

*All Data Provided by the Office of Institutional Research, Planning, and Outcomes Assessment (IRPOA) unless otherwise noted

Table 1: New Mexico State University Faculty by Category, Fall 2006

Faculty Category	All NMSU ¹			STEM and SBS Departments			Social and Behavioral Science Departments			ADVANCE (STEM) Departments ¹		
	All	Female	%Female	All	Female	%Female	All	Female	%Female	All	Female	%Female
Tenure/Tenure Track	567	189	33.3%	266	116	43.6%	54	22	40.7%	247	51	20.6%
Temporary/Non-tenure Track ²	121	70	60.3%	81	47	58.0%	9	6	66.6%	31	17	54.8%
Total	688	259	37.6%	347	163	47.0%	63	28	44.4%	278	68	24.5%

¹For a complete list of Social and Behavioral Science Departments and ADVANCE (STEM) Departments, see Table 3.

Table 2: Distribution of NMSU STEM Faculty by Category and Gender, Fall Semesters 1995 – 2006

	Tenure/Tenure Track			Non-Tenure Track			All Categories		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
1995	251	34	13.5%	35	15	42.9%	286	49	17.1%
1996	246	33	13.4%	31	15	48.4%	277	48	17.3%
1997	250	40	16.0%	31	17	54.8%	281	57	20.3%
1998	247	41	16.6%	36	18	50.0%	283	59	20.8%
1999	240	42	17.5%	27	16	59.3%	267	58	21.7%
2000	231	40	17.3%	32	22	68.8%	263	62	23.6%
2001	233	37	15.9%	30	18	60.0%	263	55	20.9%
2002	232	41	17.7%	39	19	48.7%	271	60	22.1%
2003	236	42	17.8%	24	16	66.7%	260	58	22.3%
2004	241	46	19.1%	23	13	56.5%	264	59	22.3%
2005	244	47	19.3%	21	13	61.9%	265	60	22.6%
2006	247	51	20.6%	31	17	54.8%	278	68	24.5%

Table 3: Fall 2006 STEM and SBS Departmental Faculty Sex Composition

	Tenured and Tenure Track			Non-Tenure Track			Non-Tenure Track as % All Females
	All	Female	%Female	All	Female	% Female	
Agriculture and Home Economics	63	18	28.6%	5	2	40.0%	10.0%
Agronomy and Horticulture	16	3	18.8%	2	1	50.0%	25.0%
Animal and Range Science	19	2	10.5%	1	0	0.0%	0.0%
Entomology, Plant Pathology and Weed Science	11	3	27.3%	1	0	0.0%	0.0%
Family and Consumer Science	10	8	80.0%	0	0	0.0%	0.0%
Fishery and Wildlife Sciences	7	2	28.6%	1	1	100.0%	33.3%
Arts and Sciences	110	26	23.6%	21	14	66.7%	53.8%
Astronomy	8	1	12.5%	1	1	100.0%	50.0%
Biology	21	7	33.3%	0	0	0.0%	0.0%
Chemistry and Biochemistry	19	3	15.8%	5	3	60.0%	50.0%
Computer Sciences	12	2	16.7%	2	2	100.0%	50.0%
Geological Sciences	5	2	40.0%	0	0	0.0%	0.0%
Mathematical Sciences	29	10	34.5%	12	7	58.3%	41.2%
Physics	16	1	6.3%	1	1	100.0%	50.0%
Engineering	75	7	9.3%	4	1	25.0%	12.5%
Electrical and Computer Engineering	18	1	5.6%	1	1	100.0%	50.0%
Chemical Engineering	7	1	14.3%	0	0	0.0%	0.0%
Civil and Geological Engineering	15	2	13.3%	1	0	0.0%	0.0%
Engineering Technology	12	2	16.7%	0	0	0.0%	0.0%
Industrial Engineering	5	1	20.0%	1	0	0.0%	0.0%
Mechanical Engineering	15	0	0.0%	1	0	0.0%	0.0%
Survey Engineering	3	0	0.0%	0	0	0.0%	0.0%
Social and Behavioral Sciences	54	22	40.7%	9	6	66.7%	21.4%
Communications	5	2	40.0%	4	4	100.0%	66.7%
Criminal Justice	9	4	44.4%	2	0	0.0%	0.0%
Geography	5	1	20.0%	0	0	0.0%	0.0%
Government	10	2	20.0%	1	1	100.0%	33.3%
Psychology	11	4	36.4%	0	0	0.0%	0.0%
Sociology and Anthropology	14	9	64.3%	2	1	50.0%	10.0%

Table 5: Faculty by Gender and Ethnicity, Number and Percent of Total within Tenured and Tenure-Track and Non-Tenure Track

