

***STANFORD UNIVERSITY***

***STATUS OF WOMEN FACULTY***

***2004/2005***

**OFFICE OF THE PROVOST**

**Faculty Senate, April 28, 2005**

## ***STATUS OF WOMEN FACULTY***

### ***Table of Contents***

Page 1	Representation of Women on the Faculty (Includes Tenure Line, Non-Tenure Line, and Medical Center Line faculty)
Page 2	Summary of All Schools, One Year Gains and Losses and Ten Year Gains and Losses
Page 3	Percentage of Total Faculty Who Are Women, 9/1/1999 and 9/1/2004
Page 4	Percentage of Tenured Faculty Who Are Women, 9/1/1999 and 9/1/2004
Page 5	Percentage of Tenure Line, Not Tenured Faculty Who Are Women, 9/1/1999 and 9/1/2004
Page 6	Percentage of Non-Tenure Line and Medical Center Line Faculty Who Are Women, 9/1/1999 and 9/1/2004
Page 7	Junior Tenure Line Faculty Hires over the Past 5 Years (Untenured Assistant and Associate Professors)
Page 8	Senior Tenure Line Faculty Hires over the Past Five Years (Tenured Associate Professors and Professors)
Page 9	Tenure Decisions: Of All Tenure Decisions, Percent Denied and Percent Tenured by Hire Date Cohort (5 Year Groupings) and Gender, Overall, University, 1975-1997
Page 10	Tenure Rates by Hire Date for Male and Female Assistant Professors for Those Having a Tenure Decision, 1975-1997
Page 11	Tenure Awards by Five Year Cohort and Gender; Overall - University, 1975-1997
Page 12	Percent Tenured (of Total Cohort) by Hire Date for Male and Female Assistant Professors, 1975-1997
Page 13	Tenure Awards by School, Hire Date, and Gender, 1975-1997
Page 17	Faculty Positions of Institutional Leadership and Holders of Endowed Professorships

**Stanford University**  
**Representation of Women on the Faculty**  
**(includes tenure line, non-tenure line, and Medical Center Line faculty)**

As of 9/1/1994		As of 9/1/1999		As of 9/1/2003		As of 9/1/2004	
244/1431	17.1%	322/1633	19.7%	394/1743	22.6%	410/1785	23.0%

