

The Faculty Pipeline in Sociology and Other STEM Disciplines

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Objectives



- ▶ To compile disaggregated national figures on the faculty pipeline for women, as a complement to case studies and individual narratives
 - By specific discipline, comparing sociology to other social sciences and other STEM disciplines
 - By disaggregated race and ethnicity categories
 - Progression to full professor
 - Examining different institutional contexts

Challenges

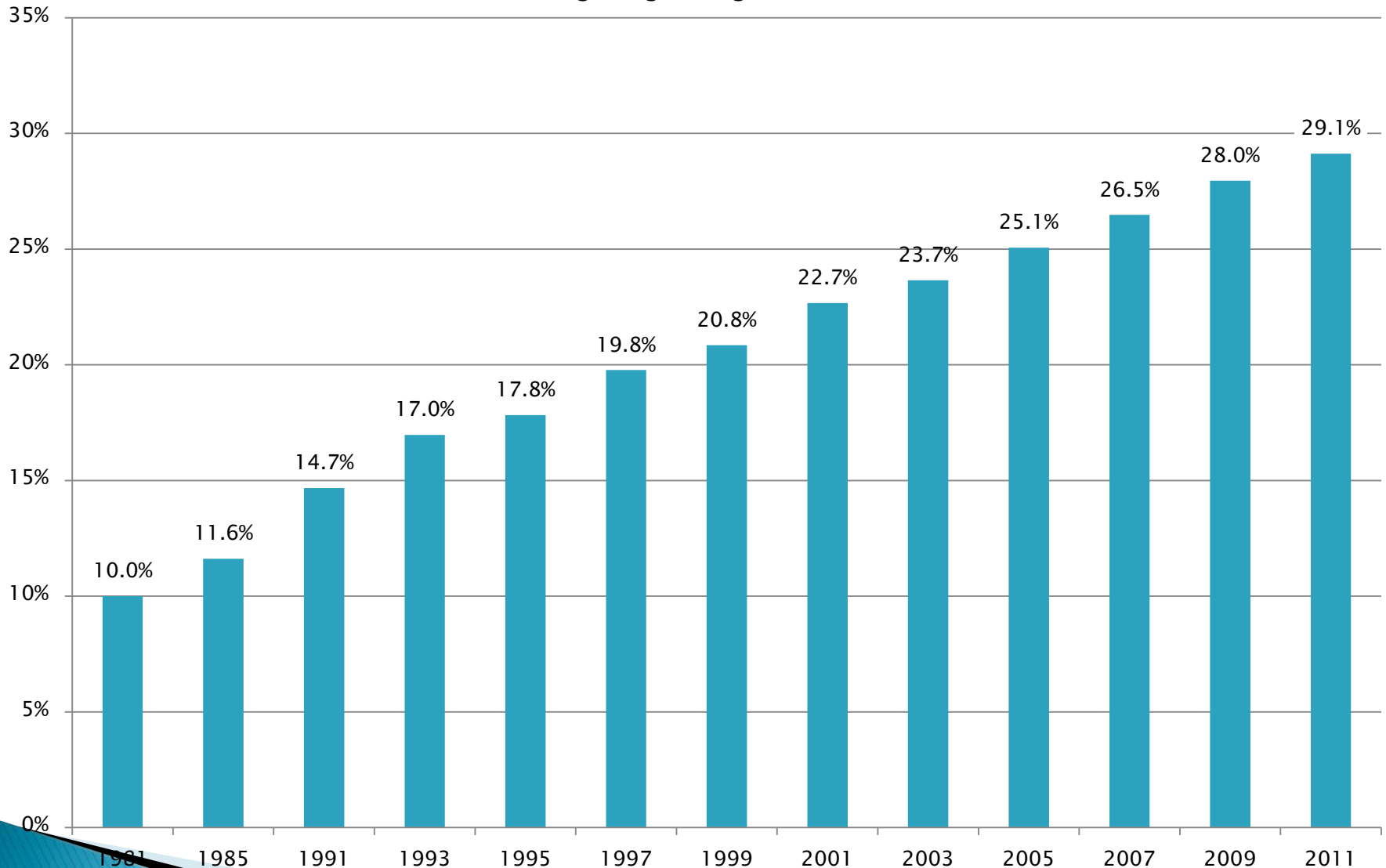


- ▶ **Disaggregated data are not readily available**
 - Combination of specific discipline; gender, race, and ethnicity; faculty rank; and institutional category
 - Requires restricted-access data licenses
 - Small Ns for complex categories
 - Importance of examining trends over time—but data categories and availability change

- ▶ **Racial and ethnic categories are problematic**
 - Women (and persons) of color
 - Underrepresented minority women (without Asian)
 - International (non-US citizen) faculty members

Figure 1. Full Professors Who Are Women, 1981–2011

All degree-granting institutions



Source: US Dept of Education, *Digest of Education Statistics* and "Fall Staff in Higher Education Institutions," various years.

