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ABSTRACT

Most of this report consists of data in tables covering the following items: the total instructional staff, the faculty under tenure rules, the temporary instructional staff, salaries, new faculty, the rate of promotion of faculty women, length of service to Michigan State University, women in administrative positions, women graduate students, total enrollments of women at Michigan State University, degrees granted to women at Michigan State University, changes in the number of women faculty since 1962, promotion recommendations, and other staff. The data are summarized in 2 pages. Findings include the fact that a greater percentage of men than women are under tenure rules. Men's salaries are generally higher. The scarcity of women in some fields does not always reflect a scarcity of women with doctorate degrees. A greater percentage of women applicant were accepted to graduate study than men, yet a smaller percentage of women than of men received financial aid. And while women students have increased significantly among enrollees and degrees earned in a 9 year period, the number of women faculty under tenure rules remained the same. (LR)

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A COMPILATION OF DATA  
ON  
FACULTY WOMEN AND WOMEN ENROLLED  
AT MICHIGAN STATE UNIVERSITY

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A COMPILATION OF DATA ON FACULTY MEN AND WOMEN ENROLLED  
AT MICHIGAN STATE UNIVERSITY

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A COMPILATION OF DATA ON FACULTY WOMEN AND WOMEN ENROLLED  
AT MICHIGAN STATE UNIVERSITY

Introduction

On February 23, 1970, the Provost asked the Office of Institutional Research to compile whatever available data might be useful in responding to recent inquiries regarding the number and status of professional women on the campus of Michigan State University. Specifically he requested data which might be studied to find whether discrimination against women exists on the campus, and, if so, what the nature of the discrimination is and where it exists.

The report is organized around those areas where discrimination is most often suspected: 1) the number of faculty women employed, their salary, rank, rate of promotion, and title, and 2) the number, status and pay scale of temporary women faculty, and 3) the number of women graduate students admitted, encouraged by financial aid, and finally awarded degrees.

The report does not exhaust all the possibilities for data useful for investigation into the status of professional women, but does include what it was possible to gather in a limited time. Data on professional women are not easily compiled. Many of the records the University normally maintains do not include a code for sex, and where such a code exists, the University has not always used it for compiling reports. This report may then be considered a "first" in some areas.

## A SUMMARY OF THE FINDINGS

1. During the fall term, 1969, MSU had 2,097 faculty members employed under tenure rules. Of these, 221 (10.5%) were women. (Tables 1 and 5)
2. Among the faculty under tenure rules, 4.9% of the professors were women; 10.9% of the associate professors; 13.6% of the assistant professors; and 29.2% of the instructors. Women also accounted for 52.3% of the temporary faculty (assistant instructor through professor), and 20.1% of the graduate assistants. (Table 5)
3. Slightly over 67% of the faculty men under tenure rules were tenured and 48% of the women. (Table 2)
4. In those departments where it was possible to compare salaries of men and women faculty with the same rank and position, the median salaries of men were generally higher. Largest differences were at the upper ranks. It should be noted, however, that in some departments the salary of one woman was compared with the median salary of a sizable group of men.
5. The median number of years women serve at a given rank did not appear to be different from the number of years faculty usually remain at a given rank before promotion. No data for men were immediately available for comparison. (Tables 12-15)
6. Half of the women professors have been at MSU 17 years or more, half of the associate professors 11 years or more, half of the assistant professors three years or more, and half the instructors two years or more. Fourteen assistant professors were first appointed before 1950. (Table 16)
7. Thirteen of the 153 temporary faculty women have been employed by MSU ten years or more. One of the instructors has taught 25 years, and two assistant professors 24 years. (Table 17)
8. Twelve of the 221 women with academic rank and under tenure rules hold administrative positions; six of the twelve are in the College of Home Economics. (Table 18)
9. The scarcity of women in some fields does not always reflect a scarcity of women with doctor's degrees. In Education, for example, the ratio of doctorates awarded to men and women in 1965-68 in all U. S. universities was 4:1. The ratio of new MSU faculty employed in Education, under tenure rules, in those years, was 15:1. The departments of English, History, Humanities in the University College, and Chemistry added no women to their faculties in those years, although more doctorates were awarded to women in those fields than any others with the exception of Education. (Table 11)

10. Of those who applied for graduate study in 1968-69, a larger percentage of women than of men was admitted in every college except Agriculture. (Table 19)
11. Of those graduate students enrolled Fall Term, 1969, a smaller percentage of women than of men received financial aid in the form of fellowships, scholarships, and/or graduate assistanships. (Tables 20-21)
12. Women accounted for 35% of the total enrollment at MSU in 1960 and 42% in 1969. Women accounted for 20% of the graduate enrollment in 1960 and 28% in 1969. (Table 22)
13. The total enrollment of men at MSU increased 59.4% from 1960-69 and the enrollment of women 83.5%. (Table 23)
14. In 1968-69, women were awarded 45% of the bachelor's degrees, 31% of the master's degrees, and 11% of the doctor's degrees. (Table 24)
15. The percentage of women faculty under tenure rules during Fall Term, 1969, was not much different from the percentage Fall Term, 1962. The largest increases were in Social Science and in the University College. (Table 25)
16. About 9.3% of those recommended for promotion this spring are women. Promotions have been recommended for 15.4% of the men now associate professors and 16.9% of the women now associate professors. Promotions have also been recommended for 20.6% of the men and 9.5% of the women now assistant professors, and 6.1% of the men and 4.3% of the women now instructors. (Table 26)
17. Among staff members without faculty rank, 29.6% are women. Largest numbers of these are agricultural extension agents and librarians. (Table 27)

TABLE 1  
TOTAL INSTRUCTIONAL STAFF, FALL, 1969

| Rank             | MEN                |           | WOMEN              |           |
|------------------|--------------------|-----------|--------------------|-----------|
|                  | Under Tenure Rules | % Tenured | Under Tenure Rules | % Tenured |
| Professor        | 303                | 99.9      | 41                 | 97.5      |
| Assoc. Professor | 488                | 86.7      | 59                 | 91.5      |
| Asst. Professor  | 471                | 8.7       | 74                 | 10.2      |
| Instructor       | 114                |           | 47                 |           |
| Asst. Instructor |                    |           | 28                 |           |
| Grad. Asst.      |                    |           | 1870               |           |
| Total            | 1876               |           | 221                |           |
|                  |                    |           |                    | 470       |
|                  |                    |           |                    | 751       |

Source: Faculty Records, Office of Assistant to the Provost, October 1, 1969

List of Graduate Assistants, Office of Advanced Graduate Studies, Fall Term, 1969



TABLE 2

TOTAL INSTRUCTIONAL STAFF, FALL, 1969  
BY COLLEGE, RANK, TENURE STATUS AND SEX

| College/<br>Admin Unit | Under Tenure<br>Rules | % Tenured | Temporary* | Under Tenure<br>Rules | % Tenured | Temporary* |
|------------------------|-----------------------|-----------|------------|-----------------------|-----------|------------|
| Agriculture            | 308                   | 76.6      | 326        | 1                     | 100.0     | 26         |
| Arts and Letters       | 223                   | 63.2      | 200        | 31                    | 54.8      | 139        |
| Business               | 99                    | 77.8      | 189        | 5                     | 80.0      | 9          |
| Communication Arts     | 58                    | 65.5      | 88         | 6                     | 16.7      | 32         |
| Education              | 156                   | 72.4      | 154        | 26                    | 50.0      | 115        |
| Engineering            | 93                    | 72.0      | 108        | 1                     |           | 4          |
| Home Economics         | 9                     | 55.6      | 7          | 48                    | 54.2      | 72         |
| Human Medicine         | 27                    | 48.1      | 21         | 4                     | 25.0      | 10         |
| James Madison          | 13                    | 15.4      | 16         | 1                     | -         | 6          |
| Justin Morrill         | 14                    | 71.4      | 19         | 4                     | 25.0      | 10         |
| Lynn Briggs            | 11                    | 44.4      | 8          | 1                     | 100.0     | 3          |
| Natural Science        | 244                   | 70.5      | 526        | 27                    | 33.3      | 81         |
| Social Science         | 188                   | 62.2      | 230        | 15                    | 53.3      | 86         |
| University College     | 175                   | 58.3      | 25         | 28                    | 35.7      | 85         |
| Veterinary Medicine    | 104                   | 59.6      | 84         | 9                     | 55.6      | 25         |
| Povost's Office        | 68                    | 74.6      | 64         | 5                     | 80.0      | 9          |
| Vice-Presidents' Ofcs. | 45                    | 66.6      | 61         | 9                     | 55.6      | 39         |
| President's Office     | 41                    | 61.0      | 1          | -                     | -         | -          |
| Total                  | 1676                  | 67.4      | 2127       | 221                   | 48.0      | 751        |

\* Includes all ranks, including Assistant Instructors and Graduate Assistants.

TABLE 3

TOTAL FACULTY APPOINTED UNDER TENURE RULES, BY COLLEGE, RANK, TENURE STATUS, AND SEX

| College/Admin Unit    | TOTAL MEN |        |      | TOTAL WOMEN |       |       | MEN WITH TENURE |      |        | WOMEN WITH TENURE |      |      |       |      |
|-----------------------|-----------|--------|------|-------------|-------|-------|-----------------|------|--------|-------------------|------|------|-------|------|
|                       | Prof      | Assoc  | Asst | Inst        | Prof  | Assoc | Asst            | Inst | Prof   | Assoc             | Asst | Prof | Assoc | Asst |
|                       |           |        |      |             |       |       |                 |      |        |                   |      |      |       |      |
| Agriculture           | 150       | 86     | 68   | 4           | 1     |       |                 |      | 150    | 78                | 8    |      |       | 1    |
| Arts and Letters      | 83        | 60     | 63   | 17          | 7     | 6     | 6               | 6    | 83     | 54                | 4    | 12   | 12    | 3    |
| Business              | 60        | 17     | 20   | 2           | 1     |       |                 |      | 60     | 16                | 1    | 2    | 2     |      |
| Comm. Arts            | 18        | 24     | 13   | 3           | 4     | 1     | 1               | 1    | 18     | 20                |      |      | 1     |      |
| Education             | 73        | 41     | 32   | 10          | 13    | 2     | 2               | 2    | 73     | 55                | 5    | 6    | 4     | 3    |
| Engineering           | 37        | 30     | 22   | 4           | 1     |       |                 |      | 37     | 26                | 4    |      |       |      |
| Home Economics        | 3         | 3      | 2    | 1           | 11    | 14    | 14              | 14   | 3      | 2                 |      |      | 11    | 2    |
| Human Medicine        | 10        | 11     | 6    |             | 1     |       |                 |      | 10     | 3                 |      |      | 1     |      |
| James Madison         | 2         |        | 2    | 9           | 1     |       |                 |      | 2      |                   |      |      |       |      |
| Justin Morrill        | 4         | 6      | 2    | 2           | 1     |       |                 |      | 4      | 6                 |      |      | 1     |      |
| Lyman Briggs          | 2         | 2      | 5    | 2           | 1     |       |                 |      | 2      | 2                 |      |      | 1     |      |
| Natural Science       | 109       | 73     | 62   | 10          | 12    | 8     | 8               | 8    | 108    | 62                | 2    | 3    | 4     | 2    |
| Social Science        | 83        | 39     | 56   | 10          | 7     |       |                 |      | 83     | 34                |      | 4    | 4     |      |
| University College    | 72        | 25     | 58   | 20          | 9     | 9     | 9               | 9    | 72     | 26                | 4    | 2    | 7     | 1    |
| Veterinary Medicine   | 36        | 32     | 23   | 13          | 3     | 3     | 3               | 3    | 36     | 23                | 3    | 2    | 3     |      |
| Provost's Office      | 29        | 21     | 14   | 4           | 1     |       |                 |      | 29     | 19                | 2    |      | 3     | 1    |
| Vice-Presidents' Ofc. | 23        | 9      | 13   |             | 3     | 1     | 1               | 1    | 23     | 8                 | 1    |      | 3     | 2    |
| President's Office    | 9         | 9      | 10   | 13          |       |       |                 |      | 9      | 9                 | 7    |      |       |      |
| Total                 | 803       | 488    | 471  | 114         | 74    | 47    | 47              | 47   | 802    | 423               | 41   | 40   | 54    | 12   |
| Total By Sex          |           | (1876) |      |             | (221) |       |                 |      | (1266) |                   |      |      | (196) |      |

Faculty Count, Office of Assistant to the Provost, October 1, 1969

TABLE 4

TOTAL FACULTY UNDER TENURE RULES BY COLLEGE,  
DEPARTMENT, RANK, TENURE STATUS AND SEX

| College/Department | Under Tenure Rules |       |      |             |      |       | Total Men |      |      | Total Women |      |      |      |       |      |   |
|--------------------|--------------------|-------|------|-------------|------|-------|-----------|------|------|-------------|------|------|------|-------|------|---|
|                    | Total Men          |       |      | Total Women |      |       | Total Men |      |      | Total Women |      |      |      |       |      |   |
|                    | Prof               | Assoc | Asst | Inst        | Prof | Assoc | Asst      | Inst | Prof | Assoc       | Asst | Inst | Prof | Assoc | Asst |   |
| Agriculture        | 1                  |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      | 1 |
| Deans Office       |                    |       |      | 1           |      |       |           |      |      |             |      |      |      |       |      |   |
| Agric. E on.       | 22                 | 12    | 8    |             |      |       |           |      | 22   | 10          |      |      |      |       |      | 1 |
| A. ric. Engr.      | 8                  | 8     | 5    | -           |      |       |           |      | 8    |             |      |      |      |       |      | 1 |
| Animal M. sb.      | 11                 | 5     | 2    |             |      |       |           |      | 11   | 5           |      |      |      |       |      |   |
| Biochem.           | 10                 | 6     | 5    |             |      |       |           |      | 10   | 6           |      |      |      |       |      |   |
| Crop/Soil Sci      | 25                 | 7     | 11   |             |      |       |           |      | 25   | 7           |      |      |      |       |      | 1 |
| Dairy              | 8                  | 8     | 4    |             |      |       |           |      | 8    | 8           |      |      |      |       |      |   |
| Ext. Pers.         |                    |       | 1    |             |      |       |           |      |      |             |      |      |      |       |      | 1 |
| Fish. W. L.        | 5                  | 2     | 3    |             |      |       |           |      | 5    | 1           |      |      |      |       |      |   |
| Food Science       | 13                 | 6     |      |             |      |       |           |      | 13   | 5           |      |      |      |       |      |   |
| Forest Prod.       | 3                  |       | 2    | 2           |      |       |           |      | 3    |             |      |      |      |       |      |   |
| Forestry           | 6                  | 7     |      |             |      |       |           |      | 6    | 7           |      |      |      |       |      | 2 |
| Horticulture       | 13                 | 9     | 3    | 1           |      |       |           |      | 13   | 8           |      |      |      |       |      | 2 |
| Nat. Res.          | 1                  |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      |   |
| Poultry            | 5                  | 2     | 2    |             |      |       |           |      | 5    | 1           |      |      |      |       |      |   |
| Res. Dev.          | 6                  | 1     | 5    |             |      |       |           |      | 6    | 1           |      |      |      |       |      |   |
| Sub. Total         | 137                | 74    | 52   | 4           |      |       |           |      | 137  | 67          |      |      |      |       |      | 8 |
|                    |                    |       |      |             |      |       |           |      |      |             |      |      |      |       |      | 1 |
| Ag. Exp. Sta.      | 2                  |       |      |             |      |       |           |      | 2    |             |      |      |      |       |      |   |
| Ag. Tech. Inst.    | 1                  |       | 2    |             |      |       |           |      | 1    |             |      |      |      |       |      |   |
| Intern. Agric.     | 1                  |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      |   |
| Plant Res.         | 4                  | 5     | 3    |             |      |       |           |      | 4    | 6           |      |      |      |       |      |   |
| Sub. Total         | 8                  | 6     | 5    |             |      |       |           |      | 8    | 6           |      |      |      |       |      |   |

(continued)

Source: Faculty Records, Office of Assistant to the P ovost, October 1, 1959

TABLE 4 (continued)

| College/Department | Total Men |       |      | Total Women |      |      | Total Men |      |      | Total Women |      |      |      |       |      |      |
|--------------------|-----------|-------|------|-------------|------|------|-----------|------|------|-------------|------|------|------|-------|------|------|
|                    | Prof      | Asso  | Asst | Inst        | Prof | Asso | Asst      | Inst | Prof | Asso        | Asst | Inst | Prof | Asso  | Asst | Inst |
| Coop Ext. Ad.      | 2         | 3     |      |             |      |      |           |      |      |             |      |      | 2    | 2     |      |      |
| Coop Ext. A ric    | 2         | 2     |      |             |      |      |           |      |      |             |      |      | 2    | 2     |      |      |
| Coop Ext. Mtg      |           |       |      |             |      |      |           |      |      |             |      |      |      |       |      |      |
| Coop Ext. Fam Lv.  |           |       |      |             |      |      |           |      |      |             |      |      |      |       |      |      |
| Coop Ext. 4-H      | 1         | 1     |      |             |      |      |           |      |      |             |      |      | 1    | 1     |      |      |
| Sub Total          | 5         | 6     |      |             |      |      |           |      |      |             |      |      | 5    | 5     |      |      |
| Total College      | 150       | 38    |      |             |      |      |           |      |      |             |      |      | 150  | 78    |      |      |
| Total By Sex       |           | (308) |      |             |      |      |           |      |      |             |      |      |      | (236) |      | (1)  |
| Arts & Letters     | 1         | 1     |      |             |      |      |           |      |      |             |      |      | 1    | 1     |      |      |
| Dean's Office      | 9         | 11    | 9    | 2           | 1    |      |           |      |      |             |      |      | 9    | 11    | 1    | 2    |
| Art                | 21        | 10    | 11   | 3           | 2    |      |           |      |      |             |      |      | 21   | 7     | 1    | 1    |
| English            | 5         | 1     | 9    | 3           | 1    |      |           |      |      |             |      |      | 5    | 1     |      |      |
| German-Russian     | 13        | 10    | 7    | 1           | 2    |      |           |      |      |             |      |      | 13   | 9     |      | 2    |
| History            | 1         | 1     | 6    | 1           | 1    |      |           |      |      |             |      |      | 1    | 1     |      | 1    |
| Ling Or. Af. Leng. | 15        | 11    | 12   |             | 3    |      |           |      |      |             |      |      | 15   | 10    |      | 3    |
| Music              | 8         | 6     | 4    | 2           | 1    |      |           |      |      |             |      |      | 8    | 5     |      | 1    |
| Philosophy         | 2         | 2     |      |             |      |      |           |      |      |             |      |      | 2    | 2     |      |      |
| Religion           | 5         | 8     | 5    | 5           | 1    |      |           |      |      |             |      |      | 5    | 3     |      |      |
| Rom. Lang.         | 33        | 60    | 33   | 17          | 7    |      |           |      |      |             |      |      | 33   | 54    |      | 2    |
| Total              |           |       |      |             |      |      |           |      |      |             |      |      | 83   | 12    |      | (17) |
| Total By Sex       |           | (223) |      |             |      |      |           |      |      |             |      |      |      | (141) |      | (17) |
| Business           | 2         | 1     |      |             |      |      |           |      |      |             |      |      | 2    | 1     |      |      |
| Dean's Office      | 12        | 3     |      |             |      |      |           |      |      |             |      |      | 12   | 3     |      |      |
| Accounting         | 1         | 1     |      |             |      |      |           |      |      |             |      |      | 1    |       |      |      |
| Bus. & Ec. Res.    | 1         | 2     | 4    |             | 1    |      |           |      |      |             |      |      | 1    | 2     |      | 1    |
| Bus. Law Of. Ad.   | 17        | 4     | 4    | 2           |      |      |           |      |      |             |      |      | 17   | 4     |      |      |
| Economics          | 2         | 2     | 1    |             |      |      |           |      |      |             |      |      | 2    | 2     |      | 1    |
| Hotel Rest. I.M.   | 10        | 2     | 3    |             |      |      |           |      |      |             |      |      | 10   | 2     |      |      |
| Management         | 14        | 3     | 1    |             |      |      |           |      |      |             |      |      | 14   | 2     |      |      |
| Marketing          | 1         | 17    | 20   | 2           | 1    |      |           |      |      |             |      |      | 1    | 16    |      | 2    |
| Public Util.       | 60        | 17    | 20   | 2           | 2    |      |           |      |      |             |      |      | 60   | 16    |      | (4)  |
| Total              |           |       |      |             |      |      |           |      |      |             |      |      |      | (77)  |      | (4)  |
| Total By Sex       |           | (99)  |      |             |      |      |           |      |      |             |      |      |      | (77)  |      | (4)  |

