



University Faculty Senate

State University of New York

**Longitudinal Faculty Profile
by Gender
1980-2008**

**University Faculty Senate
Operations Committee
April, 2010**



State University of New York
University Faculty Senate

Operations Committee

2009-2010 Membership

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The Committee acknowledges the primary author of this report, Ronald Sarner.

Periodically the Operations Committee of the University Faculty Senate has produced a longitudinal profile of the faculty of SUNY showing trends in faculty size, rank, and gender by sector and by campus. Previous reports in this series were produced in 1993 and 1998. This report is the latest in the series depicting trends over the course of almost three decades. While the previous reports provided annual faculty counts by rank category and gender for each campus, repeating that annual data for the early years would result in unreadable charts and graphs. Accordingly, for the period 1980 through 2000 data is reported twice a decade, and beginning with 2000 it is reported annually.

There are several purposes to this report. First the report chronicles the effects that New York State's cyclical economic fortunes have had on full-time faculty size. The second purpose in support of the charge to the Operations Committee, that includes affirmative action, is to examine the extent to which the University has been successful in dealing with a substantial gender imbalance in its full-time faculty. Our task here is descriptive. We can easily discern changes in patterns of employment in the professoriate over the last three decades. The relative weight that might be ascribed to various reasons (more women entering graduate programs, greater female participation in the workplace, the role of affirmative action) for the changes is far more speculative. What is clear is that there has been a fairly steady increase in the number and percentage of women in the professoriate though the changes have not occurred at the same rate at all ranks nor across all campuses.

In order to maintain consistency data for this report comes from the annual *Economic Status of the Profession* report published by the American Association of University Professors in its publication *Academe*. Despite using a consistent source there are still some issues regarding data quality¹. Where data quality issues impinge on the analysis it is noted in narrative.

Data has been collected on all state-operated campuses except for the Health Science Center at Brooklyn, Upstate Medical University, and the College of Optometry. The Operations Committee intends to issue an addendum to the report that provides the historical data for these three campuses. At the time of publication of the first two reports data was not captured for the two health science campuses; data for Optometry has been preserved only from 1980 through 1991. Rather than delay release of this report while the data collection continues, the Committee decided to handle these three campuses through an addendum.

For the purpose of this report senior faculty have been defined as those holding the ranks of Professor or Associate Professor. Faculty at distinguished ranks have been reported as Professor. Junior ranks are defined as Assistant Professor or Instructor. It is unclear whether those at the rank of Lecturer have been included in the reported data. Full-time faculty are defined by AAUP as individuals whose "major regular assignment (at least 50%) is instruction, including release time for research." Institutions have been asked to include faculty on sabbatical leave and to exclude sabbatical and administrators who also hold faculty rank.

¹ For example, in 1988 the reported size of the junior faculty (assistant professor or instructor) at Stony Brook increased by almost 200% from 159 to 450, only to be reduced to 221 the following year. It is clear that Stony Brook did not hire almost three hundred junior faculty in one year and release the majority in the following year. It is apparent that AAUP was inconsistent with respect to the inclusion of medical faculty in the annual reporting and this inconsistency affects totals at the University at Buffalo and at Stony Brook.

Full-time Faculty Size

Over the course of nearly thirty years the size of the full-time faculty shrank from a high of 7353 in 1980 to a low of 5987 in 2000, a decline of almost 19%. In recent years the trend has been generally upward, with full-time faculty size reaching 7039 in 2008. As this report is written in early 2010 in the midst of another economic downturn, one can only anticipate that much of these gains will be lost over the next few years. Full-time faculty size is depicted in Figure 1.

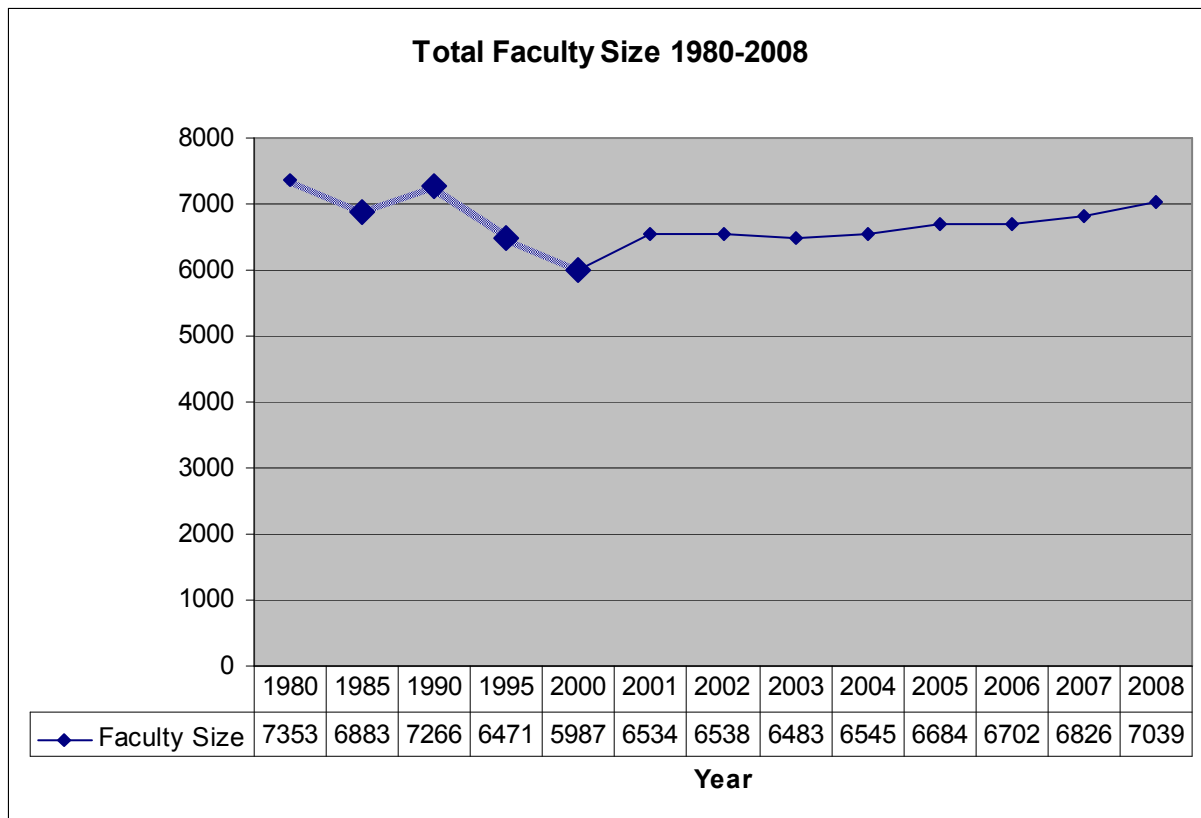


Figure 1: Total Faculty Size 1980-2008

Note that in all the graphs in the report data from 1980 through 2000 is presented at five year intervals, and for 2000 through 2008 at one-year intervals. While data is available annually since 1980, presenting data for every year would render the data table at the bottom of the graph unreadable. Thus, in viewing the graphs trends prior to 2000 appear to be much more pronounced than the data would suggest. To call attention to the change from five-year intervals to one-year intervals, lines for the five-year interval segment of the graphs has been visually enhanced.

Faculty size by rank is shown in Figure 2. The size of the junior faculty (Assistant Professor or Instructor) in 2008 was the highest observed over the three decades. The size of the junior faculty has increased in each of the last five years, adding a total of 296 positions or an increase of 13.2% since 2003. The size of the senior faculty (Professor or Associate Professor) bottomed out 4068 in 2000 and has since increased by 425 positions or 10.4%. Increases in full-time faculty size over the past few years are indicative of relatively good budgets and also a legislative initiative to add full-time faculty to SUNY.

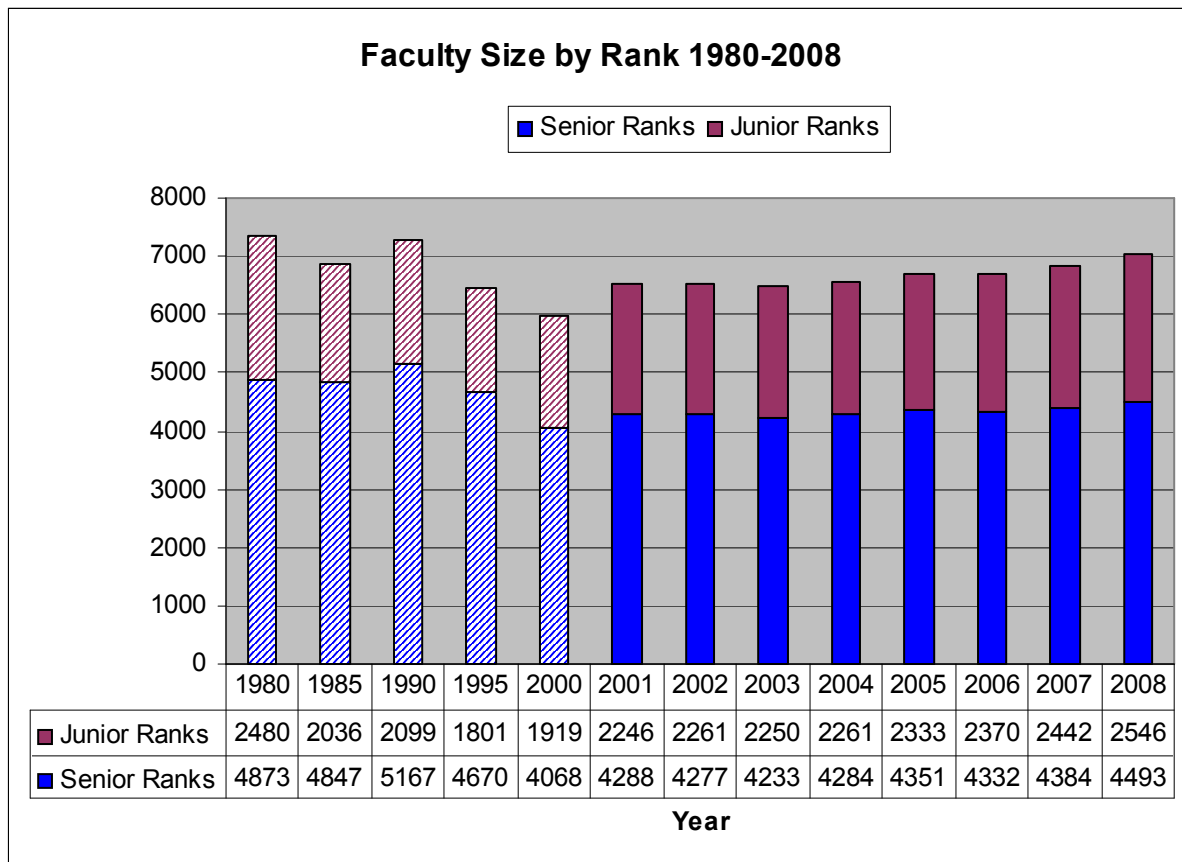


Figure 2: Faculty Size by Rank 1980-2008

(Note Five Year intervals 1980-2000 depicted by striped bars; Yearly intervals 2000-2008 depicted by solid bars)

Full-time Faculty by Gender

The professoriate in SUNY is much more diverse with respect to gender than it was in 1980. Faculty size by gender is depicted in Figure 3. Since 1980 the number of women has increased by 1223 positions, an increase of 82.3% despite the loss of over 300 total positions during this time frame. At 2709 positions, the number of female faculty in SUNY is at an all-time high (including years suppressed in the tables). Over this same time period the number of male faculty has declined by 1537, a decrease of 26.2%. The number of men bottomed out in 2000 at 4116; since that year the number of men has increased by 214 positions or 5.2%.

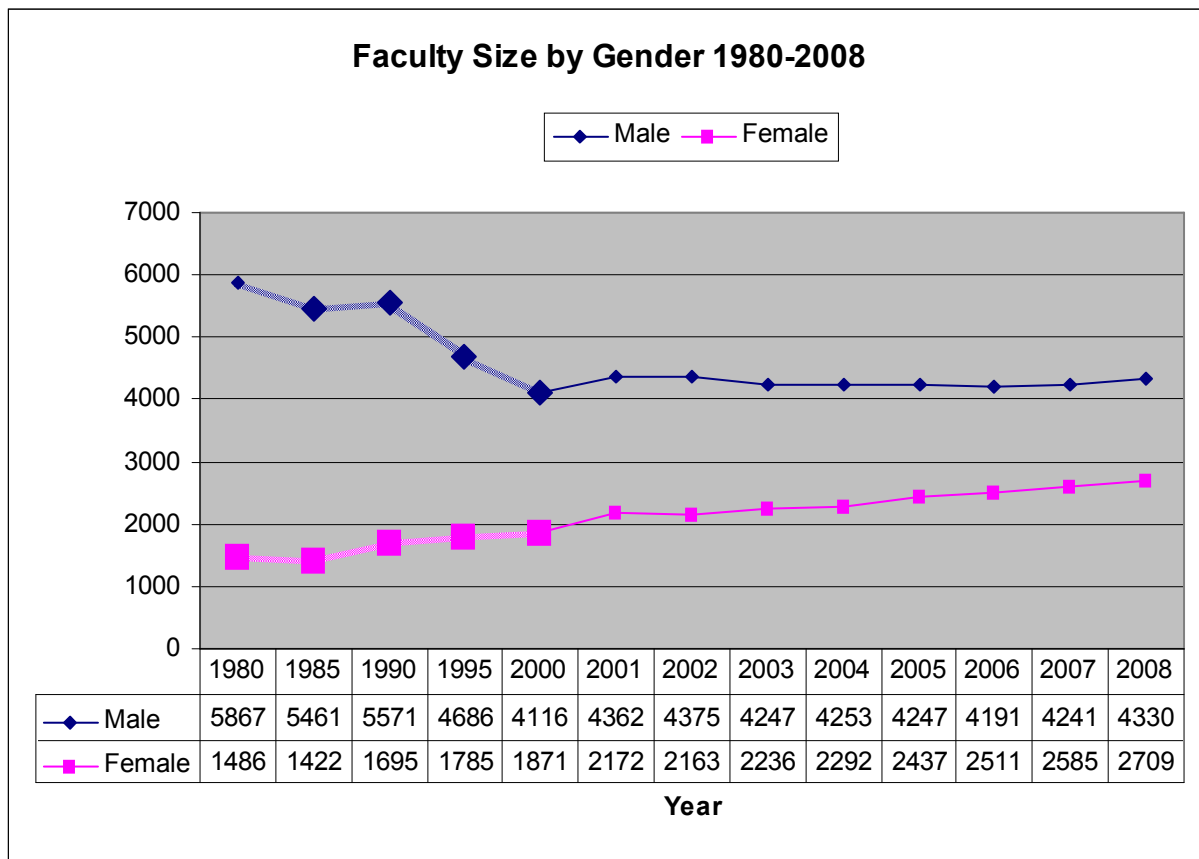


Figure 3: Faculty Size by Gender 1980-2008

(Note: Five year intervals 1980-2000 depicted by heavy lines; one-year intervals 2000-2008 depicted by light lines)

The proportion of faculty by gender is shown in Figure 4. Since 1980 there has been a fairly steady increase in the proportion of faculty positions held by women increasing from 20% of the professoriate in 1980 to 38% in 2008. However, this pattern has not been consistent across the sectors as will be detailed later in this report.

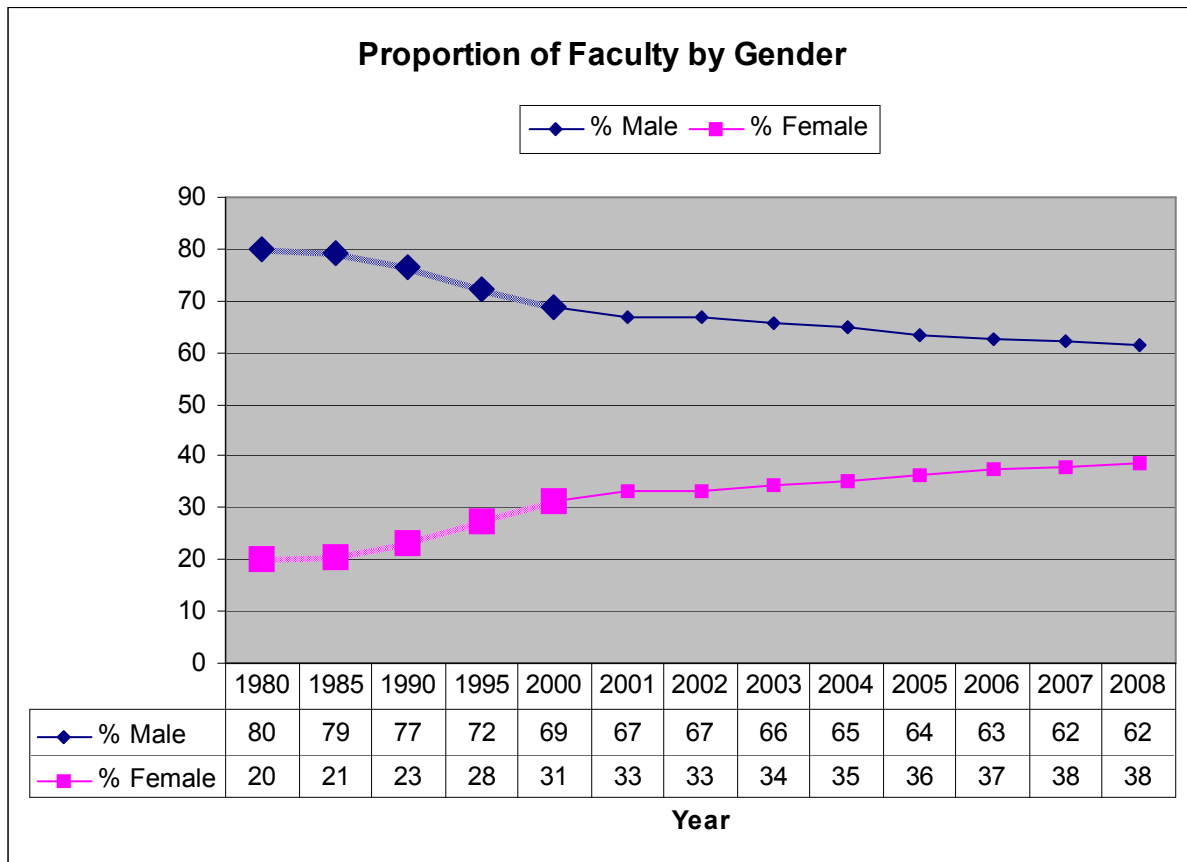


Figure 4: Faculty Proportion by Gender 1980-2008 (in percent)
 (Note: Five Year intervals 1980-2000 depicted with bold lines; Yearly intervals 2000-2008 depicted with light lines)

The distribution of senior faculty by gender is presented in Figure 5. There was a steady and dramatic drop in the number of senior male faculty from 1990 to 2000 - a decline of 1203 positions or 28.3%. Presumably many, if not most, of the decline is attributable to retirements over that decade. Many of these men would have entered the profession in the 1950s or early 1960s, a time when graduate school enrollment in general, and doctoral programs in particular, were heavily dominated by males. For the last eight years the number of men in senior positions has been in a relatively narrow range close to 3000.

Since 1980 there has been a gradual increase in the number of women in senior faculty positions. In the years under examination the only dip occurred in 2002 (a loss of 6 positions). Overall the number of women in senior ranks increased by 133% or 835 positions between 1980 and 2008.

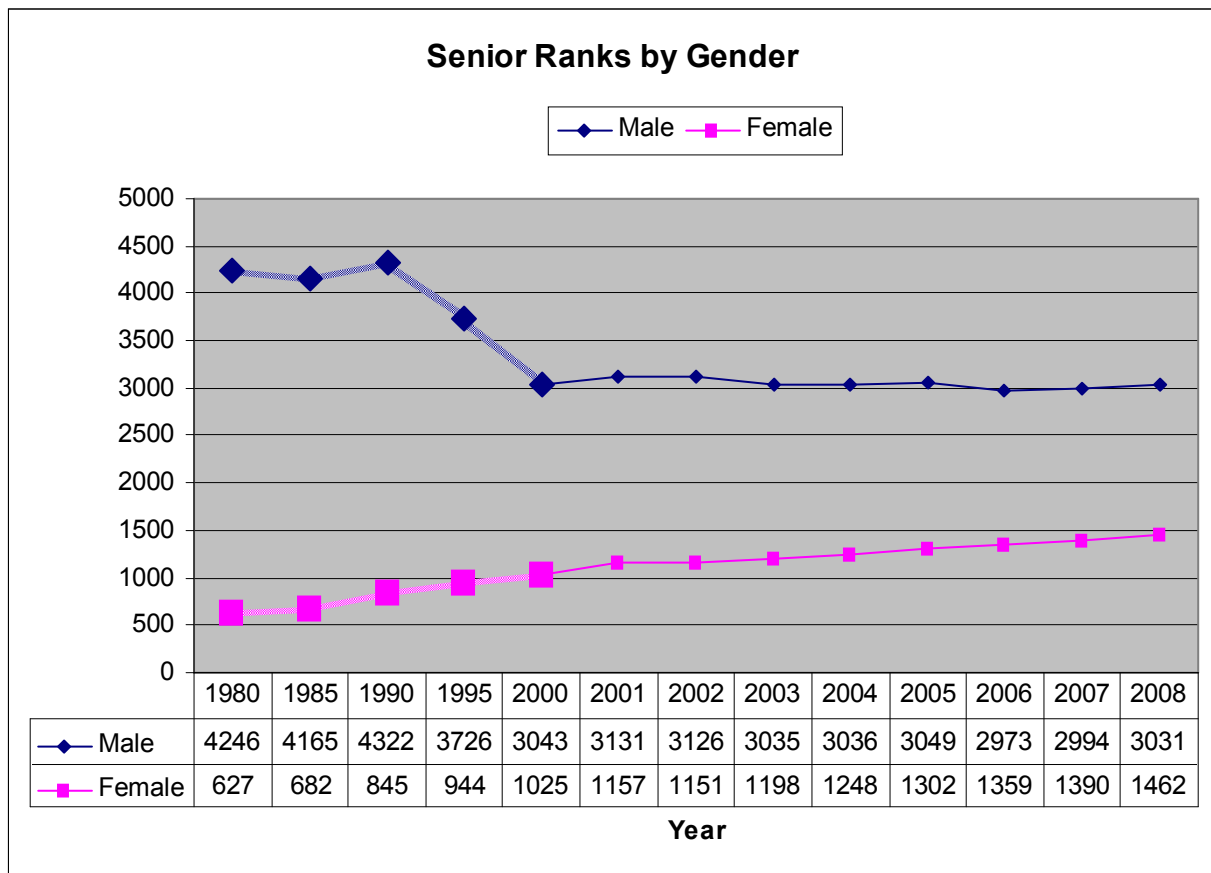


Figure 5: Senior Ranks by Gender 1980-2008

(Note: Five year intervals 1980-2000 depicted with bold lines; one year intervals 2000-2008 depicted with light lines)

The proportion of faculty size by gender for Senior Ranks is depicted in Figure 6. Despite the large number of women who have entered the profession and have been promoted to senior ranks, the proportion of women at the ranks of Professor or Associate Professor is still only one-third of the senior professoriate. Again, the most dramatic change occurred in the 1990s when the proportion of men in senior ranks declined from 84% to 75%, largely due to the number of men who retired.

