



Women's and Gender Studies Programs Today

Findings from the 2024 Department Survey

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Women's and Gender Studies Programs: A Profile

Discussions about the ongoing health of the humanities in higher education tend to focus on a single data series: the trend in undergraduate degrees. The American Academy's Humanities Indicators developed the Humanities Department Survey (HDS) to provide a fuller picture of the field and supply the data necessary for a more substantive conversation about the humanities in four-year colleges and universities.

All the counts, percentages, and averages included in this profile are estimates generated from data collected for the fourth round of the survey (HDS-4). The estimates are based on a sample of all institutions of higher education reporting to the U.S. Department of Education's Integrated Postsecondary Education Data System that they had conferred at least five degrees from academic year 2017–18 to 2021–22 in "Women's Studies" or "Gay/Lesbian Studies." The sample was stratified by Carnegie Classification to ensure that the study's findings were nationally representative. HDS-4 was administered from November 2023 to June 2024. The survey response rate for women's and gender studies departments was 44%.

Degree-granting departments of women's and gender studies were first included in HDS-3, which collected information for the 2017–18 academic year. That was the only round of the survey that, like HDS-4, involved sampling from the entire population of women's and gender studies departments. For this reason, only the findings from HDS-3 are comparable to those from HDS-4.

For more information on the survey's methodology and how to interpret the results, see the [technical report](#) for the study.

Findings and Trends

Departments

- As of fall 2023, approximately 276 departments were awarding degrees in women's and gender studies at colleges and universities in the United States. These departments included large, freestanding departments in the discipline as well as programs within departments awarding degrees in multiple disciplines. In the latter case, the department chairs were asked to report information for women's and gender studies only.
- Of the 276 departments awarding degrees in women's and gender studies, 52 (or 19%) were awarding graduate degrees in the subject, with 24 (9%) awarding PhDs.

Faculty

- Women's and gender studies departments employed 2,090 full- and part-time faculty members in fall 2023, with an average of 8 faculty members per department (and a median of 7).
- Approximately 60% of the women's and gender studies faculty members either had tenure or were on the tenure track.
- Faculty members employed full-time with tenure or on the tenure track taught an average of 25 undergraduate students in fall 2023, while full-time faculty employed off the tenure track taught an average of 66 undergraduates. Faculty employed part-time taught an average of 38 undergraduate students during that fall term.
- While 34% of women's and gender studies departments had made at least one new hire for the 2023–24 academic year, amounting to 110 new permanent faculty, the departments collectively had lost an average of 250 faculty per annum over the previous two years. Among the faculty who left, 52% had retired.
- An estimated 21% of women's and gender studies department chairs thought the number of tenure-line faculty in their departments had increased from fall 2020 to fall 2023, while 27% estimated that their tenure-line faculty count had decreased during that period. In addition, 34% of chairs thought the number of nontenure-track faculty had increased over the same period, while 17% thought the number had decreased.

- Looking ahead, 21% of women’s and gender studies chairs expected the number of tenure track faculty to increase in their departments, while 25% thought the number would decrease. (The remainder thought the most likely outcome would be no change or were not sure what would happen.) In contrast, 23% thought their nontenure-track faculty count would increase, while 20% thought the number would shrink.
- About 35% of the departments had a faculty member come up for tenure during the previous two years. Averaging over these two years, 50 faculty were granted tenure per annum nationwide, none were denied tenure, and 30 left prior to a tenure decision.
- Because it is not appropriate for a person to assign a demographic identity to another person, the survey did not ask department chairs to report their faculty members’ races or genders. However, the survey did ask chairs to describe themselves. Women constituted 91% of the chairs in women’s and gender studies departments in fall 2023 (the largest share among the 14 disciplines surveyed), and 84% identified their race/ethnicity as white.

