

# Women’s progress in leadership and success in Academia

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## Introduction

As Academia strives for equality in employment, we investigate why women are still underrepresented by rank, tenure, leadership, and field. Researching Academia poses the advantages of extensive public records, diversity of fields, and emerging work-life balance policies.

This poster will provide information from the University of Alabama business colleges subsample as a model of the project.

**Table 1:** Longitudinal data from the National Bureau of Economic Research shows the percentage of total female and male doctoral students who attain milestones in their academic careers, and the average number of children of tenured professors.

	Female	Male
Proportion of PhDs	50.10%	49.50%
Tenure track within 5 years	54.40%	58.20%
Full professor within 12 years	25.70%	31.60%
Average number of children	0.767	1.399

## Objectives

Analyze the academic workforce on several levels:

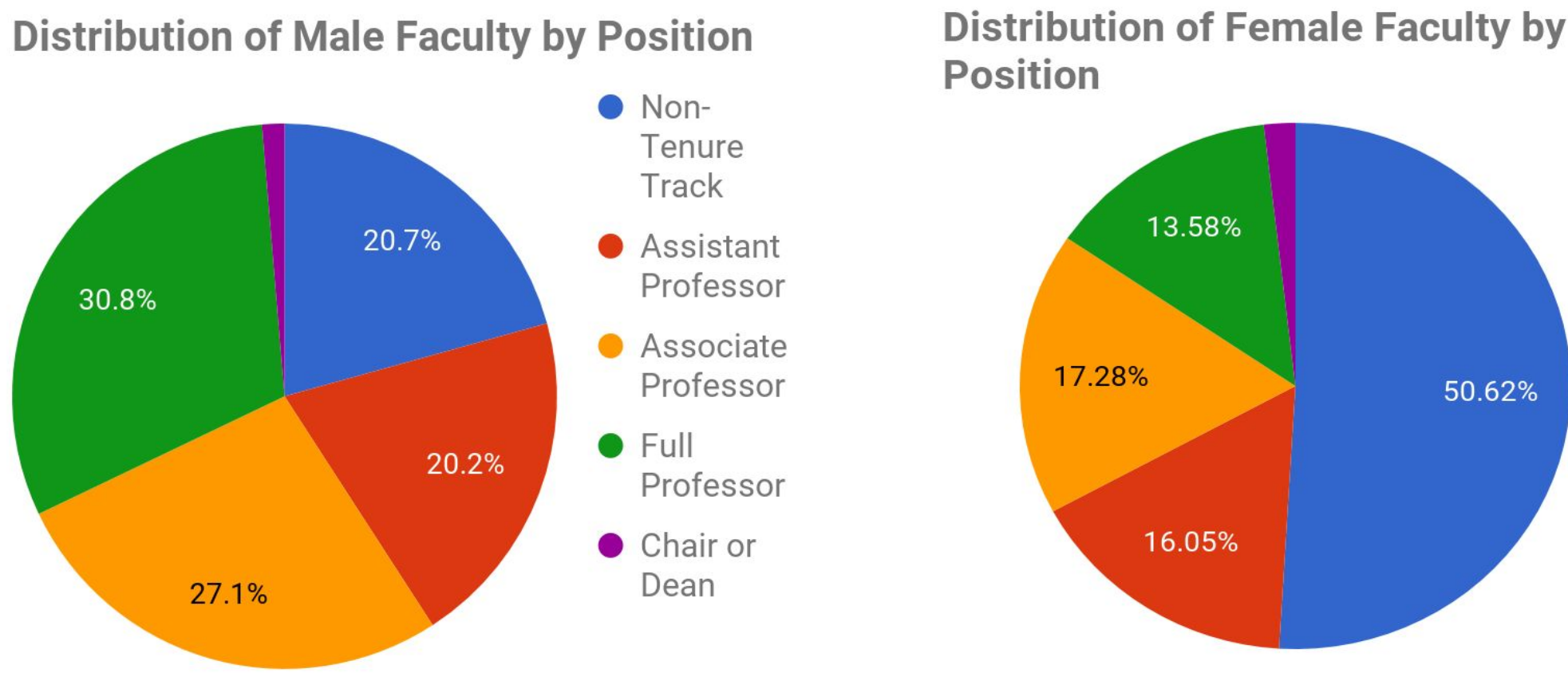
- Compare the concentration of women with PhDs to professors.
- Investigate gendered inequalities of professors in rank.
- Establish differences in attainment of leadership positions between male and female professors.
- Identify at which points women with doctorates leave their academic careers or take different paths than their male peers.

