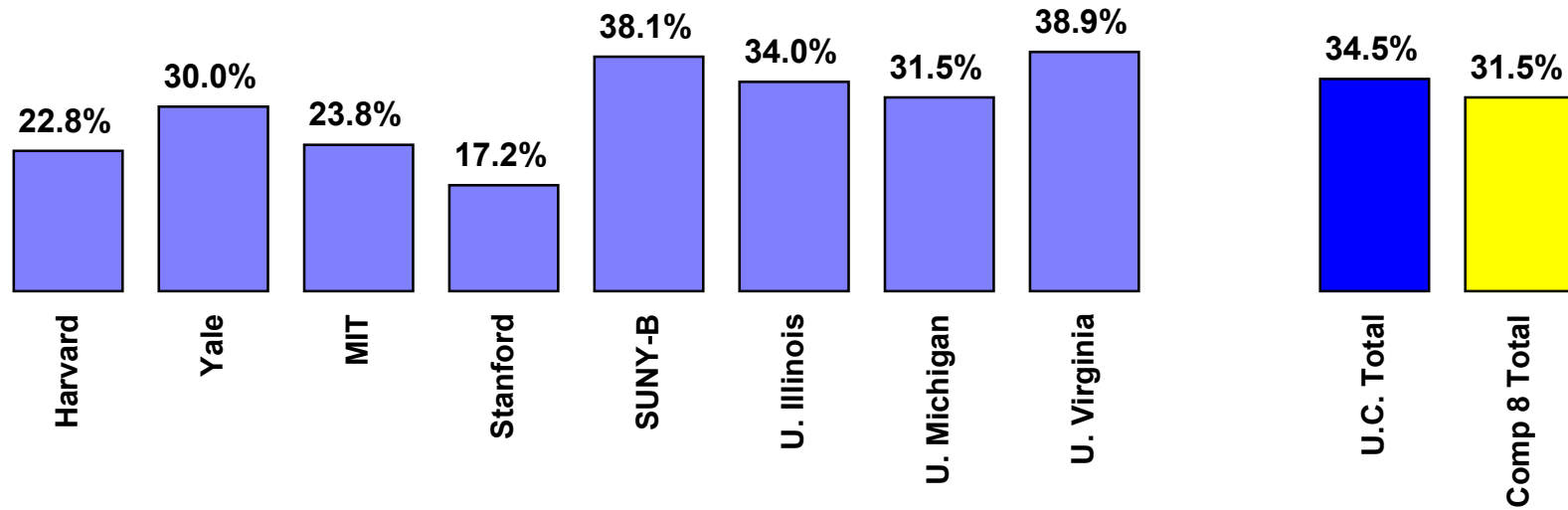


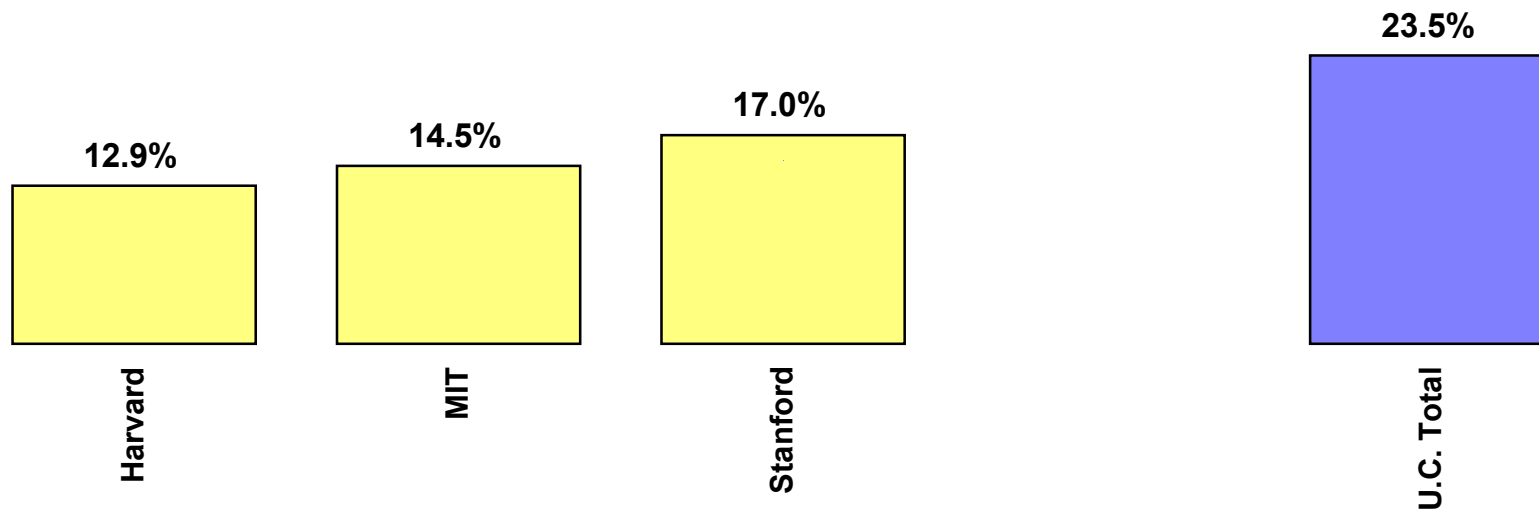
Figure 1

**New Appointments of Ladder Rank Faculty
Percentage Women
U.C. and Comparison Institutions
Combines Data for 1993-94, 1995-96 and 1997-98**



Source: IPEDS, Fall Staff Surveys reported every other year; Harvard failed to report numbers for 97-98, Stanford reported numbers only for 97-98, MIT reported numbers for 97-98 and 93-94.

Figure 2
**Ladder Rank Faculty
Percentage Women
U.C. and Comparison Institutions
1997-98**



Source: IPEDS, Fall Staff Surveys

Figure 3

**New Appointments of Ladder Rank Faculty
at the University of California
Four years Prior to 1996 and Four years After 1996**

