

Table 1-baseline: Number and Percent of Women Tenured and Tenure Track Faculty in STEM and SBE Fields by Rank and Department, 2009-2011

	Tenure/Tenure Track Faculty						Percent Women		
	Women			Men			Full	Associate	Assistant
	Full Prof	Assoc Prof	Asst Prof	Full Prof	Assoc Prof	Asst Prof			
College and Graduate School of Arts and Sciences	22.3	16.7	25.3	154.7	45.3	43.0	13%	27%	37%
anthropology	3.0	4.0	3.7	6.0	5.0	0.3	33%	44%	92%
astronomy			1.0	11.0	1.0	2.0			33%
biology	2.0	2.0	2.0	16.7	3.3	4.3	11%	38%	32%
chemistry	1.0	0.3	1.7	17.3	2.0	2.0	5%	14%	45%
economics	1.0	1.7	2.7	14.0	3.3	8.7	7%	33%	24%
env sci	3.0	1.0	0.3	12.0	2.7	3.3	20%	27%	9%
mathematics	3.0		1.0	14.3	2.7	4.3	17%		19%
physics	0.3	0.7	2.0	17.7	6.7	7.3	2%	9%	21%
politics	1.3	3.0	5.3	17.3	10.3	5.0	7%	23%	52%
psychology	5.0	2.0	0.7	17.7	5.3	3.0	22%	27%	18%
sociology	2.7	2.0	3.0	7.7	2.0	1.0	26%	50%	75%
statistics			2.0	3.0	1.0	1.7			55%
School of Engineering and Applied Science	8.3	9.7	5.0	74.7	38.0	14.7	10%	20%	25%
biomedical engr		0.7	1.3	5.3	9.0	3.0		7%	31%
chemical engr	1.0			6.0	0.3	3.0	14%		
civil & environmental engr		1.0	2.0	6.7	2.0	1.3		33%	60%
computer science	1.3	0.3	0.7	9.7	6.0	4.3	12%	5%	13%
electrical & computer engr	3.0			15.0	5.0	1.0	17%		
engineering & society	1.7	2.0		2.3	2.7		42%	43%	N/A
materials science & engr		1.7		13.7	3.3			33%	N/A
mechanical & aero engr	1.3	1.3	0.7	10.0	5.3	0.3	12%	20%	67%
systems & information engr		2.7	0.3	6.0	4.3	1.7		38%	17%

Source: Office of Institutional Assessment and Study, 2016

Table 1a: Number and Percent of Women Tenured and Tenure Track Faculty in STEM and SBE Fields by Rank and Department, 2012-2013

Tenure/Tenure Track Faculty	Women			Men			Percent Women		
	Full Prof	Assoc Prof	Asst Prof	Full Prof	Assoc Prof	Asst Prof	Full	Associate	Assistant
College and Graduate School of Arts and Sciences	20	19	18	153	48	26	12%	28%	41%
anthropology	3	4	2	6	5	0	33%	44%	100%
astronomy	0	1	0	10	2	1	0%	33%	0%
biology	2	2	2	17	2	5	11%	50%	29%
chemistry	1	1	2	16	2	1	6%	33%	67%
economics	0	2	2	15	4	6	0%	33%	25%
env sci	4	0	0	13	3	1	24%	0%	0%
mathematics	2	0	1	14	5	1	13%	0%	50%
physics	1	1	1	18	6	5	5%	14%	17%
politics	2	3	3	17	10	3	11%	23%	50%
psychology	3	2	1	17	5	2	15%	29%	33%
sociology	2	3	3	7	2	1	22%	60%	75%
statistics	0	0	1	3	2	0	0%	0%	100%
School of Engineering and Applied Science	8	11	3	73	40	11	10%	22%	21%
biomedical engr	0	2	0	7	8	2	0%	20%	0%
chemical engr	1	0	0	5	1	3	17%	0%	0%
civil & environmental engr	0	1	2	6	2	3	0%	33%	40%
computer science	1	0	0	8	9	1	11%	0%	0%
electrical & computer engr	3	0	0	16	5	0	16%	0%	N/A
engineering & society	1	2	0	3	2	0	25%	50%	N/A
materials science & engr	0	2	0	13	3	0	0%	40%	N/A
mechanical & aero engr	2	2	0	9	5	1	18%	29%	0%
systems & information engr	0	2	1	6	5	1	0%	29%	50%

Source: Office of Institutional Assessment and Study, 2016

Table 1b: Number and Percent of Women Tenured and Tenure Track Faculty in STEM and SBE Fields by Rank and Department, 2013-2014

Tenure/Tenure Track Faculty	Women			Men			Percent Women		
	Full Prof	Assoc Prof	Asst Prof	Full Prof	Assoc Prof	Asst Prof	Full	Associate	Assistant
College and Graduate School of Arts and Sciences	21	20	18	146	53	26	13%	27%	41%
anthropology	3	4	2	6	6	0	33%	40%	100%
astronomy	0	1	1	10	2	1	0%	33%	50%
biology	2	2	4	16	2	6	11%	50%	40%
chemistry	1	2	0	16	2	2	6%	50%	0%
economics	1	2	2	14	4	4	7%	33%	33%
env sci	4	0	0	12	4	0	25%	0%	N/A
mathematics	1	0	1	13	6	2	7%	0%	33%
physics	1	2	0	19	7	3	5%	22%	0%
politics	2	3	3	16	10	4	11%	23%	43%
psychology	3	1	1	16	5	2	16%	17%	33%
sociology	3	3	3	6	3	2	33%	50%	60%
statistics	0	0	1	2	2	0	0%	0%	100%
School of Engineering and Applied Science	8	10	5	75	37	14	10%	21%	26%
biomedical engr	0	2	0	8	6	2	0%	25%	0%
chemical engr	1	0	0	5	1	3	17%	0%	0%
civil & environmental engr	0	1	2	5	3	3	0%	25%	40%
computer science	1	0	1	8	9	2	11%	0%	33%
electrical & computer engr	3	0	0	17	4	1	15%	0%	0%
engineering & society	1	2	0	2	2	1	33%	50%	0%
materials science & engr	0	2	0	13	3	0	0%	40%	N/A
mechanical & aero engr	2	2	0	10	5	1	17%	29%	0%
systems & information engr	0	1	2	7	4	1	0%	20%	67%

