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## The Status of Women Faculty at BGSU 1972-1998

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Archive Assignment

1. How did you approach this exercise? What question or questions did you use to guide your work?

I approached this exercise with all enthusiasm because I wanted to find out some information about the status of women faculty.

The question is: how was the status of women faculty at BGSU?

2. What was most difficult part of this assignment for you?

The difficult part was to have time to find appropriate studies or reports in order to answer the question.

3. Would you change anything the next time you engage in archival research?

I will try to work in a group and come up with a professional report or documentary movie.

4. Summarize and synthesize what you learned from the archive (approximately 4 pages). You will include your analysis here. This is your coding/categorization/poetic inquiry/video.

I learned from this assignment how to search, categorize, and state research question or purpose that could be answered from the archive collection. Also, if there are different collections that might be helpful and interesting in certain topic.

Note: Each study has a question which was answered from the same study directly.

\*Archivist's suggestion. \* A cover page attached to its 1972 report on the status of Women Faculty at Bowling Green State University, the five members of the Ad Hoc Committee on the Status of Women. The Ad Hoc Committee on the Status of Women. Green Litton Fox, Chairperson, Sociology. Carlene Bagnall Blanhart, American Studies and English. Martha Eckman, English. Rena Foy, Education. Kathleen H. Merriam, Political Science

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The purpose of this assignment is to have a closer look at women's faculty status at Bowling Green State University in different time periods.

\*In a cover page attached to its 1972 report on the status of Women Faculty at Bowling Green State University, the five members of the Ad Hoc Committee on the Status of Women said, "This report is a first step in what must be a continuing analysis and evaluation of how well the university recognizes and utilizes the contribution of all its various members and provides for the development of their potential". (Fox, Blanchard, Eckman, Foy, Merriam, 1972). This paper will analyze three studies which are located at the BGSU's Archive.

Frist: The Status of Women Faculty at Bowling Green State University. Report of the Faculty Senate Ad Hoc Committee on the Status of Women. May 1972

Second: Benedict, M. A Comparative Analysis of the Status of Women at Bowling Green State University:1993 versus 1998. Department of Economics Bowling Green State University. For the Faculty Senate Ad Hoc Committee on Gender April 21, 1999.

Third: Gender Equity in Faculty Salary at Bowling Green State University: A report Based on 1993-1994 Faculty Salary Data. A final Report to the University Community by the Gender Equity Research Group. February 1995. William Balzer, psychology, Nancy Boudreau, Applied

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Statistics and Operations Research, ANN Marie Ryan, psychology, Deanne Snavelly, Chemistry, James Sullivan, Applied Statistics and Operations Research, Robert Yonker, Educational Foundations and Inquiry.

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**1: “The Status of Women Faculty at Bowling Green State University. Report of the Faculty Senate Ad Hoc Committee on the Status of Women, May 1972”.**

**Question:**

How was the status of women faculty at BGSU in 1970s?

**Categories:** Pattern of distribution, Faculty-Student Sex Ratios, Hiring Practices.

**Pattern of Distribution:**

“There are 129 full-time women faculty, less than 1/5 of the total full-time faculty at Bowling Green. Women are a minority on all four college faculties”.

Art & Sciences      <1 in 7 faculty is female

Business            1 in 20 faculty is female

Education           <2 in 5 faculty are female

Music                1 in 8 faculty is female

“In sum, while the study found women faculty in all of the colleges, the study found them to be a mere fraction of their respective college faculties”.

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**Faculty-Student Sex Ratios:** “In the College of Arts and Sciences, one of every two

undergraduate students is a male. The male student/faculty ratio is approximately 7 to 1: that is, male faculty members teach about 7 male students apiece –assuming faculty service to students follows sex lines. What are the corresponding female ratios? The female student/faculty ratio is 49 to 1: female faculty members teach approximately 50 women students apiece”

Arts & Science:	M : F	% Female
Faculty	323/49	13
Post-Master	173/71	29
Masters	347/174	33
U.G. Major	2,408/2,399	50

**Hiring practices:**

“It is possible that the decision-makers base their decisions on personal opinions and prejudices about the desirability of women as faculty members”.

“The biases of the decision-makers that are productive of such hiring patterns may often be non-conscious and unintentional. They are less well-known and discussed than are the structural biases built into the hiring process itself. It may be worthwhile to consider just a few of these briefly. Women are poor job risks: they don’t use their degrees: they have less professional commitment than men: they prefer part-time to full-time work, women are unstable, women belong in the home, women are less productive than men, women are less mobile than men”.

