



**ADVANCE CENTER**  
TEXAS A&M UNIVERSITY

# NSF BASELINE INDICATOR DATA

Documenting progress toward Institutional Transformation

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**Indicator 1. Number and Percent of Women Tenured and Tenure Track Faculty in Science/Engineering by Rank and Department (October 2010)**

		Female					Female (%)				
		Asst. Prof.	Assc. Prof.	Prof.	Dist. Prof.	Coll. Admin.	Asst. Prof.	Assc. Prof.	Prof.	Dist. Prof.	Coll. Admin.
<b>College: Agriculture And Life Sciences</b>	<b>Animal Science</b>	2	3	1			29%	33%	11%	0%	0%
	<b>Biochem. &amp; Biophys.</b>	2	1	1			20%	14%	14%		0%
	<b>Biolog. &amp; Agricult. Eng.</b>	1	1	1		1	20%	50%	9%		50%
	<b>College of Agriculture</b>					1			0%		6%
	<b>Entomology</b>	1	1	1			14%	33%	8%	0%	0%
	<b>Horticultural Sciences</b>	1	2	1			100%	33%	25%		0%
	<b>Nutrition And Food</b>	2		2	1		33%	0%	50%	100%	
	<b>Plant Path. &amp; Microbio.</b>	1	1	1			33%	25%	13%		0%
	<b>Soil &amp; Crop Sciences</b>	1	1				13%	20%	0%		0%
	<b>Wildlife &amp; Fisheries Sci.</b>	2	2	1			33%	40%	9%		0%
	<b>Total</b>	13	12	9	1	2	25%	28%	11%	33%	6%
<b>College: Engineering</b>	<b>Aerospace</b>		1	1			0%	10%	7%	0%	
	<b>Biomedical</b>	4					57%	0%	0%		
	<b>Chemical</b>	4		1			50%	0%	11%		0%
	<b>Civil</b>	6	4				33%	17%	0%		
	<b>College Of Engineering</b>					2					14%
	<b>Computer Science</b>	2	1	3			20%	8%	23%	0%	
	<b>Electrical &amp; Computer</b>	1	3	2			5%	23%	7%	0%	
	<b>Engin. Tech. &amp; Ind. Dist.</b>	3	1				21%	20%	0%		
	<b>Industrial &amp; Systems</b>		1	2			0%	13%	29%		0%
	<b>Mechanical</b>	3	1	2			14%	8%	9%	0%	
	<b>Nuclear</b>	1	1				20%	17%	0%		
<b>Petroleum</b>	1	1	1		1	33%	17%	10%		50%	
	<b>Total</b>	25	14	12	0	3	22%	13%	9%	0%	17%
<b>College: Geosciences</b>	<b>Atmospheric Sciences</b>	2	1				40%	25%	0%	0%	
	<b>College Geosciences</b>					1			0%		14%
	<b>Geography</b>	2	1				29%	17%	0%		0%
	<b>Geology &amp; Geophysics</b>	1	1	1			25%	13%	6%		
	<b>Oceanography</b>	1	1	2			25%	17%	12%	0%	
	<b>Total</b>	6	4	3	0	1	30%	17%	7%	0%	50%
<b>College: Liberal Arts</b>	<b>Anthropology</b>	5	4				83%	31%	0%		
	<b>College Liberal Arts</b>					2	0%				13%
	<b>Economics</b>	3	3				38%	60%	0%		
	<b>Political Science</b>	7	3	1			44%	38%	8%	0%	
	<b>Psychology</b>	10	5	2			59%	56%	14%		
	<b>Sociology</b>	7	3	2			58%	60%	18%	0%	
	<b>Total</b>	32	18	5	0	2	53%	45%	9%	0%	13%
<b>College: Science</b>	<b>Biology</b>	4	2	2			36%	13%	15%	0%	0%
	<b>Chemistry</b>		1	2	2	1	0%	50%	9%	22%	33%
	<b>College Of Science</b>						0%			0%	0%
	<b>Mathematics</b>	1	2	4		1	13%	8%	10%	0%	50%
	<b>Physics &amp; Astronomy</b>	2		2	1		18%	0%	5%	17%	
	<b>Statistics</b>	4	4				67%	57%	0%	0%	0%
	<b>Total</b>	11	9	10	3	2	25%	17%	8%	12%	20%
	<b>Overall</b>	58	86	56	39	4	8	30%	21%	9%	10%

**Indicator 1. Number and Percent of Women Tenured and Tenure Track Faculty in Science/Engineering by Rank and Department (March 2013)**

