



MEMORANDUM

To: Donna E. Shalala, President

From: Stephen Sapp
Chair, Faculty Senate

A handwritten signature in black ink that reads "Stephen Sapp". The signature is written in a cursive style.

Date: October 4, 2007

Subject: Faculty Senate Legislation #2007-24(D) – Women and Minorities Committee Report

At the Senate meeting of April 25, 2007, Victoria Mitrani, Chair of the Women and Minorities Committee, presented before the Senate an updated Committee Report which provided the Senate with recommendations. These can be found on the attached report for your review. After discussion, a motion was made to accept the recommendations. *The motion passed unanimously.*

The legislation is now forwarded to you for your action.

SS/ib

cc: Thomas LeBlanc, Executive Vice President and Provost
David J. Birnbach, Vice Provost for University Administration and Faculty Affairs

Women and Minorities Committee

**Report to Faculty Senate
Academic Year 2006/2007**

Appreciation to:

- **Dr. Mary Sapp and team at Planning & Institutional Research**
- **Drs. Uilmann, LeBlanc & Keitz**
- **W&M Committee members:**
 - **Drs. Abaka, Braddock, Fuller, Graber, Hoa, Metsch, & Williams**

Metrics to Assess Diversity & Equity

- **Headcounts**
- **Sex**
 - **UM Profiles**
 - **Group Profiles**
- **Self Identified Racial/Ethnic Categories**
 - **UM Profiles**
 - **Group Profiles**
- **Salaries**

Rationale for Selection of Metrics

- Various reports were generated in collaboration with the UM Planning and Institutional Research team.
- What follows is not a representative sample of reports.
- Rather, reports were selected to highlight areas of disparity (e.g., tenured/tenure track).
- The goal was to identify disparities in order to spur investigation and corrective action.

Headcounts

**Sex: UM Profiles
(representation of women and
men within the institution)**

Full-Time Tenured/Tenure-Track Faculty by Sex

	2002	2004	2006
Men	78% (825)	77% (827)	75% (809)
Women	22% (230)	23% (254)	25% (266)
Total	100% (1055)	100% (1081)	100% (1075)

Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.
 Source: HRS Database, as of September 30, 2006

Full-Time Tenured/Tenure-Track Faculty by School and by Sex

	N	Men	Women
Architecture	17	82%	18%
Arts & Sciences	269	68%	32%
Business	105	75%	25%
Communication	39	69%	31%
Education	35	63%	37%
Engineering	49	96%	4%
Frost Music	49	80%	20%
Law	47	74%	26%
Miller Medicine/Medical Affairs	362	80%	20%
Nursing	11	18%	82%
Rosenstiel	82	83%	17%
Library & Others	10	20%	80%
Total	1075	75%	25%

