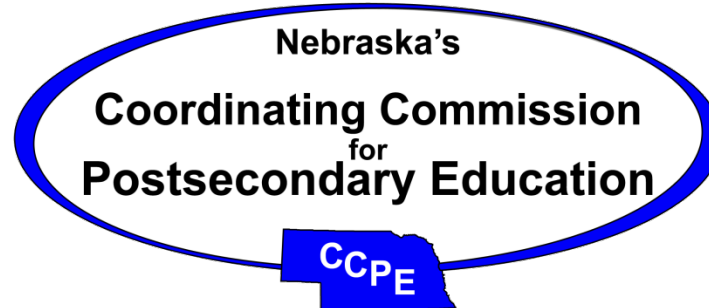


Statewide Analysis and Implications of Increasing Numbers of Women at Nebraska Colleges and Universities

Presented October 11th, 2010
at the Women in Educational Leadership Conference - UNL



This statewide gender analysis focuses on:

- College-going rates of Nebraska public high school graduates
- Undergraduate and graduate enrollments at Nebraska's postsecondary institutions
- Degrees conferred by Nebraska colleges and universities
- Full-time instructional faculty and salaries at Nebraska's public and not-for-profit institutions
- Comparable national statistics

College-Going Rates of Nebraska Public High School Graduates and Comparable National Rates

- For the past two years, the Coordinating Commission has worked with the Nebraska Department of Education to calculate the college-going rates of students who have graduated from Nebraska's public high schools, using data available from the National Student Clearinghouse.

- The results of this research confirm that male graduates are not typically going on to college at the same rate as their female classmates, regardless of income status.

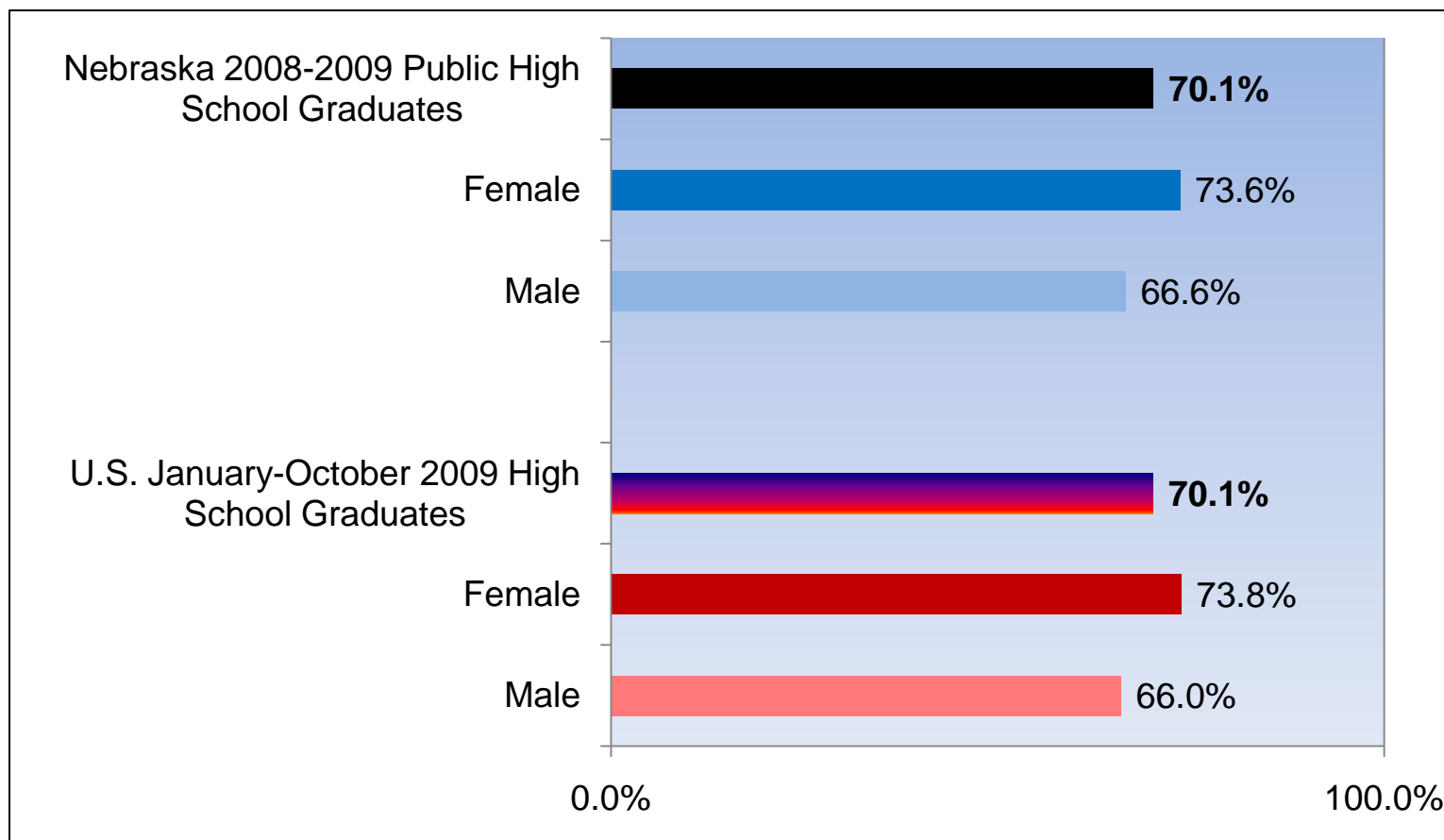
- In 2008-2009, Nebraska high schools graduated 21,615 students:

2,121 graduated from private high schools
19,494 graduated from public high schools

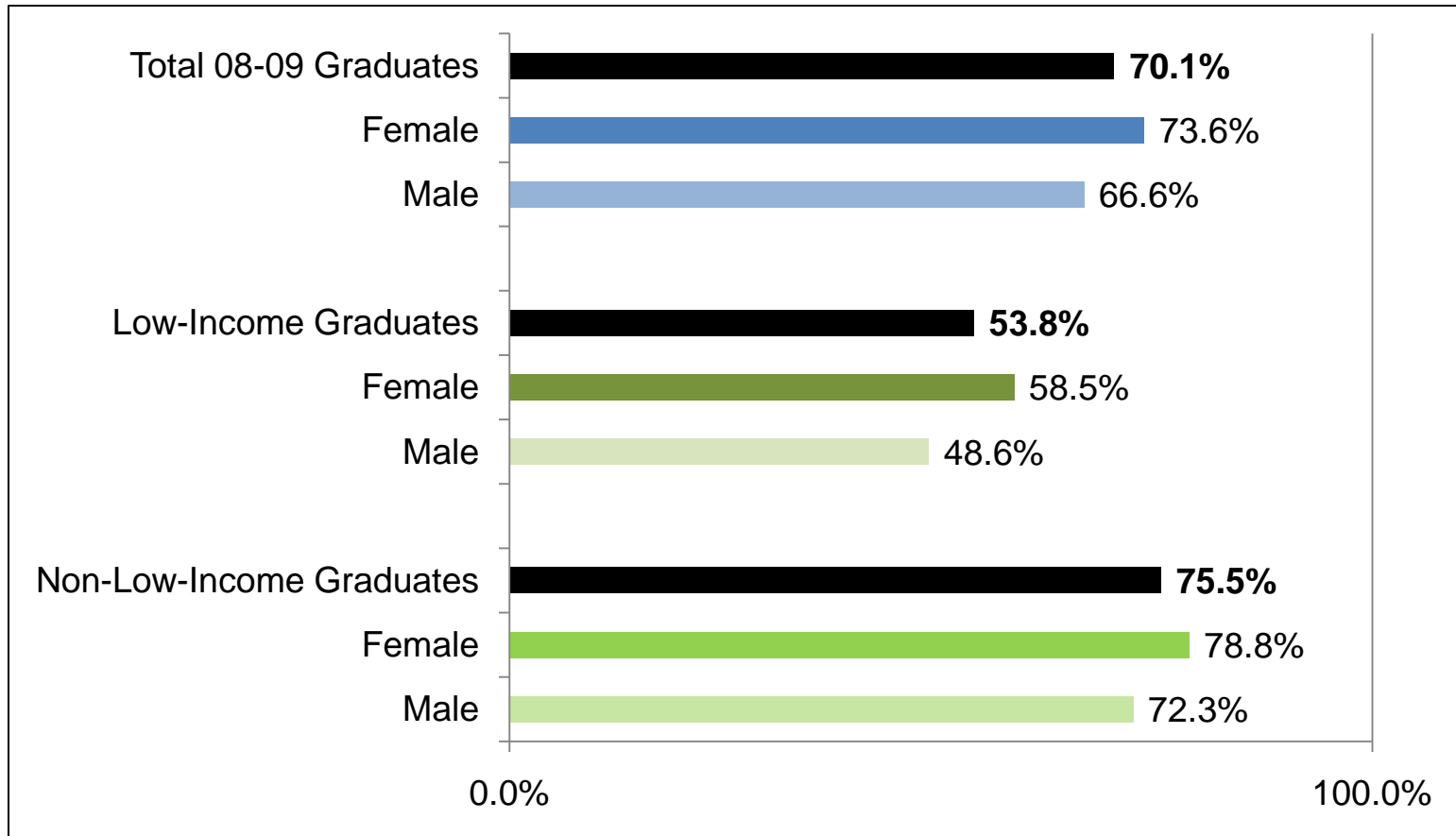
Of the 19,494 who graduated from public high schools, 70.1% continued to college.