		Female					Female (%)				
		Asst. Prof.	Assc. Prof.	Prof.	Dist. Prof.	Coll. Admin.	Asst. Prof.	Assc. Prof.	Prof.	Dist. Prof.	Coll. Admin.
<b>College: Agriculture And Life Sciences</b>	<b>Animal Science</b>		5	1			0%	33%	17%	0%	0%
	<b>Biochem. &amp; Biophys.</b>	4	1	1			40%	11%	17%		0%
	<b>Biolog. &amp; Agricult. Eng.</b>	1	1	1		1	33%	25%	13%		50%
	<b>College of Agriculture</b>					1			0%		7%
	<b>Entomology</b>	2		2			50%	0%	17%		0%
	<b>Horticultural Sciences</b>		3	2				38%	33%		0%
	<b>Nutrition And Food</b>	2		2	1		40%	0%	67%	100%	0%
	<b>Plant Path. &amp; Microbio.</b>	1	1	1			50%	20%	13%		0%
	<b>Soil &amp; Crop Sciences</b>	1	1				17%	17%	0%		0%
	<b>Wildlife &amp; Fisheries Sci.</b>	2	2	1			40%	50%	8%		0%
	<b>Total</b>	13	14	11	1	2	34%	24%	15%	33%	7%
<b>College: Engineering</b>	<b>Aerospace</b>			1			0%	0%	8%	0%	
	<b>Biomedical</b>	2	2				100%	18%	0%		
	<b>Chemical</b>	3		1			50%	0%	13%		0%
	<b>Civil</b>	4	3	2			40%	14%	9%		0%
	<b>College Of Engineering</b>		1			2		100%			13%
	<b>Computer Science</b>	1	3	4			17%	21%	27%	0%	
	<b>Electrical &amp; Computer</b>	1	2	2			10%	10%	8%	0%	
	<b>Engin. Tech. &amp; Ind. Dist.</b>	1	2				11%	33%	0%		
	<b>Industrial &amp; Systems</b>			2			0%	0%	40%		0%
	<b>Mechanical</b>	2	1	1			17%	7%	5%	0%	
	<b>Nuclear</b>		1				0%	13%	0%		
<b>Petroleum</b>	2		1		1	50%	0%	11%		33%	
	<b>Total</b>	16	15	14	0	3	24%	13%	11%	0%	14%
<b>College: Geosciences</b>	<b>Atmospheric Sciences</b>		3				0%	60%	0%	0%	
	<b>College Geosciences</b>					1					13%
	<b>Geography</b>	1	2				20%	22%	0%		0%
	<b>Geology &amp; Geophysics</b>		1	2			0%	17%	14%		
	<b>Oceanography</b>		2	2			0%	29%	14%		
	<b>Total</b>	1	8	4	0	1	10%	30%	10%	0%	11%
<b>College: Liberal Arts</b>	<b>Anthropology</b>	1	3	2			50%	27%	22%		
	<b>College Liberal Arts</b>					5	0%	100%	100%		33%
	<b>Economics</b>	3	2	1			38%	40%	11%		
	<b>Political Science</b>	6	3	2			60%	30%	18%	0%	
	<b>Psychology</b>	9	5	4			75%	50%	29%		
	<b>Sociology</b>	3	7	1			75%	70%	9%		
	<b>Total</b>	22	20	10	0	5	59%	45%	20%	0%	33%
<b>College: Science</b>	<b>Biology</b>	4	2	2			40%	14%	18%	0%	0%
	<b>Chemistry</b>		1	1	3	1	0%	25%	5%	30%	33%
	<b>College Of Science</b>						0%			0%	0%
	<b>Mathematics</b>		2	5		1	0%	10%	13%	0%	33%
	<b>Physics &amp; Astronomy</b>		2	2	1		0%	20%	6%	13%	0%
	<b>Statistics</b>	2	4	1			100%	67%	9%	0%	0%
	<b>Total</b>	6	11	11	4	2	25%	20%	9%	14%	17%
	<b>Overall</b>	58	69	51	5	13	33%	22%	12%	12%	15%

**Indicator 2. Number and Percent of Women Tenured and Tenure Track Faculty and Non-tenure Track in STEM Departments (October 2010)**