Undergraduate Students

- In fall 2023, departments that awarded degrees in women’s and gender studies had undergraduate course enrollments of 74,220, with an average enrollment of 269 per department. (These are duplicated enrollment figures, with students taking multiple courses in the discipline counted in every course.) The average is skewed upward by large programs, typically at research universities, which had significantly larger-than-average enrollments, as indicated by a median enrollment of only 240.
- Approximately 77% of women’s and gender studies department chairs thought undergraduate enrollments had held steady or increased from fall 2020 to fall 2023.
- On average, women’s and gender studies departments awarded 9 bachelor’s degrees per department in the 2022–23 academic year (with a median of 7 per department). These departments had an average of 18 juniors or seniors with a declared major in the subject (and a median of 12).
- In the 2022–23 academic year, women’s and gender studies departments awarded an average of 17 minors in the subject (with a median of 10 per department) and 9 certificates or other microcredentials per department (with a median of 7). About

62% of the departments awarded minors, while less than half (46%) reported awarding a certificate or other microcredential—though the latter was the largest share among all the disciplines in the survey.

Graduate Students

- Degree-granting departments in women’s and gender studies had 9,460 enrollments in graduate courses in fall 2023, with an average of 182 enrollments (and a median of 20) per department with a graduate program.
- Approximately 510 students were working toward graduate degrees in women’s and gender studies. The average number of students pursuing advanced degrees in women’s and gender studies was 10 (with a median of 9) per department that granted such degrees—both relatively low among the disciplines in the survey.
- The 24 departments awarding PhDs admitted an average of approximately 3 new doctoral students into their programs in fall 2023, for a total of 70 new doctoral students in the discipline.

Departmental Practices and Concerns

- Approximately 41% of department chairs were optimistic about the future of women’s and gender studies at their institution, while 35% were pessimistic. (The remainder were either unsure or neither optimistic nor pessimistic.)
- The survey found that 49% of chairs in women’s and gender studies were concerned about the academic freedom of faculty members in their departments (equal to the share among race and ethnic studies programs, and a larger proportion than in any of the other surveyed disciplines). Among those chairs with concerns, the most common worry was threats to such freedom from academic administrations and federal or state governments (each cited by 76% of chairs). The second most common source of concern was boards of trustees (cited by 64%).
- While 90% of women’s and gender studies departments provided research support for their full-time tenured or tenure-track faculty members, and 71% offered such support for full-time nontenured faculty, only 32% offered such support for part-time faculty.
- Asked what their departments had done in recent years to attract additional majors into their departments, 84% of women’s and gender studies chairs reported outreach to students who were in other majors or undeclared. The

second most common strategy, reported by 71% of chairs, was to offer events, classes, or other activities designed to aid students in thinking about future jobs or careers in the discipline.

- An estimated 49% of departments supported the career development of their undergraduates by offering (and for a small share of departments, by *requiring*) occupationally oriented lectures, while 86% offered internships, and 52% offered occupationally oriented coursework or workshops.

Appendix: Data Tables

To provide more specific points of comparison for your department or program, the following tables provide additional estimates expanding on the findings above. Where possible (in order to respect confidentiality concerns) the tables provide estimates by Carnegie Classification and highest degree awarded by the department. For additional cross-disciplinary comparisons and details about the survey methodology, see the technical report at https://bit.ly/HDS4_TechRpt.

Women’s & Gender Studies Table 1: Departments and Faculty Members, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Primarily Undergraduate	67	3.9 (4.0)	260
Master’s	58	7.4 (7.0)	430
Primarily Research	151	9.3 (8.0)	1,400
Highest Degree Offered by Department	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Bachelor’s	224	6.4 (6.0)	1,440
Master’s & Doctorate	52	12.6 (11.0)	650
All Institutions	276	7.6 (7.0)	2,090

Women’s & Gender Studies Table 2: Faculty Members, by Tenure Status, Carnegie Classification of Institution, and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Primarily Undergraduate	120	40	50	40
Master’s	210	60	40	130
Primarily Research	590	230	250	330
Highest Degree Offered by Department	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Bachelor’s	620	170	240	410
Master’s & Doctorate	300	160	100	90
All Institutions	920	330	340	500

Women's & Gender Studies Table 3. Change in Faculty Numbers from Fall 2020 to Fall 2023, by Carnegie Classification of Institution and Highest Degree Offered by Department

Discipline	Total Number of Tenured or Tenure-Track Faculty Between Fall 2020 and Fall 2023			Total Number of Non-Tenure-Track Faculty Between Fall 2020 and Fall 2023		
	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Primarily Undergraduate	4%	75%	21%	29%	50%	21%
Master's	19%	44%	38%	19%	63%	19%
Primarily Research	29%	45%	27%	41%	45%	14%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Bachelor's	18%	58%	24%	32%	51%	18%
Master's & Doctorate	35%	24%	41%	47%	41%	12%
All Institutions	21%	52%	27%	34%	49%	17%

