

**Ranked Faculty Searches:**

Based on returned diversity cards

Return rate varies from search to search

Overall annual return rate of the cards is about 55 percent for all applicants

Overall annual return rate of the cards is 55 to 69 percent for interviewed applicants

Data collected annually for 7/01/2001 – 6/30/2006

Data for all colleges and departments

- Assume women and men are equally likely to return diversity cards
- Use returned diversity cards to analyze gender diversity of applicant pool and interviewed applicants
- *Do not use returned diversity cards to analyze gender diversity of hired applicants – have better data for this from other sources!*

1. Comparison of NDSU search candidate pools with nationally available candidate pools (PhDs awarded between 1994 and 2005)
2. Percentage of women applicants and interviewed applicants, by college, for 2001-2006
3. Percentage of women applicants and interviewed applicants, by college, for 2005-2006
4. Percentage of women applicants and interviewed applicants, STEM versus ALL, by year, (2001-2006)
5. Percentage of women applicants and interviewed applicants, STEM versus ALL, for 2005-2006
6. Percentage of women applicants and interviewed applicants by college by year

### 1. Comparison of NDSU Candidate Pools with that of Doctorates awarded to women, by field of study and year of doctorate: 1994–2005

Source: NSF

Some Engineering and Science fields are not represented in NDSU

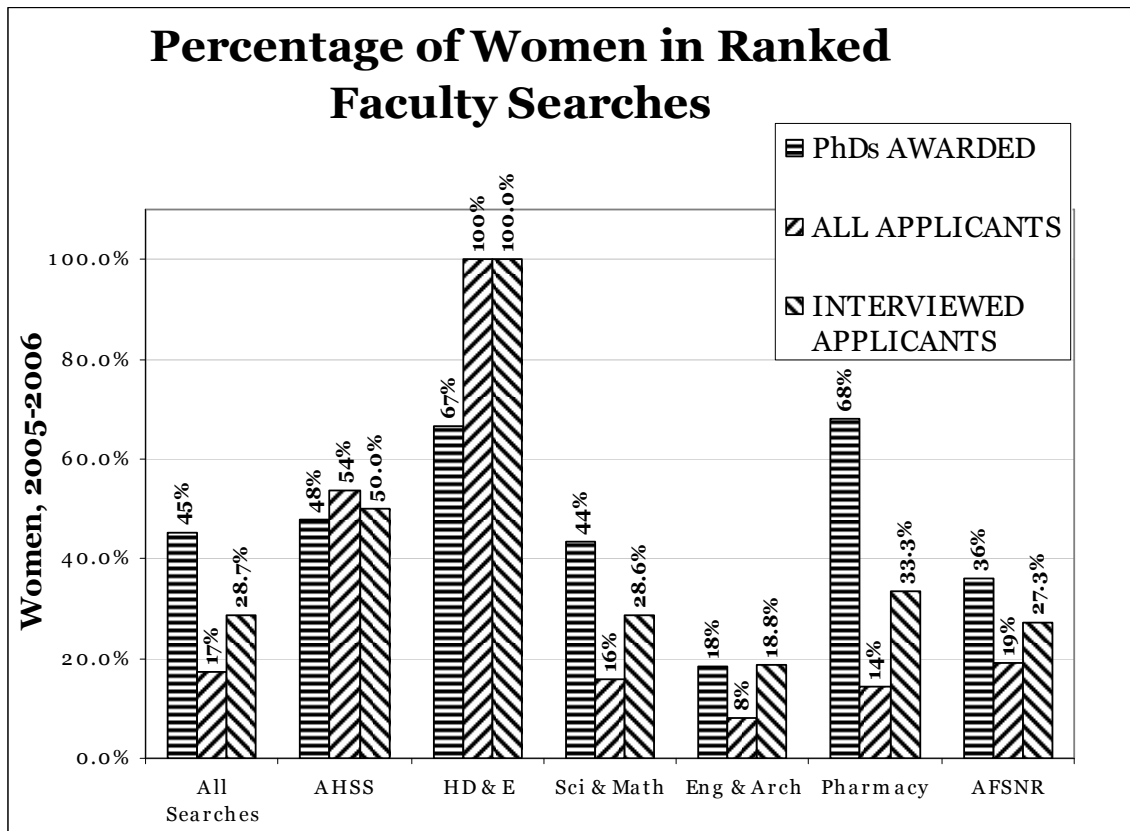
	2000	2001	2002	2003	2004	2005
Engineering				17.0%	17.6%	18.3%
Science (includes Math)*	42.0%	42.2%	43.0%	43.5%	43.4%	43.5%
Humanities/Social Sciences						47.7%
Education				65.8%	65.7%	66.7%
Health				66.4%	68.2%	68.0%
Agricultural Sciences*	30.6%	34.8%	31.6%	35.3%	38.2%	36.2%

Science\*and Agriculture\* – Agricultural sciences that were included within the Science category are pulled out.