College Continuation Rates

Nebraska Rates Compared to U.S. Rates



Nebraska Public High School College Continuation Rates

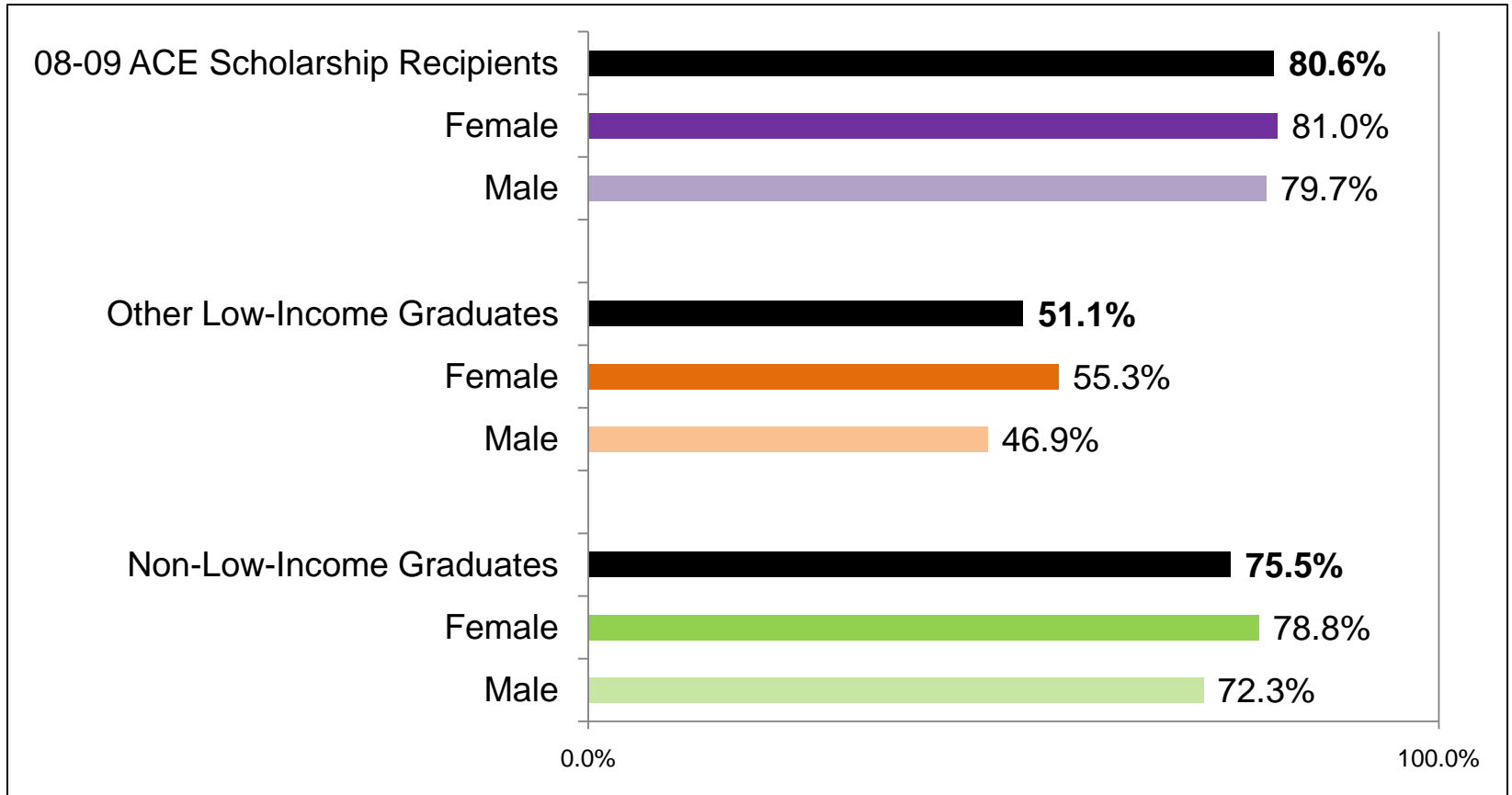


- In further analysis, the Commission compared the college-going rates of the low-income students who had received Access College Early (ACE) scholarships with the college-going rates of the other low-income students who graduated from public high schools in 2008-09.
- Access College Early (ACE) scholarships are awarded to eligible low-income Nebraska high school students who take courses for credit from postsecondary institutions while the students are in high school.

Access College Early (ACE) Scholarships

School Year	No. of Students Who Received ACE Scholarships	No. of Scholarships Awarded	\$ Amount of Scholarships Awarded
2007-2008	294	363	\$114,856
2008-2009	643	825	\$214,870
2009-2010	1,020	1,302	\$339,624

Nebraska Public High School College Continuation Rates



Implications:

- More females than males are likely to have any education beyond high school.
- More low-income females than males are working out of poverty by going on to college.
- The Access College Early (ACE) scholarship enables low-income high school graduates to go on to college at a higher rate than the general low-income and non-low-income student populations, and enables motivated male students to go on to college at about the same rate as their female classmates.

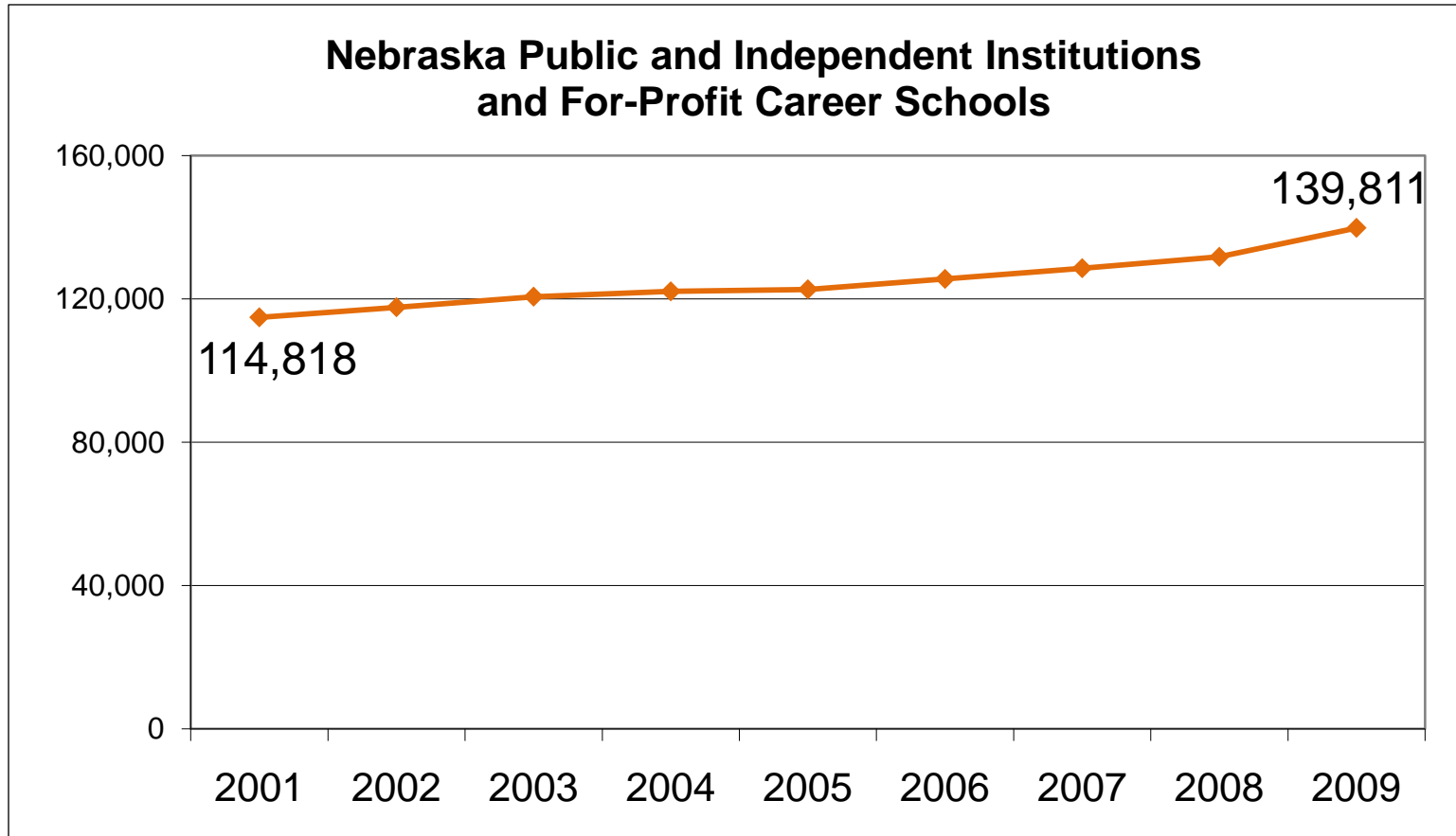
Fall Enrollment at Nebraska's Postsecondary Institutions

