Equality in Numbers but not in Rank: A Report on Female Faculty in Pennsylvania's State System of Higher Education between 2005 and 2020

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I. Introduction

In May of 2020, the PASSHE Women's Consortium, a professional network for women in the Pennsylvania State Schools of Higher Education (PASSHE) that was established in 1980, published a request for proposals to do a follow-up study to *The Emerging Presence of Female Faculty in Pennsylvania's State System of Higher Education: A Historical Perspective, 1974-1994* by Mary Keetz. A small group of researchers within the Statistical Consultation Center at the Department of Mathematics and Statistics of Slippery Rock University in Slippery Rock, Pennsylvania was awarded the financial backing to complete the follow-up study. Data were obtained directly from the PASSHE governance in August of 2020, and the study was completed between August of 2020 and December of 2021. This document presents the results of that study.

In general, the PASSHE system currently has significantly more women in faculty positions than in the 1974-1999 study period. Indeed, in the 2019-2020 academic year, there were more female faculty than male faculty across the 14 PASSHE schools. This good news, however, is tempered by the following trends:

1. Female faculty are more likely to be in lower rank positions than male faculty, are more likely to be in temporary positions, and are more likely to be in part-time positions**. This is true for every year, and for every institution overall, and holds across years for most institutions. It is the strongest and most practically significant result of this report.**
2. Although the ratio of female to male full professors is improving, there are still more male full professors than female full professors; in the 2019-2020 academic year the ratio was 40% female, 60% male.
3. Because there are many more female students than male students enrolling at the undergraduate and graduate levels, the ratio of female students to female professors is significantly higher than the ratio of male students to male professors. For the 2019-2020 academic year, these ratios for undergraduate students to professors were 13.98 for women versus 10.29 for men. These ratios are even more disparate for graduate students. As a result, female students seeking female faculty mentorship will have more difficulty gaining the time and attention of those faculty. Similarly, these results are concerning for the status of female faculty because of the additional burden female faculty might bear mentoring as compared to their male counterparts.
4. Overall, within rank, women still have a lower average starting salary and step than men. However, this does not hold for all years or all schools. The difference in starting salary and rank was least noticeable at the Assistant Professor rank and most noticeable at the Instructor rank.

This report follows the general format of the Keetz 1997 study. Whenever possible, the Keetz 1997 data are included for cross-comparison.

II. Historical Perspective

In 1997 *The Emerging Presence of Female Faculty in Pennsylvania's State System of Higher Education: A Historical Perspective, 1974-1994* by Mary Keetz was published. This longitudinal study was a five-year extension of a previous study done by Keetz titled *The Status of Female Faculty in Pennsylvania's State School System of Higher Education: A Historical Perspective, 1974-1989.* Each study aimed to consider the following: (1) the number, percentage, and distribution of full-time faculty by rank and sex and how representative State System faculty in 1989-90 and 1994-95 were when compared to faculty at similar Category 11-A and II-B public universities from the same time period; (2) the number and percentage of full-time total faculty at full professor rank by sex; (3) the number and percentage of student full-time teaching equivalent (FTE) by sex and enrollment status; and (4) the ratios of undergraduate student FTE enrollment to full-time faculty by sex (Keetz, 1997).

The findings of Keetz's study showed that within PASSHE (Pennsylvania State School System of Higher Education), women were a minority among full-time faculty. Keetz did however note increases in full-time female faculty (1974-75-22% to 1994-95-34%). Numbers of PASSHE female faculty saw increases at the full professor, associate professor, assistant professor, and instructor ranks. While these were small increases on average, they occurred during a timeframe when the number of women earning PhDs rose dramatically.

Although definitions vary by individual institutions, according to *The Slippery Rock University Policies and Procedures for Faculty Promotion in Rank*, professor ranks are defined as the following:

> "**Instructor** - Requires a bachelor's degree plus 15 hours of graduate credits with at least three years of teaching experience.*
>
> **Assistant Professor** - Requires an earned master's degree plus 10 hours of graduate credits with at least four years of teaching experience*. To be recommended for promotion to Assistant Professor, a Faculty Member will have been employed continuously at Slippery Rock University in the rank of Instructor for a MINIMUM of three years and may apply during the fall semester of their third year. Associate Professor - Requires an earned doctoral degree or a recognized equivalency, or a master's degree plus 40 hours of graduate credits, or a total of 70 hours of graduate credits, including the master's degree, or all course work completed toward a doctorate as verified by the University where the work is being taken, with at least five years of teaching experience.* To be recommended for promotion to Associate Professor, a Faculty Member will have been employed at Slippery Rock University in the rank of Assistant Professor for a MINIMUM of three years with five years of teaching experience and may apply during the fall semester of their third year.
>
> **Professor** - Requires an earned doctoral degree or approved terminal degree equivalent (Policy 1987-01: Degree Equivalencies in Faculty Appointment and Promotion Criteria) and at least seven years of teaching experience. Three percent of the full professorships allocated to the University may be granted on the basis of qualifications other than the earned doctorate or approved terminal degree equivalent when recommended by the President of the University.* (See Three Percent Rule). To be recommended for promotion to Professor, a Faculty Member will have been employed continuously at this institution in the rank of Associate Professor for a MINIMUM of five years and may apply during the fall semester of their fifth year.
>
> *NOTE: Legal requirements are taken from Sections 2, 5, and 6 of the Act of January 18, 1952, P.L. 2111. Amended July 30, 1963, Act 182."

III. Methodology

III.a Data Sourcing

Data were requested via the Pennsylvania Right to Know law during the summer of 2020. Data were provided by the PASSHE Right-to-Know office after being prepared by the PASSHE Advanced Data Analytics Shared Service. Separate datasets were provided regarding undergraduate full-time equivalency (FTE) gender ratios, graduate FTE gender ratios, and faculty records regarding salary, rank, step, gender, and race by year. The faculty records are considered the primary file below.

III.b Processing the Data

After the data were obtained, multiple Excel functions were used to make the primary data file useable. First, the number of faculty members had to be calculated. To do this, a nested "if statement" was used to filter out part-time employees as well as employees who did not have a listed salary for the selected year (if the employee has no salary they were not employed for that year). The process to obtain counts for gender included labeling the employee as 1 for female and 0 for male. The data was divided into fourteen separate sheets by university, so this process was repeated 14 times for the 14 schools in the PA State System. The data given for graduate and undergraduate FTE did not require processing.

To correctly label each employee's race, the race of each employee was converted into a numeric variable using if statements. Initially, race was provided in a separate file from salary and position and needed to be merged into the primary data file. To match these files, the data were loaded into Microsoft Access and a SQL query was used to match the values. The employees that were not included in the primary file were not used in this report. The values for gender were filtered to just male and female, and the positions were filtered to Professor, Associate Professor, Assistant Professor, and Instructor.

Unfortunately, the scope of this status of women report could not include race due to limited resources. Ideally, the state system would track race in ways that allow one existing file to be used to track race and gender more easily for use in future research.

III.c Initial Analysis and Quality Control

To analyze the data and create tables and figures, pivot tables in Microsoft Excel were utilized. Although other genders aside from male and female were taken into consideration in this study, the only available genders listed in the given dataset were male, female, and unknown. Because being listed as "unknown" could not confirm the faculty member's gender, the pivot tables used to make graphics were simply limited to male and female.

For quality control purposes, a university was randomly selected to "redo" the data charts and graphs. Assigning a number to each university alphabetically (Bloomsburg-1 through West Chester-14), Google's built-in random number generator selected 12. Therefore, Shippensburg University's data was retested.

This quality control began with the raw data containing names, genders, employee subgroups, jobs, and salaries of Shippensburg employees in Excel. Separate tables were created where each blank entry for salary was replaced with a 0 via the IF(ISBLANK) logical test. The 2005-06 salary data was then sorted to "remove" the entries containing zero. The names that had a corresponding value, as well as their genders, subgroups, and jobs, were copied into a separate sheet. A pivot table was created using this 2005-06 data. This pivot table highlighted the number of full-time employees and employee subgroups

by gender. Completing this pivot table garnered the same results as the original analysis for 2005-06. This process was repeated for each year and the results continued to match those of the original analysis.

Next, Shippensburg's Graduate and Undergraduate FTE counts were reanalyzed. Using the previously obtained counts of full-time employees (Pivot Tables), the ratio of undergraduate student FTE to full-time faculty by gender was redone for each year. This produced slight discrepancies with the original results. Through collaboration, the errors were identified, and the correct figures are reflected in this paper and its appendices. Percentages of graduate and undergraduate student FTE by gender relative to the totals were recalculated by year. These results also matched those of the original analysis.

III.d New Analyses

Sections IV.10-IV.14 of this report represent analyses not present in the Keetz 1997 report.

To create Figures 10.a and 10.b, data was taken from Appendix A. Each rank (full professor, associate professor, assistant professor, instructor) for both males and females from each of the 14 PASSHE schools was summed by year. Next, all ranks for males and females were added together to get the value for total faculty by gender. The value for rank was then divided by the total faculty to get the percentage of female and male faculty at each rank. This data was then made into two stacked bar charts and tables to represent both the males and females.

The process for creating Tables 10.a1 and 10.b1 was almost identical to the process for Tables 10.a and 10.b. The only difference was the elimination of the step where all schools were added together. Instead, each school was separately analyzed.

The data preparation process for Tables 10c and 10d consisted of several steps. First, the data was filtered to only full-time faculty members and then only females for Table 10c and only males for Table 10d. Next, headers were created to label columns by year and temporary/tenure or tenure track status. Formulas were then customized to get the correct data into each column. For example, if the column was "Temporary Faculty 2015" the formula looked for employees that were temporary and had a salary for 2015. If the employee met these criteria, their employee number was placed in that column. Next, a formula was created to only count non-zero, unique employee numbers for each column. This step was necessary due to duplicate values in the data set. Once the counts were generated, the counts for temporary employees were divided by the counts for tenure/tenure track by year. This process was repeated for each school. Once the data for each school was prepared, the values for temporary faculty and tenure/tenure track faculty were summed to get the value for the PASSHE system. The sum of all PASSHE schools' temporary faculty was then divided by the sum of tenure/tenure track faculty. The values were summed by year.

For the tables in Sections IV.11 through IV.14, raw data from each school (including names, salaries, pay steps, and more) was copied and manipulated into their own excel sheet. For these questions, entries that did not meet the interest groups were removed; specifically, only full time, permanent, tenured/tenure-track professors remained. They were later separated by gender. Following that process (completed by filtering in Excel), any repeated name entries were removed. Each question looked for faculty in their first year at a specific position. The reason for limiting the comparison to the first year of employment in that rank is two-fold: 1) We can ensure independent samples as the same individual

cannot be experiencing their first year in a specific rank more than once and 2) comparison across years is simpler if we restrict the sample to those in their first year.

Also removed were those with salaries for the 2005-2006 year. It could not be proven that those faculty started in 2005-2006 and therefore could not meet the first-year requirement. The remaining entries were averaged for each year and school (for each position). Those averages were then used to calculate statistics for the entirety of PASSHE.

III.e Statistical Inference

The data analyzed during this study represent a population, namely, the faculty, graduate students, and students employed by or enrolled in the PASSHE system during the 2005-2020 time period. Population data are not well suited for typical confidence intervals and hypothesis testing processes, which require a random sample of a population as part of their assumptions.[1]

There is a way, however, to use hypothesis testing to explore potential gender bias in the PASSHE system. For Sections IV.11 (Tenure Track/Tenured First Year Assistant Professor Starting Salary and Rank) through IV.14 (Tenure Track/Tenured First Year Instructor Starting Salary and Rank) below, differences between average values (salaries or steps) for female and male faculty are given. We assume that the selection of male and female faculty is relatively random across years; specifically, that individual differences between salaries and pay-scale steps occur randomly throughout time or across institutions. We can then form a pair of hypotheses:

> **Null hypothesis:** There is an equal probability that the average male value will be higher than the average female value for a given year and the average female value will be higher than the average male value for a given year; Pr(female average – male average < 0) = 0.5.
>
> **Alternative hypothesis:** There is a greater probability that the average male value will be higher than the average female value for a given year; in other words Pr(female average – male average < 0) > 0.5.

Let X = the count of times that the average male value exceeds the average female value. Under the null hypothesis, X ~ Binomial(14, 0.5). As shown in Table A below, for tables where the male value always exceeds the female value, X = 14 and the p-value = 0.0001. Similarly, for X = 13, the p-value = 0.0001, and for X = 12, the p-value = 0.0064. However, for X = 11, the p-value = 0.0287, and for X=10, the p-value jumps to 0.0898.

There are 128 relevant tables—that is, tables that contain a comparison of male and female experiences--within sections IV.11 (Tenure Track/Tenured First Year Assistant Professor Starting Salary and Rank) through IV.14 (Tenure Track/Tenured First Year Instructor Starting Salary and Rank). Of these, 47 have data available for every year or institution, and 89 have data for at least 11 years or institutions, as shown in Table A. Given that we are completing 89 hypothesis tests simultaneously, a conservative choice is to reject the null hypothesis for situations where the p-value is less than 0.01. In other words, for Tables 11a, 11b, 12a, 12b, 13a, 13b, 14a, and 14b, if values are available for all 14 years, there is evidence of gender bias if the male values exceed the female values 12 or more times within a single

[1] For a basic explanation of the assumptions behind hypothesis testing, refer to any introductory statistics textbook.

table. For Tables 11a1, 11b1, 12a1, 12b1, 13a1, 13b1, 14a1 and 14b1, the same hypothesis test applies if we assume that variations in salary levels are random across institutions.

For p-value < 0.01, there are four tables for which we find statistically significant evidence of gender bias. These tables with be marked with an asterisk in this document, and the p-value will be given at the bottom of each table. There are an additional six tables for which the p-value is less than 0.05; we consider these tables "borderline significant" as evidence of gender bias. Again, these tables will be marked with an asterisk and the p-value will be given at the bottom of each table. Finally, the 12 tables with a p-value between 0.05 and 0.10 are also marked with an asterisk and also have p-values given at the bottom of each table. All additional tables do not contain statistically significant results; that is, there is not enough evidence to reject the null hypothesis that there is no gender-based bias. However, a lack of statistical significance does not constitute proof that there is no gender bias present.

Table A: p-values calculated during hypothesis testing for tables with eleven-fourteen years or institutions. Counts of tables that yield the p-value given are in parentheses.

Count of values in table	Number of tables	p-value for X=14	p-value for X=13	p-value for X=12	p-value for X=11	p-value for X=10	p-value for X=9	p-value for X=8
14	47	0.0001	0.0009	0.0064 (2)	0.0287 (4)	0.0898 (11)		
13	17	NA	0.0001	0.0017	0.0112	0.0461 (2)	0.1334	
12	14	NA	NA	0.0002	0.0032	0.0193	0.0730 (1)	
11	11	NA	NA	NA	0.0005	0.0059 (2)	0.0327	0.1132
<11	39							
TOTAL:	128							

For Section IV.10, we are comparing proportions of faculty at certain ranks across genders, and the ratio of temporary to permanent faculty across genders. Because the same faculty are being measured in different years, the random sample assumption behind hypothesis testing is violated, and we cannot perform a similar statistical analysis. However, a lack of statistical significance does not constitute proof that there is no gender bias present.

IV. Findings

IV.1 Number, Percentage & Distribution of Full-time Total Faculty by Institution & Gender[2]

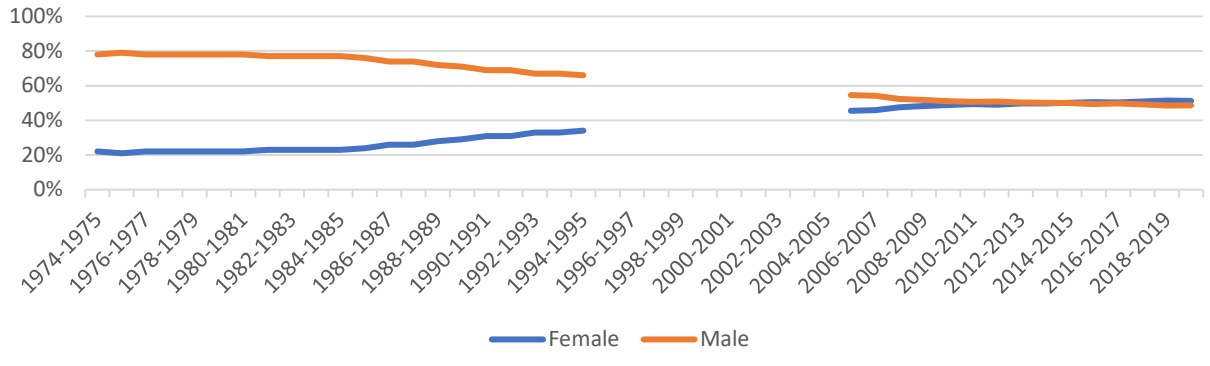
Figure 1 shows the data from the original report (Keetz 1997) and the 2005-2020 values for full-time total faculty (temporary and permanent). From 2005-2020, the number of full-time total faculty members at the Professor, Associate Professor, Assistant Professor, and Instructor ranks decreased from 5,645 to 5,260, a loss of 385 positions. Female faculty increased from 2,567 in 2005-2006 to 2,696 in 2019-2020, an increase of 129 positions. Male faculty decreased from 3,078 to 2,564, a decrease in 514 positions. There was an average gain of 5 positions for females and a loss of 19 for males each year.

All schools, except for Bloomsburg, Slippery Rock and West Chester, saw a decrease in male faculty, female faculty, or both. Except for Cheyney University, the schools that saw decreases in faculty lost more male faculty than female faculty. Each university's percentage of faculty increase/decrease by female and male, respectively, between 2005-2020 was the following: Bloomsburg (25%, 0%), California (16%, -23%), Cheyney (-68%, -62%), Clarion (-1%, -37%), East Stroudsburg (-1%, -20%), Edinboro (-13%, -35%), Indiana (-5%, -27%), Kutztown (-6%, -9%), Lock Haven (-17%, -37%), Mansfield (-9%, -49%), Millersville (-2%, -13%), Shippensburg (-4%, -6%), Slippery Rock (30%, 4%), and West Chester (43%, 12%).

On average, faculty for each of the 14 PASSHE schools was 49% female and 51% male. The year with the highest percentage of female faculty was 51% in 2018-2019 and the lowest percentage was 45% from 2004-2005. Compared to 1974-1995, males and female appears to be much more equal in terms of total faculty.

Table 1 shows overall percentage of full-time female faculty of all ranks and types (temporary or permanent combined) for each university in the PASSHE system. Each university averaged the following percentage of faculty that were female over the 2005-2020 time period: Bloomsburg (44%), California (50%), Cheyney (47%), Clarion (53%), East Stroudsburg (50%), Edinboro (48%), Indiana (49%), Kutztown (48%), Lock Haven (48%), Mansfield (52%), Millersville (49%), Shippensburg (44%), Slippery Rock (51%), and West Chester (54%); Shippensburg having the lowest percentage at 44%, and West Chester having the highest at 54%.

Figure 1: Full-time Total Faculty by Gender, PA State Colleges and Universities, 1974-1995, 2005-2020



[2] Figure 1, Table 1, Appendix A Tables 1/2/3/4/5, and Appendix A Figures 1.

Table 1: Distribution of Full-time Total Faculty by Institution and Gender, PA State Colleges and Universities, 2005-2020

Year	Bloomsburg % Female	California % Female	Cheyney % Female	Clarion % Female	E. Stroudsburg % Female	Edinboro % Female	Indiana % Female	Kutztown % Female	Lock Haven % Female	Mansfield % Female	Millersville % Female	Shippensburg % Female	Slippery Rock % Female	West Chester % Female
2005-2006	183 42%	145 41%	63 51%	145 45%	153 46%	175 43%	369 45%	237 48%	139 44%	90 48%	167 46%	167 43%	187 46%	347 50%
2006-2007	420 42%	305 43%	113 52%	322 47%	349 46%	408 44%	794 46%	450 46%	304 44%	192 46%	395 47%	376 42%	418 47%	731 51%
2007-2008	281 43%	220 47%	80 53%	207 49%	236 48%	268 46%	537 48%	329 47%	209 45%	139 48%	259 49%	247 43%	277 49%	537 53%
2008-2009	310 44%	241 48%	71 49%	220 50%	254 49%	273 47%	551 49%	349 47%	207 45%	139 49%	260 49%	250 43%	290 48%	543 53%
2009-2010	305 44%	243 50%	66 52%	233 53%	260 49%	272 47%	546 49%	366 48%	215 47%	141 50%	262 50%	259 44%	282 49%	543 54%
2010-2011	440 44%	364 52%	83 47%	365 54%	394 52%	392 47%	765 50%	536 47%	301 46%	208 50%	397 51%	394 45%	440 49%	759 55%
2011-2012	213 44%	166 50%	45 49%	161 54%	167 51%	193 49%	374 48%	232 46%	139 49%	71 46%	164 50%	167 44%	204 50%	419 54%
2012-2013	317 43%	264 53%	68 51%	260 56%	232 49%	294 49%	583 49%	367 47%	226 48%	133 50%	269 49%	299 46%	323 51%	628 55%
2013-2014	300 43%	240 52%	58 48%	224 56%	214 49%	262 49%	525 48%	341 48%	217 50%	135 52%	236 48%	264 45%	300 52%	626 56%
2014-2015	310 43%	232 51%	51 51%	205 55%	216 51%	251 49%	534 49%	346 49%	202 50%	132 55%	237 48%	256 46%	289 52%	651 56%
2015-2016	350 46%	243 53%	43 48%	218 57%	223 50%	242 49%	538 49%	379 50%	206 50%	131 57%	168 48%	245 46%	304 51%	683 55%
2016-2017	226 44%	166 52%	32 48%	138 53%	175 54%	170 50%	377 49%	256 50%	127 50%	75 54%	168 48%	148 42%	240 53%	476 55%
2017-2018	250 47%	160 52%	26 40%	148 57%	178 55%	150 47%	350 49%	247 50%	127 49%	71 55%	163 47%	163 45%	252 56%	483 55%
2018-2019	365 49%	240 53%	29 41%	218 60%	226 53%	211 49%	523 50%	351 49%	178 48%	115 60%	258 50%	239 45%	340 53%	711 56%
2019-2020	228 47%	168 52%	20 47%	143 56%	152 52%	152 50%	350 52%	222 48%	115 51%	82 62%	164 49%	161 44%	244 52%	495 56%

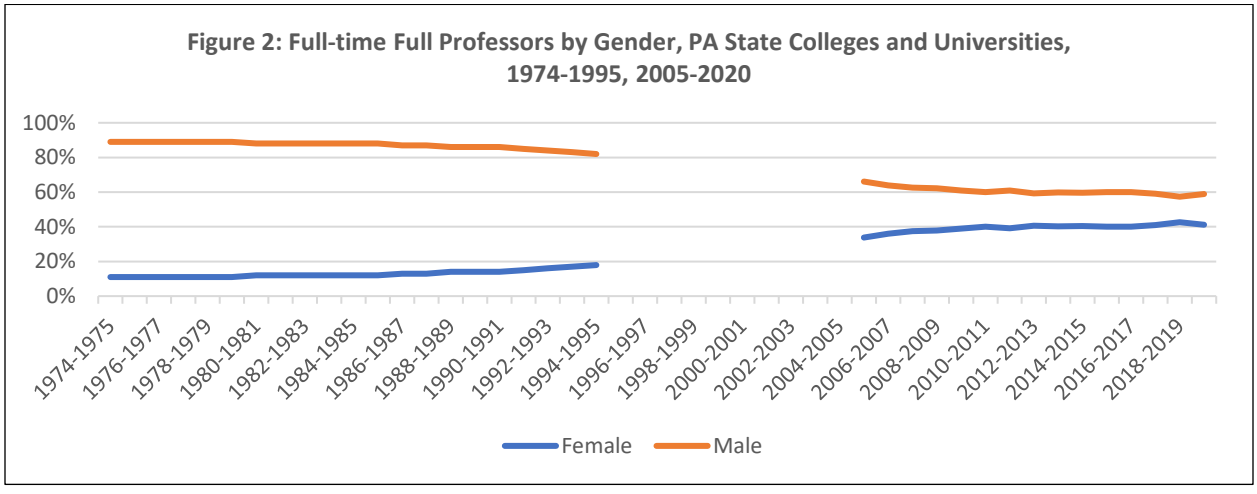
IV.2 Number, Percentage & Distribution of Full-time Full Professors by Institution & Gender[3]

Figure 2 displays the change in percentage female and percentage male full professors for the PASSHE system over time. The number of faculty members having the rank of full professor increased from 1,368 from 2005-2006 to 1,501 from 2019-2020, an increase of 133 positions. Females held 463 positions in 2005-2006 and 618 positions in 2019-2020 (155 position increase) while males held 905 and 883 (decrease in 22 positions), respectively. On average, there was an increase in 6 positions for females and a decrease in 1 position for males per year during 2005-2020.

The following are the percentage increase/decrease of female and male full professors over the 2005-2020 time period, respectively: Bloomsburg (26%, -2%), California (124%, -23%), Cheyney (-42%, 11%), Clarion (-34%, -34%), East Stroudsburg (0%, 9%), Edinboro (-3%, 11%), Indiana (29%, -8%), Kutztown (50%, 6%), Lock Haven (78%, 70%), Mansfield (8%, -52%), Millersville (9%, -13%), Shippensburg (18%, 25%), Slippery Rock (22%, -32%), and West Chester (118%, 23%). The count of female full professors increased in every institution except Cheyney, Clarion, and Edinboro. The institutions for which gains in male full professors exceeded female full professors are Cheyney, East Stroudsburg, Edinboro, and Shippensburg.

Although the number of female faculty members has increased, females remain underrepresented in full professor positions, the highest rank faculty position. However, the comparison in Figure 2 between the 2005-2020 time period and 1974-1995 time period suggests that the proportion of female full professors has increased over time. From 2005-2020, females made up an average of 40% of full professors.

Table 2 shows overall count and percentage of female full professor rank faculty for each university in the PASSHE system. Each university averaged the following percentage of full professors that were female over the 2005-2020 time period: Bloomsburg (28%), California (41%), Cheyney (50%), Clarion (36%), East Stroudsburg (37%), Edinboro (43%), Indiana (38%), Kutztown (43%), Lock Haven (43%), Mansfield (43%), Millersville (42%), Shippensburg (35%), Slippery Rock (41%), and West Chester (45%); Bloomsburg having the lowest percentage at 28% and Cheyney having the highest percentage at 50%.



[3] Figure 2, Table 2, Appendix A Tables 1/2/3/4/5, and Appendix B Figures 2.

Table 2: Distribution of Full-time Professors by Institution and Gender, PA State Colleges and Universities, 2005-2020

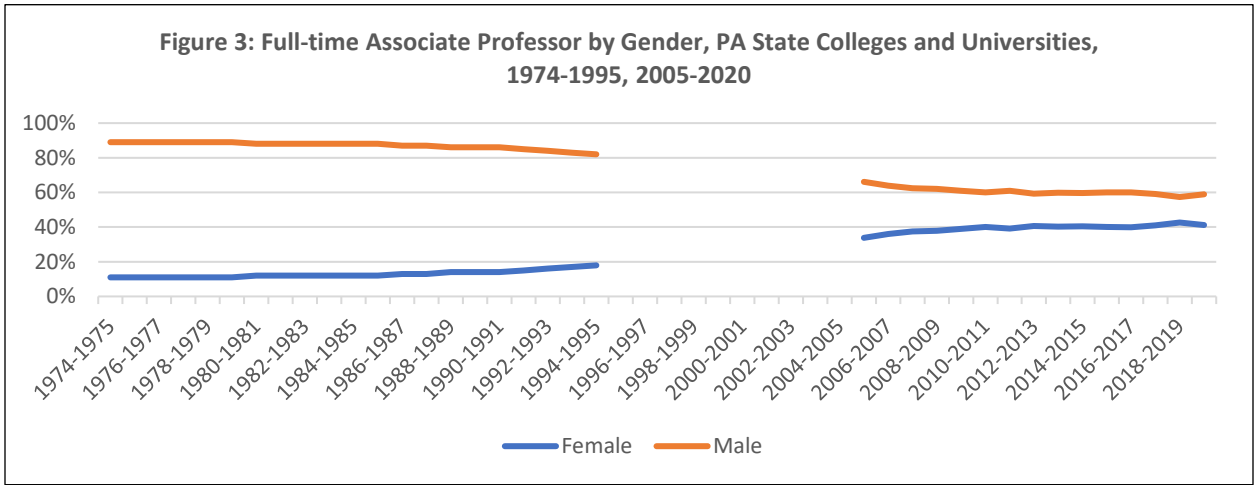
Year	Bloomsburg % Female	California % Female	Cheyney % Female	Clarion % Female	E. Stroudsburg % Female	Edinboro % Female	Indiana % Female	Kutztown % Female	Lock Haven % Female	Mansfield % Female	Millersville % Female	Shippensburg % Female	Slippery Rock % Female	West Chester % Female
2005-	31	21	12	32	31	37	72	463	463	13	34	34	37	56
2006	25%	24%	57%	32%	36%	41%	33%	38%	38%	30%	34%	36%	37%	38%
2006-	79	51	27	80	78	107	182	1199	1199	30	88	86	87	165
2007	26%	27%	60%	35%	37%	44%	35%	40%	40%	29%	36%	37%	37%	44%
2007-	49	33	17	50	46	71	106	740	740	27	55	50	45	102
2008	27%	30%	59%	37%	37%	46%	35%	42%	42%	33%	40%	36%	36%	44%
2008-	51	40	14	50	48	78	111	783	783	27	58	50	48	111
2009	28%	34%	54%	35%	36%	47%	36%	42%	42%	39%	42%	34%	36%	44%
2009-	48	50	14	54	50	81	112	805	805	29	59	51	48	107
2010	27%	41%	54%	38%	37%	48%	36%	43%	43%	41%	44%	34%	38%	43%
2010-	75	84	20	89	77	119	174	1251	1251	49	99	78	75	146
2011	28%	43%	53%	40%	39%	46%	39%	44%	44%	47%	47%	34%	38%	42%
2011-	34	37	11	36	33	46	77	559	559	16	42	37	34	78
2012	28%	39%	55%	37%	37%	42%	37%	43%	43%	39%	43%	36%	39%	43%
2012-	44	63	15	58	45	70	118	841	841	28	63	55	53	112
2013	28%	48%	50%	41%	35%	44%	39%	45%	45%	47%	46%	33%	43%	44%
2013-	39	57	13	50	42	66	117	789	789	27	57	48	48	118
2014	26%	45%	48%	40%	36%	44%	40%	44%	44%	49%	44%	31%	40%	46%
2014-	45	59	14	43	47	67	121	815	815	25	57	54	50	120
2015	28%	44%	54%	37%	40%	45%	39%	45%	45%	49%	44%	34%	40%	45%
2015-	54	65	11	38	42	55	118	837	837	22	60	64	53	129
2016	29%	45%	41%	33%	37%	41%	38%	44%	44%	51%	45%	40%	41%	45%
2016-	39	45	9	24	30	37	81	585	585	14	42	39	42	98
2017	29%	46%	43%	31%	36%	40%	38%	44%	44%	45%	44%	35%	45%	47%
2017-	41	46	9	25	32	33	86	607	607	13	42	42	45	103
2018	31%	46%	43%	35%	37%	38%	39%	45%	45%	46%	44%	37%	48%	48%
2018-	64	74	13	35	48	51	135	944	944	18	63	66	66	161
2019	32%	48%	46%	35%	36%	39%	42%	47%	47%	49%	46%	39%	52%	50%
2019-	39	47	7	21	31	36	93	618	618	14	37	40	45	122
2020	30%	48%	41%	32%	34%	38%	41%	45%	45%	48%	39%	35%	51%	52%

IV.3 Number, Percentage, & Distribution of Full-time Associate Professors by Institution & Gender[4]

Figure 3 displays the change in percentage female and percentage male associate professors for the PASSHE system over time. The number of associate professor positions in the PASSHE system went from 1,419 from 2005-2006 to 1,549, an increase in 130 positions. In 2005-2006, females and males held 623 and 796 of these positions, respectively. However, in 2019-2020 the numbers were 768 and 781, an increase of 145 positions for females and a decrease in 15 positions for males. On average, there was a five-position increase in female associate professors and a one-position decrease in male associate professors per year. Additionally, from 2005-2020 females made up an average of 48% of associate professors.

The following are the percent increase/decrease for female and male associate professors, respectively, from 2005-2020: Bloomsburg (36%, 3%), California (-3%, 2%), Cheyney (-58%, -72%), Clarion (10%, -43%), East Stroudsburg (25%, -23%), Edinboro (-16%, -13%), Indiana (10%, -11%), Kutztown (36%, 34%), Lock Haven (-3%, -40%), Mansfield (-30%, -40%), Millersville (7%, 19%), Shippensburg (19%, 32%), Slippery Rock (125%, 16%), and West Chester (78%, 19%). Bloomsburg, Kutztown, Millersville, Shippensburg, Slippery Rock, and West Chester saw increases in both male and female associate professors, with Slippery Rock having the greatest gap between the two. Only Millersville and Shippensburg had a smaller increase in female associate professors than male associate professors. Cheyney, Edinboro, Lock Haven and Mansfield saw decreases in both male and female associate professors; only for Edinboro was the percentage decrease higher for females than males. California saw a three percent decrease in female associate professors and a two percent increase in male associate professors. The remaining institutions (Clarion, East Stroudsburg, and Indiana) saw an increase in percentage for female associate professors and a decrease in percentage for males.

Table 3 shows overall percentage of female associate professor rank faculty for each university in the PASSHE system. Each university averaged the following percentage of associate professors that were female over the 2005-2020 time period: Bloomsburg (43%), California (49%), Cheyney (46%), Clarion (54%), East Stroudsburg (49%), Edinboro (42%), Indiana (52%), Kutztown (44%), Lock Haven (42%), Mansfield (46%), Millersville (52%), Shippensburg (45%), Slippery Rock (46%), and West Chester (54%). Edinboro had the lowest percentage and Clarion had the highest.



[4] Figure 3, Table 3, Appendix A Tables 1/2/3/4/5, and Appendix B Figures 3.

Table 3: Distribution of Full-time Associate Professors by Institution and Gender, PA State Colleges and Universities, 2005-2020

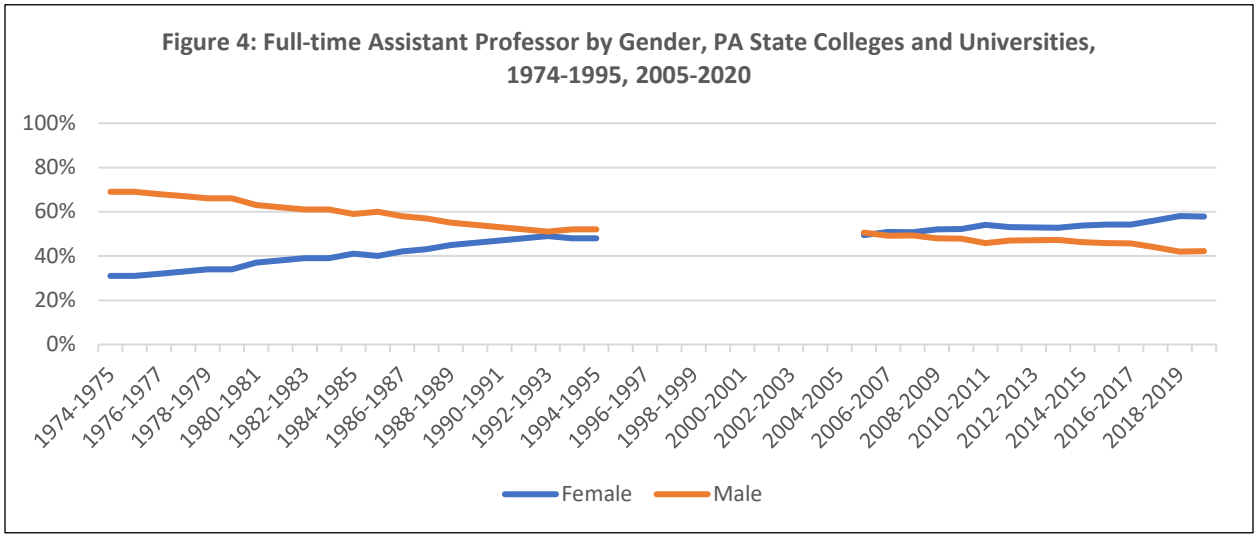
Year	Bloomsburg % Female	California % Female	Cheyney % Female	Clarion % Female	E. Stroudsburg % Female	Edinboro % Female	Indiana % Female	Kutztown % Female	Lock Haven % Female	Mansfield % Female	Millersville % Female	Shippensburg % Female	Slippery Rock % Female	West Chester % Female
2005-	45	39	12	29	32	38	104	47	29	33	55	47	32	81
2006	42%	48%	40%	40%	38%	42%	48%	42%	38%	49%	51%	44%	36%	46%
2006-	108	89	18	73	84	89	258	122	90	72	144	106	82	189
2007	40%	46%	31%	43%	41%	39%	52%	46%	43%	47%	54%	43%	37%	44%
2007-	68	63	11	47	55	63	165	80	59	42	92	73	56	128
2008	40%	49%	37%	45%	43%	42%	53%	47%	41%	47%	55%	45%	38%	48%
2008-	70	67	13	55	61	65	166	81	59	42	90	85	64	129
2009	40%	49%	42%	52%	47%	44%	54%	46%	39%	46%	55%	48%	40%	50%
2009-	68	65	14	55	66	60	167	78	60	42	93	93	70	127
2010	41%	48%	45%	54%	50%	42%	52%	44%	39%	47%	54%	49%	43%	52%
2010-	114	94	20	81	113	96	248	120	92	60	137	138	107	206
2011	42%	47%	41%	54%	54%	42%	51%	43%	40%	44%	53%	49%	41%	53%
2011-	50	44	11	32	51	40	106	53	41	23	56	59	49	102
2012	40%	45%	48%	54%	52%	42%	49%	41%	42%	42%	51%	48%	45%	53%
2012-	91	88	24	50	84	62	175	95	72	43	94	113	89	181
2013	43%	50%	57%	54%	51%	41%	51%	41%	42%	47%	51%	49%	49%	56%
2013-	86	82	19	46	75	55	169	98	67	41	87	101	87	188
2014	44%	52%	54%	56%	50%	40%	54%	44%	44%	48%	51%	48%	51%	58%
2014-	80	76	17	47	83	55	174	111	61	40	88	97	88	185
2015	42%	53%	52%	60%	55%	41%	54%	45%	43%	49%	51%	47%	51%	59%
2015-	88	77	15	59	82	60	168	126	59	35	94	88	95	188
2016	44%	55%	54%	65%	53%	44%	54%	46%	43%	45%	51%	44%	54%	57%
2016-	50	47	9	33	49	38	103	80	33	18	59	50	67	126
2017	42%	51%	53%	58%	51%	45%	50%	47%	43%	40%	50%	38%	53%	56%
2017-	53	41	6	33	50	30	105	74	30	17	59	56	69	130
2018	44%	49%	40%	56%	53%	38%	50%	44%	43%	38%	49%	41%	53%	56%
2018-	91	66	7	56	72	51	166	110	47	33	92	80	109	213
2019	46%	50%	44%	60%	52%	46%	51%	44%	45%	46%	48%	40%	52%	55%
2019-	61	38	5	32	40	32	114	64	28	23	59	56	72	144
2020	49%	46%	50%	56%	49%	42%	53%	42%	50%	52%	49%	42%	52%	56%

IV.4 Number, Percentage, & Distribution of Full-time Assistant Professors by Institution & Gender[5]

The number of assistant professor positions decreased from 1,938 in 2005-2006 to 1,413 in 2019-2020, a decrease in 525 positions. The number of female assistant professors decreased from 956 to 816 and the number of male assistant professors decreased from 982 to 597. On average, 5 female positions and 14 male positions were lost per year. When comparing Figure 4 (2005-2020) to Figure 4 (1974-1995) there are more female professors in the 2005-2020 figure than in the 1974 figure. On average, females made up 53% of assistant professors.

The percent increase of female and male assistant professors, respectively, from 2005-2020 was the following: Bloomsburg (21%, -21%), California (-2%, -24%), Cheyney (-82%, -72%), Clarion (-24%, -54%), East Stroudsburg (-39%, -53%), Edinboro (-31%, -61%), Indiana (-32%, -54%), Kutztown (-3%, -34%), Lock Haven (-33%, -69%), Mansfield (-18%, -67%), Millersville (-10%, -34%), Shippensburg (-45%, -63%), Slippery Rock (-10%, 11%), and West Chester (43%, 38%). Although most institutions saw decreases in both male and female assistant professors, the loss of male assistant professors was greater than the loss of female assistant professors. The exceptions were Bloomsburg, which gained female positions and lost male ones; Cheyney, which lost more female positions than male positions; Slippery Rock, which lost female positions but gained male positions; and West Chester, which gained more female positions than male positions.

Table 4 shows overall percentage of female assistant professor rank faculty for each university in the PASSHE system. Each university averaged the following percentage of assistant professors that were female over the 2005-2020 time period: Bloomsburg (43%), California (49%), Cheyney (46%), Clarion (54%), East Stroudsburg (49%), Edinboro (42%), Indiana (52%), Kutztown (44%), Lock Haven (42%), Mansfield (46%), Millersville (52%), Shippensburg (45%), Slippery Rock (46%), and West Chester (53%). Edinboro had the lowest percentage at 42% and West Chester had the highest at 53%.



[5] Figure 4, Table 4, Appendix A Tables 1/2/3/4/5, and Appendix B Figures 4.

Table 4: Distribution of Full-time Assistant Professors by Institution and Gender, PA State Colleges and Universities, 2005-2020

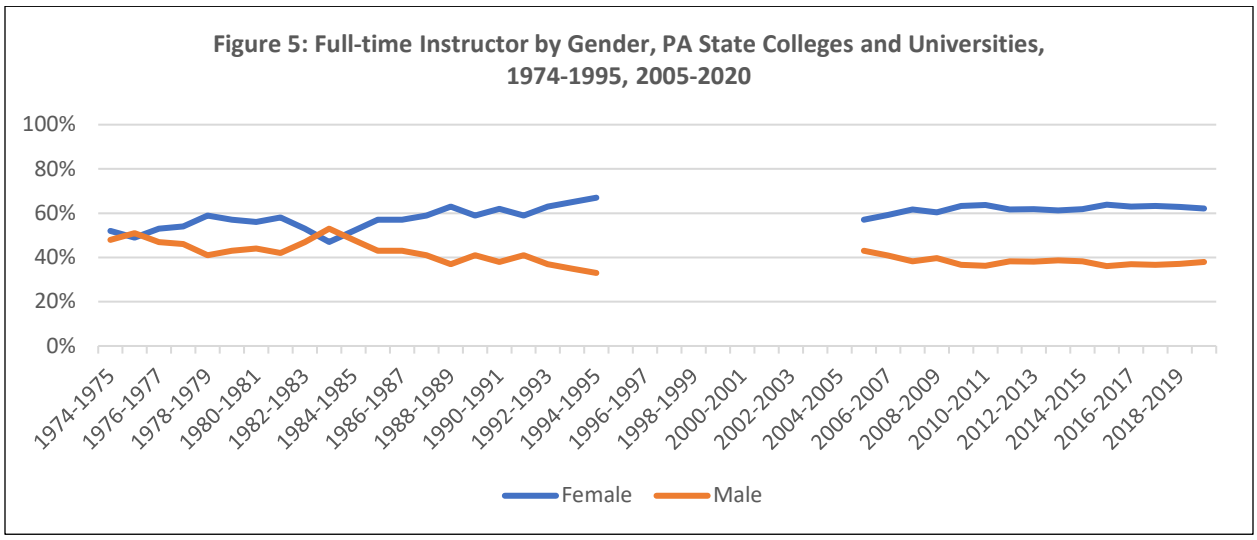
Year	Bloomsburg % Female	California % Female	Cheyney % Female	Clarion % Female	E. Stroudsburg % Female	Edinboro % Female	Indiana % Female	Kutztown % Female	Lock Haven % Female	Mansfield % Female	Millersville % Female	Shippensburg % Female	Slippery Rock % Female	West Chester % Female
2005-	67	55	22	59	54	68	128	96	57	33	68	75	84	90
2006	48%	49%	55%	53%	53%	41%	47%	53%	41%	55%	49%	45%	56%	56%
2006-	167	139	49	137	141	158	263	166	126	76	152	176	208	235
2007	52%	53%	56%	56%	55%	44%	47%	48%	43%	58%	49%	45%	59%	60%
2007-	121	95	33	85	99	88	182	118	84	47	100	111	136	152
2008	52%	52%	55%	58%	56%	42%	49%	45%	45%	57%	49%	43%	60%	60%
2008-	138	101	29	80	100	82	188	144	82	47	97	101	134	170
2009	53%	53%	59%	57%	55%	42%	53%	48%	49%	51%	49%	44%	59%	60%
2009-	135	98	25	84	95	79	191	171	83	46	97	99	135	182
2010	51%	52%	63%	56%	53%	43%	54%	50%	50%	51%	48%	44%	59%	61%
2010-	184	150	32	141	136	120	270	284	105	74	148	145	217	253
2011	50%	57%	57%	61%	55%	46%	56%	53%	51%	53%	52%	46%	60%	61%
2011-	71	58	14	62	51	59	124	111	42	23	58	52	88	113
2012	50%	55%	64%	62%	55%	51%	51%	50%	49%	50%	52%	44%	60%	57%
2012-	112	85	17	112	68	95	198	185	70	42	95	104	143	208
2013	47%	58%	59%	63%	54%	51%	50%	542%	50%	50%	47%	50%	57%	57%
2013-	113	71	14	94	56	78	166	168	71	45	80	92	130	193
2014	48%	53%	54%	61%	53%	50%	48%	55%	57%	52%	47%	50%	58%	57%
2014-	124	73	9	86	48	71	169	159	67	48	80	80	120	228
2015	49%	52%	50%	62%	55%	48%	48%	57%	61%	59%	46%	50%	59%	59%
2015-	140	77	11	81	50	65	164	166	65	46	84	66	113	260
2016	53%	55%	55%	65%	53%	45%	49%	60%	63%	61%	48%	49%	54%	57%
2016-	84	53	7	49	35	43	123	102	42	26	56	38	82	157
2017	55%	56%	44%	60%	60%	46%	51%	58%	58%	60%	49%	48%	55%	56%
2017-	99	51	5	46	37	39	109	95	47	22	51	40	78	148
2018	61%	57%	33%	64%	65%	45%	54%	60%	60%	65%	45%	53%	56%	57%
2018-	158	70	5	72	50	57	161	139	52	36	94	63	110	227
2019	63%	56%	31%	69%	65%	47%	57%	61%	58%	69%	55%	53%	52%	59%
2019-	81	54	4	45	33	47	87	93	38	27	61	41	76	129
2020	59%	55%	44%	65%	60%	55%	57%	62%	59%	75%	56%	55%	51%	57%

IV.5 Number, Percentage, & Distribution of Full-time Instructors by Institution & Gender[6]

The number of full-time instructors (temporary and permanent) in the PA State System decreased from 921 from 2005-2006 to 795 from 2019-2020, a decrease in 126 positions. Of the 2005 positions, 525 were held by females and 396 of were held by males; these numbers dropped to 494 and 301 in 2019-2020. There was an average of one position lost for females and four for males per year. Figure 5 indicates the proportion of instructors that were female varied over the 1974-1995 time period; in 2005-2020, the proportion of female full-time instructors hovered around 60%.

The average increase/decrease of female and male instructors, respectively, per year was the following: Bloomsburg (18%, 55%), California (-3%, -53%), Cheyney (-76%, -80%), Clarion (80%, 55%), East Stroudsburg (33%, -14%), Edinboro (16%, -70%), Indiana (-14%, -50%), Kutztown (-69%, -50%), Lock Haven (-73%, -62%), Mansfield (64%, -17%), Millersville (-30%, -40%), Shippensburg (118%, 120%), Slippery Rock (50%, 43%), and West Chester (-17%, -29%).

Table 5 shows overall percentage of female instructor rank faculty for each university in the PASSHE system. Each university averaged the following percentage of instructors that were female over the 2005-2020 time period: Bloomsburg (59%), California (65%), Cheyney (45%), Clarion (76%), East Stroudsburg (64%), Edinboro (70%), Indiana (60%), Kutztown (60%), Lock Haven (62%), Mansfield (73%), Millersville (64%), Shippensburg (60%), Slippery Rock (55%), and West Chester (61%). Cheyney had the lowest percentage at 45% and Clarion had the highest percentage at 76%.



[6] Figure 5, Table 5, Appendix A Tables 1/2/3/4/5, and Appendix B Figures 5.

Table 5: Distribution of Full-time Instructors by Institution and Gender, PA State Colleges and Universities, 2005-2020

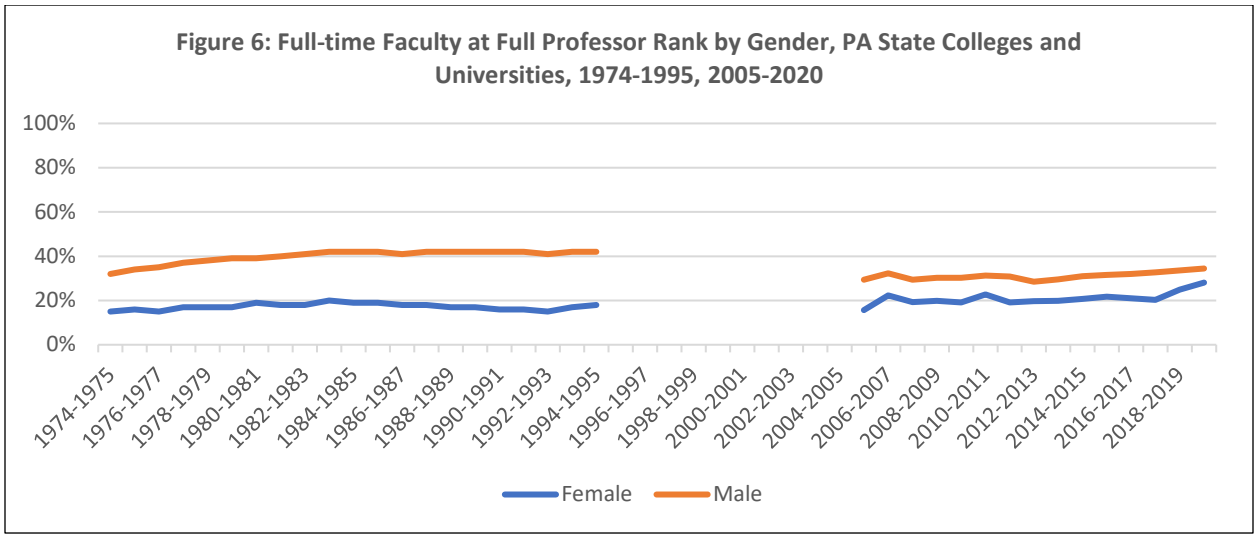
Year	Bloomsburg % Female	California % Female	Cheyney % Female	Clarion % Female	E. Stroudsburg % Female	Edinboro % Female	Indiana % Female	Kutztown % Female	Lock Haven % Female	Mansfield % Female	Millersville % Female	Shippensburg % Female	Slippery Rock % Female	West Chester % Female
2005-	40	30	17	25	36	32	65	64	30	11	10	11	34	120
2006	58%	44%	53%	69%	62%	52%	57%	63%	65%	65%	50%	52%	53%	57%
2006-	66	26	19	32	46	54	91	79	32	14	11	8	41	142
2007	70%	45%	68%	78%	62%	55%	59%	67%	63%	48%	55%	38%	49%	57%
2007-	43	29	19	25	36	46	84	80	28	23	12	13	40	155
2008	63%	60%	59%	68%	55%	68%	62%	68%	65%	52%	52%	57%	56%	59%
2008-	51	33	15	35	45	48	86	69	24	23	15	14	44	133
2009	65%	63%	38%	73%	61%	73%	59%	63%	62%	74%	56%	54%	51%	58%
2009-	54	30	13	40	49	52	76	61	26	24	13	16	29	127
2010	70%	68%	42%	83%	61%	67%	61%	62%	76%	77%	65%	59%	50%	60%
2010-	67	36	11	54	68	57	73	43	27	25	13	33	41	154
2011	67%	82%	33%	78%	69%	65%	59%	55%	69%	83%	65%	60%	51%	64%
2011-	58	27	9	31	32	48	67	28	18	9	8	19	33	126
2012	58%	75%	33%	79%	63%	68%	61%	61%	72%	64%	80%	61%	53%	60%
2012-	70	28	12	40	35	67	92	32	22	20	17	27	38	127
2013	57%	68%	36%	80%	60%	67%	59%	57%	73%	67%	85%	68%	53%	62%
2013-	62	30	12	34	41	63	73	28	19	22	12	23	35	127
2014	56%	71%	38%	83%	61%	68%	55%	55%	68%	69%	75%	58%	59%	62%
2014-	61	24	11	29	38	58	70	27	10	19	12	25	31	118
2015	54%	60%	46%	69%	58%	72%	59%	57%	43%	73%	80%	68%	56%	64%
2015-	68	24	6	40	49	62	88	34	9	28	11	27	43	106
2016	59%	62%	40%	74%	61%	77%	64%	64%	60%	82%	52%	75%	57%	61%
2016-	53	21	7	32	61	52	70	30	11	17	11	21	49	95
2017	50%	64%	54%	71%	70%	71%	65%	61%	65%	89%	52%	62%	60%	62%
2017-	57	22	6	44	59	48	50	32	6	19	11	25	60	102
2018	52%	63%	43%	76%	69%	71%	62%	64%	43%	83%	61%	63%	67%	61%
2018-	52	30	4	55	56	52	61	22	9	28	9	30	55	110
2019	50%	67%	40%	81%	72%	75%	56%	49%	50%	85%	60%	67%	57%	62%
2019-	47	29	4	45	48	37	56	20	8	18	7	24	51	100
2020	51%	62%	57%	73%	72%	80%	69%	51%	57%	78%	54%	52%	54%	61%

IV.6 Number & Percentage of Full-time Total Faculty at Full Professor Rank by Gender[7]

Section IV.2 compared the percentage of full professors that were female to the percentage that were male; in other words, the denominator for the percentages was the total count of full professors. In this section, we explore the percent of female or male faculty that are full professors; in other words, the denominator for the percentages is the total count of female or male faculty, respectively.

The percentage of female faculty with the highest-ranking position of full professor increased from 18% for 2005-2006 to 23% for 2019-2020, an increase of 5 percentage points. During the same period, males at the full professor rank increased from 29% to 34%, an increase of 5 percentage points. On average, the percentage of female faculty at the full professor rank rose by .35% each year and the percentage of male faculty at the full professor rank rose by .36% each year.

Figure 6 and Table 6 compare, over time, the percent of female faculty at the full professor rank to the percent of male faculty at the full professor rank. Although the percent of faculty at full professor rank by gender has grown closer, in every year there is a higher percentage of male faculty at the professor rank than female faculty at the professor rank.



[7] Figure 6, Table 6, Appendix A Tables 6, and Appendix B Figures 6.

Table 6: Full-time Faculty at Professor Rank by Gender, PA State Colleges and Universities, 2005-2020

	FEMALE			MALE		
Year	**Full Professor**	**Total Faculty**	**% Full Professor**	**Full Professor**	**Total Faculty**	**% Full Professor**
2005-2006	463	2,567	18%	905	3,078	29%
2006-2007	1,199	5,577	22%	2,121	6,574	32%
2007-2008	740	3,826	19%	1,246	4,211	30%
2008-2009	783	3,958	20%	1,285	4,253	30%
2009-2010	805	3,993	20%	1,258	4,172	30%
2010-2011	1,251	5,838	21%	1,879	5,982	31%
2011-2012	559	2,715	21%	871	2,815	31%
2012-2013	841	4,263	20%	1,225	4,300	28%
2013-2014	789	3,942	20%	1,171	3,966	30%
2014-2015	815	3,912	21%	1,203	3,896	31%
2015-2016	837	4,054	21%	1,251	3,966	32%
2016-2017	585	2,774	21%	878	2,743	32%
2017-2018	607	2,768	22%	876	2,682	33%
2018-2019	944	4,004	24%	1,271	3,781	34%
2019-2020	618	2,696	23%	883	2,564	34%

IV.7 Number, Percentage, & Distribution of Graduate Student FTE Enrollment by Institution & Gender[8]

The number of graduate student FTE enrollment increased from 7,207 for Fall 2005 to 8,794 in Fall 2019. Female enrollment increased from 4,938 to 6,239 (1,301 student increase) and male enrollment increased from 2,269 to 2,554 (285 student increase). Looking at both figures, it appears that females are going to graduate school at much higher rates than males.

It appears that graduate student enrollment increased dramatically from the 1974 findings, but more dramatically for female students than male students.

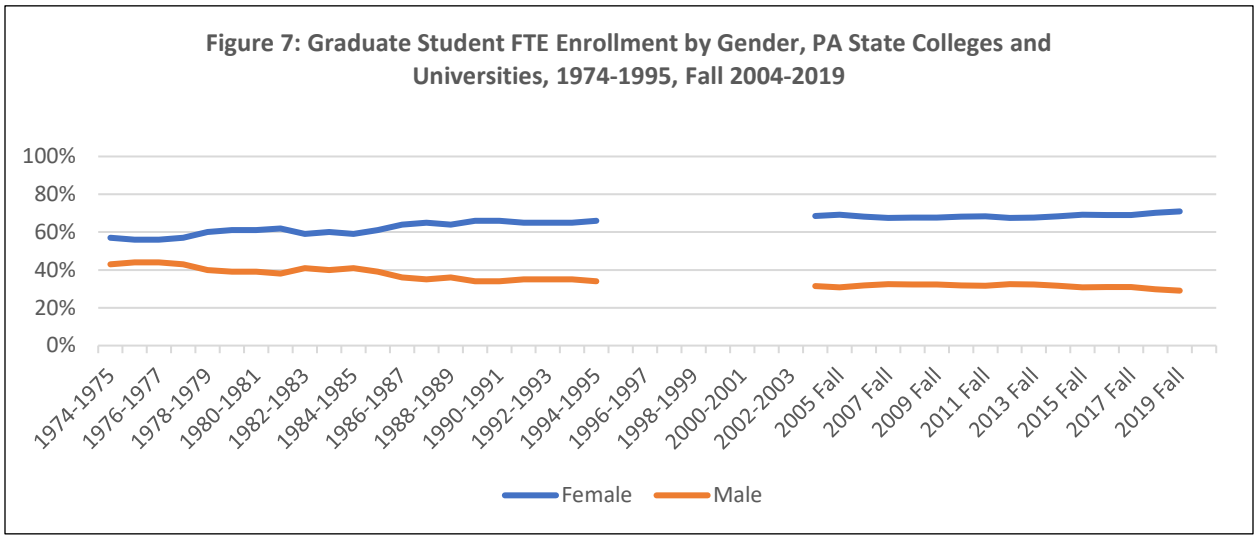


Table 7 gives the female graduate student enrollment by institution. The average percentage of female graduate students exceeds male students across all the 14 PASSHE schools. Each university had the following average percentage of female graduate students: Bloomsburg (70%), California (62%), Cheyney (69%), Clarion (78%), East Stroudsburg (66%), Edinboro (76%), Indiana (59%), Kutztown (72%), Lock Haven (74%), Mansfield (83%), Millersville (73%), Shippensburg (63%), Slippery Rock (69%), and West Chester (72%).

The data suggest that, over time, female undergraduates are becoming more likely to pursue graduate school than male undergraduates.

As a result, female students seeking female faculty mentorship will have more difficulty gaining the time and attention of those faculty. Similarly, these results are concerning for the status of female faculty because of the additional burden female faculty might bear mentoring as compared to their male counterparts.

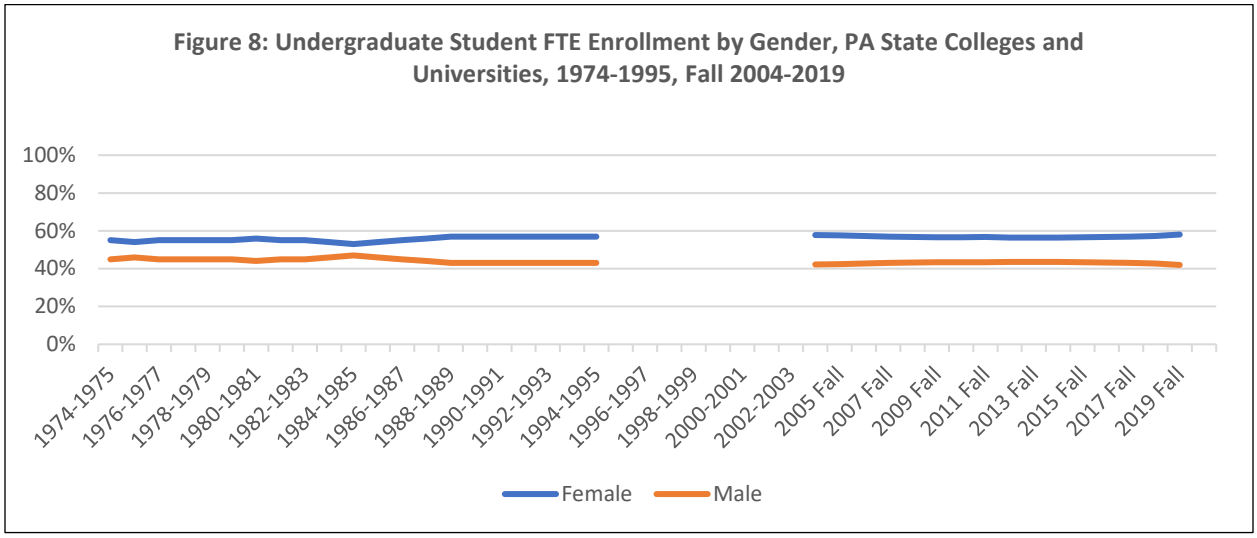
[8] Table 7, Figure 7, Appendix A Tables 7/8, and Appendix B Figures 7.

Table 7: Graduate Student FTE Enrollment by Institution and Gender, PA State Colleges and Universities, 2005-2020

Year	Bloomsburg	California	Cheyney	Clarion	E. Stroudsburg	Edinboro	Indiana	Kutztown	Lock Haven	Mansfield	Millersville	Shippensburg	Slippery Rock	West Chester
	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female
Fall 2004	342	461	54	224	390	451	636	365	141	162	328	308	302	772
	73%	62%	65%	73%	66%	71%	63%	67%	71%	78%	72%	66%	64%	75%
Fall 2005	326	480	66	248	411	496	740	369	166	164	306	310	302	798
	70%	60%	73%	74%	69%	71%	65%	67%	73%	85%	70%	68%	67%	76%
Fall 2006	350	553	59	258	402	502	775	356	156	153	303	311	315	762
	70%	60%	65%	73%	70%	72%	62%	67%	74%	86%	69%	64%	68%	76%
Fall 2007	338	566	51	333	385	551	746	358	146	136	360	328	331	798
	70%	58%	81%	73%	66%	73%	59%	68%	72%	80%	72%	63%	70%	75%
Fall 2008	308	598	57	433	429	663	740	373	152	144	387	342	369	790
	68%	59%	73%	80%	69%	75%	55%	71%	71%	81%	74%	62%	68%	74%
Fall 2009	382	715	36	415	462	760	724	393	149	177	393	385	401	864
	68%	61%	67%	77%	69%	72%	55%	68%	74%	82%	74%	66%	69%	73%
Fall 2010	417	808	30	412	419	823	752	377	191	164	417	361	393	881
	70%	62%	72%	77%	68%	76%	58%	66%	76%	81%	72%	66%	67%	72%
Fall 2011	380	819	24	449	291	686	714	299	209	138	405	334	354	893
	66%	61%	67%	80%	64%	76%	59%	70%	73%	80%	75%	67%	68%	73%
Fall 2012	325	776	24	398	247	596	758	256	206	102	367	297	342	841
	69%	62%	62%	78%	62%	76%	58%	70%	71%	85%	73%	60%	69%	71%
Fall 2013	299	712	12	338	240	509	706	285	253	75	335	305	364	824
	71%	64%	65%	79%	62%	75%	58%	74%	77%	80%	72%	60%	70%	69%
Fall 2014	291	767	9	319	245	553	673	293	256	41	338	328	427	880
	70%	65%	64%	83%	62%	79%	56%	79%	77%	77%	74%	62%	70%	69%
Fall 2015	285	812	11	318	273	576	690	317	251	35	345	337	470	961
	72%	64%	62%	81%	63%	79%	57%	79%	76%	79%	74%	61%	74%	72%
Fall 2016	294	787	18	368	269	608	720	332	248	28	363	334	567	1014
	69%	64%	70%	81%	65%	77%	59%	77%	75%	81%	76%	59%	72%	71%
Fall 2017	313	825	18	372	275	608	688	343	244	20	364	302	626	1090
	72%	64%	72%	80%	66%	78%	60%	76%	75%	87%	74%	60%	71%	68%
Fall 2018	303	795	NA	398	297	634	671	361	236	15	373	287	643	1134
	73%	65%	NA	81%	67%	82%	62%	76%	73%	91%	73%	63%	73%	68%
Fall 2019	318	765	NA	379	313	630	653	405	252	5	378	275	654	1211
	70%	67%	NA	81%	69%	83%	62%	78%	70%	91%	71%	64%	73%	70%

IV.8 Number, Percentage, & Distribution of Undergraduate FTE Enrollment by Institution & Gender[9]

The number of undergraduate students in the PASSHE system decreased from 86,240 in 2004 to 74,153 in 2019, a decrease in 12,105 students. Female students decreased from 49,775 to 36,465 (13,310 student loss) and males decreased from 36,465 to 31,106 (5,359 student loss).



The average percentage of female undergraduate students exceeds 50% throughout all 14 PASSHE schools. Those averages are as follows: Bloomsburg (58%), California (53%), Cheyney (54%), Clarion (62%), East Stroudsburg (56%), Edinboro (56%), Indiana (58%), Kutztown (56%), Lock Haven (57%), Mansfield (57%), Millersville (60%), Shippensburg (51%), Slippery Rock (56%), and West Chester (61%). As a result, female students seeking female faculty mentorship will have more difficulty gaining the time and attention of those faculty. Similarly, hese results are concerning for the status of female faculty because of the additional burden female faculty might bear mentoring as compared to their male counterparts.

[9] Table 8, Figure 8, Appendix A Tables 7/8, and Appendix B Figures 8

Table 8: Undergraduate Student FTE Enrollment by Institution and Gender, PA State Colleges and Universities, 2005-2020

Year	Bloomsburg	California	Cheyney	Clarion	E. Stroudsburg	Edinboro	Indiana	Kutztown	Lock Haven	Mansfield	Millersville	Shippensburg	Slippery Rock	West Chester
	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female	% Female
Fall	4324	2584	707	3322	3015	3516	6366	4659	2663	1731	3704	3265	3912	6006
2004	60.44%	51.45%	53.01%	60.97%	59.20%	57.54%	56.58%	58.63%	59.01%	60.46%	56.82%	51.93%	56.00%	61.84%
Fall	4448	2829	731	3220	3072	3375	6274	4798	2684	1727	3696	3259	3959	6320
2005	60.44%	51.59%	54.12%	60.66%	58.08%	57.78%	55.66%	58.18%	58.22%	62.05%	57.13%	52.46%	55.13%	62.10%
Fall	4475	3038	807	3215	3252	3250	6154	4987	2645	1665	3780	3196	4044	6168
2006	59.74%	51.72%	55.30%	60.03%	58.17%	56.65%	55.05%	58.48%	57.91%	60.75%	57.03%	51.91%	55.64%	61.82%
Fall	4402	3233	718	3176	3184	3214	6011	5035	2642	1708	3781	3353	4088	6308
2007	58.43%	51.61%	55.86%	59.41%	55.84%	56.74%	55.07%	57.96%	56.57%	62.08%	56.59%	53.14%	55.67%	61.44%
Fall	4450	3381	704	3210	3204	3078	6198	5071	2671	1705	3743	3394	4156	6506
2008	58.16%	52.36%	54.55%	59.64%	54.93%	56.31%	55.53%	57.41%	56.72%	61.45%	56.50%	52.92%	55.80%	61.32%
Fall	4719	3465	714	3296	3300	3256	6465	5207	2705	1736	3847	3497	4237	6682
2009	58.00%	51.60%	53.19%	59.38%	54.27%	56.55%	56.51%	57.26%	57.37%	59.08%	56.60%	52.53%	55.98%	60.18%
Fall	4953	3587	767	3354	3308	3505	6850	5236	2683	1656	3910	3520	4426	6829
2010	57.35%	51.86%	53.77%	60.58%	54.89%	58.00%	56.95%	57.22%	55.56%	57.84%	56.05%	51.66%	56.79%	59.76%
Fall	4940	3557	591	3218	3462	3533	6980	5184	2699	1613	3886	3471	4438	7145
2011	56.99%	51.51%	52.55%	60.99%	55.20%	58.54%	57.12%	57.52%	56.37%	58.47%	55.87%	51.65%	57.14%	59.44%
Fall	4908	3192	631	3003	3272	3283	6920	5018	2678	1553	3757	3197	4367	7566
2012	56.75%	51.99%	52.05%	61.34%	55.39%	58.62%	55.54%	57.40%	56.65%	57.99%	55.33%	50.31%	56.80%	60.06%
Fall	5025	3096	611	2885	3215	3131	6697	4780	2632	1492	3712	3080	4179	7790
2013	56.92%	51.87%	52.19%	61.84%	56.05%	58.45%	55.33%	56.93%	56.63%	58.13%	55.27%	49.74%	56.43%	60.32%
Fall	4952	2926	499	2656	3211	3016	6347	4583	2377	1457	3598	2907	4210	7878
2014	56.86%	52.42%	50.32%	61.79%	55.42%	58.71%	54.81%	56.26%	56.13%	59.50%	55.58%	49.17%	56.99%	60.64%
Fall	4830	2823	335	2490	3262	2821	6163	4358	2286	1269	3488	2815	4218	7996
2015	57.19%	53.46%	50.71%	62.30%	56.08%	58.42%	55.67%	54.91%	57.05%	59.13%	55.58%	49.62%	56.99%	60.13%
Fall	4745	2658	349	2399	3323	2613	5740	4017	2085	1179	3397	2750	4256	8098
2016	56.78%	53.88%	48.86%	63.03%	57.15%	58.44%	56.71%	54.31%	57.19%	59.54%	55.65%	49.63%	56.61%	60.25%
Fall	4540	2606	346	2372	3239	2320	5581	3841	1882	1006	3361	2613	4238	8135
2017	56.73%	53.21%	48.82%	63.09%	56.84%	58.17%	57.99%	53.71%	57.36%	59.08%	56.74%	50.57%	56.76%	59.71%
Fall	4396	2478	276	2250	3035	1917	5094	3783	1688	915	3331	2619	4134	8224
2018	57.40%	54.30%	60.01%	65.75%	56.40%	58.16%	58.41%	53.63%	57.73%	60.51%	57.01%	51.52%	55.98%	59.90%
Fall	4336	2361	370	2229	2874	1817	4514	3652	1548	973	3373	2527	4097	8358
2019	58.14%	55.26%	62.89%	67.46%	56.46%	58.67%	59.24%	55.25%	59.67%	62.87%	57.70%	51.91%	56.00%	60.03%

IV.9 Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender[10]

Figure 9 and Table 9 display the ratio of undergraduate student full-time equivalency enrollment to full-time total faculty across PASSHE for each gender. It appears that the female ratios have greatly decreased since the Keetz 1997 study. This is likely because the proportion of undergraduate students that are female has risen. Although the ratio of undergraduate student FTE enrollment to full-time faculty continues to outweigh that of their male counterparts, it is a much less significant difference than it was in the 1974-1999 time period. From 2005-2020, the average female and male ratio of undergraduate student FTE enrollment to full-time faculty was 13.98 and 10.29, respectively, a difference of 3.69. However, for 1974-1999, the numbers for females and males, respectively, were 36.37 and 9.98, a difference of 26.39.

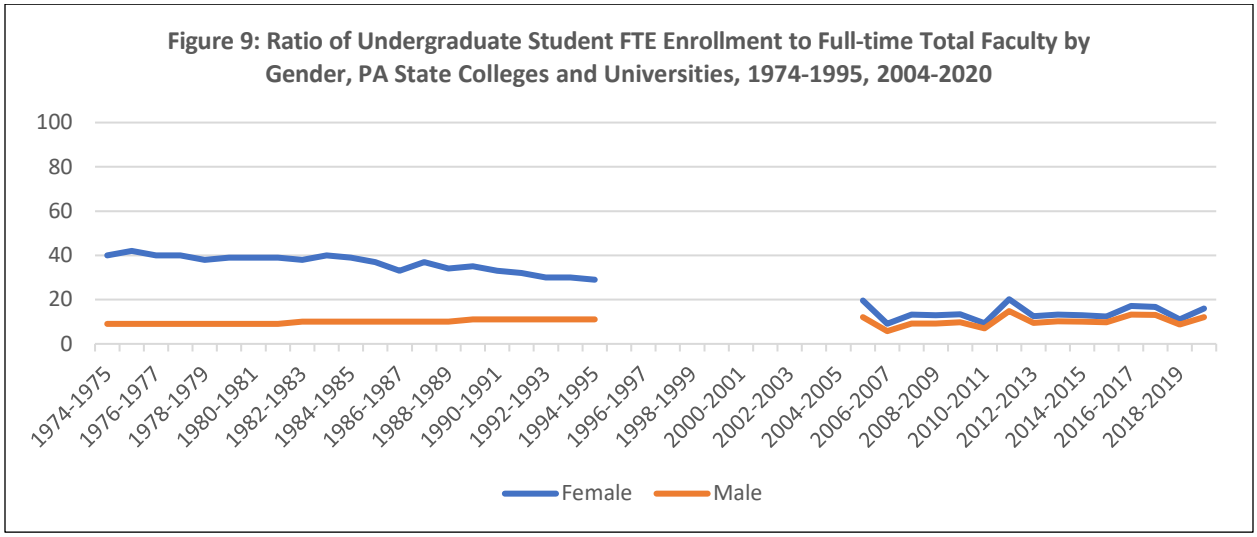


Table 9: Ratio of Undergraduate FTE Enrollment to Full-time Faculty by Gender, PA State Colleges and Universities, 2005-2020

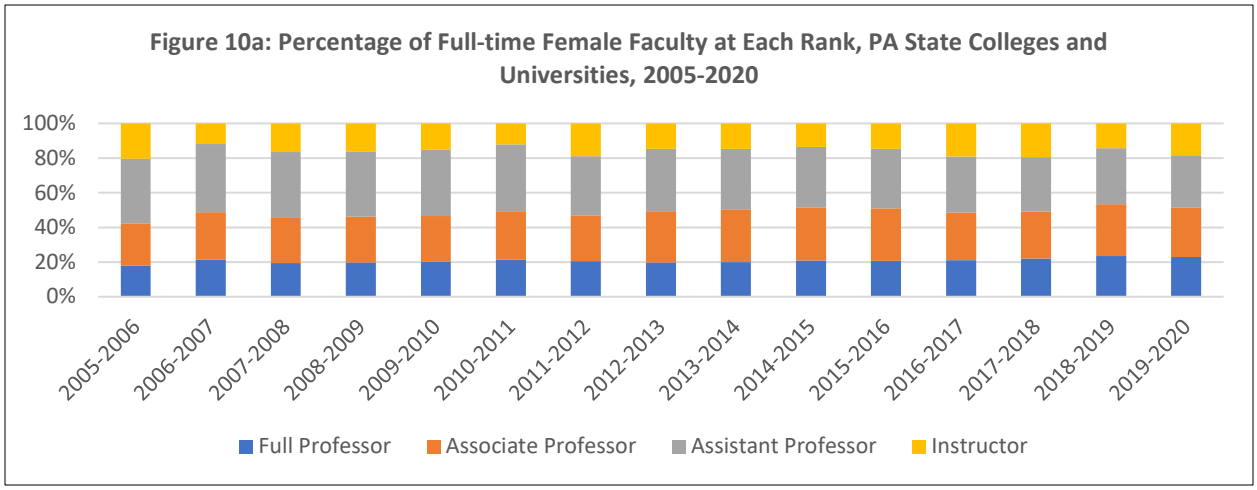
Year	Female Ratio (Undergraduate Female FTE to 1 Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to 1 Full-time Male Faculty)
2005 Fall	19.63	12.07
2006 Fall	9.09	5.75
2007 Fall	13.29	9.17
2008 Fall	13.00	9.22
2009 Fall	13.31	9.78
2010 Fall	9.35	6.99
2011 Fall	20.15	14.82
2012 Fall	12.51	9.54
2013 Fall	13.27	10.16
2014 Fall	12.94	10.04
2015 Fall	12.37	9.70
2016 Fall	17.16	13.19
2017 Fall	16.65	13.04
2018 Fall	11.02	8.70
2019 Fall	15.96	12.14

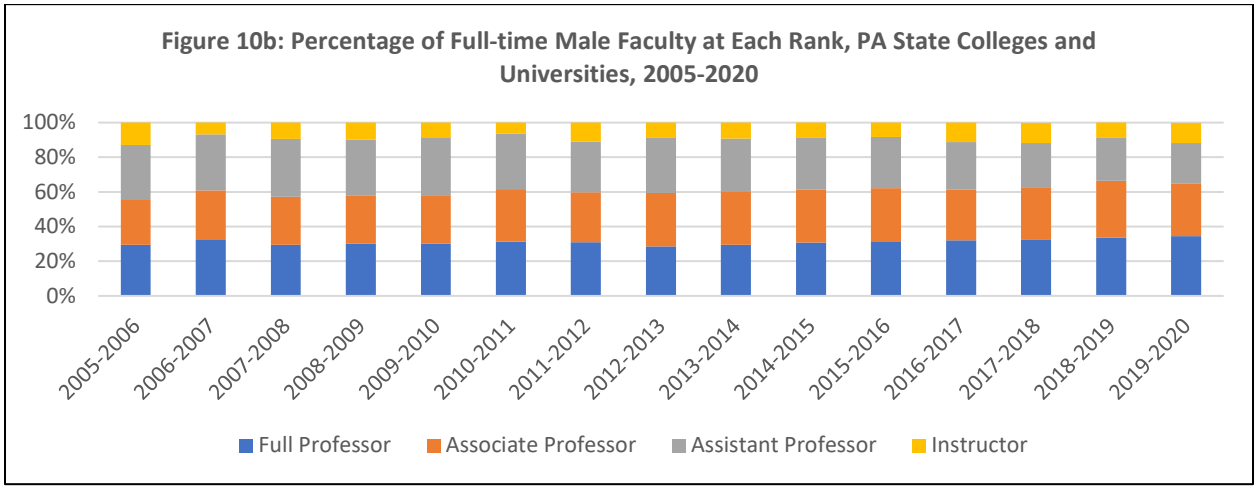
[10] Table 9, Figure 9, Appendix A Tables 3, and Appendix B Figures 9.

IV.10 Full-Time Faculty Rank & Permanency by Gender[11]

Figure 10a and Table 10a depict the percentage of full-time female faculty at each rank from the years 2005-2020, and Figure 10b and Table 10b depict the percentage of full-time male faculty at each rank from the same years. **For female faculty, the average annual percentages were 21% full professors, 28% associate professors, 35% assistant professors, and 16% instructors. For male faculty, the average annual percentages were 31% full professor, 29% associate professor, 30% assistant professor, and 10% instructor. Female faculty are much more likely to have a lower rank (51% are assistant professors or instructors on average over 2005-2020) than male faculty (40% are assistant professors or instructors on average over 2005-2020). In fact, a higher proportion of male faculty are at full professor rank during every year.**

Tables 10a1 and 10b1 depict the average annual percentage of full-time female and male faculty, respectively, at each rank during the 15-year time period. Again, female faculty are much more likely to have a lower rank than male faculty within every institution.





[11] Tables 10a, 10b, 10a1, 10b1, 10c, 10d, 10c1, 10d1; Figure 10a, 10b; Appendix A Tables 10a, 10b, 10c, 10d

Table 10a: Percentage of Full-time Female Faculty at Each Rank, PA State Colleges and Universities, 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	18%	24%	37%	20%
2006-2007	21%	27%	39%	12%
2007-2008	19%	26%	38%	17%
2008-2009	20%	26%	38%	16%
2009-2010	20%	26%	38%	15%
2010-2011	21%	28%	39%	12%
2011-2012	21%	26%	34%	19%
2012-2013	20%	30%	36%	15%
2013-2014	20%	30%	35%	15%
2014-2015	21%	31%	35%	14%
2015-2016	21%	30%	34%	15%
2016-2017	21%	27%	32%	19%
2017-2018	22%	27%	31%	20%
2018-2019	24%	30%	32%	14%
2019-2020	23%	28%	30%	18%

Table 10b: Percentage of Full-time Male Faculty at Each Rank, PA State Colleges and Universities 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	29%	26%	32%	13%
2006-2007	32%	29%	32%	7%
2007-2008	30%	28%	33%	10%
2008-2009	30%	28%	32%	10%
2009-2010	30%	28%	33%	8%
2010-2011	31%	30%	32%	7%
2011-2012	31%	29%	29%	11%
2012-2013	28%	31%	32%	9%
2013-2014	30%	30%	31%	9%
2014-2015	31%	30%	30%	9%
2015-2016	32%	31%	30%	8%
2016-2017	32%	29%	28%	11%
2017-2018	33%	30%	25%	12%
2018-2019	34%	33%	25%	9%
2019-2020	34%	30%	23%	12%

Table 10a1: Percentage of Full-time Female Faculty at Each Rank by PA State Colleges and Universities for 2005-2020

College/University	Full Professor	Associate Professor	Assistant Professor	Instructor
Bloomsburg	16%	25%	39%	19%
California	23%	29%	36%	13%
Cheyney	26%	25%	29%	20%
Clarion	21%	23%	38%	19%
East Stroudsburg	20%	29%	30%	22%
Edinboro	25%	22%	30%	22%
Indiana	22%	31%	32%	15%
Kutztown	16%	27%	43%	13%
Lock Haven	27%	28%	35%	10%
Mansfield	19%	30%	34%	17%
Millersville	24%	36%	36%	5%
Shippensburg	22%	34%	34%	9%
Slippery Rock	18%	26%	42%	15%
West Chester	20%	27%	31%	22%

Table 10b1: Percentage of Full-time Male Faculty at Each Rank by PA State Colleges and Universities for 2005-2020

College/University	Full Professor	Associate Professor	Assistant Professor	Instructor
Bloomsburg	33%	27%	28%	12%
California	33%	29%	30%	8%
Cheyney	23%	26%	23%	28%
Clarion	42%	22%	28%	7%
East Stroudsburg	35%	30%	23%	12%
Edinboro	30%	28%	32%	9%
Indiana	35%	27%	29%	9%
Kutztown	26%	31%	34%	8%
Lock Haven	31%	35%	29%	5%
Mansfield	27%	39%	27%	7%
Millersville	30%	32%	35%	3%
Shippensburg	32%	33%	30%	5%
Slippery Rock	26%	30%	32%	12%
West Chester	29%	28%	27%	17%

Table 10c depicts the ratio of full-time temporary to full-time tenured/tenure-track faculty, by gender. For both genders, part-time faculty positions are excluded. From 2005-2020, the average ratio was 0.24 for females and 0.15 for males (yielding an odds ratio of 1.61). **Across the individual academic years, the ratio of temporary to permanent faculty is noticeably higher for female faculty than male faculty in every year, with odds ratios ranging from 1.47 to 1.92**. **In other words, female faculty are disproportionately represented in temporary positions, and male faculty are disproportionately represented in permanent positions.**

Table 10c1 depicts the ratio of full-time temporary to full-time tenured/tenure-track faculty across all years, by gender, for individual PASSHE institutions. For 13 of 14 institutions, the ratio of female full-time temporary faculty to full-time permanent faculty is higher than the male ratio. The one exception is Cheyney University, with ratios of .28 and .31, respectively.

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, PA State Colleges and Universities 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	460	1,832	0.25	413	2,385	0.17	1.47
2006-2007	430	1,944	0.22	370	2,471	0.15	1.47
2007-2008	472	1,956	0.24	384	2,405	0.16	1.50
2008-2009	476	2,020	0.24	351	2,412	0.15	1.60
2009-2010	470	2,053	0.23	303	2,417	0.13	1.77
2010-2011	510	2,077	0.25	313	2,413	0.13	1.92
2011-2012	471	2,012	0.23	331	2,295	0.14	1.64
2012-2013	546	2,023	0.27	383	2,314	0.17	1.59
2013-2014	500	2,036	0.25	367	2,282	0.16	1.56
2014-2015	482	2,047	0.24	315	2,265	0.14	1.71
2015-2016	492	2,037	0.24	310	2,222	0.14	1.71
2016-2017	474	2,038	0.23	318	2,219	0.14	1.64
2017-2018	472	2,016	0.23	318	2,150	0.15	1.53
2018-2019	439	2,045	0.21	304	2,134	0.14	1.50
2019-2020	436	2,015	0.22	297	2,110	0.14	1.57

Table 10c1: Average Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Institution, for PA State Colleges and Universities 2005-2020

Institution	Female Ratio (Temporary to Permanent)	Male Ratio (Temporary to Permanent)	Odds Ratio (Female to Male)
Bloomsburg	0.31	0.19	1.62
California	0.20	0.13	1.58
Cheyney	0.28	0.31	0.91
Clarion	0.22	0.08	2.84
East Stroudsburg	0.28	0.17	1.64
Edinboro	0.25	0.09	2.72
Indiana	0.26	0.16	1.63
Kutztown	0.30	0.20	1.51
Lock Haven	0.15	0.11	1.45
Mansfield	0.12	0.06	2.17
Millersville	0.06	0.04	1.38
Shippensburg	0.15	0.09	1.63
Slippery Rock	0.16	0.13	1.24
West Chester	0.36	0.26	1.40

Table 10d depicts the ratio of part-time to full-time faculty by gender. From 2005-2020, the average ratio was 0.39 for females and 0.28 for males. Across the individual academic years, the ratio of temporary to permanent faculty is noticeably higher for female faculty than male faculty in every year. In other words, female faculty are disproportionately represented in temporary positions, and male faculty are disproportionately represented in permanent positions.

Table 10d1 depicts the ratio of part-time to full-time faculty across all years, by gender, for individual PASSHE institutions. For 11 of 14 institutions, the ratio of female part-time to full-time faculty is higher than the male ratio.

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, for PA State Colleges and Universities 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	742	2,292	0.32	601	2,798	0.21	1.52
2006-2007	739	2,374	0.31	577	2,841	0.20	1.55
2007-2008	778	2,428	0.32	641	2,789	0.23	1.39
2008-2009	854	2,496	0.34	665	2,763	0.24	1.42
2009-2010	842	2,523	0.33	650	2,720	0.24	1.38
2010-2011	848	2,587	0.33	651	2,726	0.24	1.38
2011-2012	921	2,483	0.37	674	2,626	0.26	1.42
2012-2013	1,055	2,569	0.41	769	2,697	0.29	1.41
2013-2014	1,090	2,536	0.43	779	2,649	0.29	1.48
2014-2015	1,117	2,529	0.44	793	2,580	0.31	1.42
2015-2016	1,117	2,529	0.44	812	2,532	0.32	1.38
2016-2017	1,084	2,512	0.43	774	2,537	0.31	1.39
2017-2018	1,121	2,488	0.45	834	2,468	0.34	1.32
2018-2019	1,169	2,484	0.47	850	2,438	0.35	1.34
2019-2020	1,214	2,451	0.50	823	2,407	0.34	1.47

Table 10d1: Average Ratio of Part-time to Full-time Faculty, by Gender and Institution, for PA State Colleges and Universities 2005-2020

Institution	Female Ratio (Temporary to Permanent)	Male Ratio (Temporary to Permanent)	Odds Ratio (Female to Male)
Bloomsburg	0.48	0.18	2.67
California	0.55	0.59	0.92
Cheyney	0.49	0.54	0.92
Clarion	0.56	0.37	1.52
East Stroudsburg	0.31	0.22	1.40
Edinboro	0.29	0.18	1.61
Indiana	0.22	0.13	1.72
Kutztown	0.14	0.14	0.99
Lock Haven	0.15	0.08	1.92
Mansfield	0.63	0.36	1.75
Millersville	0.77	0.58	1.32
Shippensburg	0.46	0.27	1.72
Slippery Rock	0.23	0.19	1.26
West Chester	0.54	0.43	1.24

The picture painted by Tables 10a-d in combination suggests that female faculty are still at a disadvantage in multiple ways. Female faculty are more likely to be in part-time positions, temporary positions and lower rank positions than male faculty overall, within each academic year between 2005-2006 and 2019-2020 inclusive, and within most institutions.

IV.11 Tenure-Track/Tenured Full-Time First-Year Assistant Professor Starting Salary & Step[12]

Figure 11a and Table 11a depict the average starting salary for full-time first-year tenure-track/tenured female assistant professors and the average starting salary for full-time first-year tenure track/tenured male assistant professors across the PASSHE school system. **On average, male full-time first-year tenure track/tenured assistant professors earned $303 more than their female counterparts between the years 2006 and 2020.** Note that we expect this gap to be smaller for smaller salaries overall and a direct comparison of salary gaps across ranks is not recommended. **The mean salary during this period was $58,064 for females and $58,367 for males across PASSHE. During nine of the 14 academic years represented, the male average salary was larger than the female average salary across PASSHE.**

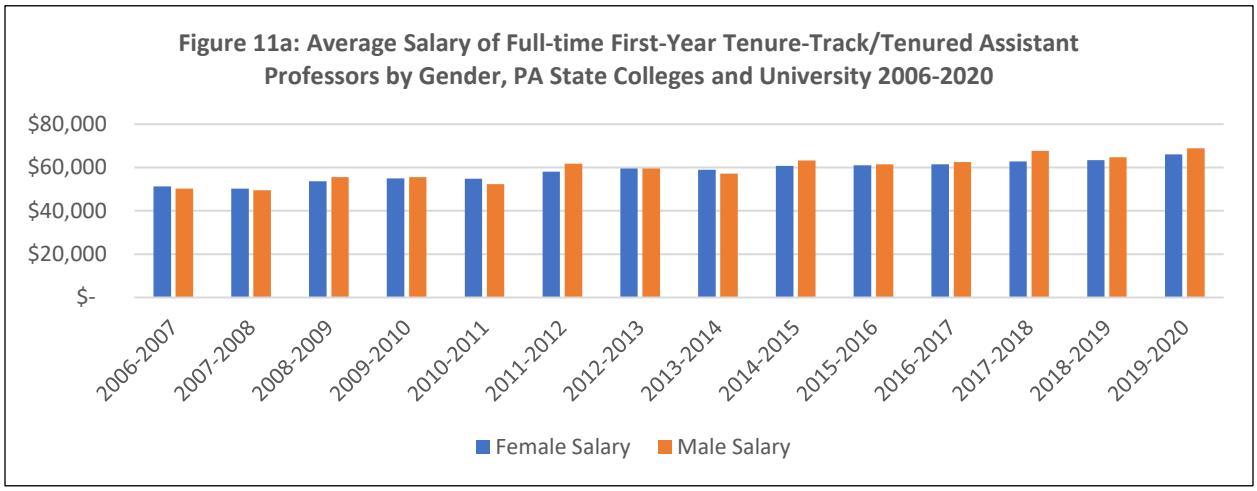


Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, PA State Colleges and University, 2006-2020.

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$51,310 (n=134)	$50,225 (n=113)	$1,085
2007-2008	$50,221 (n=118)	$49,455 (n=108)	$766
2008-2009	$53,695 (n=141)	$55,529 (n=99)	-$1,834
2009-2010	$55,030 (n=123)	$55,578 (n=112)	-$548
2010-2011	$54,763 (n=86)	$52,297 (n=55)	$2,467
2011-2012	$58,012 (n=77)	$61,810 (n=71)	-$3,798
2012-2013	$59,613 (n=95)	$59,495 (n=83)	$118
2013-2014	$58,981 (n=143)	$57,257 (n=112)	$1,724
2014-2015	$60,795 (n=92)	$63,241 (n=71)	-$2,445
2015-2016	$61,080 (n=105)	$61,491 (n=73)	-$410
2016-2017	$61,456 (n=106)	$62,563 (n=75)	-$1,106
2017-2018	$62,779 (n=99)	$67,752 (n=52)	-$4,972
2018-2019	$63,393 (n=111)	$64,692 (n=75)	-$1,299
2019-2020	$66,013 (n=106)	$68,857 (n=71)	-$2,844

Results are not statistically significant. n=sample size.

[12] Tables 11a, 11b; Figure 11a, 11b; Appendix A Tables 11a, 11b

Figure 11b and Table 11b depict the average pay-scale step level and difference of pay-scale step level between male and female full-time first-year tenure-track/tenured assistant professors. On average, female full-time first-year tenure-track/tenured assistant professors were at a 3.97 step level, whereas males were at a 4.23 step level, a difference of 0.27 steps.

Although in earlier years during the 2005-2020 time period both female full-time first-year tenure-track/tenured assistant professor salaries and pay steps, on average, appear to exceed those of their male counterparts, during the last six years of the time period that pattern reversed. The salary and pay step data are not perfectly correlated, however. The differences between average salary and average pay step are also affected by opportunities for additional pay. Such options include winter session teaching, summer teaching, managerial roles such as department chair, and overloads.

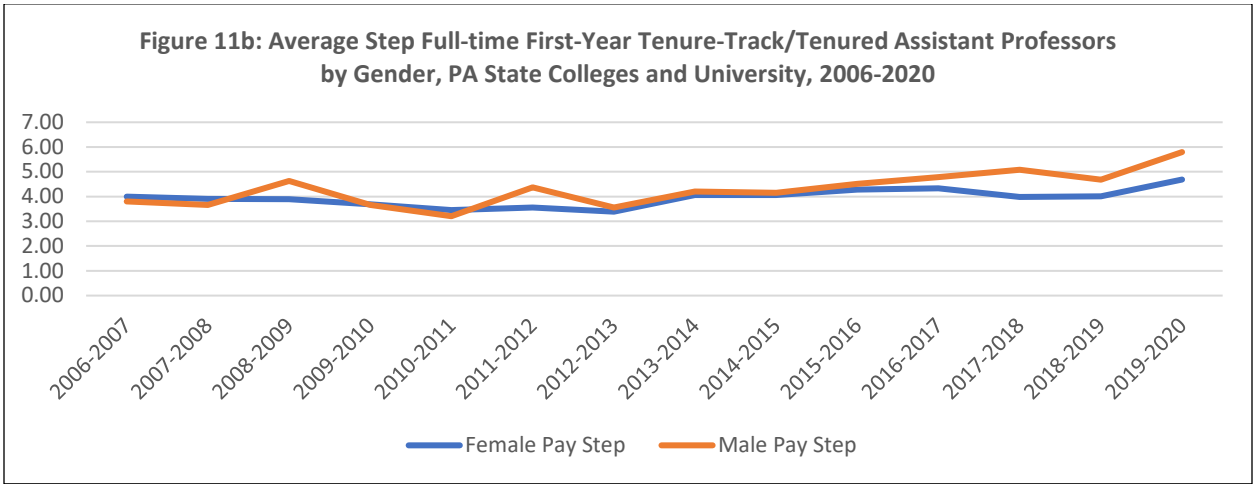


Table 11b: Average Step Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, PA State Colleges and University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	4.00 (n=126)	3.80 (n=112)	0.20
2007-2008	3.91 (n=115)	3.66 (n=104)	0.25
2008-2009	3.89 (n=136)	4.63 (n=98)	-0.74
2009-2010	3.69 (n=121)	3.66 (n=110)	0.03
2010-2011	3.45 (n=82)	3.21 (n=51)	0.24
2011-2012	3.55 (n=70)	4.37 (n=70)	-0.81
2012-2013	3.39 (n=90)	3.55 (n=81)	-0.16
2013-2014	4.06 (n=139)	4.20 (n=109)	-0.14
2014-2015	4.06 (n=90)	4.15 (n=70)	-0.10
2015-2016	4.28 (n=103)	4.51 (n=71)	-0.23
2016-2017	4.34 (n=105)	4.78 (n=73)	-0.45
2017-2018	3.99 (n=94)	5.08 (n=51)	-1.09
2018-2019	4.00 (n=107)	4.69 (n=75)	-0.68
2019-2020	4.69 (n=105)	5.80 (n=71)	-1.11

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 11a1 lists the difference, by PASSHE institution, between female and male full-time first-time tenure-track/tenured assistant professor average salaries. Table 11b1 lists the difference, by PASSHE institution, between female and male full-time first-time tenure-track/tenured assistant professor average pay-scale steps. **In all but four schools, the average salary and step for females is lower than for males by as much as $2,616 and 1.13 steps.** For one school—Slippery Rock—the average salary and step for females is higher than for males.