Source: Office of Institutional Assessment and Study, 2016

Table 1c: Number and Percent of Women Tenured and Tenure Track Faculty in STEM and SBE Fields by Rank and Department, 2014-2015

Tenure/Tenure Track Faculty	Women			Men			Percent Women		
	Full Prof	Assoc Prof	Asst Prof	Full Prof	Assoc Prof	Asst Prof	Full	Associate	Assistant
College and Graduate School of Arts and Sciences	26	20	21	141	56	32	16%	26%	40%
anthropology	4	4	2	5	6	0	44%	40%	100%
astronomy	0	1	1	10	2	1	0%	33%	50%
biology	3	1	3	15	2	6	17%	33%	33%
chemistry	1	2	2	16	2	3	6%	50%	40%
economics	1	2	2	14	5	5	7%	29%	29%
env sci	4	0	0	11	4	1	27%	0%	0%
mathematics	1	1	0	12	6	4	8%	14%	0%
physics	1	2	0	18	8	3	5%	20%	0%
politics	3	3	3	16	11	3	16%	21%	50%
psychology	4	0	4	17	4	4	19%	0%	50%
sociology	3	4	3	6	4	1	33%	50%	75%
statistics	1	0	1	1	2	1	50%	0%	50%
School of Engineering and Applied Science	8	11	5	74	34	20	10%	24%	20%
biomedical engr	0	3	1	10	6	1	0%	33%	50%
chemical engr	1	0	0	2	2	4	33%	0%	0%
civil & environmental engr	0	2	0	5	4	2	0%	33%	0%
computer science	1	0	1	8	8	3	11%	0%	25%
electrical & computer engr	3	0	0	17	3	3	15%	0%	0%
engineering & society	1	2	1	2	1	2	33%	67%	33%
materials science & engr	0	2	0	14	2	0	0%	50%	N/A
mechanical & aero engr	2	1	0	9	4	4	18%	20%	0%
systems & information engr	0	1	2	7	4	1	0%	20%	67%

Source: Office of Institutional Assessment and Study, 2016

Table 1d: Number and Percent of Women Tenured and Tenure Track Faculty in STEM and SBE Fields by Rank and Department, 2015-2016

Tenure/Tenure Track Faculty	Women			Men			Percent Women		
	Full Prof	Assoc Prof	Asst Prof	Full Prof	Assoc Prof	Asst Prof	Full	Associate	Assistant
College and Graduate School of Arts and Sciences	26	26	16	141	54	36	16%	33%	31%
anthropology	4	4	1	5	6	0	44%	40%	100%
astronomy	0	1	1	10	2	1	0%	33%	50%
biology	3	2	2	14	4	4	18%	33%	33%
chemistry	1	2	2	16	1	5	6%	67%	29%
economics	1	4	1	14	5	6	7%	44%	14%
env sci	4	0	1	10	4	1	29%	0%	50%
mathematics	1	1	0	12	5	5	8%	17%	0%
physics	1	2	1	18	8	4	5%	20%	20%
politics	3	4	2	16	11	4	16%	27%	33%
psychology	4	1	4	18	3	4	18%	25%	50%
sociology	3	4	1	7	3	1	30%	57%	50%
statistics	1	1	0	1	2	1	50%	33%	0%
School of Engineering and Applied Science	10	8	8	74	31	25	12%	21%	24%
biomedical engr	1	2	1	10	5	2	9%	29%	33%
chemical engr	1	0	0	2	2	4	33%	0%	0%
civil & environmental engr	0	2	1	6	4	2	0%	33%	33%
computer science	1	0	3	8	8	3	11%	0%	50%
electrical & computer engr	3	0	0	20	1	3	13%	0%	0%
engineering & society	1	2	2	2	0	2	33%	100%	50%
materials science & engr	0	2	0	11	2	2	0%	50%	0%
mechanical & aero engr	3	0	0	9	5	3	25%	0%	0%
systems & information engr	0	0	1	6	4	4	0%	0%	20%

Source: Office of Institutional Assessment and Study, 2016

Table 2-baseline: STEM and SBE Departmental Faculty Gender Composition, 2009-2011

	Tenured and Tenure Track			Non-Tenure Track			Non-Track as % of All Women
	All	Women	% Women	All	Women	% Women	
College and Graduate School of Arts and Sciences	307.3	64.3	21%	55.7	16.7	30%	21%
anthropology	22.0	10.7	48%	1.7	1.3	80%	11%
astronomy	15.0	1.0	7%	2.3	1.0	43%	50%
biology	30.3	6.0	20%	5.7	0.3	6%	5%
chemistry	24.3	3.0	12%	4.3			
economics	31.3	5.3	17%	5.7			
env sci	22.3	4.3	19%	11.3	3.0	26%	41%
mathematics	25.3	4.0	16%	9.0	3.0	33%	43%
physics	34.7	3.0	9%	2.0	1.0	50%	25%
politics	42.3	9.7	23%	2.0			
psychology	33.7	7.7	23%	8.7	5.0	58%	39%
sociology	18.3	7.7	42%	3.0	2.0	67%	21%
statistics	7.7	2.0	26%			N/A	N/A
School of Engineering and Applied Science	150.3	23.0	15%	34.3	4.7	14%	17%
biomedical engr	19.3	2.0	10%	4.3	1.0	23%	33%
chemical engr	10.3	1.0	10%	1.0	0.3	33%	25%
civil & environmental engr	13.0	3.0	23%	2.0			
computer science	22.3	2.3	10%	3.3			
electrical & computer engr	24.0	3.0	13%	5.0	1.0	20%	25%
engineering & society	8.7	3.7	42%	5.0	2.3	47%	39%
materials science & engr	18.7	1.7	9%	3.3			
mechanical & aero engr	19.0	3.3	18%	5.7			
systems & information engr	15.0	3.0	20%	4.7			