Women’s & Gender Studies Table 4: Departments Offering Degrees, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023*

		Highest Degree Offered by Department		TOTAL
		Bachelor’s	Master’s & Doctorate	
Carnegie Classification	Primarily Undergraduate	67	0	67
	Master’s	52	6	58
	Primarily Research	105	46	151
All Institutions		224	52	276

* Not every department housed in an institution classified as Primarily Research using the Carnegie classifications offers a doctorate or master’s degree. No departments housed at Primarily Undergraduate institutions offered a doctorate or master’s degree.

Women’s & Gender Studies Table 5: Enrollment (Duplicated) in Undergraduate Courses, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Primarily Undergraduate	67	79.6 (75.0)	5,330
Master’s	58	280.5 (243.0)	16,270
Primarily Research	151	348.5 (350.0)	52,620
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department	Total Number of Students Enrolled

		(Median)	
Bachelor's	224	224.7 (228.0)	50,330
Master's & Doctorate	52	◇	◇
All Institutions	276	268.9 (240.0)	74,220

◇ too few respondents to provide reliable estimates

Women's & Gender Studies Table 6: Bachelor's Degrees Awarded, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022–23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Bachelor's Degrees Awarded per Department (Median)	Total Number of Bachelor's Degrees Awarded
Primarily Undergraduate	67	6.6 (5.5)	440
Master's	58	6.2 (4.0)	360
Primarily Research	151	10.8 (10.0)	1,640
Highest Degree Offered by Department	Number of Departments	Average Number of Bachelor's Degrees Awarded per Department (Median)	Total Number of Bachelor's Degrees Awarded
Bachelor's	224	8.7 (6.0)	1,940
Master's & Doctorate	52	9.6 (10.0)	500
All Institutions	276	8.8 (7.0)	2,440

Women’s & Gender Studies Table 7: Juniors and Seniors with Declared Majors, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Juniors & Seniors with Declared Major per Department (Median)	Total Number of Juniors & Seniors with Declared Major
Primarily Undergraduate	67	12.7 (10.0)	850
Master’s	58	11.2 (5.0)	650
Primarily Research	151	22.1 (16.0)	3,330
Highest Degree Offered by Department	Number of Departments	Average Number of Juniors & Seniors with Declared Major per Department (Median)	Total Number of Juniors & Seniors with Declared Major
Bachelor’s	224	16.4 (10.5)	3,680
Master’s & Doctorate	52	22.2 (26.0)	1,150
All Institutions	276	17.5 (12.0)	4,830

Women’s & Gender Studies Table 8: Students Completing a Minor, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022–23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Students Completing a Minor per Department (Median)	Total Number of Students Completing a Minor
Primarily Undergraduate	32	6.4 (5.0)	210
Comprehensive	46	12.7 (10.0)	580
Primarily Research	92	22.2 (17.0)	2,050
Highest Degree Offered by Department	Number of Departments	Average Number of Students Completing a Minor per Department (Median)	Total Number of Students Completing a Minor
Bachelor’s	131	14.9 (10.0)	1,950
Master’s & Doctorate	39	22.8 (17.0)	890
All Institutions	170	16.5 (10.0)	2,840

Women’s & Gender Studies Table 9: Students Completing a Certificate or Microcredential, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022-23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Students Completing a Certificate or Microcredential per Department (Median)	Total Number Completing a Certificate or Microcredential
Primarily Undergraduate	2	◇	◇
Master’s & Primarily Research	126	10.0 (6.5)	1,135
Highest Degree Offered by Department	Number of Departments	Average Number of Students Completing a Certificate or Microcredential per Department (Median)	Total Number Completing a Certificate or Microcredential
Bachelor’s	77	10.7 (8.0)	835
Master’s & Doctorate	51	6.3 (4.5)	330
All Institutions	128	9.1 (7.0)	1,165

◇ too few respondents to provide reliable estimates

Women’s & Gender Studies Table 10: Change in Undergraduate Student Enrollment (Duplicated) from Fall 2020 to Fall 2023, by Carnegie Classification of Institution and Highest Degree Offered by Department

