

# 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  $D_{av}=[10x\$60,000+2x\$50,000]/12=\$58,333$ . 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-M)=Biological Sciences males (females)

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

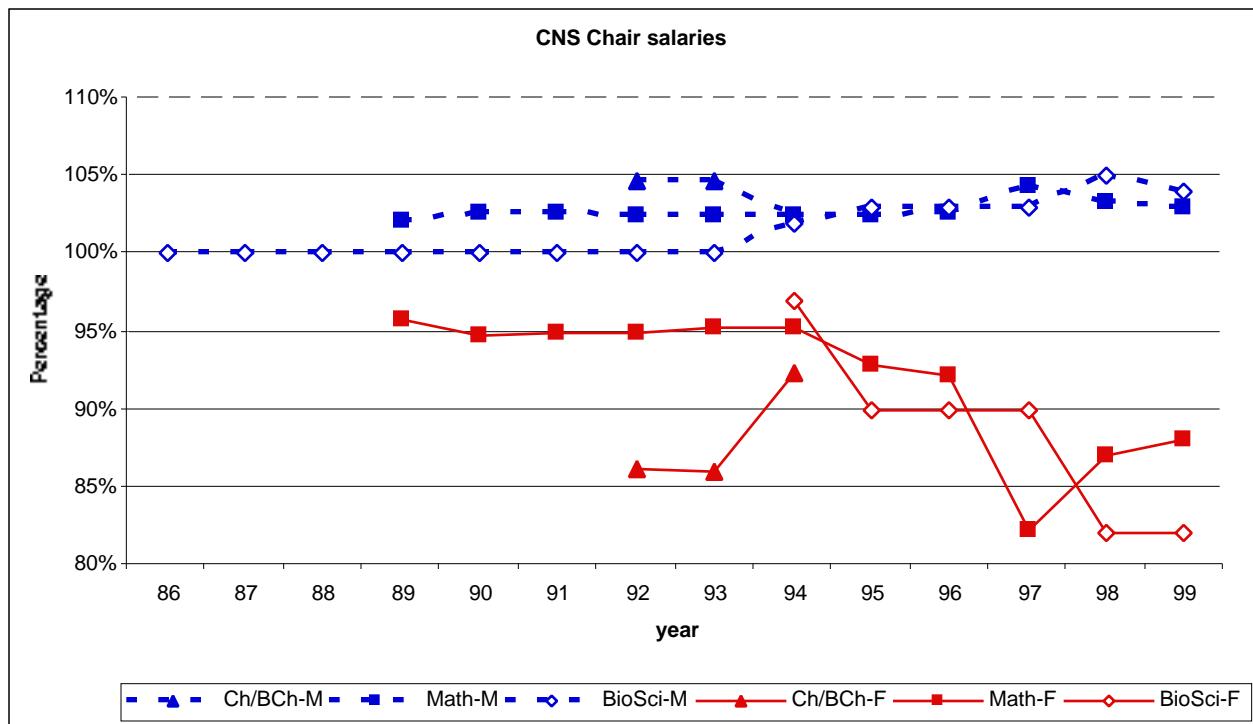
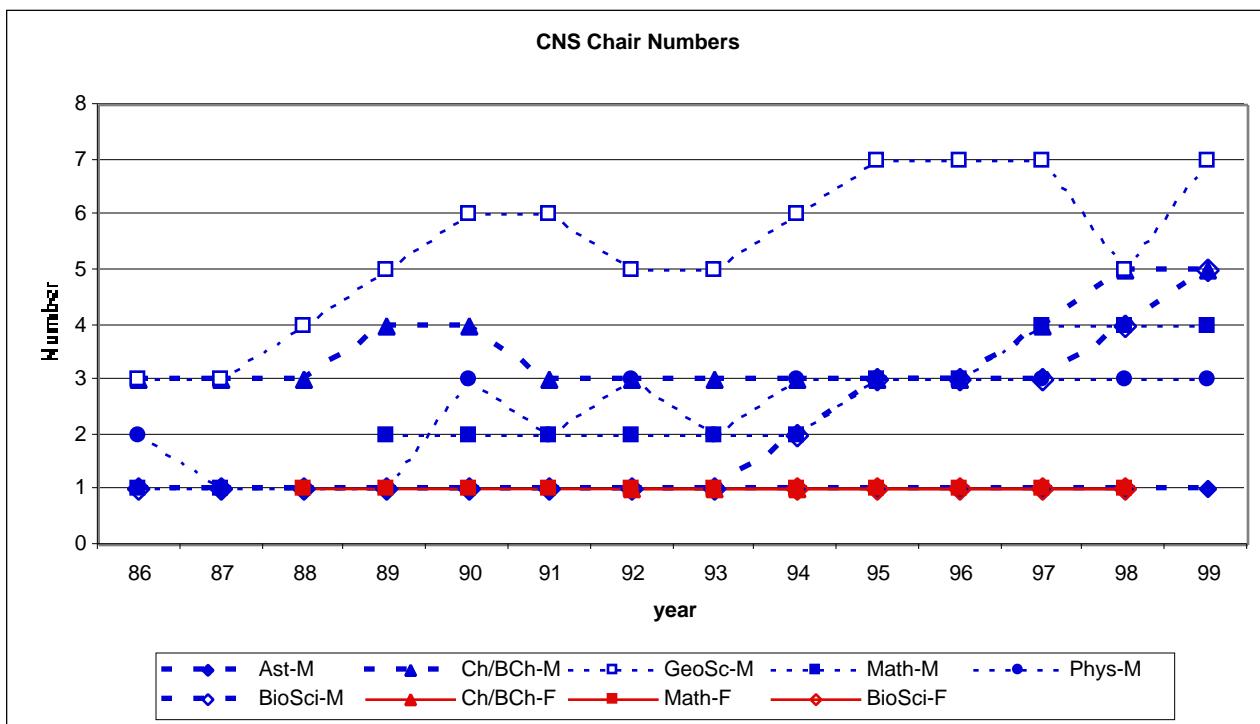
CompSc-M (CompSc-F) = Computer Science males (females)

