

filename: Data and Rates for Population, Attrition, Promotions & Hiring 3.15.18.do

- * 3.1.18 These data check out against original data in:
filename: Data for Demographic Inertia Simulation – Updated through 2016 (from Hilary 4.28.17).xlsx
- * None of it includes Judy. APO changed its mind about including her so I took her out.

OUTLINE:

1. Department Population Demographics
2. Total Faculty Attrition
 - a. Average by Year
 - b. Rates
3. Total Faculty Hiring
 - a. Average by Year
 - b. Rates
4. Total Faculty Promotions
 - a. Average by Year
 - b. Rates
5. Raw Data

DEPARTMENT POPULATION DEMOGRAPHICS

- * Faculty N for population values includes 13 data points, starting 2004-05 and ending 2016-17.
- * Faculty N for rates includes data for the 12 transitions
- * Judy is not included in any of these analyses

Total Faculty N over the 13 years, Avg/Yr

$$(74+71+78+78+84+85+89+86+81+83+81+82+89) = 1061 \quad \text{Avg}(1061/13)=81.6154$$

Total Faculty by Rank, Avg/Yr

$$\begin{aligned} \text{N Assistant: } (13+13+20+18+23+24+26+24+19+18+19+21+25) &= 263 & \text{Avg}(263/13)=20.2308 \\ \text{N Associate: } (16+16+15+13+12+12+13+13+15+17+14+16+21) &= 193 & \text{Avg}(193/13)=14.8462 \\ \text{N Full: } (45+42+43+47+49+49+51+49+47+48+48+45+43) &= 605 & \text{Avg}(605/13)=46.5384 \\ & (263+193+605) = 1061 \end{aligned}$$

Total Faculty by Gender, Avg/Yr

$$\begin{aligned} \text{N Women: } (8+7+9+10+12+13+13+12+11+14+14+18+19) &= 159 & \text{Avg}(159/13)=12.231 \\ \text{N Men: } (66+64+69+68+72+73+76+74+70+69+67+64+70) &= 902 & \text{Avg}(902/13)=69.385 \\ & (159+902) = 1061 \end{aligned}$$

Total Faculty by Rank by Gender, Avg/Yr

$$\begin{aligned} \text{N Asst Profs: Women } (2+2+4+4+6+7+6+6+3+5+5+7+8) &= 65 & \text{Avg}(65/13)= 5.0000 \\ \text{Men } (11+11+16+14+17+17+20+18+16+13+14+14+17) &= 198 & \text{Avg}(198/13)=15.2308 \\ \text{N Assoc Profs: Women } (3+3+3+3+3+2+3+2+3+4+4+6+6) &= 45 & \text{Avg}(45/13)= 3.4615 \\ \text{Men } (13+13+12+10+9+10+10+11+12+13+10+10+15) &= 148 & \text{Avg}(148/13)=11.3846 \\ \text{N Full Profs: Women } (3+2+2+3+3+4+4+4+5+5+5+5+5) &= 50 & \text{Avg}(50/13)= 6.1538 \\ \text{Men } (42+40+41+44+46+45+46+45+42+43+43+40+38) &= 555 & \text{Avg}(555/13)=42.6923 \\ & (65+198+45+148+50+555) = 1061 \end{aligned}$$

Total Faculty by Gender by Rank, Avg/Yr

$$\begin{aligned} \text{N Women by Rank: Asst } (2+2+4+4+6+7+6+6+3+5+5+7+8) &= 65 & \text{Avg}(65/13) =5.0000 \\ \text{Assoc } (3+3+3+3+3+2+3+2+3+4+4+6+6) &= 45 & \text{Avg}(45/13) =3.4615 \\ \text{Full } (3+2+2+3+3+4+4+4+5+5+5+5+5) &= 50 & \text{Avg}(50/13) =6.1538 \\ \text{N Men N by Rank: Asst } (11+11+16+14+17+17+20+18+16+13+14+14+17) &= 198 & \text{Avg}(198/13)=15.2308 \end{aligned}$$

Assoc (13+13+12+10+ 9+10+10+11+12+13+10+10+15) = 148 Avg(148/13)=11.3846
 Full (42+40+41+44+46+45+46+45+42+43+43+40+38) = 555 Avg(555/13)=42.6923
 (65+45+50+198+148+555)= 1061

