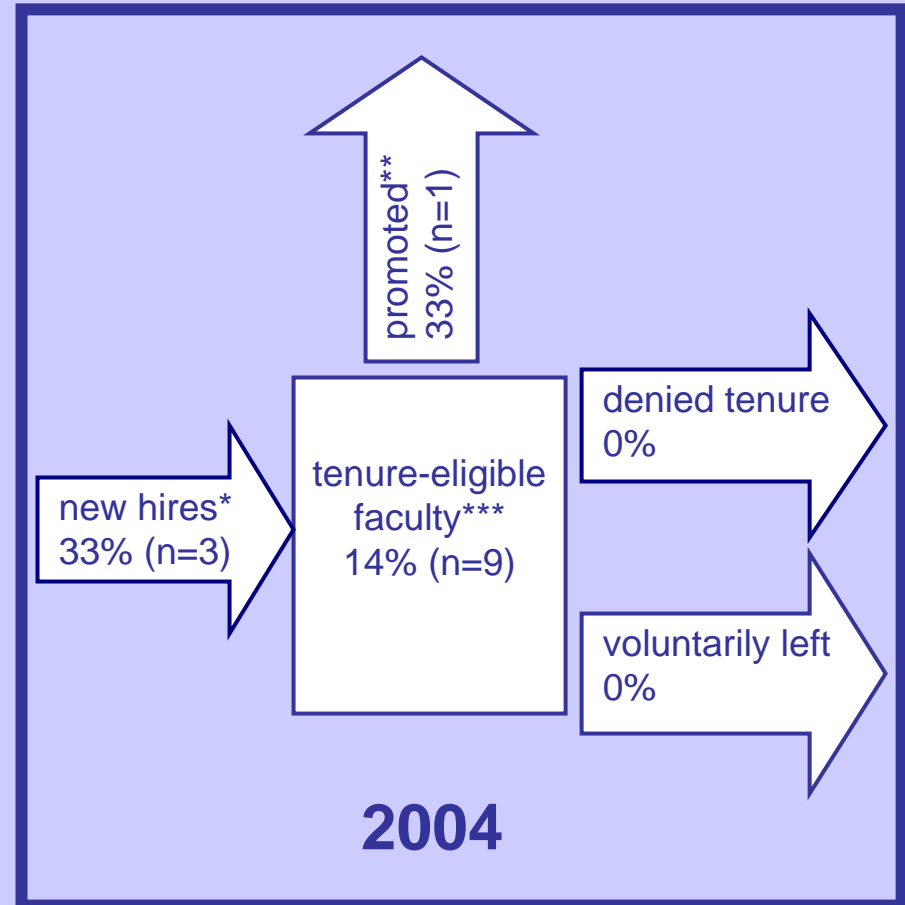
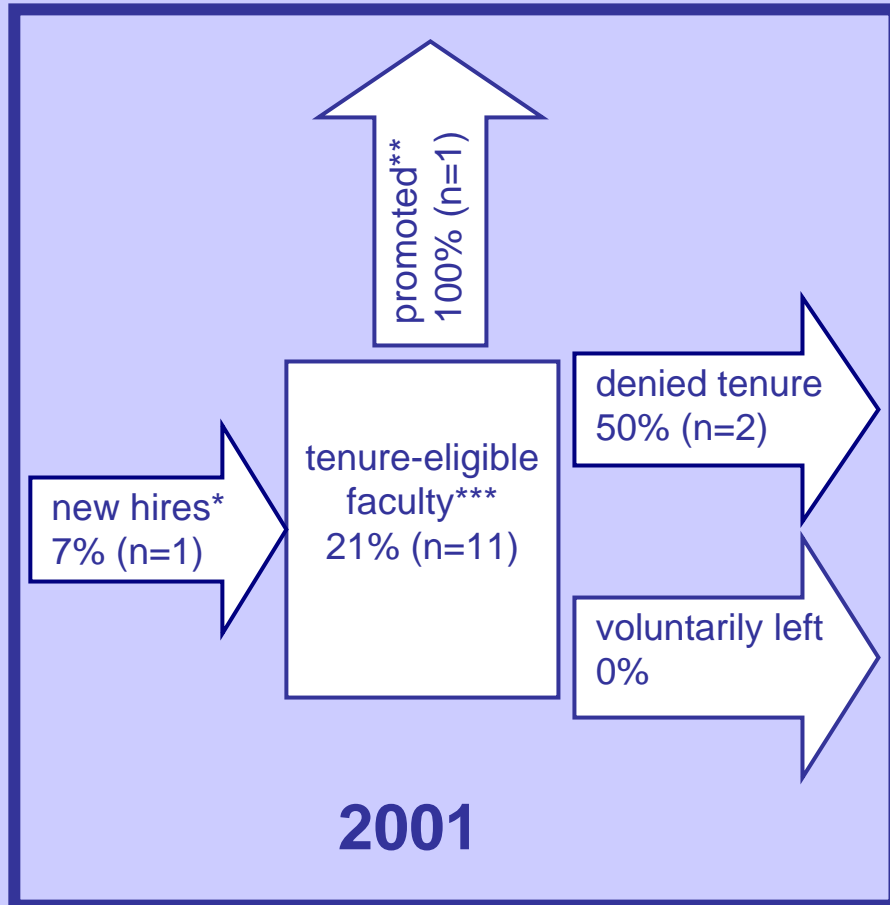


UM COE: Resources for Institutional Transformation

- Dean's commitment (and associate dean's) to the issue
- Standing Dean's Advisory Committee on Women's Issues
- Faculty Enhancement Fund
- New family-friendly policies
- 3 CoE STRIDE committee members (including assoc. dean)
- Recent appt of woman as "virtual chair"
- Shift in receptivity to issues