**SUMMARY OF ALL SCHOOLS**

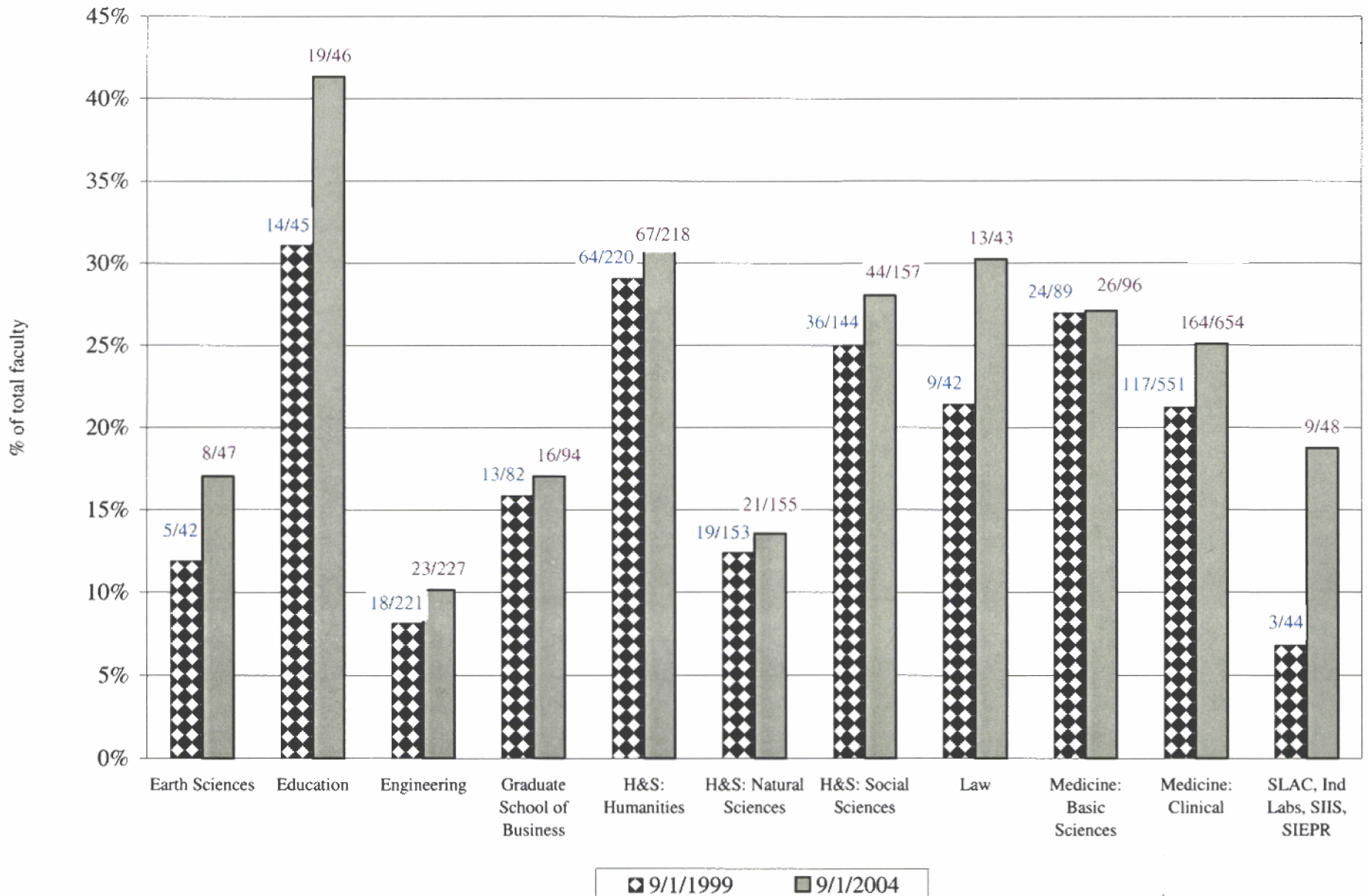
**One Year Gains and Losses**

	<u>Tenure Line / Tenured</u>				<u>Tenure Line /Not Tenured</u>				<u>Non-Tenure Line</u>				<u>Medical Center Line</u>				<u>All Faculty</u>			
	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
Roster 9/1/2003	782	164	946	17.3%	211	89	300	29.7%	104	40	144	27.8%	252	101	353	28.6%	1349	394	1743	22.6%
Departures by Retirement	-23	-5	-28						-3	-1	-4		-1		-1		-27	-6	-33	
Other Departures	-7	-2	-9		-18	-4	-22		-2	-1	-3		-5	-5	-10		-32	-12	-44	
New Appointments	19	6	25		42	14	56		4	3	7		20	11	31		85	34	119	
Acquisition of Tenure	14	2	16		-14	-2	-16										0	0	0	
Professorial Line Transitions	1		1		-1		-1										0	0	0	
School and Other Transitions	1		1						-1		-1						0	0	0	
Roster 9/1/2004	787	165	952	17.3%	220	97	317	30.6%	102	41	143	28.7%	266	107	373	28.7%	1375	410	1785	23.0%
<b>Net Gain or Loss</b>	<b>5</b>	<b>1</b>	<b>6</b>		<b>9</b>	<b>8</b>	<b>17</b>		<b>-2</b>	<b>1</b>	<b>-1</b>		<b>14</b>	<b>6</b>	<b>20</b>		<b>26</b>	<b>16</b>	<b>42</b>	

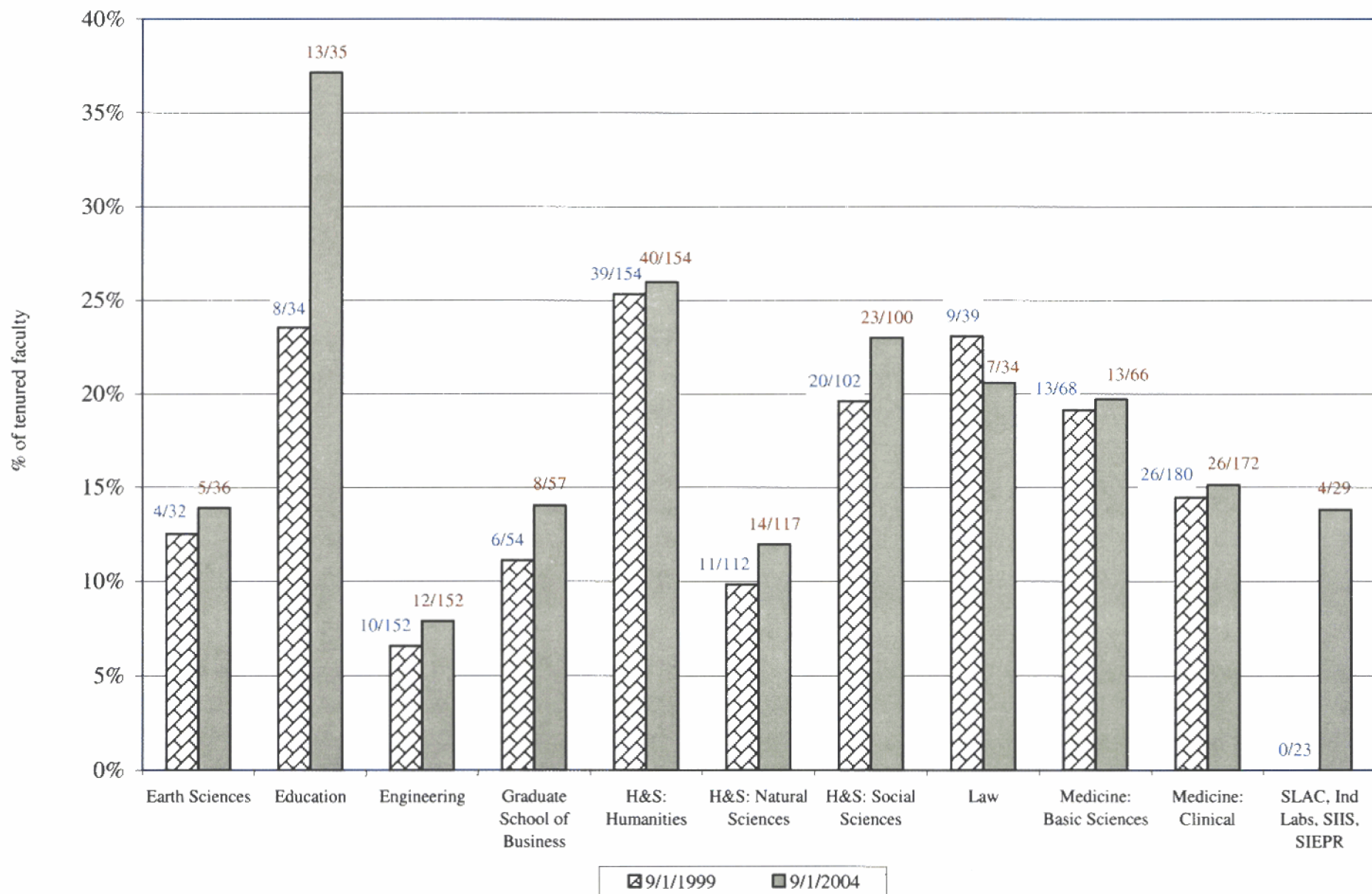
**Ten Year Gains and Losses**

	<u>Tenure Line / Tenured</u>				<u>Tenure Line /Not Tenured</u>				<u>Non-Tenure Line</u>				<u>Medical Center Line</u>				<u>All Faculty</u>			
	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
Roster 9/1/1994	788	102	890	11.5%	190	90	280	32.1%	106	16	122	13.1%	103	36	139	25.9%	1187	244	1431	17.1%
Roster 9/1/2004	787	165	952	17.3%	220	97	317	30.6%	102	41	143	28.7%	266	107	373	28.7%	1,375	410	1,785	23.0%
<b>Net Gain or Loss</b>	<b>-1</b>	<b>63</b>	<b>62</b>		<b>30</b>	<b>7</b>	<b>37</b>		<b>-4</b>	<b>25</b>	<b>21</b>		<b>163</b>	<b>71</b>	<b>234</b>		<b>188</b>	<b>166</b>	<b>354</b>	