		Tenured and Tenure Track			Non-tenure Track			Non-tenure Track as % All Women
		Total	Female	Female (%)	Total	Female	Female (%)	
College: Agriculture and Life Sciences	Animal Science	30	6	20%	6	2	33%	25%
	Biochem. & Biophys.	26	4	15%	7	5	71%	56%
	Biolog. & Agricult. Eng.	20	4	20%	2		0%	0%
	College Of Agriculture	17	1	6%	1		0%	0%
	Entomology	24	3	13%	0			0%
	Horticultural Sciences	13	4	31%	6		0%	0%
	Nutrition And Food Scie.	13	5	38%	5	5	100%	50%
	Plant Path. & Microbio.	16	3	19%	0			0%
	Soil & Crop Sciences	28	2	7%	1		0%	0%
	Wildlife & Fisheries Sci.	24	5	21%	0			0%
	<b>Total</b>	<b>211</b>	<b>37</b>	<b>18%</b>	<b>28</b>	<b>12</b>	<b>43%</b>	<b>24%</b>
College: Engineering	Aerospace	29	2	7%	3		0%	0%
	Biomedical	16	4	25%	1		0%	0%
	Chemical	24	5	21%	8	2	25%	29%
	Civil	62	10	16%	6		0%	0%
	College Of Engineering	14	2	14%	0			0%
	Computer Science	36	6	17%	6	2	33%	25%
	Electrical & Computer	62	6	10%	4	2	50%	25%
	Engin. Tech. & Ind. Dist.	26	4	15%	13	2	15%	33%
	Industrial & Systems	20	3	15%	4	1	25%	25%
	Mechanical	58	6	10%	6	2	33%	25%
	Nuclear	18	2	11%	4	2	50%	50%
	Petroleum	21	4	19%	9	2	22%	33%
<b>Total</b>	<b>386</b>	<b>54</b>	<b>14%</b>	<b>64</b>	<b>15</b>	<b>23%</b>	<b>22%</b>	
College: Geosciences	Atmospheric Sciences	17	3	18%	2		0%	0%
	College Geosciences	8	1	13%				0%
	Geography	18	3	17%	6	3	50%	50%
	Geology & Geophysics	29	3	10%	5		0%	0%
	Oceanography	28	4	14%				0%
	<b>Total</b>	<b>100</b>	<b>14</b>	<b>14%</b>	<b>13</b>	<b>3</b>	<b>23%</b>	<b>18%</b>
College: Liberal Arts	Anthropology	25	9	36%	1		0%	0%
	College Liberal Arts	18	3	17%	10	7	70%	70%
	Economics	25	6	24%	5	4	80%	40%
	Political Science	38	11	29%	6	4	67%	27%
	Psychology	40	17	43%	10	5	50%	23%
	Sociology	29	12	41%	2		0%	0%
	<b>Total</b>	<b>175</b>	<b>58</b>	<b>33%</b>	<b>34</b>	<b>20</b>	<b>59%</b>	<b>26%</b>
College: Science	Biology	43	8	19%	16	10	63%	56%
	Chemistry	44	6	14%	17	9	53%	60%
	College Of Science	3		0%	0			
	Mathematics	81	8	10%	51	25	49%	76%
	Physics & Astronomy	62	5	8%	8	3	38%	38%
	Statistics	31	8	26%	8	3	38%	27%
	<b>Total</b>	<b>264</b>	<b>35</b>	<b>13%</b>	<b>100</b>	<b>50</b>	<b>50%</b>	<b>59%</b>
<b>Overall</b>	<b>1136</b>	<b>546</b>	<b>48%</b>	<b>239</b>	<b>100</b>	<b>42%</b>	<b>15%</b>	

**Indicator 2. Number and Percent of Women Tenured and Tenure Track Faculty and Non-tenure Track in STEM Departments (March 2013)**

		Tenured and Tenure Track			Non-tenure Track			Non-tenure Track as % All Women
		Total	Female	Female (%)	Total	Female	Female (%)	
College: Agriculture and Life Sciences	Animal Science	30	6	20%	6	2	33%	25%
	Biochem. & Biophys.	26	4	15%	7	5	71%	56%
	Biolog. & Agricult. Eng.	20	4	20%	2		0%	0%
	College Of Agriculture	17	1	6%	1		0%	0%
	Entomology	24	3	13%	0			0%
	Horticultural Sciences	13	4	31%	6		0%	0%
	Nutrition And Food Scie.	13	5	38%	5	5	100%	50%
	Plant Path. & Microbio.	16	3	19%	0			0%
	Soil & Crop Sciences	28	2	7%	1		0%	0%
	Wildlife & Fisheries Sci.	24	5	21%	0			0%
	<b>Total</b>	<b>211</b>	<b>37</b>	<b>18%</b>	<b>28</b>	<b>12</b>	<b>43%</b>	<b>24%</b>
College: Engineering	Aerospace	29	2	7%	3		0%	0%
	Biomedical	16	4	25%	1		0%	0%
	Chemical	24	5	21%	8	2	25%	29%
	Civil	62	10	16%	6		0%	0%
	College Of Engineering	14	2	14%	0			0%
	Computer Science	36	6	17%	6	2	33%	25%
	Electrical & Computer	62	6	10%	4	2	50%	25%
	Engin. Tech. & Ind. Dist.	26	4	15%	13	2	15%	33%
	Industrial & Systems	20	3	15%	4	1	25%	25%
	Mechanical	58	6	10%	6	2	33%	25%
	Nuclear	18	2	11%	4	2	50%	50%
	Petroleum	21	4	19%	9	2	22%	33%
	<b>Total</b>	<b>386</b>	<b>54</b>	<b>14%</b>	<b>64</b>	<b>15</b>	<b>23%</b>	<b>22%</b>
College: Geosciences	Atmospheric Sciences	17	3	18%	2		0%	0%
	College Geosciences	8	1	13%				0%
	Geography	18	3	17%	6	3	50%	50%
	Geology & Geophysics	29	3	10%	5		0%	0%
	Oceanography	28	4	14%				0%
	<b>Total</b>	<b>100</b>	<b>14</b>	<b>14%</b>	<b>13</b>	<b>3</b>	<b>23%</b>	<b>18%</b>
College: Liberal Arts	Anthropology	25	9	36%	1		0%	0%
	College Liberal Arts	18	3	17%	10	7	70%	70%
	Economics	25	6	24%	5	4	80%	40%
	Political Science	38	11	29%	6	4	67%	27%
	Psychology	40	17	43%	10	5	50%	23%
	Sociology	29	12	41%	2		0%	0%
	<b>Total</b>	<b>175</b>	<b>58</b>	<b>33%</b>	<b>34</b>	<b>20</b>	<b>59%</b>	<b>26%</b>
College: Science	Biology	43	8	19%	16	10	63%	56%
	Chemistry	44	6	14%	17	9	53%	60%
	College Of Science	3		0%	0			
	Mathematics	81	8	10%	51	25	49%	76%
	Physics & Astronomy	62	5	8%	8	3	38%	38%
	Statistics	31	8	26%	8	3	38%	27%
	<b>Total</b>	<b>264</b>	<b>35</b>	<b>13%</b>	<b>100</b>	<b>50</b>	<b>50%</b>	<b>59%</b>
	<b>Overall</b>	<b>1136</b>	<b>1136</b>	<b>546</b>	<b>48%</b>	<b>239</b>	<b>100</b>	<b>42%</b>