TABLE 4 (continued)

| College/Department | Total Men |       | Total Women |      | Total Men |       | Total Women |      |
|--------------------|-----------|-------|-------------|------|-----------|-------|-------------|------|
|                    | Prof      | Asst  | Prof        | Asst | Prof      | Asst  | Prof        | Asst |
| Communication Arts |           |       |             |      |           |       |             |      |
| Dean's Office      | 1         | 1     |             |      |           |       |             |      |
| Advertising        | 2         | 1     |             | 1    |           |       |             |      |
| Aud. & Sp. S.      | 2         | 1     | 1           | 1    |           |       |             | 1    |
| Communication      | 8         | 6     |             |      |           |       |             |      |
| Journalism         | 2         | 4     | 1           | 1    |           |       |             |      |
| TV-Radio           | 2         | 4     |             |      |           |       |             |      |
| Theater            | 1         | 3     |             | 1    |           |       |             |      |
| Total              | 13        | 24    | 1           | 4    | 13        | 20    | 1           | 1    |
| Total By Sex       |           | (58)  |             | (6)  |           | (36)  |             | (1)  |
| Education          |           |       |             |      |           |       |             |      |
| Dean's Office      | 2         | 1     |             |      |           |       |             |      |
| AHE                | 11        | 6     |             |      |           |       |             |      |
| Adv. Studies       | 2         | 1     |             |      |           |       |             |      |
| CPS&EP             | 13        | 4     |             | 1    |           |       |             | 2    |
| E1. Spec.          | 10        | 9     | 3           | 2    |           |       |             | 2    |
| HFER               | 7         | 5     | 1           | 5    |           |       |             | 3    |
| Hum Tch. Ctr.      |           | 1     |             |      |           |       |             | 1    |
| Human Learning     | 1         |       |             |      |           |       |             |      |
| Inst. Studies      | 3         | 1     |             |      |           |       |             |      |
| Learn. Systems     | 1         | 1     |             | 1    |           |       |             |      |
| Sec. Educ.         | 16        | 6     |             | 3    |           |       |             | 1    |
| Sci. Mth T.C.      | 1         | 2     | 1           | 1    |           |       |             |      |
| Soc. Sci. Tch.     |           | 2     |             | 1    |           |       |             |      |
| Teacher Educ.      | 7         | 4     |             | 6    |           |       |             |      |
| Total              | 73        | 41    | 6           | 13   | 73        | 35    | 6           | 4    |
| Total By Sex       |           | (156) |             | (26) |           | (113) |             | (13) |

(continued)

TABLE 4 (continued)

| College/Department   | Total Men |      |      | Total Women |      |      | Total Men |      |      | Total Women |      |      |
|----------------------|-----------|------|------|-------------|------|------|-----------|------|------|-------------|------|------|
|                      | Prof      | Asst | Inst | Prof        | Asst | Inst | Prof      | Asst | Asst | Prof        | Asst | Asst |
| Engineering          |           |      |      |             |      |      |           |      |      |             |      |      |
| Dean's Office        | 1         |      | 2    |             |      |      |           |      |      |             |      |      |
| Chemical             | 4         | 4    | 1    |             |      |      | 4         | 4    |      |             |      |      |
| Civ/San              | 5         | 4    | 2    |             |      |      | 5         | 3    |      |             |      |      |
| Comp. Inst. S.S.     | 1         |      | 1    |             |      |      | 1         |      |      |             |      |      |
| Comp. Lab            |           |      |      |             |      |      |           |      |      |             |      |      |
| Comp Sci             | 2         | 2    | 4    | 3           |      |      | 2         | 2    |      |             |      |      |
| Elec. Engr.          | 7         | 8    | 5    |             | 1    |      |           | 6    | 1    |             |      |      |
| Eng. Inst. Serv.     | 1         |      | 2    | 1           |      |      |           | 2    |      |             |      |      |
| Mechanical           | 8         | 8    | 2    |             |      |      |           | 7    | 1    |             |      |      |
| MMM                  | 8         | 4    | 3    |             |      |      | 8         | 4    |      |             |      |      |
| Total                | 37        | 30   | 22   |             | 4    |      | 37        | 26   | 4    |             |      |      |
| Total By Sex         |           |      |      |             |      |      |           |      |      |             |      | (0)  |
|                      |           |      |      |             |      |      |           |      |      |             |      |      |
| Home Economics       |           |      |      |             |      |      |           |      |      |             |      |      |
| Dean's Office        |           |      |      |             |      |      |           |      |      |             |      |      |
| Fam. Child Sci.      | 1         | 2    |      | 3           | 1    |      |           |      |      | 3           |      |      |
| Foods & Nutr.        | 1         | 1    | 1    | 5           | 2    | 5    | 1         | 1    |      | 5           | 3    |      |
| Inst. Admin.         |           |      |      | 1           | 2    | 3    | 1         | 1    |      | 1           | 2    |      |
| Text. Clo. Rel. Arts | 1         |      | 1    | 2           | 2    | 2    |           |      |      | 2           | 2    | 1    |
| Total                | 3         | 3    | 2    | 13          | 11   | 10   | 1         | 2    |      | 13          | 11   | 2    |
| Total By Sex         |           |      |      |             |      |      |           |      |      |             |      | (26) |
|                      |           |      |      |             |      |      |           |      |      |             |      |      |
| Human Medicine       |           |      |      |             |      |      |           |      |      |             |      |      |
| Dean's Office        | 2         | 1    |      |             |      |      |           |      |      |             |      |      |
| Hum. Dev.            | 1         |      | 2    |             | 2    |      | 2         | 1    |      |             |      |      |
| Med. Educ.           | 2         | 2    | 1    |             | 1    |      | 2         |      |      |             | 1    |      |
| Medicine             | 4         | 4    | 1    |             |      |      | 4         | 1    |      |             |      |      |
| Psychiatry           | 1         | 4    | 2    |             |      |      | 1         | 1    |      |             |      |      |
| Total                | 10        | 11   | 6    |             | 3    |      | 10        | 3    |      |             |      |      |
| Total By Sex         |           |      |      |             |      |      |           |      |      |             |      | (1)  |
|                      |           |      |      |             |      |      |           |      |      |             |      |      |
| James Madison        | 2         |      | 2    |             | 1    |      |           |      |      |             |      |      |
| Justin Morrill       | 4         | 6    | 2    |             | 1    | 3    | 4         | 6    |      |             | 1    |      |
| Lyman Briggs         | 2         | 2    | 5    |             | 1    |      | 2         | 2    |      |             | 1    |      |

TABLE 4 (continued)

| College/Department     | Total Men |      |      |      | Total Women |      |      |      | Tenured |      |      |      |      |      |
|------------------------|-----------|------|------|------|-------------|------|------|------|---------|------|------|------|------|------|
|                        | Asst      |      | Inst |      | Asst        |      | Inst |      | Asst    |      | Asst |      | Asst |      |
|                        | Prof      | Asst | Inst | Asst | Prof        | Asst | Inst | Asst | Prof    | Asst | Prof | Asst | Prof | Asst |
| Natural Science        | 4         | 1    |      |      |             |      |      |      |         |      |      |      |      |      |
| Dean's Office          | 1         |      |      |      |             |      |      |      |         |      |      |      |      |      |
| Astronomy              | 1         | 3    |      |      |             |      |      |      |         |      |      |      |      |      |
| Bio Sci                | 1         |      |      |      |             |      |      |      |         |      |      |      |      |      |
| Biophysics             | 2         | 3    |      |      |             |      |      |      |         |      |      |      |      |      |
| Botany                 | 16        | 7    | 8    |      |             |      |      |      |         |      |      |      |      |      |
| Chemistry              | 14        | 9    | 9    |      |             |      |      |      |         |      |      |      |      |      |
| Entomology             | 6         | 5    | 6    |      |             |      |      |      |         |      |      |      |      |      |
| Geology                | 6         | 3    | 2    |      |             |      |      |      |         |      |      |      |      |      |
| Kellogg                | 1         | 2    |      |      |             |      |      |      |         |      |      |      |      |      |
| Mathematics            | 20        | 24   | 21   |      |             |      |      |      |         |      |      |      |      |      |
| Nursing                |           |      |      | 1    | 2           | 10   | 8    |      |         |      |      |      |      |      |
| Physics                | 24        | 8    | 7    |      |             |      |      |      |         |      |      |      |      |      |
| Statistics             | 4         | 6    | 3    |      | 1           |      | 1    |      |         |      |      |      |      |      |
| Zoology                | 10        | 5    | 3    |      | 1           |      |      |      |         |      |      |      |      |      |
| Total                  | 109       | 73   | 62   | 3    | 4           | 12   | 8    |      |         |      |      |      |      |      |
| Total By Sex           | (244)     |      |      |      | (27)        |      |      |      | (9)     |      |      |      |      |      |
| Social Science         | 3         | 2    |      |      |             |      |      |      |         |      |      |      |      |      |
| Dean's Office          | 4         | 6    |      |      |             |      |      |      |         |      |      |      |      |      |
| Anthropology           | 7         | 5    | 3    | 2    |             |      |      |      |         |      |      |      |      |      |
| Geography              | 10        | 1    | 2    | 2    |             |      |      |      |         |      |      |      |      |      |
| LIR                    | 6         | 3    | 2    | 2    |             |      |      |      |         |      |      |      |      |      |
| Police A'm.            | 8         | 5    | 15   |      | 1           | 1    |      |      |         |      |      |      |      |      |
| Political Science      | 24        | 7    | 15   |      | 2           | 1    | 2    |      |         |      |      |      |      |      |
| Psychology             |           |      |      |      |             |      |      |      |         |      |      |      |      |      |
| Soc. Sci. Res.         | 2         | 3    | 4    |      | 2           | 1    | 2    |      |         |      |      |      |      |      |
| Social Work            | 12        | 2    | 7    | 2    |             |      |      |      |         |      |      |      |      |      |
| Sociology              |           |      |      |      |             |      |      |      |         |      |      |      |      |      |
| Afr & Am. Studies Ctrs | 6         | 5    | 3    | 2    |             |      |      |      |         |      |      |      |      |      |
| Urb. Plng. Ld. Arch    | 83        | 39   | 56   | 10   | 4           | 4    | 7    |      |         |      |      |      |      |      |
| Total                  | (188)     |      |      |      | (15)        |      |      |      | (8)     |      |      |      |      |      |
| Total By Sex           | (117)     |      |      |      | (11)        |      |      |      | (8)     |      |      |      |      |      |

(continued)

TABLE 4 (continued)

| College/Department  | Total Men |           |              | Total Women |          |             | Total Men |       |          | Total Women |              |             |
|---------------------|-----------|-----------|--------------|-------------|----------|-------------|-----------|-------|----------|-------------|--------------|-------------|
|                     | Prof      | AssoC     | Inst         | Prof        | AssoC    | Inst        | Prof      | AssoC | Asst     | Prof        | AssoC        | Asst        |
| University College  |           |           |              |             |          |             |           |       |          |             |              |             |
| Dean's Office       | 5         |           |              |             |          | 1           |           |       |          |             |              |             |
| Amer. Thgt. & Lang  | 14        | 7         | 10           | 1           | 3        | 6           |           |       |          | 1           | 3            | 1           |
| Humanities          | 16        | 5         | 20           |             |          | 3           |           |       |          | 16          | 5            |             |
| Nat. Sci.           | 14        | 11        | 20           | 1           | 5        | 2           |           |       | 4        | 1           | 4            |             |
| Social Science      | 15        | 2         | 8            |             |          | 1           |           |       |          | 15          | 2            |             |
| Eval Serv.          | 8         |           |              |             |          |             |           |       |          | 8           |              |             |
| <b>Total</b>        | <b>72</b> | <b>25</b> | <b>58</b>    | <b>2</b>    | <b>8</b> | <b>9</b>    |           |       | <b>4</b> | <b>2</b>    | <b>7</b>     | <b>1</b>    |
| <b>Total By Sex</b> |           |           | <b>(175)</b> |             |          | <b>(28)</b> |           |       |          |             | <b>(102)</b> | <b>(10)</b> |
| Veterinary Medicine |           |           |              |             |          |             |           |       |          |             |              |             |
| Dean's Office       | 4         |           |              |             |          |             |           |       |          |             |              |             |
| Anatomy             | 1         | 6         | 5            | 1           |          |             |           |       |          | 4           | 4            | 1           |
| Lab. Animal         |           | 2         |              |             |          | 1           |           |       |          | 1           |              |             |
| Large Animal        | 4         | 2         | 1            |             |          | 5           |           |       |          | 4           | 1            | 1           |
| Microb. P.H.        | 9         | 4         | 6            |             | 3        | 1           |           |       |          | 9           | 3            | 2           |
| Med. Technology     |           |           |              | 1           |          |             |           |       |          |             |              | 1           |
| Pathology           | 9         | 1         | 3            |             |          | 1           |           |       |          | 9           |              |             |
| Pharmacology        | 1         | 2         | 5            |             |          |             |           |       |          | 1           | 1            |             |
| Physiology          | 6         | 12        | 1            |             |          |             |           |       |          | 6           | 11           |             |
| Small Animal        | 2         | 3         | 2            |             |          | 2           |           |       |          | 2           | 3            |             |
| <b>Total</b>        | <b>36</b> | <b>32</b> | <b>23</b>    | <b>2</b>    | <b>3</b> | <b>13</b>   |           |       | <b>1</b> | <b>3</b>    | <b>23</b>    | <b>3</b>    |
| <b>Total By Sex</b> |           |           | <b>(104)</b> |             |          | <b>(9)</b>  |           |       |          |             | <b>(62)</b>  | <b>(5)</b>  |

(continued)



TABLE 4 (continued)

| College/Department   | Total Men |       |      | Total Women |      |       | Total Men |      |      | Total Women |      |      |      |       |      |
|----------------------|-----------|-------|------|-------------|------|-------|-----------|------|------|-------------|------|------|------|-------|------|
|                      | Prof      | Assoc | Asst | Inst        | Prof | Assoc | Asst      | Inst | Prof | Assoc       | Asst | Inst | Prof | Assoc | Asst |
| Provost              |           |       |      |             |      |       |           |      | 3    |             |      |      |      |       |      |
| Provost's Office     | 3         |       | 1    |             |      |       |           |      |      |             |      |      |      |       |      |
| Abrams Planet.       |           |       | 1    |             |      |       |           |      |      |             |      |      |      |       |      |
| Aerospace & K. Sci   |           |       | 1    |             |      |       |           |      |      |             |      |      |      |       |      |
| Biol. & Med          | 2         |       |      | 2           |      |       |           |      | 2    |             |      |      |      |       |      |
| Cont. Educ.          | 11        | 10    |      | 7           |      |       |           |      | 11   | 9           |      |      |      |       | 1    |
| Equal. Oppor. & N.A  | 2         | 1     |      | 1           |      |       |           |      | 2    |             |      |      |      |       |      |
| Graduate Studies     | 1         | 1     |      | 1           |      |       |           |      | 1    |             |      |      |      |       |      |
| Honors College       | 1         | 1     |      | 2           |      |       |           |      | 1    |             |      |      |      | 2     |      |
| Inst. Research       | 1         | 2     |      | 1           |      |       |           |      | 1    |             |      |      |      | 1     |      |
| Inst. Dev. & Ln Sv   | 3         |       |      |             |      |       |           |      | 3    |             |      |      |      |       |      |
| Inst. Media Ctr.     | 3         |       |      | 3           |      |       |           |      | 3    |             |      |      |      |       | 1    |
| Libraries            | 1         | 1     |      |             |      |       |           |      | 1    |             |      |      |      |       |      |
| Museum               | 1         | 3     |      |             |      |       |           |      | 1    |             |      |      |      |       |      |
| Total                | 29        | 21    |      | 14          |      |       |           |      | 29   | 19          |      |      |      | 3     | 1    |
| Total By Sex         |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (50) |
|                      |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (4)  |
| President            |           |       |      |             |      |       |           |      |      |             |      |      |      |       |      |
| President's Off.     | 1         |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      |
| Campus Planning      | 2         | 1     |      |             |      |       |           |      | 2    | 1           |      |      |      |       |      |
| Intercol. Athl.      | 2         | 5     |      | 9           |      |       | 13        |      | 2    | 5           |      |      |      | 7     |      |
| Internat. Prog.      | 3         | 2     |      | 1           |      |       |           |      | 3    | 2           |      |      |      |       |      |
| MSU Press            | 1         | 1     |      |             |      |       |           |      |      | 1           |      |      |      |       |      |
| Ombudsman            | 1         |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      |
| Total                | 9         | 9     |      | 10          |      |       | 13        |      | 9    | 9           |      |      |      | 7     |      |
| Total By Sex         |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (-)  |
|                      |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (-)  |
| Vice-Pres. Univ. Rel | 1         |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      |
| Info. Serv.          | 1         | 1     |      | 1           |      |       |           |      | 1    | 1           |      |      |      | 1     |      |
| Total                | 2         | 1     |      | 1           |      |       |           |      | 2    | 1           |      |      |      | 1     |      |
| Total By Sex         |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (-)  |
|                      |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (-)  |
| Vice-Pres. Spec. Prj | 2         |       |      |             |      |       |           |      | 2    |             |      |      |      |       |      |
| Registrar            | 1         |       |      |             |      |       |           |      | 1    |             |      |      |      |       |      |
| Total                | 3         |       |      |             |      |       |           |      | 3    |             |      |      |      |       |      |
| Total By Sex         |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (-)  |
|                      |           |       |      |             |      |       |           |      |      |             |      |      |      |       | (-)  |

TABLE 4 (continued)

| College/Department   | Total Men |      | Total Women |      | Total Men |      | Total Women |      |
|----------------------|-----------|------|-------------|------|-----------|------|-------------|------|
|                      | Prof      | Asst | Prof        | Asst | Prof      | Asst | Prof        | Asst |
| Vice-Pres Res. & Dev | 3         | —    | —           | —    | —         | —    | —           | —    |
| Water Res            | 1         | 1    | —           | —    | 1         | 1    | —           | —    |
| Total                | 4         | 1    | —           | —    | 1         | 1    | —           | —    |
| Total By Sex         | (6)       | (6)  | (-)         | (-)  | (6)       | (6)  | (-)         | (-)  |
| Excc. Vice Pres      | 1         | —    | —           | —    | 1         | —    | —           | —    |
| Space Utiliz.        | 1         | —    | —           | —    | 1         | —    | —           | —    |
| Placement            | —         | —    | —           | —    | —         | —    | —           | —    |
| Total                | 2         | 2    | —           | —    | 2         | 2    | —           | —    |
| Total By Sex         | (4)       | (4)  | (-)         | (-)  | (3)       | (3)  | (-)         | (-)  |
| Vice-Pres Stu. Afr   | 2         | 1    | 1           | —    | 2         | 1    | —           | —    |
| Couns. Ctr.          | 7         | 7    | 2           | 2    | 7         | 5    | 2           | 2    |
| Health Ctr.          | 1         | 1    | —           | —    | 1         | —    | —           | —    |
| Intramurals          | 1         | 2    | —           | 1    | 1         | —    | —           | —    |
| Total                | 11        | 11   | 3           | 3    | 11        | 5    | 3           | 2    |
| Total By Sex         | (27)      | (27) | (9)         | (9)  | (16)      | (16) | (5)         | (5)  |
| Vice Pres. Bus. Fin. | 1         | —    | —           | —    | 1         | —    | —           | —    |
| Forms                | 1         | —    | —           | —    | 1         | —    | —           | —    |
| Total                | (1)       | (1)  | (-)         | (-)  | (1)       | (1)  | (-)         | (-)  |
| Total By Sex         | (1)       | (1)  | (-)         | (-)  | (1)       | (1)  | (-)         | (-)  |

