

Table 1A: New Mexico State University Faculty by Category, Fall 2002

Faculty Category	All NMSU ¹			STEM and SBS Departments		
	All	Female	%Female	All	Female	%Female
Tenure/Tenure Track	546	170	31.1%	283	62	21.9%
Temporary/Non-tenure Track ²	102	58	56.9%	39	21	53.8%
Total	648	228	35.2%	322	83	25.7%

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 2002

Faculty Category	Social and Behavioral Science Departments			ADVANCE (STEM) Departments		
	All	Female	%Female	All	Female	%Female
Tenure/Tenure Track	51	21	41.2%	232	41	17.7 %
Temporary/Non-tenure Track	8	2	25.0%	31	19	61.3 %
Total	59	23	39.0%	263	60	22.8%

Table 2: Distribution of NMSU STEM Faculty by Category and Gender, Fall Semesters 1995 - 2002

	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%

Table 3A: Fall 2002 STEM Departmental Distribution of Tenured and Tenure Track Female Faculty

	Distribution of Female Faculty in STEM Departments		
	All	Female	%Female
Agriculture and Home Economics	57	15	26.3%
Agronomy and Horticulture	16	3	18.8%
Animal and Range Science	17	1	5.9%
Entomology, Plant Pathology and Weed Science	10	3	30.0%
Family and Consumer Science	8	7	87.5%
Fishery and Wildlife Sciences	6	1	16.7%
Arts and Sciences	101	19	18.8%
Astronomy	7	1	14.3%
Biology	18	4	22.2%
Chemistry and Biochemistry	18	1	5.6%
Computer Sciences	11	2	18.2%
Geological Sciences	6	2	33.3%
Mathematical Sciences	27	8	29.6%
Physics	14	1	7.1%
Engineering	74	6	9.4%
Electrical and Computer Engineering	20	1	5.0%
Chemical Engineering	6	1	16.7%
Civil and Geological Engineering	14	2	14.3%
Engineering Technology	12	2	16.7%
Industrial Engineering	6	1	16.7%
Mechanical Engineering	13	0	0.0%
Survey Engineering	3	0	0.0%

Table 3BA: Fall 2002 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	26.3%	1	1	100.0%	6.3%
Agronomy and Horticulture	3	18.8%	0	0	0.0%	0.0%
Animal and Range Science	1	5.9%	0	0	0.0%	0.0%
Entomology, Plant Pathology and Weed Science	3	30.0%	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	18.8%	25	17	68.0%	47.2%
Astronomy	1	14.3%	1	1	100.0%	50.0%
Biology	4	22.2%	1	1	100.0%	20.0%
Chemistry and Biochemistry	1	5.6%	4	2	50.0%	66.7%
Computer Sciences	2	18.2%	2	2	100.0%	50.0%
Geological Sciences	2	33.3%	0	0	0.0%	0.0%
Mathematical Sciences	8	29.6%	15	11	73.3%	57.9%
Physics	1	7.1%	2	0	0.0%	0.0%
Engineering	6	8.1%	5	1	20.0%	14.2%
Electrical and Computer Engineering	1	5.0%	3	1	33.3%	50.0%
Chemical Engineering	1	16.7%	0	0	0.0%	0.0%
Civil and Geological Engineering	2	14.3%	1	0	0.0%	0.0%
Engineering Technology	2	16.7%	0	0	0.0%	0.0%
Industrial Engineering	1	16.7%	1	0	0.0%	0.0%
Mechanical Engineering	0	0.0%	0	0	0.0%	0.0%
Survey Engineering	0	0	0	0	0.0%	0.0%

Table 3C: Fall 2002 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	9	4	44.4%	1	0	0.0%
Geography	4	0	0.0%	1	0	0.0%
Government	8	2	25.0%	1	0	0.0%
Psychology	13	6	46.2%	0	0	0.0%
Sociology and Anthropology	11	7	63.6%	2	0	0.0%

Table 4A: NMSU STEM Faculty by Rank and Tenure Status, Fall 2002

	Females		Males	
	Number	Percent	Number	Percent
Instructor, Non-Contract	6	10.0%	3	1.5%
College Track, Non-Contract	13	21.7%	9	4.4%
Assistant, Tenure-Track	15	25.0%	52	25.6%
Assistant, Tenured	0	0.0%	2	1.0%
Associate, Tenure-Track	1	1.7%	3	1.5%
Associate, Tenured	12	20.0%	63	31.0%
Full, Tenured	13	21.7%	71	35.0%
TOTAL	60		203	

