

Combined STSci/CSWA Survey Results

compiled by Jennifer L. Hoffman

online at www.grammai.org/astrowomen/stats/combined.html

This document presents the results of the 1992, 1999, and 2003 CSWA surveys sorted by institution. The data shown here represent *combined* "faculty" and "research" personnel at each professorial rank. In cases of joint physics and astronomy departments, we asked for data representing astronomers only. Raw data are available at the survey results page (<http://grammai.org/astrowomen/stats/>); please contact me (jhoffman@astro.berkeley.edu) with any questions or comments.

Boston University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	25	83.3	5	16.7	16	66.7	8	33.3	11	50.0	11	50.0	
Postdocs	1	100.0	0	0.0	3	75.0	1	25.0	12	70.6	5	29.4	
Asst Profs	3	100.0	0	0.0	4	50.0	4	50.0	3	60.0	2	40.0	
Assoc Profs	2	100.0	0	0.0	4	100.0	0	0.0	1	50.0	1	50.0	
Full Profs	7	100.0	0	0.0	10	90.9	1	9.1	15	88.2	2	11.8	
TotPhD	13	100.0	0	0.0	21	77.8	6	22.2	31	75.6	10	24.4	

California Institute of Technology, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	24	77.4	7	22.6	15	78.9	4	21.1	23	67.6	11	32.4	
Postdocs	20	87.0	3	13.0	16	69.6	7	30.4	48	81.4	11	18.6	
Asst Profs	2	100.0	0	0.0	6	100.0	0	0.0	1	50.0	1	50.0	
Assoc Profs	7	100.0	0	0.0	1	100.0	0	0.0	1	50.0	1	50.0	
Full Profs	12	85.7	2	14.3	10	83.3	2	16.7	23	92.0	2	8.0	
TotPhD	41	89.1	5	10.9	33	78.6	9	21.4	73	83.0	15	17.0	

Case Western Reserve University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	1	50.0	1	50.0	1	100.0	0	0.0	1	100.0	0	0.0	
Postdocs	1	100.0	0	0.0	1	50.0	1	50.0	2	50.0	2	50.0	
Asst Profs	1	100.0	0	0.0	1	50.0	1	50.0	0		0		
Assoc Profs	1	100.0	0	0.0	0		0		1	50.0	1	50.0	
Full Profs	2	100.0	0	0.0	1	100.0	0	0.0	1	100.0	0	0.0	
TotPhD	5	100.0	0	0.0	3	60.0	2	40.0	4	57.1	3	42.9	

Columbia University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	15	68.2	7	31.8	17	77.3	5	22.7	23	71.9	9	28.1	
Postdocs	8	100.0	0	0.0	7	100.0	0	0.0	11	100.0	0	0.0	
Asst Profs	4	66.7	2	33.3	5	62.5	3	37.5	4	57.1	3	42.9	
Assoc Profs	2	66.7	1	33.3	5	83.3	1	16.7	6	85.7	1	14.3	
Full Profs	7	100.0	0	0.0	9	90.0	1	10.0	11	78.6	3	21.4	
TotPhD	21	87.5	3	12.5	26	83.9	5	16.1	32	82.1	7	17.9	

Cornell University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	27	90.0	3	10.0	19	63.3	11	36.7	20	69.0	9	31.0	
Postdocs	24	96.0	1	4.0	20	76.9	6	23.1	31	77.5	9	22.5	
Asst Profs	2	100.0	0	0.0	4	100.0	0	0.0	1	100.0	0	0.0	
Assoc Profs	4	100.0	0	0.0	2	100.0	0	0.0	2	100.0	0	0.0	
Full Profs	13	92.9	1	7.1	16	94.1	1	5.9	19	95.0	1	5.0	
TotPhD	43	95.6	2	4.4	42	85.7	7	14.3	53	84.1	10	15.9	