Nebraska Postsecondary Institutions

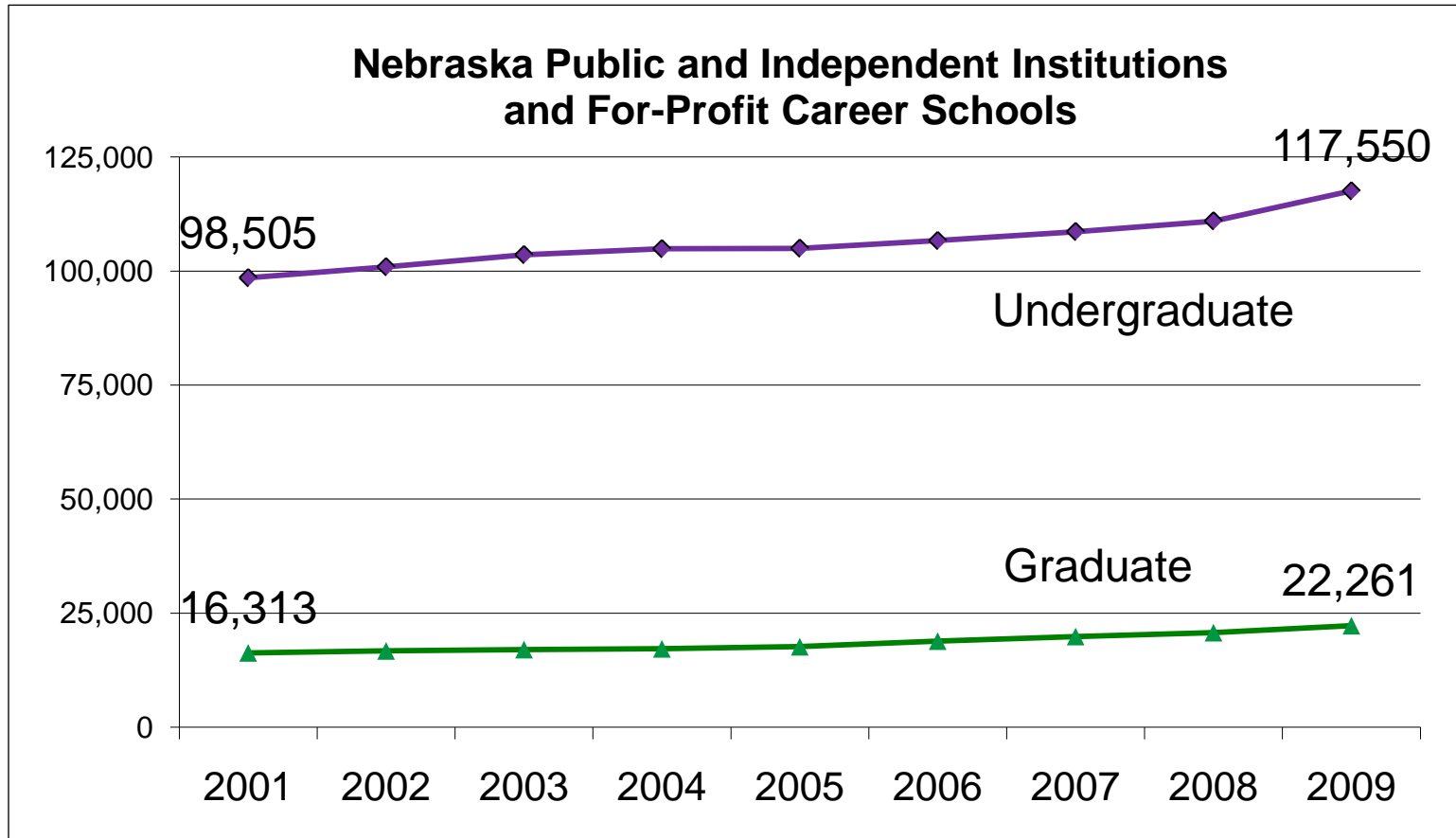
- University of Nebraska (5 campuses)
- Nebraska State College System (3 colleges)
- 6 Community Colleges
- 20 Independent (Not-For-Profit) Institutions
- 10 Degree-Granting For-Profit/Career Schools
- 8 Non-Degree-Granting For-Profit/Career Schools