Table 4B: NMSU SBS Faculty by Rank and Tenure Status, Fall 2002

	Females		Males	
	Number	Percent	Number	Percent
Instructor, Non-Contract	0	0.0%	0	0.0%
College Track, Non-Contract	2	8.7%	6	16.7%
Assistant, Tenure-Track	9	39.1%	7	19.4%
Assistant, Tenured	3	13.0%	0	0.0%
Associate, Tenure-Track	0	0.0%	1	2.8%
Associate, Tenured	6	26.1%	10	27.8%
Full, Tenured	3	13.0%	12	33.3%
TOTAL	23		36	

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	4 1.7%	6 2.6%	0 0.0%	29 12.5%	2 0.9%	2 6.4%	0 0.0%	0 0.0%	15 48.3%	2 6.4%
	Male	13 5.6%	21 9.0%	1 0.4%	154 66.4%	2 0.9%	0 0.0%	1 3.2%	1 3.2%	8 25.8%	2 6.4%
	Total	17	27	1	183	4	2	1	1	23	4
SBS	Female	2 3.9%	1 2.0%	0 0.0%	17 33.3%	1 2.0%	0 0.0%	0 0.0%	0 0.0%	2 25.0%	0
	Male	2 3.9%	0 0.0%	0 0.0%	27 52.9%	1 2.0%	1 12.5%	1 12.5%	0 0.0%	3 37.5%	1 12.5%
	Total	4	1	0	44	2	1	1	0	5	1

Table 6A: NMSU STEM Departments Assistant Professor Cohorts 1995-2002

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	9	4	9	1	0	3	0	0
1996	10	1	8	1	2	0	0	0
1997	10	0	2	0	3	0	5	0
1998	5	3	0	1	0	0	5	2
1999	6	4	1	0	1	0	4	4
2000	7	2	0	0	0	0	7	2
2001	18	1	0	0	0	0	18	1
2002	11	6	0	0	0	0	11	6
Total 1995-2002	76	21	20 (26.3%)	3 (14.3%)	6 (7.9%)	3 (14.3%)	50 (65.8%)	15 (71.4%)

Notes:

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 1995-2002

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	1	3	1	1	0	2	0	0
1996	2	2	1	1	1	1	0	0
1997	3	1	0	0	2	0	1	1
1998	2	1	0	0	2	0	0	1
1999	1	0	0	0	0	0	1	0
2000	1	1	0	0	1	0	0	1
2001	0	4	0	0	0	0	0	4
2002	3	1	0	0	0	0	3	1
Total 1995-2002	13	13	2 (15.3%)	2 (15.3%)	6 (46.1%)	3 (23.0%)	5 (38.4%)	8 (61.5%)

Table 7A: NMSU STEM Departments Associate Professor Cohorts 1995-2002

Cohort Year	# In Cohort		Promoted		Left Institution		Not yet tenured	
	M	F	M	F	M	F	M	F
1995	5	2	0	1	2	1	0	0
1996	7	3	2	1	1	1	0	0
1997	9	1	1	0	3	0	1	0
1998	8	4	1	1	0	2	0	0
1999	10	2	3	1	1	0	0	0
2000	9	3	1	1	0	2	0	0
2001	7	1	2	1	0	0	0	0
2002	5	1	0	0	0	0	1	0
Total 1995-2002	60	16	10 (16.7%)*	6 (37.5%)	7 (11.7%)	5 (31.2%)	2 (3.3%)	0 (0.0%)

* Percentages are within sex to show the 2002 status of faculty hired 1995-2002.

Table 7B: NMSU SBS Departments Associate Professor Cohorts 1995-2002

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	0	0	0
2000	1	0	1	0	0	0	0	0
2001	0	0	0	0	0	0	0	0
2002	1	1	0	0	0	0	1	0
Total 1995-2002	10	7	5 (50.0%)*	1 (14.2%)	0 (0.0%)	1 (14.2%)	1 (14.2%)	0 (0.0%)

* Percentages are within sex to show the 2002 status of faculty hired 1995-2002.

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	46.9	41.6	5.3	46.4	44.3	2.1
Median	49.5	42.0	7.5	46.0	43.0	3.0
Std. Dev.	7.0	7.0		8.7	7.1	
Minimum	29.0	29.0		28.0	33.0	
Maximum	58.0	55.0		70.0	61.0	
# of valid cases	30	21		191	41	
Time at NMSU						
Mean	10.8	7.4	3.4	11.4	8.0	3.4
Median	11.0	7.0	4.0	11.0	8.0	3.0
Std. Dev.	7.4	4.8		8.8	5.7	
Minimum	0.0	0.0		0.0	0.0	
Maximum	27.0	19.0		38.0	19.0	
# valid cases	30	21		191	41	
Years of Experience						
Mean	15.0	9.6	5.4	16.0	11.8	4.2
Median	14.5	9.0	5.5	15.0	11.0	4.0
Std. Dev.	8.5	6.7		9.0	7.1	
Minimum	0.0	0.0		0.0	0.0	
Maximum	31.0	24.0		40.0	27.0	
# valid cases	30	21		191	41	
Time to Tenure						
Mean	4.0	5.2	-1.2	4.6	4.5	0.1
Median	5.0	5.0	0	5.0	5.0	0
Std. Dev.	1.8	1.2		1.5	2.1	
Minimum	0.0	2.0		0.0	0.0	
Maximum	6.0	7.0		7.0	8.0	
# valid cases	22	12		136	25	

