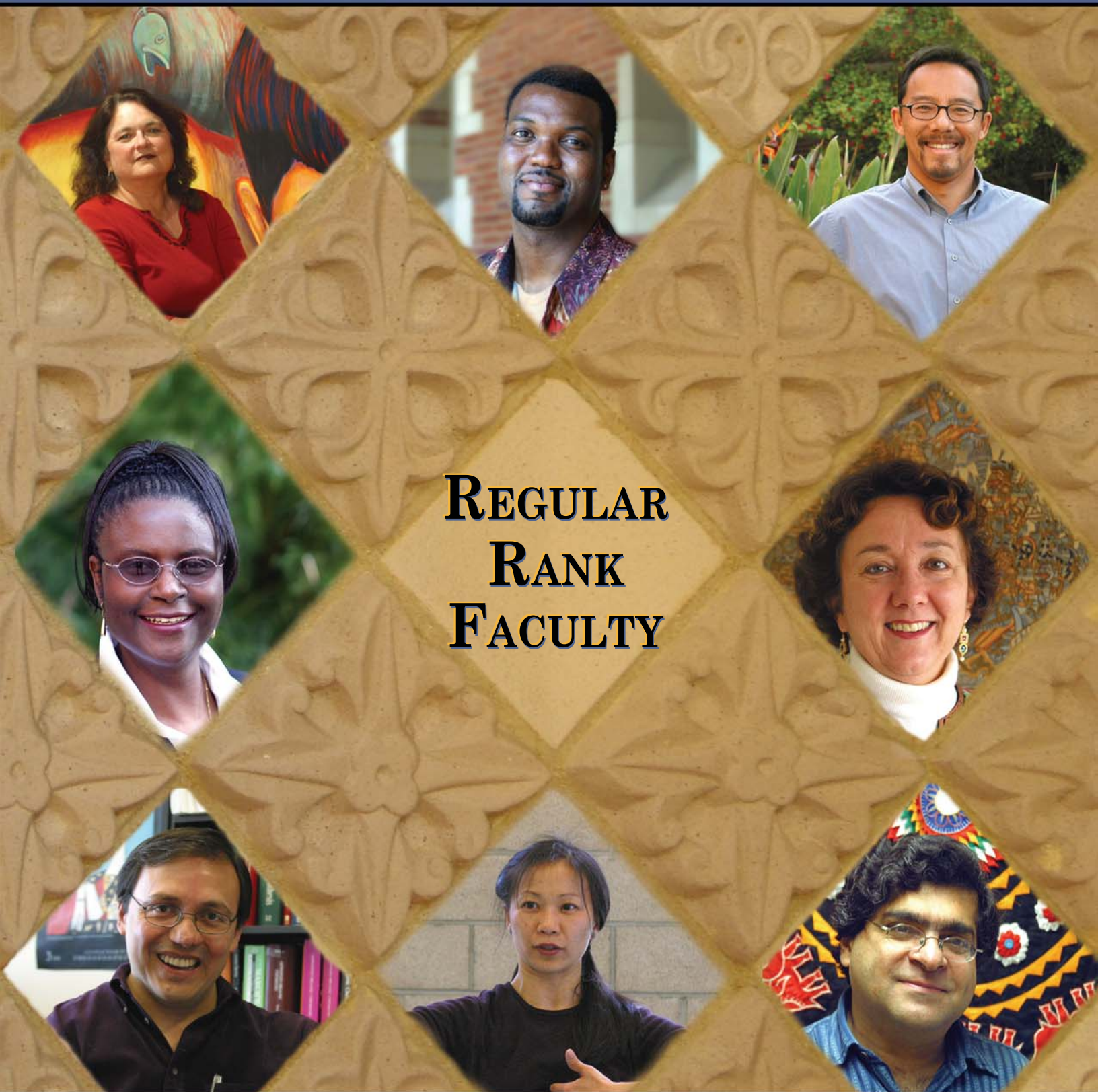


DIVERSITY STATISTICS



REGULAR RANK FACULTY

DECEMBER 2004

University of California, Los Angeles

PREFACE

At UCLA, a public university located in one of the most heterogeneous regions in the world, diversity is an indispensable element of academic excellence. We are fundamentally committed to including and integrating within the campus community individuals from different groups as defined by such characteristics as race, ethnicity, gender, socioeconomic background, religion, sexual orientation, age, disability, and intellectual outlook. This commitment requires efforts to attract to the campus members of historically underrepresented racial and ethnic groups. However, to create a rich academic experience and intellectual and cultural environment for everyone, we extend our concern beyond representation to genuine participation. Our commitment to diversity entails devising strategies and programs to realize its benefits fully in education, research and service. This commitment inevitably means an openness to change—indeed, to transformation.

—The Chancellor’s Advisory Group on Diversity

Introduction to *Diversity Statistics: 2004-2005*

Diversity Statistics is published annually. This monograph provides a snapshot of the regular rank faculty with respect to gender, race, ethnicity in the schools, divisions, and departments on the UCLA campus. The data reflect all appointments, departures, and promotions on the UCLA payroll as of September 15, 2004.

New This Year – Underutilization (Availability) Data

For the first time, this report also includes underutilization data, which compare the actual number of faculty of a particular group (combining both tenured and tenure-track) with the estimated number of faculty in a particular field available nationwide. The difference between the actual number of faculty of a particular group and the expected number of faculty based on the availability estimate is considered the underutilization estimate for the academic unit. Additionally, availability data represent potential faculty whose doctoral degree or terminal professional degree (J.D., M.D. etc) is the same as the departmental discipline. In some academic areas, primarily in professional schools that tend to employ a multidisciplinary approach, a number of disciplines may be represented and therefore the availability data represents graduates with degrees in the specific area of study (i.e. Public Health, Management etc.). (The calculation of these estimates is outlined in Appendix A.)

Presentation of Data

The data presented are only by academic department. Other structures such as centers and interdisciplinary programs generally draw their faculty from existing departments so they are not included here; these faculty are represented in their departments.

In this volume we have attempted to include split appointments so that all departments receive credit for faculty who are attached to their departments. For that reason, many departmental totals reflect only partial FTEs (full time equivalents).

We have also included historical data on regular rank faculty by women and underrepresented groups for each school, division and department. The graphs show the percentage of each of these groups in the academic unit for the past five years.

Explanatory notes are included in Appendix B indicated by superscripts in the tables.

The data presented here, as well as additional data on the demographics of the faculty, is posted on our website at <http://www.faculty.diversity.ucla.edu>. Also posted on this site is additional availability data on women and underrepresented groups for both tenured and tenure-track (entry level) positions for disciplines and sub-disciplines.

We hope you find this monograph a useful resource.

Rosina M. Becerra
Associate Vice Chancellor
Faculty Diversity



Chancellor's Office-Faculty Diversity

Diversity Statistics - Regular Rank Faculty
2004-2005

	page
Introduction	
Campus Wide Total	1
The College	3
Division of Humanities	5
Applied Linguistics/TESL.....	7
Art History.....	9
Asian Languages & Cultures.....	11
Classics.....	13
Comparative Literature.....	15
English.....	17
French and Francophone Studies.....	19
Germanic Languages.....	21
Italian.....	23
Linguistics.....	25
Musicology.....	27
Near Eastern Languages & Cultures.....	29
Philosophy.....	31
Scandinavian Studies.....	33
Slavic Languages and Literatures.....	35
Spanish & Portuguese.....	37
Division of Life Sciences	39
Ecology and Evolutionary Biology.....	41
Molecular, Cell, & Developmental Biology.....	43
Physiological Science.....	45
Psychology.....	47
Division of Physical Science	49
Atmospheric & Oceanic Sciences.....	51
Chemistry & Biochemistry.....	53
Earth & Space Sciences.....	55
Mathematics.....	57
Physics & Astronomy.....	59
Statistics.....	61
Division of Social Sciences	63
Anthropology.....	65
Chicana/o Studies.....	67

Economics.....	69
Geography.....	71
History.....	73
Political Science.....	75
Sociology.....	77
Speech & Communication Studies.....	79
Center for Health Sciences.....	81
School of Dentistry.....	83
School of Nursing.....	85
School of Public Health.....	87
Biostatistics.....	89
Community Health Sciences.....	91
Environmental Health Sciences.....	93
Epidemiology.....	95
Health Services.....	97
David Geffen School of Medicine.....	99
Basic Science Departments.....	101
Biological Chemistry.....	103
Biomathematics.....	105
Human Genetics.....	107
Microbiology, Immunology & Molecular Genetics.....	109
Molecular & Medical Pharmacology.....	111
Neurobiology.....	113
Physiology.....	115
Clinical Departments.....	117
Anesthesiology.....	119
Family Medicine.....	121
Medicine.....	123
Neurology.....	125
Obstetrics & Gynecology.....	127
Ophthalmology.....	129
Orthopedic Surgery.....	131
Pathology & Laboratory Medicine.....	133
Pediatrics.....	135
Psychiatry & Biobehavioral Sciences.....	137
Radiation Oncology.....	139
Radiological Sciences.....	141
Surgery.....	143
Urology.....	145
Other Professional Schools.....	147
The Anderson School of Management.....	149

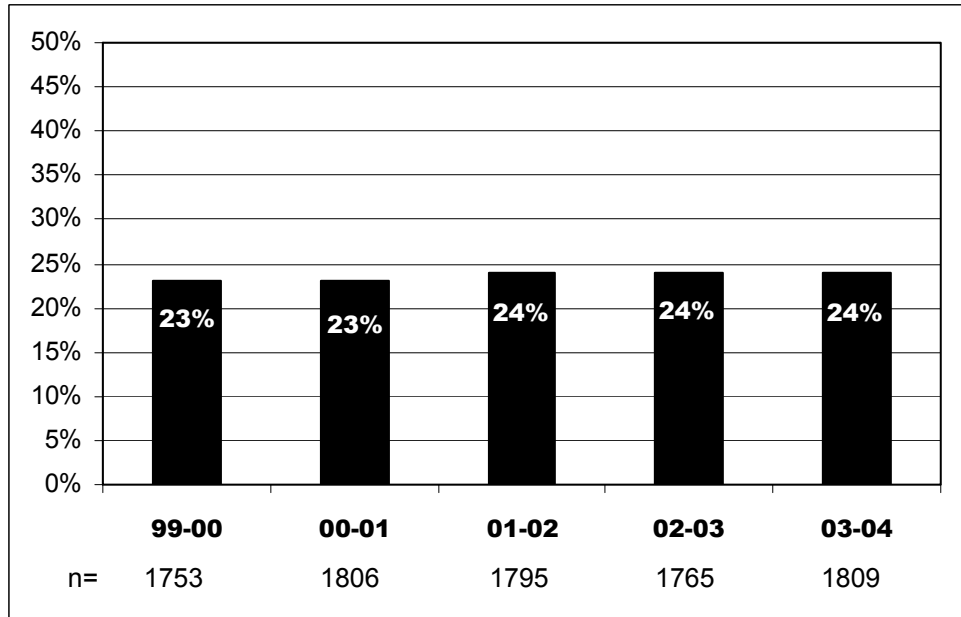
School of Arts and Architecture	151
Architecture & Urban Design.....	153
Art.....	155
Design Media Arts.....	157
Ethnomusicology.....	159
Music.....	161
World Arts & Cultures.....	163
Graduate School of Education & Information Studies	165
Education.....	167
Information Studies.....	169
The Henry Samueli School of Engineering & Applied Sciences	171
Bioengineering.....	173
Chemical Engineering.....	175
Civil & Environmental Engineering.....	177
Computer Science.....	179
Electrical Engineering.....	181
Materials Science & Engineering.....	183
Mechanical & Aerospace Engineering.....	185
School of Law	187
School of Public Affairs	189
Public Policy.....	191
Social Welfare.....	193
Urban Planning.....	195
School of Theater, Film and Television	197
Film, Television & Digital Media.....	199
Theater.....	201
Appendix A: Estimates of Academic Availability	203
Appendix B: Explanatory Notes	205

CAMPUSWIDE TOTAL¹

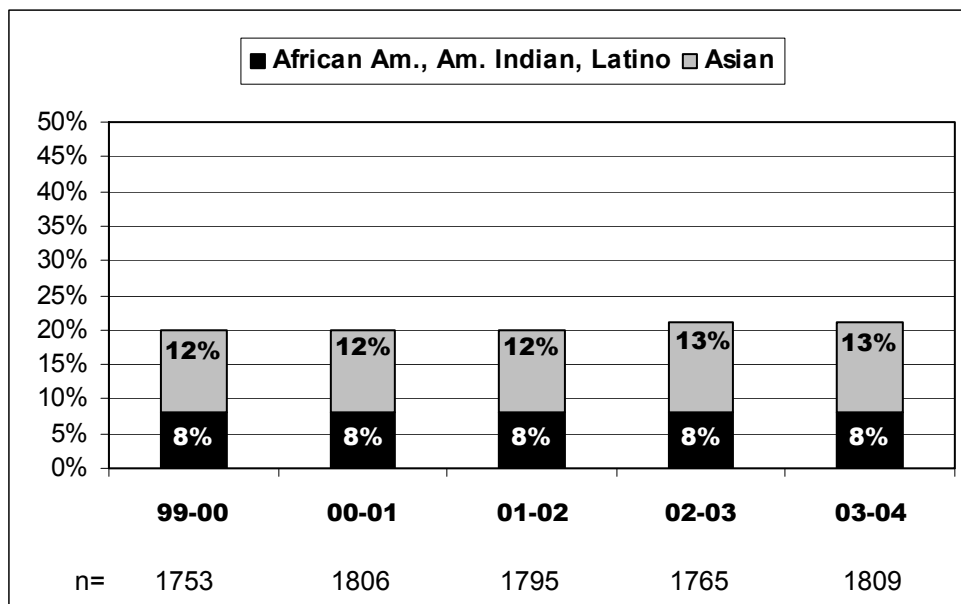
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	20	108	8.5	16	17	45	1	3	47	172	205.17	822.5	1	0	252.67	994.5	1247.17
	2%	9%	1%	1%	1%	4%	0%	0%	4%	14%	16%	66%	0%	0%	20%	80%	100%
Associate Professor	22	36	7	7	4	15	1	0	34	58	69	138.5	0	0	103	196.5	299.5
	7%	12%	2%	2%	1%	5%	0%	0%	11%	19%	23%	46%	0%	0%	34%	66%	100%
Assistant Professor	14	37	6	7	4	7	2	0	26	51	62	110	3	5	91	166	257
	5%	14%	2%	3%	2%	3%	1%	0%	10%	20%	24%	43%	1%	2%	35%	65%	100%
Total Ladder	56	181	21.5	30	25	67	4	3	107	281	336.17	1071	4	5	446.67	1357	1803.67
	3%	10%	1%	2%	1%	4%	0%	0%	6%	16%	19%	59%	0%	0%	25%	75%	100%

CAMPUSWIDE TOTAL *Trends*

Percent Women



Percent Underrepresented Minorities



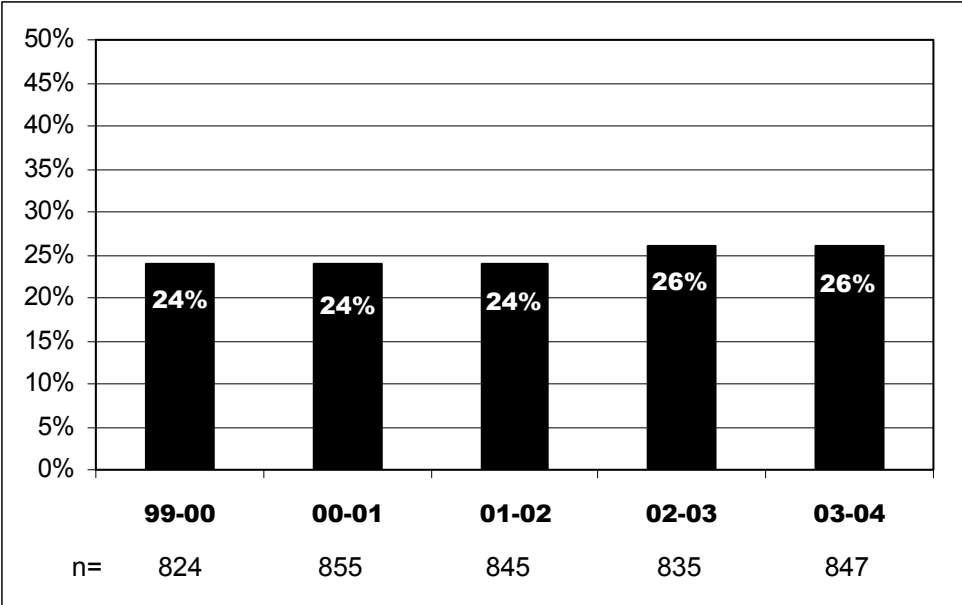
2004-2005
Diversity Statistics - Regular Rank Faculty

THE COLLEGE

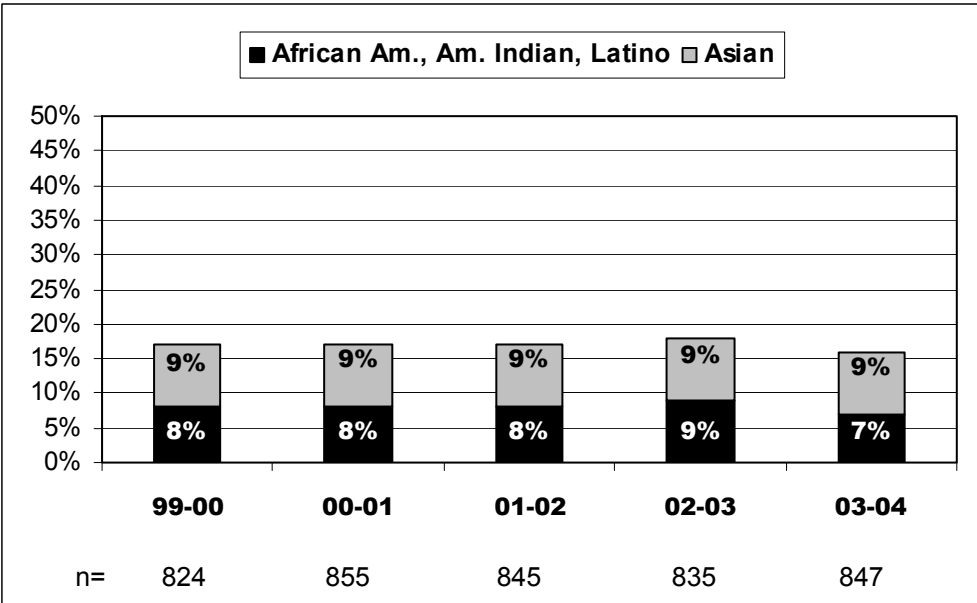
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	11	26.67	3	5	7	21	1	2	22	54.7	95.67	381.33	0	0	118	436	553.67
	2%	5%	1%	1%	1%	4%	0%	0%	4%	10%	17%	69%	0%	0%	21%	79%	100%
Associate Professor																	
	9	17	2	3	2	7.5	0	0	13	27.5	36	70.5	0	0	49	98	147
	6%	12%	1%	2%	1%	5%	0%	0%	9%	19%	24%	48%	0%	0%	33%	67%	100%
Assistant Professor																	
	8	7	2	3	3	2	2	0	15	12	38.5	61.5	1	0	54.5	73.5	128
	6%	5%	2%	2%	2%	2%	2%	0%	12%	9%	30%	48%	1%	0%	43%	57%	100%
Total Ladder																	
	28	50.67	7	11	12	30.5	3	2	50	94.2	170.2	513.33	1	0	221	608	828.67
	3%	6%	1%	1%	1%	4%	0%	0%	6%	11%	21%	62%	0%	0%	27%	73%	100%

The College Trends

Percent Women



Percent Underrepresented Minorities



2004-2005
Diversity Statistics - Regular Rank Faculty

DIVISION OF HUMANITIES

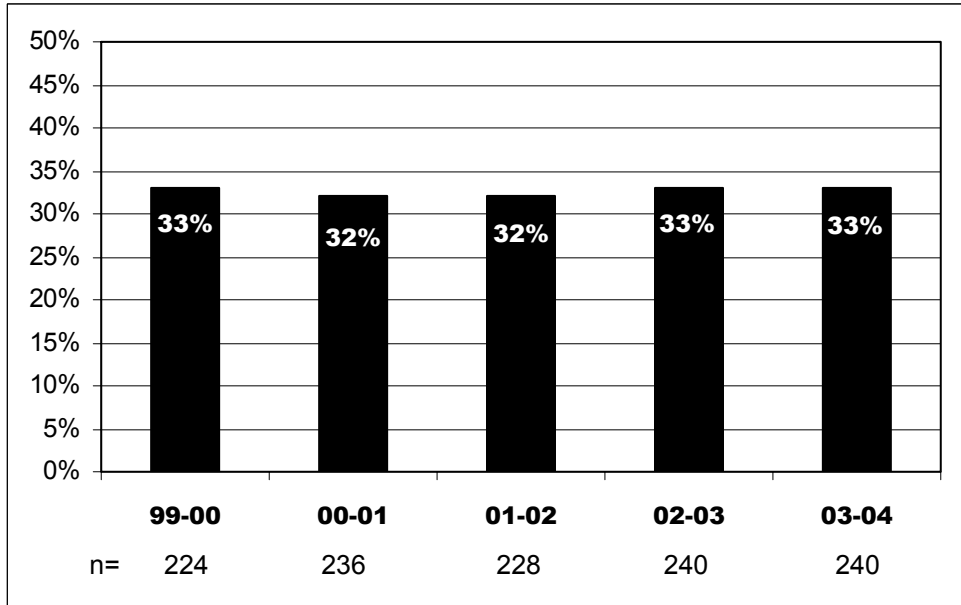
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	5	3	1	0	3	7	1	0	10	10	31.5	101.5	41.5	111.5	153
	3%	2%	1%	0%	2%	5%	1%	0%	7%	7%	21%	66%	27%	73%	100%
Associate Professor															
	4	6	0	2	0	1	0	0	4	9	14.5	21.5	18.5	30.5	49
	8%	12%	0%	4%	0%	2%	0%	0%	8%	18%	30%	44%	38%	62%	100%
Assistant Professor															
	3	0	1	1	1	0	0	0	5	1	11	13.5	16	14.5	30.5
	10%	0%	3%	3%	3%	0%	0%	0%	16%	3%	36%	44%	52%	48%	100%
Total Ladder															
	12	9	2	3	4	8	1	0	19	20	57	136.5	76	156.5	232.5
	5%	4%	1%	1%	2%	3%	0%	0%	8%	9%	25%	59%	33%	67%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

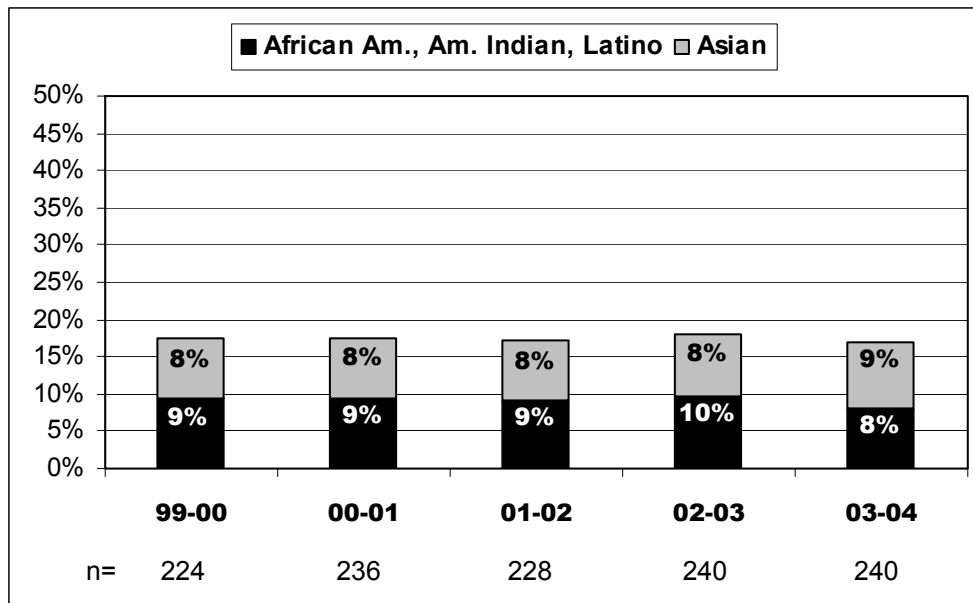
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	76.00	5.00	12.00	21.00	232.50
% of Faculty	32.7%	2.2%	5.2%	9.0%	0.4%
Estimate of Availability	54.4%	2.5%	5.8%	4.9%	0.3%
Expected # of Faculty	126.52	5.91	13.54	11.46	0.75
Shortfall (Underutilization)	-50.52	-0.91	-1.54	none	none

DIVISION OF HUMANITIES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF APPLIED LINGUISTICS/TESL²

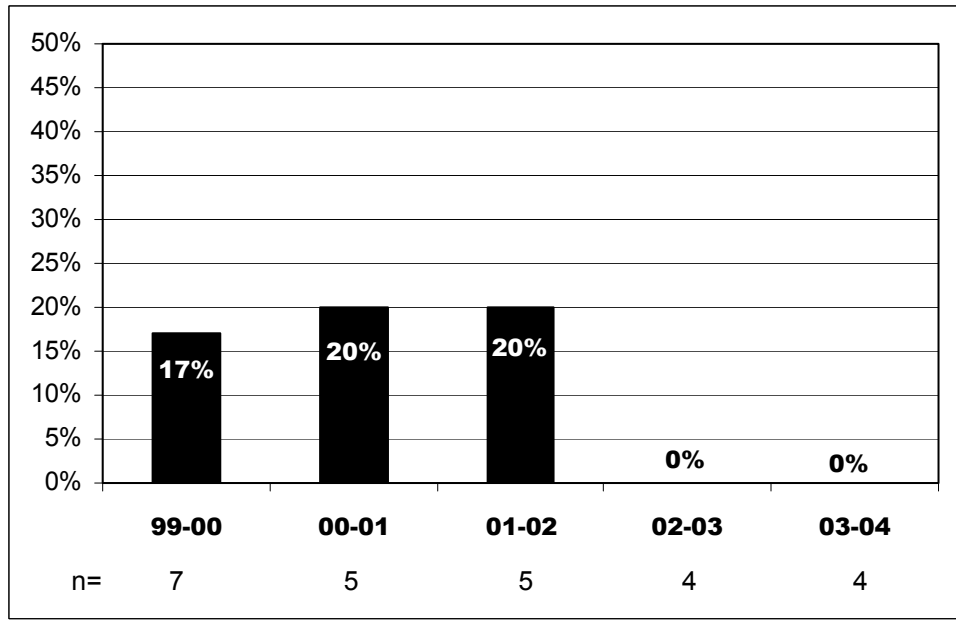
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	0	0	0	0	0	0	0	1	0	0	4	1	4	5
	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	80%	20%	80%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	1	0	0	0	0	0	0	0	1	0	0	4	1	4	5
	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	80%	20%	80%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

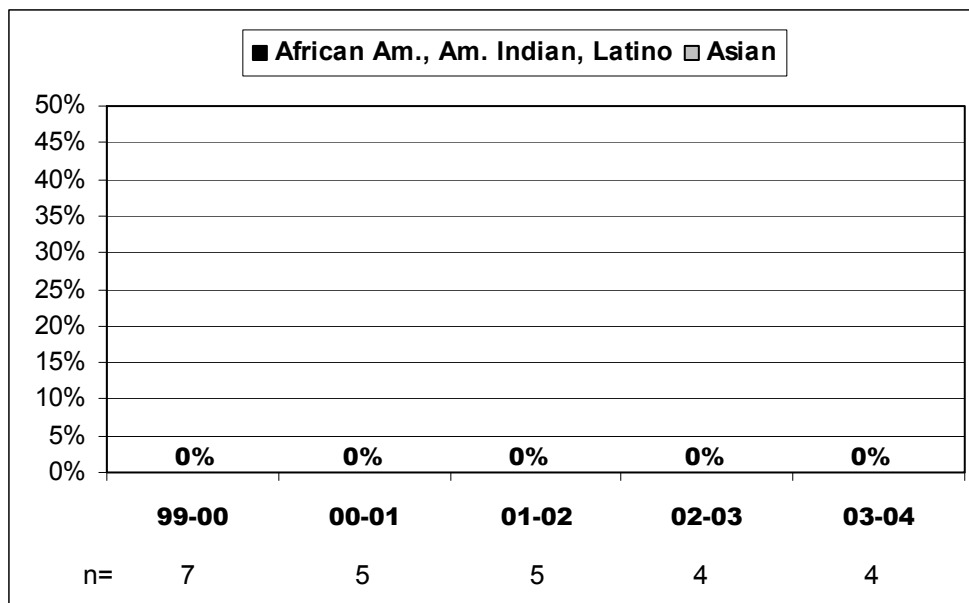
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	1.00	0.00	0.00	1.00	5.00
% of Faculty	20.0%	0.0%	0.0%	20.0%	0.0%
Estimate of Availability	60.4%	4.6%	4.2%	6.8%	0.6%
Expected # of Faculty	3.02	0.23	0.21	0.34	0.03
Shortfall (Underutilization)	-2.02	-0.23	-0.21	none	-0.03

DEPARTMENT OF APPLIED LINGUISTICS/TESL *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ART HISTORY

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	3	6	3	6	9
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%
Associate Professor	1	0	0	0	0	0	0	0	1	0	3	0	4	0	4
	25%	0%	0%	0%	0%	0%	0%	0%	25%	0%	75%	0%	100%	0%	100%
Assistant Professor	2	0	0	1	1	0	0	0	3	1	0	1	3	2	5
	40%	0%	0%	20%	20%	0%	0%	0%	60%	20%	0%	20%	60%	40%	100%
Total Ladder	3	0	0	1	1	0	0	0	4	1	6	7	10	8	18
	17%	0%	0%	6%	6%	0%	0%	0%	22%	6%	33%	39%	56%	44%	100%

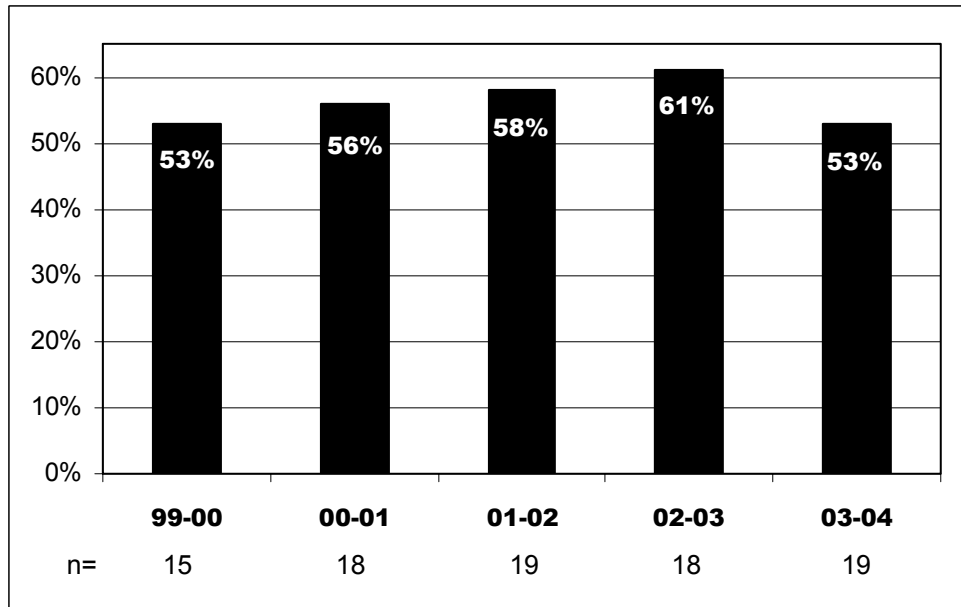
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	10.00	1.00	1.00	3.00	18.00
% of Faculty	55.6%	5.6%	5.6%	16.7%	0.0%
Estimate of Availability	69.1%	1.7%	2.7%	3.3%	0.3%
Expected # of Faculty	12.44	0.30	0.49	0.59	0.06
Shortfall (Underutilization)	-2.44	none	none	none	-0.06

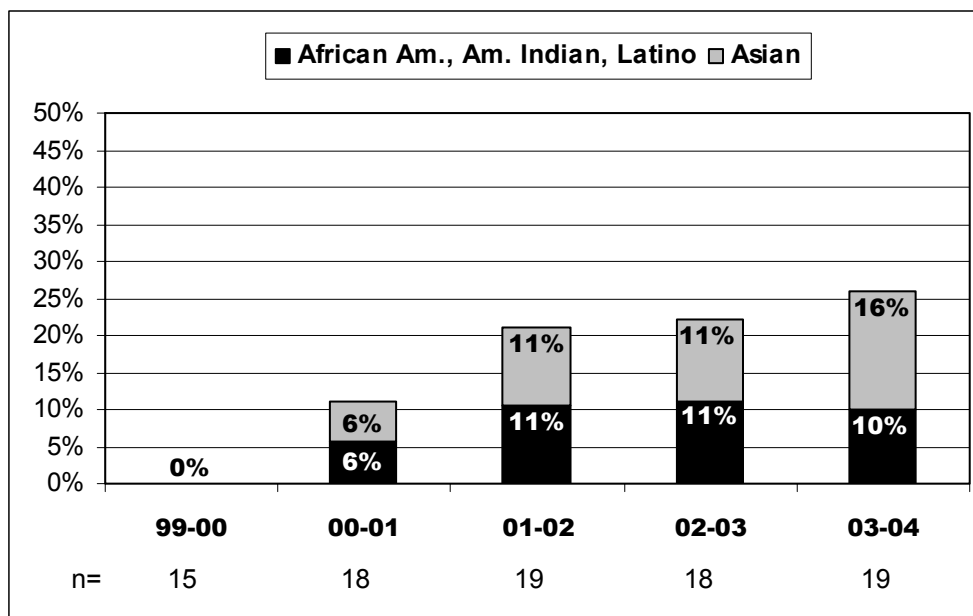
DEPARTMENT OF ART HISTORY

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ASIAN LANGUAGES & CULTURES

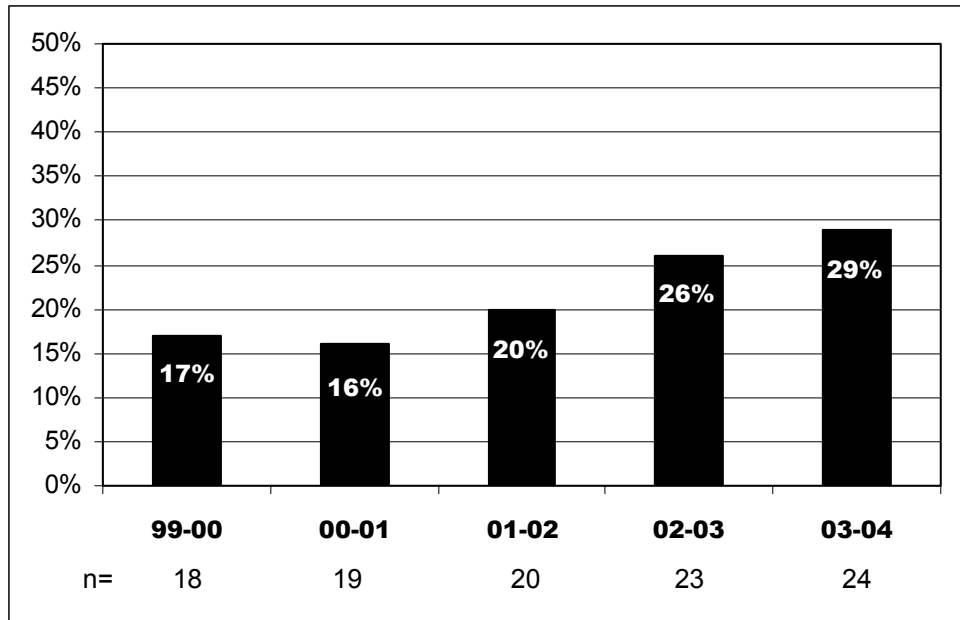
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	2	0	0	0	0	0	0	1	2	1	7	2	9	11
	9%	18%	0%	0%	0%	0%	0%	0%	9%	18%	9%	64%	18%	82%	100%
Associate Professor	2	2	0	0	0	0	0	0	2	2	0	4	2	6	8
	25%	25%	0%	0%	0%	0%	0%	0%	25%	25%	0%	50%	25%	75%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	2	2	2	2	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Total Ladder	3	4	0	0	0	0	0	0	3	4	3	13	6	17	23
	13%	17%	0%	0%	0%	0%	0%	0%	13%	17%	13%	57%	26%	74%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

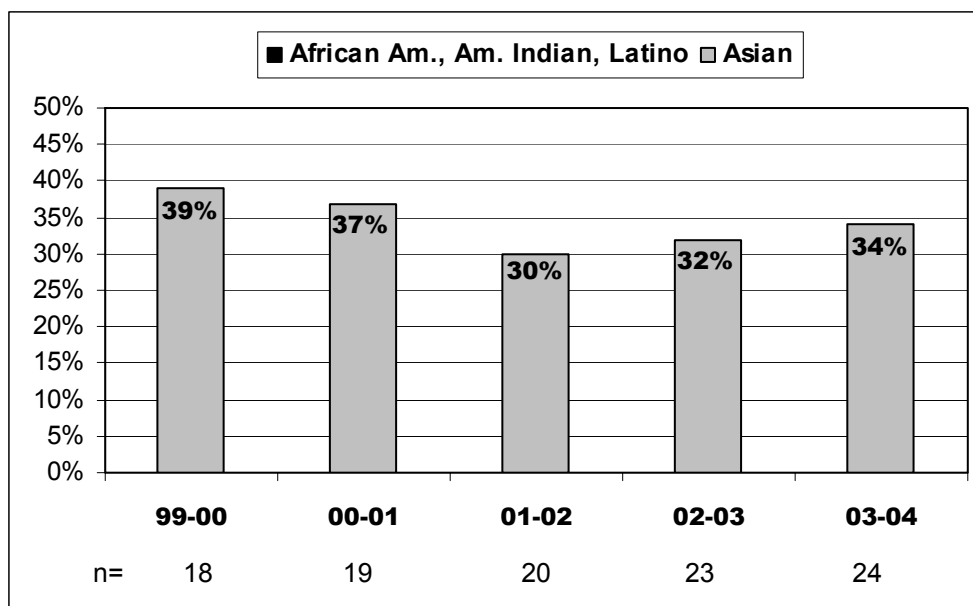
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	6.00	0.00	0.00	7.00	23.00
% of Faculty	26.1%	0.0%	0.0%	30.4%	0.0%
Estimate of Availability	47.4%	3.2%	4.7%	15.7%	0.3%
Expected # of Faculty	10.90	0.74	1.07	3.61	0.07
Shortfall (Underutilization)	-4.90	-0.74	-1.07	none	-0.07

DEPARTMENT OF ASIAN LANGUAGES & CULTURES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF CLASSICS

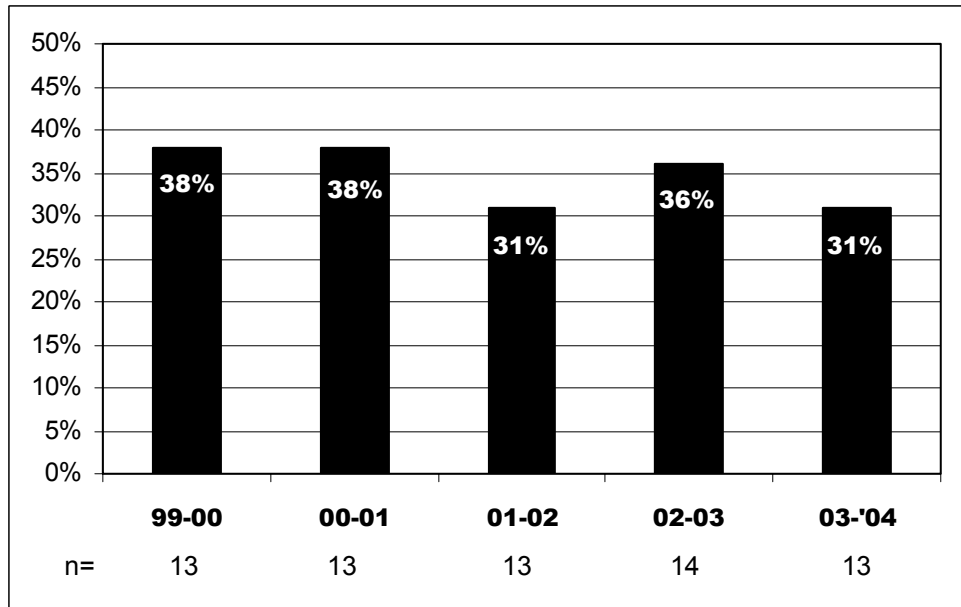
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	3	7	3	7	10
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	30%	70%	30%	70%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	5	8	5	8	13
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	38%	62%	38%	62%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

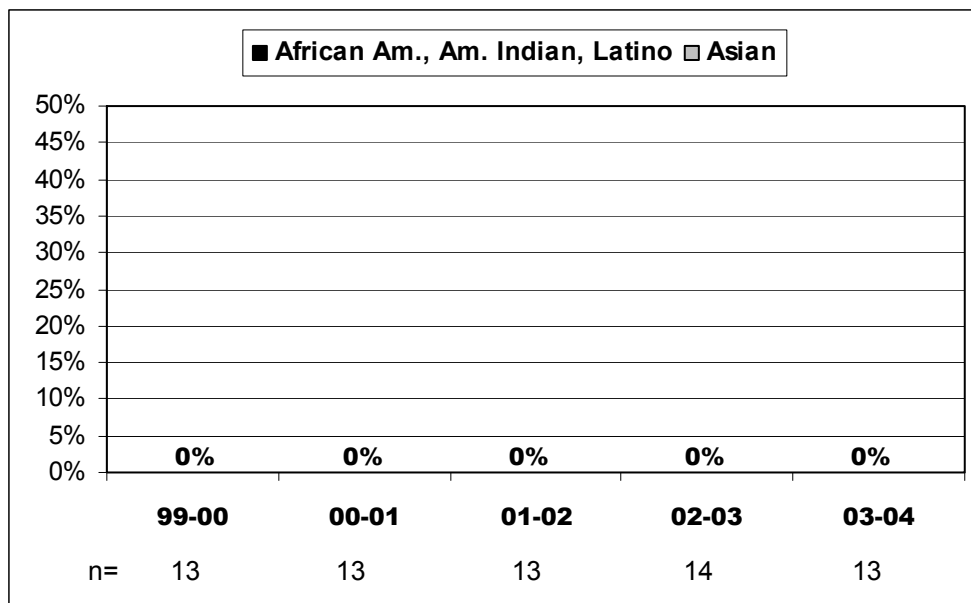
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	5.00	0.00	0.00	0.00	13.00
% of Faculty	38.5%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	42.0%	1.0%	2.4%	2.5%	0.4%
Expected # of Faculty	5.46	0.13	0.31	0.32	0.05
Shortfall (Underutilization)	-0.46	-0.13	-0.31	-0.32	-0.05