TABLE 5  
 PERCENTAGE OF FACULTY UNDER TENURE RULES  
 WHO ARE WOMEN  
 BY COLLEGE AND RANK

| College                                  | <u>Professor</u> | <u>Assoc. Prof.</u> | <u>Asst. Prof.</u> | <u>Instr.</u> | <u>Total</u> |
|--|------------------|---------------------|--------------------|---------------|--------------|
| Agriculture (incl.<br>Ag. Extens.)       | -                | -                   | 1.5                | -             | .3           |
| Arts & Letters                           | 3.5              | 20.0                | 10.0               | 26.1          | 12.2         |
| Business                                 | 3.2              | 10.5                | 4.8                | -             | 4.3          |
| Comm. Arts                               | -                | 4.2                 | 23.5               | 33.3          | 9.4          |
| Education                                | 7.6              | 10.9                | 29.9               | 20.0          | 14.3         |
| Engineering                              | -                | -                   | 4.3                | -             | 1.1          |
| Home Economics                           | 81.3             | 78.6                | 83.3               | 93.3          | 84.2         |
| Human Medicine                           | -                | 8.5                 | 33.3               | -             | 12.9         |
| James Madison                            | -                | -                   | 33.3               | -             | 7.7          |
| Justin Morrill                           | -                | 14.3                | -                  | 60.0          | 22.2         |
| Lyman Briggs                             | -                | 33.3                | -                  | -             | 8.5          |
| Natural Science                          | 2.7              | 5.2                 | 16.2               | -             | 10.0         |
| Social Science                           | 4.6              | 9.3                 | 11.1               | -             | 7.4          |
| University College                       | 14.3             | 24.2                | 13.4               | 31.0          | 13.8         |
| Veterinary Medicine                      | 5.3              | 8.6                 | 4.2                | 18.8          | 8.0          |
| Provost, Vice-Presi-<br>dents, President | 9.0              | 7.1                 | 9.8                | 5.6           | 8.3          |
| Total                                    | <u>4.9</u>       | <u>10.8</u>         | <u>13.6</u>        | <u>29.2</u>   | <u>10.5</u>  |

TABLE 6

TEMPORARY FACULTY BY COLLEGE, RANK, AND SEX\*

| College/Department  | MEN  |       |      |      |      |      | WOMEN |       |      |       |      |      | TOTAL |     |
|---------------------|------|-------|------|------|------|------|-------|-------|------|-------|------|------|-------|-----|
|                     | Prof | Assoc | Asst | Inst | Asst | Grad | Prof  | Assoc | Asst | Inst. | Asst | Grad | M     | W   |
|                     | 2    | 1     | 7    | 14   | 1    | 300  | 1     | 1     | 1    | 2     | 1    | 23   | 325   | 26  |
| Agriculture         |      |       |      |      |      |      |       |       |      |       |      |      | 200   | 139 |
| Arts & Letters      | 2    | 1     | 5    | 16   | 1    | 177  |       |       | 2    | 16    | 111  |      | 189   | 10  |
| Business            | 2    | 3     | 3    | 6    |      | 175  |       |       | 1    | 3     | 6    |      | 88    | 32  |
| Communication Arts  | 1    |       | 1    | 5    | 1    | 80   |       |       |      | 6     | 26   |      | 154   | 116 |
| Education           | 1    | 4     |      | 23   | 5    | 121  | 1     |       | 1    | 37    | 55   |      | 103   | 4   |
| Engineering         |      |       | 6    | 9    | 1    | 92   |       |       |      | 2     | 2    |      | 7     | 71  |
| Home Economics      |      |       |      |      |      | 7    | 1     |       | 1    | 15    | 44   |      | 21    | 10  |
| Human Medicine      | 1    |       | 3    | 1    | 2    | 14   | 1     |       | 3    | 2     | 3    |      | 16    | 6   |
| James Madison       |      |       |      | 2    |      | 14   | 1     |       |      | 3     | 2    |      | 19    | 10  |
| Justin Morrill      |      |       |      | 17   | 1    | 1    |       |       |      | 8     | 2    |      | 8     | 3   |
| Lyman Briggs        |      |       |      | 1    |      | 7    |       |       |      |       | 3    |      | 526   | 81  |
| Natural Science     | 11   | 1     | 12   | 4    | 11   | 487  |       |       | 3    | 8     | 61   |      | 230   | 66  |
| Social Science      | 3    | 1     | 2    | 9    | 1    | 214  | 1     | 1     | 5    | 3     | 58   |      | 25    | 85  |
| University College  |      |       | 1    | 17   |      | 7    |       |       |      | 22    | 4    |      | 84    | 25  |
| Veterinary Medicine |      |       | 6    | 12   | 3    | 61   |       |       |      | 3     | 19   |      | 64    | 8   |
| Provost             |      |       |      | 9    | 2    | 53   |       |       |      | 1     | 5    |      | 61    | 39  |
| V. Presidents       |      |       |      | 1    |      | 60   |       |       |      |       | 38   |      | 1     |     |
| President           |      |       |      |      |      |      |       |       |      |       |      |      |       |     |
| Total               | 20   | 14    | 47   | 148  | 28   | 1870 | 4     | 2     | 16   | 131   | 128  | 470  | 2127  | 751 |

\* This table does not include the following temporary staff: Research Associates, 98 (10 women); Librarians, 72 (49 women); Post-Doctoral Fellows, 9 (2 women); Consultants, 22 (2 women); Cooperative Extension Personnel, 260 (72 women); and Specialists, 52 (25 women).

TABLE 7

TEMPORARY FACULTY BY COLLEGE, DEPARTMENT, RANK AND SEX\*

| College/Department   | MEN      |          |          |           |            | WOMEN |       |          |           |           | TOTAL      |            |
|----------------------|----------|----------|----------|-----------|------------|-------|-------|----------|-----------|-----------|------------|------------|
|                      | Prof     | Assoc    | Asst     | Inst      | Asst Grad  | Prof  | Assoc | Asst     | Inst      | Asst Grad | M          | W          |
|                      | Prof     | Prof     | Asst     | Inst      | Asst       | Prof  | Prof  | Asst     | Inst      | Asst      |            |            |
| Agriculture          |          |          |          |           |            |       |       |          |           |           |            |            |
| Bean's Office        |          |          |          |           |            |       |       |          |           |           |            |            |
| Agr. Economics       |          |          |          | 1         | 36         |       |       |          |           |           |            | 37         |
| Agr. Engineering     | 1        |          | 1        | 6         | 22         |       |       |          | 1         | 1         |            | 30         |
| Animal Husb.         |          | 1        |          | 1         | 13         |       |       |          |           | 1         |            | 15         |
| Biochemistry         | 1        |          |          | 1         | 27         |       |       | 1        |           | 5         |            | 29         |
| Crop/Soil Sci        |          | 1        | 3        | 2         | 34         |       |       | 1        |           | 2         |            | 40         |
| Dairy                |          |          |          |           | 18         |       |       |          |           | 2         |            | 20         |
| Extension Personnel  |          |          |          |           | 1          |       |       |          |           |           |            | 1          |
| Fisheries & Wildlife |          |          |          |           | 20         |       |       |          |           |           |            | 20         |
| Food Science         |          |          |          | 1         | 29         |       |       |          |           | 5         |            | 30         |
| Forestry             |          |          |          | 1         | 19         |       |       |          |           |           |            | 20         |
| Forest Products      |          |          |          | 1         | 3          |       |       |          |           | 1         |            | 4          |
| Horticulture         |          |          |          | 1         | 30         |       |       |          |           | 2         |            | 32         |
| Nat. Resources       |          |          |          |           |            |       |       |          |           |           |            |            |
| Poultry              |          |          |          |           | 10         |       |       |          |           | 1         |            | 10         |
| Resource Development |          |          |          | 1         | 22         |       |       |          |           | 3         |            | 24         |
| AEC Plant Res.       |          |          |          |           | 14         |       |       |          |           |           |            | 14         |
| Inst. Ag.            |          |          |          |           | 2          |       |       |          |           |           |            | 2          |
| <b>Total</b>         | <b>2</b> | <b>1</b> | <b>7</b> | <b>16</b> | <b>300</b> |       |       | <b>2</b> | <b>1</b>  | <b>23</b> | <b>326</b> | <b>26</b>  |
| Arts & Letters       |          |          |          |           |            |       |       |          |           |           |            |            |
| Dean's Office        |          |          |          |           | 2          |       |       |          |           |           |            | 2          |
| Art                  |          |          |          |           | 18         |       |       |          |           | 7         |            | 18         |
| English              |          |          | 1        | 3         | 30         |       |       | 2        | 2         | 7         |            | 11         |
| Engl. Lang. Ctr.     |          |          |          | 3         | 9          |       |       | 4        | 4         | 21        |            | 34         |
| German-Russian       |          | 1        |          | 1         | 10         |       |       |          |           | 16        |            | 13         |
| History              |          |          | 2        | 2         | 34         |       |       | 2        | 2         | 11        |            | 11         |
| Ling. Or. Afr. Lang. |          |          | 1        | 1         | 8          |       |       |          | 1         | 5         |            | 38         |
| Music                |          |          |          |           | 33         |       |       |          |           | 3         |            | 10         |
| Philosophy           |          |          |          |           | 16         |       |       |          |           | 7         |            | 33         |
| Religion             |          |          |          | 2         | 2          |       |       |          |           | 6         |            | 16         |
| Romance Languages    |          |          |          |           | 2          |       |       |          |           |           |            | 2          |
| <b>Total</b>         | <b>1</b> | <b>1</b> | <b>5</b> | <b>16</b> | <b>177</b> |       |       | <b>8</b> | <b>16</b> | <b>35</b> | <b>21</b>  | <b>45</b>  |
|                      |          |          |          |           |            |       |       |          |           |           | <b>200</b> | <b>137</b> |

\* See Footnote, Table 6.

(continued)

TABLE 7 (continued)

| College/Department  | MEN  |       |      |           | WOMEN |       |      |      | TOTAL     |     |   |
|---------------------|------|-------|------|-----------|-------|-------|------|------|-----------|-----|---|
|                     | Prof | Assoc | Inst | Asst Grad | Prof  | Assoc | Asst | Inst | Asst Grad | M   | W |
| Busifress           |      |       |      |           |       |       |      |      |           |     |   |
| Dean's Office       |      |       |      | 9         |       |       |      |      |           | 9   |   |
| Accounting Fin. Adm |      | 1     |      | 44        |       |       |      |      |           | 45  |   |
| Bus. Ec. Res.       |      |       |      | 4         |       |       |      |      |           | 4   |   |
| Bus. Law Off. Ad.   |      |       | 2    | 1         |       |       |      |      |           | 3   | 3 |
| Economics           | 1    |       | 2    | 33        |       |       | 3    |      | 2         | 37  | 2 |
| Hotel, Rest. I.M.   |      | 2     | 1    | 9         |       |       |      |      |           | 13  |   |
| Management          | 1    | 1     | 1    | 27        |       |       |      |      | 1         | 30  | 1 |
| Marketing           |      |       |      | 47        |       |       |      |      | 3         | 47  | 3 |
| Inst. Bus. Mgmt.    |      |       |      | 1         |       |       |      |      |           | 1   |   |
| Total               | 2    | 3     | 6    | 175       |       |       | 3    |      | 6         | 189 | 9 |

(continued)

TABLE 7 (continued)

| College/Department     | MEN  |       |      |      |      | WOMEN |      |       |      |      | TOTAL |      |     |     |
|------------------------|------|-------|------|------|------|-------|------|-------|------|------|-------|------|-----|-----|
|                        | Prof | Assoc | Asst | Inst | Asst | Grad  | Prof | Assoc | Asst | Inst | Asst  | Grad | M   | W   |
| Communication Arts     |      |       |      |      |      |       |      |       |      |      |       |      |     |     |
| Dean's Office          |      |       |      | 1    | 7    |       |      |       |      |      |       |      | 8   | 4   |
| Advertising            |      |       | 1    |      |      |       |      |       | 5    |      |       |      | 2   | 8   |
| Audiology & Sp Sci     | 1    |       |      |      | 49   |       |      |       |      |      |       |      | 49  | 11  |
| Communication          |      |       |      |      | 2    |       |      |       |      |      |       |      | 2   | 2   |
| Journalism             |      |       | 1    |      | 5    |       |      |       |      |      |       |      | 6   | 2   |
| TV-Radio               |      |       | 3    |      | 17   |       |      |       | 1    |      |       |      | 21  | 5   |
| Theater                |      |       | 1    |      | 80   |       |      |       | 6    |      |       |      | 88  | 32  |
| Total                  | 1    |       | 1    | 5    | 1    | 80    |      |       | 6    |      |       |      | 88  | 32  |
| Education              |      |       |      |      |      |       |      |       |      |      |       |      |     |     |
| Dean's Office          |      |       |      | 1    |      |       |      |       |      |      |       |      | 1   |     |
| Admin & Higher Ed.     | 1    | 1     |      |      |      |       |      |       |      |      |       |      | 2   |     |
| Advanced Studies       |      |       |      |      |      |       |      |       | 1    |      |       |      |     | 1   |
| CPS & EP               |      | 2     |      |      |      |       |      |       |      |      |       |      | 2   |     |
| Elem. & Special Ed.    |      |       | 5    |      |      |       |      |       | 4    |      |       |      | 5   | 4   |
| Health, Fe, Rec.       |      |       | 2    | 1    | 18   |       |      |       | 3    | 2    |       |      | 21  | 14  |
| Human Learning         |      |       |      |      | 3    |       |      |       |      |      |       |      | 3   | 1   |
| Humanities Tch. Ctr.   |      |       |      |      |      |       |      |       |      |      |       |      |     |     |
| Internat. Studies      |      |       | 1    |      |      |       |      |       |      |      | 1     |      | 1   | 1   |
| Learning Systems       |      |       | 1    |      |      |       |      |       | 1    |      |       |      | 1   | 1   |
| Secondary Educ.        |      | 1     |      |      |      |       |      |       | 4    |      |       |      | 5   | 4   |
| Sci. Math Tchg. Ctr.   |      |       | 2    |      | 23   |       |      |       |      |      |       |      | 25  | 3   |
| Social Sci. Tchg. Ctr. |      |       | 4    |      | 2    |       |      |       |      |      |       |      | 6   | 5   |
| Teacher Education      |      |       | 3    | 4    | 75   |       |      |       | 24   | 20   |       |      | 82  | 81  |
| Total                  | 1    | 4     | 23   | 5    | 121  |       |      |       | 37   | 22   |       |      | 154 | 115 |

(continued)

TABLE 7 (continued)

| College/Department  | MEN  |      |       |      |      | WOMEN |      |       |      |      | TOTAL |    |
|---------------------|------|------|-------|------|------|-------|------|-------|------|------|-------|----|
|                     | Prof | Asst | Instr | Asst | Grad | Prof  | Asst | Instr | Asst | Grad | M     | W  |
|                     | Prof | Asst | Instr | Asst | Grad | Prof  | Asst | Instr | Asst | Grad |       |    |
| Engineering         |      |      |       |      |      |       |      |       |      |      |       |    |
| Dean's Office       |      |      | 5     |      |      |       |      |       | 1    |      | 5     | 1  |
| Chemical Engr.      |      |      |       |      | 3    |       |      |       |      |      | 3     |    |
| Civil/San Engr.     |      |      |       |      | 6    |       |      |       |      |      | 6     |    |
| Computer Inst. S.S. |      | 1    | 2     |      | 12   |       |      |       |      | 1    | 15    | 1  |
| Computer Lab        |      |      |       |      | 6    |       |      |       |      |      | 6     |    |
| Computer Science    |      | 1    |       |      | 8    |       |      |       |      |      | 9     |    |
| Electrical Engr.    |      | 1    |       | 1    | 15   |       |      |       | 1    |      | 17    | 1  |
| Engr. Instr. Serv.  |      |      | 1     |      | 2    |       |      |       |      | 1    | 3     |    |
| Engineering Res.    |      |      |       |      | 24   |       |      |       |      | 1    | 24    | 1  |
| Mechanical Engr.    |      |      | 1     |      | 3    |       |      |       |      |      | 4     |    |
| Metallurgy, Mech.   |      |      |       |      | 13   |       |      |       |      |      | 16    |    |
| Total               |      | 3    | 6     | 9    | 1    |       |      |       | 2    |      | 108   | 4  |
| Home Economics      |      |      |       |      |      |       |      |       |      |      |       |    |
| Dean's Office       |      |      |       |      |      |       |      | 1     | 1    | 3    |       | 5  |
| Family, Child Sci.  |      |      |       | 4    |      |       |      | 6     | 3    | 21   | 4     | 32 |
| Foods & Nutrition   |      |      |       | 1    |      |       | 1    |       | 6    | 4    | 1     | 11 |
| Inst. Admin.        |      |      |       |      |      |       |      |       |      | 5    |       | 5  |
| Text. Clo Rel Arts  |      |      |       | 2    | 7    |       |      | 8     | 11   | 44   | 2     | 19 |
| Total               |      |      |       |      |      |       |      | 15    | 10   |      | 7     | 72 |
| Human Medicine      |      |      |       |      |      |       |      |       |      |      |       |    |
| Dean's Office       |      | 1    |       | 2    |      |       |      | 1     |      |      | 3     | 1  |
| Human Development   | 1    |      |       |      |      |       | 1    |       |      |      | 1     | 1  |
| Medical Educ. R&D   |      | 2    |       | 1    | 9    |       |      | 1     |      | 2    | 12    | 3  |
| Medicine            |      |      |       | 1    | 1    |       | 2    |       |      |      | 2     | 2  |
| Psychiatry          |      |      |       | 1    | 2    |       |      |       | 1    | 1    | 3     | 3  |
| Total               |      | 1    | 3     | 1    | 14   |       | 3    | 2     | 1    | 3    | 21    | 10 |

(continued)



