SAINT LOUIS UNIVERSITY

FACULTY SENATE
GENDER EQUITY TASK FORCE

Quantitative Committee
Descriptive Profile of Full-Time Faculty
Gender Distribution
as of October 13, 2015

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Table of Contents

Foreword

This report was produced by the Quantitative Committee of the Saint Louis University Gender Equity Task Force ("SLU GETF"). The SLU GETF was formed as a project of the SLU Faculty Senate in Spring 2015. The SLU GETF received the following charge from SLU President Fred Pestello:

    a. To examine data in multiple areas of university activity such as climate, recruitment, hiring and appointment of faculty, workload distribution, allocation of leadership responsibilities, compensation and promotion to assess whether faculty are treated equitably and are not disadvantaged because of their gender;

    b. To determine if there are areas of perceived gender inequity among the faculty with an awareness that gender may intersect with other issues and identities; and

    c. To prepare a report on the findings and conclusions of the task force that will include a plan, with recommendations, to address any inappropriate gender differences.

The SLU GETF is composed of full-time faculty members who represent each of the schools and colleges within the university. The work of the SLU GETF is conducted through two committees, the Quantitative Committee and the Perceptions Committee. The goal of the Quantitative Committee is to provide a quantitative evaluation of gender equity indicators among full-time faculty at Saint Louis University. The goal of the Perceptions Committee is to explore perceived differences in full-time faculty experience based on gender at Saint Louis University. This report is one of several projects of the SLU GETF that are currently ongoing.

This report sets forth the results of data collection and analysis by the Quantitative Committee on the question "What is the gender distribution of full-time faculty at Saint Louis University?" To our knowledge, this report is the first of its kind since SLU currently does not publish a report on faculty gender demographics. The SLU GETF recommends that the university collect, analyze and publish information on an annual basis of the type and in the format presented in this report.

The Quantitative Committee expresses its gratitude to Provost Nancy Brickhouse, Associate Provost Michael Lewis, Assistant Provost Steven Sanchez, Assistant Provost Stacey Barfield Harrington, and Director of Institutional Research Brett Magill for their support of this project. The Quantitative Committee also thanks Faculty Senate President Douglas Williams and Faculty Senate Past President Jane Turner for their ongoing guidance and advice.

The following members of the Quantitative Committee contributed to the preparation of this report: Sue Heaney, Leslie Hinyard, Rebecca Hyde, Allison Miller, Michelle Sabick, Gretchen Salsich, and Constance Wagner.

Executive Summary

The current report summarizes the findings of the research question: What is the gender distribution across faculty positions at Saint Louis University? Three overarching trends emerged across the university:

- There are more men than women in full-time faculty positions at Saint Louis University (Fig. 1).
- Women are more likely than men to be represented in full-time non-tenure track (NTT) faculty positions. There are fewer women than men in full-time tenured and tenure track (TT) faculty positions (Fig. 2).
- Men are more likely to be full professors than women in full-time NTT positions (Fig. 3a) and in full-time TT positions (Fig. 3b).

Trend 1: There are more men than women in full-time faculty positions at Saint Louis University (Fig. 1).

Of the 1,468 full-time faculty in the Committee's population sample, 55.8% (819) are male and 44.2% (649) are female. The gender distribution of full-time faculty varies by School/College/Center. Schools/Colleges/Centers with a greater proportion of male faculty are as follows:

- School of Medicine (N = 647), 62% of full-time faculty are male and 38% are female.
- College of Arts and Sciences (N = 355), 57% of full-time faculty are male and 43% are female.
- John Cook School of Business (N = 61), 77% of full-time faculty are male and 23% are female.
- Parks College of Engineering, Aviation and Technology (N = 38), 82% of full-time faculty are male and 18% are female.
- College for Public Health and Social Justice (N = 75), 53% of full-time faculty are male and 47% are female.
- School for Professional Studies (N = 15), 67% of full-time faculty are male and 33% are female.
- Center for Advanced Dental Education (N = 6), 100% of full-time faculty are male.
- Albert Gnaegi Center for Healthcare Ethics (N = 7), 71% of full-time faculty are male and 29% are female.
- Center for Sustainability (N = 5), 80% of full-time faculty are male and 20% are female.

Schools/Colleges/Centers with more female faculty than male faculty or an equal distribution of male and female faculty are as follows:

- Doisy College of Health Sciences (N = 81), 23% of full-time faculty are male and 77% are female.
- School of Nursing (N = 55), 4% of full-time faculty are male and 96% are female.
- School of Education (N = 27), 37% of full-time faculty are male and 63% are female.
- School of Law (N = 55), 45% of full-time faculty are male and 55% are female.
- Center for Outcomes Research (N = 8), 50% of full-time faculty are male and 50% are female.
- University Libraries (N = 35), 26% of full-time faculty are male and 74% are female.

Trend 2: Women are more likely to be represented in full-time NTT faculty positions than men. There are fewer women than men in full-time TT faculty positions (Fig. 2).

For female faculty, 57% hold NTT positions and 43% hold TT positions. In contrast, for male faculty, 42% hold NTT positions while 58% hold TT positions.

The trend of females in NTT positions holds for nearly every School/College/Center at Saint Louis University, regardless of the overall number of females and males in the unit.

- In the School of Medicine, 38% of faculty members are female. 78% of females are in NTT positions and 63% of men are in NTT positions.
- In the College of Arts and Sciences, 43% of faculty members are women. 23% of females are in NTT positions compared with 10% of males.
- In the John Cook School of Business, 23% of faculty members are female. 42% of females are in NTT positions compared with 13% of males.
- In the College for Public Health and Social Justice, 47% are female. 23% of females are in NTT position compared to 17% of males.
- In the School of Education, 63% of faculty members are female. 35% of females are in NTT positions compared with 30% of males.
- In the School of Law, 55% of faculty members are female. 53% of females are in NTT positions compared to 16% of males.
- In the Doisy College of Health Sciences, 77% of faculty members are female. 77% of females are in NTT positions compared to 58% of males.
- In the School of Nursing, 96% of faculty members are female. 53% of female faculty are in NTT positions compared to 0% of males.
- In the Center for Outcomes Research, 50% of faculty members are female. 75% of female faculty are in NTT positions compared to 50% of males.

Exceptions to this trend are noted in the following units:

- In the Parks College of Engineering, Aviation and Technology, 18% of faculty members are female. 14% of female faculty members are in NTT positions and 25% of males are in NTT positions.
- In the School for Professional Studies, 33% of faculty members are female. 60% of female faculty members are in NTT positions and 80% of males are in NTT positions.
- In the Albert Gnaegi Center for Healthcare Ethics, 29% of faculty members are female. There are no female faculty members in NTT positions, but 20% of males are in NTT positions.
- In the Center for Sustainability, 20% of faculty members are female. There are no NTT faculty in the Center for Sustainability.
- In the University Libraries, 74% of faculty members are female. 100% of University Libraries faculty are NTT.
- There are no female faculty members in the Center for Advanced Dental Education.

Trend 3: Men are more likely to be full professors than women.
- **Among NTT faculty, 62% of full professors are male (Fig. 3A)**
- **Among TT faculty, 77% of full professors are male (Fig. 3B).**

Men are more likely to be full professors than women with some exceptions by School/College/Center.

For NTT faculty, the trend is supported in some Schools/Colleges/Centers.

- In the College of Arts and Sciences, 100% of NTT full professors are male; the total number of NTT full professors is small (n = 2).
- In the School of Medicine, 68% of NTT full professors are male.
- In the Parks College of Engineering, Aviation and Technology, 100% of NTT full professors are male; the total number of NTT full professors is small (n=1).

Exceptions to the trend for NTT faculty are noted in the following units:

- There are no NTT full professors in the John Cook School of Business.
- There are no NTT full professors in the School of Education.
- There are no NTT full professors in the College for Public Health and Social Justice.
- There are no NTT full professors in the Albert Gnaegi Center for Health Care Ethics.
- There are no NTT full professors in the Center for Advanced Dental Education.
- There are no NTT full professors in the Center for Outcomes Research.
- There are no NTT full professors in the Center for Sustainability.
- In the Doisy College of Health Sciences, 100% of NTT full professors are female; the total number of NTT full professors is small (n = 2).
- In the School of Law, 100% of the NTT full professors are female; the total number of NTT full professors is small (n = 2).
- In the School of Nursing 100% of NTT full professors are female; however, there are only 2 male faculty in the entirety of the School of Nursing.
- In the School for Professional Studies, 100% of NTT full professors are female; the total number of NTT full professors is small (n = 1).
- In the University Libraries, 63% of NTT full professors are female; all University Libraries faculty are NTT.

For TT faculty, the trend is similar but more pronounced with many Schools/Colleges/Centers having more males than females in TT full professor positions.

- In the College of Arts and Sciences, 77% of TT full professors are male.
- In the John Cook School of Business, 95% of TT full professors are male.
- In the Parks College of Engineering, Aviation and Technology, 90% of TT full professors are male.
- In the School for Professional Studies, 67% of TT full professors are male.
- In the School of Law, 65% of TT full professors are male.
- In the School of Medicine, 81% of the TT full professors are male.
- In the College for Public Health and Social Justice, 70.6% of TT full professors are male.
- In the Center for Advanced Dental Education, 100% of the TT full professors are male.
- In the Albert Gnaegi Center for Health Care Ethics, 100% of the TT full professors are male.
- In the Center for Outcomes Research, 67% of the TT full professors are male.
- In the Center for Sustainability, 100% of the TT full professors are male.

Exceptions to the trend for TT faculty are noted in the following units:

- In the School of Education, 66% of TT full professors are female; the total number of TT full professors is small (n = 3).

- In the Doisy College of Health Sciences, 80% of TT full professors are female; the total number of TT full professors is small (n = 5).
- In the School of Nursing, 100% of TT full professors are female; however, there are only 2 male faculty in the entirety of the School of Nursing.
- There are no TT faculty in the University Libraries.

Figure 1.
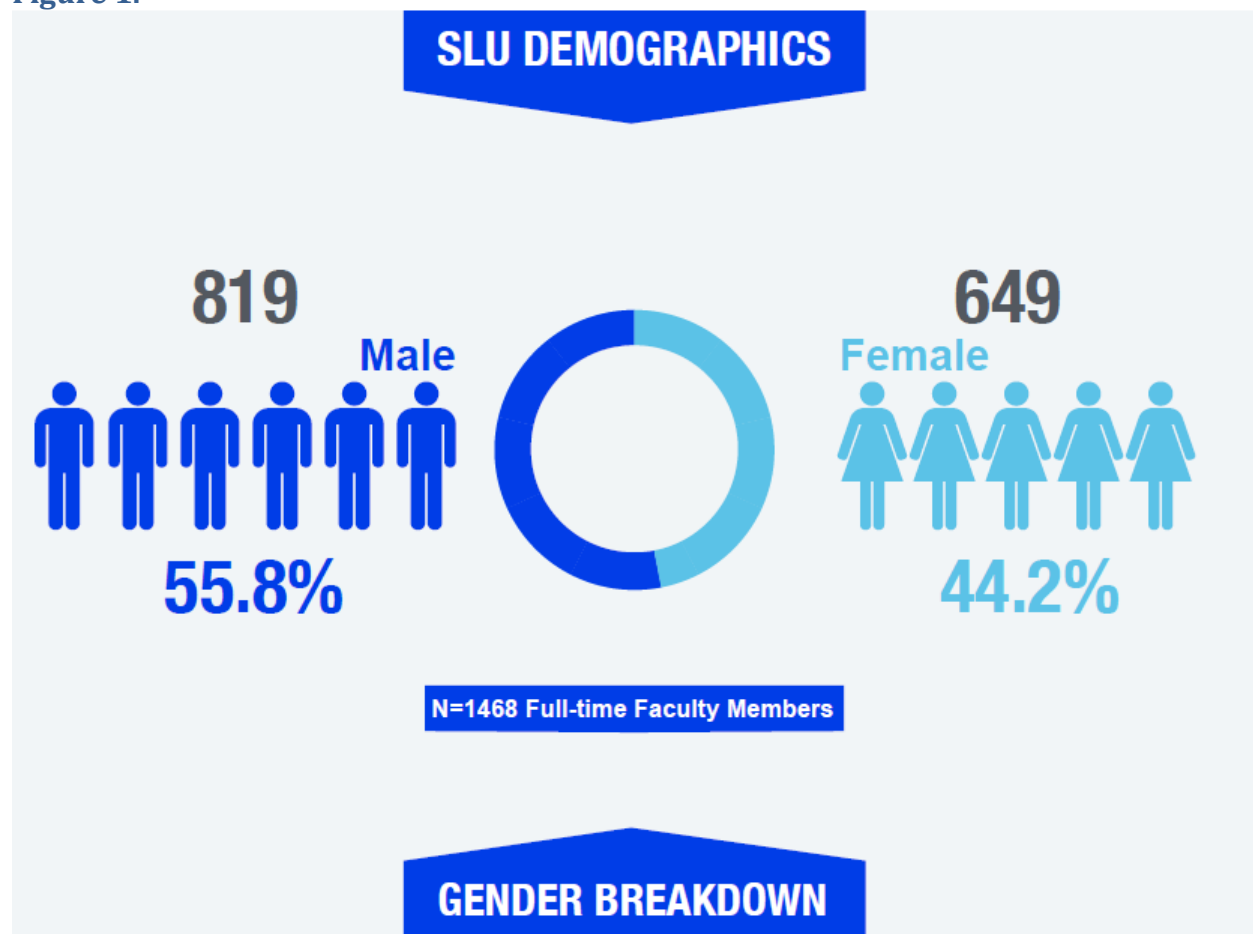
There are more men than women in full-time faculty positions at Saint Louis University. The current report is based on cross-sectional data as of October 13, 2015. We do not have information on the longitudinal trend of gender distribution at Saint Louis University.