TOTAL FACULTY ATTRITION, AVG/YR

Total Attrition, Avg/Yr

N Faculty (N=1061) Attrition: (6+3+4+2+1+1+6+9+5+7+7+3) = 54 Avg(54/12)=4.500

Total Attrition by Rank (N=263,193,605), Avg/Yr

N Asst Profs Attrition: (3+0+3+0+1+1+0+4+3+2+2+2) = 21 Avg(21/12)=1.7500
 N Assoc Profs Attrition: (0+1+0+0+0+0+2+1+0+2+1+0) = 7 Avg(7/12)= 0.5833
 N Full Profs Attrition: (3+2+1+2+0+0+4+4+2+3+4+1) = 26 Avg(26/12)=2.1667
 (21+7+26) = 54

Total Attrition by Gender (159,902), Avg/Yr

N Women Attrition: (1+0+0+0+0+1+1+1+0+1+0+2) = 7 Avg(7/12) =0.583
 N Men Attrition: (5+3+4+2+1+0+5+8+5+6+7+1) = 47 Avg(47/12)=3.917
 (7+47) = 54

Total Attrition by Rank by Gender, Avg/Yr

N Asst Prof Attrition: Women: (0+0+0+0+0+1+0+1+0+0+0+2) = 4 Avg(4/12)= 0.3333
 Men: (3+0+3+0+1+0+0+3+3+2+2+0) = 17 Avg(17/12)=1.4167
 N Assoc Prof Attrition Women: (0+0+0+0+0+0+0+0+0+0+0+0) = 0 Avg(0/12)=0.0000
 Men: (0+1+0+0+0+0+2+1+0+2+1+0) = 7 Avg(7/12)=0.5833
 N Full Prof Attrition Women: (1+0+0+0+0+0+1+0+0+1+0+0) = 3 Avg(3/12)=0.2500
 Men: (2+2+1+2+0+0+3+4+2+2+4+1) = 23 Avg(23/12)=1.9167
 (4+17+0+7+3+23) = 54

Total Attrition by Gender by Rank, Avg/Yr

Attrition Women N: Asst: (0+0+0+0+0+1+0+1+0+0+0+2) = 4 Avg(4/12)=0.3333
 Assoc: (0+0+0+0+0+0+0+0+0+0+0+0) = 0 Avg=(0/12)=0.0000
 Full: (1+0+0+0+0+0+1+0+0+1+0+0) = 3 Avg=(3/12)=0.2500
 Attrition of Men N: Asst: (3+0+3+0+1+0+0+3+3+2+2+0) = 17 Avg(17/12)=1.4167
 Assoc: (0+1+0+0+0+0+2+1+0+2+1+0) = 7 Avg(7/12)=0.5833
 Full: (2+2+1+2+0+0+3+4+2+2+4+1) = 23 Avg(23/12)=1.9167
 (4+0+3+17+7+23) = 54

FACULTY ATTRITION RATES

Total Attrition Rate

The probability that a faculty member (N=1061) leaves:

N Faculty Attrition: (6+3+4+2+1+1+6+9+5+7+7+3) = 54 Rate(54/1061)=0.0509

Attrition Rate by Rank

The probability that an Asst/Assoc/Full Prof (N=263,193,605) leaves:

N Asst Profs Attrition: (3+0+3+0+1+1+0+4+3+2+2+2) = 21 Rate(21/263)=0.0798
 N Assoc Profs Attrition: (0+1+0+0+0+0+2+1+0+2+1+0) = 7 Rate(7/193)=0.0363
 N Full Profs Attrition: (3+2+1+2+0+0+4+4+2+3+4+1) = 26 Rate(26/605)=0.0430
 (21+7+26) = 54

Attrition Rate by Gender

The probability that a Woman/Man (N=159,902) leaves

N Women Attrition: $(1+0+0+0+0+1+1+1+0+1+0+2) = 7$ Rate(7/159)=0.0440

N Men Attrition: $(5+3+4+2+1+0+5+8+5+6+7+1) = 47$ Rate(47/902)=0.0521
 $(7+47) = 54$

Attrition Rate by Rank by Gender

The probability that an Asst/Assoc/Full Prof who leaves (N=21,7,26) is a Woman/Man