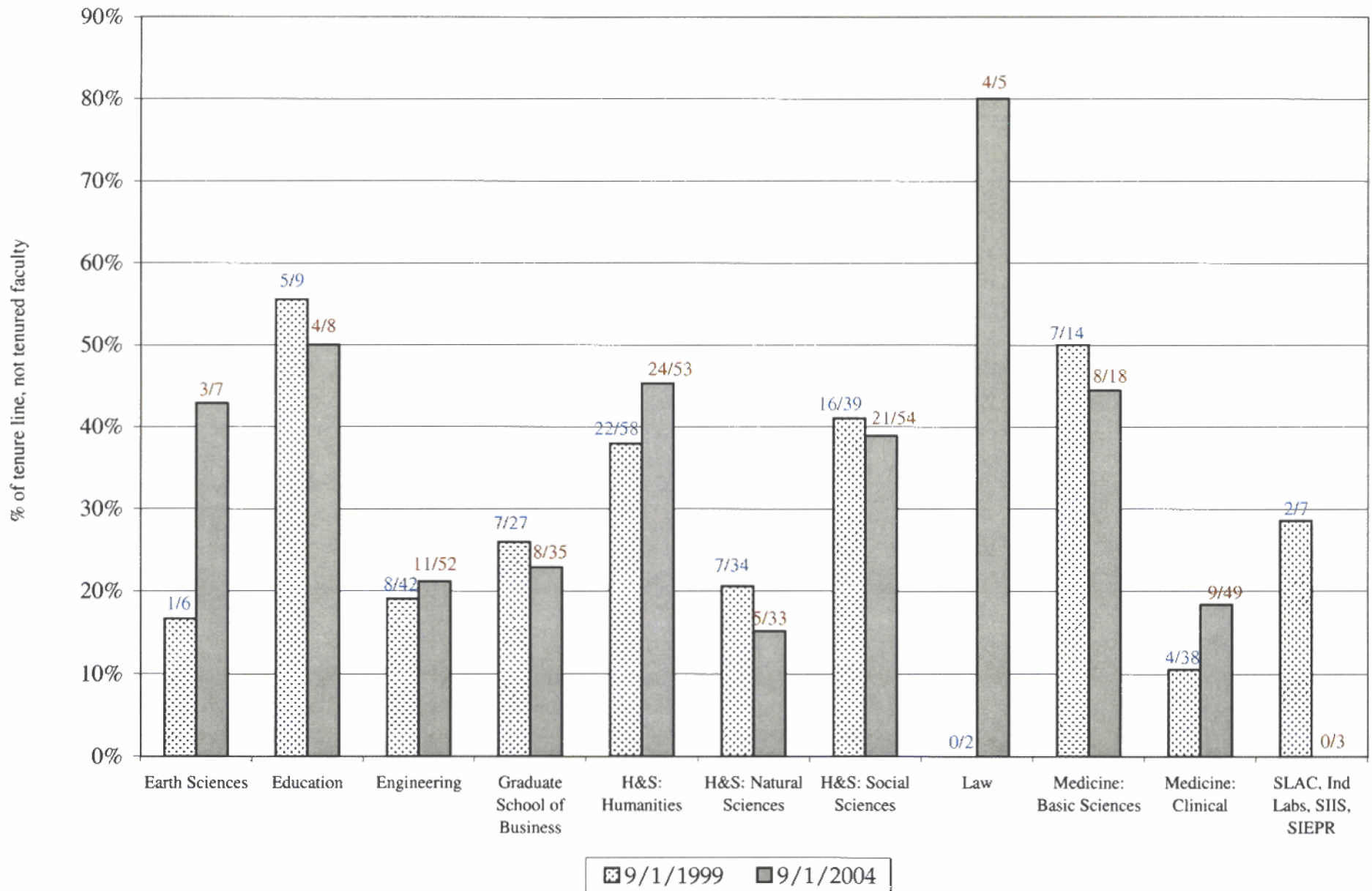
Percentage of Total Faculty who are Women  
9/1/1999 and 9/1/2004



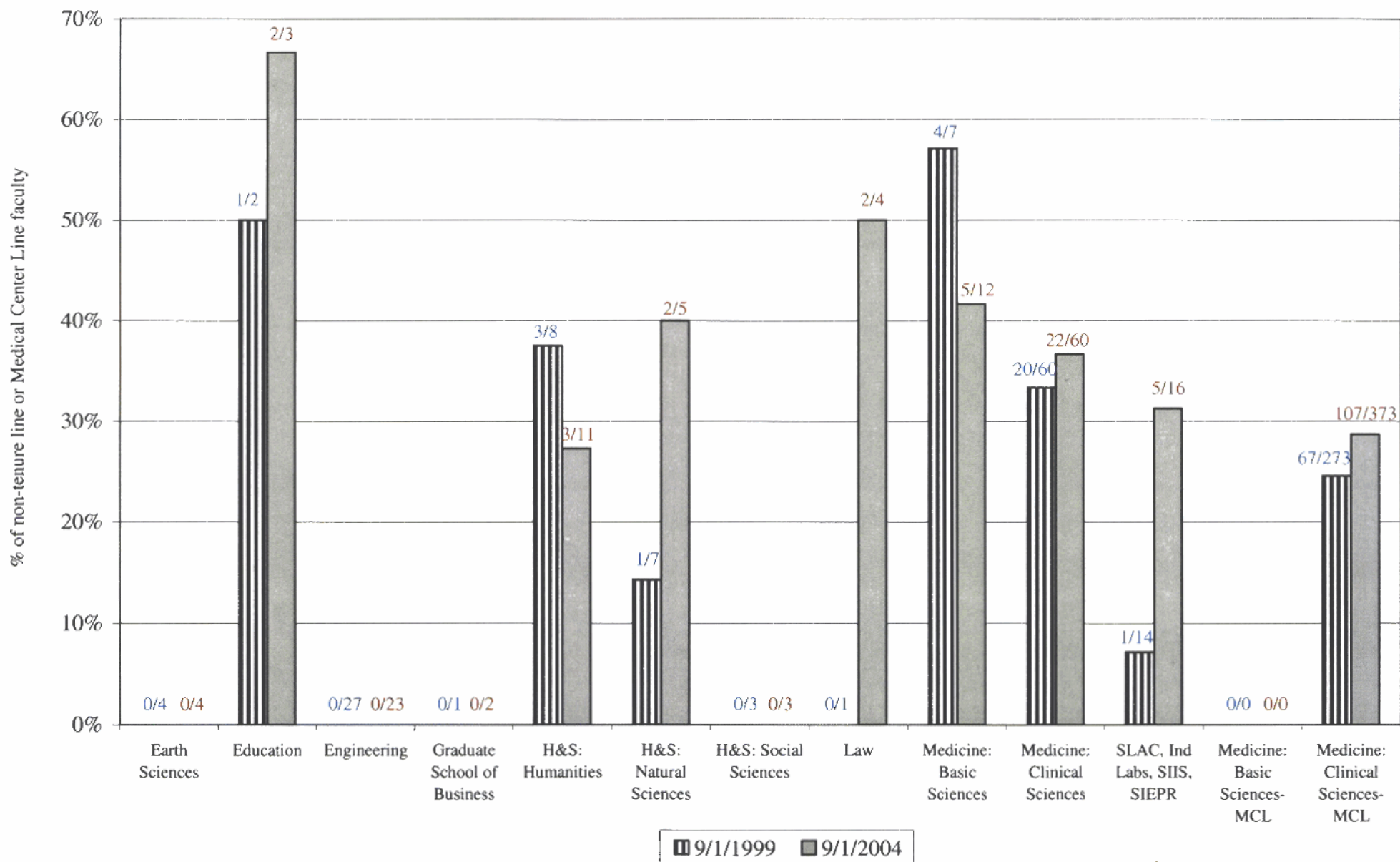
Percentage of Tenured Faculty Who are Women  
9/1/1999 and 9/1/2004