Figure 2.

SLU DEMOGRAPHICS

41%

14%

44%

● Non TT

● TT

● Tenured

N=1468 Full-time Faculty Members

57%

17%

26%

TENURE-TRACK STATUS
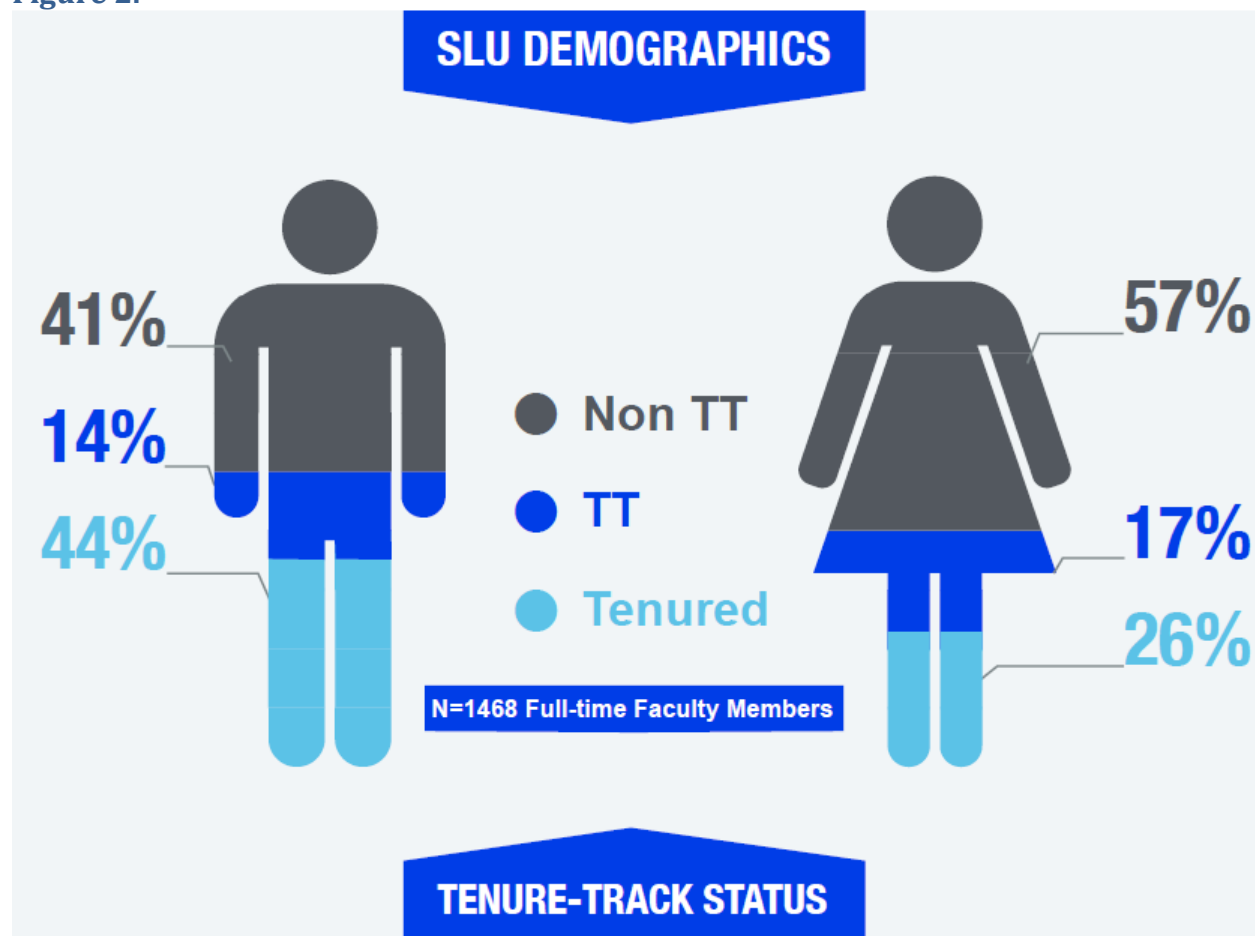
Women are more likely to be represented in full-time NTT positions than men. There are fewer women than men in full-time TT positions.

Figure 3a.

SLU DEMOGRAPHICS

Professor	48		Professor	30
Associate Professor	79		Associate Professor	75
Assistant Professor	132		Assistant Professor	170
Instructor	41		Instructor	66
Research Faculty	29		Research Faculty	14
Clinical Faculty or Other	8		Clinical Faculty or Other	17

N=709 Non-Tenure Track Faculty Members

Each Icon Represents 20 Faculty

ACADEMIC RANK
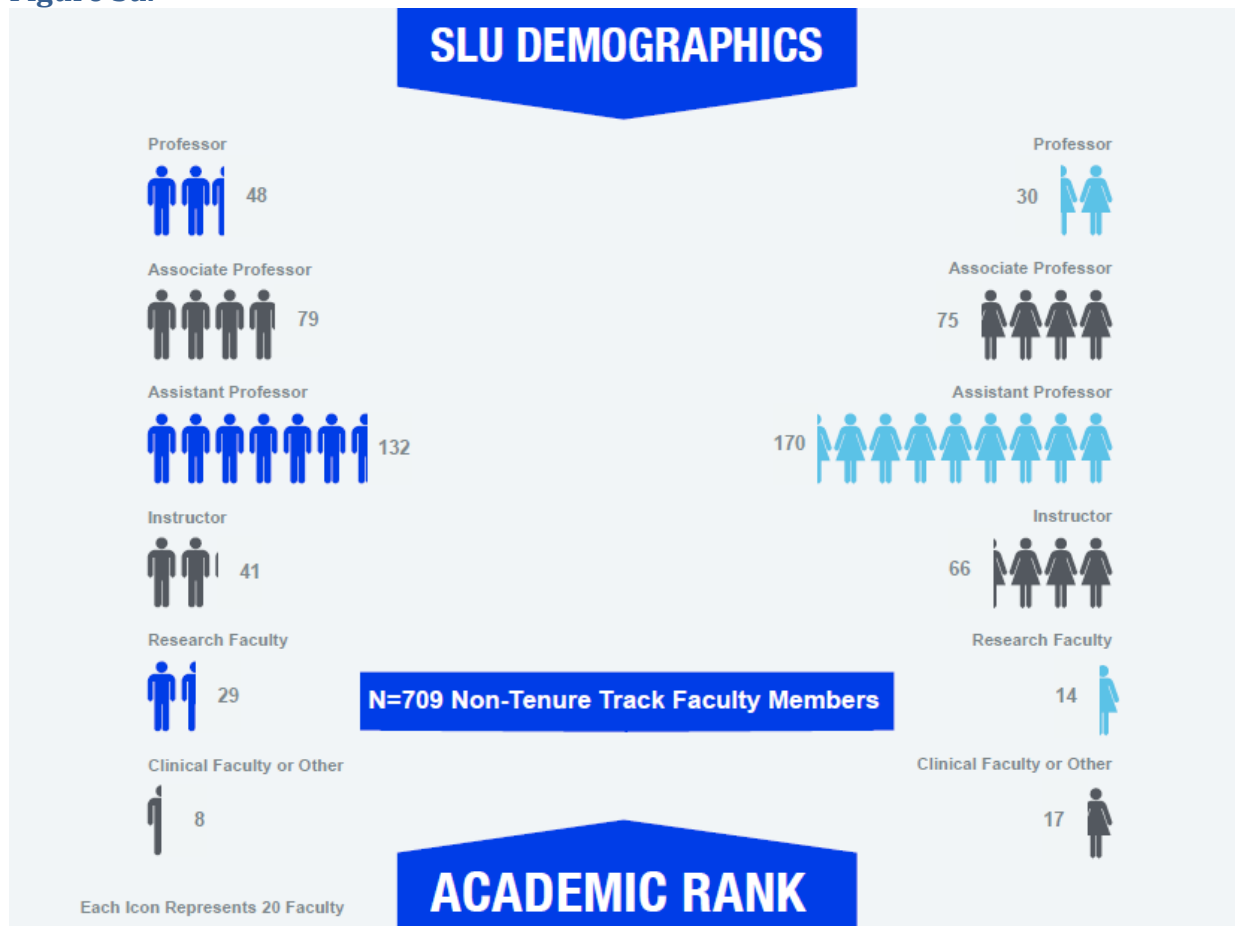
In full-time NTT positions, men are more likely to be full professors than women.

Figure 3b.
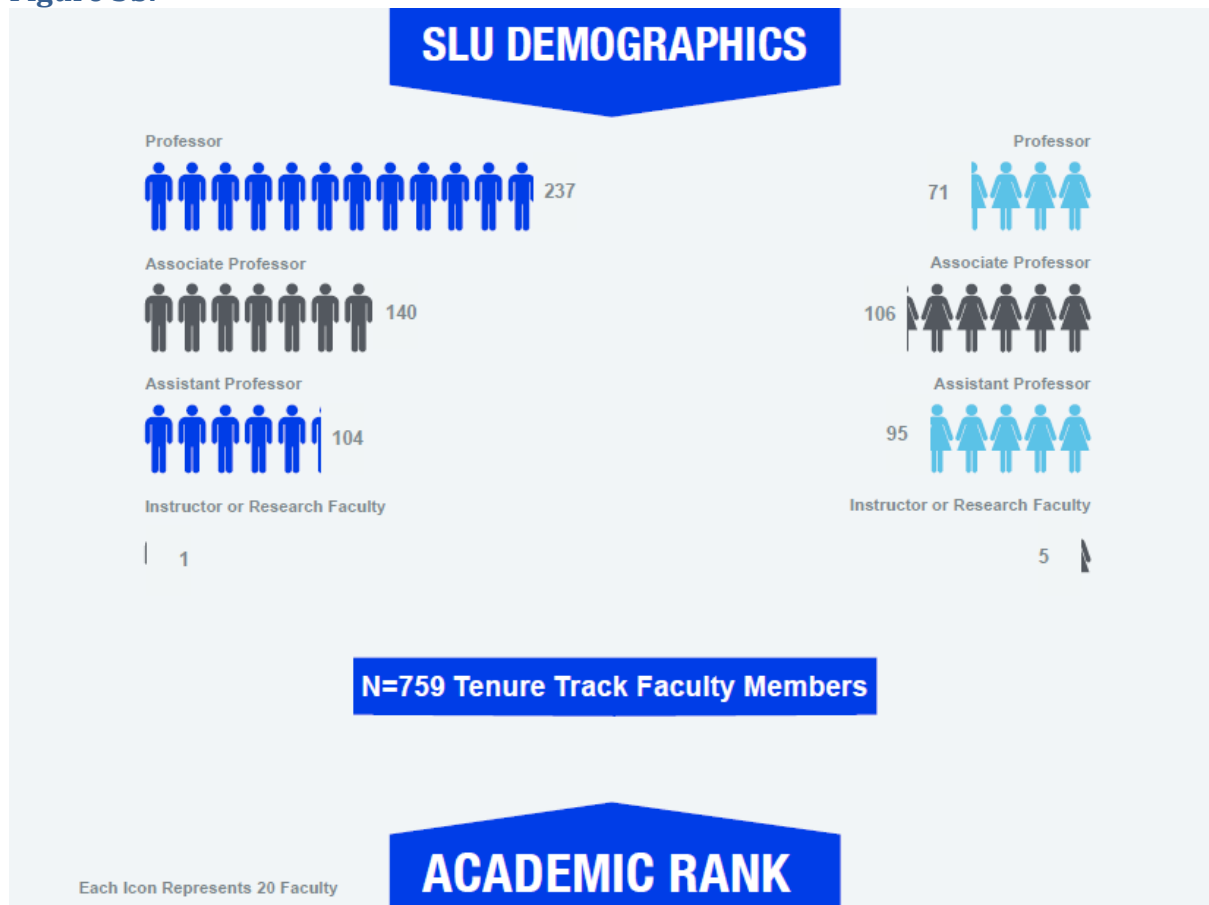
In full-time TT positions, men are more likely to be full professors than women.

Questions Raised by this Analysis

Questions raised by Trend 1

Trend 1 is that there are more men than women in full-time faculty positions at Saint Louis University. The current report is based on cross-sectional data as of October 13, 2015. We do not have information on the longitudinal trend of gender distribution at Saint Louis University.

Trend 1 raises the following questions:

- What is the longitudinal trend of gender distribution historically and is the gender distribution changing across time?
- Is the current disparity in gender distribution the product of recruitment and retention practices?

