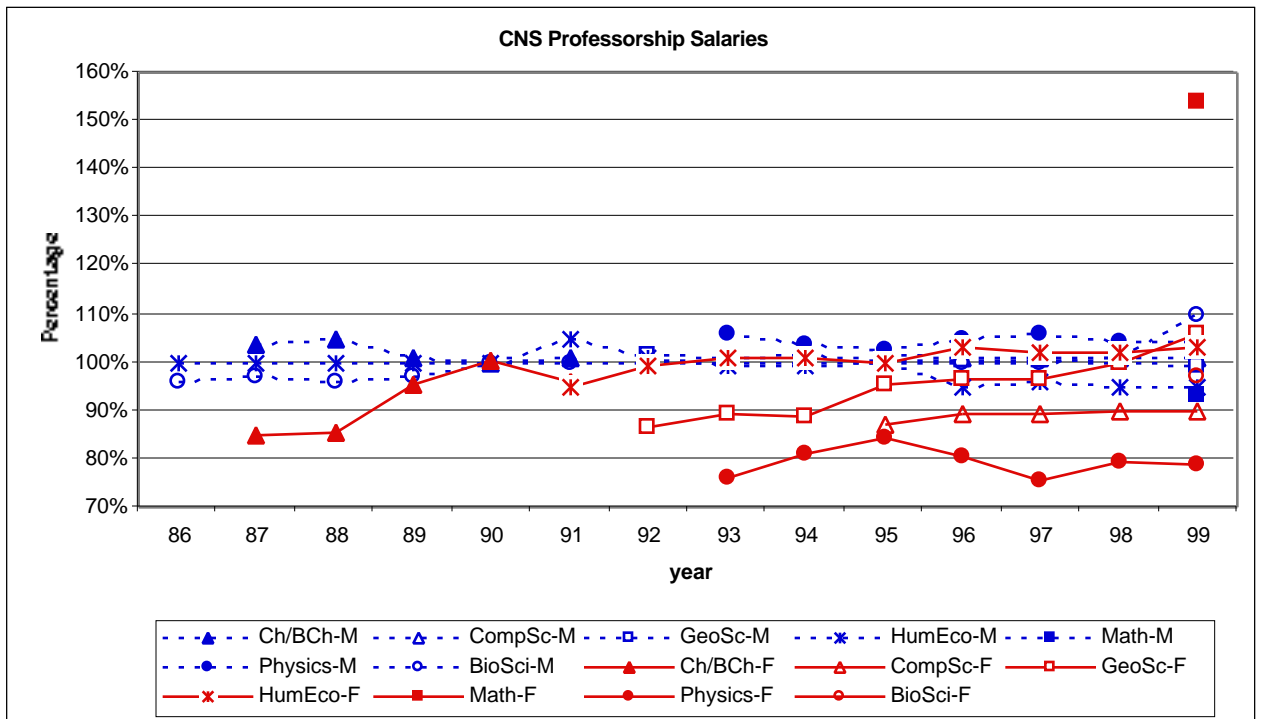
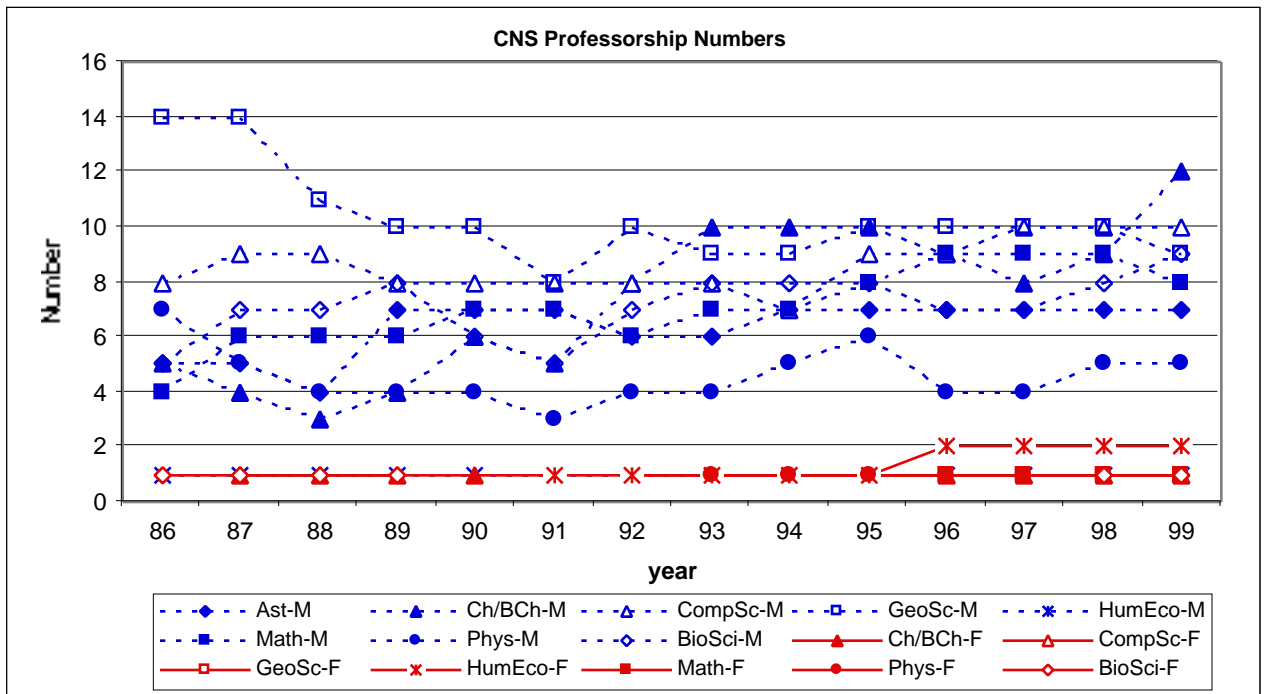
GeoSc-M (GeoSc-F) = Geological Sciences males (females)

