

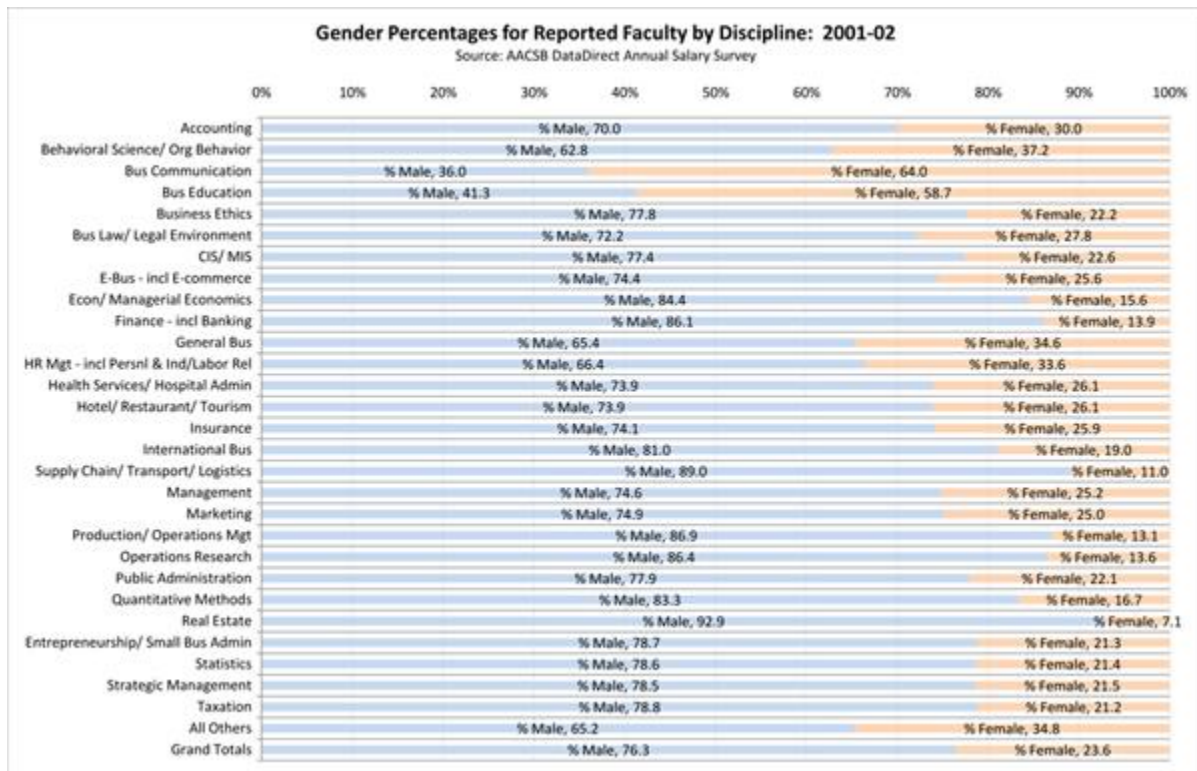
Gender Matters: An Update on the Status of Equity in Faculty Numbers

Gender equity is a perennial topic of discussion. Question of where the current ratio of female to male faculty stand, and if progress is being made towards more equality in hiring remain common themes. In this issue, gender percentages of full-time faculty by discipline, as reported in the annual *2010–11 Salary Survey*, are examined.

At its core, the conversation of gender equity can be a complicated issue because it relies on the ongoing supply of available female faculty. With a disproportional number of female faculty members available for hire, the process often begins with a smaller pool of qualified female applicants from which to choose. When hiring, it is important for management education leaders to acknowledge the inherent difficulties, but to adequately plan for the future, they must also understand where we are and compare it to where we came from.

First, let's see how the gender percentages looked in 2001–02.

Figure 1. Gender Percentages for Reported Faculty By Discipline in 2001–02.
(Click on Figure 1. to view an enlarged image.)