Total = 52 institutions

Nebraska Total Fall Enrollment

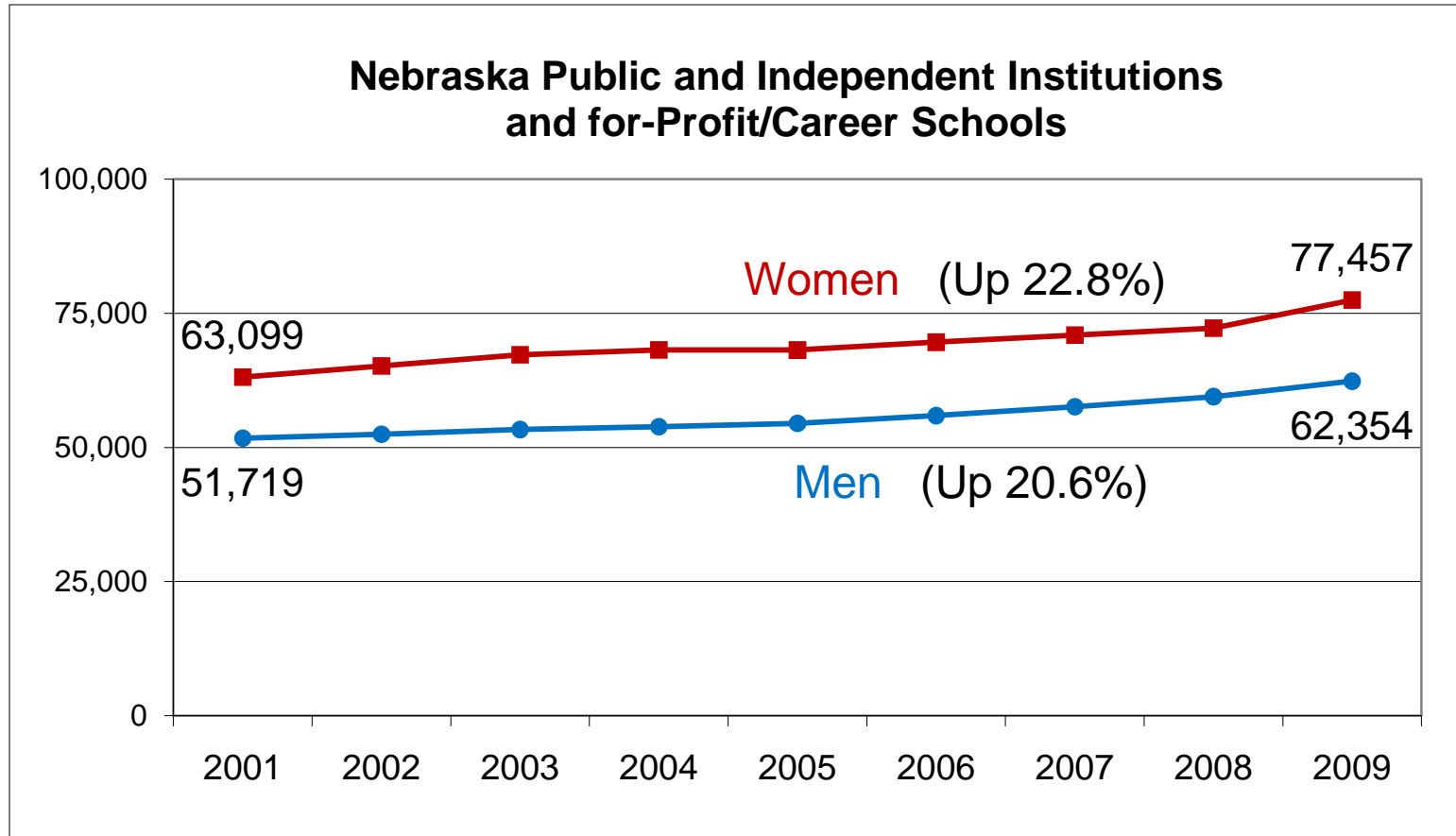


Nebraska Total Fall Enrollment by Level

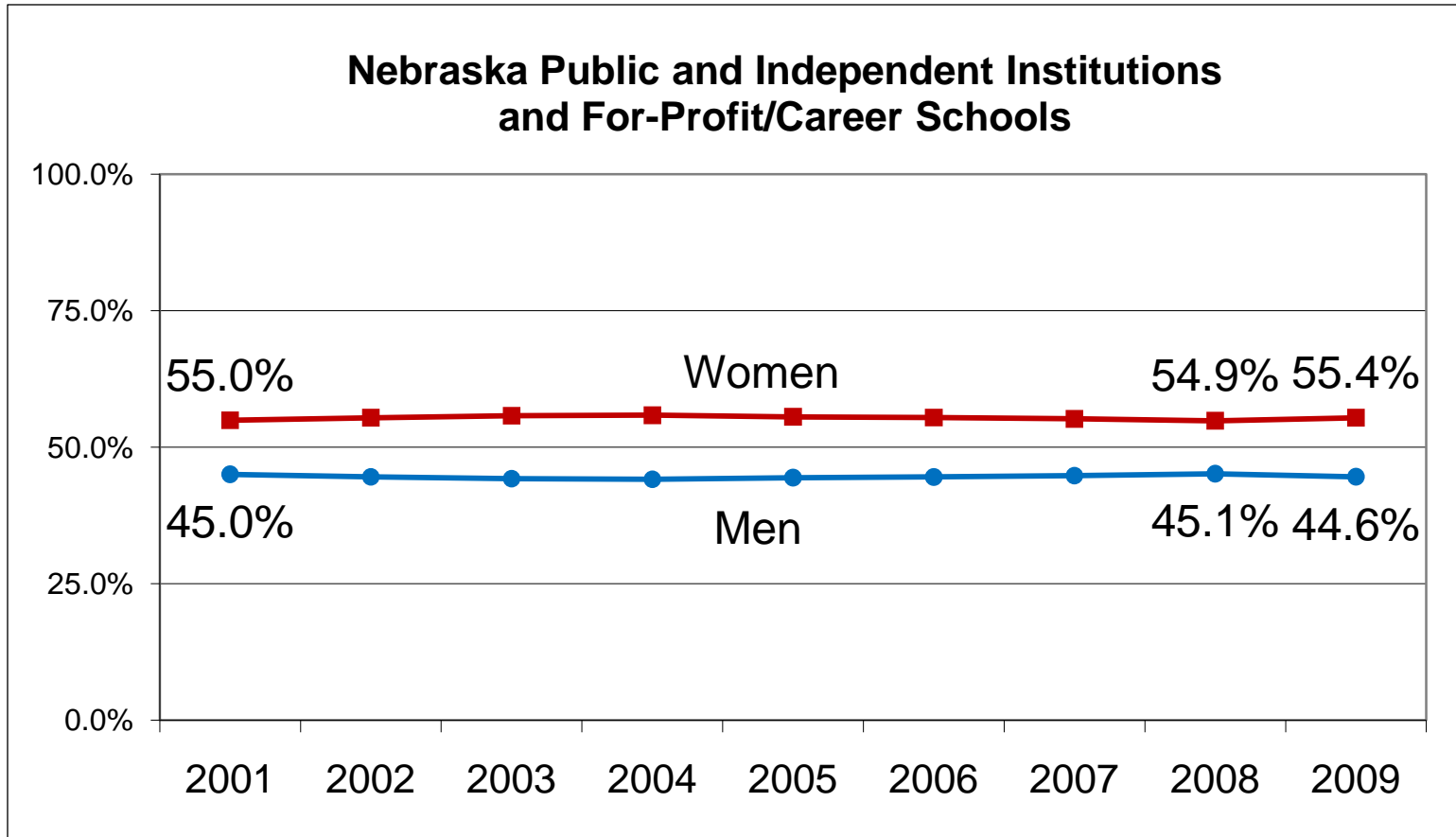


Fall 2009 84% Undergraduate 16% Graduate

Nebraska Total Fall Enrollment by Gender



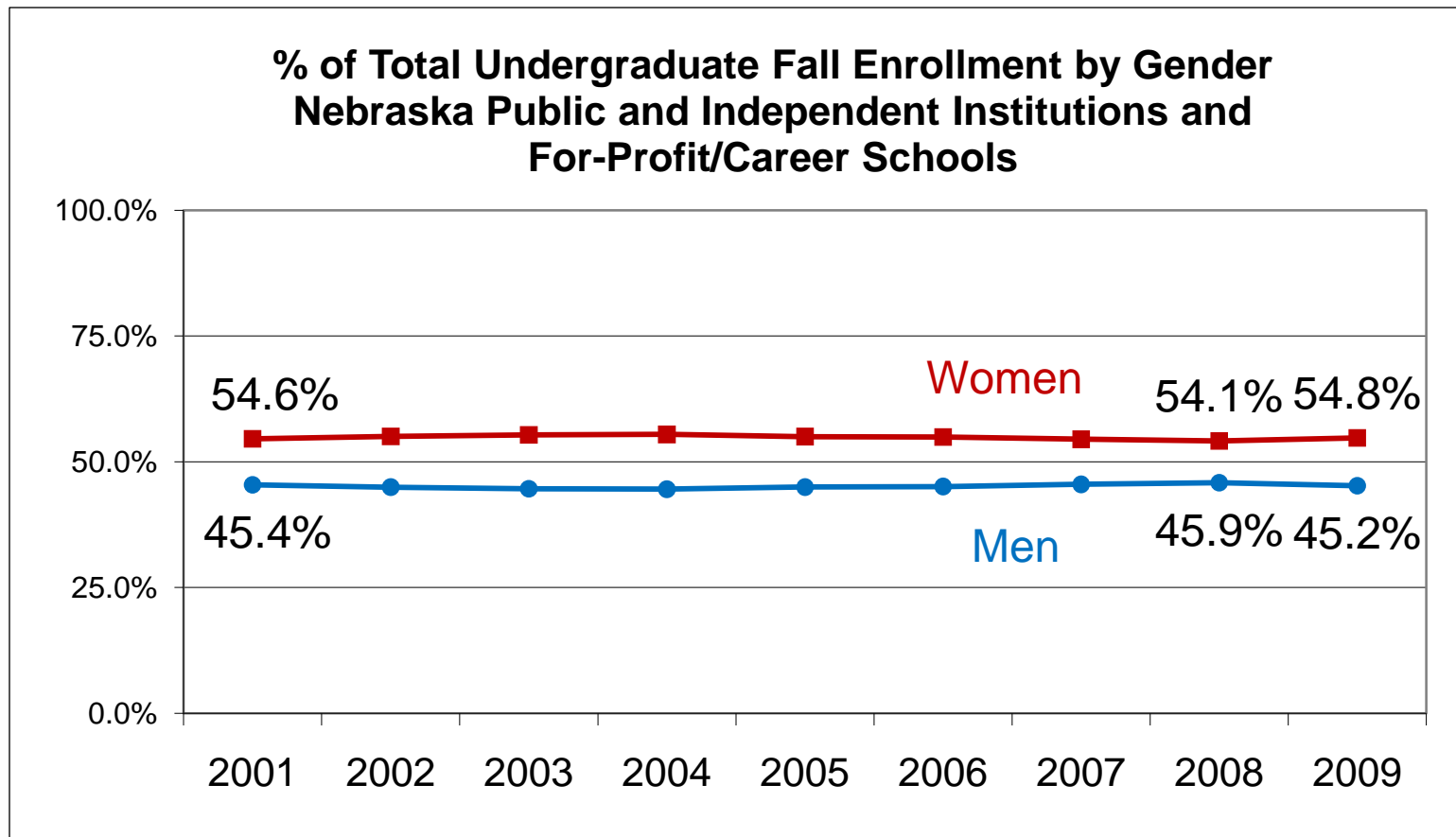
Total Nebraska Fall Enrollment by Gender



- Enrollment by gender varies by race/ethnicity, by full-time/part-time enrollment status, and by sector, but...
- In terms of total enrollment, women now outnumber men at the undergraduate level and the graduate level across all racial/ethnic groups except among foreign students.

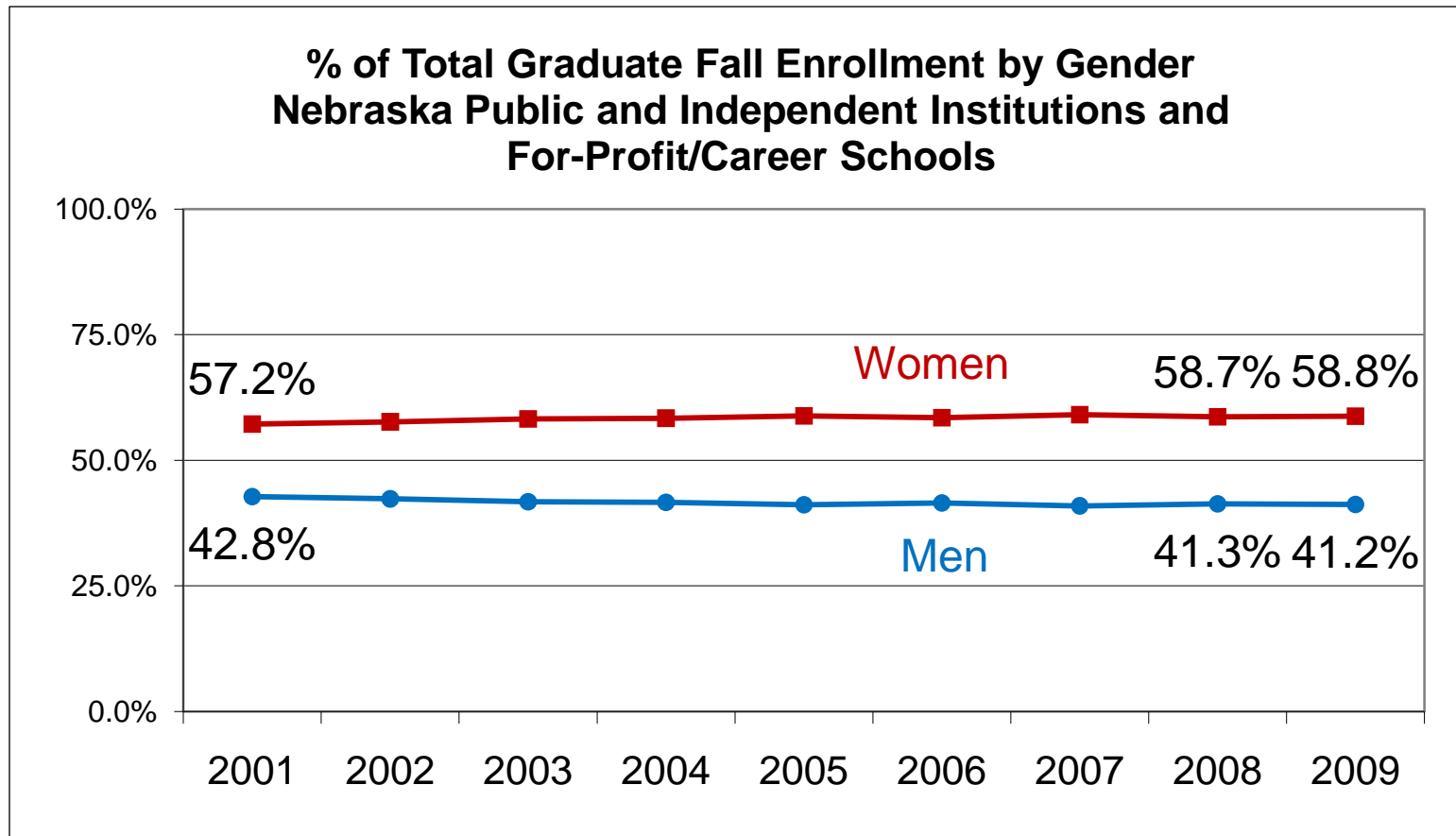
Nebraska Fall Enrollment by Level and by Gender

Percentage of Undergraduate Enrollment:



Nebraska Fall Enrollment by Level and by Gender

Percentage of Graduate Enrollment:



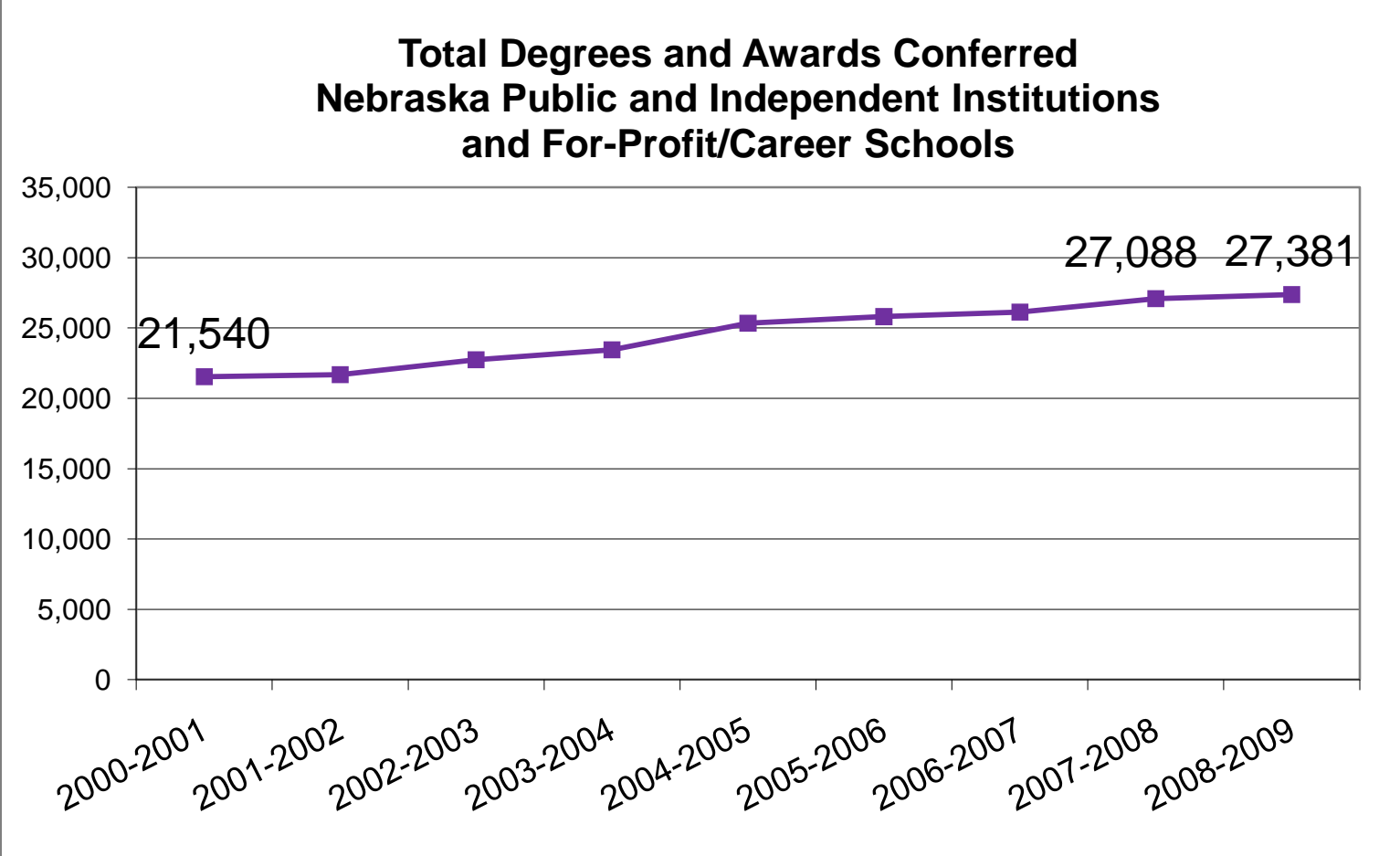
Women as a Percentage of Fall Enrollment Nebraska Compared to the U.S. (Degree-Granting Institutions)

Student Level	National Fall 2008*	Nebraska Fall 2008*	Nebraska Fall 2009*	Nebraska Compared to the U.S.
Undergraduate	56.8%	53.8%	54.4%	Slightly Lower
Graduate	59.0%	58.7%	58.8%	About the same

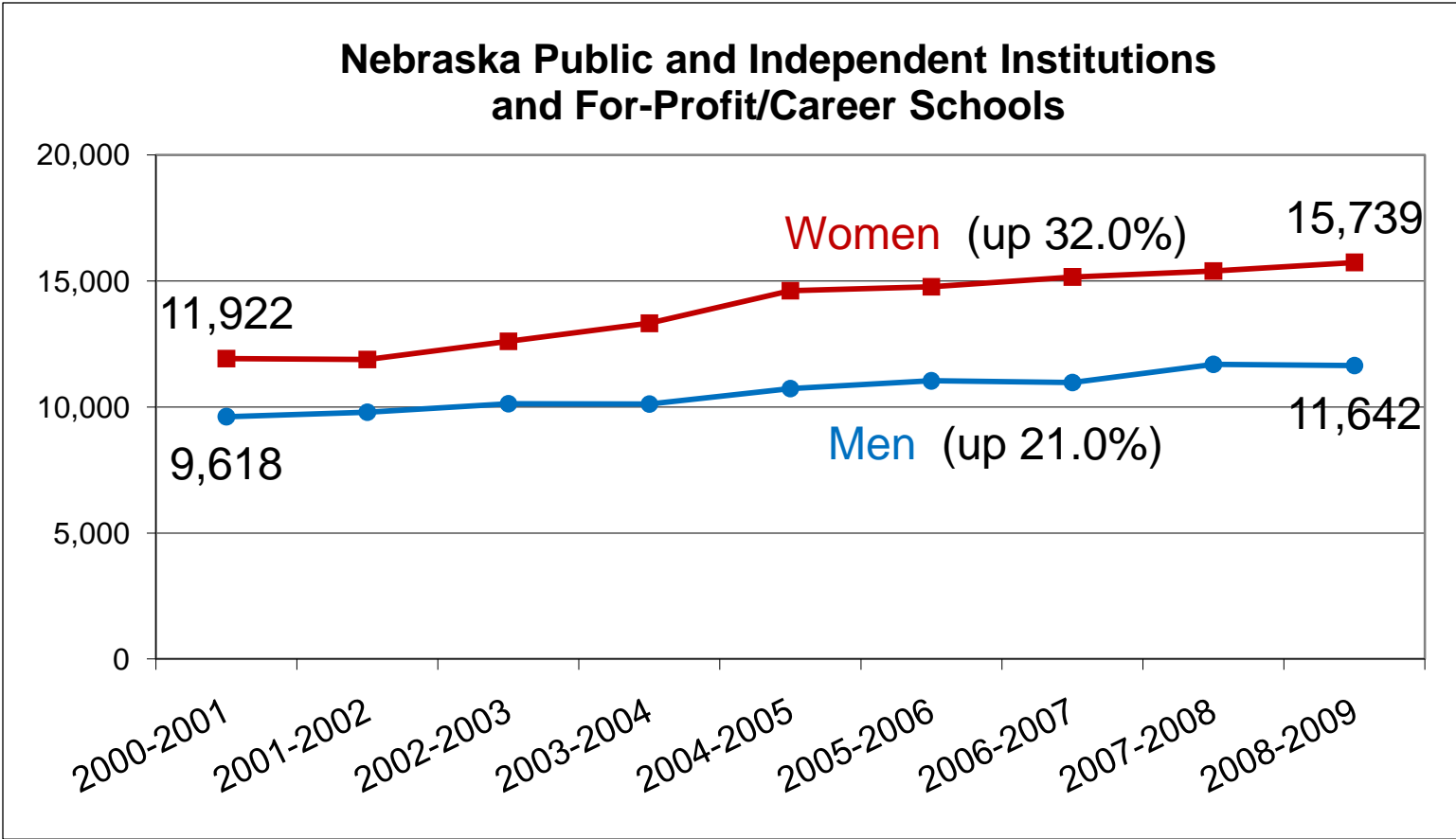
*Degree-Granting Public, Independent, and For-Profit Colleges & Universities
Non-degree-granting for-profit career schools are excluded from this comparison.