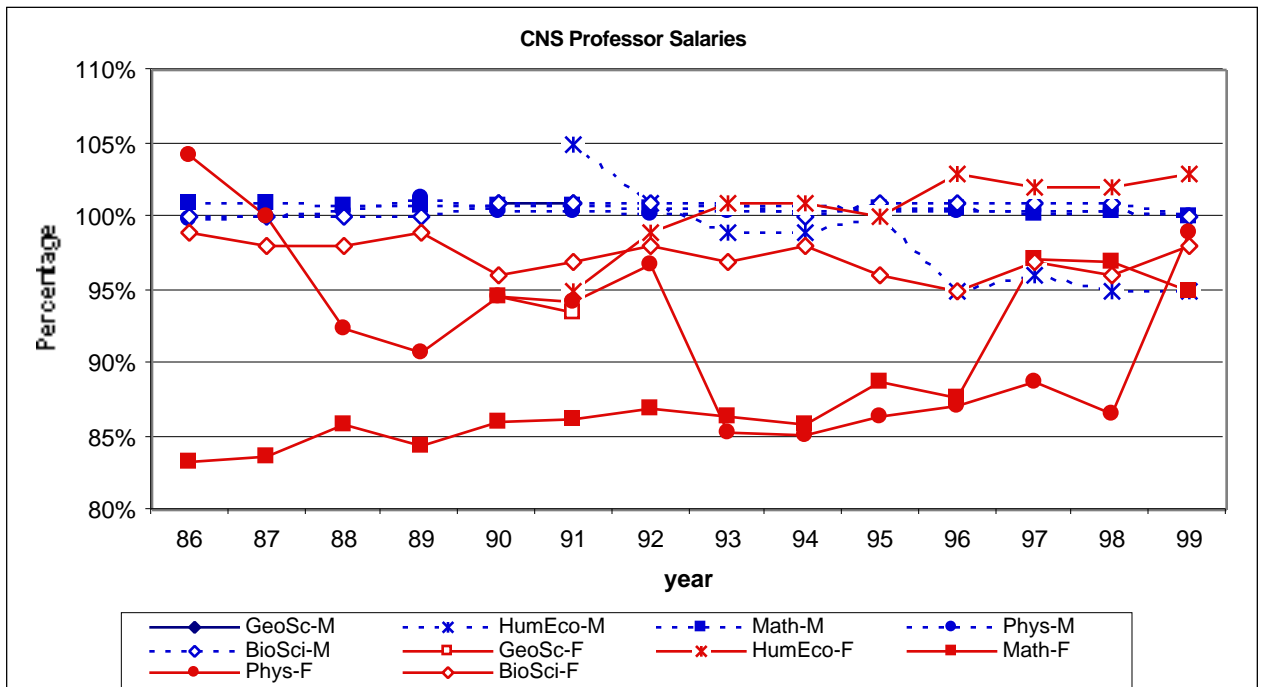
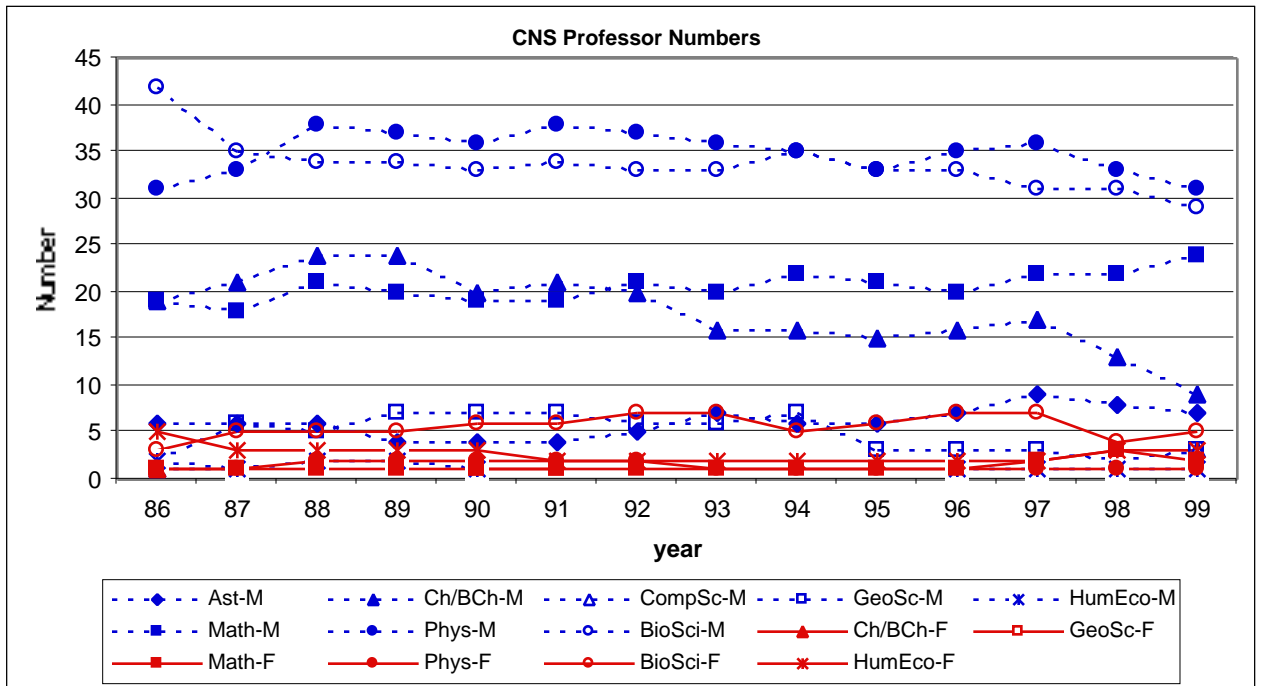
HumEco-M (HumEco-F) = Human Ecology males (females)