Harvard University, Department of Astronomy (part of the Harvard-Smithsonian Center for Astrophysics)														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	27	81.8	6	18.2		28	80.0	7	20.0		31	75.6	10	24.4
Postdocs	0		0			10	90.9	1	9.1		14	82.4	3	17.6
Asst Profs	1	50.0	1	50.0		1	100.0	0	0.0		2	100.0	0	0.0
Assoc Profs	1	100.0	0	0.0		1	50.0	1	50.0		2	100.0	0	0.0
Full Profs	16	94.1	1	5.9		16	94.1	1	5.9		12	92.3	1	7.7
TotPhD	18	90.0	2	10.0		28	90.3	3	9.7		30	88.2	4	11.8

Note: In the 2003 data, 7 male full professors associated with both Harvard and SAO are also included in the count for SAO, while one female assistant professor is also counted at the University of Colorado.

Indiana University, Department of Astronomy														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	16	88.9	2	11.1		11	91.7	1	8.3		11	78.6	3	21.4
Postdocs	0		0			2	100.0	0	0.0		0		0	
Asst Profs	0		0			2	100.0	0	0.0		1	50.0	1	50.0
Assoc Profs	2	66.7	1	33.3		0		0			0		0	
Full Profs	4	100.0	0	0.0		4	80.0	1	20.0		4	66.7	2	33.3
TotPhD	6	85.7	1	14.3		8	88.9	1	11.1		5	62.5	3	37.5

Johns Hopkins University, Department of Physics and Astronomy														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	0		0			26	66.7	13	33.3		25	65.8	13	34.2
Postdocs	9	100.0	0	0.0		10	66.7	5	33.3		11	68.8	5	31.3
Asst Profs	1	100.0	0	0.0		10	76.9	3	23.1		1	100.0	0	0.0
Assoc Profs	0	0.0	1	100.0		11	100.0	0	0.0		0		0	
Full Profs	8	100.0	0	0.0		14	93.3	1	6.7		12	92.3	1	7.7
TotPhD	18	94.7	1	5.3		45	83.3	9	16.7		24	80.0	6	20.0

Louisiana State University, Department of Physics and Astronomy														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	8	100.0	0	0.0		48	82.8	10	17.2		8	61.5	5	38.5
Postdocs	2	100.0	0	0.0		23	88.5	3	11.5		12	100.0	0	0.0
Asst Profs	0		0			0	0.0	5	100.0		2	66.7	1	33.3
Assoc Profs	2	100.0	0	0.0		0	0.0	4	100.0		1	100.0	0	0.0
Full Profs	6	100.0	0	0.0		27	100.0	0	0.0		10	100.0	0	0.0
TotPhD	10	100.0	0	0.0		50	80.6	12	19.4		25	96.2	1	3.8

Note: 1999 data appear to be for the entire department, rather than for astronomers only; thus, they are probably not comparable with the 1992 and 2003 data.

Massachusetts Institute of Technology, Department of Physics														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	42	79.2	11	20.8		31	91.2	3	8.8		26	81.3	6	18.8
Postdocs	3	75.0	1	25.0		10	90.9	1	9.1		17	68.0	8	32.0
Asst Profs	2	50.0	2	50.0		20	87.0	3	13.0		13	86.7	2	13.3
Assoc Profs	2	100.0	0	0.0		8	88.9	1	11.1		2	100.0	0	0.0
Full Profs	19	95.0	1	5.0		13	100.0	0	0.0		8	88.9	1	11.1
TotPhD	26	86.7	4	13.3		51	91.1	5	8.9		40	78.4	11	21.6

National Optical Astronomy Observatory													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	0	0.0	2	100.0	0		0		0		0		
Postdocs	9	81.8	2	18.2	14	73.7	5	26.3	8	88.9	1	11.1	
Asst Profs	3	100.0	0	0.0	16	94.1	1	5.9	1	50.0	1	50.0	
Assoc Profs	1	100.0	0	0.0	17	100.0	0	0.0	10	90.9	1	9.1	
Full Profs	19	95.0	1	5.0	32	91.4	3	8.6	24	96.0	1	4.0	
TotPhD	32	91.4	3	8.6	79	89.8	9	10.2	43	91.5	4	8.5	