For four schools, one gender has higher salary on average and the other has a higher average step. As mentioned above, these values are not perfectly correlated due to additional salary earned through extra teaching and other opportunities.

Table 11a1: Average of the Annual Differences between Average Salary of Full-time First-year Tenure-Track/Tenured Assistant Professors (Female minus Male) for PA State Colleges and Universities 2005-2020*

Institution	Average Salary Difference (female minus male)	Institution	Average Salary Difference (female minus male)
Bloomsburg:	$104	Kutztown:	-$213
California:	-$1,143	Lock Haven:	-$11
Cheyney:	-$1,700	Mansfield:	-$1,884
Clarion:	$745	Millersville:	-$1,478
East Stroudsburg:	-$327	Shippensburg:	$1,303
Edinboro:	-$115	Slippery Rock:	$216
Indiana:	-$1,623	West Chester:	-$2,616

*p-value=0.0898 that 10 of 14 years would randomly favor men.

Table 11b1: Average of the Annual Differences between Average Step of Full-time First-year Tenure-Track/Tenured Assistant Professors (Female minus Male) for PA State Colleges and Universities 2005-2020*

Institution	Average Step Difference (female minus male)	Institution	Average Step Difference (female minus male)
Bloomsburg:	0.00	Kutztown:	0.15
California:	-0.64	Lock Haven:	0.27
Cheyney:	-0.17	Mansfield:	-0.95
Clarion:	-0.10	Millersville:	-0.49
East Stroudsburg:	-1.03	Shippensburg:	-0.17
Edinboro:	-0.31	Slippery Rock:	0.26
Indiana:	-0.32	West Chester:	-1.13

*p-value=0.0898 that 10 of 14 years would randomly favor men.

IV.12 Tenure-Track/Tenured First Year Associate Professor Starting Salary and Step[13]

Figure 12a and Table 12a depict the average starting salary for full-time first-year tenure-track/tenured female associate professors and the average starting salary for full-time first-year tenure-track/tenured male associate professors across the PASSHE school system. **On average, female full-time first-year tenure-track/tenured associate professors made $76,681 from 2006-2020 and males made $77,463. On average, males earned $782 more than females. During 11 of the 14 academic years represented, the male average salary was larger than the female average salary across PASSHE.**

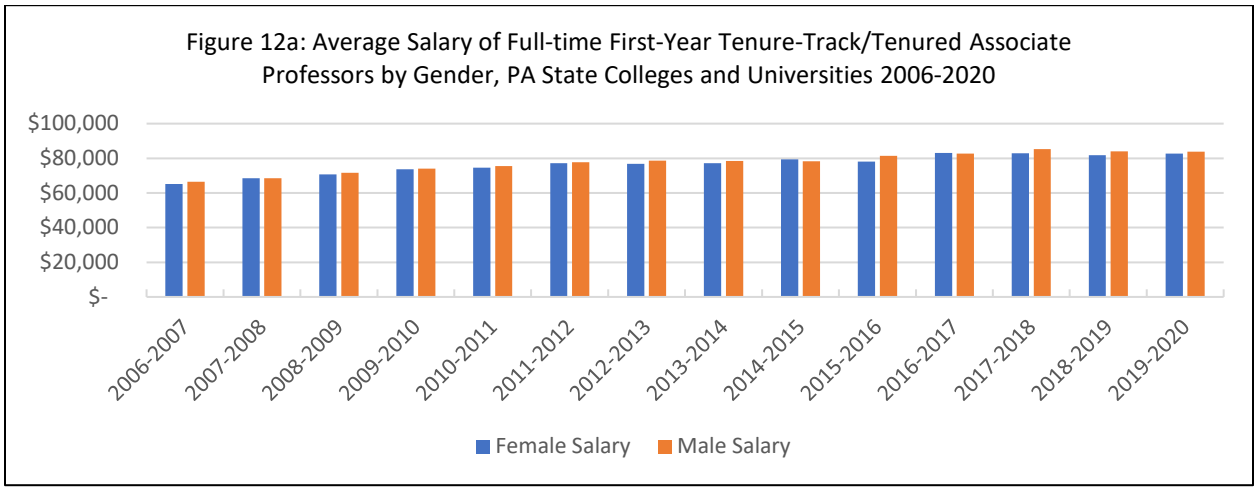


Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, PA State Colleges and University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$65,148 (n=67)	$66,435 (n=79)	-$1,287
2007-2008	$68,563 (n=91)	$68,402 (n=93)	$161
2008-2009	$70,727 (n=91)	$71,684 (n=73)	-$957
2009-2010	$73,635 (n=65)	$74,069 (n=79)	-$434
2010-2011	$74,673 (n=79)	$75,588 (n=96)	-$915
2011-2012	$77,147 (n=81)	$77,745 (n=69)	-$598
2012-2013	$76,783 (n=96)	$78,692 (n=73)	-$1,909
2013-2014	$77,223 (n=90)	$78,463 (n=70)	-$1,240
2014-2015	$79,476 (n=67)	$78,305 (n=83)	$1,172
2015-2016	$78,015 (n=67)	$81,397 (n=67)	-$3,382
2016-2017	$83,017 (n=71)	$82,620 (n=92)	$397
2017-2018	$82,837 (n=80)	$85,257 (n=74)	-$2,420
2018-2019	$81,857 (n=109)	$83,920 (n=93)	-$2,063
2019-2020	$82,783 (n=87)	$83,825 (n=66)	-$1,041

*Borderline statistically significant evidence of gender bias present. p-value=0.0287 that 11 of 14 years would randomly favor men. n=sample size.

Figure 12b and Table 12b depict the average pay-scale step level and difference of pay-scale step level between male and female full-time first-year tenure-track/tenured associate professors. **On average,**

[13] Tables 12a, 12b; Figures 12a, 12b; Appendix A Tables 12a, 12b

the step of males was 6.72 and females was 6.29, a 0.43 step difference. During 11 of the 14 academic years represented, the male average step was larger than the female average step <u>across PASSHE.</u>

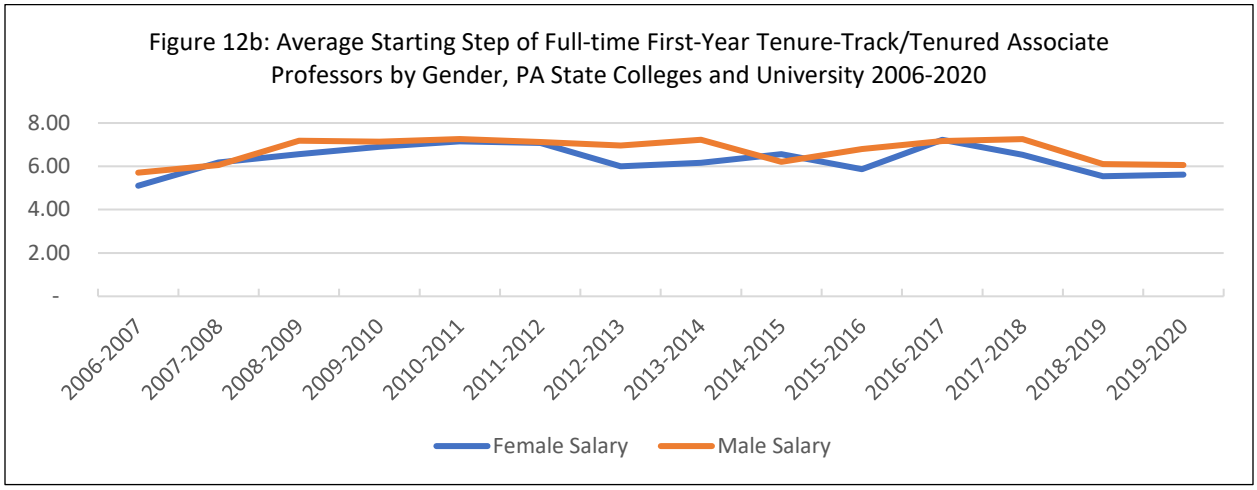


Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, PA State Colleges and University 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	5.10 (n=67)	5.71 (n=79)	-0.60
2007-2008	6.18 (n=91)	6.06 (n=93)	0.11
2008-2009	6.56 (n=91)	7.18 (n=73)	-0.62
2009-2010	6.91 (n=65)	7.14 (n=79)	-0.23
2010-2011	7.15 (n=79)	7.26 (n=96)	-0.11
2011-2012	7.07 (n=81)	7.13 (n=69)	-0.06
2012-2013	6.00 (n=96)	6.96 (n=73)	-0.96
2013-2014	6.17 (n=90)	7.23 (n=70)	-1.06
2014-2015	6.57 (n=67)	6.20 (n=83)	0.36
2015-2016	5.87 (n=67)	6.81 (n=67)	-0.94
2016-2017	7.23 (n=71)	7.17 (n=92)	0.05
2017-2018	6.54 (n=80)	7.26 (n=74)	-0.72
2018-2019	5.54 (n=109)	6.11 (n=93)	-0.57
2019-2020	5.62 (n=87)	6.06 (n=66)	-0.44

*Borderline statistically significant evidence of gender bias present. p-value=0.0287 that 11 of 14 years would randomly favor men. n=sample size.

Table 12a1 lists the difference, by PASSHE institution, between female and male full-time first-time tenure-track/tenured associate professor average salaries. **The male average salary exceeds the female average salary at ten of the 14 PASSHE schools.**

Table 12b1 lists the difference, by PASSHE institution, between female and male full-time first-time tenure-track/tenured associate professor average pay-scale steps. **In the case of pay-scale steps, average male step exceeds average female step for 12 of the 14 schools; there is therefore statistically significant evidence of system-wide gender bias in starting pay-scale step for associate professors.**

Table 12a1: Average of the Annual Differences between Average Salary of Full-time First-year Tenure-Track/Tenured Associate Professors (Female minus Male) for PA State Colleges and Universities 2005-2020*

Institution	Average Salary Difference (female minus male)	Institution	Average Salary Difference (female minus male)
Bloomsburg:	$390	Kutztown:	$137
California:	-$1,259	Lock Haven:	-$1,602
Cheyney:	$2,645	Mansfield:	-$1,669
Clarion:	-$3,345	Millersville:	-$971
East Stroudsburg:	-$724	Shippensburg:	-$2,345
Edinboro:	-$2,060	Slippery Rock:	$723
Indiana:	-$965	West Chester:	-1,809

*p-value=0.0898 that 10 of 14 years would randomly favor men.

Table 12b1: Average of the Annual Differences between Average Step of Full-time First-year Tenure-Track/Tenured Associate Professors (Female minus Male) for PA State Colleges and Universities 2005-2020*

Institution	Average Step Difference (female minus male)	Institution	Average Step Difference (female minus male)
Bloomsburg:	-0.17	Kutztown:	0.14
California:	-0.25	Lock Haven:	-0.62
Cheyney:	-0.10	Mansfield:	-1.11
Clarion:	-1.54	Millersville:	-0.18
East Stroudsburg:	0.46	Shippensburg:	-1.10
Edinboro:	-0.28	Slippery Rock:	-0.28
Indiana:	-0.23	West Chester:	-1.21

*Statistically significant evidence of gender bias present. p-value=0.0064 that 12 of 14 years would randomly favor men.

IV.13 Tenure-Track/Tenured First Year Full Professor Starting Salary[14]

Table 13a shows the average salary for first-time full-time full professors across PASSHE. During four of the 14 years during the 2006-2020 time period, the average salary of female full-time full professors exceeded the average salary of the male full-time full professors; the male average salary is higher than the female average salary during the remaining ten years. **On average, males earned $2,120 more than females.**

Figure 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, PA State Colleges and University 2006-2020

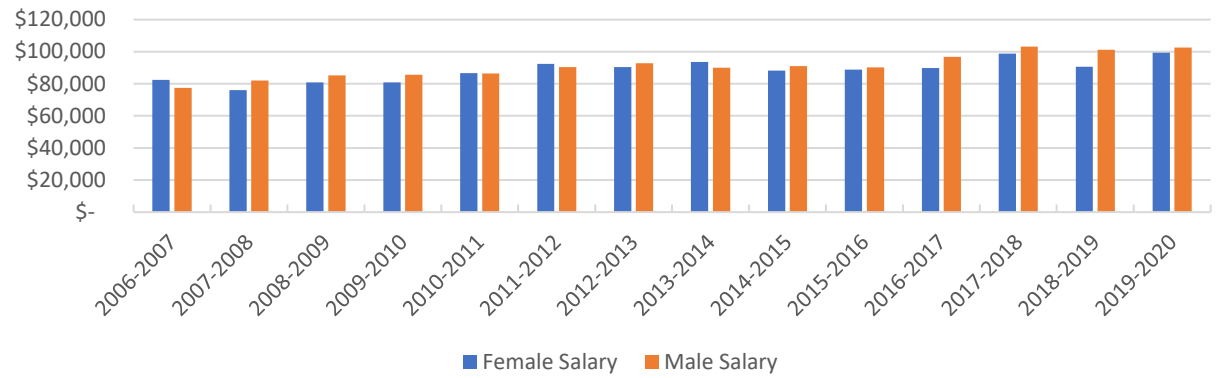


Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, PA State Colleges and University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$82,521 (n=42)	$77,421 (n=44)	$5,100
2007-2008	$76,135 (n=39)	$82,113 (n=52)	-$5,979
2008-2009	$80,872 (n=41)	$85,261 (n=44)	-$4,389
2009-2010	$80,758 (n=48)	$85,561 (n=49)	-$4,803
2010-2011	$86,622 (n=39)	$86,470 (n=51)	$152
2011-2012	$92,326 (n=45)	$90,442 (n=37)	$1,885
2012-2013	$90,482 (n=32)	$92,862 (n=48)	-$2,380
2013-2014	$93,514 (n=38)	$90,090 (n=57)	$3,424
2014-2015	$88,279 (n=45)	$90,967 (n=48)	-$2,688
2015-2016	$88,813 (n=45)	$90,244 (n=63)	-$1,431
2016-2017	$89,777 (n=50)	$96,751 (n=42)	-$6,974
2017-2018	$98,738 (n=66)	$103,171 (n=59)	-$4,434
2018-2019	$90,615 (n=46)	$101,262 (n=47)	-$10,647
2019-2020	$99,483 (n=50)	$102,530 (n=43)	-$3,047

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

[14] Tables 13a, 13b, 13a1, 13b1; Figures 13a, 13b; Appendix A Tables 13a, 13b

Figure 13b and Table 13b show the average pay-scale step for full-time first-year full professors across PASSHE. On average, males started 0.23 steps higher than their female counterparts.

For five of the 14 years during the 2006-2020 time period, the average pay-scale step of female full-time full professors exceeded the average pay-scale step of male full-time full professors; the male average pay-scale step exceeded the female average pay-scale step for nine years.

Figure 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, PA State Colleges and University 2006-2020

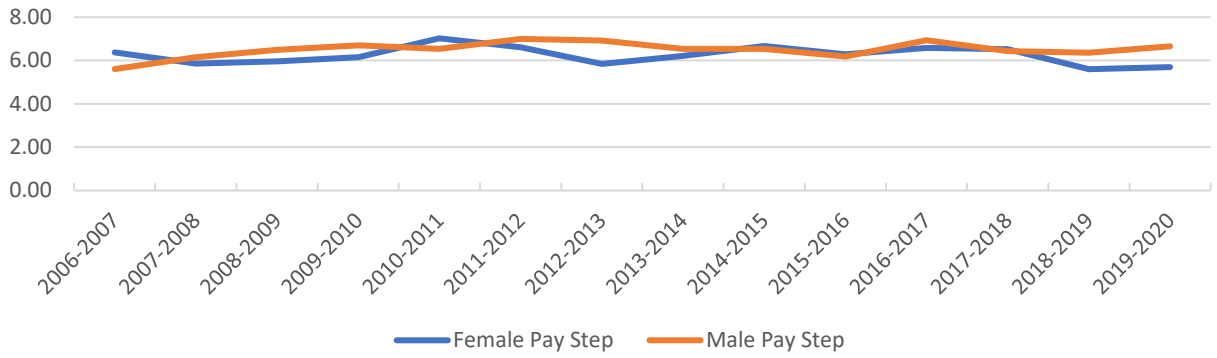


Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, PA State Colleges and University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.38 (n=42)	5.61 (n=44)	0.77
2007-2008	5.85 (n=39)	6.15 (n=52)	-0.30
2008-2009	5.97 (n=41)	6.49 (n=44)	-0.52
2009-2010	6.16 (n=48)	6.70 (n=49)	-0.54
2010-2011	7.03 (n=39)	6.54 (n=51)	0.49
2011-2012	6.61 (n=45)	7.00 (n=37)	-0.39
2012-2013	5.84 (n=32)	6.93 (n=48)	-1.08
2013-2014	6.21 (n=38)	6.54 (n=57)	-0.33
2014-2015	6.67 (n=45)	6.55 (n=48)	0.13
2015-2016	6.28 (n=45)	6.18 (n=63)	0.10
2016-2017	6.59 (n=50)	6.94 (n=42)	-0.35
2017-2018	6.53 (n=66)	6.44 (n=59)	0.09
2018-2019	5.60 (n=46)	6.36 (n=47)	-0.76
2019-2020	5.69 (n=50)	6.65 (n=43)	-0.96

Results are not statistically significant. n=sample size.

Table 13a1 lists the average difference, by PASSHE institution, between female and male full-time first-year tenure-track/tenured full professor salaries. Table 13b1 lists the average difference, by PASSHE institution, between female and male full-time first-time tenure-track/tenured full professor pay-scale steps.

Table 13a1: Average of the Annual Differences between Average Salary of Full-time First-year Tenure-Track/Tenured Full Professors (Female minus Male) for PA State Colleges and Universities 2005-2020

Institution	Average Salary Difference (female minus male)	Institution	Average Salary Difference (female minus male)
Bloomsburg:	$990	Kutztown:	-$482
California:	$2,289	Lock Haven:	$1,222
Cheyney:	-$5,624	Mansfield:	-$14,428
Clarion:	-$741	Millersville:	-$2,005
East Stroudsburg:	$1,770	Shippensburg:	$750
Edinboro:	-$5,199	Slippery Rock:	$995
Indiana:	$1,443	West Chester:	$371

Results are not statistically significant.

Table 13b1: Average of the Annual Differences between Average Step of Full-time First-year Tenure-Track/Tenured Full Professors (Female minus Male) for PA State Colleges and Universities 2005-2020

Institution	Average Step Difference (Female minus Male)	Institution	Average Step Difference (Female minus Male)
Bloomsburg:	0.63	Kutztown:	-0.29
California:	0.03	Lock Haven:	0.04
Cheyney:	-0.73	Mansfield:	0.11
Clarion:	-0.01	Millersville:	-0.07
East Stroudsburg:	-0.04	Shippensburg:	-0.37
Edinboro:	0.28	Slippery Rock:	-0.66
Indiana:	0.10	West Chester:	-0.83

Results are not statistically significant.

IV.14 Tenure Track/Tenured First Year Instructor Starting Salary and Rank[15]

Table 14a shows the average salary for first-time full-time instructors across PASSHE. During five of the 14 years during the 2006-2020 time period, the average salary of female full-time instructors exceeded the average salary of the male full-time instructors; the male average salary is higher than the female average salary during the remaining nine years. **On average, males earned $4,249 more than females.**

Table 14b shows the average pay-scale step for full-time first-year tenure-track/tenured instructors across PASSHE by academic year. For four of the 14 years during the 2006-2020 time period, the average pay-scale step of female full-time instructors exceeded the average pay-scale step of male full-time instructors; **the male average pay-scale step exceeded the female average pay-scale step for ten years. Males started, on average, 1.20 steps higher than their female counterparts.**

Figure 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, PA State Colleges and University 2006-2020

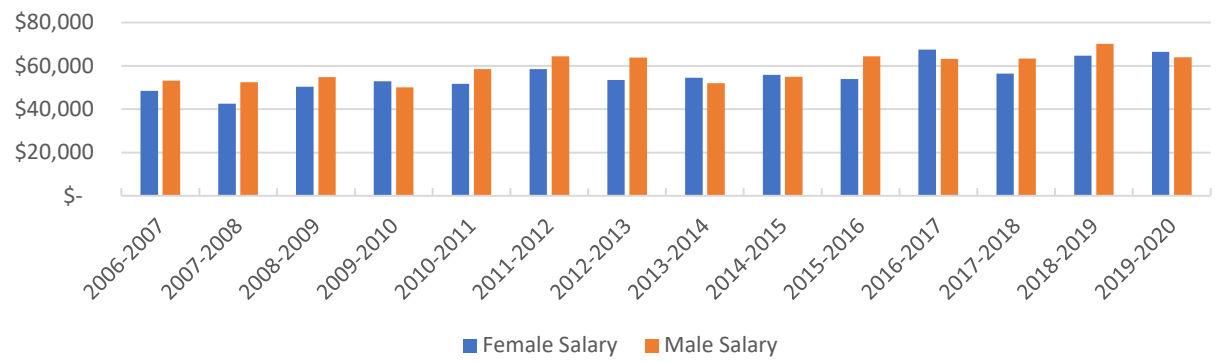


Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, PA State Colleges and University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$48,410 (n=14)	$53,095 (n=17)	-$4,685
2007-2008	$42,521 (n=24)	$52,412 (n=7)	-$9,891
2008-2009	$50,334 (n=11)	$54,779 (n=6)	-$4,445
2009-2010	$52,851 (n=10)	$50,140 (n=3)	$2,711
2010-2011	$51,652 (n=7)	$58,487 (n=2)	-$6,835
2011-2012	$58,537 (n=4)	$64,389 (n=3)	-$5,852
2012-2013	$53,399 (n=12)	$63,864 (n=3)	-$10,465
2013-2014	$54,483 (n=10)	$51,972 (n=6)	$2,512
2014-2015	$55,758 (n=13)	$54,980 (n=4)	$778
2015-2016	$53,981 (n=14)	$64,402 (n=9)	-$10,421
2016-2017	$67,457 (n=9)	$63,166 (n=4)	$4,291
2017-2018	$56,413 (n=11)	$63,368 (n=4)	-$6,955
2018-2019	$64,666 (n=15)	$70,115 (n=6)	-$5,449
2019-2020	$66,529 (n=8)	$63,900 (n=6)	$2,629

Results are not statistically significant. n=sample size.

[15] Tables 14a, 14b, 14a1, 14b1; Figures 14a, 14b; Appendix A Tables 14a, 14b

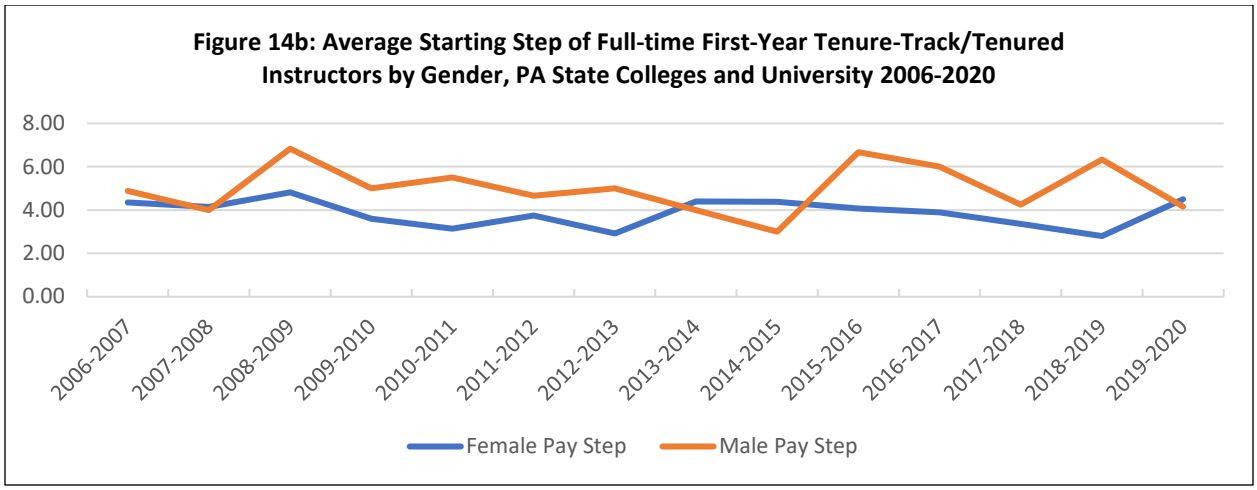


Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, PA State Colleges and University 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	4.36 (n=14)	4.88 (n=17)	-0.53
2007-2008	4.15 (n=24)	4.00 (n=7)	0.15
2008-2009	4.82 (n=11)	6.83 (n=6)	-2.02
2009-2010	3.60 (n=10)	5.00 (n=3)	-1.40
2010-2011	3.14 (n=7)	5.50 (n=2)	-2.36
2011-2012	3.75 (n=4)	4.67 (n=3)	-0.92
2012-2013	2.92 (n=12)	5.00 (n=3)	-2.08
2013-2014	4.40 (n=10)	4.00 (n=6)	0.40
2014-2015	4.38 (n=13)	3.00 (n=4)	1.38
2015-2016	4.07 (n=14)	6.67 (n=9)	-2.60
2016-2017	3.89 (n=9)	6.00 (n=4)	-2.11
2017-2018	3.36 (n=11)	4.25 (n=4)	-0.89
2018-2019	2.80 (n=15)	6.33 (n=6)	-3.53
2019-2020	4.50 (n=8)	4.17 (n=6)	0.33

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 14a1 lists the average difference, by PASSHE institution, between female and male full-time first-year tenure-track/tenured instructor salaries. Table 13b1 lists the average difference, by PASSHE institution, between female and male full-time first-time tenure-track/tenured instructor pay-scale steps.

Table 14a1: Average of the Annual Differences between Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors (Female minus Male) for PA State Colleges and Universities 2005-2020

Institution	Average Salary Difference (female minus male)	Institution	Average Salary Difference (female minus male)
Bloomsburg:	$1,965	Kutztown:	-$3,082
California:	NA	Lock Haven:	-$1,252
Cheyney:	-$11,562	Mansfield:	-$15,672
Clarion:	-$2,006	Millersville:	-$11,624
East Stroudsburg:	$3,409	Shippensburg:	$695
Edinboro:	-$5,753	Slippery Rock:	-$3,315
Indiana:	$4,383	West Chester:	-$1,199

Results are not statistically significant.

Table 14b1: Average of the Annual Differences between Average Step of Full-time First-year Tenure-Track/Tenured Instructors (Female minus Male) for PA State Colleges and Universities 2005-2020

Institution	Average Step Difference (female minus male)	Institution	Average Step Difference (female minus male)
Bloomsburg:	0.75	Kutztown:	-1.04
California:	NA	Lock Haven:	1.21
Cheyney:	-3.83	Mansfield:	-0.92
Clarion:	1.90	Millersville:	-2.49
East Stroudsburg:	1.58	Shippensburg:	-2.50
Edinboro:	-1.88	Slippery Rock:	-1.76
Indiana:	0.76	West Chester:	-3.18

Results are not statistically significant.

V. Discussion

Although females have been making excellent progress in terms of being part of full-time faculty (professor, associate professor, assistant professor, associate professor, professor), they are still not equally represented within the ranks. Although females and males are roughly equally distributed in the ranks of associate and assistant professor (51%, 49% for associate and 53%, 47% for assistant) females tend to have fewer full professor positions (highest ranked position) and more instructor positions (lowest rank position). **Female faculty are more likely to be in temporary positions and part-time positions across the time period studied.**

Overall, the mean salary for female faculty starting in each rank is lower than the mean salary for male faculty. That gap grows as faculty increase in rank (and their salary increases), with the notable exception of the instructor level, which has the largest gap. Hypothesis testing was completed for all salary and step tables (Tables 11-14). Although relatively few tables reached statistical significance with regard to a gender bias, that does not negate the overall trends shown. Across all the tables introduced thus far, the count of years or institutions in which men have higher values than women is greater than the count of years or institutions win which women have higher values than men. This is true across salaries and step levels. Within Appendix A, the same trend persists in the majority of tables. In no case is there a statistically significant or borderline statistically significant case in which women earn more or have a higher average step than men.

The strongest evidence of gender differences in faculty is given in Section IV.10. There is a clear difference across gender in rank, with male faculty being much more likely to be in one of the higher two ranks than female faculty. But there is also a clear difference in the proportion of female faculty in temporary positions when compared to their male counterparts, and in the proportion of female faculty in part-time positions when compared to their male counterparts.

VI. Limitations

This study is a retrospective study on trends and patterns in female versus male faculty employment across the PASSHE system. The statistical analysis in this report is unable to determine or prove the cause of the differences found between male and female faculty employment patterns. Where a gender bias exists, we cannot determine if that difference is due to systemic bias in the hiring, retention, promoting practices of the universities in question or more general social and cultural factors that prohibit women from having the same access to conditions that foster professional success.

The original data provided represent a complete population of the PASSHE faculty between 2005 and 2020. As such, creating confidence intervals for the proportions, ratios, and averages in this report does not make sense, as there is no random sampling error to consider.

Even so, we acknowledge that there is potential error in the data due to missing data or data entry errors. For example, the pay-scale step for faculty members was given as "zero" in multiple cases, a value that we believe is not part of the pay-scale step system. Additionally, the data files received sometimes listed two different salaries for the same individual within the same academic year; it is our assumption that this is due to mid-year promotions that cause the base salary to change. Additional error might have been introduced into our analysis due to complexities in how faculty are categorized. To simplify our analysis and make it more interpretable, we removed visiting faculty and grant-based faculty from the database and focused on faculty that were rated as "temporary", "tenure-track" or "tenure."

The assumptions made during the analysis include: 1) that faculty, if given the opportunity, prefer permanent positions over temporary positions; 2) that faculty are not switching between PASSHE schools mid-tenure track; and 3) that faculty, if given the opportunity, prefer full-time to part-time employment. The third of these assumptions is the weakest, as faculty might have multiple reasons for preferring part-time employment, including care for dependents. However, this preference might be indicative of a more general societal trend toward women shouldering the responsibility of caring for family members at home.

One analysis that we did not complete in this report was to directly compare salaries received to the base salaries given in the PASSHE faculty contracts during the study period (APSCUF agreements, 2003-2007; 2007-2011; 2011-2015; 2015-2018; 2019-2023). For that reason, although we note that the patterns in faculty salaries and the patterns in faculty steps do not directly correlate, we are unable to address whether there is a gender bias in access to opportunities to additional salary opportunities such as summer employment.

As mentioned previously, an additional limitation of this study is the lack of reporting on race due to limited resources. Ideally, the state system would track race in ways that allow one existing file to be used to track race and gender more easily for use in future research.

Finally, our access to the Keetz 1997 report consisted of a photocopy of relatively poor quality that did not lend itself to optical character recognition. For that reason, we transcribed the Keetz 1997 tables for their publication here. It is possible that minor typographical errors exist within Appendix A as a result; in cases where our results differ from the Keetz 1997 results, the Keetz 1997 results should be considered the accurate version.

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Appendix A

Bloomsburg University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Bloomsburg University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	9	73	82	16	90	106	18	55	73	1	1	2	44	219	263
1975	11%	89%	100%	15%	85%	100%	25%	75%	100%	50%	50%	100%	17%	83%	100%
1975-	10	73	83	15	92	107	19	54	73	2	5	7	46	224	270
1976	12%	88%	100%	14%	86%	100%	26%	74%	100%	29%	71%	100%	17%	83%	100%
1976-	11	75	86	17	96	113	16	53	69	3	5	8	47	229	276
1977	13%	87%	100%	17%	83%	100%	23%	77%	100%	37%	63%	100%	17%	83%	100%
1977-	9	76	85	20	96	116	16	54	70	6	4	10	51	230	281
1978	11%	89%	100%	17%	83%	100%	23%	77%	100%	60%	40%	100%	18%	82%	100%
1978-	9	81	90	18	105	123	24	48	72	7	3	10	58	237	295
1979	10%	90%	100%	15%	85%	100%	33%	67%	100%	70%	30%	100%	20%	80%	100%
1979-	11	81	92	21	104	125	26	46	72	6	4	10	64	235	299
1980	12%	88%	100%	17%	83%	100%	36%	64%	100%	60%	40%	100%	21%	79%	100%
1980-	11	87	98	20	104	124	27	41	68	6	3	9	64	235	299
1981	11%	89%	100%	16%	84%	100%	40%	60%	100%	67%	33%	100%	21%	79%	100%
1981-	12	85	97	17	102	119	30	44	74	11	1	12	70	232	302
1982	12%	88%	100%	14%	86%	100%	41%	59%	100%	92%	8%	100%	23%	77%	100%
1982-	12	87	99	18	95	113	33	47	80	11	8	19	74	237	311
1983	12%	88%	100%	16%	84%	100%	41%	59%	100%	58%	42%	100%	24%	76%	100%
1983-	12	87	99	17	89	106	33	53	86	12	12	24	74	241	315
1984	12%	88%	100%	16%	84%	100%	38%	62%	100%	50%	50%	100%	23%	77%	100%
1984-	14	90	104	17	93	110	37	58	95	10	9	19	78	250	328
1985	13%	87%	100%	15%	85%	100%	39%	61%	100%	53%	47%	100%	24%	76%	100%
1985-	12	88	100	17	87	104	42	59	101	20	12	32	91	246	337
1986	12%	88%	100%	16%	84%	100%	42%	58%	100%	63%	37%	100%	27%	73%	100%
1986-	14	81	95	17	88	105	43	62	105	26	13	39	100	244	344
1987	15%	85%	100%	16%	84%	100%	41%	59%	100%	67%	33%	100%	29%	71%	100%
1987-	14	81	95	15	85	100	39	66	105	17	9	26	85	241	326
1998	15%	85%	100%	15%	85%	100%	37%	63%	100%	65%	35%	100%	26%	74%	100%
1988-	16	82	98	21	87	108	44	66	110	15	9	24	96	244	340
1989	16%	84%	100%	19%	81%	100%	40%	60%	100%	63%	37%	100%	28%	72%	100%
1989-	17	86	103	23	92	115	52	62	114	7	9	16	99	249	348
1990	17%	83%	100%	20%	80%	100%	46%	54%	100%	44%	56%	100%	28%	72%	100%
1990-	16	89	105	24	84	108	45	67	112	6	8	14	91	248	339
1991	15%	85%	100%	22%	78%	100%	40%	60%	100%	43%	57%	100%	27%	73%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Bloomsburg University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	18	88	106	23	83	106	54	64	118	4	5	9	99	240	339
1992	17%	83%	100%	22%	78%	100%	46%	54%	100%	44%	56%	100%	29%	71%	100%
1992-	16	79	95	26	78	104	63	66	129	4	6	10	109	229	338
1993	17%	83%	100%	25%	75%	100%	49%	51%	100%	40%	60%	100%	32%	68%	100%
1993-	17	81	98	29	80	109	62	69	131	6	4	10	114	234	348
1994	17%	83%	100%	27%	73%	100%	47%	53%	100%	60%	40%	100%	33%	67%	100%
1994-	20	84	104	32	84	116	54	57	111	8	4	12	114	229	343
1995	19%	81%	100%	28%	72%	100%	49%	51%	100%	33%	67%	100%	33%	67%	100%
2005-	31	95	126	45	62	107	67	72	139	40	29	69	183	258	441
2006	25%	75%	100%	42%	58%	100%	48%	52%	100%	58%	42%	100%	42%	58%	100%
2006-	79	229	308	108	160	268	167	155	322	66	28	94	420	572	992
2007	26%	74%	100%	40%	60%	100%	52%	48%	100%	70%	30%	100%	42%	58%	100%
2007-	49	133	182	68	103	171	121	110	231	43	25	68	281	371	652
2008	27%	73%	100%	40%	60%	100%	52%	48%	100%	63%	37%	100%	43%	57%	100%
2008-	51	133	184	70	106	176	138	120	258	51	28	79	310	387	697
2009	28%	72%	100%	40%	60%	100%	53%	47%	100%	65%	35%	100%	44%	56%	100%
2009-	48	128	176	68	98	166	135	132	267	54	23	77	305	381	686
2010	27%	73%	100%	41%	59%	100%	51%	49%	100%	70%	30%	100%	44%	56%	100%
2010-	75	194	269	114	156	270	184	183	367	67	33	100	440	566	1006
2011	28%	72%	100%	42%	58%	100%	50%	50%	100%	67%	33%	100%	44%	56%	100%
2011-	34	88	122	50	74	124	71	72	143	58	42	100	213	276	489
2012	28%	72%	100%	40%	60%	100%	50%	50%	100%	58%	42%	100%	44%	56%	100%
2012-	44	113	157	91	122	213	112	127	239	70	52	122	317	414	731
2013	28%	72%	100%	43%	57%	100%	47%	53%	100%	57%	43%	100%	43%	57%	100%
2013-	39	113	152	86	110	196	113	122	235	62	49	111	300	394	694
2014	26%	74%	100%	43%	56%	100%	48%	52%	100%	56%	44%	100%	43%	57%	100%
2014-	45	118	163	80	111	191	124	129	253	61	51	112	310	409	719
2015	28%	72%	100%	42%	58%	100%	49%	51%	100%	54.46%	46%	100%	43%	57%	100%
2015-	54	130	184	88	114	202	140	126	266	68	48	116	350	418	768
2016	29%	71%	100%	44%	56%	100%	53%	47%	100%	59%	41%	100%	46%	54%	100%
2016-	39	96	135	50	69	119	84	69	153	53	54	107	226	288	514
2017	29%	71%	100%	42%	58%	100%	55%	45%	100%	50%	50%	100%	44%	56%	100%
2017-	41	93	134	53	68	121	99	64	163	57	53	110	250	278	528
2018	31%	69%	100%	44%	56%	100%	61%	39%	100%	52%	48%	100%	47%	53%	100%
2018-	64	133	197	91	109	200	158	93	251	52	51	103	365	386	751
2019	32%	68%	100%	46%	55%	100%	63%	37%	100%	50%	50%	100%	49%	51%	100%
2019-	39	93	132	61	64	125	81	57	138	47	45	92	228	259	487
2020	30%	70%	100%	49%	51%	100%	59%	41%	100%	51%	49%	100%	47%	53%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Bloomsburg University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	9	44	20%	73	219	33%
1975-1976	10	46	22%	73	224	33%
1976-1977	11	47	23%	75	229	33%
1977-1978	9	51	18%	76	230	33%
1978-1979	9	58	16%	81	237	34%
1979-1980	11	64	17%	81	235	34%
1980-1981	11	64	17%	87	235	37%
1981-1982	12	70	17%	85	232	37%
1982-1983	12	74	16%	87	237	37%
1983-1984	12	74	16%	87	241	36%
1984-1985	14	78	18%	90	250	36%
1985-1986	12	91	13%	88	246	36%
1986-1987	14	100	14%	81	244	33%
1987-1988	14	85	16%	81	241	34%
1988-1989	16	96	17%	82	244	34%
1989-1990	17	99	17%	86	249	35%
1990-1991	16	91	18%	89	248	36%
1991-1992	18	99	18%	88	240	37%
1992-1993	16	109	15%	79	229	35%
1993-1994	17	114	15%	81	234	35%
1994-1995	20	114	18%	84	229	37%
2005-2006	31	183	17%	95	258	37%
2006-2007	79	420	19%	229	572	40%
2007-2008	49	281	17%	133	371	36%
2008-2009	51	310	16%	133	387	34%
2009-2010	48	305	16%	128	381	34%
2010-2011	75	440	17%	194	566	34%
2011-2012	34	213	16%	88	276	32%
2012-2013	44	317	14%	113	414	27%
2013-2014	39	300	13%	113	394	29%
2014-2015	45	310	15%	118	409	29%
2015-2016	54	350	15%	130	418	31%
2016-2017	39	226	17%	96	288	33%
2017-2018	41	250	16%	93	278	33%
2018-2019	64	365	18%	133	386	34%
2019-2020	39	228	17%	93	259	36%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Bloomsburg University of Pennsylvania, 1974-1995

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	204	115	319	2,663	1,992	4,655	2,867	2,107	4,974
	64%	36%	100%	57%	43%	100%	58%	42%	100%
1975	261.5	127	388.5	2,784	2,183.5	4,967.5	3,045.5	2,310.5	5,356
	67%	33%	100%	56%	44%	100%	57%	43%	100%
1976	242	143	385	2,801.5	2,313.5	5,115	3,043.5	2,456.5	5,500
	63%	37%	100%	55%	45%	100%	55%	45%	100%
1977	238	161	399	3,014.5	2,320	5,334.5	3,252.5	2,481	5,733.5
	60%	40%	100%	57%	43%	100%	57%	43%	100%
1978	230.5	129	359.5	3,066	2,191.5	5,257.5	3,296.5	2,320.5	5,617
	64%	36%	100%	58%	42%	100%	59%	41%	100%
1979	264.5	132.5	397	3,156	2,197.5	5,353.5	3,420.5	2,330	5,750.5
	67%	33%	100%	59%	41%	100%	59%	41%	100%
1980	283	137.5	420.5	3,217.5	2,126	5,343.5	3,500.5	2,263.5	5,764
	67%	33%	100%	60%	40%	100%	61%	39%	100%
1981	222.5	108.5	331	3,248.5	2,101.5	5,350	3,471	2,210	5,681
	67%	33%	100%	61%	39%	100%	61%	39%	100%
1982	208	91.5	299.5	3,282	2,030.5	5,312.5	3,490	2,122	5,612
	69%	31%	100%	62%	38%	100%	62%	38%	100%
1983	215	88	303	3,291	2,093	5,384	3,506	2,181	5,687
	71%	29%	100%	61%	39%	100%	62%	38%	100%
1984	198.5	60.5	259	3,297	2,107.5	5,404.5	3,495.5	2,168	5,663.5
	77%	23%	100%	61%	39%	100%	62%	38%	100%
1985	239.5	83	322.5	3,409.5	2,108	5,517.5	3,649	2,191	5,840
	74%	26%	100%	62%	38%	100%	62%	38%	100%
1986	273.5	90	363.5	3,553.5	2,187.5	5,741	3,827	2,277.5	6,104.5
	75%	25%	100%	62%	38%	100%	63%	37%	100%
1987	273.5	79.5	353	3,691	2,211	5,902	3,964.5	2,290.5	6,255
	77%	23%	100%	63%	37%	100%	63%	37%	100%
1988	230.5	78	308.5	3,661	2,228	5,889	3,891.5	2,306	6,197.5
	75%	25%	100%	62%	38%	100%	63%	37%	100%
1989	252.5	79.5	332	3,816	2,336.5	6,152.5	4,068.5	2,416	6,484.5
	76%	24%	100%	62%	38%	100%	63%	37%	100%
1990	303	99	402	3,872.5	2,477	6,349.5	4,175.5	2,576	6,751.5
	75%	25%	100%	61%	39%	100%	62%	38%	100%
1991	311.5	112.5	424	3,950.5	2,579	6,529.5	4,262	2,691.5	6,953.5
	73%	27%	100%	61%	39%	100%	61%	39%	100%
1992	271	102	373	4,025.5	2,436	6,461.5	4,296.5	2,538	6,988
	73%	27%	100%	62%	38%	100%	61%	39%	100%
1993	272	105.5	377.5	3,897.5	2,422.5	6,320	4,169.5	2,528	6,697.5
	72%	28%	100%	62%	38%	100%	62%	38%	100%
1994	290.5	124.5	415	3,807.5	2,391	6,198.5	4,098	2,515.5	6,613.5
	70%	30%	100%	61%	39%	100%	62%	38%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Bloomsburg University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	342	124	466	4,324	2,830	7,154	4,666	2,954	7,620
	60%	40%	100%	73%	27%	100%	61%	39%	100%
2005 Fall	326	139	464	4,448	2,911	7,359	4,774	3,050	7,824
	60%	40%	100%	70%	30%	100%	61%	39%	100%
2006 Fall	350	151	501	4,475	3,016	7,491	4,825	3,167	7,992
	60%	40%	100%	70%	30%	100%	60%	40%	100%
2007 Fall	338	146	484	4,402	3,132	7,534	4,740	3,278	8,018
	58%	42%	100%	70%	30%	100%	59%	41%	100%
2008 Fall	308	148	457	4,450	3,201	7,651	4,758	3,349	8,108
	58%	42%	100%	68%	32%	100%	59%	41%	100%
2009 Fall	382	184	566	4,719	3,417	8,136	5,101	3,601	8,702
	58%	42%	100%	68%	32%	100%	59%	41%	100%
2010 Fall	417	181	598	4,953	3,684	8,637	5,371	3,865	9,235
	57%	43%	100%	70%	30%	100%	58%	42%	100%
2011 Fall	380	193	573	4,940	3,729	8,669	5,321	3,922	9,242
	57%	43%	100%	66%	34%	100%	58%	42%	100%
2012 Fall	325	148	473	4,908	3,740	8,649	5,233	3,888	9,121
	57%	43%	100%	69%	31%	100%	57%	43%	100%
2013 Fall	299	122	421	5,025	3,803	8,828	5,324	3,926	9,250
	57%	43%	100%	71%	29%	100%	58%	42%	100%
2014 Fall	291	125	416	4,952	3,757	8,709	5,243	3,883	9,126
	57%	43%	100%	70%	30%	100%	57%	43%	100%
2015 Fall	285	110	394	4,830	3,615	8,445	5,114	3,725	8,839
	57%	43%	100%	72%	28%	100%	58%	42%	100%
2016 Fall	294	133	427	4,745	3,612	8,357	5,039	3,745	8,784
	57%	43%	100%	69%	31%	100%	57%	43%	100%
2017 Fall	313	123	436	4,540	3,463	8,003	4,853	3,585	8,439
	57%	43%	100%	72%	28%	100%	58%	42%	100%
2018 Fall	303	114	417	4,396	3,262	7,658	4,699	3,376	8,075
	57%	43%	100%	73%	27%	100%	58%	42%	100%
2019 Fall	318	138	456	4,336	3,122	7,458	4,654	3,260	7,915
	58%	42%	100%	70%	30%	100%	59%	41%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Bloomsburg University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	60.52	9.10
1975-1976	60.52	9.75
1976-1977	59.61	10.10
1977-1978	59.11	10.09
1978-1979	52.86	9.25
1979-1980	49.31	9.35
1980-1981	50.27	9.05
1981-1982	46.41	9.06
1982-1983	44.35	8.57
1983-1984	44.47	8.68
1984-1985	42.27	8.43
1985-1986	37.46	8.57
1986-1987	35.54	8.97
1987-1988	43.42	9.17
1988-1989	38.14	9.13
1989-1990	38.55	9.38
1990-1991	42.55	9.99
1991-1992	39.90	10.75
1992-1993	36.93	10.64
1993-1994	34.19	10.35
1994-1995	33.39	10.44
2005 Fall	10.65	5.27
2006 Fall	15.66	8.44
2007 Fall	14.35	8.27
2008 Fall	15.47	8.97
2009 Fall	11.26	6.51
2010 Fall	23.19	13.51
2011 Fall	15.48	9.03
2012 Fall	16.75	9.65
2013 Fall	15.97	9.19
2014 Fall	13.80	8.65
2015 Fall	21.00	12.54
2016 Fall	18.16	12.46
2017 Fall	12.04	8.45
2018 Fall	19.02	12.06
2019 Fall	24.31	11.28

Table 10a: Percentage of Female Faculty at Each Rank, Bloomsburg University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	17%	25%	37%	22%
2006-2007	19%	26%	40%	16%
2007-2008	17%	24%	43%	15%
2008-2009	16%	23%	45%	16%
2009-2010	16%	22%	44%	18%
2010-2011	17%	26%	42%	15%
2011-2012	16%	23%	33%	27%
2012-2013	14%	29%	35%	22%
2013-2014	13%	29%	38%	21%
2014-2015	15%	26%	40%	20%
2015-2016	15%	25%	40%	19%
2016-2017	17%	22%	37%	23%
2017-2018	16%	21%	40%	23%
2018-2019	18%	25%	43%	14%
2019-2020	17%	27%	36%	21%

Table 10b: Percentage of Male Faculty at Each Rank, Bloomsburg University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	37%	24%	28%	11%
2006-2007	40%	28%	27%	5%
2007-2008	36%	28%	30%	7%
2008-2009	34%	27%	31%	7%
2009-2010	34%	26%	35%	6%
2010-2011	34%	28%	32%	6%
2011-2012	32%	27%	26%	15%
2012-2013	27%	29%	31%	13%
2013-2014	29%	28%	31%	12%
2014-2015	29%	27%	32%	12%
2015-2016	31%	27%	30%	11%
2016-2017	33%	24%	24%	19%
2017-2018	33%	24%	23%	19%
2018-2019	34%	28%	24%	13%
2019-2020	36%	25%	22%	17%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Bloomsburg University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	33	131	0.25	33	206	0.16	1.56
2006-2007	33	143	0.23	26	215	0.12	1.92
2007-2008	28	148	0.19	21	220	0.10	1.90
2008-2009	39	152	0.26	31	217	0.14	1.86
2009-2010	43	150	0.29	28	224	0.13	2.23
2010-2011	49	147	0.33	32	228	0.14	2.36
2011-2012	56	137	0.41	45	212	0.21	1.95
2012-2013	69	133	0.52	57	215	0.27	1.93
2013-2014	56	144	0.39	55	220	0.25	1.56
2014-2015	58	152	0.38	55	224	0.25	1.52
2015-2016	62	158	0.39	48	217	0.22	1.77
2016-2017	49	164	0.30	52	216	0.24	1.25
2017-2018	49	174	0.28	53	208	0.25	1.12
2018-2019	45	175	0.26	44	206	0.21	1.24
2019-2020	42	172	0.24	40	202	0.20	1.20

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Bloomsburg University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	44	164	0.27	30	239	0.13	2.08
2006-2007	53	176	0.30	31	241	0.13	2.31
2007-2008	55	176	0.31	39	241	0.16	1.94
2008-2009	86	191	0.45	42	248	0.17	2.65
2009-2010	98	193	0.51	46	252	0.18	2.83
2010-2011	86	196	0.44	48	260	0.18	2.44
2011-2012	96	193	0.50	49	257	0.19	2.63
2012-2013	116	202	0.57	48	272	0.18	3.17
2013-2014	130	200	0.65	59	275	0.21	3.10
2014-2015	122	210	0.58	55	279	0.20	2.90
2015-2016	113	220	0.51	44	265	0.17	3.00
2016-2017	108	213	0.51	43	268	0.16	3.19
2017-2018	106	223	0.48	49	261	0.19	2.53
2018-2019	112	220	0.51	49	250	0.20	2.55
2019-2020	103	214	0.48	57	242	0.24	2.00

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Bloomsburg University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$51,314 (n=13)	$50,182 (n=12)	$1,132
2007-2008	$53,688 (n=13)	$52,523 (n=15)	$1,165
2008-2009	$57,744 (n=11)	$61,259 (n=6)	-$3,514
2009-2010	$58,123 (n=12)	$56,656 (n=17)	$1,467
2010-2011	$64,184 (n=7)	$60,177 (n=4)	$4,007
2011-2012	$62,151 (n=4)	$66,816 (n=6)	-$4,665
2012-2013	$57,409 (n=7)	$59,992 (n=9)	-$2,583
2013-2014	$63,165 (n=19)	$62,404 (n=18)	$761
2014-2015	$62,876 (n=14)	$62,673 (n=14)	$203
2015-2016	$61,925 (n=14)	$58,071 (n=4)	$3,855
2016-2017	$62,804 (n=11)	$67,782 (n=8)	-$4,978
2017-2018	$64,585 (n=16)	$66,566 (n=8)	-$1,981
2018-2019	$69,077 (n=9)	$70,292 (n=8)	-$1,215
2019-2020	$66,447 (n=7)	$68,073 (n=9)	-$1,625

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Bloomsburg University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	3.33 (n=12)	2.33 (n=12)	1.00
2007-2008	3.54 (n=13)	3.47 (n=15)	0.07
2008-2009	5.18 (n=11)	5.17 (n=6)	0.02
2009-2010	4.42 (n=12)	3.24 (n=17)	1.18
2010-2011	5.29 (n=7)	5.00 (n=4)	0.29
2011-2012	5.25 (n=4)	4.33 (n=6)	0.92
2012-2013	2.86 (n=7)	4.22 (n=9)	-1.37
2013-2014	4.37 (n=19)	5.06 (n=18)	-0.69
2014-2015	4.71 (n=14)	3.79 (n=14)	0.93
2015-2016	3.21 (n=14)	2.50 (n=4)	0.71
2016-2017	5.36 (n=11)	6.50 (n=8)	-1.14
2017-2018	4.63 (n=16)	5.50 (n=8)	-0.88
2018-2019	5.50 (n=8)	5.50 (n=8)	-0.61
2019-2020	4.71 (n=7)	5.78 (n=9)	-1.06

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Bloomsburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$59,985 (n=1)	$69,237 (n=10)	-$9,252
2007-2008	$67,502 (n=6)	$68,558 (n=6)	-$1,056
2008-2009	$68,495 (n=6)	$70,615 (n=8)	-$2,120
2009-2010	$71,897 (n=4)	$74,899 (n=5)	-$3,002
2010-2011	$72,968 (n=9)	$71,386 (n=8)	$1,582
2011-2012	$75,796 (n=4)	$75,710 (n=8)	$86
2012-2013	$73,068 (n=7)	$75,419 (n=7)	-$2,351
2013-2014	$77,754 (n=6)	$76,352 (n=8)	$1,402
2014-2015	$80,168 (n=7)	$75,313 (n=11)	$4,855
2015-2016	$77,099 (n=7)	$77,187 (n=3)	-$88
2016-2017	$95,359 (n=3)	$87,057 (n=6)	$8,302
2017-2018	$83,482 (n=6)	$84,409 (n=11)	-$928
2018-2019	$83,293 (n=11)	$85,401 (n=6)	-$2,108
2019-2020	$80,657 (n=6)	$82,159 (n=7)	-$1,502

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Bloomsburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.00 (n=1)	7.20 (n=10)	-4.20
2007-2008	6.33 (n=6)	6.67 (n=6)	-0.33
2008-2009	5.50 (n=6)	7.25 (n=8)	-1.75
2009-2010	6.50 (n=4)	7.60 (n=5)	-1.10
2010-2011	6.56 (n=9)	6.25 (n=8)	0.31
2011-2012	6.50 (n=4)	6.25 (n=8)	0.25
2012-2013	5.14 (n=7)	6.14 (n=7)	-1.00
2013-2014	6.83 (n=6)	6.13 (n=8)	0.71
2014-2015	7.14 (n=7)	5.00 (n=11)	2.14
2015-2016	5.86 (n=7)	5.67 (n=3)	0.19
2016-2017	9.00 (n=3)	7.33 (n=6)	1.67
2017-2018	7.17 (n=6)	7.45 (n=11)	-0.29
2018-2019	6.27 (n=11)	7.17 (n=6)	-0.89
2019-2020	5.50 (n=6)	4.43 (n=7)	1.07

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Bloomsburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$85,460 (n=2)	$72,999 (n=2)	$12,461
2007-2008	$78,472 (n=2)	$84,505 (n=2)	-$6,034
2008-2009	$91,284 (n=1)	$84,312 (n=3)	$6,972
2009-2010	$94,427 (n=4)	$85,036 (n=5)	$9,391
2010-2011	NA (n=0)	$88,585 (n=3)	NA
2011-2012	$94,753 (n=3)	$91,927 (n=5)	-$2,825
2012-2013	$89,579 (n=1)	$89,579 (n=1)	$0
2013-2014	$92,847 (n=4)	$97,977 (n=9)	-$5,130
2014-2015	$96,202 (n=5)	$99,851 (n=5)	-$3,649
2015-2016	$95,437 (n=3)	$95,975 (n=7)	-$538
2016-2017	$103,297 (n=2)	$103,394 (n=4)	-$97
2017-2018	$100,524 (n=4)	$99,166 (n=4)	$1,358
2018-2019	$102,602 (n=3)	$97,602 (n=6)	$5,000
2019-2020	$101,615 (n=1)	$97,013 (n=4)	$4,603

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Bloomsburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	7.50 (n=2)	3.00 (n=2)	4.50
2007-2008	4.50 (n=2)	7.00 (n=2)	-2.50
2008-2009	9.00 (n=1)	6.00 (n=3)	3.00
2009-2010	6.25 (n=4)	5.40 (n=5)	0.85
2010-2011	NA (n=0)	6.00 (n=3)	NA
2011-2012	7.67 (n=3)	6.60 (n=5)	1.07
2012-2013	5.00 (n=1)	5.00 (n=1)	0.00
2013-2014	6.25 (n=4)	6.89 (n=9)	-0.64
2014-2015	7.00 (n=5)	8.20 (n=5)	-1.20
2015-2016	6.33 (n=3)	6.57 (n=7)	-0.24
2016-2017	8.50 (n=2)	5.50 (n=4)	3.00
2017-2018	6.75 (n=4)	6.00 (n=4)	0.75
2018-2019	6.67 (n=3)	4.83 (n=6)	1.83
2019-2020	6.00 (n=1)	5.00 (n=4)	1.00

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Bloomsburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$48,551 (n=4)	$52,930 (n=4)	-$4,379
2007-2008	$53,239 (n=2)	NA (n=0)	NA
2008-2009	$60,313 (n=1)	NA (n=0)	NA
2009-2010	$64,016 (n=2)	NA (n=0)	NA
2010-2011	NA (n=0)	$60,607 (n=1)	NA
2011-2012	$57,171 (n=2)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	$60,483 (n=2)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	$58,212 (n=1)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	$61,628 (n=2)	NA (n=0)	NA
2019-2020	$65,292 (n=1)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Bloomsburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	5.50 (n=4)	3.50 (n=4)	2.00
2007-2008	8.00 (n=2)	NA (n=0)	NA
2008-2009	12.00 (n=1)	NA (n=0)	NA
2009-2010	7.50 (n=1)	NA (n=0)	NA
2010-2011	NA (n=0)	11.00 (n=1)	NA
2011-2012	7.00 (n=2)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	3.50 (n=2)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	5.00 (n=1)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	2.50 (n=2)	NA (n=0)	NA
2019-2020	1.00 (n=1)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

California University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, California University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	5	113	118	23	130	153	21	37	58	3	4	7	52	284	336
1975	4%	96%	100%	15%	85%	100%	36%	64%	100%	43%	57%	100%	15%	85%	100%
1975-	5	110	115	18	114	132	15	36	51	3	2	5	41	262	303
1976	4%	96%	100%	14%	86%	100%	29%	71%	100%	60%	40%	100%	14%	86%	100%
1976-	7	111	118	19	117	136	14	39	53	4	1	5	44	268	312
1977	6%	94%	100%	14%	86%	100%	26%	74%	100%	80%	20%	100%	14%	86%	100%
1977-	7	111	118	20	116	136	13	40	53	6	4	10	46	271	317
1978	6%	94%	100%	15%	85%	100%	25%	75%	100%	60%	40%	100%	15%	85%	100%
1978-	7	112	119	26	112	138	12	41	53	4	5	9	49	270	319
1979	6%	94%	100%	19%	81%	100%	23%	77%	100%	44%	56%	100%	15%	85%	100%
1979-	7	111	118	24	112	136	12	36	48	3	2	5	46	261	307
1980	6%	94%	100%	18%	82%	100%	25%	75%	100%	60%	40%	100%	15%	85%	100%
1980-	6	108	114	21	103	124	11	33	44	3	2	5	41	246	287
1981	5%	95%	100%	17%	83%	100%	25%	75%	100%	60%	40%	100%	14%	86%	100%
1981-	6	110	116	22	99	121	10	34	44	3	1	4	41	244	285
1982	5%	95%	100%	18%	82%	100%	23%	77%	100%	75%	25%	100%	14%	86%	100%
1982-	9	110	119	20	88	108	7	29	36	3	1	4	39	228	267
1983	8%	92%	100%	19%	81%	100%	19%	81%	100%	75%	25%	100%	15%	85%	100%
1983-	10	105	115	18	88	106	6	31	37	6	5	11	40	229	269
1984	9%	91%	100%	17%	83%	100%	16%	84%	100%	55%	45%	100%	15%	85%	100%
1984-	10	104	114	16	81	97	11	31	42	5	3	8	42	219	261
1985	9%	91%	100%	16%	84%	100%	26%	74%	100%	63%	37%	100%	16%	84%	100%
1985-	11	101	112	14	83	97	12	35	47	4	3	7	41	222	263
1986	10%	90%	100%	14%	86%	100%	26%	74%	100%	57%	43%	100%	16%	84%	100%
1986-	14	100	114	13	83	96	15	35	50	8	6	14	50	224	274
1987	12%	88%	100%	14%	86%	100%	30%	70%	100%	57%	43%	100%	18%	82%	100%
1987-	14	99	113	13	85	98	19	32	51	4	4	8	50	220	270
1998	12%	88%	100%	13%	87%	100%	37%	63%	100%	50%	50%	100%	19%	81%	100%
1988-	15	95	110	14	82	96	21	32	53	10	14	24	60	223	283
1989	14%	86%	100%	15%	85%	100%	40%	60%	100%	42%	58%	100%	21%	79%	100%
1989-	14	94	108	16	80	96	24	39	63	20	19	39	74	232	306
1990	13%	87%	100%	17%	83%	100%	38%	62%	100%	51%	49%	100%	24%	76%	100%
1990-	15	91	106	17	90	107	33	43	76	17	17	34	82	241	323
1991	14%	86%	100%	16%	84%	100%	43%	57%	100%	50%	50%	100%	25%	75%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, California University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	16	92	108	16	88	104	32	44	76	35	56	91	99	280	379
1992	15%	85%	100%	15%	85%	100%	42%	58%	100%	38%	62%	100%	26%	74%	100%
1992-	17	89	106	22	83	105	26	46	72	17	18	35	82	236	318
1993	16%	84%	100%	21%	79%	100%	36%	64%	100%	49%	51%	100%	26%	74%	100%
1993-	19	90	109	22	83	105	24	39	63	12	13	25	77	225	302
1994	17%	83%	100%	21%	79%	100%	38%	62%	100%	48%	52%	100%	26%	74%	100%
1994-	19	98	117	26	76	102	32	36	68	4	14	18	81	224	305
1995	16%	84%	100%	25%	75%	100%	47%	53%	100%	22%	78%	100%	27%	73%	100%
2005-	21	66	87	39	43	82	55	58	113	30	38	68	145	205	350
2006	24%	76%	100%	48%	52%	100%	49%	51%	100%	44%	56%	100%	41%	59%	100%
2006-	51	140	191	89	103	192	139	124	263	26	32	58	305	399	704
2007	27%	73%	100%	46%	54%	100%	53%	47%	100%	45%	55%	100%	43%	57%	100%
2007-	33	76	109	63	65	128	95	89	184	29	19	48	220	249	469
2008	30%	70%	100%	49%	51%	100%	52%	48%	100%	60%	40%	100%	47%	53%	100%
2008-	40	79	119	67	71	138	101	91	192	33	19	52	241	260	501
2009	34%	66%	100%	49%	51%	100%	53%	47%	100%	63%	37%	100%	48%	52%	100%
2009-	50	72	122	65	70	135	98	90	188	30	14	44	243	246	489
2010	41%	59%	100%	48%	52%	100%	52%	48%	100%	68%	32%	100%	50%	50%	100%
2010-	84	111	195	94	108	202	150	115	265	36	8	44	364	342	706
2011	43%	57%	100%	47%	53%	100%	57%	43%	100%	82%	18%	100%	52%	48%	100%
2011-	37	59	96	44	53	97	58	48	106	27	9	36	166	169	335
2012	39%	61%	100%	45%	55%	100%	55%	45%	100%	75%	25%	100%	50%	50%	100%
2012-	63	69	132	88	88	176	85	62	147	28	13	41	264	232	496
2013	48%	52%	100%	50%	50%	100%	58%	42%	100%	68%	32%	100%	53%	47%	100%
2013-	57	70	127	82	75	157	71	62	133	30	12	42	240	219	459
2014	45%	55%	100%	52%	48%	100%	53%	47%	100%	71%	29%	100%	52%	48%	100%
2014-	59	74	133	76	67	143	73	67	140	24	16	40	232	224	456
2015	44%	56%	100%	53%	47%	100%	52%	48%	100%	60%	40%	100%	51%	49%	100%
2015-	65	79	144	77	63	140	77	62	139	24	15	39	243	219	462
2016	45%	55%	100%	55%	45%	100%	55%	45%	100%	62%	38%	100%	53%	47%	100%
2016-	45	53	98	47	45	92	53	42	95	21	12	33	166	152	318
2017	46%	54%	100%	51%	49%	100%	56%	44%	100%	64%	36%	100%	52%	48%	100%
2017-	46	53	99	41	43	84	51	39	90	22	13	35	160	148	308
2018	46%	54%	100%	49%	51%	100%	57%	43%	100%	63%	37%	100%	52%	48%	100%
2018-	74	80	154	66	65	131	70	54	124	30	15	45	240	214	454
2019	48%	52%	100%	50%	50%	100%	56%	44%	100%	67%	33%	100%	53%	47%	100%
2019-	47	51	98	38	44	82	54	44	98	29	18	47	168	157	325
2020	48%	52%	100%	46%	54%	100%	55%	45%	100%	62%	38%	100%	52%	48%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, California University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	5	52	10%	113	284	40%
1975-1976	5	41	12%	110	262	42%
1976-1977	7	44	16%	111	268	41%
1977-1978	7	46	15%	111	271	41%
1978-1979	7	49	14%	112	270	41%
1979-1980	7	46	15%	111	261	43%
1980-1981	6	41	15%	108	246	44%
1981-1982	6	41	15%	110	244	45%
1982-1983	9	39	23%	110	228	48%
1983-1984	10	40	25%	105	229	46%
1984-1985	10	42	24%	104	219	47%
1985-1986	11	41	27%	101	222	46%
1986-1987	14	50	28%	100	224	45%
1987-1988	14	50	28%	99	220	45%
1988-1989	15	60	25%	95	223	43%
1989-1990	14	74	19%	94	232	41%
1990-1991	15	82	18%	91	241	38%
1991-1992	16	99	16%	92	280	33%
1992-1993	17	82	21%	89	236	38%
1993-1994	19	77	25%	90	225	40%
1994-1995	19	81	23%	98	224	44%
2005-2006	21	145	14%	66	205	32%
2006-2007	51	305	17%	140	399	35%
2007-2008	33	220	15%	76	249	31%
2008-2009	40	241	17%	79	260	30%
2009-2010	50	243	21%	72	246	29%
2010-2011	84	364	23%	111	342	32%
2011-2012	37	166	22%	59	169	35%
2012-2013	63	264	24%	69	232	30%
2013-2014	57	240	24%	70	219	32%
2014-2015	59	232	25%	74	224	33%
2015-2016	65	243	27%	79	219	36%
2016-2017	45	166	27%	53	152	35%
2017-2018	46	160	29%	53	148	36%
2018-2019	74	240	31%	80	214	37%
2019-2020	47	168	28%	51	157	32%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, California University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	233.5	161.5	395	1,937.5	2,168	4,105.5	2,171	2,329.5	4,500.5
	59%	61%	100%	47%	53%	100%	48%	52%	100%
1975	246.5	154	400.5	1,800.5	2,224	4,024.5	2,047	2,378	4,425
	62%	38%	100%	45%	55%	100%	46%	54%	100%
1976	237	154.5	391.5	1,741.5	2,046	3,787.5	1,978.5	2,200.5	4,179
	61%	39%	100%	46%	54%	100%	47%	53%	100%
1977	221	140	361	1,641.5	1,973	3,614.5	1,862.5	2,113	3,975.5
	61%	39%	100%	45%	55%	100%	47%	53%	100%
1978	219.5	141	360.5	1,615.5	1,905	3,520.5	1,835	2,046	3,881
	61%	39%	100%	46%	54%	100%	47%	53%	100%
1979	195.5	132	327.5	1,596	1,803.5	3,399.5	1791.5	1,935.5	3,727
	60%	40%	100%	47%	53%	100%	48%	52%	100%
1980	208.5	143.5	352	1,611.5	1,801.5	3,413	1,820	1,945	3,765
	59%	41%	100%	47%	53%	100%	48%	52%	100%
1981	174.5	113	287.5	1,734.5	1,982.5	3,717	1,909	2,095.5	4,004.5
	61%	39%	100%	47%	53%	100%	48%	52%	100%
1982	155.5	116.5	272	1,675.5	2,035.5	3,711	1,831	2,152	3,983
	57%	43%	100%	45%	55%	100%	46%	54%	100%
1983	175.5	109	284.5	1,777	2,288.5	4,065.5	1,952.5	2,397.5	4,350
	62%	38%	100%	44%	56%	100%	45%	55%	100%
1984	175.5	128.5	304	1,794.5	2,338	4,132.5	1,970	2,466.5	4,436.5
	58%	42%	100%	43%	57%	100%	44%	56%	100%
1985	175.5	133.5	309	1,871.5	2,322	4,193.5	2,047	2,455.5	4,502.5
	57%	43%	100%	45%	55%	100%	45%	55%	100%
1986	183	140.5	323.5	2,138.5	2,345	4,483.5	2,321.5	2,485.5	4,807
	57%	43%	100%	48%	52%	100%	48%	52%	100%
1987	220.5	164	384.5	2,342.5	2,446	4,788.5	2,563	2,610	5,173
	57%	43%	100%	49%	51%	100%	50%	50%	100%
1988	225.5	165.5	391	2,630.5	2,546.5	5,177	2,856	2,712	5,568
	58%	42%	100%	51%	49%	100%	51%	49%	100%
1989	281	203.5	484.5	2,812.5	2,651.5	5,464	3,093.5	2,855	5,948.5
	58%	42%	100%	51%	49%	100%	52%	48%	100%
1990	266	184.5	450.5	2,790.5	2,589	5,379.5	3,056.5	2,773.5	5,830
	59%	61%	100%	52%	48%	100%	52%	48%	100%
1991	337.5	241	578.5	2,782	2,658.5	5,440.5	3,119.5	2,899.5	6,019
	58%	42%	100%	51%	49%	100%	52%	48%	100%
1992	379	258	637	2,583	2,598.5	5,181.5	2,962	2,856.5	5,818.5
	60%	40%	100%	50%	50%	100%	51%	49%	100%
1993	413.5	265.5	679	2,426.5	2,548.5	4,975	2,840	2,814	5,654
	61%	39%	100%	49%	51%	100%	50%	50%	100%
1994	443.5	263.5	707	2,448.5	2,408.5	4,857	2,892	2,672	5,564
	63%	37%	100%	50%	50%	100%	52%	48%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, California University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	461	285	746	2,584	2,438	5,023	3,046	2,723	5,769
	62%	38%	100%	51%	49%	100%	53%	47%	100%
2005 Fall	480	322	802	2,829	2,655	5,484	3,309	2,977	6,286
	60%	40%	100%	52%	48%	100%	53%	47%	100%
2006 Fall	553	376	929	3,038	2,837	5,875	3,591	3,213	6,805
	60%	40%	100%	52%	48%	100%	53%	47%	100%
2007 Fall	566	419	985	3,233	3,032	6,265	3,800	3,450	7,250
	58%	42%	100%	52%	48%	100%	52%	48%	100%
2008 Fall	598	423	1,021	3,381	3,076	6,457	3,979	3,499	7,478
	59%	41%	100%	52%	48%	100%	53%	47%	100%
2009 Fall	715	454	1,168	3,465	3,251	6,715	4,180	3,704	7,884
	61%	39%	100%	52%	48%	100%	53%	47%	100%
2010 Fall	808	503	1,311	3,587	3,330	6,917	4,395	3,833	8,228
	62%	38%	100%	52%	48%	100%	53%	47%	100%
2011 Fall	819	522	1,340	3,557	3,348	6,905	4,375	3,870	8,245
	61%	39%	100%	52%	48%	100%	53%	47%	100%
2012 Fall	776	471	1,247	3,192	2,947	6,139	3,967	3,419	7,386
	62%	38%	100%	52%	48%	100%	54%	46%	100%
2013 Fall	712	409	1,120	3,096	2,873	5,969	3,807	3,282	7,089
	64%	36%	100%	52%	48%	100%	54%	46%	100%
2014 Fall	767	412	1,180	2,926	2,656	5,582	3,693	3,068	6,761
	65%	35%	100%	52%	48%	100%	55%	45%	100%
2015 Fall	812	453	1,264	2,823	2,458	5,281	3,635	2,911	6,545
	64%	36%	100%	53%	47%	100%	56%	44%	100%
2016 Fall	787	443	1,230	2,658	2,275	4,933	3,445	2,718	6,163
	64%	36%	100%	54%	46%	100%	56%	44%	100%
2017 Fall	825	461	1,285	2,606	2,291	4,897	3,430	2,752	6,182
	64%	36%	100%	53%	47%	100%	55%	45%	100%
2018 Fall	795	424	1,219	2,478	2,085	4,562	3,272	2,509	5,781
	65%	35%	100%	54%	46%	100%	57%	43%	100%
2019 Fall	765	376	1,141	2,361	1,911	4,272	3,126	2,287	5,413
	67%	33%	100%	55%	45%	100%	58%	43%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, California University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	37.26	7.63
1975-1976	43.91	8.49
1976-1977	39.58	7.63
1977-1978	35.68	7.28
1978-1979	32.97	7.06
1979-1980	34.70	6.91
1980-1981	39.30	7.32
1981-1982	42.30	8.13
1982-1983	42.96	8.93
1983-1984	44.43	9.99
1984-1985	42.73	10.68
1985-1986	45.65	10.46
1986-1987	42.77	10.47
1987-1988	46.85	11.12
1988-1989	43.84	11.42
1989-1990	38.01	11.43
1990-1991	34.03	10.74
1991-1992	28.10	9.49
1992-1993	33.55	11.01
1993-1994	31.51	11.33
1994-1995	30.23	10.75
2005 Fall	9.96	7.11
2006 Fall	14.70	12.17
2007 Fall	14.03	11.83
2008 Fall	14.26	13.21
2009 Fall	9.86	9.74
2010 Fall	21.42	19.81
2011 Fall	12.09	12.70
2012 Fall	12.90	13.12
2013 Fall	12.61	11.86
2014 Fall	11.62	11.22
2015 Fall	16.01	14.97
2016 Fall	16.29	15.48
2017 Fall	10.32	9.74
2018 Fall	14.05	12.17
2019 Fall	19.51	12.95

Table 10a: Percentage of Female Faculty at Each Rank, California University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	14%	27%	38%	21%
2006-2007	17%	29%	46%	9%
2007-2008	15%	29%	43%	13%
2008-2009	17%	28%	42%	14%
2009-2010	21%	27%	40%	12%
2010-2011	23%	26%	41%	10%
2011-2012	22%	27%	35%	16%
2012-2013	24%	33%	32%	11%
2013-2014	24%	34%	30%	13%
2014-2015	25%	33%	31%	10%
2015-2016	27%	32%	32%	10%
2016-2017	27%	28%	32%	13%
2017-2018	29%	26%	32%	14%
2018-2019	31%	28%	29%	13%
2019-2020	28%	23%	32%	17%

Table 10b: Percentage of Male Faculty at Each Rank, California University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	32%	21%	28%	19%
2006-2007	35%	26%	31%	8%
2007-2008	31%	26%	36%	8%
2008-2009	30%	27%	35%	7%
2009-2010	29%	28%	37%	6%
2010-2011	32%	32%	34%	2%
2011-2012	35%	31%	28%	5%
2012-2013	30%	38%	27%	6%
2013-2014	32%	34%	28%	5%
2014-2015	33%	30%	30%	7%
2015-2016	36%	29%	28%	7%
2016-2017	35%	30%	28%	8%
2017-2018	36%	29%	26%	9%
2018-2019	37%	30%	25%	7%
2019-2020	32%	28%	28%	11%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, California University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	28	98	0.29	34	151	0.18	1.61
2006-2007	21	107	0.20	21	155	0.12	1.67
2007-2008	19	119	0.16	15	160	0.09	1.78
2008-2009	23	124	0.19	15	161	0.09	2.11
2009-2010	18	126	0.14	15	153	0.09	1.56
2010-2011	22	129	0.17	6	147	0.04	4.25
2011-2012	24	124	0.19	14	138	0.09	2.11
2012-2013	25	119	0.21	18	130	0.12	1.75
2013-2014	23	124	0.19	16	134	0.11	1.73
2014-2015	23	124	0.19	23	131	0.15	1.27
2015-2016	28	122	0.23	21	125	0.14	1.64
2016-2017	25	123	0.20	14	124	0.10	2.00
2017-2018	27	121	0.22	16	123	0.12	1.83
2018-2019	30	127	0.24	17	125	0.12	2.00
2019-2020	31	126	0.25	22	126	0.15	1.67

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, California University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	61	126	0.48	78	185	0.42	1.14
2006-2007	64	128	0.50	89	176	0.51	0.98
2007-2008	65	138	0.47	80	175	0.46	1.02
2008-2009	57	147	0.39	76	176	0.43	0.91
2009-2010	51	144	0.35	63	168	0.38	0.92
2010-2011	57	151	0.38	75	153	0.49	0.78
2011-2012	74	148	0.50	89	152	0.59	0.85
2012-2013	91	144	0.63	96	148	0.65	0.97
2013-2014	98	147	0.67	105	150	0.70	0.96
2014-2015	105	147	0.71	101	154	0.66	1.08
2015-2016	95	150	0.63	110	146	0.75	0.84
2016-2017	82	148	0.55	98	138	0.71	0.77
2017-2018	85	148	0.57	111	139	0.80	0.71
2018-2019	101	157	0.64	113	142	0.80	0.80
2019-2020	105	157	0.67	105	148	0.71	0.94

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, California University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$57,442 (n=9)	$59,143 (n=9)	-$1,701
2007-2008	$53,934 (n=10)	$59,317 (n=11)	-$5,383
2008-2009	$56,913 (n=8)	$59,481 (n=5)	-$2,568
2009-2010	$53,717 (n=5)	$53,083 (n=4)	$635
2010-2011	$58,195 (n=4)	$61,739 (n=6)	-$3,544
2011-2012	$55,943 (n=2)	NA (n=0)	NA
2012-2013	$65,253 (n=1)	$58,829 (n=2)	$6,425
2013-2014	$70,146 (n=8)	$72,355 (n=9)	-$2,209
2014-2015	$73,144 (n=4)	$70,454 (n=1)	$2,690
2015-2016	$70,013 (n=6)	$63,918 (n=4)	$6,095
2016-2017	$74,165 (n=5)	$73,941 (n=5)	$224
2017-2018	$72,816 (n=4)	$91,665 (n=2)	-$18,850
2018-2019	$78,446 (n=9)	$76,887 (n=6)	$1,559
2019-2020	$68,859 (n=4)	$74,947 (n=4)	-$6,088

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, California University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	5.89 (n=8)	6.56 (n=9)	-0.67
2007-2008	5.89 (n=9)	6.64 (n=11)	-0.75
2008-2009	5.57 (n=7)	8.00 (n=4)	-2.43
2009-2010	3.50 (n=4)	3.33 (n=3)	0.17
2010-2011	3.75 (n=4)	8.00 (n=4)	-4.25
2011-2012	2.50 (n=2)	NA (n=0)	NA
2012-2013	6.00 (n=1)	4.00 (n=1)	2.00
2013-2014	9.29 (n=7)	9.33 (n=9)	-0.04
2014-2015	11.00 (n=3)	5.00 (n=1)	6.00
2015-2016	7.67 (n=6)	5.25 (n=4)	2.42
2016-2017	7.60 (n=5)	8.80 (n=5)	-1.20
2017-2018	9.33 (n=3)	11.00 (n=2)	-1.67
2018-2019	9.33 (n=9)	8.50 (n=6)	0.83
2019-2020	4.75 (n=4)	7.50 (n=4)	-2.75

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, California University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$71,783 (n=3)	$64,917 (n=6)	$6,866
2007-2008	$72,431 (n=10)	$75,795 (n=7)	-$3,364
2008-2009	$69,945 (n=7)	$72,907 (n=4)	-$2,962
2009-2010	$75,897 (n=5)	$76,830 (n=6)	-$933
2010-2011	$78,789 (n=5)	$73,780 (n=6)	$5,008
2011-2012	$78,928 (n=6)	$76,493 (n=9)	$2,435
2012-2013	$76,939 (n=9)	$81,831 (n=4)	-$4,892
2013-2014	$77,036 (n=3)	$82,063 (n=1)	-$5,027
2014-2015	$78,318 (n=4)	$83,006 (n=5)	-$4,688
2015-2016	$76,917 (n=4)	$79,911 (n=3)	-$2,995
2016-2017	$83,319 (n=5)	$88,209 (n=6)	-$4,890
2017-2018	$89,223 (n=3)	$85,740 (n=2)	$3,484
2018-2019	$91,952 (n=6)	$94,185 (n=4)	-$2,233
2019-2020	$86,525 (n=3)	$90,758 (n=6)	-$4,233

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, California University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	8.33 (n=3)	5.40 (n=5)	2.93
2007-2008	6.67 (n=9)	8.33 (n=6)	-1.66
2008-2009	7.33 (n=6)	7.75 (n=4)	-0.42
2009-2010	8.20 (n=5)	8.67 (n=6)	-0.47
2010-2011	9.40 (n=5)	7.80 (n=5)	1.60
2011-2012	8.17 (n=6)	7.00 (n=9)	1.17
2012-2013	6.89 (n=9)	9.25 (n=4)	-2.36
2013-2014	6.67 (n=3)	9.00 (n=1)	-2.33
2014-2015	6.25 (n=4)	8.60 (n=5)	-2.35
2015-2016	5.75 (n=4)	7.00 (n=3)	-1.25
2016-2017	7.60 (n=5)	10.00 (n=6)	-2.40
2017-2018	9.67 (n=3)	8.00 (n=2)	1.67
2018-2019	9.80 (n=5)	6.00 (n=3)	3.80
2019-2020	7.33 (n=3)	9.33 (n=6)	-2.00

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, California University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$86,515 (n=1)	$82,684 (n=3)	$3,831
2007-2008	$85,008 (n=4)	$88,768 (n=3)	-$3,760
2008-2009	$86,171 (n=5)	$88,076 (n=2)	-$1,905
2009-2010	$89,065 (n=6)	$90,362 (n=3)	-$1,297
2010-2011	$93,007 (n=3)	$88,532 (n=4)	$4,475
2011-2012	$94,753 (n=3)	$93,182 (n=2)	$1,571
2012-2013	$90,861 (n=2)	$95,290 (n=2)	-$4,429
2013-2014	$97,373 (n=1)	$92,793 (n=4)	$4,580
2014-2015	$98,891 (n=5)	$97,081 (n=5)	$1,810
2015-2016	$108,870 (n=4)	$95,627 (n=5)	$13,243
2016-2017	$103,297 (n=6)	$103,711 (n=3)	-$415
2017-2018	$104,093 (n=2)	$101,554 (n=1)	$2,539
2018-2019	$100,435 (n=6)	$106,695 (n=2)	-$6,260
2019-2020	$101,857 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, California University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	8.00 (n=1)	6.67 (n=3)	1.33
2007-2008	7.25 (n=4)	9.00 (n=3)	-1.75
2008-2009	6.60 (n=5)	7.50 (n=2)	-0.90
2009-2010	6.67 (n=6)	7.33 (n=3)	-0.67
2010-2011	8.00 (n=3)	6.50 (n=4)	1.50
2011-2012	7.67 (n=3)	7.00 (n=2)	0.67
2012-2013	6.00 (n=2)	7.50 (n=2)	-1.50
2013-2014	8.00 (n=1)	6.00 (n=4)	2.00
2014-2015	7.20 (n=5)	7.20 (n=5)	0.00
2015-2016	8.75 (n=4)	6.60 (n=5)	2.15
2016-2017	8.50 (n=6)	8.67 (n=3)	-0.17
2017-2018	8.00 (n=2)	7.00 (n=1)	1.00
2018-2019	5.67 (n=6)	8.00 (n=2)	-2.33
2019-2020	6.50 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, California University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	$45,908 (n=4)	NA (n=0)	NA
2008-2009	NA (n=0)	NA (n=0)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	$42,781 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	$56,549 (n=1)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, California University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	3.50 (n=4)	NA (n=0)	NA
2008-2009	NA (n=0)	NA (n=0)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	4.00 (n=1)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Cheyney University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Cheyney University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	7	25	32	21	37	58	13	22	35	9	11	20	50	95	145
1975	22%	78%	100%	36%	64%	100%	37%	63%	100%	45%	55%	100%	34%	66%	100%
1975-	6	32	38	22	58	80	13	29	42	8	15	23	49	134	183
1976	16%	84%	100%	28%	72%	100%	31%	69%	100%	35%	65%	100%	27%	73%	100%
1976-	6.5	28.5	35	21.5	47.5	69	13	25.5	38.5	8.5	13	21.5	49.5	114.5	164
1977	19%	81%	100%	31%	69%	100%	34%	66%	100%	40%	60%	100%	30%	70%	100%
1977-	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
1978	24%	76%	100%	35%	65%	100%	52%	48%	100%	63%	37%	100%	37%	63%	100%
1978-	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
1979	24%	76%	100%	35%	65%	100%	52%	48%	100%	63%	37%	100%	37%	63%	100%
1979-	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
1980	24%	76%	100%	35%	65%	100%	52%	48%	100%	63%	37%	100%	37%	63%	100%
1980-	16	42	58	33	54	87	11	9	20	8	8	16	68	113	181
1981	28%	72%	100%	38%	62%	100%	55%	45%	100%	50%	50%	100%	38%	62%	100%
1981-	15	38	53	30	56	86	13	7	20	7	8	15	65	109	174
1982	28%	72%	100%	35%	65%	100%	65%	35%	100%	47%	53%	100%	37%	63%	100%
1982-	14	36	50	27	55	82	13	4	17	8	6	14	62	101	163
1983	28%	72%	100%	33%	67%	100%	76%	24%	100%	57%	43%	100%	38%	62%	100%
1983-	15	33	48	19	42	61	10	4	14	2	6	8	46	85	131
1984	31%	69%	100%	31%	69%	100%	71%	29%	100%	25%	75%	100%	35%	65%	100%
1984-	13	34	47	22	45	67	11	4	15	3	6	9	49	89	138
1985	28%	72%	100%	33%	67%	100%	73%	27%	100%	33%	67%	100%	36%	64%	100%
1985-	14	39	53	25	41	66	10	3	13	3	7	10	52	90	142
1986	26%	74%	100%	38%	62%	100%	77%	23%	100%	30%	70%	100%	37%	63%	100%
1986-	16	39	55	24	48	72	9	5	14	6	8	14	55	100	155
1987	29%	71%	100%	33%	67%	100%	64%	36%	100%	43%	57%	100%	35%	65%	100%
1987-	15	35	50	24	38	62	10	10	20	5	5	10	54	88	142
1998	30%	70%	100%	39%	61%	100%	50%	50%	100%	50%	50%	100%	38%	62%	100%
1988-	13	26	39	18	33	51	8	5	13	4	3	7	43	67	110
1989	33%	67%	100%	35%	65%	100%	62%	38%	100%	57%	43%	100%	39%	61%	100%
1989-	15	25	40	17	29	46	9	5	14	3	3	6	44	62	106
1990	38%	62%	100%	37%	63%	100%	64%	36%	100%	50%	50%	100%	42%	58%	100%
1990-	6	16	22	5	16	21	6	2	8	3	3	6	20	37	57
1991	27%	73%	100%	24%	76%	100%	75%	25%	100%	50%	50%	100%	35%	65%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Cheyney University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	6	11	17	3	15	18	6	2	8	2	2		17	30	47
1992	35%	65%	100%	17%	83%	100%	75%	25%	100%	50%	50%	100%	35%	64%	100%
1992-	13	18	31	10	27	37	9	7	16	2	1		34	53	87
1993	42%	58%	100%	27%	73%	100%	75%	25%	100%	67%	33%	100%	39%	61%	100%
1993-	14	21	35	13	22	35	11	10	21	2	3		40	56	96
1994	40%	60%	100%	27%	73%	100%	52%	48%	100%	40%	60%	100%	42%	58%	100%
1994-	13	20	33	13	20	33	13	15	28	2	5	7	41	60	101
1995	39%	61%	100%	39%	61%	100%	46%	54%	100%	29%	71%	100%	41%	59%	100%
2005-	12	9	21	12	18	30	22	18	40	17	15	32	63	60	123
2006	57%	43%	100%	40%	60%	100%	55%	45%	100%	53%	47%	100%	51%	49%	100%
2006-	27	18	45	18	40	58	49	38	87	19	9	28	113	105	218
2007	60%	40%	100%	31%	69%	100%	56%	44%	100%	68%	32%	100%	52%	48%	100%
2007-	17	12	29	11	19	30	33	27	60	19	13	32	80	71	151
2008	59%	41%	100%	37%	63%	100%	55%	45%	100%	59%	41%	100%	53%	47%	100%
2008-	14	12	26	13	18	31	29	20	49	15	24	39	71	74	145
2009	54%	46%	100%	42%	58%	100%	59%	41%	100%	38%	62%	100%	49%	51%	100%
2009-	14	12	26	14	17	31	25	15	40	13	18	31	66	62	128
2010	54%	46%	100%	45%	55%	100%	63%	38%	100%	42%	58%	100%	52%	48%	100%
2010-	20	18	38	20	29	49	32	24	56	11	22	33	83	93	176
2011	53%	47%	100%	41%	59%	100%	57%	43%	100%	33%	67%	100%	47%	53%	100%
2011-	11	9	20	11	12	23	14	8	22	9	18	27	45	47	92
2012	55%	45%	100%	48%	52%	100%	64%	36%	100%	33%	67%	100%	49%	51%	100%
2012-	15	15	30	24	18	42	17	12	29	12	21	33	68	66	134
2013	50%	50%	100%	57%	43%	100%	59%	41%	100%	36%	64%	100%	51%	49%	100%
2013-	13	14	27	19	16	35	14	12	26	12	20	32	58	62	120
2014	48%	52%	100%	54%	46%	100%	54%	46%	100%	38%	63%	100%	48%	52%	100%
2014-	14	12	26	17	16	33	9	9	18	11	13	24	51	50	101
2015	54%	46%	100%	52%	48%	100%	50%	50%	100%	46%	54%	100%	51%	50%	100%
2015-	11	16	27	15	13	28	11	9	20	6	9	15	43	47	90
2016	41%	59%	100%	54%	46%	100%	55%	45%	100%	40%	60%	100%	48%	52%	100%
2016-	9	12	21	9	8	17	7	9	16	7	6	13	32	35	67
2017	43%	57%	100%	53%	47%	100%	44%	56%	100%	54%	46%	100%	48%	52%	100%
2017-	9	12	21	6	9	15	5	10	15	6	8	14	26	39	65
2018	43%	57%	100%	40%	60%	100%	33%	67%	100%	43%	57%	100%	40%	60%	100%
2018-	13	15	28	7	9	16	5	11	16	4	6	10	29	41	70
2019	46%	54%	100%	44%	56%	100%	31%	69%	100%	40%	60%	100%	41%	59%	100%
2019-	7	10	17	5	5	10	4	5	9	4	3	7	20	23	43
2020	41%	59%	100%	50%	50%	100%	44%	56%	100%	57%	43%	100%	47%	53%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Cheyney University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	7	50	14%	25	95	26%
1975-1976	6	49	12%	32	134	24%
1976-1977	6.5	49.5	13%	28.5	114.5	25%
1977-1978	13	68	19%	42	116	36%
1978-1979	13	68	19%	42	116	36%
1979-1980	13	68	19%	42	116	36%
1980-1981	16	68	24%	42	113	37%
1981-1982	15	65	23%	38	109	35%
1982-1983	14	62	23%	36	101	36%
1983-1984	15	46	33%	33	85	39%
1984-1985	13	49	27%	34	89	38%
1985-1986	14	52	27%	39	90	43%
1986-1987	16	55	29%	39	100	39%
1987-1988	15	54	28%	35	88	40%
1988-1989	13	43	30%	26	67	39%
1989-1990	15	44	34%	25	62	40%
1990-1991	6	20	30%	16	37	43%
1991-1992	6	17	35%	11	30	37%
1992-1993	13	34	38%	18	53	34%
1993-1994	14	40	35%	21	56	38%
1994-1995	13	41	32%	20	60	33%
2005-2006	12	63	19%	9	60	15%
2006-2007	27	113	24%	18	105	17%
2007-2008	17	80	21%	12	71	17%
2008-2009	14	71	20%	12	74	16%
2009-2010	14	66	21%	12	62	19%
2010-2011	20	83	24%	18	93	19%
2011-2012	11	45	24%	9	47	19%
2012-2013	15	68	22%	15	66	23%
2013-2014	13	58	22%	14	62	23%
2014-2015	14	51	27%	12	50	24%
2015-2016	11	43	26%	16	47	34%
2016-2017	9	32	28%	12	35	34%
2017-2018	9	26	35%	12	39	31%
2018-2019	13	29	45%	15	41	37%
2019-2020	7	20	35%	10	23	43%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Cheyney University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	51.5	61	112.5	1,009	1,160	2,169	1,060.5	1,221	2,281.5
	46%	54%	100%	47%	53%	100%	46%	54%	100%
1975	80.5	86	166.5	1,028	1,200	2,228	1,108.5	1,286	2,394.5
	48%	52%	100%	46%	54%	100%	46%	54%	100%
1976	58	83	141	1,073	1,308.5	2,381.5	1,131	1,391.5	2,522.5
	41%	59%	100%	45%	55%	100%	45%	55%	100%
1977	68.5	77.5	146	1,312.5	1,260	2,572.5	1,381	1,337.5	2,718.5
	47%	53%	100%	51%	49%	100%	51%	49%	100%
1978	61.5	69	130.5	1,158.5	1,094	2,252.5	1,220	1,163	2,383
	47%	53%	100%	50%	50%	100%	51%	49%	100%
1979	52.5	56	108.5	1,111.5	1,026.5	2,138	1,153.5	1,154.5	2,308
	53%	47%	100%	52%	48%	100%	50%	50%	100%
1980	32	45	77	1,063	1,012	2,075	1,143.5	1,071.5	2,215
	42%	58%	100%	51%	49%	100%	52%	48%	100%
1981	22	24	46	1,063	1,012	2,075	1,085	1,036	2,121
	48%	52%	100%	51%	49%	100%	51%	49%	100%
1982	21.5	27	48.5	860.5	821.5	1,682	882	848.5	1,730.5
	44%	56%	100%	51%	49%	100%	51%	49%	100%
1983	29.5	28	57.5	845.5	855	1,700.5	875	883	1,758
	51%	49%	100%	50%	50%	100%	50%	50%	100%
1984	35.5	20	55.5	813	770.5	1,583.5	848.5	790.5	1,639
	64%	36%	100%	51%	49%	100%	52%	48%	100%
1985	39.5	30	69.5	619.5	634.5	1,254	659	664.5	1,323.5
	57%	43%	100%	49%	51%	100%	50%	50%	100%
1986	46	32	78	601	676	1,277	647	708	1,355
	59%	41%	100%	47%	53%	100%	48%	52%	100%
1987	66	49	115	691	732	1,423	757	781	1,538
	57%	43%	100%	49%	51%	100%	49%	51%	100%
1988	64.5	51.5	116	593.5	529.5	1,123	658	581	1,239
	56%	44%	100%	53%	47%	100%	53%	47%	100%
1989	123.5	57	180.5	661.5	606.5	1,268	785	663.5	1,448.5
	68%	32%	100%	52%	48%	100%	54%	46%	100%
1990	163.5	69	232.5	624.5	651	1,275.5	788	720	1,508
	70%	30%	100%	49%	51%	100%	52%	48%	100%
1991	109	43.5	152.5	575	598	1,173	684	641.5	1,325.5
	71%	29%	100%	49%	51%	100%	52%	48%	100%
1992	112	54.5	166.5	642.5	586	1,228.5	754.5	640.5	1,396
	67%	33%	100%	52%	48%	100%	54%	46%	100%
1993	129	56	185	583	579	1,162	712	635	1,347
	70%	30%	100%	50%	50%	100%	53%	47%	100%
1994	100	52	152	535	525.5	1,060.5	635	577.5	1,212.5
	66%	34%	100%	50%	50%	100%	52%	48%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Cheyney University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	54	30	83	707	627	1,334	761	656	1,417
	65%	35%	100%	53%	47%	100%	54%	46%	100%
2005 Fall	66	25	90	731	620	1,351	797	645	1,442
	73%	27%	100%	54%	46%	100%	55%	45%	100%
2006 Fall	59	31	90	807	653	1,460	866	684	1,550
	65%	35%	100%	55%	45%	100%	56%	44%	100%
2007 Fall	51	12	63	718	567	1,286	769	579	1,349
	81%	19%	100%	56%	44%	100%	57%	43%	100%
2008 Fall	57	21	77	704	586	1,290	761	607	1,368
	73%	27%	100%	55%	45%	100%	56%	44%	100%
2009 Fall	36	18	54	714	629	1,343	750	646	1,397
	67%	33%	100%	53%	47%	100%	54%	46%	100%
2010 Fall	30	12	42	767	659	1,426	797	671	1,468
	72%	28%	100%	54%	46%	100%	54%	46%	100%
2011 Fall	24	12	36	591	534	1,125	615	545	1,160
	67%	33%	100%	53%	47%	100%	53%	47%	100%
2012 Fall	24	14	38	631	581	1,212	654	595	1,250
	62%	38%	100%	52%	48%	100%	52%	48%	100%
2013 Fall	12	7	19	611	560	1,171	623	566	1,190
	65%	35%	100%	52%	48%	100%	52%	48%	100%
2014 Fall	9	5	14	499	492	991	508	497	1,005
	64%	36%	100%	50%	50%	100%	51%	49%	100%
2015 Fall	11	7	18	335	326	660	346	332	678
	62%	38%	100%	51%	49%	100%	51%	49%	100%
2016 Fall	18	8	26	349	365	714	367	373	740
	70%	30%	100%	49%	51%	100%	50%	50%	100%
2017 Fall	18	7	25	346	362	708	364	369	733
	72%	28%	100%	49%	51%	100%	50%	50%	100%
2018 Fall				276	184	460			
				60%	40%	100%			
2019 Fall				370	218	588			
				63%	37%	100%			

******Cheyney only had graduate data up to 2017***

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Cheyney University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	20.18	12.21
1975-1976	20.98	8.96
1976-1977	21.68	11.43
1977-1978	19.30	10.86
1978-1979	17.04	9.43
1979-1980	16.19	9.47
1980-1981	16.35	9.08
1981-1982	16.35	9.28
1982-1983	13.88	8.13
1983-1984	18.38	10.06
1984-1985	16.59	8.66
1985-1986	11.91	7.05
1986-1987	10.93	6.76
1987-1988	12.80	8.32
1988-1989	13.80	7.90
1989-1990	15.03	9.78
1990-1991	31.23	17.59
1991-1992	33.82	19.93
1992-1993	18.90	11.06
1993-1994	14.58	10.34
1994-1995	13.05	8.76
2005 Fall	7.15	6.22
2006 Fall	8.98	7.99
2007 Fall	9.91	7.93
2008 Fall	10.82	10.14
2009 Fall	9.24	7.09
2010 Fall	13.13	11.35
2011 Fall	9.28	8.80
2012 Fall	10.54	9.03
2013 Fall	9.78	9.85
2014 Fall	7.79	6.93
2015 Fall	10.90	10.43
2016 Fall	13.30	9.29
2017 Fall	9.52	4.49
2018 Fall	18.48	9.48
2019 Fall	11.61	10.33

Table 10a: Percentage of Female Faculty at Each Rank, Cheyney University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	19%	19%	35%	27%
2006-2007	24%	16%	43%	17%
2007-2008	21%	14%	41%	24%
2008-2009	20%	18%	41%	21%
2009-2010	21%	21%	38%	20%
2010-2011	24%	24%	39%	13%
2011-2012	24%	24%	31%	20%
2012-2013	22%	35%	25%	18%
2013-2014	22%	33%	24%	21%
2014-2015	27%	33%	18%	22%
2015-2016	26%	35%	26%	14%
2016-2017	28%	28%	22%	22%
2017-2018	35%	23%	19%	23%
2018-2019	45%	24%	17%	14%
2019-2020	35%	25%	20%	20%

Table 10b: Percentage of Male Faculty at Each Rank, Cheyney University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	11%	22%	22%	46%
2006-2007	14%	31%	30%	25%
2007-2008	16%	25%	35%	25%
2008-2009	17%	26%	29%	28%
2009-2010	21%	29%	26%	24%
2010-2011	23%	37%	30%	10%
2011-2012	24%	32%	21%	24%
2012-2013	26%	31%	21%	22%
2013-2014	26%	30%	22%	22%
2014-2015	23%	30%	17%	30%
2015-2016	30%	25%	17%	28%
2016-2017	29%	20%	22%	29%
2017-2018	27%	20%	23%	30%
2018-2019	30%	18%	22%	30%
2019-2020	26%	13%	13%	47%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Cheyney University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	16	39	0.41	14	42	0.25	1.64
2006-2007	13	40	0.33	9	41	0.18	1.83
2007-2008	15	39	0.38	11	36	0.23	1.65
2008-2009	12	35	0.34	17	32	0.35	0.97
2009-2010	12	33	0.36	11	31	0.26	1.38
2010-2011	7	34	0.21	14	35	0.29	0.72
2011-2012	8	30	0.27	12	29	0.29	0.93
2012-2013	8	32	0.25	13	30	0.30	0.83
2013-2014	10	28	0.36	11	30	0.27	1.33
2014-2015	7	26	0.27	5	29	0.15	1.80
2015-2016	2	25	0.08	4	26	0.13	0.62
2016-2017	5	23	0.22	6	25	0.19	1.16
2017-2018	4	19	0.21	8	26	0.24	0.88
2018-2019	2	16	0.13	4	23	0.15	0.87
2019-2020	2	16	0.13	2	19	0.10	1.30

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Cheyney University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	16	55	0.29	14	56	0.25	1.16
2006-2007	13	53	0.25	14	50	0.28	0.89
2007-2008	18	54	0.33	13	47	0.28	1.18
2008-2009	22	47	0.47	16	49	0.33	1.42
2009-2010	13	45	0.29	20	42	0.48	0.60
2010-2011	12	41	0.29	18	49	0.37	0.78
2011-2012	13	38	0.34	23	41	0.56	0.61
2012-2013	16	40	0.40	28	43	0.65	0.62
2013-2014	21	38	0.55	22	41	0.54	1.02
2014-2015	26	33	0.79	36	34	1.06	0.75
2015-2016	30	27	1.11	32	30	1.07	1.04
2016-2017	22	28	0.79	24	31	0.77	1.03
2017-2018	22	23	0.96	25	34	0.74	1.30
2018-2019	19	18	1.06	20	27	0.74	1.43
2019-2020	11	18	0.61	14	21	0.67	0.91

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Cheyney University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$52,904 (n=5)	$51,858 (n=3)	$1,046
2007-2008	$59,985 (n=1)	NA (n=0)	NA
2008-2009	NA (n=0)	$56,040 (n=1)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	$59,870 (n=3)	$61,030 (n=3)	-$1,160
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	$60,630 (n=1)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	$62,461 (n=1)	$62,461 (n=1)	$0
2015-2016	$56,722 (n=2)	$56,654 (n=1)	$68
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	NA (n=0)	$70,455 (n=2)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	$62,383 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Cheyney University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.40 (n=5)	3.00 (n=3)	0.40
2007-2008	7.00 (n=1)	NA (n=0)	NA
2008-2009	13.00 (n=1)	4.00 (n=1)	9.00
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	4.33 (n=3)	4.33 (n=3)	0.00
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	4.00 (n=1)	NA (n=0)	NA
2013-2014	8.00 (n=1)	NA (n=0)	NA
2014-2015	4.00 (n=1)	7.50 (n=2)	-3.50
2015-2016	2.00 (n=2)	2.00 (n=1)	0.00
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	NA (n=0)	6.00 (n=2)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	2.50 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Cheyney University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$59,985 (n=1)	NA (n=0)	NA
2007-2008	$66,133 (n=1)	$74,734 (n=1)	-$8,601
2008-2009	$75,189 (n=2)	$70,429 (n=4)	$4,759
2009-2010	$77,445 (n=2)	$72,792 (n=2)	$4,653
2010-2011	NA (n=0)	$69,926 (n=2)	NA
2011-2012	$77,923 (n=3)	$74,791 (n=1)	$3,132
2012-2013	$74,311 (n=3)	$81,251 (n=1)	-$6,940
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	$85,797 (n=1)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	$79,960 (n=1)	$81,911 (n=1)	-$1,951
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	$85,638 (n=1)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Cheyney University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.00 (n=1)	NA (n=0)	NA
2007-2008	5.00 (n=1)	10.00 (n=1)	-5.00
2008-2009	9.00 (n=2)	7.75 (n=4)	1.25
2009-2010	9.00 (n=2)	6.50 (n=2)	2.50
2010-2011	NA (n=0)	5.00 (n=2)	NA
2011-2012	7.67 (n=3)	6.00 (n=1)	1.67
2012-2013	5.33 (n=3)	9.00 (n=1)	-3.67
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	10.00 (n=1)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	6.00 (n=1)	7.00 (n=1)	-1.00
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	7.00 (n=1)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of First Time Full-time Full Tenure-Track or Tenured Professors by Gender, Cheyney University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$72,912 (n=1)	NA (n=0)	NA
2007-2008	$76,557 (n=1)	NA (n=0)	NA
2008-2009	NA (n=0)	$91,284 (n=2)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	$94,022 (n=1)	NA (n=0)	NA
2011-2012	$95,455 (n=1)	$90,910 (n=2)	$4,546
2012-2013	NA (n=0)	$98,761 (n=1)	NA
2013-2014	$92,736 (n=1)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	$96,898 (n=1)	$96,956 (n=2)	-$58
2016-2017	$96,007 (n=2)	NA (n=0)	NA
2017-2018	$99,136 (n=1)	$101,554 (n=1)	-$2,418
2018-2019	NA (n=0)	$109,298 (n=1)	NA
2019-2020	NA (n=0)	$99,136 (n=1)	NA

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of First Time Full-time Full Tenure-Track or Tenured Professors by Gender, Cheyney University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	9.00 (n=1)	NA (n=0)	NA
2007-2008	4.00 (n=1)	NA (n=0)	NA
2008-2009	NA (n=0)	9.00 (n=2)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	9.00 (n=1)	NA (n=0)	NA
2011-2012	8.00 (n=1)	6.00 (n=2)	2.00
2012-2013	NA (n=0)	9.00 (n=1)	NA
2013-2014	6.00 (n=1)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	7.00 (n=1)	7.00 (n=2)	0.00
2016-2017	5.50 (n=2)	NA (n=0)	NA
2017-2018	6.00 (n=1)	7.00 (n=1)	-1.00
2018-2019	NA (n=0)	9.00 (n=1)	NA
2019-2020	NA (n=0)	5.00 (n=1)	NA

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Cheyney University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	$111,738 (n=1)	NA
2007-2008	$60,559 (n=2)	$55,589 (n=1)	$4,970
2008-2009	NA (n=0)	NA (n=0)	NA
2009-2010	$56,166 (n=1)	$62,122 (n=1)	-$5,956
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	$71,002 (n=1)	NA
2012-2013	$61,757 (n=1)	$85,090 (n=1)	-$23,333
2013-2014	$60,927 (n=1)	$47,980 (n=1)	$12,947
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	$64,179 (n=1)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Cheyney University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	13.00 (n=1)	**NA**
2007-2008	7.50 (n=2)	2.00 (n=1)	5.50
2008-2009	NA (n=0)	NA (n=0)	**NA**
2009-2010	1.00 (n=1)	12.00 (n=1)	-11.00
2010-2011	NA (n=0)	NA (n=0)	**NA**
2011-2012	NA (n=0)	5.00 (n=1)	**NA**
2012-2013	2.00 (n=1)	12.00 (n=1)	-10.00
2013-2014	1.00 (n=1)	2.00 (n=1)	-1.00
2014-2015	NA (n=0)	NA (n=0)	**NA**
2015-2016	NA (n=0)	NA (n=0)	**NA**
2016-2017	4.00 (n=1)	NA (n=0)	**NA**
2017-2018	NA (n=0)	NA (n=0)	**NA**
2018-2019	NA (n=0)	NA (n=0)	**NA**
2019-2020	NA (n=0)	NA (n=0)	**NA**

Results are not statistically significant. n=sample size.

