

Table 1A: New Mexico State University Faculty by Category, Fall 2003

Faculty Category	All NMSU ¹			STEM and SBS Departments		
	All	Female	%Female	All	Female	%Female
Tenure/Tenure Track	627	196	31.3%	288	62	21.5%
Temporary/Non-tenure Track ²	88	57	64.8%	35	20	57.1%
Total	715	253	35.3%	323	82	25.3%

Notes: ¹Includes library faculty but excludes cooperative extension service.

²Temporary/Non-Tenure Track are also referred to as “Noncontract” or as “College Track faculty. Here are only those faculty who are full time in positions that are relatively permanent have been included.

Table 1B: New Mexico State University Faculty by Category, Fall 2003

Faculty Category	Social and Behavioral Science Departments			ADVANCE (STEM) Departments		
	All	Female	%Female	All	Female	%Female
Tenure/Tenure Track	52	20	38.5%	236	42	17.8 %
Temporary/Non-tenure Track	15	4	36.4%	24	16	66.7%
Total	67	24	35.8%	260	50	22.3%

Table 2: Distribution of NMSU STEM Faculty by Category and Gender, Fall Semesters 1995 - 2003

	Tenure/Tenure Track			Non-Tenure Track			All Categories		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
1995	251	34	13.5%	35	15	42.8%	286	49	6.6%
1996	246	33	13.4%	31	15	48.4%	277	48	17.3%
1997	250	40	16.0%	31	17	54.8%	281	57	20.3%
1998	247	41	16.6%	36	18	50.0%	283	59	20.8%
1999	240	42	17.5%	27	16	59.3%	267	58	21.7%
2000	231	40	17.3%	32	22	68.7%	263	62	23.6%
2001	233	37	15.8%	30	18	60.0%	263	55	20.9%
2002	232	41	17.6%	39	19	48.7%	271	60	22.1%
2003	236	42	17.7%	24	16	66.7%	260	58	22.3%

Table 3A: Fall 2003 STEM Departmental Distribution of Tenured and Tenure Track Female Faculty

	Distribution of Female Faculty in STEM Departments		
	All	Female	%Female
Agriculture and Home Economics	58	15	25.9%
Agronomy and Horticulture	16	3	18.8%
Animal and Range Science	17	1	5.9%
Entomology, Plant Pathology and Weed Science	11	3	27.3%
Family and Consumer Science	8	7	87.5%
Fishery and Wildlife Sciences	6	1	16.7%
Arts and Sciences	104	19	18.7%
Astronomy	8	1	12.5%
Biology	17	3	17.6%
Chemistry and Biochemistry	19	1	5.3%
Computer Sciences	10	2	20.0%
Geological Sciences	6	2	33.3%
Mathematical Sciences	30	10	33.3%
Physics	14	0	0.0%
Engineering	74	8	10.8%
Electrical and Computer Engineering	22	1	4.5%
Chemical Engineering	7	1	14.3%
Civil and Geological Engineering	13	2	15.4%
Engineering Technology	12	2	16.7%
Industrial Engineering	6	2	33.3%
Mechanical Engineering	11	0	0.0%
Survey Engineering	3	0	0.0%

Table 3B: Fall 2003 STEM Departmental Distribution of Non-Tenure Track Female Faculty

	Tenured & Tenure Track		Non-Tenure Track			Non-Tenure Track as % All Females
	Female	%Female	All	Female	% Female	
Agriculture and Home Economics	15	25.9%	3	1	33.3%	6.2%
Agronomy and Horticulture	3	18.8%	1	0	0.0%	0.0%
Animal and Range Science	1	5.9%	1	0	0.0%	0.0%
Entomology, Plant Pathology and Weed Science	3	27.3%	0	0	0.0%	0.0%
Family and Consumer Science	7	87.5%	1	1	100.0%	12.5%
Fishery and Wildlife Sciences	1	16.7%	0	0	0.0%	0.0%
Arts and Sciences	19	18.7%	18	14	77.8%	42.0%
Astronomy	1	12.5%	0	0	0.0%	0%
Biology	3	17.6%	1	1	100.0%	25%
Chemistry and Biochemistry	1	5.3%	4	2	50.0%	66.7%
Computer Sciences	2	20.0%	2	2	100.0%	50.0%
Geological Sciences	2	33.3%	0	0	0.0%	0.0%
Mathematical Sciences	10	33.3%	11	9	81.8%	47.4%
Physics	0	0.0%	0	0	0.0%	0.0%
Engineering	8	10.8%	3	1	33.3%	11.1%
Chemical Engineering	1	14.3%	0	0	0.0%	0.0%
Civil and Geological Engineering	2	15.4%	0	0	0.0%	0.0%
Electrical and Computer Engineering	1	4.5%	1	1	100.0%	50.0%
Engineering Technology	2	16.7%	0	0	0.0%	0.0%
Industrial Engineering	2	33.3%	1	0	0.0%	0.0%
Mechanical Engineering	0	0.0%	1	0	0.0%	0.0%
Survey Engineering	0	0.0%	0	0	0.0%	0.0%

Table 3C: Fall 2003 SBS Departmental Distribution of Female Faculty

	Tenured and Tenure Track			Non-Tenure Track		
	All	Female	%Female	All	Female	%Female
Communications	6	2	33.3%	3	2	66.7%
Criminal Justice	8	4	50.0%	2	1	50.0%
Geography	5	0	0.0%	1	0	0.0%
Government	9	3	33.3%	1	0	0.0%
Psychology	13	5	38.5%	0	0	0.0%
Sociology and Anthropology	11	7	63.6%	4	1	25.0%

Table 4. Distribution within Sex and Field of Rank and Tenure Status of NMSU Faculty, Fall, 2003