Questions raised by Trend 2

Trend 2 is that women are more likely to be represented in full-time NTT faculty positions across the university. There are fewer women than men in full-time TT faculty positions.

Trend 2 raises the following questions:

- Are there differences in pay, workload, and/or opportunity for leadership positions between NTT and TT faculty positions in the university and in individual units?
- Why is there a higher percentage of women than men in NTT faculty positions?
- Why is there a higher percentage of men than women in TT faculty positions?
- Is there a pathway to transition from NTT to TT faculty positions within the university?

Questions raised by Trend 3

Trend 3 is that men are more likely than women to be full professors. In full-time NTT faculty positions, men are more likely to be full professors than women. In full-time TT faculty positions, men are more likely to be full professors than women.

Trend 3 raises the following questions:

- Why is there a higher number of male than female full professors on both the NTT and TT? While this may be due in part to historical trends, are there other factors influencing the distribution of men and women in these positions?
- Do individual departments offer mentoring and support for promotion and tenure for female faculty?
- Do individual departments employ unbiased talent management strategies?

- Are females leaving the university at a greater rate than males? If they are leaving at a greater rate, at what rank do they leave?
- Do women have greater teaching and service responsibilities than men?
- Do women have fewer opportunities for research and scholarship than men?
- Do individual departments offer collegial and supportive working environments for female faculty?

Recommendations Based on this Analysis

1. Collect, analyze, and report data on gender distribution in faculty positions on an annual basis.

2. Identify factors driving the trends noted in this report in each School/College/Center.

3. Develop action plans for addressing gender differences in individual units.

4. Develop a plan to address gender balance in recruitment and hiring, including reporting on ongoing searches for NTT and TT faculty positions. Reports should include information on search committee composition, applicant pool, interview pool, and offers made.

5. Develop a plan to enhance mentoring and retention of female faculty members from the assistant professor level through to full professor. Mentoring and retention strategies should be explicit and embedded into departmental culture.

Note on Data Collection and Methodology

The Co-Chairs of the Quantitative Committee met with Steve Sanchez (Office of Institutional Research), Michael Lewis (Faculty Affairs) and Stacey Barfield Harrington (Office of the Provost) on July 13, 2015. After reviewing a series of eight questions identified by the Quantitative Committee as relevant to the charge given to the SLU GETF, it was determined that the data necessary for the examination of Question 1—a cross-sectional description of the gender distribution of Saint Louis University—could be obtained from the Office of Institutional Research. Data was provided to the co-chairs of the Quantitative Committee by the Office of Institutional Research on October 23, 2015. Data provided to the Committee that is used in the analysis is representative of the Saint Louis Faculty as of October 13, 2015.

The initial data set included both part- and full-time faculty and included 2778 individuals. Individuals with Faculty Type Code A161, A160, A162, POST EMER, TEMP were excluded from the analysis, as those codes represent faculty types that are not defined as full-time. Individuals with Faculty Type: 4-Adjunct or 3-Part-Time were also excluded from the analysis as they are not full-time faculty. Finally, individuals with the Rank Adjunct Assistant Professor, Adjunct Instructor, Adjunct Professor, and Visiting Assistant Professor were excluded. The final data set contains 1468 full-time faculty of Saint Louis University.

Data Cleaning and Categorization

Academic Units
Academic unit data was reported for the following academic units:

College of Arts and Sciences
 American Studies
 Biology
 Chemistry
 Communication Sciences and Disorders
 Communication
 Earth and Atmospheric Sciences
 English
 ESL
 Fine and Performing Arts
 History
 Math and Computer Science
 Philosophy
 Physics
 Political Science
 Psychology
 Sociology and Anthropology
 Theological Studies
 Women's Studies
John Cook School of Business
 Accounting
 Decision Science and IT Management
 Finance
 International Business

Management
Marketing
School of Education
Parks College of Engineering, Aviation and Technology
Doisy College of Health Sciences
School of Law
School of Medicine
School of Nursing
School for Professional Studies
College for Public Health and Social Justice
Behavioral Sciences
Biostatistics
Community Health
Criminal Justice
Environmental and Occupational Health
Epidemiology
Health Management and Policy
School of Social Work
Center for Advanced Dental Education (CADE)
Albert Gnaegi Center for Health Care Ethics
Center for Outcomes Research (SLU*COR*)
Center for Sustainability
University Libraries

There is only one, male full-time faculty member in the College of Philosophy and Letters and, therefore, no further reporting on the college was warranted.

Tenure Status
Tenure status was examined in two ways. First, tenure was examined using a three category classification scheme: non-tenure track, tenure track pre-tenure, and tenured. A second tenure status variable was created to examine rank independent of tenure track status. The second tenure variable was re-categorized as faculty who are non-tenure track versus those who are tenure track (including both the pre-tenure and tenured faculty).

Upon inspection of the tenure variable, there were three faculty members listed as faculty type code "NTT", but with tenure status as "tenure track". All three are assistant professors who were appointed in the last year. For the purposes of analyses, these individuals were categorized as pre-tenure tenure track.

Rank
The data reported from the Office of Institutional Research contained the following rank classifications:
- Other faculty
- Clinical faculty
- Research faculty
- Instructor
- Assistant Professor
- Associate Professor

- Full Professor

To avoid incorrect classification of the Other, Clinical, and Research faculty designations, the decision was made to retain the OIR classification of this variable for comparative analysis.

Highest Degree
To examine highest degree listed for each faculty member, degree status was categorized into less than doctorate and doctorate. The following codes were used to classify individuals by degree status:

> Less than Doctorate: 'BA', 'BS', 'BSN', 'MBBCH', 'TBSGY', 'TLLB', 'MA', 'MACC', 'MAT', 'MBA', 'MBBCH', 'MED', 'MHA', 'MHI', 'MMS', 'MOT', 'MPA', 'MPH', 'MPT', 'MS','MSBDM', 'MSN', 'MSND', 'MSNR', 'MSR', 'MSTAIN', 'MSW', 'TMA', 'TMECHE', 'TMECN', 'TMFA', 'TMHS', 'TMLS'

> Doctorate: 'DDS', 'DED', 'DNP', 'DPH', 'DPT', 'DR', 'DSC', 'EDD', 'JD', 'MD', 'PHD', 'TDDM', 'TDMSC', 'TDOMED', 'TDOPT', 'TDOT', 'TDP4', 'TDVMED', 'TMBBS'

Based on information provided by Stacey Barfield Harrington in the Office of the Provost, there is some concern that the data for highest degree are not completely reliable as faculty may obtain higher degrees after they become employed by the University, but that information may not be coded into Banner upon degree completion. Data as provided to the Committee is reported here; however, it should be recognized that conclusions related to the distribution of highest degree should be investigated further rather than taken at face value due to the potential for reporting error.

Race
The race/ethnicity variable provided by the Office of Institutional Research contained 12 distinct categories; however, due to the small number of faculty in most of the categories, the race variable was collapsed into the following categories:
- White
- Black
- Asian/Pacific Islander/Native Hawaiian
- Other

The Committee recognizes that collapsing of self-identified race categories may not be considered optimal for understanding the make-up of the SLU population; however, from a statistical perspective, there were too few faculty in many of the categories to meet the assumptions of the chi-squared test and, therefore, the decision was made to collapse the categories into the most meaningful groups possible.

The Committee recognizes the importance of understanding multiple identities, including the intersection of race and gender. A breakdown of racial/ethnic categories of faculty by gender will be included in a later SLU GETF report.

Time in Current Rank
Time in current rank was calculated by subtracting the date of appointment to current rank from the day of the data pull (October 13, 2015).

Time at SLU
Time at SLU was calculated by subtracting the start date at SLU from the day of the data pull (October 13, 2015).

Administrative Assignments
The Committee wished to examine the data on administrative appointments; however, it was deemed that the data were too unreliable for assessing the actual administrative appointments at the university and were, therefore, not included in the report. Currently, administrative appointments are only recorded at the university level if there is an associated administrative stipend that is reported through the Office of Faculty Affairs. The Committee is aware that compensation for administrative appointments at the department or program level may not have an official stipend reported at the university level as compensation for administrative time may take the form of a reduction in teaching load or other activities. As such, these administrative roles are not reported at the university level.

Data Analysis

Descriptive statistics were calculated and reported for:
- The entirety of full-time faculty at Saint Louis University
- All Schools/Colleges/Centers as a group, excluding the School of Medicine
- For each School/College/Center individually
- For individual departments in the following Schools and Colleges:
    - College of Arts and Sciences
    - John Cook School of Business
    - Doisy College of Health Sciences
    - College for Public Health and Social Justice

We examined the gender distribution of the faculty by comparing the proportion of men and women for each of the following variables using a chi-squared test:
- rank
- tenure status
- highest degree

We also examined time in current rank and time at SLU using the Mann-Whitney U test. Inferential tests were only conducted on units with n > 20.

Full Faculty of Saint Louis University

Table 1a. All faculty at Saint Louis University stratified by gender.
Saint Louis University (N = 1468)

	Female N (%)	Male N (%)	p
	649 (44.21)	819 (55.79)	
Degree			
< Doctorate	125 (19.41)	58 (7.12)	< . 0001
Doctorate	519 (80.59)	757 (92.88)	
Tenure Track			
Non TT	372 (57.32)	337 (41.15)	< .0001
TT	111 (17.10)	118 (14.41)	
Tenured	166 (25.58)	364 (44.44)	
Rank			
Other Faculty	0 (0)	2 (0.24)	< .0001
Research Faculty	15 (2.31)	30 (3.66)	
Clinical Faculty	17 (2.62)	6 (0.73)	
Instructor	70 (10.79)	41 (5.01)	
Assistant Professor	265 (40.83)	236 (28.82)	
Associate Professor	181 (27.89)	219 (26.74)	
Professor	101 (15.56)	285 (34.80)	
Race			
White	503 (77.50)	619 (75.58)	.0162
Black	32 (4.93)	25 (3.05)	
Asian/Pacific Islander/Native Hawaiian	76 (11.71)	136 (16.61)	
Other	38 (5.86)	39 (4.76)	

Table 1b. All faculty at Saint Louis University stratified by characteristic.

	Highest Degree	
	< Doctorate	Doctorate
Male	58 (31.69)	757 (59.33)
Female	125 (68.31)	519 (40.67)

	Tenure Track		
	Non TT	TT	Tenured
Male	331 (48.46)	118 (51.53)	365 (68.61)
Female	352 (51.54)	111 (48.47)	167 (31.39)

	Race			
	White	Black	Asian	Other
Male	619 (55.17)	25 (43.86)	136 (64.15)	39 (50.65)
Female	503 (44.83)	32 (56.14)	76 (35.85)	38 (49.35)

	Rank						
	Other Faculty	Research Faculty	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	2 (100.00)	30 (66.67)	6 (26.09)	41 (36.94)	234 (47.46)	217 (55.64)	284 (74.74)
Female	0 (0)	15 (33.33)	17 (73.91)	70 (63.06)	259(52.54)	173 (44.36)	96 (25.26)

All NON-TENURE TRACK Faculty at Saint Louis University

Table 1c-1. Rank by Gender

	Female N (%)	Male N (%)	p
Rank			
Other Faculty	0 (0)	2 (0.59)	< .0001
Research Faculty	14 (3.76)	29 (8.61)	
Clinical Faculty	17 (4.57)	6 (1.78)	
Instructor	66 (17.74)	41 (12.17)	
Assistant Professor	170 (45.70)	132 (39.17)	
Associate Professor	75 (20.16)	79 (23.44)	
Professor	30 (8.06)	48 (14.24)	

Table 1c-2. Gender by Rank

	Rank						
	Other Faculty	Research Faculty	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	2 (100)	29 (67.44)	6 (26.09)	41 (38.32))	132 (43.71)	79 (51.30)	48 (61.54)
Female	0 (0)	14 (32.56)	17 (73.91)	66 (61.68)	170 (56.29)	75 (48.70)	30 (38.46)

All TENURE TRACK Faculty at Saint Louis University

Table 1d-1. Rank by Gender

Rank	Female N (%)	Male N (%)	p
Research Faculty	1 (0.36)	1 (0.21)	< .0001
Instructor	4 (1.44)	0 (0)	
Assistant Professor	95 (34.30)	104 (21.58)	
Associate Professor	106 (38.27)	140 (29.05)	
Professor	71 (25.63)	237 (49.17)	

Table 1d-2. Gender by Rank

	Rank				
	Research Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	1 (50.00)	0 (0)	104 (52.26)	140 (56.91)	237 (76.95)
Female	1 (50.00)	4 (100)	95 (47.74)	106 (43.09)	71 (23.05)

All Schools and Colleges Excluding School of Medicine

Table 2a. Faculty of All Schools/Colleges/Centers excluding School of Medicine stratified by gender
 Saint Louis University (816)