<b>Percentage of women applicants by college</b>	<b>NDSU 2005-2006 APPLICANTS</b>	<b>National 2005 Doctoral Degrees Awarded</b>
<b>All Searches</b>	17.2%	45.1% -- all fields
<b>AHSS</b>	53.7%	47.7%
<b>HD &amp; E</b>	100.0%	66.7%
<b>Sci &amp; Math</b>	15.9%	43.5%
<b>Eng &amp; Arch</b>	8.0%	18.3%
<b>Pharmacy</b>	14.3%	68.0%
<b>AFSNR</b>	19.3%	36.2%

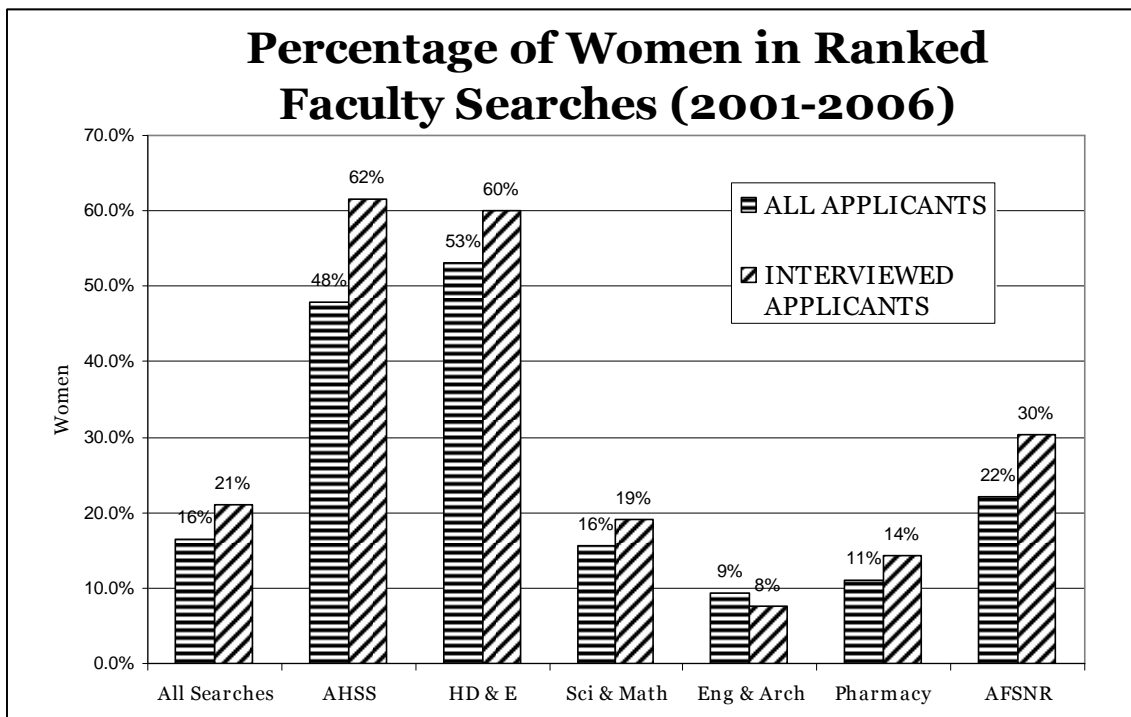
- In 2005, 18.3 percent of the doctoral degrees in engineering were awarded to women. NDSU Engineering faculty searches attracted only 8% women. This could suggest that our candidate pools are not as gender diverse as they could.
- Lack of gender diversity is more pronounced in Pharmacy: while 68% of the doctoral degrees in health sciences were awarded to women, NDSU pharmacy college searches attracted about 15% women.
- In 2005, 45.1% of the doctoral degrees were awarded to women – for all searches NDSU attracted 17.2% women.

