

2009 Report of the American Sociological Association's Committee on the Status of Women in Sociology

**Final Report
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on xx.**

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Van Vooren, Janene Scelza and Katherine Hylas for their help with various parts of
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INTRODUCTION

The American Sociological Association's Committee on the Status of Women in Sociology (CSWS) is charged with the task of producing an updated report every five years. In 2004 the Committee, under the leadership of co-Chairs Linda Grant and Lowell Hargens, produced an excellent report with a profusion of quantitative and qualitative data (<http://www.asanet.org/galleries/default-file/CSWS%20Final%20Report%20Oct%202004.pdf>). This current report provides an update of the major indicators of the 2004 Report of the Committee of the Status of Women, but does not respond to the recommendations made by the previous committee to answer questions about process using qualitative data.

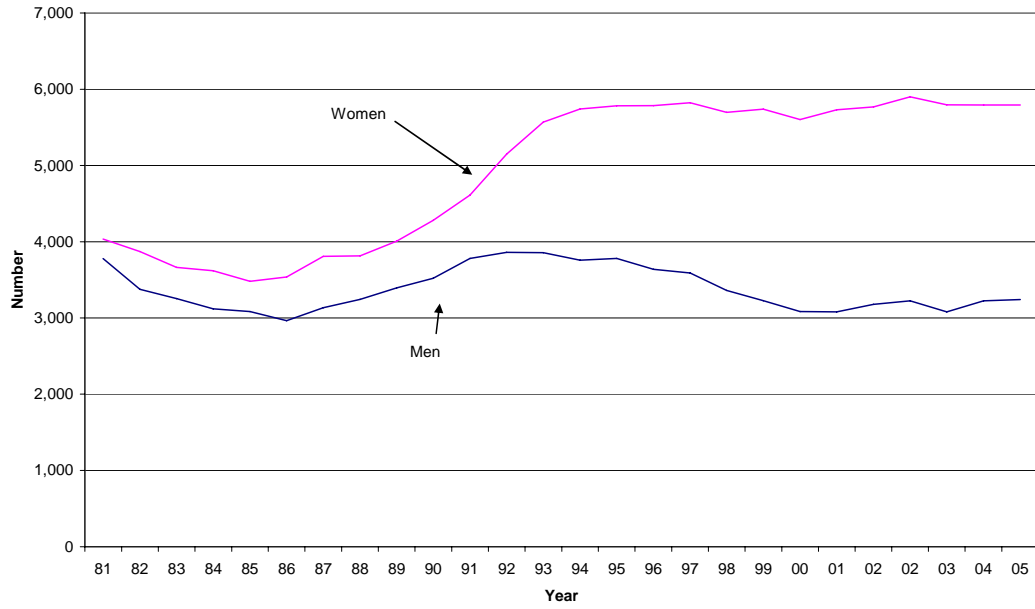
The report starts with the pipeline into the profession, the number of graduate students by gender (A) and women's representation among doctoral degree recipients in Sociology and other fields (B). The report then turns to the percent of the profession that are women within each academic rank (C) and appointments of women and men hired to new positions (D). The next several sections compare men's and women's experience within the profession: their salaries (E), appointments to Department Chair (F), representation on ASA Council and on publications committee (G), representation on editorial boards (G and H), and as FAD grant awardees (I). It ends with conclusions and recommendations.

A. Numbers of Graduate Students by Gender

Figure A shows that women steadily increased their share of participation in graduate school in Sociology relative to men, until the turn of the century, when the women's share remained flat. In 1981 50 percent of those attending such programs were women, and by 2001 that number had increased to 65.1 percent. Thus, the authors of the prior report on the Status of Women in Sociology concluded, "the increasing proportions of women in Sociology have come about at least in part by a marked decrease in the numbers of men taking graduate training in Sociology."

Since 2001 the number of women graduate students in sociology Ph.D. programs has remained flat from 5732 in 2001 to 5793 in 2006. Women's share of graduate students relative to men's share remained quite stable over the five year period from 2001 to 2006, (from 64.4 to 64.2 percent). The reason for this stability is that the precipitous decline in the number of graduate men in the discipline has stopped. Between 1990 and 2002 there was a 23 percent decrease in the number of men in graduate school. In contrast, according to data from the Science Resource Statistics (SRS) branch of the National Science Foundation (NSF), between 2001 and 2006 the number of male graduate students increased slightly from 3178 to 3242. These data indicate that the male to female gender ratio has stabilized compared to the period from 1981 to 2001.

