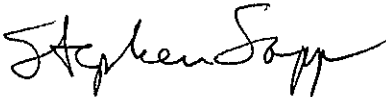




MEMORANDUM

To: Donna E. Shalala, President

From: Stephen Sapp
Chair 

Date: April 30, 2008

Subject: Faculty Senate Legislation #2007-45(D) – Women and Minorities Committee Report

On April 23, 2008, the Senate voted to approve the Women and Minorities Committee Report as presented by Victoria Mitrani, 2007-2008 Chair of the Committee, and approved the recommendations below:

- *The metrics adopted from the AAUP Gender Equity Report are effective for tracking progress. In particular they show that disparities are greater at the higher end of the faculty ladder. Efforts should be directed not only at hiring more women and minority faculty but also at understanding and correcting mechanisms that contribute to disparity in retention, promotion, and tenure.*
- *As recommended last year, we recommend that the Vice-Provost for faculty affairs continue/renew the practice of addressing individual salary discrepancies with Deans and Chairs.*

Enclosed is a copy of that report.

The legislation is now forwarded to you for your information.

SS/rh

Enclosure (report)

cc: Thomas LeBlanc, Executive Vice President and Provost
David J. Birnbach, Vice Provost for University Administration and Faculty Affairs
Victoria Mitrani, Chair, Women and Minorities Committee
Sheri A. Keitz, Associate dean for Faculty Diversity and Development, Miller School of Medicine

Faculty Senate
1252 Memorial Drive, 325 Ashe Admin. Bldg.
Coral Gables, Florida 33124
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email: facsen@miami.edu

Women and Minorities Committee

Report to Faculty Senate Academic Year 2007/2008

Appreciation to:

- **Dr. Mary Sapp and team at Planning & Institutional Research, and the administration for allowing us to access and report on the enclosed**
- **W&M Committee members:**
 - **Drs. Braddock, Fuller, Graber, Hoa, Mechaber, & Seelig**

Rationale for Selection of Metrics

As recommended in last year's Women and Minorities Committee report, we have adopted a set of metrics that was used in an AAUP survey on gender equity (2005), applying these metrics to gender as well as ethnic group comparisons:

- 1) % of full time faculty
- 2) % of tenured/tenure track faculty;
- 3) % of tenured full professors;
- 4) Average salary

Facts about the Data

- **Source: Human Resources Database**
- **Data is from fall semester, 2007**
- **“Headcount” analyses include Deans and senior administrators with tenure**
- **Salary analyses exclude senior administrators and chairs of clinical departments**
- **Salary analyses control for rank and discipline (/department in MSOM)**

Gender Group Differences

- Data from 2003-2007 Across all UM
- 2007 Data by School

Full Time Faculty by Gender: 2003-2007

	2003	2004	2005	2006	2007	4 yr change*
Men	67% (1462)	66% (1462)	67% (1476)	66% (1490)	64% (1528)	5%
Women	33% (710)	34% (741)	33% (743)	34% (756)	36% (841)	18%
Total	2172	2203	2219	2246	2369	9%

* Reflects change within the group (row) over time

Full-Time Tenured/Tenure-Track Faculty by Gender: 2003-2007

	2003	2004	2005	2006	2007	4 yr change*
Men	77% (821)	77% (827)	76% (806)	75% (809)	74% (827)	1%
Women	23% (244)	23% (254)	24% (257)	25% (266)	26% (285)	17%
Total	1065	1081	1063	1075	1112	4%

* Reflects change within the group (row) over time

Full Professors with Tenure by Gender:

2003-2007

	2003	2004	2005	2006	2007	4 yr change*
Men	83% (497)	82% (505)	82% (499)	82% (515)	83% (524)	5%
Women	17% (104)	18% (108)	18% (107)	18% (110)	17% (109)	5%
Total	601	613	606	625	633	5%

* Reflects change within the group (row) over time

Full Time Faculty by Gender and School: 2007

	Men	Women	Total
Architecture	79% (26)	21% (7)	33
Arts & Sciences	60% (250)	40% (169)	419
Business	66% (96)	34% (49)	145
Communication	64% (36)	36% (20)	56
Education	50% (26)	50% (26)	52
Engineering	92% (66)	8% (6)	72
Frost Music	70% (57)	30% (24)	81
Law	58% (39)	42% (28)	67
Medicine	66% (832)	34% (435)	1267
Nursing	17% (5)	83% (25)	30
RSMAS	81% (82)	19% (19)	101
Continuing Studies	29% (4)	71% (10)	14
Library & Others	28% (9)	72% (23)	32
Total	64% (1528)	36% (841)	2369