Source: Office of Institutional Assessment and Study, 2016

Table 2a: STEM and SBE Departmental Faculty Gender Composition, 2012-2013

	Tenured and Tenure Track			Non-Tenure Track			Non-Track as % of All Women
	All	Women	% Women	All	Women	% Women	
College and Graduate School of Arts and Sciences	284	57	20%	62	20	32%	26%
anthropology	20	9	45%	4	1	25%	10%
astronomy	14	1	7%	2	1	50%	50%
biology	30	6	20%	7	1	14%	14%
chemistry	23	4	17%	6	2	33%	33%
economics	29	4	14%	5	1	20%	20%
env sci	21	4	19%	12	3	25%	43%
mathematics	23	3	13%	7	2	29%	40%
physics	32	3	9%	3	1	33%	25%
politics	38	8	21%	4	1	25%	11%
psychology	30	6	20%	8	5	63%	45%
sociology	18	8	44%	2	2	100%	20%
statistics	6	1	17%	2	0	0%	0%
School of Engineering and Applied Science	146	22	15%	37	6	16%	21%
biomedical engr	19	2	11%	4	1	25%	33%
chemical engr	10	1	10%	1	0	0%	0%
civil & environmental engr	14	3	21%	1	0	0%	0%
computer science	19	1	5%	4	1	25%	50%
electrical & computer engr	24	3	13%	5	1	20%	25%
engineering & society	8	3	38%	9	3	33%	50%
materials science & engr	18	2	11%	2	0	0%	0%
mechanical & aero engr	19	4	21%	5	0	0%	0%
systems & information engr	15	3	20%	6	0	0%	0%

Source: Office of Institutional Assessment and Study, 2016

Table 2b: STEM and SBE Departmental Faculty Gender Composition, 2013-2014

	Tenured and Tenure Track			Non-Tenure Track			Non-Track as % of All Women
	All	Women	% Women	All	Women	% Women	
College and Graduate School of Arts and Sciences	284	59	21%	62	20	32%	25%
anthropology	21	9	43%	2	1	50%	10%
astronomy	15	2	13%	2	1	50%	33%
biology	32	8	25%	8	1	13%	11%
chemistry	23	3	13%	6	2	33%	40%
economics	27	5	19%	3	0	0%	0%
env sci	20	4	20%	11	3	27%	43%
mathematics	23	2	9%	9	1	11%	33%
physics	32	3	9%	3	1	33%	25%
politics	38	8	21%	4	1	25%	11%
psychology	28	5	18%	8	5	63%	50%
sociology	20	9	45%	3	3	100%	25%
statistics	5	1	20%	3	1	33%	50%
School of Engineering and Applied Science	149	23	15%	47	6	13%	21%
biomedical engr	18	2	11%	4	0	0%	0%
chemical engr	10	1	10%	1	0	0%	0%
civil & environmental engr	14	3	21%	1	0	0%	0%
computer science	21	2	10%	7	1	14%	33%
electrical & computer engr	25	3	12%	5	1	20%	25%
engineering & society	8	3	38%	15	4	27%	57%
materials science & engr	18	2	11%	2	0	0%	0%
mechanical & aero engr	20	4	20%	6	0	0%	0%
systems & information engr	15	3	20%	6	0	0%	0%

Source: Office of Institutional Assessment and Study, 2016

Table 2c: STEM and SBE Departmental Faculty Gender Composition, 2014-2015

	Tenured and Tenure Track			Non-Tenure Track			Non-Track as % of All Women
	All	Women	% Women	All	Women	% Women	
College and Graduate School of Arts and Sciences	296	67	23%	63	20	32%	23%
anthropology	21	10	48%	2	2	100%	17%
astronomy	15	2	13%	2	1	50%	33%
biology	30	7	23%	8	1	13%	13%
chemistry	26	5	19%	4	1	25%	17%
economics	29	5	17%	5	0	0%	0%
env sci	20	4	20%	10	3	30%	43%
mathematics	24	2	8%	11	2	18%	50%
physics	32	3	9%	3	1	33%	25%
politics	39	9	23%	4	0	0%	0%
psychology	33	8	24%	7	4	57%	33%
sociology	21	10	48%	3	2	67%	17%
statistics	6	2	33%	4	3	75%	60%
School of Engineering and Applied Science	152	24	16%	44	7	16%	23%
biomedical engr	21	4	19%	3	0	0%	0%
chemical engr	9	1	11%	1	0	0%	0%
civil & environmental engr	13	2	15%	1	0	0%	0%
computer science	21	2	10%	6	1	17%	33%
electrical & computer engr	26	3	12%	5	1	20%	25%
engineering & society	9	4	44%	15	4	27%	50%
materials science & engr	18	2	11%	2	0	0%	0%
mechanical & aero engr	20	3	15%	5	0	0%	0%
systems & information engr	15	3	20%	6	1	17%	25%

Source: Office of Institutional Assessment and Study, 2016

Table 2d: STEM and SBE Departmental Faculty Gender Composition, 2015-2016

	Tenured and Tenure Track			Non-Tenure Track			Non-Track as % of All Women
	All	Women	% Women	All	Women	% Women	
College and Graduate School of Arts and Sciences	299	68	23%	70	27	39%	28%
anthropology	20	9	45%	2	2	100%	18%
astronomy	15	2	13%	2	1	50%	33%
biology	29	7	24%	13	4	31%	36%
chemistry	27	5	19%	4	2	50%	29%
economics	31	6	19%	5	1	20%	14%
env sci	20	5	25%	10	3	30%	38%
mathematics	24	2	8%	11	2	18%	50%
physics	34	4	12%	3	1	33%	20%
politics	40	9	23%	4	1	25%	10%
psychology	34	9	26%	6	3	50%	25%
sociology	19	8	42%	5	4	80%	33%
statistics	6	2	33%	5	3	60%	60%
School of Engineering and Applied Science	156	26	17%	53	16	30%	38%
biomedical engr	21	4	19%	3	0	0%	0%
chemical engr	9	1	11%	1	0	0%	0%
civil & environmental engr	15	3	20%	2	1	50%	25%
computer science	23	4	17%	9	2	22%	33%
electrical & computer engr	27	3	11%	4	0	0%	0%
engineering & society	9	5	56%	23	10	43%	67%
materials science & engr	17	2	12%	1	0	0%	0%
mechanical & aero engr	20	3	15%	4	1	25%	25%
systems & information engr	15	1	7%	6	2	33%	67%