FIGURE A
Numbers Sociology Graduate Students 1981 - 2006, by Gender

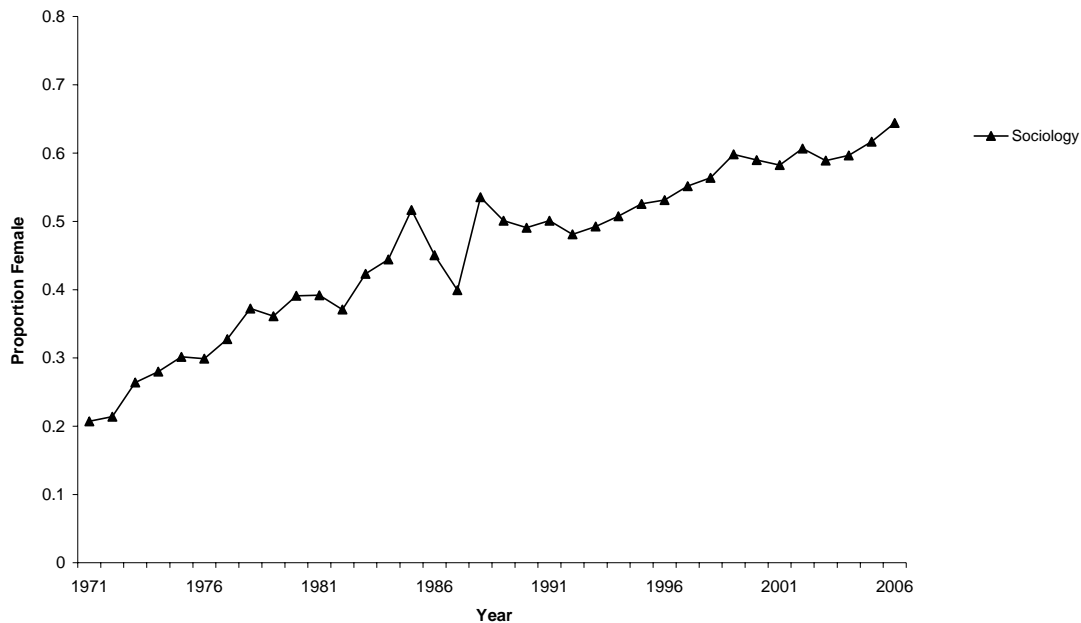


B. Women's Representation among Doctoral Degree Recipients in Sociology and other Fields

In 2004, the CSWS report noted that women's predominance in the field could be attributed, in part, to a decline in the number of men pursuing PhDs. As Figure B below shows, since 2001 and women's share of those doctorates has risen from 58 percent to 64 percent of all recipients. Now that women are no longer rapidly increasing their numbers as graduate students, and men's numbers no longer declining, (Figure A), the growth in the number of doctorates going to women might also level off in the next five years.

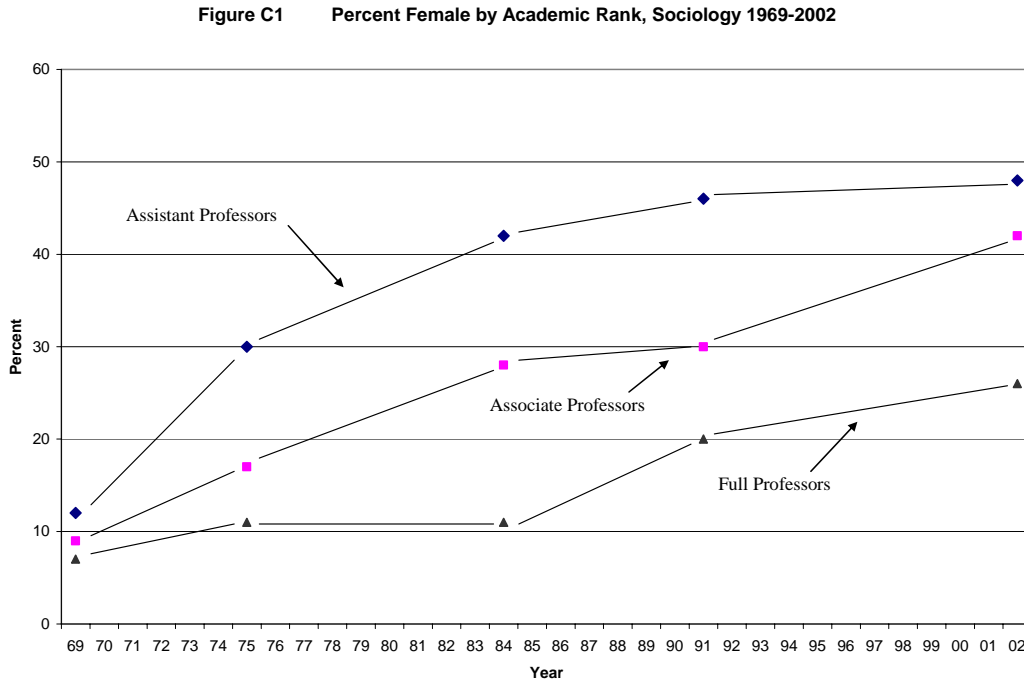
In Appendix 1 we put these figures in a broader context. We show (Appendix 1a) the total number of doctoral degrees (in all fields combined) given in the United States from 1971 to 2006, and how many of these went to men and to women. We also show (Appendix 1b) the proportions women constituted of Sociology doctoral degree recipients in the same graph with the percent female of those receiving doctoral degrees in selected other fields.

Figure B
Proportion of All Sociology Doctoral Degree Recipients
Who Were Women, 1971-2006



C. Academic Rank by Gender

Looking across all academic ranks, the 2004 CSWS Report demonstrated (in Figure 3 from the 2004 Report below) that the proportion of women in all faculty ranks has increased over time.



The representation of women at all ranks continues to rise as data from the ASA Department Survey for AY 2006/2007, shows in Figure C1, below. Women were almost a third of the Full Professors, slightly over half of the Associate Professors and 58 percent of the Assistant Professors. Once again, we note that women’s representation as Assistant Professors remains below their representation in the new pool of doctorates. Women do receive “other” appointments at a rate consistent with their representation among graduate students and new PhDs. The percentage of women faculty at each rank in four different types of institutions of higher education (Research, Doctoral, Masters, and Baccalaureate) can be seen in Table C1. This table shows no systemic pattern by type of school, although for two out of three ranks, Baccalaureate schools employ the highest percentage of women. According to data from the Department Survey, the highest percentage of women Full Professors are employed at Baccalaureate schools (38.9 percent), the highest percentage of women Associate Professors are at Doctoral universities, and the highest percentage of Assistant Professors are employed at Baccalaureate schools. As with other data from the Department Survey, cell sizes are small. Appendix Table C1 shows these cell sizes.

