

The background features two large, overlapping, light gray symbols. The symbol on the left is a circle with an arrow pointing up and to the right, representing the male gender. The symbol on the right is a circle with a vertical line extending downwards from its center, representing the female gender. The two symbols overlap in the center of the page.

# **AAUP Faculty Gender Equity Indicators 2006**

**Martha S. West and John W. Curtis**

**AAUP**

American Association of University Professors

*Academic Freedom for a Free Society*

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# Organizing Around Gender Equity

Martha S. West and John W. Curtis

The last two years have seen renewed and vigorous debate regarding the opportunities for women's advancement as faculty at American colleges and universities. Some of the recent increase in attention to this issue can be attributed to the reaction to remarks by Lawrence Summers, then president of Harvard University, in January 2005. (For example, see the statement of AAUP's Committee on Women in the Academic Profession published in the July-August 2005 issue of *Academe*.) Although the concern with equity for women faculty preceded Summers's statement by many years, in the wake of the controversy several major universities announced significant new initiatives to support women faculty. In recent months the National Academy of Sciences has issued two reports: *To Recruit and Advance: Women Students and Faculty in U.S. Science and Engineering and Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*. In

addition, the last two years have seen increasing attention to policies and practices designed to enable faculty to balance their career goals with family responsibilities—a challenge that has long disproportionately impacted women.

Beginning with the establishment of Committee W in 1918, continuing with the statement *On Discrimination* and collection of gender-specific faculty salary data in the late 1970s, and more recently in its *Statement of Principles on Family Responsibilities and Academic Work* (2001), the AAUP has long worked toward the goal of achieving equity in appointments and salary for women faculty. The present report represents both a continuation and an expansion of this effort. It provides data on faculty gender equity that are specific and comparable for a wide range of college and university campuses, with

the goal of invigorating collaborative discussions at the local level. Our hope is that faculty will join together to review—based on these data and other locally produced information—the status of gender equity efforts on their campuses, and that they will initiate discussions with their institutional administrations on ways to make further progress.

## Section I.

### A National Portrait of Faculty Women

It is now thirty-four years since Congress passed Title IX in 1972, prohibiting sex discrimination in education. Yet women still find themselves struggling to be admitted to the top faculty ranks in colleges and universities. Women hold only 24 percent of full professor positions in the U.S., despite the overwhelming presence of women students on campus for the past twenty-five years. Women are obtaining doctoral degrees at record rates, but their representation in the ranks of tenured faculty remains below expectations, particularly at research universities. Women face more obstacles as faculty in higher education than they do as managers and directors in corporate America.

The barriers for women in higher education not only raise questions of basic fairness, but place serious limitations on the success of educational institutions themselves. Colleges and universities are not taking advantage of the widest talent pool when they discriminate on the basis of gender in hiring or promoting faculty. When women are hired, they are often paid lower salaries than men of equal rank, again shortchanging both women faculty and educational institutions by discouraging women graduate students from pursuing academic careers. The nature and scope of academic research is, in turn,

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***The barriers for women in higher education . . . place serious limitations on the success of educational institutions themselves.***

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affected by the lack of gender equity. When women are missing from faculty ranks, the research questions they would raise—whether or not those questions relate to matters of gender—are not asked and the corresponding research is not undertaken. American higher education as a whole suffers because of the lack of gender equity in the faculty.

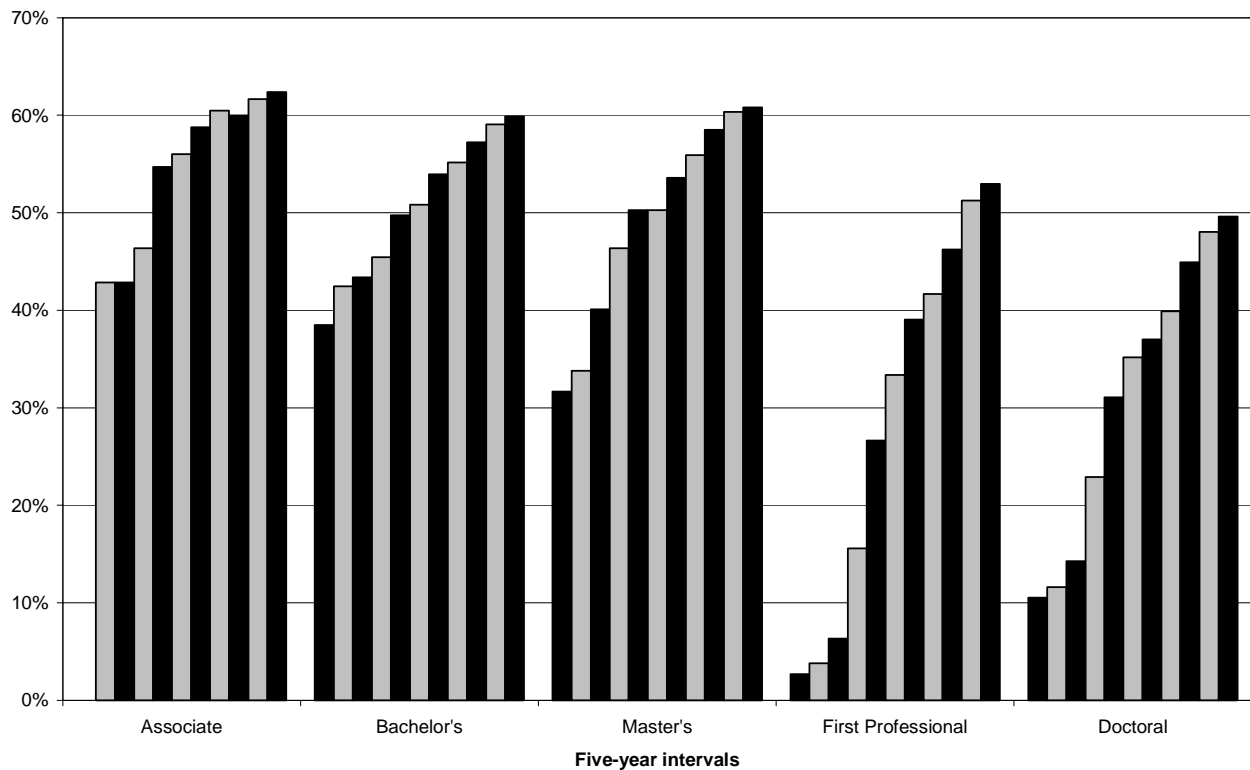
The increased participation of women in higher education as students was well underway before Title IX was enacted in 1972 (see Figure 1). Yet, with Title IX’s explicit prohibition of sex discrimination in education, that date marks a good starting point to examine the rapid expansion of women’s graduate enrollment in higher education in the United States. In 1972, women earned 41 percent of Master’s degrees awarded by U.S. universities, 6 percent of first professional degrees, and 16 percent of doctorates. Thirty-two years later, in 2004, women earned more than half of all graduate degrees: 59 percent of Master’s degrees, 49 percent of first professional degrees, and 48 percent of doctorates.<sup>1</sup> Among U.S. citizens, 53 percent of PhD recipients in 2004 were women.<sup>2</sup> The predominance of women

in the student populations of American colleges and universities is so great that the American Council on Education’s recent *Gender Equity in Higher Education: 2006* focuses on the “gender gap” in male achievement at the undergraduate level.

With this extraordinary expansion of women’s enrollment in graduate programs, one would expect women’s presence on university and college faculties to follow suit. Women’s integration into the faculty ranks, however, has occurred much more slowly. In 1972, women made up 27 percent of all faculty in higher education.<sup>3</sup> By 2003, women comprised 43 percent of all faculty, 39 percent of full-time and 48 percent of part-time faculty.<sup>4</sup> Women occupied about 9 percent of full professor positions at four-year colleges and universities in 1972,<sup>5</sup> and still only 24 percent of all full professors in 2003.<sup>6</sup>

The AAUP has been tracking this uneven progress of women in the academy for many years and reports faculty data by gender as part of its annual compensation survey. Due to the persistence of faculty gender inequity at U.S. colleges and universities, it is time to look more deeply into the

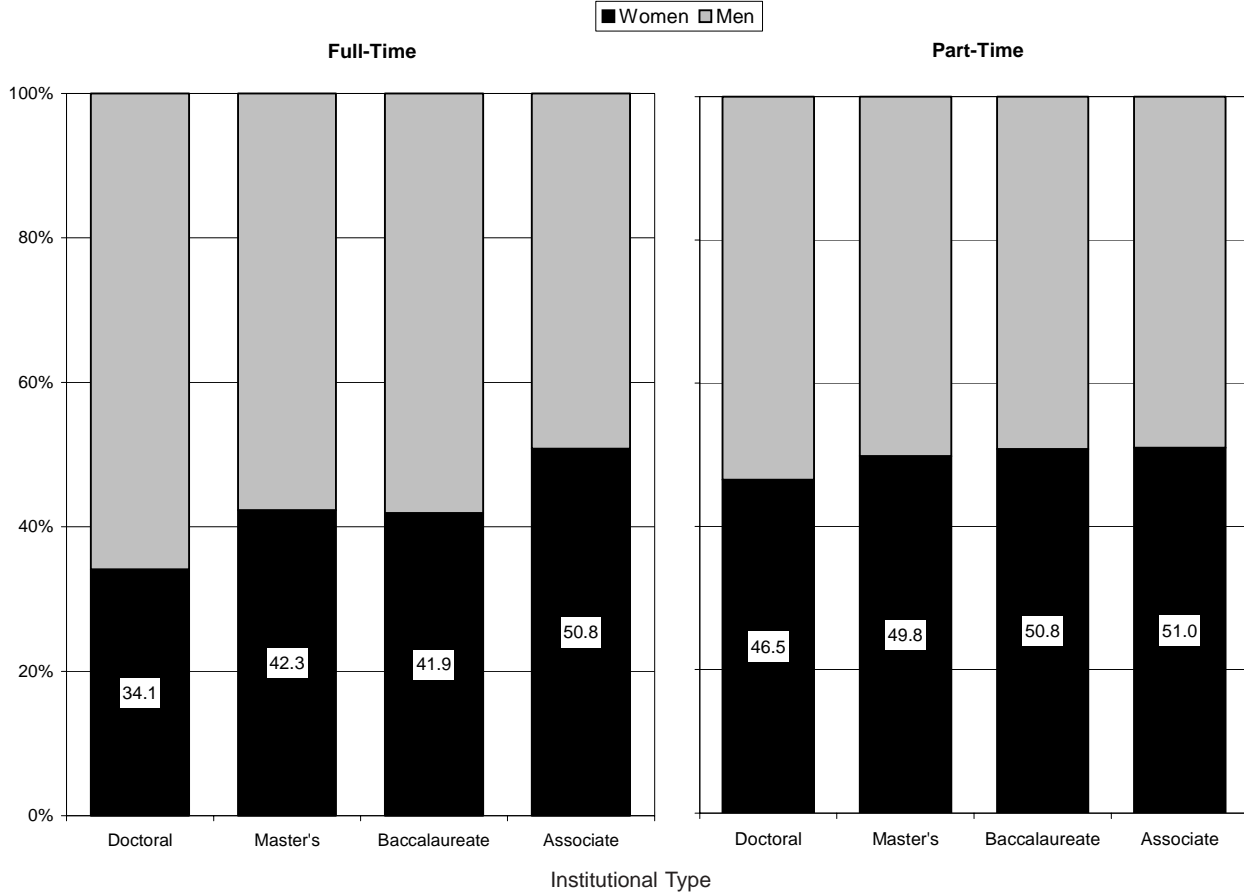
**Figure 1.**  
**Earned degrees, percent women, 1960-61 to 2010-11\***



Source: US Department of Education, *Digest of Education Statistics 2005* (Table 246)

\*2005-06 and 2010-11 Projected

**Figure 2.**  
**Equity Indicator 1 - Faculty Employment Status by Gender and Institutional Category, 2005-06**



situation women face on individual campuses and among different types of institutions. Reviewing comparative data across a large number of higher education institutions, it becomes more obvious that women’s status varies greatly. Accordingly, AAUP has developed a new set of numbers, gender equity indicators, for individual colleges and universities to illustrate women’s progress (or lack thereof) in pursuing academic careers. The four indicators represent different aspects of the overall status of women faculty, which at current levels amount to a series of accumulated disadvantages: Women faculty are less likely than men to hold full-time positions. Women in those full-time positions are underrepresented in tenure-track positions, and have not attained senior faculty rank (represented here by the full professor rank) at the same rates as men. At each full-time faculty rank, women earn less than men, and the accumulated disadvantages of position are exemplified by the comparison of overall average salary in the final indicator.

The next sections provide a national context for each of these indicators, followed by discussion of how to make use of the institution-specific data listed in the appendix.

**Faculty Gender Equity Indicator 1: Employment Status**

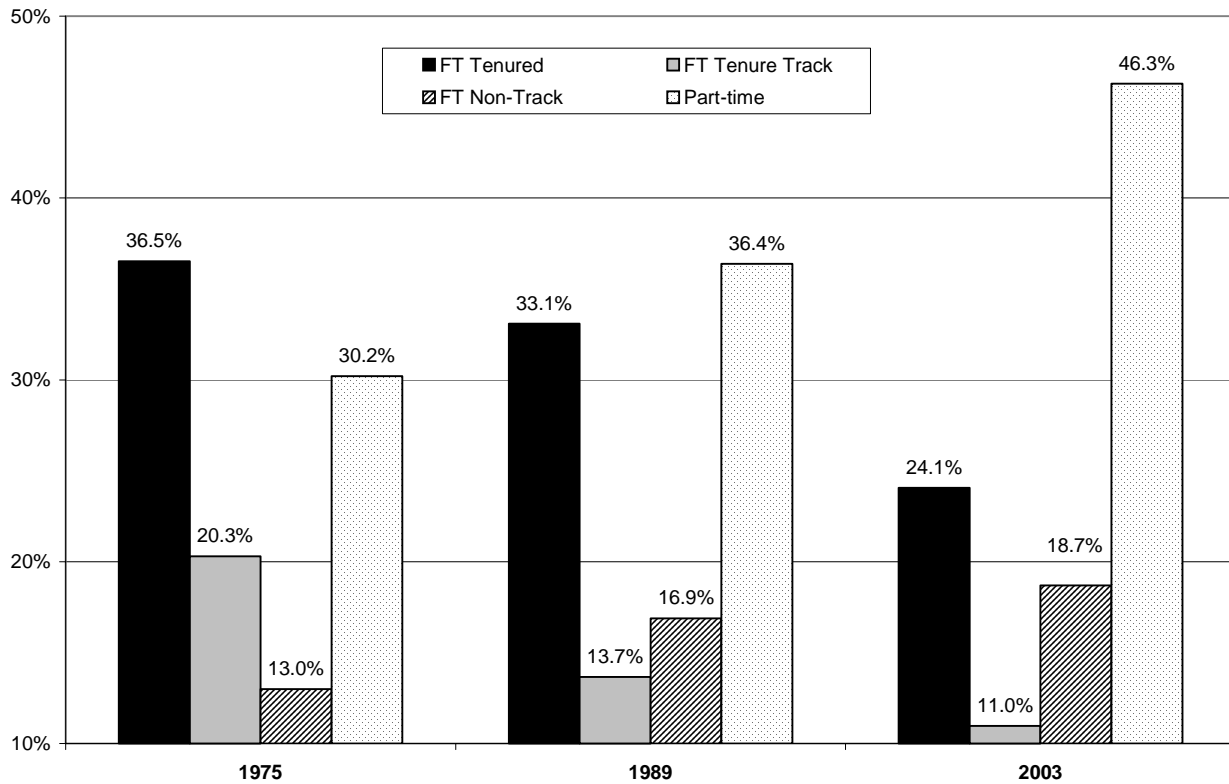
The first step on the faculty career ladder is obtaining a full-time position. As noted in the AAUP’s 2006 *Annual Report on the Economic Status of the Profession*, the proportion of full-time appointments among all faculty positions has been declining over the last thirty years.<sup>7</sup> However, throughout this period, women have more frequently held part-time positions than have men. At the national level, women constituted 39 percent and men 61 percent of full-time faculty in 2005-06.<sup>8</sup> Thirty years ago, women were 22 percent of full-time faculty, and ten years ago they made up 32 percent. This gradual increase in the representation of women among full-time faculty does indicate some progress, and some

observers have suggested it is just a matter of time until women faculty reach parity with men. A sophisticated recent analysis of hiring and retention trends at one research university suggests, however, that parity is unlikely to emerge without significant changes in employment patterns.<sup>9</sup> Based on complete data for the 1990s, the model analysis found that without any change in current hiring and retention trends, women would never make up more than 34 percent of full-time tenure-track faculty at that university—with that progress requiring 40 years to achieve. Even given an extremely optimistic hypothetical projection based on equality of hiring and retention rates between men and women, the researchers concluded that it would take *57 years* for women to reach parity with men and make up 50 percent of the full-time faculty.

The success of women in achieving full-time faculty status has differed greatly depending on institutional type. At universities that award doctorates, women have filled graduate programs as

indicated above, but have not been welcomed into the faculty ranks at comparable rates. Gender Equity Indicator 1, depicted in figure 2, shows that women constituted 34 percent of all full-time faculty at doctoral institutions in 2005-06, while men made up 66 percent. Doctoral universities play a crucial role in gender equity, not only because of their status and prestige, but because they employ such a significant percentage of faculty members: 47 percent of full-time faculty teach at doctoral universities. By contrast, at colleges and universities that award primarily master's or baccalaureate degrees, women held 42 percent of full-time faculty positions compared to men's 58 percent. At associate degree-granting institutions—predominantly public community colleges—women have already reached parity, comprising 51 percent of the full-time faculty. Contrast the data on full-time faculty to that on part-time faculty. Women occupy a significantly higher percentage of part-time faculty slots than full-time positions. In 2005-06, women held 48 percent of part-

**Figure 3.**  
**Trends in Faculty Status, 1975-2003**  
 All degree-granting institutions, national totals



Source: US Department of Education, IPEDS Fall Staff Survey

time positions, compared to 39 percent of full-time faculty slots. As figure 2 indicates, women comprise a consistent proportion of part-time faculty across institutional types, making up only a slightly lower proportion of those positions at doctoral universities.

**Faculty Gender Equity Indicator 2: Tenure Status**

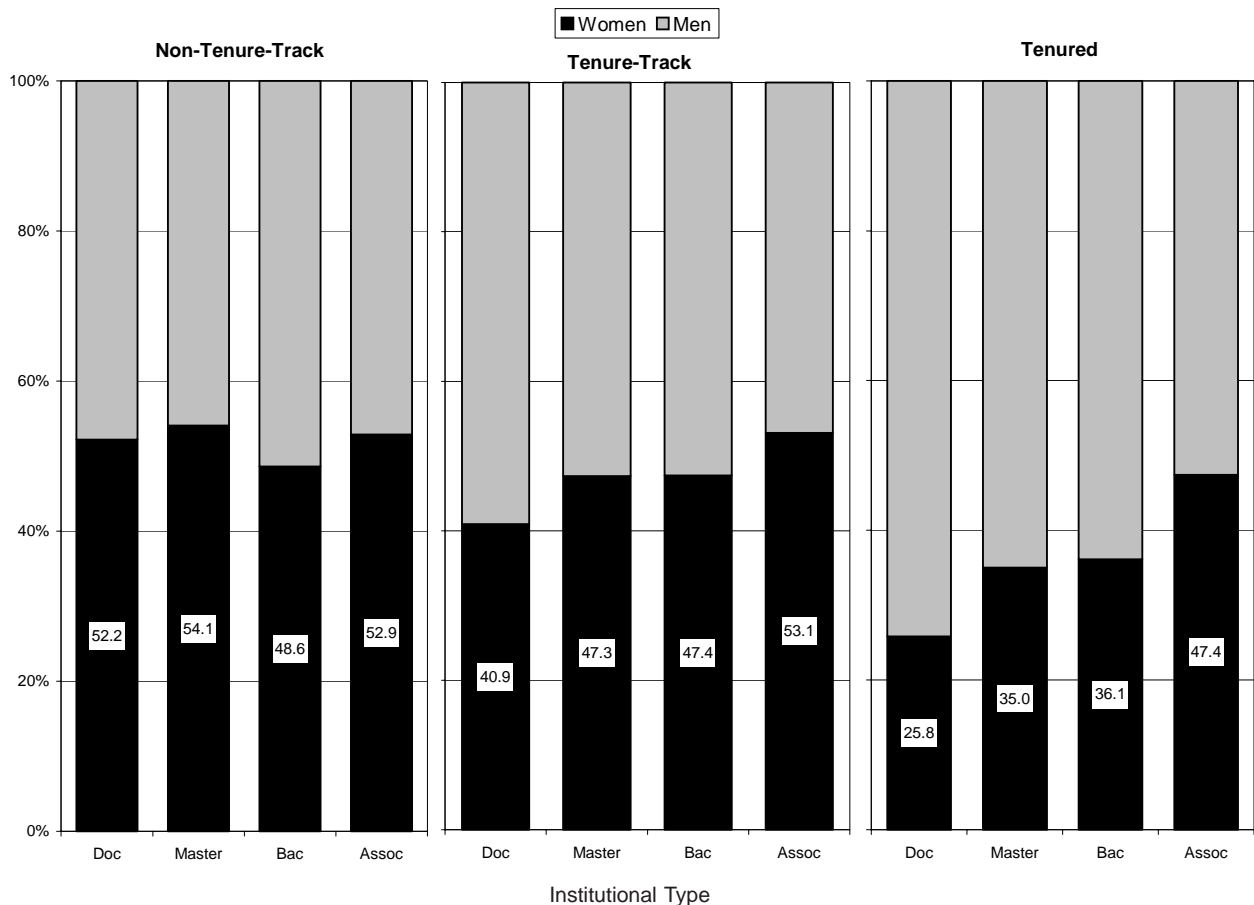
The second hurdle for women pursuing a faculty career is securing a tenure-track appointment. Figure 3, utilizing U.S. Department of Education census data, shows that alongside the growth in part-time faculty jobs, full-time non-tenure-track positions have increased over the last three decades. As Schuster and Finkelstein have documented, the majority of new full-time faculty hires since 1990 have been off the tenure track.<sup>10</sup> The impact of this trend has not been equal for men and women, however. Figure 4 presents Gender Equity Indicator 2, the breakdown of full-time faculty positions by tenure status and type of institution. It demonstrates

that while women occupy the majority of non-tenure-track positions, they are still underrepresented among the ranks of tenured faculty.

*Non-Tenure-Track Faculty*

As figure 4 shows, we find a significantly higher proportion of women among non-tenure-track faculty than among tenured faculty. Most full-time non-tenure-track positions are “term” or “contract” appointments, usually extending for one to three academic years with no assurance of reappointment at the end of the contract term. Nationwide in 2005-06, women occupied 52 percent of the non-tenure track positions, and men 48 percent. Further analysis indicates that women held 57 percent of full-time instructor or lecturer positions in 2005-06; these are nearly all positions that do not lead to consideration for tenure. Looking at this phenomenon in another way, we find 30 percent of full-time women faculty in non-tenure track jobs, compared to only 18 percent

**Figure 4.**  
**Equity Indicator 2 - Tenure Status of Full-Time Faculty by Gender and Institutional Category, 2005-06**





of full-time male faculty members. Women are significantly over-represented in these non-tenure-track positions, the least secure, least remunerative, and least prestigious jobs among the full-time faculty.

Among non-tenure-track faculty we do not find significant differences between types of higher education institutions. Women hold a majority of these poorly-compensated, insecure positions: 52 percent at doctoral institutions, 54 percent at master's institutions, 49 percent at baccalaureate colleges, and 53 percent at two-year colleges. As indicated in figure 3, the ranks of the non-tenure-track faculty have been expanding over the last three decades, while the ranks of the tenured and tenure-track faculty have been decreasing.

It is interesting that this nationwide phenomenon is occurring just as women are obtaining PhDs in large numbers and thereby qualifying for tenure-track faculty jobs. There is little mobility from non-track positions into tenure-track jobs. Anecdotal reports reflect the unfortunate truth: If one begins teaching in a non-track position, there is very little chance that one's application for a tenure-track job will be taken seriously on that same campus. Schuster and Finkelstein's carefully constructed analysis concludes as follows:

The preliminary evidence suggests that *for the most part* these fixed-term, full-time appointments seem to constitute a discernibly different career track from that of traditional, tenure-eligible appointments. That is, the modal pattern discernible among current full-time faculty is one of movements *among* off-track appointments or *among* on-track appointments.<sup>11</sup>

Consequently, the opportunities for advancement in terms of position or salary are severely limited in a non-tenure-track appointment. That women are overrepresented in these positions indicates a continuing gender inequity not easily overcome, if at all, in the course of faculty careers.

#### *Tenure-Track Faculty*

The crucial data that reflect full-time faculty hiring patterns over the past seven or eight years are the percentages of women and men not yet tenured, but in tenure-track positions. It typically takes from six to eight years to earn tenure, so these entry-level tenure-track positions reflect relatively recent hires.

At the national level among all institutions in 2005-06, women occupied 45 percent of these tenure-track positions.

As figure 4 indicates, at doctoral universities women held 41 percent of these jobs. This proportion of women in tenure-track positions can be compared to the percentage of women among recent PhD recipients, which first reached the 40 percent level in 1995-96 and was 48 percent in 2004.<sup>12</sup> A doctoral degree is generally a prerequisite for a tenure-track position at a doctoral university. Therefore, if universities had been hiring women at a rate equal to their availability in the PhD pool over the last five to seven years, the percentage of women in these tenure-track positions would be higher than it currently is.

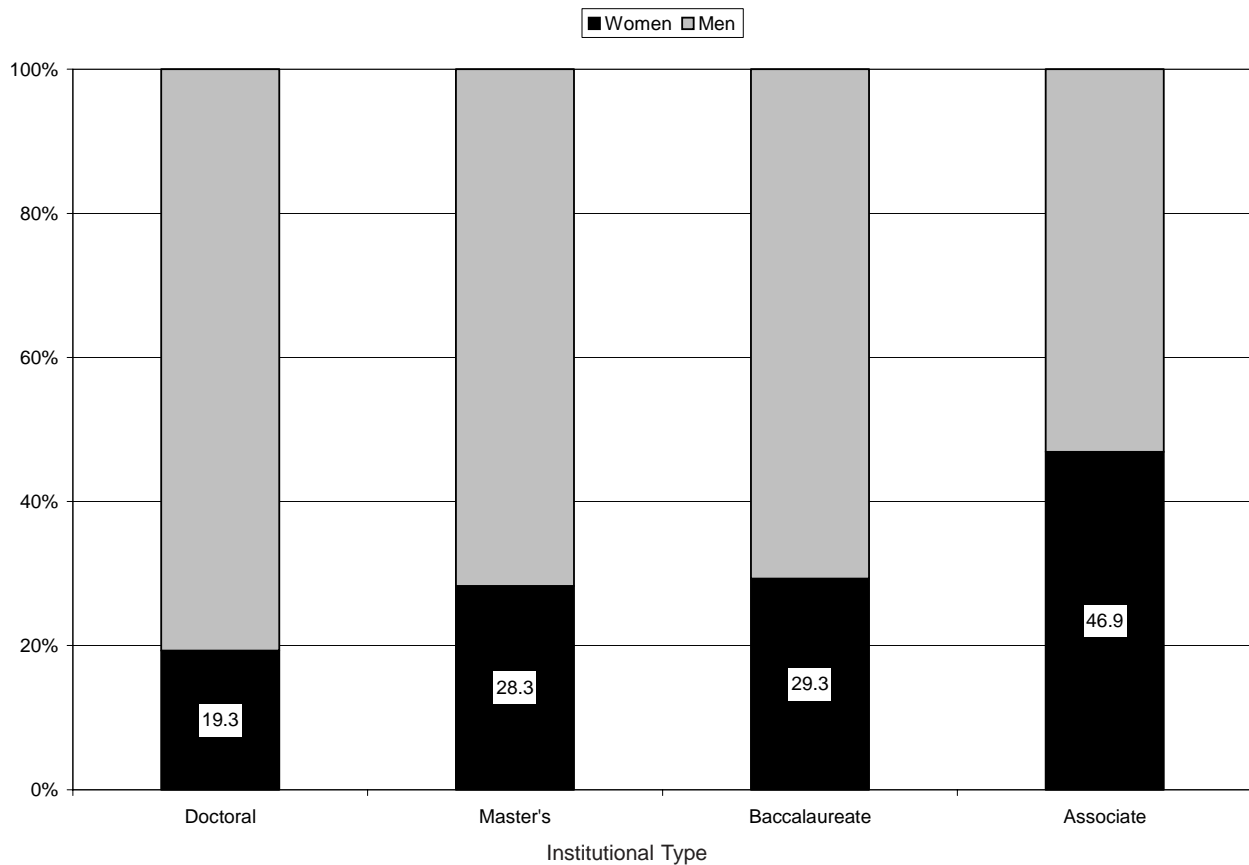
This comparison to the PhD pool may not be as relevant for community colleges as it is for doctoral universities, because a PhD is often not required to teach at an associate degree college. No doubt, this is reflected in the fact that in 2005-06 women held 53 percent of tenure-track positions at community colleges. On the other hand, the community college data may also reflect the fact that women with PhDs are not being hired at equitable rates at doctoral universities, and, instead, are finding teaching jobs at other types of higher education institutions, where they also find significantly higher teaching loads and lower salaries.

At both baccalaureate and master's degree institutions, 47 percent of tenure-track faculty are women. The hiring rates for women among tenure-track faculty at these schools reflect the rate at which women have been obtaining PhDs in the U.S. for the past ten years.

#### *Tenured Faculty*

After securing employment in a tenure-track job, one expects to achieve tenure after six or seven years at most colleges and universities, assuming adequate performance in teaching, service, and research. However, when we move from the tenure-track data to the data on tenured faculty in figure 4, we find a substantial drop in the percentage of women. This difference indicates that the tenure process represents a further inequitable hurdle for women in the academic career progression. In 2005-06, women held only 31 percent of the tenured positions, and men held 69 percent. The differences among

**Figure 5.**  
**Equity Indicator 3 - Full Professors, by Gender and Institutional Type, 2005-06**



institutional types on tenure achievement are also striking. At associate degree colleges, women have nearly reached parity and are 47 percent of tenured full-time faculty. The proportions of women among tenured faculty decrease to a little more than one-third at master's and baccalaureate colleges. It is at doctoral universities that the tenure disparity is most striking, however: only one-fourth of tenured faculty there are women. This means that full-time women faculty are only half as likely as men to have tenure.

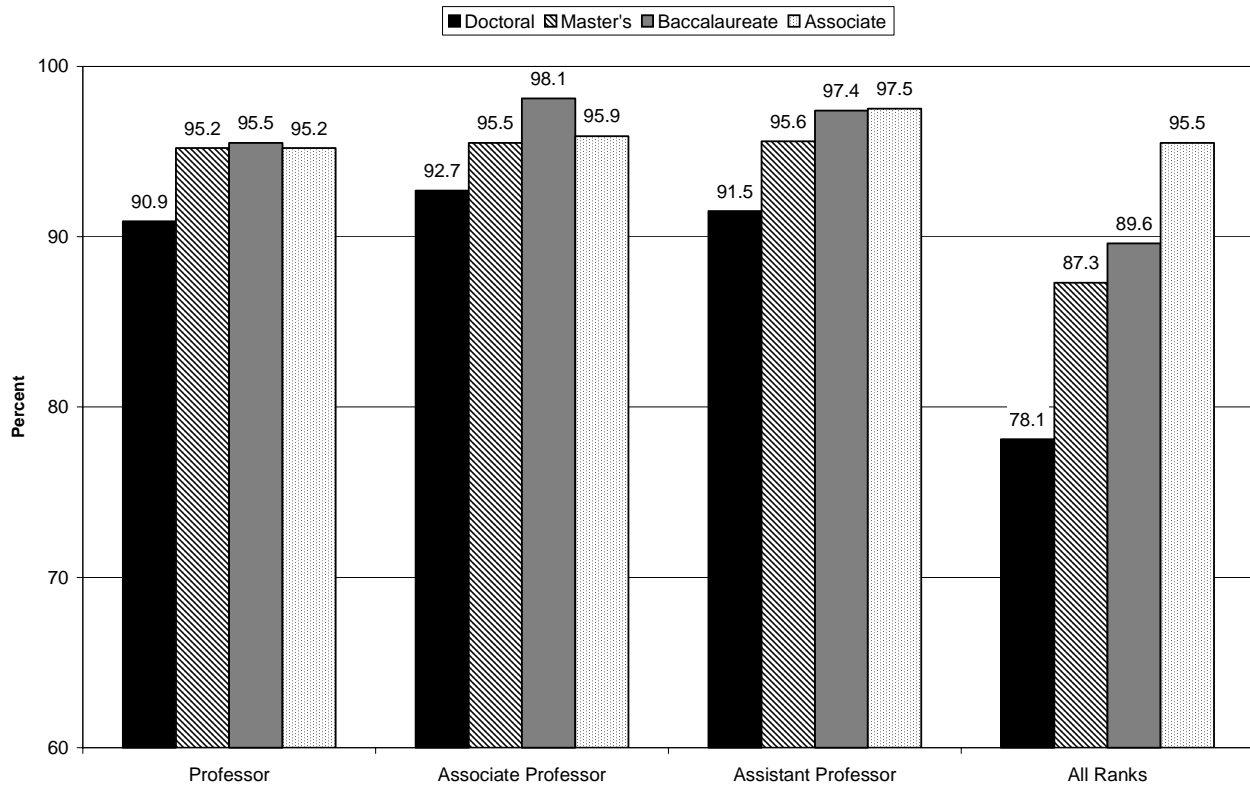
Again, it might be argued that the lower tenure achievement rates for women reflect a lag in academic employment practices that will be remedied given sufficient time. Data from the AAUP survey do not support this contention, however. Separate data by gender on tenure status of full-time positions are available beginning from 1980. At that time, 49 percent of all women full-time faculty had tenure, compared with 70 percent of men. The proportion among women reached 52 percent in 1998-99, but has fallen off to 43 percent for 2005-06 (and 61

percent among men). As tenure rates have fallen off generally, the gap between men and women has not closed. And with the number of tenured and tenure-track positions apparently now stagnating or even decreasing (see figure 3), prospects for women do not appear especially bright in the future without a significant change in hiring and tenure practices.

**Faculty Gender Equity Indicator 3:  
 Full Professor Rank**

In sharp contrast to non-tenure-track positions, when we turn to the most prestigious and highest paid faculty jobs in higher education we find the lowest percentages of women. Among full professors at all institutions nationwide in 2005-06, women held 24 percent of the positions and men held 76 percent. As depicted in figure 5, Gender Equity Indicator 3 reflects differentials among categories of institutions similar to the differentials found in indicators 1 and 2: women are much closer to equality with men in achieving full professor status at community colleges

**Figure 6.**  
**Equity Indicator 4 - Full-Time Faculty, Women's Average Salary as a Percent of Men's,**  
**by Institutional Type, 2005-06**



than at doctoral institutions. In 2005-06, women comprised 47 percent of full professors at community colleges and men 53 percent, almost at parity. By contrast, at doctoral universities the percentage of women among full professors was less than one-fourth of men's, 19 percent compared with 81 percent. Baccalaureate and master's degree institutions were in between, with 29 and 28 percent women respectively, but still with substantially lower proportions of full professor positions than at associate degree colleges.

At the full professor rank, the increase in the proportion of women has been relatively rapid over the years. Women were 10 percent of all full professors in 1974-75 and 24 percent in 2005-06.<sup>13</sup> However, this is a relatively rapid increase from a very low starting point. At this rate of change it does not appear that women faculty will attain equity in full professorships for many years. Thus, promotion to full professor constitutes a further point where inequities persist in the career progression of faculty women.

#### **Faculty Gender Equity Indicator 4: Average Salary**

The final Gender Equity Indicator compares average salaries of men and women by rank and across all academic ranks. In 2005-06, across all ranks and all institutions, the average salary for women faculty was 81 percent of the amount earned by men. This comparison has remained virtually unchanged since the AAUP began collecting separate salary data for women and men faculty in the late 1970s. When men and women faculty at the same rank are compared, women's relative salary is somewhat higher. Among all full professors at all types of institutions in 2005-06, women earned on average 88 percent of what men earned. For associate and assistant professors, the overall national figure for women was 93 percent. However, these numbers are actually slightly lower than they were thirty years previously, down from 90 and 96 percent respectively.

The overall salary disadvantage for women is a combination of two primary factors: women are more likely to have positions at institutions that pay lower

salaries, and they are less likely to hold senior faculty rank. Figure 6 reflects both of these aspects of salary differences for 2005-06, but also indicates that women earn lower salaries on average even when they hold the same rank as men.

In figure 6, the comparison of average salaries within rank shows that women do not reach parity with men in any of the institutional categories. Women's proportion of men's average salary is significantly lower at doctoral universities for all three ranks, while the proportions at master's, baccalaureate, and associate degree institutions are similar to one another. The differences in average salary reflected in the first three sets of columns of figure 6 may seem small. However, viewed another way, the chart indicates that women earn average salaries that are two to nine percentage points lower than men's salaries, *even when they hold the same rank*.

The accumulated salary disadvantage for women is shown most dramatically in the "All ranks" columns of figure 6. The "All ranks" columns in the chart include salaries for full-time instructors, lecturers, and unranked faculty where these are reported. Because women are overrepresented at those lower-paying ranks, the overall figures differ substantially from the figures for each of the upper three ranks. The "All ranks" figures also point to large variations between institutional types. The difference between institutions reflects two aspects of different faculty appointment structures: doctoral universities are more likely to employ faculty at the instructor and lecturer ranks, and more unranked faculty. Further, the salary differentials between ranks at doctoral universities are much larger than those at other types of institutions.

Given these differences, the variations in salary disadvantage for women between different institutional types are stark. Women have not reached overall salary parity with men in any of the institutional categories. However, the figure for 2005-06 at associate degree colleges is closest at 96 percent. At baccalaureate colleges, women earn an average of 90 percent of men's salary, and at master's degree colleges they earn 87 percent. Again, the differences between women and men are greatest at doctoral universities, where the overall national gender equity indicator is only 78 percent for 2005-06.

Gender differences in faculty salary have been subjected to numerous statistical analyses over the last three decades. Many quantitative analysts would argue that the comparison represented by Gender Equity Indicator 4 is too simplistic, because it does not take into account myriad individual differences between men and women faculty. For example, an analysis of data from the National Study of Postsecondary Faculty for fall 1998 was included in the U.S. Department of Education's *Condition of Education 2002*. Based on a multiple regression analysis, the study found that men earned 9 percent more than women, even after controlling for 13 other variables (institution type, discipline, tenure, rank, degree, age, teaching/research, publications). Toutkoushian and Conley's comprehensive review and extension of various analytical models developed during the 1990s found that the "unexplained" salary gap between male and female faculty remains at between 4 and 6 percent. In a recent article, Umbach focused on disciplinary labor markets, which are often cited as a key source of differences in salary between men and women.<sup>14</sup>

Each of these statistical studies finds an "unexplained" disadvantage of several percentage points in average salaries for women faculty, even after accounting for numerous individual and institutional factors. Although it is not appropriate to attribute this remaining differential to discrimination on the basis of this evidence alone, the statistical analyses clearly leave a series of questions unanswered: Why is the proportion of women faculty holding doctorates smaller than the proportion among men? Why are women less likely to obtain full-time tenure-track positions? Why are they less likely to be employed in research universities? Why do women faculty generally spend more of their time on student advising and committee service than do men? Why do positions in the disciplines in which women faculty are concentrated generally pay less? Why are women less likely than men to earn tenure and promotion to full professor? Why do they earn less on average at every rank than their male counterparts?

If we are to achieve equity for women faculty, it is necessary to confront each of these questions at the local level, and to devise more effective strategies to remove the disadvantages for women that persist even after decades of effort to remove them.

## **Section II. The Status of Faculty Women at Each College and University**

Now it is time to compare the gender equity indicators for each college and university to the national norms. Listings of the indicators for individual institutions can be found in the Appendix. The institutional listings are grouped by category to facilitate comparisons of similar institutions. Within each institutional category, the listings are organized by state and then alphabetically within each state.

Look at the gender equity indicators for your college or university. Do they reflect the same processes as the national data? What steps can be taken on your campus to support women as they seek fuller integration into the faculty ranks? As we examine the data, we would also like to suggest strategies for change, focusing on some of the most difficult problems for women in higher education.

### **Hiring women into tenure-track faculty positions**

Over the past 30 years, as women have obtained doctorates in increasing numbers, they have not been hired into tenure-track positions at doctoral universities at equitable rates. The situation seems to be better for women at master's and baccalaureate institutions, which generally also require the doctorate for tenure-track positions. Recent hires are indicated by the percentages of women and men in tenure-track positions who have not yet obtained tenure. In examining the data for Gender Equity Indicator 2 (tenure status) at individual doctoral institutions, we find the percentages of women among tenure-track faculty members range, for example, from highs of 63 percent women at Adelphi University, 60 percent at Loyola University of Chicago, and 59 percent at the University of Missouri-St. Louis, to lows of only 15 percent women at Cal Tech, 24 percent at MIT, 29 percent women at Brown, Duke, and the University of Chicago, 30 percent at Princeton, 32 percent at Stanford, and 34 percent at Harvard. Even among master's and baccalaureate colleges, there is a wide range of values for women as a proportion of tenure-track faculty. Where does your institution place in this range?

Why has it been difficult for women to obtain tenure-track jobs, particularly at doctoral institutions? The answers are, no doubt, complex, but we encourage interested faculty members to examine the

situation on their campus and determine whether women are being steered into the non-tenure-track ranks instead of being hired as tenure-track faculty. At your college or university, are women obtaining tenure-track positions at rates comparable to their representation in the PhD pool? The cohort of recent PhD recipients has reached gender equity, 53 percent women among U.S. citizens and 48 percent of all PhDs in 2004. Is your campus hiring women into tenure-track positions at higher or lower rates than other comparable institutions? If the percentage of women among tenure-track positions at your campus is below the national figure on Gender Equity Indicator 2 for your institutional category, then we suggest that interested faculty form a committee or use an existing committee structure to examine faculty hiring on campus.

The process of hiring tenure-track faculty differs significantly from that used to fill non-tenure-track positions. For tenure-track positions, a faculty search committee is formed, applications are solicited nationwide, short lists are compiled, and candidates are invited to campus for in-depth interviews. The hiring decision is then made at the department level by the faculty collectively, which submits its recommendation to the campus for final approval. By contrast, the more informal processes used for hiring non-tenure-track positions have not presented difficult hurdles for women to cross. On many campuses, non-tenure-track jobs are informally filled by department chairs without a search, using a local pool of available candidates. Often non-tenure-track jobs are not even advertised or posted. Are women PhD recipients encouraged to take these non-tenure track positions and discouraged from seeking tenure track jobs? Do women themselves pursue non-tenure-track positions because these positions are perceived to be more flexible to accommodate family responsibilities?

To conduct a study of tenure-track faculty hires, faculty members should begin by examining national PhD data by field. As one may expect, women's percentages among PhD recipients in English or psychology have been very high, above 60 percent for the past 15-20 years. In biological science, women have received over 45 percent of PhDs for almost 15 years. But in physics, women have obtained only 17 percent of recent PhDs. National data by field are available from the Survey of Earned Doctorates

compiled each year by the National Opinion Research Center (NORC) on behalf of six federal government agencies. Most campuses have the data available locally as part of their federally required affirmative action plans. Faculty should request these data, broken down into PhD fields relevant for each department.

Once faculty have the PhD data by field, they can compare the data to each department's hiring record over the past five to ten years. If significant differences are found between the percentage of women among PhD recipients and the percentage of women among tenure-track hires, a problem may exist and further examination is warranted.

On campuses that have conducted studies of recent hire data, one often finds that the percentage of women among applicants for tenure-track faculty jobs does not match the percentage of women among PhD recipients. There seems to be a significant drop-off among women between receipt of the PhD and application for tenure-track faculty positions. One problem is the way colleges and universities identify applicants. When senior faculty call their peers at other institutions and ask for outstanding graduates to consider for faculty jobs, they often do not get a gender-balanced list of names. One department chair reported that when his colleagues made such calls, they got only men's names. When they called back, and asked specifically whether or not there were any women candidates to consider, the response was often, "oh, yes, I just didn't think of (fill in a woman's name)." They eventually ended up with an appropriate short list of both men and women candidates. So one good practice is to make sure search committees specifically solicit the names of women candidates when they make such requests. It also helps, of course, to have gender-balanced committees conducting faculty searches.

Another reason for the gap between women's representation among PhD recipients and their presence in applicant pools is women's perception that it is too difficult to pursue a tenure-track faculty

career and raise children. In one study at the University of California, Davis, among graduate students in the sciences, women's interest in pursuing academic careers decreased significantly more than men's during their years in graduate school.<sup>15</sup> A major reason women cited for no longer being interested in academia was the difficulty of integrating family responsibilities with a tenure-track faculty position. As faculty work to adopt "stop the clock" and other family-friendly policies, many modeled on the AAUP's *Statement of Principles on Family*

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***The academy must make further efforts to convey to women that they no longer need to make a choice between raising children and becoming tenure-track faculty members.***

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*Responsibility and Academic Work*, it is crucial that these policies be well-advertised and distributed to graduate students, so women in graduate school realize that it is possible to remain in academia

while raising children.<sup>16</sup> The academy must make further efforts to convey to women that they no longer need to make a choice between raising children and becoming tenure-track faculty members.

Another reason that tenure-eligible hiring rates have remained below women's PhD rates is that many research universities hire a significant proportion of faculty into tenured positions as associate or full professors, not at the tenure-track entry level of assistant professor. Among faculty hired with tenure, the percentage of women falls significantly. One way to increase the proportion of women in tenure-eligible positions is to limit the number of hires with tenure. For example, at the University of California, Davis, the campus adopted a policy in 2000-01 to limit hires at the senior associate or full professor level to 20 percent of all ladder-rank (tenure-eligible) faculty appointments. Traditionally, 40 percent of new ladder-rank faculty appointments within the University of California system have been with tenure, one reason California's rates for hiring women faculty have remained relatively low. If faculty are interested in increasing the appointments of women, they need to work with administrations to limit the number of direct hires into tenured appointments.



### **Difficulties in Obtaining Tenure**

As is evident from examining the appendix data for specific institutions, the proportion of women among tenured faculty also varies substantially. Among doctoral universities, for example, only 8 percent of tenured faculty members at the University of Missouri, Rolla are women, as are only 10 percent of tenured North Dakota State University faculty. By contrast, women comprise 43 percent of tenured faculty at the University of California, San Francisco, and 41 percent at the University of Northern Colorado and Indiana University of Pennsylvania. There is an even wider range in the proportion of tenured faculty who are women at master's degree universities and baccalaureate colleges; the majority of these faculty are women at a number of universities and colleges. Even so, women constitute only a little more than a third of tenured faculty overall at institutions in these categories.