Clarion University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Clarion University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	6	58	64	19	88	107	16	40	56	9	10	19	50	196	246
1975	9%	91%	100%	18%	82%	100%	29%	71%	100%	47%	53%	100%	20%	80%	100%
1975-	8	59	67	18	92	110	21	4	62	7	10	17	54	202	256
1976	12%	88%	100%	16%	84%	100%	34%	66%	100%	41%	59%	100%	20%	80%	100%
1976-	8	61	69	21	91	112	21	41	62	7	10	17	57	203	260
1977	12%	88%	100%	19%	81%	100%	34%	66%	100%	41%	59%	100%	21%	79%	100%
1977-	8	62	70	18	86	104	20	39	59	8	8	16	54	195	249
1978	11%	89%	100%	17%	83%	100%	34%	66%	100%	50%	50%	100%	22%	78%	100%
1978-	11	64	75	15	86	101	20	41	61	11	8	19	57	199	256
1979	15%	85%	100%	15%	85%	100%	33%	67%	100%	58%	42%	100%	22%	78%	100%
1979-	12	70	82	13	89	102	17	39	56	8	8	16	50	206	256
1980	15%	85%	100%	13%	87%	100%	30%	70%	100%	50%	50%	100%	20%	80%	100%
1980-	13	74	87	12	88	100	17	37	54	12	12	24	54	211	265
1981	15%	85%	100%	12%	88%	100%	31%	69%	100%	50%	50%	100%	20%	80%	100%
1981-	12	73	85	12	79	91	20	45	65	10	11	21	54	208	262
1982	14%	86%	100%	13%	87%	100%	31%	69%	100%	48%	52%	100%	21%	79%	100%
1982-	11	81	92	12	81	93	21	44	65	12	12	24	56	218	274
1983	12%	88%	100%	13%	87%	100%	32%	68%	100%	50%	50%	100%	20%	80%	100%
1983-	11	80	91	12	75	87	25	46	71	11	9	20	59	210	269
1984	12%	88%	100%	14%	86%	100%	35%	65%	100%	55%	45%	100%	22%	78%	100%
1984-	9	79	88	10	70	80	27	40	67	5	7	12	51	196	247
1985	10%	90%	100%	13%	87%	100%	40%	60%	100%	42%	58%	100%	21%	79%	100%
1985-	10	82	92	12	84	96	44	57	101	20	8	28	86	231	317
1986	11%	89%	100%	13%	87%	100%	44%	56%	100%	71%	29%	100%	27%	73%	100%
1986-	9	88	97	11	77	88	44	61	105	16	11	27	80	237	317
1987	9%	91%	100%	13%	87%	100%	42%	58%	100%	59%	41%	100%	25%	75%	100%
1987-	8	88	96	15	75	90	49	59	108	16	10	26	88	232	320
1998	8%	92%	100%	17%	83%	100%	45%	55%	100%	62%	38%	100%	28%	72%	100%
1988-	9	83	92	23	70	93	50	51	101	22	9	31	104	213	317
1989	10%	90%	100%	25%	75%	100%	50%	50%	100%	71%	29%	100%	33%	67%	100%
1989-	9	79	88	22	68	90	57	49	106	23	13	36	111	209	320
1990	10%	90%	100%	24%	76%	100%	54%	46%	100%	64%	36%	100%	35%	65%	100%
1990-	10	86	96	33	71	104	48	51	99	24	7	31	115	215	330
1991	10%	90%	100%	32%	68%	100%	48%	52%	100%	77%	23%	100%	35%	65%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Clarion University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	13	95	108	32	71	103	49	58	107	17	7	24	111	231	342
1992	12%	88%	100%	31%	69%	100%	46%	54%	100%	71%	29%	100%	32%	68%	100%
1992-	13	82	95	32	58	90	52	57	109	24	13	37	121	210	331
1993	14%	86%	100%	36%	64%	100%	48%	52%	100%	65%	35%	100%	37%	63%	100%
1993-	13	80	93	33	50	83	40	54	94	10	5	15	96	189	285
1994	14%	86%	100%	40%	60%	100%	43%	57%	100%	67%	33%	100%	34%	66%	100%
1994-	15	83	98	30	45	75	41	55	96	14	6	20	100	189	289
1995	15%	85%	100%	40%	60%	100%	43%	57%	100%	70%	30%	100%	35%	65%	100%
2005-	32	68	100	29	44	73	59	52	111	25	11	36	145	175	320
2006	32%	68%	100%	40%	60%	100%	53%	47%	100%	69%	31%	100%	45%	55%	100%
2006-	80	150	230	73	97	170	137	109	246	32	9	41	322	365	687
2007	35%	65%	100%	43%	57%	100%	56%	44%	100%	78%	22%	100%	47%	53%	100%
2007-	50	84	134	47	58	105	85	61	146	25	12	37	207	215	422
2008	37%	63%	100%	45%	55%	100%	58%	42%	100%	68%	32%	100%	49%	51%	100%
2008-	50	92	142	55	50	105	80	61	141	35	13	48	220	216	436
2009	35%	65%	100%	52%	48%	100%	57%	43%	100%	73%	27%	100%	50%	50%	100%
2009-	54	88	142	55	46	101	84	65	149	40	8	48	233	207	440
2010	38%	62%	100%	54%	46%	100%	57%	44%	100%	83%	17%	100%	53%	47%	100%
2010-	89	135	224	81	68	149	141	90	231	54	15	69	365	308	673
2011	40%	60%	100%	54%	46%	100%	61%	39%	100%	78%	22%	100%	54%	46%	100%
2011-	36	62	98	32	27	59	62	38	100	31	8	39	161	135	296
2012	37%	63%	100%	54%	46%	100%	62%	38%	100%	79%	21%	100%	54%	46%	100%
2012-	58	84	142	50	42	92	112	66	178	40	10	50	260	202	462
2013	41%	59%	100%	54%	46%	100%	63%	37%	100%	80%	20%	100%	56%	44%	100%
2013-	50	74	124	46	36	82	94	59	153	34	7	41	224	176	400
2014	40%	60%	100%	56%	44%	100%	61%	39%	100%	83%	17%	100%	56%	44%	100%
2014-	43	72	115	47	31	78	86	52	138	29	13	42	205	168	373
2015	37%	63%	100%	60%	40%	100%	62%	38%	100%	69%	31%	100%	55%	45%	100%
2015-	38	77	115	59	32	91	81	44	125	40	14	54	218	167	385
2016	33%	67%	100%	65%	35%	100%	65%	35%	100%	74%	26%	100%	57%	43%	100%
2016-	24	54	78	33	24	57	49	33	82	32	13	45	138	124	262
2017	31%	69%	100%	58%	42%	100%	60%	40%	100%	71%	29%	100%	53%	47%	100%
2017-	25	47	72	33	26	59	46	26	72	44	14	58	148	113	261
2018	35%	65%	100%	56%	44%	100%	64%	36%	100%	76%	24%	100%	57%	43%	100%
2018-	35	66	101	56	37	93	72	32	104	55	13	68	218	148	366
2019	35%	65%	100%	60%	40%	100%	69%	31%	100%	81%	19%	100%	60%	40%	100%
2019-	21	45	66	32	25	57	45	24	69	45	17	62	143	111	254
2020	32%	68%	100%	56%	44%	100%	65%	35%	100%	73%	27%	100%	56%	44%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Clarion University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	6	50	12%	58	196	30%
1975-1976	8	54	15%	59	202	29%
1976-1977	8	57	14%	61	203	30%
1977-1978	8	54	15%	62	195	32%
1978-1979	11	57	19%	64	199	32%
1979-1980	12	50	24%	70	206	34%
1980-1981	13	54	24%	74	211	35%
1981-1982	12	54	22%	73	208	35%
1982-1983	11	56	20%	81	218	37%
1983-1984	11	59	19%	80	210	38%
1984-1985	9	51	18%	79	196	40%
1985-1986	10	86	12%	82	231	36%
1986-1987	9	80	11%	88	237	37%
1987-1988	8	88	9%	88	232	38%
1988-1989	9	104	9%	83	213	39%
1989-1990	9	111	8%	79	209	38%
1990-1991	10	115	9%	86	215	40%
1991-1992	13	111	12%	95	231	41%
1992-1993	13	121	11%	82	210	39%
1993-1994	13	96	14%	80	189	42%
1994-1995	15	100	15%	83	189	44%
2005-2006	32	145	22%	68	175	39%
2006-2007	80	322	25%	150	365	41%
2007-2008	50	207	24%	84	215	39%
2008-2009	50	220	23%	92	216	43%
2009-2010	54	233	23%	88	207	43%
2010-2011	89	365	24%	135	308	44%
2011-2012	36	161	22%	62	135	46%
2012-2013	58	260	22%	84	202	42%
2013-2014	50	224	22%	74	176	42%
2014-2015	43	205	21%	72	168	43%
2015-2016	38	218	17%	77	167	46%
2016-2017	24	138	17%	54	124	44%
2017-2018	25	148	17%	47	113	42%
2018-2019	35	218	16%	66	148	45%
2019-2020	21	143	15%	45	111	41%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Clarion University of Pennsylvania, 1974-1995

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	152	130.5	282.5	2,170.5	2,325	4,495.5	2,322.5	2,455.5	4,778
	54%	46%	100%	48%	52%	100%	49%	51%	100%
1975	136	126	262	2,313.5	2,340	4,653.5	2,449.5	2,466	4,915.5
	52%	48%	100%	50%	50%	100%	50%	50%	100%
1976	131.5	111.5	243	2,310	2,275.5	4,585.5	2,441.5	2,387	4,828.5
	54%	46%	100%	50%	50%	100%	51%	49%	100%
1977	134	109.5	243.5	2,383.5	2,165.5	4,549	2,517.5	2,275	4,792.5
	55%	45%	100%	52%	48%	100%	53%	47%	100%
1978	124.5	92	216.5	2,439	2,147	4,586	2,563.5	2,239	4,802.5
	58%	42%	100%	53%	47%	100%	53%	47%	100%
1979	120	98.5	218.5	2,540	2,176	4,716	2,660	2,274.5	4,934.5
	55%	45%	100%	54%	46%	100%	54%	46%	100%
1980	135	93.5	228.5	2,510	2,166.5	4,676.5	2,645	2,260	4,905
	59%	41%	100%	54%	46%	100%	54%	46%	100%
1981	124.5	90.5	215	2,639	2,240	4,879	2,763.5	2,330.5	5,094
	58%	42%	100%	54%	46%	100%	54%	46%	100%
1982	133.5	101.5	235	2,648	2,196.5	4,844.5	2,781.5	2,298	5,079.5
	57%	43%	100%	55%	45%	100%	55%	45%	100%
1983	147	111.5	258.5	2,645	2,302	4,947	2,792	2,413.5	5,205.5
	57%	43%	100%	53%	47%	100%	54%	46%	100%
1984	171	176	347	2,668.5	2,366	5,034.5	2,839.5	2,542	5,381.5
	49%	51%	100%	53%	47%	100%	53%	47%	100%
1985	257	123.5	380.5	2,763	2,344.5	5,107.5	3,020	2,468	5,488
	68%	32%	100%	54%	46%	100%	55%	45%	100%
1986	296.5	151.5	448	2,787.5	2,292.5	5,080	3,084	2,444	5,528
	66%	34%	100%	55%	45%	100%	56%	44%	100%
1987	294.5	144.5	439	2,884.5	2,282	5,166.5	3,179	2,426.5	5,605.5
	67%	33%	100%	56%	44%	100%	57%	43%	100%
1988	292	146	438	3,181	2,343.5	5,524.5	3,473	2,489.5	5,962.5
	67%	33%	100%	58%	42%	100%	58%	42%	100%
1989	277.5	146.5	424	3,193.5	2,307	5,500.5	3,471	2,453.5	5,924.5
	65%	35%	100%	58%	42%	100%	59%	41%	100%
1990	321	151.5	472.5	3,231.5	2,263	5,494.5	3,552.5	2,414.5	5,967
	68%	32%	100%	59%	41%	100%	60%	40%	100%
1991	230.5	123	353.5	3,152.5	2,226.5	5,379	3,383	2,349.5	5,732.5
	65%	35%	100%	59%	41%	100%	59%	41%	100%
1992	245.5	116	361.5	3,148	2,189.5	5,337.5	3,393.5	2,305.5	5,743
	68%	32%	100%	59%	41%	100%	58%	42%	100%
1993	237.5	113.5	351	3,068.5	2,062	5,130.5	3,306	2,175.5	5,481.5
	68%	32%	100%	60%	40%	100%	60%	40%	100%
1994	185	104	289	3,020	1,917	4,937	3,205	2,021	5,226
	64%	36%	100%	61%	39%	100%	61%	39%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Clarion University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	224	82	306	3,322	2,126	5,448	3,546	2,208	5,755
	73%	27%	100%	61%	39%	100%	62%	38%	100%
2005 Fall	248	86	334	3,220	2,089	5,309	3,469	2,175	5,643
	74%	26%	100%	61%	39%	100%	61%	39%	100%
2006 Fall	258	95	354	3,215	2,140	5,355	3,473	2,236	5,709
	73%	27%	100%	60%	40%	100%	61%	39%	100%
2007 Fall	333	121	455	3,176	2,170	5,345	3,509	2,291	5,800
	73%	27%	100%	59%	41%	100%	61%	39%	100%
2008 Fall	433	110	544	3,210	2,172	5,382	3,643	2,282	5,925
	80%	20%	100%	60%	40%	100%	61%	39%	100%
2009 Fall	415	124	539	3,296	2,255	5,551	3,711	2,378	6,090
	77%	23%	100%	59%	41%	100%	61%	39%	100%
2010 Fall	412	120	532	3,354	2,182	5,536	3,766	2,302	6,068
	77%	23%	100%	61%	39%	100%	62%	38%	100%
2011 Fall	449	112	562	3,218	2,058	5,275	3,667	2,170	5,837
	80%	20%	100%	61%	39%	100%	63%	37%	100%
2012 Fall	398	111	509	3,003	1,893	4,895	3,400	2,004	5,404
	78%	22%	100%	61%	39%	100%	63%	37%	100%
2013 Fall	338	88	426	2,885	1,781	4,666	3,223	1,869	5,092
	79%	21%	100%	62%	38%	100%	63%	37%	100%
2014 Fall	319	67	386	2,656	1,642	4,298	2,975	1,709	4,684
	83%	17%	100%	62%	38%	100%	64%	36%	100%
2015 Fall	318	75	393	2,490	1,507	3,997	2,808	1,582	4,390
	81%	19%	100%	62%	38%	100%	64%	36%	100%
2016 Fall	368	86	454	2,399	1,407	3,806	2,767	1,493	4,260
	81%	19%	100%	63%	37%	100%	65%	35%	100%
2017 Fall	372	91	463	2,372	1,388	3,761	2,744	1,480	4,224
	80%	20%	100%	63%	37%	100%	65%	35%	100%
2018 Fall	398	92	490	2,250	1,172	3,422	2,648	1,265	3,913
	81%	19%	100%	66%	34%	100%	68%	32%	100%
2019 Fall	379	88	467	2,229	1,076	3,305	2,609	1,163	3,772
	81%	19%	100%	67%	33%	100%	69%	31%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Clarion University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	43.41	11.86
1975-1976	42.84	11.58
1976-1977	40.53	11.21
1977-1978	44.14	11.11
1978-1979	42.79	10.79
1979-1980	50.80	10.56
1980-1981	46.48	10.27
1981-1982	48.87	10.77
1982-1983	47.29	10.08
1983-1984	44.83	10.96
1984-1985	52.32	12.07
1985-1986	32.13	10.15
1986-1987	34.84	9.67
1987-1988	32.78	9.84
1988-1989	30.59	11.00
1989-1990	28.77	11.04
1990-1991	28.10	10.53
1991-1992	28.40	9.64
1992-1993	26.02	10.43
1993-1994	31.96	10.91
1994-1995	30.20	10.14
2005 Fall	9.98	5.86
2006 Fall	15.34	10.09
2007 Fall	14.59	10.06
2008 Fall	14.15	10.89
2009 Fall	9.19	7.09
2010 Fall	19.99	15.24
2011 Fall	11.55	9.37
2012 Fall	12.88	10.12
2013 Fall	12.96	9.77
2014 Fall	11.42	9.02
2015 Fall	17.39	11.35
2016 Fall	16.03	12.29
2017 Fall	10.32	7.92
2018 Fall	15.59	9.69
2019 Fall	22.21	11.94

Table 10a: Percentage of Female Faculty at Each Rank, Clarion University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	22%	20%	41%	17%
2006-2007	25%	23%	43%	10%
2007-2008	24%	23%	41%	12%
2008-2009	23%	25%	36%	16%
2009-2010	23%	24%	36%	17%
2010-2011	24%	22%	39%	15%
2011-2012	22%	20%	39%	19%
2012-2013	22%	19%	43%	15%
2013-2014	22%	21%	42%	15%
2014-2015	21%	23%	42%	14%
2015-2016	17%	27%	37%	18%
2016-2017	17%	24%	36%	23%
2017-2018	17%	22%	31%	30%
2018-2019	16%	26%	33%	25%
2019-2020	15%	22%	31%	31%

Table 10b: Percentage of Male Faculty at Each Rank, Clarion University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	38%	25%	29%	8%
2006-2007	41%	27%	30%	2%
2007-2008	39%	27%	28%	6%
2008-2009	41%	22%	27%	11%
2009-2010	41%	21%	30%	8%
2010-2011	43%	22%	29%	7%
2011-2012	43%	19%	26%	12%
2012-2013	39%	20%	31%	10%
2013-2014	39%	19%	31%	11%
2014-2015	43%	18%	31%	8%
2015-2016	48%	20%	27%	6%
2016-2017	46%	21%	28%	5%
2017-2018	44%	24%	24%	7%
2018-2019	47%	26%	23%	4%
2019-2020	46%	26%	25%	3%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Clarion University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	20	113	0.18	6	150	0.04	4.50
2006-2007	16	116	0.14	6	146	0.04	3.50
2007-2008	15	116	0.13	9	137	0.07	1.86
2008-2009	23	117	0.20	10	134	0.07	2.86
2009-2010	22	126	0.17	3	133	0.02	8.50
2010-2011	23	129	0.18	10	131	0.08	2.25
2011-2012	22	124	0.18	7	124	0.06	3.00
2012-2013	28	123	0.23	8	128	0.06	3.83
2013-2014	26	111	0.23	6	119	0.05	4.60
2014-2015	25	105	0.24	12	112	0.11	2.18
2015-2016	27	105	0.26	14	103	0.14	1.86
2016-2017	25	100	0.25	14	104	0.13	1.92
2017-2018	32	98	0.33	12	97	0.12	2.75
2018-2019	33	101	0.33	11	97	0.11	3.00
2019-2020	37	95	0.39	14	94	0.15	2.60

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Clarion University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	47	133	0.35	31	156	0.20	1.75
2006-2007	48	132	0.36	22	152	0.14	2.57
2007-2008	76	131	0.58	46	146	0.32	1.81
2008-2009	68	140	0.49	52	144	0.36	1.36
2009-2010	88	148	0.59	71	136	0.52	1.13
2010-2011	82	152	0.54	58	141	0.41	1.32
2011-2012	84	146	0.58	51	131	0.39	1.49
2012-2013	91	151	0.60	47	136	0.35	1.71
2013-2014	89	137	0.65	47	125	0.38	1.71
2014-2015	84	130	0.65	46	124	0.37	1.76
2015-2016	83	132	0.63	39	117	0.33	1.91
2016-2017	85	125	0.68	43	118	0.36	1.89
2017-2018	74	130	0.57	57	109	0.52	1.10
2018-2019	70	134	0.52	56	108	0.52	1.00
2019-2020	78	132	0.59	49	108	0.45	1.31

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Clarion University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$53,103 (n=4)	$84,184 (n=1)	-$31,081
2007-2008	$46,999 (n=2)	$46,531 (n=3)	$468
2008-2009	$52,535 (n=6)	$55,283 (n=6)	-$2,748
2009-2010	$54,740 (n=11)	$58,290 (n=3)	-$3,550
2010-2011	$56,842 (n=5)	NA (n=0)	NA
2011-2012	$55,724 (n=7)	$51,856 (n=3)	$3,868
2012-2013	$54,632 (n=5)	$52,375 (n=3)	$2,257
2013-2014	$63,432 (n=3)	$45,129 (n=1)	$18,303
2014-2015	$53,957 (n=2)	$62,461 (n=1)	-$8,504
2015-2016	$59,331 (n=4)	NA (n=0)	NA
2016-2017	$64,730 (n=5)	$60,861 (n=1)	$3,869
2017-2018	$61,009 (n=4)	NA (n=0)	NA
2018-2019	$60,789 (n=8)	$57,963 (n=2)	$2,826
2019-2020	$69,306 (n=3)	$91,872 (n=1)	-$22,566

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Clarion University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	1.25 (n=4)	10.00 (n=1)	-8.75
2007-2008	1.00 (n=2)	2.50 (n=2)	-1.50
2008-2009	2.67 (n=6)	3.83 (n=6)	-1.17
2009-2010	2.64 (n=11)	5.00 (n=3)	-2.36
2010-2011	2.80 (n=5)	NA (n=0)	NA
2011-2012	2.57 (n=7)	1.00 (n=3)	1.57
2012-2013	1.80 (n=5)	1.00 (n=3)	0.80
2013-2014	4.00 (n=3)	NA (n=0)	NA
2014-2015	1.00 (n=2)	4.00 (n=1)	-3.00
2015-2016	3.00 (n=4)	NA (n=0)	NA
2016-2017	4.80 (n=5)	2.00 (n=1)	2.80
2017-2018	2.50 (n=4)	NA (n=0)	NA
2018-2019	1.50 (n=8)	1.00 (n=2)	0.50
2019-2020	9.00 (n=3)	5.00 (n=1)	4.00

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Clarion University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$61,243 (n=5)	$65,186 (n=3)	-$3,943
2007-2008	$61,032 (n=3)	$70,900 (n=3)	-$9,868
2008-2009	$65,553 (n=5)	$75,189 (n=2)	-$9,636
2009-2010	$70,917 (n=5)	$79,398 (n=3)	-$8,481
2010-2011	$70,160 (n=2)	$75,690 (n=2)	-$5,530
2011-2012	$74,183 (n=3)	NA (n=0)	NA
2012-2013	$80,426 (n=2)	$85,313 (n=1)	-$4,887
2013-2014	$71,565 (n=3)	$70,889 (n=1)	$676
2014-2015	$79,123 (n=4)	$81,810 (n=3)	-$2,687
2015-2016	$82,962 (n=7)	$79,911 (n=3)	$3,050
2016-2017	$75,533 (n=3)	$69,690 (n=3)	$5,843
2017-2018	$75,781 (n=2)	$80,901 (n=3)	-$5,120
2018-2019	$86,624 (n=3)	$92,167 (n=2)	-$5,543
2019-2020	$79,618 (n=2)	$81,560 (n=1)	-$1,942

*Borderline statistically significant evidence of gender bias present. p-value=0.0461 that 10 of 13 years would randomly favor men. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Clarion University 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.40 (n=5)	5.00 (n=3)	-1.60
2007-2008	3.33 (n=3)	7.67 (n=3)	-4.33
2008-2009	4.20 (n=5)	9.00 (n=2)	-4.80
2009-2010	6.40 (n=5)	10.00 (n=3)	-3.60
2010-2011	5.00 (n=2)	8.00 (n=2)	-3.00
2011-2012	5.67 (n=3)	NA (n=0)	NA
2012-2013	8.50 (n=2)	11.00 (n=1)	-2.50
2013-2014	4.33 (n=3)	4.00 (n=1)	0.33
2014-2015	6.75 (n=4)	8.00 (n=3)	-1.25
2015-2016	7.00 (n=7)	7.00 (n=3)	0.00
2016-2017	4.33 (n=3)	2.67 (n=3)	1.67
2017-2018	4.00 (n=2)	4.67 (n=3)	-0.67
2018-2019	7.67 (n=3)	10.00 (n=2)	-2.33
2019-2020	4.50 (n=2)	5.00 (n=1)	-0.50

*Borderline statistically significant evidence of gender bias present. p-value=0.0461 that 10 of 13 years would randomly favor men.n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Clarion University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$83,450 (n=2)	$71,868 (n=3)	$11,582
2007-2008	$82,592 (n=2)	$82,592 (n=2)	$0
2008-2009	NA (n=0)	$88,422 (n=6)	NA
2009-2010	$91,446 (n=6)	$85,281 (n=1)	$6,165
2010-2011	$85,281 (n=1)	$89,332 (n=3)	-$4,051
2011-2012	$91,600 (n=4)	$107,870 (n=1)	-$16,270
2012-2013	$95,957 (n=5)	$101,489 (n=3)	-$5,532
2013-2014	$86,166 (n=1)	$90,475 (n=2)	-$4,309
2014-2015	$92,284 (n=1)	$99,644 (n=3)	-$7,360
2015-2016	$92,284 (n=1)	$100,532 (n=2)	-$8,248
2016-2017	$94,822 (n=2)	NA (n=0)	NA
2017-2018	$94,641 (n=2)	$114,763 (n=1)	-$20,123
2018-2019	NA (n=0)	$92,168 (n=2)	NA
2019-2020	$93,022 (n=5)	$109,298 (n=1)	-$16,276

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Clarion University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.50 (n=2)	2.67 (n=3)	3.83
2007-2008	6.50 (n=2)	6.50 (n=2)	0.00
2008-2009	NA (n=0)	6.50 (n=6)	NA
2009-2010	7.83 (n=6)	5.00 (n=1)	2.83
2010-2011	5.00 (n=1)	6.33 (n=3)	-1.33
2011-2012	6.50 (n=4)	13.00 (n=1)	-6.50
2012-2013	7.40 (n=5)	8.67 (n=3)	-1.27
2013-2014	4.00 (n=1)	5.00 (n=2)	-1.00
2014-2015	5.00 (n=1)	7.33 (n=3)	-2.33
2015-2016	5.00 (n=1)	8.50 (n=2)	-3.50
2016-2017	5.00 (n=2)	NA (n=0)	NA
2017-2018	5.00 (n=2)	12.00 (n=1)	-7.00
2018-2019	NA (n=0)	3.50 (n=2)	NA
2019-2020	7.60 (n=5)	9.00 (n=1)	-1.40

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Clarion University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$46,999 (n=1)	$42,630 (n=1)	$4,369
2007-2008	$42,681 (n=2)	NA (n=0)	NA
2008-2009	$48,409 (n=1)	NA (n=0)	NA
2009-2010	$53,010 (n=2)	NA (n=0)	NA
2010-2011	$59,376 (n=3)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	$58,997 (n=1)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	$53,957 (n=2)	NA (n=0)	NA
2015-2016	$46,609 (n=1)	NA (n=0)	NA
2016-2017	$78,595 (n=2)	NA (n=0)	NA
2017-2018	$48,849 (n=1)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	$50,070 (n=1)	$68,556 (n=1)	-$18,486

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Clarion University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	4.00 (n=1)	2.00 (n=1)	2.00
2007-2008	2.00 (n=2)	NA (n=0)	NA
2008-2009	4.00 (n=1)	NA (n=0)	NA
2009-2010	5.50 (n=2)	NA (n=0)	NA
2010-2011	4.33 (n=3)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	1.00 (n=1)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	4.00 (n=2)	NA (n=0)	NA
2015-2016	1.00 (n=1)	NA (n=0)	NA
2016-2017	5.00 (n=2)	NA (n=0)	NA
2017-2018	1.00 (n=1)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	1.00 (n=1)	2.00 (n=1)	-1.00

Results are not statistically significant. n=sample size.

East Stroudsburg University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, East Stroudsburg University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	8	53	61	15	55	70	20	34	54	14	9	23	57	151	208
1975	13%	87%	100%	21%	79%	100%	37%	63%	100%	61%	39%	100%	27%	73%	100%
1975-	9	59	68	16	53	69	17	33	50	7	8	15	49	153	202
1976	13%	87%	100%	23%	77%	100%	34%	66%	100%	47%	53%	100%	24%	76%	100%
1976-	8	65	73	19	56	75	18	27	45	7	8	15	52	156	208
1977	11%	89%	100%	25%	75%	100%	40%	60%	100%	47%	53%	100%	25%	75%	100%
1977-	10	66	76	16	56	72	20	34	54	7	9	16	53	165	218
1978	13%	87%	100%	22%	78%	100%	37%	63%	100%	44%	56%	100%	24%	76%	100%
1978-	10	68	78	18	62	80	30	29	59	5	7	12	63	166	229
1979	13%	87%	100%	23%	77%	100%	51%	49%	100%	42%	58%	100%	28%	72%	100%
1979-	9	70	79	18	62	80	22	27	49	1	2	3	50	161	211
1980	11%	89%	100%	23%	77%	100%	45%	55%	100%	33%	67%	100%	24%	76%	100%
1980-	9	65	74	18	65	83	29	32	61	3	1	4	59	163	222
1981	12%	88%	100%	22%	78%	100%	48%	52%	100%	75%	25%	100%	27%	73%	100%
1981-	11	74	85	19	64	83	26	30	56	1	2	3	57	170	227
1982	13%	87%	100%	23%	77%	100%	46%	54%	100%	33%	67%	100%	25%	75%	100%
1982-	12	76	88	21	63	84	25	29	54	1	1	2	59	169	228
1983	14%	86%	100%	25%	75%	100%	46%	54%	100%	50%	50%	100%	26%	74%	100%
1983-	12	76	88	21	63	84	23	28	51	1	3	4	57	170	227
1984	14%	86%	100%	25%	75%	100%	45%	55%	100%	25%	75%	100%	25%	75%	100%
1984-	14	80	94	19	63	82	23	30	53	2	5	7	58	178	236
1985	15%	85%	100%	23%	77%	100%	43%	57%	100%	29%	71%	100%	25%	75%	100%
1985-	15	82	97	20	53	73	20	25	45	2	3	5	57	163	220
1986	15%	85%	100%	27%	73%	100%	44%	56%	100%	40%	60%	100%	26%	74%	100%
1986-	17	84	101	20	52	72	26	33	59	3	5	8	66	174	240
1987	17%	83%	100%	28%	72%	100%	44%	56%	100%	38%	62%	100%	28%	72%	100%
1987-	17	80	97	20	53	73	24	29	53	6	8	14	67	170	237
1998	18%	82%	100%	27%	73%	100%	45%	55%	100%	43%	57%	100%	28%	72%	100%
1988-	18	81	99	25	49	74	27	34	61	4	4	8	74	168	242
1989	18%	82%	100%	34%	66%	100%	44%	56%	100%	50%	50%	100%	31%	69%	100%
1989-	19	72	91	24	49	73	26	26	52	1	4	5	70	151	221
1990	21%	79%	100%	33%	67%	100%	50%	50%	100%	20%	80%	100%	32%	68%	100%
1990-	19	71	90	28	52	80	34	37	71	11	7	18	92	167	259
1991	21%	79%	100%	35%	65%	100%	48%	52%	100%	61%	39%	100%	36%	64%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, East Stroudsburg University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	20	73	93	24	58	82	32	29	61	9	4	13	85	164	249
1992	22%	78%	100%	29%	71%	100%	52%	48%	100%	69%	31%	100%	34%	66%	100%
1992-	20	72	92	25	44	69	34	38	72	5	1	6	84	155	239
1993	22%	78%	100%	36%	64%	100%	47%	53%	100%	83%	17%	100%	35%	65%	100%
1993-	24	70	94	19	48	67	32	35	67	5	1	6	80	154	234
1994	26%	74%	100%	28%	72%	100%	48%	52%	100%	83%	17%	100%	34%	66%	100%
1994-	24	73	97	21	45	66	29	34	63	3	2	5	77	154	231
1995	25%	75%	100%	32%	68%	100%	46%	54%	100%	60%	40%	100%	33%	67%	100%
2005-	31	55	86	32	53	85	54	47	101	36	22	58	153	177	330
2006	36%	64%	100%	38%	62%	100%	53%	47%	100%	62%	38%	100%	46%	54%	100%
2006-	78	135	213	84	123	207	141	117	258	46	28	74	349	403	752
2007	37%	63%	100%	41%	59%	100%	55%	45%	100%	62%	38%	100%	46%	54%	100%
2007-	46	79	125	55	73	128	99	78	177	36	29	65	236	259	495
2008	37%	63%	100%	43%	57%	100%	56%	44%	100%	55%	45%	100%	48%	52%	100%
2008-	48	85	133	61	70	131	100	82	182	45	29	74	254	266	520
2009	36%	64%	100%	47%	53%	100%	55%	45%	100%	61%	39%	100%	49%	51%	100%
2009-	50	87	137	66	65	131	95	84	179	49	31	80	260	267	527
2010	37%	63%	100%	50%	50%	100%	53%	47%	100%	61%	39%	100%	49%	51%	100%
2010-	77	122	199	113	96	209	136	112	248	68	31	99	394	361	755
2011	39%	61%	100%	54%	46%	100%	55%	45%	100%	69%	31%	100%	52%	48%	100%
2011-	33	56	89	51	47	98	51	41	92	32	19	51	167	163	330
2012	37%	63%	100%	52%	48%	100%	55%	45%	100%	63%	37%	100%	51%	49%	100%
2012-	45	83	128	84	81	165	68	57	125	35	23	58	232	244	476
2013	35%	65%	100%	51%	49%	100%	54%	46%	100%	60%	40%	100%	49%	51%	100%
2013-	42	75	117	75	76	151	56	49	105	41	26	67	214	226	440
2014	36%	64%	100%	50%	50%	100%	53%	47%	100%	61%	39%	100%	49%	51%	100%
2014-	47	70	117	83	69	152	48	40	88	38	28	66	216	207	423
2015	40%	60%	100%	55%	45%	100%	55%	45%	100%	58%	42%	100%	51%	49%	100%
2015-	42	73	115	82	72	154	50	45	95	49	31	80	223	221	444
2016	37%	63%	100%	53%	47%	100%	53%	47%	100%	61%	39%	100%	50%	50%	100%
2016-	30	53	83	49	47	96	35	23	58	61	26	87	175	149	324
2017	36%	64%	100%	51%	49%	100%	60%	39.66%	100%	70%	30%	100%	54%	46%	100%
2017-	32	54	86	50	45	95	37	20	57	59	27	86	178	146	324
2018	37%	63%	100%	53%	47%	100%	65%	35%	100%	69%	31%	100%	55%	45%	100%
2018-	48	85	133	72	67	139	50	27	77	56	22	78	226	201	427
2019	36%	64%	100%	52%	48%	100%	65%	35%	100%	72%	28%	100%	53%	47%	100%
2019-	31	60	91	40	41	81	33	22	55	48	19	67	152	142	294
2020	34%	66%	100%	49%	51%	100%	60%	40%	100%	72%	28%	100%	52%	48%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, East Stroudsburg University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	8	57	14%	53	151	35%
1975-1976	9	49	18%	59	153	39%
1976-1977	8	52	15%	65	156	42%
1977-1978	10	53	19%	66	165	40%
1978-1979	10	63	16%	68	166	41%
1979-1980	9	50	18%	70	161	43%
1980-1981	9	59	15%	65	163	40%
1981-1982	11	57	19%	74	170	44%
1982-1983	12	59	20%	76	169	45%
1983-1984	12	57	21%	76	170	45%
1984-1985	14	58	24%	80	178	45%
1985-1986	15	57	26%	82	163	50%
1986-1987	17	66	26%	84	174	48%
1987-1988	17	67	25%	80	170	47%
1988-1989	18	74	24%	81	168	48%
1989-1990	19	70	27%	72	151	48%
1990-1991	19	92	21%	71	167	43%
1991-1992	20	85	24%	73	164	45%
1992-1993	20	84	24%	72	155	46%
1993-1994	24	80	30%	70	154	45%
1994-1995	24	77	31%	73	154	47%
2005-2006	31	153	20%	55	177	31%
2006-2007	78	349	22%	135	403	34%
2007-2008	46	236	19%	79	259	31%
2008-2009	48	254	19%	85	266	32%
2009-2010	50	260	19%	87	267	33%
2010-2011	77	394	20%	122	361	34%
2011-2012	33	167	20%	56	163	34%
2012-2013	45	232	19%	83	244	34%
2013-2014	42	214	20%	75	226	33%
2014-2015	47	216	22%	70	207	34%
2015-2016	42	223	19%	73	221	33%
2016-2017	30	175	17%	53	149	36%
2017-2018	32	178	18%	54	146	37%
2018-2019	48	226	21%	85	201	42%
2019-2020	31	152	20%	60	142	42%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, East Stroudsburg University of Pennsylvania, 1974-1995

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	126	115.5	241.5	1,968	1,489.5	3,457.5	2,094	1,605	3,699
	52%	48%	100%	57%	43%	100%	57%	43%	100%
1975	101	106.5	207.5	1,945.5	1,535	3,480.5	2,046.5	1,641.5	3,688
	49%	51%	100%	56%	44%	100%	55%	45%	100%
1976	75	78.5	153.5	2,059.5	1,561	3,620.5	2,134.5	1,639.5	3,774
	49%	51%	100%	57%	43%	100%	57%	43%	100%
1977	71	70.5	141.5	2,040	1,566	3,606	2,111	1,636.5	3,747.5
	50%	50%	100%	57%	43%	100%	56%	44%	100%
1978	70.5	72.5	143	1,954.5	1,481	3,435.5	2,025	1,553.5	3,578.5
	49%	51%	100%	57%	43%	100%	56%	44%	100%
1979	74	64	138	1,942.5	1,526.5	3,469	2,016.5	1,590.5	3,607
	54%	46%	100%	56%	44%	100%	56%	44%	100%
1980	74	65.5	139.5	1,934.5	1,576.5	3,511	2,008.5	1,642	3,650.5
	53%	47%	100%	55%	45%	100%	55%	45%	100%
1981	87	74.5	161.5	1,879.5	1,576.5	3,456	1,966.5	1,651	3,617.5
	54%	46%	100%	54%	46%	100%	54%	46%	100%
1982	91	76	167	1,890.5	1,680	3,570.5	1,981.5	1,756	3,737.5
	54%	46%	100%	53%	47%	100%	53%	47%	100%
1983	83.5	80.5	164	1,882	1,677	3,559	1,965.5	1,757.5	3,723
	51%	49%	100%	53%	47%	100%	53%	47%	100%
1984	113.5	78	191.5	1,918	1,748.5	3,666.5	2,031.5	1,826.5	3,858
	59%	41%	100%	52%	48%	100%	53%	47%	100%
1985	100	95.5	195.5	1,933	1,739	3,672	2,033	1,834.5	3,867.5
	51%	49%	100%	53%	47%	100%	53%	47%	100%
1986	163.5	105.5	269	1,943.5	1,702	3,645.5	2,107	1,807.5	3,914.5
	61%	39%	100%	53%	47%	100%	54%	46%	100%
1987	196.5	107	303.5	2,180.5	1,729	3,909.5	2,377	1,836	4,213
	65%	35%	100%	56%	44%	100%	56%	44%	100%
1988	236.5	127.5	364	2,191.5	1,791.5	3,983	2,428	1,919	4,347
	65%	35%	100%	55%	45%	100%	56%	44%	100%
1989	282.5	150	432.5	2,341.5	1,957.5	4,299	2,624	2,107.5	4,731.5
	65%	35%	100%	54%	46%	100%	55%	45%	100%
1990	310.5	162.5	473	2,395.5	1,890.5	4,286	2,706	2,053	4,759
	66%	34%	100%	56%	44%	100%	57%	43%	100%
1991	357	173.5	530.5	2,374.5	1,921	4,295.5	2,731.5	2,094.5	4,826
	67%	33%	100%	55%	45%	100%	57%	43%	100%
1992	310	187	497	2,337	1,881	4,218	2,647	2,068	4,741.5
	62%	38%	100%	55%	45%	100%	56%	44%	100%
1993	325.5	214	539.5	2,380	1,872.5	4,252.5	2,705.5	2,086.5	4,792
	60%	40%	100%	56%	44%	100%	56%	44%	100%
1994	354	211	565	2,408.5	1,934.5	4,343	2,762.5	2,145.5	4,908
	63%	37%	100%	55%	45%	100%	56%	44%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, East Stroudsburg University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	390	199	590	3,015	2,078	5,094	3,406	2,278	5,684
	66%	34%	100%	59%	41%	100%	60%	40%	100%
2005 Fall	411	187	598	3,072	2,217	5,289	3,483	2,404	5,887
	69%	31%	100%	58%	42%	100%	59%	41%	100%
2006 Fall	402	175	577	3,252	2,338	5,590	3,654	2,513	6,167
	70%	30%	100%	58%	42%	100%	59%	41%	100%
2007 Fall	385	196	582	3,184	2,518	5,703	3,570	2,715	6,285
	66%	34%	100%	56%	44%	100%	57%	43%	100%
2008 Fall	429	192	621	3,204	2,628	5,832	3,633	2,820	6,453
	69%	31%	100%	55%	45%	100%	56%	44%	100%
2009 Fall	462	210	672	3,300	2,781	6,080	3,761	2,991	6,752
	69%	31%	100%	54%	46%	100%	56%	44%	100%
2010 Fall	419	198	616	3,308	2,719	6,027	3,727	2,916	6,643
	68%	32%	100%	55%	45%	100%	56%	44%	100%
2011 Fall	291	165	456	3,462	2,810	6,271	3,753	2,975	6,728
	64%	36%	100%	55%	45%	100%	56%	44%	100%
2012 Fall	247	152	398	3,272	2,636	5,908	3,519	2,787	6,306
	62%	38%	100%	55%	45%	100%	56%	44%	100%
2013 Fall	240	147	387	3,215	2,521	5,736	3,455	2,669	6,123
	62%	38%	100%	56%	44%	100%	56%	44%	100%
2014 Fall	245	152	397	3,211	2,582	5,793	3,456	2,734	6,190
	62%	38%	100%	55%	45%	100%	56%	44%	100%
2015 Fall	273	161	433	3,262	2,555	5,817	3,535	2,715	6,250
	63%	37%	100%	56%	44%	100%	57%	43%	100%
2016 Fall	269	145	414	3,323	2,491	5,814	3,591	2,636	6,228
	65%	35%	100%	57%	43%	100%	58%	42%	100%
2017 Fall	275	144	418	3,239	2,459	5,698	3,513	2,603	6,116
	66%	34%	100%	57%	43%	100%	57%	43%	100%
2018 Fall	297	143	440	3,035	2,346	5,381	3,332	2,490	5,822
	67%	33%	100%	56%	44%	100%	57%	43%	100%
2019 Fall	313	140	453	2,874	2,216	5,090	3,187	2,356	5,543
	69%	31%	100%	56%	44%	100%	58%	42%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, East Stroudsburg University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	34.53	9.86
1975-1976	39.70	10.03
1976-1977	39.61	10.01
1977-1978	38.49	9.49
1978-1979	31.02	8.92
1979-1980	38.85	9.48
1980-1981	32.79	9.67
1981-1982	32.97	9.27
1982-1983	32.04	9.94
1983-1984	33.02	9.86
1984-1985	33.07	9.82
1985-1986	33.91	10.67
1986-1987	29.45	9.78
1987-1988	32.54	10.17
1988-1989	29.61	10.66
1989-1990	33.45	12.96
1990-1991	26.03	11.32
1991-1992	27.94	11.71
1992-1993	27.82	12.14
1993-1994	29.75	12.16
1994-1995	31.28	12.56
2005 Fall	9.32	5.80
2006 Fall	13.49	9.72
2007 Fall	12.61	9.88
2008 Fall	12.69	10.41
2009 Fall	8.40	7.53
2010 Fall	20.73	17.24
2011 Fall	14.10	10.80
2012 Fall	15.02	11.16
2013 Fall	14.86	12.48
2014 Fall	14.63	11.56
2015 Fall	18.99	16.72
2016 Fall	18.19	16.84
2017 Fall	13.43	11.67
2018 Fall	18.91	15.61
2019 Fall	20.08	12.53

Table 10a: Percentage of Female Faculty at Each Rank, East Stroudsburg University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	20%	21%	35%	24%
2006-2007	22%	24%	40%	13%
2007-2008	19%	23%	42%	15%
2008-2009	19%	24%	39%	18%
2009-2010	19%	25%	37%	19%
2010-2011	20%	29%	35%	17%
2011-2012	20%	31%	31%	19%
2012-2013	19%	36%	29%	15%
2013-2014	20%	35%	26%	19%
2014-2015	22%	38%	22%	18%
2015-2016	19%	37%	22%	22%
2016-2017	17%	28%	20%	35%
2017-2018	18%	28%	21%	33%
2018-2019	21%	32%	22%	25%
2019-2020	20%	26%	22%	32%

Table 10b: Percentage of Male Faculty at Each Rank, East Stroudsburg University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	31%	30%	27%	12%
2006-2007	33%	31%	29%	7%
2007-2008	31%	28%	30%	11%
2008-2009	32%	26%	31%	11%
2009-2010	33%	24%	31%	12%
2010-2011	34%	27%	31%	9%
2011-2012	34%	29%	25%	12%
2012-2013	34%	33%	23%	9%
2013-2014	33%	34%	22%	12%
2014-2015	34%	33%	19%	14%
2015-2016	33%	33%	20%	14%
2016-2017	36%	32%	15%	17%
2017-2018	37%	31%	14%	18%
2018-2019	42%	33%	13%	11%
2019-2020	42%	29%	15%	13%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, East Stroudsburg University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	24	113	0.21	19	140	0.14	1.50
2006-2007	22	130	0.17	22	150	0.15	1.13
2007-2008	22	127	0.17	23	150	0.15	1.13
2008-2009	35	131	0.27	24	149	0.16	1.69
2009-2010	37	128	0.29	24	149	0.16	1.81
2010-2011	39	136	0.29	18	148	0.12	2.42
2011-2012	25	129	0.19	17	140	0.12	1.58
2012-2013	22	126	0.17	20	137	0.15	1.13
2013-2014	30	113	0.27	23	129	0.18	1.50
2014-2015	29	112	0.26	28	120	0.23	1.13
2015-2016	40	110	0.36	32	117	0.27	1.33
2016-2017	53	109	0.49	27	114	0.24	2.04
2017-2018	48	112	0.43	27	117	0.23	1.87
2018-2019	40	107	0.37	18	116	0.16	2.31
2019-2020	33	104	0.32	17	117	0.15	2.13

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, East Stroudsburg University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	47	137	0.34	37	159	0.23	1.48
2006-2007	44	152	0.29	23	172	0.13	2.23
2007-2008	33	149	0.22	35	173	0.20	1.10
2008-2009	37	166	0.22	23	173	0.13	1.69
2009-2010	26	165	0.16	19	173	0.11	1.45
2010-2011	30	175	0.17	29	166	0.17	1.00
2011-2012	42	154	0.27	19	157	0.12	2.25
2012-2013	41	148	0.28	19	157	0.12	2.33
2013-2014	48	143	0.34	31	152	0.20	1.70
2014-2015	52	141	0.37	40	148	0.27	1.37
2015-2016	49	150	0.33	43	149	0.29	1.14
2016-2017	59	162	0.36	43	141	0.30	1.20
2017-2018	68	160	0.43	47	144	0.33	1.30
2018-2019	69	147	0.47	55	134	0.41	1.15
2019-2020	65	137	0.47	56	134	0.42	1.12

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, East Stroudsburg University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$55,985	$57,254	-$1,269
2007-2008	$53,238	$55,801	-$2,564
2008-2009	$60,052	$57,714	$2,338
2009-2010	$55,932	$55,955	-$23
2010-2011	$54,208	$55,660	-$1,452
2011-2012	$60,319	$58,360	$1,959
2012-2013	$71,779	NA	NA
2013-2014	$57,669	$63,743	-$6,073
2014-2015	$57,213	$47,280	$9,933
2015-2016	$62,755	$58,354	$4,401
2016-2017	$59,702	NA	NA
2017-2018	$56,600	$79,570	-$22,970
2018-2019	$67,084	$62,229	$4,855
2019-2020	$62,989	$69,792	-$6,803

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, East Stroudsburg University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	5.07 (n=14)	5.80 (n=10)	-0.73
2007-2008	3.60 (n=5)	5.00 (n=7)	-1.40
2008-2009	4.75 (n=8)	5.17 (n=6)	-0.42
2009-2010	3.33 (n=3)	3.33 (n=6)	0.00
2010-2011	2.67 (n=6)	3.25 (n=4)	-0.58
2011-2012	2.00 (n=3)	3.67 (n=3)	-1.67
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	2.80 (n=5)	5.25 (n=4)	-2.45
2014-2015	8.00 (n=1)	3.00 (n=1)	5.00
2015-2016	3.86 (n=7)	2.60 (n=5)	1.26
2016-2017	2.50 (n=4)	NA (n=0)	NA
2017-2018	2.71 (n=7)	11.00 (n=1)	-8.29
2018-2019	4.17 (n=6)	5.20 (n=5)	-1.03
2019-2020	2.67 (n=3)	4.80 (n=5)	-2.13

*p-value=0.0730 that 9 of 12 years would randomly favor men. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, East Stroudsburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$67,867 (n=7)	$61,299 (n=5)	$6,568
2007-2008	$71,261 (n=6)	$66,684 (n=4)	$4,577
2008-2009	$68,847 (n=7)	$72,942 (n=3)	-$4,095
2009-2010	$74,935 (n=5)	$71,038 (n=2)	$3,897
2010-2011	$71,240 (n=8)	$72,877 (n=7)	-$1,637
2011-2012	$74,903 (n=9)	$79,373 (n=5)	-$4,470
2012-2013	$75,947 (n=3)	$78,712 (n=5)	-$2,765
2013-2014	$78,878 (n=8)	$78,762 (n=4)	$116
2014-2015	$87,443 (n=5)	$75,474 (n=2)	$11,970
2015-2016	$75,064 (n=2)	$82,779 (n=7)	-$7,715
2016-2017	$79,961 (n=2)	$77,579 (n=6)	$2,382
2017-2018	$86,402 (n=7)	$93,216 (n=3)	-$6,814
2018-2019	$77,676 (n=1)	$77,027 (n=2)	$650
2019-2020	$75,798 (n=7)	$86,296 (n=2)	-$10,498

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, East Stroudsburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	6.29 (n=7)	3.40 (n=5)	2.89
2007-2008	8.17 (n=6)	5.75 (n=4)	2.42
2008-2009	5.43 (n=7)	8.00 (n=3)	-2.57
2009-2010	7.60 (n=5)	5.50 (n=2)	2.10
2010-2011	6.25 (n=8)	6.29 (n=7)	-0.04
2011-2012	6.11 (n=9)	8.40 (n=5)	-2.29
2012-2013	5.00 (n=2)	7.60 (n=5)	-2.60
2013-2014	7.50 (n=8)	7.25 (n=4)	0.25
2014-2015	8.20 (n=5)	5.00 (n=1)	3.20
2015-2016	5.00 (n=2)	5.83 (n=6)	-0.83
2016-2017	6.00 (n=2)	5.33 (n=6)	0.67
2017-2018	6.86 (n=7)	6.00 (n=2)	0.86
2018-2019	4.00 (n=1)	4.00 (n=2)	0.00
2019-2020	4.14 (n=7)	7.50 (n=2)	-3.36

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, East Stroudsburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$81,537 (n=2)	$81,537 (n=4)	-$1,660
2007-2008	$79,779 (n=3)	$76,558 (n=1)	$3,221
2008-2009	$83,487 (n=3)	$85,817 (n=5)	-$2,330
2009-2010	$92,530 (n=3)	$87,448 (n=3)	$5,081
2010-2011	NA (n=0)	$87,413 (n=2)	NA
2011-2012	$97,783 (n=1)	NA (n=0)	NA
2012-2013	$89,579 (n=1)	$91,435 (n=5)	-$1,856
2013-2014	$92,130 (n=3)	$96,242 (n=2)	-$4,112
2014-2015	$101,743 (n=2)	$95,247 (n=3)	$6,496
2015-2016	$112,239 (n=1)	$95,437 (n=3)	$16,802
2016-2017	$97,192 (n=2)	$101,430 (n=4)	-$4,238
2017-2018	$102,018 (n=6)	$104,365 (n=4)	-$2,347
2018-2019	$105,394 (n=2)	$104,217 (n=2)	$1,177
2019-2020	$103,024 (n=5)	$105,002 (n=3)	-$1,978

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, East Stroudsburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.00 (n=2)	6.00 (n=4)	0.00
2007-2008	5.00 (n=3)	4.00 (n=1)	1.00
2008-2009	5.33 (n=3)	6.60 (n=5)	-1.27
2009-2010	8.33 (n=3)	6.00 (n=3)	2.33
2010-2011	NA (n=0)	6.00 (n=2)	NA
2011-2012	9.00 (n=1)	NA (n=0)	NA
2012-2013	5.00 (n=1)	6.00 (n=5)	-1.00
2013-2014	6.00 (n=3)	7.50 (n=2)	-1.50
2014-2015	9.00 (n=2)	6.50 (n=2)	3.50
2015-2016	NA (n=0)	6.33 (n=3)	NA
2016-2017	6.00 (n=2)	7.75 (n=4)	-1.75
2017-2018	7.17 (n=6)	8.00 (n=4)	-0.83
2018-2019	7.50 (n=2)	7.00 (n=2)	0.50
2019-2020	6.40 (n=5)	7.33 (n=3)	-0.93

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, East Stroudsburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	$49,971 (n=2)	NA
2007-2008	$39,511 (n=2)	NA (n=0)	NA
2008-2009	NA (n=0)	NA (n=0)	NA
2009-2010	NA (n=0)	$45,226 (n=1)	NA
2010-2011	$45,226 (n=1)	NA (n=0)	NA
2011-2012	$61,391 (n=1)	NA (n=0)	NA
2012-2013	$49,881 (n=1)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	$46,610 (n=1)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	$53,734 (n=1)	$53,734 (n=1)	$0
2018-2019	$68,107 (n=2)	$50,070 (n=1)	$18,037
2019-2020	$56,583 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, East Stroudsburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	2.50 (n=2)	NA
2007-2008	8.00 (n=2)	NA (n=0)	NA
2008-2009	NA (n=0)	NA (n=0)	NA
2009-2010	NA (n=0)	2.00 (n=1)	NA
2010-2011	2.00 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	3.00 (n=1)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	1.00 (n=1)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	6.00 (n=1)	1.00 (n=1)	5.00
2019-2020	3.50 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Edinboro University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Edinboro University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	8	105	113	15	132	147	32	93	125	9	11	20	64	341	405
1975	7%	93%	100%	10%	90%	100%	26%	74%	100%	45%	55%	100%	16%	84%	100%
1975-	9	112	121	16	128	144	29	97	126	7	10	17	61	347	408
1976	7%	93%	100%	11%	89%	100%	23%	77%	100%	41%	59%	100%	15%	85%	100%
1976-	9	124	133	15	119	134	35	93	128	8	12	20	67	348	415
1977	7%	93%	100%	11%	89%	100%	27%	73%	100%	40%	60%	100%	16%	84%	100%
1977-	9	129	138	15	124	139	35	79	114	4	10	14	63	342	405
1978	7%	93%	100%	11%	89%	100%	31%	69%	100%	29%	71%	100%	16%	84%	100%
1978-	10	128	138	17	127	144	28	74	102	6	7	13	61	336	397
1979	7%	93%	100%	12%	88%	100%	27%	73%	100%	46%	54%	100%	15%	85%	100%
1979-	8	125	133	21	127	148	26	71	97	4	3	7	59	326	385
1980	6%	94%	100%	14%	86%	100%	27%	73%	100%	46%	54%	100%	15%	85%	100%
1980-	9	117	126	15	110	125	24	63	87	3	3	6	51	293	344
1981	7%	93%	100%	12%	88%	100%	28%	72%	100%	50%	50%	100%	15%	85%	100%
1981-	8	113	121	21	106	127	30	62	92	3	1	4	62	282	344
1982	7%	93%	100%	17%	83%	100%	33%	67%	100%	75%	25%	100%	18%	82%	100%
1982-	11	113	124	21	92	113	27	61	88	1	0	1	60	266	326
1983	9%	91%	100%	19%	81%	100%	31%	69%	100%	100%	0%	100%	18%	82%	100%
1983-	11	114	125	16	84	100	23	54	77	0	0	0	50	252	302
1984	9%	91%	100%	16%	84%	100%	30%	70%	100%	0%	0%	0%	17%	83%	100%
1984-	11	120	131	17	80	97	22	40	71	0	0	0	50	249	299
1985	8%	92%	100%	18%	82%	100%	31%	69%	100%	0%	0%	0%	17%	83%	100%
1985-	12	121	133	18	76	94	25	50	75	2	0	2	57	247	304
1986	9%	91%	100%	19%	81%	100%	33%	67%	100%	100%	0%	100%	19%	81%	100%
1986-	16	123	139	18	79	97	28	53	81	9	3	12	71	258	329
1987	12%	88%	100%	19%	81%	100%	35%	65%	100%	75%	25%	100%	22%	78%	100%
1987-	14	124	138	17	74	91	29	52	81	10	2	12	70	252	322
1998	10%	90%	100%	19%	81%	100%	36%	64%	100%	83%	17%	100%	22%	78%	100%
1988-	15	129	144	17	65	82	34	55	89	18	3	21	84	252	336
1989	10%	90%	100%	21%	79%	100%	38%	62%	100%	86%	14%	100%	25%	75%	100%
1989-	14	121	135	16	64	80	57	68	125	24	9	33	111	262	373
1990	10%	90%	100%	20%	80%	100%	46%	54%	100%	73%	27%	100%	30%	70%	100%
1990-	14	119	133	17	62	79	69	78	147	22	11	33	122	270	392
1991	11%	89%	100%	22%	78%	100%	47%	53%	100%	67%	33%	100%	31%	69%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Edinboro University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	15	115	130	19	68	87	80	81	161	25	13	38	139	277	416
1992	12%	88%	100%	22%	78%	100%	50%	50%	100%	66%	34%	100%	33%	67%	100%
1992-	13	101	114	22	64	86	80	80	160	23	8	31	138	253	391
1993	12%	88%	100%	26%	74%	100%	50%	50%	100%	74%	26%	100%	35%	65%	100%
1993-	12	99	111	20	62	83	79	87	166	17	8	25	128	256	384
1994	11%	89%	100%	24%	76%	100%	48%	52%	100%	68%	32%	100%	33%	67%	100%
1994-	13	99	112	21	59	80	79	81	160	11	3	14	124	242	366
1995	12%	88%	100%	26%	74%	100%	49%	51%	100%	79%	21%	100%	34%	66%	100%
2005-	37	53	90	38	52	90	68	98	166	32	30	62	175	233	408
2006	41%	59%	100%	42%	58%	100%	41%	59%	100%	52%	48%	100%	43%	57%	100%
2006-	107	136	243	89	141	230	158	203	361	54	44	98	408	524	932
2007	44%	56%	100%	39%	61%	100%	44%	56%	100%	55%	45%	100%	44%	56%	100%
2007-	71	83	154	63	88	151	88	122	210	46	22	68	268	315	583
2008	46%	54%	100%	42%	58%	100%	42%	58%	100%	68%	32%	100%	46%	54%	100%
2008-	78	87	165	65	83	148	82	114	196	48	18	66	273	302	575
2009	47%	53%	100%	44%	56%	100%	42%	58%	100%	73%	27%	100%	47%	53%	100%
2009-	81	87	168	60	84	144	79	105	184	52	26	78	272	302	574
2010	48%	52%	100%	42%	58%	100%	43%	57%	100%	67%	33%	100%	47%	53%	100%
2010-	119	137	256	96	135	231	120	141	261	57	31	88	392	444	836
2011	46%	54%	100%	42%	58%	100%	46%	54%	100%	65%	35%	100%	47%	53%	100%
2011-	46	63	109	40	55	95	59	56	115	48	23	71	193	197	390
2012	42%	58%	100%	42%	58%	100%	51%	49%	100%	68%	32%	100%	49%	51%	100%
2012-	70	88	158	62	91	153	95	90	185	67	33	100	294	302	596
2013	44%	56%	100%	41%	59%	100%	51%	49%	100%	67%	33%	100%	49%	51%	100%
2013-	66	85	151	55	83	138	78	78	156	63	29	92	262	275	537
2014	44%	56%	100%	40%	60%	100%	50%	50%	100%	68%	32%	100%	49%	51%	100%
2014-	67	82	149	55	78	133	71	77	148	58	23	81	251	260	511
2015	45%	55%	100%	41%	59%	100%	48%	52%	100%	72%	28%	100%	49%	51%	100%
2015-	55	79	134	60	77	137	65	79	144	62	19	81	242	254	496
2016	41%	59%	100%	44%	56%	100%	45%	55%	100%	77%	23%	100%	49%	51%	100%
2016-	37	55	92	38	47	85	43	50	93	52	21	73	170	173	343
2017	40%	60%	100%	45%	55%	100%	46%	54%	100%	71%	29%	100%	50%	50%	100%
2017-	33	54	87	30	48	78	39	48	87	48	20	68	150	170	320
2018	38%	62%	100%	38%	62%	100%	45%	55%	100%	71%	29%	100%	47%	53%	100%
2018-	51	81	132	51	61	112	57	65	122	52	17	69	211	224	435
2019	39%	61%	100%	46%	54%	100%	47%	53%	100%	75%	25%	100%	49%	51%	100%
2019-	36	59	95	32	45	77	47	38	85	37	9	46	152	151	303
2020	38%	62%	100%	42%	58%	100%	55%	45%	100%	80%	20%	100%	50%	50%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Edinboro University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	8	64	13%	105	341	31%
1975-1976	9	61	15%	112	347	32%
1976-1977	9	67	13%	124	348	36%
1977-1978	9	63	14%	129	342	38%
1978-1979	10	61	16%	128	336	38%
1979-1980	8	59	14%	125	326	38%
1980-1981	9	51	18%	117	293	40%
1981-1982	8	62	13%	113	282	40%
1982-1983	11	60	18%	113	266	42%
1983-1984	11	50	22%	114	252	45%
1984-1985	11	50	22%	120	249	48%
1985-1986	12	57	21%	121	247	49%
1986-1987	16	71	23%	123	258	48%
1987-1988	14	70	20%	124	252	49%
1988-1989	15	84	18%	129	252	51%
1989-1990	14	111	13%	121	262	46%
1990-1991	14	122	11%	119	270	44%
1991-1992	15	139	11%	115	277	42%
1992-1993	13	138	9%	101	253	40%
1993-1994	12	128	9%	99	256	39%
1994-1995	13	124	10%	99	242	41%
2005-2006	37	175	21%	53	233	23%
2006-2007	107	408	26%	136	524	26%
2007-2008	71	268	26%	83	315	26%
2008-2009	78	273	29%	87	302	29%
2009-2010	81	272	30%	87	302	29%
2010-2011	119	392	30%	137	444	31%
2011-2012	46	193	24%	63	197	32%
2012-2013	70	294	24%	88	302	29%
2013-2014	66	262	25%	85	275	31%
2014-2015	67	251	27%	82	260	32%
2015-2016	55	242	23%	79	254	31%
2016-2017	37	170	22%	55	173	32%
2017-2018	33	150	22%	54	170	32%
2018-2019	51	211	24%	81	224	36%
2019-2020	36	152	24%	59	151	39%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Edinboro University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	282.5	202.5	485	3,387.5	2,630.5	6,018	3,670	2,833	6,503
	58%	42%	100%	56%	44%	100%	56%	44%	100%
1975	311.5	205.5	517	3,241.5	2,676.5	5,918	3,553	2,882	6,435
	60%	40%	100%	55%	45%	100%	55%	45%	100%
1976	287.5	189	476.5	3,164	2,334	5,498	3,451.5	2,523	5,974.5
	60%	40%	100%	58%	42%	100%	58%	42%	100%
1977	257.5	172	429.5	2,822.5	2,469	5,291.5	3,080	2,641	5,721
	60%	40%	100%	53%	47%	100%	54%	46%	100%
1978	273.5	133.5	407	2,536	2,148	4,684	2,809.5	2,281.5	5,091
	67%	33%	100%	54%	46%	100%	55%	45%	100%
1979	285.5	134	419.5	2,580	2,009.5	4,589.5	2,865.5	2,143.5	5,009
	68%	32%	100%	56%	44%	100%	57%	43%	100%
1980	314.5	124.5	439	2,579.5	2,012.5	4,592	2,894	2,137	5,031
	72%	28%	100%	56%	44%	100%	58%	42%	100%
1981	271	120.5	391.5	2,675.5	2,134.5	4,810	2,946.5	2,255	5,201.5
	69%	31%	100%	56%	44%	100%	57%	43%	100%
1982	220.5	100.5	321	2,535	2,218	4,753	2,755.5	2,318.5	5,074
	69%	31%	100%	53%	47%	100%	54%	46%	100%
1983	250.5	104	354.5	2,584	2,384	4,968	2,834.5	2,488	5,322.5
	71%	29%	100%	52%	48%	100%	53%	47%	100%
1984	225.5	122	347.5	2,607.5	2,496.5	5,104	2,833	2,618.5	5,451.5
	65%	35%	100%	51%	49%	100%	52%	48%	100%
1985	231	120.5	351.5	2,612.5	2,333	4,945.5	2,843.5	2,453.5	5,297
	66%	34%	100%	53%	47%	100%	54%	46%	100%
1986	235.5	98.5	334	2,733	2,342.5	5,075.5	2,968.5	2,441	5,409.5
	71%	29%	100%	54%	46%	100%	55%	45%	100%
1987	297.5	125.5	423	2,923.5	2,458	5,381.5	3,221	2,583.5	5,804.5
	70%	30%	100%	54%	46%	100%	55%	45%	100%
1988	322	130.5	452.5	3,274.5	2,656	5,930.5	3,596.5	2,786.5	6,383
	71%	29%	100%	55%	45%	100%	56%	44%	100%
1989	350	137.5	487.5	3,559.5	2,774	6,333.5	3,909.5	2,911.5	6,821
	72%	28%	100%	56%	44%	100%	57%	43%	100%
1990	383.5	143.5	527	3,955.5	2,967	6,922.5	4,339	3,110.5	7,449.5
	73%	27%	100%	57%	43%	100%	58%	42%	100%
1991	334	157	491	4,029.5	3,001.5	7,031	4,363.5	3,158.5	7,522
	68%	32%	100%	57%	43%	100%	58%	42%	100%
1992	334	133	467	4,018.5	3,087	7,105.5	4,352.5	3,220	7,572.5
	72%	28%	100%	57%	43%	100%	57%	43%	100%
1993	323.5	111	434.5	3,830.5	2,896	6,726.5	4,154	3,007	7,161
	74%	26%	100%	57%	43%	100%	58%	42%	100%
1994	337	118.5	455.5	3,730.5	2,741.5	6,472	4,067.5	2,860	6,927.5
	74%	26%	100%	58%	42%	100%	59%	41%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Edinboro University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	451	185	637	3,516	2,594	6,110	3,967	2,779	6,747
	71%	29%	100%	58%	42%	100%	59%	41%	100%
2005 Fall	496	199	695	3,375	2,466	5,841	3,871	2,665	6,536
	71%	29%	100%	58%	42%	100%	59%	41%	100%
2006 Fall	502	197	698	3,250	2,488	5,738	3,752	2,684	6,436
	72%	28%	100%	57%	43%	100%	58%	42%	100%
2007 Fall	551	199	750	3,214	2,450	5,664	3,764	2,649	6,414
	73%	27%	100%	57%	43%	100%	59%	41%	100%
2008 Fall	663	224	887	3,078	2,389	5,467	3,741	2,613	6,354
	75%	25%	100%	56%	44%	100%	59%	41%	100%
2009 Fall	760	289	1050	3,256	2,502	5,758	4,016	2,792	6,808
	72%	28%	100%	57%	43%	100%	59%	41%	100%
2010 Fall	823	265	1088	3,505	2,537	6,042	4,328	2,802	7,130
	76%	24%	100%	58%	42%	100%	61%	39%	100%
2011 Fall	686	220	907	3,533	2,503	6,036	4,219	2,723	6,942
	76%	24%	100%	59%	41%	100%	61%	39%	100%
2012 Fall	596	186	782	3,283	2,317	5,600	3,879	2,503	6,382
	76%	24%	100%	59%	41%	100%	61%	39%	100%
2013 Fall	509	166	674	3,131	2,225	5,356	3,640	2,391	6,031
	75%	25%	100%	58%	42%	100%	60%	40%	100%
2014 Fall	553	150	703	3,016	2,121	5,136	3,569	2,270	5,839
	79%	21%	100%	59%	41%	100%	61%	39%	100%
2015 Fall	576	157	733	2,821	2,008	4,829	3,397	2,164	5,562
	79%	21%	100%	58%	42%	100%	61%	39%	100%
2016 Fall	608	178	786	2,613	1,858	4,471	3,221	2,037	5,257
	77%	23%	100%	58%	42%	100%	61%	39%	100%
2017 Fall	608	167	774	2,320	1,668	3,987	2,927	1,835	4,762
	78%	22%	100%	58%	42%	100%	61%	39%	100%
2018 Fall	634	138	772	1,917	1,379	3,296	2,551	1,517	4,068
	82%	18%	100%	58%	42%	100%	63%	37%	100%
2019 Fall	630	132	762	1,817	1,280	3,096	2,447	1,411	3,858
	88%	17%	100%	59%	41%	100%	63%	37%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Edinboro University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	52.93	7.71
1975-1976	53.14	7.71
1976-1977	47.22	6.71
1977-1978	44.80	7.22
1978-1979	41.57	6.39
1979-1980	43.73	6.16
1980-1981	50.58	6.87
1981-1982	43.15	7.57
1982-1983	42.25	8.34
1983-1984	51.68	9.46
1984-1985	52.15	10.03
1985-1986	45.83	9.45
1986-1987	38.49	9.08
1987-1988	41.76	9.75
1988-1989	38.98	10.54
1989-1990	32.07	10.59
1990-1991	32.42	10.99
1991-1992	28.99	10.84
1992-1993	29.12	12.20
1993-1994	29.93	11.31
1994-1995	30.08	11.33
2005 Fall	7.97	4.75
2006 Fall	11.99	7.78
2007 Fall	11.28	7.91
2008 Fall	11.97	8.28
2009 Fall	8.94	5.71
2010 Fall	18.31	12.70
2011 Fall	11.17	7.67
2012 Fall	11.95	8.09
2013 Fall	12.02	8.16
2014 Fall	11.66	7.90
2015 Fall	15.37	10.74
2016 Fall	15.46	9.81
2017 Fall	9.08	6.16
2018 Fall	11.95	8.47
2019 Fall	19.29	10.58

Table 10a: Percentage of Female Faculty at Each Rank, Edinboro University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	21%	22%	39%	18%
2006-2007	26%	22%	39%	13%
2007-2008	26%	24%	33%	17%
2008-2009	29%	24%	30%	18%
2009-2010	30%	22%	29%	19%
2010-2011	30%	24%	31%	15%
2011-2012	24%	21%	31%	25%
2012-2013	24%	21%	32%	23%
2013-2014	25%	21%	30%	24%
2014-2015	27%	22%	28%	23%
2015-2016	23%	25%	27%	26%
2016-2017	22%	22%	25%	31%
2017-2018	22%	20%	26%	32%
2018-2019	24%	24%	27%	25%
2019-2020	24%	21%	31%	24%

Table 10b: Percentage of Male Faculty at Each Rank, Edinboro University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	23%	22%	42%	13%
2006-2007	26%	27%	39%	8%
2007-2008	26%	28%	39%	7%
2008-2009	29%	27%	38%	6%
2009-2010	29%	28%	35%	9%
2010-2011	31%	30%	32%	7%
2011-2012	32%	28%	28%	12%
2012-2013	29%	30%	30%	11%
2013-2014	31%	30%	28%	11%
2014-2015	32%	30%	30%	9%
2015-2016	31%	30%	31%	7%
2016-2017	32%	27%	29%	12%
2017-2018	32%	28%	28%	12%
2018-2019	36%	27%	29%	8%
2019-2020	39%	30%	25%	6%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Edinboro University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	17	143	0.11	16	190	0.08	1.38
2006-2007	15	148	0.09	14	198	0.07	1.29
2007-2008	22	145	0.13	9	184	0.05	2.60
2008-2009	25	144	0.15	9	183	0.05	3.00
2009-2010	35	136	0.20	14	182	0.08	2.50
2010-2011	43	137	0.24	20	177	0.11	2.18
2011-2012	45	132	0.25	21	164	0.13	1.92
2012-2013	53	130	0.29	25	166	0.15	1.93
2013-2014	44	128	0.26	23	161	0.14	1.86
2014-2015	34	126	0.21	19	155	0.12	1.75
2015-2016	39	113	0.26	16	153	0.10	2.60
2016-2017	34	108	0.24	15	153	0.10	2.40
2017-2018	34	99	0.26	15	141	0.11	2.36
2018-2019	21	105	0.17	9	138	0.07	2.43
2019-2020	22	111	0.17	6	135	0.04	4.25

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Edinboro University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	25	160	0.16	24	206	0.12	1.33
2006-2007	22	163	0.13	17	212	0.08	1.63
2007-2008	20	167	0.12	30	193	0.16	0.75
2008-2009	33	169	0.20	28	192	0.15	1.33
2009-2010	38	171	0.22	27	196	0.14	1.57
2010-2011	39	180	0.22	35	197	0.18	1.22
2011-2012	47	177	0.27	34	185	0.18	1.50
2012-2013	61	183	0.33	39	191	0.20	1.65
2013-2014	53	172	0.31	30	184	0.16	1.94
2014-2015	51	160	0.32	28	174	0.16	2.00
2015-2016	63	152	0.41	42	169	0.25	1.64
2016-2017	73	142	0.51	45	168	0.27	1.89
2017-2018	56	133	0.42	37	156	0.24	1.75
2018-2019	56	126	0.44	35	147	0.24	1.83
2019-2020	52	133	0.39	36	141	0.26	1.50

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Edinboro University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$54,544 (n=6)	$50,792 (n=9)	$3,752
2007-2008	$54,537 (n=7)	$59,985 (n=6)	-$5,449
2008-2009	$54,301 (n=7)	$51,558 (n=4)	$2,743
2009-2010	$55,886 (n=3)	$59,562 (n=6)	-$3,676
2010-2011	$54,242 (n=5)	$51,856 (n=1)	$2,386
2011-2012	$54,014 (n=7)	NA (n=0)	NA
2012-2013	$58,487 (n=5)	$57,163 (n=5)	$1,324
2013-2014	$59,446 (n=8)	$65,905 (n=7)	-$6,459
2014-2015	NA (n=0)	$61,939 (n=2)	NA
2015-2016	$62,384 (n=6)	$60,303 (n=4)	$2,081
2016-2017	$61,102 (n=5)	$59,046 (n=4)	$2,057
2017-2018	$60,861 (n=2)	$71,432 (n=5)	-$10,571
2018-2019	$70,503 (n=10)	$68,217 (n=3)	$2,286
2019-2020	$65,206 (n=12)	$72,216 (n=1)	-$7,010

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Edinboro University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.83 (n=6)	2.67 (n=9)	1.17
2007-2008	4.14 (n=7)	6.25 (n=4)	-2.11
2008-2009	3.43 (n=7)	2.25 (n=4)	1.18
2009-2010	2.50 (n=2)	5.33 (n=6)	-2.83
2010-2011	4.00 (n=4)	1.00 (n=1)	3.00
2011-2012	2.67 (n=6)	NA (n=0)	NA
2012-2013	3.20 (n=5)	3.20 (n=5)	0.00
2013-2014	3.50 (n=8)	6.14 (n=7)	-2.64
2014-2015	NA (n=0)	4.00 (n=2)	NA
2015-2016	5.00 (n=5)	3.25 (n=4)	1.75
2016-2017	2.80 (n=5)	2.25 (n=4)	0.55
2017-2018	2.50 (n=2)	3.25 (n=4)	-0.75
2018-2019	4.33 (n=9)	4.33 (n=3)	0.00
2019-2020	3.58 (n=12)	6.00 (n=1)	-2.42

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Edinboro University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$66,132 (n=5)	$66,448 (n=7)	-$316
2007-2008	$66,532 (n=10)	$64,274 (n=5)	$2,258
2008-2009	$71,653 (n=4)	$70,624 (n=7)	$1,029
2009-2010	$71,999 (n=3)	$70,885 (n=6)	$1,115
2010-2011	$71,476 (n=4)	$80,554 (n=7)	-$9,078
2011-2012	$73,467 (n=4)	$74,791 (n=2)	-$1,325
2012-2013	$73,900 (n=3)	$79,153 (n=9)	-$5,253
2013-2014	$77,013 (n=4)	$81,135 (n=2)	-$4,122
2014-2015	$65,584 (n=1)	$75,442 (n=3)	-$9,858
2015-2016	$74,405 (n=6)	$73,342 (n=2)	$1,063
2016-2017	$81,144 (n=4)	NA (n=0)	NA
2017-2018	NA (n=0)	$106,354 (n=1)	NA
2018-2019	$78,888 (n=5)	$83,409 (n=5)	-$4,521
2019-2020	$84,551 (n=3)	$78,641 (n=5)	$5,910

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Edinboro University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	7.00 (n=4)	5.86 (n=7)	1.14
2007-2008	5.78 (n=9)	4.40 (n=5)	1.38
2008-2009	7.00 (n=4)	6.43 (n=7)	0.57
2009-2010	6.33 (n=3)	5.83 (n=6)	0.50
2010-2011	5.75 (n=4)	7.40 (n=5)	-1.65
2011-2012	5.50 (n=4)	6.00 (n=2)	-0.50
2012-2013	5.67 (n=3)	6.25 (n=8)	-0.58
2013-2014	6.75 (n=4)	8.50 (n=2)	-1.75
2014-2015	2.00 (n=1)	5.33 (n=3)	-3.33
2015-2016	5.20 (n=5)	4.50 (n=2)	0.70
2016-2017	3.50 (n=4)	NA (n=0)	NA
2017-2018	NA (n=0)	6.00 (n=1)	NA
2018-2019	4.60 (n=5)	6.20 (n=5)	-1.60
2019-2020	6.67 (n=3)	4.80 (n=5)	1.87

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Edinboro University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$82,817 (n=5)	$81,582 (n=4)	$1,235
2007-2008	$82,395 (n=3)	$86,803 (n=6)	-$4,408
2008-2009	$85,028 (n=5)	$81,860 (n=2)	$3,168
2009-2010	$90,362 (n=3)	$84,421 (n=4)	$5,942
2010-2011	$85,383 (n=2)	$87,865 (n=4)	-$2,483
2011-2012	$101,325 (n=2)	$94,753 (n=3)	$6,573
2012-2013	$88,903 (n=3)	$94,170 (n=2)	-$5,267
2013-2014	$93,924 (n=4)	$90,583 (n=2)	$3,342
2014-2015	$101,743 (n=1)	$100,440 (n=2)	$1,304
2015-2016	$101,743 (n=1)	$92,284 (n=1)	$9,459
2016-2017	$94,822 (n=1)	$109,934 (n=2)	-$15,112
2017-2018	$96,718 (n=1)	$115,832 (n=5)	-$19,114
2018-2019	$101,615 (n=1)	$100,099 (n=6)	$1,516
2019-2020	$87,779 (n=2)	$104,337 (n=3)	-$16,558

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Edinboro University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.20 (n=5)	6.00 (n=4)	0.20
2007-2008	6.00 (n=3)	4.20 (n=5)	1.80
2008-2009	6.40 (n=5)	5.00 (n=2)	1.40
2009-2010	7.33 (n=3)	5.25 (n=4)	2.08
2010-2011	5.50 (n=2)	6.67 (n=3)	-1.17
2011-2012	4.00 (n=1)	7.67 (n=3)	-3.67
2012-2013	5.00 (n=3)	7.00 (n=2)	-2.00
2013-2014	6.50 (n=4)	5.50 (n=2)	1.00
2014-2015	9.00 (n=1)	7.00 (n=2)	2.00
2015-2016	9.00 (n=1)	5.00 (n=1)	4.00
2016-2017	5.00 (n=1)	9.00 (n=1)	-4.00
2017-2018	5.00 (n=1)	6.75 (n=4)	-1.75
2018-2019	2.50 (n=2)	2.00 (n=1)	0.50
2019-2020	2.50 (n=2)	7.33 (n=3)	-4.83

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Edinboro University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$42,630 (n=2)	$60,020 (n=1)	-$17,390
2007-2008	$44,761 (n=1)	$47,000 (n=1)	-$2,239
2008-2009	$46,104 (n=1)	NA (n=0)	NA
2009-2010	$47,487 (n=1)	NA (n=0)	NA
2010-2011	$43,072 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	$47,505 (n=1)	NA (n=0)	NA
2013-2014	$52,899 (n=1)	$52,899 (n=1)	0.00
2014-2015	$53,172 (n=4)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	$104,268 (n=1)	$68,120 (n=2)	-$36,149
2017-2018	$57,359 (n=2)	NA (n=0)	NA
2018-2019	$54,553 (n=3)	$54,527 (n=2)	-$26
2019-2020	NA (n=0)	68,556 (n=1)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Edinboro University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	2.00 (n=2)	13.00 (n=1)	-11.00
2007-2008	3.00 (n=1)	4.00 (n=1)	-1.00
2008-2009	3.00 (n=1)	NA (n=0)	NA
2009-2010	3.00 (n=1)	NA (n=0)	NA
2010-2011	1.00 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	2.00 (n=1)	NA (n=0)	NA
2013-2014	4.00 (n=1)	4.00 (n=1)	0.00
2014-2015	3.50 (n=4)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	6.00 (n=1)	7.00 (n=2)	-1.00
2017-2018	4.50 (n=2)	NA (n=0)	NA
2018-2019	1.67 (n=3)	1.00 (n=2)	0.67
2019-2020	NA (n=0)	2.00 (n=1)	NA

Results are not statistically significant. n=sample size.