2005		Tenured and Tenure-Track						Non-Tenure Track				
		Hispanic	Asian	Black	White	Am. Indian	Not Coded	Hispanic	Asian	Black	White	Not Coded
STEM ¹	Female	7 2.9%	6 2.5%	0 0.0%	32 13.2%	0 0.0%	1 2.9%	1 3.2%	0 0.0%	0 0.0%	16 51.6%	1 3.2%
	Male	15 6.2%	21 8.7%	2 0.8%	155 64.0%	1 0.4%	2 0.8%	0 0.0%	0 0.0%	0 0.0%	9 29.0%	4 12.9%
	Total	22	27	2	187	1	3	1	0	0	25	5
SBS ²	Female	3 5.9%	1 2.0%	0 0.0%	18 35.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 50.0%	1 12.5%
	Male	2 3.9%	0 0.0%	0 0.0%	27 52.9%	0 0.0%	0 0.0%	1 12.5%	0 0.0%	0 0.0%	2 25.0%	0 0.0%
	Total	5	1	0	45	0	0	1	0	0	6	1
Non-STEM and Non-SBS ³	Female	11 4.3%	3 1.2%	2 0.8%	84 32.9%	2 0.8%	3 1.2%	6 12.8%	0 0.0%	0 0.0%	26 55.3%	1 2.1%
	Male	21 8.2%	6 2.4%	1 0.4%	118 46.3%	3 1.2%	1 0.4%	3 6.4%	0 0.0%	0 0.0%	10 21.3%	1 2.1%
	Total	32	9	3	202	5	4	9	0	0	36	2

2006		Tenured and Tenure-Track						Non-Tenure Track				
		Hispanic	Asian	Black	White	Am. Indian	Not Coded	Hispanic	Asian	Black	White	Not Coded
STEM ¹	Female	6 2.4%	7 2.9%	0 0.0%	35 14.3%	0 0.0%	1 0.4%	1 3.0%	1 3.0%	0 0.0%	13 39.4%	4 12.1%
	Male	15 6.1%	23 9.4%	2 0.8%	150 61.2%	1 0.4%	5 2.0%	0 0.0%	1 3.0%	0 0.0%	11 33.3%	2 6.1%
	Total	21	30	2	185	1	6	1	2	0	24	6
SBS ²	Female	3 5.6%	1 1.9%	0 0.0%	17 31.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 44.4%	2 22.2%
	Male	4 7.4%	0 0.0%	0 0.0%	25 46.3%	0 0.0%	4 7.4%	1 11.1%	0 0.0%	0 0.0%	2 22.2%	0 0.0%
	Total	7	1	0	42	0	4	1	0	0	6	2
Non-STEM and Non-SBS ³	Female	12 4.5%	2 0.8%	2 0.8%	86 32.5%	3 1.1%	10 3.8%	8 10.4%	0 0.0%	0 0.0%	30 39.0%	10 13.0%
	Male	21 7.9%	7 2.6%	1 0.4%	113 42.6%	4 1.5%	4 1.5%	4 5.2%	1 1.3%	0 0.0%	16 20.8%	8 10.4%
	Total	33	9	3	199	7	14	12	1	0	46	18

¹ADVANCE Departments

²Social and Behavioral Science Departments

³Departments that are not ADVANCE departments nor Social and Behavioral Science Departments

Table 6A: Assistant Professor Cohorts, ADVANCE (STEM) Departments

Cohort Year	# In Cohort		Tenured		Left Institution				Not yet tenured	
					After P/T		Without P/T			
	M	F	M	F	M	F	M	F	M	F
1995	9	4	8	1	1	1	0	2	0	0
1996	10	1	4	1	3	0	3	0	0	0
1997	10	0	6	0	1	0	3	0	0	0
1998	5	3	5	2	0	1	0	0	0	0
1999	7	4	5	4	0	0	2	0	0	0
2000	6	2	5	0	0	0	1	1	0	1
2001	18	1	5	0	0	0	6	0	7	1
2002	11	6	3	2	0	0	2	0	6	4
2003	14	4	0	1	0	0	0	1	14	2
2004	7	5	0	0	0	0	0	1	7	4
2005	5	2	0	0	0	0	0	0	5	2
2006	5	4	0	0	0	0	0	0	5	4
Total	107	36	41	11	5	2	17	5	44	18

Total 102 32 41 11 5 2 17 5 39 14
 1995-2005

Table 6B: Assistant Professor Cohorts, Non-ADVANCE (STEM) Departments

Cohort Year	# In Cohort		Tenured		Left Institution				Not yet tenured	
					After P/T		Without P/T			
	M	F	M	F	M	F	M	F	M	F
1995	10	13	6	4	1	2	3	7	0	0
1996	9	15	7	6	0	2	2	7	0	0
1997	8	13	2	6	1	2	5	5	0	0
1998	10	5	3	2	0	0	7	3	0	0
1999	8	5	5	1	0	1	2	3	1	0
2000	10	9	7	3	0	0	3	3	0	3
2001	4	13	1	2	0	0	0	1	3	10
2002	14	20	3	1	0	0	4	5	7	14
2003	12	7	0	1	0	0	3	1	9	5
2004	6	10	0	0	0	0	2	2	4	8
2005	2	5	1	0	0	0	0	1	1	4
2006	8	10	0	0	0	0	0	0	8	10
Total	101	125	35	26	2	7	31	38	33	54

Total 93 115 35 26 2 7 31 38 25 44
 1995-2005

Table 7A: Associate Professor Cohorts, ADVANCE (STEM) Departments

Cohort Year	# In Cohort		Promoted		Left		Not yet promoted		Not yet tenured	
	M	F	M	F	M	F	M	F	M	F
1995	6	1	0	1	2	0	4	0	0	0
1996	7	3	3	1	2	1	2	1	0	0
1997	9	1	4	1	3	0	2	0	0	0
1998	8	4	5	2	0	1	3	1	0	0
1999	10	2	6	1	2	1	2	0	0	0
2000	9	3	2	1	3	2	4	0	0	0
2001	7	1	3	0	1	1	3	0	0	0
2002	5	1	1	0	1	0	3	1	1	0
2003	7	0	0	0	0	0	7	0	0	0
2004	8	2	0	0	0	0	8	2	1	0
2005	5	5	0	0	0	0	5	5	0	1
2006	11	3	0	0	0	0	11	3	2	0
Total	92	26	24	7	14	6	54	13	4	1

