



ADVANCE: Institutional Transformation

Annual Report

FINDINGS

January 1, 2007 – December 31, 2007

Tracy M. Sterling, PI and Program Director
Waded Cruzado-Salas, Co-PI
LeRoy Daugherty, Co-PI
Jozí De Leon, Co-PI
Rudi Schoenmackers, Co-PI

Pamela Hunt, Associate Director
Abby Javurek-Humig, Graduate Assistant; Research Analyst (ending August 21, 2007)

National Science Foundation Grant #SBE 0123690



*All Data Provided by the Office of Institutional Research, Planning, and Outcomes Assessment (IRPOA) unless otherwise noted

Table 1: New Mexico State University Faculty by Category, Fall 2007

Faculty Category	All NMSU			STEM and SBS Departments			Social and Behavioral Science Departments			ADVANCE (STEM) Departments		
	All	Female	% Female	All	Female	% Female	All	Female	%Female	All	Female	% Female
Tenured/ Tenure Track	579	195	33.7%	310	75	24.2%	56	23	41.1%	254	52	20.5%
Temporary / Non-Tenure Track	126	80	63.5%	55	31	56.4%	15	9	60.0%	40	22	55.0%
Total	705	275	39.0%	365	106	29.0%	71	32	45.1%	294	74	25.2%

¹For a complete list of Social and Behavioral Science Departments and ADVANCE (STEM) Departments, see Table 3.

Table 2: Distribution of NMSU STEM Faculty by Category and Gender, Fall Semesters 1995-2007

	Tenure/ Tenure Track			Non- Tenure Track			All Categories		
	Total	Female	%Female	Total	Female	%Female	Total	Female	%Female
1995	251	34	14%	35	15	42.9%	286	49	17.1%
1996	246	33	13%	31	15	48.4%	277	48	17.3%
1997	250	40	16%	31	17	54.8%	281	57	20.3%
1998	247	41	17%	36	18	50.0%	283	59	20.8%
1999	240	42	18%	27	16	59.3%	267	58	21.7%
2000	231	20	9%	32	22	68.8%	263	42	16.0%
2001	233	37	16%	30	18	60.0%	263	55	20.9%
2002	232	41	18%	39	19	48.7%	271	60	22.1%
2003	236	42	18%	24	16	66.7%	260	58	22.3%
2004	241	46	19%	23	13	56.5%	264	59	22.3%
2005	244	47	19%	21	13	61.9%	265	60	22.6%
2006	247	51	21%	31	17	54.8%	278	68	24.5%
2007	255	52	20%	41	22	53.7%	296	74	25.0%

Table 3: Fall 2007 STEM and SBS Departmental Faculty Sex Composition

	Tenured and Tenure Track			Non-Tenure Track			Non-Tenure Track as % All Females
	All	Female	%Female	All	Female	%Female	
Agriculture and Home Economics	63	18	28.6%	7	3	42.9%	14.3%
Agronomy and Horticulture	17	3	17.6%	2	1	50.0%	25.0%
Animal and Range Science	19	2	10.5%	1	0	0.0%	0.0%
Entomology, Plant Pathology and Weed Science	10	3	30.0%	2	0	0.0%	0.0%
Family and Consumer Science	10	8	80.0%	1	1	100.0%	11.1%
Fishery and Wildlife Science	7	2	28.6%	1	1	100.0%	33.3%
Arts and Sciences	104	25	24.0%	27	16	59.3%	39.0%
Astronomy	8	1	12.5%	2	1	50.0%	50.0%
Biology	18	6	33.3%	0	0	0.0%	0.0%
Chemistry and Biochemistry	18	3	16.7%	6	2	33.3%	40.0%
Computer Sciences	12	3	25.0%	1	1	100.0%	25.0%
Geological Sciences	5	2	40.0%	0	0	0.0%	0.0%
Mathematical Sciences	28	9	32.1%	15	10	66.7%	52.6%
Physics	15	1	6.7%	3	2	66.7%	66.7%
Engineering	74	7	9.5%	5	2	40.0%	22.2%
Electrical and Computer Engineering	19	1	5.3%	1	1	100.0%	50.0%
Chemical Engineering	7	1	14.3%	0	0	0.0%	0.0%
Civil and Geological Engineering	13	2	15.4%	0	0	0.0%	0.0%
Engineering Technology	12	2	16.7%	1	1	0.0%	33.3%
Industrial Engineering	5	1	20.0%	1	0	0.0%	0.0%
Mechanical Engineering	15	0	0.0%	2	0	0.0%	0.0%
Survey Engineering	3	0	0.0%	0	0	0.0%	0.0%
Social and Behavioral Sciences	56	23	41.1%	15	9	60.0%	28.1%
Communications	5	3	60.0%	4	4	100.0%	57.1%
Criminal Justice	10	4	40.0%	7	3	42.9%	42.9%
Geography	5	1	20.0%	0	0	0.0%	0.0%
Government	12	4	33.3%	1	1	0.0%	20.0%
Psychology	13	4	30.8%	0	0	0.0%	0.0%
Sociology and Anthropology	11	7	63.6%	3	1	33.3%	12.5%

Table 4: Distribution within Sex and Field of Rank and Tenure Status of NMSU Faculty, Fall 2007

