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MEMORANDUM

To: Donna E. Shalala, President

From: Richard L. Williamson
Chair, Faculty Senate

A handwritten signature in black ink, appearing to read 'Richard L. Williamson'.

Date: October 1, 2009

Subject: Faculty Senate Legislation #2009-03(D) – 2008-2009 Women and Minorities
Committee Report

On September 30, 2009, the Senate voted to accept the 2008-2009 Women and Minorities Committee Report, approve the recommendations stated within the report, and resolved that “the Faculty Senate finds the relative lack of progress on promotions, in correcting salary disparities, and in increasing the numbers of women faculty members at the Miller School of Medicine unacceptable and requests that the Provost review the matter and report back to the Senate.”

Enclosed is a copy of that report.

The legislation is now forwarded to you for your information.

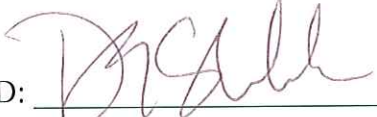
RW/rh

Enclosure (report)

cc: Thomas LeBlanc, Executive Vice President and Provost
David J. Birnbach, Vice Provost for University Administration and Faculty Affairs
Hilit Mechaber, Chair, Women and Minorities Committee

CAPSULE: Faculty Senate Legislation #2009-03(D) – 2008-2009 Women and Minorities
Committee Report

PRESIDENT'S ACKNOWLEDGEMENT OF RECEIPT OF LEGISLATION

RECEIVED:  DATE: Oct 13 2009
(President's Signature)

Women and Minorities Committee

Report to Faculty Senate
Academic Year 2008-2009

Prepared by Dr. Hilit Mechaber
Chair, Women & Minorities
Committee

Special Thank You To:

- Dr. Mary Sapp and Planning & Institutional Research Team
- UM administration for continuing to allow access to data
- W&M Committee members:
 - Drs. Braddock, Connolly, Dang, Fuller, Kourafalou, Lew, Seelig
- Dr. Sheri Keitz for assistance with MSOM salary analysis

Committee Work Summary

- Demographics and Faculty Diversity
- Tenure and Salary Analysis
- Mentoring
- Promotion & Tenure Criteria
- Faculty Development for W & M
- Childcare

Demographic Metrics

- Based on prior recommendations and previous W&M Committee Report, we continue to use metrics adopted from AAUP survey on gender equity
- Apply metrics to gender and ethnic group comparisons for:
 - % of full time faculty
 - % of tenured/tenure track faculty
 - % of tenured full professors
 - Average salary
- MSOM new and unique salary analysis

Full Time Faculty by Gender: 2004-2008

	2004	2005	2006	2007	2008	Proportional growth
Men	66% (1462)	67% (1476)	66% (1490)	64% (1528)	65% (1639)	12%
Women	34% (741)	33% (743)	34% (756)	36% (841)	35% (897)	21%
Total	100% (2203)	100% (2219)	100% (2246)	100% (2369)	100% (2536)	15%

Full Time Faculty by Gender and School: 2008

	Men	Women	Total
Architecture	79% (23)	21% (6)	29
Arts & Sciences	61% (278)	39% (177)	455
Business	68% (90)	32% (43)	133
Communication	63% (38)	37% (22)	60
Education	49% (24)	51% (25)	49
Engineering	90% (63)	10% (7)	70
Frost Music	70% (56)	30% (24)	80
Law	54% (37)	46% (31)	68
Medicine	66% (929)	34% (480)	1409
Nursing	21% (7)	79% (27)	34
RSMAS	80% (81)	20% (20)	101
Continuing Studies	27% (4)	73% (11)	15
Library & Others	27% (9)	73% (24)	33
Total	65 % (1639)	35% (897)	2536

Full-Time Faculty by Self-Identified Category : 2004-2008

	2004	2005	2006	2007	2008	Proportional Growth
White, non-Hispanic	69% (1522)	68% (1517)	68% (1527)	67% (1591)	65% (1656)	9%
Hispanic	17% (366)	17% (383)	18% (396)	18% (418)	18% (467)	28%
Asian/Pacific Islander	10% (224)	10% (229)	10% (231)	11% (269)	12% (309)	38%
Black, non-Hispanic	4% (85)	4% (84)	4% (86)	4% (86)	4% (99)	16%
American Indian	0% (6)	0% (6)	0% (6)	0% (5)	0% (5)	-17%
Total	100% (2203)	100% (2219)	100% (2246)	100% (2369)	100% (2536)	15%

