

Iowa State University ADVANCE Program

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IOWA STATE UNIVERSITY
OF SCIENCE AND TECHNOLOGY

TABLE OF CONTENTS

SECTION I. EXECUTIVE SUMMARY OF ISU ADVANCE PROGRAM	3
SECTION II. ISU ADVANCE MANAGEMENT AND INFRASTRUCTURE	
A. PROGRAM ORGANIZATION	4
B. PARTICIPANTS—ACCOMPLISHMENTS OF PI AND CO-PIs	6
SECTION III: SUMMARY OF PROGRAM ACTIVITIES FOR YEAR 1, 2006-2007	
A. INTRODUCTION TO PROJECT ACTIVITIES & INITIATIVES	9
B. COMPONENT 1 – BUILDING INSTITUTIONAL INFRASTRUCTURE	11
C. COMPONENT 2 –PROGRAM MANAGEMENT & EVALUATION	14
D. COMPONENT 3 –DATA ANALYSIS & SCHOLARLY DISSEMINATION	17
E. CHALLENGES & SOLUTIONS	22
F. DISSEMINATION (INCLUDING LIST OF PRODUCTS AVAILABLE)	23
SECTION IV: FINANCIAL REPORT	
A. PERSONNEL—RESPONSIBILITIES OF FACULTY & STAFF	27
B. CURRENT OTHER SUPPORT INFORMATION FOR KEY PERSONNEL	30
C. BUDGET EXPLANATIONS BY AREAS AND MAJOR FUNCTIONS FOR THE REPORTING YEAR AND PROJECTIONS FOR THE NEXT YEAR.	33
D. PROGRAM BUDGET STATUS YEAR 1 AND PROPOSED BUDGET YEAR 2.	34
SECTION V: REPORT OF KEY INDICATORS.	37
A. TABLE 1 Number and Percent of women tenured and tenure track faculty by rank, department & discipline, 2001-2006.	38
B. TABLE 2 Number and percent of tenure track and non-tenure track faculty by gender, department & discipline, 2001-2006.	50
C. TABLE 3 Tenure review outcomes by gender, college & discipline, 2001-2006	63
D. TABLE 4 Promotion review outcomes by gender and discipline: Associate to Full Professor, 2001-2006.	69
E. TABLE 5 Years in rank at the associate professor level, 2006.	75
F. TABLE 6 Voluntary, non-retirement attrition by rank, gender & discipline, 2001-2006.	77
G. TABLE 7 New hires by department and discipline, 2000-2006.	83
H. TABLE 8 Faculty leadership positions by gender 2006.	89

SECTION I. EXECUTIVE SUMMARY

The goal of the ISU ADVANCE program is to investigate the effectiveness of a multilevel collaborative effort to produce institutional transformation that results in the full participation of women faculty in science, technology, engineering and math fields in the university. Our approach focuses on transforming departmental cultures (views, attitudes, norms and shared beliefs), practices (what people say and do), and structures (physical and social arrangements), as well as university policies, through active participation of individuals at all levels of the university.

At the department level, faculty in nine focal departments, chosen from the Colleges of Agriculture, Engineering, and Liberal Arts and Sciences, form the core department-level working groups. A three-step process for departmental transformation includes (1) focus groups to discuss department culture, practice and structure, (2) needs assessment meetings and training sessions tailored to meet the unique needs of individual departments, and (3) collaborative problem solving sessions involving department faculty and ADVANCE program leaders. Key partners and change agents are Equity Advisors, one in each of the three focal colleges, and ADVANCE Professors and department chairs in each of the nine focal departments.

At the university level, we are focusing on identifying subtle and overt impediments to equity and implementing policies to dissolve these barriers. The Provost, Associate Provost, Deans, College Equity Advisors, College Diversity Committees, Department Chairs, and ADVANCE Professors comprise the working partnership for a variety of efforts. They have begun to develop and transform policies to increase the transparency of decision making, institutionalize flexible career options, strengthen and expand mentoring efforts, increase awareness by administrators, faculty and staff of issues for women in STEM fields, and expand opportunities for professional development specifically for women faculty of color. Retreats and networking meetings will continue to facilitate interactions within the university, building a community of women STEM faculty, and thereby reducing isolation.

In the first year, we built infrastructure for our collaborative transformation program by selecting ADVANCE Professors for the first three departments and college-level Equity Advisors. These partners and the Deans/Associate Deans meet with the ADVANCE Team in regular planning meetings. We developed the research protocols essential for conducting interviews with department chairs and faculty. We conducted the first round of faculty interviews in three focal departments. We will analyze the data this summer and share the results with the departments next fall during needs assessment meetings. During the first year we have collected data from ISU's Office of Institutional Research (IR), which will be used both for reporting on the current state of the university and statistical analysis combined with the focus group and survey data. Furthermore, we have planned a survey of faculty on space issues and job satisfaction for the fall of 2007. The sampling design and analysis of this survey are integrated with information from IR. We also developed resource materials for a diversity workshop and discussions of subtle gender bias. We shared information about the ISU ADVANCE Program with the university community through our Web site (www.advance.iastate.edu), presentations to college and university leadership committees, our trifold brochure, and posters. We began combating isolation by hosting three networking events, held throughout spring semester, and a retreat, held in early May. Additionally, we planned and launched a mentoring program for women faculty of color. We anticipate that, during summer 2007, eminent scholars will be selected as mentors for ISU women faculty of color who have applied to participate in the program.

As we enter the second year of our award, the ISU ADVANCE Program is poised to engage our partners in the STEM colleges and departments in the activities needed to understand and change the culture, practices and structure of the university so that all faculty can be successful.

SECTION II. ISU ADVANCE MANAGEMENT AND INFRASTRUCTURE

A. PROGRAM ORGANIZATION

The ISU ADVANCE Program draws strength from a multi-level approach to achieving change through our Comprehensive Institutional Intervention approach. During the past year we have realized the value of this approach as we have added partners from the STEM colleges and three focal departments to the ADVANCE management group.

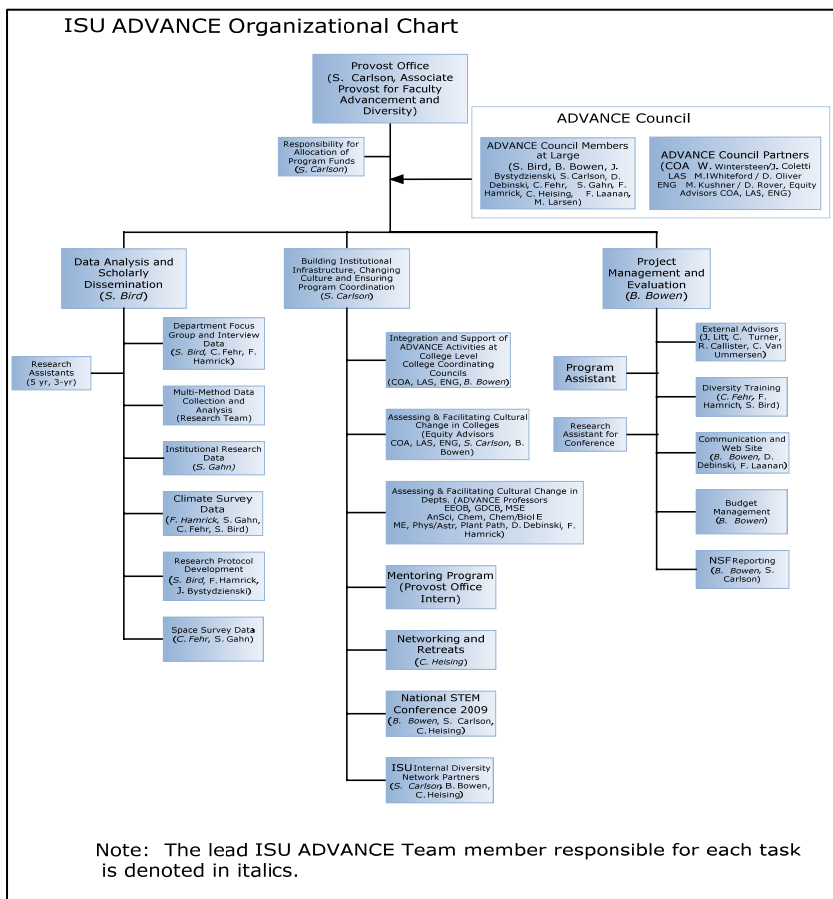
The original proposal to NSF specified a management plan that included:

- **ADVANCE Team** of PI, co-PIs, Senior Personnel, graduate students and program assistant
- Activities at three levels of academic structure
 - **Provost Office—ADVANCE Council** (Associate Provost, Dean/Associate Dean from colleges, ADVANCE Program Director, Program Assistant and ADVANCE Team)
 - **STEM Colleges**—Equity Advisor, College Coordinating Council with Dean/Associate Dean, ADVANCE Professors, focal Department Chairs, ADVANCE Program Director
 - **Focal Departments**— ADVANCE team led by ADVANCE Professor, with chair, 3 additional departmental faculty and college Equity Advisor
- External Advisors
- Diversity Facilitator
- External Evaluators (evaluations are planned for years 2 and 4)

As a requirement of the cooperative agreement, during the first six months of the program we developed a detailed timeline for achieving our goals and an organizational chart (see right) of the participants in the program. The organizational chart includes all of the groups mentioned above.

The ADVANCE Council is composed of two groups—the ADVANCE Team (Members at Large) of co-PIs and the Council Partners from the colleges and focal departments. The Council, which met eight times between Jan-May 2007, provides oversight for all Program activities.

The ADVANCE Program is divided into three components: (1) building institutional infrastructure at the college and university levels, which is led by Susan Carlson; (2) project management and evaluation which



is led by program director, Bonnie Bowen, (3) data analysis and scholarly dissemination, which includes research in the focal departments and is the responsibility of the Research Team led by Sharon Bird. There is substantial and important overlap among the components of the program and several individuals are active in more than one component.

Accomplishments we have realized as a result of our management plan are:

The ADVANCE Professors from the first three focal departments joined the program in January 2007 and quickly became active members of the ISU ADVANCE Program, by attending Council and Team meetings to learn about our programs, meeting with members of the faculty in their home departments to discuss and explain ADVANCE, and representing the ISU ADVANCE Program within their colleges. Co-PIs Diane Debinski and Sharon Bird worked with the ADVANCE Professors and served as resources as they joined the program. We feel that our program has achieved greater visibility and credibility during this important first year by having these ambassadors work with the team of co-PIs.

Dr. Jan Thompson, who was selected in January 2007 as the Equity Advisor for the College of Agriculture, became an active member of the Council and is an articulate advocate for ADVANCE in the College of Agriculture. The College of Agriculture has a strong tradition of supporting diversity activities and both Dr. Thompson and Dr. Powell-Coffman (ADVANCE Professor in GDCB) will serve as liaisons with the college's diversity committee. One challenge the ISU ADVANCE Program faces is that people tend to look to us as being responsible for more diversity and equity initiatives than we are capable of. By having active relationships with diversity programs that already exist on campus, we can lend our strength to existing programs with the goal of achieving sustainability of our shared vision for Iowa State.

As a result of suggestions made by our team of External Advisors during their visit in early May 2007, we are re-evaluating the structure of the Council. The structure has served us well in Year 1, but we anticipate that changes in Year 2 will enhance the role of the ADVANCE Professors and Equity Advisors, and the inter-relationship among the components of the project. We expect the changes will strengthen our program, achieve needed efficiencies in our efforts, and broaden the base of support for the ADVANCE Program in the colleges and departments.

B. PARTICIPANTS

PI AND CO-PIs

Susan Carlson, PI on the ADVANCE grant, has kept the program visible in central administration, particularly with the President, the Executive Vice-President, and the Provost's Academic Cabinet. She presented a summary of the program to the university's top one hundred administrators at the President's Council in February 2007. She also featured the integration of ADVANCE into other Provost-led efforts during two presentations to the *Keeping our Faculties of Color IV* conference in April 2007. She has worked closely with the Director on establishment of the ADVANCE office in a central university location and on day-to-day management of the program. She has worked with the ADVANCE team and Council on programmatic developments and strategizing the rapid growth of the program during the year. She has served as a main communicator with the deans and associate deans, has supervised the administrative intern who designed and implemented the external mentoring program, and has worked to integrate ADVANCE efforts with other key diversity efforts on campus.

Sharon Bird, is a co-PI and the leader of the Research Team. During Year 1, Dr. Bird's efforts have included: writing much of the substance of the vision of the project, developing the template for the presentations about ADVANCE, writing the protocols for the focus groups and interviews, writing and/or reviewing all IRBs, writing the guidelines for authorship, writing the "elevator speech," organizing all the research meetings, writing the case studies for the diversity training, working with Dr. Carla Fehr to help focus diversity training on culture, practice, and structure, setting up all the department chair interviews, writing the entire protocol for the department chair interviews and soliciting feedback from 3 other ADVANCE programs about that protocol (which those other three schools have now adopted—Cornell, Case Western, and Utah State), writing the protocol for the focus groups with Dr. Jill Bystydzienski, conducting 5 of the 9 department chair interviews, identifying potential External Facilitators, helping interview the potential External Facilitators, working with the External Facilitator this spring to make sure the focus groups went smoothly (with Dr. Florence Hamrick), debriefing with the External Facilitator each week (with Dr. Hamrick), teaching Becky Sremack the science of survey research, writing the first draft of the space survey, supervising the work of the people who are transcribing the focus group and one-on-one interview data, plus continually striving to bring coherency to the overall project and to bring the wealth of research that already exists on all the processes by which women are excluded from positions and opportunities and decision-making to the project so that we are not constantly "re-inventing the wheel" and so that the research products of grant are of a quality that will withstand peer review processes.

Bonnie Bowen is a co-PI and the program director. Dr. Bowen has monitored all aspects of the project and to devoted time wherever it is needed to assure that we are meeting the requirements of NSF as well as the timeline that our team developed. She manages the ADVANCE office and supervises the program assistant, Susan Masters. She has provided guidance for financial and personnel management, as well as communications and work with our college partners. As director of the office she has provided a supportive structure for the team, the Council, our meetings, and our partners. It is challenging to strike a balance between procedures that enhance the functioning of the group and annoying busy-work that impedes progress on our project.

Jill Bystydzienski is a co-principal investigator and was instrumental in development of research protocols during summer 2006. Dr. Bystydzienski resigned as co-PI in June 2007.

Diane Debinski is a co-PI and served as a leader in college, department, and program development areas. She fit into a variety of roles needed as the program was initiated and began to develop. Her primary roles were: 1) communications to departments, chairs, and deans about ADVANCE as a woman faculty in STEM and Team member 2) assisting with the management and evaluation of the program wherever needed. The organizational chart was a major contribution at the beginning of the year and then she worked at departmental levels both with ADVANCE professors and with the EEOB department in the spring semester to facilitate the ADVANCE activities.

Carla Fehr was listed as Senior Personnel (member of the ADVANCE Team) during most of Year 1. In June 2007 we submitted a request for her to be listed as a co-PI when Dr. Bystydzienski resigned. Dr. Fehr worked in Fall semester 2006 to develop and implement the diversity training workshop and in Spring semester 2007 to lead the space allocation, gender and job satisfaction study. Dr. Fehr also hosted one of the networking event guest speakers.

SENIOR PERSONNEL SERVING ON THE ADVANCE TEAM, DEANS/ASSOCIATE DEANS, EQUITY ADVISORS, ADVANCE PROFESSORS, GRADUATE STUDENTS AND PROGRAM STAFF ARE REPORTED IN THE PARTICIPANTS SECTION OF FAST LANE. THESE PARTICIPANTS ARE:

Sandra Gahn, Senior Personnel (ISU co-PI May 2007 forward), ADVANCE Team

Florence Hamrick, Senior Personnel, co-PI in the ISU system, ADVANCE Team

Carolyn Heising, Senior Personnel, co-PI in the ISU system, ADVANCE Team

Frankie Santos Laanan, Senior Personnel, co-PI in the ISU system, ADVANCE Team

Judy Vance was listed as senior personnel on the original grant, but resigned her activities in October, 2006, when she accepted a position as a rotating Program Director at NSF.

Michael Larsen, Senior Personnel, ADVANCE Team

DEANS/ASSOCIATE DEANS

Joe Colletti, Senior Associate Dean of the College of Agriculture

Mark Kushner, Dean of the College of Engineering

David Oliver, Associate Dean of the College of Liberal Arts & Sciences

EQUITY ADVISORS IN FOCAL COLLEGES

Charles Glatz, Equity Advisor in the College of Engineering

Lisa Larson, Equity Advisor College of Liberal Arts & Sciences

Janette Thompson, Equity Advisor in the College of Agriculture

ADVANCE PROFESSORS IN FOCAL DEPARTMENTS

Kristen Constant, ADVANCE Professor and Associate Professor of Materials Science

Fredric Janzen, ADVANCE Professor and Professor of Ecology, Evolution & Organismal
Biology
Jo Anne Powell-Coffman, ADVANCE Professor and Associate Professor of Genetics,
Development & Cell Biology

GRADUATE STUDENT

Rebecca Sremack, Graduate Student in Sociology

PROGRAM STAFF

Susan Masters, Program Assistant

UNDERGRADUATES

Jessica Romaine
Brandie Geisinger
Ranae Kroneman
April Walker

SECTION III: SUMMARY OF PROJECT ACTIVITIES FOR YEAR 1, 2006-2007

A. INTRODUCTION TO PROGRAM ACTIVITIES & INITIATIVES

The ISU ADVANCE Program's Comprehensive Institutional Intervention Strategy has four primary goals:

1. Overcome *known barriers* to women's advancement across ISU STEM fields by improving perceived levels of departmental transparency, reducing isolation from colleagues, improving quality and quantity of mentoring, and institutionalizing career flexibility.
2. Overcome *department-specific* barriers to women's advancement in STEM by working with department chairs and faculty to improve department and university climate for women and historically underrepresented groups and to implement best practices guidelines.
3. Institutionalize positive changes at the university level by increasing awareness among top administrators and the proportion of top administrators actively supporting institutional transformation, improving faculty work satisfaction and organizational commitment, and reducing work/family conflict.
4. Increase overall participation/advancement of women faculty in senior and leadership ranks by increasing the number of women who submit tenure packets, receive tenure and promotion to full professor, and by increasing the proportion of women in university leadership roles.

As stated in our original grant proposal, the ISU ADVANCE approach involves department interventions as well as policies at the college and university levels. We seek to illuminate both subtle and overt impediments to equity, and to design strategies to dissolve them, thus transforming ISU into an institution that facilitates retention and advancement of women and all underrepresented groups. Three key components for achieving this overarching goal are:

- To continue implementing college and university policies aimed at increasing the recruitment, retention and promotion of STEM women faculty.
- To construct a sustainable infrastructure for implementing change that involves increasing awareness among university leaders of the cultures, practices and structures that pose barriers to the recruitment, retention and promotion of women faculty and faculty of color as well as increasing communication about best practices.
- To implement department level collaborative transformation efforts (referred to previously in the ISU grant proposal as "participatory action model") that are designed to enlist women and men faculty within departments in the task of examining and transforming cultures, practices and structures that affect faculty job satisfaction, productivity and commitment, and that may also affect the extent to which women faculty are recruited, retained and promoted within their departments and the university.

To achieve our goals and implement our strategies, we have organized our program into three key components. The *components and their activities* are:

1. Building institutional infrastructure, changing culture and ensuring program coordination
 - 1.1. Assessing & facilitating cultural change in departments
 - 1.2. Assessing & facilitating cultural change in colleges
 - 1.3. Mentoring Program to combat isolation

- 1.4. Networking workshops and retreats
- 1.5. Liaise with ISU diversity partners
- 1.6. Host national STEM conference (2008)

2. Program Management and Evaluation
 - 2.1. ADVANCE Council and Team leadership
 - 2.2. Training to support transformation
 - 2.3. Communication, marketing, publicity, and Web site
 - 2.4. Financial Management
 - 2.5. NSF Reporting
 - 2.6. External Advisor visit and recommendations
 - 2.7. External Evaluators

3. Data analysis and Scholarly Dissemination
 - 3.1. Research Protocol Development
 - 3.2. Departmental collaborative transformation project
 - 3.3. Institutional Data for NSF Reporting
 - 3.4. Scholarly dissemination
 - 3.5. Climate Survey Data
 - 3.6. Space Survey Data

In Sections B-D below, we describe the activities and findings of our three key components. We also highlight accomplishments that show ways that the ISU ADVANCE Program has begun to change the culture, structure and practice at Iowa State.

Our first year has been highly productive and successful, yet we have faced challenges, as all ADVANCE Programs do. In Section E we describe the challenges that face us at the end of our first year and ways that we plan to meet those challenges.

Section F contains our Dissemination Plan, first prepared in January, 2007, which we have updated with our accomplishments. We have also listed ways we have disseminated information about the ISU ADVANCE Program to our campus and external audiences. A list of products that we have prepared to facilitate our research, mentoring program, and networking events is included. Most documents are available upon request.

B. COMPONENT 1: Building institutional infrastructure, changing culture and ensuring program coordination

1.1. Assessing & facilitating cultural change in departments

Our work in the departments includes several elements: discussions of culture through faculty focus groups, assessment meetings, and development and implementation of collaborative transformation strategies. The Research Team Report (page 17) describes the activities that occurred during Year 1 to develop protocols and to schedule and conduct focus group interviews in the first three focal departments, Ecology, Evolution and Organismal Biology (EEOB), Genetics, Development and Cell Biology (GDCB) and Materials Science and Engineering (MSE).

In addition to the work of the Research Team, ADVANCE Professors and scientists on the ADVANCE Team were active in these departments giving presentations and discussing the ADVANCE program with colleagues. From these discussions, several accomplishments are recognized:

In the Materials Science & Engineering Department, the ADVANCE Professor distributed manuscripts regarding bias in the review process and in hiring. She has had informal discussions with faculty and will schedule time at an upcoming faculty meeting to discuss the papers with the entire department.

In the Genetics, Development & Cell Biology Department, the ADVANCE Professor has engaged the faculty and chair in discussions to explain the purpose of focus groups and needs assessment meetings that will occur next year. She has also met regularly with the chair to discuss departmental needs and ways they interface with ADVANCE efforts.

One departmental transformation that was relatively easy to accomplish was the moving of the Ecology, Evolution & Organismal Biology departmental seminar from a starting time of 4:10 to a starting time of 3:45. This allowed the department plenty of time for discussion and questions after the seminar without the problem of having faculty and students walking out early to pick up children at daycare. Just having the ADVANCE project in process aided in building awareness about how some of the timing of events might conflict with childcare.

A second accomplishment in the EEOB department was the discussion of the challenges and uncertainty of accomplishments needed for associate professors to be promoted to full professor status. Because the initiation of ADVANCE focus groups overlapped temporally with an external review of the department, faculty felt more empowered to bring up this topic with the external review team.

1.2. Assessing & facilitating cultural change in colleges

Participation by the three focal colleges was accomplished through the participation on the Council by Deans and/or Associate Deans and by the selection of Equity Advisors, which occurred during Fall 2006 and early Spring 2007 (selection process was shared by Deans, PI, and Director). Equity Advisors were key ambassadors of the ADVANCE Program in their colleges.

One of the most important connections between ADVANCE and existing college activities is the communication between ADVANCE representatives and existing Diversity Committees. In the

College of Agriculture, the Equity Advisor met with the Diversity Committee; and when college leaders and department chairs met to discuss ADVANCE, Diversity Committee representatives were present. It is important that ADVANCE be a partner for existing diversity efforts and not be seen as trying to usurp power or responsibility for all diversity activities, especially in Agriculture, which has a history of a strong, active Diversity Committee.

In the College of Engineering the Equity Advisor has recently been appointed chair of the Diversity Committee. This synergy between ADVANCE and the diversity committee will help strengthen and improve visibility of both groups in the College of Engineering.

A panel of three Associate Deans closed the May 2007 retreat by commenting on what each college was doing to make progress on the goals of the ADVANCE grant. These comments were well received by the faculty and administrators in attendance.

1.3. Mentoring Program to combat isolation

Frankie Santos Laanan, a member of the ADVANCE Team, was appointed an Administrative Intern in the Office of the Provost, to coordinate the development of an external mentoring program for ISU's women STEM faculty of color. This program is intended to enhance the recruitment, retention, and advancement of minority women by linking ISU faculty with eminent scholars at other institutions nationwide. The program is supported by ISU at 0.5FTE (9 mo. basis). Several items (listed in the Dissemination section and available upon request) were developed that will assist in the implementation of this program, including 1) a questionnaire focused on identifying interested candidates, 2) a set of guidelines for selection of mentees and mentors, and 3) program report that summarizes the types of activities the mentee and mentor might participate in. This external mentoring program is open to both junior and mid-career faculty at ISU. Deans and department chairs in each of the ISU ADVANCE STEM departments were contacted to make them aware of this program and to assist in establishing the first cohort of mentees and external mentors. Laanan has made presentations at two college cabinet meetings (Agriculture and Liberal Arts and Sciences) and will present to the Engineering cabinet in July. He is currently working with individual STEM faculty of color to make matches with eminent scholars on other campuses. He also developed a library of scholarly research on the topic of mentoring (e.g., mentoring female faculty, faculty of color in STEM disciplines, mentoring junior faculty, etc.). Many of these resources are available on the ISU ADVANCE Web site.

1.4. Networking workshops and Retreats

Networking and retreats are key activities designed to help combat isolation among women STEM faculty. We held three networking events and one retreat during Year 1, in addition to our Kick-off Event (February 5, 2007). We developed a checklist for planning networking events and retreats, which focused on the roles of the Coordinator, Host and Program Assistant to assure that all the details and content were accounted for. Networking events were attended by 25-37 participants. The topics of the Networking Events were:

1. National Academy of Sciences report, "Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering." Discussion led by Dr. Susan Carlson (January 22, 2007)
2. Strategies for Success—panel discussion. (Planned presentation by visiting speaker Dr. Judith Kimble was cancelled due to illness.) (February 22, 2007)
3. Gender and Science where Science is on the Margins. Presentation by Dr. Ann Koblitz, Professor of Women & Gender Studies, Arizona State University (March 28, 2007)

We developed a feedback form to evaluate the topics, timing and opportunities for networking at our events. Evaluation of the second and third networking events indicated that attendees found that the event #2 offered more opportunities to network (on a 5-point scale where the high score was 5, score of 4.2 for #2; score of 3.4 for #3), and the topic of event #3 was rated higher (3 for #2; 4.8 for #3). Both events received high scores from content (4.4 to 4.7) and usefulness of information (4.3 for both). Participants offered suggestions for future events that will be used in planning for next year.

On May 10, 2007, we held our first Retreat, which was attended by 77 faculty and staff and included presentations by our External Advisors. The topic of the Retreat was *First steps toward institutional transformation: a focus on action*. Three of our four external advisors were in attendance; Dr. Callister and Dr. Van Ummersen gave presentations and Dr. Litt led a panel discussion. Evaluations from the retreat indicated that respondents were satisfied (scores 4.2-4.7) with the topic, content, presentations and meeting expectations, but were less satisfied (scores 3.1-3.9) with the opportunity to network and the table discussions. Respondents commented that they needed more time for table discussions, participation and networking. We will use the many constructive comments from the evaluation forms as we plan next year's retreat. The retreat also provided a key opportunity for members of the ADVANCE Program to help educate STEM faculty and administrators about the issues faced by women in STEM fields.