**Indicator 3: Tenure Review Outcomes by Gender - STEM Fields**  
**Tenure Decisions, Pre-ADVANCE, Spring 2008-2010**

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
College: Agriculture and Life Sciences	Animal Science	0	2	0	2	0	0
	Biochem. & Biophys.	1	2	1	1	0	1
	Biolog. & Agricult. Eng.	0	1	0	1	0	0
	Entomology	0	0	0	0	0	0
	Horticultural Sciences	1	3	0	2	1	1
	Nutrition And Food Scie.	0	1	0	1	0	0
	Plant Path. & Microbio.	0	3	0	3	0	0
	Soil & Crop Sciences	1	3	1	3	0	0
	Wildlife & Fisheries Sci.	0	0	0	0	0	0
College: Engineering	Aerospace	1	3	1	3	0	0
	Biomedical	0	3	0	3	0	0
	Chemical	0	4	0	4	0	0
	Civil	1	6	1	6	0	0
	Computer Science	1	4	1	4	0	0
	Electrical and Computer	1	8	1	8	0	1
	Engin. Tech. & Ind. Dist.	0	1	0	1	0	0
	Industrial & Systems	0	3	0	3	0	0
	Mechanical	1	2	1	2	0	0
	Nuclear	1	1	1	1	0	0
	Petroleum	1	3	1	3	0	0
College: Geosciences	Atmospheric Sciences	2	3	2	3	0	0
	Geography	2	4	2	3	0	1
	Geology and Geophysics	2	0	2	0	0	0
	Oceanography	2	2	2	2	0	0
College: Liberal Arts	Anthropology	3	0	3	0	0	0
	Economics	0	1	0	1	0	0
	Political Science	2	2	2	2	0	0
	Psychology	3	3	3	3	0	0
	Sociology	4	3	3	1	1	2
College: Science	Biology	1	3	1	3	0	0
	Chemistry	0	4	0	3	0	1
	Mathematics	1	4	1	4	0	0
	Physics and Astronomy	1	5	1	5	0	0
	Science	0	1	0	1	0	0
	Statistics	3	3	2	3	1	0
<b>Overall</b>		<b>43</b>	<b>117</b>	<b>41</b>	<b>112</b>	<b>2</b>	<b>5</b>

There were 160 tenure decisions between spring 2008 and 2010, inclusive. There were 116 positive approvals (94%).

**Indicator 3: Tenure Review Outcomes by Gender - STEM Fields**  
**Tenure Decisions, Spring 2010-2012**

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
College: Agriculture and Life Sciences	Animal Science	4	3	4	3	0	0
	Biochem. & Biophys.	0	3	0	3	0	0
	Biolog. & Agricult. Eng.	0	3	0	3	0	0
	Entomology	0	3	0	3	0	0
	Horticultural Sciences	1	1	1	0	0	1
	Nutrition And Food Scie.	0	1	0	1	0	0
	Plant Path. & Microbio.	0	1	0	1	0	0
	Soil & Crop Sciences	1	3	1	3	0	0
	Wildlife & Fisheries Sci.	0	1	0	1	0	0
College: Engineering	Aerospace	0	4	0	4	0	0
	Biomedical	2	6	2	6	0	0
	Chemical	1	3	1	3	0	0
	Civil	1	7	1	7	0	0
	Computer Science	3	5	3	5	0	0
	Electrical and Computer	1	14	1	15	0	0
	Engin. Tech. & Ind. Dist.	1	3	1	3	0	0
	Industrial & Systems	0	3	0	2	0	0
	Mechanical	1	8	1	8	0	0
	Nuclear	0	4	0	4	0	0
	Petroleum	1	3	1	3	0	0
College: Geosciences	Atmospheric Sciences	1	1	1	1	0	0
	Geography	1	1	1	1	0	0
	Geology and Geophysics	2	4	2	4	0	0
	Oceanography	1	3	1	3	0	0
College: Liberal Arts	Anthropology	1	2	1	2	0	0
	Economics	1	3	1	1	0	2
	Political Science	0	1	0	0	0	1
	Psychology	3	3	3	3	0	0
	Sociology	1	2	1	2	0	0
College: Science	Biology	1	8	1	7	0	1
	Chemistry	1	1	1	1	0	0
	Mathematics	1	7	1	7	0	0
	Physics and Astronomy	1	4	1	4	0	0
	Science	0	1	0	1	0	0
	Statistics	2	2	2	2	0	0
<b>Overall</b>		<b>27</b>	<b>96</b>	<b>26</b>	<b>90</b>	<b>1</b>	<b>7</b>

There were 160 tenure decisions between spring 2010 and 2012, inclusive. There were 153 positive approvals (96%).

