

OREGON STATE ADVANCE Toolkit Data: Year One Report

Table 1. Number and Percent of Women Tenured and Tenure Track Faculty in Science/Engineering and Social and Behavioral Sciences by Rank and Department

	Women			Men			% Women		
	Full	Associate	Assistant	Full	Associate	Assistant	Full	Associate	Assistant
Agricultural Sciences	19	19	16	76	58	18	20%	25%	47%
Agricultural Communications	0	1	0	1	1	0	0%	50%	
Agricultural Education and Agricultural Sciences	1	0	1	1	2	0	50%	0%	100%
Animal and Rangeland Sciences	1	2	2	6	8	5	14%	20%	29%
Applied Economics	1	2	0	9	6	2	10%	25%	0%
Botany and Plant Pathology	2	2	1	14	4	2	13%	33%	33%
Crop and Soil Science	5	1	4	13	11	1	28%	8%	80%
Environmental and Molecular Toxicology	3	0	2	8	3	0	27%	0%	100%
Fisheries and Wildlife	2	4	3	9	8	2	18%	33%	60%
Food Science and Technology	2	2	2	8	4	0	20%	33%	100%
Horticulture	2	5	1	7	11	6	22%	31%	14%
Earth, Atmospheric, and Ocean Sciences	10	2	6	46	15	6	18%	12%	50%
Education (Science and Mathematics Education)	2	2	2	3	1	1	40%	67%	67%
Engineering	11	9	7	52	45	49	17%	17%	13%
Biological & Ecological Engineering*	0	2	0	3	3	1	0%	40%	0%
Chemical, Biological and Environmental Engineering	1	2	1	7	7	5	13%	22%	17%
Civil and Construction Engineering	1	1	1	10	11	12	9%	8%	8%
Electrical Engineering and Computer Science	3	2	2	13	13	15	19%	13%	12%
Mechanical, Industrial, and Manufacturing Engineering	5	1	2	12	10	14	29%	9%	13%
Nuclear Engineering and Radiation Health Physics	1	1	1	7	1	2	13%	50%	33%
Forestry	6	2	4	31	21	7	16%	9%	36%
Forest Ecosystems and Society	4	2	1	13	7	1	24%	22%	50%
Forest Engineering, Resources and Management	1	0	2	9	11	5	10%	0%	29%
Wood Science and Engineering	1	0	1	9	3	1	10%	0%	50%
Science	17	10	12	44	19	25	28%	34%	32%
Biochemistry and Biophysics	1	1	1	6	5	2	14%	17%	33%
Chemistry	2	1	2	8	1	6	20%	50%	25%
Integrative Biology	7	0	1	6	4	3	54%	0%	25%
Mathematics	3	3	3	14	2	4	18%	60%	43%
Microbiology*	1	1	2	6	1	2	14%	50%	50%
Physics	2	1	0	3	5	4	40%	17%	0%
Statistics*	1	3	3	1	1	4	50%	75%	43%
STEM TOTAL	65	44	47	252	159	106	21%	22%	31%
Liberal Arts (SBS Total)	10	13	13	10	16	15	50%	45%	46%
School of Language, Culture, and Society**	5	5	3	2	5	5	71%	50%	38%
School of Psychological Science	0	3	4	0	4	3		43%	57%
School of Public Policy	5	5	6	8	7	7	38%	42%	46%

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System, active staff on November 1, 2014, including faculty on sabbatical leave.

Bolded data summarize headcounts for college level, while schools and departments within the college are listed separately.

* Joint with Agricultural Sciences but listed here only for convenience.

