

ED 369 684

SO 023 752

AUTHOR McDaniel, Sue P., Comp.; Krauss, Robert, Comp.
 TITLE Missouri Women Today...in Education...in Employment.
 1991 Status Report.
 INSTITUTION Missouri State Council on Women's Economic
 Development and Training, Jefferson City.
 PUB DATE Sep 91
 NOTE 55p.
 PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC03 Plus Postage.
 DESCRIPTORS Comparable Worth; Demand Occupations; *Employed
 Women; Employment Practices; Equal Opportunities
 (Jobs); *Females; Higher Education; Nontraditional
 Occupations; Salary Wage Differentials; Secondary
 Education; Sex Discrimination; Tables (Data); *Women
 Administrators; *Women Faculty; *Womens Education
 IDENTIFIERS *Missouri

ABSTRACT

This report provides statistical analysis of women in education and the work force in Missouri along with a list of the high growth occupations in Missouri. A chart shows that the percentage of high school graduates that are women has remained at about 50% for 10 years. Although there are noted decreases in the number of computer science, engineering, and mathematics degrees conferred upon women, women's enrollment in higher education institutions increased 3% from 1981 to 1989. Women are represented more widely than men in lower academic ranks of faculty at public and private institutions, and although female faculty members are generally paid less than males, salary parity doesn't appear to be as important an issue as representation in academic ranks. In Missouri, 65.1% of employed women work in jobs classified as either technical, sales, and administrative support or service occupations, and on the average, women's earnings were lower than men's in every occupational category. The top seven growth occupations in Missouri are: (1) computer systems analyst; (2) employment interviewers; (3) home health aids; (4) refuse collectors; (5) upholsters; (6) medical records technician; and (7) carpet installer. Except for home health aides and medical records technicians, all of these occupations are considered nontraditional occupations for women. (Author/CK)

 * Reproductions supplied by EDRS are the best that can be made *
 * from the original document. *

ED 369 684

1991 STATUS REPORT

MISSOURI

WOMEN

TODAY

...in education

...in employment

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it
 Minor changes have been made to improve reproduction quality

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

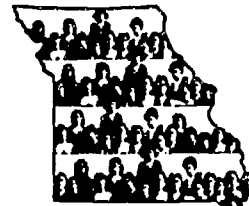
"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

SUE P. McDANIEL

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Missouri Council on Women's Economic Development and Training

September 1991



Mission Council On
**WOMEN'S ECONOMIC
DEVELOPMENT & TRAINING**

So 023 752

Missouri Council on Women's Economic Development and Training

Shirley Sisco, Chair, Lake St. Louis

Marie Stark Avery, University City

Lutrecia Church, Kansas City

Linda Cochran, Cape Girardeau .

Mary Ehwa, Kansas City

John R. Mobley, Sikeston

Theлма M. Neff, Springfield

Sue Phillips, Kansas City

Janet Price, Chillicothe

Teri A. Seiler, Fenton

Curtis Wilkerson, Springfield

The Honorable Sandra Kauffman, Kansas City

The Honorable Sheila Lumpe, University City

The Honorable Norman L. Merrell, Monticello

The Honorable Irene E. Treppler, St. Louis

This report compiled by :

Sue P. McDaniel, Executive Director

Robert Krauss, Intern

1991 STATUS REPORT

MISSOURI

WOMEN

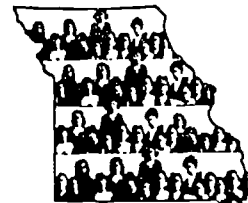
TODAY

...in education

...in employment

Missouri Council on Women's Economic Development and Training

September 1991



Missouri Council On
WOMEN'S ECONOMIC
DEVELOPMENT & TRAINING

SUMMARY OF EDUCATION AND EMPLOYMENT
TRENDS FOR WOMEN IN MISSOURI

- The percentage of high school graduates that are women has remained at about 50% for 10 years.
- Women's enrollment in higher education institutions has increased 3% or by 28,000 from 1981 to 1989.
- There have been decreases in the number of computer science, engineering and mathematics degrees conferred upon women. This follows national trends in these areas.
- From 1985 to 1990 there was an increase in the number of certificates awarded to women at the 2-year public colleges, while the 4-year public colleges showed an increase in bachelors degrees. The private institutions showed an increase in degrees awarded to women at both the bachelors and masters levels.
- Women are more widely represented than men in lower academic ranks of faculty at both public and private institutions.
- Although female faculty members are generally paid less than males, salary parity doesn't appear to be recognized as being as important an issue as representation in academic ranks for both public and private institutions.
- In Missouri, 63.1% of employed women work in jobs classified as 1) technical, sales and administrative support, or 2) service occupations. In the United States this same percentage is 60.1%.
- In comparisons of median weekly earnings, on the average women's earnings are lower than men's in every occupational category.
- The top seven growth occupations in Missouri are projected to be computer systems analysts, employment interviewers, home health aides, refuse collectors, upholsters, medical records technician and carpet installer. Of these, all except home health aides and medical records technicians, are considered non-traditional occupations for women.

TABLE OF CONTENTS

	<u>Page</u>
I. Women in Education	
A. Missouri high school graduates.	3
B. Career paths of high school seniors following graduation, 1988 and 1989.	3
C. Enrollment in vocational programs by educational level and gender, 1985 to 1990.	4
D. Comparison of Women in total headcount enrollment, 1981 and 1989.	5
E. Number of degrees conferred to women at all institutions by CIP category, 1985 to 1990.	6
F. Degrees conferred to women by type of degree and type of institution, 1985 to 1990.	7 & 8
G. Number of male and female 9-month faculty at public institutions, FY'1991. (fall 1990)	9
--Graph of public faculty by gender	10
H. Number of male and female 9-month faculty at private institutions, FY'1991. (fall 1990)	11
--Graph of private faculty by gender	12
I. Average salaries of male and female 9-month faculty at public institutions, FY'1991. (fall 1990)	13
--Graph of average salaries at public institutions	14
J. Average salaries of male and female 9-month faculty at private institutions.	15
--Graph of average salaries at private institutions	16
II. Women in the Work Force	
A. Distribution of employed women in the U.S. by occupation, 1990.	19
B. Distribution of employed women in Missouri by occupation 1990.	20
--Graph of Distribution of employed women in Missouri by occupation 1990	21
C. Comparison of median weekly earnings for full-time wage earners in 1990.	22 & 23
--Graph of median weekly earnings comparison for full-time wage earners.	24
D. Women in managerial and professional specialties.	25
E. Women in technical, sales, and administrative support occupations.	26
F. Women in precision production, craft, and repair.	27
G. Women in service occupations and in farming, forestry and fishing.	28
H. Women in fabrication, transportation and handling.	29
III. Missouri's High Growth Occupations	
A. MOICC List of Missouri's High Growth occupations.	33

WOMEN
IN
EDUCATION

MISSOURI HIGH SCHOOL GRADUATES

YEAR	FEMALES AS % OF TOTAL	
	TOTAL	FEMALE
1980-81	60,340	30,267
1981-82	59,872	29,877
1982-83	56,420	28,265
1983-84	53,388	26,727
1984-85	51,306	26,012
1985-86	49,204	24,799
1986-87	50,840	25,749
1987-88	51,316	25,926
1988-89	51,968	26,386
1989-90	48,957	24,711

CAREER PATHS OF HIGH SCHOOL SENIORS FOLLOWING GRADUATION, 1988 AND 1989

	Number Entering Colleges/Universities	Number Entering Special Schools	Number Entering	
			Jobs	Military
1987-88				
Male	12,192 (48.0%)	960 (3.8%)	7,613 (30.0%)	2,435 (9.6%)
Female	14,434 (55.7%)	1,181 (4.6%)	6,498 (25.1%)	474 (1.8%)
1988-89				
Male	13,232 (51.7%)	1,419 (5.5%)	7,087 (27.7%)	2,355 (9.2%)
Female	15,276 (57.9%)	1,430 (5.4%)	6,155 (23.3%)	505 (1.9%)

Source: Department of Elementary & Secondary Education

ENROLLMENT IN VOCATIONAL PROGRAMS BY EDUCATIONAL LEVEL AND GENDER

	SECONDARY		ADULT		POST SECONDARY	
	TOTAL	FEMALES AS % OF TOTAL	TOTAL	FEMALES AS % OF TOTAL	TOTAL	FEMALES AS % OF TOTAL
1984-85	130,090	73,374 56.4%	102,707	57,397 55.9%	56,301	33,417 59.4%
1985-86	116,986	67,526 57.7%	109,480	53,647 49.0%	42,752	23,157 54.2%
1986-87	119,647	69,135 57.8%	114,206	59,008 51.7%	44,324	24,308 54.8%
1987-88	117,752	70,152 59.6%	101,186	53,682 53.1%	44,406	24,368 54.9%
1988-89	119,397	70,536 59.1%	98,973	54,111 54.7%	47,659	25,711 53.9%
1989-90	110,317	64,492 58.5%	112,035	55,258 49.3%	62,373	34,689 55.6%

Source : Dept. of Elementary & Secondary Education

Definition of terms:

Secondary - High school students.