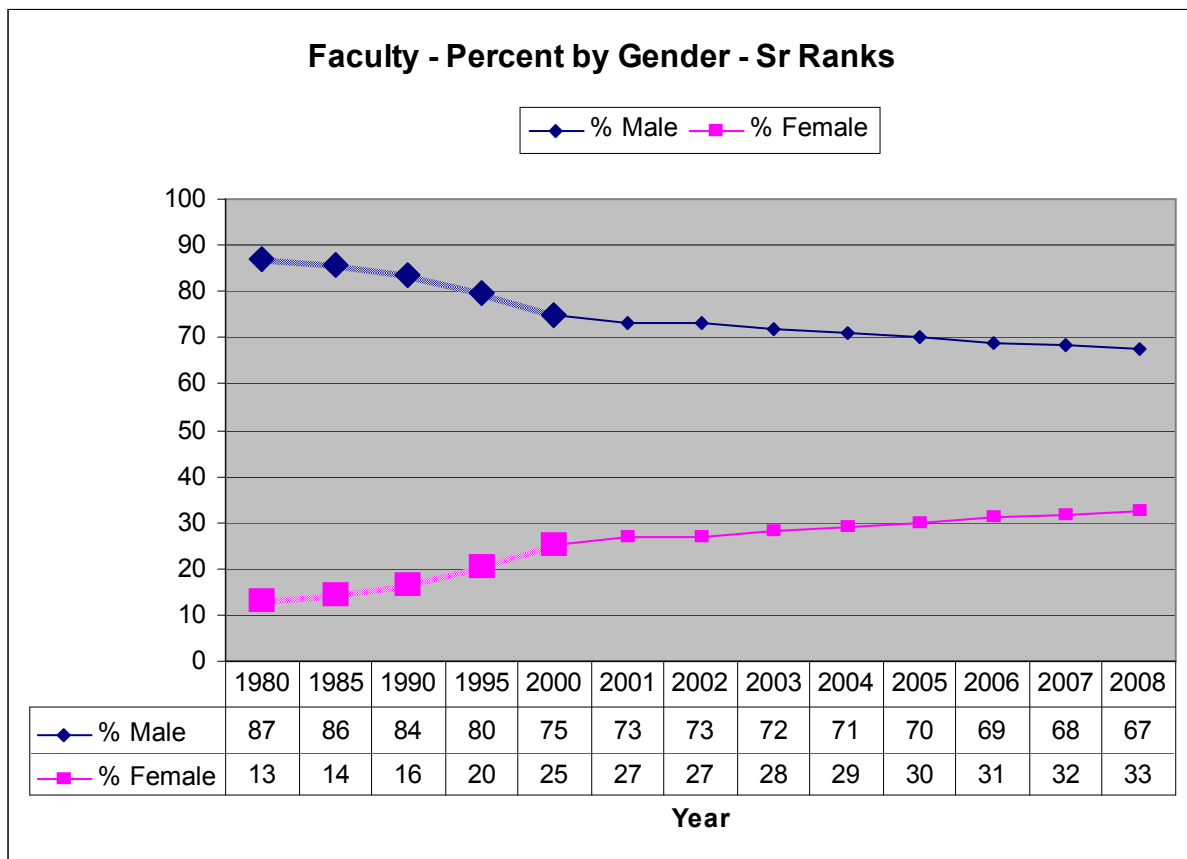


Figure 6: Proportion of Senior Faculty by Gender 1980-2008

(Note: Five year intervals 1980-2000 depicted with bold lines; one year intervals 2000-2008 depicted with light lines)

At the junior ranks (largely Assistant Professor; there are very few Instructors throughout the system) there has been a dramatic convergence with respect to gender. For the past three years the gap between the number of men and women at the junior ranks has been about 50 positions. The distribution of junior faculty is shown in Figure 7.

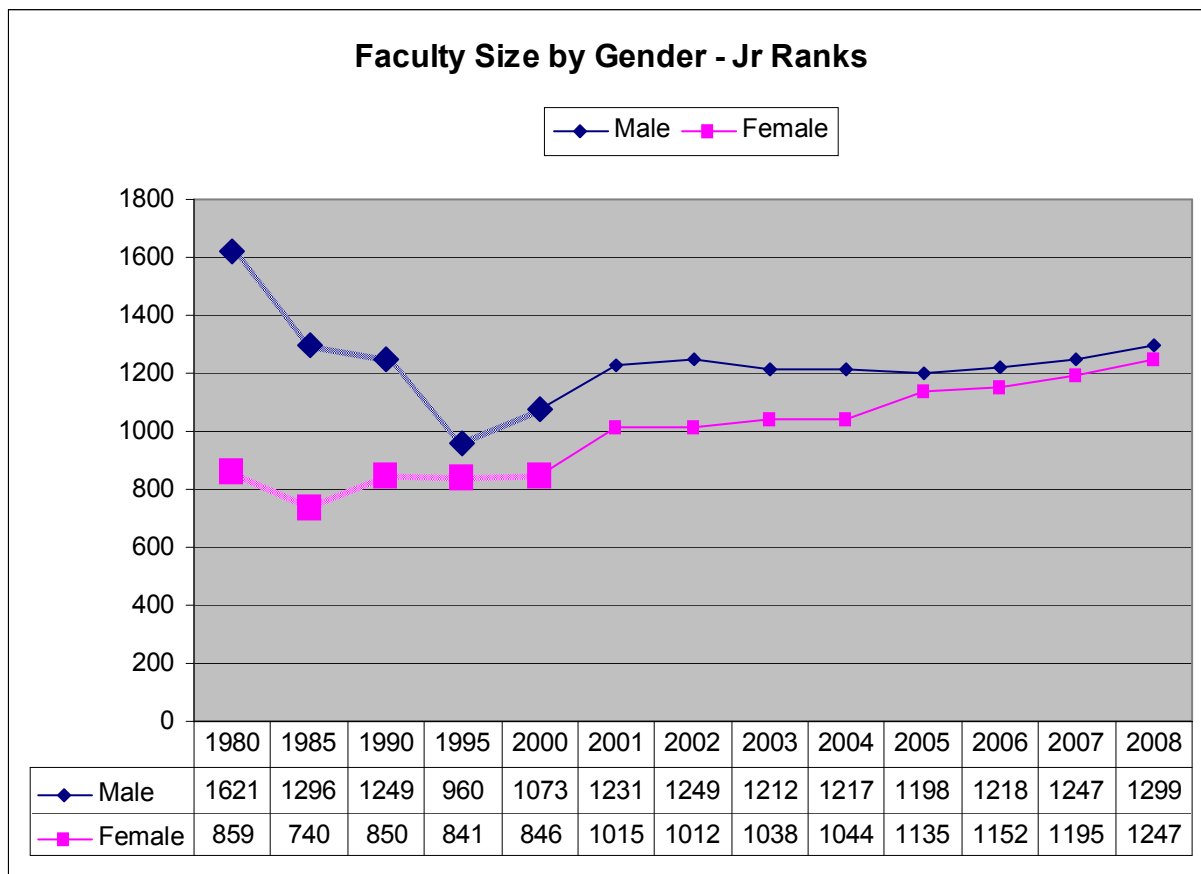


Figure 7: Faculty Size by Gender - Junior Ranks 1980-2008
 (Note: Five year intervals 1980-2000 depicted with bold lines; one year intervals 2000-2008 depicted with light lines)

The proportion of junior faculty by gender is shown in Figure 8. There was a steady increase in the proportion of women in junior ranks from 1980 through 2005. Note that because the period 1980 through 2000 is shown at five year intervals and the period since 2000 at one year intervals, the change in the earlier years appears more dramatic than it was. In 1980 women held just over one-third of the junior faculty positions; since 2005 women have held 49% of those positions. It is reasonable to conclude that, in aggregate, today there is no gender gap with respect to faculty positions in junior ranks. This is not to suggest that disparities do not exist in particular sectors or in particular disciplines, but rather that in aggregate a gender gap at junior faculty ranks does not exist within SUNY today.

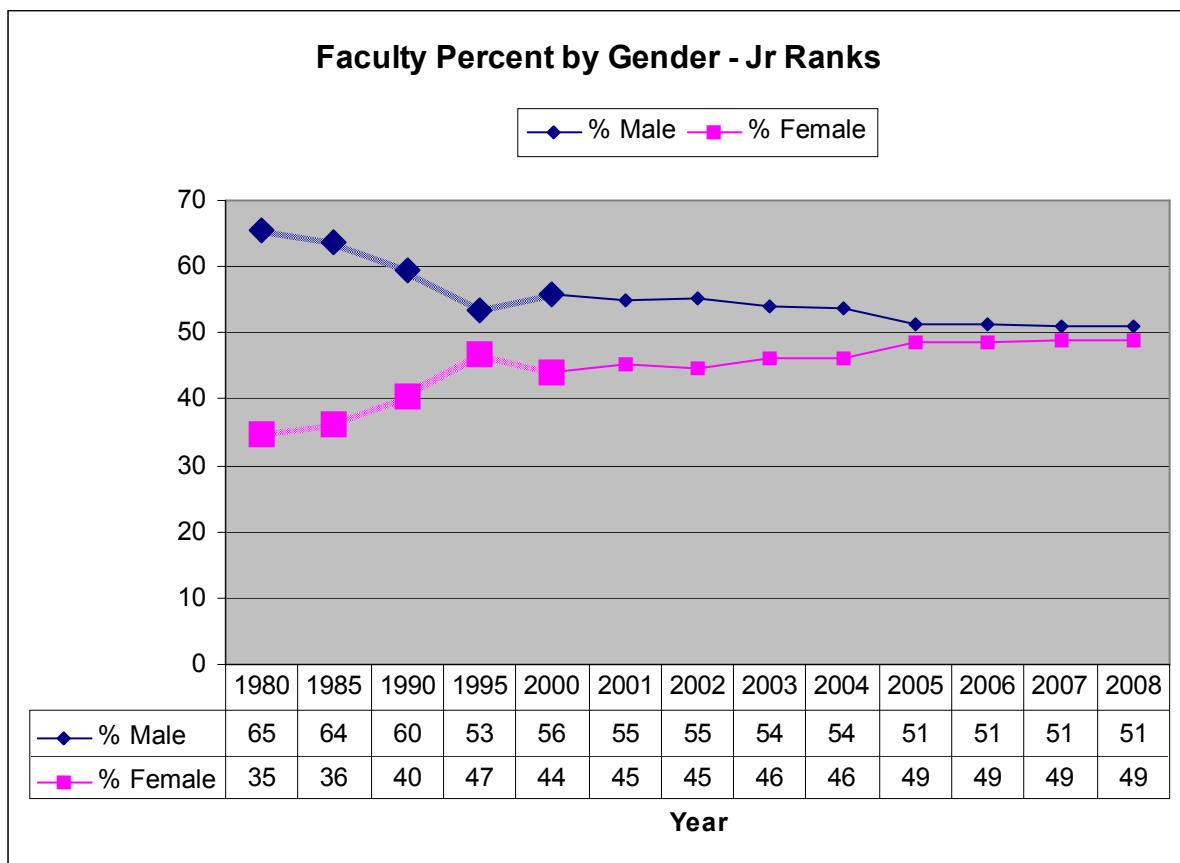


Figure 8: Proportion of Junior Faculty by Gender 1980-2008

(Note: Five year intervals 1980-2000 depicted with bold lines; one year intervals 2000-2008 depicted with light lines)

Analysis by Sector

Examining only aggregate data camouflages some trends that would become apparent when sector level data is analyzed. Since 1980 there have been several changes to the composition of sectors. The designators currently in use by SUNY are not congruent with the designations used by the University Faculty Senate for its own purposes. In order to maintain comparability with past reports, the sector designations used in those reports are continued here. The differences between the groupings used in prior reports and those currently in use by the Senate and by SUNY are as follows:

- ESF is placed in the Specialized sector; SUNY now lists it with the doctoral campuses.
- A recent by-laws amendment moved Farmingdale from the Specialized sector to the Technology sector and SUNY now lists it similarly. For this analysis it remains in the Specialized sector.
- Maritime and SUNYIT are placed in the Specialized sector; SUNY now lists both campuses in the Technology sector.

University Centers

Faculty size at the University Centers is depicted in Figure 9. Relative to other sectors, the University Centers have prospered since 1980, having added 455 positions, an 18.7% increase against a total university-wide loss of 314 positions. Thus, the four Centers have added positions, while the other three sectors have lost positions.

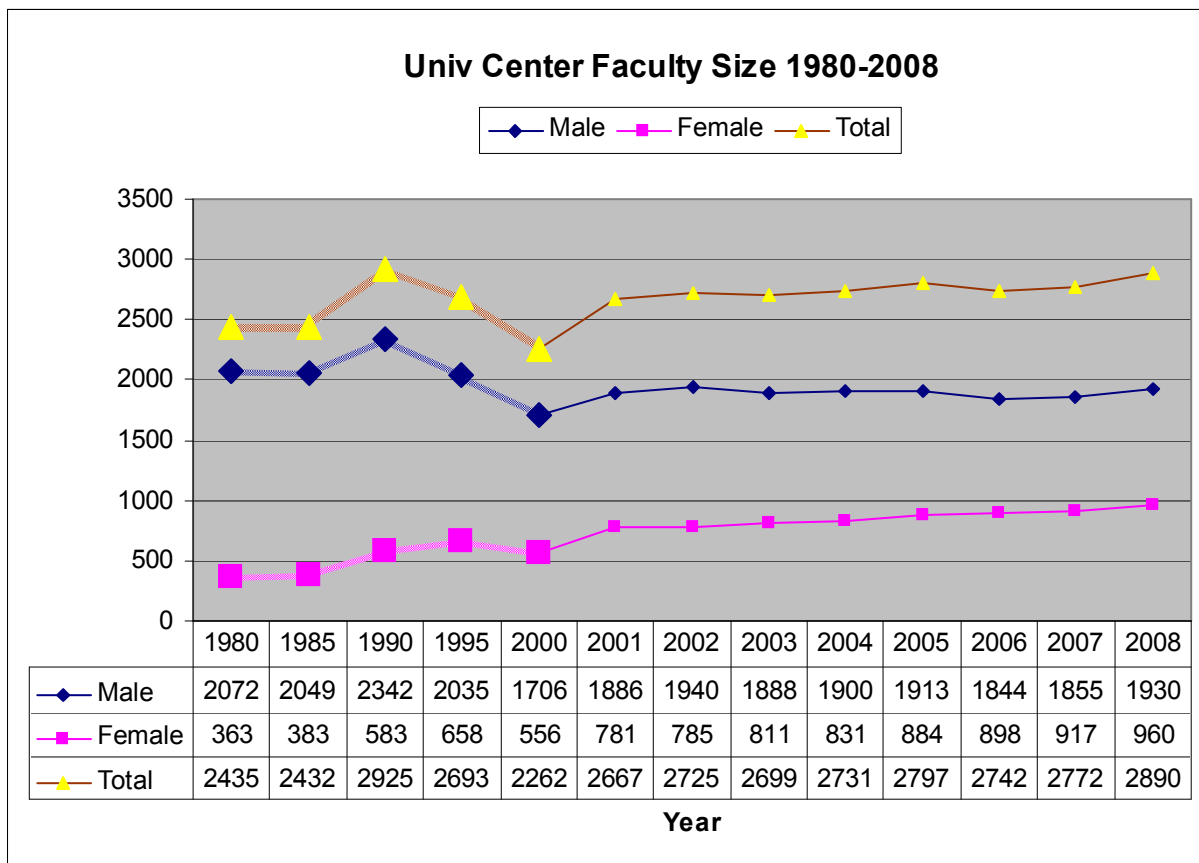


Figure 9: Faculty Size - University Centers - 1980-2008

(Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

The University Centers have a higher proportion of men than does the system as a whole. While 85% of the faculty at the Centers were men in 1980, system-wide men accounted for 80% of the faculty. Today men account for 67% of the faculty at the Centers and 62% system-wide. The proportion of faculty by gender for the University Centers is shown in Figure 10.

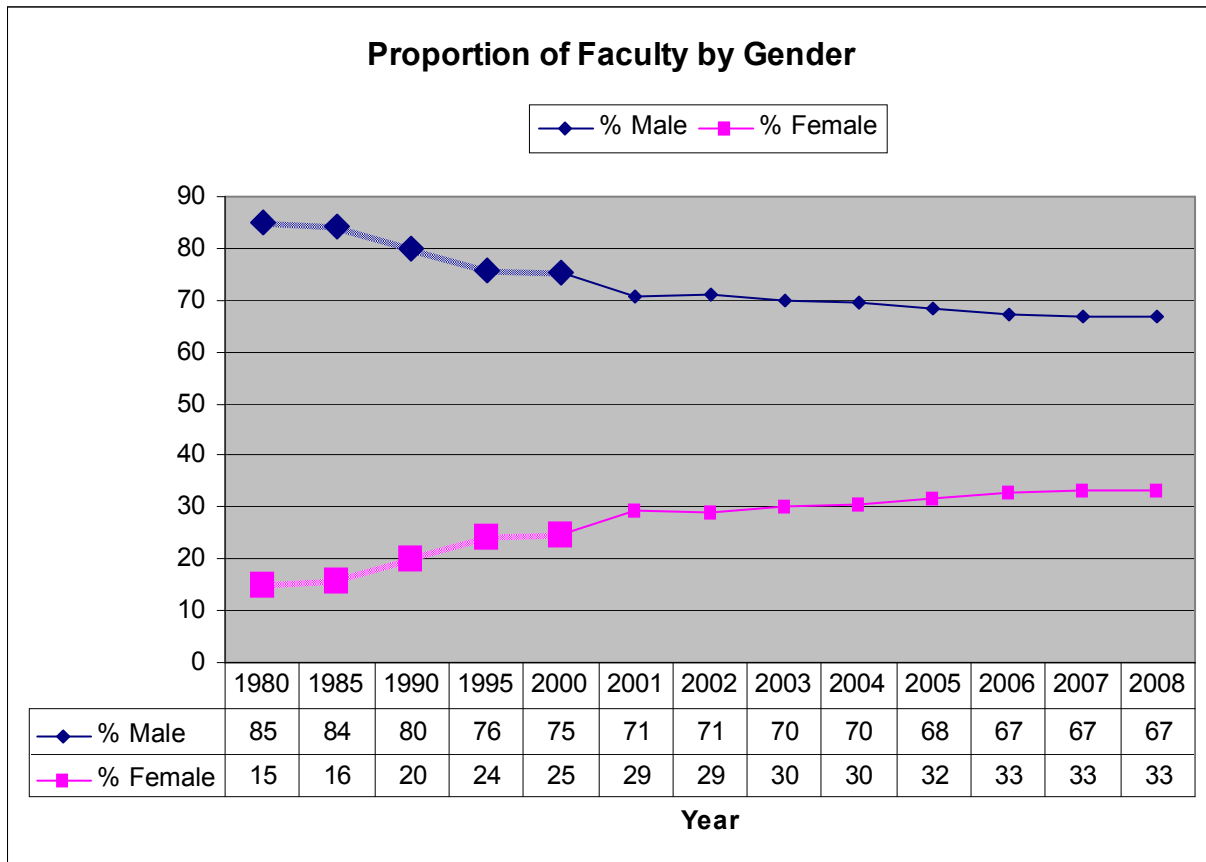


Figure 10: Faculty Proportion by Gender - University Centers 1980-2008
 (Note: Five year intervals 1980-2000 depicted by bold line; one year intervals 2000-2008 depicted by light line)

The distribution of faculty by gender for senior ranks at the University Centers is presented in Figure 11. Since 1980 the number of women at senior ranks has increased by 217% from 175 to 554. There are currently more women in senior ranks at the University Centers than at any prior time in the university's history. The number of men in senior positions continued to increase until 1990, declined in the 90s and has been relatively constant during the current decade.

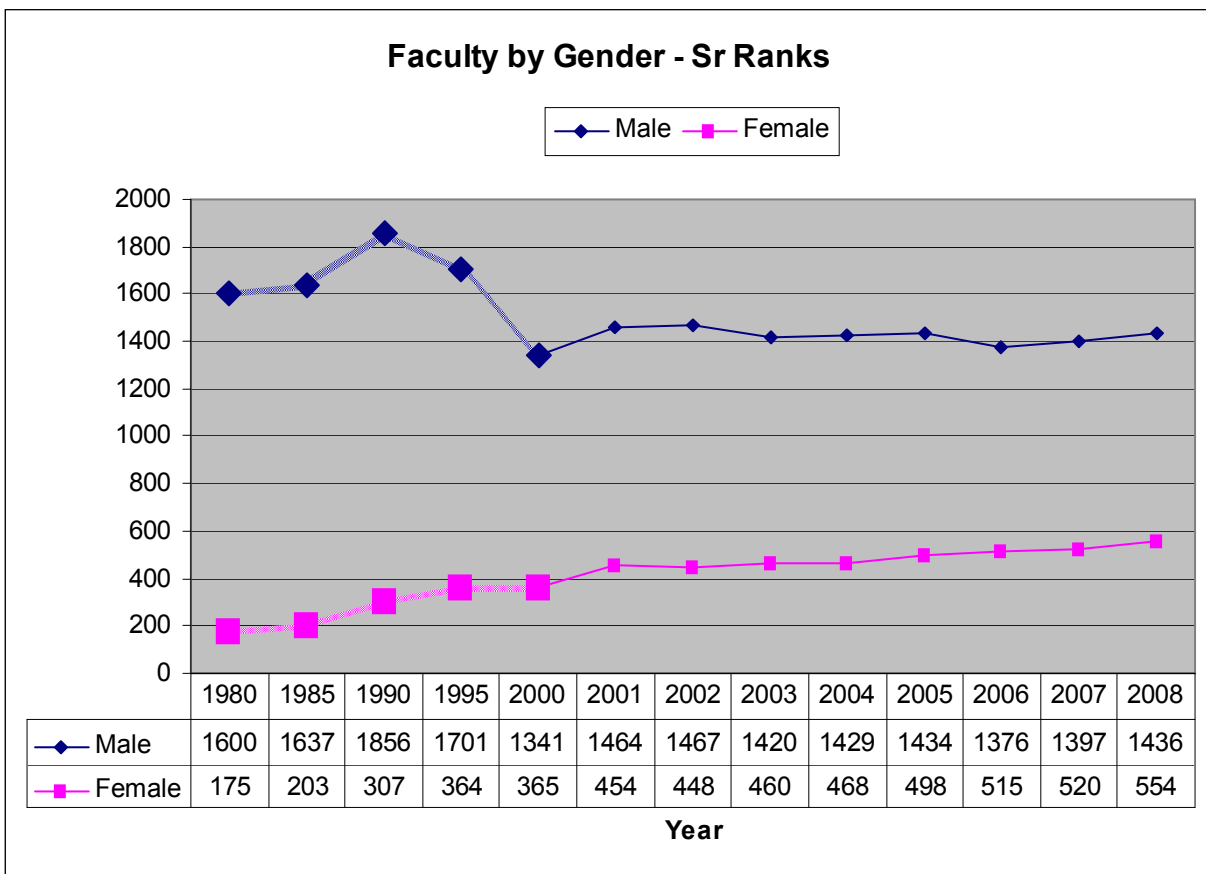


Figure 11: Faculty by Gender - Senior Ranks - University Centers 1980-2008
 (Note: Five year intervals 1980-2000 depicted by bold line; one year intervals 2000-2008 depicted by light line)

The proportion of faculty by gender at the senior ranks for the University Centers is depicted in Figure 12. In 1980 nine in ten senior faculty were men; today more than two-thirds are men. Among the four sectors, the University Centers remain heavily male dominated. Only the Specialized Colleges have a similar preponderance of men at senior ranks, skewed by the unusual curricula at Environmental Science & Forestry and at Maritime.