C1: Percent of Sociology Faculty Who are Women, by Rank and Institution Type					
	Full	Associate	Assistant	Other	Total
Research	31.8	49.2	55.4	59.4	44.5
Doctoral	30.9	56.0	49.1	84.2	49.0
Masters	29.7	48.0	55.6	63.5	45.0
Bachelors	38.9	49.1	73.5	77.8	56.5
Total	31.3	50.3	56.4	68.6	46.6

Source: *ASA Department Survey 2006/07*

To check the reliability of these data we used the 2006 NSF's Survey of Doctoral Recipients (the same data source that was used in the graph above). Using these data, we find that the totals for the percent of women faculty from the 2006 SDR (see Table C2) are slightly higher than the figures found in Table C1. The percentage of full professors is about 4 percent higher, the percentage of Associate Professors is about 2 percent higher and the percent of Assistant Professors is about 2 percent higher than the ASA findings. The cell sizes for the ASA Department Survey are more than 5 times as large as for the SDR (a sample survey) and may be more reliable than the SDR. Another difference is that the SDR is an individual survey while the ASA survey is a department survey.

C2: Percent of Sociology Faculty Who Are Women By Rank	
	Women
Full	35.2% (998/2838)
Associate	52.5% (1027/1958)
Assistant	58.5% (1187/2030)
Instructor/Lecturer	52.1% (171/328)
Total	47.3% (3383/7154)

Source: National Science Foundation,
Survey of Doctoral Recipients, 2006.

D. Total and Tenure Track Appointments of Women and Men Sociologists Hired to New Positions, by Academic Rank

Table D1 draws on data from the 2008 ASA Department Survey¹ to show the academic rank of sociologists hired to positions in the 2006-7 academic year. This table shows the percentage of new hires at each rank who are women. Relatively few departments reported making new hires, except at the assistant professor level, and many have lost positions since the last CSWS report. That coupled with uneven responses to specific questions result in small cell sizes, especially at the level of full professor.

The data show that at the Assistant Professor level, women were somewhat more likely to be hired than men in AY 2006/2007 with 52 percent of the total hires at this level and 59.5 percent of the total tenure-track hires going to women. Because women received almost two-thirds (65 percent) of the doctorates in 2006, women are underrepresented in Assistant Professor hires relative to this pool. Unfortunately, we can't assess from these data how much of this might reflect hiring discrimination and how much might reflect other factors such as the disproportionate geographical constraints of women because of gender inequality within families.

At the Associate level as well, more than half of the total new hires with tenure in AY 2006/2007 have gone to women--an 11 percent increase since AY 2000/2001. In contrast, the data show that new hires at the Full Professor level in AY 2006/2007 are more than twice as likely to be men as women. About 30 percent of new tenure track hires at the Full Professor level were women, an increase of about 3 percent since AY2000/2001. According to these data, the percentage of women hired at the Full Professor level is similar to their percentage as Full Professors. It is lower than the percentage of women at the associate professor level (According to the Department Survey 32 percent of Full Professors and 49 percent of associate professors are women). It may be that the hiring pool for full professors includes some of the Associate Professors, in which case men may be over-selected as new hires in AY 2006/2007. The small cell sizes reflect the rarity of hires at the senior level, but also reflect missing data and should be read with caution.

¹ In March 2008, the universe of chairs of stand-alone sociology departments and joint departments or divisions that awarded at least one sociology undergraduate degree in the prior year for whom we could find an address was asked to respond to an online ASA Department Survey. This survey asked for AY2006/2007 information about the department size and structure, numbers of undergraduate majors and graduates, graduate enrollments, faculty hires, student evaluation and a wealth of additional information. In spite of the length of the questionnaire, 60 percent of chairs and their staffs (617 departments) took the time to answer, although many did not fill out the entire survey. To control for uneven response rates by type of school, the responses were weighted to reflect their proportion in the total universe.

Table D1: Percentage of Hires that were Women by Rank and Tenure Status, AY 2000/01 and AY 2006/07

<i>Rank</i>	<i>Female Hires (N)</i>	<i>Female Hires (%)</i>	<i>Female Tenure/Track (N)</i>	<i>Female Tenure/Track (%)</i>
AY 2000/01 Assist Prof	167	45.6%	137	51.0%
AY 2000/01 Assoc Prof	14	40.0%	10	43.5%
AY 2000/01 Full Prof	9	25.7%	6	26.1%
AY 2006/07 Assist Prof	149	52.1%	141	59.5%
AY 2006/07 Assoc Prof	20	47.6%	18	54.5%
AY 2006/07 Full Prof	5	20.0%	5	29.4%
Change, Assist Prof 01-07	-	6.5%	-	8.5%
Change, Assoc Prof 01-07	-	7.6%	-	11.0%
Change, Full Prof 01-07	-	-5.7%	-	3.3%

E. Salaries of Men and Women

The 2004 CSWS report using data from the AY 2000/2001 ASA Department Survey showed that in AY 2000/1 salaries of men and women to be at or near parity, when comparisons were made within rank and institution type (see Table E1). Data from AY 2006/7 (Table E2) also show salaries of men and women to be at or near parity, when comparisons are made within rank and institution type. In some cases women's salaries are slightly higher than men's. Because these numbers are based on a 60 percent response rate, with additional missing data, we should exercise caution about reaching conclusions—positive or negative—about gender equity in salaries. See Appendix table E1 and E2 for actual dollar amounts.