N Asst Prof Attrition: Women: $(0+0+0+0+0+1+0+1+0+0+0+2) = 4$ Rate(4/21)= 0.1905

Men: $(3+0+3+0+1+0+0+3+3+2+2+0) = 17$ Rate(17/21)=0.8095

N Assoc Prof Attrition Women: $(0+0+0+0+0+0+0+0+0+0+0+0) = 0$ Rate(0/ 7) =0.0000

Men: $(0+1+0+0+0+0+2+1+0+2+1+0) = 7$ Rate(7/ 7) =1.0000

N Full Prof Attrition Women: $(1+0+0+0+0+0+1+0+0+1+0+0) = 3$ Rate(3/26)=0.1154

Men: $(2+2+1+2+0+0+3+4+2+2+4+1) = 23$ Rate(23/26)=0.8846
 $(4+17+0+7+3+23) = 54$

Attrition Rate by Gender by Rank

The probability that a Woman/Man who leaves (7,47) is an Asst/Assoc/Full Prof

Attrition Women N: Asst: $(0+0+0+0+0+1+0+1+0+0+0+2) = 4$ Rate(4/ 7)=0.5714

Assoc: $(0+0+0+0+0+0+0+0+0+0+0+0) = 0$ Rate(0/ 7)=0.0000

Full: $(1+0+0+0+0+0+1+0+0+1+0+0) = 3$ Rate(3/ 7)=0.4286

Attrition of Men N: Asst: $(3+0+3+0+1+0+0+3+3+2+2+0) = 17$ Rate(17/47)=0.3617

Assoc: $(0+1+0+0+0+0+2+1+0+2+1+0) = 7$ Rate(7/47)=0.1489

Full: $(2+2+1+2+0+0+3+4+2+2+4+1) = 23$ Rate(23/47)=0.4894
 $(4+0+3+17+7+23) = 54$

**** This is probably the relevant rate for attrition because it answers the question of whether there is a tendency, one direction or another, for women in a given level to leave. ****

Attrition Rate by Gender/Rank

The probability that out of all Assistant Professors who are Women (N=65), one will leave.

For other levels/genders: 65/45/50; 198/148/555

If you're a woman Assistant Professor, what's the probability you will leave before promotion?

Attrition Women N: Asst: $(0+0+0+0+0+1+0+1+0+0+0+2) = 4$ Rate(4/ 65)=0.0615

Assoc: $(0+0+0+0+0+0+0+0+0+0+0+0) = 0$ Rate(0/45) =0.0000

Full: $(1+0+0+0+0+0+1+0+0+1+0+0) = 3$ Rate(3/50) =0.0600

Attrition of Men N: Asst: $(3+0+3+0+1+0+0+3+3+2+2+0) = 17$ Rate(17/198)=0.0859

Assoc: $(0+1+0+0+0+0+2+1+0+2+1+0) = 7$ Rate(7/148)=0.0473

Full: $(2+2+1+2+0+0+3+4+2+2+4+1) = 23$ Rate(23/555)=0.0414
 $(4+0+3+17+7+23) = 54$

TOTAL FACULTY HIRING, AVG/YR

Total Faculty Hires, Avg/Yr

N of FTE Hired: $(3+9+4+8+2+5+3+4+7+5+8+10) = 68$ Avg(68/12)=5.6667

Hires By Rank, Avg/Yr

N Asst Profs Hired: $(3+8+3+6+1+3+2+2+4+5+5+8) = 50$ Avg(50/12)=4.1667

N Assoc Profs Hired: $(0+0+0+2+1+1+0+1+2+0+3+2) = 12$ Avg(12/12)=1.0000

N Full Profs Hired: $(0+1+1+0+0+1+1+1+1+0+0+0) = 6$ Avg(06/12)=0.5000
 $(50+12+6) = 68$

Hires By Gender, Avg/Yr

N Women Hired: $(0+2+0+3+1+1+0+0+3+1+4+3) = 18$ Avg(18/12)=1.5000
 N Men Hired: $(3+7+4+5+1+4+3+4+4+4+7) = 50$ Avg(50/12)=4.1667
 $(18+50) = 68$

Total Hires by Gender by Rank, Avg/Yr

N Women Hired: Asst: $(0+2+0+2+1+0+0+0+2+1+3+3) = 14$ Avg(14/12)=1.1667
 Assoc: $(0+0+0+1+0+1+0+0+1+0+1+0) = 4$ Avg(04/12)=0.3333
 Full: $(0+0+0+0+0+0+0+0+0+0+0+0) = 0$ Avg(00/12)=0.0000
 N Men Hired: Asst: $(3+6+3+4+0+3+2+2+2+4+2+5) = 36$ Avg(36/12)=3.0000
 Assoc: $(0+0+0+1+1+0+0+1+1+0+2+2) = 8$ Avg(08/12)=0.6667
 Full: $(0+1+1+0+0+1+1+1+1+0+0+0) = 6$ Avg(06/12)=0.5000
 $(14+4+0+36+8+6) = 68$