Total 1995-2005 81 23 24 7 14 6 43 10 2 1

Table 7B: Associate Professor Cohorts, Non-STEM Departments

Cohort Year	# In Cohort		Promoted		Left		Not yet promoted		Not yet tenured	
	M	F	M	F	M	F	M	F	M	F
1995	8	11	1	3	2	5	5	3	0	0
1996	11	6	5	3	3	2	3	1	0	0
1997	5	3	1	1	0	1	4	1	0	0
1998	7	9	2	2	2	4	3	3	0	0
1999	6	10	4	2	1	3	1	5	0	0
2000	4	4	2	0	0	1	2	3	0	0
2001	2	5	0	1	1	2	1	2	0	0
2002	11	7	1	0	0	1	10	6	2	1
2003	5	7	0	0	2	0	3	7	0	2
2004	4	4	0	0	0	0	4	4	1	1
2005	5	5	0	0	0	0	5	5	1	1
2006	10	8	0	0	0	0	10	8	1	3
Total	78	79	16	12	11	19	51	48	5	8

Total 1995-2005 68 71 16 12 11 19 41 40 4 5

Table 8: Tenured and Tenure Track Age, Time at NMSU, Experience and Time to Tenure, 2006

2006	SBS ¹ Departments			STEM ² Departments			Non STEM/SBS Departments ³		
	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap ⁴
Age									
Mean	46.6	45.6	1.0	48.9	46.4	2.5	51.6	48.7	2.8
Median	46.5	44.5	2.0	48.5	45	3.5	53	49	4.0
Std. Dev.	9.4	7.6		9.1	8		9	9	
Minimum	30	33		29	29		30	30	
Maximum	61	59		74	65		70	69	
# of valid cases	32	22		192	47		153	117	
Time at NMSU									
Mean	11	10.2	0.9	13.8	9.7	4.1	13.6	8.7	5.0
Median	10.7	10.2	0.5	12.2	7.8	4.4	12.3	6.2	6.1
Std. Dev.	8.3	6		9.6	6.7		8.7	6.6	
Minimum	0.2	0.2		0.2	0.2		0.2	0.2	
Maximum	31.2	23.2		42.1	23.3		35.2	23.2	
# valid cases	32	22		192	47		153	117	
Years of Experience⁵									
Mean	16.1	12.8	3.2	19.1	15.1	4.0	18.4	12.9	5.5
Median	15.3	13.8	1.5	17.9	14.9	3.0	16.9	11.8	
Std. Dev.	9.3	7.3		9*9	7.6		9.2	7.8	
Minimum	0.7	1.5		1.5	2.7		2.5	1.5	
Maximum	32.9	28.9		45.9	31.9		39.9	33.9	
# valid cases	30	22		191	47		151	116	

¹Social and Behavioral Science Departments

²ADVANCE Departments

³Departments that are not ADVANCE departments nor Social and Behavioral Science Departments

⁴Gender Gap: Male minus Female.

⁵Years of experience: Current year minus date of Ph.D.

Table 9: Tenure and Tenure Track Monthly Salary by Rank, 2005

	SBS Departments ¹			STEM Departments ²			Non-STEM and Non-SBS ³		
	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap*	Males	Females	Gender Gap ⁴
Monthly Salary:									
Assistant Professors									
Mean	\$4,954.37	\$4,584.82	\$369.55	\$6,299.63	\$6,119.21	\$180.42	\$5,270.01	\$5,086.37	\$183.64
Median	\$5,290.53	\$41,999.87	\$1,090.65	\$6,128.89	\$6,000.00	\$128.89	\$5,133.84	\$4,649.59	\$484.25
Std. Dev.	\$653.82	\$889.79		\$1,134.80	\$1,216.18		\$1,052.06	\$1,220.93	
Minimum	\$9,875.00	\$3,909.87	Ratio:	\$4,440.80	\$4,333.33	Ratio:	\$3,795.59	\$3,478.67	Ratio:
Maximum	\$5,831.95	\$6,280.81	0.93	\$8,725.14	\$8,794.43	0.97	\$8,316.82	\$9,485.16	0.97
# valid cases	12	7		44	17		27	49	
Monthly Salary:									
Associate Professors									
Mean	\$5,560.38	\$5,440.64	\$119.74	\$6,953.81	\$6,391.83	\$561.99	\$6,127.41	\$5,925.09	\$202.32
Median	\$5,595.05	\$5,021.00	\$574.05	\$9,701.28	\$6,265.37	\$435.91	\$5,888.92	\$5,367.52	\$521.40
Std. Dev.	\$1,520.99	\$849.84		\$1,291.43	\$984.80		\$1,439.80	\$1,534.83	
Minimum	\$3,180.36	\$4,508.14	Ratio:	\$4,669.58	\$5,151.26	Ratio:	\$4,177.22	\$4,221.07	Ratio:
Maximum	\$7,795.83	\$6,738.28	0.98	\$9,238.06	\$9,260.44	0.92	\$10,678.48	\$10,865.11	0.97
# valid cases	11	12		62	16		59	39	
Monthly Salary:	\$5,560.38	\$5,440.64	\$119.74	\$6,953.81	\$6,391.83	\$561.99	\$6,127.41	\$5,925.09	\$202.32
Full Professors									
Mean	\$6,528.43	\$8,000.97	(\$1,472.55)	\$8,133.42	\$7,453.19	\$680.23	\$7,407.07	\$7,365.26	\$41.80
Median	\$6,726.64	\$7,709.49	(\$982.86)	\$7,823.76	\$7,186.70	\$637.06	\$7,354.02	\$7,086.63	\$267.39
Std. Dev.	\$1,727.28	\$886.53		\$1,572.94	\$905.97		\$1,700.57	\$1,454.93	
Minimum	\$2,594.05	\$7,296.88	Ratio:	\$4,236.88	\$6,397.58	Ratio:	\$4,659.27	\$5,147.95	Ratio:
Maximum	\$8,129.57	\$8,996.55	1.23	\$12,191.67	\$9,470.51	0.92	\$11,756.73	\$12,453.88	0.99
# valid cases	9	3		88	15		65	29	

