

University of Colorado Medical School

Full-Time Faculty

	men		women		total	
Instructor	72	17%	6	18%	78	17%
Assistant Professor	183	43%	22	65%	205	45%
Associate Professor	84	20%	2	6%	86	19%
Professor	<u>83</u>	<u>20%</u>	<u>4</u>	<u>12%</u>	<u>87</u>	<u>19%</u>
	422	100%	34	100%	456	100%
Tenured Rank	167	40%	6	18%	173	38%

University of Colorado Medical School

Clinical Faculty

	men		women	
Instructor + Assistant Professor	1007	84%	40	80%
Associate + Full Professor	185	16%	8	20%

University of Colorado Medical School

Full-Time Faculty with M.D. degree

	men		women	
Instructor	67	21%	2	9%
Assistant Professor	127	41%	15	68%
Associate Professor	56	18%	2	9%
Professor	<u>62</u>	<u>20%</u>	<u>3</u>	<u>14%</u>
	312	100%	22	100%
Tenured Rank	118	38%	5	22%

Discrimination Index (% men w. tenure / % women w. tenure) **1.75**

University of Colorado Medical School

Full-Time Faculty with Ph.D. degree

	men		women	
Instructor	5	5%	4	33%
Assistant Professor	56	51%	7	59%
Associate Professor	28	25%	0	0%
Professor	<u>21</u>	<u>19%</u>	<u>1</u>	<u>8%</u>
	110	100%	12	100%
Tenured Rank	49	44%	1	8%

Discrimination Index: (% men w. tenure / % women w. tenure) **5.5**

Dr. Hill

TABLE I

University of Colorado Medical Center

Women in the Tenure Ladder: Full-Time Assistant Professor and Above *

<u>Department</u>	<u>Number Full-time Faculty</u>	<u>Number Women</u>
Anatomy	12	0
Biochemistry	9	1
Biophysics	12	1
Medicine	44	1
Anesthesiology	7	1
Lab. Med. (Div.)	6	0
Neurology (Div.)	6	0
Microbiology	8	0
OB-Gyn	9	0
Pathology	18	2
Pediatrics	42	6
Pharmacology	6	0
Physical Medicine	10	1 (M.A.)
Physiology	8	1
Preventive Medicine	12	1
Psychiatry	32	3
Clinical Psych. (Div.)	16	3
Radiology	11	0
Surgery	30	3 (1 has M.A.)

* From Kardex file in Dean's Office

TABLE II

University of Colorado School of Medicine Comparison of Faculty Women vs. Men
 (Ranks of Assistant, Associate and Full Professor - Ph.D.s and M.D.s: Full-Time Salaries)

Department	Rank	Degree	Years at that Rank	Years since degree conferred	Salary
Biochemistry	Prof.	Ph.D.	4	32	\$20,900
		1 woman	10	25.5	28,500
		3 men (average)* 1 man (lowest man's salary)*	3	19	25,600
Biophysics	Asst. Prof.	Ph.D.	4	7	12,400
		4 men (average)*	4	7	16,400
		1 man (lowest man's salary)*	1	3	15,500
Medicine	Assoc. Prof.	M.D.	16	31	27,500
		13 men (average)*	4	17	27,800
		1 man (lowest man's salary)*	4	19	24,200
Anesthesiology	Asst. Prof.	M.D.	1	10	27,500
		4 men (average)*	1	9	28,400
		1 man (lowest man's salary)*	1	14	27,500
Pathology	Asst. Prof.	M.D.	6	18	17,000
		4 men (average)*	2	11	22,500
		1 man (lowest man's salary)*	1	9	21,500
Pediatrics	Prof.	Ph.D.	6	11	17,000
		2 men (average)*	3	6	18,500
		1 man (lowest man's salary)*	4	6	18,000
Anesthesiology	Asst. Prof.	M.D.	2	32	24,600
		4 men (average)*	7	25	36,800
		1 man (lowest man's salary)*	7	25	34,000
Medicine	Assoc. Prof.	M.D.	1	7	15,500
		16 men (average)*	1	12	16,000
		1 man (lowest man's salary)*	1	8	16,000
Pathology	Asst. Prof.	M.D.	0	10	20,600
		16 men (average)*	3	11	20,500
		1 man (lowest man's salary)*	1	5	16,500
Pediatrics	Prof.	M.D., Ph.D.	2	6, 17	17,100
		1 woman	3	14, 3	19,800
		1 man			

