

Report on 2006–2007 Department Survey

PROFESSIONAL MATTERS DIVISION

Committee on the Status of Women and Minority Groups Department Census Report 2006–2007

This Departmental Census Report provides information about the composition of classics faculty, through information about hiring and tenure status, in the US and Canada for the period of 2006–2007.

The data for this report comes from the 2007 Department Census, which requested information on faculty composition, courses offered, and Classics degrees granted. This report provides a snapshot of the profession for the period of the survey and can be used with the prior reports to note certain diachronic trends. One caveat: the information requested in the 2007 Department Census concerning faculty composition was framed according to US legal definitions of minority groups; since Canada defines minorities differently, the information gathered from Canadian institutions is significantly skewed as a result. Future surveys must address this national dichotomy explicitly both as data are gathered and as they are interpreted and published.

The format of this report follows closely that of the previous report in order to allow as direct comparison as possible, but as the census evolves in the coming years there is little reason to retain this format where a more useful one can be developed. Although the numbering of charts has remained consistent to facilitate this comparison, the reader will note that Figures 1 and 2 (corresponding to survey response rates and institutional profiles in the last report) are not included in this report.

Details about the Survey Response

The APA's master list of departments offering Classics courses contains 441 institutions (Canada 42; US 399); 194 departments returned the survey (Canada, 14; US, 180) for an overall response rate of 44% (33% in Canada, 46% in the US). This response rate is significantly lower than in previous years: for the 2003–2004 census the response rate was 61%, for the "data questionnaire" of 2002-2003 56% and of 2001-2002 49%. We hope that the move to an online survey in future years will reverse this decline in participation.

Women

The data from the 1999-2004 survey suggested that women were entering tenure-track positions at a rate approaching that of men, and the new census shows the figure unchanged at 46% (Fig. 12). The previous report pointed out, on the other hand, that women were not entering the ranks of tenured faculty at the same rate, with only 37% of tenure awards going to women. The new survey shows a troubling development in this area, with the figure dropping to 32% (Fig. 9). Tenure denials do not account entirely for this discrepancy (43% of the denials in US institutions were to women (Fig. 10), an improvement over the previous census), which may indicate that a significant number of women who are hired into tenure-track positions do not come up for a tenure decision at all or come up for tenure on a delayed schedule (which may account for the fact that while 46% of new hires are women, they account for 51% of tenure-track faculty, while they represent only 33% of the faculty in tenured positions (Fig. 5).

Even so, this census does seem to show some improvement when it comes to gender distribution in tenured and tenure-track positions on the whole (Fig. 7): 28% of full professors in North America are women (up from 21%), 40% of associate professors are women (up from 38%), and 46% are assistant professors (up from 44%). Despite the upward trend of these numbers, the discrepancy between the numbers of male and female full professors is still a matter of major concern.

It must be borne in mind that the relation of the above data to the previous census is complicated by the much lower response rate of this census. We are not convinced that the sample is large enough, particularly from Canadian institutions, to be statistically meaningful.

Minorities

Minority representation in Classics remains an area of very serious concern. The data show 4% of all full-time faculty in US institutions are members of underrepresented minorities (Fig. 15, up from 2%), but the numbers are so low as to be of questionable statistical significance. We must also keep in mind that Canadian institutions define underrepresented minorities in a way that does not match the APA Survey's expectations, resulting in no data from them at all. US Institutions did report an apparently significant increase in absolute number of tenure-track hires of minorities

(18, up from 5.9 in the previous survey), but the jump was so unusual in light of the low numbers of minority PhDs (only 1 PhD was granted to a member of a minority in the previous survey and only 2 in this one) that we returned to the data to spot check four of the institutions for which we had the original survey forms. In all four cases, there was no minority hire, and it was merely an error in transferring data from the surveys to the census data base. It seems very likely that there are additional errors in reporting, but we do not have the means to check all institutions.¹ No institutions reported any tenure denials to members of minorities, a promising sign, while 8 were granted tenure. Attrition is one area that needs to be looked at closely. In the reported data 7% of BAs were granted to members of minorities, but these students make up only 4% of PhDs conferred (Fig. 16). (A similar alarming trend occurs for women, who earn 56% of the BAs in the census but only 32% of the PhDs.) The last report pointed to the 10 MAs conferred on members of minorities as a promising sign, but that number dropped to 3 in the current census.

The Report

The data for this report offered separate statistics for the United States and Canada. We have, therefore, analyzed the information first for the US, then for Canada, with comparisons and conclusions for the whole data set following.

United States 2006-2007

Obtaining Positions in 2006-2007:

Women

With tenure: 42% of hires with tenure went to women (Fig. 11), up from 36% in the previous survey.

¹ The database initially showed 13 female minority TT hires, but the previous survey had not given any indication that there could be such a large minority (and especially female minority) pool of candidates available. This was the reason we looked at the 4 surveys we had access to where such hires were reported and discovered that on all of them the female minority hire was an error in recording. We do not believe that the figure we are left with (9 female minority hires and 5 male minority hires) is reliable even after this correction. Someone with access to all the original surveys would have to check all of them. Future surveys, if the transition is successfully made to online reporting, should be free of such errors in transcribing the data.

Tenure track: 48% of tenure-track hires (91 of 189 positions) during the census period went to women (Fig. 12). The breakdown was 53% of hires in PhD-granting departments (35 of 66), 39% in MA/MAT-granting departments (12 of 31), 48% in BA-granting departments (41 of 85), and 43% in departments with no major (3 of 7). In BA-only departments this represents an increase (40% in the last census), but a slight drop at other sorts of institutions.

Non-tenure track: In the United States, 45% of full-time non-tenure-track hires went to women (Fig. 13), a figure essentially unchanged from the overall figure in the last census (44%). Women accounted for 56% of these hires in PhD-granting departments (up slightly from 53%), 48% in MA/MAT-granting departments (down from 50%), and 38% in BA-granting departments (compared to 39% in the last census) (see Fig. 13).