	Social and Behavioral Sciences				NMSU-ADVANCE STEM Fields			
	Female		Males		Females		Males	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Non-Contract								
Instructor	0	0.0%	1	2.6%	3	5.2%	3	1.5%
Assistant	3	12.5%	4	10.3%	3	5.2%	2	1.0%
Associate	1	4.2%	1	2.6%	8	13.8%	2	1.0%
Full	0	0.0%	1	2.6%	2	3.4%	1	0.5%
Tenure-Track/Tenured								
Assistant, Tenure-track	8	33.3%	7	17.9%	18	31.0%	57	28.2%
Assistant, Tenured	3	12.5%	1	2.6%	0	0.0%	2	1.0%
Associate, Tenure-track	0	0.0%	0	0.0%	0	0.0%	3	1.5%
Associate, Tenured	7	29.2%	10	25.6%	10	17.2%	62	30.7%
Full, Tenured	2	8.3%	14	35.9%	14	24.1%	70	34.7%
Total	24	1	39	1	58	1	202	1
Non-Contract, Total	4	16.7%	7	17.9%	16	27.6%	8	4.0%
Tenure-Track, Total	8	33.3%	7	17.9%	18	31.0%	60	29.7%
Tenured, Total	12	50.0%	25	64.1%	24	41.4%	134	66.3%

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

		Tenured and Tenure-Track					Non-Tenure Track				
		Hispanic	Asian	Black	White	Not Coded	Hispanic	Asian	Black	White	Not Coded
STEM	Female	5 2.1%	5 2.1	0 0.0%	30 12.7%	2 0.8%	2 8.33%	0 0.0%	0 0.0%	13 54.2%	1 4.2%
	Male	14 5.9 %	22 9.3 %	2 0.8%	154 65.3%	2 0.8%	0 0.0%	0 0.0%	0 0.0%	8 33.3%	0 0.0%
	Total	19	27	2	184	4	2	0	0	21	1
SBS	Female	3 5.8%	1 1.9%	0 0.0%	16 30.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 36.4%	0 0.0%
	Male	2 3.8%	0 0.0%	0 0.0%	30 57.7%	0 0.0%	1 9.1%	1 9.1%	0 0.0%	5 45.5%	0 0.0%
	Total	5	1	0	46	0	1	1	0	9	0

Table 6A: NMSU STEM Departments Assistant Professor Cohorts 1995-2003

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	9	4	8	1	1	3 ¹	0	0
1996	10	1	7	1	3	0	0	0
1997	10	0	6	0	4	0	0	0
1998	5	3	1	1	0	0	4	2
1999	7	4	1	0	2	0	4	4
2000	7	2	0	0	0	1	7	1
2001	18	1	0	0	3	0	15	1
2002	11	6	0	0	0	0	11	6
2003	12	5	0	0	0	0	12	5
Total 1995-2003	89	26	23 (25.8%)	3 (11.5%)	13 (14.6%)	4 (15.4%)	53 (60.0%)	19 (73.1%)

Note:

¹One of the women who left had been promoted to a tenured associate professor position before she left. The other two left before promotion/tenure.

Table 6B: NMSU SBS Departments Assistant Professor Cohorts 1995-2003

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	1	3	1	0	0	2	0	1
1996	1	2	1	1	0	1	0	0
1997	3	1	0	1	2	0	1	1 ²
1998	2	1	0	0	2	0	0	1
1999	1	0	0	0	0	0	1	0
2000	2	1	0	0	1	0	1	1
2001	0	4	0	0	0	0	0	4
2002	3	1	0	0	0	0	3	1
2003	2	0	0	0	0	0	2	0
Total 1995-2003	15	13	2 (13.3%)	2 (15.4%)	5 (33.3%)	3 (23.1%)	8 (53.3%)	9 (69.2%)

Note:

²The one female who arrived in 1997 had been promoted but not yet tenured as of 2003.

Table 7A: NMSU STEM Departments Associate Professor Cohorts 1995-2003

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	6	1	3	1	2	1	0	0
1996	7	3	2	1	1	1	0	0
1997	9	1	2	0	3	0	0	0
1998	8	4	2	1	0	2	0	0
1999	10	2	5	1	1	1	0	0
2000	9	3	1	1	2	1	0	0
2001	7	1	1	1	1	0	1	0
2002	5	1	0	0	0	0	1	0
2003	6	1	0	0	0	0	0	0
Total 1995-2003	67	17	16 (23.9%)*	6 (35.3%)	10 (14.9%)	6 (35.3%)	2 (3.0%)	0 (0.0%)

* Percentages are within sex to show the 2003 status of faculty hired/promoted to associate professor 1995-2003.

Table 7B: NMSU SBS Departments Associate Professor Cohorts 1995-2003

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	0	2	0	1	0	0	0	0
1996	4	0	2	0	0	0	0	0
1997	1	0	0	0	0	0	0	0
1998	1	1	1	0	0	1	0	0
1999	1	3	1	0	0	1	0	0
2000	1	0	1	0	0	0	0	0
2001	0	0	0	0	0	0	0	0
2002	2	1	0	0	0	0	0	0
2003	0	1	0	0	0	0	0	0
Total 1995-2003	10	8	5 (50.0%)*	1 (12.5%)	0 (0.0%)	2 (25.0%)	0 (0.0%)	0 (0.0%)

* Percentages are within sex to show the 2003 status of faculty hired/promoted to associate professor 1995-2003.