Figure 2. Full Professors Who Are Women of Color, 1995–2011

All degree-granting institutions

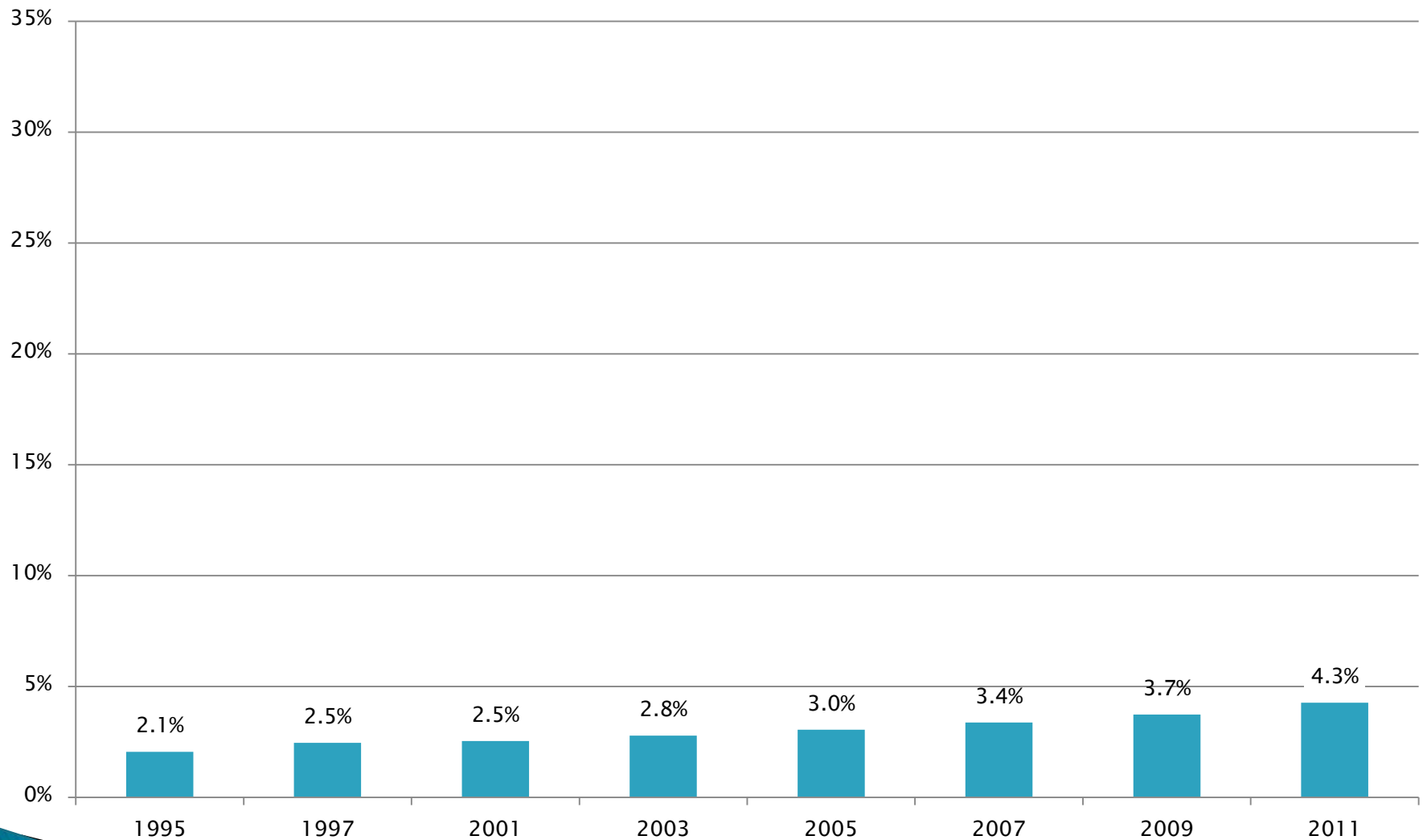
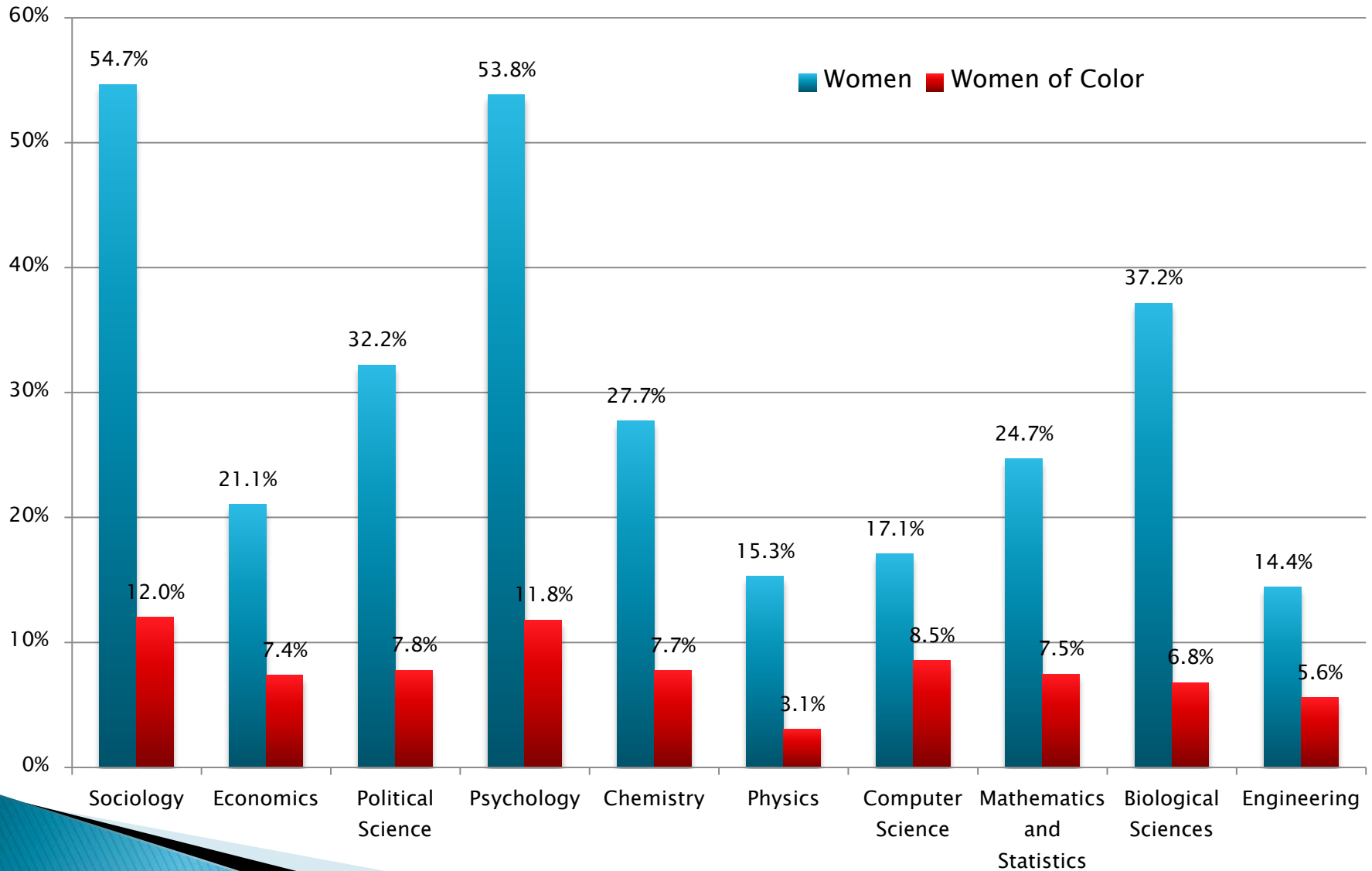