E1: Women's Average Salary Compared to Men's 2000-01			
For every \$1.00 men earn on average, women earned...			
	<i>Full</i>	<i>Associate</i>	<i>Assistant</i>
Research	\$0.98	\$1.00	\$0.99
Doctoral	\$0.95	\$0.97	\$0.98
Masters	\$1.00	\$0.99	\$0.99
Baccalaureate	\$0.92	\$1.01	\$1.02
All Programs	\$0.97	\$1.00	\$1.00

Source: ASA Department Survey, 2000/01.

E2: Women's Average Salary Compared to Men's 2006-07			
For every \$1.00 men earn on average, women earned...			
	<i>Full</i>	<i>Associate</i>	<i>Assistant</i>
Research	\$0.98	\$1.01	\$1.02
Doctoral	\$0.95	\$1.01	\$1.01
Masters	\$1.04	\$0.97	\$0.81
Baccalaureate	\$0.97	\$1.06	\$1.06
All Programs	\$0.99	\$1.00	\$0.92

Source: ASA Department Survey, 2006/07.

F. Department Chairs

In 2009 Chair data were available for a total of 916 colleges and universities. Overall, 368 (40%) of these chair positions are filled by women and 548 (60%) are filled by men. Given that studies of gender segregation often show that the more detailed the categories, the more segregation is revealed, we sorted the data by Carnegie Codes: Research (I and II), Doctoral (I and II), Masters (I and II), and Baccalaureate (I and II).

In Research I and II institutions 34 percent of the Chairs are women. The same is true for Doctoral Universities. Compared to the Research and Doctoral institutions, we find that Masters and Baccalaureate programs employ a higher percentage of women as chairs. Overall, however, men are still more likely than women to be serving in chair positions in these categories. In Masters I and II programs women are 44% of Chairs and in BA I and II programs they are 40 percent of Chairs.

In 2004 women made up between 24 percent and 32 percent of department chairs, depending on type of department. Women chairs were more common in smaller, undergraduate-only departments, but also occupied about one-quarter of chair positions in Research I and Research II departments. As can be seen in Table F1, since 2004 women's share of department chairs has increased. Based on the percentage of faculty women at full professor levels we find that women are represented as chairs in proportion to those that are full professors. From 30 percent to 38 percent of full professors are women at Research, Doctoral, Masters, and Baccalaureate schools, respectively (see Table D1). If, however, associate professors are included in the pool then women are underrepresented as chairs since women constitute about half of all associate professors, regardless of type of school. (The percentage of women associate professors ranges from 48 percent to 56 percent of all associate professors, depending on the Carnegie classification of the institution.)

Table F1: Numbers and Percent of Women Chairs by Institution Type

	Research 1 & 2	Doctoral 1 & 2	Masters 1 & 2	BA 1 & 2	All Programs
Women	40	29	172	127	368
Total: Men and Women	118	86	392	320	916
% Women	33.9%	33.7%	43.9%	39.7%	40.2%

G. Women's Representation in ASA Leadership

In 2008, for the first time, women were half (50.4 %) of the regular members of the American Sociological Association.² (The category “regular members” excludes student members.) Table G shows women’s representation in two important ASA leadership areas, the ASA Council and the Publications Committee, from 2005 to the present. If we combine these two important elected bodies, the ASA Council and Publications Committee, women held between 57 and 62% of the positions in recent years. This was disproportionate to women’s representation in the ASA (which was half) and particularly disproportionate to women’s representation in senior faculty positions (see above). However, these two elected bodies have very different sex compositions. The Council has been between 60%-72% female in these recent years, while the Publications committee has ranged from 25%-50%, much less than the Council.

Table G Women's Representation on ASA Council and Publications Committee 2005-2008

	Council (N)			Publications (N)			Total (N)		
	Women Council	Total Council	% Women	Women Pub	Total Pub	% Women	Total Women	Total	% Women
2005	16	22	72.7	2	8	25.0	18	30	60.0
2006	14	21	66.7	4	8	50.0	18	29	62.1
2007	14	20	70.0	3	8	37.5	17	28	60.7
2008	12	20	60.0	5	10	50.0	17	30	56.7

² Regular members pay full dues (based on their income level), are required to buy at least one journal, and have the right to vote in ASA elections. All full-time sociology faculty members are asked to join ASA as full members.