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

	SBS Departments			STEM Departments		
	Males	Females	Gender Gap	Males	Females	Gender Gap
Age						
Mean	48.1	42.9	5.2	46.7	44.4	2.3
Median	50.5	42.0	8.5	46.0	44.0	2.0
Std. Dev.	7.3	7.5		8.8	7.2	
Minimum	30.0	30.0		29.0	34.0	
Maximum	59.0	56.0		71.0	62.0	
# of valid cases	32	21		194	42	
Time at NMSU						
Mean	11.7	8.5	3.2	11.7	8.0	3.7
Median	12.0	8.0	4.0	11.0	7.5	3.5
Std. Dev.	7.6	5.1		9.1	6.1	
Minimum	0.0	1.0		0.0	0.0	
Maximum	27.0	20.0		39.0	20.0	
# valid cases	32	20		194	42	
Years of Experience						
Mean	15.9	10.2	5.7	16.2	12.4	3.8
Median	15.5	10.0	5.5	15.0	11.5	3.5
Std. Dev.	8.5	6.7		9.35	7.0	
Minimum	1.0	1.0		1.0	1.0	
Maximum	32.0	25.0		41.0	28.0	
# valid cases	32	20		194	42	
Time to Tenure						
Mean	4.0	5.3	-1.3	4.7	4.4	0.3
Median	5.0	5.0	0	5.0	5.0	0
Std. Dev.	1.7	0.8		1.4	2.1	
Minimum	0.0	4.0		0.0	0.0	
Maximum	6.0	7.0		7.0	8.0	
# valid cases	25	12		134	24	

Years of experience: Current year minus date of Ph.D.

Gender Gap: Male minus Female.

Table 9: Tenure and Tenure Track Monthly Salary by Rank

	SBS Departments			STEM Departments		
	Males	Females	Gender Gap*	Males	Females	Gender Gap
Monthly Salary: Assistant Professors						
Mean	\$4,413.23	\$4,114.23	\$299.00	\$5,388.14	\$5,394.29	\$6.15
Median	\$4,611.90	\$3,968.40	\$643.50	\$5,141.80	\$5,182.00	\$40.20
Std. Dev.	\$478.20	\$468.19		\$893.41	\$864.97	
Minimum	\$3,577.50	\$3,627.40	Ratio:	\$3,832.70	\$4,332.70	Ratio:
Maximum	\$4,933.40	\$5,039.10	.86	\$7,277.60	\$7,226.30	1.01
# valid cases	8	11		59	18	
Monthly Salary: Associate Professors						
Mean	\$5,438.26	\$4,983.59	\$454.67	\$6,048.88	\$5,650.10	\$398.78
Median	\$5,726.00	\$5,050.80	\$675.20	\$5,757.30	\$5,511.50	\$245.80
Std. Dev.	\$961.02	\$351.76		\$1,028.89	\$545.62	
Minimum	\$4080.70	\$4,432.20	Ratio:	\$4,263.30	\$4,907.10	Ratio:
Maximum	\$6,554.70	\$5,347.10	.88	\$9,101.70	\$6,910.50	.95
# valid cases	10	7		65	10	
Monthly Salary: Full Professors						
Mean	\$6,219.18	\$7,734.05	-\$1,514.87	\$7,236.31	\$6,345.39	\$890.92
Median	\$6,167.70	\$7,734.05	-\$1,566.35	\$7,135.50	\$6,357.20	\$778.30
Std. Dev.	\$1,245.38	\$2,277.75		\$1,296.91	\$700.43	
Minimum	\$4,472.80	\$6,123.40	Ratio:	\$4,924.60	\$5,537.00	Ratio:
Maximum	\$8,699.40	\$9,344.70	1.26	\$11,103.00	\$8,237.70	.89
# valid cases	14	2		70	14	

*Gender Gap: Male minus Female.

** Ratio: consistent with conventional reporting on pay gaps between men and women, the ratio of women's to men's median earnings was computed and reported. This ratio is interpreted as the amount the average woman earns for every dollar the average man earns.

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

	SBS Departments			STEM Departments		
	Males	Females	Gender Gap	Males	Females	Gender Gap
Age						
Mean	48.0	60.0	-12	46.5	41.9	4.6
Median	51.0	61.0	-10	46.0	42.0	4.0
Std. Dev.	12.7	2.8		13.1	8.7	
Minimum	28.0	56.0		28.0	24.0	
Maximum	62.0	62.0		65.0	61.0	
# valid cases	7	4		8	16	
Time at NMSU						
Mean	6.0	6.5	-.5	4.13	7.1	-2.9
Median	2.0	2.0	0.0	1.5	3.5	-2
Std. Dev.	9.9	10.5		6.7	7.3	
Minimum	0.0	0.0		0.0	1.0	
Maximum	28.0	22.0		20.0	22.0	
# valid cases	7	4		8	16	
Years of Experience						
Mean	9.7	15.0	-5.3	16.4	12.8	3.6
Median	8.0	14.0	-6.0	17.0	9.5	7.5
Std. Dev.	9.7	12.3		9.8	9.3	
Minimum	1.0	1.0		4.0	2.0	
Maximum	30.0	31.0		34.0	36.0	
# valid cases	7	4		8	16	
Monthly Salary: All Non-Contract						
Mean	\$3,824.71	\$3,241.67	0.85**	\$4,344.99	\$3,735.89	0.86**
Minimum	\$3,000.00	\$2,983.80		\$2,940.50	\$2,340.00	
Maximum	\$5,000.00	\$3,666.67		\$6,716.00	\$5,351.70	
# valid cases	7	4		8	16	
Monthly Salary: Excluding Instructor Rank						
Mean	\$3,962.02	\$3,241.67	0.82**	\$4,937.25	\$3,955.98	0.80**
Minimum	\$3,228.00	\$2,983.80		\$3,108.30	\$2,955.90	
Maximum	\$5,000.00	\$3,666.67		\$6,716.00	\$5,351.70	
# valid cases	6	4		5	13	

*Gender Gap: Male minus Female.

** Ratio: consistent with conventional reporting on pay gaps between men and women, the ratio of women's to men's median earnings was computed and reported. This ratio is interpreted as the amount the average woman earns for every dollar the average man earns.