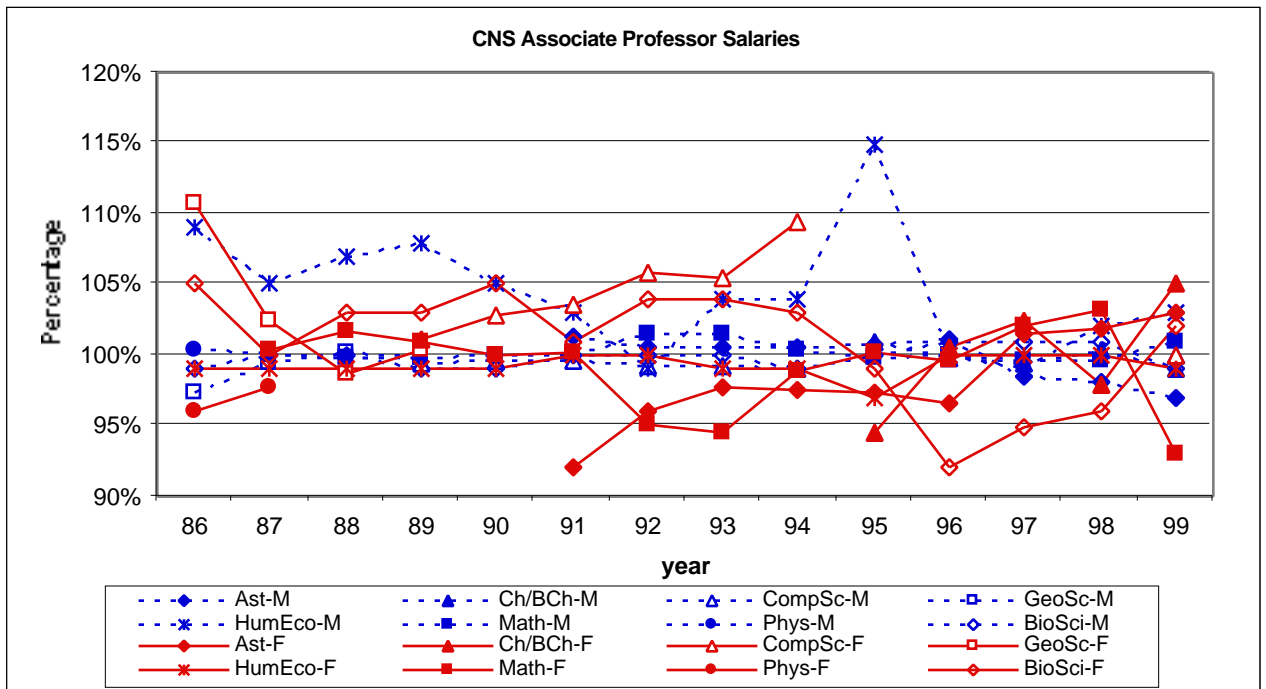
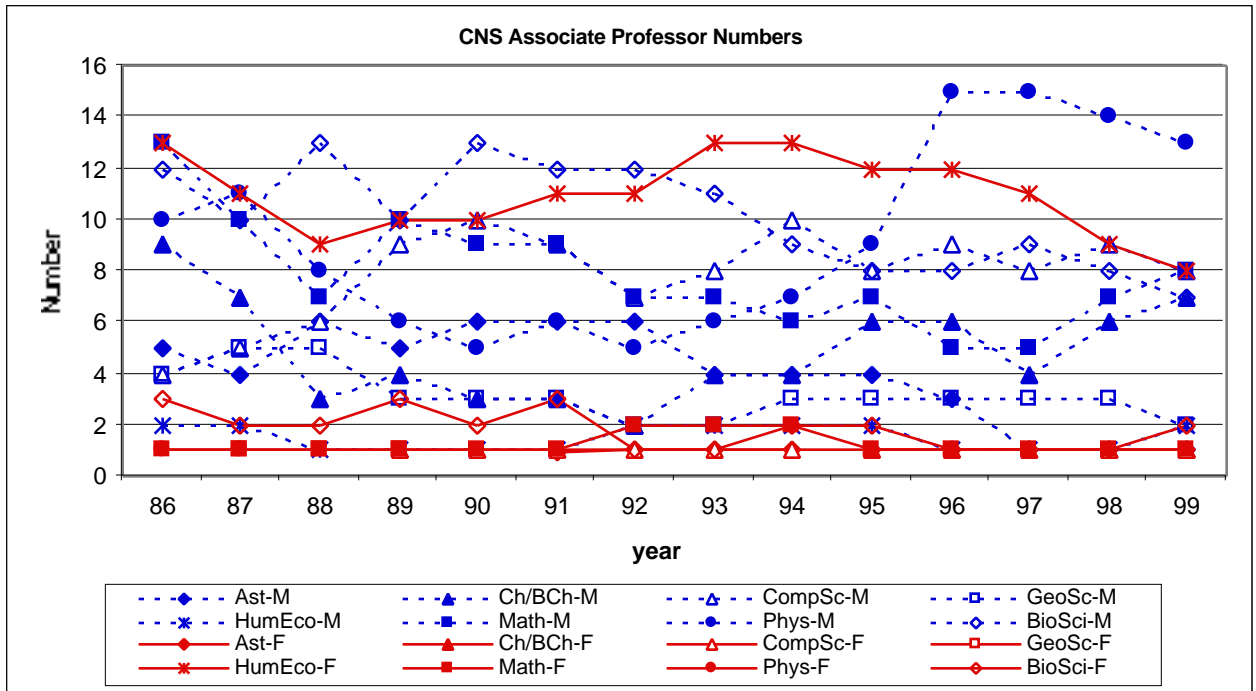
Math-M (Math-F) = Mathematics males (females)

Phys-M (Phys-F) = Physics males (females)











CHAIR SALARIES: Salaries given as percent of Department average salaries for male and female Chair holders in the College of Natural Sciences.

CHAIR year	MALE	SALARIES	
	Ch/BCh-M	Math-M	BioSci-M
86			100%
87			100%
88			100%
89		102%	100%
90		103%	100%
91		103%	100%
92	105%	103%	100%
93	105%	102%	100%
94	103%	102%	102%
95		102%	103%
96		103%	103%
97		104%	103%
98		103%	105%
99		103%	104%

CHAIR year	FEMALE	SALARIES	
	Ch/BCh-F	Math-F	BioSci-F
86			
87			
88			
89		96%	
90		95%	
91		95%	
92	86%	95%	
93	86%	95%	
94	92%	95%	97%
95		93%	90%
96		92%	90%
97		82%	90%
98		87%	82%
99		88%	82%

CHAIR NUMBERS: Numbers of male and female Chair holders in various Departments of the College of Natural Sciences.

CHAIR year	MALE	NUMBERS					
	Ast-M	Ch/BCh-M	GeoSc-M	Math-M	Phys-M	BioSci-M	
	86		3	3	1	2	1
	87	1	3	3	1	1	1
	88	1	3	4		1	1
	89	1	4	5	2	1	1
	90	1	4	6	2	3	1
	91	1	3	6	2	2	1
	92	1	3	5	2	3	1
	93	1	3	5	2	2	1
	94	1	3	6	2	3	2
	95	1	3	7	3	3	3
	96	1	3	7	3	3	3
	97	1	4	7	4	3	3
	98	1	5	5	4	3	4
	99	1	5	7	4	3	5

CHAIR	FEMALE	NUMBERS	
year	Ch/BCh-F	Math-F	BioSci-F
86			
87			
88			1
89			1
90			1
91			1
92		1	1
93		1	1
94		1	1
95			1
96			1
97			1
98			1
99			1



PROFESSORSHIP SALARIES: Salaries given as percent of Department average salaries for male and female Professorships in the College of Natural Sciences.

PROFSHIP	MALE	SALARIES					
year	Ch/BCh-M	CompSc-M	GeoSc-M	HumEco-M	Math-M	Physics-M	BioSci-M
86				100%			96%
87	104%			100%			97%
88	105%			100%			96%
89	101%			100%			97%
90	100%			100%			100%
91	101%			105%			100%
92			101%	101%			100%
93			101%	99%		106%	100%
94			101%	99%		104%	100%
95		101%	100%	100%		103%	100%
96		101%	100%	95%		105%	100%
97		101%	100%	96%		106%	100%
98		101%	100%	95%		104%	101%
99		101%	99%	95%	93%	104%	110%

PROFSHIP	FEMALE	SALARIES					
year	Ch/BCh-F	CompSc-F	GeoSc-F	HumEco-F	Math-F	Physics-F	BioSci-F
86							
87	85%						
88	86%						
89	95%						
90	100%						
91	96%			95%			
92			87%	99%			
93			89%	101%		76%	
94			89%	101%		81%	
95		87%	95%	100%		84%	
96		89%	97%	103%		81%	
97		90%	97%	102%		76%	
98		90%	100%	102%		80%	
99		90%	106%	103%	154%	79%	97%

**PROFESSORSHIP NUMBERS:** Numbers of male and female Professorships in various Departments of the College of Natural Sciences.

PROFSHIP year	MALE Ast-M	NUMBERS							
		Ch/BCh-M	CompSc-M	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M	
86		5	5	8	14	1	4	7	5
87		5	4	9	14	1	6	5	7
88		4	3	9	11	1	6	4	7
89		7	4	8	10	1	6	4	8
90		7	6	8	10	1	7	4	6
91		7	5	8	8	1	7	3	5
92		6	8	8	10	1	6	4	7
93		6	10	8	9	1	7	4	8
94		7	10	7	9	1	7	5	8
95		7	10	9	10	1	8	6	8
96		7	9	9	10	1	9	4	7
97		7	8	10	10	1	9	4	7
98		7	9	10	10	1	9	5	8
99		7	12	10	9	1	8	5	9

PROFSHIP year	FEMALE Ch/BCh-F	NUMBERS						
		CompSc-F	GeoSc-F	HumEco-F	Math-F	Phys-F	BioSci-F	
86							1	
87	1						1	
88	1						1	
89	1						1	
90	1							
91	1				1			
92			1	1				
93			1	1		1		
94			1	1		1		
95		1	1	1		1		
96		1	1	2		1		
97		1	1	2		1		
98		1	1	2		1	1	
99		1	1	2	1	1	1	

PROFESSOR SALARIES: Salaries given as percent of Department average salaries for male and female Professors in the College of Natural Sciences.

