

Report of the Committee on the Status of Women in the Economics Profession
2005

The Committee on the Status of Women in the Economics Profession (CSWEP) was established by the American Economic Association (AEA) in 1971 to monitor the status of women in the profession and formulate activities to improve their status. This report begins by summarizing trends in the representation of women in the economics profession focusing particularly on the past decade. It then takes a more detailed look at newly collected data for the current year and summarizes the Committee's activities over the past year.

Data on Women Economists

Since its inception, CSWEP has been concerned with collecting and analyzing data on the representation of women in the economics profession. The first CSWEP-administered survey of economics departments was conducted in the fall of 1972. Since that time each CSWEP *Annual Report* has presented data on the status of women in the economics profession based either on CSWEP's own survey of economics departments or the AEA's Universal Academic Questionnaire.

For the CSWEP 2005 survey, 122 Ph.D. economics departments were surveyed. Responses were received from 93 departments, yielding a high response rate of 76 percent. The CSWEP liberal arts survey was sent to 140 schools included on the listing of "Baccalaureate Colleges—Liberal Arts" from the *Carnegie Classifications of Institutions of Higher Education* (2000 Edition). The number of schools responding was

79, yielding a response rate of 56 percent, which was above the 53 percent response rate obtained last year.

Trends in Women's Representation

The representation of women in the economics profession has increased dramatically since CSWEP was established. For example, between 1972 and 2004, women's share of Ph.D.'s awarded in economics quadrupled, from 7.6 to 31.1 percent.¹ Similarly, women have dramatically increased their representation among faculty. In 1972 women were only 8.8 percent of assistant professors, 3.7 percent of associate professors and 2.4 percent of full professors—comprising less than five percent of faculty members in these ranks overall. By 2005, their representation among assistant professors had more than tripled to 29.8 percent; gains at the higher ranks were proportionately even larger as women's share of associate professors increased to 20.3 percent and of full professors to 8.7 percent—with women comprising 16.1 percent of all faculty in these ranks.²

Table 1 and Figure 1 summarize the trends over a more recent period, 1995-2005. The heading of the table refers to female representation in “the pipeline” calling attention to the normal progression up through the ranks in academe from graduate student to full professor, and the time it takes to do so. Of course the pipeline may be a “leaky” one for women, a concern alluded to in previous CSWEP reports. In evaluating recent progress it is important to note that the size and composition of the CSWEP sample varies from one year to the next depending on survey response, so year-to-year fluctuations in female

¹ Data for 1972 are from the National Center for Educational Statistics (NCES); the 2004 data are from the CSWEP Survey reported below. Note that NCES data are available only through 2003; the female share of Ph.D.'s for that year is 28.8.

² Data are from CSWEP Surveys; see Blau (2004b) and results reported below. Figures include both tenured and untenured faculty at each rank

representation are to be expected. To partly address this issue, we focus our discussion on two-year averages, comparing women's representation in each category in 2004-5 with their representation in 1995-6. The data suggest some growth in the representation of women in the economics profession over the past decade, but also point to some particular areas of concern.

Growth in the representation of women in the profession is dependent on infusions at the entry level. It is thus of concern that gains have been recently been weak at the entry end of the pipeline. Taking the 1995-6 to 2004-5 period as a whole, the female share of new Ph.D.'s increased a substantial 5.8 percentage points, from 23.7 to 29.5 percent. Of concern, however, is that, as may be seen in Figure 1, the female share of new Ph.D.'s has roughly plateaued since the late 1990s or early 2000s. As noted in last year's report, data from the National Center for Educational Statistics (NCES) indicate that, in 2003 (the most recent year for which data are available), women comprised 34 percent of bachelor's degrees awarded in economics. This is very close to women's current share of 1st year students in Ph.D. granting departments, suggesting that further growth from this source will be limited unless the share of female undergraduate majors increases.³

Looking at the faculty ranks, most progress has been exhibited at the assistant and associate ranks. Growth over the decade has been uneven for (untenured) assistant professors. The female share peaked in 1999 and then fell off sharply between 1999 and 2000. However, since then, the female share of these positions has increased steadily