TABLE 7 (continued)

| College/Department     | MEN  |       |      |       |      | WOMEN |      |       |      |       | TOTAL |      |     |    |
|------------------------|------|-------|------|-------|------|-------|------|-------|------|-------|-------|------|-----|----|
|                        | Prof | Assoc | Asst | Instr | Asst | Grad  | Prof | Assoc | Asst | Instr | Asst  | Grad | M   | W  |
|                        | Prof | Prof  | Inst | Asst  | Inst | Asst  | Prof | Prof  | Inst | Inst  | Asst  | Asst |     |    |
| James Madison          |      |       | 2    |       | 14   |       | 1    |       |      | 3     |       | 2    | 16  | 6  |
| Justin Morrill         |      |       | 17   | 1     | 1    |       |      |       | 8    | 2     |       |      | 19  | 10 |
| Lyman Briggs           |      |       | 1    |       | 7    |       |      |       |      |       |       | 3    | 8   | 3  |
| Natural Science        |      |       |      |       |      |       |      |       |      |       |       |      |     |    |
| Dean's Office          |      |       |      |       | 1    |       |      |       |      |       |       |      | 1   |    |
| Astronomy              |      |       |      |       |      |       |      |       |      |       |       |      | 1   |    |
| Biolog. Sci Prog.      |      | 1     |      |       | 9    |       | 1    |       |      |       | 1     |      | 9   | 2  |
| Biophysics             |      |       |      |       | 48   |       |      |       |      |       | 1     |      | 52  | 1  |
| Botany                 | 1    |       |      |       | 159  |       |      |       |      |       | 23    |      | 161 | 24 |
| Chemistry              | 2    |       |      |       | 17   |       | 1    |       |      | 1     |       |      | 19  | 1  |
| Entomology             |      |       |      | 1     | 9    |       |      |       |      |       | 3     |      | 11  | 3  |
| Geology                |      |       |      | 1     | 3    |       |      |       |      |       |       |      | 3   |    |
| Kellogg Bio Sta        |      |       |      |       | 101  |       |      |       |      |       | 19    |      | 123 | 21 |
| Mathematics            | 6    | 1     | 5    | 2     | 8    |       | 2    |       |      | 4     | 8     |      | 89  | 12 |
| Nursing                |      |       |      |       |      |       |      |       |      |       |       |      | 25  | 1  |
| Physics                | 2    |       | 2    | 1     | 85   |       |      |       | 1    |       |       |      | 89  | 1  |
| Statistics             |      |       |      | 1     | 23   |       |      |       | 2    |       | 3     |      | 25  | 5  |
| Zoology                |      |       |      |       | 32   |       |      |       |      |       | 11    |      | 32  | 11 |
| Total                  | 11   | 1     | 12   | 4     | 487  |       | 3    |       | 8    | 9     | 61    |      | 526 | 81 |
| Social Science         |      |       |      |       |      |       |      |       |      |       |       |      |     |    |
| Dean's Office          |      |       | 1    | 3     | 1    |       |      |       |      |       |       |      | 5   |    |
| Anthropology           | 1    |       |      |       | 15   |       | 1    |       |      |       | 11    |      | 16  | 12 |
| Geography              |      |       |      | 1     | 27   |       |      |       |      |       | 3     |      | 28  | 3  |
| Labor Ind. Rel         | 1    |       |      |       | 17   |       |      |       |      |       | 1     |      | 19  | 1  |
| Police Admin.          |      |       |      | 1     | 8    |       |      |       |      |       |       |      | 9   |    |
| Political Science      |      |       |      |       | 36   |       |      |       | 5    |       | 6     |      | 36  | 11 |
| Psychology             |      |       |      |       | 59   |       |      |       | 2    | 1     | 22    |      | 59  | 25 |
| Social S. I Res.       |      |       |      |       | 3    |       |      |       |      |       |       |      | 3   |    |
| Social Work            |      |       |      |       | 8    |       |      |       |      |       | 2     |      | 8   | 14 |
| Sociology              |      |       |      | 4     | 21   |       |      |       |      |       | 6     |      | 25  | 18 |
| Urb. Pl. & Land Arch.  |      |       |      | 1     | 13   |       |      |       |      |       | 1     |      | 14  | 1  |
| African Studies Center |      |       |      |       | 6    |       |      |       | 1    |       |       |      | 6   | 1  |
| Asian Studies Center   | 1    |       |      |       |      |       |      |       |      |       |       |      | 2   |    |
| Total                  | 3    | 1     | 2    | 9     | 214  |       | 5    |       | 8    | 3     | 68    |      | 230 | 85 |

TABLE 7 (continued)

| College/Department  | MEN  |       |      |      | WOMEN |       |      |      | TOTAL |      |
|---------------------|------|-------|------|------|-------|-------|------|------|-------|------|
|                     | Prof | Assoc | Asst | Inst | Prof  | Assoc | Asst | Inst | M     | W    |
|                     | Asst | Grad  | Inst | Asst | Grad  | Inst  | Asst | Grad | Asst  | Asst |
| University College  | 1    |       |      |      |       |       |      |      | 1     | 28   |
| Dean's Office       |      |       | 3    |      |       |       |      |      | 3     | 44   |
| Amer. That. Lang.   | 4    |       |      |      |       |       | 15   |      | 4     | 10   |
| Humanities          | 4    |       |      |      |       |       | 5    |      | 5     |      |
| Natural Science     | 1    |       |      |      |       |       | 2    |      | 5     | 3    |
| Social Science      | 4    |       | 1    |      |       |       |      |      | 5     |      |
| Evaluation Serv.    | 1    |       | 3    |      |       |       |      |      | 4     |      |
| Total               | 17   |       | 7    |      |       |       | 22   |      | 25    | 85   |
| Veterinary Medicine |      |       |      |      |       |       |      |      |       |      |
| Dean's Office       | 1    |       | 1    |      |       |       |      |      | 1     |      |
| Anatomy             | 1    |       | 12   |      |       |       | 1    |      | 14    | 3    |
| Large Animal        | 4    |       |      |      |       |       |      |      | 4     |      |
| Med. Technology     | 2    |       |      |      |       |       | 1    |      | 2     | 1    |
| Microbiology        | 1    |       | 22   |      |       |       |      | 2    | 23    | 18   |
| Pathology           | 1    |       | 4    |      |       |       |      |      | 5     |      |
| Pharmacology        | 2    |       | 2    |      |       |       |      |      | 4     | 1    |
| Physiology          | 2    |       | 19   |      |       |       |      |      | 23    |      |
| Small Animal        | 4    |       | 1    |      |       |       | 1    |      | 5     | 2    |
| Total               | 12   |       | 61   |      |       |       | 3    |      | 64    | 25   |
| Provost's Office    |      |       |      |      |       |       |      |      |       |      |
| Abrams Planet.      |      |       | 2    |      |       |       |      |      | 2     |      |
| Aerospace           | 1    |       |      |      |       |       |      |      | 1     |      |
| Ctr. Urb. Aff.      |      |       | 3    |      |       |       |      |      | 3     |      |
| Cont. Educ          | 6    |       | 7    |      |       |       |      |      | 14    | 2    |
| Hobby Traf.         |      |       | 14   |      |       |       |      |      | 14    |      |
| Comm. Dev.          |      |       | 5    |      |       |       |      | 1    | 5     | 1    |
| Radio TV Broad.     |      |       | 4    |      |       |       |      |      | 4     |      |
| Grad. Studies       |      |       | 2    |      |       |       |      |      | 2     |      |
| Institutional Res.  | 2    |       |      |      |       |       |      |      | 2     | 1    |
| Instructional Media |      |       | 6    |      |       |       |      |      | 6     | 1    |
| Land Grant Res.     |      |       | 2    |      |       |       |      |      | 2     |      |
| Learning Serv.      |      |       | 5    |      |       |       |      |      | 5     | 1    |
| Library             |      |       |      |      |       |       | 3    |      | 3     | 3    |
| Museum              |      |       | 3    |      |       |       |      |      | 3     |      |
| Total               | 9    |       | 53   |      |       |       | 1    |      | 64    | 8    |

(continued)

TABLE 7 (continued)

| College/Department    | MEN  |       |      |       | WOMEN |       |      |      | TOTAL |      |      |     |
|-----------------------|------|-------|------|-------|-------|-------|------|------|-------|------|------|-----|
|                       | Prof | Assoc | Asst | Inst. | Prof  | Assoc | Asst | Inst | Asst  | Grad | M    | W   |
| Vice Pres. Stud Aff.  |      |       |      | 1     |       |       |      | 1    |       | 2    | 5    | 2   |
| Counseling Ctr        |      |       |      |       |       |       |      |      |       | 8    | 14   | 9   |
| Stud. Aff             |      |       |      |       |       |       |      |      |       | 28   | 40   | 23  |
| Total                 |      |       |      | 1     |       |       |      | 1    |       | 38   | 59   | 39  |
| Vice Pres Res. Devel. |      |       |      |       |       |       |      |      |       |      | 2    |     |
| Water Research        |      |       |      |       |       |       |      |      |       |      |      |     |
| President's Office    |      |       |      |       |       |       |      |      |       |      |      |     |
| Internat. Prog        |      |       |      |       |       |       |      |      |       |      | 1    |     |
| Total University      | 20   | 14    | 47   | 148   | 4     | 2     | 16   | 131  | 128   | 470  | 2127 | 751 |

TABLE 8

MEDIAN SALARIES OF FACULTY MEN AND WOMEN  
AT THE SAME RANK IN COMPARABLE POSITIONS  
1969-70

| Position             | 10-Month Appointments |        | 12-Month Appointments |        |
|----------------------|-----------------------|--------|-----------------------|--------|
|                      | Men                   | Women  | Men                   | Women  |
| Department Chairmen  |                       |        |                       |        |
| 252*                 |                       |        | 26,000                | 20,000 |
| 264                  |                       |        | 21,500                | 19,100 |
| 284                  |                       |        | 25,400                | 22,200 |
| 288                  |                       |        | 26,000                | 22,800 |
| Professors           |                       |        |                       |        |
| 080                  | 16,775                | 12,500 |                       |        |
| 328                  | 16,900                | 16,800 |                       |        |
| 810                  | 15,500                | 16,000 |                       |        |
| 152                  | 18,000                | 15,600 |                       |        |
| 312                  | 16,250                | 14,150 |                       |        |
| 422-426              | 15,150                | 15,200 |                       |        |
| 364                  |                       |        | 17,825                | 16,900 |
| 382                  |                       |        | 20,500                | 19,600 |
| 858                  |                       |        |                       |        |
| 782                  | 19,100                | 16,400 |                       |        |
| 850                  | 17,450                | 14,875 |                       |        |
| 064                  | 19,150                | 16,500 |                       |        |
| 690                  | 16,200                | 16,400 |                       |        |
| 220                  | 15,400                | 15,000 |                       |        |
| Associate Professors |                       |        |                       |        |
| 080                  | 11,900                | 11,800 |                       |        |
| 328                  | 12,500                | 11,900 |                       |        |
| 438                  | 13,900                | 14,775 |                       |        |
| 586                  | 11,600                | 11,800 |                       |        |
|                      |                       |        | 16,450                | 14,200 |

\* Payroll Codes

Source: Salary Schedule, 1969-70. Does not include mid-year increases.

NOTE: This table does not take into account the difference in years served at the present rank, highest degree earned, or professional stature. In many cases the salary of one woman is compared to salaries of a sizeable group of men at the same rank.



TABLE 8 (continued)

| Position                 | 10-Month Appointments |        | 12-Month Appointments |        |
|--------------------------|-----------------------|--------|-----------------------|--------|
|                          | Men                   | Women  | Men                   | Women  |
| Associate Professors 682 | 11,750                | 11,000 |                       |        |
| 730                      | 12,100                | 13,200 |                       |        |
| 810                      | 12,200                | 12,750 |                       |        |
| 152                      | 13,550                | 12,300 |                       |        |
| 120                      | 13,600                | 13,050 |                       |        |
| 312                      | 14,200                | 13,200 |                       |        |
| 364                      | 13,600                | 13,650 | 16,900                | 15,500 |
| 382                      |                       |        | 14,250                | 15,950 |
| 280                      | 12,475                | 12,000 |                       |        |
| 248                      | 12,850                | 14,300 |                       |        |
| 626                      |                       |        | 16,250                | 16,200 |
| 610                      | 12,900                | 11,700 |                       |        |
| 758                      | 13,200                | 13,400 |                       |        |
| 782                      | 13,200                | 11,900 |                       |        |
| 850                      | 13,800                | 13,800 |                       |        |
| 064                      | 11,900                | 12,500 |                       |        |
| 690                      | 12,500                | 11,900 |                       |        |
| 665                      | 13,400                | 12,800 | 18,000                | 13,350 |
| 220                      | 14,250                | 12,800 |                       |        |
| Assistant Professors 080 | 9,650                 | 9,700  |                       |        |
| 586                      | 11,200                | 11,400 |                       |        |
| 682                      | 11,100                | 9,750  |                       |        |
| 810                      | 11,150                | 9,900  |                       |        |
| 016                      | 12,500                | 10,600 |                       |        |
| 120                      | 13,000                | 8,900  |                       |        |
| 546                      | 11,100                | 13,100 |                       |        |
| 886                      | 10,000                | 8,800  |                       |        |
| 312                      | 12,700                | 11,700 | 13,650                | 14,150 |
| 422-426                  | 12,150                | 11,750 |                       |        |
| 818                      | 11,950                | 10,950 |                       |        |
| 316                      | 13,500                | 12,600 |                       |        |
|                          | 11,400                | 10,700 |                       |        |
| 466                      |                       |        | 19,400                | 15,900 |
| 626                      |                       |        | 20,000                | 19,000 |
| 276                      | 10,500                | 10,700 |                       |        |

(continued)

TABLE 8 (continued)

| Position             | 10-Month Appointments |        | 12-Month Appointments |        |
|----------------------|-----------------------|--------|-----------------------|--------|
|                      | Men                   | Women  | Men                   | Women  |
| Assistant Professors | 742                   |        | 14,800                | 14,700 |
|                      | 858                   | 11,400 |                       |        |
|                      | 758                   | 11,650 |                       |        |
|                      | 782                   | 10,950 |                       |        |
|                      | 850                   | 12,700 |                       |        |
|                      | 854                   | 11,850 |                       |        |
|                      | 064                   | 10,350 |                       |        |
|                      | 690                   | 10,800 | 16,000                | 16,000 |
|                      | 172                   |        | 12,100                | 12,200 |
|                      | 220                   |        |                       |        |
|                      | 538                   | 9,200  |                       |        |
|                      | 406                   | 10,300 |                       |        |
|                      | 810                   | 9,400  |                       |        |
|                      | 422-436               | 9,900  |                       |        |
|                      | 882                   | 7,800  |                       |        |
|                      | 280                   | 9,000  |                       |        |
|                      | 064                   | 9,200  |                       |        |
|                      | 690                   | 9,500  |                       |        |
|                      | 838                   | 9,650  | 13,000                | 9,000  |
|                      | 718                   |        |                       |        |

Mid-year increases were distributed as follows:

|              | Professor |          | Associate Prof. |           | Assistant Prof. |           | Instructor |           | Other    |          | Total      |           |
|--------------|-----------|----------|-----------------|-----------|-----------------|-----------|------------|-----------|----------|----------|------------|-----------|
|              | Men       | Women    | Men             | Women     | Men             | Women     | Men        | Women     | Men      | Women    | Men        | Women     |
| \$1,000 Each | 87        | 5        | 81              | 12        | 90              | 9         | 25         | 10        | 2        |          | 285        | 36        |
| 600 Each     | -         | -        | -               | -         | -               | -         | 1          | -         | -        | -        | 1          | -         |
| 500 Each     | 9         | 2        | 10              | 3         | 15              | 3         | 6          | -         | -        | 40       | 8          |           |
|              | <u>96</u> | <u>7</u> | <u>91</u>       | <u>15</u> | <u>105</u>      | <u>12</u> | <u>32</u>  | <u>10</u> | <u>2</u> | <u>-</u> | <u>326</u> | <u>44</u> |

TABLE 9

## RATE OF PAY OF FACULTY WOMEN ON TEMPORARY APPOINTMENT

| <u>Yearly Rate</u>  | Number of Women |              |             |              |                    |
|---------------------|-----------------|--------------|-------------|--------------|--------------------|
|                     | <u>Prof</u>     | <u>Assoc</u> | <u>Asst</u> | <u>Inst*</u> | <u>Asst Instr*</u> |
| \$19,000 up         | 1               |              |             |              |                    |
| 18,000-18,999       |                 |              |             |              |                    |
| 17,000-17,999       |                 |              |             |              |                    |
| 16,000-16,999       | 1@              |              |             |              |                    |
| 15,000-15,999       | 1               |              | 1           |              |                    |
| 14,000-14,999       |                 |              | 1           |              |                    |
| 13,000-13,999       |                 |              |             |              |                    |
| 12,000-12,999       |                 | 1@           | 5           | 2            |                    |
| 11,000-11,999       |                 | 1            | 4@          | 1            |                    |
| 10,000-10,999       | 1               |              |             | 7            |                    |
| 9,000-9,999         |                 |              |             | 11           |                    |
| 8,000-8,999         |                 |              | 1           | 15           |                    |
| 7,000-7,999         |                 |              | 1           | 17@          |                    |
| 6,000-6,999         |                 |              | 1           | 3            |                    |
| 5,000-5,999         |                 |              |             | 3            |                    |
| 4,000-4,999         |                 |              | 1           | 6            |                    |
| 3,000-3,999         |                 |              |             | 18           |                    |
| 2,000-2,999         |                 |              |             | 8            |                    |
| <u>Monthly Rate</u> |                 |              |             |              |                    |
| 1,000- 1,350        |                 |              |             | 1            | 5                  |
| 900- 999            |                 |              |             | 1            | 2                  |
| 800- 899            |                 |              |             | 4            | 1                  |
| 700- 799            |                 |              |             | 16@          | 11                 |
| 600- 699            |                 |              |             | 4            | 9                  |
| 500- 599            |                 |              |             | 3            | 11                 |
| 400- 499            |                 |              |             | 4            | 10                 |
| 300- 399            |                 |              |             | 7            | 27@                |
| 200- 299            |                 |              |             | 1            | 34                 |
| 100- 199            |                 |              |             |              | 11                 |
| 83- 99              |                 |              |             |              | 7                  |
|                     | <u>4</u>        | <u>2</u>     | <u>15</u>   | <u>132</u>   | <u>128</u>         |

\* Not all faculty at these ranks are employed full time.  
Those on a monthly rate often teach fall term only.

@ Median

Source: Faculty Records, Office of Assistant to the Provost.  
based on Fall Term, 1969.

TABLE 10

NUMBER OF NEW APPOINTMENTS OF FACULTY WITH DOCTORATES AT MSU, 1965-68  
WITH DOCTORATES AWARDED FROM U.S. UNIVERSITIES, 1965-68  
AND PRESENT MSU PERMANENT FACULTY,  
BY SEX

| Field          | Doctorates Awarded<br>U.S. Universities<br>1965-68 |       | New appointments<br>with Doctorates<br>MSU, 1965-68 |       | MSU Faculty<br>1969-70.<br>Under Tenure Rules |       |
|----------------|--|-------|---|-------|---|-------|
|                | Men  | Women | Men   | Women | Men   | Women |
| Agriculture    | 3225   | 262   | 42  | 1     | 308   | 1     |
| Arts & Letters | 7206   | 1692  | 55*   | 10*   | 324*  | 49*   |
| Business       | 2732   | 141   | 27  | 0     | 99  | 5     |
| Comm. Arts     | 687  | 141   | 13  | 1     | 58  | 6     |
| Education      | 8517   | 2154  | 30  | 2     | 160   | 26    |
| Engineering    | 7798   | 33    | 13  | 1     | 93  | 1     |
| Home Economics | 116  | 161   | 1   | 4     | 9   | 48    |
| Natural Sci.*  |  |       |   |       |   |       |
| Vet. Medicine  | 17871  | 1585  | 123*  | 15*   | 436*  | 54*   |
| Human Medicine |  |       |   |       |   |       |
| Social Sci.*   | 6040   | 1275  | 51  | 5     | 230   | 17    |
| Other          | 278  | 37    | 21  | 1     | 159#  | 14#   |
| Total          | 54470  | 7481  | 376   | 40    | 1876  | 221   |

# Does not include those who received their doctorates after their first appointment under tenure rules at MSU.

\* Includes appointments in this field in the University College.

# Includes University College administration

Sources: Faculty Records, October 1, 1965, 1966, 1967, Office of Assistant to the Provost.

Earned Degrees Conferred, U.S. Department of Health, Education and Welfare, Office of Education 1965-66, 1966-67, 1967-68.