Figure 3. Faculty members by discipline, gender, race and ethnicity, 2013

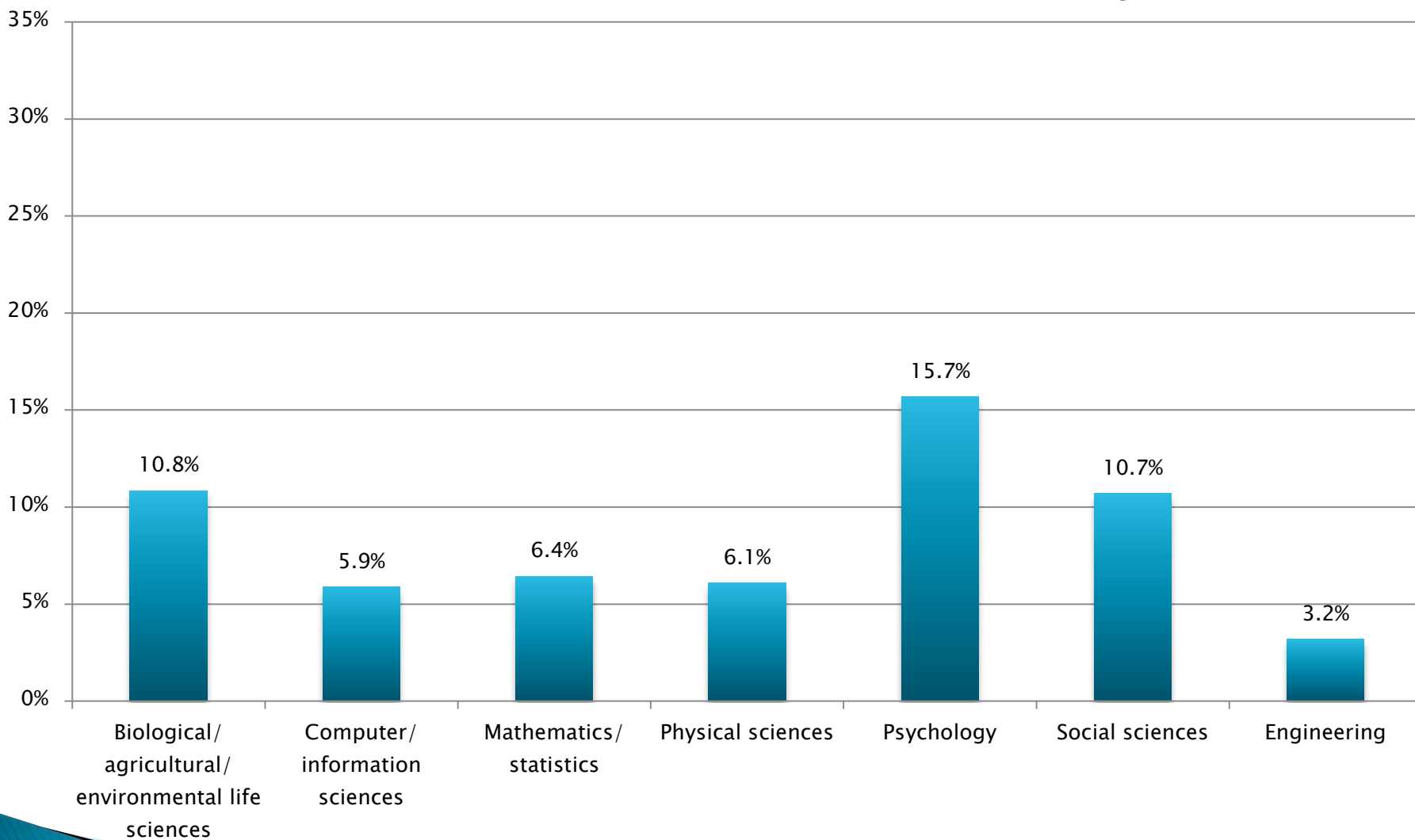
All postsecondary institutions. Doctorate recipients only, by current occupation.



Source: National Science Foundation, Survey of Doctorate Recipients 2013, data table 37.