Northwestern University, Department of Physics and Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	4	57.1	3	42.9	4	66.7	2	33.3	5	71.4	2	28.6	
Postdocs	7	87.5	1	12.5	3	75.0	1	25.0	4	80.0	1	20.0	
Asst Profs	4	100.0	0	0.0	2	100.0	0	0.0	1	50.0	1	50.0	
Assoc Profs	0		0		3	100.0	0	0.0	2	100.0	0	0.0	
Full Profs	2	100.0	0	0.0	2	100.0	0	0.0	4	100.0	0	0.0	
TotPhD	13	92.9	1	7.1	10	90.9	1	9.1	11	84.6	2	15.4	

National Radio Astronomy Observatory													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	6	75.0	2	25.0	6	75.0	2	25.0	4	100.0	0	0.0	
Postdocs	13	100.0	0	0.0	10	76.9	3	23.1	7	63.6	4	36.4	
Asst Profs	11	100.0	0	0.0	15	88.2	2	11.8	5	71.4	2	28.6	
Assoc Profs	8	88.9	1	11.1	15	100.0	0	0.0	7	77.8	2	22.2	
Full Profs	42	100.0	0	0.0	34	97.1	1	2.9	38	97.4	1	2.6	
TotPhD	74	98.7	1	1.3	74	92.5	6	7.5	57	86.4	9	13.6	

The Ohio State University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	11	78.6	3	21.4	15	83.3	3	16.7	18	81.8	4	18.2	
Postdocs	4	80.0	1	20.0	3	60.0	2	40.0	2	66.7	1	33.3	
Asst Profs	4	66.7	2	33.3	1	100.0	0	0.0	1	50.0	1	50.0	
Assoc Profs	1	100.0	0	0.0	5	71.4	2	28.6	3	60.0	2	40.0	
Full Profs	5	100.0	0	0.0	7	100.0	0	0.0	13	92.9	1	7.1	
TotPhD	14	82.4	3	17.6	16	80.0	4	20.0	19	79.2	5	20.8	

The Pennsylvania State University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	15	65.2	8	34.8	11	61.1	7	38.9	18	75.0	6	25.0	
Postdocs	7	87.5	1	12.5	7	70.0	3	30.0	19	79.2	5	20.8	
Asst Profs	3	75.0	1	25.0	4	100.0	0	0.0	5	100.0	0	0.0	
Assoc Profs	4	100.0	0	0.0	4	80.0	1	20.0	4	80.0	1	20.0	
Full Profs	9	81.8	2	18.2	9	100.0	0	0.0	12	92.3	1	7.7	
TotPhD	23	85.2	4	14.8	24	85.7	4	14.3	40	85.1	7	14.9	

Princeton University, Department of Astrophysical Sciences														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	14	73.7	5	26.3		14	77.8	4	22.2		12	75.0	4	25.0
Postdocs	3	50.0	3	50.0		10	90.9	1	9.1		8	72.7	3	27.3
Asst Profs	0		0			1	100.0	0	0.0		4	100.0	0	0.0
Assoc Profs	2	100.0	0	0.0		1	100.0	0	0.0		2	100.0	0	0.0
Full Profs	7	77.8	2	22.2		11	84.6	2	15.4		12	85.7	2	14.3
TotPhD	12	70.6	5	29.4		23	88.5	3	11.5		26	83.9	5	16.1

Purdue University, Department of Physics														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	3	75.0	1	25.0		0		0			81	82.7	17	17.3
Postdocs	2	100.0	0	0.0		0		0			11	100.0	0	0.0
Asst Profs	0		0			0		0			5	100.0	0	0.0
Assoc Profs	0		0			0		0			3	100.0	0	0.0
Full Profs	4	100.0	0	0.0		1	100.0	0	0.0		34	94.4	2	5.6
TotPhD	6	100.0	0	0.0		1	100.0	0	0.0		53	96.4	2	3.6

Note: 2003 data are for the entire department, rather than for astronomers only; thus, they are not comparable with the 1992 and 1999 data.