Percentage of Tenure Line, Not Tenured Faculty Who Women  
9/1/1999 and 9/1/2004



Percentage of Non-Tenure Line Faculty and Medical Center Line Faculty Who are Women  
9/1/1999 and 9/1/2004





**Junior Tenure Line Faculty Hires over the past 5 years  
(Untenured Assistant and Associate Professors)**

	9/1/2000		9/1/2001		9/1/2002		9/1/2003		9/1/2004		Totals	% Women										
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male												
Earth Sciences	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	33%	2	67%	0	0%	1	100%	5	40%
Education	2	67%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%	5	40%
Engineering	1	17%	5	83%	0	0%	7	100%	3	50%	3	50%	3	30%	7	70%	1	11%	8	89%	38	21%
GSB	1	20%	4	80%	3	33%	6	67%	1	20%	4	80%	1	17%	5	83%	1	20%	4	80%	30	23%
H & S	8	36%	14	64%	8	38%	13	62%	4	31%	9	69%	6	26%	17	74%	9	35%	17	65%	105	33%
Humanities	5	50%	5	50%	2	67%	1	33%	1	33%	2	67%	3	50%	3	50%	7	47%	8	53%	37	49%
Natural Sciences	0	0%	6	100%	5	50%	5	50%	2	50%	2	50%	1	14%	6	86%	0	0%	5	100%	32	25%
Social Sciences	3	50%	3	60%	1	13%	7	88%	1	17%	5	83%	2	20%	8	80%	2	33%	4	67%	36	25%
Law	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	2	100%	0	0%	1	100%	0	0%	5	80%
Medicine	3	27%	8	73%	3	21%	11	79%	3	43%	4	57%	1	17%	5	83%	2	17%	10	83%	50	24%
Basic Sciences	1	100%	0	0%	1	33%	2	67%	1	50%	1	50%	0	0%	3	100%	1	33%	2	67%	12	33%
Clinical Sciences	2	20%	8	80%	2	18%	9	82%	2	40%	3	60%	1	33%	2	67%	1	11%	8	89%	38	21%
SLAC	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	0%	2	0%
<b>Totals</b>	<b>15</b>	<b>32%</b>	<b>32</b>	<b>68%</b>	<b>16</b>	<b>30%</b>	<b>38</b>	<b>70%</b>	<b>11</b>	<b>34%</b>	<b>21</b>	<b>66%</b>	<b>14</b>	<b>27%</b>	<b>37</b>	<b>73%</b>	<b>14</b>	<b>25%</b>	<b>42</b>	<b>75%</b>	<b>240</b>	<b>29%</b>