Adult - Past high school. Job training and update of skills, but not college credit courses.

Post Secondary - Past high school. Courses taken for college credit.

COMPARISON OF WOMEN IN TOTAL HEADCOUNT ENROLLMENT, 1981 AND 1989

	WOMEN AS A % OF TOTAL		TOTAL WOMEN	
	Fall 1981	Fall 1989	Fall 1981	Fall 1989
Independent Institution				
University	51 %	53 %	28,625	39,066
4-year College	45 %	49 %	11,301	15,738
2-year College	56 %	57 %	16,300	23,117
2-year College *	70 %	39 %	1,024	211
Public Institution				
UM system	52 %	56 %	89,984	107,453
Lincoln	45 %	50 %	25,576	27,953
Liberal Arts	47 %	59 %	1,260	1,799
Regional	56 %	58 %	3,907	3,740
4-year College	53 %	55 %	20,914	24,342
2-year College	55 %	61 %	5,454	7,277
2-year College	57 %	60 %	32,873	42,342
Total Public & Private	52 %	55 %	118,609	146,519

SOURCE: CBHE -- IPEDS DEGREES CONFERRED

* Note -- Independent 2-year College figures affected by closing of St. Mary's in fall 1988 and St. Paul's in fall 1986; no report received from Cottey (100% women) in 1989.

NUMBER OF DEGREES CONFERRED TO WOMEN AT ALL INSTITUTIONS BY CIP CATEGORY, 1985 TO 1990

	1985	1986	1987	1988	1989	1990	% CHANGE 1985-1990	AVERAGE ANNUAL RATE OF CHANGE
AGRICULTURE	270	233	258	202	202	181	-33.0%	-9.1%
BUSINESS	4,249	3,066	4,753	4,993	5,274	5,335	25.6%	5.9%
COMMUNICATIONS	683	541	772	753	852	756	10.7%	3.1%
COMPUTER SCIENC	378	216	401	662	318	249	-34.1%	-0.6%
EDUCATION	3,475	2,846	3,727	3,643	3,862	4,130	18.8%	4.5%
ENGINEERING	332	253	299	291	248	259	-22.0%	-5.7%
ENG/SCI/REL. TECH	195	197	198	211	212	234	20.0%	4.7%
FINE ARTS	498	293	469	487	447	491	-1.4%	-0.1%
FOREIGN LANGUAG	131	51	151	140	159	152	16.0%	4.3%
HEALTH	3,060	1,821	2,928	2,872	2,885	2,960	-3.3%	-0.8%
HOME ECONOMICS	513	476	521	568	522	571	11.3%	3.0%
HUMANITIES/GEN.	2,159	1,520	2,117	2,430	2,546	2,751	27.4%	6.4%
LIFE SCIENCE	363	226	368	362	353	393	8.3%	2.1%
MATHEMATICS	119	56	103	110	112	109	-8.4%	-1.9%
PHYSICAL SCIENCE	142	93	127	119	117	156	9.9%	3.7%
PUBLIC SERVICES	741	520	805	774	832	830	12.0%	3.0%
SOCIAL SCIENCE	1,229	642	1,645	1,502	1,704	1,676	36.4%	9.2%
OTHER PROFESSION	470	250	455	522	547	558	18.7%	4.6%
VOCATIONAL TECH.	4	5	56	93	77	77	1825.0%	337.2%
AVOCATIONAL & MIS	4	5	13	12	21	11	175.0%	61.2%
TOTAL	19,015	13,310	20,166	20,746	21,290	21,879	15.1%	3.6%

SOURCE: CBHE - IPEDS DEGREES CONFERRED

Note --- Only Public Institution data available for 1986; annual average percentage change examines 1985 and 1987-1990

CIP --- Classification of Instructional Programs

**DEGREES CONFERRED TO WOMEN BY TYPE OF DEGREE
AND BY TYPE OF INSTITUTION (PART I)**

Certificates	1985	1986	1987	1988	1989	1990	Total
Independent Institution	655	0	756	1,432	646	576	4,065
University	12		6	37	61	72	188
4-year College	373		662	1,237	440	366	3,078
2-year College	270		88	158	145	138	799
Public Institution	3,904	3,780	3,672	4,012	4,090	4,362	23,820
UM system	29	11	3	0	0	0	43
Lincoln	64	63	66	60	43	43	339
Liberal Arts	116	109	55	29	3	1	313
Regional	232	152	169	142	111	138	944
4-year College	159	171	151	157	157	131	926
2-year College	3,304	3,274	3,228	3,624	3,776	4,049	21,255
Total Public and Private	4,559	3,780	4,428	5,444	4,736	4,938	27,885
Bachelors	1985	1986	1987	1988	1989	1990	Total
Independent Institution	3,581	0	4,149	4,123	4,632	4,727	21,212
University	1,348		1,509	1,473	1,631	1,715	7,676
4-year College	2,233		2,640	2,650	3,001	3,012	13,536
2-year College	0		0	0	0	0	0
Public Institution	7,035	7,326	7,330	7,062	7,321	7,565	43,639
UM system	3,216	3,186	3,265	3,229	3,374	3,409	19,679
Lincoln	109	94	109	110	132	133	687
Liberal Arts	527	634	641	550	516	620	3,488
Regional	2,705	2,913	2,788	2,625	2,701	2,795	16,527
4-year College	478	499	527	548	598	608	3,258
2-year College	0	0	0	0	0	0	0
Total Public and Private	10,616	7,326	11,479	11,185	11,953	12,292	64,851
Masters	1985	1986	1987	1988	1989	1990	Total
Independent Institution	1,340	0	1,613	1,584	1,959	2,158	8,654
University	1,099		1,271	1,336	1,500	1,709	6,915
4-year College	241		342	248	459	449	1,739
2-year College	0		0	0	0	0	0
Public Institution	1,876	1,886	1,872	1,892	1,985	1,860	11,371
UM system	1,121	1,078	1,004	1,122	1,206	1,185	6,716
Lincoln	16	21	32	29	25	13	136
Liberal Arts	171	183	190	158	166	73	941
Regional	568	604	646	583	588	589	3,578
4-year College	0	0	0	0	0	0	0
2-year College	0	0	0	0	0	0	0
Total Public and Private	3,216	1,886	3,485	3,476	3,944	4,018	20,025

**DEGREES CONFERRED TO WOMEN BY TYPE OF DEGREE
AND BY TYPE OF INSTITUTION (PART II)**

Doctorate	1985	1986	1987	1988	1989	1990	Total
Independent Institution	75	0	73	63	87	91	389
University	75		73	63	87	91	389
4-year College	0		0	0	0	0	0
2-year College	0		0	0	0	0	0
Public Institution	87	89	100	109	110	110	605
UM system	87	89	100	109	110	110	605
Lincoln	0	0	0	0	0	0	0
Liberal Arts	0	0	0	0	0	0	0
Regional	0	0	0	0	0	0	0
4-year College	0	0	0	0	0	0	0
2-year College	0	0	0	0	0	0	0
Total Public and Private	162	89	173	172	197	201	994
First Professional	1985	1986	1987	1988	1989	1990	Total
Independent Institution	226	0	215	225	200	237	1,103
University	226		215	225	200	237	1,103
4-year College	0		0	0	0	0	0
2-year College	0		0	0	0	0	0
Public Institution	236	229	232	244	260	263	1,464
UM system	236	229	232	244	260	263	1,464
Lincoln	0	0	0	0	0	0	0
Liberal Arts	0	0	0	0	0	0	0
Regional	0	0	0	0	0	0	0
4-year College	0	0	0	0	0	0	0
2-year College	0	0	0	0	0	0	0
Total Public and Private	462	229	447	469	460	500	2,567
Total degrees conferred	19,015	13,310	20,012	20,746	21,290	21,949	116,322

SOURCE: CBHE --- IPEDS DEGREES CONFERRED

Note -- Only public institution data available for 1986.

