



ADVANCE: Institutional Transformation

Annual Report
January 1, 2008 – December 31, 2008

APPENDIX 1:

INSTITUTIONAL DATA, TABLES AND GRAPHS

Appendix I

*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 2008

Faculty Category	All NMSU			STEM and SBS Departments			Social and Behavioral Science Departments			ADVANCE (STEM) Departments		
	All	Female	% Female	All	Female	% Female	All	Female	%Female	All	Female	% Female
Tenured/ Tenure Track	582	198	34.0%	290	73	25.2%	46	20	43.5%	244	53	21.7%
Temporary / Non-Tenure Track	141	92	65.2%	51	29	56.9%	13	8	61.5%	38	21	55.3%
Total	723	290	40.1%	341	102	29.9%	59	28	47.5%	282	74	26.2%

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 1995-2008

	Tenure/ Tenure Track			Non- Tenure Track			All Categories		
	Total	Female	%Female	Total	Female	%Female	Total	Female	%Female
1995	251	34	14%	35	15	42.9%	286	49	17.1%
1996	246	33	13%	31	15	48.4%	277	48	17.3%
1997	250	40	16%	31	17	54.8%	281	57	20.3%
1998	247	41	17%	36	18	50.0%	283	59	20.8%
1999	240	42	18%	27	16	59.3%	267	58	21.7%
2000	231	20	9%	32	22	68.8%	263	42	16.0%
2001	233	37	16%	30	18	60.0%	263	55	20.9%
2002	232	41	18%	39	19	48.7%	271	60	22.1%
2003	236	42	18%	24	16	66.7%	260	58	22.3%
2004	241	46	19%	23	13	56.5%	264	59	22.3%
2005	244	47	19%	21	13	61.9%	265	60	22.6%
2006	247	51	21%	31	17	54.8%	278	68	24.5%
2007	255	52	20%	41	22	53.7%	296	74	25.0%
2008	244	53	22%	37	21	56.8%	281	74	26.3%

Table 3: Fall 2008 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	66	19	28.8%	6	2	33.3%	9.5%
Agronomy and Horticulture	18	3	16.7%	1	0	0.0%	0.0%
Animal and Range Science	19	2	10.5%	1	0	0.0%	0.0%
Entomology, Plant Pathology and Weed Science	9	3	33.3%	2	0	0.0%	0.0%
Family and Consumer Science	11	9	81.8%	1	1	100.0%	10.0%
Fishery and Wildlife Science	7	2	28.6%	1	1	100.0%	33.3%
Arts and Sciences	104	26	25.0%	25	17	68.0%	39.5%
Astronomy	10	2	20.0%	1	1	100.0%	33.3%
Biology	19	7	36.8%	1	1	0.0%	12.5%
Chemistry and Biochemistry	19	3	15.8%	5	2	40.0%	40.0%
Computer Sciences	11	3	27.3%	1	1	100.0%	25.0%
Geological Sciences	6	2	33.3%	0	0	0.0%	0.0%
Mathematical Sciences	24	8	33.3%	14	10	71.4%	55.6%
Physics	15	1	6.7%	3	2	66.7%	66.7%
Engineering	72	8	11.1%	6	2	33.3%	20.0%
Electrical and Computer Engineering	19	1	5.3%	1	1	100.0%	50.0%
Chemical Engineering	7	1	14.3%	0	0	0.0%	0.0%
Civil and Geological Engineering	13	2	15.4%	0	0	0.0%	0.0%
Engineering Technology	10	2	20.0%	1	1	0.0%	33.3%
Industrial Engineering	5	1	20.0%	1	0	0.0%	0.0%
Mechanical Engineering	15	0	0.0%	2	0	0.0%	0.0%
Survey Engineering	3	0	0.0%	0	0	0.0%	0.0%
Social and Behavioral Sciences	57	24	42.1%	14	9	64.3%	27.3%
Communications	6	3	50.0%	3	3	100.0%	50.0%
Criminal Justice	10	4	40.0%	6	3	50.0%	42.9%
Geography	6	2	33.3%	0	0	0.0%	0.0%
Government	11	4	36.4%	1	1	0.0%	20.0%
Psychology	12	3	25.0%	0	0	0.0%	0.0%
Sociology and Anthropology	12	8	66.7%	4	2	50.0%	20.0%

Table 4: Distribution within Sex and Field of Rank and Tenure Status of NMSU Faculty, Fall 2008

	Social and Behavioral Sciences				NMSU-ADVANCE STEM Fields				Non-STEM or SBS			
	Females		Males		Females		Males		Females		Males	
	#	%	#	%	#	%	#	%	#	%	#	%
Non-Contract												
Instructor	2	66.7%	1	33.3%	4	57.1%	3	42.9%	36	61.0%	23	39.0%
Assistant	3	60.0%	2	40.0%	6	54.5%	5	45.5%	25	80.6%	6	19.4%
Associate	3	75.0%	1	25.0%	10	66.7%	5	33.3%	5	45.5%	6	54.5%
Full	0	0.0%	0	0.0%	1	25.0%	3	75.0%	3	50.0%	3	50.0%
Tenure-Track/ Tenured												
Assistant, Tenure-Track	10	55.6%	8	44.4%	14	27.5%	37	72.5%	43	57.3%	32	42.7%
Assistant, Tenured	1	50.0%	1	50.0%	1	33.3%	2	66.7%	4	66.7%	2	33.3%
Associate, Tenure-Track	4	66.7%	2	33.3%	5	27.8%	13	72.2%	13	44.8%	16	55.2%
Associate, Tenured	5	33.3%	10	66.7%	12	19.7%	49	80.3%	37	46.3%	43	53.8%
Full, Tenured	4	25.0%	12	75.0%	20	18.2%	90	81.8%	28	27.5%	74	72.5%
Total	32	46.4%	37	53.6%	73	26.1%	207	73.9%	194	48.6%	205	51.4%
Non-Contract, Total	8	67%	4	33.3%	21	57%	16	43.2%	69	64%	38	35.5%
Tenure-Track, Total	14	58%	10	41.7%	19	28%	50	72.5%	56	54%	48	46.2%
Tenured, Total	10	30%	23	69.7%	33	19%	141	81.0%	69	37%	119	63.3%