Table 11: NMSU Administrative Leadership Positions, Fall 2003

	2002				2003			
	Total	Male	Female	%Female	Total	Male	Female	%Female
Department Heads (STEM)	19	17	2	10.5%	19	18	1	5.3%
Associate Department Heads (STEM)	7	6	1	14.3%	6	5	1	16.6%
Assistant Department Heads (STEM)	1	1	0	0.0%	2	2	0	0%
Vice Presidents/Provosts	5	3	2	40.0%	5	3	2	40.0%
Vice Provosts	3	1	2	66.6%	4	3	1	25.0%
Deans ¹	8	5	2	25.0%	8	5	3	37.5%
Associate Deans	11	7	4	36.4%	14	10	4	28.6%

Note: ¹The two female deans in 2002 were the Dean of the Graduate School and the Library Dean. In 2003 two of three searches for academic college deans were successful. The new Dean of the College of Arts and Sciences is the only female academic dean. A search is in progress to fill the position of the Dean of the College of Engineering.

Table 12: SBS and STEM Faculty Holding Regents' Professorships, 2003

	Total	Men	Women
SBS Departments	1	0	1
STEM Departments	4	3	1*
Non SBS/STEM	6	6	0
Total	11	9	2

*Includes L. Huenneke, who left NMSU in Fall, 2003.

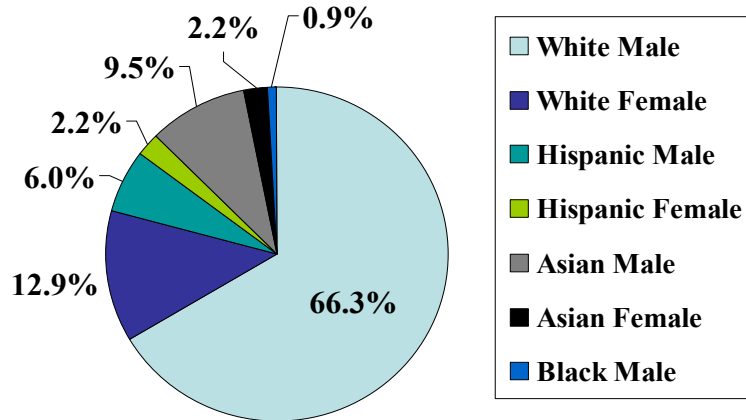
Table 13: Gender Distribution of Tenure and Promotion Committees 1997-2003

	College of Agriculture and Home Economics			College of Arts and Sciences			College of Engineering		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
1997-1998	N/A	N/A	N/A	6	0	0.0%	6	0	0.0%
1998-1999	5	1	20.0%	6	0	0.0%	7	0	0.0%
1999-2000	5	2	40.0%	6	1	16.6%	6	0	0.0%
2000-2001	5	2	40.0%	6	1	16.6%	7	0	0.0%
2001-2002	5	2	40.0%	6	1	16.6%	6	0	0.0%
2002-2003	5	2	40.0%	6	1	16.6%	6	0	0.0%
2003-2004	Committee still being formed			6	1	16.6%	5	0	0.0%

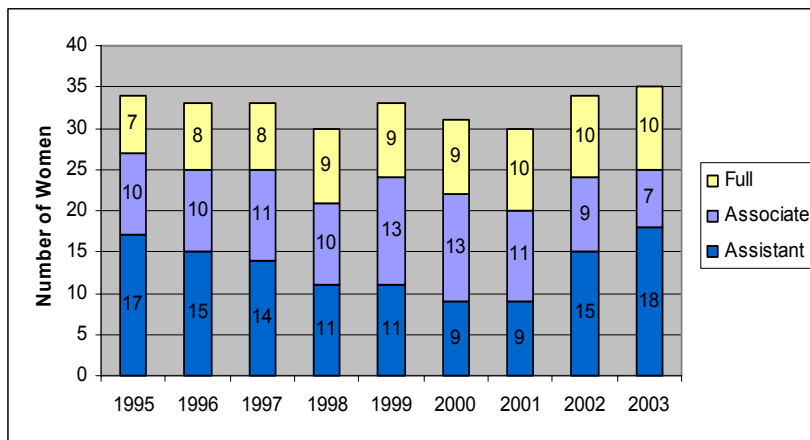
Table 14: Women as a Percent of All Ph. D. Recipients Nationwide, 1999, Academic Employment, 1999 and NMSU Faculty, 2003

	Physical Sciences	Biological and Agricultural Sciences	Earth and Atmospheric Sciences	Mathematical Sciences	Computer Sciences	Engineering
National, 1999	23.20%	40.80%	26.00%	25.50%	18.40%	14.80%
Employed in Academia, 1999	12.62%	32.60%	17.95%	14.47%	12.62%	8.24%
NMSU Faculty, 2003	4.90%	16.40%	33.30%	33.30%	20.00%	10.80%

Sex and Ethnicity of NMSU STEM Faculty, Fall 2003, n=232



Women Tenured and Tenure Track STEM Faculty at NMSU, 1995-2003



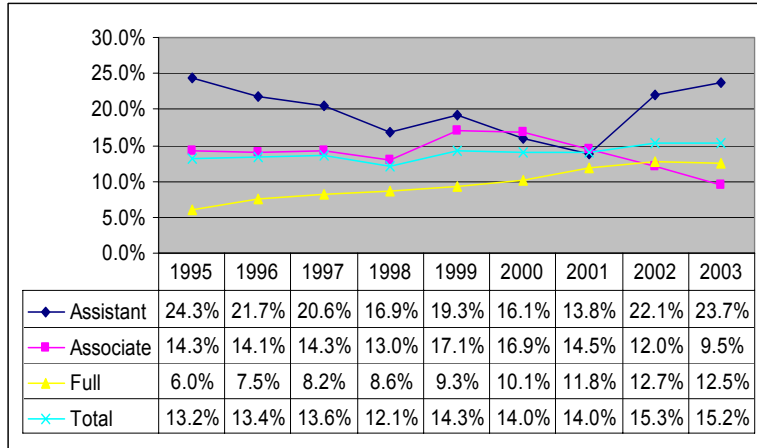
Departments included:

College of Agriculture and Home Economics: *Agronomy and Horticulture, Animal and Range Science, Entomology, Plant Pathology and Weed Science, and Fishery and Wildlife Science.*