Minorities

There are still very few minorities entering the ranks of the faculty. Of the 189 tenure-track hires in the US, 18 went to minorities (10% of total, which is up considerably from the 3% of the last census). As in the last census, no tenured hires went to a member of a minority group. On the Canadian side, the US-centric design of the survey makes the situation opaque. Anecdotal evidence indicates that at least one Canadian minority (French Canadian) was hired into a tenure-track position during the survey period.

Obtaining Tenure in 1999-2004:

Women

Women accounted for 30% of tenure grants in the United States in the five-year period (Fig. 9, down from 37%). Women received 31% of the tenure grants in BA-granting departments (a significant drop from 45% at this sort of department), 33% in MA/MAT-granting departments (up from 28%), and 25% in PhD-granting departments (little changed from 27%).

6 of 46 women who applied for tenure were denied (13%) while 8 of 92 men who applied for tenure were denied (9%). In sum, there were 138 applicants for tenure, of whom 14 were denied. Of these 14, 6 were women.

Minorities

In light of the low numbers of underrepresented minorities that enter the field, departments need to ensure that members of underrepresented minorities are mentored

in the early stage of their faculty careers in such a way that they are more likely to earn tenure. Whether this is happening or not is impossible to say, but the census reveals grounds for cautious optimism in this regard. In PhD-granting departments, 4 (1 female) minorities were granted tenure. At BA-granting departments, 4 minorities were granted tenure. These numbers are distinct improvements over the previous census, in which only 4 minorities earned tenure at all sorts of institutions and 2 applied for it but were denied.

The Status in Rank in 2006-2007

Women

Women represented 38% of full-time faculty at all ranks, including part-time instructors, in US institutions that reported (Fig. 5). Of all classics faculty including part-time faculty, 18% were women who held tenured positions. This compares unfavorably to the 35% who were men with tenure. The tenure track shows less discrepancy between men and women. 13% of all classicists with positions were men on the tenure track, while 10% were women in tenure-track positions. 13% of classicists were in full-time but non-tenure-track positions (breakdown: 8% men, 5% women), and the remaining 11% were in part-time positions (breakdown: 6% men, 5% women). The disparity in numbers based on gender, in other words, was greatest among tenured faculty members, though it exists at all ranks.

Full Professors: In this census (Fig. 7) women accounted for 28% of full professors in US institutions (26% in PhD departments, 46 % in MA/MAT departments, 25% in BA departments, and 25% in departments with no major).

Associate Professors: 40% of associate professors (Fig. 7) are women (34% in PhD departments, 41% in MA/MAT, 43% in BA-granting departments, and 80% in departments with no major).

Assistant Professors: Women represent 46% of assistant professors, (49% in PhD, 45% in MA/MAT, 43% in BA-granting departments, and 56% in departments offering no major).

Other: In full-time positions with a rank of Instructor (or comparable title), women represent 50% in PhD-granting departments, 31% in MA/MAT-granting departments,

38% in BA-granting departments, and 67% (7 out of 12) in departments with no majors. Overall, women held 40% of positions with the rank of Instructor (Fig. 7).

Minorities

Members of minorities represent 4% of the full-time faculty members in US institutions (Fig. 15). The percentage at PhD departments is 3%, at MA/MAT departments 7%, at BA departments 4%, and in departments with no major 4%.

Minorities represent a slightly lower percentage of part-time positions: 3.0%, with most of these at PhD-granting departments.

Courses on Gender/Sexuality

The survey has never asked about courses on minority groups or ethnicity in the ancient world, so this report will only address courses on Gender/Sexuality (Table 16). It might be useful, however, for future censuses to assess whether the increase in the scholarship on ethnic identity in antiquity mirrored by an increased attention to this in the classroom.

51 departments (40% of the total) reported (Figure 17) offering a total of 64 courses on gender/sexuality in US departments, with the following breakdown: 43% of PhD-granting departments, 69% of MA/MAT-granting departments, 38% of BA-only departments, and 8% of departments with no majors. This shows a more even distribution across institution types and a higher total (40% as opposed to 30% in the previous census), both of which are encouraging signs. On the other hand, the lower response rate may be responsible for both effects.

Conclusions – United States

Positives:

Women account for 53% of tenure track hires in PhD-granting departments, down slightly from 56% in the previous census but still providing potential for future positive developments (Fig. 12).

Women now represent 46% of assistant professors in the profession, up slightly from 44%. There is parity of numbers in assistant professor positions in PhD-granting departments (49%) and improvements at other types of departments, and we will continue to need to watch to see how these numbers translate to higher ranks as the

careers of these assistant professors progresses.

There are signs that members of underrepresented minorities are having greater success in the tenure process, but the data are meager.

The percentage of BA-granting departments that offer courses on gender/sexuality may be on the rise.

Negatives:

The difference between women and men in tenure positions (33% versus 67%) still represents one of the most serious areas of gender-imbalance in the profession in the United States, despite the fact that it shows some slight improvement from the last survey (29% versus 71%).

The most egregious locus of gender inequity remains at the highest rank. Only 28% of full professors in US departments are women, with the proportion similar at most sorts of institutions.

It should be noted that despite PhD-granting departments' success in hiring women at the junior level, the numbers do not show even progression in career advancement. 49% of assistant professors at this departments are women, but the percentage of associate professors drops to 34% and the number of full professors drops to 26%.

In tenure-track hires outside of PhD-granting departments, the proportion of hires that went to women was below 50% (39% in MA/MAT departments, 48% in BA departments, and 43% in departments with no major) (Fig. 12).

Women constitute only 30% of the tenure grants in the survey but 43% of the denials (Fig. 9 & 10).

The profession produces too few minority graduates at all levels, from the BA (7%) to the PhD (4%). The discipline cannot be diversified without more coming through the pipeline, and solutions will need to address every stage of education, including K-12.

The percentage of PhDs that are conferred upon women is too low. The percentage of women who earn the BA in Classics (56% of BAs) is quite high, and the drop off is relatively slight at the MA level (48%) but becomes precipitous at the PhD (only 32% of the highest degree) (Fig. 16).