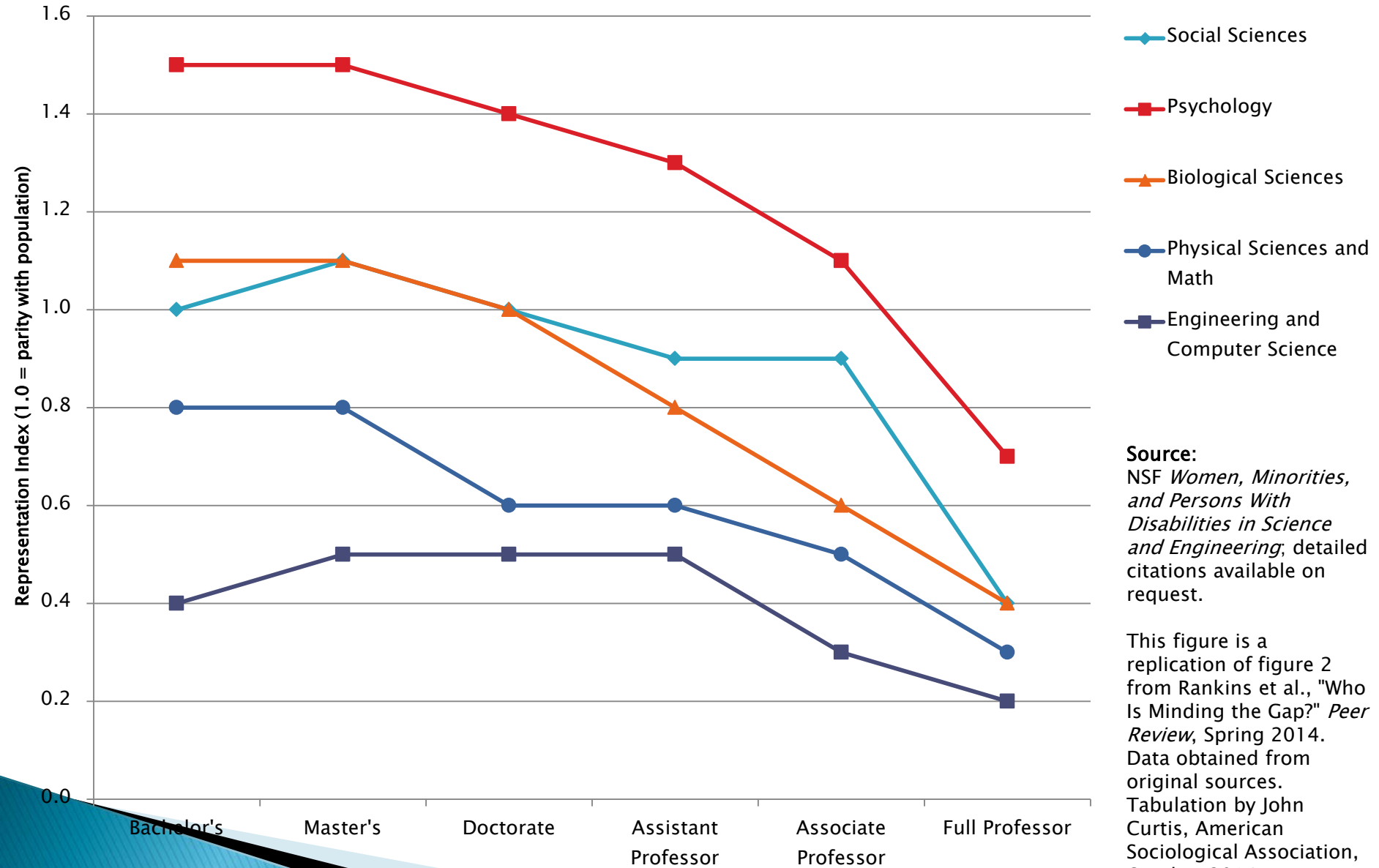
Figure 4. Full professors who are women, by discipline cluster, 2013

Four-year institutions. Doctorate recipients only, by broad field of degree.



Source: National Science Foundation, Survey of Doctorate Recipients 2013, data table 17.