¹Social and Behavioral Science Departments

²ADVANCE Departments

³Departments that are not ADVANCE departments nor Social and Behavioral Science Departments

⁴Gender Gap: Male minus Female.

⁵Ratio: consistent with conventional reporting on pay gaps between men and women, the ratio of women's to men's median earnings was computed and reported. This ratio is interpreted as the amount the average woman earns for every dollar the average man earns.

Table 10: Non-Contract Age, Time at NMSU, Experience and Monthly Salary, 2005

2006	SBS ¹ Departments			STEM ² Departments			Non STEM/SBS ³		
	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap ⁴
Age									
Mean	51.36	58.3	-7	54.2	43.8	10.4	52.5	51.6	0.9
Median	54	61	-7	53.58	44	9.5	53	53	0
Std. Dev.	8.3	8.5		10.8	8.3		7	7.6	
Minimum	42	46		36	31		40	35	
Maximum	58	65		69	64		63	63	
# valid cases	3	4		12	16		23	45	
Time at NMSU									
Mean	5	10.7	-5.7	8.7	7.1	1.6	9.6	5.3	4.3
Median	5.2	7.2	-2	5.3	5.5	-0.2	7.2	2.8	4.4
Std. Dev.	2.7	9.9		8.5	6.1		8.2	5.7	
Minimum	2.2	3.2		1.8	1.1		0.8	0.2	
Maximum	7.6	25.2		26.1	24.2		26.8	20.2	
# valid cases	3	4		12	16		23	45	
Years of Experience									
Mean	11.8	22.6	-10.8	20.2	14	6.2	20.5	14.9	5.6
Median	10.8	25.4	-14.6	20.9	12.8	8.1	20.4	12.8	7.6
Std. Dev.	3.6	13.2		10.4	8.5		9.5	9.6	
Minimum	8.8	4.8		1.4	3.5		3.8	2.8	
Maximum	15.9	34.9		37.9	39.9		37.9	36.9	
# valid cases	3	4		12	15		22	45	
Monthly Salary: All Non-Contract									
Mean	\$4,204.05	\$3,568.65	\$635.40	\$4,589.35	\$4,398.58	\$190.80	\$4,781.91	\$4,276.90	\$505.01
Minimum	\$3,745.09	\$3,317.92		\$1,577.33	\$2,493.20		\$2,708.59	\$1,288.08	
Maximum	\$5,095.33	\$3,946.74		\$6,777.53	\$6,566.82		\$6,532.11	\$8,752.95	
# valid cases	3	4		12	16		23	45	
Monthly Salary: Excluding Instructor Rank									
Mean	\$4,204.05	\$3,568.65	\$635.40	\$4,993.93	\$4,419.15	\$574.80	\$4,825.02	\$4,630.64	\$194.38
Minimum	\$3,745.09	\$3,317.92		\$2,627.13	\$2,493.20		\$2,872.86	\$1,899.82	
Maximum	\$5,095.33	\$3,945.74		\$6,777.53	\$6,566.82		\$6,532.11	\$8,752.95	
# valid cases	3	4		10	15		21	27	

¹Social and Behavioral Science Departments

²ADVANCE Departments

³Departments that are not ADVANCE departments nor Social and Behavioral Science Departments

⁴Gender Gap: Male minus Female.

Table 11: NMSU Administrative Leadership Positions, Fall 2002 and 2005

	2002				2006			
	Total	Male	Female	% Female	Total	Male	Female	% Female
STEM¹ Department Heads	19	17	2	10.5%	18	15	3	16.7%
STEM¹ Associate Department Heads	7	6	1	14.3%	4	4	0	0.0%
STEM¹ Assistant Department Heads	1	1	0	0.0%	3	3	0	0.0%
Vice Presidents/Provosts	5	3	2	40.0%	5	3	2	40.0%
Vice Provosts	3	1	2	66.7%	4	2	2	50.0%
Deans¹	8	5	2	25.0%	11	8	3	27.3%
Associate Deans	11	7	4	36.4%	9	7	2	22.2%

¹ADVANCE Departments.