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**2: “Gender Equity in Faculty Salary at Bowling Green State University: A Report Based on 1993-1994 Faculty Salary Data”. A final Report to the University Community by the Gender Equity Research Group, February 1995”.**

**Question:**

**How was the equality among faculty members 1995?**

**Categories:** Hours of Assigned Research Time, Research or Other Scholarly Activities, Salaries

**Hours of Assigned Research Time**

Hours	1	2	3	4	6	10	20
Males	2	4	27	0	2	1	1
Females	5	6	21	3	2	0	0

“Forty-one males and 32 females reported they routinely have assigned research assistants. Total number of hours per week ranged from 1-30 for males and 1-20 for females, with the exception of one female who reported a total of 60 hours of research assistance per week.”

**Research or other Scholarly Activities**

“It seems reasonable to assume that scholarly activity is randomly distributed throughout the faculty, regardless of whether the faculty member happens to be male or female”.

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“37 male faculty indicated they received from 1-20 hours and 37 female faculty receive from 1-6 hours. One-hundreds sixty-two of the faculty who responded to the survey apparently do not receive released time for scholarly activity”.

### Salaries

“When current salary was examined for only those faculty holding doctorates, the results indicate that there are 30 female faculty and 14 males who earn salaries from 23,000\$ to 38,500\$. No females earned salaries in the highest range, from 64,909\$ to 90,000\$, however, salaries of 14 male faculty fell in this range”.

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### **3: “A Comparative Analysis of the Status of Women at Bowling Green State University: 1993 versus 1998. For the Faculty Senate Ad Hoc Committee on Gender, April 12,1999”.**

#### **Question:**

**Has the salary range among faculty changed over time?**

**Categories:** Salaries and Highest Degree Earned, Salary and Tenure Status.

### Salaries and highest degree earned

“The average salary for those with a doctoral degree has declined between 1993 and 1998. The average salary for males with a doctoral degree fell by 2.625\$ between 1993-1998: for females the average salary fell by about 1.174\$. Because the decline was greater for males than females

in this category, the ratio of average female to male salaries rose by 1 point to 80 percent. Males  
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with a master degree experienced an even larger decline of over 4.717\$, while similarity situated females had virtually no change in average salary between 1993 and 1998. The nine individuals with a bachelor's degree earn less average than faculty in other category earn about 2 percent more than their male counterparts”.

“The increase in the overall ratio of female to male salaries described at the beginning of this section is partly related to the change in composition of faculty with doctoral degrees by gender. Almost 83 percent of the faculty possess a doctoral degree in 1998, compared to 72 percent in 1993. The result reduces the average salary differential between males and females because the percentage of females holding a doctoral degree increased by 19 percentage points, while the percentage of males with a doctoral degree increased by only 8 percent.”

### *Salary and Tenure Status*

“The average salary of tenured faculty has risen for both males and females. Between 1993 and 1998, the average salary for tenured male faculty rose 2,000\$ to 55,267\$ while the average salary for tenured female faculty rose 682\$ to 45,848\$. Those small changes resulted in a female to male salary ratio of 83 percent.”

“In contrast, the difference in average salaries between male and female probationary faculty has improved dramatically, with female probationary faculty earning almost 98 percent of the average salary of their male counterparts. In 1993, female probationary faculty earned 81 percent of the average salary for males in the same category. Female faculty with a terminal contract earned 92 percent of the average salary of males with terminal degrees in 1998, up 1

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percentage point from 1993. These outcomes reflect the average differences in salaries for assistant professors and instructors/lecturers described earlier and suggest improvements in salary equity for the newer faculty on campus.”

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Bowling Green State University Faculty Senate Ad Hoc Committee on the Status of Women Faculty. (1972). The Status of Women Faculty at Bowling Green State University: A Report of the Faculty Senate Ad Hoc Committee on the Status of Women. (pUA 535). Center for Archival Collections, Bowling Green State University, Bowling Green, Ohio.

Bowling Green State University Gender Equity Research Group. (1995). Gender Equity in Faculty Salary at Bowling Green State University: A Report Based on 1993-1994 Faculty Salary Data, A Final Report to the University Community. (Box 7, Folder 6). Women's Studies Records (UA 055), Center for Archival Collections, Bowling Green State University, Bowling Green, Ohio.

Benedict, M. A. (1999). Comparative Analysis of the Status of Women at Bowling Green State University:1993 versus 1998. (Box 2014-12, Folder 19). Faculty Senate Records (UA 025), Center for Archival Collections, Bowling Green State University, Bowling Green, Ohio.

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