At some schools, women who seek tenure receive it at the same rates as men; at other schools, this is not true. AAUP does not have access to tenure decision data on a national basis, but faculty should request it for their campus. One needs to ask for the numbers of both women and men who apply for tenure and then compare those to the numbers who received it. It is more difficult to get numbers for those faculty who left academia before applying for tenure. Perhaps more women than men drop out during those pre-tenure years.<sup>17</sup> In the absence of a longer-term longitudinal analysis, following faculty members from initial hire through tenure, it is impossible to say. Such a study should be possible, however, at the campus level.

### **Promoting Women to Full Professor**

The relative lack of women at the full professor level is the cumulative result of multiple barriers at many points along the career path, plus the remaining historical legacy of women's earlier exclusion from graduate education prior to the enactment of Title IX in 1972. Some full professors have held their positions for decades. However, as older faculty—predominantly men—retire, historical patterns no longer explain completely women's low percentage within the full professor ranks.

The first significant barrier women must overcome on the way to a full professorship is the tenure hurdle discussed above. The second significant

barrier on most campuses is the promotion from associate to full professor. Some studies indicate that women spend a longer time than men at the associate professor rank. Is this true at your institution? Are men encouraged by their colleagues to go up for promotion to full professor earlier than the norm, while women are encouraged to wait? Do women take longer than men to move to full professor because they have greater family responsibilities? As Virginia Valian discusses in her book *Why So Slow?*, the accumulation of small disadvantages over the course of an entire career may limit women's ability to progress at the same rate as men.

### **Unequal Salaries for Women Faculty**

The gap between the average salaries of men and women among full-time faculty has remained considerable for three decades with little sign of improvement. The overall national value of 81 percent on Gender Equity Indicator 4 reflects the fact that a significantly higher percentage of women than men are found in the ranks that pay the lowest salaries. When the salaries of women in the combined assistant, associate and full professor ranks are compared to men's, women earn on average about 83 percent of what men earn. A lower percentage of women than men, however, are found in these higher-paid ranks: 78 percent of faculty women compared to 88 percent of faculty men.

AAUP has been concerned about the gap between women's and men's salaries for many years. If faculty members are interested in examining pay structures on their campuses, a useful guide to salary equity studies is *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty*.<sup>18</sup> In 2002 when the most recent edition of *Paychecks* was published, among full professors women were earning 88 percent of what men earned. Among associate and assistant professors, women earned approximately 93 percent of what men earned. Those ratios still held in 2005-06. The persistent salary differentials at the assistant professor level are of great concern because most of these faculty members were hired recently, usually within the last six or seven years. Slower rates of promotion and cumulative disadvantages over time cannot generally explain the gender differences in salary among assistant professors. The fact that more women are hired in fields that pay less is part of the explanation.

Another reason is simply that women are hired at lower salaries than men, even within the same fields. Unless higher education institutions have established a centralized review of all salaries at time of appointment to find and remedy gender differentials at the beginning of academic careers, these salary inequities will continue far into the future.

The large overall differential between men's and women's salaries, however, will be eliminated only when women are hired into tenure-eligible faculty positions, instead of non-tenure-track jobs, at rates equal to men. As long as women hold 57 percent of the lecturer and instructor positions, but only 36 percent of the assistant through full professor positions, these significant differences between men and women's average salaries will remain.

### Conclusion

By developing gender equity indicators for each college or university, the AAUP hopes to stimulate renewed discussion on campus concerning the status of women faculty. Many questions remain unanswered. After decades of high enrollments of women in most PhD fields, why are so few women found on the faculties of doctoral universities? Why is the percentage of full-time faculty women still only about half the percentage of men on these campuses? Clearly, the master's and baccalaureate institutions have been much more welcoming to women over the last 20 years than the research campuses. Community colleges, however, are the only category of institutions where we currently find equity between men and women in terms of total faculty composition. There women have almost reached parity with men even at the full professor rank, now 47 percent women.

At most colleges and universities there remains significant room for improvement in fully integrating women into the faculty. Salary-setting practices must be examined periodically in order to eliminate gender bias, whether it manifests itself at the department level or at the individual faculty level. More importantly, if these gender equity indicators are to improve in any meaningful way over the next decade, the rate of appointments of women into tenured or tenure-track positions must increase dramatically at research universities, to reflect women's increased representation among doctoral degree recipients.

### Notes

<sup>1</sup> U.S. Department of Education, *Digest of Education Statistics 2005*. Table 246, figures for 1971-72 and 2003-04. Available online at [http://nces.ed.gov/programs/digest/d05\\_tf.asp](http://nces.ed.gov/programs/digest/d05_tf.asp).

<sup>2</sup> *Digest of Education Statistics 2005*, Table 267, figures for 2003-04.

<sup>3</sup> The Carnegie Commission on Higher Education, *Opportunities for Women in Higher Education*, New York: McGraw-Hill, September 1973: 109, based on data from the National Education Association.

<sup>4</sup> *Digest of Education Statistics 2005*, Table 223.

<sup>5</sup> The figure (8.6 percent) is for 1971-72 from The Carnegie Commission on Higher Education, *Opportunities for Women in Higher Education*, New York: McGraw-Hill, September 1973: 111, based on data from the National Education Association. The same table gives a figure for 1959-60 of 9.9 percent, perhaps showing the effect of the declining number of women's colleges beginning in the 1960s. Another Carnegie Commission study gives a figure for all institutions in fall 1966 (9.0 percent) based on U.S. Office of Education data that is virtually identical to the 1965-66 NEA figure (8.7 percent). (Seymour E. Harris, *A Statistical Portrait of Higher Education*, New York: McGraw-Hill, 1972: 466.)

<sup>6</sup> *Digest of Education Statistics 2005*, Table 227.

<sup>7</sup> "The Devaluing of Higher Education: The Annual Report on the Economic Status of the Profession 2005-06." *Academe* (March-April 2006) 92, 2: Figure 6.

<sup>8</sup> Unless otherwise specified, figures in the remainder of this article are from the AAUP Faculty Compensation Survey.

<sup>9</sup> Robyn Marschke, Sandra Laursen, Joyce McCarl Nielsen, and Patricia Rankin. "Demographic Inertia Revisited: An Immodest Proposal to Achieve Equitable Gender Representation among Faculty in Higher Education." *Journal of Higher Education* (forthcoming).

<sup>10</sup> Jack H. Schuster and Martin J. Finkelstein, *The American Faculty: The Restructuring of Academic Work and Careers*. Baltimore: The Johns Hopkins University Press, 2006. Figure 7.1, p. 195.

<sup>11</sup> Schuster and Finkelstein, p. 222. Emphasis in original.

<sup>12</sup> *Digest of Education Statistics 2005*, Table 246.

<sup>13</sup> It should be noted that the increase has not been continuous; the proportion of women among full



professors actually declined during the first years that separate data by gender were collected in the AAUP survey, from 10.1 percent in 1974-75 to 8.2 percent in 1977-78.

<sup>14</sup> U.S. Department of Education, National Center for Education Statistics. *The Condition of Education 2002*. (NCES 2002-025) Washington, D.C.: 103. Robert K. Toutkoushian and Valerie Martin Conley, "Progress for Women in Academe, Yet Inequities Persist: Evidence from NSOPF:99." *Research in Higher Education* 46, no. 1 (February 2005): 1-28. Paul D. Umbach, "Gender Differences in the Academic Labor Market: An Analysis of Academic Disciplines." *Research in Higher Education* (forthcoming).

<sup>15</sup> Anna L. W. Sears, "Image Problems Deplete the Number of Women in Academic Applicant Pools," *Journal of Women and Minorities in Science and Engineering*, vol. 9, no. 2 (2003): 169, 172-173.

<sup>16</sup> For more information on family-friendly policies in academia, see: "Balancing Faculty Careers and Family Work," special issue of *Academe* (November-December 2004); John W. Curtis (ed.) *The Challenge of Balancing Faculty Careers and Family Work*, New Directions for Higher Education No. 130, Summer 2005, San Francisco: Jossey-Bass; Center for the Education of Women, University of Michigan, *Family-Friendly Policies in Higher Education: Where Do We Stand?* (2005); and Gilia C. Smith and Jean A. Waltman, *Designing and Implementing Family-Friendly Policies in Higher Education*, Center for the Education of Women, University of Michigan, 2006. A presentation is also available for download from the AAUP Web site.

<sup>17</sup> Some evidence on this issue is discussed in Mary Ann Mason and Marc Goulden, "Marriage and Baby Blues: Redefining Gender Equity in the Academy." *The Annals of the American Academy of Political and Social Science*, 596 (November 2004): 86-103.

<sup>18</sup> The second edition of *Paychecks* was published by the AAUP in 2002. Its principal author is Lois Haignere, and it is available for purchase through the AAUP Web site.

## A note on the data

The data used in this report come primarily from the AAUP's annual Faculty Compensation Survey (FCS) for the 2005-06 academic year. For Indicator 1 (employment status) the FCS data are supplemented with data from the US Department of Education IPEDS data collection, as described below. This section provides more specific information about the data and how to read each of the indicators, and then responds to comments received in response to preliminary versions of this report.

### General Information

FCS data are supplied by institutional administrations and are for full-time instructional faculty. Administrators, librarians, counselors, and medical school faculty are not included. Complete definitions and listings of other data are published as part of the "Annual Report on the Economic Status of the Profession," which appears in the March-April issue of *Academe*. Many of the data used in this report were previously published in the "Economic Status" report, although the published data in that report do not include all ranks for which data are collected, due to limited space. Complete data used for this gender equity report are available through the AAUP Web site.

The institutions included in this report are those that responded to the 2005-06 AAUP survey. Institutional categories are based on highest degree awarded, according to the AAUP FCS definitions. Data used here include corrections submitted through July 20, 2006, and therefore may vary from the figures published previously.

### Indicator 1 – Employment Status

The figures listed represent the proportion within each employment status category (as a percent) for Women and Men, respectively. Thus, for the University of Alaska, Fairbanks (appearing first in the appendix simply due to the alphabetical sort used to produce the listing), 35.4 percent of full-time instructional faculty are women and 64.6 percent are men. Among part-time faculty, 52.1 percent are women and 47.9 are men.

Data for part-time faculty in Indicator 1 are from the US Department of Education (ED) IPEDS winter data collection for 2005-06, specifically the Human Resources survey, Fall Staff section, Part D. The

data file was downloaded from the IPEDS Peer Analysis System (PAS) on May 30, 2006. (These data are marked by ED as "[e]arly release files... provided for peer analysis only" because they have not yet been used to create a national estimate. However, the data reported by individual institutions have passed through a series of edits directed by ED.)

### Indicator 2 – Tenure Status

The figures listed represent the proportion within each tenure status category (as a percent) for full-time faculty Women and Men, respectively. "Non-track" faculty are full-time instructional faculty who are in positions that do not lead to consideration for tenure. "Tenure-track" faculty are in tenure-track positions but have not yet been awarded tenure. Those faculty holding tenured appointments are in the "Tenured" column. Institutions that do not have a tenure system reported all full-time faculty in the "Non-track" column. For the University of Alaska, Fairbanks, 44.8 percent of non-tenure-track faculty are women and 55.2 percent are men. Among tenure-track faculty, the proportions are the same (44.8 women and 55.2 percent men). Among tenured faculty members, however, only 23.5 percent are women and 76.5 percent are men.

### Indicator 3 – Full Professor Rank

The indicator is the number of Women and Men, respectively, as a percent of full-time instructional faculty holding the rank of Professor. For the University of Alaska, Fairbanks, then, 15.2 percent of full professors are women and 84.8 percent are men.

### Indicator 4 – Average Salary, Women as Percent of Men

The indicator presents a comparison between average salaries of men and women faculty members for three ranks, and for all full-time instructional faculty. For each rank, the average salary for women and men is calculated, and the listing expresses the average for women as a percent of the average for men. A figure lower than 100 percent means that women earn less on average than men of the same rank. The data reported for the University of Alaska, Fairbanks are read as follows: Among full professors, women earn an average of 89.6 percent of what men earn; among associate professors women earn

90.1 percent of the average for men; among assistant professors the average salary for women is 89.0 percent of the men's average. And when all full-time instructional faculty are included, the average salary for women is 80.5 percent of the average salary for men. (This figure includes instructors, lecturers, and unranked faculty where reported.) Actual average salaries are available in separate tables on the AAUP Web site.

### **Total Faculty Count**

The final columns in the institutional listing are total counts for full-time and part-time faculty used in the indicators. As noted above, the part-time faculty data are from the US Department of Education's IPEDS data. These totals are provided to give a sense of the size of the institution.

### **Comments Received on the Indicators**

In May 2006, the AAUP Research Office sent a preliminary listing of the gender equity indicators data to survey contacts from all institutions that had participated in the 2005-06 AAUP FCS. Each contact person received preliminary data for his or her institution, and was invited to respond with any corrections, comments or suggestions. In addition, the Gender Equity Indicators project was presented to the annual Forum of the Association for Institutional Research in both 2005 and 2006, as well as to the AAUP Summer Institute. The comments received fell into two main groups, discussed here in turn:

**(1) It is inappropriate to combine data from two different sources (the AAUP FCS and the Department of Education IPEDS survey).** The AAUP FCS includes data only for full-time instructional faculty. In order to measure the equity of faculty employment status for men and women (Indicator 1), it is necessary to include part-time data as well. Part-time and full-time faculty appointments *are* fundamentally different, as discussed in the preceding article. For that reason, it is important to utilize the best available data to determine whether women are disproportionately represented in part-time faculty employment. Preliminary presentations of the data for Indicator 1 may not have been sufficiently clear in explaining that part-time figures would be compared only with other part-time figures in the indicator.

Commenters argued that the two surveys utilize

different definitions for faculty, making the two measures non-comparable. The definition of which full-time faculty to include in the AAUP FCS is quite explicit, and restricted to primarily instructional faculty. In the IPEDS data file, the numbers used here are labeled "part time faculty (instruction/research/public service)." It is therefore possible that these part-time faculty include some "non-instructional" part-time faculty, although this number appears to be quite small relative to the number of instructional part-time faculty.

Survey respondents may not be accustomed to seeing the counts of part-time faculty they report to IPEDS published, but these data are public and have been available through public Web sites for several years. It is our hope that the publication of these data in this report will provide an additional check on their accuracy; we encourage readers with questions about data for a particular institution to contact the AAUP Research Office.

**(2) The indicators presented greatly oversimplify the issue of gender equity.** The purpose of this report is different from many academic analyses of gender differences among college and university faculty. The primary purpose of this report is to provide accessible data for a large number of institutions, in order to stimulate local discussions around faculty gender equity on each campus. We hope that the data presented here will spur faculty, administrators, and other members of the higher education community to take a closer look at both the state of faculty gender equity at their institutions, and at the processes by which differences in the career outcomes of men and women emerge and are maintained.

As noted in the article above, there have been numerous analyses of the status of women faculty at both the aggregate and the institutional level. These studies typically explore a wide range of factors to "explain" differences between men and women faculty. But the present report does indeed ask a more fundamental question: Why, after thirty years of efforts to provide equitable opportunities for men and women faculty, should there be any differences in their career outcomes? And what can we do to ensure that this conversation does not repeat itself for another thirty years?

**AAUP Gender Equity Indicators 2006**  
**Aggregate Tables by Institutional Category and Affiliation/Control**  
**Indicator 1 - Employment Status**

**Institutional Category: Doctoral Universities**

Affiliation/Control	Full-Time					Part-Time				
	Women			Men		Women			Men	
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	152	47,594	34.4	90,958	65.6	152	29,087	47.9	31,683	52.1
Private-Independent	49	10,734	31.9	22,870	68.1	48	11,808	44.6	14,640	55.4
Religious	20	3,937	37.1	6,661	62.9	19	3,338	42.6	4,489	57.4
All	221	62,265	34.1	120,489	65.9	219	44,233	46.5	50,812	53.5

**Institutional Category: Master's Degree Universities**

Affiliation/Control	Full-Time					Part-Time				
	Women			Men		Women			Men	
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	231	34,889	42.4	47,336	57.6	225	26,652	52.0	24,628	48.0
Private-Independent	106	7,606	41.0	10,959	59.0	101	12,172	45.4	14,664	54.6
Religious	100	6,700	43.3	8,782	56.7	98	7,768	50.4	7,656	49.6
All	437	49,195	42.3	67,077	57.7	424	46,592	49.8	46,948	50.2

**Institutional Category: Baccalaureate Colleges**

Affiliation/Control	Full-Time					Part-Time				
	Women			Men		Women			Men	
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	87	5,127	42.8	6,839	57.2	87	4,675	50.3	4,619	49.7
Private-Independent	180	8,022	41.7	11,234	58.3	176	7,301	51.2	6,963	48.8
Religious	210	7,932	42.4	10,791	57.6	200	7,020	51.8	6,527	48.2
Private For-Profit	1	217	25.1	646	74.9	1	444	39.4	682	60.6
All	478	21,298	41.9	29,510	58.1	464	19,440	50.8	18,791	49.2

**Institutional Category: Associate Degree Colleges**

Affiliation/Control	Full-Time					Part-Time				
	Women			Men		Women			Men	
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	292	17,712	51.0	17,040	49.0	286	39,710	51.0	38,103	49.0
Private-Independent	12	203	45.6	242	54.4	11	149	47.3	166	52.7
Religious	5	36	26.9	98	73.1	5	55	42.6	74	57.4
All	309	17,951	50.8	17,380	49.2	302	39,914	51.0	38,343	49.0

**All Colleges and Universities**

Affiliation/Control	Full-Time					Part-Time				
	Women			Men		Women			Men	
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	762	105,322	39.4	162,173	60.6	750	100,124	50.3	99,033	49.7
Private-Independent	347	26,565	37.0	45,305	63.0	336	31,430	46.3	36,433	53.7
Religious	335	18,605	41.4	26,332	58.6	322	18,181	49.2	18,746	50.8
Private For-Profit	1	217	25.1	646	74.9	1	444	39.4	682	60.6
All	1445	150,709	39.1	234,456	60.9	1409	150,179	49.2	154,894	50.8

**Note:** "Inst" = Number of institutions

AAUP Gender Equity Indicators 2006  
 Aggregate Tables by Institutional Category and Affiliation/Control  
 Indicator 2 - Tenure Status

Institutional Category: Doctoral Universities

Affiliation/Control	Not on Tenure Track				Tenure-Track				Tenured						
	Women		Men		Women		Men		Women		Men				
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	Inst	Faculty	%	Faculty		
Public	152	13,415	53.8	11,503	46.2	152	12,552	41.0	18,041	59.0	152	21,627	26.0	61,414	74.0
Private-Independent	49	3,423	46.7	3,914	53.3	49	2,933	38.9	4,611	61.1	49	4,378	23.4	14,345	76.6
Religious	20	988	52.9	878	47.1	20	1,147	44.6	1,426	55.4	20	1,802	29.3	4,357	70.7
All	221	17,826	52.2	16,295	47.8	221	16,632	40.9	24,078	59.1	221	27,807	25.8	80,116	74.2

Institutional Category: Master's Degree Universities

Affiliation/Control	Not on Tenure Track				Tenure-Track				Tenured						
	Women		Men		Women		Men		Women		Men				
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	Inst	Faculty	%	Faculty		
Public	231	8,665	56.3	6,720	43.7	231	10,720	47.1	12,041	52.9	231	15,504	35.2	28,575	64.8
Private-Independent	106	2,309	48.3	2,471	51.7	106	2,152	46.8	2,450	53.2	106	3,145	34.2	6,038	65.8
Religious	100	2,171	52.8	1,944	47.2	100	1,930	49.4	1,973	50.6	100	2,599	34.8	4,865	65.2
All	437	13,145	54.1	11,135	45.9	437	14,802	47.3	16,464	52.7	437	21,248	35.0	39,478	65.0

Institutional Category: Baccalaureate Colleges

Affiliation/Control	Not on Tenure Track				Tenure-Track				Tenured						
	Women		Men		Women		Men		Women		Men				
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	Inst	Faculty	%	Faculty		
Public	87	1,175	52.7	1,053	47.3	87	1,644	46.6	1,886	53.4	87	2,308	37.2	3,900	62.8
Private-Independent	180	1,997	48.1	2,154	51.9	180	2,315	48.2	2,486	51.8	180	3,711	36.0	6,594	64.0
Religious	210	2,184	51.7	2,044	48.3	210	2,392	47.2	2,675	52.8	210	3,362	35.6	6,083	64.4
Private For-Profit	1	217	25.1	646	74.9	1	0	0	0	0	1	0	0	0	0
All	478	5,573	48.6	5,897	51.4	478	6,351	47.4	7,047	52.6	478	9,381	36.1	16,577	63.9

AAUP Gender Equity Indicators 2006  
 Aggregate Tables by Institutional Category and Affiliation/Control  
 Indicator 2 - Tenure Status (cont'd)

Institutional Category: Associate Degree Colleges	Not on Tenure Track				Tenure-Track				Tenured						
	Women		Men		Women		Men		Women		Men				
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	292	8,562	53.1	7,552	46.9	292	2,754	53.3	2,410	46.7	292	6,396	47.5	7,078	52.5
Private-Independent	12	125	49.4	128	50.6	12	6	19.4	25	80.6	12	56	41.8	78	58.2
Religious	5	25	24.0	79	76.0	5	4	33.3	8	66.7	5	7	38.9	11	61.1
All	309	8,712	52.9	7,759	47.1	309	2,764	53.1	2,443	46.9	309	6,459	47.4	7,167	52.6

All Colleges and Universities

Affiliation/Control	Not on Tenure Track				Tenure-Track				Tenured						
	Women		Men		Women		Men		Women		Men				
	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%	Inst	Faculty	%	Faculty	%
Public	762	31,817	54.3	26,828	45.7	762	27,670	44.6	34,378	55.4	762	45,835	31.2	100,967	68.8
Private-Independent	347	7,854	47.5	8,667	52.5	347	7,406	43.6	9,572	56.4	347	11,290	29.4	27,055	70.6
Religious	335	5,368	52.1	4,945	47.9	335	5,473	47.4	6,082	52.6	335	7,770	33.7	15,316	66.3
Private For-Profit	1	217	25.1	646	74.9	1	0	0	0	0	1	0	0	0	0
All	1445	45,256	52.4	41,086	47.6	1445	40,549	44.8	50,032	55.2	1445	64,895	31.2	143,338	68.8

Note: "Inst" = Number of institutions

**AAUP Gender Equity Indicators 2006**  
**Aggregate Tables by Institutional Category and Affiliation/Control**  
**Indicator 3 - Full Professor Rank**

**Institutional Category: Doctoral Universities**

Affiliation/Control	Faculty at Full Professor Rank				
	Women			Men	
	Inst	Faculty	%	Faculty	%
Public	152	9,756	19.2	41,081	80.8
Private-Independent	49	2,719	19.2	11,467	80.8
Religious	20	771	22.4	2,669	77.6
All	221	13,246	19.3	55,217	80.7

**Institutional Category: Master's Degree Universities**

Affiliation/Control	Faculty at Full Professor Rank				
	Women			Men	
	Inst	Faculty	%	Faculty	%
Public	231	6,962	28.7	17,303	71.3
Private-Independent	106	1,394	26.8	3,811	73.2
Religious	100	1,156	27.5	3,044	72.5
All	437	9,512	28.3	24,158	71.7

**Institutional Category: Baccalaureate Colleges**

Affiliation/Control	Faculty at Full Professor Rank				
	Women			Men	
	Inst	Faculty	%	Faculty	%
Public	87	925	31.3	2,032	68.7
Private-Independent	180	1,892	29.6	4,490	70.4
Religious	210	1,516	28.1	3,873	71.9
Private For-Profit	1	93	23.4	305	76.6
All	478	4,426	29.3	10,700	70.7

**Institutional Category: Associate Degree Colleges**

Affiliation/Control	Faculty at Full Professor Rank				
	Women			Men	
	Inst	Faculty	%	Faculty	%
Public	292	2,853	47.1	3,208	52.9
Private-Independent	12	16	43.2	21	56.8
Religious	5	3	12.5	21	87.5
All	309	2,872	46.9	3,250	53.1

**All Colleges and Universities**

Affiliation/Control	Faculty at Full Professor Rank				
	Women			Men	
	Inst	Faculty	%	Faculty	%
Public	762	20,496	24.4	63,624	75.6
Private-Independent	347	6,021	23.3	19,789	76.7
Religious	335	3,446	26.4	9,607	73.6
Private For-Profit	1	93	23.4	305	76.6
All	1445	30,056	24.4	93,325	75.6

**Note:** "Inst" = Number of institutions



AAUP Gender Equity Indicators 2006  
 Aggregate Tables by Institutional Category and Affiliation/Control  
 Indicator 4 - Women's Average Salary as a Percent of Men's

Institutional Category: Doctoral Universities

Affiliation/Control	Professor			Associate Professor			Assistant Professor			All Ranks		
	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %
Public	94,195	103,792	90.8	67,783	73,014	92.8	57,618	62,871	91.6	64,956	82,653	78.6
Private-Independent	122,899	134,344	91.5	80,394	86,846	92.6	67,919	74,992	90.6	81,464	105,613	77.1
Religious	104,945	116,281	90.3	73,992	79,515	93.1	63,135	67,202	93.9	72,241	89,608	80.6
All	100,713	110,741	90.9	70,159	75,683	92.7	59,705	65,278	91.5	68,262	87,396	78.1

Institutional Category: Master's Degree Universities

Affiliation/Control	Professor			Associate Professor			Assistant Professor			All Ranks		
	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %
Public	76,565	79,672	96.1	61,161	63,698	96.0	51,637	53,984	95.7	56,596	64,584	87.6
Private-Independent	84,365	90,110	93.6	64,919	68,603	94.6	53,790	56,150	95.8	61,833	71,150	86.9
Religious	74,216	79,899	92.9	60,218	63,596	94.7	50,163	52,709	95.2	56,265	64,958	86.6
All	77,422	81,348	95.2	61,693	64,578	95.5	51,778	54,174	95.6	57,361	65,706	87.3

Institutional Category: Baccalaureate Colleges

Affiliation/Control	Professor			Associate Professor			Assistant Professor			All Ranks		
	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %
Public	70,236	74,553	94.2	58,507	60,738	96.3	48,154	50,586	95.2	53,142	59,495	89.3
Private-Independent	84,850	88,886	95.5	64,285	65,070	98.8	52,158	53,139	98.2	62,990	70,597	89.2
Religious	64,023	67,516	94.8	53,220	54,635	97.4	45,507	46,385	98.1	50,442	55,976	90.1
Private For-Profit	53,784	55,467	97.0	47,858	49,847	96.0	39,190	43,736	89.6	48,352	50,859	95.1
All	74,009	77,477	95.5	58,683	59,796	98.1	48,550	49,854	97.4	55,797	62,246	89.6



AAUP Gender Equity Indicators 2006  
 Aggregate Tables by Institutional Category and Affiliation/Control  
 Indicator 4 - Women's Average Salary as a Percent of Men's (cont'd)

Institutional Category: Associate Degree Colleges

Affiliation/Control	Professor			Associate Professor			Assistant Professor			All Ranks		
	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %
Public	64,137	67,405	95.2	52,438	54,539	96.1	46,635	47,841	97.5	51,510	53,973	95.4
Private-Independent	53,948	62,942	85.7	46,721	54,429	85.8	40,762	39,701	102.7	41,430	45,576	90.9
Religious	38,194	50,851	75.1	42,005	51,643	81.3	37,607	39,655	94.8	37,069	44,196	83.9
All	64,053	67,270	95.2	52,301	54,514	95.9	46,475	47,650	97.5	51,367	53,801	95.5

All Colleges and Universities	Professor			Associate Professor			Assistant Professor			All Ranks		
	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %	Avg Women	Avg Men	Women %
Public	82,941	94,464	87.8	63,507	68,318	93.0	53,741	57,986	92.7	59,350	73,389	80.9
Private-Independent	101,838	115,435	88.2	70,038	75,351	92.9	58,156	63,258	91.9	69,958	88,273	79.3
Religious	76,575	84,951	90.1	60,378	63,984	94.4	50,329	52,782	95.4	57,126	67,436	84.7
Private For-Profit	53,784	55,467	97.0	47,858	49,847	96.0	39,190	43,736	89.6	48,352	50,859	95.1
All	85,907	97,804	87.8	64,280	69,028	93.1	54,077	58,315	92.7	60,930	75,534	80.7

Notes: "Inst" = Number of institutions; "All Ranks" includes Instructor, Lecturer, and unranked faculty where reported.

**Appendix 1:**  
**Institutional category: I - Doctoral universities**

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty			
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M		
U Alaska-Fairbanks	AK	Public	35.4	64.6	52.1	47.9	44.8	55.2	44.8	55.2	55.2	44.8	44.8	55.2	23.5	76.5	15.2	84.8	89.6	90.1	89.0	80.5	551	349
Auburn U-Main	AL	Public	28.7	71.3	47.4	52.6	65.3	34.7	38.2	61.8	20.7	79.3	61.8	38.2	20.7	79.3	13.6	86.4	92.5	92.3	87.0	76.1	1,176	156
U Alabama	AL	Public	34.8	65.2	52.7	47.3	60.2	39.8	43.8	56.3	25.1	74.9	43.8	56.3	25.1	74.9	18.9	81.1	90.4	93.7	92.1	77.7	824	226
U Alabama-Birmingham	AL	Public	37.1	62.9	42.7	57.3	51.0	49.0	49.0	51.0	27.6	72.4	49.0	51.0	27.6	72.4	16.5	83.5	86.8	96.2	94.5	81.2	466	157
U Alabama-Huntsville	AL	Public	37.9	62.1	44.0	56.0	69.6	30.4	41.1	58.9	22.6	77.4	41.1	58.9	22.6	77.4	9.2	90.8	97.0	88.4	82.7	70.4	280	182
U Arkansas-Fayetteville	AR	Public	31.3	68.7	37.5	62.5	65.9	34.1	34.0	66.0	21.7	78.3	34.0	66.0	21.7	78.3	13.9	86.1	97.8	92.1	88.5	75.8	787	72
Arizona St U-Tempe	AZ	Public	37.3	62.7	50.1	49.9	56.3	43.7	43.8	56.2	28.1	71.9	43.8	56.2	28.1	71.9	20.9	79.1	89.3	89.7	91.0	76.0	1,693	347
Northern Arizona U	AZ	Public	43.3	56.7	59.1	40.9	60.2	39.8	44.5	55.5	36.5	63.5	44.5	55.5	36.5	63.5	26.2	73.8	91.4	94.3	95.0	84.1	723	651
U Arizona	AZ	Public	31.0	69.0	43.5	56.5	44.1	55.9	39.3	60.7	27.2	72.8	39.3	60.7	27.2	72.8	22.2	77.8	93.5	96.7	90.2	86.5	1,378	566
California Tech	CA	Priv-Ind	14.1	85.9	16.4	83.6	40.9	59.1	15.0	85.0	11.3	88.7	15.0	85.0	11.3	88.7	10.5	89.5	90.1	98.1	96.5	78.7	284	67
Claremont Graduate U	CA	Priv-Ind	35.1	64.9	44.2	55.8	37.5	62.5	46.7	53.3	31.5	68.5	46.7	53.3	31.5	68.5	28.9	71.1	91.7	72.2	108.0	85.7	77	77
Fuller Theol Seminary	CA	Priv-Ind	29.8	70.2	40.0	60.0	33.3	66.7	60.0	40.0	20.6	79.4	60.0	40.0	20.6	79.4	20.0	80.0	89.1	102.1	98.3	88.1	47	10
Stanford U	CA	Priv-Ind	22.7	77.3	41.6	58.4	39.1	60.9	31.7	68.3	19.2	80.8	31.7	68.3	19.2	80.8	15.7	84.3	97.5	91.4	95.0	85.7	941	1,331
U California-Berkeley	CA	Public	30.6	69.4	48.7	51.3	54.5	45.5	38.5	61.5	24.9	75.1	38.5	61.5	24.9	75.1	21.3	78.7	91.6	93.6	87.8	79.5	1,543	781
U California-Davis	CA	Public	30.3	69.7	46.7	53.3	40.4	59.6	43.4	56.6	24.7	75.3	43.4	56.6	24.7	75.3	21.0	79.0	90.4	95.9	96.3	82.7	1,610	659
U California-Irvine	CA	Public	31.8	68.2	40.7	59.3	46.5	53.5	39.9	60.1	25.8	74.2	39.9	60.1	25.8	74.2	20.4	79.6	93.3	97.0	95.9	81.8	1,038	567
U California-Los Angeles	CA	Public	30.3	69.7	38.6	61.4	41.8	58.2	37.4	62.6	24.8	75.2	37.4	62.6	24.8	75.2	22.7	77.3	89.2	92.2	98.2	80.7	1,890	1,000
U California-Riverside	CA	Public	30.5	69.5	45.8	54.2	47.2	52.8	39.2	60.8	23.1	76.9	39.2	60.8	23.1	76.9	18.2	81.8	91.6	93.5	97.4	79.8	683	177
U California-San Diego	CA	Public	25.5	74.5	33.3	66.7	53.1	46.9	35.1	64.9	19.1	80.9	35.1	64.9	19.1	80.9	14.3	85.7	89.9	91.3	92.8	75.4	941	783
U California-San Francisco	CA	Public	45.0	55.0	40.7	59.3	46.8	53.2	35.7	64.3	42.6	57.4	35.7	64.3	42.6	57.4	39.6	60.4	93.7	99.4	102.1	92.2	524	1,220
U California-Santa Barbara	CA	Public	30.2	69.8	38.3	61.7	44.5	55.5	35.6	64.4	26.5	73.5	35.6	64.4	26.5	73.5	19.5	80.5	90.1	97.0	92.6	78.9	917	274
U California-Santa Cruz	CA	Public	36.1	63.9	50.5	49.5	36.5	63.5	42.0	58.0	34.2	65.8	42.0	58.0	34.2	65.8	28.4	71.6	89.9	96.0	91.5	84.2	548	329
U San Diego	CA	Church	42.9	57.1	50.7	49.3	64.7	35.3	44.6	55.4	38.8	61.2	44.6	55.4	38.8	61.2	36.2	63.8	83.0	91.5	99.9	83.6	359	383
U San Francisco	CA	Church	42.8	57.2	53.0	47.0	47.3	52.7	57.6	42.4	37.2	62.8	57.6	42.4	37.2	62.8	32.3	67.7	96.9	98.0	96.6	89.3	339	513
U Southern California	CA	Priv-Ind	31.2	68.8	35.3	64.7	46.2	53.8	41.6	58.4	21.2	78.8	41.6	58.4	21.2	78.8	17.7	82.3	91.9	88.2	94.3	75.9	1,495	1,205
Colorado Sch Mines	CO	Public	16.2	83.8	30.2	69.8	33.3	66.7	25.0	75.0	7.6	92.4	25.0	75.0	7.6	92.4	6.3	93.7	77.9	104.4	101.8	79.4	204	159
Colorado St U	CO	Public	27.7	72.3	50.7	49.3	0.0	0.0	41.6	58.4	23.3	76.7	41.6	58.4	23.3	76.7	17.5	82.5	87.7	90.5	93.6	82.0	880	377
Illif Sch Theology	CO	Church	31.6	68.4	0.0	0.0	0.0	0.0	40.0	60.0	28.6	71.4	40.0	60.0	28.6	71.4	28.6	71.4	82.0	121.0	96.4	92.5	19	0

Note: All numbers are percentages within the indicator category.

Table I-1

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
U Colorado-Boulder	CO	Public	31.9	68.1	51.7	48.3	46.0	54.0	46.0	38.4	61.6	32.3	67.7	18.9	81.1	92.4	94.1	92.7	80.5	1,115	1,308					
U Colorado-Denver	CO	Public	40.9	59.1	53.4	46.6	51.0	49.0	43.1	56.9	32.3	67.7	21.9	78.1	87.2	92.3	104.1	83.5	579	783						
U Denver	CO	Priv-Ind	40.7	59.3	49.5	50.5	51.4	48.6	50.9	49.1	31.8	68.2	20.1	79.9	96.6	92.5	99.4	81.9	484	566						
U Northern Colorado	CO	Public	46.5	53.5	67.3	32.7	51.8	48.2	55.1	44.9	41.1	58.9	34.2	65.8	94.9	98.0	104.5	89.2	400	205						
U Connecticut	CT	Public	34.5	65.5	57.1	42.9	47.0	53.0	47.6	52.4	27.6	72.4	22.4	77.6	90.2	92.5	93.7	81.2	1,187	35						
Yale U	CT	Priv-Ind	32.4	67.6	41.0	59.0	46.6	53.4	40.8	59.2	20.2	79.8	20.2	79.8	92.4	90.9	94.1	73.4	1,049	685						
American U	DC	Priv-Ind	44.8	55.2	42.9	57.1	44.3	55.7	44.3	53.1	46.9	35.1	64.9	24.5	75.5	98.3	92.2	95.9	80.9	513	424					
Catholic U America	DC	Church	36.3	63.7	38.4	61.6	44.4	55.6	44.4	43.6	56.4	31.6	68.4	20.3	79.7	96.6	97.6	98.9	88.5	344	370					
George Washington U	DC	Priv-Ind	35.0	65.0	45.0	55.0	46.7	53.3	44.9	55.1	26.5	73.5	19.5	80.5	93.7	92.6	95.6	81.4	846	1,330						
Georgetown U	DC	Church	37.4	62.6	33.3	66.7	53.9	46.1	42.1	57.9	30.2	69.8	22.7	77.3	93.5	94.0	101.2	78.5	752	534						
Howard U	DC	Priv-Ind	40.1	59.9	36.9	63.1	50.8	49.2	48.3	51.7	32.4	67.6	23.1	76.9	97.3	101.3	98.0	87.3	832	65						
U Delaware	DE	Public	36.9	63.1	66.7	33.3	54.8	45.2	44.9	55.1	28.1	71.9	23.9	76.1	91.1	93.6	92.9	79.6	1,126	33						
Florida Atlantic U	FL	Public	39.8	60.2	47.2	52.8	58.1	41.9	39.1	60.9	31.3	68.8	17.9	82.1	84.9	92.9	96.3	80.4	767	671						
Florida International U	FL	Public	33.0	67.0	46.9	53.1	47.2	52.8	34.0	66.0	27.6	72.4	20.5	79.5	94.3	90.5	87.8	85.3	757	672						
Florida St U	FL	Public	35.0	65.0	44.9	55.1	52.4	47.6	39.1	60.9	27.2	72.8	18.9	81.1	90.0	88.2	95.6	80.6	1,265	543						
Florida Tech	FL	Priv-Ind	19.0	81.0	15.5	84.5	19.0	81.0	0.0	0.0	0.0	0.0	9.4	90.6	99.1	95.3	87.1	83.6	210	168						
U Central Florida	FL	Public	37.8	62.2	45.7	54.3	54.1	45.9	33.1	66.9	28.7	71.3	15.0	85.0	95.6	91.2	84.8	74.8	1,134	656						
U Florida	FL	Public	28.3	71.7	60.2	39.8	42.9	57.1	37.7	62.3	23.5	76.5	17.9	82.1	88.5	92.5	94.2	82.9	1,663	327						
U Miami	FL	Priv-Ind	32.3	67.7	46.1	53.9	51.6	48.4	36.8	63.2	21.9	78.1	16.6	83.4	100.3	88.9	85.8	75.6	872	460						
U South Florida	FL	Public	42.0	58.0	39.1	60.9	58.4	41.6	47.2	52.8	31.3	68.7	22.0	78.0	88.8	89.9	89.8	79.1	1,262	243						
Emory U	GA	Church	35.8	64.2	62.2	37.8	60.3	39.7	45.3	54.7	29.9	70.1	22.5	77.5	87.9	92.3	91.3	79.3	685	238						
Georgia St U	GA	Public	43.5	56.5	57.0	43.0	51.7	48.3	51.7	48.3	33.2	66.8	16.4	83.6	87.0	91.3	95.5	79.1	1,054	351						
Georgia Tech	GA	Public	17.7	82.3	38.5	61.5	35.0	65.0	22.5	77.5	14.6	85.4	9.8	90.2	88.5	98.8	86.6	81.9	831	161						
U Georgia	GA	Public	30.9	69.1	43.9	56.1	49.1	50.9	38.9	61.1	25.9	74.1	18.1	81.9	93.4	95.6	100.1	85.2	1,691	501						
U Hawaii-Manoa	HI	Public	38.5	61.5	46.2	53.8	51.7	48.3	50.5	49.5	30.5	69.5	23.2	76.8	89.2	96.6	93.3	80.9	1,083	641						
Iowa St U	IA	Public	30.8	69.2	54.3	45.7	52.2	47.8	36.7	63.3	23.5	76.5	16.6	83.4	91.8	86.8	91.8	78.1	1,417	348						
U Iowa	IA	Public	32.3	67.7	48.7	51.3	0.0	0.0	41.5	58.5	29.2	70.8	20.1	79.9	89.6	92.3	97.0	82.7	1,132	339						
U Idaho	ID	Public	27.8	72.2	37.7	62.3	53.7	46.3	32.4	67.6	22.6	77.4	16.1	83.9	98.4	95.2	93.7	84.1	521	106						

Note: All numbers are percentages within the indicator category.

Table I-2

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M														
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
DePaul U	IL	Church	41.4	58.6	38.7	61.3	37.3	62.7	53.2	46.8	36.5	63.5	34.1	65.9	88.4	89.5	89.0	85.1	834	746						
Illinois St U	IL	Public	43.5	56.5	52.6	47.4	65.4	34.6	48.7	51.3	65.5	23.4	76.6	93.1	94.0	89.3	82.1	820	274							
Loyola U Chicago	IL	Church	43.4	56.6	53.8	46.2	65.0	35.0	60.4	39.6	65.1	25.1	74.9	87.7	93.9	96.7	80.2	523	604							
Northern Illinois U	IL	Public	43.3	56.7	55.3	44.7	61.8	38.2	53.1	46.9	66.6	25.1	74.9	91.5	96.1	101.2	84.1	891	313							
Northwestern U	IL	Priv-Ind	27.2	72.8	43.9	56.1	49.2	50.8	35.4	64.6	22.7	77.3	18.5	81.5	89.1	95.9	92.8	81.8	938	351						
Southern Ill U-Carbondale	IL	Public	35.4	64.6	45.7	54.3	55.5	44.5	38.8	61.2	26.9	73.1	20.5	79.5	84.0	92.0	94.2	83.3	901	219						
U Chicago	IL	Priv-Ind	28.2	71.8	35.9	64.1	49.5	50.5	28.9	71.1	20.9	79.1	16.1	83.9	90.3	95.0	84.4	71.1	1,020	669						
U Illinois-Chicago	IL	Public	36.0	64.0	39.7	60.3	52.7	47.3	52.7	47.3	28.7	71.3	23.9	76.1	95.3	93.4	92.2	85.1	975	1,112						
U Illinois-Urbana	IL	Public	27.5	72.5	35.4	64.6	52.8	47.2	36.6	63.4	21.6	78.4	15.8	84.2	89.5	94.6	88.7	79.4	1,875	850						
Ball St U	IN	Public	40.1	59.9	54.5	45.5	55.2	44.8	43.8	56.2	29.9	70.1	20.2	79.8	89.0	90.8	97.6	81.2	910	200						
Indiana St U	IN	Public	39.7	60.3	48.9	51.1	57.8	42.2	44.4	55.6	32.8	67.2	26.3	73.7	94.3	93.0	91.7	83.8	486	141						
Indiana U-Bloomington	IN	Public	34.0	66.0	48.7	51.3	53.4	46.6	39.1	60.9	25.9	74.1	20.5	79.5	92.5	91.2	91.7	79.6	1,589	308						
Purdue U-Main	IN	Public	26.3	73.7	46.0	54.0	52.2	47.8	35.4	64.6	18.4	81.6	13.2	86.8	87.5	88.8	92.6	77.0	1,880	411						
U Notre Dame	IN	Church	26.7	73.3	31.6	68.4	45.8	54.2	40.5	59.5	18.3	81.7	12.2	87.8	91.6	95.6	100.3	76.8	877	348						
Kansas St U	KS	Public	33.2	66.8	52.6	47.4	61.4	38.6	39.0	61.0	22.8	77.2	14.2	85.8	87.1	90.7	96.4	77.6	888	196						
U Kansas-Main	KS	Public	32.0	68.0	54.7	45.3	46.2	53.8	48.4	51.6	25.4	74.6	19.0	81.0	92.5	94.5	93.6	83.3	992	483						
Wichita St U	KS	Public	38.0	62.0	54.8	45.2	56.9	43.1	41.7	58.3	31.5	68.5	19.0	81.0	78.4	91.1	82.6	77.0	460	310						
U Kentucky	KY	Public	30.8	69.2	44.2	55.8	61.0	39.0	36.1	63.9	25.8	74.2	15.3	84.7	95.1	94.3	91.4	82.6	1,211	513						
U Louisville	KY	Public	37.3	62.7	44.2	55.8	59.7	40.3	44.6	55.4	27.1	72.9	22.3	77.7	93.7	88.2	96.0	78.5	802	599						
Louisiana St U-A & M Coll	LA	Public	32.6	67.4	42.3	57.7	56.8	43.2	35.7	64.3	19.9	80.1	13.4	86.6	88.7	92.7	90.2	72.5	1,259	196						
Louisiana Tech U	LA	Public	37.0	63.0	56.4	43.6	71.7	28.3	37.8	62.2	26.4	73.6	20.6	79.4	84.9	85.2	90.2	76.6	378	101						
Tulane U	LA	Priv-Ind	31.5	68.5	34.4	65.6	41.9	58.1	42.0	58.0	19.8	80.2	16.7	83.3	91.5	96.4	86.9	79.8	1,032	221						
U Louisiana-Lafayette	LA	Public	40.6	59.4	47.1	52.9	62.0	38.0	40.0	60.0	30.0	70.0	23.6	76.4	86.3	84.8	93.4	76.3	547	153						
Boston Coll	MA	Church	38.1	61.9	39.3	60.7	47.6	52.4	49.6	50.4	32.5	67.5	28.5	71.5	85.8	94.5	94.5	82.1	679	582						
Boston U	MA	Priv-Ind	34.3	65.7	41.4	58.6	45.2	54.8	36.5	63.5	21.6	78.4	16.6	83.4	87.3	93.0	90.3	75.0	1,454	1,368						
Brandeis U	MA	Priv-Ind	37.6	62.4	49.0	51.0	57.3	42.7	48.9	51.1	25.7	74.3	23.3	76.7	105.2	106.4	96.9	88.4	343	153						
Harvard U	MA	Priv-Ind	27.6	72.4	42.8	57.2	42.3	57.7	34.4	65.6	19.7	80.3	20.4	79.6	91.6	89.5	97.5	81.0	1,371	666						
Massachusetts Inst Tech	MA	Priv-Ind	21.1	78.9	37.5	62.5	43.0	57.0	24.3	75.7	15.9	84.1	14.3	85.7	94.6	97.1	96.7	80.8	1,098	520						

Note: All numbers are percentages within the indicator category.