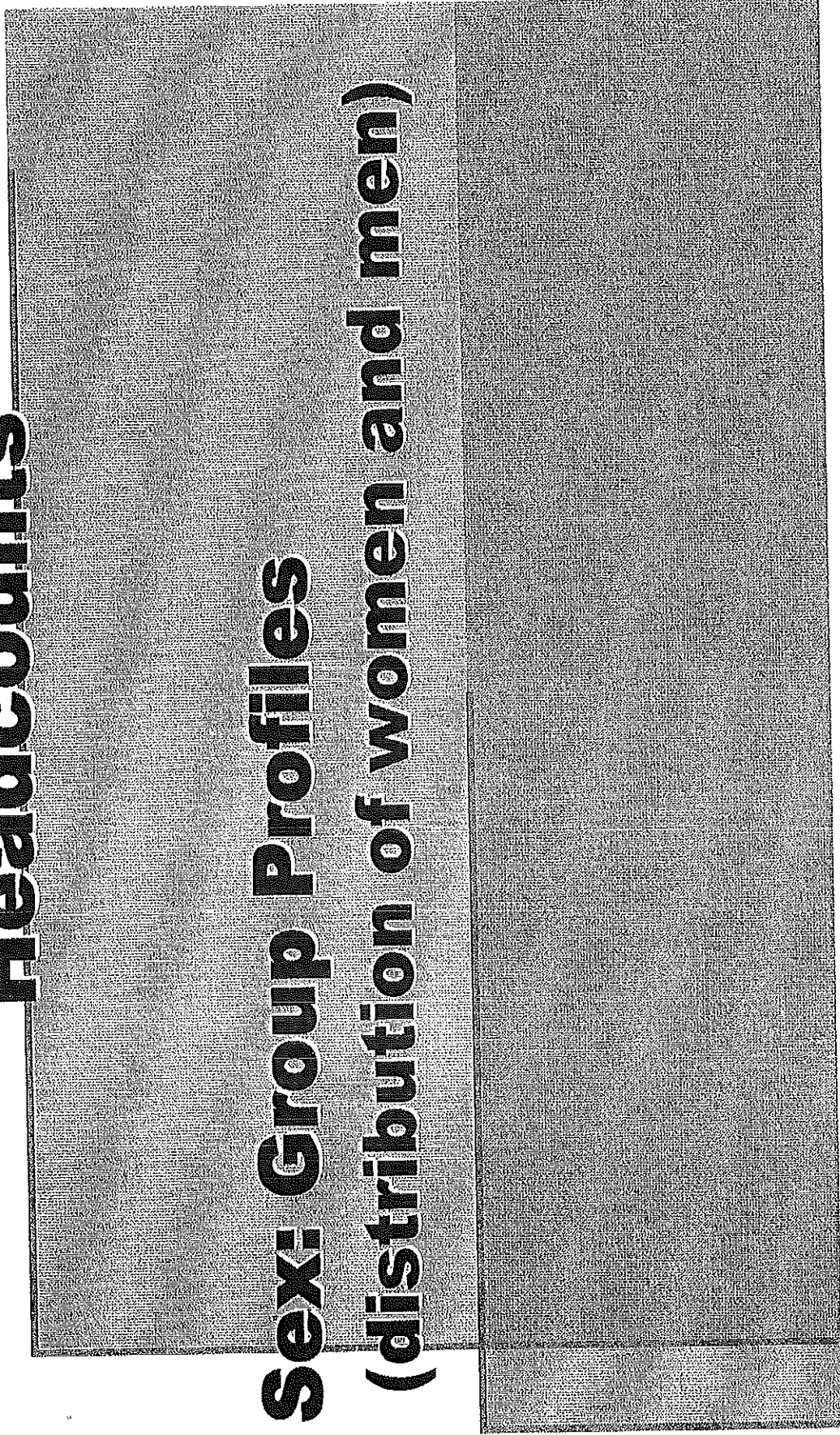
Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.
Source: HRS Database, as of September 30, 2006.

Science and Math Units with 0 Tenured/Tenure Track Women

- Computer science (5 men)
- Physics (16 men)
- Mechanical & aerospace engineering (9 men)
- Industrial engineering (7 men)
- Applied marine physics (12 men)

Headcounts

Sex: Group Profiles (distribution of women and men)



Faculty by Career Track and by Sex

All Schools/Divisions

	Men	Women
Full-Time Faculty		
Tenured/Tenure-Track Faculty	46%	27%
Clinical Faculty	20%	21%
Research Faculty	8%	8%
Other Full-Time Faculty (instructors, lecturers, adjunct faculty, librarian faculty, senior administrators with tenure)	12%	20%
Part-Time Faculty	15%	23%
Total	100%	100%

Percentages may not add to 100% due to rounding.

Source: HRS Database, as of September 30, 2006.

Faculty by Career Track and by Sex Miller School of Medicine & Medical Affairs

	Men	Women
Full-Time Faculty		
Tenured/Tenure-Track Faculty	37% (291)	18% (71)
Clinical Faculty	43% (346)	52% (206)
Research Faculty	12% (97)	17% (68)
Other Full-Time Faculty	7% (52)	11% (42)
Part-Time Faculty	1% (10)	3% (13)
Total	100% (796)	100% (400)

Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.

Source: HRS Database as of September 30, 2006.