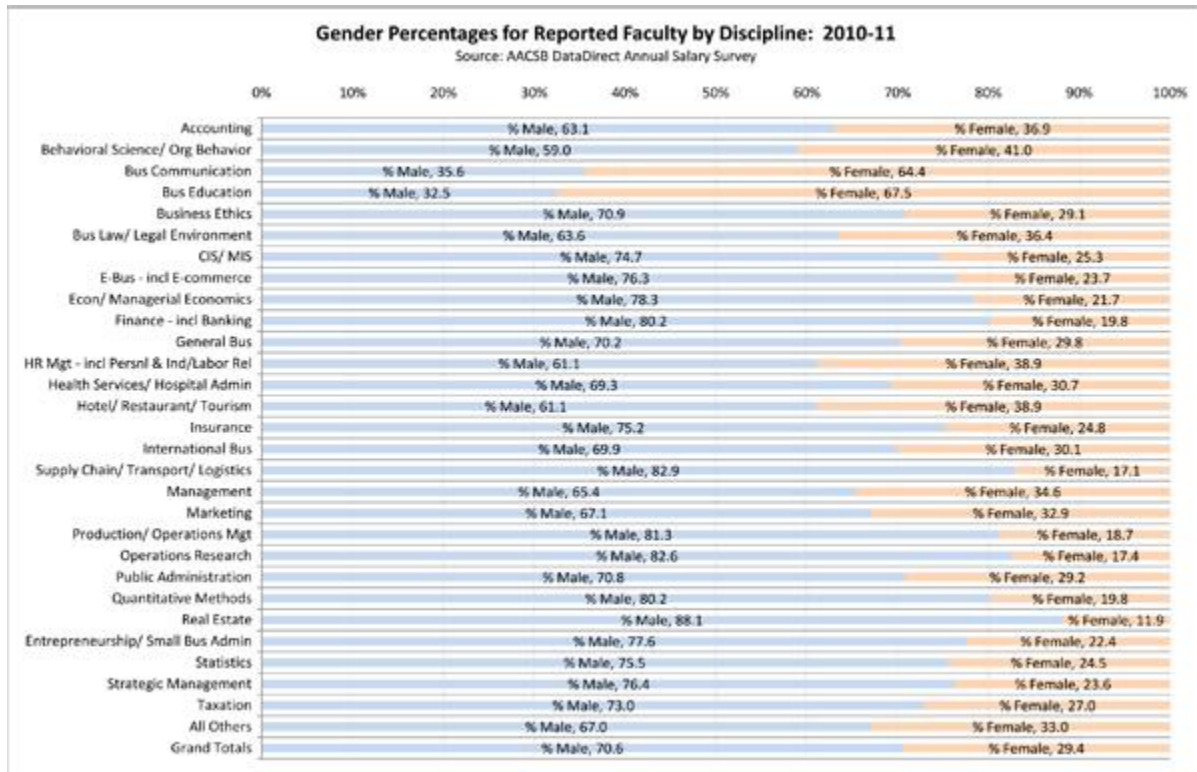


As reported in the *2001–02 Salary Survey*, there were only two categories across management education disciplines where the percent of female faculty was greater than 40%. Demonstrated in Figure 1., both

Business Communication and Business Education show a larger proportion of female faculty, and in comparison, all other disciplines show a much larger proportion of faculty members reported as male.

So, how has this changed?

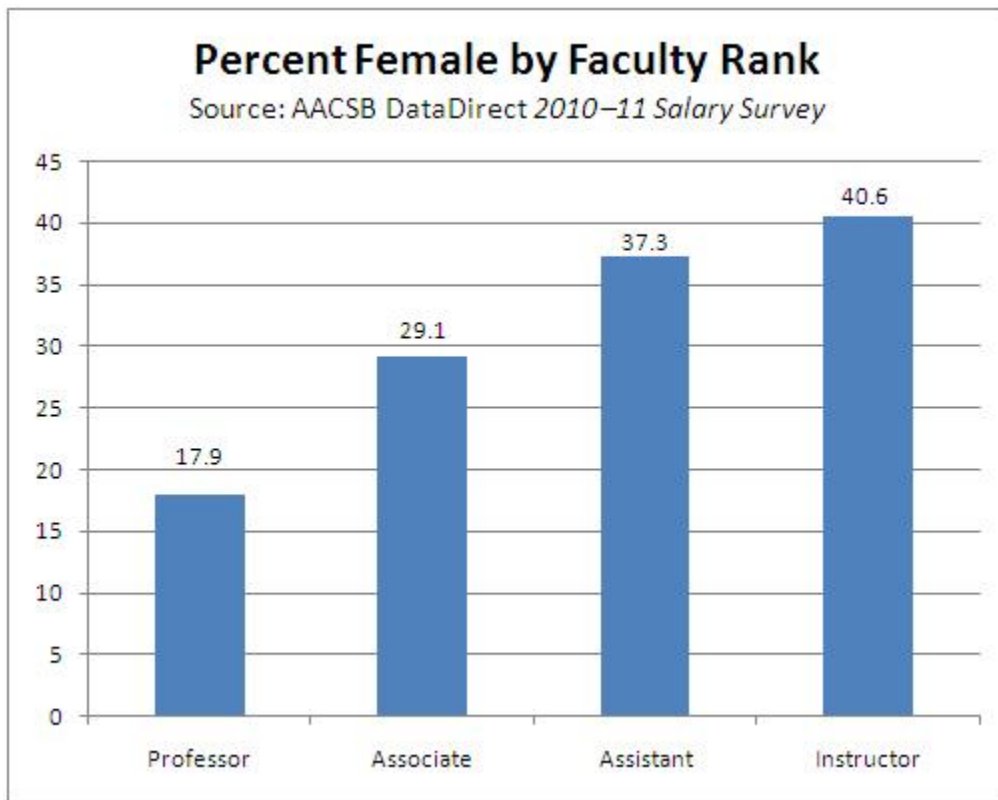
Figure 2. Gender Percentages for Reported Faculty By Discipline in 2011–10.
(Click on Figure 2. to view an enlarged image.)



Since 2001–02, the overall percentage of faculty reports female percentages have risen to 29.4% from 23.6%. The areas where the proportion of female faculty has made the largest gains are Hotel/Restaurant/Tourism, International Business, Management, Business Education, and Business Law/Legal Environment. While these five areas showed the largest movement, 26 out of 30 field/disciplines also showed increases. Conversely, there were only four areas where the female percentage decreased: Insurance, E-Business, General Business, and the category for Other disciplines are not listed.

Most people are probably thinking through their faculty numbers now to take a best guess on their faculty ratios, but there is one more factor that should be considered: Faculty Rank.

Figure 3. Percent Female by Faculty Rank in 2011–10.



Currently, as business school educators move toward full professor in rank, the percentage of faculty members reported as female declines from 40.6% at the instructor level to only 17.9% at the professor level. While management education should view this as an area that warrants attention, it does offer some hopeful news. Strategically speaking, if there are currently 40.6% of instructors who are female, then there is a chance that during their career arc these female faculty members will continue to move up through the faculty ranks—eventually leading to an increase of female faculty at the professor level.

In addition to supporting equitable hiring practices, we should continue to encourage and provide professional development opportunities for those faculty at the introductory faculty ranks, (such as instructor), to ensure that the career path to the professor level is both open and inviting to members of both genders. To move toward a more representative gender balance will require a focus on finding the right faculty for the job, while remaining cognizant of the changing face of faculty demographics.