**Senior Tenure Line Faculty Hires over the past 5 years  
(Tenured Associate Professors and Professors)**

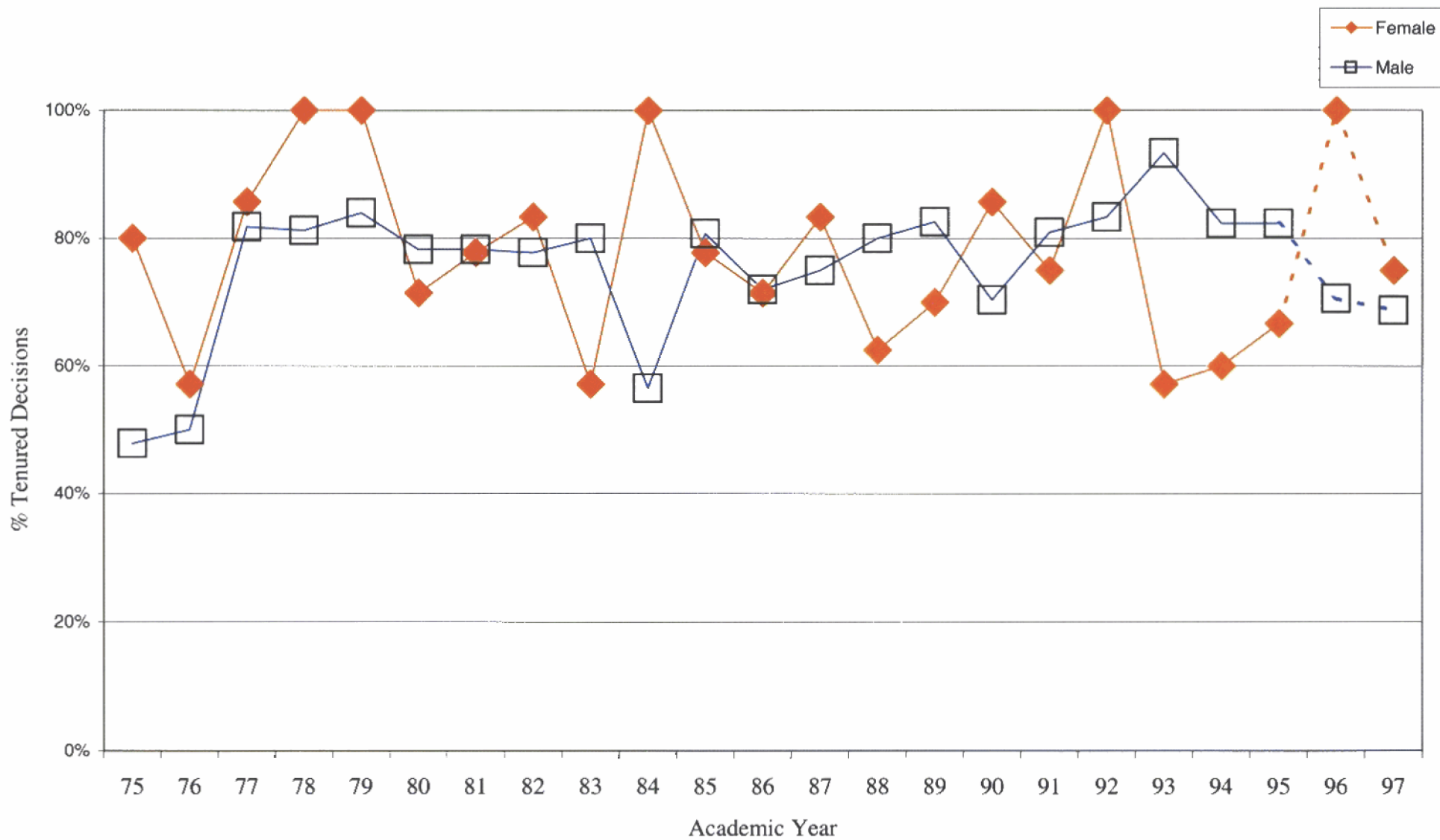
	9/1/2000				9/1/2001				9/1/2002				9/1/2003				9/1/2004				Totals	% Women
	Female		Male		Female		Male		Female		Male		Female		Male		Female		Male			
Earth Sciences	1	100%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	50%
Education	0	0%	1	100%	1	50%	1	50%	0	0%	1	100%	2	67%	1	33%	0	0%	1	100%	8	38%
Engineering	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	4	100%	0	0%	2	100%	8	0%
GSB	1	25%	3	75%	0	0%	4	100%	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%	10	20%
H & S	0	0%	3	100%	1	17%	5	83%	2	25%	6	75%	4	40%	6	60%	6	43%	8	57%	41	32%
Humanities	0	0%	3	100%	0	0%	1	100%	2	40%	3	60%	3	60%	2	40%	3	60%	2	40%	19	42%
Natural Sciences	0	0%	0	0%	0	0%	2	100%	0	0%	2	100%	0	0%	1	100%	1	25%	3	75%	9	11%
Social Sciences	0	0%	0	0%	1	33%	2	67%	0	0%	1	100%	1	25%	3	75%	2	40%	3	60%	13	31%
Law	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	0%	4	0%
Medicine	0	0%	3	100%	0	0%	3	100%	1	33%	2	67%	0	0%	1	100%	0	0%	5	100%	15	7%
Basic Sciences	0	0%	2	100%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	6	0%
Clinical Sciences	0	0%	1	100%	0	0%	0	0%	1	33%	2	67%	0	0%	1	100%	0	0%	4	100%	9	11%
SLAC	0	0%	1	100%	0	0%	1	100%	1	100%	0	0%	1	33%	2	67%	0	0%	0	0%	6	33%
<b>Totals</b>	<b>2</b>	<b>13%</b>	<b>13</b>	<b>87%</b>	<b>2</b>	<b>12%</b>	<b>15</b>	<b>88%</b>	<b>4</b>	<b>27%</b>	<b>11</b>	<b>73%</b>	<b>8</b>	<b>36%</b>	<b>14</b>	<b>64%</b>	<b>6</b>	<b>24%</b>	<b>19</b>	<b>76%</b>	<b>94</b>	<b>23%</b>

**Tenure Decisions (Tenured and Denied) For Those Untenured Faculty Hires Having a Tenure Decision  
by 5 Year Hire Cohort and Gender\*  
Overall -- University, 1975-1997**

Hire Cohort	Female					Male					Total				
	Denied	Denied %	Tenured	Tenured %	Total	Denied	Denied %	Tenured	Tenured %	Total	Denied	Denied %	Tenured	Tenured %	Total
<i>1975-79</i>	5	19.2%	21	80.8%	26	32	30.8%	72	69.2%	104	37	28.5%	93	71.5%	130
<i>1980-84</i>	9	25.0%	27	75.0%	36	30	25.9%	86	74.1%	116	39	25.7%	113	74.3%	152
<i>1985-89</i>	11	27.5%	29	72.5%	40	23	21.7%	83	78.3%	106	34	23.3%	112	76.7%	146
<i>1990-94</i>	8	25.0%	24	75.0%	32	20	19.2%	84	80.8%	104	28	20.6%	108	79.4%	136
<i>1995-97</i>	3	23.1%	10	76.9%	13	13	26.0%	37	74.0%	50	16	25.4%	47	74.6%	63
<b>Grand Total</b>	36	24.5%	111	75.5%	147	118	24.6%	362	75.4%	480	154	24.6%	473	75.4%	627

\*excludes those who left before decision

Percent Tenured  
By Hire Year  
For Those Untenured Faculty Hires Having a Tenure Decision