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						
Mean	\$5,367.80	\$4,734.42	\$633.38	\$6,124.97	\$5,640.41	\$484.56
Median	\$5,247.40	\$4,419.20	\$828.20	\$5,884.20	\$5,530.00	\$354.26
Std. Dev.	\$1,228.02	\$1,329.95		\$1,289.74	\$841.31	
Minimum	\$3,500.00	\$3,525.00	Ratio**:	\$3,899.80	\$3,916.20	Ratio:
Maximum	\$8,483.10	\$9,111.30	0.842	\$12,010.90	\$7,450.60	0.939
# valid cases	30	21		191	41	
Monthly Salary: Assistant Professors						
Mean	\$4,256.93	\$4,109.78	\$147.15	\$5,288.48	\$5,209.15	\$79.33
Median	\$4,400.00	\$4,008.30	\$391.70	\$4,985.20	\$4,901.20	\$84.00
Std. Dev.	\$476.13	\$5,12.37		\$844.52	\$937.51	
Minimum	\$3,500.00	\$3,525.00	Ratio: 0.911	\$3,899.80	\$3,916.20	Ratio:
Maximum	\$4,812.70	\$4,920.90		\$7,030.00	\$7,000.00	0.983
# valid cases	7	12		54	15	
Monthly Salary: Associate Professors						
Mean	\$5,203.77	\$4,625.16	\$578.61	\$5,855.20	\$5,454.85	\$400.35
Median	\$5,363.80	\$4,569.10	\$794.70	\$5,620.80	\$5,324.10	\$296.70
Std. Dev.	\$964.62	\$332.54		\$950.17	\$470.99	
Minimum	\$3,951.60	\$4,323.50	Ratio:	\$4,150.40	\$4,814.20	Ratio:
Maximum	\$6,376.40	\$5,203.90	0.852	\$8,617.70	\$6,712.90	0.947
# valid cases	11	6		66	13	
Monthly Salary: Full Professors						
Mean	\$6,166.18	\$7,451.55	-\$1285.37	\$7,011.96	\$6,323.57	\$688.35
Median	\$6,029.60	\$7,292.50	-\$1262.90	\$6,754.90	\$6,293.80	\$461.11
Std. Dev.	\$1,224.16	\$1,586.25		\$1,315.41	\$580.30	
Minimum	\$4,386.00	\$5,950.80	Ratio:	\$4,788.00	\$5,494.80	Ratio:
Maximum	\$8,483.10	\$9,111.30	1.295	\$12,010.90	\$7,450.60	0.932
# valid cases	12	3		71	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 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	49.3	57.0	-7.7	42.3	41.5	0.8
Median	52.0	57.0	-5.0	41.5	40.0	1.5
Std. Dev.	12.2	2.8		10.0	7.9	
Minimum	27.0	55.0		27.0	32.0	
Maximum	61.0	59.0		64.0	60.0	
# valid cases	6	2		12	19	
Time at NMSU						
Mean	6.0	12.0	-6.0	3.8	5.0	-1.2
Median	2.0	12.0	-10.0	0.5	1.0	-.5
Std. Dev.	10.5	12.8		6.8	7.1	
Minimum	0.0	3.0		0.0	0.0	
Maximum	27.0	21.0		19.0	21.0	
# valid cases	6	2		12	19	
Years of Experience						
Mean	10.2	21.5	-11.3	8.6	11.4	-2.8
Median	7.0	21.5	-14.5	7.0	8.0	-1.0
Std. Dev.	9.8	12.0		6.4	8.3	
Minimum	1.0	13.0		2.0	4.0	
Maximum	29.0	30.0		21.0	35.0	
# valid cases	6	2		12	19	
Monthly Salary						
Mean	\$3,849.60	\$2,948.27	\$901.33	\$3,769.87	\$3,616.15	\$153.72
Median	\$3,673.90	\$2,948.30	\$125.60	\$3,200.00	\$3,358.80	-\$158.80
Std. Dev.	\$792.23	\$60.03		\$1,188.81	\$716.89	
Minimum	\$2,941.70	\$2,905.80	Ratio:	\$2,450.10	\$2,617.10	Ratio:
Maximum	\$5,000.00	\$2,990.70	0.802	\$5,705.40	\$5,162.10	1.049
# valid cases	6	2		12	19	

*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 2002

	Total	Male	Female	%Female
Department Heads (STEM)	19	17	2	11.7%
Associate Department Heads (STEM)	7	6	1	16.6%
Assistant Department Heads (STEM)	1	1	0	0.0%
Vice Presidents/Provosts	5	3	2	40.0%
Vice Provosts	3	1	2	66.6%
Deans	8	5	2 ¹	25.0%
Associate Deans	11	7	4	25.0%

Note: ¹The two female deans were the Dean of the Graduate School and the Library Dean. All six academic college deans were men but national searches are in progress to fill three of these six positions.

