# The Status of Women Faculty at Rensselaer 2004-2006

A Compilation of Baseline Data for the NSF-Sponsored Grant #0548354 Entitled:
*RAMP-UP: Reforming Advancement Processes through Institutional Transformation*

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## Introduction

In recent years, Rensselaer has made considerable progress in supporting and advancing the careers of women faculty. The total numbers of women have increased, the salaries of women have become more comparable to men's, and women are moving into administrative positions in greater numbers. Nevertheless, there are still forces at play that threaten the goal of achieving parity between men and women. Women leave voluntarily much more frequently than men do and spend more time in rank at the associate professor level. As a result, women are still largely under-represented among the associate and full professors.

In the past, careful monitoring of the status of women faculty has been a spur to improving their circumstances. With support from the National Science Foundation, a comprehensive body of data on women faculty at Rensselaer has been compiled for the time period 2004-2006. This data is intended to provide a baseline against which improvements in succeeding years can be measured. Highlights of the data will be discussed in the body of this report; the full set of indicators is detailed in the appendix.

Rensselaer is divided into five schools: Science, Engineering, Humanities and Social Sciences, Architecture, and Management. The largest school is Engineering, which includes 39% of the full-time tenure or tenure-track faculty. Science is second with 31% of the faculty, while Humanities and Social Sciences, Architecture, and Management have 17%, 5%, and 8% respectively. The National Science Foundation is charged with supporting the STEM disciplines (Science, Technology, Engineering, and Mathematics) and the SBS disciplines (Social and Behavioral Sciences). All departments of Rensselaer's schools of Science and Engineering are focused on STEM disciplines. In the other three schools, individuals who conduct research on social or behavior sciences can be found in a wide variety of departments. In fact, because of the technological focus of our institution, faculty in most departments are likely to be involved in some aspect of technological change. For example, we have faculty in the Language, Literature and Communication Department who specialize in human-computer interfaces, and faculty in the Architecture school who work on the

influence of lighting on circadian rhythms. Rensselaer is a very interdisciplinary institution, and faculty collaborate across school lines regularly. As a result, we have not excluded any department from our data analysis.

Equity and fairness are hallmarks of a great institution. Rensselaer is committed to improving the status and participation of under-represented groups among our faculty. The following data provide a snapshot of where we are and hope for a brighter and more diverse future.

## Demographic Data

In the fall of 2006, Rensselaer had more tenure and tenure track women faculty than at any time earlier in its history – a total of 72 women constituting almost 20% of the faculty. Because of the history of hiring and promoting women, the women were concentrated in the lower ranks and tended to be more under-represented in Engineering than in the other schools. Fig. 1 shows a summary of the numbers of women and men by rank and school.

Full professors constitute a significant fraction of the total women faculty (29%) but they are a small fraction of all full professors (11%). In Architecture and Management, there are no full professors. There are very few women associate professors in Science and Engineering where most of the faculty are concentrated, so the prospects for substantially increasing the numbers of women full professors in the near term are limited.

In the associate professor ranks, the number of women in Humanities and Social Sciences is comparable to men. As will be seen later in the report, many of these women have spent more than 6 years in rank, and therefore may have difficulty with ultimate promotion to full.

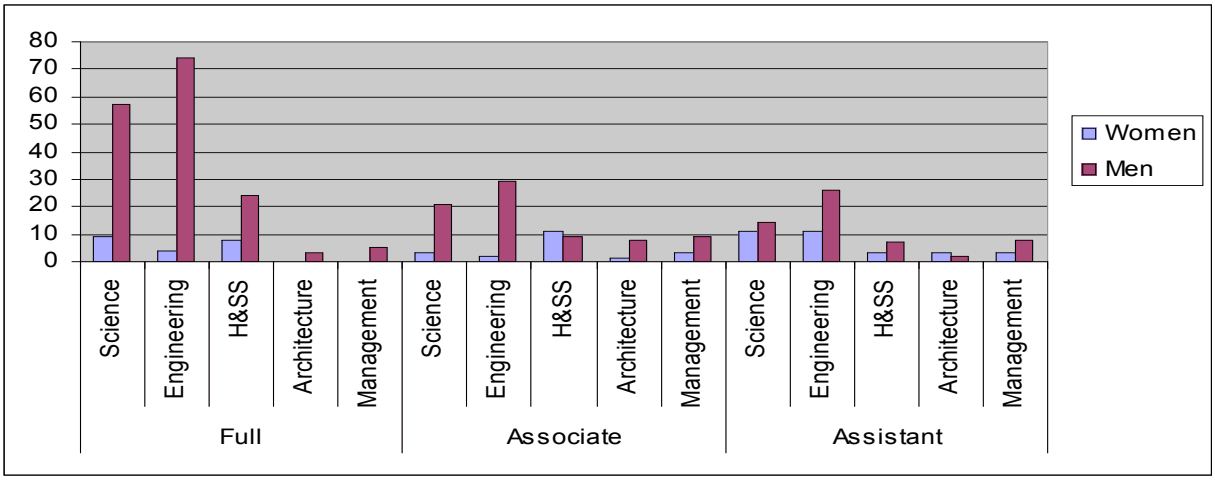


Figure 1. Distribution of women and men by rank and school - Fall, 2006

The most encouraging data occurs in the assistant professor ranks. For example, 44% of assistant professors in Science are women. This is due to an aggressive program of hiring diverse candidates over the past 5 years. In Engineering, 30% of assistant professors are women. These numbers are much higher than historical norms. Architecture, Management, and Humanities and Social Sciences also have significant numbers of women assistant professors.

Some women are relatively isolated, and may be the solo woman in their department (4 individuals). Two departments, Earth and Environmental Sciences and Cognitive Sciences have no women at all. For the rest, there are at least two women per department. Full data for the distribution of women faculty are contained in Tables1(a)-(c) in the appendix.

Fig. 2 shows the generally rising percentage of women at the assistant professor rank as it has developed over the last three years. There have also been slight increases at the full professor level, with the institute average advancing from 10.3% to 11.4% women full professors.

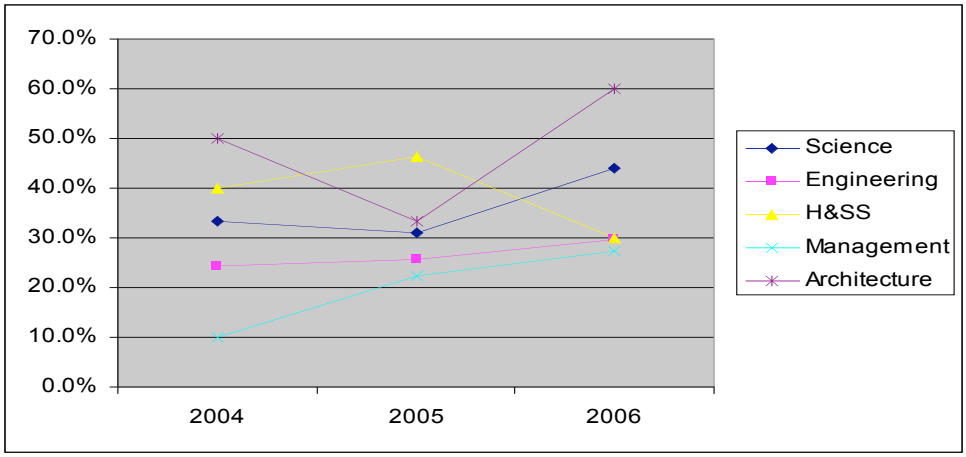


Fig. 2 Percentage of women assistant professors compared to men assistant professors

Rensselaer hires a substantial number of clinical faculty members, as detailed in Tables 2(a)-(c) in the Appendix. In 2006, clinical faculty were 16% of the total faculty. These faculty are primarily engaged in the teaching enterprise of the institution and do little or no research. They participate in and sometimes direct advising, curricular development, outreach, and other academic functions of the institution. Clinical faculty are hired with renewable contracts lasting one year.

Women are somewhat over-represented in the clinical faculty ranks at Rensselaer compared to their representation in the tenure and tenure-track ranks. This effect is most pronounced in the School of Science, where clinical women faculty made up 38% of all clinical faculty in 2006 while they were only 20% of the tenure and tenure-track faculty. The effect is not statistically significant due to the small number of women clinical faculty.

## Promotion and Tenure Processes

During the two-year time period covered by this report, 25 faculty applied for promotion from Assistant Professor to Associate Professor with Tenure. Of these, 20 were granted and 5 denied for an Institute success rate of 80%. Only two women were in this group, one from the School of Engineering and the other from the School of Humanities and Social Sciences. Both were promoted and tenured. Due to the small numbers of women, no conclusions can be reached regarding the success rate of women. Detailed results are given in Tables 3(a) and 3(b) in the appendix. These tables provide a useful baseline for continued monitoring. In future, a cohort analysis using data from past years will be used to study the progress of women faculty through the transition to tenure.