	Social and Behavioral Sciences				NMSU-ADVANCE STEM Fields				Non-STEM or SBS			
	Females		Males		Females		Males		Females		Males	
	#	%	#	%	#	%	#	%	#	%	#	%
Non-Contract												
Instructor	5	100.0%	0	0.0%	12	50.0%	12	50.0%	36	61.0%	23	39.0%
Assistant	4	44.4%	5	55.6%	14	50.0%	14	50.0%	25	80.6%	6	19.4%
Associate	1	33.3%	2	66.7%	8	61.5%	5	38.5%	5	45.5%	6	54.5%
Full	0	0.0%	0	0.0%	2	25.0%	6	0.0%	3	50.0%	3	0.0%
Tenure-Track/ Tenured												
Assistant, Tenure-Track	9	40.9%	13	59.1%	18	29.0%	44	71.0%	54	68.4%	25	31.6%
Assistant, Tenured	1	50.0%	1	50.0%	0	0.0%	2	100.0%	2	40.0%	3	60.0%
Associate, Tenure-Track	2	66.7%	1	33.3%	5	29.4%	12	70.6%	8	38.1%	13	61.9%
Associate, Tenured	8	50.0%	8	50.0%	8	12.7%	55	87.3%	35	45.5%	42	54.5%
Full, Tenured	3	23.1%	10	76.9%	12	12.1%	87	87.9%	25	28.1%	64	71.9%
Total	33	45.2%	40	54.8%	79	25.0%	237	75.0%	193	51.1%	185	48.9%
Non-Contract, Total	10	59%	7	41.2%	36	49%	37	50.7%	69	64%	38	35.5%
Tenure-Track, Total	11	44%	14	56.0%	23	29%	56	70.9%	62	62%	38	38.0%
Tenured, Total	12	39%	19	61.3%	20	12%	144	87.8%	62	36%	109	63.7%

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

2006		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
STEM	Female	6	7	0	35	0	1	1	1	0	13	0	4
		2.4%	2.9%	0.0%	14.3%	0.0%	0.4%	3.0%	3.0%	0.0%	39.4%	0.0%	12.1%
	Male	15	23	2	150	1	5	0	1	0	11	0	2
		6.1%	9.4%	0.8%	61.2%	0.4%	2.0%	0.0%	3.0%	0.0%	33.3%	0.0%	6.1%
	Total	21	30	2	185	1	6	1	2	0	24	0	6
SBS	Female	3	1	0	17	0	0	0	0	0	4	0	2
		5.6%	1.9%	0.0%	31.5%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	4.2%
	Male	4	0	0	25	0	4	1	0	0	2	0	0
		7.4%	0.0%	0.0%	46.3%	0.0%	7.4%	2.1%	0.0%	0.0%	4.2%	0.0%	0.0%
	Total	7	1	0	42	0	4	1	0	0	6	0	2
Non-STEM and Non-SBS	Female	12	2	2	86	3	10	8	0	0	30	0	10
		4.5%	0.8%	0.8%	32.5%	1.1%	3.8%	10.4%	0.0%	0.0%	39.0%	0.0%	13.0%
	Male	21	7	1	113	4	4	4	1	0	16	0	8
		7.9%	2.6%	0.4%	42.6%	1.5%	1.5%	5.2%	1.3%	0.0%	20.8%	0.0%	10.4%
	Total	33	9	3	199	7	14	12	1	0	46	0	18

2007		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
STEM	Female #	8	7	0	36	0	1	0	1	0	18	0	3
	%	3.1%	2.8%	0.0%	14.2%	0.0%	0.4%	0.0%	2.5%	0.0%	45.0%	0.0%	7.5%
	Male #	16	25	2	150	1	8	0	1	0	17	0	0
	%	6.3%	9.8%	0.8%	59.1%	0.4%	3.1%	0.0%	2.5%	0.0%	42.5%	0.0%	0.0%
	Total	24	32	2	186	1	9	0	2	0	35	0	3
SBS	Female #	3	1	0	16	0	3	0	0	0	7	0	2
	%	5.4%	1.8%	0.0%	28.6%	0.0%	5.4%	0.0%	0.0%	0.0%	46.7%	0.0%	13.3%
	Male #	3	0	0	24	0	6	1	0	0	3	1	1
	%	5.4%	0.0%	0.0%	42.9%	0.0%	10.7%	6.7%	0.0%	0.0%	20.0%	6.7%	6.7%
	Total	6	1	0	40	0	9	1	0	0	10	1	3
Non-STEM and Non-SBS	Female #	14	2	2	84	3	13	11	0	1	31	0	7
	%	5.2%	0.7%	0.7%	31.5%	1.1%	4.9%	15.3%	0.0%	1.4%	43.1%	0.0%	9.7%
	Male #	19	5	1	110	4	10	7	0	0	12	0	3
	%	7.1%	1.9%	0.4%	41.2%	1.5%	3.7%	9.7%	0.0%	0.0%	16.7%	0.0%	4.2%
	Total	33	7	3	194	7	23	18	0	1	43	0	10

Table 6A: Assistant Professor Cohorts, ADVANCE (STEM) Departments

Cohort Year	# In Cohort		Tenured		Left Institution				Not Yet Tenured	
					After P/T		Without P/T			
	M	F	M	F	M	F	M	F	M	F
1995	9	4	8	0	0	1	1	3	0	0
1996	10	1	4	1	3	0	3	0	0	0
1997	9	1	6	0	0	0	3	0	0	1
1998	5	3	5	2	0	1	0	0	0	0
1999	7	4	5	4	0	0	2	0	0	0
2000	6	2	5	0	0	0	1	1	0	1
2001	18	1	5	0	0	0	7	0	6	1
2002	11	6	3	2	0	0	2	0	6	4
2003	14	4	0	1	0	0	1	3	13	0
2004	7	5	0	0	0	0	1	1	6	4
2005	5	1	0	0	0	0	0	0	5	1
2006	6	4	0	0	0	0	0	1	6	3
2007	4	0	0	0	0	0	0	0	4	0
Total	111	36	41	10	3	2	21	9	46	15
Total 1995-2006	107	36	41	10	3	2	21	9	42	15

