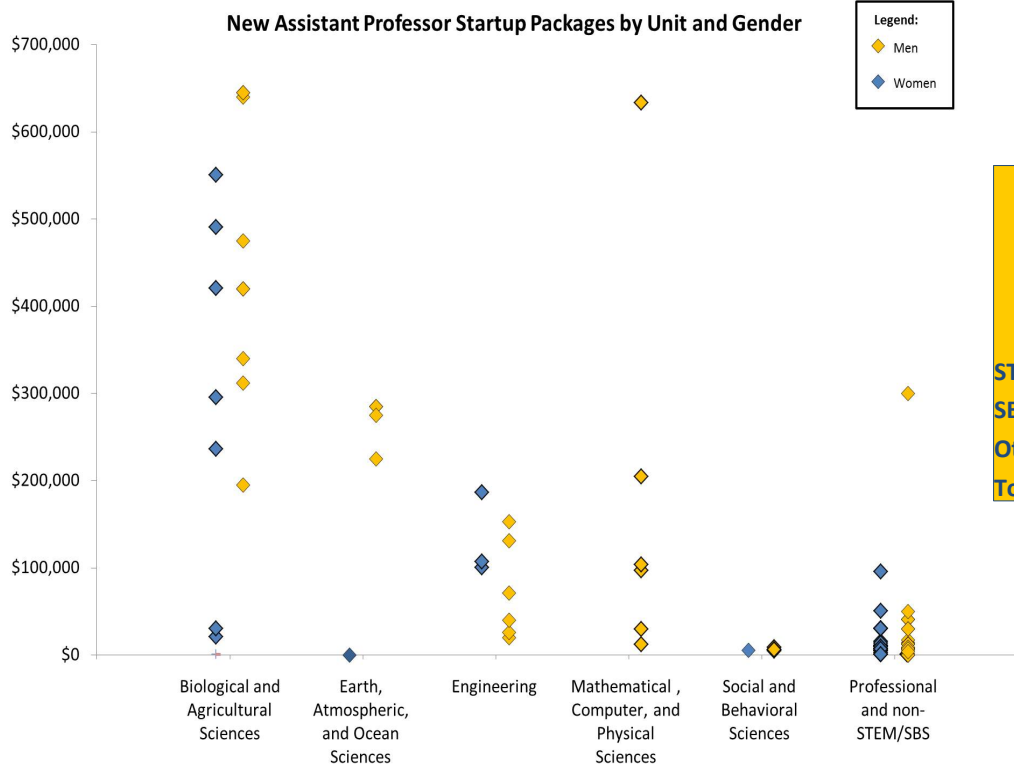




# Institutional Data: Baseline Indicators

## 2010-2012 Start-Up Packages



**2008-2012 Voluntary Termination:**  
 Proportion of faculty who leave their departments, excluding those who died or retired, by gender and STEM/SBS or Non-STEM/SBS department

Of these 563 individuals, 51 left by 2012:

	In 2008:			by 2012:			Rate of Attrition		
	F	M	All	F	M	All	F	M	All
<b>STEM</b>	40	207	247	2	8	10	5.0%	3.9%	4.0%
<b>SBS</b>	15	34	49	1	4	5	6.7%	11.8%	10.2%
<b>Other</b>	120	147	267	21	15	36	17.5%	10.2%	13.5%
<b>Total</b>	175	388	563	24	27	51	13.7%	7.0%	9.1%

To Consider: When there are small numbers of women in a department, what is the impact when even just one leaves?

To Consider: How can we ensure faculty research needs are being equally met with start-up funding?