

What's Wrong With This Picture?

**A Report on the Status of Women and Minorities
at the University of Kansas.**

(SUPPORTING FIGURES ARE ATTACHED AS AN APPENDIX.)

**Prepared by
the Research Committee
of the
Kansas University Sexism & Racism Victims Coalition**

May 2000

Is KU a diverse workplace? Is KU a workplace where women and minorities can hope to succeed? Does the reality at KU mirror the University's promotional materials, which feature a high proportion of women and minorities? Unfortunately, the answers to all of those questions is clearly: "no."

The erosion of Affirmative Action policies under Chancellor Robert Hemenway has had alarming consequences. Because it occurred at a time when KU was undergoing reorganization and downsizing, a permissive atmosphere was created in which discrimination influenced personnel decisions throughout the university. Compounding the problem was the fact that without the protections afforded by Affirmative Action, and without the enforcement of federal and state civil rights laws, individuals who filed complaints of discrimination have been retaliated against relentlessly by faculty colleagues and the administration. After five years under Chancellor Hemenway's administration, there is now sufficient legal and statistical evidence to demonstrate the adverse consequences of these practices.

Affirmative Action vs. Equal Opportunity

Shortly after the Chancellor's arrival, the Office of Affirmative Action was changed to the Office of Equal Opportunity, the Office of Minority Affairs was changed to the Office of Multicultural Affairs. The missions of programs across campus were altered to de-emphasize anti-discriminatory activities. Under Chancellor Hemenway, an initiative to include coursework in American diversity failed to win approval and minority fellowships were eliminated. These changes have contributed to an atmosphere on campus which has become increasingly "anti-diversity" as opposed to "anti-discriminatory".

By changing the name of the Office of Affirmative Action to the Equal Opportunity Office, Chancellor Hemenway fundamentally changed the philosophical basis for dealing with discrimination on campus. There are important differences between Affirmative Action and Equal Opportunity policies:

...affirmative action...occur(s) whenever 'an organization expends energy to make sure there is no discrimination in employment or education' ... Affirmative action employers differ from equal opportunity employers...Whereas the equal opportunity employer assumes that in the absence of intentional discrimination, fairness exists in hiring and promotion, the affirmative action employer assumes that unintended biases can persist unless corrective actions are taken. Both types of employers wish to avoid discrimination, but only the affirmative action employer devotes resources to accomplishing employment parity. Similarly, the educational institution that endorses affirmative action is one that applies energy to its desires for justice. Rather than remaining passively nondiscriminatory, schools that endorse affirmative action devote time and effort to removing unjust barriers that, by force of habit or

as a consequence of former prejudices have come to block the progress of meritorious individuals who are not European American males.¹

By removing resources previously used to accomplish employment parity, Chancellor Hemenway created an atmosphere in which women and minorities began to lose ground. For the first time in a decade KU is seeing decreases in the representation of women and minorities at all levels. Most importantly, KU has been challenged in court by the first set of discrimination lawsuits ever filed against it by faculty. It has also lost in court on charges of retaliation. More faculty have already filed internal and external complaints, strongly indicating this is a situation which requires serious attention.

The facts

In 1995, Chancellor Hemenway announced that his goal was to have 200 minority faculty by the year 2000. He did not make his goal. In fact, despite Provost Shulenburg's recent assertions that "we have dramatically increased the numbers of women and minorities at all levels over the last decade", much of that progress was made before Chancellor Hemenway arrived at KU. In recent years

- ❖ The increase of minority faculty fell **75 short** of Chancellor Hemenway's goal.
- ❖ The number of African American male faculty **decreased**.
- ❖ The number of minority male full professors **decreased**.
- ❖ KU achieved the **lowest** proportion of women of any of the Regents institutions.
- ❖ The number of white women assistant professors **decreased**.
- ❖ The number of white women associate professors **decreased**.
- ❖ There has been a steady **decrease** in the proportion of women tenured, from 90% to 50%.
- ❖ It now takes women **longer** to achieve tenure than men.
- ❖ The net rate of increase of women faculty **decreased** by 25%.
- ❖ The number of African American students **decreased**.
- ❖ At the current rate of increase, it will take **105 years** for the proportion of African Americans on the KU faculty to equal the proportion of African Americans in the current US population.

Using data compiled from annual summaries published by the KU Office of Institutional Research and Planning, we provide data in this status report to illustrate the consequences of Chancellor Hemenway's policies to women and minorities. The statistics compiled for this report are taken directly from reports compiled by the University of Kansas' own Office of Institutional Research and Planning. You can see the recent years of these numbers online at <http://www.ukans.edu/~oirp>.

This report is also online, at <http://www.seekpeace.com/KUSRVC>.

¹ pages 172-173 Truax, K., D.I. Cordova, A. Wood, E. Wright, and F. Crosby. 1998. Undermined? Affirmative action from the targets' point of view. Pp. 171-188 In: Prejudice: the target's perspective. (J.K. Swim and C. Stangor, editors). Academic Press, New York.

What it all means

More than a third of the University of Kansas faculty are white males in the rank of full professor. A full 58% of this faculty are tenured white males. There are ten times as many white male full professors than there are minority women at all ranks. Although white males comprise only about 35% of the US Population, they make up 66% of the KU faculty. (Figure 1.)

The mere fact that the numbers of women and minorities on our faculty are increasing is not an overriding concern in assessing the effectiveness of AA/EO policies at the university. Even under low to moderate levels of overt discrimination, minority and women faculty numbers would be expected to increase because of the large pool of qualified women and minorities applying for positions in the current academic job market. Unless the level of discrimination was extraordinarily high, we would not expect an actual decrease at KU. So, in other words, even if the University doesn't do a thing to increase minority and female hires, there would be a modest increase, as has been shown.

Instead, in most cases it is the rate of increase that should be carefully examined. This rate of increase is everything and determines whether the University will ever really reach equity numbers. If we were to add 2 minority faculty per year, it would take another 37.5 years for us to reach the Chancellor's goal of 200. If, say, we added 5 minority faculty per year it would only take 15 years to reach his goal. Ten per year would get us there in only 7.5 years.

This is why a good way to look at rates is in terms of the number of years it will take to reach a goal. If reaching the goal will give us a true benefit, then the faster we get there the better. If having 200 minority faculty at KU gives us something we want, then we should want to reach that goal quickly. Reaching this goal in say seven or eight years, which is only a couple of generations of undergraduates, should be better than taking the equivalent of an entire professional life span for students to eventually experience a campus with 200 minority people on the faculty.

NOTE: For 1999, the US Census Bureau estimates the percentage of females among the total US population to be 51% and the non-white percentage of the population to be 28%.

Minorities

The numbers of minority men and women have remained relatively unchanged for twenty years. In 1981, minorities made up 6.5% of the faculty. In 1999, minorities made up 14.6%. So in twenty years, we've increased the representation of minorities by only about 8%--which averages out to be an increase of only .4% per year. And we are still at about half the US minority representation. (Figure 2.)

In 1995 Chancellor Hemenway proclaimed that KU should have 200 minority faculty by the year 2000. Since then, the number of minority faculty increased from 100 to 125, a rate of five per year. At this rate, it will take until the year 2015 to reach Hemenway's goal. He challenged his administrators to do it in five years and at their rate, it will take twenty years. (Figure 3.)

At this rate, KU will have a minority faculty percentage equal to today's minority US percentage in the year 2032. But by then, that US percentage is expected to increase dramatically.

This lack of progress cannot be attributed to a lack of opportunity. In the six years since Hemenway's challenge, 290 new faculty were hired. Of this number, only 63 of the hires were minority faculty. The 75 additional minority faculty needed to make it up to 200 would only have represented another 26% of those hired.

Unfortunately, not even this would have worked because of the problems with retention of minority faculty. The increase in the number of minorities hired in recent years has been offset by attrition among the minority faculty. As a result, there has only been a net increase of 36 minorities in the past six years--only about half of the number that were hired.

For the current year, four minority women were hired. But, four minority women were terminated. So for this year, KU will not increase its minority women at all.

The actual number of minority women is only 33. Most KU classes are about that size. In the 1998-1999 academic year, more than 10% of the minority women were terminated.

There is also a disturbing lack of progress in hiring African American and Hispanic male faculty. Last year, KU lost 3 African American male faculty, so KU is now "up" to a grand total of only 14 African American males on the faculty. In the five years since Hemenway, he has increased the number of African American males on the faculty by one. In twenty years, there has been a net increase of only 4 African American males on this faculty. (Figure 4.)

The number of Hispanic male faculty has risen by only 10 in twenty years. (Figure 5.)

Only the Asian American male faculty has significant real numbers. But in twenty years, they have increased only by 19 men. (Figure 6.)

Overall the number of African Americans on the KU faculty has only increased by five in five years. (Figure 7.) The percentage of African Americans in the US population is 12.8%. The percentage of faculty at KU who are African American is only 2.6%. We have 1030 faculty in 1999, so we need to increase from 27 African American faculty to 132 to match the US population.

At this rate it will take 105 years for the proportion of African Americans on the KU faculty to equal the proportion of African Americans in the current US population.

The number of minority women on campus is extremely low, and barely rising. Although 20 minority women have been hired since Chancellor Hemenway's arrival, six have been terminated (30%). In fiscal year 2000 there was no net addition of minority women, because hires exactly balanced terminations. This represents a "revolving door" for minority women faculty and librarians. (Figure 8.)

When broken down by ethnicity, some disturbing trends can be seen. The number of Asian American women on the faculty and library staff is actually decreasing, despite a sharp increase in the enrollment of Asian American undergraduates at KU. (Figure 9.)

KU has only 13 African American women on the tenured/tenure track faculty. The number of African American women did not change for more than 10 years, and only recently has there been any increases. Even though KU could claim an increase of 433% in the past 20 years, that represents only 10 African American women. (Figure 10.)

In the early eighties, there were no Hispanic female faculty. Now KU's Hispanic female faculty number has skyrocketed to 9 women. (Figure 11.)

