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AUTHOR White, Barbara Ehrlich; White, Leon S.
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ABSTRACT

This document presents statistical data on the status of women in full-time teaching positions in 164 college and university art departments. This status can best be summarized by the relationship, "the higher, the fewer." The percentage of women at various faculty ranks decreases steadily from instructor to full professor. Necessarily, the opposite is true for men. The data do not provide an answer to why "the higher, the fewer" relationship holds so pervasively. However, they do indicate that in those departments that have Ph.D.'s on their faculties, the percentage of women with Ph.D.'s exceeds the percentage of men by almost 25%. Hence, although women are concentrated at the lower ranks, they may be more highly trained on the average than their male colleagues. (Author/HS)

January 1973

WOMEN'S CAUCUS OF THE COLLEGE ART ASSOCIATION SURVEY OF THE STATUS OF
WOMEN IN 164 ART DEPARTMENTS IN ACCREDITED INSTITUTIONS OF HIGHER EDUCATION

Statistical Analysis of Survey Data
by Barbara Ehrlich White (Ph.D., Art History)
with the Statistical Assistance of Leon S. White (Ph.D., Operations Research)

INTRODUCTION: Several months ago, Ann S. Harris, Chairperson of the Women's Caucus of the C.A.A., and now Chairperson of the C.A.A. Committee on the Status of Women, developed a questionnaire to survey the status of women in full-time teaching positions in college and university art departments (art history and studio). She sent copies of the questionnaire to about 50 people throughout the country. Each person was asked to fill out as many forms as possible using data from the latest available college catalogues. 164 questionnaires were returned, most based on 1972-73 catalogue information.

The questionnaire data have been organized into 12 tables below. The more complex tables are followed by short summaries. The information in the tables provides a description of the current status of the full-time faculty, women and men, in the 164 departments in the sample. However, because of the size of the sample and its representative characteristics (see Table 3), it seems reasonable to conclude that the survey results approximately describe the current general status of women faculty in art departments. This status can best be summarized by the relationship first observed by Ann S. Harris, "the higher, the fewer." The percentage of women at various faculty ranks decreases steadily from instructor to full professor. Necessarily, the opposite is true for men. The percentage of women teaching in art departments decreases as the academic level of the department (as measured by the highest degree it awards) increases. Women hold the highest percentage of positions in departments awarding Associate Arts (A.A.) degrees, and the lowest percentage in Ph.D. departments. Again, the opposite situation must hold for men.

The data do not provide an answer to why "the higher, the fewer" relationship holds so pervasively. However, they do indicate that in those departments that have Ph.D.'s on their faculties (the sample includes 96 such departments), the percentage of women with Ph.D.'s (30.4%) exceeds the percentage of men (24.7%) by almost 25%. Hence, although women are concentrated at the lower ranks, they may be more highly trained on the average than their male colleagues.

More research is needed to determine conclusively if "the higher, the fewer" status corresponds to a discriminatory distribution of women who teach art history and studio. The career paths of people who entered the job market in a series of years (e.g. 1945, 1950, 1955, 1960, 1965) should be traced to see how similarly qualified men and women Ph.D.'s and M.F.A.'s have fared over time. Also, a quantitative (numerically based) definition of discrimination must be formulated as a standard by which to assess research results. The survey data described in the tables below clearly raise questions of the possibility of various kinds of discrimination -- related to hiring, promotion, and tenure -- but further investigation is required to provide unequivocal answers. It is hoped that widespread discussion of the information contained in this preliminary report will encourage more extensive studies. Among the other issues that should be examined are salaries, museum positions, and part-time positions. It is also hoped that this report and the picture it draws of the current status of women in the profession will lead to renewed efforts by those in the system to improve the situation for the women now teaching and to enable qualified women to gain entry.

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TABLE 1. Background Data: Ph.D. Degrees Granted by Sex of Recipient.

Year Ph.D. Granted	Doctorates in Art		Field and Source
	% Men	% Women	
1971	56.3%*	43.7%*	Art History: granted in the 39 Ph.D. granting departments (100%). Data compiled by Alison Hilton, Chairperson of CAA Committee on Graduate Study.
1967-68	66.0%	34.0%	Fine and Applied Arts: data compiled by WEAL (in <u>Discrimination Hearings</u> , I, p.310, 1970).
1966-67	56.5%	43.5%	Art History: data compiled by Ann S. Harris from CAJ lists of completed dissertations (A.S. Harris, "Second Sex in Academe", <u>Art in America</u> , May-June 1972, p.18).
1960-65	73.0%	27.0%	<u>Ibid.</u>
1960-69	69.9%	30.1%	Fine and Applied Arts: Data compiled by U.S. Government; quoted in <u>Ibid.</u>

*In 1971, 40 men and 31 women were awarded Ph.D.'s. Also in 1971, M.A.'s in art history were awarded to 87 men (31.2%) and 192 women (68.8%). (Alison Hilton, Ibid.)