Canada 2006–2007

Obtaining Positions in 2006–2007:

Women

Compared to the previous census, the 2006–2007 numbers show little improvement when it comes to hiring patterns except in the areas of hire with tenure, where the numbers are so small that they are statistically meaningless.

With Tenure: Although there were fewer hires with tenure overall (only 3 compared with 7 in the last census), the proportion of women hired with tenure in Canadian departments was much higher. Of the 3, 2 (one in a PhD-granting department, one in an MA-granting department) were women (67%) (Fig. 11). In the last census only 29% of hires with tenure went to women.

Tenure-Track: Of the total 30 tenure-track hires (a significant overall drop from 42 in the previous census) in Canadian departments, only 9 (30%) were filled by women. In BA-granting departments there was some significant improvement (60% of hires there went to women), but in MA/MAT-granting departments the numbers were anemic (31%), and at PhD-granting ones they were dismal (17%) (Fig. 12).

Non-tenure track: Of the 14 full-time, non-tenure-track hires, 43% were women, a drop from 58% in the previous survey (Fig. 13).

Minorities

Canadian institutions keep statistics regarding the hiring of minorities according to Canadian legal definitions (both national and provincial) of minority groups for reporting purposes. It is to be hoped that future APA department censuses will frame definitions of minority groups according to national standards so that we will be able to capture this data appropriately. As far as the 2007 Department Census goes, however, Canadian institutions either did not keep statistics regarding the hiring of minorities according to American legal definitions or did not report them in this form.

Obtaining Tenure 2006-2007:

In this census, Canadian institutions reported a total of 54 tenured faculty. Of these, only 30% were women (Fig. 6), an apparent increase from the 23% of the previous survey (though with only half the number of Canadian institutions participating in the most recent census, the different sample may account for the apparent change).

Reporting Canadian departments indicated that 11 faculty applied for tenure and that none was denied. Of these, 6 were women, or 55%. This is an increase from the 40% of tenure grants that went to women in the last census.

Minorities

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The Status of Rank in 2006-2007

Women

Women represented 36% of faculty at all ranks in 2006-2007 (Fig. 6) in Canadian departments. 47% of classics faculty held tenured positions in departments reporting, with a breakdown of 33% men and 14% women. 28% of positions were tenure-track; tenure-track women represented 9% of total classics faculty, and tenure-track men, 19%. Full-time non-tenure track positions represented 9% of the total faculty; non-tenure-track men represented 6% of the total classics faculty, and non-tenure-track women 3%. The final 16% of positions were part-time positions; part-time men represented 6% of the total classics faculty, and part-time women, 10%.

Full Professors: Women account for only 8% of Full Professors in Canadian classics departments in the survey (Fig. 8). This is an apparent drop from an already low 12% in the previous census, but the difference may be due simply to sample size and response rate.

Associate Professors: The picture is considerably better at the associate level, with

52% of reported positions at this rank occupied by women, up from 34% (though with the same caveats kept in mind elsewhere about the very different sample of reporting institutions between the two surveys).

Assistant Professors: 34% of assistant professors in reporting Canadian classics departments are women (Fig. 8), indicating that the apparently rosier situation at the associate professor level may be due more to the rarity of women's promotion to the rank of full professor rather than their success in entering the tenure track (compare the relatively high number of women who occupy full-time but non-tenure track positions below). PhD-granting departments in particular show very few women at the assistant level (25%).

Other: 47% of instructors are women, up from 36% in the previous survey.

Minorities

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Courses on Gender/Sexuality

The survey has never asked about courses on minority groups or ethnicity in the ancient world, so this report will only address courses on Gender/Sexuality (Table 16). It might be useful, however, for future censuses to assess whether the increase in the scholarship on ethnic identity in antiquity mirrored by an increased attention to this in the classroom.

3 Canadian departments (21%) reported (Figure 17) offering a total of 3 courses on gender/sexuality, with the following breakdown: 25% of PhD-granting departments, 0% of MA/MAT-granting departments, 67% of BA-only departments, and 0% of departments with no majors. This shows a very different pattern from the US data, where PhD- and MA- granting departments offer such courses more frequently than BA-only departments.

Conclusions- Canada: The 2006-2007 Situation and the Future:

Minorities

It is impossible to draw any conclusions under the circumstances. The report on the previous survey noted that "That said, the situation appears rather bleak. Without more statistics on the current situation and with no hires to suggest a greater representation of minorities in the future, there is just not a lot more to say." Without appropriate data, the true situation cannot be assessed and changes cannot be tracked. That data will not be available until the APA Department Census asks for appropriate data in a way that is sensitive to the different national and provincial legal definitions of minority status that prevail in Canada.

Women

In 2002-2003, women accounted for only 12% of full professors in Canadian institutions. If the new census' data can be trusted, the situation has actually deteriorated, and now this number is 8%. The last report hailed as good news that women represented a substantially higher percentage of associate professors (34% then, now 52% in the new numbers) and of assistant professors (42% then, now 34%), but the higher numbers of associates who are women may simply represent a bottleneck past which they do not move. It is true, as the last report said, that "if women make successful bids for promotion," the number of female full professors will rise, but that does not seem to be happening.

Differences between Canada and the United States in Offering and Obtaining Positions and Implications for the Future

Although the previous report made comparisons between US and Canadian institutions in the aggregate, it noted that "comparisons are a little misleading" because of the major differences in sample size. The authors of this report tend to feel that such comparisons are more than a little misleading and have opted not to make direct comparisons between the Classics departments of the two countries, especially in light of the low response rate for the whole survey. While it is interesting to read the nation-specific sections above side-by-side, we do not feel that firm conclusions ought to be drawn

from statistical comparisons.