Full-Time Faculty by Self-Identified Category & School :2008

	White, non-Hispanic	Hispanic	Asian/ Pacific Islander	Black, non- Hispanic	American Indian	Total
Architecture	55% (16)	41% (12)	0% (0)	3% (1)	0% (0)	29
Arts & Sciences	73% (331)	16% (73)	7% (30)	4% (20)	0% (1)	455
Business	62% (82)	18% (24)	18% (24)	2% (3)	0% (0)	133
Communication	75% (45)	12% (7)	7% (4)	7% (4)	0% (0)	60
Education	73% (36)	10% (5)	4% (2)	12% (6)	0% (0)	49
Engineering	50% (35)	10% (7)	36% (25)	4% (3)	0% (0)	70
Frost Music	88% (70)	4% (3)	5% (4)	1% (1)	3% (2)	80
Law	78% (53)	10% (7)	1% (1)	10% (7)	0% (0)	68
Medicine	61% (853)	21% (302)	15% (205)	3% (47)	0% (2)	1,409
Nursing	59% (20)	32% (11)	0% (0)	9% (3)	0% (0)	34
RSMAS	83% (84)	7% (7)	9% (9)	1% (1)	0% (0)	101
Continuing Studies	73% (11)	20% (3)	7% (1)	0% (0)	0% (0)	15
Library & Others	61% (20)	18% (6)	12% (4)	9% (3)	0% (0)	33
Total	65% (1656)	18% (467)	12% (309)	4% (99)	0% (5)	2,536

Full Professors with Tenure by Gender: 2004-2008

	2004	2005	2006	2007	2008	% of 4 yr change
Men	82% (505)	82% (499)	82% (515)	83% (524)	83% (528)	88% 23 men
Women	18% (108)	18% (107)	18% (110)	17% (109)	17% (111)	12% 3 women
Total	100% (613)	100% (606)	100% (625)	100% (633)	100% (639)	26 New Full Profs

Calculated by gender as proportion of all Full Professors

Full Professors with Tenure by Gender and School : 2008

	Men	Women	Total
Architecture	83% (10)	17% (2)	12
Arts & Sciences	83% (110)	17% (22)	132
Business	79% (23)	21% (6)	29
Communication	94% (16)	6% (1)	17
Education	60% (9)	40% (6)	15
Engineering	96% (25)	4% (1)	26
Frost Music	88% (21)	13% (3)	24
Law	73% (27)	27% (10)	37
Medicine	82% (243)	18% (52)	295
Nursing	0% (0)	100% (4)	4
RSMAS	93% (43)	7% (3)	46
Library & Others	50% (1)	50% (1)	2
Total	83% (528)	17% (111)	639

Calculated by gender as proportion of all Full Professors

Full Professors with Tenure by Self-Identified Category: 2004-2008

	2004	2005	2006	2007	2008	% of 4 yr change
White, non-Hispanic	83% (508)	82% (496)	81% (507)	81% (510)	79% (504)	-15% (-4)
Hispanic	9% (53)	9% (53)	10% (60)	10% (61)	10% (64)	42% (11)
Asian/Pacific Islander	6% (38)	7% (44)	7% (45)	8% (48)	9% (57)	73% (19)
Black, non-Hispanic	2% (12)	2% (11)	2% (11)	2% (12)	2% (12)	0% (0)
American Indian	0% (2)	0% (2)	0% (2)	0% (2)	0% (2)	0% (0)
Total	100% (613)	100% (606)	100% (625)	100% (633)	100% (639)	26 New Full Prof

Proportion of ALL Faculty at rank of Full Professor (FP) with Tenure by Gender: 2004-2008

	2004	2008	Likelihood of FP with Tenure in 2008
Men	505 FP / 1462 Male Faculty 35% FP	528FP / 1639 Male Faculty 32% FP	32%
Women	108FP / 741 Women Faculty 15% FP	111 FP / 897 Women Faculty 12% FP	12%

Calculated by gender as proportion of ALL Faculty

Proportion of ALL Ethnic Faculty at rank of Full Professor (FP) with Tenure by Self-Identified Category 2008

	# of Full Professors 2008	# of Faculty in Group 2008	Likelihood of FP with Tenure 2008	Likelihood of FP with Tenure 2004
White, Non H	504	1656	30%	33%
Hispanic	64	467	14%	14%
Asian/PI	57	309	18%	17%
Blacks, Non-H	12	99	12%	14%
American Indian	2	5	40%	33%

Proportion of Tenure-Track (Eligible) Faculty to ALL Faculty by Gender: 2004-2008

	2004	2008
Men	22% (322/1462)	21% (337/1639)
Women	20% (146/741)	22% (196/897)
Total	21% (468/2203)	21% (533/2536)

The Tenure “Pipeline” 2008

	TENURED	TENURE-ELIGIBLE	COMBINED	INELIGIBLE ?
Men	32%	21%	53%	47%
Women	12%	22%	34%	66%

Faculty Salary Analyses

- Intent to provide data to assist leadership in understanding areas of concern
- To become action-oriented requires detailed review of different demographics in different schools
- New perspective this year with NEW analysis for MSOM
- Analysis for MSOM acknowledges uniqueness of med center
- Interpret data with caution – small cell sizes, often difficult to generalize conclusions

Summary of the Differences in Base Salary for Full Time Faculty Controlling for Rank: 2008