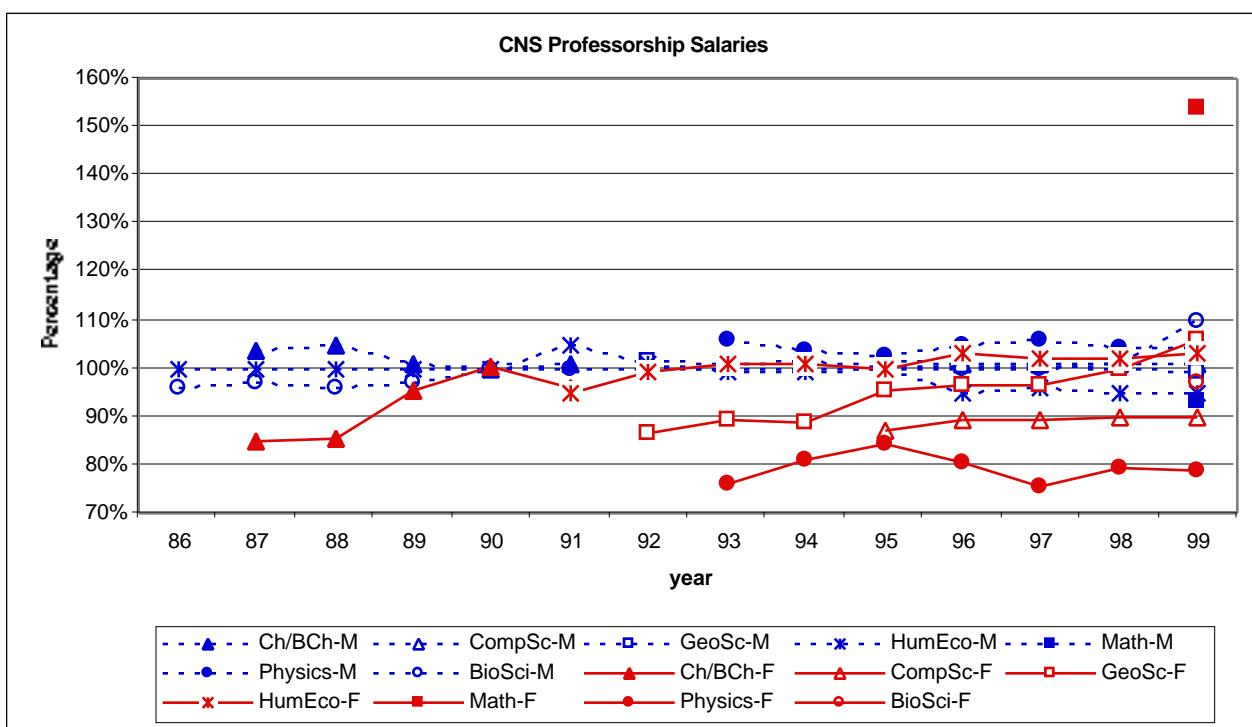
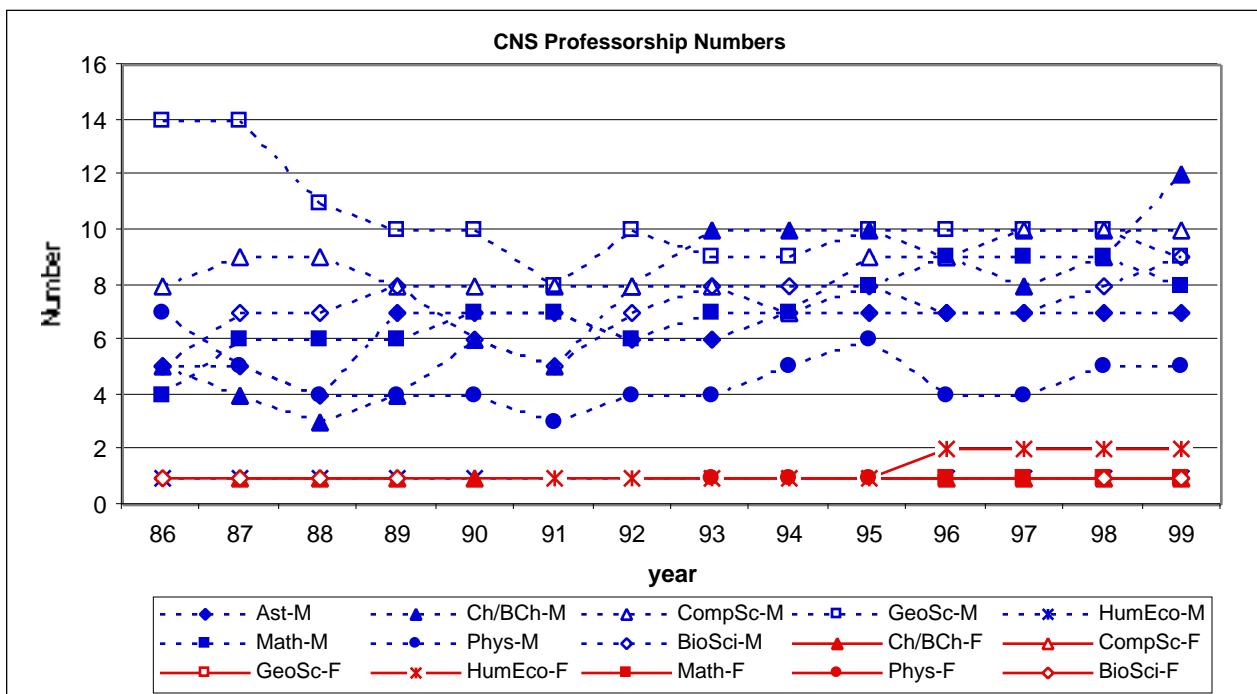
GeoSc-M (GeoSc-F) = Geological Sciences males (females)