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Indiana University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	17	155	172	47	163	210	40	81	121	18	15	33	122	414	536
1975	10%	90%	100%	22%	78%	100%	33%	67%	100%	55%	45%	100%	23%	77%	100%
1975-	18	168	186	45	155	200	44	78	122	13	10	23	120	411	531
1976	10%	90%	100%	23%	87%	100%	36%	64%	100%	57%	43%	100%	23%	77%	100%
1976-	21	185	206	44	149	193	41	79	120	14	8	22	120	421	541
1977	10%	90%	100%	23%	87%	100%	34%	66%	100%	64%	36%	100%	22%	78%	100%
1977-	25	186	211	43	152	195	39	78	117	12	11	23	119	427	546
1978	12%	88%	100%	22%	78%	100%	33%	67%	100%	52%	48%	100%	22%	78%	100%
1978-	28	190	218	44	156	200	44	78	122	16	4	20	132	428	560
1979	13%	87%	100%	22%	78%	100%	36%	64%	100%	80%	20%	100%	24%	76%	100%
1979-	27	193	220	41	141	182	45	73	118	24	10	34	137	417	554
1980	12%	88%	100%	23%	77%	100%	38%	62%	100%	71%	29%	100%	25%	75%	100%
1980-	29	205	234	43	165	208	61	84	145	21	10	31	154	464	618
1981	12%	88%	100%	21%	79%	100%	42%	58%	100%	68%	32%	100%	25%	75%	100%
1981-	29	205	234	40	167	207	64	88	152	33	18	51	166	478	644
1982	12%	88%	100%	19%	81%	100%	42%	58%	100%	68%	32%	100%	26%	74%	100%
1982-	28	209	237	45	161	206	81	94	175	40	31	71	194	495	689
1983	12%	88%	100%	22%	78%	100%	46%	54%	100%	56%	44%	100%	28%	72%	100%
1983-	32	206	238	38	155	193	79	92	171	14	23	37	163	476	639
1984	13%	87%	100%	20%	80%	100%	46%	54%	100%	38%	62%	100%	26%	74%	100%
1984-	30	215	245	36	152	188	85	103	188	24	18	42	175	488	663
1985	12%	88%	100%	19%	81%	100%	45%	55%	100%	57%	43%	100%	26%	74%	100%
1985-	27	211	238	36	133	169	65	90	155	25	19	44	153	453	606
1986	11%	89%	100%	21%	79%	100%	42%	58%	100%	57%	43%	100%	25%	75%	100%
1986-	33	217	250	41	154	195	90	108	198	33	26	59	197	505	702
1987	13%	87%	100%	21%	79%	100%	45%	55%	100%	56%	44%	100%	28%	72%	100%
1987-	29	202	231	39	142	181	78	101	179	26	15	41	172	460	632
1998	13%	87%	100%	22%	78%	100%	44%	56%	100%	63%	37%	100%	27%	73%	100%
1988-	30	211	241	39	151	190	93	108	201	31	19	50	193	489	682
1989	12%	88%	100%	21%	79%	100%	46%	54%	100%	62%	38%	100%	28%	72%	100%
1989-	29	201	230	42	138	180	88	110	198	19	10	29	178	459	637
1990	13%	87%	100%	23%	77%	100%	44%	56%	100%	66%	34%	100%	28%	72%	100%
1990-	32	208	240	49	143	192	88	96	184	27	11	38	196	458	654
1991	13%	87%	100%	26%	74%	100%	48%	52%	100%	71%	29%	100%	30%	70%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Indiana University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	30	204	234	52	144	196	87	99	186	20	13	33	189	460	649
1992	13%	87%	100%	27%	73%	100%	47%	53%	100%	61%	39%	100%	29%	71%	100%
1992-	34	207	241	62	134	196	96	91	187	22	10	32	214	442	656
1993	14%	86%	100%	32%	68%	100%	51%	49%	100%	69%	31%	100%	33%	67%	100%
1993-	34	209	243	68	133	201	84	89	173	28	13	41	214	444	658
1994	14%	86%	100%	34%	66%	100%	49%	51%	100%	68%	32%	100%	33%	67%	100%
1994-	43	212	255	64	119	183	84	95	179	42	12	54	233	438	671
1995	17%	83%	100%	35%	65%	100%	47%	53%	100%	78%	22%	100%	35%	65%	100%
2005-	72	146	218	104	113	217	128	142	270	65	50	115	369	451	820
2006	33%	67%	100%	48%	52%	100%	47%	53%	100%	57%	43%	100%	45%	55%	100%
2006-	182	343	525	258	238	496	263	294	557	91	64	155	794	939	1,733
2007	35%	65%	100%	52%	48%	100%	47%	53%	100%	59%	41%	100%	46%	54%	100%
2007-	106	198	304	165	144	309	182	190	372	84	51	135	537	583	1,120
2008	35%	65%	100%	53%	47%	100%	49%	51%	100%	62%	38%	100%	48%	52%	100%
2008-	111	200	311	166	142	308	188	170	358	86	59	145	551	571	1,122
2009	36%	64%	100%	54%	46%	100%	53%	47%	100%	59%	41%	100%	49%	51%	100%
2009-	112	195	307	167	155	322	191	161	352	76	49	125	546	560	1,106
2010	36%	64%	100%	52%	48%	100%	54%	46%	100%	61%	39%	100%	49%	51%	100%
2010-	174	271	445	248	235	483	270	209	479	73	51	124	765	766	1,531
2011	39%	61%	100%	51%	49%	100%	56%	44%	100%	59%	41%	100%	50%	50%	100%
2011-	77	129	206	106	109	215	124	117	241	67	43	110	374	398	772
2012	37%	63%	100%	49%	51%	100%	51%	49%	100%	61%	39%	100%	48%	52%	100%
2012-	118	185	303	175	165	340	198	196	394	92	64	156	583	610	1,193
2013	39%	61%	100%	51%	49%	100%	50%	50%	100%	59%	41%	100%	49%	51%	100%
2013-	117	174	291	169	145	314	166	183	349	73	60	133	525	562	1,087
2014	40%	60%	100%	54%	46%	100%	48%	52%	100%	55%	45%	100%	48%	52%	100%
2014-	121	188	309	174	148	322	169	181	350	70	49	119	534	566	1,100
2015	39%	61%	100%	54%	46%	100%	48%	52%	100%	59%	41%	100%	49%	51%	100%
2015-	118	192	310	168	145	313	164	174	338	88	49	137	538	560	1,098
2016	38%	62%	100%	54%	46%	100%	49%	51%	100%	64%	36%	100%	49%	51%	100%
2016-	81	134	215	103	101	204	123	118	241	70	37	107	377	390	767
2017	38%	62%	100%	50%	50%	100%	51%	49%	100%	65%	35%	100%	49%	51%	100%
2017-	86	133	219	105	103	208	109	94	203	50	31	81	350	361	711
2018	39%	61%	100%	50%	50%	100%	54%	46%	100%	62%	38%	100%	49%	51%	100%
2018-	135	190	325	166	161	327	161	120	281	61	47	108	523	518	1041
2019	41%	59%	100%	51%	49%	100%	57%	43%	100%	56%	44%	100%	50%	50%	100%
2019-	93	135	228	114	101	215	87	66	153	56	25	81	350	327	677
2020	41%	59%	100%	53%	47%	100%	57%	43%	100%	69%	31%	100%	52%	48%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Indiana University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	17	122	14%	155	414	37%
1975-1976	18	120	15%	168	411	41%
1976-1977	21	120	18%	185	421	44%
1977-1978	25	119	21%	186	427	44%
1978-1979	28	132	21%	190	428	44%
1979-1980	27	137	20%	193	417	46%
1980-1981	29	154	19%	205	464	44%
1981-1982	29	166	17%	205	478	43%
1982-1983	28	194	14%	209	495	42%
1983-1984	32	163	20%	206	476	43%
1984-1985	30	175	17%	215	488	44%
1985-1986	27	153	18%	211	453	47%
1986-1987	33	197	17%	217	505	43%
1987-1988	29	172	17%	202	460	44%
1988-1989	30	193	16%	211	489	43%
1989-1990	29	178	16%	201	459	44%
1990-1991	32	196	16%	208	458	45%
1991-1992	30	189	16%	204	460	44%
1992-1993	34	214	16%	207	442	47%
1993-1994	34	214	16%	209	444	47%
1994-1995	43	233	18%	212	438	48%
2005-2006	72	369	20%	146	451	32%
2006-2007	182	794	23%	343	939	37%
2007-2008	106	537	20%	198	583	34%
2008-2009	111	551	20%	200	571	35%
2009-2010	112	546	21%	195	560	35%
2010-2011	174	765	23%	271	766	35%
2011-2012	77	374	21%	129	398	32%
2012-2013	118	583	20%	185	610	30%
2013-2014	117	525	22%	174	562	31%
2014-2015	121	534	23%	188	566	33%
2015-2016	118	538	22%	192	560	34%
2016-2017	81	377	21%	134	390	34%
2017-2018	86	350	25%	133	361	37%
2018-2019	135	523	26%	190	518	37%
2019-2020	93	350	27%	135	327	41%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Indiana University of Pennsylvania, 1974-1995

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	314.5	282.5	597	5,464	3,947	9,411	5,778.5	4,229.5	10,008
	53%	47%	100%	58%	42%	100%	58%	42%	100%
1975	288	287	575	5,613.5	4,177.5	9,791	5,901.5	4,464.5	10,366
	50%	50%	100%	57%	43%	100%	57%	43%	100%
1976	298.5	266	564.5	5,794	3,963	9,757	6,092.5	4,229	10,321.5
	53%	47%	100%	59%	41%	100%	59%	41%	100%
1977	349.5	299.5	649	5,941.5	4,330	10,271.5	6,291	4,629.5	10,920.5
	54%	46%	100%	58%	42%	100%	58%	42%	100%
1978	430	320	750	6,042	4,384.5	10,426.5	6,472	4,704.5	11,176.5
	57%	43%	100%	58%	42%	100%	58%	42%	100%
1979	356.5	273	629.5	6,141	4,533.5	10,674.5	6,497.5	4,806.5	11,304
	57%	43%	100%	58%	42%	100%	57%	43%	100%
1980	402	342.5	744.5	6,188	4,572.5	10,760.5	6,590	4,915	11,505
	54%	46%	100%	58%	42%	100%	57%	43%	100%
1981	345.5	288.5	634	6,348.5	4,641.5	10,990	6,694	4,930	11,624
	55%	45%	100%	58%	42%	100%	58%	42%	100%
1982	331.5	317	648.5	6,282	4,805	11,087	6,613.5	5,122	11,735.5
	51%	49%	100%	57%	43%	100%	56%	44%	100%
1983	390.5	327	717.5	6,246	4,795.5	11,041.5	6,636.5	5,122.5	11,759
	54%	46%	100%	57%	43%	100%	56%	44%	100%
1984	424.5	331	755.5	6,205	4,995.5	11,200.5	6,629.5	5,326.5	11,956
	56%	44%	100%	55%	45%	100%	55%	45%	100%
1985	417.5	385.5	803	6,215	4,999	11,214	6,632.5	5,384.5	12,017
	52%	48%	100%	55%	45%	100%	55%	45%	100%
1986	461	389.5	850.5	6,337.5	5,146	11,483.5	6,798.5	5,535.5	12,334
	54%	46%	100%	55%	45%	100%	55%	45%	100%
1987	493.5	390	883.5	6,509	5,030	11,539	7,002.5	5420	12,422.5
	56%	44%	100%	56%	44%	100%	56%	44%	100%
1988	428	387	815	6,642	5,145	11,787	7,070	5,532	12,602
	53%	47%	100%	56%	44%	100%	56%	44%	100%
1989	485	360.5	845.5	6,773	5,110	11,883	7,258	5,470.5	12,728.5
	57%	43%	100%	57%	43%	100%	57%	43%	100%
1990	569	403	972	6,922.5	5,361.5	12,284	7,491.5	5,764.5	13,256
	59%	41%	100%	56%	44%	100%	57%	43%	100%
1991	679	486	1,165	6,894.5	5,419	12,313.5	7,573.5	5,905	13,478.5
	58%	42%	100%	56%	44%	100%	56%	44%	100%
1992	615	479.5	1,094.5	6,800	5,360.5	12,160.5	7,415	5,840	13,320
	56%	44%	100%	56%	44%	100%	56%	44%	100%
1993	667.5	448	1,115.5	6,656	5,285	11,941	7,323.5	5,733	13,056.5
	60%	40%	100%	56%	44%	100%	56%	44%	100%
1994	665	469.5	1,134.5	6,491	5,248	11,739	7,156	5,717.5	12,873.5
	59%	41%	100%	55%	45%	100%	56%	44%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Indiana University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	636	370	1,006	6,366	4,885	11,251	7,002	5,255	12,257
	63%	37%	100%	57%	43%	100%	57%	43%	100%
2005 Fall	740	393	1,133	6,274	4,999	11,274	7,014	5,392	12,407
	65%	35%	100%	56%	44%	100%	57%	43%	100%
2006 Fall	775	469	1,245	6,154	5,025	11,179	6,929	5,494	12,423
	62%	38%	100%	55%	45%	100%	56%	44%	100%
2007 Fall	746	527	1,274	6,011	4,905	10,916	6,757	5,432	12,189
	59%	41%	100%	55%	45%	100%	55%	45%	100%
2008 Fall	740	596	1,336	6,198	4,964	11,161	6,938	5,560	12,498
	55%	45%	100%	56%	44%	100%	56%	44%	100%
2009 Fall	724	594	1,317	6,465	4,975	11,440	7,189	5,568	12,757
	55%	45%	100%	57%	43%	100%	56%	44%	100%
2010 Fall	752	553	1,305	6,850	5,179	12,029	7,602	5,732	13,334
	58%	42%	100%	57%	43%	100%	57%	43%	100%
2011 Fall	714	504	1,219	6,980	5,239	12,219	7,694	5,744	13,438
	59%	41%	100%	57%	43%	100%	57%	43%	100%
2012 Fall	758	541	1,299	6,920	5,540	12,460	7,678	6,081	13,759
	58%	42%	100%	56%	44%	100%	56%	44%	100%
2013 Fall	706	521	1,228	6,697	5,406	12,103	7,403	5,927	13,331
	58%	42%	100%	55%	45%	100%	56%	44%	100%
2014 Fall	673	530	1,204	6,347	5,232	11,578	7,020	5,762	12,782
	56%	44%	100%	55%	45%	100%	55%	45%	100%
2015 Fall	690	520	1,210	6,163	4,907	11,070	6,853	5,427	12,280
	57%	43%	100%	56%	44%	100%	56%	44%	100%
2016 Fall	720	495	1,215	5,740	4,382	10,122	6,460	4,877	11,337
	59%	41%	100%	57%	43%	100%	57%	43%	100%
2017 Fall	688	462	1,150	5,581	4,043	9,623	6,269	4,505	10,773
	60%	40%	100%	58%	42%	100%	58%	42%	100%
2018 Fall	671	403	1,074	5,094	3,627	8,721	5,765	4,030	9,795
	62%	38%	100%	58%	42%	100%	59%	41%	100%
2019 Fall	653	406	1,059	4,514	3,106	7,620	5,167	3,512	8,679
	62%	38%	100%	59%	41%	100%	60%	40%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Indiana University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	44.79	9.53
1975-1976	46.78	10.16
1976-1977	48.28	9.41
1977-1978	49.93	10.14
1978-1979	45.77	10.24
1979-1980	44.82	10.87
1980-1981	40.18	9.85
1981-1982	38.24	9.71
1982-1983	32.38	9.71
1983-1984	38.32	10.07
1984-1985	35.46	10.24
1985-1986	40.62	11.03
1986-1987	32.17	10.19
1987-1988	37.84	10.93
1988-1989	34.41	10.52
1989-1990	38.05	11.13
1990-1991	35.32	11.71
1991-1992	36.48	11.78
1992-1993	31.78	12.13
1993-1994	31.10	11.90
1994-1995	27.86	11.98
2005 Fall	7.75	5.35
2006 Fall	11.19	8.41
2007 Fall	11.25	8.69
2008 Fall	11.84	8.88
2009 Fall	8.95	6.76
2010 Fall	18.66	13.16
2011 Fall	11.87	9.08
2012 Fall	12.76	9.62
2013 Fall	11.89	9.24
2014 Fall	11.45	8.76
2015 Fall	15.22	11.24
2016 Fall	15.94	11.20
2017 Fall	9.74	7.00
2018 Fall	12.90	9.50
2019 Fall	17.00	11.08

Table 10a: Percentage of Female Faculty at Each Rank, Indiana University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	20%	28%	35%	18%
2006-2007	23%	32%	33%	11%
2007-2008	20%	31%	34%	16%
2008-2009	20%	30%	34%	16%
2009-2010	21%	31%	35%	14%
2010-2011	23%	32%	35%	10%
2011-2012	21%	28%	33%	18%
2012-2013	20%	30%	34%	16%
2013-2014	22%	32%	32%	14%
2014-2015	23%	33%	32%	13%
2015-2016	22%	31%	30%	16%
2016-2017	21%	27%	33%	19%
2017-2018	25%	30%	31%	14%
2018-2019	26%	32%	31%	12%
2019-2020	27%	33%	25%	16%

Table 10b: Percentage of Male Faculty at Each Rank, Indiana University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	32%	25%	31%	11%
2006-2007	37%	25%	31%	7%
2007-2008	34%	25%	33%	9%
2008-2009	35%	25%	30%	10%
2009-2010	35%	28%	29%	9%
2010-2011	35%	31%	27%	7%
2011-2012	32%	27%	29%	11%
2012-2013	30%	27%	32%	10%
2013-2014	31%	26%	33%	11%
2014-2015	33%	26%	32%	9%
2015-2016	34%	26%	31%	9%
2016-2017	34%	26%	30%	9%
2017-2018	37%	29%	26%	9%
2018-2019	37%	31%	23%	9%
2019-2020	41%	31%	20%	8%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Indiana University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	66	263	0.20	70	345	0.20	1.00
2006-2007	84	269	0.24	63	351	0.18	1.33
2007-2008	81	267	0.23	65	333	0.20	1.15
2008-2009	78	273	0.22	48	325	0.15	1.47
2009-2010	71	282	0.20	40	322	0.12	1.67
2010-2011	80	278	0.22	51	329	0.16	1.38
2011-2012	70	269	0.21	53	311	0.17	1.24
2012-2013	93	265	0.26	71	314	0.23	1.13
2013-2014	81	265	0.23	66	314	0.21	1.10
2014-2015	78	274	0.22	45	318	0.14	1.57
2015-2016	73	268	0.21	45	310	0.15	1.40
2016-2017	64	278	0.19	39	309	0.13	1.46
2017-2018	39	264	0.13	31	287	0.11	1.18
2018-2019	44	266	0.14	39	280	0.14	1.00
2019-2020	48	257	0.16	27	266	0.10	1.60

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Indiana University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	59	329	0.18	37	415	0.09	2.00
2006-2007	64	353	0.18	35	414	0.08	2.25
2007-2008	50	348	0.14	26	398	0.07	2.00
2008-2009	52	351	0.15	31	373	0.08	1.88
2009-2010	52	353	0.15	41	362	0.11	1.36
2010-2011	62	358	0.17	43	380	0.11	1.55
2011-2012	75	339	0.22	41	364	0.11	2.00
2012-2013	84	358	0.23	51	385	0.13	1.77
2013-2014	90	346	0.26	49	380	0.13	2.00
2014-2015	84	352	0.24	61	363	0.17	1.41
2015-2016	87	341	0.26	66	355	0.19	1.37
2016-2017	77	342	0.23	59	348	0.17	1.35
2017-2018	79	303	0.26	54	318	0.17	1.53
2018-2019	96	310	0.31	54	319	0.17	1.82
2019-2020	103	305	0.34	48	293	0.16	2.13

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Indiana University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$52,733 (n=15)	$53,577 (n=10)	-$844
2007-2008	$54,639 (n=14)	$53,541 (n=7)	$1,098
2008-2009	$54,814 (n=17)	$57,914 (n=6)	-$3,100
2009-2010	$55,486 (n=15)	$50,797 (n=8)	$4,689
2010-2011	$56,607 (n=7)	$52,765 (n=13)	$3,843
2011-2012	$50,293 (n=15)	$56,357 (n=13)	-$6,064
2012-2013	$53,980 (n=13)	$58,212 (n=15)	-$4,232
2013-2014	$56,297 (n=16)	$57,255 (n=23)	-$958
2014-2015	$56,593 (n=20)	$63,378 (n=11)	-$6,785
2015-2016	$63,639 (n=7)	$59,565 (n=7)	$4,074
2016-2017	$58,525 (n=24)	$61,662 (n=14)	-$3,136
2017-2018	$62,555 (n=5)	NA (n=0)	NA
2018-2019	$61,278 (n=8)	$79,698 (n=4)	-$18,420
2019-2020	$61,368 (n=9)	$62,940 (n=3)	-$1,572

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Indiana University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.50 (n=14)	4.22 (n=9)	-0.72
2007-2008	3.79 (n=14)	3.50 (n=6)	0.29
2008-2009	3.65 (n=17)	5.17 (n=6)	-1.52
2009-2010	3.07 (n=15)	1.38 (n=8)	1.69
2010-2011	3.17 (n=6)	1.36 (n=11)	1.81
2011-2012	1.60 (n=10)	2.69 (n=13)	-1.63
2012-2013	1.62 (n=13)	2.73 (n=15)	-1.12
2013-2014	2.25 (n=16)	2.77 (n=22)	-0.52
2014-2015	2.10 (n=20)	3.00 (n=11)	-0.90
2015-2016	3.14 (n=7)	2.86 (n=7)	0.29
2016-2017	2.26 (n=23)	3.15 (n=13)	-0.89
2017-2018	3.00 (n=5)	NA (n=0)	NA
2018-2019	2.13 (n=8)	7.00 (n=4)	-4.88
2019-2020	2.22 (n=9)	2.67 (n=3)	-0.44

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Indiana University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$65,341 (n=9)	$68,462 (n=7)	-$3,121
2007-2008	$71,101 (n=10)	$67,595 (n=12)	$3,507
2008-2009	$70,913 (n=13)	$69,820 (n=2)	$1,093
2009-2010	$70,740 (n=5)	$72,519 (n=19)	-$1,779
2010-2011	$73,598 (n=10)	$75,756 (n=8)	-$2,158
2011-2012	$76,081 (n=11)	$80,707 (n=10)	-$4,626
2012-2013	$75,675 (n=13)	$76,817 (n=8)	-$1,142
2013-2014	$75,582 (n=16)	$76,118 (n=11)	-$535
2014-2015	$75,588 (n=9)	$71,668 (n=12)	$3,920
2015-2016	$74,406 (n=3)	$77,331 (n=6)	-$2,925
2016-2017	$78,981 (n=8)	$77,341 (n=14)	$1,640
2017-2018	$75,846 (n=11)	$77,211 (n=11)	-$1,365
2018-2019	$74,584 (n=16)	$78,511 (n=15)	-$3,927
2019-2020	$76,642 (n=16)	$79,152 (n=11)	-$2,510

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Indiana University 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	5.86 (n=7)	6.86 (n=7)	-1.00
2007-2008	8.10 (n=10)	6.45 (n=11)	1.65
2008-2009	6.67 (n=12)	6.00 (n=2)	0.67
2009-2010	5.80 (n=5)	6.37 (n=19)	-0.57
2010-2011	6.30 (n=10)	7.88 (n=8)	-1.58
2011-2012	7.20 (n=10)	7.90 (n=10)	-0.70
2012-2013	5.54 (n=13)	6.75 (n=8)	-1.21
2013-2014	5.81 (n=16)	6.56 (n=9)	-0.75
2014-2015	5.56 (n=9)	4.08 (n=12)	1.48
2015-2016	5.00 (n=3)	6.50 (n=6)	-1.50
2016-2017	6.00 (n=8)	5.07 (n=14)	0.93
2017-2018	4.00 (n=11)	4.64 (n=11)	-0.64
2018-2019	3.53 (n=15)	4.43 (n=14)	-0.90
2019-2020	3.81 (n=16)	4.10 (n=10)	-0.29

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Indiana University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$82,415 (n=5)	$84,290 (n=6)	-$1,875
2007-2008	$84,778 (n=7)	$89,951 (n=11)	-$5,173
2008-2009	$89,145 (n=3)	$84,177 (n=3)	$4,968
2009-2010	$101,546 (n=5)	$90,993 (n=8)	$10,553
2010-2011	$90,990 (n=9)	$91,928 (n=4)	-$938
2011-2012	$93,886 (n=7)	$94,753 (n=6)	-$867
2012-2013	$94,916 (n=3)	$93,125 (n=9)	$1,792
2013-2014	$95,435 (n=8)	$95,758 (n=7)	-$322
2014-2015	$95,189 (n=5)	$99,667 (n=11)	-$4,478
2015-2016	$99,350 (n=4)	$91,487 (n=8)	$7,863
2016-2017	$99,642 (n=6)	$100,867 (n=2)	-$1,225
2017-2018	$99,235 (n=12)	$98,457 (n=8)	$778
2018-2019	$104,496 (n=8)	$99,270 (n=9)	$5,226
2019-2020	$103,084 (n=9)	$102,323 (n=8)	$761

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Indiana University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.00 (n=5)	7.00 (n=6)	-1.00
2007-2008	7.14 (n=7)	8.20 (n=13)	-1.06
2008-2009	8.00 (n=3)	5.67 (n=3)	2.33
2009-2010	6.20 (n=5)	7.75 (n=8)	-1.55
2010-2011	7.44 (n=9)	7.25 (n=4)	0.19
2011-2012	7.43 (n=7)	7.67 (n=6)	-0.24
2012-2013	7.33 (n=3)	6.56 (n=9)	0.78
2013-2014	7.25 (n=8)	7.29 (n=7)	-0.04
2014-2015	6.40 (n=5)	8.09 (n=11)	-1.69
2015-2016	8.00 (n=4)	5.25 (n=8)	2.75
2016-2017	7.00 (n=6)	7.50 (n=2)	-0.50
2017-2018	6.17 (n=12)	6.00 (n=8)	0.17
2018-2019	7.13 (n=8)	5.67 (n=9)	1.46
2019-2020	7.00 (n=9)	6.75 (n=8)	0.25

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Indiana University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$76,357 (n=1)	$40,600 (n=1)	$35,757
2007-2008	NA (n=0)	NA (n=0)	NA
2008-2009	NA (n=0)	$41,818 (n=1)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	$58,413 (n=1)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	$45,696 (n=2)	NA (n=0)	NA
2014-2015	NA (n=0)	$53,694 (n=2)	NA
2015-2016	$46,610 (n=4)	$53,957 (n=1)	-$7,348
2016-2017	$62,450 (n=1)	NA (n=0)	NA
2017-2018	$59,376 (n=1)	NA (n=0)	NA
2018-2019	$50,070 (n=1)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Indiana University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	12.00 (n=1)	1.00 (n=1)	11.00
2007-2008	NA (n=0)	NA (n=0)	NA
2008-2009	NA (n=0)	1.00 (n=1)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	1.00 (n=1)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	1.00 (n=2)	NA (n=0)	NA
2014-2015	NA (n=0)	1.00 (n=2)	NA
2015-2016	1.00 (n=4)	4.00 (n=1)	-3.00
2016-2017	1.00 (n=1)	NA (n=0)	NA
2017-2018	5.00 (n=1)	NA (n=0)	NA
2018-2019	1.00 (n=1)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Kutztown University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	13	51	64	19	91	110	21	48	69	4	10	14	57	200	257
1975	20%	80%	100%	17%	83%	100%	30%	70%	100%	29%	71%	100%	22%	78%	100%
1975-	13	60	73	19	97	116	20	38	58	3	12	15	55	207	262
1976	18%	82%	100%	16%	84%	100%	34%	66%	100%	20%	80%	100%	21%	79%	100%
1976-	14	62	76	18	99	117	20	37	57	6	11	17	58	209	267
1977	18%	82%	100%	15%	85%	100%	35%	65%	100%	35%	65%	100%	22%	78%	100%
1977-	14	67	81	20	93	112	15	38	53	6	9	15	55	209	262
1978	17%	83%	100%	18%	82%	100%	27%	73%	100%	31%	69%	100%	20%	80%	100%
1978-	15	69	84	19	93	112	15	38	53	6	9	15	55	209	264
1979	18%	82%	100%	17%	83%	100%	28%	72%	100%	40%	60%	100%	21%	79%	100%
1979-	14	73	87	19	95	114	13	36	49	4	11	15	50	215	265
1980	16%	84%	100%	17%	83%	100%	27%	73%	100%	27%	73%	100%	19%	81%	100%
1980-	18	76	94	14	92	106	14	38	52	8	8	15	54	214	268
1981	19%	81%	100%	13%	87%	100%	27%	73%	100%	50%	50%	100%	20%	80%	100%
1981-	19	82	101	13	89	102	15	33	48	7	8	15	54	212	266
1982	19%	81%	100%	13%	87%	100%	31%	69%	100%	47%	53%	100%	20%	80%	100%
1982-	19	86	105	12	88	100	20	32	52	5	8	13	56	214	270
1983	18%	82%	100%	12%	88%	100%	38%	62%	100%	38%	62%	100%	21%	79%	100%
1983-	18	88	106	14	85	99	22	33	55	3	8	11	57	214	271
1984	17%	83%	100%	14%	86%	100%	40%	60%	100%	27%	73%	100%	21%	79%	100%
1984-	17	88	105	16	81	97	24	42	66	5	7	12	62	218	280
1985	16%	84%	100%	16%	84%	100%	36%	64%	100%	42%	58%	100%	22%	78%	100%
1985-	16	90	106	17	85	102	27	39	66	4	7	11	64	221	285
1986	15%	85%	100%	17%	83%	100%	41%	59%	100%	36%	64%	100%	22%	78%	100%
1986-	17	88	105	30	91	121	44	49	93	11	9	20	102	237	339
1987	16%	84%	100%	25%	75%	100%	47%	53%	100%	55%	45%	100%	30%	70%	100%
1987-	18	83	101	31	97	128	46	57	103	12	7	19	107	244	351
1998	18%	82%	100%	24%	76%	100%	45%	55%	100%	63%	37%	100%	30%	70%	100%
1988-	18	88	106	36	94	130	52	52	104	7	6	13	113	240	353
1989	17%	83%	100%	28%	72%	100%	50%	50%	100%	54%	46%	100%	32%	68%	100%
1989-	18	92	110	34	93	127	59	52	111	6	8	14	117	245	362
1990	16%	84%	100%	27%	73%	100%	53%	47%	100%	43%	57%	100%	32%	68%	100%
1990-	21	90	111	32	94	126	59	54	113	20	13	33	132	251	383
1991	19%	81%	100%	25%	75%	100%	52%	48%	100%	61%	39%	100%	34%	66%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Kutztown University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	21	92	113	26	91	117	62	49	111	20	9	29	129	241	370
1992	19%	81%	100%	22%	78%	100%	56%	44%	100%	69%	31%	100%	35%	65%	100%
1992-	19	91	110	31	89	120	71	58	129	24	17	41	145	255	400
1993	17%	83%	100%	26%	74%	100%	55%	45%	100%	59%	41%	100%	36%	64%	100%
1993-	23	95	118	32	85	117	62	60	122	17	8	25	134	248	382
1994	19%	81%	100%	27%	73%	100%	51%	49%	100%	68%	32%	100%	35%	65%	100%
1994-	25	97	122	31	83	114	70	64	134	26	10	36	152	254	406
1995	20%	80%	100%	27%	73%	100%	52%	48%	100%	72%	28%	100%	37%	63%	100%
2005-	30	71	101	47	65	112	96	85	181	64	38	102	237	259	496
2006	30%	70%	100%	42%	58%	100%	53%	47%	100%	63%	37%	100%	48%	52%	100%
2006-	83	165	248	122	142	264	166	183	349	79	39	118	450	529	979
2007	33%	67%	100%	46%	54%	100%	48%	52%	100%	67%	33%	100%	46%	54%	100%
2007-	51	95	146	80	90	170	118	144	262	80	38	118	329	367	696
2008	35%	65%	100%	47%	53%	100%	45%	55%	100%	68%	32%	100%	47%	53%	100%
2008-	55	95	150	81	95	176	144	157	301	69	40	109	349	387	736
2009	37%	63%	100%	46%	54%	100%	48%	52%	100%	63%	37%	100%	47%	53%	100%
2009-	56	89	145	78	101	179	171	173	344	61	37	98	366	400	766
2010	39%	61%	100%	44%	56%	100%	50%	50%	100%	62%	38%	100%	48%	52%	100%
2010-	89	150	239	120	158	278	284	257	541	43	35	78	536	600	1136
2011	37%	63%	100%	43%	57%	100%	53%	47%	100%	55%	45%	100%	47%	53%	100%
2011-	40	66	106	53	76	129	111	111	222	28	18	46	232	271	503
2012	38%	62%	100%	41%	59%	100%	50%	50%	100%	61%	39%	100%	46%	54%	100%
2012-	55	92	147	95	139	234	185	160	345	32	24	56	367	415	782
2013	37%	63%	100%	41%	59%	100%	54%	46%	100%	57%	43%	100%	47%	53%	100%
2013-	47	84	131	98	124	222	168	139	307	28	23	51	341	370	711
2014	36%	64%	100%	44%	56%	100%	55%	45%	100%	55%	45%	100%	48%	52%	100%
2014-	49	90	139	111	134	245	159	121	280	27	20	47	346	365	711
2015	35%	65%	100%	45%	55%	100%	57%	43%	100%	57%	43%	100%	49%	51%	100%
2015-	53	99	152	126	148	274	166	112	278	34	19	53	379	378	757
2016	35%	65%	100%	46%	54%	100%	60%	40%	100%	64%	36%	100%	50%	50%	100%
2016-	44	69	113	80	90	170	102	73	175	30	19	49	256	251	507
2017	39%	61%	100%	47%	53%	100%	58%	42%	100%	61%	39%	100%	50%	50%	100%
2017-	46	73	119	74	93	167	95	64	159	32	18	50	247	248	495
2018	39%	61%	100%	44%	56%	100%	60%	40%	100%	64%	36%	100%	50%	50%	100%
2018-	80	113	193	110	139	249	139	88	227	22	23	45	351	363	714
2019	41%	59%	100%	44%	56%	100%	61%	39%	100%	49%	51%	100%	49%	51%	100%
2019-	45	75	120	64	87	151	93	56	149	20	19	39	222	237	459
2020	38%	62%	100%	42%	58%	100%	62%	38%	100%	51%	49%	100%	48%	52%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Kutztown University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	13	57	23%	51	200	26%
1975-1976	13	55	24%	60	207	29%
1976-1977	14	58	24%	62	209	30%
1977-1978	14	53	26%	67	209	32%
1978-1979	15	55	27%	69	209	33%
1979-1980	14	50	28%	73	215	34%
1980-1981	18	54	33%	76	214	36%
1981-1982	19	54	35%	82	212	39%
1982-1983	19	56	34%	86	214	40%
1983-1984	18	57	32%	88	214	41%
1984-1985	17	62	27%	88	218	40%
1985-1986	16	64	25%	90	221	41%
1986-1987	17	102	17%	88	237	37%
1987-1988	18	107	17%	83	244	34%
1988-1989	18	113	16%	88	240	37%
1989-1990	18	117	15%	92	245	38%
1990-1991	21	132	16%	90	251	36%
1991-1992	21	129	16%	92	241	38%
1992-1993	19	145	13%	91	255	36%
1993-1994	23	134	17%	95	248	38%
1994-1995	25	152	16%	97	254	38%
2005-2006	30	237	13%	71	259	27%
2006-2007	83	450	18%	165	529	31%
2007-2008	51	329	16%	95	367	26%
2008-2009	55	349	16%	95	387	25%
2009-2010	56	366	15%	89	400	22%
2010-2011	89	536	17%	150	600	25%
2011-2012	40	232	17%	66	271	24%
2012-2013	55	367	15%	92	415	22%
2013-2014	47	341	14%	84	370	23%
2014-2015	49	346	14%	90	365	25%
2015-2016	53	379	14%	99	378	26%
2016-2017	44	256	17%	69	251	27%
2017-2018	46	247	19%	73	248	29%
2018-2019	80	351	23%	113	363	31%
2019-2020	45	222	20%	75	237	32%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Kutztown University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	262	159.5	421.5	2,334	1,724	4,058	2,596	1,883.5	4,479.5
	62%	38%	100%	58%	42%	100%	58%	42%	100%
1975	243.5	174.5	418	2,586	1,870	4,456	2,829.5	2,044.5	4,874
	58%	42%	100%	58%	42%	100%	58%	42%	100%
1976	211.5	161	372.5	2,243	1,619.5	3,862.5	2,454.5	1,780.5	4,235
	57%	43%	100%	58%	42%	100%	58%	42%	100%
1977	191.5	128.5	320	2,470	1,782	4,252	2,661.5	1,910.5	4,572
	60%	40%	100%	58%	42%	100%	58%	42%	100%
1978	213	107.5	320.5	2,452.5	1,735.5	4,188	2,665.5	1,843	4,508
	66%	34%	100%	59%	41%	100%	59%	41%	100%
1979	154	76.5	230.5	2,438	1,812	4,250	2,592	1,888.5	4,480.5
	67%	33%	100%	57%	43%	100%	58%	42%	100%
1980	159.5	49.5	209	2,676.5	1,936	4,612.5	2,836	1,985.5	4,821.5
	76%	24%	100%	58%	42%	100%	59%	41%	100%
1981	145	45.5	190.5	2,759	2,063	4,822	2,904	2,108.5	5,012.5
	76%	24%	100%	57%	43%	100%	57%	43%	100%
1982	121	40.5	161.5	2,865	2,248	5,113	2,986	2,288.5	5,274.5
	75%	25%	100%	56%	44%	100%	57%	43%	100%
1983	120	40.5	160.5	2,940.5	2,385.5	5,326	3,060.5	2,426	5,486.5
	75%	25%	100%	55%	45%	100%	56%	44%	100%
1984	120.5	51	171.5	2,829.5	2,428.5	5,258	2,950	2,479.5	5,429.5
	70%	30%	100%	54%	46%	100%	54%	46%	100%
1985	148	58.5	206.5	2,984	2,454	5,438	3,132	2,512.5	5,644.5
	72%	28%	100%	55%	45%	100%	55%	45%	100%
1986	231	97	328	3,161	2,484.5	5,645.5	3,392	2,581.5	5,973.5
	70%	30%	100%	56%	44%	100%	57%	43%	100%
1987	253.5	110	363.5	3,337	2,509	5,846	3,590.5	2,619	6,209.5
	70%	30%	100%	57%	43%	100%	58%	42%	100%
1988	258.5	105.5	364	3,556	2,544	6,100	3,814.5	2,649.5	6,464
	71%	29%	100%	58%	42%	100%	59%	41%	100%
1989	291.5	107	398.5	3,794	2,616	6,410	4,085.5	2,723	6,808.5
	73%	27%	100%	59%	41%	100%	60%	40%	100%
1990	320	132.5	452.5	3,844.5	2,615.5	6,460	4,164.5	2,748	6,912.5
	71%	29%	100%	59%	41%	100%	60%	40%	100%
1991	441.5	204	645.5	3,884.5	2,736.5	6,621	4,326	2,940.5	7,266.5
	68%	32%	100%	58%	42%	100%	60%	40%	100%
1992	411.5	179	590.5	3,660.5	2,664.5	6,325	4,072	2,843.5	6,915.5
	70%	30%	100%	57%	43%	100%	59%	41%	100%
1993	390	146	536	3,677.5	2,731.5	6,409	4,067.5	2,877.5	6,945
	73%	27%	100%	57%	43%	100%	59%	41%	100%
1994	408.5	141.5	550	3,700.5	2,812	6,512.5	4,109	2,953.5	7,062.5
	74%	26%	100%	57%	43%	100%	59%	41%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Kutztown University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	365	180	545	4,659	3,287	7,945	5,024	3,466	8,490
	67%	33%	100%	59%	41%	100%	59%	41%	100%
2005 Fall	369	179	547	4,798	3,448	8,246	5,167	3,627	8,794
	67%	33%	100%	58%	42%	100%	59%	41%	100%
2006 Fall	356	178	534	4,987	3,541	8,527	5,343	3,719	9,062
	67%	33%	100%	58%	42%	100%	59%	41%	100%
2007 Fall	358	168	526	5,035	3,652	8,687	5,393	3,820	9,213
	68%	32%	100%	58%	42%	100%	59%	41%	100%
2008 Fall	373	155	527	5,071	3,761	8,832	5,444	3,916	9,359
	71%	29%	100%	57%	43%	100%	58%	42%	100%
2009 Fall	393	186	579	5,207	3,887	9,094	5,600	4,073	9,674
	68%	32%	100%	57%	43%	100%	58%	42%	100%
2010 Fall	377	192	570	5,236	3,914	9,150	5,613	4,106	9,720
	66%	34%	100%	57%	43%	100%	58%	42%	100%
2011 Fall	299	128	427	5,184	3,828	9,012	5,482	3,957	9,439
	70%	30%	100%	58%	42%	100%	58%	42%	100%
2012 Fall	256	111	367	5,018	3,725	8,743	5,274	3,836	9,109
	70%	30%	100%	57%	43%	100%	58%	42%	100%
2013 Fall	285	102	387	4,780	3,616	8,396	5,064	3,719	8,783
	74%	26%	100%	57%	43%	100%	58%	42%	100%
2014 Fall	293	77	370	4,583	3,564	8,147	4,876	3,641	8,517
	79%	21%	100%	56%	44%	100%	57%	43%	100%
2015 Fall	317	85	403	4,358	3,579	7,937	4,675	3,664	8,339
	79%	21%	100%	55%	45%	100%	56%	44%	100%
2016 Fall	332	99	430	4,017	3,379	7,396	4,348	3,478	7,826
	77%	23%	100%	54%	46%	100%	56%	44%	100%
2017 Fall	343	108	451	3,841	3,311	7,152	4,185	3,419	7,603
	76%	24%	100%	54%	46%	100%	55%	45%	100%
2018 Fall	361	114	475	3,783	3,270	7,053	4,144	3,384	7,527
	76%	24%	100%	54%	46%	100%	55%	45%	100%
2019 Fall	405	115	520	3,652	2,958	6,610	4,057	3,073	7,130
	78%	22%	100%	55%	45%	100%	57%	43%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Kutztown University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	40.95	8.62
1975-1976	47.02	9.03
1976-1977	38.67	7.75
1977-1978	46.60	8.53
1978-1979	44.59	8.30
1979-1980	48.76	8.43
1980-1981	49.56	9.05
1981-1982	51.09	9.73
1982-1983	51.16	10.50
1983-1984	51.59	11.15
1984-1985	45.64	11.14
1985-1986	46.63	11.10
1986-1987	30.99	10.48
1987-1988	31.19	10.28
1988-1989	31.47	10.60
1989-1990	32.43	10.68
1990-1991	29.13	10.42
1991-1992	30.11	11.35
1992-1993	25.24	10.45
1993-1994	27.44	11.01
1994-1995	24.35	11.07
2005 Fall	20.25	13.31
2006 Fall	11.08	6.69
2007 Fall	15.30	9.95
2008 Fall	14.53	9.72
2009 Fall	14.23	9.72
2010 Fall	9.77	6.52
2011 Fall	22.34	14.13
2012 Fall	13.67	8.97
2013 Fall	14.02	9.77
2014 Fall	13.25	9.76
2015 Fall	11.50	9.47
2016 Fall	15.69	13.46
2017 Fall	15.55	13.35
2018 Fall	10.78	9.01
2019 Fall	20.25	13.31

Table 10a: Percentage of Female Faculty at Each Rank, Kutztown University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	13%	20%	41%	27%
2006-2007	18%	27%	37%	18%
2007-2008	16%	24%	36%	24%
2008-2009	16%	23%	41%	20%
2009-2010	15%	21%	47%	17%
2010-2011	17%	22%	53%	8%
2011-2012	17%	23%	48%	12%
2012-2013	15%	26%	50%	9%
2013-2014	14%	29%	49%	8%
2014-2015	14%	32%	46%	8%
2015-2016	14%	33%	44%	9%
2016-2017	17%	31%	40%	12%
2017-2018	19%	30%	38%	13%
2018-2019	23%	31%	40%	6%
2019-2020	20%	29%	42%	9%

Table 10b: Percentage of Male Faculty at Each Rank, Kutztown University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	27%	25%	33%	15%
2006-2007	31%	27%	35%	7%
2007-2008	26%	25%	39%	10%
2008-2009	25%	25%	41%	10%
2009-2010	22%	25%	43%	9%
2010-2011	25%	26%	43%	6%
2011-2012	24%	28%	41%	7%
2012-2013	22%	33%	39%	6%
2013-2014	23%	34%	38%	6%
2014-2015	25%	37%	33%	5%
2015-2016	26%	39%	30%	5%
2016-2017	27%	36%	29%	8%
2017-2018	29%	38%	26%	7%
2018-2019	31%	38%	24%	6%
2019-2020	32%	37%	24%	8%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Kutztown University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	83	134	0.38	61	177	0.34	1.12
2006-2007	66	147	0.31	50	198	0.25	1.24
2007-2008	66	154	0.30	53	200	0.27	1.11
2008-2009	56	172	0.25	50	213	0.23	1.09
2009-2010	45	188	0.19	37	230	0.16	1.19
2010-2011	27	195	0.12	31	227	0.14	0.86
2011-2012	34	180	0.16	37	213	0.17	0.94
2012-2013	43	177	0.20	41	218	0.19	1.05
2013-2014	41	172	0.19	43	207	0.21	0.90
2014-2015	46	174	0.21	31	207	0.15	1.40
2015-2016	58	179	0.24	35	199	0.18	1.33
2016-2017	46	180	0.20	36	199	0.18	1.11
2017-2018	51	173	0.23	34	192	0.18	1.28
2018-2019	48	169	0.22	36	197	0.18	1.22
2019-2020	51	160	0.24	32	195	0.16	1.50

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Kutztown University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	44	217	0.20	27	238	0.11	1.82
2006-2007	41	213	0.19	31	248	0.13	1.46
2007-2008	36	220	0.16	43	253	0.17	0.94
2008-2009	39	228	0.17	44	263	0.17	1.00
2009-2010	29	233	0.12	27	267	0.10	1.20
2010-2011	26	222	0.12	28	258	0.11	1.09
2011-2012	19	214	0.09	24	250	0.10	0.90
2012-2013	23	220	0.10	33	259	0.13	0.77
2013-2014	24	213	0.11	38	250	0.15	0.73
2014-2015	17	220	0.08	28	238	0.12	0.67
2015-2016	18	237	0.08	29	234	0.12	0.67
2016-2017	14	226	0.06	30	235	0.13	0.46
2017-2018	34	224	0.15	42	226	0.19	0.79
2018-2019	41	217	0.19	42	233	0.18	1.06
2019-2020	43	211	0.20	38	227	0.17	1.18

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Kutztown University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$54,822 (n=11)	$49,632 (n=13)	$5,191
2007-2008	$51,892 (n=16)	$50,610 (n=17)	$1,282
2008-2009	$53,830 (n=21)	$53,865 (n=19)	-$34
2009-2010	$55,402 (n=28)	$56,076 (n=24)	-$673
2010-2011	$49,231 (n=15)	$53,512 (n=9)	-$4,281
2011-2012	$63,108 (n=5)	$65,262 (n=7)	-$2,154
2012-2013	$55,782 (n=8)	$54,264 (n=7)	$1,518
2013-2014	$54,753 (n=9)	$54,524 (n=8)	$230
2014-2015	$56,688 (n=4)	$55,298 (n=5)	$1,390
2015-2016	$56,100 (n=12)	$57,195 (n=6)	-$1,095
2016-2017	$56,628 (n=7)	$62,401 (n=7)	-$5,773
2017-2018	$61,045 (n=4)	$57,963 (n=2)	$3,082
2018-2019	$64,059 (n=3)	$62,783 (n=11)	$1,276
2019-2020	$63,761 (n=8)	$57,963 (n=1)	$5,798

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Kutztown University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.67 (n=6)	2.08 (n=13)	1.59
2007-2008	3.06 (n=16)	2.65 (n=17)	0.42
2008-2009	3.14 (n=21)	3.42 (n=19)	-0.28
2009-2010	3.39 (n=28)	3.67 (n=24)	-0.27
2010-2011	1.87 (n=15)	2.33 (n=9)	-0.47
2011-2012	4.00 (n=5)	1.57 (n=7)	2.43
2012-2013	2.25 (n=8)	1.71 (n=7)	0.54
2013-2014	1.67 (n=9)	1.38 (n=8)	0.29
2014-2015	2.00 (n=4)	1.20 (n=5)	0.80
2015-2016	1.67 (n=12)	2.17 (n=6)	-0.50
2016-2017	1.43 (n=7)	3.43 (n=7)	-2.00
2017-2018	2.50 (n=4)	1.50 (n=2)	1.00
2018-2019	3.00 (n=3)	3.18 (n=11)	-0.18
2019-2020	3.13 (n=8)	1.00 (n=1)	2.13

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Kutztown University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$62,280 (n=7)	$66,606 (n=3)	-$4,326
2007-2008	$63,674 (n=5)	$66,343 (n=11)	-$2,669
2008-2009	$72,353 (n=3)	$66,883 (n=5)	$5,470
2009-2010	$71,858 (n=5)	$75,376 (n=8)	-$3,518
2010-2011	$75,362 (n=4)	$71,262 (n=8)	$4,100
2011-2012	$75,148 (n=6)	$75,089 (n=10)	$59
2012-2013	$72,334 (n=6)	$73,058 (n=12)	-$723
2013-2014	$70,779 (n=10)	$74,727 (n=9)	-$3,948
2014-2015	$81,018 (n=10)	$76,291 (n=11)	$4,727
2015-2016	$77,074 (n=9)	$76,811 (n=11)	$264
2016-2017	$85,876 (n=10)	$87,180 (n=6)	-$1,304
2017-2018	$78,190 (n=7)	$81,230 (n=7)	-$3,039
2018-2019	$72,544 (n=7)	$77,193 (n=7)	-$4,649
2019-2020	$79,811 (n=3)	$77,325 (n=4)	$2,485

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Kutztown University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	4.14 (n=7)	6.00 (n=3)	-1.86
2007-2008	4.20 (n=5)	5.64 (n=11)	-1.44
2008-2009	7.33 (n=3)	4.80 (n=5)	2.53
2009-2010	6.40 (n=5)	7.13 (n=8)	-0.73
2010-2011	8.00 (n=4)	5.50 (n=8)	2.50
2011-2012	6.67 (n=6)	5.80 (n=10)	0.87
2012-2013	4.83 (n=6)	5.67 (n=12)	-0.83
2013-2014	4.20 (n=10)	5.67 (n=9)	-1.47
2014-2015	7.30 (n=10)	5.82 (n=11)	1.48
2015-2016	6.11 (n=9)	4.64 (n=11)	1.47
2016-2017	8.70 (n=10)	7.00 (n=6)	1.70
2017-2018	5.00 (n=7)	6.00 (n=7)	-1.00
2018-2019	2.57 (n=7)	4.43 (n=7)	-1.86
2019-2020	5.00 (n=3)	4.50 (n=4)	0.50

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Kutztown University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$82,466 (n=6)	$83,936 (n=4)	-$1,470
2007-2008	NA (n=0)	$76,884 (n=4)	NA
2008-2009	$82,947 (n=4)	NA (n=0)	NA
2009-2010	$88,636 (n=4)	$92,619 (n=4)	-$3,983
2010-2011	$87,413 (n=1)	$92,540 (n=6)	-$5,127
2011-2012	$92,882 (n=4)	$86,581 (n=2)	$6,301
2012-2013	NA (n=0)	$100,175 (n=2)	NA
2013-2014	$90,475 (n=1)	$88,886 (n=4)	$1,589
2014-2015	$96,975 (n=3)	$95,865 (n=6)	$1,110
2015-2016	$94,817 (n=2)	$95,831 (n=8)	-$1,015
2016-2017	$95,755 (n=8)	$96,594 (n=6)	-$839
2017-2018	$95,580 (n=9)	$93,091 (n=7)	$2,489
2018-2019	$100,950 (n=3)	$98,379 (n=4)	$2,571
2019-2020	$94,461 (n=5)	$98,016 (n=4)	-$3,555

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Kutztown University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.50 (n=6)	7.25 (n=4)	-0.75
2007-2008	NA (n=0)	4.50 (n=4)	NA
2008-2009	5.50 (n=4)	NA (n=0)	NA
2009-2010	6.75 (n=4)	8.25 (n=4)	-1.50
2010-2011	6.00 (n=1)	7.83 (n=6)	-1.83
2011-2012	7.00 (n=4)	4.50 (n=2)	2.50
2012-2013	NA (n=0)	9.50 (n=2)	NA
2013-2014	5.00 (n=1)	4.75 (n=4)	0.25
2014-2015	7.00 (n=3)	6.17 (n=6)	0.83
2015-2016	6.50 (n=2)	6.50 (n=8)	0.00
2016-2017	5.88 (n=8)	6.17 (n=6)	-0.29
2017-2018	5.11 (n=9)	4.57 (n=7)	0.54
2018-2019	6.00 (n=3)	5.50 (n=4)	0.50
2019-2020	4.00 (n=5)	5.00 (n=4)	-1.00

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Kutztown University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$44,102 (n=5)	$45,924 (n=5)	-$1,822
2007-2008	$42,760 (n=4)	$47,504 (n=2)	-$4,745
2008-2009	$58,842 (n=1)	$46,104 (n=1)	$12,738
2009-2010	$43,072 (n=1)	$43,072 (n=1)	$0
2010-2011	NA (n=0)	$56,366 (n=1)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	NA (n=0)	$45,696 (n=1)	NA
2014-2015	NA (n=0)	$50,070 (n=1)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	$55,440 (n=1)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	$68,777 (n=1)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Kutztown University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	2.50 (n=4)	3.80 (n=5)	-1.30
2007-2008	1.00 (n=3)	5.00 (n=1)	-4.00
2008-2009	11.00 (n=1)	3.00 (n=1)	8.00
2009-2010	1.00 (n=1)	1.00 (n=1)	0.00
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	NA (n=0)	1.00 (n=1)	NA
2014-2015	NA (n=0)	1.00 (n=1)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	4.00 (n=1)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	10.00 (n=1)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Lock Haven University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Lock Haven University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	6	31	37	15	48	63	11	39	50	3	5	8	35	123	158
1975	16%	84%	100%	24%	76%	100%	22%	78%	100%	38%	62%	100%	22%	78%	100%
1975-	7	34	41	16	50	66	12	36	48	3	4	7	38	124	162
1976	17%	83%	100%	24%	76%	100%	25%	75%	100%	43%	57%	100%	23%	77%	100%
1976-	5	37	42	17	52	69	9	31	40	2	3	5	33	123	156
1977	12%	88%	100%	25%	75%	100%	23%	77%	100%	40%	60%	100%	21%	79%	100%
1977-	6	40	46	17	54	71	8	28	36	2	1	3	33	123	156
1978	13%	87%	100%	24%	76%	100%	22%	78%	100%	67%	33%	100%	21%	79%	100%
1978-	6	40	46	17	54	71	10	22	32	2	3	5	35	119	154
1979	13%	87%	100%	24%	76%	100%	31%	69%	100%	40%	60%	100%	23%	77%	100%
1979-	6	40	46	17	52	69	6	22	28	2	4	6	31	118	149
1980	13%	87%	100%	25%	75%	100%	21%	79%	100%	33%	67%	100%	21%	79%	100%
1980-	8	43	51	16	52	68	11	23	34	5	4	9	40	122	162
1981	16%	84%	100%	24%	76%	100%	32%	68%	100%	56%	44%	100%	25%	75%	100%
1981-	9	45	54	14	54	68	10	21	31	6	4	10	39	124	163
1982	17%	83%	100%	21%	79%	100%	32%	68%	100%	60%	40%	100%	24%	76%	100%
1982-	11	45	56	14	55	69	11	23	34	4	4	8	40	127	167
1983	20%	80%	100%	20%	80%	100%	32%	68%	100%	50%	50%	100%	24%	76%	100%
1983-	10	48	58	10	56	66	11	22	33	6	4	10	37	130	167
1984	17%	83%	100%	15%	85%	100%	33%	67%	100%	60%	40%	100%	22%	78%	100%
1984-	10	49	59	10	62	72	9	15	24	7	3	10	36	129	165
1985	17%	83%	100%	14%	86%	100%	38%	62%	100%	70%	30%	100%	22%	78%	100%
1985-	12	49	61	7	61	68	10	15	25	9	5	14	38	130	168
1986	20%	80%	100%	10%	90%	100%	40%	60%	100%	64%	36%	100%	23%	77%	100%
1986-	10	51	61	7	57	64	16	20	36	7	8	15	40	136	176
1987	16%	84%	100%	11%	89%	100%	44%	56%	100%	47%	53%	100%	23%	77%	100%
1987-	11	50	61	6	57	63	13	20	33	6	2	8	36	129	165
1998	18%	82%	100%	10%	90%	100%	39%	61%	100%	75%	25%	100%	22%	78%	100%
1988-	10	47	57	7	56	63	19	23	42	9	3	12	45	129	174
1989	18%	82%	100%	11%	89%	100%	45%	55%	100%	75%	25%	100%	26%	74%	100%
1989-	10	49	59	10	50	60	24	23	47	11	6	17	55	128	183
1990	17%	83%	100%	17%	83%	100%	51%	49%	100%	65%	35%	100%	30%	70%	100%
1990-	10	45	55	17	50	67	27	29	56	12	8	20	66	132	198
1991	18%	82%	100%	25%	75%	100%	48%	52%	100%	60%	40%	100%	33%	67%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Lock Haven University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	9	46	55	16	50	66	30	30	60	23	7	30	78	133	211
1992	16%	84%	100%	24%	76%	100%	50%	50%	100%	77%	23%	100%	37%	63%	100%
1992-	7	38	45	16	47	63	30	34	64	24	5	29	77	124	201
1993	16%	84%	100%	25%	75%	100%	47%	53%	100%	83%	17%	100%	38%	62%	100%
1993-	8	38	46	19	45	64	30	31	61	19	7	26	76	121	197
1994	17%	83%	100%	30%	70%	100%	49%	51%	100%	73%	27%	100%	39%	61%	100%
1994-	7	40	47	21	43	64	26	34	60	21	12	33	75	129	204
1995	15%	85%	100%	33%	67%	100%	43%	57%	100%	64%	36%	100%	37%	63%	100%
2005-	23	30	53	29	47	76	57	83	140	30	16	46	139	176	315
2006	43%	57%	100%	38%	62%	100%	41%	59%	100%	65%	35%	100%	44%	56%	100%
2006-	56	78	134	90	119	209	126	166	292	32	19	51	304	382	686
2007	42%	58%	100%	43%	57%	100%	43%	57%	100%	63%	37%	100%	44%	56%	100%
2007-	38	51	89	59	85	144	84	101	185	28	15	43	209	252	461
2008	43%	57%	100%	41%	59%	100%	45%	55%	100%	65%	35%	100%	45%	55%	100%
2008-	42	56	98	59	93	152	82	84	166	24	15	39	207	248	455
2009	43%	57%	100%	39%	61%	100%	49%	51%	100%	62%	38%	100%	45%	55%	100%
2009-	46	61	107	60	93	153	83	82	165	26	8	34	215	244	459
2010	43%	57%	100%	39%	61%	100%	50%	50%	100%	76%	24%	100%	47%	53%	100%
2010-	77	94	171	92	140	232	105	102	207	27	12	39	301	348	649
2011	45%	55%	100%	40%	60%	100%	51%	49%	100%	69%	31%	100%	46%	54%	100%
2011-	38	37	75	41	56	97	42	44	86	18	7	25	139	144	283
2012	51%	49%	100%	42%	58%	100%	49%	51%	100%	72%	28%	100%	49%	51%	100%
2012-	62	68	130	72	98	170	70	69	139	22	8	30	226	243	469
2013	48%	52%	100%	42%	58%	100%	50%	50%	100%	73%	27%	100%	48%	52%	100%
2013-	60	66	126	67	87	154	71	54	125	19	9	28	217	216	433
2014	48%	52%	100%	44%	56%	100%	57%	43%	100%	68%	32%	100%	50%	50%	100%
2014-	64	70	134	61	82	143	67	43	110	10	4	14	202	199	401
2015	48%	52%	100%	43%	57%	100%	61%	39%	100%	43%	57%	100%	50%	50%	100%
2015-	73	80	153	59	79	138	65	39	104	9	6	15	206	204	410
2016	48%	52%	100%	43%	57%	100%	63%	37%	100%	60%	40%	100%	50%	50%	100%
2016-	41	47	88	33	43	76	42	30	72	11	6	17	127	126	253
2017	47%	53%	100%	43%	57%	100%	58%	42%	100%	65%	35%	100%	50%	50%	100%
2017-	44	55	99	30	40	70	47	31	78	6	8	14	127	134	261
2018	44%	56%	100%	43%	57%	100%	60%	40%	100%	43%	57%	100%	49%	51%	100%
2018-	70	88	158	47	58	105	52	37	89	9	9	18	178	192	370
2019	44%	56%	100%	45%	55%	100%	58%	42%	100%	50%	50%	100%	48%	52%	100%
2019-	41	51	92	28	28	56	38	26	64	8	6	14	115	111	226
2020	45%	55%	100%	50%	50%	100%	59%	41%	100%	57%	43%	100%	51%	49%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Lock Haven University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	6	35	17%	31	123	25%
1975-1976	7	38	18%	34	124	27%
1976-1977	5	33	15%	37	123	30%
1977-1978	6	33	18%	40	123	33%
1978-1979	6	35	17%	40	119	34%
1979-1980	6	31	19%	40	118	34%
1980-1981	8	40	20%	43	122	35%
1981-1982	9	39	23%	45	124	36%
1982-1983	11	40	28%	45	127	35%
1983-1984	10	37	27%	48	130	37%
1984-1985	10	36	28%	49	129	38%
1985-1986	12	38	32%	49	130	38%
1986-1987	10	40	25%	51	136	38%
1987-1988	11	36	31%	50	129	39%
1988-1989	10	45	22%	47	129	36%
1989-1990	10	55	18%	49	128	38%
1990-1991	10	66	15%	45	132	34%
1991-1992	9	78	12%	46	133	35%
1992-1993	7	77	9%	38	124	31%
1993-1994	8	76	11%	38	121	31%
1994-1995	7	75	9%	40	129	31%
2005-2006	23	139	17%	30	176	17%
2006-2007	56	304	18%	78	382	20%
2007-2008	38	209	18%	51	252	20%
2008-2009	42	207	20%	56	248	23%
2009-2010	46	215	21%	61	244	25%
2010-2011	77	301	26%	94	348	27%
2011-2012	38	139	27%	37	144	26%
2012-2013	62	226	27%	68	243	28%
2013-2014	60	217	28%	66	216	31%
2014-2015	64	202	32%	70	199	35%
2015-2016	73	206	35%	80	204	39%
2016-2017	41	127	32%	47	126	37%
2017-2018	44	127	35%	55	134	41%
2018-2019	70	178	39%	88	192	46%
2019-2020	41	115	36%	51	111	46%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Lock Haven University of Pennsylvania, 1974-1995

Year	Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total
1974	1,299.5 56%	1,006 44%	2,305.5 100%	1,299.5 56%	1,006 44%	2,305.5 100%
1975	1,317 56%	1,050 44%	2,367 100%	1,317 56%	1,050 44%	2,367 100%
1976	1,268.5 54%	1,066.5 46%	2,335 100%	1,268.5 54%	1,066.5 46%	2,335 100%
1977	1,217.5 53%	1,095 47%	2,312.5 100%	1,217.5 53%	1,095 47%	2,312.5 100%
1978	1,141.5 52%	1,035 48%	2,176.5 100%	1,141.5 52%	1,035 48%	2,176.5 100%
1979	1,256 54%	1,083.5 46%	2,339.5 100%	1,256 54%	1,083.5 46%	2,339.5 100%
1980	1,301 52%	1,192 48%	2,493 100%	1,301 52%	1,192 48%	2,493 100%
1981	1,343 54%	1,128.5 46%	2,471.5 100%	1,343 54%	1,128.5 46%	2,471.5 100%
1982	1,290 50%	1,271 50%	2,561 100%	1,290 50%	1,271 50%	2,561 100%
1983	1,284 50%	1,289.5 50%	2,573.5 100%	1,284 50%	1,289.5 50%	2,573.5 100%
1984	1,287.5 50%	1,265.5 50%	2,553 100%	1,287.5 50%	1,265.5 50%	2,553 100%
1985	1,266 49%	1,335 51%	2,601 100%	1,266 49%	1,335 51%	2,601 100%
1986	1,326.5 51%	1,274 49%	2,600.5 100%	1,326.5 51%	1,274 49%	2,600.5 100%
1987	1,460.5 53%	1,316.5 47%	2,777 100%	1,460.5 53%	1,316.5 47%	2,777 100%
1988	1,568.5 54%	1,350 46%	2,918.5 100%	1,568.5 54%	1,350 46%	2,918.5 100%
1989	1,674.5 54%	1,424.5 46%	3,099 100%	1,674.5 54%	1,424.5 46%	3,099 100%
1990	1,871 55%	1,516 45%	3,387 100%	1,871 55%	1,516 45%	3,387 100%
1991	2,005 57%	1,535 43%	3,540 100%	2,005 57%	1,535 43%	3,540 100%
1992	2,075 55%	1,665.5 45%	3,740.5 100%	2,075 55%	1,665.5 45%	3,740.5 100%
1993	1,937.5 55%	1,615 45%	3,552.5 100%	1,937.5 55%	1,615 45%	3,552.5 100%
1994	1,954.5 55%	1,577 45%	3,531.5 100%	1,954.5 55%	1,577 45%	3,531.5 100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Lock Haven University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	141	58	199	2,663	1,849	4,512	2,804	1,908	4,712
	71%	29%	100%	59%	41%	100%	60%	40%	100%
2005 Fall	166	60	226	2,684	1,926	4,610	2,850	1,986	4,836
	73%	27%	100%	58%	42%	100%	59%	41%	100%
2006 Fall	156	55	212	2,645	1,923	4,567	2,801	1,978	4,779
	74%	26%	100%	58%	42%	100%	59%	41%	100%
2007 Fall	146	57	204	2,642	2,029	4,671	2,789	2,086	4,875
	72%	28%	100%	57%	43%	100%	57%	43%	100%
2008 Fall	152	61	214	2,671	2,038	4,708	2,823	2,099	4,922
	71%	29%	100%	57%	43%	100%	57%	43%	100%
2009 Fall	149	53	202	2,705	2,010	4,715	2,854	2,063	4,917
	74%	26%	100%	57%	43%	100%	58%	42%	100%
2010 Fall	191	61	253	2,683	2,146	4,830	2,875	2,208	5,083
	76%	24%	100%	56%	44%	100%	57%	43%	100%
2011 Fall	209	78	288	2,699	2,089	4,788	2,908	2,167	5,075
	73%	27%	100%	56%	44%	100%	57%	43%	100%
2012 Fall	206	86	292	2,678	2,049	4,727	2,884	2,135	5,019
	71%	29%	100%	57%	43%	100%	57%	43%	100%
2013 Fall	253	76	330	2,632	2,015	4,647	2,885	2,092	4,977
	77%	23%	100%	57%	43%	100%	58%	42%	100%
2014 Fall	256	75	331	2,377	1,858	4,235	2,633	1,933	4,566
	77%	23%	100%	56%	44%	100%	58%	42%	100%
2015 Fall	251	81	332	2,286	1,721	4,006	2,537	1,802	4,339
	76%	24%	100%	57%	43%	100%	58%	42%	100%
2016 Fall	248	83	331	2,085	1,561	3,646	2,334	1,644	3,977
	75%	25%	100%	57%	43%	100%	59%	41%	100%
2017 Fall	244	80	324	1,882	1,399	3,280	2,125	1,479	3,604
	75%	25%	100%	57%	43%	100%	59%	41%	100%
2018 Fall	236	86	322	1,688	1,236	2,924	1,923	1,322	3,245
	73%	27%	100%	58%	42%	100%	59%	41%	100%
2019 Fall	252	108	360	1,548	1,046	2,595	1,800	1,154	2,955
	70%	30%	100%	60%	40%	100%	61%	39%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Lock Haven University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	37.13	8.18
1975-1976	34.66	8.47
1976-1977	38.44	8.67
1977-1978	36.89	8.90
1978-1979	32.61	8.70
1979-1980	40.52	9.01
1980-1981	32.53	9.77
1981-1982	34.44	9.10
1982-1983	32.25	10.01
1983-1984	34.70	9.92
1984-1985	35.76	9.81
1985-1986	33.32	10.27
1986-1987	33.16	9.37
1987-1988	40.57	10.21
1988-1989	34.86	10.47
1989-1990	30.45	11.13
1990-1991	28.35	11.48
1991-1992	25.71	11.54
1992-1993	26.95	13.43
1993-1994	25.49	13.35
1994-1995	26.06	12.22
2005 Fall	8.70	5.03
2006 Fall	12.64	8.05
2007 Fall	12.90	8.22
2008 Fall	12.58	8.24
2009 Fall	8.92	6.17
2010 Fall	19.41	14.51
2011 Fall	11.85	8.43
2012 Fall	12.13	9.33
2013 Fall	11.77	9.34
2014 Fall	11.09	8.44
2015 Fall	16.42	12.39
2016 Fall	14.82	10.44
2017 Fall	9.48	6.44
2018 Fall	13.46	9.43
2019 Fall	19.31	10.94

Table 10a: Percentage of Female Faculty at Each Rank, Lock Haven University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	17%	21%	41%	22%
2006-2007	18%	30%	41%	11%
2007-2008	18%	28%	40%	13%
2008-2009	20%	29%	40%	12%
2009-2010	21%	28%	39%	12%
2010-2011	26%	31%	35%	9%
2011-2012	27%	29%	30%	13%
2012-2013	27%	32%	31%	10%
2013-2014	28%	31%	33%	9%
2014-2015	32%	30%	33%	5%
2015-2016	35%	29%	32%	4%
2016-2017	32%	26%	33%	9%
2017-2018	35%	24%	37%	5%
2018-2019	39%	26%	29%	5%
2019-2020	36%	24%	33%	7%

Table 10b: Percentage of Male Faculty at Each Rank, Lock Haven University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	17%	27%	47%	9%
2006-2007	20%	31%	43%	5%
2007-2008	20%	34%	40%	6%
2008-2009	23%	37%	34%	6%
2009-2010	25%	38%	34%	3%
2010-2011	27%	40%	29%	3%
2011-2012	26%	39%	31%	5%
2012-2013	28%	40%	28%	3%
2013-2014	31%	40%	25%	4%
2014-2015	34%	39%	21%	6%
2015-2016	39%	39%	19%	3%
2016-2017	37%	34%	24%	5%
2017-2018	41%	30%	23%	6%
2018-2019	46%	30%	19%	5%
2019-2020	46%	25%	23%	5%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Lock Haven University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	22	102	0.18	21	128	0.16	1.13
2006-2007	13	107	0.11	14	132	0.11	1.00
2007-2008	17	108	0.14	16	135	0.12	1.17
2008-2009	15	108	0.12	12	131	0.09	1.33
2009-2010	15	109	0.12	12	130	0.09	1.33
2010-2011	20	106	0.16	12	132	0.09	1.78
2011-2012	19	103	0.16	13	123	0.11	1.45
2012-2013	19	105	0.15	14	123	0.11	1.36
2013-2014	22	109	0.17	14	112	0.13	1.31
2014-2015	14	107	0.12	6	110	0.05	2.40
2015-2016	14	105	0.12	7	110	0.06	2.00
2016-2017	19	100	0.16	12	108	0.11	1.45
2017-2018	12	99	0.11	14	108	0.13	0.85
2018-2019	10	96	0.09	12	103	0.12	0.75
2019-2020	10	95	0.10	11	98	0.11	0.91

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Lock Haven University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	14	124	0.11	12	149	0.08	1.38
2006-2007	15	120	0.13	13	146	0.09	1.44
2007-2008	15	125	0.12	12	151	0.08	1.50
2008-2009	16	123	0.13	18	143	0.13	1.00
2009-2010	10	124	0.08	9	142	0.06	1.33
2010-2011	12	126	0.10	8	144	0.06	1.67
2011-2012	16	122	0.13	5	136	0.04	3.25
2012-2013	11	124	0.09	6	137	0.04	2.25
2013-2014	13	131	0.10	10	126	0.08	1.25
2014-2015	14	121	0.12	5	116	0.04	3.00
2015-2016	20	119	0.17	9	117	0.08	2.13
2016-2017	21	119	0.18	11	120	0.09	2.00
2017-2018	27	111	0.24	10	122	0.08	3.00
2018-2019	29	106	0.27	13	115	0.11	2.45
2019-2020	28	105	0.27	8	109	0.07	3.86

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Lock Haven University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$52,088 (n=8)	$52,937 (n=9)	-$848
2007-2008	$54,605 (n=6)	$57,387 (n=10)	-$2,783
2008-2009	$55,345 (n=5)	$60,313 (n=3)	-$4,968
2009-2010	$66,572 (n=4)	$62,120 (n=3)	$4,452
2010-2011	$60,607 (n=1)	$91,872 (n=1)	-$31,265
2011-2012	$68,120 (n=4)	$55,445 (n=3)	$12,675
2012-2013	$63,388 (n=5)	$65,654 (n=5)	-$2,266
2013-2014	$61,631 (n=7)	NA (n=0)	NA
2014-2015	$56,654 (n=2)	$55,960 (n=2)	$694
2015-2016	$87,660 (n=1)	$60,974 (n=2)	$26,686
2016-2017	NA (n=0)	$67,388 (n=1)	NA
2017-2018	$58,681 (n=6)	$60,562 (n=4)	-$1,881
2018-2019	$80,634 (n=2)	$72,347 (n=4)	$8,287
2019-2020	$65,686 (n=6)	$76,394 (n=2)	-$10,708

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Lock Haven University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.13 (n=8)	3.44 (n=9)	-0.32
2007-2008	4.33 (n=6)	3.90 (n=10)	0.43
2008-2009	3.80 (n=5)	6.00 (n=3)	-2.20
2009-2010	6.25 (n=4)	3.33 (n=3)	2.92
2010-2011	5.00 (n=1)	5.00 (n=1)	0.00
2011-2012	5.75 (n=4)	2.33 (n=3)	3.42
2012-2013	5.60 (n=5)	2.80 (n=5)	2.80
2013-2014	3.14 (n=7)	NA (n=0)	NA
2014-2015	2.00 (n=2)	1.00 (n=2)	1.00
2015-2016	6.00 (n=1)	3.50 (n=2)	2.50
2016-2017	NA (n=0)	5.00 (n=1)	0.00
2017-2018	1.67 (n=6)	2.25 (n=4)	-0.58
2018-2019	5.00 (n=2)	4.00 (n=4)	1.00
2019-2020	3.67 (n=6)	8.50 (n=2)	-4.83

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Lock Haven University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$62,977 (n=9)	$62,448 (n=5)	$529
2007-2008	$65,819 (n=4)	$66,312 (n=14)	-$493
2008-2009	$65,723 (n=4)	$68,428 (n=6)	-$2,705
2009-2010	$76,180 (n=6)	$74,151 (n=4)	$2,029
2010-2011	$75,815 (n=8)	$75,427 (n=10)	$388
2011-2012	$72,598 (n=4)	$72,417 (n=3)	$181
2012-2013	$74,912 (n=5)	$102,281 (n=3)	-$27,369
2013-2014	$79,132 (n=2)	$73,811 (n=2)	$5,321
2014-2015	$75,922 (n=1)	$73,254 (n=4)	$2,668
2015-2016	$73,865 (n=3)	$88,062 (n=4)	-$14,197
2016-2017	$78,010 (n=1)	$81,911 (n=1)	-$3,901
2017-2018	$80,330 (n=3)	$94,994 (n=4)	-$14,664
2018-2019	$75,772 (n=4)	NA (n=0)	NA
2019-2020	$120,000 (n=1)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Lock Haven University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	4.44 (n=9)	4.20 (n=5)	0.24
2007-2008	5.25 (n=4)	4.79 (n=14)	0.46
2008-2009	4.25 (n=4)	5.33 (n=6)	-1.08
2009-2010	5.50 (n=6)	7.25 (n=4)	-1.75
2010-2011	6.00 (n=8)	6.20 (n=10)	-0.20
2011-2012	5.25 (n=4)	5.00 (n=3)	0.25
2012-2013	5.80 (n=5)	5.67 (n=3)	0.13
2013-2014	7.50 (n=2)	5.50 (n=2)	2.00
2014-2015	5.00 (n=1)	4.25 (n=4)	0.75
2015-2016	5.00 (n=3)	7.75 (n=4)	-2.75
2016-2017	5.00 (n=1)	7.00 (n=1)	-2.00
2017-2018	5.67 (n=3)	9.25 (n=4)	-3.58
2018-2019	4.00 (n=4)	NA (n=0)	NA
2019-2020	1.00 (n=1)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Lock Haven University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$81,537 (n=2)	$78,503 (n=3)	$3,033
2007-2008	$78,520 (n=4)	$83,669 (n=4)	-$5,150
2008-2009	NA (n=0)	$80,826 (n=2)	NA
2009-2010	$81,268 (n=4)	$89,204 (n=5)	-$7,936
2010-2011	$88,532 (n=4)	$86,930 (n=6)	$1,603
2011-2012	$107,974 (n=6)	$89,443 (n=2)	$18,531
2012-2013	$115,742 (n=2)	$94,254 (n=4)	$21,488
2013-2014	$89,963 (n=4)	$90,547 (n=3)	-$583
2014-2015	$92,284 (n=3)	$92,357 (n=3)	-$73
2015-2016	$96,068 (n=5)	$99,575 (n=6)	-$3,507
2016-2017	NA (n=0)	$101,301 (n=3)	NA
2017-2018	$99,176 (n=6)	$106,691 (n=7)	-$7,515
2018-2019	$99,136 (n=1)	NA (n=0)	NA
2019-2020	$99,136 (n=1)	$92,168 (n=2)	$6,968

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Lock Haven University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.00 (n=2)	4.67 (n=3)	1.33
2007-2008	4.75 (n=4)	4.25 (n=4)	0.50
2008-2009	NA (n=0)	4.50 (n=2)	NA
2009-2010	4.00 (n=4)	6.80 (n=5)	-2.80
2010-2011	6.50 (n=4)	5.50 (n=6)	1.00
2011-2012	5.67 (n=6)	4.00 (n=2)	1.67
2012-2013	2.50 (n=2)	4.50 (n=4)	-2.00
2013-2014	5.00 (n=4)	5.33 (n=3)	-0.33
2014-2015	5.00 (n=3)	5.33 (n=3)	-0.33
2015-2016	6.00 (n=5)	5.00 (n=6)	1.00
2016-2017	NA (n=0)	7.67 (n=3)	NA
2017-2018	6.00 (n=6)	6.00 (n=7)	0.00
2018-2019	5.00 (n=1)	NA (n=0)	NA
2019-2020	5.00 (n=1)	3.50 (n=2)	1.50

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Lock Haven University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$54,408 (n=1)	NA (n=0)	NA
2007-2008	$44,761 (n=1)	NA (n=0)	NA
2008-2009	$43,909 (n=1)	NA (n=0)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	$54,993 (n=2)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	$56,654 (n=1)	$48,940 (n=1)	$7,714
2016-2017	NA (n=0)	$58,212 (n=1)	NA
2017-2018	$56,549 (n=1)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Lock Haven University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	9.00 (n=1)	NA (n=0)	NA
2007-2008	3.00 (n=1)	NA (n=0)	NA
2008-2009	2.00 (n=1)	NA (n=0)	NA
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	5.00 (n=2)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	5.00 (n=1)	2.00 (n=1)	3.00
2016-2017	NA (n=0)	5.00 (n=1)	NA
2017-2018	4.00 (n=1)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Mansfield University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Mansfield University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	5	41	46	17	72	89	30	36	66	4	7	11	56	156	212
1975	11%	89%	100%	19%	81%	100%	45%	55%	100%	36%	64%	100%	26%	74%	100%
1975-	4.5	42.5	47	16	68.5	84.5	26.5	34.5	61	4.5	8	12.5	51.5	153.5	205
1976	10%	90%	100%	19%	81%	100%	43%	57%	100%	36%	64%	100%	25%	75%	100%
1976-	4	44	48	15	65	80	23	33	56	5	9	14	47	151	198
1977	8%	92%	100%	19%	81%	100%	41%	59%	100%	36%	64%	100%	24%	76%	100%
1977-	3	44	47	14	65	79	25	34	57	5	8	13	47	151	198
1978	6%	94%	100%	18%	82%	100%	42%	58%	100%	38%	62%	100%	24%	76%	100%
1978-	5	48	53	10	70	80	23	34	57	6	3	9	44	155	199
1979	9%	91%	100%	13%	87%	100%	40%	60%	100%	67%	33%	100%	22%	78%	100%
1979-	4	51	55	14	62	76	16	31	47	5	5	10	39	149	188
1980	7%	93%	100%	18%	82%	100%	34%	66%	100%	50%	50%	100%	21%	79%	100%
1980-	4	46	50	12	53	65	15	23	38	6	5	11	37	127	154
1981	8%	92%	100%	18%	82%	100%	39%	61%	100%	55%	45%	100%	23%	77%	100%
1981-	4	44	48	11	55	66	13	24	37	8	8	16	36	131	167
1982	8%	92%	100%	17%	83%	100%	35%	65%	100%	50%	50%	100%	22%	78%	100%
1982-	4	46	50	12	60	72	19	31	50	7	12	19	42	149	191
1983	8%	92%	100%	17%	83%	100%	38%	62%	100%	37%	63%	100%	22%	78%	100%
1983-	4	44	48	10	54	64	15	27	42	2	5	7	31	130	161
1984	8%	92%	100%	16%	84%	100%	36%	64%	100%	29%	71%	100%	19%	81%	100%
1984-	4	47	51	13	56	69	25	36	61	2	3	5	44	142	186
1985	8%	92%	100%	19%	81%	100%	41%	59%	100%	40%	60%	100%	24%	76%	100%
1985-	4	46	50	11	52	63	25	34	59	2	5	7	42	137	179
1986	8%	92%	100%	17%	83%	100%	42%	58%	100%	29%	71%	100%	23%	77%	100%
1986-	5	49	54	10	51	61	22	31	53	6	5	11	43	136	179
1987	9%	91%	100%	16%	84%	100%	42%	58%	100%	55%	45%	100%	24%	76%	100%
1987-	5	51	56	9	47	56	21	32	53	4	3	7	39	133	172
1998	9%	91%	100%	16%	84%	100%	40%	60%	100%	57%	43%	100%	23%	77%	100%
1988-	3	51	54	12	46	58	19	32	51	7	4	11	41	133	174
1989	6%	94%	100%	21%	79%	100%	37%	63%	100%	64%	36%	100%	24%	76%	100%
1989-	3	50	53	13	44	57	25	32	57	5	5	10	46	131	177
1990	6%	94%	100%	23%	77%	100%	44%	56%	100%	50%	50%	100%	26%	74%	100%
1990-	3	51	54	14	43	57	26	28	54	6	6	12	49	128	177
1991	6%	94%	100%	25%	75%	100%	48%	52%	100%	50%	50%	100%	28%	72%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Mansfield University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	3	48	51	13	42	55	24	32	56	9	7	16	49	129	178
1992	6%	94%	100%	24%	76%	100%	43%	57%	100%	56%	44%	100%	28%	72%	100%
1992-	3	40	43	14	42	56	25	39	64	8	8	16	50	129	179
1993	7%	93%	100%	25%	75%	100%	39%	61%	100%	50%	50%	100%	28%	72%	100%
1993-	5	42	47	18	42	60	24	34	58	9	5	14	56	123	179
1994	11%	89%	100%	30%	70%	100%	41%	59%	100%	64%	36%	100%	31%	69%	100%
1994-	6	43	49	19	38	57	21	35	56	8	4	12	54	120	174
1995	12%	88%	100%	33%	67%	100%	38%	62%	100%	67%	33%	100%	31%	69%	100%
2005-	13	31	44	33	35	68	33	27	60	11	6	17	90	99	189
2006	30%	70%	100%	49%	51%	100%	55%	45%	100%	65%	35%	100%	48%	52%	100%
2006-	30	72	102	72	82	154	76	56	132	14	15	29	192	225	417
2007	29%	71%	100%	47%	53%	100%	58%	42%	100%	48%	52%	100%	46%	54%	100%
2007-	27	42	69	42	50	92	47	45	92	23	8	31	139	145	284
2008	33%	67%	100%	47%	53%	100%	57%	43%	100%	52%	48%	100%	48%	52%	100%
2008-	27	42	69	42	50	92	47	45	92	23	8	31	139	145	284
2009	39%	61%	100%	46%	54%	100%	51%	49%	100%	74%	26%	100%	49%	51%	100%
2009-	29	41	70	42	47	89	46	45	91	24	7	31	141	140	281
2010	41%	59%	100%	47%	53%	100%	51%	49%	100%	77%	23%	100%	50%	50%	100%
2010-	49	56	105	60	77	137	74	66	140	25	5	30	208	204	412
2011	47%	53%	100%	44%	56%	100%	53%	47%	100%	83%	17%	100%	50%	50%	100%
2011-	16	25	41	23	32	55	23	23	46	9	5	14	71	85	156
2012	39%	61%	100%	42%	58%	100%	50%	50%	100%	64%	36%	100%	46%	54%	100%
2012-	28	31	59	43	48	91	42	42	84	20	10	30	133	131	264
2013	47%	53%	100%	47%	53%	100%	50%	50%	100%	67%	33%	100%	50%	50%	100%
2013-	27	28	55	41	45	86	45	42	87	22	10	32	135	125	260
2014	49%	51%	100%	48%	52%	100%	52%	48%	100%	69%	31%	100%	52%	48%	100%
2014-	25	26	51	40	42	82	48	34	82	19	7	26	132	109	241
2015	49%	51%	100%	49%	51%	100%	59%	41%	100%	73%	27%	100%	55%	45%	100%
2015-	22	21	43	35	42	77	46	29	75	28	6	34	131	98	229
2016	51%	49%	100%	45%	55%	100%	61%	39%	100%	82%	18%	100%	57%	43%	100%
2016-	14	17	31	18	27	45	26	17	43	17	2	19	75	63	138
2017	45%	55%	100%	40%	60%	100%	60%	40%	100%	89%	11%	100%	54%	46%	100%
2017-	13	15	28	17	28	45	22	12	34	19	4	23	71	59	130
2018	46%	54%	100%	38%	62%	100%	65%	35%	100%	83%	17%	100%	55%	45%	100%
2018-	18	19	37	33	38	71	36	16	52	28	5	33	115	78	193
2019	49%	51%	100%	46%	54%	100%	69%	31%	100%	85%	15%	100%	60%	40%	100%
2019-	14	15	29	23	21	44	27	9	36	18	5	23	82	50	132
2020	48%	52%	100%	52%	48%	100%	75%	25%	100%	78%	22%	100%	62%	38%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Mansfield University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	5	56	9%	41	156	26%
1975-1976	4.5	53	8%	42.5	155	27%
1976-1977	4	47	9%	44	151	29%
1977-1978	3	47	6%	44	151	29%
1978-1979	5	44	11%	48	155	31%
1979-1980	4	39	10%	51	149	34%
1980-1981	4	37	11%	46	127	36%
1981-1982	4	36	11%	44	131	34%
1982-1983	4	42	10%	46	149	31%
1983-1984	4	31	13%	44	130	34%
1984-1985	4	44	9%	47	142	33%
1985-1986	4	42	10%	46	137	34%
1986-1987	5	43	12%	49	136	36%
1987-1988	5	39	13%	51	133	38%
1988-1989	3	41	7%	51	133	38%
1989-1990	3	46	7%	50	131	38%
1990-1991	3	49	6%	51	128	40%
1991-1992	3	49	6%	48	129	37%
1992-1993	3	50	6%	40	129	31%
1993-1994	5	56	9%	42	123	34%
1994-1995	6	54	11%	43	120	36%
2005-2006	13	90	14%	31	99	31%
2006-2007	30	192	16%	72	225	32%
2007-2008	20	125	16%	40	137	29%
2008-2009	27	139	19%	42	145	29%
2009-2010	29	141	21%	41	140	29%
2010-2011	49	208	24%	56	204	27%
2011-2012	16	71	23%	25	85	29%
2012-2013	28	133	21%	31	131	24%
2013-2014	27	135	20%	28	125	22%
2014-2015	25	132	19%	26	109	24%
2015-2016	22	131	17%	21	98	21%
2016-2017	14	75	19%	17	63	27%
2017-2018	13	71	18%	15	59	25%
2018-2019	18	115	16%	19	78	24%
2019-2020	14	82	17%	15	50	30%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Mansfield University of Pennsylvania, 1974-1995

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	145.5	101.5	247	1,525	1,210	2,735	1,670.5	1,311.5	2,982
	59%	41%	100%	56%	44%	100%	56%	44%	100%
1975	88.5	46.5	135	1,582	1,245	2,827	1,670.5	1,291.5	2,962
	66%	34%	100%	56%	44%	100%	56%	44%	100%
1976	83.5	54.5	138	1,492	1,180.5	2,672.5	1,575.5	1,235	2,810.5
	61%	39%	100%	56%	44%	100%	56%	44%	100%
1977	99.5	59.5	159	1,442.5	1,053	2,495.5	1,542	1,112.5	2,654.5
	63%	37%	100%	58%	42%	100%	58%	42%	100%
1978	64	38.5	102.5	1,360.5	1,015.5	2,376	1,424.5	1,054	2,478.5
	62%	38%	100%	57%	43%	100%	57%	43%	100%
1979	92.5	54	146.5	1,158.5	1,051.5	2,210	1,251	1,105.5	2,356.5
	63%	37%	100%	52%	48%	100%	53%	47%	100%
1980	80.5	45.5	126	1,181	964.5	2,145.5	1,261.5	1,010	2,271.5
	64%	36%	100%	55%	45%	100%	56%	44%	100%
1981	96	34	130	1,103.5	1,057.5	2,161	1,199.5	1,091.5	2,291
	74%	26%	100%	51%	49%	100%	52%	48%	100%
1982	82.5	44.5	127	1,154.5	1,193	2,347.5	1,237	1,237.5	2,474.5
	65%	35%	100%	49%	51%	100%	50%	50%	100%
1983	90	38.5	128.5	1,275	1,230.5	2,505.5	1,365	1,269	2,634
	70%	30%	100%	51%	49%	100%	52%	48%	100%
1984	102	66	168	1,266.5	1,225	2,491.5	1,368.5	1,291	2,659.5
	61%	39%	100%	51%	49%	100%	51%	49%	100%
1985	116	46.5	162.5	1,244.5	1,190	2,434.5	1,360.5	1,236.5	2,597
	71%	29%	100%	51%	49%	100%	52%	48%	100%
1986	108.5	38	146.5	1,239	1,048.5	2,287.5	1,347.5	1,086.5	2,434
	74%	26%	100%	54%	46%	100%	55%	45%	100%
1987	118.5	44.5	163	1,265	1,072.5	2,337.5	1,383.5	1,117	2,500.5
	73%	27%	100%	54%	46%	100%	55%	45%	100%
1988	132.5	62.5	195	1,401	1,136.5	2,537.5	1,533.5	1,199	2,732.5
	68%	32%	100%	55%	45%	100%	56%	44%	100%
1989	154	64.5	218.5	1,552	1,181.5	2,733.5	1,706	1,246	2,952
	70%	30%	100%	57%	43%	100%	58%	42%	100%
1990	139.5	68	207.5	1,573	1,139	2,712	1,712.5	1,207	2,919.5
	67%	33%	100%	58%	42%	100%	59%	41%	100%
1991	168.5	71	239.5	1,652.5	1,198	2,850.5	1,821	1,269	3,090
	70%	30%	100%	58%	42%	100%	59%	41%	100%
1992	139	53.5	192.5	1,622.5	1,188.5	2,811	1,761.5	1,242	3,030.5
	72%	28%	100%	58%	42%	100%	58%	42%	100%
1993	149.5	50.5	200	1,574	1,209.5	2,783.5	1,723.5	1,260	2,983.5
	75%	25%	100%	57%	43%	100%	58%	42%	100%
1994	128	56	184	1,454	1,139.5	2,593.5	1,582	1,195.5	2,777.5
	70%	30%	100%	56%	44%	100%	57%	43%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Mansfield University of Pennsylvania, 2005-2020

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	162	45	207	1,731	1,132	2,863	1,893	1,177	3,070
	78%	22%	100%	60.46%	39.54%	100%	61.66%	38.34%	100%
2005 Fall	164	29	193	1,727	1,056	2,783	1,891	1,085	2,976
	85%	15%	100%	62%	38%	100%	64%	36%	100%
2006 Fall	153	26	179	1,665	1,076	2,740	1,818	1,101	2,919
	86%	14%	100%	61%	39%	100%	62%	38%	100%
2007 Fall	136	33	169	1,708	1,043	2,751	1,843	1,076	2,920
	80%	20%	100%	62%	38%	100%	63%	37%	100%
2008 Fall	144	33	177	1,705	1,069	2,774	1,849	1,102	2,951
	81%	19%	100%	61%	39%	100%	63%	37%	100%
2009 Fall	177	38	215	1,736	1,202	2,938	1,913	1,240	3,153
	82%	18%	100%	59%	41%	100%	61%	39%	100%
2010 Fall	164	38	201	1,656	1,207	2,863	1,820	1,245	3,065
	81%	19%	100%	58%	42%	100%	59%	41%	100%
2011 Fall	138	34	172	1,613	1,146	2,758	1,750	1,179	2,930
	80%	20%	100%	58%	42%	100%	60%	40%	100%
2012 Fall	102	18	121	1,553	1,125	2,678	1,655	1,143	2,798
	85%	15%	100%	58%	42%	100%	59%	41%	100%
2013 Fall	75	19	93	1,492	1,075	2,566	1,567	1,093	2,660
	80%	20%	100%	58%	42%	100%	59%	41%	100%
2014 Fall	41	12	54	1,457	992	2,449	1,498	1,004	2,503
	77%	23%	100%	60%	40%	100%	60%	40%	100%
2015 Fall	35	9	44	1,269	877	2,146	1,304	886	2,190
	79%	21%	100%	59%	41%	100%	60%	40%	100%
2016 Fall	28	7	34	1,179	801	1,980	1,206	808	2,014
	81%	19%	100%	60%	40%	100%	60%	40%	100%
2017 Fall	20	3	23	1,006	696	1,702	1,025	699	1,725
	87%	13%	100%	59%	41%	100%	59%	41%	100%
2018 Fall	15	2	16	915	597	1,512	930	599	1,528
	91%	9%	100%	61%	39%	100%	61%	39%	100%
2019 Fall	5	1	6	973	575	1,548	979	575	1,554
	91%	9%	100%	63%	37%	100%	63%	37%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Mansfield University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	27.23	7.76
1975-1976	30.42	8.08
1976-1977	31.74	7.82
1977-1978	30.69	6.97
1978-1979	30.92	6.55
1979-1980	29.71	7.06
1980-1981	31.92	7.59
1981-1982	30.65	8.07
1982-1983	27.49	8.01
1983-1984	41.13	9.47
1984-1985	28.78	8.63
1985-1986	29.63	8.69
1986-1987	28.81	7.71
1987-1988	32.44	8.06
1988-1989	34.17	8.55
1989-1990	33.74	9.02
1990-1991	32.10	8.90
1991-1992	33.72	9.29
1992-1993	32.45	9.21
1993-1994	28.11	9.83
1994-1995	26.93	9.50
2005 Fall	8.67	4.78
2006 Fall	13.66	7.61
2007 Fall	12.26	7.37
2008 Fall	12.31	8.59
2009 Fall	7.96	5.92
2010 Fall	22.71	13.48
2011 Fall	11.68	8.59
2012 Fall	11.05	8.60
2013 Fall	11.04	9.10
2014 Fall	9.68	8.95
2015 Fall	15.72	12.72
2016 Fall	14.16	11.80
2017 Fall	7.96	7.65
2018 Fall	11.87	11.50
2019 Fall	19.19	10.67

Table 10a: Percentage of Female Faculty at Each Rank, Mansfield University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	14%	37%	37%	12%
2006-2007	16%	38%	40%	7%
2007-2008	19%	30%	34%	17%
2008-2009	19%	30%	34%	17%
2009-2010	21%	30%	33%	17%
2010-2011	24%	29%	36%	12%
2011-2012	23%	32%	32%	13%
2012-2013	21%	32%	32%	15%
2013-2014	20%	30%	33%	16%
2014-2015	19%	30%	36%	14%
2015-2016	17%	27%	35%	21%
2016-2017	19%	24%	35%	23%
2017-2018	18%	24%	31%	27%
2018-2019	16%	29%	31%	24%
2019-2020	17%	28%	33%	22%