	Female N (%)	Male N (%)	p
	406 (49.39)	416 (50.61)	
Degree			
< Doctorate	107 (26.49)	39 (9.47)	<.0001
Doctorate	297 (73.51)	373 (90.53)	
Tenure Track			
Non TT	181 (44.58)	82 (19.71)	<.0001
TT	91 (22.41)	78 (18.75)	
Tenured	134 (33.0)	256 (61.54)	
Rank	406 (49.39)	416 (50.61)	0.0624
Other Faculty	0 (0)	2 (0.48)	
Research Faculty	0 (0)	1 (0.24)	
Clinical Faculty	16 (3.94)	4 (0.96)	
Instructor	51 (12.56)	21 (5.05)	
Assistant Professor	152 (37.44)	111 (26.68)	
Associate Professor	128 (31.53)	129 (31.01)	
Professor	59 (14.53)	148 (35.58)	
Race			
White	338 (83.25)	335 (80.53)	0.0624
Black	22 (5.42)	16 (3.85)	
Asian/Native Hawaiian/Pacific Islander	28 (6.90)	50 (12.02)	
Other	18 (4.43)	15 (3.61)	
Time in Rank (years)			
Mean (SD)	4.80 (4.83)	7.65 (8.22)	< .0001
Median (IQR)	3.0 (6.0)	4.0 (9.0)	
Range	0 – 23	0 – 40	
Time at SLU (years)			
Mean (SD)	7.84 (5.29)	10.41 (7.69)	< .0001
Median (IQR)	7.0 (7.0)	8.0 (10.0)	
Range	0 – 29	0 – 40	

Table 2b. Faculty of All Schools/Colleges/Centers excluding School of Medicine stratified by characteristic

	Highest Degree	
	< Doctorate	Doctorate
Male	39 (26.71)	373 (55.67)
Female	107 (73.29)	297 (44.33)

	Tenure Track		
	Non TT	TT	Tenured
Male	82 (31.18)	78 (46.15)	256 (65.64)
Female	181 (68.82)	91 (53.85)	134 (34.36)

	Race			
	White	Black	Asian	Other
Male	335 (49.78)	16 (42.11)	80 (64.10)	15 (45.45)
Female	338 (50.22)	22 (57.89)	28 (35.90)	18 (54.55)

	Rank						
	Other Faculty	Research Faculty	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Prof
Male	2 (100)	1 (100)	4 (20.00)	21 (29.17)	111 (42.21)	129 (50.19)	148
Female	0 (0)	0 (0)	16 (80.00)	51 (70.83)	152 (57.79)	128 (49.81)	59

All NON-TENURE TRACK Faculty all Schools/Colleges/Centers excluding the School of Medicine

Table 2c-1. Rank by Gender

	Female N (%)	Male N (%)	p
Rank			
Other Faculty	0 (0)	2 (2.44)	.1759
Research Faculty	0 (0)	1 (1.22)	
Clinical Faculty	16 (8.84)	4 (4.88)	
Instructor	50 (27.62)	21 (25.61)	
Assistant Professor	69 (38.12)	35 (42.68)	
Associate Professor	36 (19.89)	13 (15.85)	
Professor	10 (5.52)	6 (7.32)	

Table 2c-2. Gender by Rank

	Rank						
	Other Faculty	Research Faculty	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	2 (100)	1 (100)	4 (20.00)	21 (29.58)	35 (33.65)	13 (26.53)	6 (37.50
Female	0 (0)	0 (0)	16 (80.00)	50 (70.42)	69 (66.35)	36 (73.47)	10 (62.50

All TENURE TRACK Faculty all Schools/Colleges/Centers excluding the School of Medicine

Table 2d-1. Rank by Gender

Rank	Female N (%)	Male N (%)	p
Instructor	1 (0.44)	0 (0)	< .0001
Assistant Professor	83 (36.89)	76 (22.75)	
Associate Professor	92 (40.89)	116 (34.73)	
Professor	49 (21.78)	142 (42.51)	

Table 2d-2. Gender by Rank

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	76 (47.80)	116 (55.77)	142 (74.35)
Female	1 (100)	83 (52.20)	92 (44.23)	49 (25.65)

School of Medicine

Table 3a. School of Medicine faculty stratified by gender.

Medicine (N = 647)

	Female N (%)	Male N (%)	p
	243 (37.56)	404 (62.44)	
Degree			
< Doctorate	18 (7.50)	19 (4.70)	.142
Doctorate	222 (92.50)	385 (95.30)	
Tenure Track			
Non TT	191 (78.60)	256 (63.37)	< .0001
TT	20 (8.23)	40 (9.90)	
Tenured	32 (13.17)	108 (26.73)	
Rank			
Research Associate	3 (1.23)	4 (0.99)	< .0001
Assist Research Prof	4 (1.65)	14 (3.47)	
Assoc Research Prof	5 (2.06)	8 (1.98)	
Research Professor	3 (1.23)	3 (0.74)	
Assist Clinical Prof	0 (0)	2 (0.50)	
Assoc Clinical Prof	1 (0.41)	0 (0)	
Instructor	19 (7.82)	20 (4.95)	
Assistant Professor	113 (46.50)	125 (30.94)	
Associate Professor	53 (21.81)	90 (22.28)	
Professor	42 (17.28)	138 (34.16)	
Race			
White	165 (67.90)	284 (70.47)	.3469
Black	10 (4.12)	9 (2.23)	
Asian/Pacific Islander/Native Hawaiian	48 (19.75)	86 (21.34)	
Other	20 (8.23)	24 (5.96)	
Time in Rank (years)			
Mean (SD)	4.02 (4.53)	6.70 (7.58)	< .0001
Median (IQR)	3.0 (5.0)	4.0 (9.0)	
Range	0.25 – 28	0.25 – 52	
Time at SLU (years)			
Mean (SD)	6.92 (5.90)	9.02 (7.50)	< .0001
Median (IQR)	6.0 (9.0)	7.0 (10.0)	
Range	0.25 – 29	0.25 – 52	

Table 3b. School of Medicine faculty stratified by characteristic.

	Female N (%)	Male N (%)
	243 (37.56)	404 (62.44)

Highest Degree

	< Doctorate	Doctorate
Male	19 (51.35)	385 (63.43)
Female	18 (48.65)	222 (36.57)

Tenure Track

	Non TT	TT	Tenured
Male	256 (57.27)	40 (66.67)	108 (77.14)
Female	191 (42.73)	20 (33.33)	32 (22.86)

Race

	White	Black	Asian	Other
Male	284 (63.25)	9 (47.37)	86 (64.18)	24 (54.55)
Female	165 (36.75)	10 (52.63)	48 (35.82)	20 (45.45)

Rank

	Clinical Faculty	Research Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	2 (66.67)	29 (65.91)	20 (51.28)	125 (52.52)	90 (62.94)	138 (76.67)
Female	1 (33.33)	15 (34.09)	19 (48.72)	113 (47.48)	53 (37.06)	42 (23.33)

All NON-TENURE TRACK Faculty of the School of Medicine

Table 3d-1. Rank by Gender

	Female N (%)	Male N (%)	p
Rank			
Research Faculty	14 (7.33)	28 (10.98)	.0453
Clinical Faculty	1 (0.52)	2 (0.78)	
Instructor	16 (8.38)	20 (7.84)	
Assistant Professor	101 (52.88)	97 (38.04)	
Associate Professor	39 (20.42)	66 (25.88)	
Professor	20 (10.47)	42 (16.47)	

Table 3d-2. Gender by Rank

	Rank					
	Research Faculty	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	28 (66.67)	2 (66.67)	20 (55.56)	97 (48.99)	66 (62.86)	42 (67.74)
Female	14 (33.33)	1 (33.33)	16 (44.44)	101 (51.01)	39 (37.14)	20 (32.26)

All TENURE TRACK Faculty of the School of Medicine

Table 3d-1. Rank by Gender

	Female N (%)	Male N (%)	p
Rank			
Research Faculty	1 (1.92)	1 (0.68)	.0048
Instructor	3 (5.77)	0 (0)	
Assistant Professor	12 (23.08)	28 (18.29)	
Associate Professor	14 (26.92)	24 (16.22)	
Professor	22 (42.31)	95 (64.19)	

Table 3d-2. Gender by Rank

	Rank				
	Research Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	1 (50.00)	0 (0)	28 (70.00)	24 (63.16)	95 (81.20)
Female	1 (50.00)	3 (100)	12 (30.00)	14 (36.84)	22 (18.80)

College of Arts and Sciences

Table 4a. Arts and Sciences faculty stratified by gender.
Arts & Sciences (N = 355)

	Female N (%)	Male N (%)	p
	151 (42.54)	204 (57.46)	
Degree			
< Doctorate	18 (12.00)	12 (6.00)	.0450
Doctorate	132 (88.00)	188 (94.00)	
Tenure Track			
Non TT	36 (23.84)	20 (9.80)	< .0001
TT	42 (27.81)	33 (16.18)	
Tenured	73 (48.34)	151 (74.02)	
Rank			
Clinical Faculty	5 (3.31)	0 (0)	< .0001
Instructor	7 (4.64)	3 (1.47)	
Assistant Professor	64 (42.38)	43 (21.08)	
Associate Professor	52 (34.44)	79 (38.73)	
Professor	23 (15.23)	79 (38.73)	

Table 4b. Arts and Sciences faculty stratified by characteristic.

	Female N (%)	Male N (%)
	151 (42.54)	204 (57.46)

Highest Degree

	< Doctorate	Doctorate
Male	12 (40.00)	188 (94.00)
Female	18 (60.00)	132 (88.00)

Tenure Track

	Non TT	TT	Tenured
Male	20 (35.71)	33 (44.00)	151 (67.41)
Female	36 (64.29)	42 (27.81)	73 (32.59)

Rank

	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	3 (30.00)	79 (60.31)	79 (60.31)	79 (77.45)
Female	5 (100.00)	7 (70.00)	64 (59.81)	52 (39.69)	23 (22.55)

All NON-TENURE TRACK Faculty College of Arts and Sciences

Table 4c-1. Rank by Gender.

	Female N (%)	Male N (%)
Rank		
Clinical Faculty	5 (13.89)	0 (0)
Instructor	7 (19.44)	3 (30.00)
Assistant Professor	21 (58.33)	11 (55.00)
Associate Professor	3 (8.33)	4 (20.00)
Professor	0 (0)	2 (10.00)

Table 4c-2. Gender by Rank.

	Rank				
	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	3 (30.00)	11 (34.38)	4 (57.14)	2 (100)
Female	5 (100)	7 (70.00)	21 (65.63)	3 (42.86)	0 (0)

All TENURE TRACK Faculty College of Arts and Sciences

Table 4d-1. Rank by Gender.

	Female N (%)	Male N (%)
Rank		
Assistant Professor	43 (37.72)	32 (17.49)
Associate Professor	48 (42.01)	75 (40.98)
Professor	23 (20.18)	76 (41.53)

Table 4d-2. Gender by Rank.

	Rank		
	Assistant Professor	**Associate Professor**	**Professor**
Male	32 (42.67)	75 (60.98)	76 (76.77)
Female	43 (57.33)	48 (39.02)	23 (23.23)

College of Arts and Sciences by Discipline

American Studies

Table 4e-1. American Studies faculty stratified by gender.

American Studies (N = 6)

	Female N (%)	Male N (%)
	4 (66.67)	2 (33.33)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	4 (100.00)	2 (100.00)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	3 (75.00)	0 (0)
Tenured	1 (25.00)	2 (10.00)
Rank		
Assistant Professor	3 (75.00)	0 (0)
Associate Professor	1 (25.00)	1 (50.00)
Professor	0 (0)	1 (50.00)

Table 4e-2. American Studies faculty stratified by characteristic.

Female N (%)	Male N (%)
4 (66.67)	2 (33.33)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	2 (33.33)
Female	0 (0)	4 (66.67)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	0 (0)	2 (66.67)
Female	0 (0)	3 (100)	1 (33.33)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	0 (0)	1 (50.00)	1 (100)
Female	3 (100)	1 (50.00)	0 (0)

Biology

Table 4f-1. Biology faculty stratified by gender.

Biology (N = 27)

	Female N (%)	Male N (%)
	13 (48.15)	14 (51.85)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	13 (100.00)	14 (100.00)
Tenure Track		
Non TT	3 (23.08)	0 (0)
TT	3 (23.08)	1 (7.14)
Tenured	7 (53.85)	13 (92.86)
Rank		
Assistant Professor	6 (46.15)	1 (7.14)
Associate Professor	7 (53.85)	7 (50.00)
Professor	0 (0)	6 (42.86)

Table 4f-2. Biology faculty stratified by characteristic.

	Female N (%)	Male N (%)
	12 (46.15)	14 (53.85)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	14 (53.85)
Female	0 (0)	12 (46.15)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	1 (25.00)	13 (68.42)
Female	3 (100.00)	3 (75.00)	6 (31.58)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	1 (14.29)	7 (53.85)	6 (100)
Female	6 (85.71)	6 (46.15)	0 (0)

Chemistry

Table 4g-1. Chemistry faculty stratified by gender.
Chemistry (N = 17)

	Female N (%)	Male N (%)
	5 (29.41)	12 (70.59)
Degree		
< Doctorate	2 (40.00)	0 (0)
Doctorate	3 (60.00)	12 (100.00)
Tenure Track		
Non TT	3 (60.00)	0 (0)
TT	0 (0)	3 (25.00)
Tenured	2 (40.00)	9 (75.00)
Rank		
Instructor	2 (40.00)	0 (0)
Assistant Professor	1 (20.00)	3 (25.00)
Associate Professor	1 (20.00)	6 (50.00)
Professor	1 (20.00)	3 (25.00)

Table 4g-2. Chemistry faculty stratified by characteristic.