TABLE 11

NUMBER OF NEW APPOINTMENTS OF FACULTY WITH DOCTORATES AT MSU, 1965-68  
 SHOWN WITH DOCTORATES AWARDED BY U.S. UNIVERSITIES, 1965-68  
 AND PRESENT MSU FACULTY UNDER TENURE RULES  
 BY COLLEGE AND DEPARTMENT

|                           | Doctorates Awarded<br>U.S. Universities<br>1965-68 |           | New Appointments<br>Awarded Doctorates<br>MSU, 1965-68 |            | MSU Faculty<br>1969-70<br>Under Tenure Rules |            |
|---------------------------|--|-----------|--|------------|--|------------|
|                           | M  | W         | M  | W          | M  | W          |
| <b>Agriculture</b>        |  |           |  |            |  |            |
| Ag. Econ.                 | 408  | 6         | 6  | 1          | 43   |            |
| Ag. Engr.                 | 112  |           | 3  |            | 21   |            |
| Animal Husb               | 370  | 5         | 3  |            | 18   |            |
| Biochemistry              | 863  | 225       | 5  |            | 21   |            |
| Crop/Soil Sci.            | 588  | 4         | 6  |            | 43   |            |
| Dairy                     | 96   | 2         | 2  |            | 20   |            |
| Fisheries & W.L.          | 30   | 2         | 3  |            | 10   |            |
| Food Science              | 162  | 7         | 2  |            | 19   |            |
| Forestry                  | 211  |           | 4  |            | 19   |            |
| Horticulture              | 200  | 3         | 3  |            | 31   |            |
| Poultry                   | 63   | 3         | 2  |            | 9  |            |
| All Others                | <u>67</u>  | <u>5</u>  | <u>3</u>   |            | <u>54</u>                                    | <u>1</u>   |
| Total                     | 3225   | 262       | 42   | 1          | 308  | 1          |
| <b>Arts &amp; Letters</b> |  |           |  |            |  |            |
| Art                       | 149  | 68        | 1  | 1          | 31   | 4          |
| Amer. Thgt. & L.          | 87   | 16        | 9  | 2          | 42*  | 13         |
| English                   | 1906   | 626       | 7  |            | 45   | 3          |
| History                   | 1686   | 256       | 8  |            | 31   | 2          |
| Humanit. U. Col           |  |           | 11   | 1          | 45*  |            |
| German-Russian            | 285  | 84        | 4  | 1          | 18   | 3          |
| Ling. Or. Af. L.          | 206  | 72        | 1  | 1          | 8  | 2          |
| Music                     | 457  | 76        | 3  |            | 38   | 9          |
| Philosophy                | 654  | 76        | 5  |            | 20   | 1          |
| Religion                  | 989  | 57        | 1  |            | 4  |            |
| Romance Lang              | 689  | 336       | 4  | 3          | 26   | 7          |
| All Others                | <u>98</u>  | <u>25</u> | <u>1**</u>   | <u>1**</u> | <u>16**</u>                                  | <u>5**</u> |
| Total                     | 7206   | 1692      | 55   | 10         | 324  | 49         |
| <b>Business</b>           |  |           |  |            |  |            |
| Accounting F.A.           | 135  | 9         | 5  |            | 21   |            |
| Bus. Law                  | -NLS-@   |           | 1  |            | 7  | 4          |
| Economics                 | 1510   | 94        | 10   |            | 27   |            |
| Hotel Rest. M             |  |           | 2  |            | 5  | 1          |
| Management                | -NLS-  |           | 3  |            | 15   |            |
| Marketing                 | 38   | 1         | 5  |            | 18   |            |
| All Others                | <u>1049</u>  | <u>37</u> | <u>1</u>   |            | <u>6</u>                                     |            |
| Total                     | 2732   | 141       | 27   |            | 99   | 5          |

\* Includes one from Evaluation Services.

\*\* Includes Justin Morrill and Dean's Office

@ None Listed Separately.

TABLE 11(continued)

|                        | U.S.           |               | New MSU     |             | Present MSU  |             |
|------------------------|----------------|---------------|-------------|-------------|--------------|-------------|
|                        | M              | W             | M           | W           | M            | W           |
| <b>Comm. Arts</b>      |                |               |             |             |              |             |
| Advertising            | -NLS-          |               | 1           | 0           | 6            | 1           |
| Communication          | -NLS-          |               | 2           |             | 20           |             |
| Journalism             | 58             | 12            |             | 1           | 9            | 1           |
| Audici Sph.            | 629            | 129           | 7           |             | 14           | 3           |
| Drama                  |                |               |             |             |              |             |
| TV-Radio               | -NLS-          |               | 3           |             | 7            |             |
| Other                  |                |               |             |             | 2            | 1           |
| <b>Total</b>           | <u>687</u>     | <u>141</u>    | <u>13</u>   | <u>1</u>    | <u>58</u>    | <u>6</u>    |
| <b>Education</b>       |                |               |             |             |              |             |
| Administrat.           | 1945           | 181           | 3           |             | 17           |             |
| Couns. Pers            | 1017           | 302           | 7           | 1           | 23           | 3           |
| Health Phys Ed.        | 372            | 156           |             | 1           | 18           | 10          |
| All Other              | 5183           | 1515          | 20          |             | 102*         | 13          |
| <b>Total</b>           | <u>8517</u>    | <u>2154</u>   | <u>30</u>   | <u>2</u>    | <u>160</u>   | <u>26</u>   |
| <b>Engineering</b>     |                |               |             |             |              |             |
| Chemical               | 1018           | 8             | 1           |             | 9            |             |
| Civ/San                | 1042           | 2             |             |             | 11           |             |
| Electrical             | 1958           | 2             | 1           |             | 20           | 1           |
| Mechanical             | 1036           | 2             | 1           |             | 18           |             |
| Metallurgy             | 552            | 2             | 5           |             | 15           |             |
| Syst. & Comput.        | 92             | 1             | 5           | 1           | 13           |             |
| All Others             | 2100           | 16            |             |             | 7            |             |
| <b>Total</b>           | <u>7798</u>    | <u>33</u>     | <u>13</u>   | <u>1</u>    | <u>93</u>    | <u>1</u>    |
| <b>Home Economics</b>  |                |               |             |             |              |             |
| Foods & Nutr.          | 74             | 70            |             |             | 3            | 8           |
| Home Mgt. Ch. Dev.     | 38             | 33            | 1           | 2           | 3            | 15          |
| Inst. Admin.           |                | 5             |             | 1           |              | 6           |
| Text. Clo. Rel Arts    | 1              | 18            |             | 1           | 3            | 15          |
| Other                  | 3              | 35            |             |             |              | 4           |
| <b>Total</b>           | <u>116</u>     | <u>161</u>    | <u>1</u>    | <u>4</u>    | <u>9</u>     | <u>48</u>   |
| <b>Natural Science</b> |                |               |             |             |              |             |
| Biophysics             | 180            | 15            | 3           |             | 5            |             |
| Bot. Plt. Path.        | 784            | 78            | 3           |             | 31           |             |
| Chemistry              | 4610           | 346           | 11          |             | 32           |             |
| Entomology             | 391            | 25            | 2           |             | 17           |             |
| Geology                | 757            | 20            | 2           |             | 11           |             |
| Mathematics            | 2083           | 147           | 32          | 3           | 65           | 1           |
| Nursing                |                | 6             |             |             |              | 22          |
| Physics & Astr.        | 3504           | 92            | 11          |             | 43           | 1           |
| Statistics             | 310            | 21            | 3           | 1           | 13           | 2           |
| Zoology                | 762            | 138           | 3           | 1           | 18           | 1           |
| Biol. Sci.             | 629            | 173           |             |             | 1            |             |
| Nat. Sci--U. Coll.     |                |               | 17          | 7           | 49           | 13          |
| All Others             |                |               | 11          | 1           | 20**         | 1           |
| <b>(Sub-Total)</b>     | <u>(14010)</u> | <u>(1061)</u> | <u>(93)</u> | <u>(13)</u> | <u>(305)</u> | <u>(41)</u> |

\* Includes four from Evaluation Services.

\*\* Includes one from Evaluation Services, five from dean's office, three from Kellogg Bio. Sta. and 11 from Lyman Briggs.

TABLE 11 (Continued)

|                            | U.S.   |       | New MSU |     | Present MSU |     |
|----------------------------|--------|-------|---------|-----|-------------|-----|
|                            | M      | W     | M       | W   | M           | W   |
| <b>Veterinary Medicine</b> |        |       |         |     |             |     |
| Anatomy                    | 195    | 48    | 2       | 1   | 12          | 1   |
| Med. Technology            | 2      |       |         |     |             | 2   |
| Microbiology               | 699    | 137   | 6       |     | 20          | 3   |
| Pathology                  | 119    | 4     | 3       |     | 14          | 1   |
| Pharmacology               | 287    | 42    | 4       |     | 8           |     |
| Physiology                 | 381    | 69    | 8       |     | 19          |     |
| Clin. Vet. Med             | 91     | 2     |         |     | 27          | 2   |
| Other                      |        |       |         |     | 4           |     |
| Subtotal                   | (1774) | (302) | (23)    | (1) | (104)       | (9) |
| <b>All Others (Biol.</b>   |        |       |         |     |             |     |
| Phys. Sci, Hlth etc.)      | 2087   | 222   | 2       | 1   | 27*         | 4*  |
| <b>Total Nat. Sci.,</b>    |        |       |         |     |             |     |
| Vet Med, Hlth              | 17871  | 1585  | 123     | 15  | 436         | 54  |
| <b>Social Science</b>      |        |       |         |     |             |     |
| Anthropology               | 283    | 89    | 5       |     | 15          |     |
| Geography                  | 221    | 12    | 9       |     | 17          |     |
| Labor Ind Rel              | 45     | 2     | 3       |     | 15          | 1   |
| Police Admin.              | 86     | 6     |         |     | 13          |     |
| Political Sci.             | 1064   | 119   | 6       | 2   | 28          | 2   |
| Psychology                 | 2807   | 738   | 15      | 2   | 46          | 5   |
| Social Work                | 138    | 67    | 1       | 1   | 9           | 5   |
| Sociology                  | 775    | 163   | 6       |     | 23          | 2   |
| Urb. Pl. Land A            | 20     | 2     |         |     | 16          |     |
| Soc. Sci-U. Col            |        |       | 6       |     | 29          | 1   |
| All Others                 | 601    | 77    |         |     | 19**        | 1   |
| Total                      | 6040   | 1275  | 51      | 5   | 230         | 17  |
| <b>All Other Areas</b>     | 278    | 37    | 21      | 1   | 159         | 14  |
| <b>Grand Total</b>         | 54470  | 7481  | 376     | 40  | 1876        | 221 |

\* Human Medicine

\*\* Includes James Madison College, Dean's Office &amp; African &amp; As. Studies

TABLE 12

RATE OF PROMOTION OF FACULTY WOMEN:  
YEARS WOMEN, NOW PROFESSORS, SERVED AT THE ASSOCIATE PROFESSOR LEVEL

| Years      | Agric. | A & L. | Business | Comm Arts | Educ. | Engr. | H. Econ | H. Med. | Nat Sci | Soc Sci | U. Coll. | V. Med | Res. Col. | Stu. Aff. | Prov. | Tot. |
|------------|--------|--------|----------|-----------|-------|-------|---------|---------|---------|---------|----------|--------|-----------|-----------|-------|------|
| 0          |        | 1      |          |           |       |       | 1       |         | 1       |         |          |        |           |           | 1     | 4    |
| 1          |        |        |          |           |       |       | 2       |         |         | 1       |          | 1      |           |           |       | 1    |
| 2          |        |        | 1        |           |       |       |         |         |         |         |          |        |           |           |       | 4    |
| 3          |        |        |          |           | 2     |       |         |         |         |         |          |        |           | 1         |       | 4    |
| 4          |        | 1      |          |           | 1     |       | 1       |         | 1       |         | 1        |        |           |           | 1     | 4    |
| 5 (Median) |        |        |          |           |       |       | 2       |         | 1       | 1       |          |        |           |           | 1     | 5    |
| 6          |        |        |          |           |       |       | 1       |         | 1       | 1       |          |        |           |           |       | 5    |
| 7          |        |        |          |           |       |       | 1       |         |         |         | 1        |        |           |           |       | 4    |
| 8          |        |        | 1        |           | 1     |       | 3       |         |         |         |          |        |           |           |       | 3    |
| 9          |        |        | 1        |           | 1     |       | 1       |         |         |         |          |        |           |           |       | 3    |
| 10         |        |        |          |           |       |       |         |         |         |         |          |        |           |           |       | 5    |
| 11         |        | 1      |          |           |       |       |         |         |         | 1       |          |        |           |           |       | 2    |
| 12         |        |        |          |           |       |       |         |         |         |         |          |        |           |           |       | 1    |
| 13         |        |        |          |           | 1     |       |         |         |         |         |          |        |           |           |       | 1    |
| 14         |        |        |          |           |       |       |         |         |         |         |          |        |           |           |       | 0    |
| 15         |        |        |          |           |       |       |         |         |         |         |          |        |           |           |       | 0    |
| 16         |        |        |          |           |       |       |         |         |         |         |          |        |           |           |       | 0    |
| 18         |        |        |          |           |       |       | 1       |         |         |         |          |        |           |           |       | 1    |
|            | 0      | 3      | 2        | 0         | 5     | 0     | 13      | 0       | 3       | 4       | 2        | 2      | 0         | 3         | 3     | 41   |

Source: Faculty Employment Records, Office of Assistant to the Provost. Includes changes to October 1, 1969.

NOTE: Thirty-eight of the 41 professors now have a doctor's degree.

TABLE 13

RATE OF PROMOTION, OF FACULTY WOMEN:  
YEARS WOMEN AT THE ASSOCIATE PROFESSORS LEVEL HAVE SERVED AT THAT LEVEL

| Years      | Agri. | A & I | Business      | Comm. Arts | Educ | Engr. | H. Econ | H. Med. | Nat. Sci. | Soc. Sci | U. Coll | V. Med | Res. Col | Stu. Aff | Prov. | Tot.           |
|------------|-------|-------|---------------|------------|------|-------|---------|---------|-----------|----------|---------|--------|----------|----------|-------|----------------|
| 1          |       | 2     |               |            | 2    |       | 3       |         | 1         | 3        | 4       | 1      | 1        |          |       | 17             |
| 2          |       |       |               |            | 1    |       | 1       |         | 1         | 1        | 2       |        |          |          |       | 6              |
| 3          |       | 3     |               |            |      |       |         | 1       |           |          | 1       |        |          | 1        |       | 6              |
| 4 (Median) |       | 3     |               |            |      |       |         |         |           |          |         |        |          | 1        |       | 4              |
| 5          |       | 2     | 1             |            |      |       | 1       |         |           |          |         |        |          |          |       | 4              |
| 6          |       |       |               | 1          |      |       | 1       |         |           |          |         |        |          |          |       | 2              |
| 7          |       | 2     |               |            |      |       | 1       |         |           |          |         |        |          |          |       | 3              |
| 8          |       | 2     |               |            |      |       | 1*      |         |           |          |         |        |          |          |       | 2              |
| 9          |       |       |               |            |      |       |         |         |           |          |         |        |          |          |       | 4              |
| 10         |       |       |               |            |      |       | 3       |         |           |          | 1       |        |          |          |       | 4              |
| 11         |       | 1     |               |            |      |       | 1       |         | 1         |          |         |        | 1        |          |       | 3              |
| 12         |       |       |               |            |      |       |         |         | 1         |          |         |        |          |          |       | 2              |
| 13         |       |       |               |            | 1    |       |         |         |           |          |         |        |          |          |       | 1              |
| 14         |       |       |               |            |      |       |         |         |           |          |         |        |          |          |       |                |
| 15         |       |       |               |            | 1*   |       |         |         |           |          |         | 1      |          |          | 1     | 3              |
| 16         |       |       |               |            |      |       |         |         |           |          |         |        |          |          |       |                |
| 20         |       |       |               |            |      |       |         |         |           |          |         | 1      |          |          |       | 1              |
| 22         | 0     | 15    | $\frac{1}{2}$ | 1          | 5    |       | 11      | 1       | 4         | 4        | 8       | 3      | 2        | 2        |       | $\frac{1}{59}$ |

NOTE: Forty-two of the 59 now have a doctor's degree

TABLE 14

RATE OF PROMOTION OF FACULTY WOMEN  
YEARS WOMEN, NOW ASSOCIATE PROFESSORS, SERVED AT THE ASSISTANT PROFESSOR LEVEL

| Years      | Agri | A & L | Business | Comm Arts | Educ | Engr | H. Econ | H. Med. | Nat Sci | Soc Sci | U. Coll. | V. Med. | Res. Col. | Stu Aff. | Provost | Total |
|------------|------|-------|----------|-----------|------|------|---------|---------|---------|---------|----------|---------|-----------|----------|---------|-------|
| 0          |      | 2     | 1        |           | 2    |      | 2       | 1       | 1       |         |          |         |           |          |         | 9     |
| 1          |      | 3     |          |           |      |      | 1       |         |         | 1       | 2        |         |           |          |         | 3     |
| 2          |      | 2     |          |           |      |      | 1       |         | 1       | 1       | 1        | 1       |           |          |         | 4     |
| 3          |      | 2     |          |           |      |      | 1       |         | 1       | 2       | 2        |         | 1         |          |         | 8     |
| 4 (Median) |      | 2     |          | 2         |      |      | 1       |         | 2       | 1       | 2        | 2       |           |          |         | 9     |
| 5          |      | 2     | 1        |           |      |      | 2       |         | 1       | 1       | 1        | 2       |           |          |         | 6     |
| 6          |      |       |          |           |      |      |         |         |         |         | 1        |         |           |          | 1       | 4     |
| 7          |      |       |          |           |      |      |         |         |         |         |          |         |           |          |         |       |
| 8          | 1    |       |          |           |      |      | 1       |         |         |         |          |         |           |          |         | 2     |
| 9          | 1    |       |          |           |      |      |         |         | 1       |         |          |         |           |          |         | 2     |
| 10         | 1    |       |          | 1         |      |      |         |         |         |         |          |         |           |          |         | 3     |
| 11         |      |       |          |           |      |      | 1       |         |         |         | 1        |         | 1         |          |         | 3     |
| 12         |      |       |          |           |      |      |         |         |         |         |          |         |           |          |         |       |
| 13         |      |       |          | 1         |      |      | 1       |         |         |         |          |         |           |          |         | 2     |
| 14         |      |       |          |           |      |      | 1       |         | 1       |         | 1        |         |           |          |         | 2     |
| 15         |      |       |          |           |      |      |         |         |         |         |          |         |           |          |         |       |
| 16         | 0    | 1     | 2        | 1         | 5    |      | 1       | 1       | 4       | 4       | 8        | 3       | 2         | 2        | 1       | 2     |
|            |      | 15    | 2        | 1         | 5    |      | 11      | 1       | 4       | 4       | 8        | 3       | 2         | 2        | 1       | 59    |

(continued)

TABLE 15  
 RATE OF PROMOTION OF FACULTY WOMEN:  
 YEARS WOMEN AT THE ASSISTANT PROFESSOR LEVEL HAVE SERVED AT THAT LEVEL

| Years      | Apr. | A & I | Business | Comm Arts | Educ | Engr | H. Econ | H. Med | Nat Sci | Soc Sci | U. Coll | V. Med. | Res. Coll. | Stu Affr. | Provost | Total |
|------------|------|-------|----------|-----------|------|------|---------|--------|---------|---------|---------|---------|------------|-----------|---------|-------|
| 1          |      |       |          | 2         | 2    |      | 1       | 2      | 2       | 1       | 1       | 1       |            | 1         |         | 13    |
| 2 (Median) |      | 2     |          |           | 3    |      | 2       | 1      | 4       | 1       | 4       |         | 1          |           | 1       | 19    |
| 3          |      | 1     | 1        |           | 4    |      | 1       |        | 3       | 3       | 2       |         |            | 2         |         | 17    |
| 4          | 1    | 1     |          | 2         | 1    | 1    |         |        | 1       | 2       | 1       |         |            |           |         | 10    |
| 5          |      |       |          |           |      |      |         |        |         |         | 1       |         |            |           |         | 1     |
| 6          |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 7          |      |       |          |           |      |      |         | 1      |         |         |         |         |            |           |         | 1     |
| 8          |      |       |          |           |      |      |         | 1      |         |         |         |         |            |           |         | 1     |
| 9          |      |       |          |           |      |      | 2       |        |         |         |         |         |            |           |         | 2     |
| 10         |      |       |          |           |      |      | 1       |        |         |         |         |         |            |           |         | 1     |
| 11         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 12         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 13         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 14         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         | 1     |
| 15         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 16         |      | 2     |          |           |      |      |         |        |         |         |         |         |            |           |         | 2     |
| 17         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 18         |      |       |          |           |      |      |         |        |         |         |         |         |            |           |         |       |
| 19         |      |       |          |           | 1    |      |         |        |         |         |         |         |            |           |         | 1     |
| 20         |      | 1     |          |           |      |      | 2       |        |         |         |         |         |            |           |         | 3     |
| 23         | 1    | 7     | 1        | 4         | 2    | 1    | 10      | 3      | 12      | 7       | 9       | 1       | 1          | 3         | 1       | 2     |
|            |      |       |          |           | 13   |      |         |        |         |         |         |         |            |           |         | 74    |

NOTE: Thirty-four of the 74 now have a doctor's degree.