Full Time Tenured/Tenure-Track Faculty by Gender and School: 2007

	Men	Women	Total N
Architecture	83% (15)	17% (3)	18
Arts & Sciences	69% (190)	31% (86)	276
Business	69% (68)	31% (30)	98
Communication	66% (27)	34% (14)	41
Education	63% (20)	38% (12)	32
Engineering	93% (50)	7% (4)	54
Music	78% (40)	22% (11)	51
Law	73% (33)	27% (12)	45
Medicine	79% (315)	21% (83)	398
Nursing	18% (2)	82% (9)	11
RSMAS	83% (65)	17% (13)	78
Library & Others	20% (2)	80% (8)	10
Total	74% (827)	26% (285)	1112

Full Time Tenured/Tenure-Track Faculty by Gender and School: 2006 & 2007

	Men		Women		Total N	
	2006	2007	2006	2007	2006	2007
Architecture	82 %	83%	18 %	17%	17	18
Arts & Sciences	68%	69%	32 %	31%	269	276
Business	75%	69%	25 %	31%	105	98
Communication	69%	66%	31%	34%	39	41
Education	63 %	63%	37%	38%	35	32
Engineering	96 %	93%	4%	7%	49	54
Music	80%	78%	20%	22%	49	51
Law	74%	73%	26%	27%	47	45
Medicine	80%	79%	20%	21%	362	398
Nursing	18%	18%	82%	82%	11	11
RSMAS	83%	83%	17%	17%	82	78
Library & Others	20%	20%	80%	80%	10	10
Total	75%	74%	25%	26%	1075	1112

Full Professors with Tenure by Gender and School : 2007

	Men	Women	Total
Architecture	83% (10)	17% (2)	12
Arts & Sciences	85% (111)	15% (20)	131
Business	77% (23)	23% (7)	30
Communication	100% (13)	0% (0)	13
Education	63% (10)	38% (6)	16
Engineering	97% (28)	3% (1)	29
Frost Music	88% (23)	12% (3)	26
Law	73% (29)	28% (11)	40
Medicine	83% (232)	17% (49)	281
Nursing	0% (0)	100% (5)	5
RSMAS	92% (44)	8% (4)	48
Library & Others	50% (1)	50% (1)	2
Total	83% (524)	17% (109)	633

Representation of Men in Each Group: 2007

	Full Time	Tenured/Tenure Track	Full Profs.
Architecture	79% (26)	83% (15)	83% (10)
Arts & Sciences	60% (250)	69% (190)	85% (111)
Business	66% (96)	69% (68)	77% (23)
Communication	64% (36)	66% (27)	100% (13)
Education	50% (26)	63% (20)	63% (10)
Engineering	92% (66)	93% (50)	97% (28)
Frost Music	70% (57)	78% (40)	88% (23)
Law	58% (39)	73% (33)	73% (29)
Medicine	66% (832)	79% (315)	83% (232)
Nursing	17% (5)	18% (2)	0% (0)
RSMAS	81% (82)	83% (65)	92% (44)
Continuing Studies	29% (4)	xx	xx
Library & Others	28% (9)	20% (2)	50% (1)
Total	64% (1528)	74% (827)	83% (524)

Self-Identified (Ethnic/Racial) Group Differences

- Data from 2003-2007 Across all UM
- 2007 Data by School

Full-Time Faculty by Self-Identified Category : 2003-2007

	2003	2004	2005	2006	2007	4 yr change*
White, non- Hispanic	69% (1505)	69% (1522)	68% (1517)	68% (1527)	67% (1591)	6%
Hispanic	17% (368)	17% (366)	17% (383)	18% (396)	18% (418)	14%
Asian/Pacific Islander	10% (210)	10% (224)	10% (229)	10% (231)	11% (269)	28%
Black, non-Hispanic	4% (81)	4% (85)	4% (84)	4% (86)	4% (86)	6%
American Indian	0% (8)	0% (6)	0% (6)	0% (6)	0% (5)	-38%
Total	2172	2203	2219	2246	2369	9%

* Reflects change within the group (row) over time

Full-Time Tenured/Tenure-Track Faculty by Self-Identified Category: 2003-2007

	2003	2004	2005	2006	2007	4 yr change*
White, non-Hispanic	78% (826)	77% (835)	77% (823)	76% (819)	75% (838)	1%
Hispanic	10% (109)	10% (112)	10% (104)	11% (115)	10% (116)	6%
Asian/Pacific Islander	9% (96)	9% (100)	10% (105)	10% (112)	11% (125)	30%
Black, non-Hispanic	3% (28)	3% (29)	2% (26)	2% (24)	3% (28)	0%
American Indian	1% (6)	0% (5)	0% (5)	0% (5)	0% (5)	-17%
Total	1065	1081	1063	1075	1112	4%

