

OREGON STATE ADVANCE Toolkit Data: Year Two 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	18	23	16	73	62	24	20%	27%	40%
Agricultural Communications	0	1	0	1	0	0	0%	100%	
Agricultural Education and Agricultural Sciences	0	0	1	1	2	0	0%	0%	100%
Animal and Rangeland Sciences	1	2	2	6	8	6	14%	20%	25%
Applied Economics	1	2	0	7	7	3	13%	22%	0%
Biological & Ecological Engineering*	0	2	0	3	3	2	0%	40%	0%
Botany and Plant Pathology	1	2	1	13	3	5	7%	40%	17%
Crop and Soil Science	5	1	5	13	11	1	28%	8%	83%
Environmental and Molecular Toxicology	3	1	1	8	3	0	27%	25%	100%
Fisheries and Wildlife	3	5	2	9	9	2	25%	36%	50%
Food Science and Technology	2	2	2	8	4	0	20%	33%	100%
Horticulture	2	5	2	4	12	5	33%	29%	29%
Earth, Atmospheric, and Ocean Sciences	9	3	6	40	15	5	18%	17%	55%
Education (Science and Mathematics Education)	2	2	2	4	1	0	33%	67%	100%
Engineering	10	10	11	51	41	49	16%	20%	18%
Chemical, Biological and Environmental Engineering	1	2	2	9	5	6	10%	29%	25%
Civil and Construction Engineering	1	1	3	10	14	9	9%	7%	25%
Electrical Engineering and Computer Science	2	4	2	15	12	17	12%	25%	11%
Mechanical, Industrial, and Manufacturing Engineering	5	2	4	11	9	15	31%	18%	21%
Nuclear Engineering and Radiation Health Physics	1	1	0	6	1	2	14%	50%	0%
Forestry	6	3	4	29	19	10	17%	14%	29%
Forest Ecosystems and Society	4	3	0	11	7	1	27%	30%	0%
Forest Engineering, Resources and Management	1	0	2	9	9	8	10%	0%	20%
Wood Science and Engineering	1	0	2	9	3	1	10%	0%	67%
Science	21	7	15	45	19	25	32%	27%	38%
Biochemistry and Biophysics	1	1	2	6	5	2	14%	17%	50%
Chemistry	2	1	2	8	3	4	20%	25%	33%
Integrative Biology	7	0	2	7	2	6	50%	0%	25%
Mathematics	4	2	3	14	2	4	22%	50%	43%
Microbiology*	2	0	2	6	1	2	25%	0%	50%
Physics	3	1	1	3	5	3	50%	17%	25%
Statistics*	2	2	3	1	1	4	67%	67%	43%
STEM TOTAL	66	48	54	242	157	113	21%	23%	32%
Liberal Arts (SBS Total)	10	15	14	12	14	17	45%	52%	45%
School of Language, Culture, and Society**	5	6	3	2	5	6	71%	55%	33%
School of Psychological Science	0	3	3	1	3	3		50%	50%
School of Public Policy	5	6	8	9	6	8	36%	50%	50%

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System, active staff on November 1, 2015, including faculty on sabbatical leave.