The number of Native American women on the faculty is too low to graph. With the recent resignation of Luci Tapahonso, there is only one Native American woman on the faculty.

There are only 41 minority full professors at KU (4% of the faculty) and of these, only 4 are women.

White men also dominate the hires at KU at about the same rate. With the exception of the hiring freeze in 1997, there have been between 24 and 44 white male faculty and librarians hired each year. Since Chancellor Hemenway arrived on campus in 1995, approximately half of all faculty hired have been white men. (Figure 12.)

Women

With only 25%, KU has a lower percentage of women on its faculty than any other Kansas institution. (Figure 13.)

There are currently 734 tenured and tenure-track men on the KU faculty, and only 244 women. This is a ratio of 3:1 in favor of male faculty. Since 1981, the percentage of women on this faculty has risen from a pitiful 14.5% to a slightly less pitiful 25%. So in twenty years, we've increased the representation of women by only about 11.5%--which averages out to be an increase of a little more than .5% per year. (Figure 14.)

At this rate, KU will have a female faculty percentage equal to today's female US population percentage in the year 2044.

However, since Chancellor Hemenway took over, he has reduced the rate of increase of women faculty by almost half. In the five years prior to 1995, KU added an average of about 8 women per year. In the five years since Chancellor Hemenway took over, we have added an average of only a little more than 4 women per year.

During the past decade there has been no real change in the proportions of men and women hired at KU. Men make up between 60% and 70% of the hires, women a mere 30-40% of hires. Chancellor Hemenway has done nothing to change this; since his arrival 229 faculty have been hired, 63% of whom are men (a ratio of almost 2:1 in favor of men). (Figure 15.)

In the five years proceeding Chancellor Hemenway's arrival, 87 white women were hired by KU. In contrast, only 65 have been hired in the five years since his arrival. This represents a 25% decrease in the number of hires. This decrease is not due to a lack of new hires, since 113 white men have been hired since the Chancellor's arrival.

If the retention of women faculty was equal to that of men, then we might expect the faculty to settle into a 2:1 ratio of men to women, an improvement over the current 3:1 ratio on the faculty. But the probability that a woman will leave before going through tenure is much higher (twice the rate of men) and the probability of getting tenure is much lower.

The numbers for women promoted from Associate Professor to Professor show the same trend as the overall faculty numbers. During the five years prior to Chancellor Hemenway taking over, an average of 2.4 women were promoted to Professor per year. Since Hemenway took over, the average is 1.6 women promoted to Professor per year.

Since Hemenway arrived at KU, 120 men and 68 women have been awarded tenure. This means that only 36% of the number of faculty awarded tenure have been women.

Since Hemenway, 15% of the women and only 9% of the men have been denied tenure, which means that women are 1.7 times more likely to be denied than men.

Alas, there is equity in one category. Since Hemenway, 12 men and 12 women have been denied tenure. 50% of the faculty denied tenure have been women.

What's also disturbing is that the pool from which female applicants for promotion are coming--the number of female Assistant Professors--has actually dropped by two under Hemenway's leadership.

Minority Students

During the 5 years since Chancellor Hemenway took over, the enrollment of minority students has dropped by 76 students. The rate of change has dropped from an increase of 120 students the year Hemenway took over to a loss of 28 students in 1999. (Figure 16.)

During the past 15 years, the number of African American students at KU has decreased from 798 (1984) to 701 (1999). This represents a decrease of 12%. Chancellor Hemenway has failed to stop this negative trend: when he arrived in 1995 there were 735 African American students on campus, now there are only 701 (a decrease of 5% in only 5 years). (Figure 17.)

Tenure

By following the cohorts of faculty hired between 1988 and 1993, a disturbing trend is revealed: the proportion of women hired who are achieving tenure has drastically declined in recent years. The proportion of women (50%) is now well below the proportion of men (72%). (Figure 18.)

Women hired in 1991-1993 were eligible for tenure during 1996-1999, and so would have been reviewed during Chancellor Hemenway's time at KU. Women hired during the period 1988-1990 would have come up for tenure before the Chancellor's arrival. There has been a decrease from a three year average of 79.6% tenured to 64.4% tenured since his arrival. It is important to note that the percentage of women tenured has been steadily decreasing since his arrival, while the percentage of men tenured has remained stable. (Figure 19.)

During the past three years, 40 women have come up for tenure, nine have been denied (18.4%). During the same period, 67 men came up for tenure, six were denied (8.2%). The proportion of women denied tenure was more than twice that of men. (Figure 20.)

This means that 61 men but only 31 women were added to the ranks of tenured faculty, maintaining the 2:1 ratio of men to women on the faculty and doing nothing to correct the current inequality. (Figure 21.)

On average, half as many women (9.9/yr) have been tenured each year, compared to men (19.8/yr). (Figure 22.)

NOTE: We would provide you with the tenure numbers for minority faculty, but the University won't disclose the numbers. You can just imagine why not.

What's Wrong With This Picture?

A Report on the Status of Women and Minorities
at the University of Kansas.

SUPPORTING FIGURES

Prepared by
the Research Committee
of the
Kansas University Sexism & Racism Victims Coalition