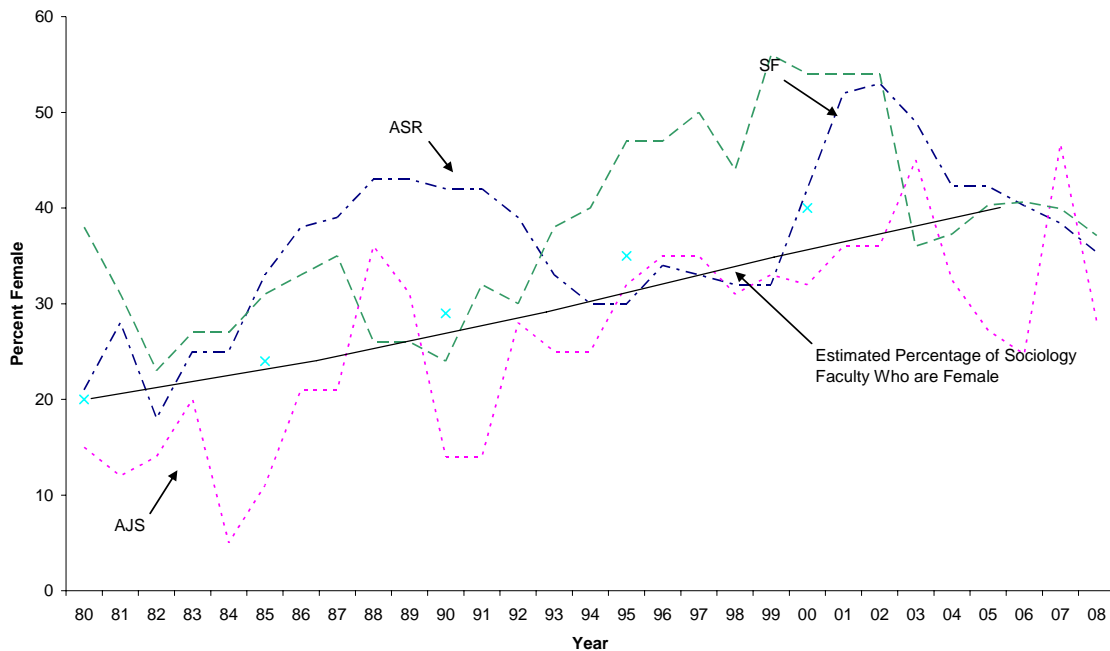
H. Women's Representation on Editorial Boards of *ASR*, *AJS*, and *Social Forces*

In 2004, the CSWS Report indicated that overall women's representation on the editorial boards of *ASR*, *AJS*, and *Social Forces* had paralleled women's representation in the profession. As this report said,

Although there has been a good deal of fluctuation, the general trend has been upward. Figure 7 shows both intra- and inter-journal variation. For example, ASR had more women than one would expect in the late 1980s and early 1990s, and fewer during the mid to late 1990s. Social Forces, by contrast, has had high representation of women on its editorial board since the early 1990s.

Since 2003, as Figure H shows, the percentage of women on the editorial boards of both *ASR* and *AJS* has dropped, in the former case from almost half (49%) to a third (35%) and in the latter case from 45 percent to a mere 28%. Women's representation on *Social Forces* has remained essentially unchanged but at 37% represents a considerable drop since a high of 56% in 1999. The CSWS is unsure as to why our major journals are moving in the direction of becoming male dominated.. Are fewer women being chosen, or are women turning down these positions?

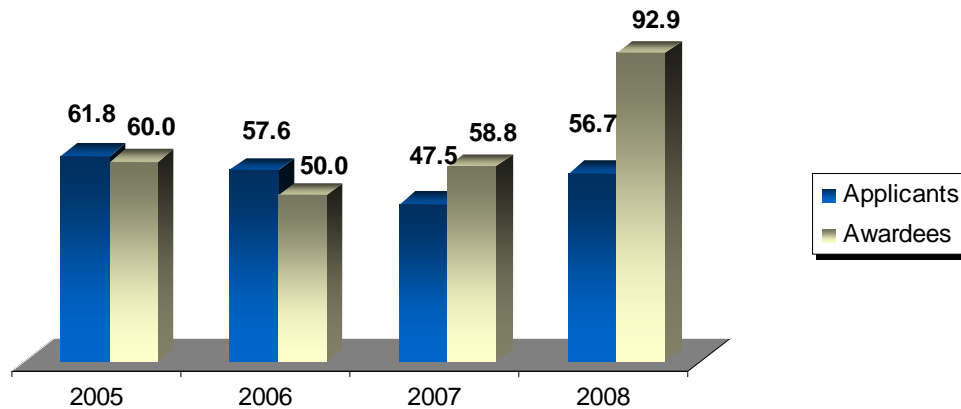
Figure H. Women's Representation on Editorial Boards and among Sociology Faculty, 1980-2008



I. Percentage of FAD Awardees (Primary Applicants) who are women

In the last two years, 2007 and 2008, women have been over-represented among awardees of the Fund for the Advancement of the Discipline (FAD). Supported by the American Sociological Association through a matching grant from the National Science Foundation, the goal of this program is to nurture the development of scientific knowledge by funding small, groundbreaking research initiatives and other important scientific research activities such as conferences. FAD awards provide scholars with small grants (\$7,000 maximum) for innovative research that has the potential for challenging the discipline, stimulating new lines of research, and creating new networks of scientific collaboration. Winners are chosen by the FAD Advisory Panel, consisting of members of ASA's elected Council. Since the last report in 2004, women's percentage of applicants has not grown, but their percentage of awardees has. Women primary investigator's rate of award-winning was unusually high in 2008 (56.7 percent of the primary applicants were women, versus 92.9 percent of the awardees) and maybe be an abnormal year.

I: Women FAD Primary Investigators: 2005-08
(in percents)



Source: ASA, FAD Applicant Database, 2009.