Source: Office of Institutional Assessment and Study, 2016

Table 3: Tenure Review Outcomes by Gender

Pre-ADVANCE 2009 - 2010	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	2	2		2	2							
Arts and Sciences: STEM		3		2		1						
SEAS	1	3	1	2		1						

Pre-ADVANCE 2010 - 2011	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	3	4	2	4	1							
Arts and Sciences: STEM	2	5	1	4	1	1						
SEAS	1	6		6	1		1		1			

Pre-ADVANCE 2011 - 2012	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE		1				1						
Arts and Sciences: STEM	2	5	2	5								
SEAS	1	3	1	3								

ADVANCE Year 1 2012 - 2013	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	2	1			2						
Arts and Sciences: STEM	3	5	2	4	1	1			1		1	
SEAS	1	1		1	1							

ADVANCE Year 2 2013 - 2014	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	3	1	3								
Arts and Sciences: STEM	1	2	1	2								
SEAS	2	4	1	3	1	1					1	

ADVANCE Year 3 2014-2015	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	2	2	2	1		1						
Arts and Sciences: STEM	2	2	2	2								
SEAS		1		1								

ADVANCE Year 4 2015-2016	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE		2		2								
Arts and Sciences: STEM		2		2								
SEAS		2		2								

ADVANCE Year 5 2016-2017	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE												
Arts and Sciences: STEM												
SEAS												

Totals include one male NTT associate professor and one male NTT full professor receiving tenure with no rank change.
 Source: Office of the Vice Provost for Faculty Recruitment and Retention, Office of the Executive Vice President and Provost, 2016

Table 4a: Promotion Review Outcomes by Gender - Assistant to Associate Professor

Pre-ADVANCE 2009 - 2010	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	2	2		2	2							
Arts and Sciences: STEM		3		2		1						
SEAS	1	3	1	2		1						

Pre-ADVANCE 2010 - 2011	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	3	4	2	4	1							
Arts and Sciences: STEM	2	5	1	4	1	1						
SEAS	1	6		6	1		1		1			

Pre-ADVANCE 2011 - 2012	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE		1				1						
Arts and Sciences: STEM	2	5	2	5								
SEAS	1	2	1	2								

ADVANCE Year 1 2012 - 2013	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	2	1		2							
Arts and Sciences: STEM	3	5	2	4	1	1			1		1	
SEAS	1	1		1	1							

ADVANCE Year 2 2013 - 2014	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	3	1	3								
Arts and Sciences: STEM	1	2	1	2								
SEAS	2	4	1	3	1	1					1	

ADVANCE Year 3 2014-2015	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	2	2	2	1		1						
Arts and Sciences: STEM	2	2	2	2								
SEAS		1		1								

ADVANCE Year 4 2015-2016	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE		2		2								
Arts and Sciences: STEM		2		2								
SEAS		1		1								

ADVANCE Year 5 2016-2017	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE												
Arts and Sciences: STEM												
SEAS												

ADVANCE year 4: One male NTT associate professor promoted to tenured associate professor not included
 Source: Office of the Vice Provost for Faculty Recruitment and Retention, Office of the Executive Vice President and Provost, 2016

Table 4b: Promotion Review Outcomes by Gender - Associate to Full Professor

Pre-ADVANCE 2009 - 2010	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE												
Arts and Sciences: STEM		3		3								
SEAS	1	4		4	1							

Pre-ADVANCE 2010 - 2011	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	1	1	1								
Arts and Sciences: STEM	1	1	1	1								
SEAS		1				1						

Pre-ADVANCE 2011 - 2012	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE		2		2								
Arts and Sciences: STEM	1	3	1	3								
SEAS		3		2		1						

ADVANCE Year 1 2012 - 2013	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	1	1	1								
Arts and Sciences: STEM		2		2								
SEAS		5		4		1						

ADVANCE Year 2 2013 - 2014	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	3	1	3	1								
Arts and Sciences: STEM	1	1	1	1								
SEAS		2		2								

ADVANCE Year 3 2014-2015	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE		1		1								
Arts and Sciences: STEM		1		1								
SEAS	2	3	2	3								

ADVANCE Year 4 2015-2016	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE	1	4	1	4								
Arts and Sciences: STEM	1		1									
SEAS		1		1								

ADVANCE Year 5 2016-2017	# Reviews		# Approvals by School		# Denials by School		# Split Decision by School		# Denials Overturned by Dean		# Denials Overturned by Provost	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts and Sciences: SBE												
Arts and Sciences: STEM												
SEAS												

Pre-ADVANCE 2011-2012: One male NTT full professor promoted to tenured full professor not included

Source: Office of the Vice Provost for Faculty Recruitment and Retention, Office of the Executive Vice President and Provost, 2016

Table 5a_baseline: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Assistant Professors. 2009-2011

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	2.3	26%	13.0	28%	3.3	34%	5.0	22%
3-5	5.0	56%	15.0	32%	2.3	24%	4.3	19%
6-8	0.7	7%	4.0	9%	0.7	7%	5.0	22%
9-11	1.0	11%	3.7	8%	1.3	14%	3.3	15%
12-14	0.0	0%	1.0	2%	2.0	21%	1.0	4%
15 or more	0.0	0%	10.0	21%	0.0	0%	4.0	18%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0.0	10.0	0.0	4.0
Min	N/A	16	N/A	16
Max	N/A	25	N/A	22
Mean	N/A	20.3	N/A	18.5
Median	N/A	20	N/A	18
Standard Deviation	N/A	2.5	N/A	1.8
# in Current Rank Prior to 1986	0.0	0.0	0.0	0.0

Table 5a_1: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Assistant Professors. 2012-2013