May 2000

Percentage of white and minority tenured/tenure track faculty at KU

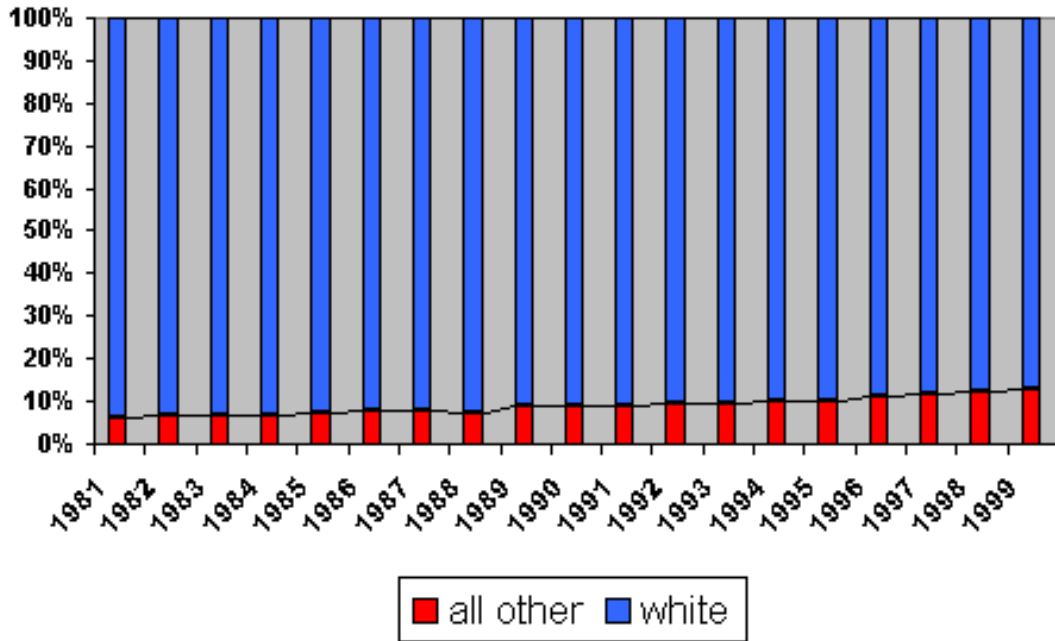


Figure 2

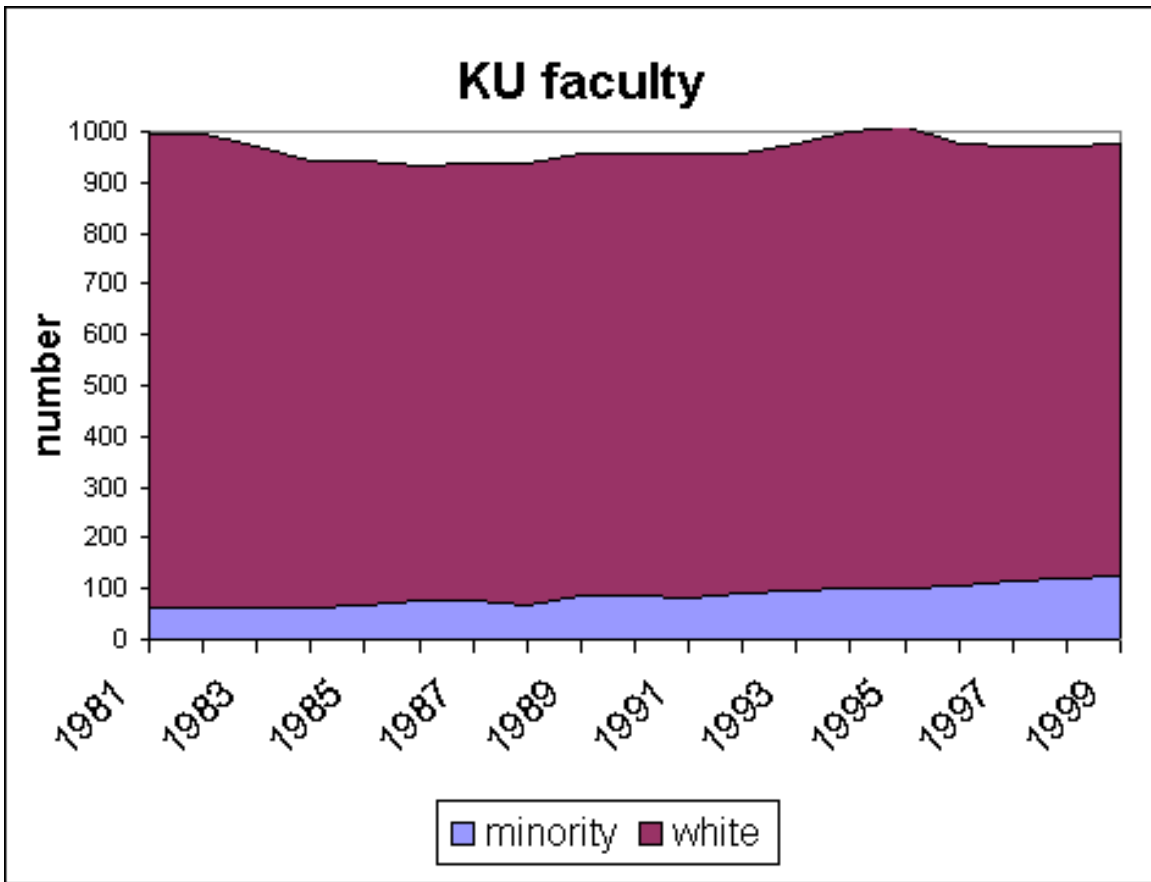


Figure 3