Table 6B: Assistant Professor Cohorts, Non-ADVANCE (STEM) Departments

Cohort Year	# In Cohort		Tenured		Left Institution				Not Yet Tenured	
					After P/T		Without P/T			
	M	F	M	F	M	F	M	F	M	F
1995	10	13	4	4	3	2	3	7	0	0
1996	9	15	6	5	1	3	2	7	0	0
1997	8	13	2	5	1	3	5	5	0	0
1998	10	5	3	2	0	0	7	3	0	0
1999	8	5	5	1	0	0	2	3	1	1
2000	10	9	6	3	1	1	3	3	0	2
2001	4	13	1	2	1	1	0	1	2	9
2002	15	21	3	1	0	0	4	6	8	14
2003	12	7	0	1	0	0	3	1	9	5
2004	5	11	0	0	0	0	3	2	2	9
2005	4	7	1	0	0	0	1	1	2	6
2006	9	13	0	1	0	0	0	0	9	12
2007	7	7	0	0	0	0	0	0	7	7
Total	111	139	31	25	7	10	33	39	40	65
Total 1995-2006	104	132	31	25	7	10	33	39	33	58

Table 7A: Associate Professor Cohorts, ADVANCE (STEM) Departments

Cohort Year	# In Cohort		Promoted		Left		Not Yet Promoted		Not Yet Tenured	
	M	F	M	F	M	F	M	F	M	F
1995	6	1	0	1	2	0	4	0	0	0
1996	7	3	2	1	3	1	2	1	0	0
1997	9	1	4	1	3	0	2	0	0	0
1998	8	4	5	2	0	1	3	1	0	0
1999	10	2	6	1	2	1	2	0	0	0
2000	9	3	2	0	3	3	4	0	0	0
2001	7	1	3	0	1	1	3	0	0	0
2002	5	1	1	0	1	0	3	1	1	0
2003	6	0	0	0	0	0	6	0	0	0
2004	8	2	0	0	0	0	8	2	1	0
2005	5	5	0	0	0	0	5	5	0	1
2006	11	3	0	0	0	0	11	3	3	0
2007	1	0	0	0	0	0	0	0	1	0
Total	92	26	23	6	15	7	53	13	6	1
Total 1995-2006	91	26	23	6	15	7	53	13	5	1

Table 7B: Associate Professor Cohorts, Non-STEM Departments

Cohort Year	# In Cohort		Promoted		Left		Not Yet Promoted		Not Yet Tenured	
	M	F	M	F	M	F	M	F	M	F
1995	8	11	2	3	2	5	4	3	0	0
1996	11	6	4	1	4	4	3	1	0	0
1997	5	3	1	0	0	2	4	1	0	0
1998	7	9	2	2	2	4	3	3	0	0
1999	6	10	3	0	2	5	1	5	0	0
2000	4	4	2	0	1	1	1	3	0	0
2001	2	5	0	1	1	2	1	2	0	0
2002	11	7	1	0	2	1	8	6	1	0
2003	5	7	0	1	2	1	3	5	0	1
2004	5	4	0	0	0	0	5	4	2	1
2005	5	5	0	0	0	0	5	5	1	1
2006	10	8	0	0	0	1	10	7	1	3
2007	1	1	0	0	0	0	1	1	1	0
Total	80	80	15	8	16	26	49	46	6	6
Total 1995-2006	79	79	15	8	16	26	48	45	5	6

Table 8: Tenured and Tenure Track Age, Time at NMSU, Experience, 2007

2007	SBS Departments			STEM Departments			NonSTEM/SBS Departments		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
Age									
Mean	47.7	45.6	2.1	49.5	46.9	2.6	52.6	49.3	3.3
Median	50	46	4.0	49	46.5	2.5	54	50	4.0
Std. Dev.	10.9	8.66		8.9	8.1		9.3	9.2	
Minimum	31	31		30	30		31	29	
Maximum	62	60		75	66		71	70	
# of valid cases	33	23		202	52		151	127	
Time at NMSU									
Mean	13.1	11.4	1.7	15.2	10.9	4.3	14.1	9.7	4.4
Median	13	11.5	1.5	15	9.5	5.5	13	9	4.0
Std. Dev.	8.6	6.2		9.7	6.7		9.1	7.2	
Minimum	1	1		1	1		0	0	
Maximum	32	24		42	24		36	34	
# of valid cases	30	20		197	52		151	127	
Years of Experience									
Mean	16.4	12.4	4.0	19.7	15.4	4.3	19.8	13.3	6.5
Median	17.7	13.2	4.5	18.7	14.2	4.5	18.7	11.7	7.0
Std. Dev.	9.8	8.3		9.6	7.7		9.7	8.1	
Minimum	0.3	0.1		2.2	1.75		3.3	0.1	
Maximum	33.7	29.7		46.7	32.7		40.7	34.7	
# of valid cases	30	22		196	52		144	122	

*Gender Gap = Male - Female

*Years of Experience = current year - date of PhD.