PROF year	MALE		SALARIES		
	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M
86				101%	100%
87				101%	100%
88				101%	100%
89				101%	101%
90	101%			101%	100%
91	101%	105%		101%	100%
92		101%		101%	100%
93		99%		101%	100%
94		99%		101%	100%
95		100%		101%	100%
96		95%		101%	100%
97		96%		100%	100%
98		95%		100%	100%
99		95%		100%	100%

PROF year	FEMALE		SALARIES		
	GeoSc-F	HumEco-F	Math-F	Phys-F	BioSci-F
86				83%	104%
87				84%	100%
88				86%	92%
89				84%	91%
90	95%			86%	95%
91	94%	95%		86%	94%
92		99%		87%	97%
93		101%		86%	85%
94		101%		86%	85%
95		100%		89%	86%
96		103%		88%	87%
97		102%		97%	89%
98		102%		97%	87%
99		103%		95%	99%

**PROFESSOR NUMBERS:** Numbers of male and female Professors in various Departments of the College of Natural Sciences.

PROF year	MALE Ast-M	NUMBERS Ch/BCh-M	CompSc-M	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M	
86		6	19	1	2	2	19	31	42
87		6	21	1	6	1	18	33	38
88		6	24		5	2	21	38	34
89		4	24		7	2	20	37	34
90		4	20		7	1	19	36	33
91		4	21		7		19	38	34
92		5	20		6		21	37	33
93		7	16		6		20	36	33
94		6	16		7		22	35	38
95		6	15		3		21	33	33
96		7	16		3	1	20	35	33
97		9	17		3	1	22	36	37
98		8	13		2	1	22	33	37
99		7	9	3	3	1	24	31	28

PROF year	FEMALE Ch/BCh-F	NUMBERS GeoSc-F	Math-F	HumEco-F	Phys-F	BioSci-F	
86		1		1	5	1	3
87				1	3	1	5
88				1	3	2	5
89				1	3	2	5
90			1	1	3	2	6
91			1	1	2	2	6
92				1	2	2	7
93				1	2	1	7
94				1	2	1	5
95				1	2	1	6
96				1	2	1	7
97				2	2	1	7
98				3	3	1	4
99				2	3	1	5

**ASSOCIATE PROFESSOR SALARIES:** Salaries given as percent of Department average salaries for male and female Associate Professors in the College of Natural Sciences.

ASSOC	PROF	MALE	SALARIES					
year	Ast-M	Ch/BCh-M	CompSc-M	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M
	86			97%	109%		100%	99%
	87			100%	105%	100%	100%	100%
	88			100%	107%	100%		100%
	89		99%	100%	108%	100%		99%
	90		100%		105%	100%		99%
	91	101%	100%		103%	100%		100%
	92	101%	99%		99%	101%		100%
	93	101%	99%		104%	102%		100%
	94	101%	99%		104%	100%		99%
	95	101%	101%		115%	100%		100%
	96	101%	100%		100%	100%		101%
	97	98%	99%		99%	100%		101%
	98	98%	100%		102%	100%		101%
	99	97%	99%	100%	103%	101%		99%

ASSOC	PROF	FEMALE	SALARIES					
year	Ast-F	Ch/BCh-F	CompSc-F	GeoSc-F	HumEco-F	Math-F	Phys-F	BioSci-F
	86			111%	99%		96%	105%
	87			102%	99%	100%	98%	100%
	88			99%	99%	102%		103%
	89		101%	100%	99%	101%		103%
	90		103%		99%	100%		105%
	91	92%	104%		100%	100%		101%
	92	96%	106%		100%	95%		104%
	93	98%	106%		99%	95%		104%
	94	98%	109%		99%	99%		103%
	95	97%	95%		97%	100%		99%
	96	97%	101%		100%	100%		92%
	97	102%	102%		100%	102%		95%
	98	102%	98%		100%	103%		96%
	99	103%	105%	100%	99%	93%		102%

**ASSOCIATE PROFESSOR NUMBERS:** Numbers of male and female Associate Professors in various Departments of the College of Natural Sciences.

ASSOC year	PROF Ast-M	MALE Ch/BCh-M	NUMBERS						
			CompSc-M	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M	
86		5	9	4	4	2	13	10	12
87		4	7	5	5	2	10	11	10
88		6	3	6	5	1	7	8	13
89		5	4	9	3	1	10	6	10
90		6	3	10	3	1	9	5	13
91		6	3	9	3	1	9	6	12
92		6	2	7	2	2	7	5	12
93		4	4	8	2	2	7	6	11
94		4	4	10	3	2	6	7	9
95		4	6	8	3	2	7	9	8
96		3	6	9	3	1	5	15	8
97		1	4	8	3	1	5	15	9
98		1	6	9	3	1	7	14	8
99		1	7	8	2	2	8	13	7

ASSOC year	PROF Ast-F	FEMALE Ch/BCh-F	NUMBERS						
			CompSc-F	GeoSc-F	HumEco-F	Math-F	Phys-F	BioSci-F	
86					1	13		1	3
87					1	11	1	1	2
88					1	9	1		2
89				1	1	10	1		3
90				1		10	1		2
91	1			1		11	1		3
92	1			1		11	2		1
93	1			1		13	2		1
94	1			1		13	2		2
95	1	1				12	1		2
96	1	1				12	1		1
97	1	1				11	1		1
98		1		1		9	1		1
99	1	1		1		8	1		2

ASSISTANT PROFESSOR SALARIES: Salaries given as percent of Department average salaries for male and female Assistant Professors in the College of Natural Sciences.

ASSIST	PROF	MALE	SALARIES				
year	Ast-M	Ch/BCh-M	CompSc-M	GeoSc-M	HumEco-M	Math-M	BioSci-M
	86	100%			115%		101%
	87	101%			107%		102%
	88	102%			108%		99%
	89	101%	100%	101%	102%	100%	100%
	90	101%	100%	100%	104%	93%	99%
	91	102%	100%	100%	103%	99%	100%
	92		100%	102%	99%		100%
	93		100%	101%	100%		100%
	94		100%	99%	101%		100%
	95			100%	100%		100%
	96	101%		100%	105%		100%
	97	100%	101%	100%	100%		100%
	98	100%	101%	101%	104%		100%
	99	99%	100%	103%	102%	101%	100%

ASSIST	PROF	FEMALE	SALARIES				
year	Ast-F	Ch/BCh-F	CompSc-F	GeoSc-F	HumEco-F	Math-F	BioSci-F
	86	98%			97%		97%
	87	97%			98%		93%
	88	98%			98%		103%
	89	99%	97%	97%	99%	100%	101%
	90	100%	98%	98%	98%	107%	106%
	91	98%	99%	99%	98%	106%	105%
	92		99%	96%	100%		104%
	93	102%		99%	100%		99%
	94	98%		101%	99%		98%
	95			99%	100%		101%
	96	98%		100%	99%		100%
	97	99%	96%	102%	101%		99%
	98	100%	98%	98%	96%		99%
	99	103%	99%	94%	98%	93%	99%