³ According to John Siegfried and Wendy A. Stock (2004), economics majors comprised 76 percent of new Ph.D.'s in economics in recent years (including double majors). And, while a large and growing proportion of Ph.D. students are not U.S. citizens, the female share of Ph.D.'s going to non-U.S. citizens is lower than for U.S. citizens and has increased more slowly in recent years (Francine D. Blau 2004a).

and, in 2005, for the first time surpassed its peak 1999 level. Taking the decade as a whole, percentage female rose by 3.9 percentage points between 1995-6 and 2004-5, from 24.0 to 27.9 percent. Similarly, between 1995-6 and 2004-5, the female share of (tenured) associate professors increased by 6.1 percentage points, from 14.2 to 20.2 percent, with most of the gains concentrated in the early 2000s. In contrast, there was little growth in women's representation at the full professor level for the decade as a whole, although, recent levels lie above the female shares in the late 1990s.

While these trends suggest that women are meeting with some success in working their way up through the ranks, they do not necessarily indicate that women are progressing at the same rate as their male counterparts. As noted in last year's report, a recent study found substantial unexplained gender differences in advancement to the tenured ranks in economics during the past decade that considerably exceeded those in related disciplines (Donna K. Ginther and Shulamit Kahn 2004).

Results for Ph.D.-Granting Departments and Liberal Arts Schools (2004-2005)

Tables 2 and 3 present the results from the 2005 CSWEP survey for Ph.D.-granting departments in greater detail, first for all departments and then for the top 10 and top 20 ranked departments separately.⁴ As noted in past *Annual Reports*, we find for 2005 that women tend to be less well represented in the top tier departments at all levels

⁴ These rankings are taken from *US News and World Report* 2005 Edition. The top ten departments include, Massachusetts Institute of Technology; Harvard University; Princeton University; Stanford University; University of Chicago; University of California-Berkeley; Yale University; Northwestern University; University of Pennsylvania; and the University of California-San Diego. The top twenty departments additionally include, University of California-Los Angeles; University of Michigan-Ann Arbor; University of Wisconsin-Madison; University of Minnesota-Twin Cities; California Institute of Technology; Columbia University; University of Rochester; Cornell University; Carnegie Mellon; and New York University. This represents an update from the 2004 and 2003 CSWEP *Annual Reports*. This updating seems advisable since this breakdown is designed to measure women's representation at what are generally regarded as the leading departments rather than at a fixed set of schools.

than at all Ph.D.-granting departments. This includes their representation among students (although this year not new Ph.D.'s) and faculty, particularly at the assistant and (tenured) associate professor ranks.

Looking first at faculty, female representation among untenured assistant professors was 5.3 percentage points lower at the top ten departments than for all departments, with a smaller disparity of 2.4 percentage points for the top 20. These differences are roughly in line with last year's. At the tenured associate professor level, female representation lagged by 4.9 percentage points at both the top 10 and top 20 departments. The latter does, however, represent a considerable improvement since last year when the shortfall was 14.5 percentage points at the top 10 departments and 9.1 percentage points at the top 20 departments. The representation of women at the full professor rank in the top 10 and top 20 departments is only a bit (1 percentage point) lower than that at all Ph.D.-granting institutions.

In a field like economics, in which women constitute a minority, one issue that arises is that there may be departments with no women at all or a relatively small number of women. This could potentially create problems for female students or a lack of critical mass for female faculty, especially junior faculty. As may be seen in Table 4, the mean number of women per economics department (in tenured/tenure track positions) is 3.9 for all Ph.D.-granting departments and 4.8 for the top 20 departments. It is not surprising, given these relatively low means, that there are a number of departments where the number of women is quite low. Among all departments, 5.4 percent have no women on the faculty and 22.6 percent have only 1 or 2. Over half of female assistant professors are in departments where there is at most one other female assistant professor. Interestingly,

while women comprise a smaller share of tenured/tenure track faculty in the top 20 departments than among all Ph.D.-granting departments, the small numbers problem is worse among all departments. This is because the top 20 departments are larger and thus have on average a larger number of women.