Table I-3

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men			Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT			
			W	M	W	M	W	M	W	M	W	M	W	M	W	M									
Northeastern U	MA	Priv-Ind	35.1	64.9	64.0	36.0	50.6	49.4	42.1	57.9	24.6	75.4	21.1	78.9	94.4	96.8	97.3	79.5	853	974					
Tufts U	MA	Priv-Ind	39.1	60.9	44.0	56.0	45.6	54.4	46.7	53.3	31.1	68.9	24.3	75.7	94.4	91.0	100.2	83.8	598	432					
U Massachusetts-Amherst	MA	Public	33.5	66.5	47.6	52.4	45.7	54.3	38.9	61.1	28.5	71.5	22.6	77.4	91.4	89.8	91.3	82.8	1,148	357					
U Massachusetts-Boston	MA	Public	46.5	53.5	57.1	42.9	57.8	42.2	52.7	47.3	39.0	61.0	29.8	70.2	94.4	92.6	96.1	85.2	445	368					
U Massachusetts-Lowell	MA	Public	33.9	66.1	39.1	60.9	50.0	50.0	46.0	54.0	28.7	71.3	25.9	74.1	96.9	94.5	95.7	90.0	383	363					
Johns Hopkins U	MD	Priv-Ind	36.7	63.3	36.1	63.9	52.3	47.7	34.8	65.2	20.8	79.2	20.8	79.2	96.1	90.5	93.6	79.7	1,081	255					
U Maryland-Baltimore	MD	Public	46.2	53.8	57.0	43.0	60.2	39.8	52.3	47.7	28.1	71.9	24.5	75.5	93.3	97.3	100.5	79.8	504	635					
U Maryland-Baltimore Co	MD	Public	38.2	61.8	41.1	58.9	57.7	42.3	48.0	52.0	27.2	72.8	17.1	82.9	88.9	99.4	95.3	81.6	458	314					
U Maryland-College Park	MD	Public	30.7	69.3	45.0	55.0	54.8	45.2	38.5	61.5	24.2	75.8	19.8	80.2	91.2	92.9	85.2	78.2	1,523	813					
U Maine-Orono	ME	Public	34.4	65.6	54.4	45.6	50.9	49.1	45.5	54.5	27.3	72.7	19.4	80.6	93.4	90.4	95.0	83.1	372	318					
Central Michigan U	MI	Public	39.3	60.7	31.2	68.8	54.2	45.8	50.3	49.7	30.4	69.6	25.7	74.3	85.4	90.6	97.1	78.3	704	561					
Michigan St U	MI	Public	34.0	66.0	54.1	45.9	51.3	48.7	42.1	57.9	26.8	73.2	21.0	79.0	96.6	94.4	90.3	80.8	2,180	342					
Michigan Tech U	MI	Public	23.9	76.1	37.9	62.1	43.2	56.8	23.7	76.3	20.2	79.8	15.8	84.2	83.0	95.1	91.2	83.8	343	58					
U Michigan-Ann Arbor	MI	Public	35.1	64.9	49.4	50.6	50.9	49.1	39.4	60.6	26.9	73.1	20.8	79.2	93.6	92.8	93.6	77.8	2,334	1,088					
Wayne St U	MI	Public	38.7	61.3	50.0	50.0	58.0	42.0	47.0	53.0	26.0	74.0	17.4	82.6	97.2	95.5	101.1	82.2	996	1,005					
Western Michigan U	MI	Public	37.4	62.6	53.5	46.5	44.4	55.6	52.7	47.3	28.8	71.2	22.5	77.5	88.9	90.0	95.6	81.3	890	542					
U Minnesota-Twin Cities	MN	Public	30.8	69.2	29.0	71.0	38.7	61.3	41.3	58.7	27.2	72.8	19.7	80.3	91.8	93.5	96.0	83.7	1,677	407					
U St. Thomas	MN	Church	38.3	61.7	39.9	60.1	34.4	65.6	46.4	53.6	35.1	64.9	28.8	71.2	89.4	93.6	89.1	87.2	384	381					
Saint Louis U-Main	MO	Church	39.9	60.1	44.6	55.4	66.4	33.6	47.6	52.4	26.8	73.2	16.6	83.4	89.4	91.1	102.2	80.4	616	462					
U Missouri-Columbia	MO	Public	34.0	66.0	46.7	53.3	49.1	50.9	40.1	59.9	26.5	73.5	22.9	77.1	89.4	90.7	93.2	83.5	1,056	1,085					
U Missouri-Kansas City	MO	Public	36.7	63.3	51.6	48.4	39.5	60.5	44.9	55.1	32.2	67.8	20.7	79.3	88.8	91.2	88.1	82.1	521	665					
U Missouri-Rolla	MO	Public	12.1	87.9	26.6	73.4	0.0	100	21.6	78.4	7.6	92.4	7.1	92.9	89.2	88.8	97.8	84.9	273	109					
U Missouri-St. Louis	MO	Public	41.2	58.8	57.3	42.7	52.6	47.4	58.5	41.5	31.1	68.9	24.8	75.2	85.5	89.3	95.4	80.5	345	534					
Washington U St. Louis	MO	Priv-Ind	30.5	69.5	40.1	59.9	54.3	45.7	38.9	61.1	21.4	78.6	18.6	81.4	94.5	84.3	84.2	74.9	695	604					
Mississippi St U	MS	Public	30.0	70.0	55.6	44.4	39.9	60.1	31.5	68.5	20.9	79.1	13.5	86.5	90.3	91.9	91.9	76.6	1,023	169					
U Mississippi	MS	Public	35.4	64.6	57.1	42.9	50.6	49.4	34.4	65.6	26.6	73.4	13.6	86.4	87.9	87.8	98.4	78.0	622	224					
U Southern Mississippi	MS	Public	41.0	59.0	60.6	39.4	59.1	40.9	38.5	61.5	30.6	69.4	22.7	77.3	90.0	96.2	93.5	83.1	712	137					
Montana St U-Bozeman	MT	Public	36.4	63.6	52.0	48.0	56.9	43.1	39.8	60.2	25.0	75.0	16.5	83.5	93.5	95.3	91.9	82.1	464	302					

Note: All numbers are percentages within the indicator category.

Table I-4

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M										
U Montana	MT	Public	38.2	61.8	47.9	52.1	55.7	44.3	46.2	53.8	30.6	69.4	26.4	73.6	94.8	96.8	95.0	88.5	532	215		
Duke U	NC	Priv-Ind	26.7	73.3	52.2	47.8	45.2	54.8	28.9	71.1	22.7	77.3	18.2	81.8	91.7	87.4	81.9	80.2	825	159		
North Carolina St U	NC	Public	27.6	72.4	35.9	64.1	52.1	47.9	36.5	63.5	17.5	82.5	13.1	86.9	91.7	97.2	94.9	77.8	1,671	78		
U North Carolina-Chapel Hill	NC	Public	37.3	62.7	48.9	51.1	58.4	41.6	42.5	57.5	27.6	72.4	21.7	78.3	91.7	91.6	93.2	76.9	1,382	321		
U North Carolina-Greensboro	NC	Public	50.8	49.2	48.6	51.4	70.8	29.2	52.0	48.0	37.7	62.3	27.8	72.2	95.2	93.4	98.7	80.8	727	35		
North Dakota St U	ND	Public	27.6	72.4	53.6	46.4	57.8	42.2	35.6	64.4	9.8	90.2	6.7	93.3	94.7	90.9	96.2	79.3	547	69		
U North Dakota-Main	ND	Public	39.4	60.6	46.5	53.5	56.1	43.9	39.9	60.1	28.9	71.1	23.2	76.8	102.0	95.4	92.6	88.8	520	86		
U Nebraska-Lincoln	NE	Public	26.6	73.4	48.3	51.7	51.3	48.7	36.2	63.8	19.9	80.1	14.8	85.2	88.3	96.8	92.9	78.5	1,068	389		
Dartmouth Coll	NH	Priv-Ind	33.6	66.4	47.7	52.3	33.3	66.7	40.0	60.0	31.3	68.7	25.3	74.7	89.5	89.3	96.0	83.9	426	174		
U New Hampshire	NH	Public	34.9	65.1	58.2	41.8	0.0	0.0	41.6	58.4	33.0	67.0	20.9	79.1	86.3	92.4	94.3	83.5	558	378		
New Jersey Inst Tech	NJ	Public	14.5	85.5	14.7	85.3	18.0	82.0	16.9	83.1	12.1	87.9	8.0	92.0	96.7	100.5	108.8	87.7	406	238		
Princeton Theol Seminary	NJ	Church	26.4	73.6	36.8	63.2	14.3	85.7	50.0	50.0	26.2	73.8	17.9	82.1	94.6	89.5	100.0	86.6	53	19		
Princeton U	NJ	Priv-Ind	27.3	72.7	37.5	62.5	56.6	43.4	29.9	70.1	20.0	80.0	16.7	83.3	94.1	94.5	96.8	74.9	807	248		
Rutgers St U-New Brunswick	NJ	Public	31.6	68.4	48.9	51.1	52.9	47.1	42.1	57.9	25.7	74.3	19.0	81.0	94.8	95.9	95.4	81.0	1,535	1,300		
Rutgers St U-Newark	NJ	Public	38.6	61.4	45.0	55.0	56.9	43.1	50.9	49.1	27.8	72.2	26.5	73.5	91.4	106.4	91.0	84.3	422	282		
Seton Hall U	NJ	Church	45.6	54.4	43.7	56.3	56.9	43.1	51.9	48.1	36.7	63.3	33.3	66.7	93.0	93.6	98.7	88.9	441	485		
New Mexico St U-Main	NM	Public	36.6	63.4	53.4	46.6	62.6	37.4	46.0	54.0	24.6	75.4	21.7	78.3	87.5	95.0	92.5	85.5	645	247		
U New Mexico-Main	NM	Public	40.1	59.9	53.8	46.2	50.0	50.0	43.2	56.8	36.7	63.3	26.5	73.5	94.7	91.0	89.8	84.9	885	876		
U Nevada-Reno	NV	Public	38.1	61.9	44.2	55.8	65.2	34.8	42.5	57.5	26.5	73.5	16.7	83.3	92.8	96.8	88.9	77.7	614	113		
Adelphi U	NY	Priv-Ind	51.4	48.6	59.7	40.3	66.7	33.3	63.4	36.6	37.9	62.1	27.9	72.1	93.5	94.4	96.1	87.3	257	601		
Albany Law Sch	NY	Priv-Ind	50.0	50.0	0.0	100	78.6	21.4	33.3	66.7	37.5	62.5	44.8	55.2	85.9	84.3	.	82.2	44	2		
CUNY-Graduate Ctr	NY	Public	40.4	59.6	63.0	37.0	56.3	43.8	57.1	42.9	37.3	62.7	37.3	62.7	94.5	98.4	93.6	88.9	141	27		
Clarkson U	NY	Priv-Ind	18.0	82.0	61.1	38.9	42.9	57.1	25.5	74.5	10.8	89.2	10.7	89.3	87.7	96.4	96.1	85.7	167	18		
Columbia U	NY	Priv-Ind	30.0	70.0	40.1	59.9	47.0	53.0	35.8	64.2	20.8	79.2	20.2	79.8	91.4	92.4	86.0	74.7	1,223	1,018		
Cornell U-Endowed Colleges	NY	Public	29.3	70.7	46.4	53.6	54.8	45.2	38.6	61.4	20.6	79.4	15.6	84.4	92.5	96.4	93.8	77.9	1,660	263		
Fordham U	NY	Priv-Ind	39.6	60.4	47.7	52.3	47.6	52.4	51.3	48.7	32.3	67.7	28.8	71.2	93.9	98.5	96.0	89.4	654	650		
Hofstra U	NY	Priv-Ind	40.4	59.6	49.8	50.2	58.3	41.7	50.3	49.7	33.9	66.1	30.2	69.8	89.2	89.3	101.5	84.8	527	656		
New School U	NY	Priv-Ind	43.6	56.4	47.9	52.1	47.4	52.6	41.2	58.8	25.7	74.3	27.7	72.3	101.7	96.2	98.5	90.0	225	1,890		

Note: All numbers are percentages within the indicator category.

Table I-5

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M		
New York U	NY	Priv-Ind	38.1	61.9	47.6	52.4	46.4	53.6	40.6	59.4	31.3	68.7	25.1	74.9	89.7	94.9	96.4	77.2	1,984	2,738						
Pace U	NY	Priv-Ind	42.8	57.2	0.0	0.0	55.6	44.4	55.9	44.1	36.7	63.3	33.7	66.3	89.0	101.5	94.8	85.3	460	0						
Polytechnic U	NY	Priv-Ind	15.9	84.1	17.2	82.8	20.0	80.0	26.7	73.3	11.3	88.7	6.4	93.6	86.0	93.4	97.8	78.9	126	163						
Rensselaer Poly Inst	NY	Priv-Ind	19.8	80.3	26.1	73.9	23.5	76.5	29.6	70.4	15.1	84.9	12.1	87.9	92.5	88.5	93.4	84.3	400	111						
Rockefeller U	NY	Priv-Ind	35.3	64.7	48.8	51.2	42.6	57.4	30.8	69.2	9.3	90.7	9.5	90.5	101.0	96.7	99.1	70.8	218	43						
SUNY Coll Env Sci&Forestry	NY	Public	18.5	81.5	45.5	54.5	0.0	100	42.9	57.1	12.8	87.2	4.1	95.9	93.7	95.0	87.1	77.7	108	33						
SUNY-Albany	NY	Public	33.4	66.6	44.3	55.7	52.6	47.4	42.2	57.8	27.0	73.0	17.1	82.9	89.4	91.2	86.9	77.3	607	359						
SUNY-Binghamton	NY	Public	35.5	64.5	47.5	52.5	60.3	39.7	41.3	58.7	27.2	72.8	21.2	78.8	94.9	91.6	88.3	82.2	504	217						
SUNY-Brooklyn Health Sci Ctr	NY	Public	45.5	54.5	48.2	51.8	60.0	40.0	45.0	55.0	34.8	65.2	24.1	75.9	85.5	97.6	107.2	86.0	101	56						
SUNY-Buffalo	NY	Public	32.9	67.1	44.2	55.8	55.1	44.9	38.9	61.1	22.3	77.7	15.2	84.8	89.5	95.2	89.4	78.6	1,080	771						
SUNY-St Coll Optometry	NY	Public	36.0	64.0	35.3	64.7	64.0	36.0	0.0	100	9.1	90.9	6.7	93.3	104.8	95.2	92.3	72.4	50	68						
SUNY-Stony Brook	NY	Public	32.2	67.8	42.2	57.8	52.1	47.9	32.0	68.0	23.4	76.6	17.2	82.8	95.8	95.5	96.2	80.7	825	593						
SUNY-Upstate Medical U	NY	Public	65.6	34.4	30.3	69.7	60.0	40.0	63.6	36.4	72.7	27.3	0.0	100	0.0	83.1	80.3	76.8	32	218						
St. John's U	NY	Church	35.4	64.6	39.4	60.6	57.4	42.6	50.8	49.2	28.1	71.9	23.8	76.2	94.5	90.3	96.4	84.3	596	829						
Syracuse U	NY	Priv-Ind	34.5	65.5	51.0	49.0	44.0	56.0	43.4	56.6	29.7	70.3	23.2	76.8	94.0	97.2	88.7	86.7	865	526						
U Rochester	NY	Priv-Ind	26.5	73.5	62.0	38.0	38.1	61.9	38.2	61.8	19.7	80.3	15.2	84.8	81.1	87.8	92.4	76.0	505	200						
Yeshiva U	NY	Church	34.2	65.8	42.7	57.3	38.8	61.2	39.7	60.3	23.2	76.8	24.3	75.7	87.7	100.6	89.6	83.4	682	377						
Bowling Green St U	OH	Public	43.8	56.2	53.3	46.7	56.7	43.3	48.0	52.0	33.9	66.1	21.2	78.8	93.6	92.0	91.8	81.1	851	257						
Case Western Reserve U	OH	Priv-Ind	34.3	65.7	45.0	55.0	52.6	47.4	48.1	51.9	23.1	76.9	18.3	81.7	69.9	88.9	92.2	69.8	604	200						
Cleveland St U	OH	Public	36.3	63.7	46.7	53.3	51.4	48.6	45.9	54.1	30.0	70.0	20.8	79.2	94.7	87.9	93.9	82.1	575	430						
Kent St U-Kent	OH	Public	46.9	53.1	54.4	45.6	73.3	26.7	52.2	47.8	34.5	65.5	24.4	75.6	85.2	94.1	92.5	76.7	834	697						
Miami U	OH	Public	37.5	62.5	47.7	52.3	51.1	48.9	43.6	56.4	30.6	69.4	22.0	78.0	89.1	92.2	95.9	81.4	822	214						
Ohio St U-Main	OH	Public	29.0	71.0	47.3	52.7	54.3	45.7	39.4	60.6	24.8	75.2	17.5	82.5	94.8	96.2	88.6	83.2	2,199	1,009						
Ohio U-Main	OH	Public	33.2	66.8	43.0	57.0	0.0	0.0	38.8	61.2	30.2	69.8	24.5	75.5	90.9	98.3	92.6	89.0	744	358						
U Akron-Main	OH	Public	40.9	59.1	51.7	48.3	69.4	30.6	41.5	58.5	35.7	64.3	24.8	75.2	83.4	93.0	89.8	78.4	697	847						
U Cincinnati-Main	OH	Public	38.4	61.6	47.7	52.3	63.4	36.6	51.2	48.8	27.4	72.6	21.7	78.3	89.1	88.4	93.0	77.7	1,241	902						
U Toledo	OH	Public	34.4	65.6	53.1	46.9	49.0	51.0	43.2	56.8	25.2	74.8	15.5	84.5	85.8	90.0	97.5	77.9	752	433						
Wright St U-Main	OH	Public	40.6	59.4	42.9	57.1	60.7	39.3	51.4	48.6	30.3	69.7	19.9	80.1	95.9	89.9	91.6	79.2	554	28						

Note: All numbers are percentages within the indicator category.

Table I-6



AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty			
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT
			W	M	W	M	W	M	W	M	W	M	W	M	W	M						
Oklahoma St U-Main	OK	Public	29.3	70.7	43.7	56.3	55.1	44.9	36.7	63.3	20.6	79.4	14.2	85.8	93.6	91.7	92.6	77.8	1,000	151		
U Oklahoma	OK	Public	32.2	67.8	85.2	14.8	49.8	50.2	38.9	61.1	23.3	76.7	14.2	85.8	87.2	91.2	87.6	72.9	1,003	277		
Oregon St U	OR	Public	36.4	63.6	60.7	39.3	44.0	56.0	34.4	65.6	33.0	67.0	22.8	77.2	93.4	89.9	87.7	82.9	638	366		
Portland St U	OR	Public	40.4	59.6	48.0	52.0	57.0	43.0	37.5	62.5	34.6	65.4	27.4	72.6	91.9	87.9	94.3	82.1	581	735		
U Oregon	OR	Public	38.5	61.5	60.1	39.9	52.4	47.6	41.0	59.0	32.4	67.6	24.3	75.7	92.5	98.2	89.8	83.8	729	449		
Carnegie Mellon U	PA	Priv-Ind	25.0	75.0	43.0	57.0	33.0	67.0	34.7	65.3	16.7	83.3	15.7	84.3	85.5	91.1	89.6	77.3	808	193		
Drexel U	PA	Priv-Ind	37.2	62.8	44.5	55.5	53.9	46.1	38.7	61.3	21.1	78.9	14.2	85.8	89.4	86.3	85.2	76.1	713	768		
Indiana U Pennsylvania	PA	Public	43.7	56.3	61.6	38.4	56.8	43.2	45.0	55.0	40.5	59.5	31.3	68.8	98.7	97.4	98.5	90.4	639	73		
Lehigh U	PA	Priv-Ind	26.3	73.7	40.0	60.0	41.9	58.1	46.9	53.1	18.0	82.0	13.6	86.4	81.6	88.6	92.9	75.5	434	110		
Penn St U-Main	PA	Public	34.5	65.5	51.9	48.1	51.3	48.7	38.1	61.9	23.6	76.4	16.5	83.5	89.4	93.4	91.4	71.5	2,216	345		
Temple U	PA	Public	37.5	62.5	40.6	59.4	46.4	53.6	51.2	48.8	30.4	69.6	22.8	77.2	92.5	92.5	100.6	83.4	1,225	1,491		
U Pennsylvania	PA	Priv-Ind	26.5	73.5	44.3	55.7	0.0	0.0	39.8	60.2	22.0	78.0	17.3	82.7	92.8	89.1	87.6	80.7	1,051	2,544		
U Pittsburgh-Main	PA	Public	37.8	62.2	51.6	48.4	56.8	43.2	42.7	57.3	24.1	75.9	21.2	78.8	87.9	92.4	88.2	74.8	1,574	715		
Brown U	RI	Priv-Ind	30.0	70.0	39.3	60.7	52.1	47.9	29.2	70.8	26.6	73.4	21.8	78.2	94.6	91.7	106.3	85.1	630	140		
U Rhode Island	RI	Public	37.2	62.8	44.4	55.6	83.3	16.7	51.3	48.7	32.6	67.4	22.7	77.3	91.8	89.1	93.7	80.4	600	36		
Clemson U	SC	Public	29.2	70.8	40.2	59.8	52.2	47.8	35.6	64.4	19.7	80.3	15.0	85.0	86.0	90.9	90.3	74.5	1,014	256		
U South Carolina-Main	SC	Public	34.8	65.2	41.9	58.1	59.4	40.6	42.2	57.8	24.1	75.9	15.0	85.0	93.1	93.1	83.2	75.9	1,169	540		
U South Dakota	SD	Public	38.6	61.4	68.8	31.3	60.3	39.7	37.0	63.0	28.1	71.9	17.3	82.7	92.2	101.8	96.9	81.8	285	48		
U Memphis	TN	Public	35.8	64.2	55.5	44.5	52.3	47.7	42.0	58.0	26.8	73.2	18.5	81.5	88.7	90.7	91.5	79.3	835	416		
U Tennessee	TN	Public	36.0	64.0	37.7	62.3	55.9	44.1	43.7	56.3	26.0	74.0	18.6	81.4	88.2	90.7	95.8	77.4	1,518	507		
Vanderbilt U	TN	Priv-Ind	32.2	67.8	38.0	62.0	51.8	48.2	39.2	60.8	21.0	79.0	17.7	82.3	101.4	99.8	92.5	78.4	774	334		
Baylor U	TX	Church	34.6	65.4	50.3	49.7	55.0	45.0	32.7	67.3	21.2	78.8	14.0	86.0	90.4	86.0	96.7	75.4	755	155		
Rice U	TX	Priv-Ind	26.8	73.2	43.6	56.4	41.9	58.1	37.1	62.9	18.7	81.3	14.4	85.6	90.4	106.9	86.1	77.9	567	110		
Southern Methodist U	TX	Church	33.2	66.8	35.5	64.5	55.1	44.9	38.1	61.9	21.1	78.9	14.0	86.0	83.5	93.2	97.5	72.4	603	330		
Texas A&M U	TX	Public	25.5	74.5	49.5	50.5	51.8	48.2	33.6	66.4	15.2	84.8	10.0	90.0	94.3	94.1	95.1	74.1	1,919	91		
Texas A&M U-Commerce	TX	Public	36.7	63.3	48.8	51.2	48.3	51.7	40.4	59.6	24.3	75.7	12.7	87.3	91.1	93.4	91.8	84.0	289	201		
Texas Christian U	TX	Church	40.4	59.6	58.8	41.2	57.3	42.7	41.3	58.7	33.8	66.2	16.4	83.6	93.8	94.4	85.6	80.3	465	17		
Texas Tech U	TX	Public	33.0	67.0	49.5	50.5	50.0	50.0	35.9	64.1	25.2	74.8	19.2	80.8	86.9	92.2	85.7	78.9	1,046	190		

Note: All numbers are percentages within the indicator category.

Table I-7

AAUP Faculty Gender Equity Indicators 2006

Institutional category: I - Doctoral universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M														
Texas Woman's U	TX	Public	78.7	21.3	61.1	38.9	92.3	7.7	78.6	21.4	68.8	31.2	55.7	44.3	94.9	99.2	95.0	86.5	348	18						
U Houston	TX	Public	32.8	67.2	34.2	65.8	49.0	51.0	39.8	60.2	21.8	78.2	13.4	86.6	86.4	95.8	79.4	74.0	1,218	219						
U North Texas	TX	Public	34.8	65.2	55.9	44.1	53.4	46.6	42.4	57.6	26.3	73.7	14.2	85.8	88.7	94.1	91.8	78.9	807	381						
U Texas-Arlington	TX	Public	36.7	63.3	50.7	49.3	57.7	42.3	36.8	63.2	22.6	77.4	12.3	87.7	92.3	91.0	79.7	73.3	769	349						
U Texas-Austin	TX	Public	33.9	66.1	44.0	56.0	58.4	41.6	39.4	60.6	23.5	76.5	16.6	83.4	89.6	93.1	88.9	72.3	2,330	243						
U Texas-Dallas	TX	Public	20.3	79.7	50.5	49.5	0.0	0.0	28.1	71.9	17.3	82.7	11.2	88.8	95.1	87.5	92.3	85.6	345	184						
U Utah	UT	Public	36.9	63.1	40.2	59.8	57.9	42.1	42.3	57.7	24.8	75.2	18.1	81.9	90.7	102.4	89.1	78.9	1,175	403						
Utah St U	UT	Public	30.0	70.0	71.4	28.6	54.2	45.8	39.4	60.6	20.5	79.5	11.8	88.2	84.8	90.2	92.1	77.7	727	42						
Coll William and Mary	VA	Public	32.8	67.2	49.1	50.9	41.3	58.7	37.3	62.7	29.8	70.2	14.9	85.1	98.3	92.1	101.0	82.5	561	169						
George Mason U	VA	Public	39.0	61.0	53.1	46.9	62.2	37.8	42.2	57.8	28.1	71.9	20.5	79.5	81.6	92.5	94.3	75.8	997	978						
Old Dominion U	VA	Public	36.8	63.2	55.6	44.4	66.4	33.6	39.8	60.2	25.0	75.0	13.2	86.8	87.5	96.1	93.9	77.0	620	311						
Shenandoah U	VA	Priv-Ind	46.9	53.1	67.7	32.3	48.5	51.5	0.0	0.0	25.0	75.0	37.5	62.5	89.7	89.1	101.8	91.5	177	251						
U Virginia	VA	Public	31.6	68.4	45.6	54.4	50.8	49.2	44.8	55.2	21.8	78.2	17.2	82.8	87.8	93.3	83.9	73.7	1,171	248						
Virginia Commonwealth U	VA	Public	43.8	56.2	51.4	48.6	61.1	38.9	40.1	59.9	32.8	67.2	20.5	79.5	94.7	93.2	89.5	81.4	868	1,091						
Virginia Tech	VA	Public	29.1	70.9	42.8	57.2	51.3	48.7	41.0	59.0	20.7	79.3	13.3	86.7	87.3	95.7	90.1	75.5	1,304	264						
U Vermont	VT	Public	38.8	61.3	59.0	41.0	53.0	47.0	38.1	61.9	33.6	66.4	24.4	75.6	95.2	90.8	93.1	86.2	560	212						
U Washington-Bothell	WA	Public	45.3	54.7	40.0	60.0	47.4	52.6	52.9	47.1	41.0	59.0	47.4	52.6	93.8	80.6	85.6	87.2	75	15						
U Washington-Seattle	WA	Public	35.3	64.7	48.1	51.9	46.0	54.0	44.9	55.1	28.8	71.2	22.9	77.1	91.4	95.2	92.2	82.2	2,020	322						
U Washington-Tacoma	WA	Public	51.5	48.5	57.1	42.9	57.1	42.9	53.8	46.2	48.0	52.0	36.8	63.2	80.7	98.1	92.7	87.8	103	14						
Washington St U	WA	Public	37.1	62.9	59.6	40.4	57.1	42.9	41.3	58.8	27.8	72.2	17.4	82.6	89.3	93.6	91.9	79.4	1,057	334						
Marquette U	WI	Church	36.3	63.7	39.9	60.1	56.8	43.2	44.5	55.5	24.3	75.7	14.8	85.2	91.0	93.7	89.8	79.1	592	454						
U Wisconsin-Madison	WI	Public	32.4	67.6	49.2	50.8	52.5	47.5	41.6	58.4	24.5	75.5	24.6	75.4	85.9	91.7	94.6	82.5	1,459	1,039						
U Wisconsin-Milwaukee	WI	Public	43.0	57.0	53.8	46.2	59.9	40.1	46.6	53.4	32.0	68.0	28.0	72.0	99.9	92.2	88.0	85.7	956	331						
West Virginia U	WV	Public	33.5	66.5	49.8	50.2	67.3	32.7	38.4	61.6	21.9	78.1	15.1	84.9	89.9	93.4	88.9	78.2	785	506						
U Wyoming	WY	Public	33.5	66.5	65.8	34.2	58.1	41.9	36.1	63.9	24.7	75.3	17.2	82.8	92.1	98.7	93.4	84.2	651	73						

Note: All numbers are percentages within the indicator category.

Table I-8

**Appendix 2:**  
**Institutional category: IIA - Master's degree universities**

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M		
U Alaska-Anchorage	AK	Public	49.1	50.9	56.0	44.0	58.4	41.6	58.6	41.4	37.1	62.9	30.8	69.2	89.2	93.2	90.3	84.7	483	654						
U Alaska-Southeast	AK	Public	45.4	54.6	60.2	39.8	45.5	54.5	44.7	55.3	46.2	53.8	50.0	50.0	97.6	95.9	94.8	96.0	97	128						
Auburn U-Montgomery	AL	Public	40.3	59.7	57.9	42.1	62.5	37.5	53.8	46.2	33.3	66.7	24.0	76.0	89.0	85.0	91.9	79.7	186	114						
Jacksonville St U	AL	Public	43.6	56.4	62.8	37.2	9.4	90.6	64.4	35.6	27.4	72.6	19.5	80.5	100.3	94.6	95.9	84.2	305	129						
Samford U	AL	Church	42.1	57.9	58.5	41.5	60.2	39.8	45.1	54.9	30.6	69.4	20.8	79.2	84.9	93.4	97.8	80.7	278	147						
Spring Hill Coll	AL	Church	44.4	55.6	55.8	44.2	77.8	22.2	68.4	31.6	27.3	72.7	20.8	79.2	82.2	96.3	101.7	79.9	72	52						
Tuskegee U	AL	Priv-Ind	37.8	62.2	50.0	50.0	44.9	55.1	36.8	63.2	32.4	67.6	18.3	81.7	88.8	92.2	97.0	85.0	251	48						
U Montevallo	AL	Public	47.1	52.9	64.0	36.0	60.0	40.0	50.8	49.2	43.2	56.8	43.2	56.8	94.9	84.4	97.6	90.9	138	50						
U North Alabama	AL	Public	40.7	59.3	51.9	48.1	60.0	40.0	36.6	63.4	38.5	61.5	24.6	75.4	99.5	98.5	95.9	92.2	209	104						
U South Alabama	AL	Public	41.1	58.9	55.9	44.1	67.8	32.2	33.9	66.1	26.8	73.2	15.7	84.3	98.8	95.2	98.1	82.0	499	263						
U West Alabama	AL	Public	41.3	58.7	42.9	57.1	61.9	38.1	43.5	56.5	31.3	68.8	20.8	79.2	100.2	113.0	93.4	93.0	92	7						
Arkansas St U-Main	AR	Public	46.5	53.5	57.2	42.8	64.1	35.9	55.3	44.7	27.7	72.3	17.8	82.2	99.8	94.8	96.4	81.9	447	159						
Henderson St U	AR	Public	35.8	64.2	71.4	28.6	57.5	42.5	36.1	63.9	25.6	74.4	19.7	80.3	103.1	93.0	102.7	89.3	162	56						
U Arkansas-Little Rock	AR	Public	43.2	56.8	57.5	42.5	62.4	37.6	52.3	47.7	29.9	70.1	26.4	73.6	89.4	89.6	86.7	78.6	526	372						
U Central Arkansas	AR	Public	47.7	52.3	58.9	41.1	65.2	34.8	45.8	54.2	31.9	68.1	20.2	79.8	94.5	94.6	99.5	83.8	478	129						
Arizona St U-East	AZ	Public	35.3	64.7	37.5	62.5	44.8	55.2	63.2	36.8	17.7	82.3	20.0	80.0	94.5	86.6	88.2	71.9	139	8						
Arizona St U-West	AZ	Public	50.6	49.4	42.9	57.1	44.9	55.1	64.9	35.1	42.7	57.3	24.1	75.9	91.7	95.7	94.2	91.3	235	7						
Azusa Pacific U	CA	Priv-Ind	42.3	57.7	51.2	48.8	42.3	57.7	0.0	0.0	0.0	0.0	31.9	68.1	94.0	99.4	98.3	92.6	291	41						
Biola U	CA	Priv-Ind	27.0	73.0	40.3	59.7	45.0	55.0	26.7	73.3	17.1	82.9	7.5	92.5	99.7	100.6	98.3	89.7	185	206						
Cal Inst Integral Studies	CA	Priv-Ind	52.1	47.9	45.5	54.5	52.1	47.9	0.0	0.0	0.0	0.0	43.5	56.5	101.4	99.1	93.4	94.5	48	11						
Cal Poly St U-San Luis Obisp	CA	Public	25.8	74.2	42.0	58.0	36.3	63.7	28.6	71.4	21.6	78.4	17.9	82.1	98.0	97.4	97.0	91.9	671	386						
Cal St Poly U-Pomona	CA	Public	37.2	62.8	37.8	62.2	53.5	46.5	38.5	61.5	34.7	65.3	31.6	68.4	97.1	101.8	94.4	92.0	554	503						
Cal St U-Bakersfield	CA	Public	47.2	52.8	55.1	44.9	63.4	36.6	54.8	45.2	33.3	66.7	35.1	64.9	96.9	95.4	96.9	87.9	307	156						
Cal St U-Chico	CA	Public	37.8	62.2	50.0	50.0	36.2	63.8	45.5	54.5	35.8	64.2	30.0	70.0	98.7	99.3	100.5	92.7	500	426						
Cal St U-Dominguez Hills	CA	Public	44.9	55.1	57.3	42.7	50.0	50.0	52.5	47.5	38.5	61.5	35.1	64.9	96.1	96.0	97.5	92.0	287	377						
Cal St U-East Bay	CA	Public	45.6	54.4	54.9	45.1	69.2	30.8	52.8	47.2	39.3	60.7	36.6	63.4	97.4	102.0	97.9	93.6	316	417						
Cal St U-Fresno	CA	Public	40.3	59.7	47.4	52.6	53.8	46.2	42.1	57.9	33.2	66.8	29.4	70.6	98.8	98.3	100.2	89.2	642	504						
Cal St U-Fullerton	CA	Public	44.7	55.3	52.3	47.7	55.2	44.8	53.7	46.3	35.8	64.2	30.5	69.5	98.1	99.9	99.7	90.5	749	1,068						

Note: All numbers are percentages within the indicator category.

Table IIA-1

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M		
Cal St U-Long Beach	CA	Public	43.8	56.2	51.2	48.8	52.4	47.6	48.5	51.5	48.5	37.4	62.6	32.6	67.4	97.2	98.4	98.0	91.1	950	982					
Cal St U-Los Angeles	CA	Public	44.2	55.8	46.6	53.4	57.1	42.9	48.7	51.3	40.3	59.7	37.2	62.8	97.5	97.6	95.9	93.3	566	560						
Cal St U-Monterey Bay	CA	Public	50.4	49.6	51.4	48.6	63.2	36.8	48.3	51.7	42.9	57.1	38.9	61.1	95.6	98.8	98.3	91.9	123	144						
Cal St U-Northridge	CA	Public	43.7	56.3	52.2	47.8	54.7	45.3	49.2	50.8	37.9	62.1	36.1	63.9	99.2	97.4	95.5	92.7	785	1,019						
Cal St U-Sacramento	CA	Public	44.3	55.7	51.2	48.8	54.8	45.2	48.6	51.4	39.7	60.3	36.0	64.0	97.7	100.2	99.0	93.0	767	688						
Cal St U-San Bernardino	CA	Public	45.2	54.8	49.3	50.7	61.9	38.1	45.5	54.5	40.0	60.0	33.3	66.7	96.9	96.4	92.4	88.6	447	404						
Cal St U-San Marcos	CA	Public	51.4	48.6	56.1	43.9	48.0	52.0	57.1	42.9	48.8	51.2	44.9	55.1	99.7	91.9	92.2	91.6	218	187						
Cal St U-Stanislaus	CA	Public	45.0	55.0	47.8	52.2	64.6	35.4	47.3	52.7	38.0	62.0	37.0	63.0	96.9	99.3	97.0	91.7	280	201						
California Coll of the Arts	CA	Priv-Ind	35.7	64.3	47.8	52.2	33.3	66.7	25.0	75.0	40.9	59.1	28.6	71.4	105.7	102.5	98.4	100.3	42	414						
California Lutheran U	CA	Church	45.0	55.0	52.7	47.3	53.3	46.7	54.2	45.8	35.5	64.5	29.8	70.2	92.5	90.1	94.3	87.2	131	131						
Chapman U	CA	Priv-Ind	38.6	61.4	45.4	54.6	50.0	50.0	44.6	55.4	28.9	71.1	24.7	75.3	97.8	97.2	97.9	88.1	264	317						
Dominican U California	CA	Priv-Ind	63.1	36.9	64.8	35.2	63.6	36.4	73.0	27.0	41.2	58.8	52.6	47.4	101.3	89.1	102.4	91.3	65	216						
Fresno Pacific U	CA	Church	35.8	64.2	46.2	53.8	35.8	64.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	94.2	81	117						
Holy Names U	CA	Church	64.7	35.3	60.4	39.6	50.0	50.0	50.0	50.0	77.8	22.2	60.0	40.0	105.7	98.5	99.1	100.2	34	106						
Humboldt St U	CA	Public	37.2	62.8	57.1	42.9	41.2	58.8	33.9	66.1	37.6	62.4	34.9	65.1	97.7	98.7	96.0	97.7	290	217						
Keck Graduate Inst	CA	Priv-Ind	21.4	78.6	37.5	62.5	21.4	78.6	0.0	0.0	0.0	0.0	16.7	83.3	120.0	0.0	100.4	89.8	14	8						
National U	CA	Priv-Ind	42.6	57.4	48.1	51.9	42.6	57.4	0.0	0.0	0.0	0.0	29.4	70.6	94.1	94.3	104.6	91.6	204	2,528						
Pacific Sch Religion	CA	Priv-Ind	46.2	53.8	40.0	60.0	50.0	50.0	100	0.0	40.0	60.0	20.0	80.0	115.8	95.8	98.5	89.3	13	25						
Pepperdine U	CA	Priv-Ind	32.2	67.8	53.3	46.7	0.0	0.0	45.7	54.3	25.3	74.7	16.5	83.5	92.8	93.8	89.2	85.5	276	347						
Saint Mary's Coll California	CA	Church	48.2	51.8	57.6	42.4	67.7	32.3	51.1	48.9	42.1	57.9	48.9	51.1	99.3	96.0	91.8	97.1	197	396						
San Diego St U	CA	Public	42.5	57.5	52.0	48.0	57.7	42.3	43.8	56.2	37.2	62.8	31.6	68.4	95.6	99.6	100.0	91.1	937	816						
San Francisco St U	CA	Public	45.1	54.9	57.1	42.9	48.7	51.3	53.6	46.4	40.5	59.5	34.3	65.7	97.6	99.7	95.3	91.8	770	792						
San Jose St U	CA	Public	42.9	57.1	52.8	47.2	64.6	35.4	52.9	47.1	36.2	63.8	33.1	66.9	96.5	97.5	93.3	90.3	714	986						
Santa Clara U	CA	Church	38.3	61.7	39.7	60.3	49.6	50.4	39.1	60.9	32.7	67.3	23.8	76.2	96.5	92.5	95.4	85.7	447	287						
Saybrook Grad Sch Res Cen	CA	Priv-Ind	36.4	63.6	0.0	0.0	36.4	63.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	85.8	22	0						
Sonoma St U	CA	Public	48.1	51.9	55.0	45.0	63.2	36.8	46.5	53.5	47.1	52.9	40.0	60.0	99.4	100.2	91.7	93.3	260	222						
U Pacific	CA	Priv-Ind	36.2	63.8	41.9	58.1	48.9	51.1	45.5	54.5	27.4	72.6	19.5	80.5	88.9	83.7	93.9	80.2	389	260						
U Redlands	CA	Priv-Ind	50.0	50.0	35.6	64.4	60.0	40.0	56.3	43.8	42.3	57.7	38.1	61.9	91.7	95.9	91.3	86.9	202	247						

Note: All numbers are percentages within the indicator category.

Table IIA-2

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor					Indicator 4 - Average Salary Women as % of Men				Total Faculty	
		Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT			
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M			
Woodbury U	CA	43.2	56.8	35.4	64.6	43.2	56.8	0.0	0.0	0.0	0.0	37.5	62.5	91.5	98.6	101.2	92.8	44	161			
Colorado St U-Pueblo	CO	42.6	57.4	52.1	47.9	54.2	45.8	42.5	57.5	39.6	60.4	27.1	72.9	92.0	89.1	91.9	89.1	155	146			
Naropa U	CO	47.8	52.2	66.7	33.3	47.8	52.2	0.0	0.0	0.0	0.0	50.0	50.0	58.9	97.5	49.5	88.5	23	15			
Central Connecticut St U	CT	39.7	60.3	42.9	57.1	46.5	53.5	42.0	58.0	37.5	62.5	33.3	66.7	95.4	97.3	96.9	93.2	416	434			
Eastern Connecticut St U	CT	41.0	59.0	48.0	52.0	64.3	35.7	36.5	63.5	40.5	59.5	34.4	65.6	93.2	95.3	95.2	91.7	188	223			
Fairfield U	CT	48.4	51.6	46.5	53.5	68.2	31.8	56.8	43.2	43.4	56.6	35.9	64.1	97.1	91.7	95.9	87.4	225	245			
Quinnipiac U	CT	47.5	52.5	51.1	48.9	73.1	26.9	57.5	42.5	34.4	65.6	25.8	74.2	97.5	95.7	94.3	82.0	263	485			
Sacred Heart U	CT	46.2	53.8	48.6	51.4	50.7	49.3	39.6	60.4	46.3	53.7	34.8	65.2	93.1	94.6	96.8	93.5	182	286			
Saint Joseph Coll	CT	68.8	31.2	68.2	31.8	100	0.0	78.7	21.3	41.7	58.3	66.7	33.3	97.0	97.5	101.8	98.1	77	110			
Southern Connecticut St U	CT	44.9	55.1	56.2	43.8	56.3	43.8	52.5	47.5	41.7	58.3	33.8	66.2	95.7	97.1	99.0	91.5	403	555			
U Bridgeport	CT	25.8	74.2	45.5	54.5	27.3	72.7	34.8	65.2	20.5	79.5	19.0	81.0	89.5	87.4	97.0	87.0	89	257			
U Hartford	CT	35.7	64.3	51.6	48.4	48.2	51.8	48.8	51.2	26.2	73.8	20.0	80.0	97.4	101.7	94.4	90.9	325	428			
U New Haven	CT	22.8	77.2	38.2	61.8	28.6	71.4	41.7	58.3	15.2	84.8	13.7	86.3	95.7	101.3	80.7	81.6	162	285			
Wesleyan U	CT	37.5	62.5	46.5	53.5	47.5	52.5	47.8	52.2	29.0	71.0	23.7	76.3	97.1	99.2	99.2	85.3	325	43			
Western Connecticut St U	CT	43.7	56.3	40.6	59.4	22.2	77.8	63.5	36.5	37.5	62.5	33.7	66.3	97.9	102.1	97.6	91.7	197	288			
Gallaudet U	DC	60.9	39.1	0.0	0.0	50.0	50.0	69.5	30.5	59.0	41.0	54.1	45.9	99.5	94.8	102.0	93.9	235	0			
U District of Columbia	DC	46.7	53.3	53.4	46.6	46.7	53.3	0.0	0.0	0.0	0.0	41.8	58.2	65.7	96.9	96.2	80.9	225	236			
Wilmington Coll	DE	47.8	52.2	47.5	52.5	47.8	52.2	0.0	0.0	0.0	0.0	44.4	55.6	108.9	102.1	96.6	100.5	69	448			
Barry U	FL	51.4	48.6	54.2	45.8	52.7	47.3	38.9	61.1	16.7	83.3	39.1	60.9	87.6	95.2	97.7	90.4	354	397			
Embry-Riddle Aero U-Daytona	FL	16.9	83.1	43.5	56.5	20.4	79.6	20.3	79.7	12.4	87.6	8.6	91.4	94.2	92.9	95.6	85.3	207	46			
Florida A&M U	FL	39.0	61.0	40.8	59.2	50.0	50.0	45.6	54.4	31.2	68.8	22.0	78.0	95.2	101.4	94.0	89.9	623	169			
Florida Gulf Coast U	FL	48.6	51.4	45.9	54.1	49.2	50.8	0.0	0.0	40.0	60.0	45.5	54.5	88.2	96.1	95.6	91.5	253	170			
Jacksonville U	FL	43.5	56.5	51.8	48.2	66.7	33.3	48.8	51.2	36.0	64.0	35.3	64.7	102.6	88.1	83.9	87.9	131	85			
Rollins Coll	FL	37.3	62.7	53.2	46.8	43.2	56.8	51.2	48.8	29.9	70.1	27.8	72.2	89.3	86.7	93.4	81.7	185	154			
Stetson U	FL	42.1	57.9	42.0	58.0	61.5	38.5	37.5	62.5	38.3	61.7	27.2	72.8	95.2	94.6	90.2	83.4	233	112			
U North Florida	FL	39.5	60.5	54.5	45.5	50.0	50.0	44.0	56.0	30.8	69.2	22.5	77.5	90.0	97.4	95.8	85.3	458	235			
U West Florida	FL	40.9	59.1	100	0.0	55.1	44.9	51.4	48.6	28.2	71.8	12.9	87.1	98.7	89.3	95.3	82.2	301	3			
Armstrong Atlantic St U	GA	50.5	49.5	66.0	34.0	66.7	33.3	46.4	53.6	42.3	57.7	33.3	66.7	94.8	106.4	94.6	90.1	216	188			

Note: All numbers are percentages within the indicator category.