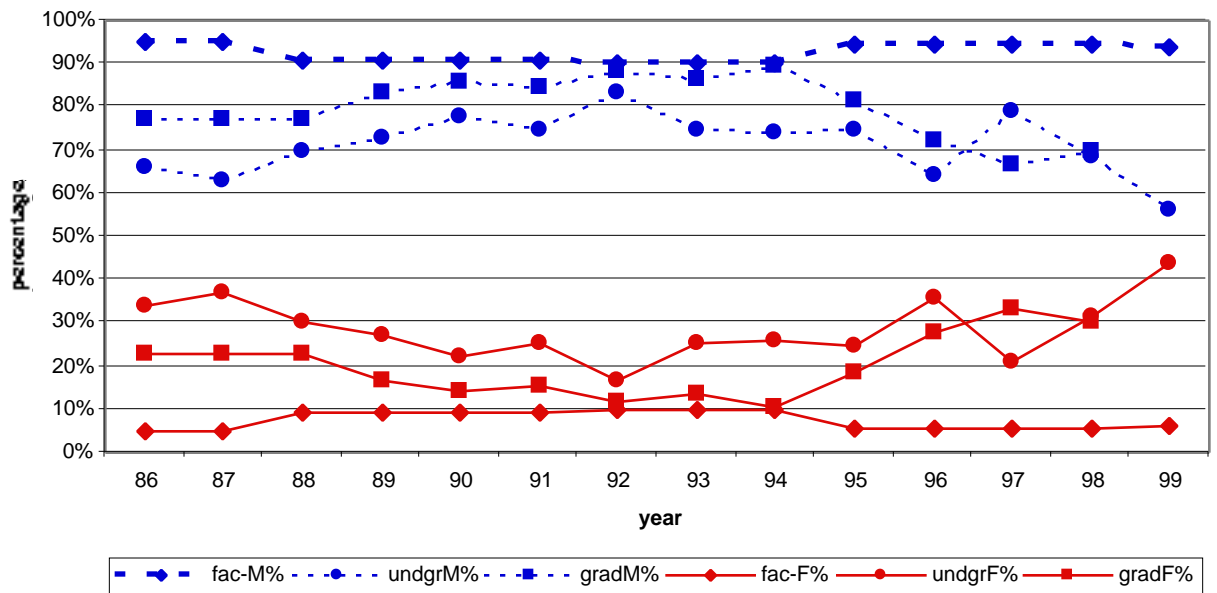
**ASSISTANT PROFESSOR NUMBERS:** Numbers of male and female Assistant Professors in various Departments of the College of Natural Sciences.

ASSIST year	PROF Ast-M	MALE Ch/BCh-M	NUMBERS CompSc-M	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M	
86		4	6	13	5	1	1	5	5
87		4	8	13	4	2	4	4	10
88		2	8	12	5	2	6	4	10
89		2	6	7	4	2	3	6	11
90		1	8	8	5	3	1	8	11
91		1	7	7	4	3	5	10	12
92			7	6	4	2	8	10	9
93			6	6	2	3	8	9	10
94			5	5	4	3	7	11	6
95			3	6	4	2	6	9	10
96			3	7	3	1	5	4	11
97			4	7	4	2	5	3	11
98			3	6	4	2	3	3	10
99			6	7	4	2	1	3	11

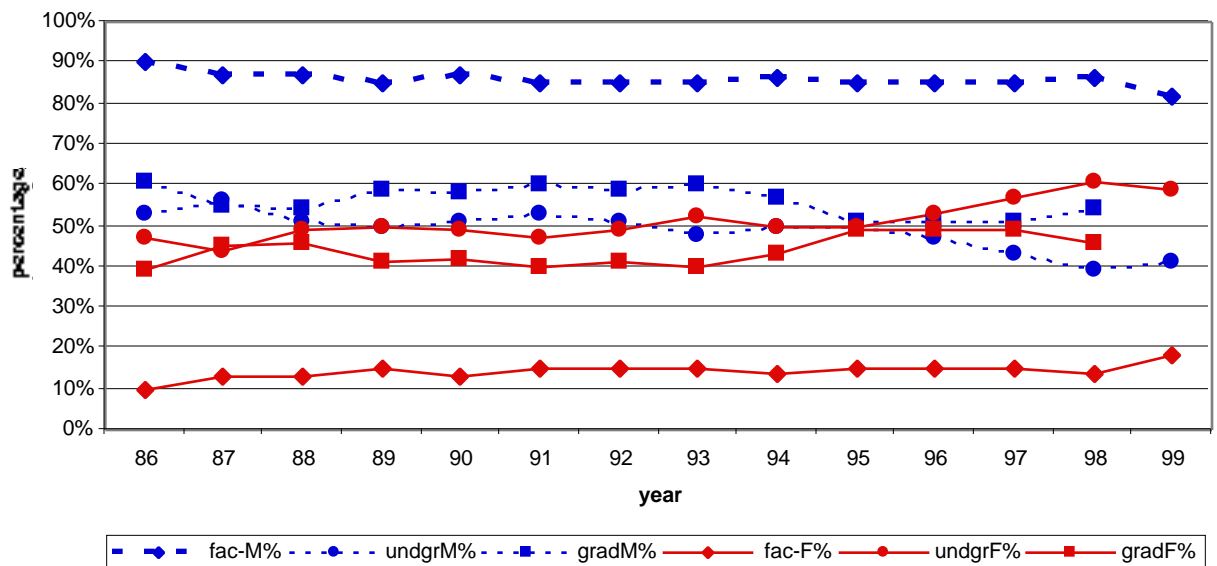
ASSIST year	PROF Ast-F	FEMALE Ch/BCh-F	NUMBERS CompSc-F	GeoSc-F	HumEco-F	Math-F	BioSci-F	
86		1				6		2
87		1				8		3
88		2				10		3
89		2	1		1	9	1	2
90		2	1		1	8	1	2
91		1	1		1	6	1	1
92		1	1		2	4		1
93		1	1		2	3		2
94		1	1		2	4		1
95					2	3		2
96			1		1	4		2
97			1	2	1	1		2
98			1	2	2	2		2
99			2	2	2	2		4