All Campuses

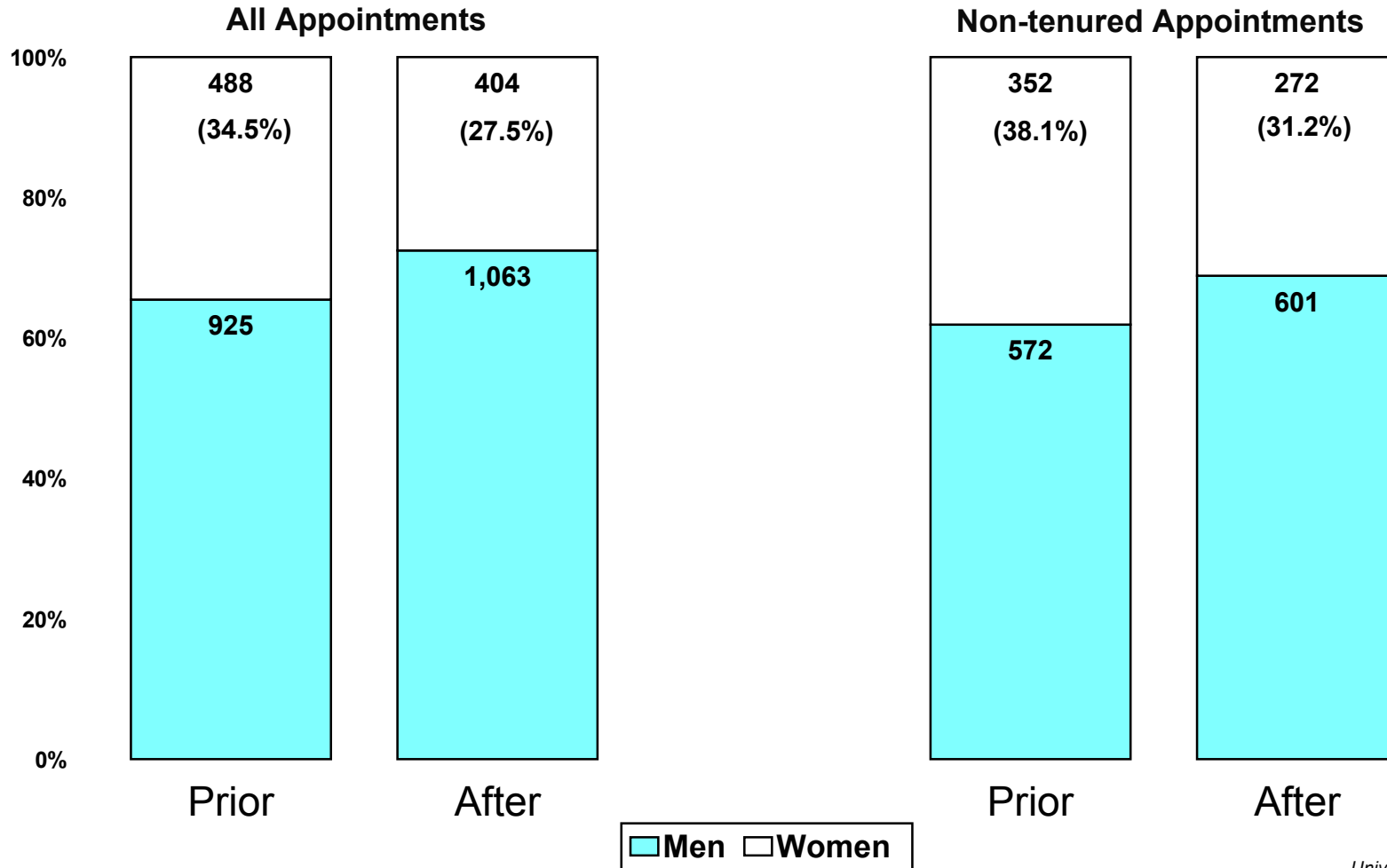


Figure 4

**New Appointments of Ladder Rank Faculty
at the University of California
Four years Prior to 1996 and Four years After 1996**