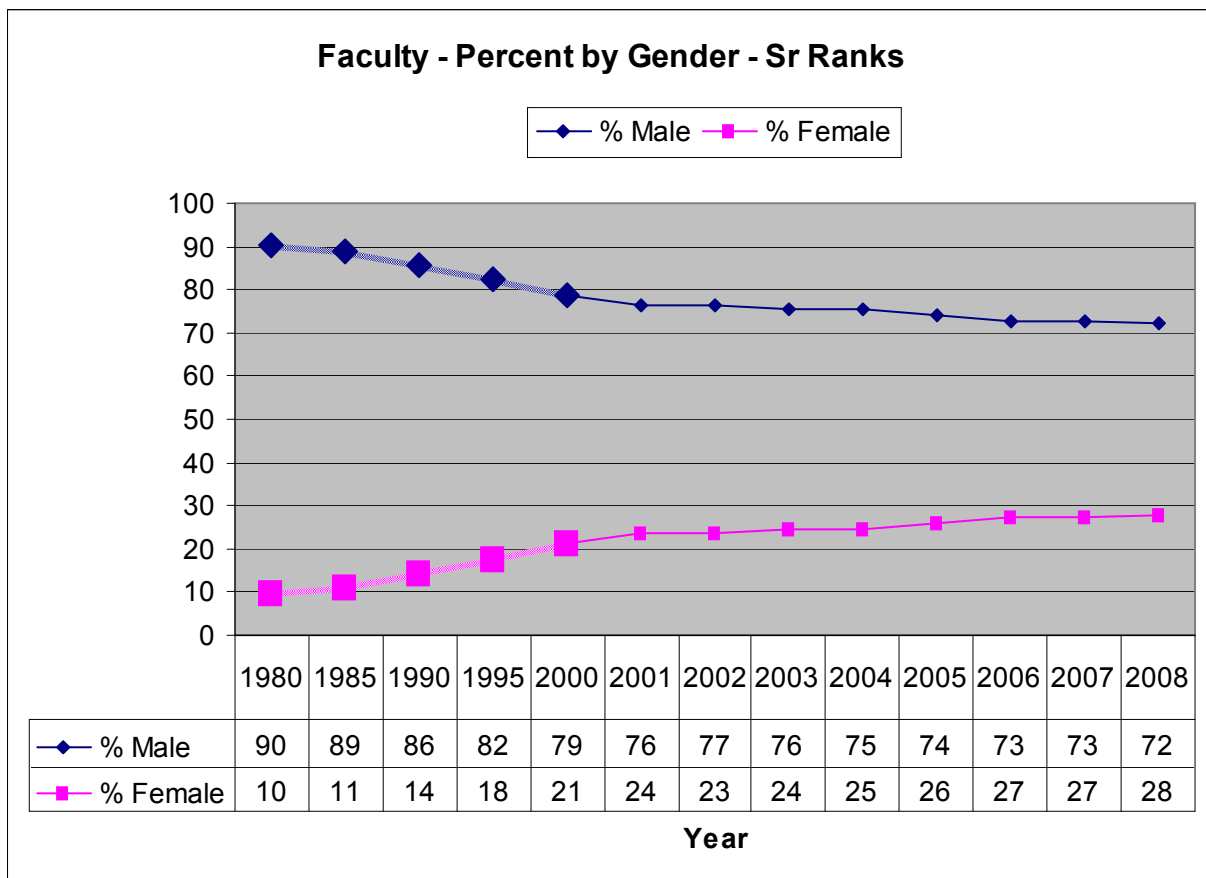


Figure 12: Proportion of Senior Faculty by Gender - University Centers - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold line; one year intervals 2000-2008 depicted by light line)

Data for junior faculty by gender at the University Centers is presented in Figure 13. This figure should be read with care. Data elements for female junior faculty in 2000 at Binghamton, Buffalo, and Stony Brook, while recorded correctly from the published source, are suspicious. Stony Brook, for example, shows a drop of 62 female junior faculty from 85 in 1999 (a year not presented in the figures) to 23 in 2000 (shown in the figure), only to rise again to 82 in 2001. There are similar discrepancies for Binghamton and Buffalo. Other data elements for the University Centers for the year 2000 appear consistent with the trends. Accordingly, while data for female junior faculty for 2000 is presented it is certainly questionable. It is unlikely that the decrease in junior male faculty between 1995 and 2000 is wrong; those figures are entirely consistent with the trends during the intervening years for which data is available but is not shown in the figure.

With those caveats, the number of junior male faculty was in a fairly narrow band between 400 and 500 for each of the years displayed except the period 1990-2000. The number of junior female faculty increased by 116% from 1980 to 2008, an increase of 218 positions. Except for the apparent data problem in 2000, the trend is a steady one.

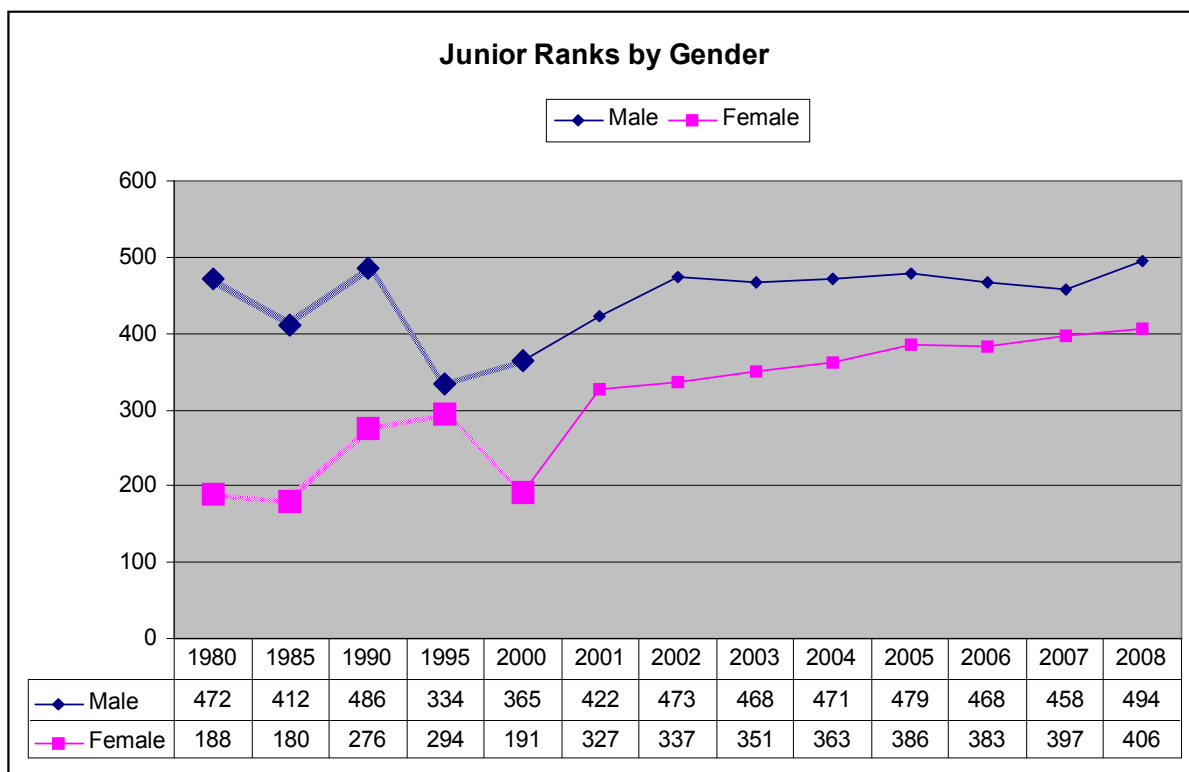


Figure 13: Faculty by Gender - Junior Ranks - University Centers 1980-2008.

(Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

The proportion of junior faculty at the University Centers by gender is shown in Figure 14. Again, given the highly suspect data on junior female faculty for the year 2000, the blip in the lines for that year should be ignored. The trend over the past nearly three decades is quite evident; whereas men constituted nearly three-fourths of the junior faculty at the University Centers in 1980, in recent years the split has been fairly consistent at about 55% men and 45% women.

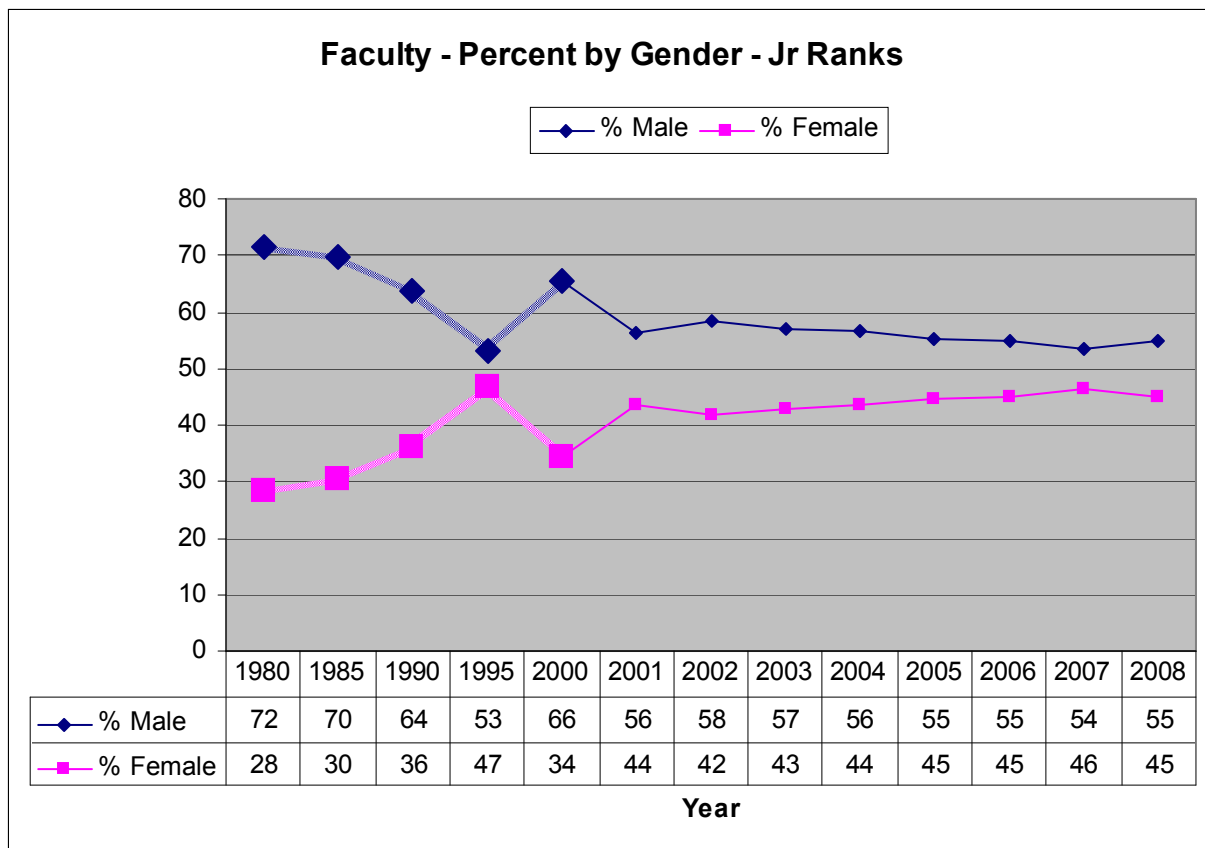


Figure 14: Proportion of Junior Faculty by Gender - University Centers - 1990-2008.

(Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Comprehensive Colleges

Full-time faculty size at the Comprehensive Colleges has fallen by 557 positions or more than 15% since 1980. Faculty size at the Comprehensive Colleges is depicted in Figure 15. At its lowest point in 2000, this sector was at 2804 full-time faculty, a decline of almost 900 positions or almost 24% of the 1980 faculty size. In the more than one decade between 1995 and 2006 faculty size remained in a narrow band between 2804 and 2965. The past two years has seen some growth in faculty size in this sector because of generally good budgets, legislative initiatives, and enrollment growth.

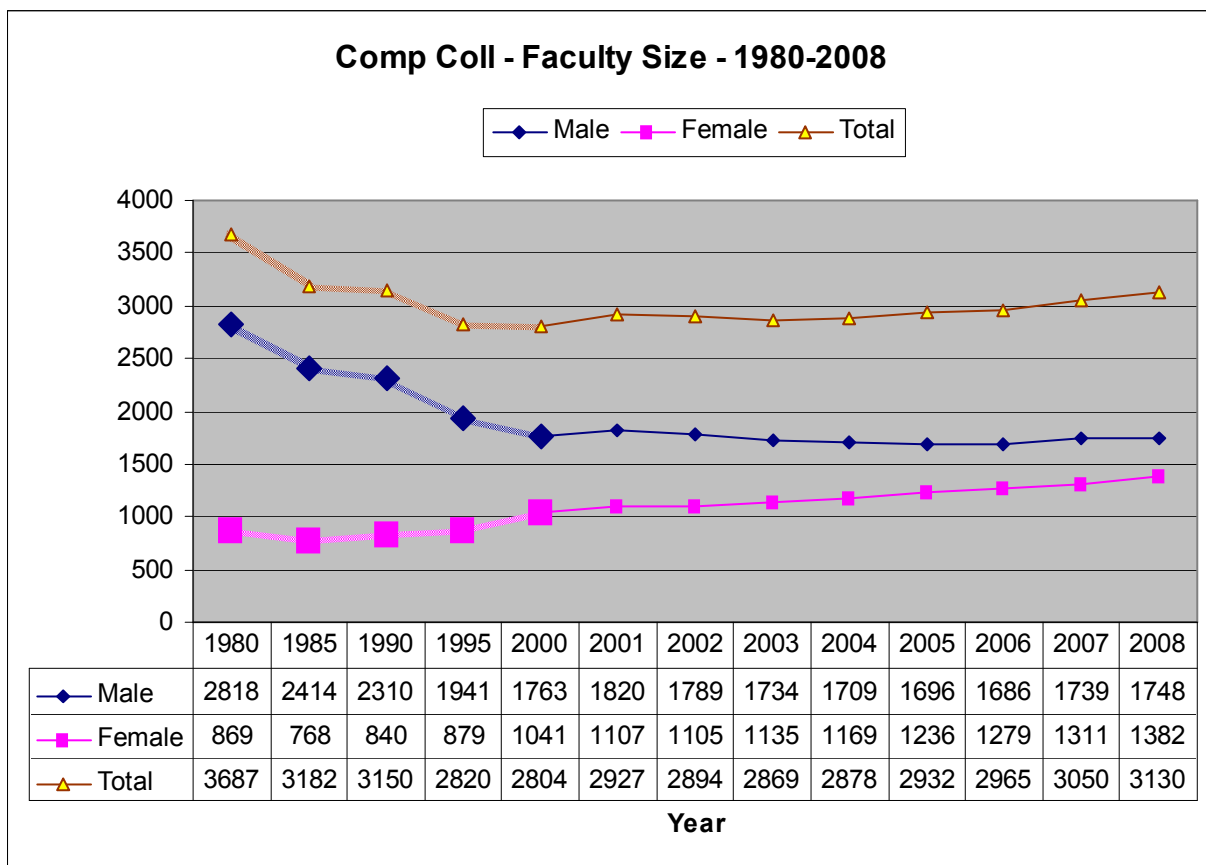


Figure 15: Full-time Faculty Size - Comprehensive Colleges - 1980-2008.

(Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Data for faculty in senior ranks at the Comprehensive Colleges is presented in Figure 16. There was a substantial decline in the number of men in senior positions in the two decades between 1980 and 2000, with a loss of 759 positions or 37.6%. During those same years the number of women at senior ranks rose by 154 positions or 41.4%. In 2008 the number of men occupying senior positions at the Comprehensive Colleges was at the lowest point during the nearly three decades under study, and the number of women at senior ranks was at the highest point.

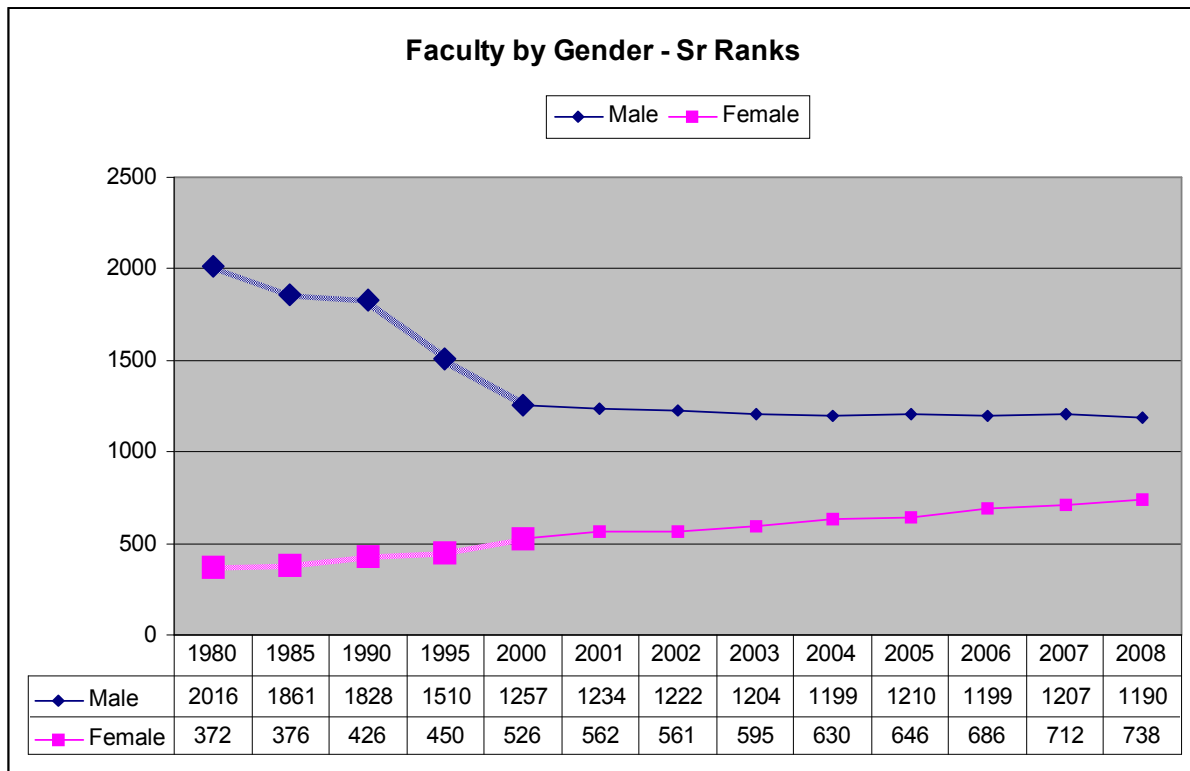


Figure 16: Full-time Faculty by Gender - Senior Ranks - Comprehensive Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

The proportion of senior faculty by gender at the Comprehensive Colleges is shown in Figure 17. In 1980 men constituted 84% of the faculty at senior ranks. There has been a steady decline in the proportion of men at senior ranks, with 62% of the senior faculty being males in 2008. The decline at the left end of the graph is less pronounced than it appears because of the five-year intervals at the left side and one-year intervals beyond 2000.

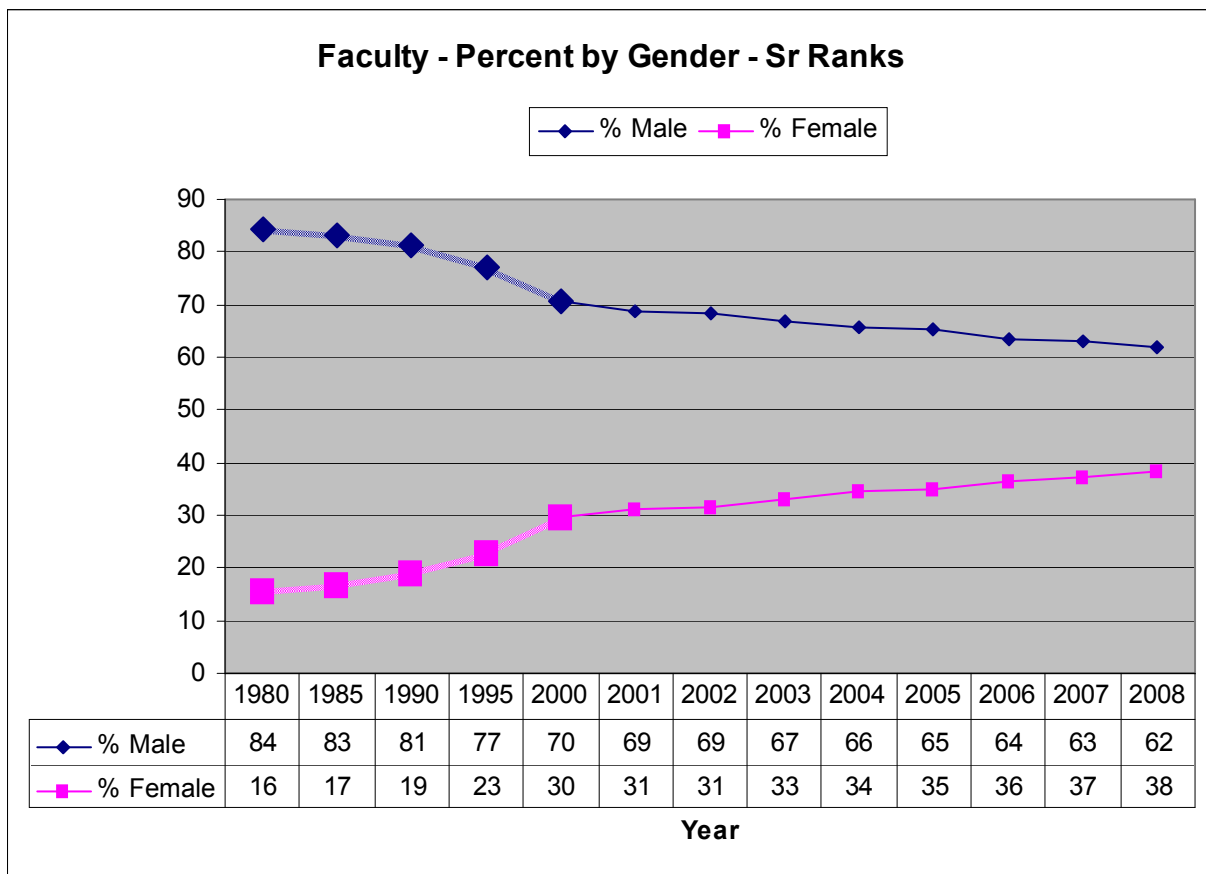


Figure 17: Proportion of Faculty by Gender - Senior Ranks - Comprehensive Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

At the junior ranks in the Comprehensive College sector women were a distinct minority in 1980. In 2003 the number of women at junior ranks exceeded the number of men (it was also a one-year occurrence in 2000) and women have outnumbered men since. Data on the number of junior positions held by gender is presented in Figure 18. Men held 802 junior faculty positions in 1980; by 1995 the number of men in junior positions had fallen to 431, a decline of 46.2%. At the end of this same time period the number of positions held by women declined by 68, or a decline of 13.7%.