1.5. Liaise with ISU diversity partners

Members of the ADVANCE Council met with and/or spoke to the following ISU committees and organizations during Year 1:

- College of Agriculture Dean's Cabinet (Thompson, Bowen, Laanan)
- College of Engineering Academic Council (Heising)
- College of Engineering Diversity Office—Climate Workshops (Bowen)
- College of Liberal Arts and Sciences Cabinet (Laanan)
- Faculty Senate (Fehr, Heising, Laanan)
- President's Council (Carlson)
- Program for Women in Science and Engineering (Bowen)
- University Committee on Women (Carlson, Heising)
- Women's Leadership Consortium (Bowen, Carlson, Heising)

ADVANCE representatives also met with individuals to discuss potential partnerships:

- College of Human Sciences Associate Dean (Bowen)
- Sauer-Danfoss, a local design and manufacturing corporation (Bowen and Carlson)
- Engineering faculty preparing NSF Engineering Research Center proposals (Bowen and Carlson)

1.6. Host National STEM Conference (2008)

We are working with the American Council on Education (ACE) to choose a date and begin planning for our conference on "Recreating Academic Work in STEM." We tentatively plan to hold the conference in October 2008. During Spring 2007 we advertised, interviewed, and selected a graduate assistant who will be responsible for administration of the conference, beginning August 2007. ACE has appointed a representative to join our conference planning committee.

C. COMPONENT 2: Program Management and Evaluation

2.1 ADVANCE Council and Team leadership

As described in the section on Management and Infrastructure (page 4), our Council and Team are responsible for oversight and implementation of the program. The Team met weekly or bi-weekly during Year 1 to discuss the many activities needed to launch the program. The Council met bi-weekly during Spring 2007 to begin integrating the colleges and departments into the program and to provide guidance to the overall program. Agendas were prepared for each meeting to facilitate efficient delivery of information and discussion of important issues.

2.2 Training to support transformation

The primary training activity in Year 1 was the Diversity Workshop held January 26, 2007. Carla Fehr was the Team member who was responsible for coordinating this workshop. She worked with the Diversity Facilitator we hired (Dr. Luiza Dreasher) to develop and deliver the workshop. They developed a notebook of resources that was presented to the attendees, which included ADVANCE Professors, Equity Advisors, and chairs of the first three focal departments. Flo Hamrick and Sharon Bird developed four case studies of subtle bias that were discussed at the workshop. The Research Team report contains additional information on the activities involved in developing the Diversity Workshop.

- *Use of case studies in our training proved to be the most valuable part of the session in that participants indicated appreciation of the fact that the case studies lend themselves to practical application and problem solving.*

In addition to the formal training session of the Diversity Workshop, we have found that opportunities for education and discussion about ADVANCE issues present themselves through our daily interactions with our colleagues. The departmental meetings and interactions mentioned in section B.1.1 (page 11) above provided opportunities for information training and explanation of research that informs the goals of the ADVANCE program. We anticipate that in Year 2, when we begin the needs assessment meetings in three focal departments, we will engage in extensive interactions that will provide opportunities to explain the nature of the biases that limit the advancement of women in STEM fields.

Early in Year 1, we developed the “Elevator Speech,” a succinct summary of the background, goals, and activities of the ISU ADVANCE Program. Many Team members used the speech as a way to educate and communicate with our STEM colleagues. With the addition of the ADVANCE Professors and Equity Advisors to our group, are currently discussing ways to enhance education and training activities within our colleges and departments.

2.3 Communication, marketing, publicity, and Web site

We have disseminated information about the ISU ADVANCE Program through our Web site (www.advance.iastate.edu), our tri-fold brochure, and posters. Articles and announcements about ADVANCE have appeared on the front page of the ISU Web site, in the local Ames newspaper, the Des Moines Register, the Iowa State Daily, and Inside Iowa State (a weekly publication for faculty and staff). Members of the ADVANCE Council also share access to Web CT space, so that working documents and materials developed by various individuals and committees are readily available.

2.4 Financial Management

We have established sound financial management practices with the assistance of staff in Sponsored Programs Administration, the Office of Sponsored Programs, and the Office of the Provost. Primary responsibility for day-to-day accounting is assumed by Susan Masters, our Program Assistant. Bonnie Bowen, Program Director, oversees all financial activity and regularly reports our financial status to PI Carlson and the Council. Decisions regarding allocation of funds are the responsibility of Susan Carlson, PI.

2.5 NSF Reporting

To meet the NSF reporting requirements, we prepared and reported the following:

- Timeline, October 1, 2007
- Organizational Chart, November 1, 2007
- Web site launch, December 1, 2007
- Dissemination Plan, January 31, 2007
- Reports for quarters 1 (November 2006), 2 (February 2006), and 3 (June 2006).

2.6 External Advisor visit and recommendations

The visit from our four external advisors Drs. Ronda Callister, Jackie Litt, Caroline Sotello Viernes Turner, and Claire Van Ummersen, in May 8-11, 2007, was highlighted by the following activities:

- Met with Council to review activities of the past year and respond to questions
- Met with Deans/Associate Deans to discuss college activities and progress
- Met with Team members to discuss progress in research and institutional change
- Reported out to Council with recommendations for adjustments in next year's activities

Comments and recommendations from the External Advisors included:

- External Advisors were impressed with our work and with our partners.
- Communication needs to be more coordinated and consistent.
- An e-alert could announce ADVANCE items from the Office of the Provost.
- Susan Carlson should meet with the deans separately; and deans from the other two STEM colleges should be included
- Equity Advisors and ADVANCE Professors should be a primary working group and take the lead in transformational activities in the colleges and departments.
- The next round of ADVANCE Professors should be involved next year
- STEM faculty should take more of a lead role with us as trainers and educators.
- Involve department chairs and additional STEM men faculty.
- We need some events for STEM women only.
- Stay alert to ways to include faculty of color
- The Team needs to redefine our roles and spend our time appropriately.
- The Team should commit to team building.
- The Team and Council should use our meeting time for input, but not for decision-making.
- We need to work on transparency in decision-making.
- We need to minimize the reporting function
- The data needs to be available to our partners.
- We need to look for opportunities to disseminate our data.

2.7 External Evaluators

We did not have external evaluators during Year 1. We are planning for external evaluation during Year 2.

D. COMPONENT 3: DATA ANALYSIS AND SCHOLARLY DISSEMINATION

The report from the Research Team in this section describes the **activities and findings** that are directed toward **Data Analysis and Scholarly Dissemination**. The research team began work in June 2006, and research efforts have involved a large group of co-PIs and senior personnel. Primary contributions have come from Sharon Bird, Bonnie Bowen, Carla Fehr, Sandra Gahn, Florence Hamrick, Michael Larsen, and Rebecca Sremack. Input has also been provided by Jill Bystydzienski, Susan Carlson, Diane Debinski, Frankie Laanan, and Judy Vance.

Research Team efforts have centered around the implementation of the departmental collaborative transformation project (see ISU ADVANCE **Organizational Chart** page 4), the collection of data to assess progress toward change—where “change” focuses specifically on the recruitment, retention, and promotion of women faculty in STEM fields by means of transforming the culture, practices and structures of the university, and the analysis of relevant data in order to document change and disseminate findings pertinent to institutional transformation.

The Research team, led by Sharon Bird, based its first year objectives primarily on creating a foundation for achieving goals 1 and 2 outlined in the ISU grant proposal (*overcoming known barriers, and overcoming department-specific barriers*), and on “collaborative transformation” at the department level. The Research activities, as outlined below, also support objectives related to goals 3 and 4 (*institutionalizing positive changes at the university level, and increasing overall participation/advancement of women faculty in senior and leadership ranks*).

ISU ADVANCE Research Team Activities and Products

Summer 2006

Regular research meetings began in June 2006. The five primary objectives of these early research and evaluation meetings were to (1) develop the protocols for collecting focus group data from faculty in nine focal STEM departments; (2) develop protocols for interviewing nine focal STEM department chairs; (3) complete the Institutional Review Board (IRB) form for collecting primary data from the nine focal departments, and for assembling a data set that would include Institutional Research (IR) data on ISU faculty, with the possibility of merging data from other sources with individual level IR data; (4) use the Frehill Tool Kit for collecting data for the NSF Reporting tables to begin assembling the baseline data for the ISU ADVANCE project; and (5) explore possibilities for collaboration and for gathering input and advice from other ADVANCE institutions. These objectives were fulfilled in the following manner:

* Each document below marked with a (*) is available on request. Documents are listed in the Dissemination Section (F) below.

1. **Developing focus group protocols**

The Focus Group Protocol (*) was completed by Bird and Bystydzienski in July 2006.

2. **Department chair interview protocols**

The Department Chair Interview Protocol (*) was completed by Bird in August 2006.

3. **Completing IRB for department-level work**

The IRB protocol (*) was completed by Bird, Laanan, Bystydzienski and Larsen and reviewed by Carlson, Bowen, Debinski and Vance and then submitted in July 2007.

4. Developing NSF Reporting Tables

Bird and Laanan worked with Sandra Gahn of ISU Institutional Research office on procedures for gaining access to databases. Gahn provided Research Team with a comprehensive list of data, and worked with Bird to determine elements of ADVANCE data sets.

Gahn became a formal member of the ISU Leadership Team (eventually “senior research personnel” on the grant) in September 2006.

5. Exploring possibilities for collaboration and for gathering input from other ADVANCE institutions

Bird met in July 2006 with other ADVANCE co-PIs, Diana Billimoria (Case Western), Ronda Callister (Utah State), and Shelley Correll (Cornell), to discuss possibilities for collaborations across universities.

Fall 2006

During Jill Bystydzienski’s leave from ISU, Florence Hamrick was identified as qualified in multiple areas of need for the ISU ADVANCE program, attended meetings in September 2006, and was then added as an ISU co-PI (not NSF co-PI) in September.

Bird organized weekly Research Team meetings. Fehr, Gahn, Hamrick, and graduate research assistant Becky Sremack attended these meetings regularly. Bowen began participating in these meetings regularly in November. Bystydzienski, Debinski, Larsen and Vance also participated occasionally.

The ten primary objectives of the Fall 2006 research meetings were to (1) develop materials for helping Deans and Department Chairs better understand the various components of the ISU ADVANCE program; (2) modify the IRB form to add Hamrick and Gahn to the research personnel for the project, to include the protocol for department chair interviews, and to clarify use of IR data for the project; (3) develop authorship guidelines; (4) write “elevator speech” for general education purposes for the grant (for whole ADVANCE Team and Council); (5) identify existing faculty office and laboratory space data bases; (6) develop guidelines and materials for diversity training workshop; (7) schedule department chair interviews and begin interviewing; (8) identify and hire External Facilitator to conduct focal department focus groups; (9) determine scheduling strategy for first three focal department focus groups; and (10) begin developing research article summaries. These objectives were fulfilled in the following manner:

1. Presentations developed

Bird, Bowen, Debinski and Vance prepared and presented power-point overview (*) of ISU ADVANCE for presentation to the Deans of Engineering, Agriculture and Liberal Arts and Sciences (LAS), to nine focal department chairs, and to LAS Diversity Committee. Gahn provided faculty counts by gender in STEM disciplines for ADVANCE PowerPoint presentations.

Fehr prepared Diversity Pre-Training power-point (*). Fehr presented power-point at first ISU ADVANCE Council Meeting (and Carlson made introductions and welcomed new partners to ISU ADVANCE Council)

2. **IRB modification**

Hamrick prepared IRB modification #1 (*), which was reviewed by Bird and Carlson and then submitted and approved

3. **Authorship guidelines**

Bird and Fehr prepared authorship guidelines; ADVANCE Team submitted input; authorship guidelines (*) were revised and approved

4. **Elevator speech**

Bird and Debinski developed “elevator speech;” (*) ADVANCE Team submitted input; elevator speech revised and approved

5. **Space data**

Gahn, Fehr and Sremack met regularly to assess space data needs for ADVANCE project and to determine approach to assembling quantity of space data.

6. **Diversity training**

Dr. Luiza Dreasher (ISU) was hired to help conduct diversity training for three focal department chairs, three ADVANCE professors, and one equity advisor.

Fehr and Dreasher developed workshop outline, materials, and presentations for first segments of diversity training (*).

Hamrick and Bird developed four case studies (*) about subtle gender barriers in STEM

7. **Department Chair Interview Scheduling and Interviews**

Bird scheduled department chair interviews.

8. **External Focal Group Facilitator**

Hamrick, Bird and Bowen interviewed potential facilitators in December 2006.

Bowen, Bird and Hamrick developed contract for facilitator (Karla Erickson) who began work in February 2007.

9. **Scheduling Strategy for First Three Focal Departments**

Hamrick and Bird established timeline for completing all focus groups and one-on-one interviews for first three focal departments, and presented an overview of focus group process to the first three focal departments.

Bird prepared letter of introduction and consent forms for potential participants of first three departments.

10. **Research Article Summaries**

Sremack summarized research articles (*) (supervised by Bird) which were then distributed to Research Team, Equity Advisors and ADVANCE Professors.

Spring 2007

Bird organized bi-monthly Research Team meetings. Bowen, Carlson, Fehr, Gahn, Hamrick, Sremack and Larsen participated.

The nine primary objectives of the Spring 2007 research meetings were (1) schedule and conduct Diversity Pre-Training meeting and Diversity Training workshop; (2) interview remaining eight department chairs; (3) schedule and complete focus group sessions; (4) hire workers to complete interview and focus group transcriptions; (5) complete quantity of space data set (offices and labs); (6) develop sampling strategy and identify sample for quality of space survey; (7) create quality of space survey; (8) dataset assembly for NSF tables and research; and (9) hire second graduate research assistant to begin fall 2007. These objectives were fulfilled in the following manner:

1. Schedule and Conduct Diversity Pre-Training Meeting and Training Workshop

Fehr and Dreasher planned Diversity Pre-Training meeting to be incorporated as part of an ISU ADVANCE Council Meeting (January 2007), and then Fehr created and presented Diversity Pre-Training presentation (*) at first Council meeting

Fehr and Dreasher conducted training for three focal department chairs, three Advance Professors (Constant, Janzen, Powell-Coffman), one Equity Advisor (Thompson) as well as team members Gahn, Bird, Bowen, and Masters (January 2007).

Bird prepared diversity training notes, and Dreasher and Sremack summarized feedback from participants.

2. Interview Remaining Eight Focal Department Chairs

Bird scheduled interviews (*) with nine department chairs and Bird and Hamrick each interviewed these nine department chairs.

3. Schedule and Complete Focus Group Sessions

Hamrick coordinated and scheduled (*) twelve focus groups conducted by Erickson during February and March

Bird scheduled the twelve individual interviews (*) requested by focal department faculty members. Bird (9) and Erickson (3) conducted the individual interviews

Bird and Hamrick wrote and assembled invitation letter to be sent with consent forms and envelopes to focal department faculty (first three focal departments), assembled focus group supplies and maintained recording equipment for external facilitator, and met with external facilitator throughout the focus groups to debrief about the focus group processes. Sremack and Bird assembled follow-up letter and copies of each participant's informed consent form to mail to all focus group and interview participants.

4. Hire Workers to Complete Interview and Focus Group Transcriptions

Hamrick and Bird recruited and supervised four transcriptionists who completed transcriptions of chair interviews, focus groups and individual faculty member interviews.

5. Assemble Quantity of Space Data Set (Offices and Labs)

Fehr obtained data set from Barbara Overeen in Facilities Planning and Management, and recruited and supervised two undergraduates, associated with the University Honors Program, to identify faculty missing from the Facilities Planning and Management data set.

Gahn correlated Facilities Planning and Management data set with IR data including salary, rank, time in rank, gender and race/ethnicity.

6. Create Quality of Space Survey

Fehr, Sremack and Bird reviewed extant instruments, scales, and variables regarding space qualities and satisfaction measures.

Sremack and Bird drafted Quality of Space Survey. Bird and Fehr evaluated feedback and Fehr supervised final revisions of Quality of Space Survey (*).

Fehr evaluated feedback and revised IRB, and Sremack and Fehr consulted with Carlson about IRB and then submitted IRB for approval.

Bird, Sremack and Fehr drafted space survey for fall 2007 electronic administration.

7. Develop Sampling Strategy and Identify Sample for Quality of Space Survey

Gahn, Bird, Larsen, Hamrick, and Sremack developed gender and rank matched sampling strategy.

Gahn, Fehr and Sremack met to discuss procedure by which sample will be drawn in early fall 2007 (by Gahn).

8. Assemble and Finalize Data Set for NSF Tables

Gahn identified and assembled institutional data needed for NSF Reporting Tables, including five years of baseline data.

Gahn, Bowen and Carlson organized meetings with Brenda Behling (Office of the Provost) and other members of research team to ascertain data sources for NSF Tables whose data are not available from Institutional Research as well as methodology for data reporting. Gahn, Sremack, and Bowen constructed and revised tables and data displays.

Gahn created SPSS datasets for use in ADVANCE research beyond table reporting.

9. Hire Second Graduate Research Assistant to Begin Fall 2007

Jason Pontius, Ph.D. student in Educational Leadership and Policy Studies, was hired in April. Pontius brings recent experience with ISU Sloan Foundation grant on flexible faculty careers as well as experience with quantitative data analyses.

E. CHALLENGES & SOLUTIONS

Our group has grown from 9 co-PIs to a team of 29 individuals in less than a year. We have lost two of the co-PIs: Jill Bystydzienski left ISU for another academic position and Judy Vance is now serving as an NSF program director. We have also recruited new team members (Sandra Gahn and Flo Hamrick) that were previously not involved in ADVANCE grant writing stages. We have recruited ADVANCE Professors and Equity Advisors and they are coming up to speed on the project and even taking the lead on some projects. We have three graduate students on board for Fall 2007. We now have a very productive, dedicated cadre of ADVANCE advocates. However, we are also trying to develop new ways to manage this group of people in an efficient and effective manner. We had a planning retreat on June 8th, 2007 to discuss our priorities for year two and evaluate our program structure, decision-making, and communications. We agreed to a set of six priorities for the year to guide our decision-making and strategizing. We will be modifying our management structure in year two by adding a steering committee as well as a suite of other subcommittees that each will have some autonomy. This autonomy of subcommittees will be carefully balanced with multiple channels of communication among groups for important decisions.

We have realized that as academics we are each trained in very different disciplines that have different styles of research, publication, communication, and even different usage of the English language. Many of the individuals on our team have more experience working independently rather than as a research team. Thus, we are working to develop team-building approaches that will respect each person's skills and communication styles and produce a highly functional team. We may employ a consultant to assist with team-building skills during the summer and fall of 2007.

At the departmental level, the focus groups were relatively well received. After the initial introduction of the ADVANCE program to each department, there were some questions, but no major barriers. There was perhaps more hesitation and anxiety in EEOB than in the other focal department about the questions and approaches that were to be used in the focal groups. One issue of particular note was that by having focus groups discussing issues, there was the loss of confidentiality. Debinski met with the EEOB Chair and ADVANCE Professor, and met on an individual basis with a large percentage of the EEOB faculty members to answer questions and facilitate the initiation of the first focal groups. We encouraged people who had these concerns to participate in individual meetings with the facilitator and this alternative solved most of the problems.

At the college level, we have found excellent partners in our three deans and three associate deans. Each of the three colleges is eager to build the program in their areas and to use it as a way of enhancing recruitment and retention of faculty. Through the equity advisors and PI, we will continue to strengthen these connections.

We have also realized that what we proposed to do in our grant is ambitious. The majority of the team-members have spent much more time on this project than they expected they would need to. Some have not been able to make as much time for taking on responsibilities as have others. Thus, perhaps ironically, we are all challenged as individuals to develop the same types of skills we are hoping to bring to many of the STEM departments that allow better balance between family and career obligations.

F. DISSEMINATION PLAN AND ACCOMPLISHMENTS

Our updated Dissemination Plan (page 25) shows progress we made on our goals. In addition, we made presentations and interacted with the following partners:

Conference presentations

- “Social conceptions of scientific knowledge: Shallow and Deep Diversity.” Feminist Epistemology, Metaphysics, Methodology and Science Studies Association 2007 Conference, Tempe Arizona, February 2007. (Fehr)
- “The impact of feminist paradigms on evolutionary biology.” American Philosophical Association Annual Pacific Division Conference. San Francisco, April 2007 (Fehr)
- “Disrupting Gendered Cultures, Practices and Structures: Use of Case.” Pacific Sociological Association meetings, Oakland, California. April 2007 (Bird; paper by Bird and Hamrick).

ISU Presentations:

- Council of Focal College Deans, September 28, 2006 (Bowen, Debinski & Bird)
- Focal Department Chairs, October 3, 2006 (Vance, Debinski and Bird)
- GDCB Department Nov. 1, 2006 (Bowen & Debinski)
- MSE Department, Nov. 8, 2006 (Bowen & Debinski)
- Diversity Workshop, January 26, 2007 (Fehr and Dreasher)
- College of Agriculture Cabinet, February 16, 2007 (J. Thompson)
- EEOB Department, February 5, 2007 (Bowen, Debinski & Bird)
- GDCB Department faculty meeting presentation on collaborative transformation process and faculty participation, January 31, 2007 (Bird and Hamrick)
- MSE Department faculty meeting presentation on collaborative transformation process and faculty participation, February 7, 2007 (Bird and Hamrick)
- President’s Council, February 23, 2007 (Carlson)

ISU Partner discussions:

- PWSE February 21, 2007 (Bowen & Masters)
- College of Human sciences Associate Dean Andre, February 13, 2007 (Bowen)
- Engineering Research Center planning teams February 14 and 28, 2007 (Bowen & Carlson)
- EEOB Review Team member from UC Santa Barbara (Bowen & Debinski)
- Women faculty chairs with children May 2007 (Bowen & Carlson)

ADVANCE Poster displayed at:

- VEISHA, student-led festival, Provost Office exhibit, April 21, 2007
- Iowa Women’s Leadership Summit, April 27, 2007

Interactions outside ISU:

- Sharon Bird met with Case-Western Co-PI Diana Bilimoria, Utah-State Co-PI (former PI) Ronda Callister, Cornell Co-PI Shelley Correll meeting at Case-Western with to discuss social science research and ADVANCE projects, and possibilities for sharing strategies and coordinating data collection, July 26-28, 2006.

- Diversity in the Sciences Conference, Seattle, WA. Attended by Sharon Bird, Diane Debinski, Mark Kushner and Jeremy Strickland (EEOB graduate student), Oct. 27-28, 2006.
- Networked with ADVANCE Programs: Utah State, Cornell, Wisconsin, Case Western, Washington, Kansas State, Rhode Island, U.C Irvine.
- Keeping our Faculties of Color IV conference, University of Minnesota, April 2007. Susan Carlson offered two presentations on flexibility in faculty careers, including work in the ISU ADVANCE Program.
- Talked with institutions considering ADVANCE proposals: UNLV, Nebraska, Florida State, (Bird); UC Santa Barbara (Bowen & Debinski)

Products and Documents Available on Request

- Focus Group Protocol*
- Department Chair Interview Protocol*
- Research project IRB #1*
- Presentation to Deans
- Presentations for Diversity Workshop
- IRB modification #1*
- Authorship guidelines*
- Elevator speech*
- Diversity Pre-training and Training materials*
- Case Studies*
- Department Chair Interview Scheduling and Interviews*
- Scheduling Strategy for First Three Focal Departments*
- Research Article Summaries*
- Focus Group Schedule for Focus Group Sessions*
- Quality of Space Survey*
- External Mentoring Program brochure
- External Mentoring Program application form
- External Mentoring Program evaluation form
- Networking event checklist
- Networking event feedback form
- ISU ADVANCE Program tri-fold brochure

Iowa State University (ISU) ADVANCE Program
 Dissemination Plan
 January 30, 2007
 updated May 2007 for Year 1 Annual Report

Dissemination Product	Purpose	Target Audience	Medium	Timeline	Accomplishments
<i>ISU ADVANCE Web site (www.advance.iastate.edu)</i>	Our interactive Web site (www.advance.iastate.edu) will include description of our program, our activities, and the results of our research.	Internal and External Community	Internet	Years 1-5	Launched Dec 1, 2006 Updated periodically Jan-Apr 2007
<i>Articles, notices and stories in ISU newspapers, on ISU Web site, and in local and regional newspapers</i>	Inform the ISU and local community about the activities and progress on the ADVANCE program	Internal and External Community	print and internet	Years 1-5	Sept 2006: ISU Web page, Ames Tribune, Des Moines Register, Facets, ISU Daily Jan 2007: ISU Daily Jan-May 2007 Inside Iowa State-- article and event announcements
<i>e-Info alerts</i>	e-mail alerts notifying the ISU community of ADVANCE events and activities	Internal	email	Years 1-5: As needed	Email notices: Jan 2007: Networking event, kick-off; April 2007: Retreat
<i>Tri-fold brochure</i>	Describes project; easy to update and produce when needed; first use will be at the ISU ADVANCE Kickoff Event	Internal and External Community	copy/print	Year 1: Dec-Jan 2007 production & publication. Revise in years 2-5 as needed	Produced February 2007; distributed at Networking Events and Retreats; to focal departments and colleges
<i>Comprehensive brochure</i>	Goal is to create "timeless" brochure. 1) colorful; 2) photos; 3) journalistic narrative [not text heavy]. See UTEP and other ADVANCE brochures for models	Internal and External Community	printed	Year 1: Jan-April 2007: production/publication.	May 2007--Not yet started
<i>ISU ADVANCE newsletter</i>	Standard newsletter published 2-4 times/year; Identify newsletter topics/themes, contributing authors, etc. Develop template and format that can be updated regularly.	Internal and External Community	copy/print and PDF	Years 1-5: 2-4 times/year	May 2007--Not yet started

Iowa State University (ISU) ADVANCE Program
 Dissemination Plan
 January 30, 2007
 updated May 2007 for Year 1 Annual Report

Dissemination Product	Purpose	Target Audience	Medium	Timeline	Accomplishments
<i>Networking events and Retreats</i>	Disseminate information about issues and progress of ADVANCE program with faculty, students and staff at Iowa State	Internal Community	presentations and discussions	Years 1-5; 4 Networking events/year; 2 Retreats/year	Networking events 1/22/2007: 40 attendees 2/22/2007 xx attendees; 3/28/2007 xx attendees; Retreat 5/10/2007 xx attendees
<i>Communication with partner ADVANCE program at Utah State</i>	Bi-annual teleconferences and routine inter-institutional dissemination	External Community	teleconference, email, and post	Years 1-5	Informal telephone calls with individual members of ISU and USU teams; visit by USU co-PI Callister as External Advisor
<i>Presentations at STEM disciplinary conferences</i>	ADVANCE professors, Deans/Associate deans, and Associate Provost will present data from the project to STEM disciplinary audiences	External Community	oral and poster presentations	Years 2-5	Bowen: Cooper Ornithological Society meeting, June 2007
<i>Presentations at Social Science, Higher Education & Humanities disciplinary conferences</i>	ADVANCE team members will present research findings to academic audiences	Scholarly Community	research papers, symposia, posters	Years 2-5	Bird; Fehr
<i>Conference: Recreating Academic Work in STEM</i>	Bring together faculty and administrators from multiple institutions to discuss flexible work opportunities; co-sponsored by Office of Women in Higher Education (ACE)	Internal and External Community	conference	Year 3	future event
<i>ADVANCE Guidelines for Departmental Collaborative Transformation</i>	Guidelines will be developed in departments from results of Collaborative Transformation process	Internal and External Community	Web site, copy/print and PDF	Years 3-5	future event
<i>STEM Report Card</i>	Communicate progress on indicators of success for women faculty and students and for faculty and students of color	Internal and External Community	Web site, copy/print and PDF	Years 4-5	future event
<i>Research Publications</i>	Published research findings from ADVANCE program	Scholarly Community	refereed journals, books, monographs	Years 2-5	future event

SECTION IV: PERSONNEL AND FINANCIAL REPORT

A. PERSONNEL—RESPONSIBILITIES OF FACULTY AND STAFF SUPPORTED BY THE GRANT

Iowa State received the ADVANCE-Institutional Transformation award on 28 August 2006. Our year runs from 1 August to 31 July. This report covers activities and findings from 1 August 2006 through 31 May 2007 and financial information from 1 August 2006 through 30 April 2007. We will update the financial report in August, after the July expenses are posted on the university system.

The ISU ADVANCE Program has a Team of 13 Senior Personnel listed in the Year 1 report. These include:

- Principal Investigator (Carlson),
- 4 faculty listed as co-PIs with NSF (Bird, Bowen, Bystydzienski [resigned in May 2007], and Debinski),
- 5 additional faculty listed as co-PIs in the ISU system (Fehr [changed to NSF co-PI in May 2007], Hamrick [joined Oct 2006], Heising, Laanan, Vance [resigned in Oct 2006]), and
- 2 additional faculty/staff serving as senior personnel consultants (Gahn [added as ISU co-PI May 2007], Larsen).