* Reflects change within the group (row) over time

Full Tenured Professors by Self-Identified Category: 2003-2007

	2003	2004	2005	2006	2007	4 yr change*
White, non-Hispanic	83% (498)	83% (508)	82% (496)	81% (507)	81% (510)	2%
Hispanic	9% (52)	9% (53)	9% (53)	10% (60)	10% (61)	17%
Asian/Pacific Islander	6% (36)	6% (38)	7% (44)	7% (45)	8% (48)	33%
Black, non-Hispanic	2% (13)	2% (12)	2% (11)	2% (11)	2% (12)	-8%
American Indian	0% (2)	0% (2)	0% (2)	0% (2)	0% (2)	0%
Total	601	613	606	625	633	5%

* Reflects change within the group (row) over time

Full-Time Faculty by Self-Identified Category & School :2007

	White, non-Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic	American Indian	Total
Architecture	55% (18)	42% (14)	0% (0)	3% (1)	0% (0)	33
Arts & Sciences	74% (310)	15% (61)	7% (30)	4% (16)	0% (2)	419
Business	64% (93)	18% (26)	16% (23)	2% (3)	0% (0)	145
Communication	79% (44)	11% (6)	4% (2)	7% (4)	0% (0)	56
Education	73% (38)	12% (6)	8% (4)	8% (4)	0% (0)	52
Engineering	54% (39)	8% (6)	33% (24)	4% (3)	0% (0)	72
Frost Music	88% (71)	4% (3)	6% (5)	0% (0)	2% (2)	81
Law	79% (53)	9% (6)	1% (1)	10% (7)	0% (0)	67
Medicine	62% (788)	21% (266)	13% (170)	3% (42)	0% (1)	1267
Nursing	63% (19)	27% (8)	0% (0)	10% (3)	0% (0)	30
RSMAS	85% (86)	6% (6)	8% (8)	1% (1)	0% (0)	101
Continuing Studies	79% (11)	21% (3)	0% (0)	0% (0)	0% (0)	14
Library & Others	66% (21)	22% (7)	6% (2)	6% (2)	0% (0)	32
Total	67% (1591)	18% (418)	11% (269)	4% (86)	0% (5)	2369

Tenured/Tenure Track Faculty by Self-Identified Category and School: 2007

	White, non- Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic	American Indian	Total
Architecture	61% (11)	33% (6)	0% (0)	6% (1)	0% (0)	18
Arts & Sciences	76% (209)	12% (33)	8% (23)	3% (9)	1% (2)	276
Business	60% (59)	16% (16)	21% (21)	2% (2)	0% (0)	98
Communication	80% (33)	10% (4)	5% (2)	5% (2)	0% (0)	41
Education	69% (22)	16% (5)	6% (2)	9% (3)	0% (0)	32
Engineering	50% (27)	4% (2)	43% (23)	4% (2)	0% (0)	54
Frost Music	84% (43)	6% (3)	6% (3)	0% (0)	4% (2)	51
Law	84% (38)	7% (3)	0% (0)	9% (4)	0% (0)	45
Medicine	78% (310)	9% (35)	12% (47)	1% (5)	0% (1)	398
Nursing	64% (7)	36% (4)	0% (0)	0% (0)	0% (0)	11
RSMAS	92% (72)	3% (2)	5% (4)	0% (0)	0% (0)	78
Library & Others	70% (7)	30% (3)	0% (0)	0% (0)	0% (0)	10
Total	75% (838)	10% (116)	11% (125)	3% (28)	0% (5)	1112

Full Tenured Professors by Self-Identified Category and School : 2007

	White, non- Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic	American Indian	Total
Architecture	67% (8)	25% (3)	0% (0)	8% (1)	0% (0)	12
Arts & Sciences	79% (103)	13% (17)	5% (7)	3% (4)	0% (0)	131
Business	73% (22)	10% (3)	17% (5)	0% (0)	0% (0)	30
Communication	100% (13)	0% (0)	0% (0)	0% (0)	0% (0)	13
Education	75% (12)	13% (2)	6% (1)	6% (1)	0% (0)	16
Engineering	55% (16)	7% (2)	38% (11)	0% (0)	0% (0)	29
Frost Music	88% (23)	4% (1)	4% (1)	0% (0)	4% (1)	26
Law	88% (35)	5% (2)	0% (0)	8% (3)	0% (0)	40
Medicine	83% (232)	9% (26)	7% (19)	1% (3)	0% (1)	281
Nursing	60% (3)	40% (2)	0% (0)	0% (0)	0% (0)	5
RSMAS	88% (42)	4% (2)	8% (4)	0% (0)	0% (0)	48
Library & Others	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)	2
Total	81% (510)	10% (61)	8% (48)	2% (12)	0% (2)	633