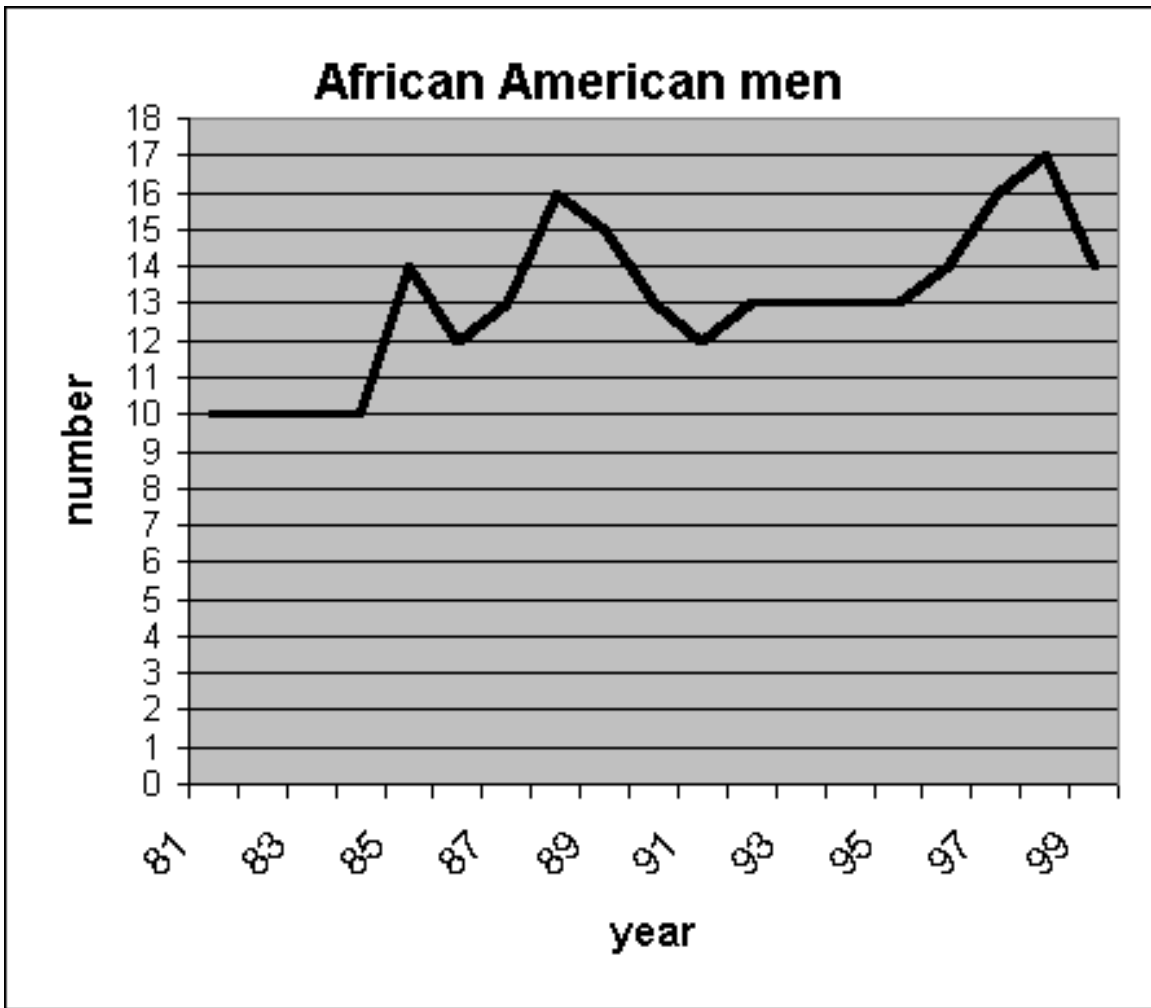


Figure 4

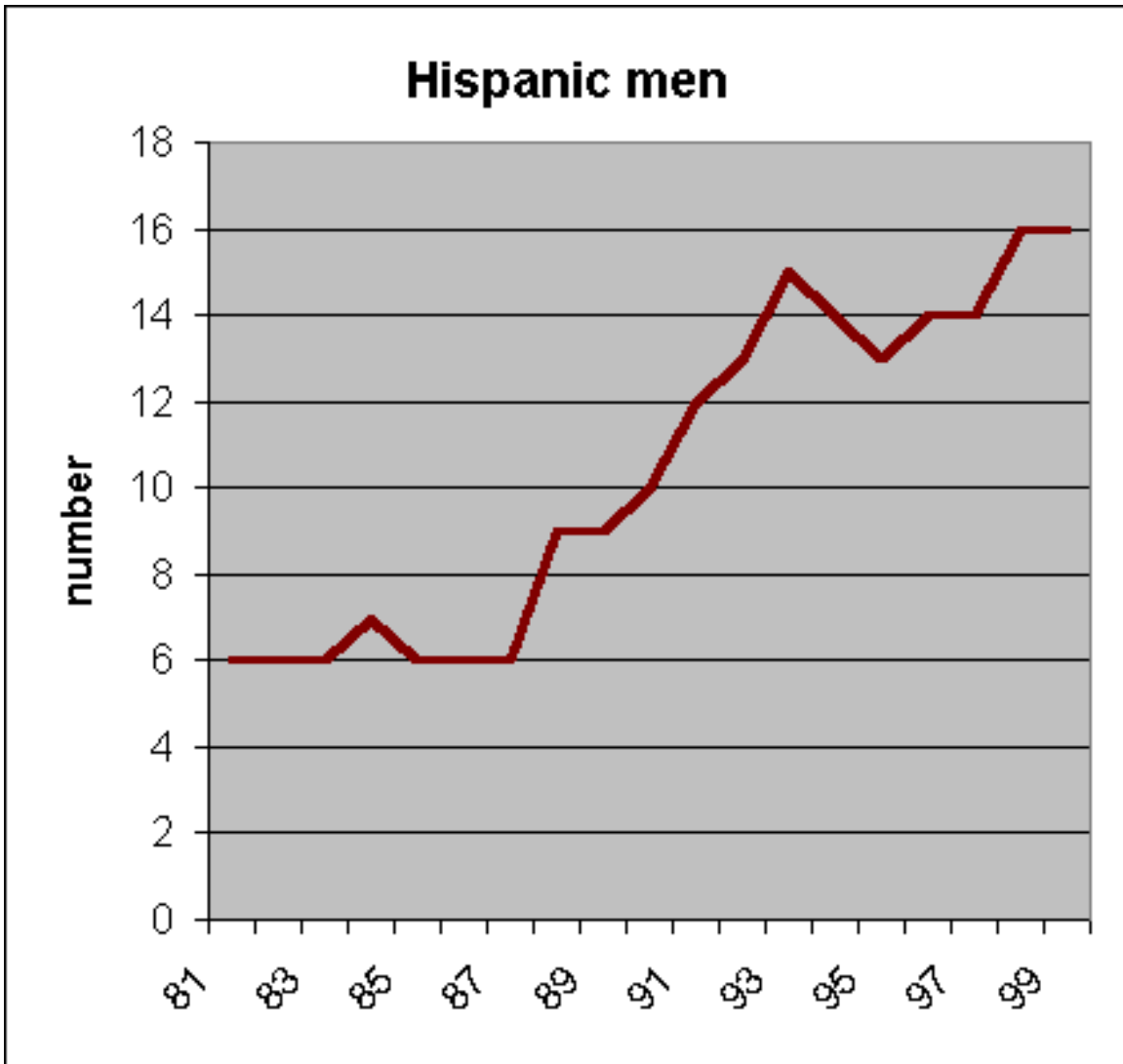


Figure 5

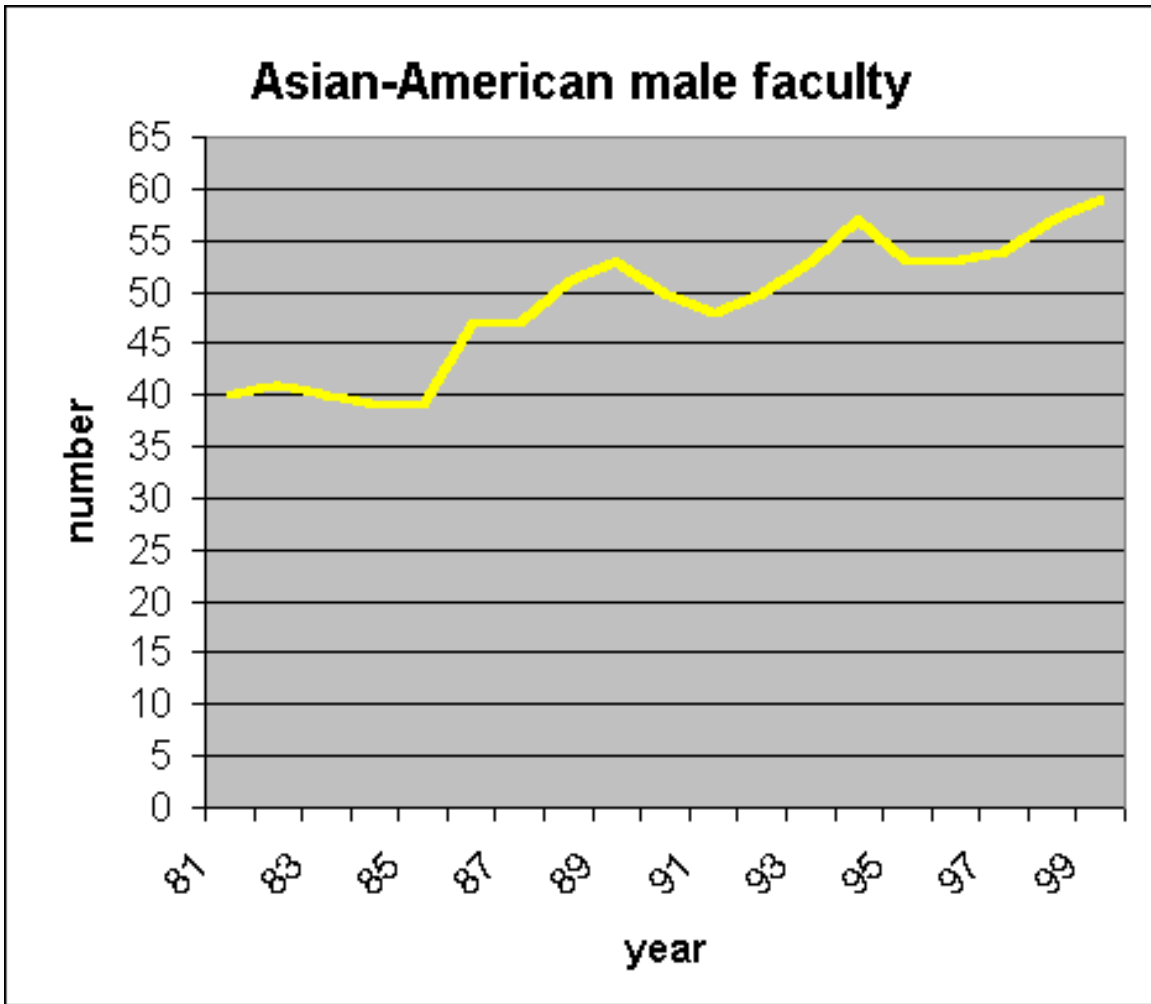


Figure 6

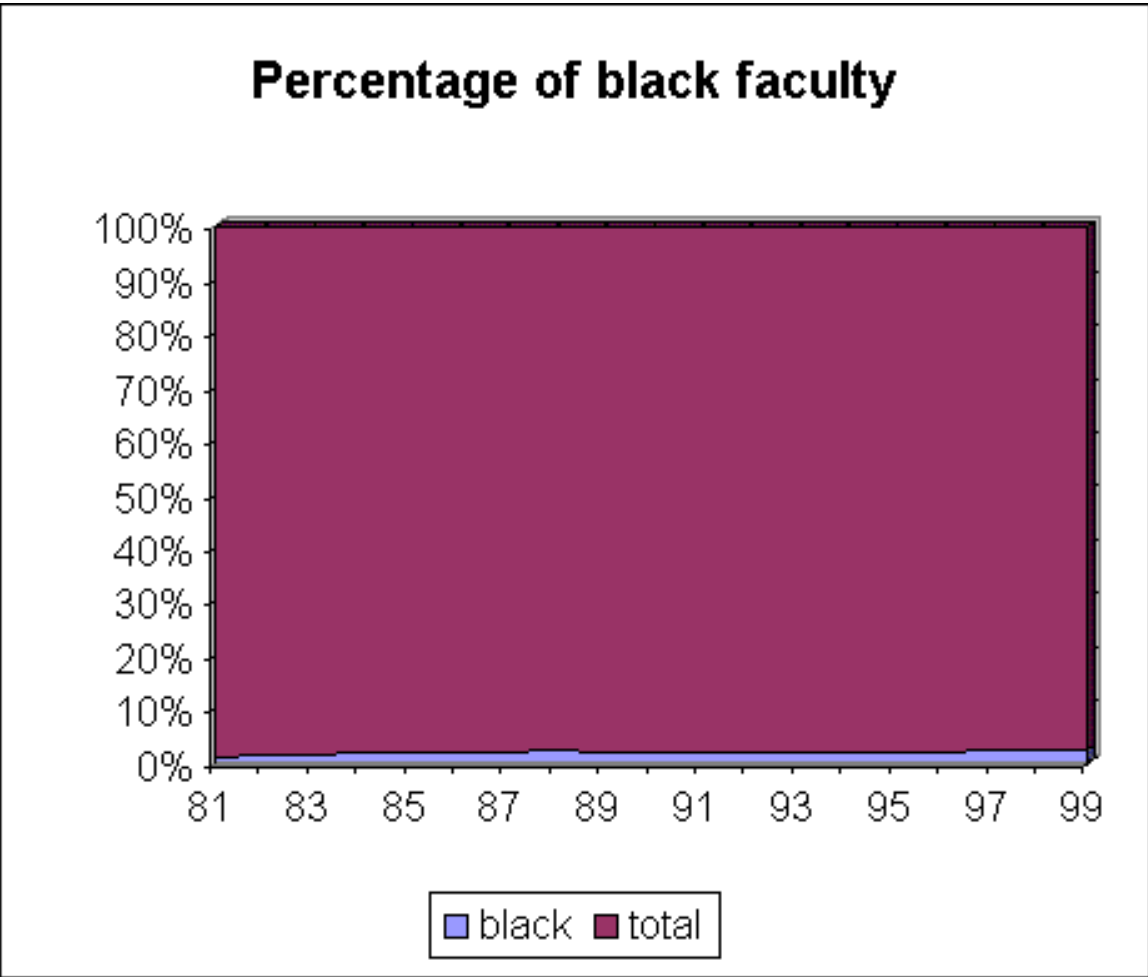


Figure 7