Just as female faculty are better represented among all Ph.D.-granting institutions than in the top-ranked departments, as noted in many prior CSWEP *Annual Reports*, they are also better represented at liberal arts institutions than at Ph.D.-granting institutions (Table 5). So, at liberal arts institutions, women were 38.3 percent of untenured assistant professors, 43.1 percent of tenured associate professors, and 18.1 percent of tenured full professors; comprising 31.2 percent of tenured or tenure track faculty—considerably exceeding comparable figures for the Ph.D.-granting institutions.

The CSWEP survey also collects information on non-tenure track faculty. As may be seen in Tables 2-3, at Ph.D.-granting institutions this category is disproportionately female. Among all Ph.D.-granting economics departments, 39.6 percent of the non-tenure track faculty is female compared to 16.1 percent of the tenured/tenure track faculty. Similarly, in the top 10 and top 20 departments, women comprise 56.4 and 53.2 percent of the non-tenure track faculty compared to 13.7 and 14.3 percent of the tenured/tenure track faculty, respectively. The featured articles in the most recent issue of the CSWEP *Newsletter* (CSWEP 2005) co-edited by Lori Kletzer explore the advantages and disadvantages of such positions in a segment entitled, “Academic Life on a Track Different from the Tenure Track.”

Turning to Ph.D. students, we see that, as in the case of faculty, the representation of women among Ph.D. students in the top-ranked Ph.D.-granting departments also tends

to be lower than for all Ph.D.-granting departments, though in 2004-05, the female share of new Ph.D.s in the top 10 and top 20 departments was about the same as at all Ph.D.-granting institutions. The disparities are notable for first year Ph.D. students and ABDs: women's representation among first year students was 4.9 to 5.9 percentage points lower for the top 10 and top 20 schools than for all Ph.D.-granting institutions; among ABDs, their representation was 5.0 to 7.6 percentage points lower.

Finally, Tables 2 and 3 give us the opportunity to take a look at how women fare in the job market for new Ph.D.'s. First, it may be noted that the majority of both male and female economics Ph.D.'s for whom data are available take jobs in the United States, and further that women are more likely to take a U.S.-based job than their male counterparts (74.2 vs. 68.1 percent),⁵ likely reflecting their lower representation among foreign Ph.D. recipients (Blau 2004a). Thus, while women constituted 31.1 percent of new Ph.D.'s in economics in 2004-05, they comprised 33.1 percent of those obtaining U.S.-based jobs and 24.9 percent of those obtaining foreign jobs. In terms of their sector of employment, the data differ somewhat from past trends. Traditionally, women have been underrepresented in academic positions in Ph.D.-granting institutions and overrepresented in academic jobs in non-Ph.D.-granting institutions and in public-sector nonacademic jobs. This year, women's representation in both types of academic jobs (i.e., Ph.D.-granting and other) is similar and their share of public sector jobs only somewhat higher. It is worth noting that while women were underrepresented in academic jobs at Ph.D.-granting institutions last year (2003-2004), this was not the case in the preceding year (2002-2003). At the top 10 and top 20 schools, although women were heavily overrepresented in hires at other academic institutions, the number of both

⁵ Those who did not locate jobs are also included in the denominator.

men and women going to such schools was small and women's representation among those hired at Ph.D.-granting schools was in line with their share of new Ph.D.s. These breaks from a pattern of underrepresentation of women in assistant professor hires at Ph.D.-granting institutions are a positive development, and suggest that the supply of women faculty at the entry level is getting more in line with the flow of new Ph.D.s.

The Committee's Recent Activities

On-going Activities

One of CSWEP's major activities is the production of our thrice-yearly newsletter. The Winter Newsletter, co-edited by Daniel Hamermesh, focused on the early and late career issues for women academic economists, as well as a summary of the research presented at the 2005 ASSA meetings in CSWEP-sponsored sessions. It also included a biography of Carolyn Shaw Bell, founding chair of CSWEP. Sharon Oster co-edited the Spring Newsletter that included articles on academics outside the academy along with a report on CeMENT (the CSWEP mentoring initiative) at the halfway point. As noted above, the Fall Newsletter, co-edited by Lori Kletzer, provided articles on alternatives to tenure track positions. It also included an autobiographical sketch of Barbara Bergmann, the 2004 recipient of the Carolyn Shaw Bell Award (see below). These newsletters also provided information on upcoming regional and national association meetings, calls for papers, and a new series of top ten tips. The Chair would like to thank Karine Moe for her hard work and dedication in overseeing the newsletters.