SUMMARY OF TABLE 1: In 1971, women received almost half of all doctorates in art history and more than half of the master's degrees. In the 1960's, women's Ph.D. production was about 30 percent of the doctorates in "fine and applied arts". In the 1970's, this percentage could increase to above 40 percent if the trend evident in the data does not reverse itself. Thus, more women than ever may be seeking scholarly careers in art history.

TABLE 2. Background Data: Scholarly Productivity as Measured by Contributions to the Art Bulletin by Sex of Author.

Dates	Scholarship	% Men	% Women	Source
1965-71	<u>Art Bulletin</u> articles, notes, documentation, state of research.	76.6%	23.4%	Ann S. Harris, "Second Sex in Academe", <u>Ibid.</u> , p.19.
1965-71	Book and exhibition reviews.	77.7%	22.3%	Ann S. Harris, calculation for 1972 CAA Women's Caucus meeting.
1965-71	Authors of books reviewed in the <u>Art Bulletin</u> .	80.9%	19.1%	Ann S. Harris, "Second Sex in Academe", <u>Ibid.</u> *

*In a broader analysis of the authorship of Art Bulletin contributions by sex, Ann S. Harris calculated that in the period 1962-71, women contributed roughly 30% of the scholarly writings, and in the period 1952-61, women contributed roughly 20%.

TABLE 3. Nature of the 164 Departments in the Sample and Sources of the Data.

Sample contains institutions located in 29 States.	Catalogue 1972-73: 101 sources: 1971-72: 41 1970-71: 15	Type of art depts. in samples: Art history and studio...129 Just art history..... 20 Just studio..... 11 Just art education..... 4
Institutions with:	1969-70: 4	
One art dept.....156	1968-69: 1	
Two art depts..... 1	1967-68: 2	
Three art depts... 2	164	164

TABLE 3. Nature of the 164 Departments in the Sample and Sources of Data (Continued).

Size of institution according to 1972-73 Accredited Institutions of Higher Education:	Below 1,000 students...14	Selected institutional attributes:	Public control.....98
	1 to 10,000 students...83		Private Control.....66
	10 to 20,000 students..40		With religious affiliation....26
	Above 20,000 students..27		Without religious affiliation.40
			Sex of students:
		Primarily women..... 16	
		Primarily men..... 3	
		Co-educational.....145	

TABLE 4. Rank and Sex Distribution of Full-Time Faculty in 164 Departments.

Rank of Full-Time Faculty	Men		Women		Total	
	N	%	N	%	N	%
Full Professors	555	88.0%	76	12.0%	631	100.0%
Associate Professors	455	82.1%	99	17.9%	554	100.0%
.....						
Tenured Faculty* (1st Sub-Total)	1010	85.2%	175	14.8%	1185	100.0%
.....						
Assistant Professors	571	77.5%	166	22.5%	737	100.0%
Instructors**	379	69.8%	164	30.2%	543	100.0%
.....						
Non-Tenured Faculty*** (2nd Sub-Total)	950	74.2%	330	25.8%	1280	100.0%
.....						
Total (All Full-Time Faculty)	1960	79.5%	505	20.5%	2465	100.0%

*It is assumed that all full professors and associate professors have tenures.

**The designation "Instructor" includes full-time instructors and full-time lecturers.

***It is assumed that no assistant professors or instructors have tenure.

SUMMARY OF TABLE 4: A total of 2465 full-time positions are included in the sample. Women hold 20.5% of these positions. Of the tenured faculty, 14.8% are women, of the non-tenured faculty, 25.8% are women. According to rank, women are 30.2% of the instructors, 22.5% of the asst. profs., 17.9% of the assoc. profs., and 12% of the full profs. A clear example of "the higher, the fewer".

TABLE 5. Number of Departments With No Men or No Women at Each Rank.