In addition, we have partners at the college level (Deans/Associate Deans and Equity Advisors) and department level (ADVANCE Professors), who serve on the Council and receive funds from the grant.

In this section we describe the responsibilities and support for our participants. The accomplishments of our participants are described in Section II-B and in the Participants section of Fast Lane.

SENIOR PERSONNEL—SERVING ON THE ADVANCE TEAM:

Dr. Susan Carlson, the principal investigator, is the Associate Provost for Faculty Advancement and Diversity. She is responsible for oversight of the program, including final decisions on financial and personnel matters.

Dr. Sharon Bird, co-principal investigator, is the leader of the Research Team. She is responsible for coordinating the activities of the senior personnel and graduate student who work on the departmental collaborative transformation project. She is also personally responsible for many of the activities associated with the collaborative transformation interviews in focal departments, including planning and development, scheduling and conducting interviews and supervision of transcribers. In summer 2007, she will analyze the focal department interview data. Dr. Bird has devoted more than 30 hours/week to the ADVANCE Program. The grant paid Dr. Bird 1 month summer salary in each of summer 2006 (prior to the start date) and summer 2007. She also received 1 course buy-out for her work during the academic year 2006-07.

Dr. Bonnie Bowen, co-principal investigator and program director. Dr. Bowen is responsible for project management and evaluation and for coordination of the program. She supervises the program assistant and in the coming year will supervise the graduate assistant who is planning the 2008 conference. The grant paid Dr. Bowen 75% of her academic year salary (1 Oct – 15 May), an administrative increment for her leadership duties, and 2 months summer salary in summer 2007.

Dr. Jill Bystydzienski, co-principal investigator. Dr. Bystydzienski was instrumental in development of research protocols during summer 2006. In fall and spring 2006, she took leave from Iowa State and communicated with the Team from Ohio State University. In May 2007, Dr. Bystydzienski is stepping down as co-PI to move permanently to Ohio State. The grant paid Dr. Bystydzienski 1 month summer salary in summer 2006 (prior to the award start date) for her work on development of the research protocols.

Dr. Diane Debinski, co-principal investigator, is responsible for providing leadership to the university and college-level activities to build infrastructure for transformation. She has also been a leader in the communications group. Dr. Debinski received 1 course buy-out for her work during the academic year 2006-07.

Dr. Carla Fehr, co-principal investigator (ISU system), is responsible for developing and implementing the diversity training and for leading the space allocation, gender and job satisfaction study. Dr. Fehr received 1 course buy-out for her leadership and contributions during the academic year 2006-07.

Dr. Sandra Gahn, consultant on institutional research data (August 2006-April 2007) and ISU co-PI (May 2007 forward) is responsible for developing the database on faculty that will be used to produce the indicator reporting tables. She is a member of the Research Team and will also oversee some of the analyses that arise from the database as the project progresses. Dr. Gahn received compensation for her leadership and acceptance of additional, higher level duties associated with development of the database needed for reporting the indicator data.

Dr. Florence Hamrick, co-principal investigator (ISU system; joined Sep 2006), is responsible for much of the work associated with the collaborative transformation model implementation in the selected focal departments, including planning and development, scheduling focus groups, conducting interviews, and supervising transcriptionists. Dr. Hamrick has devoted more than 21 hours/week thus far to the ADVANCE program. In Summer 2007 she will analyze focal department data and write summary reports for subsequent dissemination within respective departments. The grant paid Dr. Hamrick 1 month summer salary in summer 2007.

Dr. Carolyn Heising, co-principal investigator (ISU system), is involved with coordinating networking events and retreats, with the participation of other members of the Council and the program assistant.

Dr. Frankie Santos Laanan, co-principal investigator (ISU system), is responsible for organizing the External Mentoring program. Dr. Laanan was selected as an Administrative Intern in the Office of the Provost for his development of the External Mentoring program. He received 1 course buy-out during Spring 2007 from the Office of the Provost.

Dr. Judy Vance was listed as senior personnel on the original grant, but resigned her activities in October, 2006, when she accepted a position as a rotating Program Director at NSF.

Dr. Michael Larsen, senior personnel and statistical consultant, has the responsibility to advise on survey data collection, other data collection, data analysis and statistical analysis. He will receive summer salary support in a future year.

Supporting Staff:

PARTNERS FROM COLLEGES AND FOCAL DEPARTMENTS SERVING ON COUNCIL:

Dr. Joe Colletti, Senior Associate Dean, College of Agriculture, is responsible for working with the Equity Advisor (Thompson) to coordinate ADVANCE activities in the college.

Dr. Kristen Constant, ADVANCE Professor, Associate Professor of Materials Science & Engineering, is responsible for coordinating ADVANCE activities in her department. She also is a key contributor of the communications group. Dr. Constant received 1 course buy-out for the time she devoted to duties as ADVANCE Professor in MSE. Dr. Constant began serving as ADVANCE Professor in January 2007.

Dr. Charles Glatz, Equity Advisor College of Engineering, Professor of Chemical & Biological Engineering, is responsible for leading the College of Engineering's ADVANCE effort. Dr. Glatz began serving as Equity Advisor in mid-March 2007.

Dr. Fredric Janzen, ADVANCE Professor, Professor of Ecology, Evolution & Organismal Biology is responsible for coordinating ADVANCE activities in his department. He also contributes to the communications group.. Dr. Janzen received 1 course buy-out for the time he devoted to duties as ADVANCE Professor in EEOB. Dr. Janzen began serving as ADVANCE Professor in January 2007.

Dr. Mark Kushner, Dean, College of Engineering, is responsible for working with the Equity Advisor (Glatz) to coordinate ADVANCE activities in the college.

Dr. Lisa Larson, Equity Advisor College of Liberal Arts & Sciences, Professor of Psychology, is responsible for leading the College of Liberal Arts & Science's ADVANCE effort. Dr. Larson began serving as Equity Advisor in mid-March 2007.

Dr. David Oliver, Associate Dean, College of Liberal Arts & Sciences, is responsible for working with the Equity Advisor (Larson) to coordinate ADVANCE activities in the college.

Dr. Jo Anne Powell-Coffman, ADVANCE Professor, Associate Professor of Genetics, Development & Cell Biology is responsible for coordinating ADVANCE activities in her department. She also contributes to the communications group.. Dr. Powell-Coffman received 1 course buy-out for the time she devoted to duties as ADVANCE Professor in GDCB. Dr. Powell-Coffman began serving as ADVANCE Professor in January 2007.

Dr. Janette Thompson, Equity Advisor, College of Agriculture, Associate Professor of Natural Resource Ecology & Management, is responsible for leading the College of Agriculture's ADVANCE effort. Dr. Thompson began serving as Equity Advisor in January 2007.

Rebecca Sremack, Graduate Student, Department of Sociology, is working with Sandra Gahn to produce, error check, and format the indicator reporting tables. She is conducting her Master's research on space satisfaction, in consultation with Drs. Bird and Fehr. Rebecca received stipend and tuition support from the grant.

Susan Masters, Program Assistant, ISU ADVANCE Office, is responsible for correspondence, scheduling, book-keeping, faculty and student personnel actions, supervising maintenance of the Web site. Ms. Masters began working for ISU ADVANCE in December 2006.

B. CURRENT OTHER SUPPORT INFORMATION FOR KEY PERSONNEL

Bird, Sharon

Current

Principal Investigator: Susan Carlson
Co-PI: Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski
Title: *ADVANCE Institutional Transformation Award: Comprehensive Institutional Intervention Strategy at Iowa State University*
Sponsor: National Science Foundation
Amount of Award: \$3,296,157
Duration of Award: 1 Aug 2006 – 31 July 2011
Time devoted to project: 1.1 months academic year + 1 month summer 2006 pre-award and 1 month summer 2007.

Bowen, Bonnie

Current

Principal Investigator: Susan Carlson
Co-PI: Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski
Title: *ADVANCE Institutional Transformation Award: Comprehensive Institutional Intervention Strategy at Iowa State University*
Sponsor: National Science Foundation
Amount of Award: \$3,296,157
Duration of Award: 1 Aug 2006 – 31 July 2011
Time devoted to project: 6.3 months academic year + 2 months summer

Bystydzienski, Jill (resigned June 2007)

Aug 2006 – June 2007

Principal Investigator: Susan Carlson
Co-PI: Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski
Title: *ADVANCE Institutional Transformation Award: Comprehensive Institutional Intervention Strategy at Iowa State University*
Sponsor: National Science Foundation
Amount of Award: \$3,296,157
Duration of Award: 1 Aug 2006 – 31 July 2011
Time devoted to project: 1 month summer 2006 pre-award

Carlson, Susan

Current

Principal Investigator: Susan Carlson
Co-PI: Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski
Title: *ADVANCE Institutional Transformation Award: Comprehensive Institutional Intervention Strategy at Iowa State University*
Sponsor: National Science Foundation
Amount of Award: \$3,296,157
Duration of Award: 1 Aug 2006 – 31 July 2011
Time devoted to project: 0 months

Principal Investigator: Susan Carlson
Co-PI: Ben Allen, Claire Andreasen, Marika Jones
Title: *Innovative Practices in Career Flexibility*
Sponsor: Alfred P. Sloan Foundation
Amount of Award: \$25,000
Duration of Award: 9/1/06 to 9/1/07
Time devoted to project: 0 months

Debinski, Diane

Current

Principal Investigator: Susan Carlson
Co-PI: Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski
Title: *ADVANCE Institutional Transformation Award: Comprehensive Institutional Intervention Strategy at Iowa State University*
Sponsor: National Science Foundation
Amount of Award: \$3,296,157
Duration of Award: 1 Aug 2006 – 31 July 2011
Time devoted to project: 1.1 months academic year

Principal Investigator: Diane Debinski
Title: *LTREB: Quantifying Early Indicators of Global Climate Change*
Sponsor: NSF Long Term Research in Environmental Biology
Award Amount: \$72,500
Duration of Award: 7/1/05-8/30/07
Time devoted to project: 1 month summer

Principal Investigator: David Engle
Co-PI: D. Debinski, S. Fuhlendorf, K. Hickman, J. Miller
Title: *Restoration of Evolutionary Fire-grazing Interactions to Limit Invasion of Exotic Forages in the Central Grasslands*
Sponsor: USDA NRI
Amount of Award: \$499,000
Duration of Award: 7/06-6/10
Time devoted to project: 0

Principal Investigator: James Miller
Co-PIs: D. Debinski, D. Engle
Title: *The Use of Cattle-Grazing and Fire as Management Tools To Maintain Biodiversity on Grassland Reserves in Southern Iowa*
Sponsor: Iowa Department of Natural Resources
Award Amount: \$428,039
Duration of Award: 7/06-6/10
Time devoted to project: 1 months summer

Principal Investigator Diane Debinski
Co-PIs B. Olechnowski
Title: *Examining Changes in Vegetation Structure through Time in a Restored Tallgrass Prairie Ecosystem and the Implications for Avian Diversity*
Sponsor: Iowa Science Foundation
Award Amount: \$5,000
Duration of Award: 7/1/07-6/30/08
Time devoted to project: 0

Principal Investigator Diane Debinski
Co-PIs B. Olechnowski
Title: *Examining Changes in Vegetation Structure through Time in a Restored Tallgrass Prairie Ecosystem and the Implications for Avian Diversity*
Sponsor: Iowa Dept. of Natural Resources
Award Amount: \$2,500
Duration of Award: 5/07-4/08
Time devoted to project: 0

Fehr, Carla (added June 2007)

Current, pending approval of co-PI change request filed 6-11-07

Principal Investigator: Susan Carlson
Co-PI: Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski
Title: *ADVANCE Institutional Transformation Award: Comprehensive Institutional Intervention Strategy at Iowa State University*
Sponsor: National Science Foundation
Amount of Award: \$3,296,157
Duration of Award: 1 Aug 2006 – 31 July 2011
Time devoted to project: 1 month academic year

Principal Investigator: Carla Fehr
Title: *Pragmatic mechanism and explanatory pluralism*
Sponsor: National Science Foundation
Amount of Award: \$73,000
Duration of Award: June 2005 – September 2007 (includes no cost extension)
Time devoted to project: 2 months summer

SECTION V: REPORT OF KEY INDICATORS

During Year 1 the ISU ADVANCE Program has invested substantial time and resources to develop a database of ISU faculty that would allow us to report the required key indicator tables and that would allow multi-level analysis of faculty advancement and retention. Research Team member Dr. Sandra Gahn is on the staff of ISU Institutional Research. Under her leadership, data were compiled for 2001-2006. The tables that follow provide a good baseline for comparison of ISU indicators before and after the initiation of the ADVANCE Program.

Below we provide the eight indicator tables. For Tables 1 and 2, we have also provided summary graphs of the pattern of faculty composition by gender, rank, and discipline from 2001-2006. We have identified three disciplines, STEM (science, technology, engineering and mathematics), SBS (social and behavioral sciences) and HBDH (humanities, business, design and human sciences [those not considered STEM or SBS]). Most tables are aggregated by discipline. We have aggregated data by department, where appropriate. For Tables 3 and 4, dealing with tenure and promotion review, we have aggregated data by colleges and by discipline. Tables that are aggregated by department are not aggregated by college, because of the complexity of departments that are administered by more than one college, a common occurrence at Iowa State.

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2006													
Discipline	Women				Men				Percent Women				
	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	
Science, Technology, Engineering & Mathematics													
Aerospace Engineering	0	0	0	0	13	8	4	25	0.0%	0.0%	0.0%	0.0%	
Agricultural & Biosystems Engineering	0	1	1	2	10	9	5	24	0.0%	10.0%	16.7%	7.7%	
Agronomy	2	1	1	4	27	10	3	40	6.9%	9.1%	25.0%	9.1%	
Animal Science	1	4	3	8	30	9	3	42	3.2%	30.8%	50.0%	16.0%	
Biochemistry, Biophysics & Molecular Biology	2	3	0	5	10	4	3	17	16.7%	42.9%	0.0%	22.7%	
Biomedical Sciences	1	1	2	4	7	4	2	13	12.5%	20.0%	50.0%	23.5%	
Chemical & Biological Engineering	2	0	1	3	6	5	2	13	25.0%	0.0%	33.3%	18.8%	
Chemistry	3	1	2	6	19	1	3	23	13.6%	50.0%	40.0%	20.7%	
Civil, Construction & Environmental Engineering	0	3	1	4	13	9	6	28	0.0%	25.0%	14.3%	12.5%	
Computer Science	1	2	1	4	8	6	9	23	11.1%	25.0%	10.0%	14.8%	
Ecology, Evolution & Organismal Biology	1	3	3	7	6	9	3	18	14.3%	25.0%	50.0%	28.0%	
Electrical & Computer Engineering	1	1	1	3	14	13	16	43	6.7%	7.1%	5.9%	6.5%	
Entomology	2	0	1	3	6	2	1	9	25.0%	0.0%	50.0%	25.0%	
Food Science & Human Nutrition	8	6	3	17	5	5	3	13	61.5%	54.5%	50.0%	56.7%	
Genetics, Development & Cell Biology	1	2	1	4	14	6	4	24	6.7%	25.0%	20.0%	14.3%	
Geological & Atmospheric Sciences	0	1	1	2	8	2	3	13	0.0%	33.3%	25.0%	13.3%	
Health & Human Performance	0	3	2	5	4	5	4	13	0.0%	37.5%	33.3%	27.8%	
Horticulture	1	3	1	5	7	3	1	11	12.5%	50.0%	50.0%	31.3%	
Industrial & Manufacturing Systems Engineering	2	1	0	3	0	6	1	7	100.0%	14.3%	0.0%	30.0%	
Materials Science Engineering	0	2	0	2	15	2	3	20	0.0%	50.0%	0.0%	9.1%	
Mathematics	1	2	3	6	20	13	6	39	4.8%	13.3%	33.3%	13.3%	
Mechanical Engineering	1	1	1	3	12	5	7	24	7.7%	16.7%	12.5%	11.1%	
Natural Resource Ecology & Management	0	4	1	5	6	4	4	14	0.0%	50.0%	20.0%	26.3%	
Physics & Astronomy	1	1	0	2	23	5	9	37	4.2%	16.7%	0.0%	5.1%	
Plant Pathology	1	1	2	4	9	2	1	12	10.0%	33.3%	66.7%	25.0%	
Statistics	3	0	6	9	13	5	3	21	18.8%	0.0%	66.7%	30.0%	
Veterinary Clinical Sciences	1	7	4	12	8	5	4	17	11.1%	58.3%	50.0%	41.4%	
Veterinary Diagnostic & Production Animal Medicine	1	0	3	4	12	5	4	21	7.7%	0.0%	42.9%	16.0%	
Veterinary Microbiology & Preventive Medicine	2	0	2	4	7	3	3	13	22.2%	0.0%	40.0%	23.5%	
Veterinary Pathology	1	2	2	5	3	2	1	6	25.0%	50.0%	66.7%	45.5%	
STEM Totals	40	56	49	145	335	167	121	623	10.7%	25.1%	28.8%	18.9%	

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2006 - continued													
Discipline	Women				Men				Percent Women				
	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	
Social & Behavioral Sciences													
Agricultural Education & Studies	SBS	0	1	0	1	5	1	5	11	0.0%	50.0%	0.0%	8.3%
Anthropology	SBS	0	1	2	3	1	1	1	3	0.0%	50.0%	66.7%	50.0%
Apparel, Educational Studies & Hospitality Management	SBS	3	6	6	15	0	1	0	1	100.0%	85.7%	100.0%	93.8%
Economics	SBS	3	1	0	4	26	11	4	41	10.3%	8.3%	0.0%	8.9%
Educational Leadership & Policy Studies	SBS	4	1	3	8	5	2	1	8	44.4%	33.3%	75.0%	50.0%
Human Development & Family Studies	SBS	7	5	7	19	5	3	0	8	58.3%	62.5%	100.0%	70.4%
Political Science	SBS	1	0	2	3	3	4	2	9	25.0%	0.0%	50.0%	25.0%
Psychology	SBS	3	3	3	9	5	5	4	14	37.5%	37.5%	42.9%	39.1%
Sociology	SBS	8	5	3	16	5	6	2	13	61.5%	45.5%	60.0%	55.2%
SBS Totals		29	23	26	78	55	34	19	108	34.5%	40.4%	57.8%	41.9%
Humanities, Design, Business & Human Sciences													
Accounting	HDBH	1	1	2	4	1	4	2	7	50.0%	20.0%	50.0%	36.4%
Architecture	HDBH	0	5	2	7	7	4	5	16	0.0%	55.6%	28.6%	30.4%
Art & Design	HDBH	1	14	6	21	2	8	6	16	33.3%	63.6%	50.0%	56.8%
Community & Regional Planning	HDBH	0	1	4	5	1	2	3	6	0.0%	33.3%	57.1%	45.5%
Curriculum & Instruction	HDBH	3	8	7	18	6	1	2	9	33.3%	88.9%	77.8%	66.7%
English	HDBH	12	12	7	31	10	11	4	25	54.5%	52.2%	63.6%	55.4%
Finance	HDBH	0	1	1	2	5	1	2	8	0.0%	50.0%	33.3%	20.0%
Greenlee School of Journalism & Communication	HDBH	1	3	1	5	4	1	7	12	20.0%	75.0%	12.5%	29.4%
History	HDBH	1	1	2	4	4	3	6	13	20.0%	25.0%	25.0%	23.5%
Landscape Architecture	HDBH	1	3	1	5	3	2	3	8	25.0%	60.0%	25.0%	38.5%
Library	HDBH	2	14	8	24	3	7	3	13	40.0%	66.7%	72.7%	64.9%
Logistics Operations & Management Information Systems	HDBH	0	2	1	3	4	7	5	16	0.0%	22.2%	16.7%	15.8%
Management	HDBH	1	1	1	3	5	3	1	9	16.7%	25.0%	50.0%	25.0%
Marketing	HDBH	0	1	1	2	4	3	1	8	0.0%	25.0%	50.0%	20.0%
Music	HDBH	2	2	2	6	8	5	3	16	20.0%	28.6%	40.0%	27.3%
Philosophy & Religious Studies	HDBH	1	2	2	5	6	5	1	12	14.3%	28.6%	66.7%	29.4%
World Languages & Cultures	HDBH	4	2	7	13	1	2	4	7	80.0%	50.0%	63.6%	65.0%
HDBH Totals		30	73	55	158	74	69	58	201	28.8%	51.4%	48.7%	44.0%
University Totals		99	152	130	381	464	270	198	932	17.6%	36.0%	39.6%	29.0%

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2005													
Discipline	Women				Men				Percent Women				
	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	
Science, Technology, Engineering & Mathematics													
Aerospace Engineering	STEM	0	0	0	0	15	9	3	27	0.0%	0.0%	0.0%	0.0%
Agricultural & Biosystems Engineering	STEM	0	1	1	2	9	8	6	23	0.0%	11.1%	14.3%	8.0%
Agronomy	STEM	1	2	2	5	28	9	5	42	3.4%	18.2%	28.6%	10.6%
Animal Science	STEM	1	4	3	8	30	9	3	42	3.2%	30.8%	50.0%	16.0%
Biochemistry, Biophysics & Molecular Biology	STEM	3	3	0	6	9	5	3	17	25.0%	37.5%	0.0%	26.1%
Biomedical Sciences	STEM	1	1	2	4	7	4	3	14	12.5%	20.0%	40.0%	22.2%
Chemical Engineering	STEM	1	1	1	3	7	5	0	12	12.5%	16.7%	100.0%	20.0%
Chemistry	STEM	2	0	2	4	20	2	4	26	9.1%	0.0%	33.3%	13.3%
Civil, Construction & Environmental Engineering	STEM	0	2	1	3	12	10	6	28	0.0%	16.7%	14.3%	9.7%
Computer Science	STEM	1	2	1	4	8	4	11	23	11.1%	33.3%	8.3%	14.8%
Ecology, Evolution & Organismal Biology	STEM	1	3	3	7	7	9	4	20	12.5%	25.0%	42.9%	25.9%
Electrical & Computer Engineering	STEM	1	1	1	3	15	16	12	43	6.3%	5.9%	7.7%	6.5%
Entomology	STEM	2	0	1	3	5	3	1	9	28.6%	0.0%	50.0%	25.0%
Food Science & Human Nutrition	STEM	8	8	3	19	6	5	2	13	25.0%	61.5%	60.0%	59.4%
Genetics, Development & Cell Biology	STEM	1	2	1	4	13	8	4	25	7.1%	20.0%	20.0%	13.8%
Geological & Atmospheric Sciences	STEM	0	1	0	1	6	3	4	13	0.0%	25.0%	0.0%	7.1%
Health & Human Performance	STEM	0	3	2	5	4	3	6	13	0.0%	50.0%	25.0%	27.8%
Horticulture	STEM	1	3	1	5	8	3	1	12	11.1%	50.0%	50.0%	29.4%
Industrial & Manufacturing Systems Engineering	STEM	2	1	0	3	1	8	1	10	66.7%	11.1%	0.0%	23.1%
Materials Science Engineering	STEM	0	1	0	1	15	3	3	21	0.0%	25.0%	0.0%	4.5%
Mathematics	STEM	0	2	3	5	20	16	6	42	0.0%	11.1%	33.3%	10.6%
Mechanical Engineering	STEM	1	1	2	4	14	6	7	27	6.7%	14.3%	22.2%	12.9%
Natural Resource Ecology & Management	STEM	0	3	2	5	6	4	4	14	0.0%	42.9%	33.3%	26.3%
Physics & Astronomy	STEM	1	1	0	2	22	5	10	37	4.3%	16.7%	0.0%	5.1%
Plant Pathology	STEM	1	1	1	3	9	1	2	12	10.0%	50.0%	33.3%	20.0%
Statistics	STEM	4	0	5	9	11	7	5	23	26.7%	0.0%	50.0%	28.1%
Veterinary Clinical Sciences	STEM	1	7	4	12	8	5	5	18	11.1%	58.3%	44.4%	40.0%
Veterinary Diagnostic & Production Animal Medicine	STEM	1	0	3	4	9	8	4	21	10.0%	0.0%	42.9%	16.0%
Veterinary Microbiology & Preventive Medicine	STEM	1	1	1	3	7	3	1	11	12.5%	25.0%	50.0%	21.4%
Veterinary Pathology	STEM	1	2	2	5	3	3	2	8	25.0%	40.0%	50.0%	38.5%
STEM Totals		37	57	48	142	334	184	128	646	9.1%	23.7%	27.3%	18.0%

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2005 - continued													
		Women				Men				Percent Women			
	Discipline	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Social & Behavioral Sciences (SBS)													
Agricultural Education & Studies	SBS	0	1	0	1	5	2	3	10	0.0%	33.3%	0.0%	9.1%
Anthropology	SBS	0	1	1	2	2	1	1	4	0.0%	50.0%	50.0%	33.3%
Apparel, Educational Studies & Hospitality Management	SBS	4	6	8	18	0	2	1	3	100.0%	75.0%	88.9%	85.7%
Curriculum & Instruction	SBS	3	8	7	18	5	2	2	9	37.5%	80.0%	77.8%	66.7%
Economics	SBS	3	1	1	5	26	13	4	43	10.3%	7.1%	20.0%	10.4%
Educational Leadership & Policy Studies	SBS	5	1	3	9	5	1	3	9	50.0%	50.0%	50.0%	50.0%
Human Development & Family Studies	SBS	8	5	6	19	5	3	0	8	61.5%	62.5%	100.0%	70.4%
Political Science	SBS	1	0	2	3	7	4	2	13	12.5%	0.0%	50.0%	18.8%
Psychology	SBS	3	3	4	10	5	3	5	13	37.5%	50.0%	44.4%	43.5%
Sociology	SBS	7	5	5	17	7	4	3	14	50.0%	55.6%	62.5%	54.8%
SBS Totals		34	31	37	102	67	35	24	126	33.7%	47.0%	60.7%	44.7%
Humanities, Design, Business & Human Sciences													
Accounting	HDBH	1	1	1	3	1	4	2	7	50.0%	20.0%	33.3%	30.0%
Architecture	HDBH	0	5	2	7	7	4	7	18	0.0%	55.6%	22.2%	28.0%
Art & Design	HDBH	1	12	7	20	3	7	6	16	25.0%	63.2%	53.8%	55.6%
Community & Regional Planning	HDBH	0	1	4	5	1	2	3	6	0.0%	33.3%	57.1%	45.5%
English	HDBH	12	11	9	32	10	10	5	25	54.5%	52.4%	64.3%	56.1%
Finance	HDBH	0	1	1	2	4	2	2	8	0.0%	33.3%	33.3%	20.0%
Foreign Languages & Literatures	HDBH	4	1	6	11	1	3	4	8	80.0%	25.0%	60.0%	57.9%
Greenlee School of Journalism & Communication	HDBH	1	3	2	6	4	1	6	11	20.0%	75.0%	25.0%	35.3%
History	HDBH	0	2	2	4	5	2	9	16	0.0%	50.0%	18.2%	20.0%
Landscape Architecture	HDBH	0	2	3	5	3	3	3	9	0.0%	40.0%	50.0%	35.7%
Library	HDBH	2	13	9	24	3	6	6	15	40.0%	68.4%	60.0%	61.5%
Logistics, Operations & Management Information Systems	HDBH	0	2	1	3	5	6	5	16	0.0%	25.0%	16.7%	15.8%
Management	HDBH	1	1	0	2	6	3	1	10	14.3%	25.0%	0.0%	16.7%
Marketing	HDBH	0	1	1	2	4	3	1	8	0.0%	25.0%	50.0%	20.0%
Music	HDBH	2	2	2	6	8	5	3	16	20.0%	28.6%	40.0%	27.3%
Philosophy & Religious Studies	HDBH	1	3	2	6	6	5	3	14	14.3%	37.5%	40.0%	30.0%
HDBH Totals		25	61	52	138	71	66	66	203	26.0%	48.0%	44.1%	40.5%
University Totals		96	149	137	382	472	285*	218	975*	16.9%	34.3%	38.6%	28.2%

*Note: one additional, tenured male associate professor was listed under the department title "Engineering Administration." This faculty member does not appear on this table.