As part of its ongoing efforts to increase the participation of women on the AEA program, CSWEP organized six sessions for the January 2005 ASSA meetings in Philadelphia. Daniel Hamermesh and Karine Moe organized three sessions on gender-

related issues and Catherine Mann and Lori Kletzer organized three sessions on Technology issues. CSWEP held its usual business meeting, in which reports were made to its associates and other interested AEA members concerning its activities and suggestions were heard from those present for future activities.

During the 2005 business meeting the Carolyn Shaw Bell Award was presented to Barbara Bergmann, Professor Emerita of Economics at American University and the University of Maryland. The Carolyn Shaw Bell award is given annually to a woman who has furthered the status of women in the economics profession, through her example, through her achievements, through increasing our understanding of how women can advance through the economics profession, and through her mentoring of other women. Professor Bergmann is a renowned scholar whose work has combined theory, quantitative modeling and policy analysis on issues such as unemployment, discrimination, and women's status. During her long career, she has served in many leadership roles including chair of CSWEP, and president of the International Association for Feminist Economists, the Eastern Economic Association, and the American Association of University Professors. Her public service includes terms at the Bureau of Labor Statistics and the Council of Economic Advisors. In the words on one of her nominators: "Barbara fully lives up to your requirements of vision, intellectual curiosity, informed willingness to take risks, and most particularly determination to make the world a better place. Further, she always takes great joy in being able to do what she does." Along with the public recognition accorded her accomplishments, Professor Bergmann also received a 2'x 3' plaque with her name and that of previous winners on it to display prominently at her place of work. The Chair thanks Caren Grown, Catherine Mann,

Sharon Oster and Adele Hayutin for their service on the Carolyn Shaw Bell Awards Committee.

Also at the Business Meeting, Marianne Bertrand received the 2004 Elaine Bennett Research Prize. The Elaine Bennett Research Prize is awarded every other year to recognize, support, and encourage outstanding contributions by young women in the economics profession. Professor Bertrand, Professor of Economics at the University of Chicago Graduate School of Business, is an applied microeconomist who has done work on racial discrimination, CEO pay and incentives, the effects of regulation on unemployment, and a host of other topics in labor economists and corporate finance. Professor Bertrand received her Ph.D. from Harvard University in 1998, has been an Alfred P. Sloan Fellow and is a Faculty Research Fellow of the National Bureau of Economic Research.

CSWEP's Regional Activities

CSWEP's regional representatives organized sessions at each of the regional association meetings – including the Eastern, Southern, Midwest, and Western Economic Association. Our thanks go to Lisa Barrow (Midwest), Ann Owen (Eastern), Catherine Mann (Southern) and Lori Kletzer (Western), for their excellent programs and efforts to help women economists in their regions maintain and increase their professional networks. Abstracts of the papers presented at these association meetings are presented in the newsletters each year.

Additional Words of Thanks

The Chair would like to thank the membership chair, Joan Haworth and her staff, including Lee Fordham and Donya Samara, for their essential contribution to our

outreach mission. Joan Haworth has also generously contributed to CSWEP by establishing the Joan Haworth Mentoring Fund to which women or institutions may apply for funds to support or develop mentoring activities or relationships to facilitate the professional advancement of women. See <http://www.cswep.org/mentoring/MentoringFund.htm>, for further details about this program.

The terms of four of our Committee members ended in December – Daniel Hamermesh, Catherine Mann, Lisa Barrow and Karine Moe. They all made outstanding contributions and we are enormously grateful to them for their willingness to serve. The Chair would also like to especially thank Karine Moe for agreeing to serve another three year term during which she will continue her oversight of the *Newsletter*. This year we welcomed new Committee members Gail Hoyt, Katherine Abraham and Nancy Rose. We are pleased to have them aboard and thank them for the very significant contributions they have already made, especially Gail Hoyt for her work in updating and expanding the CSWEP website (www.cswep.org). The Chair also thanks the other members of the Committee for their exceptional efforts in the past year to advance the goals of CSWEP.