Degrees Conferred at Nebraska's Postsecondary Institutions

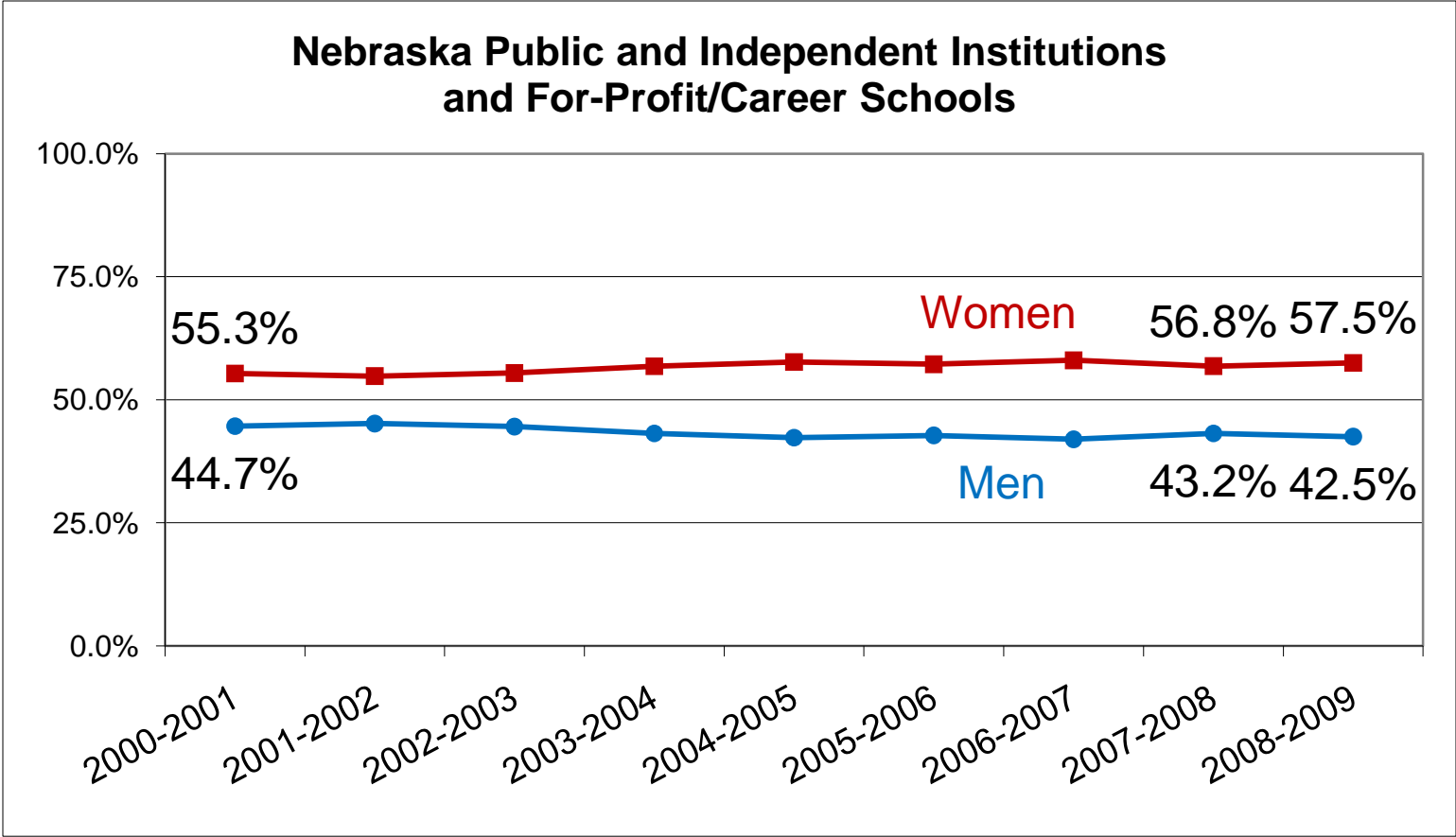
Total Degrees Conferred in Nebraska



Nebraska Total Degrees Conferred by Gender



Nebraska Total Degrees Conferred by Gender



Compared to Fall 2009 Total Enrollment: Women 55.4% Men 44.6%

Percentage of Degrees Earned by Women: Nebraska Compared to the U.S.¹

Degree Level	National 2007-08	Nebraska 2007-08	Nebraska Compared to the U.S.
Associate or Less than 4 Year	62.3%	55.3%	Lower
Bachelor's	57.3%	55.3%	Lower
Master's	60.6%	59.6%	Same or Higher
First Professional ²	49.7%	55.8%	Higher
Doctoral	51.0%	47.3%	Same or Lower

¹U.S. and Nebraska degree-granting institutions only.

²In Nebraska, first professional degrees have consisted of dentistry (DDS, DMD), medical (MD), pharmacy and law degrees from the University of Nebraska-Lincoln, the University of Nebraska Medical Center and Creighton University. These degrees are now referred to as professional practice doctor's degrees in IPEDS surveys and reports.

Percentage of Degrees Earned by Women: Nebraska Compared to the U.S.¹

Degree Level	National 2008-09	Nebraska 2008-09*	Nebraska Compared to the U.S.
Less than 4 Year	62.3%	59.4%	Lower
Bachelor's	57.3%	55.0%	Lower
Master's	60.6%	62.6%	Same or Higher
Professional Practice Doctorates ²		51.4%	
Research/Scholarship Doctorates ³		49.8%	
Total Doctorates	51.0%	51.0%	Exactly the same

¹Degree- and non-degree-granting public, independent and for-profit institutions

²Formerly called first professional degrees. 530 awarded to women; 502 to men in 2008-09.

³Ph.D. or equivalent. 164 awarded to women; 165 to men in 2008-09.

Implications:

- More men than women are continuing to be educated in engineering, mathematics and computer sciences, and the physical and earth sciences, but...
- More women than men are earning the opportunity to reap the economic, social, cultural, and psychological benefits of postsecondary degrees.
- Increasing numbers of women are being educated for leadership roles in business, education, health care, and public administration.

Implications:

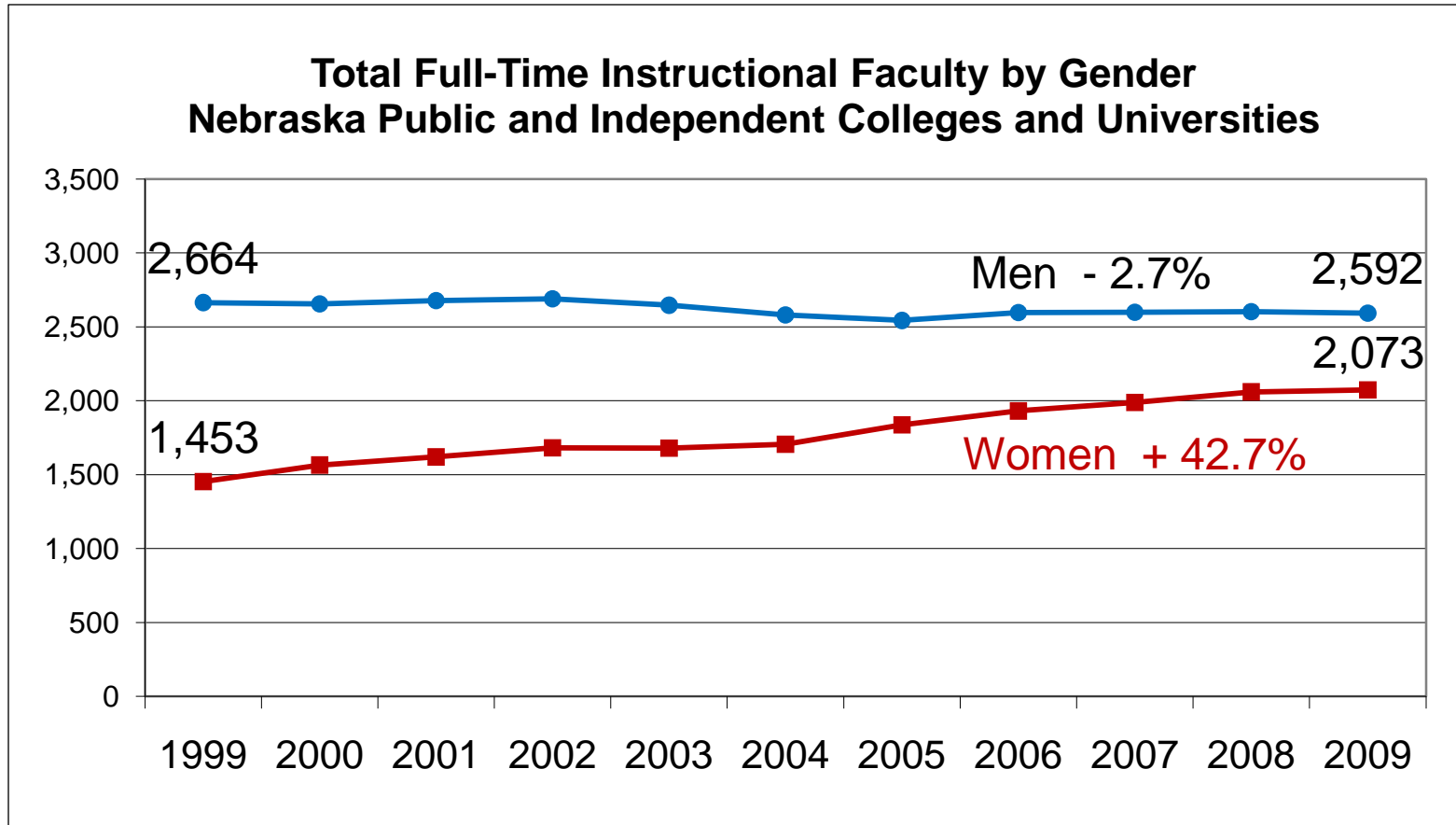
- Increasing numbers of women are qualified for faculty and administration positions in higher education.

And, as a result of this trend, we are seeing more women on the faculties of Nebraska's colleges and universities.

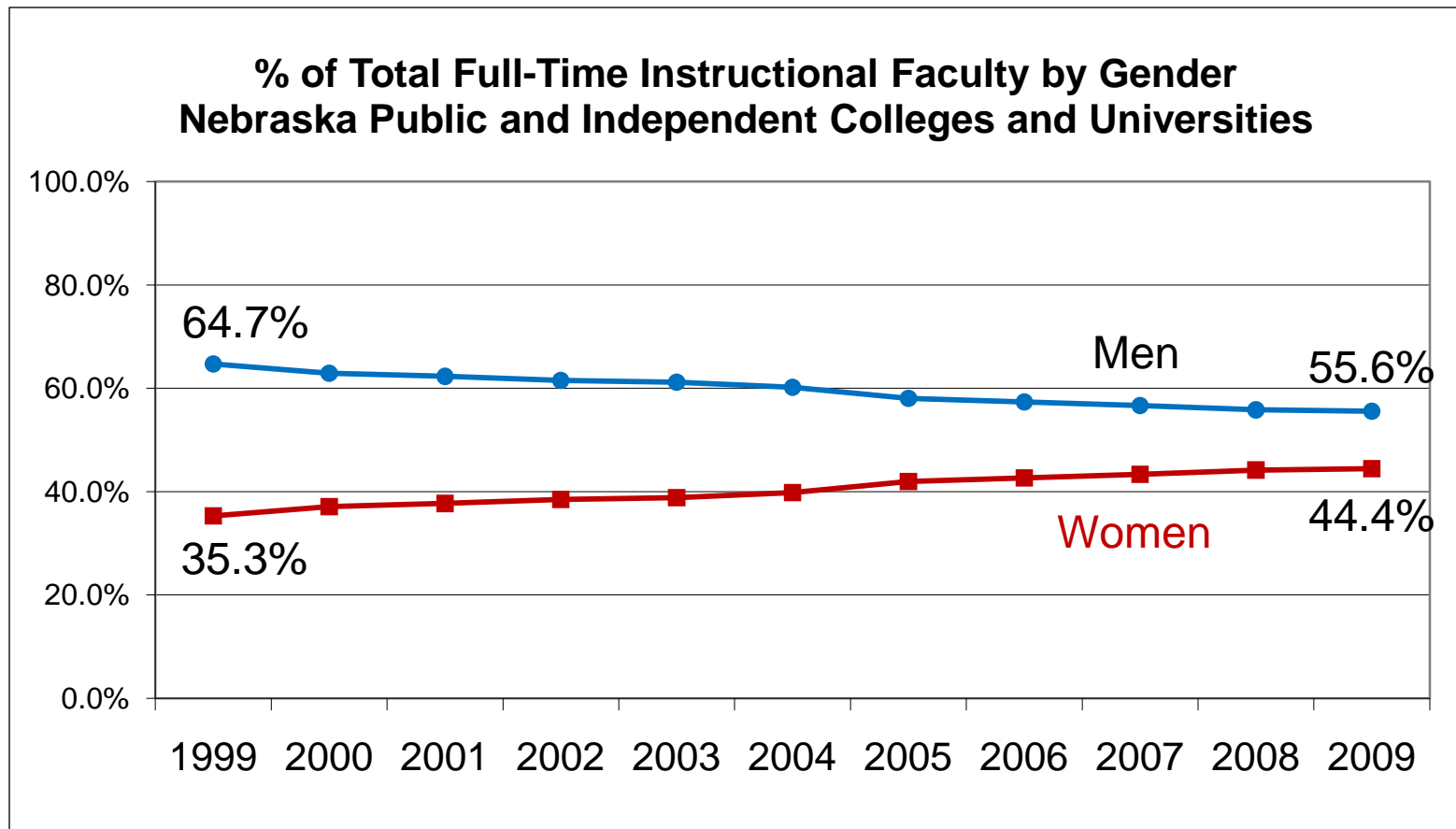
Faculty and Salaries at Nebraska's Public and Independent Institutions