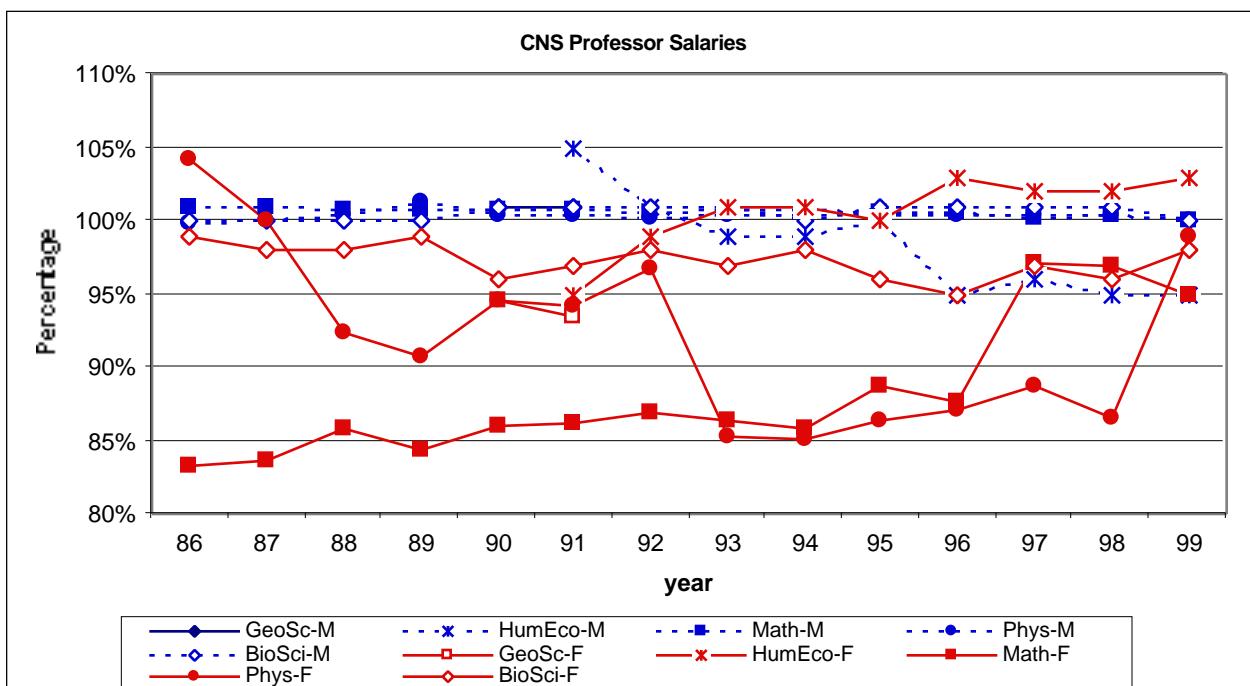
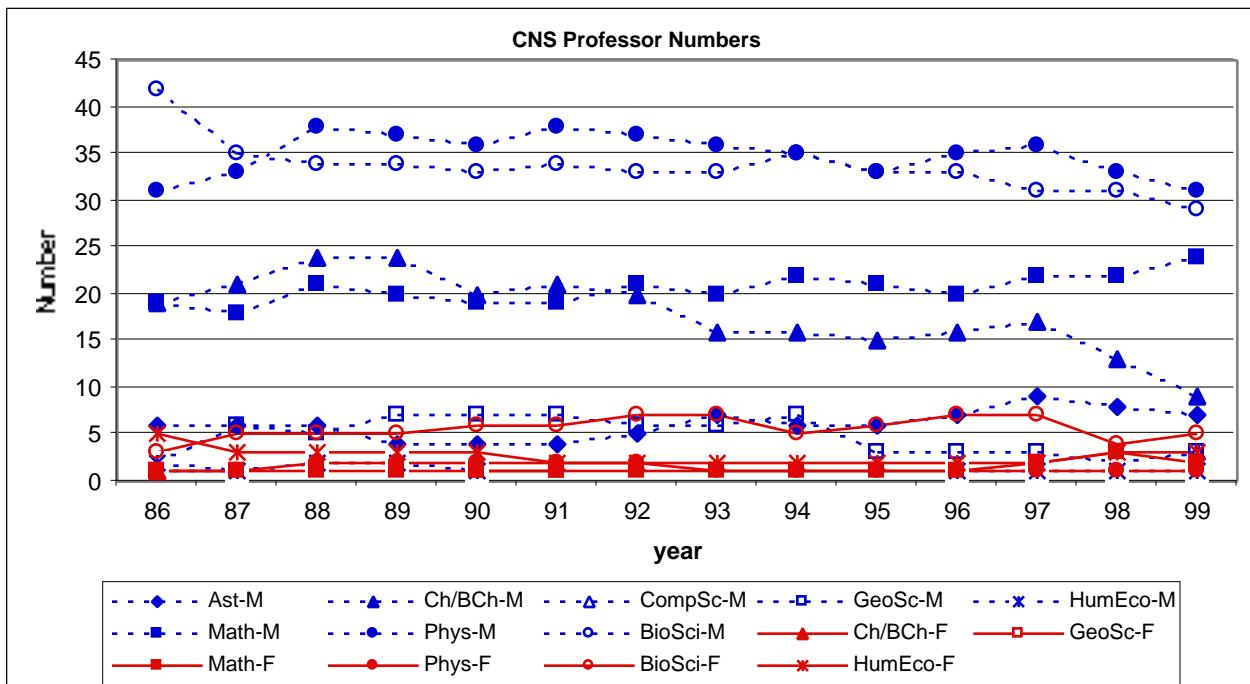
HumEco-M (HumEco-F)=Human Ecology males (females)