In Tables 4(a) and 4(b), the review outcomes for promotion from Associate Professor to Full Professor are outlined. In the two-year time period, 9 men and 2 women were considered for promotion and all were promoted. This includes one woman from Science and one from Engineering. These data are from the Provost's office and represent cases that have advanced to the Institute level. It is possible that a case is never initiated because faculty are discouraged from applying, or that a case is stopped at the department or school level. Data on cases halted at an earlier stage will be gathered in the coming year.

Another important indicator of career advancement is years in rank at the associate professor level, as found in Tables 5(a)-(c). Two patterns emerge from the large body of data. In nearly all cases, the percent of women at the associate level for a given number of years is larger than the percent of men at that same level. Women are typically over-represented at the associate professor level. This effect could be the result of the relative low representation of women at the full professor level. Since the distribution of women is so skewed toward the lower ranks, a larger fraction of women are found in the associate ranks compared to men. Other studies, both nationally and at Rensselaer, indicate that women do in fact spend significantly more time as associate professors. The planned cohort analysis will help in clarifying this effect.

Tables 5(a)-(c) also show a number of men who have been at the rank of associate professor for 15 years or more. In 2006, there were 14 men in this category and only 2 women. The low numbers of women is not indicative of their eventual promotion to full professor, but rather a result of the low hiring and retention rate for women 20 years ago. Few women have been at the institute long enough to fall into this category.

## Pipeline Issues

Tables 6(a) and (b) outline the voluntary attrition of faculty from the institute. These data include faculty who took positions elsewhere and exclude faculty who left because of retirement, medical leave, or denial of tenure or renewal. The data show an alarmingly high rate of attrition among women faculty. For the institute as a whole, 9.3% of women left in 2005 and 7.6% left in 2006. For men, the numbers are 2.3% and 2.6%. The disparity is actually worse than these numbers indicate, since most of the women who left were assistant professors while most of the men were full professors.

In the two years of the study, the School of Science was especially hard hit. Four women assistant professors and one woman associate professor departed voluntarily.

Because of the small numbers involved, it is difficult to draw statistically significant conclusions for the other schools. Attrition is a trend that will be carefully monitored by the Ramp-Up leadership team. Many of our efforts have been directed at preventing future departures of young women faculty.

At the other end of the pipeline, the news is very good. Rensselaer has mounted a serious effort to increase the diversity of faculty and that effort is starting to bear fruit. As shown in Tables 7(a)-(c) in the appendix, of the 18 assistant professors hired in the three year period, 8 were women, for a total of 44% women. Engineering also attracted new women hires, with 7 of the 19 assistant professors being women, a 37% rate. The other three schools were also on board with hiring women and the overall institute average in 2006 was 43%.

During the same period, 9 full professors were hired, some as Deans and Center Directors. Of these only one was a woman, who was hired as a Department Head. The pool of available women at the senior ranks is small; progress in this area has been slower.

Of course, if we do not succeed in plugging the leaks, no amount of inflow will be sufficient. We desire to bring women faculty into an environment in which they can grow and prosper, not one where they will suffer and leave. These data do not illuminate the reasons for their departure; our future efforts will be directed at discovering the reasons through interviews and acting to prevent future losses.

## University Leadership

The presence of a group of women full professors on campus and the willingness of Rensselaer to hire women in as full professors has led to some gains in womens' representation in leadership positions. Of special interest is the recent rise in the number of women serving as department heads, as shown in Figure 3. In 2006, 30% of department heads were women, including 3 women in Science and Engineering. In 2007, additional gains will be reported since we have just added a woman department head in Biology.

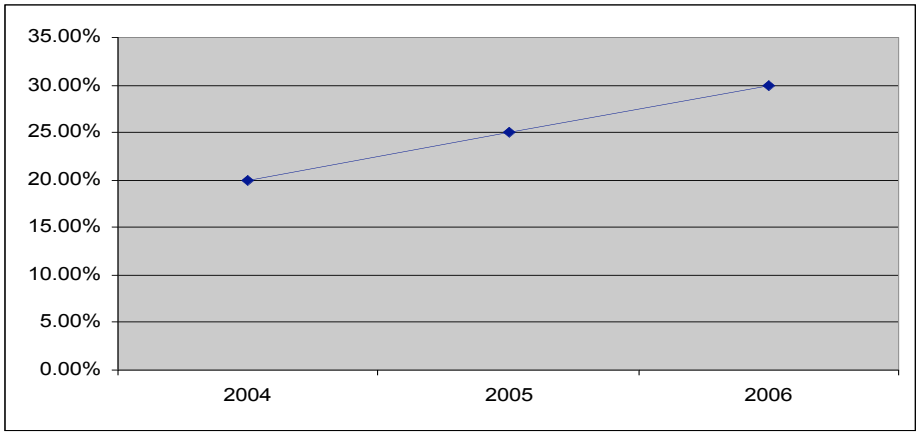


Fig. 3. Women Heads of Departments as a Percent of All Heads of Departments

Full details of womens' representation in leadership positions are given in Tables 8(a)-(c) in the appendix. In some areas, women are missing. None of the 5 deans or 9 associate deans are women. Roughly 10% of center directors are women. At the institute administrative leadership level, including the President, Vice-Presidents, Provost, and Vice-Provosts, there are only 2 women.

The women full professors have made an effort to maintain a presence on the Institute Promotion and Tenure Committee. This committee is especially important in cases of appeals of P&T decisions, which are unusually common at Rensselaer. In the last three years, the P&T committee has been chaired by two different women.

## Compensation and Resources

An examination of salary levels for women faculty reveals some persistent inequities as well as some improvements. Table 9 in the appendix shows data for each school in 2006. Women assistant professors earn nearly the same amount as their male counterparts in Science and Engineering, with their salaries at 97% and 99% of men's respectively. Women full professors in Science earn 10% more than men and women full professors in Engineering earn 10% less. This may reflect the different pool of male full professors in the two schools. In addition, there are a small number of women full professors in Engineering, most of whom have only recently been promoted.

Fig. 4 summarizes the salaries of women as a percentage of men's salaries at Rensselaer by rank over time. In general, there is a gradual improvement in equity. The numbers are somewhat affected by the larger representation of women in the Humanities and Social Science as opposed to Engineering and Science.

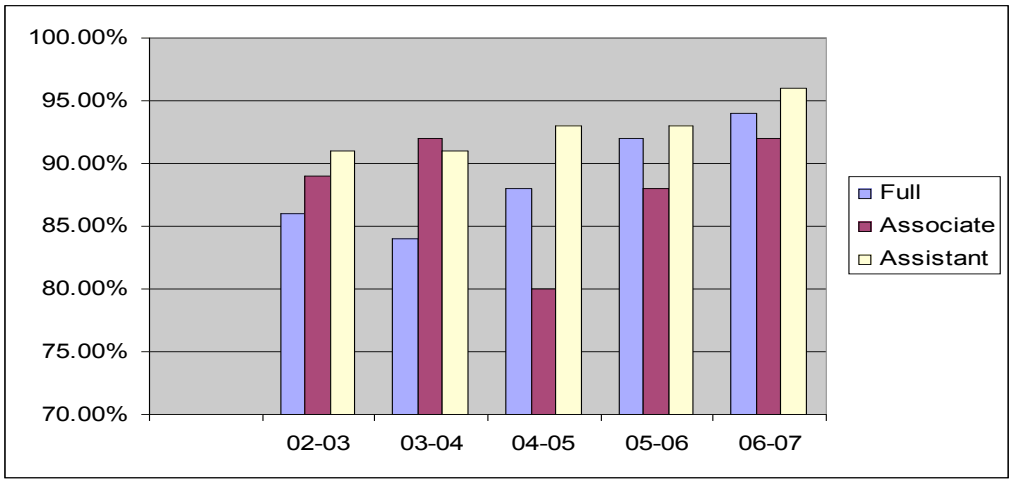


Fig. 4. Women Faculty Salaries as a Percentage of Men's Salaries by Rank and Year

Another resource that can have an influence on a women professor's career is access to space. Using data from Physical Facilities, an examination of the distribution of office and lab space by rank and department for 2004 was conducted. As shown in Table 11(a) in the appendix, office space in the School of Science is similar for men and women. Women full professors have larger offices than men full professors (234 $ft^2$ versus 223 $ft^2$), while women associate professors have smaller offices than their male counterparts (163 $ft^2$ versus 171 $ft^2$). At the assistant professor rank, women have 208 $ft^2$ while men have only 172 $ft^2$. To some extent, office space is a function of the building(s) where the department is housed. Women are not distributed evenly among the departments and this is a factor in the final average office space numbers.