DEPARTMENT OF CLASSICS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF COMPARATIVE LITERATURE

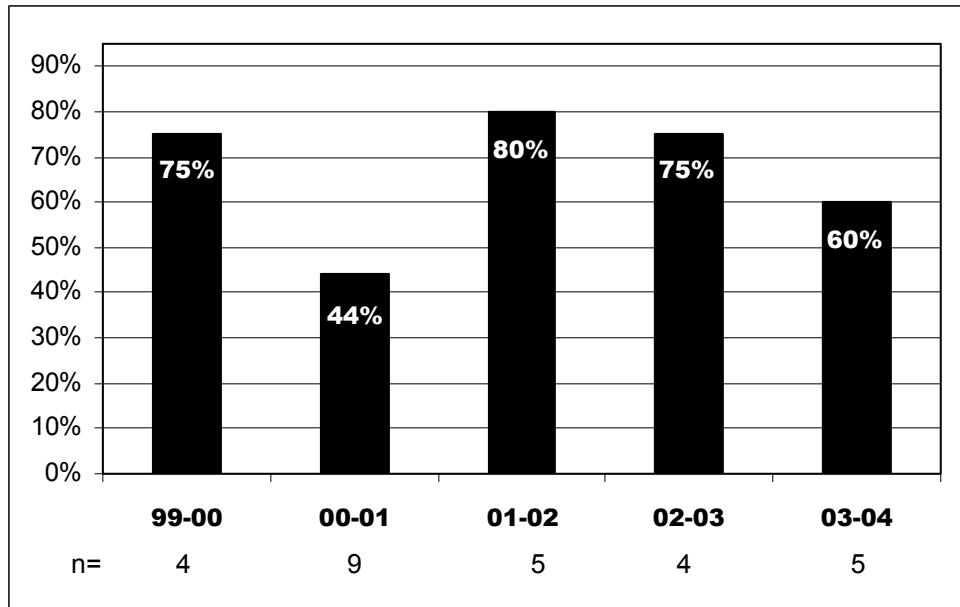
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0.75	0	0	0	0.75	1.5	1	1.5	1.75	3.25
	0%	0%	0%	0%	0%	23%	0%	0%	0%	23%	46%	31%	46%	54%	100%
Associate Professor	0.25	1	0	0	0	0	0	0	0.25	1	1	0.25	1.25	1.25	2.5
	10%	40%	0%	0%	0%	0%	0%	0%	10%	40%	40%	10%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1.5	0	1.5	0	1.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Total Ladder	0.25	1	0	0	0	0.75	0	0	0.25	1.75	4	1.25	4.25	3	7.25
	3%	14%	0%	0%	0%	10%	0%	0%	3%	24%	55%	17%	59%	41%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

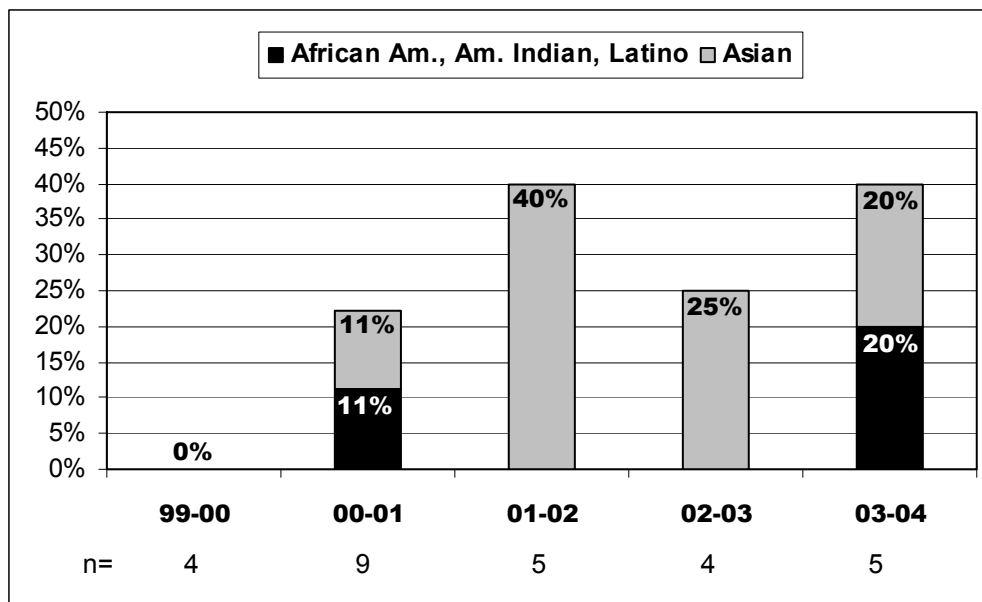
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	4.25	0.00	0.75	1.25	7.25
% of Faculty	58.6%	0.0%	10.3%	17.2%	0.0%
Estimate of Availability	44.0%	2.0%	6.8%	4.3%	0.3%
Expected # of Faculty	3.19	0.15	0.49	0.31	0.02
Shortfall (Underutilization)	none	-0.15	none	none	-0.02

DEPARTMENT OF COMPARATIVE LITERATURE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ENGLISH

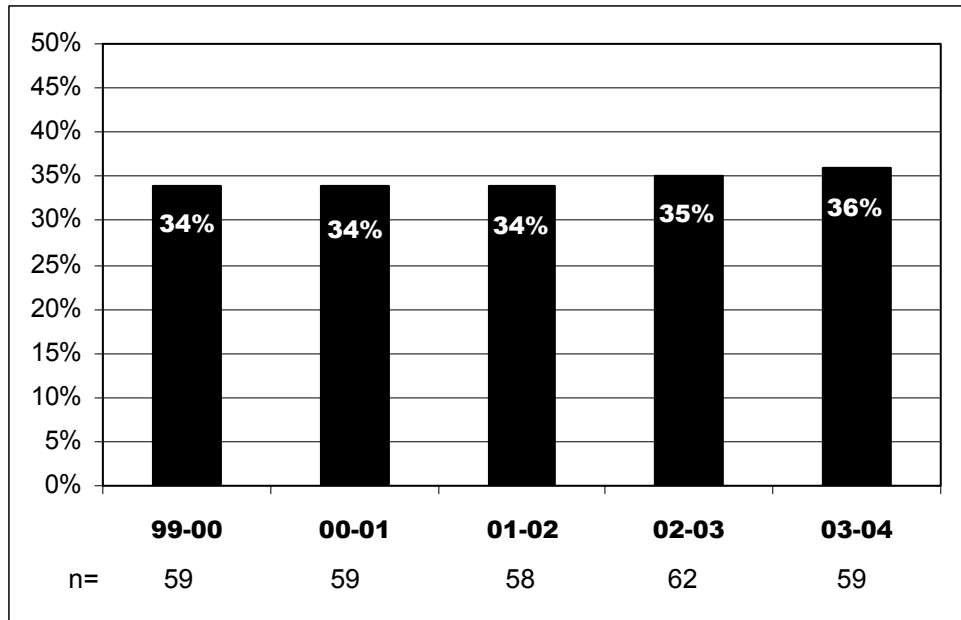
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	2	0	1	0	0	0	1	0	4	0	9	24	13	24	37
	5%	0%	3%	0%	0%	0%	3%	0%	11%	0%	24%	65%	35%	65%	100%
Associate Professor	1	3	0	2	0	1	0	0	1	6	2	6.75	3	12.75	15.75
	6%	19%	0%	13%	0%	6%	0%	0%	6%	38%	13%	43%	19%	81%	100%
Assistant Professor	1	0	1	0	0	0	0	0	2	0	1	0	3	0	3
	33%	0%	33%	0%	0%	0%	0%	0%	67%	0%	33%	0%	100%	0%	100%
Total Ladder	4	3	2	2	0	1	1	0	7	6	12	30.75	19	36.75	55.75
	7%	5%	4%	4%	0%	2%	2%	0%	13%	11%	22%	55%	34%	66%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

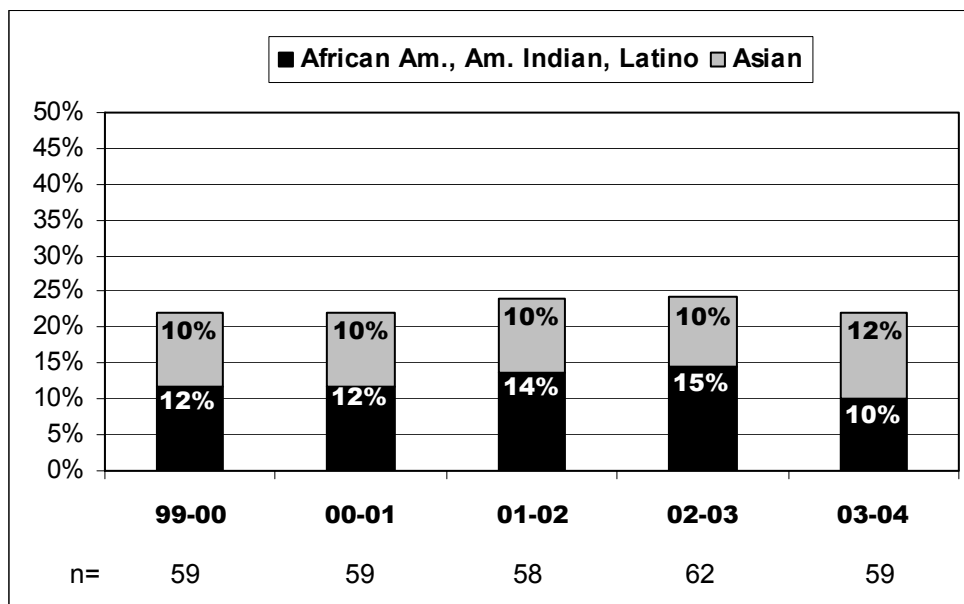
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	19.00	4.00	1.00	7.00	1.00	55.75
% of Faculty	34.1%	7.2%	1.8%	12.6%	1.8%	
Estimate of Availability	56.1%	2.6%	2.1%	2.6%	0.4%	
Expected # of Faculty	31.29	1.43	1.19	1.42	0.20	
Shortfall (Underutilization)	-12.29	none	-0.19	none	none	

DEPARTMENT OF ENGLISH *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

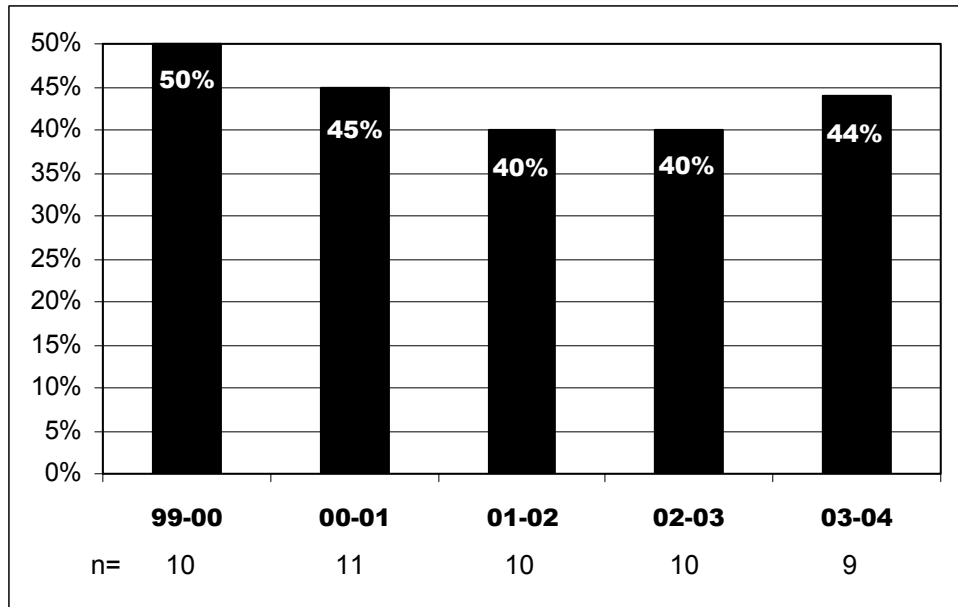
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	4	1	4	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%	80%	20%	80%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	3	1	3	1	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	75%	25%	75%	25%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	4	5	4	5	9
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	44%	56%	44%	56%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

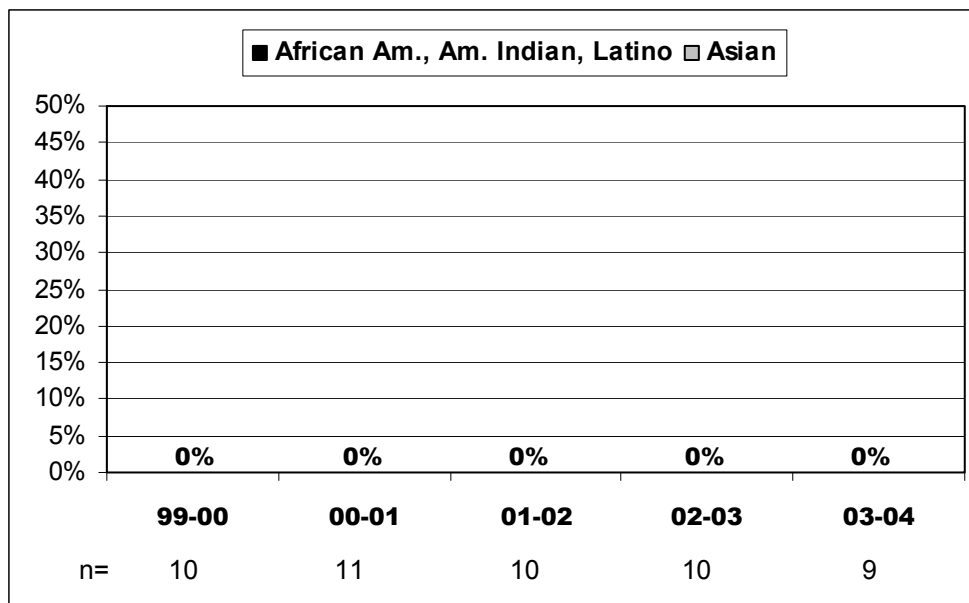
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	4.00	0.00	0.00	0.00	9.00
% of Faculty	44.4%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	70.4%	4.0%	2.6%	2.2%	0.2%
Expected # of Faculty	6.34	0.36	0.24	0.20	0.01
Shortfall (Underutilization)	-2.34	-0.36	-0.24	-0.20	-0.01

DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF GERMANIC LANGUAGES

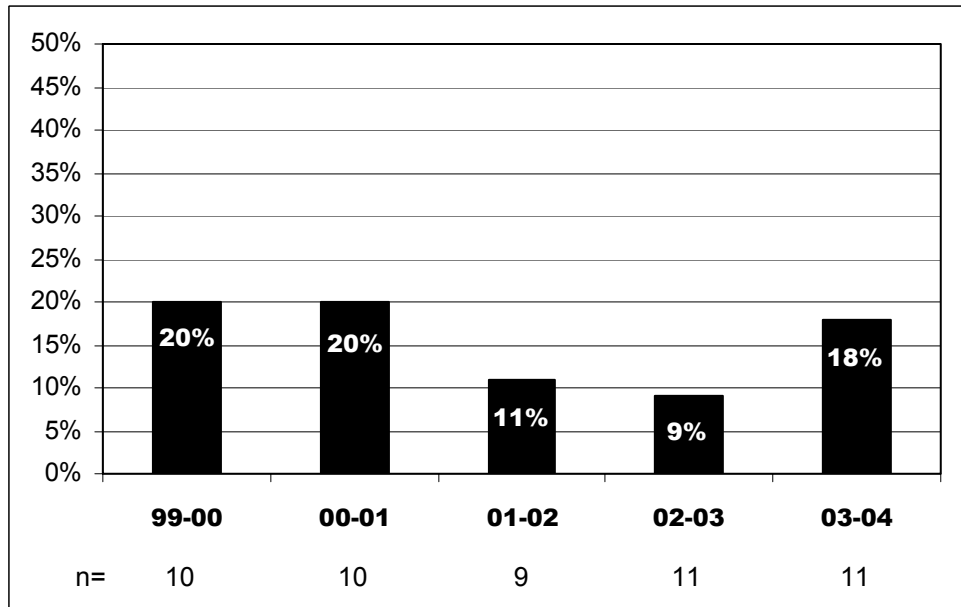
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	7	0	7	7
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	0	9	0	9	9
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

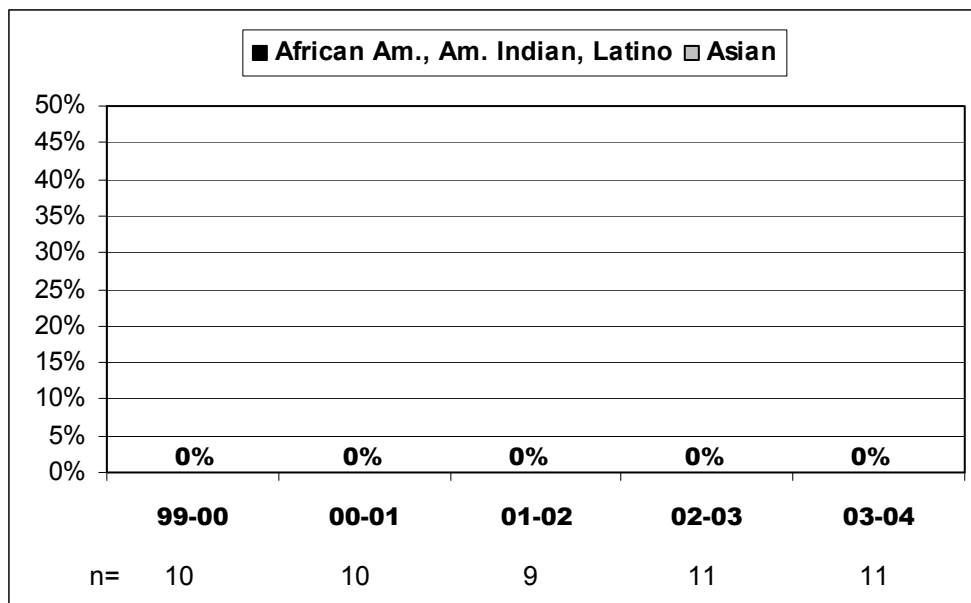
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	0.00	0.00	0.00	0.00	9.00
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	55.6%	2.0%	3.0%	2.9%	0.4%
Expected # of Faculty	5.00	0.18	0.27	0.26	0.04
Shortfall (Underutilization)	-5.00	-0.18	-0.27	-0.26	-0.04

DEPARTMENT OF GERMANIC LANGUAGES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ITALIAN

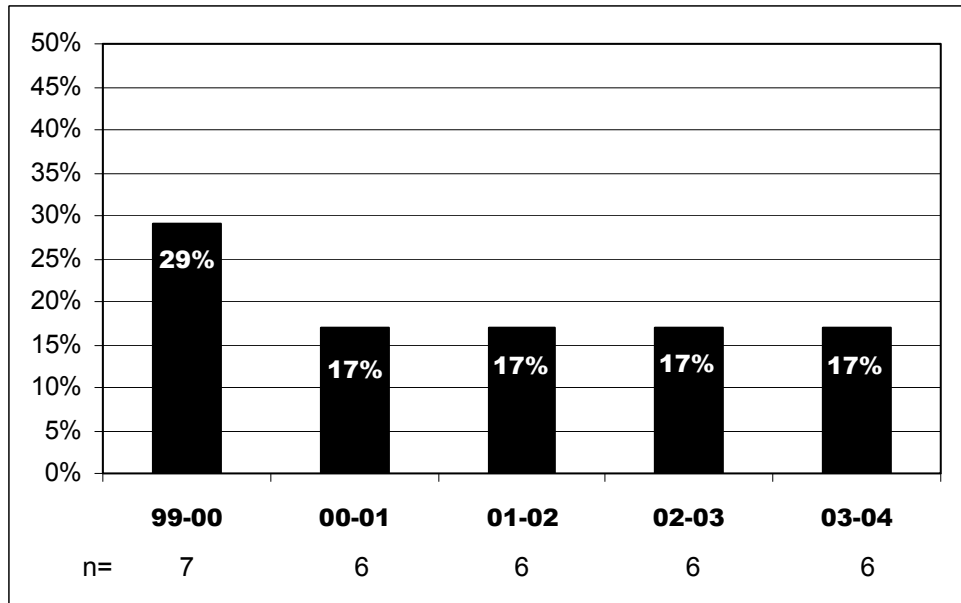
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	4.5	1	4.5	5.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	18%	82%	18%	82%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	1	4.5	1	4.5	5.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	18%	82%	18%	82%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

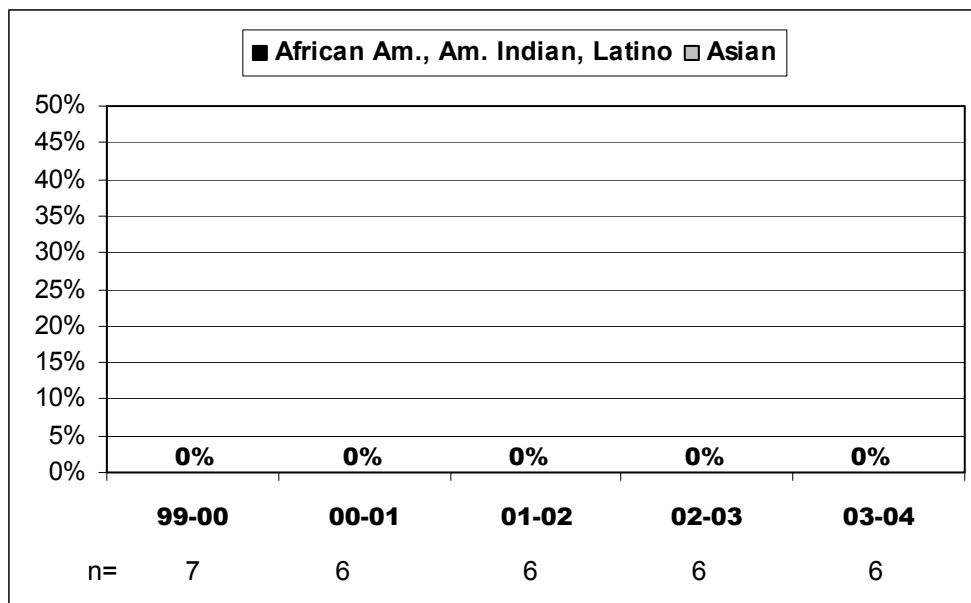
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	1.00	0.00	0.00	0.00	0.00	4.50
% of Faculty	22.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	57.3%	0.9%	2.6%	2.8%	0.1%	
Expected # of Faculty	2.58	0.04	0.12	0.13	0.01	
Shortfall (Underutilization)	-1.58	-0.04	-0.12	-0.13	-0.01	

DEPARTMENT OF ITALIAN *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF LINGUISTICS

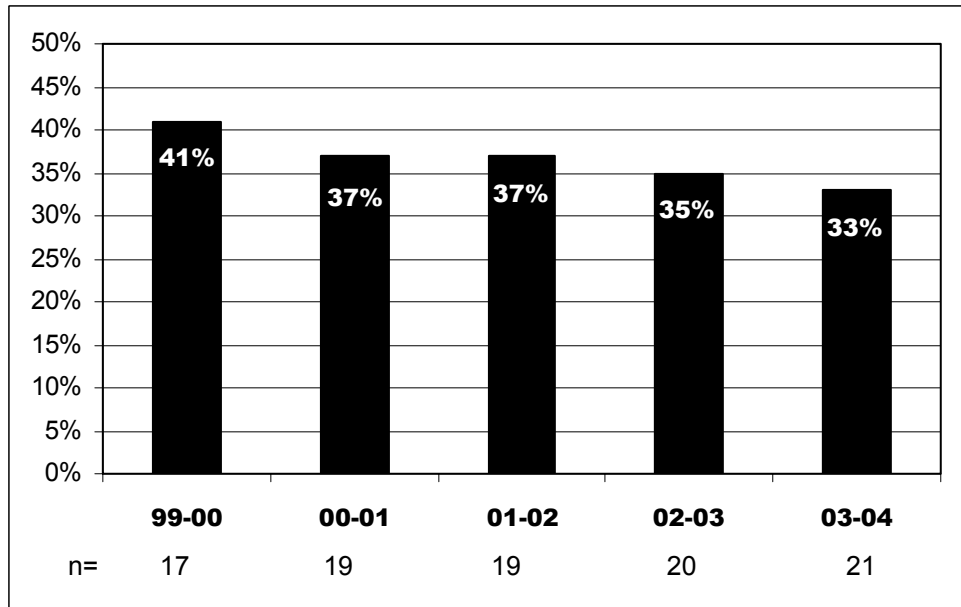
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	1	0	0	0	0	0	0	1	1	5	8.4	6	9.4	15.4
	6%	6%	0%	0%	0%	0%	0%	0%	6%	6%	32%	55%	39%	61%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	3	1	3	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	75%	25%	75%	100%
Total Ladder	1	1	0	0	0	0	0	0	1	1	6	13.4	7	14.4	21.4
	5%	5%	0%	0%	0%	0%	0%	0%	5%	5%	28%	63%	33%	67%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

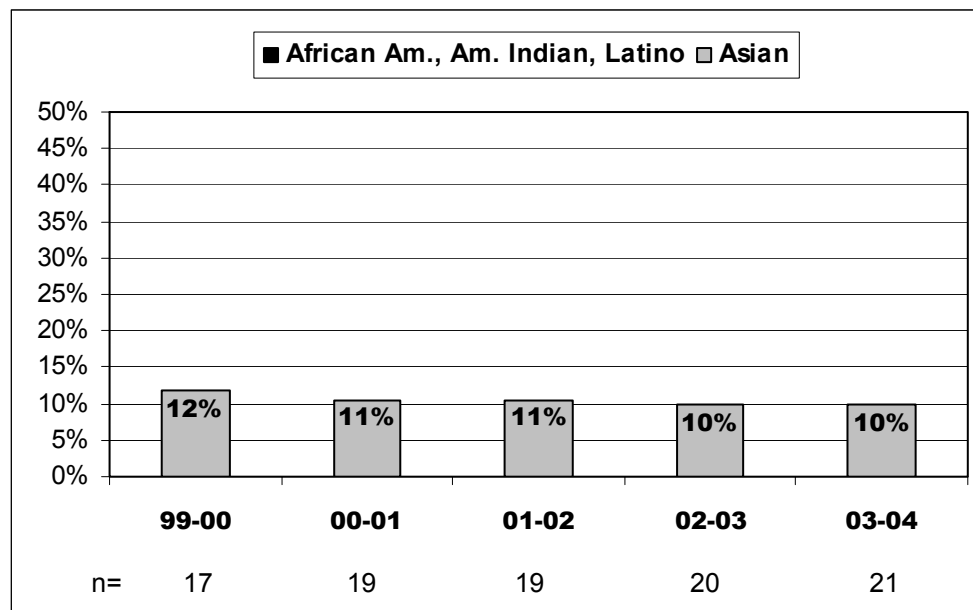
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	7.00	0.00	0.00	2.00	0.00	21.40
% of Faculty	32.7%	0.0%	0.0%	9.3%	0.0%	
Estimate of Availability	60.8%	3.1%	5.0%	10.2%	0.0%	
Expected # of Faculty	13.02	0.67	1.08	2.17	0.01	
Shortfall (Underutilization)	-6.02	-0.67	-1.08	-0.17	-0.01	

DEPARTMENT OF LINGUISTICS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MUSICOLOGY

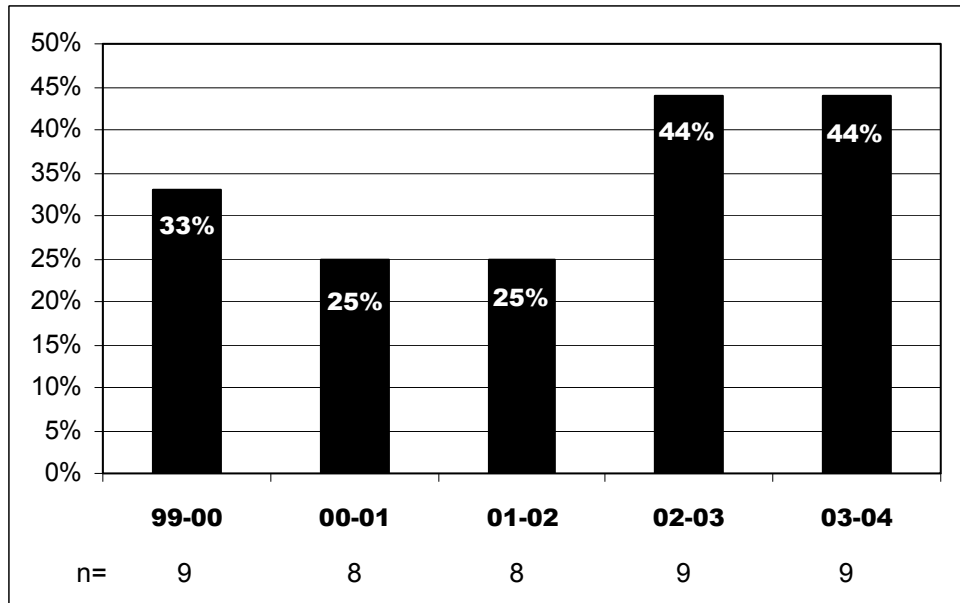
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	2	1	2	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	2	2.5	2	2.5	4.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	44%	56%	44%	56%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	4	4.5	4	4.5	8.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	47%	53%	47%	53%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

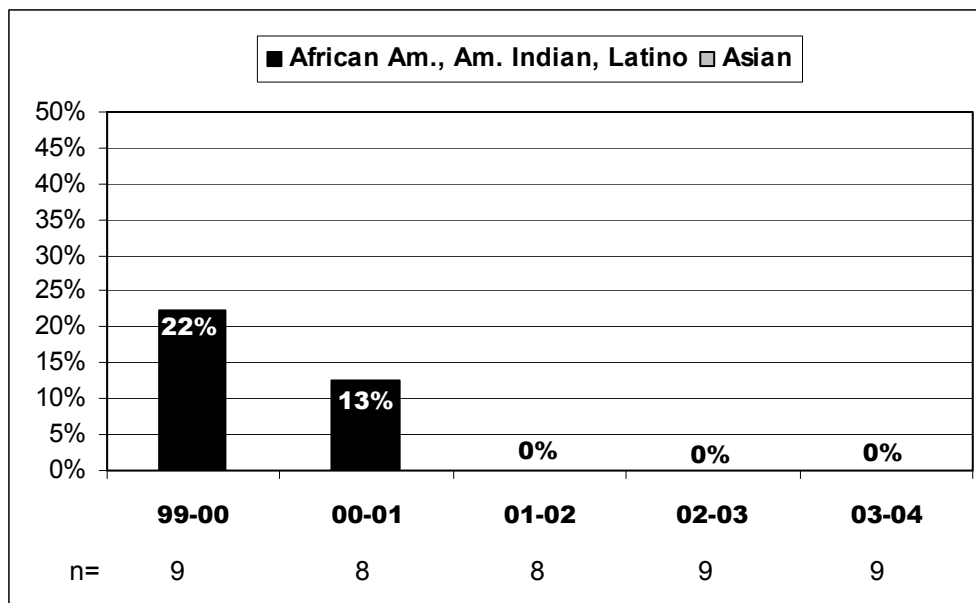
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	4.00	0.00	0.00	0.00	8.50
% of Faculty	47.1%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	37.1%	4.6%	5.5%	4.4%	0.3%
Expected # of Faculty	3.16	0.39	0.46	0.37	0.03
Shortfall (Underutilization)	none	-0.39	-0.46	-0.37	-0.03

DEPARTMENT OF MUSICOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

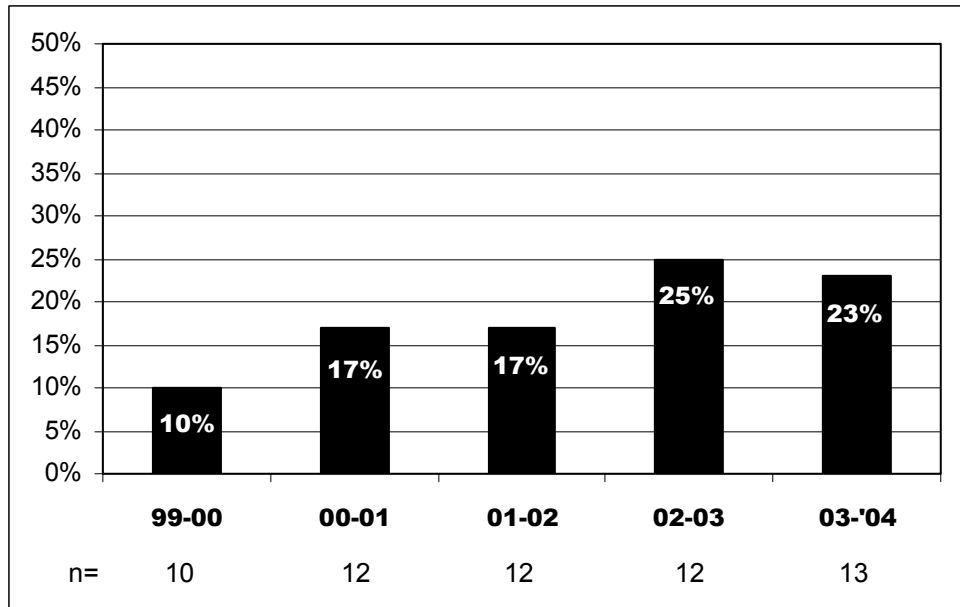
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	7	1	7	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	88%	13%	88%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	2	1	2	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	3	10	3	10	13
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	23%	77%	23%	77%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

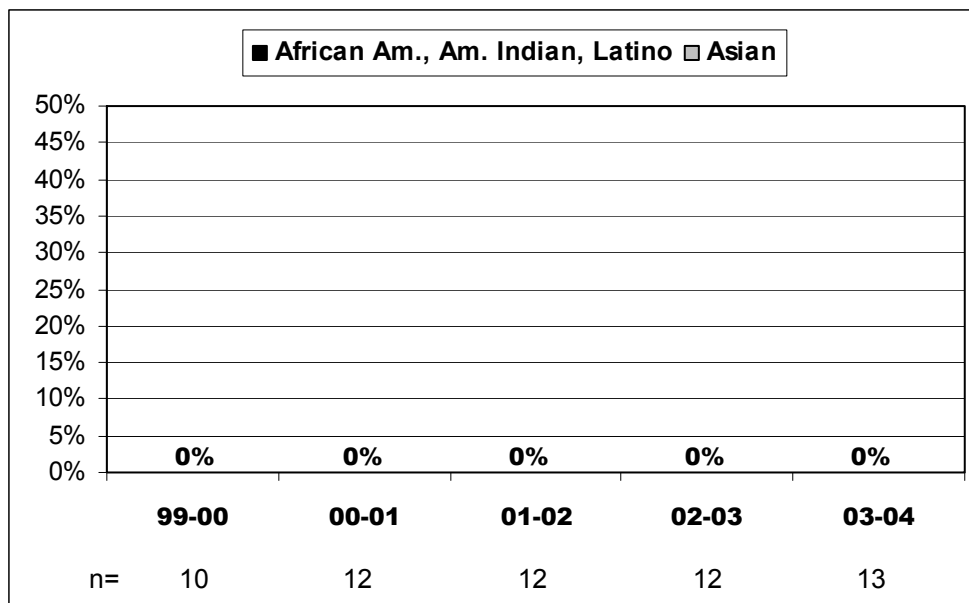
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	3.00	0.00	0.00	0.00	13.00
% of Faculty	23.1%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	41.8%	3.5%	4.9%	4.3%	0.4%
Expected # of Faculty	5.44	0.45	0.64	0.55	0.05
Shortfall (Underutilization)	-2.44	-0.45	-0.64	-0.55	-0.05

DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PHILOSOPHY

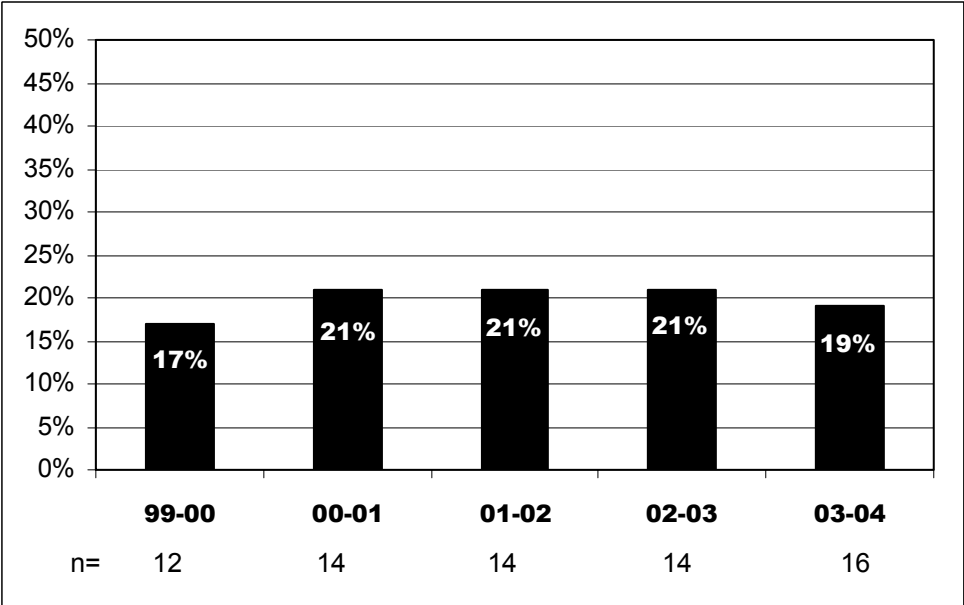
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	7.77	1	7.77	8.77
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	89%	11%	89%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0.5	0	0.5	0	0.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	4.5	1	4.5	5.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	18%	82%	18%	82%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	2.5	12.27	2.5	12.27	14.77
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	83%	17%	83%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

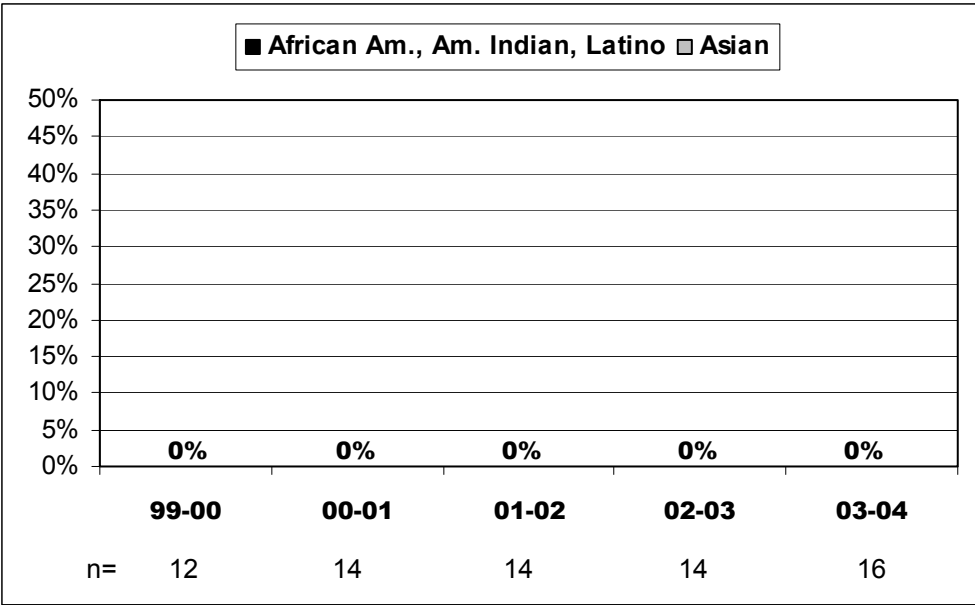
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	2.50	0.00	0.00	0.00	14.77
% of Faculty	16.9%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	25.7%	1.6%	2.7%	2.6%	0.4%
Expected # of Faculty	3.79	0.24	0.41	0.38	0.05
Shortfall (Underutilization)	-1.29	-0.24	-0.41	-0.38	-0.05

DEPARTMENT OF PHILOSOPHY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF SCANDINAVIAN STUDIES

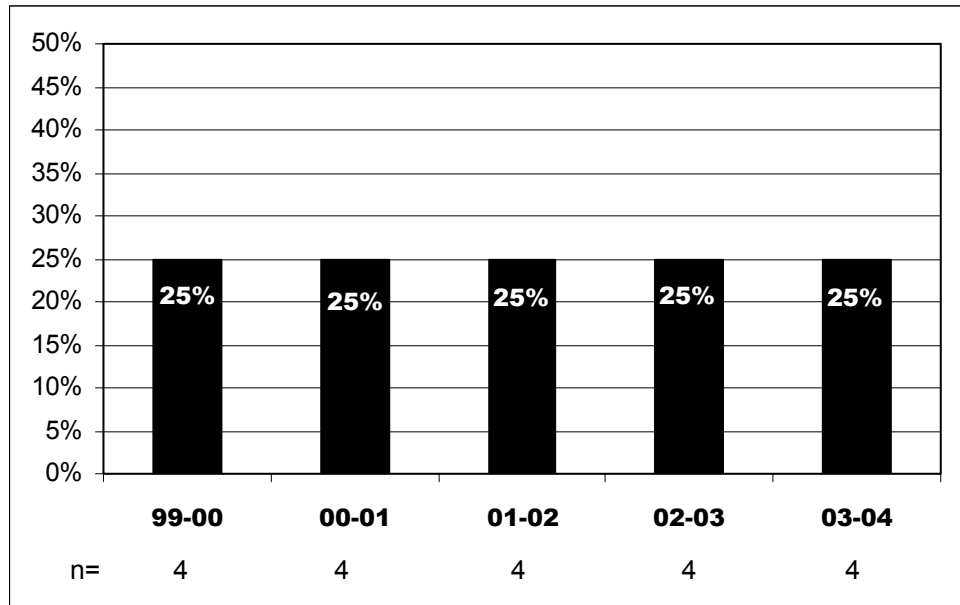
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	2.1	1	2.1	3.1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	32%	68%	32%	68%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	1	2.1	1	2.1	3.1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	32%	68%	32%	68%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

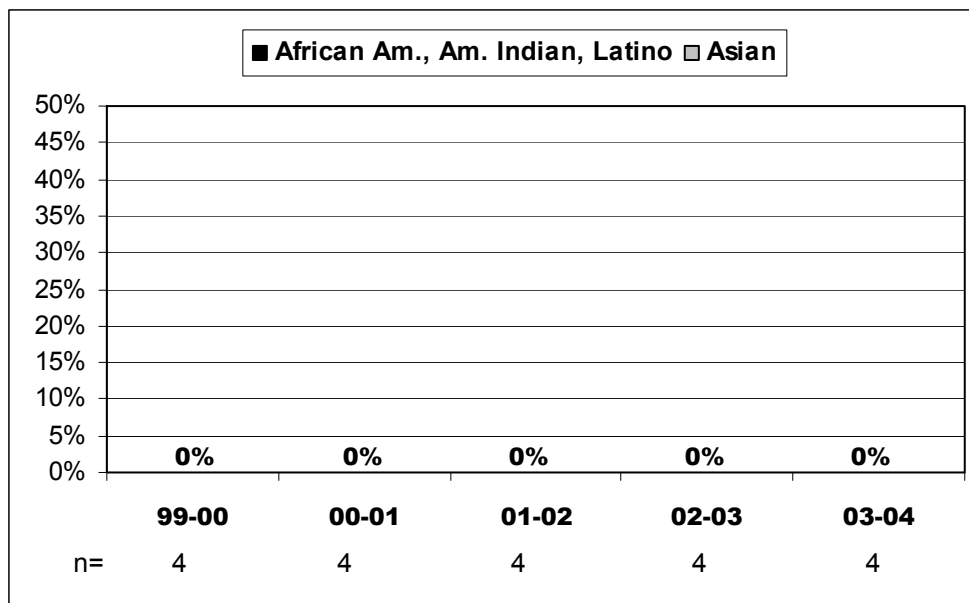
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	1.00	0.00	0.00	0.00	0.00	3.10
% of Faculty	32.3%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	37.4%	2.0%	6.3%	3.1%	0.2%	
Expected # of Faculty	1.16	0.06	0.20	0.10	0.01	
Shortfall (Underutilization)	-0.16	-0.06	-0.20	-0.10	-0.01	

DEPARTMENT OF SCANDINAVIAN STUDIES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