** excluding World Language faculty

Table 2. Number and Percent of Women by Tenure Status (non-tenure includes fixed-term professors, research associates and full-time instructors; excludes post doctoral researchers and faculty research assistants) in Science, Engineering and Mathematics and Social and Behavioral Sciences by Department

	Tenured/Tenure Track			Non-tenure Track instruction/research			% of Women in non-tenure track position
	All	Women	% Women	All	Women	% Women	
Agricultural Sciences	206	54	26%	105	41	39%	43%
Agricultural Communications	3	1	33%	0	0	0%	0%
Agricultural Education and Agricultural Sciences	5	2	40%	1	0	0%	0%
Animal and Rangeland Sciences	24	5	21%	8	4	50%	44%
Applied Economics	20	3	15%	7	4	57%	57%
Botany and Plant Pathology	25	5	20%	21	11	52%	69%
Crop and Soil Science	35	10	29%	25	10	40%	50%
Environmental and Molecular Toxicology	16	5	31%	10	3	30%	38%
Fisheries and Wildlife	28	9	32%	20	4	20%	31%
Food Science and Technology	18	6	33%	3	1	33%	14%
Horticulture	32	8	25%	10	4	40%	33%
Earth, Atmospheric, and Ocean Sciences	85	18	21%	41	15	37%	45%
Education (Science and Mathematics Education)	11	6	55%	2	1	50%	14%
Engineering	173	27	16%	45	13	29%	33%
Biological & Ecological Engineering*	9	2	22%	6	0	0%	0%
Chemical, Biological and Environmental Engineering	23	4	17%	6	3	50%	43%
Civil and Construction Engineering	36	3	8%	4	1	25%	25%
Electrical Engineering and Computer Science	48	7	15%	16	5	31%	42%
Mechanical, Industrial, and Manufacturing Engineering	44	8	18%	11	3	27%	27%
Nuclear Engineering and Radiation Health Physics	13	3	23%	2	1	50%	25%
Forestry	71	12	17%	30	8	27%	40%
Forest Ecosystems and Society	28	7	25%	19	7	37%	50%
Forest Engineering, Resources and Management	28	3	11%	10	1	10%	25%
Wood Science and Engineering	15	2	13%	1	0	0%	0%
Science	127	39	31%	74	33	45%	46%
Biochemistry and Biophysics	16	3	19%	7	4	57%	57%
Chemistry	20	5	25%	17	5	29%	50%
Integrative Biology	21	8	38%	15	9	60%	53%
Mathematics	29	9	31%	18	7	39%	44%
Microbiology*	13	4	31%	6	5	83%	56%
Physics	15	3	20%	6	1	17%	25%
Statistics*	13	7	54%	5	2	40%	22%
STEM TOTAL	673	156	23%	297	111	37%	42%
Liberal Arts (SBS Total)	77	36	47%	28	20	71%	36%
School of Language, Culture, and Society**	25	13	52%	12	11	92%	46%
School of Psychological Science	14	7	50%	6	5	83%	42%
School of Public Policy	38	16	42%	10	4	40%	20%

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System, active staff on November 1, 2014, including faculty on sabbatical leave.

Bolded data summarize headcounts for college level, while schools and departments within the college are listed separately.

* Joint with Agricultural Sciences but listed here only for convenience.

** excluding World Language faculty

Table 3. Tenure Review Outcomes by Gender – STEM Fields*

2011-2012	# Reviews		# Approvals		# Denials	
	Women	Men	Women	Men	Women	Men
Agricultural Sciences						
Botany & Plant Pathology				1		
Crop & Soil Science			1	4		
Environmental and Molecular Toxicology				1		
Fisheries and Wildlife			2	1		
Food Science and Technology			1	2		
Horticulture				3		
Microbiology			1			
Earth, Atmospheric and Ocean Sciences				1		
Engineering						
Electrical Engineering and Computer Science				5		
Mechanical, Industrial, and Manufacturing Engineering				1		
Forestry						
Ecosystems and Society				1		
Science						
Biochemistry and Biophysics				1		
Geoscience			1			
Mathematics			3			
Physics				2		
2012-2013	Women	Men	Women	Men	Women	Men
Agricultural Sciences						
Agriculture and Resource Economics				1		
Animal and Rangeland Science				1		
Biological and Ecological Engineering				2		
Crop & Soil Science				2		
Environmental and Molecular Toxicology				1		
Fisheries and Wildlife			1	1		
Food Science & Technology			1			
Horticulture			2			
Education (Math and Science Education)				1		
Earth, Atmospheric and Ocean Sciences			1	6		
Engineering						
Chemical, Biological and Environmental Engineering				1		
Electrical Engineering and Computer Science			1	2		
Mechanical, Industrial, and Manufacturing Engineering			1			