Table 10b: Percentage of Male Faculty at Each Rank, Mansfield University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	31%	35%	27%	6%
2006-2007	32%	36%	25%	7%
2007-2008	34%	30%	23%	13%
2008-2009	29%	34%	31%	6%
2009-2010	29%	34%	32%	5%
2010-2011	27%	38%	32%	2%
2011-2012	29%	38%	27%	6%
2012-2013	24%	37%	32%	8%
2013-2014	22%	36%	34%	8%
2014-2015	24%	39%	31%	6%
2015-2016	21%	43%	30%	6%
2016-2017	27%	43%	27%	3%
2017-2018	25%	47%	20%	7%
2018-2019	24%	49%	21%	6%
2019-2020	30%	42%	18%	10%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Mansfield University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	4	63	0.06	1	86	0.01	6.00
2006-2007	4	69	0.05	3	92	0.03	1.67
2007-2008	6	70	0.08	7	86	0.08	1.00
2008-2009	13	70	0.16	6	93	0.06	2.67
2009-2010	14	72	0.16	5	90	0.06	2.67
2010-2011	6	73	0.08	5	89	0.06	1.33
2011-2012	5	63	0.07	6	78	0.08	0.88
2012-2013	8	67	0.11	7	81	0.09	1.22
2013-2014	15	71	0.17	5	77	0.06	2.83
2014-2015	12	69	0.15	3	70	0.04	3.75
2015-2016	10	66	0.13	2	61	0.03	4.33
2016-2017	7	63	0.10	1	59	0.02	5.00
2017-2018	6	59	0.09	3	53	0.06	1.50
2018-2019	6	62	0.09	4	48	0.08	1.13
2019-2020	7	59	0.11	5	42	0.12	0.92

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Mansfield University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	49	67	0.73	29	87	0.33	2.21
2006-2007	41	73	0.56	26	95	0.27	2.07
2007-2008	43	76	0.57	29	93	0.31	1.84
2008-2009	44	83	0.53	26	99	0.26	2.04
2009-2010	41	86	0.48	29	95	0.31	1.55
2010-2011	41	79	0.52	26	94	0.28	1.86
2011-2012	43	68	0.63	27	84	0.32	1.97
2012-2013	62	75	0.83	33	88	0.38	2.18
2013-2014	57	86	0.66	32	82	0.39	1.69
2014-2015	51	81	0.63	29	73	0.40	1.58
2015-2016	55	76	0.72	32	63	0.51	1.41
2016-2017	44	70	0.63	21	60	0.35	1.80
2017-2018	44	65	0.68	24	56	0.43	1.58
2018-2019	45	68	0.66	29	52	0.56	1.18
2019-2020	47	66	0.71	29	47	0.62	1.15

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Mansfield University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$56,459 (n=6)	$57,304 (n=5)	-$844
2007-2008	$48,782 (n=6)	$55,768 (n=2)	-$6,986
2008-2009	$48,410 (n=1)	$64,709 (n=8)	-$16,299
2009-2010	$54,209 (n=6)	$55,760 (n=4)	-$1,550
2010-2011	$50,485 (n=4)	$58,339 (n=3)	-$7,853
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	$54,121 (n=3)	$59,860 (n=3)	-$5,740
2013-2014	$61,961 (n=8)	$64,478 (n=7)	-$2,518
2014-2015	$72,802 (n=4)	NA (n=0)	NA
2015-2016	$62,759 (n=2)	$59,436 (n=2)	$3,323
2016-2017	$58,212 (n=2)	$69,715 (n=3)	-$11,503
2017-2018	$59,376 (n=1)	NA (n=0)	NA
2018-2019	$71,358 (n=4)	$70,454 (n=2)	$904
2019-2020	$69,944 (n=9)	$64,969 (n=3)	$4,975

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Mansfield University, 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	4.83 (n=6)	6.00 (n=5)	-1.17
2007-2008	3.75 (n=4)	4.50 (n=2)	-0.75
2008-2009	1.00 (n=1)	5.63 (n=8)	-4.63
2009-2010	2.67 (n=6)	3.25 (n=4)	-0.58
2010-2011	1.25 (n=4)	4.00 (n=3)	-2.75
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	1.67 (n=3)	4.00 (n=3)	-2.33
2013-2014	3.14 (n=7)	4.33 (n=6)	-1.19
2014-2015	5.25 (n=4)	NA (n=0)	NA
2015-2016	4.50 (n=2)	5.00 (n=2)	-0.50
2016-2017	2.00 (n=2)	3.33 (n=3)	-1.33
2017-2018	2.00 (n=1)	NA (n=0)	NA
2018-2019	3.75 (n=4)	5.00 (n=2)	-1.25
2019-2020	5.78 (n=9)	3.33 (n=3)	2.44

*Borderline statistically significant evidence of gender bias present. p-value=0.0059 that 10 of 11 years would randomly favor men. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Mansfield University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$63,585 (n=4)	$63,310 (n=5)	$275
2007-2008	$64,034 (n=3)	$64,559 (n=2)	-$525
2008-2009	$66,495 (n=4)	$67,036 (n=3)	-$541
2009-2010	$66,819 (n=2)	$66,819 (n=1)	$0
2010-2011	$76,707 (n=2)	$74,197 (n=5)	$2,509
2011-2012	$72,967 (n=1)	NA (n=0)	NA
2012-2013	$73,755 (n=3)	$71,192 (n=2)	$2,563
2013-2014	NA (n=0)	$81,856 (n=4)	NA
2014-2015	$72,307 (n=1)	$83,704 (n=1)	-$11,397
2015-2016	$72,307 (n=1)	$80,544 (n=3)	-$8,237
2016-2017	NA (n=0)	$76,153 (n=2)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	$73,794 (n=3)	$79,618 (n=2)	-$5,824
2019-2020	$82,025 (n=5)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Mansfield University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	4.50 (n=4)	4.40 (n=5)	0.10
2007-2008	4.33 (n=3)	4.50 (n=2)	-0.17
2008-2009	4.50 (n=4)	4.67 (n=3)	-0.17
2009-2010	4.00 (n=2)	4.00 (n=1)	0.00
2010-2011	7.00 (n=2)	7.20 (n=5)	-0.20
2011-2012	5.00 (n=1)	NA (n=0)	NA
2012-2013	5.33 (n=3)	4.50 (n=2)	0.83
2013-2014	NA (n=0)	8.75 (n=4)	NA
2014-2015	4.00 (n=1)	9.00 (n=1)	-5.00
2015-2016	4.00 (n=1)	7.33 (n=3)	-3.33
2016-2017	NA (n=0)	4.50 (n=2)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	5.00 (n=2)	4.50 (n=2)	0.50
2019-2020	6.00 (n=5)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Mansfield University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	$76,558 (n=1)	NA
2007-2008	$81,119 (n=3)	NA (n=0)	NA
2008-2009	$85,591 (n=3)	$94,456 (n=3)	-$8,865
2009-2010	$74,576 (n=3)	$94,022 (n=1)	-$19,446
2010-2011	$85,281 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	$71,257 (n=2)	NA
2012-2013	$70,782 (n=2)	NA (n=0)	NA
2013-2014	NA (n=0)	$99,748 (n=1)	NA
2014-2015	$99,321 (n=1)	$127,706 (n=2)	-$28,385
2015-2016	$77,258 (n=6)	NA (n=0)	NA
2016-2017	NA (n=0)	$94,822 (n=1)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	$77,199 (n=2)	NA (n=0)	NA
2019-2020	$99,215 (n=3)	$102,916 (n=2)	-$3,700

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Mansfield University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	4.00 (n=1)	NA
2007-2008	5.67 (n=3)	NA (n=0)	NA
2008-2009	6.33 (n=3)	6.50 (n=2)	-0.17
2009-2010	5.67 (n=3)	9.00 (n=1)	-3.33
2010-2011	5.00 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	5.00 (n=2)	NA
2012-2013	4.50 (n=2)	NA (n=0)	NA
2013-2014	NA (n=0)	9.00 (n=1)	NA
2014-2015	8.00 (n=1)	12.00 (n=1)	-4.00
2015-2016	5.67 (n=6)	NA (n=0)	NA
2016-2017	NA (n=0)	5.00 (n=1)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	8.00 (n=2)	NA (n=0)	NA
2019-2020	5.33 (n=3)	6.50 (n=2)	-1.17

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Mansfield University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	NA (n=0)	NA (n=0)	NA
2008-2009	$50,830 (n=1)	NA (n=0)	NA
2009-2010	$45,226 (n=1)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	$49,387 (n=1)	NA
2012-2013	$49,940 (n=2)	$47,505 (n=1)	$2,435
2013-2014	$51,639 (n=2)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	$54,697 (n=4)	$68,556 (n=1)	-$13,859
2016-2017	$52,800 (n=1)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	$99,195 (n=1)	$120,573 (n=1)	-$21,378
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Mansfield University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	NA (n=0)	NA (n=0)	NA
2008-2009	5.00 (n=1)	NA (n=0)	NA
2009-2010	2.00 (n=1)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	3.00 (n=1)	NA
2012-2013	3.00 (n=2)	2.00 (n=1)	1.00
2013-2014	3.50 (n=2)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	4.33 (n=3)	2.00 (n=1)	2.33
2016-2017	3.00 (n=1)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	13.00 (n=1)	13.00 (n=1)	0.00
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Millersville University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Millersville University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	7	61	68	21	83	104	26	54	80	10	7	17	64	205	269
1975	10%	90%	100%	20%	80%	100%	33%	67%	100%	59%	41%	100%	24%	76%	100%
1975-	7	66	73	23	98	121	20	50	70	7	1	8	57	215	272
1976	10%	90%	100%	19%	81%	100%	29%	71%	100%	88%	12%	100%	21%	79%	100%
1976-	6	69	75	27	91	118	19	49	68	13	2	15	65	211	276
1977	8%	92%	100%	23%	77%	100%	28%	72%	100%	87%	13%	100%	24%	76%	100%
1977-	6	82	88	32	93	125	27	50	77	15	3	18	80	228	308
1978	7%	93%	100%	26%	74%	100%	35%	65%	100%	83%	17%	100%	26%	74%	100%
1978-	6	82	88	28	88	116	23	43	66	9	6	15	66	219	285
1979	7%	93%	100%	24%	76%	100%	35%	65%	100%	60%	40%	100%	23%	77%	100%
1979-	6	85	91	27	93	120	22	51	73	9	6	15	64	235	299
1980	7%	93%	100%	23%	77%	100%	30%	70%	100%	60%	40%	100%	21%	79%	100%
1980-	8	82	90	28	97	125	23	41	64	9	5	14	68	225	293
1981	9%	91%	100%	22%	78%	100%	36%	64%	100%	64%	36%	100%	23%	77%	100%
1981-	6	84	90	29	93	122	23	35	58	10	6	16	68	218	286
1982	7%	93%	100%	24%	76%	100%	40%	60%	100%	63%	37%	100%	24%	76%	100%
1982-	8	88	96	23	90	113	28	35	63	3	4	7	62	217	279
1983	8%	92%	100%	20%	80%	100%	44%	56%	100%	43%	57%	100%	22%	78%	100%
1983-	7	89	96	33	83	116	24	45	69	12	6	18	76	223	299
1984	7%	93%	100%	28%	72%	100%	35%	65%	100%	67%	33%	100%	25%	75%	100%
1984-	7	87	94	28	83	111	30	52	82	10	5	15	75	227	302
1985	7%	93%	100%	25%	75%	100%	37%	63%	100%	67%	33%	100%	25%	75%	100%
1985-	7	88	95	28	79	107	33	57	90	10	4	14	78	228	306
1986	7%	93%	100%	26%	74%	100%	37%	63%	100%	71%	29%	100%	25%	75%	100%
1986-	10	94	104	30	80	110	33	50	83	11	5	16	84	229	313
1987	10%	90%	100%	27%	73%	100%	40%	60%	100%	69%	31%	100%	27%	73%	100%
1987-	11	95	106	30	82	112	36	51	87	4	2	6	81	230	311
1998	10%	90%	100%	27%	73%	100%	41%	59%	100%	67%	33%	100%	26%	74%	100%
1988-	13	101	114	29	78	107	35	48	83	3	2	5	80	229	309
1989	11%	89%	100%	27%	73%	100%	42%	58%	100%	60%	40%	100%	26%	74%	100%
1989-	13	100	113	28	76	104	40	50	90	12	8	20	93	234	327
1990	12%	88%	100%	27%	73%	100%	44%	56%	100%	60%	40%	100%	28%	72%	100%
1990-	16	91	107	30	78	108	40	53	93	10	9	19	96	231	327
1991	15%	85%	100%	28%	72%	100%	43%	57%	100%	53%	47%	100%	29%	71%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Millersville University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	16	94	110	32	73	105	45	48	93	12	6	18	105	221	326
1992	15%	85%	100%	30%	70%	100%	48%	52%	100%	67%	33%	100%	32%	68%	100%
1992-	20	90	110	34	67	101	52	48	100	1	2	3	107	207	314
1993	18%	82%	100%	34%	66%	100%	52%	48%	100%	33%	67%	100%	34%	66%	100%
1993-	20	97	117	31	65	96	52	45	97	2	1	3	105	208	313
1994	17%	83%	100%	32%	68%	100%	54%	46%	100%	67%	33%	100%	34%	66%	100%
1994-	19	91	110	28	66	94	56	46	102	1	1	2	104	204	308
1995	17%	83%	100%	30%	70%	100%	55%	45%	100%	50%	50%	100%	34%	66%	100%
2005-	34	67	101	55	52	107	68	71	139	10	10	20	167	200	367
2006	34%	66%	100%	51%	49%	100%	49%	51%	100%	50%	50%	100%	46%	54%	100%
2006-	88	154	242	144	121	265	152	157	309	11	9	20	395	441	836
2007	36%	64%	100%	54%	46%	100%	49%	51%	100%	55%	45%	100%	47%	53%	100%
2007-	55	81	136	92	76	168	100	105	205	12	11	23	259	273	532
2008	40%	60%	100%	55%	45%	100%	49%	51%	100%	52%	48%	100%	49%	51%	100%
2008-	58	81	139	90	75	165	97	102	199	15	12	27	260	270	530
2009	42%	58%	100%	55%	45%	100%	49%	51%	100%	56%	44%	100%	49%	51%	100%
2009-	59	76	135	93	80	173	97	104	201	13	7	20	262	267	529
2010	44%	56%	100%	54%	46%	100%	48%	52%	100%	65%	35%	100%	50%	50%	100%
2010-	99	113	212	137	121	258	148	139	287	13	7	20	397	380	777
2011	47%	53%	100%	53%	47%	100%	52%	48%	100%	65%	35%	100%	51%	49%	100%
2011-	42	55	97	56	53	109	58	53	111	8	2	10	164	163	327
2012	43%	57%	100%	51%	49%	100%	52%	48%	100%	80%	20%	100%	50%	50%	100%
2012-	63	74	137	94	89	183	95	109	204	17	3	20	269	275	544
2013	46%	54%	100%	51%	49%	100%	47%	53%	100%	85%	15%	100%	49%	51%	100%
2013-	57	72	129	87	84	171	80	92	172	12	4	16	236	252	488
2014	44%	56%	100%	51%	49%	100%	47%	53%	100%	75%	25%	100%	48%	52%	100%
2014-	57	73	130	88	84	172	80	95	175	12	3	15	237	255	492
2015	44%	56%	100%	51%	49%	100%	46%	54%	100%	80%	20%	100%	48%	52%	100%
2015-	60	74	134	94	91	185	84	92	176	11	10	21	168	182	350
2016	45%	55%	100%	51%	49%	100%	48%	52%	100%	52%	48%	100%	48%	52%	100%
2016-	42	54	96	59	60	119	56	58	114	11	10	21	168	182	350
2017	44%	56%	100%	50%	50%	100%	49%	51%	100%	52%	48%	100%	48%	52%	100%
2017-	42	54	96	59	62	121	51	63	114	11	7	18	163	186	349
2018	44%	56%	100%	49%	51%	100%	45%	55%	100%	61%	39%	100%	47%	53%	100%
2018-	63	74	137	92	99	191	94	78	172	9	6	15	258	257	515
2019	46%	54%	100%	48%	52%	100%	55%	45%	100%	60%	40%	100%	50%	50%	100%
2019-	37	58	95	59	62	121	61	47	108	7	6	13	164	173	337
2020	39%	61%	100%	49%	51%	100%	56%	44%	100%	54%	46%	100%	49%	51%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Millersville University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	7	64	11%	61	205	30%
1975-1976	7	57	12%	66	215	31%
1976-1977	6	65	9%	69	211	33%
1977-1978	6	80	8%	82	228	36%
1978-1979	6	66	9%	82	219	37%
1979-1980	6	64	9%	85	235	36%
1980-1981	8	68	12%	82	225	36%
1981-1982	6	68	9%	84	218	39%
1982-1983	8	62	13%	88	217	41%
1983-1984	7	76	9%	89	223	40%
1984-1985	7	75	9%	87	227	38%
1985-1986	7	78	9%	88	228	39%
1986-1987	10	84	12%	94	229	41%
1987-1988	11	81	14%	95	230	41%
1988-1989	13	80	16%	101	229	44%
1989-1990	13	93	14%	100	234	43%
1990-1991	16	96	17%	91	231	39%
1991-1992	16	105	15%	94	221	43%
1992-1993	20	107	19%	90	207	43%
1993-1994	20	105	19%	97	208	47%
1994-1995	19	104	18%	91	204	45%
2005-2006	34	167	20%	67	200	34%
2006-2007	88	395	22%	154	441	35%
2007-2008	55	259	21%	81	273	30%
2008-2009	58	260	22%	81	270	30%
2009-2010	59	262	23%	76	267	28%
2010-2011	99	397	25%	113	380	30%
2011-2012	42	164	26%	55	163	34%
2012-2013	63	269	23%	74	275	27%
2013-2014	57	236	24%	72	252	29%
2014-2015	57	237	24%	73	255	29%
2015-2016	60	250	24%	74	268	28%
2016-2017	42	168	25%	54	182	30%
2017-2018	42	163	26%	54	186	29%
2018-2019	63	258	24%	74	257	29%
2019-2020	37	164	23%	58	173	34%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Millersville University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	366	254	620	2,701.5	2,010	4,711.5	3,067.5	2,264	5,331.5
	59%	41%	100%	57%	43%	100%	58%	42%	100%
1975	332	277	609	2,710	2,069.5	4,779.5	3,042	2,346.5	5,388.5
	55%	45%	100%	57%	43%	100%	56%	44%	100%
1976	343.5	235	578.5	2,732	2,096	4,828	3,075.5	2,331	5,406.5
	59%	41%	100%	57%	43%	100%	57%	43%	100%
1977	337.5	186.5	524	2,705.5	2,110.5	4,816	3,043	2,297	5,340
	64%	36%	100%	56%	44%	100%	57%	43%	100%
1978	286.5	155.5	442	2,717.5	2,072.5	4,790	3,004	2,228	5,232
	65%	35%	100%	57%	43%	100%	57%	43%	100%
1979	261.5	120.5	382	2,850.5	2,110.5	4,961	3,112	2,231	5,343
	68%	32%	100%	57%	43%	100%	58%	42%	100%
1980	270.5	106	376.5	2,850	2,284	5,134	3,120.5	2,390	5,510.5
	72%	28%	100%	56%	44%	100%	57%	43%	100%
1981	198.5	104	302.5	2,834.5	2,310	5,144.5	3,033	2,414	5,447
	66%	34%	100%	55%	45%	100%	56%	44%	100%
1982	168	85.5	253.5	2,941.5	2,409.5	5,351	3,109.5	2,495	5,604.5
	66%	34%	100%	55%	45%	100%	55%	45%	100%
1983	178.5	83.5	262	3,084.5	2,563	5,647.5	3,263	2,646.5	5,909.5
	68%	32%	100%	55%	45%	100%	55%	45%	100%
1984	187	74	261	3,043.5	2,519	5,562.5	3,230.5	2,593	5,823.5
	72%	28%	100%	55%	45%	100%	55%	45%	100%
1985	203	62.5	265.5	2,994.5	2,494.5	5,489	3,197.5	2,557	5,754.5
	76%	24%	100%	55%	45%	100%	56%	44%	100%
1986	283.5	94	377.5	3,270	2,456	5,762	3,553.5	2,550	6,103.5
	75%	25%	100%	57%	43%	100%	58%	42%	100%
1987	323	113.5	436.5	3,351	2,344	5,695	3,674	2,457.5	6,131.5
	74%	26%	100%	59%	41%	100%	60%	40%	100%
1988	310.5	99.5	410	3,527.5	2,312.5	5,840	3,838	2,412	6,250
	76%	24%	100%	60%	40%	100%	61%	39%	100%
1989	344.5	114	458.5	3,757	2,364	6,121	4,101.5	2,478	6,579.5
	75%	25%	100%	61%	39%	100%	62%	38%	100%
1990	343	110.5	453.5	3,771.5	2,360	6,131.5	4,114.5	2,470.5	6,585
	76%	24%	100%	62%	38%	100%	62%	38%	100%
1991	332.5	109.5	442	3,722.5	2,438	6,160.5	4,055	2,547.5	6,602.5
	75%	25%	100%	60%	40%	100%	61%	39%	100%
1992	322	121	443	3,703.5	2,486.5	6,190	4,025.5	2,607.5	6,573
	73%	27%	100%	60%	40%	100%	61%	39%	100%
1993	309.5	102	411.5	3,526	2,386	5,912	3,835.5	2,488	6,323.5
	75%	25%	100%	60%	40%	100%	61%	39%	100%
1994	305.5	108.5	414	3,594	2,429.5	6,023.5	3,899.5	2,538	6,437.5
	74%	26%	100%	60%	40%	100%	61%	39%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Millersville University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	328	126	454	3,704	2,815	6,520	3,704	2,815	6,520
	72%	28%	100%	57%	43%	100%	57%	43%	100%
2005 Fall	306	129	435	3,696	2,773	6,469	3,696	2,773	6,469
	70%	30%	100%	57%	43%	100%	57%	43%	100%
2006 Fall	303	135	439	3,780	2,849	6,629	3,780	2,849	6,629
	69%	31%	100%	57%	43%	100%	57%	43%	100%
2007 Fall	360	138	498	3,781	2,900	6,682	3,781	2,900	6,682
	72%	28%	100%	57%	43%	100%	57%	43%	100%
2008 Fall	387	137	524	3,743	2,882	6,625	3,743	2,882	6,625
	74%	26%	100%	57%	43%	100%	57%	43%	100%
2009 Fall	393	137	530	3,847	2,950	6,797	3,847	2,950	6,797
	74%	26%	100%	57%	43%	100%	57%	43%	100%
2010 Fall	417	166	583	3,910	3,066	6,976	3,910	3,066	6,976
	72%	28%	100%	56%	44%	100%	56%	44%	100%
2011 Fall	405	137	542	3,886	3,069	6,954	3,886	3,069	6,954
	75%	25%	100%	56%	44%	100%	56%	44%	100%
2012 Fall	367	133	499	3,757	3,033	6,790	3,757	3,033	6,790
	73%	27%	100%	55%	45%	100%	55%	45%	100%
2013 Fall	335	129	464	3,712	3,005	6,717	3,712	3,005	6,717
	72%	28%	100%	55%	45%	100%	55%	45%	100%
2014 Fall	338	119	457	3,598	2,875	6,473	3,598	2,875	6,473
	74%	26%	100%	56%	44%	100%	56%	44%	100%
2015 Fall	345	124	469	3,488	2,788	6,276	3,488	2,788	6,276
	74%	26%	100%	56%	44%	100%	56%	44%	100%
2016 Fall	363	113	476	3,397	2,708	6,105	3,397	2,708	6,105
	76%	24%	100%	56%	44%	100%	56%	44%	100%
2017 Fall	364	128	492	3,361	2,562	5,923	3,361	2,562	5,923
	74%	26%	100%	57%	43%	100%	57%	43%	100%
2018 Fall	373	141	514	3,331	2,511	5,842	3,331	2,511	5,842
	73%	27%	100%	57%	43%	100%	57%	43%	100%
2019 Fall	378	151	529	3,373	2,473	5,846	3,373	2,473	5,846
	71%	29%	100%	58%	42%	100%	58%	42%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Millersville University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	42.21	9.80
1975-1976	47.54	9.63
1976-1977	42.03	9.93
1977-1978	33.82	9.26
1978-1979	41.17	9.46
1979-1980	44.54	8.98
1980-1981	41.91	10.15
1981-1982	41.68	10.60
1982-1983	47.44	11.10
1983-1984	40.59	11.49
1984-1985	40.58	11.10
1985-1986	38.98	10.94
1986-1987	38.93	10.72
1987-1988	41.37	10.19
1988-1989	44.09	10.10
1989-1990	40.40	10.10
1990-1991	39.29	10.22
1991-1992	35.45	11.03
1992-1993	34.61	12.01
1993-1994	33.58	11.47
1994-1995	34.56	11.91
2005 Fall	9.57	6.46
2006 Fall	14.60	10.62
2007 Fall	14.39	10.67
2008 Fall	14.68	11.05
2009 Fall	9.85	8.07
2010 Fall	23.69	18.83
2011 Fall	13.97	11.03
2012 Fall	15.73	11.92
2013 Fall	15.18	11.28
2014 Fall	13.95	10.40
2015 Fall	20.22	14.88
2016 Fall	20.62	13.77
2017 Fall	12.91	9.77
2018 Fall	20.57	14.30
2019 Fall	22.13	13.87

Table 10a: Percentage of Female Faculty at Each Rank, Millersville University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	20%	33%	41%	6%
2006-2007	22%	36%	38%	3%
2007-2008	21%	36%	39%	5%
2008-2009	22%	35%	37%	6%
2009-2010	23%	35%	37%	5%
2010-2011	25%	35%	37%	3%
2011-2012	26%	34%	35%	5%
2012-2013	23%	35%	35%	6%
2013-2014	24%	37%	34%	5%
2014-2015	24%	37%	34%	5%
2015-2016	24%	38%	34%	4%
2016-2017	25%	35%	33%	7%
2017-2018	26%	36%	31%	7%
2018-2019	24%	36%	36%	3%
2019-2020	23%	36%	37%	4%

Table 10b: Percentage of Male Faculty at Each Rank, Millersville University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	34%	26%	35%	5%
2006-2007	35%	27%	36%	2%
2007-2008	30%	28%	38%	4%
2008-2009	30%	28%	38%	4%
2009-2010	28%	30%	39%	3%
2010-2011	30%	32%	37%	2%
2011-2012	34%	33%	33%	1%
2012-2013	27%	32%	40%	1%
2013-2014	29%	33%	37%	2%
2014-2015	29%	33%	37%	1%
2015-2016	28%	34%	34%	4%
2016-2017	30%	33%	32%	5%
2017-2018	29%	33%	34%	4%
2018-2019	29%	39%	30%	2%
2019-2020	34%	36%	27%	3%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Millersville University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	11	142	0.07	10	169	0.06	1.17
2006-2007	9	147	0.06	8	173	0.05	1.20
2007-2008	10	149	0.06	14	162	0.09	0.67
2008-2009	10	149	0.06	8	165	0.05	1.20
2009-2010	7	155	0.04	7	165	0.04	1.00
2010-2011	7	153	0.04	6	162	0.04	1.00
2011-2012	4	151	0.03	2	155	0.01	3.00
2012-2013	8	149	0.05	4	157	0.03	1.67
2013-2014	5	144	0.03	6	154	0.04	0.75
2014-2015	11	144	0.07	4	161	0.02	3.50
2015-2016	11	145	0.07	8	161	0.05	1.40
2016-2017	12	145	0.08	10	162	0.06	1.33
2017-2018	9	147	0.06	7	161	0.04	1.50
2018-2019	7	154	0.04	3	157	0.02	2.00
2019-2020	6	149	0.04	3	156	0.02	2.00

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Millersville University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	92	153	0.60	98	179	0.55	1.09
2006-2007	81	156	0.52	85	181	0.47	1.11
2007-2008	98	159	0.62	96	176	0.55	1.13
2008-2009	95	159	0.60	100	173	0.58	1.03
2009-2010	98	162	0.60	76	172	0.44	1.36
2010-2011	96	160	0.60	80	168	0.48	1.25
2011-2012	92	155	0.59	91	157	0.58	1.02
2012-2013	125	157	0.80	109	161	0.68	1.18
2013-2014	135	149	0.91	100	160	0.62	1.47
2014-2015	132	155	0.85	107	165	0.65	1.31
2015-2016	152	156	0.97	102	169	0.60	1.62
2016-2017	158	157	1.01	110	172	0.64	1.58
2017-2018	147	156	0.94	102	168	0.61	1.54
2018-2019	152	161	0.94	101	160	0.63	1.49
2019-2020	157	155	1.01	112	159	0.70	1.44

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Millersville University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$51,714 (n=9)	$55,616 (n=5)	-$3,903
2007-2008	$50,362 (n=5)	$52,239 (n=7)	-$1,878
2008-2009	$51,609 (n=7)	$55,011 (n=12)	-$3,403
2009-2010	$51,894 (n=10)	$55,520 (n=10)	-$3,625
2010-2011	$65,546 (n=3)	$56,447 (n=2)	$9,100
2011-2012	$53,801 (n=4)	$54,449 (n=1)	-$648
2012-2013	$58,151 (n=4)	$57,841 (n=12)	$310
2013-2014	$60,657 (n=5)	$53,957 (n=5)	$6,700
2014-2015	$58,340 (n=8)	$61,324 (n=10)	-$2,985
2015-2016	$58,622 (n=7)	$55,306 (n=2)	$3,317
2016-2017	$60,133 (n=7)	$61,339 (n=7)	-$1,205
2017-2018	$58,905 (n=6)	$58,839 (n=5)	$66
2018-2019	$61,746 (n=11)	$64,094 (n=4)	-$2,348
2019-2020	$60,137 (n=4)	$69,408 (n=8)	-$9,272

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Millersville University, 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.11 (n=9)	4.80 (n=5)	-1.69
2007-2008	2.40 (n=5)	3.14 (n=7)	-0.74
2008-2009	2.29 (n=7)	3.25 (n=12)	-0.96
2009-2010	1.80 (n=10)	2.11 (n=9)	-0.31
2010-2011	5.00 (n=3)	3.00 (n=2)	2.00
2011-2012	1.75 (n=4)	2.00 (n=1)	-0.25
2012-2013	1.67 (n=3)	2.50 (n=12)	-0.83
2013-2014	4.40 (n=5)	1.40 (n=5)	3.00
2014-2015	2.38 (n=8)	3.50 (n=10)	-1.13
2015-2016	2.57 (n=7)	1.50 (n=2)	1.07
2016-2017	2.86 (n=7)	3.43 (n=7)	-0.57
2017-2018	1.83 (n=6)	1.80 (n=5)	0.03
2018-2019	2.27 (n=11)	3.00 (n=4)	-0.73
2019-2020	1.75 (n=4)	4.38 (n=8)	-2.63

* p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Millersville University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$60,032 (n=3)	$61,814 (n=5)	-$1,782
2007-2008	$63,435 (n=4)	$69,626 (n=4)	-$6,191
2008-2009	$73,100 (n=6)	$70,792 (n=8)	$2,308
2009-2010	$74,495 (n=5)	$72,814 (n=4)	$1,681
2010-2011	$72,375 (n=4)	$72,861 (n=5)	-$487
2011-2012	$77,596 (n=4)	$77,574 (n=2)	$23
2012-2013	$74,707 (n=6)	$77,881 (n=5)	-$3,174
2013-2014	$73,999 (n=5)	$72,283 (n=4)	$1,717
2014-2015	$77,113 (n=7)	$76,762 (n=5)	$352
2015-2016	$73,254 (n=4)	$85,540 (n=5)	-$12,286
2016-2017	$80,374 (n=5)	$81,634 (n=6)	-$1,260
2017-2018	$79,268 (n=5)	$83,072 (n=5)	-$3,804
2018-2019	$94,416 (n=1)	$78,270 (n=10)	$16,146
2019-2020	$77,151 (n=6)	$75,210 (n=3)	$1,941

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Millersville University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.00 (n=3)	3.60 (n=5)	-0.60
2007-2008	4.25 (n=4)	7.25 (n=4)	-3.00
2008-2009	7.83 (n=6)	6.88 (n=8)	0.96
2009-2010	7.40 (n=5)	6.50 (n=4)	0.90
2010-2011	6.25 (n=4)	6.20 (n=5)	0.05
2011-2012	7.50 (n=4)	7.50 (n=2)	0.00
2012-2013	5.83 (n=6)	7.20 (n=5)	-1.37
2013-2014	5.40 (n=5)	4.50 (n=4)	0.90
2014-2015	5.86 (n=7)	6.00 (n=5)	-0.14
2015-2016	4.25 (n=4)	7.80 (n=5)	-3.55
2016-2017	6.60 (n=5)	6.83 (n=6)	-0.23
2017-2018	5.20 (n=5)	7.00 (n=5)	-1.80
2018-2019	11.00 (n=1)	4.30 (n=10)	6.70
2019-2020	3.83 (n=6)	3.33 (n=3)	0.50

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Millersville University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$78,472 (n=2)	$85,460 (n=2)	-$6,989
2007-2008	$84,602 (n=3)	$82,395 (n=1)	$2,207
2008-2009	$89,145 (n=3)	$84,901 (n=3)	$4,244
2009-2010	$88,195 (n=3)	$87,448 (n=3)	$746
2010-2011	$94,735 (n=4)	$90,362 (n=3)	$4,373
2011-2012	$90,909 (n=1)	$92,074 (n=2)	-$1,165
2012-2013	$94,043 (n=5)	$92,711 (n=3)	$1,332
2013-2014	$94,429 (n=3)	$92,737 (n=1)	$1,692
2014-2015	$96,975 (n=3)	$96,956 (n=2)	$19
2015-2016	$99,321 (n=2)	$91,588 (n=3)	$7,732
2016-2017	$100,432 (n=3)	$104,541 (n=2)	-$4,109
2017-2018	$104,093 (n=1)	$99,176 (n=3)	$4,917
2018-2019	$94,416 (n=1)	$106,695 (n=3)	-$12,279
2019-2020	NA (n=0)	$104,289 (n=5)	NA

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Millersville University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	4.50 (n=2)	7.50 (n=2)	-3.00
2007-2008	7.33 (n=3)	6.00 (n=1)	1.33
2008-2009	8.00 (n=3)	6.00 (n=3)	2.00
2009-2010	6.33 (n=3)	6.00 (n=3)	0.33
2010-2011	7.25 (n=4)	7.33 (n=3)	-0.08
2011-2012	6.00 (n=1)	6.50 (n=2)	-0.50
2012-2013	5.20 (n=5)	6.67 (n=3)	-1.47
2013-2014	7.00 (n=3)	6.00 (n=1)	1.00
2014-2015	7.00 (n=3)	7.00 (n=2)	0.00
2015-2016	8.00 (n=2)	5.00 (n=3)	3.00
2016-2017	7.33 (n=3)	9.00 (n=2)	-1.67
2017-2018	8.00 (n=1)	6.00 (n=3)	2.00
2018-2019	4.00 (n=1)	8.00 (n=3)	-4.00
2019-2020	NA (n=0)	7.20 (n=5)	NA

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Millersville University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	$59,860 (n=2)	$49,349 (n=1)	$10,511
2008-2009	$41,818 (n=1)	$69,258 (n=1)	-$27,440
2009-2010	$51,252 (n=2)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	$46,374 (n=2)	NA (n=0)	NA
2013-2014	$61,237 (n=1)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	$79,010 (n=2)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	$51,292 (n=1)	NA (n=0)	NA
2018-2019	$62,399 (n=3)	NA (n=0)	NA
2019-2020	$55,247 (n=1)	$55,247 (n=1)	$0

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Millersville University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	7.00 (n=2)	5.00 (n=1)	2.00
2008-2009	1.00 (n=1)	8.00 (n=1)	-7.00
2009-2010	3.00 (n=1)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	1.50 (n=2)	NA (n=0)	NA
2013-2014	9.00 (n=1)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	8.00 (n=2)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	2.00 (n=1)	NA (n=0)	NA
2018-2019	5.50 (n=2)	NA (n=0)	NA
2019-2020	NA (n=0)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Shippensburg University of Pennsylvania

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Shippensburg University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	6	67	73	14	84	98	24	82	106	11	8	19	55	241	296
1975	8%	92%	100%	14%	86%	100%	23%	77%	100%	58%	42%	100%	19%	81%	100%
1975-	6	69	75	14	85	100	13	77	90	4	3	7	37	235	272
1976	8%	92%	100%	14%	86%	100%	14%	86%	100%	57%	43%	100%	14%	86%	100%
1976-	6	74	80	16	85	101	12	62	74	4	5	9	38	226	264
1977	8%	92%	100%	16%	84%	100%	16%	84%	100%	44%	56%	100%	14%	86%	100%
1977-	5	85	90	16	89	105	10	60	70	5	6	11	36	240	276
1978	6%	94%	100%	15%	85%	100%	14%	86%	100%	45%	55%	100%	13%	87%	100%
1978-	5	91	96	14	89	103	9	55	64	5	5	10	33	240	273
1979	5%	95%	100%	14%	86%	100%	14%	86%	100%	50%	50%	100%	12%	88%	100%
1979-	5	94	99	13	86	99	12	60	72	2	6	8	32	246	278
1980	5%	95%	100%	13%	87%	100%	17%	83%	100%	25%	75%	100%	12%	88%	100%
1980-	5	96	101	10	80	90	15	56	71	1	8	9	31	240	271
1981	5%	95%	100%	11%	89%	100%	21%	79%	100%	11%	89%	100%	11%	89%	100%
1981-	4	103	107	9	76	85	14	52	66	0	7	7	27	238	265
1982	4%	96%	100%	11%	89%	100%	21%	79%	100%	0%	100%	100%	10%	90%	100%
1982-	4	109	113	11	72	83	13	54	67	3	5	8	31	240	271
1983	4%	96%	100%	13%	87%	100%	19%	81%	100%	38%	62%	100%	11%	89%	100%
1983-	5	112	117	14	76	90	18	48	66	0	2	2	37	238	275
1984	4%	96%	100%	16%	84%	100%	27%	73%	100%	0%	100%	100%	13%	87%	100%
1984-	6	112	118	15	76	91	19	39	58	3	3	6	43	230	273
1985	5%	95%	100%	16%	84%	100%	33%	67%	100%	50%	50%	100%	16%	84%	100%
1985-	7	114	121	12	76	88	19	39	58	5	2	7	43	231	274
1986	6%	94%	100%	14%	86%	100%	33%	67%	100%	71%	29%	100%	16%	84%	100%
1986-	7	120	127	17	81	98	26	45	71	11	2	13	61	248	309
1987	6%	94%	100%	17%	83%	100%	37%	63%	100%	85%	15%	100%	20%	80%	100%
1987-	7	120	127	22	70	92	21	38	59	5	5	10	55	233	288
1998	6%	94%	100%	24%	76%	100%	36%	64%	100%	50%	50%	100%	19%	81%	100%
1988-	10	132	142	26	58	84	28	46	74	8	3	11	72	239	311
1989	7%	93%	100%	31%	69%	100%	38%	62%	100%	73%	27%	100%	23%	77%	100%
1989-	14	139	153	26	52	78	23	34	57	6	3	9	69	228	297
1990	9%	91%	100%	33%	67%	100%	40%	60%	100%	67%	33%	100%	23%	77%	100%
1990-	17	141	158	26	50	76	24	36	60	5	1	6	72	228	300
1991	11%	89%	100%	34%	66%	100%	40%	60%	100%	83%	17%	100%	24%	76%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Shippensburg University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	17	144	161	29	50	79	19	32	51	6	1	7	71	227	298
1992	11%	89%	100%	37%	63%	100%	37%	63%	100%	86%	14%	100%	24%	76%	100%
1992-	16	133	149	28	44	72	28	37	65	1	1	2	73	215	288
1993	11%	89%	100%	39%	61%	100%	43%	57%	100%	50%	50%	100%	25%	75%	100%
1993-	16	131	147	23	43	66	34	44	78	1	0	1	74	218	292
1994	11%	89%	100%	35%	65%	100%	44%	56%	100%	100%	0%	100%	25%	75%	100%
1994-	18	125	143	22	39	61	39	55	94	4	1	5	83	220	303
1995	13%	87%	100%	36%	64%	100%	41%	59%	100%	80%	20%	100%	27%	73%	100%
2005-	34	60	94	47	59	106	75	93	168	11	10	21	167	222	389
2006	36%	64%	100%	44%	56%	100%	45%	55%	100%	52%	48%	100%	43%	57%	100%
2006-	86	145	231	106	138	244	176	216	392	8	13	21	376	512	888
2007	37%	63%	100%	43%	57%	100%	45%	55%	100%	38%	62%	100%	42%	58%	100%
2007-	50	89	139	73	89	162	111	146	257	13	10	23	247	334	581
2008	36%	64%	100%	45%	55%	100%	43%	57%	100%	57%	43%	100%	43%	57%	100%
2008-	50	98	148	85	92	177	101	129	230	14	12	26	250	331	581
2009	34%	66%	100%	48%	52%	100%	44%	56%	100%	54%	46%	100%	43%	57%	100%
2009-	51	100	151	93	98	191	99	127	226	16	11	27	259	336	595
2010	34%	66%	100%	49%	51%	100%	44%	56%	100%	59%	41%	100%	44%	56%	100%
2010-	78	154	232	138	144	282	145	171	316	33	22	55	394	491	885
2011	34%	66%	100%	49%	51%	100%	46%	54%	100%	60%	40%	100%	45%	55%	100%
2011-	37	66	103	59	65	124	52	66	118	19	12	31	167	209	376
2012	36%	64%	100%	48%	52%	100%	44%	56%	100%	61%	39%	100%	44%	56%	100%
2012-	55	110	165	113	119	232	104	105	209	27	13	40	299	347	646
2013	33%	67%	100%	49%	51%	100%	50%	50%	100%	68%	32%	100%	46%	54%	100%
2013-	48	106	154	101	108	209	92	92	184	23	17	40	264	323	587
2014	31%	69%	100%	48%	52%	100%	50%	50%	100%	58%	42%	100%	45%	55%	100%
2014-	54	105	159	97	108	205	80	80	160	25	12	37	256	305	561
2015	34%	66%	100%	47%	53%	100%	50%	50%	100%	68%	32%	100%	46%	54%	100%
2015-	64	96	160	88	114	202	66	68	134	27	9	36	245	287	532
2016	40%	60%	100%	44%	56%	100%	49%	51%	100%	75%	25%	100%	46%	54%	100%
2016-	39	71	110	50	82	132	38	41	79	21	13	34	148	207	355
2017	35%	65%	100%	38%	62%	100%	48%	52%	100%	62%	38%	100%	42%	58%	100%
2017-	42	72	114	56	80	136	40	36	76	25	15	40	163	203	366
2018	37%	63%	100%	41%	59%	100%	53%	47%	100%	63%	37%	100%	45%	55%	100%
2018-	66	105	171	80	120	200	63	55	118	30	15	45	239	295	534
2019	39%	61%	100%	40%	60%	100%	53%	47%	100%	67%	33%	100%	45%	55%	100%
2019-	40	75	115	56	78	134	41	34	75	24	22	46	161	209	370
2020	35%	65%	100%	42%	58%	100%	55%	45%	100%	52%	48%	100%	44%	56%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Shippensburg University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	6	55	11%	67	241	28%
1975-1976	6	37	16%	69	235	29%
1976-1977	6	38	16%	74	226	33%
1977-1978	5	36	14%	85	240	35%
1978-1979	5	33	15%	91	240	38%
1979-1980	5	32	16%	94	246	38%
1980-1981	5	31	16%	96	240	40%
1981-1982	4	27	15%	103	238	43%
1982-1983	4	31	13%	109	240	45%
1983-1984	5	37	14%	112	238	47%
1984-1985	6	43	14%	112	230	49%
1985-1986	7	43	16%	114	231	49%
1986-1987	7	61	11%	120	248	48%
1987-1988	7	55	13%	120	233	52%
1988-1989	10	72	14%	132	239	55%
1989-1990	14	69	20%	139	228	61%
1990-1991	17	72	24%	141	228	62%
1991-1992	17	71	24%	144	227	63%
1992-1993	16	73	22%	133	215	62%
1993-1994	16	74	22%	131	218	60%
1994-1995	18	83	22%	125	220	57%
2005-2006	34	167	20%	60	222	27%
2006-2007	86	376	23%	145	512	28%
2007-2008	50	247	20%	89	334	27%
2008-2009	50	250	20%	98	331	30%
2009-2010	51	259	20%	100	336	30%
2010-2011	78	394	20%	154	491	31%
2011-2012	37	167	22%	66	209	32%
2012-2013	55	299	18%	110	347	32%
2013-2014	48	264	18%	106	323	33%
2014-2015	54	256	21%	105	305	34%
2015-2016	64	245	26%	96	287	33%
2016-2017	39	148	26%	71	207	34%
2017-2018	42	163	26%	72	203	35%
2018-2019	66	239	28%	105	295	36%
2019-2020	40	161	25%	75	209	36%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Shippensburg University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	389.5	368	757.5	2,166.5	2,096.5	4,263	2,556	2,464.5	5,020.5
	51%	49%	100%	51%	49%	100%	51%	49%	100%
1975	376.5	352.5	729	2,081	2,164	4,245	2,457.5	2,516.5	4,974
	52%	48%	100%	49%	51%	100%	49%	51%	100%
1976	336.5	343	679.5	2,274	2,305	4,579	2,610.5	2,648	5,258.5
	50%	50%	100%	50%	50%	100%	50%	50%	100%
1977	348.5	352	700.5	2,300.5	2,250.5	4,551	2,649	2,602.5	5,251.5
	50%	50%	100%	51%	49%	100%	50%	50%	100%
1978	326	298	624	2,351	2,207.5	4,558.5	2,677	2,505.5	5,182.5
	52%	48%	100%	52%	48%	100%	52%	48%	100%
1979	309.5	308	617.5	2,431	2,193.5	4,624.5	2,740.5	2,501.5	5,242
	50%	50%	100%	53%	47%	100%	52%	48%	100%
1980	317	317.5	634.5	2,477	2,199.5	4,676.5	2,794	2,517	5,311
	50%	50%	100%	53%	47%	100%	53%	47%	100%
1981	303	284	587	2,511.5	2,143	4,654.5	2,814.5	2,427	5,241.5
	52%	48%	100%	54%	46%	100%	54%	46%	100%
1982	264.5	323.5	588	2,564	2,117.5	4,681.5	2,828.5	2,441	5,269.5
	45%	55%	100%	55%	45%	100%	54%	46%	100%
1983	308	380.5	688.5	2,531	2,194	4,725	2,839	2,574.5	5,413.5
	45%	55%	100%	54%	46%	100%	52%	48%	100%
1984	312.5	344.5	657	2,574	2,279.5	4,853.5	2,886.5	2,624	5,510.5
	48%	52%	100%	53%	47%	100%	52%	48%	100%
1985	327	312	639	2,601	2,354.5	4,955.5	2,928	2,666.5	5,594.5
	51%	49%	100%	52%	48%	100%	52%	48%	100%
1986	381.5	302.5	684	2,643	2,434.5	5,077.5	3,024.5	2,737	5,761.5
	56%	44%	100%	52%	48%	100%	53%	47%	100%
1987	377.5	281.5	659	2,732	2,396.5	5,128.5	3,109.5	2,678	5,787.5
	57%	43%	100%	53%	47%	100%	54%	46%	100%
1988	354.5	252.5	607	2,787.5	2,385	5,172.5	3,142	2,637.5	5,779.5
	58%	42%	100%	54%	46%	100%	54%	46%	100%
1989	364	268.5	632.5	2,903	2,372.5	5,275.5	3,267	2,641	5,908
	58%	42%	100%	55%	45%	100%	55%	45%	100%
1990	363.5	266.5	630	2,944	2,412.5	5,356.5	3,307.5	2,679	5,986.5
	58%	42%	100%	55%	45%	100%	55%	45%	100%
1991	353	264.5	617.5	3,009	2,492	5,501	3,362	2,756.5	6,118.5
	57%	43%	100%	55%	45%	100%	55%	45%	100%
1992	355.5	286	641.5	2,948	2,519.5	5,467.5	3,303.5	2,805.5	6,060
	55%	45%	100%	54%	46%	100%	55%	45%	100%
1993	315.5	276.5	592	2,880	2,538	2,418	3,195.5	2,814.5	6,010
	53%	47%	100%	53%	47%	100%	53%	47%	100%
1994	350.5	272.5	623	2,895	2,537.5	5,432.5	3,245.5	2,810	6,055.5
	56%	44%	100%	53%	47%	100%	54%	46%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Shippensburg University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	308	156	465	3,265	3,022	6,287	3,574	3,179	6,752
	66%	34%	100%	52%	48%	100%	53%	47%	100%
2005 Fall	310	149	459	3,259	2,954	6,212	3,568	3,103	6,671
	68%	32%	100%	52%	48%	100%	53%	47%	100%
2006 Fall	311	171	482	3,196	2,961	6,157	3,507	3,132	6,639
	64%	36%	100%	52%	48%	100%	53%	47%	100%
2007 Fall	328	193	522	3,353	2,957	6,310	3,682	3,151	6,832
	63%	37%	100%	53%	47%	100%	54%	46%	100%
2008 Fall	342	207	549	3,394	3,019	6,413	3,737	3,226	6,963
	62%	38%	100%	53%	47%	100%	54%	46%	100%
2009 Fall	385	196	581	3,497	3,160	6,657	3,882	3,356	7,238
	66%	34%	100%	53%	47%	100%	54%	46%	100%
2010 Fall	361	183	543	3,520	3,294	6,814	3,881	3,477	7,357
	66%	34%	100%	52%	48%	100%	53%	47%	100%
2011 Fall	334	161	495	3,471	3,249	6,721	3,805	3,410	7,216
	67%	33%	100%	52%	48%	100%	53%	47%	100%
2012 Fall	297	200	497	3,197	3,158	6,354	3,494	3,358	6,852
	60%	40%	100%	50%	50%	100%	51%	49%	100%
2013 Fall	305	202	507	3,080	3,113	6,193	3,385	3,315	6,700
	60%	40%	100%	50%	50%	100%	51%	49%	100%
2014 Fall	328	200	528	2,907	3,006	5,913	3,235	3,206	6,441
	62%	38%	100%	49%	51%	100%	50%	50%	100%
2015 Fall	337	213	550	2,815	2,858	5,673	3,152	3,071	6,223
	61%	39%	100%	50%	50%	100%	51%	49%	100%
2016 Fall	334	234	567	2,750	2,790	5,540	3,083	3,024	6,107
	59%	41%	100%	50%	50%	100%	50%	50%	100%
2017 Fall	302	203	505	2,613	2,554	5,166	2,915	2,756	5,671
	60%	40%	100%	51%	49%	100%	51%	49%	100%
2018 Fall	287	166	454	2,619	2,464	5,082	2,906	2,630	5,536
	63%	37%	100%	52%	48%	100%	52%	48%	100%
2019 Fall	275	152	427	2,527	2,340	4,867	2,802	2,493	5,294
	64%	36%	100%	52%	48%	100%	53%	47%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Shippensburg University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	39.39	8.70
1975-1976	56.24	9.21
1976-1977	59.84	10.20
1977-1978	63.90	9.38
1978-1979	71.24	9.20
1979-1980	75.97	8.92
1980-1981	79.90	9.16
1981-1982	93.02	9.00
1982-1983	82.71	8.82
1983-1984	68.41	9.22
1984-1985	59.86	9.91
1985-1986	60.49	10.19
1986-1987	43.33	9.82
1987-1988	49.67	10.29
1988-1989	38.72	9.98
1989-1990	42.07	10.41
1990-1991	40.89	10.58
1991-1992	42.38	10.98
1992-1993	40.38	11.72
1993-1994	38.92	11.64
1994-1995	34.88	11.53
2005 Fall	8.50	5.78
2006 Fall	13.58	8.85
2007 Fall	13.58	9.12
2008 Fall	13.50	9.40
2009 Fall	8.93	6.71
2010 Fall	20.78	15.55
2011 Fall	10.69	9.10
2012 Fall	11.67	9.64
2013 Fall	11.36	9.86
2014 Fall	11.49	9.96
2015 Fall	18.58	13.48
2016 Fall	16.03	12.58
2017 Fall	10.96	8.35
2018 Fall	15.69	11.20
2019 Fall	19.51	13.30

Table 10a: Percentage of Female Faculty at Each Rank, Shippensburg University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	20%	28%	45%	7%
2006-2007	23%	28%	47%	2%
2007-2008	20%	30%	45%	5%
2008-2009	20%	34%	40%	6%
2009-2010	20%	36%	38%	6%
2010-2011	20%	35%	37%	8%
2011-2012	22%	35%	31%	11%
2012-2013	18%	38%	35%	9%
2013-2014	18%	38%	35%	9%
2014-2015	21%	38%	31%	10%
2015-2016	26%	36%	27%	11%
2016-2017	26%	34%	26%	14%
2017-2018	26%	34%	25%	15%
2018-2019	28%	33%	26%	13%
2019-2020	25%	35%	25%	15%

Table 10b: Percentage of Male Faculty at Each Rank, Shippensburg University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	27%	27%	42%	5%
2006-2007	28%	27%	42%	3%
2007-2008	27%	27%	44%	3%
2008-2009	30%	28%	39%	4%
2009-2010	30%	29%	38%	3%
2010-2011	31%	29%	35%	4%
2011-2012	32%	31%	32%	6%
2012-2013	32%	34%	30%	4%
2013-2014	33%	33%	28%	5%
2014-2015	34%	35%	26%	4%
2015-2016	33%	40%	24%	3%
2016-2017	34%	40%	20%	6%
2017-2018	35%	39%	18%	7%
2018-2019	36%	41%	19%	5%
2019-2020	36%	37%	16%	11%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Shippensburg University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	18	131	0.12	21	176	0.11	1.09
2006-2007	15	136	0.10	23	191	0.11	0.91
2007-2008	23	129	0.15	23	185	0.11	1.36
2008-2009	17	136	0.11	18	186	0.09	1.22
2009-2010	18	141	0.11	18	187	0.09	1.22
2010-2011	24	141	0.15	13	191	0.06	2.50
2011-2012	17	142	0.11	12	187	0.06	1.83
2012-2013	22	150	0.13	13	188	0.06	2.17
2013-2014	16	144	0.10	18	183	0.09	1.11
2014-2015	21	138	0.13	15	179	0.08	1.63
2015-2016	21	133	0.14	11	178	0.06	2.33
2016-2017	19	124	0.13	15	174	0.08	1.63
2017-2018	24	123	0.16	17	172	0.09	1.78
2018-2019	29	126	0.19	17	178	0.09	2.11
2019-2020	24	125	0.16	22	179	0.11	1.45

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Shippensburg University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	42	149	0.28	36	197	0.18	1.56
2006-2007	23	151	0.15	23	214	0.11	1.36
2007-2008	32	152	0.21	42	208	0.20	1.05
2008-2009	47	153	0.31	37	204	0.18	1.72
2009-2010	69	159	0.43	50	205	0.24	1.79
2010-2011	84	165	0.51	46	204	0.23	2.22
2011-2012	76	159	0.48	65	199	0.33	1.45
2012-2013	74	172	0.43	74	201	0.37	1.16
2013-2014	71	160	0.44	72	201	0.36	1.22
2014-2015	101	159	0.64	67	194	0.35	1.83
2015-2016	70	154	0.45	49	189	0.26	1.73
2016-2017	70	143	0.49	57	189	0.30	1.63
2017-2018	88	147	0.60	72	189	0.38	1.58
2018-2019	101	155	0.65	58	195	0.30	2.17
2019-2020	112	149	0.75	46	201	0.23	3.26

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Shippensburg University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$54,074 (n=7)	$56,394 (n=17)	-$2,320
2007-2008	$55,395 (n=9)	$54,883 (n=6)	$512
2008-2009	$57,137 (n=9)	$57,721 (n=5)	-$584
2009-2010	$58,875 (n=10)	$58,443 (n=8)	$433
2010-2011	$59,068 (n=6)	$61,098 (n=4)	-$2,030
2011-2012	$63,092 (n=5)	$61,794 (n=6)	$1,298
2012-2013	$65,572 (n=8)	$62,651 (n=3)	$2,920
2013-2014	$65,637 (n=7)	$65,102 (n=2)	$535
2014-2015	$70,809 (n=2)	$74,456 (n=3)	-$3,647
2015-2016	$64,818 (n=3)	$71,573 (n=2)	-$6,755
2016-2017	$63,983 (n=2)	NA (n=0)	NA
2017-2018	$68,616 (n=7)	$66,840 (n=6)	$1,776
2018-2019	$72,968 (n=9)	$68,777 (n=4)	$4,192
2019-2020	$68,790 (n=7)	$71,503 (n=4)	-$2,713

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Shippensburg University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	3.86 (n=7)	5.00 (n=17)	-1.14
2007-2008	4.56 (n=9)	4.17 (n=6)	0.39
2008-2009	4.44 (n=9)	4.60 (n=5)	-0.16
2009-2010	4.40 (n=10)	4.25 (n=8)	0.15
2010-2011	4.33 (n=6)	4.75 (n=4)	-0.42
2011-2012	5.40 (n=5)	4.67 (n=6)	0.73
2012-2013	5.25 (n=8)	4.67 (n=3)	0.58
2013-2014	5.29 (n=7)	5.50 (n=2)	-0.21
2014-2015	3.50 (n=2)	6.33 (n=3)	-2.83
2015-2016	4.33 (n=3)	8.50 (n=2)	-4.17
2016-2017	4.50 (n=2)	NA (n=00)	NA
2017-2018	4.43 (n=7)	4.50 (n=6)	-0.07
2018-2019	5.44 (n=9)	4.50 (n=4)	0.94
2019-2020	5.57 (n=7)	6.00 (n=4)	-0.43

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Shippensburg University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$66,133 (n=3)	$68,422 (n=6)	-$2,289
2007-2008	$67,570 (n=11)	$69,843 (n=11)	-$2,273
2008-2009	$72,146 (n=14)	$74,943 (n=12)	-$2,797
2009-2010	$71,914 (n=4)	$75,214 (n=5)	-$3,300
2010-2011	$75,096 (n=6)	$76,952 (n=8)	-$1,855
2011-2012	$84,519 (n=4)	$81,286 (n=8)	$3,233
2012-2013	$81,892 (n=10)	$79,765 (n=7)	$2,128
2013-2014	$78,320 (n=6)	$84,357 (n=6)	-$6,037
2014-2015	$76,871 (n=4)	$80,050 (n=10)	-$3,179
2015-2016	$77,820 (n=1)	$82,358 (n=5)	-$4,538
2016-2017	$94,878 (n=1)	$86,161 (n=9)	$8,717
2017-2018	$86,848 (n=6)	$90,650 (n=8)	-$3,802
2018-2019	$88,715 (n=6)	$89,135 (n=8)	-$420
2019-2020	$86,654 (n=6)	$88,212 (n=4)	-$1,558

*Borderline statistically significant evidence of gender bias present. p-value=0.0287 that 11 of 14 years would randomly favor men. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Shippensburg University 2006-2020*

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	5.00 (n=3)	6.33 (n=6)	-1.33
2007-2008	5.91 (n=11)	6.36 (n=11)	-0.45
2008-2009	7.29 (n=14)	8.83 (n=12)	-1.55
2009-2010	6.00 (n=4)	7.80 (n=5)	-1.80
2010-2011	7.50 (n=6)	8.50 (n=8)	-1.00
2011-2012	7.00 (n=4)	7.75 (n=8)	-0.75
2012-2013	8.20 (n=10)	8.14 (n=7)	0.06
2013-2014	6.33 (n=6)	10.00 (n=6)	-3.67
2014-2015	5.50 (n=4)	8.00 (n=9)	-2.50
2015-2016	6.00 (n=1)	8.20 (n=5)	-2.20
2016-2017	13.00 (n=1)	9.00 (n=9)	4.00
2017-2018	8.50 (n=6)	10.25 (n=8)	-1.75
2018-2019	8.33 (n=6)	9.38 (n=8)	-1.04
2019-2020	7.67 (n=6)	8.25 (n=4)	-0.58

*Statistically significant evidence of gender bias present. p-value=0.0064 that 12 of 14 years would randomly favor men. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Shippensburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$84,609 (n=3)	$82,428 (n=6)	$2,180
2007-2008	$85,510 (n=2)	$84,455 (n=8)	$1,055
2008-2009	$89,110 (n=3)	$87,041 (n=2)	$2,070
2009-2010	NA (n=0)	$88,888 (n=6)	NA
2010-2011	$91,658 (n=4)	$91,613 (n=4)	$45
2011-2012	$93,200 (n=3)	$97,783 (n=2)	-$4,583
2012-2013	$89,579 (n=3)	$93,871 (n=6)	-$4,292
2013-2014	$94,282 (n=3)	$95,095 (n=7)	-$813
2014-2015	$95,099 (n=5)	$94,591 (n=1)	$508
2015-2016	$95,168 (n=4)	$98,110 (n=2)	-$2,942
2016-2017	NA (n=0)	$102,408 (n=7)	NA
2017-2018	$103,267 (n=6)	$110,342 (n=6)	-$7,075
2018-2019	$113,354 (n=3)	$110,863 (n=2)	$2,492
2019-2020	$109,298 (n=2)	$105,740 (n=4)	$3,558

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Shippensburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	7.00 (n=3)	6.00 (n=6)	1.00
2007-2008	7.50 (n=2)	7.00 (n=8)	0.50
2008-2009	8.00 (n=3)	7.00 (n=2)	1.00
2009-2010	NA (n=0)	6.67 (n=6)	NA
2010-2011	7.50 (n=4)	7.50 (n=4)	0.00
2011-2012	7.00 (n=3)	9.00 (n=2)	-2.00
2012-2013	5.00 (n=3)	7.00 (n=6)	-2.00
2013-2014	6.67 (n=3)	7.00 (n=7)	-0.33
2014-2015	6.20 (n=5)	6.00 (n=1)	0.20
2015-2016	6.25 (n=4)	7.50 (n=2)	-1.25
2016-2017	NA (n=0)	8.14 (n=7)	NA
2017-2018	7.67 (n=6)	8.33 (n=6)	-0.67
2018-2019	6.67 (n=3)	9.50 (n=2)	-2.83
2019-2020	9.00 (n=2)	7.75 (n=4)	1.25

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Shippensburg University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	$52,942 (n=1)	$59,971 (n=2)	-$7,028
2008-2009	$54,530 (n=1)	$50,830 (n=1)	$3,700
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	$62,021 (n=2)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	$57,963 (n=1)	NA

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Shippensburg University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	1.00 (n=1)	3.50 (n=2)	-2.50
2008-2009	1.00 (n=1)	5.00 (n=1)	-4.00
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	2.00 (n=2)	NA (n=0)	NA
2013-2014	NA (n=0)	NA (n=0)	NA
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	NA (n=0)	NA (n=0)	NA
2018-2019	NA (n=0)	NA (n=0)	NA
2019-2020	NA (n=0)	4.00 (n=1)	NA

Results are not statistically significant. n=sample size.

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, Slippery Rock University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	7	75	82	18	85	103	28	70	98	13	6	19	66	236	302
1975	9%	91%	100%	17%	83%	100%	29%	71%	100%	68%	32%	100%	22%	78%	100%
1975-	8	85	93	18	84	102	27	57	84	19	10	29	72	236	308
1976	9%	91%	100%	18%	82%	100%	32%	68%	100%	66%	34%	100%	23%	77%	100%
1976-	8	92	100	19	86	105	30	48	78	19	13	32	76	239	315
1977	8%	92%	100%	18%	82%	100%	38%	62%	100%	59%	41%	100%	24%	76%	100%
1977-	9	94	103	20	87	107	26	41	67	18	8	26	73	230	303
1978	9%	91%	100%	19%	81%	100%	39%	61%	100%	69%	31%	100%	24%	76%	100%
1978-	8	97	105	20	83	103	30	42	72	18	10	28	76	232	308
1979	8%	92%	100%	19%	81%	100%	42%	58%	100%	64%	36%	100%	25%	75%	100%
1979-	11	101	112	18	79	97	30	41	71	20	11	31	79	232	311
1980	10%	90%	100%	19%	81%	100%	42%	58%	100%	65%	35%	100%	25%	75%	100%
1980-	17	105	122	14	77	91	30	36	66	17	10	27	78	228	306
1981	14%	86%	100%	15%	85%	100%	45%	55%	100%	63%	37%	100%	25%	75%	100%
1981-	17	110	127	18	77	95	29	41	70	17	10	27	81	238	319
1982	13%	87%	100%	19%	81%	100%	41%	59%	100%	63%	37%	100%	25%	75%	100%
1982-	17	111	128	19	70	89	29	41	70	14	9	23	79	231	310
1983	13%	87%	100%	21%	79%	100%	41%	59%	100%	61%	39%	100%	25%	75%	100%
1983-	16	114	130	19	66	85	29	46	75	12	13	25	76	239	315
1984	12%	88%	100%	22%	78%	100%	39%	61%	100%	48%	52%	100%	24%	76%	100%
1984-	17	116	133	18	64	82	34	49	83	10	13	23	79	242	321
1985	13%	87%	100%	22%	78%	100%	41%	59%	100%	43%	57%	100%	25%	75%	100%
1985-	17	115	132	19	64	83	34	53	87	14	14	28	84	246	330
1986	13%	87%	100%	23%	77%	100%	39%	61%	100%	50%	50%	100%	25%	75%	100%
1986-	18	115	133	21	61	82	40	55	95	19	19	38	98	250	348
1987	14%	86%	100%	26%	74%	100%	42%	58%	100%	50%	50%	100%	28%	72%	100%
1987-	18	117	135	20	60	80	47	50	97	16	15	31	101	242	343
1998	13%	87%	100%	25%	75%	100%	48%	52%	100%	52%	48%	100%	29%	71%	100%
1988-	20	115	135	22	63	85	52	63	115	22	9	31	116	250	366
1989	15%	85%	100%	26%	74%	100%	45%	55%	100%	71%	29%	100%	32%	68%	100%
1989-	19	112	131	24	69	93	47	61	108	16	7	23	106	249	355
1990	15%	85%	100%	26%	74%	100%	44%	56%	100%	70%	30%	100%	30%	70%	100%
1990-	18	109	127	26	65	91	55	64	119	18	8	26	117	246	363
1991	14%	86%	100%	29%	71%	100%	46%	54%	100%	69%	31%	100%	32%	68%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, Slippery Rock University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	19	105	124	36	68	104	57	68	125	10	4	14	122	245	367
1992	15%	85%	100%	35%	65%	100%	46%	54%	100%	71%	29%	100%	33%	67%	100%
1992-	21	104	125	39	61	100	59	74	133	13	7	20	132	246	378
1993	17%	83%	100%	39%	61%	100%	44%	56%	100%	65%	35%	100%	35%	65%	100%
1993-	21	105	126	43	61	104	65	72	137	6	5	11	135	243	378
1994	17%	83%	100%	41%	59%	100%	47%	53%	100%	55%	45%	100%	36%	64%	100%
1994-	22	102	124	47	62	109	64	70	134	8	1	9	141	235	376
1995	18%	82%	100%	43%	57%	100%	48%	52%	100%	89%	11%	100%	38%	62%	100%
2005-	37	63	100	32	58	90	84	65	149	34	30	64	187	216	403
2006	37%	63%	100%	36%	64%	100%	56%	44%	100%	53%	47%	100%	46%	54%	100%
2006-	87	146	233	82	142	224	208	146	354	41	42	83	418	476	894
2007	37%	63%	100%	37%	63%	100%	59%	41%	100%	49%	51%	100%	47%	53%	100%
2007-	45	81	126	56	91	147	136	90	226	40	32	72	277	294	571
2008	36%	64%	100%	38%	62%	100%	60%	40%	100%	56%	44%	100%	49%	51%	100%
2008-	48	84	132	64	96	160	134	92	226	44	43	87	290	315	605
2009	36%	64%	100%	40%	60%	100%	59%	41%	100%	51%	49%	100%	48%	52%	100%
2009-	48	80	128	70	93	163	135	95	230	29	29	58	282	297	579
2010	38%	62%	100%	43%	57%	100%	59%	41%	100%	50%	50%	100%	49%	51%	100%
2010-	75	122	197	107	154	261	217	142	359	41	40	81	440	458	898
2011	38%	62%	100%	41%	59%	100%	60%	40%	100%	51%	49%	100%	49%	51%	100%
2011-	34	53	87	49	61	110	88	58	146	33	29	62	204	201	405
2012	39%	61%	100%	45%	55%	100%	60%	40%	100%	53%	47%	100%	50%	50%	100%
2012-	53	70	123	89	91	180	143	110	253	38	34	72	323	305	628
2013	43%	57%	100%	49%	51%	100%	57%	43%	100%	53%	47%	100%	51%	49%	100%
2013-	48	72	120	87	82	169	130	96	226	35	24	59	300	274	574
2014	40%	60%	100%	51%	49%	100%	58%	42%	100%	59%	41%	100%	52%	48%	100%
2014-	50	76	126	88	83	171	120	85	205	31	24	55	289	268	557
2015	40%	60%	100%	51%	49%	100%	59%	41%	100%	56%	44%	100%	52%	48%	100%
2015-	53	77	130	95	80	175	113	98	211	43	32	75	304	287	591
2016	41%	59%	100%	54%	46%	100%	54%	46%	100%	57%	43%	100%	51%	49%	100%
2016-	42	52	94	67	60	127	82	68	150	49	33	82	240	213	453
2017	45%	55%	100%	53%	47%	100%	55%	45%	100%	60%	40%	100%	53%	47%	100%
2017-	45	49	94	69	62	131	78	61	139	60	30	90	252	202	454
2018	48%	52%	100%	53%	47%	100%	56%	44%	100%	67%	33%	100%	56%	44%	100%
2018-	66	61	127	109	102	211	110	100	210	55	42	97	340	305	645
2019	52%	48%	100%	52%	48%	100%	52%	48%	100%	57%	43%	100%	53%	47%	100%
2019-	45	43	88	72	67	139	76	72	148	51	43	94	244	225	469
2020	51%	49%	100%	52%	48%	100%	51%	49%	100%	54%	46%	100%	52%	48%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, Slippery Rock University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	7	66	11%	75	236	32%
1975-1976	8	72	11%	85	236	36%
1976-1977	8	76	11%	92	239	38%
1977-1978	9	73	12%	94	230	41%
1978-1979	8	76	11%	97	232	42%
1979-1980	11	79	14%	101	232	44%
1980-1981	17	78	22%	105	228	46%
1981-1982	17	81	21%	110	238	46%
1982-1983	17	79	22%	111	231	48%
1983-1984	16	76	21%	114	239	48%
1984-1985	17	79	22%	116	242	48%
1985-1986	17	84	20%	115	246	47%
1986-1987	18	98	18%	115	250	46%
1987-1988	18	101	18%	117	242	48%
1988-1989	20	116	17%	115	250	46%
1989-1990	19	106	18%	112	249	45%
1990-1991	18	117	15%	109	246	44%
1991-1992	19	122	16%	105	245	43%
1992-1993	21	132	16%	104	246	42%
1993-1994	21	135	16%	105	243	43%
1994-1995	22	141	16%	102	235	43%
2005-2006	37	187	20%	63	216	29%
2006-2007	87	418	21%	146	476	31%
2007-2008	45	277	16%	81	294	28%
2008-2009	48	290	17%	84	315	27%
2009-2010	48	282	17%	80	297	27%
2010-2011	75	440	17%	122	458	27%
2011-2012	34	204	17%	53	201	26%
2012-2013	53	323	16%	70	305	23%
2013-2014	48	300	16%	72	274	26%
2014-2015	50	289	17%	76	268	28%
2015-2016	53	304	17%	77	287	27%
2016-2017	42	240	18%	52	213	24%
2017-2018	45	252	18%	49	202	24%
2018-2019	66	340	19%	61	305	20%
2019-2020	45	244	18%	43	225	19%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, Slippery Rock University of Pennsylvania, 1974-1995

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	215	146	361	3,184	2,306.5	5,490.5	3,399	2,452.5	5,851.5
	60%	40%	100%	58%	42%	100%	58%	42%	100%
1975	188.5	149	337.5	3,085.5	2,507	5,592.5	3,274	2,656	5,930
	56%	44%	100%	55%	45%	100%	55%	45%	100%
1976	203	126.5	329.5	2,991	2,500.5	5,491.5	3,194	2,627	5,821
	62%	38%	100%	54%	46%	100%	55%	45%	100%
1977	201	125.5	326.5	2,872	2,427.5	5,299.5	3,073	2,553	5,626
	62%	38%	100%	54%	46%	100%	55%	45%	100%
1978	217.5	112	329.5	2,671	2,398.5	5,069.5	2,888.5	2,510.5	5,399
	66%	34%	100%	53%	47%	100%	54%	46%	100%
1979	231.5	104	335.5	2,545	2,383	4,928	2,776.5	2,487	5,263.5
	69%	31%	100%	52%	48%	100%	53%	47%	100%
1980	206.5	97	303.5	2,594.5	2,391	4,985.5	2,801	2,488	5,289
	68%	32%	100%	52%	48%	100%	53%	47%	100%
1981	178	93	271	2,643	2,432.5	5,075.5	2,821	2,525.5	5,346.5
	66%	34%	100%	52%	48%	100%	53%	47%	100%
1982	158.5	83	241.5	2,632	2,511.5	5,143.5	2,790.5	2,594.5	5,385
	66%	34%	100%	51%	49%	100%	52%	48%	100%
1983	163.5	109	272.5	2,753	2,696	5,449	2,916.5	2,805	5,721.5
	60%	40%	100%	51%	49%	100%	51%	49%	100%
1984	191	119	310	2,861.5	2,799	5,660.5	3,052.5	2,918	5,970.5
	62%	38%	100%	51%	49%	100%	51%	49%	100%
1985	191.5	120.5	312	2,877.5	2,761.5	5,639	3,069	2,882	5,951
	61%	39%	100%	51%	49%	100%	52%	48%	100%
1986	290.5	169	459.5	2,863.5	2,690.5	5,554	3,154	2,859.5	6,013.5
	63%	37%	100%	52%	48%	100%	52%	48%	100%
1987	199.5	100.5	300	3,121.5	2,861	5,982.5	3,321	2,961.5	6,282.5
	67%	33%	100%	52%	48%	100%	53%	47%	100%
1988	218.5	129	347.5	3,448	2,898	6,346	3,666.5	3,027	6,693.5
	63%	37%	100%	54%	46%	100%	55%	45%	100%
1989	263	155	418	3,501.5	2,931	6,432.5	3,764.5	3,086	6,850.5
	63%	37%	100%	54%	46%	100%	55%	45%	100%
1990	315	192	507	3,618	2,964	6,582	3,933	3,156	7,089
	62%	38%	100%	55%	45%	100%	55%	45%	100%
1991	341.5	184	525.5	3,666.5	2,909.5	6,576	4,008	3,093.5	7,101.5
	65%	35%	100%	56%	44%	100%	56%	44%	100%
1992	349	181	530	3,612	2,910	6,522	3,961	3,091	7,054.5
	66%	34%	100%	55%	45%	100%	56%	44%	100%
1993	337.5	189	526.5	3,589	2,853	6,442	3,926.5	3,042	6,968.5
	64%	36%	100%	56%	44%	100%	56%	44%	100%
1994	360.5	183	543.5	3,496	2,808	6,304	3,856.5	2,991	6,847.5
	66%	34%	100%	55%	45%	100%	56%	44%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, Slippery Rock University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	302	172	475	3,912	3,074	6,986	4,214	3,247	7,461
	64%	36%	100%	56%	44%	100%	56%	44%	100%
2005 Fall	302	149	452	3,959	3,222	7,181	4,262	3,372	7,633
	67%	33%	100%	55%	45%	100%	56%	44%	100%
2006 Fall	315	151	466	4,044	3,224	7,268	4,359	3,375	7,734
	68%	32%	100%	56%	44%	100%	56%	44%	100%
2007 Fall	331	144	475	4,088	3,255	7,344	4,420	3,399	7,819
	70%	30%	100%	56%	44%	100%	57%	43%	100%
2008 Fall	369	172	541	4,156	3,292	7,448	4,525	3,464	7,989
	68%	32%	100%	56%	44%	100%	57%	43%	100%
2009 Fall	401	180	581	4,237	3,332	7,569	4,639	3,511	8,150
	69%	31%	100%	56%	44%	100%	57%	43%	100%
2010 Fall	393	194	587	4,426	3,368	7,793	4,819	3,562	8,381
	67%	33%	100%	57%	43%	100%	58%	42%	100%
2011 Fall	354	169	523	4,438	3,329	7,767	4,792	3,497	8,290
	68%	32%	100%	57%	42.86%	100%	58%	42%	100%
2012 Fall	342	153	494	4,367	3,321	7,687	4,708	3,473	8,182
	69%	31%	100%	57%	43%	100%	58%	42%	100%
2013 Fall	364	159	524	4,179	3,227	7,406	4,544	3,386	7,930
	70%	30%	100%	56%	44%	100%	57%	43%	100%
2014 Fall	427	186	613	4,210	3,178	7,388	4,637	3,364	8,001
	70%	30%	100%	57%	43%	100%	58%	42%	100%
2015 Fall	470	166	636	4,218	3,184	7,402	4,688	3,350	8,038
	74%	26%	100%	57%	43%	100%	58%	42%	100%
2016 Fall	567	221	789	4,256	3,263	7,519	4,823	3,484	8,308
	72%	28%	100%	57%	43%	100%	58%	42%	100%
2017 Fall	626	258	884	4,238	3,229	7,468	4,865	3,487	8,352
	71%	29%	100%	57%	43%	100%	58%	42%	100%
2018 Fall	643	242	884	4,134	3,251	7,385	4,777	3,492	8,269
	73%	27%	100%	56%	44%	100%	58%	42%	100%
2019 Fall	654	240	895	4,097	3,219	7,316	4,751	3,460	8,211
	73%	27%	100%	56%	44%	100%	58%	42%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, Slippery Rock University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	48.24	9.77
1975-1976	42.85	10.62
1976-1977	39.36	10.46
1977-1978	39.34	10.55
1978-1979	35.14	10.34
1979-1980	32.21	10.27
1980-1981	33.26	10.49
1981-1982	32.63	10.22
1982-1983	33.32	10.87
1983-1984	36.22	11.28
1984-1985	36.22	11.57
1985-1986	34.26	11.23
1986-1987	29.22	10.76
1987-1988	30.91	11.82
1988-1989	29.72	11.59
1989-1990	33.03	11.77
1990-1991	30.92	12.05
1991-1992	30.05	11.88
1992-1993	27.36	11.83
1993-1994	26.59	11.74
1994-1995	24.79	11.95
2005 Fall	9.67	6.77
2006 Fall	14.76	11.07
2007 Fall	14.33	10.45
2008 Fall	15.03	11.22
2009 Fall	10.06	7.35
2010 Fall	21.76	16.56
2011 Fall	13.52	10.89
2012 Fall	13.93	11.78
2013 Fall	14.57	11.86
2014 Fall	13.88	11.09
2015 Fall	17.73	15.32
2016 Fall	16.82	15.99
2017 Fall	12.16	10.66
2018 Fall	16.79	14.31
2019 Fall	21.17	14.92

Table 10a: Percentage of Female Faculty at Each Rank, Slippery Rock University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	20%	17%	45%	18%
2006-2007	21%	20%	50%	10%
2007-2008	16%	20%	49%	14%
2008-2009	17%	22%	46%	15%
2009-2010	17%	25%	48%	10%
2010-2011	17%	24%	49%	9%
2011-2012	17%	24%	43%	16%
2012-2013	16%	28%	44%	12%
2013-2014	16%	29%	43%	12%
2014-2015	17%	30%	42%	11%
2015-2016	17%	31%	37%	14%
2016-2017	18%	28%	34%	20%
2017-2018	18%	27%	31%	24%
2018-2019	19%	32%	32%	16%
2019-2020	18%	30%	31%	21%

Table 10b: Percentage of Male Faculty at Each Rank, Slippery Rock University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	29%	27%	30%	14%
2006-2007	31%	30%	31%	9%
2007-2008	28%	31%	31%	11%
2008-2009	27%	30%	29%	14%
2009-2010	27%	31%	32%	10%
2010-2011	27%	34%	31%	9%
2011-2012	26%	30%	29%	14%
2012-2013	23%	30%	36%	11%
2013-2014	26%	30%	35%	9%
2014-2015	28%	31%	32%	9%
2015-2016	27%	28%	34%	11%
2016-2017	24%	28%	32%	15%
2017-2018	24%	31%	30%	15%
2018-2019	20%	33%	33%	14%
2019-2020	19%	30%	32%	19%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, Slippery Rock University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	16	153	0.09	21	178	0.12	0.75
2006-2007	10	162	0.06	21	180	0.12	0.50
2007-2008	19	161	0.11	20	172	0.12	0.92
2008-2009	19	162	0.10	18	173	0.10	1.00
2009-2010	18	166	0.10	16	177	0.09	1.11
2010-2011	29	162	0.15	22	175	0.13	1.15
2011-2012	25	162	0.13	21	170	0.12	1.08
2012-2013	33	169	0.16	25	173	0.14	1.14
2013-2014	23	177	0.11	14	176	0.08	1.38
2014-2015	23	170	0.12	17	169	0.10	1.20
2015-2016	29	169	0.15	20	166	0.12	1.25
2016-2017	36	173	0.17	26	167	0.16	1.06
2017-2018	48	175	0.22	24	165	0.15	1.47
2018-2019	39	180	0.18	34	167	0.20	0.90
2019-2020	39	185	0.17	36	179	0.20	0.85

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, Slippery Rock University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	17	169	0.10	22	199	0.11	0.91
2006-2007	30	172	0.17	21	201	0.10	1.70
2007-2008	38	180	0.21	24	192	0.12	1.75
2008-2009	43	181	0.24	28	191	0.15	1.60
2009-2010	46	184	0.25	24	193	0.12	2.08
2010-2011	33	191	0.17	21	197	0.11	1.55
2011-2012	28	187	0.15	24	191	0.13	1.15
2012-2013	34	202	0.17	34	198	0.17	1.00
2013-2014	38	200	0.19	35	190	0.18	1.06
2014-2015	52	193	0.27	40	186	0.22	1.23
2015-2016	54	198	0.27	50	186	0.27	1.00
2016-2017	57	209	0.27	43	193	0.22	1.23
2017-2018	78	223	0.35	55	189	0.29	1.21
2018-2019	71	219	0.32	63	201	0.31	1.03
2019-2020	69	224	0.31	59	215	0.27	1.15

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Slippery Rock University, 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$55,919 (n=8)	$51,817 (n=2)	$4,102
2007-2008	$59,865 (n=8)	$56,036 (n=7)	$3,828
2008-2009	$63,363 (n=13)	$59,545 (n=7)	$3,817
2009-2010	$61,951 (n=13)	$59,036 (n=8)	$2,915
2010-2011	$60,655 (n=3)	$54,973 (n=1)	$5,682
2011-2012	$64,943 (n=6)	$59,125 (n=6)	$5,818
2012-2013	$59,448 (n=11)	$61,447 (n=7)	-$1,999
2013-2014	$65,744 (n=11)	$59,896 (n=6)	$5,848
2014-2015	$78,814 (n=2)	NA (n=0)	NA
2015-2016	$75,176 (n=9)	$70,557 (n=13)	$4,619
2016-2017	$72,103 (n=10)	$69,166 (n=8)	$2,937
2017-2018	$69,827 (n=14)	$71,716 (n=6)	-$1,889
2018-2019	$69,602 (n=13)	$71,645 (n=11)	-$2,044
2019-2020	$72,114 (n=13)	$74,963 (n=16)	-$2,849

Results are not statistically significant. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, Slippery Rock University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	4.88 (n=8)	3.00 (n=2)	1.88
2007-2008	7.13 (n=8)	4.71 (n=7)	2.41
2008-2009	5.90 (n=10)	6.00 (n=7)	-0.10
2009-2010	6.38 (n=13)	4.88 (n=8)	1.51
2010-2011	5.33 (n=3)	3.00 (n=1)	2.33
2011-2012	6.00 (n=6)	4.17 (n=6)	1.83
2012-2013	3.82 (n=11)	4.71 (n=7)	-0.90
2013-2014	6.00 (n=11)	3.50 (n=6)	2.50
2014-2015	6.50 (n=2)	NA (n=0)	NA
2015-2016	8.11 (n=9)	7.15 (n=13)	0.96
2016-2017	7.90 (n=10)	6.25 (n=8)	1.65
2017-2018	5.50 (n=14)	6.67 (n=6)	-1.17
2018-2019	5.25 (n=12)	4.73 (n=11)	0.52
2019-2020	6.38 (n=13)	7.00 (n=16)	-0.62

Results are not statistically significant. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Slippery Rock University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$66,764 (n=3)	$70,102 (n=6)	-$3,338
2007-2008	$71,520 (n=8)	$69,958 (n=8)	$1,562
2008-2009	$73,220 (n=9)	$73,444 (n=4)	-$224
2009-2010	$74,453 (n=4)	$76,326 (n=8)	-$1,872
2010-2011	$77,091 (n=6)	$78,412 (n=4)	-$1,321
2011-2012	$80,254 (n=6)	$79,630 (n=2)	$624
2012-2013	$81,858 (n=8)	$84,670 (n=3)	-$2,812
2013-2014	$89,835 (n=6)	$82,175 (n=7)	$7,660
2014-2015	$84,414 (n=6)	$91,269 (n=7)	-$6,855
2015-2016	$81,428 (n=6)	$88,005 (n=6)	-$6,577
2016-2017	$84,992 (n=9)	$78,896 (n=11)	$6,096
2017-2018	$91,432 (n=10)	$88,485 (n=4)	$2,947
2018-2019	$83,733 (n=14)	$86,291 (n=11)	-$2,558
2019-2020	$93,536 (n=8)	$89,362 (n=9)	$4,174

Results are not statistically significant. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, Slippery Rock University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	5.67 (n=3)	7.33 (n=6)	-1.67
2007-2008	8.13 (n=8)	7.25 (n=8)	0.88
2008-2009	7.89 (n=9)	8.00 (n=4)	-0.11
2009-2010	7.75 (n=4)	8.38 (n=8)	-0.63
2010-2011	8.83 (n=6)	9.50 (n=4)	-0.67
2011-2012	8.83 (n=6)	8.50 (n=2)	0.33
2012-2013	7.38 (n=8)	10.67 (n=3)	-2.24
2013-2014	10.50 (n=6)	9.86 (n=7)	0.64
2014-2015	7.33 (n=6)	9.00 (n=7)	-1.67
2015-2016	7.83 (n=6)	8.83 (n=6)	-1.00
2016-2017	8.44 (n=9)	6.00 (n=11)	2.44
2017-2018	9.30 (n=10)	9.25 (n=4)	0.05
2018-2019	6.29 (n=14)	7.36 (n=11)	-1.08
2019-2020	7.38 (n=8)	9.33 (n=9)	-1.96

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Slippery Rock University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$80,385 (n=3)	$86,515 (n=1)	-$6,130
2007-2008	$81,390 (n=2)	$82,395 (n=1)	-$1,005
2008-2009	$123,895 (n=3)	$89,980 (n=5)	33,916
2009-2010	$90,822 (n=4)	NA (n=0)	NA
2010-2011	$89,545 (n=1)	$104,087 (n=5)	-$14,542
2011-2012	$93,940 (n=3)	$95,455 (n=1)	-$1,515
2012-2013	$98,761 (n=1)	$98,173 (n=4)	$588
2013-2014	$99,748 (n=1)	$95,044 (n=5)	$4,704
2014-2015	$101,743 (n=2)	$100,532 (n=2)	$1,211
2015-2016	$98,744 (n=4)	$96,956 (n=4)	$1,788
2016-2017	$104,043 (n=5)	$102,052 (n=1)	$1,991
2017-2018	$104,601 (n=5)	$106,696 (n=2)	-$2,095
2018-2019	$105,394 (n=2)	$109,298 (n=3)	-$3,904
2019-2020	$101,857 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, Slippery Rock University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	5.00 (n=3)	8.00 (n=1)	-3.00
2007-2008	5.50 (n=2)	6.00 (n=1)	-0.50
2008-2009	1.67 (n=3)	8.40 (n=5)	-6.73
2009-2010	7.75 (n=4)	NA (n=0)	NA
2010-2011	7.00 (n=1)	6.60 (n=5)	0.40
2011-2012	7.33 (n=3)	8.00 (n=1)	-0.67
2012-2013	9.00 (n=1)	8.75 (n=4)	0.25
2013-2014	9.00 (n=1)	7.00 (n=5)	2.00
2014-2015	9.00 (n=2)	8.50 (n=2)	0.50
2015-2016	7.75 (n=4)	7.00 (n=4)	0.75
2016-2017	8.80 (n=5)	8.00 (n=1)	0.80
2017-2018	8.20 (n=5)	9.00 (n=2)	-0.80
2018-2019	7.50 (n=2)	9.00 (n=3)	-1.50
2019-2020	6.50 (n=2)	NA (n=0)	NA

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Slippery Rock University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	$53,176 (n=2)	NA
2007-2008	$49,409 (n=2)	NA (n=0)	NA
2008-2009	$50,256 (n=2)	$58,842 (n=1)	-$8,587
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	$72,777 (n=1)	NA
2012-2013	$54,993 (n=1)	NA (n=0)	NA
2013-2014	$56,932 (n=1)	$45,696 (n=1)	$11,236
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	$61,123 (n=1)	NA (n=0)	NA
2017-2018	$59,242 (n=1)	$68,697 (n=2)	-$9,455
2018-2019	$64,526 (n=2)	NA (n=0)	NA
2019-2020	$65,502 (n=1)	$60,861 (n=1)	$4,641

Results are not statistically significant. n=sample size.

Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, Slippery Rock University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	NA (n=0)	8.00 (n=2)	NA
2007-2008	5.50 (n=2)	NA (n=0)	NA
2008-2009	5.00 (n=2)	11.00 (n=1)	-6.00
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	NA (n=0)	NA (n=0)	NA
2011-2012	NA (n=0)	6.00 (n=1)	NA
2012-2013	5.00 (n=1)	NA (n=0)	NA
2013-2014	6.00 (n=1)	1.00 (n=1)	5.00
2014-2015	NA (n=0)	NA (n=0)	NA
2015-2016	NA (n=0)	NA (n=0)	NA
2016-2017	7.00 (n=1)	NA (n=0)	NA
2017-2018	NA (n=0)	10.00 (n=1)	NA
2018-2019	1.00 (n=1)	NA (n=0)	NA
2019-2020	8.00 (n=1)	5.00 (n=1)	3.00

Results are not statistically significant. n=sample size.