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

2007		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
STEM	Female #	8	7	0	36	0	1	0	1	0	18	0	3
	%	3.1%	2.8%	0.0%	14.2%	0.0%	0.4%	0.0%	2.5%	0.0%	45.0%	0.0%	7.5%
	Male #	16	25	2	150	1	8	0	1	0	17	0	0
	%	6.3%	9.8%	0.8%	59.1%	0.4%	3.1%	0.0%	2.5%	0.0%	42.5%	0.0%	0.0%
	Total	24	32	2	186	1	9	0	2	0	35	0	3
SBS	Female #	3	1	0	16	0	3	0	0	0	7	0	2
	%	5.4%	1.8%	0.0%	28.6%	0.0%	5.4%	0.0%	0.0%	0.0%	14.0%	0.0%	4.0%
	Male #	3	0	0	24	0	6	1	0	0	3	1	1
	%	5.4%	0.0%	0.0%	42.9%	0.0%	10.7%	2.0%	0.0%	0.0%	6.0%	2.0%	2.0%
	Total	6	1	0	40	0	9	1	0	0	10	1	3
Non-STEM and Non-SBS	Female #	14	2	2	84	3	13	11	0	1	31	0	7
	%	5.2%	0.7%	0.7%	31.5%	1.1%	4.9%	15.3%	0.0%	1.4%	43.1%	0.0%	9.7%
	Male #	19	5	1	110	4	10	7	0	0	12	0	3
	%	7.1%	1.9%	0.4%	41.2%	1.5%	3.7%	9.7%	0.0%	0.0%	16.7%	0.0%	4.2%
	Total	33	7	3	194	7	23	18	0	1	43	0	10

2008		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
STEM	Female #	8	6	0	36	0	2	0	1	0	18	0	3
	%	3.3%	2.5%	0.0%	14.8%	0.0%	0.8%	0.0%	2.6%	0.0%	47.4%	0.0%	7.9%
	Male #	15	29	2	136	1	8	0	1	0	14	0	1
	%	6.2%	11.9%	0.8%	56.0%	0.4%	3.3%	0.0%	2.6%	0.0%	36.8%	0.0%	2.6%
	Total	23	35	2	172	1	10	0	2	0	32	0	4
SBS	Female #	4	0	0	17	0	3	0	0	0	8	0	1
	%	7.0%	0.0%	0.0%	29.8%	0.0%	5.3%	0.0%	0.0%	0.0%	57.1%	0.0%	7.1%
	Male #	3	0	0	25	0	5	1	0	0	3	1	0
	%	5.3%	0.0%	0.0%	43.9%	0.0%	8.8%	7.1%	0.0%	0.0%	21.4%	7.1%	0.0%
	Total	7	0	0	42	0	8	1	0	0	11	1	1
Non-STEM and Non-SBS	Female #	14	2	2	84	3	20	11	1	1	35	0	13
	%	4.8%	0.7%	0.7%	28.8%	1.0%	6.8%	12.6%	1.1%	1.1%	40.2%	0.0%	14.9%
	Male #	21	5	2	113	5	21	6	0	0	13	0	7
	%	7.2%	1.7%	0.7%	38.7%	1.7%	7.2%	6.9%	0.0%	0.0%	14.9%	0.0%	8.0%
	Total	35	7	4	197	8	41	17	1	1	48	0	20

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	0	0	1	1	3	0	0
1996	10	1	4	1	3	0	3	0	0	0
1997	9	1	6	0	0	0	3	0	0	1
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	1	0	0	1	1	0	0
2001	18	1	5	0	0	0	8	0	5	1
2002	11	6	9	5	0	0	2	0	0	1
2003	14	4	1	1	0	0	3	2	10	1
2004	7	5	0	0	0	0	2	1	5	4
2005	5	1	0	0	0	0	0	0	5	1
2006	6	4	0	0	0	0	0	2	6	2
2007	4	0	0	0	0	0	0	0	4	0
2008	5	0	0	0	0	0	0	0	5	0
Total	116	36	48	14	3	2	25	9	40	11
Total 1995-2007	111	36	48	14	3	2	25	9	35	11

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	4	4	3	2	3	7	0	0
1996	9	15	6	5	1	3	2	7	0	0
1997	8	12	2	4	1	3	5	5	0	0
1998	10	5	2	2	1	0	7	3	0	0
1999	8	5	5	1	0	0	2	3	1	1
2000	10	9	6	3	1	1	3	3	0	2
2001	4	13	1	4	1	1	0	1	2	7
2002	15	21	8	11	0	0	4	6	3	4
2003	12	5	1	1	0	0	3	1	8	3
2004	5	12	0	1	0	0	3	3	2	8
2005	4	7	1	0	0	0	1	1	2	6
2006	7	10	0	0	0	1	0	0	7	9
2007	7	6	0	0	0	0	0	0	7	6
2008	5	4	0	0	0	0	0	0	5	4
Total	114	137	36	36	8	11	33	40	37	50
Total 1995-2007	109	133	36	36	8	11	33	40	32	46