**Indicator 4a: Assistant to Associate Professor Promotion Review Outcomes by Gender - STEM Fields, Promotion Decisions, Pre-ADVANCE, Spring 2008-2010**

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
College: Agriculture and Life Sciences	Animal Science	0	2	0	2	0	0
	Biochem. & Biophys.	1	2	1	1	0	1
	Biolog. & Agricult. Eng.	0	0	0	0	0	0
	Entomology	0	0	0	0	0	0
	Horticultural Sciences	0	2	0	2	0	0
	Nutrition And Food Scie.	0	1	0	1	0	0
	Plant Path. & Microbio.	0	3	0	3	0	0
	Soil & Crop Sciences	1	2	1	2	0	0
	Wildlife & Fisheries Sci.	0	0	0	0	0	0
College: Engineering	Aerospace	1	3	1	3	0	0
	Biomedical	0	3	0	3	0	0
	Chemical	0	4	0	4	0	0
	Civil	1	6	1	6	0	0
	Computer Science	1	4	1	4	0	0
	Electrical and Computer	1	8	1	7	0	1
	Engin. Tech. & Ind. Dist.	0	1	0	1	0	0
	Industrial & Systems	0	3	0	3	0	0
	Mechanical	1	2	1	2	0	0
	Nuclear	0	1	0	1	0	0
	Petroleum	1	1	1	1	0	0
College: Geosciences	Atmospheric Sciences	1	1	1	1	0	0
	Geography	1	1	1	1	0	0
	Geology and Geophysics	2	3	2	3	0	0
	Oceanography	1	1	1	1	0	0
College: Liberal Arts	Anthropology	1	2	1	2	0	0
	Economics	1	3	1	1	0	2
	Political Science	0	1	0	0	0	1
	Psychology	3	3	3	3	0	0
	Sociology	1	2	1	2	0	0
College: Science	Biology	1	7	1	6	0	1
	Chemistry	1	1	1	1	0	0
	Mathematics	1	7	1	7	0	0
	Physics and Astronomy	1	1	1	1	0	0
	Science	0	0	0	0	0	0
	Statistics	2	2	2	2	0	0
<b>Overall</b>		<b>25</b>	<b>83</b>	<b>25</b>	<b>77</b>	<b>0</b>	<b>6</b>

There were 108 promotion decisions from assistant to associate professor between spring 2008 and 2010, inclusive. There were 102 positive approvals (94%).



**Indicator 4a: Assistant to Associate Professor Promotion Review Outcomes by Gender - STEM Fields, Promotion Decisions, Spring 2010-2012**

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
College: Agriculture and Life Sciences	Animal Science	3	3	3	3	0	0
	Biochem. & Biophys.	0	3	0	3	0	0
	Biolog. & Agricult. Eng.	0	3	0	3	0	0
	Entomology	0	4	0	4	0	0
	Horticultural Sciences	1	0	1	0	0	0
	Nutrition And Food Scie.	0	1	0	1	0	0
	Plant Path. & Microbio.	0	1	0	1	0	0
	Soil & Crop Sciences	1	2	1	2	0	0
Wildlife & Fisheries Sci.	0	1	0	1	0	0	
College: Engineering	Aerospace	3	3	3	3	0	0
	Biomedical	0	3	0	3	0	0
	Chemical	0	3	0	3	0	0
	Civil	0	4	0	4	0	0
	Computer Science	1	0	1	0	0	0
	Electrical and Computer	0	1	0	1	0	0
	Engin. Tech. & Ind. Dist.	0	1	0	1	0	0
	Industrial & Systems	1	2	1	2	0	0
	Mechanical	0	1	0	1	0	0
	Nuclear	3	3	3	3	0	0
	Petroleum	0	3	0	3	0	0
College: Geosciences	Atmospheric Sciences	2	1	2	1	0	0
	Geography	2	3	2	3	0	0
	Geology and Geophysics	2	0	2	0	0	0
	Oceanography	2	1	2	1	0	0
College: Liberal Arts	Anthropology	3	0	3	0	0	0
	Economics	0	1	0	1	0	0
	Political Science	2	2	2	2	0	0
	Psychology	3	3	3	3	0	0
	Sociology	4	3	3	1	1	2
College: Science	Biology	1	3	1	3	0	0
	Chemistry	0	5	0	4	0	1
	Mathematics	1	4	1	4	0	0
	Physics and Astronomy	1	5	1	5	0	0
	Science	0	0	0	0	0	0
	Statistics	3	3	2	3	1	0
Overall		42	109	40	105	2	4

There were 151 promotion decisions from assistant to associate professor between spring 2010 and 2012, inclusive. There were 145 positive approvals (96%). One faculty member withdrew after the process had reached the Dean of Faculties level. For this report, this was counted as a denial.