Rank	No. of depts. with no men at rank of:	% of 164 depts. with no men	No. of depts. with no women at rank of:	% of 164 depts. with no women
Full Prof.	51	31.1%	123	75.0%
Assoc. Prof.	43	26.2%	105	64.0%
Asst. Prof.	31	18.9%	82	50.0%
Instructor	60	36.6%	94	57.3%

MARY OF TABLE 5: Out of the 164 departments in the sample, 75% have no women at the rank of full professor, while 31% have no men at that rank. For any given rank, no more than 50% of the departments have women at that rank.

TABLE 6A. Sex Distribution and Ph.D.'s Among Faculty Members in the 96 Departments Where at least 1 Faculty Member has a Ph.D.*

	Faculty Count		No. and % With Ph.D.'s	
	N	%	N	%
Men	1473	80.8%	364	77.4%
Women	349	19.2%	106	22.6%
Total	1822	100.0%	470	100.0%

TABLE 6B. Ph.D. Distribution by Sex of Faculty Members in the 96 Departments.

	Men		Women	
	N	%	N	%
Ph.D.'s	364	24.7%	106	30.4%
Non-Ph.D.'s	1109	75.3%	243	69.6%
Total	1473	100.0%	349	100.0%

*In the sample of 164 art departments, 96 have at least one faculty member who holds a Ph.D. Tables 6A and 6B only consider the faculty in these 96 departments.

SUMMARY OF TABLES 6A AND 6B: 6A: In the 96 departments where at least one person has a doctorate, there are 349 women and 1473 men faculty. Considering the 470 faculty members in the 96 departments who hold Ph.D.'s, 77.4% are men and 22.6% are women. 6B: Considering only the men in the 96 departments, 24.7% have Ph.D.'s. Considering only the women, 30.4% have Ph.D.'s. Thus, in departments where at least one person has a doctorate, the percentage of women holding Ph.D.'s exceeds that of the men by almost 25%.

TABLE 7. Breakdown of 164 Departments According to Highest Degree Awarded.

	Highest Degree Granted By Department				Total
	A.A.	B.A., B.F.A.	M.A., M.F.A.	Ph.D.*	
No. of Schools	13	81	48	22**	164

*In the U.S., 39 departments award Ph.D.'s in art history.

**Of the 22 Ph.D. departments in the sample, 12 teach art history exclusively (see Table 10, while the other 10 combine art history with studio).

TABLE 8. Sex Distribution of Departmental Chairmen According to Highest Degree Awarded by Department, in 147 Departments (17 Departments are Omitted Because They Either Lack a Chairman or the Sex of Chairman Could Not Be Determined From The Catalogue Listing).

Highest Degree Granted by Dept.	Chairmen					
	Men		Women		Total	
	N	%	N	%	N	%
A.A.	6	75.0%	2	25.0%	8	100.0%
B.A., B.F.A.	59	83.1%	12	16.9%	71	100.0%
M.A., M.F.A.	41	87.2%	6	12.8%	47	100.0%
Ph.D.	21	100.0%	0	0.0%	21	100.0%
Total	127	86.4%	20	13.6%	147	100.0%

SUMMARY OF TABLE 8: Women hold 13.6% of the departmental chairmanships, but the higher the status of the degree program, the lower the percentage of women serving as chairman. Later tables indicate that the percentage of women chairmen: in women's schools is 37.5% (T12), in religious schools is 31.2% (T12), in the smallest departments is 17.9% (T10), in the largest departments is 8% (T10), in art history departments is 5% (T11), and in studio departments is 0% (T11).

TABLE 9. Rank and Sex Distribution of Full-Time Faculty According to Highest Degree Granted by Department.

Highest Degree Granted by Dept.	Full Professors				Associate Professors			
	Men		Women		Men		Women	
	N	%	N	%	N	%	N	%
A.A.	0	0.0%	0	0.0%	3	100.0%	0	0.0%
B.A., B.F.A.	113	86.9%	17	13.1%	156	81.7%	35	18.3%
M.A., M.F.A.	263	86.5%	41	13.5%	212	80.9%	50	19.1%
Ph.D.	179	90.9%	18	9.1%	84	85.7%	14	14.3%
Total	555	88.0%	76	12.0%	455	82.1%	99	17.9%

Highest Degree Granted by Dept.	Assistant Professors				Instructors			
	Men		Women		Men		Women	
	N	%	N	%	N	%	N	%
A.A.	11	68.8%	5	31.2%	33	73.3%	12	26.7%
B.A., B.F.A.	195	74.4%	67	25.6%	156	68.2%	71	31.8%
M.A., M.F.A.	272	79.1%	72	20.9%	149	72.0%	58	28.0%
Ph.D.	93	80.9%	22	19.1%	41	64.1%	23	35.9%
Total	571	77.5%	166	22.5%	379	69.8%	164	30.2%