## Method

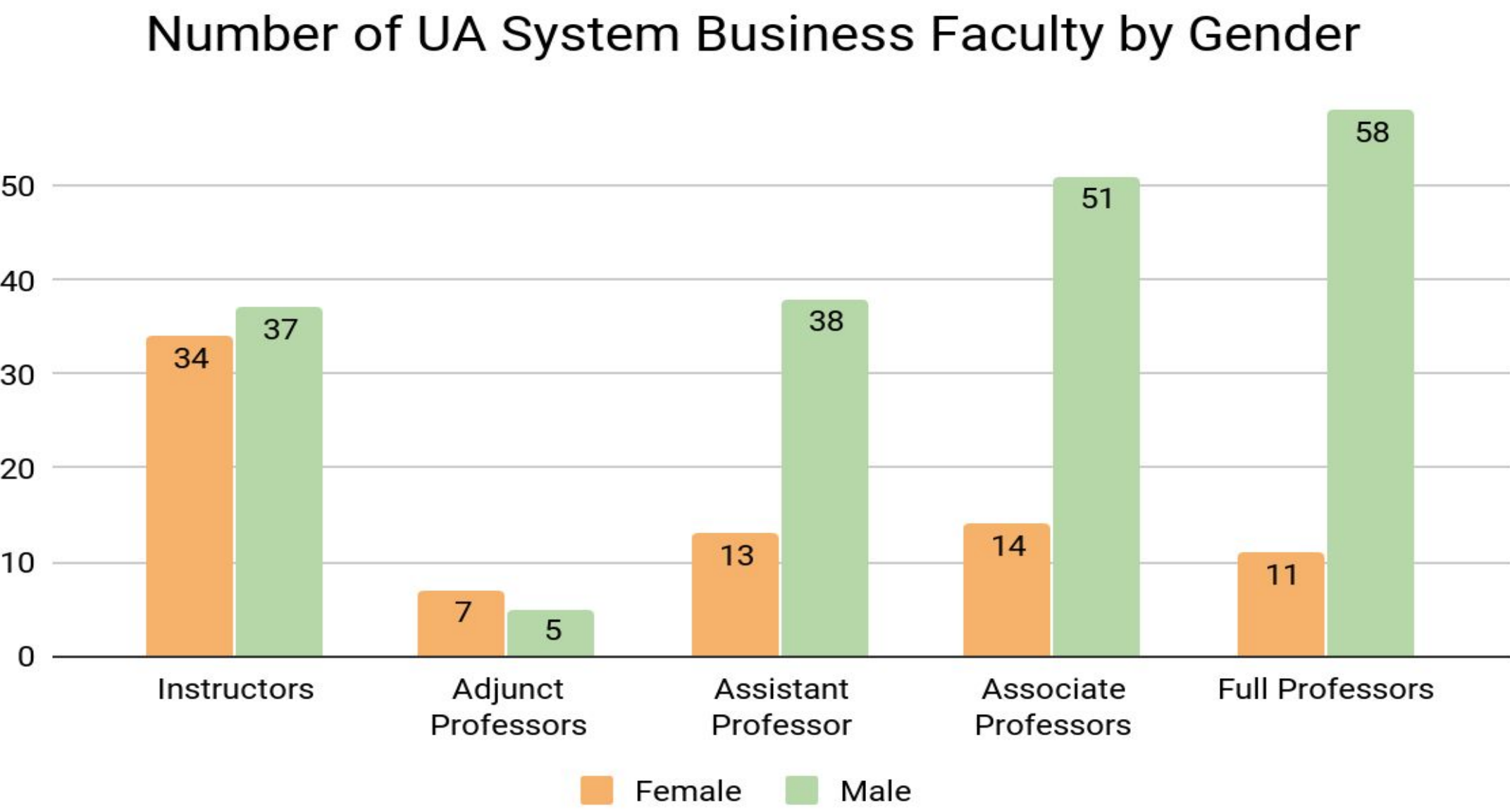
**Phase I:** Collect institutional data on a subsample of the top 200 American research universities. We currently have approximately 56,000 individual entries. Analyze objective patterns regarding career status in different colleges and disciplines.

**Phase II:** Design and disburse questionnaires capturing the psychological dynamics of the workplace. This survey will be distributed to the sample of faculty from Phase I.

## Results



**Figure 1:** Percentage breakdown of female faculty and male faculty serving as non-tenured instructors, assistant, associate, and full professors in the colleges of business within the University of Alabama system.



**Figure 2:** Total number of male and female business professors within UA system by rank.

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## Conclusion

Based upon our analysis of over 56,000 individual faculty members at top American research universities, including the University of Alabama system, we conclude that:

- Female faculty members are concentrated in lower-ranking positions and hold a high proportion of non-tenure positions.
- Male faculty members are more likely to hold leadership positions.
- Overall, women are underrepresented when comparing PhD graduation rates with academic employment rates.

**Table 2:** The constitution of our data set of over 58,000 faculty members, in percentages.

	Total	Female	Male
Part-time Faculty	13%	7%	6%
Associate Prof.	21%	9%	12%
Assistant Prof.	25%	11%	15%
Full Prof.	38%	10%	28%
Distinguished Prof.	3%	1%	2%
Other	1%	1%	0%
Total	100%	38%	62%

## Relevant Theories

We seek to understand not only how, but why women’s professorial careers differ from men’s. Key theories for further consideration include the following:

- **Leadership stereotypes** depict leaders as agentic, but women are seen as communal - a follower role.
- **Caregiver bias** may cause employers to view women as more dedicated to caregiving and less to work, regardless of reality.
- **Self and other evaluations** hold consistent that men overestimate their own abilities, and women underestimate theirs, and others reinforce the ratings.
- **Social capital** is absent when employees are without mentors, due to organizational and societal cultures.