	Female N (%)	Male N (%)
	5 (29.41)	12 (70.59)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	12 (80.00)
Female	2 (100)	3 (20.00)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	3 (100)	9 (81.82)
Female	3 (100)	0 (0)	2 (18.18)

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	3 (75.00)	6 (85.71)	3 (75.00)
Female	2 (100)	1 (25.00)	1 (14.29)	1 (25.00)

Communication Sciences and Disorders

Table 4h-1. CSD faculty stratified by gender.

Communication Sciences & Disorders (N = 12)

	Female N (%)	Male N (%)
	11 (91.67)	1 (8.33)
Degree		
< Doctorate	6 (60.00)	0 (0)
Doctorate	4 (40.00)	1 (100.00)
Tenure Track		
Non TT	7 (63.64)	0 (0)
TT	2 (18.18)	0 (0)
Tenured	2 (18.18)	1 (100.00)
Rank		
Clinical Faculty	4 (36.36)	0 (0)
Instructor	1 (9.09)	0 (0)
Assistant Professor	4 (36.36)	0 (0)
Associate Professor	1 (9.09)	0 (0)
Professor	1 (9.09)	1 (100.00)

Table 4h-2. CSD faculty stratified by characteristic.

	Female N (%)	Male N (%)
	11 (91.67)	1 (8.33)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	1 (20.00)
Female	6 (100)	4 (80.00)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	0 (0)	1 (33.33)
Female	7 (100)	2 (100)	2 (66.67)

	Rank				
	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	0 (0)	0 (0)	0 (0)	1 (50.00)
Female	4 (100)	1 (100)	4 (100)	1 (100)	1 (50.00)

Communication

Table 4i-1. Communication faculty stratified by gender.
Communication (N = 18)

	Female N (%)	Male N (%)
	12 (66.67)	6 (33.33)
Degree		
< Doctorate	1 (8.33)	1 (16.67)
Doctorate	11 (91.67)	5 (83.33)
Tenure Track		
Non TT	3 (25.00)	1 (16.67)
TT	4 (33.33)	2 (33.33)
Tenured	5 (41.67)	3 (50.00)
Rank		
Instructor	1 (8.33)	1 (16.67)
Assistant Professor	5 (41.67)	2 (33.33)
Associate Professor	4 (33.33)	2 (33.33)
Professor	2 (16.67)	1 (16.67)

Table 4i-2. Communication faculty stratified by characteristic.

	Female N (%)	Male N (%)
	12 (66.67)	6 (33.33)

	Highest Degree	
	< Doctorate	Doctorate
Male	1 (50.00)	5 (31.25)
Female	1 (50.00)	11 (68.75)

	Tenure Track		
	Non TT	TT	Tenured
Male	1 (25.00)	2 (33.33)	3 (37.50)
Female	3 (75.00)	4 (66.67)	5 (62.50)

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	1 (50.00)	2 (28.57)	2 (33.33)	1 (33.33)
Female	1 (50.00)	5 (71.43)	4 (66.67)	2 (66.67)

Earth and Atmospheric Sciences

Table 4j-1. Earth & Atmospheric Sciences faculty stratified by gender.
Earth & Atmospheric Sci (N = 16)

	Female N (%)	Male N (%)
	4 (25.00)	12 (75.00)
Degree		
< Doctorate	1 (25.00)	0 (0)
Doctorate	3 (75.00)	12 (100.00)
Tenure Track		
Non TT	1 (25.00)	2 (16.67)
TT	3 (75.00)	0 (0)
Tenured	0 (0)	10 (83.33)
Rank		
Assistant Professor	4 (100)	0 (0)
Associate Professor	0 (0)	4 (33.33)
Professor	0 (0)	8 (66.67)

Table 4j-2. Earth & Atmospheric Sciences faculty stratified by characteristic.

	Female N (%)	Male N (%)
	4 (25.00)	12 (75.00)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	12 (80.00)
Female	1 (100)	3 (20.00)

	Tenure Track		
	Non TT	TT	Tenured
Male	2 (66.67)	0 (0)	10 (100)
Female	1 (33.33)	3 (100)	0 (0)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	0 (0)	4 (100)	8 (100)
Female	4 (100)	0 (0)	0 (0)

English

Table 4k-1. English faculty stratified by gender.
English (N = 25)

	Female N (%)	Male N (%)
	13 (52.00)	12 (48.00)
Degree		
< Doctorate	1 (7.69)	0 (0)
Doctorate	12 (92.31)	12 (100.00)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	3 (23.08)	0 (0)
Tenured	10 (76.92)	12 (100.00)
Rank		
Assistant Professor	3 (23.08)	0 (0)
Associate Professor	6 (46.15)	5 (41.67)
Professor	4 (30.77)	7 (58.33)

Table 4k-2. English faculty stratified by characteristic.

	Female N (%)	Male N (%)
	13 (52.00)	12 (48.00)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	12 (50.00)
Female	1 (100)	12 (50.00)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	0 (0)	12 (54.55)
Female	0 (0)	3 (100)	10 (45.45)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	0 (0)	5 (45.45)	7 (63.64)
Female	3 (100)	6 (54.55)	4 (36.36)

ESL

Table 4l-1. ESL faculty stratified by gender.
English as 2nd Language (N=4)

	Female N (%)	Male N (%)
	3 (75.00)	1 (25.00)
Degree		
< Doctorate	1 (33.33)	0 (0)
Doctorate	2 (66.67)	1 (100.00)
Tenure Track		
Non TT	3 (100.00)	1 (100.00)
TT	0 (0)	0 (0)
Tenured	0 (0)	0 (0)
Rank		
Instructor	1 (33.33)	0 (0)
Assistant Professor	1 (33.33)	1 (100.00)
Associate Professor	1 (33.33)	0 (0)

Fine and Performing Arts

Table 4m-1. Fine & Performing Arts faculty stratified by gender.
Fine & Performing Arts (N = 24)

	Female N (%)	Male N (%)
	11 (45.83)	13 (54.17)
Degree		
< Doctorate	5 (45.45)	8 (61.54)
Doctorate	6 (54.55)	5 (38.46)
Tenure Track		
Non TT	1 (9.09)	3 (23.08)
TT	3 (27.27)	0 (0)
Tenured	7 (63.64)	10 (76.92)
Rank		
Instructor		
Assistant Professor	4 (36.36)	2 (15.38)
Associate Professor	5 (45.45)	7 (53.85)
Professor	2 (18.18)	4 (30.77)

Table 4m-2. Fine & Performing Arts faculty stratified by characteristic.

	Female N (%)	Male N (%)
	11 (45.83)	13 (54.17)

	Highest Degree	
	< Doctorate	Doctorate
Male	8 (61.54)	5 (45.45)
Female	5 (38.46)	6 (54.55)

	Tenure Track		
	Non TT	TT	Tenured
Male	3 (75.00)	0 (0)	10 (58.82)
Female	1 (25.00)	3 (100)	7 (41.18)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	2 (33.33)	7 (58.33)	4 (66.67)
Female	4 (66.67)	5 (41.67)	2 (33.33)

History

Table 4n-1. History faculty stratified by gender.

History (N = 24)

	Female N (%)	Male N (%)
	7 (29.17)	17 (70.83)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	7 (100.00)	16 (100.00)
Tenure Track		
Non TT	0 (0)	1 (5.88)
TT	2 (28.57)	4 (23.53)
Tenured	5 (71.43)	12 (70.59)
Rank		
Assistant Professor	2 (28.57)	5 (29.41)
Associate Professor	4 (57.14)	6 (35.29)
Professor	1 (14.29)	6 (35.29)

Table 4n-2. History faculty stratified by characteristic.

	Female N (%)	Male N (%)
	7 (29.17)	17 (70.83)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	16 (69.57)
Female	0 (0)	7 (30.43)

	Tenure Track		
	Non TT	TT	Tenured
Male	1 (100)	4 (66.67)	12 (70.59)
Female	0 (0)	2 (33.33)	5 (29.41)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	5 (71.43)	6 (60.00)	6 (85.71)
Female	2 (28.57)	4 (40.00)	1 (14.29)

Math and Computer Science

Table 4o-1. Math & Computer Science stratified by gender.
Math & Comp Science (N = 30)

	Female N (%)	Male N (%)
	5 (16.67)	25 (83.33)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	5 (100.00)	25 (100.00)
Tenure Track		
Non TT		
TT	0 (0)	7 (28.00)
Tenured	5 (100.00)	18 (72.00)
Rank		
Assistant Professor	0 (0)	6 (24.00)
Associate Professor	5 (100.00)	9 (36.00)
Professor	0 (0)	10 (40.00)

Table 4o-2. Math & Computer Science stratified by characteristic.

Female N (%)	Male N (%)
5 (16.67)	25 (83.33)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	5 (16.67)
Female	0 (0)	25 (83.33)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	7 (100)	18 (78.26)
Female	0 (0)	0 (0)	5 (21.74)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	6 (100)	9 (64.29)	10 (100)
Female	0 (0)	5 (35.71)	0 (0)

Modern Classical Languages

Table 4p-1. Modern Classical Languages faculty stratified by gender.
Modern Classical Languages (N = 31)

	Female N (%)	Male N (%)
	21 (67.74)	10 (32.26)
Degree		
< Doctorate	1 (4.76)	1 (10.00)
Doctorate	20 (95.24)	9 (90.00)
Tenure Track		
Non TT	7 (33.33)	3 (30.00)
TT	3 (14.29)	0 (0)
Tenured	11 (52.38)	7 (70.00)
Rank		
Instructor	2 (9.52)	2 (20.00)
Assistant Professor	8 (38.10)	1 (10.00)
Associate Professor	7 (33.33)	2 (20.00)
Professor	4 (19.05)	5 (50.00)

Table 4p-2. Modern Classical Languages faculty stratified by characteristic.

Female N (%)	Male N (%)
21 (67.74)	10 (32.26)

	Highest Degree	
	< Doctorate	Doctorate
Male	1 (50.00)	9 (31.03)
Female	1 (50.00)	20 (68.97)

	Tenure Track		
	Non TT	TT	Tenured
Male	3 (30.00)	0 (0)	7 (38.89)
Female	7 (70.00)	3 (100)	11 (61.11)

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	2 (50.00)	1 (11.11)	2 (22.22)	5 (55.56)
Female	2 (50.00)	8 (88.89)	7 (77.78)	4 (44.44)

Philosophy

Table 4q-1. Philosophy faculty stratified by gender.
Philosophy (N = 18)

	Female N (%)	Male N (%)
	4 (22.22)	14 (77.78)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	4 (100.00)	14 (100.00)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	1 (25.00)	1 (7.14)
Tenured	3 (75.00)	13 (92.86)
Rank		
Assistant Professor	1 (25.00)	1 (7.14)
Associate Professor	2 (50.00)	8 (57.14)
Professor	1 (25.00)	5 (35.71)

Table 4q-2. Philosophy faculty stratified by characteristic.

	Female N (%)	Male N (%)
	4 (22.22)	14 (77.78)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	14 (77.78)
Female	0 (0)	4 (22.22)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	1 (50.00)	13 (81.25)
Female	0 (0)	1 (50.00)	3 (18.75)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	1 (50.00)	8 (80.00)	5 (83.33)
Female	1 (50.00)	2 (20.00)	1 (16.67)

Physics

Table 4r-1. Physics faculty stratified by gender.
Physics (N = 11)

	Female N (%)	Male N (%)
	1 (9.09)	10 (90.91)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	1 (100.00)	10 (100.00)
Tenure Track		
Non TT	0 (0)	1 (10.00)
TT	1 (100.00)	2 (20.00)
Tenured	0 (0)	7 (70.00)
Rank		
Assistant Professor	1 (100.00)	3 (30.00)
Associate Professor	0 (0)	2 (20.00)
Professor	0 (0)	5 (50.00)

Political Science

Table 4s-1. Political Science faculty stratified by gender.
Political Science (N = 19)

	Female N (%)	Male N (%)
	9 (47.37)	10 (52.63)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	9 (100.00)	8 (100.00)
Tenure Track		
Non TT	2 (22.22)	0 (0)
TT	3 (33.33)	3 (30.00)
Tenured	4 (44.44)	7 (70.00)
Rank		
Assistant Professor	5 (55.56)	3 (30.00)
Associate Professor	2 (22.22)	2 (20.00)
Professor	2 (22.22)	5 (50.00)

Table 4s-2. Political Science faculty stratified by characteristic.