Conclusions – US and Canada and Comparisons with past surveys

Minorities

Minorities represent 4% of the full time-faculty in the US institutions (since there were no reported data from Canada for reasons stated above) that answered the survey (Figure 15). This is an increase from 2% in the previous survey—but any change recorded for such low numbers represents little more than a rounding error. Without fuller data from a larger number of institutions over a longer period of time it is hard to say whether the situation is notably improving.

Positions: Members of minority groups do not seem to be at a particular disadvantage in the hiring process, but there are so few such candidates that the department census is not the proper instrument to study this question (the Placement report is perhaps more appropriate). Moreover, it is difficult to see how the field can diversity at the same rate when the supply of minority PhDs is so low (see “Degrees” two paragraphs below).

Tenure: The last report showed minorities were denied tenure at higher rates than their non-minority counterparts. This census, by contrast, shows no minorities of either gender were denied tenure during the survey period, and that 7 minority men and 1 minority woman were granted tenure. This represents 7% of all tenure grants in the US. This is a very positive development, since despite the low absolute number, this represents a movement toward diversifying the tenured ranks.

Degrees: Although 7% of BAs in Classics are granted to members of ethnic and racial minorities in the US, only 4% of PhDs are earned by these same students. The low numbers of PhDs entering the field make it very difficult for the field to diversify further without specific efforts to increase the number of degrees earned at all levels.

Women

In this census 37% of full-time classics faculty at all ranks were women. This shows no statistically significant change from earlier years (2002-2003, 36%; 2001–2002 37%; 1997 36%). Where this census shows some improvement is in the percentage of tenured faculty who are women. This figure is up to 33% (33% in Canada, 35% in the US) in North America (compared to 28% in the previous survey, 29% in 2002–3, 30% in 2001–2, 28% in 1997–2001).

Rank:

When it comes to rank there has been an increase in the number of women at the associate (40% US; 52% Canada) and assistant professor level (46% US; 32% Canada). But the relative parity at those ranks is still a long way off at the rank of full professor. Whereas 12% of full professors in Canada and 22% in the US were women in the last census, those numbers are now 8% and 28%. This represents a potential increase of women at this rank in the US (and a decline in Canada), but there is a long way to go before women reach 40%+ of this rank. A glance at Figures 7 and 8 shows that this issue affects departments of all sorts aside from US MA/MAT-granting departments (where 46% of full professors are women). In US PhD-granting departments one might note that while 49% of assistant professors are female, this number drops off precipitously to 34% of associates and 26% of fulls.

Earlier surveys did not collect rank-specific data, so there are few long-term conclusions that we can draw from this census. Once again, the low response rate to this survey also undermines confidence in the accuracy of the results.

Positions: The percentage of women being hired in tenure-track positions is the same (46%, Figure 12) as it was in the 1999-2004 survey. Both numbers are slightly lower in comparison to the 1997-2001 figures of 50% and the 2002–2003 figure of 51%. Women continue to be hired into tenured positions at lower rates (42%) in comparison with men (Figure 11).

Tenure: Only 32% of tenure grants went to women (55% in Canada; a paltry 30% in the US, with the lowest rate there, 25%, in PhD-granting institutions). This compares unfavorably with the two previous surveys (37% tenure grants to women in both survey periods).

In this census no women were reported as being denied tenure in Canada but 6 were denied in the US (as compared with 8 men who were denied tenure). Thus 43% of tenure denials went to women, a considerable improvement over the earlier surveys.

At the same time, if women are about half of the assistant professors but less than half of the tenure denials and they also received far fewer than half of the tenure grants, it seems likely that many women are not coming up for promotion at all—or that longer terms data and more accurate surveys would reveal something we are not currently capturing.

Conclusions about Courses on Gender/Sexuality

39% of North American departments report offering courses specifically devoted to topics of gender and sexuality, an increase from the 30% of the previous survey. At the same time, the differential reporting may be to blame: the actual number of courses reported in this survey (67, see Figure 17) is much lower than in the last survey (103 courses).

As with the previous one, the latest survey offers no information about courses on minorities/ethnicity, but we recommend that future Departmental Censuses once again begin to request information specifically about such courses.

It is difficult to draw many conclusions about course data. Do courses on gender and sexuality belong in a single category of reporting? The author of the last report thought not, and we tend to agree. What does such a combined figure tell us about the field? Can the number of departments that report such courses be used as a proxy for questions about the professional appeal of the field for women?