San Diego Campus

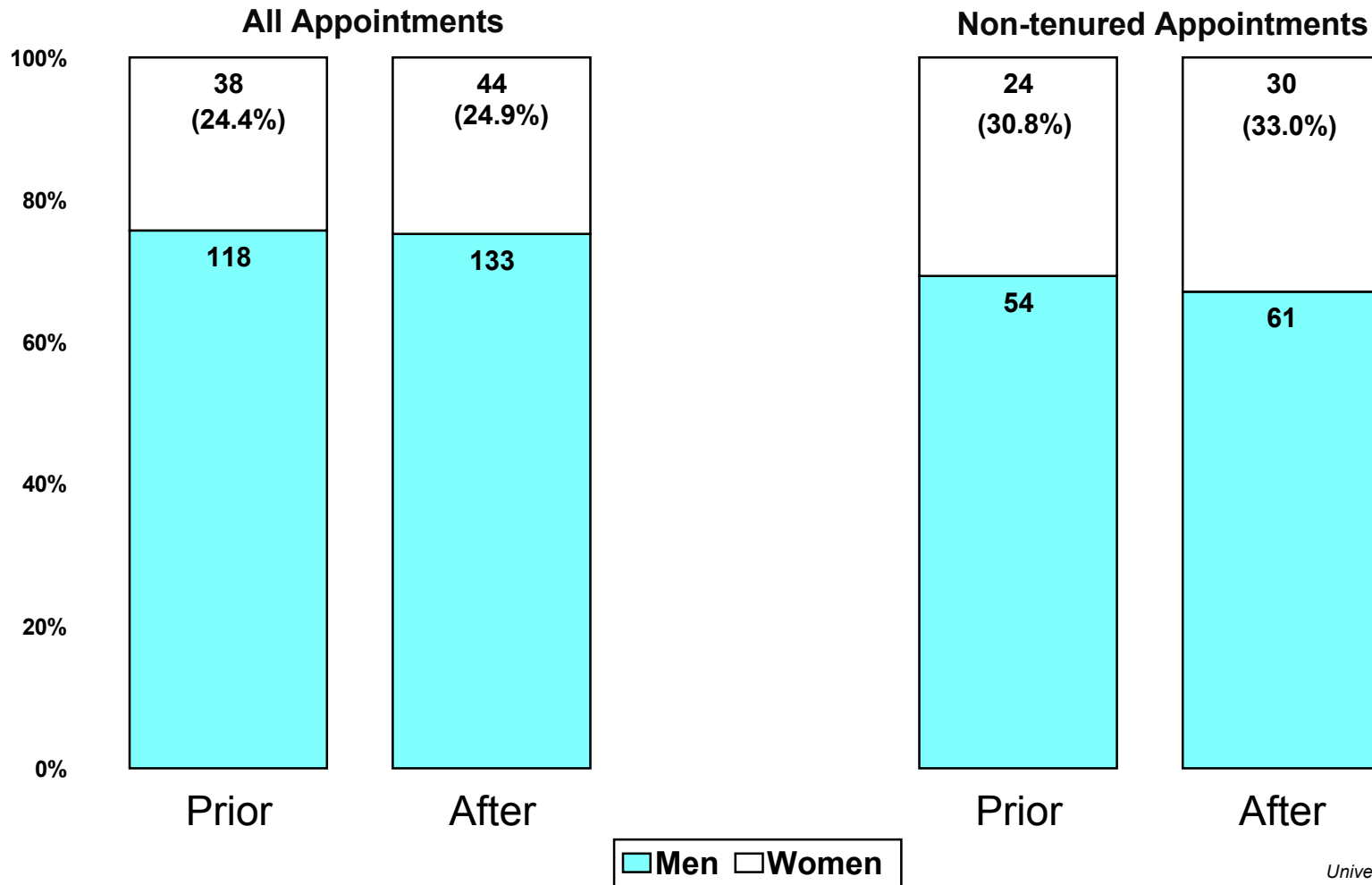


Figure 5

**New Appointments of Ladder Rank Faculty
at the University of California
Four years Prior to 1996 and Four years After 1996**