Female N (%)	Male N (%)
9 (50.00)	9 (50.00)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	9 (50.00)
Female	0 (0)	9 (50.00)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	3 (50.00)	6 (60.00)
Female	2 (100)	3 (50.00)	4 (40.00)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	3 (37.50)	2 (50.00)	4 (66.67)
Female	5 (62.50)	2 (50.00)	2 (33.33)

Psychology

Table 4t-1. Psychology faculty stratified by gender.
Psychology (N = 29)

	Female N (%)	Male N (%)
	15 (51.72)	14 (48.28)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	15 (100.00)	14 (100.00)
Tenure Track		
Non TT	3 (20.00)	0 (0)
TT	5 (33.33)	2 (14.29)
Tenured	7 (46.67)	12 (85.71)
Rank		
Clinical Faculty	1 (6.67)	0 (0)
Assistant Professor	7 (46.67	2 (14.29)
Associate Professor	4 (26.67)	7 (50.00)
Professor	3 (20.00)	5 (35.71)

Table 4t-2. Psychology faculty stratified by characteristic.

	Female N (%)	Male N (%)
	15 (51.72)	14 (48.28)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	14 (48.28)
Female	0 (0)	15 (51.72)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	2 (28.57)	12 (63.16)
Female	3 (100)	5 (71.43)	7 (36.84)

	Rank			
	Clinical Faculty	Assistant Professor	Associate Professor	Professor
Male	0 (0)	2 (22.22)	7 (63.64)	5 (62.50)
Female	1 (100)	7 (77.78)	4 (36.36)	3 (37.50)

Sociology and Anthropology

Table 4u-1. Sociology & Anthropology faculty stratified by gender.
Soc & Antrho (N = 15)

	Female N (%)	Male N (%)
	7 (46.67)	8 (53.33)
Degree		
< Doctorate	0 (0)	1 (12.50)
Doctorate	7 (100.00)	7 (87.50)
Tenure Track		
Non TT	1 (14.29)	1 (12.50)
TT	3 (42.86)	2 (25.00)
Tenured	3 (42.86)	5 (62.50)
Rank		
Instructor		
Assistant Professor	4 (57.14)	4 (50.00)
Associate Professor	2 (28.57)	1 (12.50)
Professor	1 (14.29)	3 (37.50)

Table 4u-2. Sociology & Anthropology faculty stratified by characteristic.

Female N (%)	Male N (%)
7 (46.67)	8 (53.33)

	Highest Degree	
	< Doctorate	Doctorate
Male	1 (100)	7 (50.00)
Female	0 (0)	7 (50.00)

	Tenure Track		
	Non TT	TT	Tenured
Male	1 (50.00)	2 (40.00)	5 (62.50)
Female	1 (50.00)	3 (60.00)	3 (37.50)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	3 (42.86)	1 (33.33)	4 (80.00)
Female	4 (57.14)	2 (66.67)	1 (20.00)

Theological Studies

Table 4v-1. Theological Studies faculty stratified by gender.

Theological Studies (N = 26)

	Female N (%)	Male N (%)
	4 (15.38)	22 (84.62)
Degree		
< Doctorate	0 (0)	1 (4.76)
Doctorate	4 (100.00)	20 (95.24)
Tenure Track		
Non TT	0 (0)	6 (27.27)
TT	3 (75.00)	6 (27.27)
Tenured	1 (25.00)	10 (45.45)
Rank		
Instructor		
Assistant Professor	3 (75.00)	10 (45.45)
Associate Professor	0 (0)	9 (40.91)
Professor	1 (25.00)	3 (13.64)

Table 4v-2. Theological Studies faculty stratified by characteristic.

	Female N (%)	Male N (%)
	4 (15.38)	22 (84.62)

	Highest Degree	
	< Doctorate	Doctorate
Male	1 (100)	20 (83.33)
Female	0 (0)	4 (16.67)

	Tenure Track		
	Non TT	TT	Tenured
Male	6 (100)	6 (66.67)	10 (90.91)
Female	0 (0)	3 (33.33)	1 (9.09)

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	10 (76.92)	9 (100)	3 (75.00)
Female	3 (23.08)	0 (0)	1 (25.00)

Women's Studies

Table 4w-1. Women's Studies faculty stratified by gender.
Womens Studies

	Female N (%)	Male N (%)
	2 (66.67)	1 (33.33)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	2 (100.00)	1 (100.00)
Tenure Track		
Non TT	2 (100.00)	1 (100.00)
TT	0 (0)	0 (0)
Tenured	0 (0)	0 (0)
Rank		
Instructor		
Assistant Professor	2 (100.00)	0 (0)
Associate Professor	0 (0)	1 (100.00)
Professor	0 (0)	0 (0)

John Cook School of Business

Table 5a. All Business School faculty stratified by gender.
Business (N = 61)

	Female N (%)	Male N (%)	p
	14 (22.95)	47 (77.05)	
Degree			
< Doctorate	4 (28.57)	4 (8.51)	.0696
Doctorate	10 (71.43)	43 (91.49)	
Tenure Track			
Non TT	6 (42.86)	6 (12.77)	.0395
TT	1 (7.14)	9 (19.15)	
Tenured	7 (50.00)	32 (68.09)	
Rank			
Instructor	2 (14.29)	3 (6.38)	.1385
Assistant Professor	4 (28.57)	12 (25.53)	
Associate Professor	7 (50.00)	14 (29.79)	
Professor	1 (7.14)	18 (38.30)	

Table 5b. All Business School faculty stratified by characteristic.

	Female N (%)	Male N (%)
	14 (22.95)	47 (77.05)

Highest Degree

	< Doctorate	Doctorate
Male	4 (50.00)	43 (81.13)
Female	4 (50.00)	10 (18.87)

Tenure Track

	Non TT	TT	Tenured
Male	6 (50.00)	9 (90.00)	32 (82.05)
Female	6 (50.00)	1 (10.00)	7 (17.95)

Rank

	Instructor	Assistant Professor	Associate Professor	Professor
Male	3 (60.00)	12 (75.00)	14 (66.67)	18 (94.74)
Female	2 (40.00)	4 (25.00)	7 (33.33)	1 (5.26)

All NON-TENURE TRACK faculty for the John Cook School of Business

Table 5c-1. Rank by Gender.

Rank	Female N (%)	Male N (%)
Instructor	2 (33.33)	3 (50.00)
Assistant Professor	3 (50.00)	3 (50.00)
Associate Professor	1 (16.67)	0 (0)
Professor	0 (0)	0 (0)

Table 5c-2. Gender by Rank.

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	3 (60.00)	3 (50.00)	0 (0)	0 (0)
Female	2 (40.00)	3 (50.00)	1 (100)	0 (0)

All TENURE TRACK faculty for the John Cook School of Business

Table 5d-1. Rank by Gender.

	Female N (%)	Male N (%)
Rank		
Assistant Professor	1 (12.50)	9 (21.95)
Associate Professor	6 (75.00)	14 (34.15)
Professor	1 (12.50)	18 (43.90)

Table 5d-2. Gender by Rank.

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	9 (90.00)	14 (70.00)	18 (94.74)
Female	1 (10.00)	6 (30.00)	1 (5.26)

John Cook School of Business by Discipline

Accounting

Table 5e-1. Accounting faculty by gender.
  Accounting (N = 13)

	Female N (%)	Male N (%)
	6 (46.15)	7 (53.85)
Degree		
< Doctorate	3 (50.00)	1 (14.29)
Doctorate	3 (50.00)	6 (85.71)
Tenure Track		
Non TT	3 (50.00)	1 (14.29)
TT	1 (16.67)	1 (14.29)
Tenured	2 (33.33)	5 (71.43)
Rank		
Instructor	2 (33.33)	0 (0)
Assistant Professor	2 (33.33)	2 (28.57)
Associate Professor	2 (33.33)	2 (28.57)
Professor	0 (0)	3 (42.86)

Decision Science and IT Management

Table 5f-1. Decision Science & IT Management faculty by gender.

Decis Sci & IT Mgmt (N = 9)

	Female N (%)	Male N (%)
	1 (11.11)	8 (88.89)
Degree		
< Doctorate	0 (0)	1 (12.50)
Doctorate	1 (100.00)	7 (87.50)
Tenure Track		
Non TT	0 (0)	1 (12.50)
TT	0 (0)	2 (25.00)
Tenured	1 (100.00)	5 (62.50)
Rank		
Instructor	0 (0)	1 (12.50)
Assistant Professor	0 (0)	2 (25.00)
Associate Professor	1 (100.00)	2 (25.00)
Professor	0 (0)	3 (37.50)

Finance

Table 5g-1. Finance faculty by gender.

Finance (N = 6)

	Female N (%)	Male N (%)
	1 (16.67)	5 (83.33)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	1 (100.00)	5 (100.00)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	0 (0)	1 (20.00)
Tenured	1 (100.00)	4 (80.00)
Rank		
Assistant Professor	0 (0)	1 (20.00)
Associate Professor	0 (0)	2 (40.00)
Professor	1 (100.00)	2 (40.00)

International Business

Table 5h-1. International Business by gender.
International Bus

	Female N (%)	Male N (%)
	0 (0)	6 (100)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	0 (0)	6 (100)
Tenure Track		
Non TT	0 (0)	1 (16.67)
TT	0 (0)	1 (16.67)
Tenured	0 (0)	4 (6)
Rank		
Assistant Professor	0 (0)	2 (33.33)
Associate Professor	0 (0)	2 (33.33)
Professor	0 (0)	2 (33.33)

Management

5i-1. Management faculty by gender.
Management (N = 12)

	Female N (%)	Male N (%)
	3 (25.00)	9 (75.00)
Degree		
< Doctorate	0 (0)	1 (11.11)
Doctorate	3 (100.00)	8 (88.89)
Tenure Track		
Non TT	2 (66.67)	2 (22.22)
TT	0 (0)	1 (11.11)
Tenured	1 (33.33)	6 (66.66)
Rank		
Instructor	0 (0)	1 (11.11)
Assistant Professor	1 (33.33)	2 (22.22)
Associate Professor	2 (66.67)	2 (22.22)
Professor	0 (0)	4 (44.44)

Marketing

Table 5j-1. Marketing faculty by gender.
Marketing (N = 7)

	Female N (%)	Male N (%)
	1 (14.29)	6 (85.71)
Degree		
< Doctorate	1 (100.00)	0 (0)
Doctorate	0 (0)	6 (100.00)
Tenure Track		
Non TT	1 (100.00)	
TT	0 (0)	2 (33.33)
Tenured	0 (0)	4 (66.67)
Rank		
Assistant Professor	1 (100.00)	2 (33.33)
Associate Professor	0 (0)	2 (33.33)
Professor	0 (0)	2 (33.33)

School of Education

Table 6a. School of Education faculty stratified by gender.

School of Education (N = 27)

	Female N (%)	Male N (%)
	17 (62.96)	10 (37.04)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	17 (100.00)	10 (100.00)
Tenure Track		
Non TT	6 (35.29)	3 (30.00)
TT	4 (23.53)	3 (30.00)
Tenured	7 (41.18)	4 (40.00)
Rank		
Instructor	0 (0)	1 (10.00)
Assistant Professor	8 (47.06)	4 (40.00)
Associate Professor	7 (41.18)	4 (40.00)
Professor	2 (11.76)	1 (10.00)

Table 6b. School of Education faculty stratified by characteristic.

	Female N (%)	Male N (%)
	17 (62.96)	10 (37.04)

	Highest Degree	
	< Doctorate	**Doctorate**
Male	0 (0)	10 (37.04)
Female	0 (0)	17 (62.97)

	Tenure Track		
	Non TT	**TT**	**Tenured**
Male	3 (33.33)	3 (42.86)	4 (36.36)
Female	6 (66.67)	4 (57.14)	7 (63.64)

	Rank			
	Instructor	**Assistant Professor**	**Associate Professor**	**Professor**
Male	1 (100.00)	4 (33.33)	4 (36.36)	1 (33.33)
Female	0 (0)	8 (66.67)	7 (63.64)	2 (66.67)

All NON-TENURE TRACK Faculty from School of Education

Table 6c-1. Rank by gender.

	Female N (%)	Male N (%)
Rank		
Instructor	0 (0)	1 (33.33)
Assistant Professor	5 (83.33)	1 (33.33)
Associate Professor	1 (16.67)	1 (33.33)
Professor	0 (0)	0 (0)

Table 6c-2. Gender by rank.

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	1 (100)	1 (16.67)	1 (50.00)	0 (0)
Female	0 (0)	5 (83.33)	1 (50.00)	0 (0)

All TENURE TRACK Faculty from School of Education

Table. 6d-1. Rank by gender.

	Female N (%)	Male N (%)
Rank		
Assistant Professor	3 (27.27)	3 (42.86)
Associate Professor	6 (54.55)	3 (42.86)
Professor	2 (18.18)	1 (14.29)

Table 6d-2. Gender by rank.

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	3 (50.00)	3 (33.33)	1 (33.33)
Female	3 (50.00)	6 (66.67)	2 (66.67)

Parks College of Engineering, Aviation and Technology

Table 7a. Parks College faculty stratified by gender.