**Indicator 4b: Associate to Professor Promotion Review Outcomes by Gender - STEM Fields,  
Promotion Decisions, Pre-ADVANCE, Spring 2008-2010**

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
College: Agriculture and Life Sciences	Animal Science	0	1	0	1	0	0
	Biochem. & Biophys.	0	0	0	0	0	0
	Biolog. & Agricult. Eng.	0	0	0	0	0	0
	Entomology	1	2	1	2	0	0
	Horticultural Sciences	1	1	0	1	1	0
	Nutrition And Food Scie.	0	0	0	0	0	0
	Plant Path. & Microbio.	0	0	0	0	0	0
	Soil & Crop Sciences	0	0	0	0	0	0
	Wildlife & Fisheries Sci.	0	1	0	1	0	0
College: Engineering	Aerospace	0	1	0	1	0	0
	Biomedical	0	0	0	0	0	0
	Chemical	0	0	0	0	0	0
	Civil	0	2	0	2	0	0
	Computer Science	0	2	0	2	0	0
	Electrical and Computer	0	3	0	3	0	0
	Engin. Tech. & Ind. Dist.	0	3	0	3	0	0
	Industrial & Systems	1	0	1	0	0	0
	Mechanical	1	2	1	2	0	0
	Nuclear	0	1	0	0	0	1
	Petroleum	0	0	0	0	0	0
College: Geosciences	Atmospheric Sciences	0	2	0	2	0	0
	Geography	0	1	0	1	0	0
	Geology and Geophysics	0	1	0	1	0	0
	Oceanography	0	1	0	0	0	1
College: Liberal Arts	Anthropology	0	2	0	2	0	0
	Economics	0	0	0	0	0	0
	Political Science	0	0	0	0	0	0
	Psychology	0	1	0	1	0	0
	Sociology	0	2	0	2	0	0
College: Science	Biology	0	0	0	0	0	0
	Chemistry	0	1	0	1	0	0
	Mathematics	1	5	1	5	0	0
	Physics and Astronomy	0	6	0	6	0	0
	Science	0	0	0	0	0	0
	Statistics	0	3	0	3	0	0
<b>Overall</b>		<b>5</b>	<b>44</b>	<b>4</b>	<b>42</b>	<b>1</b>	<b>2</b>

There were 72 promotion decisions from associate professor to professor between spring 2010 and 2012, inclusive. There were 66 positive approvals (92%). One faculty member withdrew after the process reached the Dean of Faculties level. This was counted as a denial.

**Indicator 4b: Associate to Professor Promotion Review Outcomes by Gender - STEM Fields, Promotion Decisions, Spring 2010-2012**

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
College: Agriculture and Life Sciences	Animal Science	3	3	3	3	0	0
	Biochem. & Biophys.	0	3	0	3	0	0
	Biolog. & Agricult. Eng.	0	3	0	3	0	0
	Entomology	0	4	0	4	0	0
	Horticultural Sciences	1	0	1	0	0	0
	Nutrition And Food Scie.	0	1	0	1	0	0
	Plant Path. & Microbio.	0	1	0	1	0	0
	Soil & Crop Sciences	1	2	1	2	0	0
	Wildlife & Fisheries Sci.	0	1	0	1	0	0
College: Engineering	Aerospace	3	3	3	3	0	0
	Biomedical	0	3	0	3	0	0
	Chemical	0	3	0	3	0	0
	Civil	0	4	0	4	0	0
	Computer Science	1	0	1	0	0	0
	Electrical and Computer	0	1	0	1	0	0
	Engin. Tech. & Ind. Dist.	0	1	0	1	0	0
	Industrial & Systems	1	2	1	2	0	0
	Mechanical	0	1	0	1	0	0
	Nuclear	3	3	3	3	0	0
		Petroleum	0	3	0	3	0
College: Geosciences	Atmospheric Sciences	2	1	2	1	0	0
	Geography	2	3	2	3	0	0
	Geology and Geophysics	2	0	2	0	0	0
	Oceanography	2	1	2	1	0	0
College: Liberal Arts	Anthropology	3	0	3	0	0	0
	Economics	0	1	0	1	0	0
	Political Science	2	2	2	2	0	0
	Psychology	3	3	3	3	0	0
	Sociology	4	3	3	1	1	2
College: Science	Biology	1	3	1	3	0	0
	Chemistry	0	5	0	4	0	1
	Mathematics	1	4	1	4	0	0
	Physics and Astronomy	1	5	1	5	0	0
	Science	0	0	0	0	0	0
		Statistics	3	3	2	3	1
Overall		42	109	40	105	2	4

There were 151 promotion decisions from assistant to associate professor between spring 2010 and 2012, inclusive. There were 145 positive approvals (96%). One faculty member withdrew after the process had reached the Dean of Faculties level. For this report, this was counted as a denial.

Table 5a: Years in Rank at the Associate Professor Level for STEM & SBS Faculty Hired as Assistant Professors, Fall 2010 and Fall 2012

Years in Rank	2010-11				2012-13			
	Women		Men		Women		Men	
	Number	% of Women	Number	% of Men	Number	% of Women	Number	% of Men
0-2	21	40.4%	73	41.5%	36	55.4%	97	44.9%
3-5	17	32.7%	41	23.3%	14	21.5%	46	21.3%
6-8	6	11.5%	16	9.1%	7	10.8%	26	12.0%
9-11	1	1.9%	24	13.6%	2	3.1%	13	6.0%
12-14	4	7.7%	4	2.3%	3	4.6%	15	6.9%
15 or more	3	5.8%	18	10.2%	3	4.6%	19	8.8%

Table 5b: Years in Rank at the Associate Professor Level for STEM and SBS Faculty Hired as Associate Professors, Fall 2010 and Fall 2012