Rice University, Department of Physics and Astronomy														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	30	76.9	9	23.1		20	74.1	7	25.9		24	92.3	2	7.7
Postdocs	5	83.3	1	16.7		4	100.0	0	0.0		3	75.0	1	25.0
Asst Profs	0		0			3	100.0	0	0.0		9	100.0	0	0.0
Assoc Profs	1	100.0	0	0.0		0		0			3	100.0	0	0.0
Full Profs	11	91.7	1	8.3		13	92.9	1	7.1		5	83.3	1	16.7
TotPhD	17	89.5	2	10.5		20	95.2	1	4.8		20	90.9	2	9.1

Note: In 1992 and 1999, Rice had a separate astronomy department, to which those data refer; Astronomy merged with Physics in 2003.

Smithsonian Astrophysical Observatory (part of the Harvard-Smithsonian Center for Astrophysics)														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	0		0			42	77.8	12	22.2		9	75.0	3	25.0
Postdocs	38	76.0	12	24.0		50	82.0	11	18.0		91	79.8	23	20.2
Asst Profs	39	83.0	8	17.0		51	85.0	9	15.0		34	97.1	1	2.9
Assoc Profs	37	92.5	3	7.5		55	88.7	7	11.3		40	76.9	12	23.1
Full Profs	25	89.3	3	10.7		56	90.3	6	9.7		72	88.9	9	11.1
TotPhD	139	84.2	26	15.8		212	86.5	33	13.5		237	84.0	45	16.0

Note: In the 2003 data, "Grad Students" = Predoctoral Fellows; "Postdocs" = SAO Postdoctoral Fellows and Visiting Scientists + Federal and Trust employees at grades 11 and 12; "Asst Profs" = Federal and Trust employees at grade 13; "Assoc Profs" = Federal and Trust employees at grade 14; "Full Profs" = Trust Employees at grades 15 and IL + Federal Employees at grades 15, SL, and EX.

Note also that in the 2003 data, 7 male full professors affiliated with both Harvard and SAO are also included in the count for Harvard, while one male graduate student is also counted at the University of Virginia.

Stony Brook University, Department of Physics and Astronomy														
	1992					1999					2003			
	Men	%	Women	%		Men	%	Women	%		Men	%	Women	%
Grad Stds	15	71.4	6	28.6		8	66.7	4	33.3		5	71.4	2	28.6
Postdocs	2	100.0	0	0.0		4	80.0	1	20.0		0	0.0	1	100.0
Asst Profs	0	0.0	1	100.0		2	100.0	0	0.0		2	100.0	0	0.0
Assoc Profs	0		0			2	100.0	0	0.0		1	100.0	0	0.0
Full Profs	7	100.0	0	0.0		4	80.0	1	20.0		6	100.0	0	0.0
TotPhD	9	90.0	1	10.0		12	85.7	2	14.3		9	90.0	1	10.0

Space Telescope Science Institute													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	4	66.7	2	33.3	0		0		0		0		
Postdocs	21	75.0	7	25.0	11	68.8	5	31.3	25	75.8	8	24.2	
Asst Profs	22	75.9	7	24.1	15	83.3	3	16.7	9	75.0	3	25.0	
Assoc Profs	28	90.3	3	9.7	24	77.4	7	22.6	20	83.3	4	16.7	
Full Profs	34	97.1	1	2.9	26	96.3	1	3.7	34	94.4	2	5.6	
TotPhD	105	85.4	18	14.6	76	82.6	16	17.4	88	83.8	17	16.2	

Note: Counts in all years represent employees of the Association of Universities for Research in Astronomy (AURA) only and exclude those employed by the European Space Agency (ESA).

