

Women Faculty & GS - Krista Kovsky 1976

AC 232

BOX 19 FOLDER 9

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MARY P. ROWE

Assistant for Women and Work

Women Faculty and Graduate Students at MIT

DEC 6 1978

Vera Kistiakowsky

October 13, 1976

to \_\_\_\_\_

A study of the faculty (assistant professors, associate professors, and professors, not including visiting or retired) listed in the MIT annual catalogues shows that there has been a steady increase in the number of women over the last three years. The data are shown in the accompanying table, the first three columns of which give the number of women faculty in each course, as well as in the total faculty for the three academic years. A 1/2 signifies an appointment divided between two departments. The fourth column gives, for 1976-77, the percentages of the faculty who are women. The fifth column gives the numbers of women faculty which would be expected on the basis of the number of faculty in each course and the percentage of Ph.D.'s awarded to women in the top ten departments for the particular fields between 1947-70. Where this information was not available, the percentages for all U.S.A. Ph.D.'s were used and this is indicated by parentheses. When more than one discipline is represented in a department, the range of numbers corresponds to the range of percentages for the various relevant disciplines. It should be pointed out that the percentages used in deriving these numbers are significantly lower than the percentages of Ph.D.'s awarded to women in the period 1971-76 and thus the numbers are a conservative estimate. Comparison of columns three and five indicates that many departments at MIT have seriously considered women for faculty positions, and have been able to find them and attract them to MIT. Three departments, chemical engineering, mathematics, and nuclear engineering, have not had women on their faculty, and two, materials science and engineering and economics, have only had a woman on a joint appointment with another department. In the above three engineering disciplines the pool of doctorate women is very small, as shown



by the corresponding predicted numbers of women faculty, but this is not the case for economics or mathematics.

Women faculty are mainly concentrated at the lower ranks, an observation merely reflecting the fact that most of their appointments are quite recent. In 1976-77, 1.8% of all professors are women (9 women professors), 10% of all associate professors (20 women associate professors), and 17% of all assistant professors (32 women assistant professors).

Data on admissions to graduate school compiled by Dean Richard show that the numbers of those entering graduate study who are women have been increasing steadily, as shown in the figure. However, in both 1975 and 1976 the percentages of women applicants who were admitted to graduate school were slightly smaller than the percentages for men (27% vs 30% for 1975 and 31% vs 35% for 1976). This was due to corresponding differences in the Schools of Science and Humanities and Social Science. The percentages for women were somewhat larger than those for men in the Schools of Architecture and Planning, Engineering and Management. The only courses which admitted a smaller percentage of women applicants than men in both years were psychology, mathematics, and nutrition and food science.

The percentage of admitted graduate students who were offered support was somewhat greater for women than for men (48% vs 42% in 1975 and 49% vs 38% in 1976). Within rather large uncertainties and with a few exceptions this pattern holds true in all schools and departments.

Unfortunately, it has not been possible to carry out a similar study concerning minorities because of the unavailability of the necessary data. However, it is the impression of the author of this study that much less progress has been made at the Institute with respect to minority faculty and graduate students.

NUMBER OF WOMEN PREDICTED ON MIT FACULTY, BY DEPARTMENT

<u>Course</u>	<u>Field for which Percentage applies</u>	<u>Percentage*</u>	<u>Percentage Used</u>	<u>Total MIT Faculty**</u>	<u>No. Women Predicted</u>
1.	Civil Engineering	0.3%	0.3%	43.5	0.13
2.	Mechanical Engineering	0.1	0.1	55	0.06
3.	Metallurgy and Physical Met. Eng.	0.5	0.5	28	0.14
	Solid State Physics	1.9			
4.	Architecture	7.1	7.1	31	2.2
5.	Chemistry	5.8	5.8	34	2.0
6.	Electrical Engineering	0.3	0.3	104	0.31
7.	Biology	14.9	14.9	34	5.1
8.	Physics	2.5	2.5	89	2.2
9.	Psychology	20.2	20.2	12	2.4
10.	Chemical Engineering	0.4	0.4	24	0.10
11.	Economics	5.2	17.0	31	5.3
	Sociology	17.0			
	Anthropology	21.8			
	Psychology	20.2			
	Urban and Regional Planning	0.0			
12.	Earth Sciences	2.5	2.5	24	0.60
13.	Oceanography	2.2	2.2	22	0.44
14.	Economics	5.2	5.2	30	1.6
15.	Industrial and Personnel Psychology	5.0	5.0	57	1.5-2.8
	Business Administration	2.7	2.7		
16.	Aero and Astro-nautical Engineering	0.8	0.8	45	0.36
17.	Political Science	8.1	8.1	28	2.3
18.	Mathematics	6.7	6.7	59	4.0
19.	Meteorology	1.5	1.5	12	0.18