	Nursing 34 faculty	Education 49 faculty	Law 68 faculty	Business 133 faculty	RSMAS 101 faculty	All Excluding MSOM
Women vs. Men	(\$11350) [n=18]	(\$4832) [n=20]	(\$5594) [n=25]	(\$3969) [n=38]	\$501 [n=17]	(\$2385) [n=362]
Black vs. Non-Black	NA [n=3]	(\$5912) [n=6]	(\$9564) [n=7]	NA [n=3]	NA [n=0]	\$266 [n=50]
Hispanic vs. Non- Hispanic	(\$977) [n=8]	\$14554 [n=4]	(\$10927) [n=7]	(\$9440) [n=23]	(\$2451) [n=7]	(\$2914) [n=149]
Asian vs. Non-Asian	NA [n=0]	NA [n=3]	NA [n=1]	\$22188 [n=24]	(\$8637) [n=8]	\$6086 [n=102]

Miller School of Medicine Summary of the Difference in Faculty Base Salary Controlling for Rank: 2008

	Women v Men	Black v NonBlk	Hispanic v NonH	Asian v Non Asian
Basic Sciences	(\$2909) N=49	NA N=3	(\$2205) N=16	\$2126 N=27
Generalist	(\$12392) N=123	(\$5040) N=16	\$4807 N=72	(\$36) N=31
Non- Procedural specialists	(\$5210) N=97	(\$7567) N=6	\$1291 N=78	(\$4462) N=37
Non-Surgical procedure	(\$27484) N=14	NA N=3	\$24889 N=22	(\$31943) N=19
Surgical	(\$18642) N=117	(\$11173) N=17	\$18663 N=83	(\$13340) N=74
Other	(\$5231) N=23	NA N=1	(\$4997) N=9	(\$1968) N=5
TOTAL	(\$11485) N=423	(\$10575) N=46	\$8797 N=280	(\$8874) N=193

Efforts to Improve Mentoring

- SEEDS (NSF Advance Grant): program is successful across campuses
- UMI has placed emphasis on mentoring, with responsibility in each school
- School-wide groups encouraging mentoring

MSOM achievements diversity

- Prioritized promotion of Women in Leadership
 - Support of Executive Leadership in Academic Medicine (ELAM)
 - Networking and Career Development: Women in Academic Medicine (WIAM)
- Prioritized minority student pipeline programs
 - \$1.2 Million HRSA grant received for 3 yrs; collaborative between MSOM and Gables campus

Childcare/Daycare

- Explored prior efforts to analyze situation campus and school-wide; last >10 yrs ago
- Accessible, affordable, quality care essential to the recruitment and retention of faculty – may disproportionately impact women
- Committee investigated fiscally plausible ways to conduct needs assessment
- Ongoing work researching aspirational peer institution policies/availability of childcare

Women & Minorities Committee Conclusions & Recommendations

- Our faculty has grown and proportion of women and most minorities has grown.
- Disparities remain greater at the higher end of the faculty ladder.
- We must better understand and correct barriers contributing to disparity in salary, promotion, tenure and retention.
- Women & minorities may have a greater role in teaching and administration, which may disproportionately interfere with promotion success

Women & Minorities Committee Conclusions & Recommendations (con't)

- Continue to direct efforts at hiring more women and minority faculty
- The Vice-Provost for Faculty Affairs should continue addressing individual salary discrepancies with Deans and Chairs on all campuses
- In an effort to promote diversity in our teaching faculty, we recommend that a new dialogue ensue to evaluate P&T guidelines for alignment with this goal; focusing on value of teaching and mentoring
- As we continue our own committee's effort to initiate a needs assessment regarding childcare across campuses, the university should recognize the need to explore these needs in earnest

Full Professors with Tenure by Gender:

2004-2008

	2004	2005	2006	2007	2008	Net growth
Men	82% (505)	82% (499)	82% (515)	83% (524)	83% (528)	23 men 5%
Women	18% (108)	18% (107)	18% (110)	17% (109)	17% (111)	2 women 2%
Total	100% (613)	100% (606)	100% (625)	100% (633)	100% (639)	4%

Calculated by gender as proportion of all Full Professors

Full Professors with Tenure by Self-Identified Category: 2004-2008

	2004	2005	2006	2007	2008	Net Growth
White, non-Hispanic	83% (508)	82% (496)	81% (507)	81% (510)	79% (504)	-0.1% (-4)
Hispanic	9% (53)	9% (53)	10% (60)	10% (61)	10% (64)	21% (11)
Asian/Pacific Islander	6% (38)	7% (44)	7% (45)	8% (48)	9% (57)	47% (19)
Black, non-Hispanic	2% (12)	2% (11)	2% (11)	2% (12)	2% (12)	0% (0)
American Indian	0% (2)	0% (2)	0% (2)	0% (2)	0% (2)	0% (0)
Total	100% (613)	100% (606)	100% (625)	100% (633)	100% (639)	25