Table IIA-3

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty			
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Augusta St U	GA	Public	51.2	48.8	47.8	52.2	28.3	54.0	46.0	58.0	42.0	58.0	34.0	66.0	103.6	90.8	92.1	85.7	215	115		
Berry Coll	GA	Priv-Ind	33.6	66.4	46.7	53.3	47.4	35.6	64.4	28.8	71.2	8.3	91.7	116.2	90.2	87.5	83.0	137	30			
Brenau U	GA	Priv-Ind	67.1	32.9	53.3	46.7	67.1	32.9	0.0	0.0	0.0	0.0	43.8	56.3	95.7	90.0	89.6	85	137			
Columbus St U	GA	Public	47.2	52.8	50.8	49.2	69.8	30.2	39.5	40.0	60.0	19.4	80.6	83.3	91.8	97.8	86.4	214	195			
Georgia Coll & St U	GA	Public	48.3	51.7	56.7	43.3	50.0	50.0	55.5	44.5	42.0	58.0	26.9	73.1	93.6	97.0	106.2	94.4	267	127		
Georgia Southern U	GA	Public	45.2	54.8	0.0	0.0	90.9	9.1	50.5	49.5	37.0	63.0	25.4	74.6	95.7	93.3	91.2	83.0	663	0		
Georgia Southwestern St U	GA	Public	47.1	52.9	100	0.0	90.0	10.0	34.2	65.8	48.7	51.3	27.8	72.2	104.9	89.6	92.1	87.7	87	40		
Kennesaw St U	GA	Public	51.7	48.3	59.6	40.4	58.1	41.9	51.9	48.1	47.6	52.4	38.7	61.3	94.6	93.2	94.2	88.8	551	359		
Mercer U	GA	Church	39.1	60.9	48.5	51.5	70.0	30.0	33.3	66.7	28.2	71.8	24.0	76.0	88.3	100.1	106.3	89.4	343	194		
North Georgia Coll & St U	GA	Public	49.2	50.8	57.7	42.3	57.1	42.9	58.8	41.2	37.5	62.5	20.0	80.0	109.4	90.7	99.7	91.3	132	123		
Southern Poly St U	GA	Public	17.2	82.8	28.2	71.8	28.6	71.4	19.2	80.8	15.7	84.3	13.2	86.8	102.2	89.1	92.2	91.9	116	78		
U West Georgia	GA	Public	48.3	51.7	61.1	38.9	65.4	34.6	45.3	54.7	38.5	61.5	30.1	69.9	94.5	90.8	97.1	86.0	383	113		
Valdosta St U	GA	Public	44.8	55.2	62.7	37.3	62.0	38.0	48.8	51.2	35.5	64.5	32.2	67.8	92.1	99.9	95.4	87.9	435	110		
Allen Coll	IA	Priv-Ind	100	0.0	93.1	6.9	100	0.0	0.0	0.0	0.0	0.0	100	0.0	.	.	.	.	19	29		
Drake U	IA	Priv-Ind	39.2	60.8	48.9	51.1	53.8	46.2	51.5	48.5	29.3	70.7	24.0	76.0	91.3	88.8	99.5	84.0	245	139		
U Northern Iowa	IA	Public	43.0	57.0	49.7	50.3	65.2	34.8	49.6	37.1	62.9	26.1	73.9	90.0	94.2	93.7	83.8	625	171			
Boise St U	ID	Public	41.7	58.3	46.4	53.6	46.4	53.6	55.4	44.6	34.8	65.2	26.4	73.6	95.6	93.3	85.6	557	476			
Idaho St U	ID	Public	42.3	57.7	54.1	45.9	57.5	42.5	36.2	63.8	30.2	69.8	18.7	81.3	92.4	89.9	92.4	81.3	641	257		
Aurora U	IL	Priv-Ind	52.6	47.4	53.6	46.4	52.6	47.4	0.0	0.0	0.0	0.0	35.7	64.3	91.9	98.1	96.4	93.4	95	140		
Benedictine U	IL	Church	34.1	65.9	66.7	33.3	14.3	85.7	43.3	56.7	31.4	68.6	23.7	76.3	91.1	95.8	103.2	88.7	88	3		
Bradley U	IL	Priv-Ind	34.6	65.4	51.8	48.2	62.5	37.5	40.6	59.4	27.6	72.4	18.7	81.3	93.7	89.3	93.7	78.8	321	224		
Chicago Sch Prof Psychology	IL	Priv-Ind	54.5	45.5	45.5	54.5	54.5	45.5	0.0	0.0	0.0	0.0	50.0	50.0	103.6	97.7	92.5	92.6	22	11		
Chicago St U	IL	Public	49.0	51.0	56.8	43.2	51.4	48.6	47.6	52.4	48.5	51.5	32.9	67.1	97.8	93.7	101.4	92.0	306	155		
Chicago Theol Seminary	IL	Church	23.1	76.9	0.0	0.0	0.0	0.0	25.0	75.0	22.2	77.8	0.0	100	0.0	97.5	100.0	96.1	13	0		
Eastern Illinois U	IL	Public	44.6	55.4	55.9	44.1	58.3	41.7	46.0	54.0	36.7	63.3	36.0	64.0	95.3	96.0	95.9	86.7	605	145		
Governors St U	IL	Public	55.4	44.6	60.0	40.0	63.6	36.4	62.9	37.1	47.1	52.9	38.9	61.1	90.4	95.9	96.2	88.5	177	150		
Lewis U	IL	Church	50.0	50.0	90.0	10.0	64.5	35.5	54.1	45.9	33.8	66.2	34.0	66.0	93.9	101.0	96.3	87.6	164	10		
National-Louis U	IL	Priv-Ind	64.0	36.0	66.2	33.8	69.5	30.5	72.1	27.9	57.8	42.2	42.9	57.1	100.7	97.1	98.6	91.5	253	829		

Note: All numbers are percentages within the indicator category.

Table IIA-4

**AAUP Faculty Gender Equity Indicators 2006**

**Institutional category: IIA - Master's degree universities**

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M										
North Central Coll	IL	Church	45.0	55.0	60.3	39.7	44.4	48.3	51.7	40.6	59.4	25.8	74.2	99.1	95.6	102.0	90.5	111	78			
North Park U	IL	Church	51.8	48.2	46.7	53.3	36.0	61.5	38.5	38.0	62.0	37.8	62.2	97.1	97.9	100.1	93.4	114	227			
Northeastern Illinois U	IL	Public	46.7	53.3	49.1	50.9	46.3	53.7	44.2	43.6	56.4	43.5	56.5	97.6	90.5	99.2	95.1	415	265			
Olivet Nazarene U	IL	Church	39.0	61.0	62.2	37.8	52.2	0.0	0.0	23.7	76.3	25.0	75.0	101.6	96.3	98.6	92.4	105	193			
Roosevelt U	IL	Priv-Ind	38.2	61.8	40.8	59.2	45.5	54.5	43.6	24.1	75.9	11.9	88.1	87.9	96.1	95.1	83.8	212	409			
Saint Xavier U	IL	Church	56.5	43.5	60.5	39.5	76.5	23.5	39.3	50.5	49.5	43.8	56.3	99.5	95.4	100.9	92.6	168	190			
Southern Ill U-Edwardsville	IL	Public	43.9	56.1	45.7	54.3	59.3	40.7	48.5	51.5	66.3	20.4	79.6	89.3	88.6	92.9	81.1	556	254			
Trinity Int U-Evan Div Sch	IL	Church	5.9	94.1	0.0	0.0	0.0	100	9.1	90.9	4.5	95.5	5.9	94.1	59.9	96.2	0.0	34	0			
Trinity International U	IL	Priv-Ind	34.1	65.9	40.4	59.6	60.0	40.0	33.3	66.7	29.2	70.8	16.7	83.3	99.8	97.2	103.9	41	104			
U Illinois-Springfield	IL	Public	42.3	57.7	50.0	50.0	75.0	25.0	42.4	57.6	40.5	59.5	33.3	66.7	83.4	93.3	84.2	149	124			
U Saint Francis	IL	Church	56.0	44.0	55.4	44.6	56.0	44.0	0.0	0.0	0.0	36.8	63.2	101.9	92.6	93.8	89.6	84	233			
Western Illinois U	IL	Public	39.8	60.2	48.8	51.2	55.9	44.1	36.5	63.5	34.8	65.2	29.0	71.0	96.4	95.7	87.2	644	82			
Butler U	IN	Priv-Ind	38.8	61.2	0.0	100	54.0	46.0	48.5	51.5	29.7	70.3	13.4	86.6	89.5	88.5	91.7	273	138			
Grace Coll & Seminary	IN	Church	20.0	80.0	41.7	58.3	20.0	80.0	0.0	0.0	0.0	15.4	84.6	99.9	97.0	96.9	45	60				
Indiana U-Northwest	IN	Public	50.3	49.7	51.5	48.5	77.8	22.2	59.5	40.5	28.9	71.1	18.2	81.8	89.7	105.8	86.5	163	196			
Indiana U-South Bend	IN	Public	47.6	52.4	52.9	47.1	68.3	31.7	43.9	56.1	38.3	61.7	21.1	78.9	93.1	93.4	91.2	233	280			
Indiana U-Southeast	IN	Public	47.1	52.9	52.2	47.8	68.2	31.8	48.6	51.4	36.6	63.4	32.7	67.3	93.8	89.1	100.6	172	245			
Indiana-Purdue U-Fort Wayne	IN	Public	39.5	60.5	55.8	44.2	59.6	40.4	39.0	61.0	33.1	66.9	18.9	81.1	83.0	97.3	95.1	334	434			
Indiana-Purdue U-Indianapolis	IN	Public	43.9	56.1	49.1	50.9	55.2	44.8	43.9	56.1	35.9	64.1	25.4	74.6	91.2	89.9	92.3	875	909			
Purdue U-Calumet	IN	Public	45.9	54.1	54.0	46.0	65.4	34.6	52.0	48.0	37.8	62.2	25.4	74.6	97.1	92.3	96.0	266	189			
U Evansville	IN	Church	33.3	66.7	59.3	40.7	54.2	45.8	47.3	52.7	20.0	80.0	14.3	85.7	89.7	98.8	81.9	174	59			
U Indianapolis	IN	Church	51.2	48.8	48.7	51.3	59.0	41.0	51.4	48.6	45.5	54.5	42.9	57.1	105.3	95.1	107.5	166	263			
U Southern Indiana	IN	Public	50.0	50.0	57.2	42.8	70.7	29.3	46.3	53.7	34.8	65.2	27.3	72.7	87.4	98.2	95.3	296	311			
Valparaiso U	IN	Church	33.3	66.7	52.1	47.9	47.1	52.9	31.9	68.1	30.7	69.3	20.3	79.7	104.1	94.6	99.6	243	119			
Emporia St U	KS	Public	39.8	60.2	63.3	36.7	53.7	46.3	53.5	46.5	28.8	71.2	25.0	75.0	99.6	95.1	92.2	251	30			
Fort Hays St U	KS	Public	40.4	59.6	67.3	32.7	54.5	45.5	43.4	56.6	30.9	69.1	19.2	80.8	86.2	89.5	106.6	265	49			
Friends U	KS	Church	46.2	53.8	48.0	52.0	0.0	100	46.7	53.3	47.4	52.6	40.0	60.0	73.6	108.5	100.1	65	152			
Pittsburg St U	KS	Public	38.5	61.5	52.0	48.0	61.4	38.6	44.8	55.2	30.6	69.4	24.8	75.2	89.6	95.1	97.7	291	100			

*Note: All numbers are percentages within the indicator category.*

*Table IIA-5*



Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty		
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT	
			W	M	W	M	W	M	W	M	W	M									
Washburn U	KS	Public	45.0	55.0	45.2	54.8	45.3	54.7	45.3	55.1	44.9	36.0	64.0	25.0	75.0	93.0	99.9	94.2	83.9	258	252
Bellarmine U	KY	Priv-Ind	47.4	52.6	63.3	36.7	65.6	34.4	34.4	57.9	42.1	34.9	65.1	32.3	67.7	92.4	98.7	102.9	87.9	114	196
Eastern Kentucky U	KY	Public	46.8	53.2	56.5	43.5	49.4	50.6	45.5	45.5	54.5	46.7	53.3	31.0	69.0	90.8	96.2	94.9	89.4	549	478
Morehead St U	KY	Public	45.2	54.8	56.4	43.6	64.8	35.2	35.2	46.0	54.0	37.2	62.8	17.9	82.1	105.4	97.8	88.7	86.3	378	156
Murray St U	KY	Public	37.1	62.9	51.7	48.3	57.0	43.0	43.0	38.9	61.1	27.9	72.1	16.7	83.3	89.7	97.7	87.1	82.4	385	151
Northern Kentucky U	KY	Public	50.5	49.5	52.6	47.4	61.1	38.9	38.9	48.0	52.0	40.5	59.5	35.6	64.4	91.1	89.6	100.2	84.1	511	428
Western Kentucky U	KY	Public	43.5	56.5	52.1	47.9	61.9	38.1	38.1	43.1	56.9	34.4	65.6	26.0	74.0	95.5	92.0	91.8	83.7	692	413
Grambling St U	LA	Public	45.8	54.2	83.3	16.7	54.5	45.5	45.5	54.4	45.6	38.8	61.2	25.8	74.2	93.6	92.3	98.9	87.7	251	12
Louisiana St U-Shreveport	LA	Public	41.0	59.0	52.2	47.8	65.5	34.5	34.5	33.3	66.7	35.0	65.0	32.0	68.0	82.9	101.0	84.9	82.2	144	90
Loyola U New Orleans	LA	Church	39.0	61.0	75.0	25.0	58.6	41.4	41.4	36.7	63.3	33.7	66.3	25.0	75.0	98.3	93.2	92.9	82.2	305	4
McNeese St U	LA	Public	44.2	55.8	52.9	47.1	60.7	39.3	39.3	41.3	58.7	39.4	60.6	25.4	74.6	89.0	98.6	94.7	83.1	308	104
Northwestern St U	LA	Public	53.7	46.3	56.0	44.0	67.2	32.8	32.8	48.3	51.7	51.6	48.4	43.2	56.8	97.2	98.7	99.6	92.0	309	257
Southeastern Louisiana U	LA	Public	54.0	46.0	54.8	45.2	65.8	34.2	34.2	53.4	46.6	43.1	56.9	32.5	67.5	93.5	97.1	91.1	86.5	500	197
Southern U-Baton Rouge	LA	Public	47.8	52.2	63.6	36.4	67.1	32.9	32.9	46.7	53.3	41.0	59.0	30.3	69.7	91.5	95.0	95.5	85.2	406	77
U Louisiana-Monroe	LA	Public	47.4	52.6	60.5	39.5	65.8	34.2	34.2	49.0	51.0	36.8	63.2	26.5	73.5	93.4	91.7	96.4	84.3	416	81
Clark U	MA	Priv-Ind	38.3	61.7	45.0	55.0	36.4	63.6	63.6	47.5	52.5	35.3	64.7	25.4	74.6	101.0	100.8	91.9	90.5	167	131
Elms Coll	MA	Church	71.2	28.8	0.0	100	75.0	25.0	25.0	76.9	23.1	66.7	33.3	81.8	18.2	93.7	95.6	101.6	98.2	59	1
Emerson Coll	MA	Priv-Ind	42.7	57.3	43.2	56.8	51.4	48.6	48.6	37.2	62.8	41.3	58.7	35.7	64.3	92.0	92.4	102.9	88.2	143	213
New England Cons of Music	MA	Priv-Ind	34.9	65.1	25.4	74.6	34.9	65.1	65.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	86.8	83	126
Simmons Coll	MA	Priv-Ind	70.5	29.5	70.9	29.1	88.3	11.7	11.7	61.4	38.6	62.9	37.1	61.9	38.1	99.9	98.7	107.0	95.2	193	182
Springfield Coll	MA	Priv-Ind	46.4	53.6	56.3	43.7	49.1	50.9	50.9	53.8	46.2	43.8	56.2	40.3	59.7	92.5	92.2	100.4	91.1	211	410
Suffolk U	MA	Priv-Ind	38.0	62.0	39.8	60.2	39.7	60.3	60.3	40.9	59.1	35.9	64.1	26.1	73.9	87.6	93.6	88.7	83.9	337	452
U Massachusetts-Dartmouth	MA	Public	36.3	63.7	48.6	51.4	61.9	38.1	38.1	44.0	56.0	27.0	73.0	22.2	77.8	93.9	92.2	99.0	86.1	355	216
Western New England Coll	MA	Priv-Ind	35.4	64.6	38.5	61.5	57.1	42.9	42.9	41.5	58.5	28.4	71.6	24.6	75.4	94.4	101.4	105.7	91.4	164	156
Westfield St Coll	MA	Public	45.3	54.7	49.7	50.3	52.9	47.1	47.1	50.9	49.1	41.3	58.7	34.9	65.1	95.2	103.3	95.6	92.8	179	165
Wheelock Coll	MA	Priv-Ind	80.3	19.7	86.1	13.9	83.3	16.7	16.7	83.3	16.7	77.4	22.6	77.8	22.2	112.1	95.8	104.2	101.5	61	115
Worcester Poly Inst	MA	Priv-Ind	20.5	79.5	23.1	76.9	30.8	69.2	69.2	34.6	65.4	14.1	85.9	7.5	92.5	89.5	107.4	96.5	87.5	234	104
Bowie St U	MD	Public	44.4	55.6	44.8	55.2	49.0	51.0	51.0	46.9	53.1	39.5	60.5	25.0	75.0	99.3	102.8	97.7	93.4	196	172

Note: All numbers are percentages within the indicator category.

Table IIA-6

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Frostburg St U	MD	Public	38.4	61.6	52.5	47.5	60.0	40.0	43.2	56.8	33.8	66.3	28.4	71.6	93.7	93.6	107.6	88.9	229	118		
Hood Coll	MD	Priv-Ind	51.9	48.1	52.9	47.1	50.0	50.0	46.9	53.1	55.8	44.2	52.2	47.8	107.0	95.0	88.3	96.4	81	121		
Loyola Coll in Maryland	MD	Church	44.2	55.8	43.2	56.8	62.5	37.5	50.0	50.0	34.3	65.7	23.0	77.0	96.8	96.1	87.7	81.0	303	213		
Maryland Inst Coll Art	MD	Priv-Ind	49.2	50.8	50.5	49.5	49.2	50.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	101.7	118	182		
Morgan St U	MD	Public	37.9	62.1	37.5	62.5	0.0	0.0	37.1	62.9	38.6	61.4	21.7	78.3	111.6	105.7	100.1	92.1	317	8		
Mount St. Mary's U	MD	Church	33.3	66.7	45.2	54.8	35.0	65.0	45.5	54.5	25.0	75.0	28.0	72.0	104.4	92.9	97.0	92.0	105	115		
Salisbury U	MD	Public	44.6	55.4	64.3	35.7	58.6	41.4	55.0	45.0	35.7	64.3	19.2	80.8	87.4	100.1	98.1	85.1	323	171		
Towson U	MD	Public	50.4	49.6	51.0	49.0	62.6	37.4	56.7	43.3	40.2	59.8	30.9	69.1	96.6	93.1	94.9	86.0	635	582		
U Baltimore	MD	Public	39.0	61.0	30.8	69.2	50.0	50.0	35.3	64.7	35.6	64.4	22.4	77.6	98.6	98.2	93.0	87.8	159	185		
U Maryland-Estrn Shore	MD	Public	42.6	57.4	57.1	42.9	48.5	51.5	48.0	52.0	30.2	69.8	22.2	77.8	89.9	97.4	90.1	85.0	169	98		
Bangor Theo Sem	ME	Church	25.0	75.0	46.2	53.8	28.6	71.4	0.0	0.0	0.0	100	33.3	66.7	89.7	0.0	0.0	93.8	8	13		
U New England	ME	Priv-Ind	48.9	51.1	47.4	52.6	62.5	37.5	43.1	56.9	43.5	56.5	25.0	75.0	103.6	95.2	100.5	92.4	137	116		
U Southern Maine	ME	Public	42.2	57.8	57.3	42.7	59.5	40.5	48.5	51.5	37.8	62.2	19.3	80.7	96.7	91.8	97.1	84.7	351	574		
Cranbrook Academy of Art	MI	Priv-Ind	30.0	70.0	0.0	0.0	30.0	70.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.6	10	0		
Eastern Michigan U	MI	Public	47.5	52.5	58.5	41.5	54.0	46.0	54.8	45.2	43.4	56.6	39.9	60.1	88.4	93.7	94.8	86.3	769	427		
Ferris St U	MI	Public	34.7	65.3	55.4	44.6	54.1	45.9	49.2	50.8	25.8	74.2	19.6	80.4	98.5	93.3	98.7	87.9	438	271		
Grand Valley St U	MI	Public	44.4	55.6	53.5	46.5	51.6	48.4	44.1	55.9	40.6	59.4	27.0	73.0	93.5	94.0	99.9	89.1	885	555		
Marygrove Coll	MI	Church	59.0	41.0	66.7	33.3	50.0	50.0	50.0	50.0	65.7	34.3	60.0	40.0	94.0	102.1	99.3	104.1	61	6		
Northern Michigan U	MI	Public	38.8	61.2	55.2	44.8	56.4	43.6	34.6	65.4	34.8	65.2	34.7	65.3	90.6	95.1	94.1	89.7	291	134		
Oakland U	MI	Public	40.5	59.5	57.9	42.1	66.7	33.3	50.4	49.6	32.5	67.5	21.6	78.4	89.6	85.3	91.8	79.9	449	411		
Siena Heights U	MI	Church	55.6	44.4	53.3	46.7	55.6	44.4	0.0	0.0	0.0	0.0	33.3	66.7	100.4	102.3	102.7	94.2	63	152		
Thomas M. Cooley Law Sch	MI	Priv-Ind	38.8	61.2	36.3	63.7	28.6	71.4	39.7	60.3	39.5	60.5	39.5	60.5	100.7	102.0	91.3	98.2	103	135		
U Detroit-Mercy	MI	Church	46.3	53.7	42.7	57.3	67.3	32.7	53.4	46.6	36.8	63.2	23.7	76.3	89.3	85.3	90.1	79.6	259	365		
U Michigan-DeARBorn	MI	Public	33.2	66.8	36.5	63.5	66.7	33.3	39.3	60.7	23.4	76.6	19.4	80.6	82.4	92.2	96.1	82.0	277	222		
U Michigan-Flint	MI	Public	49.3	50.7	53.3	46.7	66.1	33.9	47.0	53.0	39.8	60.2	24.3	75.7	96.3	99.4	95.7	90.8	213	182		
Coll St. Catherine	MN	Church	80.2	19.8	96.0	4.0	89.2	10.8	77.2	22.8	71.9	28.1	62.2	37.8	94.5	99.3	94.0	89.3	248	25		
Hamline U	MN	Church	52.3	47.7	57.5	42.5	53.6	46.4	70.0	30.0	46.0	54.0	40.0	60.0	99.5	100.5	105.9	94.8	111	325		
Metropolitan St U	MN	Public	52.1	47.9	43.9	56.1	60.0	40.0	58.3	41.7	47.0	53.0	51.4	48.6	92.5	89.9	94.0	91.1	119	358		

Note: All numbers are percentages within the indicator category.

Table IIA-7

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Minnesota St U-Mankato	MIN	Public	41.2	58.8	47.3	52.7	47.8	52.2	49.4	50.6	35.0	65.0	29.9	70.1	92.4	94.5	88.8	515	226			
Minnesota St U-Moorhead	MIN	Public	42.1	57.9	52.7	47.3	62.5	37.5	53.6	46.4	34.2	65.8	24.1	75.9	96.7	99.3	87.5	285	167			
Saint Mary's U Minnesota	MIN	Church	39.6	60.4	50.2	49.8	53.8	46.2	36.4	63.6	34.0	66.0	29.6	70.4	95.3	94.8	103.0	101	428			
St. Cloud St U	MIN	Public	39.7	60.3	53.6	46.4	50.6	49.4	46.9	53.1	34.7	65.3	33.9	66.1	91.9	97.3	95.3	595	166			
U Minnesota-Duluth	MIN	Public	40.3	59.7	55.2	44.8	55.4	44.6	44.2	55.8	29.2	70.8	20.9	79.1	93.2	93.7	83.1	417	96			
Winona St U	MIN	Public	43.4	56.6	60.2	39.8	58.9	41.1	42.2	57.8	38.6	61.4	37.4	62.6	92.4	99.7	100.0	341	113			
Central Missouri St U	MO	Public	39.6	60.4	59.9	40.1	59.3	40.7	33.6	66.4	36.1	63.9	26.6	73.4	97.4	98.5	88.6	439	147			
Covenant Theol Seminary	MO	Church	0.0	100	20.5	79.5	0.0	100	0.0	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	17	44			
Fontbonne U	MO	Church	66.7	33.3	70.4	29.6	61.1	38.9	76.2	23.8	63.0	37.0	45.5	54.5	107.0	104.6	94.1	66	162			
Kennick-Glennon Sem/Theol	MO	Church	33.3	66.7	0.0	100	33.3	66.7	0.0	0.0	0.0	0.0	25.0	75.0	138.5	343.4	0.0	9	6			
Lincoln U	MO	Public	48.8	51.2	40.4	59.6	20.0	80.0	54.5	45.5	47.1	52.9	34.6	65.4	91.9	103.8	96.4	127	47			
Maryville U St. Louis	MO	Priv-Ind	57.9	42.1	53.6	46.4	61.5	38.5	67.6	32.4	48.9	51.1	43.5	56.5	95.7	97.1	101.8	95	233			
Missouri St U	MO	Public	40.2	59.8	50.2	49.8	59.8	40.2	49.6	50.4	32.3	67.7	22.5	77.5	94.2	99.0	83.1	728	299			
Rockhurst U	MO	Church	43.8	56.3	41.6	58.4	52.9	47.1	55.9	44.1	36.4	63.6	25.0	75.0	94.7	101.6	89.3	128	89			
Southeast Missouri St U	MO	Public	44.3	55.7	68.2	31.8	68.8	31.2	36.2	63.8	34.3	65.7	27.7	72.3	96.4	98.1	84.9	388	22			
Truman St U	MO	Public	39.1	60.9	65.6	34.4	61.5	38.5	44.2	55.8	32.1	67.9	26.4	73.6	99.8	93.2	102.6	353	32			
Webster U	MO	Priv-Ind	44.5	55.5	34.8	65.2	0.0	100	50.0	50.0	44.0	56.0	36.5	63.5	96.1	93.3	91.8	164	5,023			
Delta St U	MS	Public	50.9	49.1	63.8	36.2	59.5	40.5	56.3	43.8	40.6	59.4	33.3	66.7	93.9	97.8	105.4	165	47			
Mississippi Coll	MS	Church	44.1	55.9	47.3	52.7	75.6	24.4	43.8	56.3	26.4	73.6	24.0	76.0	105.6	83.8	80.4	161	148			
Montana St U-Billings	MT	Public	40.1	59.9	52.3	47.7	44.8	55.2	62.2	37.8	29.7	70.3	23.4	76.6	101.4	103.1	108.9	157	132			
Appalachian St U	NC	Public	42.4	57.6	31.6	68.4	54.4	45.6	47.7	52.3	36.0	64.0	28.8	71.2	90.6	94.4	85.9	703	19			
East Carolina U	NC	Public	38.6	61.4	48.4	51.6	53.8	46.2	38.5	61.5	28.9	71.1	18.8	81.3	92.6	93.6	81.9	961	161			
Elon U	NC	Church	44.8	55.2	51.6	48.4	54.2	45.8	49.4	50.6	34.2	65.8	23.1	76.9	90.8	99.1	95.2	279	91			
Fayetteville St U	NC	Public	39.4	60.6	50.0	50.0	54.5	45.5	43.0	57.0	26.5	73.5	22.2	77.8	99.8	104.6	98.3	241	16			
Gardner-Webb U	NC	Church	50.4	49.6	52.8	47.2	68.2	31.8	40.6	59.4	42.1	57.9	41.9	58.1	93.5	87.9	86.7	133	199			
Lenoir-Rhyne Coll	NC	Church	45.5	54.5	56.4	43.6	77.8	22.2	57.1	42.9	36.2	63.8	29.3	70.7	98.8	99.7	97.6	88	78			
Meredith Coll	NC	Priv-Ind	66.2	33.8	71.2	28.8	66.7	33.3	64.6	35.4	67.2	32.8	63.0	37.0	91.1	87.1	100.5	130	139			
North Carolina A&T St U	NC	Public	34.9	65.1	57.9	42.1	45.7	54.3	40.8	59.2	30.0	70.0	20.2	79.8	94.7	104.2	103.2	364	178			

Note: All numbers are percentages within the indicator category.

Table IIA-8

Name	St	Indicator 1 Employment Status		Indicator 2 - Tenure Status				Indicator 3 Full Professor		Indicator 4 - Average Salary Women as % of Men				Total Faculty							
		Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
		W	M	W	M	W	M	W	M	W	M										
North Carolina Central U	NC	Public	48.0	52.0	37.0	63.0	39.1	60.9	39.1	51.5	48.5	37.5	62.5	32.7	67.3	107.5	95.3	107.4	93.6	281	27
Pfeiffer U	NC	Church	35.4	64.6	29.5	70.5	64.6	35.4	64.6	0.0	0.0	0.0	0.0	30.0	70.0	79.4	93.0	94.5	88.2	65	78
U North Carolina-Charlotte	NC	Public	39.1	60.9	30.4	69.6	39.1	60.9	39.1	42.4	57.6	27.2	72.8	15.2	84.8	89.2	91.3	92.1	77.3	837	23
U North Carolina-Pembroke	NC	Public	40.7	59.3	0.0	100	53.2	46.8	53.2	44.4	55.6	31.8	68.2	23.7	76.3	83.4	95.8	100.5	88.3	243	7
U North Carolina-Wilmington	NC	Public	39.1	60.9	35.0	65.0	28.8	71.2	28.8	47.0	53.0	26.2	73.8	20.0	80.0	93.1	93.2	98.1	82.6	493	20
Wake Forest U	NC	Priv-Ind	34.0	66.0	53.7	46.3	46.1	53.9	53.9	43.0	57.0	27.7	72.3	22.7	77.3	88.9	86.1	98.5	79.8	450	123
Western Carolina U	NC	Public	44.2	55.8	25.0	75.0	49.0	51.0	51.0	49.0	51.0	37.6	62.4	28.0	72.0	90.6	95.4	90.9	87.9	416	28
Bellevue U	NE	Priv-Ind	33.3	66.7	37.9	62.1	33.3	66.7	66.7	0.0	0.0	0.0	0.0	14.3	85.7	113.3	95.0	90.6	95.4	72	58
Chadron St Coll	NE	Public	35.6	64.4	33.3	66.7	71.4	28.6	28.6	35.7	64.3	28.9	71.1	15.8	84.2	83.3	105.2	97.0	89.4	101	9
Creighton U	NE	Church	42.4	57.6	49.3	50.7	63.6	36.4	36.4	51.8	48.2	29.6	70.4	14.6	85.4	92.3	88.1	98.0	80.3	432	207
Doane Coll	NE	Church	42.0	58.0	53.0	47.0	51.7	48.3	48.3	53.3	46.7	29.7	70.3	28.6	71.4	99.9	101.6	102.8	89.5	81	166
U Nebraska-Kearney	NE	Public	43.5	56.5	54.1	45.9	63.8	36.2	36.2	55.7	44.3	32.0	68.0	20.7	79.3	93.7	91.8	96.7	81.7	306	74
U Nebraska-Omaha	NE	Public	41.0	59.0	49.7	50.3	58.7	41.3	41.3	50.9	49.1	32.7	67.3	20.7	79.3	93.7	92.8	94.3	83.2	451	360
Wayne St Coll	NE	Public	46.0	54.0	70.3	29.7	70.0	30.0	30.0	58.8	41.2	38.2	61.8	42.6	57.4	100.8	96.8	105.7	92.9	126	74
Keene St Coll	NH	Public	46.9	53.1	51.9	48.1	75.0	25.0	25.0	60.0	40.0	38.5	61.5	37.3	62.7	95.1	95.0	97.5	87.5	179	216
Plymouth St U	NH	Public	37.9	62.1	51.8	48.2	55.0	45.0	45.0	51.2	48.8	29.7	70.3	26.6	73.4	93.1	94.2	95.8	86.6	174	168
Rivier Coll	NH	Church	60.0	40.0	100	0.0	84.6	15.4	15.4	63.2	36.8	48.5	51.5	40.0	60.0	89.4	98.1	103.9	91.3	65	7
Southern New Hampshire U	NH	Priv-Ind	37.9	62.1	34.5	65.5	37.9	62.1	62.1	0.0	0.0	0.0	0.0	23.3	76.7	101.3	90.1	91.9	85.8	116	249
Coll New Jersey	NJ	Public	45.5	54.5	53.3	46.7	46.4	53.6	53.6	53.6	46.4	42.4	57.6	34.1	65.9	94.5	97.3	97.3	92.2	341	364
Drew U	NJ	Priv-Ind	49.7	50.3	43.1	56.9	56.3	43.8	43.8	56.1	43.9	45.7	54.3	39.7	60.3	96.8	99.9	101.4	92.2	149	102
Fairleigh Dickinson U	NJ	Priv-Ind	41.3	58.7	39.5	60.5	68.5	31.5	31.5	51.3	48.7	26.9	73.1	26.7	73.3	102.1	88.4	95.6	85.0	288	258
Georgian Court Coll	NJ	Church	60.9	39.1	50.0	50.0	66.7	33.3	33.3	59.7	40.3	62.2	37.8	60.7	39.3	95.1	97.3	101.5	97.5	110	188
Kean U	NJ	Public	45.8	54.2	49.5	50.5	41.2	58.8	58.8	51.1	48.9	44.4	55.6	38.4	61.6	99.4	100.1	100.6	94.3	382	778
Montclair St U	NJ	Public	43.8	56.2	55.2	44.8	62.5	37.5	37.5	55.8	44.2	37.4	62.6	40.7	59.3	99.4	95.4	98.9	94.9	477	694
Rider U	NJ	Priv-Ind	38.5	61.5	56.4	43.6	33.3	66.7	66.7	55.1	44.9	34.1	65.9	34.4	65.6	97.0	91.0	107.0	91.6	231	225
Rutgers St U-Camden	NJ	Public	36.7	63.3	42.7	57.3	75.0	25.0	25.0	50.7	49.3	24.6	75.4	19.5	80.5	91.3	106.7	81.2	80.0	229	185
Saint Peter's Coll	NJ	Church	41.3	58.7	31.4	68.6	57.1	42.9	42.9	40.5	59.5	40.0	60.0	31.0	69.0	90.2	87.7	94.2	85.9	104	207
Stevens Inst Tech	NJ	Priv-Ind	17.2	82.8	17.1	82.9	15.5	84.5	84.5	30.9	69.1	8.2	91.8	2.7	97.3	96.4	105.1	124.2	97.4	186	152

Note: All numbers are percentages within the indicator category.

Table IIA-9

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
William Paterson U	NJ	Public	52.7	47.3	46.7	53.3	32.8	67.2	52.8	47.2	57.3	42.7	66.2	33.8	99.1	102.3	103.3	113.3	419	700		
Eastern New Mexico U	NM	Public	44.6	55.4	56.5	43.5	72.7	27.3	35.8	64.2	42.5	57.5	39.4	60.6	94.6	96.7	97.4	91.6	148	62		
New Mexico Highlands U	NM	Public	43.7	56.3	0.0	0.0	50.0	50.0	47.1	52.9	40.0	60.0	46.2	53.8	94.6	90.8	87.5	91.6	103	0		
Alfred U	NY	Priv-Ind	50.5	49.5	0.0	0.0	50.0	50.0	50.0	50.0	51.4	48.6	54.5	45.5	101.9	94.4	102.2	100.1	91	0		
Alfred U-NY St Coll Ceramics	NY	Public	38.5	61.5	0.0	0.0	0.0	0.0	75.0	25.0	31.8	68.2	13.0	87.0	99.3	81.1	83.4	72.0	52	0		
CUNY-Bernard Baruch Coll	NY	Public	35.9	64.1	36.9	63.1	38.5	61.5	42.6	57.4	33.4	66.6	27.4	72.6	98.0	95.3	90.8	92.5	473	452		
CUNY-Brooklyn Coll	NY	Public	39.4	60.6	48.1	51.9	57.4	42.6	41.5	58.5	36.0	64.0	30.8	69.2	96.8	100.3	90.6	90.6	510	586		
CUNY-City Coll	NY	Public	34.2	65.8	47.6	52.4	47.8	52.2	41.7	58.3	30.1	69.9	24.9	75.1	95.1	98.7	97.3	89.8	530	504		
CUNY-Coll Staten Island	NY	Public	44.1	55.9	46.9	53.1	72.2	27.8	46.3	53.7	40.1	59.9	32.4	67.6	101.7	98.8	98.0	93.5	333	458		
CUNY-Hunter Coll	NY	Public	50.7	49.3	56.4	43.6	54.0	46.0	54.5	45.5	48.5	51.5	41.3	58.7	98.5	99.0	98.7	93.5	633	802		
CUNY-John Jay Coll	NY	Public	42.8	57.2	46.1	53.9	33.3	66.7	54.3	45.7	38.6	61.4	29.9	70.1	98.9	101.1	101.9	94.2	332	621		
CUNY-Law School Queens Coll	NY	Public	62.2	37.8	56.3	43.8	100	0.0	81.8	18.2	50.0	50.0	61.1	38.9	87.8	92.5	100.6	89.3	37	16		
CUNY-Lehman Coll	NY	Public	47.6	52.4	57.9	42.1	52.6	47.4	58.6	41.4	42.0	58.0	30.4	69.6	95.3	100.1	99.3	88.5	330	484		
CUNY-Queens Coll	NY	Public	42.1	57.9	50.1	49.9	53.2	46.8	52.3	47.7	36.7	63.3	24.3	75.7	96.5	99.6	97.5	86.2	577	683		
Canisius Coll	NY	Church	34.2	65.8	50.0	50.0	25.0	75.0	48.8	51.2	30.9	69.1	23.8	76.2	96.0	86.3	97.3	87.8	193	316		
Coll New Rochelle	NY	Priv-Ind	72.9	27.1	59.2	40.8	100	0.0	75.0	25.0	70.0	30.0	66.7	33.3	101.4	101.2	106.7	97.6	85	480		
Coll Saint Rose	NY	Priv-Ind	57.1	42.9	59.8	40.2	83.3	16.7	58.7	41.3	53.0	47.0	40.0	60.0	106.6	92.9	98.5	91.9	175	306		
Iona Coll	NY	Priv-Ind	35.8	64.2	45.5	54.5	25.0	75.0	50.0	50.0	31.0	69.0	20.0	80.0	86.9	100.2	99.8	90.9	173	189		
Ithaca Coll	NY	Priv-Ind	43.7	56.3	60.2	39.8	49.1	50.9	53.3	46.7	36.3	63.7	35.9	64.1	97.7	97.7	101.4	94.3	442	166		
Le Moyne Coll	NY	Priv-Ind	41.6	58.4	40.0	60.0	52.2	47.8	50.0	50.0	36.6	63.4	36.2	63.8	101.7	106.3	85.3	94.6	154	170		
Long Island U	NY	Priv-Ind	46.0	54.0	46.9	53.1	36.8	63.2	57.4	42.6	39.4	60.6	29.9	70.1	92.0	93.5	93.2	86.4	632	604		
Manhattan Coll	NY	Priv-Ind	31.4	68.6	36.9	63.1	36.4	63.6	38.5	61.5	27.9	72.1	24.0	76.0	88.7	92.1	101.6	88.7	172	122		
Marist Coll	NY	Priv-Ind	42.8	57.2	45.1	54.9	35.9	64.1	49.2	50.8	43.4	56.6	30.8	69.2	102.5	98.5	97.1	96.9	201	357		
Mercy Coll	NY	Priv-Ind	52.9	47.1	47.5	52.5	57.0	43.0	53.8	46.2	44.6	55.4	40.5	59.5	99.6	97.6	100.5	95.3	189	657		
Molloy Coll	NY	Priv-Ind	73.5	26.5	66.1	33.9	0.0	0.0	59.3	40.7	83.0	17.0	75.0	25.0	89.7	96.6	104.1	98.4	147	333		
NY Inst Tech-Central Islip	NY	Priv-Ind	50.0	50.0	0.0	0.0	0.0	100	0.0	0.0	100	0.0	0.0	0.0	0.0	.	0.0	153.2	2	0		
NY Inst Tech-Manhattan	NY	Priv-Ind	40.7	59.3	28.6	71.4	77.8	22.2	41.7	58.3	31.6	68.4	22.2	77.8	91.7	93.5	104.6	89.1	59	147		

Note: All numbers are percentages within the indicator category.

Table IIA-10

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M										
NY Inst Tech-Old Westbury	NY	Priv-Ind	28.2	71.8	27.0	73.0	48.1	39.1	60.9	19.8	80.2	14.6	85.4	109.9	86.0	100.6	86.5	156	37			
Nazareth Coll Rochester	NY	Priv-Ind	53.7	46.3	73.4	26.6	100	57.1	42.9	50.0	50.0	53.3	46.7	100.1	99.9	102.2	99.8	134	124			
Niagara U	NY	Priv-Ind	36.0	64.0	53.5	46.5	62.5	37.5	60.7	30.6	69.4	18.5	81.5	101.3	94.6	98.9	90.9	136	187			
Nyack Coll	NY	Church	40.2	59.8	38.2	61.8	0.0	43.0	57.0	11.1	88.9	30.4	69.6	101.3	102.9	100.0	98.1	102	136			
Pratt Inst	NY	Priv-Ind	36.4	63.6	41.0	59.0	50.0	50.0	50.0	27.4	72.6	22.8	77.2	89.0	96.5	104.2	87.1	121	776			
Rochester Inst Tech	NY	Priv-Ind	29.1	70.9	33.3	66.7	35.7	64.3	71.6	27.8	72.2	12.8	87.2	92.3	93.6	95.4	84.6	798	360			
SUNY Coll Tech-Utica-Rome	NY	Public	34.7	65.3	38.8	61.2	66.7	33.3	54.8	45.2	79.3	11.8	88.2	92.3	97.2	85.1	85.7	95	67			
SUNY Coll-Brockport	NY	Public	43.6	56.4	49.3	50.7	57.5	42.5	49.1	50.9	64.1	16.1	83.9	98.2	89.9	96.2	84.8	307	280			
SUNY Coll-Buffalo	NY	Public	41.4	58.6	47.2	52.8	56.9	43.1	54.1	45.9	67.5	26.4	73.6	96.1	97.1	97.8	89.7	399	360			
SUNY Coll-Cortland	NY	Public	48.7	51.3	50.8	49.2	60.9	39.1	64.0	37.7	62.3	24.4	75.6	93.8	91.9	101.9	83.0	275	250			
SUNY Coll-Geneseo	NY	Public	39.4	60.6	48.6	51.4	57.1	42.9	42.2	57.8	65.0	21.3	78.7	90.3	94.0	101.9	88.7	249	105			
SUNY Coll-Oneonta	NY	Public	35.4	64.6	54.5	45.5	45.7	54.3	41.8	58.2	74.2	13.3	86.7	97.3	95.4	94.2	87.0	223	200			
SUNY Coll-Oswego	NY	Public	40.3	59.7	51.0	49.0	44.7	55.3	48.4	51.6	68.6	29.1	70.9	90.8	100.4	93.8	89.1	308	194			
SUNY Coll-Plattsburgh	NY	Public	38.3	61.7	53.8	46.2	57.1	42.9	47.7	28.2	71.8	17.6	82.4	93.8	94.7	93.9	82.9	256	208			
SUNY Coll-Potsdam	NY	Public	40.2	59.8	58.3	41.7	44.4	55.6	50.0	34.8	65.2	21.7	78.3	92.6	99.0	98.4	89.2	239	108			
SUNY at Fredonia	NY	Public	43.0	57.0	49.7	50.3	51.6	48.4	42.5	31.3	68.7	22.0	78.0	89.2	103.2	105.0	86.1	249	187			
SUNY-Maritime Coll	NY	Public	21.7	78.3	10.3	89.7	27.8	72.2	21.4	78.6	82.1	16.7	83.3	99.7	74.9	68.7	86.5	60	29			
SUNY-New Paltz	NY	Public	46.6	53.4	55.6	44.4	57.9	42.1	49.1	50.9	58.0	35.1	64.9	89.3	98.6	92.3	88.0	294	414			
Sage Colleges	NY	Priv-Ind	65.9	34.1	50.0	50.0	76.0	24.0	100	0.0	41.0	50.0	50.0	101.7	95.2	103.2	95.2	135	4			
St. Bonaventure U	NY	Priv-Ind	29.4	70.6	47.5	52.5	50.0	45.2	54.8	18.8	81.3	9.8	90.2	109.4	101.9	87.5	83.2	153	61			
Wagner Coll	NY	Church	44.8	55.2	60.4	39.6	60.0	40.0	48.5	51.5	58.6	22.2	77.8	101.3	101.1	98.0	90.2	96	106			
Capital U	OH	Church	46.3	53.7	49.4	50.6	58.2	41.8	61.4	38.6	64.7	32.6	67.4	84.3	110.8	97.5	83.1	218	235			
Coll Mount St. Joseph	OH	Church	66.9	33.1	53.9	46.1	65.6	34.4	79.4	20.6	44.8	47.1	52.9	99.0	103.6	96.5	92.5	124	89			
Franciscan U-Steubenville	OH	Church	26.0	74.0	48.1	51.9	26.3	73.7	33.3	66.7	77.0	24.2	75.8	92.6	97.5	95.7	91.7	104	81			
John Carroll U	OH	Church	35.2	64.8	46.5	53.5	55.0	45.0	44.0	56.0	70.6	29.2	70.8	84.9	97.2	90.0	85.2	213	172			
Malone Coll	OH	Church	41.3	58.7	51.6	48.4	42.9	57.1	37.5	62.5	57.6	33.3	66.7	101.8	103.6	93.2	98.1	104	126			
Mount Vernon Nazarene U	OH	Church	26.7	73.3	90.0	10.0	26.7	73.3	0.0	0.0	0.0	2.6	97.4	94.7	101.0	99.5	90.0	101	10			
U Dayton	OH	Church	32.5	67.5	44.4	55.6	60.7	39.3	40.4	59.6	76.5	16.5	83.5	92.1	93.2	85.6	78.4	446	329			

Note: All numbers are percentages within the indicator category.