<u>Course</u>	<u>Field for which Percentage applies</u>	<u>Percentage *</u>	<u>Percentage Used</u>	<u>Total MIT Faculty**</u>	<u>No. Women Predicted</u>
20.	Food Science and Technology	10.5%	10.5%	34	3.6
	Chemistry	5.8			
	Nutrition	27.5			
21.	Arts and Humanities	20.7	20.7	50	10.4
22.	Nuclear Engineering	0.3	0.3	18.5	0.06
23.	Linguistics	22.4	25	17	4.2
	German Lang. + Lit.	28.6			
	French Lang. + Lit.	42.1			
	Span. Lang. + Lit.	33.0			
	Russian Lang. + Lit.	29.9			
24.	Philosophy	11.6	11.6	13.5	1.6

\* The percentage of Ph. D. degrees awarded to women in given field or sub-field for the period 1930-71. It is from this period that our present faculty is drawn. Data from the Doctorate Records File, National Research Council.

\*\* These numbers were compiled from the MIT 1972-73 general catalogue.

10/28/73 V.K.

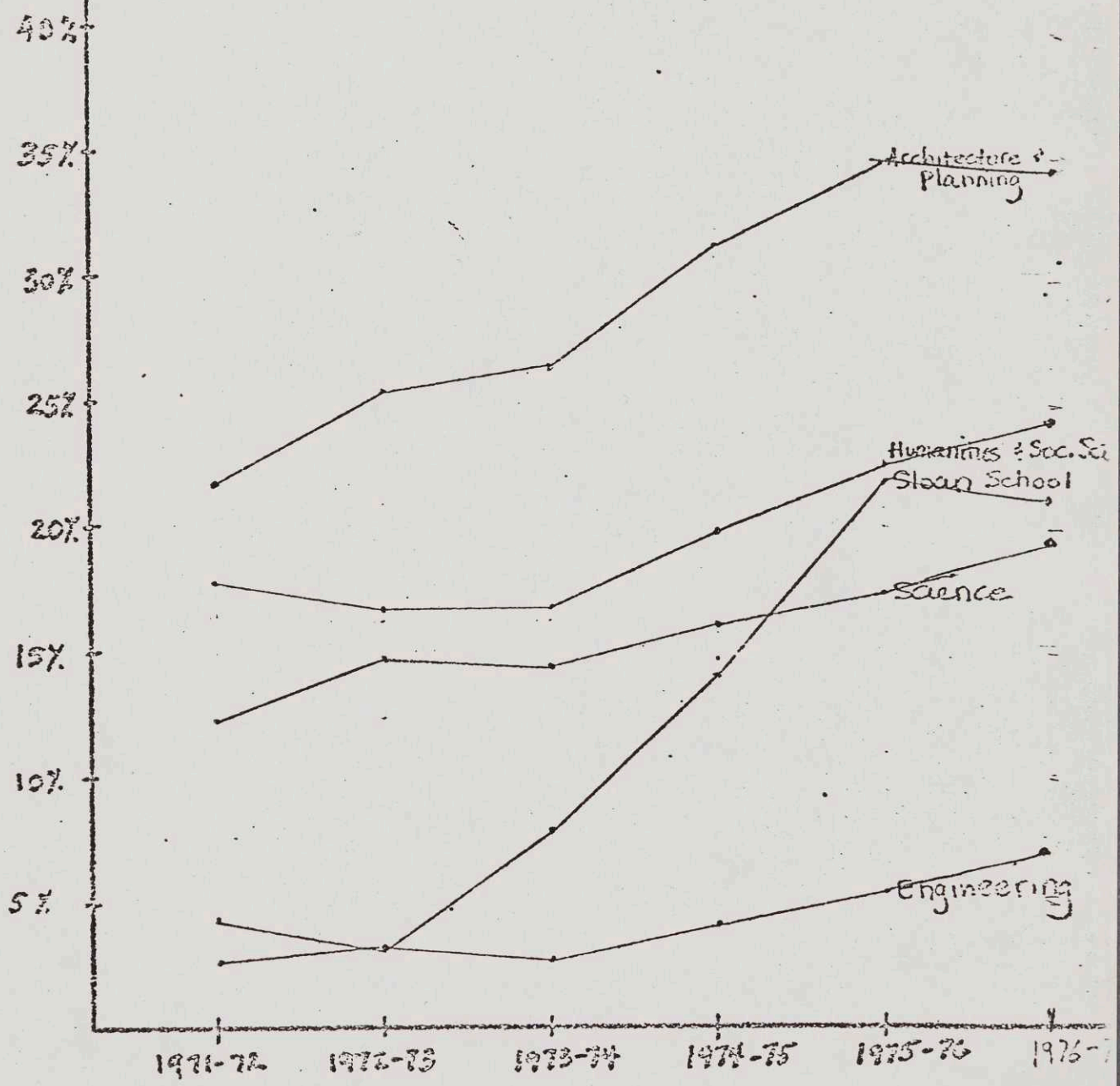
Women Faculty at MIT - Total

Course	Number of Women			Woman as	Predicted Number
	1974-75	1975-76	1976-77	Percentage of Total 1976-77	
1	$1\frac{1}{2}$	$2\frac{1}{2}$	$3\frac{1}{2}$	7%	(0.1)
2	1		1	2	(0.1)
3- <u>Mat. Sci. and Eng.</u>	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	1	(0.1-0.5)
4	3	6	$6\frac{1}{2}$	16	2
5	1	2	2	5	2
6	3	4	4	4	(0.3-7)
7	6	6	6	16	4-6
8	4	5	5	6	2
9	$2\frac{1}{2}$	$2\frac{1}{2}$	$2\frac{1}{2}$	19	2
10- <u>Chemical Eng.</u>					(0.1)
11	4	$4\frac{1}{2}$	4	12	0-6
12	1	1	1	4	0.6
13	1	1	1	4	(0.4)
14- <u>Economics</u>	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	2	2
15	1	2	2	3	(2-3)
16	1	1	1	3	0.4
17	$2\frac{1}{2}$	3	3	11	2
18- <u>Mathematics</u>					3
19		1	1	8	0.2
20	2	2	2	6	(2-8)
21	$7\frac{1}{2}$	$7\frac{1}{2}$	$11\frac{1}{2}$	22	(11-22)
22- <u>Nuclear Eng.</u>					0.1
23	3	4	3		
24	2	2	3	14	(2-5)
<b>Total</b>	<b>48</b>	<b>57</b>	<b>61</b>	<b>6.9%</b>	<b>38-74</b>



% OF MIT WOMEN GRADUATE STUDENTS IN EACH GRADUATE  
DEPARTMENT AT MIT (BY SCHOOL)  
(not including Special Students)

%



	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77
TOTALS	260	304	318	405	487	558