Table 12: SBS and STEM Faculty Holding Regents' Professorships, 2002

	Total	Men	Women
SBS Departments	1	0	1
STEM Departments	1	1	0
Non SBS/STEM	4	4	0
Total	6	5	1

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%

Table 14: Start-Up Packages Accepted by Newly Hired Tenure-Track Assistant Professors with 0 Years of Credit Towards Tenure, 1995-2002*

	College of Arts and Sciences		College of Engineering	
	Males	Females	Males	Females
Moving Expenses				
Mean	\$2,476.19	\$2,100.00	\$3,892.00	\$3,400.00
Minimum	0	0	0	0
Maximum	\$6,000.00	\$5,000.00	\$6,000.00	\$5,200.00
Number of valid cases	21	5	13	3
Number unspecified	0	0	4	0
Estimated Value of Other Start-Up Expenses				
Mean	\$59,937.76	\$87,020.00	\$40,933.00	\$55,444.00
Minimum	\$3,000.00	\$5,300.00	\$3,000.00	\$5,200.00
Maximum	\$150,000.00	\$130,000.00	\$118,556.00	\$133,889.00
Number of valid cases	21	5	13	3
Number unspecified	0	0	4	0
Total Start-Up Package Value				
Mean	\$62,413.95	\$89,120.00	\$36,420.00	\$58,844.00
Number Valid Cases	21	5	16	3
Number unspecified	0	0	0	0
Starting Annual Salary (all are for 9 months)				
Mean	\$45,516.67	\$43,740.00	\$53,123.00	\$57,667.00
Minimum	\$36,000.00	\$38,000.00	\$45,000.00	\$52,000.00
Maximum	\$70,000.00	\$48,000.00	\$71,000.00	\$65,000.00
Number Valid Cases	21	5	17	3
Number unspecified	0	0	0	0

* Letters of offer were not provided by the College of Agriculture and Home Economics. A letter sent to the PI from the Dean of that college indicated that terms of start-up are not customarily included in letters of offer but that the average start-up package for each new faculty member was \$25,000.

Table 15: Tenure Status and Rank of Newly Hired Tenure and Tenure-Track Faculty, Accepted Offers, 1995-2002

	College of Arts and Sciences		College of Engineering	
	Males	Females	Males	Females
Rank				
College Assistant	1	0	0	0
Assistant Professor	25	5	20	3
Associate Professor	0	0	2	0
Full Professor	0	1	0	0
Years Credit Towards Tenure				
0				
1	21	5	17	3
2	1	0	2	0
3	4	0	2	0
4	0	0	0	0
Mean	0	1	0	0
	5.2	1.2	4.2	0.6
Total Start-Up Package Value				
Mean				
Number Valid Cases	\$62,392.04	\$66,728.57	\$43,918.62	\$62,244.33
Number unspecified	26	6	21	3
	0	0	1	0
Starting Annual Salary (all are for 9 months)				
Mean	\$45,148.08	\$46,528.57	\$55,095.00	\$57,667.00
Minimum	\$36,000.00	\$38,000.00	\$45,000.00	\$52,000.00
Maximum	\$70,000.00	\$55,000.00	\$71,000.00	\$65,000.00
Number Valid Cases	26	7	22	3
Number unspecified	0	0	0	0

Table 16: Frequency of Newly Hired Faculty by Sex, Accepted Offers, 1995-2002*

	Males	Females	Total
Chemical Engineering	2	1	3
Civil and Geological Engineering	4	1	0
Electrical and Computer Engineering	8	1	0
Engineering Technology	1	0	1
Industrial Engineering	2	0	2
Mechanical Engineering	5	0	5
Astronomy	2	1	3
Biology	2	2	4
Chemistry and Biochemistry	4	0	4
Computer Science	4	0	4
Geological Sciences	1	0	1
Mathematical Sciences	6	3	9
Physics	7	1	8

* Letters of offer were not provided by the College of Agriculture and Home Economics. A letter sent to the PI from the Dean of that college indicated that terms of start-up are not customarily included in letters of offer but that the average start-up package for each new faculty member was \$25,000.