College of Arts and Sciences: *Astronomy, Biology, Chemistry and Biochemistry, Computer Science, Geological Sciences, Mathematical Sciences and Physics.*

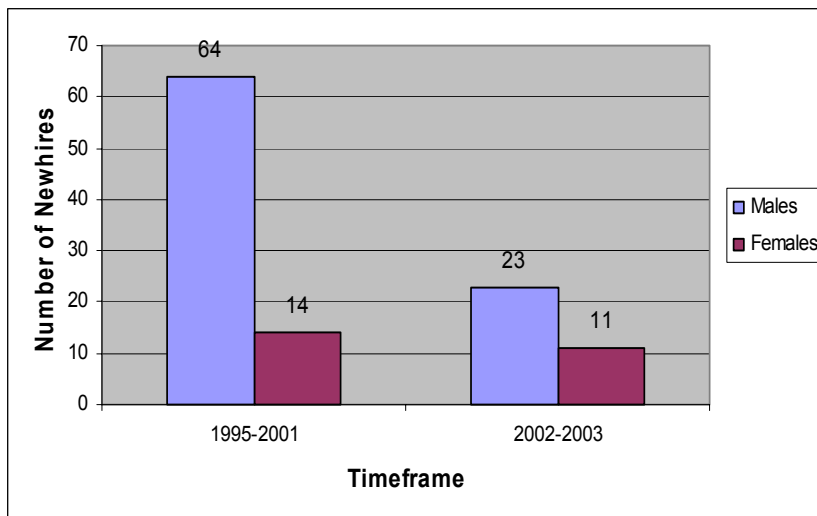
College of Engineering: *Chemical Engineering, Civil and Geological Engineering, Electrical and Computer Engineering, Engineering Technology, Industrial Engineering, Mechanical Engineering, Survey Engineering.*

Women as a Percent of NMSU STEM Tenured and Tenure Track Faculty by Rank, 1995-2003



Departments Included: AGHT, ANSC, EPPWS, FWS, BIO, CHEM, CS, GEOL, MATH, PHYS, CAGE, ChE, ECE, ET, IE, ME, SUR

New-hires in STEM at NMSU



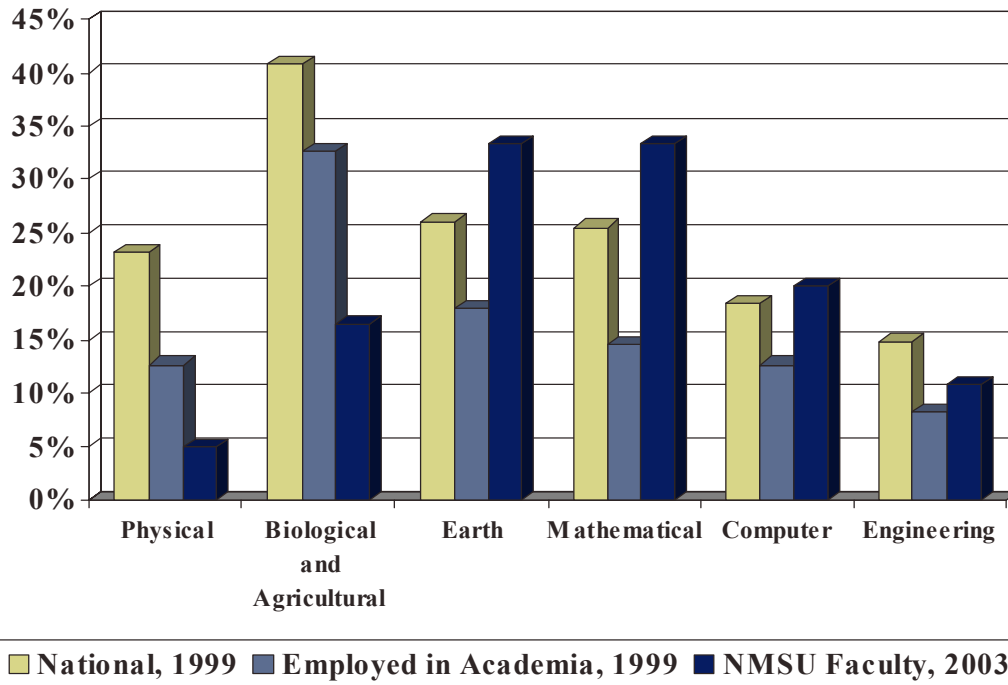
Promotion & Attrition at NMSU

<i>1995, 1996, & 1997 Cohorts-Status as of Fall, 2003 (STEM fields)</i>	<i>Assistant</i>		<i>Associate</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
<i>Percent Promoted</i>	68.9%	40.0%	31.8%	40.0%
<i>Percent Left NMSU</i>	27.5%	60.0%	27.3%	40.0%
<i>Number</i>	29	5	22	5

Promotion & Attrition at NMSU

<i>All cohorts, 1995- 2003: Status as of Fall, 2003 (STEM fields)</i>	<i>Assistant</i>		<i>Associate</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
<i>Percent Promoted</i>	24.7%	11.5%	23.9%	35.1%
<i>Percent Left NMSU</i>	14.6%	15.4%	14.9%	35.1%
<i>Number</i>	89	26	67	17

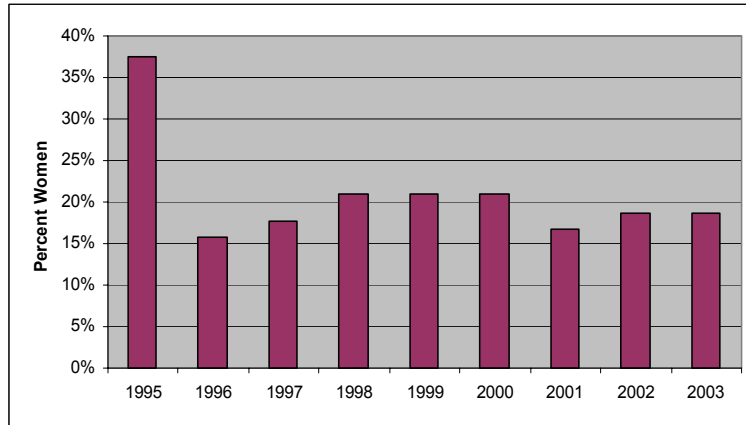
Women as a Percent of All Ph. D. Recipients Nationwide, 1999, Academic Employment, 1999 and NMSU Faculty, 2003