The Chair also warmly thanks Liane O'Brien who has provided excellent and indispensable administrative support for the Committee and served as Assistant Editor of the *Newsletter* over the past year. The Chair would also like to thank Jane Herr for her assistance in proof reading the newsletters. The Committee is also deeply indebted to Cornell University and the staff of the School of Industrial and Labor Relations for their administrative support of CSWEP's activities and for providing CSWEP with office space and other resources.

The 2006 Boston ASSA meetings mark the end of my three-year term as Chair of CSWEP. It has been an honor and a privilege to serve as Chair. It's been a big job but a very gratifying one. I reflect with pleasure that as CSWEP looks towards the thirty-fifth anniversary of its founding in 2007, it remains a healthy, vibrant organization.

Francine D. Blau, Chair

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Figure 1. Percentage of Economists in the Pipeline Who Are Female--All Ph.D. Granting Departments

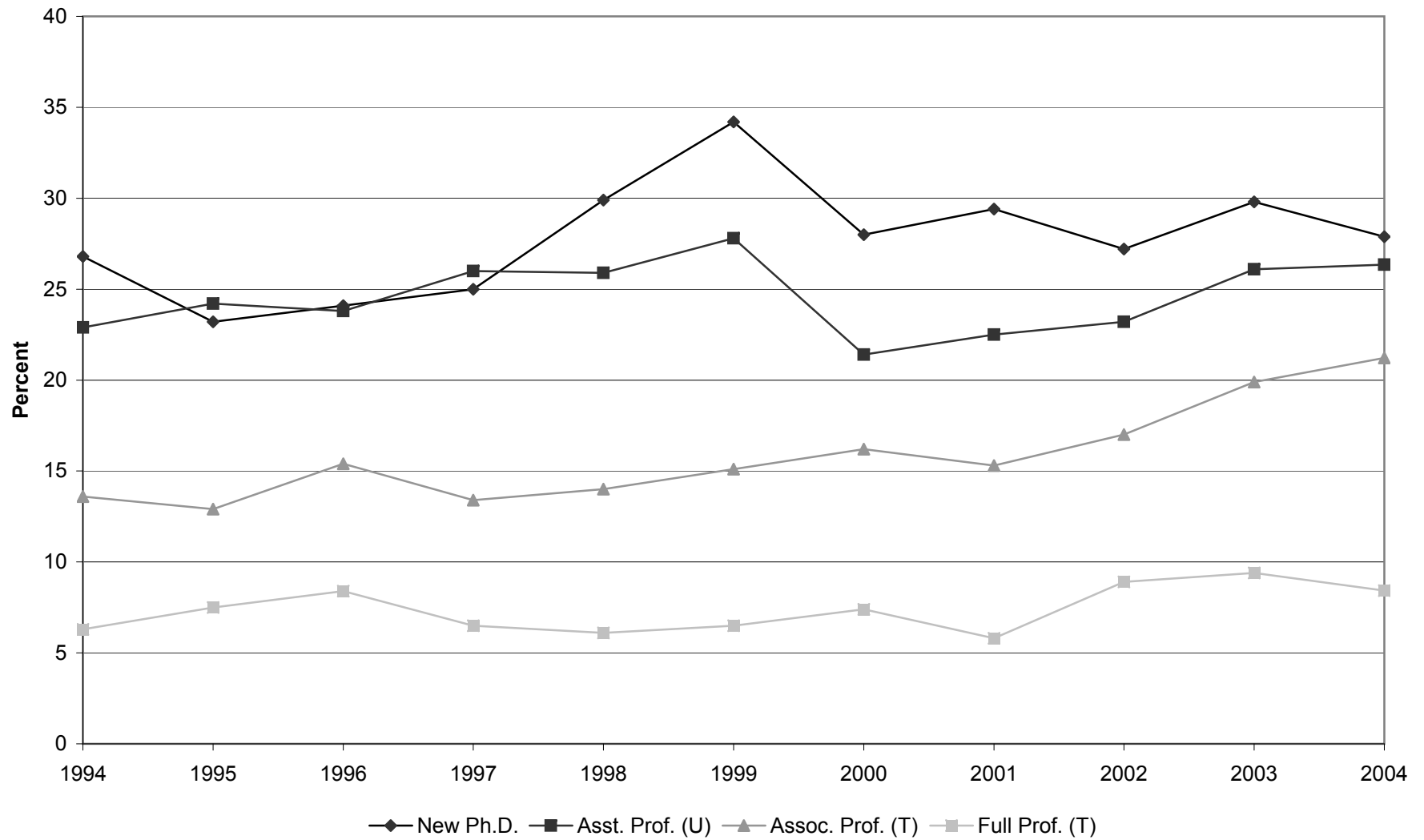


Table 1 -- The Percentage of Economists in the Pipeline Who Are Female, 1995-2005