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2004													
Department	Discipline	Women				Men				Percent Women			
		Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Science, Technology, Engineering & Mathematics (STEM)													
Aerospace Engineering	STEM	0	0	0	0	14	7	4	25	0.0%	0.0%	0.0%	0.0%
Agricultural & Biosystems Engineering	STEM	0	0	2	2	7	10	5	22	0.0%	0.0%	28.6%	8.3%
Agronomy	STEM	1	2	2	5	27	11	5	43	3.6%	15.4%	28.6%	10.4%
Animal Science	STEM	1	4	2	7	28	8	5	41	3.4%	33.3%	28.6%	14.6%
Biochemistry, Biophysics & Molecular Biology	STEM	3	3	0	6	11	5	2	18	21.4%	37.5%	0.0%	25.0%
Biomedical Sciences	STEM	1	1	1	3	7	4	3	14	12.5%	20.0%	25.0%	17.6%
Chemical Engineering	STEM	1	1	1	3	7	5	1	13	12.5%	16.7%	50.0%	18.8%
Chemistry	STEM	1	1	1	3	21	2	4	27	4.5%	33.3%	20.0%	10.0%
Civil, Construction & Environmental Engineering	STEM	0	1	2	3	11	9	8	28	0.0%	10.0%	20.0%	9.7%
Computer Science	STEM	0	2	2	4	8	3	10	21	0.0%	40.0%	16.7%	16.0%
Ecology, Evolution & Organismal Biology	STEM	1	3	2	6	7	11	3	21	12.5%	21.4%	40.0%	22.2%
Electrical & Computer Engineering	STEM	1	1	0	2	13	15	13	41	7.1%	6.3%	0.0%	4.7%
Entomology	STEM	1	1	0	2	5	3	1	9	16.7%	25.0%	0.0%	18.2%
Food Science & Human Nutrition	STEM	8	8	4	20	6	4	2	12	57.1%	66.7%	66.7%	62.5%
Genetics, Development & Cell Biology	STEM	1	1	2	4	11	6	4	21	8.3%	14.3%	33.3%	16.0%
Geological & Atmospheric Sciences	STEM	0	0	1	1	4	5	4	13	0.0%	0.0%	20.0%	7.1%
Health & Human Performance	STEM	0	2	3	5	4	3	6	13	0.0%	40.0%	33.3%	27.8%
Horticulture	STEM	1	2	2	5	6	5	1	12	14.3%	28.6%	66.7%	29.4%
Industrial & Manufacturing Systems Engineering	STEM	1	2	0	3	1	8	1	10	50.0%	20.0%	0.0%	23.1%
Materials Science Engineering	STEM	0	1	0	1	14	3	5	22	0.0%	25.0%	0.0%	4.3%
Mathematics	STEM	0	2	2	4	20	16	6	42	0.0%	11.1%	25.0%	8.7%
Mechanical Engineering	STEM	1	0	3	4	13	7	6	26	7.1%	0.0%	33.3%	13.3%
Natural Resource Ecology & Management	STEM	0	3	2	5	5	5	2	12	0.0%	37.5%	50.0%	29.4%
Physics & Astronomy	STEM	1	1	0	2	24	5	9	38	4.0%	16.7%	0.0%	5.0%
Plant Pathology	STEM	1	1	1	3	9	1	2	12	10.0%	50.0%	33.3%	20.0%
Statistics	STEM	2	1	5	8	11	7	2	20	15.4%	12.5%	71.4%	28.6%
Veterinary Clinical Sciences	STEM	1	7	2	10	8	5	5	18	11.1%	58.3%	28.6%	35.7%
Veterinary Diagnostic & Production Animal Medicine	STEM	1	0	2	3	10	9	4	23	9.1%	0.0%	33.3%	11.5%
Veterinary Microbiology & Preventive Medicine	STEM	2	2	1	5	8	3	1	12	20.0%	40.0%	50.0%	29.4%
Veterinary Pathology	STEM	1	2	1	4	3	1	4	8	25.0%	66.7%	20.0%	33.3%
STEM Totals		32	55	46	133	323	186	128	637	9.0%	22.8%	26.4%	17.3%

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2004 - continued													
Department	Discipline	Women				Men				Percent Women			
		Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Social & Behavioral Sciences (SBS)													
Apparel, Educational Studies & Hospitality Management	SBS	4	5	6	15	0	2	1	3	100.0%	71.4%	85.7%	83.3%
Agricultural Education & Studies	SBS	0	0	1	1	5	2	3	10	0.0%	0.0%	25.0%	9.1%
Anthropology	SBS	0	1	2	3	2	0	3	5	0.0%	100.0%	40.0%	37.5%
Curriculum & Instruction	SBS	3	7	6	16	6	1	3	10	33.3%	87.5%	66.7%	61.5%
Economics	SBS	3	1	1	5	25	14	4	43	10.7%	6.7%	20.0%	10.4%
Educational Leadership & Policy Studies	SBS	3	2	2	7	6	0	3	9	33.3%	100.0%	40.0%	43.8%
Human Development & Family Studies	SBS	8	7	6	21	4	5	2	11	66.7%	58.3%	75.0%	65.6%
Political Science	SBS	1	0	3	4	6	4	5	15	14.3%	0.0%	37.5%	21.1%
Psychology	SBS	3	3	4	10	5	3	5	13	37.5%	50.0%	44.4%	43.5%
Sociology	SBS	7	4	5	16	7	3	4	14	50.0%	57.1%	55.6%	53.3%
SBS Totals		32	30	36	98	66	34	33	133	32.7%	46.9%	52.2%	42.2%
Humanities, Design, Business & Human Sciences													
Accounting	HDBH	1	1	1	3	2	4	1	7	33.3%	20.0%	50.0%	30.0%
Architecture	HDBH	0	5	1	6	7	4	7	18	0.0%	55.6%	12.5%	25.0%
Art & Design	HDBH	2	11	6	19	3	7	4	14	40.0%	61.1%	60.0%	57.6%
Community & Regional Planning	HDBH	0	1	3	4	1	1	2	4	0.0%	50.0%	60.0%	50.0%
English	HDBH	11	12	6	29	10	9	6	25	52.4%	57.1%	50.0%	53.7%
Finance	HDBH	0	1	0	1	4	2	2	8	0.0%	33.3%	0.0%	11.1%
Foreign Languages & Literatures	HDBH	4	1	4	9	3	5	5	13	57.1%	16.7%	44.4%	40.9%
Greenlee School of Journalism & Communication	HDBH	1	3	1	5	4	1	5	10	20.0%	75.0%	16.7%	33.3%
History	HDBH	0	2	1	3	5	2	9	16	0.0%	50.0%	10.0%	15.8%
Landscape Architecture	HDBH	0	2	3	5	3	3	4	10	0.0%	40.0%	42.9%	33.3%
Library	HDBH	2	13	9	24	3	7	6	16	40.0%	65.0%	60.0%	60.0%
Logistics, Operations & Management Information Systems	HDBH	0	2	0	2	5	7	5	17	0.0%	22.2%	0.0%	10.5%
Management	HDBH	1	1	0	2	7	2	2	11	12.5%	33.3%	0.0%	15.4%
Marketing	HDBH	0	1	1	2	4	3	1	8	0.0%	25.0%	50.0%	20.0%
Music	HDBH	3	2	2	7	7	7	5	19	30.0%	22.2%	28.6%	26.9%
Philosophy & Religious Studies	HDBH	1	2	2	5	6	4	5	15	14.3%	33.3%	28.6%	25.0%
HDBH Totals		26	60	40	126	74	68	69	211	26.0%	46.9%	36.7%	37.4%
University Totals		90	145	122	357	463	288*	230	981*	16.3%	33.5%	34.7%	26.7%

*Note: one additional, tenured male associate professor was listed under the department title "Engineering Administration." This faculty member does not appear on this table.

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2003													
Discipline	Women				Men				Percent Women				
	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	
Science, Technology, Engineering & Mathematics (STEM)													
Aerospace Engineering	STEM	0	0	0	0	14	7	3	24	0.0%	0.0%	0.0%	0.0%
Agricultural & Biosystems Engineering	STEM	0	0	2	2	10	10	7	27	0.0%	0.0%	22.2%	6.9%
Agronomy	STEM	1	2	2	5	27	11	7	45**	3.6%	15.4%	22.2%	10.0%
Animal Science	STEM	1	3	2	6	32	7	5	44	3.0%	30.0%	28.6%	12.0%
Biochemistry, Biophysics & Molecular Biology	STEM	2	3	1	6	10	5	3	18	16.7%	37.5%	25.0%	25.0%
Biomedical Science	STEM	1	1	1	3	6	5	2	13	14.3%	16.7%	33.3%	18.8%
Chemical & Biological Engineering	STEM	1	1	1	3	7	5	1	13	12.5%	16.7%	50.0%	18.8%
Chemistry	STEM	1	1	1	3	21	2	5	28	4.5%	33.3%	16.7%	9.7%
Civil, Construction & Environmental Engineering	STEM	0	1	2	3	11	10	7	28	0.0%	9.1%	22.2%	9.7%
Computer Science	STEM	0	2	2	4	8	3	9	20	0.0%	40.0%	18.2%	16.7%
Ecology, Evolution & Organismal Biology	STEM	1	3	0	4	7	12	2	21	12.5%	20.0%	0.0%	16.0%
Electrical & Computer Engineering	STEM	1	2	0	3	15	16	12	43	6.3%	11.1%	0.0%	6.5%
Entomology	STEM	1	1	0	2	6	3	0	9	14.3%	25.0%	0.0%	18.2%
Food Science & Human Nutrition	STEM	8	6	5	19	7	2	3	12	53.3%	75.0%	62.5%	61.3%
Genetics, Development & Cell Biology	STEM	1	1	2	4	13	6	1	20	7.1%	14.3%	66.7%	16.7%
Geological & Atmospheric Sciences	STEM	0	0	2	2	4	5	4	13	0.0%	0.0%	33.3%	13.3%
Health & Human Performance	STEM	0	2	3	5	4	4	6	14	0.0%	33.3%	33.3%	26.3%
Horticulture	STEM	1	1	3	5	5	6	1	12	16.7%	14.3%	75.0%	29.4%
Industrial & Manufacturing Systems Engineering	STEM	1	2	0	3	1	7	3	11	50.0%	22.2%	0.0%	21.4%
Materials Science Engineering	STEM	0	1	0	1	12	3	4	19	0.0%	25.0%	0.0%	5.0%
Mathematics	STEM	0	1	2	3	21	14	6	41	0.0%	6.7%	25.0%	6.8%
Mechanical Engineering	STEM	1	0	3	4	13	8	5	26	7.1%	0.0%	37.5%	13.3%
Natural Resource Ecology & Management	STEM	0	2	3	5	9	4	2	15	0.0%	33.3%	60.0%	25.0%
Physics & Astronomy	STEM	1	1	0	2	27	4	8	39	3.6%	20.0%	0.0%	4.9%
Plant Pathology	STEM	1	1	0	2	8	2	2	12	11.1%	33.3%	0.0%	14.3%
Statistics	STEM	2	1	5	8	11	7	2	20	15.4%	12.5%	71.4%	28.6%
Veterinary Clinical Science	STEM	1	7	2	10	8	5	4	17	11.1%	58.3%	33.3%	37.0%
Veterinary Diagnostic & Production Animal Medicine	STEM	1	0	0	1	9	10	4	23	10.0%	0.0%	0.0%	4.2%
Veterinary Microbiology & Preventive Medicine	STEM	2	2	1	5	8	3	1	12	20.0%	40.0%	50.0%	29.4%
Veterinary Pathology	STEM	1	2	1	4	4	1	4	9	20.0%	66.7%	20.0%	30.8%
STEM Totals		31	50	46	127	338	187	123	648	8.4%	21.1%	27.2%	16.4%

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2003 - continued													
	Discipline	Women				Men				Percent Women			
		Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Social & Behavioral Sciences (SBS)													
Apparel, Educational Studies & Hospitality Management	SBS	7	5	5	17	0	1	2	3	100.0%	83.3%	71.4%	85.0%
Agricultural Education & Studies	SBS	0	0	1	1	6	3	1	10	0.0%	0.0%	50.0%	9.1%
Anthropology	SBS	0	1	3	4	2	0	3	5	0.0%	100.0%	50.0%	44.4%
Curriculum & Instruction	SBS	3	7	6	16	8	0	3	11	27.3%	100.0%	66.7%	59.3%
Economics	SBS	3	1	2	6	28	13	5	46	9.7%	7.1%	28.6%	11.5%
Educational Leadership & Policy Studies	SBS	3	2	3	8	7	2	2	11	30.0%	50.0%	60.0%	42.1%
Human Development & Family Studies	SBS	8	7	7	22	4	5	3	12	66.7%	58.3%	70.0%	64.7%
Political Science	SBS	1	0	3	4	6	4	5	15	14.3%	0.0%	37.5%	21.1%
Psychology	SBS	3	3	4	10	6	3	4	13	33.3%	50.0%	50.0%	43.5%
Sociology	SBS	7	5	6	18	11	3	3	17	38.9%	62.5%	66.7%	51.4%
SBS Totals		35	31	40	106	78	34	31	143	31.0%	47.7%	56.3%	42.6%
Humanities, Design, Business & Human Sciences													
Accounting	HDBH	1	1	1	3	2	4	2	8	33.3%	20.0%	33.3%	27.3%
Architecture	HDBH	0	5	1	6	7	4	7	18	0.0%	55.6%	12.5%	25.0%
Art & Design	HDBH	2	10	9	21	2	7	5	14	50.0%	58.8%	64.3%	60.0%
Community & Regional Planning	HDBH	0	1	1	2	1	3	2	6	0.0%	25.0%	33.3%	25.0%
English	HDBH	11	13	6	30	11	7	7	25	50.0%	65.0%	46.2%	54.5%
Finance	HDBH	0	1	0	1	3	3	3	9	0.0%	25.0%	0.0%	10.0%
Greenlee School of Journalism & Communication	HDBH	1	3	1	5	5	4	3	12	16.7%	42.9%	25.0%	29.4%
History	HDBH	0	3	0	3	5	3	7	15	0.0%	50.0%	0.0%	16.7%
Landscape Architecture	HDBH	0	2	3	5	3	3	4	10	0.0%	40.0%	42.9%	33.3%
Library	HDBH	2	13	8	23	2	7	4	13	50.0%	65.0%	66.7%	63.9%
Logistics, Operations & Management Information Systems	HDBH	0	2	0	2	4	7	5	16	0.0%	22.2%	0.0%	11.1%
Management	HDBH	1	1	0	2	7	2	2	11	12.5%	33.3%	0.0%	15.4%
Marketing	HDBH	0	1	1	2	4	3	1	8	0.0%	25.0%	50.0%	20.0%
Music	HDBH	3	2	4	9	6	8	3	17	33.3%	20.0%	57.1%	34.6%
Philosophy & Religious Studies	HDBH	0	3	3	6	6	3	7	16	0.0%	50.0%	30.0%	27.3%
World Languages & Cultures	HDBH	4	3	4	11	3	5	6	14	57.1%	37.5%	40.0%	44.0%
HDBH Totals		25	64	42	131	71	73	68	212	26.0%	46.7%	38.2%	38.2%
University Totals		91	145	128	364	487	294*	222	1003*	15.7%	33.0%	36.6%	26.6%
*Note: one additional, tenured male associate professor was listed under the department title "Engineering Administration." This faculty member does not appear on this table.													
**One tenured, male Agronomy instructor does not appear on this table.													

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2002													
	Discipline	Women				Men				Percent Women			
		Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Science, Technology, Engineering & Mathematics (STEM)													
Aerospace Engineering	STEM	0	0	0	0	12	8	4	24	0.0%	0.0%	0.0%	0.0%
Agricultural & Biosystems Engineering	STEM	0	0	2	2	10	10	8	28	0.0%	0.0%	20.0%	6.7%
Agronomy	STEM	1	2	2	5	26	11	6	43	3.7%	15.4%	25.0%	10.4%
Animal Science	STEM	1	2	3	6	30	7	4	41	3.2%	22.2%	42.9%	12.8%
Biochemistry, Biophysics & Molecular Biology	STEM	1	1	2	4	10	1	3	14	9.1%	50.0%	40.0%	22.2%
Biomedical Sciences	STEM	1	2	1	4	6	5	2	13	14.3%	28.6%	33.3%	23.5%
Botany	STEM	2	0	1	3	7	6	3	16	22.2%	0.0%	25.0%	15.8%
Food Science & Human Nutrition	STEM	5	0	1	6	4	2	2	8	55.6%	0.0%	33.3%	42.9%
Chemical Engineering	STEM	1	1	0	2	10	3	2	15	9.1%	25.0%	0.0%	11.8%
Chemistry	STEM	1	1	2	4	22	3	3	28	4.3%	25.0%	40.0%	12.5%
Civil, Construction & Environmental Engineering	STEM	0	1	2	3	10	9	7	26	0.0%	10.0%	22.2%	10.3%
Computer Science	STEM	0	2	2	4	8	3	7	18	0.0%	40.0%	22.2%	18.2%
Electrical & Computer Engineering	STEM	1	2	0	3	14	15	12	41	6.7%	11.8%	0.0%	6.8%
Entomology	STEM	1	1	0	2	8	3	0	11	11.1%	25.0%	0.0%	15.4%
Food Science & Human Nutrition	STEM	2	6	4	12	2	1	0	3	50.0%	85.7%	100.0%	80.0%
Geological & Atmospheric Sciences	STEM	0	0	2	2	4	5	3	12	0.0%	0.0%	40.0%	14.3%
Health & Human Performance	STEM	0	2	3	5	4	2	7	13	0.0%	50.0%	30.0%	27.8%
Horticulture	STEM	1	0	3	4	5	7	1	13	16.7%	0.0%	75.0%	23.5%
Industrial & Manufacturing Systems Engineering	STEM	1	2	0	3	2	7	3	12	33.3%	22.2%	0.0%	20.0%
Materials Science Engineering	STEM	0	1	0	1	11	2	5	18	0.0%	33.3%	0.0%	5.3%
Mathematics	STEM	1	1	1	3	24	15	3	42	4.0%	6.3%	25.0%	6.7%
Mechanical Engineering	STEM	0	1	3	4	14	10	4	28	0.0%	9.1%	42.9%	12.5%
Microbiology	STEM	0	1	1	2	2	3	0	5	0.0%	25.0%	100.0%	28.6%
Natural Resource Ecology & Management	STEM	0	2	2	4	11	5	2	18	0.0%	28.6%	50.0%	18.2%
Physics & Astronomy	STEM	1	1	0	2	27	3	8	38	3.6%	25.0%	0.0%	5.0%
Plant Pathology	STEM	1	0	0	1	8	3	2	13	11.1%	0.0%	0.0%	7.1%
Statistics	STEM	1	2	4	7	13	5	3	21	7.1%	28.6%	57.1%	25.0%
Veterinary Clinical Sciences	STEM	1	7	1	9	8	5	2	15	11.1%	58.3%	33.3%	37.5%
Veterinary Diagnostic & Production Animal Medicine	STEM	1	0	1	2	10	10	3	23	9.1%	0.0%	25.0%	8.0%
Veterinary Microbiology & Preventive Medicine	STEM	1	2	1	4	6	4	1	11	14.3%	33.3%	50.0%	26.7%
Veterinary Pathology	STEM	0	3	1	4	5	1	4	10	0.0%	75.0%	20.0%	28.6%
Zoology & Genetics	STEM	1	4	1	6	11	11	2	24	8.3%	26.7%	33.3%	20.0%
STEM Totals		27	50	46	123	344	185	116	645	7.3%	21.3%	28.4%	16.0%

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2002 - continued													
	Discipline	Women				Men				Percent Women			
		Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Social & Behavioral Sciences (SBS)													
Apparel, Educational Studies & Hospitality Management	SBS	7	6	4	17	0	1	2	3	100.0%	85.7%	66.7%	85.0%
Agricultural Education & Studies	SBS	0	0	1	1	6	3	1	10	0.0%	0.0%	50.0%	9.1%
Anthropology	SBS	0	1	3	4	2	0	2	4	0.0%	100.0%	60.0%	50.0%
Curriculum & Instruction	SBS	3	8	3	14	9	1	3	13	25.0%	88.9%	50.0%	51.9%
Economics	SBS	3	0	2	5	30	9	8	47	9.1%	0.0%	20.0%	9.6%
Educational Leadership & Policy Studies	SBS	3	2	3	8	8	2	1	11	27.3%	50.0%	75.0%	42.1%
Human Development & Family Studies	SBS	8	9	6	23	5	3	4	12	61.5%	75.0%	60.0%	65.7%
Political Science	SBS	1	0	1	2	7	3	4	14	12.5%	0.0%	20.0%	12.5%
Psychology	SBS	3	3	4	10	8	3	1	12	27.3%	50.0%	80.0%	45.5%
Sociology	SBS	7	4	6	17	11	5	4	20	38.9%	44.4%	60.0%	45.9%
SBS Totals		35	33	33	101	86	30	30	146	28.9%	52.4%	52.4%	40.9%
Humanities, Design, Business & Human Sciences													
Accounting	HDBH	0	2	2	4	2	5	2	9	0.0%	28.6%	50.0%	30.8%
Architecture	HDBH	0	3	3	6	7	3	7	17	0.0%	50.0%	30.0%	26.1%
Art & Design	HDBH	3	9	10	22	3	6	4	13	50.0%	60.0%	71.4%	62.9%
Community & Regional Planning	HDBH	0	1	0	1	2	3	2	7	0.0%	25.0%	0.0%	12.5%
English	HDBH	11	13	5	29	10	9	6	25	52.4%	59.1%	45.5%	53.7%
Finance	HDBH	0	1	0	1	3	3	2	8	0.0%	25.0%	0.0%	11.1%
Foreign Languages & Literatures	HDBH	4	3	3	10	3	5	6	14	57.1%	37.5%	33.3%	41.7%
Greenlee School of Journalism & Communication	HDBH	1	3	2	6	5	5	1	11	16.7%	37.5%	66.7%	35.3%
History	HDBH	0	3	0	3	6	1	8	15	0.0%	75.0%	0.0%	16.7%
Landscape Architecture	HDBH	0	2	3	5	3	3	2	8	0.0%	40.0%	60.0%	38.5%
Library	HDBH	1	13	6	20	1	8	5	14	50.0%	61.9%	54.5%	58.8%
Logistics, Operations & Management Information Systems	HDBH	0	1	1	2	3	8	5	16	0.0%	11.1%	16.7%	11.1%
Management	HDBH	1	1	0	2	7	2	2	11	12.5%	33.3%	0.0%	15.4%
Marketing	HDBH	0	1	1	2	3	4	1	8	0.0%	20.0%	50.0%	20.0%
Music	HDBH	2	3	3	8	6	7	5	18	25.0%	30.0%	37.5%	30.8%
Philosophy & Religious Studies	HDBH	0	3	2	5	6	3	7	16	0.0%	50.0%	22.2%	23.8%
HDBH Totals		23	62	41	126	70	75	65	210	24.7%	45.3%	38.7%	37.5%
University Totals		85	145	120	350	500	290*	211	1001*	14.5%	33.3%	36.3%	25.9%

*Note: one additional, tenured male associate professor was listed under the department title "Engineering Administration." This faculty member does not appear on this table.

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2001													
Discipline	Women				Men				Percent Women				
	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	
Science, Technology, Engineering & Mathematics (STEM)													
Aerospace Engineering	0	1	0	1	15	11	4	30	0.0%	8.3%	0.0%	3.2%	
Agricultural & Biosystems Engineering	0	0	2	2	9	12	8	29	0.0%	0.0%	20.0%	6.5%	
Agronomy	1	1	2	4	27	11	7	45	3.6%	8.3%	22.2%	8.2%	
Animal Science	1	2	2	5	30	8	4	42	3.2%	20.0%	33.3%	10.6%	
Biochemistry, Biophysics & Molecular Biology	1	1	2	4	9	1	2	12	10.0%	50.0%	50.0%	25.0%	
Biomedical Sciences	1	1	1	3	6	4	2	12	14.3%	20.0%	33.3%	20.0%	
Botany	3	0	1	4	7	6	3	16	30.0%	0.0%	25.0%	20.0%	
Chemical Engineering	1	1	0	2	10	3	1	14	9.1%	25.0%	0.0%	12.5%	
Chemistry	1	0	3	4	24	3	2	29	4.0%	0.0%	60.0%	12.1%	
Civil, Construction & Environmental Engineering	0	1	2	3	11	10	6	27	0.0%	9.1%	25.0%	10.0%	
Computer Science	0	2	2	4	7	5	4	16	0.0%	28.6%	33.3%	20.0%	
Electrical & Computer Engineering	2	1	1	4	16	15	7	38	11.1%	6.3%	12.5%	9.5%	
Entomology	1	1	0	2	11	3	0	14	8.3%	25.0%	0.0%	12.5%	
Food Science & Human Nutrition	8	5	5	18	6	4	2	12	57.1%	55.6%	71.4%	60.0%	
Geological & Atmospheric Sciences	0	0	2	2	4	4	4	12	0.0%	0.0%	33.3%	14.3%	
Health & Human Performance	0	2	4	6	3	3	6	12	0.0%	40.0%	40.0%	33.3%	
Horticulture	1	0	3	4	5	7	1	13	16.7%	0.0%	75.0%	23.5%	
Industrial & Manufacturing Systems Engineering	1	2	0	3	2	6	5	13	33.3%	25.0%	0.0%	18.8%	
Materials Science Engineering	0	1	0	1	12	3	3	18	0.0%	25.0%	0.0%	5.3%	
Mathematics	1	1	1	3	25	15	5	45	3.8%	6.3%	16.7%	6.3%	
Mechanical Engineering	0	1	3	4	14	9	2	25	0.0%	10.0%	60.0%	13.8%	
Microbiology	0	1	1	2	1	5	0	6	0.0%	16.7%	100.0%	25.0%	
Natural Resource Ecology & Management	0	2	3	5	12	5	2	19	0.0%	28.6%	60.0%	20.8%	
Physics & Astronomy	1	1	0	2	30	4	7	41	3.2%	20.0%	0.0%	4.7%	
Plant Pathology	1	0	0	1	8	4	2	14	11.1%	0.0%	0.0%	6.7%	
Statistics	1	2	3	6	12	5	4	21	7.7%	28.6%	42.9%	22.2%	
Veterinary Clinical Sciences	1	6	2	9	9	5	1	15	10.0%	54.5%	66.7%	37.5%	
Veterinary Diagnostic & Production Animal Medicine	1	0	1	2	9	11	4	24	10.0%	0.0%	20.0%	7.7%	
Veterinary Microbiology & Preventive Medicine	1	1	2	4	7	3	1	11	12.5%	25.0%	66.7%	26.7%	
Veterinary Pathology	0	2	0	2	5	1	4	10	0.0%	66.7%	0.0%	16.7%	
Zoology & Genetics	1	4	1	6	12	9	4	25	7.7%	30.8%	20.0%	19.4%	
STEM Totals	30	43	49	122	358	195	107	660	7.7%	18.1%	31.4%	15.6%	

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty by Rank, Department, and Discipline 2001 - continued													
	Discipline	Women				Men				Percent Women			
		Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total
Social & Behavioral Sciences (SBS)													
Apparel, Educational Studies & Hospitality Management	SBS	6	9	3	18	0	2	2	4	100.0%	81.8%	60.0%	81.8%
Agricultural Education & Studies	SBS	0	0	1	1	6	3	2	11	0.0%	0.0%	33.3%	8.3%
Anthropology	SBS	0	1	3	4	2	1	2	5	0.0%	50.0%	60.0%	44.4%
Curriculum & Instruction	SBS	3	7	6	16	9	1	3	13	25.0%	87.5%	66.7%	55.2%
Economics	SBS	4	0	2	6	31	9	7	47	11.4%	0.0%	22.2%	11.3%
Educational Leadership & Policy Studies	SBS	3	1	4	8	9	2	0	11	25.0%	33.3%	100.0%	42.1%
Human Development & Family Studies	SBS	7	10	4	21	4	3	6	13	63.6%	76.9%	40.0%	61.8%
Political Science	SBS	1	0	2	3	6	3	4	13	14.3%	0.0%	33.3%	18.8%
Psychology	SBS	3	3	3	9	9	4	1	14	25.0%	42.9%	75.0%	39.1%
Sociology	SBS	7	3	7	17	13	5	4	22	35.0%	37.5%	63.6%	43.6%
SBS Totals		34	34	35	103	89	33	31	153	27.6%	50.7%	53.0%	40.2%
Humanities, Design, Business & Human Sciences (HDBH)													
Accounting	HDBH	0	2	2	4	2	6	2	10	0.0%	25.0%	50.0%	28.6%
Architecture	HDBH	0	3	2	5	8	3	6	17	0.0%	50.0%	25.0%	22.7%
Art & Design	HDBH	3	9	11	23	3	7	4	14	50.0%	56.3%	73.3%	62.2%
Community & Regional Planning	HDBH	0	1	0	1	2	3	2	7	0.0%	25.0%	0.0%	12.5%
English	HDBH	12	12	7	31	11	10	7	28	52.2%	54.5%	50.0%	52.5%
Finance	HDBH	0	1	1	2	3	3	2	8	0.0%	25.0%	33.3%	20.0%
Foreign Languages & Literatures	HDBH	3	5	4	12	3	6	5	14	50.0%	45.5%	44.4%	46.2%
Greenlee School of Journalism & Communication	HDBH	1	3	2	6	5	5	4	14	16.7%	37.5%	33.3%	30.0%
History	HDBH	0	3	0	3	8	1	7	16	0.0%	75.0%	0.0%	15.8%
Landscape Architecture	HDBH	0	2	4	6	3	2	2	7	0.0%	50.0%	66.7%	46.2%
Library	HDBH	1	11	8	20	1	9	5	15	50.0%	55.0%	61.5%	57.1%
Logistics, Operations & Management Information Systems	HDBH	0	1	1	2	3	7	6	16	0.0%	12.5%	14.3%	11.1%
Management	HDBH	1	1	0	2	7	2	2	11	12.5%	33.3%	0.0%	15.4%
Marketing	HDBH	0	1	2	3	3	4	1	8	0.0%	20.0%	66.7%	27.3%
Music	HDBH	1	5	4	10	7	5	6	18	12.5%	50.0%	40.0%	35.7%
Philosophy & Religious Studies	HDBH	0	2	3	5	7	3	6	16	0.0%	40.0%	33.3%	23.8%
HDBH Totals		22	62	51	135	76	77	67	220	22.4%	44.6%	43.2%	38.0%
University Totals		86	139	135	360	523	304*	205	1032*	14.1%	31.4%	39.7%	25.9%
*Note: one additional, tenured male associate professor was listed under the department title "Engineering Administration."													
This faculty member does not appear on this table.													