Table 9: Tenure and Tenure Track Monthly Salary By Rank, 2007

	SBS Departments			STEM Departments			Non-STEM and Non-SBS		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
Monthly Salary: Assistant Professors									
Mean	\$5,269.86	\$4,627.39	\$642.47	\$6,695.63	\$6,556.20	\$139.43	\$6,059.86	\$5,382.49	\$677.37
Median	\$5,631.61	\$4,198.33	\$1,433.28	\$6,610.06	\$6,256.14	\$353.92	\$5,830.95	\$4,953.33	\$877.62
Std. Dev	\$698.58	\$982.63		\$1,204.16	\$1,322.04		\$1,689.17	\$1,222.33	
Minimum	\$4,134.75	\$3,833.33	Ratio:	\$4,678.21	\$4,607.09	Ratio:	\$4,035.84	\$3,674.21	Ratio:
Maximum	\$6,223.55	\$6,975.64	0.88	\$9,034.99	\$9,227.07	0.98	\$11,111.11	\$9,968.91	0.89
# valid cases	14	10		47	19		28	56	
Monthly Salary: Associate Professors									
Mean	\$6,359.69	\$5,912.22	\$447.47	\$7,404.55	\$6,828.88	\$575.67	\$6,701.55	\$6,525.82	\$175.73
Median	\$6,538.04	\$5,847.25	\$690.79	\$7,184.32	\$6,570.04	\$614.28	\$6,195.73	\$6,245.63	(\$49.90)
Std. Dev	\$1,260.36	\$823.70		\$1,500.00	\$1,134.27		\$1,769.83	\$1,834.22	
Minimum	\$4,828.25	\$5,019.81	Ratio:	\$4,865.70	\$5,431.02	Ratio:	\$4,549.97	\$4,594.48	Ratio:
Maximum	\$8,151.00	\$7,505.68	0.93	\$11,250.00	\$10,091.59	0.92	\$11,223.08	\$11,412.05	0.97
# valid cases	9	10		67	16		55	43	
Monthly Salary: Full Professors									
Mean	\$7,214.86	\$7,766.50	(\$551.64)	\$8,665.10	\$7,719.35	\$945.75	\$8,122.61	\$7,794.83	\$327.78
Median	\$7,046.93	\$8,161.40	(\$1,114.47)	\$8,243.25	\$7,476.14	\$767.11	\$8,042.25	\$7,796.81	\$245.44
Std. Dev	\$1,020.30	\$1,811.51		\$1,741.53	\$1,026.53		\$2,129.47	\$1,203.63	
Minimum	\$5,329.37	\$5,790.12	Ratio:	\$4,417.05	\$6,444.44	Ratio:	\$3,947.22	\$5,629.69	Ratio:
Maximum	\$8,661.75	\$9,347.99	1.08	\$13,402.09	\$9,944.07	0.89	\$14,166.67	\$10,841.61	0.96
# valid cases	10	3		88	17		67	27	

Table 10: Non-Contract Age, Time at NMSU, Experience and Monthly Salary 2007

2007	SBS ¹ Departments			STEM ² Departments			Non STEM/SBS ³		
	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap ⁴	Males	Females	Gender Gap ⁴
Age									
Mean	55.33	47.7	7.63	51.4	45.2	6.2	54.2	50.34	3.86
Median	57	47	10	52.5	45	7.5	56	51.5	4.5
Std. Dev.	6.7	13.3		12.7	9.4		8.04	9.7	
Minimum	43	27		30	27		39	27	
Maximum	62	66		70	65		64	65	
# valid cases	6	9		18	22		22	50	
Time at NMSU									
Mean	8.8	9.2	-0.4	12.9	10.3	2.6	12.9	10.1	2.8
Median	7.5	7	0.5	10	7	3	11	6	5
Std. Dev.	4.4	9.6		10	8.2		9	8.7	
Minimum	3	1		2	2		1	1	
Maximum	14	32		28	26		34	35	
# valid cases	6	9		18	20		19	46	
Years of Experience									
Mean	18.4	14.4	4	19.9	16.2	3.7	20.2	14.5	5.7
Median	14.2	6.7	7.5	22.7	14.7	8	17.7	12.7	5
Std. Dev.	10.9	12.5		11.2	8.8		11.1	9.3	
Minimum	8.7	1.3		2.3	3.7		2.1	3	
Maximum	33.7	35.7		38.7	40.7		38.7	37.7	
# valid cases	6	9		17	18		19	45	
Monthly Salary: All Non-Contract									
Mean	\$4,441.45	\$3,910.43	\$531.02	\$4,622.34	\$4,038.60	\$583.74	\$4,654.66	\$4,254.10	\$400.56
Minimum	\$1,922.67	\$3,485.36		\$1,624.44	\$1,624.67		\$1,680.00	\$1,555.56	
Maximum	\$6,321.78	\$4,444.44		\$12,801.25	\$6,893.89		\$7,777.78	\$9,190.60	
# valid cases	6	9		17	22		22	50	
Monthly Salary: Excluding Instructor Rank									
Mean	\$4,441.45	\$3,767.31	\$674.14	\$5,238.29	\$4,370.60	\$867.69	\$4,892.71	\$4,851.43	\$41.28
Minimum	\$1,922.67	\$3,485.36		\$1,856.20	\$2,353.33		\$3,015.36	\$2,555.56	
Maximum	\$6,321.78	\$4,144.05		\$12,801.25	\$6,893.89		\$7,111.11	\$9,190.60	
# valid cases	6	5		13	17		13	29	

Table 11: NMSU Administrative Leadership Positions, Fall 2002 and 2007

	2002				2007			
	Total	Male	Female	% Female	Total	Male	Female	%Female
STEM Department Heads	19	17	2	10.5%	16	13	3	18.8%
STEM Associate Department Heads	7	6	1	14.3%	4	3	1	25.0%
STEM Assistant Department heads	1	1	0	0.0%	1	1	0	0.0%
Vice Presidents / Provosts	5	3	2	40.0%	6	4	2	33.3%
Vice Provosts	3	1	2	66.7%	3	1	2	66.7%
Deans	7	5	2	28.6%	9	6	3	33.3%
Associate Deans	11	7	4	36.4%	14	10	4	28.6%

*Data Source: NMSU Institutional Factbook 2007

Table 12: Social and Behavioral Science (SBS) Faculty, ADVANCE (STEM) Faculty, and Faculty not in ADVANCE Departments nor Social and Behavioral Science Departments (non-STEM and Non-SBS) Holding Regents Professorships, 2007

	Total	Men	Women
SBS Departments	3	2	1
STEM Departments	12	10	2
Non-STEM and Non-SBS	9	8	1
Total	24	20	4

No new Regents Professorships were added in 2007.