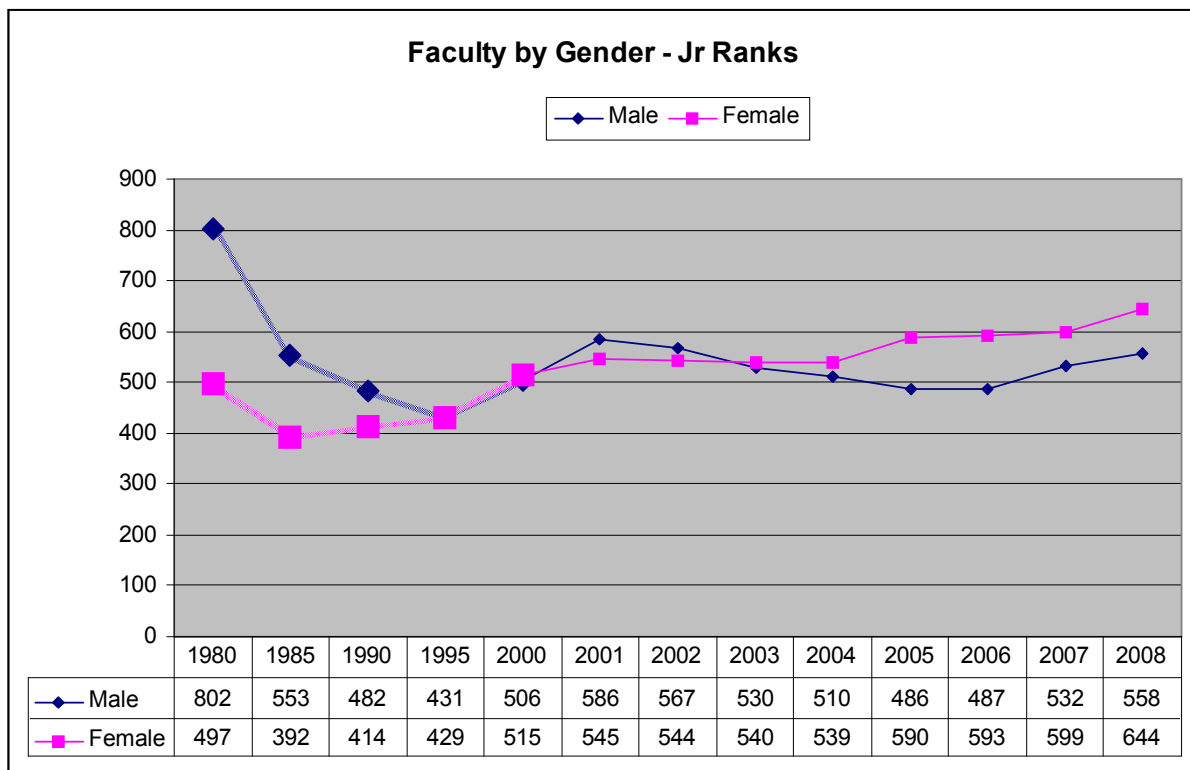


Figure 18: Faculty by Gender - Junior Ranks - Comprehensive Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Data on the proportion of junior faculty by gender at the Comprehensive Colleges is presented in Figure 19. Particularly noteworthy is that for every year examined since 1990 (1990, 1995, 2000, and annually thereafter) neither gender exceeded 55% of the junior ranks. In five of these years women exceeded 50% and in three of the years men exceeded 50%. At the junior ranks the pattern since 1990 is very different from the predominately male junior faculty three decades ago.

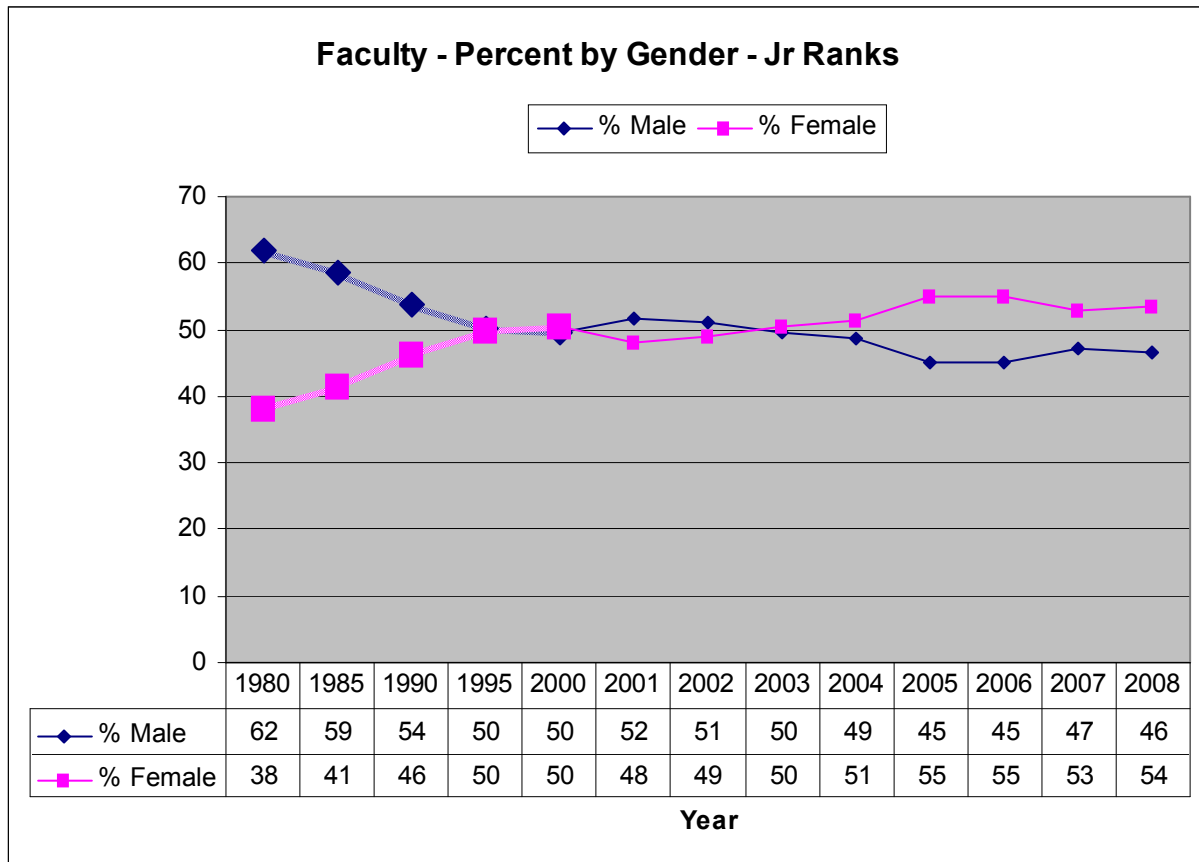


Figure 19: Proportion of Junior Faculty by Gender - Comprehensive Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Colleges of Technology

This sector consists of the Colleges of Technology (and Colleges of Agriculture and Technology) at Alfred, Canton, Cobleskill, Delhi, and Morrisville. In the earlier studies in this series the mission of Farmingdale, but not the other former Ag and Tech campuses, had been changed from a two-year to a four-year mission and that campus was placed in the Specialized sector. To maintain comparability with the earlier reports the prior sector designations have been retained. Accordingly, for the purposes of this analysis, the Tech sector is comprised of the five campuses enumerated above.

Between 1980 and 2008 the Colleges of Technology sector lost 117 full-time faculty positions representing a 16.6% decline. At its lowest point in 2000, these campuses had 519 positions, representing a loss of 26.2% from its 1980 staffing. Thus, the Technology sector saw reductions that exceeded the almost 24% loss at the Comprehensive Colleges. Unlike the Comprehensive sector that has continued to add faculty in recent years, the Technology sector has reached a plateau with no additional growth in 2008. Faculty size for the Colleges of Technology is shown in Figure 20.

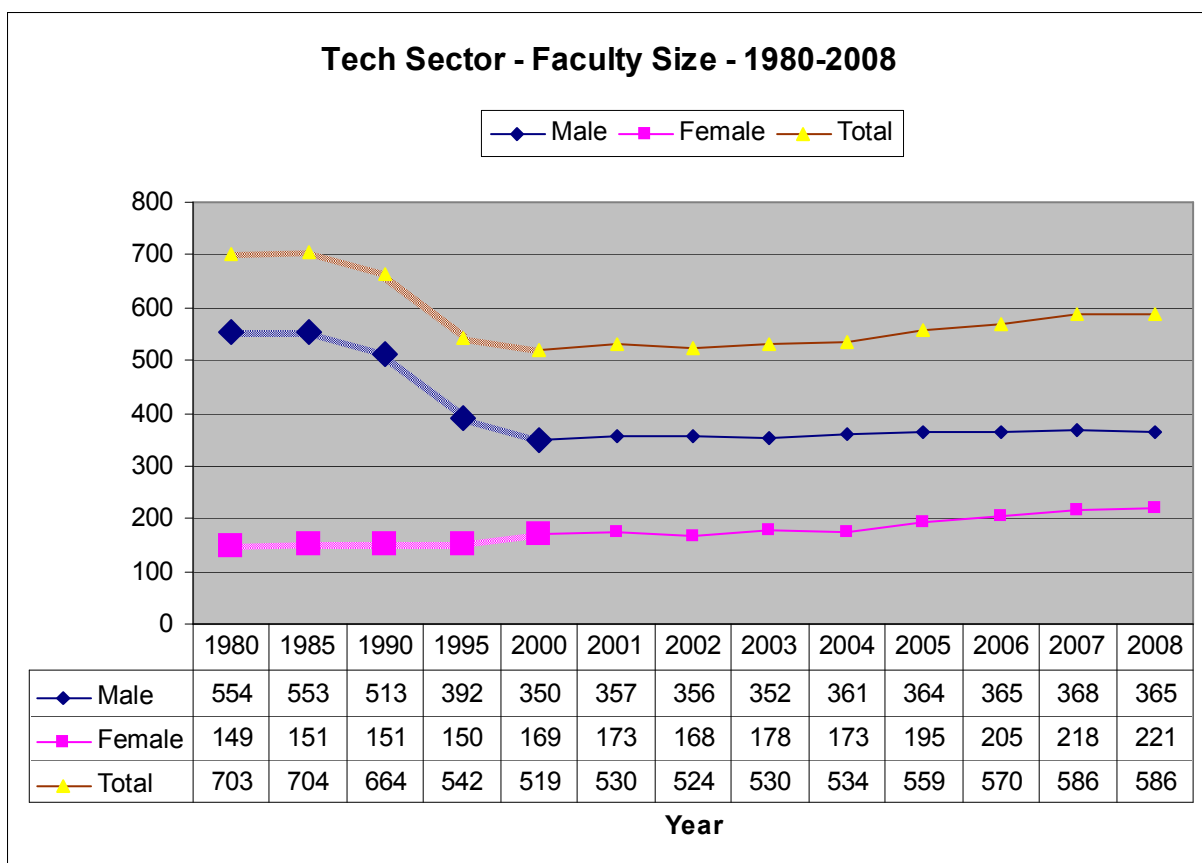


Figure 20: Full-time Faculty Size - Colleges of Technology - 1980-2008.
(Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Between 1980 and 2008 the number of senior faculty positions held by men declined by 44.9% from 354 to 195, bottoming out at 180 in 2006 and 2007. During the same time frame the number of senior positions held by women increased by 85.2% going from 54 positions to 100. There are more women in senior faculty positions at the Colleges of Technology at the end of this reporting period than at any previous time period. A breakdown of senior faculty positions by gender is shown in Figure 21.

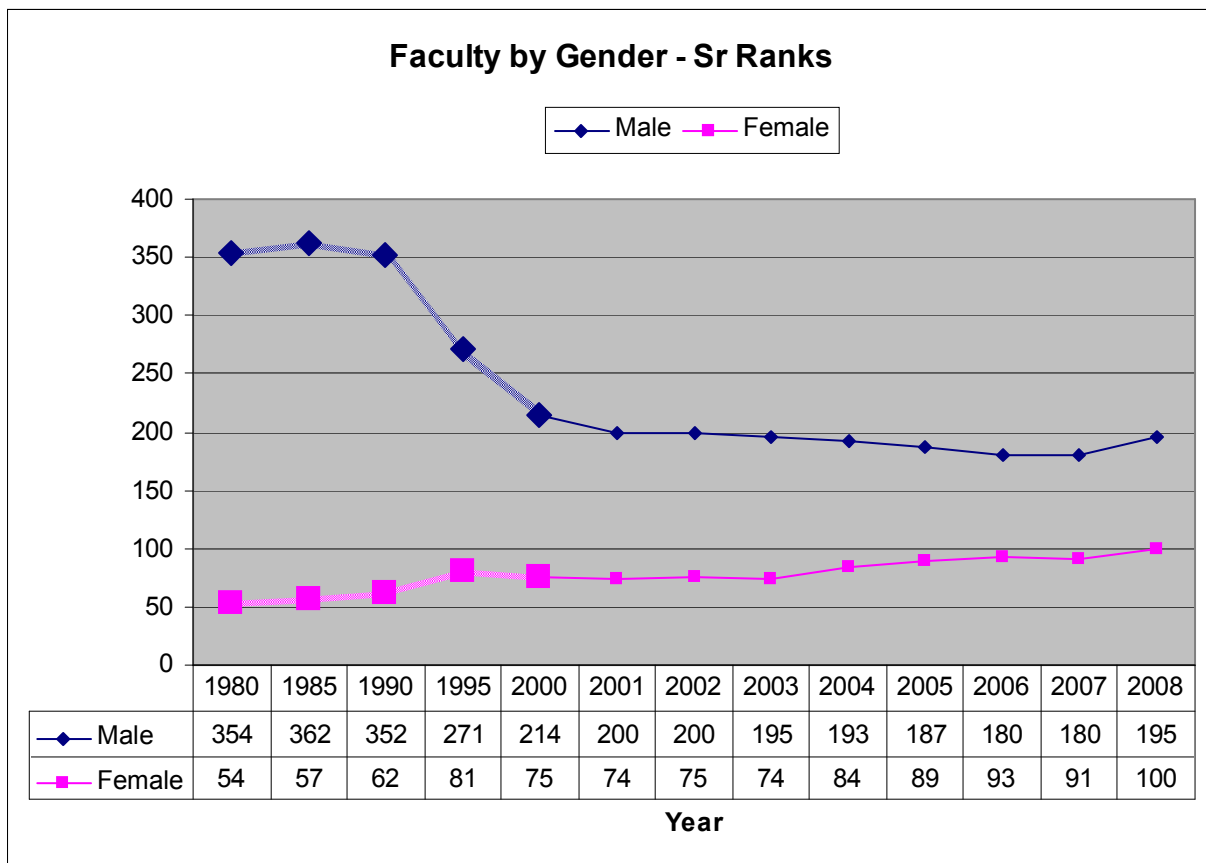


Figure 21: Full-time Faculty by Gender - Senior Ranks - Colleges of Technology - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

The proportion of senior faculty by gender at the Colleges of Technology is shown in Figure 22. In 1980 men constituted 87% of the senior faculty, slightly higher than the percentage of men in senior ranks at the Comprehensive Colleges and slightly lower than the percentage of men in senior ranks at the University Centers. The rate of decline of the percentage of men at senior ranks has been comparable to the rate in the Comprehensive Colleges and the University Centers. Viewing the graph requires some caution since the steep rate of decline at the left end of the graph is caused by the five year intervals used before 2000 and one year intervals after that date, thus accentuating the rate of change.

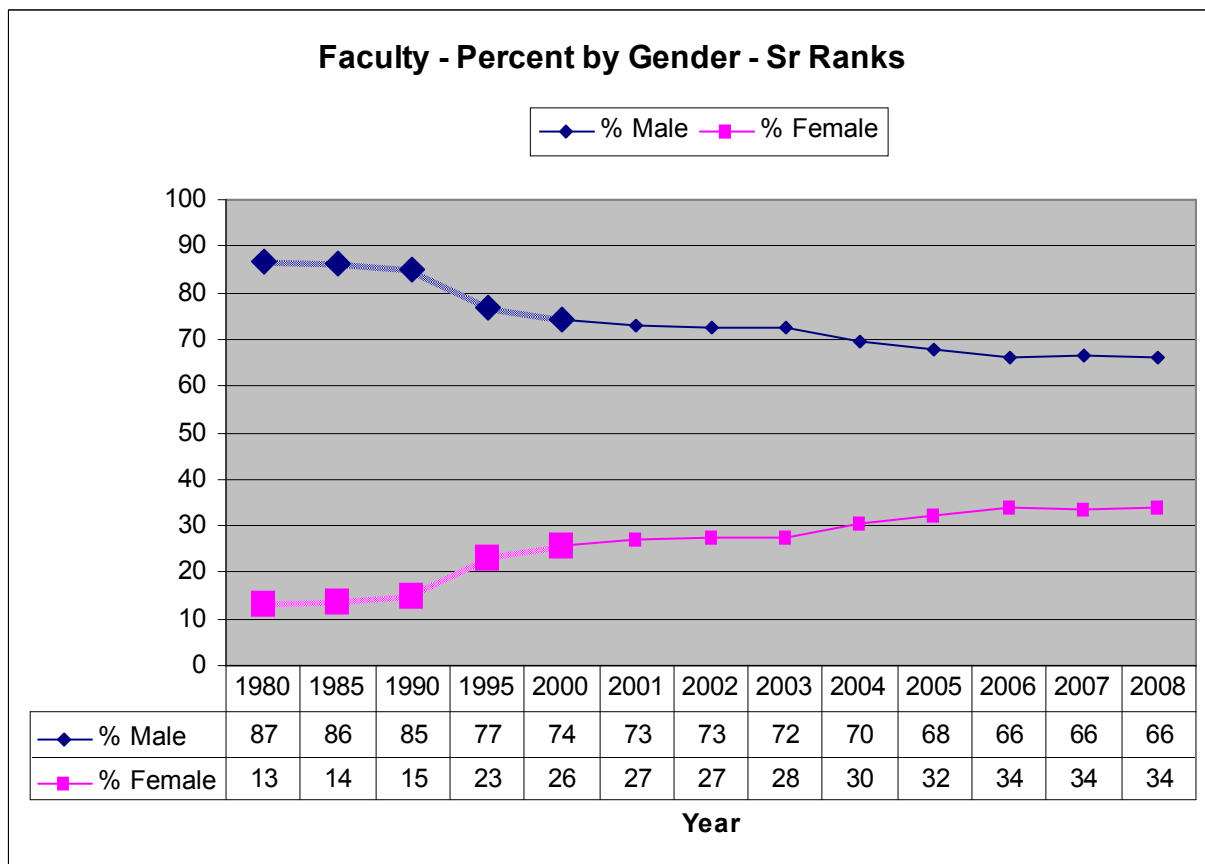


Figure 22: Proportion of Senior Faculty by Gender - Colleges of Technology - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

The number of men at junior faculty ranks declined by 30, or 15% between 1980 and 2008; during the same time the number of women at these ranks increased by 26 or 27.4%. In aggregate the size of the junior faculty declined by four in this nearly three decade span, a decline of 1.4%. A breakdown of the junior faculty by gender is shown in Figure 23.

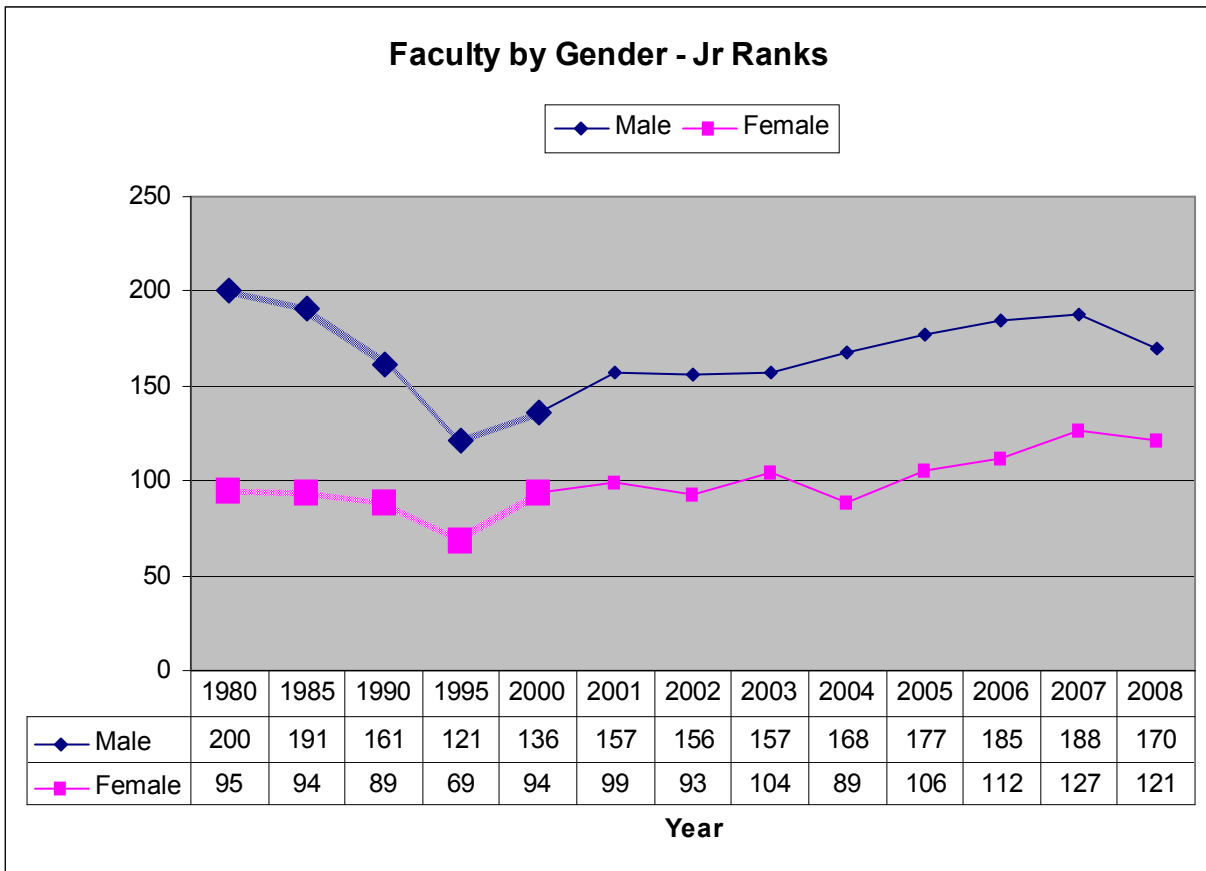


Figure 23: Full-time Faculty by Gender - Junior Ranks - Colleges of Technology - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

The proportion of junior faculty positions by gender at the Colleges of Technology is shown in Figure 24. In 1980 more than two-thirds of the junior faculty positions in this sector were held by men, a higher proportion than in the Comprehensive Colleges and a lower proportion than in the University Centers. In 2008 at the junior ranks this sector remains male-predominate, though not by the margin of earlier years. Still it should be noted that women hold a higher percentage of junior faculty appointments in both the University Centers and at the Comprehensive Colleges.