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	2	1	2	0	2	0	0	0
1996	7	3	3	1	3	1	1	1	0	0
1997	9	1	4	1	3	0	2	0	0	0
1998	8	4	5	3	0	1	3	0	0	0
1999	10	2	6	1	2	1	2	0	0	0
2000	9	3	3	0	3	3	3	0	0	0
2001	7	1	3	0	1	1	3	0	0	0
2002	5	1	2	0	2	0	1	1	0	0
2003	6	0	3	0	0	0	3	0	0	0
2004	8	2	2	0	1	0	5	2	0	0
2005	4	5	0	0	0	0	4	5	0	0
2006	11	3	0	1	0	0	11	2	3	0
2007	1	0	0	0	0	0	1	0	1	0
2008	9	6	0	0	0	0	9	6	4	1
Total	100	32	33	8	17	7	50	17	8	1
Total 1995-2007	91	26	33	8	17	7	41	11	4	0

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	2	3	2	5	4	3	0	0
1996	11	6	5	1	4	4	2	1	0	0
1997	5	3	1	0	0	2	4	1	0	0
1998	7	9	3	2	2	5	2	2	0	0
1999	6	10	4	3	2	5	0	2	0	0
2000	4	4	3	2	1	1	0	1	0	0
2001	2	5	1	2	1	1	0	2	0	0
2002	11	7	5	2	3	1	3	4	0	0
2003	5	7	0	2	2	2	3	3	0	1
2004	5	4	0	0	0	1	5	3	2	0
2005	5	5	0	0	0	0	5	5	1	1
2006	10	8	0	0	0	1	10	7	1	3
2007	1	1	0	0	0	0	1	1	1	0
2008	7	18	0	0	0	0	7	18	2	8
Total	87	98	24	17	17	28	46	53	7	13
Total 1995-2007	80	80	24	17	17	28	39	35	5	5

Table 8: Tenured and Tenure Track Age, Time at NMSU, Experience, 2008

2008	SBS Departments			STEM Departments			NonSTEM/SBS Departments		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
Age									
Mean	48.8	44.4	4.4	49.6	48.6	1.0	52.7	49.2	3.5
Median	51	44.5	6.5	49	47.5	1.5	54	49	5.0
Std. Dev.	9.9	9.1		9.2	7.9		9.5	9.7	
Minimum	32	31		28	33		32	29	
Maximum	63	61		76	67		72	77	
# of valid cases	33	24		191	52		167	125	
Time at NMSU									
Mean	12.8	8.9	3.9	14.9	11.8	3.1	14.5	9.5	5.0
Median	14	8	7.9	14	10.5	3.5	14	7	7.0
Std. Dev.	9.1	6.8		9.9	6.9		9.5	7.4	
Minimum	0	0		0	0		0	0	
Maximum	33	19		42	25		37	35	
# of valid cases	33	24		191	52		167	125	
Years of Experience									
Mean	15.9	11.9	4.0	19.7	15.6	4.1	19.4	12.4	7.0
Median	15	10.5	4.5	19	14	5.0	18	11	7.0
Std. Dev.	9.8	7.8		9.3	7.7		9.8	8.1	
Minimum	1	1		1	2		0	0	
Maximum	34	30		47	33		41	35	
# of valid cases	33	20		180	52		153	115	

*Gender Gap = Male - Female

*Years of Experience = current year - date of PhD.

Table 9: Tenure and Tenure Track Monthly Salary By Rank, 2008

	SBS Departments			STEM Departments			Non-STEM and Non-SBS		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
Monthly Salary: Assistant Professors									
Mean	\$5,436.06	\$4,813.50	\$622.56	\$6,901.25	\$6,306.55	\$594.70	\$5,968.96	\$5,178.41	\$790.55
Median	\$5,757.33	\$4,519.50	\$1,237.83	\$6,611.11	\$6,111.11	\$500.00	\$5,346.72	\$4,730.25	\$616.47
Std. Dev	\$872.91	\$726.12		\$1,289.94	\$1,286.66		\$1,895.70	\$1,137.92	
Minimum	\$4,000.00	\$4,080.00	Ratio:	\$4,795.94	\$4,699.23	Ratio:	\$3,583.33	\$3,747.69	Ratio:
Maximum	\$6,348.02	\$5,760.03	0.89	\$9,215.69	\$9,411.61	0.91	\$11,333.33	\$10,168.29	0.87
# valid cases	9	11		39	15		34	47	
Monthly Salary: Associate Professors									
Mean	\$5,919.26	\$5,953.00	(\$33.74)	\$7,270.28	\$6,976.15	\$997.08	\$6,668.03	\$6,446.39	\$221.64
Median	\$5,620.13	\$5,473.73	\$146.40	\$7,088.20	\$6,877.36	\$740.83	\$6,310.43	\$5,761.45	\$548.98
Std. Dev	\$1,164.46	\$880.19		\$1,385.91	\$1,058.61		\$1,854.61	\$1,809.64	
Minimum	\$4,564.16	\$4,967.99	Ratio:	\$4,993.50	\$5,539.64	Ratio:	\$2,550.00	\$4,466.82	Ratio:
Maximum	\$8,314.02	\$7,203.89	1.01	\$10,118.96	\$9,704.44	0.87	\$11,447.55	\$11,231.33	0.97
# valid cases	12	9		62	17		59	50	
Monthly Salary: Full Professors									
Mean	\$7,429.77	\$6,865.93	\$563.84	\$8,686.31	\$7,973.23	\$713.08	\$8,339.71	\$7,816.96	\$522.75
Median	\$7,392.47	\$6,780.86	\$611.61	\$8,355.29	\$7,618.19	\$737.10	\$8,174.66	\$7,852.33	\$322.33
Std. Dev	\$960.81	\$1,333.86		\$1,589.70	\$1,097.19		\$2,034.49	\$1,747.00	
Minimum	\$5,425.96	\$5,577.39	Ratio:	\$6,301.93	\$6,755.43	Ratio:	\$4,932.12	\$5,256.76	Ratio:
Maximum	\$8,834.98	\$8,324.64	0.92	\$13,670.14	\$10,293.43	0.92	\$14,425.28	\$12,709.03	0.94
# valid cases	12	4		90	20		74	28	