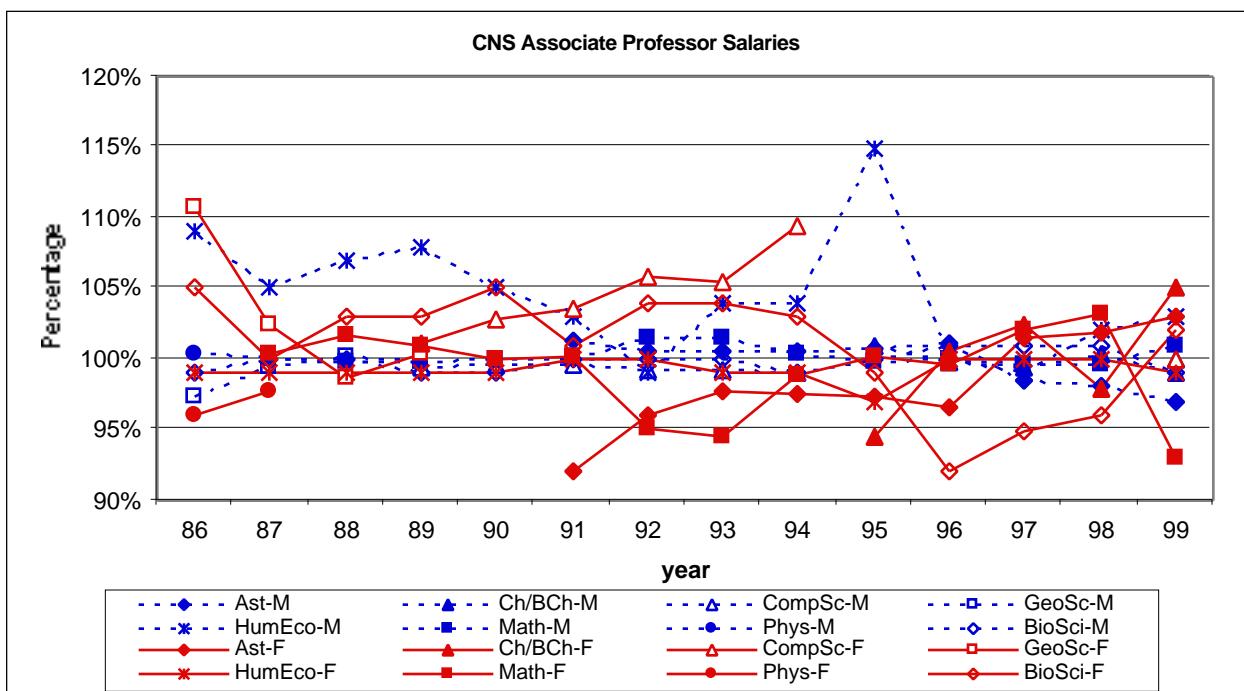
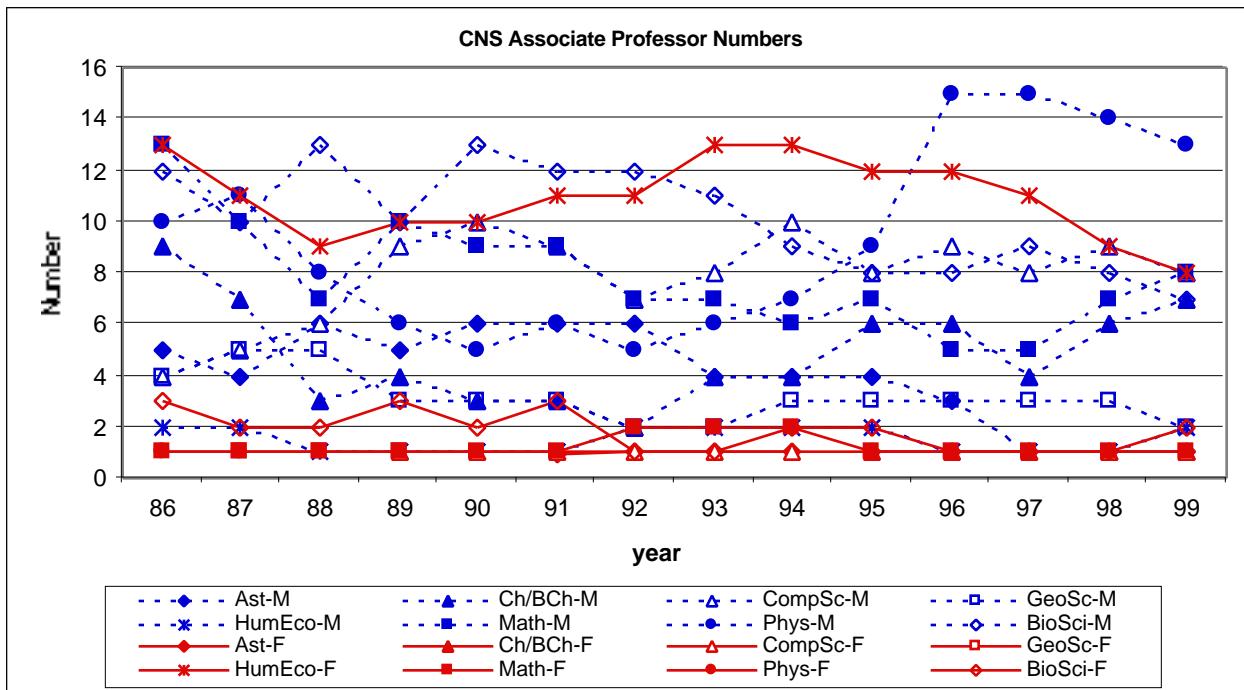
Math-M (Math-F) = Mathematics males (females)

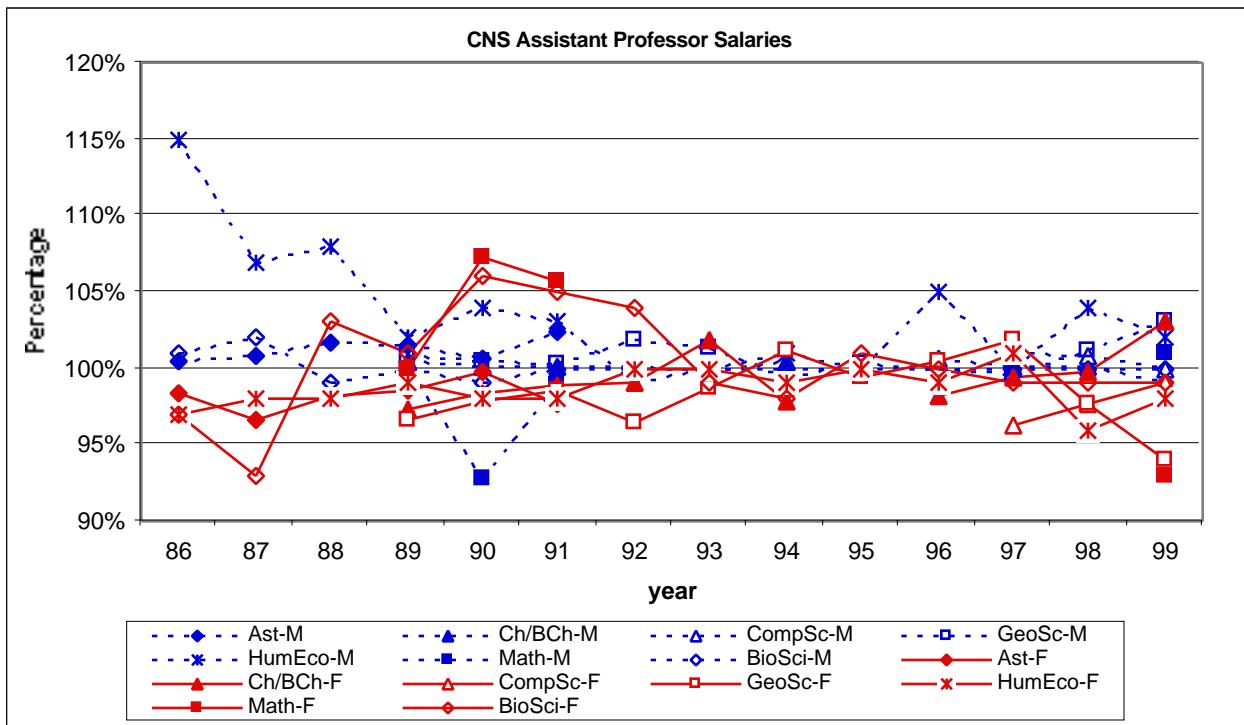
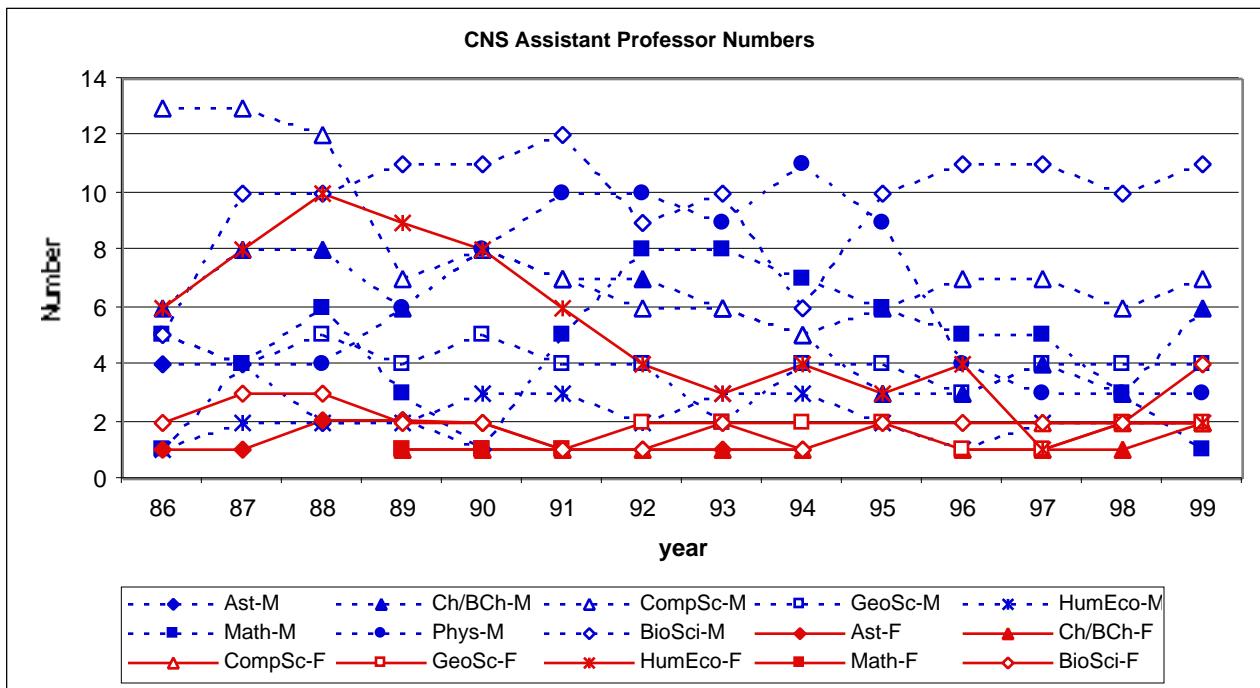
Phys-M (Phys-F) – Physics males (females)