School of Medicine '06, Sex Headcounts by Rank within Tracks

- **Larger proportion of men than women at every rank of tenured/tenure track. Largest disparity at rank of professor: 28% of men; 12% of women**
- **Men more likely than women to be at the higher ranks in the clinical and research tracks**
 - **Full + Assoc: 26% of men; 19% of women**
 - **Asst. : 30% of men; 50% of women**
- **Women more likely than men to be instructors or lecturers: 4% of men; 9% of women**

Headcounts

**Self-Identified Categories:
UM Profiles (representation of
each ethnic/racial group within
the institution)**

Full-Time Tenured/Tenure-Track Faculty by Self-Identified Category

	2002	2004	2006
Whites, non-Hispanic	79%	77%	76%
Hispanics	9%	10%	11%
Asian/Pacific Islanders	8%	9%	10%
Blacks, non-Hispanic	3%	3%	2%
American Indians	0%	0%	0%
Total	100%	100%	100%

*Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.
Source: HRS Database, as of September 30, 2006.*

Representation of Black Tenure Faculty at Selected Private Research Universities

- **UM – 2.2%**
- **Duke – 3.2%**
- **Emory – 5.4%**
- **Georgetown – 3.8%**
- **Northwestern – 2.9%**
- **Stanford – 3.1%**
- **Vanderbilt – 3.0%**
- **Wake Forest – 3.9%**
- **Washington University – 3.1%**

Efforts to Increase the Representation of Minority Faculty

Hiring Initiatives

- “post-doc”
- “planned hiring”

Have resulted in 4 new hires of Black faculty in the Schools of Nursing, Engineering, Law, Communications and 1 post-doc.

Initiatives for supporting promising young minority scholars

- NSF-Social Behavioral and Economic Sciences Alliance,
- McKnight Fellow Program,
- FAMU Feeder Scholars Program.
- Pursuing alliances in the Science, technology, Engineering and Mathematics (STEM) area.

Full-Time Tenured/Tenure-Track Faculty by School and Group

	N	White, non- Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic
Architecture	17	59%	35%	0%	6%
Arts & Sciences	269	77%	13%	7%	3%
Business	105	63%	19%	16%	2%
Communication	39	82%	10%	5%	3%
Education	35	69%	17%	6%	9%
Engineering	49	51%	2%	45%	2%
Frost Music	49	86%	6%	4%	0%
Law	47	87%	6%	0%	6%
Miller Medicine/Medical Affairs	362	78%	9%	12%	1%
Nursing	11	82%	18%	0%	0%
Rosenstiel	82	91%	2%	6%	0%
Library & Others	10	70%	30%	0%	0%
Total	1075	76%	11%	10%	2%

Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.
Source: HRS Database as of September 30, 2006.

Science and Math Fields '06: Minority Faculty Representation

- ~~There are 2 Black tenured/tenure track faculty in the science and math fields (Industrial Engineering, Microbiology/Immunology).~~
- ~~Hispanics make up 6% of all tenured/tenure track faculty in the science and math fields (they are 11% across all of UM),~~
 - ~~15 of the 28 science departments/units have no Hispanic full-time tenured/tenure track faculty members.~~
- ~~Asians make up 14% of all tenured/tenure track faculty in science and math fields (they are 10% across all of UM).~~
- ~~There is 1 American Indian tenured/tenure track scientist (Epidemiology).~~

Headcounts

**Self-Identified Categories:
Group Profiles (distribution of
ethnic/racial group members)**

Faculty by Career Track and by Group

All Schools/Divisions

	White, non- Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic
Full-Time Faculty				
Tenured/Tenure-Track Faculty	44%	23%	46%	21%
Clinical Faculty	16%	33%	23%	29%
Research Faculty	6%	9%	16%	8%
Other Full-Time Faculty	16%	13%	10%	17%
Part-Time Faculty	18%	22%	5%	25%
Total	100%	100%	100%	100%

Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.
Source: HRS Database, as of September 30, 2006

Faculty by Career Track and by Ethnicity Miller School of Medicine & Medical Affairs

	White, non- Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic
Full-Time Faculty				
Tenured/Tenure-Track Faculty	38%	12%	30%	10%
Clinical Faculty	40%	64%	38%	66%
Research Faculty	12%	14%	23%	16%
Other Full-Time Faculty	8%	7%	9%	8%
Part-Time Faculty	2%	2%	1%	0%
Total	100%	100%	100%	100%

*Note: Deans and senior administrators with tenure are included. Percentages may not add to 100% due to rounding.
Source: HRS Database as of September 30, 2006.*

Faculty Salary Analysis

- Numerous comparisons were performed to assess equity in faculty salaries.
- We are only including one broad-based comparison in this report (next slide).
- Some of the more fine-tuned comparisons suggest specific areas of salary disparity, particularly in the SOM. They are not presented in this report because small N's reduce confidence in the meaning of the findings and compromise the privacy of faculty members.
- These more fine-tuned comparisons have been given to the administration for further investigation.