	Total Number of Undergraduate Student Enrollment in Courses Between Fall 2020 and Fall 2023		
Carnegie Classification	Increased	Remained the Same	Decreased
Primarily Undergraduate	29%	59%	12%
Master’s	36%	36%	29%
Primarily Research	42%	33%	25%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased
Bachelor’s	40%	40%	21%
Master’s & Doctorate	22%	44%	33%
All Institutions	37%	40%	22%

Women’s & Gender Studies Table 11: Recruitment Efforts for Undergraduate Students from Fall 2020 to Fall 2023

Recruitment Effort	Percentage of Departments that Performed Each Recruitment Effort
Engaged in outreach to/recruiting of students in local high schools	19%
Engaged in outreach to/recruiting of students in community colleges	11%
Engaged in outreach to/recruiting of students currently in other majors or who have yet to declare a major	84%
Added high-interest introductory courses intended to attract students	59%
Introduced a new minor field, certificate, or other microcredential for non-majors	19%
Offered events, classes, or other activities designed to aid majors in thinking about future jobs or careers	71%
Introduced diversity, equity, and inclusion programs designed to attract new student populations into the major	38%
Changed requirements for major (e.g., eliminated final paper or other benchmark requirements, created additional pathways into major, etc.)	27%

Women’s & Gender Studies Table 12: Enrollment (Duplicated) in Graduate-Level Courses, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Primarily Undergraduate	0	N/A	N/A
Master’s & Primarily Research	54	205.6 (20.0)	9,460
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Bachelor’s	0	N/A	N/A
Master’s & Doctorate	52	181.9 (20.0)	9,460
All Institutions	52	181.9 (20.0)	9,460

Women’s & Gender Studies Table 13: Total Number of Graduate Students, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Graduate Students
Primarily Undergraduate	0	N/A	N/A
Master’s & Primarily Research	54	11.2 (9.0)	510
Highest Degree Offered by Department	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Graduate Students
Bachelor’s	0	N/A	N/A
Master’s & Doctorate	52	9.9 (9.0)	510
All Institutions	52	9.9 (9.0)	510

Women’s & Gender Studies Table 14: First-Year Students in Doctoral Programs, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Doctoral Students per Department that Offers the Degree (Median)	Total Number of First Year Doctoral Students
Primarily Undergraduate	0	N/A	N/A
Master’s & Primarily Research	24	◇	◇
Highest Degree Offered by Department	Number of Departments	Average Number of Doctoral Students per Department that Offers the Degree (Median)	Total Number of First Year Doctoral Students
Bachelor’s	0	N/A	N/A
Master’s & Doctorate	24	◇	◇
All Institutions	24	◇	◇

◇ too few respondents to provide reliable estimates

Women’s & Gender Studies Table 15: Departments Tracking Career Outcomes for Graduate Students, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Track All Graduate Student Career Outcomes	Track Only PhD Recipient Career Outcomes	Track Only Master’s Recipient Career Outcomes	Do Not Track Career Outcomes
Primarily Undergraduate	N/A	N/A	N/A	N/A
Master’s & Primarily Research	25%	0%	0%	75%
Highest Degree Offered by Department	Track All Graduate Student Career Outcomes	Track Only PhD Recipient Career Outcomes	Track Only Master’s Recipient Career Outcomes	Do Not Track Career Outcomes
Bachelor’s	N/A	N/A	N/A	N/A
Master’s & Doctorate	25%	0%	0%	75%
All Institutions	25%	0%	0%	75%

Note: A department was re-categorized as ‘track all graduate student career outcomes’ if they were a department that only offered a master’s degree and selected ‘track only master’s degree recipient career outcomes’ or a department that only offered a PhD and selected ‘track only PhD recipient career outcomes.’

