

Hechinger Institute

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Diversity in Science Association

KELLOGG, Inc

SLOAN FOUNDATION

AMGEN

Oklahoma Center for Advancement of Science & Technology

Info for reporters

Determined demographics of tenured/tenure track faculty, disaggregated by race/ethnicity, by gender, and by rank in 14 science and engineering disciplines at research universities

Women and minorities were underrepresented; disciplines fell into 2 groups –
good pipeline with high attrition
poor pipeline with low attrition

Indicators Revealed by Our Data

- Disciplines group due to patterns in faculty data and student data
- Critical mass of women? (15 – 30%)
- Utilization of hiring pool? (compare % women in PhDs vs in asst profs)
- Sufficient same-gender mentors? (compare % women in BS vs in faculty)
- Assess pipeline (NSF PhD & BS data)

% FEMALES*

DISCIPLINE	STUDENTS			PROFESSORS FY2002			
	BS 2000	PhD 83-92	PhD 93-02	asst	assoc	prof	all
chemistry FY'03	47.3%	22.8%	31.3%	21.5%	20.5%	7.6%	12.1%
math	48.2%	20.5%	27.2%	19.6%	13.2%	4.6%	8.3%
computer sci	27.7%	17.9%	20.5%	10.8%	14.4%	8.3%	10.6%
astronomy FY'04	32.7%	12.7%	20.6%	22.0%	16.5%	9.5%	12.6%
physics	21.4%	9.0%	13.3%	11.2%	9.8%	4.6%	6.6%
chemical engr	35.7%	14.4%	22.3%	21.4%	19.2%	4.4%	10.5%
civil engr	24.5%	10.2%	18.7%	22.3%	11.5%	3.5%	9.8%
electrical engr	13.1%	6.4%	11.5%	10.9%	9.8%	3.8%	6.5%
mechanical engr	13.9%	6.0%	10.4%	15.7%	8.9%	3.2%	6.7%
economics	32.3%	22.4%	29.3%	19.0%	16.3%	7.2%	11.5%
political sci	50.1%	31.0%	36.6%	36.5%	28.6%	13.9%	23.5%
sociology	70.2%	51.1%	58.9%	52.3%	42.7%	13.9%	35.8%
psychology	76.5%	55.0%	66.1%	45.4%	40.1%	13.9%	33.5%
biological sci	58.4%	36.5%	44.7%	30.2%	24.9%	14.8%	20.2%

* Females were 50.9% of the 2000 general population.

% Hispanics*

DISCIPLINE	STUDENTS			PROFESSORS FY2002			
	BS 2000	PhD 83-92	PhD 93-02	asst	assoc	prof	all
chemistry FY'03	7.4%	2.6%	3.2%	2.2%	5.4%	1.0%	1.8%
math	5.5%	2.3%	2.6%	5.0%	3.2%	2.0%	2.6%
computer sci	6.5%	1.6%	2.4%	1.8%	1.1%	1.1%	1.3%
astronomy FY'04	4.7%	1.9%	2.4%	3.3%	1.1%	0.7%	1.2%
physics	4.1%	2.0%	2.8%	3.7%	2.1%	1.5%	1.9%
chemical engr	6.7%	2.2%	3.2%	3.4%	4.7%	2.8%	3.3%
civil engr	8.6%	3.3%	3.9%	5.5%	3.5%	3.2%	3.8%
electrical engr	8.4%	2.2%	3.2%	3.2%	4.2%	1.6%	2.5%
mechanical engr	7.1%	1.9%	2.6%	3.5%	1.9%	1.5%	1.9%
economics	5.8%	2.5%	3.6%	4.7%	2.4%	2.1%	2.7%
political sci	8.8%	3.3%	3.7%	2.6%	2.1%	1.0%	1.7%
sociology	9.4%	4.7%	4.8%	4.7%	4.7%	1.9%	3.3%
psychology	8.7%	3.4%	5.7%	6.0%	4.4%	1.9%	3.3%
biological sci	7.2%	2.1%	3.7%	4.0%	1.3%	1.4%	1.9%

* Hispanics were 12.5% of the 2000 general population.