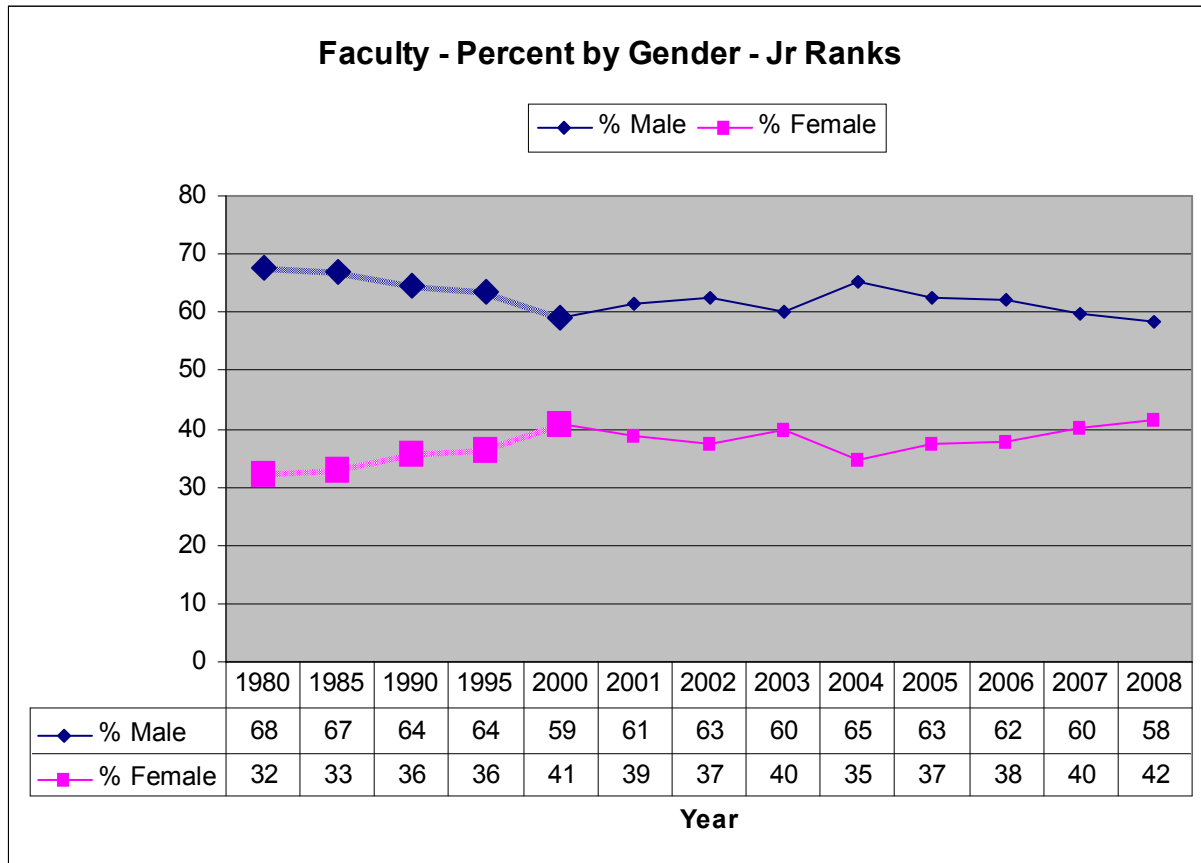


Figure 24: Proportion of Junior Faculty by Gender - Colleges of Technology - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Specialized Colleges

The Specialized Colleges are a small and unusual group (sometimes jokingly referred to as the campuses that don't fit elsewhere), consisting of Environmental Science and Forestry, Farmingdale, Maritime, and SUNYIT. For the purposes of the University Faculty Senate it is also populated by the statutory colleges at Cornell, and the College of Ceramics at Alfred. Because the colleges at Cornell (Agriculture, Industrial and Labor Relations, Human Ecology) and Ceramics are not state-operated they are not included in this study. Consequently this sector is reduced to the four enumerated campuses. The unique nature of the curricula at these institutions has tended to work against the employment of women. In fact, one campus, Maritime, reported no women in full-time positions in 1980.²

Between 1980 and 2008 this sector lost 95 positions or 18% of its faculty. However, Farmingdale alone accounts for a loss of 116 positions largely as a result of its enrollment crisis in the late 1980s and the subsequent change to its mission. Data on faculty size in this sector is presented in Figure 25.

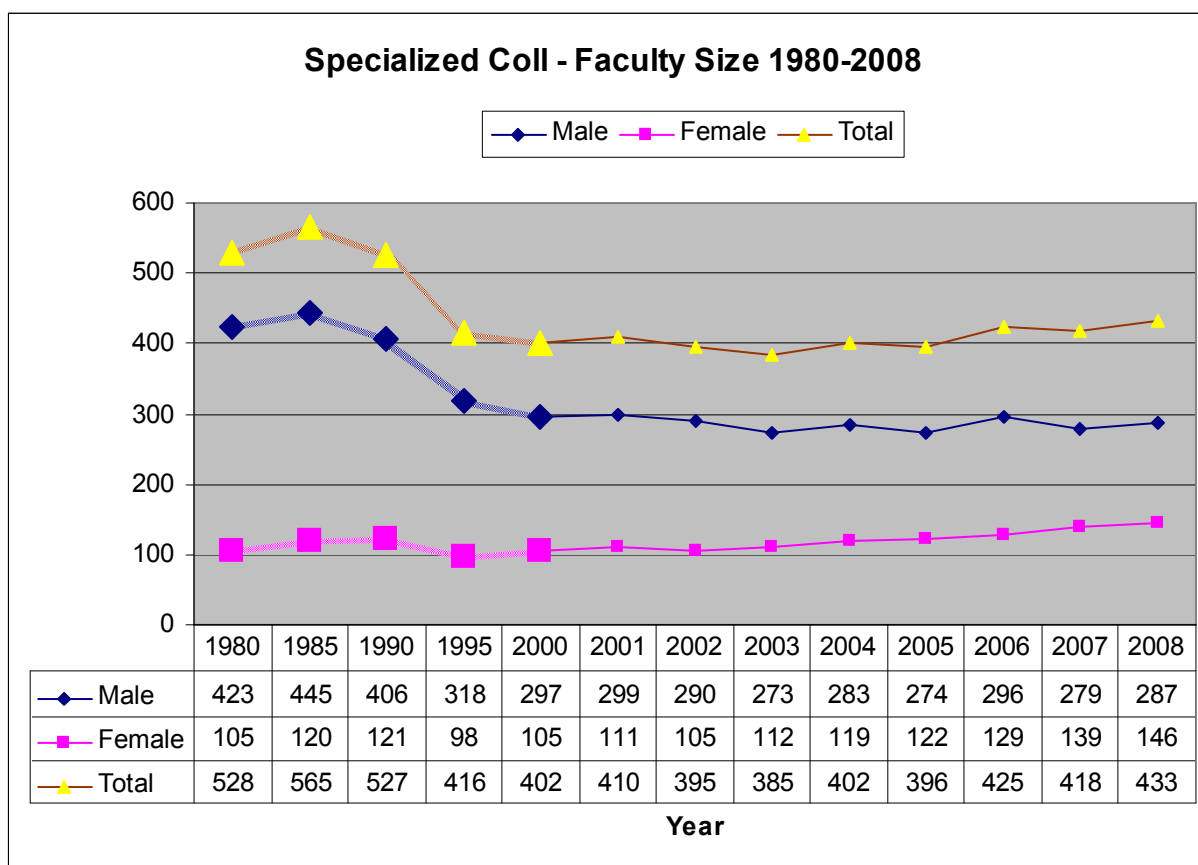


Figure 25: Full-time Faculty Size - Specialized Colleges - 1980-2008.

(Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

² Data for Maritime is unavailable for 1980; data for this year was estimated by using published data for 1981.

Over the period under examination the number of senior positions held by men declined by 66 or 23.9%. During the same period the number of senior positions held by women increased by 54 or 207.7% from 26 senior female faculty members in 1980 to 70 in 2008. As is the case in all of the other sectors, there are more women today at senior ranks than at any other time covered in this study. Data for senior faculty by gender for the Specialized Colleges is displayed in Figure 26.

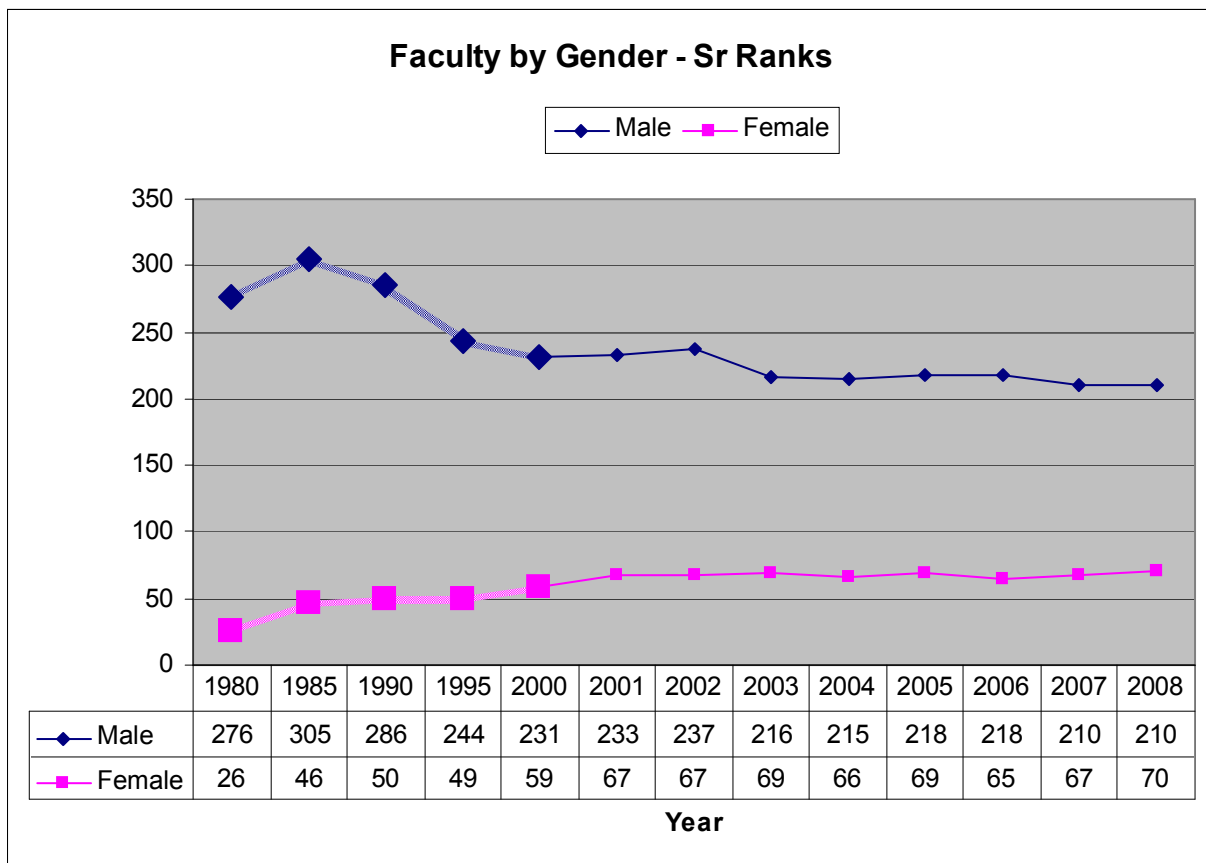


Figure 26: Full-time Faculty by Gender - Senior Ranks - Specialized Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

At the senior ranks the Specialized sector remains the most predominately male. In the base year, 1980, 91% of the senior faculty in this sector were men, in 2008 fully three-quarters were men. The picture would be even more lopsided were it not for the fact that both Farmingdale and SUNYIT have programs in Nursing a female-dominant discipline. The proportion of senior faculty by gender for the Specialized sector is presented in Figure 27.

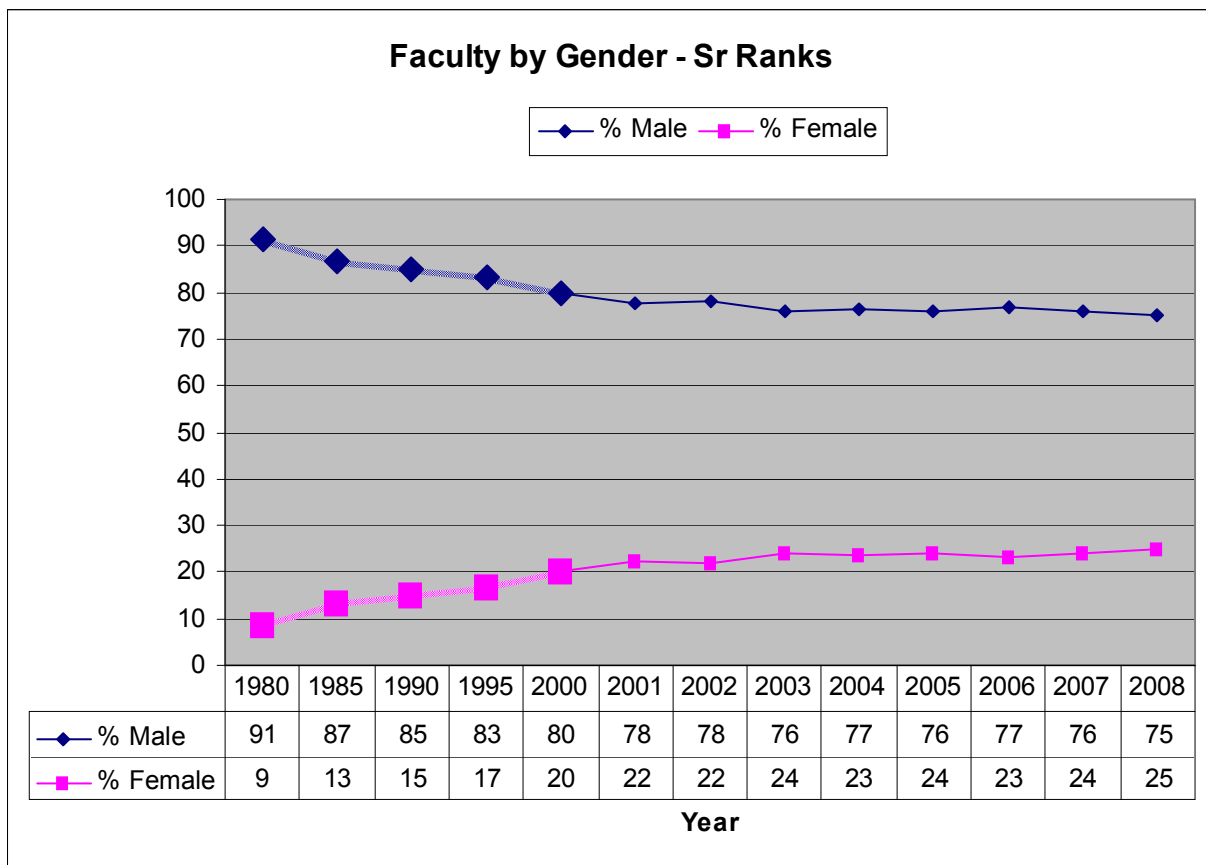


Figure 27: Proportion of Senior Faculty by Gender - Specialized Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

A breakdown of junior faculty by gender for the Specialized sector is shown in Figure 28. Most notable is the fact that along among the sectors, the number of women in junior positions today is lower than it was in 1980. Again, this is in large part due to the downsizing of the faculty at Farmingdale during this time frame.

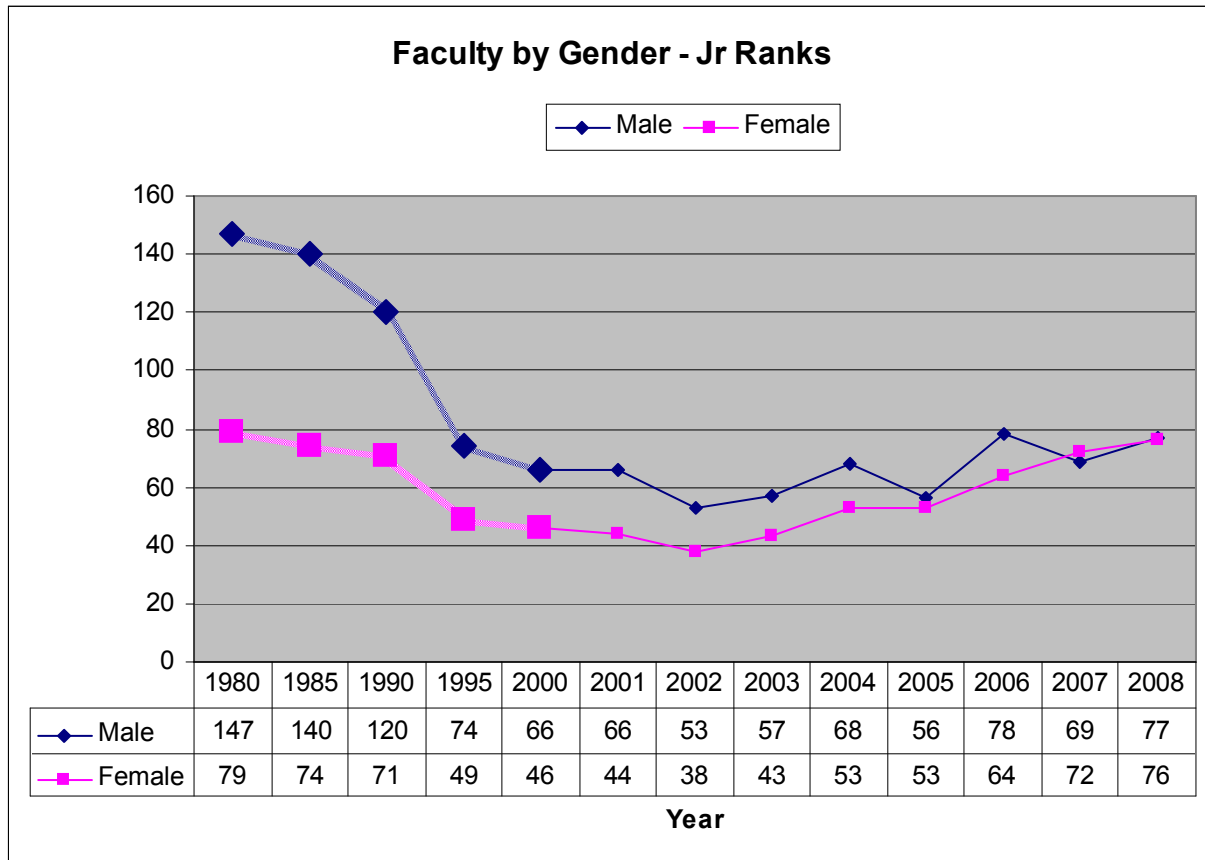


Figure 28: Faculty by Gender - Junior Ranks - Specialized Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

Consistent with the pattern of the University Centers and the Comprehensive Colleges, the Specialized Colleges had an overwhelmingly male junior faculty in 1980, but in recent years there is a fairly close gender balance. In each of the last four years neither gender has exceeded 55% of the junior faculty. The proportion of junior faculty by gender is displayed in Figure 29.