**Outcomes for All Untenured Faculty Hires  
By 5 Year Hire Cohort and Gender  
Overall -- University, 1975 to 1997**

Hire Cohort	Female						Male						Total					
	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured
<i>1975-79</i>	5	15	21	6	47	44.7%	32	101	72	33	238	30.3%	37	116	93	39	285	32.6%
<i>1980-84</i>	9	15	27	2	53	50.9%	30	70	86	16	202	42.6%	39	85	113	18	255	44.3%
<i>1985-89</i>	11	14	29	9	63	46.0%	23	68	83	28	202	41.1%	34	82	112	37	265	42.3%
<i>1990-94</i>	8	18	24	9	59	40.7%	20	32	84	17	153	54.9%	28	50	108	26	212	50.9%
<i>1995-97</i>	3	9	10	9	31	32.3%	13	23	37	22	95	38.9%	16	32	47	31	126	37.3%
<b>Grand Total</b>	36	71	111	35	253	43.9%	118	294	362	116	890	40.7%	154	365	473	151	1143	41.4%

"Other" category includes:

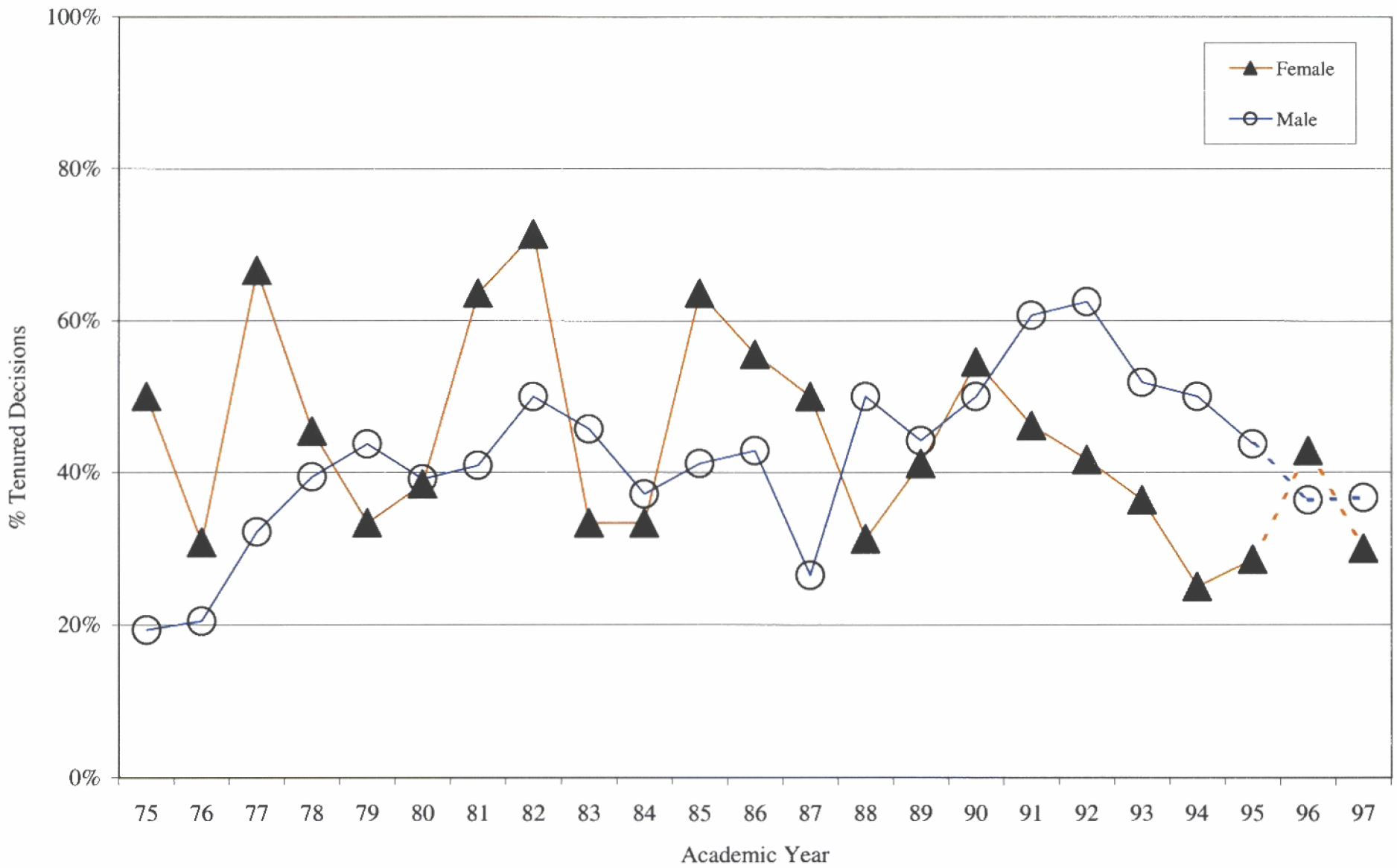
Those deceased

Those with term appointments

Those who will be reviewed at a future date (21/31 in 1995-97 cohort)

Those who changed from the tenure line to non-tenure line or Medical Center Line

Percent Tenured  
By Hire Year  
For All Untenured Faculty Hires



**Outcomes for All Untenured Faculty Hires  
By 5 Year Hire Cohort and Gender  
By School, 1975 to 1997**

Hire Year	Female						Male						Total					
	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured
<i>Graduate School of Business</i>																		
1975-79	0	1	1	0	2	50.0%	2	14	5	0	21	23.8%	2	15	6	0	23	26.1%
1980-84	0	1	2	0	3	66.7%	5	6	8	0	19	42.1%	5	7	10	0	22	45.5%
1985-89	1	1	0	0	2	0.0%	3	14	4	1	22	18.2%	4	15	4	1	24	16.7%
1990-94	2	3	1	0	6	16.7%	0	5	6	0	11	54.5%	2	8	7	0	17	41.2%
1995-97	0	2	0	2	4	0.0%	0	8	4	2	14	28.6%	0	10	4	4	18	22.2%
<i>Total</i>	3	8	4	2	17	23.5%	10	47	27	3	87	31.0%	13	55	31	5	104	29.8%
<i>Law</i>																		
1975-79	0	1	1	0	2	50.0%	0	2	4	0	6	66.7%	0	3	5	0	8	62.5%
1980-84	0	2	0	0	2	0.0%	0	0	3	0	3	100.0%	0	2	3	0	5	60.0%
1985-89	0	1	2	0	3	66.7%	0	1	3	0	4	75.0%	0	2	5	0	7	71.4%
1990-94	0	2	1	0	3	33.3%	0	1	1	0	2	50.0%	0	3	2	0	5	40.0%
1995-97	0	0	0	0	0	0.0%	0	0	2	0	2	100.0%	0	0	2	0	2	100.0%
<i>Total</i>	0	6	4	0	10	40.0%	0	4	13	0	17	76.5%	0	10	17	0	27	63.0%