% Blacks*

DISCIPLINE	STUDENTS			PROFESSORS FY2002			
	BS 2000	PhD 83-92	PhD 93-02	asst	assoc	prof	all
chemistry FY'03	9.1%	1.4%	3.0%	0.6%	2.1%	1.2%	1.2%
math	8.3%	1.4%	1.9%	1.0%	1.1%	0.9%	0.9%
computer sci	10.6%	0.9%	2.6%	0.3%	0.6%	0.2%	0.3%
astronomy FY'04	0.7%	0.6%	0.9%	2.2%	2.2%	0.8%	1.2%
physics	5.0%	1.1%	1.5%	1.5%	0.7%	0.4%	0.6%
chemical engr	6.8%	1.8%	2.6%	-	3.5%	1.4%	1.6%
civil engr	4.5%	2.0%	3.1%	3.8%	1.3%	0.6%	1.5%
electrical engr	6.9%	1.6%	2.9%	2.2%	4.0%	0.6%	1.8%
mechanical engr	5.0%	1.2%	2.6%	3.5%	3.5%	0.9%	2.0%
economics	6.2%	3.7%	4.0%	1.9%	2.0%	1.2%	1.5%
political sci	10.6%	7.6%	7.6%	5.1%	7.4%	3.5%	5.0%
sociology	16.7%	6.6%	8.8%	10.1%	7.7%	4.3%	6.6%
psychology	10.7%	3.8%	5.1%	5.7%	4.1%	1.1%	2.7%
biological sci	7.7%	1.6%	2.6%	1.6%	1.4%	0.7%	1.0%

* Blacks were 12.9% of the 2000 general population.

% Native Americans*

DISCIPLINE	STUDENTS			PROFESSORS FY2002			
	BS 2000	PhD 83-92	PhD 93-02	asst	assoc	prof	all
chemistry FY'03	0.5%	0.33%	0.40%	-	0.4%	0.2%	0.2%
math	0.6%	0.21%	0.30%	-	0.3%	0.1%	0.1%
computer sci	0.5%	0.31%	0.28%	-	-	-	-
astronomy FY'04	1.3%	0.29%	0.48%	-	-	-	-
physics	0.4%	0.24%	0.21%	-	-	0.1%	0.1%
chemical engr	0.7%	0.24%	0.47%	-	-	-	-
civil engr	0.9%	0.41%	0.27%	-	-	0.1%	0.1%
electrical engr	0.5%	0.25%	0.19%	-	-	-	-
mechanical engr	0.4%	0.20%	0.45%	-	-	-	-
economics	0.4%	0.18%	0.17%	-	-	0.1%	0.1%
political sci	0.7%	0.30%	0.50%	0.3%	0.3%	-	0.2%
sociology	0.9%	0.54%	0.87%	-	-	0.4%	0.2%
psychology	0.7%	0.40%	0.64%	0.3%	0.9%	0.1%	0.3%
biological sci	0.6%	0.28%	0.34%	0.1%	0.3%	-	0.1%

* Native Americans were 1.5% of the 2000 general population.

% WHITE MALES*

DISCIPLINE	STUDENTS			PROFESSORS FY2002			
	BS 2000	PhD 83-92	PhD 93-02	asst	assoc	prof	all
chemistry FY'03	39.7%	68.7%	54.8%	65.4%	66.9%	86.4%	79.6%
math	40.0%	70.0%	58.1%	60.5%	68.1%	84.8%	78.3%
computer sci	50.8%	68.1%	60.6%	62.9%	68.1%	72.6%	68.9%
astronomy FY'04	58.7%	82.9%	69.8%	62.6%	73.6%	86.2%	80.8%
physics	67.0%	81.9%	68.9%	70.6%	75.6%	84.3%	81.2%
chemical engr	49.4%	67.8%	58.4%	60.7%	65.1%	80.7%	73.9%
civil engr	60.5%	71.3%	58.4%	57.9%	72.7%	80.3%	73.3%
electrical engr	57.2%	70.5%	59.1%	57.2%	62.2%	71.3%	66.7%
mechanical engr	69.2%	72.6%	63.4%	56.1%	60.6%	76.2%	68.9%
economics	50.8%	66.9%	54.9%	59.8%	66.9%	84.8%	75.9%
political sci	39.2%	57.9%	52.4%	54.2%	62.3%	80.2%	68.9%
sociology	20.2%	40.4%	31.5%	37.2%	44.9%	68.5%	54.9%
psychology	17.5%	41.2%	29.5%	55.4%	66.7%	78.9%	61.6%
biological sci	30.4%	57.6%	43.2%	46.0%	52.3%	70.7%	71.4%

* White males are 33.8% of the 2000 general population.