Table IIA-11

**AAUP Faculty Gender Equity Indicators 2006**

**Institutional category: IIA - Master's degree universities**

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M										
U Findlay	OH	Church	39.6	60.4	51.6	48.4	50.0	50.0	42.9	57.1	31.5	68.5	22.7	77.3	100.0	87.3	94.0	85.5	164	155						
Xavier U	OH	Church	45.9	54.1	54.1	45.9	68.3	31.7	38.0	62.0	40.8	59.2	26.3	73.7	91.5	103.8	101.8	88.8	294	307						
Youngstown St U	OH	Public	37.2	62.8	49.3	50.7	53.1	46.9	46.0	54.0	32.0	68.0	26.3	73.7	94.2	92.2	89.8	85.5	427	548						
East Central U	OK	Public	41.7	58.3	58.6	41.4	53.3	46.7	36.4	63.6	37.1	62.9	30.8	69.2	97.4	97.7	93.3	92.8	156	87						
Northeastern St U	OK	Public	44.4	55.6	61.4	38.6	48.7	51.3	62.8	37.2	28.7	71.3	24.2	75.8	96.2	91.5	92.6	89.0	315	132						
Oral Roberts U	OK	Priv-Ind	38.9	61.1	54.2	45.8	51.0	49.0	41.9	58.1	16.7	83.3	9.1	90.9	94.1	99.6	94.8	85.5	198	83						
Southeastern Oklahoma St U	OK	Public	34.8	65.2	46.0	54.0	27.8	72.2	41.4	58.6	35.7	64.3	23.3	76.7	101.5	98.1	95.2	97.3	135	87						
U Central Oklahoma	OK	Public	49.4	50.6	57.6	42.4	61.3	38.7	57.3	42.7	42.2	57.8	39.8	60.2	98.9	97.6	99.1	90.9	411	368						
U Tulsa	OK	Priv-Ind	33.6	66.4	40.5	59.5	59.4	40.6	35.5	64.5	23.6	76.4	18.3	81.7	96.5	88.5	97.0	79.4	304	116						
George Fox U	OR	Church	36.1	63.9	56.0	44.0	53.6	46.4	41.9	58.1	14.3	85.7	14.6	85.4	98.3	95.0	94.7	88.3	144	116						
Southern Oregon U	OR	Public	41.6	58.4	53.3	46.7	47.1	52.9	50.0	50.0	37.3	62.7	36.8	63.2	98.1	99.8	96.8	93.1	190	75						
U Portland	OR	Priv-Ind	39.2	60.8	54.3	45.7	57.1	42.9	49.0	51.0	29.9	70.1	22.2	77.8	87.7	94.0	89.3	82.1	186	129						
Western Oregon U	OR	Public	44.0	56.0	56.0	44.0	47.5	52.5	52.2	47.8	38.2	61.8	37.0	63.0	94.3	96.4	99.4	93.5	175	175						
Willamette U	OR	Priv-Ind	39.6	60.4	46.7	53.3	52.2	47.8	47.5	52.5	29.0	71.0	27.4	72.6	87.3	87.7	82.9	78.9	207	105						
Arcadia U	PA	Church	49.5	50.5	59.0	41.0	61.9	38.1	58.8	41.2	38.0	62.0	28.6	71.4	107.2	90.4	93.2	85.3	105	283						
Bloomsburg U Pennsylvania	PA	Public	39.5	60.5	51.2	48.8	53.7	46.3	44.0	56.0	35.1	64.9	25.4	74.6	100.0	97.8	99.7	89.7	357	41						
Bryn Mawr Coll	PA	Priv-Ind	47.9	52.1	80.7	19.3	47.6	52.4	35.5	64.5	52.1	47.9	42.2	57.8	95.3	97.8	100.3	95.4	146	88						
Bucknell U	PA	Priv-Ind	34.8	65.2	0.0	100	35.3	64.7	42.1	57.9	30.3	69.7	14.5	85.5	88.8	96.4	97.6	86.8	299	1						
California U Pennsylvania	PA	Public	39.9	60.1	44.1	55.9	62.5	37.5	41.3	58.7	33.1	66.9	24.1	75.9	97.0	97.9	97.5	87.3	263	102						
Carlow U	PA	Church	71.4	28.6	66.2	33.8	80.0	20.0	71.4	28.6	66.7	33.3	64.3	35.7	108.7	96.3	96.1	97.5	70	133						
Chestnut Hill Coll	PA	Church	64.0	36.0	57.7	42.3	59.3	40.7	100	0.0	65.0	35.0	60.0	40.0	91.9	104.1	92.1	97.5	50	163						
Clarion U Pennsylvania	PA	Public	44.4	55.6	57.7	42.3	64.3	35.7	52.6	47.4	40.5	59.5	32.0	68.0	96.7	101.9	91.7	87.1	261	71						
DeSales U	PA	Church	37.0	63.0	56.3	43.7	41.7	58.3	38.9	61.1	30.8	69.2	0.0	100	0.0	107.6	92.5	96.3	92	71						
Duquesne U	PA	Church	40.3	59.7	43.0	57.0	62.9	37.1	41.4	58.6	31.5	68.5	18.1	81.9	86.3	96.0	92.1	82.0	429	446						
East Stroudsburg U	PA	Public	43.4	56.6	49.3	50.7	56.4	43.6	49.3	50.7	37.7	62.3	35.0	65.0	100.8	100.0	101.1	92.6	267	71						
Edinboro U Pennsylvania	PA	Public	43.1	56.9	50.0	50.0	50.0	50.0	37.4	62.6	44.4	55.6	42.2	57.8	96.8	103.0	100.9	98.1	346	44						
Gannon U	PA	Church	43.4	56.6	45.7	54.3	52.3	47.7	51.7	48.3	31.5	68.5	5.0	95.0	83.6	98.1	95.1	88.9	175	116						
Immaculata U	PA	Church	63.1	36.9	57.1	42.9	0.0	0.0	69.0	31.0	52.2	47.8	36.4	63.6	89.8	90.2	101.6	86.4	65	210						

*Note: All numbers are percentages within the indicator category.*

*Table IIA-12*



AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty			
			Full-Time		Part-Time		Non-Track		Tenure-Track		W	M	W	M	Women	Men	Prof	Assoc	Asst	All	FT	PT
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Kutztown U Pennsylvania	PA	Public	46.1	53.9	62.0	38.0	46.7	53.3	46.7	50.0	50.0	41.0	59.0	31.6	68.4	98.4	94.5	103.9	88.7	410	50	
La Salle U	PA	Church	44.8	55.2	53.9	46.1	67.5	67.5	32.5	62.0	38.0	30.0	70.0	18.8	81.3	96.5	91.2	91.9	83.7	210	297	
Lincoln U	PA	Public	34.4	65.6	46.7	53.3	53.3	46.7	38.5	61.5	26.9	73.1	12.9	87.1	93.3	94.0	97.7	80.5	93	92	92	
Marywood U	PA	Church	54.5	45.5	57.1	42.9	54.5	45.5	47.4	52.6	47.4	55.4	44.6	47.1	52.9	101.4	93.9	102.0	96.8	123	175	
Penn St U-IIA Campuses	PA	Public	39.1	60.9	36.2	63.8	42.9	57.1	46.4	53.6	32.2	67.8	19.2	80.8	98.1	91.9	97.4	87.4	202	163	163	
Philadelphia U	PA	Priv-Ind	41.3	58.7	38.9	61.1	47.5	52.5	47.4	52.6	33.3	66.7	7.7	92.3	93.9	92.1	96.6	87.6	104	314	314	
Pittsburgh Theol Seminary	PA	Church	25.0	75.0	41.7	58.3	0.0	0.0	33.3	66.7	21.4	78.6	12.5	87.5	100.5	99.9	104.8	94.0	20	12	12	
Shippensburg U	PA	Public	39.7	60.3	67.0	33.0	28.0	72.0	47.1	52.9	37.1	62.9	37.0	63.0	97.1	99.1	98.0	96.2	305	103	103	
Slippery Rock U Pennsylvania	PA	Public	43.2	56.8	55.6	44.4	34.4	65.6	52.3	47.7	41.0	59.0	35.8	64.2	99.6	98.0	99.9	95.0	340	36	36	
St. Joseph's U	PA	Church	39.8	60.2	41.4	58.6	46.5	53.5	46.2	53.8	34.5	65.5	21.6	78.4	96.5	91.0	93.1	85.2	269	304	304	
U Sciences in Philadelphia	PA	Priv-Ind	47.7	52.3	57.1	42.9	57.7	42.3	40.0	60.0	35.4	64.6	30.0	70.0	97.5	90.5	91.4	86.6	151	98	98	
U Scranton	PA	Church	34.3	65.7	51.1	48.9	55.6	44.4	46.9	53.1	29.9	70.1	17.4	82.6	94.4	92.0	90.7	84.3	245	174	174	
Villanova U	PA	Church	32.1	67.9	42.3	57.7	45.1	54.9	34.8	65.2	27.4	72.6	17.1	82.9	98.1	92.9	94.9	84.0	570	414	414	
West Chester U Pennsylvania	PA	Public	47.8	52.2	58.7	41.3	54.4	45.6	59.4	40.6	41.4	58.6	37.5	62.5	96.6	97.2	97.6	90.6	527	230	230	
Westminster Theol Sem	PA	Priv-Ind	4.8	95.2	16.7	83.3	100	0.0	0.0	100	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	68.3	21	12	
Widener U	PA	Priv-Ind	48.9	51.1	46.1	53.9	68.5	31.5	60.3	39.7	60.3	39.7	60.3	33.0	67.0	95.7	95.3	90.9	83.7	321	308	
Wilkes U	PA	Priv-Ind	38.2	61.8	57.0	43.0	30.0	70.0	54.1	45.9	32.4	67.6	20.8	79.2	99.8	93.0	100.7	92.9	131	86	86	
Universidad Politec PR	PR	Priv-Ind	36.5	63.5	28.8	71.2	35.6	64.4	0.0	0.0	39.5	60.5	20.7	79.3	100.0	100.0	100.0	95.3	170	132	132	
Johnson & Wales U	RI	Priv-Ind	40.1	59.9	45.1	54.9	40.1	59.9	0.0	0.0	0.0	0.0	46.5	53.5	95.6	97.9	94.0	98.6	459	195	195	
Providence Coll	RI	Church	33.9	66.1	44.3	55.7	42.3	57.7	42.2	57.8	30.6	69.4	25.3	74.7	91.1	91.6	97.3	89.5	257	176	176	
Rhode Island Coll	RI	Public	49.0	51.0	66.7	33.3	81.5	18.5	66.0	34.0	41.2	58.8	39.8	60.2	92.8	95.1	91.2	88.0	306	3	3	
Salve Regina U	RI	Church	55.7	44.3	53.7	46.3	61.3	38.7	56.1	43.9	52.0	48.0	55.0	45.0	98.0	96.4	103.1	94.8	122	121	121	
Citadel Military Coll SC	SC	Public	28.0	72.0	0.0	0.0	28.6	71.4	43.2	56.8	21.7	78.3	19.0	81.0	105.7	88.6	93.0	88.3	157	0	0	
Coll Charleston	SC	Public	40.0	60.0	60.6	39.4	58.3	41.7	47.2	52.8	30.1	69.9	17.5	82.5	93.7	95.0	93.6	84.6	495	317	317	
Francis Marion U	SC	Public	35.4	64.6	60.4	39.6	64.0	36.0	53.2	46.8	20.4	79.6	19.7	80.3	99.5	89.1	87.7	83.3	175	48	48	
Winthrop U	SC	Public	46.7	53.3	0.0	0.0	68.8	31.3	55.3	44.7	34.9	65.1	29.3	70.7	97.0	90.7	99.6	85.6	270	0	0	
Northern St U	SD	Public	29.8	70.2	0.0	0.0	43.8	56.3	36.1	63.9	19.0	81.0	8.3	91.7	129.1	88.3	90.3	86.1	94	0	0	
South Dakota Sch Min & Tech	SD	Public	19.6	80.4	23.1	76.9	42.1	57.9	24.0	76.0	11.1	88.9	12.8	87.2	85.4	83.6	91.4	80.6	107	26	26	

Note: All numbers are percentages within the indicator category.

Table IIA-13

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT
			W	M	W	M	W	M	W	M	W	M								
South Dakota St U	SD	Public	39.8	60.2	62.6	37.4	61.4	38.6	27.5	72.5	31.3	68.8	24.8	75.2	97.9	94.9	100.5	88.0	417	179
Belmont U	TN	Church	48.1	51.9	51.8	48.2	73.9	26.1	54.0	46.0	37.5	62.5	22.2	77.8	103.4	94.3	81.7	85.9	214	247
East Tennessee St U	TN	Public	43.9	56.1	46.3	53.7	83.0	17.0	45.1	54.9	34.9	65.1	27.0	73.0	93.2	95.8	97.4	86.3	449	538
Freed-Hardeman U	TN	Church	29.2	70.8	47.6	52.4	75.0	25.0	43.8	56.3	20.0	80.0	8.3	91.7	103.5	89.4	100.8	87.2	106	21
Lipscomb U	TN	Church	24.4	75.6	46.8	53.2	53.8	46.2	30.2	69.8	11.3	88.7	7.3	92.7	90.9	88.4	99.4	77.0	119	77
Middle Tennessee St U	TN	Public	42.6	57.4	54.9	45.1	59.9	40.1	50.6	49.4	34.0	66.0	28.1	71.9	92.6	94.8	95.5	83.6	789	317
Tennessee St U	TN	Public	42.0	58.0	46.2	53.8	53.0	47.0	45.3	54.7	34.1	65.9	24.8	75.2	92.4	101.9	92.8	87.2	438	171
Tennessee Tech U	TN	Public	34.2	65.8	52.8	47.2	48.1	51.9	47.7	52.3	28.3	71.7	15.0	85.0	91.0	88.1	89.8	78.6	380	180
Trevecca Nazarene U	TN	Church	31.5	68.5	42.4	57.6	0.0	0.0	36.7	63.3	20.8	79.2	9.1	90.9	107.7	103.7	105.7	101.6	73	144
U Tennessee-Chattanooga	TN	Public	45.5	54.5	53.7	46.3	68.4	31.6	53.3	46.7	33.3	66.7	24.4	75.6	96.4	96.2	104.8	84.4	343	313
U Tennessee-Martin	TN	Public	43.1	56.9	100	0.0	52.9	47.1	49.4	50.6	35.8	64.2	27.3	72.7	89.9	95.9	94.5	84.1	246	1
Union U	TN	Church	41.3	58.7	67.3	32.7	0.0	0.0	50.0	50.0	28.1	71.9	22.0	78.0	88.8	93.7	97.5	87.9	143	55
Abilene Christian U	TX	Priv-Ind	32.6	67.4	61.1	38.9	64.3	35.7	29.6	70.4	21.1	78.9	12.1	87.9	88.9	91.0	81.9	74.4	218	18
Amberton U	TX	Priv-Ind	53.3	46.7	22.6	77.4	53.3	46.7	0.0	0.0	0.0	0.0	53.3	46.7	102.4	0.0	0.0	102.4	15	31
Angelo St U	TX	Public	43.1	56.9	49.0	51.0	66.7	33.3	42.3	57.7	34.0	66.0	23.4	76.6	101.6	100.1	100.9	88.1	197	98
Hardin-Simmons U	TX	Church	33.6	66.4	42.9	57.1	100	0.0	41.0	59.0	26.4	73.6	16.3	83.7	98.7	85.5	100.7	83.4	131	42
Houston Baptist U	TX	Church	46.5	53.5	47.1	52.9	46.5	53.5	0.0	0.0	0.0	0.0	41.3	58.7	91.4	93.3	92.6	91.1	114	68
LeTourneau U	TX	Priv-Ind	16.7	83.3	49.2	50.8	14.3	85.7	23.5	76.5	9.7	90.3	5.3	94.7	83.7	85.6	80.6	72	244	
Our Lady of the Lake U	TX	Church	51.7	48.3	48.6	51.4	51.7	48.3	69.0	31.0	34.5	65.5	48.4	51.6	88.8	89.6	93.8	87.9	118	109
Prairie View A&M U	TX	Public	31.8	68.2	38.9	61.1	44.8	55.2	29.7	70.3	22.1	77.9	22.6	77.4	87.4	97.7	92.8	90.5	311	18
St. Edward's U	TX	Priv-Ind	44.1	55.9	44.1	55.9	44.4	55.6	44.3	55.7	43.9	56.1	41.5	58.5	98.3	96.3	95.7	95.3	145	247
St. Mary's U	TX	Church	34.2	65.8	35.0	65.0	41.5	58.5	48.3	51.7	28.1	71.9	26.9	73.1	88.8	101.0	104.6	88.3	184	123
Stephen F. Austin St U	TX	Public	39.8	60.2	65.6	34.4	63.4	36.6	46.2	53.8	27.0	73.0	18.8	81.3	92.4	99.9	103.4	89.8	377	122
Sul Ross St U	TX	Public	29.8	70.2	47.3	52.7	31.8	68.2	38.9	61.1	23.8	76.2	8.1	91.9	99.5	105.0	96.2	85.5	121	55
Tarleton St U	TX	Public	42.8	57.2	50.0	50.0	59.8	40.2	43.0	57.0	28.6	71.4	25.4	74.6	95.8	95.9	100.4	88.1	304	174
Texas A&M International U	TX	Public	36.7	63.3	42.9	57.1	53.1	46.9	34.3	65.7	31.4	68.6	0.0	100	0.0	99.6	95.8	85.2	169	7
Texas A&M U-Corpus Christi	TX	Public	39.2	60.8	47.9	52.1	70.6	29.4	38.7	61.3	35.0	65.0	36.1	63.9	96.5	97.4	87.9	89.6	227	165
Texas A&M U-Kingsville	TX	Public	32.2	67.8	63.3	36.7	54.8	45.2	34.0	66.0	23.3	76.7	16.9	83.1	94.5	100.1	95.6	86.2	211	30

Note: All numbers are percentages within the indicator category.

Table IIA-14

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M														
Texas St U-San Marcos	TX	Public	42.1	57.9	47.9	52.1	54.9	45.1	44.1	55.9	35.0	65.0	27.0	73.0	97.3	95.5	85.1	84.3	784	315						
Texas Wesleyan U	TX	Church	45.5	54.5	46.6	53.4	47.5	52.5	63.3	36.7	62.7	23.1	76.9	98.6	89.7	116.7	84.7	145	118							
Trinity U	TX	Priv-Ind	32.4	67.6	52.2	47.8	57.1	42.9	44.6	55.4	25.7	74.3	20.7	79.3	82.7	100.2	93.5	78.7	222	67						
U Dallas	TX	Church	31.0	69.0	26.0	74.0	50.0	50.0	40.0	60.0	20.0	80.0	17.2	82.8	93.8	103.1	93.3	86.6	116	131						
U Houston-Clear Lake	TX	Public	45.5	54.5	58.7	41.3	62.2	37.8	48.1	51.9	23.3	76.7	23.3	76.7	91.3	97.9	83.3	83.0	211	276						
U Houston-Victoria	TX	Public	30.0	70.0	66.0	34.0	0.0	0.0	28.6	71.4	31.4	68.6	28.6	71.4	91.9	84.2	82.7	85.1	70	50						
U Incarnate Word	TX	Church	56.6	43.4	44.7	55.3	60.5	39.5	54.2	45.8	55.9	44.1	60.0	40.0	94.3	99.9	96.3	97.7	159	284						
U St. Thomas	TX	Church	33.9	66.1	50.3	49.7	31.3	68.8	47.8	52.2	30.5	69.5	35.7	64.3	95.2	108.1	105.0	99.6	121	149						
U Texas-El Paso	TX	Public	38.4	61.6	54.1	45.9	59.7	40.3	38.8	61.2	24.4	75.6	23.2	76.8	93.3	104.1	93.4	84.0	653	314						
U Texas-Pan American	TX	Public	38.4	61.6	48.5	51.5	51.1	48.9	40.4	59.6	25.5	74.5	18.9	81.1	97.2	98.0	100.4	87.9	578	103						
U Texas-San Antonio	TX	Public	35.3	64.7	43.8	56.2	40.7	59.3	46.5	53.5	26.8	73.2	23.6	76.4	98.1	87.2	86.5	83.7	600	276						
West Texas A&M U	TX	Public	41.9	58.1	80.0	20.0	71.0	29.0	41.0	59.0	22.5	77.5	18.8	81.3	94.3	95.3	95.9	84.0	234	10						
Southern Utah U	UT	Public	29.4	70.6	58.0	42.0	44.8	55.2	30.0	70.0	23.9	76.1	17.1	82.9	87.1	97.0	94.9	90.7	211	50						
Weber St U	UT	Public	39.6	60.4	60.0	40.0	56.7	43.3	46.8	53.2	28.9	71.1	25.1	74.9	89.5	89.9	89.6	82.3	465	15						
Averett U	VA	Priv-Ind	33.8	66.2	16.8	83.2	50.0	50.0	27.8	72.2	35.6	64.4	33.3	66.7	93.1	90.3	83.0	89.9	65	149						
Eastern Mennonite U	VA	Church	40.9	59.1	45.0	55.0	40.9	59.1	0.0	0.0	0.0	0.0	34.4	65.6	96.8	101.0	97.0	110	40							
James Madison U	VA	Public	41.5	58.5	50.5	49.5	53.2	46.8	45.1	54.9	32.9	67.1	29.8	70.2	94.3	96.1	93.8	86.3	795	293						
Liberty U	VA	Church	30.8	69.2	56.0	44.0	30.8	69.2	0.0	0.0	0.0	0.0	15.0	85.0	93.2	101.2	99.0	87.4	305	116						
Longwood U	VA	Public	41.8	58.2	62.7	37.3	45.0	55.0	40.5	59.5	41.5	58.5	33.3	66.7	105.5	91.7	93.9	94.7	201	51						
Lynchburg Coll	VA	Priv-Ind	44.9	55.1	56.3	43.7	59.0	41.0	45.5	54.5	35.9	64.1	23.5	76.5	88.5	97.5	96.9	88.5	147	87						
Marymount U	VA	Church	69.4	30.6	62.0	38.0	71.4	28.6	81.6	18.4	81.6	37.3	58.3	41.7	96.5	101.1	99.1	91.1	134	208						
Norfolk St U	VA	Public	47.1	52.9	67.0	33.0	63.9	36.1	50.0	50.0	36.6	63.4	35.6	64.4	96.8	92.4	92.3	88.9	280	106						
Radford U	VA	Public	44.8	55.2	65.5	34.5	58.2	41.8	55.0	45.0	35.7	64.3	29.7	70.3	99.8	92.2	98.6	90.5	377	165						
Norwich U	VT	Priv-Ind	34.4	65.6	32.1	67.9	62.1	37.9	44.8	55.2	17.9	82.1	12.2	87.8	88.7	91.7	91.4	76.7	125	137						
Central Washington U	WA	Public	35.4	64.6	48.7	51.3	46.8	53.2	34.8	65.2	31.5	68.5	23.7	76.3	95.4	97.1	94.5	88.2	379	193						
Eastern Washington U	WA	Public	42.1	57.9	63.4	36.6	59.3	40.7	37.0	63.0	34.1	65.9	29.7	70.3	95.5	87.7	93.1	84.5	411	164						
Pacific Lutheran U	WA	Church	45.8	54.2	55.2	44.8	62.5	37.5	56.3	43.8	36.6	63.4	29.3	70.7	95.0	96.8	101.4	89.7	238	58						
Seattle Pacific U	WA	Church	36.5	63.5	72.2	27.8	45.9	54.1	43.1	56.9	28.9	71.1	17.5	82.5	95.2	96.4	100.1	88.0	178	18						

Note: All numbers are percentages within the indicator category.

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIA - Master's degree universities

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
Seattle U	WA	Church	48.1	51.9	45.9	54.1	58.8	41.3	52.8	47.2	39.6	60.4	32.8	67.2	93.8	92.7	93.4	90.1	345	194						
Western Washington U	WA	Public	37.9	62.1	48.4	51.6	51.2	48.8	42.2	57.8	34.5	65.5	31.4	68.6	95.1	95.0	97.9	91.6	472	157						
Cardinal Stritch U	WI	Church	61.3	38.7	47.7	52.3	76.5	23.5	61.8	38.2	54.8	45.2	33.3	66.7	88.6	104.0	105.7	98.7	93	769						
Edgewood Coll	WI	Church	42.3	57.7	64.0	36.0	50.0	50.0	42.4	57.6	41.4	58.6	48.4	51.6	93.9	93.2	93.6	96.0	97	161						
U Wisconsin-Eau Claire	WI	Public	42.5	57.5	63.7	36.3	70.4	29.6	52.4	47.6	32.4	67.6	29.3	70.7	95.7	100.4	95.5	88.9	407	124						
U Wisconsin-Green Bay	WI	Public	40.0	60.0	72.7	27.3	60.7	39.3	42.0	58.0	29.6	70.4	23.7	76.3	91.4	95.3	97.6	89.2	180	22						
U Wisconsin-La Crosse	WI	Public	38.7	61.3	50.0	50.0	53.8	46.3	49.3	50.7	29.1	70.9	22.5	77.5	91.0	90.1	96.1	83.8	354	92						
U Wisconsin-Oshkosh	WI	Public	39.7	60.3	62.0	38.0	59.1	40.9	49.1	50.9	28.4	71.6	28.9	71.1	89.6	93.3	92.6	85.5	373	192						
U Wisconsin-Parkside	WI	Public	45.3	54.7	41.5	58.5	63.6	36.4	46.9	53.1	32.5	67.5	32.4	67.6	94.9	99.0	108.1	89.1	170	130						
U Wisconsin-Platteville	WI	Public	30.8	69.2	39.5	60.5	41.0	59.0	32.4	67.6	27.0	73.0	20.0	80.0	96.2	98.0	90.0	90.1	247	86						
U Wisconsin-River Falls	WI	Public	38.5	61.5	51.6	48.4	57.1	42.9	43.1	56.9	32.3	67.7	25.5	74.5	93.6	96.8	103.2	90.5	226	95						
U Wisconsin-Stevens Point	WI	Public	38.1	61.9	58.3	41.7	58.1	41.9	47.1	52.9	27.7	72.3	24.1	75.9	94.5	94.3	100.6	86.9	352	84						
U Wisconsin-Stout	WI	Public	40.9	59.1	44.6	55.4	53.3	46.7	50.6	49.4	25.6	74.4	30.2	69.8	98.8	96.6	91.7	88.9	298	92						
U Wisconsin-Superior	WI	Public	38.0	62.0	49.0	51.0	42.9	57.1	36.8	63.2	36.8	63.2	29.7	70.3	101.5	100.1	110.2	97.9	108	49						
U Wisconsin-Whitewater	WI	Public	43.8	56.2	56.1	43.9	49.4	50.6	62.6	37.4	31.6	68.4	22.8	77.2	96.0	89.2	98.7	88.5	402	82						
Viterbo U	WI	Church	57.4	42.6	62.9	37.1	44.4	55.6	63.2	36.8	55.7	44.3	37.5	62.5	91.0	103.6	103.5	97.0	108	105						
Marshall U	WV	Public	40.5	59.5	50.5	49.5	49.1	50.9	47.4	52.6	35.4	64.6	29.6	70.4	87.2	92.2	86.5	81.5	469	283						
Wheeling Jesuit U	WV	Church	41.6	58.4	45.2	54.8	41.7	58.3	62.5	37.5	29.3	70.7	18.2	81.8	109.3	102.0	88.4	89.6	77	73						

Note: All numbers are percentages within the indicator category.

Table IIA-16

**Appendix 3:**  
**Institutional category: IIB - Baccalaureate colleges**

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
Birmingham-Southern Coll	AL	Church	40.8	59.2	55.4	44.6	60.0	40.0	56.3	43.8	34.7	65.3	28.6	71.4	88.2	96.6	99.2	83.2	98	56						
Huntingdon Coll	AL	Church	39.4	60.6	56.5	43.5	25.0	75.0	70.0	30.0	26.3	73.7	18.2	81.8	113.5	98.0	104.8	99.7	33	23						
Arkansas Tech U	AR	Public	46.0	54.0	70.3	29.7	61.8	38.2	46.2	53.8	38.7	61.3	29.2	70.8	90.4	97.0	98.3	88.2	252	145						
Hendrix Coll	AR	Church	37.6	62.4	28.6	71.4	55.6	44.4	52.4	47.6	29.1	70.9	20.0	80.0	91.6	92.0	92.3	83.8	85	28						
Lyon Coll	AR	Church	22.7	77.3	66.7	33.3	100	0.0	13.0	87.0	30.0	70.0	20.0	80.0	103.5	101.8	88.7	99.8	44	9						
Ouachita Baptist U	AR	Church	32.5	67.5	67.9	32.1	58.3	41.7	44.1	55.9	22.1	77.9	12.2	87.8	81.1	87.2	87.5	79.4	114	28						
Southern Arkansas U-Main	AR	Public	40.0	60.0	66.7	33.3	44.9	55.1	39.5	60.5	35.8	64.2	36.0	64.0	99.0	97.4	93.6	94.6	145	45						
U Ozarks	AR	Church	27.3	72.7	53.8	46.2	37.5	62.5	20.0	80.0	26.9	73.1	23.5	76.5	100.9	97.2	98.6	97.8	44	13						
Embry-Riddle Aero U-Prescott	AZ	Priv-Ind	22.7	77.3	31.3	68.8	27.6	72.4	25.0	75.0	13.0	87.0	18.2	81.8	65.3	90.9	98.3	89.9	88	16						
Bethany Coll	CA	Church	37.5	62.5	57.6	42.4	0.0	0.0	40.0	60.0	35.7	64.3	30.0	70.0	109.4	86.9	98.8	86.1	24	33						
Cal St U-Channel Islands	CA	Public	44.4	55.6	48.1	51.9	50.0	50.0	39.4	60.6	42.1	57.9	36.8	63.2	98.5	101.1	99.9	97.2	90	131						
California Maritime Academy	CA	Public	13.2	86.8	26.1	73.9	10.0	90.0	8.3	91.7	16.1	83.9	17.6	82.4	84.6	101.3	0.0	97.8	53	23						
Claremont McKenna Coll	CA	Priv-Ind	36.2	63.8	42.9	57.1	52.9	47.1	53.6	46.4	25.4	74.6	14.6	85.4	96.0	99.0	95.3	76.4	116	14						
Harvey Mudd Coll	CA	Priv-Ind	34.6	65.4	33.3	66.7	0.0	0.0	58.3	41.7	24.1	75.9	16.2	83.8	81.9	100.6	105.5	79.3	78	6						
Mount St. Mary's Coll	CA	Church	81.1	18.9	80.7	19.3	100	0.0	80.8	19.2	73.5	26.5	81.8	18.2	99.2	98.3	103.1	95.0	74	212						
Occidental Coll	CA	Priv-Ind	44.6	55.4	56.3	43.8	53.6	46.4	44.0	56.0	42.1	57.9	36.4	63.6	101.4	100.2	104.8	93.1	148	48						
Pitzer Coll	CA	Priv-Ind	43.1	56.9	70.8	29.2	66.7	33.3	63.6	36.4	35.4	64.6	26.5	73.5	93.3	97.4	98.7	84.2	65	24						
Pomona Coll	CA	Priv-Ind	43.0	57.0	47.1	52.9	69.2	30.8	39.5	60.5	41.3	58.7	34.6	65.4	97.5	98.9	99.3	91.7	172	34						
Scripps Coll	CA	Priv-Ind	56.1	43.9	77.4	22.6	66.7	33.3	68.8	31.3	51.1	48.9	44.4	55.6	97.5	102.8	100.7	91.9	66	31						
U Judaism	CA	Priv-Ind	47.1	52.9	45.8	54.2	100	0.0	50.0	50.0	22.2	77.8	33.3	66.7	90.3	0.0	98.8	76.1	17	59						
Vanguard U Southern Cal	CA	Priv-Ind	40.6	59.4	43.8	56.3	50.0	50.0	40.5	59.5	40.0	60.0	15.4	84.6	95.6	100.6	103.3	94.2	64	144						
Westmont Coll	CA	Priv-Ind	30.8	69.2	60.8	39.2	52.9	47.1	20.0	80.0	27.1	72.9	13.3	86.7	92.6	96.9	97.9	84.3	91	51						
Whittier Coll	CA	Priv-Ind	44.2	55.8	43.5	56.5	55.6	44.4	57.7	42.3	35.5	64.5	26.7	73.3	94.5	88.1	112.1	85.8	129	46						
Colorado Coll	CO	Priv-Ind	37.7	62.3	42.4	57.6	37.9	62.1	40.4	59.6	36.4	63.6	29.2	70.8	91.4	100.7	96.0	89.2	175	33						
Fort Lewis Coll	CO	Public	46.2	53.8	49.2	50.8	63.6	36.4	43.1	56.9	39.3	60.7	31.0	69.0	93.2	86.3	90.8	82.6	186	59						
Metro St Coll Denver	CO	Public	45.1	54.9	50.3	49.7	54.4	45.6	48.7	51.3	35.3	64.7	37.5	62.5	91.7	95.6	91.4	85.9	488	725						
Western St Coll Colorado	CO	Public	36.3	63.7	44.0	56.0	51.7	48.3	33.3	66.7	29.1	70.9	22.0	78.0	94.4	127.4	104.6	91.7	102	25						

Note: All numbers are percentages within the indicator category.

Table IIB-1

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name		Indicator 1 Employment Status		Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty				
		Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT			
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M			
	St	Affiliation/ Control	CT	Priv-Ind	41.0	59.0	30.5	69.5	20.0	80.0	0.0	100	66.7	33.3	55.6	44.4	99.2	102.8	90.6	104.5	39	174
	CT	Priv-Ind	42.4	57.6	47.1	52.9	59.4	40.6	34.3	65.7	39.8	60.2	32.4	67.6	97.3	99.7	93.5	88.8	165	70		
	CT	Priv-Ind	30.8	69.2	0.0	0.0	30.8	69.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	104.4	13	0	
	CT	Priv-Ind	41.2	58.8	40.0	60.0	60.0	40.0	44.8	55.2	35.8	64.2	22.2	77.8	97.4	97.2	98.3	84.3	182	65		
	DC	Church	74.1	25.9	58.8	41.2	51.1	50.0	94.4	5.6	68.8	31.3	75.0	25.0	103.7	97.9	97.9	97.5	58	114		
	DE	Church	45.9	54.1	48.9	51.1	0.0	100	38.5	61.5	50.0	50.0	39.1	60.9	105.5	95.4	105.5	101.4	61	88		
	FL	Church	46.3	53.7	63.0	37.0	54.3	45.7	25.0	75.0	27.8	72.2	22.7	77.3	99.3	101.6	103.1	93.8	147	54		
	FL	Church	35.5	64.5	39.5	60.5	58.3	41.7	40.9	59.1	30.1	69.9	28.6	71.4	91.5	101.9	92.1	89.5	107	81		
	FL	Priv-Ind	39.7	60.3	48.9	51.1	39.7	60.3	0.0	0.0	0.0	0.0	0.0	23.1	111.1	84.5	88.6	90.8	73	90		
	FL	Church	34.6	65.4	39.7	60.3	34.6	65.4	0.0	0.0	0.0	0.0	0.0	22.5	87.9	100.0	94.7	89.4	107	116		
	FL	Public	47.7	52.3	60.0	40.0	50.0	50.0	65.0	35.0	39.0	61.0	33.3	66.7	93.5	98.6	102.8	89.2	65	10		
	FL	Priv-Ind	40.5	59.5	57.1	42.9	40.0	60.0	58.2	41.8	26.0	74.0	22.4	77.6	101.6	104.0	97.3	94.7	205	189		
	GA	Priv-Ind	55.6	44.4	71.1	28.9	53.3	46.7	57.9	42.1	55.3	44.7	52.4	47.6	99.1	102.8	96.6	98.4	81	38		
	GA	Church	38.2	61.8	100	0.0	45.3	54.7	65.7	34.3	28.2	71.8	18.5	81.5	85.9	97.0	80.4	83.5	241	6		
	GA	Church	16.7	83.3	20.6	79.4	0.0	0.0	24.4	75.6	0.0	100	0.0	100	0.0	93.0	97.8	84.1	60	68		
	GA	Church	45.9	54.1	54.3	45.7	0.0	100	55.6	44.4	39.4	60.6	38.9	61.1	89.9	90.7	114.9	96.2	61	46		
	GA	Public	58.1	41.9	48.1	51.9	70.6	29.4	84.4	15.6	37.4	62.6	28.6	71.4	92.1	87.1	99.1	84.9	172	77		
	GA	Priv-Ind	33.9	66.1	50.8	49.2	57.1	42.9	66.7	33.3	18.9	81.1	14.3	85.7	104.5	99.1	101.3	84.9	56	59		
	GA	Church	34.7	65.3	48.3	51.7	28.6	71.4	41.2	58.8	29.0	71.0	19.0	81.0	85.5	96.7	102.8	92.3	72	201		
	GA	Priv-Ind	22.2	77.8	37.1	62.9	22.2	77.8	0.0	0.0	0.0	0.0	0.0	75.0	98.2	105.6	96.8	97.5	45	35		
	GA	Church	48.9	51.1	75.0	25.0	66.7	33.3	43.8	56.3	50.0	50.0	54.5	45.5	96.3	108.3	107.7	106.4	47	28		
	GU	Public	37.0	63.0	42.9	57.1	61.5	38.5	40.0	60.0	32.7	67.3	12.5	87.5	105.9	107.1	102.1	91.2	162	49		
	HI	Priv-Ind	39.4	60.6	54.5	45.5	48.1	51.9	52.9	47.1	22.2	77.8	16.7	83.3	101.0	106.2	93.4	86.2	71	178		
	HI	Public	39.5	60.5	58.9	41.1	57.1	42.9	47.8	52.2	27.8	72.2	22.2	77.8	91.9	104.5	96.5	88.2	185	95		
	HI	Public	30.8	69.2	33.3	66.7	33.3	66.7	0.0	100	42.9	57.1	42.9	57.1	101.2	127.7	0.0	112.6	26	12		
	IA	Church	50.9	49.1	62.2	37.8	0.0	0.0	68.0	32.0	36.7	63.3	18.8	81.3	93.8	96.6	96.2	87.3	55	37		
	IA	Priv-Ind	45.7	54.3	0.0	0.0	65.0	35.0	60.0	40.0	29.3	70.7	20.0	80.0	89.8	101.2	101.5	84.6	81	0		
	IA	Church	35.6	64.4	37.5	62.5	50.0	50.0	40.0	60.0	32.8	67.2	30.8	69.2	94.1	97.8	100.6	94.3	87	48		

Note: All numbers are percentages within the indicator category.

Table IIB-2



Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
Coe Coll	IA	Priv-Ind	28.9	71.1	62.8	37.2	0.0	0.0	31.6	68.4	28.1	71.9	24.2	75.8	94.3	92.9	97.2	91.9	76	94						
Cornell Coll	IA	Church	48.4	51.6	58.1	41.9	73.3	26.7	55.0	45.0	39.7	60.3	28.2	71.8	94.8	93.1	97.6	81.7	93	31						
Dordt Coll	IA	Church	15.6	84.4	56.0	44.0	15.6	84.4	0.0	0.0	0.0	0.0	10.3	89.7	100.9	104.1	92.0	96.2	77	25						
Faith Bapt Bible Coll & Sem	IA	Priv-Ind	14.3	85.7	50.0	50.0	14.3	85.7	0.0	0.0	0.0	0.0	0.0	100	0.0	100.9	0.0	95.6	21	12						
Graceland U	IA	Church	45.8	54.2	66.7	33.3	0.0	0.0	56.9	43.1	28.1	71.9	20.0	80.0	88.3	91.7	96.5	84.9	83	3						
Grinnell Coll	IA	Priv-Ind	44.3	55.7	70.8	29.2	38.5	61.5	57.8	42.2	38.5	61.5	25.6	74.4	93.0	101.5	95.6	87.6	149	24						
Loras Coll	IA	Church	31.8	68.2	58.6	41.4	57.1	42.9	43.5	56.5	26.3	73.8	20.5	79.5	100.9	100.7	97.6	92.8	110	29						
Luther Coll	IA	Church	38.0	62.0	58.3	41.7	46.9	53.1	40.0	60.0	33.7	66.3	32.7	67.3	96.7	99.0	99.3	94.7	179	60						
Morningside Coll	IA	Church	42.2	57.8	63.6	36.4	69.2	30.8	25.0	75.0	40.0	60.0	33.3	66.7	90.1	105.2	90.5	92.8	64	66						
Mount Mercy Coll	IA	Church	58.9	41.1	67.1	32.9	77.8	22.2	56.3	43.8	56.3	43.8	43.5	56.5	95.6	93.4	89.9	88.1	73	82						
Northwestern Coll	IA	Church	31.2	68.8	64.0	36.0	33.3	66.7	35.7	64.3	27.9	72.1	18.8	81.3	91.3	100.0	104.4	94.5	77	50						
Simpson Coll	IA	Church	36.0	64.0	0.0	0.0	20.0	80.0	63.6	36.4	28.1	71.9	25.7	74.3	86.3	103.5	75.3	83.7	89	0						
St. Ambrose U	IA	Church	42.7	57.3	48.9	51.1	66.7	33.3	50.0	50.0	37.6	62.4	33.3	66.7	96.5	95.5	97.5	90.7	157	135						
Upper Iowa U	IA	Priv-Ind	33.3	66.7	44.1	55.9	100	0.0	27.8	72.2	30.8	69.2	0.0	100	0.0	95.4	95.6	88.8	33	322						
Wartburg Coll	IA	Church	42.9	57.1	45.2	54.8	50.0	50.0	50.0	50.0	37.0	63.0	35.3	64.7	90.1	101.3	97.3	91.7	98	73						
Lewis-Clark St Coll	ID	Public	47.7	52.3	100	0.0	50.0	50.0	62.2	37.8	34.9	65.1	35.3	64.7	99.0	101.7	98.4	94.2	88	3						
Augustana Coll	IL	Church	40.3	59.7	55.9	44.1	64.3	35.7	36.6	63.4	38.3	61.7	30.2	69.8	94.7	102.5	94.6	92.3	149	59						
Concordia U	IL	Church	52.9	47.1	55.5	44.5	68.8	31.3	57.8	42.2	34.6	65.4	39.1	60.9	95.7	89.6	114.8	91.4	87	229						
DeVry U	IL	Priv For-Profit	25.1	74.9	39.4	60.6	25.1	74.9	0.0	0.0	0.0	0.0	23.4	76.6	97.0	96.0	89.6	95.1	863	1,126						
Elmhurst Coll	IL	Church	47.9	52.1	0.0	0.0	60.0	40.0	69.6	30.4	37.8	62.2	36.1	63.9	92.0	93.9	93.6	87.0	117	0						
Greenville Coll	IL	Church	35.6	64.4	33.9	66.1	62.5	37.5	29.4	70.6	23.1	76.9	30.8	69.2	99.9	91.7	87.4	91.3	59	62						
Illinois Coll	IL	Priv-Ind	40.8	59.2	50.0	50.0	47.1	52.9	57.9	42.1	28.6	71.4	29.4	70.6	90.9	99.8	99.4	87.4	71	34						
Illinois Wesleyan U	IL	Priv-Ind	42.2	57.8	57.1	42.9	30.8	69.2	51.9	48.1	41.3	58.7	35.3	64.7	93.5	92.4	103.4	92.6	161	56						
Judson Coll	IL	Church	33.9	66.1	49.0	51.0	28.6	71.4	33.3	66.7	36.4	63.6	17.6	82.4	100.2	95.0	102.2	93.5	59	51						
Knox Coll	IL	Priv-Ind	37.5	62.5	58.3	41.7	21.1	78.9	52.6	47.4	38.0	62.0	28.0	72.0	91.7	96.9	100.6	92.8	88	12						
Lake Forest Coll	IL	Priv-Ind	33.7	66.3	61.2	38.8	58.8	41.2	31.8	68.2	26.4	73.6	13.3	86.7	91.4	97.3	96.9	85.7	92	67						
MacMurray Coll	IL	Church	58.5	41.5	64.5	35.5	80.0	20.0	54.5	45.5	50.0	50.0	40.0	60.0	100.3	99.9	107.8	95.4	41	31						

Note: All numbers are percentages within the indicator category.

Table IIB-3

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor					Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT					
			W	M	W	M	W	M	W	M	W	M													
McKendree Coll	IL	Church	48.7	51.3	43.4	56.6	55.0	45.0	52.6	47.4	43.2	56.8	29.4	70.6	99.6	102.9	88.1	91.8	76	205					
Millikin U	IL	Church	44.7	55.3	50.7	49.3	56.5	43.5	39.5	60.5	38.6	61.4	20.0	80.0	98.5	91.8	90.2	88.4	141	148					
Monmouth Coll	IL	Priv-Ind	38.9	61.1	58.1	41.9	22.2	77.8	58.6	41.4	26.5	73.5	14.3	85.7	91.2	95.3	94.4	82.8	72	43					
Principia Coll	IL	Priv-Ind	41.1	58.9	0.0	0.0	41.1	58.9	0.0	0.0	0.0	0.0	27.8	72.2	98.2	94.1	91.4	91.5	56	0					
Quincy U	IL	Church	28.8	71.2	44.6	55.4	45.5	54.5	21.4	78.6	25.9	74.1	13.3	86.7	94.8	107.8	89.0	94.7	52	56					
St. Anthony Coll Nursing	IL	Church	100	0.0	66.7	33.3	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	.	.	11	3					
Trinity Christian Coll	IL	Priv-Ind	40.3	59.7	41.2	58.8	66.7	33.3	42.5	57.5	20.0	80.0	30.0	70.0	95.1	98.6	105.4	95.0	72	51					
Wheaton Coll	IL	Priv-Ind	28.0	72.0	62.1	37.9	45.5	54.5	38.6	61.4	19.3	80.7	10.6	89.4	91.4	96.5	97.3	85.3	193	124					
Anderson U	IN	Church	44.0	56.0	53.7	46.3	91.3	8.7	55.0	45.0	24.4	75.6	25.0	75.0	91.0	96.6	86.1	83.3	141	54					
Bethel Coll	IN	Church	46.9	53.1	55.3	44.7	68.4	31.6	40.7	59.3	40.0	60.0	22.2	77.8	111.8	95.4	97.5	93.4	81	76					
Calumet Coll St. Joseph	IN	Church	21.9	78.1	44.4	55.6	27.3	72.7	25.0	75.0	15.4	84.6	0.0	100	0.0	95.2	96.5	94.7	32	99					
DePauw U	IN	Church	40.8	59.2	60.0	40.0	41.2	58.8	46.2	53.8	38.9	61.1	26.8	73.2	98.0	101.3	100.2	92.4	213	40					
Earlham Coll&Earlham Sch Rel	IN	Church	43.6	56.4	61.1	38.9	44.4	55.6	40.0	60.0	45.5	54.5	36.4	63.6	92.7	109.4	94.2	92.4	94	18					
Franklin Coll Indiana	IN	Church	36.4	63.6	45.5	54.5	44.4	55.6	57.9	42.1	23.7	76.3	20.0	80.0	95.5	92.0	88.5	87.7	66	44					
Goshen Coll	IN	Church	45.2	54.8	53.3	46.7	61.5	38.5	53.8	46.2	29.4	70.6	25.9	74.1	99.0	100.3	94.8	92.0	73	30					
Hanover Coll	IN	Church	34.0	66.0	0.0	0.0	20.0	80.0	39.1	60.9	33.3	66.7	24.2	75.8	93.1	101.7	99.5	92.6	94	0					
Huntington U	IN	Church	31.1	68.9	0.0	0.0	37.5	62.5	17.6	82.4	36.1	63.9	33.3	66.7	95.2	102.5	102.9	98.7	61	0					
Indiana U-East	IN	Public	62.7	37.3	48.7	51.3	80.0	20.0	58.3	41.7	48.3	51.7	37.5	62.5	84.9	93.4	100.2	84.3	83	117					
Indiana U-Kokomo	IN	Public	57.6	42.4	55.3	44.7	80.0	20.0	60.0	40.0	42.5	57.5	18.8	81.3	115.3	88.7	93.4	81.8	85	76					
Manchester Coll	IN	Church	37.5	62.5	47.1	52.9	33.3	66.7	35.7	64.3	40.0	60.0	25.0	75.0	86.4	92.0	103.5	89.9	72	34					
Purdue U-North Central	IN	Public	45.6	54.4	42.7	57.3	63.6	36.4	43.2	56.8	38.6	61.4	25.0	75.0	98.3	100.1	101.3	93.6	103	150					
Rose-Hulman Inst Tech	IN	Priv-Ind	18.6	81.4	13.3	86.7	100	0.0	29.8	70.2	10.3	89.7	6.0	94.0	96.0	98.1	98.1	87.2	145	15					
Saint Joseph's Coll	IN	Church	41.1	58.9	52.0	48.0	0.0	100	56.3	43.8	36.8	63.2	25.0	75.0	96.8	99.7	96.7	95.1	56	25					
Saint Mary's Coll	IN	Church	62.4	37.6	68.5	31.5	88.9	11.1	69.0	31.0	57.5	42.5	50.0	50.0	93.4	96.1	97.5	88.5	125	73					
Saint Mary-of-the-Woods Coll	IN	Church	65.6	34.4	0.0	0.0	55.6	44.4	60.0	40.0	76.0	24.0	81.8	18.2	99.3	93.3	94.2	100.8	64	0					
Taylor U	IN	Priv-Ind	25.2	74.8	59.3	40.7	34.6	65.4	23.1	76.9	22.7	77.3	15.4	84.6	98.8	97.7	100.3	93.6	127	59					
Taylor U-Fort Wayne	IN	Priv-Ind	20.8	79.2	58.6	41.4	50.0	50.0	16.7	83.3	14.3	85.7	12.5	87.5	90.3	104.6	101.3	93.4	24	29					

Note: All numbers are percentages within the indicator category.