In fall 2009, Nebraska's public and independent colleges and universities employed 4,665 faculty, up 13.3% from 4,117 in 1999.

Faculty at Nebraska's Public and Independent Institutions



Faculty at Nebraska's Public and Independent Institutions



Faculty at Nebraska's Public and Independent Institutions

Between 1999 and 2009, women as a percentage of full-time instructional faculty increased at all levels of academic rank.

But...the percentage of faculty who are women is still inversely related to rank.

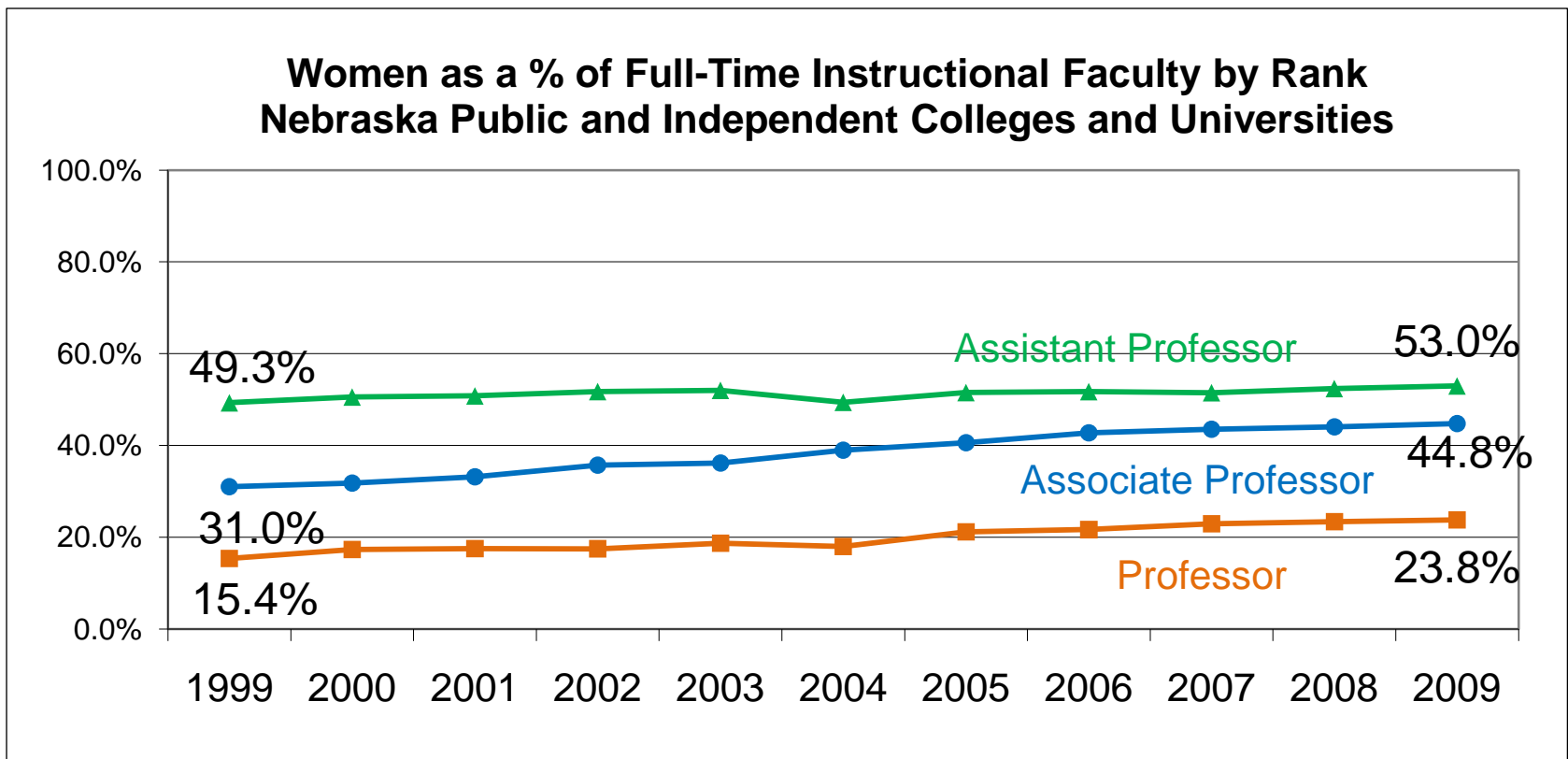
Women as a Percentage of Total Full-Time Instructional Faculty – Fall 2009

Nebraska's Public and Independent Institutions

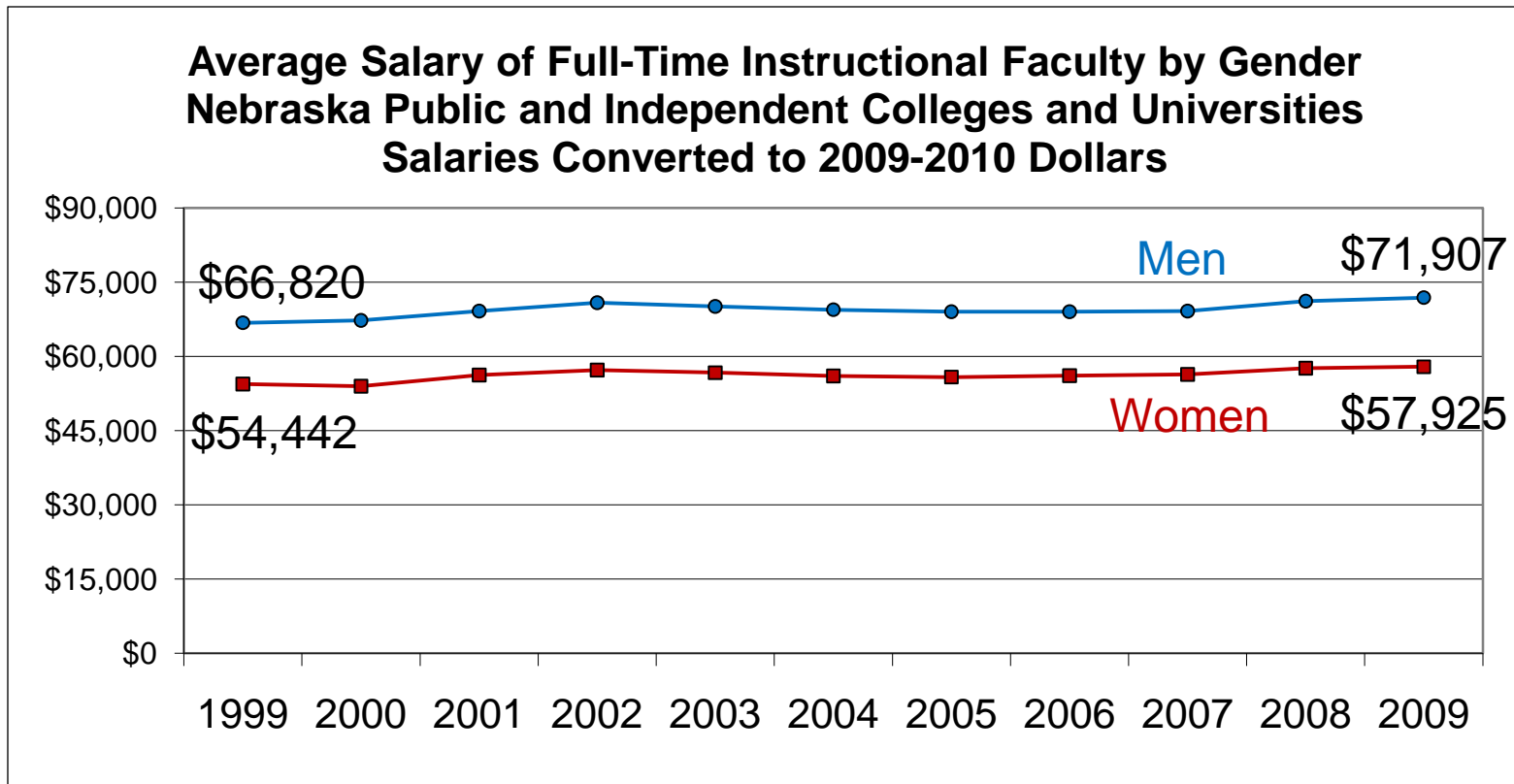
Academic Rank	Total No. of Faculty	% Female
Professor	1,140	23.8%
Associate Professor	1,048	44.8%
Assistant Professor	1,114	53.0%
Instructor	249	71.5%
Lecturer	169	67.5%
No Academic Rank*	945	47.7%