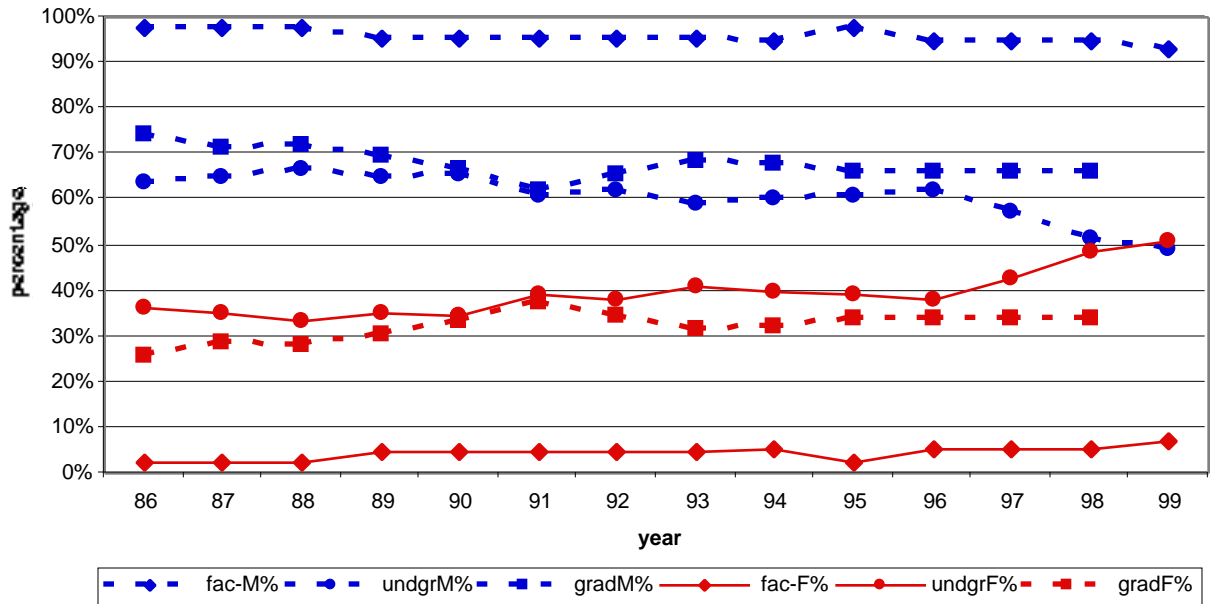
## ASTRONOMY: Faculty-student percentages



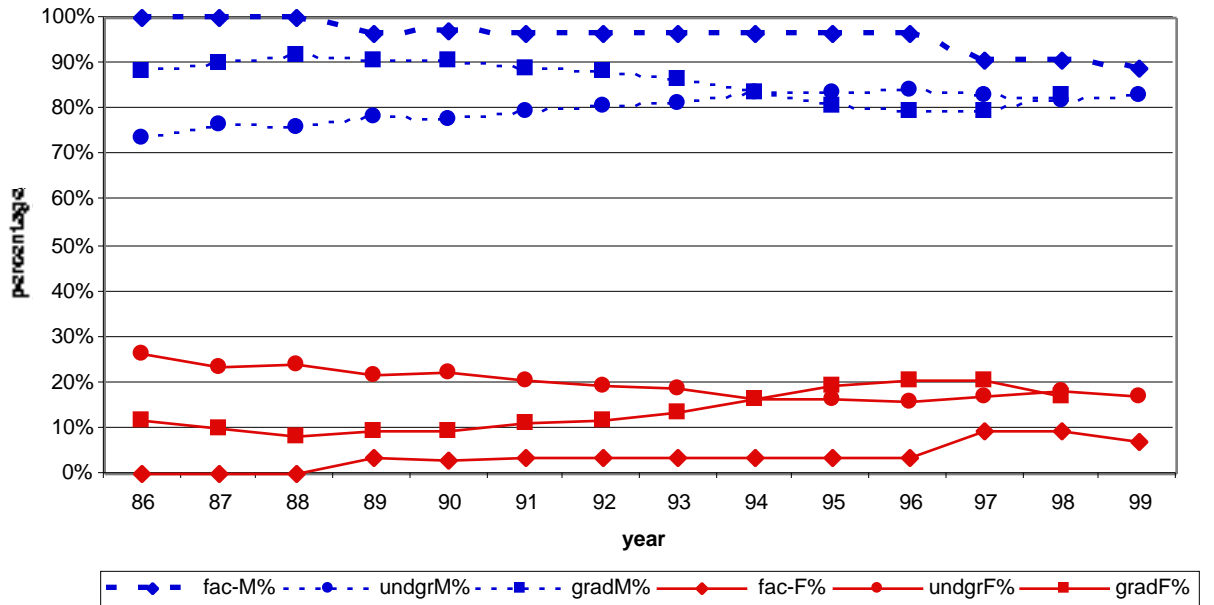
## BIOLOGICAL SCIENCES: Faculty-student percentages

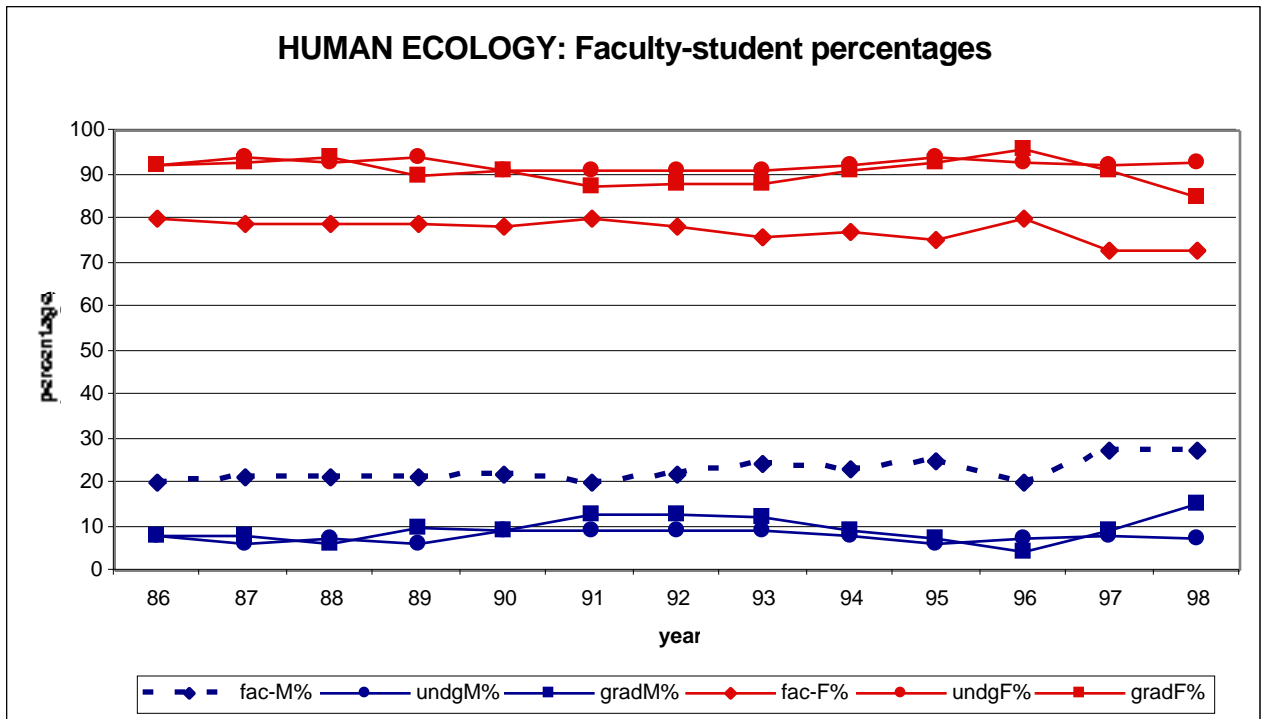
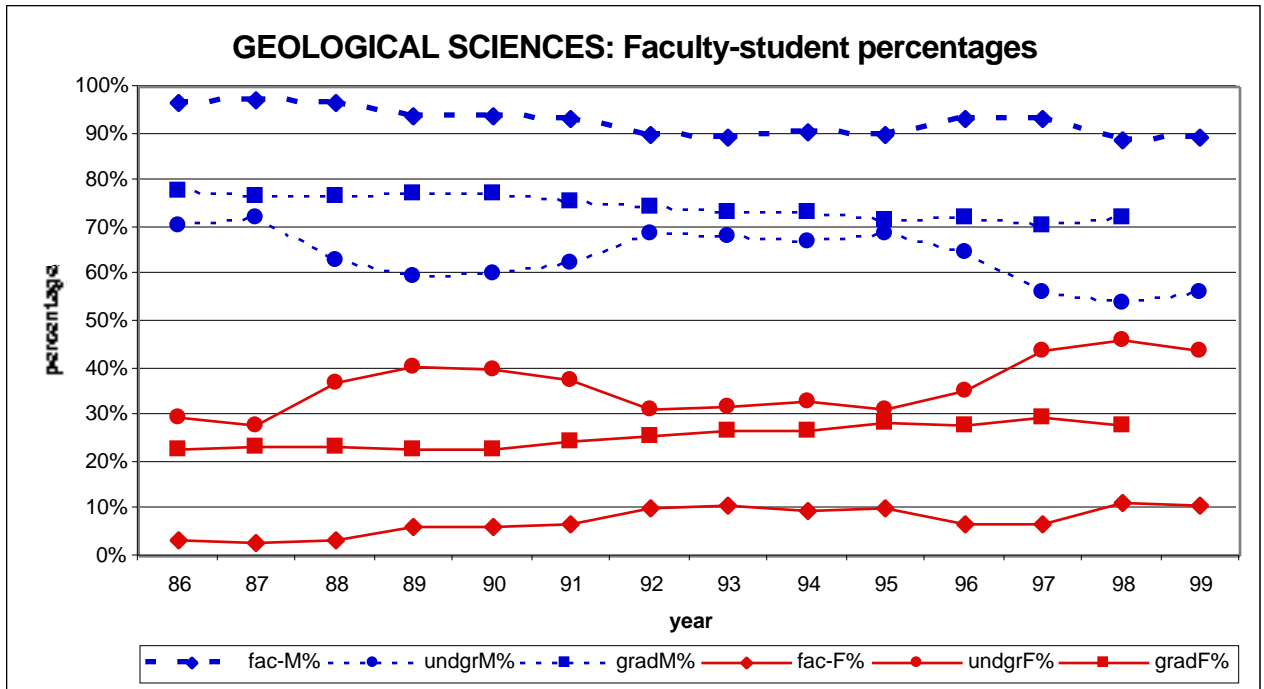