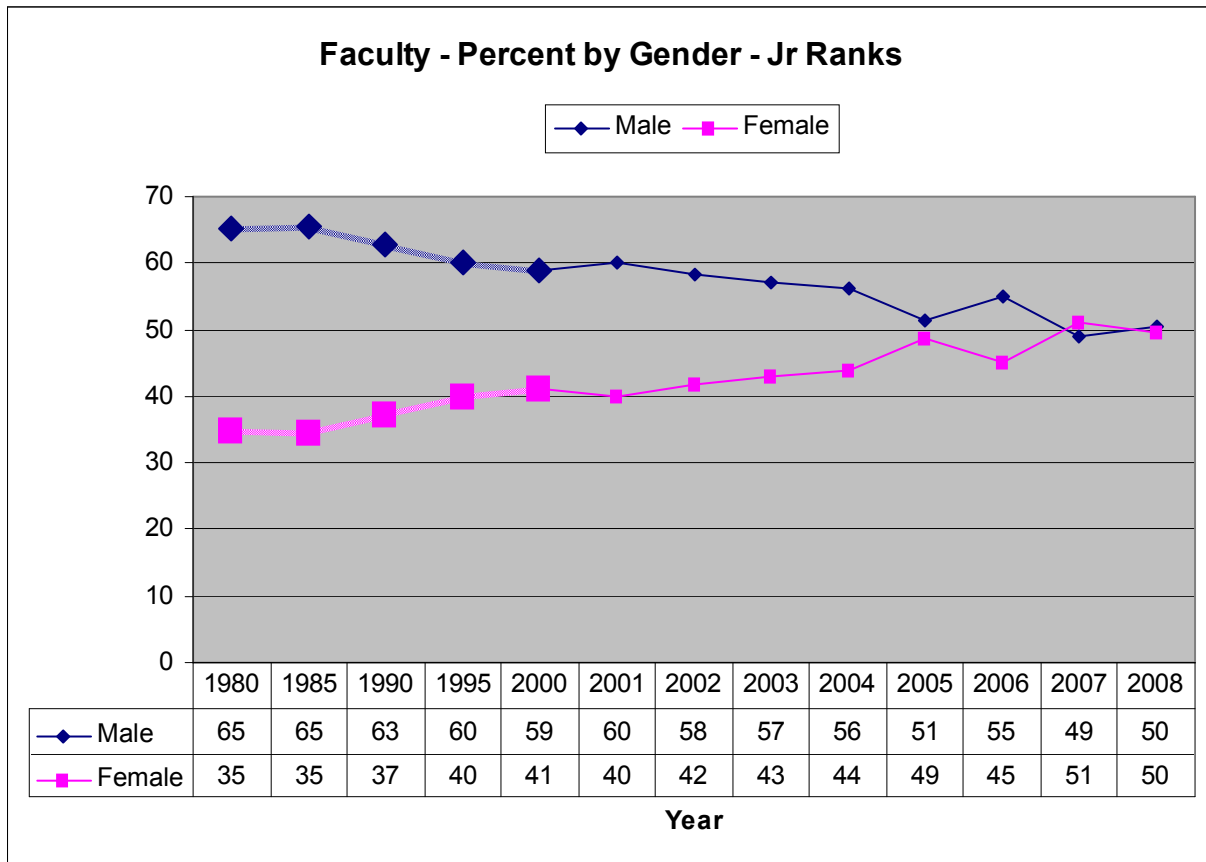
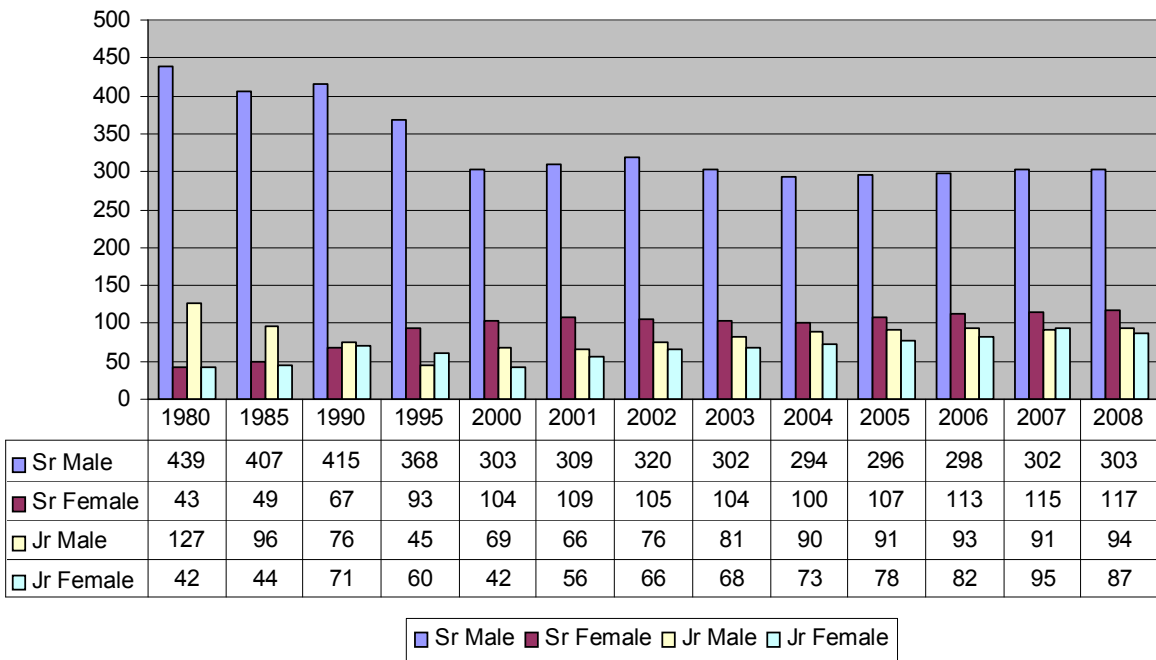


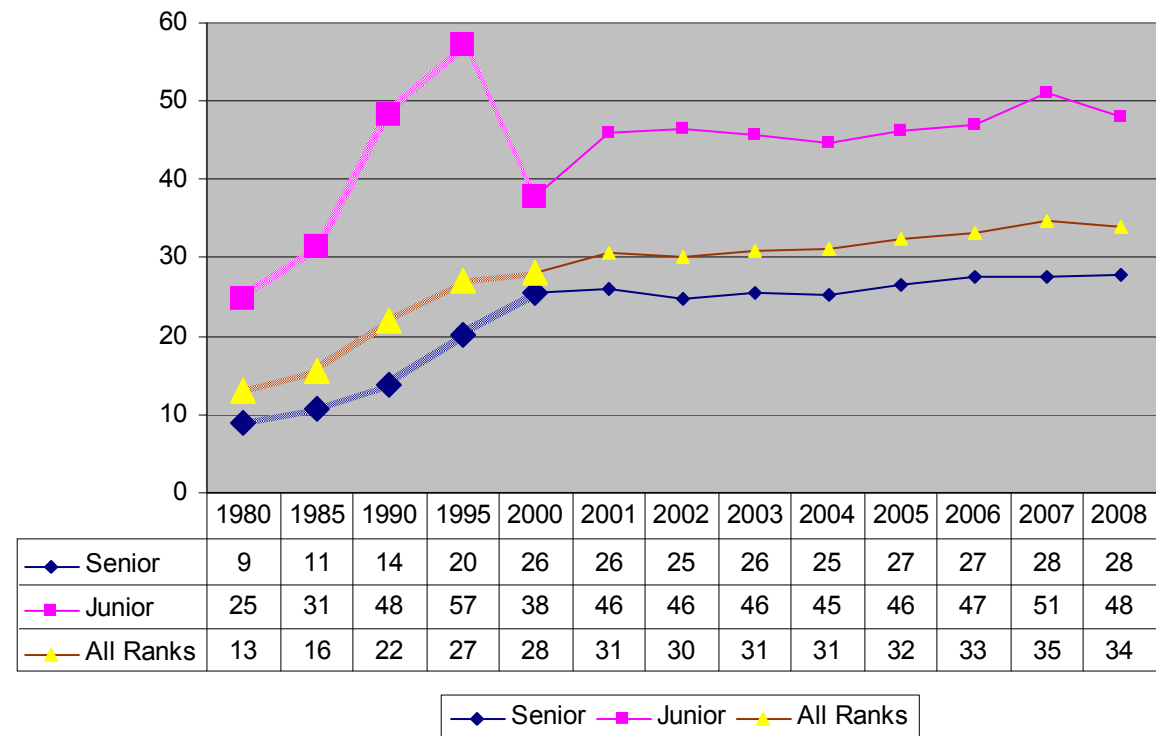
Figure 29: Proportion of Junior Faculty by Gender - Specialized Colleges - 1980-2008.
 (Note: Five year intervals 1980-2000 depicted by bold lines; one year intervals 2000-2008 depicted by light lines)

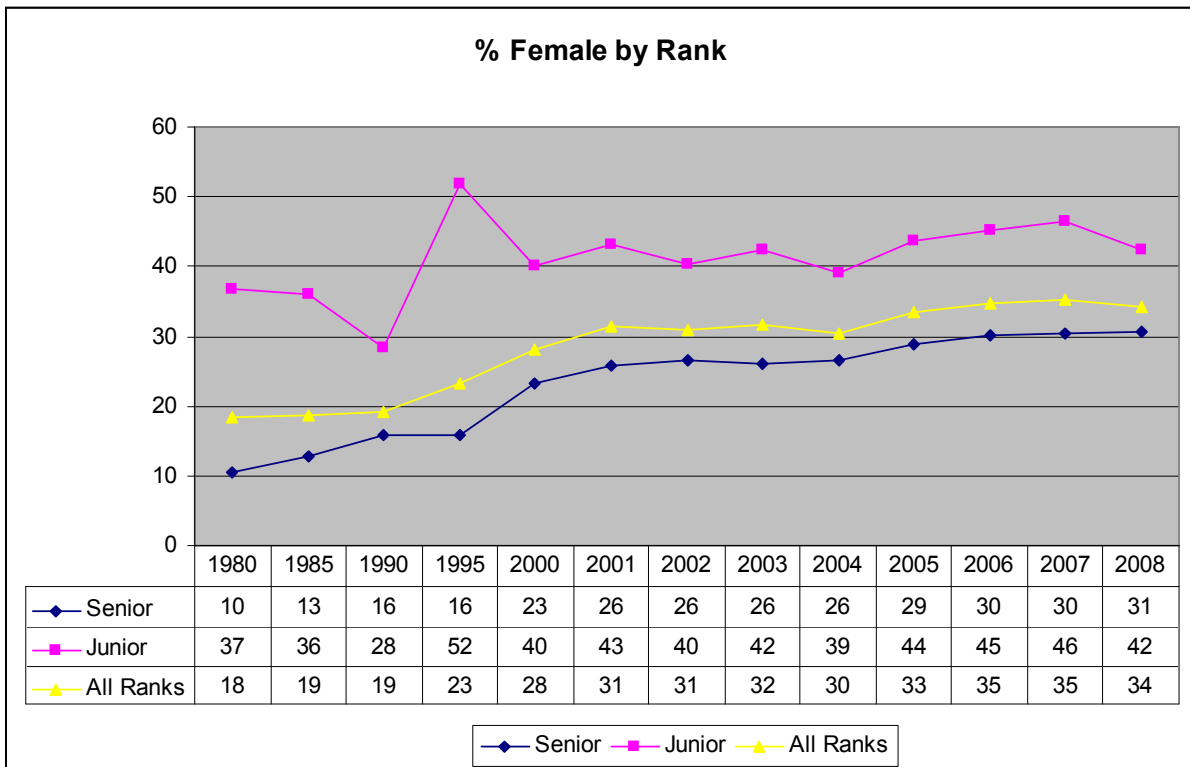
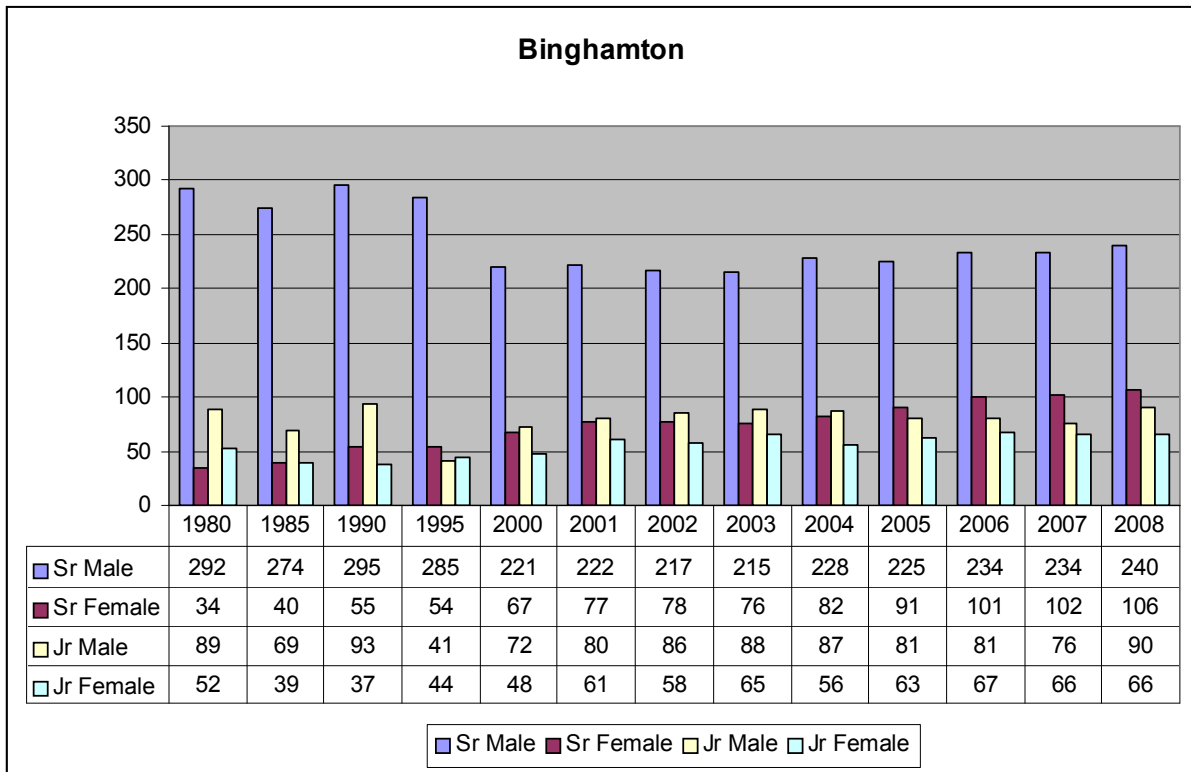
Campus Profiles

Albany

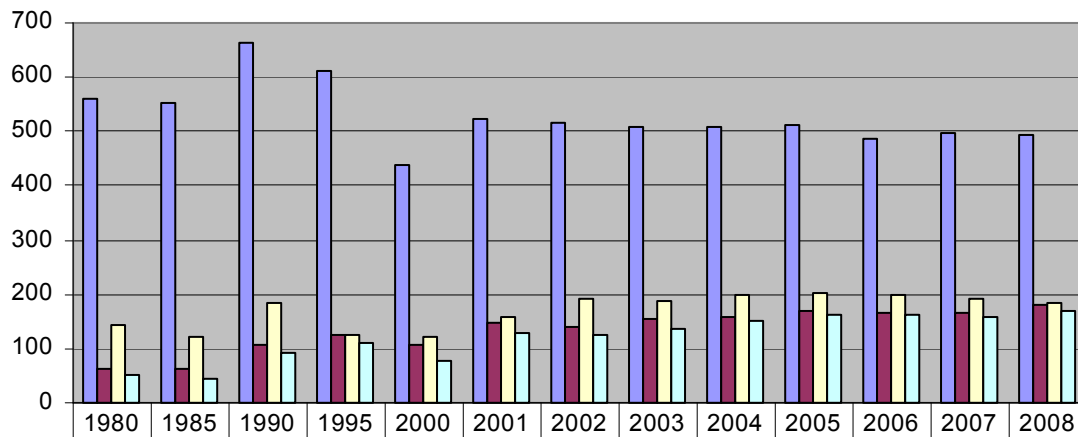


% Female by Rank





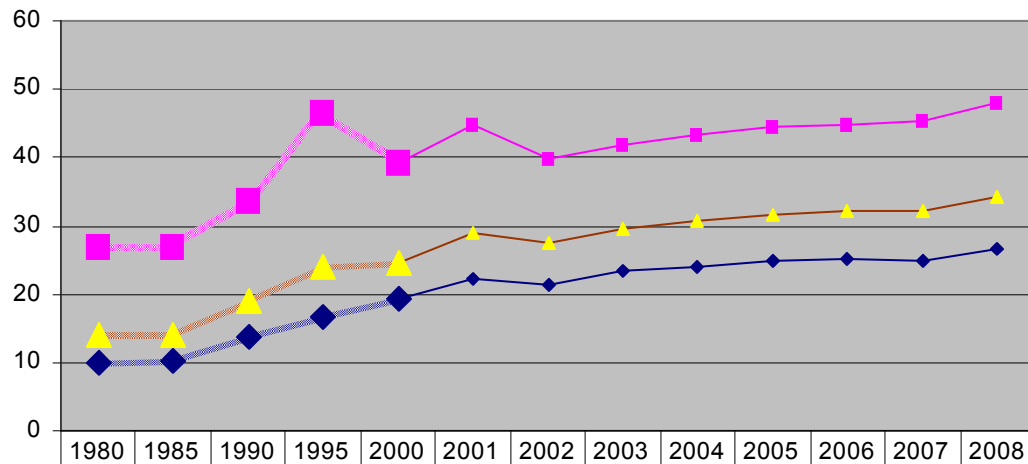
Buffalo (Univ)



Sr Male	559	552	664	613	440	523	515	510	509	512	485	498	495
Jr Male	61	64	106	124	106	149	141	156	160	169	164	166	181
Sr Female	143	123	184	125	121	157	191	189	199	203	199	192	185
Sr Female	53	45	93	109	78	128	126	136	152	163	162	160	171

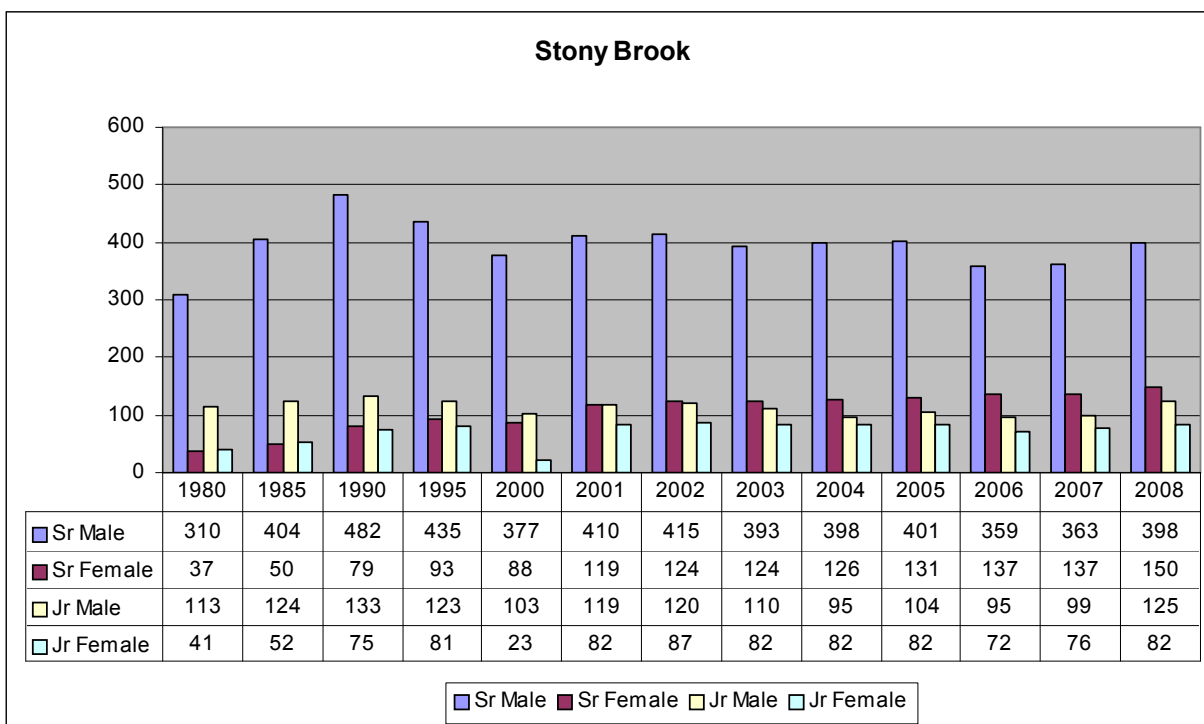
■ Sr Male ■ Jr Male ■ Sr Female ■ Sr Female

% Female by Rank

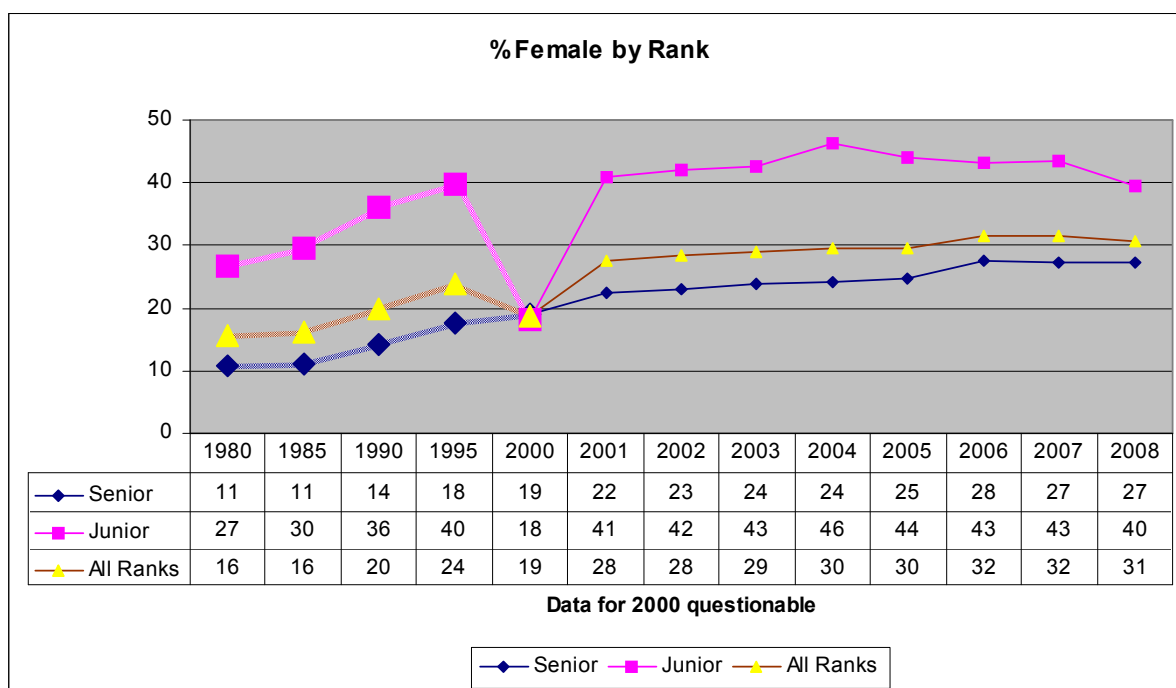


Senior	10	10	14	17	19	22	21	23	24	25	25	25	27
Junior	27	27	34	47	39	45	40	42	43	45	45	45	48
All Ranks	14	14	19	24	25	29	27	29	31	32	32	32	34

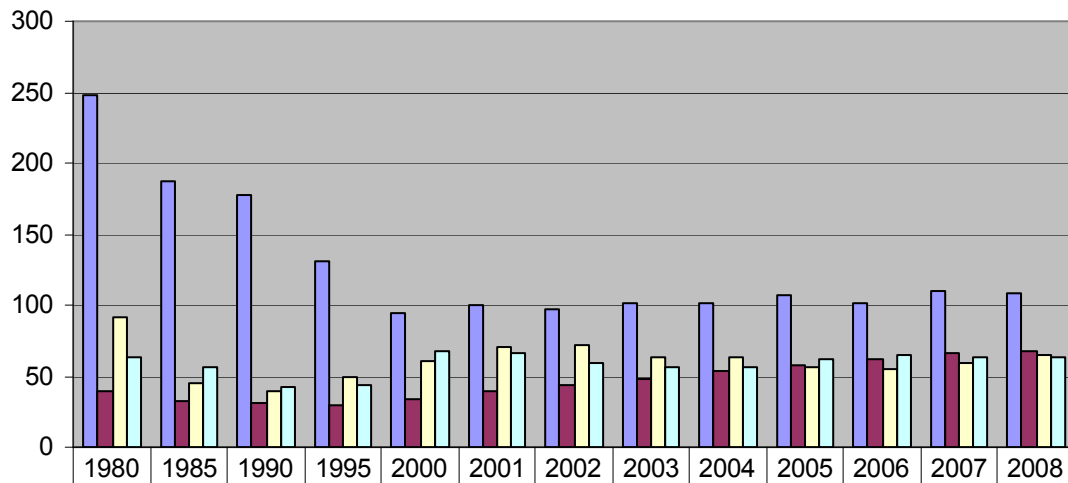
◆ Senior ■ Junior ▲ All Ranks



Note: Data for female faculty at junior ranks in 2000 appears erroneous but was accurately recorded from the original source. Use care in interpretation for this data point.