Table 8, <http://www.census.gov/population/www/cen2000/phc-t08.html>

% Asians*

DISCIPLINE	STUDENTS			PROFESSORS FY2002			
	BS 2000	PhD 83-92	PhD 93-02	asst	assoc	prof	all
chemistry FY'03	12.3%	7.4%	15.9%	16.7%	8.8%	3.9%	7.0%
math	8.2%	8.5%	15.7%	18.9%	17.2%	8.6%	11.6%
computer sci	16.4%	13.4%	19.3%	26.3%	17.2%	8.6%	20.9%
astronomy FY'04	6.0%	3.6%	8.2%	14.2%	11.0%	3.3%	6.4%
physics	7.1%	7.3%	17.3%	17.1%	14.3%	9.4%	11.2%
chemical engr	13.9%	16.6%	19.8%	20.0%	9.9%	11.1%	12.4%
civil engr	7.3%	14.4%	20.1%	13.4%	12.6%	12.3%	12.6%
electrical engr	20.6%	20.6%	28.0%	30.0%	22.7%	23.8%	24.5%
mechanical engr	8.4%	18.8%	24.2%	25.2%	27.5%	19.0%	22.2%
economics	16.3%	7.2%	14.5%	20.9%	13.5%	5.7%	10.6%
political sci	6.1%	4.0%	5.7%	9.0%	5.3%	2.5%	4.8%
sociology	5.4%	3.9%	7.5%	6.6%	6.9%	2.8%	4.8%
psychology	5.9%	1.7%	3.9%	9.5%	4.1%	1.1%	3.5%
biological sci	13.0%	5.8%	16.0%	15.6%	8.1%	5.3%	8.1%

* Asians were 4.2% of the 2000 general population.

<http://www.census.gov/prod/2001pubs/c2kbr01-1.pdf>

Female Underrepresented Minority (URM) Faculty at "Top 50" Science & Engineering Departments

	<u>Black females</u>	<u>Hispanic females</u>	<u>Native American females</u>
chemistry	2	5*	1
math	2	7***	0
computer science	0	0	0
astronomy	2*	2*	0
physics	0	8***	0
chemical eng	2	3	0
electrical eng	7	3	0
mechanical eng	3	2*	0
civil eng	2	3**	0
	===	===	==
total	20	33	1
*URM female full prof	1	11	0

Harvard President Larry Summers

“It's possible I made some reference to innate differences between the sexes [to explain the absence of women on science faculties].” 14Jan2005

“I made a big mistake, and I was wrong.”

“I'm sorry.” 21Jan2005

Ad Guru Resigns Over Comments About Women



By JILL LAWLESS, Associated Press Writer

Sun Oct 23, 6:17 AM ET

One of the world's most flamboyant advertising gurus has left his job after reportedly telling an audience that women made poor executives because motherhood made them "wimp out."

Marketing giant WPP Group PLC said Friday it had accepted the resignation of Neil French — a one-time debt collector, trainee matador and rock-band agent who served as the group's worldwide creative director.

The firm, which is based in London and New York, told Britain's Press Association news agency that French had offered his resignation, and it had been accepted. WPP could not immediately be reached for comment by The Associated Press.

French made the contentious remarks during an industry discussion in Toronto on Oct. 6. According to a report in the city's Globe and Mail newspaper, French said women did not make it to the top because "they're crap."

Nancy Vonk, a Toronto-based creative director at WPP subsidiary Ogilvy & Mather who attended the event, said French described women as "a group that will inevitably wimp out and go 'suckle something.'"

"You can't be a great creative director and have a baby and keep spending time off every time your kids are ill," he was quoted as saying.