TABLE 16  
 LENGTH OF SERVICE AT MSU OF WOMEN UNDER TENURE RULES  
 BY RANK

| Year 1st<br>Apptment under<br>Tenure Rules | Prof           | Assoc          | Asst            | Instr.          | By Decade |       |       |        |
|--|----------------|----------------|-----------------|-----------------|-----------|-------|-------|--------|
|  |                |                |                 |                 | Prof      | Assoc | Asst. | Instr. |
| 1927                                       |                | 1              |                 |                 | 0         | 1     | 0     | 0      |
| 1930                                       |                |                | 1               |                 |           |       |       |        |
| 1931                                       | 1              |                |                 |                 |           |       |       |        |
| 1932                                       |                |                |                 |                 |           |       |       |        |
| 1933                                       |                |                | 1               |                 |           |       |       |        |
| 1934                                       |                |                |                 |                 |           |       |       |        |
| 1935                                       |                |                |                 |                 | 3         | 0     | 2     | 0      |
| 1936                                       |                |                |                 |                 |           |       |       |        |
| 1937                                       | 1              |                |                 |                 |           |       |       |        |
| 1938                                       |                |                |                 |                 |           |       |       |        |
| 1939                                       | 1              |                |                 |                 |           |       |       |        |
| 1940                                       |                |                |                 |                 |           |       |       |        |
| 1941                                       |                |                | 2               |                 |           |       |       |        |
| 1942                                       | 1              | 1              |                 |                 |           |       |       |        |
| 1943                                       | 1              | 2              | 1               |                 |           |       |       |        |
| 1944                                       | 1              | 2              | 1               |                 |           |       |       |        |
| 1945                                       | 2              | 1              | 1               |                 |           |       |       |        |
| 1946                                       | 3              | 3              | 1               |                 | 10        | 16    | 6     | 0      |
| 1947                                       | 1              | 5              |                 |                 |           |       |       |        |
| 1948                                       | 1              | 1              |                 |                 |           |       |       |        |
| 1949                                       |                | 1              |                 |                 |           |       |       |        |
| 1950                                       | 2              | 4              |                 |                 |           |       |       |        |
| 1951                                       |                |                | 1               |                 |           |       |       |        |
| 1952                                       | 2              | 1              |                 |                 |           |       |       |        |
| 1953                                       | 4 <sup>@</sup> | 1              | 1               |                 |           |       |       |        |
| 1954                                       |                | 1              | 1               |                 |           |       |       |        |
| 1955                                       | 2              | 1              |                 |                 | 15        | 13    | 6     | 1      |
| 1956                                       | 1              |                | 1               | 1               |           |       |       |        |
| 1957                                       | 1              | 1              |                 |                 |           |       |       |        |
| 1958                                       | 1              | 2              |                 |                 |           |       |       |        |
| 1959                                       | 2              | 2 <sup>@</sup> | 2               |                 |           |       |       |        |
| 1960                                       | 2              | 2              |                 |                 |           |       |       |        |
| 1961                                       | 3              | 1              | 3               | 1               |           |       |       |        |
| 1962                                       |                | 2              | 2               |                 |           |       |       |        |
| 1963                                       | 2              | 2              | 1               |                 |           |       |       |        |
| 1964                                       | 2              | 3              | 2               | 2               |           |       |       |        |
| 1965                                       | 1              | 7              | 2               | 7               | 13        | 29    | 60    | 46     |
| 1966                                       | 1              | 8              | 11              | 6               |           |       |       |        |
| 1967                                       | 1              | 3              | 16 <sup>@</sup> | 6               |           |       |       |        |
| 1968                                       |                |                | 16              | 11 <sup>@</sup> |           |       |       |        |
| 1969                                       | <u>1</u>       | <u>1</u>       | <u>7</u>        | <u>13</u>       |           |       |       |        |
| Total                                      | 41             | 59             | 74              | 47              |           |       |       |        |

Source: Faculty Records, October 1, 1969, Office of Assistant to the Provost.

<sup>@</sup> Median



TABLE 17

LENGTH OF SERVICE OF TEMPORARY FACULTY WOMEN\*  
PROFESSOR--INSTRUCTOR

| Year <sup>@</sup> of First Appointment | Present Rank |          |          |           | Total      |
|--|--------------|----------|----------|-----------|------------|
|  | Prof         | Asso     | Asst     | Inst      |            |
| 1945                                   |              |          |          |           |            |
| 1946                                   |              |          |          | 1         | 1          |
| 1947                                   |              |          | 2        | 1         | 3          |
| 1948                                   |              |          |          |           |            |
| 1949                                   |              |          |          |           |            |
| 1950                                   |              |          |          |           |            |
| 1951                                   | 1            |          |          |           | 1          |
| 1952                                   |              |          |          |           |            |
| 1953                                   |              |          |          | 1         | 1          |
| 1954                                   |              |          |          |           |            |
| 1955                                   |              |          |          |           |            |
| 1956                                   |              |          |          | 1         | 1          |
| 1957                                   |              |          |          | 2         | 2          |
| 1958                                   |              |          |          | 2         | 2          |
| 1959                                   |              |          |          | 2         | 2          |
| 1960                                   |              |          |          |           |            |
| 1961                                   |              |          |          | 4         | 4          |
| 1962                                   |              |          |          | 4         | 4          |
| 1963                                   |              |          | 1        |           | 1          |
| 1964                                   |              | 1        | 1        | 1         | 3          |
| 1965                                   |              |          | 1        | 1         | 2          |
| 1966                                   |              |          | 1        | 10        | 11         |
| 1967 (Median)                          |              |          |          | 18        | 18         |
| 1968                                   |              |          |          | 16        | 16         |
| 1969                                   | 1            | 1        | 3        | 17        | 22         |
|  | <u>2</u>     | <u>1</u> | <u>7</u> | <u>50</u> | <u>59*</u> |
| Total                                  | 4            | 2        | 16       | 131       | 153        |

\* Records not available for Assistant Instructors and Grad. Assts.

@ Appointed as assistant instructor or a higher rank. Most have taught continuously. Some served as graduate assistants before being appointed to the faculty on a temporary basis.

Source: Faculty Records, Fall 1969, Office of Assistant to the Provost.

TABLE 18

## ADMINISTRATIVE POSITIONS HELD BY WOMEN

|                      |  |             |
|----------------------|--|-------------|
| Dean                 | Home Economics   | ( 1)        |
| Associate Dean       | Home Economics   | ( 1)        |
| Assistant Dean       | Home Economics<br>Student Affairs  | ( 2)        |
| Department Chairman  | Foods & Nutrition<br>Family & Child Sciences<br>Institutional Administration<br>Business Law & Office Admin.<br>Nursing<br>Social Work | ( 6)        |
| Director             | Medical Technology   | ( 1)        |
| Assistant Director   | Counseling Center  | ( 1)        |
| Divisional Librarian | Library  | <u>( 3)</u> |
| TOTAL                |  | (15)        |

TABLE 19

NUMBER OF STUDENTS ADMITTED TO GRADUATE STUDY\*  
 FALL 1968 THROUGH SPRING 1969  
 AND PERCENTAGE ADMITTED OF THOSE WHO APPLIED  
 BY RESIDENCE AND SEX

| College     |   | U.S. RESIDENTS |      | FOREIGN STUDENTS |       | COLLEGE TOTALS |      |
|-------------|---|----------------|------|------------------|-------|----------------|------|
|             |   | M              | W    | M                | W     | M              | W    |
| Agriculture | N | 220            | 18   | 71               | 16    | 291            | 34   |
|             | % | 73%            | 72%  | 49%              | 53%   | 65%            | 62%  |
| Arts & Let. | N | 304            | 241  | 17               | 15    | 321            | 256  |
|             | % | 74%            | 81%  | 45%              | 68%   | 71%            | 80%  |
| Business    | N | 583            | 17   | 121              | 6     | 704            | 23   |
|             | % | 68%            | 81%  | 57%              | 50%   | 66%            | 70%  |
| Comm. Arts  | N | 181            | 100  | 21               | 6     | 202            | 106  |
|             | % | 80%            | 94%  | 55%              | 46%   | 77%            | 89%  |
| Education** | N | 840            | 1014 | 45               | 22    | 885            | 1036 |
|             | % | 85%            | 94%  | 69%              | 65%   | 84%            | 93%  |
| Engineering | N | 143            | 8    | 118              | 3     | 261            | 11   |
|             | % | 81%            | 100% | 48%              | 75%   | 62%            | 92%  |
| Home Econ.  | N | 4              | 96   | -                | 12    | 4              | 108  |
|             | % | 100%           | 91%  | (1AP)            | 50%   | 80%            | 83%  |
| Nat. Sci.   | N | 604            | 140  | 51               | 9     | 655            | 149  |
|             | % | 80%            | 84%  | 37%              | 27%   | 73%            | 75%  |
| Soc. Sci.   | N | 449            | 149  | 31               | 8     | 480            | 157  |
|             | % | 52%            | 56%  | 37%              | 32%   | 51%            | 54%  |
| Vet. Med.   | N | 20             | 10   | 2                | -     | 22             | 10   |
|             | % | 67%            | 77%  | 25%              | (1AP) | 53%            | 71%  |
| All-Univ.   | N | 3348           | 1793 | 477              | 97    | 3825           | 1890 |
|             | % | 73%            | 86%  | 49%              | 49%   | 69%            | 83%  |

\* Numbers applying and percentages admitted by departments, are also available, but are not shown because they vary only slightly from percentages admitted by college.

\*\* Includes graduate students admitted to non-degree programs.

TABLE 20

NUMBER AND PERCENTAGE OF GRADUATE STUDENTS, FALL 1969  
WHO RECEIVED FINANCIAL AID  
(FELLOWSHIPS, SCHOLARSHIPS, GRADUATE ASSISTANTSHIPS)  
BY COLLEGE AND SEX

| College          | Graduate Assistantships |     | Scholarships Fellowships (non-dupl) |     | Financial Aid Tot. (non-dupl) |     | Fall, 1969 Enrollment Grad. Stud. |      | Percentage Receiving Fin. Aid. |      |
|------------------|-------------------------|-----|-------------------------------------|-----|-------------------------------|-----|-----------------------------------|------|--------------------------------|------|
|                  | M                       | W   | M                                   | W   | M                             | W   | M                                 | W    | M                              | W    |
| Agriculture      | 300                     | 23  | 119                                 | 15  | 403                           | 37  | 644                               | 57   | 62.6                           | 64.9 |
| Arts & Letters   | 177                     | 111 | 68                                  | 26  | 221                           | 133 | 431                               | 322  | 51.3                           | 41.3 |
| Business         | 175                     | 6   | 63                                  | 3   | 227                           | 9   | 872                               | 36   | 26.0                           | 25.0 |
| Comm. Arts       | 80                      | 26  | 22                                  | 29  | 99                            | 55  | 228                               | 104  | 43.4                           | 52.9 |
| Education        | 121                     | 55  | 137                                 | 100 | 249                           | 150 | 1420                              | 1140 | 17.5                           | 13.2 |
| Engineering      | 92                      | 2   | 32                                  | 1   | 122                           | 3   | 274                               | 7    | 44.5                           | 42.9 |
| Resid. Colleges  | 22                      | 5   |                                     |     | 22                            | 5   |                                   |      |                                |      |
| Home Economics   | 7                       | 44  | 2                                   | 13  | 8                             | 53  | 11                                | 115  | 72.7                           | 46.1 |
| Human Medicine   | 14                      | 3   | 7                                   | 1   | 17                            | 4   | 72                                | 15   | 23.6                           | 25.0 |
| Natural Science  | 487                     | 61  | 137                                 | 28  | 583                           | 81  | 804                               | 137  | 72.5                           | 59.1 |
| Social Science   | 214                     | 68  | 170                                 | 80  | 365                           | 145 | 632                               | 229  | 57.8                           | 63.3 |
| Univ. College    | 7                       | 4   | 2                                   | 1   | 9                             | 5   |                                   |      |                                |      |
| Vet. Med.        | 61                      | 19  | 61                                  | 12  | 114                           | 26  | 148                               | 38   | 77.0                           | 68.4 |
| Provost          | 53                      | 5   | 5                                   |     | 57                            | 5   |                                   |      |                                |      |
| President & V.P. | 60                      | 38  |                                     | 1   | 60                            | 39  |                                   |      |                                |      |
| Total            | 1870                    | 470 | 825                                 | 310 | 2556                          | 750 | 5536                              | 2201 | 46.2                           | 34.1 |

TABLE 21  
 NUMBER AND PERCENTAGE OF GRADUATE STUDENTS, FALL 1969  
 WHO RECEIVED FINANCIAL AID  
 (FELLOWSHIPS, SCHOLARSHIPS, GRADUATE ASSISTANTSHIPS)  
 BY DEPARTMENT AND SEX

| College/Department        | Graduate Assistantships |            | Fellowships/Scholarships (non-dupl) |           | Tot. Students Receiving Aid (non-dupl) |            | Fall, 1969 Enrollment Grad. Stud. |            | Percentage Receiving Fin. Aid. |             |
|---------------------------|-------------------------|------------|-------------------------------------|-----------|--|------------|-----------------------------------|------------|--------------------------------|-------------|
|                           | M                       | W          | M                                   | W         | M                                      | W          | M                                 | W          | M                              | W           |
| <b>Agriculture</b>        |                         |            |                                     |           |  |            |                                   |            |                                |             |
| Ag. Econ.                 | 36                      | .          | 8                                   |           | 43                                     | -          | 103                               | 9          | 41.7                           |             |
| Ag. Engr.                 | 22                      | 1          | 5                                   |           | 26                                     | 1          | 46                                | 2          | 56.5                           | 50.0        |
| Animal Husb               | 13                      | 1          | 3                                   |           | 14                                     | 1          | 18                                | 2          | 77.8                           | 50.0        |
| Biochemistry              | 27                      | 5          | 37                                  | 8         | 62                                     | 13         | 58                                | 12         | 106.9                          | 103.3       |
| Crop/Soil Sci.            | 34                      | 2          | 8                                   | 1         | 40                                     | 3          | 61                                | 3          | 65.6                           | 100.0       |
| Dairy                     | 13                      | 2          | 4                                   | 2         | 21                                     | 4          | 20                                | 2          | 80.8                           | 50.0        |
| Fish. Wildlife            | 20                      |            | 13                                  |           | 36                                     |            | 56                                | 4          | 64.3                           |             |
| Food Science              | 29                      | 5          | 16                                  | 3         | 45                                     | 7          | 62                                | 10         | 72.6                           | 70.0        |
| Forest Products           | 3                       | 1          | -                                   | -         | 3                                      | 1          | 13                                | 1          | 23.1                           | 100.0       |
| Forestry                  | 19                      |            | 5                                   | -         | 24                                     |            | 51                                |            | 47.1                           |             |
| Horticulture              | 30                      | 2          | 11                                  | 1         | 39                                     | 3          | 57                                | 4          | 68.4                           | 75.0        |
| Poultry                   | 10                      | 1          | 1                                   | -         | 11                                     | 1          | 12                                | 2          | 91.7                           | 50.0        |
| Resource Devel.           | 22                      |            | 3                                   | -         | 23                                     |            | 76                                | 5          | 30.3                           |             |
| Extens. Pers.             | 1                       |            | -                                   | -         | 1                                      |            | 5                                 | 1          | 20.0                           |             |
| AEC--Plant Res.           | 14                      | 3          | -                                   | -         | 13                                     | 3          |                                   |            |                                |             |
| Inst. Ag. Tech.           | 2                       |            | -                                   | -         | 2                                      |            |                                   |            |                                |             |
| <b>Total</b>              | <b>300</b>              | <b>23</b>  | <b>119</b>                          | <b>15</b> | <b>403</b>                             | <b>37</b>  | <b>644</b>                        | <b>57</b>  | <b>62.6</b>                    | <b>64.9</b> |
| <b>Arts &amp; Letters</b> |                         |            |                                     |           |  |            |                                   |            |                                |             |
| Dean's Office             | 2                       |            |                                     |           | 2                                      |            |                                   |            |                                |             |
| Art                       | 18                      | 7          | 1                                   | 3         | 18                                     | 9          | 30                                | 57         | 60.0                           | 15.8        |
| Engl. & Comp. L           | 30                      | 21         | 12                                  | 4         | 38                                     | 24         | 89                                | 99         | 52.8                           | 40.4        |
| Engl. Lang Ctr.           | 9                       | 16         |                                     |           | 9                                      | 16         |                                   |            |                                |             |
| German-Russian            | 10                      | 11         | 8                                   |           | 15                                     | 11         | 19                                | 17         | 73.9                           | 64.7        |
| History                   | 34                      | 5          | 20                                  | 6         | 52                                     | 11         | 140                               | 29         | 37.1                           | 37.9        |
| Ling. O.A. Lang           | 8                       | 3          | 2                                   | 3         | 10                                     | 6          | 12                                | 10         | 83.3                           | 60.0        |
| Music                     | 33                      | 7          | 9                                   | 3         | 35                                     | 10         | 62                                | 37         | 56.5                           | 27.0        |
| Philosophy                | 16                      | 6          | 9                                   | 1         | 22                                     | 7          | 42                                | 11         | 52.4                           | 63.6        |
| Religion                  | 2                       |            |                                     |           | 2                                      |            |                                   |            |                                |             |
| Romance Lang.             | 15                      | 35         | 7                                   | 6         | 18                                     | 39         | 32                                | 60         | 56.3                           | 65.0        |
| Interdept.                |                         |            |                                     |           |  |            | 5                                 | 2          |                                |             |
| <b>Total</b>              | <b>177</b>              | <b>111</b> | <b>63</b>                           | <b>26</b> | <b>221</b>                             | <b>133</b> | <b>431</b>                        | <b>322</b> | <b>51.3</b>                    | <b>41.3</b> |
| <b>Business</b>           |                         |            |                                     |           |  |            |                                   |            |                                |             |
| Dean's Office             | 9                       |            | 3                                   |           | 9                                      |            |                                   |            |                                |             |
| Acctg. Fin.               | 44                      |            | 22                                  |           | 62                                     |            | 190                               | 8          | 32.6                           |             |
| B. s. Law of. Ad.         | 1                       |            |                                     |           | 1                                      |            |                                   |            |                                |             |
| Bus. Admin.               | -                       |            |                                     |           |  |            | 128                               | 2          |                                |             |
| Bur. Bus. Ec.             | 4                       |            |                                     |           | 4                                      |            |                                   |            |                                |             |
| Hotel. Rest. I.M.         | 9                       |            | 1                                   |           | 10                                     |            | 30                                | 1          | 33.3                           |             |
| Management                | 27                      | 1          | 10                                  |           | 36                                     | 1          | 166                               | 2          | 21.7                           | 50.0        |
| Marketing                 | 47                      | 3          | 10                                  |           | 54                                     | 3          | 230                               | 10         | 23.5                           | 30.0        |
| Economics                 | 33                      | 2          | 17                                  | 3         | 50                                     | 5          | 128                               | 13         | 39.1                           | 38.5        |
| Inst. Bus. Mgt.           | 1                       |            |                                     |           | 1                                      |            |                                   |            |                                |             |
| <b>Total</b>              | <b>175</b>              | <b>6</b>   | <b>63</b>                           | <b>3</b>  | <b>227</b>                             | <b>9</b>   | <b>872</b>                        | <b>36</b>  | <b>26.0</b>                    | <b>25.0</b> |

Percentages exceeding 100 indicate that graduate students majoring in other departments were appointed to serve a given department.