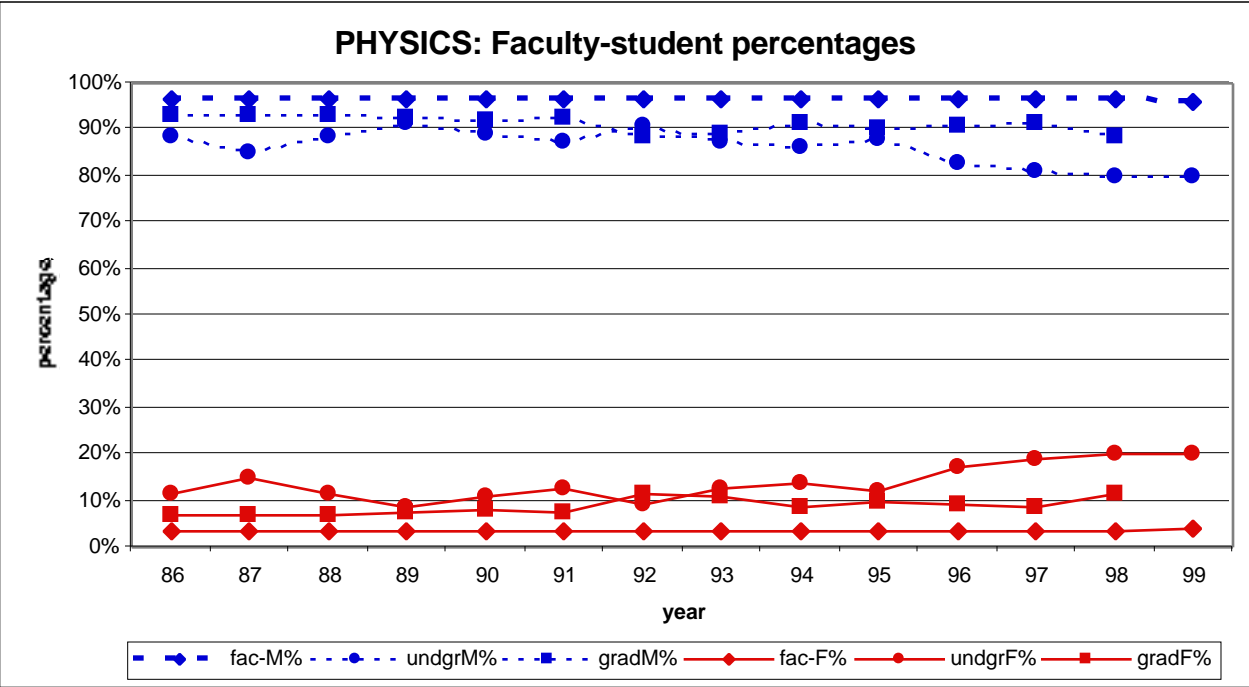
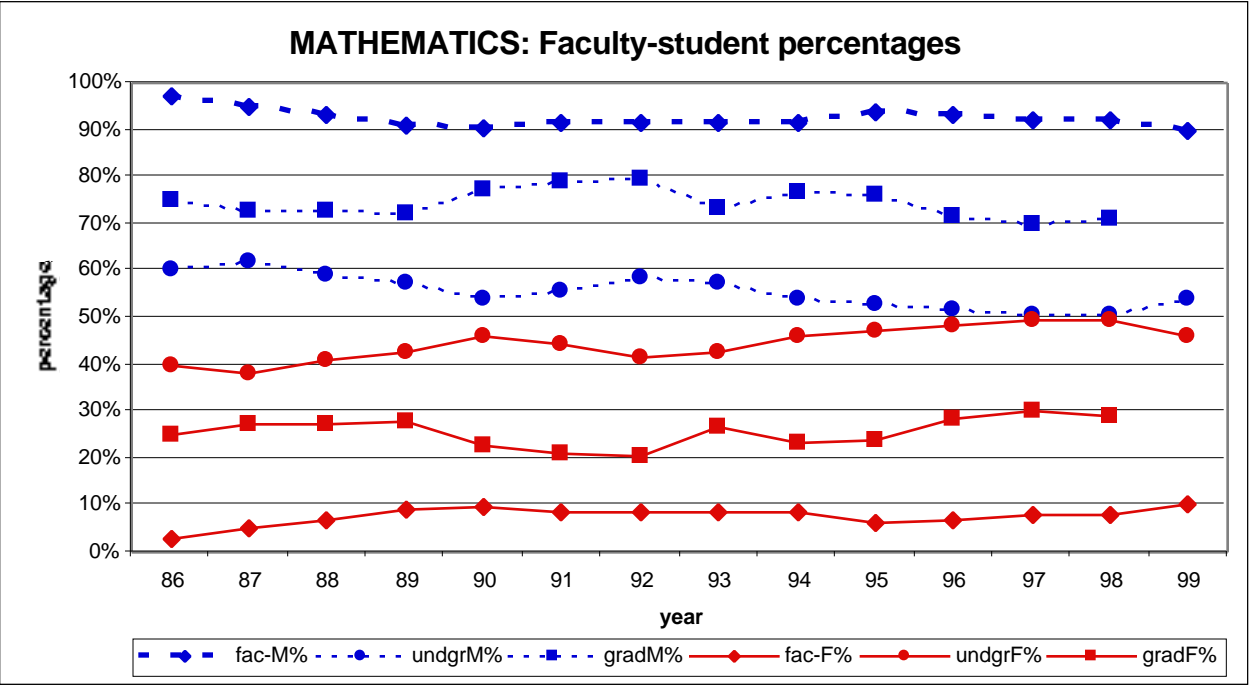
### CHEMISTRY/BIOCHEMISTRY: Faculty-student percentages