Highest Degree Granted by Dept.	Full-Time Faculty of All 4 Ranks Combined					
	Men		Women		Total	
	N	%	N	%	N	%
A.A.	47	73.4%	17	26.6%	64	100%
B.A., B.F.A.	620	76.5%	190	23.5%	810	100%
M.A., M.F.A.	896	80.2%	221	19.8%	1117	100%
Ph.D.	397	83.8%	77	16.2%	474	100%
Total	1960	79.5%	505	20.5%	2465	100%

Highest Degree Granted by Dept.	Tenured: Full and Assoc. Prof.					Non-Tenured: Asst. Prof. and Instr.				
	Men		Women		Total	Men		Women		Total
	N	%	N	%	N	N	%	N	%	N
A.A.	3	100.0%	0	0.0%	3	44	72.1%	17	27.9%	61
B.A., B.F.A.	267	83.8%	52	16.2%	321	351	71.8%	138	28.2%	489
M.A., M.F.A.	475	83.9%	91	16.1%	566	421	76.4%	130	23.6%	551
Ph.D.	263	89.2%	32	10.8%	295	134	74.9%	45	25.1%	179
Total	1010	85.2%	175	14.8%	1185	950	74.2%	330	25.8%	1280

SUMMARY OF TABLE 9: This table indicates that women are more likely to be found in A.A. and B.A., B.F.A. departments than in M.A., M.F.A. and Ph.D. granting departments. In Ph.D. departments, women are 35.9% of the instructors, 19.1% of the asst. profs., 14.3% of the assoc. profs., and 9.1% of the full profs. In such departments, women hold 25.1% of the non-tenured jobs and 10.8% of the tenured jobs. In M.A., M.F.A. and B.A., B.F.A. granting departments the higher, the fewer" relationship also holds according to rank and tenure status.

TABLE 10. Distribution of Full-Time Faculty by Rank and Sex in the Smallest Departments and in the Largest Departments.

Smallest size departments: 1-4 faculty members. Includes 39 schools (23.7% of total 164 schools). Departments are: 31 studio and art history; 0 studio; 6 art history; 2 art education.

Largest size departments: 21-84 faculty members. Includes 38 schools (23.1% of total 164 schools). Departments are: 29 studio and art history; 4 studio; 5 art history; 0 art education.

Rank of Full-Time Faculty	Small Departments					Large Departments				
	Men		Women		Total	Men		Women		Total
	N	%	N	%	N	N	%	N	%	N
Chairman	23	82.1%	5	17.9%	28*	34	91.9%	3	8.0%	37**
Full Prof.	13	72.2%	5	27.8%	18	337	86.9%	51	13.1%	388
Assoc. Prof.	19	73.1%	7	26.9%	26	253	83.8%	49	16.2%	302
Tenured Faculty (1st Sub-Total)	32	72.7%	12	27.3%	44	590	85.5%	100	14.5%	690
Asst. Prof.	24	70.6%	10	29.4%	34	315	78.2%	88	21.8%	403
Instructor	20	60.6%	13	39.4%	33	177	65.1%	95	34.9%	272
Non-Tenured Fac. (2nd Sub-Total)	44	65.7%	23	34.3%	67	492	72.9%	183	27.1%	675
Total (All Full-Time Faculty)	76	68.5%	35	31.5%	111	1082	79.3%	283	20.7%	1365

*Of the 39 departments, 11 did not have chairmen.

**Sex of one chairman undetermined because catalogue omitted first name.

SUMMARY OF TABLE 10: In the smallest size departments (1-4 faculty members), women are 31.5% of the total faculty. In the largest size departments (21-84 faculty members), women hold 20.7% of the positions. In the sample, women hold a higher percentage of jobs at all ranks in the smallest departments.

TABLE 11. Distribution of Full-Time Faculty by Rank and Sex in Studio Departments and in Art History Departments.

Exclusively Studio Departments: In sample of 164 art departments, 11 are exclusively studio. These include 7 where the BFA is the highest degree granted and 4 where the MFA is the highest degree.

Exclusively Art History Departments: In sample of 164 art departments, 20 are exclusively art history. These include 6 where the BA is the highest degree granted, 2 where the MA is the highest, and 12 where the Ph.D. is the highest.