Table 13: Gender Distribution of Promotion and Tenure Committees 1997-2007

	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	0.00%	6	0	0.00%
1998-1999	5	1	20.00%	6	0	0.00%	7	0	0.00%
1999-2000	5	2	40.00%	6	1	16.60%	6	0	0.00%
2000-2001	5	2	40.00%	6	1	16.60%	7	0	0.00%
2001-2002	5	2	40.00%	6	1	16.60%	6	0	0.00%
2002-2003	5	2	40.00%	6	1	16.60%	6	0	0.00%
2003-2004	5	2	40.00%	6	2	33.30%	5	0	0.00%
2004-2005	5	2	40.00%	6	2	33.30%	5	0	0.00%
2005-2006	7	3	42.90%	6	3	50.00%	6	1	16.60%
2006-2007	8	3	37.50%	6	3	50.00%	5	0	0.00%

*Data Source: College Dean's Offices.

Table 14: Women as a Percent of All Ph. D. Recipients Nationwide, 2003, Post Docs, 2001, Academic Employment, 2003 and NMSU Faculty, 2006

	Physical Sciences ¹	Biological and Agricultural Sciences ²	Earth and Atmospheric Sciences ³	Mathematical Sciences ⁴	Computer Sciences ⁵	Engineering ⁶
National, 2003	26.90%	44.00%	33.10%	26.50%	20.20%	17.00%
Post Docs, 2001	23.10%	43.10%	25.00%	25.00%	0.00%	22.20%
Employed in Academia, 2003	14.80%	32.1% *		17.10%	18.30%	10.30%
NMSU Faculty⁷, 2007	14.30%	32.70%	40.00%	32.10%	25.00%	9.00%

¹Physical Sciences Includes: Astronomy, Chemistry and Biochemistry, and Physics

²Biological and Agricultural Sciences Includes: Agronomy and Horticulture; Entomology, Plant Pathology and Weed Science; Animal and Range Sciences; Fishery and Wildlife Sciences and Biology

³Earth and Atmospheric Sciences Includes: Geological Sciences

⁴Mathematical Sciences Includes: Mathematical Sciences

⁵Computer Sciences Includes: Computer Science

⁶Engineering Includes: Chemical Engineering; Civil and Geological Engineering; Electrical and Computer Engineering; Engineering Technology; Industrial Engineering; Mechanical Engineering and Survey Engineering

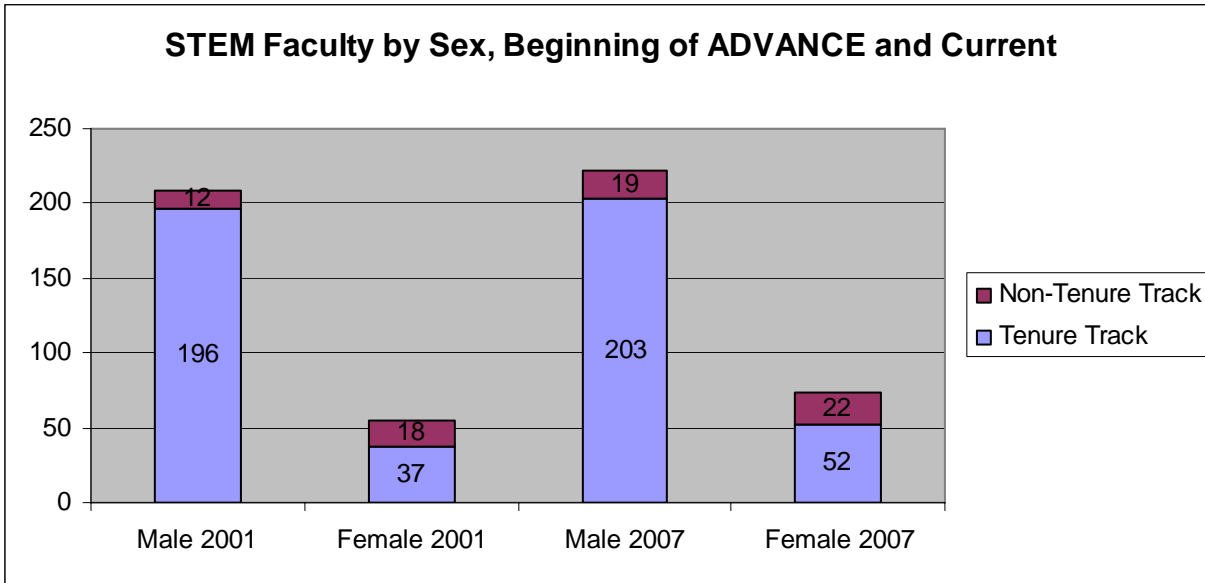
⁷Tenured and Tenure-Track Faculty Only.

* In 2001, the percentage of women employed in Academia Biological and Agricultural Sciences was 31.3% and Earth and Atmospheric Sciences was 18.6%. In 2003 there was not a report splitting these two groups up.