SUMMARY GRAPHS FROM TABLE 1

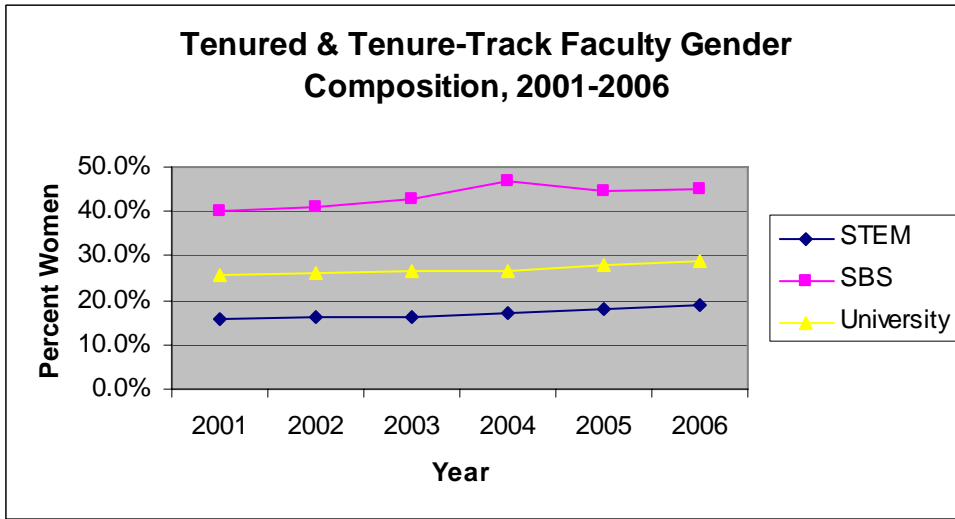


Figure 1. Percent of women in tenured and tenure-track ranks in STEM, SBS, and the entire university 2001-2006, from Table 1. The percent of women is lowest in STEM disciplines and it has increased in all disciplines between 2001-2006.

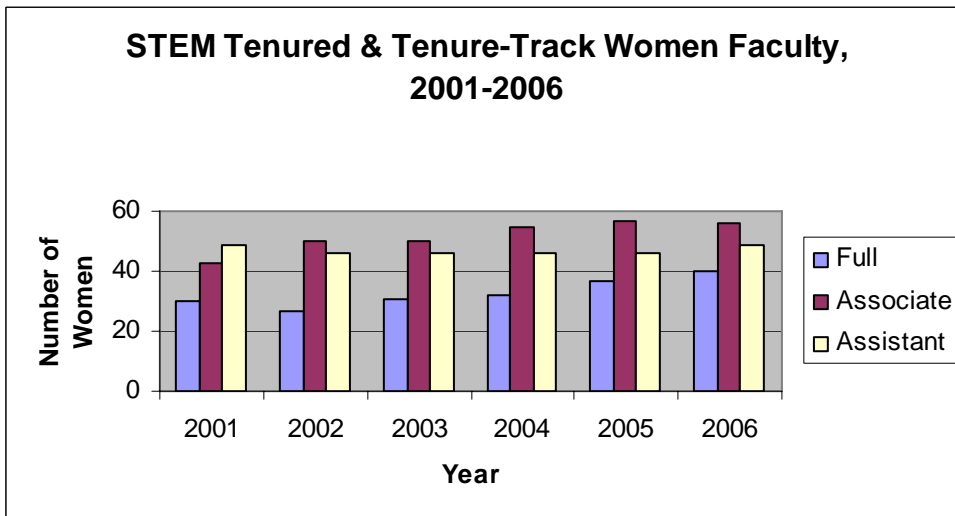


Figure 2. Number of STEM tenured and tenure-track women faculty by rank 2001-2006, from Table 1. The number of women has increased in the Full Professor and Associate Professor ranks, while the number at the Assistant Professor rank is stable.

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2006									
Department	Discipline	Tenured & Tenure-Track			Nontenured & Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Science, Technology, Engineering & Mathematics (STEM)									
Aerospace Engineering	STEM	25	0	0.0%	6	1	16.7%	100.0%	16.7%
Agricultural & Biosystems Engineering	STEM	26	2	7.7%	2	0	0.0%	0.0%	7.7%
Agronomy	STEM	44	4	9.1%	4	2	50.0%	33.3%	4.8%
Animal Science	STEM	50	8	16.0%	2	1	50.0%	11.1%	2.3%
Biochemistry, Biophysics, & Molecular Biology	STEM	22	5	22.7%	2	0	0.0%	0.0%	10.5%
Biomedical Sciences	STEM	17	4	23.5%	3	1	33.3%	20.0%	13.3%
Chemical & Biological Engineering	STEM	16	3	18.8%	2	2	100.0%	40.0%	0.0%
Chemistry	STEM	29	6	20.7%	4	1	25.0%	14.3%	11.5%
Civil, Construction, & Environmental Engineering	STEM	32	4	12.5%	14	2	14.3%	33.3%	30.0%
Computer Science	STEM	27	4	14.8%	5	2	40.0%	33.3%	11.5%
Ecology, Evolution & Organismal Biology	STEM	25	7	28.0%	6	5	83.3%	41.7%	5.3%
Electrical & Computer Engineering	STEM	46	3	6.5%	1	0	0.0%	0.0%	2.3%
Entomology	STEM	12	3	25.0%	2	2	100.0%	40.0%	0.0%
Food Science & Human Nutrition	STEM	30	17	56.7%	8	8	100.0%	32.0%	0.0%
Genetics, Development & Cell Biology	STEM	28	4	14.3%	2	1	50.0%	20.0%	4.0%
Geological & Atmospheric Sciences	STEM	15	2	13.3%	2	1	50.0%	33.3%	7.1%
Health & Human Performance	STEM	18	5	27.8%	11	10	90.9%	66.7%	7.1%
Horticulture	STEM	16	5	31.3%	2	2	100.0%	28.6%	0.0%
Industrial & Manufacturing Systems Engineering	STEM	10	3	30.0%	2	1	50.0%	25.0%	12.5%
Materials Science & Engineering	STEM	22	2	9.1%	6	1	16.7%	33.3%	20.0%
Mathematics	STEM	45	6	13.3%	9	5	55.6%	45.5%	9.3%
Mechanical Engineering	STEM	27	3	11.1%	8	1	12.5%	25.0%	22.6%
Natural Resource Ecology & Management	STEM	19	5	26.3%	3	2	66.7%	28.6%	6.7%
Physics & Astronomy	STEM	39	2	5.1%	6	2	33.3%	50.0%	9.8%
Plant Pathology	STEM	16	4	25.0%	1	0	0.0%	0.0%	7.7%
Statistics	STEM	30	9	30.0%	2	2	100.0%	18.2%	0.0%
Veterinary Clinical Sciences	STEM	29	12	41.4%	31	20	64.5%	62.5%	39.3%
Veterinary Diagnostics & Procedures Total	STEM	25	4	16.0%	10	2	20.0%	33.3%	27.6%
Veterinary Microbiology & Preventative Medicine	STEM	17	4	23.5%	2	1	50.0%	20.0%	7.1%
Veterinary Pathology	STEM	11	5	45.5%	8	4	50.0%	44.4%	40.0%
STEM Totals		768	145	18.9%	166	82	49.4%	36.1%	11.9%

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2006 - continued									
Department	Discipline	Tenured & Tenure-Track			Nontenured & Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Social & Behavioral Sciences (SBS)									
Agricultural Education & Studies	SBS	12	1	8.3%	0	0	0.0%	0.0%	0.0%
Anthropology	SBS	6	3	50.0%	3	2	66.7%	40.0%	25.0%
Apparel, Educational Studies & Hospitality Management	SBS	16	15	93.8%	11	10	90.9%	40.0%	50.0%
Curriculum & Instruction	SBS	27	18	66.7%	14	8	57.1%	30.8%	40.0%
Economics	SBS	45	4	8.9%	6	4	66.7%	50.0%	2.4%
Educational Leadership & Policy Studies	SBS	16	8	50.0%	12	7	58.3%	46.7%	38.5%
Human Development & Family Studies	SBS	27	19	70.4%	8	5	62.5%	20.8%	27.3%
Political Science	SBS	12	3	25.0%	6	1	16.7%	25.0%	35.7%
Psychology	SBS	23	9	39.1%	4	1	25.0%	10.0%	17.6%
Sociology	SBS	29	16	55.2%	6	3	50.0%	15.8%	18.8%
SBS Totals		201	95	47.3%	70	41	58.6%	30.1%	20.9%
Humanities, Design, Business & Human Sciences (HDBH)									
Accounting	HDBH	11	4	36.4%	7	4	57.1%	50.0%	30.0%
Architecture	HDBH	23	7	30.4%	12	4	33.3%	36.4%	33.3%
Art & Design	HDBH	37	21	56.8%	14	9	64.3%	30.0%	23.8%
Community & Regional Planning	HDBH	11	5	45.5%	3	2	66.7%	28.6%	14.3%
English	HDBH	56	31	55.4%	45	28	62.2%	47.5%	40.5%
Finance	HDBH	10	2	20.0%	5	3	60.0%	60.0%	20.0%
Greenlee School of Journalism & Communication	HDBH	17	5	29.4%	9	7	77.8%	58.3%	14.3%
History	HDBH	17	4	23.5%	6	2	33.3%	33.3%	23.5%
Landscape Architecture	HDBH	13	5	38.5%	6	2	33.3%	28.6%	33.3%
Library	HDBH	37	24	64.9%	1	1	100.0%	4.0%	0.0%
Logistics, Operations, & Management Information Systems	HDBH	19	3	15.8%	2	0	0.0%	0.0%	11.1%
Management	HDBH	12	3	25.0%	6	3	50.0%	50.0%	25.0%
Marketing	HDBH	10	2	20.0%	3	2	66.7%	50.0%	11.1%
Music	HDBH	22	6	27.3%	16	7	43.8%	53.8%	36.0%
Philosophy & Religious Studies	HDBH	17	5	29.4%	9	2	22.2%	28.6%	36.8%
World Languages & Cultures	HDBH	20	13	65.0%	16	8	50.0%	38.1%	53.3%
HDBH Totals		332	140	42.2%	160	84	52.5%	37.5%	28.4%
University Totals		1301	380	29.2%	396	207	52.3%	35.3%	17.0%

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2005										
Department	Discipline	Tenured & Tenure-Track			Nontenured & Non-Tenure-Track			Non-Tenure-Track as %	Non-Tenure-Track as %	
		Total	Women	%Women	Total	Women	%Women			
Science, Technology, Engineering & Mathematics (STEM)										
Aerospace Engineering	STEM	27	0	0.0%	5	0	0.0%	0.0%	15.6%	
Agricultural & Biosystems Engineering	STEM	25	2	8.0%	1	0	0.0%	0.0%	4.2%	
Agronomy	STEM	47	5	10.6%	4	2	50.0%	28.6%	4.5%	
Animal Science	STEM	50	8	16.0%	2	1	50.0%	11.1%	2.3%	
Biochemistry, Biophysics & Molecular Biology	STEM	23	6	26.1%	1	1	100.0%	14.3%	0.0%	
Biomedical Sciences	STEM	18	4	22.2%	6	2	33.3%	33.3%	22.2%	
Chemical & Biological Engineering	STEM	15	3	20.0%	2	2	100.0%	40.0%	0.0%	
Chemistry	STEM	30	4	13.3%	3	1	33.3%	20.0%	7.1%	
Civil, Construction & Environmental Engineering	STEM	31	3	9.7%	8	1	12.5%	25.0%	20.0%	
Computer Science	STEM	27	4	14.8%	6	2	33.3%	33.3%	14.8%	
Ecology, Evolution & Organismal Biology	STEM	27	7	25.9%	5	4	80.0%	36.4%	4.8%	
Electrical & Computer Engineering	STEM	46	3	6.5%	2	1	50.0%	25.0%	2.3%	
Entomology	STEM	12	3	25.0%	2	2	100.0%	40.0%	0.0%	
Food Science & Human Nutrition	STEM	32	19	59.4%	6	6	100.0%	24.0%	0.0%	
Genetics, Development & Cell Biology	STEM	29	4	13.8%	1	1	100.0%	20.0%	0.0%	
Geological & Atmospheric Sciences	STEM	14	1	7.1%	2	1	50.0%	50.0%	7.1%	
Health & Human Performance	STEM	18	5	27.8%	10	9	90.0%	64.3%	7.1%	
Horticulture	STEM	17	5	29.4%	2	2	100.0%	28.6%	0.0%	
Industrial & Manufacturing Systems Engineering	STEM	13	3	23.1%	3	1	33.3%	25.0%	16.7%	
Materials Science Engineering	STEM	22	1	4.5%	5	1	20.0%	50.0%	16.0%	
Mathematics	STEM	47	5	10.6%	10	6	60.0%	54.5%	8.7%	
Mechanical Engineering	STEM	31	4	12.9%	2	1	50.0%	20.0%	3.6%	
Natural Resource Ecology & Management	STEM	19	5	26.3%	2	1	50.0%	16.7%	6.7%	
Physics & Astronomy	STEM	39	2	5.1%	6	2	33.3%	50.0%	9.8%	
Plant Pathology	STEM	15	3	20.0%	1	0	0.0%	0.0%	7.7%	
Statistics	STEM	32	9	28.1%	2	2	100.0%	18.2%	0.0%	
Veterinary Clinical Sciences	STEM	30	12	40.0%	30	21	70.0%	63.6%	33.3%	
Veterinary Diagnostics & Procedures Total	STEM	25	4	16.0%	4	2	50.0%	33.3%	8.7%	
Veterinary Microbiology & Preventative Medicine	STEM	14	3	21.4%	4	2	50.0%	40.0%	15.4%	
Veterinary Pathology	STEM	13	5	38.5%	10	6	60.0%	54.5%	33.3%	
Veterinary Teaching Hospital	STEM	0	0	0.0%	1	1	100.0%	100.0%	0.0%	
STEM Totals		788	142	18.0%	148	84	56.8%	37.2%	9.0%	

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2005 - continued										
Department	Discipline	Tenured & Tenure-Track			Nontenured & Non-Tenure-Track			Non-Tenure-Track as %	Non-Tenure-Track as %	
		Total	Women	%Women	Total	Women	%Women			
Social & Behavioral Sciences (SBS)										
Agricultural Education & Studies	SBS	11	1	9.1%	1	0	0.0%	0.0%	9.1%	
Anthropology	SBS	6	2	33.3%	4	2	50.0%	50.0%	33.3%	
Apparel, Educational Science & Hospitality Management	SBS	21	18	85.7%	8	7	87.5%	28.0%	25.0%	
Curriculum & Instruction	SBS	27	18	66.7%	15	7	46.7%	28.0%	47.1%	
Economics	SBS	48	5	10.4%	6	4	66.7%	44.4%	4.4%	
Educational Leadership & Policy Studies	SBS	18	9	50.0%	13	6	46.2%	40.0%	43.8%	
Human Development & Family Studies	SBS	27	19	70.4%	8	4	50.0%	17.4%	33.3%	
Political Science	SBS	16	3	18.8%	5	1	20.0%	25.0%	23.5%	
Psychology	SBS	23	10	43.5%	5	2	40.0%	16.7%	18.8%	
Sociology	SBS	31	17	54.8%	6	3	50.0%	15.0%	17.6%	
SBS Totals		228	102	44.7%	71	36	50.7%	26.1%	21.7%	
Humanities, Design, Business & Human Sciences (HDBH)										
Accounting	HDBH	10	3	30.0%	7	4	57.1%	57.1%	30.0%	
Architecture	HDBH	25	7	28.0%	9	3	33.3%	30.0%	25.0%	
Art & Design	HDBH	36	20	55.6%	15	11	73.3%	35.5%	20.0%	
Community & Regional Planning	HDBH	11	5	45.5%	3	2	66.7%	28.6%	14.3%	
English	HDBH	57	32	56.1%	47	28	59.6%	46.7%	43.2%	
Finance	HDBH	10	2	20.0%	5	3	60.0%	60.0%	20.0%	
Greenlee School of Journalism & Communication	HDBH	17	6	35.3%	8	7	87.5%	53.8%	8.3%	
History	HDBH	20	4	20.0%	3	0	0.0%	0.0%	15.8%	
Landscape Architecture	HDBH	14	5	35.7%	7	1	14.3%	16.7%	40.0%	
Library	HDBH	39	24	61.5%	0	0	0.0%	0.0%	0.0%	
Logistics, Operations, & Management Information Systems	HDBH	19	3	15.8%	2	0	0.0%	0.0%	11.1%	
Management	HDBH	12	2	16.7%	6	3	50.0%	60.0%	23.1%	
Marketing	HDBH	10	2	20.0%	3	2	66.7%	50.0%	11.1%	
Music	HDBH	22	6	27.3%	17	8	47.1%	57.1%	36.0%	
Philosophy & Religious Studies	HDBH	20	6	30.0%	13	6	46.2%	50.0%	33.3%	
World Languages & Cultures	HDBH	19	11	57.9%	12	5	41.7%	31.3%	46.7%	
HDBH Totals		341	138	40.5%	157	83	52.9%	37.6%	26.7%	
University Totals		1357	382	28.2%	376	203	54.0%	34.7%	15.1%	

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2004									
Department	Discipline	Tenured & Tenure-Track			Nontenured & Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Science, Technology, Engineering & Mathematics (STEM)									
Aerospace Engineering	STEM	25	0	0.0%	6	0	0.0%	0.0%	19.4%
Agricultural & Biosystems Engineering	STEM	24	2	8.3%	4	0	0.0%	0.0%	15.4%
Agronomy	STEM	48	5	10.4%	3	1	33.3%	16.7%	4.4%
Animal Science	STEM	48	7	14.6%	2	2	100.0%	22.2%	0.0%
Biochemistry, Biophysics, & Molecular Biology	STEM	24	6	25.0%	2	0	0.0%	0.0%	10.0%
Biomedical Sciences	STEM	17	3	17.6%	5	2	40.0%	40.0%	17.6%
Chemical & Biological Engineering	STEM	16	3	18.8%	2	2	100.0%	40.0%	0.0%
Chemistry	STEM	30	3	10.0%	4	2	50.0%	40.0%	6.9%
Civil, Construction, & Environmental Engineering	STEM	31	3	9.7%	9	1	11.1%	25.0%	22.2%
Computer Science	STEM	25	4	16.0%	7	3	42.9%	42.9%	16.0%
Ecology, Evolution & Organismal Biology	STEM	27	6	22.2%	5	4	80.0%	40.0%	4.5%
Electrical & Computer Engineering	STEM	43	2	4.7%	2	1	50.0%	33.3%	2.4%
Entomology	STEM	11	2	18.2%	1	1	100.0%	33.3%	0.0%
Food Science & Human Nutrition	STEM	32	20	62.5%	6	6	100.0%	23.1%	0.0%
Genetics, Development & Cell Biology	STEM	25	4	16.0%	2	1	50.0%	20.0%	4.5%
Geological & Atmospheric Sciences	STEM	14	1	7.1%	2	1	50.0%	50.0%	7.1%
Health & Human Performance	STEM	18	5	27.8%	11	10	90.9%	66.7%	7.1%
Horticulture	STEM	17	5	29.4%	1	1	100.0%	16.7%	0.0%
Industrial & Manufacturing Systems Engineering	STEM	13	3	23.1%	2	1	50.0%	25.0%	9.1%
Materials Science Engineering	STEM	23	1	4.3%	4	1	25.0%	50.0%	12.0%
Mathematics	STEM	46	4	8.7%	12	7	58.3%	63.6%	10.6%
Mechanical Engineering	STEM	30	4	13.3%	4	1	25.0%	20.0%	10.3%
Natural Resource Ecology & Management	STEM	17	5	29.4%	1	0	0.0%	0.0%	7.7%
Physics & Astronomy	STEM	40	2	5.0%	2	1	50.0%	33.3%	2.6%
Plant Pathology	STEM	15	3	20.0%	1	0	0.0%	0.0%	7.7%
Statistics	STEM	28	8	28.6%	1	1	100.0%	11.1%	0.0%
Veterinary Clinical Sciences	STEM	28	10	35.7%	25	18	72.0%	64.3%	28.0%
Veterinary Diagnostic & Production Animal Medicine	STEM	26	3	11.5%	3	1	33.3%	25.0%	8.0%
Veterinary Microbiology & Preventive Medicine	STEM	17	5	29.4%	7	3	42.9%	37.5%	25.0%
Veterinary Pathology	STEM	12	4	33.3%	7	4	57.1%	50.0%	27.3%
STEM Totals		770	133	33.3%	143	76	53.1%	36.4%	9.5%

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2004 - continued									
Department	Discipline	Tenured & Tenure-Track			Nontenured & Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Social & Behavioral Sciences (SBS)									
Agricultural Education & Statistics	SBS	11	1	9.1%	1	0	0.0%	0.0%	9.1%
Anthropology	SBS	8	3	37.5%	3	3	100.0%	50.0%	0.0%
Apparel, Educational Studies & Hospitality Management	SBS	18	15	83.3%	13	11	84.6%	42.3%	40.0%
Curriculum & Instruction	SBS	26	16	61.5%	16	9	56.3%	36.0%	41.2%
Economics	SBS	48	5	10.4%	6	4	66.7%	44.4%	4.4%
Educational Leadership & Policy Studies	SBS	16	7	43.8%	16	10	62.5%	58.8%	40.0%
Human Development & Family Studies	SBS	32	21	65.6%	5	3	60.0%	12.5%	15.4%
Political Science	SBS	19	4	21.1%	9	1	11.1%	20.0%	34.8%
Psychology	SBS	23	10	43.5%	4	1	25.0%	9.1%	18.8%
Sociology	SBS	30	16	53.3%	8	4	50.0%	20.0%	22.2%
SBS Totals		231	98	53.3%	81	46	56.8%	31.9%	20.8%
Humanities, Design, Business & Human Sciences (HDBH)									
Accounting	HDBH	10	3	30.0%	8	5	62.5%	62.5%	30.0%
Architecture	HDBH	24	6	25.0%	7	1	14.3%	14.3%	25.0%
Art & Design	HDBH	33	19	57.6%	15	9	60.0%	32.1%	30.0%
Community & Regional Planning	HDBH	8	4	50.0%	8	4	50.0%	50.0%	50.0%
English	HDBH	54	29	53.7%	43	25	58.1%	46.3%	41.9%
Finance	HDBH	9	1	11.1%	2	2	100.0%	66.7%	0.0%
Greenlee School of Journalism & Communication	HDBH	15	5	33.3%	8	7	87.5%	58.3%	9.1%
History	HDBH	19	3	15.8%	2	0	0.0%	0.0%	11.1%
Landscape Architecture	HDBH	15	5	33.3%	5	1	20.0%	16.7%	28.6%
Library	HDBH	40	24	60.0%	0	0	0.0%	0.0%	0.0%
Logistics, Operations & Management Information Systems	HDBH	19	2	10.5%	3	1	33.3%	33.3%	10.5%
Management	HDBH	13	2	15.4%	5	2	40.0%	50.0%	21.4%
Marketing	HDBH	10	2	20.0%	4	3	75.0%	60.0%	11.1%
Music	HDBH	26	7	26.9%	14	7	50.0%	50.0%	26.9%
Philosophy & Religious Studies	HDBH	20	5	25.0%	8	3	37.5%	37.5%	25.0%
World Languages & Cultures	HDBH	22	9	40.9%	12	6	50.0%	40.0%	31.6%
HDBH Totals		337	126	37.4%	144	76	52.8%	37.6%	24.4%
University Totals		1338	357	124.1%	368	198	53.8%	35.7%	14.8%