2013-2014	# Reviews		# Approvals		# Denials	
	Women	Men	Women	Men	Women	Men
Agricultural Sciences						
Agricultural Education and General Education				1		
Animal and Rangeland Sciences				2		
Botany and Plant Pathology				1		
Crop & Soil Science				1		
Fisheries and Wildlife				2		
Food Science and Technology				1		
Horticulture				1		
Earth, Atmospheric and Ocean Sciences			2	1		
Education (Math and Science)			1			
Engineering						
Chemical, Biological and Environmental Engineering			1	1		
Civil and Construction Engineering				1		
Electrical Engineering and Computer Science				1		
Mechanical, Industrial, and Manufacturing Engineering			1	4		
Nuclear Engineering				2		
Forestry						
Forest Engineering, Resources and Management				2		
Wood Science and Engineering				1		
Science						
Chemistry			1			
Mathematics				1		
Physics				1		

Table 3. Tenure Review Outcomes by Gender – SBS Fields*

2011-2012	# Reviews		# Approvals		# Denials	
	Women	Men	Women	Men	Women	Men
Liberal Arts						
Anthropology				1		
2012-2013						
Liberal Arts						
Sociology				1		
Psychological Science				1		
2013-2014						
Liberal Arts						
Language, Culture and Society				1		
Psychological Science				1		

Table 4a. Promotion Review Outcomes by Gender: Assistant to Associate Professor – STEM Fields

	# Reviews		# Approvals		# Denials	
	Women	Men	Women	Men	Women	Men
2011-2012						
Agricultural Sciences						
Botany & Plant Pathology				1		
Crop & Soil Science				2		
Environmental and Molecular Toxicology				1		
Fisheries and Wildlife			2	1		
Food Science and Technology				1		
Horticulture				3		
Engineering						
Electrical Engineering and Computer Science				4		
Mechanical, Industrial, and Manufacturing Engineering				1		
Forestry						
Ecosystems and Society				1		
Science						
Biochemistry and Biophysics			1			
Geoscience						
Mathematics			2			
Physics				1		
2012-2013						
Agricultural Sciences						
Agriculture and Resource Economics				1		
Animal and Rangeland Science				1		
Biological and Ecological Engineering				1		
Crop & Soil Science				1		
Environmental and Molecular Toxicology				1		
Fisheries and Wildlife			1			
Food Science & Technology			1			
Horticulture			2			
Education (Math and Science Education)				1		
Earth, Atmospheric and Ocean Sciences			1			
Engineering						
Chemical, Biological and Environmental Engineering				1		
Electrical Engineering and Computer Science			1	2		
2013-2014						
Agricultural Sciences						
Agricultural Education and General Agriculture				1		
Animal and Rangeland Science				2		
Botany and Plant Pathology				1		
Fisheries and Wildlife				1		
Horticulture				1		
Earth, Atmospheric and Ocean Sciences				1		
Education (Math and Science)				1		
Engineering						
Chemical, Biological and Environmental Engineering				1		
Civil and Construction Engineering				1		
Electrical Engineering and Computer Science				1		
Mechanical, Industrial, and Manufacturing Engineering				1		
Nuclear Engineering				1		
Forestry						
Forest Engineering, Resources and Management				1		
Wood Science and Engineering				1		
Science						
Mathematics				1		
Physics				2		

Table 4a. Promotion Review Outcomes by Gender: Assistant to Associate Professor – SBS Fields

		# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
Liberal Arts	2011-2012						
Anthropology				1			
Liberal Arts	2012-2013						
Psychological Science				1			
Liberal Arts	2013-2014						
Language, Culture and Society					1		
Psychological Science					1		

Table 4b. Promotion Review Outcomes by Gender: Associate to Full Professor – STEM Fields