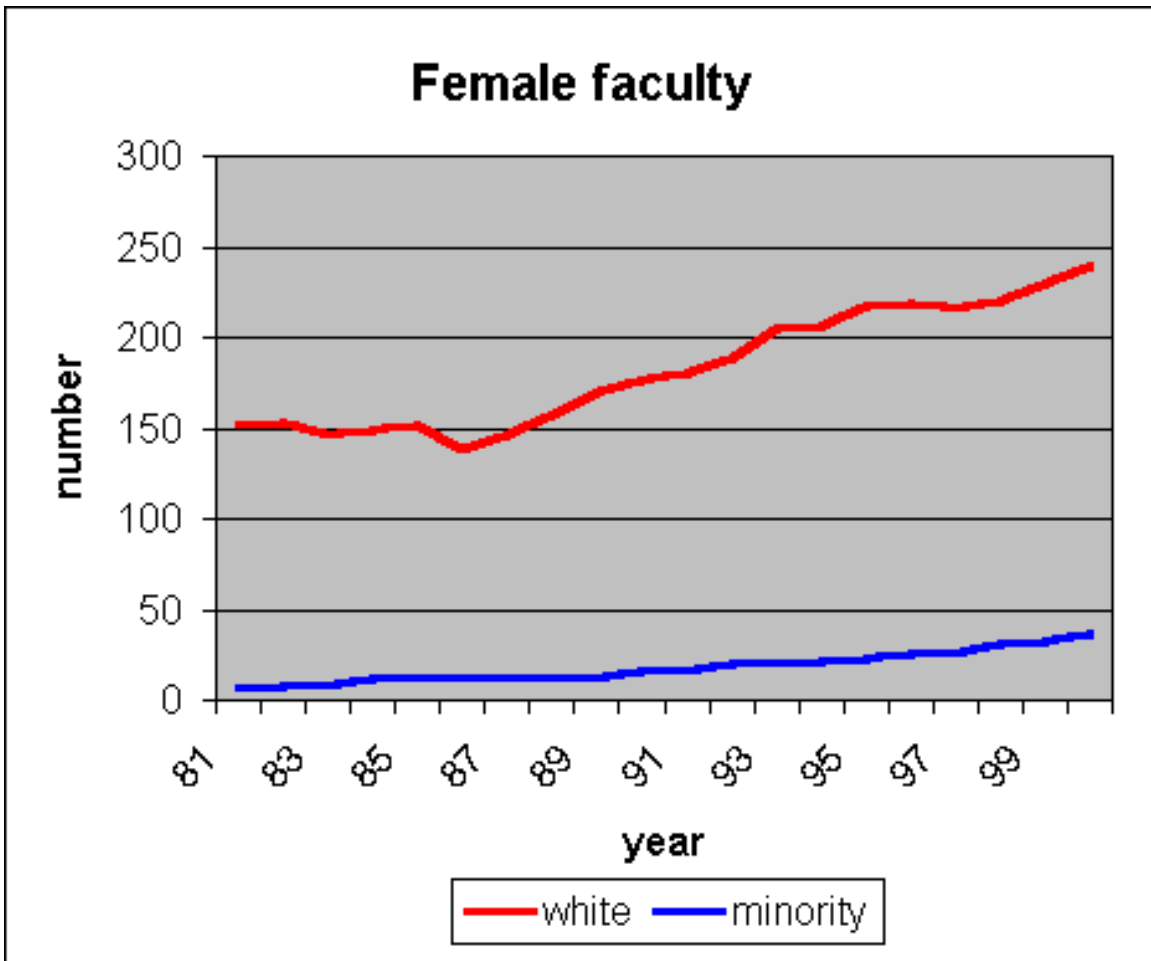


Figure 8



Figure 9



Figure 10

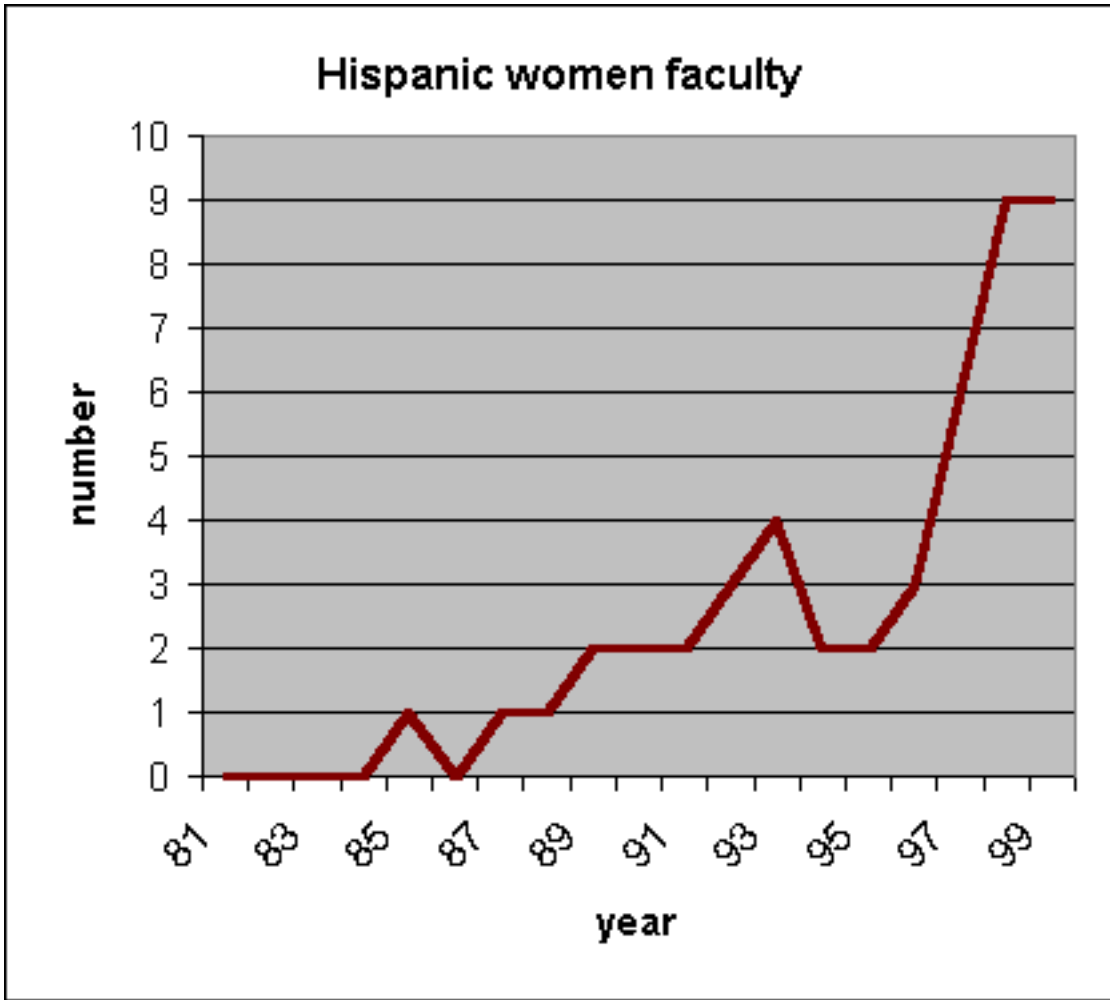


Figure 11

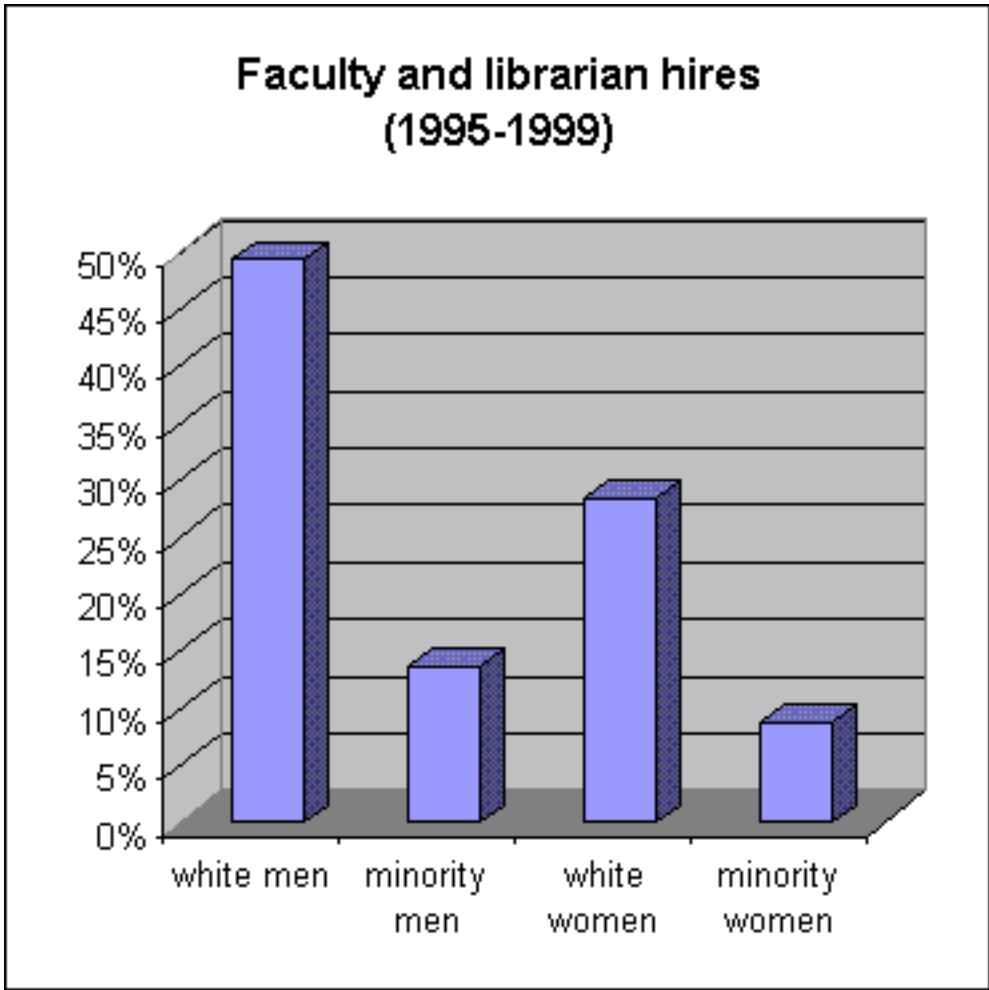


Figure 12