²The three female deans in 2006 were the Dean of the Graduate School, the Dean of the College of Arts and Sciences, and the Library Dean. A search is in progress to fill the position of the Dean of the College of Agriculture and Home Economics.

*Data Source: NMSU Institutional Fact Book 2006.

Table 12: Social and Behavioral Science (SBS) Faculty, ADVANCE (STEM) Faculty , and Faculty not in ADVANCE Departments nor Social and Behavioral Science Departments (Non-STEM and Non-SBS) Holding Regents' Professorships, 2005

	Total	Men	Women
SBS Departments	3	2	1
STEM Departments	12	10	2
Non-STEM and Non-SBS	9	8	1
Total	24	20	4

*Data Source: Teaching Academy at NMSU website, Regents Professors who have left the University and Emeritus professors are not counted in totals.

Table 13: Gender Distribution of Tenure and Promotion Committees 1997-2005

	College of Agriculture and Home Economics			College of Arts and Sciences			College of Engineering		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
1997-1998	N/A	N/A	N/A	6	0	0.0%	6	0	0.0%
1998-1999	5	1	20.0%	6	0	0.0%	7	0	0.0%
1999-2000	5	2	40.0%	6	1	16.6%	6	0	0.0%
2000-2001	5	2	40.0%	6	1	16.6%	7	0	0.0%
2001-2002	5	2	40.0%	6	1	16.6%	6	0	0.0%
2002-2003	5	2	40.0%	6	1	16.6%	6	0	0.0%
2003-2004	5	2	40.0%	6	2	33.3%	5	0	0.0%
2004-2005	5	2	40.0%	6	2	33.3%	5	0	0.0%
2005-2006	7	3	42.9%	6	3	50.0%	6	1	16.6%
2006-2007	N/A	N/A	N/A	6	2	33.3%	5	0	0.0%

*Data Source: College Deans' offices, Data not available for College of Agriculture and Home Economics

Table 14: Women as a Percent of All Ph. D. Recipients Nationwide, 2003, Post Docs, 2001, Academic Employment, 2001 and NMSU Faculty, 2006

	Physical Sciences ¹	Biological and Agricultural Sciences ²	Earth and Atmospheric Sciences ³	Mathematical Sciences ⁴	Computer Sciences ⁵	Engineering ⁶
National, 2003	26.9%	44.0%	33.1%	26.5%	20.2%	17.0%
Post Docs, 2001	23.1%	43.1%	25.0%	25.0%	0.0%	22.2%
Employed in Academia, 2001	12.1%	31.3%	18.6%	13.6%	18.2%	7.8%
NMSU Faculty⁷, 2006	12.5%	24.0%	40.0%	34.5%	18.2%	9.2%

¹Physical Sciences Includes: Astronomy, Chemistry and Biochemistry, and Physics

²Biological and Agricultural Sciences Includes: Agronomy and Horticulture; Entomology, Plant Pathology and Weed Science; Animal and Range Sciences; Fishery and Wildlife Sciences and Biology

³Earth and Atmospheric Sciences Includes: Geological Sciences

⁴Mathematical Sciences Includes: Mathematical Sciences

⁵Computer Sciences Includes: Computer Science

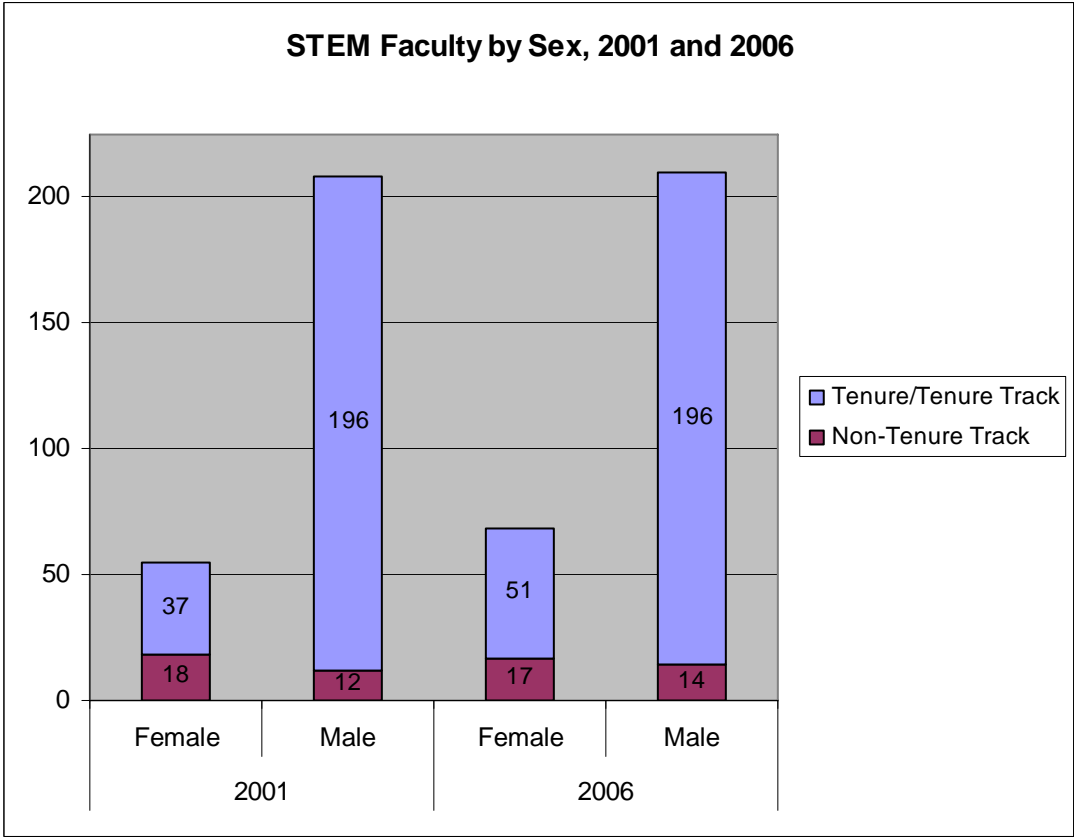
⁶Engineering Includes: Chemical Engineering; Civil and Geological Engineering; Electrical and Computer Engineering; Engineering Technology; Industrial Engineering; Mechanical Engineering and Survey Engineering