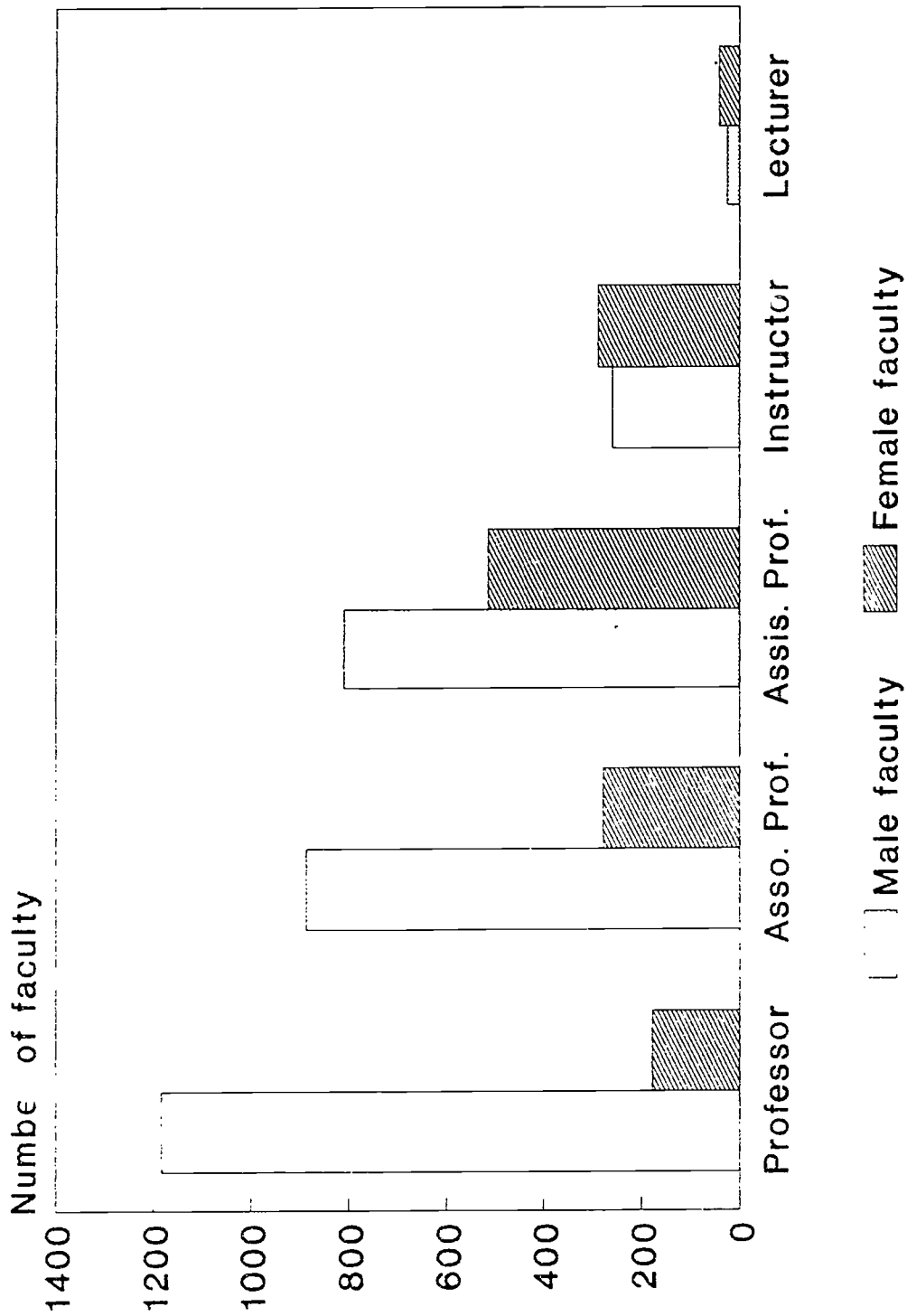
** First Professional degrees include degrees in theology, optometry, veterinary medicine, law, dentistry, pharmacy, podiatry, and chiropractic.

NUMBER OF MALE AND FEMALE 9-MONTH FACULTY AT PUBLIC INSTITUTIONS, FY 1991 (FALL 1990)

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		LECTURER		NO RANK		TOTAL	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
HARRIS	8	3	3	4	2	9	4	6					17	22
SOUTHERN	36	4	32	7	25	11	21	11	2	7			133	54
WESTERN	33	4	27	17	40	20	4	8					104	49
CENTRAL	108	19	75	14	90	60	13	33	1	2			287	128
NORTHWEST	47	4	43	9	55	27	12	22	7	4			164	66
SOUTHEAST	95	13	87	19	69	43	17	34					268	109
SOUTHWEST	152	22	100	31	130	66	30	27	15	28	4	3	431	177
NORTHEAST	52	8	58	17	98	53	14	24					222	102
LINCOLN	13	4	16	4	16	18	10	17					55	43
UMC	220	16	130	45	105	74	13	16					468	151
UMKC	118	15	84	27	35	29		3					237	74
UMR	121	1	70	5	52	8							243	14
UMSL	51	9	72	24	49	36	6	2					178	71
CROWDER											30	13	30	13
E CENTRAL											35	17	35	17
JEFFERSON							55	31					55	31
LONGVIEW											63	26	63	26
MAPLE WOODS											34	13	34	13
PENN VALLEY											42	44	42	44
MINERAL AREA											25	18	25	18
MOBERLY											12	17	12	17
ST. CHARLES							20	28					20	28
FLO. VALLEY	47	24	34	9	11	9	1	2					93	44
FOREST PARK	31	14	19	21	5	16	10	3					65	54
MERAMEC	52	18	37	25	11	22	1	6					101	71
STATE FAIR							28	15					28	15
THREE RIVERS											31	19	31	19
N CENTRAL											8	8	8	8
TOTAL PUBLIC	1,184	178	887	278	810	515	259	288	25	41	284	178	3,449	1,478