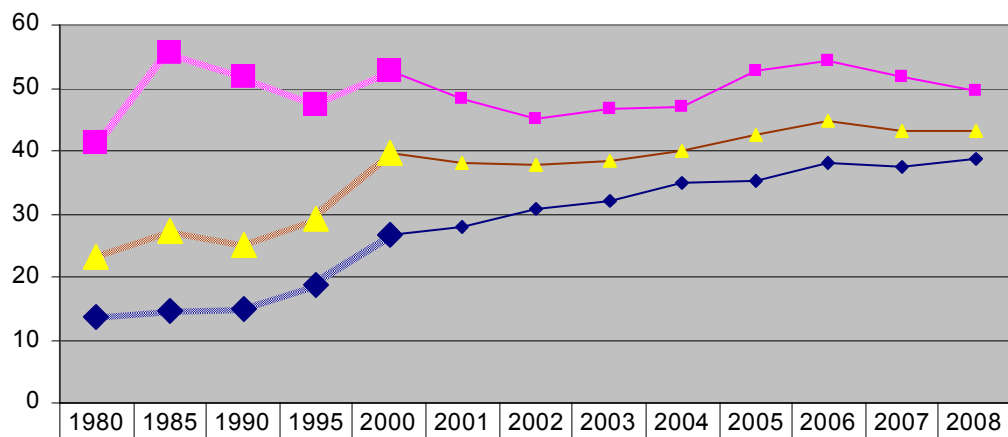
Brockport



■ Sr Male	248	188	178	131	94	100	97	102	101	107	101	110	108
■ Sr Female	39	32	31	30	34	39	43	48	54	58	62	66	68
■ Jr Male	91	45	39	49	60	71	72	64	63	56	55	59	65
■ Jr Female	64	56	42	44	67	66	59	56	56	62	65	63	64

■ Sr Male
 ■ Sr Female
 ■ Jr Male
 ■ Jr Female

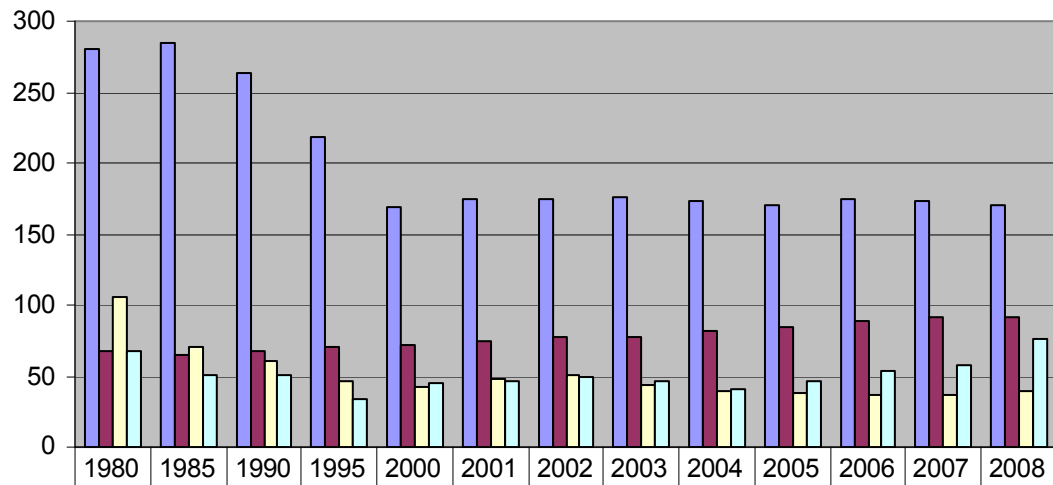
%Female by Rank



◆ Senior	14	15	15	19	27	28	31	32	35	35	38	38	39
■ Junior	41	55	52	47	53	48	45	47	47	53	54	52	50
▲ All Ranks	23	27	25	29	40	38	38	39	40	42	45	43	43

◆ Senior
 ■ Junior
 ▲ All Ranks

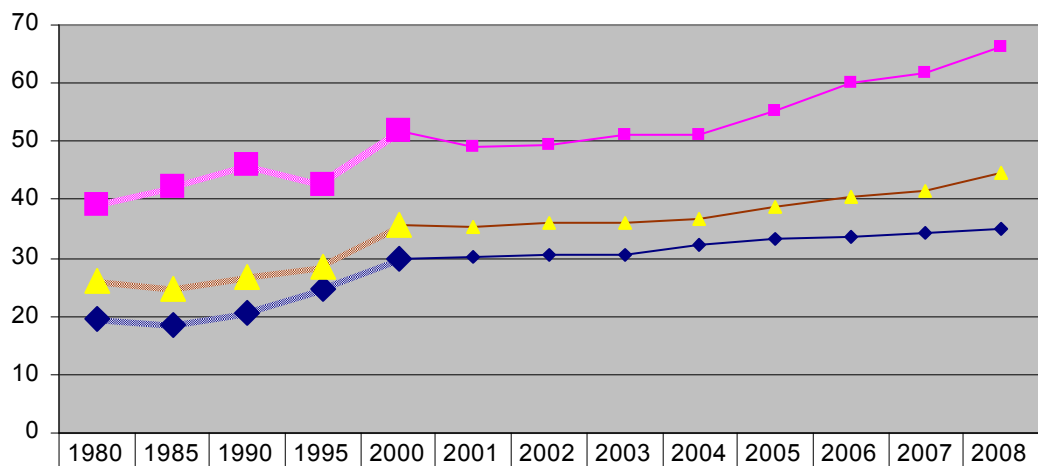
Buffalo State



Sr Male	280	284	263	218	169	174	175	176	173	171	175	173	170
Sr Female	68	65	68	71	72	75	77	77	82	85	89	91	92
Jr Male	105	70	60	46	42	48	51	44	39	38	36	36	39
Jr Female	67	51	51	34	45	46	50	46	41	47	54	58	76

■ Sr Male ■ Sr Female ■ Jr Male ■ Jr Female

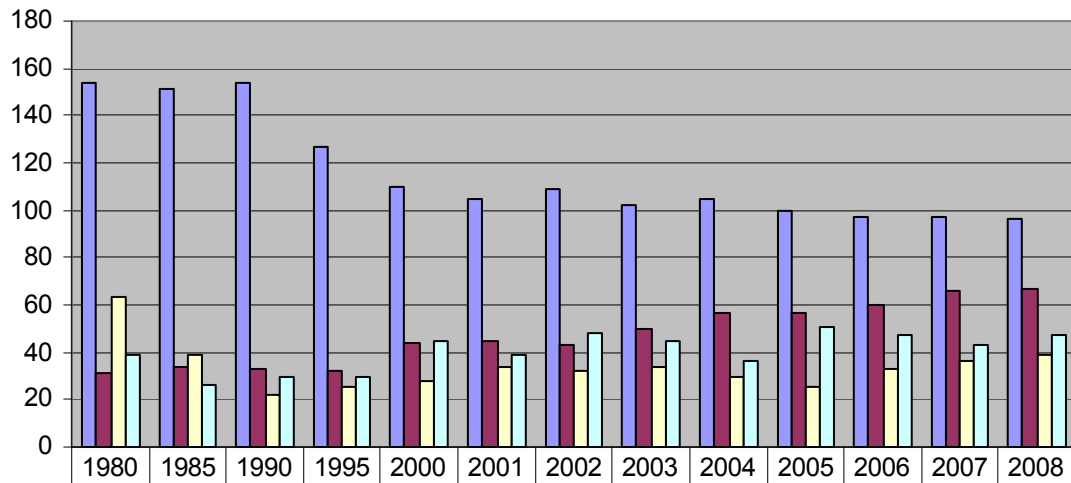
%Female by Rank



Senior	20	19	21	25	30	30	31	30	32	33	34	34	35
Junior	39	42	46	43	52	49	50	51	51	55	60	62	66
All Ranks	26	25	27	28	36	35	36	36	37	39	40	42	45

◆ Senior ■ Junior ▲ All Ranks

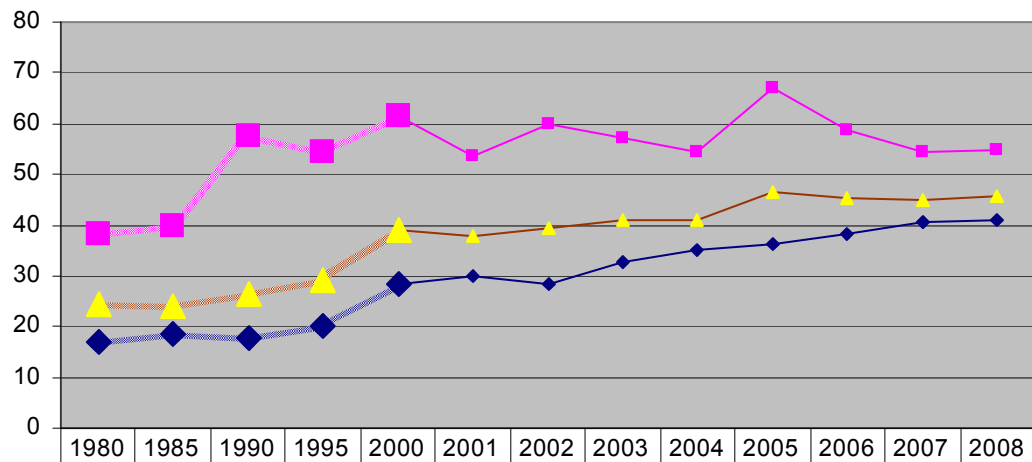
Cortland



Sr Male	154	151	154	127	110	105	109	102	105	100	97	97	96
Sr Female	31	34	33	32	44	45	43	50	57	57	60	66	67
Jr Male	63	39	22	25	28	34	32	34	30	25	33	36	39
Jr Female	39	26	30	30	45	39	48	45	36	51	47	43	47

■ Sr Male
 ■ Sr Female
 ■ Jr Male
 ■ Jr Female

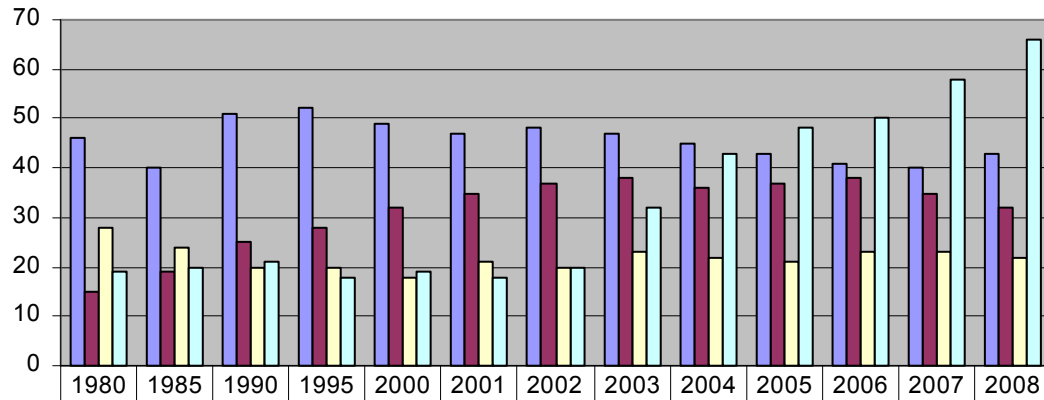
%Female by Rank



Senior	17	18	18	20	29	30	28	33	35	36	38	40	41
Junior	38	40	58	55	62	53	60	57	55	67	59	54	55
All Ranks	24	24	26	29	39	38	39	41	41	46	45	45	46

◆ Senior
 ■ Junior
 ▲ All Ranks

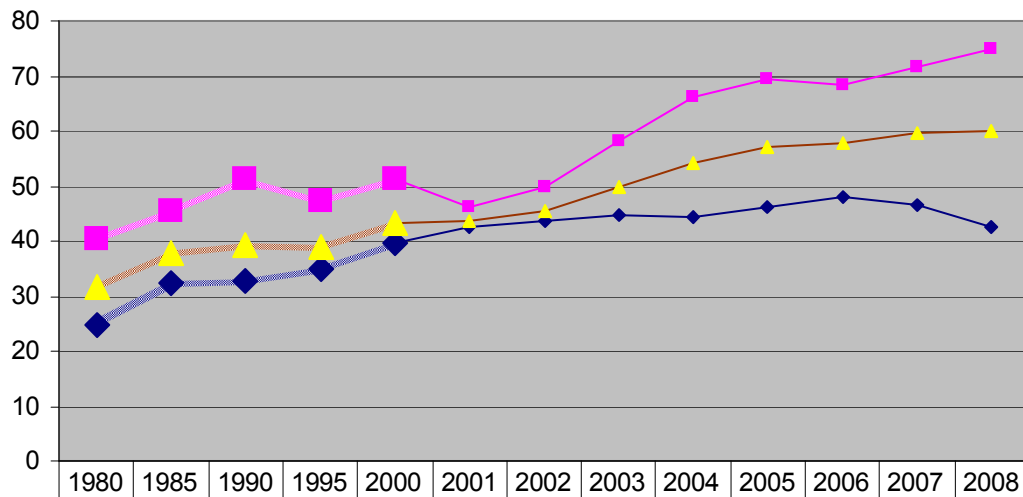
Empire State



Sr Male	46	40	51	52	49	47	48	47	45	43	41	40	43
Sr Female	15	19	25	28	32	35	37	38	36	37	38	35	32
Jr Male	28	24	20	20	18	21	20	23	22	21	23	23	22
Jr Female	19	20	21	18	19	18	20	32	43	48	50	58	66

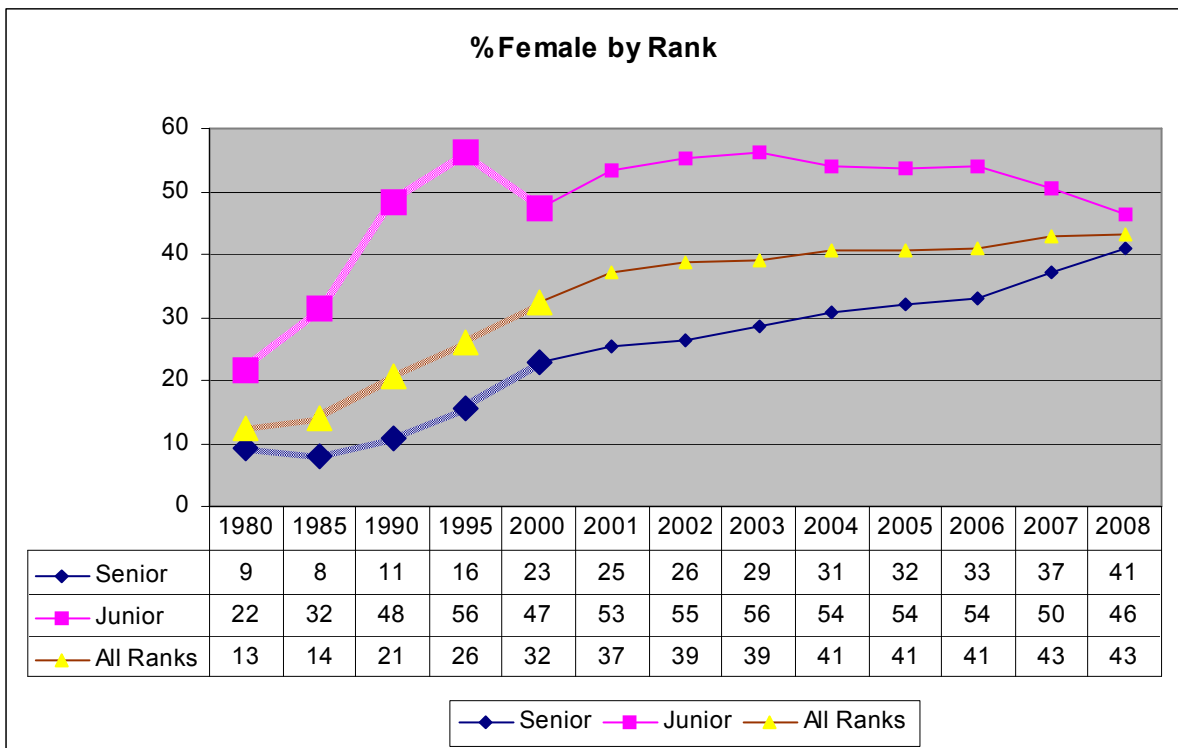
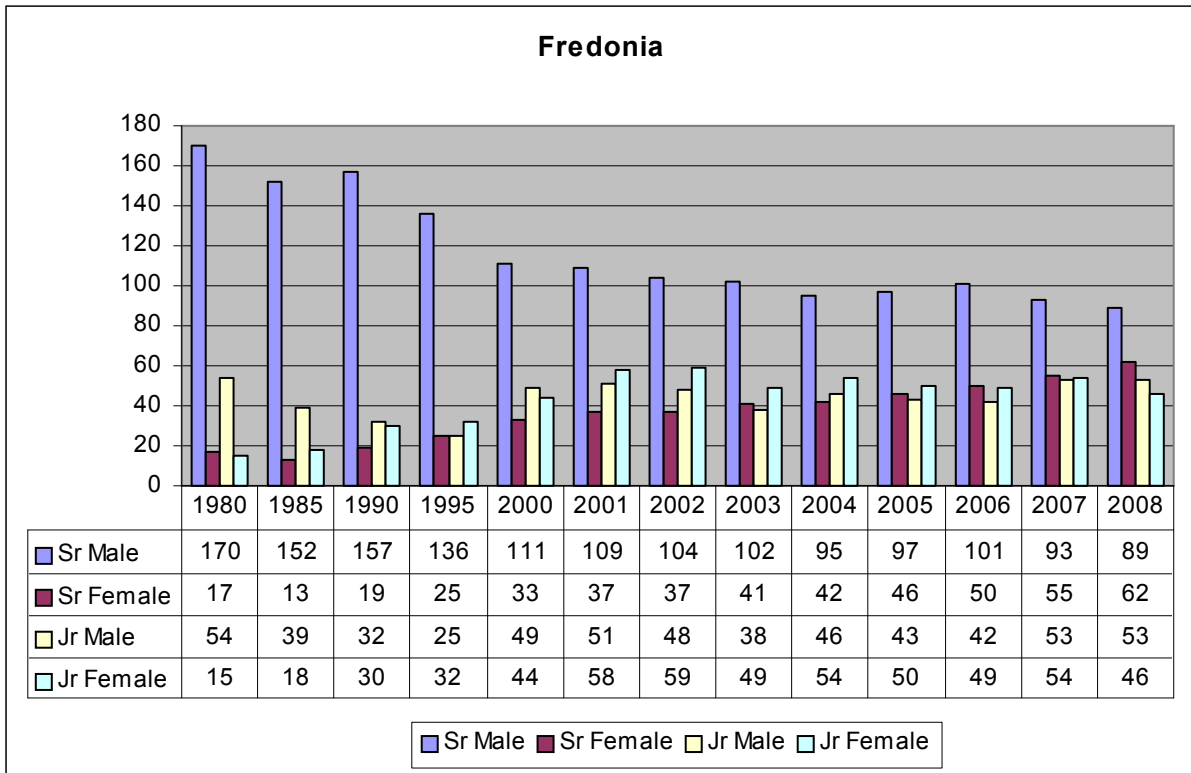
■ Sr Male
 ■ Sr Female
 ■ Jr Male
 ■ Jr Female