| College/Department         | Graduate Assistantships |    | Fellowships/Scholarships (non dupl) |     | Tot. Students Receiving Aid (non-dupl) |     | Fall, 1969 Enrollment |      | Percentage Receiving Grad. Stud. Fin. Aid. |      |
|----------------------------|-------------------------|----|-------------------------------------|-----|--|-----|-----------------------|------|--|------|
|                            | M                       | W  | M                                   | W   | M                                      | W   | M                     | W    | M  | W    |
| <b>Communication Arts</b>  |                         |    |                                     |     |  |     |                       |      |  |      |
| Advertising                | 7                       | 4  | 1                                   | 2   | 3                                      | 6   | 37                    | 8    | 21.6                                       | 75.0 |
| Audiology                  |                         | 3  | 14                                  | 24  | 14                                     | 27  | 17                    | 46   | 82.4                                       | 58.7 |
| Communication              | 49                      | 11 | 5                                   |     | 51                                     | 11  | 82                    | 21   | 62.2                                       | 52.4 |
| Journalism                 | 2                       | 2  |                                     |     | 2                                      | 2   | 15                    | 6    | 13.3                                       | 33.3 |
| TV-Radio                   | 5                       | 2  | 1                                   | 1   | 6                                      | 3   | 39                    | 8    | 15.4                                       | 37.5 |
| Theater                    | 17                      | 4  | 1                                   | 2   | 18                                     | 5   | 38                    | 15   | 47.4                                       | 40.0 |
| Total                      | 80                      | 26 | 22                                  | 29  | 99                                     | 55  | 228                   | 104  | 43.4                                       | 52.9 |
| <b>Education</b>           |                         |    |                                     |     |  |     |                       |      |  |      |
| Adm. H. Ed.                |                         |    | 29                                  | 3   | 29                                     | 3   | 256                   | 34   | 11.3                                       | 8.8  |
| CPSEP                      |                         |    | 76                                  | 44  | 76                                     | 44  | 273                   | 222  | 27.8                                       | 19.8 |
| Educ (non-degree)          | 75                      | 37 | 4                                   | 1   | 79                                     | 38  | 447                   | 445  | 17.7                                       | 3.5  |
| Elem. Spec. Ed.            |                         |    | 18                                  | 43  | 18                                     | 43  | 67                    | 279  | 26.9                                       | 15.4 |
| HPER                       | 18                      | 9  | 3                                   | 3   | 19                                     | 14  | 55                    | 22   | 34.5                                       | 63.6 |
| Human Learn.               | 3                       | 1  |                                     |     |  |     |                       |      |  |      |
| Second Educ.               |                         |    | 3                                   | 6   |  |     | 322                   | 138  |  |      |
| Sci. Math Tch Ctr          | 23                      | 3  | 4                                   |     | 26                                     | 3   |                       |      |  |      |
| Social Sci.                | 2                       | 5  |                                     |     | 2                                      | 5   |                       |      |  |      |
| Total                      | 121                     | 55 | 137                                 | 100 | 249                                    | 150 | 1420                  | 1140 | 17.5                                       | 13.2 |
| <b>Engineering</b>         |                         |    |                                     |     |  |     |                       |      |  |      |
| Chemical Engr.             | 3                       |    | 2                                   |     | 5                                      |     | 21                    |      | 23.8                                       |      |
| Civ/San. Engr.             | 6                       |    |                                     |     | 6                                      |     | 59                    |      | 10.2                                       |      |
| Computer Inst.             | 12                      | 1  |                                     |     | 12                                     | 1   |                       |      |  |      |
| Computer Lab.              | 6                       |    |                                     |     | 6                                      |     | 35                    | 3    | 17.1                                       |      |
| Computer Sci.              | 3                       |    |                                     |     | 3                                      |     |                       |      |  |      |
| Electrical                 | 15                      |    |                                     |     | 15                                     |     | 89                    | 1    | 16.9                                       |      |
| Engr. Res.                 | 24                      | 1  | 30                                  | 1   | 52                                     | 2   |                       |      |  |      |
| Engr. Insts.               | 2                       |    |                                     |     | 2                                      |     |                       |      |  |      |
| Mechanical                 | 3                       |    |                                     |     | 3                                      |     | 36                    |      | 8.3  |      |
| Metallurgy                 | 13                      |    |                                     |     | 13                                     |     | 34                    | 2    | 38.2                                       |      |
| Total                      | 92                      | 2  | 32                                  | 1   | 122                                    | 3   | 274                   | 7    | 44.5                                       | 42.9 |
| <b>Residence Colleges.</b> |                         |    |                                     |     |  |     |                       |      |  |      |
| James Madison              | 14                      | 2  |                                     |     | 14                                     | 2   |                       |      |  |      |
| Justin Morrill             | 1                       |    |                                     |     | 1                                      |     |                       |      |  |      |
| Lyman Briggs               | 7                       | 3  |                                     |     | 7                                      | 3   |                       |      |  |      |
| Total                      | 22                      | 5  |                                     |     | 22                                     | 5   |                       |      |  |      |
| <b>Home Economics</b>      |                         |    |                                     |     |  |     |                       |      |  |      |
| Dean                       |                         | 3  |                                     | 2   |  | 5   |                       | 9    |  | 55.6 |
| Family Science             | 4                       | 21 | 1                                   | 5   | 4                                      | 22  | 4                     | 54   | 100.0                                      | 40.7 |
| Food & Nutr.               | 1                       | 4  | 1                                   | 4   | 2                                      | 8   | 1                     | 23   | 200.0                                      | 34.3 |
| Inst. Admin.               |                         | 5  |                                     | 1   |  | 6   | 4                     | 9    |  | 66.7 |
| Text. Clo. Rel.A           | 2                       | 11 |                                     | 1   | 2                                      | 12  | 2                     | 20   | 100.0                                      | 60.0 |
| Total                      | 7                       | 44 | 2                                   | 13  | 8                                      | 53  | 11                    | 115  | 72.7                                       | 46.1 |

TABLE 21 (continued)

| College/Department | Graduate Fellowships/<br>Assistant-Scholarships<br>(non-dupl) |          |          |          | Tot. Students<br>Receiving Aid<br>(non-dupl) |          | Fall, 1969<br>Enrollment<br>Grad. Stud |     | Percentage<br>Receiving<br>Fin. Aid. |       |
|--------------------|---|----------|----------|----------|--|----------|--|-----|--------------------------------------|-------|
|                    | M   | W        | M        | W        | M  | W        | M                                      | W   | M                                    | W     |
| Human Medicine     |   |          |          |          |  |          |  |     |                                      |       |
| Dean               | 2   |          |          |          | 2  |          |  |     |                                      |       |
| H. Med.            | 1   |          |          | 1        | 1  | 1        |  |     |                                      |       |
| Medical Ed.        | 9   | 2        | 7        |          | 12   | 2        |  |     |                                      |       |
| Psychiatry         | <u>2</u>  | <u>1</u> | <u>7</u> | <u>1</u> | <u>2</u>                                     | <u>1</u> |  |     |                                      |       |
| Total              | 14  | 3        | 7        | 1        | 17   | 4        | 72*                                    | 16* | 23.6                                 | 25.0  |
| Natural Science    |   |          |          |          |  |          |  |     |                                      |       |
| Astronomy          | 1   |          |          |          | 1  |          |  |     |                                      |       |
| Biophysics         | 9   | 1        | 9        | 2        | 17   | 2        | 19                                     | 5   | 94.4                                 | 40.0  |
| Botany             | 48  | 1        | 5        | 1        | 53   | 2        | 81                                     | 10  | 65.4                                 | 20.0  |
| Chemistry          | 159   | 23       | 26       | 6        | 175  | 28       | 182                                    | 32  | 96.2                                 | 87.5  |
| Entomology         | 17  |          | 7        |          | 22   |          | 39                                     | 2   | 56.4                                 |       |
| Geology            | 9   | 3        | 5        | 2        | 13   | 4        | 42                                     | 3   | 30.9                                 | 133.3 |
| Kellogg Bio.       | 3   |          | 3        |          | 5  |          |  |     |                                      |       |
| Mathematics        | 101   | 19       | 27       | 3        | 116  | 21       | 163                                    | 34  | 71.2                                 | 61.8  |
| Physics            | 85  |          | 15       | 2        | 95   | 2        | 113                                    | 6   | 84.0                                 | 33.3  |
| Statistics         | 23  | 3        | 8        | 3        | 25   | 2        | 46                                     | 7   | 54.3                                 | 28.6  |
| Zoology            | 32  | 11       | 32       | 9        | 61   | 20       | 74                                     | 25  | 82.4                                 | 80.0  |
| Interdept.         |   |          |          |          |  |          | 45                                     | 13  |                                      |       |
| Total              | 487   | 61       | 137      | 28       | 583  | 81       | 804                                    | 137 | 72.5                                 | 59.1  |
| Social Science     |   |          |          |          |  |          |  |     |                                      |       |
| Afr. Studies Ctr.  | 6   |          | 1        |          | 7  |          |  |     |                                      |       |
| Anthropology       | 15  | 11       | 16       | 7        | 30   | 18       | 42                                     | 23  | 71.4                                 | 78.3  |
| As. Studies Ctr.   |   |          |          |          |  |          |  |     |                                      |       |
| Dean               | 1   |          |          |          | 1  |          |  |     |                                      |       |
| Geography          | 27  | 3        | 20       | 2        | 40   | 4        | 69                                     | 13  | 58.0                                 | 30.8  |
| Lab. Ind. Rel.     | 17  | 1        | 7        |          | 23   | 1        | 30                                     | 2   | 76.7                                 | 50.0  |
| Police Adm.        | 8   |          | 10       |          | 17   |          | 84                                     | 6   | 20.2                                 |       |
| Political Sci.     | 36  | 6        | 11       | 4        | 45   | 10       | 69                                     | 14  | 65.2                                 | 71.4  |
| Psychology         | 59  | 22       | 64       | 26       | 122  | 48       | 160                                    | 66  | 76.3                                 | 72.7  |
| Soc. Sci. Res.     | 3   |          |          |          | 3  |          |  |     |                                      |       |
| Social Work        | 8   | 6        | 17       | 32       | 24   | 38       | 39                                     | 47  | 61.5                                 | 80.9  |
| Sociology          | 21  | 18       | 15       | 8        | 33   | 25       | 67                                     | 40  | 49.3                                 | 62.5  |
| UPLA               | 13  | 1        | 9        | 1        | 20   | 1        | 39                                     | 4   | 51.3                                 | 25.0  |
| Interdept.         |   |          |          |          |  |          | 33                                     | 14  |                                      |       |
| Total              | 214   | 68       | 170      | 80       | 365  | 145      | 632                                    | 229 | 57.8                                 | 63.3  |
| University College |   |          |          |          |  |          |  |     |                                      |       |
| Amer. Thgt. Lang   | 3   | 3        |          |          | 3  | 3        |  |     |                                      |       |
| Eval. Serv.        | 3   |          |          |          | 3  |          |  |     |                                      |       |
| Soc. Science       | <u>1</u>  | <u>1</u> | <u>2</u> | <u>1</u> | <u>3</u>                                     | <u>2</u> |  |     |                                      |       |
| Total              | 7   | 4        | 2        | 1        | 9  | 5        |  |     |                                      |       |

\* Human Medicine and Clinical Science

TABLE 21 (continued)

| College/Department      | Graduate Assistantships |     | Fellowships/Scholarships (non-dupl) |     | Tot. Students Receiving Aid (non-dupl) |     | Fall, 1969 Enrollment |      | Percentage Receiving |       |
|-------------------------|-------------------------|-----|-------------------------------------|-----|--|-----|-----------------------|------|----------------------|-------|
|                         | M                       | W   | M                                   | W   | M                                      | W   | M                     | W    | M                    | W     |
| <b>Veterinary Med.</b>  |                         |     |                                     |     |  |     |                       |      |                      |       |
| Dean                    | 1                       |     |                                     |     | 1                                      |     |                       |      |                      |       |
| Anatomy                 | 12                      | 2   |                                     |     | 12                                     | 2   | 10                    | 2    | 120.0                | 100.0 |
| Large Animal            |                         |     | 3                                   |     | 3                                      |     |                       |      | 75.0                 |       |
| Microb. P.H.            | 22                      | 16  | 18                                  | 6   | 33                                     | 17  | 50                    | 23   | 66.0                 | 73.9  |
| Pathology               | 4                       |     | 6                                   | 1   | 9                                      | 1   | 23                    | 7    | 39.1                 | 14.3  |
| Pharmacology            | 2                       | 1   | 11                                  |     | 13                                     | 1   | 13                    | 1    | 100.0                | 100.0 |
| Med. Tech.              |                         |     | 1                                   | 4   | 1                                      | 4   |                       |      |                      |       |
| Physiology              | 19                      |     | 21                                  | 1   | 40                                     | 1   | 42                    | 3    | 95.2                 | 33.3  |
| Small Animal            |                         |     | 1                                   |     | 1                                      |     | 6                     | 2    | 16.7                 |       |
| Surgery Med.            | 1                       |     |                                     |     | 1                                      |     | 225                   | 56   |                      |       |
| Total                   | 61                      | 19  | 61                                  | 12  | 114                                    | 26  | 373                   | 94   | 30.6                 | 27.7  |
| <b>Provost</b>          |                         |     |                                     |     |  |     |                       |      |                      |       |
| Abrams Planet.          | 2                       |     |                                     |     | 2                                      |     |                       |      |                      |       |
| Cent. Urb. Afrs.        | 3                       | 1   |                                     |     | 3                                      | 1   |                       |      |                      |       |
| Cont. Educ.             | 7                       | 1   |                                     |     | 7                                      | 1   |                       |      |                      |       |
| Highway Traffic         | 14                      |     | 2                                   |     | 16                                     |     |                       |      |                      |       |
| Comm. Develop.          | 5                       |     |                                     |     | 10                                     |     |                       |      |                      |       |
| Radio -TV               | 4                       |     | 1                                   |     |  |     |                       |      |                      |       |
| Grad. Studies           | 2                       |     |                                     |     | 2                                      |     |                       |      |                      |       |
| Biol. Med.              |                         |     | 1                                   |     | 1                                      |     |                       |      |                      |       |
| Institutional Res.      |                         | 1   |                                     |     |  | 1   |                       |      |                      |       |
| Inst. Med.              | 6                       | 1   |                                     |     | 6                                      | 1   |                       |      |                      |       |
| Lang. G. Res.           | 2                       |     |                                     |     | 2                                      |     |                       |      |                      |       |
| Learn. Service          | 5                       | 1   |                                     |     | 5                                      | 1   |                       |      |                      |       |
| Museum                  | 3                       |     | 1                                   |     | 3                                      |     |                       |      |                      |       |
| Total                   | 53                      | 5   | 5                                   |     | 57                                     | 5   |                       |      |                      |       |
| <b>Pres. &amp; V.P.</b> |                         |     |                                     |     |  |     |                       |      |                      |       |
| Couns. Center           | 13                      | 8   |                                     |     | 13                                     | 8   |                       |      |                      |       |
| Student Affrs.          | 40                      | 28  |                                     |     | 40                                     | 28  |                       |      |                      |       |
| VP Student Affrs        | 5                       | 2   |                                     |     | 5                                      | 2   |                       |      |                      |       |
| Water Res.              | 2                       |     |                                     |     | 2                                      |     |                       |      |                      |       |
| Inst. Studies           |                         |     |                                     | 1   |  | 1   |                       |      |                      |       |
| Total                   | 60                      | 33  |                                     | 1   | 60                                     | 39  |                       |      |                      |       |
| Grand Total             | 1870                    | 470 | 825                                 | 310 | 2556                                   | 750 | 5761                  | 2257 | 44.4                 | 33.2  |



TABLE 22

TRENDS IN WOMEN'S ENROLLMENTS AT MSU, 1960-69  
GRADUATE AND UNDERGRADUATE

| Year            | Total | Under-<br>Graduate | Graduate | New<br>Students | First Time<br>Freshmen |
|-----------------|-------|--------------------|----------|-----------------|------------------------|
| 60              | 35%   | 38.2%              | 20.2%    | 38.9%           | 44.9%                  |
| 61              | 36    | 40.0               | 20.1     | 40.5            | 47.0                   |
| 62              | 38    | 41.4               | 22.9     | 41.2            | 46.8                   |
| 63              | 39    | 42.3               | 23.0     | 42.5            | 43.2                   |
| 64              | 39    | 49.9               | 23.4     | 41.6            | 46.8                   |
| 65              | 39    | 43.1               | 23.6     | 42.4            | 48.3                   |
| 66              | 40    | 43.8               | 23.6     | 43.4            | 49.1                   |
| 67              | 41    | 45.1               | 24.7     | 44.2            | 50.0                   |
| 68              | 41    | 44.8               | 26.6     | 43.9            | 49.0                   |
| 69 <sup>1</sup> | 42    | 45.1               | 28.2     | 44.5            | 50.0                   |

Source: Annual Report 1968-69 Office of the Registrar

<sup>1</sup> Enrollment Report Fall 1969 Office of the Registrar

TABLE 22A  
TOTAL STUDENT ENROLLMENTS<sup>1</sup>

| Year         | Enrollment |        |        |
|--------------|------------|--------|--------|
|              | Men        | Women  | Total  |
| 1930-31..... | 3,082      | 1,346  | 4,428  |
| 1931-32..... | 3,057      | 1,543  | 4,600  |
| 1932-33..... | 2,875      | 1,412  | 4,287  |
| 1933-34..... | 2,419      | 1,326  | 3,745  |
| 1934-35..... | 2,948      | 1,453  | 4,401  |
| 1935-36..... | 3,326      | 1,616  | 4,942  |
| 1936-37..... | 3,837      | 1,871  | 5,708  |
| 1937-38..... | 4,348      | 2,109  | 6,457  |
| 1938-39..... | 4,180      | 3,478  | 7,658  |
| 1939-40..... | 5,673      | 2,799  | 8,472  |
| 1940-41..... | 5,485      | 2,962  | 8,457  |
| 1941-42..... | 5,075      | 2,949  | 8,024  |
| 1942-43..... | 6,394      | 2,962  | 9,356  |
| 1943-44..... | 8,336      | 3,011  | 11,347 |
| 1944-45..... | 2,799      | 3,841  | 6,640  |
| 1945-46..... | 6,196      | 4,827  | 11,023 |
| 1946-47..... | 12,315     | 4,765  | 17,080 |
| 1947-48..... | 13,795     | 5,048  | 18,843 |
| 1948-49..... | 14,407     | 5,598  | 20,005 |
| 1949-50..... | 14,171     | 5,878  | 20,049 |
| 1950-51..... | 13,348     | 6,198  | 19,546 |
| 1951-52..... | 12,422     | 6,272  | 18,694 |
| 1952-53..... | 12,339     | 6,580  | 18,919 |
| 1953-54..... | 12,719     | 6,985  | 19,704 |
| 1954-55..... | 13,660     | 7,635  | 21,295 |
| 1955-56..... | 15,197     | 7,770  | 22,967 |
| 1956-57..... | 17,263     | 9,277  | 26,540 |
| 1957-58..... | 17,596     | 9,715  | 27,311 |
| 1959-60..... | 18,506     | 11,451 | 29,957 |
| 1960-61..... | 20,351     | 13,039 | 33,390 |
| 1961-62..... | 21,888     | 15,055 | 36,893 |
| 1962-63..... | 23,031     | 16,453 | 39,484 |
| 1963-64..... | 24,987     | 17,871 | 42,858 |
| 1964-65..... | 26,979     | 20,173 | 47,152 |
| 1965-66..... | 29,421     | 21,787 | 51,208 |
| 1966-67..... | 32,076     | 25,710 | 57,786 |
| 1967-68..... | 33,142     | 25,863 | 59,005 |
| 1968-69..... | 34,000     | 28,300 | 62,300 |

<sup>1</sup> Totals include non-duplicate enrollments for the East Lansing Campus, Resident Centers, Credit Extension, and Oakland University.