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	6	50%	20	38%	3	27%	5	22%
3-5	2	17%	11	21%	4	36%	4	17%
6-8	3	25%	7	13%	0	0%	4	17%
9-11	0	0%	1	2%	2	18%	2	9%
12-14	1	8%	3	6%	0	0%	3	13%
15 or more	0	0%	11	21%	2	18%	5	22%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	11	2	5
Min	N/A	15	15	15
Max	N/A	26	15	23
Mean	N/A	21.6	15.0	19.4
Median	N/A	22	15	19
Standard Deviation	N/A	3.1	0	2.7
# in Current Rank Prior to 1986	0	0	0	0

Table 5a_2: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Assistant Professors. 2013-2014

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	7	54%	22	42%	2	20%	4	17%
3-5	1	8%	8	15%	3	30%	5	22%
6-8	4	31%	4	8%	1	10%	2	9%
9-11	0	0%	5	10%	0	0%	4	17%
12-14	1	8%	3	6%	2	20%	3	13%
15 or more	0	0%	10	19%	2	20%	5	22%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	10	2	5
Min	N/A	16	16	16
Max	N/A	27	16	24
Mean	N/A	22.7	16.0	20.4
Median	N/A	23	16	20
Standard Deviation	N/A	3.2	0	2.7
# in Current Rank Prior to 1986	0	0	0	0

Table 5a_3: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Assistant Professors. 2014-2015

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	7	50%	17	32%	3	33%	3	12%
3-5	3	21%	13	25%	3	33%	6	24%
6-8	2	14%	6	11%	1	11%	3	12%
9-11	1	7%	5	9%	0	0%	4	16%
12-14	1	7%	3	6%	0	0%	4	16%
15 or more	0	0%	9	17%	2	22%	5	20%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	9	2	5
Min	N/A	17	17	17
Max	N/A	28	17	25
Mean	N/A	23.7	17.0	21.4
Median	N/A	24	17	21
Standard Deviation	N/A	3.4	0	2.7
# in Current Rank Prior to 1986	0	0	0	0

Table 5a_4: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Assistant Professors. 2015-2016

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	6	46%	14	27%	4	33%	4	16%
3-5	5	38%	16	31%	4	33%	4	16%
6-8	0	0%	5	10%	2	17%	3	12%
9-11	1	8%	4	8%	0	0%	4	16%
12-14	0	0%	1	2%	0	0%	2	8%
15 or more	1	8%	12	23%	2	17%	8	32%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	1	12	2	8
Min	15	15	18	15
Max	15	29	18	26
Mean	15.0	22.3	18.0	19.6
Median	15	23	18	20
Standard Deviation	0	5.1	0	4.2
# in Current Rank Prior to 1986	0	0	0	0

Table 5b_baseline: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Associate Professors. 2009-2011

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	0.7	29%	1.0	11%	0.0	0%	0.3	10%
3-5	0.3	14%	4.3	48%	0.0	0%	0.7	20%
6-8	1.3	57%	0.7	7%	0.0	0%	0.3	10%
9-11	0.0	0%	0.7	7%	0.7	33%	0.0	0%
12-14	0.0	0%	1.3	15%	0.3	17%	0.0	0%
15 or more	0.0	0%	1.0	11%	1.0	50%	2.0	60%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0.0	1.0	1.0	2.0
Min	N/A	20.0	18.0	N/A
Max	N/A	22.0	20.0	N/A
Mean	N/A	21.0	19.0	N/A
Median	N/A	21.0	19.0	N/A
Standard Deviation	N/A	0.8	0.8	N/A
# in Current Rank Prior to 1986	0.0	0.0	0.0	2.0

Table 5b_1: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Associate Professors. 2012-2013

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	1	50%	1	14%	0	0%	0	0%
3-5	0	0%	2	29%	0	0%	1	33%
6-8	0	0%	2	29%	0	0%	0	0%
9-11	1	50%	0	0%	0	0%	0	0%
12-14	0	0%	1	14%	1	50%	0	0%
15 or more	0	0%	1	14%	1	50%	2	67%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	1	1	2
Min	N/A	23	21	0
Max	N/A	23	21	0
Mean	N/A	23.0	21.0	N/A
Median	N/A	23	21	N/A
Standard Deviation	N/A	0.0	0	N/A
# in Current Rank Prior to 1986	0	0	0	2

Table 5b_2: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Associate Professors. 2013-2014

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	0	0%	2	29%	0	0%	1	25%
3-5	1	50%	1	14%	0	0%	0	0%
6-8	0	0%	2	29%	0	0%	1	25%
9-11	1	50%	0	0%	0	0%	0	0%
12-14	0	0%	0	0%	1	50%	0	0%
15 or more	0	0%	2	29%	1	50%	2	50%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	2	1	2
Min	N/A	15	22	0
Max	N/A	24	22	0
Mean	N/A	19.5	22.0	N/A
Median	N/A	19.5	22	N/A
Standard Deviation	N/A	4.5	0	N/A
# in Current Rank Prior to 1986	0	0	0	2

Table 5b_3: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Associate Professors. 2014-2015

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	0	0%	2	50%	0	0%	2	50%
3-5	1	50%	0	0%	0	0%	0	0%
6-8	0	0%	1	25%	0	0%	0	0%
9-11	1	50%	0	0%	0	0%	0	0%
12-14	0	0%	0	0%	0	0%	0	0%
15 or more	0	0%	1	25%	2	100%	2	50%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	1	2	2
Min	N/A	25	15	0
Max	N/A	25	23	0
Mean	N/A	25.0	19.0	N/A
Median	N/A	25	19	N/A
Standard Deviation	N/A	0.0	4	N/A
# in Current Rank Prior to 1986	0	0	0	2

Table 5b_4: Years in Rank at the Associate Professor Level for STEM and SBE Faculty Hired as Associate Professors. 2015-2016