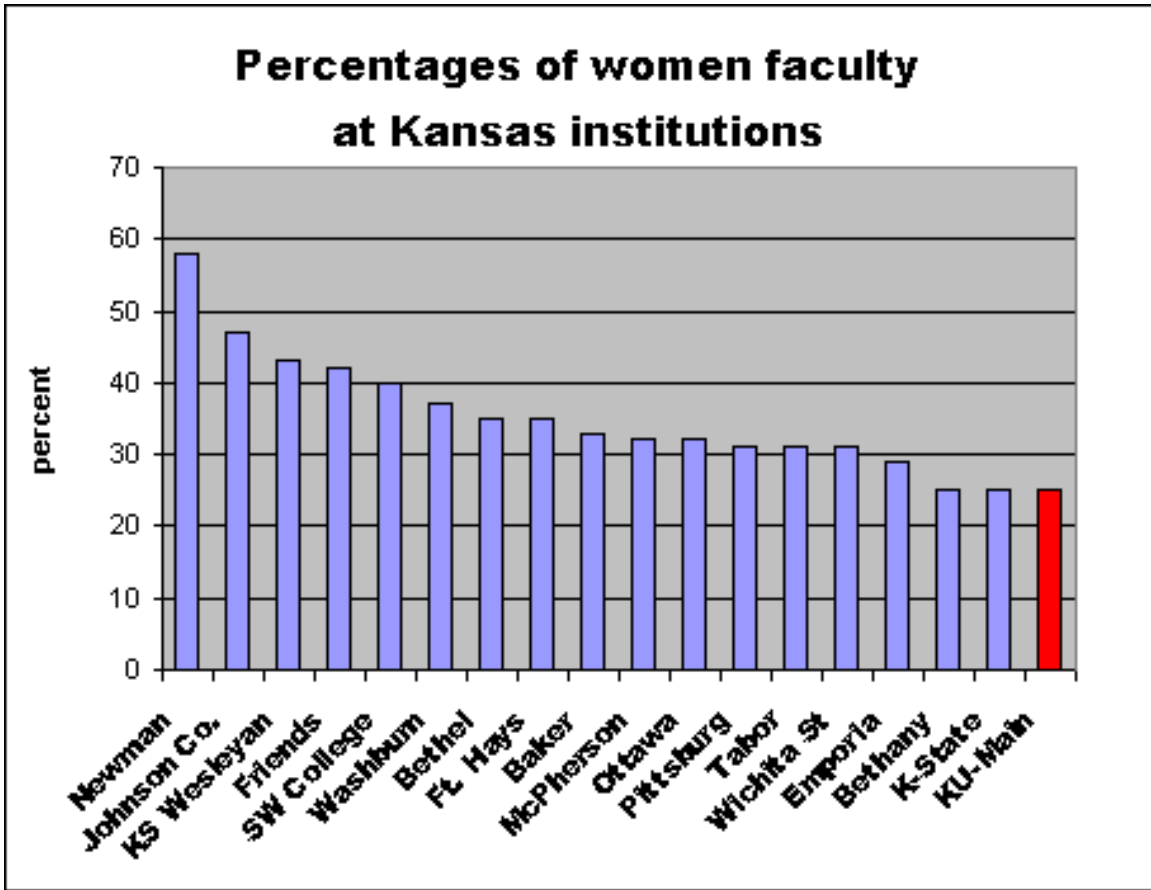


Figure 13

Percentage of male and female tenured/tenure track faculty at KU

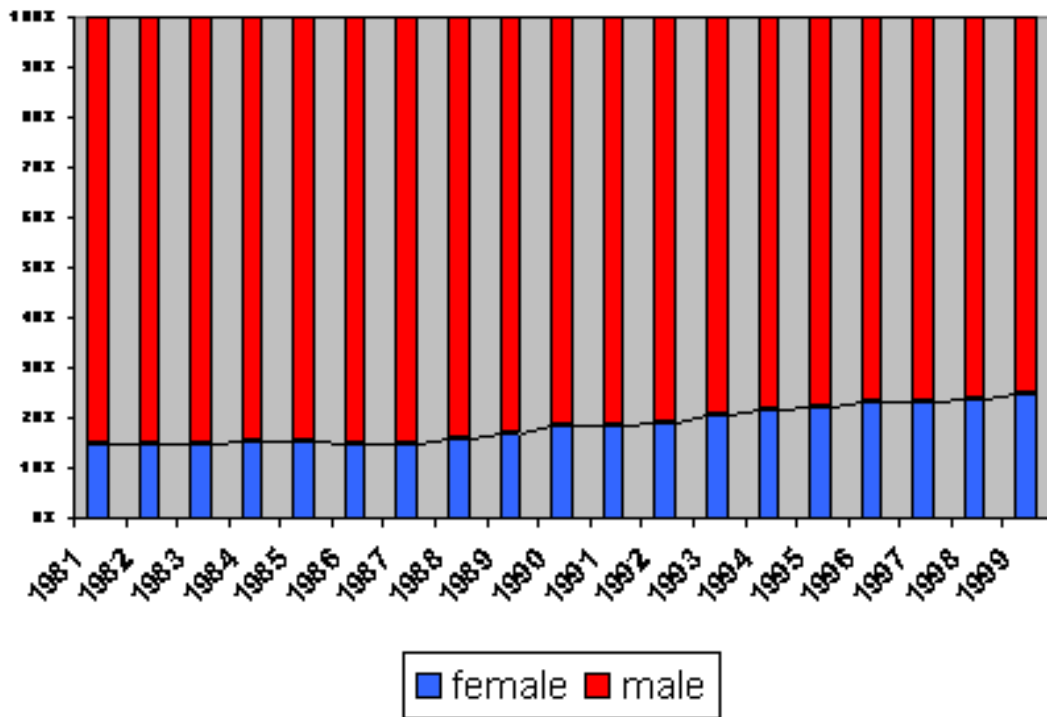


Figure 14

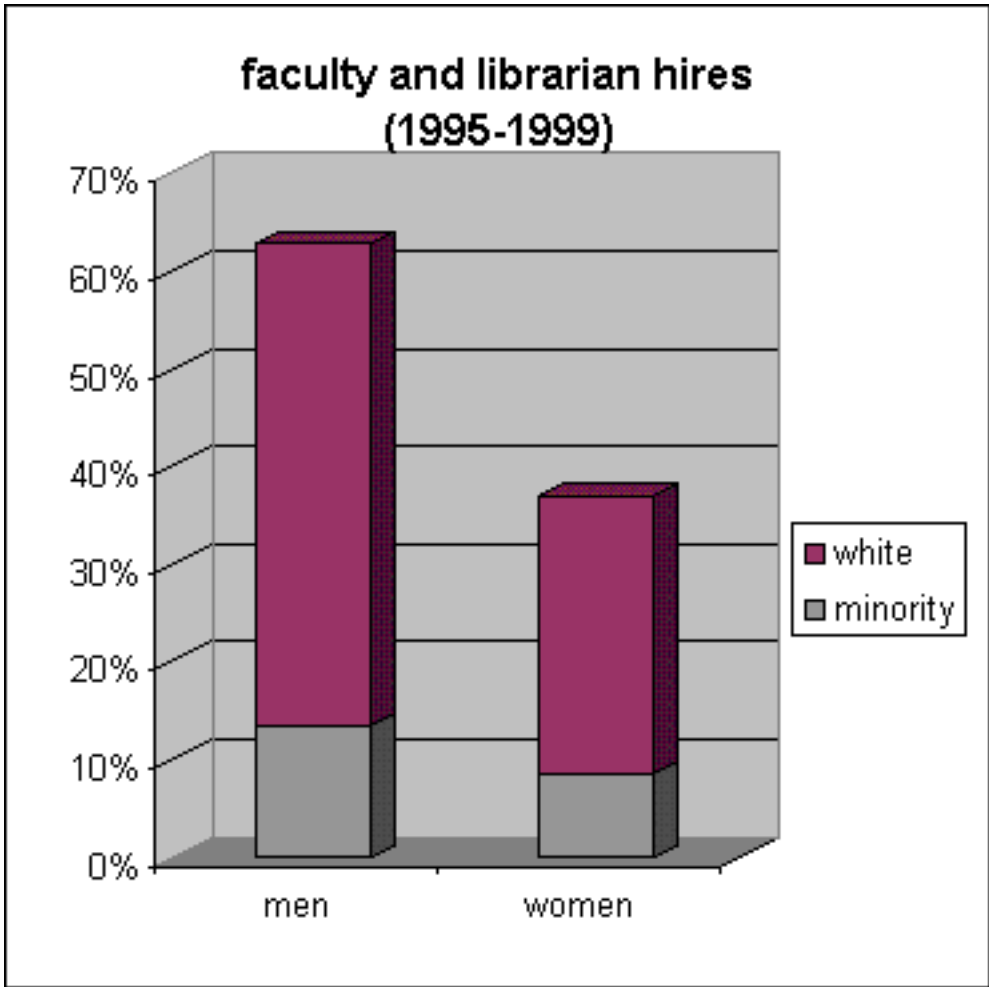