**"Other" category includes:**

Those deceased

Those with term appointments

Those who will be reviewed at a future date (21/31 in 1995-97 cohort)

Those who changed from the tenure line to non-tenure line or Medical Center Line

**Outcomes for All Untenured Faculty Hires  
By 5 Year Hire Cohort and Gender  
By School, 1975 to 1997**

Hire Year	Female						Male						Total					
	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured
<i>Humanities and Sciences</i>																		
<b>Humanities and Sciences Total</b>																		
1975-79	4	10	9	0	23	39.1%	17	29	20	0	66	30.3%	21	39	29	0	89	32.6%
1980-84	4	4	15	0	23	65.2%	18	19	25	0	62	40.3%	22	23	40	0	85	47.1%
1985-89	8	3	11	2	24	45.8%	11	11	23	2	47	48.9%	19	14	34	4	71	47.9%
1990-94	5	9	10	7	31	32.3%	12	13	26	11	62	41.9%	17	22	36	18	93	38.7%
1995-97	2	3	7	5	17	41.2%	9	10	15	17	51	29.4%	11	13	22	22	68	32.4%
<i>Total</i>	23	29	52	14	118	44.1%	67	82	109	30	288	37.8%	90	111	161	44	406	39.7%
<b>Humanities</b>																		
1975-79	1	6	5	0	12	41.7%	6	3	8	0	17	47.1%	7	9	13	0	29	44.8%
1980-84	2	1	12	0	15	80.0%	6	3	12	0	21	57.1%	8	4	24	0	36	66.7%
1985-89	5	0	5	1	11	45.5%	3	4	6	0	13	46.2%	8	4	11	1	24	45.8%
1990-94	5	6	5	2	18	27.8%	8	5	10	1	24	41.7%	13	11	15	3	42	35.7%
1995-97	1	3	4	0	8	50.0%	4	3	10	7	24	41.7%	5	6	14	7	32	43.8%
<i>Sub-Total</i>	14	16	31	3	64	48.4%	27	18	46	8	99	46.5%	41	34	77	11	163	47.2%
<b>Natural Sciences</b>																		
1975-79	0	1	1	0	2	50.0%	8	15	6	0	29	20.7%	8	16	7	0	31	22.6%
1980-84	0	0	1	0	1	100.0%	8	8	9	0	25	36.0%	8	8	10	0	26	38.5%
1985-89	1	1	1	1	4	25.0%	6	2	9	0	17	52.9%	7	3	10	1	21	47.6%
1990-94	0	0	3	3	6	50.0%	1	2	12	9	24	50.0%	1	2	15	12	30	50.0%
1995-97	0	0	3	1	4	75.0%	4	3	3	8	18	16.7%	4	3	6	9	22	27.3%
<i>Sub-Total</i>	1	2	9	5	17	52.9%	27	30	39	17	113	34.5%	28	32	48	22	130	36.9%
<b>Social Sciences</b>																		
1975-79	3	3	3	0	9	33.3%	3	11	6	0	20	30.0%	6	14	9	0	29	31.0%
1980-84	2	3	2	0	7	28.6%	4	8	4	0	16	25.0%	6	11	6	0	23	26.1%
1985-89	2	2	5	0	9	55.6%	2	5	8	2	17	47.1%	4	7	13	2	26	50.0%
1990-94	0	3	2	2	7	28.6%	3	6	4	1	14	28.6%	3	9	6	3	21	28.6%
1995-97	1	0	0	4	5	0.0%	1	4	2	2	9	22.2%	2	4	2	6	14	14.3%
<i>Sub-Total</i>	8	11	12	6	37	32.4%	13	34	24	5	76	31.6%	21	45	36	11	113	31.9%

"Other" category includes:

Those deceased

Those with term appointments

Those who will be reviewed at a future date (21/31 in 1995-97 cohort)

Those who changed from the tenure line to non-tenure line or Medical Center Line

*Engineering*



**Outcomes for All Untenured Faculty Hires  
By 5 Year Hire Cohort and Gender  
By School, 1975 to 1997**

Hire Year	Female						Male						Total					
	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured
1975-79	0	0	2	0	2	100.0%	6	2	8	0	16	50.0%	6	2	10	0	18	55.6%
1980-84	0	2	3	0	5	60.0%	3	6	17	0	26	65.4%	3	8	20	0	31	64.5%
1985-89	0	0	6	0	6	100.0%	3	3	22	0	28	78.6%	3	3	28	0	34	82.4%
1990-94	1	1	2	0	4	50.0%	2	1	16	0	19	84.2%	3	2	18	0	23	78.3%
1995-97	0	0	1	0	1	100.0%	3	3	6	0	12	50.0%	3	3	7	0	13	53.8%
<i>Total</i>	1	3	14	0	18	77.8%	17	15	69	0	101	68.3%	18	18	83	0	119	69.7%
<i>Earth Science</i>																		
1975-79	0	0	2	0	2	100.0%	0	4	4	0	8	50.0%	0	4	6	0	10	60.0%
1980-84	0	0	0	0	0		0	0	6	0	6	100.0%	0	0	6	0	6	100.0%
1985-89	0	0	0	0	0		0	1	3	0	4	75.0%	0	1	3	0	4	75.0%
1990-94	0	0	0	0	0		0	2	3	0	5	60.0%	0	2	3	0	5	60.0%
1995-97	0	0	0	0	0		0	0	1	0	1	100.0%	0	0	1	0	1	100.0%
<i>Total</i>	0	0	2	0	2	100.0%	0	7	17	0	24	70.8%	0	7	19	0	26	73.1%
<i>Education</i>																		
1975-79	0	1	0	2	3	0.0%	1	3	0	0	4	0.0%	1	4	0	2	7	0.0%
1980-84	0	1	1	1	3	33.3%	1	0	3	0	4	75.0%	1	1	4	1	7	57.1%
1985-89	1	0	2	0	3	66.7%	0	0	1	2	3	33.3%	1	0	3	2	6	50.0%
1990-94	0	0	0	0	0		0	0	0	0	0		0	0	0	0	0	0.0%
1995-97	1	2	0	0	3	0.0%	1	0	0	0	1	0.0%	2	2	0	0	4	0.0%
<i>Total</i>	2	4	3	3	12	25.0%	3	3	4	2	12	33.3%	5	7	7	5	24	29.2%