Table IIB-4

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
Tri-State U	IN	Priv-Ind	25.8	74.2	34.5	65.5	33.3	66.7	0.0	0.0	0.0	100	6.7	93.3	88.8	87.0	99.7	86.7	66	58						
Wabash Coll	IN	Priv-Ind	20.5	79.5	25.0	75.0	20.0	80.0	28.0	72.0	16.7	83.3	13.8	86.2	102.4	96.9	97.8	90.9	83	4						
Baker U	KS	Church	40.9	59.1	34.1	65.9	25.0	75.0	44.4	55.6	42.5	57.5	38.1	61.9	89.5	104.2	95.1	95.7	66	44						
Bethany Coll	KS	Church	40.0	60.0	53.3	46.7	33.3	66.7	35.0	65.0	47.1	52.9	37.5	62.5	98.6	91.5	100.4	94.9	40	30						
Kansas Wesleyan U	KS	Church	43.2	56.8	68.2	31.8	20.0	80.0	20.0	80.0	59.1	40.9	66.7	33.3	103.1	95.5	91.2	102.1	37	22						
McPherson Coll	KS	Church	29.4	70.6	30.0	70.0	33.3	66.7	30.0	70.0	27.8	72.2	28.6	71.4	95.6	102.1	99.9	100.2	34	10						
Ottawa U	KS	Church	56.1	43.9	42.9	57.1	66.7	33.3	60.0	40.0	47.1	52.9	33.3	66.7	88.2	101.4	89.4	89.5	41	7						
Southwestern Coll	KS	Church	37.0	63.0	44.9	55.1	40.0	60.0	40.0	60.0	34.6	65.4	9.1	90.9	134.3	94.1	95.3	92.1	46	98						
Tabor Coll	KS	Church	38.9	61.1	43.5	56.5	53.8	46.2	40.0	60.0	23.1	76.9	9.1	90.9	90.1	93.6	97.6	84.4	36	46						
Asbury Coll	KY	Priv-Ind	29.9	70.1	41.5	58.5	53.3	46.7	45.5	54.5	21.3	78.7	21.3	78.7	98.3	102.0	97.0	91.0	87	53						
Berea Coll	KY	Priv-Ind	41.5	58.5	43.5	56.5	71.4	28.6	36.8	63.2	38.5	61.5	27.3	72.7	90.2	101.7	99.5	91.1	130	23						
Campbellsville U	KY	Church	46.5	53.5	55.7	44.3	57.1	42.9	45.7	54.3	43.2	56.8	20.8	79.2	101.5	96.4	99.8	93.4	86	131						
Centre Coll	KY	Priv-Ind	33.3	66.7	66.7	33.3	38.5	61.5	47.6	52.4	27.4	72.6	30.6	69.4	92.0	93.7	98.6	91.7	96	9						
Georgetown Coll	KY	Church	40.6	59.4	59.1	40.9	85.7	14.3	53.1	46.9	29.0	71.0	24.0	76.0	90.4	98.2	96.2	86.5	101	66						
Kentucky Christian U	KY	Church	34.3	65.7	47.4	52.6	34.3	65.7	0.0	0.0	0.0	0.0	27.8	72.2	102.3	0.0	107.5	94.7	35	19						
Kentucky Wesleyan Coll	KY	Church	26.5	73.5	64.9	35.1	50.0	50.0	33.3	66.7	20.0	80.0	15.4	84.6	94.0	106.2	101.4	95.5	34	37						
Midway Coll	KY	Priv-Ind	69.0	31.0	62.6	37.4	50.0	50.0	69.7	30.3	71.4	28.6	100	0.0	.	0.0	103.2	95.8	42	99						
Pikeville Coll	KY	Church	58.2	41.8	50.0	50.0	58.2	41.8	0.0	0.0	0.0	0.0	40.0	60.0	97.5	101.0	91.2	90.3	55	10						
Transylvania U	KY	Priv-Ind	37.0	63.0	40.0	60.0	42.9	57.1	57.9	42.1	29.1	70.9	18.8	81.3	95.7	96.3	99.0	85.9	81	15						
Union Coll	KY	Church	37.0	63.0	33.3	66.7	20.0	80.0	36.0	64.0	43.8	56.3	38.5	61.5	117.5	107.9	98.7	107.1	46	12						
Centenary Coll Louisiana	LA	Church	33.8	66.2	48.0	52.0	40.0	60.0	43.8	56.3	28.9	71.1	25.8	74.2	95.9	92.3	104.9	92.8	71	50						
Louisiana St U-Alexandria	LA	Public	53.6	46.4	55.2	44.8	33.3	66.7	48.0	52.0	61.1	38.9	26.1	73.9	103.2	106.1	98.3	91.1	110	67						
Amherst Coll	MA	Priv-Ind	38.5	61.5	47.4	52.6	46.4	53.6	42.5	57.5	35.1	64.9	33.0	67.0	84.4	95.2	97.1	83.1	179	19						
Anna Maria Coll	MA	Church	58.5	41.5	43.0	57.0	59.1	40.9	58.3	41.7	57.1	42.9	33.3	66.7	114.1	143.2	99.1	96.5	41	100						
Assumption Coll	MA	Church	36.4	63.6	40.3	59.7	22.2	77.8	38.9	61.1	36.9	63.1	35.0	65.0	92.9	94.3	101.4	95.3	129	139						
Babson Coll	MA	Priv-Ind	32.5	67.5	33.9	66.1	20.0	80.0	54.5	45.5	28.0	72.0	12.8	87.2	88.9	99.0	81.7	84.7	151	62						
Coll Holy Cross	MA	Church	42.6	57.4	50.0	50.0	0.0	0.0	55.6	44.4	36.9	63.1	30.9	69.1	95.4	96.7	100.4	89.9	204	54						
Curry Coll	MA	Priv-Ind	62.6	37.4	52.8	47.2	62.6	37.4	0.0	0.0	0.0	0.0	51.2	48.8	95.0	101.1	102.4	91.3	99	288						

Note: All numbers are percentages within the indicator category.

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
Emmanuel Coll	MA	Church	69.7	30.3	42.0	58.0	72.7	27.3	61.9	38.1	73.9	26.1	70.6	29.4	95.7	102.8	104.3	102.3	66	143						
Gordon Coll	MA	Priv-Ind	30.1	69.9	57.6	42.4	33.3	66.7	35.3	64.7	26.8	73.2	22.0	78.0	95.5	98.6	99.1	90.4	93	59						
Hampshire Coll	MA	Priv-Ind	51.5	48.5	43.6	56.4	51.5	48.5	0.0	0.0	0.0	0.0	43.2	56.8	98.3	92.4	99.2	91.6	103	39						
Lasell Coll	MA	Priv-Ind	62.0	38.0	60.6	39.4	62.0	38.0	0.0	0.0	0.0	0.0	33.3	66.7	94.2	89.2	93.8	93.5	50	99						
Mass Coll Liberal Arts	MA	Public	41.7	58.3	47.9	52.1	71.4	28.6	61.1	38.9	32.2	67.8	29.5	70.5	90.9	101.0	95.7	84.1	84	48						
Mount Holyoke Coll	MA	Priv-Ind	49.5	50.5	68.2	31.8	58.3	41.7	65.6	34.4	44.6	55.4	40.6	59.4	95.9	95.0	101.0	89.6	204	44						
Mount Ida Coll	MA	Priv-Ind	55.9	44.1	63.3	36.7	75.0	25.0	80.0	20.0	46.3	53.7	48.1	51.9	98.6	107.0	78.0	91.3	59	90						
Regis Coll	MA	Priv-Ind	84.9	15.1	82.4	17.6	100	0.0	100	0.0	78.4	21.6	75.0	25.0	92.7	90.9	.	83.8	53	74						
Smith Coll	MA	Priv-Ind	52.4	47.6	61.4	38.6	58.8	41.2	57.9	42.1	49.8	50.2	46.6	53.4	93.2	99.3	102.6	90.8	292	83						
Stonehill Coll	MA	Church	34.1	65.9	43.7	56.3	45.8	54.2	52.0	48.0	25.3	74.7	18.2	81.8	88.0	97.4	94.2	84.7	132	126						
Wellesley Coll	MA	Priv-Ind	51.8	48.2	72.2	27.8	70.0	30.0	45.8	54.2	51.3	48.7	46.2	53.8	97.5	98.7	95.7	94.3	220	133						
Wheaton Coll	MA	Priv-Ind	47.9	52.1	63.4	36.6	66.7	33.3	47.2	52.8	45.2	54.8	46.5	53.5	85.9	98.6	99.5	91.1	121	41						
Williams Coll	MA	Priv-Ind	39.1	60.9	49.1	50.9	70.0	30.0	44.7	55.3	34.3	65.7	28.0	72.0	93.7	97.1	99.0	87.4	261	55						
Coll Notre Dame of Maryland	MD	Church	69.2	30.8	59.2	40.8	100	0.0	82.6	17.4	44.8	55.2	40.9	59.1	100.4	97.0	95.2	86.3	78	120						
Columbia Union Coll	MD	Church	42.6	57.4	50.0	50.0	42.6	57.4	0.0	0.0	0.0	0.0	29.4	70.6	101.7	100.7	99.8	97.9	54	2						
Goucher Coll	MD	Priv-Ind	61.9	38.1	61.0	39.0	69.4	30.6	50.0	50.0	62.7	37.3	54.5	45.5	95.8	107.2	92.6	92.9	113	77						
McDaniel Coll	MD	Priv-Ind	45.7	54.3	55.3	44.7	0.0	100	62.5	37.5	37.7	62.3	26.5	73.5	89.3	105.1	98.0	86.7	94	179						
Saint John's Coll	MD	Priv-Ind	22.2	77.8	41.7	58.3	0.0	0.0	22.2	77.8	22.2	77.8	0.0	0.0	0.0	0.0	0.0	106.3	63	12						
St. Mary's Coll Maryland	MD	Public	45.5	54.5	53.2	46.8	20.0	80.0	65.2	34.8	34.7	65.3	33.3	66.7	91.0	96.3	93.5	86.1	123	62						
US Naval Academy	MD	Public	27.8	72.2	36.7	63.3	30.8	69.2	31.3	68.8	26.4	73.6	24.8	75.2	90.7	95.4	91.8	90.1	313	49						
Villa Julie Coll	MD	Priv-Ind	63.4	36.6	52.7	47.3	63.4	36.6	0.0	0.0	0.0	0.0	65.2	34.8	102.9	102.9	100.2	103.0	93	256						
Washington Coll	MD	Priv-Ind	36.7	63.3	53.5	46.5	50.0	50.0	60.7	39.3	18.6	81.4	4.5	95.5	74.7	96.6	100.1	80.4	79	43						
Bates Coll	ME	Priv-Ind	43.0	57.0	51.3	48.7	47.6	52.4	60.6	39.4	35.2	64.8	25.4	74.6	87.0	95.0	99.5	81.7	142	39						
Bowdoin Coll	ME	Priv-Ind	46.5	53.5	55.6	44.4	60.0	40.0	55.1	44.9	39.8	60.2	36.0	64.0	93.4	105.1	96.5	89.7	157	36						
Colby Coll	ME	Priv-Ind	44.1	55.9	56.5	43.5	45.5	54.5	54.3	45.7	40.4	59.6	34.7	65.3	85.2	96.1	94.6	83.2	161	46						
Thomas Coll	ME	Priv-Ind	39.1	60.9	33.3	66.7	39.1	60.9	0.0	0.0	0.0	0.0	20.0	80.0	103.2	94.1	102.5	97.1	23	39						
U Maine-Augusta	ME	Public	53.4	46.6	47.4	52.6	71.4	28.6	56.3	43.8	48.3	51.7	30.3	69.7	105.9	91.8	109.2	94.3	88	213						
U Maine-Farmington	ME	Public	46.1	53.9	56.5	43.5	60.0	40.0	46.9	53.1	44.6	55.4	40.6	59.4	92.7	94.9	96.3	91.9	102	62						

Note: All numbers are percentages within the indicator category.

Table IIB-6

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time			Part-Time			Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
			32.4	67.6	53.2	46.8	40.0	60.0	33.3	66.7	27.8	72.2	22.2	77.8	109.1	102.0	119.0	101.5	37	47						
U Maine-Fort Kent	ME	Public	36.7	63.3	47.2	52.8	100	0.0	40.0	60.0	33.3	66.7	27.8	72.2	22.2	77.8	109.1	102.0	119.0	101.5	37	47				
U Maine-Machias	ME	Public	47.1	52.9	49.4	50.6	30.0	70.0	62.5	37.5	48.5	51.5	50.0	50.0	50.0	50.0	99.3	101.8	93.6	101.1	51	85				
U Maine-Presque Island	MI	Public	35.9	64.1	62.3	37.7	37.5	62.5	41.7	58.3	34.1	65.9	28.1	71.9	28.1	71.9	91.9	100.4	105.0	92.7	64	53				
Adrian Coll	MI	Church	37.4	62.6	78.3	21.7	46.4	53.6	45.8	54.2	27.0	73.0	23.1	76.9	23.1	76.9	91.4	101.2	99.7	87.6	139	23				
Albion Coll	MI	Church	34.1	65.9	51.1	48.9	28.6	71.4	50.0	50.0	31.1	68.9	25.6	74.4	25.6	74.4	87.8	89.3	98.0	83.8	82	47				
Alma Coll	MI	Priv-Ind	46.2	53.8	0.0	0.0	0.0	0.0	53.8	46.2	43.1	56.9	22.2	77.8	22.2	77.8	96.8	104.6	95.5	94.8	91	0				
Aquinas Coll	MI	Church	32.0	68.0	54.0	46.0	51.3	48.7	41.1	58.9	23.3	76.7	19.2	80.8	19.2	80.8	95.9	97.4	99.9	89.5	309	87				
Calvin Coll	MI	Church	25.7	74.3	0.0	100	36.4	63.6	0.0	0.0	17.1	82.9	10.0	90.0	10.0	90.0	95.7	101.2	101.2	88.9	74	1				
Cornerstone U	MI	Church	39.6	60.4	48.1	51.9	66.7	33.3	41.5	58.5	31.3	68.8	23.7	76.3	23.7	76.3	94.1	99.6	96.0	88.9	217	106				
Hope Coll	MI	Priv-Ind	48.0	52.0	64.3	35.7	55.0	45.0	65.5	34.5	35.3	64.7	26.1	73.9	26.1	73.9	92.9	98.8	98.0	86.2	100	14				
Kalamazoo Coll	MI	Priv-Ind	20.0	80.0	33.3	66.7	42.9	57.1	37.0	63.0	13.9	86.1	2.2	97.8	2.2	97.8	118.7	94.1	88.4	86.6	135	6				
Kettering U	MI	Priv-Ind	55.6	44.4	64.7	35.3	57.1	42.9	0.0	0.0	0.0	100	47.4	52.6	47.4	52.6	96.4	89.7	103.1	91.8	108	238				
Madonna U	MI	Church	45.5	54.5	51.6	48.4	33.3	66.7	46.2	53.8	47.1	52.9	14.3	85.7	14.3	85.7	82.0	127.2	115.5	102.9	33	62				
Olivet Coll	MI	Priv-Ind	34.1	65.9	50.0	50.0	62.5	37.5	34.2	65.8	27.8	72.2	13.0	87.0	13.0	87.0	90.8	100.8	99.9	87.4	82	8				
Spring Arbor U	MI	Church	48.5	51.5	53.6	46.4	47.2	52.8	50.0	50.0	48.4	51.6	40.0	60.0	40.0	60.0	95.5	103.7	95.2	96.1	163	207				
Augsburg Coll	MN	Church	38.4	61.6	55.1	44.9	45.5	54.5	40.6	59.4	36.0	64.0	31.1	68.9	31.1	68.9	94.8	98.7	96.6	91.4	190	98				
Bemidji St U	MN	Public	42.9	57.1	50.5	49.5	72.2	27.8	48.0	52.0	28.1	71.9	21.7	78.3	21.7	78.3	96.1	101.7	104.8	94.1	175	182				
Bethel Coll	MN	Church	42.0	58.0	38.3	61.7	38.5	61.5	52.2	47.8	38.5	61.5	35.4	64.6	35.4	64.6	98.6	95.6	99.1	92.5	181	47				
Carleton Coll	MN	Priv-Ind	57.9	42.1	41.2	58.8	83.3	16.7	53.3	46.7	54.5	45.5	55.0	45.0	55.0	45.0	102.7	100.6	97.7	96.3	140	17				
Coll Saint Benedict	MN	Church	60.2	39.8	56.1	43.9	71.1	28.9	67.4	32.6	42.2	57.8	30.0	70.0	30.0	70.0	90.2	99.9	101.1	87.0	133	180				
Coll St. Scholastica	MN	Church	46.0	54.0	53.1	46.9	73.9	26.1	53.1	46.9	32.1	67.9	23.3	76.7	23.3	76.7	95.1	95.4	96.2	85.3	187	64				
Concordia Coll-Moorhead	MN	Church	39.6	60.4	53.5	46.5	47.1	52.9	48.8	51.2	33.9	66.1	22.0	78.0	22.0	78.0	94.4	96.5	95.9	88.7	187	43				
Gustavus Adolphus Coll	MN	Church	44.4	55.6	57.7	42.3	51.9	48.1	47.5	52.5	40.5	59.5	26.0	74.0	26.0	74.0	96.3	99.0	100.4	86.9	151	78				
Macalester Coll	MN	Church	40.5	59.5	44.7	55.3	40.5	59.5	0.0	0.0	0.0	0.0	38.5	61.5	38.5	61.5	97.2	100.0	97.3	86.3	37	76				
Minneapolis Coll Art & Design	MN	Priv-Ind	31.3	68.8	43.9	56.1	31.3	68.8	0.0	0.0	0.0	0.0	32.0	68.0	32.0	68.0	97.3	95.6	97.3	94.1	80	132				
Northwestern Coll	MN	Priv-Ind	29.9	70.1	33.3	66.7	52.2	47.8	36.0	64.0	22.5	77.5	21.7	78.3	21.7	78.3	94.1	96.9	101.6	89.6	137	24				
Saint John's U	MN	Church	36.4	63.6	51.4	48.6	40.9	59.1	42.9	57.1	32.9	67.1	27.8	72.2	27.8	72.2	87.6	94.5	97.0	89.3	129	74				
Southwest Minnesota St U	MN	Public																								

Note: All numbers are percentages within the indicator category.

		Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
Name	St	Affiliation/ Control		Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT				
		W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
St. Olaf Coll	MN	Church	42.6	57.4	55.6	44.4	43.6	56.4	38.9	61.1	43.4	56.6	69.4	30.6	69.4	90.9	97.6	102.0	92.0	197	108				
U Minnesota-Crookston	MN	Public	30.6	69.4	66.7	33.3	42.9	57.1	21.4	78.6	32.1	67.9	60.0	40.0	60.0	91.5	88.7	93.7	89.3	49	3				
U Minnesota-Morris	MN	Public	41.5	58.5	60.0	40.0	50.0	50.0	51.2	48.8	33.3	66.7	85.7	14.3	85.7	97.2	96.0	100.8	89.1	118	10				
Avila U	MO	Church	62.5	37.5	54.1	45.9	62.5	37.5	0.0	0.0	0.0	0.0	46.2	53.8	100.9	95.0	98.3	91.6	64	135					
Central Methodist U	MO	Priv-Ind	41.2	58.8	50.0	50.0	52.9	47.1	12.5	87.5	42.3	57.7	60.0	40.0	60.0	86.4	99.4	98.5	93.1	51	16				
Coll Ozarks	MO	Priv-Ind	31.1	68.9	28.1	71.9	29.5	70.5	0.0	0.0	38.5	61.5	83.3	16.7	83.3	94.7	97.9	87.2	90.6	74	32				
Columbia Coll	MO	Church	43.6	56.4	0.0	0.0	33.3	66.7	64.3	35.7	19.0	81.0	77.8	22.2	77.8	101.8	86.3	98.9	90.3	55	0				
Culver-Stockton Coll	MO	Church	31.8	68.2	66.7	33.3	38.5	61.5	42.9	57.1	25.0	75.0	54.5	45.5	54.5	98.2	87.5	85.3	89.8	44	33				
Drury U	MO	Priv-Ind	39.8	60.2	70.0	30.0	47.1	52.9	42.2	57.8	36.4	63.6	72.4	27.6	72.4	94.4	97.6	106.4	93.8	128	10				
Harris-Stowe St Coll	MO	Public	46.2	53.8	57.8	42.2	52.6	47.4	50.0	50.0	30.8	69.2	77.8	22.2	77.8	99.9	103.4	104.5	94.1	52	102				
Kansas City Art Inst	MO	Priv-Ind	44.4	55.6	41.3	58.7	37.5	62.5	71.4	28.6	30.4	69.6	83.3	16.7	83.3	90.9	100.4	101.4	86.3	45	46				
Lester Cox Coll Nurs/Hlth	MO	Priv-Ind	100	0.0	0.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	100	0.0	.	.	.	.	18	0				
Missouri Baptist U	MO	Church	41.4	58.6	46.6	53.4	41.4	58.6	0.0	0.0	0.0	0.0	18.2	81.8	100.2	68.8	94.6	88.5	58	133					
Missouri Southern St U-Jopli	MO	Public	37.9	62.1	49.0	51.0	40.5	59.5	48.8	51.2	33.6	66.4	69.2	30.8	69.2	91.7	90.0	102.4	90.5	203	102				
Missouri Valley Coll	MO	Church	38.9	61.1	39.4	60.6	38.9	61.1	0.0	0.0	0.0	0.0	77.8	22.2	77.8	88.3	85.5	105.1	96.0	72	33				
Missouri Western St Coll	MO	Public	40.2	59.8	55.2	44.8	61.9	38.1	35.7	64.3	38.2	61.8	71.1	28.9	71.1	94.7	97.8	93.8	91.7	179	125				
Southwest Baptist U	MO	Church	35.5	64.5	57.5	42.5	52.4	47.6	23.1	76.9	34.9	65.1	70.0	30.0	70.0	92.2	91.5	90.6	86.1	110	146				
St. Louis Coll Pharmacy	MO	Priv-Ind	56.9	43.1	53.7	46.3	71.0	29.0	50.0	50.0	39.1	60.9	76.9	23.1	76.9	89.9	94.1	101.1	87.9	58	41				
Westminster Coll	MO	Priv-Ind	36.8	63.2	47.4	52.6	50.0	50.0	61.9	38.1	18.8	81.3	94.1	5.9	94.1	80.3	86.2	101.7	81.7	57	19				
William Jewell Coll	MO	Church	52.0	48.0	54.5	45.5	50.0	50.0	61.5	38.5	46.7	53.3	55.9	44.1	55.9	97.3	89.3	103.9	93.5	75	101				
Alcorn St U	MS	Public	39.3	60.7	64.7	35.3	51.2	48.8	44.8	55.2	22.6	77.4	80.4	19.6	80.4	105.8	90.3	92.1	86.1	163	34				
Millsaps Coll	MS	Church	44.6	55.4	40.0	60.0	72.7	27.3	52.4	47.6	36.7	63.3	72.2	27.8	72.2	82.9	108.2	82.9	87.6	92	10				
Mississippi U for Women	MS	Public	63.0	37.0	68.2	31.8	76.9	23.1	62.1	37.9	50.0	50.0	51.4	48.6	51.4	104.1	106.5	109.1	98.9	135	66				
Mississippi Valley St U	MS	Public	43.6	56.4	73.0	27.0	52.9	47.1	49.2	50.8	28.6	71.4	61.9	38.1	61.9	103.3	110.5	97.6	94.7	117	37				
Carroll Coll	MT	Church	38.0	62.0	63.9	36.1	60.0	40.0	44.4	55.6	33.9	66.1	90.0	10.0	90.0	91.4	98.7	95.1	88.6	79	72				
Montana Tech-U Montana	MT	Public	28.7	71.3	40.0	60.0	50.0	50.0	33.3	66.7	23.9	76.1	86.7	13.3	86.7	100.6	98.1	96.6	88.6	115	50				
Rocky Mountain Coll	MT	Church	39.2	60.8	39.2	60.8	75.0	25.0	8.3	91.7	41.9	58.1	57.7	42.3	57.7	102.3	100.7	95.6	98.8	51	51				
U Montana-Western	MT	Public	42.9	57.1	69.2	30.8	53.3	46.7	47.4	52.6	31.8	68.2	64.7	35.3	64.7	92.7	100.6	97.2	89.8	56	26				

Note: All numbers are percentages within the indicator category.

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time			Part-Time			Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M		
Barton Coll	NC	Church	51.3	48.7	64.1	35.9	0.0	50.0	50.0	46.7	38.1	61.9	95.7	101.7	96.3	93.3	78	39								
Belmont Abbey Coll	NC	Church	41.7	58.3	0.0	100	53.8	46.2	33.3	66.7	16.7	83.3	91.7	93.4	92.4	85.7	48	37								
Bennett Coll	NC	Church	59.2	40.8	66.7	33.3	54.5	45.5	57.1	42.9	66.7	33.3	101.4	104.5	100.7	105.3	49	18								
Brevard Coll	NC	Church	42.9	57.1	51.7	48.3	50.0	46.2	53.8	37.0	35.7	64.3	114.9	96.3	94.1	97.8	56	29								
Catawba Coll	NC	Church	39.7	60.3	23.1	76.9	36.4	63.6	60.0	40.0	34.0	64.5	92.1	113.1	98.5	90.5	73	39								
Chowan Coll	NC	Church	41.3	58.7	55.0	45.0	50.0	50.0	60.5	64.7	28.6	71.4	112.0	94.9	92.2	92.4	46	20								
Davidson Coll	NC	Church	32.1	67.9	66.7	33.3	25.0	75.0	38.9	61.1	30.4	79.4	101.1	102.2	98.6	93.0	159	12								
Elizabeth City St U	NC	Public	37.5	62.5	16.7	83.3	42.4	57.6	43.5	28.6	30.3	69.7	107.8	100.4	98.2	93.4	128	6								
Greensboro Coll	NC	Church	47.5	52.5	45.5	54.5	40.6	59.4	63.6	50.0	40.6	59.4	99.6	92.3	88.2	94.4	61	66								
Gulford Coll	NC	Church	44.1	55.9	54.2	45.8	45.2	54.8	62.5	37.5	29.6	70.4	100.2	100.8	100.8	92.3	127	59								
High Point U	NC	Church	36.1	63.9	60.0	40.0	31.6	68.4	43.9	56.1	22.6	77.4	95.1	86.7	92.4	85.0	122	105								
Lees-McRae Coll	NC	Church	52.7	47.3	49.1	50.9	52.7	47.3	0.0	0.0	54.5	45.5	89.7	91.8	101.0	94.4	55	55								
Mars Hill Coll	NC	Church	36.5	63.5	57.7	42.3	60.0	40.0	35.7	28.9	38.1	61.9	89.6	97.4	92.8	89.7	74	52								
Montreat Coll	NC	Church	18.8	81.3	59.1	40.9	33.3	66.7	20.0	80.0	0.0	100	0.0	106.2	105.1	94.6	32	22								
NC Wesleyan Coll	NC	Priv-Ind	47.2	52.8	30.0	70.0	100	0.0	50.0	39.1	25.0	75.0	98.1	100.7	96.8	93.1	53	100								
Peace Coll	NC	Church	69.0	31.0	69.0	31.0	75.0	25.0	75.0	61.1	66.7	33.3	87.4	97.6	100.2	96.0	42	29								
Salem Coll	NC	Church	59.6	40.4	60.5	39.5	64.7	35.3	80.0	44.0	27.3	72.7	129.9	92.9	104.6	97.3	57	43								
St. Andrews Presb Coll	NC	Church	36.6	63.4	41.4	58.6	37.5	62.5	41.2	58.8	12.5	87.5	89.4	96.2	103.3	95.4	41	29								
U North Carolina-Asheville	NC	Public	39.5	60.5	62.5	37.5	53.5	46.5	43.2	56.8	16.9	83.1	90.7	95.3	104.7	83.6	200	8								
Warren Wilson Coll	NC	Priv-Ind	46.4	53.6	58.3	41.7	46.4	53.6	0.0	0.0	16.7	83.3	102.4	99.0	96.7	88.7	56	12								
Wingate U	NC	Church	40.2	59.8	35.7	64.3	40.2	59.8	0.0	0.0	33.3	66.7	102.4	90.7	102.4	97.2	102	42								
Winston-Salem St U	NC	Public	50.0	50.0	61.4	38.6	45.2	54.8	59.6	40.4	41.3	59.5	113.8	100.3	96.0	98.6	200	153								
Dickinson St U	ND	Public	40.9	59.1	100	0.0	83.3	16.7	40.0	60.0	13.3	86.7	89.6	92.8	95.8	77.1	93	87								
Jamestown Coll	ND	Church	48.2	51.8	47.6	52.4	48.2	51.8	0.0	0.0	23.1	76.9	95.0	87.1	98.6	89.3	56	21								
Mayville St U	ND	Public	33.3	66.7	66.7	33.3	50.0	46.2	53.8	22.7	33.3	66.7	104.3	95.0	98.3	96.3	39	3								
Coll Saint Mary	NE	Church	79.6	20.4	0.0	0.0	66.7	33.3	85.0	15.0	50.0	50.0	102.0	95.3	104.0	98.3	54	0								
Concordia U	NE	Church	37.0	63.0	49.4	50.6	100	0.0	34.7	65.3	33.3	66.7	97.6	99.1	97.2	97.2	54	85								
Hastings Coll	NE	Priv-Ind	32.9	67.1	53.7	46.3	36.4	63.6	33.3	66.7	31.8	74.1	92.3	98.1	91.3	88.5	79	41								

Note: All numbers are percentages within the indicator category.

Table IIB-9



Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
Nebraska Wesleyan U	NE	Priv-Ind	48.6	51.4	59.7	40.3	68.8	31.3	42.9	57.1	45.6	54.4	30.3	69.7	97.8	98.4	92.9	89.1	105	124						
Peru St Coll	NE	Public	28.9	71.1	52.1	47.9	33.3	66.7	45.0	55.0	10.5	89.5	5.9	94.1	87.2	99.5	99.8	80.1	45	73						
Franklin Pierce Coll	NH	Priv-Ind	33.8	66.2	42.5	57.5	33.8	66.2	0.0	0.0	0.0	0.0	30.8	69.2	98.7	93.2	102.7	95.5	71	80						
Saint Anselm Coll	NH	Church	40.9	59.1	55.3	44.7	50.0	50.0	48.6	51.4	34.7	65.3	28.6	71.4	98.3	92.1	98.2	88.8	132	38						
Bloomfield Coll	NJ	Church	62.9	37.1	51.9	48.1	50.0	50.0	73.7	26.3	58.5	41.5	55.6	44.4	99.6	97.2	99.3	96.0	62	187						
Caldwell Coll	NJ	Church	60.3	39.7	54.1	45.9	62.5	37.5	52.2	47.8	63.8	36.2	65.4	34.6	106.2	104.1	98.8	104.4	78	98						
Centenary Coll	NJ	Priv-Ind	49.1	50.9	47.3	52.7	53.5	46.5	20.0	80.0	40.0	60.0	66.7	33.3	94.3	91.7	105.3	98.4	53	207						
Coll Saint Elizabeth	NJ	Church	64.1	35.9	64.0	36.0	50.0	50.0	50.0	50.0	82.1	17.9	88.9	11.1	107.8	104.7	102.5	118.8	64	114						
Ramapo Coll New Jersey	NJ	Public	41.7	58.3	44.3	55.7	47.6	52.4	54.5	45.5	36.1	63.9	32.3	67.7	98.0	95.7	98.6	89.6	187	246						
Richard Stockton Coll NJ	NJ	Public	49.4	50.6	41.3	58.7	61.5	38.5	59.5	40.5	43.5	56.5	25.8	74.2	97.7	99.8	100.7	86.4	241	184						
Coll Santa Fe	NM	Priv-Ind	35.5	64.5	45.7	54.3	25.0	75.0	40.7	59.3	33.3	66.7	23.3	76.7	99.0	94.4	98.3	92.0	76	199						
Coll of the Southwest	NM	Priv-Ind	48.1	51.9	51.1	48.9	48.1	51.9	0.0	0.0	0.0	0.0	66.7	33.3	127.2	101.4	104.4	104.2	27	47						
Saint John's Coll	NM	Priv-Ind	20.4	79.6	40.0	60.0	0.0	0.0	18.5	81.5	22.2	77.8	0.0	0.0	0.0	0.0	0.0	100.6	54	10						
Bard Coll	NY	Priv-Ind	44.6	55.4	47.7	52.3	35.3	64.7	55.6	44.4	39.7	60.3	30.9	69.1	99.6	98.1	94.7	88.8	130	111						
Barnard Coll	NY	Priv-Ind	58.0	42.0	71.4	28.6	71.9	28.1	63.8	36.2	40.8	59.2	42.3	57.7	96.3	94.9	103.3	86.3	193	126						
CUNY-Medgar Evers Coll	NY	Public	42.9	57.1	37.5	62.5	37.5	62.5	42.9	57.1	44.3	55.7	37.5	62.5	102.8	100.9	101.7	100.9	161	192						
CUNY-NY City Coll Tech	NY	Public	43.6	56.4	40.3	59.7	30.8	69.2	45.8	54.2	44.2	55.8	45.5	54.5	99.9	94.9	98.0	98.4	307	645						
CUNY-York Coll	NY	Public	43.3	56.7	45.9	54.1	50.0	50.0	42.9	57.1	42.3	57.7	36.0	64.0	96.4	99.3	96.8	95.9	180	290						
Cazenovia Coll	NY	Priv-Ind	61.2	38.8	59.1	40.9	50.0	50.0	52.6	47.4	69.2	30.8	58.8	41.2	98.4	104.1	97.6	100.8	49	88						
Colgate U	NY	Priv-Ind	38.0	62.0	66.7	33.3	32.1	67.9	38.7	61.3	38.7	61.3	30.5	69.5	93.2	105.3	98.0	93.8	245	15						
Cooper Union	NY	Priv-Ind	25.0	75.0	42.4	57.6	0.0	0.0	22.2	77.8	25.6	74.4	22.6	77.4	96.5	95.8	95.1	94.6	52	217						
Daemen Coll	NY	Priv-Ind	50.6	49.4	60.9	39.1	50.0	50.0	59.4	40.6	44.4	55.6	20.0	80.0	109.5	99.4	101.3	93.2	85	156						
Dominican Coll Blauvelt	NY	Priv-Ind	68.9	31.1	56.2	43.8	75.0	25.0	76.9	23.1	58.3	41.7	50.0	50.0	96.6	110.6	97.2	95.8	61	121						
Dowling Coll	NY	Priv-Ind	34.4	65.6	44.0	56.0	0.0	100	43.9	56.1	31.3	68.8	32.4	67.6	100.5	106.2	86.6	95.1	125	393						
Elmira Coll	NY	Priv-Ind	45.7	54.3	58.3	41.7	63.2	36.8	52.4	47.6	34.1	65.9	30.0	70.0	98.3	102.4	101.9	90.8	81	115						
Hamilton Coll	NY	Priv-Ind	39.9	60.1	37.5	62.5	52.2	47.8	64.0	36.0	32.8	67.2	28.8	71.2	93.2	98.8	96.3	84.6	173	24						
Hartwick Coll	NY	Priv-Ind	38.9	61.1	45.9	54.1	20.0	80.0	30.8	69.2	44.4	55.6	32.6	67.4	94.7	93.5	98.2	94.4	108	61						
Hilbert Coll	NY	Priv-Ind	42.6	57.4	33.8	66.2	42.5	57.5	0.0	100	60.0	40.0	47.6	52.4	102.6	98.9	93.7	102.1	47	71						

Note: All numbers are percentages within the indicator category.

Table IIB-10

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
Hobart & William Smith Coll	NY	Priv-Ind	38.6	61.4	51.4	48.6	42.9	57.1	54.8	45.2	30.0	70.0	22.6	77.4	93.6	98.9	100.3	84.8	153	35						
Keuka Coll	NY	Priv-Ind	52.9	47.1	42.9	57.1	0.0	0.0	56.5	43.5	50.0	50.0	38.9	61.1	93.7	111.8	103.8	99.9	51	98						
Marymount Coll of Fordham U	NY	Priv-Ind	61.5	38.5	63.3	36.7	56.3	43.8	0.0	0.0	63.9	36.1	50.0	50.0	93.5	86.1	103.6	91.2	52	98						
Marymount Manhattan Coll	NY	Priv-Ind	58.8	41.2	59.3	40.7	50.0	50.0	57.9	42.1	60.5	39.5	55.6	44.4	105.3	100.8	100.4	101.2	85	214						
Medaille Coll	NY	Priv-Ind	45.6	54.4	54.7	45.3	46.7	53.3	57.1	42.9	28.0	72.0	30.0	70.0	124.0	93.1	99.4	91.6	90	247						
Mount Saint Mary Coll	NY	Priv-Ind	56.3	43.7	53.3	46.7	0.0	0.0	65.0	35.0	45.2	54.8	43.5	56.5	98.4	91.3	102.1	89.3	71	150						
SUNY Coll-Old Westbury	NY	Public	54.8	45.2	47.2	52.8	73.9	26.1	56.3	43.8	47.9	52.1	32.1	67.9	92.1	103.7	80.5	86.5	126	123						
SUNY-Empire St Coll	NY	Public	57.2	42.8	52.0	48.0	87.5	12.5	72.7	27.3	44.9	55.1	29.4	70.6	94.8	96.2	96.6	86.5	152	723						
SUNY-Farmingdale	NY	Public	39.6	60.4	47.1	52.9	50.0	50.0	54.3	45.7	33.9	66.1	27.4	72.6	87.0	99.9	90.5	85.3	154	306						
SUNY-Purchase Coll	NY	Public	50.7	49.3	40.6	59.4	40.0	60.0	69.4	30.6	41.5	58.5	36.8	63.2	94.9	91.3	96.3	87.2	148	197						
Saint Joseph's Coll	NY	Priv-Ind	58.8	41.2	49.6	50.4	0.0	0.0	58.4	41.6	60.0	40.0	68.4	31.6	99.6	104.1	97.8	103.1	148	365						
Sarah Lawrence Coll	NY	Priv-Ind	45.0	55.0	58.9	41.1	50.0	50.0	37.5	62.5	47.8	52.2	43.9	56.1	100.5	97.0	100.7	98.3	111	163						
Siena Coll	NY	Priv-Ind	35.5	64.5	48.1	51.9	30.0	70.0	38.5	61.5	34.5	65.5	32.8	67.2	92.6	95.4	95.8	94.1	172	104						
Skidmore Coll	NY	Priv-Ind	46.3	53.7	52.9	47.1	28.6	71.4	57.9	42.1	43.9	56.1	39.4	60.6	97.7	96.8	103.1	94.3	177	51						
St. Francis Coll	NY	Priv-Ind	45.1	54.9	33.8	66.2	37.5	62.5	53.8	46.2	40.5	59.5	22.7	77.3	84.0	100.1	101.5	83.7	71	133						
St. John Fisher Coll	NY	Priv-Ind	44.0	56.0	56.5	43.5	47.2	52.8	58.8	41.2	30.2	69.8	25.9	74.1	85.9	95.7	105.4	88.5	150	170						
St. Lawrence U	NY	Priv-Ind	43.6	56.4	71.2	28.8	33.3	66.7	62.0	38.0	35.9	64.1	20.5	79.5	99.7	92.7	100.6	86.6	165	52						
St. Thomas Aquinas Coll	NY	Priv-Ind	47.5	52.5	42.3	57.7	66.7	33.3	50.0	50.0	45.7	54.3	56.0	44.0	97.8	95.0	93.7	100.2	61	78						
Union Coll	NY	Priv-Ind	36.8	63.2	59.1	40.9	0.0	0.0	56.5	43.5	29.6	70.4	27.2	72.8	91.8	93.4	89.5	83.3	171	22						
Utica Coll	NY	Priv-Ind	49.6	50.4	46.2	53.8	25.0	75.0	54.9	45.1	48.3	51.7	36.4	63.6	82.9	96.1	98.7	88.8	119	171						
Vassar Coll	NY	Priv-Ind	46.2	53.8	62.1	37.9	51.9	48.1	45.3	54.7	44.7	55.3	44.0	56.0	92.0	95.8	96.7	92.8	277	29						
Wells Coll	NY	Priv-Ind	55.3	44.7	70.0	30.0	75.0	25.0	60.0	40.0	48.3	51.7	39.1	60.9	98.3	101.3	103.2	88.8	47	20						
Antioch Coll	OH	Priv-Ind	47.8	52.2	57.1	42.9	50.0	50.0	87.5	12.5	34.6	65.4	21.4	78.6	78.8	95.0	103.3	86.5	46	35						
Ashland U	OH	Priv-Ind	40.9	59.1	51.6	48.4	60.0	40.0	40.6	59.4	35.9	64.1	33.3	66.7	99.5	99.6	103.7	92.9	232	339						
Baldwin-Wallace Coll	OH	Church	38.5	61.5	48.0	52.0	57.1	42.9	50.9	49.1	30.3	69.7	23.1	76.9	94.7	92.9	98.4	85.8	161	204						
Bluffton U	OH	Church	35.1	64.9	48.9	51.1	37.5	62.5	47.4	52.6	28.2	71.8	23.1	76.9	96.9	94.8	99.1	93.4	74	47						
Cedarville U	OH	Church	30.1	69.9	51.0	49.0	57.1	42.9	25.9	74.1	19.2	80.8	18.9	81.1	99.2	96.8	93.8	87.5	206	51						

Note: All numbers are percentages within the indicator category.

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time			Part-Time			Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT				
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
			40.6	59.4	55.2	44.8	22.2	77.8	47.7	52.3	38.8	61.3	38.3	61.7	90.4	102.5	97.6	93.9	133	58						
Coll Wooster	OH	Priv-Ind	40.6	59.4	55.2	44.8	22.2	77.8	47.7	52.3	38.8	61.3	38.3	61.7	90.4	102.5	97.6	93.9	133	58						
Defiance Coll	OH	Church	42.1	57.9	38.0	62.0	100	0.0	26.7	73.3	38.9	61.1	0.0	100	0.0	93.6	105.5	91.6	38	50						
Denison U	OH	Priv-Ind	44.8	55.2	42.6	57.4	60.0	40.0	51.5	48.5	36.8	63.2	19.4	80.6	96.7	101.9	96.7	89.0	183	54						
Heidelberg Coll	OH	Church	43.3	56.7	56.0	44.0	80.0	20.0	33.3	66.7	30.8	69.2	22.2	77.8	100.1	92.5	101.8	87.5	60	50						
Hiram Coll	OH	Priv-Ind	43.8	56.3	48.7	51.3	50.0	50.0	33.3	66.7	46.7	53.3	43.8	56.3	88.8	94.8	100.4	93.1	64	39						
Kenyon Coll	OH	Priv-Ind	39.1	60.9	46.2	53.8	42.9	57.1	41.9	58.1	37.2	62.8	32.7	67.3	88.8	100.0	98.1	91.1	151	39						
Lake Erie Coll	OH	Priv-Ind	51.4	48.6	45.5	54.5	71.4	28.6	75.0	25.0	75.0	25.0	22.2	77.8	110.9	89.1	110.3	82.8	35	55						
Marietta Coll	OH	Priv-Ind	37.9	62.1	49.0	51.0	52.2	47.8	0.0	100	47.1	52.9	23.8	76.2	87.2	99.7	95.6	89.0	95	49						
Mount Union Coll	OH	Church	33.3	66.7	42.6	57.4	50.0	50.0	52.6	47.4	26.1	73.9	25.0	75.0	96.6	96.9	97.6	91.5	123	94						
Muskingum Coll	OH	Church	42.1	57.9	56.1	43.9	55.0	45.0	60.0	40.0	28.0	72.0	24.0	76.0	95.9	98.3	96.3	88.8	95	41						
Oberlin Coll	OH	Priv-Ind	40.8	59.2	49.2	50.8	63.6	36.4	61.0	39.0	30.8	69.2	24.1	75.9	90.7	99.6	96.2	82.1	287	59						
Ohio Dominican U	OH	Church	54.5	45.5	48.1	51.9	60.0	40.0	50.0	50.0	56.8	43.2	68.8	31.3	96.7	94.5	98.8	102.1	66	135						
Ohio Northern U	OH	Church	32.2	67.8	45.5	54.5	51.3	48.7	23.7	76.3	30.1	69.9	22.0	78.0	88.2	94.3	97.1	86.5	211	77						
Ohio St U-Agr Tech Inst	OH	Public	27.3	72.7	34.6	65.4	0.0	0.0	60.0	40.0	21.4	78.6	0.0	100	0.0	93.7	92.5	81.7	33	26						
Ohio St U-Lima	OH	Public	34.2	65.8	54.1	45.9	0.0	0.0	63.6	36.4	22.2	77.8	0.0	100	0.0	77.9	108.7	75.9	38	37						
Ohio St U-Mansfield	OH	Public	29.2	70.8	61.5	38.5	0.0	0.0	52.9	47.1	16.1	83.9	33.3	66.7	106.6	103.0	91.6	91.9	48	39						
Ohio St U-Marion	OH	Public	34.3	65.7	54.4	45.6	0.0	0.0	42.9	57.1	28.6	71.4	0.0	100	0.0	99.5	101.8	88.6	35	68						
Ohio St U-Newark	OH	Public	30.0	70.0	54.3	45.7	0.0	0.0	43.5	56.5	18.5	81.5	14.3	85.7	91.7	99.7	97.6	90.5	50	81						
Ohio Wesleyan U	OH	Church	36.9	63.1	47.5	52.5	25.0	75.0	46.2	53.8	35.0	65.0	33.8	66.2	95.1	97.0	99.9	93.8	130	61						
Shawnee St U	OH	Public	41.3	58.7	52.7	47.3	83.3	16.7	39.1	60.9	39.5	60.5	40.0	60.0	101.2	98.7	95.3	97.7	138	148						
Tiffin U	OH	Priv-Ind	33.9	66.1	43.6	56.4	33.9	66.1	0.0	0.0	0.0	0.0	27.3	72.7	81.6	103.1	88.5	94.3	56	110						
Ursuline Coll	OH	Church	81.3	18.7	73.4	26.6	84.4	15.6	100	0.0	73.5	26.5	72.2	27.8	93.4	102.0	98.0	91.5	75	109						
Walsh U	OH	Church	50.6	49.4	45.6	54.4	80.0	20.0	57.7	42.3	34.2	65.8	34.8	65.2	98.3	98.3	104.1	94.5	79	114						
Wilmington Coll	OH	Church	42.3	57.7	51.2	48.8	63.6	36.4	56.5	43.5	27.0	73.0	29.2	70.8	95.4	99.7	93.5	90.3	71	86						
Wittenberg U	OH	Church	39.2	60.8	53.7	46.3	53.3	46.7	36.4	63.6	37.8	62.2	19.2	80.8	96.6	97.6	97.7	89.2	148	54						
Oklahoma Wesleyan U	OK	Church	17.9	82.1	66.7	33.3	17.9	82.1	0.0	0.0	0.0	0.0	0.0	100	0.0	101.4	90.4	92.5	28	6						
U Sci & Arts Oklahoma	OK	Public	47.9	52.1	28.6	71.4	50.0	50.0	50.0	50.0	46.9	53.1	38.1	61.9	97.8	104.8	108.0	95.9	48	35						
Concordia U	OR	Church	41.7	58.3	55.8	44.2	41.7	58.3	0.0	0.0	0.0	0.0	25.0	75.0	113.1	78.2	100.9	89.3	48	95						

Note: All numbers are percentages within the indicator category.

