(Draft Content and Format for an Annual Departmental Faculty Equity Report)

<Department Name>

Annual Faculty Rank, Tenure, Leadership, and Salary Report

Through Fall 2015

(*The data presented in this “Report Template” include faculty and students across all 3 UW campuses for illustrative purposes only.)*

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**Foreword:**

Address the following:

* Purpose of report
* Who is intended to receive the report
* Who generated the report
* What datasets were used
* What subset of the department’s faculty is represented in this report and why: For example, the report may focus on the subset of faculty with primary appointments in the Department because they are the subset that the Department has the authority to oversee hiring, retention, salary, and promotion.
* etc

**Rank and Tenure by Gender in Fall 2015**

Among (Assist, Assoc, Full) Professors (Research, WOT, Tenured, Clinical) with Primary Appointment in <Department> (N = \_\_).

Faculty data came from the Academic Personnel Demographic Trends Tableau Dataset.

N %

What proportion of the 2015 Fall quarter student enrollment in <Depart.Name> are female? \_\_/\_\_ \_\_%

What proportion of faculty in <Depart. Name> are women? \_\_/\_\_ \_\_%

**RANK**

What proportion of Assistant Professor positions are held by women? \_\_/\_\_ \_\_%

What proportion of Assistant Professor positions are held by women? \_\_/\_\_ \_\_%

What proportion of Associate Professor positions are held by women? \_\_/\_\_ \_\_%

What proportion of Full Professor positions are held by women? \_\_/\_\_ \_\_%

**TENURE**

What proportion of faculty positions in <Depart. Name> are tenured/tenure-track? \_\_/\_\_ \_\_%

What proportion of <Depart.Name> positions are tenured/tenure-track by Rank? Assistant \_\_/\_\_ \_\_%

Associate \_\_/\_\_ \_\_%

Full \_\_/\_\_ \_\_%

What proportion of tenured positions in <Depart. Name> are held by women? \_\_/\_\_ \_\_%

What proportion of tenured positions in <Depart. Name> are held by men? \_\_/\_\_ \_\_%

What proportion of women are tenured/tenure-track? \_\_/\_\_ \_\_%

What proportion of men are tenured/tenure-track? \_\_/\_\_ \_\_%

What proportion of Full Professor women are tenured? \_\_/\_\_ \_\_%

What proportion of Full Professor men are tenured? \_\_/\_\_ \_\_%%

What proportion of Associate Professor women are tenured? \_\_/\_\_ \_\_%

What proportion of Associate Professor men are tenured? \_\_/\_\_ \_\_%

What proportion of Assistant. Professor women are tenure-track? \_\_/\_\_ \_\_%

What proportion of Assistant Professor men are tenure-track? \_\_/\_\_ \_\_%

**Trends: Gender by Rank from 2007 through 2015**

|  |  |
| --- | --- |
| Figure 1: Gender by Rank by Year (2007-2015) | |
| Full  Professors |  |
| Associate  Professors |  |
| Assistant  Professors |  |
| Source: Faculty Demographic Data in Tableau (*Dec 2016)* | |

**Trends: Gender among Tenured Faculty from 2007 through 2015**

|  |
| --- |
| Figure 2: Gender among Tenured / Tenure Track Faculty by Year (2007-2015) |
|  |
| Source: Faculty Demographic Data in Tableau (*Dec 2016)* |

**Faculty Hiring, Retention, and Separations**

Among (Assistant, Associate, Full) Professors (Research, WOT, Regular, Clinical) and Instructional Faculty with Primary Appointment in <Department Name> in Fall 2015.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Table 1. Trends in Faculty **Hires** by Rank, Gender, and Race/Ethnicity (**fictitious data**) | | | | |
|  | Female n (row %) | | Male n (row %) | |
| Fiscal Year | Caucasian | Not Caucasian | Caucasian | Not Caucasian |
| 2015 |  |  |  |  |
| Lecturer | 220 (67%) | 120 (33%) | 0 (0%) | 0 (0%) |
| Assistant Professor | 120 (50%) | 0 (0%) | 0 (0%) | 120 (50%) |
| Associate Professor | 0 (0%) | 120 (100%) | 0 (0%) | 0 (0%) |
| Full Professor | 0 (0%) | 0 (0%) | 120 (50%) | 120 (50%) |
| Source: <name of data source> | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Table 2. Trends in Faculty **Retentions** by Gender and Race/Ethnicity (**fictitious data**) | | | | |
|  | Female n (row %) | | Male n (row %) | |
| Fiscal Year | Caucasian | Not Caucasian | Caucasian | Not Caucasian |
| 2015 |  |  |  |  |
| Retention offer requested by faculty | 100 (33%) | 0 (0%) | 200 (67%) | 0 (0%) |
| Retention offer initiated by Dept. | 0 (0%) | 0 (0%) | 0 (0%) | 100 (100%) |
| Retentions approved by Provost | 0 (0%) | N/A | 200 (67%) | 1 (33%) |
| Retentions denied | 100 (100%) | N/A | 0 (0%) | 0 (0%) |
| Faculty remained in department | 0 (0%) | N/A | 200 (67%) | 10 (33%) |
| Faculty left department | 100 (100%) | N/A | 0 (0%) | 0 (0%) |
| Source: <name of data source> | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Table 3. Trends in Faculty **Separations** by Gender and Race/Ethnicity (**fictitious data**) | | | | |
|  | Female n (row %) | | Male n (row %) | |
| Fiscal Year | Caucasian | Not Caucasian | Caucasian | Not Caucasian |
| 2015 |  |  |  |  |
| Retirement | 100 (33%) | 100 (33%) | 100 (33%) | 0 (0%) |
| Resignation | 100 (100%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Death | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Source: <name of data source> | | | | |

**Salary Levels in 2015**

**Regression Outcomes**

Regression analyses using the <Departmental Name> Dataset document annual salaries in **2015** for female faculty were on average $\_\_\_\_\_ <more/less> than male faculty, after adjustment for Rank (assistant, associate, full professor), years since highest degree was earned, and presence/absence of a MD degree. The model explained \_\_% of the variation in salaries across <n> faculty members.

