

DELAWARE WOMEN

STATUS REPORT



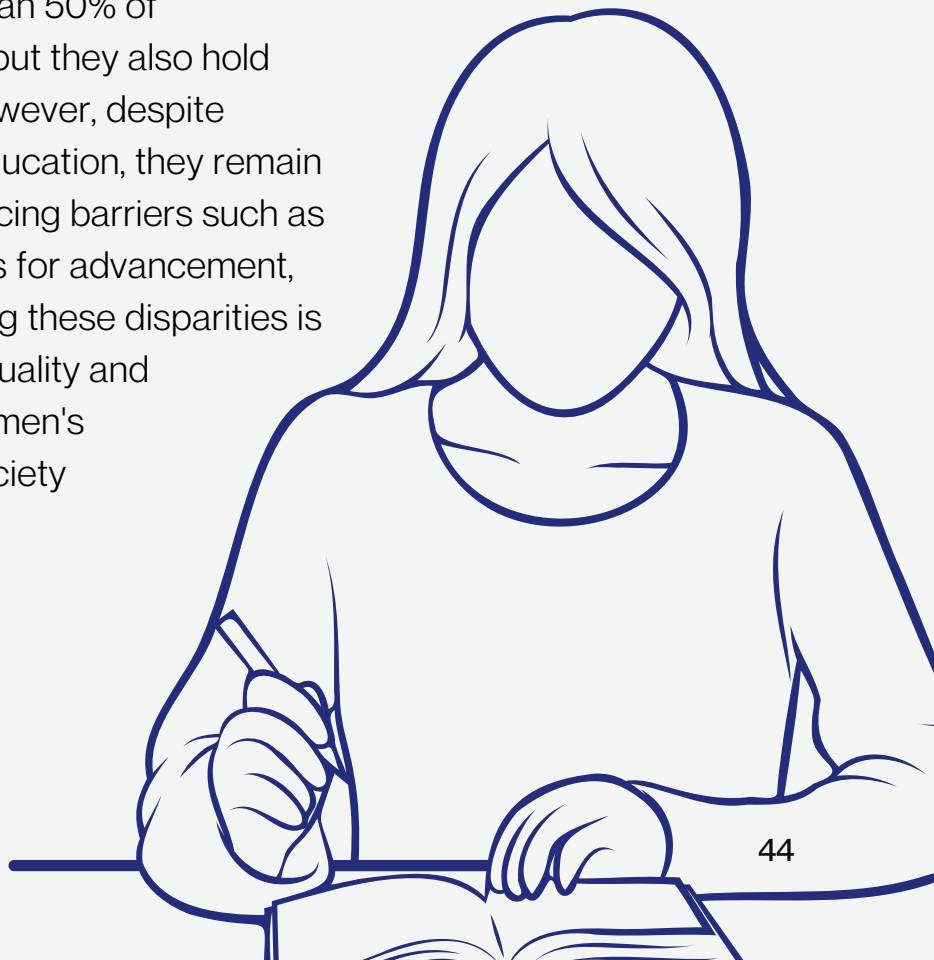
**WOMEN'S
ADVANCEMENT
& ADVOCACY**



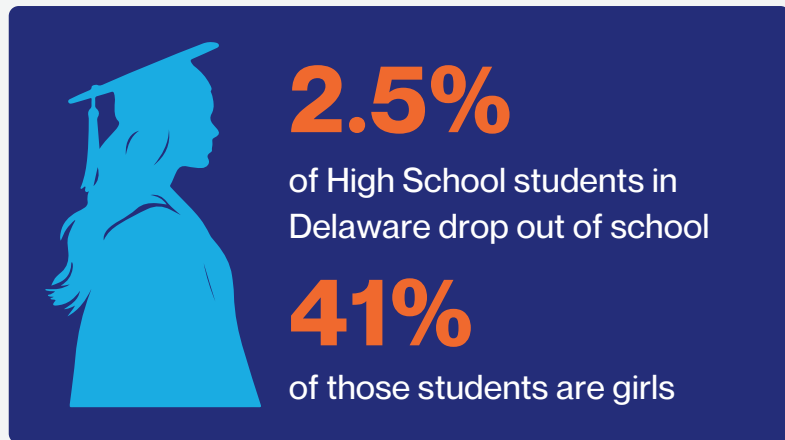
Education

Education for women is not only a fundamental right but also a critical driver of societal progress and empowerment. Access to education equips women with the skills, knowledge, and confidence necessary to participate fully in economic, social, and political spheres. Beyond individual benefits, educating women leads to broader societal advantages, including improved health outcomes, lower fertility rates, and enhanced economic growth.