School of Arch. & Planning	49	59	64	79	89	92
School of Engineering	41	47	41	64	91	124
School of Hum. & Soc. Sci.	45	48	49	55	60	69
Sloan School	14	11	27	49	74	77
Science	14	19	17	15	14	19
Engineering	4	3	2	4	6	7

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

CAMBRIDGE, MASSACHUSETTS 02139

4/23/79

Dear Mary-

It doesn't make any  
difference except possibly in  
humanities. I am enclosing  
a comparison. Top ten  
are underlined in red.

Yours,

Jean

MARY P. ROWE  
Special Assistant for Women and Work

APR 24 1979

Ref. to \_\_\_\_\_

File \_\_\_\_\_



Toppen 1947-70  
 1947-72 National

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	Solid State Physics	1.9			
4.	Architecture	7.1	7.1	31	2.2
5.	Chemistry	5.8	<u>6.6</u>	34	2.0 2.2
6.	Electrical Engineering	0.3	0.3	104	0.31 - 2 - 2.4
7.	Biology	14.9	14.9	34	5.1 4.4 - 6.2
8.	Physics	2.5	2.5	89	2.2 2.0
9.	Psychology	20.2	<u>18.5</u>	12	2.4 2.2
10.	Chemical Engineering	0.4	0.4	24	0.10
11.	Economics	5.2	17.0	31	5.3 0 - 6.4
	Sociology	17.0			
	Anthropology	21.8			
	Psychology	20.2			
	Urban and Regional Planning	0.0			
12.	Earth Sciences	2.5	2.5	24	0.60 0.6
13.	Oceanography	2.2	2.2	22	0.44
14.	Economics	5.2	<u>6.4</u>	30	1.6 1.9
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16.	Aero and Astronautical Engineering	0.8	0.8	45	0.36
17.	Political Science	8.1	<u>8.18</u>	28	2.3 2.5
18.	Mathematics	6.7	<u>6.0</u>	<del>59</del> 57	<del>2.8</del> 3.4
19.	Meteorology	1.5	1.5	12	0.18

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21.	Arts and Humanities	20.7	20.7	50	10.4
	<i>Music 12.6</i>				<i>5.6-9.8</i>
22.	Nuclear Engineering	0.3	0.3	18.5	0.06
23.	Linguistics	22.4	25	17	4.2
	German Lang. + Lit.	28.6			
	French Lang. + Lit.	42.1			
	Span. Lang. + Lit.	33.0			
	Russian Lang. + Lit.	29.9			
	<i>24.0</i>				<i>3.6-5.7</i>
	<i>20.5, 23.4</i>				
	<i>33.8</i>				
	<i>28.2</i>				
	<i>29.8</i>				
24.	Philosophy	11.6	11.6	13.5	1.6
		<i>8.4</i>			<i>1.1</i>

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