

**THE STATUS OF WOMEN ADMINISTRATORS
AND OTHER STAFF IN MARYLAND PUBLIC
HIGHER EDUCATION
1986-1995**

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**The Status of Women Administrators and Other Staff in
Maryland Public Higher Education
1986-1995**

Introduction

Issues related to the status of women in higher education have become increasingly prominent since the early 1970's. Most of the studies of women in higher education have concentrated on female faculty and students, with faculty salary equity, promotion practices and student enrollment at all degree levels as main themes. Like these studies, the Maryland Higher Education Commission has for the past several years reported on the number of women faculty, their salaries and female enrollment at all degree levels at the state's public campuses.

In response to the Commission's status of women reports, the Women Legislators of Maryland asked the presidents of Maryland public four-year institutions to prepare faculty salary equity studies. The intention of these studies was to determine the extent to which there are inequities due to gender in the salaries of full-time faculty at Maryland's public four-year campuses. Key findings from the faculty salary equity reports, submitted in the Fall 1996, are as follows:

- After the application of complex statistical analysis, it was found that gender did not play a role in the salary disparity between men and women full-time faculty members at any of Maryland's public four-year campuses. Other factors such as rank, years in rank and department/discipline provided the best explanation for salary levels.
- Each campus has in place a system for reviewing promotional practices and has extensive processes for ensuring adequate representation of women in the applicant pool for prospective new faculty. In addition, the University of Maryland Board of Regents has established broad personnel guidelines for its campuses. Specific policies regarding equal opportunity, affirmative action and sexual harassment are in place on all campuses.
- Overall, women make up 53 percent of all full-time faculty at public four-year campuses who are neither tenured nor are tenure-track. Statewide, 18 percent of all women full-time faculty are employed on a temporary basis compared to 8 percent for men at Maryland public campuses.

The Maryland Higher Education Commission will be looking each year at a different facet of the status of women. This year's report will focus on women in administrative and staff positions. This report will examine:

- 1) the number of women holding full-time positions in each of the various staff categories -- managerial, professional, paraprofessional, and support -- at each public two-year and four-year campus;

- 2) the number of full- and part-time staff by gender;
- 3) breakdowns by gender and race (African-Americans, other minorities, and whites) among administrators and other staff by segment; and
- 4) average salaries of full-time managers, professional and paraprofessionals by gender at each segment.

Figures will be presented for 1986 and 1995.

Definitions

The data for this report came from the Maryland Higher Education Commission's Employee Data System. Maryland's community colleges and four-year public institutions report annually the number of employees in various categories, their ethnicity, gender, and salaries. Administrative staff are grouped several categories, the following of which are analyzed in this report:

Executive/Administrative/Managerial - This category includes all persons whose principal assignments require major responsibility for management of the institution or a customarily recognized department or subdivision thereof. This includes the president, vice president, dean, executive officers of academic departments, director, chairperson as well as officers subordinate to any of these administrators.

Other Professionals - The assignments of staff in require college level degrees or their equivalent and/or specialized professional training. This would include librarians, lawyers, physicians who do not hold administrative positions and do not have faculty rank.

Technical/Paraprofessional - This category includes employees whose assignment requires specialized knowledge or skills that may be acquired through experience or academic work as offered in technical institutions, community colleges, or equivalent on-the-job training. Examples are computer programmers, draftsmen, photographers, engineering aides, and technicians.

Support Staff - Includes:

- **Skilled Crafts** - all persons whose assignments typically require special manual skills acquired through on-the-job training apprenticeship, formal training or experience. Examples are mechanics, repairmen, electricians, stationary engineers, carpenters and type setters.
- **Secretarial/Clerical** - staff whose assignments are typically associated with clerical activities or are specifically of a secretarial nature
- **Service/Maintenance** - staff who perform duties which result in the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or campus grounds.

Full-Time Administrators and Other Staff by Each Public Campus

All Public Campuses

The proportion of women holding full-time executive and managerial posts at Maryland public campuses has risen sharply in the past 10 years from one-third in 1986 to 43 percent in 1995. Nearly half of all full-time paraprofessionals at Maryland institutions in 1995 were women, compared to 43 percent in 1986. There was little change in the proportion of women employed full-time as "other professionals;" however, women have steadily held 68 percent of those campus jobs.