In the School of Engineering, women faculty have less office space at all ranks. At the full professor level, women have 175 $ft^2$ while men have 214 $ft^2$. As noted earlier, many of the women full professors have only been recently promoted, and this may have an influence on allocation of office space.

Table 11(b) shows laboratory space averaged over all faculty, included both those who have labs and those who do not. The Mathematics and Decision Sciences Departments were excluded from these data because faculty do not require laboratory space in those departments. In Science, women generally have larger laboratories than men, except at the associate professor rank, where they have slightly smaller. The data at the full professor level is somewhat skewed by one women who is director of a large facility. The lab space at the assistant professor level is nearly twice that of the men. One begins to be concerned for the men.

In the School of Engineering, women have less laboratory space than men at all ranks. The effect is pronounced at the assistant professor level, where women have only 272 $ft^2$ while men have 806 $ft^2$. Some of this may be due to the short amount of time some women assistant professors have been on campus – their labs have yet to be set up. To account for that effect, faculty lab space was also reported as the average over all faculty with lab space and the results are given in Table 11(c). Here again, women in Science fare well and women in Engineering still lag at the assistant and associate professor levels. Rensselaer is in the midst of a new space audit in Fall 07. When these results become available, we will re-examine the numbers to see if the potential problems in Engineering persist.

## Summary and Conclusions

A set of baseline data on the status of women faculty at Rensselaer has been established. The data covers a wide range of indicators including distribution of faculty by gender, results of promotion and tenure processes, attrition, new hiring, the presence of women in leadership positions, and salary and space resources. Several problems have been identified, especially the high rate of attrition among women at the assistant professor level and the long years in rank of women associate professors. There are also signs of progress, including the large percentage of women among new hires and the steady increase in the number of women department heads. The salary gap between men and women is narrowing. Women are still very under-represented at the dean's level and in higher administration. In future years of the grant, the data will be replicated and will serve to document progress that Rensselaer makes in bringing women fully into the scholarly community.

# Appendix

| | Women | | | Men | | | Percent Women | | |
|---|---|---|---|---|---|---|---|---|---|
| | Full | Associate | Assistant | Full | Associate | Assistant | Full | Associate | Assistant |
| **School of Science Total** | 8 | 5 | 9 | 62 | 12 | 18 | 11.4% | 29.4% | 33.3% |
| Biology | 3 | 0 | 4 | 5 | 2 | 3 | 37.5% | 0.0% | 57.1% |
| Chemistry & Chemical Biology | 1 | 2 | 2 | 13 | 2 | 1 | 7.1% | 50.0% | 66.7% |
| Computer Science | 0 | 1 | 2 | 9 | 4 | 7 | 0.0% | 20.0% | 22.2% |
| Earth & Environmental Sciences | 0 | 0 | 0 | 5 | 1 | 1 | 0.0% | 0.0% | 0.0% |
| Mathematical Sciences | 2 | 1 | 0 | 15 | 2 | 3 | 11.8% | 33.3% | 0.0% |
| Physics, Applied Physics, & Astronomy | 2 | 1 | 1 | 15 | 1 | 3 | 11.8% | 50.0% | 25.0% |
| **School of Engineering Total** | 3 | 2 | 8 | 77 | 28 | 25 | 3.8% | 6.7% | 24.2% |
| Biomedical Engineering | 2 | 0 | 1 | 4 | 0 | 2 | 33.3% | na | 33.3% |
| Chemical & Biological Engineering | 0 | 0 | 1 | 8 | 1 | 2 | 0.0% | 0.0% | 33.3% |
| Civil & Environmental Engineering | 0 | 0 | 2 | 6 | 3 | 3 | 0.0% | 0.0% | 40.0% |
| Decision Sciences & Engineering Systems | 0 | 0 | 1 | 8 | 2 | 1 | 0.0% | 0.0% | 50.0% |
| Electrical, Computer & Systems Engineering | 0 | 0 | 3 | 21 | 7 | 7 | 0.0% | 0.0% | 30.0% |
| Materials Science & Engineering | 1 | 0 | 0 | 10 | 3 | 3 | 9.1% | 0.0% | 0.0% |
| Mechanical, Aerospace & Nuclear Engineering | 0 | 2 | 0 | 20 | 12 | 7 | 0.0% | 14.3% | 0.0% |
| **School of Humanities and Social Sciences Total** | 8 | 10 | 6 | 25 | 9 | 9 | 24.2% | 52.6% | 40.0% |
| The Arts | 2 | 4 | 2 | 4 | 2 | 1 | 33.3% | 66.7% | 66.7% |
| Cognitive Science | 0 | 0 | 0 | 7 | 2 | 3 | 0.0% | 0.0% | 0.0% |
| Economics | 1 | 0 | 0 | 4 | 1 | 1 | 20.0% | 0.0% | 0.0% |
| Language, Literature & Communication | 2 | 5 | 2 | 7 | 0 | 1 | 22.2% | 100.0% | 66.7% |
| Science & Technology Studies | 3 | 1 | 2 | 3 | 4 | 3 | 50.0% | 20.0% | 40.0% |
| **School of Management & Technology Total** | 0 | 3 | 1 | 6 | 10 | 9 | 0.0% | 23.1% | 10.0% |
| **School of Architecture Total** | 1 | 1 | 1 | 5 | 8 | 1 | 16.7% | 11.1% | 50.0% |
| **Institute Overall** | 20 | 21 | 25 | 175 | 67 | 62 | 10.3% | 23.9% | 28.7% |

Table 1(a). Number and Percent of Women Tenured and Tenure Track Faculty by Rank and Department
As of Sept. 30, 2004
Advance Year 0

| | Women | | | Men | | | Percent Women | | |
|---|---|---|---|---|---|---|---|---|---|
| | Full | Associate | Assistant | Full | Associate | Assistant | Full | Associate | Assistant |
| **School of Science - Total** | 9 | 3 | 9 | 60 | 15 | 20 | 13.0% | 16.7% | 31.0% |
| Biology | 3 | 0 | 3 | 5 | 4 | 3 | 37.5% | 0.0% | 50.0% |
| Chemistry & Chemical Biology | 1 | 1 | 2 | 12 | 2 | 2 | 7.7% | 33.3% | 50.0% |
| Computer Science | 0 | 1 | 2 | 9 | 4 | 8 | 0.0% | 20.0% | 20.0% |
| Earth & Environmental Sciences | 0 | 0 | 0 | 5 | 1 | 1 | 0.0% | 0.0% | 0.0% |
| Mathematical Sciences | 3 | 0 | 0 | 15 | 3 | 2 | 16.7% | 0.0% | 0.0% |
| Physics, Applied Physics, & Astronomy | 2 | 1 | 2 | 14 | 1 | 4 | 12.5% | 50.0% | 33.3% |
| **School of Engineering-Total** | 4 | 2 | 9 | 72 | 29 | 26 | 5.3% | 6.5% | 25.7% |
| Biomedical Engineering | 2 | 0 | 1 | 4 | 0 | 2 | 33.3% | na | 33.3% |
| Chemical & Biological Engineering | 0 | 0 | 1 | 8 | 1 | 2 | 0.0% | 0.0% | 33.3% |
| Civil & Environmental Engineering | 0 | 1 | 1 | 3 | 4 | 4 | 0.0% | 20.0% | 20.0% |
| Decision Sciences & Engineering Systems | 0 | 0 | 1 | 6 | 1 | 2 | 0.0% | 0.0% | 33.3% |
| Electrical, Computer & Systems Engineering | 0 | 0 | 5 | 21 | 8 | 7 | 0.0% | 0.0% | 41.7% |
| Materials Science & Engineering | 1 | 0 | 0 | 10 | 3 | 3 | 9.1% | 0.0% | 0.0% |
| Mechanical, Aerospace & Nuclear Engineering | 1 | 1 | 0 | 20 | 12 | 6 | 4.8% | 7.7% | 0.0% |
| **School of Humanities and Social Sciences – Total** | 8 | 10 | 6 | 26 | 9 | 7 | 23.5% | 52.6% | 46.2% |
| The Arts | 2 | 4 | 2 | 4 | 2 | 1 | 33.3% | 66.7% | 66.7% |
| Cognitive Science | 0 | 0 | 0 | 7 | 2 | 3 | 0.0% | 0.0% | 0.0% |
| Economics | 1 | 0 | 0 | 4 | 1 | 1 | 20.0% | 0.0% | 0.0% |
| Language, Literature & Communication | 2 | 5 | 2 | 7 | 0 | 1 | 22.2% | 100.0% | 66.7% |
| Science & Technology Studies | 3 | 1 | 2 | 4 | 4 | 1 | 42.9% | 20.0% | 66.7% |
| **School of Management & Technology – Total** | 0 | 3 | 2 | 6 | 12 | 7 | 0.0% | 20.0% | 22.2% |
| **School of Architecture - Total** | 0 | 1 | 1 | 4 | 8 | 2 | 0.0% | 11.1% | 33.3% |
| **Institute Overall** | 21 | 19 | 27 | 168 | 73 | 62 | 11.1% | 20.7% | 30.3% |