Respectfully submitted,

Alison Keith and Stephen Trzaskoma

Appendix: Figures

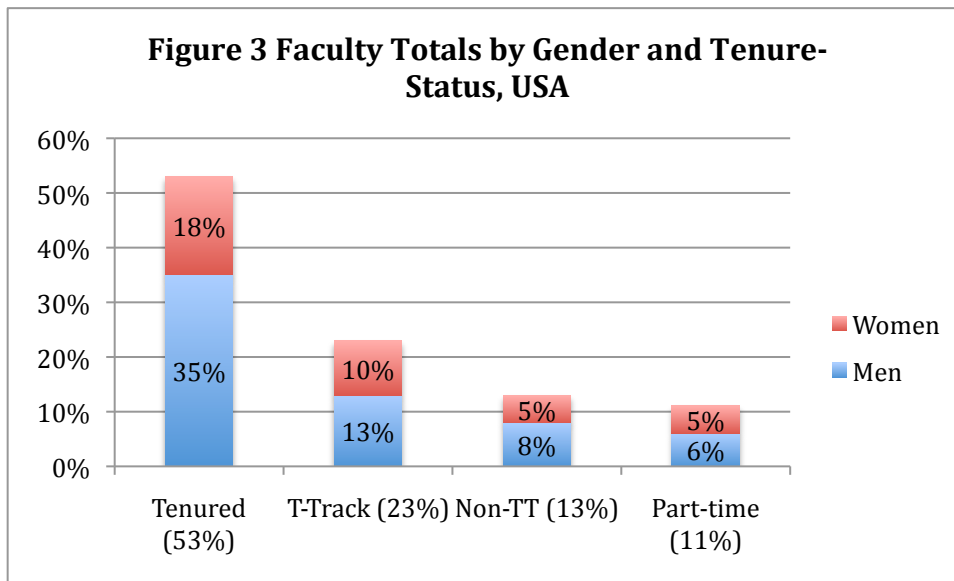


Figure 4 Faculty Totals by Gender and Tenure-Status, Canada

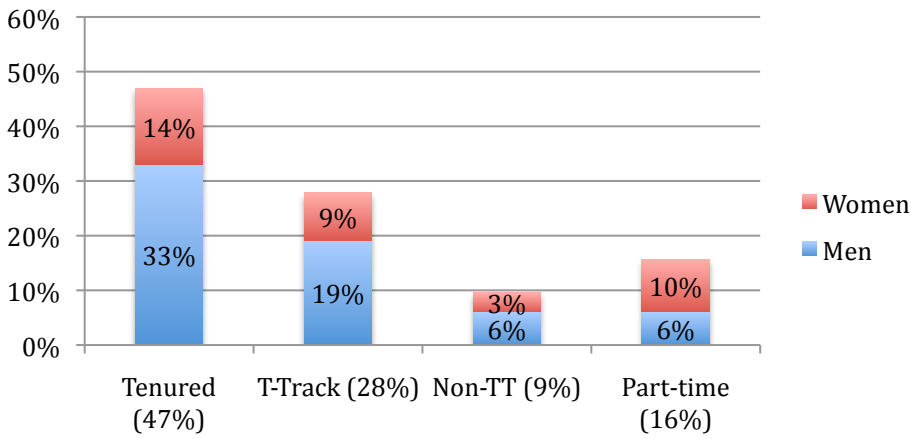


Figure 5 Women's Percentage of Faculty Positions by Tenure-Status and Highest Classics Degree Granted by US Departments

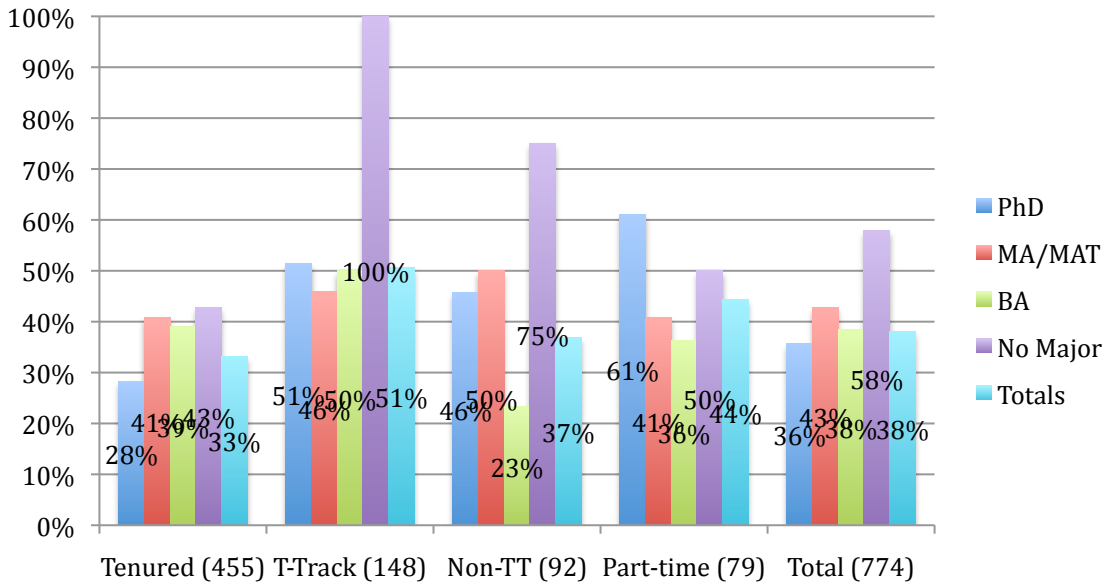


Figure 6 Women's Percentage of Faculty Positions by Tenure-Status and Highest Classics Degree Granted by Canadian Departments

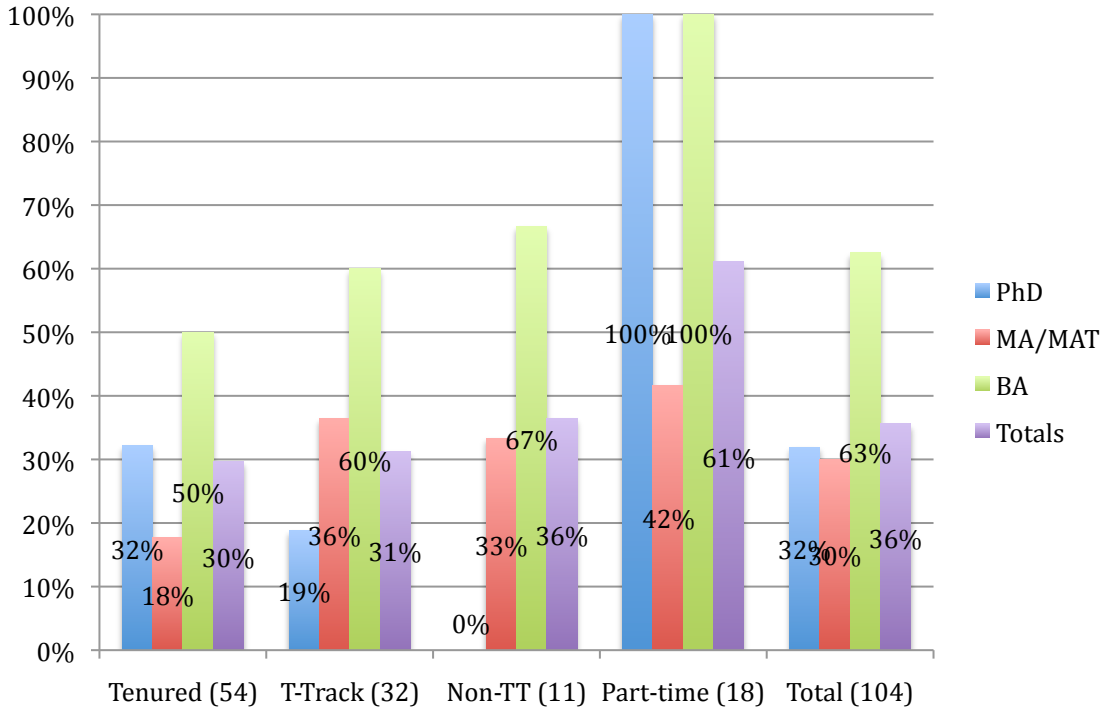


Figure 7 Women's Percentage of Full-Time Academic Rank Categories by Highest Classics Degree in US Departments