SOURCE: CBHE

Public Faculty by Gender



20

21

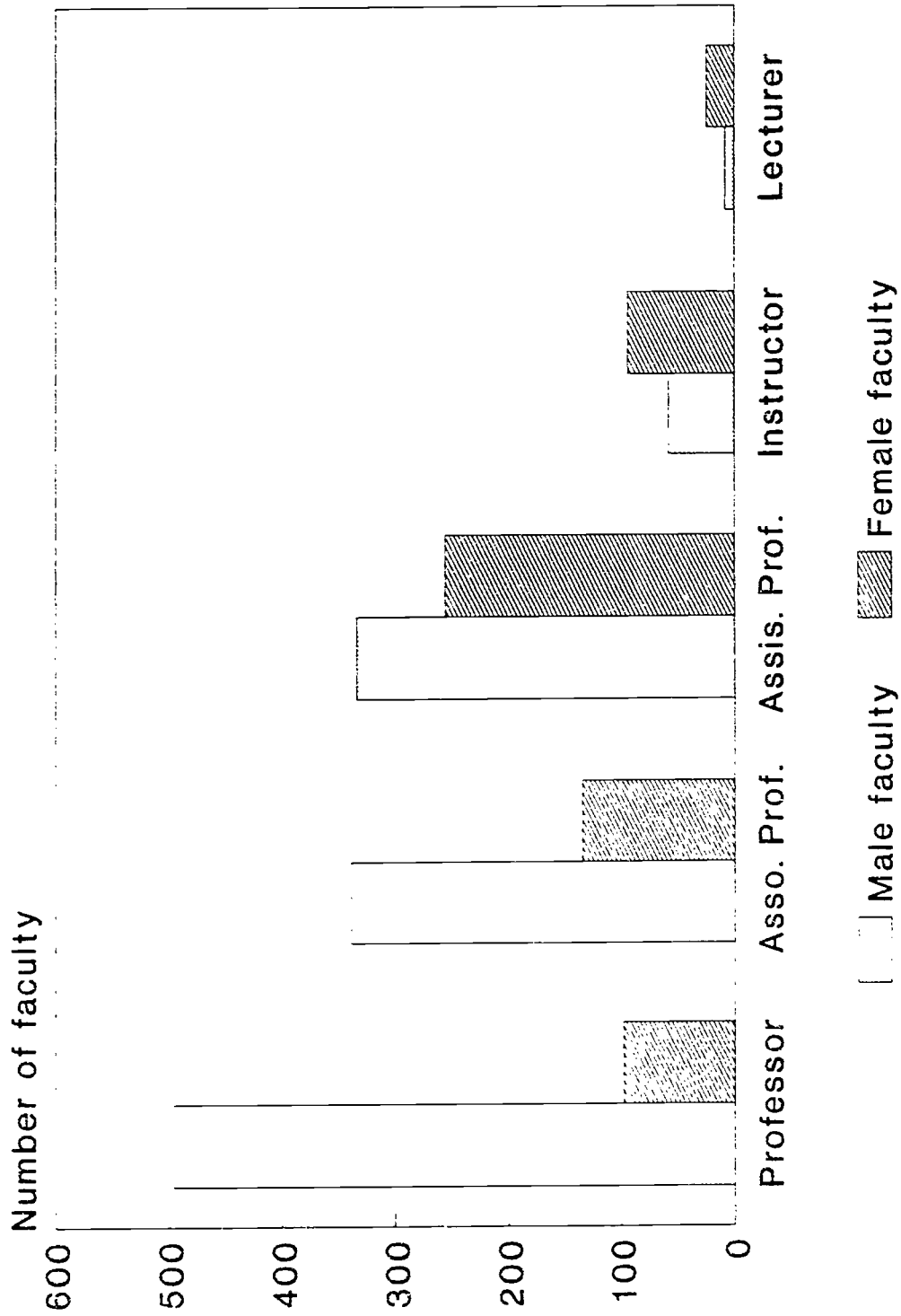
Source: CBHE

NUMBER OF MALE AND FEMALE 9-MONTH FACULTY AT PRIVATE INSTITUTIONS, FY 1991 (FALL 1990)

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		LECTURER		NO RANK		TOTAL	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
SAINT LOUIS	101	16	58	26	49	30	6	6					214	78
WASHINGTON	202	18	80	19	95	43	1	5	18				383	103
WEBSTER	9	9	16	12	18	25	3	1					46	47
AVILA	7	2	10	6	4	10	3	8	1				24	27
C METHODIST	8		11	4	7	12	3	9					29	25
COLUMBIA	6	3	7	4	12	8	5	1					30	16
CULVER-STOCKTON	8		14	3	13	7	1						36	10
DRURY	23	3	17	5	10	5		5	2	4			52	22
EVANGEL *														
FONTBONNE	5	5	6	8	7	7	1	7					19	27
HANNIBAL LAGRANGE	2		8	1	10	9		5					20	15
LINDENWOOD	6	1	8	4	6	13		1					20	19
MARYVILLE	11	5	2	7	4	8	2	10					19	30
MO BAPTIST	1			1	2	2	6	1		1			9	5
MO VALLEY	4		5	2	10	8	4	1					23	11
PARK *														
ROCKHURST	8	4	23	7	16	10	5	5					52	26
COLL OF THE OZARK	23	7	14	6	18	6	1	1					56	20
SW BAPTIST	15	3	15	3	13	9	7	12			38	29	50	27
STEPHENS													38	29
TARKIO	6	1	5		18	5	3	1					32	7
WESTMINSTER	15	1	17	2	3	4	2	3					37	10
WM JEWELL	24	10	13	5	12	19	1	1					50	35
WM WOODS	9	5	5	6	4	7	3	7	1				22	25
COTTEY	3	5	5	3	3	9	1	4					12	21
KEMPER											5	3	5	3
WENTWORTH											6	1	6	1
TOTAL PRIVATE	496	98	339	134	334	256	58	94	8	24	49	33	1284	639

SOURCE: CBHE
 *NOTE -- FIGURES FOR EVANGEL AND PARK WERE UNAVAILABLE

Private Faculty by Gender



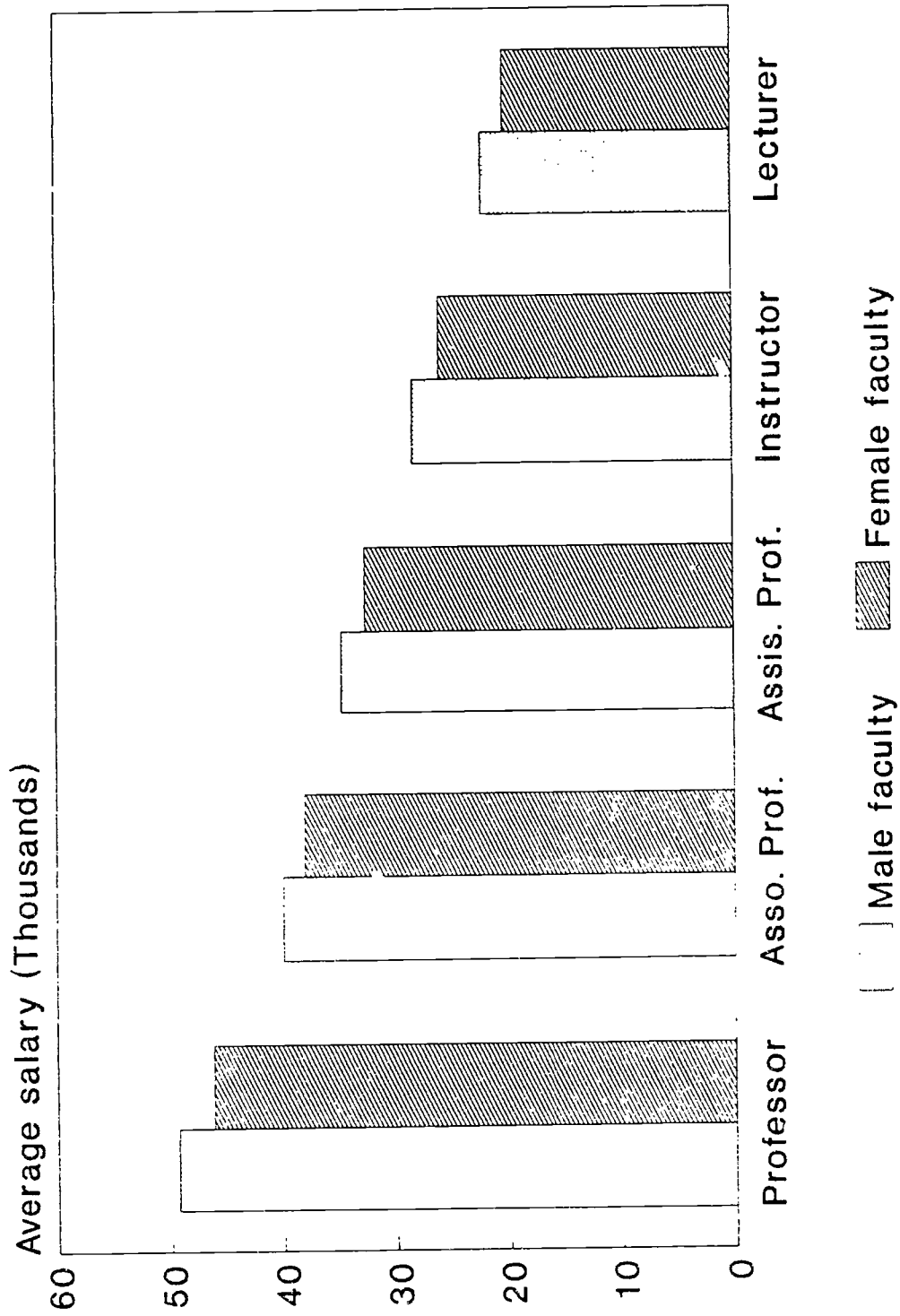
AVERAGE SALARIES OF MALE AND FEMALE 9-MONTH FACULTY AT PUBLIC INSTITUTIONS, FY 1991 (FALL 1990)