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

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

PROFSHIP year	MALE		SALARIES				
	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 year	FEMALE		SALARIES				
	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%	100%
87			101%	100%	100%
88			101%	100%	100%
89			101%	101%	100%
90	101%		101%	100%	101%
91	101%	105%	101%	100%	101%
92		101%	101%	100%	101%
93		99%	101%	100%	101%
94		99%	101%	100%	100%
95		100%	101%	100%	101%
96		95%	101%	100%	101%
97		96%	100%	100%	101%
98		95%	100%	100%	101%
99		95%	100%	100%	100%

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

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

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

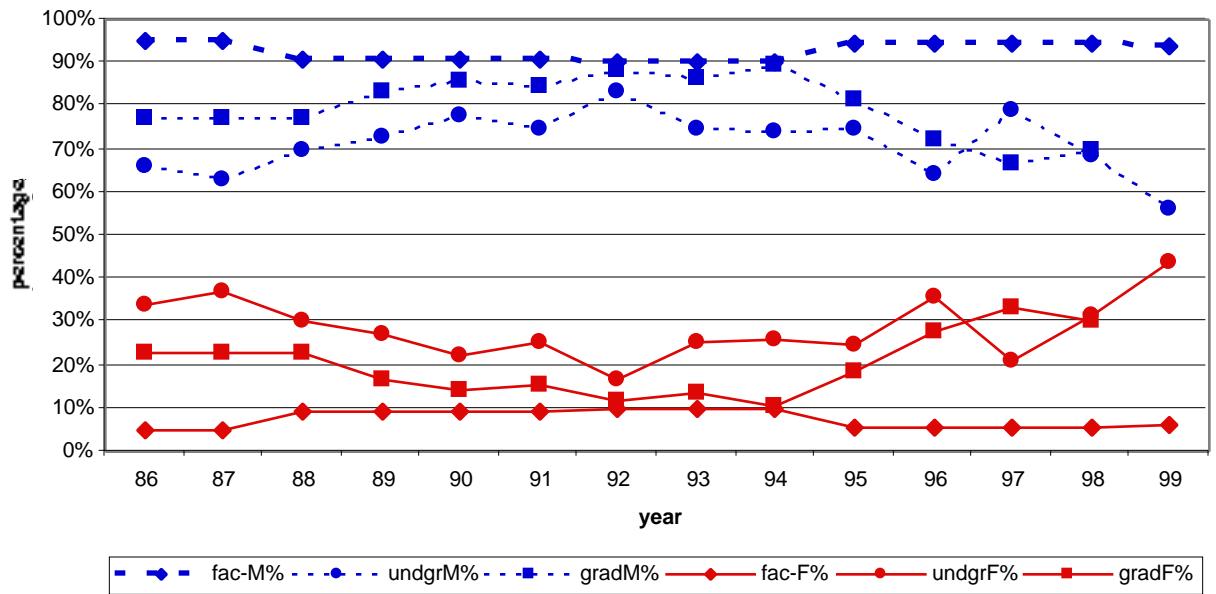
ASSIST year	PROF Ast-M	MALE Ch/BCh-M	SALARIES CompSc-M	GeoSc-M	HumEco-M	Math-M	BioSci-M
86	100%				115%		101%
87	101%				107%		102%
88	102%				108%		99%
89	101%	100%		101%	102%	100%	100%
90	101%	100%		100%	104%	93%	99%
91	102%	100%		100%	103%	99%	100%
92		100%		102%	99%		100%
93		100%		101%	100%		100%
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 year	PROF Ast-F	FEMALE Ch/BCh-F	SALARIES 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.