Women’s & Gender Studies Table 16: Graduate Student Teaching Assistants, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Teaching Assistants that Provided Grading, Classroom Support, or Discussion Sections	
	Average Number per Department (Median)	Total
Primarily Undergraduate	N/A	N/A
Master’s	6.0 (6.0)	40
Primarily Research	6.1 (6.0)	280
Highest Degree Offered by Department	Average Number per Department (Median)	Total Number
Bachelor’s	N/A	N/A
Master’s & Doctorate	6.1 (6.0)	320
All Institutions	6.1 (6.0)	320

Women’s & Gender Studies Table 17: Faculty Members for All Undergraduate Courses, by Carnegie Classification of Institution, Highest Degree Offered by Department, and Form of Control, Fall 2023

	Total enrollment (duplicated) in undergraduate courses taught by ...			
	Full-Time Tenured or Tenure-Track Faculty Members	Full-Time Non-Tenure-Track Faculty Members	Part-Time Faculty Members	Two or More Faculty* (Co-Teaching)
By Carnegie Classification				
Primarily Undergraduate	2,900	1,810	460	160
Master’s	6,830	1,440	7,280	630
Primarily Research	21,750	18,970	11,500	400
By Highest Degree Offered by Department				
Bachelor’s	18,790	13,910	19,240	1,190
Master’s & Doctorate	12,690	8,310	0	0
By Form of Control				
Public	23,470	18,550	17,030	1,120
Private	8,010	3,670	2,210	70
All Institutions	31,480	22,220	19,240	1,190

* Multiple members of department faculty or department faculty with faculty from another department.

Women’s & Gender Studies Table 18: Faculty Departures, Tenure Decisions, and New Hires, Fall 2023 and Over the Previous Two Academic Years

	Number	Percent of Faculty Members
Tenured Faculty Members as of Fall 2023	920	44% of all faculty members
Tenure-Track Faculty Members (not yet tenured) as of Fall 2023	330	16% of all faculty members
Faculty Members Who Left, Retired, or Died per Year (Two-Year Average) 2021-22 & 2022-23	250	12% of all faculty members
Tenure-Track Faculty Members Granted Tenure per Year (Two-Year Average) 2021–22 & 2022–23	50	14% of tenure-track, not yet tenured faculty members
Faculty Members Denied Tenure or Leaving Prior to Tenure Decision per Year (Two-Year Average) 2021–22 & 2022–23	30	7% of tenure-track, not yet tenured faculty members
Tenured, Tenure-Track and Permanent Faculty Members Hired for 2023–24	110	5% of full-time faculty members

Women’s & Gender Studies Table 19: Availability of Institutional or Departmental Support for Research, Fall 2023

	Percent of Institutions or Departments Providing Support
For Full-time tenure or tenure-track faculty members	90%
For full-time non-tenured or non-tenure-track faculty members	71%
For part-time faculty members	32%

Women’s & Gender Studies 20. Professional Programs, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

By Carnegie Classification	Department Offers Professional Programs
Primarily Undergraduate	7%
Master’s	9%
Primarily Research	26%
By Highest Degree Offered by Department	
Bachelor’s	16%
Master’s & Doctorate	25%
All Institutions	18%

Women’s & Gender Studies 21: Occupationally-Oriented Activities for Undergraduate Students, by Carnegie Classification and Form of Control, Fall 2022–23 Academic Year

	Activity					
	Occupationally-Oriented presentations by Employers, Employees, or Alumni		An Internship in an Employment Setting		Occupationally-Oriented Coursework or Workshops	
	Status*					
	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required
By Carnegie Classification						
Primarily Undergraduate	36%	0%	60%	20%	20%	13%
Master’s	64%	0%	46%	36%	36%	18%
Primarily Research	47%	3%	70%	20%	47%	13%
By Form of Control						
Public	53%	3%	63%	30%	47%	17%
Private	40%	0%	62%	15%	27%	12%
All Institutions	47%	0%	63%	23%	38%	14%

* There were three possible choices (Activity is not offered, Activity is offered but not required, Activity is required); respondents could choose only one. Thus, the total proportion of departments that participate in the activity is the sum of the two columns; the remainder to sum to 100% is the proportion of departments that do not offer the activity.

Women’s & Gender Studies Table 22: Occupationally-Oriented Activities for PhD Students, by Carnegie Classification and Form of Control, Fall 2022–23 Academic Year

	Activity					
	Occupationally-Oriented presentations by Employers, Employees, or Alumni	An Internship in an Employment Setting			Occupationally-Oriented Coursework or Workshops	
	Status*					
	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required
By Carnegie Classification						
Primarily Undergraduate	N/A	N/A	N/A	N/A	N/A	N/A
Master’s	N/A	N/A	N/A	N/A	N/A	N/A
Primarily Research	◇	◇	◇	◇	◇	◇
By Form of Control						
Public	◇	◇	◇	◇	◇	◇
Private	◇	◇	◇	◇	◇	◇
All Institutions	◇	◇	◇	◇	◇	◇

* There were three possible choices (Activity is not offered, Activity is offered but not required, Activity is required); respondents could choose only one. Thus, the total proportion of departments that participate in the activity is the sum of the two columns; the remainder to sum to 100% is the proportion of departments that do not offer the activity.