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2003									
Department	Discipline	Tenured and Tenure-Track			Nontenured and Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Science, Technology, Engineering & Mathematics (STEM)									
Aerospace Engineering	STEM	24	0	0.0%	6	0	0.0%	0.0%	20.0%
Agricultural & Biosystems Engineering	STEM	29	2	6.9%	2	0	0.0%	0.0%	6.9%
Agronomy	STEM	50	5	10.0%	2	0	0.0%	0.0%	4.3%
Animal Science	STEM	50	6	12.0%	3	2	66.7%	25.0%	2.2%
Biochemistry, Biophysics, & Molecular Biology*	STEM	24	6	25.0%	3	0	0.0%	0.0%	10.0%
Biomedical Sciences	STEM	16	3	18.8%	6	2	33.3%	40.0%	23.5%
Chemical & Biological Engineering	STEM	16	3	18.8%	1	1	100.0%	25.0%	0.0%
Chemistry	STEM	31	3	9.7%	3	2	66.7%	40.0%	3.4%
Civil, Construction & Environmental Engineering	STEM	31	3	9.7%	10	1	10.0%	25.0%	24.3%
Computer Science	STEM	24	4	16.7%	7	3	42.9%	42.9%	16.7%
Ecology, Evolution, & Organismal Biology	STEM	25	4	16.0%	5	4	80.0%	50.0%	4.5%
Electrical & Computer Engineering	STEM	46	3	6.5%	3	1	33.3%	25.0%	4.4%
Entomology	STEM	11	2	18.2%	0	0	0.0%	0.0%	0.0%
Food Science & Human Nutrition	STEM	31	19	61.3%	4	4	100.0%	17.4%	0.0%
Genetics, Development & Cell Biology	STEM	24	4	16.7%	2	1	50.0%	20.0%	4.8%
Geological & Atmospheric Sciences	STEM	15	2	13.3%	2	1	50.0%	33.3%	7.1%
Health & Human Performance	STEM	19	5	26.3%	10	8	80.0%	61.5%	12.5%
Horticulture	STEM	17	5	29.4%	1	1	100.0%	16.7%	0.0%
Industrial & Manufacturing Systems Engineering	STEM	14	3	21.4%	2	1	50.0%	25.0%	8.3%
Materials Science Engineering	STEM	20	1	5.0%	5	1	20.0%	50.0%	17.4%
Mathematics*	STEM	44	3	6.8%	19	9	47.4%	75.0%	18.0%
Mechanical Engineering	STEM	30	4	13.3%	7	1	14.3%	20.0%	18.8%
Natural Resource Ecology & Management	STEM	20	5	25.0%	2	0	0.0%	0.0%	11.8%
Physics & Astronomy	STEM	41	2	4.9%	11	1	9.1%	33.3%	20.4%
Statistics	STEM	14	2	14.3%	1	1	100.0%	33.3%	0.0%
Veterinary Clinical Sciences	STEM	28	8	28.6%	18	12	66.7%	60.0%	23.1%
Veterinary Diagnostics & Procedures Total	STEM	27	10	37.0%	6	3	50.0%	23.1%	15.0%
Veterinary Microbiology & Preventative Medicine	STEM	24	1	4.2%	3	3	100.0%	75.0%	0.0%
Veterinary Pathology	STEM	17	5	29.4%	7	4	57.1%	44.4%	20.0%
STEM Totals*		762	123	16.1%	151	67	44.4%	35.3%	11.4%

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2003 - continued									
Department	Discipline	Tenured and Tenure-Track			Nontenured and Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Social & Behavioral Sciences (SBS)									
Anthropology	SBS	9	4	44.4%	1	1	100.0%	20.0%	0.0%
Apparel, Educational Studies & Hospitality Management	SBS	20	17	85.0%	8	6	75.0%	26.1%	40.0%
Curriculum & Instruction	SBS	27	16	59.3%	24	15	62.5%	48.4%	45.0%
Economics	SBS	52	6	11.5%	4	2	50.0%	25.0%	4.2%
Educational Leadership & Policy Studies	SBS	19	8	42.1%	11	6	54.5%	42.9%	31.3%
Human Development & Family Studies	SBS	34	22	64.7%	4	3	75.0%	12.0%	7.7%
Naval Science	SBS	0	0	0.0%	1	0	0.0%	0.0%	100.0%
Political Science	SBS	19	4	21.1%	5	0	0.0%	0.0%	25.0%
Psychology	SBS	23	10	43.5%	3	2	66.7%	16.7%	7.1%
Sociology	SBS	35	18	51.4%	7	4	57.1%	18.2%	15.0%
SBS Totals		238	105	44.1%	68	39	57.4%	27.1%	17.9%
Humanities, Design, Business & Human Sciences									
Accounting	HDBH	11	3	27.3%	7	4	57.1%	57.1%	27.3%
Architecture	HDBH	24	6	25.0%	7	1	14.3%	14.3%	25.0%
Art & Design*	HDBH	35	21	60.0%	19	11	57.9%	34.4%	33.3%
Community & Regional Planning	HDBH	8	2	25.0%	3	2	66.7%	50.0%	14.3%
English*	HDBH	55	30	54.5%	51	34	66.7%	53.1%	39.0%
Finance	HDBH	10	1	10.0%	2	2	100.0%	66.7%	0.0%
Greenlee School of Journalism & Communication	HDBH	17	5	29.4%	15	10	66.7%	66.7%	29.4%
History	HDBH	18	3	16.7%	3	1	33.3%	25.0%	11.8%
Landscape Architecture	HDBH	15	5	33.3%	6	1	16.7%	16.7%	33.3%
Library	HDBH	36	23	63.9%	0	0	0.0%	0.0%	0.0%
Logistics, Operations & Management Information Systems	HDBH	18	2	11.1%	4	1	25.0%	33.3%	15.8%
Management	HDBH	13	2	15.4%	5	2	40.0%	50.0%	21.4%
Marketing	HDBH	10	2	20.0%	4	3	75.0%	60.0%	11.1%
Music	HDBH	26	9	34.6%	15	9	60.0%	50.0%	26.1%
Philosophy & Religious Studies	HDBH	22	6	27.3%	8	3	37.5%	33.3%	23.8%
World Languages & Cultures*	HDBH	25	11	44.0%	14	9	64.3%	45.0%	26.3%
HDBH Totals		343	131	38.2%	163	93	57.1%	41.5%	24.3%
University Totals		1343	359	26.7%	382	199	52.1%	35.7%	15.4%
*Note: The departments of Biochemistry, Biophysics & Molecular Biology; Art & Design; English; and World Languages & Cultures each have an additional untenured faculty member whose gender was not reported. These two faculty members have not been included on this table.									

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2002									
Department	Discipline	Tenured and Tenure-Track			Nontenured and Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Science, Technology, Engineering & Mathematics (STEM)									
Aerospace Engineering	STEM	31	1	3.2%	5	0	0.0%	0.0%	14.3%
Agricultural & Biosystems Engineering	STEM	31	2	6.5%	4	0	0.0%	0.0%	12.1%
Agronomy	STEM	49	4	8.2%	0	0	0.0%	0.0%	0.0%
Animal Science	STEM	47	5	10.6%	2	1	50.0%	16.7%	2.3%
Biochemistry, Biophysics & Molecular Biology	STEM	16	4	25.0%	2	0	0.0%	0.0%	14.3%
Biomedical Sciences	STEM	15	3	20.0%	5	1	20.0%	25.0%	25.0%
Botany	STEM	20	4	20.0%	2	2	100.0%	33.3%	0.0%
Chemical & Biological Engineering	STEM	16	2	12.5%	1	1	100.0%	33.3%	0.0%
Chemistry	STEM	33	4	12.1%	3	2	66.7%	33.3%	3.3%
Civil, Construction & Environmental Engineering	STEM	30	3	10.0%	7	1	14.3%	25.0%	18.2%
Computer Science	STEM	20	4	20.0%	7	3	42.9%	42.9%	20.0%
Electrical & Computer Engineering	STEM	42	4	9.5%	4	1	25.0%	20.0%	7.3%
Entomology	STEM	16	2	12.5%	0	0	0.0%	0.0%	0.0%
Food Science & Human Nutrition	STEM	30	18	60.0%	2	2	100.0%	10.0%	0.0%
Geological & Atmospheric Sciences	STEM	14	2	14.3%	1	0	0.0%	0.0%	7.7%
Health & Human Performance	STEM	18	6	33.3%	11	8	72.7%	57.1%	20.0%
Horticulture	STEM	17	4	23.5%	2	2	100.0%	33.3%	0.0%
Industrial & Manufacturing Systems Engineering	STEM	16	3	18.8%	1	1	100.0%	25.0%	0.0%
Materials Science Engineering	STEM	19	1	5.3%	5	1	20.0%	50.0%	18.2%
Mathematics	STEM	48	3	6.3%	18	10	55.6%	76.9%	15.1%
Mechanical Engineering	STEM	29	4	13.8%	7	1	14.3%	20.0%	19.4%
Microbiology	STEM	8	2	25.0%	1	1	100.0%	33.3%	0.0%
Natural Resource Ecology & Management	STEM	24	5	20.8%	2	1	50.0%	16.7%	5.0%
Physics & Astronomy	STEM	43	2	4.7%	15	2	13.3%	50.0%	24.1%
Plant Pathology	STEM	15	1	6.7%	0	0	0.0%	0.0%	0.0%
Statistics	STEM	27	6	22.2%	1	1	100.0%	14.3%	0.0%
Veterinary Clinical Sciences	STEM	24	9	37.5%	15	10	66.7%	52.6%	25.0%
Veterinary Diagnostic & Production Animal Medicine	STEM	26	2	7.7%	6	3	50.0%	60.0%	11.1%
Veterinary Microbiology & Preventive Medicine	STEM	15	4	26.7%	3	3	100.0%	42.9%	0.0%
Veterinary Pathology	STEM	12	2	16.7%	8	4	50.0%	66.7%	28.6%
Zoology & Genetics	STEM	31	6	19.4%	6	3	50.0%	33.3%	10.7%
STEM Totals		782	122	15.6%	146	65	44.5%	34.8%	10.9%

Table 2. Number and Percent of tenure track and non-tenure track faculty by gender, department and discipline for 2002 - continued									
Department	Discipline	Tenured and Tenure-Track			Nontenured and Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Total	Women	%Women	Total	Women	%Women		
Social & Behavioral Sciences (SBS)									
Apparel, Educational Studies & Hospitality Management	SBS	22	18	81.8%	10	8	80.0%	30.8%	33.3%
Agricultural Education & Studies	SBS	12	1	8.3%	1	1	100.0%	50.0%	0.0%
Anthropology	SBS	9	4	44.4%	2	1	50.0%	20.0%	16.7%
Curriculum & Instruction	SBS	29	16	55.2%	18	10	55.6%	38.5%	38.1%
Economics	SBS	53	6	11.3%	4	1	25.0%	14.3%	6.0%
Educational Leadership & Policy Studies	SBS	19	8	42.1%	7	1	14.3%	11.1%	35.3%
Human Development & Family Studies	SBS	34	21	61.8%	5	3	60.0%	12.5%	13.3%
Political Science	SBS	16	3	18.8%	3		0.0%	0.0%	18.8%
Psychology	SBS	23	9	39.1%	4	2	50.0%	18.2%	12.5%
Sociology	SBS	39	17	43.6%	5	2	40.0%	10.5%	12.0%
SBS Totals		256	103	40.2%	59	29	49.2%	22.0%	16.4%
Humanities, Design, Business & Human Sciences (HDBH)									
Accounting	HDBH	14	4	28.6%	5	2	40.0%	33.3%	23.1%
Architecture	HDBH	22	5	22.7%	12	1	8.3%	16.7%	39.3%
Art & Design*	HDBH	37	23	62.2%	16	10	62.5%	30.3%	30.0%
Community & Regional Planning	HDBH	8	1	12.5%	3	3	100.0%	75.0%	0.0%
English*	HDBH	59	31	52.5%	53	32	60.4%	50.8%	42.9%
Finance	HDBH	10	2	20.0%	1	1	100.0%	33.3%	0.0%
Foreign Languages & Literatures	HDBH	26	12	46.2%	15	9	60.0%	42.9%	30.0%
Greenlee School of Journalism & Communication	HDBH	20	6	30.0%	14	8	57.1%	57.1%	30.0%
History	HDBH	19	3	15.8%	2		0.0%	0.0%	11.1%
Landscape Architecture	HDBH	13	6	46.2%	9	1	11.1%	14.3%	53.3%
Library	HDBH	35	20	57.1%	0		0.0%	0.0%	0.0%
Logistics, Operations & Management Information Systems	HDBH	18	2	11.1%	3	1	33.3%	33.3%	11.1%
Management	HDBH	13	2	15.4%	3	1	33.3%	33.3%	15.4%
Marketing	HDBH	11	3	27.3%	3	3	100.0%	50.0%	0.0%
Music	HDBH	28	10	35.7%	11	6	54.5%	37.5%	21.7%
Philosophy & Religious Studies	HDBH	21	5	23.8%	8	4	50.0%	44.4%	20.0%
HDBH Totals		355	135	38.0%	158	82	51.9%	37.8%	25.7%
University Totals		1392	360	25.9%	363	176	48.5%	32.8%	15.3%

*Note: The departments of Art & Design and English each have an additional untenured faculty member whose gender was not reported. These two faculty members have not been included on this table.

Table 2. Number and percent of tenure track and non-tenure track faculty by gender, department and discipline for 2001									
Department	Discipline	Tenured & Tenure-Track			Nontenured and Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Women	Total	%Women	Women	Total	%Women		
Science, Technology, Engineering & Mathematics									
Aerospace Engineering	STEM	1	31	3.2%	1	6	16.7%	50.0%	14.3%
Agricultural & Biosystems Engineering	STEM	2	31	6.5%	0	8	0.0%	0.0%	21.6%
Agronomy	STEM	4	49	8.2%	0	0	0.0%	0.0%	0.0%
Animal Science	STEM	5	47	10.6%	0	1	0.0%	0.0%	2.3%
Biochemistry, Biophysics & Molecular Biology	STEM	4	16	25.0%	0	2	0.0%	0.0%	14.3%
Biomedical Sciences	STEM	3	15	20.0%	2	5	40.0%	40.0%	20.0%
Botany	STEM	4	20	20.0%	1	1	100.0%	20.0%	0.0%
Chemical Engineering	STEM	2	16	12.5%	0	1	0.0%	0.0%	6.7%
Chemistry	STEM	4	33	12.1%	2	5	40.0%	33.3%	9.4%
Civil, Construction & Environmental Engineering	STEM	3	30	10.0%	2	9	22.2%	40.0%	20.6%
Computer Science	STEM	4	20	20.0%	3	8	37.5%	42.9%	23.8%
Electrical & Computer Engineering	STEM	4	42	9.5%	1	5	20.0%	20.0%	9.5%
Entomology	STEM	2	16	12.5%	0	0	0.0%	0.0%	0.0%
Food Science & Human Nutrition	STEM	18	30	60.0%	2	2	100.0%	10.0%	0.0%
Geological & Atmospheric Sciences	STEM	2	14	14.3%	0	1	0.0%	0.0%	7.7%
Health & Human Performance	STEM	6	18	33.3%	8	11	72.7%	57.1%	20.0%
Horticulture	STEM	4	17	23.5%	2	3	66.7%	33.3%	7.1%
Industrial & Manufacturing Systems Engineering	STEM	3	16	18.8%	1	2	50.0%	25.0%	7.1%
Materials Science Engineering	STEM	1	19	5.3%	1	4	25.0%	50.0%	14.3%
Mathematics	STEM	3	48	6.3%	7	15	46.7%	70.0%	15.1%
Mechanical Engineering	STEM	4	29	13.8%	0	5	0.0%	0.0%	16.7%
Microbiology	STEM	2	8	25.0%	0	0	0.0%	0.0%	0.0%
Natural Resource Ecology & Management	STEM	5	24	20.8%	0	1	0.0%	0.0%	5.0%
Physics & Astronomy	STEM	2	43	4.7%	1	10	10.0%	33.3%	18.0%
Plant Pathology	STEM	1	15	6.7%	0	0	0.0%	0.0%	0.0%
Statistics	STEM	6	27	22.2%	1	2	50.0%	14.3%	4.5%
Veterinary Clinical Sciences	STEM	9	24	37.5%	13	16	81.3%	59.1%	16.7%
Veterinary Diagnostic & Production Animal Medicine	STEM	2	26	7.7%	2	5	40.0%	50.0%	11.1%
Veterinary Microbiology & Preventive Medicine	STEM	4	15	26.7%	0	1	0.0%	0.0%	8.3%
Veterinary Pathology	STEM	2	12	16.7%	3	7	42.9%	60.0%	28.6%
Zoology & Genetics	STEM	6	31	19.4%	6	8	75.0%	50.0%	7.4%
STEM Totals		122	782	15.6%	59	144	41.0%	32.6%	11.4%

Table 2. Number and percent of tenure track and non-tenure track faculty by gender, department and discipline for 2001- continued									
Department	Discipline	Tenured & Tenure-Track			Nontenured and Non-Tenure-Track			Non-Tenure-Track as % All Women	Non-Tenure-Track as % All Men
		Women	Total	%Women	Women	Total	%Women		
Social & Behavioral Sciences (SBS)									
Apparel, Educational Studies & Hospitality Management	SBS	18	22	81.8%	7	9	77.8%	28.0%	33.3%
Agricultural Education & Studies	SBS	1	12	8.3%	0	0	0.0%	0.0%	0.0%
Anthropology	SBS	4	9	44.4%	0	1	0.0%	0.0%	16.7%
Curriculum & Instruction	SBS	16	29	55.2%	11	20	55.0%	40.7%	40.9%
Economics	SBS	6	53	11.3%	2	5	40.0%	25.0%	6.0%
Educational Leadership & Policy Studies	SBS	8	19	42.1%	5	12	41.7%	38.5%	38.9%
Human Development & Family Studies	SBS	21	34	61.8%	3	4	75.0%	12.5%	7.1%
Political Science	SBS	3	16	18.8%	1	4	25.0%	25.0%	18.8%
Psychology	SBS	9	23	39.1%	2	5	40.0%	18.2%	17.6%
Sociology	SBS	17	39	43.6%	3	5	60.0%	15.0%	8.3%
SBS Totals		103	256	40.2%	34	65	52.3%	24.8%	16.8%
Humanities, Design, Business & Human Sciences (HDBHH)									
Accounting	HDBH	4	14	28.6%	1	4	25.0%	20.0%	23.1%
Architecture	HDBH	5	22	22.7%	3	15	20.0%	37.5%	41.4%
Art & Design	HDBH	23	37	62.2%	15	19	78.9%	39.5%	22.2%
Community & Regional Planning	HDBH	1	8	12.5%	2	3	66.7%	66.7%	12.5%
English	HDBH	31	59	52.5%	33	49	67.3%	51.6%	36.4%
Finance	HDBH	2	10	20.0%	1	2	50.0%	33.3%	11.1%
Foreign Languages & Literatures	HDBH	12	26	46.2%	10	13	76.9%	45.5%	17.6%
Greenlee School of Journalism & Communication	HDBH	6	20	30.0%	3	9	33.3%	33.3%	30.0%
History	HDBH	3	19	15.8%	0	1	0.0%	0.0%	5.9%
Landscape Architecture	HDBH	6	13	46.2%	1	9	11.1%	14.3%	53.3%
Library	HDBH	20	35	57.1%	0	1	0.0%	0.0%	6.3%
Logistics, Operations & Management Information Systems	HDBH	2	18	11.1%	1	4	25.0%	33.3%	15.8%
Management	HDBH	2	13	15.4%	1	3	33.3%	33.3%	15.4%
Marketing	HDBH	3	11	27.3%	3	3	100.0%	50.0%	0.0%
Music	HDBH	10	28	35.7%	5	12	41.7%	33.3%	28.0%
Philosophy & Religious Studies	HDBH	5	21	23.8%	4	5	80.0%	44.4%	5.9%
HDBH Totals		135	355	38.0%	83	152	54.6%	38.1%	23.9%
University Totals		360	1392	25.9%	176	361	48.8%	32.8%	15.2%

SUMMARY GRAPHS FROM TABLE 2

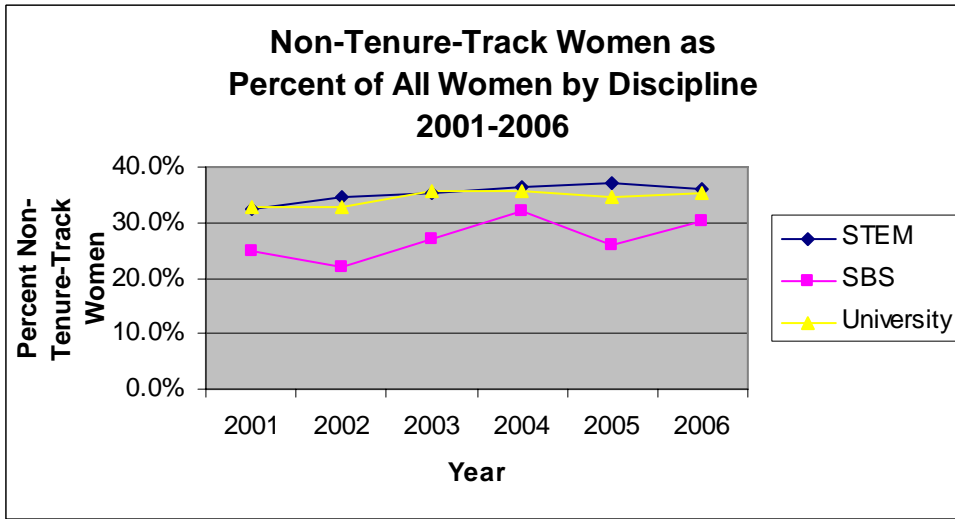


Figure 3. Percent of women faculty in non-tenure track positions by discipline, 2001-2006. The percent of STEM and all-university faculty women is >30%; the percent for SBS is lower. For all groups, the percentage increased slightly during the period.

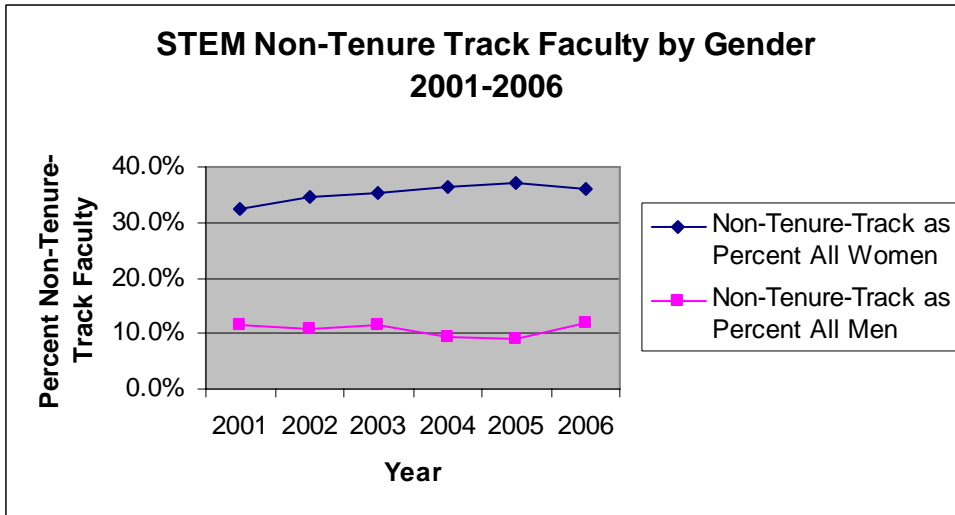


Figure 4. Tenure status of STEM faculty by gender, 2001-2006 from Table 2. The percentage of non-tenure-track women faculty is >30% and has increased during the time period, but decreased in 2006. For men, the percentage, which is ~10%, decreased during the period, then increased in 2006.

Table 3. Tenure Review Outcomes 2006

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	1	4	5	1	4	5	0	0	0
Engineering	1	3	4	1	3	4	0	0	0
Human Sciences	0	2	2	0	2	2	0	0	0
Liberal Arts and Sciences	2	8	10	2	6	8	0	2	2
Veterinary Medicine	0	5	5	0	2	2	0	3	3
TOTAL	4	22	26	4	17	21	0	5	5

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	0	0	0	0	0	0	0	0
Human Sciences	0	1	1	0	1	1	0	0	0
Liberal Arts and Sciences	2	3	5	2	3	5	0	0	0
TOTAL	2	4	6	2	4	6	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	2	2	0	1	1	0	1	1
Design	5	2	7	5	2	7	0	0	0
Human Sciences	0	0	0		0	0	0	0	0
Liberal Arts and Sciences	3	5	8	3	5	8	0	0	0
Library Services	1	1	2	1	1	2	0	0	0
TOTAL	9	10	19	9	9	18	0	1	1

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 3. Tenure Review Outcomes 2005

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	4	4	8	4	4	8	0	0	0
Engineering	2	9	11	2	8	10	0	1	1
Human Sciences	1	0	1	1	0	1	0	0	0
Liberal Arts and Sciences	2	3	5	2	3	5	0	0	0
Veterinary Medicine	0	2	2	0	2	2	0	0	0
TOTAL	9	18	27	9	17	26	0	1	1

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	0	0	2	0	2	0	0	0
Human Sciences	2	2	4	2	1	3	0	1	1
Liberal Arts and Sciences	0	4	4	0	4	4	0	0	0
TOTAL	2	6	8	4	5	9	0	1	1

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	1	1	0	1	1	0	0	0
Design	1	0	1	1	0	1	0	0	0
Human Sciences	0	0	0	0	0	0	0	0	0
Liberal Arts and Sciences	1	4	5	1	3	4	0	1	1
Library Services	0	2	2	0	0	0	0	2	2
TOTAL	2	7	9	2	4	6	0	3	3

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 3. Tenure Review Outcomes 2004

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	3	5	8	3	5	8	0	0	0
Engineering	1	5	6	0	4	4	1	1	2
Human Sciences	2	0	2	2	0	2	0	0	0
Liberal Arts and Sciences	1	6	7	1	5	6	0	1	1
Veterinary Medicine	0	0	0	0	0	0	0	0	0
TOTAL	7	16	23	6	14	20	1	2	3

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	1	1	0	1	1	0	0	0
Human Sciences	2	1	3	2	1	3	0	0	0
Liberal Arts and Sciences	2	1	3	1	1	2	1	0	1
TOTAL	4	3	7	3	3	6	1	0	1

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	3	3	0	3	3	0	0	0
Design	1	1	2	1	0	1	0	1	1
Human Sciences	0	0	0	0	0	0	0	0	0
Liberal Arts and Sciences	1	4	5	1	3	4	0	1	1
Library Services	2	0	2	2	0	2	0	0	0
TOTAL	4	8	12	4	6	10	0	2	2

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 3. Tenure Review Outcomes 2003

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	2	3	5	2	3	5	0	0	0
Engineering	1	7	8	1	5	6	0	2	2
Human Sciences	0	4	4	0	3	3	0	1	1
Liberal Arts and Sciences	2	7	9	2	7	9	0	0	0
Veterinary Medicine	0	0	0	0	0	0	0	0	0
TOTAL	5	21	26	5	18	23	0	3	3

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	2	2	4	2	2	4	0	0	0
Human Sciences	0	1	1	0	1	1	0	0	0
Liberal Arts and Sciences	0	2	2	0	2	2	0	0	0
TOTAL	2	5	7	2	5	7	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	2	0	2	2	0	2	0	0	0
Design	2	4	6	2	4	6	0	0	0
Liberal Arts and Sciences	0	4	4	0	2	2	0	2	2
Library Services	1	0	1	1	0	1	0	0	0
TOTAL	5	8	13	5	6	11	0	2	2

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 3. Tenure Review Outcomes 2002

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	2	2	0	2	2	0	0	0
Engineering	1	2	3	1	2	3	0	0	0
Human Sciences	2	1	3	2	0	2	0	1	1
Liberal Arts and Sciences	2	6	8	2	6	8	0	0	0
Veterinary Medicine	2	3	5	2	3	5	0	0	0
TOTAL	7	14	21	7	13	20	0	1	1

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	1	0	1	1	0	1	0	0	0
Human Sciences	2	1	3	2	1	3	0	0	0
Liberal Arts and Sciences	1	2	3	1	0	1	0	2	2
TOTAL	4	3	7	4	1	5	0	2	2

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	1	1	2	0	1	1	1	0	1
Design	1	1	2	1	1	2	0	0	0
Human Sciences	0	0	0	0	0	0	0	0	0
Liberal Arts and Sciences	3	2	5	3	2	5	0	0	0
Library Services	2	0	2	2	0	2	0	0	0
TOTAL	7	4	11	6	4	10	1	0	1

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 3. Tenure Review Outcomes 2001

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	3	3	0	3	3	0	0	0
Engineering	2	5	7	2	5	7	0	0	0
Human Sciences	0	1	1	0	1	1	0	0	0
Liberal Arts and Sciences	1	7	8	1	7	8	0	0	0
Veterinary Medicine	0	3	3	0	3	3	0	0	0
TOTAL	3	19	22	3	19	22	0	0	0

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	0	0	0	0	0	0	0	0
Human Sciences	3	1	4	3	1	4	0	0	0
Liberal Arts and Sciences	1	0	1	1	0	1	0	0	0
TOTAL	4	1	5	4	1	5	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	2	2	0	2	2	0	0	0
Design	1	1	2	1	1	2	0	0	0
Human Sciences	0	0	0	0	0	0	0	0	0
Liberal Arts and Sciences	7	2	9	6	1	7	1	1	2
Library Services	0	0	0	0	0	0	0	0	0
TOTAL	8	5	13	7	4	11	1	1	2