Table 10: Non-Contract Age, Time at NMSU, Experience and Monthly Salary 2008

2008	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	58.8	49.7	9.1	54	44.4	9.6	55.2	50	5.2
Median	60	48	12	55.5	46	9.5	58	50	8
Std. Dev.	3.27	13.6		12.1	7.5		9.77	9.5	
Minimum	55	28		31	28		26	30	
Maximum	63	67		71	57		65	64	
# valid cases	5	9		16	21		26	61	
Time at NMSU									
Mean	11	11.9	-0.9	15.8	9.1	6.7	10.4	8.9	1.5
Median	9	9	0	17	7	10	8	5	3
Std. Dev.	3.7	9.3		10.4	7.3		9.3	8.4	
Minimum	8	4		3	1		1	0	
Maximum	15	33		29	27		35	36	
# valid cases	5	9		16	21		26	61	
Years of Experience									
Mean	20.6	15.6	5	21.1	14.6	6.5	21	13.6	7.4
Median	17	18	-1	20	15	5	21	13	8
Std. Dev.	11.3	10.9		11.6	6.5		11.5	8.9	
Minimum	9	2		3	2		2	1	
Maximum	34	36		41	25		39	38	
# valid cases	5			15	20		25	56	
Monthly Salary: All Non-Contract									
Mean	\$4,344.91	\$3,728.20	\$616.71	\$5,362.98	\$4,258.89	\$1,104.09	\$4,626.22	\$4,279.74	\$346.48
Minimum	\$1,961.12	\$2,538.67		\$1,656.93	\$1,656.93		\$2,111.71	\$1,586.67	
Maximum	\$6,448.22	\$4,533.33		\$13,057.28	\$7,031.77		\$8,097.58	\$9,374.41	
# valid cases	5	9		16	21		26	61	
Monthly Salary: Excluding Instructor Rank									
Mean	\$4,344.91	\$3,728.20	\$616.71	\$5,997.85	\$4,663.29	\$1,334.56	\$4,897.36	\$4,643.17	\$254.19
Minimum	\$1,961.12	\$2,538.67		\$2,400.40	\$2,400.40		\$3,000.00	\$1,610.24	
Maximum	\$6,448.22	\$4,533.33		\$13,057.28	\$7,031.77		\$8,097.58	\$9,374.41	
# valid cases	5	9		13	17		21	37	

Table 11: NMSU Administrative Leadership Positions, Fall 2002 and 2008

	2002				2008			
	Total	Male	Female	% Female	Total	Male	Female	%Female
STEM Department Heads	19	17	2	10.5%	18	14	4	22.2%
STEM Associate Department Heads	7	6	1	14.3%	4	3	1	25.0%
STEM Assistant Department heads	1	1	0	0.0%	2	2	0	0.0%
Vice Presidents / Provosts	5	3	2	40.0%	6	3	3	50.0%
Vice Provosts	3	1	2	66.7%	3	1	2	66.7%
Deans	7	5	2	28.6%	9	6	3	33.3%
Associate Deans	11	7	4	36.4%	14	11	3	21.4%

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, 2008

	Total	Men	Women
SBS Departments	3	2	1
STEM Departments	12	10	3
Non-STEM and Non-SBS	9	8	2
Total	24	20	6

Table 13: Gender Distribution of Promotion and Tenure Committees 1997-2008

	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	0.00%	6	0	0.00%
1998-1999	5	1	20.00%	6	0	0.00%	7	0	0.00%
1999-2000	5	2	40.00%	6	1	16.60%	6	0	0.00%
2000-2001	5	2	40.00%	6	1	16.60%	7	0	0.00%
2001-2002	5	2	40.00%	6	1	16.60%	6	0	0.00%
2002-2003	5	2	40.00%	6	1	16.60%	6	0	0.00%
2003-2004	5	2	40.00%	6	2	33.30%	5	0	0.00%
2004-2005	5	2	40.00%	6	2	33.30%	5	0	0.00%
2005-2006	7	3	42.90%	6	3	50.00%	6	1	16.60%
2006-2007	8	3	37.50%	6	3	50.00%	5	0	0.00%
2007-2008	12	3	25.00%	7	4	57.14%	6	1	16.60%

*Data Source: College Dean’s Offices.

