

### Faculty Diversity in Higher Education

The Institute for Women's Leadership is committed to increasing the numbers of women in decision-making and leadership positions across all sectors and professions. These data show that in New Jersey, women make up thirty-five percent of faculty members, compared to men, who make up sixty-five percent of faculty teaching in the colleges and universities in the state. This puts us slightly behind the nation as a whole, where women make up forty percent of faculty members compared to men's sixty percent. The gender gap increases with seniority of academic positions. In New Jersey, only 13.8 percent of full professors (the highest rank) are women, compared to men, who make up 86.2 percent of full professors. Nationally, the numbers are more equitable, with women making up 24 percent of all full professors in the United States to men's 76 percent. At the associate professor rank in New Jersey, women make up 42 percent to men's 58 percent. At the assistant professor rank in NJ, women actually outnumber men, at 51 percent to men's 49 percent. At the instructor and lecturer levels, women and men are represented in roughly equal numbers. In terms of racial diversity in New Jersey, white faculty make up 77 percent of all faculty, Asians are 9 percent, Blacks are 5.7 percent, Hispanics are 3.4 percent, nonresident aliens and faculty whose race/ethnicity is unknown make up 4.7 percent combined, and American Indians make up 0.2 percent of all faculty.

For Full-Time Faculty, 2003 ONLY:

RANK	Total		American Indian		Asian		Black		Hispanic		White		Nonresident Aliens		Race/Ethnicity Unknown	
	NJ	US	NJ	US	NJ	US	NJ	US	NJ	US	NJ	US	NJ	US	NJ	US
<b>Professor</b>																
All	34.1	26	0	17	32.3	24.8	28	16	26	17	37	29	7.8	5.6	23.8	12.4
Male	29.4	20	0	11.9	27.7	20.8	16	10	19	12.3	32.6	22	6.7	4.8	21.4	9
Female	4.7	6	0	5.1	4.6	4	12	6	7	4.7	4.3	7	1.1	0.8	2.4	3.4
Of all professors																
Male	86	76														
Female	14	24														
<b>Associate Professor</b>																
All	29.8	21	31.2	17.7	34.8	22.3	31.2	21.7	27.1	19.2	29.8	22	14.5	9.2	16.6	13.6
Male	17.4	13	12.5	9.6	24	16.1	17.2	11.6	15.5	11.6	17.3	13	10.2	7.2	4.7	8.8
Female	12.4	8	18.7	8.1	10.8	6.2	14	10.1	11.6	7.6	12.5	9	4.3	2	11.9	4.8
Of all professors																
Male	58	62														
Female	42	38														

	Total		American Indian		Asian		Black		Hispanic		White		Nonresident Aliens		Race/Ethnicity Unknown	
<b>Assistant Professor</b>																
All	30.2	24	62.5	22	31.2	32.1	36.4	28.5	38	26.5	28	22	54.8	45	57.1	30.5
Male	14.9	13	37.5	10.7	16.4	20	14.4	13	17	14	13.5	12	34.3	31	35.7	17
Female	15.3	11	25	11.3	14.8	12.1	22	15.5	21	12.5	14.4	10	20.5	14	21.4	13.5
Of all professors																
Male	49	55														
Female	51	45														
<b>Instructor</b>																
All	4.9	15	6.2	27.8	1	10.4	4	20.3	7.4	23.8	4.5	14	21.8	8.3	0	20
Male	2.3	7	6.2	14.7	0.12	5.2	2	8.4	3.2	11.8	1.8	7	16.2	4.8	0	10.6
Female	2.6	8	0	13.1	0.88	5.2	2	11.9	4.2	12	2.7	7	5.6	3.5	0	9.4
Of all professors																
Male	46	48														
Female	54	52														
<b>Lecturer</b>																
All	0.42	3.6	0	3.2	0.5	2.9	0.4	3.6	1	5.3	0.3	3.6	0.8	5	0	4.7
Male	0.23	1.7	0	1.4	0.25	1.2	0	1.5	1	2.3	0.1	1.7	0.8	2.9	0	2.5
Female	0.19	1.9	0	1.8	0.25	1.7	0.4	2.1	0	3	0.2	1.9	0	2.1	0	2.2
Of all professors																
Male	54	48														
Female	46	52														
<b>Other</b>																
All	0.19	9.8	0	11.7	0	7.7	0.4	9.5	0	7.9	0.2	9	0	27	2.3	18
Male	0.15	5.2	0	6	0	4.1	0	3.9	0	3.9	0.2	5	0	19	2.3	8.9
Female	0.04	4.6	0	5.7	0	3.6	0.4	5.6	0	4	0.1	4	0	8	0	9
Of all professors																
Male	78	53														
Female	22	47														
<b>Total</b>																
All	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Men	64.4	60	56.2	54.3	68.5	67.4	49.6	48.4	55.7	66	66	60	68.2	70	64.1	72.3
Women	35.6	40	43.7	45.7	31.5	32.6	50.8	51.6	43.8	44	34	40	31.5	30	35.7	27.7

Source: The Chronicle of Higher Education Almanac, 2006-2007, IPEDS (NCES)

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