*934 (98.8%) employed by Nebraska's community colleges

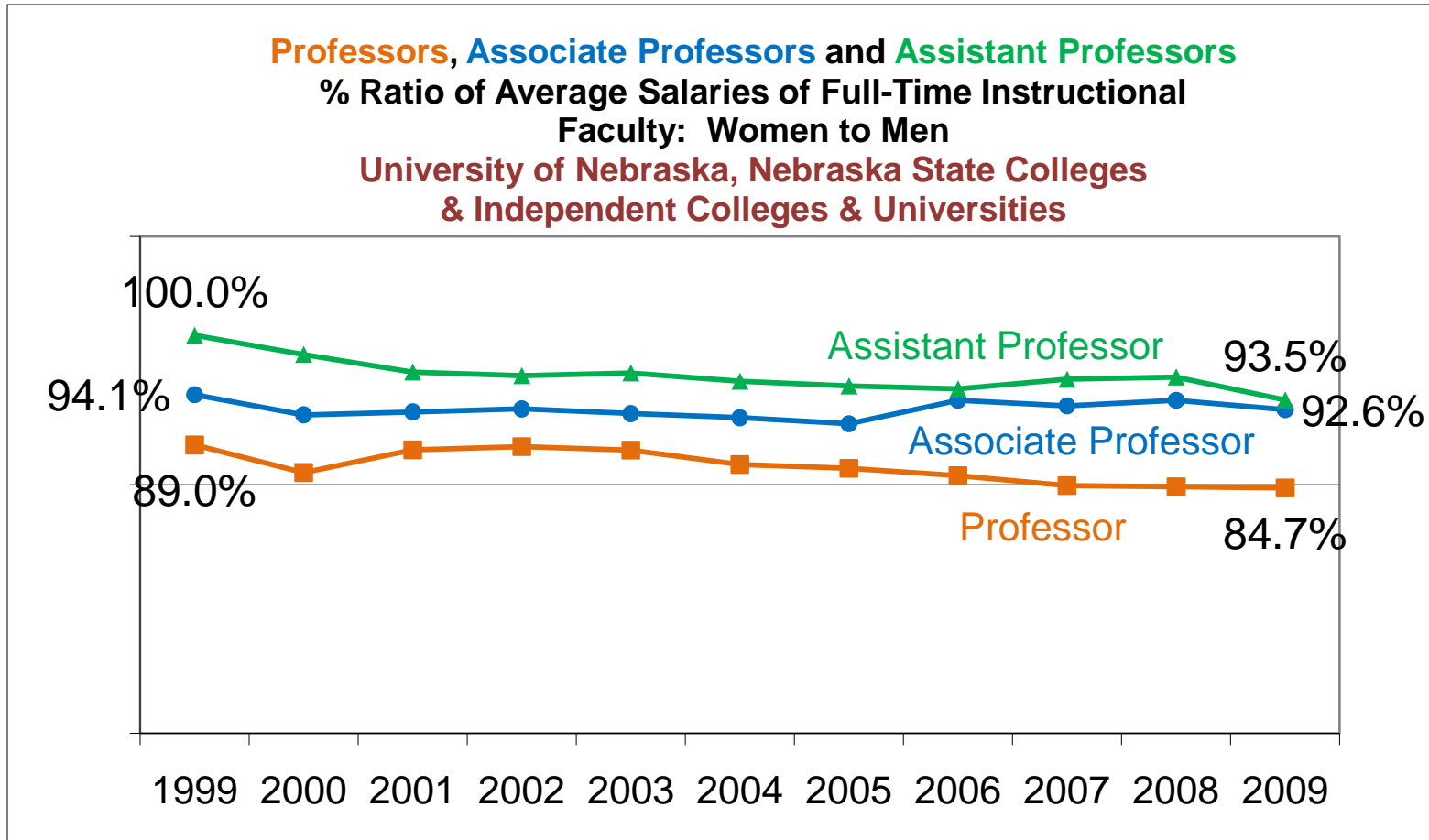
There have been significant increases in the percentages of faculty positions that are filled by women at the full, associate and assistant professor levels.



But... the difference between the average salaries received by men and women has increased \$1,604 (13%) over the past ten years.



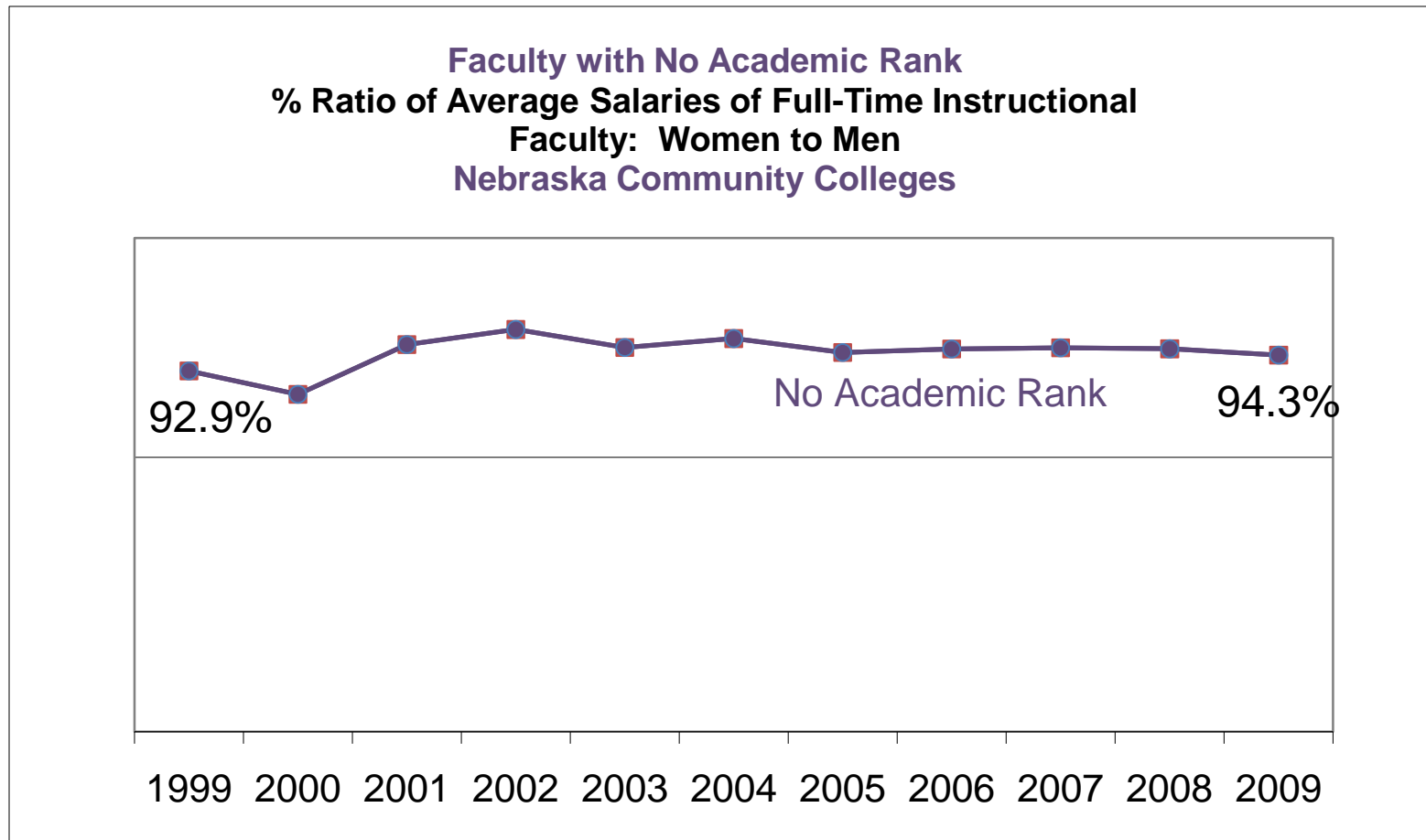
...and, surprisingly, women have lost ground at the assistant, associate, and full professor levels.



These findings may be due primarily to the differences in the salary levels between fields. However, without additional, sophisticated research, the only conclusion we can draw is that there is a continuing, increasing gap between the average salaries received by male and female professors, associate professors, and assistant professors at the University of Nebraska, the Nebraska State College System, and Nebraska's independent institutions combined.

At the community colleges, the situation is slightly better...

The average salary received by female faculty was 94.3% of the average salary received by male faculty in 2009-2010, up from 92.9% in 1999-2000.



Implications:

- Salaries at the department, college and administrative levels should continue to be monitored to ensure gender equity.
- The employment and career advancement of women should be promoted and supported at all levels of academic rank and administration.
- The enrollment, degree completion and employment of women in fields where they continue to be underrepresented should continue to be promoted and facilitated.

Conclusion

The lower college-going rates of male high school graduates indicate that we must promote the facilitate higher education for young men while we continue to promote and facilitate gender equity at all levels of education.

Data Sources:

- The college-going rates of Nebraska public high school graduates are based on data obtained from the Nebraska Department of Education and the National Student Clearinghouse.
- Estimates of national college-going rates are based on the October supplement to the Current Population Survey, which is a monthly survey of about 60,000 households, conducted by the U.S. Census Bureau and reported by the Bureau of Labor Statistics. Summary statistics obtained from www.postsecondary.org.

Data Sources:

- All Nebraska postsecondary statistics are based on data reported by Nebraska colleges and universities through the Integrated Postsecondary Education Data System (IPEDS) managed by the National Center for Education Statistics (NCES) in the U.S. Department of Education.
- The U.S. statistics on enrollment are from the *2009 Digest of Education Statistics* (Table 194) and the U.S. statistics on degrees are from the *2008 Digest of Education Statistics* (Table 268) and the *August 2010 First Look* (Table 8), all published by the National Center for Education Statistics.

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