University of Arizona, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	20	66.7	10	33.3	17	60.7	11	39.3	21	48.8	22	51.2	
Postdocs	11	78.6	3	21.4	11	73.3	4	26.7	15	78.9	4	21.1	
Asst Profs	0	0.0	1	100.0	9	81.8	2	18.2	5	83.3	1	16.7	
Assoc Profs	8	88.9	1	11.1	8	80.0	2	20.0	8	100.0	0	0.0	
Full Profs	13	92.9	1	7.1	27	96.4	1	3.6	15	83.3	3	16.7	
TotPhD	32	84.2	6	15.8	55	85.9	9	14.1	43	84.3	8	15.7	

University of California at Berkeley, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	24	77.4	7	22.6	21	72.4	8	27.6	25	78.1	7	21.9	
Postdocs	13	81.3	3	18.8	18	78.3	5	21.7	11	84.6	2	15.4	
Asst Profs	1	100.0	0	0.0	2	100.0	0	0.0	9	90.0	1	10.0	
Assoc Profs	2	66.7	1	33.3	1	100.0	0	0.0	1	50.0	1	50.0	
Full Profs	12	100.0	0	0.0	14	93.3	1	6.7	15	93.8	1	6.3	
TotPhD	28	87.5	4	12.5	35	85.4	6	14.6	36	87.8	5	12.2	

University of California at Los Angeles, Department of Physics and Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	15	71.4	6	28.6	18	62.1	11	37.9	12	52.2	11	47.8	
Postdocs	0		0		2	40.0	3	60.0	8	80.0	2	20.0	
Asst Profs	4	80.0	1	20.0	1	100.0	0	0.0	3	75.0	1	25.0	
Assoc Profs	0		0		1	50.0	1	50.0	3	100.0	0	0.0	
Full Profs	7	100.0	0	0.0	9	81.8	2	18.2	16	88.9	2	11.1	
TotPhD	11	91.7	1	8.3	13	68.4	6	31.6	30	85.7	5	14.3	

University of California at Santa Cruz, Department of Astronomy and Astrophysics													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	24	80.0	6	20.0	19	59.4	13	40.6	15	65.2	8	34.8	
Postdocs	9	90.0	1	10.0	14	82.4	3	17.6	12	75.0	4	25.0	
Asst Profs	2	100.0	0	0.0	0		0		2	100.0	0	0.0	
Assoc Profs	1	50.0	1	50.0	5	100.0	0	0.0	1	100.0	0	0.0	
Full Profs	17	94.4	1	5.6	16	88.9	2	11.1	17	85.0	3	15.0	
TotPhD	29	90.6	3	9.4	35	87.5	5	12.5	32	82.1	7	17.9	

University of Chicago, Department of Astronomy and Astrophysics													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	30	76.9	9	23.1	29	78.4	8	21.6	21	77.8	6	22.2	
Postdocs	20	80.0	5	20.0	23	74.2	8	25.8	13	81.3	3	18.8	
Asst Profs	2	100.0	0	0.0	1	50.0	1	50.0	13	86.7	2	13.3	
Assoc Profs	13	100.0	0	0.0	4	100.0	0	0.0	10	71.4	4	28.6	
Full Profs	20	100.0	0	0.0	17	100.0	0	0.0	42	95.5	2	4.5	
TotPhD	55	91.7	5	8.3	45	83.3	9	16.7	78	87.6	11	12.4	

Note: Differences between numbers of professors in 2003 and previous years suggest that the 2003 data may not represent the same categorization of professors as the 1992 and 1999 data.