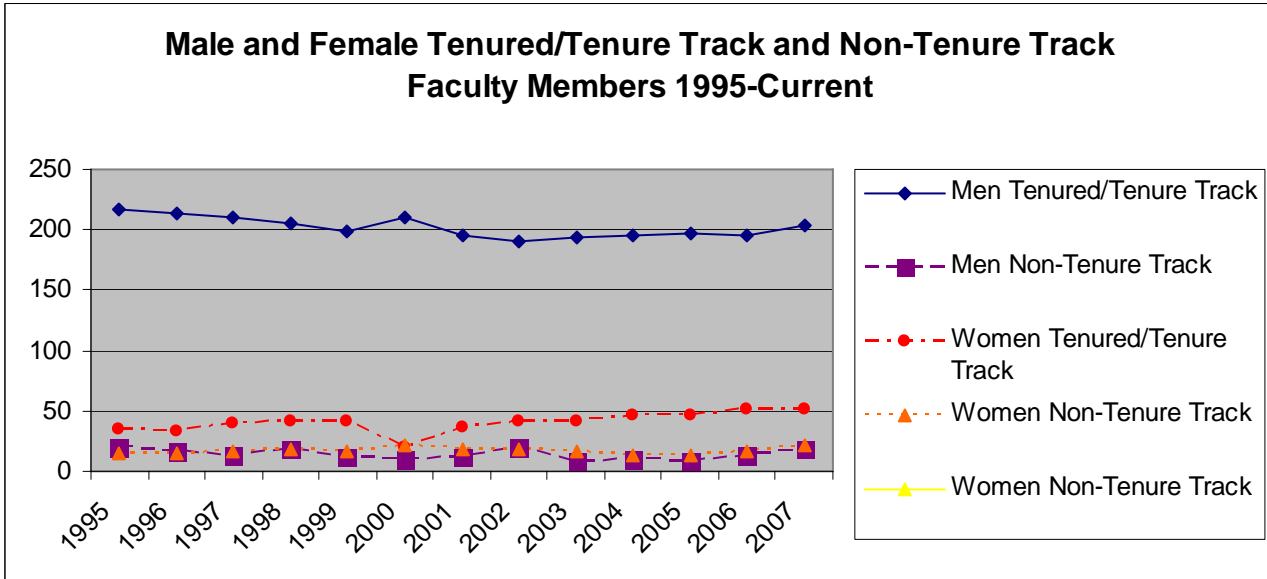
Table 15: Women as a percentage of all STEM New Hires 1995-2007

1995	33%
1996	9%
1997	0%
1998	29%
1999	36%
2000	22%
2001	6%
2002	35%
2003	33%
2004	36%
2005	38%
2006	40%
2007	27%

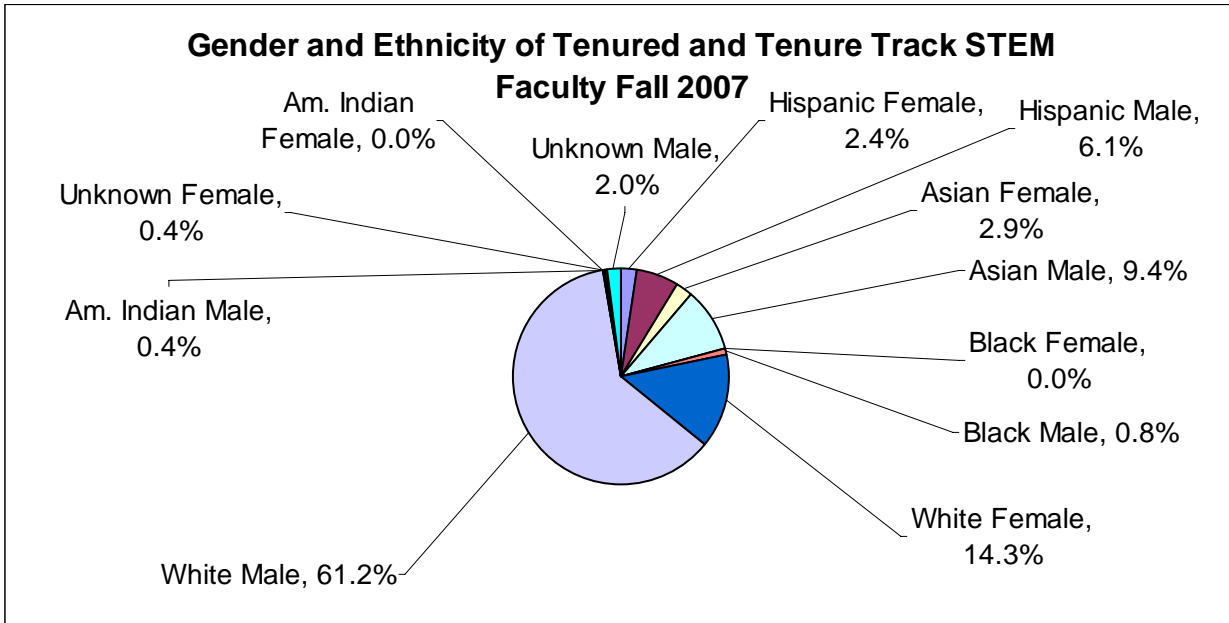
Graph 1: STEM Faculty by Sex, Beginning of ADVANCE and Current