Table 1(b). Number and Percent of Women Tenured and Tenure Track Faculty by Rank and Department
As of Sept. 30, 2005
Advance Year 1

| | Women | | | Men | | | Percent Women | | |
|---|---|---|---|---|---|---|---|---|---|
| | Full | Associate | Assistant | Full | Associate | Assistant | Full | Associate | Assistant |
| **School of Science - Total** | 9 | 3 | 11 | 57 | 21 | 14 | 13.6% | 12.5% | 44.0% |
| Biology | 3 | 0 | 4 | 4 | 4 | 4 | 42.9% | 0.0% | 50.0% |
| Chemistry & Chemical Biology | 1 | 1 | 2 | 12 | 3 | 1 | 7.7% | 25.0% | 66.7% |
| Computer Science | 0 | 1 | 2 | 8 | 6 | 6 | 0.0% | 14.3% | 25.0% |
| Earth & Environmental Sciences | 0 | 0 | 0 | 5 | 1 | 1 | 0.0% | 0.0% | 0.0% |
| Mathematical Sciences | 3 | 0 | 1 | 15 | 4 | 0 | 16.7% | 0.0% | 100.0% |
| Physics, Applied Physics, & Astronomy | 2 | 1 | 2 | 13 | 3 | 2 | 13.3% | 25.0% | 50.0% |
| **School of Engineering -Total** | 4 | 2 | 11 | 74 | 29 | 26 | 5.1% | 6.5% | 29.7% |
| Biomedical Engineering | 2 | 0 | 1 | 3 | 1 | 4 | 40.0% | 0.0% | 20.0% |
| Chemical & Biological Engineering | 0 | 0 | 1 | 9 | 1 | 1 | 0.0% | 0.0% | 50.0% |
| Civil & Environmental Engineering | 0 | 1 | 1 | 4 | 4 | 3 | 0.0% | 20.0% | 25.0% |
| Decision Sciences & Engineering Systems | 0 | 0 | 1 | 6 | 1 | 2 | 0.0% | 0.0% | 33.3% |
| Electrical, Computer & Systems Engineering | 0 | 0 | 4 | 21 | 8 | 6 | 0.0% | 0.0% | 40.0% |
| Materials Science & Engineering | 1 | 0 | 0 | 10 | 3 | 4 | 9.1% | 0.0% | 0.0% |
| Mechanical, Aerospace & Nuclear Engineering | 1 | 1 | 3 | 21 | 11 | 6 | 4.5% | 8.3% | 33.3% |
| **School of Humanities and Social Sciences - Total** | 8 | 11 | 3 | 24 | 9 | 7 | 25.0% | 55.0% | 30.0% |
| The Arts | 2 | 4 | 1 | 4 | 2 | 2 | 33.3% | 66.7% | 33.3% |
| Cognitive Science | 0 | 0 | 0 | 7 | 3 | 2 | 0.0% | 0.0% | 0.0% |
| Economics | 1 | 0 | 0 | 3 | 1 | 1 | 25.0% | 0.0% | 0.0% |
| Language, Literature & Communication | 2 | 6 | 1 | 6 | 0 | 0 | 25.0% | 100.0% | 100.0% |
| Science & Technology Studies | 3 | 1 | 1 | 4 | 3 | 2 | 42.9% | 25.0% | 33.3% |
| **School of Management & Technology - Total** | 0 | 3 | 3 | 5 | 9 | 8 | 0.0% | 25.0% | 27.3% |
| **School of Architecture - Total** | 0 | 1 | 3 | 3 | 8 | 2 | 0.0% | 11.1% | 60.0% |
| **Institute Overall** | 21 | 20 | 31 | 163 | 76 | 57 | 11.4% | 20.8% | 35.2% |

Table 1(c). Number and Percent of Women Tenured and Tenure Track Faculty by Rank and Department
As of Sept. 30, 2006
Advance Year 2

| | Tenured and Tenure Track | | | Non-Tenure Track | | | Non-Tenure Track as % All Women |
|---|---|---|---|---|---|---|---|
| | All | Women | % Women | All | Women | % Women | |
| **School of Science** | 114 | 22 | 19.3% | 11 | 5 | 45.5% | 18.5% |
| Biology | 17 | 7 | 41.2% | 2 | 1 | 50.0% | 12.5% |
| Chemistry & Chemical Biology | 21 | 5 | 23.8% | 1 | 0 | 0.0% | 0.0% |
| Computer Science | 23 | 3 | 13.0% | 1 | 0 | 0.0% | 0.0% |
| Earth & Environmental Sciences | 7 | 0 | 0.0% | 0 | 0 | 0.0% | 0.0% |
| Mathematical Sciences | 23 | 3 | 13.0% | 3 | 2 | 66.7% | 40.0% |
| Physics, Applied Physics, & Astronomy | 23 | 4 | 17.4% | 4 | 2 | 50.0% | 33.3% |
| **School of Engineering** | 143 | 13 | 9.1% | 8 | 0 | 0.0% | 0.0% |
| Biomedical Engineering | 9 | 3 | 33.3% | 0 | 0 | 0.0% | 0.0% |
| Chemical & Biological Engineering | 12 | 1 | 8.3% | 0 | 0 | 0.0% | 0.0% |
| Civil & Environmental Engineering | 14 | 2 | 14.3% | 1 | 0 | 0.0% | 0.0% |
| Decision Sciences & Engineering Systems | 12 | 1 | 8.3% | 3 | 0 | 0.0% | 0.0% |
| Electrical, Computer & Systems Engineering | 38 | 3 | 7.9% | 1 | 0 | 0.0% | 0.0% |
| Materials Science & Engineering | 17 | 1 | 5.9% | 0 | 0 | 0.0% | 0.0% |
| Mechanical, Aerospace & Nuclear Engineering | 41 | 2 | 4.9% | 3 | 0 | 0.0% | 0.0% |
| **School of Humanities and Social Sciences** | 67 | 24 | 35.8% | 14 | 5 | 35.7% | 17.2% |
| The Arts | 15 | 8 | 53.3% | 3 | 2 | 66.7% | 20.0% |
| Cognitive Science | 12 | 0 | 0.0% | 5 | 1 | 20.0% | 100.0% |
| Economics | 7 | 1 | 14.3% | 1 | 0 | 0.0% | 0.0% |
| Language, Literature & Communication | 17 | 9 | 52.9% | 4 | 1 | 25.0% | 10.0% |
| Science & Technology Studies | 16 | 6 | 37.5% | 1 | 1 | 100.0% | 14.3% |
| **School of Management & Technology** | 29 | 4 | 13.8% | 9 | 1 | 11.1% | 20.0% |
| **School of Architecture** | 17 | 3 | 17.6% | 5 | 1 | 20.0% | 25.0% |
| **Institute Overall** | 370 | 66 | 17.8% | 47 | 12 | 25.5% | 15.4% |

Table 2(a). Department Faculty Gender Composition
As of Sept. 30, 2004
Advance Year 0