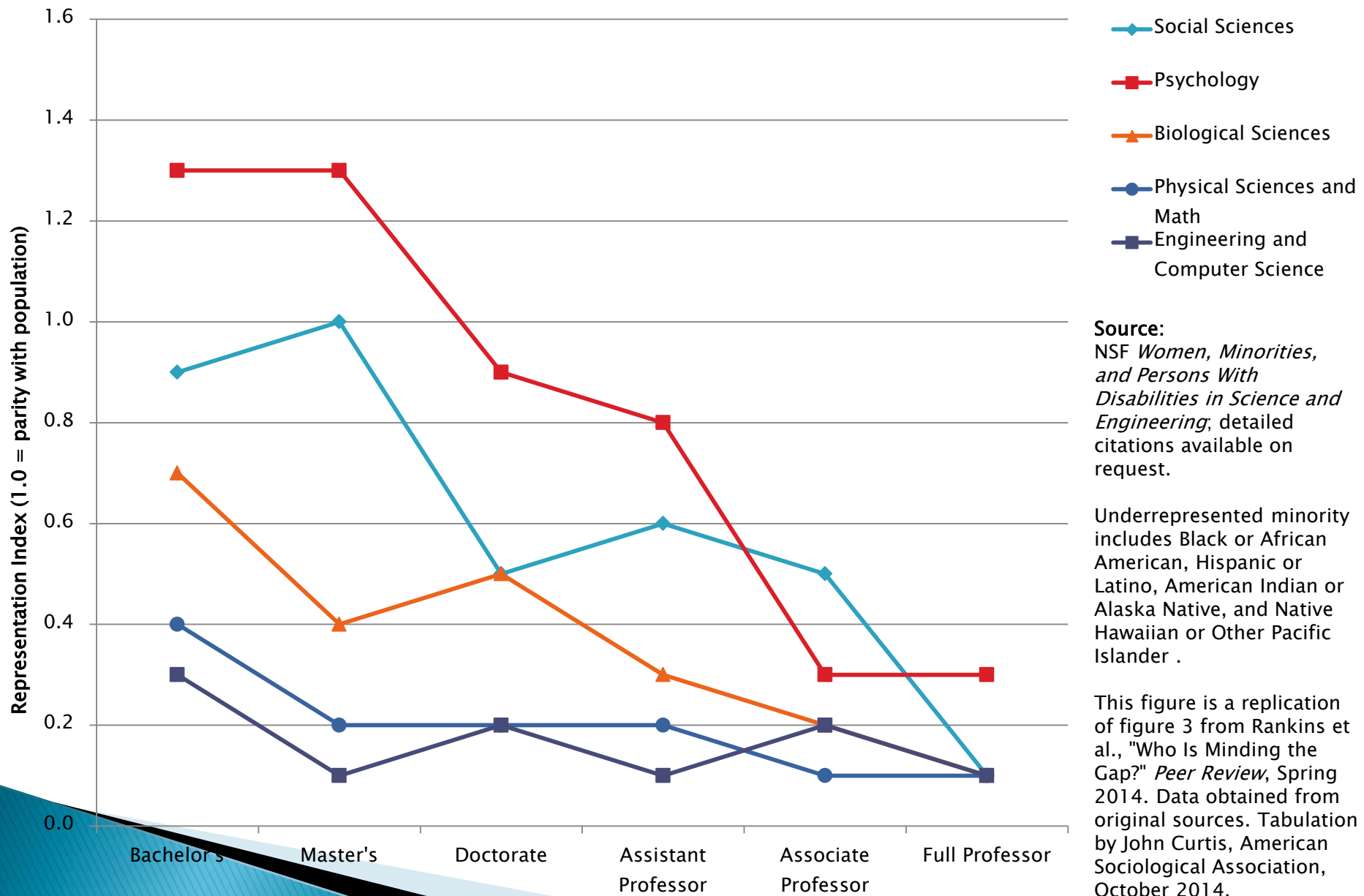
Figure 5: Representation Index for All Women, by Discipline, Degrees Awarded, and Faculty Rank, 2010



Source:
NSF *Women, Minorities, and Persons With Disabilities in Science and Engineering*; detailed citations available on request.

This figure is a replication of figure 2 from Rankins et al., "Who Is Minding the Gap?" *Peer Review*, Spring 2014. Data obtained from original sources. Tabulation by John Curtis, American Sociological Association, October 2014

Figure 6: Representation Index for Underrepresented Minority Women, by Discipline, Degrees Awarded, and Faculty Rank, 2010



Source:
NSF Women, Minorities, and Persons With Disabilities in Science and Engineering, detailed citations available on request.

Underrepresented minority includes Black or African American, Hispanic or Latino, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander .

This figure is a replication of figure 3 from Rankins et al., "Who Is Minding the Gap?" *Peer Review*, Spring 2014. Data obtained from original sources. Tabulation by John Curtis, American Sociological Association, October 2014.

To be continued...

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