FACULTY HIRING RATES

Total Faculty Hires

The probability that a faculty member (N=1061) is hired
 N of FTE Hired: $(3+9+4+8+2+5+3+4+7+5+8+10) = 68$ Rate(68/1061)=0.0641

Hiring Rate by Rank

The probability that a hired faculty member (N=68) is Asst (or Assoc or Full)
 N Asst Profs Hired: $(3+8+3+6+1+3+2+2+4+5+5+8) = 50$ Rate(50/68)=0.7353
 N Assoc Profs Hired: $(0+0+0+2+1+1+0+1+2+0+3+2) = 12$ Rate(12/68)=0.1765
 N Full Profs Hired: $(0+1+1+0+0+1+1+1+1+0+0+0) = 6$ Rate(6/68)=0.0882
 $(50+12+6) = 68$

Hiring Rate By Gender

The probability that a hired faculty member (N=68) is a woman (or man)
 N Women Hired: $(0+2+0+3+1+1+0+0+3+1+4+3) = 18$ Rate(18/68)=0.2647
 N Men Hired: $(3+7+4+5+1+4+3+4+4+4+7) = 50$ Rate(50/68)=0.7353
 $(18+50) = 68$

**** This is probably the relevant rate because, unless it's an opportunity hire, rank is the first criterion for who gets hired. ** Note: 3.15.18. We decided to use the one with the denominator of 68 (see below).**

Hiring Rate by Rank by Gender

The probability that a hired Asst/Assoc/Full (N=50/12/6) is a woman/man
 N Asst Prof hired: Women: $(0+2+0+2+1+0+0+0+2+1+3+3) = 14$ Rate(14/50)=0.2800
 Men: $(3+6+3+4+0+3+2+2+2+4+2+5) = 36$ Rate(36/50)=0.7200
 N Assoc Profs hired: Women: $(0+0+0+1+0+1+0+0+1+0+1+0) = 4$ Rate(4/12)=0.3333
 Men: $(0+0+0+1+1+0+0+1+1+0+2+2) = 8$ Rate(8/12)=0.6667
 N Full Profs hired: Women: $(0+0+0+0+0+0+0+0+0+0+0+0) = 0$ Rate(0/06)=0.0000
 Men: $(0+1+1+0+0+1+1+1+1+0+0+0) = 6$ Rate(6/06)=1.0000
 $(14+36+4+8+0+6) = 68$

Hiring Rate by Gender by Rank

The probability that a hired Woman/Man (N=18/50) is an Asst/Assoc/Full
 N Women Hired: Asst: $(0+0+0+0+0+1+0+1+0+0+0+2) = 1$ Rate(14/18)=0.7778
 Assoc: $(0+0+0+1+0+1+0+0+1+0+1+0) = 4$ Rate(4/18)=0.2222
 Full: $(1+0+0+0+0+0+1+0+0+1+0+0) = 0$ Rate(0/18)=0.0000
 N Men Hired: Asst: $(3+6+3+4+0+3+2+2+2+4+2+5) = 36$ Rate(36/50)=0.7200
 Assoc: $(0+0+0+1+1+0+0+1+1+0+2+2) = 8$ Rate(8/50)=0.1600
 Full: $(0+1+1+0+0+1+1+1+1+0+0+0) = 6$ Rate(6/50)=0.1200
 $(14+4+0+36+8+6) = 68$

Hiring Rate by Gender by Rank

** 3.15.18 We decided to use this one:

If the Department planned to hire 68 faculty, this is the probability that we would get this distribution of ranks/genders.