TABLE 23  
TRENDS IN WOMEN'S ENROLLMENTS AT MSU, 1960-69  
BY COLLEGE

| College        | Fall 1960 <sup>1</sup> |         | Fall 1969 <sup>2</sup> |         | % Growth |         | Change  |         |
|----------------|------------------------|---------|------------------------|---------|----------|---------|---------|---------|
|                | Total                  | % Women | Total                  | % Women | % Growth | % Women | % Women | Number  |
| Agriculture    | 1,919                  | 38      | 2,687                  | 215     | 140.0    | 565.3   | + 6.0   | + 177   |
| Arts & Letters | 1,458                  | 1,005   | 4,375                  | 2,735   | 300.1    | 272.1   | - 6.5   | + 1,730 |
| Business       | 3,221                  | 494     | 3,757                  | 361     | 116.6    | 73.1    | - 5.7   | - 133   |
| Comm. Arts     | 879                    | 382     | 2,130                  | 899     | 242.3    | 235.3   | - 1.3   | + 517   |
| Education      | 6,047                  | 3,924   | 6,594                  | 4,560   | 109.0    | 116.2   | + 4.3   | + 636   |
| Engineering    | 1,798                  | 11      | 2,351                  | 89      | 130.8    | 809.1   | + 3.2   | + 78    |
| Home Econ      | 769                    | 765     | 1,484                  | 1,450   | 193.0    | 189.5   | - 1.8   | + 685   |
| Human Med.     |                        |         | 328                    | 210     |          |         |         |         |
| Res. Coll.     |                        |         | 1,974                  | 962     |          |         |         |         |
| Nat. Sci.      | 2,471                  | 712     | 4,941                  | 1,621   | 200.0    | 227.7   | + 4.0   | + 909   |
| Soc. Sci.      | 2,843                  | 878     | 5,878                  | 1,948   | 206.8    | 223.0   | + 2.5   | + 1,070 |
| Vet. Med.      | 632                    | 21      | 668                    | 201     | 97.9     | 95.7    | - 0.7   | - 9     |
| Non Pref       | 1,951                  | 796     | 3,538                  | 1,770   | 181.3    | 222.4   | + 9.2   | + 974   |
| Un Class       | 166                    | 76      | 115                    | 30      | 69.3     | 39.5    | -19.7   | - 46    |
| Total          | 24,204 <sup>3</sup>    | 9,291   | 40,820                 | 17,051  | 168.6    | 183.5   | + 3.4   | + 7,760 |

Source: Enrollment Report for Fall 1960 Registrar's Office  
Enrollment Report for Fall 1969 Office of the Registrar  
Total enrollment by curriculum does not equal non-duplicate total for East Lansing Campus due to different method of counting in Fall 1960.

TABLE 24

NUMBER AND PERCENTAGE OF DEGREE RECIPIENTS WHO WERE WOMEN, 1968-69,  
BY DEPARTMENT

| College/Department  | Number Degree Recipients |             |             | Percentage  |             |             |
|---------------------|--------------------------|-------------|-------------|-------------|-------------|-------------|
|                     | <u>Bach</u>              | <u>Mast</u> | <u>Doct</u> | <u>Bach</u> | <u>Mast</u> | <u>Doct</u> |
| Agriculture         |                          |             |             |             |             |             |
| Ag. Econ            |                          |             |             |             |             |             |
| Ag. Engr.           |                          |             |             |             |             |             |
| Animal Husb         | 3                        |             |             | 10.7        |             |             |
| Biochem             |                          | 5           |             |             | 62.5        |             |
| Dairy               | 1                        |             |             | 6.7         |             |             |
| Fish. & W.L.        | 2                        |             |             | 2.2         |             |             |
| Food Sci.           | 2                        | 1           |             | 18.2        | 9.1         |             |
| Forestry            |                          |             |             |             |             |             |
| Forest Prod         | 1                        |             |             | .6          |             |             |
| Hort.               | 4                        | 1           | 1           | 18.2        | 10.0        | 7.1         |
| Inst. Exp. Pers.    |                          | 1           |             |             | 8.3         |             |
| Poultry             | 1                        |             |             | 16.7        |             |             |
| Res. Dev.           |                          |             |             |             |             |             |
| Soil Sci            |                          |             |             |             |             |             |
| (Interdept)         |                          |             |             |             |             |             |
| Ag. Bus.            |                          |             |             |             |             |             |
| Ag. Comm            | 2                        |             |             | 40.0        |             |             |
| Ag. Educ.           |                          |             |             |             |             |             |
| Total               | <u>16</u>                | <u>8</u>    | <u>1</u>    | <u>3.5</u>  | <u>5.7</u>  | <u>1.2</u>  |
| Arts & Letters      |                          |             |             |             |             |             |
| Art                 | 112                      | 16          |             | 72.3        | 44.4        |             |
| English             | 204                      | 33          | 4           | 78.8        | 58.9        | 50.0        |
| Ger.-Russian        | 15                       | 4           | 1           | 69.6        | 33.3        | 33.3        |
| History             | 77                       | 19          | 1           | 47.8        | 32.8        | 7.7         |
| Ling. Or. Af. Lang  | 2                        |             |             | 100.0       |             |             |
| Music               | 40                       | 13          | 1           | 58.0        | 38.2        | 12.5        |
| Philosophy          | 4                        | 2           |             | 22.2        | 28.6        |             |
| Religion            | 1                        |             |             | 33.3        |             |             |
| Romance Lang.       | 71                       | 18          |             | 83.5        | 62.1        |             |
| Interdiscipl.       | 41                       |             |             | 67.2        |             |             |
| Total               | <u>568</u>               | <u>105</u>  | <u>7</u>    | <u>67.9</u> | <u>44.7</u> | <u>18.9</u> |
| Business            |                          |             |             |             |             |             |
| Acctg. Fin. Adm.    | 12                       | 3           |             | 7.6         | 2.5         |             |
| Bus. Adm.           |                          | 1           |             |             | 1.2         |             |
| BLOA                | 46                       |             |             | 18.5        |             |             |
| Econ.               | 8                        |             |             | 5.9         |             |             |
| Hotel Rest. I. Mgt. | 7                        | 2           |             | 7.1         | 9.1         |             |
| Management          | 2                        |             |             | 2.5         |             |             |
| Marketing           | 3                        | 5           |             | 2.5         | 3.4         |             |
| Total               | <u>78</u>                | <u>11</u>   |             | <u>9.3</u>  | <u>2.4</u>  |             |

Source: Registrar's Annual Report, 1968-69

TABLE 24

| College/Department        | Number Degree Recipients |            |           | Percentage  |             |             |
|---------------------------|--------------------------|------------|-----------|-------------|-------------|-------------|
|                           | Bach                     | Mast       | Doct      | Bach        | Mast        | Doct        |
| <b>Communication Arts</b> |                          |            |           |             |             |             |
| Advertising               | 25                       |            |           | 20.3        |             |             |
| Audiology                 | 32                       | 20         |           | 84.2        | 87.0        |             |
| Communication             | 23                       | 9          | 1         | 56.0        | 33.3        | 5.3         |
| Journalism                | 25                       | 5          |           | 54.3        | 71.4        |             |
| Speech & Th.              | 32                       | 12         | 3         | 84.2        | 44.4        | 17.6        |
| TV-Radio                  | 13                       | 5          |           | 16.5        | 17.8        |             |
| <b>Total</b>              | <b>155</b>               | <b>51</b>  | <b>4</b>  | <b>41.4</b> | <b>39.5</b> | <b>9.5</b>  |
| <b>Education</b>          |                          |            |           |             |             |             |
| AHE                       |                          | 18         | 5         |             | 13.7        | 11.1        |
| CPSEP                     |                          | 38         | 7         |             | 46.8        | 18.9        |
| El. Spec.                 | 937                      | 255        | 1         | 93.8        | 81.5        | 10.0        |
| HPER                      | 42                       | 13         | 2         | 34.1        | 27.7        | 40.0        |
| Sec                       | 1                        | 39         | 15        | 3.6         | 31.3        | 31.9        |
| <b>Total</b>              | <b>980</b>               | <b>473</b> | <b>30</b> | <b>85.3</b> | <b>48.5</b> | <b>20.8</b> |
| <b>Engineering</b>        |                          |            |           |             |             |             |
| Ag. Engr.                 |                          |            |           |             |             |             |
| Chemical                  |                          |            |           | 1.6         |             |             |
| Civil                     | 1                        |            |           |             |             |             |
| Electrical                |                          |            |           |             |             |             |
| Engineering Science       | 3                        |            |           | 12.0        |             |             |
| Mechanical                |                          |            |           |             |             |             |
| MMM                       |                          |            |           |             |             |             |
| <b>Total</b>              | <b>4</b>                 |            |           | <b>1.2</b>  |             |             |
| <b>Home Economics</b>     |                          |            |           |             |             |             |
| Family Sci                | 37                       | 24         | 2         | 97.4        | 96.0        | 100.0       |
| Foods & Nutr              | 44                       | 4          |           | 97.8        | 100.0       |             |
| Inst. Adm                 |                          | 4          |           |             | 80.0        |             |
| Text. Clo Rel Arts        | 142                      | 16         |           | 99.3        | 100.0       |             |
| Interdept.                | 76                       | 3          |           | 100.0       | 100.0       |             |
| <b>Total</b>              | <b>299</b>               | <b>51</b>  | <b>2</b>  | <b>99.0</b> | <b>96.2</b> |             |
| <b>Human Med.</b>         |                          |            |           |             |             |             |
| <b>Natural Sci</b>        |                          |            |           |             |             |             |
| Astrophysics              | 1                        |            |           | 20.0        |             |             |
| Biochem                   | 6                        |            |           | 20.0        |             |             |
| Biophysics                |                          |            |           |             |             |             |
| Botany                    | 6                        | 4          | 2         | 100.0       | 40.0        | 25.0        |
| Chemistry                 | 9                        | 5          | 1         | 17.0        | 29.4        | 4.3         |
| Entomology                | 1                        |            |           | 33.3        |             |             |
| Geology                   | 1                        | 1          |           | 3.3         | 14.3        |             |
| Mathematics               | 90                       | 10         | 1         | 44.6        | 21.7        | 5.6         |
| Microbiology              | 4                        | 2          | 2         | 50.0        | 16.7        | 28.6        |
| Nursing                   | 65                       |            |           | 95.6        |             |             |
| Physic                    | 1                        | 4          | 1         | 2.9         | 14.3        | 8.3         |
| Physiology                | 4                        |            |           | 57.1        |             |             |
| Statistics                |                          | 5          |           |             | 29.4        |             |
| Zoology                   | 13                       | 8          | 1         | 16.3        | 57.1        | 14.3        |
| Bio Sci (ID)              | 26                       | 3          |           | 41.3        | 12.5        |             |
| Physical Sci (ID)         | 4                        | 1          |           | 14.3        | 33.3        |             |
| Gen. Sci (ID)             | 3                        | 5          |           | 50.0        | 12.2        |             |
| <b>Total</b>              | <b>234</b>               | <b>48</b>  | <b>8</b>  | <b>37.5</b> | <b>19.8</b> | <b>8.7</b>  |

TABLE 24 (continued)

| <u>College/Department</u> | <u>Bach</u> | <u>Mast</u> | <u>Doct</u> | <u>Percentage</u> |             |             |
|---------------------------|-------------|-------------|-------------|-------------------|-------------|-------------|
|                           |             |             |             | <u>Bach</u>       | <u>Mast</u> | <u>Doct</u> |
| Justin Morrill            | 66          |             |             | 53.2              |             |             |
| Social Science            |             |             |             |                   |             |             |
| Anthropology              | 12          | 1           |             | 48.0              | 14.3        |             |
| Geography                 | 3           | 3           |             | 11.5              | 21.4        |             |
| Lab. Ind. Rel.            |             | 2           |             |                   | 9.5         |             |
| Police Admin.             | 9           | 1           |             | 7.7               | 2.9         |             |
| Political Science         | 25          | 3           |             | 18.1              | 13.6        |             |
| Psych                     | 87          | 16          | 4           | 34.8              | 33.3        | 21.1        |
| Social Work               | 131         | 19          |             | 93.6              | 43.2        |             |
| Sociology                 | 16          | 4           |             | 45.7              | 19.0        |             |
| UPLA                      |             |             |             |                   |             |             |
| Interdept                 | <u>175</u>  | <u>8</u>    |             | <u>31.1</u>       | <u>53.3</u> |             |
| Total                     | 458         | 57          | 4           | 34.1              | 24.6        | 8.3         |
| Vet. Med                  |             |             |             |                   |             |             |
| Anatomy                   |             | 1           | 1           |                   |             | 20.0        |
| Microb. P.H.              |             |             |             |                   |             |             |
| Med. Tech.                | 38          |             |             | 80.9              |             |             |
| Pathology                 |             | 2           | 1           |                   | 22.2        | 33.3        |
| Physiology                |             |             |             |                   |             |             |
| Surgery                   |             | 1           |             |                   |             |             |
| Vet. Med                  | <u>14</u>   |             |             | <u>20.3</u>       |             |             |
| Total                     | 52          | 4           | 2           | 44.8              | 23.5        | 22.2        |
| Univ. Gd. Total           | 2910        | 808         | 53          | 44.7              | 31.4        | 10.9        |

TABLE 25  
TRENDS IN NUMBERS AND PERCENTAGES  
OF MEN AND WOMEN FACULTY UNDER TENURE RULES  
BY RANK AND BY COLLEGE  
1962-69

| Rank           | 1962-63 |       |            | 1966-67 |       |            | 1969-70 |       |            |
|----------------|---------|-------|------------|---------|-------|------------|---------|-------|------------|
|                | Men     | Women | %<br>Women | Men     | Women | %<br>Women | Men     | Women | %<br>Women |
| Professor      | 517     | 20    | 3.5        | 679     | 32    | 4.5        | 803     | 41    | 4.9        |
| Assoc. Prof.   | 406     | 54    | 11.7       | 428     | 52    | 10.8       | 488     | 59    | 10.8       |
| Asst. Prof.    | 316     | 43    | 12.0       | 480     | 74    | 13.4       | 471     | 74    | 13.6       |
| Instructor     | 113     | 36    | 26.1       | 139     | 51    | 26.8       | 114     | 47    | 29.2       |
| Total          | 1352    | 153   | 10.2%      | 1726    | 209   | 10.8%      | 1876    | 221   | 10.5%      |
| <u>College</u> |         |       |            |         |       |            |         |       |            |
| Agriculture    | 270     | 6     | 2.2        | 274     | 5     | 1.8        | 308     | 1     | .3         |
| Arts and Let.  | 142     | 21    | 12.9       | 212     | 29    | 12.0       | 223     | 31    | 12.2       |
| Business       | 98      | 6     | 5.8        | 118     | 5     | 4.1        | 99      | 5     | 4.8        |
| C. Arts        | 46      | 4     | 8.0        | 62      | 3     | 4.6        | 58      | 6     | 9.4        |
| Education      | 112     | 22    | 16.4       | 147     | 28    | 16.0       | 156     | 26    | 14.3       |
| Engr.          | 90      | -     | -          | 82      | 1     | 1.2        | 93      | 1     | 1.1        |
| Home Econ.     | 7       | 51    | 87.9       | 5       | 58    | 92.1       | 9       | 48    | 84.2       |
| Human Medicine | -       | -     | -          | 3       | 1     | 25.0       | 27      | 4     | 12.9       |
| James Madison  | -       | -     | -          | -       | -     | -          | 13      | 1     | 7.7        |
| Justin Morrill | -       | -     | -          | 9       | 3     | 25.0       | 14      | 4     | 22.2       |
| Lyman Briggs   | -       | -     | -          | -       | -     | -          | 11      | 1     | 8.5        |
| Nat. Science   | 153     | 15    | 8.9        | 221     | 24    | 9.8        | 244     | 27    | 7.4        |
| Soc. Science   | 122     | 4     | 3.2        | 159     | 13    | 7.6        | 188     | 15    | 10.0       |
| Univ. College  | 142     | 10    | 6.6        | 196     | 22    | 10.1       | 175     | 28    | 13.8       |
| Vet. Med.      | 60      | 5     | 7.7        | 90      | 5     | 5.3        | 104     | 9     | 8.0        |
| Others         | 110     | 9     | 7.6        | 148     | 12    | 7.5        | 154     | 14    | 8.3        |
| Total          | 1352    | 153   | 10.2       | 1726    | 209   | 10.8       | 1876    | 221   | 10.5       |

TABLE 26  
 MEN AND WOMEN FACULTY RECOMMENDED FOR PROMOTION  
 BY COLLEGE AND RANK  
 SPRING, 1970

| College        | MEN      |                 |               | WOMEN    |                 |                | M&W<br>Total |
|----------------|----------|-----------------|---------------|----------|-----------------|----------------|--------------|
|                | Prof     | Assoc.<br>Prof. | Asst.<br>Prof | Prof.    | Assoc.<br>Prof. | Asst.<br>Prof. |              |
| Agriculture    | 12       | 17              | -             | -        | -               | -              | 29           |
| Arts & Letters | 7        | 12              | -             | 4        | 1               | -              | 24           |
| Business       | 4        | 3               | -             | 1        | -               | -              | 8            |
| Comm. Arts.    | 4        | -               | 1             | -        | 1               | -              | 6            |
| Education      | 11       | 6               | -             | -        | 2               | -              | 19           |
| Engineering    | 3        | 4               | -             | -        | -               | -              | 7            |
| Home Econ.     | 1        | -               | -             | 2        | 1               | -              | 4            |
| Human Med.     | 4        | 3               | 1             | -        | -               | -              | 8            |
| James Madison  | 1        | -               | -             | -        | 1               | -              | 2            |
| Justin Morrill | 1        | 1               | -             | -        | -               | 1              | 3            |
| Lyman Briggs   | -        | 2               | -             | 1        | -               | -              | 3            |
| Natural Sci.   | 12       | 15              | -             | -        | -               | -              | 27           |
| Social Sci.    | 2        | 10              | -             | 1        | -               | -              | 13           |
| Univ. College  | 5        | 17              | 3             | 1        | -               | -              | 26           |
| Vet. Med.      | 1        | 1               | -             | -        | -               | 1              | 3            |
| Other          | <u>7</u> | <u>6</u>        | <u>2</u>      | <u>-</u> | <u>1</u>        | <u>-</u>       | <u>16</u>    |
| Total          | 75       | 97<br>(179)     | 7             | 10       | 7<br>(19)       | 2              | 198          |



TABLE 27

## OTHER STAFF MEMBERS WITHOUT FACULTY RANK

|                      | MEN                   |                      | WOMEN                 |                      | PERCENTAGE WOMEN      |                      |
|----------------------|-----------------------|----------------------|-----------------------|----------------------|-----------------------|----------------------|
|                      | Continuing App'tments | Temporary App'tments | Continuing App'tments | Temporary App'tments | Continuing App'tments | Temporary App'tments |
| Advisers             | -                     | 1                    | -                     | -                    | -                     | -                    |
| Agric. Extens. Agts. | 187                   | 1                    | 72                    | -                    | 27.8                  | -                    |
| Consultants          | 1                     | 19                   | 1                     | 1                    | 50.0                  | 5.0                  |
| Lecturers            | 2                     | 16                   | -                     | 2                    | -                     | -                    |
| Librarians           | 23                    | -                    | 49                    | -                    | 68.1                  | -                    |
| Post-Doct. Fellows   | -                     | 8                    | -                     | 2                    | -                     | 20.0                 |
| Research Associates  | -                     | 98                   | -                     | 10                   | -                     | 9.3                  |
| Specialists          | 17                    | 10                   | 19                    | 7                    | 52.8                  | 41.2                 |
| Others*              | 12                    | 6                    | 5                     | 1                    | 29.4                  | 14.3                 |
| Total                | 242                   | 159                  | 146                   | 23                   | 37.6                  | 12.6                 |
| Total by Sex         | 401                   |                      | 169                   |                      |                       |                      |
| Percentage by Sex    | (70.4%)               |                      | (29.6%)               |                      |                       |                      |

\*Includes Artist, Attorney, Bibliographers, Coordinators and Assistant Coordinators, Curator, Dairyman, Directors and Assistant Directors, Manager, President's Assistant, and Teachers (Nursery School)--all without faculty rank.