Years in Rank	STEM				SBE			
	Women		Men		Women		Men	
	Number	% of women	Number	% of men	Number	% of women	Number	% of men
0-2	0	0%	1	25%	1	33%	2	67%
3-5	1	50%	1	25%	0	0%	0	0%
6-8	0	0%	0	0%	0	0%	0	0%
9-11	0	0%	1	25%	0	0%	0	0%
12-14	1	50%	0	0%	0	0%	0	0%
15 or more	0	0%	1	25%	2	67%	1	33%

Source: Office of Institutional Assessment and Study, 2016

15 years or more statistics	STEM		SBE	
	Women	Men	Women	Men
Count	0	1	2	1
Min	0	26	16	0
Max	0	26	24	0
Mean	N/A	26.0	20.0	N/A
Median	N/A	26	20	N/A
Standard Deviation	N/A	0.0	4	N/A
# in Current Rank Prior to 1986	0	0	0	1

Table 6-baseline: Voluntary, Non-Retirement Attrition, by Rank and Gender, 2009-2011

	Assistant		Associate		Full	
	Women	Men	Women	Men	Women	Men
<u>College and Graduate School of Arts and Sciences</u>	2.0	3.7	0.0	0.0	0.0	0.7
anthropology	1.0	0.3				
astronomy						
biology						
chemistry		0.3				
economics	0.7	0.7				0.3
env sci						
mathematics						
physics		0.7				
politics	0.3	1.0				
psychology		0.3				0.3
sociology						
statistics		0.3				
<u>School of Engineering and Applied Science</u>	0.3	0.0	0.3	0.3	0.0	0.7
biomedical engr				0.3		
chemical engr						
civil & environmental engr						
computer science			0.3			
electrical & computer engr						
engineering & society						
materials science & engr						
mechanical & aero engr						0.7
systems & information engr	0.3					

Source: Human Resources, 2016

Table 6a: Voluntary, Non-Retirement Attrition, by Rank and Gender, 2012-2013

	Assistant		Associate		Full	
	Women	Men	Women	Men	Women	Men
<u>College and Graduate School of Arts and Sciences</u>	1	1	0	0	0	2
anthropology						
astronomy						
biology						
chemistry	1					
economics		1				1
env sci						
mathematics						
physics						
politics						
psychology						
sociology						
statistics						1
<u>School of Engineering and Applied Science</u>	0	0	1	1	0	2
biomedical engr				1		1
chemical engr						
civil & environmental engr						
computer science						
electrical & computer engr						
engineering & society						1
materials science & engr						
mechanical & aero engr						
systems & information engr			1			

Source: Human Resources, 2016

Table 6b: Voluntary, Non-Retirement Attrition, by Rank and Gender, 2013-2014

	Assistant		Associate		Full	
	Women	Men	Women	Men	Women	Men
<u>College and Graduate School of Arts and Sciences</u>	0	0	0	0	0	1
anthropology						
astronomy						
biology						
chemistry						
economics						
env sci						
mathematics						
physics						1
politics						
psychology						
sociology						
statistics						
<u>School of Engineering and Applied Science</u>	0	2	1	2	0	1
biomedical engr						
chemical engr		1				1
civil & environmental engr			1			
computer science				1		
electrical & computer engr				1		
engineering & society						
materials science & engr						
mechanical & aero engr						
systems & information engr		1				

Source: Human Resources, 2016

Table 6c: Voluntary, Non-Retirement Attrition, by Rank and Gender, 2014-2015

	Assistant		Associate		Full	
	Women	Men	Women	Men	Women	Men
<u>College and Graduate School of Arts and Sciences</u>	3	0	0	1	0	0
anthropology	1					
astronomy						
biology						
chemistry						
economics						
env sci						
mathematics				1		
physics						
politics						
psychology						
sociology	2					
statistics						
<u>School of Engineering and Applied Science</u>	1	0	0	0	0	0
biomedical engr						
chemical engr						
civil & environmental engr						
computer science						
electrical & computer engr						
engineering & society						
materials science & engr						
mechanical & aero engr						
systems & information engr	1					

Source: Human Resources, 2016

Table 6d: Voluntary, Non-Retirement Attrition, by Rank and Gender, 2015-2016

	Assistant		Associate		Full	
	Women	Men	Women	Men	Women	Men
<u>College and Graduate School of Arts and Sciences</u>	0	2	0	1	0	0
anthropology						
astronomy						
biology		1				
chemistry						
economics				1		
env sci						
mathematics						
physics						
politics						
psychology		1				
sociology						
statistics						
<u>School of Engineering and Applied Science</u>	0	0	0	2	0	1
biomedical engr						
chemical engr				1		
civil & environmental engr						
computer science				1		
electrical & computer engr						
engineering & society						
materials science & engr						
mechanical & aero engr						1
systems & information engr						

Source: Human Resources, 2016

Table 7-baseline: New TTT Hires in STEM and SBE, 2009-2011

	Assistant			Associate			Full		
	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
<u>College and Graduate School of Arts and Sciences</u>	3.7	2.0	35%	0.0	0.0	N/A	1.0	0.0	0%
anthropology		0.7	100%			N/A			N/A
astronomy			N/A			N/A			N/A
biology	1.0	0.3	25%			N/A			N/A
chemistry			N/A			N/A	0.7		0%
economics	0.3		0%			N/A	0.3		0%
env sci	0.3		0%			N/A			N/A
mathematics	0.3		0%			N/A			N/A
physics	0.3		0%			N/A			N/A
politics	0.3	0.3	50%			N/A			N/A
psychology	1.0		0%			N/A			N/A
sociology		0.3	100%			N/A			N/A
statistics		0.3	100%			N/A			N/A
<u>School of Engineering and Applied Science</u>	0.3	0.0	0%	0.0	0.3	100%	0.3	0.0	0%
biomedical engr			N/A			N/A			N/A
chemical engr			N/A			N/A			N/A
civil & environmental engr			N/A			N/A			N/A
computer science			N/A			N/A			N/A
electrical & computer engr			N/A			N/A			N/A
engineering & society			N/A			N/A			N/A
materials science & engr			N/A		0.3	100%			N/A
mechanical & aero engr	0.3		0%			N/A	0.3		0%
systems & information engr			N/A			N/A			N/A