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		LECTURER		NO RANK		TOTAL	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
HARRIS	34,315	35,831	29,051	27,938	27,173	29,030	26,745	25,169					30,765	28,706
SOUTHERN	46,756	43,101	38,407	35,446	32,366	30,305	28,481	25,058	18,900	19,050			36,899	29,391
WESTERN	43,537	43,483	36,947	35,816	31,089	29,438	26,818	24,143					36,395	31,933
CENTRAL	47,285	47,195	40,132	37,978	34,949	32,590	25,357	24,698	22,500	7,000			40,467	32,912
NORTHWEST	46,262	50,006	37,596	34,327	31,133	30,517	24,644	24,159	22,297	21,108			36,311	29,528
SOUTHEAST	44,446	43,052	38,104	38,213	32,731	33,123	27,320	26,191					38,285	33,032
SOUTHWEST	48,536	46,119	41,114	40,335	34,829	35,037	27,014	24,036	22,493	21,235	32,338	30,833	40,125	33,410
NORTHEAST	49,345	46,927	38,806	37,969	33,157	31,559	28,554	26,592					38,134	32,664
LINCOLN	38,427	39,809	31,957	32,872	30,659	27,662	24,021	23,605					31,666	27,673
UMC	53,515	47,986	39,161	38,294	38,665	33,664	27,647	27,006					45,477	35,856
UMKC	49,474	45,769	40,627	35,994	36,454	31,076		27,918					44,416	35,721
UMR	54,359	51,041	43,940	36,421	39,741	37,488							48,230	38,075
UMSL	51,699	50,157	40,702	40,010	35,570	34,078	45,883	30,500					42,615	38,021
CROWDER											24,944	23,657	24,944	23,657
E CENTRAL											31,641	27,799	31,641	27,799
JEFFERSON													30,628	28,151
LONGVIEW							30,628	28,151					35,787	30,435
MAPLE WOODS											37,874	31,757	37,874	31,757
PENN VALLEY											38,144	32,602	38,144	32,602
MINERAL AREA											30,973	26,846	30,973	26,846
MOBERLY											26,497	23,294	26,497	23,294
ST. CHARLES													27,703	27,010
FLO. VALLEY	48,370	46,155	41,827	38,952	36,209	34,763	29,902	27,802					44,341	41,517
FOREST PARK	47,713	46,800	43,439	40,527	34,652	33,808	29,430	31,302					42,646	39,650
MERAMEC	48,320	46,408	41,495	38,776	34,959	33,453	30,427	28,940					44,187	38,230
STATE FAIR													27,367	26,796
THREE RIVERS											23,930	22,629	23,930	22,629
N CENTRAL											28,972	24,782	28,972	24,782
TOTAL PUBLIC	49,351	46,149	39,934	38,026	34,744	32,627	28,366	25,959	22,151	20,155	32,378	28,195	40,328	33,092

SOURCE: CBHE



Average Salaries of 9-month Faculty

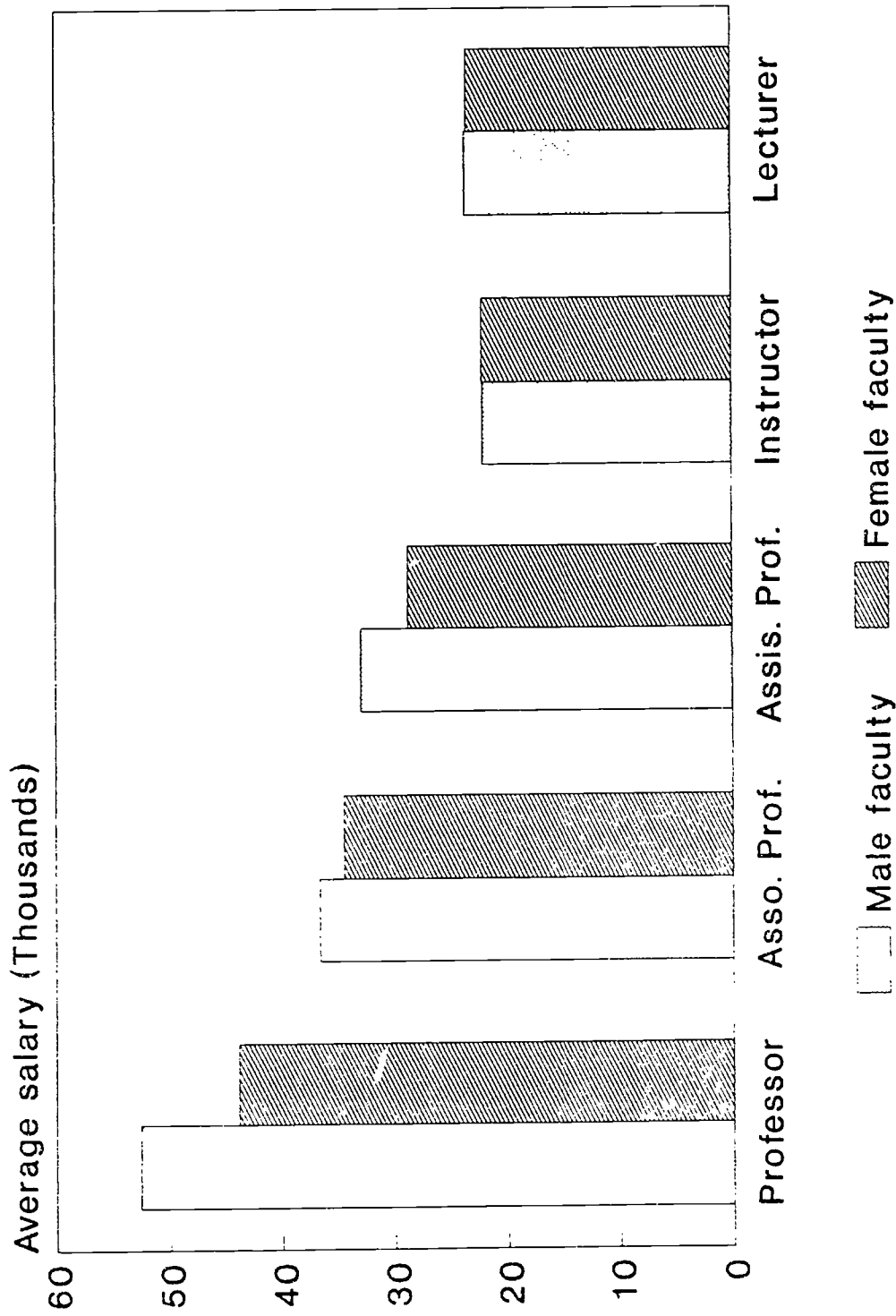


AVERAGE SALARIES OF MALE AND FEMALE 9-MONTH FACULTY AT PRIVATE INSTITUTIONS, FY 1991 (FALL 1990)

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR		LECTURER		NO RANK		TOTAL	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
SAINT LOUIS	55,464	49,459	40,243	38,271	37,808	33,449	28,375	28,317					46,536	37,945
WASHINGTON	65,431	65,854	44,815	46,139	42,578	37,843	27,000	32,900	25,100	24,935			54,830	41,773
WEBSTER	45,202	46,321	35,067	33,304	27,096	27,674	24,736	21,700					33,257	32,555
AVILA	34,707	27,362	28,581	32,624	25,112	27,207	25,653	25,326		18,000			29,423	27,524
C METHODIST	35,940		30,433	39,921	29,122	28,230	14,384	6,184					29,976	22,164
COLUMBIA	33,925	33,550	30,071	28,000	25,557	25,097	22,884	19,000					27,838	27,027
CULVER-STOCKTON	39,398		38,272	29,952	26,330	25,609	20,575						33,718	26,912
DRURY	40,130	24,145	33,960	30,766	28,695	25,793	26,977		22,950	20,108			35,253	25,934
EVANGEL *														
FONTBONNE	33,083	29,431	24,605	26,040	21,526	21,219	20,140	20,366					25,467	23,947
HANNIBAL LAGRANGE	28,543		25,332	25,064	24,924	22,712	20,335						25,449	22,077
LINDENWOOD	34,917	32,000	31,000	28,000	24,500	24,597	20,000						30,225	25,461
MARYVILLE	39,673	41,744	50,498	33,713	27,164	27,396	22,989	24,881					36,423	30,423
MO BAPTIST	26,000		25,500		22,250	23,000	20,583	20,000		15,500			21,556	21,400
MO VALLEY	28,813		28,360	28,375	24,150	24,156	21,250	20,000					25,372	24,545
PARK *														
ROCKHURST	46,788	40,758	37,433	36,543	32,588	28,630	25,990	27,340					36,281	32,378
COLL OF THE OZARK	40,460	40,096	38,996	33,585	31,482	30,194	23,663	23,500					36,908	34,342
SW BAPTIST	32,012	28,218	25,332	23,993	24,993	24,698	21,906	21,249			28,067	24,920	26,768	23,478
STEPHENS													28,067	24,920
TARKIO	28,507	29,000	26,475		24,069	21,820	20,388	21,000					24,932	22,729
WESTMINSTER	39,493	35,520	33,832	29,595	30,440	25,518	23,550	24,003					35,296	27,119
WM JEWELL	39,264	34,831	29,779	32,543	28,193	26,167	22,500	20,200					33,806	29,383
WM WOODS	29,566	33,840	23,355	22,617	22,566	22,947	22,355	20,133	17,650				25,357	24,258
COTTEY	33,459	35,687	29,640	28,690	24,923	25,022	21,700	22,425					28,754	27,591
KEMPER											18,900	18,667	18,900	18,667
WENTWORTH											22,199	20,565	22,199	20,565
TOTAL PRIVATE	52,550	43,858	36,614	34,470	32,958	28,740	22,120	22,157	23,631	23,448	26,413	24,220	40,694	30,860