Community Colleges

In 1995, women made up a majority of every type of full-time employee at the community colleges: 50 percent of the executives and managers, 63 percent of the "other professionals", and 63 percent of the paraprofessionals. In 1986, just one-third of the full-time community college executives were women. However, women have long made up a majority of the full-time employees in the other job categories.

Four-Year Public Institutions

Some progress has been seen in the employment of women in professional positions at the four-year public institutions. Women continue to out number men in the "other professional" category. Unlike the community college sector, women in 1995 comprised 40 percent of the executive positions and 42 percent of the paraprofessional positions.

**Percent of Women Employed Full-Time Executive, Professional and All Support Staff Positions
By Campus**

	Executive/Managerial		Other Professional		Paraprofessional		Support	
	1986	1995	1986	1995	1986	1995	1986	1995
Community Colleges								
Allegany	25.0%	46.7%	50.0%	65.8%	75.0%	71.7%	68.3%	56.3%
Anne Arundel	28.1%	50.0%	70.4%	71.7%	59.6%	62.5%	65.9%	65.0%
Baltimore City	26.7%	52.6%	63.0%	60.7%	65.9%	78.6%	69.3%	72.2%
Carroll	-	55.0%	-	73.3%	-	71.4%	-	100.0%
Catonsville	29.5%	50.0%	53.7%	57.7%	45.9%	38.7%	65.5%	69.8%
Cecil	35.7%	50.0%	71.4%	67.3%	50.0%	-	75.0%	80.6%
Charles	57.1%	73.1%	80.0%	60.0%	50.0%	80.0%	74.3%	74.7%
Chesapeake	31.3%	44.4%	87.5%	56.8%	66.7%	79.2%	77.1%	67.6%
Dundalk	37.5%	54.2%	63.6%	76.2%	50.0%	50.0%	75.8%	78.0%
Essex	30.0%	46.4%	64.7%	75.0%	53.8%	54.0%	69.8%	74.7%
Frederick	11.1%	41.4%	47.1%	76.5%	0.0%	0.0%	67.3%	70.7%
Garrett	36.4%	40.0%	50.0%	52.6%	57.1%	25.0%	66.7%	68.2%
Hagerstown	37.5%	44.0%	66.7%	50.0%	46.2%	53.3%	65.3%	68.9%
Harford	36.7%	54.2%	-	54.5%	68.2%	62.5%	70.1%	74.7%
Howard	44.4%	68.0%	76.0%	68.8%	71.4%	77.6%	77.9%	77.0%
Montgomery	35.7%	60.0%	65.5%	68.4%	42.1%	41.7%	88.2%	96.5%
Prince George's	32.5%	32.3%	41.2%	69.1%	61.2%	71.0%	71.2%	57.9%
Wor-Wic	20.0%	55.6%	80.0%	47.4%	-	-	89.5%	80.4%
Total	33.4%	50.4%	62.3%	63.4%	59.3%	62.7%	68.0%	68.2%
Four-Year Publics								
Bowie	53.1%	52.6%	51.5%	55.9%	23.5%	47.1%	59.9%	66.4%
Coppin	50.0%	51.6%	69.6%	67.5%	0.0%	45.2%	69.4%	71.4%
Frostburg	23.8%	27.3%	59.3%	55.3%	22.2%	37.5%	62.7%	62.2%
Salisbury	25.5%	30.0%	51.4%	50.0%	28.6%	43.8%	54.5%	61.9%
Towson	44.7%	32.7%	56.0%	53.5%	66.2%	46.8%	60.9%	63.3%
UB	45.8%	39.4%	53.1%	58.1%	60.0%	62.8%	65.7%	61.6%
UMAB	32.4%	42.5%	62.9%	60.3%	41.6%	53.6%	71.1%	71.8%
UMBC	22.9%	40.0%	58.8%	62.1%	23.1%	18.0%	66.4%	71.7%
UMCP	19.1%	43.8%	49.0%	52.6%	22.3%	25.3%	64.7%	64.3%
UMES	14.3%	29.7%	48.8%	56.9%	34.6%	28.6%	62.7%	58.8%
UMUC	47.4%	39.6%	69.2%	72.2%	40.0%	32.3%	85.9%	89.1%
Morgan	35.3%	39.3%	64.1%	53.2%	66.7%	66.2%	60.4%	57.0%
St. Mary's	27.8%	38.1%	45.7%	61.0%	80.0%	63.6%	47.4%	57.6%
Total	32.8%	39.8%	56.2%	56.7%	35.4%	41.7%	66.5%	65.7%
Total All Campuses	33.1%	43.0%	57.8%	58.1%	43.0%	48.9%	66.8	67.0%