TABLE II, CONTINUED

Department	Rank	Degree		Years at that Rank	Years since degree conferred	Salary
Physiology	Asst. Prof.	Ph.D.	1 woman	1	9	\$14,000
			3 men (average)**	2	8	17,200
			1 man (lowest man's salary)*	1	3	15,000
Preventive Med.	Asst. Prof.	Ph.D.	1 woman	1	2	16,000
			3 men (average)**	2	6	20,300
			1 man (lowest man's salary)*	2	3	20,000
Psychiatry	Prof.	M.D.	1 woman	2	35	33,000
			7 men (average)**	10	31	35,000
			1 man (comparable)**	16	35	33,000
			1 woman	7	20	33,500
			4 men (average)**	3	18	29,400
			1 man (comparable)**	2	19	33,000
			1 woman	1	10	21,275
0 men						
Clinical Psych. (Div.)	Asst. Prof.	Ph.D.	1 woman	3	3	15,000
			1 man (comparable)**	3	3	16,000
			1 woman	1	4	15,750
			1 woman	1	5	17,000
			10 men (average)**	4	8	18,500
Surgery	Asst. Prof.	M.D.	1 woman	1	14	20,000
			5 men (average)**	3	14	24,400
			1 man (lowest man's salary)*	5	19	18,200***
			1 man (next lowest)**	1	10	25,000
			1 woman	0	4	12,750
			2 men (average)**	1	4	16,000

* average and lowest man's salary for that degree and that rank.

** comparable to years since degree was conferred.

*** Minority.

UNIVERSITY OF COLORADO MEDICAL CENTER

MEMORANDUM

May 10, 1971

TO: Dr. David W. Talmage, Dean, School of Medicine

FROM: Dr. Helene Z. Hill, Member of the Faculty Council Standing Committee
on University Women HZH

SUBJECT: SALARY DISCRIMINATION AGAINST WOMEN

This is a preliminary report regarding my findings. I hope after you read this you will move the discussion of women's problems to the top of the agenda for the Executive Committee Meeting this afternoon. The time for these considerations is long overdue.

My remarks are confined to the ranks of Assistant, Associate and full Professors who receive full-time salaries as listed in your kerdex file and who have either a Ph.D. or an M.D. degree. I compare women M.D.s only with men M.D.s and Ph.D.s with Ph.D.s. We found a total of 298 such faculty; of these, only 22 are women (7.4%). Six of the women are Associate Professor or above, 3 of these are in the Department of Psychiatry. Only 10 of the 16 departments have any M.D. or Ph.D. women in their ranks. Please note that women with joint appointments are considered to be in the department of the major appointment.

Biochemistry has one woman, a Professor, she receives the lowest salary at that rank in that department. Biophysics has one woman, an Assistant Professor, she receives the lowest salary at the rank of Assistant Professor in the entire Medical School, lower in fact than many instructors with Bachelors or Masters degrees of more recent vintage than hers. Anesthesiology has one woman, an Assistant Professor, she receives the lowest salary at that rank in that department. Pathology has two women, both Assistant Professors; one, an M.D. receives a salary far lower than the male M.D.s at that rank although she has had her degree considerably longer than any of them, and received her appointment six years ago. The other has a Ph.D.; her salary is the lowest of the Ph.D.s at that rank in that department. She also has had her degree longer than the comparable men. The Department of Pediatrics has six women. The highest ranking is a Professor. She receives the lowest salary at that rank in her department. She was promoted to that rank only two years ago although she is older than any of her colleagues, has had her degree longer and is internationally famous. The rest of the women in that department are Assistant Professors; one receives the lowest salary for that rank; two are tied for second lowest. One has both a Ph.D. and an M.D. but receives a lower salary than a comparable man with two degrees of about comparable duration. Only one woman in this department receives a salary which is competitive with her masculine peers. This is the only case outside of the Psychiatry Department about which there is apparently no question of salary discrimination. Physiology has one woman, an Assistant Professor. She