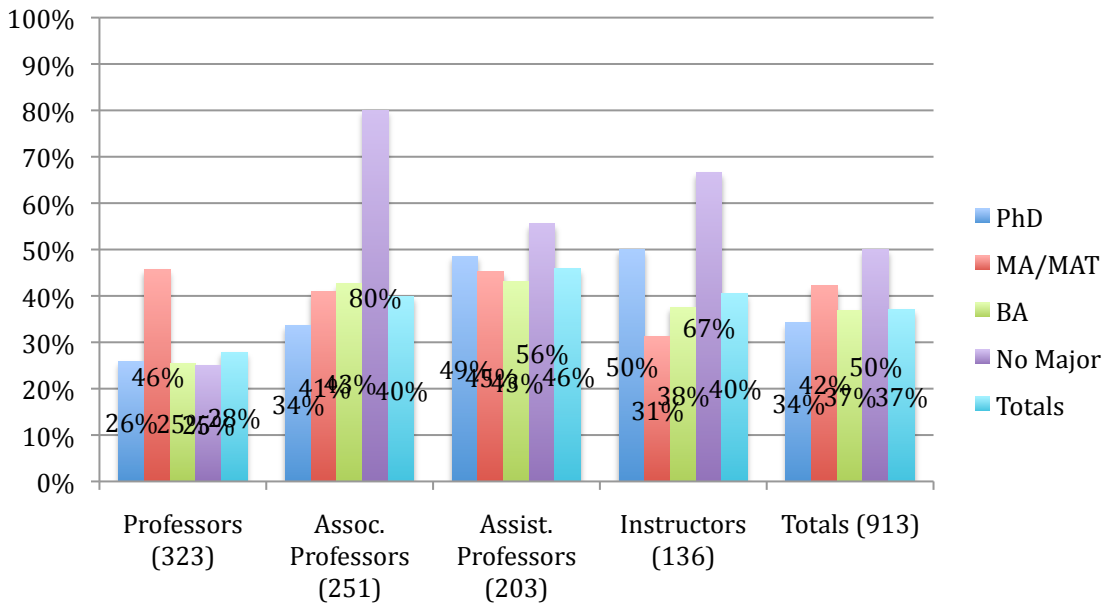


Figure 8 Women's Percentage of Full-Time Academic Rank Categories by Highest Classics Degree Granted by Canadian Departments

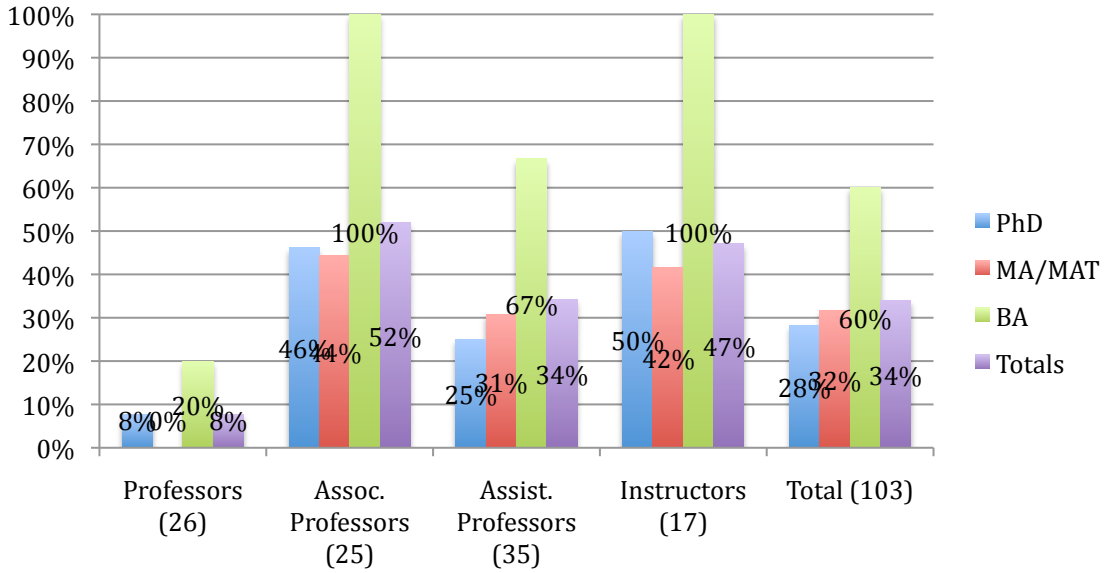


Figure 9 Women's Percentage of Tenure Grants by Country and Highest Classics Degree