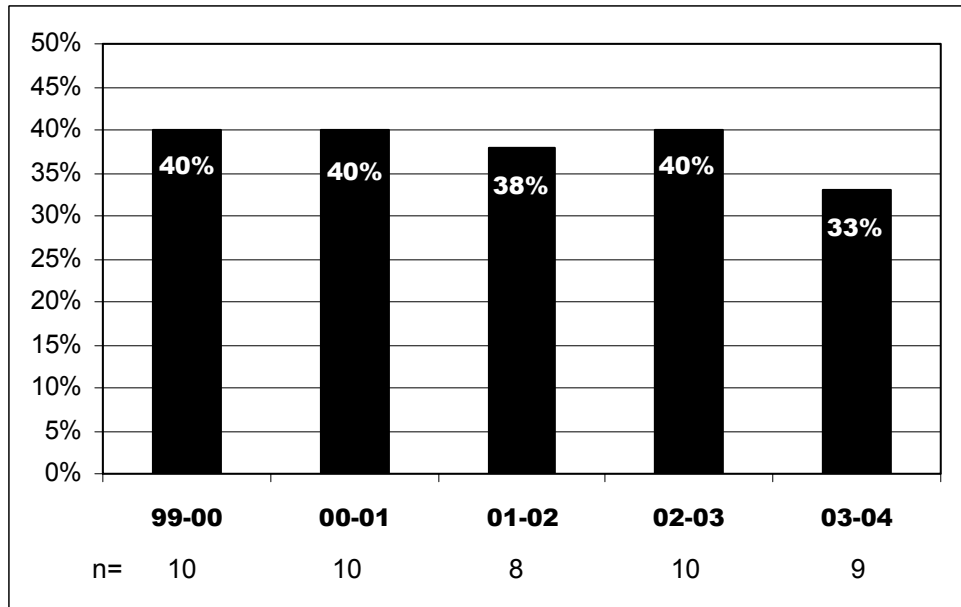
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	0	0	0	0	0	0	0	1	0	2	5	3	5	8
	13%	0%	0%	0%	0%	0%	0%	0%	13%	0%	25%	63%	38%	63%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	1	0	0	0	0	0	0	0	1	0	2	6	3	6	9
	11%	0%	0%	0%	0%	0%	0%	0%	11%	0%	22%	67%	33%	67%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

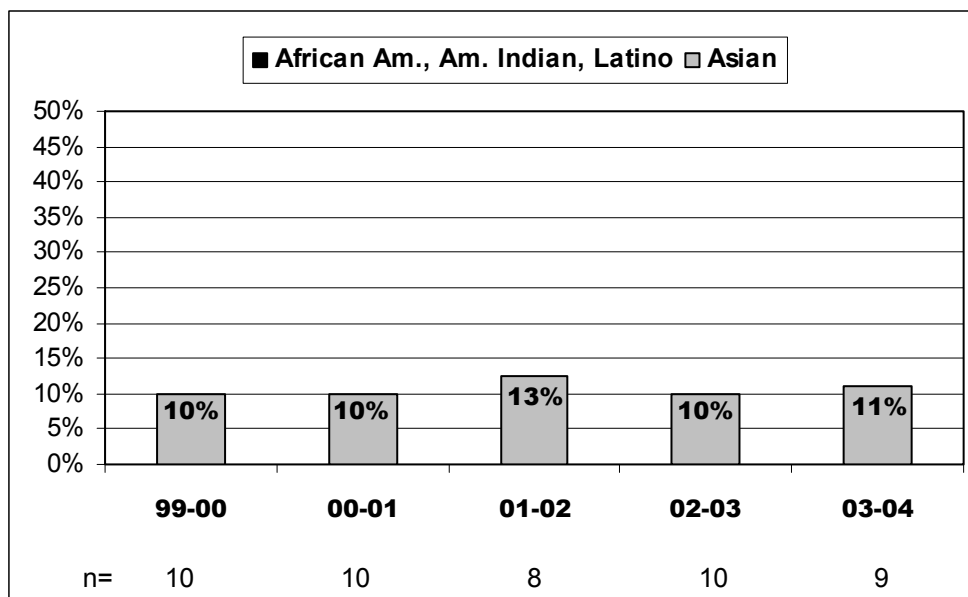
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	3.00	0.00	0.00	1.00	9.00
% of Faculty	33.3%	0.0%	0.0%	11.1%	0.0%
Estimate of Availability	55.8%	1.0%	1.6%	0.5%	0.0%
Expected # of Faculty	5.03	0.09	0.14	0.04	0.00
Shortfall (Underutilization)	-2.03	-0.09	-0.14	none	none

DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF SPANISH & PORTUGUESE

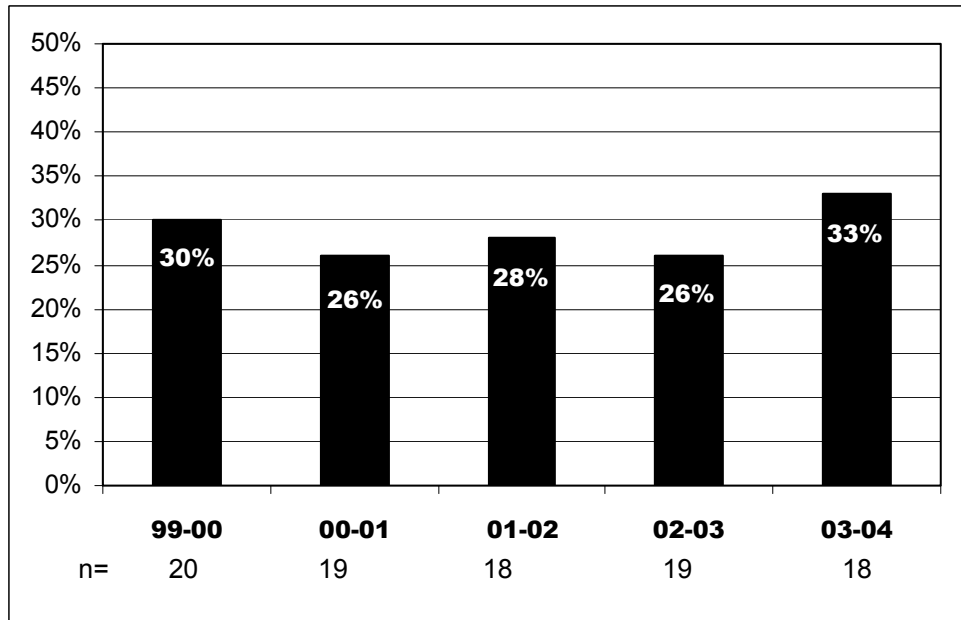
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	3	6.25	0	0	3	6.25	1	4	4	10.25	14.25
	0%	0%	0%	0%	21%	44%	0%	0%	21%	44%	7%	28%	28%	72%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1.5	0	1.5	0	1.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Total Ladder	0	0	0	0	3	6.25	0	0	3	6.25	3.5	5	6.5	11.25	17.75
	0%	0%	0%	0%	17%	35%	0%	0%	17%	35%	20%	28%	37%	63%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

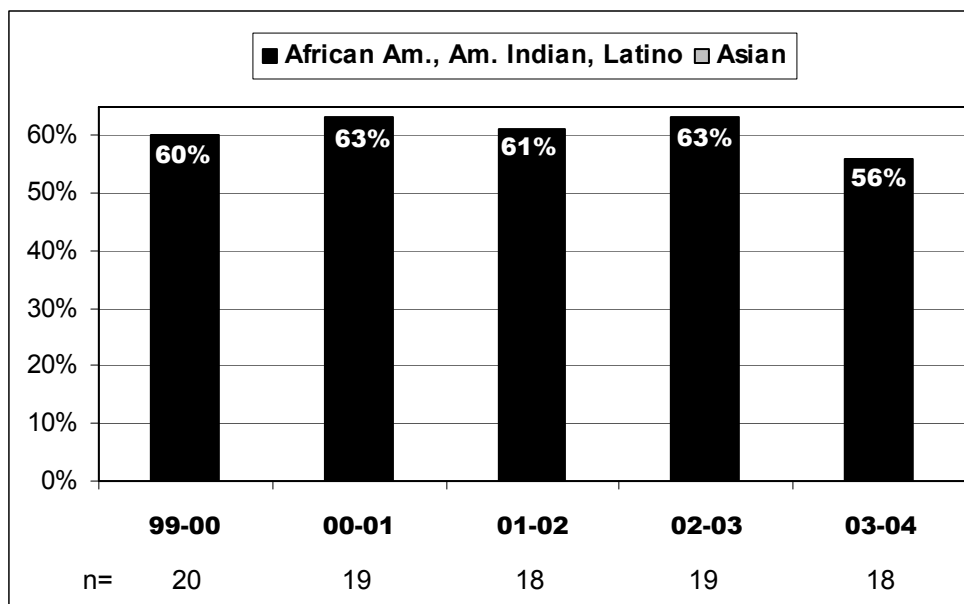
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	6.50	0.00	9.25	0.00	17.75
% of Faculty	36.6%	0.0%	52.1%	0.0%	0.0%
Estimate of Availability	60.7%	2.3%	33.6%	2.7%	0.2%
Expected # of Faculty	10.78	0.41	5.96	0.49	0.04
Shortfall (Underutilization)	-4.28	-0.41	none	-0.49	-0.04

DEPARTMENT OF SPANISH & PORTUGUESE *Trends*

Percent Women



Percent Underrepresented Minorities



2004-2005
Diversity Statistics - Regular Rank Faculty

DIVISION OF LIFE SCIENCES³

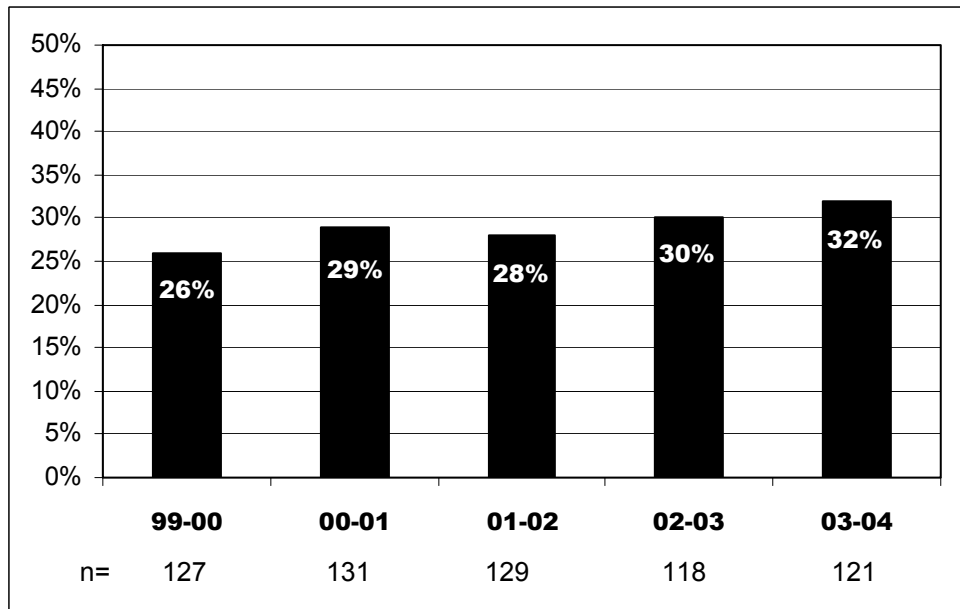
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	2	2	1	2	2	3	0	0	5	7	19	53	0	0	24	60	84
	2%	2%	1%	2%	2%	4%	0%	0%	6%	8%	23%	63%	0%	0%	29%	71%	100%
Associate Professor	1	1	0	0	0	0.5	0	0	1	1.5	4	8.5	0	0	5	10	15
	7%	7%	0%	0%	0%	3%	0%	0%	7%	10%	27%	57%	0%	0%	33%	67%	100%
Assistant Professor	3	1	0	0	0	0	1	0	4	1	6	9	1	0	11	10	21
	14%	5%	0%	0%	0%	0%	5%	0%	19%	5%	29%	43%	5%	0%	52%	48%	100%
Total Ladder	6	4	1	2	2	3.5	1	0	10	9.5	29	70.5	1	0	40	80	120
	5%	3%	1%	2%	2%	3%	1%	0%	8%	8%	24%	59%	1%	0%	33%	67%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

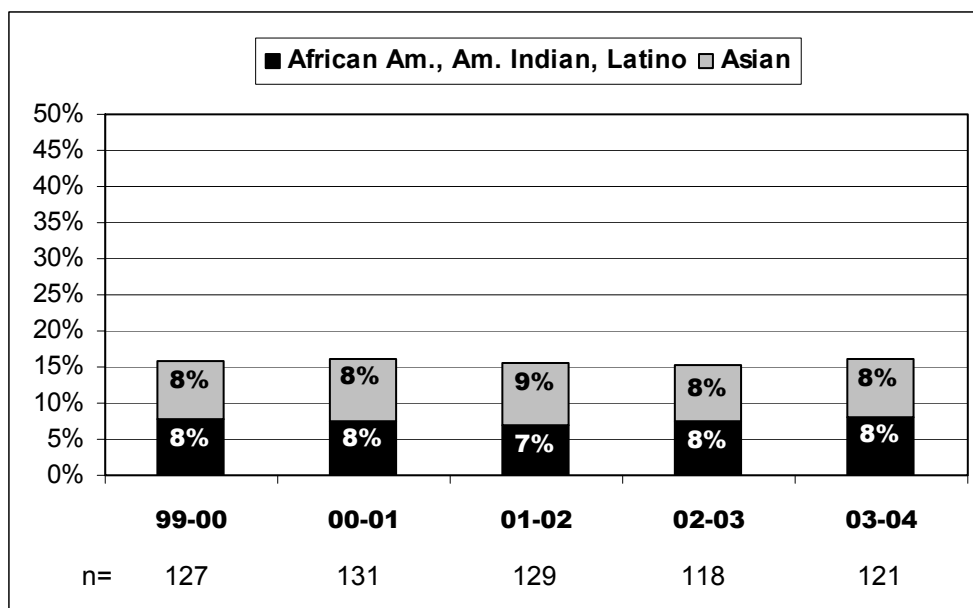
	Black/ Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	40.00	3.00	5.50	10.00	1.00	120.00
% of Faculty	33.3%	2.5%	4.6%	8.3%	0.8%	
Estimate of Availability	48.2%	2.9%	3.6%	6.1%	0.4%	
Expected # of Faculty	57.84	3.53	4.34	7.37	0.50	
Shortfall (Underutilization)	-17.84	-0.53	none	none	none	

DIVISION OF LIFE SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY⁴

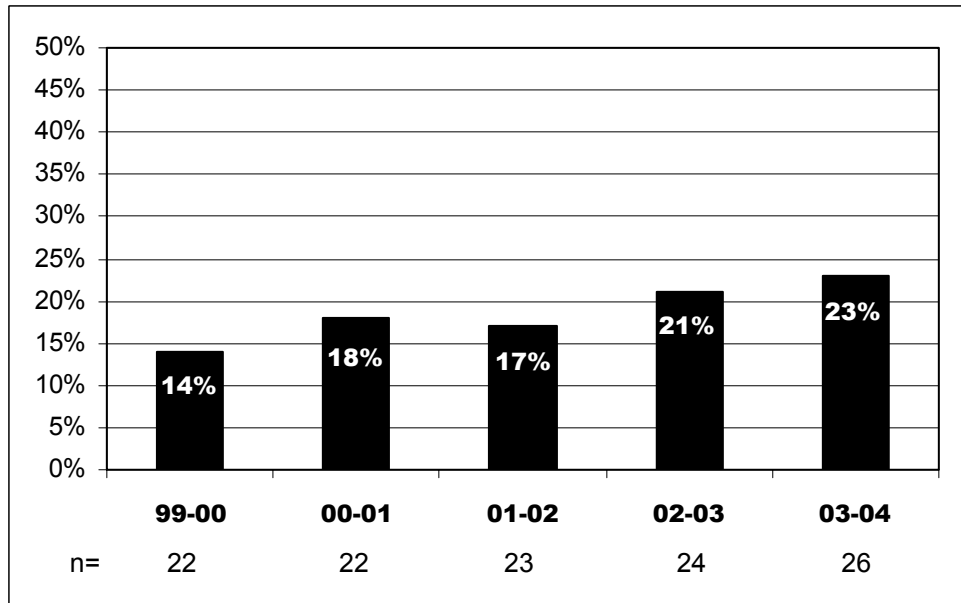
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	1	1	0	0	1	1	2.5	13.5	3.5	14.5	18
	0%	0%	0%	0%	6%	6%	0%	0%	6%	6%	14%	75%	19%	81%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	3	1	3	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	75%	25%	75%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0.5	2	0.5	2	2.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%	80%	20%	80%	100%
Total Ladder	0	0	0	0	1	1	0	0	1	1	4	18.5	5	19.5	24.5
	0%	0%	0%	0%	4%	4%	0%	0%	4%	4%	16%	76%	20%	80%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

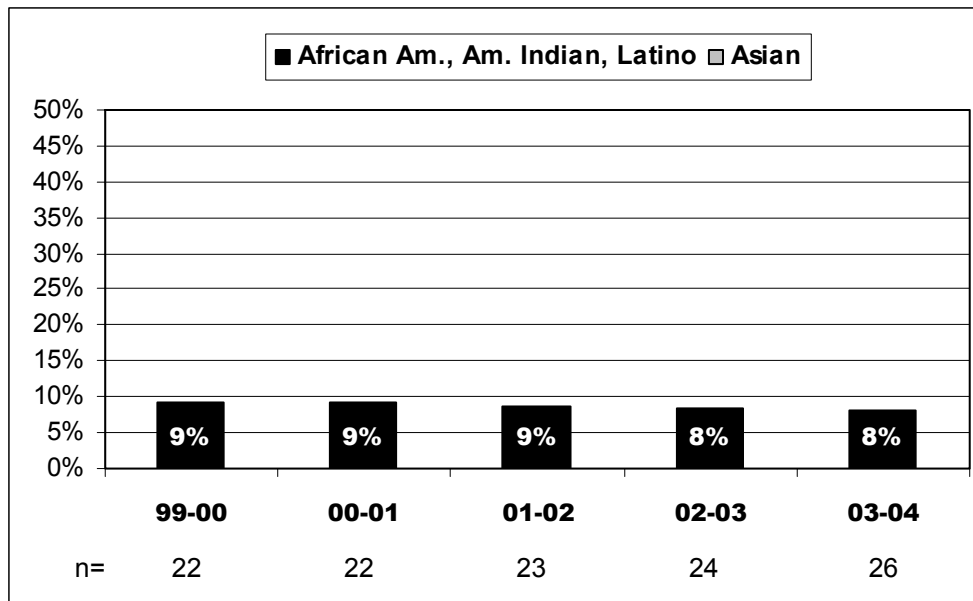
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	5.00	0.00	2.00	0.00	24.50
% of Faculty	20.4%	0.0%	8.2%	0.0%	0.0%
Estimate of Availability	31.4%	1.5%	2.6%	5.3%	0.4%
Expected # of Faculty	7.69	0.36	0.64	1.30	0.10
Shortfall (Underutilization)	-2.69	-0.36	none	-1.30	-0.10

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



**DEPARTMENT OF MOLECULAR, CELL
& DEVELOPMENTAL BIOLOGY**

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	2	0	0	1	0	0	0	2	2	3	5	5	7	12
	8%	17%	0%	0%	8%	0%	0%	0%	17%	17%	25%	42%	42%	58%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	1	2	1	3	4
	0%	25%	0%	0%	0%	0%	0%	0%	0%	25%	25%	50%	25%	75%	100%
Assistant Professor	1	0	0	0	0	0	0	0	1	0	1	0	2	0	2
	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	0%	100%
Total Ladder	2	3	0	0	1	0	0	0	3	3	5	7	8	10	18
	11%	17%	0%	0%	6%	0%	0%	0%	17%	17%	28%	39%	44%	56%	100%

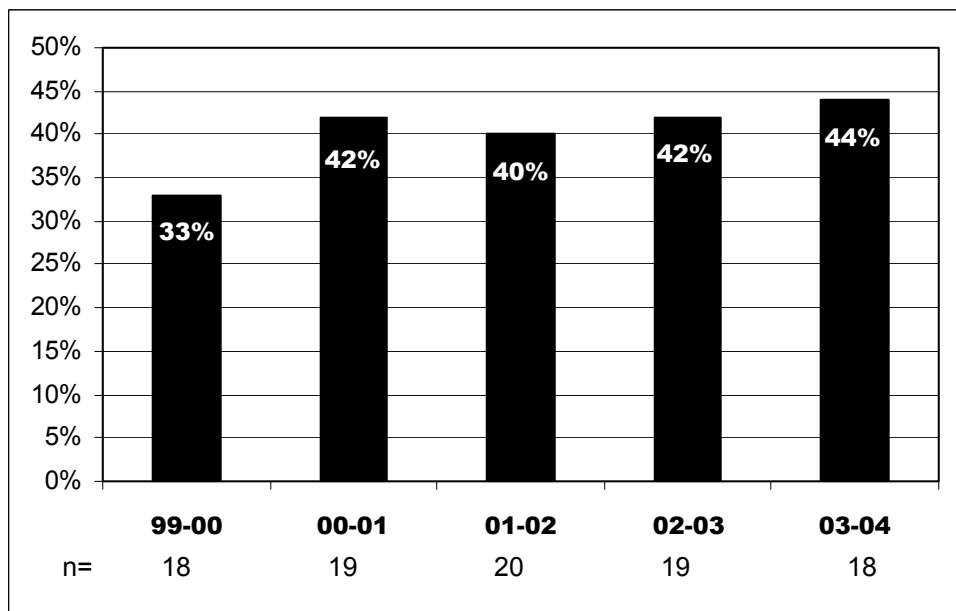
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	8.00	0.00	1.00	5.00	18.00
% of Faculty	44.4%	0.0%	5.6%	27.8%	0.0%
Estimate of Availability	43.3%	1.6%	2.4%	13.4%	0.3%
Expected # of Faculty	7.80	0.30	0.44	2.41	0.05
Shortfall (Underutilization)	none	-0.30	none	none	-0.05

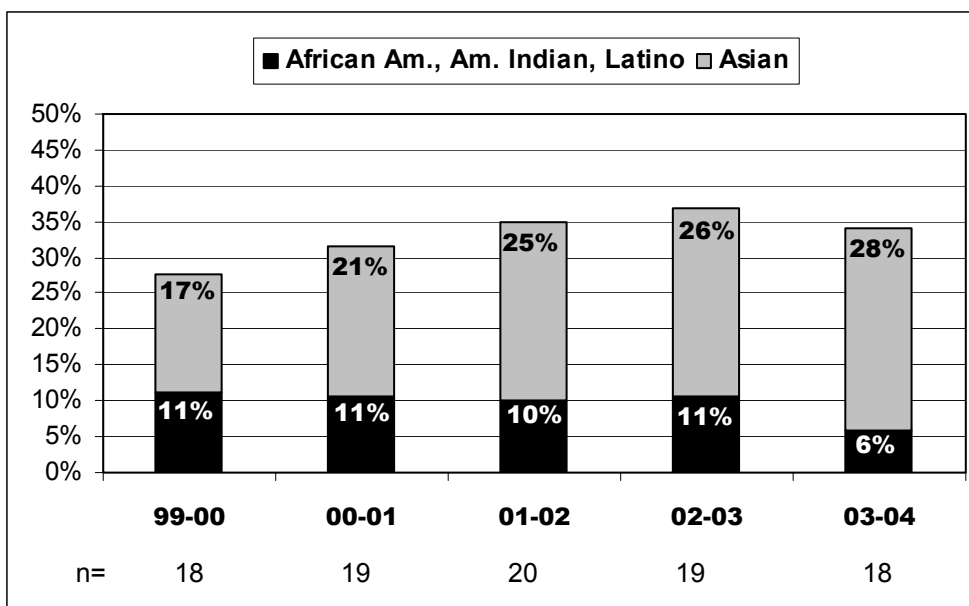
DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PHYSIOLOGICAL SCIENCE

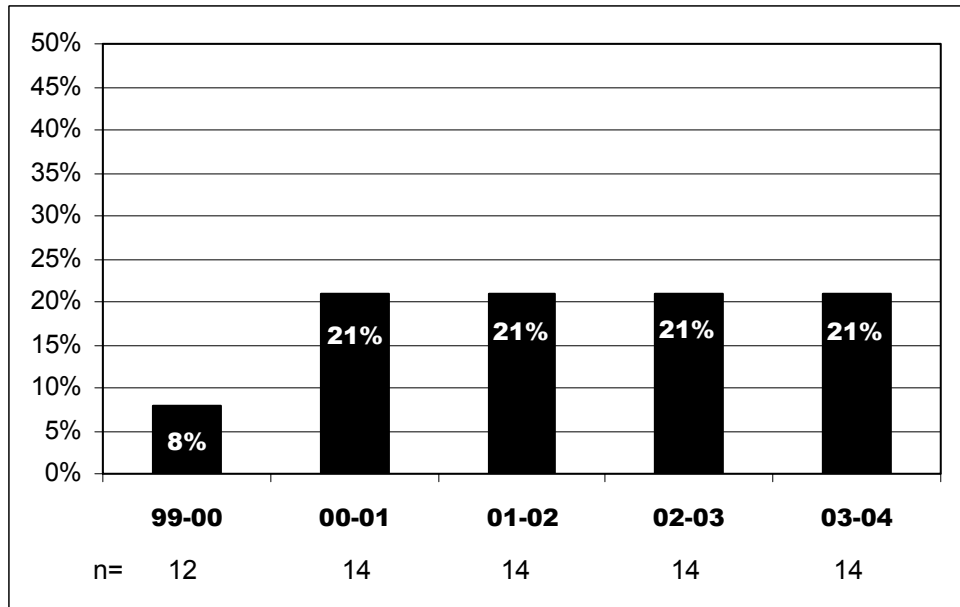
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	10.5	0	10.5	10.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	3	10.5	3	10.5	13.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	22%	78%	22%	78%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

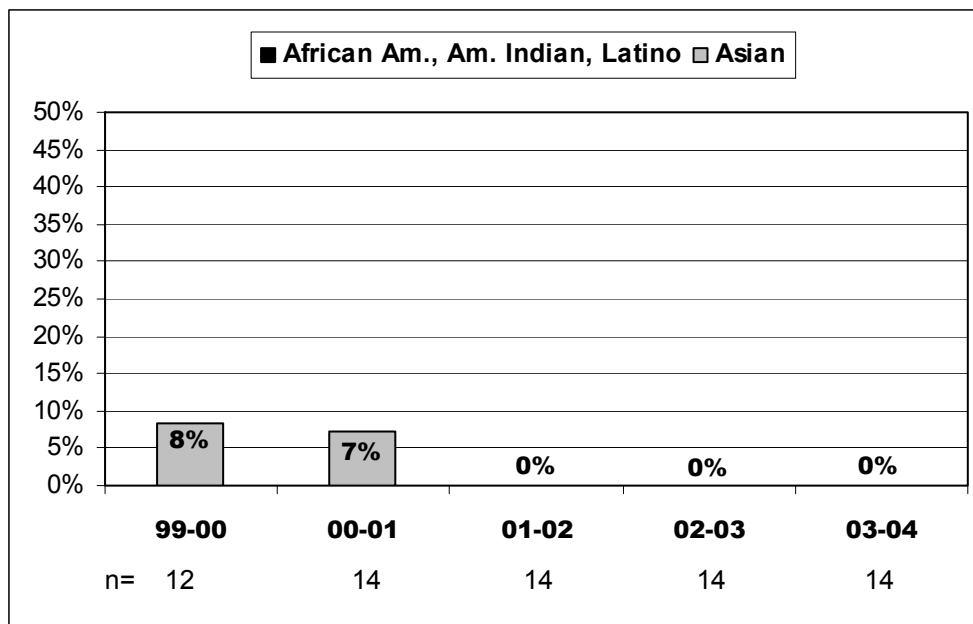
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	3.00	0.00	0.00	0.00	0.00	13.50
% of Faculty	22.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.5%	2.1%	3.3%	8.3%	0.4%	
Expected # of Faculty	5.60	0.29	0.44	1.13	0.05	
Shortfall (Underutilization)	-2.60	-0.29	-0.44	-1.13	-0.05	

DEPARTMENT OF PHYSIOLOGICAL SCIENCE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PSYCHOLOGY

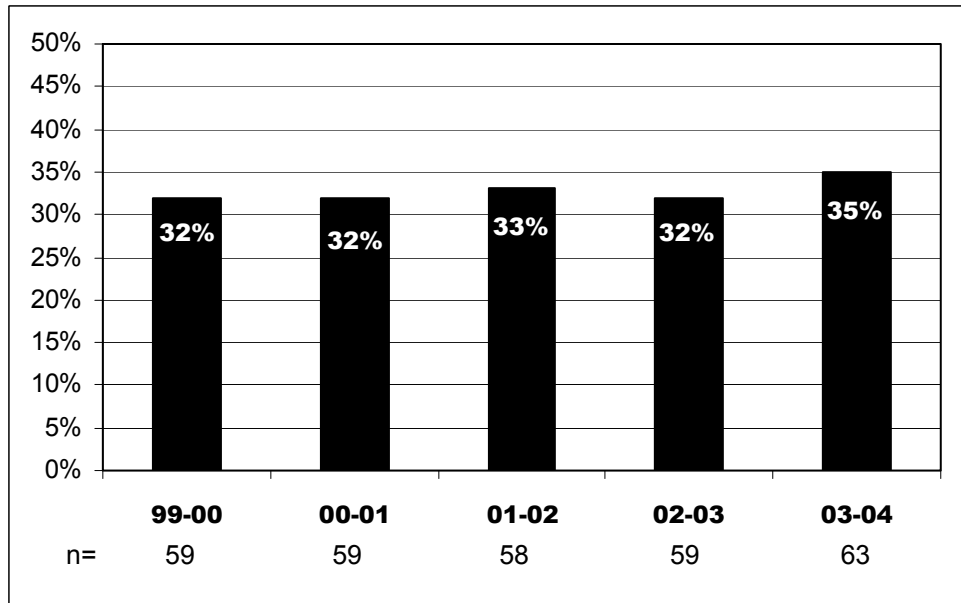
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	1	0	1	2	0	2	0	0	2	4	13	23.17	15	27.17	42.17
	2%	0%	2%	5%	0%	5%	0%	0%	5%	9%	31%	55%	36%	64%	100%
Associate Professor															
	1	0	0	0	0	0.5	0	0	1	0.5	1	3.5	2	4	6
	17%	0%	0%	0%	0%	8%	0%	0%	17%	8%	17%	58%	33%	67%	100%
Assistant Professor															
	2	1	0	0	0	0	1	0	3	1	3	7	6	8	14
	14%	7%	0%	0%	0%	0%	7%	0%	21%	7%	21%	50%	43%	57%	100%
Total Ladder															
	4	1	1	2	0	2.5	1	0	6	5.5	17	33.67	23	39.17	62.17
	6%	2%	2%	3%	0%	4%	2%	0%	10%	9%	27%	54%	37%	63%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

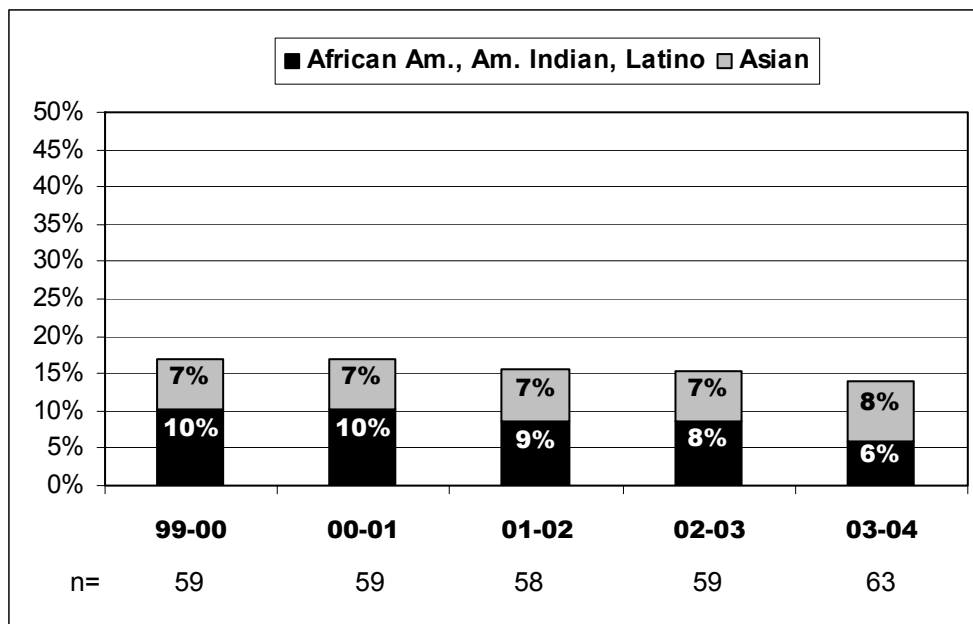
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	23.00	3.00	2.50	5.00	1.00	62.17
% of Faculty	37.0%	4.8%	4.0%	8.0%	1.6%	
Estimate of Availability	54.4%	3.8%	4.1%	3.7%	0.4%	
Expected # of Faculty	33.80	2.36	2.53	2.30	0.28	
Shortfall (Underutilization)	-10.80	none	-0.03	none	none	

DEPARTMENT OF PSYCHOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DIVISION OF PHYSICAL SCIENCES

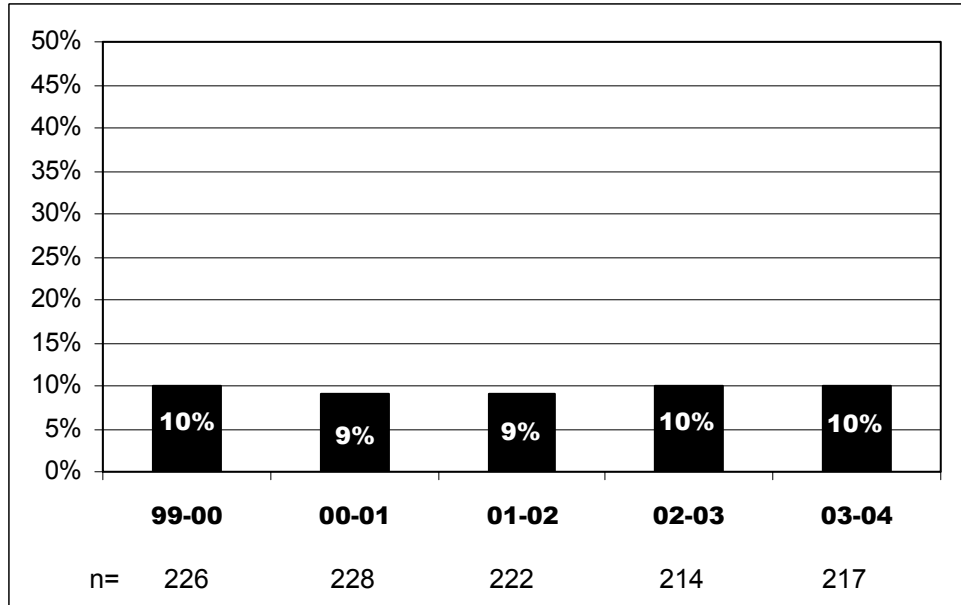
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	2	15.17	0	0	1	5	0	0	3	20.17	9.67	121.83	12.67	142	154.67
	1%	10%	0%	0%	1%	3%	0%	0%	2%	13%	6%	79%	8%	92%	100%
Associate Professor															
	0	6	0	1	0	0	0	0	0	7	4	17	4	24	28
	0%	21%	0%	4%	0%	0%	0%	0%	0%	25%	14%	61%	14%	86%	100%
Assistant Professor															
	1	3	0	0	0	0	0	0	1	3	4.5	18	5.5	21	26.5
	4%	11%	0%	0%	0%	0%	0%	0%	4%	11%	17%	68%	21%	79%	100%
Total Ladder															
	3	24.17	0	1	1	5	0	0	4	30.17	18.17	156.83	22.17	187	209.17
	1%	12%	0%	0%	0%	2%	0%	0%	2%	14%	9%	75%	11%	89%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

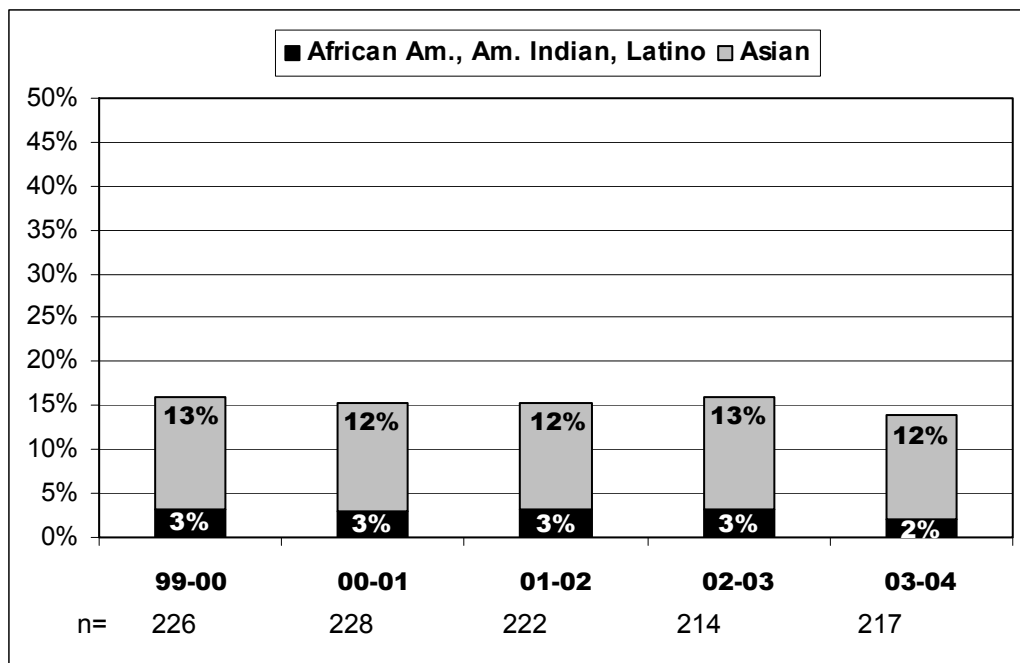
	Black/ Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	22.17	1.00	6.00	27.17	0.00	209.17
% of Faculty	10.6%	0.5%	2.9%	13.0%	0.0%	
Estimate of Availability	21.8%	1.6%	2.5%	13.7%	0.4%	
Expected # of Faculty	45.64	3.26	5.26	28.67	0.81	
Shortfall (Underutilization)	-23.47	-2.26	none	-1.50	-0.81	

DIVISION OF PHYSICAL SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ATMOSPHERIC & OCEANIC SCIENCES⁵

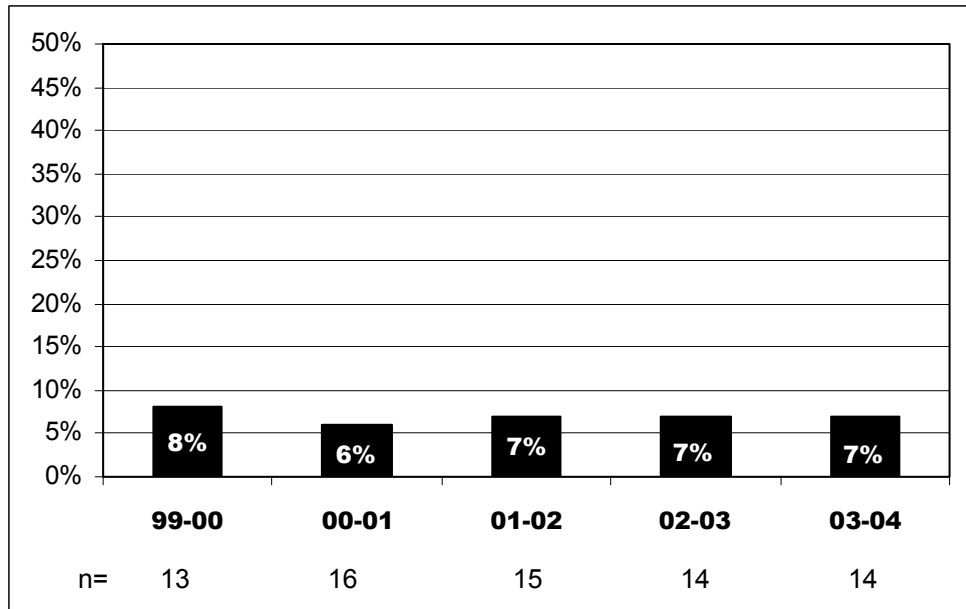
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	1	0	0	0	2	0	5	0	7	7
	0%	14%	0%	0%	0%	14%	0%	0%	0%	29%	0%	71%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	2	1	2	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	2.5	0	2.5	2.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	1	0	0	0	1	0	0	0	2	1	9.5	1	11.5	12.5
	0%	8%	0%	0%	0%	8%	0%	0%	0%	16%	8%	76%	8%	92%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

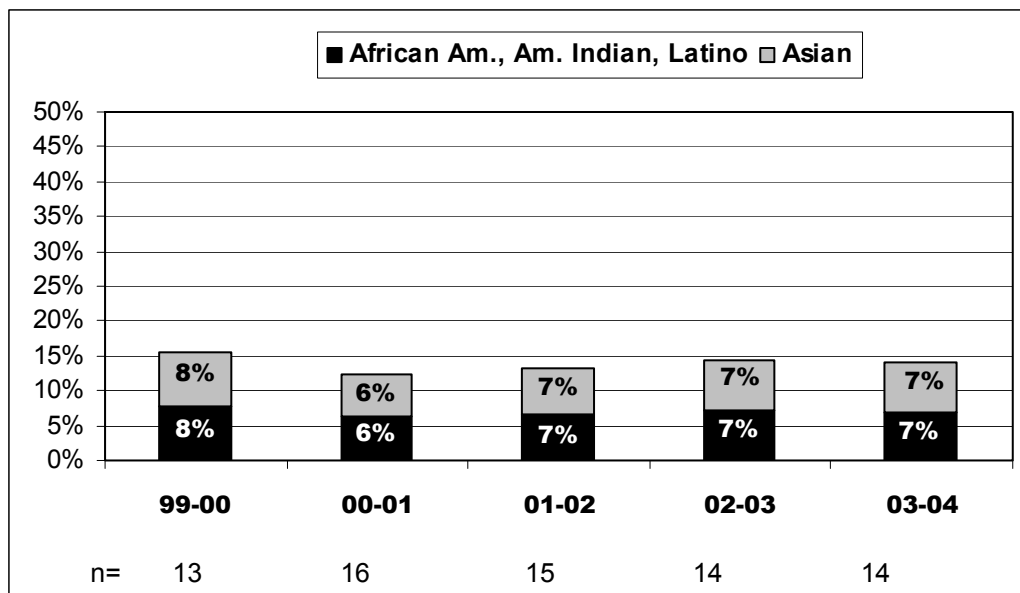
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	1.00	0.00	1.00	1.00	0.00	12.50
% of Faculty	8.0%	0.0%	8.0%	8.0%	0.0%	
Estimate of Availability	14.9%	1.5%	1.9%	13.1%	0.3%	
Expected # of Faculty	1.86	0.19	0.24	1.63	0.04	
Shortfall (Underutilization)	-0.86	-0.19	none	-0.63	-0.04	