Women		2005-2006	
	PhDs AWARDED	ALL APPLICANTS	INTERVIEWED APPLICANTS
All Searches	45.1%	17.2%	28.7%
AHSS	47.7%	53.7%	50.0%
HD & E	66.7%	100.0%	100.0%
Sci & Math	43.5%	15.9%	28.6%
Eng & Arch	18.3%	8.0%	18.8%
Pharmacy	68.0%	14.3%	33.3%
AFSNR	36.2%	19.3%	27.3%



**2. Percentage of women applicants and interviewed applicants, by college, for 2001-2006**

	2001-2006	
	APPLICANTS	INTERVIEWED APPLICANTS
All Searches	16.5%	21.1%
AHSS	47.8%	61.5%
HD & E	53.2%	60.0%
Sci & Math	15.6%	19.0%
Eng & Arch	9.3%	7.5%
Pharmacy	11.0%	14.3%
AFSNR	22.1%	30.4%

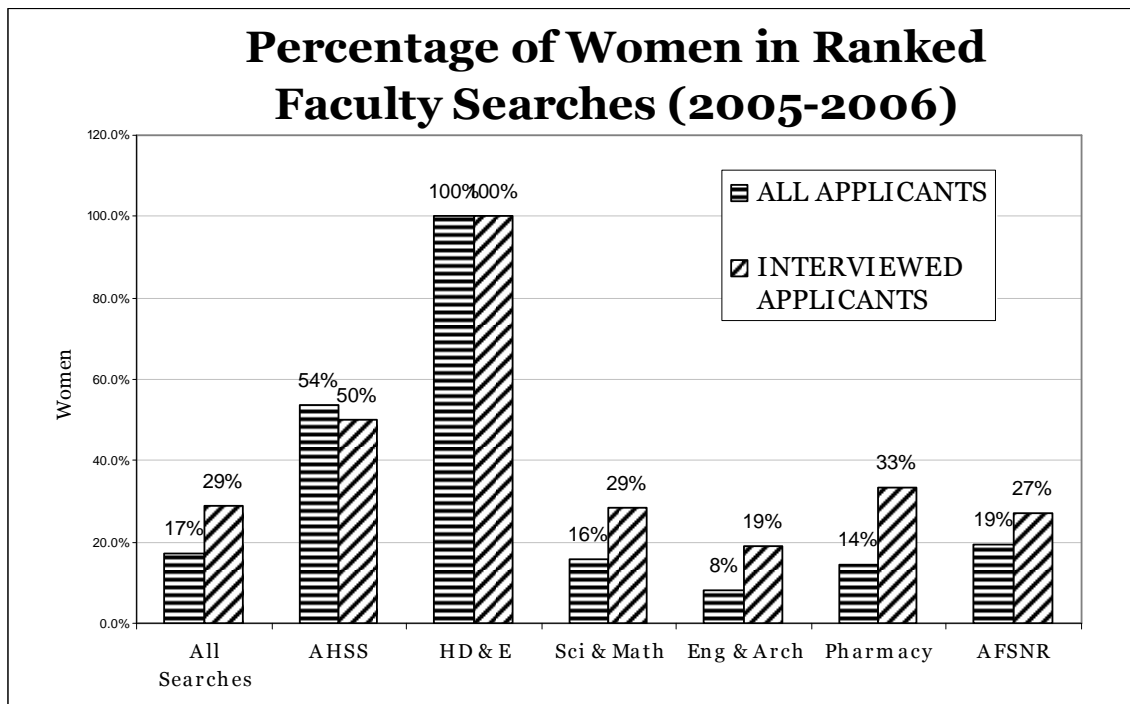


Between the academic years 2001-2006, 16 percent of the applicants in all ranked faculty searches were women, while, 21 percent of the interviewed applicants were women. Similar trend is observed for each College, with the exception of Engineering:

- women representation in candidate pools for searches in STEM Colleges (Sci&Math, Eng&Arch, Pharmacy, and AFSNR) are low.
- women are invited to on campus interviews in higher percentages than their representation in the candidate pools, *except in Engineering*.
- increasing the candidate pool gender diversity should increase the percentage of women who are interviewed
- the candidate pool diversity of each ranked faculty search should be reflective of PhDs granted of the field the search is for