SOURCE: CBHE
 *NOTE -- FIGURES FOR EVANGEL AND PARK WERE UNAVAILABLE

Average Salaries of Private Faculty



32

Source: CBHE

33

WOMEN
IN THE
WORK FORCE

DISTRIBUTION OF EMPLOYED WOMEN IN THE U.S. BY OCCUPATION, 1990

	Number (in thousands)	Percentage
Total Employed	55,284	100
- Managerial and Professional	14,420	26.1%
Executive/Administrative and Managerial	6,321	
Professional Specialty	8,099	
- Technical, Sales and Administrative Support	23,748	43.0%
Technicians and Related Support	1,890	
Sales	6,982	
Administrative Support, including Clerical	14,876	
- Service Occupations	9,471	17.1%
- Precision Production, Craft and Repair	1,604	2.9%
- Operators, Fabricators and Laborers	5,828	10.5%
Machine Operators, Assemblers and Inspectors	4,533	
Transportation and Material Moving	436	
Handlers, Equipment Cleaners, Helpers and Laborers	859	
- Farming, Forestry and Fishing	213	0.4%

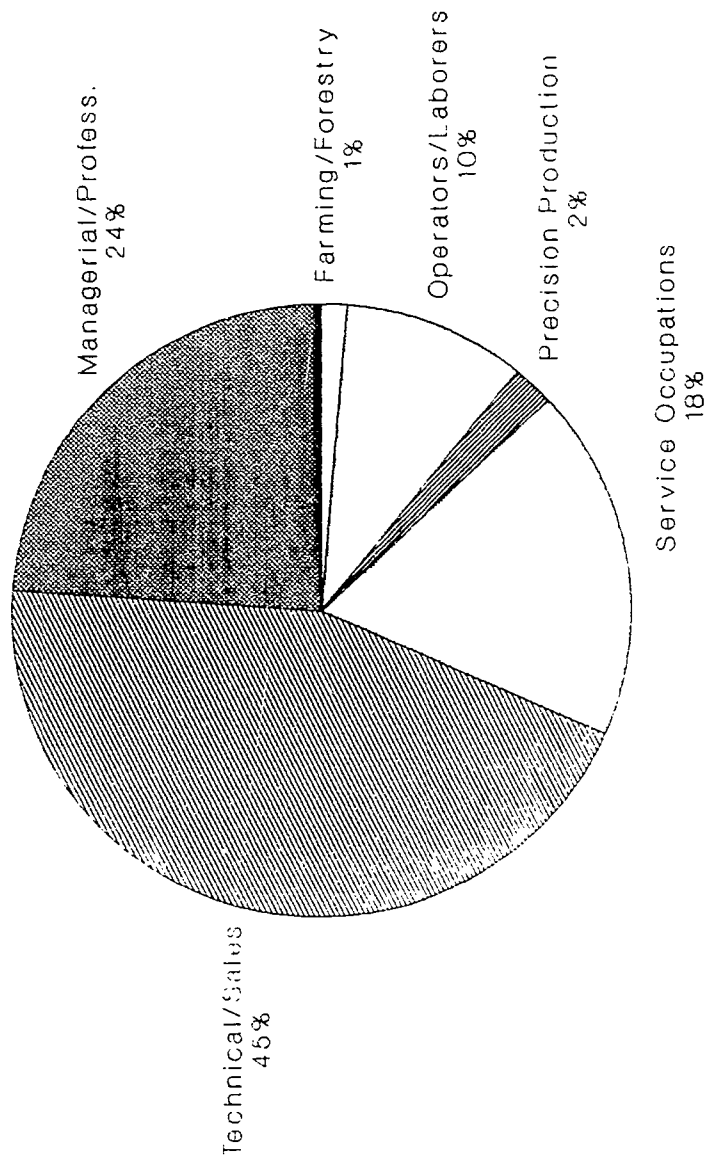
SOURCE : U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS
EMPLOYMENT AND EARNINGS, TABLE 22

DISTRIBUTION OF EMPLOYED WOMEN IN MISSOURI BY OCCUPATION, 1990

	Number	Percentage
Total Employed	1,148,000	100
<hr/>		
- Managerial and Professional	273,000	23.8%
Executive/Administrative and Managerial	114,000	
Professional Specialty	159,000	
- Technical, Sales and Administrative Support	512,000	44.6%
Technicians and Related Support	36,000	
Sales	160,000	
Administrative Support, including Clerical	316,000	
- Service Occupations	212,000	18.5%
- Precision Production, Craft and Repair	25,000	2.2%
- Operators, Fabricators and Laborers	110,000	9.6%
Machine Operators, Assemblers and Inspectors	82,000	
Transportation and Material Moving	10,000	
Handlers, Equipment Cleaners, Helpers and Laborers	18,000	
- Farming, Forestry and Fishing	16,000	1.4%

SOURCE : U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

Distribution of Employed Women In Missouri By Occupation, 1990



Source: U.S. Department of Labor, BLS

COMPARISON OF MEDIAN WEEKLY EARNINGS FOR FULL-TIME WAGE EARNERS IN 1990 (PART I)

Occupation	Men's Earnings	Women's Earnings	Women's Earnings as a Percentage of Men's
Total, 16 years and over	485	348	71.8%
Executive, administrative, and managerial (Includes management related occupations)	742	485	65.4%
Management related occupations	656	480	73.2%
Accountants	644	483	75.0%
Professional Specialty	720	534	74.2%
Engineers	822	736	89.5%
Mathematical and computer sciences	803	631	78.6%
Natural sciences	691	613	88.7%
Health diagnosing occupations	920	685	74.5%
Health assessment & treating occupations	663	596	89.9%
Teachers, college & university	808	620	76.7%
Teachers, except college & university	594	505	85.0%
Counselors, educational & vocational	695	563	81.0%
Social scientists & urban planners	677	515	76.1%
Social, recreation & religious workers	446	408	91.5%
Lawyers and judges	1,184	834	70.4%
Writers, artists, entertainers & athletes	581	423	72.8%
Technicians and related support	570	417	73.2%
Health technologists & technicians	467	387	82.9%
Engineering & related technicians	532	396	74.4%
Science technicians	501	400	79.8%
Other technicians	672	506	75.3%
Sales occupations	505	292	57.8%
Supervisors & proprietors	509	327	64.2%
Sales representatives, finance & business	639	418	65.4%
Sales representatives, commodities	623	501	80.4%
Sales workers, retail & personal services	336	219	65.2%
Administrative support, including clerical	440	332	75.5%
Supervisors	595	448	75.3%
Computer equipment operators	446	348	78.0%
Secretaries, stenographers & typists	387	341	88.1%
Information clerks	340	283	83.2%
Records processing, except financial	360	320	88.9%
Financial records processing	400	332	83.0%
Mail and message distributing	520	499	96.0%
Recording, scheduling and distributing clerks	385	325	84.4%
Adjusters and investigators	477	364	76.3%
Miscellaneous administrative support	388	311	80.2%

SOURCE : EMPLOYMENT AND EARNINGS, TABLE 56

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

Note : Occupational sub-categories not shown where base number of workers was less than 50,000.