Women not only make up more than 50% of Delaware's education workforce, but they also hold more postsecondary degrees. However, despite progress in women's access to education, they remain underrepresented in academia, facing barriers such as gender bias, unequal opportunities for advancement, and limited mentorship. Addressing these disparities is essential for promoting gender equality and harnessing the full potential of women's contributions to academia and society as a whole.



Delaware Women and Education Attainment



DDOE reported that the most common reason for dropping out of school were economic and employment factors.

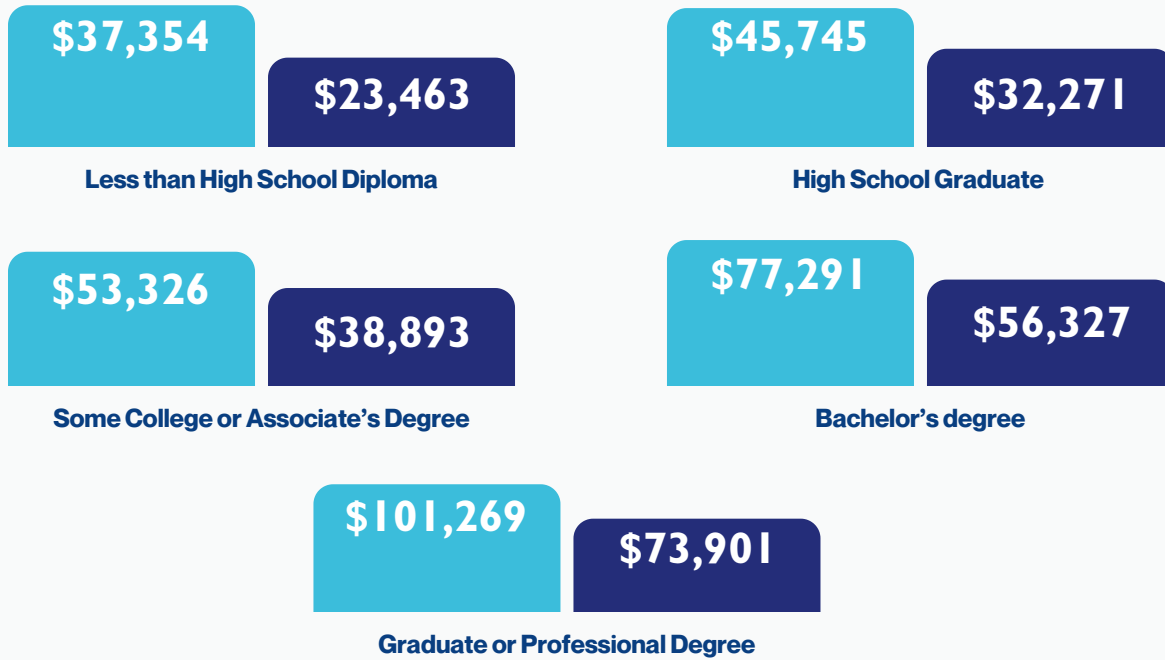
Source: Delaware Department of Education, Delaware Dropout Summary 2021/22 School Year

Education Level	Population 25 Years and Over			
	Delaware	Total Number	% of Men	% of Women
Less than 9th grade		21,962	3.4%	2.9%
9th to 12th grade, no diploma		39,382	6.8%	4.6%
High school graduate (includes equivalency)		208,129	31.4%	28.2%
Some college, no degree		130,994	18.5%	18.9%
Associate degree		58,540	6.9%	9.7%
Bachelor's degree		139,213	19.3%	20.4%
Graduate or professional degree		102,144	13.8%	15.3%

Source: American Community Survey, 5-Year Estimate 2018-2022 Table S15011

Delaware Women's Earning by Education Attainment

Men Women



Source: American Community Survey, 5-Year Estimate 2018-2022 Table S15011

Delaware Women and College Enrollment

	Delaware	Kent	New Castle	Sussex
Total Women over age 15	426,893	77,293	243,702	105,898
Enrolled in public college or graduate school	28,541	6,149	17,777	4,615
15 to 17 years	123	0	123	0
18 to 24 years	17,364	4,018	11,190	2,156
25 to 34 years	5,427	1,144	3,262	1,021
35 years and over	5,627	987	3,202	1,438