	2011-2012	# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
Agricultural Sciences							
Crop & Soil Science				1	2		
Environmental and Molecular Toxicology							
Fisheries and Wildlife							
Food Science and Technology				1	1		
Microbiology				1			
Earth, Atmospheric and Ocean Sciences					1		
Engineering							
Electrical Engineering and Computer Science					1		
Science							
Geoscience				1			
Mathematics				1			
Physics					1		
	2012-2013						
Agricultural Sciences							
Biological and Ecological Engineering					1		
Crop & Soil Science					1		
Earth, Atmospheric and Ocean Sciences					6		
Engineering							
Mechanical, Industrial, and Manufacturing Engineering				1			
	2013-2014						
Agricultural Sciences							
Crop & Soil Science					1		
Fisheries and Wildlife					1		
Food Science and Technology					1		
Earth, Atmospheric and Ocean Sciences				2			
Engineering							
Chemical, Biological and Environmental Engineering				1			
Mechanical, Industrial, and Manufacturing Engineering				1	3		
Nuclear Engineering				1			
Forestry							
Forest Engineering, Resources and Management					1		
Science							
Chemistry				1			

Table 4b. Promotion Review Outcomes by Gender: Associate to Full Professor – SBS Fields

	2012-2013	# Reviews		# Approvals		# Denials	
		Women	Men	Women	Men	Women	Men
Liberal Arts							
Sociology					1		

**Table 5a. Years in Rank at the Associate Professor Level for STEM and SBS Faculty:
those hired as ASSISTANT PROFESSORS**

Years in rank	STEM				SBS			
	Women		Men		Women		Men	
	n	%	n	%	n	%	n	%
0 - 2	11	28%	40	31%	2	18%	1	7%
3 - 5	10	25%	31	24%	2	18%	5	36%
6 - 8	8	20%	23	18%	3	27%	4	29%
9 - 11	4	10%	4	3%	2	18%	1	7%
12 - 14	4	10%	8	6%	0	0%	2	14%
15 or more	3	8%	22	17%	2	18%	1	7%

For those with 15 or more, statistics on actual years

range	8	19	-	-
mean	18.3	21.5	-	-
std dev	4.4	4.9	-	-
median	16.1	19.7	-	-

**Table 5b. Years in Rank at the Associate Professor Level for STEM and SBS Faculty:
those hired as ASSOCIATE PROFESSORS**

Years in rank	STEM				SBS			
	Women		Men		Women		Men	
	n	%	n	%	n	%	n	%
0 - 2	1	25%	14	45%	1	50%	1	50%
3 - 5	1	25%	4	13%	0	0%	0	0%
6 - 8	0	0%	4	13%	1	50%	1	50%
9 - 11	1	25%	3	10%	0	0%	0	0%
12 - 14	0	0%	2	6%	0	0%	0	0%
15 or more	1	25%	4	13%	0	0%	0	0%

For those with 15 or more, statistics on actual years

range	-	3	-	-
mean	-	19.8	-	-
std dev	-	1.7	-	-
median	-	19.8	-	-

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System, active staff on November 1, 2014, including faculty on sabbatical leave.

Table 6. Voluntary, Non-retirement Attrition, by Year, College, Rank and Gender

	Assistant		Associate		Full	
	Women	Men	Women	Men	Women	Men
2011						
Agricultural Sciences	1	1	0	0	0	2
Earth, Atmospheric, and Ocean Sciences	0	0	0	0	0	0
Education (Science and Mathematics Education)	0	0	0	0	0	0
Engineering	0	0	0	0	0	0
Forestry	0	0	0	0	0	0
Science	0	1	0	0	0	1
STEM Total	1	2	0	0	0	3
Liberal Arts (SBS Total)	0	0	0	0	0	1
2012						
Agricultural Sciences	3	3	0	1	0	1
Earth, Atmospheric, and Ocean Sciences	0	0	0	0	0	0
Education (Science and Mathematics Education)	0	0	0	0	0	0
Engineering	1	0	0	2	0	0
Forestry	0	1	0	0	0	0
Science	0	0	0	0	0	0
STEM Total	4	4	0	3	0	1
Liberal Arts (SBS Total)	0	1	1	0	0	0
2013						
Agricultural Sciences	1	2	0	0	0	3
Earth, Atmospheric, and Ocean Sciences	0	0	0	0	0	0
Education (Science and Mathematics Education)	0	1	1	0	0	0
Engineering	0	0	1	1	0	0
Forestry	0	0	0	0	0	1
Science	1	0	0	0	0	0
STEM Total	2	3	2	1	0	4
Liberal Arts (SBS Total)	1	0	0	1	0	0
2014						
Agricultural Sciences	0	1	0	2	0	1
Earth, Atmospheric, and Ocean Sciences	0	0	0	0	1	1
Education (Science and Mathematics Education)	0	0	0	0	0	0
Engineering	0	0	0	1	0	0
Forestry	0	0	0	0	0	0
Science	0	0	0	0	0	0
STEM Total	0	1	0	3	1	2
Liberal Arts (SBS Total)	3	0	0	0	0	1