CONCLUSION

We have examined changes in women's status in the discipline since the year of the most recent data referred to in the 2004 report of this Committee. The findings for changes in women's status since then are mixed. On the one hand, suggesting ongoing progress, we find that women are a stable majority of graduate students, an increasing percentage of PhDs, and a growing share at all ranks in the academy. Part of this progress can be explained by the declining absolute number of men entering graduate training, rather than absolute increases of women in that period. However, this decline in the number of men entering graduate study in sociology appears to have stopped in 2001, and, as a result, the proportion of graduate students in the field who are women may stay stable in the years to come, and the percentage of women who are new assistant professors may decline.

We also find that women's salaries may have reached approximate parity with those of men, although we are not convinced that the data from the AY 2006/2007 Department Survey, the basis of these findings, are reliable. In addition, more women are becoming chairs of their departments, in proportion to their share of full professors, but less than their share of full and associate professors. We also find that women are increasing their representation as ASA section chairs. Finally, women have started to receive a higher proportion of FAD grants than men.

On the other hand, some indicators and trends are more troublesome. We note that, although women are about 65 percent of recent PhDs, their share of recent assistant professor hires is substantially under this (if the data from the ASA Department Survey are reliable). While women's share of all full professor positions has grown, women's share of all new hires at the full professor level has stayed relatively stable since 2001. We also find that women's representation on three major editorial boards has dropped in recent years. Among ASA journals, women's membership on Editorial Boards, despite some significant variation, is little higher now than it was in the mid-1990s.

In many cases, we were frustrated by the lack of data from which to draw firm inferences about gender equity. We laud the ASA for conducting its survey of departments. We also note that a 60 percent response rate, combined with a lower response rate for some items, makes it difficult to be fully confident about drawing inferences from the data (although department surveys by other disciplines such as Political Science have lower response rates). Moreover, we sometimes lack precise data on the available pool from which hires or promotions are being made (e.g., the ASA Department Survey gathers data by rank, but not by years in rank), making it hard to know precisely what proportions of men and women we would expect in the absence of gender bias. A recent study, conducted by the Committee on the Status of Women of the Modern Languages Association, found that women stayed in rank for longer periods than men, usually by two to four years³.

³ Modern Language Association. 2009. Standing Still: The Association Professor Survey. Report by the Committee on the Status of Women. http://www.mla.org/pdf/cswp_final042909.pdf, Retrieved May 12, 2009..

We are aware that many sociologists conduct qualitative research on these questions, and it is for this reason that one of our annual activities has been to organize a session at the ASA meetings in which some of these sociologists can present their findings.

RECOMMENDATIONS

We recommend that the CSWS be continued for the foreseeable future, and it should issue a report every five years to Council that at a minimum updates the indicators in this report.

We recommend that CSWS members be appointed as a cohort for a term of five years so that they collectively can produce a report. The current arrangement of rotating membership does not work well. Further, this cohort should be interested in working on this report, perhaps because this is one of their research areas. It has been our experience that non-tenured faculty members do not have the time to do this work, so we would suggest that associate or full professors be appointed. Perhaps asking for volunteers (as is the case with ASA Task Forces) might work.

We have discussed the need for more data on women's career trajectories over time and recommend two specific data collection efforts. The first is another longitudinal study of the career trajectories of PhDs modeled on the 10 year panel survey of the PhD cohort who received their degrees between June 1996 and August 1997 conducted by ASA. This study emphasized work and family issues and policies as well as career information. A new study might be started while the respondents were still in graduate school, to learn more about the transition from graduate school to careers.

Second, ASA should do a survey of the number of years in rank such as the one done by the Modern Languages Association's Committee on the Status of Women in Sociology (see http://www.mla.org/assocprof_survey), over sampling for underrepresented race and ethnic groups.

We also noted that a higher response rate to the Department Survey and to specific survey items would have resulted in greater confidence about our findings. Chairs and their staffs should be encouraged to fill out this survey. Perhaps a future CSWS along with other members of the ASA leadership could play a role in helping to formulate strategies to increase response rates.

We recommend that the Chair of the CSWS maintain a page on the ASA Website that hosts surveys, and reports on the status of women from regional societies and individual institutions. Groups embarking on such reports will thereby have appropriate models.

Another major limitation of this report is the lack of information about the processes which produce gender parity or its lack. It may be that qualitative data would shed light on the processes in appointments, hiring, or on the "supply-side" that produce these patterns. This was one of the major recommendations of the previous CSWS and should be considered in appointing members to the Committee.