⁷Tenured and Tenure-Track Faculty Only.

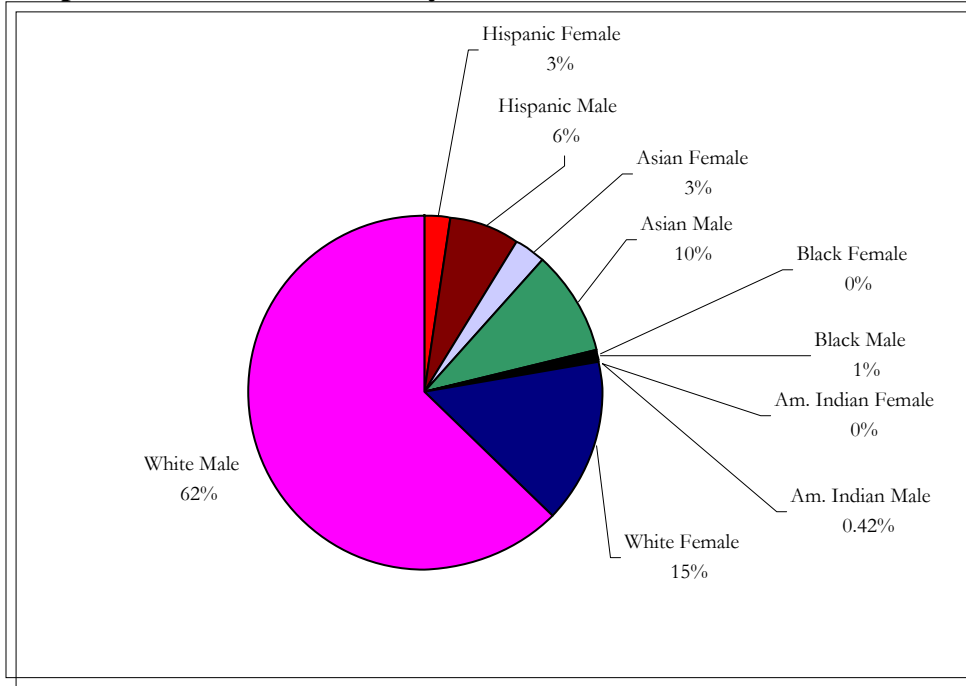
Table 15: Women as a percentage of all STEM new hires 1995-2006

1995	33%
1996	9%
1997	0%
1998	29%
1999	36%
2000	22%
2001	6%
2002	35%
2003	33%
2004	36%
2005	38%
2006	40%

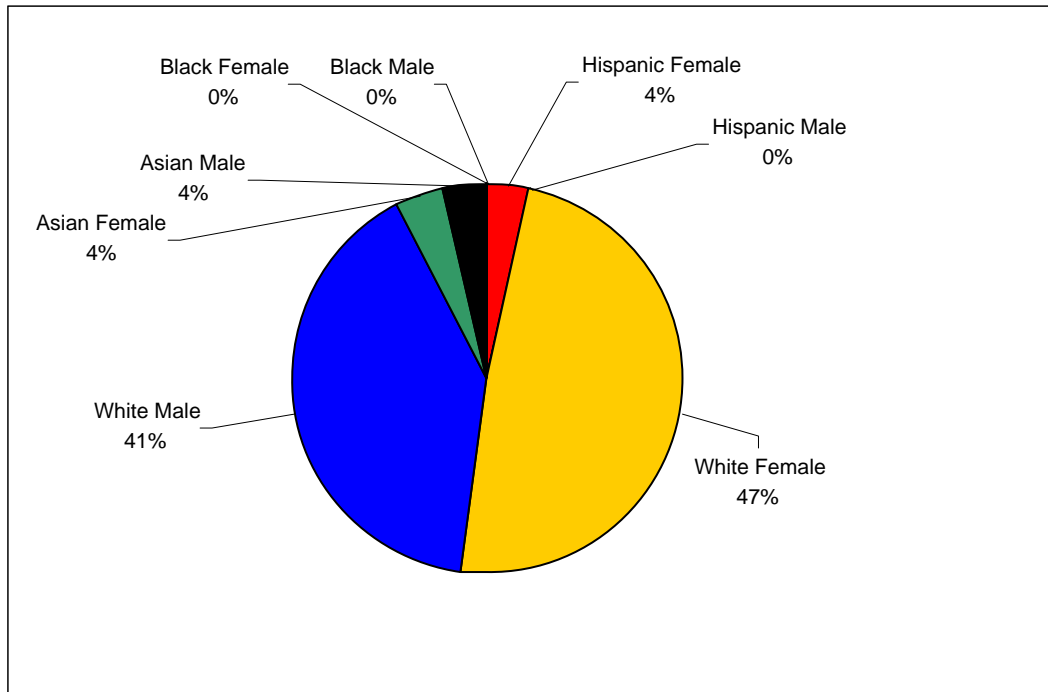
Graph 1: STEM Faculty by Sex, Beginning of ADVANCE and Current