**3. Percentage of women applicants and interviewed applicants, by college, for 2005-2006**

	2005-2006	
	APPLICANTS	INTERVIEWED APPLICANTS
All Searches	17.2%	28.7%
AHSS	53.7%	50.0%
HD & E	100.0%	100.0%
Sci & Math	15.9%	28.6%
Eng & Arch	8.0%	18.8%
Pharmacy	14.3%	33.3%
AFSNR	19.3%	27.3%

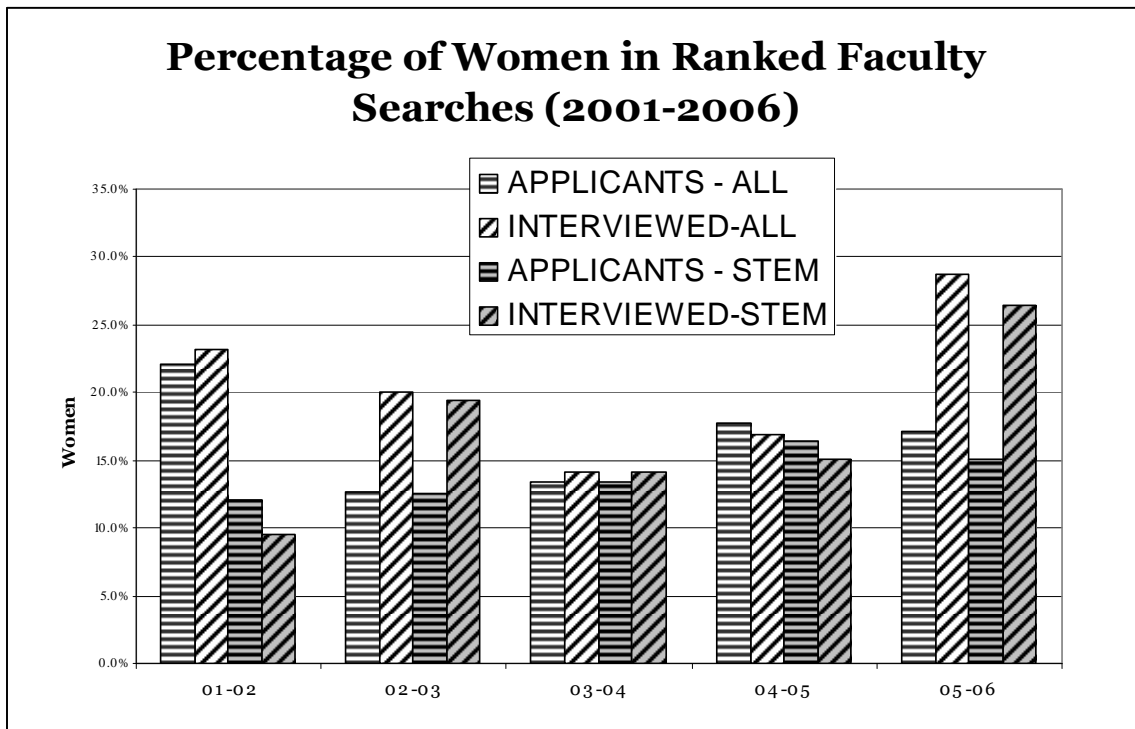


In 2005-2006, 17 percent of the applicants in all ranked faculty searches were women, while, 29 percent of the interviewed applicants were women. In the engineering college, even though only 8% of the applicants were women, 19% of the interviewed applicants were women.

- women representation in candidate pools for searches in STEM Colleges (Sci&Math, Eng&Arch, Pharmacy, and AFSNR) are low, but women are invited to on campus interviews in much higher percentages than their representation in the candidate pools.
- In 2005-2006, there were a total of 791 applications of which 136 were women. A total of 94 applicants were interviewed, of which 27 were women.