COMPARISON OF MEDIAN WEEKLY EARNINGS FOR FULL-TIME WAGE EARNERS IN 1990 (PART II)

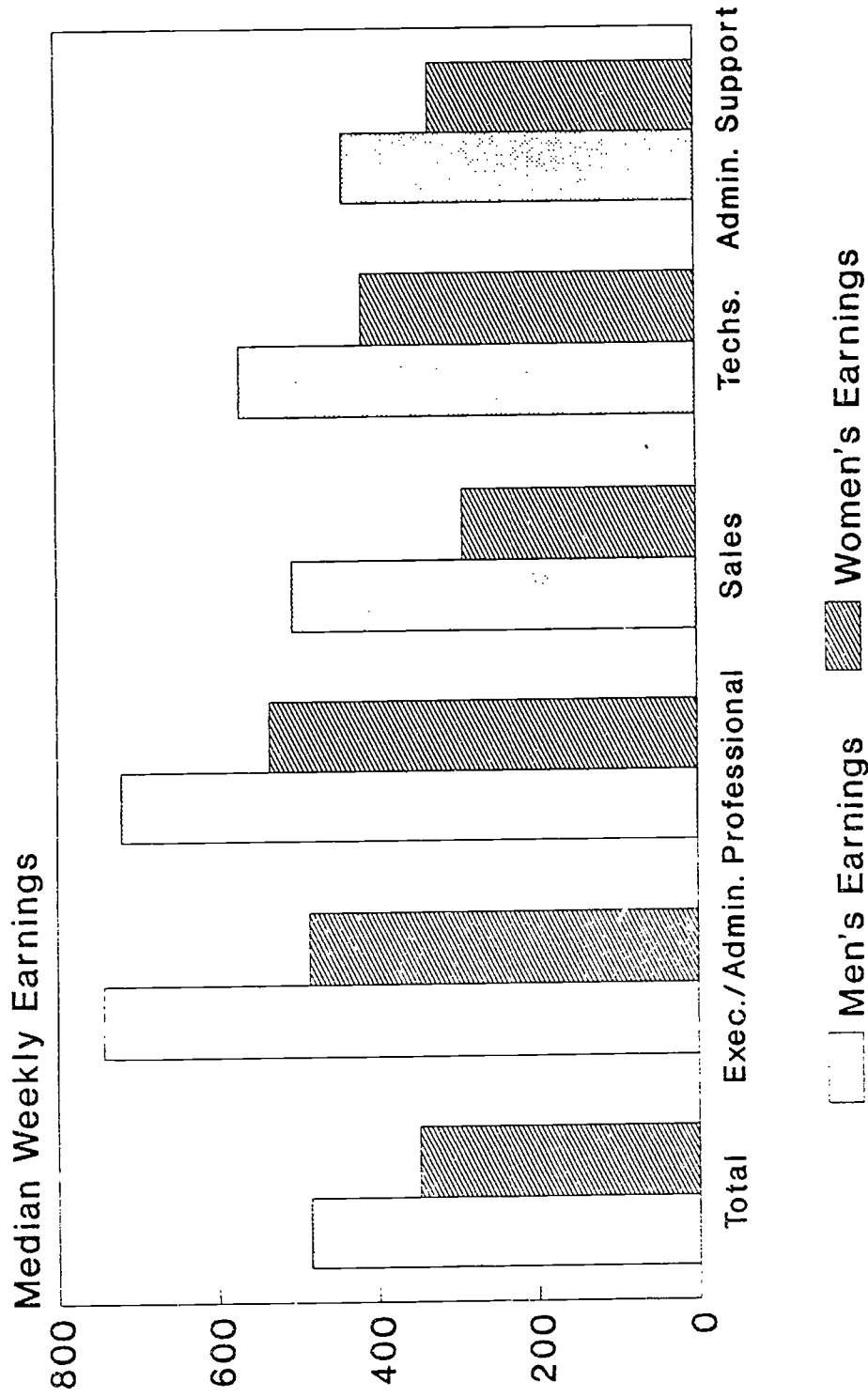
Occupation	Men's Earnings	Women's Earnings	Women's Earnings as a Percentage of Men's
Total, 16 years and over	485	348	71.8%
Service occupations	320	230	71.9%
Protective services	477	405	84.9%
Police and detectives	512	483	94.3%
Guards	309	263	85.1%
Food preparation and service	243	206	84.8%
Health service occupations	300	260	86.7%
Cleaning and building service occupations	299	232	77.6%
Personal service occupations	297	239	80.5%
Precision production	508	300	59.1%
Supervisors	586	363	61.9%
Precision textile, apparel, and furnishings	356	249	69.9%
Precision food production	374	239	63.9%
Mechanics and repairers	470	450	95.7%
Electrical and electronic equipment	576	499	86.6%
Construction trades (includes supervisors)	480	394	82.1%
Operators, fabricators, and laborers	378	262	69.3%
Metalworking and plastic working machine	430	311	72.3%
Printing machine operators	431	309	71.7%
Textile, apparel, and furnishings machine	295	217	73.6%
Assorted materials machine operators	381	271	71.1%
Fabricators, assemblers, and hand workers	398	282	70.9%
Transportation and material moving occupations	418	314	75.1%
Motor vehicle operators	409	305	74.6%
Bus drivers	405	305	75.3%
Handlers, equipment cleaners, helpers, and laborers	308	250	81.2%
Freight, stock, and material handlers	302	227	75.2%
Hand packers and packagers	262	255	97.3%
Laborers, except construction	320	258	80.6%
Farming, forestry, and fishing	263	216	82.1%

SOURCE : EMPLOYMENT AND EARNINGS, TABLE 56

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

Note : Occupational sub-categories not shown where base number of workers was less than 50,000.

Median Weekly Earnings Comparison For Full-Time Wage Earners in 1990



Source: U.S. Department of Labor, BLS

WOMEN IN MANAGERIAL AND PROFESSIONAL SPECIALTIES

(numbers in thousands)

Occupation	Total		Percent of Total
	Employed	Women	
Executive, administrative, and managerial	10,946	4,378	40.0%
Management Related	3,893	1,943	49.9%
Accountants & auditors	1,438	731	50.8%
Underwriters	94	64	67.6%
Other financial officers	697	314	45.0%
Management analysts	197	67	34.0%
Personnel, training & labor relations	401	244	60.8%
Buyers, wholesale & retail	219	111	50.7%
Construction inspectors	70	4	5.1%
Inspectors & compliance officers	196	53	26.9%
Professional Specialty	15,818	8,099	51.2%
Architects	142	26	18.4%
Engineers	1,862	149	8.0%
Mathematical & computer sciences	866	316	36.5%
Natural scientists	401	104	26.0%
Health diagnosing occupations	871	155	17.8%
Health assessment & treating occupations	2,320	2,000	86.2%
Teachers, college & university	765	288	37.7%
Teachers, except college & university	3,993	2,943	73.7%
Counselors, educational & vocational	216	134	61.9%
Librarians, archivists, & curators	211	171	81.1%
Social scientists & urban planners	363	187	51.5%
Social, recreation, & religious workers	1,085	547	50.4%
Lawyers and judges	756	157	20.8%
Writers, artists, entertainers, & athletes	1,941	920	47.4%

43

44

SOURCE : EMPLOYMENT AND EARNINGS
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS



WOMEN IN TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT OCCUPATIONS
(numbers in thousands)

Occupation	Total		Percent of Total
	Employed	Women	
Technicians and related support	3,842	1,890	49.2%
Health technologists & technicians	1,303	1,088	83.5%
Engineering & related technicians	980	194	19.8%
Science technicians	240	77	31.9%
Other technicians	1,320	531	40.2%
Sales occupations	14,191	6,982	49.2%
Supervisors & proprietors	3,812	1,327	34.8%
Sales representatives, finance & business	2,431	1,043	42.9%
Sales representatives, commodities	1,637	360	22.0%
Sales workers, retail & personal service	6,239	4,205	67.4%
Sales-related occupations	72	46	63.7%
Administrative support, including clerical	18,641	14,876	79.8%
Supervisors	771	449	58.3%
Computer equipment operators	815	535	65.7%
Secretaries, stenographers, & typists	4,655	4,576	98.3%
Information clerks	1,524	1,346	88.3%
Records processing, except financial	917	746	81.3%
Financial records processing	2,418	2,215	91.6%
Office machine operators	72	45	62.4%
Communications equipment operators	222	194	87.2%
Mail and message distributing	974	350	35.9%
Recording, scheduling and distributing clerks	1,838	770	41.9%
Adjusters and investigators	1,129	848	75.1%
Miscellaneous administrative support	3,207	2,713	84.6%

45

SOURCE: EMPLOYMENT AND EARNINGS
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

46

WOMEN IN PRECISION PRODUCTION, CRAFT, AND REPAIR
(numbers in thousands)