N Women Hired:	Asst:	$(0+0+0+0+0+1+0+1+0+0+0+2) = 1$	Rate($14/68$)=0.2059
	Assoc:	$(0+0+0+1+0+1+0+0+1+0+1+0) = 4$	Rate($4/68$)=0.0588
	Full:	$(1+0+0+0+0+0+1+0+0+1+0+0) = 0$	Rate($0/68$)=0.0000
N Men Hired:	Asst:	$(3+6+3+4+0+3+2+2+2+4+2+5) = 36$	Rate($36/68$)=0.5294
	Assoc:	$(0+0+0+1+1+0+0+1+1+0+2+2) = 8$	Rate($8/68$)=0.1176
	Full:	$(0+1+1+0+0+1+1+1+1+0+0+0) = 6$	Rate($6/68$)=0.0882
		$(14+4+0+36+8+6) = 68$	

TOTAL FACULTY PROMOTIONS, AVG/YR

Total N of promotions, Avg/Yr $(1+3+6+5+2+1+3+4+5+5+1+2) = 38$ Avg($38/12$)=3.1667

Promotions By Rank, Avg/Yr:

N of Asst Profs promoted:	$(1+1+2+1+0+1+2+3+3+2+1+2) = 19$	Avg($19/12$)=1.5833
N of Assoc Profs promoted:	$(0+2+4+4+2+0+1+1+2+3+0+0) = 19$	Avg($19/12$)=1.5833
	$(19+19) = 38$	

Promotions by Gender, Avg/Yr

N Women promoted:	$(0+0+1+0+2+0+1+2+1+2+1+0) = 10$	Avg($10/12$)=0.8333
N Men promoted:	$(1+3+5+5+0+1+2+2+4+3+0+2) = 28$	Avg($28/12$)=2.3333
	$(10+28) = 38$	

Promotions By Rank/By Gender, Avg/Yr

The probability that a promoted Asst/Assoc is a Woman or Man

N of Asst Profs promoted:

Women	$(0+0+0+0+0+0+1+1+1+1+0) = 5$	Avg($5/12$)= 0.4167
Men	$(1+1+2+1+0+1+1+2+2+1+0+2) = 14$	Avg($14/12$)=1.1667

N of Assoc Profs promoted:

Women	$(0+0+1+0+2+0+0+1+0+1+0+0) = 5$	Avg($5/12$)=0.4167
Men	$(0+2+3+4+0+0+1+0+2+2+0+0) = 14$	Avg($14/12$)=1.1667
	$(5+14+5+14) = 38$	

Promotions By Gender/By Rank, Avg/Yr

The probability that a promoted Woman/Man is an Asst/Assoc Prof

N Women promoted:

Asst Prof	$(0+0+0+0+0+0+1+1+1+1+0) = 5$	Avg($5/12$)=0.4167
Assoc Prof	$(0+0+1+0+2+0+0+1+0+1+0+0) = 5$	Avg($5/12$)=0.4167

N Men promoted:

Asst Prof	$(1+1+2+1+0+1+1+2+2+1+0+2) = 14$	Avg($14/12$)=1.1667
Assoc Prof	$(0+2+3+4+0+0+1+0+2+2+0+0) = 14$	Avg($14/12$)=1.1667
	$(5+5+14+14) = 38$	

PROMOTION RATES

Total Promotion Rates

The probability that a faculty member (N=1061) is promoted

Total N of promotions $(1+3+6+5+2+1+3+4+5+5+1+2) = 38$ Rate($38/1061$)=0.0358

Promotion Rates By Rank:

The probability that an Asst/Assoc Professor (N=263,193) is promoted

N of Asst Profs promoted: $(1+1+2+1+0+1+2+3+3+2+1+2) = 19$ Rate($19/263$)=0.0722

N of Assoc Profs promoted: $(0+2+4+4+2+0+1+1+2+3+0+0) = 19$ Rate($19/193$)=0.0984

$(19+19) = 38$

Promotion Rates by Gender:

Of all Women/Men (N=159,902), the probability that a Woman/Man is promoted

N Women promoted: $(0+0+1+0+2+0+1+2+1+2+1+0) = 10$ Rate($10/159$)=0.0629

N Men promoted: $(1+3+5+5+0+1+2+2+4+3+0+2) = 28$ Rate($28/902$)=0.0310

$(10+28) = 38$

Promotion Rates By Rank/By Gender

The probability that a promoted Asst/Assoc Professor (N=19,19) is a Woman/Man

N of Asst Profs promoted:

Women $(0+0+0+0+0+0+1+1+1+1+0) = 5$ Rate($5/19$)=0.2632

Men $(1+1+2+1+0+1+1+2+2+1+0+2) = 14$ Rate($14/19$)=0.7368

N of Assoc Profs promoted:

Women $(0+0+1+0+2+0+0+1+0+1+0+0) = 5$ Rate($5/19$)=0.2632

Men $(0+2+3+4+0+0+1+0+2+2+0+0) = 14$ Rate($14/19$)=0.7368

$(5+14+5+14) = 38$

Promotion Rates by Gender by Rank

The probability that a promoted Woman/Man (10,28) is an Asst/Assoc Prof

N Women promoted:

Asst $(0+0+0+0+0+0+1+1+1+1+0) = 5$ Rate($5/10$)=0.5000

Assoc $(0+0+1+0+2+0+0+1+0+1+0+0) = 5$ Rate($5/10$)=0.5000

N Men promoted:

Asst $(1+1+2+1+0+1+1+2+2+1+0+2) = 14$ Rate($14/28$)=0.5000

Assoc $(0+2+3+4+0+0+1+0+2+2+0+0) = 14$ Rate($14/28$)=0.5000

$(5+5+14+14) = 38$

**** I think this is the relevant rate because it allows you to address the question of whether Women Assts are more or less likely than Men Assts to get promoted, i.e. is there a tendency in one direction or the other? ****

Promotion Rates by Gender and Rank (N=65, 45)

If you're a Woman Assistant Professor (N=65), how likely are you to be promoted?

Out of the pool of Women Assistant Professors, what is the probability that one will get promoted?

N Women promoted:

Asst $(0+0+0+0+0+0+1+1+1+1+0) = 5$ Rate($5/65$)=0.0769

Assoc $(0+0+1+0+2+0+0+1+0+1+0+0) = 5$ Rate($5/45$)=0.1111

N Men promoted:

Asst $(1+1+2+1+0+1+1+2+2+1+0+2) = 14$ Rate($14/198$)=0.0707

Assoc $(0+2+3+4+0+0+1+0+2+2+0+0) = 14$ Rate($14/148$)=0.0946

$(5+5+14+14) = 38$

***** END PART 1 *****

***** START PART 2 *****

RAW DATA

COPIED FROM: AGSM FINAL (2004-05 THROUGH 2016-17) 2.24.18.DO

BASED ON DATA FROM: DATA FOR DEMOGRAPHIC INERTIA SIMULATION – UPDATED THROUGH 2016-17 (FROM HILARY 4.28.17).XLSX

ATTRITION

2005-06

Assistant: women=0 men=3	Total: 3
Associate: women=0 men=0	Total: 0
Full: women=1 men=2	Total: 3

2006-07

Assistant: women=0 men=0	Total: 0
Associate: women=0 men=1	Total: 1
Full: women=0 men=2	Total: 2

2007-08

Assistant: women=0 men=3	Total: 3
Associate: women=0 men=0	Total: 0
Full: women=0 men=1	Total: 1

2008-09

Assistant: women=0 men=0	Total: 0
Associate: women=0 men=0	Total: 0
Full: women=0 men=2	Total: 2

2009-10

Assistant: women=0 men=1	Total: 1
Associate: women=0 men=0	Total: 0
Full: women=0 men=0	Total: 0

2010-11

Assistant: women=1 men=0	Total: 1
Associate: women=0 men=0	Total: 0
Full: women=0 men=0	Total: 0

2011-012

Assistant: women=0 men=0	Total: 0
Associate: women=0 men=2	Total: 2
Full: women=1 men=3	Total: 4

2012-13

Assistant: women=1 men=3	Total: 4
Associate: women=0 men=1	Total: 1
Full: women=0 men=4	Total: 4

2013-14

Assistant: women=0 men=3	Total: 3
Associate: women=0 men=0	Total: 0
Full: women=0 men=2	Total: 2

2014-15

Assistant: women=0 men=2	Total: 2
Associate: women=0 men=2	Total: 2
Full: women=1 men=2	Total: 3

2015-16

Assistant: women=0 men=2	Total: 2
Associate: women=0 men=1	Total: 1
Full: women=0 men=4	Total: 4

2016-17

Assistant: women=2 men=0	Total: 2
Associate: women=0 men=0	Total: 0

Full: women=0 men=1 Total: 1

TOTAL FACULTY HIRING

* 2.24.18 All the hiring numbers in this section were checked
 * against the original raw data in "Data for Demographic Inertia
 * Simulation -- Updated through 2016-17 (from Hilary 4.28.17).xlsx"

* HIRES START HERE

2005-06

Assistant: women=0 men=3 Total: 3
 Associate: women=0 men=0 Total: 0
 Full: women=0 men=0 Total: 0