Years in Rank	2010-11				2012-13			
	Women		Men		Women		Men	
	Number	% of Women	Number	% of Men	Number	% of Women	Number	% of Men
0-2	3	60.0%	12	37.5%	0	0%	4	16.0%
3-5	1	20.0%	12	37.5%	2	66.7%	8	32.0%
6-8	0	0%	6	18.8%	1	33.3%	6	24.0%
9-11	1	20.0%	2	6.3%	0	0%	5	20.0%
12-14	0	0%	0	0%	0	0%	2	8.0%
15 or more	0	0%	0	0%	0	0%	0	0.0%

**Indicator 6: Non-retirement Attrition by Rank and Gender - STEM Fields  
Fiscal Years 2006-2009**

		Assistant Professor			Associate Professor			Professor			Professor And Head		
		Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)
College: Agriculture And Life Sciences	Animal Science	1		100%		2	0%						
	Biochemistry & Biophysics		1	0%	1	2	33%		3	0%			
	College of Agriculture											1	0%
	Entomology		1	0%									
	Plant Pathology & Microbiology		1	0%									
	Soil & Crop Sciences		1	0%		1	0%						
	<b>Total</b>	1	4	20%	1	4	20%		3	0%			0%
College: Engineering	Aerospace	1		100%									
	Biomedical												
	Chemical		1	0%									
	Civil		2	0%									
	College Of Engineering												
	Computer Science		1	0%									
	Electrical And Computer												
	Engineering Tech. & Industrial Dist.		1										
	Industrial And Systems	1	1	50%									
	Mechanical	1	1	50%									
	<b>Total</b>	3	8	27%		7	0%		3	0%		1	0%
College: Geosciences	Atmospheric Sciences		2	0%									
	Geography	1	2	33%		1	0%						
	Geology And Geophysics	1	2	33%									
	Oceanography	1	1	50%									
	<b>Total</b>	3	7	30%		1	0%		1	0%			
College: Liberal Arts	Anthropology												
	Economics	1	3	25%				1	2	33%			
	Political Science	1	4	20%									
	Psychology		2	0%	1		100%		1	0%			
	Sociology												
	<b>Total</b>	2	9	18%	1		100%	1	3	25%			
College: Science	Biology		1	0%					1	0%			
	Chemistry		1	0%									
	Mathematics												
	Physics And Astronomy												
	Statistics		1	0%				1		100%			
	<b>Total</b>		3	0%				1	1	50%			
<b>Overall</b>		9	31	23%	2	12	14%	2	11	15%		2	0%

**Indicator 6: Non-retirement Attrition by Rank and Gender - STEM Fields  
Fiscal Years 2010-2013**

		Assistant Professor			Associate Professor			Professor			Professor And Head		
		Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)
College: Agriculture And Life Sciences	Animal Science				1		100%		1	0%			
	Biochemistry & Biophysics		1	0%									
	College of Agriculture												
	Entomology				1		100%						
	Plant Pathology & Microbiology												
	Soil & Crop Sciences												
	<b>Total</b>		1	0%	2		100%		1	0%			
College: Engineering	Aerospace Engineering		1	0%	1		100%						
	Biomedical Engineering							2	0%				
	Chemical Engineering				1	1	50%	2	0%				
	Civil Engineering	4	3	57%		2	0%						
	College Of Engineering - Admin -										1	0%	
	Computer Science							1	0%				
	Electrical And Computer				1		100%	1	0%				
	Engineering Technology &	1	3	25%									
	Industrial And Systems				1		100%	2	0%				
	Mechanical Engineering	2	3	40%		1	0%						
Petroleum Engineering		1	0%		1	0%							
	<b>Total</b>	7	11	39%	4	5	44%		8	0%		1	0%
College: Geosciences	Atmospheric Sciences		1	0%									
	Geography							2	0%				
	Geology And Geophysics	1	1	50%				1	0%				
	Oceanography		1	0%				1	0%				
	<b>Total</b>	1	3	25%				4	0%				
College: Liberal Arts	Anthropology	2		100%									
	Economics		1	0%	1		100%		1	0%			
	Political Science	1	1	50%									
	Psychology	1	4	20%				2	0%				
	Sociology	1	1	50%				1	0%				
	<b>Total</b>	5	7	42%	1		100%	4	0%				
College: Science	Biology		1	0%									
	Chemistry		2	0%				1	0%				
	Mathematics					1	0%						
	Physics And Astronomy							1	0%				
	Statistics	1	1	50%				1	0%				
	<b>Total</b>	1	4	20%		1	0%	3	3				
<b>Overall</b>		14	26	35%	7	6	54%	20	0%			1	0%