Parks (N = 38)

	Female N (%)	Male N (%)	p
	7 (18.42)	31 (81.58)	
Degree			
< Doctorate	1 (14.29)	5 (16.67)	.8777
Doctorate	6 (85.71)	25 (83.33)	
Tenure Track			
Non TT	1 (14.29)	8 (25.81)	.0405
TT	5 (71.43)	7 (22.58)	
Tenured	1 (14.29)	16 (51.61)	
Rank			
Research Faculty	0 (0)	1 (3.23)	.1015
Instructor	0 (0)	2 (6.45)	
Assistant Professor	6 (85.71)	8 (25.81)	
Associate Professor	0 (0)	9 (29.03)	
Professor	1 (14.29)	9 (29.03)	
Other Faculty	0 (0)	2 (6.45)	

Table 7b. Parks College faculty stratified by characteristic.

Parks (N = 38)

Female N (%)	Male N (%)
7 (18.42)	31 (81.58)

	Highest Degree	
	< Doctorate	Doctorate
Male	5 (83.33)	25 (80.65)
Female	1 (16.67)	6 (19.35)

	Tenure Track		
	Non TT	TT	Tenured
Male	8 (88.89)	7 (58.33)	16 (94.12)
Female	1 (11.11)	5 (41.67)	1 (5.88)

	Rank				
	Research & Other	Instructor	Assistant Professor	Associate Professor	Professor
Male	3 (100.00)	2 (100.00)	8 (57.14)	9 (100.00)	9 (90.00)
Female	0 (0)	0 (0)	6 (42.86)	0 (0)	1 (10.00)

Doisy College of Health Sciences

Table 8a. Doisy College faculty stratified by gender.

Doisy (N = 81)

	Female N (%)	**Male N (%)**	**p**
	62 (76.54)	19 (23.46)	
Degree			
< Doctorate	35 (56.45)	8 (42.11)	.2729
Doctorate	27 (43.55)	11 (57.89)	
Tenure Track			
Non TT	48 (77.42)	11 (57.89)	.0628
TT	8 (12.90)	2 (10.53)	
Tenured	6 (9.68)	6 (31.58)	
Rank			
Clinical Instructor	2 (3.23)	0 (0)	.2868
Instructor	15 (24.19)	7 (36.84)	
Assistant Professor	29 (46.77)	5 (26.32)	
Associate Professor	10 (16.13)	6 (31.58)	
Professor	6 (9.68)	1 (5.26)	

Table 8b. Doisy College faculty stratified by characteristic.

	Female N (%)	Male N (%)
	62 (76.54)	19 (23.46)

Highest Degree

	< Doctorate	Doctorate
Male	8 (18.60)	11 (28.95)
Female	35 (81.40)	27 (71.05)

Tenure Track

	Non TT	TT	Tenured
Male	11 (18.64)	2 (20.00)	6 (50.00)
Female	48 (81.36)	8 (80.00)	6 (50.00)

Rank

	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	7 (31.82)	5 (14.71)	6 (37.50)	1 (14.29)
Female	2 (100.00)	15 (68.18)	29 (85.29)	10 (62.50)	6 (85.71)

All NON-TENURE TRACK Faculty of Doisy College of Health Sciences

Table 8c-1. Rank by gender.

Rank	Female N (%)	Male N (%)
Clinical Faculty	2 (4.17)	0 (0)
Instructor	15 (31.25)	7 (63.64)
Assistant Professor	23 (47.92)	3 (27.27)
Associate Professor	6 (12.50)	1 (9.09)
Professor	2 (4.17)	0 (0)

Table 8c-2. Gender by rank.

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	7 (31.82)	3 (11.54)	1 (14.29)	0 (0)
Female	15 (68.18)	23 (88.46)	6 (85.71)	2 (100)

All TENURE TRACK Faculty of Doisy College of Health Sciences

Table 8d-1. Rank by gender.

	Female N (%)	Male N (%)
Rank		
Assistant Professor	6 (42.86)	2 (25.00)
Associate Professor	4 (28.57)	5 (62.50)
Professor	4 (28.57)	1 (12.50)

Table 8d-2. Gender by rank.

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	2 (25.00)	5 (55.56)	1 (20.00)
Female	6 (75.00)	4 (44.44)	4 (80.00)

School of Law

Table 9a. School of Law faculty stratified by gender.
Law (N = 55)

	Female N (%)	Male N (%)	p
	30 (54.55)	25 (45.45)	
Degree			
< Doctorate	1 (3.33)	0 (0)	.3569
Doctorate	29 (96.67)	25 (100.00)	
Tenure Track			
Non TT	16 (53.33)	4 (16.00)	.0150
TT	2 (6.67)	2 (8.00)	
Tenured	12 (40.00)	19 (76.00)	
Rank			
Clinical Professor	1 (3.33)	1 (4.00)	.2558
Assoc Clinical Professor	3 (10.00)	2 (8.00)	
Instructor	5 (16.67)	1 (4.00)	
Assistant Professor	2 (6.67)	2 (8.00)	
Associate Professor	9 (30.00)	4 (16.00)	
Professor	10 (33.33)	15 (60.00)	

Table 9b. School of Law faculty stratified by characteristic.

Female N (%)	Male N (%)
30 (54.55)	25 (45.45)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	25 (46.30)
Female	1 (100.00)	29 (53.70)

	Tenure Track		
	Non TT	TT	Tenured
Male	4 (20.00)	2 (50.00)	19 (61.29)
Female	16 (80.00)	2 (50.00)	12 (38.71)

	Rank				
	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	3 (42.86)	1 (16.67)	2 (50.00)	4 (30.77)	15 (60.00)
Female	4 (57.14)	5 (83.33)	2 (50.00)	9 (69.23)	10 (40.00)

All NON-TENURE TRACK Faculty of the School of Law

Table 9c-1. Rank by gender.

	Female N (%)	Male N (%)
Rank		
Clinical Faculty	4 (25.00)	3 (75.00)
Instructor	5 (31.25)	1 (25.00)
Assistant Professor	1 (6.25)	0 (0)
Associate Professor	4 (25.00)	0 (0)
Professor	2 (12.50)	0 (0)

Table 9c-2. Gender by rank.

	Rank				
	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	3 (42.86)	1 (16.67)	0 (0)	0 (0)	0 (0)
Female	4 (57.14)	5 (83.33)	1 (100)	4 (100)	2 (100)

All TENURE TRACK Faculty of the School of Law

Table 9d-1. Rank by gender.

Rank	Female N (%)	Male N (%)
Assistant Professor	1 (7.14)	2 (9.52)
Associate Professor	5(35.71)	4 (19.04)
Professor	8 (57.14)	15 (71.43)

Table 9d-2. Gender by rank.

	Rank		
	Assistant Professor	Associate Professor	Professor
Male	2 (66.67)	4 (44.44)	15 (65.22)
Female	1 (33.33)	5 (55.56)	8 (34.78)

School of Nursing

Table 10a. Nursing faculty stratified by gender.

Nursing (N = 55)

	Female N (%)	Male N (%)
	53 (96.36)	2 (3.64)
Degree		
< Doctorate	23 (43.40)	0 (0)
Doctorate	30 (56.60)	2 (100.00)
Tenure Track		
Non TT	28 (52.83)	0 (0)
TT	14 (26.42)	2 (100.00)
Tenured	11 (20.75)	0 (0)
Rank		
Clinical Instructor	3 (5.66)	0 (0)
Instructor	18 (33.96)	0 (0)
Assistant Professor	15 (28.30)	2 (100.00)
Associate Professor	13 (24.53)	0 (0)
Professor	4 (7.55)	0 (0)

Table 10b. Nursing faculty stratified by characteristic.

	Female N (%)	Male N (%)
	53 (96.36)	2 (6.25)

	Highest Degree	
	< Doctorate	Doctorate
Male	0 (0)	2 (6.25)
Female	23 (100.00)	30 (93.75)

	Tenure Track		
	Non TT	TT	Tenured
Male	0 (0)	2 (12.50)	0 (0)
Female	28 (100.00)	14 (87.50)	11 (100.00)

	Rank				
	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	0 (0)	2 (11.76)	0 (0)	0 (0)
Female	3 (100.00)	18 (100.00)	15 (88.24)	13 (100.00)	4 (100.00)

College for Public Health and Social Justice

Table 11a. CPHSJ faculty stratified by gender.

Public Health (N = 75)	Female N (%)	Male N (%)	
	35 (46.67)	40 (53.33)	
Degree			
Master	4 (11.76)	3 (7.50)	.5322
Doctorate	30 (88.24)	37 (92.50)	
Tenure Track			
Non TT	8 (22.86)	7 (17.50)	.8059
TT	12 (34.29)	16 (40.00)	
Tenured	15 (42.86)	17 (42.50)	
Rank			
Assist Clinical Prof	1 (2.86)	1 (2.50)	.0683
Assoc Clinical Prof	1 (2.86)	0 (0)	
Instructor	2 (5.71)	2 (5.00)	
Assistant Professor	10 (28.57)	18 (45.00)	
Associate Professor	16 (45.71)	7 (17.50)	
Professor	5 (14.29)	12 (30.00)	

Table 11b. CPHSJ faculty stratified by characteristic.

Female N (%)	Male N (%)
35 (46.67)	40 (53.33)

Highest Degree

	< Doctorate	Doctorate
Male	3 (42.86)	37 (55.22)
Female	4 (57.14)	30 (44.78)

Tenure Track

	Non TT	TT	Tenured
Male	7 (46.67)	16 (57.14)	17 (53.13)
Female	8 (53.33)	12 (42.86)	15 (46.88)

Rank

	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	1 (33.33)	2 (50.00)	18 (64.29)	7 (30.43)	12 (70.59)
Female	2 (66.67)	2 (50.00)	10 (35.71)	16 (69.57)	5 (29.41)

All NON-TENURE TRACK Faculty of College for Public Health and Social Justice

Table 11c-1. Rank by gender.

	Female N (%)	Male N (%)
Rank		
Clinical Faculty	2 (25.00)	1 (14.29)
Instructor	1 (12.50)	2 (28.57)
Assistant Professor	0 (0)	3 (42.86)
Associate Professor	5 (62.50)	1 (14.29)
Professor	0 (0)	0 (0)

Table 11c-2. Gender by rank.

	Rank				
	Clinical Faculty	Instructor	Assistant Professor	Associate Professor	Professor
Male	1 (33.33)	2 (66.67)	3 (100)	1 (16.67)	0 (0)
Female	2 (66.67)	1 (33.33)	0 (0)	5 (83.33)	0 (0)

All TENURE TRACK Faculty of College for Public Health and Social Justice

Table 11d-1. Rank by gender.

	Female N (%)	Male N (%)
Rank		
Clinical Faculty	0 (0)	0 (0)
Instructor	1 (3.70)	0 (0)
Assistant Professor	10 (37.04)	15 (45.45)
Associate Professor	11 (40.74)	6 (18.18)
Professor	5 (18.52)	12 (36.36)

Table 11d-2. Gender by rank.

	Rank			
	Instructor	Assistant Professor	Associate Professor	Professor
Male	0 (0)	15 (60.00)	6 (35.29)	12 (70.59)
Female	1 (100)	10 (40.00)	11 (64.71)	5 (29.41)

College for Public Health and Social Justice by Discipline

Behavioral Sciences

Table 11e-1. Behavioral Sciences faculty stratified by gender.

Behavioral Sciences (N = 10)

	Female N (%)	Male N (%)
	7 (70.00)	3 (30.00)
Degree		
< Doctorate		
Doctorate	7 (100.00)	3 (100.00)
Tenure Track		
Non TT	1 (14.29)	0 (0)
TT	3 (42.86)	1 (33.33)
Tenured	3 (42.86)	2 (66.67)
Rank		
Assistant Professor	3 (42.86)	2 (66.67)
Associate Professor	3 (42.86)	1 (33.33)
Professor	1 (14.29)	0 (0)

Biostatistics

Table 11f-1. Biostatistics faculty stratified by gender.

Biostatistics (N = 6)

	Female N (%)	Male N (%)
	1 (16.67)	5 (83.33)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	1 (100)	5 (100)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	0 (0)	2 (40.00)
Tenured	1 (100.00)	3 (60.00)
Rank		
Assistant Professor	0 (0)	2 (40.00)
Associate Professor	1 (100.00)	0 (0)
Professor	0 (0)	3 (60.00)

Community Health

Table 11g-1. Community Health faculty stratified by gender.

Community Health (n = 1)	Female N (%)	Male N (%)
	1 (100)	0 (0)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	1 (100)	0 (0)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	0 (0)	0 (0)
Tenured	1 (100)	0 (0)
Rank		
Assistant Professor	0 (0)	0 (0)
Associate Professor	1 (100)	0 (0)
Professor	0 (0)	0 (0)

Criminal Justice

Table 11h-1. Criminal Justice faculty stratified by gender.

Criminal Justice (N = 5)

	Female N (%)	Male N (%)
	2 (66.67)	1 (33.33)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	2 (100)	1 (100)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	0 (0)	0 (0)
Tenured	2 (100)	1 (100)
Rank		
Assistant Professor	0 (0)	0 (0)
Associate Professor	2 (100)	1 (100)
Professor	0 (0)	0 (0)

Environmental and Occupational Health

Table 11i-1. Environmental & Occupational Health faculty stratified by gender.