University of Colorado, Department of Astrophysical and Planetary Sciences													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds					36	75.0	12	25.0	30	71.4	12	28.6	
Postdocs					10	76.9	3	23.1	19	73.1	7	26.9	
Asst Profs					3	75.0	1	25.0	5	83.3	1	16.7	
Assoc Profs					4	66.7	2	33.3	5	83.3	1	16.7	
Full Profs					17	94.4	1	5.6	14	93.3	1	6.7	
TotPhD					34	82.9	7	17.1	43	81.1	10	18.9	

Note: In the 2003 data, one female assistant professor is also counted at Harvard.

University of Hawaii at Manoa, Institute for Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds									21	63.6	12	36.4	
Postdocs									8	72.7	3	27.3	
Asst Profs									6	85.7	1	14.3	
Assoc Profs									9	90.0	1	10.0	
Full Profs									27	87.1	4	12.9	
TotPhD									50	84.7	9	15.3	

Note: "2003" data represent the 2003-04 academic year.

University of Illinois at Urbana-Champaign, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	19	76.0	6	24.0	16	69.6	7	30.4	19	67.9	9	32.1	
Postdocs	9	90.0	1	10.0	6	85.7	1	14.3	8	100.0	0	0.0	
Asst Profs	1	50.0	1	50.0	4	57.1	3	42.9	7	100.0	0	0.0	
Assoc Profs	2	50.0	2	50.0	4	66.7	2	33.3	1	100.0	0	0.0	
Full Profs	17	94.4	1	5.6	14	87.5	2	12.5	6	85.7	1	14.3	
TotPhD	29	85.3	5	14.7	28	77.8	8	22.2	22	95.7	1	4.3	

Note: Differences between numbers of professors in 2003 and previous years suggest that the 2003 data may not represent the same categorization of professors as the 1992 and 1999 data.

The University of Iowa, Department of Physics and Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	9	81.8	2	18.2	9	100.0	0	0.0	6	85.7	1	14.3	
Postdocs	0		0		0		0		2	100.0	0	0.0	
Asst Profs	1	100.0	0	0.0	1	100.0	0	0.0	2	66.7	1	33.3	
Assoc Profs	0		0		0		0		0		0		
Full Profs	4	100.0	0	0.0	3	100.0	0	0.0	2	100.0	0	0.0	
TotPhD	5	100.0	0	0.0	4	100.0	0	0.0	6	85.7	1	14.3	

University of Maryland College Park, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	25	73.5	9	26.5	24	72.7	9	27.3	18	58.1	13	41.9	
Postdocs	18	78.3	5	21.7	21	87.5	3	12.5	20	90.9	2	9.1	
Asst Profs	2	100.0	0	0.0	9	81.8	2	18.2	13	100.0	0	0.0	
Assoc Profs	2	100.0	0	0.0	11	100.0	0	0.0	8	66.7	4	33.3	
Full Profs	9	100.0	0	0.0	9	90.0	1	10.0	12	100.0	0	0.0	
TotPhD	31	86.1	5	13.9	50	89.3	6	10.7	53	89.8	6	10.2	

University of Massachusetts, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	16	61.5	10	38.5	13	76.5	4	23.5	17	81.0	4	19.0	
Postdocs	6	66.7	3	33.3	12	92.3	1	7.7	10	76.9	3	23.1	
Asst Profs	3	100.0	0	0.0	4	100.0	0	0.0	5	100.0	0	0.0	
Assoc Profs	3	75.0	1	25.0	6	85.7	1	14.3	4	100.0	0	0.0	
Full Profs	8	88.9	1	11.1	9	90.0	1	10.0	8	88.9	1	11.1	
TotPhD	20	80.0	5	20.0	31	91.2	3	8.8	27	87.1	4	12.9	