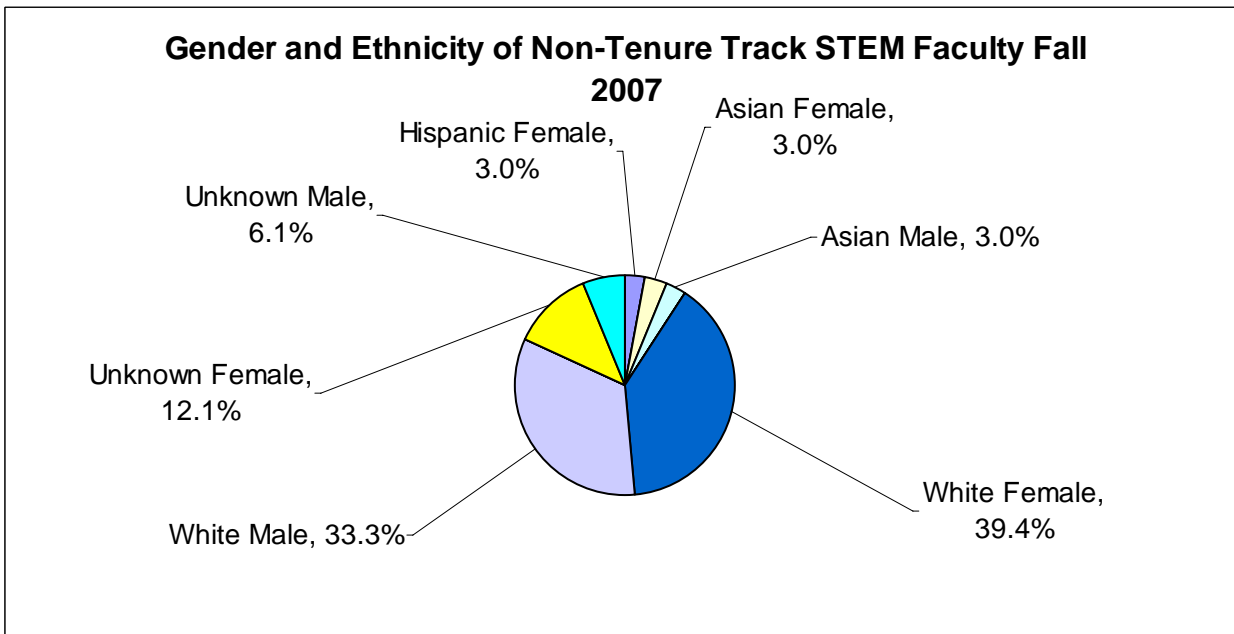
Graph 2: Male and Female Tenured/Tenure Track and Non-Tenure Track Faculty Members 1995-Current



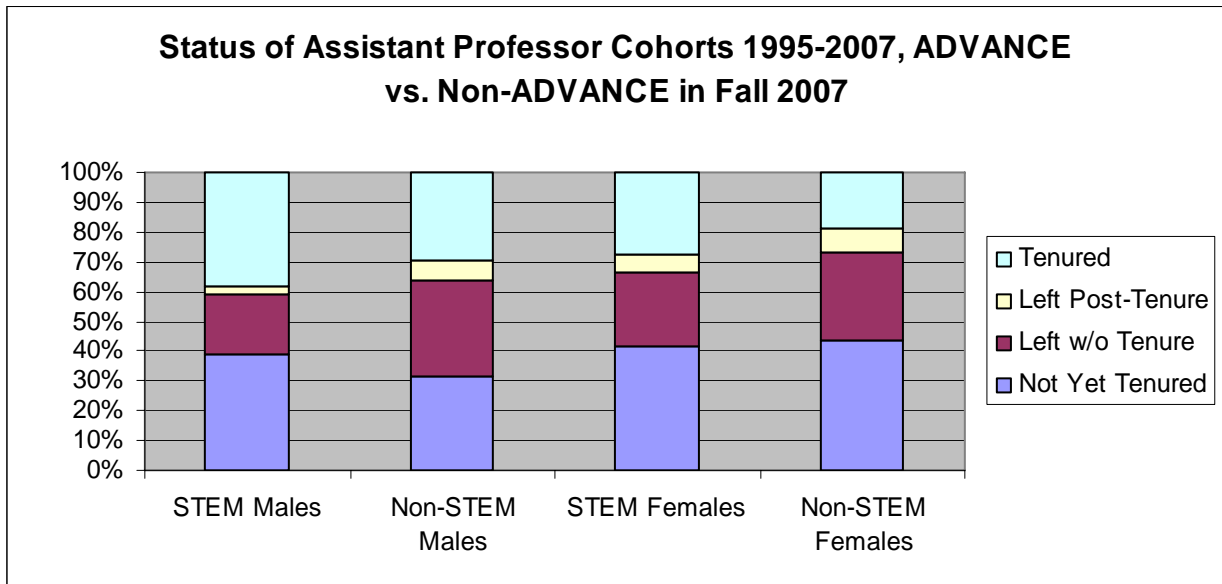
Graph 3: Gender and Ethnicity of Tenured and Tenure Track STEM Faculty Fall 2007



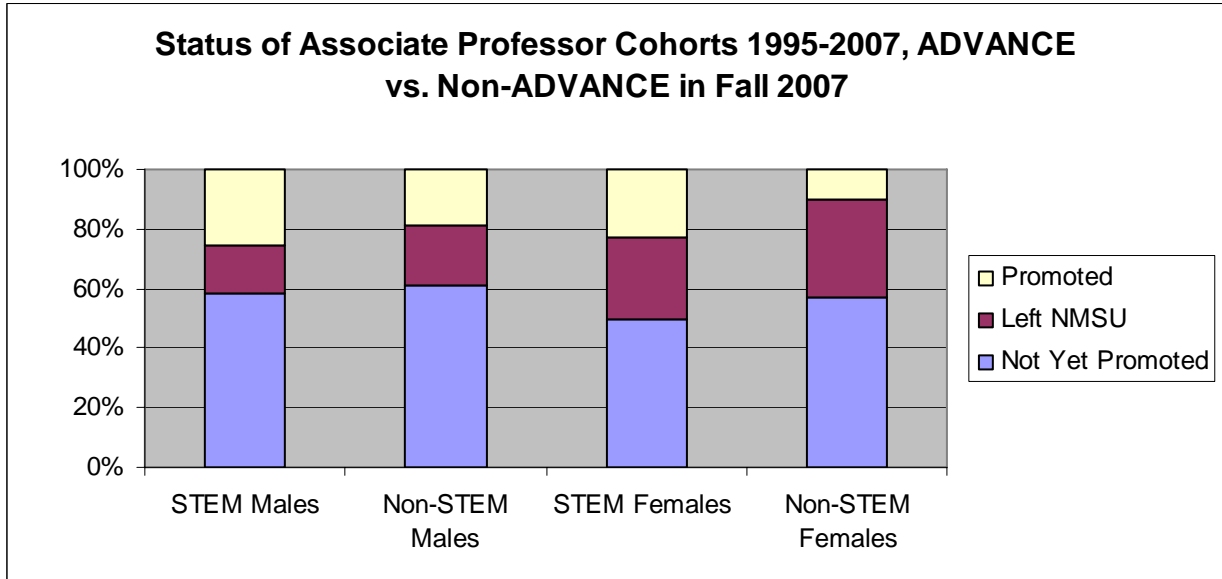
Graph 4: Gender and Ethnicity of Non-Tenure Track STEM Faculty Fall 2007