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
All Ph.D. Granting Departments											
1st yr students	30.5	30.5	31.3	32.2	35.6	38.8	31.9	33.9	34.0	33.9	31.9
ABD	27.8	28.3	26.8	28.2	33.0	32.3	30.2	30.6	32.7	33.1	33.9
New Ph.D.	23.2	24.1	25.0	29.9	34.2	28.0	29.4	27.2	29.8	27.9	31.1
Assistant Professor (U)	24.2	23.8	26.0	25.9	27.8	21.4	22.5	23.2	26.1	26.3	29.4
Associate Professor (U)	14.1	9.1	11.1	15.9	27.3	17.2	10.0	17.2	24.0	11.6	31.2
Associate Professor (T)	12.9	15.4	13.4	14.0	15.1	16.2	15.3	17.0	19.9	21.2	19.2
Full Professor (T)	7.5	8.4	6.5	6.1	6.5	7.4	5.8	8.9	9.4	8.4	8.5
N departments	95	98	95	92	77	76	69	83	95	98	93
Top 10 Ph.D. Granting Departments											
1st yr students	24.5	26.5	20.3	27.2	29.6	29.5	26.9	28.5	21.2	26.0	26.0
ABD	24.1	23.9	25.0	22.0	25.2	25.2	26.6	27.0	26.1	26.3	26.3
New Ph.D.	19.6	18.6	16.5	25.9	24.3	23.0	30.5	25.7	26.3	25.5	31.4
Assistant Professor (U)	14.1	21.1	20.0	17.7	14.7	18.2	18.8	15.8	21.9	21.3	24.1
Associate Professor (U)	6.7	0.0	12.5	36.4	45.5	30.8	13.3	7.7	11.1	12.5	30.0
Associate Professor (T)	12.0	20.0	12.5	7.7	28.6	36.4	23.5	28.6	17.6	6.7	14.3
Full Professor (T)	4.7	5.3	5.0	3.7	3.9	7.1	6.3	5.6	7.0	8.2	7.3
N departments	9	9	8	7	7	7	10	9	10	10	10
Top 20 Ph.D. Granting Departments											
1st yr students	26.1	30.2	21.5	28.8	31.1	32.8	30.5	31.9	26.1	27.7	27.0
ABD	26.8	26.4	28.6	24.1	25.4	26.2	27.2	27.2	28.4	29.7	28.9
New Ph.D.	21.8	22.7	24.9	27.1	28.1	24.6	26.8	24.7	24.8	28.2	30.7
Assistant Professor (U)	17.5	18.2	17.8	16.4	21.6	17.7	18.8	21.5	25.1	24.1	27.0
Associate Professor (U)	5.9	0.0	7.7	36.4	46.2	26.7	13.3	13.3	23.1	20.7	26.7
Associate Professor (T)	12.1	16.7	16.0	8.3	16.3	12.8	19.6	22.9	18.9	12.1	14.3
Full Professor (T)	5.4	5.5	5.9	4.7	4.8	7.4	7.0	9.0	6.3	7.6	7.5
N departments	19	19	17	16	15	15	18	18	19	19	20

Notes: U refers to untenured and T refers to tenured. ABD indicates students who have completed "all but dissertation."