Table 14: Women as a Percent of All Ph. D. Recipients Nationwide, 2003, Post Docs, 2001, Academic Employment, 2003 and NMSU Faculty, 2008

	Physical Sciences ¹	Biological and Agricultural Sciences ²	Earth and Atmospheric Sciences ³	Mathematical Sciences ⁴	Computer Sciences ⁵	Engineering ⁶
National, 2003	26.90%	44.00%	33.10%	26.50%	20.20%	17.00%
Post Docs, 2001	23.10%	43.10%	25.00%	25.00%	0.00%	22.20%
Employed in Academia, 2003	14.80%	32.1% *		17.10%	18.30%	10.30%
NMSU Faculty⁷, 2008	13.6%	23.60%	33.30%	33.30%	27.30%	9.70%

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

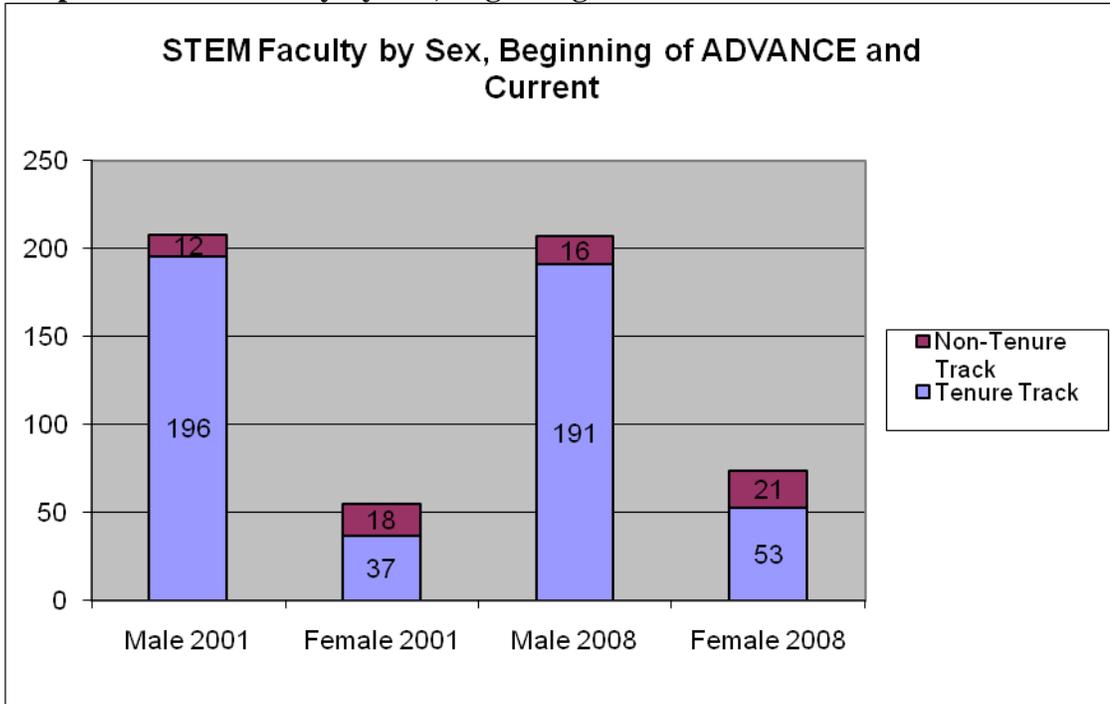
⁷Tenured and Tenure-Track Faculty Only.

* In 2001, the percentage of women employed in Academia Biological and Agricultural Sciences was 31.3% and Earth and Atmospheric Sciences was 18.6%. In 2003 there was not a report splitting these two groups up.

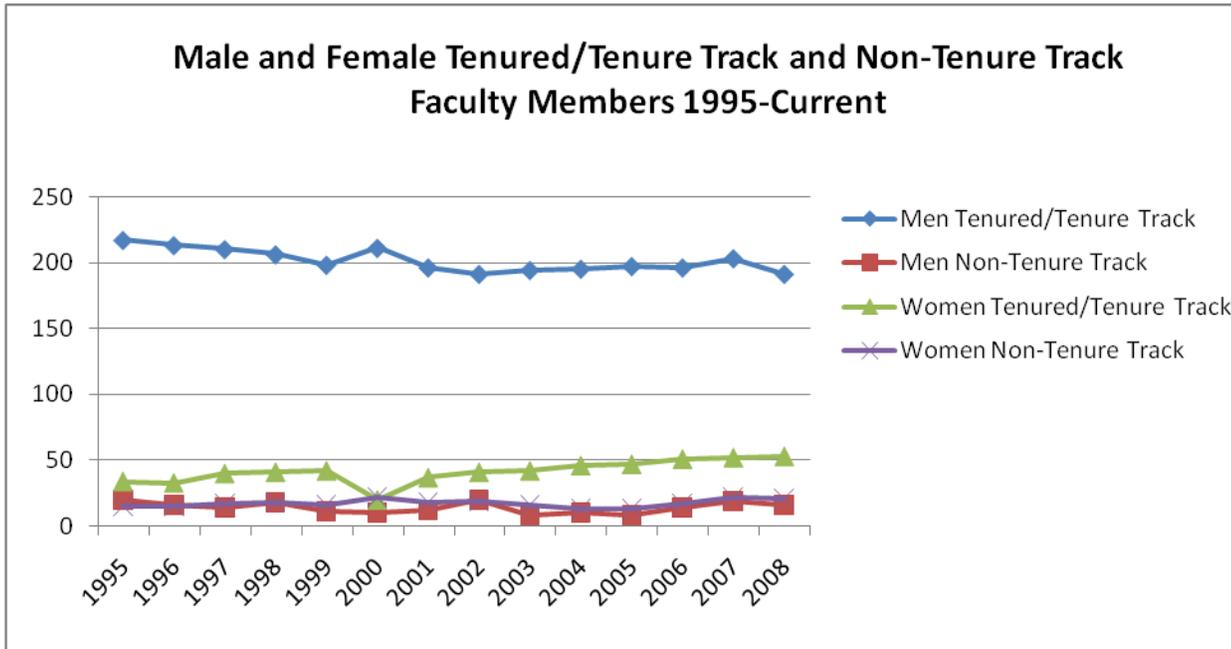
Table 15: Women as a percentage of all STEM New Hires 1995-2008