Santa Cruz Campus

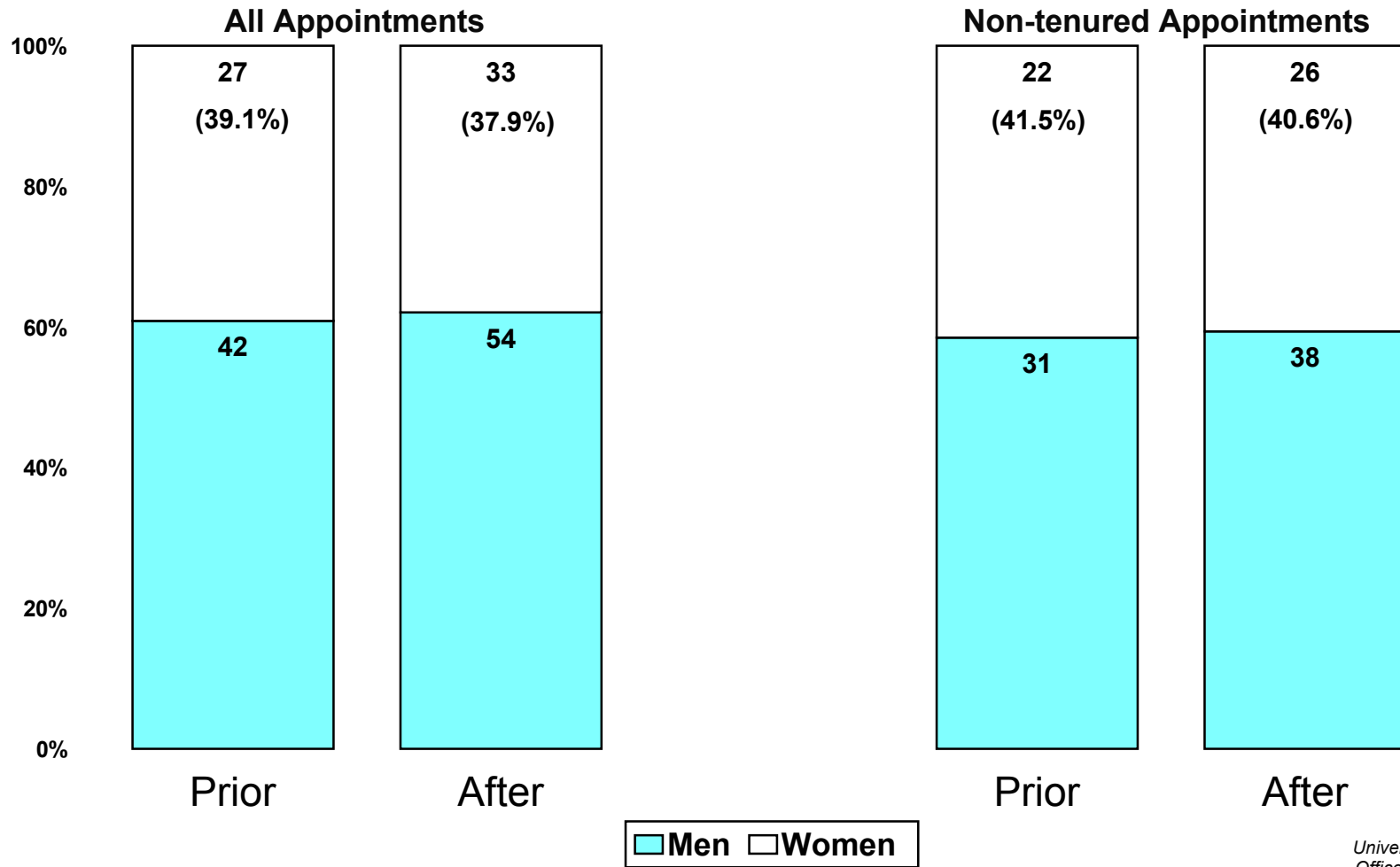


Figure 6

**New Appointments of Ladder Rank Faculty
at the University of California
Four years Prior to 1996 and Four years After 1996**