Rank of Full-Time Faculty	Studio Departments					Art History Departments				
	Men		Women		Total	Men		Women		Total
	N	%	N	%	N	N	%	N	%	N
Chairman	11	100.0%	0	0.0%	11	19	95.0%	1	5.0%	20
Full Prof.	50	86.2%	8	13.8%	58	94	89.5%	11	10.5%	105
Assoc. Prof.	59	86.8%	9	13.2%	68	32	74.4%	11	25.6%	43
Tenured Faculty (1st Sub-Total)	109	86.5%	17	13.5%	126	126	85.1%	22	14.9%	148
Asst. Prof.	69	74.2%	24	25.8%	93	33	67.3%	16	32.7%	49
Instructor	48	66.7%	24	33.3%	72	22	57.9%	16	42.1%	38
Non-Tenured Fac. (2nd Sub-Total)	117	70.9%	48	29.1%	165	55	63.2%	32	36.8%	87
Total (All Full-Time Faculty)	226	77.7%	65*	22.3%	291	181	77.0%	54**	23.0%	235

*Of the 11 studio departments, 2 do not have women faculty at any rank.

**Of the 20 art history departments, 1 has no women faculty at any rank.

SUMMARY OF TABLE 11: In the 11 exclusively studio departments, women hold 22.3% of the positions. In the 20 exclusively art history departments, women hold 23% of the positions.

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TABLE 12. Distribution of Full-Time Faculty by Rank and Sex in the Art Departments of Religious Schools and in Women's Schools.

The sample includes 26 private religious schools (so designated in the 1972-73 Accredited Institutions of Higher Education); 2 are universities and 24 are colleges; 23 are co-educational and 3 are primarily for women (and are also included in the table at the right).

The sample includes 16 women's schools (designated "primarily for women" in the 1972-73 Accredited Institutions of Higher Education); 13 have no religious affiliation and 3 do (and are also included in the table at the left); the highest degree granted is the BA, BFA in 15 and the Ph.D. in 1.

Rank of Full-Time Faculty	Religious Schools					Women's Schools				
	Men		Women		Total	Men		Women		Total
	N	%	N	%	N	N	%	N	%	N
Chairman	11	68.8%	5*	31.2%	16	10	62.5%	6	37.5%	16
Full Prof.	8	72.7%	3	27.3%	11	21	70.0%	9	30.0%	30
Assoc. Prof.	19	61.3%	12	38.7%	31	26	61.9%	16	38.1%	42
Tenured Faculty (1st Sub-Total)	27	64.3%	15	35.7%	42	47	65.3%	25	34.7%	72
Asst. Prof.	19	63.3%	11	36.7%	30	34	60.7%	22	39.3%	56
Instructor	19	61.3%	12	38.7%	31	44	57.9%	32	42.1%	76
Non-Tenured Fac. (2nd Sub-Total)	38	62.3%	23	37.7%	61	78	59.1%	54	40.9%	132
Total (All Full-Time Faculty)	65	63.1%	38	36.9%	103	125	61.3%	79**	38.7%	204

*No chairman was indicated in 10 departments.

**The 1 department that grants the Ph.D. degree has no women on its faculty.

SUMMARY OF TABLE 12: In art departments in religious schools, women hold 36.9% of the positions. In art departments in women's schools, women hold 38.7% of the positions.

OVERALL SUMMARY: If the percentage of women holding positions in a specified category is ranked from the highest to the lowest using the data from the tables above, the result is as follows:

women's schools.....	38.7%	General distribution in all	
Religious schools.....	36.9%	ranks and all depts.....	20.5%
Smallest depts.....	31.5%	M.A., M.F.A. depts.....	19.8%
Instructors.....	30.2%	Assoc. profs.....	17.9%
A.A. depts.....	26.6%	Chm. B.A., B.F.A. depts.....	16.9%
Non-tenured positions.....	25.8%	Ph.D. granting depts.....	16.2%
Chm. A.A. depts.....	25.0%	Tenured positions.....	14.8%
B.A., B.F.A. depts.....	23.5%	All dept. chairmanships.....	13.6%
Art history depts.....	23.0%	Chm. M.A., M.F.A. depts.....	12.8%
Asst. profs.....	22.5%	Full profs.....	12.0%
Studio depts.....	22.3%	Chm. Ph.D. depts.....	0.0%
Large depts.....	20.7%		