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System

Excludes tenure track faculty that were denied tenure; includes those that left their tenure-track/tenured position but stayed on in fixed-term research or professional positions. Tenured faculty that were removed from administrative positions and subsequently left their tenured position are counted as voluntary departers from the tenure role.

Table 7. New Hires in STEM and SBS, by Year, College, Rank and Gender

	Assistant			Associate			Full		
	Women	Men	% Women	Women	Men	% Women	Women	Men	% Women
2010-11									
Agricultural Sciences	1	1	50%	1	0	100%	0	3	0%
Earth, Atmospheric, and Ocean Sciences	1	0	100%	0	0		0	1	0%
Education (Science and Mathematics Education)	0	0		0	0		0	0	
Engineering	0	2	0%	0	1	0%	0	0	
Forestry	0	0		0	0		0	0	
Science	1	1	50%	0	0		0	0	
STEM Total	3	4	43%	1	1	50%	0	4	0%
Liberal Arts (SBS Total)	2	0	100%	0	0		0	0	
2011-12									
Agricultural Sciences	0	3	0%	0	0		0	2	0%
Earth, Atmospheric, and Ocean Sciences	2	1	67%	0	2	0%	0	0	
Education (Science and Mathematics Education)	1	0	100%	0	0		0	0	
Engineering	0	7	0%	0	1	0%	0	0	
Forestry	0	2	0%	0	0		0	1	0%
Science	5	8	38%	0	1	0%	0	0	
STEM Total	8	21	28%	0	4	0%	0	3	0%
Liberal Arts (SBS Total)	5	3	63%	0	0		1	0	
2012-13									
Agricultural Sciences	5	4	56%	0	0		0	1	0%
Earth, Atmospheric, and Ocean Sciences	1	0	100%	0	2	0%	0	0	
Education (Science and Mathematics Education)	1	1	50%	0	0		0	1	0%
Engineering	2	13	13%	1	3	25%	1	0	100%
Forestry	1	4	20%	0	0		0	1	0%
Science	2	5	29%	1	0	100%	0	0	
STEM Total	12	27	31%	2	5	29%	1	3	25%
Liberal Arts (SBS Total)	3	5	38%	0	0		0	1	0%
2013-14									
Agricultural Sciences	3	5	38%	0	3	0%	0	1	0%
Earth, Atmospheric, and Ocean Sciences	1	2	33%	0	2	0%	0	1	0%
Education (Science and Mathematics Education)	0	0		0	0		1	0	100%
Engineering	4	13	24%	0	1	0%	0	1	0%
Forestry	2	0	100%	0	0		1	0	100%
Science	3	6	33%	0	1	0%	1	2	33%
STEM Total	13	26	33%	0	7	0%	3	5	38%
Liberal Arts (SBS Total)	0	2	0%	1	1	50%	0	0	

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System

Table 8. Faculty Leadership Positions

	All Faculty	Number of Women Faculty		
		All	STEM	SBS
Tenured Full Professors	421	116	67	11
Full Professors (non-tenured)	2	0	0	0
STEM Department Heads	28	9	8	
SBS Department Heads	28	9		0
Deans	14	6	3	0
Associate Deans	28	12	7	0
Center Directors	50	18	5	3
President, Vice-Presidents, Provost, Vice-Provosts	5	2	1	1
Endowed/Named Chairs	13	3	2	0

Data based on Professor rank positions only