DEPARTMENT OF ATMOSPHERIC & OCEANIC SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF CHEMISTRY & BIOCHEMISTRY

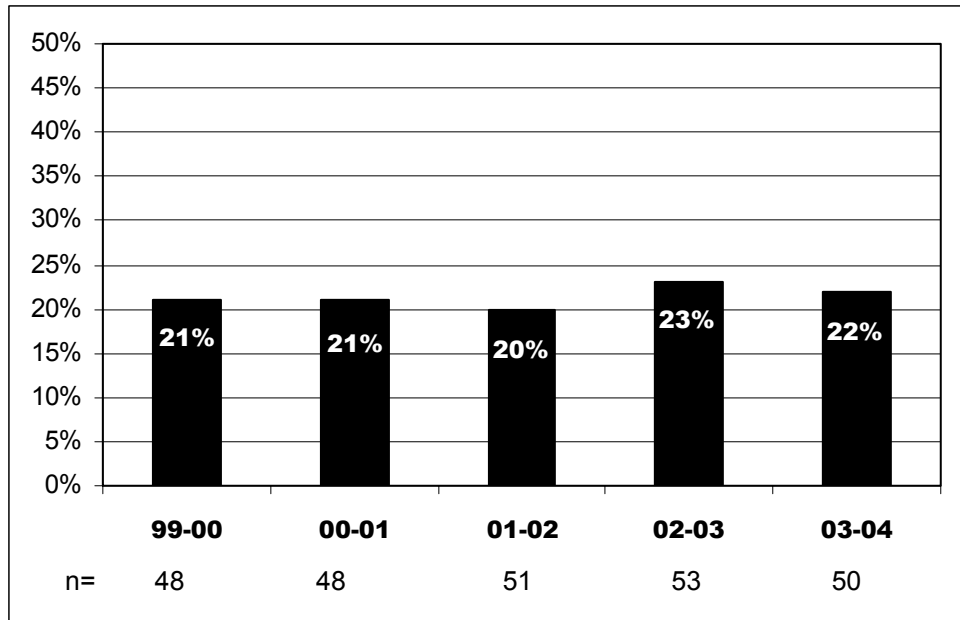
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	2	0.5	0	0	0	1	0	0	2	1.5	5	21.75	7	23.25	30.25
	7%	2%	0%	0%	0%	3%	0%	0%	7%	5%	17%	72%	23%	77%	100%
Associate Professor	0	1	0	1	0	0	0	0	0	2	1	3	1	5	6
	0%	17%	0%	17%	0%	0%	0%	0%	0%	33%	17%	50%	17%	83%	100%
Assistant Professor	1	1	0	0	0	0	0	0	1	1	2	2	3	3	6
	17%	17%	0%	0%	0%	0%	0%	0%	17%	17%	33%	33%	50%	50%	100%
Total Ladder	3	2.5	0	1	0	1	0	0	3	4.5	8	26.75	11	31.25	42.25
	7%	6%	0%	2%	0%	2%	0%	0%	7%	11%	19%	63%	26%	74%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

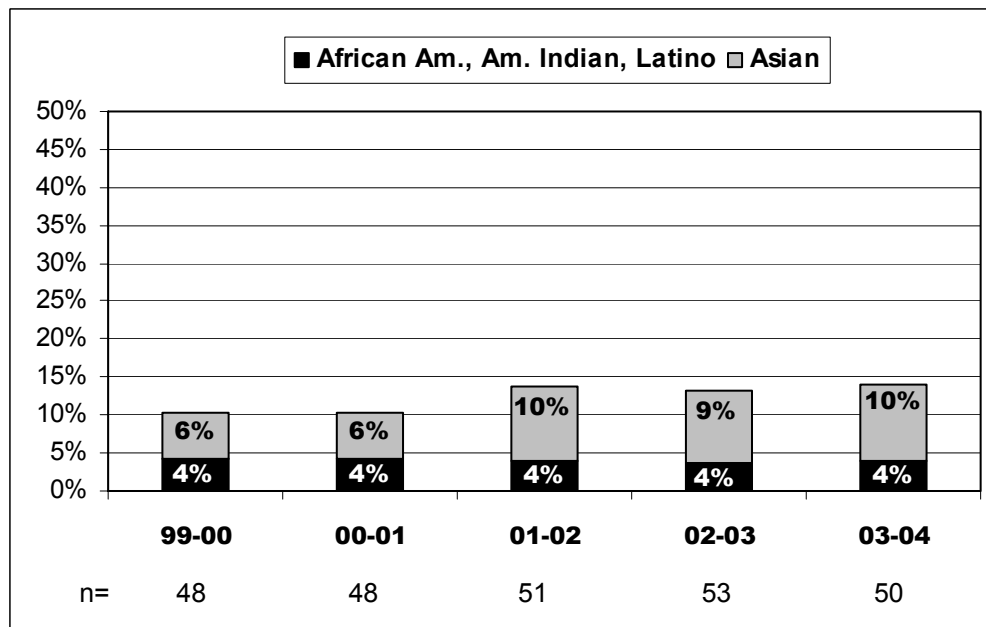
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	11.00	1.00	1.00	5.50	0.00	42.25
% of Faculty	26.0%	2.4%	2.4%	13.0%	0.0%	
Estimate of Availability	28.6%	2.0%	2.7%	12.1%	0.4%	
Expected # of Faculty	12.07	0.86	1.15	5.10	0.17	
Shortfall (Underutilization)	-1.07	none	-0.15	none	-0.17	

DEPARTMENT OF CHEMISTRY & BIOCHEMISTRY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF EARTH & SPACE SCIENCES

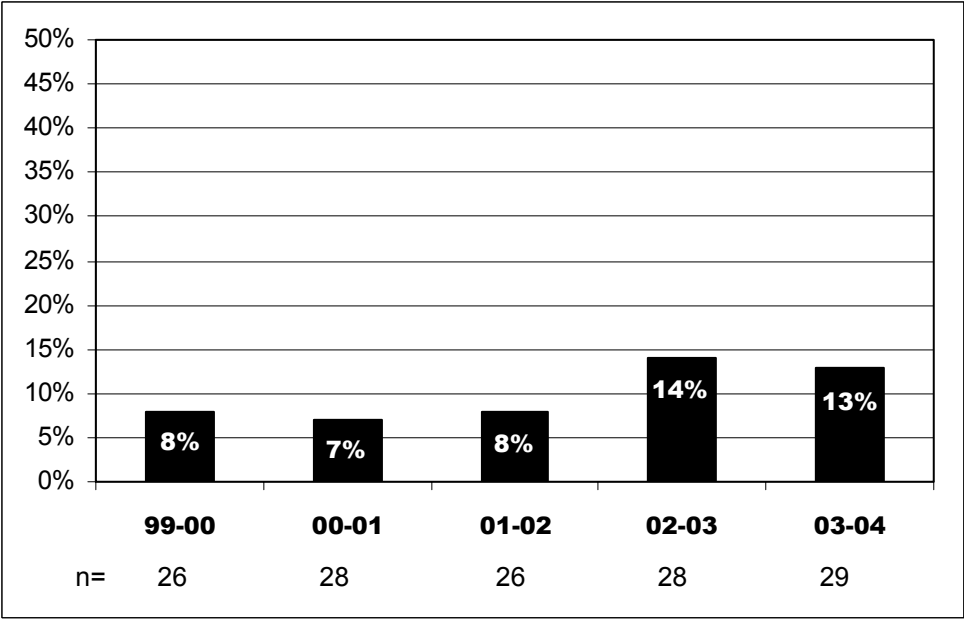
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	0	0	1	0.5	15.1	0.5	16.1	16.6
	0%	6%	0%	0%	0%	0%	0%	0%	0%	6%	3%	91%	3%	97%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	2.5	1	2.5	3.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	29%	71%	29%	71%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1.5	3	1.5	3	4.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%
Total Ladder	0	1	0	0	0	0	0	0	0	1	3	20.6	3	21.6	24.6
	0%	4%	0%	0%	0%	0%	0%	0%	0%	4%	12%	84%	12%	88%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

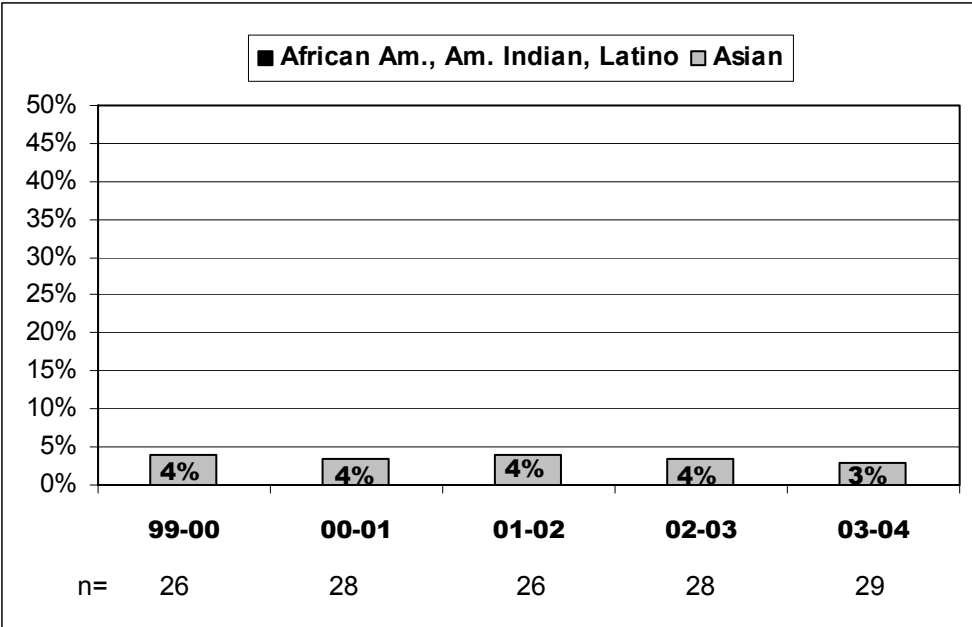
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	3.00	0.00	0.00	1.00	0.00	24.60
% of Faculty	12.2%	0.0%	0.0%	4.1%	0.0%	
Estimate of Availability	19.1%	0.9%	2.0%	6.9%	0.4%	
Expected # of Faculty	4.70	0.23	0.50	1.71	0.11	
Shortfall (Underutilization)	-1.70	-0.23	-0.50	-0.71	-0.11	

DEPARTMENT OF EARTH & SPACE SCIENCES
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MATHEMATICS⁶

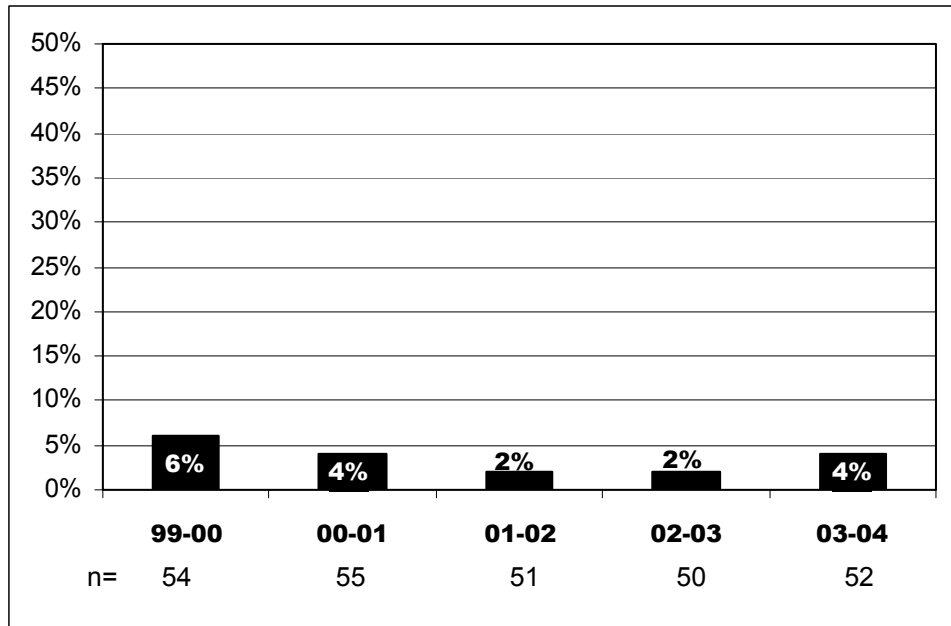
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	5	0	0	0	2	0	0	0	7	1	33	1	40	41
	0%	12%	0%	0%	0%	5%	0%	0%	0%	17%	2%	80%	2%	98%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	1	4	1	5	6
	0%	17%	0%	0%	0%	0%	0%	0%	0%	17%	17%	67%	17%	83%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	3	0	3	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	6	0	0	0	2	0	0	0	8	2	40	2	48	50
	0%	12%	0%	0%	0%	4%	0%	0%	0%	16%	4%	80%	4%	96%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

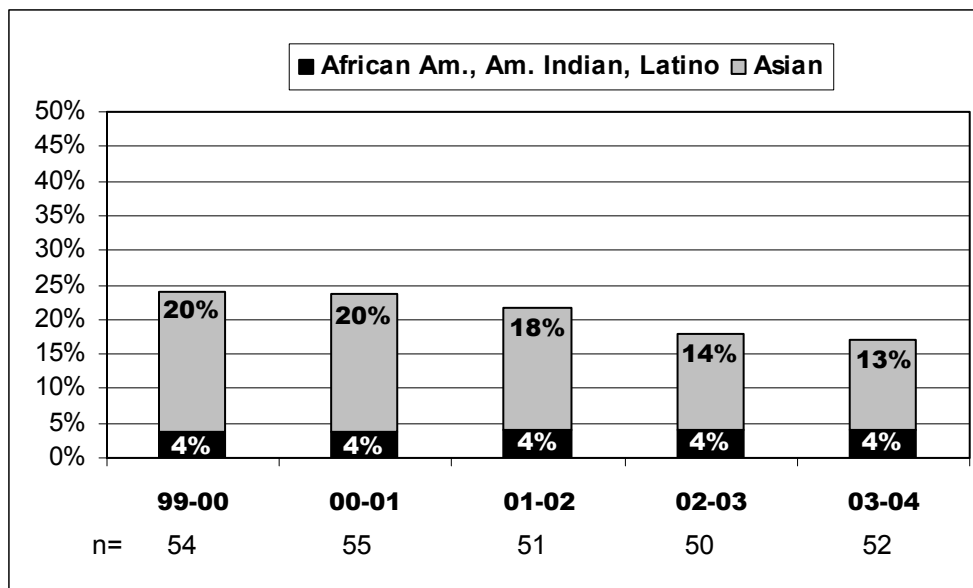
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	2.00	0.00	2.00	6.00	50.00
% of Faculty	4.0%	0.0%	4.0%	12.0%	0.0%
Estimate of Availability	23.8%	1.4%	2.8%	17.1%	0.5%
Expected # of Faculty	11.89	0.68	1.40	8.56	0.24
Shortfall (Underutilization)	-9.89	-0.68	none	-2.56	-0.24

DEPARTMENT OF MATHEMATICS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PHYSICS & ASTRONOMY

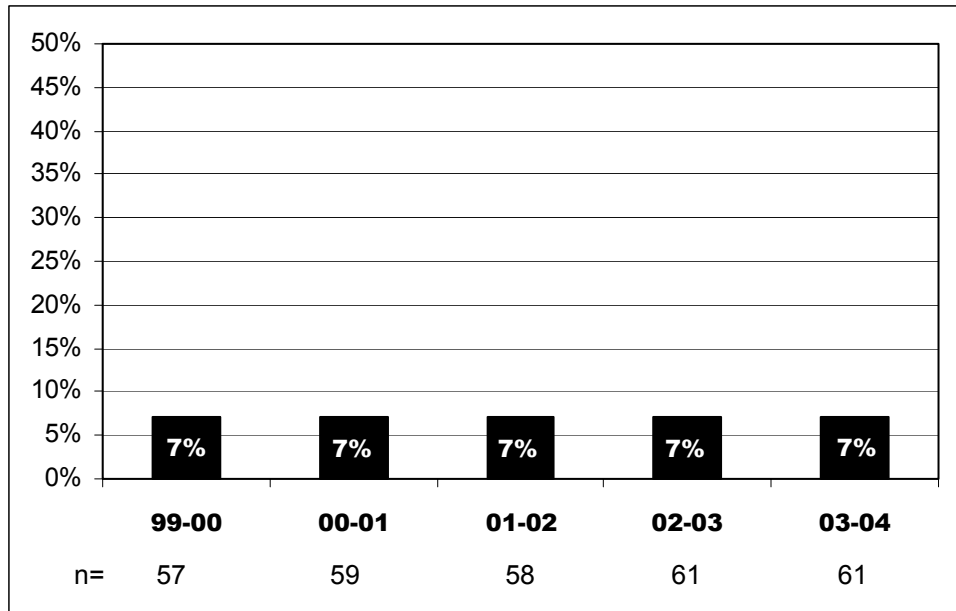
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	8	0	0	1	1	0	0	1	9	2.17	37	3.17	46	49.17
	0%	16%	0%	0%	2%	2%	0%	0%	2%	18%	4%	75%	6%	94%	100%
Associate Professor	0	2	0	0	0	0	0	0	0	2	0	4	0	6	6
	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	0%	67%	0%	100%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	6	0	7	7
	0%	14%	0%	0%	0%	0%	0%	0%	0%	14%	0%	86%	0%	100%	100%
Total Ladder	0	11	0	0	1	1	0	0	1	12	2.17	47	3.17	59	62.17
	0%	18%	0%	0%	2%	2%	0%	0%	2%	19%	3%	76%	5%	95%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

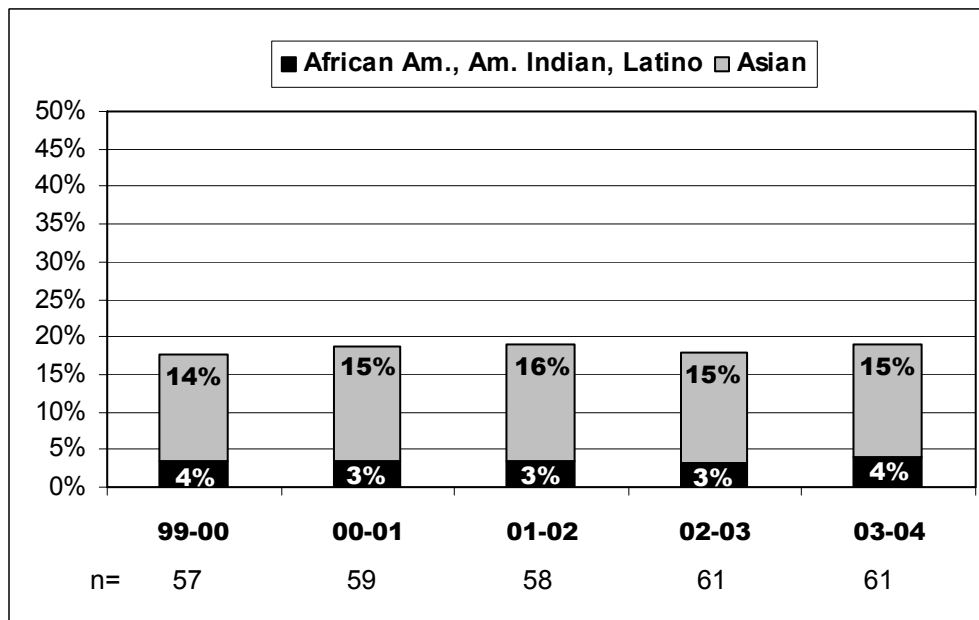
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	3.17	0.00	2.00	11.00	0.00	62.17
% of Faculty	5.1%	0.0%	3.2%	17.7%	0.0%	
Estimate of Availability	11.5%	1.3%	2.3%	14.1%	0.3%	
Expected # of Faculty	7.12	0.78	1.43	8.75	0.19	
Shortfall (Underutilization)	-3.95	-0.78	none	none	-0.19	

DEPARTMENT OF PHYSICS & ASTRONOMY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF STATISTICS

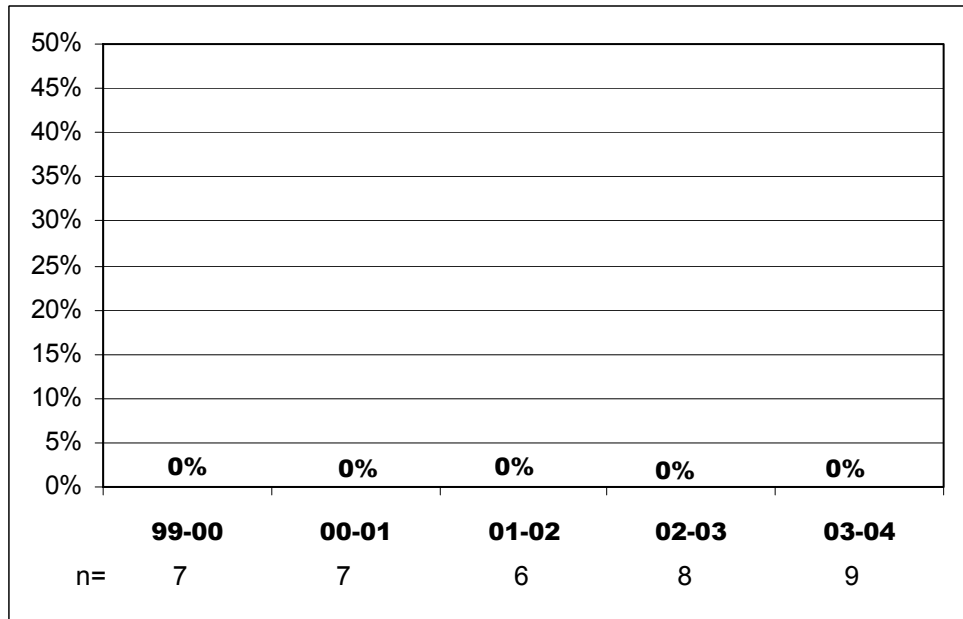
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	0	0	1	0	3.5	0	4.5	4.5
	0%	22%	0%	0%	0%	0%	0%	0%	0%	22%	0%	78%	0%	100%	100%
Associate Professor	0	2	0	0	0	0	0	0	0	2	0	1	0	3	3
	0%	67%	0%	0%	0%	0%	0%	0%	0%	67%	0%	33%	0%	100%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0.5	1	0.5	2	2.5
	0%	40%	0%	0%	0%	0%	0%	0%	0%	40%	20%	40%	20%	80%	100%
Total Ladder	0	4	0	0	0	0	0	0	0	4	0.5	5.5	0.5	9.5	10
	0%	40%	0%	0%	0%	0%	0%	0%	0%	40%	5%	55%	5%	95%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

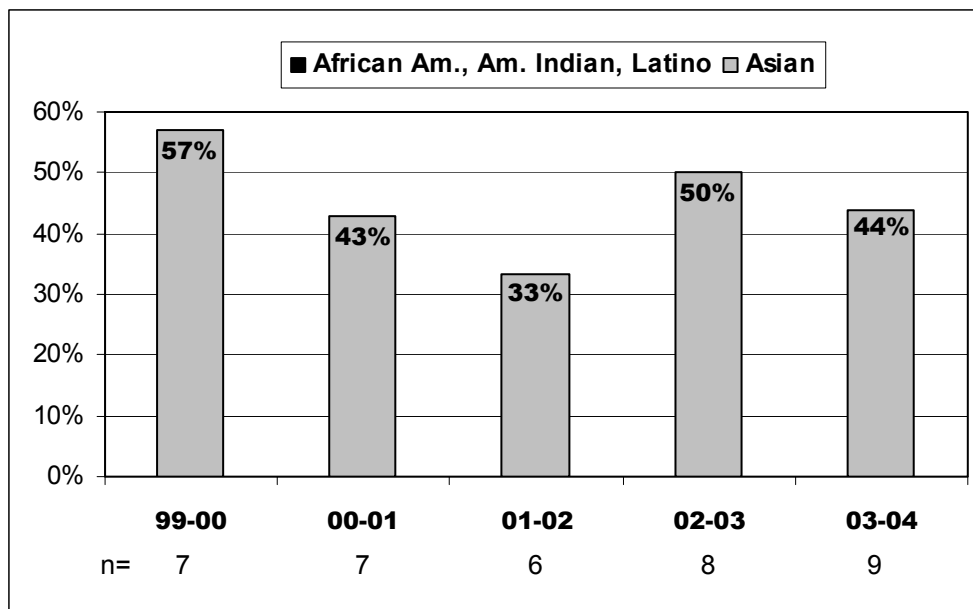
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	0.50	0.00	0.00	4.00	10.00
% of Faculty	5.0%	0.0%	0.0%	40.0%	0.0%
Estimate of Availability	33.3%	2.0%	2.0%	15.6%	0.3%
Expected # of Faculty	3.33	0.20	0.20	1.56	0.03
Shortfall (Underutilization)	-2.83	-0.20	-0.20	none	-0.03

DEPARTMENT OF STATISTICS *Trends*

Percent Women



Percent Underrepresented Minorities



2004-2005
Diversity Statistics - Regular Rank Faculty

DIVISION OF SOCIAL SCIENCES

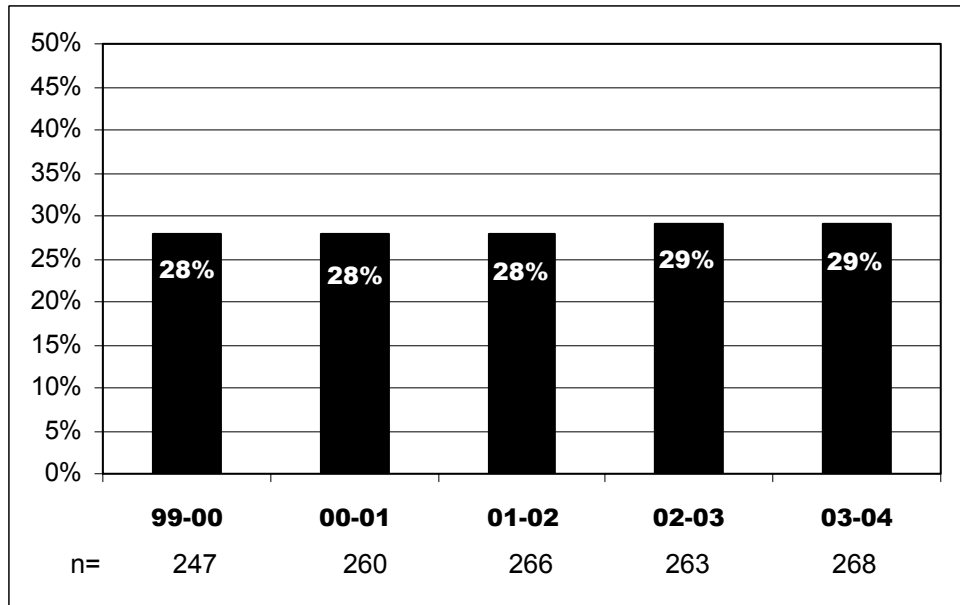
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	2	6	1	3	1	6	0	2	4	17	35.5	105.5	39.5	122.5	162
	1%	4%	1%	2%	1%	4%	0%	1%	2%	10%	22%	65%	24%	76%	100%
Associate Professor	4	4	2	0	2	6	0	0	8	10	13.5	23.5	21.5	33.5	55
	7%	7%	4%	0%	4%	11%	0%	0%	15%	18%	25%	43%	39%	61%	100%
Assistant Professor	1	3	1	2	2	2	1	0	5	7	17	21	22	28	50
	2%	6%	2%	4%	4%	4%	2%	0%	10%	14%	34%	42%	44%	56%	100%
Total Ladder	7	13	4	5	5	14	1	2	17	34	66	150	83	184	267
	3%	5%	1%	2%	2%	5%	0%	1%	6%	13%	25%	56%	31%	69%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

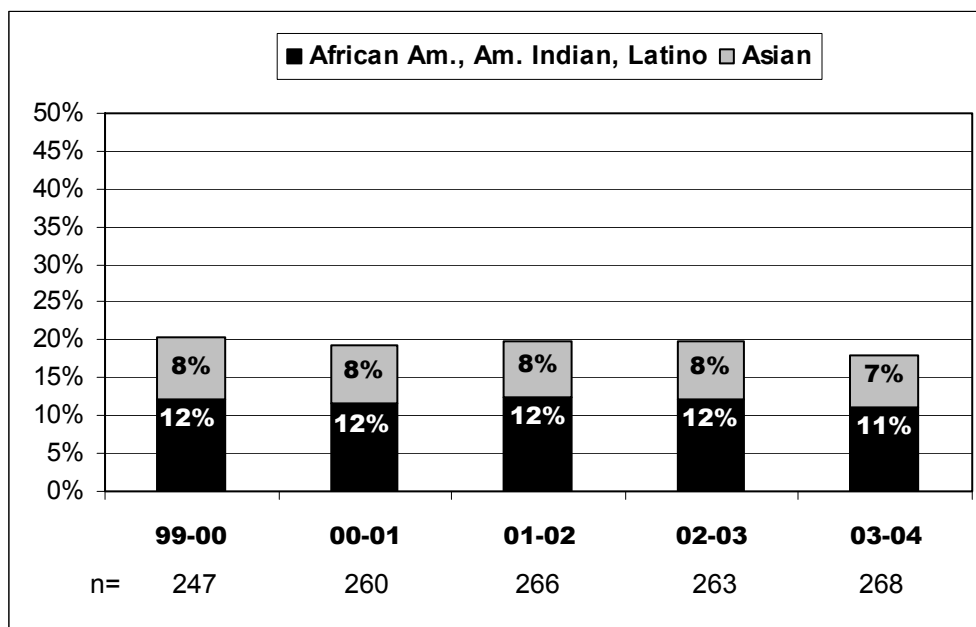
	Black/ Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	83.00	9.00	19.00	20.00	3.00	267.00
% of Faculty	31.1%	3.4%	7.1%	7.5%	1.1%	
Estimate of Availability	39.5%	5.1%	4.4%	6.2%	0.4%	
Expected # of Faculty	105.51	13.59	11.73	16.45	1.09	
Shortfall (Underutilization)	-22.51	-4.59	none	none	none	

DIVISION OF SOCIAL SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ANTHROPOLOGY

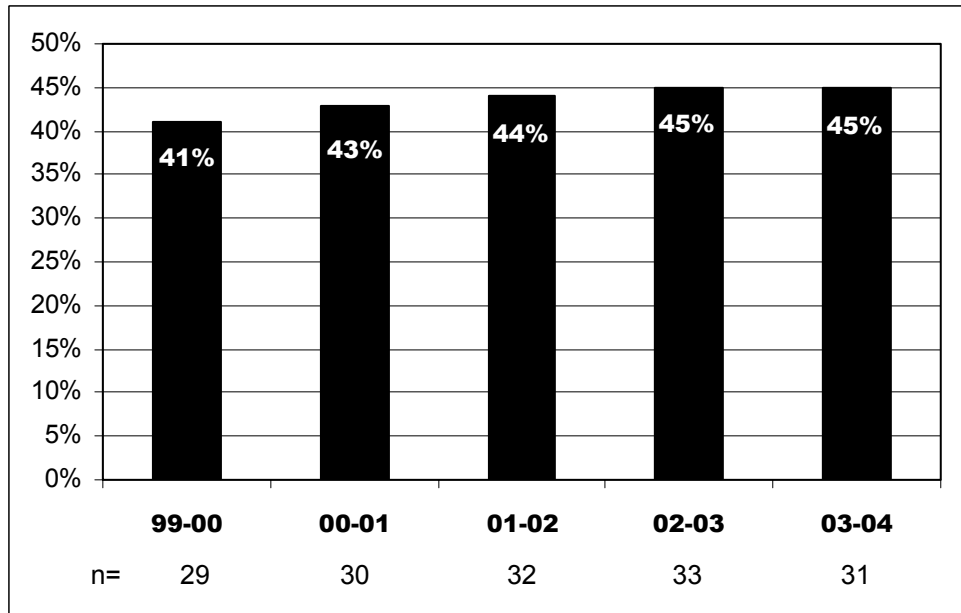
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	1	0	2	9	9	9	11	20
	0%	5%	0%	0%	0%	0%	0%	5%	0%	10%	45%	45%	45%	55%	100%
Associate Professor	2	0	0	0	0	0	0	0	2	0	1.5	1.5	3.5	1.5	5
	40%	0%	0%	0%	0%	0%	0%	0%	40%	0%	30%	30%	70%	30%	100%
Assistant Professor	0	0	1	0	0	1	0	0	1	1	1	2	2	3	5
	0%	0%	20%	0%	0%	20%	0%	0%	20%	20%	20%	40%	40%	60%	100%
Total Ladder	2	1	1	0	0	1	0	1	3	3	11.5	12.5	14.5	15.5	30
	7%	3%	3%	0%	0%	3%	0%	3%	10%	10%	38%	42%	48%	52%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

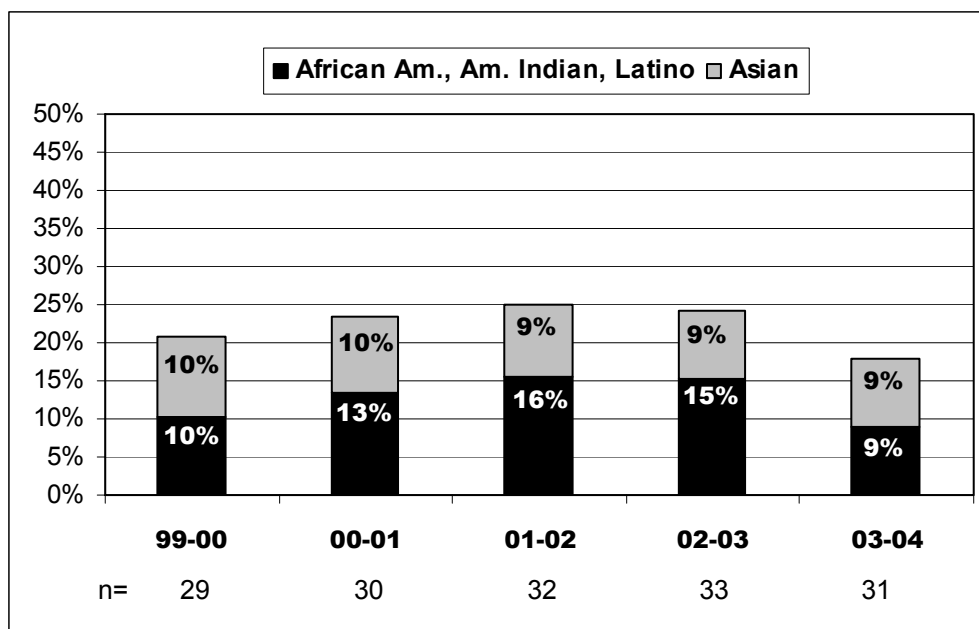
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	14.50	1.00	1.00	3.00	1.00	30.00
% of Faculty	48.3%	3.3%	3.3%	10.0%	3.3%	
Estimate of Availability	49.7%	2.6%	3.7%	4.3%	0.8%	
Expected # of Faculty	14.90	0.77	1.10	1.30	0.24	
Shortfall (Underutilization)	-0.40	none	-0.10	none	none	

DEPARTMENT OF ANTHROPOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF CHICANA/O STUDIES ⁷

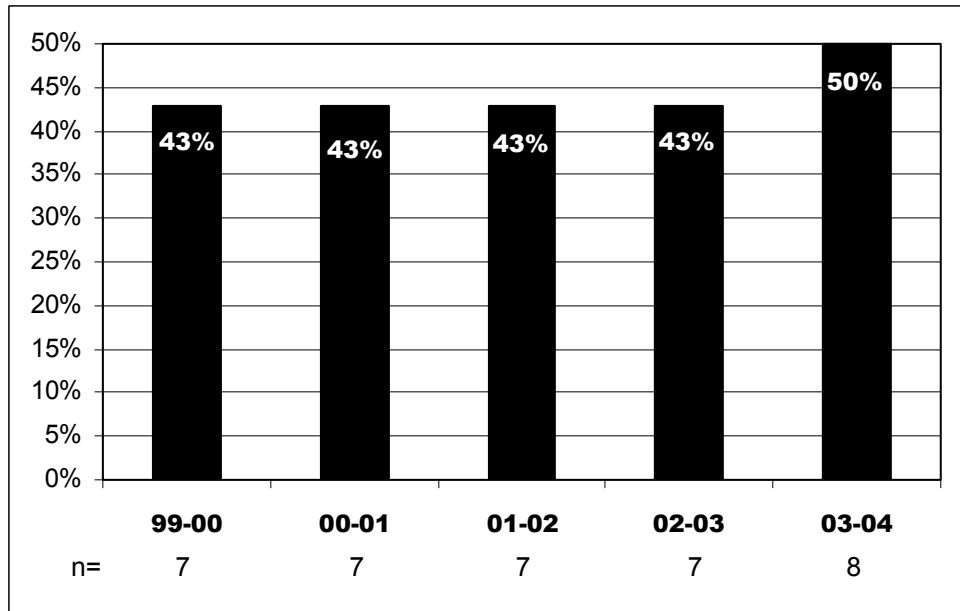
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	1	1	0	0	1	1	0	0	1	1	2
	0%	0%	0%	0%	50%	50%	0%	0%	50%	50%	0%	0%	50%	50%	100%
Associate Professor	0	0	0	0	1	3	0	0	1	3	0	0	1	3	4
	0%	0%	0%	0%	25%	75%	0%	0%	25%	75%	0%	0%	25%	75%	100%
Assistant Professor	0	0	0	0	2	0	0	0	2	0	0	0	2	0	2
	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%
Total Ladder	0	0	0	0	4	4	0	0	4	4	0	0	4	4	8
	0%	0%	0%	0%	50%	50%	0%	0%	50%	50%	0%	0%	50%	50%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

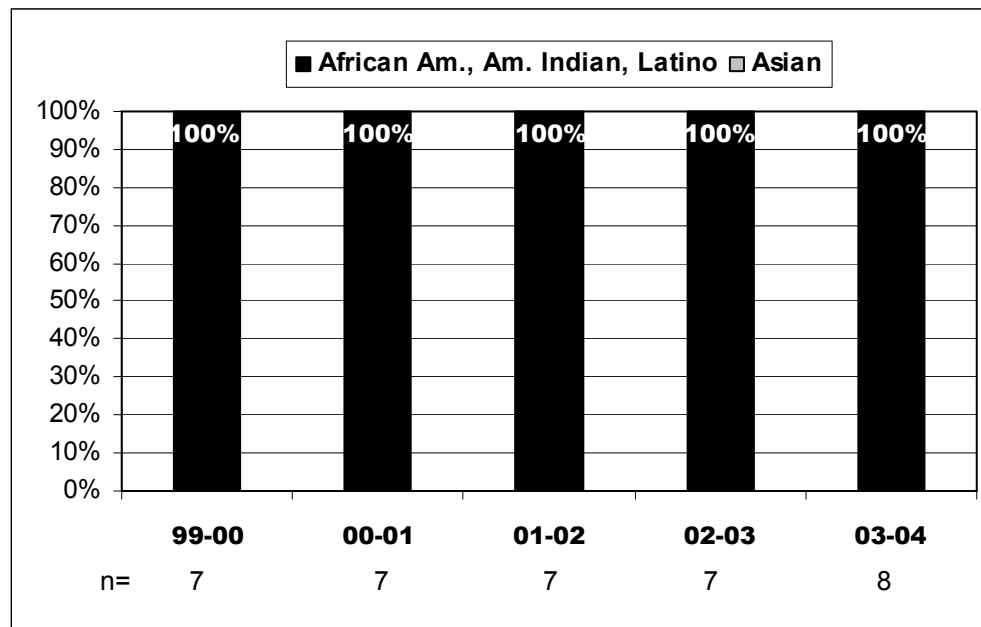
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	4.00	0.00	8.00	0.00	8.00
% of Faculty	50.0%	0.0%	100.0%	0.0%	0.0%
Estimate of Availability	51.3%	6.5%	8.8%	6.2%	0.7%
Expected # of Faculty	4.10	0.52	0.70	0.50	0.06
Shortfall (Underutilization)	-0.10	-0.52	none	-0.50	-0.06

DEPARTMENT OF CHICANA/O STUDIES (FORMERLY CESAR CHAVEZ CENTER)
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ECONOMICS

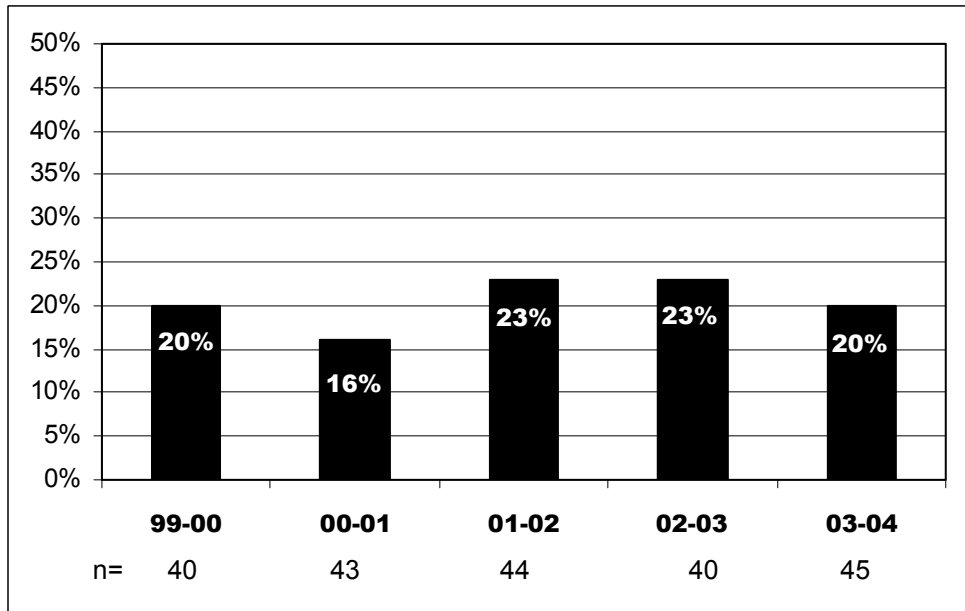
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	2	0	0	0	1	0	0	0	3	4.5	20	4.5	23	27.5
	0%	7%	0%	0%	0%	4%	0%	0%	0%	11%	16%	73%	16%	84%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Assistant Professor	1	2	0	0	0	0	0	0	1	2	5	7	6	9	15
	7%	13%	0%	0%	0%	0%	0%	0%	7%	13%	33%	47%	40%	60%	100%
Total Ladder	1	4	0	0	0	1	0	0	1	5	10.5	28	11.5	33	44.5
	2%	9%	0%	0%	0%	2%	0%	0%	2%	11%	24%	63%	26%	74%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

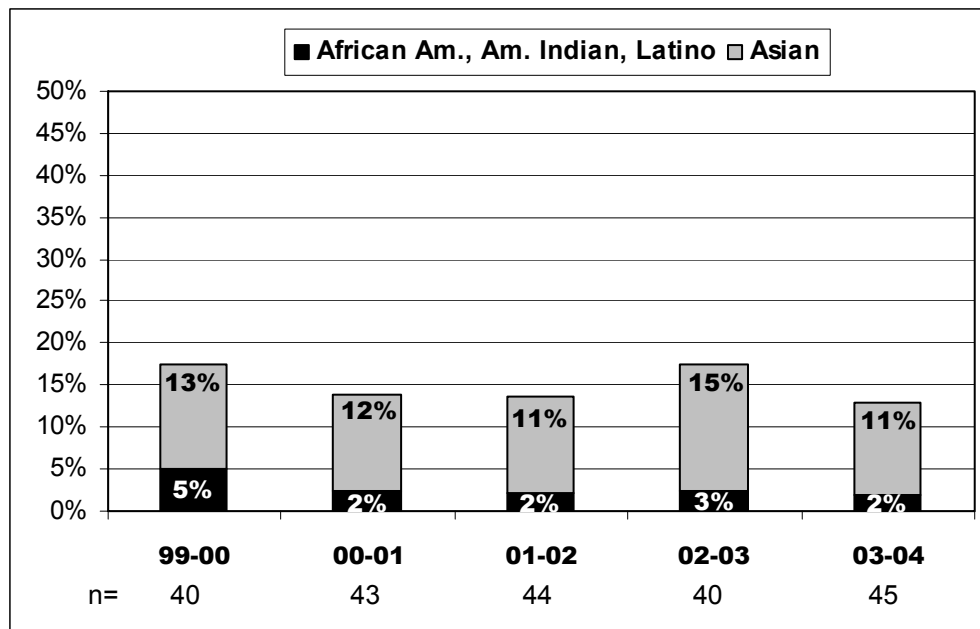
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	11.50	0.00	1.00	5.00	44.50
% of Faculty	25.8%	0.0%	2.2%	11.2%	0.0%
Estimate of Availability	26.9%	3.9%	3.3%	11.4%	0.2%
Expected # of Faculty	11.96	1.73	1.49	5.05	0.07
Shortfall (Underutilization)	-0.46	-1.73	-0.49	-0.05	-0.07

DEPARTMENT OF ECONOMICS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF GEOGRAPHY