Table IIB-12

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
Eastern Oregon U	OR	Public	40.0	60.0	55.6	44.4	51.5	48.5	31.8	68.2	35.0	65.0	68.4	31.6	68.4	108.2	96.2	100.1	93.6	95	18					
Lewis & Clark Coll	OR	Priv-Ind	42.0	58.0	59.7	40.3	61.7	38.3	56.3	43.8	22.7	77.3	72.5	27.5	95.9	87.4	93.8	78.6	205	119						
Linfield Coll	OR	Church	48.1	51.9	38.5	61.5	50.0	50.0	64.1	35.9	40.5	59.5	37.0	63.0	94.8	99.0	99.8	90.3	133	65						
Northwest Christian Coll	OR	Church	57.9	42.1	80.0	20.0	57.9	42.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	101.8	99.7	96.6	19	5						
Oregon Tech	OR	Public	34.9	65.1	60.0	40.0	63.2	36.8	23.5	76.5	32.9	67.1	25.8	74.2	93.7	97.7	93.2	90.3	126	15						
Reed Coll	OR	Priv-Ind	34.9	65.1	42.9	57.1	31.6	68.4	47.6	52.4	32.6	67.4	27.6	72.4	95.4	104.4	101.9	94.8	126	7						
Albright Coll	PA	Church	46.0	54.0	55.6	44.4	62.2	37.8	30.8	69.2	42.0	58.0	32.4	67.6	104.0	96.5	99.1	91.3	113	45						
Allegheny Coll	PA	Priv-Ind	36.3	63.7	56.4	43.6	50.0	50.0	62.5	37.5	19.5	80.5	16.3	83.7	91.0	94.7	97.4	82.0	135	39						
Alvernia Coll	PA	Church	56.8	43.2	34.2	65.8	60.0	40.0	56.3	43.8	56.8	43.2	0.0	100	0.0	98.1	100.3	96.2	74	161						
Cabrini Coll	PA	Church	53.8	46.2	43.8	56.2	66.7	33.3	52.0	48.0	52.9	47.1	57.1	42.9	93.0	91.9	97.0	92.5	65	146						
Cedar Crest Coll	PA	Church	58.2	41.8	75.3	24.7	67.6	32.4	57.9	42.1	46.2	53.8	33.3	66.7	96.6	101.0	93.9	88.2	79	77						
Cheyney U Pennsylvania	PA	Public	49.5	50.5	47.4	52.6	56.0	44.0	47.1	52.9	46.9	53.1	52.6	47.4	98.8	99.5	93.2	92.7	91	19						
Coll Misericordia	PA	Church	51.1	48.9	56.5	43.5	54.5	45.5	51.5	48.5	50.0	50.0	20.0	80.0	115.4	103.8	112.2	104.7	90	168						
Delaware Valley Coll	PA	Priv-Ind	34.6	65.4	33.3	66.7	58.3	41.7	40.0	60.0	24.4	75.6	16.7	83.3	95.9	92.4	96.0	86.8	78	114						
Dickinson Coll	PA	Priv-Ind	42.6	57.4	59.3	40.7	47.4	52.6	50.0	50.0	36.8	63.2	39.5	60.5	101.2	100.3	99.0	95.8	176	54						
Elizabethtown Coll	PA	Church	40.3	59.7	49.6	50.4	53.3	46.7	50.0	50.0	29.5	70.5	9.1	90.9	119.9	95.4	85.7	85.9	124	125						
Franklin and Marshall Coll	PA	Priv-Ind	37.9	62.1	53.7	46.3	54.5	45.5	39.6	60.4	33.7	66.3	25.0	75.0	84.9	100.9	98.3	86.2	174	41						
Geneva Coll	PA	Church	33.3	66.7	38.8	61.2	50.0	50.0	43.8	56.3	20.0	80.0	4.8	95.2	96.7	98.9	94.2	89.3	84	103						
Gettysburg Coll	PA	Priv-Ind	43.0	57.0	47.1	52.9	100	0.0	44.4	55.6	41.8	58.2	32.7	67.3	93.3	98.8	97.3	91.4	165	87						
Gwynedd-Mercy Coll	PA	Priv-Ind	65.4	34.6	51.5	48.5	64.3	35.7	0.0	0.0	66.7	33.3	45.5	54.5	95.2	99.0	102.8	92.4	78	196						
Haverford Coll	PA	Priv-Ind	45.9	54.1	68.4	31.6	54.2	45.8	52.6	47.4	41.2	58.8	30.3	69.7	90.8	101.2	101.9	89.3	111	19						
Holy Family U	PA	Church	62.4	37.6	50.6	49.4	62.8	37.2	0.0	0.0	57.1	42.9	59.1	40.9	92.8	96.6	103.0	95.7	85	255						
Juniata Coll	PA	Priv-Ind	36.3	63.7	51.3	48.7	37.5	62.5	47.8	52.2	31.7	68.3	37.1	62.9	94.2	97.8	99.4	94.8	91	39						
King's Coll	PA	Church	34.9	65.1	47.3	52.7	55.0	45.0	37.0	63.0	27.4	72.6	19.0	81.0	95.4	99.5	107.3	92.2	109	91						
Lafayette Coll	PA	Church	29.4	70.6	34.7	65.3	33.3	66.7	41.9	58.1	22.4	77.6	21.9	78.1	94.1	91.6	98.1	87.1	187	49						
Lebanon Valley Coll	PA	Church	36.0	64.0	41.8	58.2	57.1	42.9	45.7	54.3	27.6	72.4	16.7	83.3	93.8	102.6	104.7	90.9	100	98						
Lock Haven U	PA	Public	43.6	56.4	60.0	40.0	42.9	57.1	41.8	58.2	45.5	54.5	40.0	60.0	99.2	97.8	103.1	97.1	236	20						
Lycoming Coll	PA	Church	34.5	65.5	42.1	57.9	38.5	61.5	50.0	50.0	30.5	69.5	15.8	84.2	89.1	85.9	99.1	85.7	84	38						

Note: All numbers are percentages within the indicator category.

Table IIB-13

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT
			W	M	W	M	W	M	W	M	W	M								
Mansfield U Pennsylvania	PA	Public	44.9	55.1	62.7	37.3	100	0.0	56.9	43.1	35.2	64.8	25.0	75.0	96.7	97.3	98.9	86.9	147	59
Mercyhurst Coll	PA	Church	45.7	54.3	49.2	50.8	55.8	44.2	34.3	65.7	34.1	65.9	11.8	88.2	91.1	100.2	96.3	89.3	162	126
Messiah Coll	PA	Church	35.3	64.7	48.2	51.8	54.5	45.5	39.1	60.9	27.4	72.6	20.5	79.5	95.2	97.8	98.6	91.6	170	139
Moravian Coll	PA	Church	39.0	61.0	48.5	51.5	35.7	64.3	48.3	51.7	35.5	64.5	23.7	76.3	96.1	89.4	102.3	89.8	105	99
Mount Aloysius Coll	PA	Priv-Ind	66.1	33.9	61.2	38.8	67.8	32.2	0.0	0.0	33.3	66.7	0.0	100	0.0	111.3	101.1	98.4	62	103
Muhlenberg Coll	PA	Priv-Ind	48.7	51.3	44.0	56.0	73.0	27.0	42.4	57.6	40.0	60.0	23.7	76.3	93.3	97.8	94.7	83.7	150	109
Neumann Coll	PA	Church	61.9	38.1	37.5	62.5	61.9	38.1	0.0	0.0	0.0	0.0	57.1	42.9	99.5	93.4	101.3	96.6	84	8
Penn St U-IIB Campuses	PA	Public	38.2	61.8	42.9	57.1	44.9	55.1	41.8	58.2	27.6	72.4	23.5	76.5	93.3	96.8	94.2	88.5	636	482
Philadelphia Biblical U	PA	Priv-Ind	27.5	72.5	32.9	67.1	27.5	72.5	0.0	0.0	0.0	0.0	16.7	83.3	105.3	92.1	100.0	94.2	51	70
Saint Vincent Coll	PA	Church	20.2	79.8	37.7	62.3	13.6	86.4	25.0	75.0	21.1	78.9	8.3	91.7	79.7	95.6	99.9	92.6	84	69
Seton Hill U	PA	Church	55.2	44.8	55.3	44.7	75.0	25.0	55.6	44.4	47.8	52.2	33.3	66.7	94.1	100.2	91.0	91.9	67	103
Susquehanna U	PA	Church	40.5	59.5	50.0	50.0	38.5	61.5	46.0	54.0	36.2	63.8	13.6	86.4	82.7	90.4	103.1	89.6	121	72
Swarthmore Coll	PA	Priv-Ind	38.7	61.3	63.0	37.0	36.4	63.6	41.4	58.6	38.3	61.7	30.6	69.4	91.5	100.4	98.8	88.7	173	27
Thiel Coll	PA	Church	37.7	62.3	50.8	49.2	53.3	46.7	25.0	75.0	35.3	64.7	32.3	67.7	96.4	101.1	94.6	92.1	61	61
U Pittsburgh-Bradford	PA	Public	33.3	66.7	77.8	22.2	57.1	42.9	38.5	61.5	15.6	84.4	22.2	77.8	93.2	88.4	101.7	83.5	66	9
U Pittsburgh-Greensburg	PA	Public	48.0	52.0	59.4	40.6	50.0	50.0	52.9	47.1	43.8	56.3	37.5	62.5	113.9	93.6	100.3	94.8	75	64
U Pittsburgh-Johnstown	PA	Public	33.8	66.2	47.4	52.6	51.4	48.6	40.0	60.0	22.2	77.8	18.8	81.3	89.3	97.3	95.2	87.4	139	19
Ursinus Coll	PA	Priv-Ind	41.7	58.3	54.5	45.5	40.0	60.0	50.0	50.0	36.7	63.3	33.3	66.7	98.3	102.7	95.9	93.4	115	66
Valley Forge Christian Coll	PA	Church	33.3	66.7	43.5	56.5	33.3	66.7	0.0	0.0	0.0	0.0	14.3	85.7	81.8	104.0	61.4	67.0	33	23
Washington & Jefferson Coll	PA	Priv-Ind	34.0	66.0	45.7	54.3	20.0	80.0	41.0	59.0	30.2	69.8	25.0	75.0	87.1	88.8	101.0	88.8	97	35
Waynesburg Coll	PA	Church	45.2	54.8	56.9	43.1	28.6	71.4	57.7	42.3	37.9	62.1	33.3	66.7	96.5	100.4	101.1	92.8	62	123
Westminster Coll	PA	Church	45.5	54.5	46.4	53.6	56.3	43.8	48.4	51.6	40.4	59.6	32.0	68.0	93.5	96.4	99.7	88.7	99	56
York Coll Pennsylvania	PA	Priv-Ind	37.3	62.7	50.5	49.5	0.0	0.0	47.5	52.5	28.8	71.2	15.8	84.2	88.5	90.5	87.6	84.4	134	333
U Puerto Rico-Humacao UC	PR	Public	56.5	43.5	53.3	46.7	57.7	42.3	44.4	55.6	57.4	42.6	55.0	45.0	94.5	100.2	90.8	94.3	246	30
U Puerto Rico-Ponce	PR	Public	57.1	42.9	50.0	50.0	75.0	25.0	25.0	75.0	58.8	41.2	60.5	39.5	99.2	100.7	96.3	100.7	126	40
Bryant U	RI	Priv-Ind	32.8	67.2	51.1	48.9	32.1	67.9	46.4	53.6	28.2	71.8	28.6	71.4	94.4	80.6	96.5	90.7	134	94
Rhode Island Sch Design	RI	Priv-Ind	45.0	55.0	49.4	50.6	45.0	55.0	0.0	0.0	0.0	0.0	38.2	61.8	94.1	97.4	91.4	88.2	140	259
Charleston Southern U	SC	Church	47.6	52.4	60.5	39.5	57.5	42.5	43.6	56.4	37.5	62.5	39.1	60.9	87.8	96.7	97.6	87.7	103	86

Note: All numbers are percentages within the indicator category.

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Clafflin U	SC	Priv-Ind	39.8	60.2	44.1	55.9	53.3	46.7	32.7	67.3	47.8	52.2	30.0	70.0	100.9	93.3	92.1	89.8	93	34		
Coastal Carolina U	SC	Public	37.9	62.1	51.7	48.3	41.5	58.5	49.4	50.6	28.7	71.3	27.3	72.7	91.1	99.0	92.5	89.0	235	120		
Columbia Coll	SC	Church	68.7	31.3	54.7	45.3	75.0	25.0	87.5	12.5	64.4	35.6	59.1	40.9	109.4	102.6	98.0	98.2	83	75		
Converse Coll	SC	Priv-Ind	53.2	46.8	85.7	14.3	50.0	50.0	56.5	43.5	52.0	48.0	40.0	60.0	94.5	96.0	104.7	95.9	77	7		
Erskine Coll	SC	Church	36.1	63.9	39.3	60.7	0.0	100	55.6	44.4	17.6	82.4	18.8	81.3	96.9	95.3	99.3	86.4	36	28		
Furman U	SC	Priv-Ind	30.0	70.0	65.4	34.6	53.8	46.2	39.3	60.7	27.2	72.8	19.1	80.9	92.2	101.3	97.9	87.1	220	26		
Lander U	SC	Public	45.1	54.9	61.4	38.6	56.5	43.5	45.2	54.8	40.4	59.6	40.5	59.5	92.7	101.9	96.9	92.8	122	70		
Limestone Coll	SC	Priv-Ind	40.0	60.0	39.8	60.2	50.0	50.0	40.0	60.0	33.3	66.7	22.2	77.8	112.3	106.2	91.9	88.4	70	113		
Presbyterian Coll	SC	Church	27.7	72.3	51.5	48.5	33.3	66.7	39.1	60.9	22.2	77.8	17.1	82.9	100.2	98.9	97.3	94.4	83	33		
U South Carolina-Aiken	SC	Public	44.1	55.9	64.1	35.9	54.2	45.8	46.3	53.7	40.0	60.0	27.3	72.7	97.2	101.2	97.5	93.5	145	92		
U South Carolina-Upstate	SC	Public	54.1	45.9	47.6	52.4	70.6	29.4	52.7	47.3	44.2	55.8	44.9	55.1	97.1	99.4	90.8	90.5	183	143		
Wofford Coll	SC	Church	35.6	64.4	39.1	60.9	43.8	56.3	40.0	60.0	31.5	68.5	17.6	82.4	99.7	89.2	95.2	86.5	90	23		
Augustana Coll	SD	Church	41.3	58.7	72.7	27.3	76.9	23.1	27.8	72.2	30.8	69.2	23.1	76.9	100.8	94.5	103.7	90.5	109	55		
Black Hills St U	SD	Public	41.0	59.0	58.5	41.5	57.1	42.9	47.2	52.8	28.3	71.7	25.0	75.0	91.0	88.8	98.1	86.5	117	41		
Dakota St U	SD	Public	33.7	66.3	51.6	48.4	40.5	59.5	15.8	84.2	35.7	64.3	41.7	58.3	79.3	90.9	75.8	84.5	89	31		
Mount Marty Coll	SD	Church	47.9	52.1	53.8	46.2	80.0	20.0	51.5	48.5	20.0	80.0	42.9	57.1	82.5	89.7	105.8	95.8	48	65		
Bryan Coll	TN	Priv-Ind	19.4	80.6	35.3	64.7	28.6	71.4	27.3	72.7	11.1	88.9	10.0	90.0	98.3	100.4	99.1	88.8	36	17		
Carson-Newman Coll	TN	Church	48.4	51.6	50.8	49.2	56.1	43.9	71.4	28.6	42.3	57.7	28.6	71.4	97.4	99.9	95.3	90.9	126	59		
Christian Brothers U	TN	Church	31.9	68.1	48.1	51.9	27.3	72.7	41.7	58.3	28.8	71.2	23.8	76.2	82.1	93.1	98.6	87.1	94	52		
Crichton Coll	TN	Priv-Ind	24.1	75.9	35.1	64.9	24.1	75.9	0.0	0.0	0.0	0.0	0.0	100	0.0	93.9	108.3	96.5	29	57		
Fisk U	TN	Priv-Ind	45.5	54.5	44.4	55.6	57.1	42.9	38.5	61.5	45.7	54.3	0.0	100	0.0	94.4	95.3	86.1	55	18		
King Coll	TN	Church	41.2	58.8	53.3	46.7	41.2	58.8	0.0	0.0	0.0	0.0	22.2	77.8	120.3	107.3	109.8	102.5	51	30		
Lee U	TN	Priv-Ind	27.3	72.7	50.0	50.0	30.0	70.0	32.9	67.1	20.3	79.7	25.8	74.2	100.2	101.5	98.9	96.8	150	176		
Maryville Coll	TN	Church	53.7	46.3	0.0	0.0	75.0	25.0	72.0	28.0	39.5	60.5	36.4	63.6	93.4	100.5	98.5	88.5	67	0		
Milligan Coll	TN	Priv-Ind	50.7	49.3	46.2	53.8	40.0	60.0	70.6	29.4	44.7	55.3	50.0	50.0	95.0	97.3	107.5	95.8	69	39		
Rhodes Coll	TN	Church	40.5	59.5	47.4	52.6	53.8	46.2	40.0	60.0	32.8	67.2	18.2	81.8	83.7	109.1	93.9	89.2	148	19		
Sewanee U of the South	TN	Church	34.6	65.4	43.6	56.4	35.3	64.7	60.0	40.0	27.3	72.7	13.2	86.8	81.4	97.0	101.2	78.9	130	39		
Tennessee Temple U	TN	Church	38.9	61.1	43.8	56.3	38.9	61.1	0.0	0.0	0.0	0.0	0.0	100	0.0	79.8	84.6	83.6	18	16		

Note: All numbers are percentages within the indicator category.

Table IIB-15

		Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor					Indicator 4 - Average Salary Women as % of Men				Total Faculty	
Name	St	Affiliation/ Control	Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M										
Tennessee Wesleyan Coll	TN	Church	51.1	48.9	62.5	37.5	83.3	16.7	38.1	61.9	55.6	44.4	50.0	50.0	112.3	110.5	107.5	106.8	45	8		
Austin Coll	TX	Church	31.9	68.1	52.2	47.8	0.0	0.0	42.3	57.7	27.7	72.3	25.9	74.1	101.0	98.1	100.9	94.7	91	23		
East Texas Baptist U	TX	Church	33.3	66.7	62.5	37.5	32.3	67.7	0.0	0.0	50.0	50.0	32.3	67.7	98.8	97.8	101.6	98.2	66	24		
Howard Payne U	TX	Priv-Ind	37.5	62.5	31.7	68.3	38.5	61.5	0.0	0.0	28.6	71.4	28.6	71.4	96.0	89.2	96.6	90.9	72	63		
Lubbock Christian U	TX	Church	40.7	59.3	51.6	48.4	50.0	50.0	25.9	74.1	47.7	52.3	47.6	52.4	96.1	100.2	100.7	100.2	81	64		
McMurry U	TX	Church	31.2	68.8	0.0	100	27.3	72.7	28.0	72.0	34.1	65.9	36.4	63.6	94.3	102.7	104.9	103.8	77	2		
Schreiner U	TX	Church	44.2	55.8	39.3	60.7	66.7	33.3	46.7	53.3	21.1	78.9	25.0	75.0	102.7	87.3	87.7	83.7	52	28		
Southwestern U	TX	Church	47.5	52.5	55.1	44.9	55.6	44.4	56.4	43.6	41.4	58.6	26.5	73.5	84.4	91.9	101.6	84.0	118	49		
Texas A&M U-Galveston	TX	Public	20.2	79.8	55.6	44.4	32.4	67.6	11.8	88.2	10.0	90.0	8.7	91.3	115.5	130.4	93.0	87.4	84	18		
Texas Lutheran U	TX	Church	42.6	57.4	46.9	53.1	80.0	20.0	56.5	43.5	22.9	77.1	18.2	81.8	95.7	103.0	95.4	87.7	68	49		
U Houston-Downtown	TX	Public	44.0	56.0	49.0	51.0	43.5	56.5	42.9	57.1	45.3	54.7	23.3	76.7	102.4	88.8	94.3	91.4	268	259		
U Mary Hardin-Baylor	TX	Church	54.8	45.2	53.8	46.2	88.9	11.1	58.8	41.2	42.6	57.4	42.4	57.6	91.1	91.3	101.3	91.6	124	186		
U Texas-Brownsville	TX	Public	43.2	56.8	48.2	51.8	48.7	51.3	37.9	62.1	44.8	55.2	30.8	69.2	103.0	101.2	96.3	95.1	347	249		
Westminster Coll	UT	Priv-Ind	51.3	48.7	56.5	43.5	51.3	48.7	0.0	0.0	0.0	0.0	50.0	50.0	95.1	106.9	98.8	98.6	117	138		
Bridgewater Coll	VA	Church	37.5	62.5	60.0	40.0	50.0	50.0	42.1	57.9	30.4	69.6	26.1	73.9	95.4	91.3	95.3	89.3	96	30		
Christopher Newport U	VA	Public	41.3	58.7	42.9	57.1	70.7	29.3	42.0	58.0	28.1	71.9	21.6	78.4	103.7	96.9	95.3	83.2	218	21		
Emory and Henry Coll	VA	Church	29.4	70.6	51.9	48.1	35.3	64.7	33.3	66.7	25.0	75.0	18.8	81.3	82.3	92.6	100.1	83.4	68	27		
Ferrum Coll	VA	Church	38.7	61.3	50.0	50.0	77.8	22.2	17.6	82.4	38.9	61.1	18.8	81.3	90.6	91.3	99.6	86.5	62	20		
Hampden-Sydney Coll	VA	Church	26.7	73.3	0.0	0.0	38.5	61.5	25.0	75.0	21.8	78.2	8.1	91.9	91.2	89.7	95.1	83.4	101	0		
Hollins U	VA	Priv-Ind	52.9	47.1	56.7	43.3	0.0	100	76.5	23.5	46.0	54.0	43.5	56.5	86.4	98.7	105.9	88.9	68	30		
Mary Baldwin Coll	VA	Priv-Ind	52.6	47.4	76.4	23.6	64.7	35.3	47.4	52.6	50.0	50.0	40.0	60.0	98.1	94.1	101.2	93.4	76	157		
Randolph-Macon Coll	VA	Church	37.8	62.2	56.8	43.2	50.0	50.0	55.6	44.4	28.1	71.9	15.2	84.8	88.4	103.4	97.2	82.5	90	37		
Randolph-Macon Womens Coll	VA	Church	56.9	43.1	54.5	45.5	60.0	40.0	87.5	12.5	45.7	54.3	34.5	65.5	94.3	101.2	100.4	86.0	72	33		
Roanoke Coll	VA	Church	47.4	52.6	46.3	53.7	73.7	26.3	58.5	41.5	34.2	65.8	22.7	77.3	95.3	97.9	100.4	83.3	133	41		
Saint Paul's Coll	VA	Church	34.5	65.5	50.0	50.0	0.0	0.0	40.9	59.1	14.3	85.7	0.0	100	0.0	105.1	94.7	95.6	29	6		
Sweet Briar Coll	VA	Priv-Ind	48.4	51.6	50.0	50.0	66.7	33.3	50.0	50.0	46.7	53.3	45.2	54.8	95.4	96.6	98.5	94.8	64	34		
U Mary Washington	VA	Public	44.6	55.4	48.6	51.4	57.8	42.2	38.0	62.0	40.2	59.8	28.1	71.9	86.7	91.4	90.0	84.8	231	144		

Note: All numbers are percentages within the indicator category.

Table IIB-16



AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M						
U Richmond	VA	Priv-Ind	39.4	60.6	44.4	55.6	54.4	45.6	43.3	56.7	31.7	68.3	20.0	80.0	87.1	100.1	87.2	82.3	302	144						
U Virginia's Coll at Wise	VA	Public	40.4	59.6	0.0	100	48.1	51.9	36.0	64.0	37.8	62.2	18.8	81.3	87.0	101.2	98.9	94.0	89	1						
Virginia Wesleyan Coll	VA	Priv-Ind	45.0	55.0	62.1	37.9	60.0	40.0	48.7	51.3	38.9	61.1	36.7	63.3	84.0	97.4	100.6	89.1	80	58						
Washington & Lee U	VA	Priv-Ind	34.4	65.6	66.7	33.3	61.5	38.5	56.4	43.6	23.1	76.9	17.7	82.3	93.1	91.4	92.7	78.1	160	3						
Castleton St Coll	VT	Public	48.3	51.7	56.1	43.9	0.0	0.0	63.2	36.8	37.3	62.7	31.8	68.2	97.9	104.3	104.2	90.8	89	157						
Champlain Coll	VT	Priv-Ind	36.9	63.1	43.5	56.5	36.9	63.1	0.0	0.0	0.0	0.0	22.2	77.8	86.3	107.4	94.4	95.9	65	207						
Coll St. Joseph	VT	Church	45.1	54.9	52.3	47.7	55.2	44.8	53.1	46.9	30.6	69.4	20.7	79.3	109.2	96.1	102.3	84.9	224	44						
Johnson St Coll	VT	Public	35.2	64.8	65.4	34.6	0.0	0.0	42.9	57.1	34.0	66.0	34.3	65.7	91.1	107.8	98.5	94.0	54	153						
Lyndon St Coll	VT	Public	32.2	67.8	50.0	50.0	25.0	75.0	38.1	61.9	29.4	70.6	20.8	79.2	95.0	94.6	99.0	89.4	59	72						
Middlebury Coll	VT	Priv-Ind	39.0	61.0	42.9	57.1	55.7	44.3	41.9	58.1	30.8	69.2	23.7	76.3	83.4	97.2	97.4	78.9	269	14						
Saint Michael's Coll	VT	Church	42.6	57.4	69.1	30.9	78.6	21.4	41.0	59.0	37.5	62.5	27.9	72.1	99.0	91.4	101.7	89.3	141	97						
Saint Martin's Uni	WA	Church	34.8	65.2	80.0	20.0	33.3	66.7	50.0	50.0	30.4	69.6	25.0	75.0	91.2	91.2	104.9	91.0	66	5						
U Puget Sound	WA	Priv-Ind	44.2	55.8	54.2	45.8	68.2	31.8	46.6	53.4	32.7	67.3	23.8	76.3	97.3	102.0	99.2	85.4	224	59						
Walla Walla Coll	WA	Church	39.1	60.9	100	0.0	66.7	33.3	43.8	56.3	34.0	66.0	27.9	72.1	101.2	101.9	101.9	100.3	138	4						
Whitman Coll	WA	Priv-Ind	37.4	62.6	58.0	42.0	33.3	66.7	52.9	47.1	30.4	69.6	21.2	78.8	103.4	102.1	101.4	91.2	115	50						
Whitworth Coll	WA	Priv-Ind	41.0	59.0	52.0	48.0	44.4	55.6	48.0	52.0	36.1	63.9	17.1	82.9	91.4	103.0	100.2	92.4	122	171						
Alverno Coll	WI	Priv-Ind	76.1	23.9	79.7	20.3	0.0	0.0	79.3	20.7	75.0	25.0	62.1	37.9	103.0	101.2	99.7	96.2	109	118						
Beloit Coll	WI	Priv-Ind	40.8	59.2	51.2	48.8	45.5	54.5	44.0	56.0	38.8	61.2	28.2	71.8	84.0	94.3	103.8	85.9	103	43						
Carroll Coll	WI	Church	44.4	55.6	100	0.0	54.8	45.2	57.1	42.9	34.0	66.0	21.4	78.6	90.6	96.4	103.1	93.3	99	10						
Carthage Coll	WI	Church	32.0	68.0	47.7	52.3	40.5	59.5	24.0	76.0	30.0	70.0	27.3	72.7	91.5	92.5	90.5	87.4	122	88						
Concordia U Wisconsin	WI	Church	41.6	58.4	50.5	49.5	41.6	58.4	0.0	0.0	0.0	0.0	10.5	89.5	93.7	100.9	108.9	97.6	89	103						
Lakeland Coll	WI	Church	38.2	61.8	38.5	61.5	64.3	35.7	25.0	75.0	31.0	69.0	20.0	80.0	90.8	96.2	92.5	86.5	55	260						
Lawrence U	WI	Priv-Ind	30.5	69.5	46.9	53.1	35.7	64.3	36.4	63.6	27.2	72.8	18.4	81.6	83.0	95.2	102.0	87.4	128	32						
Marian Coll Fond du Lac	WI	Church	43.8	56.2	50.2	49.8	66.7	33.3	45.5	54.5	33.3	66.7	22.2	77.8	99.0	97.7	97.7	90.6	73	201						
Milwaukee Sch Engineering	WI	Priv-Ind	20.8	79.2	31.6	68.4	20.8	79.2	0.0	0.0	0.0	0.0	10.3	89.7	88.7	96.4	84.7	120	95							
Mount Mary Coll	WI	Church	80.3	19.7	75.8	24.2	91.7	8.3	75.0	25.0	78.6	21.4	80.0	20.0	98.8	96.5	97.4	93.5	66	149						
Northland Coll	WI	Priv-Ind	21.4	78.6	48.8	51.2	28.6	71.4	16.7	83.3	21.7	78.3	33.3	66.7	91.7	96.6	110.2	101.6	42	41						
Ripon Coll	WI	Priv-Ind	40.0	60.0	48.4	51.6	50.0	50.0	60.0	40.0	33.3	66.7	35.5	64.5	96.5	102.3	106.9	92.8	50	31						

Note: All numbers are percentages within the indicator category.

Table IIB-17

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IIB - Baccalaureate colleges

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M				
St. Norbert Coll	WI	Church	33.9	66.1	50.0	50.0	50.0	50.0	38.5	61.5	31.2	68.8	5.3	94.7	123.2	94.0	98.8	87.5	109	42						
Bethany Coll	WV	Priv-Ind	33.3	66.7	55.0	45.0	43.8	56.3	40.0	60.0	24.1	75.9	26.9	73.1	98.1	108.8	94.2	91.8	60	20						
Glennville St Coll	WV	Public	37.7	62.3	53.3	46.7	53.3	46.7	23.5	76.5	38.1	61.9	37.5	62.5	93.0	111.2	98.3	95.9	53	30						
Ohio Valley Coll	WV	Church	30.4	69.6	0.0	100	0.0	31.6	68.4	25.0	75.0	0.0	100	0.0	100	0.0	93.9	91.9	83.4	23	3					
U Charleston	WV	Priv-Ind	53.1	46.9	37.9	62.1	53.2	46.8	0.0	0.0	50.0	50.0	66.7	33.3	75.6	94.5	91.3	92.3	49	29						
West Virginia St Univ.	WV	Public	41.7	58.3	56.8	43.2	50.0	50.0	38.5	61.5	41.5	58.5	53.8	46.2	99.8	88.6	76.6	97.1	120	74						
West Virginia Wesleyan Coll	WV	Church	38.5	61.5	55.8	44.2	50.0	50.0	36.4	63.6	38.0	62.0	30.4	69.6	95.0	91.3	97.2	92.7	78	43						

Note: All numbers are percentages within the indicator category.

Table IIB-18

**Appendix 4:**  
**Institutional category: III -**  
**Associate degree colleges with faculty ranks**

AAUP Faculty Gender Equity Indicators 2006

Institutional category: III - Associate degree colleges with faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty							
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof		Assoc		Asst		All		FT	PT
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Prince William Sound CC	AK	Public	83.3	16.7	85.7	14.3	0.0	0.0	0.0	0.0	100	0.0	80.0	20.0	66.7	33.3	101.0	.	.	.	.	84.6	6	28		
Asnuntuck CC	CT	Public	44.0	56.0	37.8	62.2	0.0	0.0	0.0	75.0	25.0	38.1	61.9	36.8	63.2	94.3	89.0	.	.	.	.	88.0	25	90		
Capital CC	CT	Public	58.7	41.3	54.0	46.0	0.0	0.0	0.0	51.7	48.3	64.7	35.3	74.1	25.9	97.3	90.2	79.5	113.1	63	150	63	150			
Gateway CC	CT	Public	50.0	50.0	49.6	50.4	0.0	0.0	0.0	74.1	25.9	39.3	60.7	38.3	61.7	96.9	93.9	97.9	88.8	88	258	88	258			
Housatonic CC	CT	Public	52.9	47.1	52.6	47.4	0.0	0.0	0.0	60.0	40.0	48.9	51.1	47.8	52.2	91.5	98.2	96.5	93.2	70	209	70	209			
Manchester CC	CT	Public	57.9	42.1	55.7	44.3	0.0	0.0	0.0	53.6	46.4	59.7	40.3	61.8	38.2	97.0	98.4	103.0	98.7	95	282	95	282			
Middlesex CC	CT	Public	53.8	46.2	54.2	45.8	0.0	0.0	0.0	66.7	33.3	48.1	51.9	55.0	45.0	96.6	102.1	97.2	94.9	39	131	39	131			
Mitchell Coll	CT	Priv-Ind	59.3	40.7	39.5	60.5	68.8	31.3	100	0.0	25.0	75.0	66.7	33.3	98.6	98.5	94.0	96.1	27	38	27	38	27	38		
Naugatuck Valley CC	CT	Public	52.9	47.1	49.1	50.9	83.3	16.7	53.1	46.9	50.0	50.0	47.6	52.4	98.6	92.6	94.8	95.9	102	289	102	289	102	289		
Northwestern Connecticut CC	CT	Public	55.6	44.4	61.6	38.4	100	0.0	75.0	25.0	50.0	50.0	58.3	41.7	98.4	93.1	94.9	96.0	27	86	27	86	27	86		
Norwalk CC	CT	Public	55.6	44.4	50.0	50.0	100	0.0	75.0	25.0	50.0	50.0	58.3	41.7	98.4	93.1	94.9	96.0	27	384	27	384	27	384		
Quinebaug Valley CC	CT	Public	59.1	40.9	55.4	44.6	0.0	0.0	75.0	25.0	40.0	60.0	40.0	60.0	98.5	97.5	98.5	87.8	22	112	22	112	22	112		
Three Rivers CC	CT	Public	57.5	42.5	43.1	56.9	85.7	14.3	58.6	41.4	51.4	48.6	50.0	50.0	95.1	97.3	95.1	95.1	73	130	73	130	73	130		
Tunxis CC	CT	Public	56.5	43.5	56.6	43.4	40.0	60.0	63.2	36.8	55.3	44.7	54.2	45.8	101.4	85.2	100.2	95.6	62	173	62	173	62	173		
Miami-Dade Coll	FL	Public	50.1	49.9	48.6	51.4	0.0	0.0	45.8	54.2	51.4	48.6	48.0	52.0	97.5	97.1	99.7	96.8	707	3,351	707	3,351	707	3,351		
Bainbridge Coll	GA	Public	47.3	52.7	64.3	35.7	31.3	68.8	55.0	45.0	52.6	47.4	44.4	55.6	102.8	96.8	103.2	105.1	55	56	55	56	55	56		
Georgia Perimeter Coll	GA	Public	58.7	41.3	53.8	46.2	54.6	45.4	59.5	40.5	60.6	39.4	59.5	40.5	110.5	97.8	102.2	96.5	458	1,326	458	1,326	458	1,326		
Middle Georgia Coll	GA	Public	47.9	52.1	64.8	35.2	100	0.0	45.5	54.5	48.0	52.0	18.2	81.8	94.6	111.5	92.4	93.3	71	54	71	54	71	54		
Waycross Coll	GA	Public	43.5	56.5	50.0	50.0	50.0	50.0	42.9	57.1	40.0	60.0	0.0	100	0.0	104.9	97.2	97.2	23	14	23	14	23	14		
Hawaii CC	HI	Public	52.8	47.2	52.9	47.1	100	0.0	44.4	55.6	49.1	50.9	50.0	50.0	96.4	97.5	104.1	96.0	72	87	72	87	72	87		
Honolulu CC	HI	Public	39.4	60.6	46.2	53.8	41.7	58.3	66.7	33.3	36.4	63.6	39.4	60.6	93.9	93.9	93.3	93.9	109	78	109	78	109	78		
Kapiolani CC	HI	Public	52.5	47.5	53.5	46.5	60.0	40.0	58.1	41.9	47.9	52.1	40.8	59.2	104.6	95.7	97.7	96.5	200	144	200	144	200	144		
Kauai CC	HI	Public	40.8	59.2	55.6	44.4	57.1	42.9	57.1	42.9	28.6	71.4	0.0	100	0.0	95.6	90.1	91.2	49	27	49	27	49	27		
Leeward CC	HI	Public	50.0	50.0	60.6	39.4	33.3	66.7	62.1	37.9	48.5	51.5	56.3	43.8	93.8	100.0	92.8	96.0	140	71	140	71	140	71		
Maui CC	HI	Public	58.0	42.0	66.7	33.3	61.5	38.5	69.2	30.8	54.5	45.5	46.2	53.8	97.9	99.0	105.0	99.0	81	81	81	81	81	81		
Windward CC	HI	Public	44.1	55.9	56.8	43.2	50.0	50.0	44.4	55.6	42.1	57.9	45.5	54.5	99.9	98.3	92.8	100.4	59	37	59	37	59	37		
Iowa Lakes CC	IA	Public	47.7	52.3	71.0	29.0	47.7	52.3	0.0	0.0	0.0	0.0	56.5	43.5	95.6	89.1	92.6	94.3	88	93	88	93	88	93		
Kirkwood CC	IA	Public	46.5	53.5	50.0	50.0	46.5	53.5	0.0	0.0	0.0	0.0	41.8	58.2	94.4	96.7	99.0	93.8	275	480	275	480	275	480		

Note: All numbers are percentages within the indicator category.

Table III-1

AAUP Faculty Gender Equity Indicators 2006

Institutional category: III - Associate degree colleges with faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M														
St. Luke's Coll	IA	Priv-Ind	93.8	6.3	100	0.0	93.8	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	118.0	97.9	16	3						
John A. Logan Coll	IL	Public	51.0	49.0	52.7	47.3	0.0	0.0	50.0	51.1	48.9	45.5	54.5	96.0	96.2	87.3	96.3	98	186							
Kaskaskia Coll	IL	Public	42.5	57.5	55.2	44.8	0.0	0.0	45.2	54.8	40.5	59.5	50.0	107.5	97.2	98.1	104.1	73	174							
Southwestern Illinois Coll	IL	Public	49.6	50.4	42.1	57.9	0.0	0.0	62.5	37.5	47.7	52.3	27.8	72.2	102.3	102.1	92.0	127	605							
Ivy Tech CC of Indiana	IN	Public	57.6	42.4	52.5	47.5	57.6	42.4	0.0	0.0	0.0	0.0	63.0	37.0	101.4	97.9	96.6	947	2,948							
Johnson Co CC	KS	Public	48.7	51.3	55.7	44.3	48.7	51.3	0.0	0.0	0.0	0.0	44.4	55.6	97.4	100.1	98.4	308	535							
Kansas City Kansas CC	KS	Public	47.2	52.8	46.3	53.7	47.2	52.8	0.0	0.0	0.0	0.0	54.9	45.1	101.4	102.2	97.2	108	244							
Kentucky Tech & CC System	KY	Public	52.3	47.7	51.4	48.6	48.3	51.7	57.0	43.0	55.1	44.9	59.2	40.8	97.4	95.4	96.6	1,896	2,171							
Louisiana St U-Eunice	LA	Public	50.0	50.0	0.0	0.0	50.0	50.0	59.0	41.0	39.4	60.6	38.9	61.1	102.3	94.2	108.1	74	0							
Southern U-Shreveport	LA	Public	65.9	34.1	66.7	33.3	78.6	21.4	65.7	34.3	47.4	52.6	0.0	100	106.1	122.7	99.4	82	96							
Holyoke CC	MA	Public	56.3	43.8	59.0	41.0	0.0	0.0	54.3	45.7	57.6	42.4	50.0	50.0	89.5	102.8	93.4	112	195							
Northern Essex CC	MA	Public	61.6	38.4	60.8	39.2	0.0	0.0	66.7	33.3	57.9	42.1	57.1	42.9	93.6	88.6	101.3	99	398							
Springfield Tech CC	MA	Public	57.1	42.9	54.3	45.7	85.7	14.3	54.2	45.8	56.1	43.9	56.9	43.1	90.8	95.5	86.7	154	396							
CC Baltimore Co	MD	Public	55.8	44.2	59.3	40.7	64.4	35.6	0.0	100	44.3	55.7	36.2	63.8	98.0	100.0	99.4	355	1,198							
Carroll CC	MD	Public	63.3	36.7	58.4	41.6	63.3	36.7	0.0	0.0	0.0	0.0	71.4	28.6	107.6	99.1	100.3	60	361							
Cecil CC	MD	Public	63.4	36.6	55.0	45.0	67.7	32.3	0.0	0.0	50.0	50.0	53.8	46.2	95.7	89.6	89.6	41	151							
Howard CC	MD	Public	61.7	38.3	64.8	35.2	0.0	0.0	0.0	0.0	61.7	38.3	71.4	28.6	91.9	96.7	99.9	115	526							
Montgomery Coll	MD	Public	53.8	46.2	58.7	41.3	56.9	43.1	0.0	0.0	29.4	70.6	50.9	49.1	95.9	99.4	102.0	455	949							
Cleary U	MI	Priv-Ind	57.1	42.9	0.0	0.0	57.1	42.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	86.5	106.3	7	0							
Bethany Lutheran Coll	MN	Church	19.5	80.5	45.8	54.2	19.5	80.5	0.0	0.0	0.0	0.0	0.0	100	98.3	100.7	93.1	41	24							
Cottey Coll	MO	Priv-Ind	50.0	50.0	75.0	25.0	100	0.0	33.3	66.7	52.0	48.0	50.0	50.0	96.5	97.4	102.9	32	8							
Missouri St U-West Plains	MO	Public	48.3	51.7	59.1	40.9	33.3	66.7	60.0	40.0	47.6	52.4	25.0	75.0	95.5	104.6	95.1	29	88							
St. Louis CC	MO	Public	53.3	46.7	0.0	0.0	53.3	46.7	0.0	0.0	0.0	0.0	51.0	49.0	94.1	97.3	98.8	445	0							
Louisburg Coll	NC	Church	44.0	56.0	65.9	34.1	46.7	53.3	0.0	0.0	40.0	60.0	25.0	75.0	103.5	88.8	95.9	25	41							
Lake Region St Coll	ND	Public	46.7	53.3	57.1	42.9	53.8	46.2	50.0	33.3	66.7	50.0	50.0	87.9	105.4	94.2	92.9	30	7							
NH Cmty Tech-Berlin/Laconia	NH	Public	42.4	57.6	48.1	51.9	42.4	57.6	0.0	0.0	0.0	0.0	52.2	47.8	97.8	100.6	0.0	33	216							
NH Cmty Tech-Manch/Strath	NH	Public	74.3	25.7	52.9	47.1	74.3	25.7	0.0	0.0	0.0	0.0	75.0	25.0	99.1	104.7	101.7	35	314							

Note: All numbers are percentages within the indicator category.