Table 1/2/3/4/5: Distribution of Full-time Faculty within Professorial Ranks by Gender, West Chester University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-	26	129	155	49	149	198	29	56	85	14	10	24	118	344	462
1975	17%	83%	100%	25%	75%	100%	34%	66%	100%	58%	42%	100%	26%	74%	100%
1975-	24	111	135	52	149	201	40	48	88	17	13	30	133	321	454
1976	18%	82%	100%	26%	74%	100%	45%	55%	100%	57%	43%	100%	29%	71%	100%
1976-	24	110	134	42	142	184	44	62	106	28	14	42	138	328	466
1977	18%	82%	100%	23%	77%	100%	42%	58%	100%	67%	33%	100%	30%	70%	100%
1977-	26	118	144	42	152	194	48	57	105	10	9	19	126	336	462
1978	18%	82%	100%	22%	78%	100%	46%	54%	100%	53%	47%	100%	27%	73%	100%
1978-	21	117	138	44	152	196	41	65	106	19	10	29	125	344	469
1979	15%	85%	100%	22%	78%	100%	39%	61%	100%	66%	34%	100%	27%	73%	100%
1979-	22	118	140	45	147	192	49	60	109	18	9	27	134	334	468
1980	16%	84%	100%	23%	77%	100%	45%	55%	100%	67%	33%	100%	29%	71%	100%
1980-	24	120	144	45	140	185	49	66	115	18	15	33	136	341	477
1981	17%	83%	100%	24%	76%	100%	43%	57%	100%	55%	45%	100%	29%	71%	100%
1981-	20	118	138	48	142	190	51	63	114	14	8	22	133	331	464
1982	14%	86%	100%	25%	75%	100%	45%	55%	100%	64%	36%	100%	29%	71%	100%
1982-	21	121	142	47	134	181	50	66	116	12	11	23	130	332	462
1983	15%	85%	100%	26%	74%	100%	43%	57%	100%	52%	48%	100%	28%	72%	100%
1983-	22	121	143	45	140	185	53	59	112	11	6	17	131	326	457
1984	15%	85%	100%	24%	76%	100%	47%	53%	100%	65%	35%	100%	29%	71%	100%
1984-	22	120	142	43	141	184	52	52	104	9	5	14	126	318	444
1985	15%	85%	100%	23%	77%	100%	50%	50%	100%	64%	36%	100%	28%	72%	100%
1985-	23	119	142	39	138	177	51	60	111	8	6	14	121	323	444
1986	16%	84%	100%	22%	78%	100%	46%	54%	100%	57%	43%	100%	27%	73%	100%
1986-	25	124	149	40	133	173	55	65	120	27	28	55	147	350	497
1987	17%	83%	100%	23%	77%	100%	46%	54%	100%	49%	51%	100%	30%	70%	100%
1987-	22	116	138	42	130	172	60	61		5	6		129	313	442
1998	16%	84%	100%	24%	76%	100%	50%	50%	100%	45%	55%	100%	29%	71%	100%
1988-	24	118	142	44	130	174	66	67		17	14		151	329	480
1989	17%	83%	100%	25%	75%	100%	50%	50%	100%	55%	45%	100%	31%	69%	100%
1989-	29	125	154	37	124	161	57	84		3	6		126	339	465
1990	19%	81%	100%	23%	77%	100%	40%	60%	100%	33%	67%	100%	27%	73%	100%
1990-	27	122	149	47	117	164	76	78		4	4		154	321	475
1991	18%	82%	100%	29%	71%	100%	49%	51%	100%	50%	50%	100%	32%	68%	100%

Table 1/2/3/4/5 cont'd: Distribution of Full-time Faculty within Professorial Ranks by Gender, West Chester University of Pennsylvania, 1974-1995; 2005-2020

	Full Professor			Associate Professor			Assistant Professor			Instructors			Total		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1991-	29	121	150	47	114	161	90	81	171	5	4	9	171	320	491
1992	19%	81%	100%	29%	71%	100%	53%	47%	100%	56%	44%	100%	35%	65%	100%
1992-	23	110	133	52	113	165	95	89	184	7	6	13	177	318	495
1993	17%	83%	100%	32%	68%	100%	52%	48%	100%	54%	46%	100%	36%	64%	100%
1993-	27	109	136	51	112	163	95	81	176	5	3	8	178	305	483
1994	20%	80%	100%	31%	69%	100%	54%	46%	100%	63%	37%	100%	37%	63%	100%
1994-	29	108	137	54	114	168	84	83	167	6	3	9	173	308	481
1995	21%	79%	100%	32%	68%	100%	50%	50%	100%	67%	33%	100%	36%	64%	100%
2005-	56	92	148	81	97	178	90	70	160	120	91	211	347	350	697
2006	38%	62%	100%	46%	54%	100%	56%	44%	100%	57%	43%	100%	50%	50%	100%
2006-	165	212	377	189	241	430	235	155	390	142	105	247	731	713	1444
2007	44%	56%	100%	44%	56%	100%	60%	40%	100%	57%	43%	100%	51%	49%	100%
2007-	102	130	232	128	139	267	152	103	255	155	108	263	537	480	1017
2008	44%	56%	100%	48%	52%	100%	60%	40%	100%	59%	41%	100%	53%	47%	100%
2008-	111	141	252	129	128	257	170	111	281	133	97	230	543	477	1020
2009	44%	56%	100%	50%	50%	100%	60%	40%	100%	58%	42%	100%	53%	47%	100%
2009-	107	142	249	127	115	242	182	116	298	127	86	213	543	459	1002
2010	43%	57%	100%	52%	48%	100%	61%	39%	100%	60%	40%	100%	54%	46%	100%
2010-	146	200	346	206	182	388	253	164	417	154	87	241	759	633	1392
2011	42%	58%	100%	53%	47%	100%	61%	39%	100%	64%	36%	100%	55%	45%	100%
2011-	78	103	181	102	92	194	113	84	197	126	83	209	419	362	781
2012	43%	57%	100%	53%	47%	100%	57%	43%	100%	60%	40%	100%	54%	46%	100%
2012-	112	145	257	181	140	321	208	158	366	127	79	206	628	522	1150
2013	44%	56%	100%	56%	44%	100%	57%	43%	100%	62%	38%	100%	55%	45%	100%
2013-	118	139	257	188	134	322	193	148	341	127	77	204	626	498	1124
2014	46%	54%	100%	58%	42%	100%	57%	43%	100%	62%	38%	100%	56%	44%	100%
2014-	120	148	268	185	131	316	228	160	388	118	67	185	651	506	1157
2015	45%	55%	100%	59%	41%	100%	59%	41%	100%	64%	36%	100%	56%	44%	100%
2015-	129	160	289	188	139	327	260	195	455	106	69	175	683	563	1246
2016	45%	55%	100%	57%	43%	100%	57%	43%	100%	61%	39%	100%	55%	45%	100%
2016-	98	111	209	126	99	225	157	125	282	95	59	154	476	394	870
2017	47%	53%	100%	56%	44%	100%	56%	44%	100%	62%	38%	100%	55%	45%	100%
2017-	103	112	215	130	101	231	148	111	259	102	66	168	483	390	873
2018	48%	52%	100%	56%	44%	100%	57%	43%	100%	61%	39%	100%	55%	45%	100%
2018-	161	160	321	213	172	385	227	160	387	110	67	177	711	559	1270
2019	50%	50%	100%	55%	45%	100%	59%	41%	100%	62%	38%	100%	56%	44%	100%
2019-	122	114	236	144	112	256	129	97	226	100	65	165	495	388	883
2020	52%	48%	100%	56%	44%	100%	57%	43%	100%	61%	39%	100%	56%	44%	100%

Table 6: Full-time Faculty at Professor Rank by Gender, West Chester University of Pennsylvania, 1974-1995; 2005-2020

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-1975	26	118	22%	129	344	38%
1975-1976	24	133	18%	111	321	35%
1976-1977	24	138	17%	110	328	34%
1977-1978	26	126	21%	118	336	35%
1978-1979	21	125	17%	117	344	34%
1979-1980	22	134	16%	118	334	35%
1980-1981	24	136	18%	120	341	35%
1981-1982	20	133	15%	118	331	36%
1982-1983	21	130	16%	121	332	36%
1983-1984	22	131	17%	121	326	37%
1984-1985	22	126	17%	120	318	38%
1985-1986	23	121	19%	119	323	37%
1986-1987	25	147	17%	124	350	35%
1987-1988	22	129	17%	116	313	37%
1988-1989	24	151	16%	118	329	36%
1989-1990	29	126	23%	125	339	37%
1990-1991	27	154	18%	122	321	38%
1991-1992	29	171	17%	121	320	38%
1992-1993	23	177	13%	110	318	35%
1993-1994	27	178	15%	109	305	36%
1994-1995	29	173	17%	108	308	35%
2005-2006	56	347	16%	92	350	26%
2006-2007	165	731	23%	212	713	30%
2007-2008	102	537	19%	130	480	27%
2008-2009	111	543	20%	141	477	30%
2009-2010	107	543	20%	142	459	31%
2010-2011	146	759	19%	200	633	32%
2011-2012	78	419	19%	103	362	28%
2012-2013	112	628	18%	145	522	28%
2013-2014	118	626	19%	139	498	28%
2014-2015	120	651	18%	148	506	29%
2015-2016	129	683	19%	160	563	28%
2016-2017	98	476	21%	111	394	28%
2017-2018	103	483	21%	112	390	29%
2018-2019	161	711	23%	160	559	29%
2019-2020	122	495	25%	114	388	29%

Table 7/8: Student FTE Enrollment by Enrollment Status and Gender, West Chester University of Pennsylvania, 1974-1995

	Graduate FTE			Undergraduate FTE			Total Student FTE		
Year	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974	532.5	415	947.5	3,680.5	2,485.5	6,166	4,213	2,900.5	7,113.5
	56%	44%	100%	60%	40%	100%	59%	41%	100%
1975	549.5	448.5	998	3,937	2,841	6,778	4,486.5	3,289.5	7,776
	55%	45%	100%	58%	42%	100%	58%	42%	100%
1976	525.5	405.5	931	3,907.5	2,814	6,721.5	4,433	3,219.5	7,652.5
	56%	44%	100%	58%	42%	100%	58%	42%	100%
1977	435.5	301.5	737	3,849.5	2,768.5	6,618	4,285	3,070	7,355
	59%	41%	100%	58%	42%	100%	58%	42%	100%
1978	441	290.5	731.5	3,798	2,657.5	6,455.5	4,239	2,948	7,187
	60%	40%	100%	59%	41%	100%	59%	41%	100%
1979	447.5	271.5	719	3,857.5	2,703.5	6,561	4,305	2,975	7,280
	62%	48%	100%	59%	41%	100%	59%	41%	100%
1980	413	259.5	672.5	4,068	2,793.5	6,861.5	4,481	3,053	7,534
	61%	39%	100%	59%	41%	100%	59%	41%	100%
1981	440	242	682	4,187.5	3,042.5	7,230	4,627.5	3,284.5	7,912
	65%	35%	100%	58%	42%	100%	58%	42%	100%
1982	420.5	237.5	658	4,467	3,189.5	7,656.5	4,887.5	3,427	8,314.5
	64%	36%	100%	58%	42%	100%	59%	41%	100%
1983	423.5	242.5	666	4,268.5	3,260	7,528.5	4,692	3,502.5	8,194.5
	64%	36%	100%	57%	43%	100%	57%	43%	100%
1984	448.5	287	735.5	4,124.5	3,208.5	7,333	4,573	3,495.5	8,068.5
	61%	39%	100%	56%	44%	100%	57%	43%	100%
1985	489	298.5	787.5	4,337.5	3,384	7,721.5	4,826.5	3,682.5	8,509
	62%	38%	100%	56%	44%	100%	57%	43%	100%
1986	595.5	312.5	908	4,528.5	3,363.5	7,892	5,124	3,676	8,800
	66%	34%	100%	57%	43%	100%	58%	42%	100%
1987	651.5	334.5	986	4,999	3,554	8,553	5,650.5	3,888.5	9,539
	66%	34%	100%	58%	42%	100%	59%	41%	100%
1988	665	332	997	5,080	3,593.5	8,673.5	5,745	3,925.5	9,670.5
	67%	33%	100%	59%	41%	100%	59%	41%	100%
1989	723	364	1,087	5,205.5	3,580	8,785.5	5,928.5	3,944	9,872.5
	67%	33%	100%	59%	41%	100%	60%	40%	100%
1990	811.5	423	1,234.5	5,397.5	3,534	8,931.5	6,209	3,957	10,166
	66%	34%	100%	60%	40%	100%	61%	39%	100%
1991	801	427.5	1,228.5	5,470.5	3,480	8,950.5	6,271.5	3,907.5	10,179
	65%	35%	100%	61%	39%	100%	62%	38%	100%
1992	816.5	409	1,225.5	5,392.5	3,410.5	8,803	6,209	3,819.5	10,116.5
	67%	33%	100%	61%	39%	100%	61%	39%	100%
1993	795	410	1,205	5,147	3,355	8,502	5,942	3,765	9,707
	66%	34%	100%	61%	39%	100%	61%	39%	100%
1994	773	364	1,137	4,996.5	3,416.5	8,413	5,769.5	3,780.5	9,550
	68%	32%	100%	59%	41%	100%	60%	40%	100%

Table 7/8 continued: Student FTE Enrollment by Enrollment Status and Gender, West Chester University of Pennsylvania, 2005-2020

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2004 Fall	772	257	1,028	6,006	3,706	9,712	6,778	3,963	10,741
	75%	25%	100%	62%	38%	100%	63%	37%	100%
2005 Fall	798	255	1,053	6,320	3,857	10,177	7,118	4,112	11,230
	76%	24%	100%	62%	38%	100%	63%	37%	100%
2006 Fall	762	240	1,002	6,168	3,809	9,977	6,930	4,049	10,979
	76%	24%	100%	62%	38%	100%	63%	37%	100%
2007 Fall	798	266	1,064	6,308	3,958	10,266	7,106	4,224	11,330
	75%	25%	100%	61%	39%	100%	63%	37%	100%
2008 Fall	790	283	1,073	6,506	4,105	10,611	7,296	4,388	11,684
	74%	26%	100%	61%	39%	100%	62%	38%	100%
2009 Fall	864	321	1,185	6,682	4,422	11,105	7,546	4,743	12,290
	73%	27%	100%	60%	40%	100%	61%	39%	100%
2010 Fall	881	344	1,226	6,829	4,598	11,427	7,710	4,943	12,653
	72%	28%	100%	60%	40%	100%	61%	39%	100%
2011 Fall	893	337	1,230	7,145	4,875	12,021	8,038	5,213	13,251
	73%	27%	100%	59%	40.56%	100%	61%	39%	100%
2012 Fall	841	337	1,177	7,566	5,032	12,598	8,407	5,369	13,776
	71%	29%	100%	60%	40%	100%	61%	39%	100%
2013 Fall	824	365	1,188	7,790	5,125	12,915	8,613	5,490	14,103
	69%	31%	100%	60%	40%	100%	61%	39%	100%
2014 Fall	880	402	1,282	7,878	5,113	12,991	8,758	5,515	14,273
	69%	31%	100%	61%	39%	100%	61%	39%	100%
2015 Fall	961	371	1,332	7,996	5,302	13,298	8,957	5,673	14,630
	72%	28%	100%	60%	40%	100%	61%	39%	100%
2016 Fall	1014	416	1,429	8,098	5,343	13,442	9,112	5,759	14,871
	71%	29%	100%	60%	40%	100%	61%	39%	100%
2017 Fall	1090	504	1,594	8,135	5,489	13,624	9,225	5,993	15,217
	68%	32%	100%	60%	40%	100%	61%	39%	100%
2018 Fall	1134	544	1,678	8,224	5,506	13,730	9,358	6,050	15,408
	68%	32%	100%	60%	40%	100%	61%	39%	100%
2019 Fall	1211	508	1,718	8,358	5,565	13,924	9,569	6,073	15,642
	70%	30%	100%	60%	40%	100%	61%	39%	100%

Table 9: Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Gender, West Chester University of Pennsylvania, 2005-2020

Year	Female Ratio (Undergraduate Female FTE to One Full-time Female Faculty)	Male Ratio (Undergraduate Male FTE to One Full-time Male Faculty)
1974-1975	31.19	7.23
1975-1976	29.60	8.85
1976-1977	28.32	8.58
1977-1978	30.55	8.24
1978-1979	30.38	7.73
1979-1980	28.79	8.09
1980-1981	29.91	8.19
1981-1982	31.48	9.19
1982-1983	34.36	9.61
1983-1984	32.58	10.00
1984-1985	32.73	10.09
1985-1986	35.85	10.48
1986-1987	30.81	9.61
1987-1988	38.75	11.35
1988-1989	33.64	10.92
1989-1990	41.31	10.56
1990-1991	35.05	11.01
1991-1992	31.99	10.88
1992-1993	30.47	10.72
1993-1994	28.92	11.00
1994-1995	28.88	11.09
2005 Fall	8.44	5.34
2006 Fall	11.75	8.25
2007 Fall	11.98	8.61
2008 Fall	12.31	9.63
2009 Fall	9.00	7.26
2010 Fall	17.05	13.47
2011 Fall	12.05	9.64
2012 Fall	12.44	10.29
2013 Fall	12.10	10.10
2014 Fall	11.71	9.42
2015 Fall	17.01	13.56
2016 Fall	16.84	14.07
2017 Fall	11.57	9.85
2018 Fall	16.89	14.34
2019 Fall	18.21	11.02

Table 10a: Percentage of Female Faculty at Each Rank, West Chester University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	16%	23%	26%	35%
2006-2007	23%	26%	32%	19%
2007-2008	19%	24%	28%	29%
2008-2009	20%	24%	31%	24%
2009-2010	20%	23%	34%	23%
2010-2011	19%	27%	33%	20%
2011-2012	19%	24%	27%	30%
2012-2013	18%	29%	33%	20%
2013-2014	19%	30%	31%	20%
2014-2015	18%	28%	35%	18%
2015-2016	19%	28%	38%	16%
2016-2017	21%	26%	33%	20%
2017-2018	21%	27%	31%	21%
2018-2019	23%	30%	32%	15%
2019-2020	25%	29%	26%	20%

Table 10b: Percentage of Male Faculty at Each Rank, West Chester University 2005-2020

Year	Full Professor	Associate Professor	Assistant Professor	Instructor
2005-2006	26%	27%	20%	26%
2006-2007	29%	34%	22%	15%
2007-2008	27%	29%	21%	23%
2008-2009	29%	27%	24%	20%
2009-2010	31%	25%	25%	18%
2010-2011	32%	29%	26%	14%
2011-2012	28%	25%	23%	23%
2012-2013	27%	27%	30%	15%
2013-2014	28%	27%	29%	16%
2014-2015	29%	26%	32%	13%
2015-2016	28%	25%	35%	12%
2016-2017	28%	25%	32%	15%
2017-2018	29%	26%	29%	17%
2018-2019	29%	31%	28%	12%
2019-2020	29%	29%	25%	17%

Table 10c: Ratio of Full-time Temporary to Full-time Tenure-Track/Tenured Faculty, by Gender and Year, West Chester University 2005-2020

Year	Count of Female Full-time Temporary Faculty	Count of Female Full-time Tenure-Track/Tenured Faculty	Female Ratio (Temporary to Tenure-Track/ Tenured)	Count of Male Full-time Temporary Faculty	Count of Male Full-time Tenure-Track/ Tenured Faculty	Male Ratio (Temporary to Tenure-Track/ Tenured)	Odds Ratio (Female to Male)
2005-2006	102	207	0.33	86	247	0.35	0.94
2006-2007	109	223	0.33	90	249	0.36	0.92
2007-2008	129	224	0.37	98	245	0.40	0.93
2008-2009	111	247	0.31	85	250	0.34	0.91
2009-2010	115	241	0.32	73	244	0.30	1.07
2010-2011	134	257	0.34	73	242	0.30	1.13
2011-2012	117	266	0.31	71	251	0.28	1.11
2012-2013	115	278	0.29	67	254	0.26	1.12
2013-2014	108	306	0.26	67	266	0.25	1.04
2014-2015	101	326	0.24	52	280	0.19	1.26
2015-2016	78	339	0.19	47	296	0.16	1.19
2016-2017	80	348	0.19	51	305	0.17	1.12
2017-2018	89	353	0.20	57	300	0.19	1.05
2018-2019	85	361	0.19	56	299	0.19	1.00
2019-2020	84	361	0.19	60	302	0.20	0.95

Table 10d: Ratio of Part-time to Full-time Faculty, by Gender and Year, West Chester University 2005-2020

Year	Count of Female Part-time Faculty	Count of Female Full-time Faculty	Female Ratio (Part-time to Full-time)	Count of Male Part-time Faculty	Count of Male Full-time Faculty	Male Ratio (Part-time to Full-time)	Odds Ratio (Female to Male)
2005-2006	185	309	0.60	126	333	0.38	1.58
2006-2007	200	332	0.60	147	339	0.43	1.40
2007-2008	199	353	0.56	126	343	0.37	1.51
2008-2009	215	358	0.60	144	335	0.43	1.40
2009-2010	183	356	0.51	148	317	0.47	1.09
2010-2011	188	391	0.48	136	315	0.43	1.12
2011-2012	216	383	0.56	132	322	0.41	1.37
2012-2013	226	393	0.58	152	321	0.47	1.23
2013-2014	223	414	0.54	149	333	0.45	1.20
2014-2015	226	427	0.53	150	332	0.45	1.18
2015-2016	228	417	0.55	165	343	0.48	1.15
2016-2017	214	428	0.50	147	356	0.41	1.22
2017-2018	213	442	0.48	149	357	0.42	1.14
2018-2019	207	446	0.46	162	355	0.46	1.00
2019-2020	241	445	0.54	166	362	0.46	1.17

Table 11a: Average Salary of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, West Chester University, 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$59,067 (n=19)	$57,544 (n=8)	$1,523
2007-2008	$57,965 (n=16)	$59,607 (n=10)	-$1,641
2008-2009	$57,223 (n=27)	$63,184 (n=11)	-$5,961
2009-2010	$63,919 (n=3)	$62,170 (n=11)	$1,749
2010-2011	$59,506 (n=17)	$67,397 (n=4)	-$7,891
2011-2012	$63,587 (n=14)	$66,139 (n=23)	-$2,552
2012-2013	$63,466 (n=23)	$68,611 (n=12)	-$5,145
2013-2014	$64,833 (n=36)	$67,814 (n=22)	-$2,980
2014-2015	$67,625 (n=27)	$66,708 (n=18)	$917
2015-2016	$67,955 (n=25)	$68,145 (n=21)	-$190
2016-2017	$70,586 (n=24)	$71,744 (n=17)	-$1,158
2017-2018	$68,667 (n=22)	$76,140 (n=11)	-$7,473
2018-2019	$72,253 (n=19)	$74,695 (n=11)	-$2,442
2019-2020	$74,403 (n=19)	$75,216 (n=14)	-$814

*Borderline statistically significant evidence of gender bias present. p-value=0.0287 that 11 of 14 years would randomly favor men. n=sample size.

Table 11b: Average Step of Full-time First-Year Tenure-Track/Tenured Assistant Professors by Gender, West Chester University, 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.16 (n=19)	5.50 (n=8)	0.66
2007-2008	5.69 (n=16)	6.70 (n=10)	-1.01
2008-2009	4.81 (n=26)	7.82 (n=11)	-3.01
2009-2010	7.33 (n=3)	6.09 (n=11)	1.24
2010-2011	5.27 (n=15)	9.25 (n=4)	-3.98
2011-2012	5.64 (n=14)	7.04 (n=23)	-1.40
2012-2013	5.25 (n=20)	7.09 (n=11)	-1.84
2013-2014	5.85 (n=34)	7.27 (n=22)	-1.42
2014-2015	6.19 (n=27)	6.17 (n=18)	0.02
2015-2016	6.75 (n=24)	6.26 (n=19)	0.49
2016-2017	6.92 (n=24)	8.00 (n=16)	-1.08
2017-2018	6.32 (n=19)	7.55 (n=11)	-1.23
2018-2019	6.56 (n=18)	7.36 (n=11)	-0.80
2019-2020	6.89 (n=18)	7.57 (n=14)	-0.68

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 12a: Average Salary of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, West Chester University 2006-2020*

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus Male)
2006-2007	$70,528 (n=7)	$68,297 (n=11)	$2,231
2007-2008	$71,389 (n=10)	$67,819 (n=5)	$3,570
2008-2009	$73,053 (n=8)	$77,194 (n=5)	-$4,140
2009-2010	$75,740 (n=10)	$73,772 (n=6)	$1,968
2010-2011	$77,486 (n=11)	$80,154 (n=16)	-$2,667
2011-2012	$79,169 (n=16)	$78,795 (n=9)	$373
2012-2013	$77,682 (n=18)	$79,088 (n=6)	-$1,406
2013-2014	$78,304 (n=21)	$81,450 (n=11)	-$3,146
2014-2015	$78,988 (n=7)	$81,554 (n=9)	-$2,566
2015-2016	$81,059 (n=15)	$82,906 (n=9)	-$1,848
2016-2017	$82,643 (n=19)	$86,657 (n=21)	-$4,015
2017-2018	$82,383 (n=20)	$85,860 (n=15)	-$3,478
2018-2019	$84,310 (n=32)	$87,512 (n=21)	-$3,202
2019-2020	$85,129 (n=20)	$85,943 (n=14)	-$814

*p-value=0.0898 that 10 of 14 years would randomly favor men. n=sample size.

Table 12b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Associate Professors by Gender, West Chester University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	7.57 (n=7)	6.36 (n=11)	1.21
2007-2008	7.22 (n=9)	6.00 (n=5)	1.22
2008-2009	8.29 (n=7)	8.40 (n=5)	-0.11
2009-2010	8.10 (n=10)	7.00 (n=6)	1.10
2010-2011	8.73 (n=11)	9.94 (n=16)	-1.21
2011-2012	8.80 (n=15)	8.11 (n=9)	0.69
2012-2013	6.40 (n=15)	7.83 (n=6)	-1.43
2013-2014	6.44 (n=18)	8.64 (n=11)	-2.20
2014-2015	6.57 (n=7)	7.56 (n=9)	-0.99
2015-2016	6.71 (n=14)	8.56 (n=9)	-1.85
2016-2017	7.83 (n=18)	9.14 (n=21)	-1.31
2017-2018	6.79 (n=19)	8.20 (n=15)	-1.41
2018-2019	6.33 (n=30)	7.35 (n=20)	-1.02
2019-2020	6.70 (n=20)	6.38 (n=13)	0.32

Results are not statistically significant. n=sample size.

Table 13a: Average Salary of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, West Chester University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	$83,701 (n=8)	$80,845 (n=5)	$2,856
2007-2008	$86,849 (n=3)	$86,384 (n=9)	$465
2008-2009	$87,532 (n=8)	$88,058 (n=6)	-$526
2009-2010	$91,108 (n=3)	$92,921 (n=6)	-$1,812
2010-2011	$94,291 (n=8)	$94,124 (n=7)	$166
2011-2012	$97,783 (n=7)	$97,333 (n=7)	$450
2012-2013	$95,850 (n=4)	$95,700 (n=6)	$149
2013-2014	$93,522 (n=4)	$97,509 (n=10)	-$3,987
2014-2015	$98,019 (n=9)	$96,975 (n=3)	$1,044
2015-2016	$99,008 (n=7)	$99,128 (n=12)	-$121
2016-2017	$101,743 (n=13)	$101,806 (n=7)	-$62
2017-2018	$101,861 (n=11)	$101,685 (n=10)	$176
2018-2019	$100,716 (n=14)	$115,384 (n=7)	-$14,669
2019-2020	$107,364 (n=13)	$106,509 (n=6)	$855

Results are not statistically significant. n=sample size.

Table 13b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Full Professors by Gender, West Chester University 2006-2020

Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus male)
2006-2007	6.63 (n=8)	5.40 (n=5)	1.23
2007-2008	8.00 (n=3)	7.89 (n=9)	0.11
2008-2009	7.25 (n=8)	7.50 (n=6)	-0.25
2009-2010	7.67 (n=3)	8.50 (n=6)	-0.83
2010-2011	8.50 (n=8)	8.57 (n=7)	-0.07
2011-2012	9.00 (n=6)	8.14 (n=7)	0.86
2012-2013	7.75 (n=4)	7.67 (n=6)	0.08
2013-2014	5.00 (n=3)	8.00 (n=10)	-3.00
2014-2015	8.33 (n=9)	7.00 (n=3)	1.33
2015-2016	7.67 (n=6)	7.92 (n=12)	-0.25
2016-2017	8.08 (n=13)	7.86 (n=7)	0.22
2017-2018	7.18 (n=11)	7.75 (n=8)	-0.57
2018-2019	5.83 (n=12)	8.83 (n=6)	-3.00
2019-2020	6.00 (n=10)	7.83 (n=6)	-1.83

Results are not statistically significant. n=sample size.

Table 14a: Average Salary of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, West Chester University 2006-2020

Year	Average Female Salary	Average Male Salary	Salary Difference (Female minus male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	$50,583 (n=1)	NA (n=0)	NA
2008-2009	$48,410 (n=1)	$61,821 (n=1)	-$13,411
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	$52,355 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	$59,085 (n=2)	$59,779 (n=2)	-$695
2014-2015	$59,168 (n=4)	$62,461 (n=1)	-$3,293
2015-2016	$61,811 (n=4)	$62,537 (n=4)	-$726
2016-2017	$49,662 (n=1)	NA (n=0)	NA
2017-2018	$60,119 (n=2)	$62,345 (n=1)	-$2,227
2018-2019	$81,347 (n=1)	$72,216 (n=1)	$9,131
2019-2020	$91,478 (n=2)	$72,216 (n=1)	$19,262

Results are not statistically significant. n=sample size.

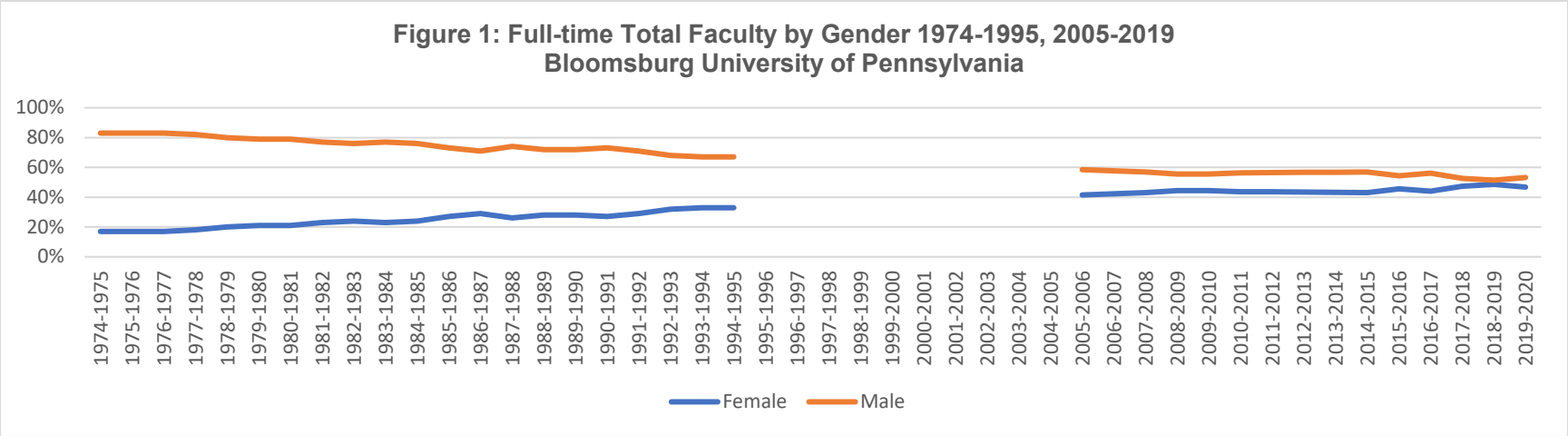
Table 14b: Average Starting Step of Full-time First-Year Tenure-Track/Tenured Instructors by Gender, West Chester University 2006-2020

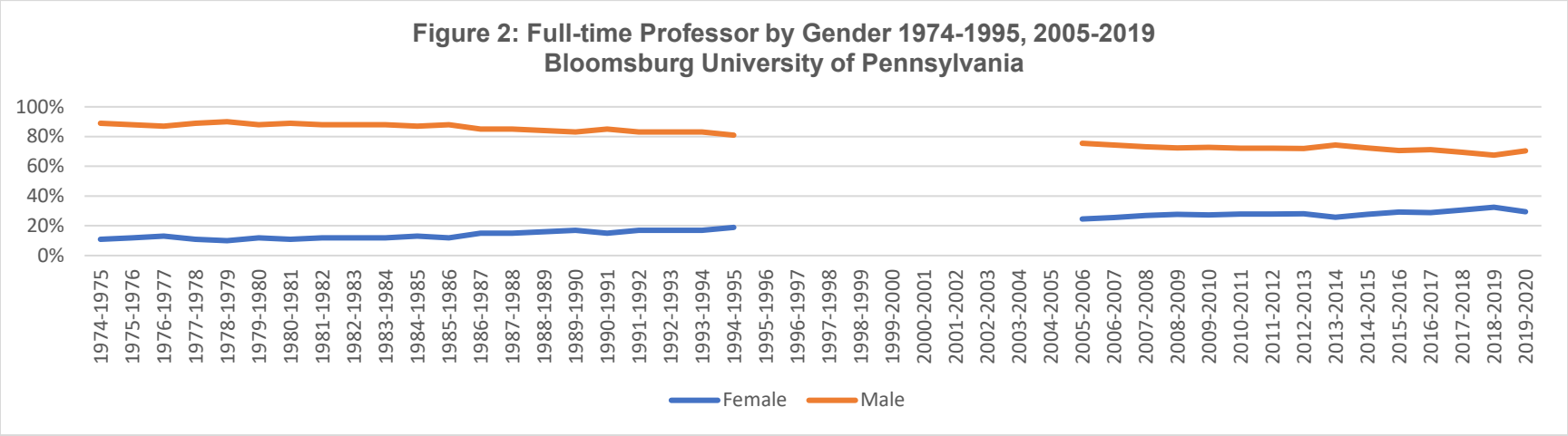
Year	Average Female Starting Step	Average Male Starting Step	Starting Step Difference (Female minus Male)
2006-2007	NA (n=0)	NA (n=0)	NA
2007-2008	6.00 (n=1)	NA (n=0)	NA
2008-2009	4.00 (n=1)	13.00 (n=1)	-9.00
2009-2010	NA (n=0)	NA (n=0)	NA
2010-2011	5.00 (n=1)	NA (n=0)	NA
2011-2012	NA (n=0)	NA (n=0)	NA
2012-2013	NA (n=0)	NA (n=0)	NA
2013-2014	7.50 (n=2)	8.00 (n=2)	-0.50
2014-2015	6.75 (n=4)	9.00 (n=1)	-2.25
2015-2016	8.50 (n=4)	9.00 (n=4)	-0.50
2016-2017	NA (n=0)	NA (n=0)	NA
2017-2018	5.50 (n=2)	7.00 (n=1)	-1.50
2018-2019	NA (n=0)	12.00 (n=1)	NA
2019-2020	9.50 (n=2)	12.00 (n=1)	-2.50

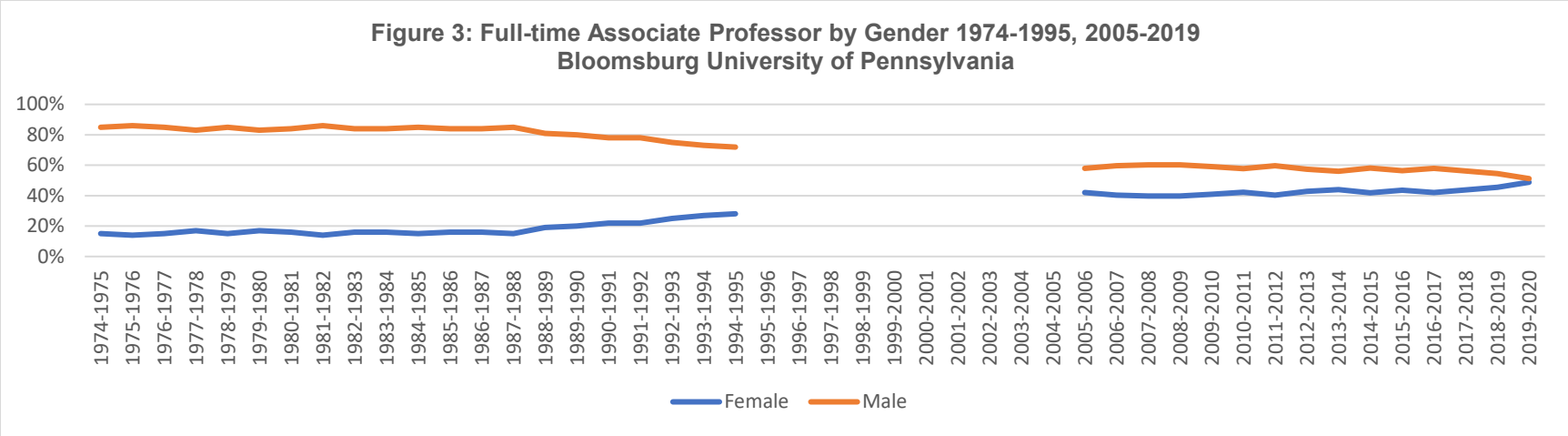
Results are not statistically significant. n=sample size.

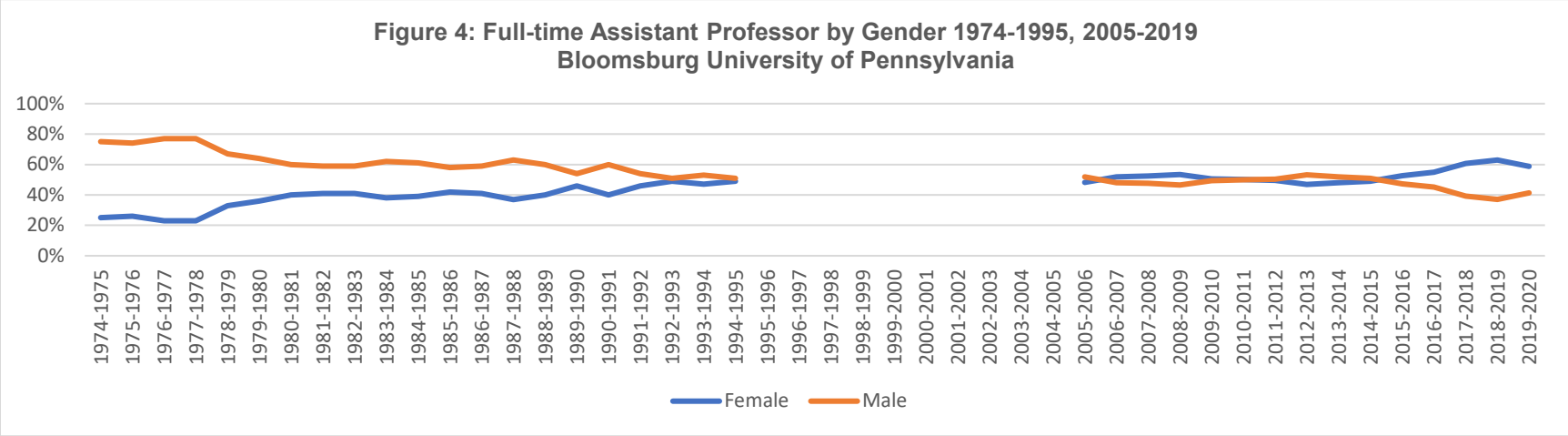
Appendix B

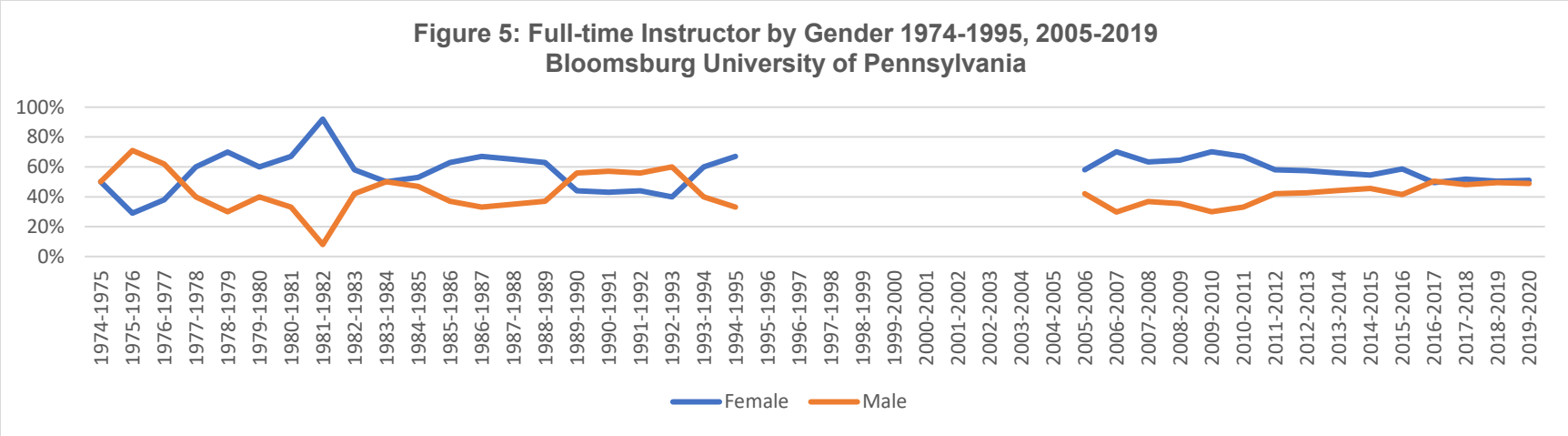
Bloomsburg University of Pennsylvania






Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Bloomsburg University of Pennsylvania
100%
80%
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1974-1975
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2018-2019
2019-2020
Female
Male


Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Bloomsburg University of Pennsylvania
100%
80%
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2018-2019
2019-2020
Female
Male


Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Bloomsburg University of Pennsylvania
100%
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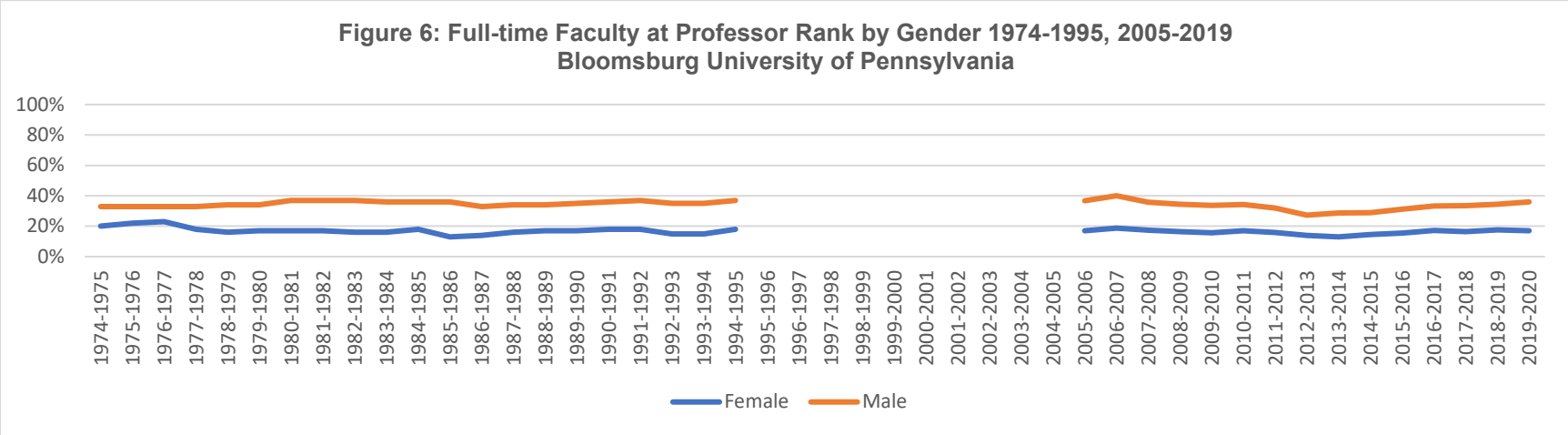

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
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2018-2019
2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Bloomsburg University of Pennsylvania

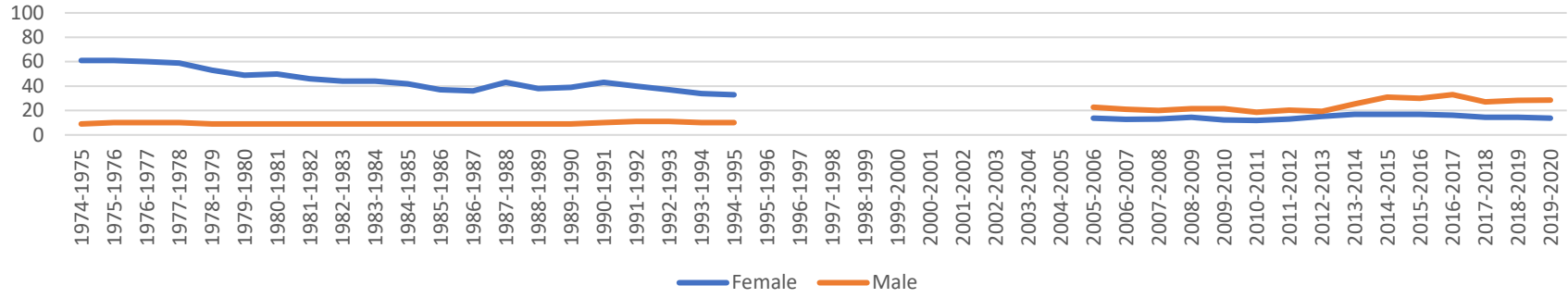
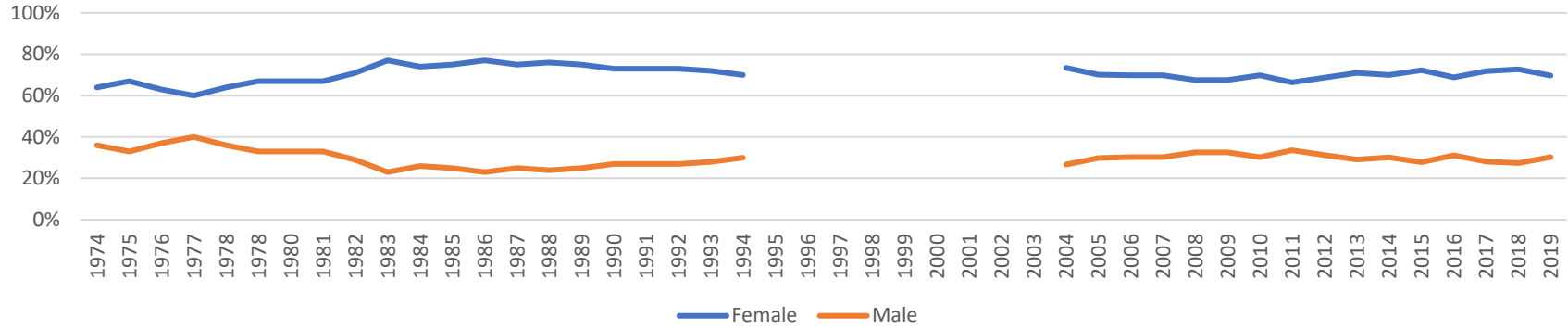
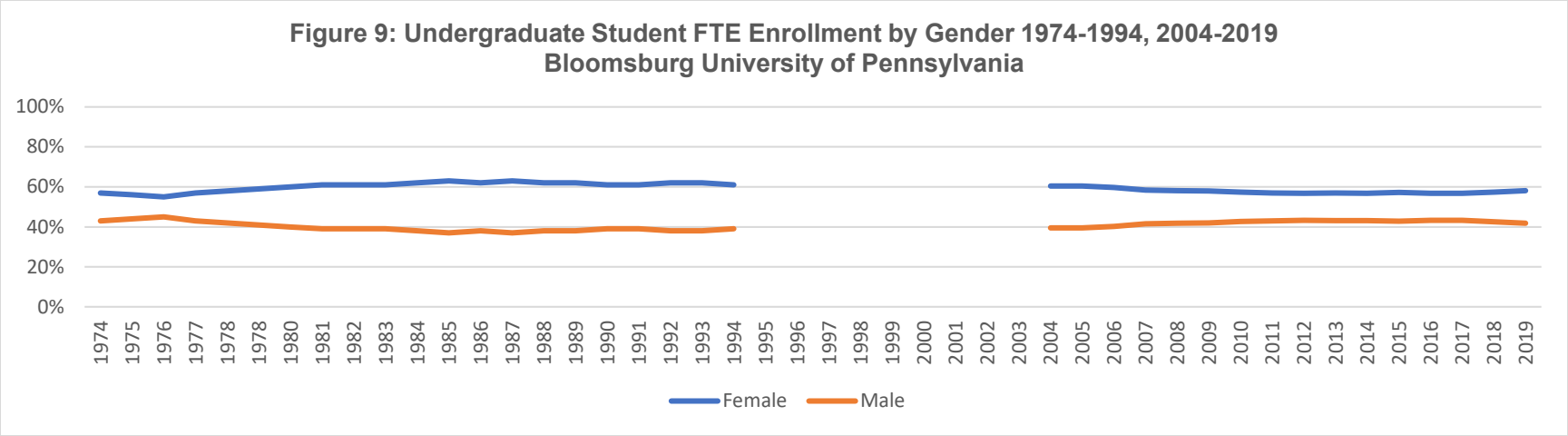
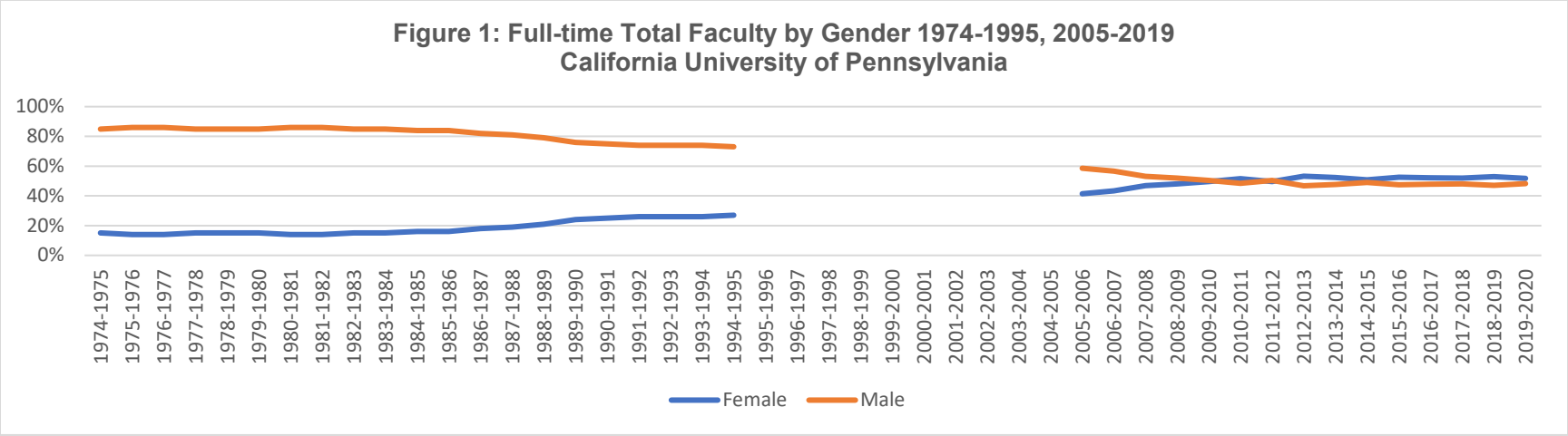


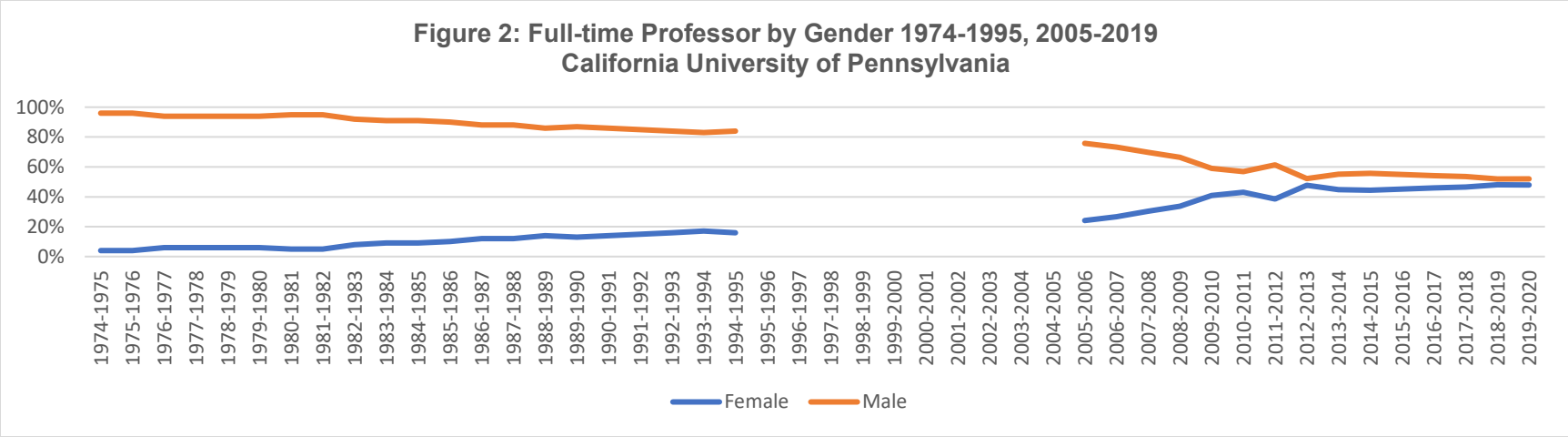
Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Bloomsburg University of Pennsylvania

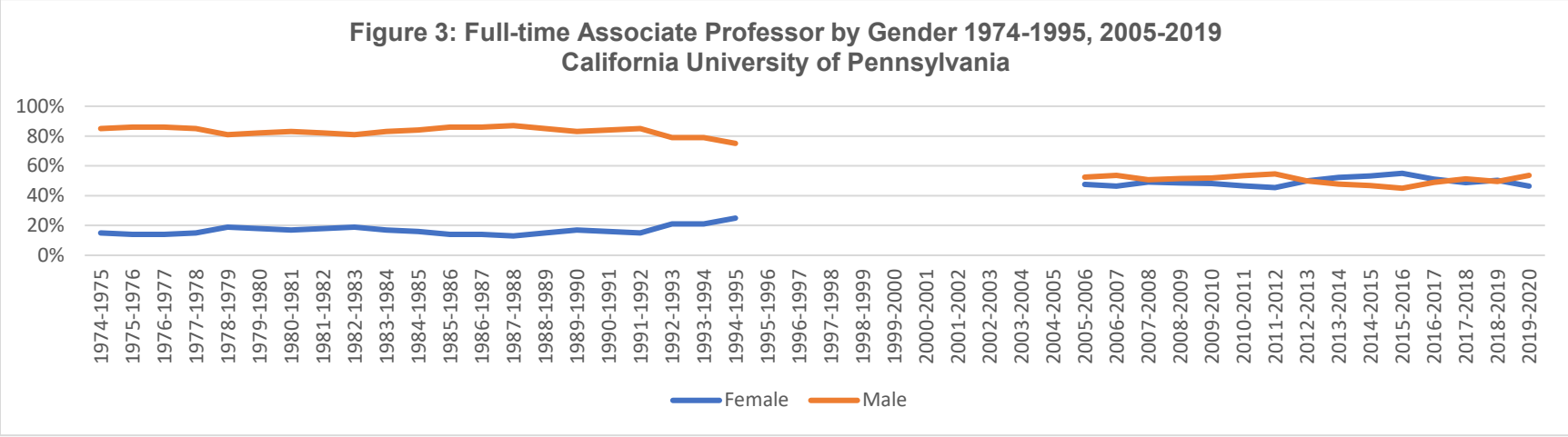


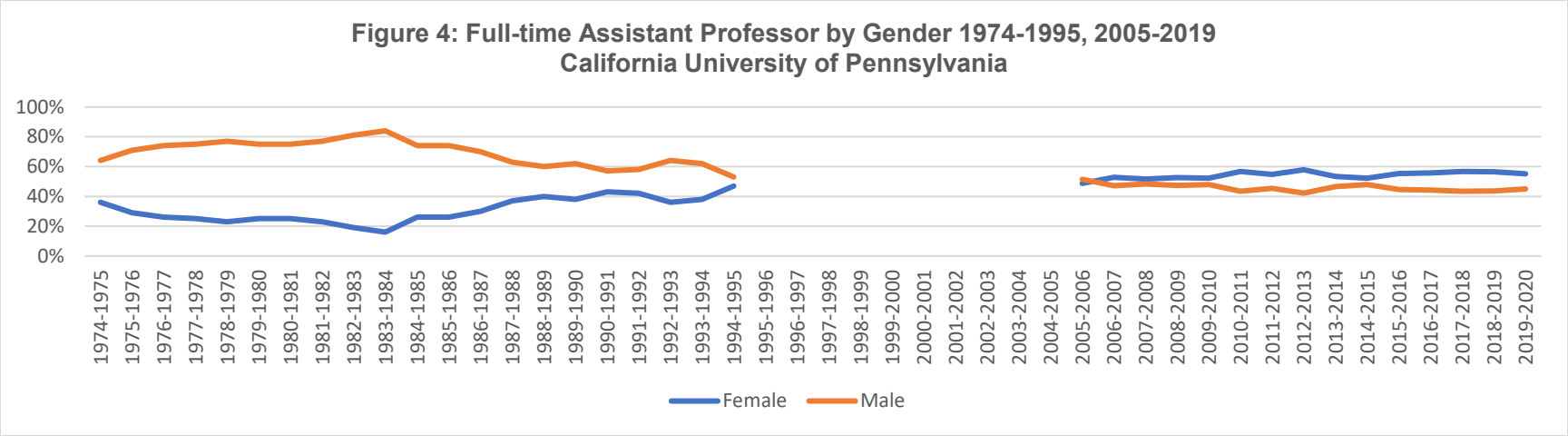


California University of Pennsylvania




Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
California University of Pennsylvania
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Female
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Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
California University of Pennsylvania
100%
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
California University of Pennsylvania
100%
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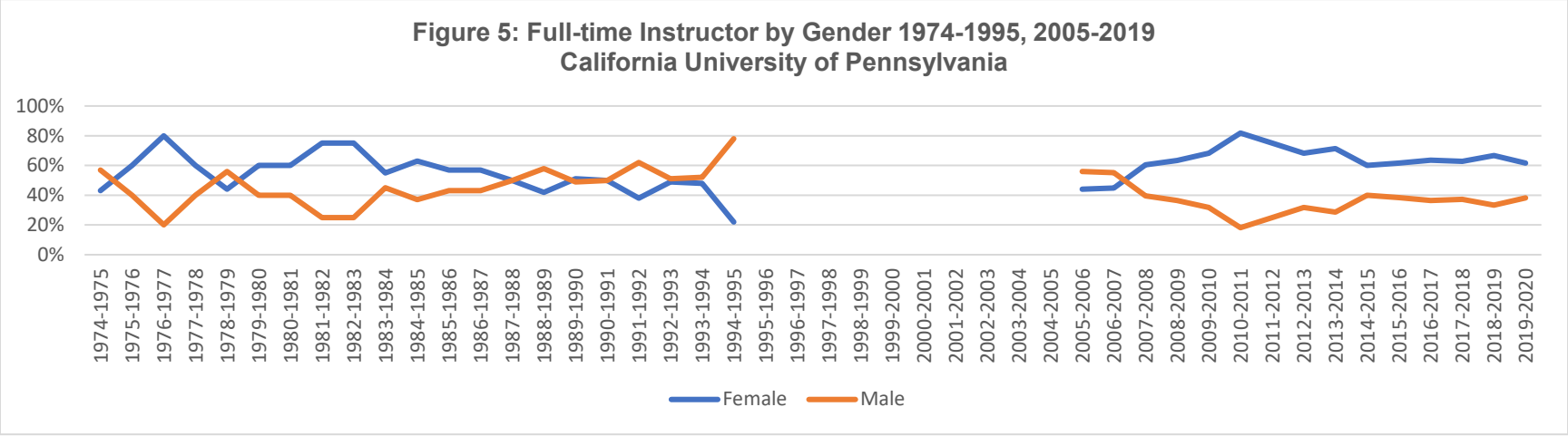

Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
California University of Pennsylvania
100%
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Female
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Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
California University of Pennsylvania

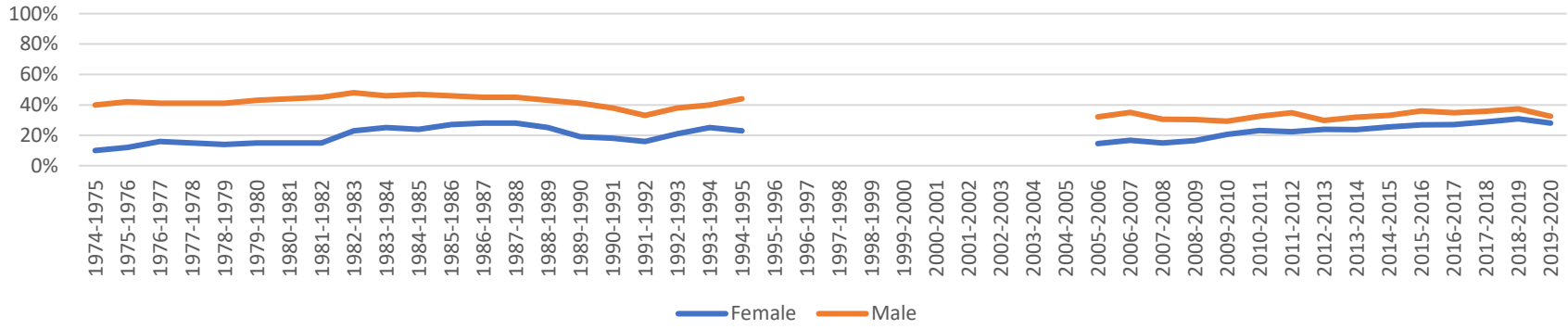
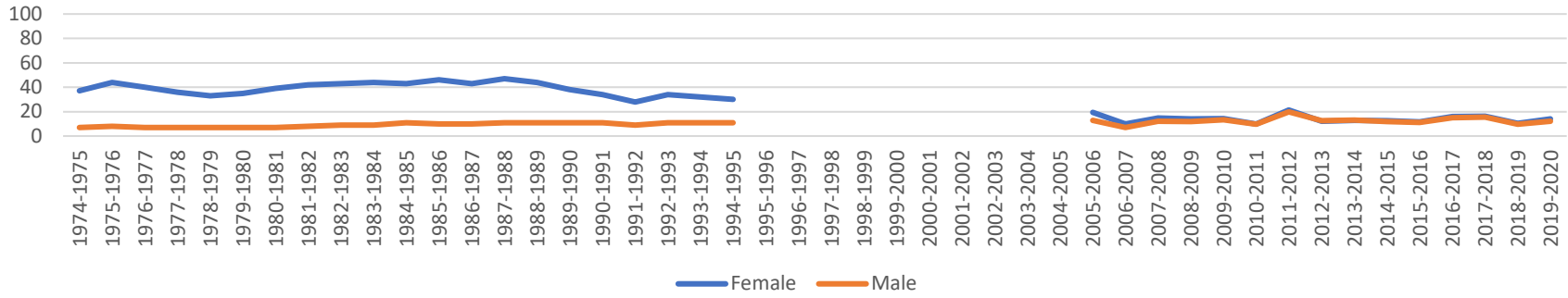
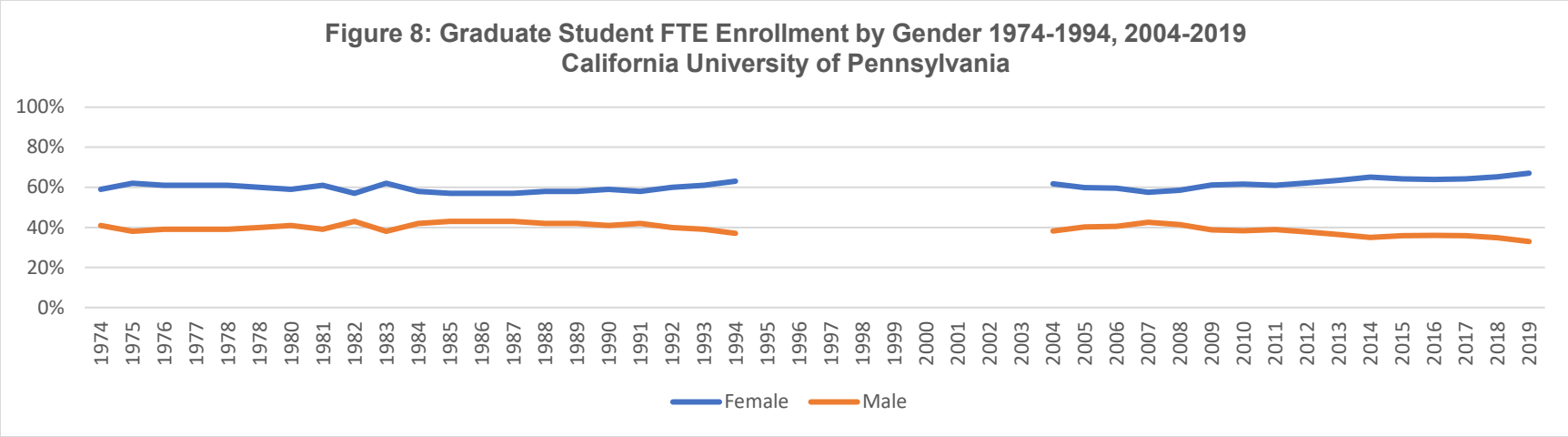
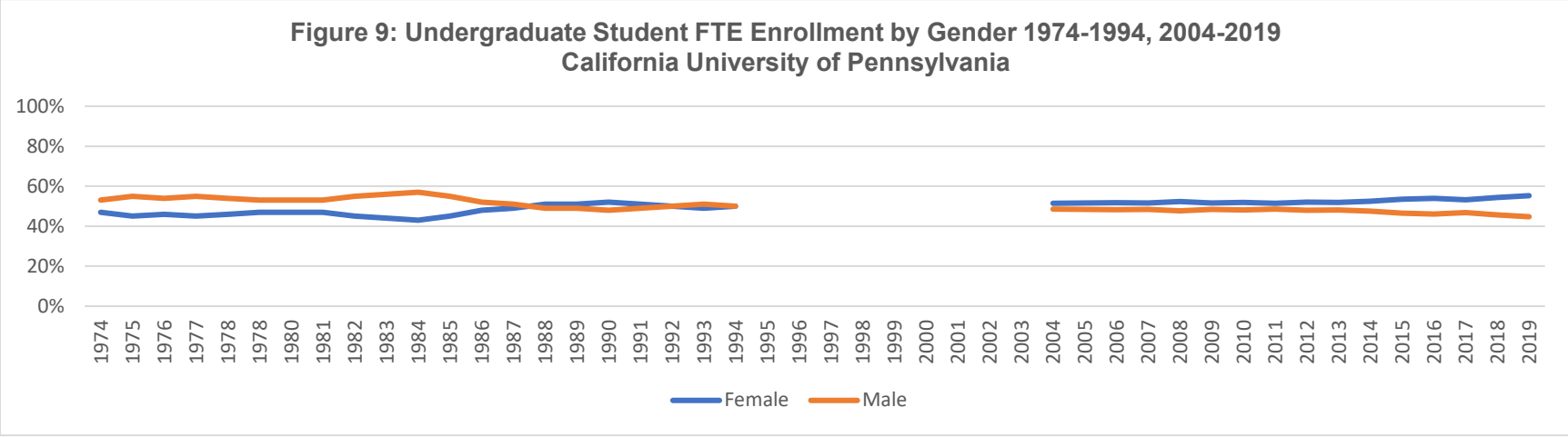
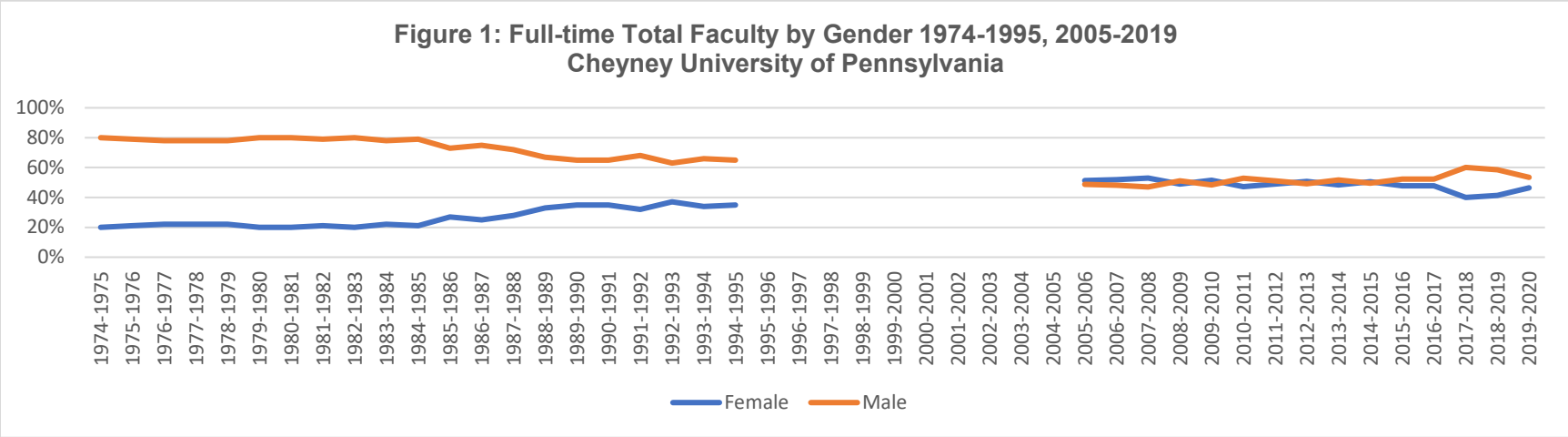


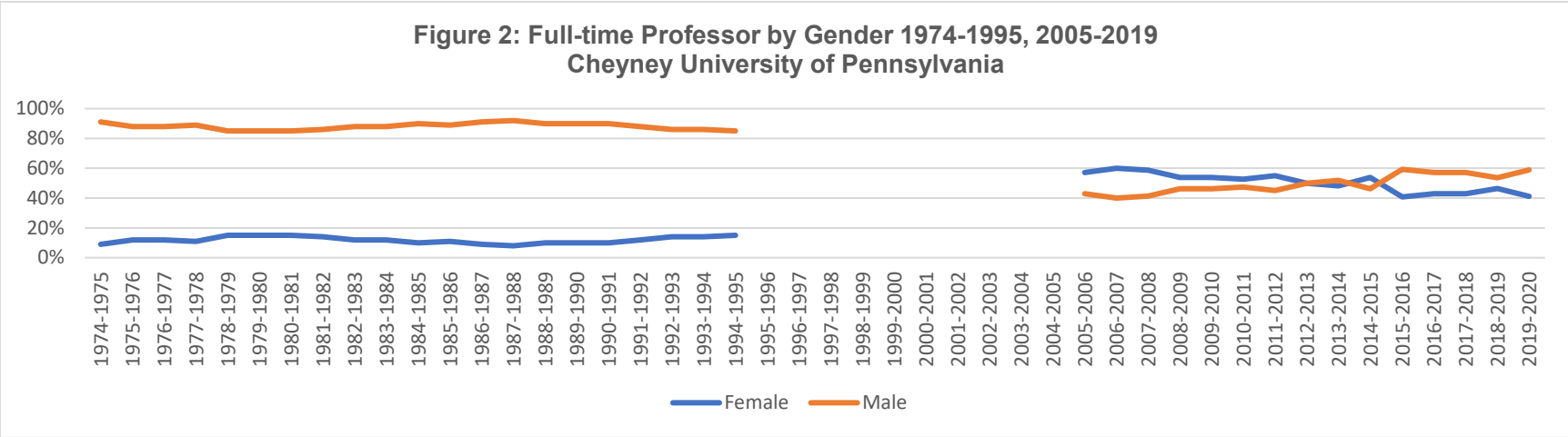
Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
California University of Pennsylvania

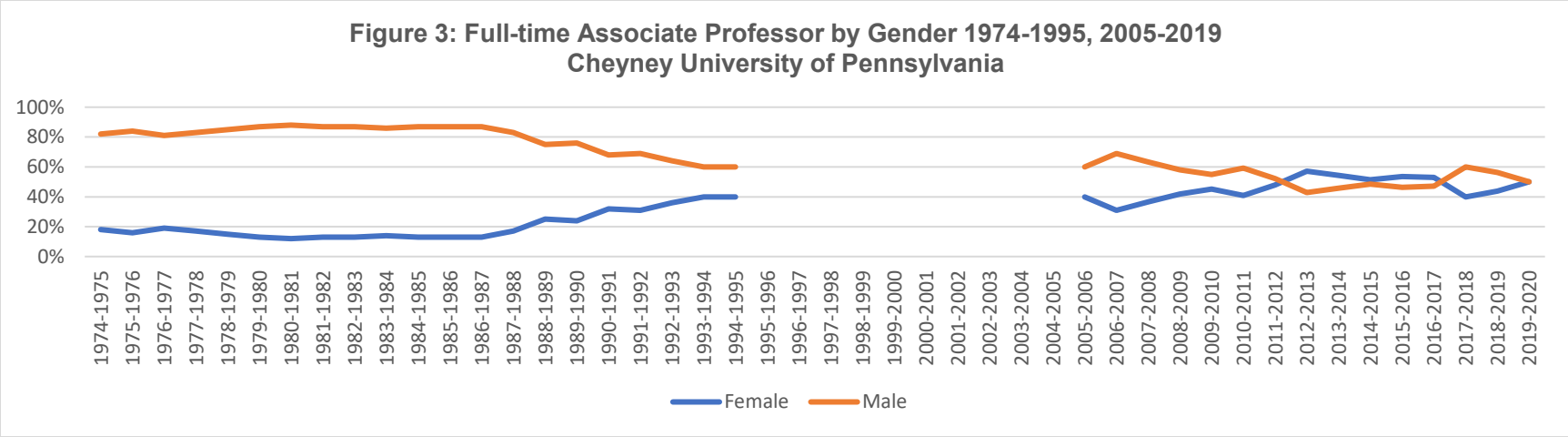


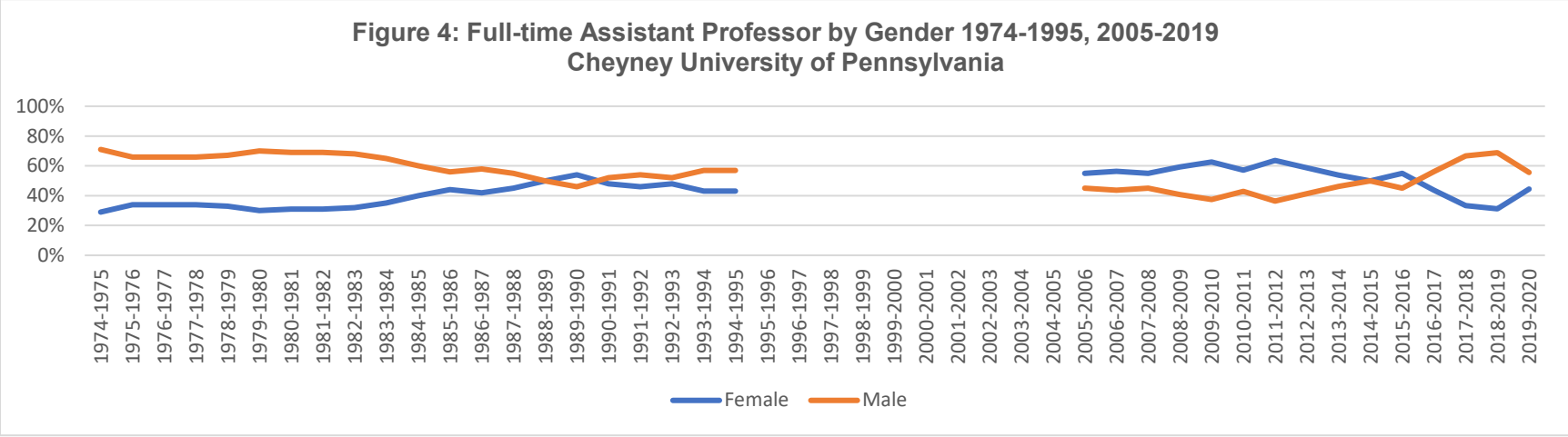

Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
California University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male

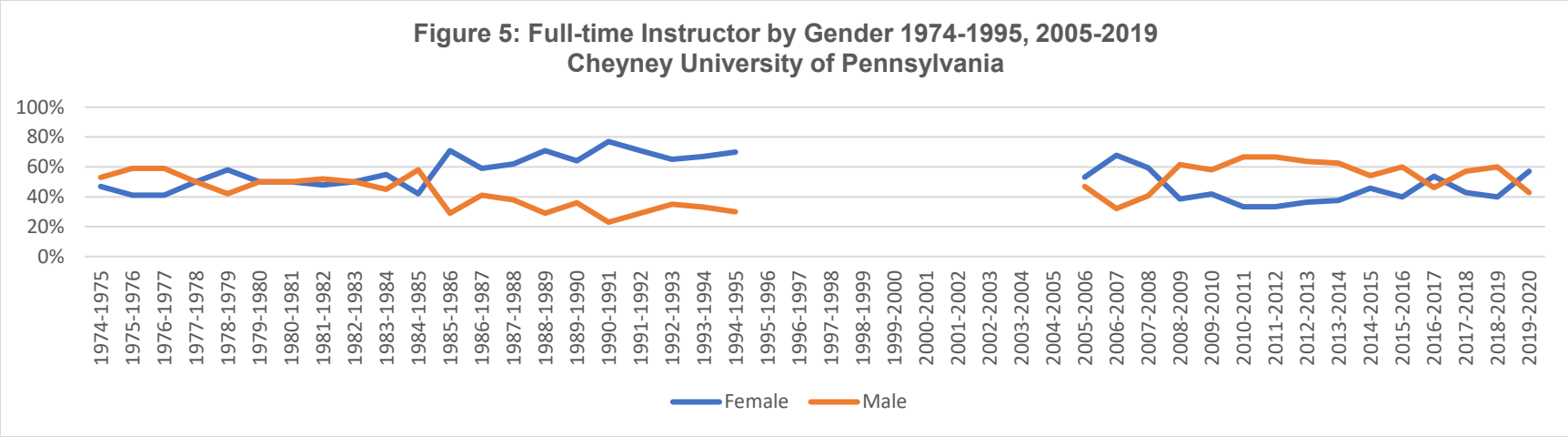

Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
California University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
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Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
Cheyney University of Pennsylvania
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Female
Male


Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Cheyney University of Pennsylvania
100%
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2018-2019
2019-2020
Female
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Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Cheyney University of Pennsylvania
100%
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20%
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Female
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Cheyney University of Pennsylvania
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Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Cheyney University of Pennsylvania
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20%
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2019-2020
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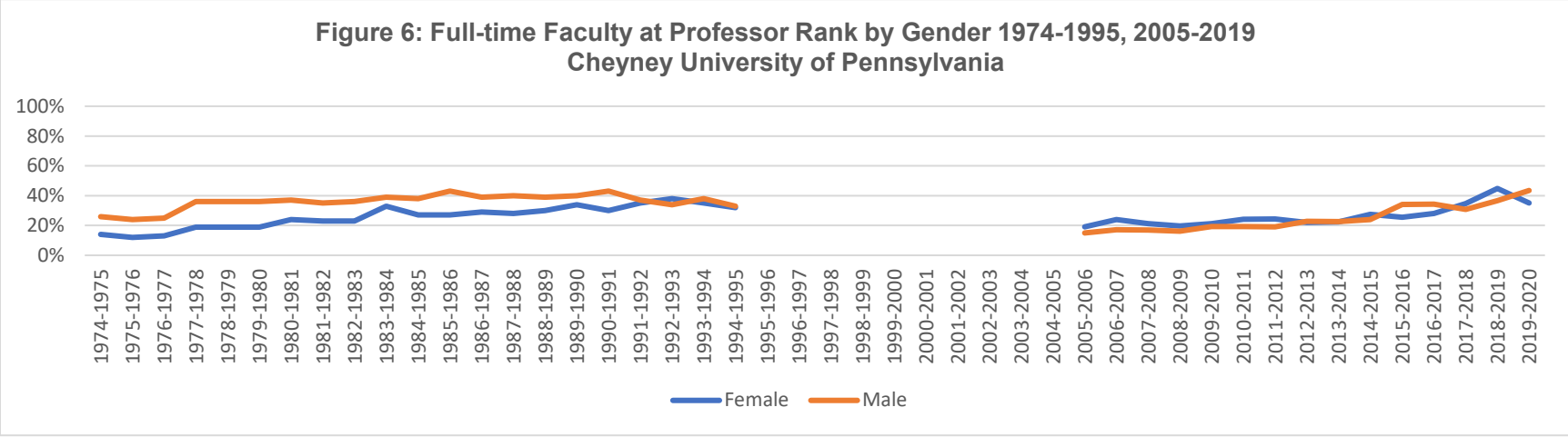

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
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2018-2019
2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Cheyney University of Pennsylvania

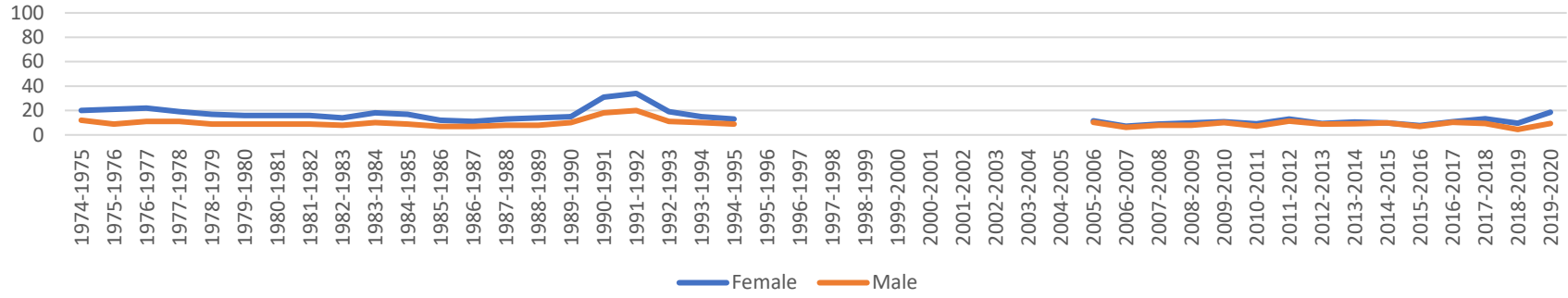
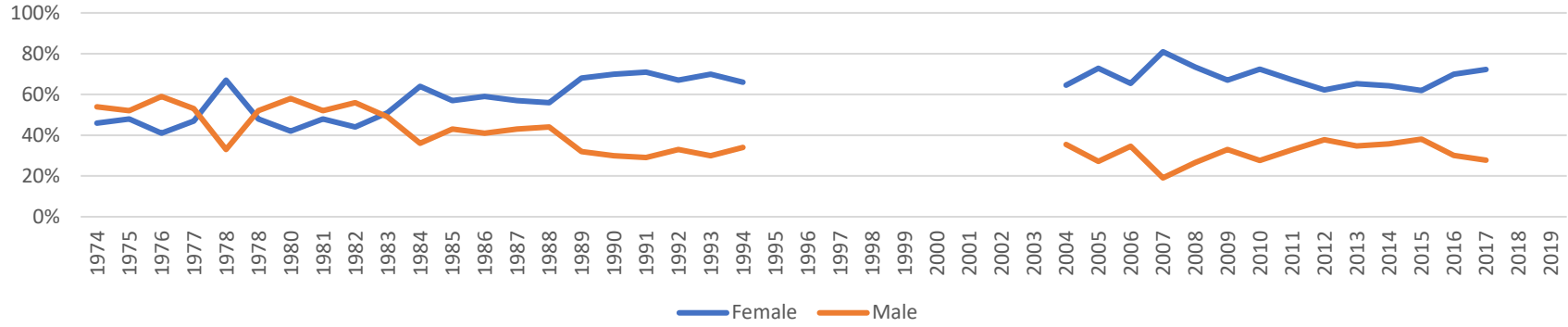
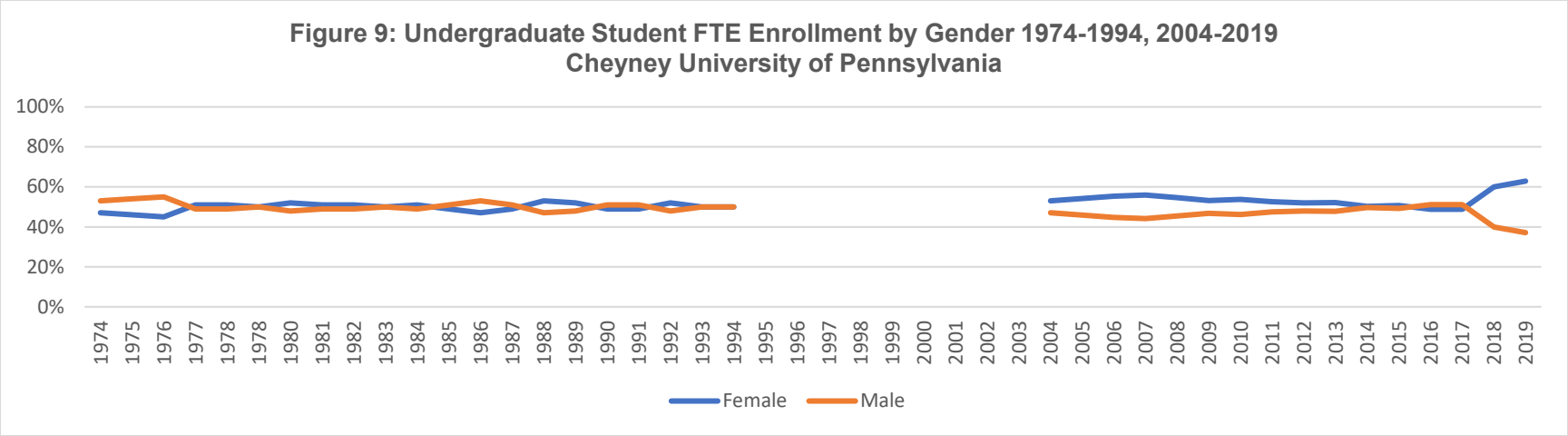
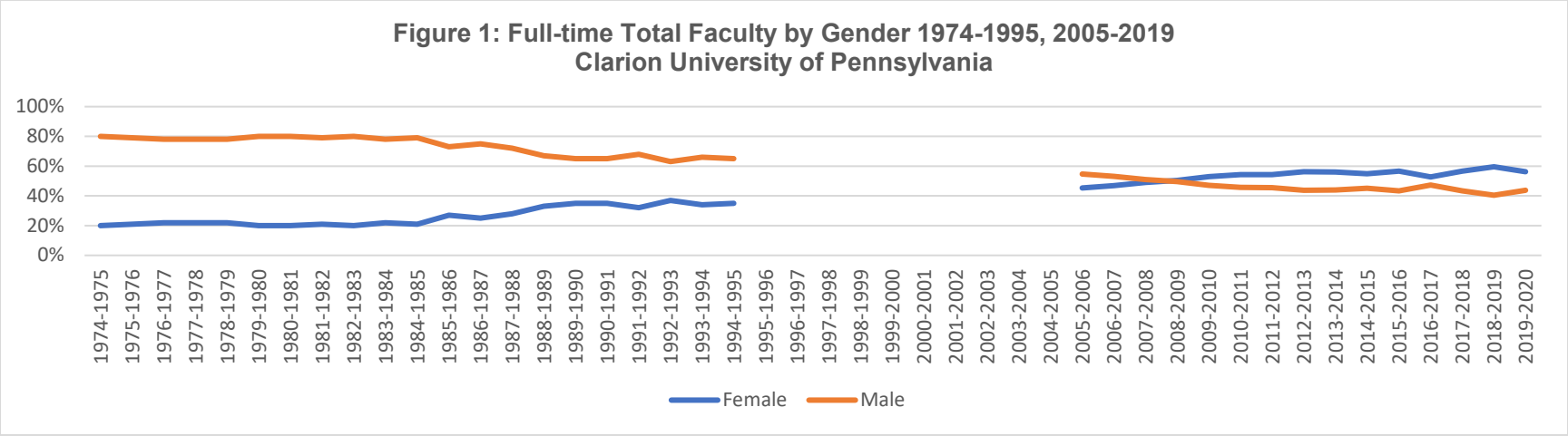


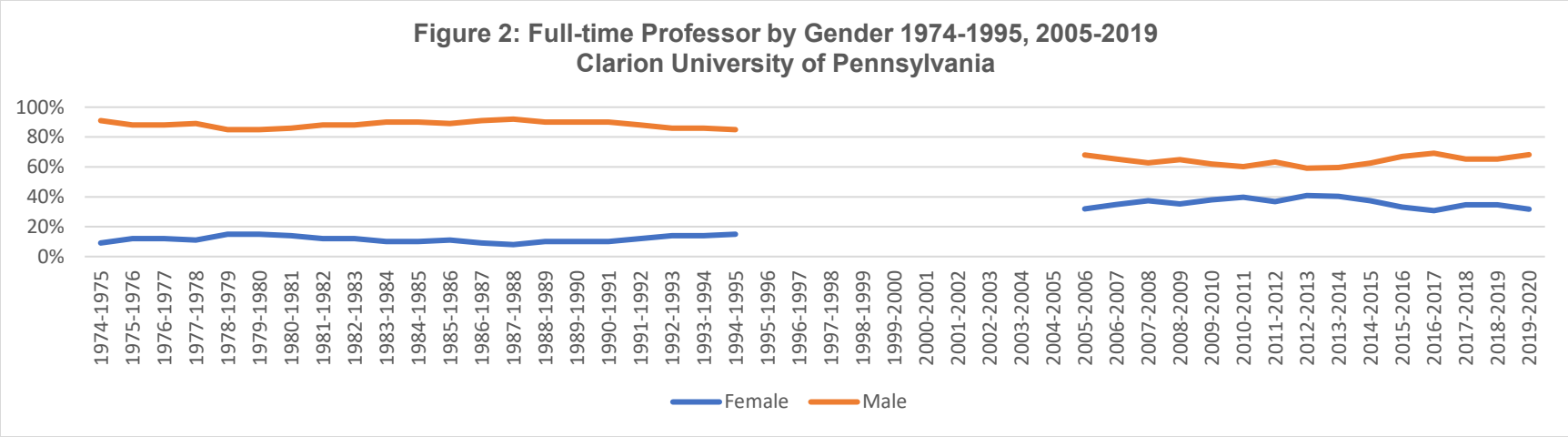
Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Cheyney University of Pennsylvania

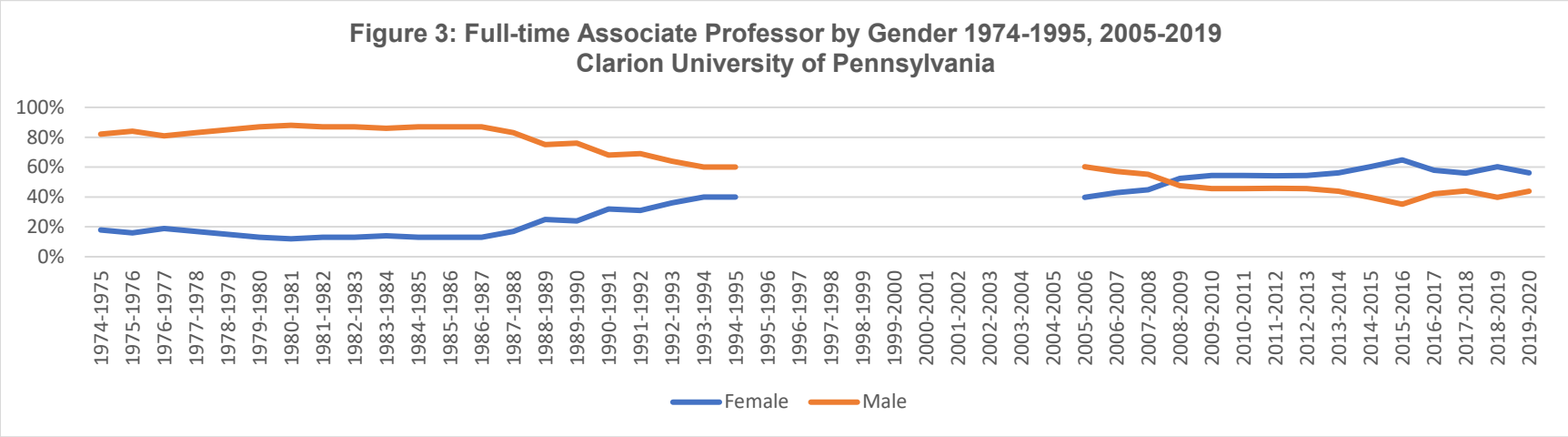


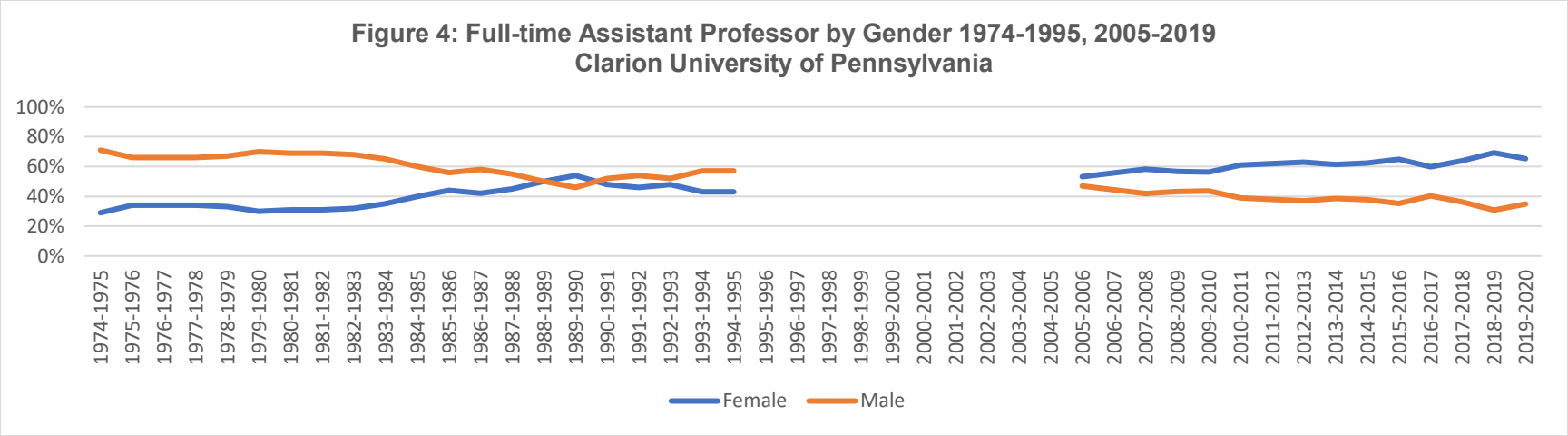


Clarion University of Pennsylvania




Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Clarion University of Pennsylvania
100%
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20%
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1974-1975
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Clarion University of Pennsylvania
100%
80%
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1974-1975
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2019-2020
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Clarion University of Pennsylvania
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20%
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2019-2020
Female
Male

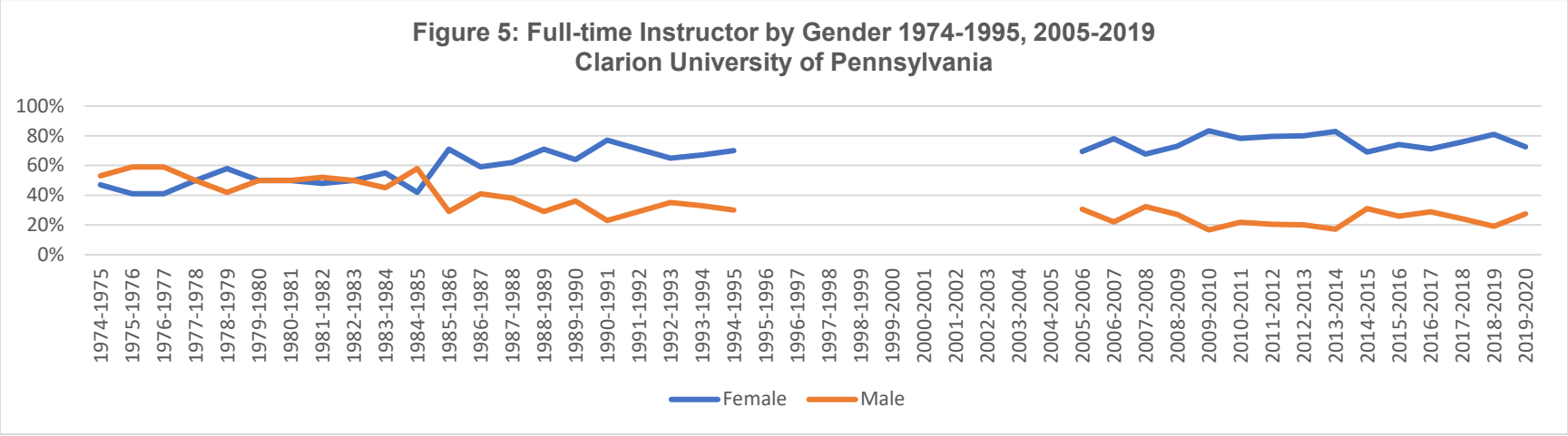

Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Clarion University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Clarion University of Pennsylvania