Appendix Tables

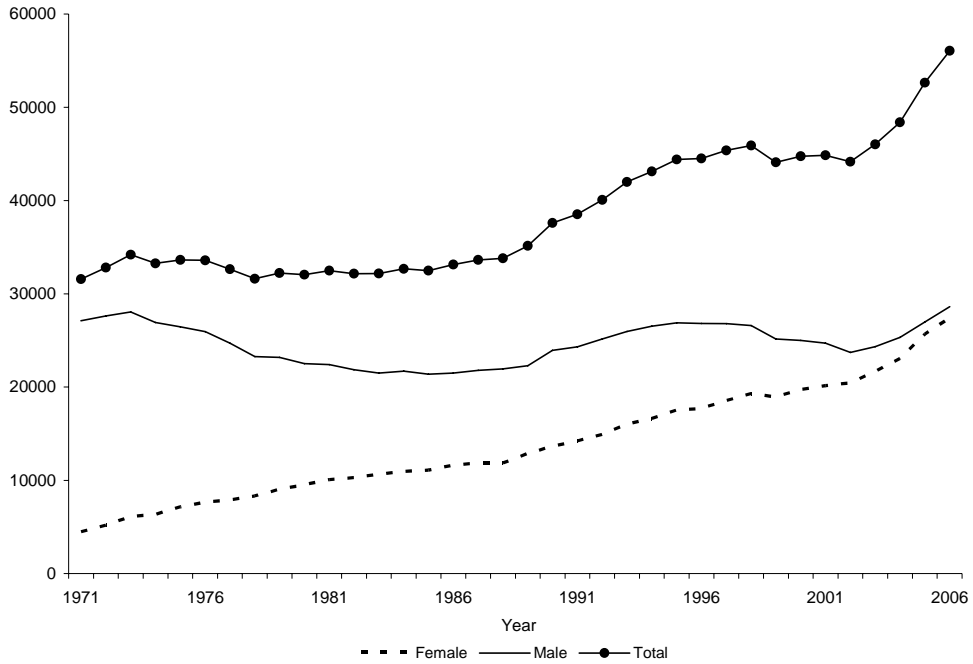
APPENDIX 1

Women's representation among those getting doctorates in Sociology has increased dramatically. Some laud this as evidence of progress, while others see sexist processes leading to "tipping" of the discipline to all female. Both assessments may be right. If we want to understand the social processes leading to women's increase among Sociology doctorates, it is helpful to view trends in Sociology alongside trends in other fields. For this reason, we present information below on trends in a number of fields, using data from the National Center for Educational Statistics from 1971 to 2006, taken from the NCES published volumes and website.⁴

Appendix Figure 1a shows the total number of doctoral degrees (in all fields combined) given in the United States from 1971 to 2006, and how many of these went to men and to women. The number of women has gone up continuously, while the number of men is relatively flat, so women's proportion increased continuously, almost converging with men's by 2006. Doctoral receipt overall is quite gender-balanced today, with women getting almost 50% of doctorates. Women have made similar inroads into receipt of professional degree receipt in the traditionally high-status male fields. Law degrees went from 7% female in 1971 to 32% in 1981, to 43% in 1991 and 48% in 2006. M.D. degrees went from 9% female in 1971 to 25% in 1981, 36% in 1991 and 49% in 2006. Thus Law and MD degrees are also almost 50% female. Master's in Business degrees were only 4% female in 1971, 25% in 1981, 35% in 1991, and 43% in 2006. At the Baccalaureate level, women have earned more than half of degrees since 1982 (England and Li 2006). Figure B in the Report shows what proportion of doctoral degrees given in Sociology went to women. Women went from 21% of Sociology doctoral degree recipients in 1971 to 64% in 2006, from being a small minority to an ever larger majority.

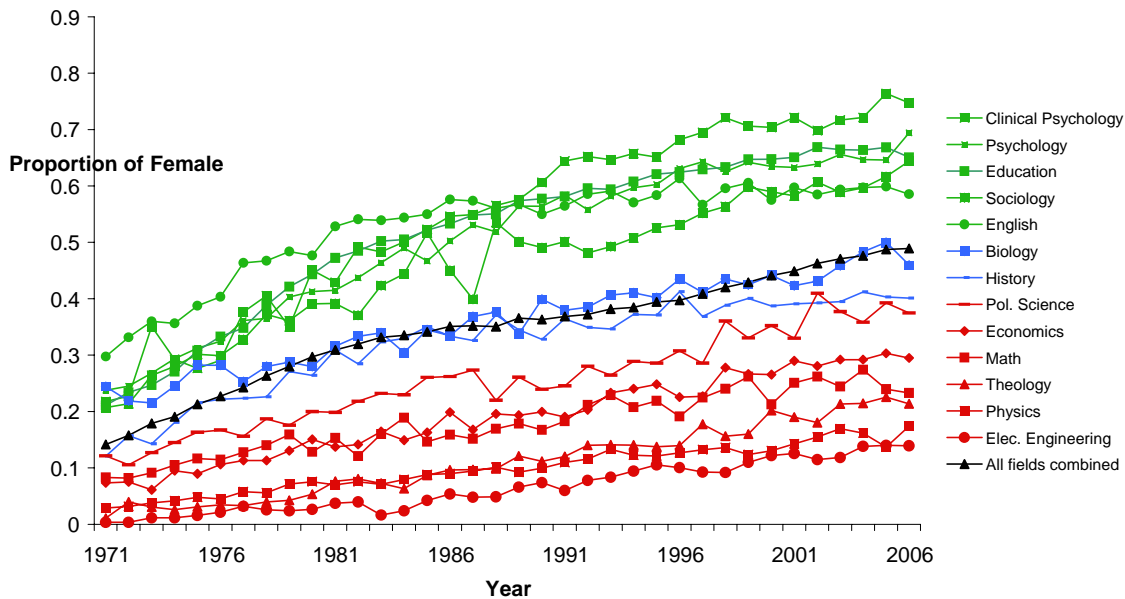
⁴ Computations were made by Paula England, pengland@stanford.edu. To achieve a uniform scheme for all years, some fields were combined, yielding 263 fields. In Figure 3, "Elec. Engineering" combines Electrical, Electronics, and Communications Engineering. "Education" includes 39 separate fields in which doctorates are given in Education (e.g. Curriculum and Instruction, Special Education). Doctorates include PhDs as well as other doctorates (e.g. Ed.Ds). Statistics include degrees given to U.S. citizens and noncitizens, as long as given in the U.S.