| | Tenured and Tenure Track | | | Non-Tenure Track | | | Non-Tenure Track as % All Women |
|---|---|---|---|---|---|---|---|
| | All | Women | % Women | All | Women | % Women | |
| **School of Science** | 116 | 21 | 18.1% | 13 | 5 | 38.5% | 19.2% |
| Biology | 18 | 6 | 33.3% | 2 | 1 | 50.0% | 14.3% |
| Chemistry & Chemical Biology | 20 | 4 | 20.0% | 1 | 0 | 0.0% | 0.0% |
| Computer Science | 24 | 3 | 12.5% | 2 | 0 | 0.0% | 0.0% |
| Earth & Environmental Sciences | 7 | 0 | 0.0% | 0 | 0 | 0.0% | 0.0% |
| Mathematical Sciences | 23 | 3 | 13.0% | 4 | 2 | 50.0% | 40.0% |
| Physics, Applied Physics, & Astronomy | 24 | 5 | 20.8% | 4 | 2 | 50.0% | 28.6% |
| **School of Engineering** | 142 | 15 | 10.6% | 8 | 0 | 0.0% | 0.0% |
| Biomedical Engineering | 9 | 3 | 33.3% | 0 | 0 | 0.0% | 0.0% |
| Chemical & Biological Engineering | 12 | 1 | 8.3% | 0 | 0 | 0.0% | 0.0% |
| Civil & Environmental Engineering | 13 | 2 | 15.4% | 1 | 0 | 0.0% | 0.0% |
| Decision Sciences & Engineering Systems | 10 | 1 | 10.0% | 3 | 0 | 0.0% | 0.0% |
| Electrical, Computer & Systems Engineering | 41 | 5 | 12.2% | 1 | 0 | 0.0% | 0.0% |
| Materials Science & Engineering | 17 | 1 | 5.9% | 0 | 0 | 0.0% | 0.0% |
| Mechanical, Aerospace & Nuclear Engineering | 40 | 2 | 5.0% | 3 | 0 | 0.0% | 0.0% |
| **School of Humanities and Social Sciences** | 66 | 24 | 36.4% | 18 | 7 | 38.9% | 22.6% |
| The Arts | 15 | 8 | 53.3% | 3 | 2 | 66.7% | 20.0% |
| Cognitive Science | 12 | 0 | 0.0% | 6 | 2 | 33.3% | 100.0% |
| Economics | 7 | 1 | 14.3% | 2 | 0 | 0.0% | 0.0% |
| Language, Literature & Communication | 17 | 9 | 52.9% | 6 | 2 | 33.3% | 18.2% |
| Science & Technology Studies | 15 | 6 | 40.0% | 1 | 1 | 100.0% | 14.3% |
| **School of Management & Technology** | 30 | 5 | 16.7% | 10 | 3 | 30.0% | 37.5% |
| **School of Architecture** | 16 | 2 | 12.5% | 5 | 1 | 20.0% | 33.3% |
| **Institute Overall** | 370 | 67 | 18.1% | 54 | 16 | 29.6% | 19.3% |

Table 2(b). Department Faculty Gender Composition
As of Sept. 30, 2005
Advance Year 1

| | Tenured and Tenure Track | | | Non-Tenure Track | | | Non-Tenure Track as % All Women |
|---|---|---|---|---|---|---|---|
| | All | Women | % Women | All | Women | % Women | |
| **School of Science** | 115 | 23 | 20.0% | 13 | 5 | 38.5% | 17.9% |
| Biology | 19 | 7 | 36.8% | 2 | 1 | 50.0% | 12.5% |
| Chemistry & Chemical Biology | 20 | 4 | 20.0% | 1 | 0 | 0.0% | 0.0% |
| Computer Science | 23 | 3 | 13.0% | 2 | 0 | 0.0% | 0.0% |
| Earth & Environmental Sciences | 7 | 0 | 0.0% | 0 | 0 | 0.0% | 0.0% |
| Mathematical Sciences | 23 | 4 | 17.4% | 4 | 2 | 50.0% | 33.3% |
| Physics, Applied Physics, & Astronomy | 23 | 5 | 21.7% | 4 | 2 | 50.0% | 28.6% |
| **School of Engineering** | 146 | 17 | 11.6% | 9 | 1 | 11.1% | 5.6% |
| Biomedical Engineering | 11 | 3 | 27.3% | 0 | 0 | 0.0% | 0.0% |
| Chemical & Biological Engineering | 12 | 1 | 8.3% | 0 | 0 | 0.0% | 0.0% |
| Civil & Environmental Engineering | 13 | 2 | 15.4% | 1 | 0 | 0.0% | 0.0% |
| Decision Sciences & Engineering Systems | 10 | 1 | 10.0% | 4 | 1 | 25.0% | 50.0% |
| Electrical, Computer & Systems Engineering | 39 | 4 | 10.3% | 1 | 0 | 0.0% | 0.0% |
| Materials Science & Engineering | 18 | 1 | 5.6% | 0 | 0 | 0.0% | 0.0% |
| Mechanical, Aerospace & Nuclear Engineering | 43 | 5 | 11.6% | 3 | 0 | 0.0% | 0.0% |
| **School of Humanities and Social Sciences** | 62 | 22 | 35.5% | 20 | 8 | 40.0% | 26.7% |
| The Arts | 15 | 7 | 46.7% | 3 | 2 | 66.7% | 22.2% |
| Cognitive Science | 12 | 0 | 0.0% | 6 | 2 | 33.3% | 100.0% |
| Economics | 6 | 1 | 16.7% | 2 | 0 | 0.0% | 0.0% |
| Language, Literature & Communication | 15 | 9 | 60.0% | 8 | 3 | 37.5% | 25.0% |
| Science & Technology Studies | 14 | 5 | 35.7% | 1 | 1 | 100.0% | 16.7% |
| **School of Management & Technology** | 28 | 6 | 21.4% | 13 | 3 | 23.1% | 33.3% |
| **School of Architecture** | 17 | 4 | 23.5% | 5 | 1 | 20.0% | 20.0% |
| **Institute Overall** | 368 | 72 | 19.6% | 60 | 18 | 30.0% | 20.0% |

Table 2(c). Department Faculty Gender Composition
As of Sept. 30, 2006
Advance Year 2

| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
|---|---|---|---|---|---|---|---|---|
| **School of Science** | Men | Women | Men | Women | Men | Women | Men | Women |
| Biology | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Chemistry & Chemical Biology | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Computer Science | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Earth & Environmental Sciences | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Mathematical Sciences | 2 | 0 | 1 | 0 | 1 | 0 | | |
| Physics, Applied Physics, & Astronomy | 0 | 0 | 0 | 0 | 0 | 0 | | |
| **Total - School of Science** | 3 | 0 | 2 | 0 | 1 | 0 | 66.7% | |
| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
| **School of Engineering** | Men | Women | Men | Women | Men | Women | Men | Women |
| Biomedical Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Chemical & Biological Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Civil & Environmental Engineering | 0 | 1 | 0 | 1 | 0 | 0 | | |
| Decision Sciences & Engineering Systems | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Electrical, Computer & Systems Engineering | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Materials Science & Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Mechanical, Aerospace & Nuclear Engineering | 1 | 0 | 1 | 0 | 0 | 0 | | |
| **Total - School of Engineering** | 2 | 1 | 2 | 1 | 0 | 0 | 100.0% | 100.0% |
| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
| **School of Humanities and Social Sciences** | Men | Women | Men | Women | Men | Women | Men | Women |
| The Arts | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Cognitive Science | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Economics | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Language, Literature & Communication | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Science & Technology Studies | 2 | 0 | 1 | 0 | 1 | 0 | | |
| **Total - School of H&SS** | 2 | 0 | 1 | 0 | 1 | 0 | 50.0% | |
| **School of Management & Technology** | 0 | 0 | 0 | 0 | 0 | 0 | | |
| **School of Architecture** | 1 | 0 | 0 | 0 | 1 | 0 | 0.0% | |
| **Institute Total** | 8 | 1 | 5 | 1 | 3 | 0 | 62.5% | 100.0% |

Table 3(a). Tenure Review Outcomes by Gender
As of Sept. 30, 2005
Advance Year 1

| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
|---|---|---|---|---|---|---|---|---|
| **School of Science** | Men | Women | Men | Women | Men | Women | Men | Women |
| Biology | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Chemistry & Chemical Biology | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Computer Science | 3 | 0 | 2 | 0 | 1 | 0 | | |
| Earth & Environmental Sciences | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Mathematical Sciences | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Physics, Applied Physics, & Astronomy | 2 | 0 | 2 | 0 | 0 | 0 | | |
| **Total - School of Science** | 8 | 0 | 7 | 0 | 1 | 0 | 87.5% | |
| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
| **School of Engineering** | Men | Women | Men | Women | Men | Women | Men | Women |
| Biomedical Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Chemical & Biological Engineering | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Civil & Environmental Engineering | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Decision Sciences & Engineering Systems | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Electrical, Computer & Systems Engineering | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Materials Science & Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Mechanical, Aerospace & Nuclear Engineering | 2 | 0 | 2 | 0 | 0 | 0 | | |
| **Total - School of Engineering** | 5 | 0 | 5 | 0 | 0 | 0 | 100.0% | |
| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
| **School of Humanities and Social Sciences** | Men | Women | Men | Women | Men | Women | Men | Women |
| The Arts | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Cognitive Science | 1 | 0 | 1 | 0 | 0 | 0 | | |
| Economics | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Language, Literature & Communication | 0 | 1 | 0 | 1 | 0 | 0 | | |
| Science & Technology Studies | 0 | 0 | 0 | 0 | 0 | 0 | | |
| **Total - School of H&SS** | 1 | 1 | 1 | 1 | 0 | 0 | 100.0% | 100.0% |
| **School of Management & Technology** | 0 | 0 | 0 | 0 | 0 | 0 | | |
| **School of Architecture** | 1 | 0 | 0 | 0 | 1 | 0 | 0.0% | |
| **Institute Total** | 15 | 1 | 13 | 1 | 2 | 0 | 86.7% | 100.0% |