Environ & Occ Health (N = 10)

	Female N (%)	Male N (%)
	2 (20.00)	8 (80.00)
Degree		
< Doctorate	0 (0)	1 (12.50)
Doctorate	1 (100)	7 (87.50)
Tenure Track		
Non TT	1 (50.00)	3 (37.50)
TT	0 (0)	4 (50.00)
Tenured	1 (50.00)	1 (12.50)
Rank		
Instructor	0 (0)	1 (12.50)
Assistant Professor	0 (0)	4 (50.00)
Associate Professor	1 (50.00)	1 (12.50)
Professor	1 (50.00)	2 (25.00)

Epidemiology

Table 11j-1. Epidemiology faculty stratified by gender.

Epidemiology (N = 5)	Female N (%)	Male N (%)
	3 (60.00)	2 (40.00)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	3 (100)	2 (100)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	2 (66.67)	0 (0)
Tenured	1 (33.33)	2 (100.00)
Rank		
Assistant Professor	1 (33.33)	0 (0)
Associate Professor	2 (66.67)	0 (0)
Professor	0 (0)	2 (100)

Health Management & Policy

Table 11k-1. Health Management & Policy faculty stratified by gender.

Health Mgmt & Policy (N = 17)

	Female N (%)	Male N (%)
	6 (35.29)	11 (64.71)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	6 (100)	11 (100)
Tenure Track		
Non TT	3 (50.00)	1 (9.09)
TT	2 (33.33)	5 (45.45)
Tenured	1 (16.67)	5 (45.45)
Rank		
Instructor	1 (16.67)	0 (0)
Assistant Professor	2 (33.33)	6 (54.55)
Associate Professor	3 (50.00)	2 (18.18)
Professor	0 (0)	3 (27.27)

School of Social Work

Table 11l-1. Social Work faculty stratified by gender.

Social Work (N = 23)	Female N (%)	Male N (%)
	13 (56.52)	10 (43.48)
Degree		
< Doctorate	4 (30.77)	2 (20.00)
Doctorate	9 (69.23)	8 (80.00)
Tenure Track		
Non TT	3 (23.08)	3 (30.00)
TT	5 (38.46)	4 (40.00)
Tenured	5 (38.46)	3 (30.00)
Rank		
Clinical Faculty	2 (15.38)	1 (10.00)
Instructor	1 (7.69)	1 (10.00)
Assistant Professor	4 (30.77)	4 (40.00)
Associate Professor	3 (23.08)	2 (20.00)
Professor	3 (23.08)	2 (20.00)

School for Professional Studies

Table 12a. SPS faculty stratified by gender.

SPS (N = 15)

	Female N (%)	Male N (%)
	5 (33.33)	10 (66.67)
Degree		
Master	1 (20.00)	1 (10.00)
Doctorate	4 (80.00)	9 (90.00)
Tenure Track		
Non TT	3 (60.00)	8 (80.00)
TT	1 (20.00)	0 (0)
Tenured	1 (20.00)	2 (20.00)
Rank		
Instructor	1 (20.00)	2 (20.00)
Assistant Professor	2 (40.00)	5 (50.00)
Associate Professor	1 (20.00)	1 (10.00)
Professor	1 (20.00)	2 (20.00)

Table 12b. SPS faculty stratified by characteristics.

	Female N (%)	Male N (%)
	5 (33.33)	10 (66.67)

Highest Degree

	< Doctorate	Doctorate
Male	1 (50.00)	9 (69.23)
Female	1 (50.00)	4 (30.77)

Tenure Track

	Non TT	TT	Tenured
Male	8 (72.73)	0 (0)	2 (66.67)
Female	3 (27.27)	1 (100.00)	1 (33.33)

Rank

	Instructor	Assistant Professor	Associate Professor	Professor
Male	2 (66.67)	5 (71.43)	1 (50.00)	2 (66.67)
Female	1 (33.33)	2 (28.57)	1 (50.00)	1 (33.33)

Center for Advanced Dental Education

Table 13a. CADE faculty by gender.

CADE (N = 6)

	Female N (%)	Male N (%)
	0 (0)	6 (100)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	0 (0)	6 (100)
Tenure Track		
Non TT	0 (0)	3 (50.00)
TT	0 (0)	0 (0)
Tenured	0 (0)	3 (50.00)
Rank		
Assistant Professor	0 (0)	2 (33.33)
Associate Professor	0 (0)	1 (16.67)
Professor	0 (0)	3 (50.00)

Albert Gnaegi Center for Healthcare Ethics

Table 14a. Center for Healthcare Ethics faculty by gender.

Center for Health Care Ethics (N = 7)

	Female N (%)	Male N (%)
	2 (28.57)	5 (71.43)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	2 (28.57)	5 (71.43)
Tenure Track		
Non TT	0 (0)	1 (20.00)
TT	2 (100.00)	1 (20.00)
Tenured	0 (0)	3 (60.00)
Rank		
Assistant Professor	2 (100.00)	2 (40.00)
Associate Professor	0 (0)	1 (20.00)
Professor	0 (0)	2 (40.00)

Center for Outcomes Research (SLUCOR)

Table 15a. SLUCOR faculty stratified by gender.

SLUCOR (N = 8)

	Female N (%)	Male N (%)
	4 (50.00)	4 (50.00)
Degree		
< Doctorate	1 (25.00)	0 (0)
Doctorate	3 (75.00)	4 (100.00)
Tenure Track		
Non TT	3 (75.00)	2 (50.00)
TT	0 (0)	0 (0)
Tenured	1 (25.00)	2 (50.00)
Rank		
Assistant Professor	1 (25.00)	1 (25.00)
Associate Professor	2 (50.00)	1 (25.00)
Professor	1 (25.00)	2 (50.00)

Center for Sustainability

Table 16a. Center for Sustainability faculty stratified by gender.
Center for Sustainability (N = 5)

	Female N (%)	Male N (%)
	1 (20.00)	4 (80.00)
Degree		
< Doctorate	0 (0)	0 (0)
Doctorate	1 (100.00)	4 (100.00)
Tenure Track		
Non TT	0 (0)	0 (0)
TT	0 (0)	3 (75.00)
Tenured	1 (100.00)	1 (25.00)
Rank		
Assistant Professor	0 (0)	3 (75.00)
Associate Professor	1 (100.00)	0 (0)
Professor	0 (0)	1 (25.00)

University Libraries

Table 17a. Library faculty stratified by gender.

Libraries (N = 35)

	Female N (%)	Male N (%)
	26 (74.29)	9 (25.71)
Degree		
Master	19 (73.09)	6 (66.67)
Doctorate	7 (26.92)	3 (33.33)
Tenure Track		
Non TT	26 (100)	9 (100)
TT	0 (0)	0 (0)
Tenured	0 (0)	0 (0)
Rank		
Instructor	1 (3.85)	0 (0)
Assistant Professor	9 (34.62)	4 (44.44)
Associate Professor	11 (42.31)	2 (22.22)
Professor	5 (19.23)	3 (33.33)

Time in Current Rank and Time at SLU—School of Medicine

Table 18a. Time in current rank and time at SLU for all faculty in the School of Medicine.

	Female (N = 243) Mean (SD)	Male (N = 403) Mean (SD)	p
Research Professor			
Time in rank (years)	4.82 (4.54)	6.40 (6.68)	.72
Time at SLU (years)	12 (7.24)	8.22 (6.47)	.07
Instructor			
Time in rank (years)	1.30 (2.39)	2.50 (3.48)	.16
Time at SLU (years)	1.50 (2.45)	2.95 (3.72)	.20
Assistant Professor			
Time in rank (years)	2.90 (2.92)	3.18 (2.99)	.29
Time at SLU (years)	3.88 (4.07)	4.22 (3.80)	.25
Associate Professor			
Time in rank (years)	4.29 (4.45)	4.46 (4.85)	.93
Time at SLU (years)	9.15 (4.19)	8.87 (5.33)	.49
Full Professor			
Time in rank (years)	7.55 (6.54)	11.92 (9.38)	.004
Time at SLU (years)	12.88 (5.02)	14.40 (8.14)	.52

Table 18 b. Time in current rank and time at SLU for Tenure Track faculty in the School of Medicine

	Female (N = 52) Mean (SD)	Male (N = 148) Mean (SD)	p
Assistant Professor			
Time in rank (years)	2.17 (1.78)	3.13 (1.86)	.143
Time at SLU (years)	3.62 (2.32)	3.73 (2.68)	.964
Associate Professor			
Time in rank (years)	6.45 (4.96)	4.72 (5.90)	.138
Time at SLU (years)	8.57 (3.94)	8.21 (4.92)	.691
Full Professor			
Time in rank (years)	10.33 (6.83)	13.72 (10.07)	.160
Time at SLU (years)	13.86 (5.14)	15.29 (9.30)	.675

Table 18c. Time in current rank and time at SLU for Non-Tenure Track faculty in the School of Medicine

	Female (N = 191) Mean (SD)	Male (N = 255) Mean (SD)	p
Research			
Time in rank (years)	5.14 (4.52)	6.59 (6.72)	.861
Time at SLU (years)	12.5 (7.24)	8.45 (6.48)	.061
Instructor			
Time in rank (years)	2.56 (2.90)	2.5 (3.48)	.329
Time at SLU (years)	1.5 (2.56)	2.95 (3.72)	.222
Assistant Professor			
Time in rank (years)	2.99 (3.02)	3.10 (3.14)	.651
Time at SLU (years)	3.91 (4.23)	4.36 (4.07)	.256
Associate Professor			
Time in rank (years)	3.51 (4.04)	4.37 (4.46)	.307
Time at SLU (years)	9.36 (4.31)	9.11 (5.49)	.642
Full Professor			
Time in rank (years)	4.5 (1.35)	7.85 (5.87)	.020
Time at SLU (years)	11.74 (4.77)	12.38 (3.91)	.833

Time in Current Rank and Time at SLU—All School/College/Center except School of Medicine

Table 19a. Time in current rank and time at SLU for all faculty for all Schools/Colleges/Centers except School of Medicine.

	Female (N = 406) Mean (SD)	Male (N = 416) Mean (SD)	p
Instructor			
Time in rank (years)	3.97 (3.69)	3.90 (3.46)	.985
Time at SLU (years)	6.18 (4.11)	5.17 (3.64)	.369
Assistant Professor			
Time in rank (years)	3.76 (3.86)	3.26 (3.68)	.278
Time at SLU (years)	5.25 (4.71)	4.87 (4.94)	.248
Associate Professor			
Time in rank (years)	5.95 (5.16)	8.70 (8.28)	.040
Time at SLU (years)	9.88 (4.48)	11.31 (6.68)	.484
Full Professor			
Time in rank (years)	5.82 (5.82)	10.54 (9.31)	.0005
Time at SLU (years)	11.19 (5.21)	14.48 (7.66)	.006

Table 19b. Time in current rank and time at SLU for Tenure Track faculty for all Schools/Colleges/Centers except School of Medicine.

	Female (N = 406) Mean (SD)	Male (N = 416) Mean (SD)	p
Assistant Professor			
Time in rank (years)	2.72 (2.27)	2.95 (3.02)	.613
Time at SLU (years)	3.37 (2.93)	4.01 (4.48)	.686
Associate Professor			
Time in rank (years)	6.57 (5.51)	8.99 (8.54)	.197
Time at SLU (years)	9.52 (4.26)	11.38 (6.80)	.325
Full Professor			
Time in rank (years)	6.52 (5.99)	10.79 (9.40)	.007
Time at SLU (years)	11.09 (5.41)	14.66 (7.67)	.006

Table 19c. Time in current rank and time at SLU for Non-Tenure Track faculty for all Schools/Colleges/Centers except School of Medicine.

	Female (N = 181) Mean (SD)	Male (N = 82) Mean (SD)	p
Clinical			
Time in rank (years)	5.20 (6.20)	2.69 (4.88)	.221
Time at SLU (years)	9.45 (5.92)	6.81 (6.09)	.506
Instructor			
Time in rank (years)	4.04 (3.69)	3.90 (3.46)	.899
Time at SLU (years)	6.30 (4.06)	5.18 (3.64)	.305
Assistant Professor			
Time in rank (years)	5.01 (4.90)	3.94 (4.79)	.099
Time at SLU (years)	7.50 (5.44)	6.76 (5.42)	.609
Associate Professor			
Time in rank (years)	4.38 (3.75)	6.15 (4.78)	.179
Time at SLU (years)	10.78 (4.93)	10.69 (5.76)	.691
Full Professor			
Time in rank (years)	2.35 (3.23)	4.71 (3.92)	.245
Time at SLU (years)	11.7 (4.30)	10 (6.13)	.870

Unadjusted Analysis of Tenure Track—All Schools/Colleges/Centers Excluding School of Medicine

In unadjusted analysis (logistic regression), women are 3.28 times more likely to be in non-tenure track positions compared to men (95% CI 2.401, 4.471).

Unadjusted Analysis of Tenure Track—School of Medicine

In unadjusted analysis, women are 2.13 times more likely to be in non-tenure track positions compared to men (95% CI 1.48, 3.08).