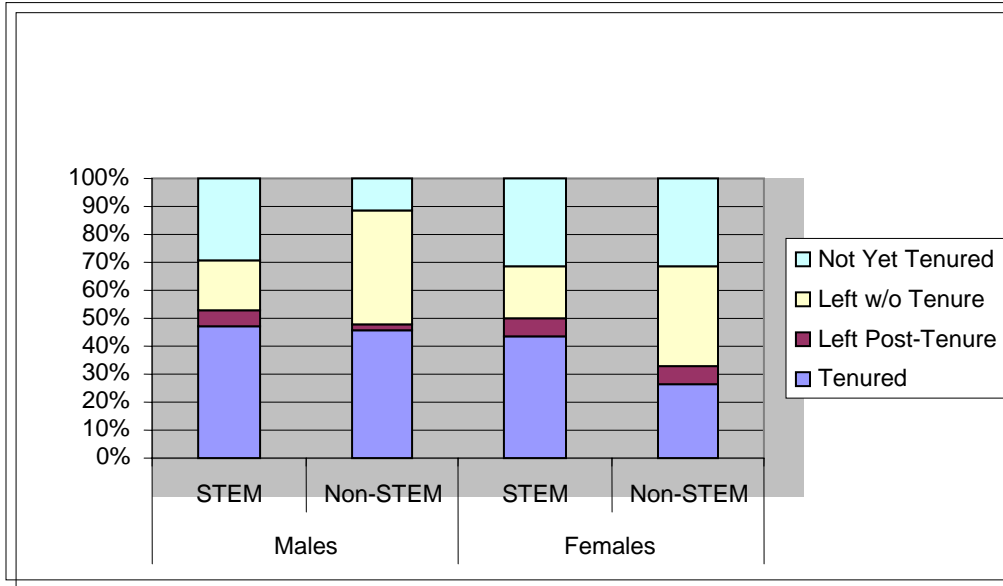
Graph 2: Gender and Ethnicity of Tenured and Tenure-Track STEM Faculty, Fall 2006



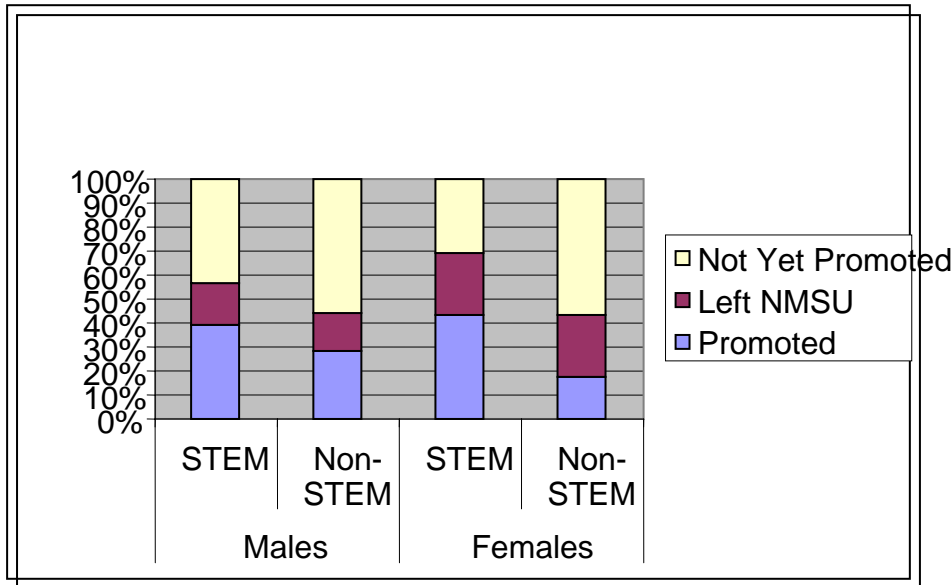
Graph 3: Gender and Ethnicity of Non Tenure-track STEM Faculty, Fall 2006