Faculty (Base) Salaries

Summary of the Differences in Salary

Differences between	Medicine*	Excluding Medicine**
Women vs. Men	(\$20,000)	(\$3,000)
Blacks vs. Non-Blacks	(\$6,000)	(\$1,000)
Hispanics vs. Non-Hispanics	\$10,000	(\$2,000)
Asians vs. Non-Asians	(\$8,000)	\$4,000

Includes all full time faculty

**Controlling for rank and department.*

*** Controlling for rank and school/four areas within Arts and Sciences; 'base' salaries only.*

Source: HRS Database, as of September 30, 2006.

American Association of University Professors (AAUP) Report on Gender Equity (2005)

Listed how 1,445 institutions measured on 4 indicators (excluding medical, librarian, administration and counselor faculty):

- 1. Proportion of full time faculty members who are female.**
- 2. Proportion of faculty in tenured/tenure track positions who are female.**
- 3. Proportion of full professors who are female.**
- 4. Average salary of female compared with male faculty.**

AAUP Report on Equity

Proportion of all faculty in the following categories who are women:	Nationally	Private Doc. Institutions	UM
Full Time	39%	32%	32%
Tenure Track	45%	39%	37%
Tenured	31%	23%	22%
Full Profs.	24%	19%	17%
Women's mean salary as a % of men's mean salaries:			
All Ranks	81%	77%	76%
Full Professor	88%	91%	100%
Assoc. Professor	93%	93%	89%
Asst. Professor	93%	91%	86%

Summary and Conclusions

- Women and minorities are under-represented among the tenured/tenure track faculty. The patterns are similar in the SOM and the rest of the University.

- Salary discrepancies in the SOM require further investigation and action.

- The University is already paying serious attention to some of these issues:

- Hiring initiatives for minority faculty
- Appointment of Dr. Sheri A. Keitz to Associate Dean in SOM for Faculty Diversity and Development, and Advisor to the President

Recommendation 1

- Continue the collaborative process between the Administration and the Women and Minorities Committee with regard to defining a set of diversity and equity metrics
- Collaboration should extend to other goals such as increasing the representation of women and minority faculty in the tenure track.

Recommendation 2

The University should consider adopting the 4 categories used in the AAUP Gender Equity report as an internal global measures of progress on diversity and gender/minority equity:

- 1) % of full time faculty
- 2) % of tenure track and tenured faculty;
- 3) % of tenured faculty;
- 4) Average salary of female compared with male faculty and of minority compared with non-minority faculty (separate for SOM)

Recommendation 3

Addressing salary issues at the SOM requires:

- **Developing methods for analyzing salary trends including comparison of total salary rather than base salary (this is a planned early step by Dr. Keitz)**

- **Identifying potential mechanisms that contribute to disparities in order to develop and implement programs that address salary differences**

- **Establishing procedures for ongoing salary analysis to be led by the Associate Dean for Faculty Diversity and Development (Dr. Keitz)**

Recommendation 4

- **The Vice-Provost's strategy of addressing individual salary discrepancies with Deans and Chairs in the Coral Gables and RSMAS campus appears to be successful and should be continued.**
- **This strategy should be considered at the Medical School as recommended repeatedly in the past by the Senate.**

Recommendation 5

- The Office of Research should be supported in establishing an ongoing mechanism for facilitating NIH diversity supplements.
- A preliminary analysis shows that this mechanism is underutilized at UM at the faculty level.
 - In FFY 05-06, 15 diversity supplements were submitted, 73% were awarded, but only 2 were submitted at the faculty level.
- Initiatives can include PI education, assistance for identifying qualified candidates, and providing technical assistance for applications.
- The diversity supplement mechanism is a means for supporting research, supporting minority faculty (2 years of support at up to \$75,000 in salary/year), and provides a mechanism for mentorship that rewards the mentor.