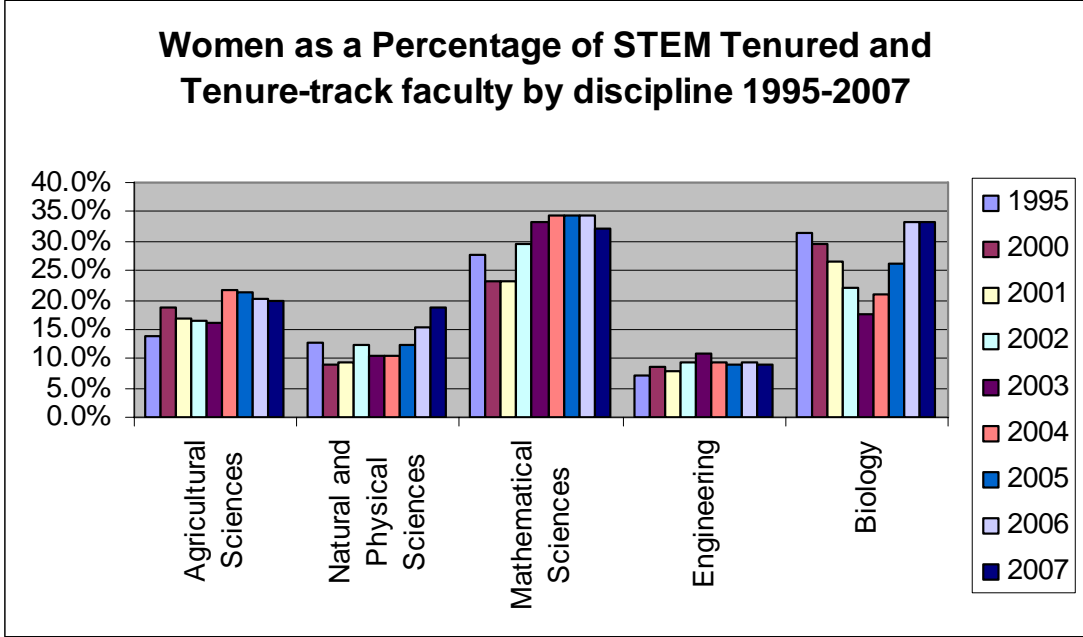
Graph 5: Status of Assistant Professor Cohorts 1995-2007, ADVANCE vs. Non-ADVANCE in Fall 2007



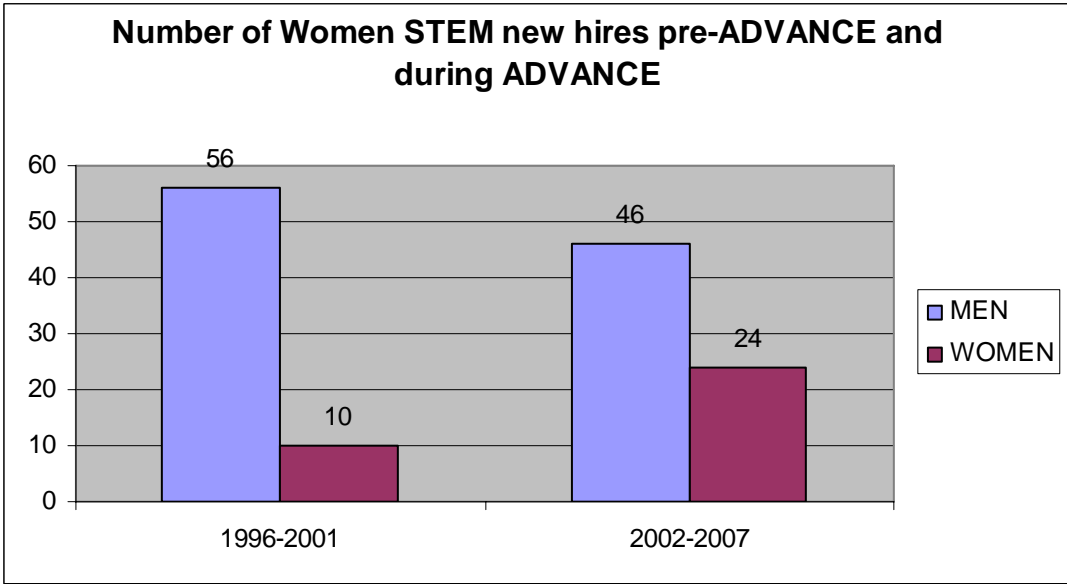
Graph 6: Status of Associate Professor Cohorts 1995-2007, ADVANCE vs. Non-ADVANCE Fall 2007



Graph 7: Women as a Percentage of STEM Tenured and Tenure-track faculty by discipline 1995-2007



Graph 8: Number of Women STEM new hires pre-ADVANCE and during ADVANCE



Graph 9: Percent of STEM New Hires that were Women 1995-2007