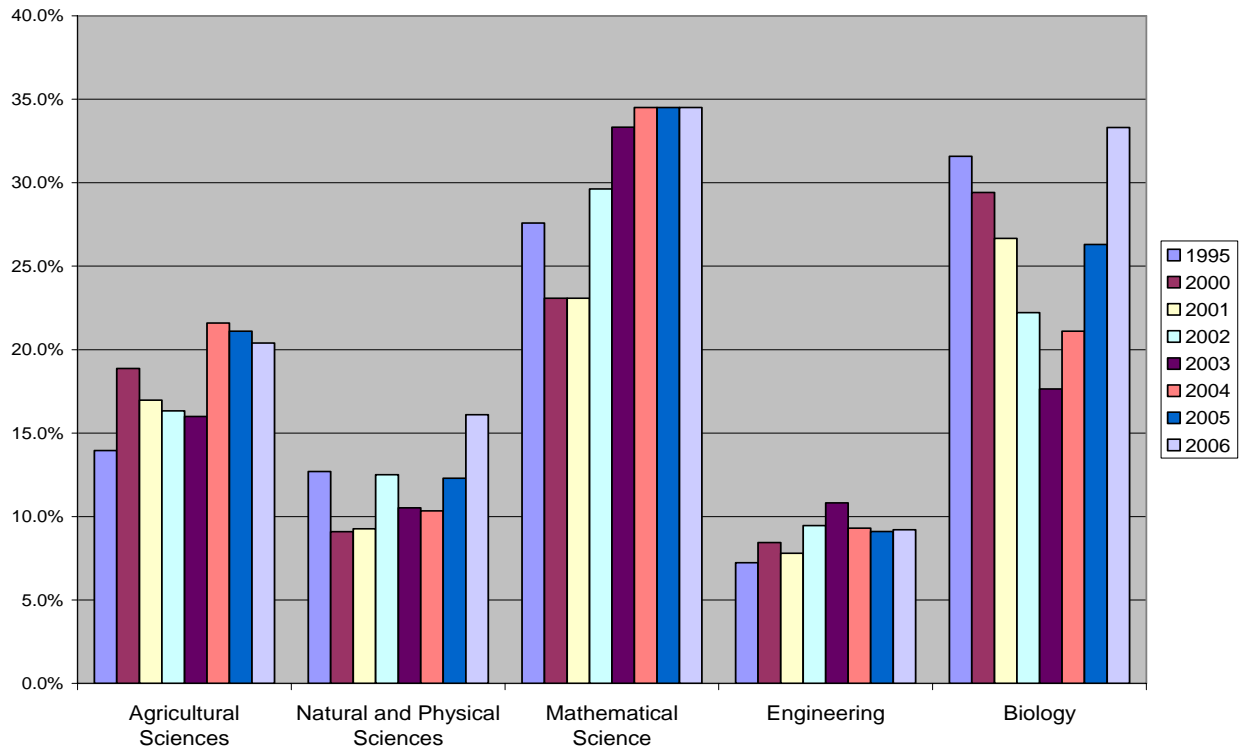
Graph 4: Status of Assistant Professor Cohorts 1995-2005 , ADVANCE vs. Non-ADVANCE in Fall 2006



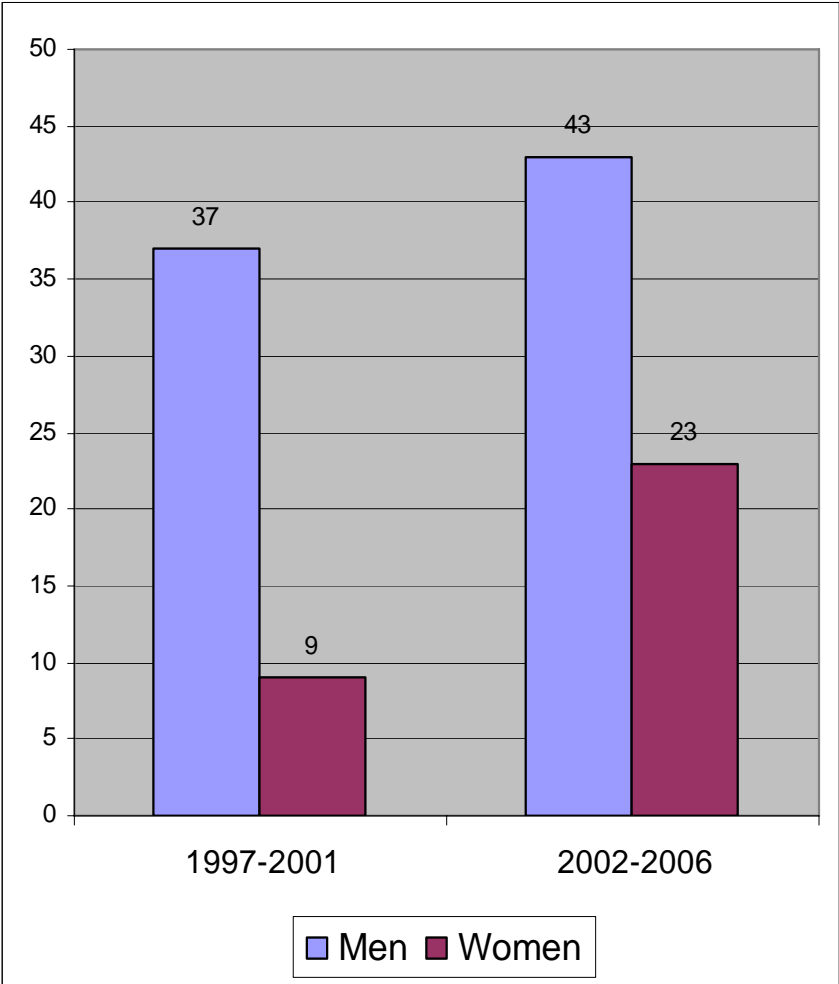
Graph 5: Status of Associate Professor Cohorts 1995-2005 , ADVANCE vs. Non-ADVANCE in Fall 2006



Graph 6: Women as a percentage of STEM Tenured and Tenure-track faculty by discipline, 1995-2006



Graph 7: Number of women STEM newhires pre-ADVANCE and during ADVANCE



Graph 8: Percent of STEM new hires that were women 1995-2006