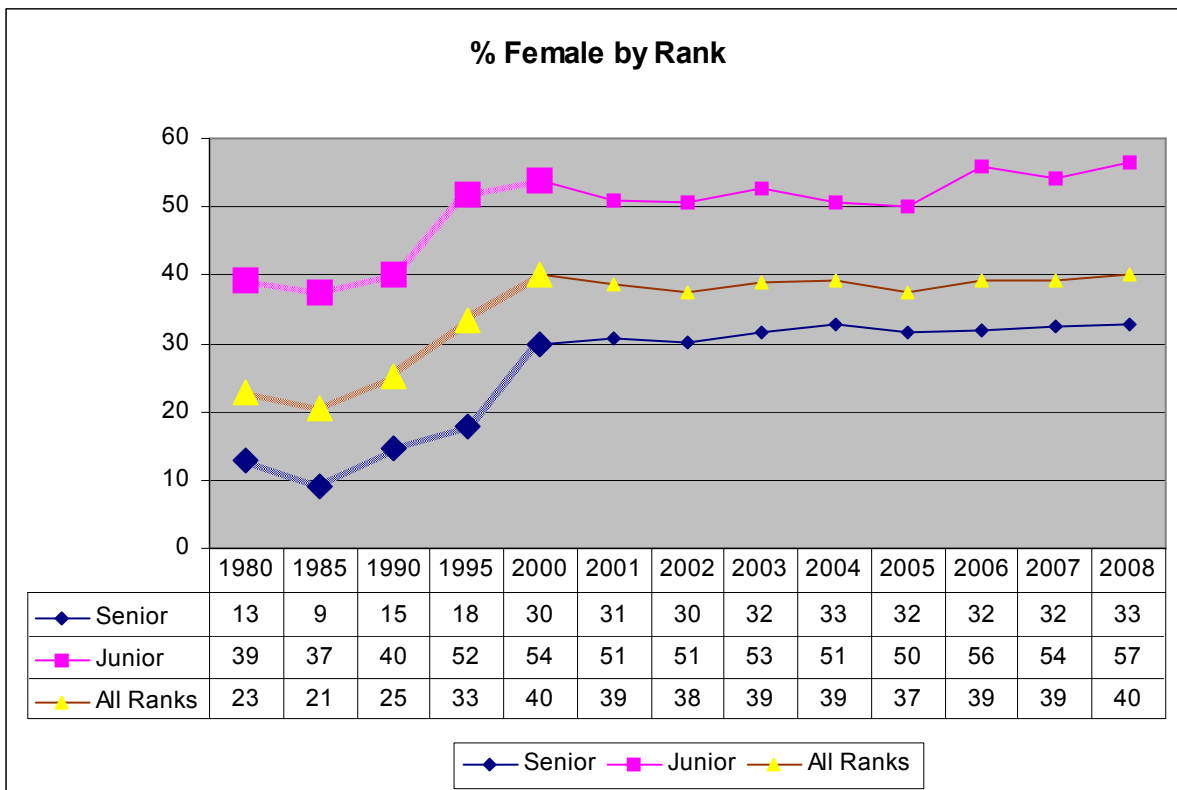
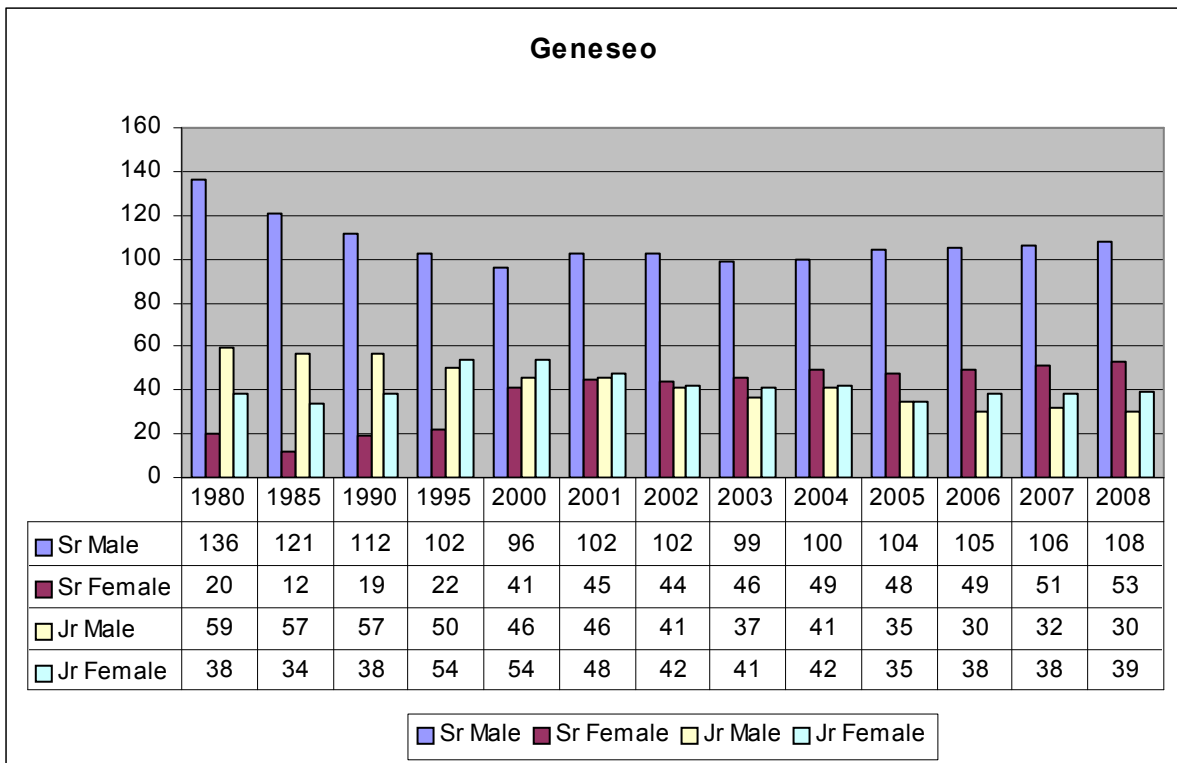
% Female by Rank

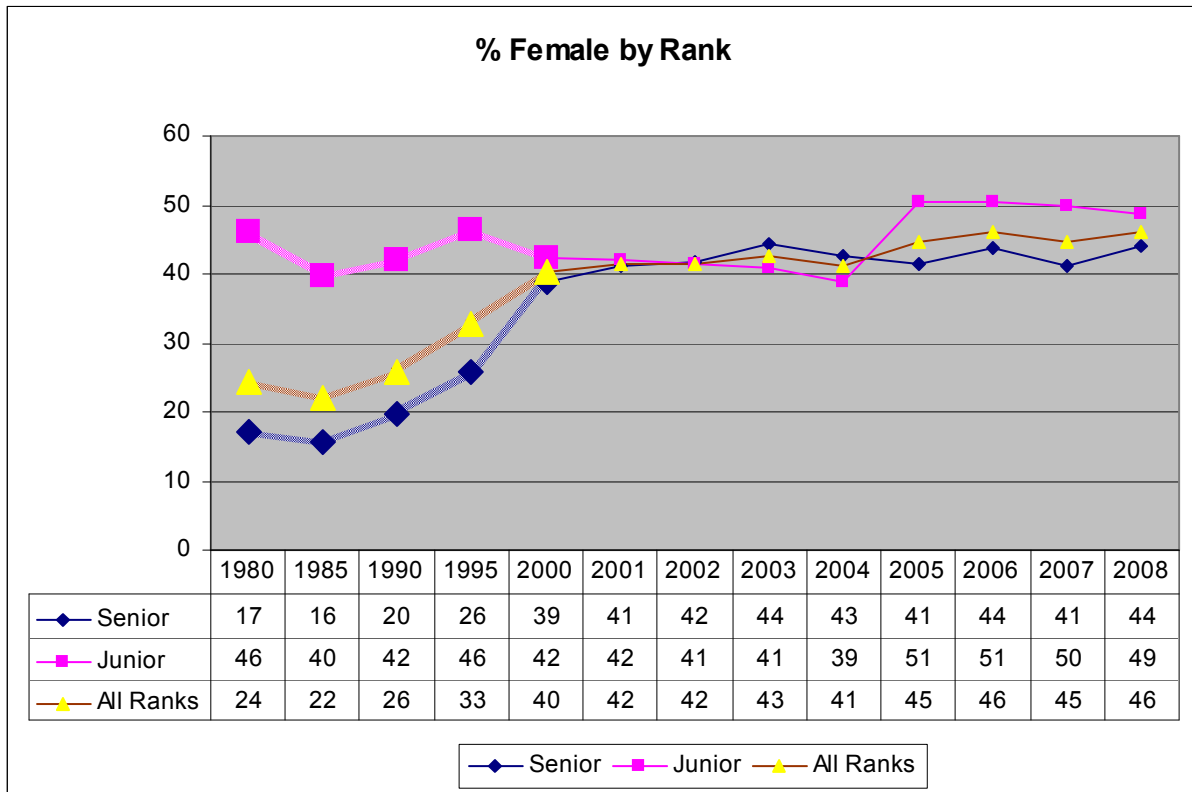
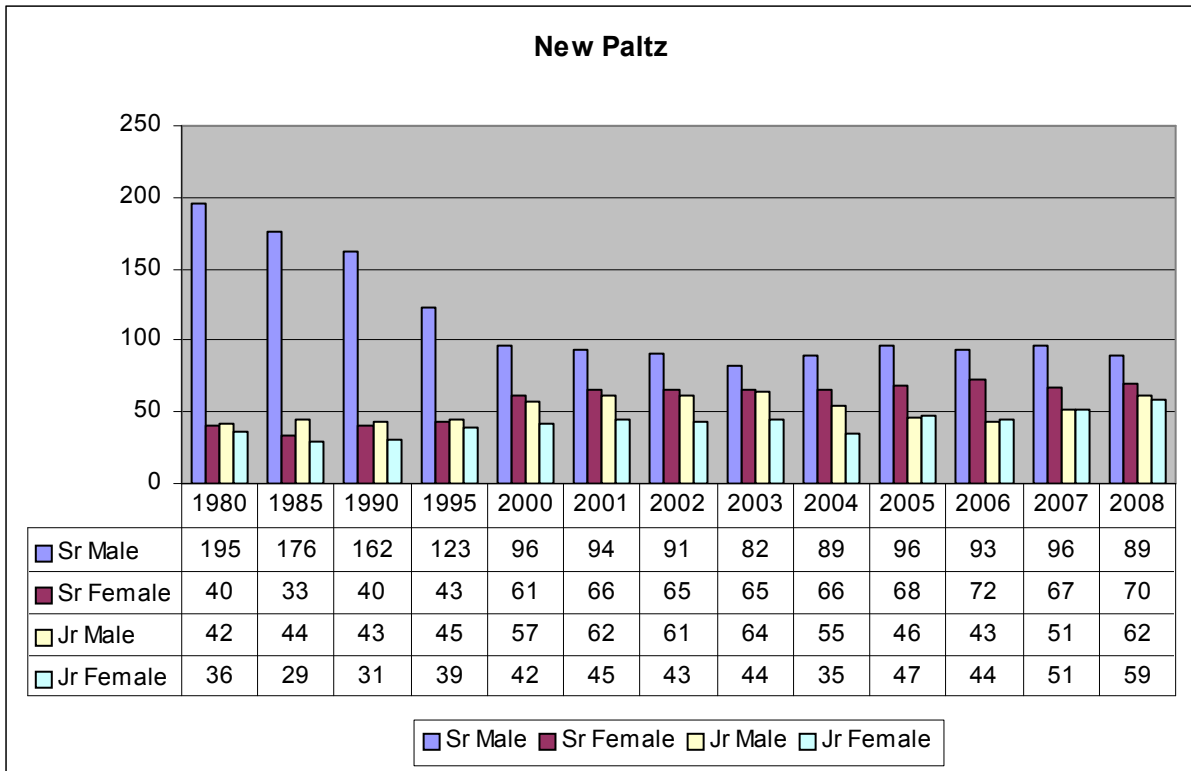


Senior	25	32	33	35	40	43	44	45	44	46	48	47	43
Junior	40	45	51	47	51	46	50	58	66	70	68	72	75
All Ranks	31	38	39	39	43	44	46	50	54	57	58	60	60

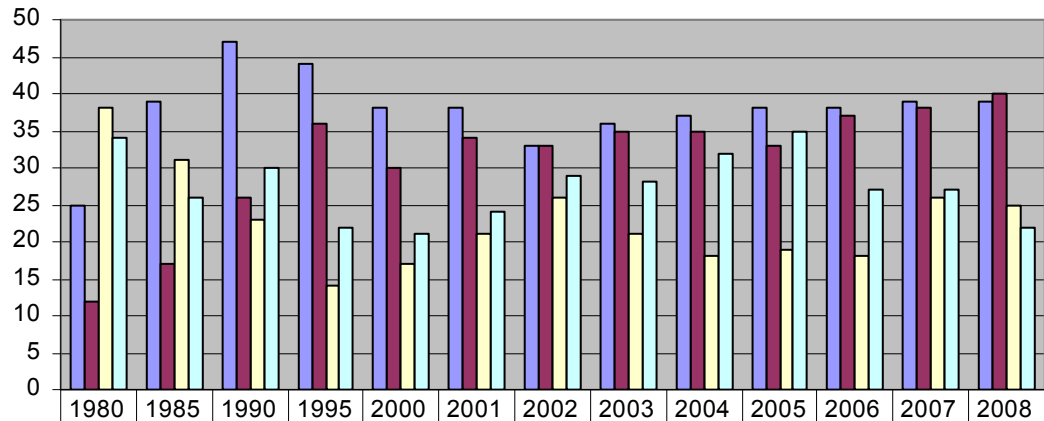
◆ Senior
 ■ Junior
 ▲ All Ranks







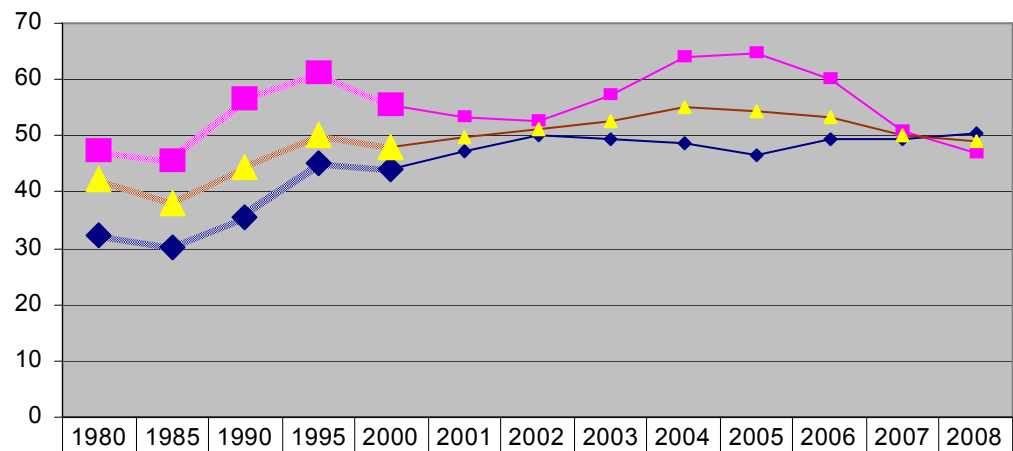
Old Westbury



Sr Male	25	39	47	44	38	38	33	36	37	38	38	39	39
Sr Female	12	17	26	36	30	34	33	35	35	33	37	38	40
Jr Male	38	31	23	14	17	21	26	21	18	19	18	26	25
Jr Female	34	26	30	22	21	24	29	28	32	35	27	27	22

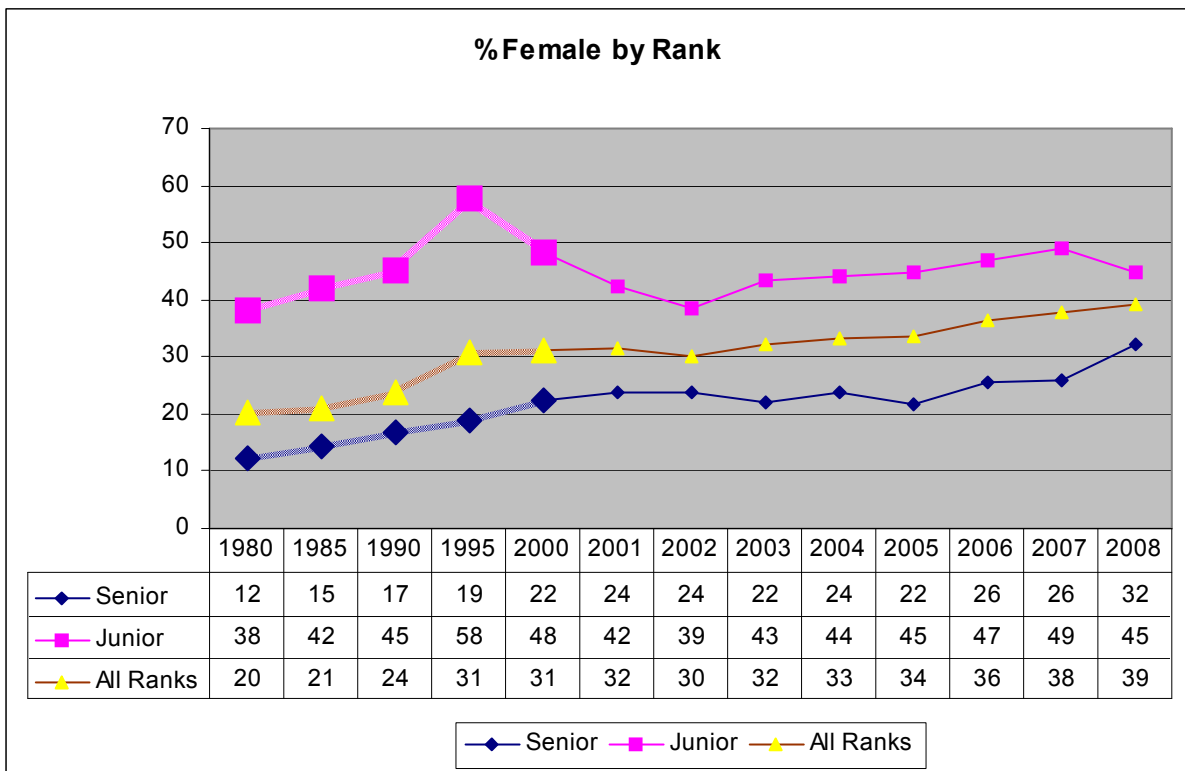
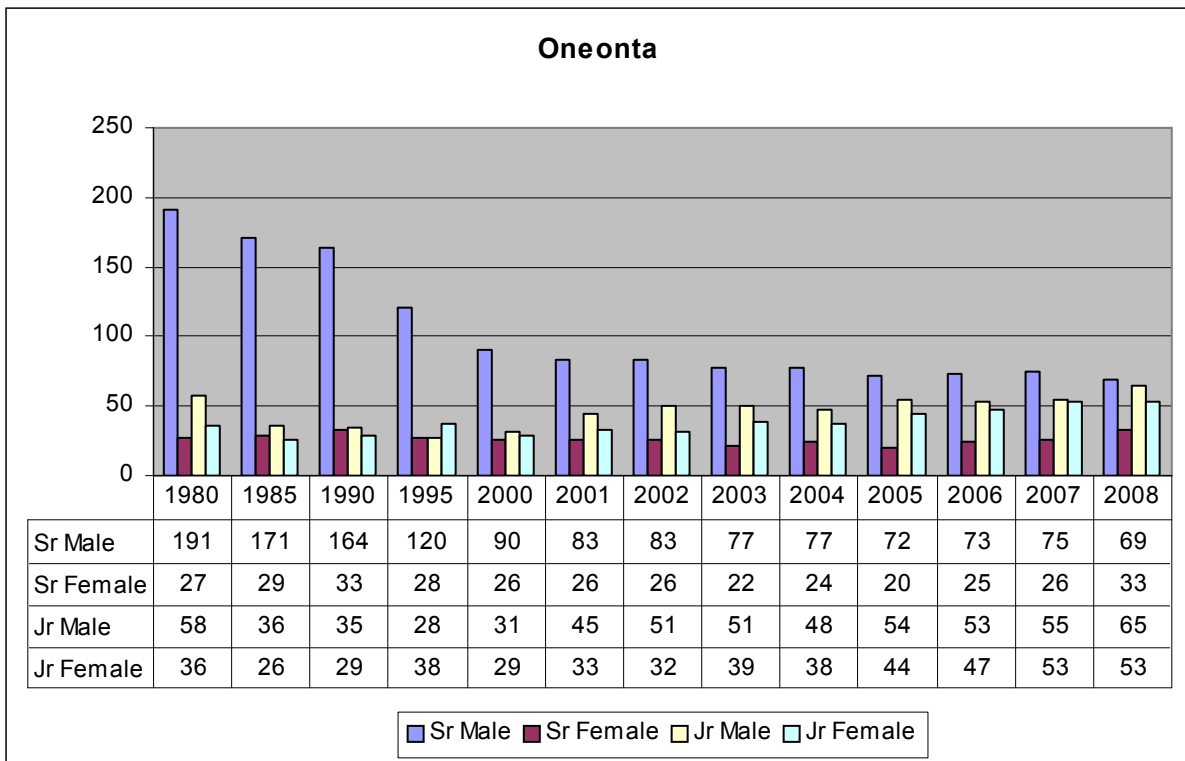
■ Sr Male
 ■ Sr Female
 ■ Jr Male
 ■ Jr Female

% Female by Rank

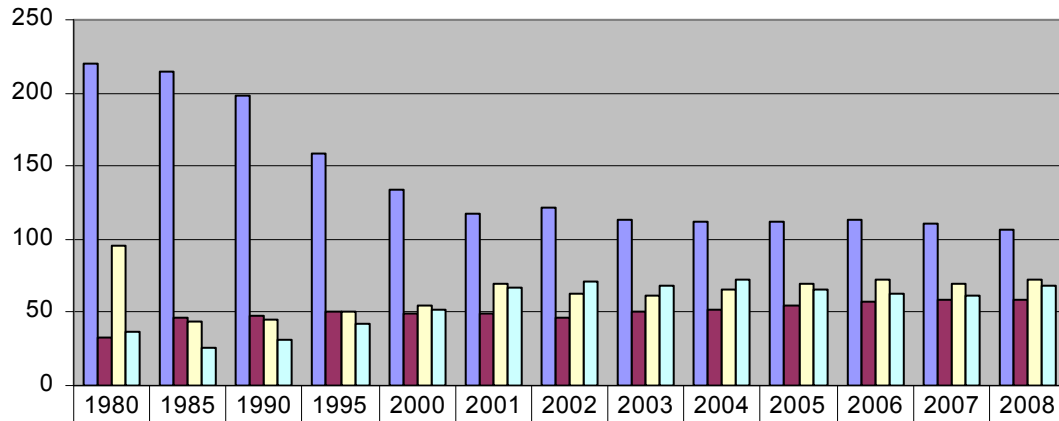


Senior	32	30	36	45	44	47	50	49	49	46	49	49	51
Junior	47	46	57	61	55	53	53	57	64	65	60	51	47
All Ranks	42	38	44	50	48	50	51	53	55	54	53	50	49

◆ Senior
 ■ Junior
 ▲ All Ranks



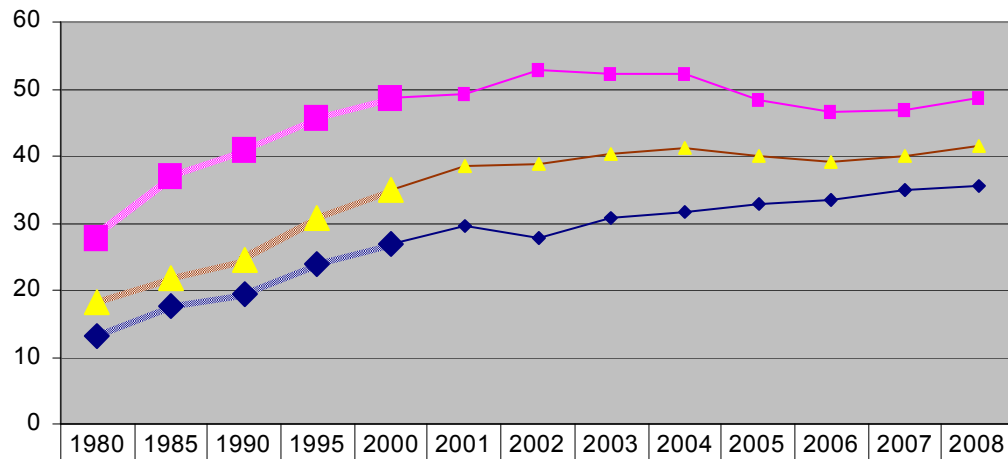
Oswego



Sr Male	220	215	198	159	134	117	122	113	112	112	114	110	107
Sr Female	33	46	48	50	49	49	47	50	52	55	57	59	59
Jr Male	96	44	45	51	55	69	63	62	66	69	72	69	72
Jr Female	37	26	31	43	52	67	71	68	72	65	63	61	68

■ Sr Male
 ■ Sr Female
 ■ Jr Male
 ■ Jr Female

% Female by Rank



Senior	13	18	20	24	27	30	28	31	32	33	33	35	36
Junior	28	37	41	46	49	49	53	52	52	49	47	47	49
All Ranks	18	22	25	31	35	38	39	40	41	40	39	40	42

◆ Senior
 ■ Junior
 ▲ All Ranks

