

PERSISTENT DISADVANTAGES IN LEADERSHIP POSITIONS FOR WOMEN

APA PUBLIC INTEREST WOMEN'S PROGRAMS OFFICE

Disparities in Academic, Institutional, and Scholarly Leadership Positions

Although the number of women in psychology increased significantly between 1995 and 2013, psychology as a field has not yet achieved gender equity.

Women faculty in U.S. graduate psychology departments are underrepresented at the full professor rank while overrepresented in lower academic ranks.

The number of women in APA membership and governance is increasing (including those who are sexual minorities, of color, or who have a disability), but women continue to be underrepresented in APA's top honors (i.e., fellow status, conferred awards). Women continue to be underrepresented in top editorial positions in APA journals.

Key Issues

Women are underrepresented in positions of academic, institutional, and scholarly influence in psychology despite receiving more psychology doctorates than men. Women also take on average a year longer than men to attain tenure.

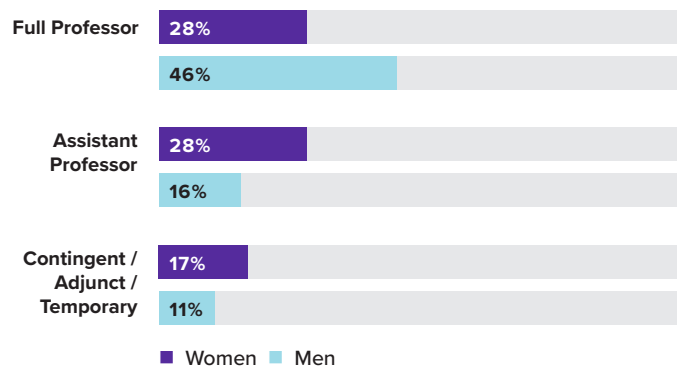
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ACTION STEPS

What Psychology Can Do

- Investigate the daily lives of women in academia to understand factors affecting women's early exit from the academic pipeline, longer tenure clock, as well as institutional biases and promotion mechanisms, including inequity in additional funding (grants, summer funding).
- Make APA resources available to division membership chairs to enhance targeted recruitment efforts and support for convention programming.
- Make a concerted effort to ensure the contributions of women and minorities to psychology are rightfully recognized.
- Maintain the equity that has been achieved in women's participation in governance at APA.

Faculty in U.S. graduate departments of psychology by rank and gender



Limitations

Current data lack detail on intersecting identities and are constrained by the binary gender designation. Statistics cited here reflect 2013 data.

Unless otherwise noted, the information here is drawn from the *Changing Gender Composition of Psychology: Update and Expansion of the 1995 Task Force Report* (APA, Committee on Women in Psychology, 2017). Retrieved from <http://www.apa.org/pi/women/programs/gender-composition/index.aspx>