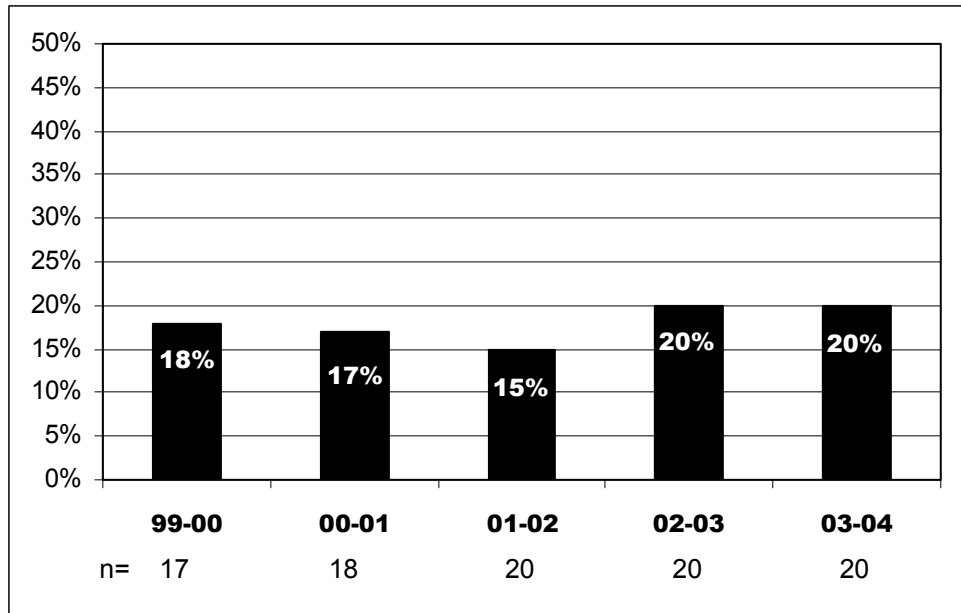
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	1	0	0	0	0	0	0	1	1	1	10.5	2	11.5	13.5
	7%	7%	0%	0%	0%	0%	0%	0%	7%	7%	7%	78%	15%	85%	100%
Associate Professor	0	0	1	0	0	0	0	0	1	0	0	1	1	1	2
	0%	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%	50%	50%	50%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	1	2	1	3	4
	0%	25%	0%	0%	0%	0%	0%	0%	0%	25%	25%	50%	25%	75%	100%
Total Ladder	1	2	1	0	0	0	0	0	2	2	2	13.5	4	15.5	19.5
	5%	10%	5%	0%	0%	0%	0%	0%	10%	10%	10%	69%	21%	79%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

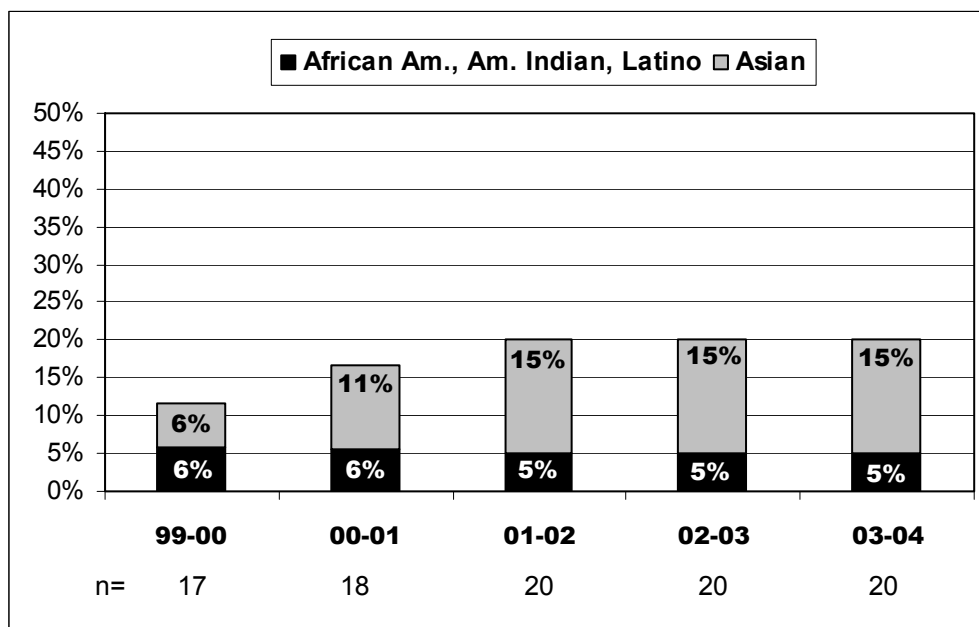
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	4.00	1.00	0.00	3.00	0.00	19.50
% of Faculty	20.5%	5.1%	0.0%	15.4%	0.0%	
Estimate of Availability	29.5%	2.2%	2.3%	4.9%	0.5%	
Expected # of Faculty	5.75	0.42	0.45	0.96	0.11	
Shortfall (Underutilization)	-1.75	none	-0.45	none	-0.11	

DEPARTMENT OF GEOGRAPHY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF HISTORY

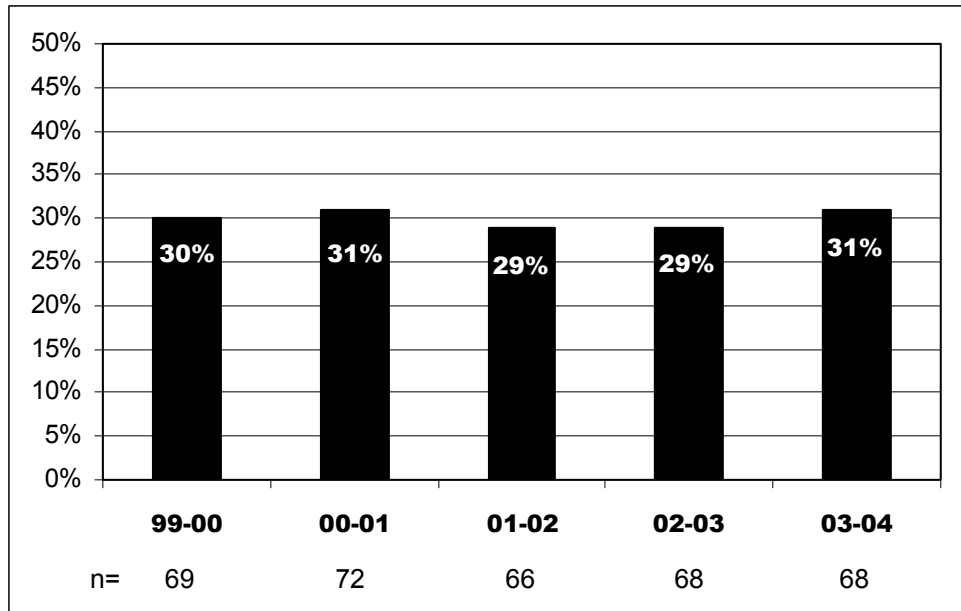
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	2	1	1	0	2	0	0	1	5	8.5	27.01	9.5	32.01	41.51
	0%	5%	2%	2%	0%	5%	0%	0%	2%	12%	20%	65%	23%	77%	100%
Associate Professor	2	2	1	0	0	1	0	0	3	3	8	9	11	12	23
	9%	9%	4%	0%	0%	4%	0%	0%	13%	13%	35%	39%	48%	52%	100%
Assistant Professor	0	0	0	1	0	0	1	0	1	1	2	2	3	3	6
	0%	0%	0%	17%	0%	0%	17%	0%	17%	17%	33%	33%	50%	50%	100%
Total Ladder	2	4	2	2	0	3	1	0	5	9	18.5	38.01	23.5	47.01	70.51
	3%	6%	3%	3%	0%	4%	1%	0%	7%	13%	26%	54%	33%	67%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

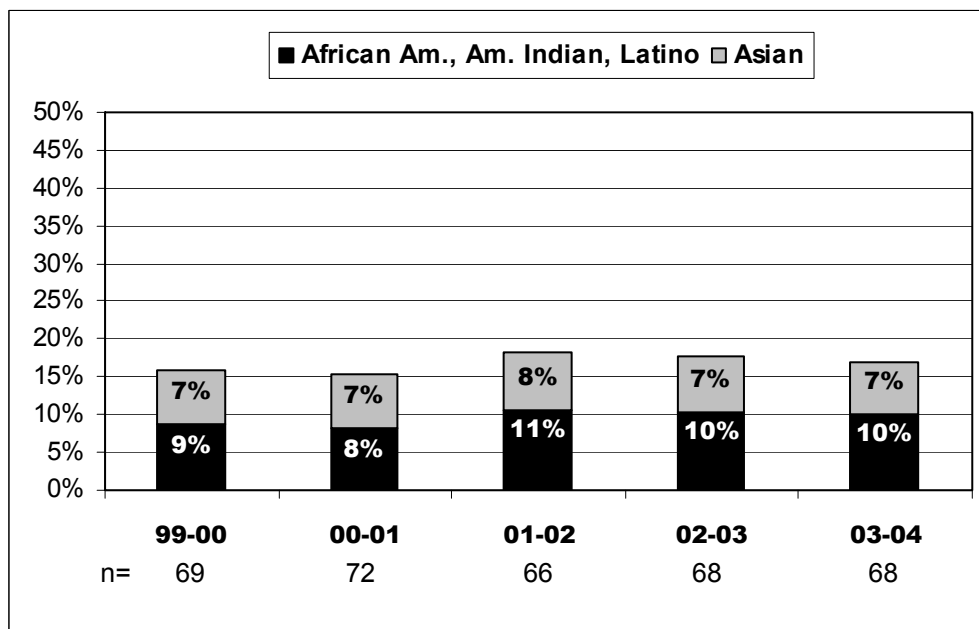
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	23.50	4.00	3.00	6.00	1.00	70.51
% of Faculty	33.3%	5.7%	4.3%	8.5%	1.4%	
Estimate of Availability	35.1%	4.6%	5.0%	4.7%	0.1%	
Expected # of Faculty	24.75	3.25	3.53	3.32	0.07	
Shortfall (Underutilization)	-1.25	none	-0.53	none	none	

DEPARTMENT OF HISTORY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF POLITICAL SCIENCE

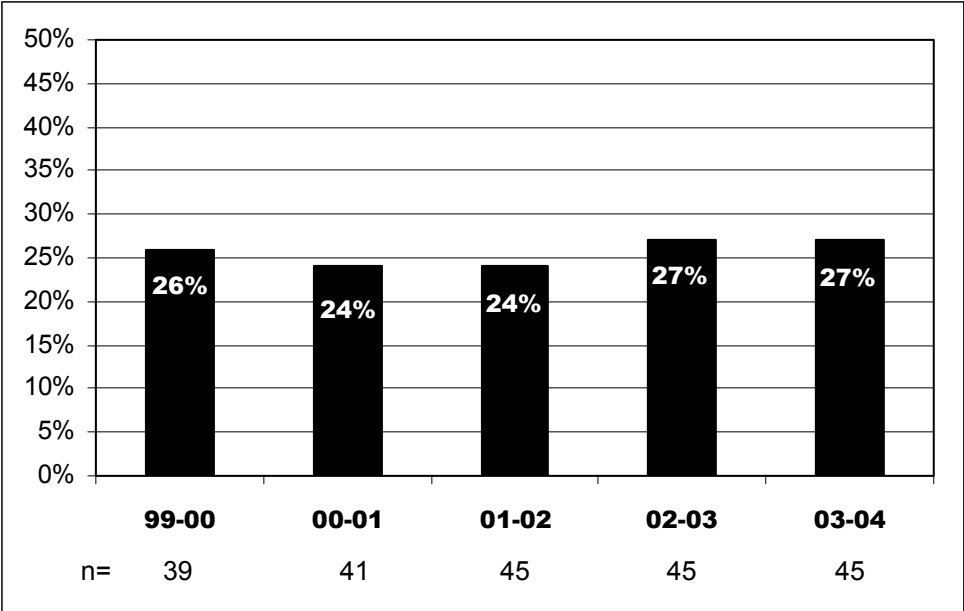
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	1	0	0	0	0	0	1	7.5	14.34	7.5	15.34	22.84
	0%	0%	0%	4%	0%	0%	0%	0%	0%	4%	33%	63%	33%	67%	100%
Associate Professor	0	2	0	0	0	1	0	0	0	3	2	6	2	9	11
	0%	18%	0%	0%	0%	9%	0%	0%	0%	27%	18%	55%	18%	82%	100%
Assistant Professor	0	0	0	1	0	0	0	0	0	1	2	5	2	6	8
	0%	0%	0%	13%	0%	0%	0%	0%	0%	13%	25%	63%	25%	75%	100%
Total Ladder	0	2	0	2	0	1	0	0	0	5	11.5	25.34	11.5	30.34	41.84
	0%	5%	0%	5%	0%	2%	0%	0%	0%	12%	27%	61%	27%	73%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

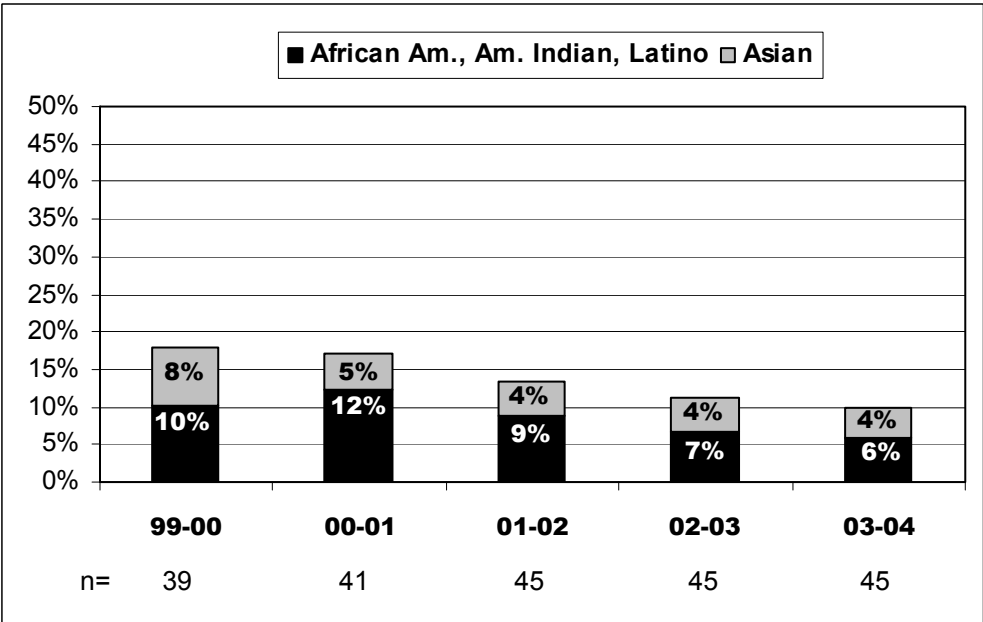
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	11.50	2.00	1.00	2.00	0.00	41.84
% of Faculty	27.5%	4.8%	2.4%	4.8%	0.0%	
Estimate of Availability	30.0%	5.9%	3.3%	5.6%	0.4%	
Expected # of Faculty	12.55	2.47	1.38	2.34	0.15	
Shortfall (Underutilization)	-1.05	-0.47	-0.38	-0.34	-0.15	

DEPARTMENT OF POLITICAL SCIENCE
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF SOCIOLOGY

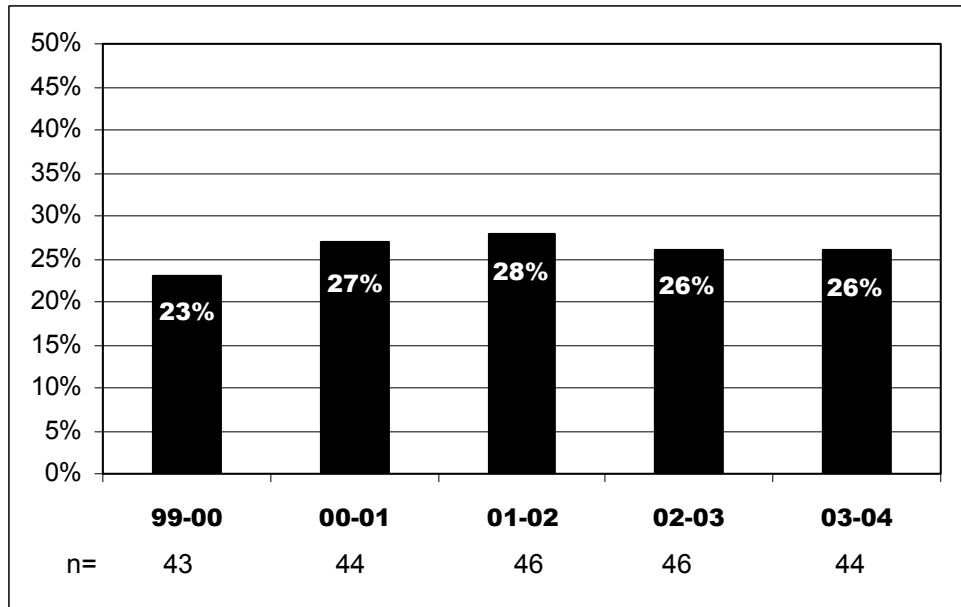
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	0	0	1	0	2	0	1	1	4	5	21	6	25	31
	3%	0%	0%	3%	0%	6%	0%	3%	3%	13%	16%	68%	19%	81%	100%
Associate Professor	0	0	0	0	1	1	0	0	1	1	1	4	2	5	7
	0%	0%	0%	0%	14%	14%	0%	0%	14%	14%	14%	57%	29%	71%	100%
Assistant Professor	0	0	0	0	0	1	0	0	0	1	5	1	5	2	7
	0%	0%	0%	0%	0%	14%	0%	0%	0%	14%	71%	14%	71%	29%	100%
Total Ladder	1	0	0	1	1	4	0	1	2	6	11	26	13	32	45
	2%	0%	0%	2%	2%	9%	0%	2%	4%	13%	24%	58%	29%	71%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

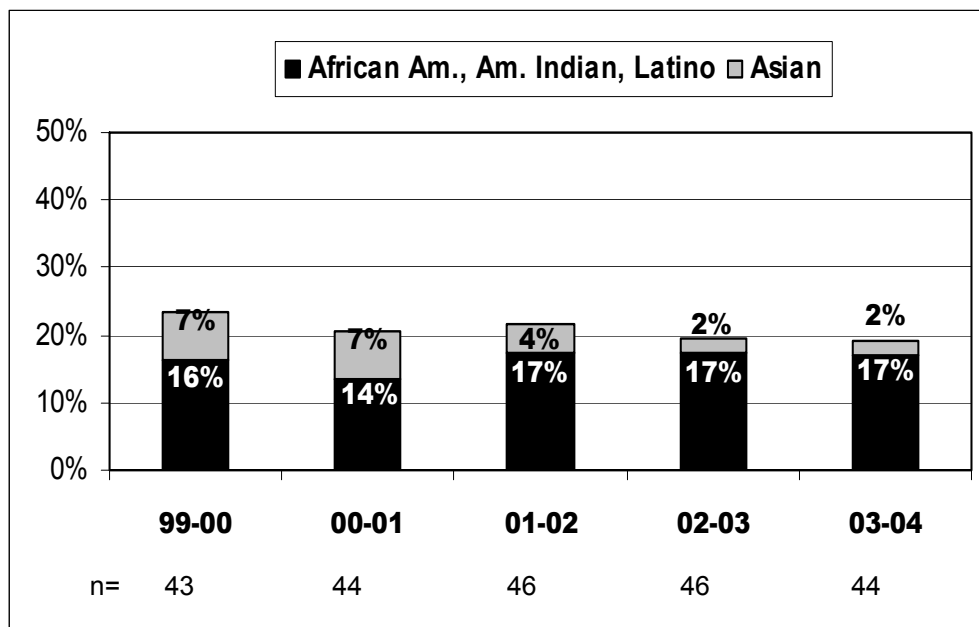
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	13.00	1.00	5.00	1.00	45.00
% of Faculty	28.9%	2.2%	11.1%	2.2%	2.2%
Estimate of Availability	54.5%	7.5%	4.6%	5.7%	0.7%
Expected # of Faculty	24.53	3.37	2.06	2.57	0.30
Shortfall (Underutilization)	-11.53	-2.37	none	-1.57	none

DEPARTMENT OF SOCIOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF SPEECH & COMMUNICATION STUDIES

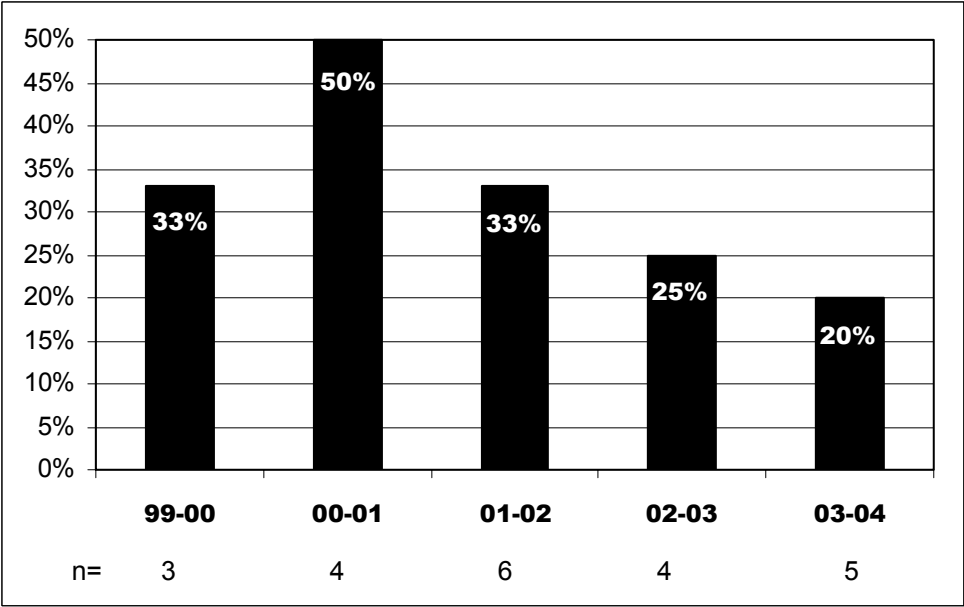
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	2	1	2	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	1	4	1	4	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%	80%	20%	80%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

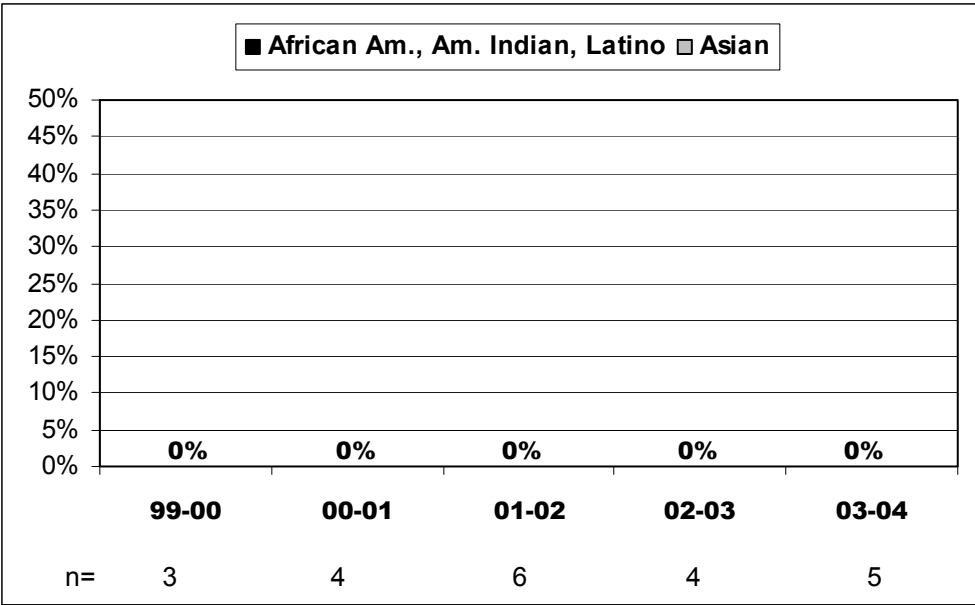
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	1.00	0.00	0.00	0.00	5.00
% of Faculty	20.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	56.8%	5.7%	4.4%	3.5%	0.4%
Expected # of Faculty	2.84	0.29	0.22	0.18	0.02
Shortfall (Underutilization)	-1.84	-0.29	-0.22	-0.18	-0.02

DEPARTMENT OF SPEECH & COMMUNICATION STUDIES
Trends

Percent Women



Percent Underrepresented Minorities

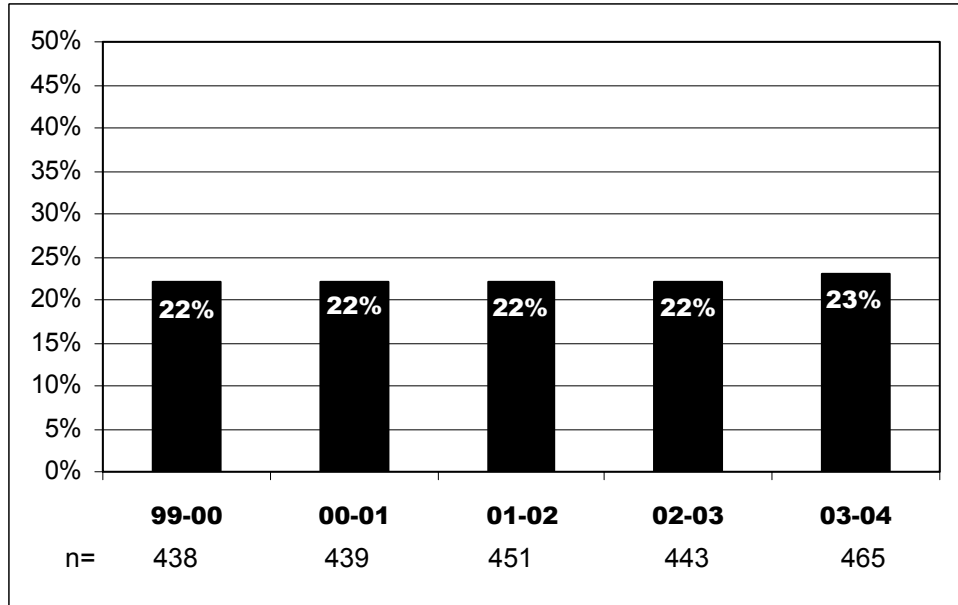


**CENTER FOR HEALTH SCIENCES
(Dentistry, Nursing, Public Health and School of Medicine)**

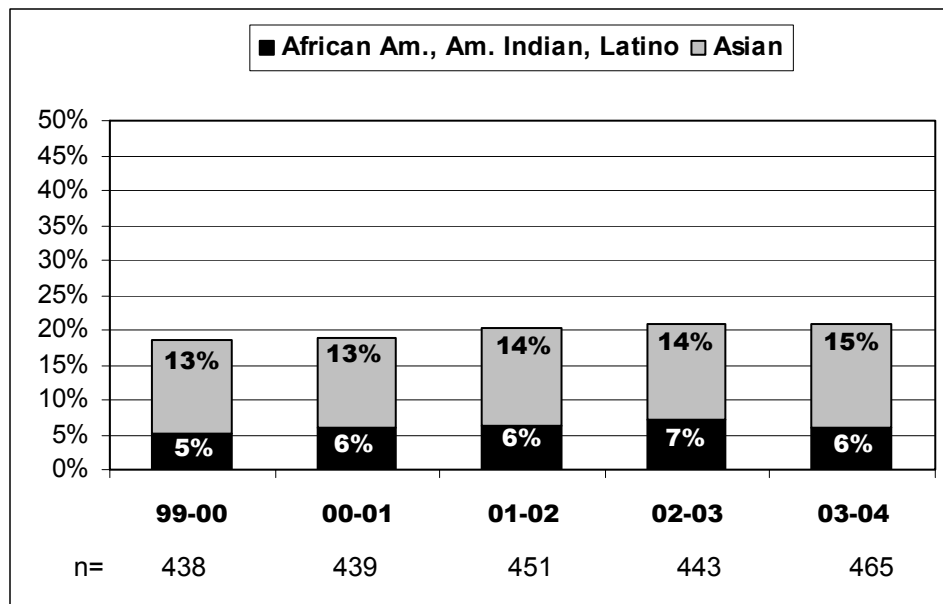
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	6	28	1	3	3	13	0	0	10	44	49	240.5	0	0	59	285	343.5
	2%	8%	0%	1%	1%	4%	0%	0%	3%	13%	14%	70%	0%	0%	17%	83%	100%
Associate Professor	6	14	2	2	0	3.5	0	0	8	19.5	20	32.5	0	0	28	52	80
	8%	18%	3%	3%	0%	4%	0%	0%	10%	24%	25%	41%	0%	0%	35%	65%	100%
Assistant Professor	2	14	3	1	1	1	0	0	6	16	13.5	13	0	3	19.5	32	51.5
	4%	27%	6%	2%	2%	2%	0%	0%	12%	31%	26%	25%	0%	6%	38%	62%	100%
Total Ladder	14	56	6	6	4	17.5	0	0	24	79.5	82.5	286	0	3	107	369	475
	3%	12%	1%	1%	1%	4%	0%	0%	5%	17%	17%	60%	0%	1%	22%	78%	100%

CENTER FOR HEALTH SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



SCHOOL OF DENTISTRY

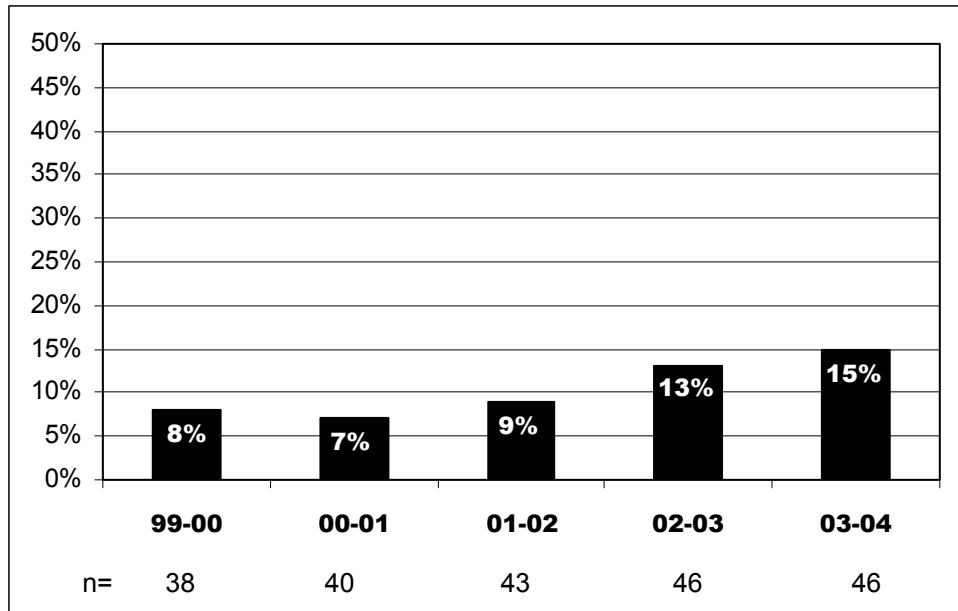
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	8	0	0	0	0	0	0	0	8	1	16	1	24	25
	0%	32%	0%	0%	0%	0%	0%	0%	0%	32%	4%	64%	4%	96%	100%
Associate Professor	0	2	0	1	0	1	0	0	0	4	5	8	5	12	17
	0%	12%	0%	6%	0%	6%	0%	0%	0%	24%	29%	47%	29%	71%	100%
Assistant Professor	1	4	0	0	0	0	0	0	1	4	1	0	2	4	6
	17%	67%	0%	0%	0%	0%	0%	0%	17%	67%	17%	0%	33%	67%	100%
Total Ladder	1	14	0	1	0	1	0	0	1	16	7	24	8	40	48
	2%	29%	0%	2%	0%	2%	0%	0%	2%	33%	15%	50%	17%	83%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

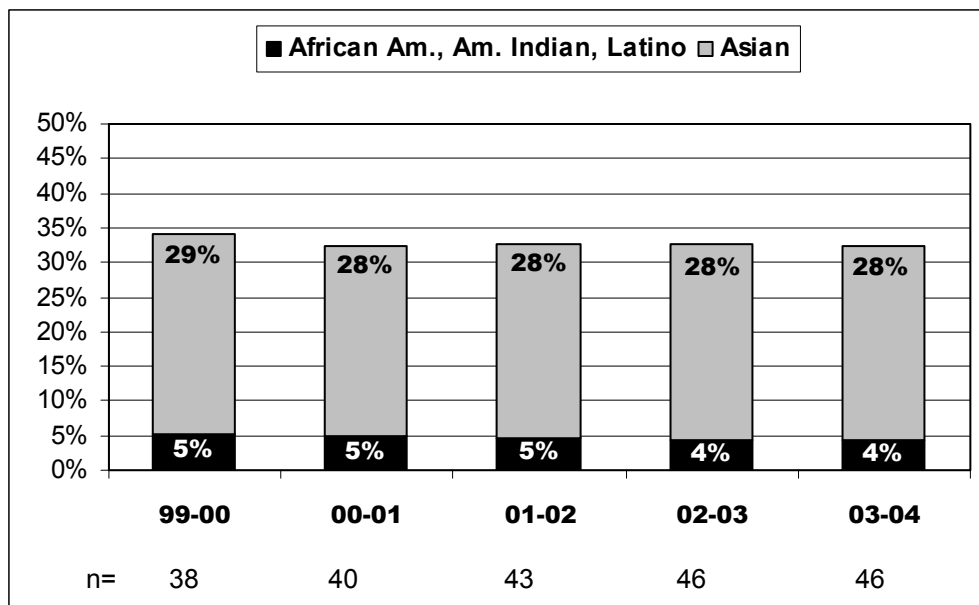
	Black/ Women	Chicano/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	8.00	1.00	1.00	15.00	0.00	48.00
% of Faculty	16.7%	2.1%	2.1%	31.3%	0.0%	
Estimate of Availability	25.8%	4.5%	3.1%	13.0%	0.1%	
Expected # of Faculty	12.40	2.17	1.51	6.23	0.06	
Shortfall (Underutilization)	-4.40	-1.17	-0.51	none	-0.06	

SCHOOL OF DENTISTRY *Trends*

Percent Women



Percent Underrepresented Minorities



SCHOOL OF NURSING

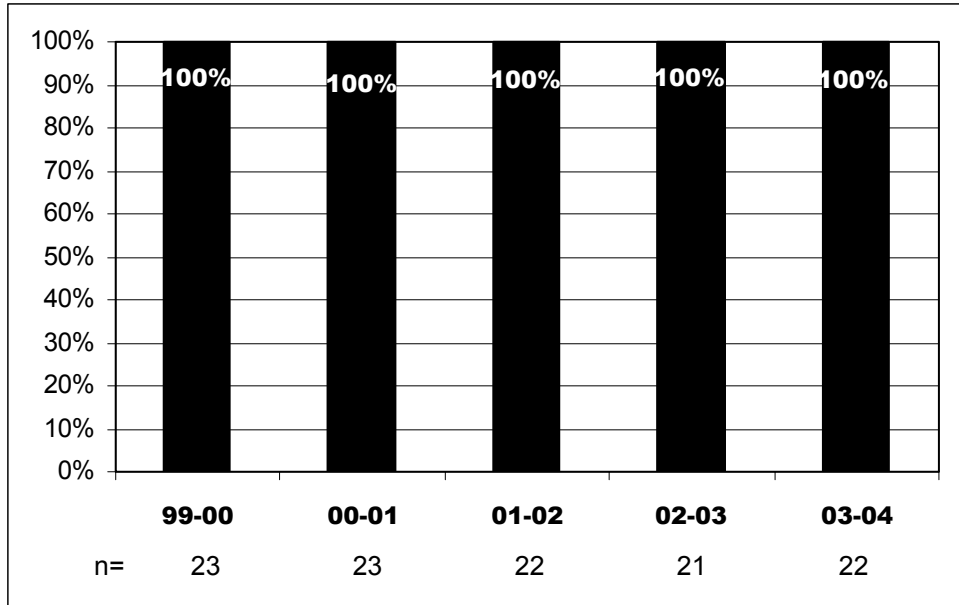
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	1	0	0	0	0	0	1	0	5	0	6	0	6
	0%	0%	17%	0%	0%	0%	0%	0%	17%	0%	83%	0%	100%	0%	100%
Associate Professor	1	0	0	0	0	0	0	0	1	0	4	0	5	0	5
	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	80%	0%	100%	0%	100%
Assistant Professor	0	0	1	0	1	0	0	0	2	0	7	0	9	0	9
	0%	0%	11%	0%	11%	0%	0%	0%	22%	0%	78%	0%	100%	0%	100%
Total Ladder	1	0	2	0	1	0	0	0	4	0	16	0	20	0	20
	5%	0%	10%	0%	5%	0%	0%	0%	20%	0%	80%	0%	100%	0%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

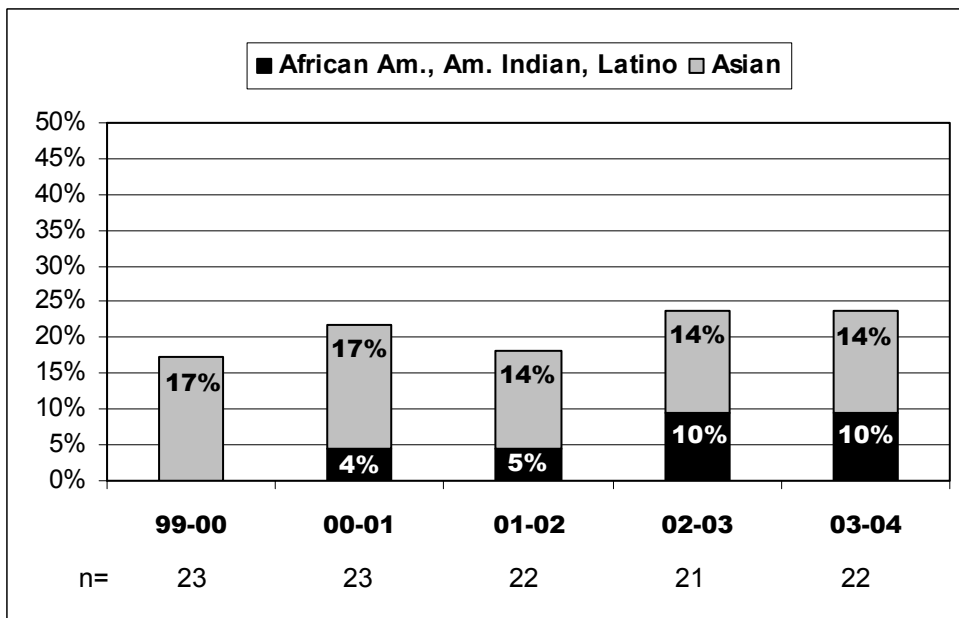
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Amer.	Total Known Ethnicity
# of Faculty	20.00	2.00	1.00	1.00	0.00	20.00
% of Faculty	100.0%	10.0%	5.0%	5.0%	0.0%	
Estimate of Availability	95.2%	5.3%	1.7%	3.1%	0.4%	
Expected # of Faculty	19.04	1.07	0.34	0.61	0.08	
Shortfall (Underutilization)	none	none	none	none	-0.08	

SCHOOL OF NURSING *Trends*

Percent Women



Percent Underrepresented Minorities



2004-2005
Diversity Statistics - Regular Rank Faculty

SCHOOL OF PUBLIC HEALTH

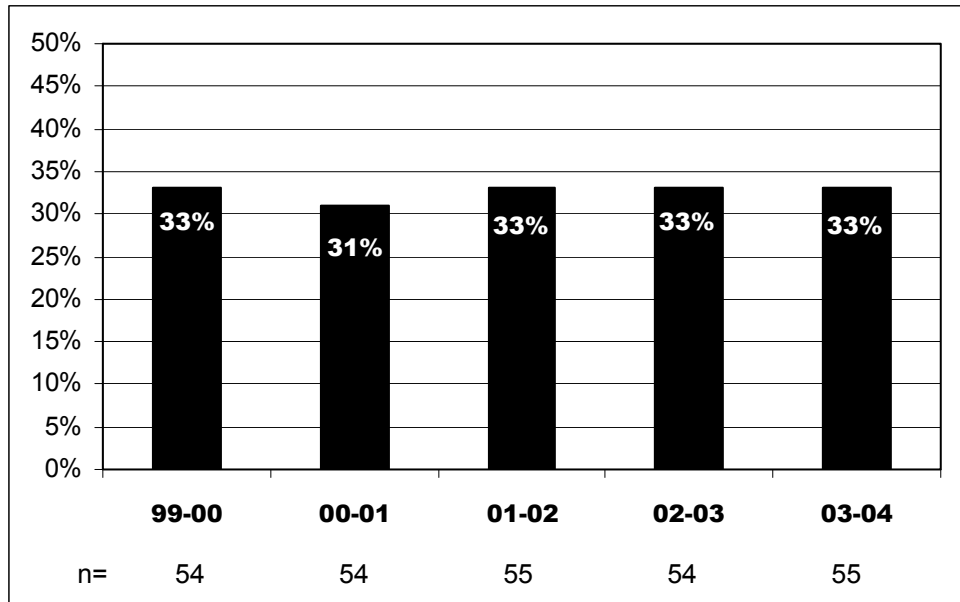
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	1	4	0	0	0	0	0	0	1	4	14	28	15	32	47
	2%	9%	0%	0%	0%	0%	0%	0%	2%	9%	30%	60%	32%	68%	100%
Associate Professor															
	1	1	2	0	0	0	0	0	3	1	1	4	4	5	9
	11%	11%	22%	0%	0%	0%	0%	0%	33%	11%	11%	44%	44%	56%	100%
Assistant Professor															
	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Total Ladder															
	2	5	2	0	0	0	0	0	4	5	16	33	20	38	58
	3%	9%	3%	0%	0%	0%	0%	0%	7%	9%	28%	57%	34%	66%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

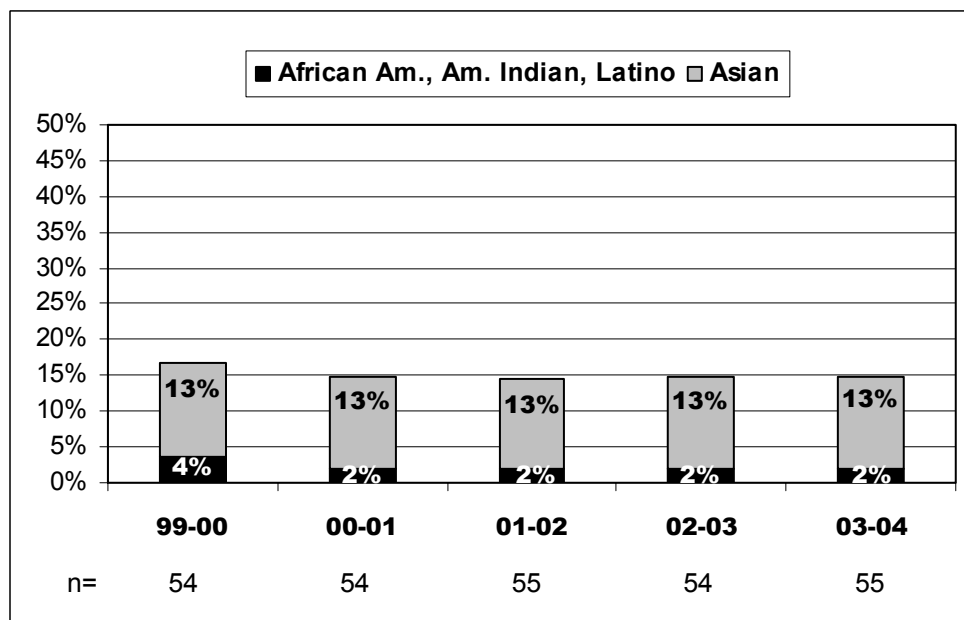
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	Unknown
# of Faculty	20.00	2.00	0.00	7.00	0.00	58.00
% of Faculty	34.5%	3.4%	0.0%	12.1%	0.0%	
Estimate of Availability	46.0%	4.6%	3.1%	8.6%	0.4%	
Expected # of Faculty	26.67	2.65	1.80	4.99	0.21	
Shortfall (Underutilization)	-6.67	-0.65	-1.80	none	-0.21	

SCHOOL OF PUBLIC HEALTH *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF BIostatISTICS