Table 3(b). Tenure Review Outcomes by Gender
As of Sept. 30, 2006
Advance Year 2

| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| Science | 0 | 1 | 0 | 1 | 0 | 0 | | 100.0% |
| Engineering | 1 | 1 | 1 | 1 | 0 | 0 | 100.0% | 100.0% |
| Humanities and Social Science | 1 | 0 | 1 | 0 | 0 | 0 | 100.0% | |
| Management & Technology | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Architecture | 0 | 0 | 0 | 0 | 0 | 0 | | |
| **Institute Total** | 2 | 2 | 2 | 2 | 0 | 0 | 100.0% | 100.0% |

Table 4(a). Promotion Review Outcomes by Gender – Associate Professor to Full Professor
Between Sept. 2004 and Sept. 2005
Advance Year 1

| | # of Reviews | | # of Approvals | | # of Denials | | Success rate | |
|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| Science | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Engineering | 5 | 0 | 5 | 0 | 0 | 0 | 100.0% | |
| Humanities and Social Science | 1 | 0 | 1 | 0 | 0 | 0 | 100.0% | |
| Management & Technology | 1 | 0 | 1 | 0 | 0 | 0 | 100.0% | |
| Architecture | 0 | 0 | 0 | 0 | 0 | 0 | | |
| **Institute Total** | 7 | 0 | 7 | 0 | 0 | 0 | 100.0% | |

Table 4(b). Promotion Review Outcomes by Gender – Associate Professor to Full Professor
Between Sept. 2005 and Sept. 2006
Advance Year 2

| Science | Women | | Men | |
|---|---|---|---|---|
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 0 | 0 | 3 | 3.3% |
| 3-5 | 4 | 18.2% | 1 | 1.1% |
| 6-8 | 0 | 0 | 2 | 2.2% |
| 9-11 | 0 | 0 | 1 | 1.1% |
| 12-14 | 0 | 0 | 0 | 0.0% |
| 15 or more | 0 | 0 | 4 | 4.3% |
| Engineering | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 0 | 0.0% | 5 | 3.8% |
| 3-5 | 0 | 0.0% | 6 | 4.6% |
| 6-8 | 1 | 7.7% | 3 | 2.3% |
| 9-11 | 0 | 0.0% | 3 | 2.3% |
| 12-14 | 1 | 7.7% | 0 | 0.0% |
| 15 or more | 0 | 0.0% | 7 | 5.4% |
| Humanities and Social Sciences | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 4 | 16.7% | 2 | 4.7% |
| 3-5 | 2 | 8.3% | 3 | 7.0% |
| 6-8 | 2 | 8.3% | 0 | 0.0% |
| 9-11 | 0 | 0.0% | 1 | 2.3% |
| 12-14 | 1 | 4.2% | 1 | 2.3% |
| 15 or more | 0 | 0.0% | 2 | 4.7% |
| Architecture | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 1 | 33.3% | 0 | 0.0% |
| 3-5 | 0 | 0.0% | 0 | 0.0% |
| 6-8 | 0 | 0.0% | 0 | 0.0% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 0 | 0.0% | 0 | 0.0% |
| 15 or more | 0 | 0.0% | 3 | 21.4% |
| Management | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 1 | 25.0% | 1 | 4.0% |
| 3-5 | 0 | 0.0% | 3 | 12.0% |
| 6-8 | 0 | 0.0% | 1 | 4.0% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 1 | 25.0% | 1 | 4.0% |
| 15 or more | 0 | 0.0% | 2 | 8.0% |

Table 5(a). Years in Rank at the Associate Professor Level for Faculty Hired as Assistant Professors
As of Sept. 30, 2004
Advance Year 0

| Science | Women | | Men | |
|---|---|---|---|---|
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 0 | 0.0% | 5 | 5.3% |
| 3-5 | 2 | 9.5% | 1 | 1.1% |
| 6-8 | 1 | 4.8% | 2 | 2.1% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 0 | 0.0% | 1 | 1.1% |
| 15 or more | 0 | 0.0% | 4 | 4.2% |
| Engineering | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 1 | 6.7% | 7 | 5.5% |
| 3-5 | 0 | 0.0% | 7 | 5.5% |
| 6-8 | 0 | 0.0% | 2 | 1.6% |
| 9-11 | 0 | 0.0% | 1 | 0.8% |
| 12-14 | 1 | 6.7% | 2 | 1.6% |
| 15 or more | 0 | 0.0% | 6 | 4.7% |
| Humanities & Social Sciences | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 3 | 12.5% | 3 | 7.1% |
| 3-5 | 2 | 8.3% | 3 | 7.1% |
| 6-8 | 2 | 8.3% | 1 | 2.4% |
| 9-11 | 1 | 4.2% | 1 | 2.4% |
| 12-14 | 0 | 0.0% | 0 | 0.0% |
| 15 or more | 1 | 4.2% | 2 | 4.8% |
| Architecture | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 1 | 50.0% | 0 | 0.0% |
| 3-5 | 0 | 0.0% | 0 | 0.0% |
| 6-8 | 0 | 0.0% | 0 | 0.0% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 0 | 0.0% | 0 | 0.0% |
| 15 or more | 0 | 0.0% | 3 | 21.4% |
| Management | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 1 | 20.0% | 2 | 8.0% |
| 3-5 | 0 | 0.0% | 2 | 8.0% |
| 6-8 | 0 | 0.0% | 2 | 8.0% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 1 | 20.0% | 1 | 4.0% |
| 15 or more | 0 | 0.0% | 2 | 8.0% |

Table 5(b). Years in Rank at the Associate Professor Level for Faculty Hired as Assistant Professors
As of Sept. 30, 2005
Advance Year 1

| Science | Women | | Men | |
|---|---|---|---|---|
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 0 | 0.0% | 9 | 9.8% |
| 3-5 | 2 | 8.7% | 4 | 4.3% |
| 6-8 | 1 | 4.3% | 1 | 1.1% |
| 9-11 | 0 | 0.0% | 1 | 1.1% |
| 12-14 | 0 | 0.0% | 1 | 1.1% |
| 15 or more | 0 | 0.0% | 3 | 3.3% |
| Engineering | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 1 | 5.9% | 9 | 7.0% |
| 3-5 | 0 | 0.0% | 7 | 5.4% |
| 6-8 | 0 | 0.0% | 1 | 0.8% |
| 9-11 | 0 | 0.0% | 1 | 0.8% |
| 12-14 | 0 | 0.0% | 3 | 2.3% |
| 15 or more | 1 | 5.9% | 6 | 4.7% |
| Humanities & Social Sciences | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 2 | 9.1% | 2 | 5.0% |
| 3-5 | 4 | 18.2% | 4 | 10.0% |
| 6-8 | 2 | 9.1% | 1 | 2.5% |
| 9-11 | 1 | 4.5% | 0 | 0.0% |
| 12-14 | 0 | 0.0% | 1 | 2.5% |
| 15 or more | 1 | 4.5% | 1 | 2.5% |
| Architecture | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 0 | 0.0% | 0 | 0.0% |
| 3-5 | 1 | 25.0% | 0 | 0.0% |
| 6-8 | 0 | 0.0% | 0 | 0.0% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 0 | 0.0% | 0 | 0.0% |
| 15 or more | 0 | 0.0% | 3 | 23.1% |
| Management | Women | | Men | |
| Years in Rank | Number | % of Women | Number | % of Men |
| 0-2 | 0 | 0.0% | 1 | 4.5% |
| 3-5 | 1 | 16.7% | 3 | 13.6% |
| 6-8 | 0 | 0.0% | 2 | 9.1% |
| 9-11 | 0 | 0.0% | 0 | 0.0% |
| 12-14 | 1 | 16.7% | 1 | 4.5% |
| 15 or more | 0 | 0.0% | 1 | 4.5% |

Table 5(c). Years in Rank at the Associate Professor Level for Faculty Hired as Assistant Professors
As of Sept. 30, 2006
Advance Year 2

| | Assistant | | Associate | | Full | | Total attrition | | Total faculty | | Percentage | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Biology | 0 | 1 | 0 | 0 | 0 | 0 | | | | | | |
| Chemistry & Chemical Biology | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Computer Science | 0 | 1 | 0 | 0 | 0 | 0 | | | | | | |
| Earth & Environmental Sciences | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Mathematical Sciences | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Physics, Applied Physics, & Astronomy | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| **Total - School of Science** | 0 | 2 | 0 | 0 | 1 | 0 | 1 | 2 | 116 | 21 | 0.9% | 9.5% |
| Biomedical Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Chemical & Biological Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Civil & Environmental Engineering | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Decision Sciences & Engineering Systems | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Electrical, Computer & Systems Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Materials Science & Engineering | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Mechanical, Aerospace & Nuclear Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| **Total - School of Engineering** | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 142 | 15 | 2.1% | 0.0% |
| The Arts | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Cognitive Science | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Economics | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Language, Literature & Communication | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Science & Technology Studies | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| **Total - School of H&SS** | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| **School of Management & Technology** | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 30 | 5 | 6.7% | 0.0% |
| **School of Architecture** | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 16 | 2 | 6.3% | 100.0% |
| **Institute Total** | 1 | 2 | 0 | 1 | 6 | 1 | 7 | 4 | 304 | 43 | 2.3% | 9.3% |