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 4. Promotion Review Outcomes by gender and discipline: Associate to Full Professor 2006

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	1	5	6	1	5	6	0	0	0
Engineering	1	3	4	1	3	4	0	0	0
Human Sciences	0	0	0	0	0	0	0	0	0
Liberal Arts and Sciences	2	7	9	1	6	7	1	1	2
Veterinary Medicine	1	3	4	1	3	4	0	0	0
TOTAL	5	18	23	4	17	21	1	1	2

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	1	0	1	1	0	1	0	0	0
Human Sciences	1	1	2	1	1	2	0	0	0
Liberal Arts and Sciences	0	2	2	0	2	2	0	0	0
TOTAL	2	3	5	2	3	5	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	2	2	0	1	1	0	1	1
Design	1	0	1	1	0	1	0	0	0
Liberal Arts and Sciences	1	1	2	1	0	1	0	1	1
Library Services	0	0	0	0	0	0	0	0	0
TOTAL	2	3	5	2	1	3	0	2	2

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 4. Promotion Review Outcomes by gender and discipline: Associate to Full Professor 2005

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	1	9	10	1	9	10			0
Engineering	1	5	6	1	5	6			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	3	3	6	3	3	6			0
Veterinary Medicine	0	0	0	0	0	0			0
TOTAL	5	17	22	5	17	22	0	0	0

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	0	0	0	0	0			0
Human Sciences	2	1	3	2	1	3			0
Liberal Arts and Sciences	0	2	2	0	2	2			0
TOTAL	2	3	5	2	3	5	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	0	0	0	0	0			0
Design	0	0	0	0	0	0			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	1	1	2	1	1	2			0
Library Services	0	0	0	0	0	0			0
TOTAL	1	1	2	1	1	2	0	0	0

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 4. Promotion Review Outcomes by gender and discipline: Associate to Full Professor 2004

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	4	4	0	4	4			0
Engineering	0	2	2	0	2	2			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	1	2	3	1	2	3			0
Veterinary Medicine	0	2	2	0	2	2			0
TOTAL	1	10	11	1	10	11	0	0	0

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	2	2	0	2	2			0
Human Sciences	1	0	1	1	0	1			0
Liberal Arts and Sciences	0	0	0	0	0	0			0
TOTAL	1	2	3	1	2	3	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	2	2	0	2	2			0
Design	0	1	1	0	1	1			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	2	1	3	2	1	3			0
Library Services	0	0	0	0	0	0			0
TOTAL	2	4	6	2	4	6	0	0	0

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 4. Promotion Review Outcomes by gender and discipline: Associate to Full Professor 2003

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	4	4	0	4	4	0	0	0
Engineering	1	4	5	1	4	5	0	0	0
Human Sciences	1	0	1	1	0	1	0	0	0
Liberal Arts and Sciences	2	4	6	1	3	4	1	1	2
Veterinary Medicine	1	1	2	1	1	2	0	0	0
TOTAL	5	13	18	4	12	16	1	1	2

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	2	2	0	2	2	0	0	0
Human Sciences	1	0	1	1	0	1	0	0	0
Liberal Arts and Sciences	0	0	0	0	0	0	0	0	0
TOTAL	1	2	3	1	2	3	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	1	3	4	1	2	3	0	1	1
Liberal Arts and Sciences	1	2	3	1	1	2	0	1	1
Library Services	1	1	2	1	1	2	0	0	0
TOTAL	3	6	9	3	4	7	0	2	2

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 4. Promotion Review Outcomes by gender and discipline: Associate to Full Professor 2002

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	4	4	0	4	4			0
Engineering	0	0	0	0	0	0			0
Human Sciences	0	2	2	0	2	2			0
Liberal Arts and Sciences	0	3	3	0	3	3			0
Veterinary Medicine	0	2	2	0	2	2			0
TOTAL	0	11	11	0	11	11	0	0	0

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	0	0	0	0	0			0
Human Sciences	2	0	2	2	0	2			0
Liberal Arts and Sciences	0	1	1	0	1	1			0
TOTAL	2	1	3	2	1	3	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	0	0	0	0	0			0
Design	0	0	0	0	0	0			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	3	0	3	3	0	3			0
Library Services	0	0	0	0	0	0			0
TOTAL	3	0	3	3	0	3	0	0	0

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 4. Promotion Review Outcomes by gender and discipline: Associate to Full Professor 2001

STEM Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	2	2	0	2	2			0
Engineering	0	5	5	0	5	5			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	2	5	7	2	5	7			0
Veterinary Medicine	0	0	0	0	0	0			0
TOTAL	2	12	14	2	12	14	0	0	0

SBS Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	0	2	2	0	2	2			0
Human Sciences	1	2	3	1	2	3			0
Liberal Arts and Sciences	0	1	1	0	1	1			0
TOTAL	1	5	6	1	5	6	0	0	0

HBDH Disciplines College	# Reviews			# Approvals			# Denials		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Business	0	2	2	0	2	2			0
Design	0	0	0	0	0	0			0
Human Sciences	0	0	0	0	0	0			0
Liberal Arts and Sciences	3	1	4	3	1	4			0
Library Services	0	0	0	0	0	0			0
TOTAL	3	3	6	3	3	6	0	0	0

Note: STEM refers to Science Technology, Engineering & Math; SBS refers to Social & Behavioral Sciences; HBDH refers to Humanities, Business, Design & Human Sciences

Source: Office of Institutional Research

Table 5a. Years in Rank at the Associate Professor Level Hired as Assistant Professors as of October 2006

STEM					
Years in Rank	Women	% Women	Men	% Men	Total
0-2	18	38%	38	27%	56
3-5	8	17%	22	16%	30
6-8	6	13%	12	9%	18
9-11	6	13%	15	11%	21
12-14	3	6%	11	8%	14
15 or more	6	13%	42	30%	48
Total	47	100%	140	100%	187

Those 15 and more:

Range	19-30	15-37
Mean	22.7	20.3
Std. Deviation	4.1	4.4
Median	21	20

SBS					
Years in Rank	Women	% Women	Men	% Men	Total
0-2	9	32%	9	38%	18
3-5	5	18%	5	21%	10
6-8	3	11%	2	8%	5
9-11	3	11%	0	0%	3
12-14	2	7%	1	4%	3
15 or more	6	21%	7	29%	13
Total	28	100%	24	100%	52

Those 15 and more:

Range	15-24	15-30
Mean	19.1	21.1
Std. Deviation	3.6	5.7
Median	18	19

HBDH					
Years in Rank	Women	% Women	Men	% Men	Total
0-2	13	22%	14	26%	27
3-5	13	22%	8	15%	21
6-8	9	16%	6	11%	15
9-11	5	9%	6	11%	11
12-14	8	14%	6	11%	14
15 or more	10	17%	14	26%	24
Total	58	100%	54	100%	112

Those 15 and more:

Range	15-26	15-27
Mean	19.0	20.0
Std. Deviation	3.5	3.4
Median	19	19

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 5b. Years in Rank at the Associate Professor Level for Faculty Hired as Associate Professors as of October 2006

STEM					
Years in Rank	Women	% Women	Men	% Men	Total
0-2	0	0%	5	25%	5
3-5	3	50%	10	50%	13
6-8	3	50%	3	15%	6
9-11	0	0%	1	5%	1
12-14	0	0%	0	0%	0
15 or more	0	0%	1	5%	1
Total	6	100%	20	100%	26

Those 15 and more:					
Range	0		22		
Mean	0		22		
Std. Deviation	0		0		
Median	0		22		

SBS					
Years in Rank	Women	% Women	Men	% Men	Total
0-2	0	0%	3	38%	3
3-5	0	0%	3	38%	3
6-8	2	67%	0	0%	2
9-11	0	0%	0	0%	0
12-14	0	0%	0	0%	0
15 or more	1	33%	2	25%	3
Total	3	100%	8	100%	11

Those 15 and more:					
Range	15		16-18		
Mean	15		17		
Std. Deviation	0		1.4		
Median	15		17		

HBDH					
Years in Rank	Women	% Women	Men	% Men	Total
0-2	0	0%	2	15%	2
3-5	2	29%	3	23%	5
6-8	4	57%	5	38%	9
9-11	0	0%	1	8%	1
12-14	0	0%	0	0%	0
15 or more	1	14%	2	15%	3
Total	7	100%	13	100%	20

Those 15 and more:					
Range	20		19-25		
Mean	20		22.0		
Std. Deviation	0		4.2		
Median	20		22		

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 6. Voluntary, Non-Retirement Attrition, by Rank and Gender Fiscal Year 2006

Discipline	DEPARTMENT	ASST PROF			ASSOC PROF			PROF			Grand Total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
STEM	CHEMICAL & BIOLOGICAL ENGINEERING	0	1	1	0	0	0	0	0	0	1
STEM	CHEMISTRY	0	1	1	0	0	0	0	1	1	2
STEM	CIVIL, CONSTRUCTION & ENVIRONMENTAL ENGR	0	1	1	0	0	0	0	0	0	1
STEM	ELECTRICAL & COMPUTER ENGINEERING	0	0	0	0	1	1	0	2	2	3
STEM	FOOD SCIENCE & HUMAN NUTRITION	0	0	0	1	0	1	1	0	1	2
STEM	INDUSTRIAL, MFG & SYSTEMS ENGINEERING	0	0	0	0	0	0	0	1	1	1
STEM	MATERIALS SCIENCE & ENGINEERING	0	0	0	0	1	1	0	0	0	1
STEM	MATHEMATICS	0	0	0	0	3	3	0	0	0	3
STEM	MECHANICAL ENGINEERING	1	0	1	0	0	0	0	0	0	1
STEM	NATURAL RESOURCE ECOLOGY & MANAGEMENT	0	1	1	0	0	0	0	0	0	1
STEM	PHYSICS & ASTRONOMY	0	1	1	0	0	0	0	0	0	1
STEM	STATISTICS	1	1	2	0	0	0	0	0	0	2
STEM	VETERINARY DIAGNOSTIC & PROD ANIMAL MED	1	0	1	0	1	1	0	0	0	2
STEM	VETERINARY PATHOLOGY	0	1	1	0	0	0	0	0	0	1
STEM	Sub-Total	3	7	10	1	6	7	1	4	5	22
SBS	ANTHROPOLOGY	0	1	1	0	0	0	0	0	0	1
SBS	APPAREL, EDUC STUDIES & HOSP MGMT	2	0	2	0	1	1	0	0	0	3
SBS	ECONOMICS	1	0	1	1	1	2	0	0	0	3
SBS	EDUCATIONAL LEADERSHIP & POLICY STUDIES	0	1	1	0	0	0	0	0	0	1
SBS	HUMAN DEVELOPMENT & FAMILY STUDIES	0	2	2	0	0	0	0	0	0	2
SBS	POLITICAL SCIENCE	0	0	0	0	0	0	0	2	2	2
SBS	PSYCHOLOGY	1	0	1	0	0	0	0	0	0	1
SBS	Sub-Total	4	4	8	1	2	3	0	2	2	13
HBDH	ART & DESIGN	0	0	0	1	1	2	0	0	0	2
HBDH	ENGLISH	0	1	1	1	0	1	0	0	0	2
HBDH	FOREIGN LANGUAGES & LITERATURES	0	0	0	0	1	1	0	0	0	1
HBDH	GREENLEE SCHOOL OF JOURNALISM	1	0	1	0	0	0	0	0	0	1
HBDH	HISTORY	0	1	1	0	0	0	0	0	0	1
HBDH	LANDSCAPE ARCHITECTURE	0	1	1	0	0	0	0	0	0	1
HBDH	LIBRARY	0	1	1	0	0	0	0	0	0	1
HBDH	LOGISTICS, OPERATIONS & MGMT INFO SYSTEMS	0	0	0	0	0	0	0	1	1	1
HBDH	MARKETING	0	0	0	0	1	1	0	0	0	1
HBDH	PHILOSOPHY & RELIGIOUS STUDIES	0	1	1	0	1	1	0	0	0	2
HBDH	Sub-Total	1	5	6	2	4	6	0	1	1	13
ALL	Grand Total	8	16	24	4	12	16	1	7	8	48

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 6. Voluntary, Non-Retirement Attrition, by Rank and Gender Fiscal Year 2005

Discipline	DEPARTMENT	ASST PROF			ASSOC PROF			PROF			Grand Total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
STEM	AGRICULTURAL & BIOSYSTEMS ENGR	0	0	0	0	1	1	0	1	1	2
STEM	BIOCHEMISTRY, BIOPHYSICS & MOLEC BIOLOGY	0	1	1	0	0	0	0	0	0	1
STEM	CHEMISTRY	0	0	0	0	0	0	0	1	1	1
STEM	ELECTRICAL & COMPUTER ENGR	0	0	0	0	0	0	0	1	1	1
STEM	GEOLOGICAL & ATMOSPHERIC SCIENCES	1	0	1	0	0	0	0	0	0	1
STEM	MATERIALS SCIENCE & ENGINEERING	0	1	1	0	0	0	0	0	0	1
STEM	MECHANICAL ENGINEERING	0	0	0	0	0	0	0	1	1	1
STEM	NATURAL RESOURCE ECOLOGY & MANAGEMENT	0	0	0	0	0	0	0	1	1	1
STEM	STATISTICS	0	0	0	0	1	1	0	0	0	1
STEM	VET DIAGNOSTIC & PRODUCTION ANIMAL MEDICINE	0	0	0	0	0	0	0	1	1	1
STEM	VET MICRO & PREVENTIVE MEDICINE	0	0	0	1	0	1	1	0	1	2
STEM	VETERINARY CLINICAL SCIENCES	0	1	1	0	0	0	0	0	0	1
STEM	Sub-Total	1	3	4	1	2	3	1	6	7	14
SBS	APPAREL, EDUC STUD & HOSP MGMT	0	0	0	0	0	0	1	0	1	1
SBS	CURRICULUM & INSTRUCTION	0	0	0	0	0	0	0	1	1	1
SBS	EDUCATIONAL LEADERSHIP & POLICY STUDIES	2	1	3	0	1	1	0	1	1	5
SBS	POLITICAL SCIENCE	0	1	1	0	1	1	0	0	0	2
SBS	PSYCHOLOGY	0	1	1	0	0	0	0	0	0	1
SBS	SOCIOLOGY	1	0	1	2	0	2	0	0	0	3
SBS	Sub-Total	3	3	6	2	2	4	1	2	3	13
HBDH	ACCOUNTING	0	0	0	0	0	0	0	1	1	1
HBDH	COMMUNITY & REGIONAL PLANNING	0	0	0	0	1	1	0	0	0	1
HBDH	FINANCE	0	2	2	0	0	0	0	0	0	2
HBDH	FOREIGN LANGUAGES	0	1	1	1	1	2	0	0	0	3
HBDH	LOGISTICS, OPERATIONS & MGMT INFO SYSTEMS	0	0	0	0	1	1	0	0	0	1
HBDH	MUSIC	1	1	2	0	0	0	0	0	0	2
HBDH	Sub-Total	1	4	5	1	3	4	0	1	1	10
ALL	Grand Total	5	10	15	4	7	11	2	9	11	37

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 6. Voluntary, Non-Retirement Attrition, by Rank and Gender Fiscal Year 2004

Discipline	DEPARTMENT	ASST PROF			ASSOC PROF			PROF			Grand Total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
STEM	AEROSPACE ENGINEERING	0	1	1	0	0	0	0	0	0	1
STEM	ANIMAL SCIENCE	0	0	0	0	0	0	0	1	1	1
STEM	CHEMISTRY	0	0	0	1	0	1	0	1	1	2
STEM	ENTOMOLOGY	0	0	0	0	0	0	0	2	2	2
STEM	GENETICS, DEVELOPMENT & CELLULAR BIOLOGY	0	1	1	0	0	0	0	0	0	1
STEM	HEALTH & HUMAN PERFORMANCE	0	1	1	0	1	1	0	0	0	2
STEM	INDUSTRIAL & MANUFACTURING SYSTEMS ENGR	0	1	1	0	0	0	0	0	0	1
STEM	INDUSTRIAL EDUCATION & TECHNOLOGY	0	1	1	0	0	0	0	0	0	1
STEM	MATHEMATICS	0	0	0	0	0	0	1	1	2	2
STEM	MECHANICAL ENGINEERING	0	0	0	0	1	1	0	1	1	2
STEM	PLANT PATHOLOGY	0	1	1	0	0	0	0	0	0	1
STEM	ZOOLOGY & GENETICS	0	0	0	0	1	1	0	0	0	1
STEM	Sub-Total	0	6	6	1	3	4	1	6	7	17
SBS	ANTHROPOLOGY	1	0	1	0	0	0	0	0	0	1
SBS	CURRICULUM & INSTRUCTION	1	1	2	0	0	0	0	1	1	3
SBS	EDUCATIONAL LEADERSHIP & POLICY STUDIES	0	0	0	0	0	0	0	1	1	1
SBS	HUMAN DEVELOPMENT & FAMILY STUDIES	0	0	0	1	0	1	0	0	0	1
SBS	POLITICAL SCIENCE	0	1	1	0	0	0	0	0	0	1
SBS	PSYCHOLOGY	0	0	0	0	0	0	0	1	1	1
SBS	Sub-Total	2	2	4	1	0	1	0	3	3	8
HBDH	ACCOUNTING	0	1	1	0	0	0	0	0	0	1
HBDH	ART & DESIGN	2	1	3	0	0	0	0	0	0	3
HBDH	COMMUNITY & REGIONAL PLANNING	0	1	1	0	0	0	0	0	0	1
HBDH	ENGLISH	0	1	1	0	0	0	0	0	0	1
HBDH	FOREIGN LANGUAGES	1	0	1	0	0	0	0	0	0	1
HBDH	GREENLEE SCHOOL OF JOURNALISM	0	2	2	0	0	0	0	0	0	2
HBDH	HISTORY	0	0	0	0	1	1	0	1	1	2
HBDH	LIBRARY	1	0	1	0	0	0	0	0	0	1
HBDH	LOGISTICS, OPERATIONS & MGMT INFO SYSTEMS	0	1	1	0	1	1	0	0	0	2
HBDH	MUSIC	1	0	1	1	0	1	0	0	0	2
HBDH	PHILOSOPHY & RELIGIOUS STUDIES	0	0	0	0	1	1	0	0	0	1
HBDH	Sub-Total	5	7	12	1	3	4	0	1	1	17
ALL	Grand Total	7	15	22	3	6	9	1	10	11	42

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 6. Voluntary, Non-Retirement Attrition, by Rank and Gender Fiscal Year 2003

Discipline	Department	ASST PROF			ASSOC PROF			PROF			Grand Total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
STEM	Aerospace Engr	0	0	0	1	0	1	0	0	0	1
STEM	Agricultural & Biosystems Engr	1	0	1	0	0	0	0	0	0	1
STEM	Animal Science	0	0	0	1	0	1	0	0	0	1
STEM	Biochem, Biophys & Mol Biology	0	0	0	0	0	0	0	1	1	1
STEM	Electrical & Computer Engr	0	1	1	0	0	0	0	0	0	1
STEM	Materials Science & Engr	0	0	0	0	1	1	0	0	0	1
STEM	Plant Pathology	0	0	0	0	1	1	0	0	0	1
STEM	Statistics	0	1	1	0	0	0	0	3	3	4
STEM	Vet Diag & Prod Animal Medicine	0	0	0	0	0	0	0	1	1	1
STEM	Veterinary Clinical Sciences	0	0	0	0	0	0	0	1	1	1
STEM	Sub-Total	1	2	3	2	2	4	0	6	6	13
SBS	Apparel, Educ Stud & Hosp Mgmt	1	0	1	0	0	0	0	0	0	1
SBS	Curriculum & Instruction	0	0	0	1	0	1	0	0	0	1
SBS	Economics	0	1	1	0	0	0	0	0	0	1
SBS	Educ Leadership & Policy Studies	1	0	1	0	0	0	0	0	0	1
SBS	Human Dev & Family Studies	0	2	2	0	0	0	0	0	0	2
SBS	Sociology	0	0	0	0	1	1	0	1	1	2
SBS	Sub-Total	2	3	5	1	1	2	0	1	1	8
HBDH	Architecture	0	1	1	0	0	0	0	0	0	1
HBDH	Foreign Languages & Literatures	0	1	1	0	0	0	0	0	0	1
HBDH	Greenlee School of Journalism	2	3	5	0	0	0	0	1	1	6
HBDH	History	0	1	1	0	0	0	0	0	0	1
HBDH	Marketing	1	1	2	0	0	0	0	0	0	2
HBDH	Music	0	1	1	0	0	0	0	0	0	1
HBDH	Philosophy & Religious Studies	0	0	0	0	0	0	0	1	1	1
HBDH	Sub-Total	3	8	11	0	0	0	0	2	2	13
ALL	Grand Total	6	13	19	3	3	6	0	9	9	34

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 6. Voluntary, Non-Retirement Attrition, by Rank and Gender Fiscal Year 2002

Discipline	Department	ASST PROF			ASSOC PROF			PROF			Grand Total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
STEM	Agronomy	0	1	1	0	0	0	0	0	0	1
STEM	Animal Science	0	1	1	0	0	0	0	0	0	1
STEM	Biomedical Science	1	0	1	0	0	0	0	0	0	1
STEM	Chemistry	0	0	0	0	0	0	0	1	1	1
STEM	Civil & Construction Engr	1	1	2	0	1	1	0	1	1	4
STEM	Computer Science	0	1	1	0	1	1	0	0	0	2
STEM	Electrical & Comp Engr	0	0	0	0	1	1	1	4	5	6
STEM	Food Science & Human Nutr	0	0	0	0	1	1	0	0	0	1
STEM	Forestry	1	0	1	0	0	0	0	0	0	1
STEM	Geolog & Atmos Sci	0	1	1	0	0	0	0	0	0	1
STEM	Health & Human Perf	1	1	2	0	0	0	0	0	0	2
STEM	Indus & Mfg Sys Engr	0	1	1	0	0	0	0	0	0	1
STEM	Indus Educ & Tech	0	0	0	0	0	0	0	1	1	1
STEM	Mathematics	0	0	0	0	0	0	0	1	1	1
STEM	Physics & Astronomy	0	0	0	0	1	1	0	0	0	1
STEM	Statistics	0	1	1	0	0	0	0	1	1	2
STEM	Vet Clinical Sci	0	1	1	0	0	0	0	0	0	1
STEM	Vet Path	0	1	1	0	0	0	0	0	0	1
STEM	Zoology & Genetics	0	0	0	0	0	0	0	1	1	1
STEM	Sub-Total	4	10	14	0	5	5	1	10	11	30
SBS	Ag Educ & Studies	0	1	1	0	0	0	0	0	0	1
SBS	Anthropology	0	0	0	0	1	1	0	0	0	1
SBS	Apparel, Educ Studies & Hosp Mgmt	1	0	1	1	0	1	0	0	0	2
SBS	Curriculum & Instr	1	0	1	0	0	0	0	0	0	1
SBS	Economics	1	0	1	0	0	0	0	0	0	1
SBS	Educ Leadership & Policy Studies	0	0	0	0	1	1	0	1	1	2
SBS	Political Science	1	0	1	0	0	0	0	0	0	1
SBS	Psychology	0	0	0	1	0	1	0	0	0	1
SBS	Sub-Total	4	1	5	2	2	4	0	1	1	10
HBDH	Architecture	0	0	0	0	0	0	1	1	2	2
HBDH	English	2	0	2	0	1	1	1	0	1	4
HBDH	Finance	1	0	1	0	0	0	0	0	0	1
HBDH	Foreign Lang & Lit	1	1	2	0	0	0	1	0	1	3
HBDH	Landscape Architecture	1	0	1	0	0	0	0	0	0	1
HBDH	Library	1	0	1	0	0	0	0	0	0	1
HBDH	Logistics & Oper Mgmt Sys	0	0	0	0	1	1	0	0	0	1
HBDH	Marketing	1	0	1	0	0	0	0	0	0	1
HBDH	Music	1	2	3	1	0	1	0	0	0	4
HBDH	Sub-Total	8	3	11	1	2	3	3	1	4	18
ALL	Grand Total	16	14	30	3	9	12	4	12	16	58

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department & Discipline 2006

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	%Female	Total	Female	Male	%Female	Total	Female	Male	%Female	Total	
STEM	AG/BIOSYS ENG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	BIOCH/BIOPH-AG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	BIOMEDICAL SCI	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	CHEM & BIO ENGR	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	CHEMISTRY	1	0	100%	1	0	0	0%	0	1	0	100%	1	2
STEM	CIV/CON/ENV ENG	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	COMPUTER SC	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	ELEC ENG/CP ENG	0	4	0%	4	0	0	0%	0	0	1	0%	1	5
STEM	FOOD SC/HN-AG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	GEOL/ATMOSPH SC	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	MATERIAL SC/ENG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	MATHEMATICS	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	MECHANICAL ENG	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	NAT RES ECL/MGT	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	PLANT PATHOLOGY	1	0	100%	1	0	1	0%	1	0	0	0%	0	2
STEM	STATISTICS	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	VET CLINICAL SC	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	VET DIAG/PROD	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	VET MIC/PRV MED	1	2	33%	3	0	0	0%	0	0	0	0%	0	3
STEM	Sub-Total	10	14	42%	24	0	2	0%	2	1	4	20%	5	31
SBS	AG EDUCATION/ST	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	ANTHROPOLOGY	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	CURR/INSTR	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
SBS	ECONOMICS-LAS	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
SBS	HUMAN DV/FAM ST	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	POLITICAL SC	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	PSYCHOLOGY	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
SBS	SOCIOLOGY-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	Sub-Total	2	3	40%	5	0	2	0%	2	0	1	0%	1	8
HBDH	ACCOUNTING	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	ART/DESIGN	2	1	67%	3	0	0	0%	0	0	0	0%	0	3
HBDH	GREENLEE JRN/CM	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	HISTORY	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
HBDH	LOG OPER & MIS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	MANAGEMENT	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	MARKETING	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
HBDH	PHIL/RELIG ST	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	WORLD LANG/CULT	3	0	100%	3	0	0	0%	0	0	0	0%	0	3
HBDH	Sub-Total	7	4	64%	11	0	1	0%	1	0	1	0%	1	13
ALL	Total	19	21	48%	40	0	5	0%	5	1	6	14%	7	52

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department & Discipline 2005

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AEROSPACE ENG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	AG/BIOSYS ENG	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	AGRONOMY	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	ANIMAL SCIENCE	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	BIOCH/BIOPH-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	BIOMEDICAL SCI	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	CHEMISTRY	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	CIV/CON/ENV ENG	0	1	0%	1	0	1	0%	1	0	1	0%	1	3
STEM	COMPUTER SC	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	EEOB-AG	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	ELEC ENG/CP ENG	1	2	33%	3	0	0	0%	0	0	1	0%	1	4
STEM	ENTOMOLOGY	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	FOOD SC/HN-AG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	FOOD SC/HN-HSCI	0	0	0%	0	0	0	0%	0	1	0	100%	1	1
STEM	GDCB-AG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	MATERIAL SC/ENG	0	1	0%	1	0	0	0%	0	0	1	0%	1	2
STEM	MATHEMATICS	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	MECHANICAL ENG	0	1	0%	1	0	0	0%	0	0	1	0%	1	2
STEM	NAT RES ECL/MGT	0	2	0%	2	0	0	0%	0	0	1	0%	1	3
STEM	PHYSICS/ASTRON	0	3	0%	3	0	0	0%	0	0	0	0%	0	3
STEM	STATISTICS	1	2	33%	3	0	0	0%	0	1	0	100%	1	4
STEM	VET CLINICAL SC	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	VET DIAG/PROD	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	Sub-Total	10	20	33%	30	0	3	0%	3	2	6	25%	8	41
SBS	AESHM	3	0	100%	3	0	0	0%	0	0	0	0%	0	3
SBS	CURR/INSTR	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
SBS	ED LDSHP POL ST	2	1	67%	3	0	1	0%	1	1	0	100%	1	5
SBS	PSYCHOLOGY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	SOCIOLOGY-LAS	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
SBS	Sub-Total	9	2	82%	11	0	1	0%	1	1	0	100%	1	13
HBDH	ACCOUNTING	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	ARCHITECTURE	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	ART/DESIGN	2	2	50%	4	0	0	0%	0	0	0	0%	0	4
HBDH	COMMUN/REG PLAN	1	1	50%	2	0	1	0%	1	0	0	0%	0	3
HBDH	ENGLISH	3	1	75%	4	0	0	0%	0	0	0	0%	0	4
HBDH	FINANCE	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	GREENLEE JRN/CM	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	HISTORY	1	0	100%	1	0	0	0%	0	0	1	0%	1	2
HBDH	LOG OPER & MIS	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	MUSIC	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	PHIL/RELIG ST	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	WORLD LANG/CULT	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
HBDH	Sub-Total	15	7	68%	22	0	1	0%	1	0	1	0%	1	24
ALL	Grand Total	34	29	54%	63	0	5	0%	5	3	7	30%	10	78