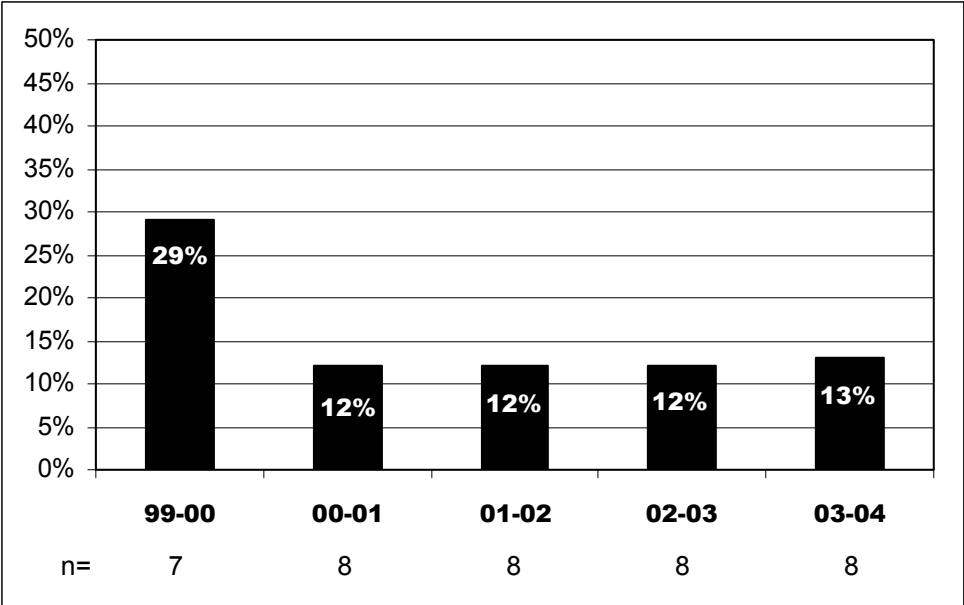
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	0	0	1	1	3	1	4	5
	0%	20%	0%	0%	0%	0%	0%	0%	0%	20%	20%	60%	20%	80%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	0	1	0	2	2
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	2	0	0	0	0	0	0	0	2	1	5	1	7	8
	0%	25%	0%	0%	0%	0%	0%	0%	0%	25%	13%	63%	13%	88%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

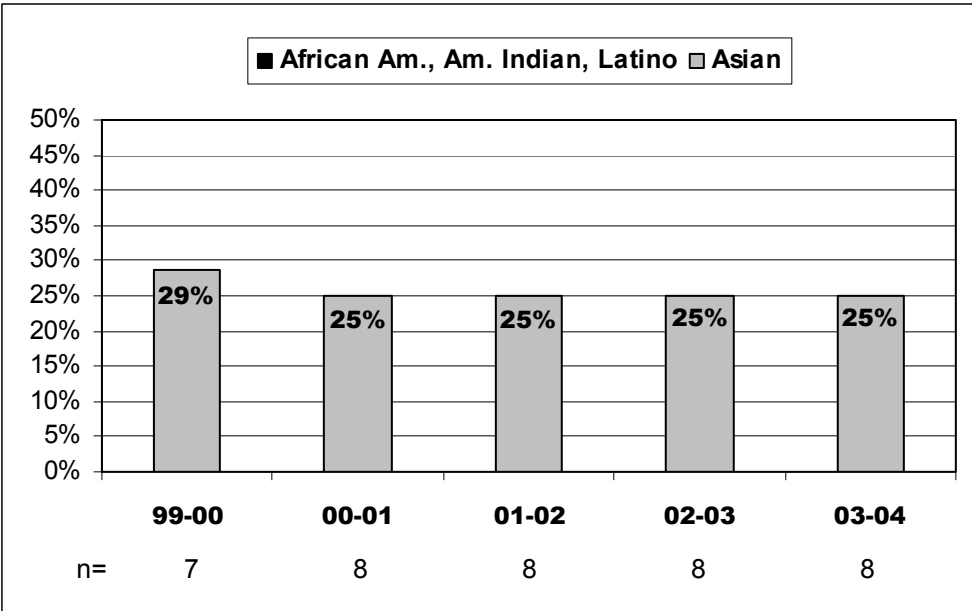
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	1.00	0.00	0.00	2.00	8.00
% of Faculty	12.5%	0.0%	0.0%	25.0%	0.0%
Estimate of Availability	46.1%	4.2%	1.3%	18.0%	0.2%
Expected # of Faculty	3.69	0.34	0.10	1.44	0.01
Shortfall (Underutilization)	-2.69	-0.34	-0.10	none	-0.01

DEPARTMENT OF BIostatISTICS
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF COMMUNITY HEALTH SCIENCES

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	1	0	0	0	0	0	0	1	1	9	6	10	7	17
	6%	6%	0%	0%	0%	0%	0%	0%	6%	6%	53%	35%	59%	41%	100%
Associate Professor	1	0	1	0	0	0	0	0	2	0	0	0	2	0	2
	50%	0%	50%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	2	1	1	0	0	0	0	0	3	1	9	6	12	7	19
	11%	5%	5%	0%	0%	0%	0%	0%	16%	5%	47%	32%	63%	37%	100%

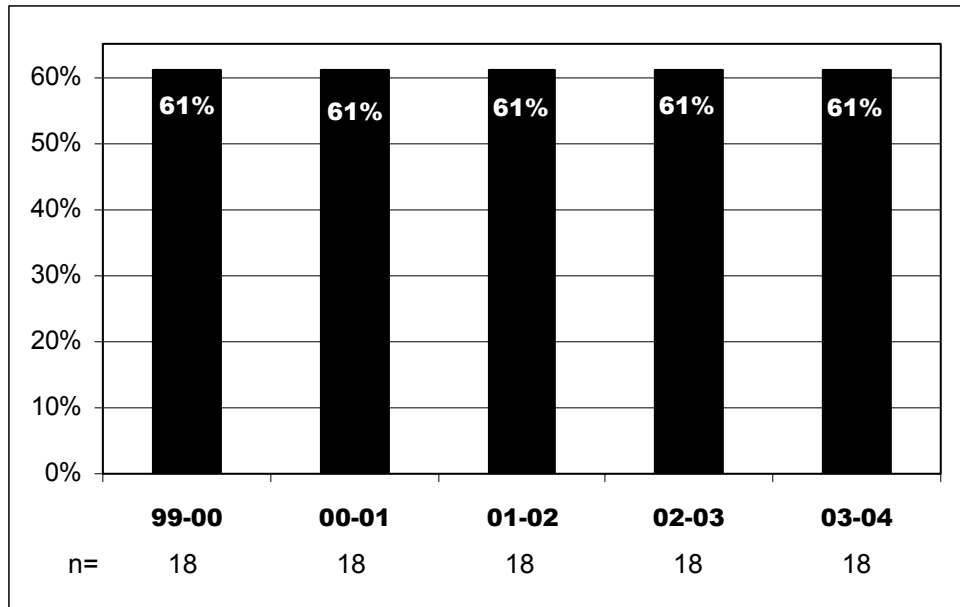
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Amer.	Total Known Ethnicity
# of Faculty	12.00	1.00	0.00	3.00	0.00	19.00
% of Faculty	63.2%	5.3%	0.0%	15.8%	0.0%	
Estimate of Availability	56.3%	5.7%	4.2%	5.5%	0.6%	
Expected # of Faculty	10.69	1.08	0.79	1.05	0.11	
Shortfall (Underutilization)	none	-0.08	-0.79	none	-0.11	

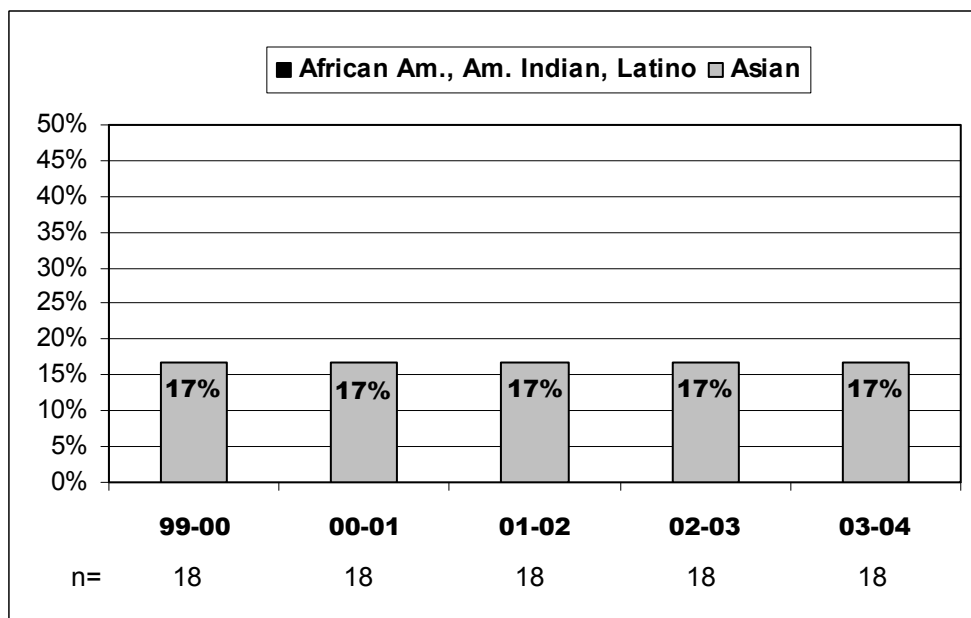
DEPARTMENT OF COMMUNITY HEALTH SCIENCES

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

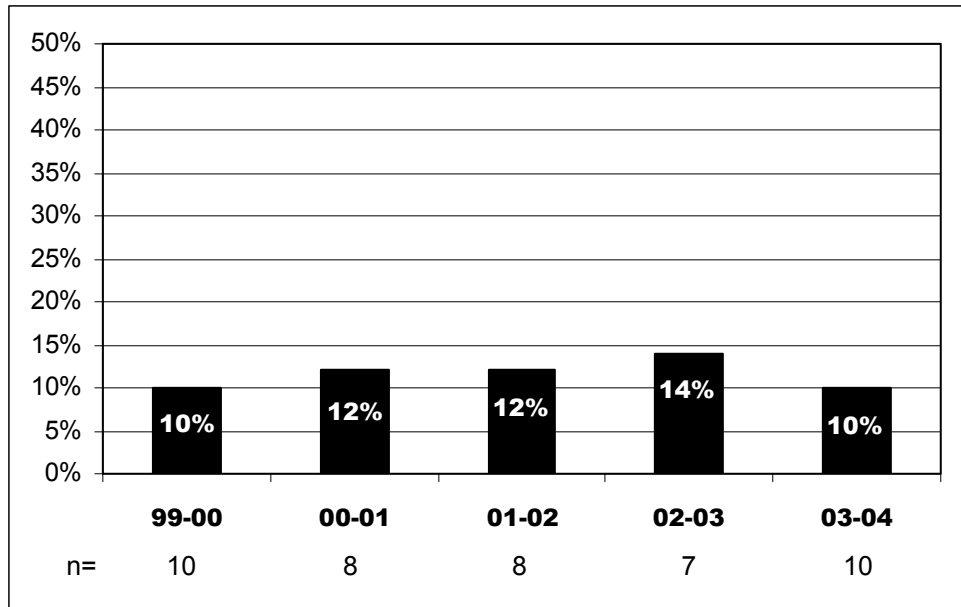
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	0	0	1	0	5	0	6	6
	0%	17%	0%	0%	0%	0%	0%	0%	0%	17%	0%	83%	0%	100%	100%
Associate Professor	0	0	1	0	0	0	0	0	1	0	0	1	1	1	2
	0%	0%	50%	0%	0%	0%	0%	0%	50%	0%	0%	50%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	1	1	0	0	0	0	0	1	1	0	6	1	7	8
	0%	13%	13%	0%	0%	0%	0%	0%	13%	13%	0%	75%	13%	88%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

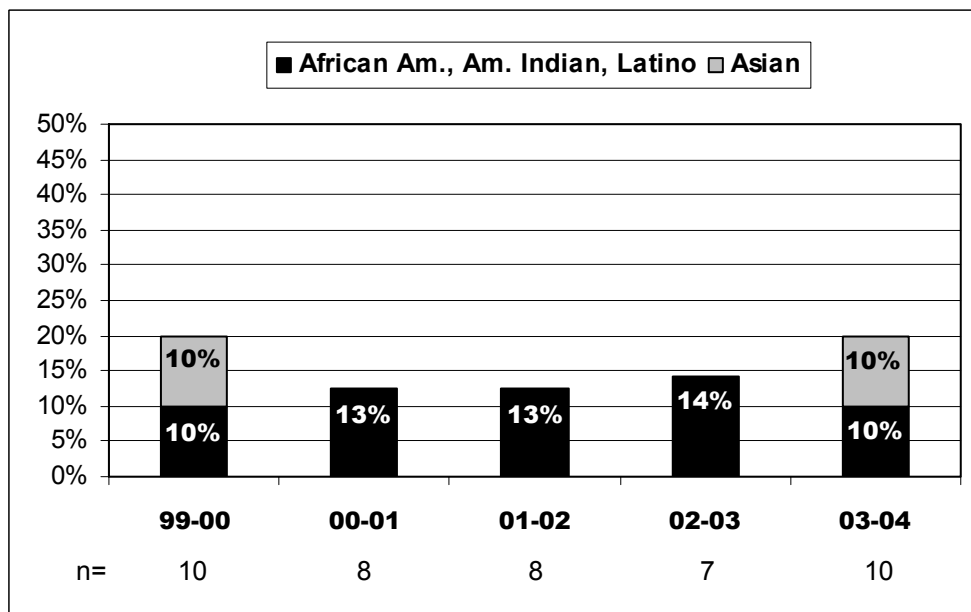
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	1.00	1.00	0.00	1.00	8.00
% of Faculty	12.5%	12.5%	0.0%	12.5%	0.0%
Estimate of Availability	36.6%	2.9%	2.7%	10.6%	0.3%
Expected # of Faculty	2.93	0.23	0.21	0.85	0.03
Shortfall (Underutilization)	-1.93	none	-0.21	none	-0.03

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF EPIDEMIOLOGY

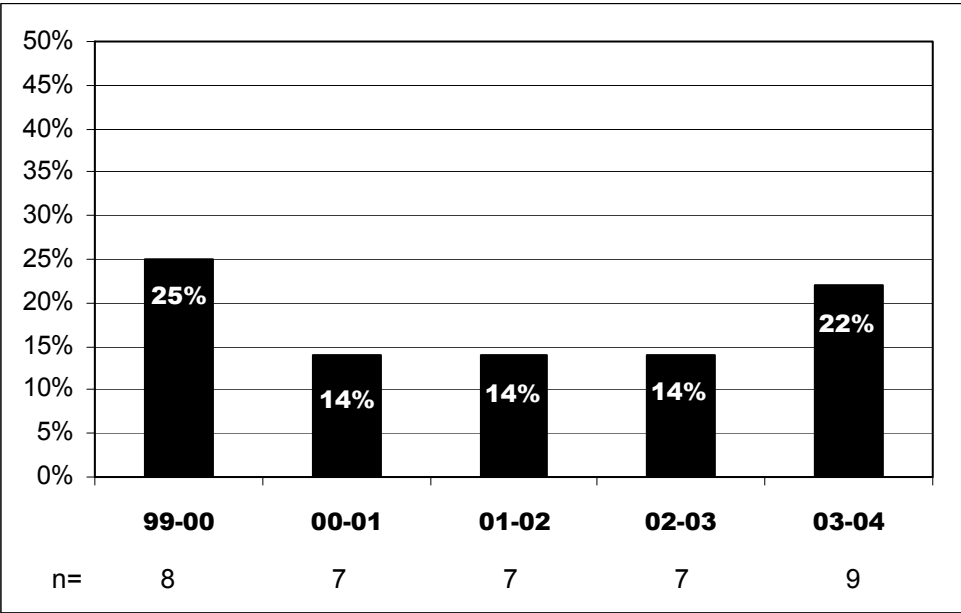
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	0	0	1	1	4	1	5	6
	0%	17%	0%	0%	0%	0%	0%	0%	0%	17%	17%	67%	17%	83%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	1	0	0	0	0	0	0	0	1	1	5	1	6	7
	0%	14%	0%	0%	0%	0%	0%	0%	0%	14%	14%	71%	14%	86%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

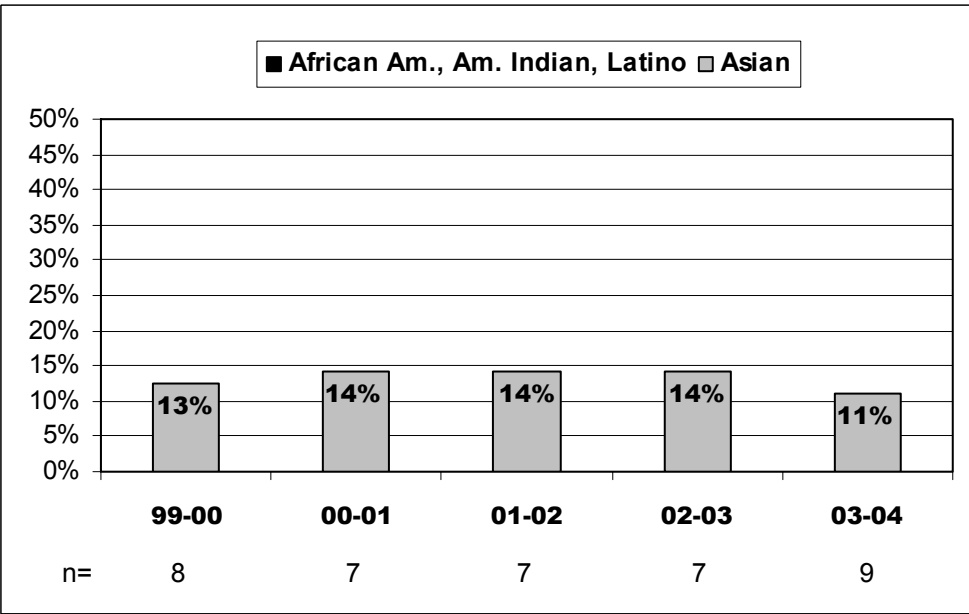
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	1.00	0.00	0.00	1.00	7.00
% of Faculty	14.3%	0.0%	0.0%	14.3%	0.0%
Estimate of Availability	46.0%	4.5%	2.8%	6.3%	0.3%
Expected # of Faculty	3.22	0.32	0.20	0.44	0.02
Shortfall (Underutilization)	-2.22	-0.32	-0.20	none	-0.02

DEPARTMENT OF EPIDEMIOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF HEALTH SERVICES

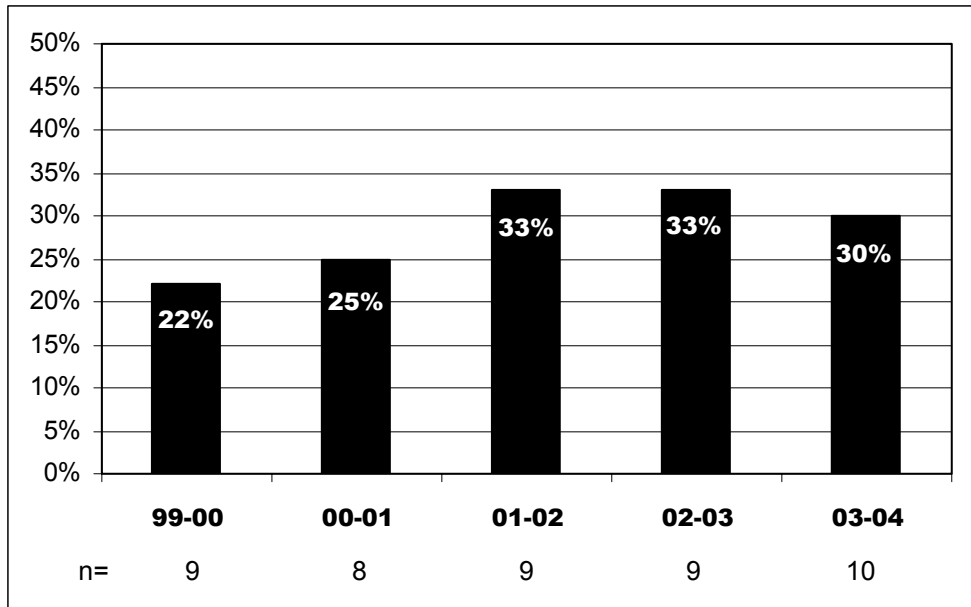
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	3	7	3	7	10
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	30%	70%	30%	70%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	4	8	4	8	12
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	67%	33%	67%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

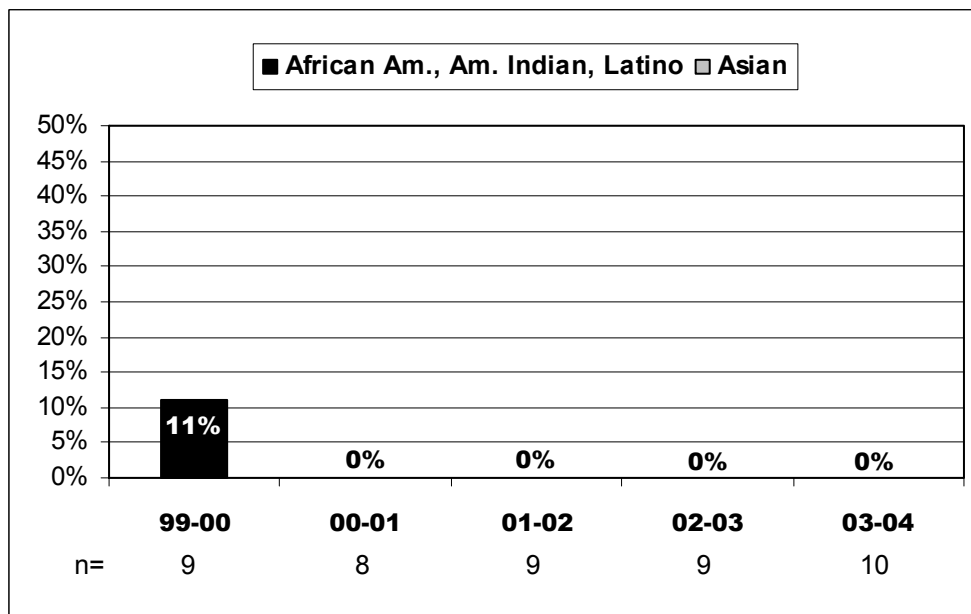
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	4.00	0.00	0.00	0.00	0.00	12.00
% of Faculty	33.3%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	35.40%	4.90%	3.30%	7.20%	0.20%	
Expected # of Faculty	4.25	0.59	0.40	0.86	0.02	
Shortfall	-0.25	-0.59	-0.40	-0.86	-0.02	

DEPARTMENT OF HEALTH SERVICES *Trends*

Percent Women



Percent Underrepresented Minorities



THE DAVID GEFFEN SCHOOL OF MEDICINE⁸

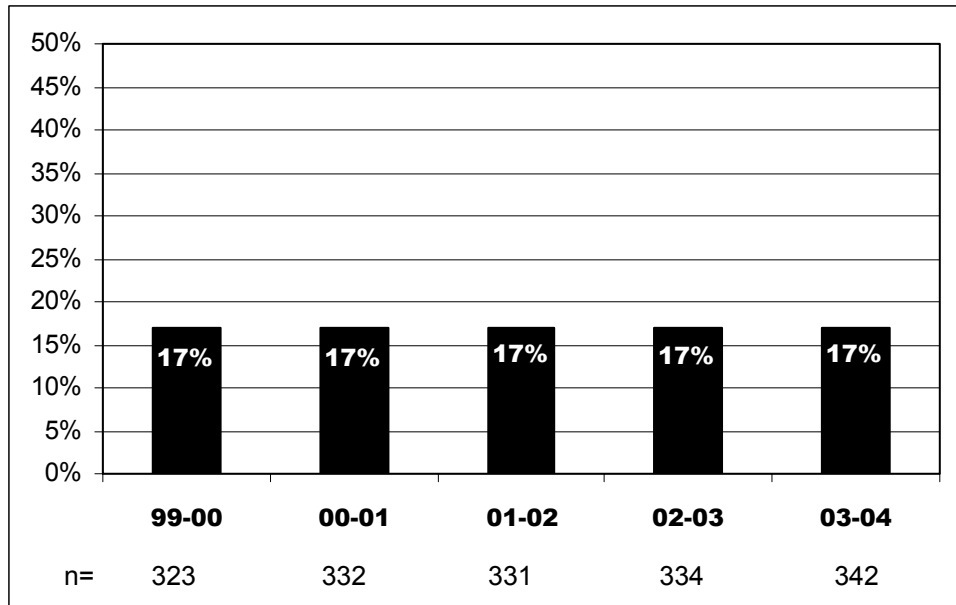
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	5	16	0	3	3	13	0	0	8	32	29	196.5	0	0	37	229	265.5
	2%	6%	0%	1%	1%	5%	0%	0%	3%	12%	11%	74%	0%	0%	14%	86%	100%
Associate Professor	4	11	0	1	0	2.5	0	0	4	14.5	10	20.5	0	0	14	35	49
	8%	22%	0%	2%	0%	5%	0%	0%	8%	30%	20%	42%	0%	0%	29%	71%	100%
Assistant Professor	1	10	2	1	0	1	0	0	3	12	4.5	12	0	3	7.5	27	34.5
	3%	29%	6%	3%	0%	3%	0%	0%	9%	35%	13%	35%	0%	9%	22%	78%	100%
Total Ladder	10	37	2	5	3	16.5	0	0	15	58.5	43.5	229	0	3	58.5	291	349
	3%	11%	1%	1%	1%	5%	0%	0%	4%	17%	12%	66%	0%	1%	17%	83%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

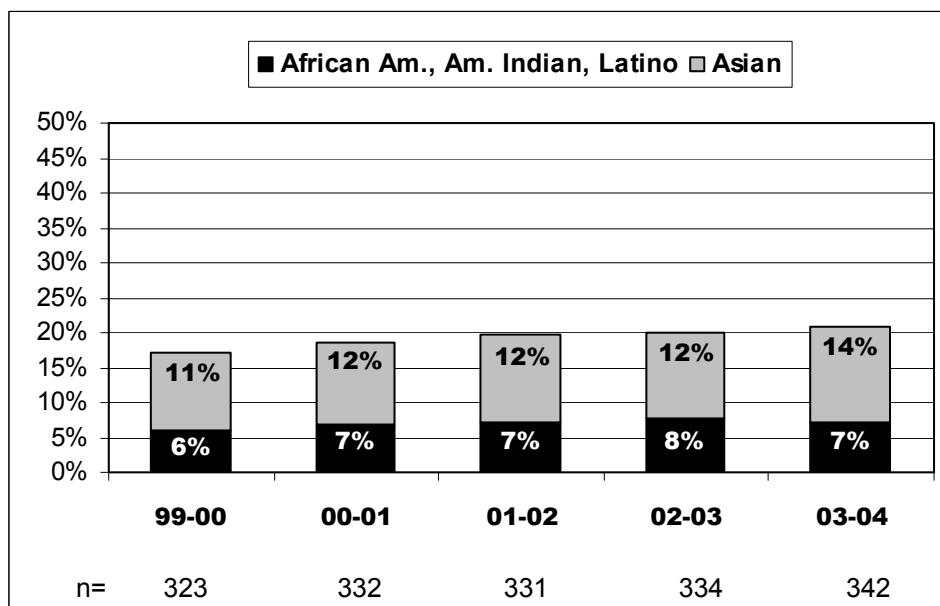
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	Unknown
# of Faculty	58.50	7.00	19.50	47.00	346.00	3.00
% of Faculty	16.8%	2.0%	5.6%	13.6%	0.0%	
Estimate of Availability	22.7%	2.1%	3.2%	8.0%	0.2%	
Expected # of Faculty	79.29	7.17	11.15	27.60	0.78	
Shortfall (Underutilization)	-20.79	-0.17	none	none	-0.78	

THE DAVID GEFFEN SCHOOL OF MEDICINE *Trends*

Percent Women



Percent Underrepresented Minorities

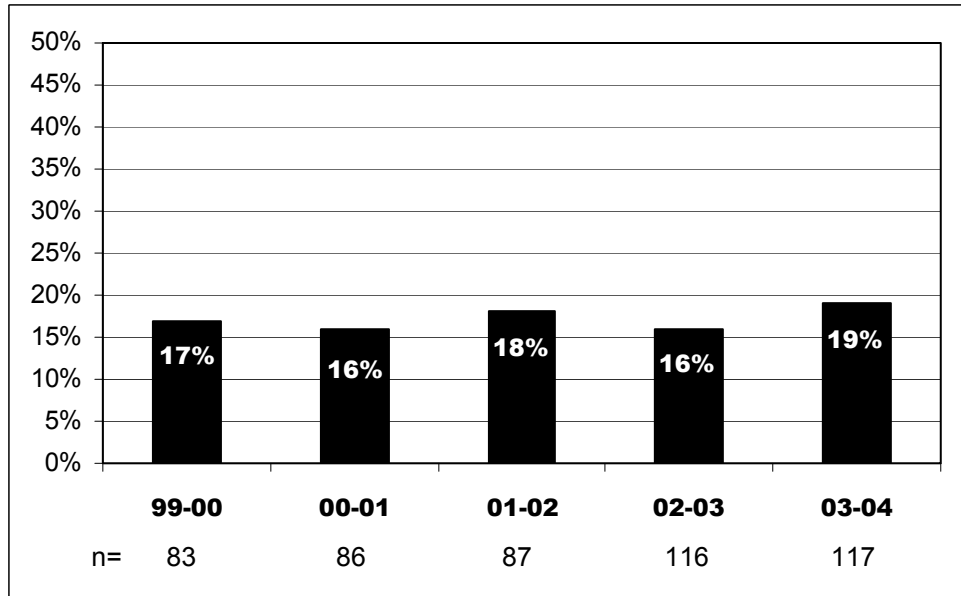


BASIC SCIENCE DEPARTMENTS

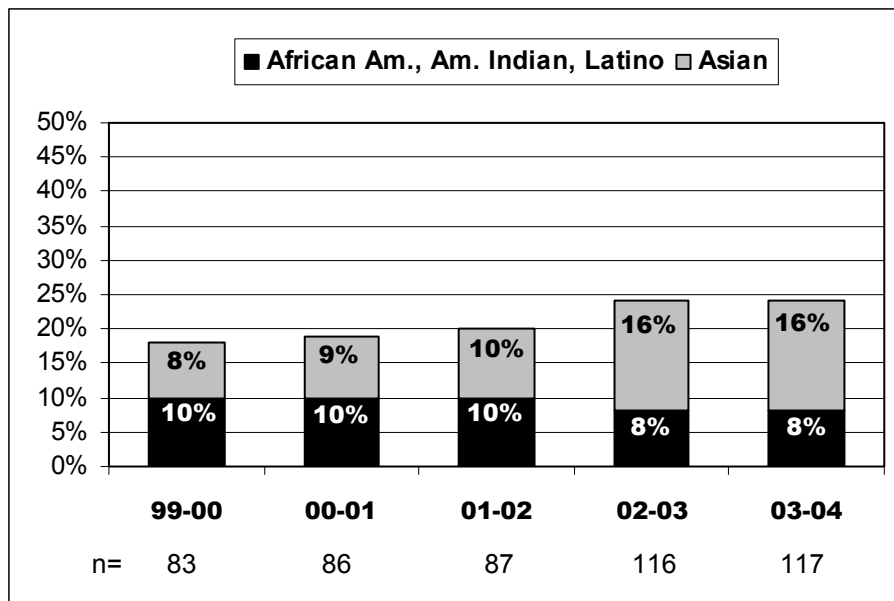
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1	7	0	1	0	6	0	0	1	14	8	59	0	0	9	73	82
	1%	9%	0%	1%	0%	7%	0%	0%	1%	17%	10%	72%	0%	0%	11%	89%	100%
Associate Professor																	
	2	3	0	0	0	0.5	0	0	2	3.5	6	5.5	0	0	8	9	17
	12%	18%	0%	0%	0%	3%	0%	0%	12%	21%	35%	32%	0%	0%	47%	53%	100%
Assistant Professor																	
	1	5	0	0	0	1	0	0	1	6	2.5	7	0	3	3.5	16	19.5
	5%	26%	0%	0%	0%	5%	0%	0%	5%	31%	13%	36%	0%	15%	18%	82%	100%
Total Ladder																	
	4	15	0	1	0	7.5	0	0	4	23.5	16.5	71.5	0	3	20.5	98	118.5
	3%	13%	0%	1%	0%	6%	0%	0%	3%	20%	14%	60%	0%	3%	17%	83%	100%

BASIC SCIENCE DEPARTMENTS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF BIOLOGICAL CHEMISTRY

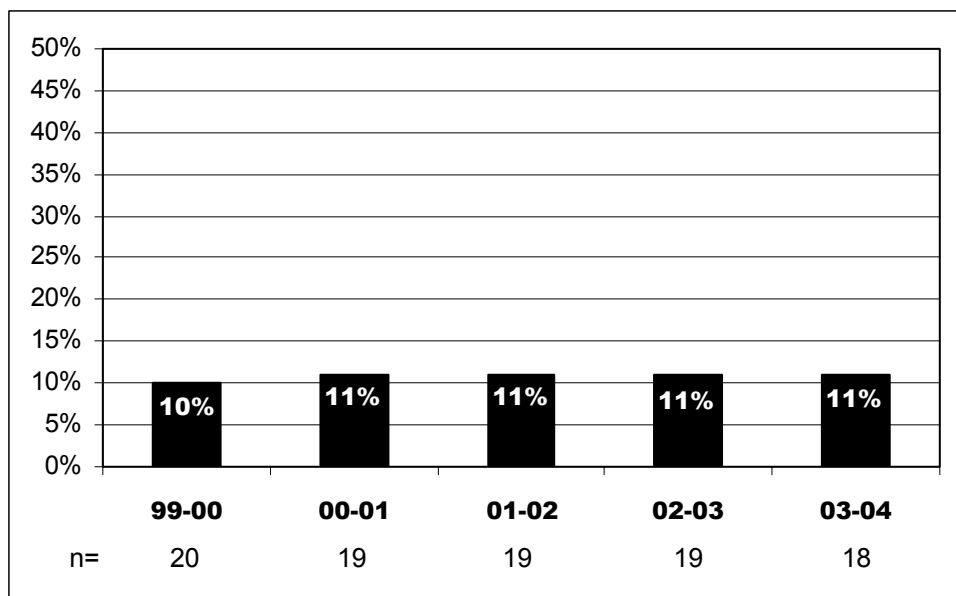
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	1	0	0	0	2	2	13	0	0	2	15	17
	0%	6%	0%	0%	0%	6%	0%	0%	0%	12%	12%	76%	0%	0%	12%	88%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	0	1	0	1	1	2
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	50%	50%	100%
Total Ladder	0	2	0	0	0	1	0	0	0	3	2	14	1	0	3	17	20
	0%	10%	0%	0%	0%	5%	0%	0%	0%	15%	10%	70%	5%	0%	15%	85%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

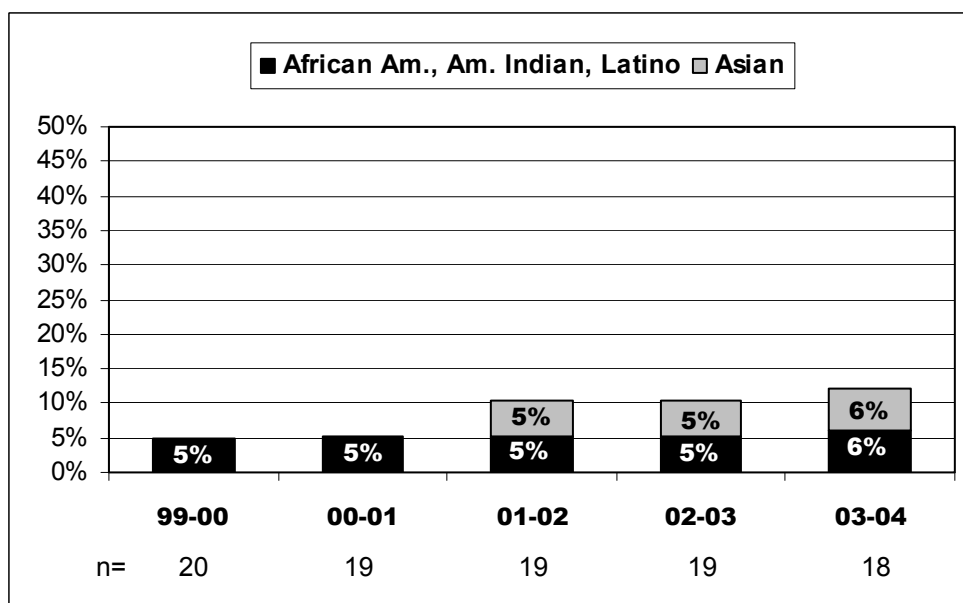
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	3.00	0.00	1.00	2.00	0.00	19.00	1.00
% of Faculty	15.0%	0.0%	5.3%	10.5%	0.0%		
Estimate of Availability	20.1%	0.9%	1.3%	12.6%	0.1%		
Expected # of Faculty	4.03	0.18	0.25	2.39	0.01		
Shortfall (Underutilization)	-1.03	-0.18	none	-0.39	-0.01		

DEPARTMENT OF BIOLOGICAL CHEMISTRY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF BIOMATHEMATICS⁹

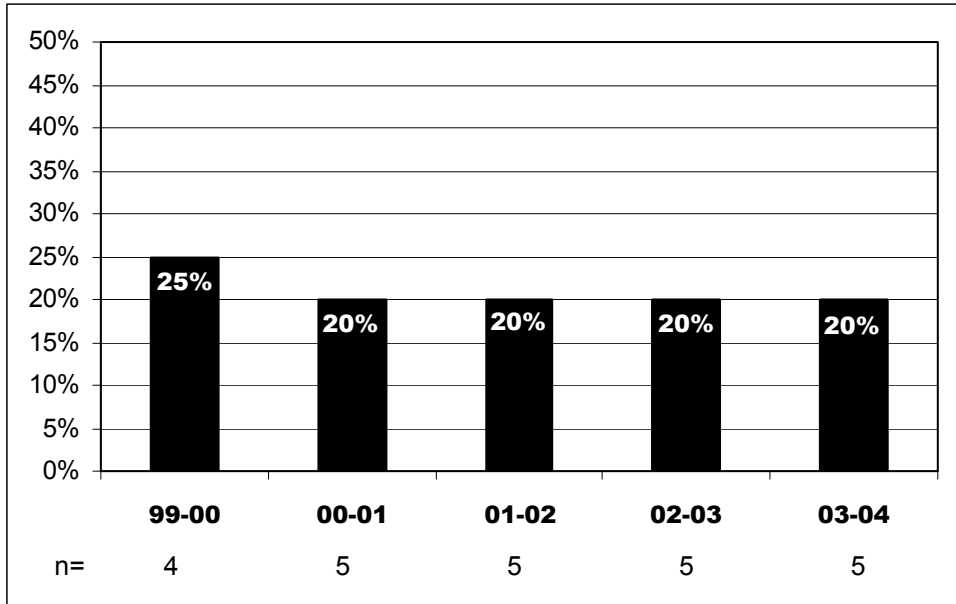
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	3	1	3	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	75%	25%	75%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	0	0	1	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	100%
Total Ladder	0	1	0	0	0	0	0	0	0	1	1	3	1	4	5
	0%	20%	0%	0%	0%	0%	0%	0%	0%	20%	20%	60%	20%	80%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

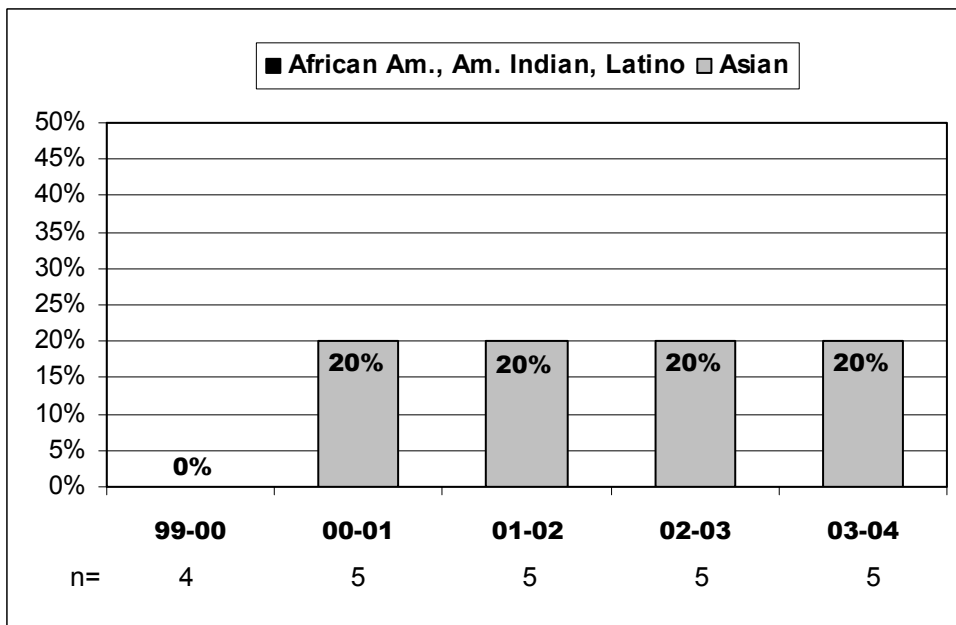
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	1.00	0.00	0.00	1.00	0.00	5.00
% of Faculty	20.0%	0.0%	0.0%	20.0%	0.0%	
Estimate of Availability	26.0%	1.0%	1.6%	9.0%	0.0%	
Expected # of Faculty	1.30	0.05	0.08	0.45	0.00	
Shortfall (Underutilization)	-0.30	-0.05	-0.08	none	none	

DEPARTMENT OF BIOMATHEMATICS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF HUMAN GENETICS

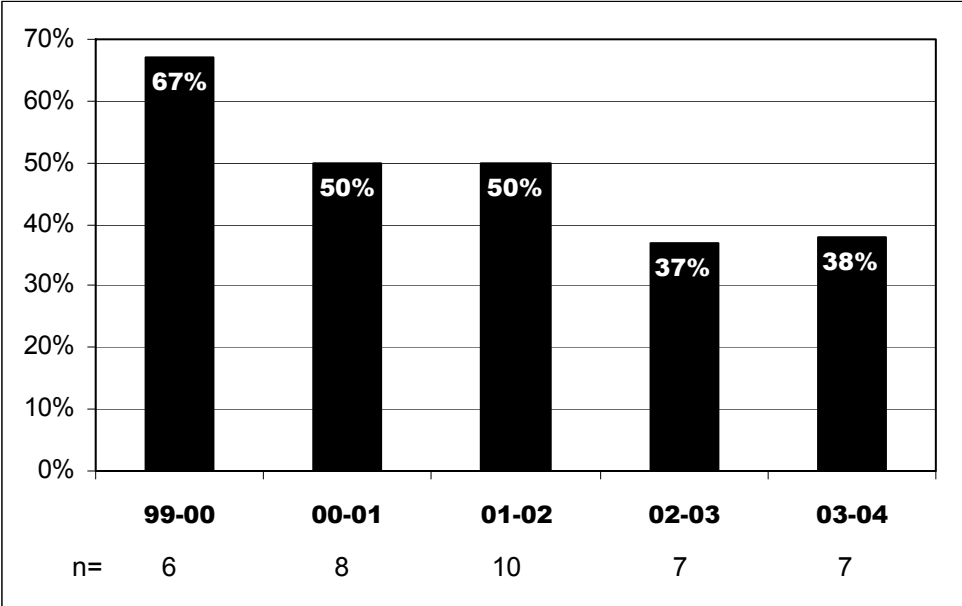
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	50%	50%	100%
Assistant Professor	0	0	0	0	0	1	0	0	0	1	1.5	2	0	1	1.5	4	5.5
	0%	0%	0%	0%	0%	18%	0%	0%	0%	18%	27%	36%	0%	18%	27%	73%	100%
Total Ladder	0	0	0	0	0	1	0	0	0	1	3.5	3	0	1	3.5	5	8.5
	0%	0%	0%	0%	0%	12%	0%	0%	0%	12%	41%	35%	0%	12%	41%	59%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