**4. Percentage of women applicants and interviewed applicants, STEM versus ALL, by year, (2001-2006)**

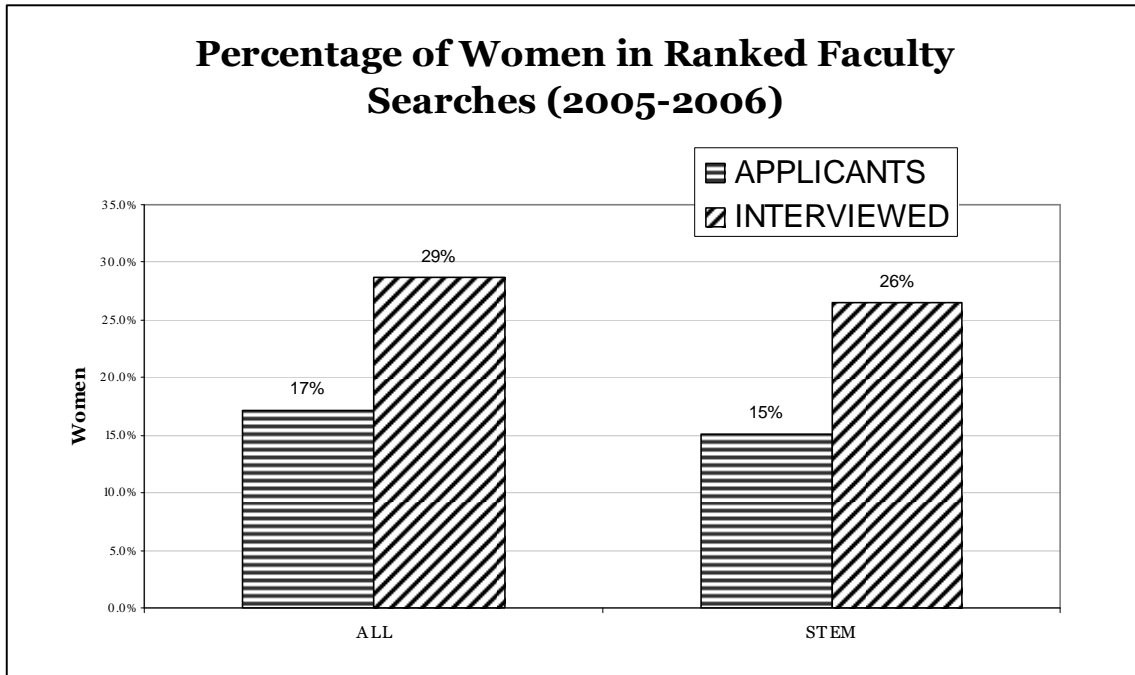
	APPLICANTS - ALL	INTERVIEWED-ALL	APPLICANTS - STEM	INTERVIEWED-STEM
<b>01-02</b>	22.1%	23.2%	12.0%	9.5%
<b>02-03</b>	12.6%	20.0%	12.6%	19.4%
<b>03-04</b>	13.4%	14.1%	13.4%	14.1%
<b>04-05</b>	17.8%	16.9%	16.4%	15.1%
<b>05-06</b>	17.2%	28.7%	15.1%	26.4%



University wide upward trend – STEM women are interviewed in comparable rates as ALL

**5. Percentage of women applicants and interviewed applicants, STEM versus ALL, for 2005-2006**

	ALL	STEM
APPLICANTS	17.2%	15.1%
INTERVIEWED	28.7%	26.4%



Women are interviewed 12 (=29-17) percentage points higher than their representation in candidate pools for all searches. Women are interviewed 11 (=26-15) percentage points higher than their representation in candidate pools for STEM searches. Essentially, the representation of women in STEM faculty interviews is reflective of the candidate pool.

**6. Percentage of women applicants and interviewed applicants  
by college by year**

	ALL APPLICANTS				
	<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
All Searches	22.1%	12.6%	13.4%	17.8%	17.2%
AHSS	43.8%	20.0%	-	53.8%	53.7%
HD & E	66.1%	11.1%	-	23.1%	100.0%
Sci & Math	16.4%	14.5%	14.1%	19.2%	15.9%
Eng & Arch	4.6%	7.9%	9.2%	12.4%	8.0%
Pharmacy	18.2%	15.4%	8.8%	7.1%	14.3%
AFSNR	20.7%	26.3%	22.6%	25.7%	19.3%

	INTERVIEWED APPLICANTS				
	<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
All Searches	23.2%	20.0%	14.1%	16.9%	28.7%
AHSS	50.0%	100.0%	-	100.0%	50.0%
HD & E	73.3%	0.0%	-	0.0%	100.0%
Sci & Math	13.3%	21.6%	10.3%	18.5%	28.6%
Eng & Arch	0.0%	9.1%	9.5%	4.3%	18.8%
Pharmacy	20.0%	0.0%	11.1%	12.5%	33.3%
AFSNR	25.0%	60.0%	33.3%	26.7%	27.3%

No trends to report.