

Table 2

**BOWLING GREEN STATE UNIVERSITY
OFFICE OF INSTITUTIONAL RESEARCH**

**FALL 1993 FULL-TIME FACULTY FLOW MODEL
New Tenure-Track Associate Professors
Overall and by Gender, Ethnicity, and College**

| | | OVERALL | GENDER | | ETHNICITY | COLLEGE | |
|-----------|--------------------------|---------|----------|--------|--------------|---------|-------|
| | | | a. Women | b. Men | f. CAUCASIAN | A&S* | BA* |
| Fall 1993 | EMPLOYMENT STATUS | | | | | | |
| | Employed | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | TENURE STATUS | | | | | | |
| | b. On Tenure Track | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Fall 1994 | EMPLOYMENT STATUS | | | | | | |
| | a.Continued | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | TENURE STATUS | | | | | | |
| | b. On Tenure Track | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Fall 1995 | EMPLOYMENT STATUS | | | | | | |
| | a.Continued | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | TENURE STATUS | | | | | | |
| | b. On Tenure Track | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Fall 1996 | EMPLOYMENT STATUS | | | | | | |
| | a.Continued | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | TENURE STATUS | | | | | | |
| | a. Tenured | N 1 | 1 | . | 1 | . | 1 |
| | | % 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | N 1 | . | 1 | 1 | 1 | . | |
| | % 50.0 | . | 100.0 | 50.0 | 100.0 | . | |
| Fall 1997 | EMPLOYMENT STATUS | | | | | | |
| | a.Continued | N 2 | 1 | 1 | 2 | 1 | 1 |
| | | % 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | TENURE STATUS | | | | | | |
| | a. Tenured | N 1 | 1 | . | 1 | . | 1 |
| | | % 100.0 | 100.0 | . | 100.0 | . | 100.0 |

| | | | | | | | | |
|------------------|------------------------------|----------|-------|-------|-------|-------|-------|-------|
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | b. On Tenure Track | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | RANK STATUS | | | | | | | |
| | b.Associate Professor | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Fall 1998 | EMPLOYMENT STATUS | | | | | | | |
| | a.Continued | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | b.Associate Professor | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Fall 1999 | EMPLOYMENT STATUS | | | | | | | |
| | a.Continued | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | b.Associate Professor | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Fall 2000 | EMPLOYMENT STATUS | | | | | | | |
| | a.Continued | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | a.Full Professor | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | b.Associate Professor | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| Fall 2001 | EMPLOYMENT STATUS | | | | | | | |
| | b.Cont/Fac Imprvmt Lv | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | a.Full Professor | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |

| | | | | | | | | |
|------------------|------------------------------|------------------------------|----------|-------|-------|-------|-------|-------|
| | b.Associate Professor | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| Fall 2002 | EMPLOYMENT STATUS | | | | | | | |
| | a.Continued | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | a.Full Professor | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | | b.Associate Professor | N | 1 | 1 | . | 1 | . |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| Fall 2003 | EMPLOYMENT STATUS | | | | | | | |
| | a.Continued | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | a.Full Professor | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | | b.Associate Professor | N | 1 | 1 | . | 1 | . |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| Fall 2004 | EMPLOYMENT STATUS | | | | | | | |
| | a.Continued | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | f.Resigned/Terminated | N | 1 | 1 | . | 1 | . | 1 |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |
| | TENURE STATUS | | | | | | | |
| | a. Tenured | N | 2 | 1 | 1 | 2 | 1 | 1 |
| | | % | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | RANK STATUS | | | | | | | |
| | a.Full Professor | N | 1 | . | 1 | 1 | 1 | . |
| | | % | 50.0 | . | 100.0 | 50.0 | 100.0 | . |
| | | b.Associate Professor | N | 1 | 1 | . | 1 | . |
| | | % | 50.0 | 100.0 | . | 50.0 | . | 100.0 |