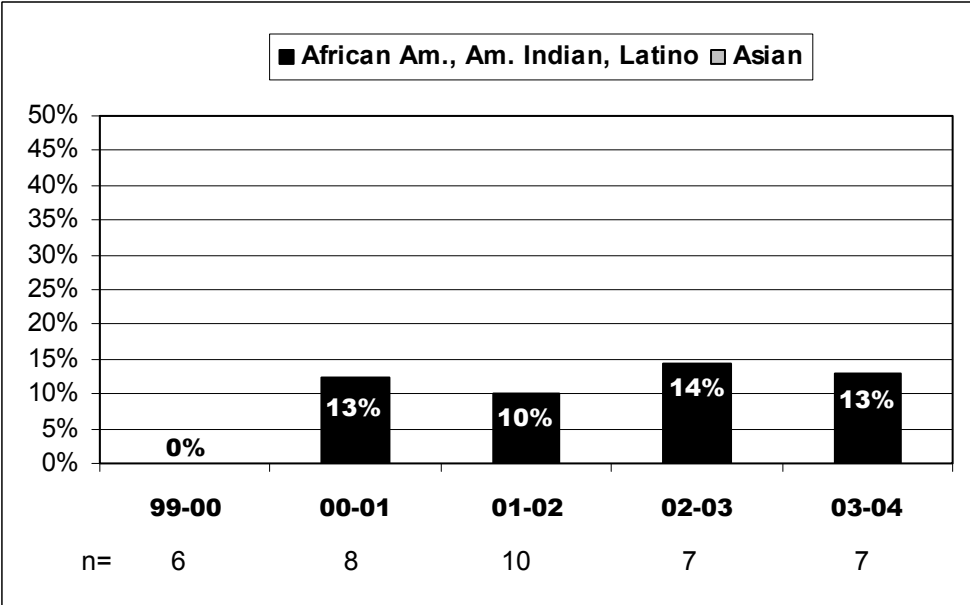
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	4.00	0.00	1.00	0.00	0.00	8.00	1.00
% of Faculty	44.4%	0.0%	12.5%	0.0%	0.0%		
Estimate of Availability	33.9%	1.1%	1.5%	10.2%	0.0%		
Expected # of Faculty	3.05	0.09	0.12	0.81	0.00		
Shortfall (Underutilization)	none	-0.09	none	-0.81	none		

DEPARTMENT OF HUMAN GENETICS
Trends

Percent Women



Percent Underrepresented Minorities



**DEPARTMENT OF MICROBIOLOGY, IMMUNOLOGY
& MOLECULAR GENETICS¹⁰**

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	4	0	0	0	0	0	0	0	4	3	17	0	0	3	21	24
	0%	17%	0%	0%	0%	0%	0%	0%	0%	17%	13%	71%	0%	0%	13%	88%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	1	1	0	0	1	2	3
	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	33%	33%	0%	0%	33%	67%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	1	2	0	1	1	4	5
	0%	20%	0%	0%	0%	0%	0%	0%	0%	20%	20%	40%	0%	20%	20%	80%	100%
Total Ladder	0	6	0	0	0	0	0	0	0	6	5	20	0	1	5	27	32
	0%	19%	0%	0%	0%	0%	0%	0%	0%	19%	16%	63%	0%	3%	16%	84%	100%

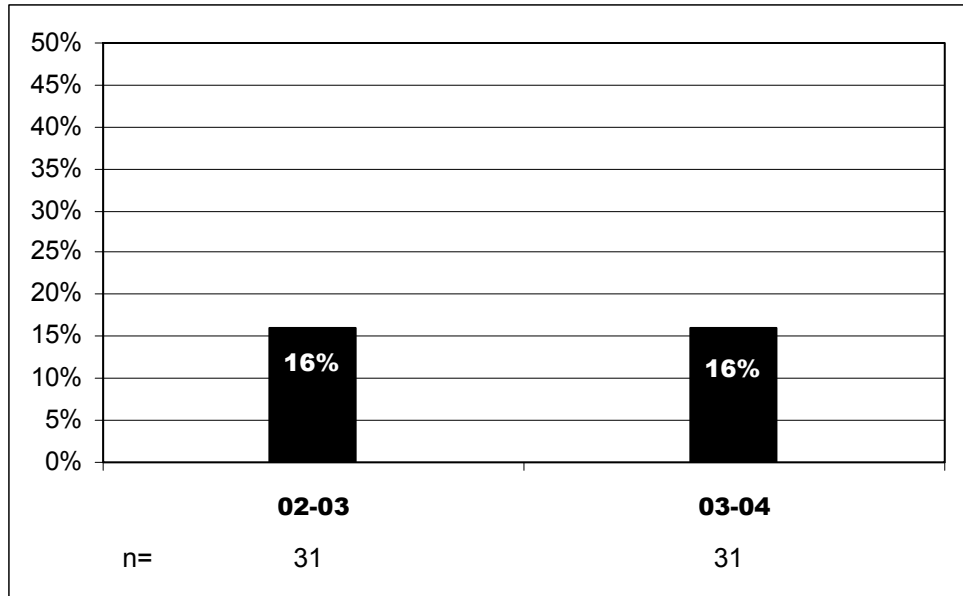
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	5.00	0.00	0.00	6.00	0.00	32.00	1.00
% of Faculty	15.2%	0.0%	0.0%	18.8%	0.0%		
Estimate of Availability	41.56%	3.46%	6.40%	13.93%	0.37%		
Expected # of Faculty	13.71	1.11	2.05	4.46	0.12		
Shortfall (Underutilization)	-8.71	-1.11	-2.05	none	-0.12		

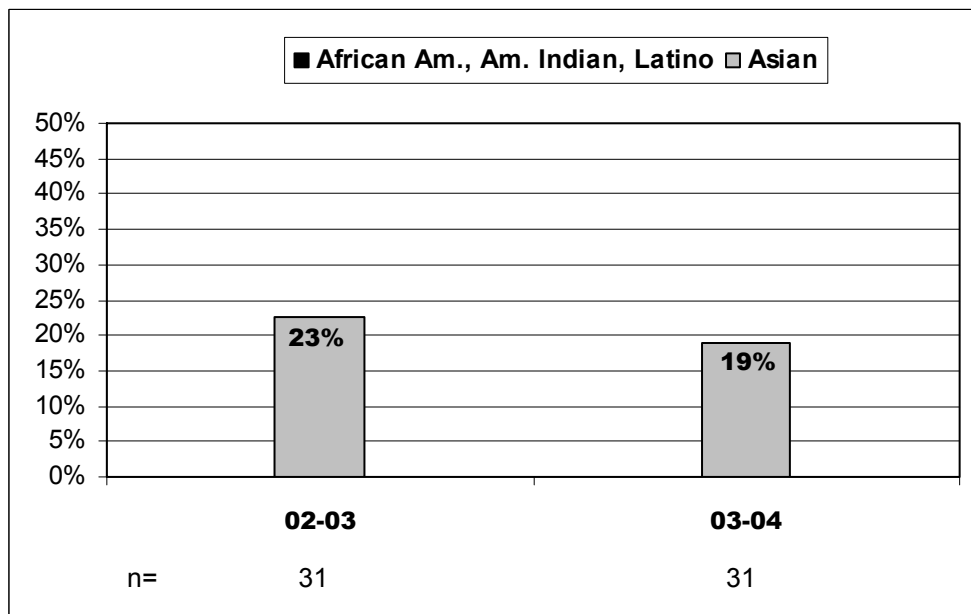
DEPARTMENT OF MICROBIOLOGY, IMMUNOLOGY & MOLECULAR GENETICS

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MOLECULAR & MEDICAL PHARMACOLOGY

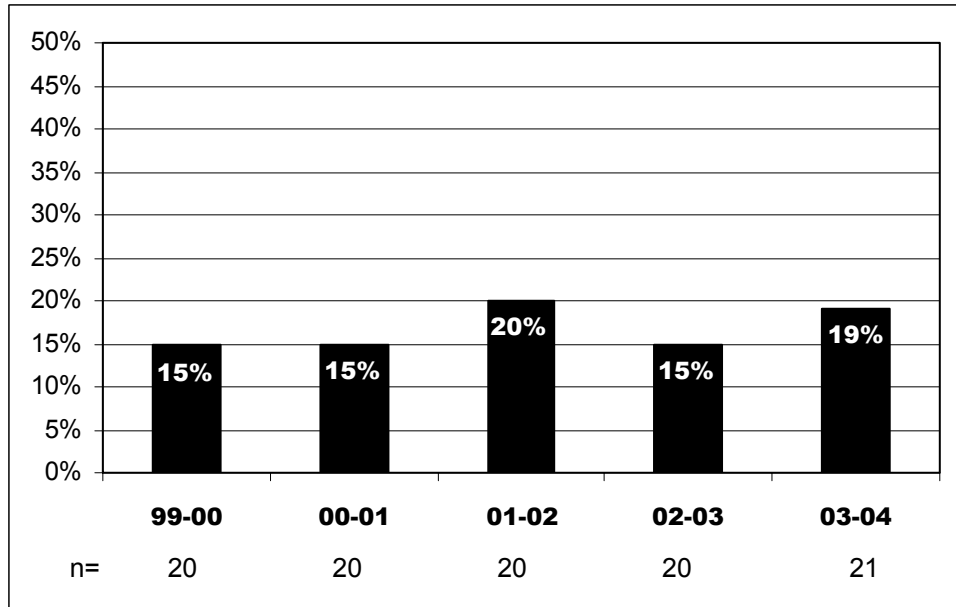
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	2	0	0	0	1	0	0	0	3	0	9	0	12	12
	0%	17%	0%	0%	0%	8%	0%	0%	0%	25%	0%	75%	0%	100%	100%
Associate Professor	2	2	0	0	0	0	0	0	2	2	1	1	3	3	6
	33%	33%	0%	0%	0%	0%	0%	0%	33%	33%	17%	17%	50%	50%	100%
Assistant Professor	1	1	0	0	0	0	0	0	1	1	0	1	1	2	3
	33%	33%	0%	0%	0%	0%	0%	0%	33%	33%	0%	33%	33%	67%	100%
Total Ladder	3	5	0	0	0	1	0	0	3	6	1	11	4	17	21
	14%	24%	0%	0%	0%	5%	0%	0%	14%	29%	5%	52%	19%	81%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

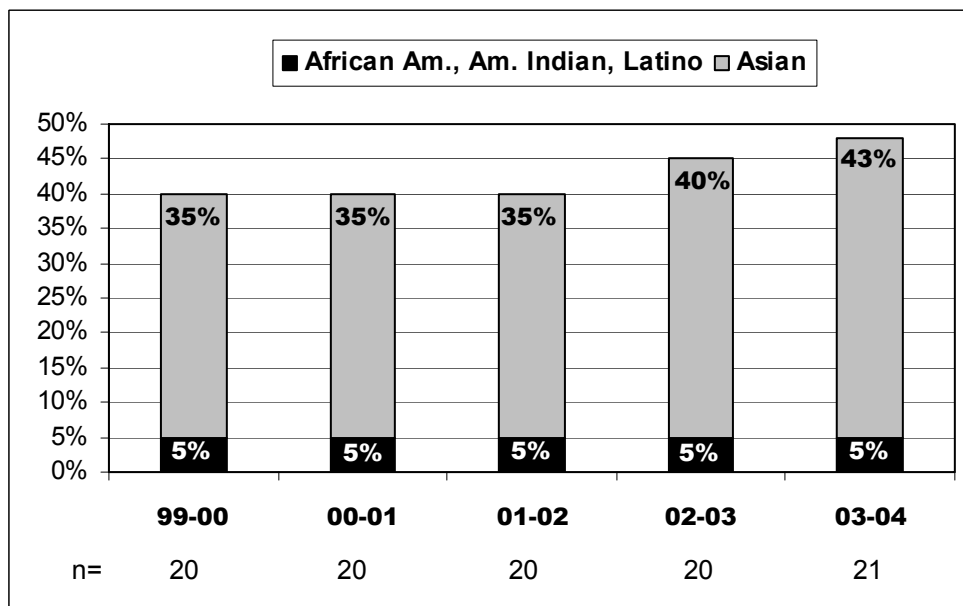
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	4.00	0.00	1.00	8.00	21.00
% of Faculty	19.0%	0.0%	4.8%	38.1%	0.0%
Estimate of Availability	22.2%	1.3%	2.9%	12.6%	0.2%
Expected # of Faculty	4.66	0.26	0.62	2.65	0.04
Shortfall (Underutilization)	-0.66	-0.26	none	none	-0.04

DEPARTMENT OF MOLECULAR & MEDICAL PHARMACOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF NEUROBIOLOGY

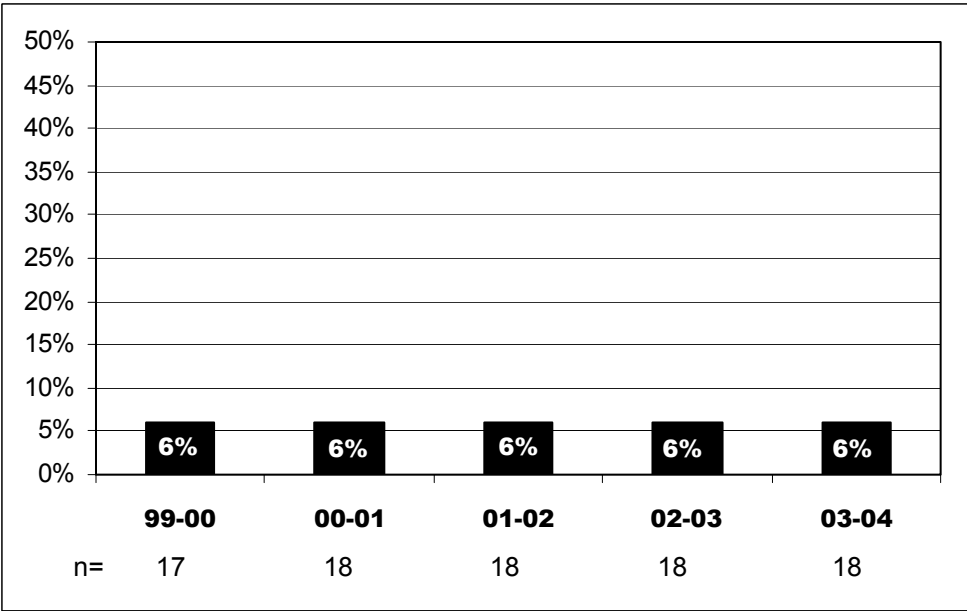
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	1	0	2	0	0	0	3	0	9	0	12	12
	0%	0%	0%	8%	0%	17%	0%	0%	0%	25%	0%	75%	0%	100%	100%
Associate Professor	0	0	0	0	0	0.5	0	0	0	0.5	1	1.5	1	2	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	0	0	1	0	2.5	0	0	0	3.5	1	12.5	1	16	17
	0%	0%	0%	6%	0%	15%	0%	0%	0%	21%	6%	74%	6%	94%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

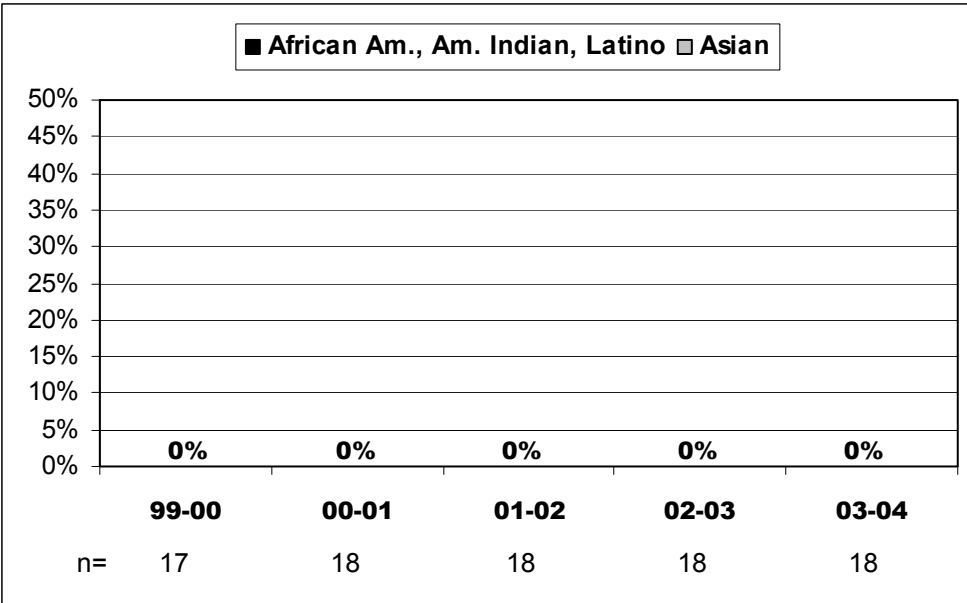
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	1.00	1.00	2.50	0.00	0.00	17.00
% of Faculty	5.9%	5.9%	14.7%	0.0%	0.0%	
Estimate of Availability	28.3%	1.2%	1.8%	9.2%	0.0%	
Expected # of Faculty	4.82	0.20	0.30	1.56	0.00	
Shortfall (Underutilization)	-3.82	none	none	-1.56	none	

DEPARTMENT OF NEUROBIOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PHYSIOLOGY

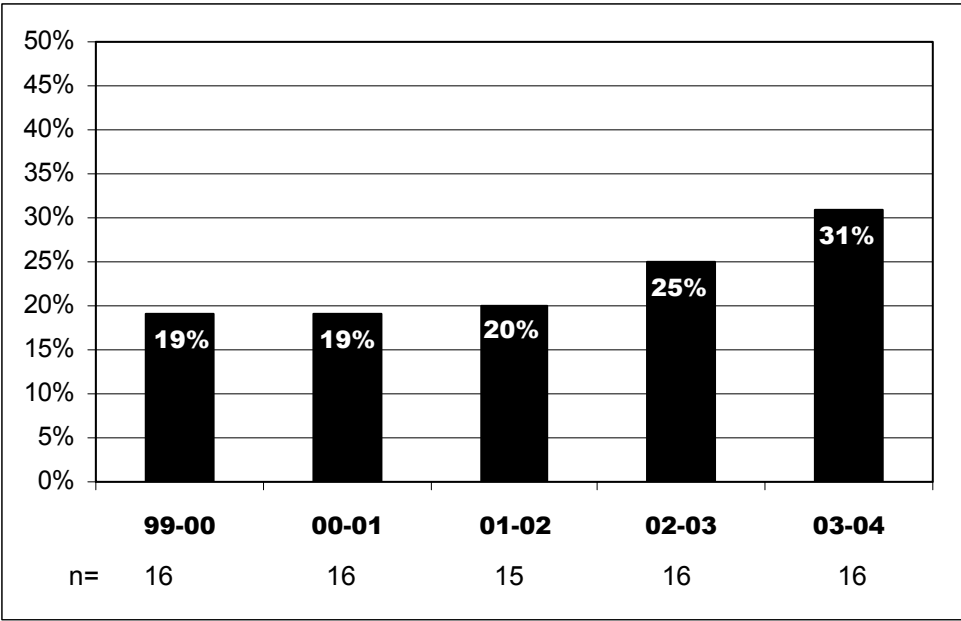
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	0	0	0	0	2	0	0	1	2	1	9	2	11	13
	8%	0%	0%	0%	0%	15%	0%	0%	8%	15%	8%	69%	15%	85%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Assistant Professor	1	1	0	0	0	0	0	0	1	1	0	0	1	1	2
	50%	50%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	50%	50%	100%
Total Ladder	2	1	0	0	0	2	0	0	2	3	3	9	5	12	17
	12%	6%	0%	0%	0%	12%	0%	0%	12%	18%	18%	53%	29%	71%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

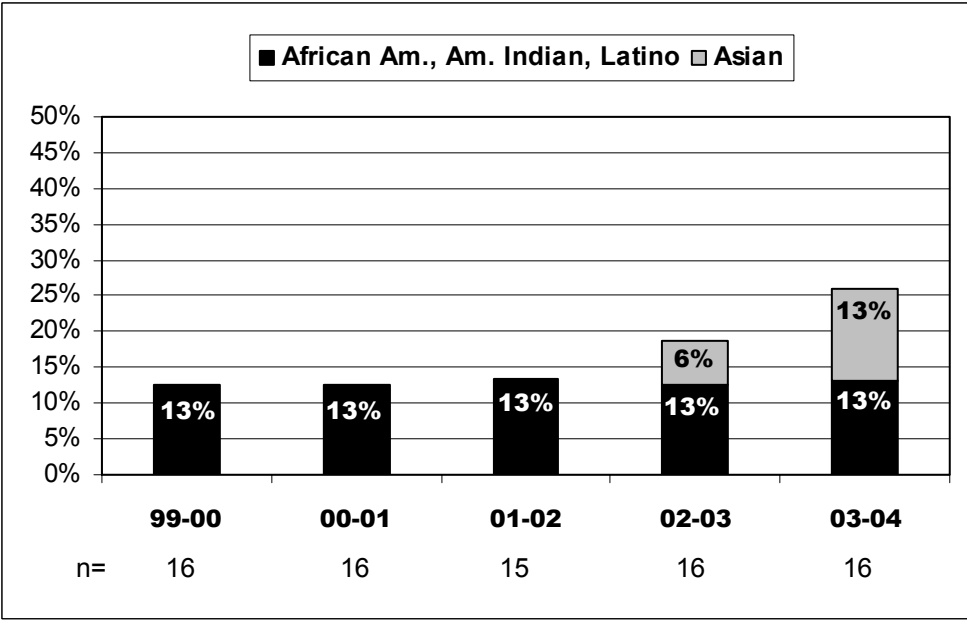
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	5.00	0.00	2.00	3.00	17.00
% of Faculty	29.4%	0.0%	11.8%	17.6%	0.0%
Estimate of Availability	18.8%	1.5%	4.4%	8.9%	0.2%
Expected # of Faculty	3.19	0.26	0.75	1.51	0.03
Shortfall (Underutilization)	none	-0.26	none	none	-0.03

DEPARTMENT OF PHYSIOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



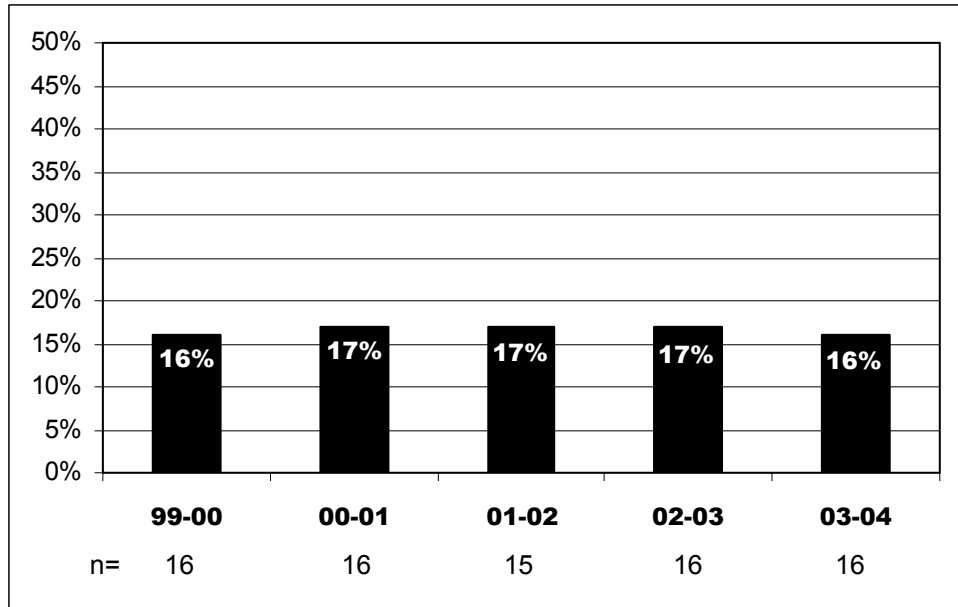
2004-2005
Diversity Statistics - Regular Rank Faculty

CLINICAL DEPARTMENTS

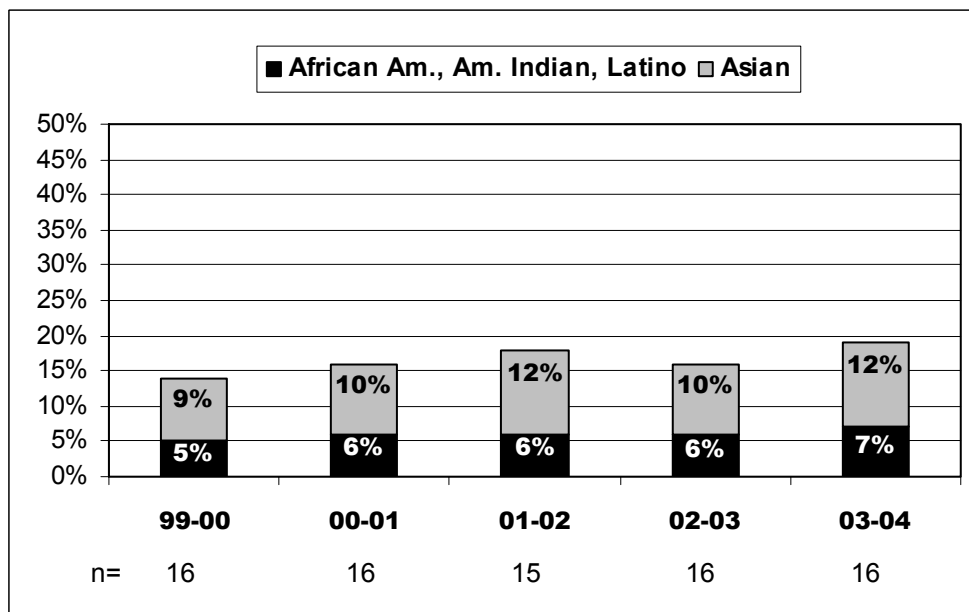
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	4	9	0	2	3	7	0	0	7	18	21	137.5	28	155.5	183.5
	2%	5%	0%	1%	2%	4%	0%	0%	4%	10%	11%	75%	15%	85%	100%
Associate Professor															
	2	8	0	1	0	2	0	0	2	11	4	15	6	26	32
	6%	25%	0%	3%	0%	6%	0%	0%	6%	34%	13%	47%	19%	81%	100%
Assistant Professor															
	0	5	2	1	0	0	0	0	2	6	2	5	4	11	15
	0%	33%	13%	7%	0%	0%	0%	0%	13%	40%	13%	33%	27%	73%	100%
Total Ladder															
	6	22	2	4	3	9	0	0	11	35	27	157.5	38	192.5	230.5
	3%	10%	1%	2%	1%	4%	0%	0%	5%	15%	12%	68%	16%	84%	100%

CLINICAL DEPARTMENTS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ANESTHESIOLOGY

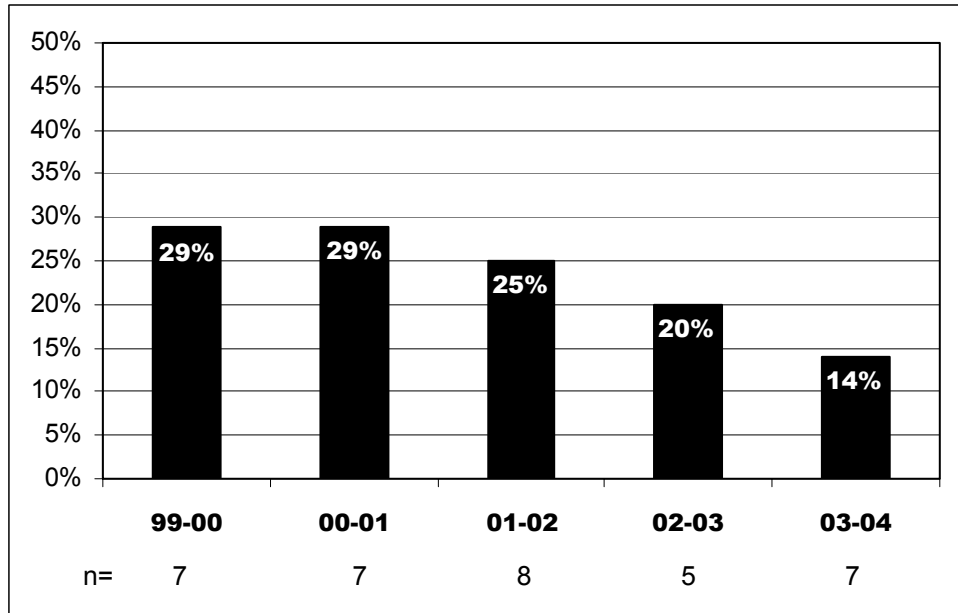
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	1	1	0	0	1	2	0	1	1	3	4
	0%	25%	0%	0%	25%	25%	0%	0%	25%	50%	0%	25%	25%	75%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	0	1	0	2	2
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	2	0	0	1	1	0	0	1	3	0	3	1	6	7
	0%	29%	0%	0%	14%	14%	0%	0%	14%	43%	0%	43%	14%	86%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

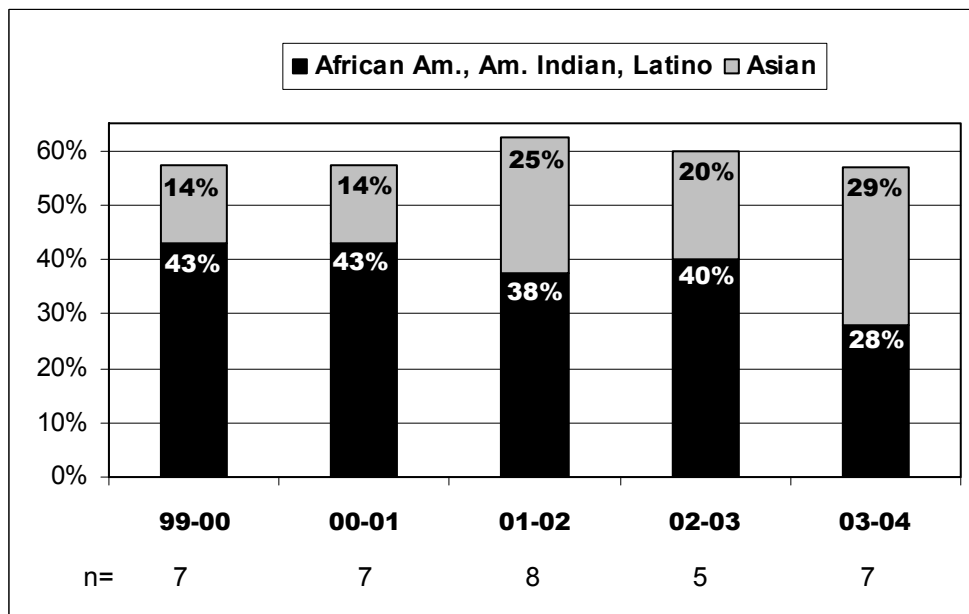
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	1.00	0.00	2.00	2.00	7.00
% of Faculty	14.3%	0.0%	28.6%	28.6%	0.0%
Estimate of Availability	20.2%	2.5%	3.5%	10.8%	0.1%
Expected # of Faculty	1.42	0.17	0.25	0.76	0.01
Shortfall (Underutilization)	-0.42	-0.17	none	none	-0.01

DEPARTMENT OF ANESTHESIOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF FAMILY MEDICINE

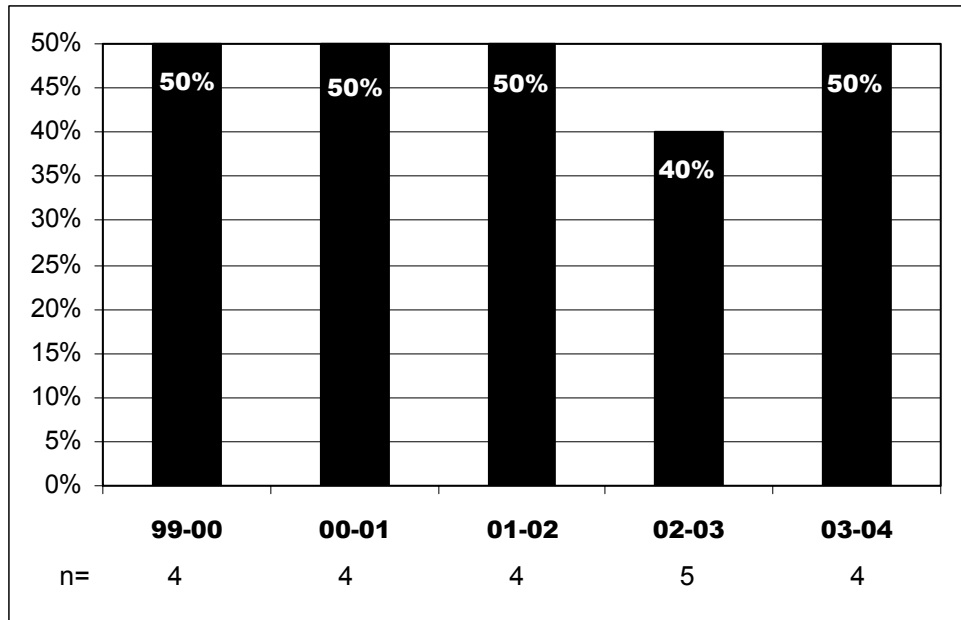
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Associate Professor	0	0	0	0	0	1	0	0	0	1	1	0	1	1	2
	0%	0%	0%	0%	0%	50%	0%	0%	0%	50%	50%	0%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	1	0	0	0	1	2	1	2	2	4
	0%	0%	0%	0%	0%	25%	0%	0%	0%	25%	50%	25%	50%	50%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

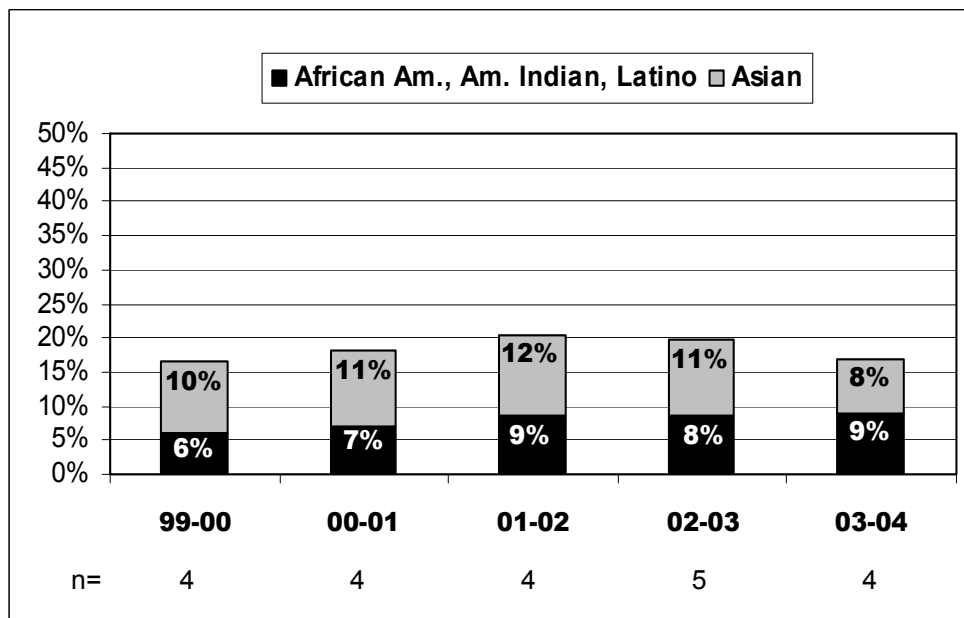
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Amer.	Total Known Ethnicity
# of Faculty	2.00	0.00	1.00	0.00	0.00	4.00
% of Faculty	50.0%	0.0%	25.0%	0.0%	0.0%	
Estimate of Availability	25.5%	2.4%	3.6%	3.1%	0.5%	
Expected # of Faculty	1.02	0.10	0.14	0.13	0.02	
Shortfall (Underutilization)	none	-0.10	none	-0.13	-0.02	

DEPARTMENT OF FAMILY MEDICINE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MEDICINE

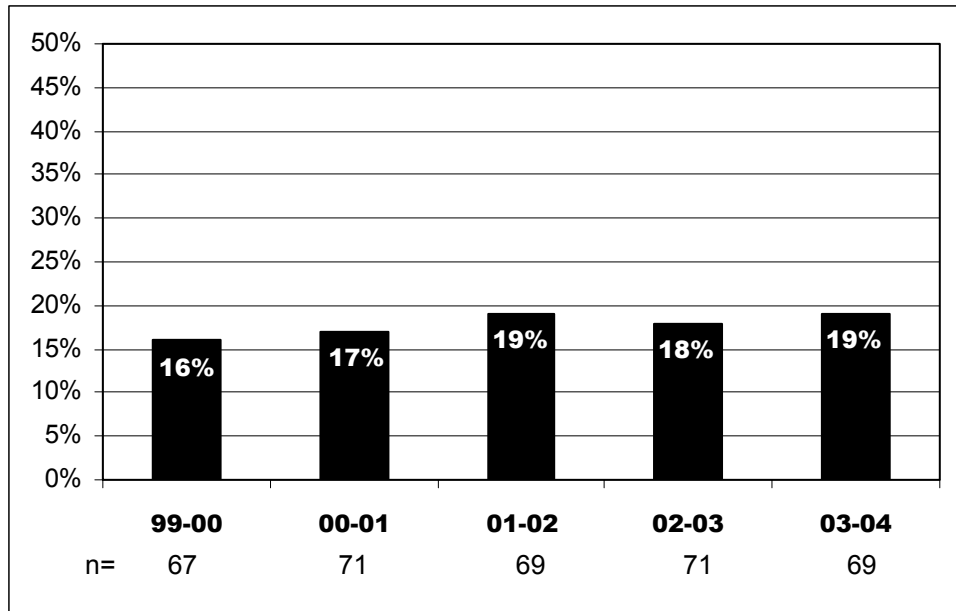
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	3	0	1	0	3	0	0	1	7	10	42.5	11	49.5	60.5
	2%	5%	0%	2%	0%	5%	0%	0%	2%	12%	17%	70%	18%	82%	100%
Associate Professor	0	2	0	1	0	0	0	0	0	3	1	1	1	4	5
	0%	40%	0%	20%	0%	0%	0%	0%	0%	60%	20%	20%	20%	80%	100%
Assistant Professor	0	0	2	0	0	0	0	0	2	0	0	1	2	1	3
	0%	0%	67%	0%	0%	0%	0%	0%	67%	0%	0%	33%	67%	33%	100%
Total Ladder	1	5	2	2	0	3	0	0	3	10	11	44.5	14	54.5	68.5
	1%	7%	3%	3%	0%	4%	0%	0%	4%	15%	16%	65%	20%	80%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

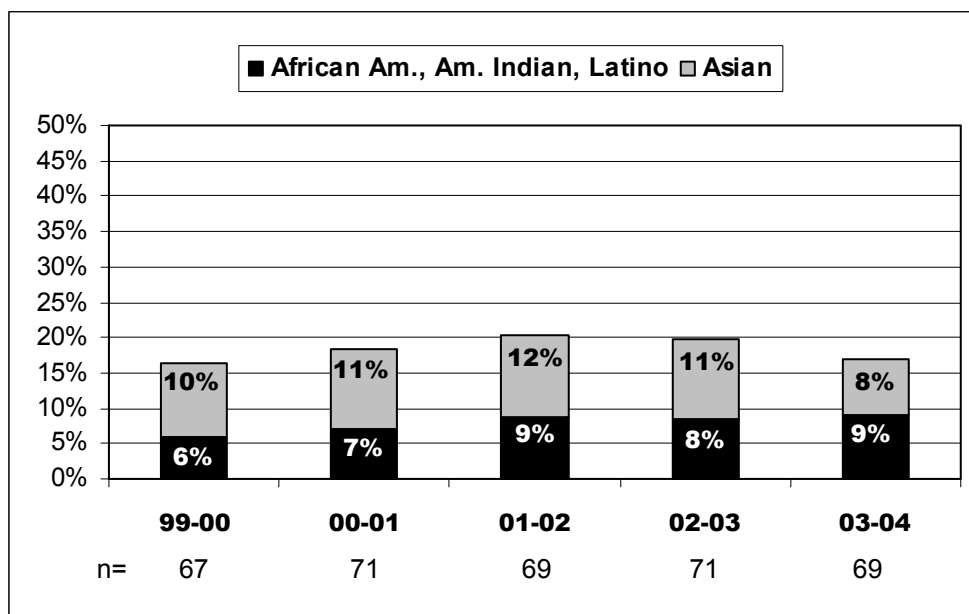
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	14.00	4.00	3.00	6.00	68.50
% of Faculty	20.4%	5.8%	4.4%	8.8%	0.0%
Estimate of Availability	25.5%	2.4%	3.6%	3.1%	0.5%
Expected # of Faculty	17.50	1.67	2.44	2.16	0.35
Shortfall (Underutilization)	-3.50	none	none	none	-0.35

DEPARTMENT OF MEDICINE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF NEUROLOGY

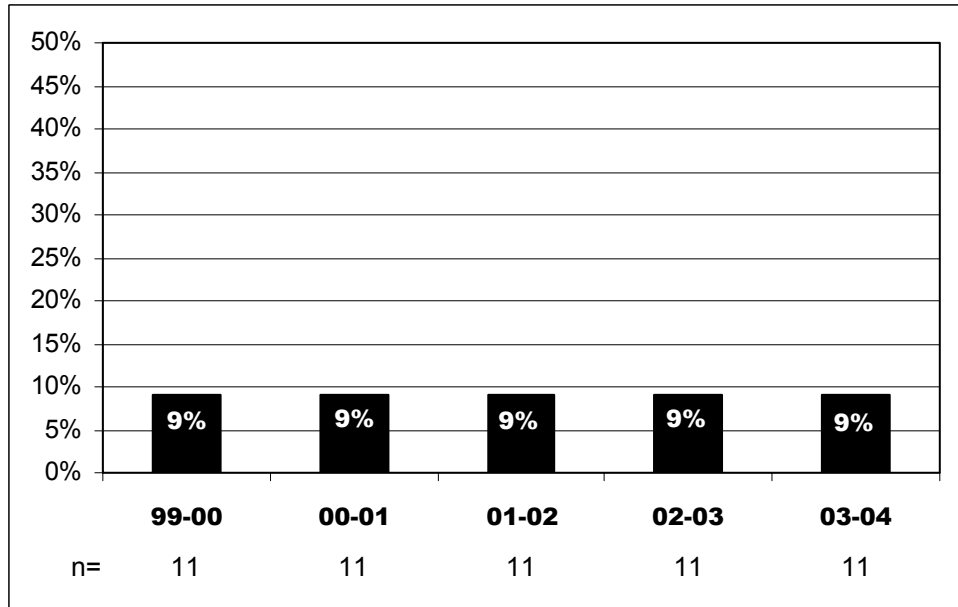
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	7	1	7	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	88%	13%	88%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	1	9	1	9	10
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	90%	10%	90%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

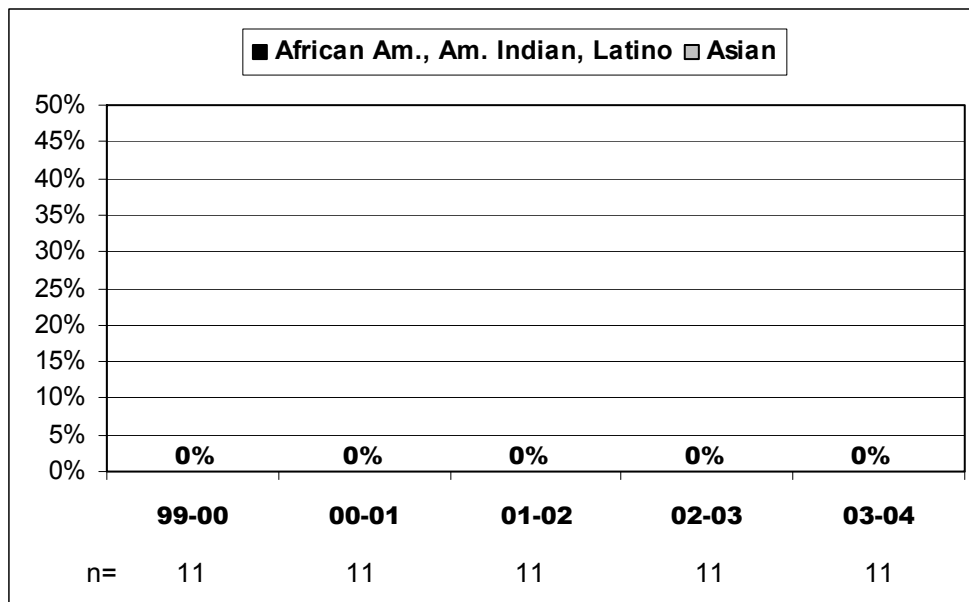
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	1.00	0.00	0.00	0.00	10.00
% of Faculty	10.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	14.9%	0.7%	2.5%	8.4%	0.0%
Expected # of Faculty	1.49	0.07	0.25	0.84	0.00
Shortfall (Underutilization)	-0.49	-0.07	-0.25	-0.84	none