1995	33%
1996	9%
1997	0%
1998	29%
1999	36%
2000	22%
2001	6%
2002	35%
2003	33%
2004	36%
2005	38%
2006	40%
2007	28%
2008	27%

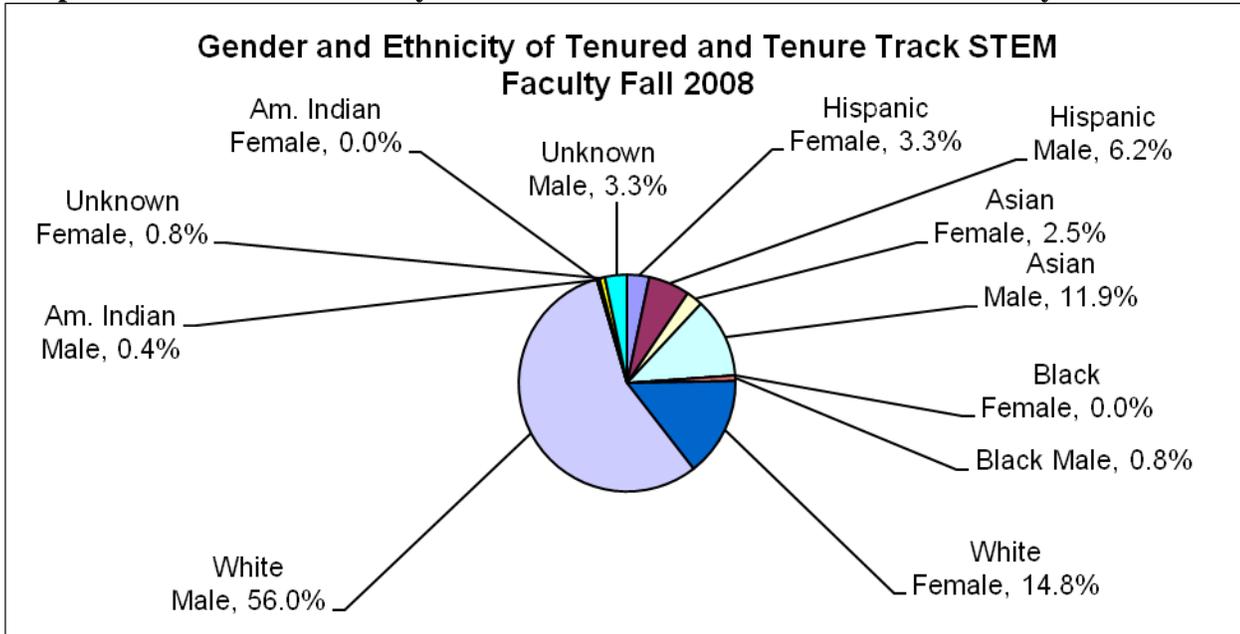
Graph 1: STEM Faculty by Sex, Beginning of ADVANCE and Current



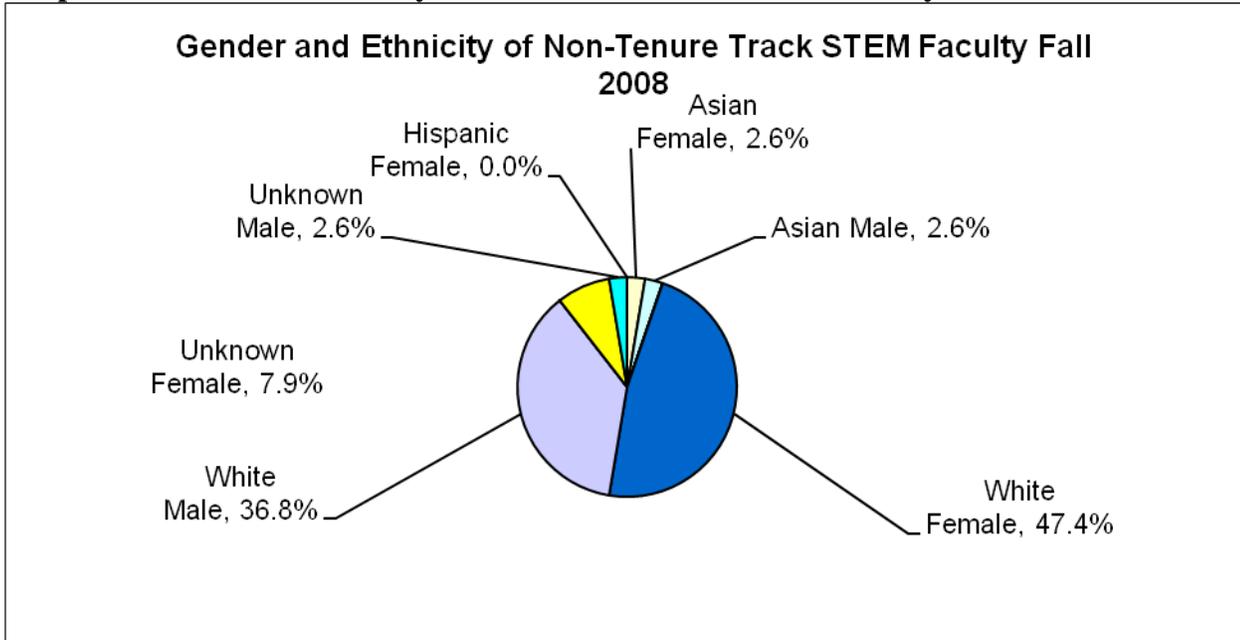
Graph 2: Male and Female Tenured/Tenure Track and Non-Tenure Track Faculty Members 1995-Current