Full- and Part-Time Staff

During the past 10 years, women have held a majority of full- and part-time positions at Maryland public campuses. But the overall figures hide substantial variation among occupational categories. Women have consistently held more than 90 percent of the full-time clerical positions, most of the full-time "other professional" jobs and nearly half of the full-time paraprofessional employment. However, they have trailed men in full-time managerial and executive appointment, despite notable gains since 1986. Still, nearly two-thirds of all part-time executives and managers at Maryland public campuses in 1995 were women, up from 44 percent 10 years ago. Two-thirds of the part-time "other professionals" have been female as have a majority of the part-time paraprofessional workers.

Percent of Women Employed Full- and Part-Time
By Occupational Category

	Full-Time		Part-Time	
	1986	1995	1986	1995
Executive	33.0%	42.9%	44.2%	65.5%
Other Professional	57.2%	57.9%	69.2%	67.2%
Paraprofessional	43.8%	48.9%	52.8%	58.1%
Clerical	92.6%	92.6%	86.1%	85.2%
Skilled Crafts	3.7%	3.6%	30.8%	40.0%
Maintenance	39.8%	37.8%	50.0%	40.2%
Total	58.5%	59.6%	53.4%	55.1%

Full-Time Executives, Professionals and Support Staff by Race and Gender

Community Colleges

Women comprise a majority of the administrative positions at Maryland community colleges. In 1995, African-American women made up 6 percent of all executives, 14 percent of all "other professionals", 12 percent of all paraprofessional employees and 15 percent of support staff. White women held over 47 percent of the "other professional", paraprofessional and support staff positions.

Four-Year Public Institutions

Women at the four year public campuses have made some progress in the upper level administrative positions. In 1995, African-American and white women combined made up 39 percent of the executives. While the percentage of African-American women "other professional" employees increased to 14 percent, female white "other professionals" declined from 44 percent in 1986 to 39 percent in 1995. The percentage of white women also declined in the paraprofessional category.

**Full-Time Executive, Professional and Support Staff
By Race and Gender**

Executive/Administrative

Community Colleges

	1986		1995	
	Male	Female	Male	Female
African-American	5.9%	4.9%	6.9%	6.1%
Asian	1.2%	0.0%	0.5%	0.5%
White	58.6%	28.2%	41.8%	43.7%
All Others	0.9%	0.2%	0.5%	0.0%
Total	66.6%	33.4%	49.6%	50.4%

Public Four-Year Institutions

	1986		1995	
	Male	Female	Male	Female
African-American	13.4%	8.6%	12.5%	10.3%
Asian	1.1%	0.2%	0.7%	0.4%
White	52.1%	23.8%	46.5%	28.9%
All Others	0.6%	0.2%	0.6%	0.2%
Total	67.2%	32.8%	60.2%	39.8%

Other Professional

Community Colleges

	1986		1995	
	Male	Female	Male	Female
African-American	5.8%	9.9%	6.6%	14.3%
Asian	0.9%	1.3%	1.2%	1.3%
White	30.2%	50.7%	28.2%	47.3%
All Others	0.9%	0.4%	0.6%	0.5%
Total	37.7%	62.3%	36.6%	63.4%