Table 6(a). Voluntary, Non-retirement Attrition, by Rank and Gender
As of Sept. 30, 2005
Advance Year 1

| | Assistant | | Associate | | Full | | Total attrition | | Total faculty | | Percentage | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Biology | 0 | 1 | 0 | 0 | 1 | 0 | | | | | | |
| Chemistry & Chemical Biology | 0 | 1 | 0 | 1 | 1 | 0 | | | | | | |
| Computer Science | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Earth & Environmental Sciences | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Mathematical Sciences | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Physics, Applied Physics, & Astronomy | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| **Total - School of Science** | 0 | 2 | 0 | 1 | 2 | 0 | 2 | 3 | 115 | 23 | 1.7% | 13.0% |
| Biomedical Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Chemical & Biological Engineering | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Civil & Environmental Engineering | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Decision Sciences & Engineering Systems | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Electrical, Computer & Systems Engineering | 0 | 1 | 0 | 0 | 0 | 0 | | | | | | |
| Materials Science & Engineering | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Mechanical, Aerospace & Nuclear Engineering | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| **Total - School of Engineering** | 0 | 1 | 0 | 0 | 3 | 0 | 3 | 1 | 146 | 17 | 2.1% | 5.9% |
| The Arts | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Cognitive Science | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Economics | 0 | 0 | 0 | 0 | 1 | 0 | | | | | | |
| Language, Literature & Communication | 0 | 0 | 0 | 0 | 2 | 0 | | | | | | |
| Science & Technology Studies | 0 | 1 | 1 | 0 | 0 | 0 | | | | | | |
| **Total - School of H&SS** | 0 | 1 | 1 | 0 | 3 | 0 | 4 | 1 | 62 | 22 | 6.5% | 4.5% |
| **School of Management & Technology** | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| **School of Architecture** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 4 | 0.0% | 0.0% |
| **Institute Total** | 0 | 4 | 1 | 1 | 8 | 0 | 9 | 5 | 340 | 66 | 2.6% | 7.6% |

Table 6(b). Voluntary, Non-retirement Attrition, by Rank and Gender
As of Sept. 30, 2006
Advance Year 2

| | Assistant | | | Associate | | | Full | | |
|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | % Women | Men | Women | % Women | Men | Women | % Women |
| Biology | 1 | 2 | 67% | 0 | 0 | | 0 | 0 | |
| Chemistry & Chemical Biology | 1 | 1 | 50% | 0 | 0 | | 0 | 1 | 100% |
| Computer Science | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Earth & Environmental Sciences | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Mathematical Sciences | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Physics, Applied Physics, & Astronomy | 1 | 0 | 0% | 1 | 0 | 0% | 1 | 0 | 0% |
| **Total - School of Science** | 3 | 3 | 50% | 1 | 0 | 0% | 1 | 1 | 50% |
| Biomedical Engineering | 0 | 1 | 100% | 0 | 0 | | 0 | 0 | |
| Chemical & Biological Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Civil & Environmental Engineering | 2 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Decision Sciences & Engineering Systems | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Electrical, Computer & Systems Engineering | 0 | 1 | 100% | 0 | 0 | | 0 | 0 | |
| Materials Science & Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Mechanical, Aerospace & Nuclear Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| **Total - School of Engineering** | 2 | 2 | 50% | 0 | 0 | | 0 | 0 | |
| The Arts | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Cognitive Science | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Economics | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Language, Literature & Communication | 0 | 1 | 100% | 0 | 1 | 100% | 0 | 0 | |
| Science & Technology Studies | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| **Total - School of H&SS** | 2 | 1 | 33% | 0 | 1 | 100% | 0 | 0 | |
| **School of Management & Technology** | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| **School of Architecture** | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| **Institute Overall** | 8 | 6 | 43% | 1 | 1 | 50% | 1 | 1 | 50% |

Table 7(a). New Hires by Rank and Gender
As of Sept. 30, 2004
Advance Year 0

| | Assistant | | | Associate | | | Full | | |
|---|---|---|---|---|---|---|---|---|---|
| **School of Science** | Men | Women | % Women | Men | Women | % Women | Men | Women | % Women |
| Biology | 2 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Chemistry & Chemical Biology | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Computer Science | 1 | 1 | 50% | 0 | 0 | | 0 | 0 | |
| Earth & Environmental Sciences | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Mathematical Sciences | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Physics, Applied Physics, & Astronomy | 1 | 0 | 0% | 0 | 0 | | 2 | 0 | 0% |
| **Total - School of Science** | 5 | 1 | 17% | 0 | 0 | | 2 | 0 | 0% |
| Biomedical Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Chemical & Biological Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Civil & Environmental Engineering | 2 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Decision Sciences & Engineering Systems | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Electrical, Computer & Systems Engineering | 1 | 2 | 67% | 0 | 0 | | 0 | 0 | |
| Materials Science & Engineering | 0 | 0 | | 0 | 0 | | 1 | 0 | |
| Mechanical, Aerospace & Nuclear Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| **Total - School of Engineering** | 4 | 2 | 33% | 0 | 0 | | 1 | 0 | 0% |
| The Arts | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Cognitive Science | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Economics | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Language, Literature & Communication | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Science & Technology Studies | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| **Total - School of H&SS** | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| **School of Management & Technology** | 1 | 1 | 50% | 2 | 0 | 0% | 1 | 0 | 0% |
| **School of Architecture** | 2 | 2 | 50% | 0 | 1 | 100% | 0 | 0 | |
| **Institute Overall** | 12 | 6 | 33% | 2 | 1 | 33% | 4 | 0 | 0% |

Table 7(b). New Hires by Rank and Gender
As of Sept. 30, 2005
Advance Year 1

| | Assistant | | | Associate | | | Full | | |
|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | % Women | Men | Women | % Women | Men | Women | % Women |
| Biology | 1 | 1 | 50% | 0 | 0 | | 0 | 0 | |
| Chemistry & Chemical Biology | 0 | 1 | 100% | 0 | 0 | | 0 | 0 | |
| Computer Science | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Earth & Environmental Sciences | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Mathematical Sciences | 0 | 1 | 100% | 0 | 0 | | 0 | 0 | |
| Physics, Applied Physics, & Astronomy | 0 | 1 | 100% | 0 | 0 | | 0 | 0 | |
| **Total - School of Science** | 2 | 4 | 67% | 0 | 0 | | 0 | 0 | |
| Biomedical Engineering | 3 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Chemical & Biological Engineering | 0 | 0 | | 0 | 0 | | 1 | 0 | |
| Civil & Environmental Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Decision Sciences & Engineering Systems | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Electrical, Computer & Systems Engineering | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Materials Science & Engineering | 1 | 0 | 0% | 0 | 0 | | 1 | 0 | 0% |
| Mechanical, Aerospace & Nuclear Engineering | 2 | 3 | 60% | 0 | 0 | | 1 | 0 | |
| **Total - School of Engineering** | 6 | 3 | 33% | 0 | 0 | | 3 | 0 | 0% |
| The Arts | 1 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| Cognitive Science | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Economics | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Language, Literature & Communication | 0 | 0 | | 0 | 0 | | 0 | 0 | |
| Science & Technology Studies | 1 | 0 | | 0 | 0 | | 0 | 0 | |
| **Total - School of H&SS** | 2 | 0 | 0% | 0 | 0 | | 0 | 0 | |
| **School of Management & Technology** | 3 | 2 | 40% | 0 | 0 | | 0 | 0 | |
| **School of Architecture** | 0 | 1 | 100% | 0 | 0 | | 0 | 0 | |
| **Institute Overall** | 13 | 10 | 43% | 0 | 0 | | 3 | 0 | 0% |

Table 7(c). New Hires by Rank and Gender
As of Sept. 30, 2006
Advance Year 2

| | All Faculty | Number of Women Faculty | | | | | |
|---|---|---|---|---|---|---|---|
| | | All | Science | Engineering | H&SS | Architecture | Management |
| Tenured Full Professors | 175 | 20 | 8 | 3 | 8 | 1 | 0 |
| Department Heads | 20 | 4 | 2 | 0 | 2 | 0 | 0 |
| Deans | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Associate Deans | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| Center Directors | 21 | 2 | 2 | 0 | 0 | 0 | 0 |
| President, Vice-Presidents, Provost, Vice-Provosts | 10 | 2 | | | | | |
| Promotion and Tenure Committee | 8 | 1 | 1 | 0 | 0 | 0 | 0 |