"Other" category includes:

Those deceased

Those with term appointments

Those who will be reviewed at a future date (21/31 in 1995-97 cohort)

Those who changed from the tenure line to non-tenure line or Medical Center Line

**Outcomes for All Untenured Faculty Hires  
By 5 Year Hire Cohort and Gender  
By School, 1975 to 1997**

Hire Year	Female						Male						Total					
	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured	Denied	Resigned	Tenured	Other	Total	% Tenured
<i>Medicine</i>																		
<b>Medicine Total</b>																		
1975-79	1	2	6	4	13	46.2%	6	47	31	33	117	26.5%	7	49	37	37	130	28.5%
1980-84	5	5	6	1	17	35.3%	3	39	24	16	82	29.3%	8	44	30	17	99	30.3%
1985-89	1	9	8	7	25	32.0%	6	38	27	23	94	28.7%	7	47	35	30	119	29.4%
1990-94	0	3	10	2	15	66.7%	6	10	32	6	54	59.3%	6	13	42	8	69	60.9%
1995-97	0	2	2	2	6	33.3%	0	2	9	3	14	64.3%	0	4	11	5	20	55.0%
<i>Total</i>	7	21	32	16	76	42.1%	21	136	123	81	361	34.1%	28	157	155	97	437	35.5%
<b>Medicine - Basic</b>																		
1975-79	0	0	2	0	2	100.0%	1	3	7	0	11	63.6%	1	3	9	0	13	69.2%
1980-84	1	0	1	0	2	50.0%	1	4	5	0	10	50.0%	2	4	6	0	12	50.0%
1985-89	0	1	2	0	3	66.7%	0	2	6	1	9	66.7%	0	3	8	1	12	66.7%
1990-94	0	0	6	0	6	100.0%	0	1	8	0	9	88.9%	0	1	14	0	15	93.3%
1995-97	0	1	1	1	3	33.3%	0	0	1	0	1	100.0%	0	1	2	1	4	50.0%
<i>Sub-Total</i>	1	2	12	1	16	75.0%	2	10	27	1	40	67.5%	3	12	39	2	56	69.6%
<b>Medicine - Clinical</b>																		
1975-79	1	2	4	4	11	36.4%	5	44	24	33	106	22.6%	6	46	28	37	117	23.9%
1980-84	4	5	5	1	15	33.3%	2	35	19	16	72	26.4%	6	40	24	17	87	27.6%
1985-89	1	8	6	7	22	27.3%	6	36	21	22	85	24.7%	7	44	27	29	107	25.2%
1990-94	0	3	4	2	9	44.4%	6	9	24	6	45	53.3%	6	12	28	8	54	51.9%
1995-97	0	1	1	1	3	33.3%	0	2	8	3	13	61.5%	0	3	9	4	16	56.3%
<i>Sub-Total</i>	6	19	20	15	60	33.3%	19	126	96	80	321	29.9%	25	145	116	95	381	30.4%
<b>Grand Total</b>	36	71	111	35	253	43.9%	118	294	362	116	890	40.7%	154	365	473	151	1143	41.4%

"Other" category includes:

Those deceased

Those with term appointments

Those who will be reviewed at a future date (21/31 in 1995-97 cohort)

Those who changed from the tenure line to non-tenure line or Medical Center Line

Stanford University  
Faculty Positions of Institutional Leadership and Holders of Endowed Professorships

Position	1991/1992			2000/2001			2003/2004			2004/2005		
	Men	Women		Men	Women		Men	Women		Men	Women	
Cabinet Level Administrator <sup>1</sup>	3	0	0%	4	1	20%	4	1	20%	4	1	20%
Dean <sup>2</sup>	10	0	0%	6	2	25%	4	4	50%	5	3	38%
Associate/Cognizant Dean	16	5	24%	26	3	10%	21	7	25%	20	8	29%
Department Chair	67	2	3%	57	12	17%	58	13	18%	54	17	24%
IDP Director <sup>3</sup>	20	3	13%	21	11	34%	22	9	29%	23	7	23%
Member, Academic Senate	45	10	18%	40	15	27%	39	16	29%	35	20	36%
Member, Advisory Board <sup>4</sup>	5	2	29%	3	4	57%	6	2	25%	6	2	25%
Member, H&S A&P Committee	5	1	17%	5	1	17%	4	2	33%	4	2	29%
Member, SOM A&P Committee <sup>5</sup>	11	2	15%	11	2	15%	8	3	27%	8	2	20%
Member, SOM MCP Committee <sup>6</sup>		n/a		5	3	38%	4	3	43%	4	3	43%
Holder, Endowed Chair	210	11	5%	268	33	11%	309	52	14%	332	62	16%

<sup>1</sup> In 1991/1992 these were the President, the Provost, and the Vice President for Libraries and Information Resources. Since 2000/2001 they are the President, the Provost, the Vice Provost and Dean of Research and Graduate Policy, the Vice Provost for Faculty Development, and the Vice Provost for Undergraduate Education.

<sup>2</sup> Includes the school deans and the Director of SLAC. For 1991/1992 it also included the Dean of Research and the Dean of Continuing Studies, the Master of Liberal Arts Program, and Summer Session.

<sup>3</sup> 2000/2001 included one program with 1 male and 1 female co-directors and one program with 2 female co-directors. 2003/2004 included two programs with 2 male co-directors. 2004/2005 includes one program with 2 male co-directors.

<sup>4</sup> For 2003/2004, 2 faculty members, 1 male and 1 female, filled in for 1 male faculty member. For 2004/2005 1 male faculty member substituted for 1 male faculty member.

<sup>5</sup> The School of Medicine A&P Committee is typically 13 members. For 2003/2004 there were 11 members. For 2004/2005 there are 10 members.

<sup>6</sup> The School of Medicine Medical Center Professoriate Committee was replaced by a 5-member review committee in December, 2001. Beginning 2003/2004, the review committee was increased to 7 members.