The response rate for the 2003 “Chairs’ List,” was 56%. The average responding department had a male chair (75%), a mean of 11.5 male faculty members and 3.9 female faculty members. As expected, women are not distributed equally throughout the responding departments. Twelve departments had a low percentage of female faculty members, 19 departments had a moderate percentage of female faculty, and 10 departments had more than 40% female faculty members. The average department granted 14.6 course releases in 2002-2003, which were spread over an average of 8.6 faculty members per department. The average department teaching course load was 4.1.

This data has allowed us to examine some department-level and campus-level phenomena. At the campus level, we find gender differences in course loads (departments with a higher percentage of female faculty members have higher teaching loads), course releases (female faculty were more likely to receive course releases) and receiving awards (women were less likely to win them), and no differences in retention cases and departments’ inclination to forward faculty members for promotion. We find that an equal percentage of new male and female hires had outside offers, and that departments admitted equal percentages of male and female candidates to their graduate programs.

We found several changes since last year: the gender ratio of departments did not influence the gender ratio of hires as much as it did last year; female faculty have been more aggressive with regard to self proposed actions; and whereas last year departments tended to admit higher percents of the gender least represented on their faculty, this year’s figures move away from that tendency.

In our attempt to estimate the real or effective teaching load (taking into account course releases), we find that women still teach slightly more courses, and that both male and female faculty members in departments with high percentages of female faculty have significantly higher teaching loads. This is consistent with the findings in the gender and work literature which indicate that both men and women suffer negative consequences of sex segregated occupations (occupations that have a higher percentage of female employees have lower wages for both males and females).