May 10, 1971

has had her degree longer than two of her three comparable colleagues yet she receives the lowest salary for that rank in that department. Preventive Medicine has one woman; she has a Ph.D. Her salary is the lowest in that department for that rank. Her degree is more recent than any, but a comparable man has had his degree only a year longer and the difference in their salaries is considerable. Surgery has two women; they are both Assistant Professors. One has an M.D. degree, she receives a lower salary than four comparable men. The one comparable man who receives a lower salary than hers is Japanese. The other woman in the Department of Surgery has a Ph.D. and has just started at a salary which is the lowest in the Department. Her salary is considerably lower than two comparable men who have had their Ph.D.s for approximately the same length of time.

The only department which seems to treat their women on an equal basis with their men is Psychiatry. They have 6 women, 3 with tenure, and their salaries all seem reasonable and fair. The lowest salary for an Associate Professor is received by a woman, but she has a Ph.D. and there is no man with whom to compare her.

There is no apparent salary discrimination in the Department of Medicine which has one woman, an Associate Professor, and her salary is in about the middle range for that rank. However, she has been at that rank for 16 years although she graduated from medical school 9 years before any other Associate Professor in that department. In fact, of the 10 full Professors in that department, 4 graduated from medical school after she did and one graduated the same year. She is well-known to be a very hard and dedicated worker. That she has not yet been promoted to full Professor is an injustice not only to her but also to the whole Medical School. I suggest that the Executive Committee immediately appoint an ad hoc committee to promote her and do so immediately.

The foregoing discussion touches on only one of many of the problems faced by women at this medical center. I offer four suggestions as a start to ameliorate the situation:


First, that you form a committee to continue the investigation of the problems of the women faculty and fellows, students, both medical and graduate, and residents and to formulate solutions for such problems. This committee should be composed of representatives from each of these groups, as well as one or two men. The time to form this committee is now, today.

Second, of the 16 new faculty positions now available for teaching minority students, a specific number (I suggest 5) should be reserved for women.

Third, a new position should be established, to be held by a woman--an assistant dean or perhaps an "ombudswoman." This person should have an office close to or within the complex of the administration and deal with all aspects of the academic women's problems at the Medical School and/or Medical Center.

Fourth, the women's salaries should be adjusted to be equivalent to the men's.

cc: Dr. Robert A. Aldrich
Dr. Henry N. Claman



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May 13, 1971

Dr. Helene Z. Hill
Department of Biophysics
and Genetics
University of Colorado
Medical Center
Denver, Colorado 80220

Dear Dr. Hill:

This letter is written to notify you that your present position as an Assistant Professor in the Department of Biophysics and Genetics and the Eleanor Roosevelt Institute for Cancer Research will terminate effective June 30, 1972.

It is regrettable that a permanent position is not available. We commend you for your fine contributions to science, the graduate program of this Medical School and other endeavors while a member of this Department and Institute.

Be assured that we will give any help and recommendations which we can to aid you in obtaining a permanent position.

Sincerely,

Arthur Robinson

Arthur Robinson, M.D.
Professor and Chairman, Department of
Biophysics and Genetics

Theodore T. Puck

Theodore T. Puck, Ph.D.
Director, Institute for Cancer Research
Professor of Biophysics and Genetics

cc: Dr. David Talmage