2006-07

Assistant: women=2 men=6 Total: 8
 Associate: women=0 men=0 Total: 0
 Full: women=0 men=1 Total: 1

2007-08

Assistant: women=0 men=3 Total: 3
 Associate: women=0 men=0 Total: 0
 Full: women=0 men=1 Total: 1

2008-09

Assistant: women=2 men=4 Total: 6
 Associate: women=1 men=1 Total: 2
 Full: women=0 men=0 Total: 0

2009-10

Assistant: women=1 men=0 Total: 1
 Associate: women=0 men=1 Total: 1
 Full: women=0 men=0 Total: 0

2010-11

Assistant: women=0 men=3 Total: 3
 Associate: women=1 men=0 Total: 1
 Full: women=0 men=1 Total: 1

2011-012

Assistant: women=0 men=2 Total: 2
 Associate: women=0 men=0 Total: 0
 Full: women=0 men=1 Total: 1

2012-13

Assistant: women=0 men=2 Total: 2
 Associate: women=0 men=1 Total: 1
 Full: women=0 men=1 Total: 1

2013-14

Assistant: women=2 men=2 Total: 4
 Associate: women=1 men=1 Total: 2
 Full: women=0 men=1 Total: 1

2014-15

Assistant: women=1 men=4 Total: 5
 Associate: women=0 men=0 Total: 0
 Full: women=0 men=0 Total: 0

2015-16

Assistant: women=3 men=2 Total: 5
 Associate: women=1 men=2 Total: 3
 Full: women=0 men=0 Total: 0

2016-17

Assistant: women=3 men=5 Total: 8
 Associate: women=0 men=2 Total: 2
 Full: women=0 men=0 Total: 0

Hiring Availability -- Women

Proportion of available women in 2005-06 = .294
 Proportion of available women in 2012-13 = .346
 Availability numbers come from Carli Straight (APO), 2012-13.
 Filename: AGSM Hires by Gender 2004-05 to 2013-14 (from Carli Straight
 APO) 12.30.13.docx

TOTAL FACULTY PROMOTIONS

- * Worksheet name: 2004-05 to 2012-13 (See rows 144-146)
- * Filename: AGSM Salaries 2004-05 to 2012-13 (Complete Analysis
 Extraneous Sheets Removed).xlsx
- * 2.23.18 All the Promotion Numbers in this Section Checked Against Numbers in:
- * "Data for Demographic Inertia Simulation - Updated through 2016-17 (from Hilary 4.28.17).xlsx"

PROMOTIONS - RAW DATA

2005-06

Assistant to Associate: women=0 men=1 Total: 1
 Associate to Full: women=0 men=0 Total: 0

2006-07

Assistant to Associate: women=0 men=1 Total: 1
 Associate to Full: women=0 men=2 Total: 2

2007-08

Assistant to Associate: women=0 men=2 Total: 2 Corrected from 2 men to 1 man 2.23.18
 Associate to Full: women=1 men=3 Total: 4 Corrected from 4 men to 1 woman, 3 men 2.23.18

2008-09

Assistant to Associate: women=0 men=1 Total: 1
 Associate to Full: women=0 men=4 Total: 4

2009-10

Assistant to Associate: women=0 men=0 Total: 0
 Associate to Full: women=2 men=0 Total: 2

2010-11

Assistant to Associate: women=0 men=1 Total: 1
 Associate to Full: women=0 men=0 Total: 0 Corrected from 1 woman to 0 women 2.23.18

2011-012

Assistant to Associate: women=1 men=1 Total: 2
 Associate to Full: women=0 men=1 Total: 1

2012-13

Assistant to Associate: women=1 men=2 Total: 3 Corrected from 2 women to 1 woman 2.23.18
 Associate to Full: women=1 men=0 Total: 1 Corrected from 0 women to 1 woman 2.23.18

2013-14

Assistant to Associate: women=1 men=2 Total: 3 Corrected from 1 man to 2 men 2.23.18
 Associate to Full: women=0 men=2 Total: 2

2014-15

Assistant to Associate: women=1 men=1 Total: 2
 Associate to Full: women=1 men=2 Total: 3

2015-16

Assistant to Associate: women=1 men=0 Total: 1
 Associate to Full: women=0 men=0 Total: 0

2016-17

Assistant to Associate: women=0 men=2 Total: 2
Associate to Full: women=0 men=0 Total: 0