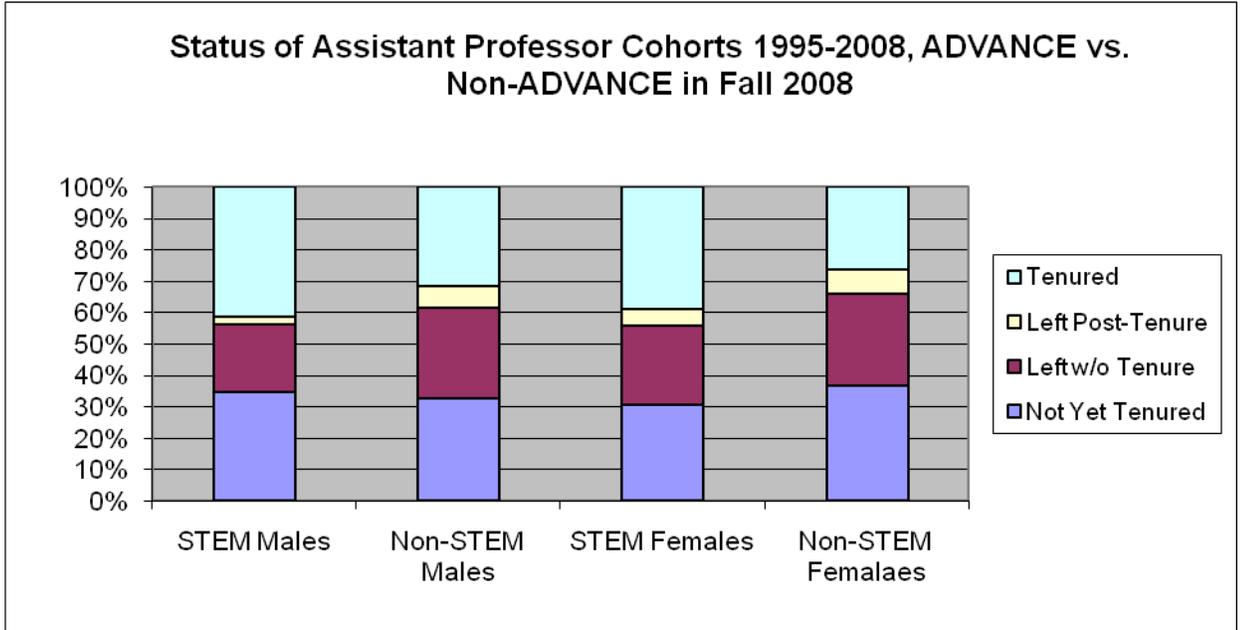
Graph 3: Gender and Ethnicity of Tenured and Tenure Track STEM Faculty Fall 2008



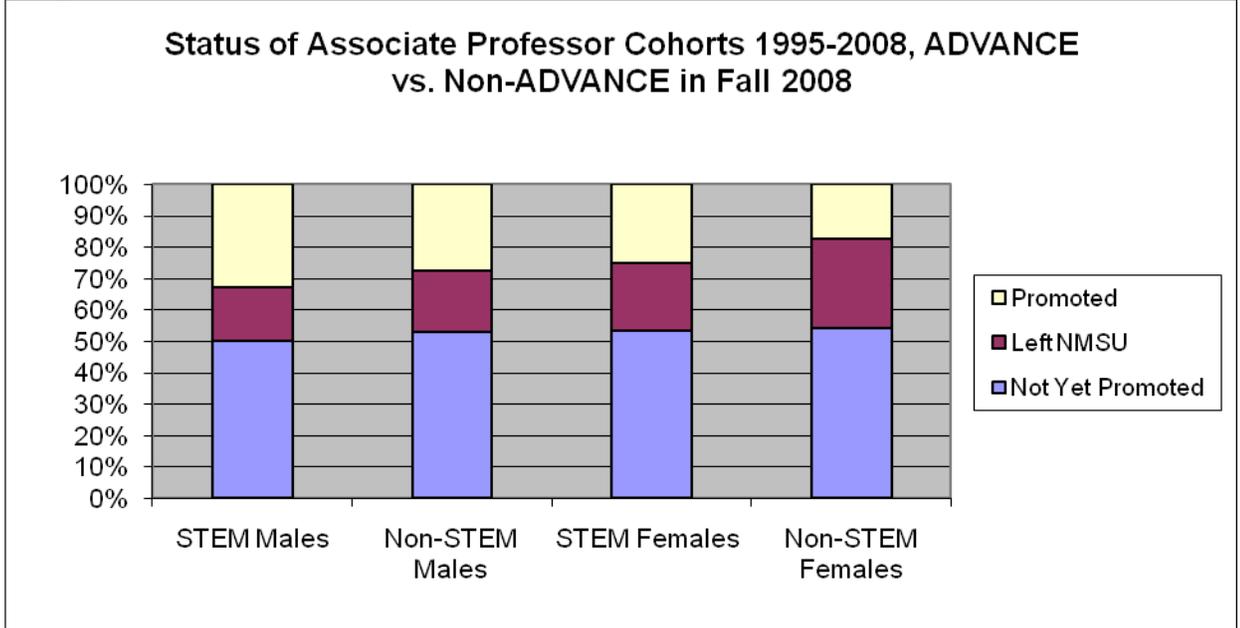
Graph 4: Gender and Ethnicity of Non-Tenure Track STEM Faculty Fall 2008