◇ too few respondents to provide reliable estimates

Women’s & Gender Studies Table 23: How Department Chairs Feel About the Future of the Discipline at Their Institution, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Primarily Undergraduate	13%	44%	6%	31%	0%	6%
Master’s	0%	20%	10%	40%	10%	20%
Primarily Research	10%	29%	19%	26%	7%	10%
By Highest Degree Offered by Department	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Bachelor’s	8%	33%	12%	31%	6%	10%
Master’s & Doctorate	13%	25%	25%	25%	0%	13%
All Institutions	9%	32%	14%	30%	5%	11%

Women’s & Gender Studies Table 24: Department Chair Beliefs About the Change in the Number of Tenure-Track Faculty Over the Next Three Academic Years, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Primarily Undergraduate	6%	19%	50%	25%	0%	0%
Master’s	0%	10%	60%	20%	10%	0%
Primarily Research	7%	16%	52%	19%	3%	3%
By Highest Degree Offered by Department	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Bachelor’s	2%	18%	49%	25%	4%	2%
Master’s & Doctorate	25%	0%	75%	0%	0%	0%
All Institutions	5%	16%	53%	21%	4%	2%

Women’s & Gender Studies Table 25: Department Chair Beliefs About the Change in the Number of Non-Tenure-Track Faculty Over the Next Three Academic Years, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Primarily Undergraduate	0%	6%	75%	6%	6%	6%
Master’s	0%	20%	50%	20%	0%	10%
Primarily Research	3%	29%	45%	19%	3%	0%
By Highest Degree Offered by Department	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Bachelor’s	0%	25%	51%	16%	4%	4%
Master’s & Doctorate	13%	0%	75%	13%	0%	0%
All Institutions	2%	21%	54%	16%	4%	4%

Women’s & Gender Studies Table 26: Department Chair Concerns About Academic Freedom for Faculty Members, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Percentage of Departments Concerned About the Academic Freedom of Faculty Members
Primarily Undergraduate	25%
Master’s	60%
Primarily Research	58%
By Highest Degree Offered by Department	
Bachelor’s	43%
Master’s & Doctorate	88%
All Institutions	49%

Women’s & Gender Studies Table 27: Source of Department Chair Concern About Faculty Academic Freedom, 2023-24

Concerned About the Academic Freedom of Faculty Related to Pressures from...	Percentage of Concerned Departments
Federal or State Government	76%
Board of Trustees	64%
Academic Administration	76%
Faculty in Other Departments	28%
Students	8%
Parents of Students	32%
Alumni	12%

The Public	32%
Other	12%

Women’s & Gender Studies Table 28: Gender Identity of Department Chairs (Self-Reported), 2023-24*

Gender Identity	Percentage
Woman	91%
Man	0%
Non-Binary or No Gender	9%
Transgender	2%
Some Other Gender	0%
Prefer Not to Answer	2%

* Respondents were instructed to select all categories that applied. The percentages may therefore add up to more than 100%.

Women’s & Gender Studies Table 29: Race/Ethnicity of Department Chairs (Self-Reported), 2023-24*

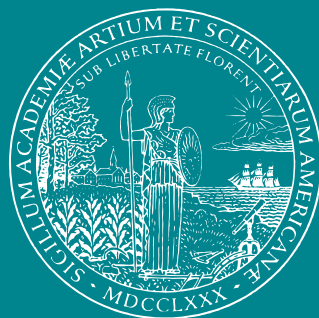
Race or Ethnicity	Percentage
Alaska Native, American Indian, or Native American	0%
Asian or Asian American	13%
Black or African American	5%
Hispanic or Latino/Latina/Latinx	2%
Middle Eastern or North African	0%
Native Hawaiian or Pacific Islander	2%

White	84%
Some Other Race/Ethnicity	2%
Prefer Not to Answer	0%

* Respondents were instructed to select all categories that applied. The percentages may therefore add up to more than 100%.

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