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

* Joint with Engineering 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	216	57	26%	106	43	41%	43%
Agricultural Communications	2	1	50%	0	0		0%
Agricultural Education and Agricultural Sciences	4	1	25%	0	0		0%
Animal and Rangeland Sciences	25	5	20%	9	5	56%	50%
Applied Economics	20	3	15%	6	4	67%	57%
Biological & Ecological Engineering*	10	2	20%	3	0	0%	0%
Botany and Plant Pathology	25	4	16%	22	12	55%	75%
Crop and Soil Science	36	11	31%	24	10	42%	48%
Environmental and Molecular Toxicology	16	5	31%	10	3	30%	38%
Fisheries and Wildlife	30	10	33%	18	4	22%	29%
Food Science and Technology	18	6	33%	4	1	25%	14%
Horticulture	30	9	30%	10	4	40%	31%
Earth, Atmospheric, and Ocean Sciences	78	18	23%	33	11	33%	38%
Education (Science and Mathematics Education)	11	6	55%	3	2	67%	25%
Engineering	172	31	18%	35	13	37%	30%
Chemical, Biological and Environmental Engineering	25	5	20%	5	2	40%	29%
Civil and Construction Engineering	38	5	13%	5	2	40%	29%
Electrical Engineering and Computer Science	52	8	15%	15	5	33%	38%
Mechanical, Industrial, and Manufacturing Engineering	46	11	24%	9	3	33%	21%
Nuclear Engineering and Radiation Health Physics	11	2	18%	1	1	100%	33%
Forestry	71	13	18%	29	6	21%	32%
Forest Ecosystems and Society	26	7	27%	19	5	26%	42%
Forest Engineering, Resources and Management	29	3	10%	8	1	13%	25%
Wood Science and Engineering	16	3	19%	2	0	0%	0%
Science	132	43	33%	78	38	49%	47%
Biochemistry and Biophysics	17	4	24%	5	2	40%	33%
Chemistry	20	5	25%	17	6	35%	55%
Integrative Biology	24	9	38%	16	9	56%	50%
Mathematics	29	9	31%	21	12	57%	57%
Microbiology*	13	4	31%	8	6	75%	60%
Physics	16	5	31%	7	1	14%	17%
Statistics*	13	7	54%	4	2	50%	22%
STEM TOTAL	680	168	25%	284	113	40%	40%
Liberal Arts (SBS Total)	82	39	48%	26	17	65%	30%
School of Language, Culture, and Society**	27	14	52%	10	8	80%	36%
School of Psychological Science	13	6	46%	7	6	86%	50%
School of Public Policy	42	19	45%	9	3	33%	14%

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System, active staff on November 1, 2015, including faculty on sabbatical leave.

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

* Joint with Engineering but listed here only for convenience.

** excluding World Language faculty

Table 3: Tenure Review Outcomes by Gender – STEM Fields*						
Year: 2014-2015						
	# Reviews		# Approvals		# Denials	
	Women	Men	Women	Men	Women	Men
Agricultural Sciences						
Applied Economics				1		
Environmental and Molecular Toxicology			1			
Fisheries and Wildlife			1	1		
Horticulture				1		
Earth, Atmospheric and Ocean Sciences				1		
Education (Math and Science)			1	1		
Engineering						
Chemical, Biological and Environmental Engineering				1		
Civil and Construction Engineering			2	4		
Electrical Engineering and Computer Science			1			
Mechanical, Industrial, and Manufacturing Engineering				1		
Forestry						
Forest Ecosystems and Society			1	1		
Wood Science and Engineering						
Science						
Chemistry				2		
Statistics				1		

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

Year: 2014-2015

Liberal Arts						
Public Policy			1			

Table 4a: Promotion Review Outcomes by Gender: Assistant to Associate Professor – STEM Fields						
Year: 2014-2015						
	# Reviews		# Approvals		# Denials	
	Women	Men	Women	Men	Women	Men
Agricultural Sciences						
Applied Economics				1		
Environmental and Molecular Toxicology			1			
Fisheries and Wildlife			1	1		
Horticulture				1		
Earth, Atmospheric and Ocean Sciences						
			1	1		
Engineering						
Civil and Construction Engineering				3		
Electrical Engineering and Computer Science			1	2		
Mechanical, Industrial, and Manufacturing Engineering				1		
Forestry						
Forest Ecosystems and Society			1	1		
Science						
Chemistry				2		
Statistics				1		

TABLE 4A: Promotion Review Outcomes by Gender: Assistant to Associate Professor - SBSFields*