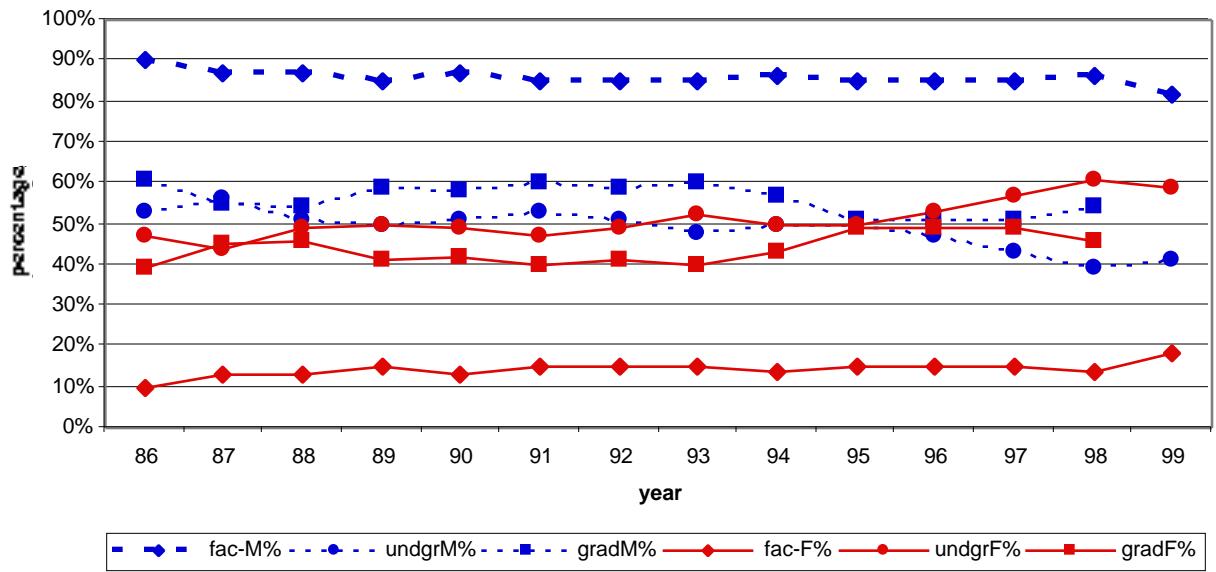
ASSIST year	PROF Ast-M	NUMBERS							
		MALE Ch/BCh-M	CompSc-M	GeoSc-M	HumEco-M	Math-M	Phys-M	BioSci-M	
86	4	6	13	5	1	1	5	5	5
87	4	8	13	4	2	4	4	10	
88	2	8	12	5	2	6	4	10	
89	2	6	7	4	2	3	6	11	
90	1	8	8	5	3	1	8	11	
91	1	7	7	4	3	5	10	12	
92		7	6	4	2	8	10	9	
93		6	6	2	3	8	9	10	
94		5	5	4	3	7	11	6	
95		3	6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

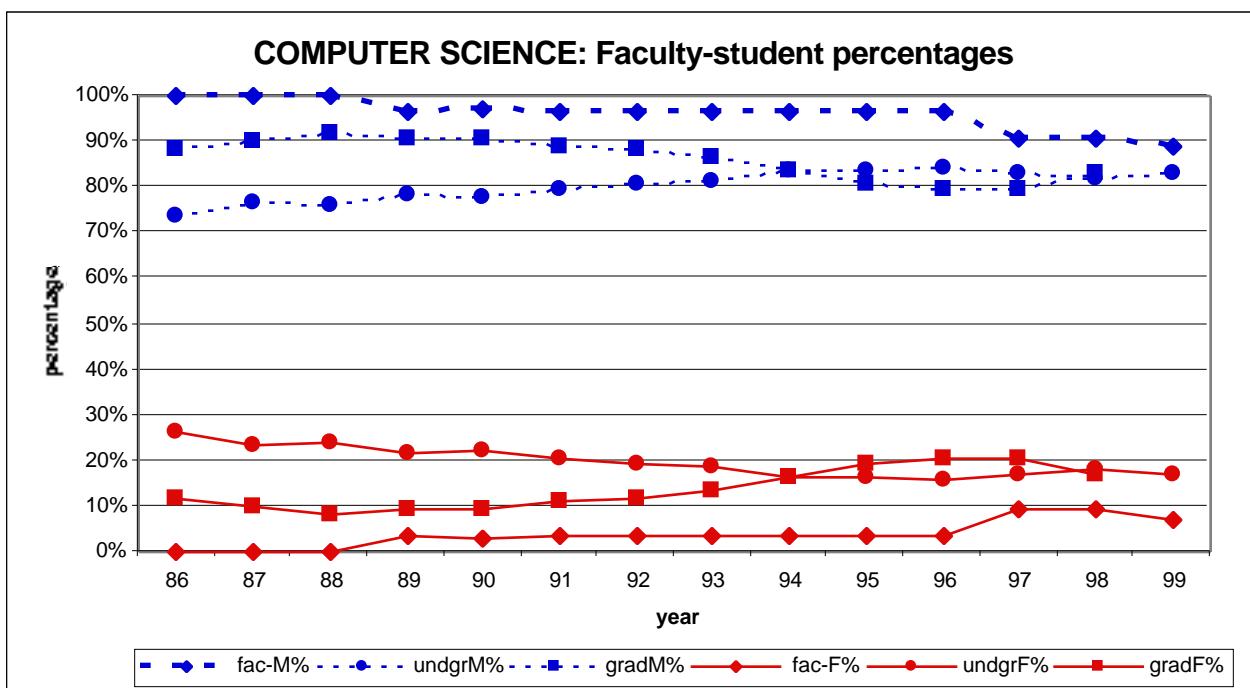
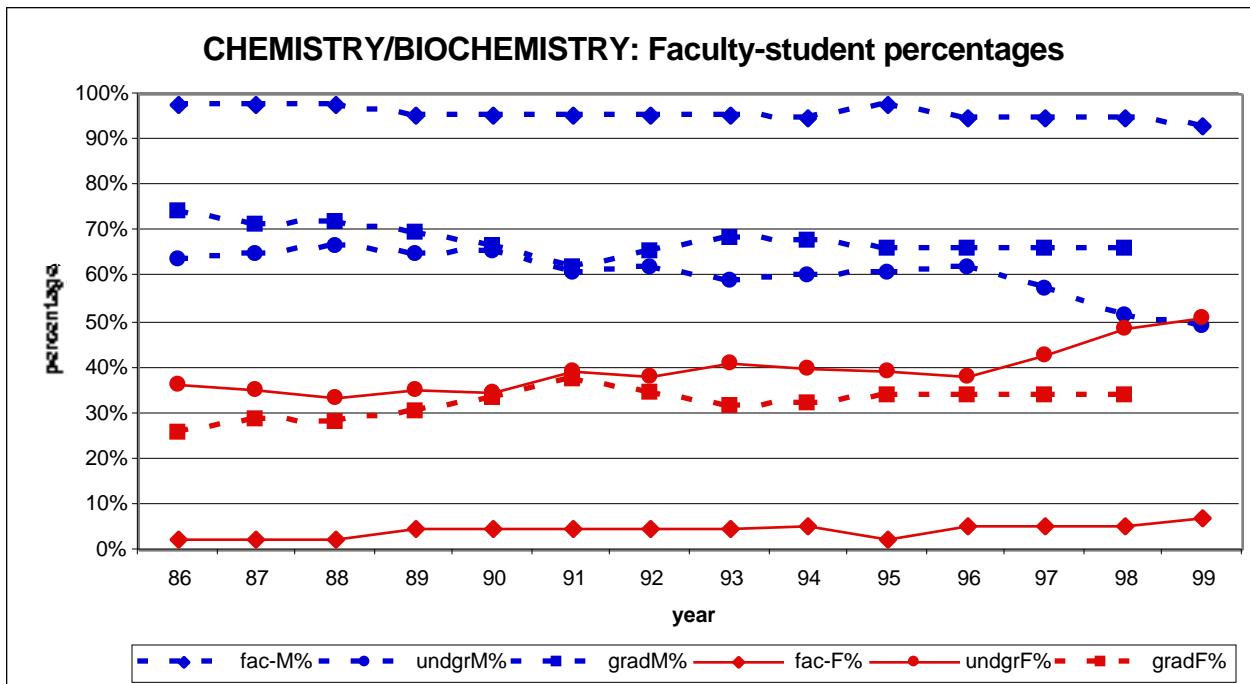
ASSIST year	PROF Ast-F	NUMBERS							
		FEMALE Ch/BCh-F	CompSc-F	GeoSc-F	HumEco-F	Math-F	BioSci-F		
86	1				6		2		
87	1				8		3		
88	2				10		3		
89	2	1		1	9	1	2		
90	2	1		1	8	1	2		
91	1	1		1	6	1	1		
92	1	1		2	4		1		
93	1	1		2	3		2		
94	1	1		2	4		1		
95				2	3		2		
96		1		1	4		2		
97		1	2	1	1		2		
98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