Santa Barbara Campus

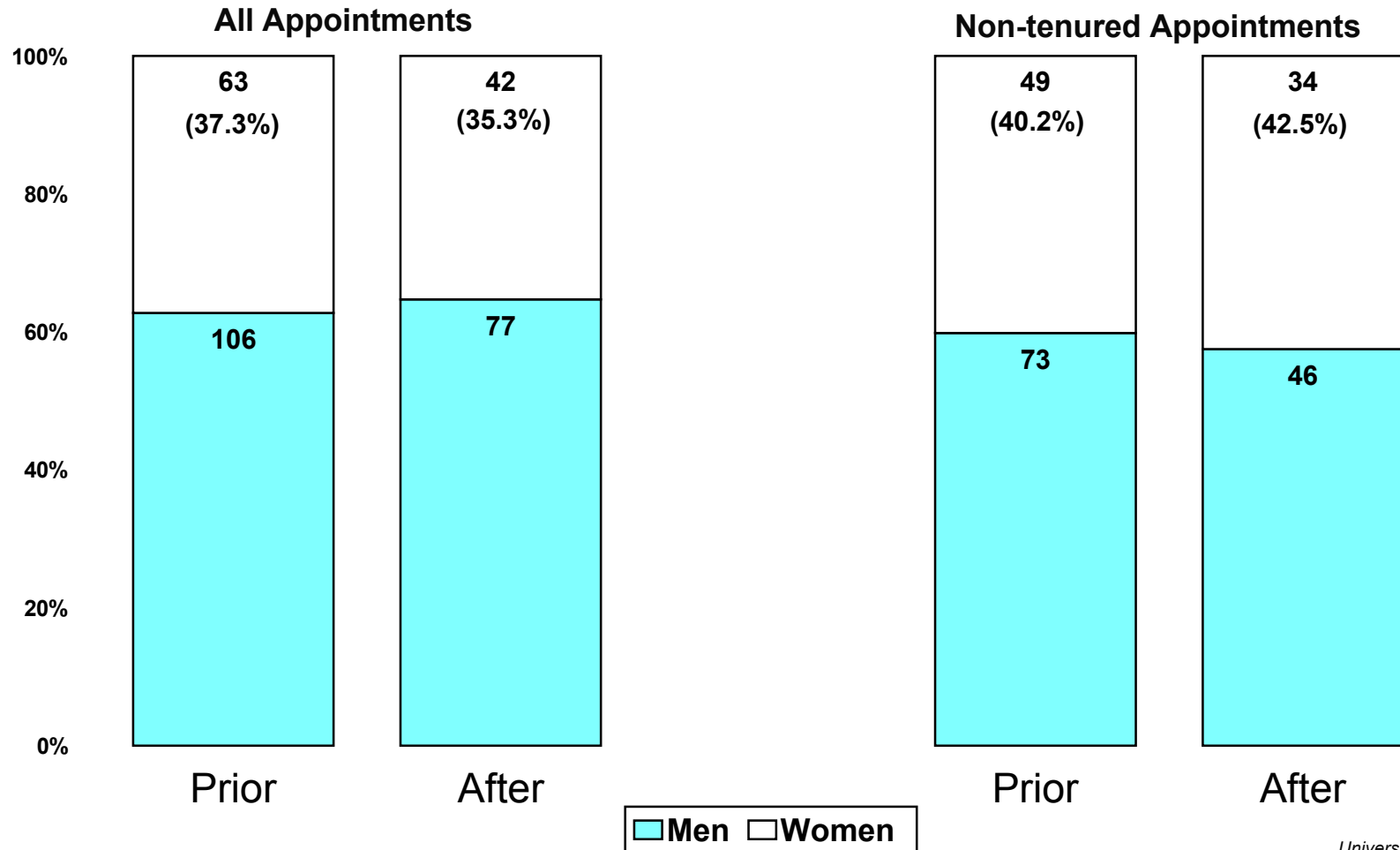


Figure 7

**New Appointments of Assistant Professors
Four years Prior to 1996 and Four years After 1996**

		Humanities <u>Arts</u>	Social Sciences <u>Psych</u>	Life <u>Sciences</u>	Health <u>Sciences</u>	Physical Sciences <u>Math</u>	Engineering <u>Computer Sciences</u>
Prior	Total	185	191	123	115	116	96
	Women	93	86	45	42	30	11
	% Women	50%	45%	37%	37%	26%	11%
After	Total	154	182	116	103	105	104
	Women	83	61	34	29	11	14
	% Women	54%	34%	29%	28%	10%	13%

Figure 8

ASSISTANT PROFESSOR FACULTY POOLS

**Women as a Percentage of UC Hires of Assistant Professors
and Doctoral Degree Recipients by Institutional Source**

	UC Hires of Assistant Professors <u>After 1996</u>	<u>1995-1997 DEGREE RECIPIENTS</u>	
		<u>Nation</u>	<u>University of California</u>
Arts	65.5%	46.3%	47.1%
Letters & Languages	46.9%	49.3%	48.5%

Figure 9

ASSISTANT PROFESSOR FACULTY POOLS

**Women as a Percentage of UC Hires of Assistant Professors
and Doctoral Degree Recipients by Institutional Source**

	UC Hires of Assistant Professors <u>After 1996</u>	<u>1995-1997 DEGREE RECIPIENTS</u>			Nation's Postdoctoral Appointee Population <u>1997</u>
		<u>Nation</u>	<u>University of California</u>	<u>UC's Comparison 8 Institutions</u>	
Engineering & Computer Sci	13.5%	12.7%	12.9%	--	12.0%
Life Sciences	29.3%	39.3%	42.7%	42.5%	36.6%
Physical Sciences	13.2%	22.5%	22.6%	10.2%	18.3%
Mathematics	5.4%	22.1%	18.4%	19.6%	13.2%