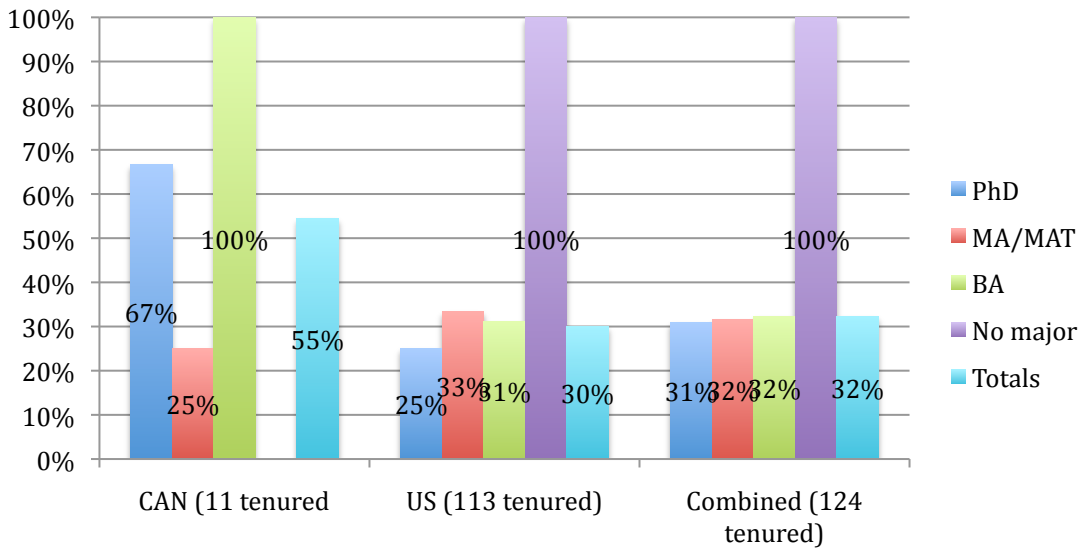


Figure 10
Women's Percentage of Tenure Denials by Country and Highest Classics Degree

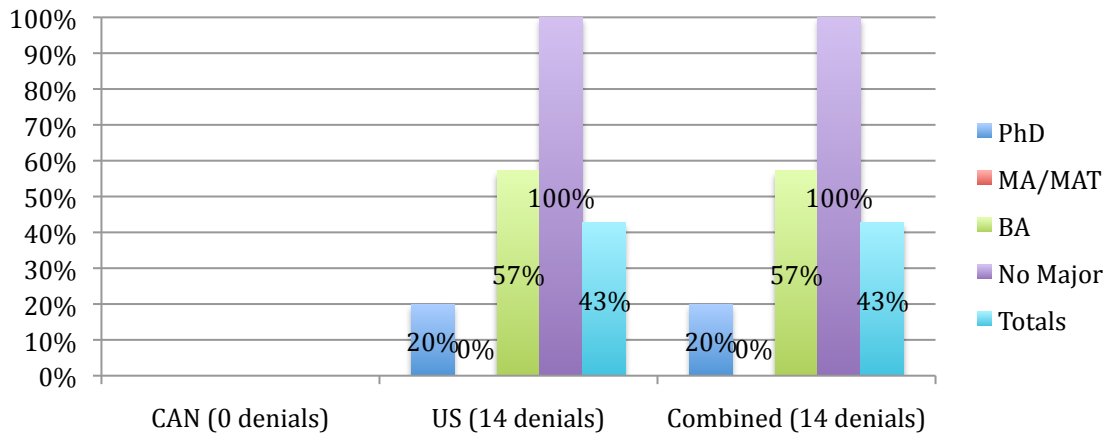


Figure 11
Women's Percentage of Hires with Tenure by Country and Highest Classics Degree

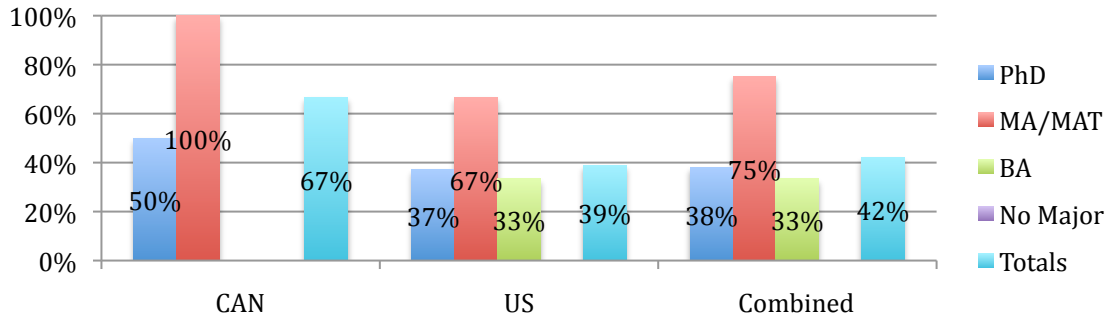


Figure 12
Women's Percentage of Tenure-Track Hires by Country and Highest Classics Degree

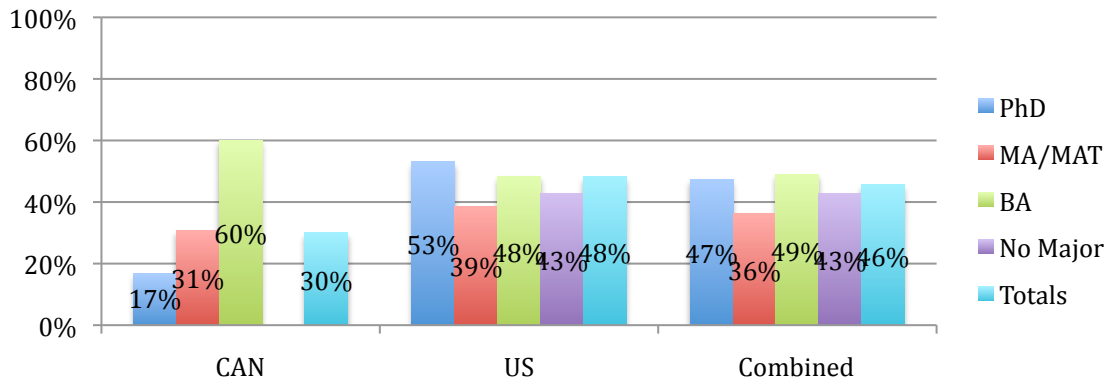


Figure 13
Women's Percentage of Full-Time, Non-Tenure-Track Hires by Country and Highest Classics Degree