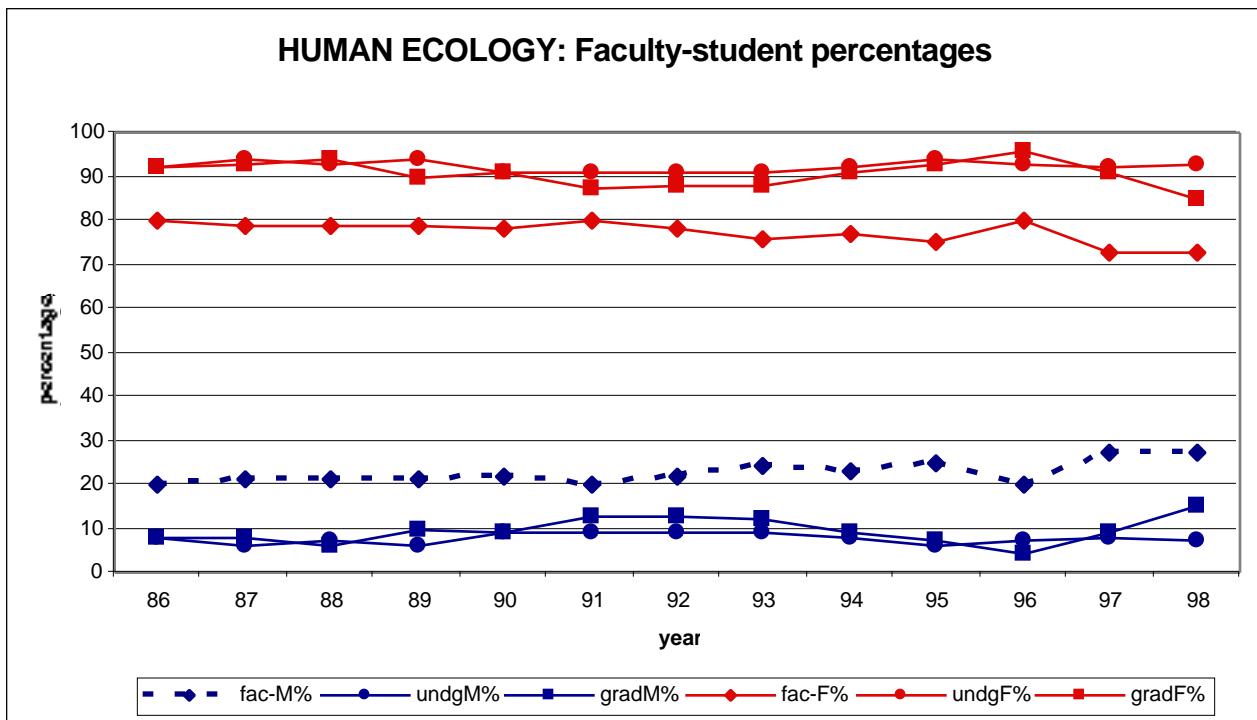
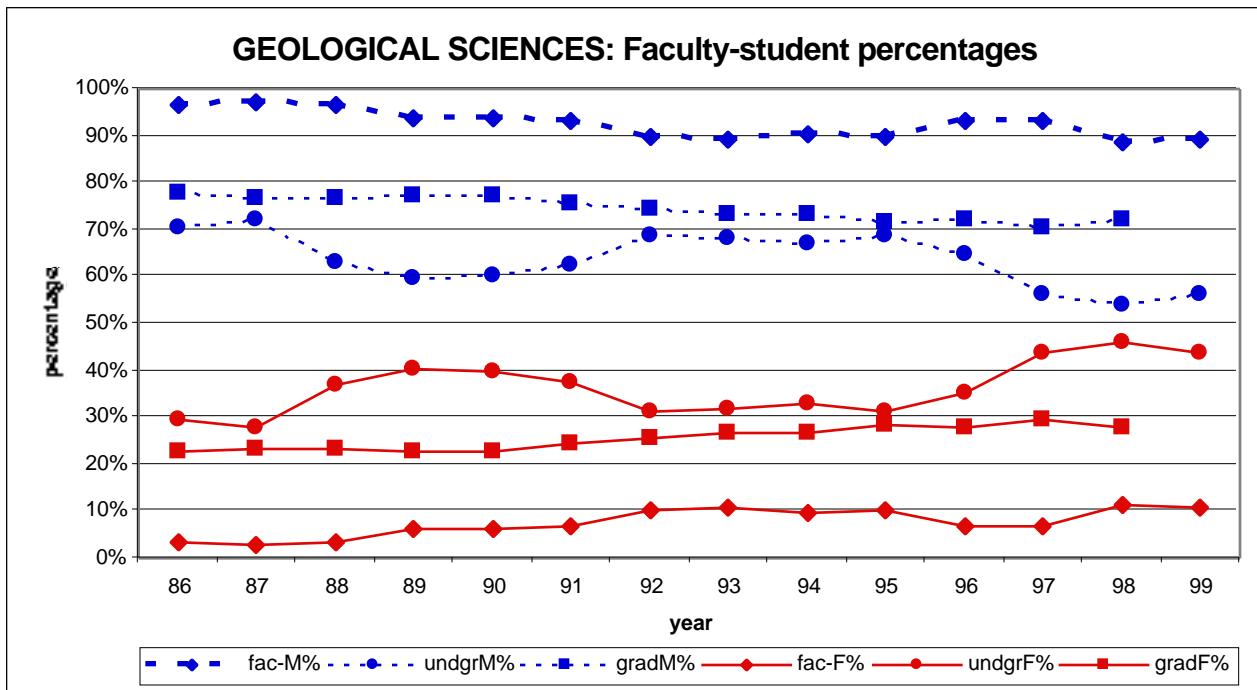
## ASTRONOMY: Faculty-student percentages