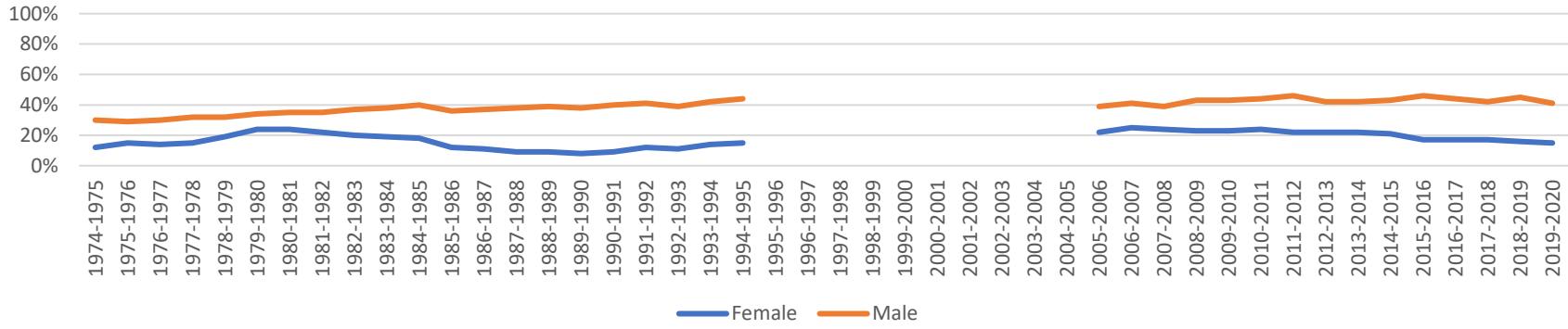
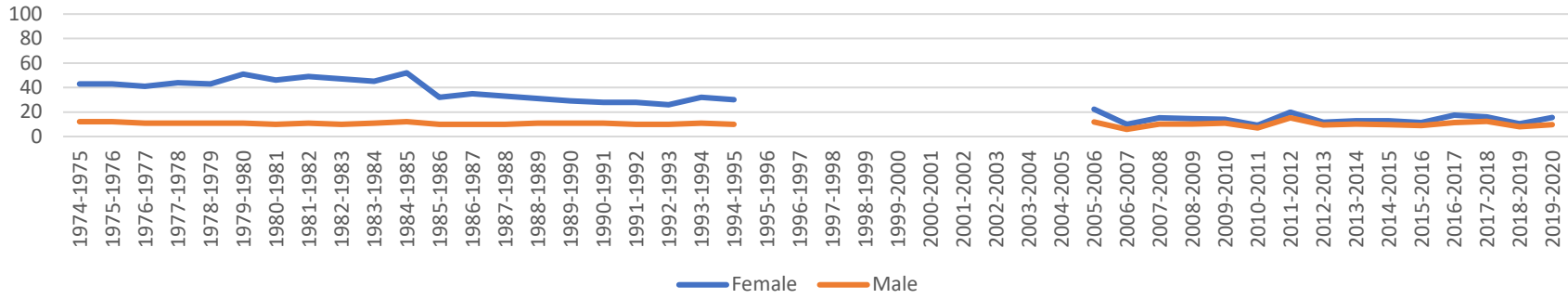
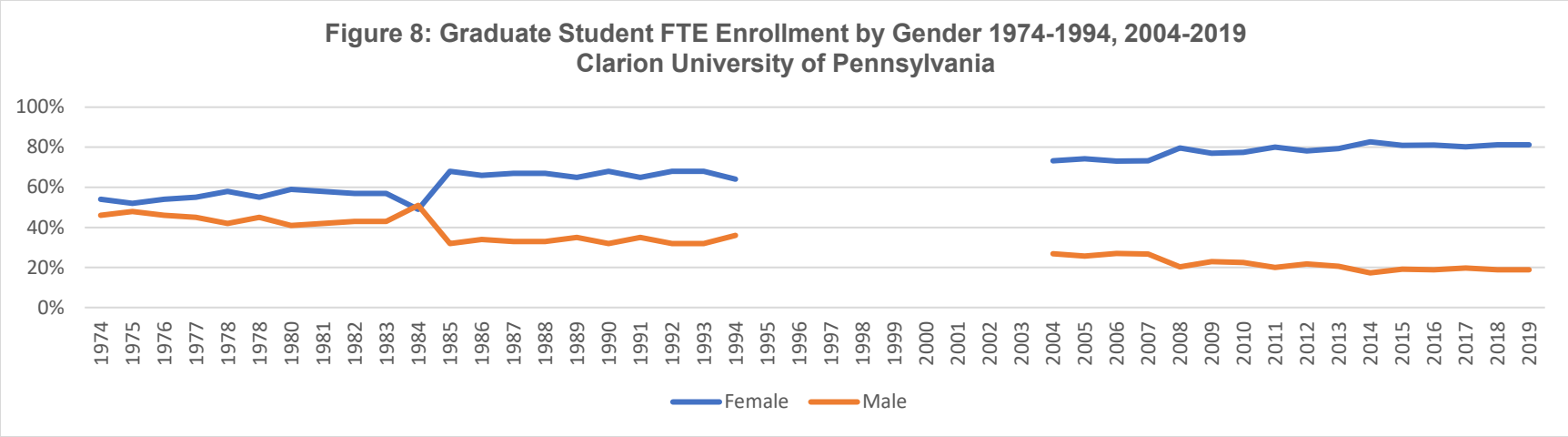
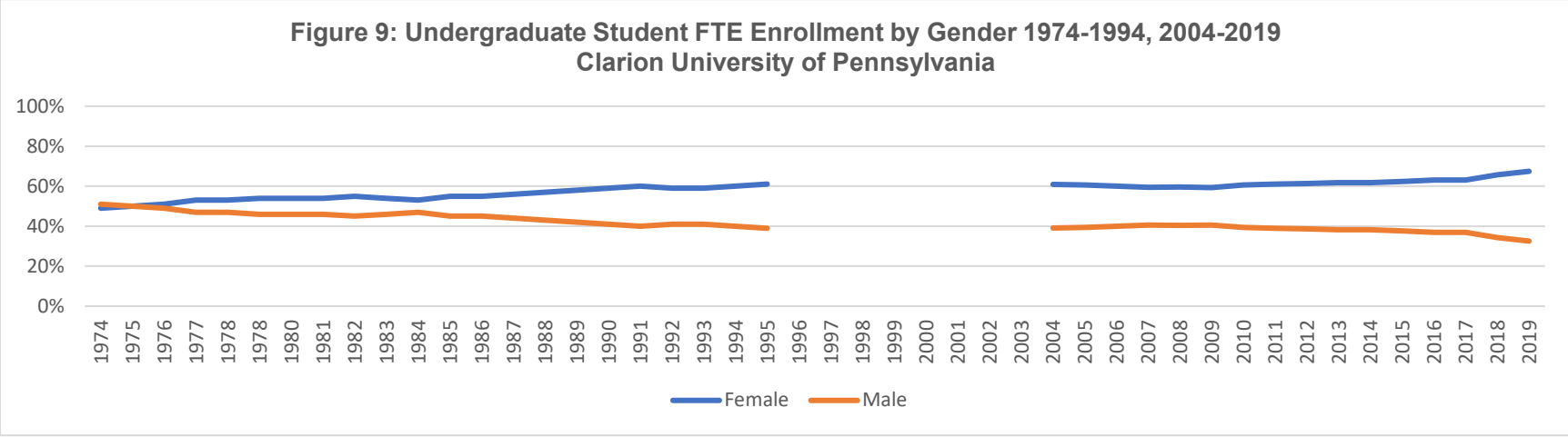
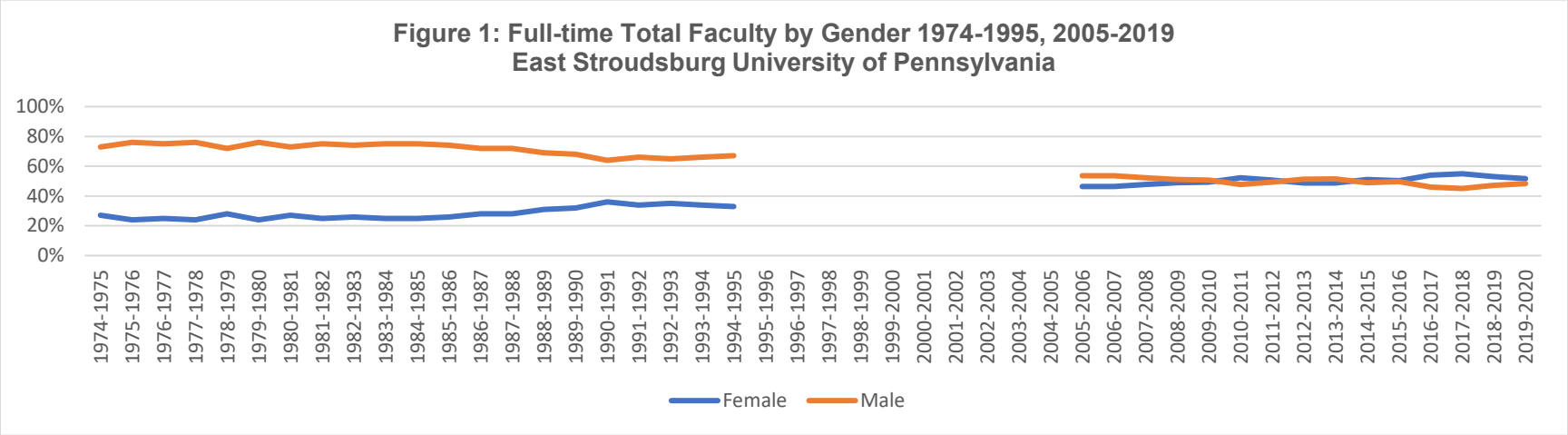


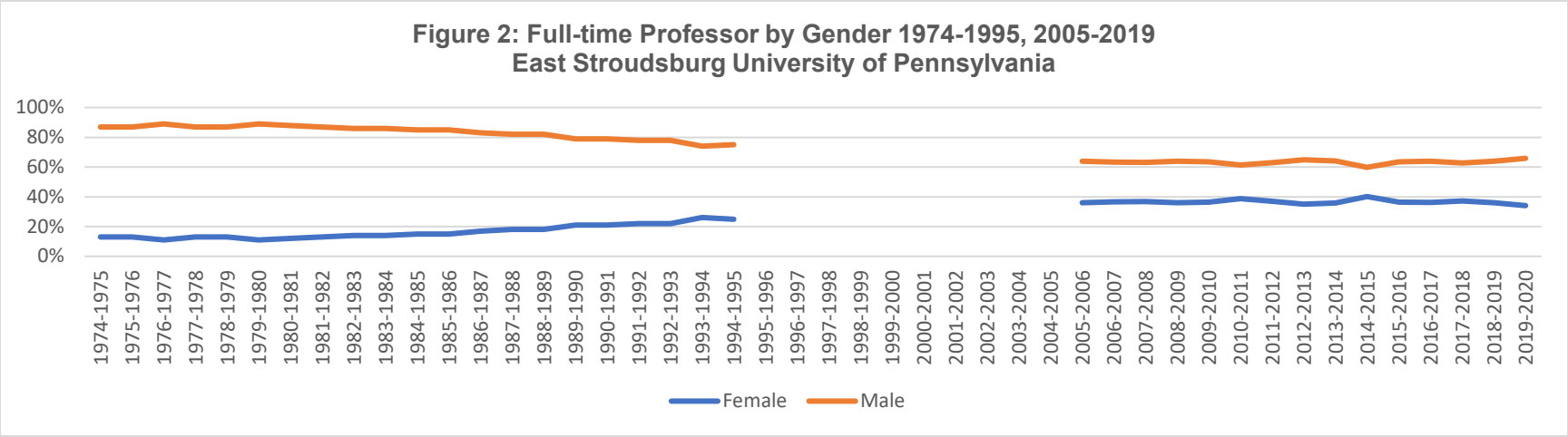
Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Clarion University of Pennsylvania

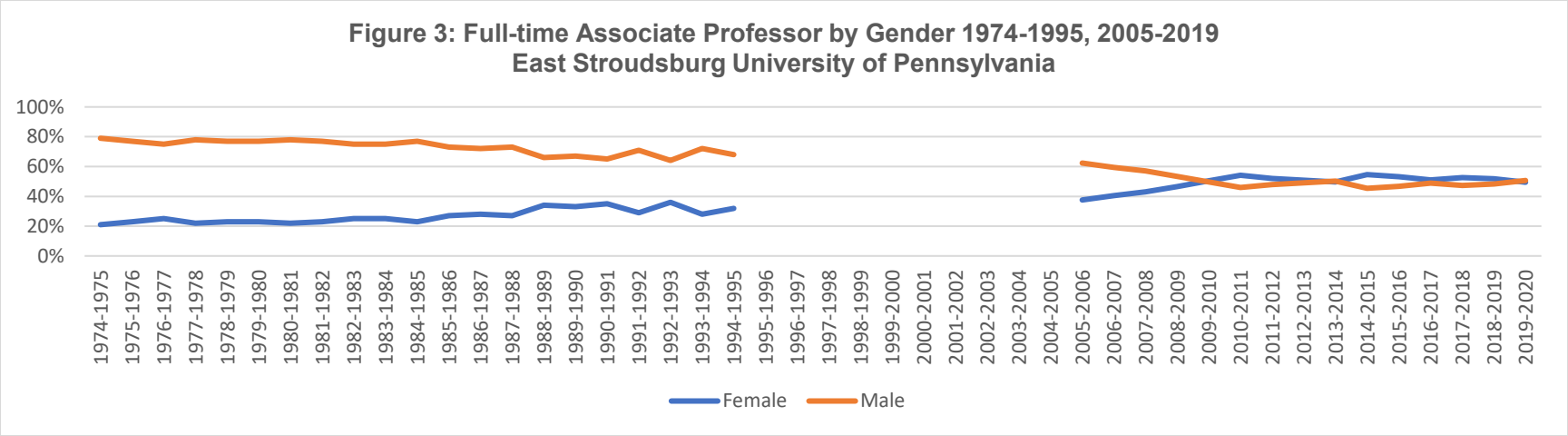


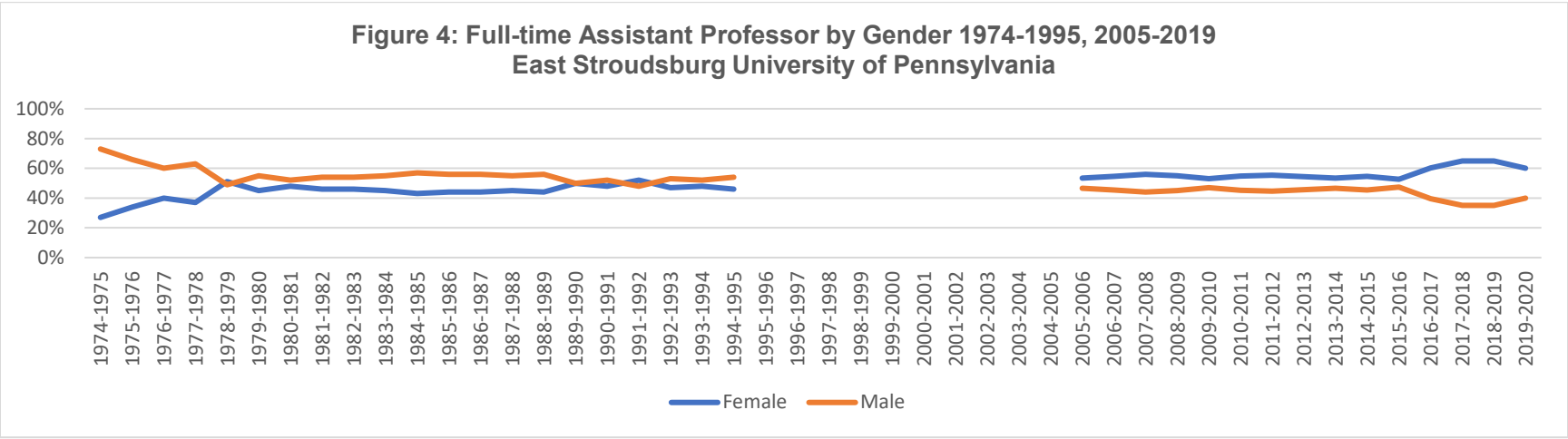

Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Clarion University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
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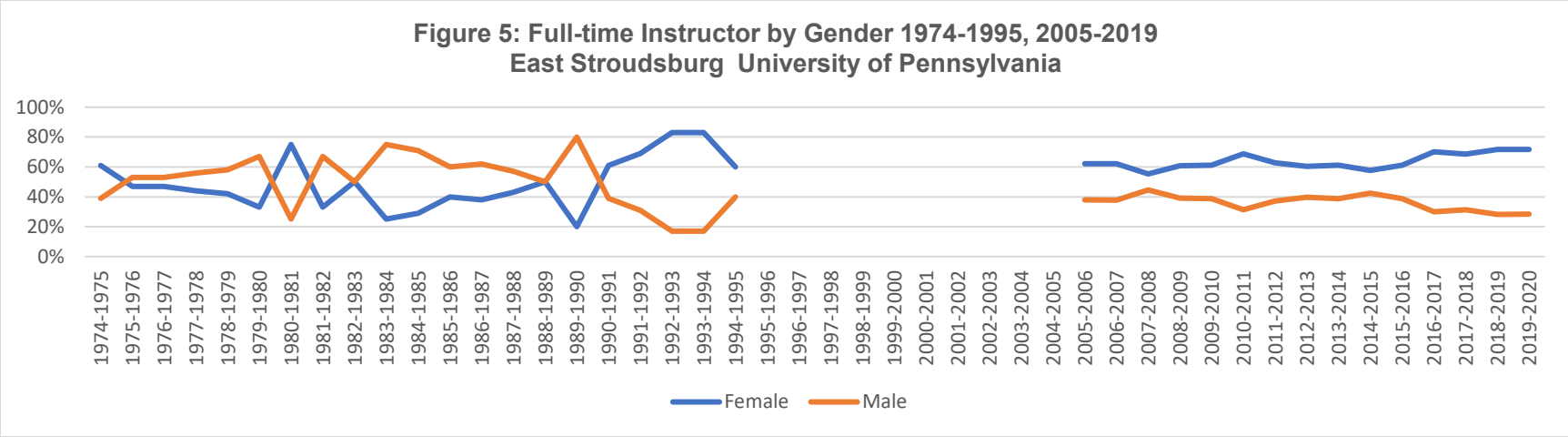

Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Clarion University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male


Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
East Stroudsburg University of Pennsylvania
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20%
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2019-2020
Female
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Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
East Stroudsburg University of Pennsylvania
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
East Stroudsburg University of Pennsylvania
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40%
20%
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2018-2019
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Female
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
East Stroudsburg University of Pennsylvania
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2018-2019
2019-2020
Female
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Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
East Stroudsburg University of Pennsylvania
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Female
Male

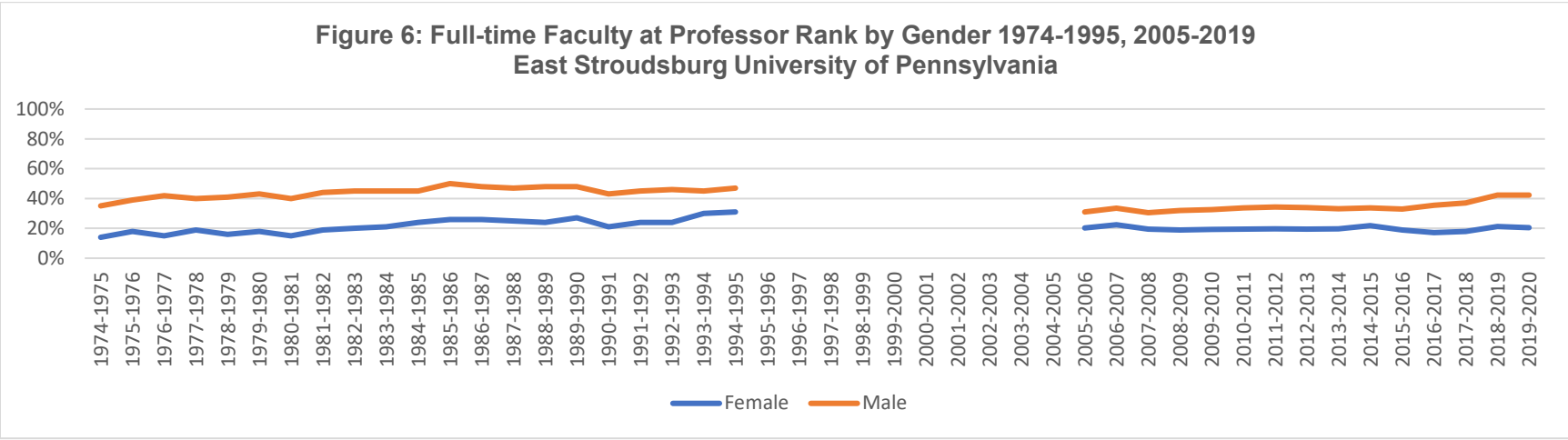

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
East Stroudsburg University of Pennsylvania
100%
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60%
40%
20%
0%
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
East Stroudsburg University of Pennsylvania

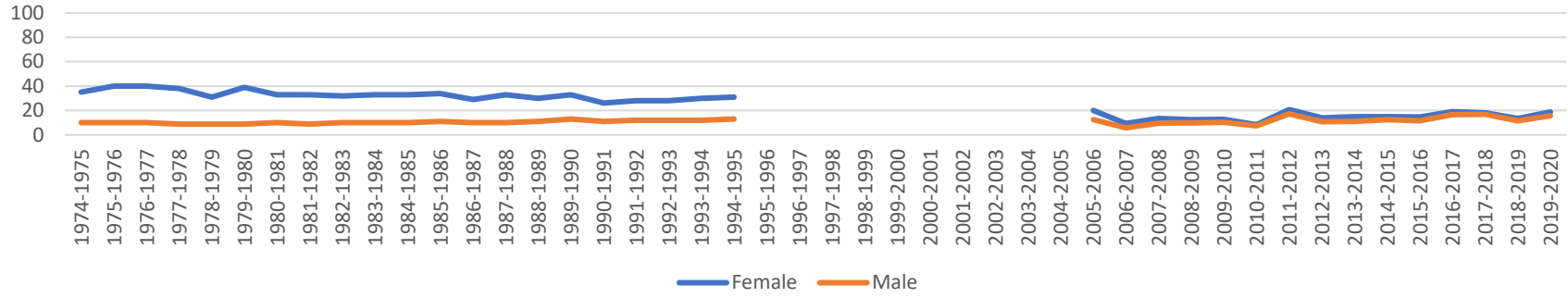
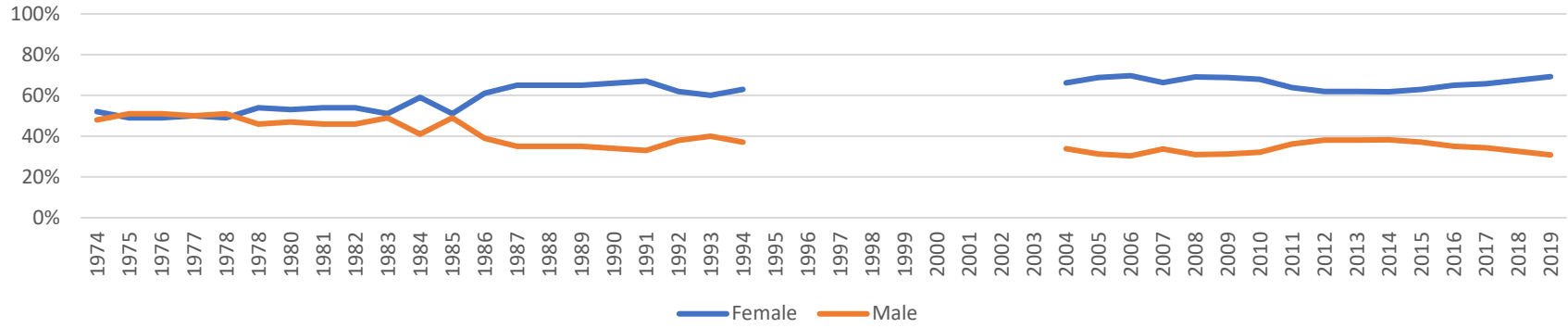
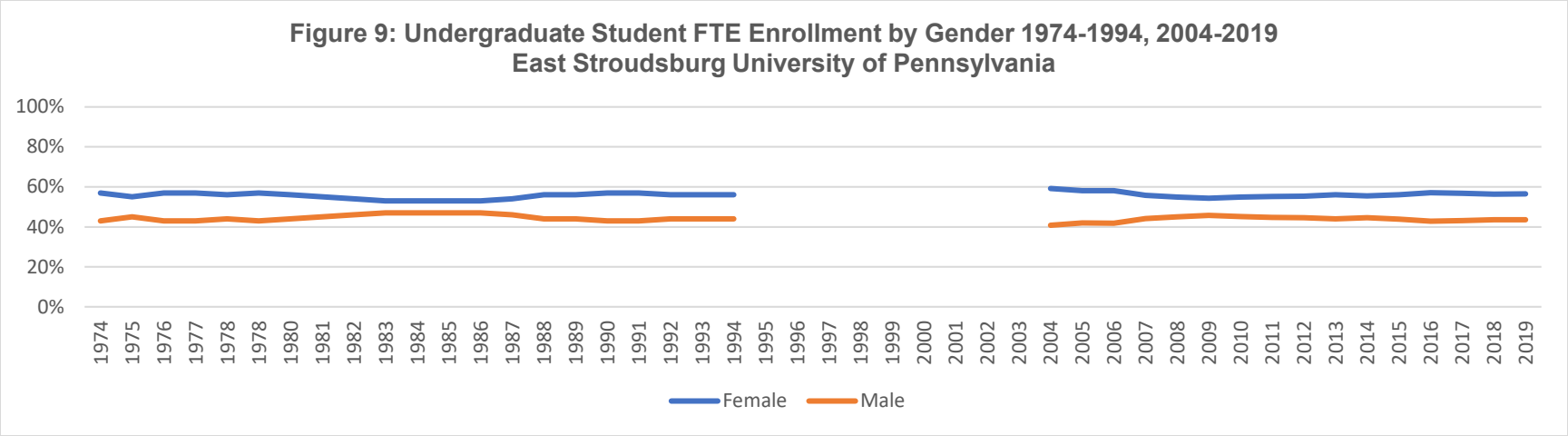


Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
East Stroudsburg University of Pennsylvania





Edinboro University of Pennsylvania

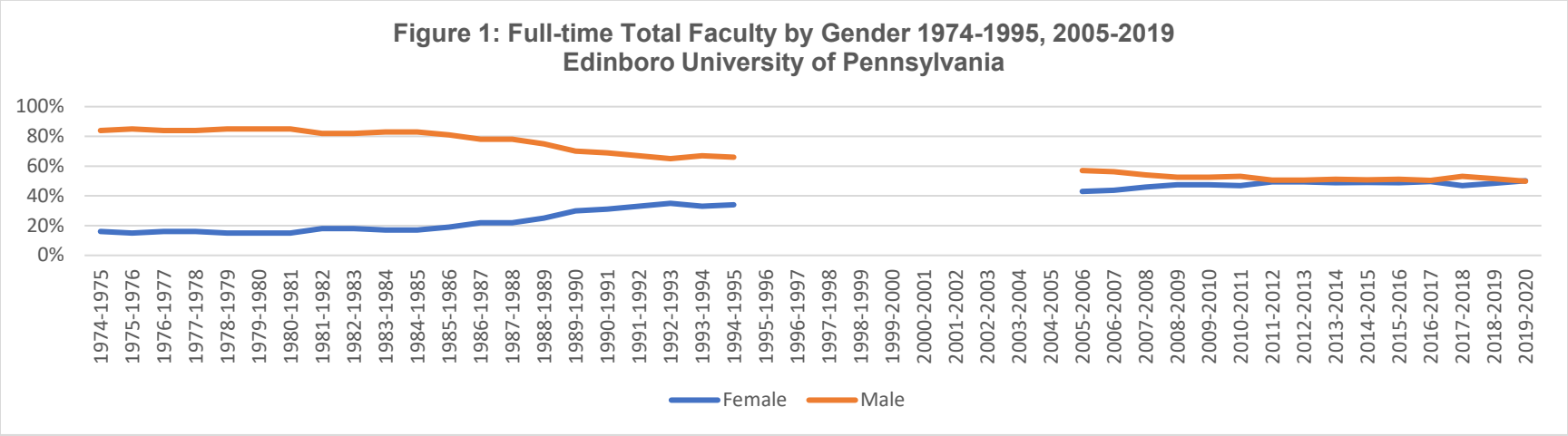


Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Edinboro University of Pennsylvania

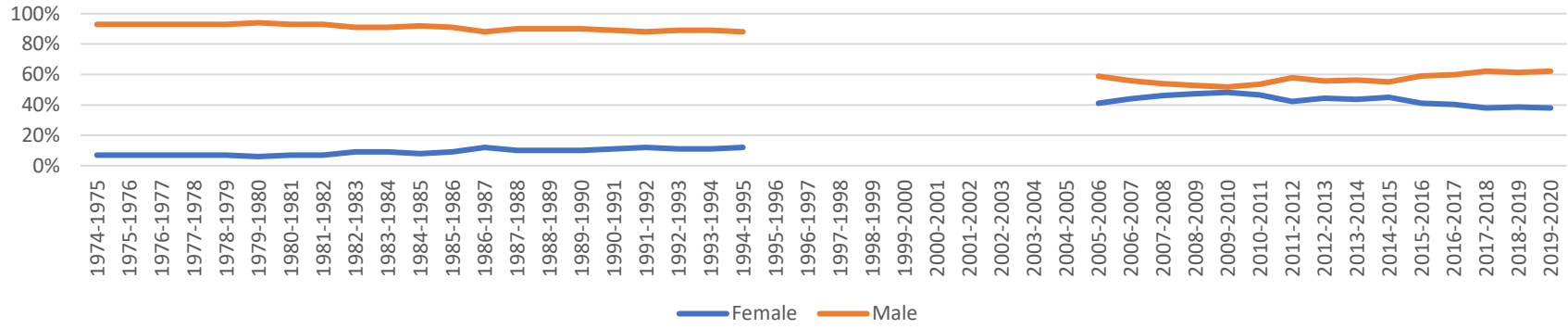
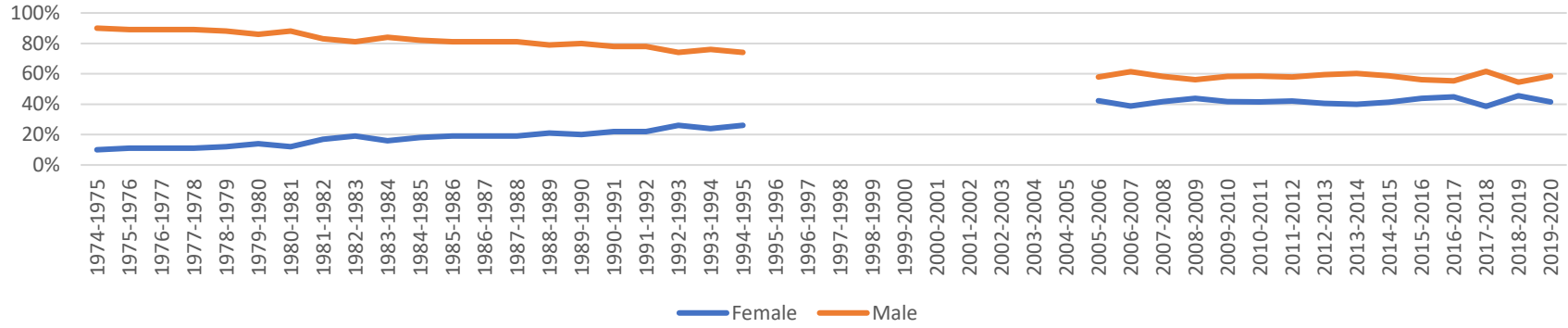
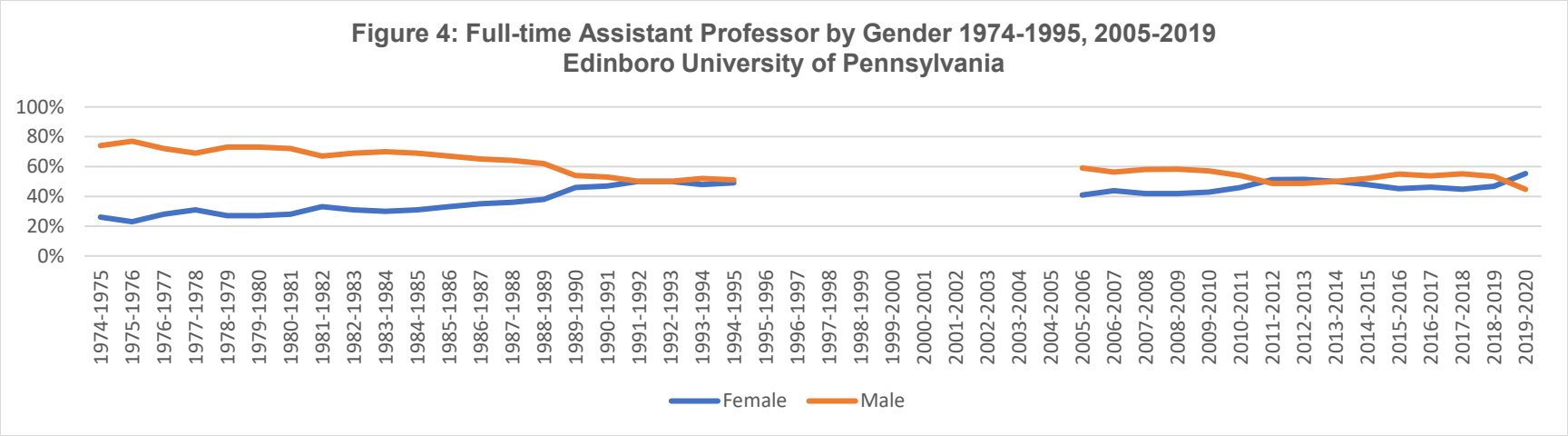


Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Edinboro University of Pennsylvania




Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Edinboro University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
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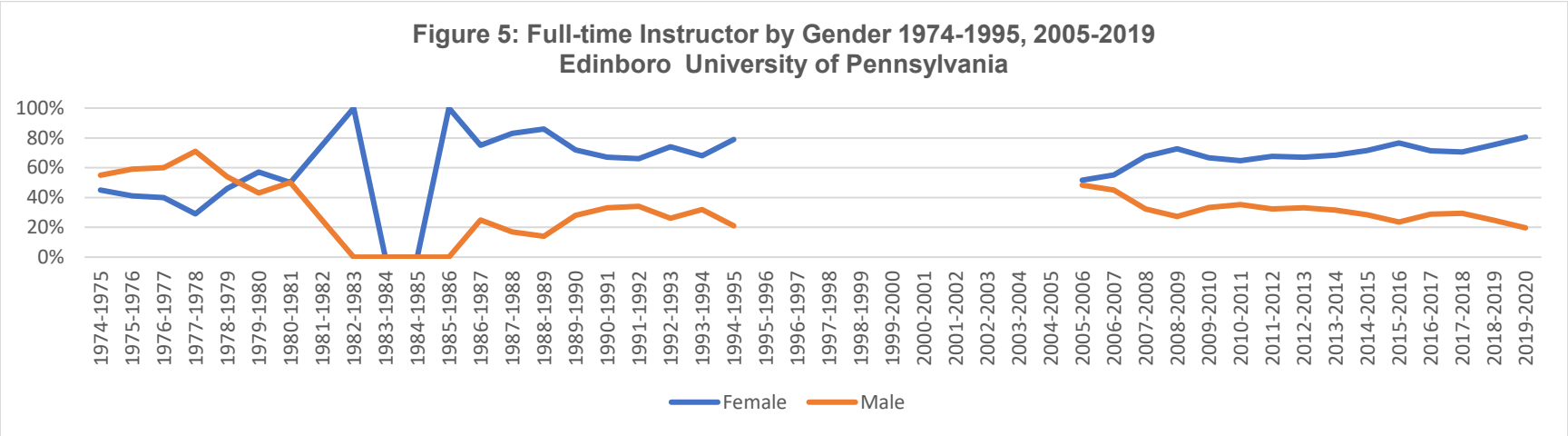

Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Edinboro University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
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2017-2018
2018-2019
2019-2020
Female
Male

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Edinboro University of Pennsylvania

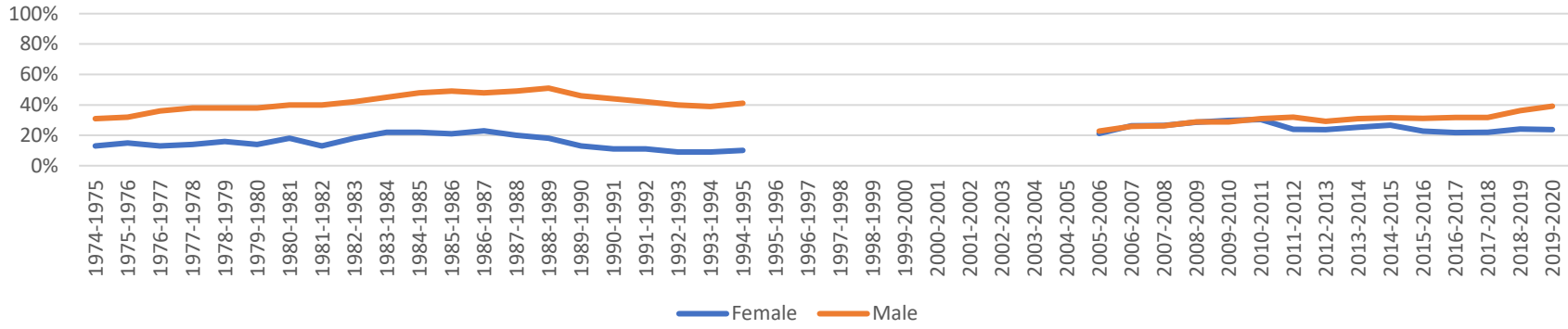
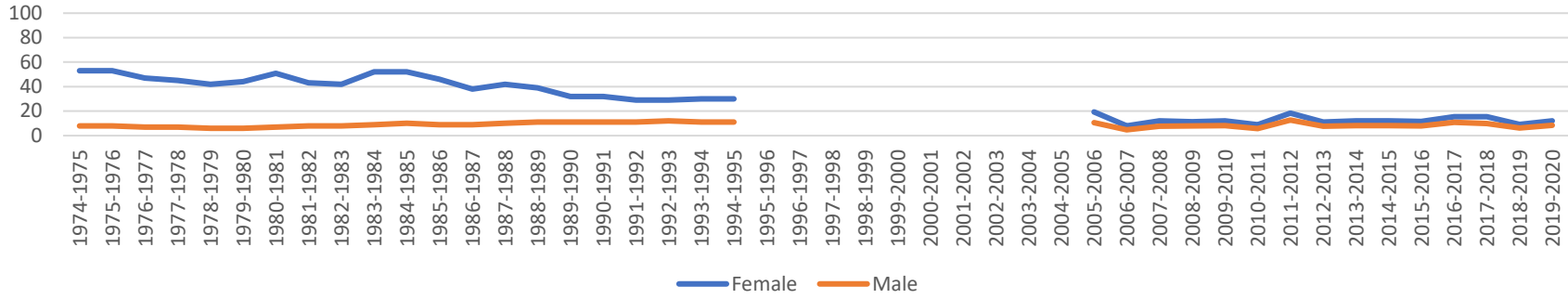
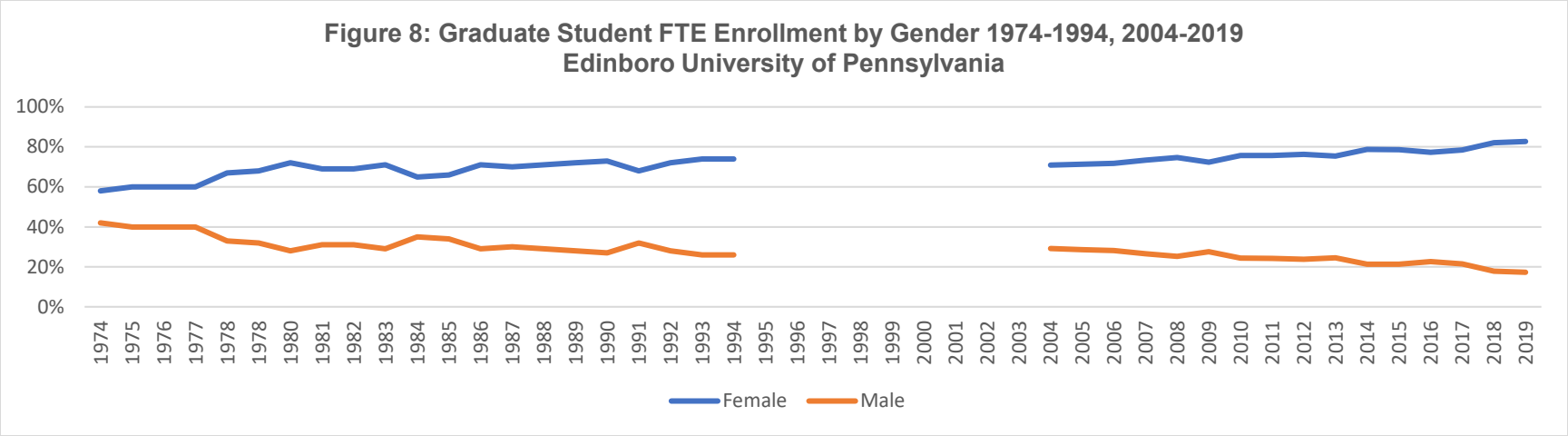
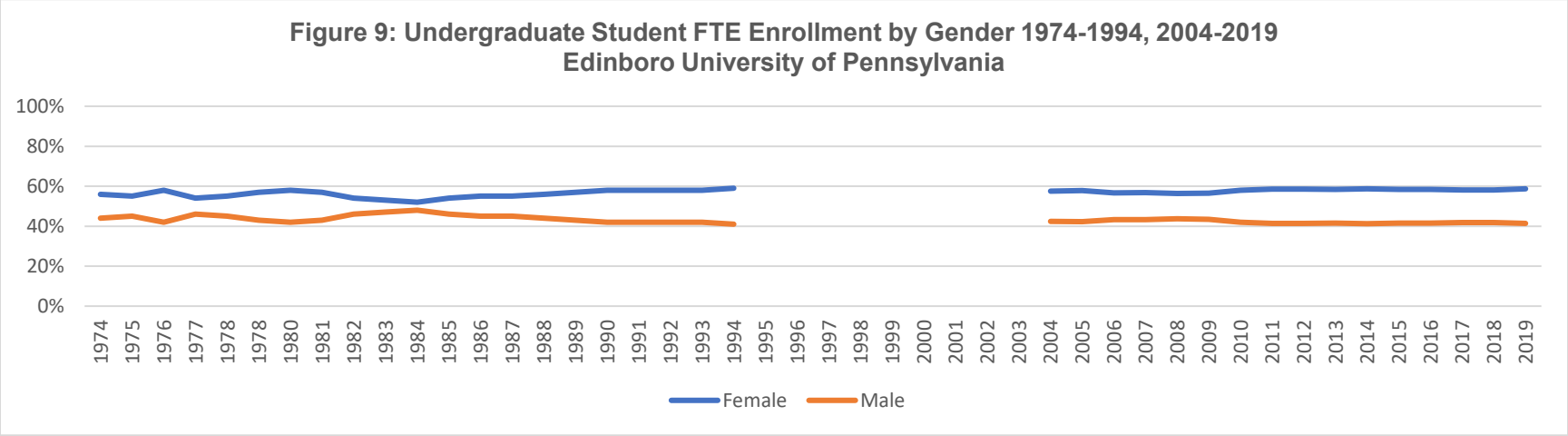
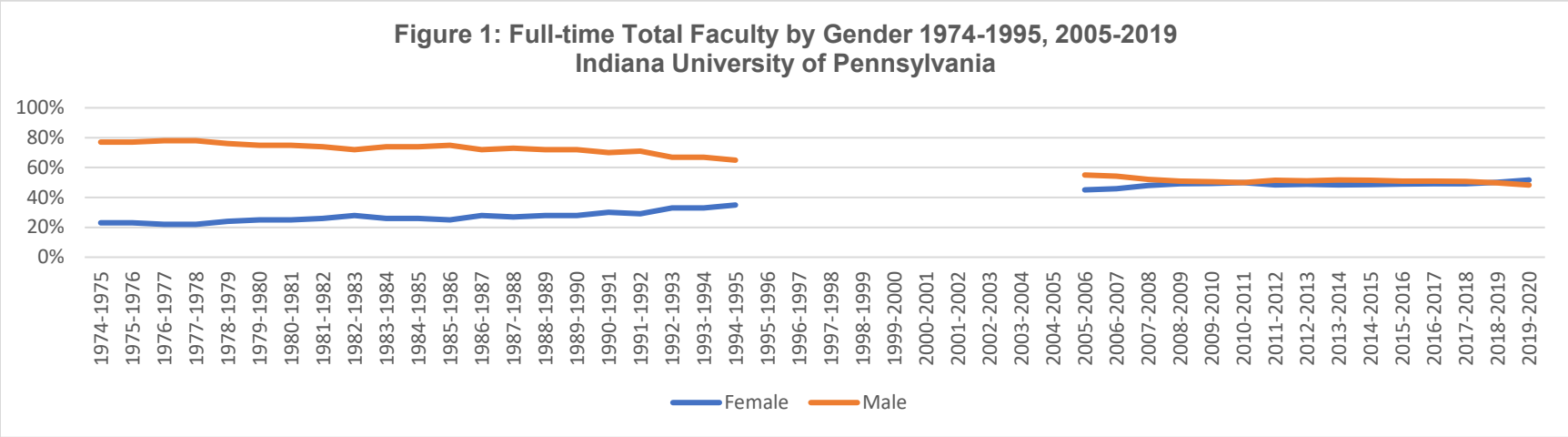


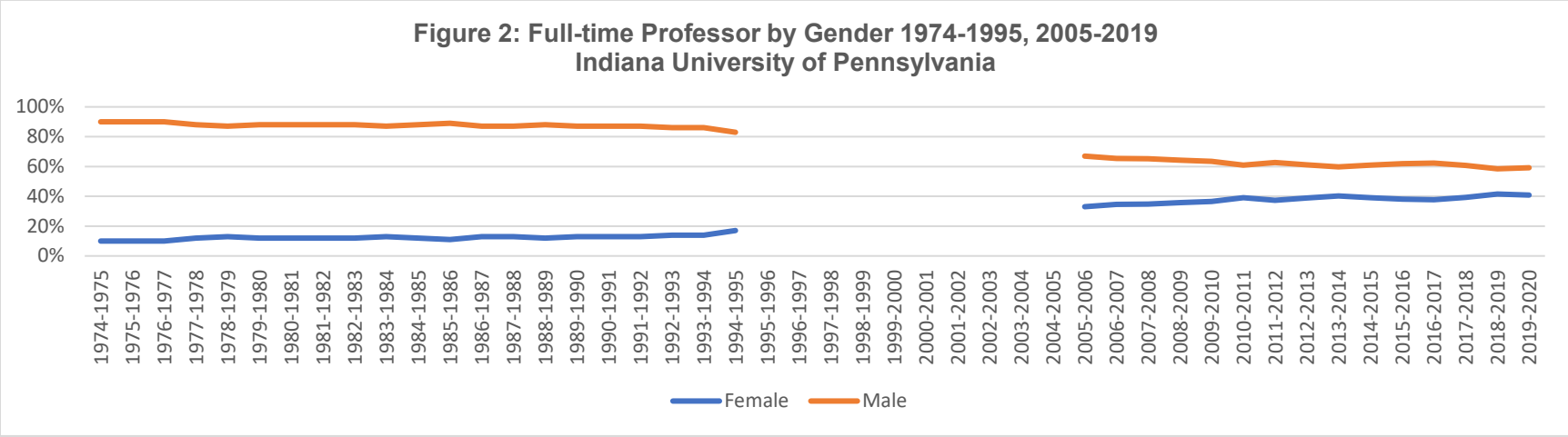
Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Edinboro University of Pennsylvania

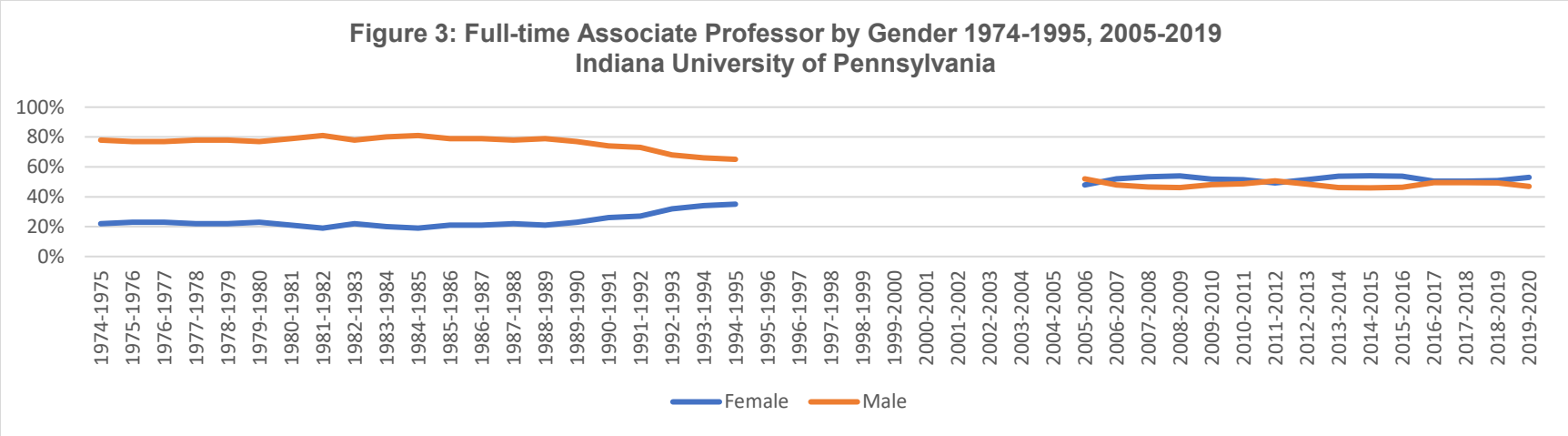


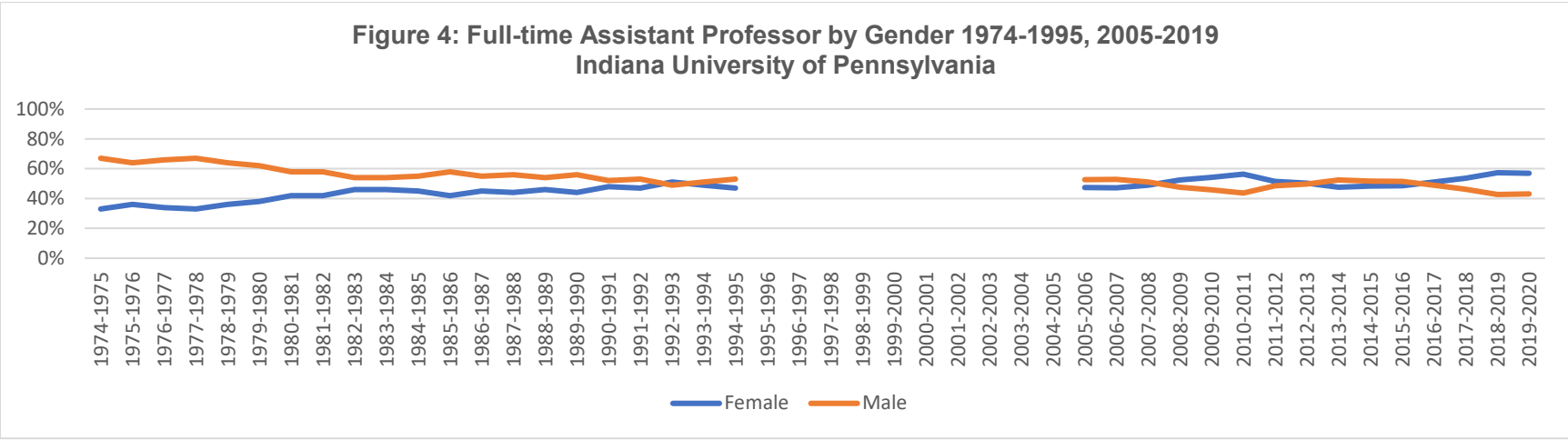

Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Edinboro University of Pennsylvania
100%
80%
60%
40%
20%
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1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
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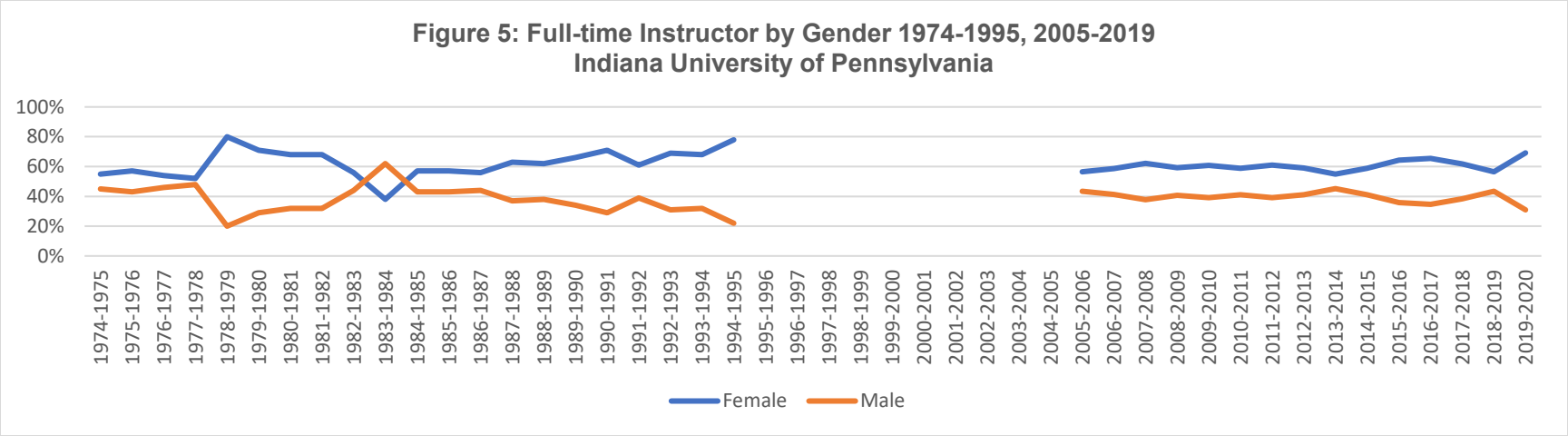

Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Edinboro University of Pennsylvania
100%
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20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
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Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
Indiana University of Pennsylvania
100%
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2018-2019
2019-2020
Female
Male


Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Indiana University of Pennsylvania
100%
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2018-2019
2019-2020
Female
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Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Indiana University of Pennsylvania
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Female
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Indiana University of Pennsylvania
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2019-2020
Female
Male


Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Indiana University of Pennsylvania
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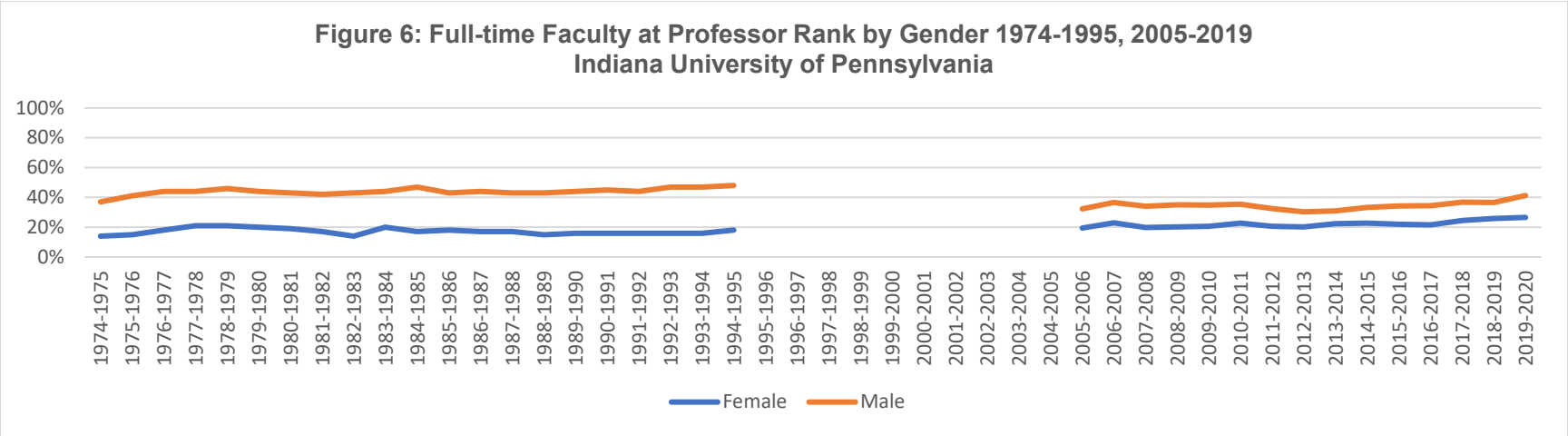

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Indiana University of Pennsylvania
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40%
20%
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1975-1976
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2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Indiana University of Pennsylvania

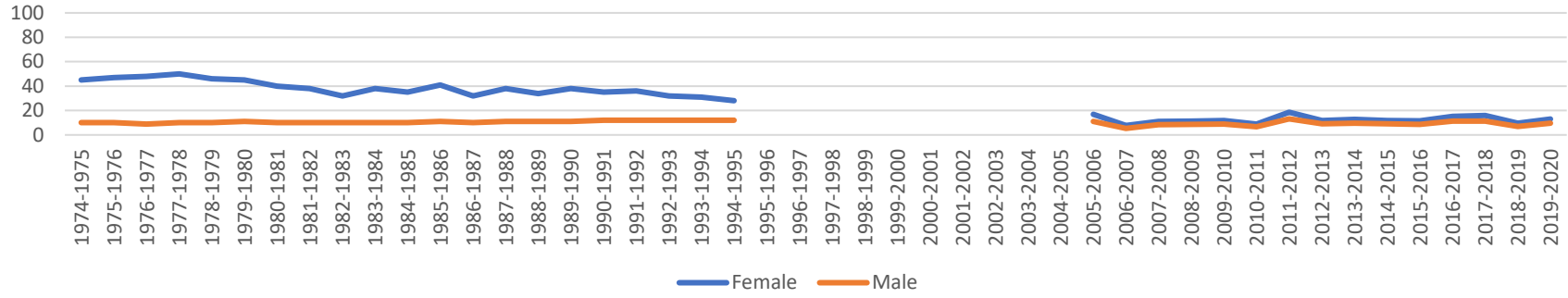
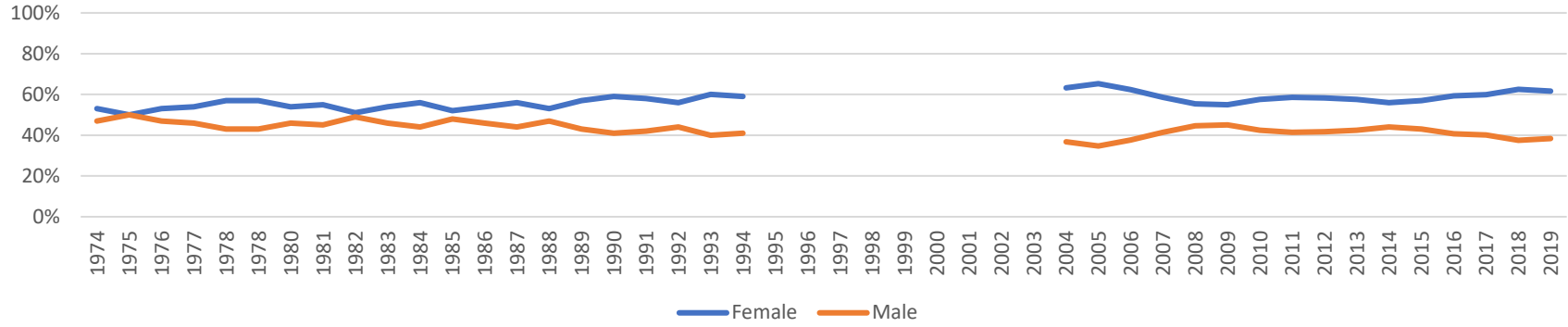
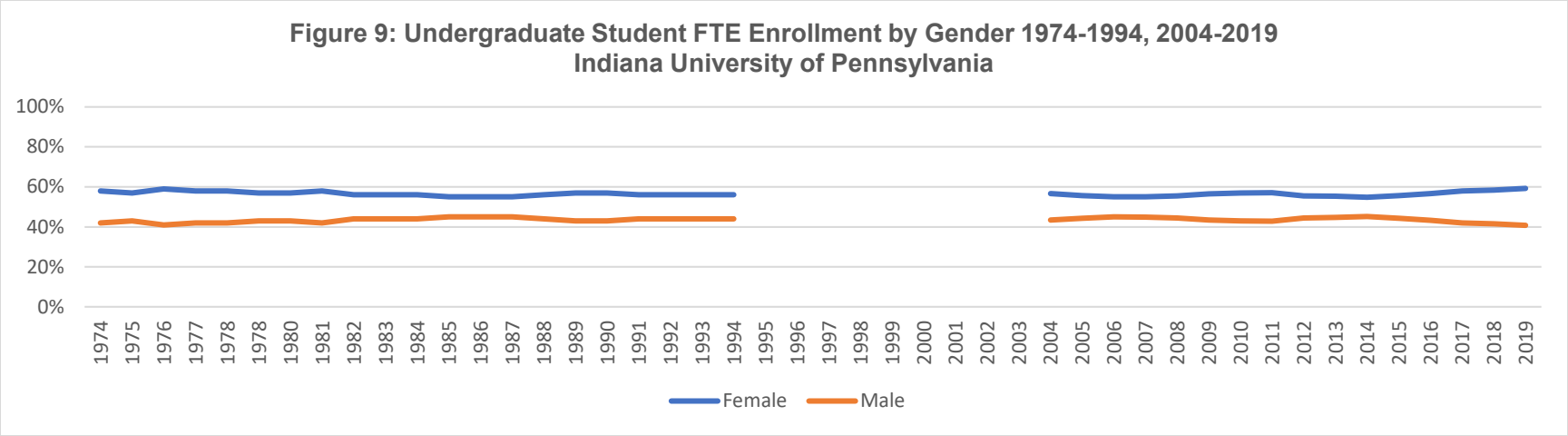
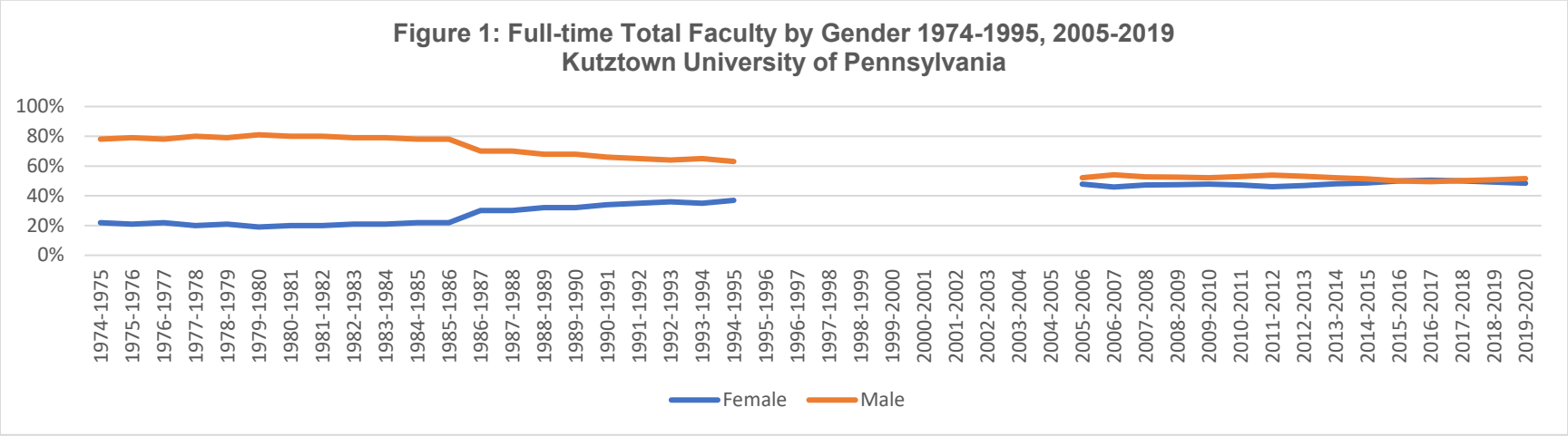


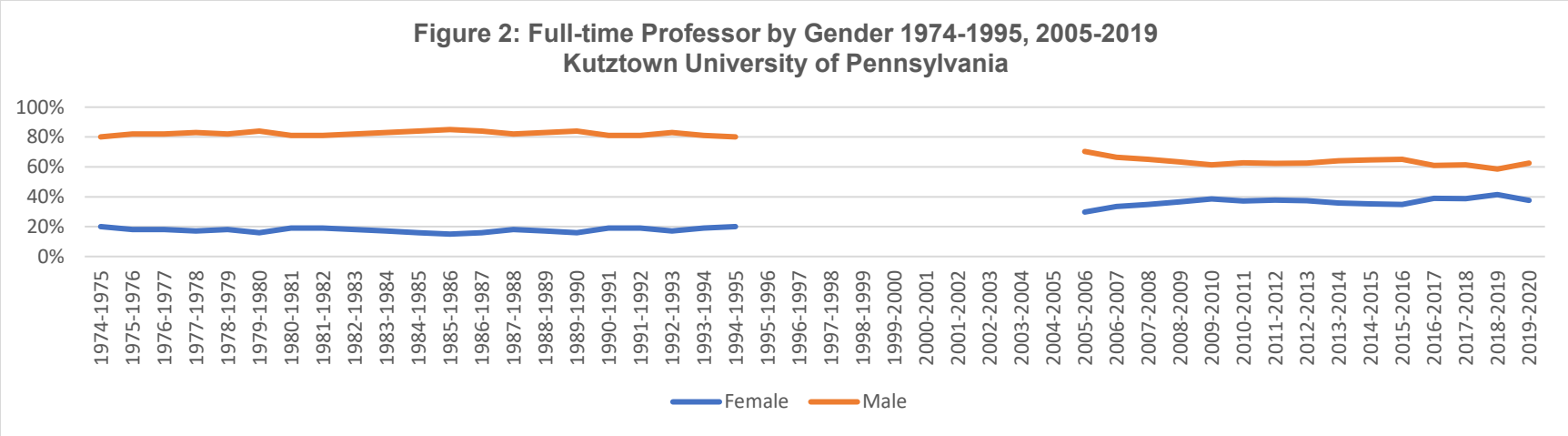
Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Indiana University of Pennsylvania

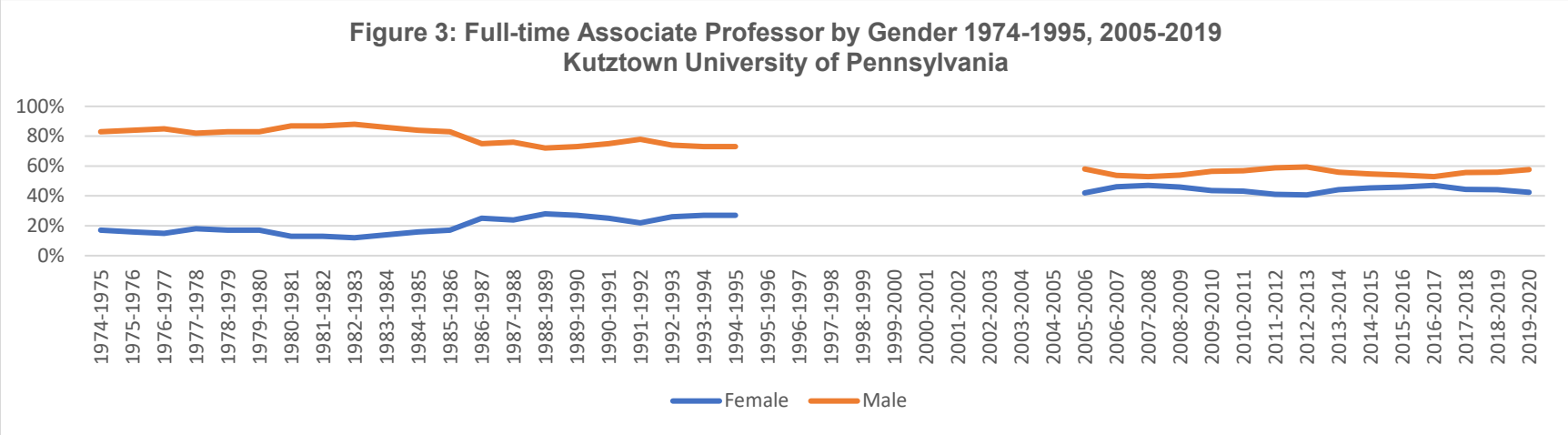


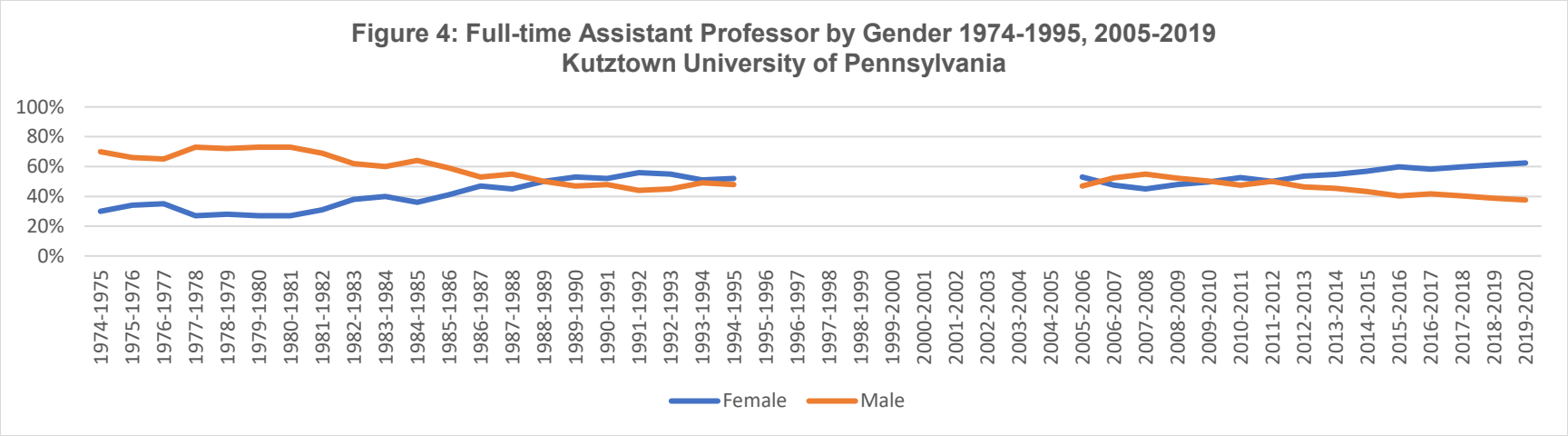


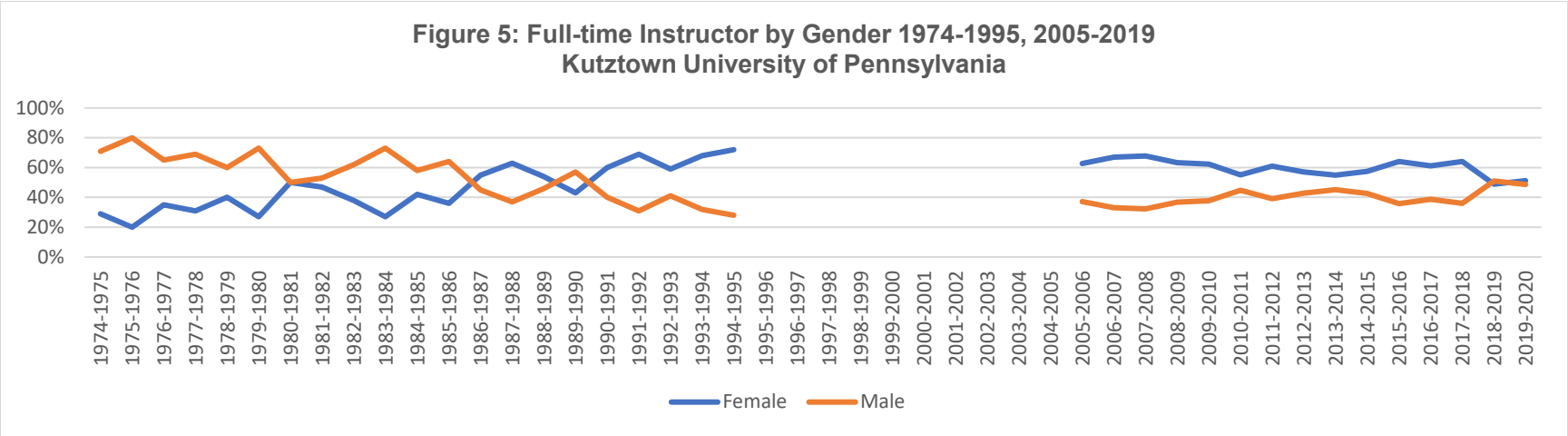
Kutztown University of Pennsylvania

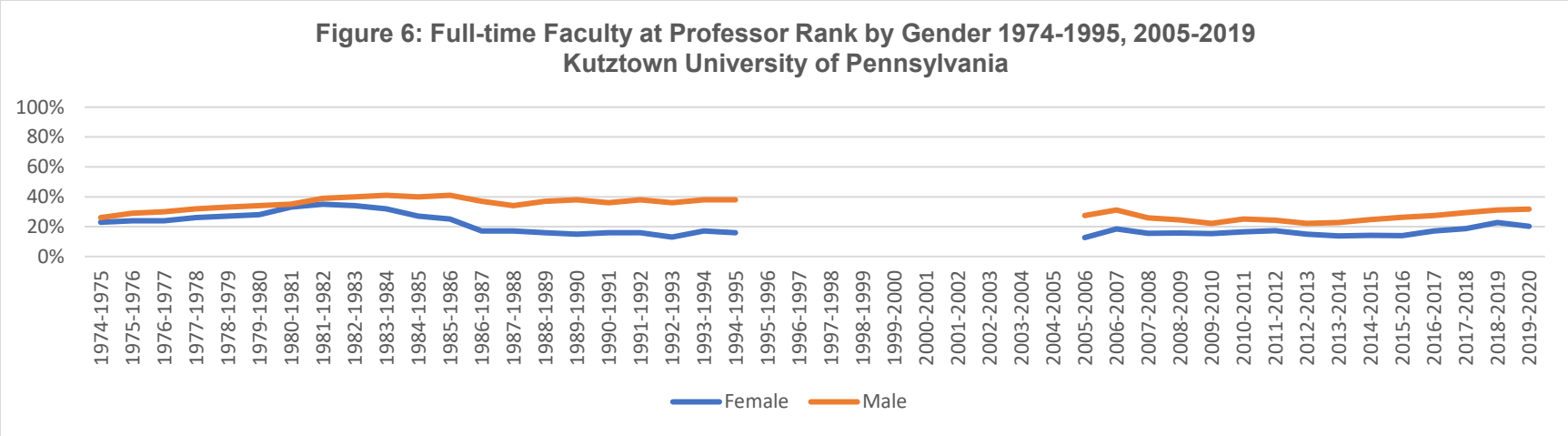


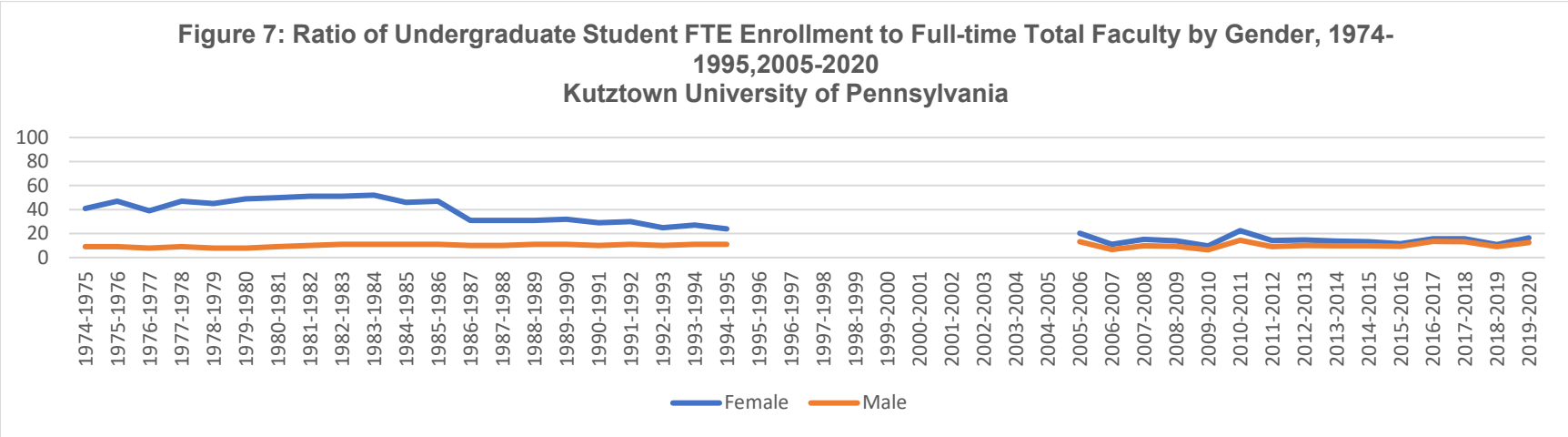

Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Kutztown University of Pennsylvania
100%
80%
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40%
20%
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1974-1975
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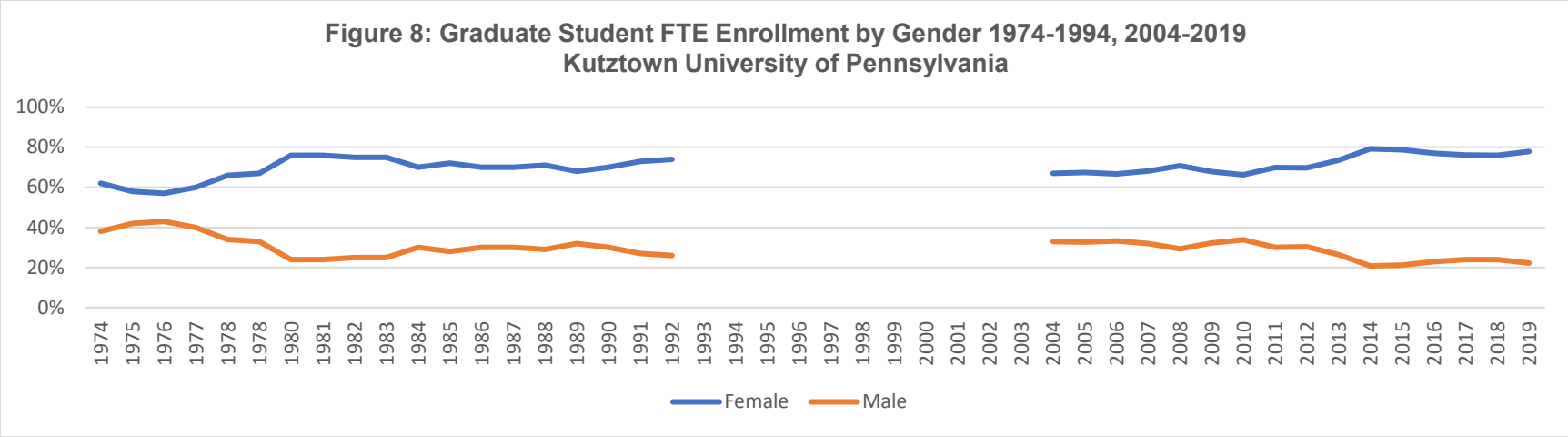

Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Kutztown University of Pennsylvania
100%
80%
60%
40%
20%
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1974-1975
1975-1976
1976-1977
1977-1978
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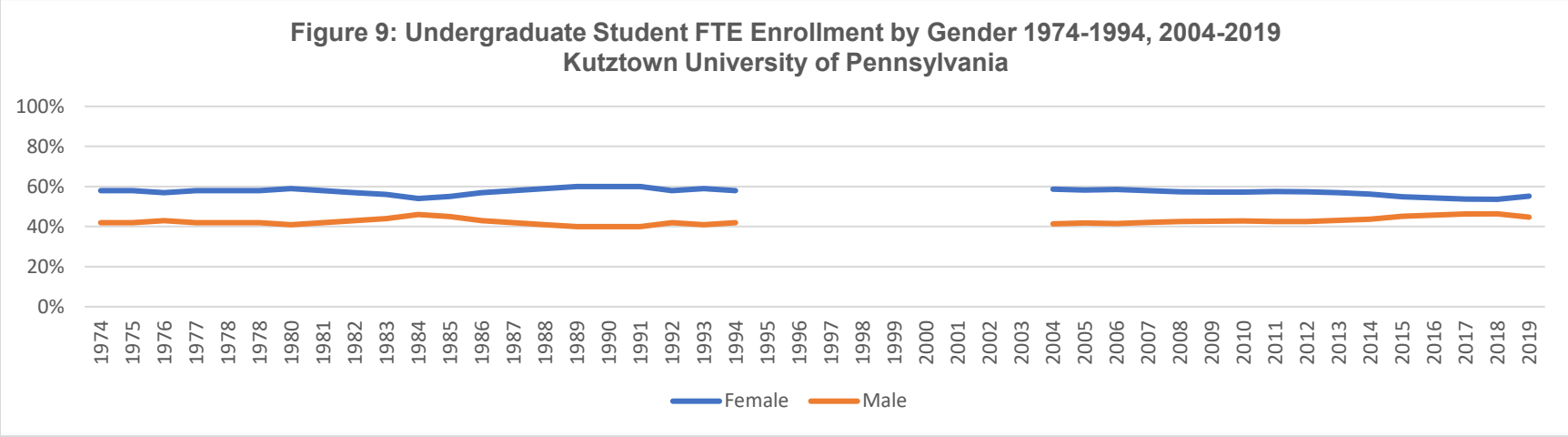

Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Kutztown University of Pennsylvania
100%
80%
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20%
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1974-1975
1975-1976
1976-1977
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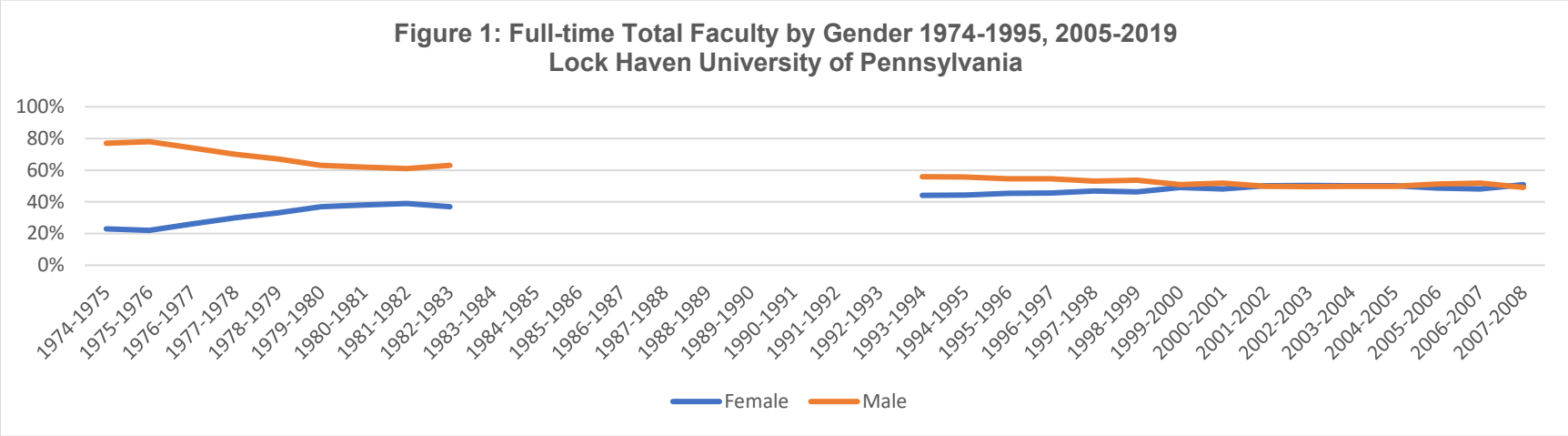

Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Kutztown University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
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Female
Male

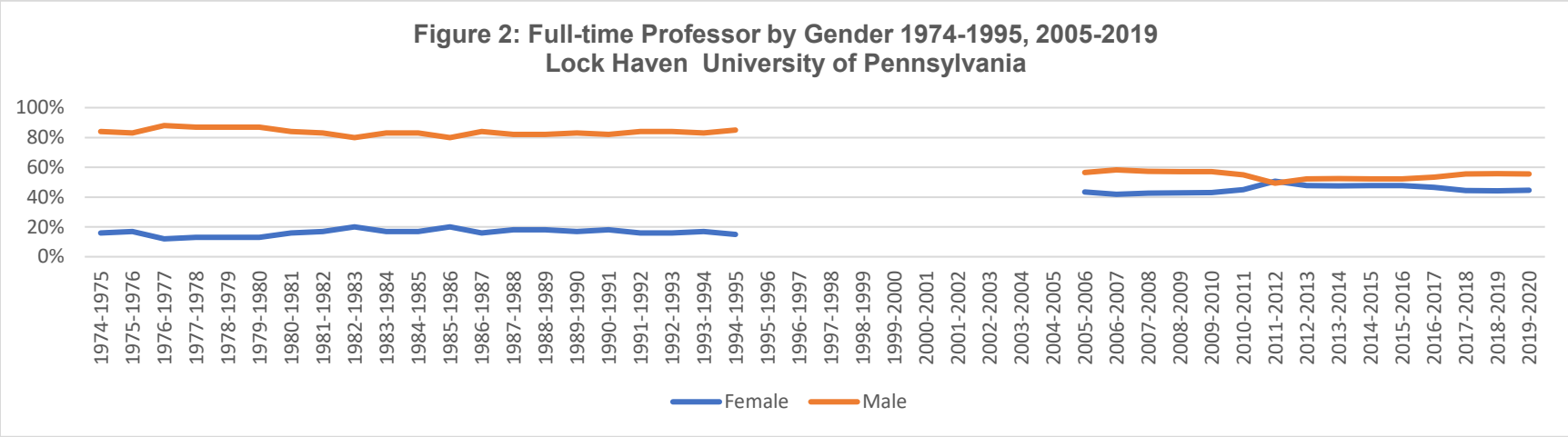

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Kutztown University of Pennsylvania
100%
80%
60%
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20%
0%
1974-1975
1975-1976
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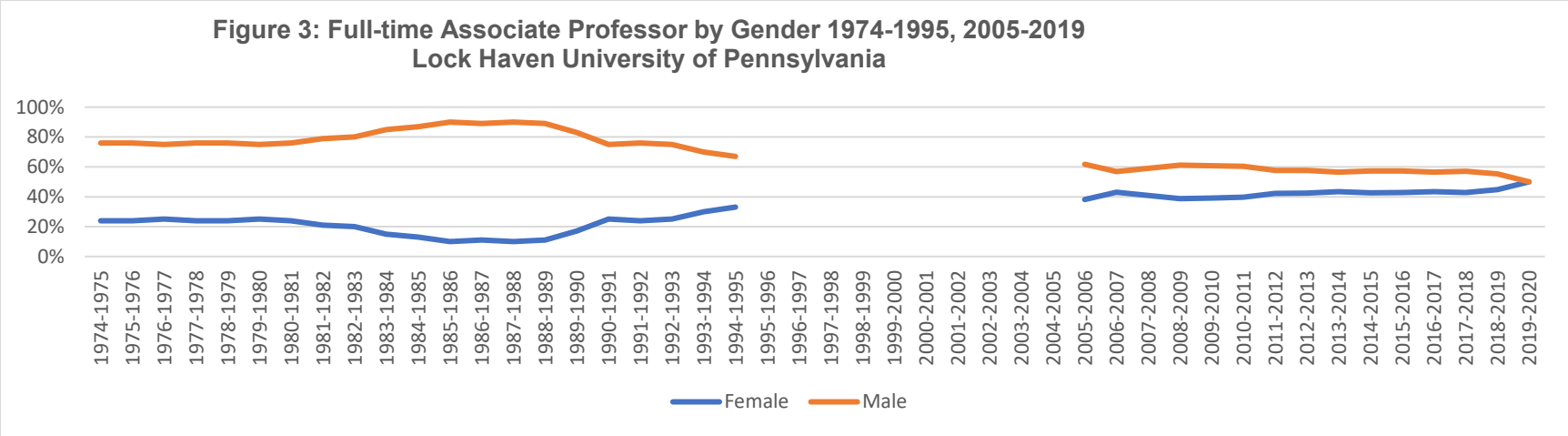

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Kutztown University of Pennsylvania
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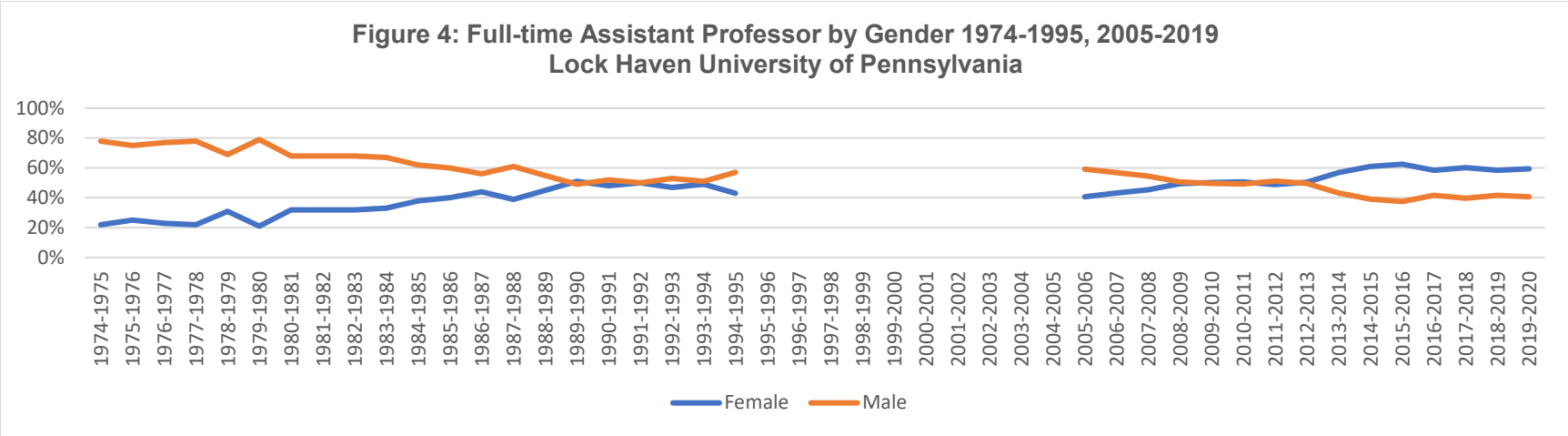

Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Kutztown University of Pennsylvania
100%
80%
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20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male

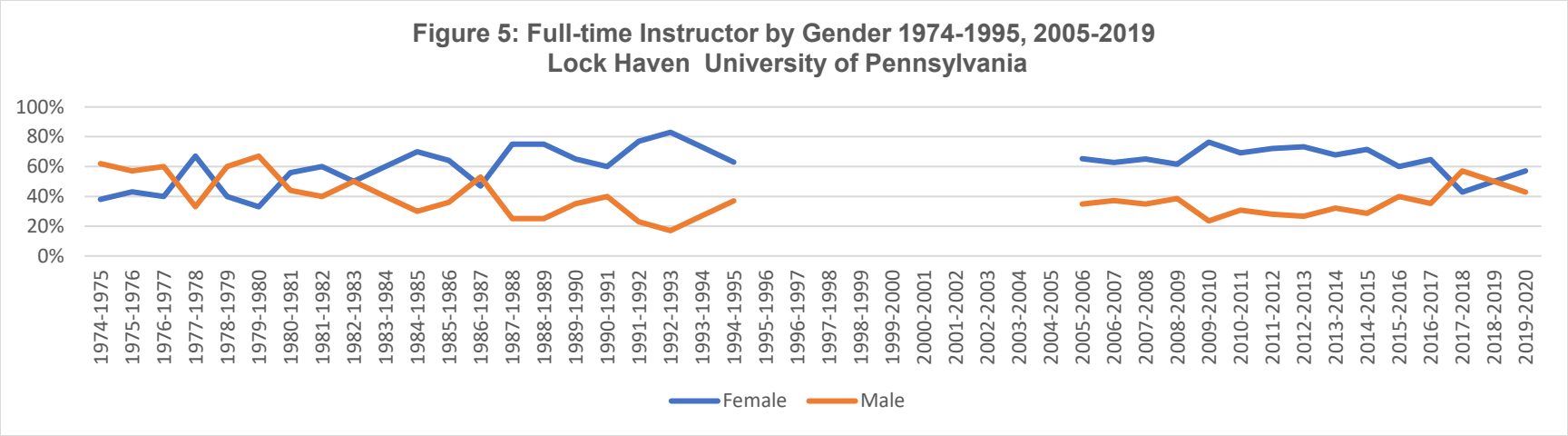

Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Kutztown University of Pennsylvania
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40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male


Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
Lock Haven University of Pennsylvania
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20%
0%
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2003-2004
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2007-2008
Female
Male


Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Lock Haven University of Pennsylvania
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2018-2019
2019-2020
Female
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Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Lock Haven University of Pennsylvania
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20%
0%
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Lock Haven University of Pennsylvania
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Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
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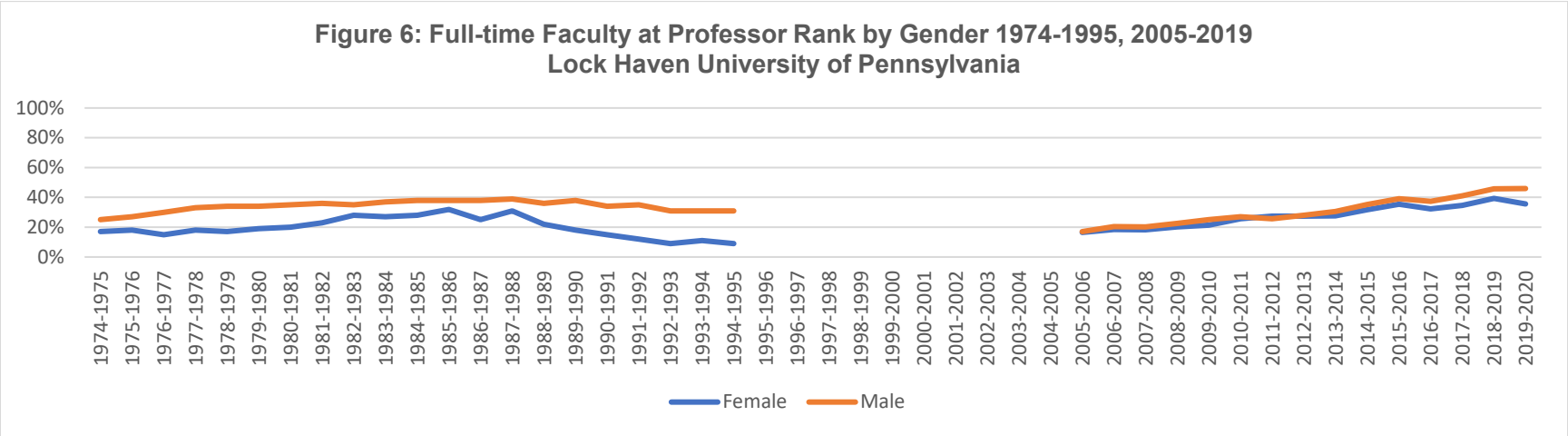

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
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2015-2016
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2019-2020
Female
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Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Lock Haven University of Pennsylvania