	COE: % Women All New Hires	COE: % Women Tenure-eligible Faculty
2001	15%	21%
2002	22%	17%
2003	29%	16%
2004	36%	14%

UM COE: Percent of Women in Tenure-eligible Faculty

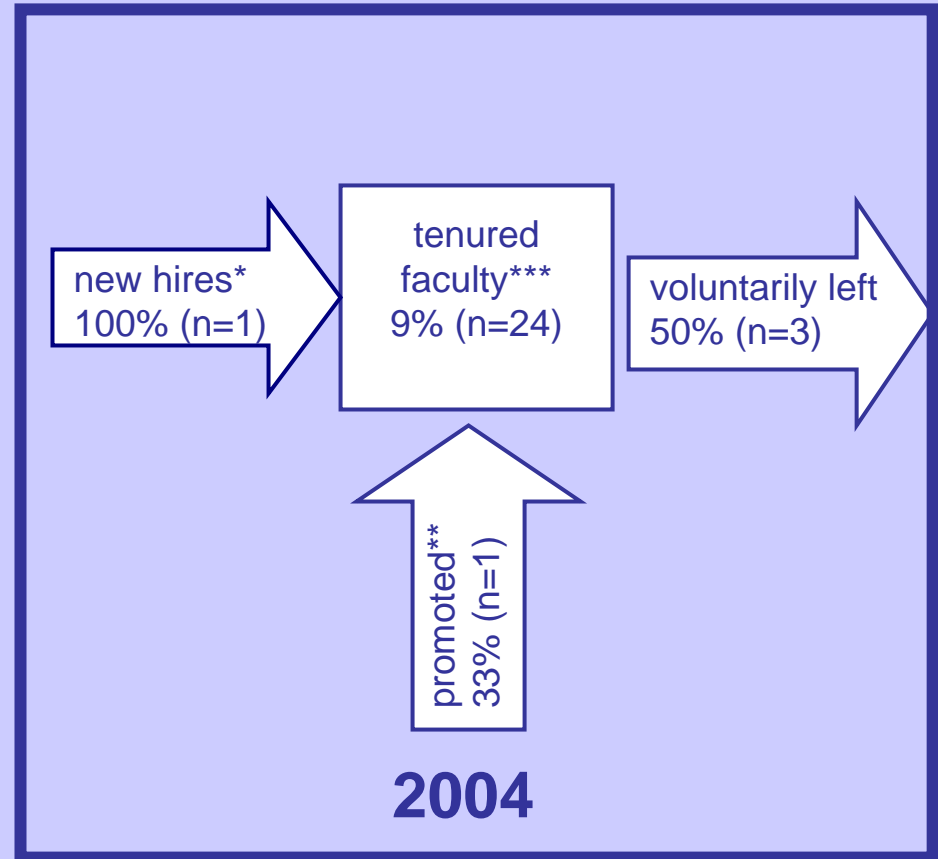
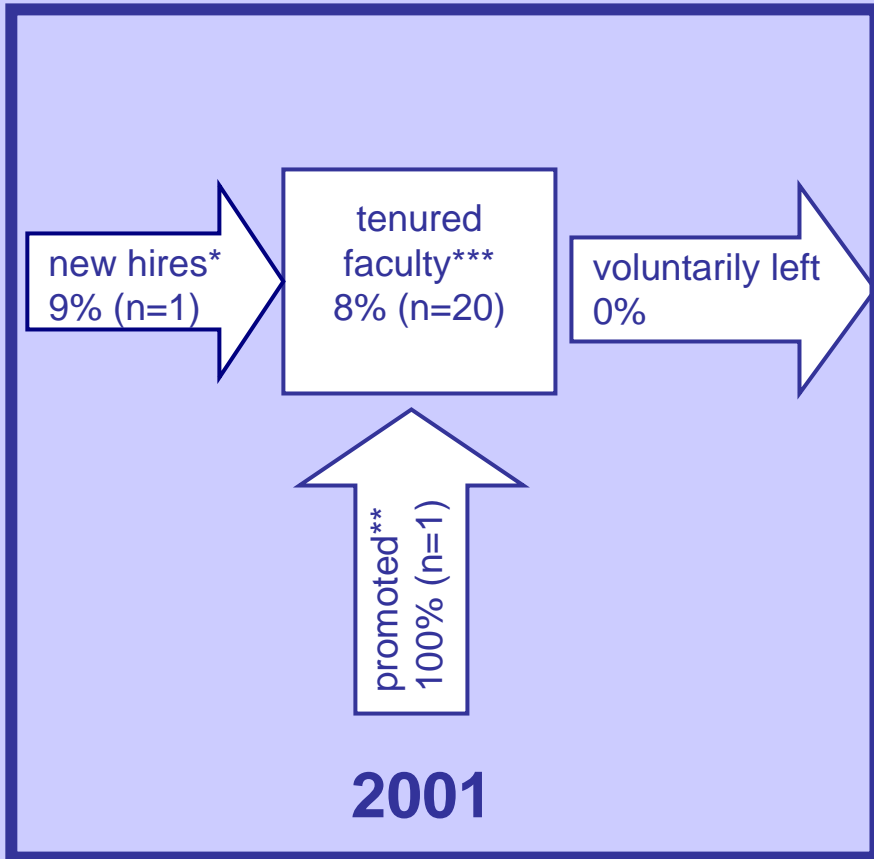


*hired without tenure

**promotion from assistant to associate professor

***faculty at the rank of assistant professor

UM COE: Percent of Women in Tenured Faculty



*hired without tenure

**promotion from assistant to associate professor

***faculty at the rank of assistant professor