Figure 15

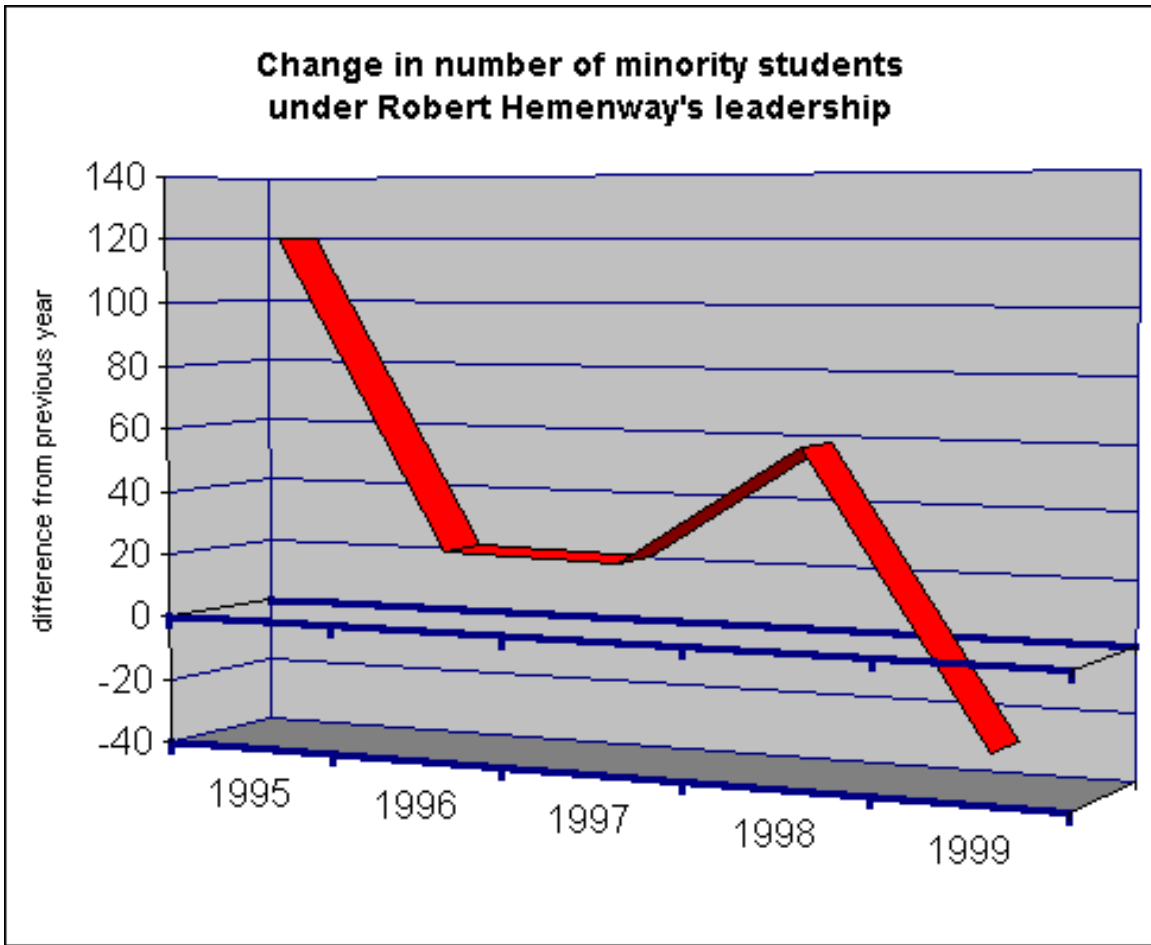


Figure 16

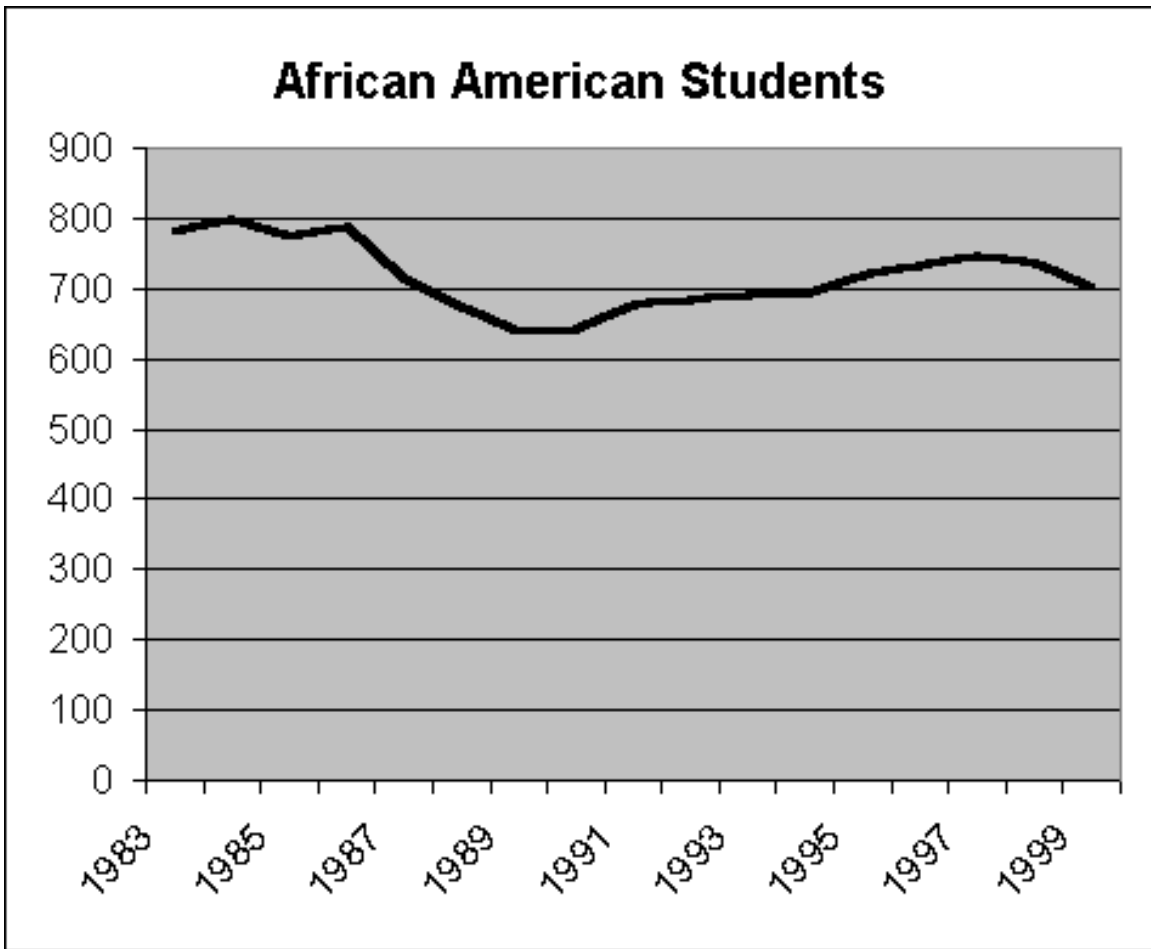


Figure 17

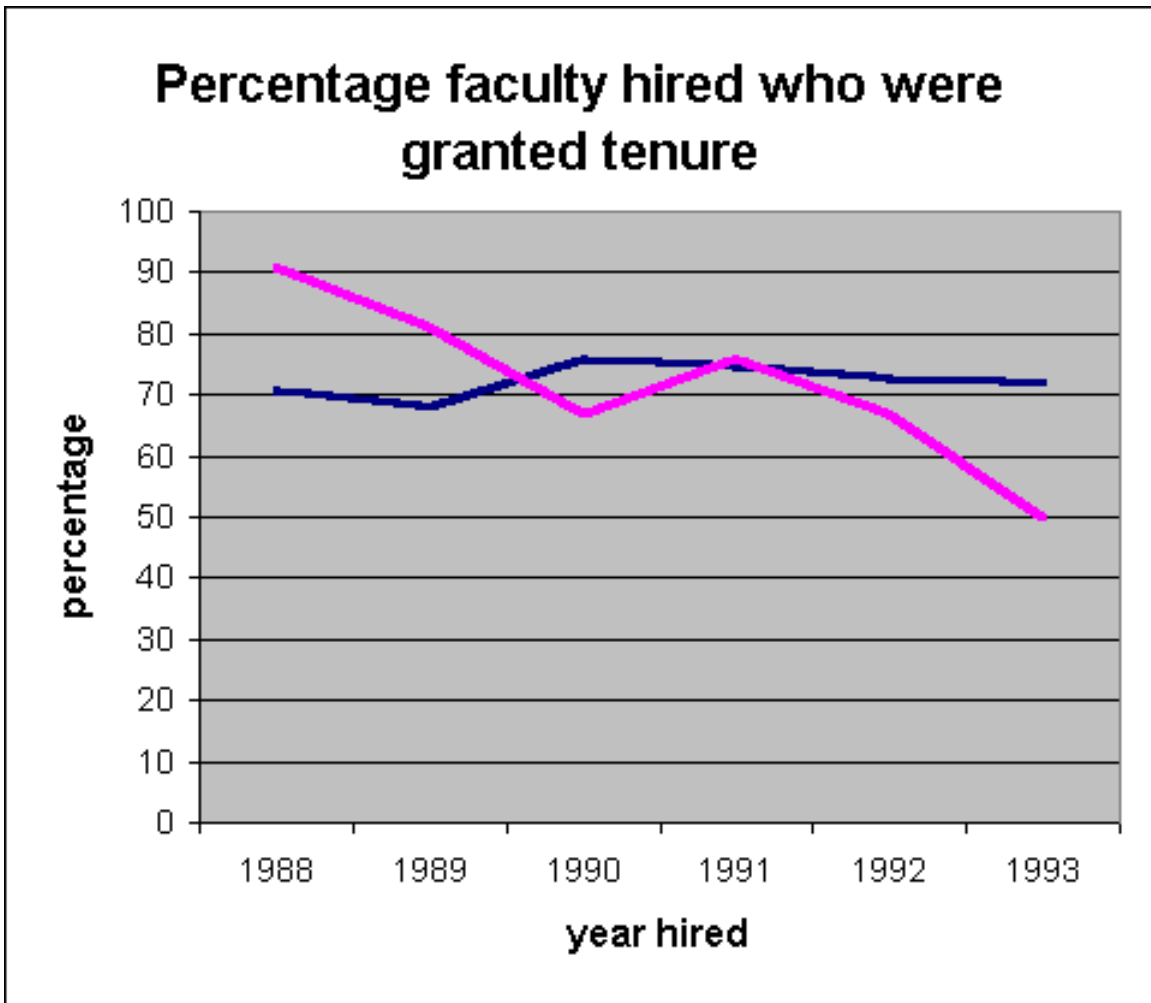


Figure 18