### COMPUTER SCIENCE: Faculty-student percentages







Percentage of male and female faculty, graduate students, and undergraduate students in various Departments of the CNS.

ASTRONOMY	Faculty and	students by	gender				
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	95%	66%	77%	5%	34%	23%	
87	95%	63%	77%	5%	37%	23%	
88	91%	70%	77%	10%	30%	23%	
89	91%	73%	83%	10%	27%	17%	
90	91%	78%	86%	10%	22%	14%	
91	91%	75%	84%	10%	25%	16%	
92	90%	83%	88%	10%	17%	12%	
93	90%	74%	87%	10%	26%	13%	
94	90%	74%	90%	10%	26%	10%	
95	95%	75%	82%	5%	25%	18%	
96	95%	64%	72%	5%	36%	28%	
97	95%	79%	67%	5%	21%	33%	
98	94%	69%	70%	6%	31%	30%	

BIO SCI							
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	90%	53%	61%	10%	47%	39%	
87	87%	56%	55%	13%	44%	45%	
88	87%	51%	54%	13%	49%	46%	
89	85%	50%	59%	15%	50%	41%	
90	87%	51%	58%	13%	49%	42%	
91	85%	53%	60%	15%	47%	40%	
92	85%	51%	59%	15%	49%	41%	
93	85%	48%	60%	15%	52%	40%	
94	86%	50%	57%	14%	50%	43%	
95	85%	50%	51%	15%	50%	49%	
96	85%	47%	51%	15%	53%	49%	
97	85%	43%	51%	15%	57%	49%	
98	86%	39%	54%	14%	61%	46%	
99	82%	41%		18%	59%		

CHEM/BIOCHEM	Faculty and	students by	gender				
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	98%	64%	74%	2%	36%	26%	
87	98%	65%	71%	2%	35%	29%	
88	98%	67%	72%	2%	33%	28%	
89	96%	65%	70%	5%	35%	30%	
90	95%	65%	67%	5%	35%	33%	
91	95%	61%	62%	5%	39%	38%	
92	95%	62%	65%	5%	38%	35%	
93	95%	59%	68%	5%	41%	32%	
94	95%	60%	68%	5%	40%	32%	
95	97%	61%	66%	3%	39%	34%	
96	95%	62%	66%	5%	38%	34%	
97	95%	57%	66%	5%	43%	34%	
98	95%	52%	66%	5%	48%	34%	

Percentage of male and female faculty, graduate students, and undergraduate students in various Departments of the CNS.

COMPUTER SCI.	Faculty and		students by		gender		
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	100%	74%	88%	0%	26%	12%	
87	100%	77%	90%	0%	23%	10%	
88	100%	76%	92%	0%	24%	8%	
89	96%	78%	91%	4%	22%	9%	
90	97%	78%	91%	3%	22%	9%	
91	96%	80%	89%	4%	20%	11%	
92	96%	81%	88%	4%	19%	12%	
93	96%	81%	86%	4%	19%	14%	
94	96%	84%	84%	4%	16%	16%	
95	96%	84%	80%	4%	16%	20%	
96	97%	84%	80%	3%	16%	20%	
97	91%	83%	80%	9%	17%	20%	
98	91%	82%	83%	9%	18%	17%	

GEOLOGICAL SCI.	Faculty and		students by		gender		
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	97%	70%	77%	3%	30%	23%	
87	97%	72%	77%	3%	28%	23%	
88	97%	63%	77%	3%	37%	23%	
89	94%	60%	77%	7%	40%	23%	
90	94%	60%	77%	6%	40%	23%	
91	93%	63%	76%	7%	38%	24%	
92	90%	69%	74%	10%	31%	26%	
93	89%	68%	73%	11%	32%	27%	
94	91%	67%	73%	9%	33%	27%	
95	90%	68%	72%	10%	32%	28%	
96	93%	65%	72%	7%	35%	28%	
97	93%	56%	70%	7%	44%	30%	
98	89%	54%	72%	11%	46%	28%	

HUMAN	ECOLOGY	faculty and		student	percentages		
	fac-M%	undgM%	gradM%	fac-F%	undgF%	gradF%	
86	20	8	8	80	92	92	
87	21	6	8	79	94	93	
88	21	7	6	79	93	94	
89	21	6	10	79	94	90	
90	22	9	9	78	91	91	
91	20	9	13	80	91	87	
92	22	9	13	78	91	88	
93	24	9	12	76	91	88	
94	23	8	9	77	92	91	
95	25	6	7	75	94	93	
96	20	7	4	80	93	96	
97	27	8	9	73	92	91	
98	27	7	15	73	93	85	

Percentage of male and female faculty, graduate students, and undergraduate students in various Departments of the CNS.

MATHEMATICS	Faculty and		students by		gender		
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	97%	60%	75%	3%	40%	25%	
87	95%	62%	73%	5%	38%	27%	
88	93%	59%	73%	7%	41%	27%	
89	91%	57%	72%	9%	43%	28%	
90	91%	54%	77%	10%	46%	23%	
91	91%	56%	79%	9%	44%	21%	
92	92%	59%	79%	8%	41%	21%	
93	92%	57%	73%	8%	43%	27%	
94	92%	54%	77%	8%	46%	23%	
95	94%	53%	76%	6%	47%	24%	
96	93%	52%	72%	7%	48%	28%	
97	92%	51%	70%	8%	49%	30%	

PHYSICS	Faculty and		students by		gender		
year	fac-M%	undgrM%	gradM%	fac-F%	undgrF%	gradF%	
86	97%	89%	93%	4%	11%	7%	
87	96%	85%	93%	4%	15%	7%	
88	97%	89%	93%	4%	11%	7%	
89	96%	92%	93%	4%	8%	7%	
90	97%	89%	92%	3%	11%	8%	
91	97%	87%	92%	3%	13%	8%	
92	97%	91%	89%	3%	9%	11%	
93	97%	87%	89%	3%	13%	11%	
94	97%	86%	92%	3%	14%	8%	
95	97%	88%	90%	3%	12%	10%	
96	97%	83%	91%	3%	17%	9%	
97	97%	81%	91%	3%	19%	9%	
98	97%	80%	89%	3%	20%	11%	