Source: American Community Survey, 5-Year Estimate 2018-2022 Table S15011

Delaware Women and College Enrollment

	Delaware	Kent	New Castle	Sussex
Enrolled in private college or graduate school:	7,940	1,589	5,318	1,033
15 to 17 years	5	0	4	1
18 to 24 years	3,057	664	2,141	252
25 to 34 years	2,130	381	1,352	397
35 years and over	2,748	544	1,821	383
Not enrolled in college or graduate school:	390,412	69,555	220,607	100,250
15 to 17 years	17,777	3,652	10,483	3,642
18 to 24 years	22,557	4,248	13,576	4,733
25 to 34 years	56,340	10,589	35,595	10,156
35 years and over	293,738	51,066	160,953	81,719

Source: American Community Survey, 5-Year Estimate 2018-2022 B14004

Women and the University of Delaware

Full-time enrollment at the University of Delaware is 21,510 students. Students enrolled at the University of Delaware in full-time Undergraduate programs are most commonly White women (40.7%), White men (27.7%), and Hispanic women (6.1%).

Source: DATA USA, 2021

University of Delaware Graduation Rate by Gender and Race/Ethnicity, 2021

Race/Ethnicity	Graduation Rate Women	Graduation Rate Men
Asian	84%	76%
Black or African American	76%	64%
Hispanic or Latino	83%	74%
White	87%	83%
Two or More Races	79%	85%

The most common majors with degrees awarded to women by UD were Registered Nursing and Experimental Psychology, and General Finance and General Business Administration & Management for men.



Source: DATA USA, 2021

Women Working at the University of Delaware by Academic Rank, 2021

- 393 men are tenured professors or associate professors vs. **255 women (63 women of color)**
- 104 men are associate or assistant professors on the tenure track vs. **92 women (27 women of color)**
- 118 men had multi-year contracts to be a professor, associate or assistant professor, or instructor vs. **190 women (40 women of color)**
- 46 men had annual contracts to be a professor, associate or assistant professor, or instructor vs. **39 women (7 women of color)**

Source: Integrated Postsecondary Education Data System

Average Annual Salaries for University of Delaware Staff by Academic Rank 2022-23

Academic Rank	Salary for Women-12 Months	Salary for Men-12 Months	Salary for Women-9 months	Salary for Men-9 months
Professors	169,206	168,757	234,930	157,855
Associate professors	137,165	120,084	110,614	112,030
Assistant professors	115,842	107,759	105,696	100,387
ALL	137,846	134,105	123,864	116,477

Source: Integrated Postsecondary Education Data System

Women and Delaware State University

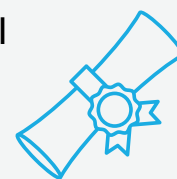
Full-time enrollment at Delaware State University is 4,471 students. Students enrolled at Delaware State University in full-time Undergraduate programs are most commonly Black or African American women (47.3%), followed by Black or African American men (24.2%) and Hispanic women (7.6%).

Source: DATA USA, 2021

Delaware State University Graduation Rate by Gender and Race/Ethnicity, 2021

Race/Ethnicity	Graduation Rate Women	Graduation Rate Men
Black or African American	53%	41%
Hispanic or Latino	39%	53%
White	31%	43%
Two or More Races	47%	23%

The most common majors with degrees awarded by DSU were Social Work and Psychology for women, and Mass Communications and General Business Administration for men.



Source: DATA USA, 2021

Women Working at Delaware State University by Academic Rank, 2021

- 72 men are tenured professors or associate professors vs. 44 women (31 women of color)
- 27 men are associate or assistant professors on the tenure track vs. 31 women (21 women of color)
- 13 men had annual contracts to be a professor, associate or assistant professor, or instructor vs. 16 women (9 women of color)

Source: Integrated Postsecondary Education Data System

Average Annual Salaries for Delaware State University Staff by Academic Rank 2022-23

Academic Rank	Salary for Women-12 Months	Salary for Men-12 Months	Salary for Women-9 months	Salary for Men-9 months
Professors	111,011	114,865	91,414	92,200
Associate professors	97,243	106,119	78,812	77,343
Assistant professors	76,271	76,000	67,414	65,565
ALL	91,729	95,998	72,422	77,349

Source: Integrated Postsecondary Education Data System



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