The <Departmental Name> Dataset does not include race/ethnicity, thus analyses evaluating salary levels by race/ethnicity could not be conducted.

**Race / Ethnicity**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Table 4. Race/Ethnicity for <Department Name> Faculty in Fall 2015 | | | | | | | | | |
|  | White | Black | Asian | Latino | Am. Ind. | Pac. Is. | Multiple | Not Reported | Total Non-White |
| UW | 63.7% | 1.3% | 11.6% | 3.2% | 0.3% | 0.1% | 1.4% | 18.4% | 36.2% |
| Source: Faculty Demographic Data in Tableau (*Dec 2016)* | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Table 5. Race/Ethnicity in WA State and the U.S. ([2010 Census](http://www.washington.edu/omad/files/2011/11/2013-10-30-Changing-Demographics-by-Ethnicity-Race-Socioeconomic-Status-2-Read-Only.pdf)) | | | | | | | | | |
|  | White | Black | Asian | Latino | Am. Ind. | Pac. Is. | Mixed | Other | Total Non-White |
| WA State | 72.5% | 3.4% | 7.1% | 11.2% | 1.3% | 0.6% | 3.7% | 0.2% | 27.5% |
| US | 63.8% | 12.2% | 4.7% | 16.4% | 0.7% | 0.2% | 1.9% | 0.2% | 36.2% |

|  |
| --- |
| Figure 3. Race/Ethnicity for <Department Name> Faculty and Students from 2007-2015 |
|  |
| A. Includes (Assistant, Associate, Full) Professors (Research, WOT, Regular, Clinical) and Instructional Faculty with Primary Appointment in <Department Name> through Fall 2015 |
|  |
| B. Student Race/Ethnicity Distribution for <Department Name> |

**Trends: Race/Ethnicity among Tenure/TenureTrack Faculty from 2007 through 2015**

|  |
| --- |
| Figure 4: Race/Ethnicity among Tenure/TenureTrack Faculty by Year (2007-2015). |
|  |
| Source: Faculty Demographic Data in Tableau (*Dec 2016*) |

**Trends: Race/Ethnicity by Rank from 2007 through 2015**

|  |  |
| --- | --- |
| Figure 5: Race by Rank by Year (2007-2015) | |
| Full  Professors |  |
| Associate  Professors |  |
| Assistant  Professors |  |
| Source: Faculty Demographic Data in Tableau (*Dec 2016)* | |

**<Name of School> Leadership over its <number of years> Year History**

<School Name> was founded in <year>

In the <n> year history of the <School Name>:

* There have been <N> Deans (<n> women, <n> men).
* There have been <n> Chairs of <Department Name> (<n> women, <n> men).
* Data on race/ethnicity by individual were not available, but it would appear that minorities are under-represented in the Leadership.
* The [Dean’s Council](http://sph.washington.edu/about/deanscouncil.asp) in <year> is \_\_% male (<n> women, <n> men).

|  |  |  |  |
| --- | --- | --- | --- |
| Table 6. School Leadership (Deans and Chairs) over its <N> Year History | | | |
| Position / Department | Name | Number of Years | Period Served |
| **DEANS** | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
| **CHAIRS** Department 1 | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
| Department 2 | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
| Department 3 | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
| Department <n> | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |
|  | <name> |  |  |

**Key Findings for <Department Name>**

1. Women in 2015 held 35% of the tenured positions in <Department Name>. Women held 31% of the tenured positions in the year 2007.
2. Women in 2015 held 29% of the Full Professor positions in <Department Name>. Women held 21% of the Full Professor positions in the year 2007.
3. School-wide, annual salaries in 2015 for female faculty were on average $\_\_\_\_\_ <more/less> than for male faculty after adjustment for Rank and years since PhD or MD.
4. <N, (%)> of the Departmental Chairs have been women.
5. The proportion of non-white faculty in <Department Name> in 2015 (\_\_ %) falls <above/below> State (27.5%) and U.S. (36.2%) distributions. It also falls <above/below> the proportion of non-white students enrolled in <Department Name> in 2015 (56%)

**Policies in Place to address Equity**

* List policies…..

**Recommendations**

* Begin a school-wide conversation among colleagues about equity issues.
* Departments must prioritize and reassess their policies for recruitment, advancement, and compensation of under-represented faculty (women and/or persons of color). The [*Diversity at the UW*](http://www.washington.edu/diversity/) website offers resources/tools for addressing these issues.
* Identify the factors contributing to the inequities.
* Propose and implement immediate and long term actions to achieve equity. Conduct annual reviews to assess and report progress.

**Data Sources:**

**Student Data**: Fall Quarter Enrollment Trend by Race/Ethnicity Tableau Dashboard

<https://bitools.uw.edu/#/views/10-EnrollmentSummary/10V-EnrollmentSummary?:iid=8>

**Faculty Data**: Academic Personnel Demographic Trends Fall 2007-Fall 2015 Tableau Dashboard

<https://bitools.uw.edu/#/views/AcademicPersonnelDemographicTrends_0/FacultyDemographicTrends?:iid=2>

Requires NetID to log into. Computer must be connected to the UW internet.