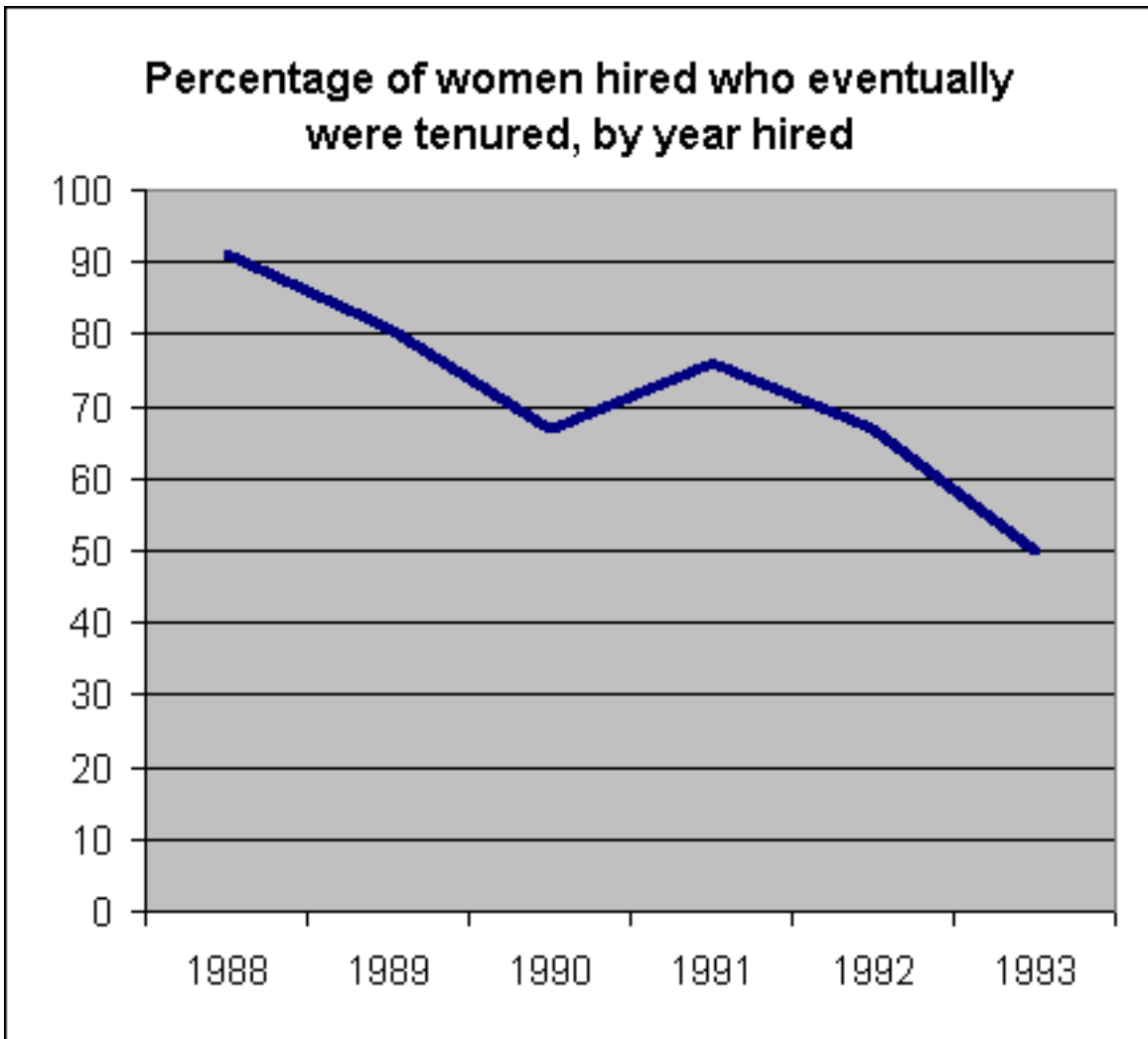


Figure 19

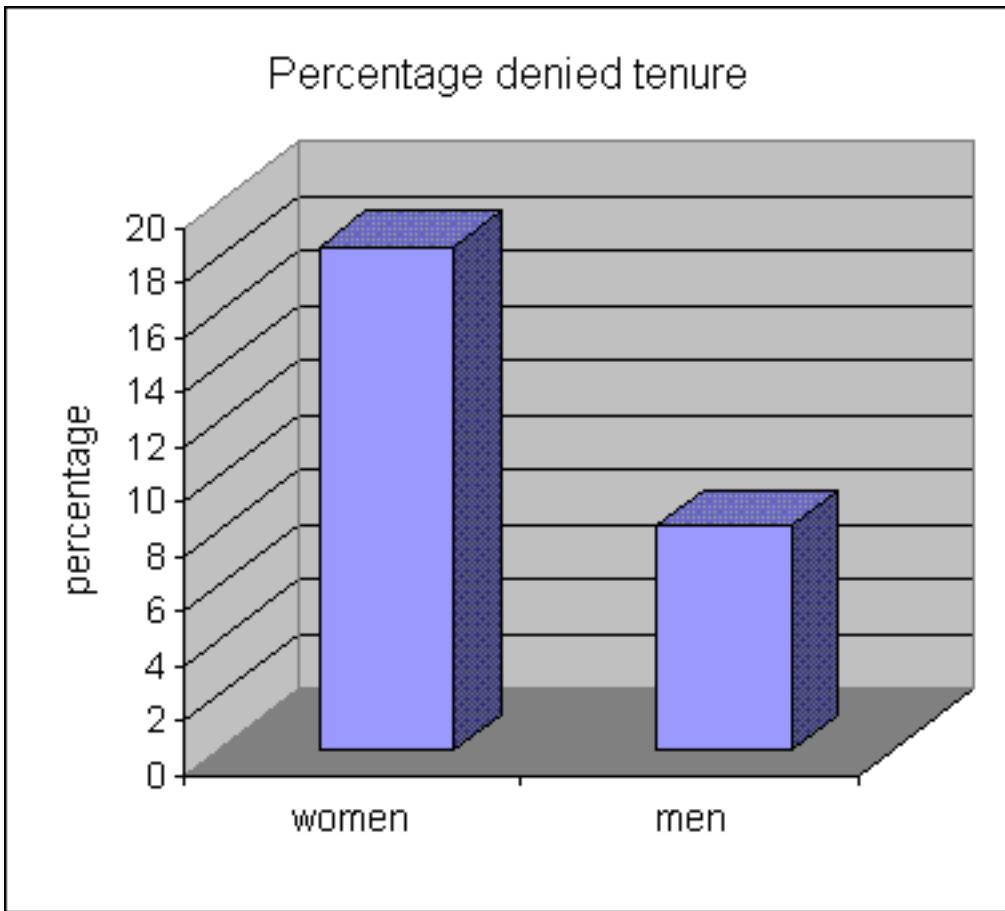


Figure 20

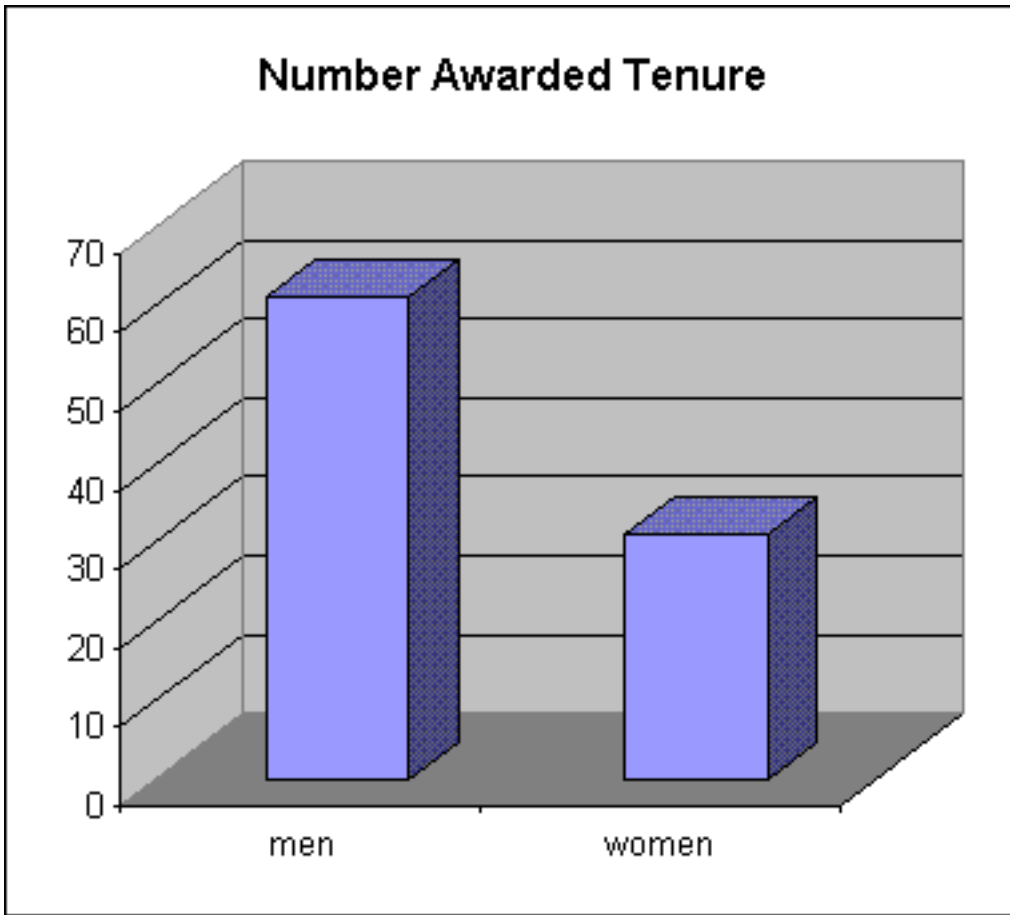


Figure 21

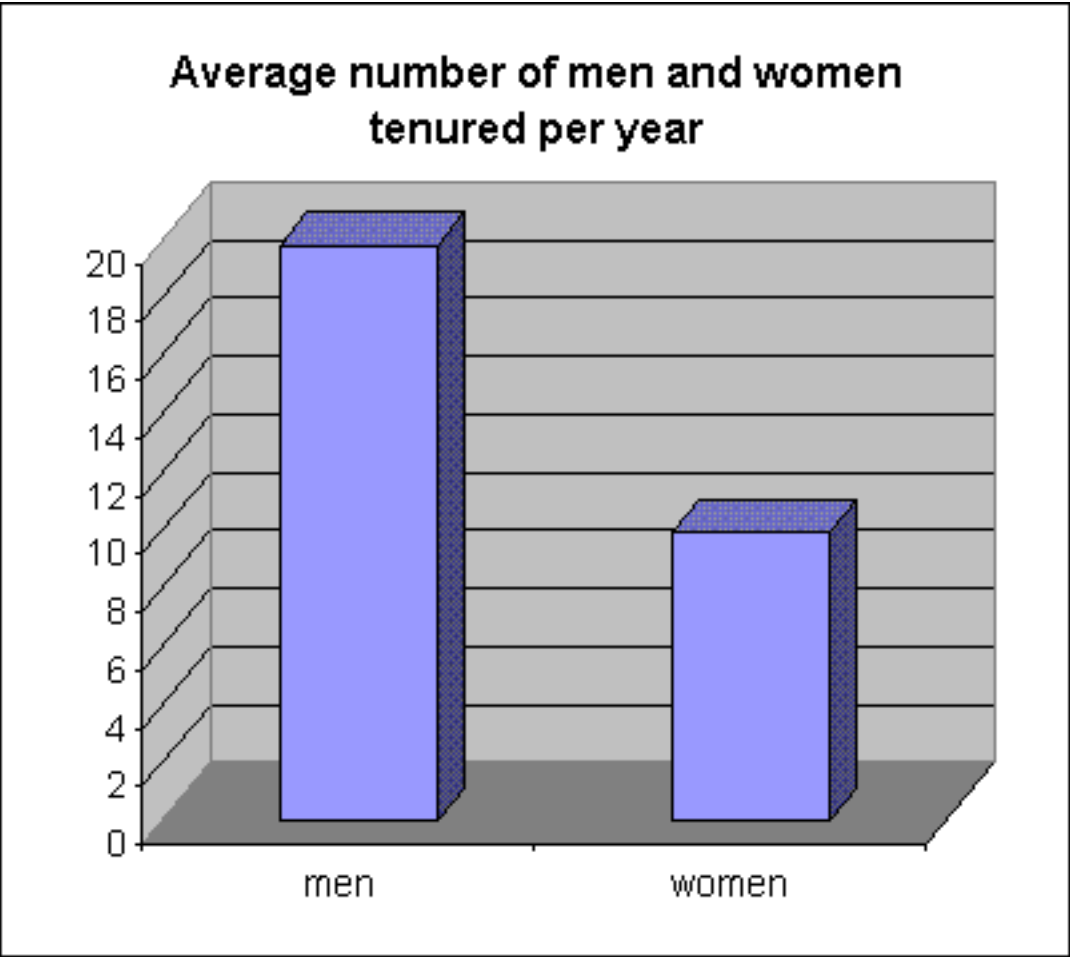


Figure 22