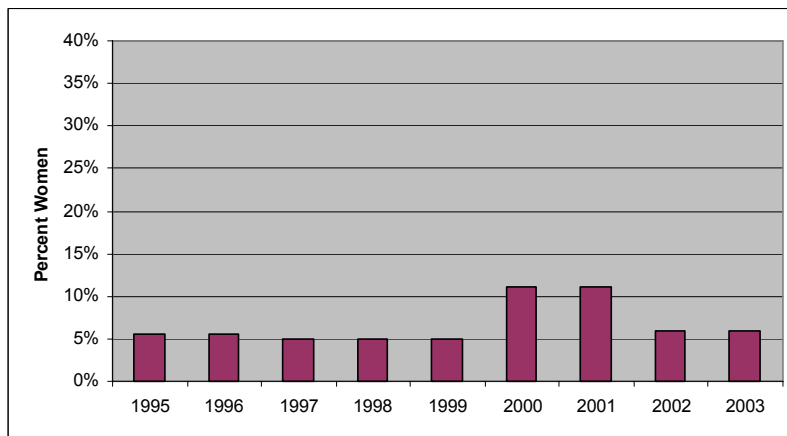
Departments Included: Physical: Astro, Chem, Phys; Biological and Agricultural: Biol, Aght, Ansc, Eppws, Fws; Earth: Geol; Mathematical: Math; Computer: CS; Engineering: All engineering

National data from: National Science Foundation: Science and Engineering Indicators, 2002

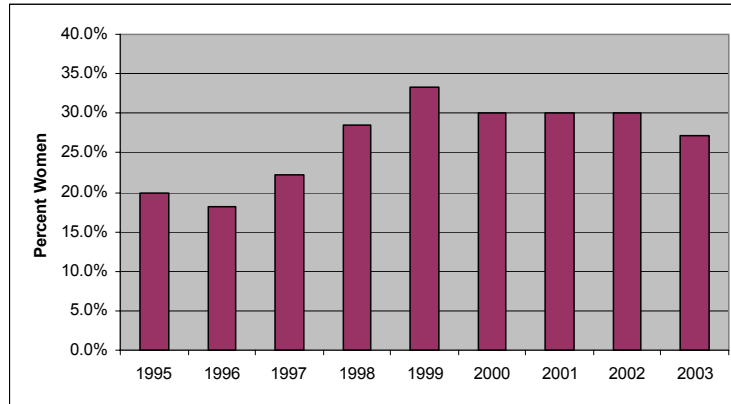
Women as a Percent of Faculty in Agronomy and Horticulture, 1995-2003



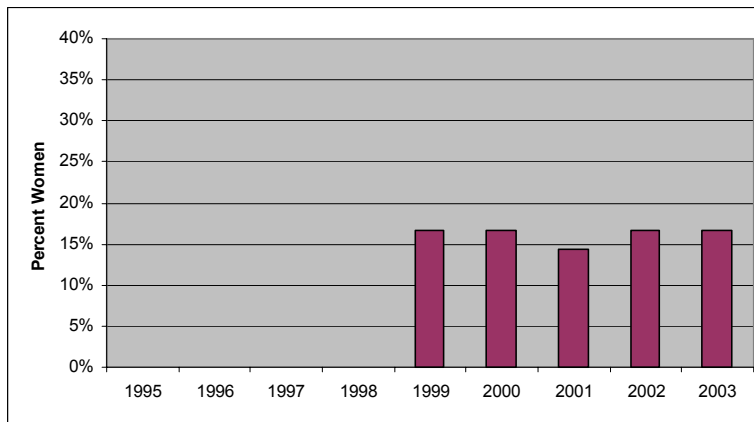
Women as a Percent of Faculty in Animal and Range Science, 1995-2003



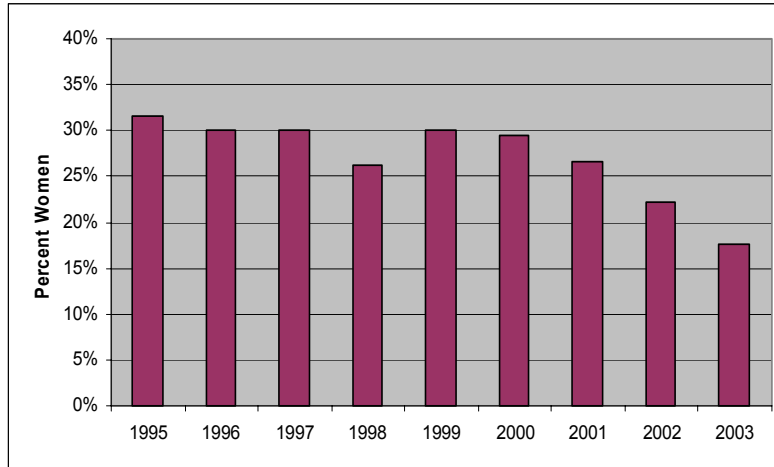
Women as a Percent of Faculty in Entomology, Plant Pathology and Weed Science, 1995-2003