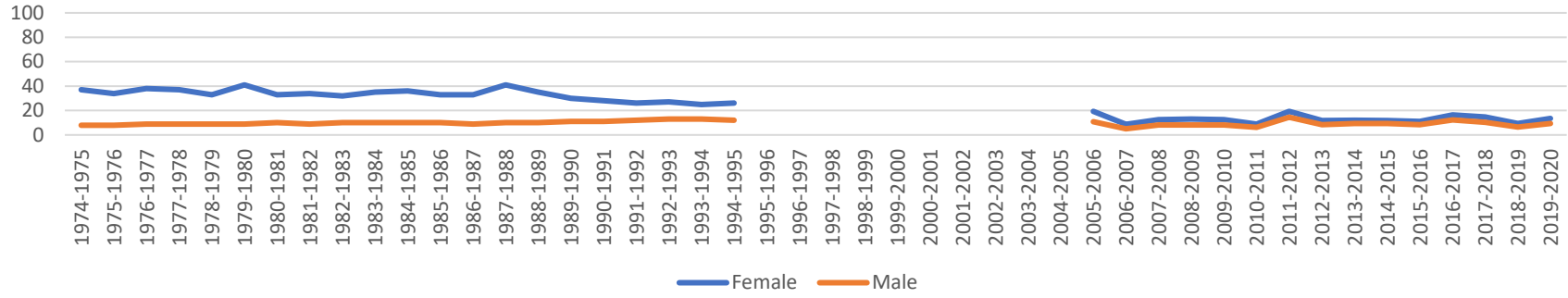
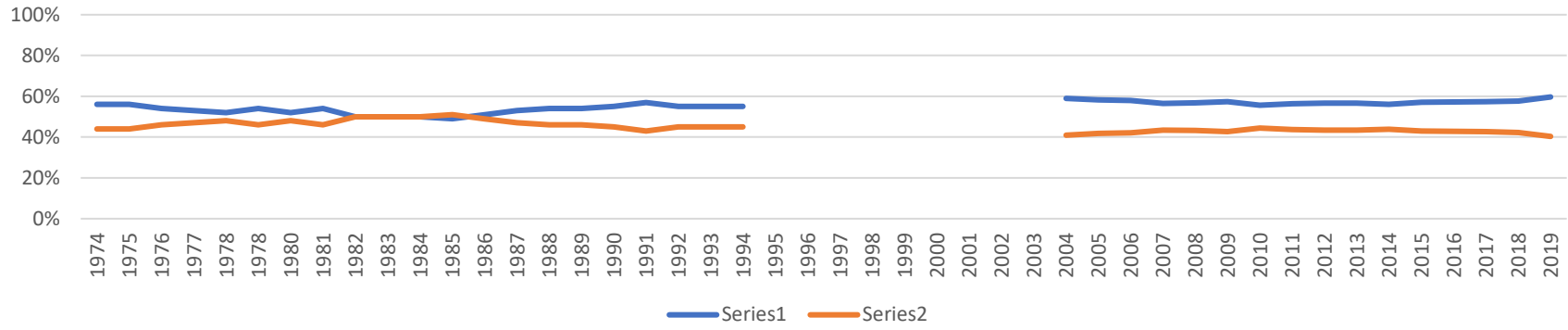
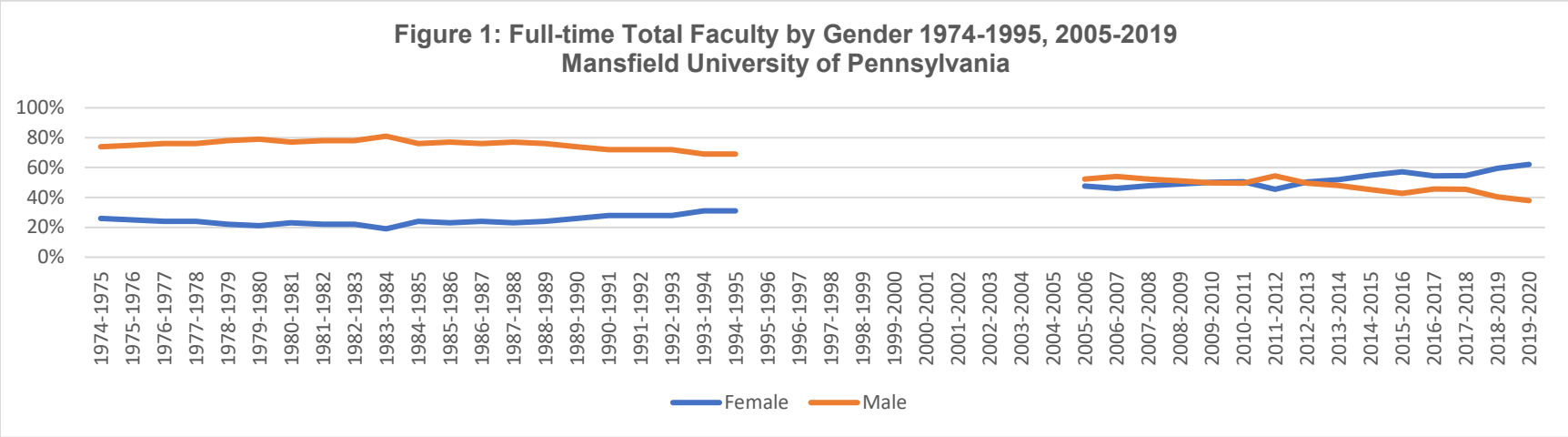
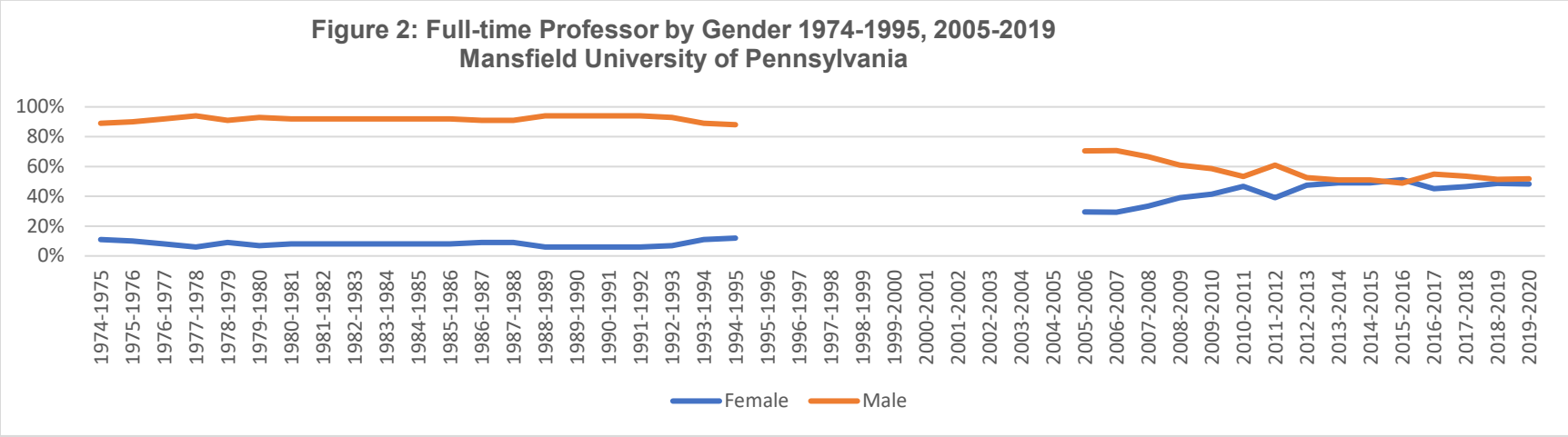
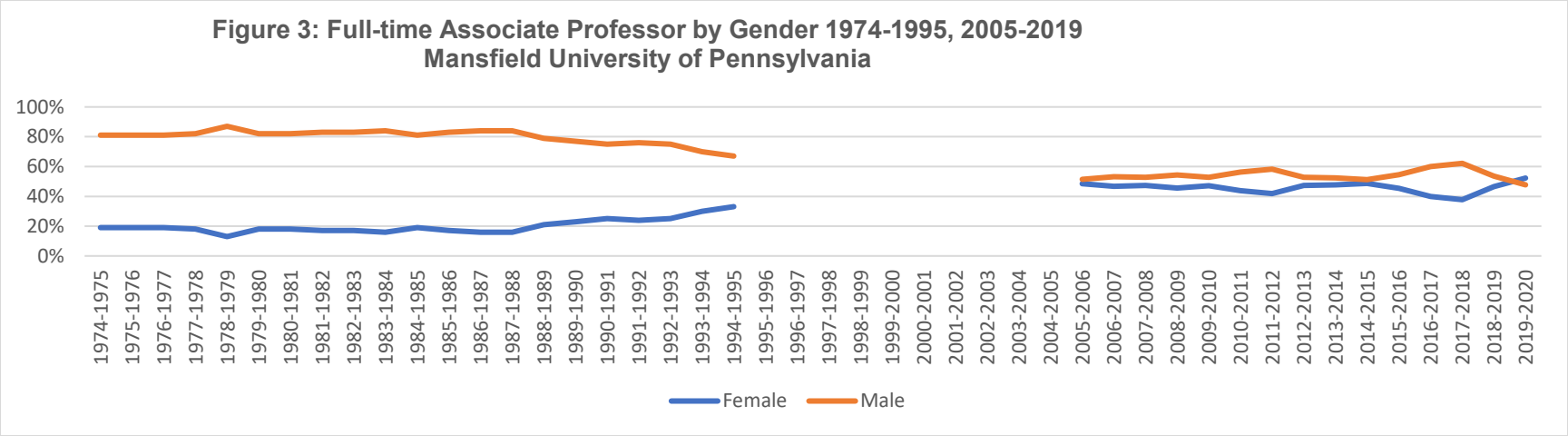


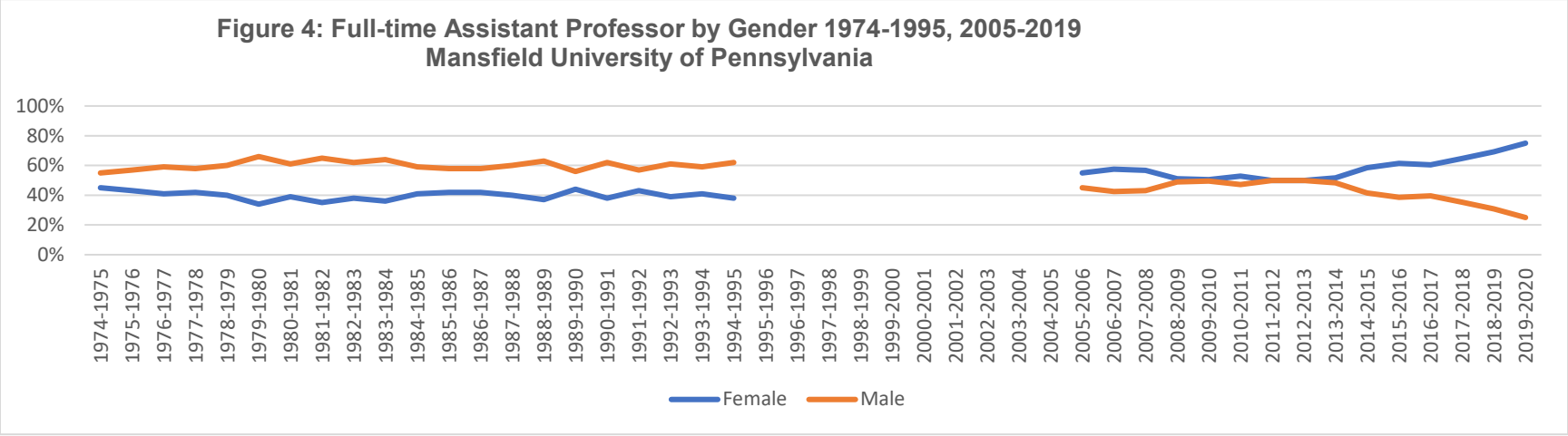
Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Lock Haven University of Pennsylvania

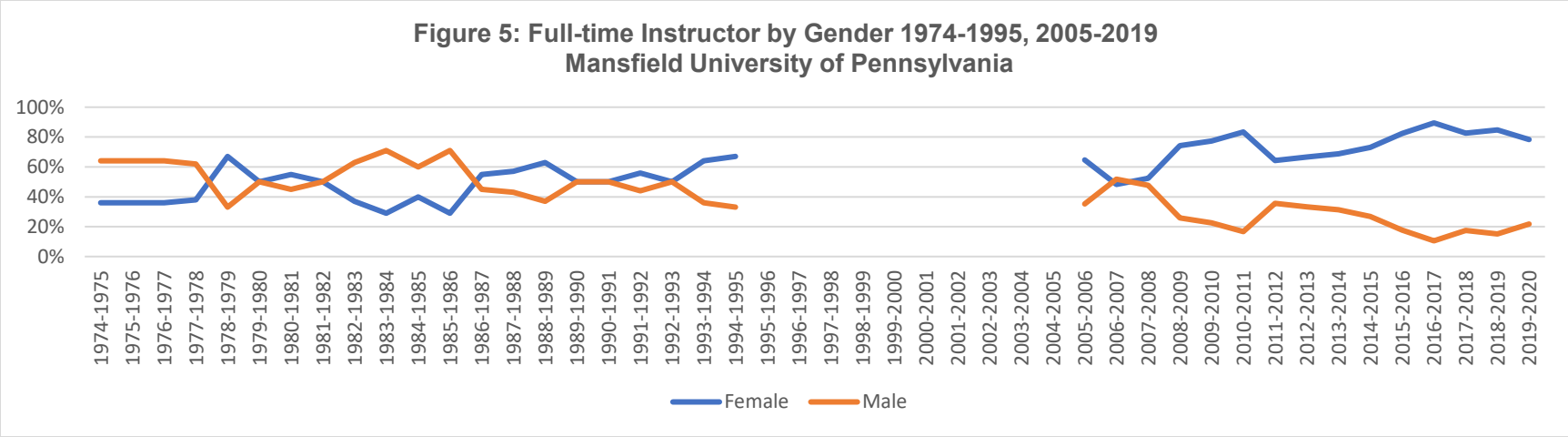



Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
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Female
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Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Mansfield University of Pennsylvania
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2019-2020
Female
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Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Mansfield University of Pennsylvania
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Female
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Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Mansfield University of Pennsylvania
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Female
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Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Mansfield University of Pennsylvania
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Female
Male

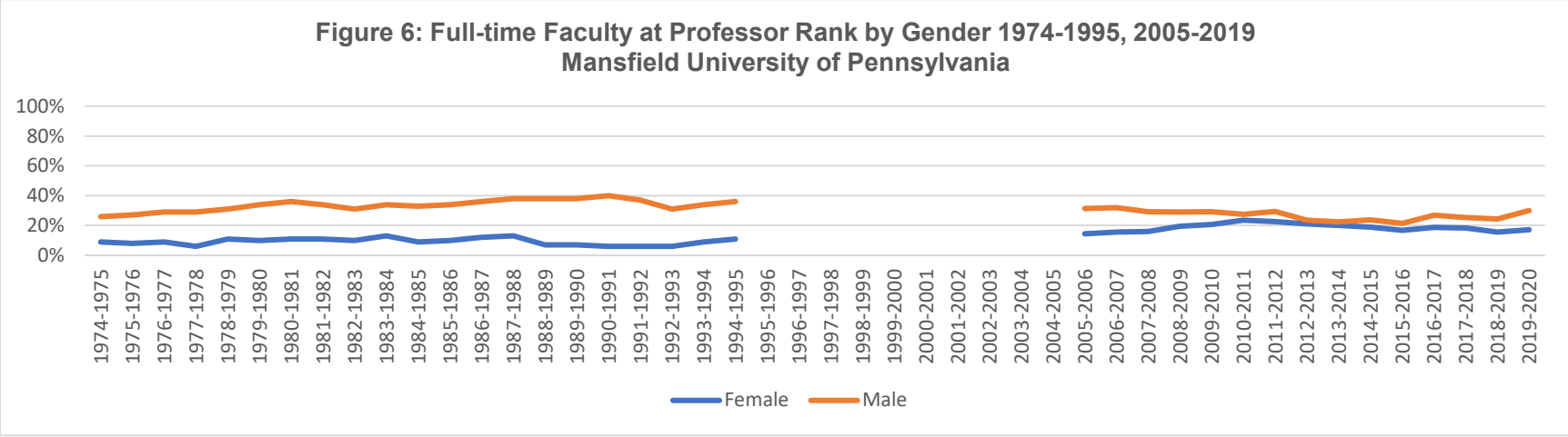

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Mansfield University of Pennsylvania
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2015-2016
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2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995, 2005-2020
Mansfield University of Pennsylvania

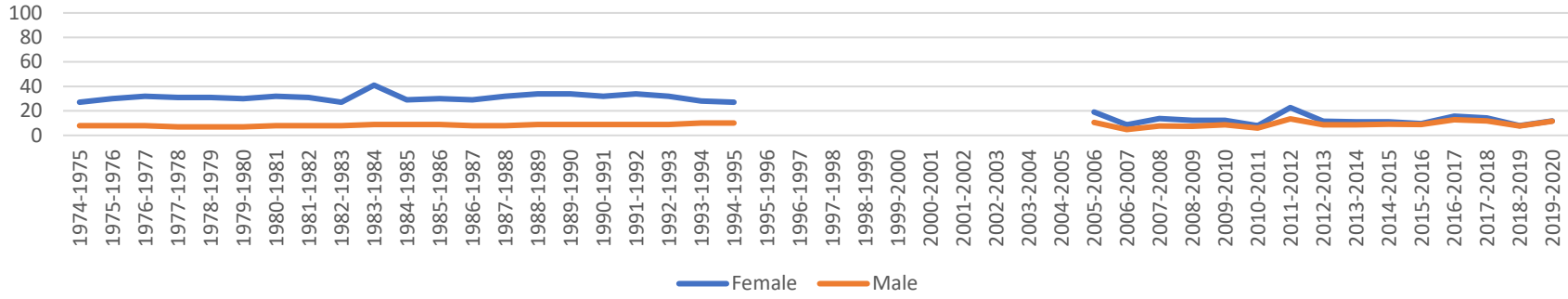
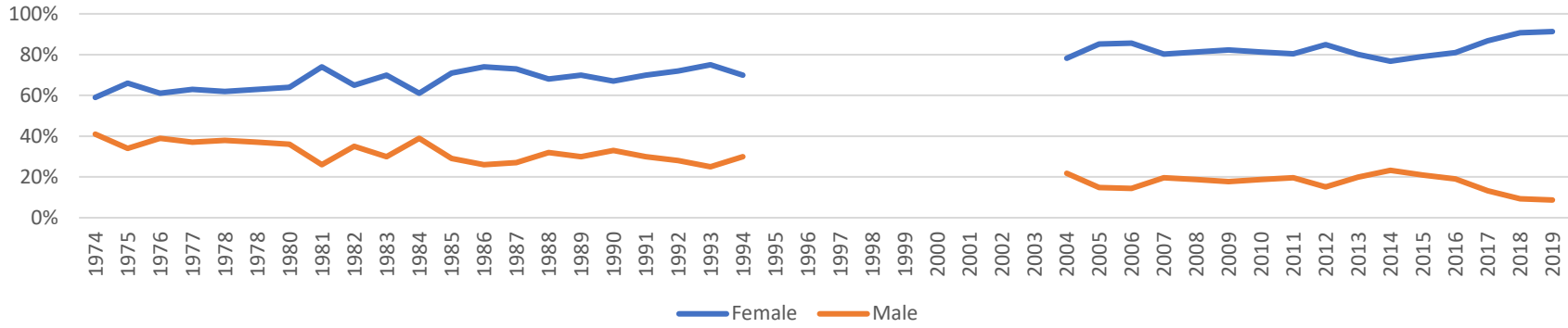
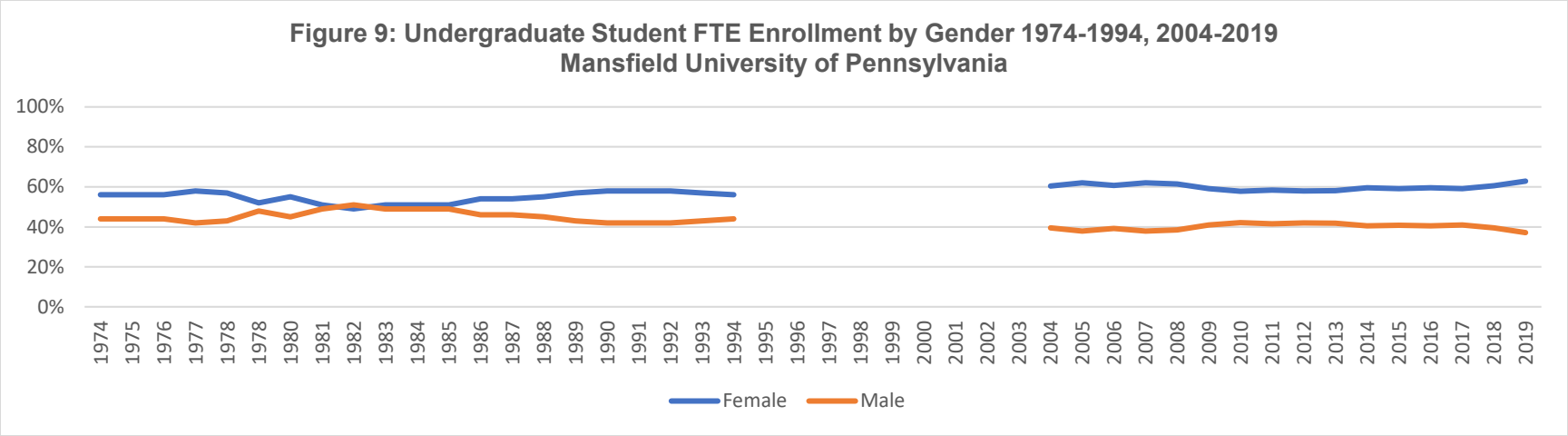
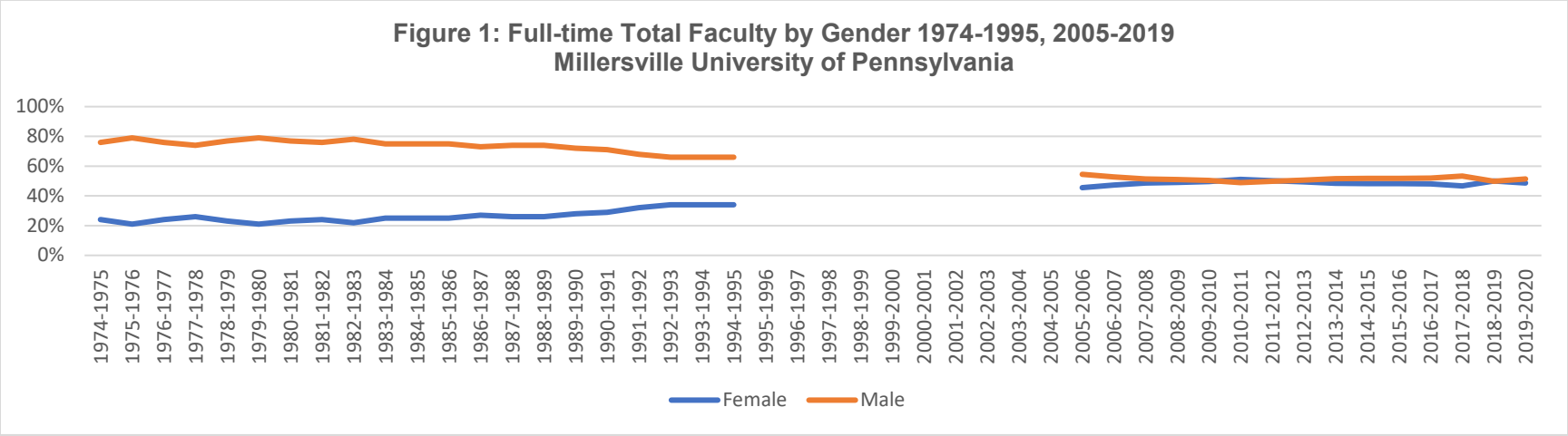


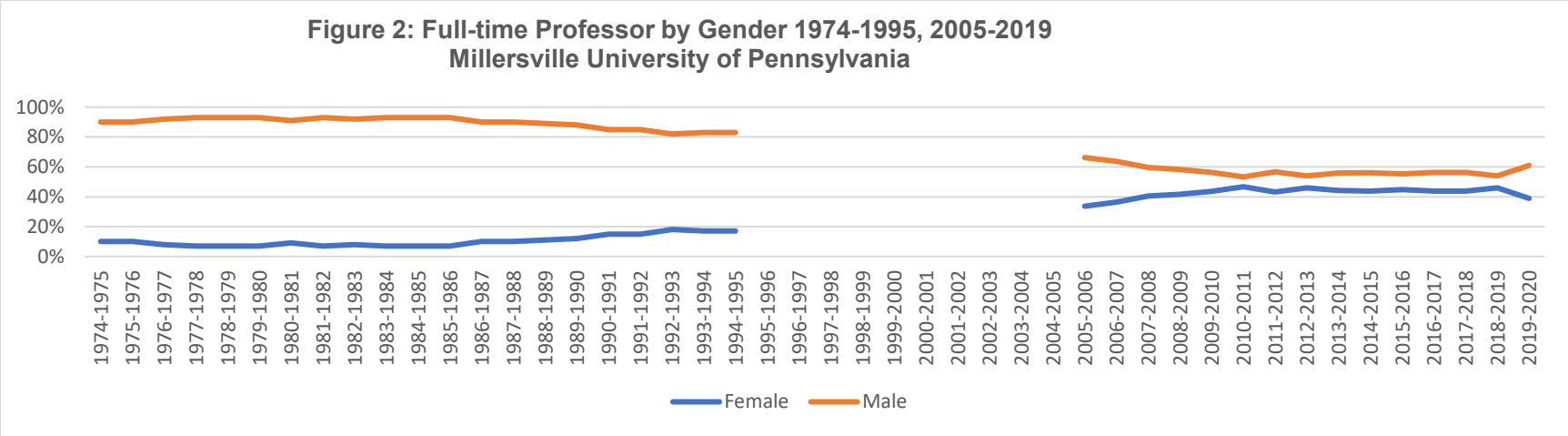
Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Mansfield University of Pennsylvania

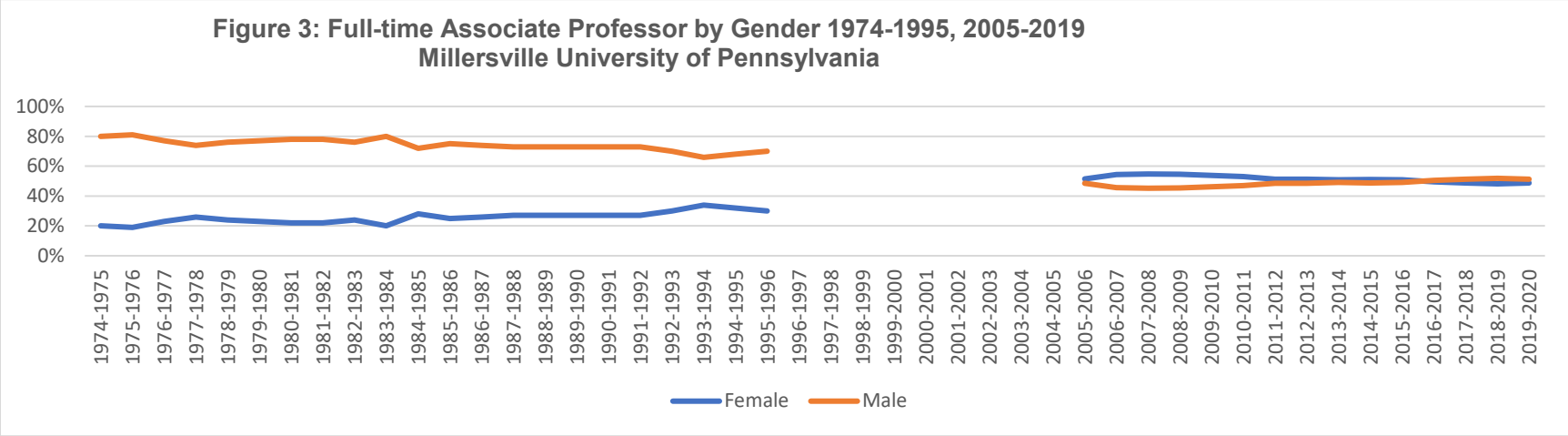


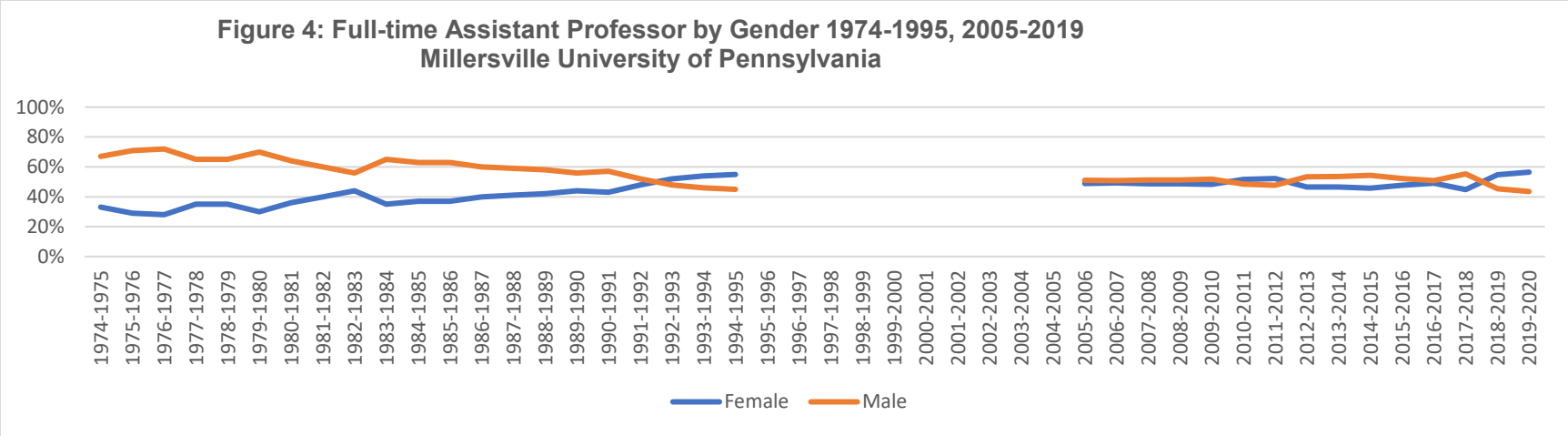


Millersville University of Pennsylvania




Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Millersville University of Pennsylvania
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20%
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1974-1975
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2018-2019
2019-2020
Female
Male


Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Millersville University of Pennsylvania
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2017-2018
2018-2019
2019-2020
Female
Male


Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Millersville University of Pennsylvania
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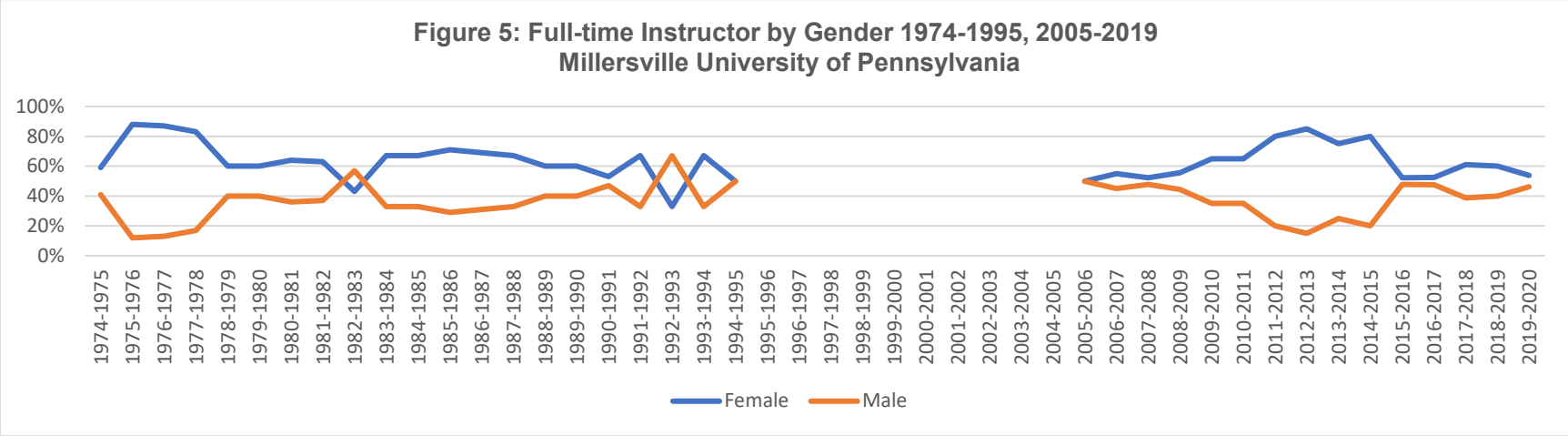

Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Millersville University of Pennsylvania

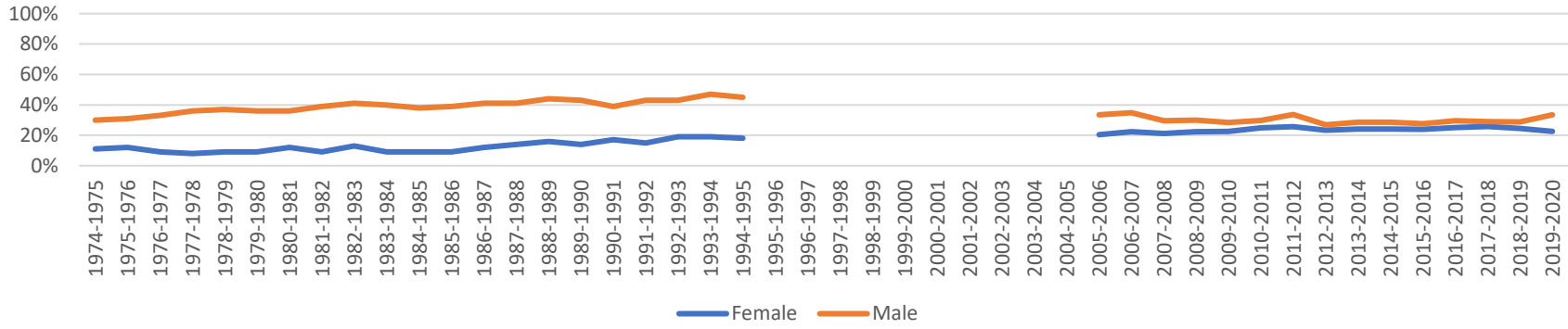
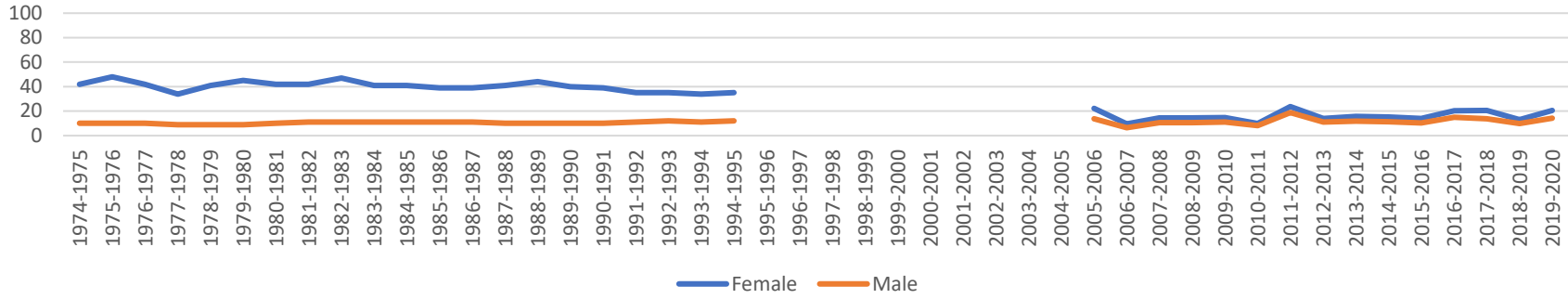
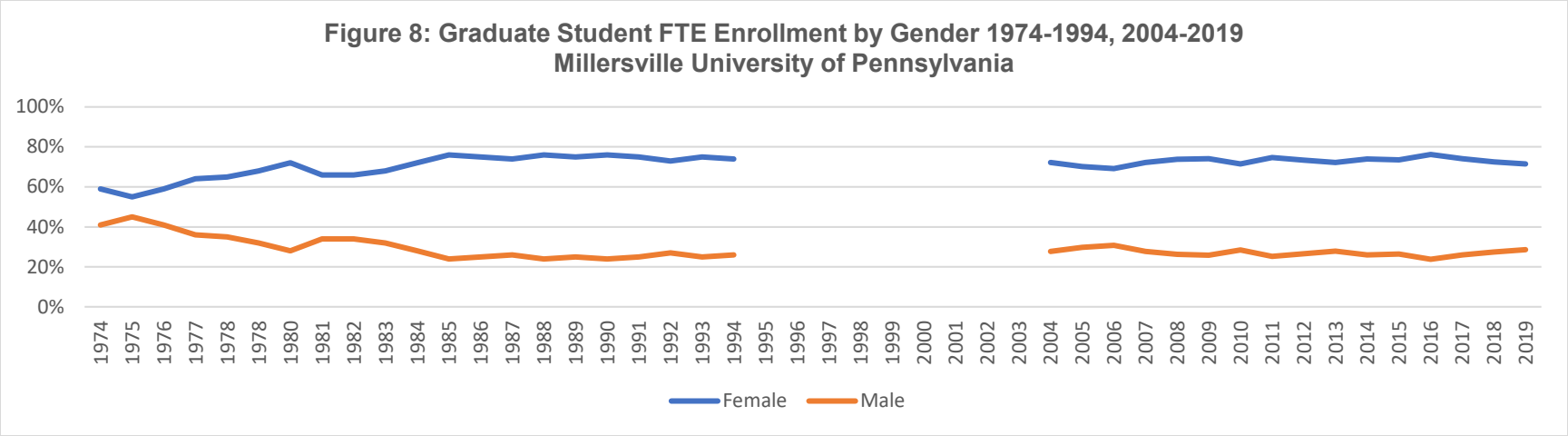
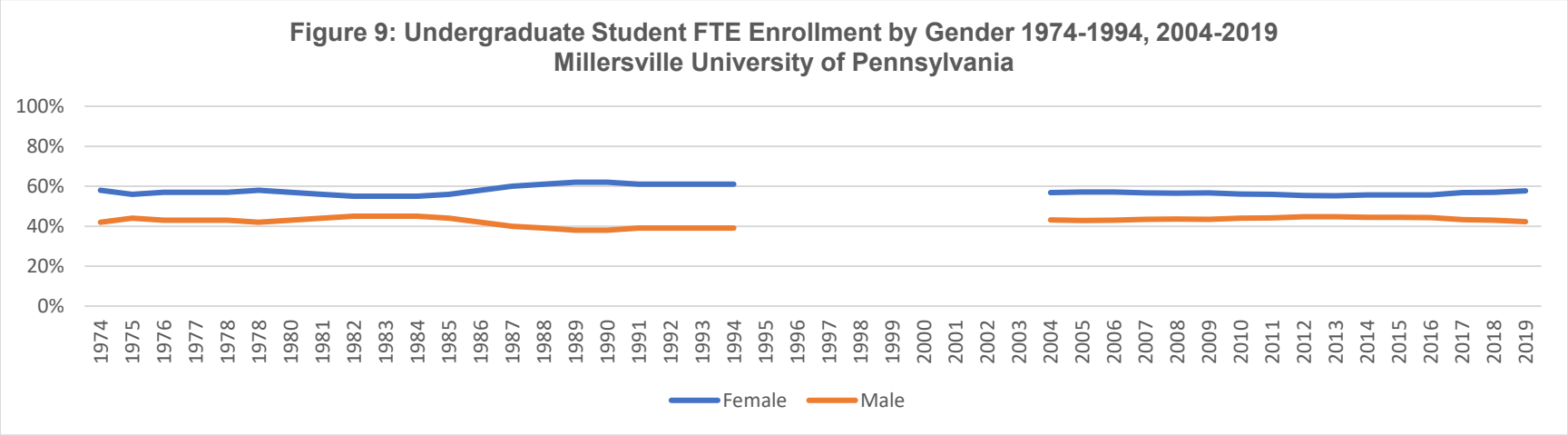
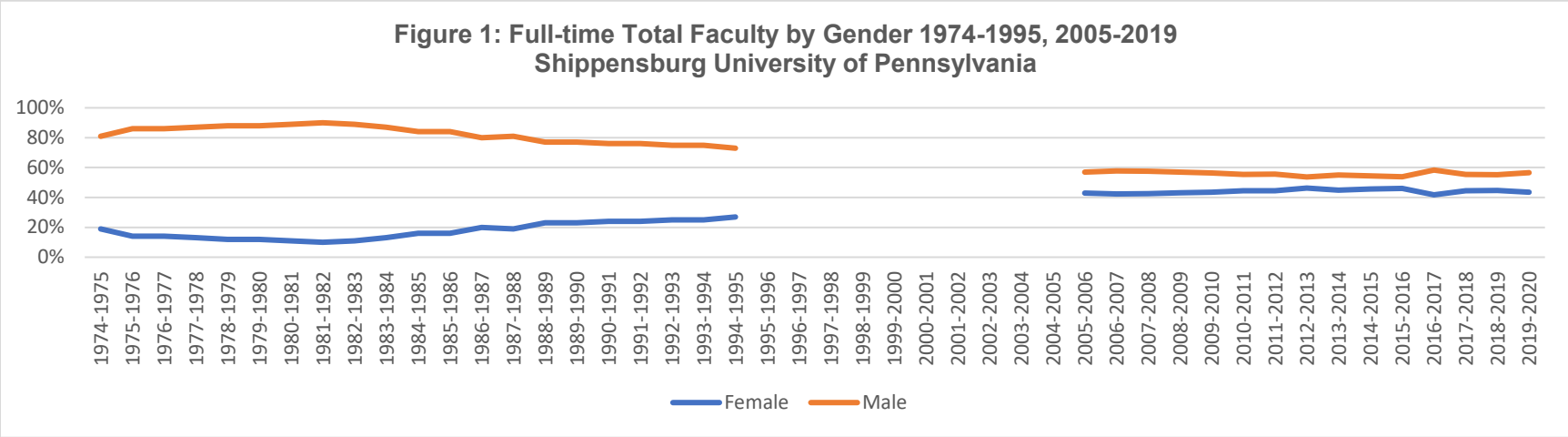


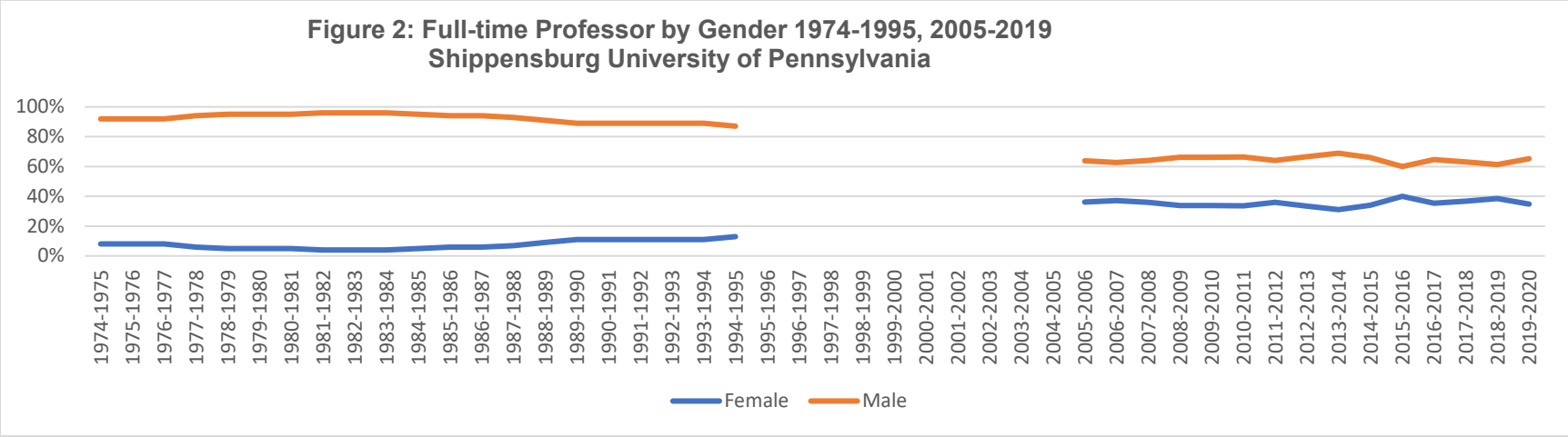
Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995, 2005-2020
Millersville University of Pennsylvania

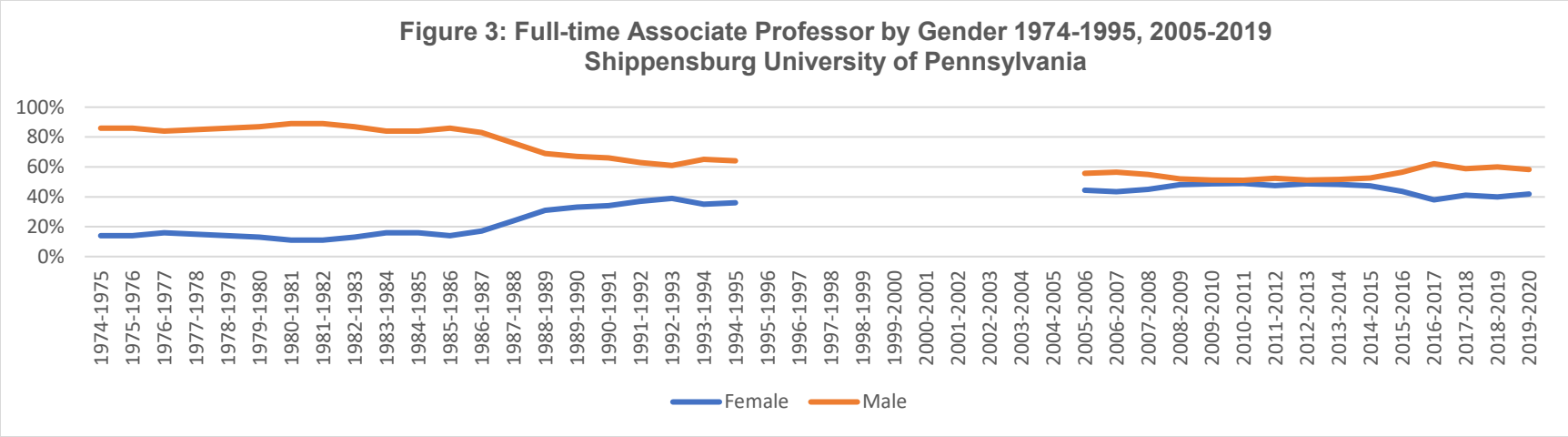


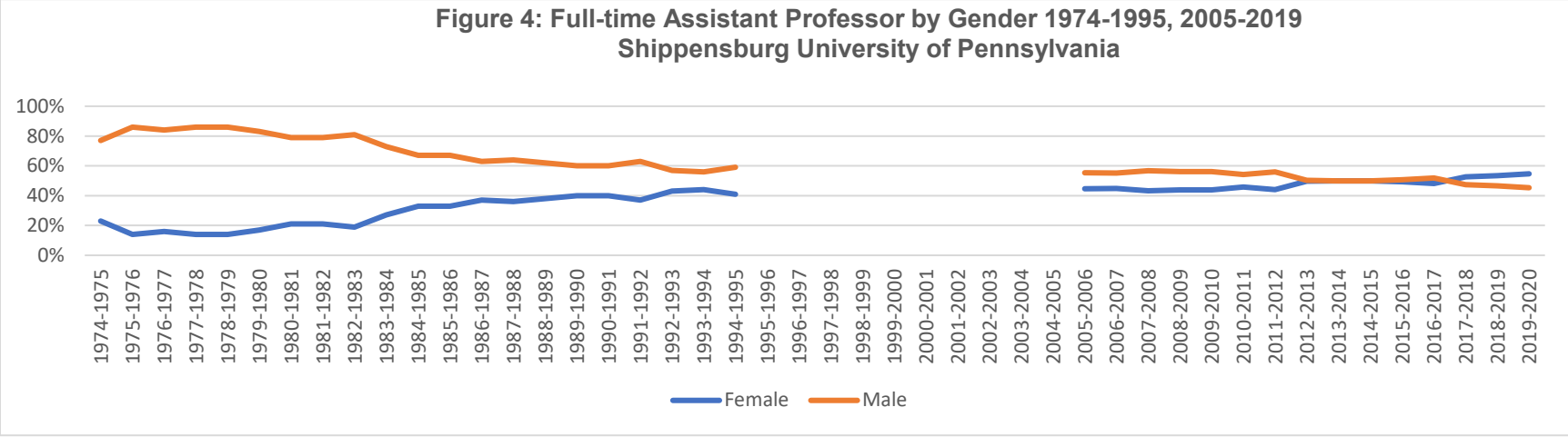

Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Millersville University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male

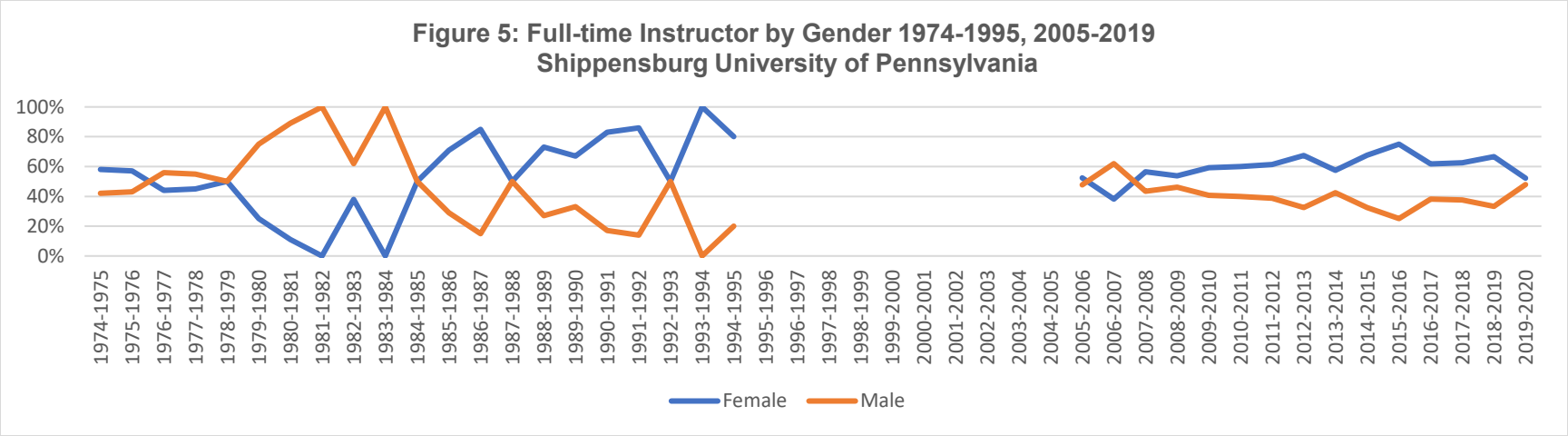

Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Millersville University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male


Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
Shippensburg University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
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2009-2010
2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Shippensburg University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
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2009-2010
2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Shippensburg University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
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1978-1979
1979-1980
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1981-1982
1982-1983
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2011-2012
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2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Shippensburg University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
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1979-1980
1980-1981
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2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Shippensburg University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
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2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

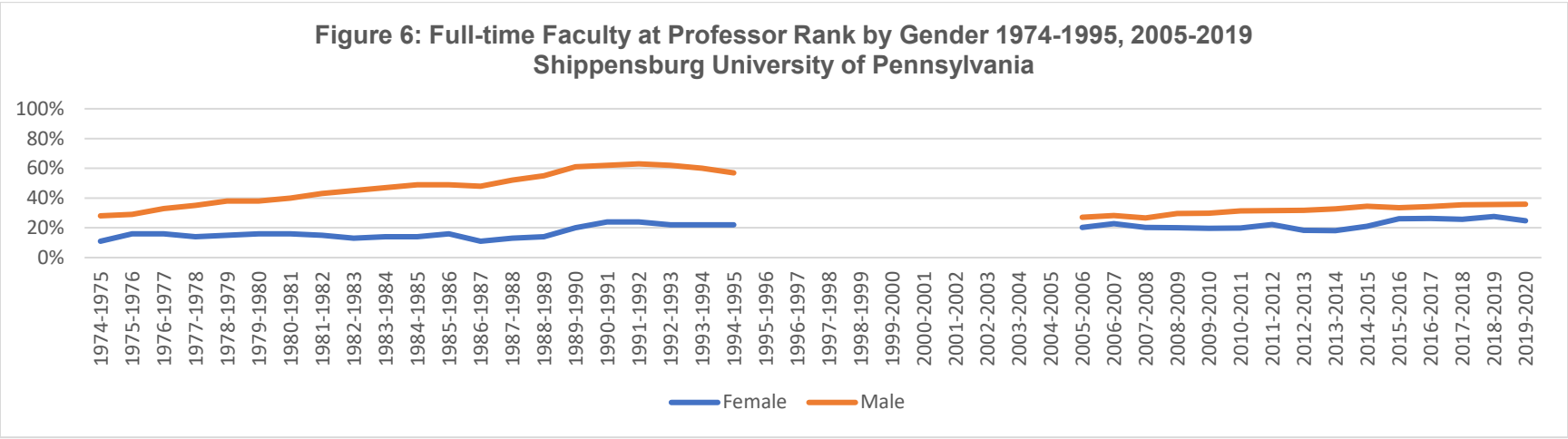

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Shippensburg University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
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2009-2010
2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995, 2005-2020
Shippensburg University of Pennsylvania

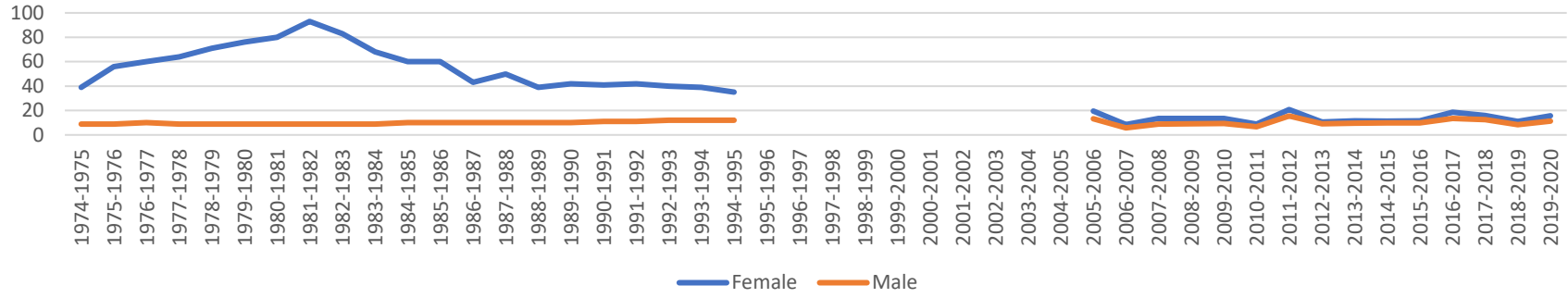
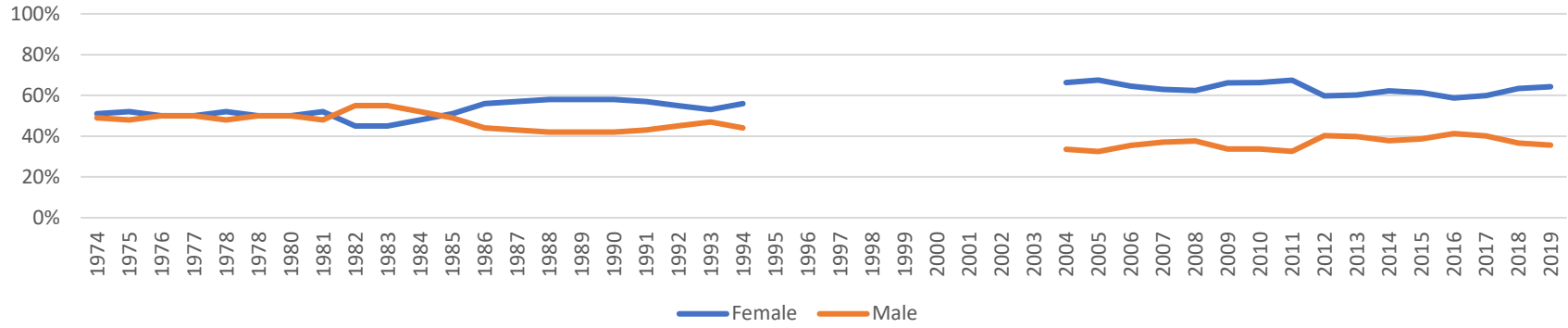
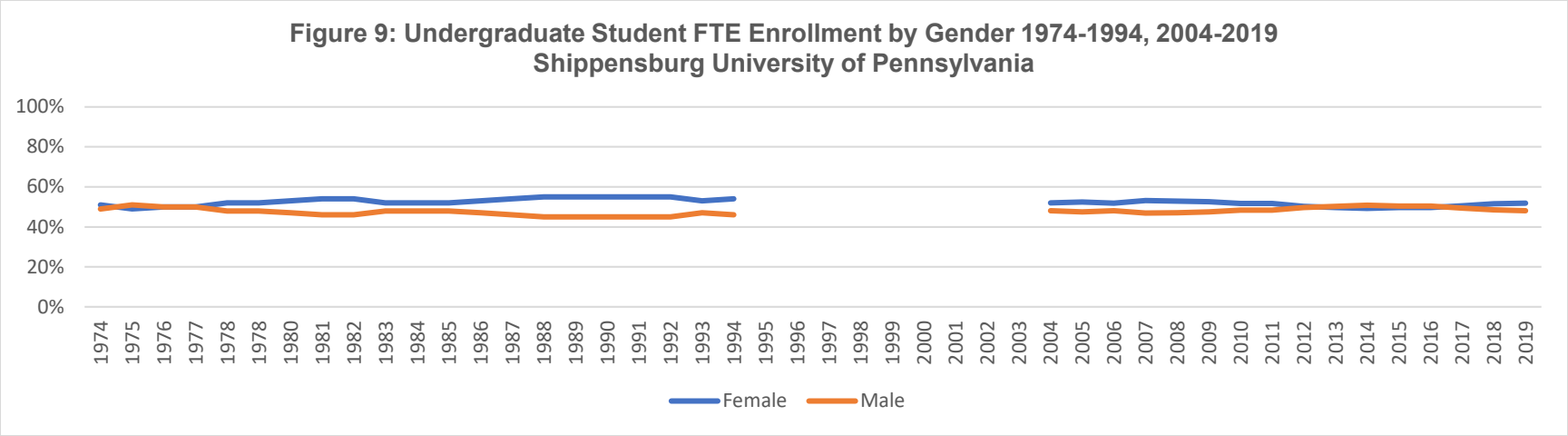
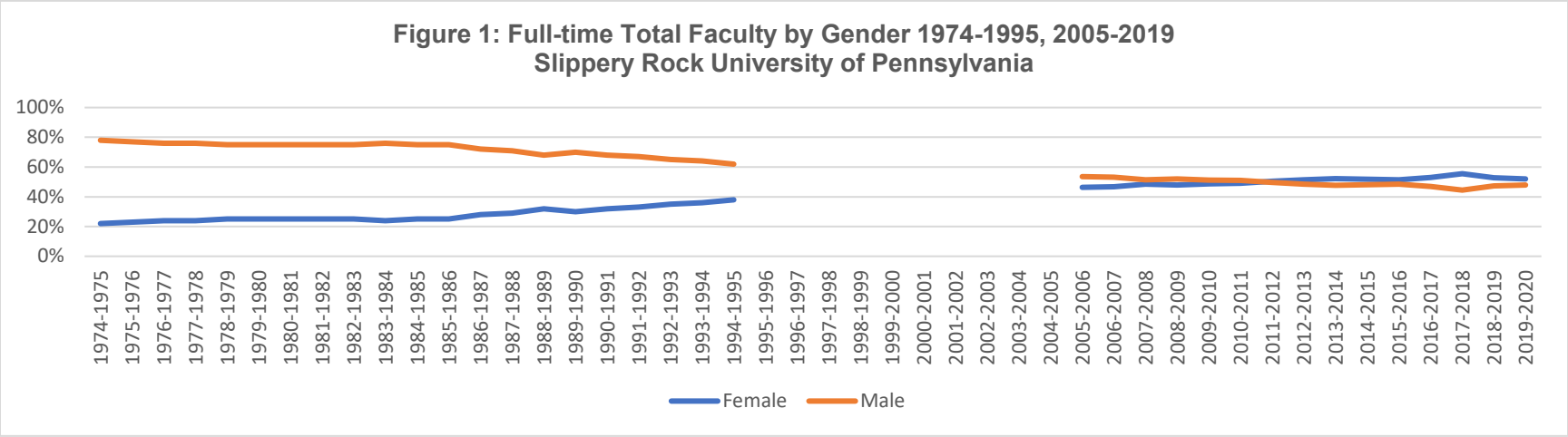


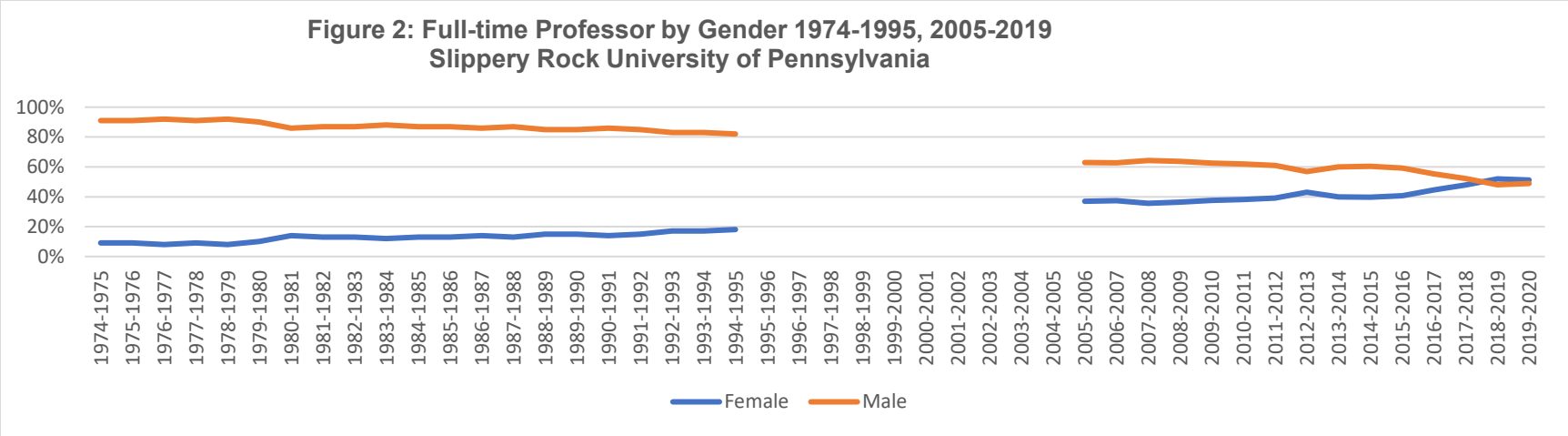
Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Shippensburg University of Pennsylvania

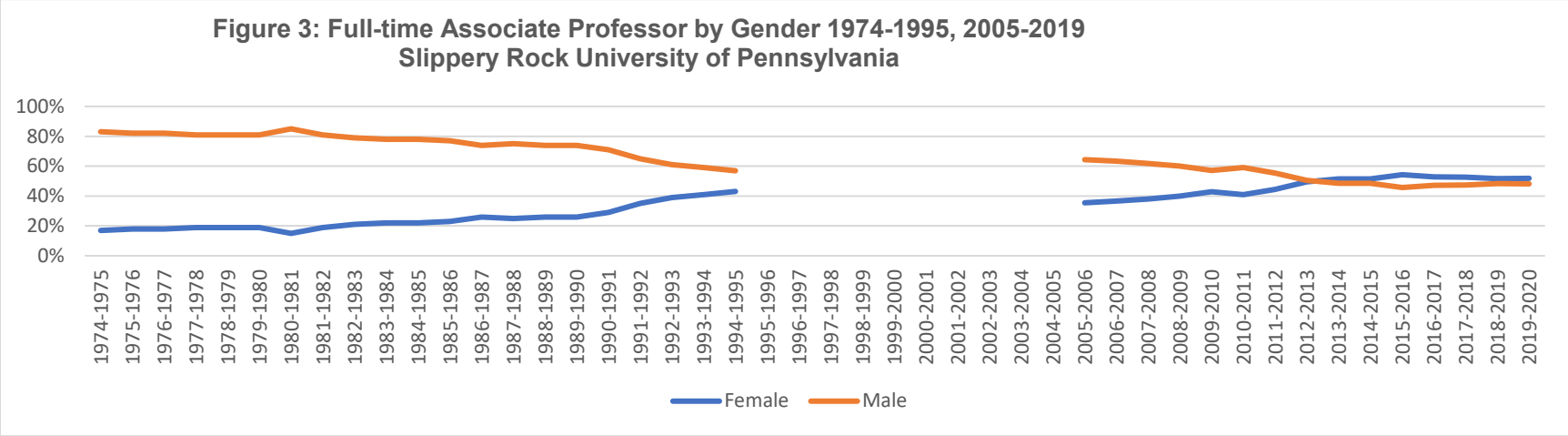


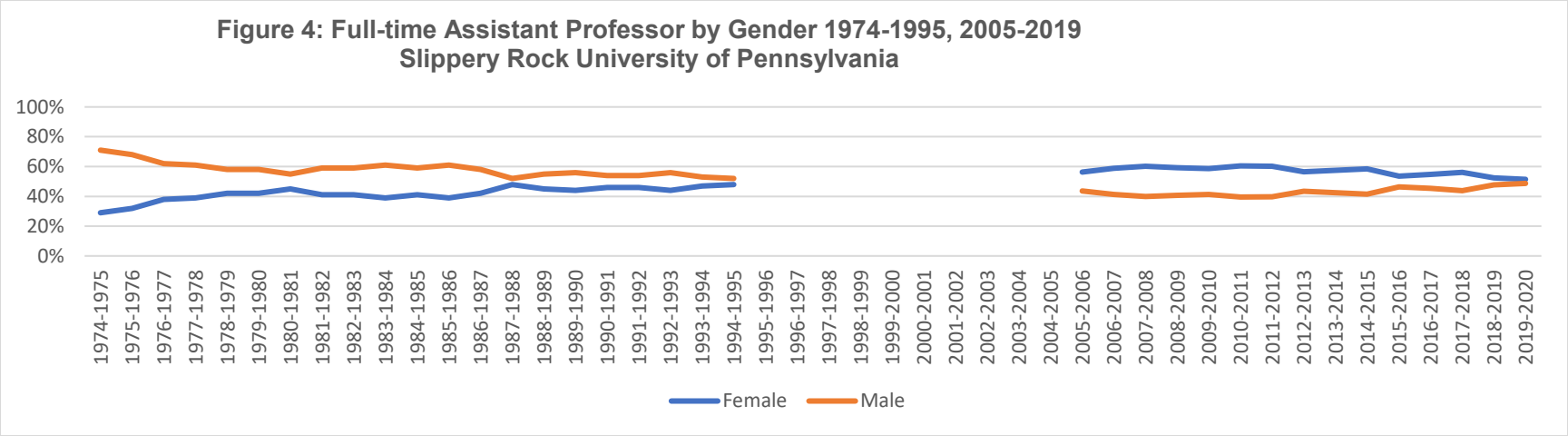


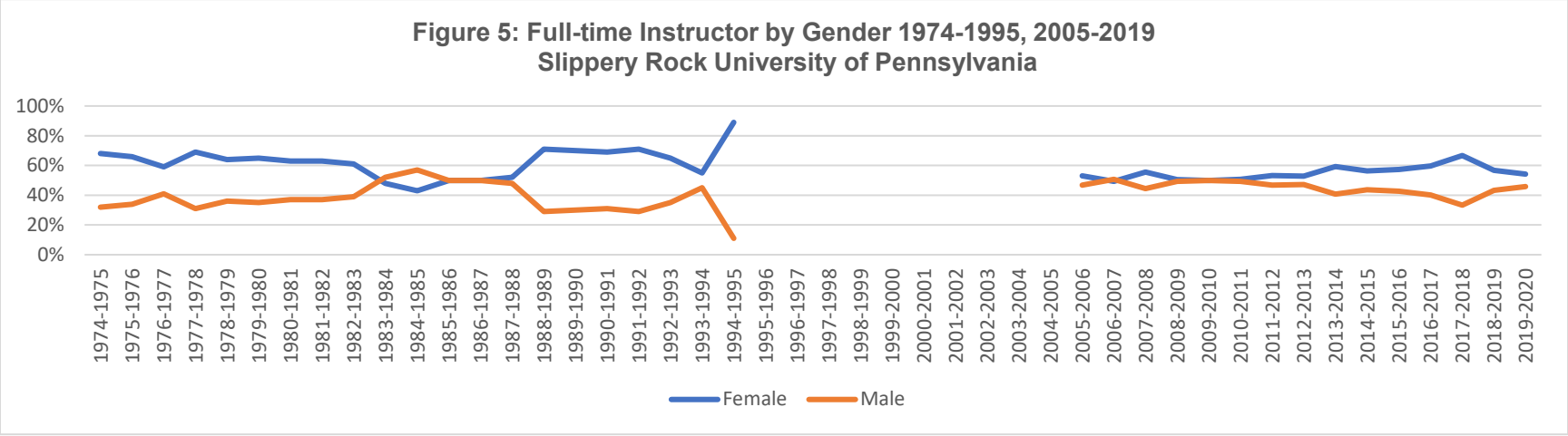
Slippery Rock University of Pennsylvania

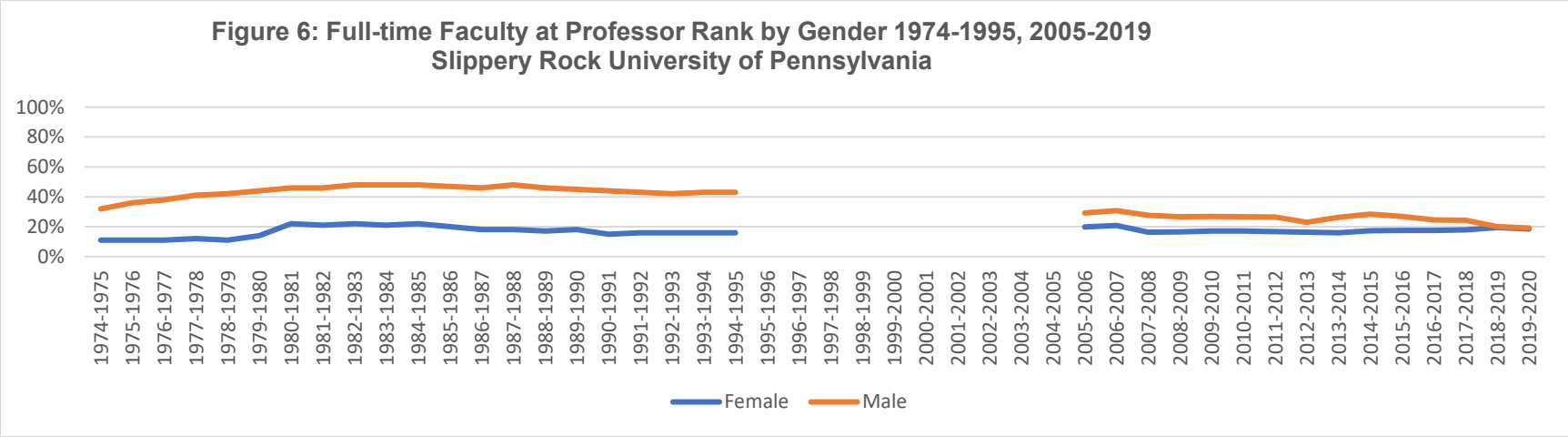


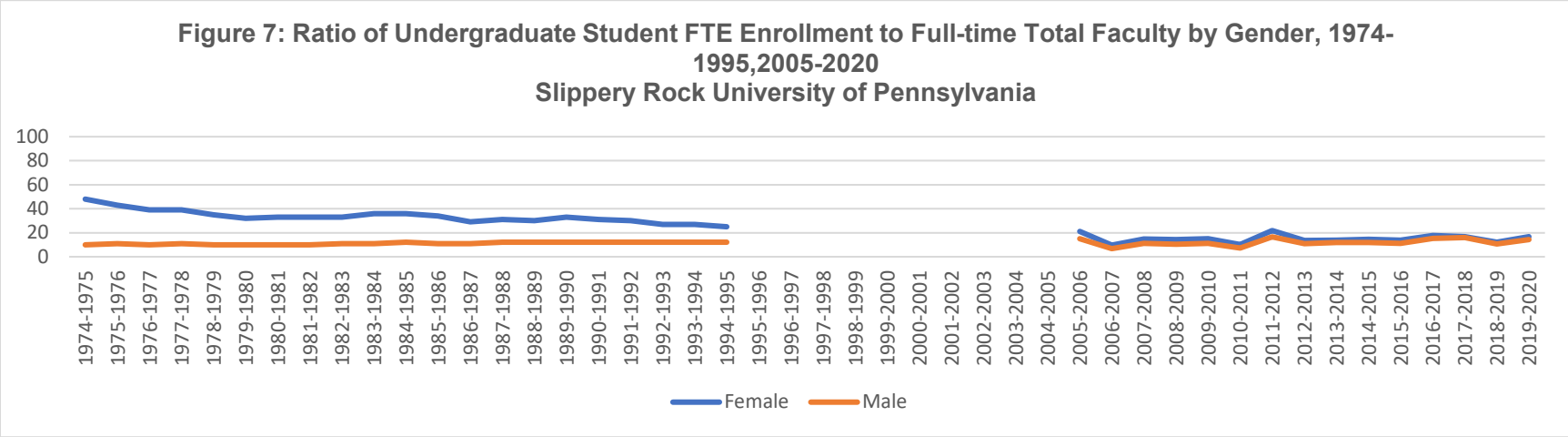

Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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2010-2011
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2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

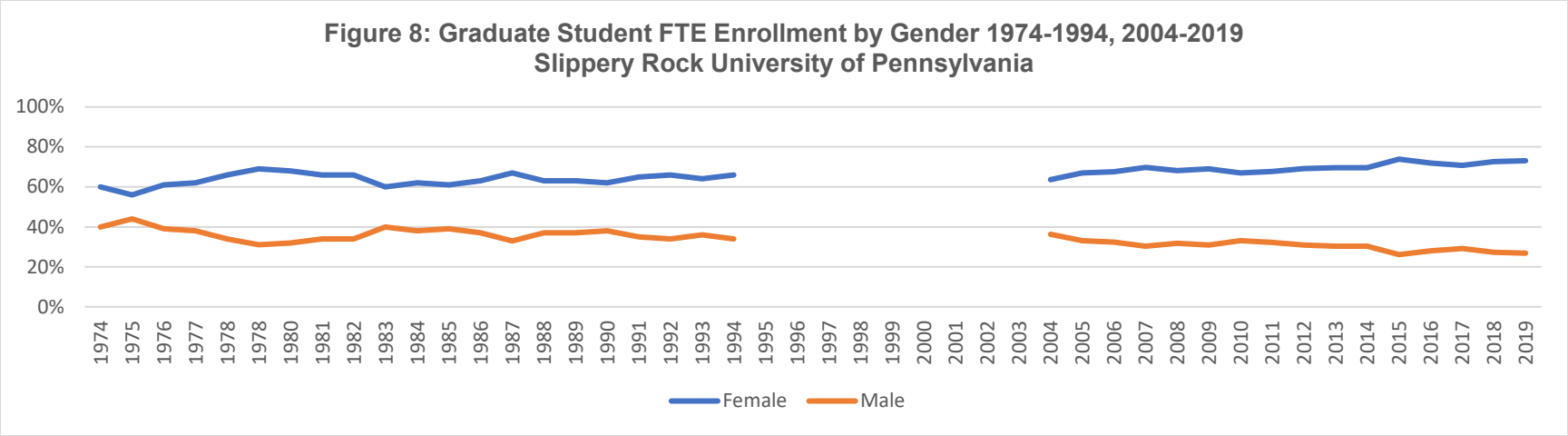

Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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1985-1986
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2008-2009
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2010-2011
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

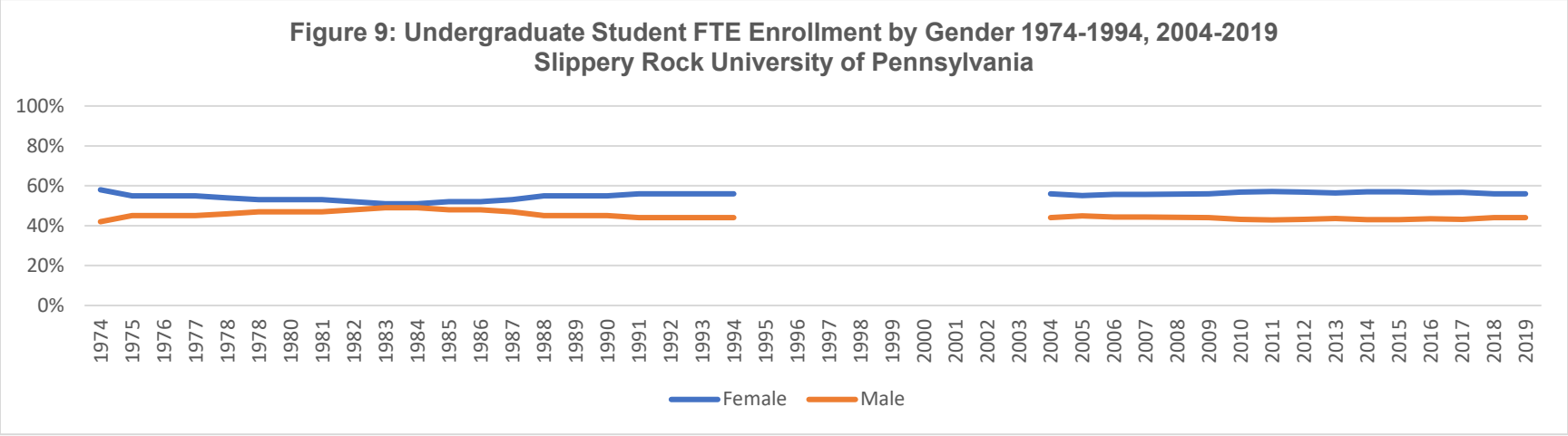

Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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2017-2018
2018-2019
2019-2020
Female
Male

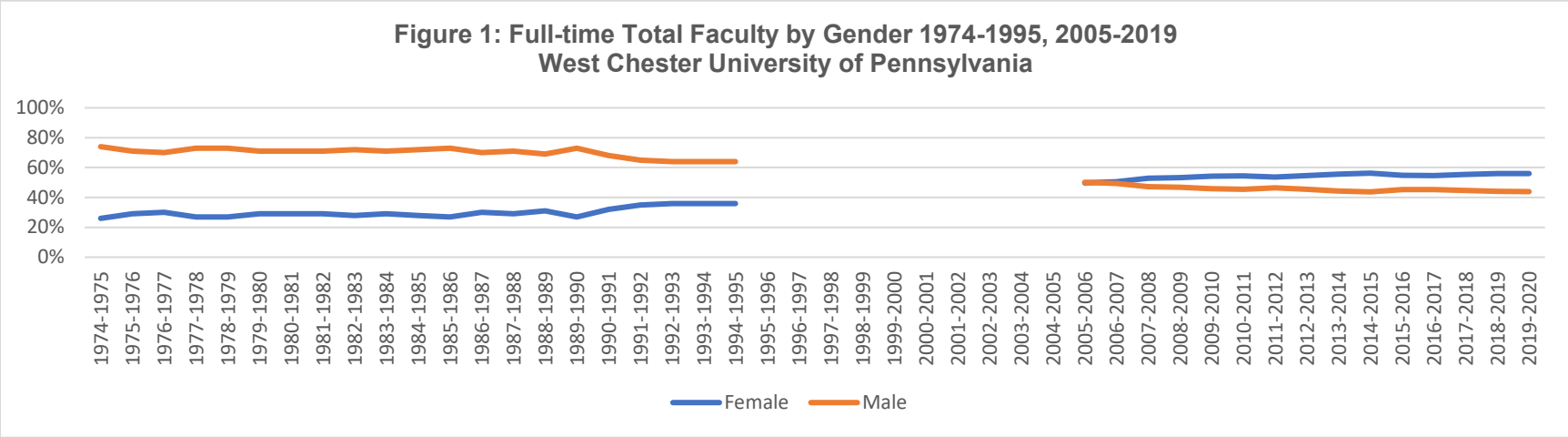

Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
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2018-2019
2019-2020
Female
Male

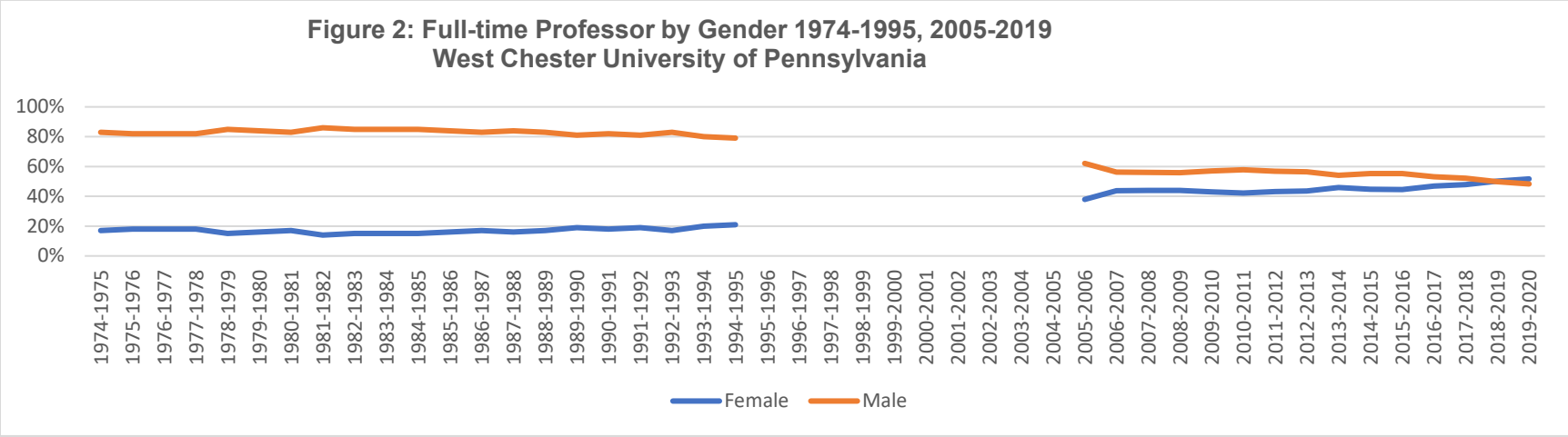

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
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2018-2019
2019-2020
Female
Male

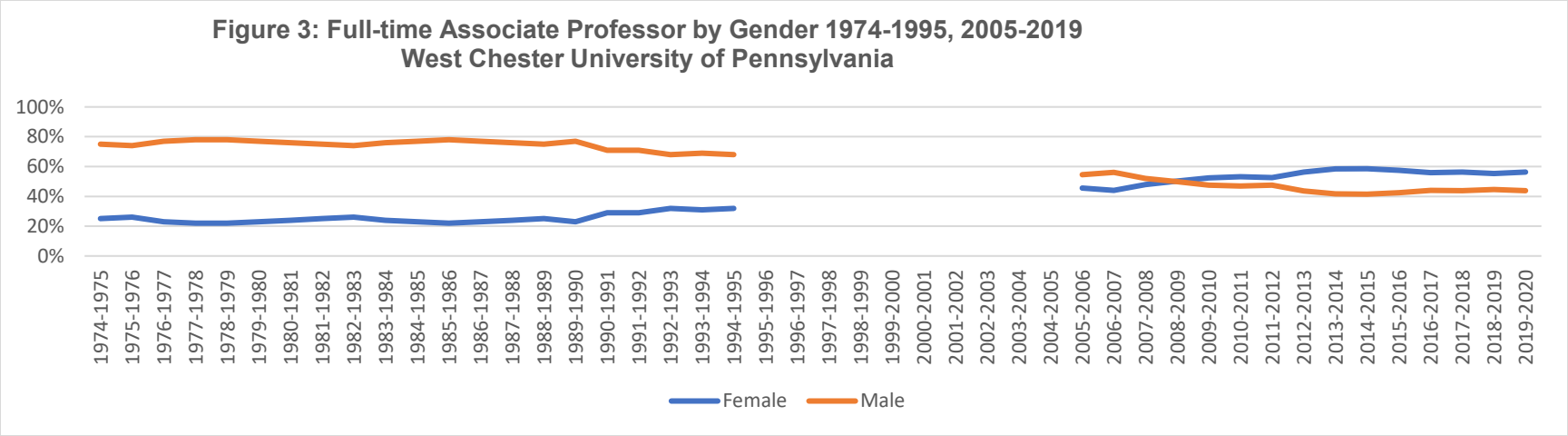

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
Slippery Rock University of Pennsylvania
100
80
60
40
20
0
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

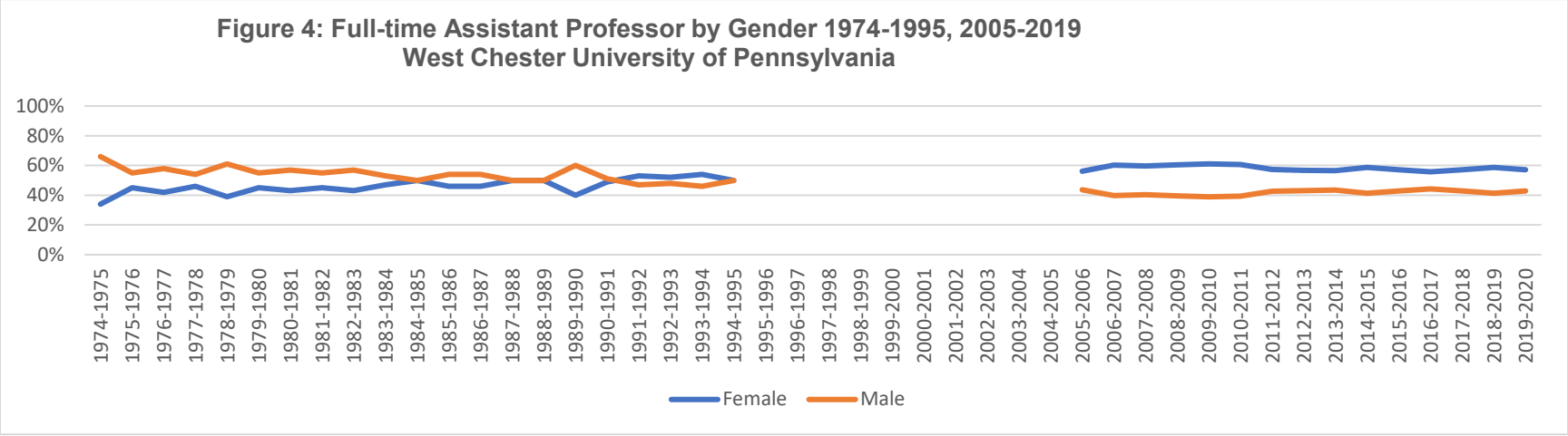

Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male

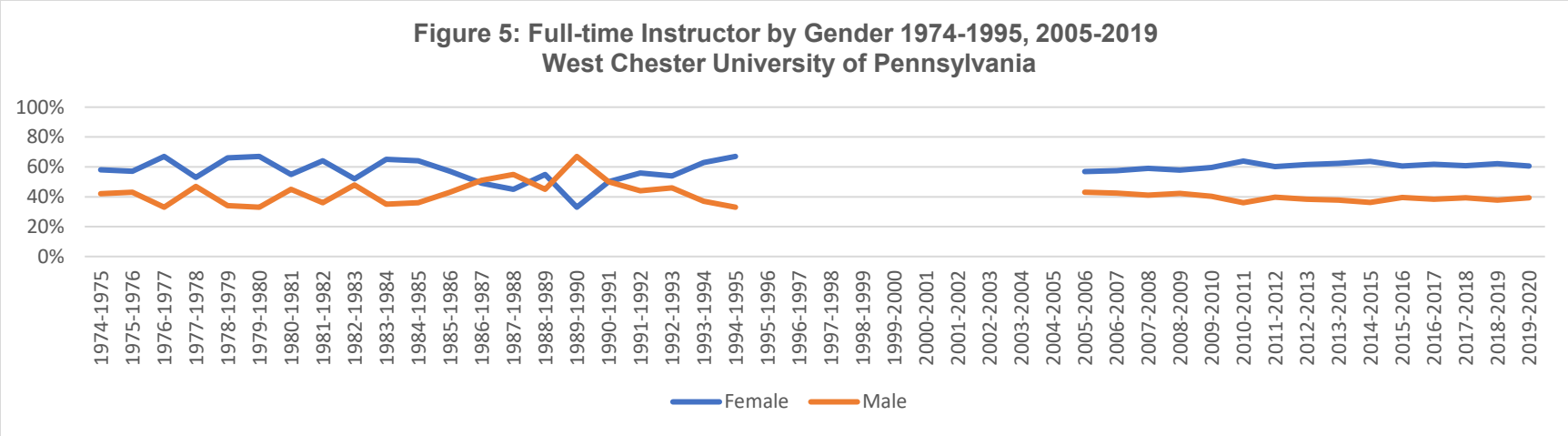

Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
Slippery Rock University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974 1975 1976 1977 1978 1978 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
Female
Male


Figure 1: Full-time Total Faculty by Gender 1974-1995, 2005-2019
West Chester University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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2009-2010
2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 2: Full-time Professor by Gender 1974-1995, 2005-2019
West Chester University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
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2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 3: Full-time Associate Professor by Gender 1974-1995, 2005-2019
West Chester University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
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2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 4: Full-time Assistant Professor by Gender 1974-1995, 2005-2019
West Chester University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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2010-2011
2011-2012
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male


Figure 5: Full-time Instructor by Gender 1974-1995, 2005-2019
West Chester University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
1981-1982
1982-1983
1983-1984
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2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

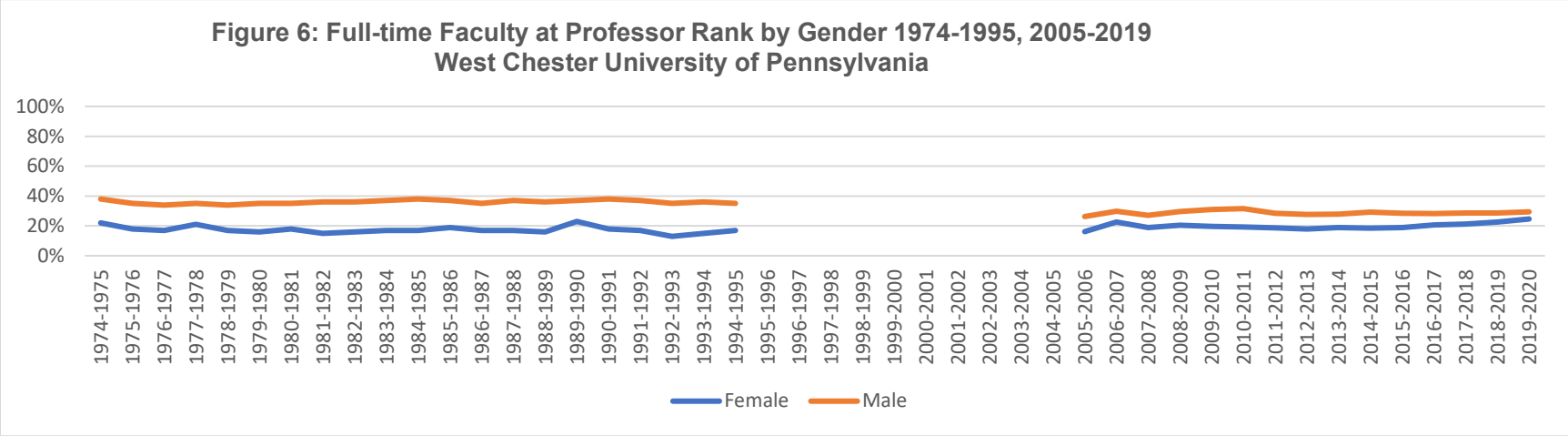

Figure 6: Full-time Faculty at Professor Rank by Gender 1974-1995, 2005-2019
West Chester University of Pennsylvania
100%
80%
60%
40%
20%
0%
1974-1975
1975-1976
1976-1977
1977-1978
1978-1979
1979-1980
1980-1981
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2012-2013
2013-2014
2014-2015
2015-2016
2016-2017
2017-2018
2018-2019
2019-2020
Female
Male

Figure 7: Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Gender, 1974-1995,2005-2020
West Chester University of Pennsylvania

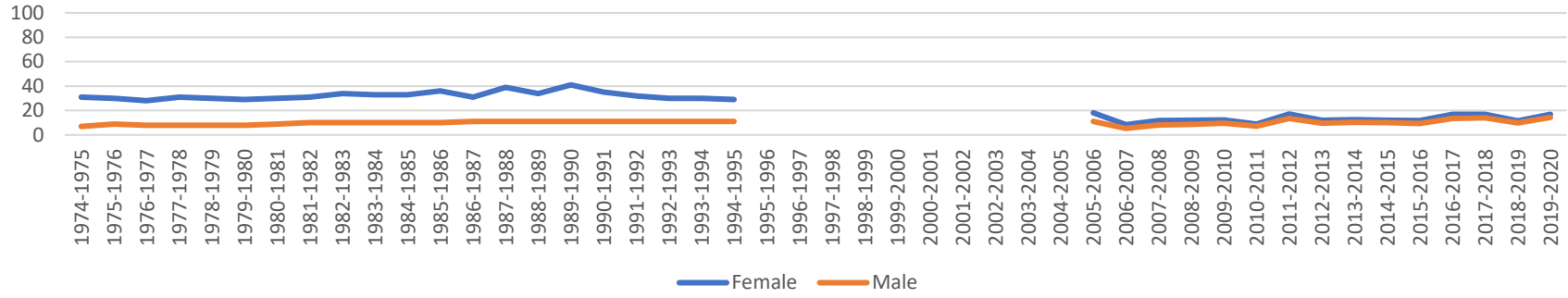


Figure 8: Graduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
West Chester University of Pennsylvania

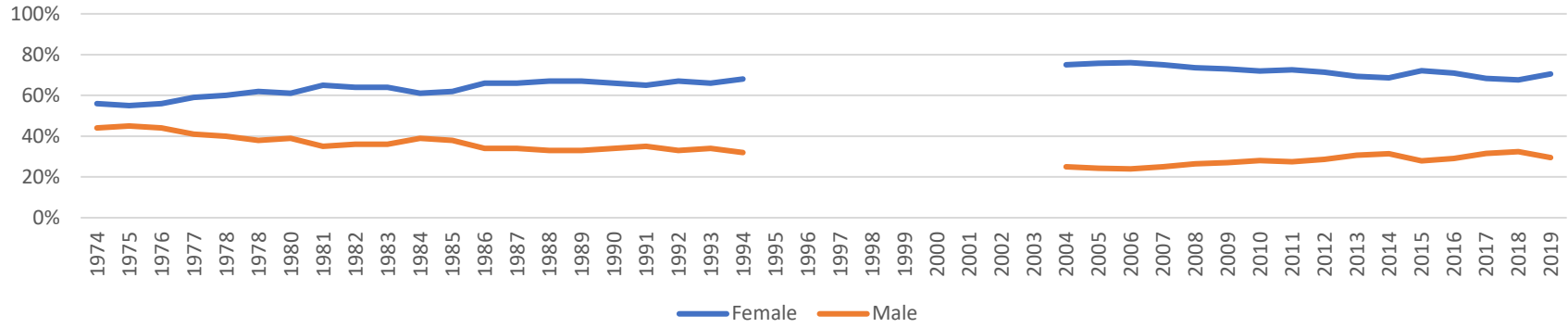
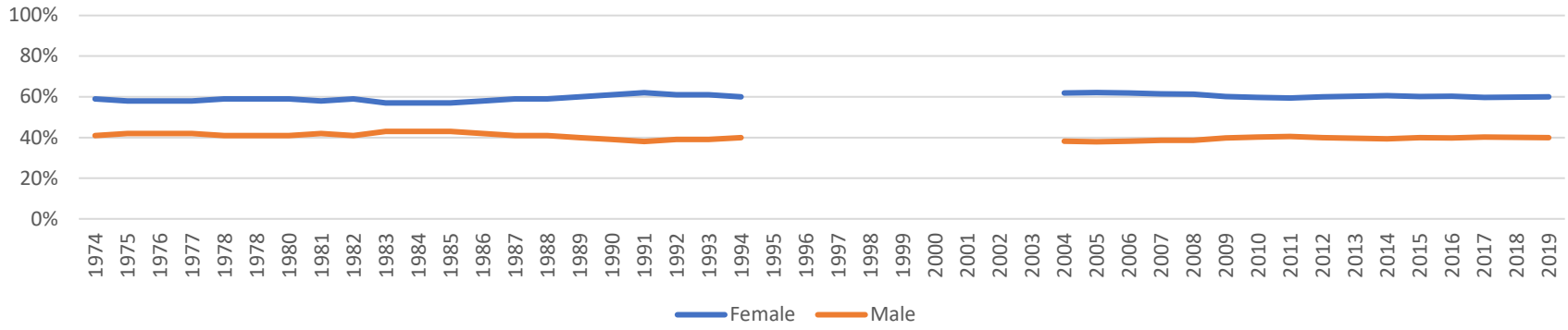


Figure 9: Undergraduate Student FTE Enrollment by Gender 1974-1994, 2004-2019
West Chester University of Pennsylvania



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