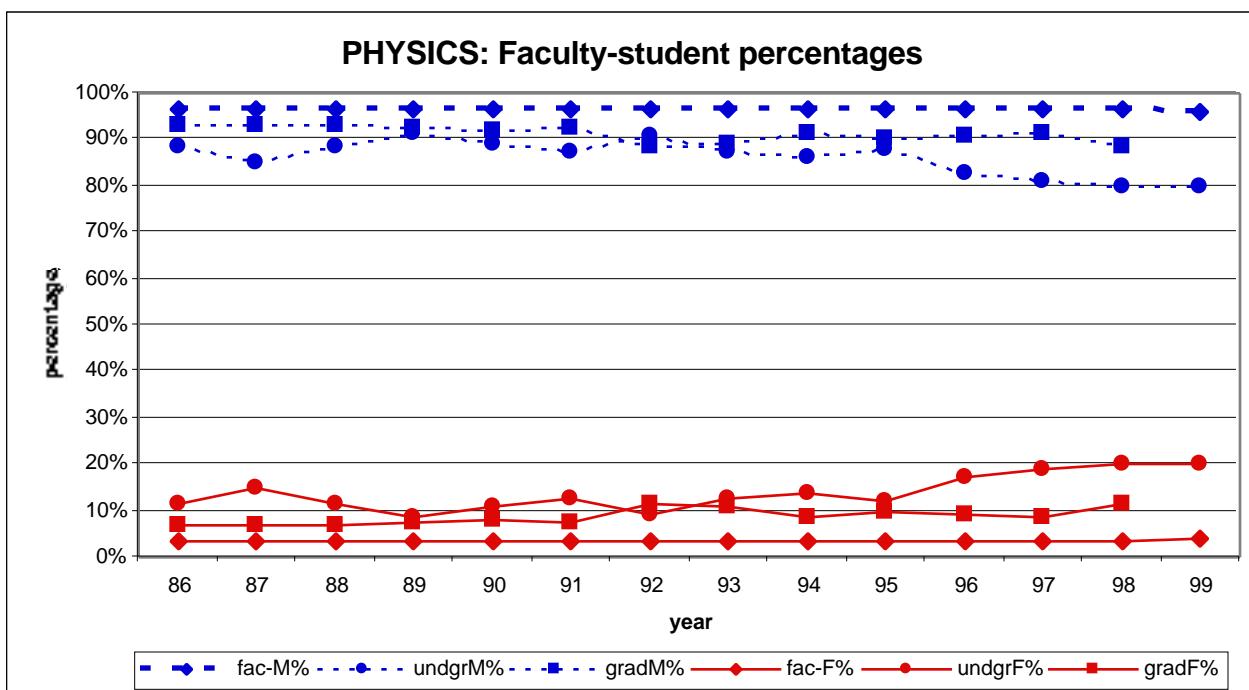
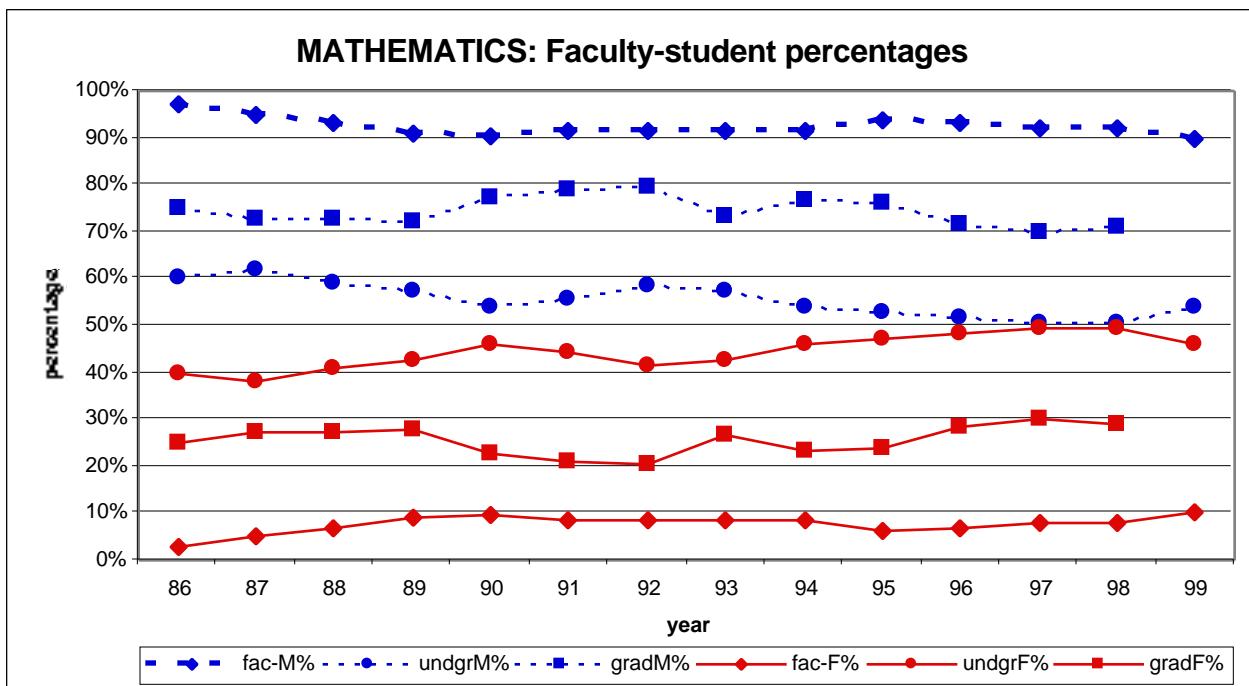


## BIOLOGICAL SCIENCES: Faculty-student percentages









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

year	ASTRONOMY	students by gender					
		Faculty and 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%

year	BIO SCI	students by gender					
		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%	

year	CHEM/BIOCHEM	students by gender					
		Faculty and 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%
86	100%	74%	88%	0%	26%
87	100%	77%	90%	0%	23%
88	100%	76%	92%	0%	24%
89	96%	78%	91%	4%	22%
90	97%	78%	91%	3%	22%
91	96%	80%	89%	4%	20%
92	96%	81%	88%	4%	19%
93	96%	81%	86%	4%	19%
94	96%	84%	84%	4%	16%
95	96%	84%	80%	4%	16%
96	97%	84%	80%	3%	16%
97	91%	83%	80%	9%	17%
98	91%	82%	83%	9%	18%
					17%

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

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