N/A- no faculty were hired in that department

Source: Office of Institutional Assessment and Study, 2016

Table 7a: New TTT Hires in STEM and SBE, 2012-2013

	Assistant			Associate			Full		
	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
<u>College and Graduate School of Arts and Sciences</u>	3	4	57%	0	0	N/A	1	1	50%
anthropology			N/A			N/A			N/A
astronomy			N/A			N/A			N/A
biology	1		0%			N/A			N/A
chemistry		1	100%			N/A			N/A
economics		1	100%			N/A			N/A
env sci			N/A			N/A			N/A
mathematics			N/A			N/A	1		0%
physics	1		0%			N/A			N/A
politics	1		0%			N/A			N/A
psychology		1	100%			N/A			N/A
sociology		1	100%			N/A		1	100%
statistics			N/A			N/A			N/A
<u>School of Engineering and Applied Science</u>	3	1	25%	1		0%			N/A
biomedical engr			N/A			N/A			N/A
chemical engr	1		0%			N/A			N/A
civil & environmental engr	2		0%			N/A			N/A
computer science			N/A			N/A			N/A
electrical & computer engr			N/A			N/A			N/A
engineering & society			N/A			N/A			N/A
materials science & engr			N/A			N/A			N/A
mechanical & aero engr			N/A	1		0%			N/A
systems & information engr		1	100%			N/A			N/A

N/A- no faculty were hired in that department

Source: Office of Institutional Assessment and Study, 2016

Table 7b: New TTT Hires in STEM and SBE, 2013-2014

	Assistant			Associate			Full		
	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
<u>College and Graduate School of Arts and Sciences</u>	6	3	33%	1	0	0%	0	0	N/A
anthropology			N/A	1		0%			N/A
astronomy		1	100%			N/A			N/A
biology	1	2	67%			N/A			N/A
chemistry	1		0%			N/A			N/A
economics			N/A			N/A			N/A
env sci			N/A			N/A			N/A
mathematics	2		0%			N/A			N/A
physics			N/A			N/A			N/A
politics	1		0%			N/A			N/A
psychology			N/A			N/A			N/A
sociology	1		0%			N/A			N/A
statistics			N/A			N/A			N/A
<u>School of Engineering and Applied Science</u>	5	2	29%	2		0%	1		0%
biomedical engr	1		0%			N/A			N/A
chemical engr			N/A			N/A			N/A
civil & environmental engr			N/A	1		0%			N/A
computer science	2	1	33%			N/A			N/A
electrical & computer engr	1		0%			N/A			N/A
engineering & society	1		0%			N/A			N/A
materials science & engr			N/A			N/A			N/A
mechanical & aero engr			N/A	1		0%	1		0%
systems & information engr		1	100%			N/A			N/A

N/A- no faculty were hired in that department

Source: Office of Institutional Assessment and Study, 2016

Table 7c: New TTT Hires in STEM and SBE, 2014-2015

	Assistant			Associate			Full		
	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
<u>College and Graduate School of Arts and Sciences</u>	14	7	33%	1	0	0%	0	1	100%
anthropology		1	100%			N/A			N/A
astronomy	1		0%			N/A			N/A
biology	1		0%			N/A			N/A
chemistry	1	2	67%			N/A			N/A
economics	3		0%	1		0%			N/A
env sci	1		0%			N/A			N/A
mathematics	2		0%			N/A			N/A
physics	1		0%			N/A			N/A
politics	1	1	50%			N/A			N/A
psychology	2	2	50%			N/A			N/A
sociology		1	100%			N/A			N/A
statistics	1		0%			N/A		1	100%
<u>School of Engineering and Applied Science</u>	11	2	15%			N/A	1		0%
biomedical engr		1	100%			N/A	1		0%
chemical engr	3		0%			N/A			N/A
civil & environmental engr			N/A			N/A			N/A
computer science	1		0%			N/A			N/A
electrical & computer engr	2		0%			N/A			N/A
engineering & society	1	1	50%			N/A			N/A
materials science & engr			N/A			N/A			N/A
mechanical & aero engr	3		0%			N/A			N/A
systems & information engr	1		0%			N/A			N/A

N/A- no faculty were hired in that department

Source: Office of Institutional Assessment and Study, 2016

Table 7d: New TTT Hires in STEM and SBE, 2015-2016

	Assistant			Associate			Full		
	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
<u>College and Graduate School of Arts and Sciences</u>	7	2	22%	0	1	100%	0	0	N/A
anthropology			N/A			N/A			N/A
astronomy			N/A			N/A			N/A
biology			N/A			N/A			N/A
chemistry	2		0%			N/A			N/A
economics	2		0%		1	100%			N/A
env sci		1	100%			N/A			N/A
mathematics	1		0%			N/A			N/A
physics	1	1	50%			N/A			N/A
politics	1		0%			N/A			N/A
psychology			N/A			N/A			N/A
sociology			N/A			N/A			N/A
statistics			N/A			N/A			N/A
<u>School of Engineering and Applied Science</u>	6	4	40%			N/A	2		0%
biomedical engr	1		0%			N/A			N/A
chemical engr			N/A			N/A			N/A
civil & environmental engr		1	100%			N/A	1		0%
computer science		2	100%			N/A			N/A
electrical & computer engr			N/A			N/A	1		0%
engineering & society		1	100%			N/A			N/A
materials science & engr	2		0%			N/A			N/A
mechanical & aero engr			N/A			N/A			N/A
systems & information engr	3		0%			N/A			N/A

N/A- no faculty were hired in that department

Source: Office of Institutional Assessment and Study, 2016

Table 8-baseline: Faculty Leadership Positions, 2009-2011

	All STEM/SBE Faculty	Number of Women Faculty		
		All	STEM	SBE
Tenured Full Professors	457.7	87.3	46.3	41.0
Non-Track Full Professors	18.3	2.7	0.3	2.3
STEM Department Chairs*	17.3	3.3	3.3	
SBE Department Chairs*	5.7	2.7		2.7
Deans*	1.7	0.7		0.7
Associate Deans*	5.3	1.0	1.0	
Center Directors**				
President, Vice-Presidents, Provost, Vice-Provosts*	4.0	0.7		0.7
Endowed/Named Chairs (Arts and Sciences)*	53.0	4.3	1.7	2.7
Chaired Professors (SEAS)*	29.3	2.3	2.3	
Promotion and Tenure Committees (CAS & SEAS)***	7.0	1.0	1.0	
Undergraduate Curriculum (SEAS), Committee on Educational Policy and the Curriculum (CAS) and Committee on Undergraduate Excellence (CAS) ***	8.0	2.3	2.3	
Graduate Studies (SEAS)	6.7	1.0	1.0	
Nominating Committee (CAS) and Faculty Council (SEAS)***	10.0	1.3	1.3	

* Data as reported by the University of Virginia Registrar in the Graduate Record for each school.