Table III-2

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 3 Full Professor						Indicator 4 - Average Salary Women as % of Men				Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT						
			W	M	W	M	W	M	W	M	W	M														
NH Cmty Tech-Nashua/Clarem	NH	Public	74.3	25.7	58.4	41.6	74.3	25.7	0.0	0.0	0.0	0.0	75.0	25.0	99.1	104.7	102.1	101.7	35	404						
NH Tech Inst-Concord	NH	Public	59.4	40.6	57.6	42.4	59.4	40.6	0.0	0.0	0.0	0.0	59.0	41.0	99.5	98.2	92.3	98.1	106	255						
Gloucester Co Coll	NJ	Public	51.6	48.4	47.0	53.0	0.0	0.0	81.3	18.8	41.7	58.3	30.8	69.2	94.3	97.6	84.1	77.5	64	232						
Passaic Co CC	NJ	Public	60.6	39.4	38.6	61.4	0.0	0.0	60.5	39.5	60.7	39.3	44.4	55.6	95.5	106.6	117.8	98.4	94	308						
Sussex Co CC	NJ	Public	65.9	34.1	50.5	49.5	0.0	0.0	66.7	33.3	65.5	34.5	60.0	40.0	98.6	81.8	88.9	88.6	41	192						
Union Co Coll	NJ	Public	59.0	41.0	44.4	55.6	59.3	40.7	68.8	31.3	57.9	42.1	52.6	47.4	96.1	92.8	90.0	89.9	183	259						
New Mexico St U-Alamogordo	NM	Public	50.0	50.0	60.0	40.0	57.1	42.9	61.5	38.5	33.3	66.7	25.0	75.0	91.5	93.9	73.3	85.9	52	45						
New Mexico St U-Carlsbad	NM	Public	68.0	32.0	55.1	44.9	50.0	50.0	76.9	23.1	62.5	37.5	57.1	42.9	101.2	99.7	155.0	108.7	25	49						
New Mexico St U-Dona Ana	NM	Public	53.2	46.8	49.8	50.2	40.0	60.0	54.7	45.3	52.8	47.2	52.2	47.8	101.9	104.9	98.3	102.2	94	319						
New Mexico St U-Grants	NM	Public	43.8	56.3	47.1	52.9	20.0	80.0	60.0	40.0	50.0	50.0	40.0	60.0	103.4	.	106.8	112.7	16	34						
U New Mexico-Gallup Branch	NM	Public	50.0	50.0	59.0	41.0	48.1	51.9	52.0	48.0	50.0	50.0	60.0	40.0	100.7	98.9	97.3	97.0	66	105						
U New Mexico-Los Alamos	NM	Public	0.0	100	55.9	44.1	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	118						
U New Mexico-Taos	NM	Public	33.3	66.7	49.5	50.5	37.5	62.5	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	106.5	9	99						
U New Mexico-Valencia	NM	Public	72.0	28.0	61.6	38.4	75.0	25.0	100	0.0	60.0	40.0	60.0	40.0	93.1	102.4	.	85.6	25	99						
Broome CC	NY	Public	51.4	48.6	47.8	52.2	76.5	23.5	56.7	43.3	42.7	57.3	35.5	64.5	88.3	95.0	92.7	81.5	181	209						
CUNY-Borough Manhattan CC	NY	Public	52.1	47.9	46.5	53.5	59.7	40.3	56.3	43.8	46.8	53.2	42.2	57.8	92.9	94.4	100.6	92.0	378	697						
CUNY-Bronx CC	NY	Public	46.0	54.0	42.2	57.8	55.2	44.8	51.6	48.4	40.7	59.3	31.4	68.6	97.2	106.0	99.0	92.7	265	282						
CUNY-Hostos CC	NY	Public	49.7	50.3	43.2	56.8	25.0	75.0	52.8	47.2	50.0	50.0	41.9	58.1	95.1	102.0	101.7	95.1	157	155						
CUNY-Kingsborough CC	NY	Public	50.7	49.3	52.0	48.0	50.0	50.0	54.9	45.1	48.4	51.6	41.8	58.2	93.7	102.1	104.2	95.5	304	502						
CUNY-La Guardia CC	NY	Public	56.9	43.1	49.2	50.8	42.1	57.9	55.6	44.4	59.1	40.9	53.7	46.3	99.0	110.0	105.3	103.1	276	508						
CUNY-Queensborough CC	NY	Public	47.8	52.2	46.8	53.2	45.5	54.5	53.8	46.2	44.3	55.7	39.2	60.8	94.0	96.4	100.0	92.7	295	468						
Clinton CC	NY	Public	55.6	44.4	58.7	41.3	0.0	100	68.8	31.3	52.8	47.2	53.3	46.7	86.9	96.2	90.7	91.6	54	92						
Columbia-Greene CC	NY	Public	52.0	48.0	65.0	35.0	50.0	50.0	62.5	37.5	50.0	50.0	46.7	53.3	86.2	91.0	99.4	90.9	50	60						
Corning CC	NY	Public	41.8	58.2	54.2	45.8	50.0	50.0	52.4	47.6	36.9	63.1	29.7	70.3	81.4	100.1	102.0	83.6	98	155						
Fashion Inst Tech	NY	Public	51.4	48.6	49.5	50.5	0.0	0.0	52.9	47.1	51.1	48.9	48.6	51.4	95.0	99.2	98.8	98.3	210	748						
Finger Lakes CC	NY	Public	43.1	56.9	53.2	46.8	0.0	0.0	39.3	60.7	44.4	55.6	48.5	51.5	84.6	93.3	98.7	96.2	109	171						
Fulton-Montgomery CC	NY	Public	40.0	60.0	35.5	64.5	0.0	0.0	58.8	41.2	30.3	69.7	36.4	63.6	95.9	101.5	101.1	89.8	50	62						

Note: All numbers are percentages within the indicator category.

Table III-3

AAUP Faculty Gender Equity Indicators 2006

Institutional category: III - Associate degree colleges with faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status				Indicator 3 Full Professor				Indicator 4 - Average Salary Women as % of Men				Total Faculty			
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women		Men		Prof	Assoc	Asst	All	FT	PT
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	Prof	Assoc	Asst	All
Genesee CC	NY	Public	55.4	44.6	48.3	51.7	44.6	0.0	0.0	0.0	0.0	0.0	0.0	45.5	54.5	102.4	88.7	92.9	94.2	74	238	
Helene Fuld Coll Nursing	NY	Priv-Ind	81.3	18.8	90.5	9.5	81.3	18.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.1	101.8	95.6	16	21	
Mohawk Valley CC	NY	Public	37.5	62.5	50.0	50.0	57.1	42.9	35.5	64.5	36.7	63.3	41.9	58.1	88.2	84.2	96.7	93.9	136	160		
Monroe CC	NY	Public	48.2	51.8	51.2	48.8	47.1	52.9	49.5	50.5	47.6	52.4	43.5	56.5	98.3	91.3	94.4	93.7	311	670		
Niagara Co CC	NY	Public	50.0	50.0	55.0	45.0	50.0	50.0	59.1	40.9	48.0	52.0	42.9	57.1	93.5	98.7	105.3	89.7	126	311		
Onondaga CC	NY	Public	48.8	51.3	50.1	49.9	0.0	0.0	53.7	46.3	46.2	53.8	45.7	54.3	92.8	92.1	96.6	95.0	160	339		
SUNY Coll Tech-Alfred	NY	Public	23.4	76.6	53.2	46.8	31.6	68.4	22.9	77.1	21.2	78.8	28.2	71.8	97.3	88.5	99.3	96.5	154	47		
SUNY Coll Tech-Canton	NY	Public	45.3	54.7	58.2	41.8	50.0	50.0	51.1	48.9	38.5	61.5	22.7	77.3	90.5	95.1	92.3	86.4	86	55		
SUNY Coll Tech-Cobleskill	NY	Public	33.0	67.0	43.2	56.8	22.2	77.8	34.6	65.4	33.8	66.2	31.8	68.2	92.5	94.0	93.5	94.3	109	44		
SUNY Coll Tech-Delhi	NY	Public	36.8	63.2	54.0	46.0	0.0	0.0	42.0	58.0	27.0	73.0	29.2	70.8	106.0	90.3	90.8	94.8	106	50		
SUNY Coll Tech-Morrisville	NY	Public	41.3	58.7	54.4	45.6	50.0	50.0	47.0	53.0	34.5	65.5	30.0	70.0	109.9	93.1	94.2	94.2	126	79		
Tompkins Cortland CC	NY	Public	53.6	46.4	53.3	46.7	0.0	0.0	47.1	52.9	55.8	44.2	52.4	47.6	89.3	100.9	98.7	91.3	69	210		
Ulster Co CC	NY	Public	50.8	49.2	54.0	46.0	33.3	66.7	52.2	47.8	51.3	48.7	40.9	59.1	98.0	103.0	102.1	96.8	65	124		
Vaughn College	NY	Priv-Ind	12.1	87.9	68.8	31.3	0.0	100	0.0	100	21.1	78.9	10.0	90.0	95.4	88.0	0.0	92.9	33	32		
Westchester CC	NY	Public	49.4	50.6	50.5	49.5	50.0	50.0	47.4	52.6	50.0	50.0	46.2	53.8	102.1	95.0	100.4	100.4	156	549		
Bowling GreenSt U-Firelands	OH	Public	54.5	45.5	57.7	42.3	68.4	31.6	55.6	44.4	37.5	62.5	0.0	100	0.0	79.0	106.9	83.2	44	71		
Kent St U-Ashtabula	OH	Public	53.5	46.5	55.2	44.8	63.6	36.4	63.6	36.4	20.0	80.0	0.0	0.0	0.0	89.7	84.0	83.5	43	67		
Kent St U-East Liverpool	OH	Public	58.3	41.7	54.3	45.7	53.8	46.2	0.0	100	77.8	22.2	0.0	0.0	0.0	119.1	108.5	111.2	24	46		
Kent St U-Geauga	OH	Public	61.5	38.5	43.2	56.8	80.0	20.0	50.0	50.0	50.0	50.0	0.0	100	0.0	100.1	110.2	87.5	13	74		
Kent St U-Salem	OH	Public	59.0	41.0	63.3	36.7	77.8	22.2	33.3	66.7	46.7	53.3	100	0.0	0.0	119.2	110.4	94.7	39	49		
Kent St U-Stark	OH	Public	49.4	50.6	41.8	58.2	66.7	33.3	62.5	37.5	30.8	69.2	25.0	75.0	106.9	98.1	84.1	86.5	87	110		
Kent St U-Trumbull	OH	Public	34.5	65.5	43.7	56.3	41.7	58.3	69.2	30.8	18.2	81.8	0.0	100	0.0	90.0	88.6	84.7	58	71		
Kent St U-Tuscarawas	OH	Public	47.9	52.1	52.6	47.4	54.5	45.5	52.9	47.1	40.0	60.0	0.0	100	0.0	88.1	94.8	88.4	48	76		
Miami U-Hamilton	OH	Public	54.4	45.6	52.4	47.6	52.6	47.4	70.6	29.4	46.9	53.1	54.5	45.5	83.3	95.8	104.6	88.6	68	84		
Miami U-Middletown	OH	Public	51.6	48.4	61.4	38.6	53.3	46.7	61.5	38.5	47.1	52.9	42.9	57.1	106.2	91.2	101.1	95.8	62	88		
Ohio U-Chillicothe	OH	Public	60.6	39.4	47.1	52.9	0.0	0.0	61.5	38.5	60.0	40.0	50.0	50.0	93.8	87.9	92.8	90.2	33	136		
Ohio U-Eastern	OH	Public	28.6	71.4	47.5	52.5	0.0	0.0	30.0	70.0	27.3	72.7	0.0	0.0	0.0	97.2	98.4	97.0	21	40		
Ohio U-Lancaster	OH	Public	36.7	63.3	57.3	42.7	0.0	0.0	20.0	80.0	40.0	60.0	0.0	100	0.0	100.5	110.7	105.4	30	89		

Note: All numbers are percentages within the indicator category.

Table III-4



AAUP Faculty Gender Equity Indicators 2006

Institutional category: III - Associate degree colleges with faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor					Indicator 4 - Average Salary Women as % of Men			Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M										
Ohio U-Southern	OH	Public	57.9	42.1	43.9	56.1	0.0	0.0	60.0	40.0	55.6	44.4	100	0.0	98.1	93.0	103.2	19	107			
Ohio U-Zanesville	OH	Public	52.8	47.2	49.6	50.4	0.0	0.0	64.7	35.3	42.1	57.9	57.1	42.9	96.9	102.6	95.1	36	117			
Sinclair CC	OH	Public	52.5	47.5	42.8	57.2	0.0	0.0	53.1	46.9	52.2	47.8	48.5	51.5	102.8	100.2	95.5	360	614			
Terra St CC	OH	Public	28.3	71.7	38.5	61.5	0.0	0.0	28.6	71.4	28.2	71.8	18.2	81.8	94.4	93.5	96.5	46	91			
U Akron-Wayne	OH	Public	50.0	50.0	53.1	46.9	0.0	100	50.0	50.0	52.2	47.8	57.1	42.9	88.9	103.3	99.3	28	98			
U Cincinnati-Clermont Coll	OH	Public	57.1	42.9	36.4	63.6	66.7	33.3	63.2	36.8	50.0	50.0	42.9	57.1	105.0	96.9	92.0	49	132			
U Cincinnati-R. Walters Coll	OH	Public	65.6	34.4	46.8	53.2	41.7	58.3	79.5	20.5	62.3	37.7	65.8	34.2	90.8	89.5	89.0	128	109			
Wright St U-Lake	OH	Public	20.0	80.0	0.0	0.0	100	0.0	16.7	83.3	8.3	91.7	0.0	100	96.2	78.7	78.7	20	0			
Oklahoma St U-Oklahoma City	OK	Public	53.4	46.6	44.0	56.0	0.0	0.0	62.5	37.5	46.3	53.7	28.6	71.4	96.4	94.8	92.1	73	207			
Multnomah Bible Coll & Sem	OR	Church	13.3	86.7	33.3	66.7	13.3	86.7	0.0	0.0	0.0	0.0	0.0	100	0.0	90.1	80.5	30	36			
Butler Co CC	PA	Public	51.6	48.4	47.3	52.7	80.0	20.0	40.0	60.0	51.0	49.0	54.2	45.8	87.7	87.9	87.3	64	241			
CC Allegheny Co	PA	Public	46.4	53.6	53.2	46.8	0.0	0.0	0.0	0.0	46.4	53.6	50.6	49.4	88.6	79.7	90.1	211	1,362			
Lehigh Carbon CC	PA	Public	67.7	32.3	43.0	57.0	67.7	32.3	0.0	0.0	0.0	0.0	70.8	29.2	93.8	87.0	88.7	99	395			
Peirce Coll	PA	Priv-Ind	55.6	44.4	32.1	67.9	0.0	0.0	0.0	0.0	0.0	0.0	57.1	42.9	90.3	104.0	95.7	27	109			
Penn St U-III Campuses	PA	Public	43.7	56.3	42.9	57.1	57.7	42.3	44.8	55.2	24.5	75.5	24.0	76.0	93.9	93.9	84.3	570	552			
U Pittsburgh- Titusville	PA	Public	62.5	37.5	50.0	50.0	78.6	21.4	50.0	50.0	33.3	66.7	50.0	50.0	121.3	88.9	94.8	24	44			
American U Puerto Rico	PR	Priv-Ind	52.4	47.6	51.4	48.6	0.0	0.0	0.0	0.0	50.8	49.2	100	0.0	100.0	116.7	94.5	63	70			
CC Rhode Island	RI	Public	60.1	39.9	47.4	52.6	0.0	0.0	69.2	30.8	56.9	43.1	48.6	51.4	96.3	95.4	87.3	296	426			
U South Carolina-Beaufort	SC	Public	35.6	64.4	39.0	61.0	46.2	53.8	42.9	57.1	22.2	77.8	44.4	55.6	94.4	93.1	95.7	45	59			
U South Carolina-Lancaster	SC	Public	36.7	63.3	54.2	45.8	57.1	42.9	20.0	80.0	33.3	66.7	0.0	100	93.3	102.5	86.1	30	24			
U South Carolina-Sumter	SC	Public	25.0	75.0	38.9	61.1	0.0	100	45.5	54.5	20.0	80.0	15.4	84.6	108.1	108.3	98.9	40	18			
U South Carolina-Union	SC	Public	37.5	62.5	25.0	75.0	50.0	50.0	66.7	33.3	0.0	100	0.0	100	0.0	92.0	81.0	8	12			
U South Carolina-Salkehatchie	SC	Public	27.8	72.2	44.4	55.6	33.3	66.7	66.7	33.3	16.7	83.3	14.3	85.7	112.4	107.5	92.8	18	27			
Chattanooga St Tech CC	TN	Public	56.5	43.5	43.8	56.3	27.8	72.2	53.0	47.0	62.4	37.6	27.8	72.2	96.4	97.2	97.7	209	400			
Cleveland St CC	TN	Public	49.3	50.7	53.4	46.6	50.0	50.0	65.4	34.6	37.1	62.9	20.0	80.0	113.9	94.5	92.4	71	118			
Hiwassee Coll	TN	Church	35.0	65.0	50.0	50.0	0.0	0.0	33.3	66.7	37.5	62.5	33.3	66.7	84.9	115.9	97.5	20	4			
Jackson St CC	TN	Public	57.9	42.1	55.2	44.8	64.7	35.3	68.4	31.6	51.5	48.5	33.3	66.7	100.4	96.7	94.7	121	96			
Motlow St CC	TN	Public	64.9	35.1	60.9	39.1	50.0	50.0	66.7	33.3	66.1	33.9	36.4	63.6	94.0	107.6	94.5	74	133			

Note: All numbers are percentages within the indicator category.

Table III-5

AAUP Faculty Gender Equity Indicators 2006

Institutional category: III - Associate degree colleges with faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor					Indicator 4 - Average Salary Women as % of Men			Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M										
Nashville St Tech CC	TN	Public	48.2	51.8	57.4	42.6	54.7	45.3	60.0	45.1	54.9	50.0	50.0	88.7	91.6	96.1	91.5	139	298			
Northeast St Tech CC	TN	Public	48.5	51.5	40.1	59.9	34.6	65.4	42.9	57.1	32.5	44.4	55.6	100.3	96.3	101.5	103.0	99	147			
Volunteer St CC	TN	Public	51.4	48.6	56.2	43.8	56.3	43.8	60.0	48.4	51.6	30.8	69.2	101.1	96.7	94.7	94.0	140	235			
Walters St CC	TN	Public	51.5	48.5	45.0	55.0	54.8	45.2	55.2	44.8	52.5	42.9	57.1	93.9	97.1	104.4	94.5	130	220			
Austin CC	TX	Public	54.2	45.8	44.3	55.7	54.2	45.8	0.0	0.0	0.0	47.8	52.2	101.5	102.1	101.2	97.3	406	1,033			
Del Mar Coll	TX	Public	46.0	54.0	51.9	48.1	0.0	0.0	59.0	46.9	53.1	43.9	56.1	99.6	99.9	99.5	98.9	263	320			
Lamar St Coll-Orange	TX	Public	70.8	29.2	67.4	32.6	88.9	11.1	66.7	33.3	42.9	50.0	84.7	94.7	95.1	88.6	48	46				
Western Texas Coll	TX	Public	27.0	73.0	59.5	40.5	27.0	73.0	0.0	0.0	0.0	0.0	100	0.0	89.1	89.6	91.4	37	42			
Dixie St Coll Utah	UT	Public	41.0	59.0	52.6	47.4	60.0	40.0	54.5	27.5	72.5	6.3	93.8	107.6	90.4	102.3	89.2	100	209			
Salt Lake CC	UT	Public	47.8	52.2	39.6	60.4	46.4	53.6	52.5	47.5	55.0	47.5	52.5	96.7	99.1	92.0	98.3	347	936			
Snow Coll	UT	Public	23.7	76.3	59.4	40.6	19.2	80.8	21.4	78.6	73.3	5.3	94.7	99.9	98.6	100.9	91.1	114	133			
Utah Valley St Coll	UT	Public	33.9	66.1	32.0	68.0	41.9	58.1	40.5	59.5	72.3	28.3	71.7	101.4	95.8	92.0	94.0	407	924			
Blue Ridge CC	VA	Public	48.3	51.7	35.8	64.2	50.0	50.0	0.0	0.0	100	0.0	100	0.0	96.1	96.9	89.4	60	187			
Central Virginia CC	VA	Public	43.1	56.9	40.8	59.2	43.6	56.4	0.0	0.0	66.7	30.8	69.2	85.2	95.4	96.8	91.5	58	179			
Dabney S. Lancaster CC	VA	Public	40.9	59.1	47.5	52.5	45.0	55.0	0.0	0.0	100	0.0	0.0	0.0	89.1	105.4	89.1	22	40			
Danville CC	VA	Public	34.5	65.5	18.9	81.1	34.6	65.4	0.0	0.0	66.7	23.1	76.9	101.0	84.3	90.3	89.9	58	164			
Eastern Shore CC	VA	Public	31.6	68.4	61.2	38.8	33.3	66.7	0.0	0.0	100	33.3	66.7	72.9	94.8	104.0	91.1	19	49			
Germanna CC	VA	Public	51.9	48.1	54.3	45.7	52.8	47.2	0.0	0.0	100	75.0	25.0	75.5	101.7	84.9	92.3	54	293			
J. Sargeant Reynolds CC	VA	Public	50.0	50.0	53.5	46.5	50.0	50.0	0.0	0.0	0.0	30.8	69.2	89.3	98.9	93.8	90.3	128	387			
John Tyler CC	VA	Public	59.1	40.9	54.9	45.1	62.9	37.1	0.0	0.0	100	40.0	60.0	97.2	88.1	92.3	88.4	66	253			
Lord Fairfax CC	VA	Public	49.1	50.9	58.3	41.7	48.2	51.8	0.0	0.0	0.0	14.3	85.7	96.6	94.2	96.7	92.0	57	252			
Mountain Empire CC	VA	Public	39.6	60.4	50.0	50.0	39.6	60.4	0.0	0.0	0.0	35.7	64.3	95.2	90.0	92.6	94.4	48	136			
New River CC	VA	Public	55.0	45.0	48.4	51.6	55.0	45.0	0.0	0.0	0.0	27.3	72.7	91.4	96.3	95.1	91.6	60	122			
Northern Virginia CC	VA	Public	55.0	45.0	20.9	79.1	56.2	43.8	0.0	0.0	82.4	46.5	53.5	96.0	90.9	96.4	91.6	515	1,706			
Patrick Henry CC	VA	Public	57.4	42.6	57.4	42.6	55.6	44.4	0.0	0.0	100	50.0	50.0	112.4	94.3	94.6	99.9	47	122			
Paul D. Camp CC	VA	Public	43.5	56.5	56.1	43.9	43.5	56.5	0.0	0.0	0.0	25.0	75.0	106.8	98.4	87.9	98.7	23	107			
Piedmont Virginia CC	VA	Public	58.2	41.8	26.9	73.1	58.2	41.8	0.0	0.0	0.0	50.0	50.0	100.9	98.1	97.7	97.1	55	193			
Rappahannock CC	VA	Public	58.6	41.4	52.3	47.7	58.6	41.4	0.0	0.0	0.0	100	0.0	83.7	83.2	90.3	29	111				

Note: All numbers are percentages within the indicator category.

Table III-6

AAUP Faculty Gender Equity Indicators 2006

Institutional category: III - Associate degree colleges with faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status				Indicator 2 - Tenure Status						Indicator 3 Full Professor					Indicator 4 - Average Salary Women as % of Men			Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		Women	Men	Prof	Assoc	Asst	All	FT	PT		
			W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M		
Richard Bland Coll	VA	Public	53.1	46.9	0.0	0.0	0.0	0.0	77.8	22.2	43.5	56.5	22.2	77.8	101.2	94.0	96.4	87.3	32	0		
Southside Virginia CC	VA	Public	50.0	50.0	68.7	31.3	50.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0	100.8	96.9	107.7	100.7	72	182		
Southwest Virginia CC	VA	Public	35.2	64.8	53.0	47.0	35.2	64.8	0.0	0.0	0.0	0.0	33.3	66.7	91.1	89.9	101.4	94.6	71	181		
Thomas Nelson CC	VA	Public	56.1	43.9	48.1	51.9	56.3	43.8	0.0	0.0	50.0	50.0	30.8	69.2	85.5	97.5	97.8	91.5	98	439		
Tidewater CC	VA	Public	43.9	56.1	50.3	49.7	44.0	56.0	0.0	0.0	33.3	66.7	41.3	58.7	93.8	93.5	97.2	94.4	330	1,057		
Virginia Highlands CC	VA	Public	57.4	42.6	61.1	38.9	58.7	41.3	0.0	0.0	0.0	100	44.4	55.6	102.4	89.1	110.5	92.2	47	90		
Virginia Western CC	VA	Public	61.6	38.4	50.6	49.4	63.9	36.1	0.0	0.0	0.0	100	66.7	33.3	90.4	97.7	97.4	92.9	86	251		
Wytheville CC	VA	Public	65.8	34.2	65.4	34.6	65.8	34.2	0.0	0.0	0.0	0.0	66.7	33.3	94.8	96.1	105.1	96.6	38	107		
Landmark Coll	VT	Priv-Ind	59.6	40.4	100	0.0	59.6	40.4	0.0	0.0	0.0	0.0	50.0	50.0	81.2	98.6	99.5	99.3	99	2		
Vermont Tech Coll	VT	Public	42.7	57.3	28.6	71.4	33.3	66.7	51.6	48.4	36.6	63.4	23.1	76.9	90.3	106.2	107.0	90.4	75	91		
Peninsula Coll	WA	Public	36.5	63.5	59.1	40.9	20.0	80.0	27.3	72.7	45.2	54.8	45.5	54.5	98.2	88.6	105.0	100.6	52	127		
U Wisconsin Colleges	WI	Public	34.7	65.3	48.0	52.0	28.6	71.4	33.8	66.2	36.1	63.9	32.9	67.1	96.8	94.6	99.8	98.0	300	319		
Marshall Cmty & Tech Coll	WV	Public	68.6	31.4	55.7	44.3	58.8	41.2	0.0	0.0	77.8	22.2	75.0	25.0	101.6	95.2	63.1	94.1	35	88		
Southern WV Cmty/Tech Coll	WV	Public	54.5	45.5	53.0	47.0	55.2	44.8	100	0.0	52.8	47.2	65.0	35.0	101.5	98.0	95.6	106.2	66	83		
West Virginia Northern CC	WV	Public	63.6	36.4	45.1	54.9	63.0	37.0	0.0	0.0	64.3	35.7	68.2	31.8	89.5	89.5	95.9	91.3	55	122		
Central Wyoming Coll	WY	Public	60.0	40.0	64.7	35.3	60.0	40.0	0.0	0.0	0.0	0.0	58.3	41.7	109.0	102.0	97.6	100.1	45	102		
Northwest Coll	WY	Public	35.4	64.6	47.8	52.2	62.5	37.5	50.0	50.0	25.5	74.5	10.0	90.0	81.7	100.4	105.2	94.5	79	69		

Note: All numbers are percentages within the indicator category.

Table III-7

**Appendix 5:**  
**Institutional category: IV -**  
**Associate degree colleges with no faculty ranks**

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IV - Associate degree colleges with no faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 4 - Average Salary Women as % of Men		Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		All	FT	PT			
			W	M	W	M	W	M	W	M	W	M						
			W	M	W	M	W	M	W	M	W	M						
Enterprise-Ozark CC	AL	Public	37.9	62.1	54.4	45.6	0.0	100	25.0	75.0	43.2	56.8	90.9	58	68			
Gadsden St CC	AL	Public	61.0	39.0	64.5	35.5	0.0	0.0	58.6	41.4	61.5	38.5	95.6	164	245			
Northwest-Shoals CC	AL	Public	48.1	51.9	66.1	33.9	0.0	0.0	57.1	42.9	47.1	52.9	88.3	77	177			
Shelton St CC	AL	Public	53.7	46.3	61.5	38.5	0.0	100	61.9	38.1	51.7	48.3	95.9	82	117			
Snead St CC	AL	Public	64.5	35.5	62.8	37.2	0.0	0.0	88.9	11.1	54.5	45.5	104.2	31	78			
Cossatot CC U Arkansas	AR	Public	54.2	45.8	71.2	28.8	54.2	45.8	0.0	0.0	0.0	0.0	90.9	24	52			
Arizona Western Coll	AZ	Public	45.7	54.3	44.9	55.1	45.7	54.3	0.0	0.0	0.0	0.0	106.0	105	301			
Chandler-Gilbert CC	AZ	Public	56.0	44.0	55.1	44.9	56.0	44.0	0.0	0.0	0.0	0.0	100.4	100	336			
Cochise Coll	AZ	Public	40.7	59.3	51.3	48.7	40.7	59.3	0.0	0.0	0.0	0.0	93.7	91	277			
Estrella Mountain CC	AZ	Public	56.5	43.5	51.7	48.3	56.5	43.5	0.0	0.0	0.0	0.0	100.6	62	205			
Gateway CC	AZ	Public	64.9	35.1	56.5	43.5	64.9	35.1	0.0	0.0	0.0	0.0	94.8	97	246			
Glendale CC	AZ	Public	52.7	47.3	47.9	52.1	52.7	47.3	0.0	0.0	0.0	0.0	95.5	277	635			
Mesa CC	AZ	Public	53.4	46.6	49.9	50.1	53.4	46.6	0.0	0.0	0.0	0.0	96.4	335	949			
Mohave CC	AZ	Public	45.8	54.2	58.4	41.6	45.8	54.2	0.0	0.0	0.0	0.0	90.8	48	361			
Paradise Valley CC	AZ	Public	52.9	47.1	55.1	44.9	52.9	47.1	0.0	0.0	0.0	0.0	95.3	102	336			
Phoenix Coll	AZ	Public	59.8	40.2	56.0	44.0	59.8	40.2	0.0	0.0	0.0	0.0	103.1	194	539			
Pima Co CC Dist	AZ	Public	55.3	44.7	51.9	48.1	55.3	44.7	0.0	0.0	0.0	0.0	96.2	318	1,057			
Rio Salado Coll	AZ	Public	68.0	32.0	64.5	35.5	68.0	32.0	0.0	0.0	0.0	0.0	93.2	25	499			
Scottsdale CC	AZ	Public	45.5	54.5	49.8	50.2	45.5	54.5	0.0	0.0	0.0	0.0	97.8	167	446			
South Mountain CC	AZ	Public	57.4	42.6	53.3	46.7	57.4	42.6	0.0	0.0	0.0	0.0	98.4	61	169			
Coll Redwoods	CA	Public	40.2	59.8	51.1	48.9	100	0.0	51.4	48.6	32.3	67.7	96.6	102	235			
Cuesta Coll	CA	Public	46.7	53.3	52.9	47.1	0.0	100	38.9	61.1	48.3	51.7	96.0	135	346			
Santa Rosa Jr Coll	CA	Public	55.7	44.3	58.2	41.8	0.0	0.0	68.8	31.3	53.3	46.7	95.3	305	966			
Morgan CC	CO	Public	58.8	41.2	75.7	24.3	58.8	41.2	0.0	0.0	0.0	0.0	80.2	34	115			
Pikes Peak CC	CO	Public	58.4	41.6	51.6	48.4	58.4	41.6	0.0	0.0	0.0	0.0	88.6	154	442			
Florida Coll	FL	Priv-Ind	22.6	77.4	28.6	71.4	50.0	50.0	10.0	90.0	26.3	73.7	95.4	31	7			
Tallahassee CC	FL	Public	56.5	43.5	43.4	56.6	50.0	50.0	64.3	35.7	54.0	46.0	97.5	170	514			
Valencia CC	FL	Public	55.5	44.5	51.7	48.3	75.0	25.0	54.1	45.9	55.2	44.8	96.4	299	861			

Note: All numbers are percentages within the indicator category.

Table IV-1

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IV - Associate degree colleges with no faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 4 - Average Salary Women as % of Men			Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		All	FT	PT				
			W	M	W	M	W	M	W	M	W	M							
Savannah Tech Coll	GA	Public	51.9	48.1	64.2	35.8	51.9	48.1	0.0	0.0	0.0	0.0	103.1	54	229				
Hawkeye CC	IA	Public	43.8	56.3	64.1	35.9	43.8	56.3	0.0	0.0	0.0	0.0	96.0	112	231				
North Iowa Area CC	IA	Public	38.1	61.9	50.7	49.3	38.1	61.9	0.0	0.0	0.0	0.0	94.7	84	69				
Carl Sandburg Coll	IL	Public	59.4	40.6	57.8	42.2	40.0	60.0	58.3	41.7	61.5	38.5	92.9	69	173				
Lake Land Coll	IL	Public	49.1	50.9	56.6	43.4	0.0	0.0	66.7	33.3	47.0	53.0	101.1	112	189				
Spoon River Coll	IL	Public	51.2	48.8	50.5	49.5	0.0	0.0	70.0	30.0	45.2	54.8	102.9	41	101				
Alpena CC	MI	Public	42.3	57.7	46.9	53.1	42.3	57.7	0.0	0.0	0.0	0.0	101.3	52	96				
Alexandria Tech Coll	MN	Public	38.0	62.0	60.5	39.5	0.0	0.0	66.7	33.3	35.6	64.4	96.9	79	43				
Anoka Tech Coll	MN	Public	50.9	49.1	36.8	63.2	0.0	0.0	57.1	42.9	50.0	50.0	96.8	57	76				
Anoka-Ramsey CC	MN	Public	58.7	41.3	57.1	42.9	0.0	0.0	68.8	31.3	56.6	43.4	97.7	92	156				
Central Lakes Coll	MN	Public	33.7	66.3	47.8	52.2	0.0	0.0	16.7	83.3	35.0	65.0	98.8	86	69				
Century Coll	MN	Public	51.2	48.8	60.7	39.3	62.5	37.5	62.5	37.5	47.7	52.3	97.0	170	191				
Dakota Co Tech Coll	MN	Public	44.6	55.4	46.1	53.9	0.0	0.0	100	0.0	42.3	57.7	87.9	74	102				
Dunwoody Coll Tech	MN	Priv-Ind	16.4	83.6	25.0	75.0	16.4	83.6	0.0	0.0	0.0	0.0	95.8	73	12				
Fond du Lac Tribal & CC	MN	Public	42.9	57.1	35.1	64.9	0.0	100	60.0	40.0	40.0	60.0	95.0	28	57				
Hennepin Tech Coll	MN	Public	38.6	61.4	39.5	60.5	57.1	42.9	57.1	42.9	30.6	69.4	95.8	140	124				
Hibbing Comm&Tech Coll	MN	Public	33.3	66.7	62.5	37.5	0.0	0.0	44.4	55.6	31.3	68.8	99.8	57	40				
Inver Hills CC	MN	Public	62.5	37.5	48.1	51.9	100	0.0	75.0	25.0	59.0	41.0	101.8	72	131				
Itasca CC	MN	Public	50.0	50.0	54.8	45.2	100	0.0	0.0	100	50.0	50.0	91.0	36	31				
Lake Superior Coll	MN	Public	47.7	52.3	53.9	46.1	0.0	0.0	75.0	25.0	45.0	55.0	103.1	88	152				
Mesabi Range Cmty&Tech Coll	MN	Public	42.5	57.5	54.3	45.7	0.0	100	50.0	50.0	42.4	57.6	103.7	40	46				
Minneapolis Cmty&Tech Coll	MN	Public	50.7	49.3	50.5	49.5	60.0	40.0	68.8	31.3	47.8	52.2	96.8	134	321				
Minnesota St Cmty&Tech Coll	MN	Public	49.7	50.3	61.3	38.7	50.0	50.0	56.8	43.2	47.5	52.5	96.6	163	181				
Minnesota St Coll-SE Tech	MN	Public	38.8	61.2	65.8	34.2	0.0	0.0	25.0	75.0	43.2	56.8	105.9	49	38				
Minnesota West CmtyTech Coll	MN	Public	40.4	59.6	50.8	49.2	0.0	0.0	43.8	56.3	39.7	60.3	97.4	89	118				
Normandale CC	MN	Public	53.7	46.3	53.0	47.0	65.2	34.8	80.0	20.0	48.9	51.1	101.1	175	117				
North Hennepin CC	MN	Public	62.8	37.2	46.6	53.4	0.0	0.0	66.7	33.3	62.3	37.7	98.6	86	103				
Northland Cmty & Tech Coll	MN	Public	46.0	54.0	60.9	39.1	100	0.0	48.0	52.0	44.2	55.8	92.9	113	87				

Note: All numbers are percentages within the indicator category.

Table IV-2

AAUP Faculty Gender Equity Indicators 2006 Institutional category: IV - Associate degree colleges with no faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 4 - Average Salary Women as % of Men		Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		All	FT	PT			
			W	M	W	M	W	M	W	M	W	M						
Northwest Tech Coll	MN	Public	55.6	44.4	0.0	0.0	0.0	0.0	80.0	20.0	50.0	50.0	98.5	27	0			
Pine Tech Coll	MN	Public	50.0	50.0	64.3	35.7	0.0	0.0	0.0	100	62.5	37.5	90.3	10	28			
Rainy River CC	MN	Public	46.2	53.8	42.9	57.1	0.0	0.0	0.0	0.0	46.2	53.8	153.7	13	14			
Ridgewater Coll	MN	Public	37.9	62.1	56.5	43.5	0.0	0.0	47.4	52.6	36.1	63.9	96.6	116	108			
Riverland CC	MN	Public	36.5	63.5	38.3	61.7	0.0	0.0	40.0	60.0	36.0	64.0	102.2	85	120			
Rochester Cmty & Tech Coll	MN	Public	58.0	42.0	61.4	38.6	0.0	100	58.3	41.7	61.1	38.9	109.1	119	158			
South Central Coll	MN	Public	37.2	62.8	49.7	50.3	0.0	0.0	47.1	52.9	35.6	64.4	93.9	121	143			
St. Cloud Tech Coll	MN	Public	37.4	62.6	50.0	50.0	0.0	0.0	46.7	53.3	35.7	64.3	95.7	99	112			
St. Paul Coll Cmty & Tech	MN	Public	50.0	50.0	38.0	62.0	0.0	0.0	55.9	44.1	47.0	53.0	90.6	100	158			
Vermilion CC	MN	Public	27.8	72.2	40.0	60.0	0.0	0.0	0.0	100	29.4	70.6	106.5	18	20			
Blue River CC	MO	Public	55.6	44.4	35.5	64.5	0.0	100	44.4	55.6	64.7	35.3	103.9	27	273			
Business & Tech Coll	MO	Public	30.0	70.0	16.2	83.8	33.3	66.7	0.0	0.0	0.0	100	111.2	10	37			
Longview CC	MO	Public	45.9	54.1	54.2	45.8	0.0	100	66.7	33.3	40.0	60.0	91.1	74	297			
Maple Woods CC	MO	Public	46.8	53.2	50.5	49.5	0.0	0.0	43.8	56.3	48.4	51.6	90.8	47	293			
Mineral Area Coll	MO	Public	60.8	39.2	47.3	52.7	60.8	39.2	0.0	0.0	0.0	0.0	102.3	51	188			
Penn Valley CC	MO	Public	70.2	29.8	66.4	33.6	84.2	15.8	75.0	25.0	62.7	37.3	102.1	94	336			
Three Rivers CC	MO	Public	60.3	39.7	63.7	36.3	63.2	36.8	42.9	57.1	62.5	37.5	97.5	58	102			
Copiiah-Lincoln CC	MS	Public	59.4	40.6	67.4	32.6	59.4	40.6	0.0	0.0	0.0	0.0	95.6	101	46			
Hinds CC	MS	Public	62.6	37.4	62.9	37.1	62.6	37.4	0.0	0.0	0.0	0.0	101.1	398	372			
Alamance CC	NC	Public	56.3	43.7	48.0	52.0	56.3	43.7	0.0	0.0	0.0	0.0	97.1	103	642			
Ashvie Buncombe Tech CC	NC	Public	59.2	40.8	52.8	47.2	59.2	40.8	0.0	0.0	0.0	0.0	100.3	142	498			
Bladen CC	NC	Public	62.8	37.2	54.3	45.7	62.8	37.2	0.0	0.0	0.0	0.0	98.1	43	92			
Cape Fear CC	NC	Public	49.1	50.9	46.2	53.8	49.1	50.9	0.0	0.0	0.0	0.0	97.3	222	407			
Carteret CC	NC	Public	69.6	30.4	51.8	48.2	69.6	30.4	0.0	0.0	0.0	0.0	98.5	56	164			
Catawba Valley CC	NC	Public	49.3	50.7	60.8	39.2	49.3	50.7	0.0	0.0	0.0	0.0	96.5	144	339			
Central Piedmont CC	NC	Public	52.0	48.0	52.7	47.3	52.0	48.0	0.0	0.0	0.0	0.0	99.1	294	847			
Craven CC	NC	Public	57.1	42.9	52.3	47.7	57.1	42.9	0.0	0.0	0.0	0.0	96.1	70	256			
Davidson Co CC	NC	Public	62.5	37.5	53.4	46.6	62.5	37.5	0.0	0.0	0.0	0.0	98.5	88	328			

Note: All numbers are percentages within the indicator category.

Table IV-3



AAUP Faculty Gender Equity Indicators 2006

Institutional category: IV - Associate degree colleges with no faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 4 - Average Salary Women as % of Men		Total Faculty	
			Full-Time			Part-Time			Non-Track		Tenure-Track		Tenured		All	FT	PT	
			W	M	W	M	W	M	W	M	W	M	W	M				
Gaston Coll	NC	Public	64.0	36.0	49.6	50.4	64.0	36.0	0.0	0.0	0.0	0.0	0.0	0.0	97.6	125	278	
Halifax CC	NC	Public	54.0	46.0	52.7	47.3	54.0	46.0	0.0	0.0	0.0	0.0	0.0	0.0	100.3	63	110	
Haywood CC	NC	Public	32.8	67.2	47.6	52.4	32.8	67.2	0.0	0.0	0.0	0.0	0.0	0.0	99.2	67	164	
Isothermal CC	NC	Public	62.7	37.3	55.4	44.6	62.7	37.3	0.0	0.0	0.0	0.0	0.0	0.0	94.4	67	175	
Martin CC	NC	Public	52.2	47.8	62.0	38.0	52.2	47.8	0.0	0.0	0.0	0.0	0.0	0.0	98.6	23	108	
Richmond CC	NC	Public	53.8	46.2	44.4	55.6	53.8	46.2	0.0	0.0	0.0	0.0	0.0	0.0	96.5	52	9	
Roanoke-Chowan CC	NC	Public	65.9	34.1	67.1	32.9	65.9	34.1	0.0	0.0	0.0	0.0	0.0	0.0	95.1	41	79	
Sampson CC	NC	Public	62.3	37.7	69.2	30.8	62.3	37.7	0.0	0.0	0.0	0.0	0.0	0.0	95.8	61	78	
Tri-County CC	NC	Public	50.0	50.0	50.9	49.1	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	99.2	34	106	
Wayne CC	NC	Public	61.3	38.7	55.8	44.2	61.3	38.7	0.0	0.0	0.0	0.0	0.0	0.0	106.6	119	217	
Western Piedmont CC	NC	Public	54.3	45.7	64.0	36.0	54.3	45.7	0.0	0.0	0.0	0.0	0.0	0.0	99.2	70	314	
Wilkes CC	NC	Public	42.1	57.9	56.4	43.6	42.1	57.9	0.0	0.0	0.0	0.0	0.0	0.0	97.2	76	275	
Wilson Tech CC	NC	Public	63.0	37.0	53.3	46.7	63.0	37.0	0.0	0.0	0.0	0.0	0.0	0.0	99.6	54	197	
Sitting Bull Coll	ND	Priv-Ind	42.9	57.1	46.2	53.8	42.9	57.1	0.0	0.0	0.0	0.0	0.0	0.0	103.2	21	13	
Central CC	NE	Public	48.0	52.0	65.8	34.2	48.0	52.0	0.0	0.0	0.0	0.0	0.0	0.0	97.6	148	222	
Western Nebraska CC	NE	Public	42.0	58.0	49.7	50.3	0.0	0.0	57.1	42.9	38.2	61.8	0.0	0.0	96.1	69	167	
Albuquerque TVI CC	NM	Public	53.8	46.2	54.2	45.8	53.8	46.2	0.0	0.0	0.0	0.0	0.0	0.0	99.4	331	672	
Eastern New Mexico U-Roswell	NM	Public	57.6	42.4	61.5	38.5	0.0	100	55.3	44.7	63.0	37.0	0.0	0.0	98.3	66	169	
New Mexico Jr Coll	NM	Public	47.9	52.1	44.4	55.6	47.9	52.1	0.0	0.0	0.0	0.0	0.0	0.0	92.1	71	108	
Carl Albert St Coll	OK	Public	52.6	47.4	59.2	40.8	52.6	47.4	0.0	0.0	0.0	0.0	0.0	0.0	86.9	57	103	
Oklahoma City CC	OK	Public	47.7	52.3	49.3	50.7	47.7	52.3	0.0	0.0	0.0	0.0	0.0	0.0	97.9	132	408	
Oklahoma St U-Okmulgee	OK	Public	25.6	74.4	46.4	53.6	25.6	74.4	0.0	0.0	0.0	0.0	0.0	0.0	91.6	133	28	
Seminole St Coll	OK	Public	63.6	36.4	55.8	44.2	33.3	66.7	78.9	21.1	57.9	42.1	0.0	0.0	97.5	44	43	
Portland CC	OR	Public	52.8	47.2	58.5	41.5	52.8	47.2	0.0	0.0	0.0	0.0	0.0	0.0	100.3	381	1,159	
Midlands Tech Coll	SC	Public	54.3	45.7	53.5	46.5	54.3	45.7	0.0	0.0	0.0	0.0	0.0	0.0	95.2	223	458	
Free Will Baptist Bible Coll	TN	Church	33.3	66.7	12.5	87.5	33.3	66.7	0.0	0.0	0.0	0.0	0.0	0.0	91.6	18	24	
Alvin CC	TX	Public	41.7	58.3	0.0	0.0	41.7	58.3	0.0	0.0	0.0	0.0	0.0	0.0	95.0	96	0	
DCCCD-Brookhaven Coll	TX	Public	56.5	43.5	51.6	48.4	56.5	43.5	0.0	0.0	0.0	0.0	0.0	0.0	94.4	124	523	

Note: All numbers are percentages within the indicator category.

Table IV-4

AAUP Faculty Gender Equity Indicators 2006

Institutional category: IV - Associate degree colleges with no faculty ranks

Name	St	Affiliation/ Control	Indicator 1 Employment Status						Indicator 2 - Tenure Status						Indicator 4 - Average Salary Women as % of Men		Total Faculty	
			Full-Time		Part-Time		Non-Track		Tenure-Track		Tenured		All	FT	PT			
			W	M	W	M	W	M	W	M	W	M						
DCCCD-Cedar Valley Coll	TX	Public	40.6	59.4	47.5	52.5	40.6	59.4	0.0	0.0	0.0	0.0	0.0	0.0	91.5	64	179	
DCCCD-Eastfield Coll	TX	Public	40.7	59.3	48.3	51.7	40.7	59.3	0.0	0.0	0.0	0.0	0.0	0.0	87.9	108	404	
DCCCD-EI Centro Coll	TX	Public	65.0	35.0	49.7	50.3	65.0	35.0	0.0	0.0	0.0	0.0	0.0	0.0	95.5	117	288	
DCCCD-Mountain View Coll	TX	Public	35.3	64.7	50.8	49.2	35.3	64.7	0.0	0.0	0.0	0.0	0.0	0.0	88.6	85	264	
DCCCD-North Lake Coll	TX	Public	44.4	55.6	40.0	60.0	44.4	55.6	0.0	0.0	0.0	0.0	0.0	0.0	96.0	99	438	
DCCCD-Richland College	TX	Public	45.3	54.7	54.5	45.5	45.3	54.7	0.0	0.0	0.0	0.0	0.0	0.0	94.1	139	756	
McLennan CC	TX	Public	57.9	42.1	53.2	46.8	68.6	31.4	55.2	44.8	55.1	44.9			100.4	171	158	
Southwest Texas Jr Coll	TX	Public	46.8	53.2	49.4	50.6	41.7	58.3	53.8	46.2	40.0	60.0			96.7	111	89	
Trinity Valley CC	TX	Public	42.7	57.3	56.6	43.4	42.7	57.3	0.0	0.0	0.0	0.0			96.4	124	136	
Bellingham Tech Coll	WA	Public	35.7	64.3	55.6	44.4	0.0	0.0	54.5	45.5	29.0	71.0			98.5	42	90	
Wenatchee Valley Coll	WA	Public	47.8	52.2	60.7	39.3	66.7	33.3	50.0	50.0	44.0	56.0			97.0	69	150	
Whatcom CC	WA	Public	56.5	43.5	60.0	40.0	100	0.0	53.8	46.2	56.3	43.8			95.3	62	165	
Casper Coll	WY	Public	46.0	54.0	46.5	53.5	69.2	30.8	50.0	50.0	41.9	58.1			93.1	150	101	
Laramie Co CC	WY	Public	58.0	42.0	58.3	41.7	58.0	42.0	0.0	0.0	0.0	0.0			95.3	88	187	

Note: All numbers are percentages within the indicator category.

Table IV-5

The AAUP's purpose is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good.

### **On Discrimination**

*The statement which follows was adopted in October 1976 by the Association's Council. Successive revisions were adopted by the Council in November 1994 and June 1995.*

The Association is committed to use its procedures and to take measures, including censure, against colleges and universities practicing illegal or unconstitutional discrimination, or discrimination on a basis not demonstrably related to the job function involved, including, but not limited to, age, sex, disability, race, religion, national origin, marital status, or sexual orientation.

*As published in the Bulletin of the American Association of University Professors, May 1919 (Volume V, Number 5), page 74:*

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