Table 2 -- Percentage Female for Ph.D. granting Economics Departments (2005)

A. Faculty Composition (2005-2006 Academic Year)	Women	Men	Percentage Female
Assistant Professor	165	390	29.8
Untenured	157	377	29.4
Tenured	8	13	38.1
Associate Professor	84	330	20.3
Untenured	12	27	31.2
Tenured	72	303	19.2
Full Professor	109	1,151	8.7
Untenured	2	5	28.6
Tenured	107	1,146	8.5
All tenured/tenure track	358	1,870	16.1
Other (non-tenure track)	107	163	39.6
All faculty	465	2,033	18.6
B. Students and Job Market	Women	Men	Percentage Female
Students (2005-2006 Academic Year)			
First-year Ph.D. students	436	931	31.9
ABD students	1,043	2,034	33.9
Ph.D. granted (2004-2005 Academic Year)	260	575	31.1
Job Market (2004-2005 Academic Year)			
U.S. based job	198	401	33.1
Academic, Ph.D. granting department	92	202	31.3
Academic, Other	31	67	31.6
Public sector	33	64	34.0
Private sector	42	68	38.2
Foreign Job obtained	51	154	24.9
Academic	36	81	30.8
Nonacademic	15	73	17.0
No job found	18	34	34.6

Note: ABD indicates students who have completed "all but dissertation."

Table 3: Percentage Female for Top 10 and Top 20 Ph.D. Granting Economics Departments (2005)

A. Faculty Composition (2005-2006 Academic Year)	Top 10			Top 20		
	Women	Men	Percentage Female	Women	Men	Percentage Female
Assistant Professor	27	85	24.1	52	141	27.0
Untenured	27	85	24.1	52	141	27.0
Tenured	0	0	--	0	0	--
Associate Professor	5	19	20.8	10	41	19.8
Untenured	3	7	30.0	6	17	26.7
Tenured	2	12	14.3	4	24	14.3
Full Professor	19	217	8.1	34	396	7.9
Untenured	2	2	50.0	2	2	50.0
Tenured	17	215	7.3	32	394	7.5
All tenured/tenure track	51	321	13.7	96	577	14.3
Other (non-tenure track)	22	17	56.4	33	29	53.2
All faculty	73	338	17.8	129	606	17.6
B. Students and Job Market	Women	Men	Percentage Female	Women	Men	Percentage Female
Students (2005-2006 Academic Year)						
First-year Ph.D. students	79	225	26.0	128	346	27.0
ABD students	225	631	26.3	405	994	28.9
Ph.D. granted (2004-2005 Academic Year)	66	144	31.4	111	250	30.7
Job Market (2004-2005 Academic Year)						
U.S. based job	52	117	30.8	84	169	33.2
Academic, Ph.D. granting department	35	74	32.1	49	103	32.2
Academic, Other	4	4	50.0	6	9	40.0
Public sector	6	17	26.1	13	29	31.0
Private sector	7	22	24.1	16	28	36.4
Foreign Job obtained	14	18	43.8	24	50	32.4
Academic	12	13	48.0	20	34	37.0
Nonacademic	2	5	28.6	4	16	20.0
No job found	1	5	16.7	2	8	20.0

Note: ABD indicates students who have completed "all but dissertation."

Table 4: Distribution of Departments by Number of Women on the Faculty (2005)

Number of Women	All Ph.D Granting Economics Departments			Top 20 Economics Departments		
	All	Assistant	Associate	All	Assistant	Associate
			or Full			or Full
0	5.4	17.2	18.3	0.0	10.0	15.0
1-2	22.6	53.8	41.9	10.0	35.0	35.0
3-4	38.7	23.7	31.2	45.0	40.0	35.0
5 and over	33.3	5.4	8.6	45.0	15.0	15.0
Mean women per department*	3.9	1.8	2.1	4.8	2.6	2.2

* In tenured or tenure-track positons.

Table 5 -- Percentage Female for Economics Departments in Liberal-Arts Institutions (2005)

A. Faculty Composition (2005-2006 Academic Year)	Women	Men	Percentage Female
Assistant Professor	68	107	38.9
Untenured	64	103	38.3
Tenured	4	4	50.0
Associate Professor	70	92	43.3
Untenured	6	7	46.2
Tenured	64	85	43.1
Full Professor	46	208	18.1
Untenured	1	5	16.7
Tenured	45	203	18.1
All tenured/tenure track	184	407	31.2
Other (non-tenure track)	28	76	27.0
All faculty	212	483	30.5
B. Student Information	Women	Men	Percentage Female
Student Majors (2004-05 Academic Year)	1,046	1,880	35.7