Figure Appendix 1a
Number of Doctorates Granted in the U.S. , Overall and to Men and Women, 1971-2006



Appendix Figure IB puts this in perspective, showing these proportions women constituted of Sociology doctoral degree recipients in the same graph with the percent female of those receiving doctoral degrees in selected other fields.

Figure Appendix 1b
Proportion of All Doctoral Degree Recipients Who Were Women in Selected Large Fields, 1971-2006



Two things are striking. First, women’s representation has grown in all fields shown.⁵ Second, the rank order of the fields in terms of how female or male dominated they are numerically has changed hardly at all, with the lines for fields moving up in almost lock-step parallel fashion, seldom crossing. The legend to the right of the figure lists the fields in their order of female intensity. When we take all fields combined (not just those in the figure, but all doctoral degrees), women moved from 14% to 49%. A number of fields have been disproportionately female in all years—Clinical Psychology the most so, reaching 75% female in 2006, then Psychology, followed by Education, Sociology, and English. Two fields have had a percent female just about on par with all fields combined in every year—biology and history. All fields combined (including fields not in this figure) were 14% female in 1971 and 49% in 2006. The lines toward the bottom of the figure represent the most male-intensive fields, with Political Science somewhat more male than the average field in all years, and then the successively more male fields of Economics, Math, Theology, Physics, and Electrical and Electronic Engineering (the latter never reaching 10% female). Thus, the fields that were most or least disproportionately female in 1971 remain so today, but all fields increased their representation of women at about the same rate. The latter suggests that field segregation has changed little. Indeed, the index of dissimilarity, a traditional measure of segregation shows little change when computed over all fields of doctoral receipt for this period; D was between 35 and 39 in all years between 1971 and 2001 (England et al. 2007, reporting on analysis that went through 2001). England et al. (2007) show that women’s changing field choices across the years were mildly desegregative, with more representation in the natural sciences among later cohorts of women, for example.

⁵ Women’s representation has increased in virtually all 263 fields.

However, offsetting this, their regression analyses suggest that the more fields increased their representation of women, the more it discouraged male entry. The net result was fairly stable segregation by field.

When we put all the figures together, the picture of gender inequality that emerges is mixed. On the one hand, women's representation in doctoral receipt has converged with men. On the other, segregation by field has changed little. Thus, the apparent "tipping" of sociology does not mean that segregation is going up, but that it is stable at the same time that women have increased their overall representation in being awarded the highest level of degree, a doctorate. Charles and Bradley (2002), studying higher education cross-nationally made a similar observation, concluding that "ideals of universalism" substantially reduce gender equality in *how far* women go in education compared to men, but do little to desegregate fields of study.

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England, Paula and Su Li. 2006. "Desegregation Stalled: The Changing Gender Composition of College Majors, 1971-2002." *Gender & Society* 20:657-677.

Appendix C1: Number of Sociology Faculty Who are Women, by Rank and Institution Type										
	Full		Associate		Assistant		Other		Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Research	195	91	126	122	83	103	13	19	417	335
Doctoral	96	43	74	94	56	54	6	32	232	223
Masters	222	94	140	129	110	138	27	47	499	408
Bachelors	33	21	28	27	18	50	2	7	81	105
Total	546	249	368	372	267	345	48	105	1229	1071

Source: ASA Department Survey 2006/07

Appendix E1: Annual Salaries in Dollars by Rank, Gender and Institution Type, 2000-01							
Type of Institution		Full Professors		Associate Professors		Assistant Professors	
		Men	Women	Men	Women	Men	Women
Research	Mean in \$	92,796	91,166	61,520	61,737	51,477	50,984
	(N of Faculty)	631	195	284	210	186	238
Doctoral	Mean in \$	74,727	70,738	56,525	54,782	45,239	44,450
	(N of Faculty)	211	78	115	101	97	90
Masters	Mean in \$	65,970	66,064	51,834	51,395	42,196	41,958
	(N of Faculty)	656	214	306	218	310	309
Baccalaureate	Mean in \$	62,632	57,804	47,706	48,304	40,760	41,426
	(N of Faculty)	213	85	120	70	89	98
All Programs	Mean in \$	76,523	74,026	55,216	55,226	44,970	45,112
	(N of Faculty)	1,711	572	825	599	682	736

Source: ASA Department Survey, 2000/01.

Appendix E2: Annual Salaries in Dollars by Rank, Gender and Institution Type, 2006-07							
Type of Institution		Full Professors		Associate Professors		Assistant Professors	
		Men	Women	Men	Women	Men	Women
Research	Mean in \$	111,526	109,571	70,419	71,123	60,196	61,513
	(N of Faculty)	195	91	126	122	83	103
Doctoral	Mean in \$	95,033	90,555	68,293	68,982	55,282	55,697
	(N of Faculty)	96	43	74	94	56	54
Masters	Mean in \$	76,632	79,454	61,375	59,558	60,880	49,380
	(N of Faculty)	222	94	140	129	110	138
Baccalaureate	Mean in \$	69,654	67,434	54,599	57,709	46,899	49,752
	(N of Faculty)	33	21	28	27	18	50
All Programs	Mean in \$	91,919	91,282	65,357	65,590	58,553	54,045
	(N of Faculty)	546	249	368	373	267	346

Source: ASA Department Survey, 2006/07.