Table 8(a). Leadership Positions by Gender, Sept. 30, 2004
Advance Year 0

| | All Faculty | Number of Women Faculty | | | | | |
|---|---|---|---|---|---|---|---|
| | | All | Science | Engineering | H&SS | Architecture | Management |
| Tenured Full Professors | 168 | 21 | 9 | 4 | 8 | 0 | 0 |
| Department Heads | 20 | 5 | 2 | 0 | 3 | 0 | 0 |
| Deans | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Associate Deans | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| Center Directors | 21 | 2 | 2 | 0 | 0 | 0 | 0 |
| President, Vice-Presidents, Provost, Vice-Provosts | 10 | 2 | | | | | |
| Promotion and Tenure Committee | 8 | 1 | 1 | 0 | 0 | 0 | 0 |

Table 8(b). Leadership Positions by Gender, Sept. 30, 2005
Advance Year 1

| | All Faculty | Number of Women Faculty | | | | | |
|---|---|---|---|---|---|---|---|
| | | All | Science | Engineering | H&SS | Architecture | Management |
| Tenured Full Professors | 163 | 21 | 9 | 4 | 8 | 0 | 0 |
| Department Heads | 20 | 6 | 2 | 1 | 3 | 0 | 0 |
| Deans | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Associate Deans | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| Center Directors | 21 | 2 | 2 | 0 | 0 | 0 | 0 |
| President, Vice-Presidents, Provost, Vice-Provosts | 8 | 2 | | | | | |
| Promotion and Tenure Committee | 8 | 3 | 0 | 1 | 2 | 0 | 0 |

Table 8(c). Leadership Positions by Gender, Sept. 30, 2006
Advance Year 2

| | Women | | | Men | | | Women's Salaries as percent of Men's Salaries | | |
|---|---|---|---|---|---|---|---|---|---|
| | Full | Associate | Assistant | Full | Associate | Assistant | Full | Associate | Assistant |
| | | | | | | | | | |
| Science | $119,975 | $76,813 | $70,801 | $108,614 | $82,764 | $73,154 | 110.5% | 92.8% | 96.8% |
| Engineering | $107,923 | $86,300 | $78,485 | $119,134 | $85,066 | $79,594 | 90.6% | 101.5% | 98.6% |
| Humanities and Social Sciences | $94,441 | $67,856 | $49,834 | $98,609 | $57,710 | $55,509 | 95.8% | 117.6% | 89.8% |
| Management & Technology | | $99,613 | $98,786 | $146,368 | $118,635 | $100,351 | | 84.0% | 98.4% |
| Architecture | | $83,950 | $71,523 | $119,663 | $80,878 | $60,516 | | 103.8% | 118.2% |
| | | | | | | | | | |
| **Institute Overall - All Ranks** | $82,306 | | | $96,014 | | | 85.7% | | |

Table 9. Faculty Salaries by Rank and Gender, Sept. 30, 2006
Advance Year 2

| | Women's Salaries as percent of Men's Salaries | | | |
|---|---|---|---|---|
| **Academic Year** | Full | Associate | Assistant | Overall |
| | | | | |
| 02-03 | 86.0% | 89.0% | 91.0% | 81.0% |
| 03-04 | 84.0% | 92.0% | 91.0% | 81.0% |
| 04-05 | 88.0% | 80.0% | 93.0% | 80.0% |
| 05-06 | 92.0% | 88.0% | 93.0% | 83.0% |
| 06-07 | 94.0% | 92.0% | 96.0% | 86.0% |

Table 10. Faculty Salaries by Rank and Gender over Time

| | Women | | | Men | | |
|---|---|---|---|---|---|---|
| | **Full** | **Associate** | **Assistant** | **Full** | **Associate** | **Assistant** |
| | | | | | | |
| **School of Science** | | | | | | |
| Biology | 261 | | | 268 | 156 | 239 |
| Chemistry & Chemical Biology | | 144 | 247 | 206 | 174 | 175 |
| Computer Science | | 169 | 167 | 261 | 194 | 171 |
| Earth & Environmental Sciences | | | | 254 | 138 | 170 |
| Mathematical Sciences | 182 | 169 | | 183 | 137 | 135 |
| Physics, Applied Physics, & Astronomy | | 170 | 170 | 216 | 203 | 189 |
| **Overall - School of Science** | 234 | 163 | 208 | 223 | 171 | 172 |
| **School of Engineering** | | | | | | |
| Biomedical Engineering | 193 | | | 163 | | 165 |
| Chemical & Biological Engineering | | | | 229 | | 150 |
| Civil & Environmental Engineering | | 139 | 139 | 163 | 156 | 189 |
| Decision Sciences & Engineering Systems | | | 151 | 191 | 151 | 151 |
| Electrical, Computer & Systems Engineering | | | 164 | 238 | 157 | 155 |
| Materials Science & Engineering | 139 | | | 233 | 140 | 141 |
| Mechanical, Aerospace & Nuclear Engineering | | 160 | | 199 | 179 | 165 |
| **Overall - School of Engineering** | 175 | 153 | 155 | 214 | 165 | 161 |

Table 11(a). Faculty Office Space by Rank, Gender, and School (in $ft^2$)
As of Sept. 30, 2004
Advance Year 0

| | Women | | | Men | | |
|---|---|---|---|---|---|---|
| | Full | Associate | Assistant | Full | Associate | Assistant |
| **School of Science** | | | | | | |
| Biology | 2428 | | | 286 | 480 | 509 |
| Chemistry & Chemical Biology | | 1313 | 1409 | 1525 | 644 | 1140 |
| Computer Science | | 372 | 569 | 197 | 351 | 204 |
| Earth & Environmental Sciences | | | | 1081 | 1561 | 1498 |
| Mathematical Sciences | 0 | 0 | | 0 | | 0 |
| Physics, Applied Physics, & Astronomy | | 0 | 719 | 805 | 1277 | 443 |
| **Overall - School of Science** | 2428 | 562 | 935 | 873 | 650 | 454 |
| **School of Engineering** | | | | | | |
| Biomedical Engineering | 376 | | | 630 | | 1017 |
| Chemical & Biological Engineering | | | | 987 | 539 | 1158 |
| Civil & Environmental Engineering | | 673 | 816 | 900 | 738 | 149 |
| Decision Sciences & Engineering Systems | | | | | | |
| Electrical, Computer & Systems Engineering | | | 0 | 1281 | 402 | 817 |
| Materials Science & Engineering | 2400 | | | 1905 | 1553 | 1059 |
| Mechanical, Aerospace & Nuclear Engineering | | 211 | | 706 | 554 | 857 |
| **Overall - School of Engineering** | 1051 | 365 | 272 | 1131 | 659 | 806 |

Table 11(b). Faculty Laboratory Space by Rank, Gender, and School (in $ft^2$)
Average over all faculty
As of Sept. 30, 2004
Advance Year 0

| | Women | | | Men | | |
|---|---|---|---|---|---|---|
| | **Full** | **Associate** | **Assistant** | **Full** | **Associate** | **Assistant** |
| **School of Science** | | | | | | |
| Biology | 3642 | | | 1142 | 480 | 509 |
| Chemistry & Chemical Biology | | 1313 | 1409 | 1694 | 644 | 1140 |
| Computer Science | | 372 | 569 | 393 | 351 | 487 |
| Earth & Environmental Sciences | | | | 1081 | 1561 | 1498 |
| Mathematical Sciences | | | | | | |
| Physics, Applied Physics, & Astronomy | | | 719 | 1127 | 1277 | 443 |
| **Overall - School of Science** | 3642 | 843 | 935 | 1228 | 650 | 443 |
| **School of Engineering** | | | | | | |
| Biomedical Engineering | 752 | | | 630 | | 1017 |
| Chemical & Biological Engineering | | | | 1481 | 539 | 1158 |
| Civil & Environmental Engineering | | 673 | 816 | 1801 | 1107 | 447 |
| Decision Sciences & Engineering Systems | | | | | | |
| Electrical, Computer & Systems Engineering | | | | 1675 | 603 | 1429 |
| Materials Science & Engineering | 2400 | | | 1905 | 1553 | 1059 |
| Mechanical, Aerospace & Nuclear Engineering | | 422 | | 989 | 665 | 857 |
| **Overall - School of Engineering** | 1576 | 548 | 816 | 1479 | 824 | 1030 |

Table 11(c). Faculty Laboratory Space by Rank, Gender, and School (in $ft^2$)
Average over faculty with laboratory space
As of Sept. 30, 2004
Advance Year 0