FIGURE 10
 UC Santa Cruz
 Faculty Hiring Process

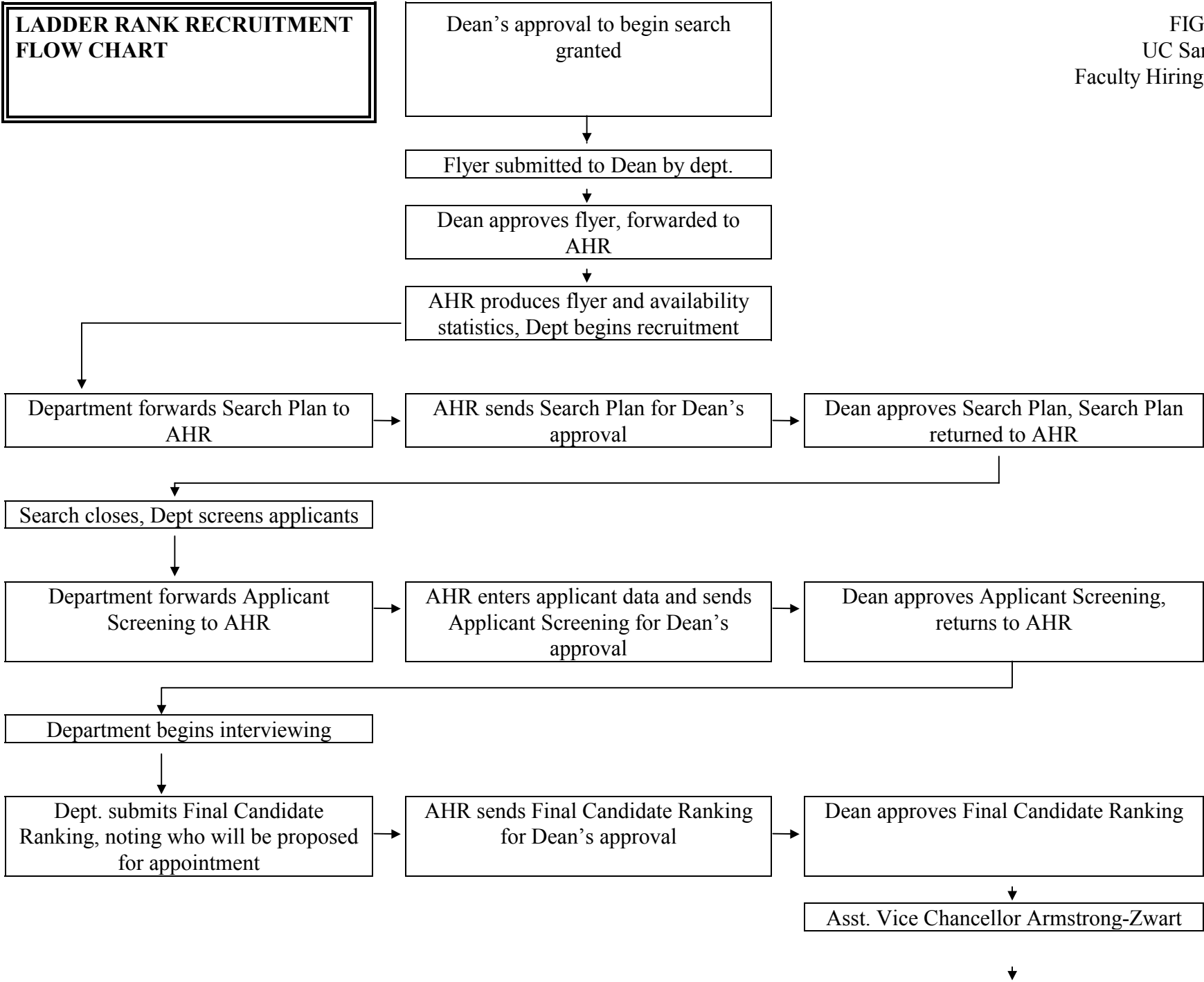


Figure 11

**Assistant Professors
Number and Percent of Tenure Reviews and Outcomes**

	1993-94 through 1997-98			1997-98		
	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>
Total Reviews	1,207	797	410	238	168	70
Total Outcomes	1,199	794	405	232	165	67
Granted	1,010	664	346	204	146	58
Denied	128	88	40	22	14	8
Other	61	42	19	6	5	1
Reviews Pending	8	3	5	6	3	3
<i>Percent</i>						
Granted	84%	84%	85%	88%	88%	87%
Denied	11%	11%	10%	9%	8%	12%
Other	5%	5%	5%	3%	3%	1%