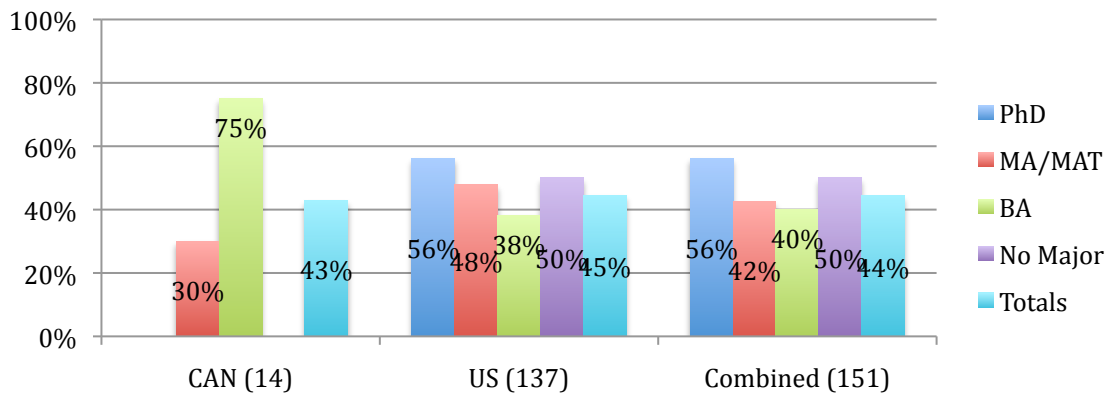


Figure 14 Tenure Status of Full-Time Classics Hires by Country

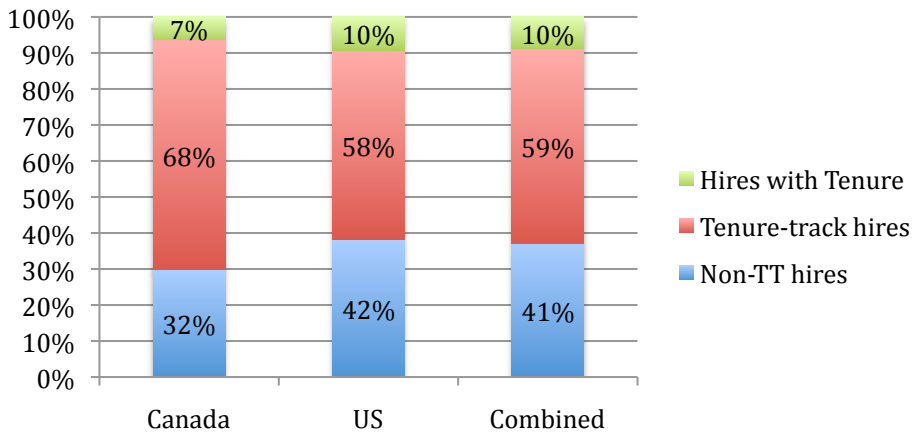


Figure 15 Percentage of Full-Time and Part-Time Classics Positions Held by Members of Minority Groups by Highest Classics Degree, USA

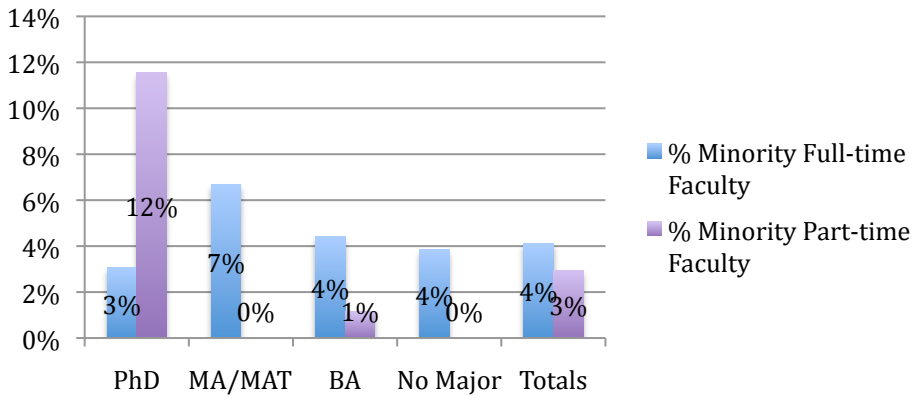


Figure 16 Classics Degrees Conferred by Gender and Minority Status, Both Countries

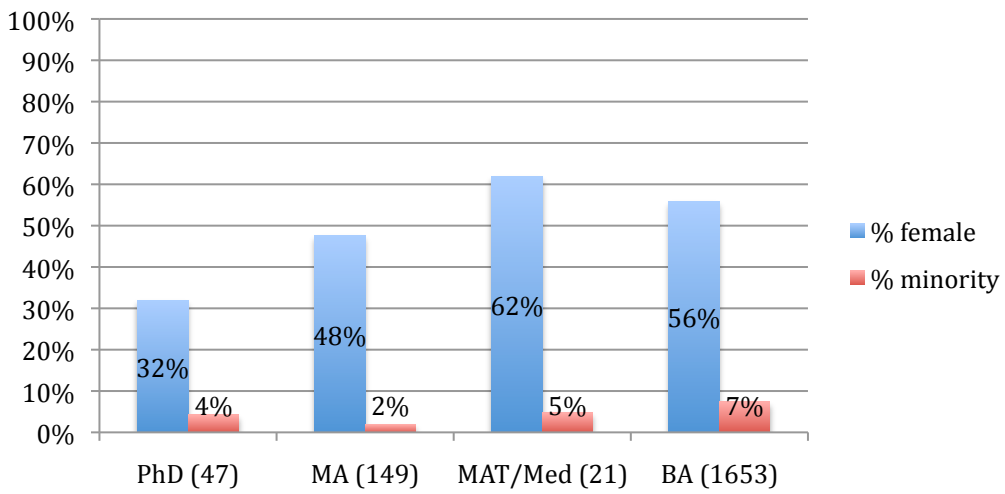


Figure 17 Percentage of Departments offering Undergraduate Courses on Gender/Sexuality