University of Minnesota, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	11	61.1	7	38.9	14	70.0	6	30.0	18	85.7	3	14.3	
Postdocs	4	80.0	1	20.0	3	100.0	0	0.0	1	50.0	1	50.0	
Asst Profs	1	100.0	0	0.0	4	100.0	0	0.0	1	50.0	1	50.0	
Assoc Profs	0		0		3	100.0	0	0.0	1	100.0	0	0.0	
Full Profs	9	90.0	1	10.0	9	90.0	1	10.0	11	91.7	1	8.3	
TotPhD	14	87.5	2	12.5	19	95.0	1	5.0	14	82.4	3	17.6	

The University of New Mexico, Department of Physics and Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	22	81.5	5	18.5					6	75.0	2	25.0	
Postdocs	3	100.0	0	0.0					0		0		
Asst Profs	4	100.0	0	0.0					1	100.0	0	0.0	
Assoc Profs	0		0						1	50.0	1	50.0	
Full Profs	6	85.7	1	14.3					7	100.0	0	0.0	
TotPhD	13	92.9	1	7.1					9	90.0	1	10.0	

The University of Texas at Austin, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	45	90.0	5	10.0	10	50.0	10	50.0	24	53.3	21	46.7	
Postdocs	16	76.2	5	23.8	6	100.0	0	0.0	8	80.0	2	20.0	
Asst Profs	13	92.9	1	7.1	5	83.3	1	16.7	12	92.3	1	7.7	
Assoc Profs	7	87.5	1	12.5	12	75.0	4	25.0	0	0.0	1	100.0	
Full Profs	15	100.0	0	0.0	24	100.0	0	0.0	22	91.7	2	8.3	
TotPhD	51	87.9	7	12.1	47	90.4	5	9.6	42	87.5	6	12.5	

University of Virginia, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	17	89.5	2	10.5	17	85.0	3	15.0	17	85.0	3	15.0	
Postdocs	4	100.0	0	0.0	3	75.0	1	25.0	6	66.7	3	33.3	
Asst Profs	1	50.0	1	50.0	3	100.0	0	0.0	3	60.0	2	40.0	
Assoc Profs	6	100.0	0	0.0	2	66.7	1	33.3	2	100.0	0	0.0	
Full Profs	7	100.0	0	0.0	9	100.0	0	0.0	12	92.3	1	7.7	
TotPhD	18	94.7	1	5.3	17	89.5	2	10.5	23	79.3	6	20.7	

University of Washington, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	19	86.4	3	13.6	16	66.7	8	33.3	15	71.4	6	28.6	
Postdocs	0	0.0	1	100.0	7	87.5	1	12.5	4	66.7	2	33.3	
Asst Profs	3	100.0	0	0.0	1	50.0	1	50.0	1	50.0	1	50.0	
Assoc Profs	1	100.0	0	0.0	1	100.0	0	0.0	1	50.0	1	50.0	
Full Profs	8	80.0	2	20.0	10	90.9	1	9.1	8	80.0	2	20.0	
TotPhD	12	80.0	3	20.0	19	86.4	3	13.6	14	70.0	6	30.0	

University of Wisconsin, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds	19	76.0	6	24.0	15	78.9	4	21.1	11	61.1	7	38.9	
Postdocs	9	81.8	2	18.2	5	100.0	0	0.0	11	73.3	4	26.7	
Asst Profs	0		0		2	100.0	0	0.0	1	50.0	1	50.0	
Assoc Profs	2	66.7	1	33.3	0		0		3	100.0	0	0.0	
Full Profs	10	100.0	0	0.0	9	90.0	1	10.0	9	81.8	2	18.2	
TotPhD	21	87.5	3	12.5	16	94.1	1	5.9	24	77.4	7	22.6	

Yale University, Department of Astronomy													
	1992				1999				2003				
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%	
Grad Stds									9	64.3	5	35.7	
Postdocs									4	50.0	4	50.0	
Asst Profs									6	75.0	2	25.0	
Assoc Profs									1	100.0	0	0.0	
Full Profs									10	90.9	1	9.1	
TotPhD									21	75.0	7	25.0	