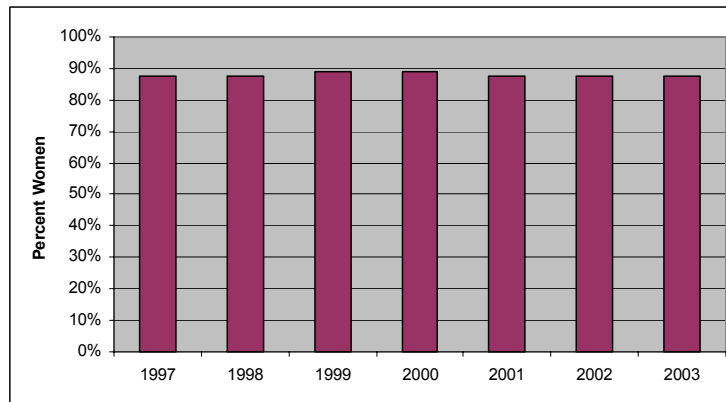
Women as a Percent of Faculty in Fish and Wildlife Science, 1995-2003



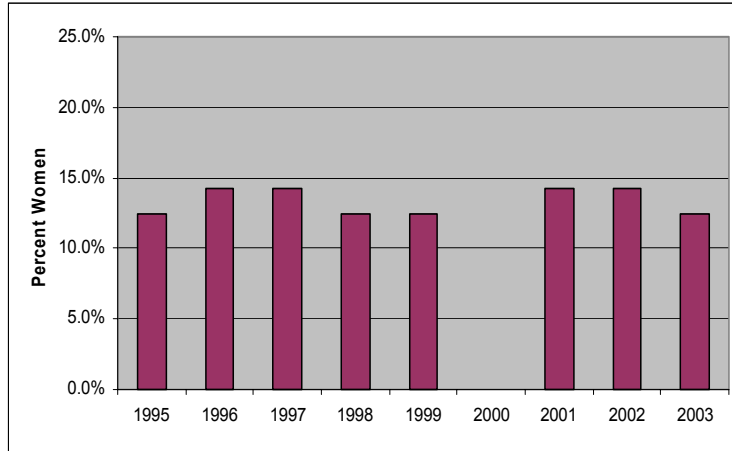
Women as a Percent of Faculty in Biology, 1995-2003



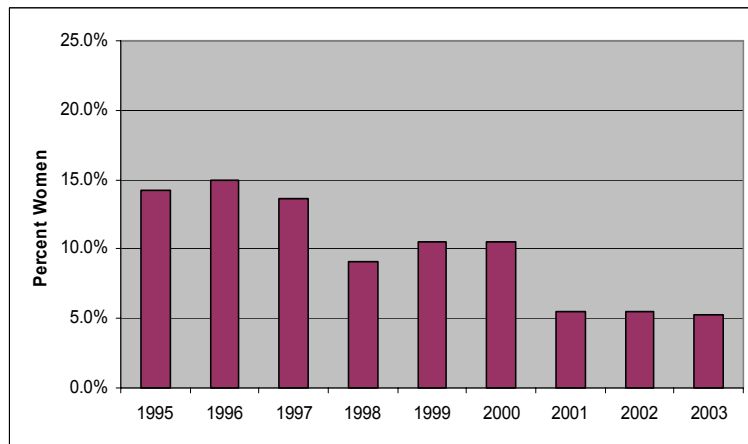
Women as a Percent of Faculty in Family and Consumer Science, 1995-2003



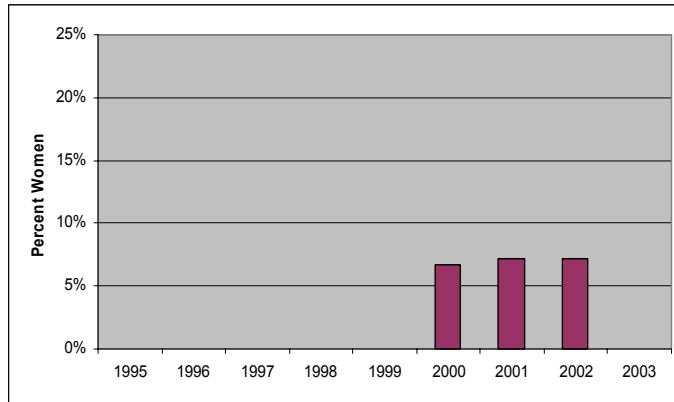
Women as a Percent of Faculty in Astronomy, 1995-2003



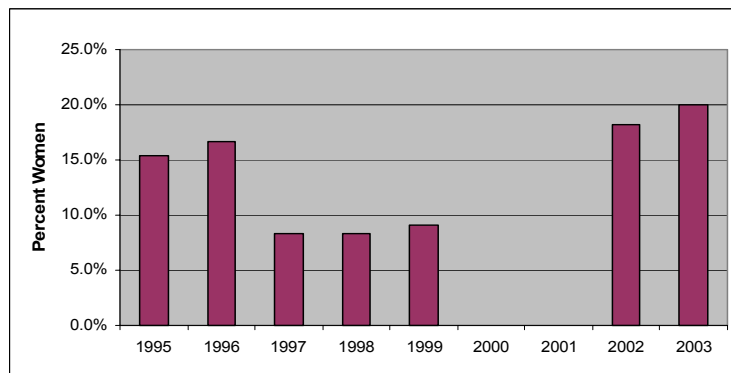
Women as a Percent of Faculty in Chemistry and Biochemistry, 1995-2003



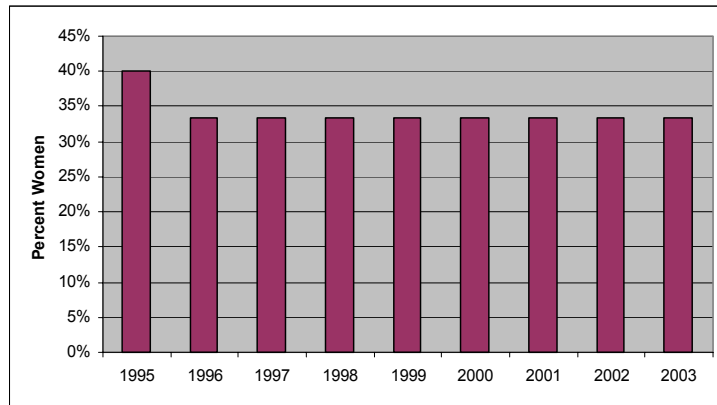
Women as a Percent of Faculty in Physics, 1995-2003