Occupation	Total		Percent of Total
	Employed	Number of Women	
Supervisors of mechanics and repairers	251	19	7.5%
Mechanics and repairers	4,198	139	3.3%
Vehicle and mobile equipment	1,768	16	0.9%
Industrial machinery	496	15	3.0%
Electrical and electronic equipment	711	61	8.6%
Heating, air conditioning, and refrigeration	267	1	0.5%
Miscellaneous repairers	932	45	4.8%
Construction supervisors	657	10	1.5%
Construction trades	4,489	85	1.9%
Extractive occupations	149	3	1.9%
Precision production	3,896	900	23.1%
Supervisors	1,308	212	16.2%
Precision metalworking	908	60	6.6%
Precision woodworking	96	13	13.6%
Precision textile, apparel and furnishings	249	151	60.8%
Precision food production	419	137	32.7%
Precision inspectors and testers	121	30	25.2%
Plant and system operators	270	11	4.2%

SOURCE : EMPLOYMENT AND EARNINGS
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS



WOMEN IN SERVICE OCCUPATIONS AND IN FARMING, FORESTRY AND FISHING
(numbers in thousands)

Occupation	Total		Percent of Total
	Employed	Number of Women	
Private household service	782	753	96.3%
Protective service	1,988	290	14.6%
Supervisors	171	14	8.0%
Firefighting & fire prevention	220	5	2.4%
Police and detectives	829	114	13.8%
Guards	768	157	20.5%
Food preparation and service	5,359	3,189	59.5%
Health service occupations	2,087	1,882	90.2%
Cleaning and building service occupations	3,118	1,372	44.0%
Personal service occupations	2,425	1,979	81.6%
Farm operators and managers	1,238	194	15.7%
Other agricultural and related occupations	1,978	338	17.1%
Forestry and logging occupations	129	7	5.7%
Fishers, hunters, and trappers	63	3	4.7%

SOURCE : EMPLOYMENT AND EARNINGS
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

WOMEN IN FABRICATION, TRANSPORTATION AND HANDLING

(numbers in thousands)

Occupation	Total Employed	Number of Women	Percent of Total
Operators, fabricators, and laborers	17,775	4,533	25.5%
Metalworking and plastic working machine	439	79	18.0%
Metal and plastic processing machine	170	36	21.4%
Woodworking machine operators	168	22	13.2%
Printing machine operators	459	120	26.1%
Textile, apparel, and furnishings machine	1,287	259	20.1%
Assorted materials machine operators	2,740	893	32.6%
Fabricators, assemblers, and hand workers	1,951	634	32.5%
Production inspectors, testers, & samplers	834	429	51.4%
Transportation and material moving occupations	4,849	436	9.0%
Motor vehicle operators	3,589	388	10.8%
Other transportation occupation	171	5	3.0%
Material moving equipment operators	1,089	42	3.9%
Handlers, equipment cleaners, helpers, and laborers	4,855	859	17.7%
Helpers, construction and extractive	137	8	5.7%
Construction laborers	774	25	3.2%
Production helpers	81	15	18.5%
Freight, stock, and material handlers	1,716	328	19.1%
Garage & service station related occupations	220	10	4.7%
Vehicle washers and equipment cleaners	240	32	13.5%
Hand packers and packagers	305	189	62.0%
Laborers, except construction	1,340	252	18.8%

SOURCE: EMPLOYMENT AND EARNINGS
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

**MISSOURI'S
HIGH GROWTH
OCCUPATIONS**

MOICC LIST OF MISSOURI'S HIGH GROWTH OCCUPATIONS

OCCUPATIONAL TITLE	ESTIMATED EMPLOYMENT IN 2000	PERCENT CHANGE 1986-2000	ANNUAL EST. JOB OPENINGS	OCCUPATIONAL TITLE	ESTIMATED EMPLOYMENT IN 2000	PERCENT CHANGE 1986-2000	ANNUAL EST. JOB OPENINGS
Accountants and Auditors	26855	33.9%	1254	Loan Officers and Counselors	1708	30.3%	103
Adjustment Clerks	4956	27.5%	183	Maids and Housekeeping Cleaners	20508	33.6%	1375
Bakers, Bread and Pastry	3208	36.2%	199	Maintenance Repairers, Gen.	28334	28.3%	1336
Bartenders	6278	31.1%	284	Management Analysts	2036	26.9%	120
Bill and Account Collectors	3001	30.1%	133	Marketing, Adv., Public Rel. Mgrs.	9837	30.5%	395
Brokerage Clerks	2536	25.7%	114	Meat, Poultry, Fish Cutters	5152	27.3%	227
Cabinetmakers and Bench Carpenters	2894	42.4%	199	Mechanical Engineers	6713	37.0%	276
Carpenters	28608	25.5%	1292	Med./Clinical Lab. Technologists	4476	29.5%	116
Carpet Installers	3270	51.3%	130	Medical Records Technicians	2027	79.5%	112
Cashiers	60389	30.9%	2526	Medical Secretaries	5357	43.0%	242
Combination Food Prep. and Service Wkrs.	24244	26.2%	970	Medicine and Health Service Mgrs.	3654	31.1%	194
Computer Operators	8171	33.6%	226	Nursing Aides and Orderlies	42889	38.7%	2246
Computer Systems Analysts, EDP	11101	51.7%	367	Optometrists	1152	37.5%	120
Cooks, Restaurant	22261	33.0%	1362	Painters and Paperhangers	11320	33.2%	670
Cooks, Short Order	4210	27.0%	106	Parking Lot Attendants	1226	26.8%	113
Cooks, Specialty Fast Food	9407	26.9%	559	Personnel, Training, Labor Rel. Mgrs.	3997	27.7%	167
Corrections Officers and Jailers	4195	30.7%	150	Pharmacists	4245	27.4%	309
Cost Estimators	4492	25.4%	195	Property and Real Estate Managers	3491	45.0%	380
Counter and Rental Clerks	5021	30.1%	266	Public Relations Specialists	2245	35.3%	144
Dentists	3429	26.4%	301	Real Estate Brokers	1833	40.5%	158
Dining Room and Bartender Helpers	14772	34.4%	556	Receptionists and Information Clerks	18163	30.2%	932
Dispatchers, Exc. Pol., Fire, Amb.	3574	28.4%	134	Recreation and Amusement Attendants	6372	36.1%	330
Electrical and Electronic Engineers	10596	42.5%	411	Recreation Workers	2219	26.6%	107
Employment Interviewers	2005	56.9%	100	Refuse Collectors	2038	69.1%	115
Gardeners and Groundskeepers	23210	40.1%	1578	Registered Nurses	51573	45.6%	2211
General Managers and Top Executives	70054	25.4%	3583	Roofers	5102	33.3%	141
Guards and Watch Guards	19268	34.6%	1800	Sales Agents, Business Services	4446	29.9%	239
Home Health Aides	3641	64.0%	340	Salespersons, Retail	112599	41.6%	8011
Host and Hostesses, Restaurant and Lounge	4021	26.0%	200	Service Station Attendants	9925	43.5%	543
Hotel Desk Clerks	3135	33.5%	172	Social Workers, Med. and Psychiatric	4170	30.6%	180
Housekeepers, Institutional	3395	32.5%	584	Tire Repairers and Changers	2162	28.2%	102
Industrial Engineers, Exc. Safety	3150	36.8%	137	Typists, Word Processing Equipment	7705	29.4%	301
Instructors and Coaches, Sports	4331	39.8%	306	Upholsterers	2321	56.5%	136
Interviewing Clerks	2952	37.6%	127	Vehicle Equipment Cleaners	5253	27.0%	181
Janitors and Cleaners	56762	27.8%	4444	Vendors, Solicitors, Door-to-Door	14194	30.9%	766
Legal Secretaries	6214	49.6%	291	Veterinarians, Vet. Inspectors	2352	38.0%	107
Licensed Practical Nurses	17738	35.2%	844	Waiters and Waitresses	50031	31.0%	1705
Lithographic Press Setters	3355	49.8%	146	Welfare Service Aides	1191	43.7%	108

Occupations on this list are projected to grow at least 25% between 1986 and 2000 and to have at least 100 job openings each year within the state. Occupations which met both these criteria but were estimated to have an oversupply of trained workers have not been included on this list. The average growth rate for all occupations 1986-2000 is 20.5%.

Source: Missouri Division of Employment Security, Occupational Information Unit
 Prepared by: Missouri Occupational Information Coordinating Committee (MOICC)