Year: 2014-2015

Liberal Arts						
Public Policy			1			

Table 4b: Promotion Review Outcomes by Gender: Associate to Full Professor – STEM Fields*						
Year: 2014-2015						
# Reviews			# Approvals		# Denials	
Agricultural Sciences	Women	Men	Women	Men	Women	Men
Crop & Soil Science				1		
Fisheries and Wildlife			1			
Earth, Atmospheric and Ocean Sciences				1		
Engineering						
Civil and Construction Engineering				1		1
Chemical, Biological and Environmental Engineering				1		
Electrical Engineering and Computer Science				1		
Science						
Integrative Biology				1		
Mathematics			1			
Microbiology			1			
Statistics			1			

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

Year: 2014-15

Liberal Arts						
Psychological Science				1		
Public Policy				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	6	15%	24	20%	1	9%	1	8%
3 - 5	16	41%	42	34%	2	18%	3	25%
6 - 8	6	15%	17	14%	4	36%	4	33%
9 - 11	6	15%	13	11%	2	18%	1	8%
12 - 14	1	3%	3	2%	0	0%	2	17%
15 or more	4	10%	23	19%	2	18%	1	8%

For those with 15 or more, statistics on actual years

range	9	20	-	-
mean	18.3	21.6	-	-
std dev	4.1	5.5	-	-
median	16.7	20.3	-	-

**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	5	56%	15	44%	3	75%	1	50%
3 - 5	2	22%	6	18%	0	0%	0	0%
6 - 8	0	0%	4	12%	1	25%	1	50%
9 - 11	1	11%	1	3%	0	0%	0	0%
12 - 14	0	0%	3	9%	0	0%	0	0%
15 or more	1	11%	5	15%	0	0%	0	0%

For those with 15 or more, statistics on actual years

range	-	7	-	-
mean	-	19.7	-	-
std dev	-	3	-	-
median	-	19.3	-	-

Source: Oregon State University Office of Institutional Research, using Data Warehouse and Banner Information System, active staff on November 1, 2015, 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
2015						
Agricultural Sciences	0	0	0	1	0	1
Earth, Atmospheric, and Ocean Sciences	0	1	0	0	0	0
Education (Science and Mathematics Education)	0	0	0	0	0	1
Engineering	1	1	0	2	1	2
Forestry	0	0	0	1	0	0
Science	0	0	0	0	0	0
STEM Total	1	2	0	4	1	4
Liberal Arts (SBS Total)	0	0	0	0	1	0

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	
2014-15									
Agricultural Sciences	3	4	43%	0	1	0%	1	1	50%
Earth, Atmospheric, and Ocean Sciences	1	1	50%	0	1	0%	0	0	
Education (Science and Mathematics Education)	0	0		0	0		0	0	
Engineering	1	13	7%	1	1	50%	0	2	0%
Forestry	0	5	0%	0	1	0%	0	0	
Science	2	5	29%	0	0		1	1	50%
STEM Total	7	28	20%	1	4	20%	2	4	33%
Liberal Arts (SBS Total)	3	4	43%						
2015-16									
Agricultural Sciences	3	7	30%	0	0		1	1	50%
Earth, Atmospheric, and Ocean Sciences	1	1	50%	0	0		0	0	
Education (Science and Mathematics Education)	0	0		0	0		0	0	
Engineering	6	6	50%	1	0	100%	1	0	100%
Forestry	2	1	67%	0	0		0	0	
Science	2	1	67%	0	0		1	0	100%
STEM Total	14	16	47%	1	0	100%	3	1	75%
Liberal Arts (SBS Total)	4	2	67%	1	0	100%	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	388	124	68	8
Full Professors (non- tenured)	4	1	0	0
STEM Department/School Heads	36	16	10	NA
SBS Department/School Heads	36	16	NA	0
Deans	15	6	3	0
Associate Deans	27	16	7	0
Center Directors	48	18	8	3
President, Vice-Presidents, Provost, Vice-Provosts	5	2	2	0
Endowed/Named Chairs	15	3	2	0

Data based on Professorial rank positions only