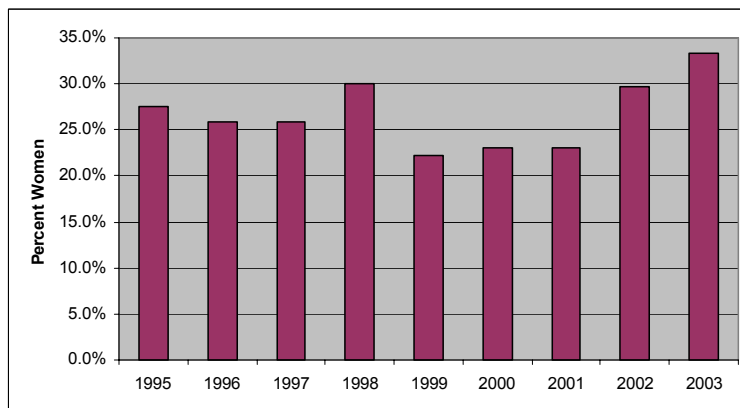
Women as a Percent of Faculty in Computer Science, 1995-2003



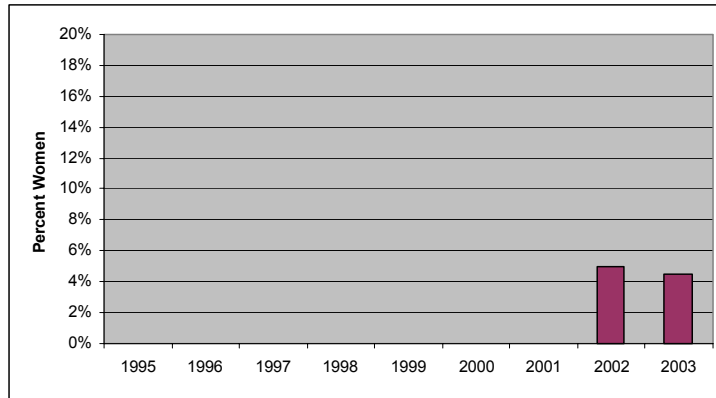
Women as a Percent of Faculty in Geological Science, 1995-2003



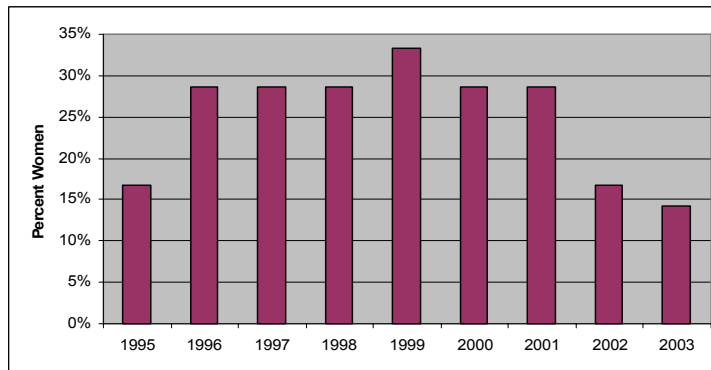
Women as a Percent of Faculty in Mathematical Science, 1995-2003



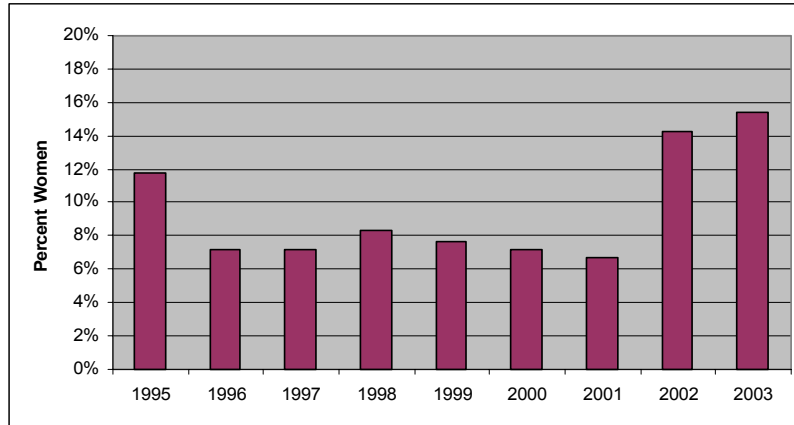
Women as a Percent of Faculty in Electrical and Computer Engineering, 1995-2003



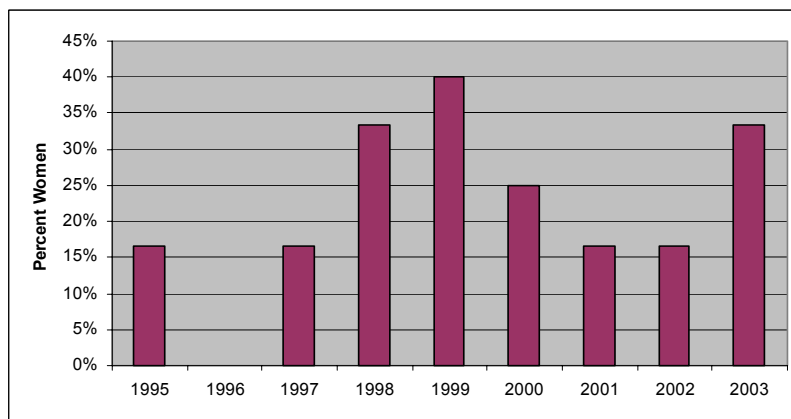
Women as a Percent of Faculty in Chemical Engineering, 1995-2003



Women as a Percent of Faculty in Civil and Geological Engineering, 1995-2003



Women as a Percent of Faculty in Industrial Engineering, 1995-2003



Women as a Percent of Faculty in Mechanical Engineering and Survey Engineering, 1995-2003