Public Four-Year Institutions

	1986		1995	
	Male	Female	Male	Female
African-American	5.2%	10.0%	8.4%	14.1%
Asian	2.0%	1.9%	3.0%	2.8%
White	36.3%	44.0%	31.0%	38.8%
All Others	0.2%	0.4%	0.9%	1.0%
Total	43.8%	56.2%	43.3%	56.7%

Technical/Paraprofessional

Community Colleges

	1986		1995	
	Male	Female	Male	Female
African-American	6.8%	8.6%	6.5%	11.5%
Asian	1.0%	1.0%	1.7%	1.2%
White	31.3%	48.9%	27.8%	49.0%
All Others	1.6%	0.8%	1.2%	0.9%
Total	40.7%	59.3%	37.3%	62.7%

Public Four-Year Institutions

	1986		1995	
	Male	Female	Male	Female
African-American	14.3%	10.4%	13.2%	14.9%
Asian	1.7%	0.8%	2.9%	1.6%
White	48.0%	23.9%	41.6%	24.5%
All Others	0.5%	0.2%	0.6%	0.6%
Total	64.6%	35.4%	58.3%	41.7%

All Support Staff

Community Colleges

	1986		1995	
	Male	Female	Male	Female
African-American	9.2%	11.7%	11.2%	15.1%
Asian	0.3%	0.8%	0.7%	1.2%
White	22.0%	54.0%	19.0%	50.9%
All Others	0.5%	1.5%	0.9%	1.0%
Total	32.0%	68.0%	31.8%	68.2%

Public Four-Year Institutions

	1986		1995	
	Male	Female	Male	Female
African-American	16.1%	24.9%	17.6%	28.4%
Asian	0.3%	0.9%	0.6%	1.4%
White	16.8%	40.0%	15.5%	34.2%
All Others	0.2%	0.6%	0.6%	1.6%
Total	33.5%	66.5%	34.3%	65.7%

Salary

The salaries of full-time women managers, other professionals and paraprofessional staff have consistently lagged behind that of men over the past ten years. The greatest difference at both types of campuses existed among executive and managerial employees.

At the community colleges, the salary gap between male and female executives widened during the 10 year period to over \$9,000, even though there was a substantial increase in the number of women employed full-time in these positions. At the public four-year campuses, the salaries of female executives trailed those of male counterparts by nearly \$11,000 in 1995. However, the salary differences declined somewhat since 1986, when men led by over \$13,000.

Staff Salaries by Gender

Executive/Administrative

Community College

	1986		1995	
	Salary	N	Salary	N
Male	\$45,079	283	\$65,917	210
Female	\$37,338	142	\$56,469	213
Difference	\$7,741	141	\$9,448	-3

Four-Year Public

	1986		1995	
	Salary	N	Salary	N
Male	\$48,937	677	\$70,937	580
Female	\$35,764	334	\$59,979	382
Difference	\$13,173	343	\$10,958	198

Other Professional

Community College

	1986		1995	
	Salary	N	Salary	N
Male	\$31,843	177	\$42,209	305
Female	\$26,516	291	\$36,994	528
Difference	\$5,327	-114	\$5,215	-223

Four-Year Public

	1986		1995	
	Salary	N	Salary	N
Male	\$30,361	974	\$40,844	1,570
Female	\$25,575	1,275	\$35,436	2,067
Difference	\$4,786	-301	\$5,408	-497

Technical/Paraprofessional

Community College

	1986		1995	
	Salary	N	Salary	N
Male	\$21,077	208	\$30,228	240
Female	\$20,069	303	\$28,286	404
Difference	\$1,008	-95	\$1,942	-164

Four-Year Public

	1986		1995	
	Salary	N	Salary	N
Male	\$23,367	598	\$31,142	713
Female	\$19,969	320	\$27,667	508
Difference	\$3,398	278	\$3,475	205

Women have made no progress in narrowing the salary gap between the genders among "other professionals" at the community colleges and paraprofessionals at the public four-year institutions. Women have actually lost ground to men in terms of earnings among "other professionals" at the four-year campuses and paraprofessionals at the two-year institutions.