Representation of White/non-Hispanics per Group

	Full Time	Tenured/Tenure Track	Full Profs.
Architecture	55% (18)	61% (11)	67% (8)
Arts & Sciences	74% (310)	76% (209)	79% (103)
Business	64% (93)	60% (59)	73% (22)
Communication	79% (44)	80% (33)	100% (13)
Education	73% (38)	69% (22)	75% (12)
Engineering	54% (39)	50% (27)	55% (16)
Frost Music	88% (71)	84% (43)	88% (23)
Law	79% (53)	84% (38)	88% (35)
Medicine	62% (788)	78% (310)	83% (232)
Nursing	63% (19)	64% (7)	60% (3)
RSMAS	85% (86)	92% (72)	88% (42)
Continuing Studies	79% (11)	xx	xx
Library & Others	66% (21)	70% (7)	50% (1)
Total	67% (1591)	75% (838)	81% (510)

Faculty Salary Analyses

- **The next slide includes comparisons for schools where there was at least one 5-figure difference between groups and n=6 or more in that cell.**
- **More fine-tuned comparisons suggest specific areas of salary disparity, particularly in the MSOM. 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.**

Summary of the Differences in Base Salary for Full Time Faculty Controlling for Rank: 2007

	MSOM: Clinical	MSOM: Basic Science	Law	Business	RSMAS	All Excluding MSOM
Women vs. Men	(\$13,871) [n=355]	(\$12,534) [n=35]	(\$3819) [n=27]	(\$4590) [n=45]	\$318 [n=16]	(\$2703) [n=353]
Black vs. Non-Black	(\$5793) [n=38]	NA [n=3]	(\$16,509) [n=6]	NA [n=3]	NA [n=0]	\$43 [n=42]
Hispanic vs. Non- Hispanic	\$12,914 [n=242]	(\$4370) [n=11]	(\$3168) [n=6]	(\$7130) [n=25]	\$3155 [n=6]	(\$2153) [n=137]
Asian vs. Non-Asian	(\$8439) [n=152]	\$3436 [n=17]	NA [n=1]	\$27,745 [n=23]	(\$12,244) [n=7]	\$4558 [n=95]

Diversity at the Miller SOM

- Report submitted by SOM's Women and Minority Affairs Subcommittee
- Full report is included as an addendum to the W&M Committee's report
- The following are some highlights

Diversity at the Miller SOM : Objectives

- **Advance learning & work environment for ALL faculty**
- **Develop our healthcare workforce to fulfill commitment to caring for diverse community**
- **Recruit, develop & retain diverse academic community**
- **Assess and monitor measurable outcomes**
- **Promotion and professional development of our academy during life transitions**
- **Support community outreach/pipeline programs to enhance diversity**

MSOM Report: Highlights of Progress in Diversity

- **Environmental Assessment**
- **Ongoing Program Development**
- **Review of Organizational Structure & Funding
for Diversity Initiatives at MSOM**

MSOM Report: Environmental Assessment

- **Research analyst dedicated to SOM data management**
- **Collaboration across campuses, ADVANCE grant**
- **Key stakeholders of diversity meeting and working toward LCME re-accreditation**
- **New faculty survey (Provost's) assessing work environment, cultural climate, mentoring**

MSOM Report: Ongoing Diversity Program Development

- **New campus group and series of meetings for female faculty members**
- **New diversity website**
- **Newsletter to foster communication between women on campus**
- **Professional development support**

MSOM Report: Review of Organizational Structure & Funding for Diversity Initiatives

- **Dean approved creation of a business plan for diversity efforts**
- **Includes budgetary process and resource allocation**
- **Seeking an endowment to sustain initiatives**
- **Planning for future grant application**

W & M Committee Report Conclusions & Recommendations

- **The metrics adopted from the AAUP Gender Equity Report are effective for tracking progress. In particular they show that disparities are greater at the higher end of the faculty ladder. Efforts should be directed not only at hiring more women and minority faculty but also at understanding and correcting mechanisms that contribute to disparity in retention, promotion and tenure.**
- **The MSOM has made a serious commitment to improving the status of W&M faculty. Our Committee will continue to track their progress. We urge the MSOM to address salary disparities.**

W & M Committee Conclusions and Recommendations (continued)

- The Provost's recently completed survey is a source of both qualitative and quantitative data on issues relevant to W&M issues and we should work on ways to access and report on the data in a manner that protects confidentiality**
- As recommended last year, we recommend that the Vice-Provost for faculty affairs continue/renew the practice of addressing individual salary discrepancies with Deans and Chairs at Gables and RSMAS Campuses.**