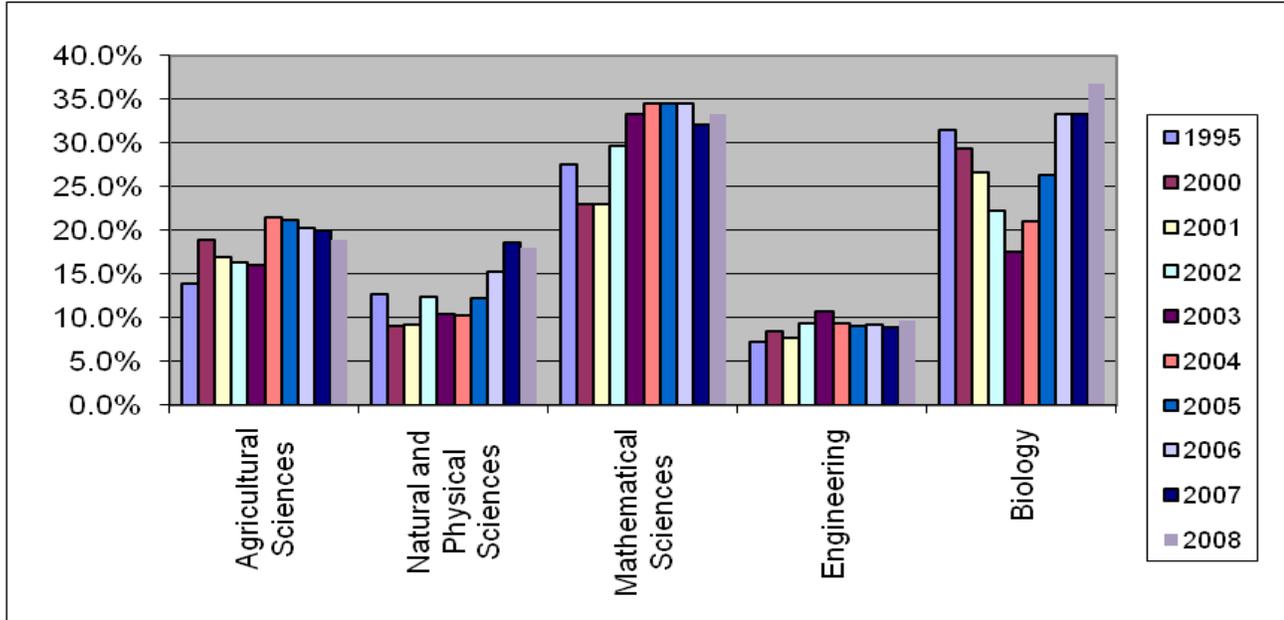
Graph 5: Status of Assistant Professor Cohorts 1995-2007, ADVANCE vs. Non-ADVANCE in Fall 2008



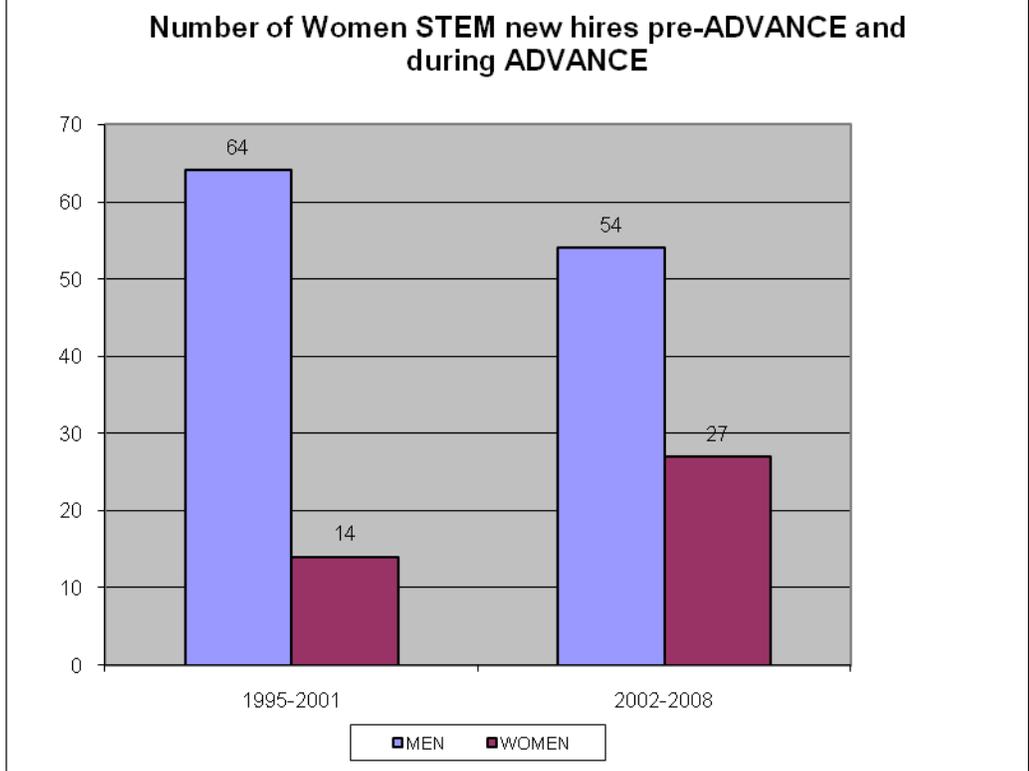
Graph 6: Status of Associate Professor Cohorts 1995-2007, ADVANCE vs. Non-ADVANCE Fall 2008



Graph 7: Women as a Percentage of STEM Tenured and Tenure-track faculty by discipline 1995-2008



Graph 8: Number of Women STEM new hires pre-ADVANCE and during ADVANCE



Graph 9: Percent of STEM New Hires that were Women 1995-2008