** Historical data not maintained by University of Virginia

*** Historical data not maintained by College of Arts & Sciences (unavailable prior to AY2015-2016)

Table 8a: Faculty Leadership Positions, 2012-2013

	All STEM/SBE Faculty	Number of Women Faculty		
		All	STEM	SBE
Tenured Full Professors	431	79	44	35
Non-Track Full Professors	17	2	0	2
STEM Department Chairs*	15	3	3	0
SBE Department Chairs*	5	1	0	1
Deans*	2	1	0	1
Associate Deans*	5	1	1	0
Center Directors**	0	0	0	0
President, Vice-Presidents, Provost, Vice-Provosts*	5	1	0	1
Endowed/Named Chairs (Arts and Sciences)*	53	3	1	2
Chaired Professors (SEAS)*	32	4	4	0
Promotion and Tenure Committees (CAS & SEAS)***	6	1	1	0
Undergraduate Curriculum (SEAS), Committee on Educational Policy and the Curriculum (CAS) and Committee on Undergraduate Excellence (CAS) ***	8	3	3	0
Graduate Studies (SEAS)	6	1	1	0
Nominating Committee (CAS) and Faculty Council (SEAS)***	12	2	2	0

* Data as reported by the University of Virginia Registrar in the Graduate Record for each school.

** Historical data not maintained by University of Virginia

*** Historical data not maintained by College of Arts & Sciences (unavailable prior to AY2015-2016)

Table 8b: Faculty Leadership Positions, 2013-2014

	All STEM/SBE Faculty	Number of Women Faculty		
		All	STEM	SBE
Tenured Full Professors	434	82	46	36
Non-Track Full Professors	17	2	0	2
STEM Department Chairs*	15	3	3	0
SBE Department Chairs*	5	2	0	2
Deans*	2	1	0	1
Associate Deans*	5	1	1	0
Center Directors**	0	0	0	0
President, Vice-Presidents, Provost, Vice-Provosts*	4	1	0	1
Endowed/Named Chairs (Arts and Sciences)*	55	4	1	3
Chaired Professors (SEAS)*	29	4	4	0
Promotion and Tenure Committees (CAS & SEAS)***	7	1	1	0
Undergraduate Curriculum (SEAS), Committee on Educational Policy and the Curriculum (CAS) and Committee on Undergraduate Excellence (CAS) ***	7	4	4	0
Graduate Studies (SEAS)	5	0	0	0
Nominating Committee (CAS) and Faculty Council (SEAS)***	11	1	1	0

* Data as reported by the University of Virginia Registrar in the Graduate Record for each school.

** Historical data not maintained by University of Virginia

*** Historical data not maintained by College of Arts & Sciences (unavailable prior to AY2015-2016)

Table 8c: Faculty Leadership Positions, 2014-2015

	All STEM/SBE Faculty	Number of Women Faculty		
		All	STEM	SBE
Tenured Full Professors	448	91	49	42
Non-Track Full Professors	18	3	1	2
STEM Department Chairs*	18	2	2	0
SBE Department Chairs*	5	2	0	2
Deans*	1	0	0	0
Associate Deans*	6	1	1	0
Center Directors**	0	0	0	0
President, Vice-Presidents, Provost, Vice-Provosts*	3	0	0	0
Endowed/Named Chairs (Arts and Sciences)*	55	5	1	4
Chaired Professors (SEAS)*	30	4	4	0
Promotion and Tenure Committees (CAS & SEAS)***	9	1	1	0
Undergraduate Curriculum (SEAS), Committee on Educational Policy and the Curriculum (CAS) and Committee on Undergraduate Excellence (CAS) ***	8	3	3	0
Graduate Studies (SEAS)	7	2	2	0
Nominating Committee (CAS) and Faculty Council (SEAS)***	11	2	2	0

* Data as reported by the University of Virginia Registrar in the Graduate Record for each school.

** Historical data not maintained by University of Virginia

*** Historical data not maintained by College of Arts & Sciences (unavailable prior to AY2015-2016)

Table 8d: Faculty Leadership Positions, 2015-2016

	All STEM/SBE Faculty	Number of Women Faculty		
		All	STEM	SBE
Tenured Full Professors	455	94	53	41
Non-Track Full Professors	18	4	2	2
STEM Department Chairs*	19	3	3	0
SBE Department Chairs*	8	3	0	3
Deans*	1	0	0	0
Associate Deans*	5	1	1	0
Center Directors**	0	0	0	0
President, Vice-Presidents, Provost, Vice-Provosts*	5	1	0	1
Endowed/Named Chairs (Arts and Sciences)*	57	4	1	3
Chaired Professors (SEAS)*	30	4	4	0
Promotion and Tenure Committees (CAS & SEAS)***	11	5	3	2
Undergraduate Curriculum (SEAS), Committee on Educational Policy and the Curriculum (CAS) and Committee on Undergraduate Excellence (CAS) ***	12	7	7	0
Graduate Studies (SEAS)	14	5	4	1
Nominating Committee (CAS) and Faculty Council (SEAS)***	10	2	2	0

* Data as reported by the University of Virginia Registrar in the Graduate Record for each school.

** Historical data not maintained by University of Virginia

*** Historical data not maintained by College of Arts & Sciences (unavailable prior to AY2015-2016)