Indicator 7. New Faculty Hires in STEM, 2008-2010

		Assistant Professor			Associate Professor			Professor		
		Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)
College: Agriculture And Life Sciences	Animal Science					1	0%			
	Biochemistry And Biophysics	1	5	17%		1	0%			
	Biological And Agricultural Engineering		1	0%						
	Entomology		2	0%						
	Horticultural Sciences				1		100%			
	Nutrition & Food Science									
	Plant Pathology & Microbiology	1		100%						
	Soil & Crop Sciences		2	0%						
	Wildlife And Fisheries Sciences	1	3	25%						
	<b>Total</b>	<b>3</b>	<b>13</b>	<b>19%</b>	<b>2</b>	<b>3</b>	<b>33%</b>			
College: Engineering	Aerospace		1	0%						
	Biomedical	1		100%		1	0%			
	Chemical	3	2	60%		1	0%			
	Civil	1	4	20%		1	0%			
	Computer Science		2	0%				1	0%	
	Electrical & Computer		6	0%	1		100%			
	Engineering Tech. & Industrial Dist.	1	4	20%						
	Industrial & Systems		2	0%	1		100%			
	Mechanical	3	7	30%		2	0%		2	0%
	Nuclear	1		100%						
	Petroleum		1	0%		1	0%		1	0%
	<b>Total</b>	<b>10</b>	<b>29</b>	<b>26%</b>	<b>2</b>	<b>6</b>	<b>25%</b>		<b>4</b>	<b>0%</b>
College: Geosciences	Atmospheric Sciences		1	0%		2	0%			
	Geography	1	5	17%						
	Geology And Geophysics		1	0%		1	0%			
	Oceanography		2	0%						
	<b>Total</b>	<b>1</b>	<b>9</b>	<b>10%</b>						
College: Liberal Arts	Anthropology	1	1	50%						
	Economics	3	5	38%						
	Political Science	1	3	25%					1	0%
	Psychology	6	6	50%						
	Sociology							1		100%
	<b>Total</b>	<b>11</b>	<b>15</b>	<b>42%</b>				<b>1</b>	<b>1</b>	<b>50%</b>
College: Science	Biology	1	4	20%		3	0%	1	5	17%
	Chemistry		1	0%				1	2	33%
	Mathematics		4	0%						
	Physics & Astronomy	1	5	17%					2	0%
	Statistics	1	2	33%						
	<b>Total</b>	<b>3</b>	<b>16</b>	<b>16%</b>		<b>3</b>	<b>0%</b>	<b>2</b>	<b>9</b>	<b>18%</b>
Overall		<b>28</b>	<b>82</b>	<b>25%</b>	<b>4</b>	<b>12</b>	<b>25%</b>	<b>3</b>	<b>13</b>	<b>19%</b>

Indicator 7. New Faculty Hires in STEM, 2010-2013

		Assistant Professor			Associate Professor			Professor		
		Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)
College: Agriculture And Life Sciences	Animal Science		2	0%						
	Biochemistry And Biophysics	2	4	33%						
	Biological And Agricultural Engineering	1	1	50%						
	Entomology	1		100%						
	Horticultural Sciences									
	Nutrition & Food Science									
	Plant Pathology & Microbiology									
	Soil & Crop Sciences		2	0%				1	0%	
	Wildlife And Fisheries Sciences		1	0%						
	Total	4	10	29%				2	0%	
College: Engineering	Aerospace		3	0%						
	Biomedical							1	0%	
	Chemical	1		100%		1	0%			
	Civil	4	1	80%						
	Computer Science	1		100%		1	0%			
	Electrical & Computer		3	0%				1	0%	
	Engineering Tech. & Industrial Dist.		1	0%						
	Industrial & Systems		2	0%						
	Mechanical	2	3	40%						
	Nuclear		1	0%						
	Petroleum	2	2	50%		1	0%		2	0%
	Total	10	16	38%		3	0%		3	0%
College: Geosciences	Atmospheric Sciences		1	0%						
	Geography		3	0%						
	Geology & Geophysics									
	Oceanography									
	Total		4	0%						
College: Liberal Arts	Anthropology	1		100%						
	Economics		2	0%		1	0%	1		100%
	Political Science	2	2	50%						
	Psychology	5	2	71%					1	0%
	Sociology	1		100%	1	1	50%	1		100%
	Total	9	6	60%	1	2	33%	2	1	67%
College: Science	Biology		2	0%					2	0%
	Chemistry		1	0%						
	Mathematics		1	0%						
	Physics & Astronomy		2	0%						
	Statistics									
	Total		6	0%						
Overall		23	42	35%				2	0%	



Indicator 8. Faculty Leadership Positions, March 2010

	<u>All Faculty</u>		<u>Women</u>	
	<u>All</u>	<u>STEM</u>	<u>All</u>	<u>STEM</u>
Tenured Full Professors	731	451	89	39
Full Professors	732	452	89	39
Department Heads	61	34	1	1
Distinguished Professors	60	42	6	4
Deans	11	5	2	1
Associate Deans	27	15	10	6
Center Directors				
Provost, Vice Provosts, Associate Provosts, Assistant Provosts	6		3	1
President, Vice President	5		1	
Council of Principal Investigators (year 1 annual report)	36	25	7	4
Promotion and Tenure Committees (year 1 annual report)		396		56

Indicator 8. Faculty Leadership Positions, March 2013

	<u>All Faculty</u>		<u>Women</u>	
	<u>All</u>	<u>STEM</u>	<u>All</u>	<u>STEM</u>
Tenured Full Professors	654	412	100	51
Full Professors	661	418	101	51
Department Heads	59	34	5	3
Distinguished Professors	61	42	7	5
Deans	11	5	3	2
Associate Deans	27	16	12	6
Center Directors				
Provost, Vice Provosts, Associate Provosts, Assistant Provosts	8		5	?
President, Vice President	4		1	
Council of Principal Investigators	37	26	13	10
Promotion and Tenure Committees		552		94