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department & Discipline 2004

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AEROSPACE ENG	0	1	0%	1	0	0	0%	0	0	1	0%	1	2
STEM	AG/BIOSYS ENG	0	2	0%	2	0	1	0%	1	0	0	0%	0	3
STEM	AGRONOMY	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	ANIMAL SCIENCE	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	BIOCH/BIOPH-AG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	BIOMEDICAL SCI	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	CIV/CON/ENV ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	EEOB-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	ELEC ENG/CP ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	ENTOMOLOGY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	FOOD SC/HN-AG	1	0	100%	1	0	0	0%	0	1	0	100%	1	2
STEM	FOOD SC/HN-HSCI	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	GDCB-LAS	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	MATERIAL SC/ENG	0	1	0%	1	0	1	0%	1	0	1	0%	1	3
STEM	MATHEMATICS	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	MECHANICAL ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	NAT RES ECL/MGT	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	PHYSICS/ASTRON	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	PLANT PATHOLOGY	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	VET CLINICAL SC	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	VET DIAG/PROD	1	0	100%	1	0	1	0%	1	0	1	0%	1	3
STEM	VET PATHOLOGY	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	Sub-Total	6	19	24%	25	0	5	0%	5	1	4	20%	5	35
SBS	AG EDUCATION/ST	0	1	0%	1	0	1	0%	1	0	0	0%	0	2
SBS	CURR/INSTR	2	1	67%	3	0	0	0%	0	0	1	0%	1	4
SBS	ECONOMICS-LAS	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
SBS	POLITICAL SC	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	PSYCHOLOGY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	SOCIOLOGY-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	Sub-Total	2	5	29%	7	0	2	0%	2	0	1	0%	1	10
HBDH	ART/DESIGN	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	COMMUN/REG PLAN	2	1	67%	3	0	0	0%	0	0	0	0%	0	3
HBDH	GREENLEE JRN/CM	0	4	0%	4	0	0	0%	0	0	0	0%	0	4
HBDH	HISTORY	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	LIBRARY	1	2	33%	3	0	0	0%	0	0	1	0%	1	4
HBDH	LOG OPER & MIS	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
HBDH	MUSIC	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
HBDH	WORLD LANG/CULT	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	Sub-Total	5	13	28%	18	0	0	0%	0	0	1	0%	1	19
ALL	Grand Total	13	37	26%	50	0	7	0%	7	1	6	14%	7	64

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department & Discipline 2003

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AEROSPACE ENG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	AG/BIOSYS ENG	1	1	50%	2	0	1	0%	1	0	0	0%	0	3
STEM	AGRONOMY	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	ANIMAL SCIENCE	0	1	0%	1	0	1	0%	1	0	2	0%	2	4
STEM	BIOCH/BIOPH-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	CHEM & BIO ENGR	1	0	100%	1	0	1	0%	1	0	0	0%	0	2
STEM	CHEMISTRY	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	CIV/CON/ENV ENG	0	1	0%	1	0	1	0%	1	0	2	0%	2	4
STEM	COMPUTER SC	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	EEOB-LAS	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	ELEC ENG/CP ENG	0	1	0%	1	0	1	0%	1	0	0	0%	0	2
STEM	FOOD SC/HN-HSCI	1	1	50%	2	0	0	0%	0	0	1	0%	1	3
STEM	GDCB-AG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	GEO/ATMOSP SC	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	HEALTH/HUM PERF	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	HORTICULTURE	0	0	0%	0	1	0	100%	1	0	0	0%	0	1
STEM	IND/MFR SYS ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	MATHEMATICS	1	3	25%	4	0	0	0%	0	0	0	0%	0	4
STEM	MECHANICAL ENG	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	NAT RES ECL/MGT	1	0	100%	1	1	0	100%	1	0	0	0%	0	2
STEM	PHYSICS/ASTRON	0	3	0%	3	0	0	0%	0	0	0	0%	0	3
STEM	STATISTICS	1	1	50%	2	0	1	0%	1	0	1	0%	1	4
STEM	VET CLINICAL SC	0	2	0%	2	0	0	0%	0	0	1	0%	1	3
STEM	VET DIAG/PROD	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	VET MIC/PRV MED	0	0	0%	0	0	1	0%	1	1	0	100%	1	2
STEM	Sub-Total	7	28	20%	35	2	7	22%	9	1	8	11%	9	53
SBS	AESHM	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	ANTHROPOLOGY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	CURR/INSTR	3	0	100%	3	0	0	0%	0	0	0	0%	0	3
SBS	ECONOMICS-LAS	1	1	50%	2	0	2	0%	2	0	0	0%	0	4
SBS	ED LDSHP POL ST	1	0	100%	1	0	1	0%	1	0	0	0%	0	2
SBS	HUMAN DV/FAM ST	2	0	100%	2	0	1	0%	1	0	0	0%	0	3
SBS	POLITICAL SC	2	2	50%	4	0	0	0%	0	0	0	0%	0	4
SBS	PSYCHOLOGY	0	3	0%	3	0	0	0%	0	0	0	0%	0	3
SBS	SOCIOLOGY-LAS	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	Sub-Total	11	7	61%	18	0	4	0%	4	0	0	0%	0	22
HBDH	ARCHITECTURE	0	2	0%	2	0	1	0%	1	0	0	0%	0	3
HBDH	ART/DESIGN	0	1	0%	1	1	1	50%	2	0	0	0%	0	3
HBDH	COMMUN/REG PLAN	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	ENGLISH	1	2	33%	3	0	0	0%	0	0	0	0%	0	3
HBDH	FINANCE	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	GREENLEE JRN/CM	1	2	33%	3	0	0	0%	0	0	1	0%	1	4
HBDH	HISTORY	0	3	0%	3	0	0	0%	0	0	0	0%	0	3
HBDH	LANDSCAPE ARCH	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
HBDH	LIBRARY	4	0	100%	4	0	0	0%	0	0	0	0%	0	4
HBDH	LOG OPER & MIS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	MARKETING	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	MUSIC	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	PHIL/RELIG ST	1	0	100%	1	0	1	0%	1	0	0	0%	0	2
HBDH	WORLD LANG/CULT	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	Sub-Total	11	16	41%	27	1	3	25%	4	0	1	0%	1	32
ALL	Grand Total	29	51	36%	80	3	14	18%	17	1	9	10%	10	107

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department & Discipline 2002

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AGRONOMY	0	0	0%	0	0	0	0%	0	1	1	50%	2	2
STEM	ANIMAL SCIENCE	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	BIOCH/BIOPH-AG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	BIOCH/BIOPH-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	BIOMEDICAL SCI	1	0	100%	1	1	1	50%	2	0	0	0%	0	3
STEM	CHEM & BIO ENGR	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	CHEMISTRY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	CIV/CON/ENV ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	COMPUTER SC	0	2	0%	2	0	0	0%	0	1	1	50%	2	4
STEM	ELEC ENG/CP ENG	0	6	0%	6	0	0	0%	0	0	2	0%	2	8
STEM	FOOD SC/HN-AG	0	0	0%	0	0	0	0%	0	1	0	100%	1	1
STEM	FOOD SC/HN-HSCI	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
STEM	GEOL/ATMOSP SC	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	HEALTH/HUM PERF	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	MATERIAL SC/ENG	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	MATHEMATICS	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	MECHANICAL ENG	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	PHYSICS/ASTRON	0	1	0%	1	0	1	0%	1	0	0	0%	0	2
STEM	STATISTICS	1	0	100%	1	0	1	0%	1	0	1	0%	1	3
STEM	VET CLINICAL SC	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	VET PATHOLOGY	1	0	100%	1	1	0	100%	1	0	0	0%	0	2
STEM	Sub-Total	5	20	20%	25	2	5	29%	7	3	6	33%	9	41
SBS	AESHM	2	1	67%	3	0	0	0%	0	0	0	0%	0	3
SBS	ECONOMICS-LAS	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	ED LDSHP POL ST	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	HUMAN DV/FAM ST	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
SBS	POLITICAL SC	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
SBS	PSYCHOLOGY	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
SBS	Sub-Total	6	3	67%	9	0	0	0%	0	0	1	0%	1	10
HBDH	ARCHITECTURE	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	ENGLISH	1	0	100%	1	1	0	100%	1	0	0	0%	0	2
HBDH	HISTORY	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
HBDH	LIBRARY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	LOG OPER & MIS	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
HBDH	MUSIC	0	2	0%	2	0	1	0%	1	0	0	0%	0	3
HBDH	PHIL/RELIG ST	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	WORLD LANG/CULT	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
HBDH	Sub-Total	2	8	20%	10	1	2	33%	3	0	0	0%	0	13
ALL	Grand Total	13	31	30%	44	3	7	30%	10	3	7	30%	10	64

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department and Discipline 2001

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AEROSPACE ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	AG/BIOSYS ENG	0	0	0%	0	1	0	100%	1	0	0	0%	0	1
STEM	AGRONOMY	0	0	0%	0	0	1	0%	1	0	1	0%	1	2
STEM	BIOCH/BIOPH-AG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	BIOMEDICAL SCI	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	BOTANY	1	2	33%	3	0	0	0%	0	0	0	0%	0	3
STEM	CHEM & BIO ENGR	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	CHEMISTRY	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	CIV/CON/ENV ENG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	COMPUTER SC	1	1	50%	2	0	1	0%	1	0	0	0%	0	3
STEM	EEOB-LAS	1	0	100%	1	0	1	0%	1	0	0	0%	0	2
STEM	ELEC ENG/CP ENG	0	1	0%	1	0	1	0%	1	1	0	100%	1	3
STEM	GEOL/ATMOSP SC	1	2	33%	3	1	0	100%	1	0	0	0%	0	4
STEM	HORTICULTURE	1	1	50%	2	0	1	0%	1	0	0	0%	0	3
STEM	IND/MFR SYS ENG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	MECHANICAL ENG	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	PHYSICS/ASTRON	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	STATISTICS	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
STEM	VET CLINICAL SC	0	0	0%	0	1	0	100%	1	0	0	0%	0	1
STEM	VET DIAG/PROD	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	VET MIC/PRV MED	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
STEM	VET PATHOLOGY	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
STEM	Sub-Total	8	15	35%	23	3	7	30%	10	1	5	17%	6	39
SBS	ANTHROPOLOGY	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	CURR/INSTR	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	ECONOMICS-AG	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
SBS	ECONOMICS-LAS	0	1	0%	1	0	1	0%	1	0	2	0%	2	4
SBS	ED LDSHP POL ST	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	HUMAN DV/FAM ST	2	0	100%	2	0	0	0%	0	0	1	0%	1	3
SBS	PSYCHOLOGY	1	0	100%	1	1	0	100%	1	0	0	0%	0	2
SBS	SOCIOLOGY-LAS	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
SBS	Sub-Total	6	3	67%	9	1	1	50%	2	0	3	0%	3	14
HBDH	ACCOUNTING	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	ARCHITECTURE	0	3	0%	3	0	1	0%	1	0	0	0%	0	4
HBDH	ART/DESIGN	2	1	67%	3	0	0	0%	0	0	0	0%	0	3
HBDH	COMMUN/REG PLAN	0	1	0%	1	1	0	100%	1	0	0	0%	0	2
HBDH	ENGLISH	1	1	50%	2	1	1	50%	2	0	0	0%	0	4
HBDH	FINANCE	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	HISTORY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	LANDSCAPE ARCH	1	2	33%	3	0	0	0%	0	0	0	0%	0	3
HBDH	LOG OPER & MIS	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
HBDH	MANAGEMENT	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	MUSIC	2	0	100%	2	0	0	0%	0	0	0	0%	0	2
HBDH	PHIL/RELIG ST	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	WORLD LANG/CULT	2	2	50%	4	0	0	0%	0	0	0	0%	0	4
HBDH	Sub-Total	9	15	38%	24	2	3	40%	5	0	0	0%	0	29
ALL	Grand Total	23	33	41%	56	6	11	35%	17	1	8	11%	9	82

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department & Discipline 2000

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AEROSPACE ENG	0	1	0%	1	0	0	0%	0	0	1	0%	1	2
STEM	AG/BIOSYS ENG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	AGRONOMY	2	0	100%	2	0	3	0%	3	0	0	0%	0	5
STEM	ANIMAL SCIENCE	0	0	0%	0	0	0	0%	0	0	2	0%	2	2
STEM	BIOCH/BIOPH-LAS	0	0	0%	0	0	0	0%	0	0	1	0%	1	1
STEM	BIOMEDICAL SCI	1	1	50%	2	0	1	0%	1	0	1	0%	1	4
STEM	BOTANY	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	CHEMISTRY	0	0	0%	0	1	0	100%	1	0	2	0%	2	3
STEM	CIV/CON/ENV ENG	1	2	33%	3	2	1	67%	3	0	1	0%	1	7
STEM	COMPUTER SC	0	1	0%	1	0	2	0%	2	0	0	0%	0	3
STEM	FOOD SC/HN-AG	0	0	0%	0	1	0	100%	1	0	0	0%	0	1
STEM	GEOL/ATMOSPH SC	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	HEALTH/HUM PERF	1	1	50%	2	0	2	0%	2	0	0	0%	0	4
STEM	MATERIAL SC/ENG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	MATHEMATICS	0	1	0%	1	1	1	50%	2	0	0	0%	0	3
STEM	MECHANICAL ENG	1	0	100%	1	0	1	0%	1	0	3	0%	3	5
STEM	NAT RES ECL/MGT	1	0	100%	1	1	0	100%	1	0	0	0%	0	2
STEM	PHYSICS/ASTRON	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	PLANT PATHOLOGY	0	1	0%	1	0	1	0%	1	0	0	0%	0	2
STEM	STATISTICS	1	0	100%	1	0	1	0%	1	0	0	0%	0	2
STEM	VET CLINICAL SC	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
STEM	VET DIAG/PROD	1	1	50%	2	0	0	0%	0	0	1	0%	1	3
STEM	VET MIC/PRV MED	0	0	0%	0	1	0	100%	1	0	0	0%	0	1
STEM	VET PATHOLOGY	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
STEM	Sub-Total	9	11	45%	20	7	18	28%	25	0	12	0%	12	57
SBS	AESHM	0	0	0%	0	1	0	100%	1	1	0	100%	1	2
SBS	ANTHROPOLOGY	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
SBS	CURR/INSTR	1	0	100%	1	0	0	0%	0	1	0	100%	1	2
SBS	ECONOMICS-AG	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
SBS	HUMAN DV/FAM ST	0	2	0%	2	0	0	0%	0	0	0	0%	0	2
SBS	POLITICAL SC	2	0	100%	2	0	1	0%	1	0	1	0%	1	4
SBS	PSYCHOLOGY	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
SBS	SOCIOLOGY-AG	0	0	0%	0	0	0	0%	0	1	0	100%	1	1
SBS	SOCIOLOGY-LAS	0	0	0%	0	1	1	50%	2	0	0	0%	0	2
SBS	Sub-Total	4	3	57%	7	2	4	33%	6	3	1	75%	4	17
HBDH	ACCOUNTING	0	1	0%	1	0	0	0%	0	0	0	0%	0	1
HBDH	ARCHITECTURE	0	1	0%	1	0	1	0%	1	0	1	0%	1	3
HBDH	ART/DESIGN	1	0	100%	1	3	1	75%	4	0	0	0%	0	5
HBDH	COMMUN/REG PLAN	0	0	0%	0	0	1	0%	1	0	0	0%	0	1
HBDH	ENGLISH	1	0	100%	1	0	2	0%	2	1	0	100%	1	4
HBDH	FINANCE	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	GREENLEE JRN/CM	2	1	67%	3	0	0	0%	0	0	0	0%	0	3
HBDH	HISTORY	0	1	0%	1	0	2	0%	2	1	0	100%	1	4
HBDH	LANDSCAPE ARCH	0	0	0%	0	2	0	100%	2	0	0	0%	0	2
HBDH	LIBRARY	1	0	100%	1	1	1	50%	2	0	0	0%	0	3
HBDH	LOG OPER & MIS	0	1	0%	1	1	2	33%	3	0	0	0%	0	4
HBDH	MANAGEMENT	1	0	100%	1	0	0	0%	0	0	0	0%	0	1
HBDH	MARKETING	1	1	50%	2	0	0	0%	0	0	0	0%	0	2
HBDH	MUSIC	0	1	0%	1	0	0	0%	0	0	1	0%	1	2
HBDH	PHIL/RELIG ST	0	0	0%	0	0	1	0%	1	0	1	0%	1	2
HBDH	WORLD LANG/CULT	1	0	100%	1	1	0	100%	1	0	0	0%	0	2
HBDH	Sub-Total	9	7	56%	16	8	11	42%	19	2	3	40%	5	40
ALL	Grand Total	22	21	51%	43	17	33	34%	50	5	16	24%	21	114

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 7. New Hires by Department and Discipline 2000-2006

Discipline	Department	Assistant Professor				Associate Professor				Full Professor				Grand Total
		Female	Male	% Female	Total	Female	Male	% Female	Total	Female	Male	% Female	Total	
STEM	AEROSPACE ENG	0	3	0.0%	3	0	1	0.0%	1	0	3	0.0%	3	7
STEM	AG/BIOSYS ENG	1	5	16.7%	6	1	4	20.0%	5	0	0	0.0%	0	11
STEM	AGRONOMY	2	2	50.0%	4	0	4	0.0%	4	1	4	20.0%	5	13
STEM	ANIMAL SCIENCE	3	3	50.0%	6	0	1	0.0%	1	0	4	0.0%	4	11
STEM	BIOCH/BIOPH-AG	0	0	0.0%	0	0	1	0.0%	1	0	3	0.0%	3	4
STEM	BIOCH/BIOPH-LAS	0	3	0.0%	3	0	0	0.0%	0	0	1	0.0%	1	4
STEM	BIOMEDICAL SCI	3	3	50.0%	6	1	3	25.0%	4	0	1	0.0%	1	11
STEM	BOTANY	1	2	33.3%	3	0	1	0.0%	1	0	0	0.0%	0	4
STEM	CHEM & BIO ENGR	1	3	25.0%	4	0	2	0.0%	2	0	0	0.0%	0	6
STEM	CHEMISTRY	2	4	33.3%	6	1	0	100.0%	1	1	3	25.0%	4	11
STEM	CIV/CON/ENV ENG	2	7	22.2%	9	2	3	40.0%	5	0	4	0.0%	4	18
STEM	COMPUTER SC	1	9	10.0%	10	0	3	0.0%	3	1	1	50.0%	2	15
STEM	EEOB-AG	1	1	50.0%	2	0	0	0.0%	0	0	0	0.0%	0	2
STEM	EEOB-LAS	2	1	66.7%	3	0	1	0.0%	1	0	0	0.0%	0	4
STEM	ELEC ENG/CP ENG	1	15	6.3%	16	0	2	0.0%	2	1	4	20.0%	5	23
STEM	ENTOMOLOGY	1	1	50.0%	2	0	0	0.0%	0	0	0	0.0%	0	2
STEM	FOOD SC/HN-AG	1	1	50.0%	2	1	1	50.0%	2	2	0	100.0%	2	6
STEM	FOOD SC/HN-HSCI	2	2	50.0%	4	0	0	0.0%	0	1	1	50.0%	2	6
STEM	GDCB-AG	0	2	0.0%	2	0	0	0.0%	0	0	0	0.0%	0	2
STEM	GDCB-LAS	0	2	0.0%	2	0	0	0.0%	0	0	0	0.0%	0	2
STEM	GEOL/ATMOSPH SC	2	4	33.3%	6	1	1	50.0%	2	0	0	0.0%	0	8
STEM	HEALTH/HUM PERF	1	3	25.0%	4	0	2	0.0%	2	0	0	0.0%	0	6
STEM	HORTICULTURE	1	1	50.0%	2	1	1	50.0%	2	0	0	0.0%	0	4
STEM	IND/MFR SYS ENG	0	1	0.0%	1	0	0	0.0%	0	0	1	0.0%	1	2
STEM	MATERIAL SC/ENG	0	4	0.0%	4	0	2	0.0%	2	0	3	0.0%	3	9
STEM	MATHEMATICS	3	6	33.3%	9	1	2	33.3%	3	0	0	0.0%	0	12
STEM	MECHANICAL ENG	2	7	22.2%	9	0	1	0.0%	1	0	5	0.0%	5	15
STEM	NAT RES ECL/MGT	2	2	50.0%	4	2	1	66.7%	3	0	2	0.0%	2	9
STEM	PHYSICS/ASTRON	0	10	0.0%	10	0	2	0.0%	2	0	0	0.0%	0	12
STEM	PLANT PATHOLOGY	2	1	66.7%	3	0	2	0.0%	2	0	0	0.0%	0	5
STEM	STATISTICS	7	4	63.6%	11	0	3	0.0%	3	1	2	33.3%	3	17
STEM	VET CLINICAL SC	3	4	42.9%	7	1	1	50.0%	2	0	1	0.0%	1	10
STEM	VET DIAG/PROD	4	5	44.4%	9	0	1	0.0%	1	0	2	0.0%	2	12
STEM	VET MIC/PRV MED	2	3	40.0%	5	1	1	50.0%	2	1	0	100.0%	1	8
STEM	VET PATHOLOGY	2	3	40.0%	5	1	0	100.0%	1	0	0	0.0%	0	6
STEM	Sub-Total	55	127	30.2%	182	14	47	23.0%	61	9	45	16.7%	54	297
SBS	AESHM	6	1	85.7%	7	1	0	100.0%	1	1	0	100.0%	1	9
SBS	AG EDUCATION/ST	0	2	0.0%	2	0	1	0.0%	1	0	0	0.0%	0	3
SBS	ANTHROPOLOGY	3	2	60.0%	5	0	0	0.0%	0	0	0	0.0%	0	5
SBS	CURR/INSTR	8	2	80.0%	10	0	0	0.0%	0	1	2	33.3%	3	13
SBS	ECONOMICS-AG	0	1	0.0%	1	0	1	0.0%	1	0	0	0.0%	0	2
SBS	ECONOMICS-LAS	1	3	25.0%	4	0	5	0.0%	5	0	2	0.0%	2	11
SBS	ED LDSHP POL ST	4	2	66.7%	6	0	2	0.0%	2	1	0	100.0%	1	9
SBS	HUMAN DV/FAM ST	7	2	77.8%	9	0	1	0.0%	1	0	1	0.0%	1	11
SBS	POLITICAL SC	4	4	50.0%	8	0	1	0.0%	1	0	2	0.0%	2	11
SBS	PSYCHOLOGY	3	5	37.5%	8	1	2	33.3%	3	0	0	0.0%	0	11
SBS	SOCIOLOGY-AG	0	0	0.0%	0	0	0	0.0%	0	1	0	100.0%	1	1
SBS	SOCIOLOGY-LAS	4	2	66.7%	6	1	1	50.0%	2	0	0	0.0%	0	8
SBS	Sub-Total	40	26	60.6%	66	3	14	17.6%	17	4	7	36.4%	11	94
HBD	ACCOUNTING	2	3	40.0%	5	0	0	0.0%	0	0	0	0.0%	0	5
HBD	ARCHITECTURE	2	6	25.0%	8	0	3	0.0%	3	0	1	0.0%	1	12
HBD	ART/DESIGN	7	6	53.8%	13	4	2	66.7%	6	0	0	0.0%	0	19
HBD	COMMUN/REG PLAN	4	3	57.1%	7	1	2	33.3%	3	0	0	0.0%	0	10
HBD	ENGLISH	7	4	63.6%	11	2	3	40.0%	5	1	0	100.0%	1	17
HBD	FINANCE	2	3	40.0%	5	0	0	0.0%	0	0	0	0.0%	0	5
HBD	GREENLEE JRN/CM	4	9	30.8%	13	0	0	0.0%	0	0	1	0.0%	1	14
HBD	HISTORY	2	8	20.0%	10	0	2	0.0%	2	1	2	33.3%	3	15
HBD	LANDSCAPE ARCH	1	4	20.0%	5	2	0	100.0%	2	0	0	0.0%	0	7
HBD	LIBRARY	6	3	66.7%	9	1	1	50.0%	2	0	1	0.0%	1	12
HBD	LOG OPER & MIS	1	5	16.7%	6	1	4	20.0%	5	0	0	0.0%	0	11
HBD	MANAGEMENT	2	1	66.7%	3	0	0	0.0%	0	0	0	0.0%	0	3
HBD	MARKETING	2	2	50.0%	4	0	1	0.0%	1	0	0	0.0%	0	5
HBD	MUSIC	4	5	44.4%	9	0	1	0.0%	1	0	1	0.0%	1	11
HBD	PHIL/RELIG ST	2	3	40.0%	5	0	2	0.0%	2	0	1	0.0%	1	8
HBD	WORLD LANG/CULT	10	5	66.7%	15	1	0	100.0%	1	0	0	0.0%	0	16
HBD	Sub-Total	58	70	45.3%	128	12	21	36.4%	33	2	7	22.2%	9	170
	Grand Total	153	223	40.7%	376	29	82	26.1%	111	15	59	20.3%	74	561

*Note: HBDH stands for Humanities, Business, Design & Human Sciences; SBS stands for Social & Behavior Sciences; STEM stands for Science, Technology, Engineering & Math

Table 8. Faculty Leadership Positions 2006

Position	All Faculty	Number of Women Faculty (total faculty in discipline for indicated position)			
		All	STEM	SBS	HDBH
Tenured Full Professors	563	99	40 (375)	26 (81)	33 (107)
STEM Department Heads	32	4	4	na	na
SBS Department Heads	10	1	na	1	na
HDBH Department Heads	14	1	na	na	1
Deans	8	3	2	0	1
Associate and Assistant Deans	25	6	1	0	5
Directors of Centers & Institutes	87	16	na	na	na
President, Vice-Presidents, Provost, Vice-Provosts, Associate Provosts	8	2	1	0	1
Endowed/Named Chairs and Professorships	44	5	1 (31)	1 (7)	3 (6)
Distinguished Professors	39	5	3 (31)	1 (5)	1 (3)
University Professors	40	8	3 (23)	0 (8)	5 (9)
Promotion & Tenure Committees / College Level	51	11	5	2	4
Faculty Senate members	77	20	8 (40)	6 (11)	6 (26)
Chairs of Interdepartmental Graduate Programs (IDGPs)	20	2	2 (18)	0	0
Directors of Graduate Education (DOGEs) / Departmental level	57	11	4 (32)	4 (10)	3 (15)
DOGE IDGPs	17	2	1 (15)	0 (0)	1 (2)
Graduate Council	15	7	5 (9)	0 (3)	2 (3)
University Curriculum Committee	8	2	0 (3)	0 (1)	2 (4)
College Curriculum Committees	57	12	5 (32)	4 (9)	3 (16)

Note: STEM refers to Science Technology, Engineering & Math;
SBS refers to Social & Behavioral Sciences;
HBDH refers to Humanities, Business, Design & Human Sciences