DEPARTMENT OF NEUROLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF OBSTETRICS & GYNECOLOGY

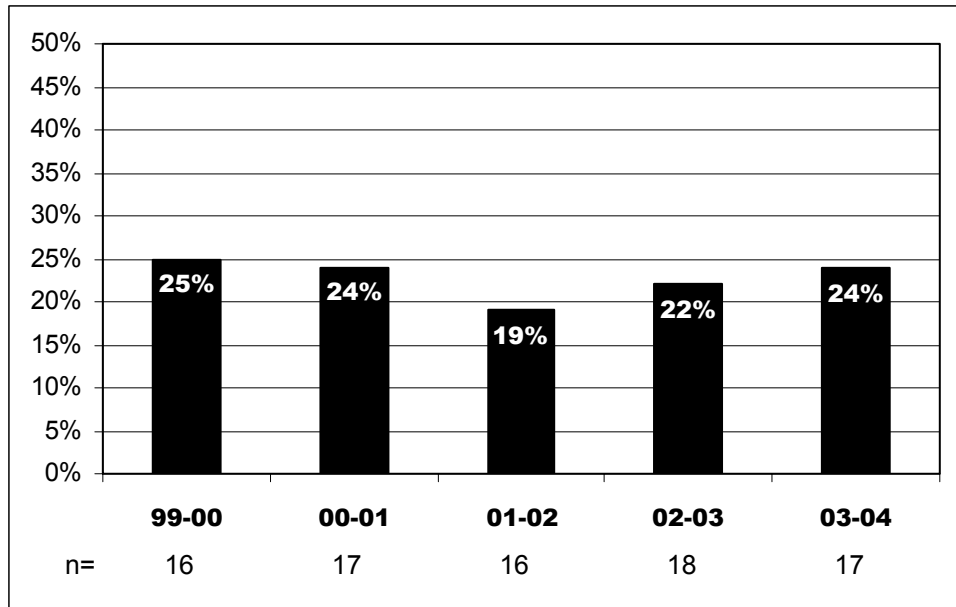
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	2	0	0	0	2	0	0	0	4	2	5	2	9	11
	0%	18%	0%	0%	0%	18%	0%	0%	0%	36%	18%	45%	18%	82%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	1	1	2	3	
	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	33%	33%	67%	100%	
Assistant Professor	0	2	0	0	0	0	0	0	0	2	1	1	1	3	4
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	25%	25%	25%	75%	100%
Total Ladder	0	5	0	0	0	2	0	0	0	7	4	7	4	14	18
	0%	28%	0%	0%	0%	11%	0%	0%	0%	39%	22%	39%	22%	78%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

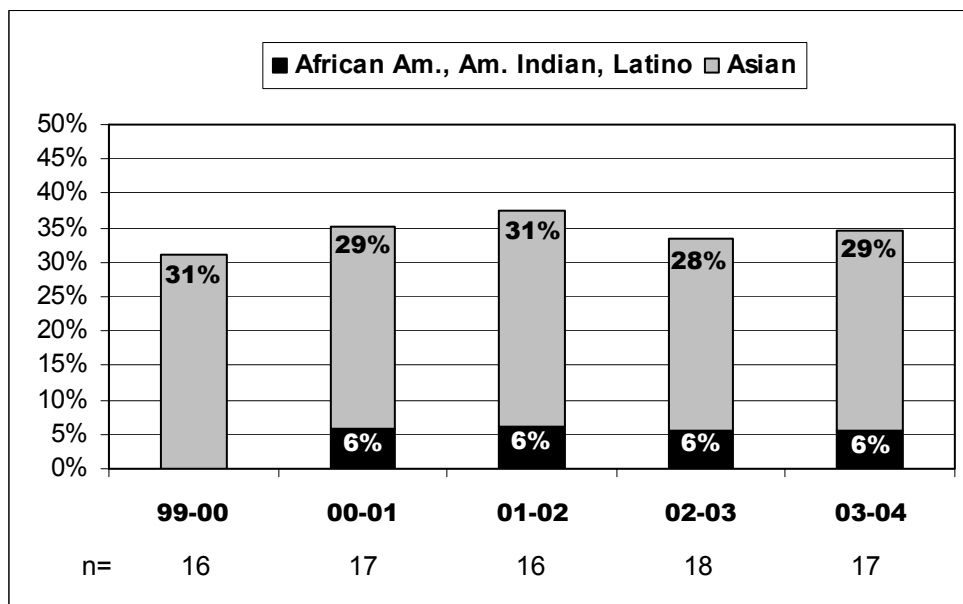
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	4.00	0.00	2.00	5.00	0.00	18
% of Faculty	22.2%	0.0%	11.1%	27.8%	0.0%	
Estimate of Availability	27.5%	4.3%	3.6%	8.9%	0.2%	
Expected # of Faculty	4.95	0.77	0.64	1.59	0.04	
Shortfall (Underutilization)	-0.95	-0.77	none	none	-0.04	

DEPARTMENT OF OBSTETRICS & GYNECOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF OPHTHALMOLOGY

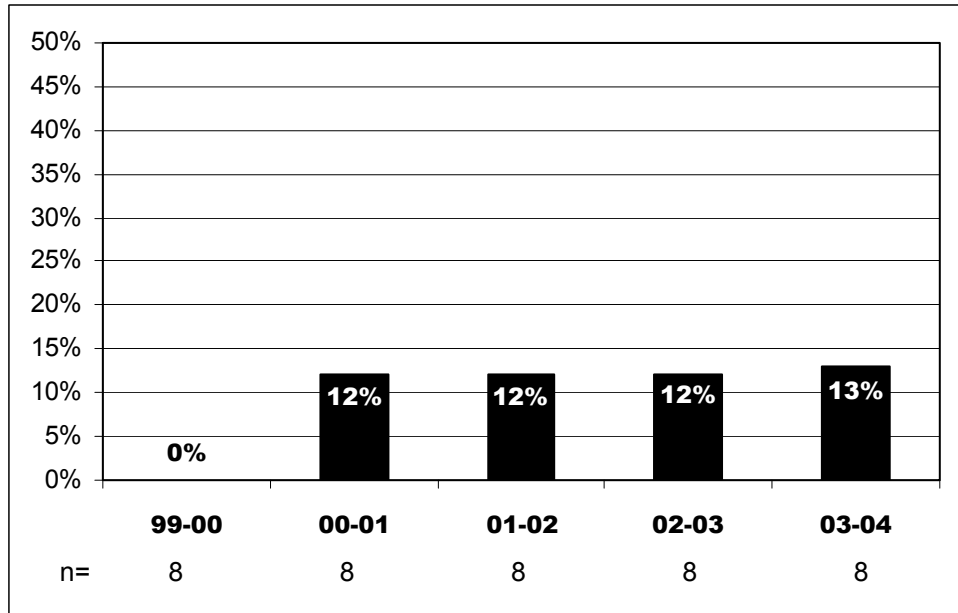
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	7	1	7	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	88%	13%	88%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	1	7	1	7	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	88%	13%	88%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

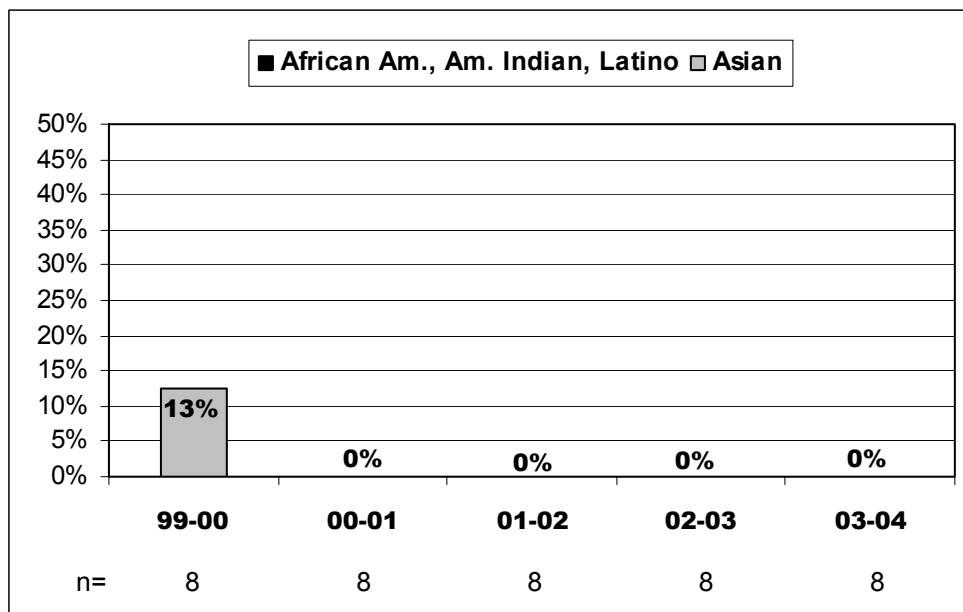
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	1.00	0.00	0.00	0.00	8.00
% of Faculty	12.5%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	16.5%	1.2%	2.9%	11.4%	0.0%
Expected # of Faculty	1.32	0.10	0.23	0.91	0.00
Shortfall (Underutilization)	-0.32	-0.10	-0.23	-0.91	none

DEPARTMENT OF OPHTHALMOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ORTHOPEDIC SURGERY

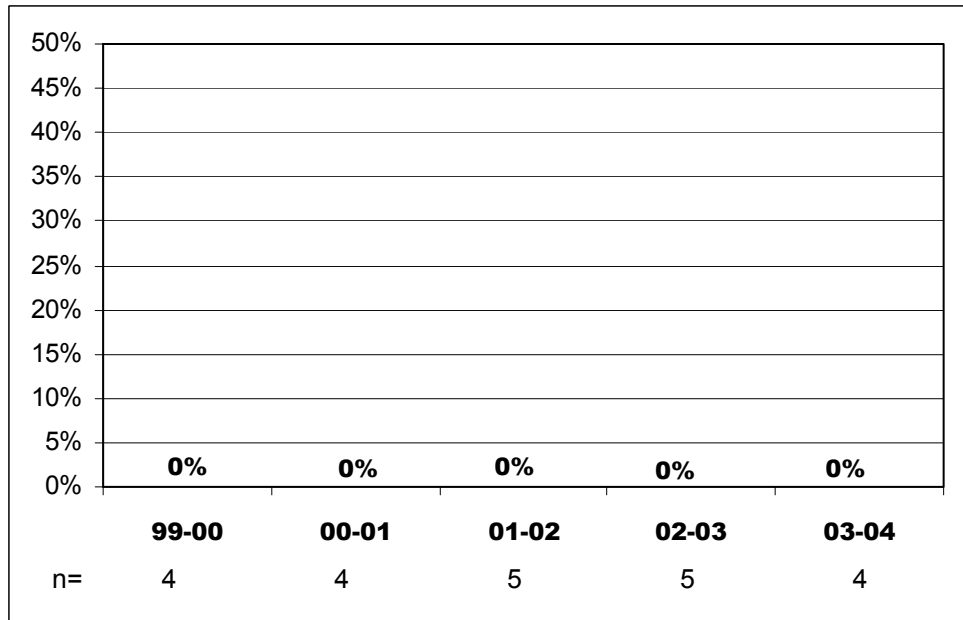
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	5	0	5	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	0	5	0	5	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

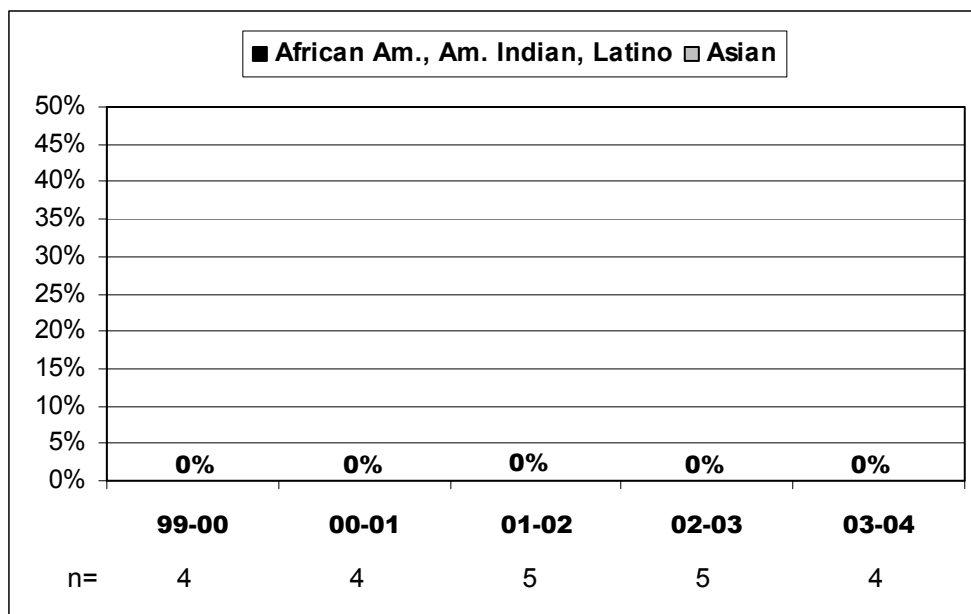
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	0.00	0.00	0.00	0.00	5.00
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	6.7%	2.5%	1.6%	7.7%	0.3%
Expected # of Faculty	0.34	0.13	0.08	0.38	0.01
Shortfall (Underutilization)	-0.34	-0.13	-0.08	-0.38	-0.01

DEPARTMENT OF ORTHOPEDIC SURGERY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PATHOLOGY & LABORATORY MEDICINE

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	10	1	10	11
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	9%	91%	9%	91%	100%
Associate Professor	0	2	0	0	0	0	0	0	0	2	0	3	0	5	5
	0%	40%	0%	0%	0%	0%	0%	0%	0%	40%	0%	60%	0%	100%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	0	0	1	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	100%
Total Ladder	0	3	0	0	0	0	0	0	0	3	1	13	1	16	17
	0%	18%	0%	0%	0%	0%	0%	0%	0%	18%	6%	76%	6%	94%	100%

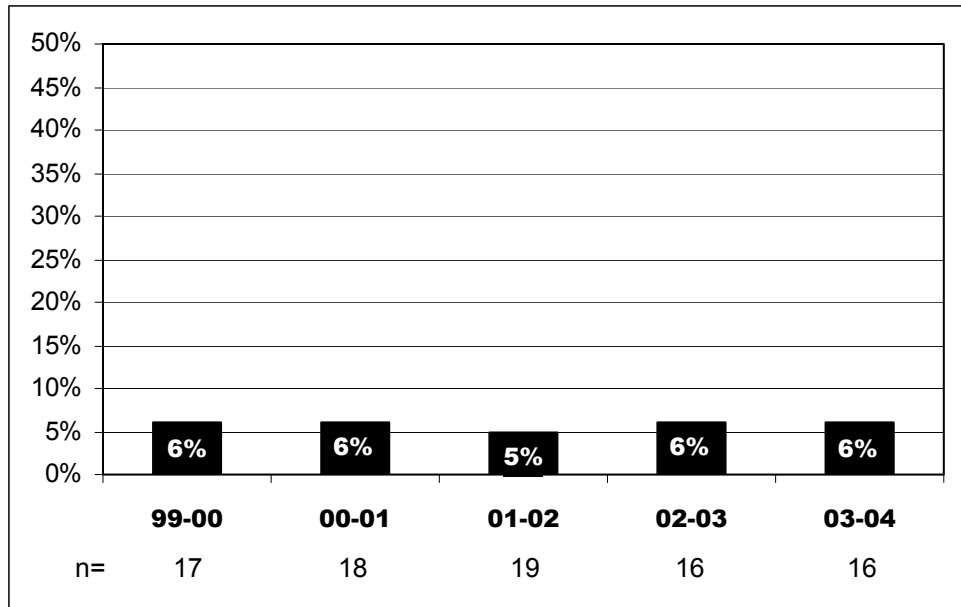
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	1.00	0.00	0.00	3.00	17.00
% of Faculty	5.9%	0.0%	0.0%	17.6%	0.0%
Estimate of Availability	25.4%	1.7%	4.0%	12.6%	0.1%
Expected # of Faculty	4.31	0.29	0.68	2.15	0.02
Shortfall (Underutilization)	-3.31	-0.29	-0.68	none	-0.02

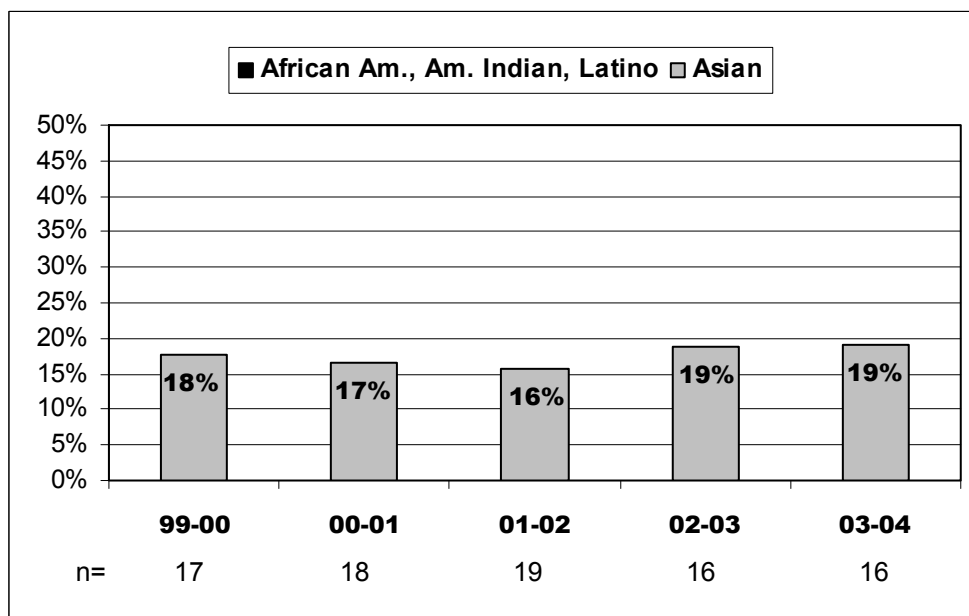
DEPARTMENT OF PATHOLOGY & LABORATORY MEDICINE

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PEDIATRICS

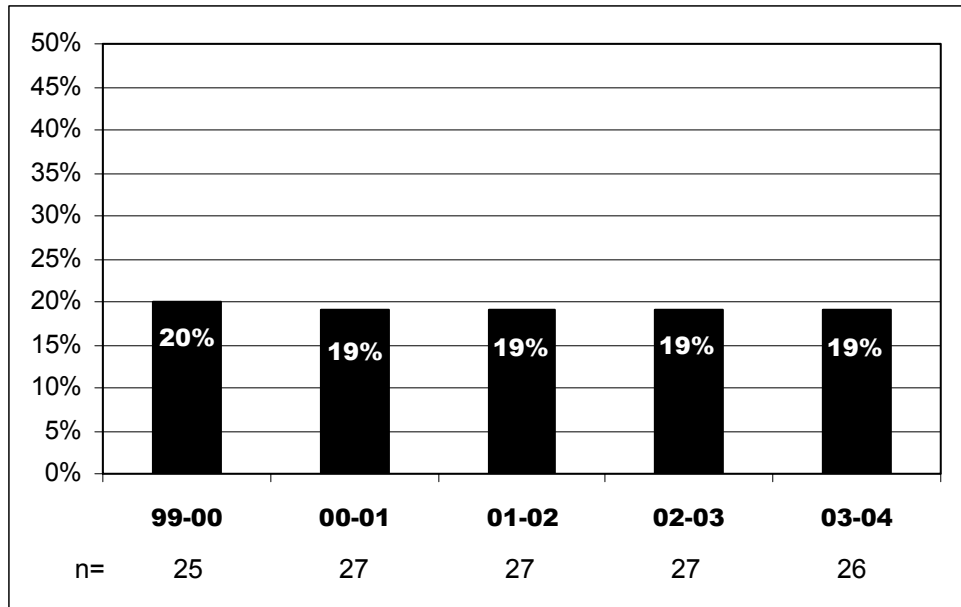
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	1	0	0	0	0	0	0	1	1	3	18	4	19	23
	4%	4%	0%	0%	0%	0%	0%	0%	4%	4%	13%	78%	17%	83%	100%
Associate Professor	0	1	0	0	0	1	0	0	0	2	1	1	1	3	4
	0%	25%	0%	0%	0%	25%	0%	0%	0%	50%	25%	25%	25%	75%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	1	2	0	0	0	1	0	0	1	3	4	19	5	22	27
	4%	7%	0%	0%	0%	4%	0%	0%	4%	11%	15%	70%	19%	81%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

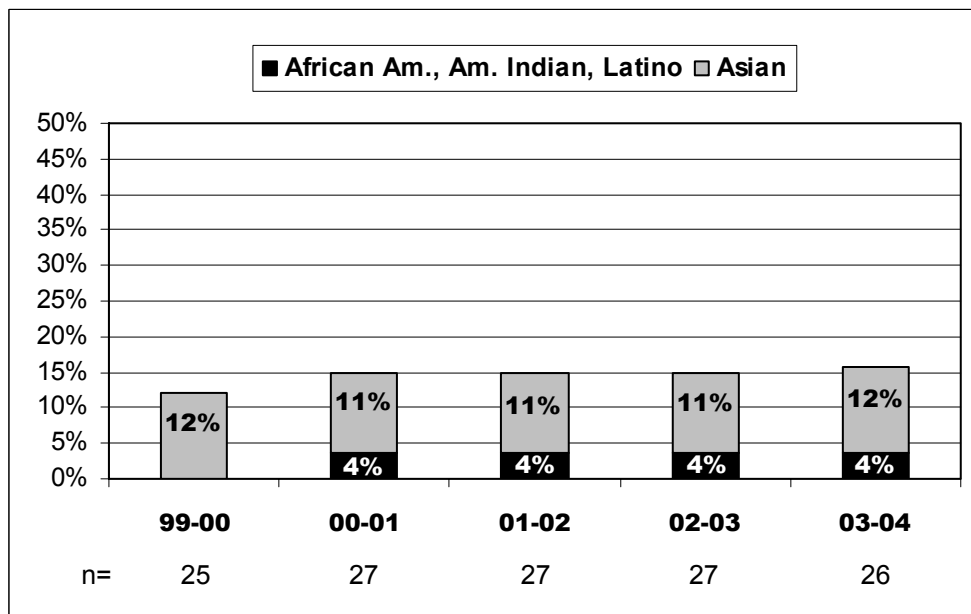
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	5.00	0.00	1.00	3.00	27.00
% of Faculty	18.5%	0.0%	3.7%	11.1%	0.0%
Estimate of Availability	29.3%	2.0%	4.1%	8.3%	0.1%
Expected # of Faculty	7.92	0.55	1.11	2.25	0.03
Shortfall (Underutilization)	-2.92	-0.55	-0.11	none	-0.03

DEPARTMENT OF PEDIATRICS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PSYCHIATRY & BIOBEHAVIORAL SCIENCES

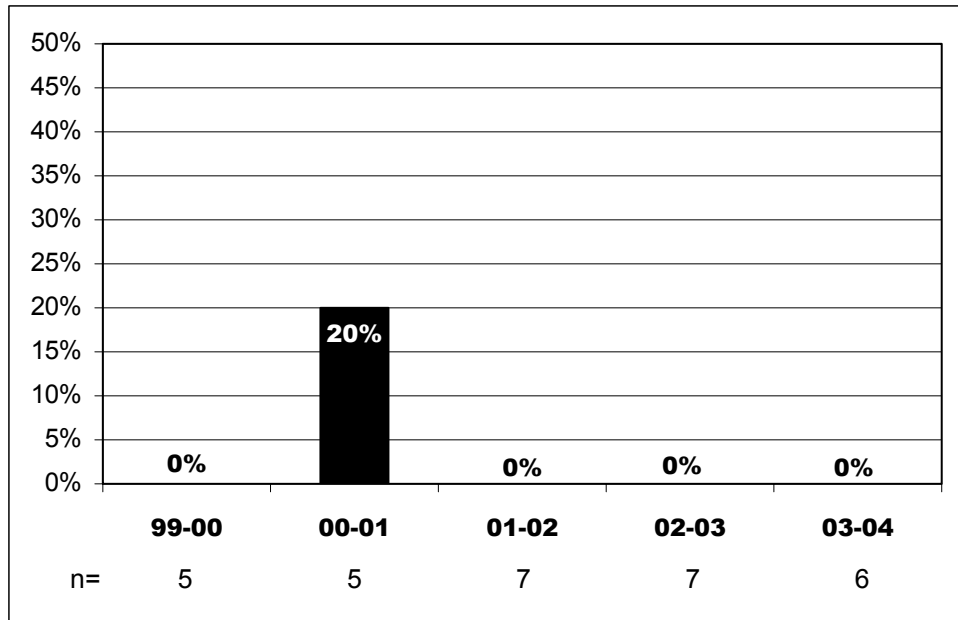
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	7	0	7	7
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	0	7	0	7	7
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

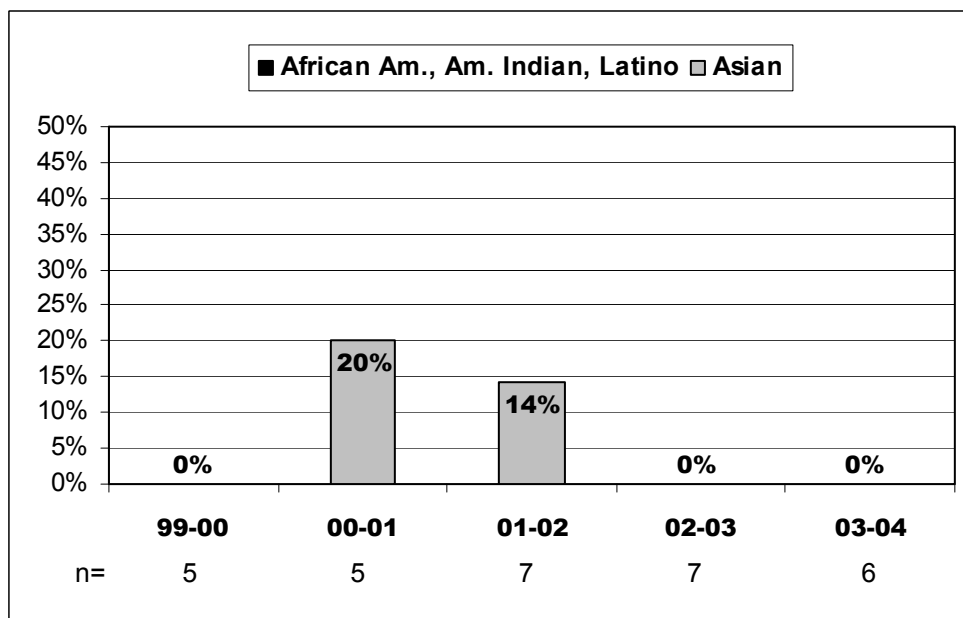
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	0.00	0.00	0.00	0.00	7.00
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	22.3%	2.3%	3.5%	4.2%	0.2%
Expected # of Faculty	1.56	0.16	0.24	0.29	0.02
Shortfall (Underutilization)	-1.56	-0.16	-0.24	-0.29	-0.02

DEPARTMENT OF PSYCHIATRY & BIOBEHAVIORAL SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF RADIATION ONCOLOGY

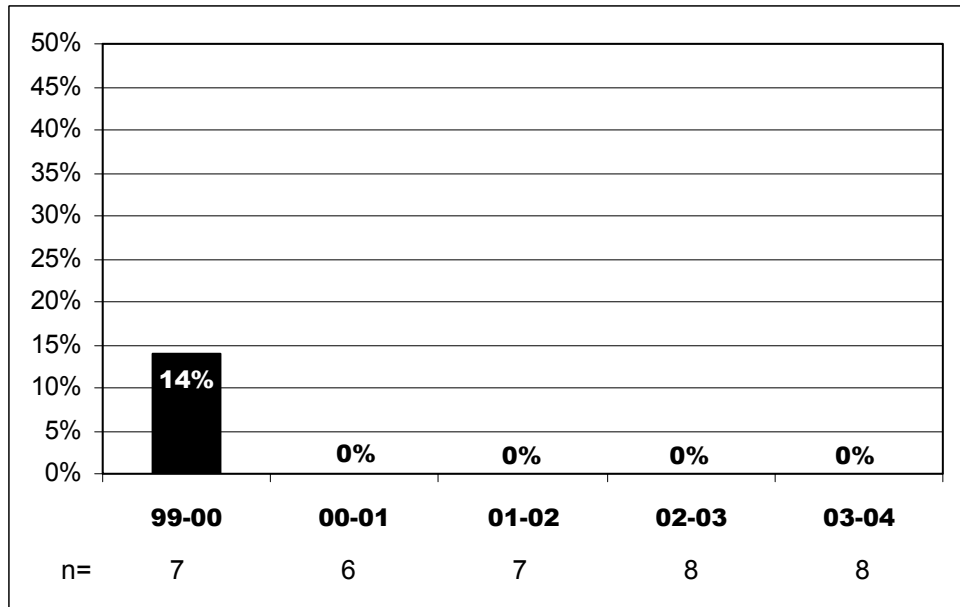
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	6	0	6	6
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	0	8	0	8	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

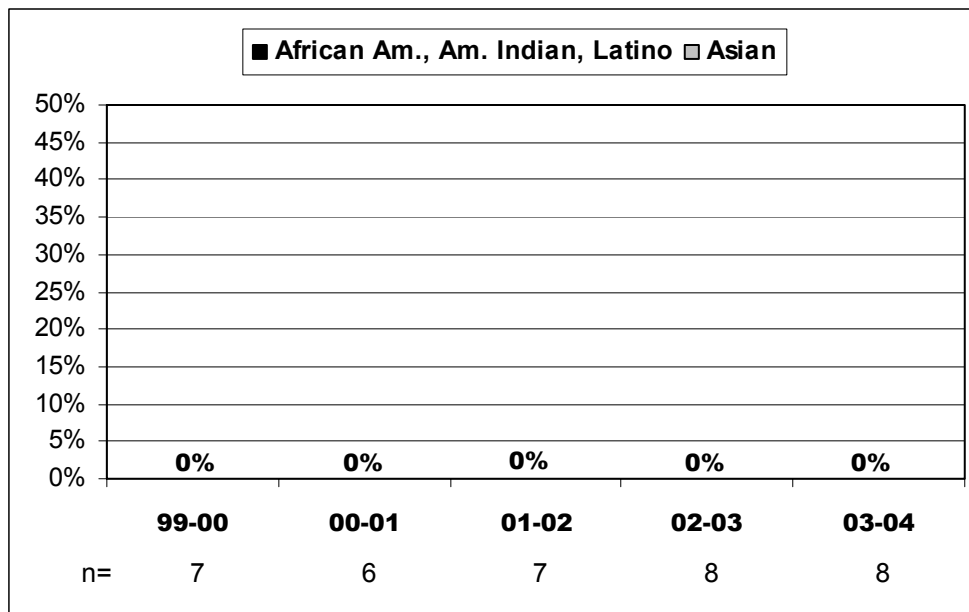
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	0.00	0.00	0.00	0.00	8.00
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	20.4%	1.8%	2.9%	12.4%	0.2%
Expected # of Faculty	1.63	0.15	0.23	0.99	0.01
Shortfall (Underutilization)	-1.63	-0.15	-0.23	-0.99	-0.01

DEPARTMENT OF RADIATION ONCOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF RADIOLOGICAL SCIENCES

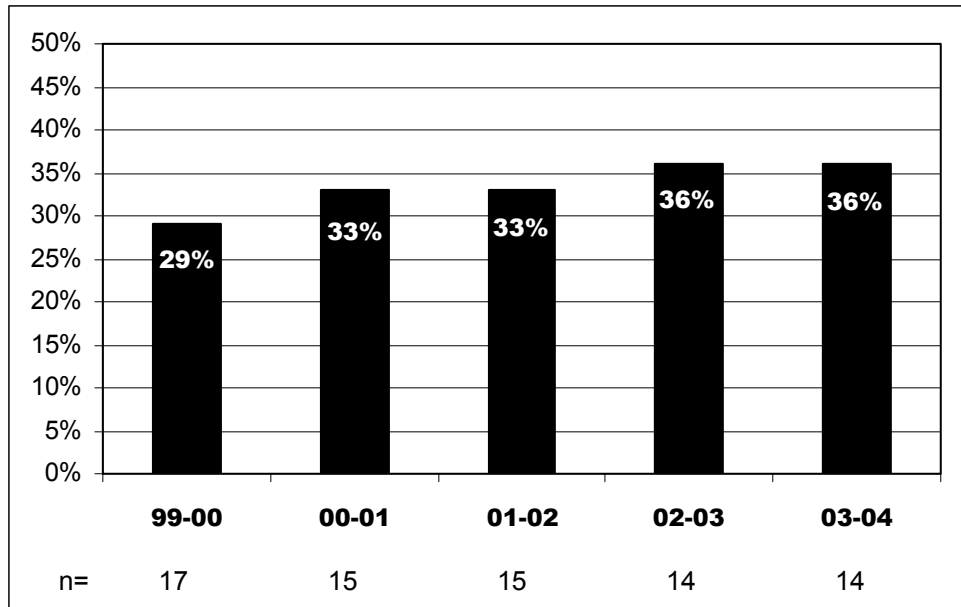
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	2	0	1	2	0	0	0	3	3	2	7	5	10	15
	7%	13%	0%	7%	13%	0%	0%	0%	20%	20%	13%	47%	33%	67%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	1	2	0	1	2	0	0	0	3	3	2	8	5	11	16
	6%	13%	0%	6%	13%	0%	0%	0%	19%	19%	13%	50%	31%	69%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

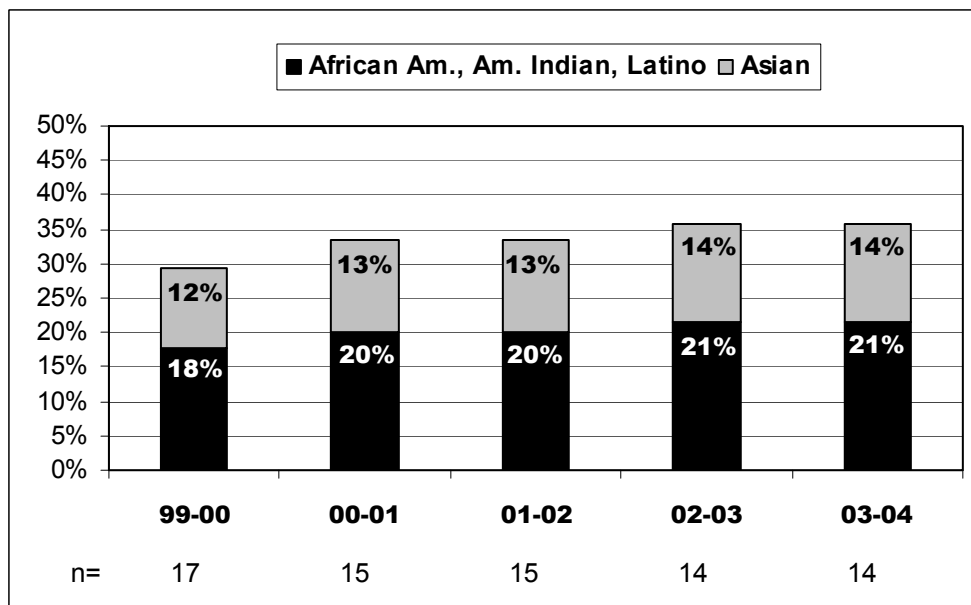
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	5.00	1.00	2.00	3.00	0.00	16.00
% of Faculty	31.3%	6.3%	12.5%	18.8%	0.0%	
Estimate of Availability	15.9%	1.5%	2.7%	11.9%	0.1%	
Expected # of Faculty	2.55	0.24	0.43	1.91	0.01	
Shortfall (Underutilization)	none	none	none	none	-0.01	

DEPARTMENT OF RADIOLOGICAL SCIENCES *Trends*

Percent Women



Percent Underrepresented Minorities



2004-2005
Diversity Statistics - Regular Rank Faculty

DEPARTMENT OF SURGERY

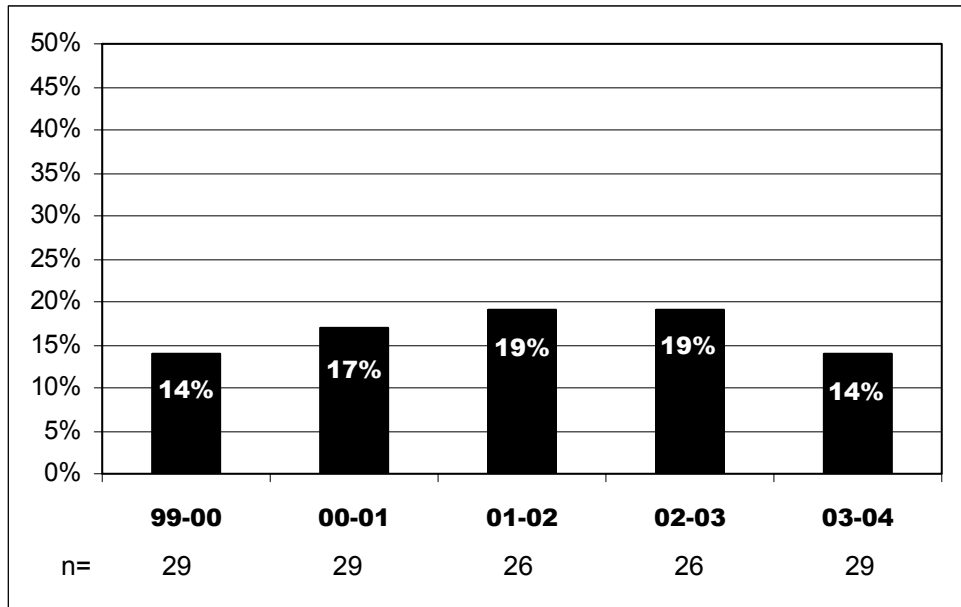
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	1	0	0	0	0	1	0	0	1	1	0	16	1	17	18
	6%	0%	0%	0%	0%	6%	0%	0%	6%	6%	0%	89%	6%	94%	100%
Associate Professor															
	2	1	0	0	0	0	0	0	2	1	0	4	2	5	7
	29%	14%	0%	0%	0%	0%	0%	0%	29%	14%	0%	57%	29%	71%	100%
Assistant Professor															
	0	2	0	1	0	0	0	0	0	3	1	0	1	3	4
	0%	50%	0%	25%	0%	0%	0%	0%	0%	75%	25%	0%	25%	75%	100%
Total Ladder															
	3	3	0	1	0	1	0	0	3	5	1	20	4	25	29
	10%	10%	0%	3%	0%	3%	0%	0%	10%	17%	3%	69%	14%	86%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

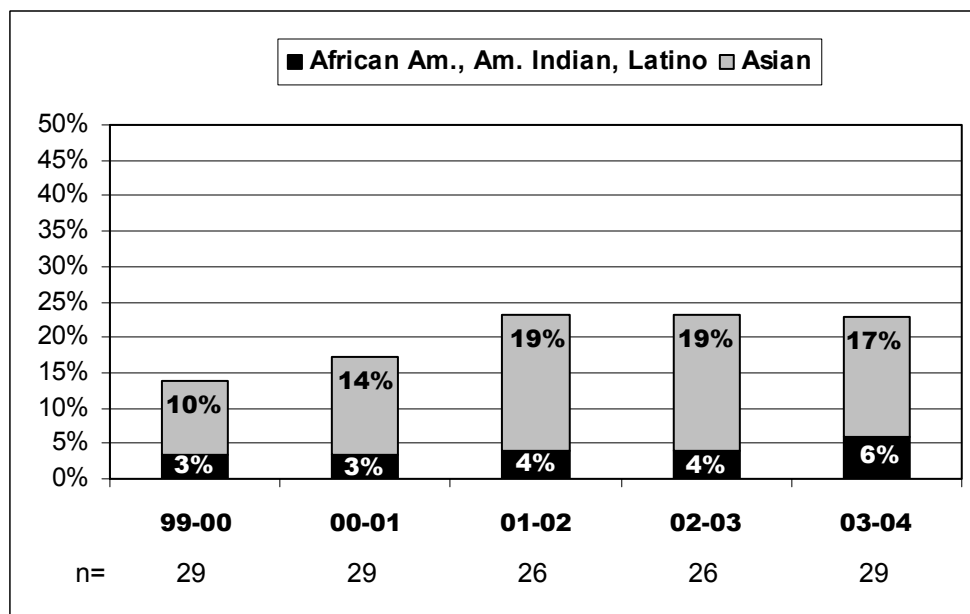
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Amer.	Total Known Ethnicity
# of Faculty	4.00	1.00	1.00	6.00	0.00	29.00
% of Faculty	13.8%	3.4%	3.4%	20.7%	0.0%	
Estimate of Availability	11.5%	2.5%	3.1%	7.4%	0.2%	
Expected # of Faculty	3.33	0.73	0.91	2.15	0.05	
Shortfall (Underutilization)	none	none	none	none	-0.05	

DEPARTMENT OF SURGERY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF UROLOGY

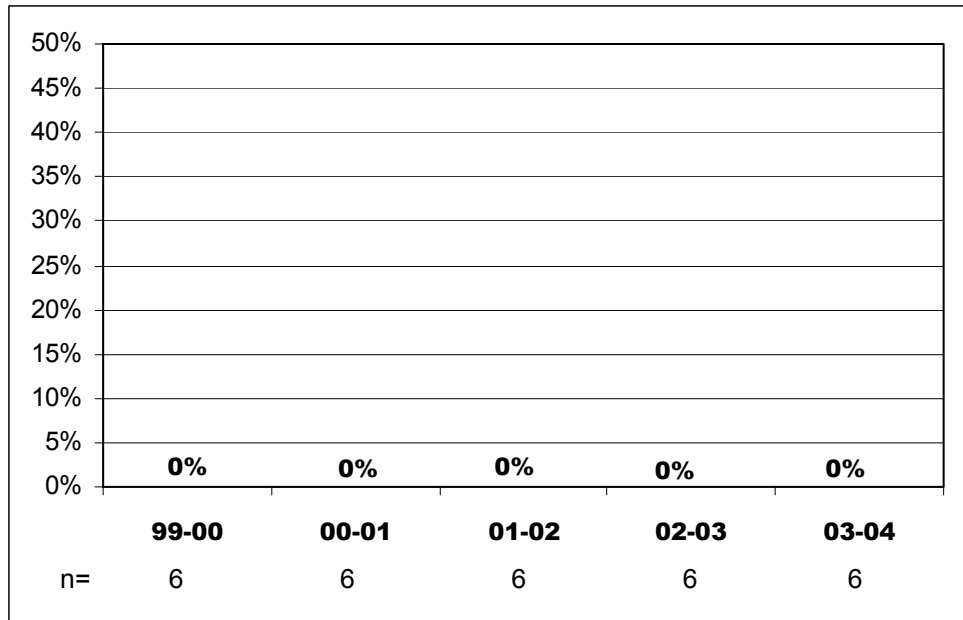
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	5	0	5	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	0	0	0	0	0	0	6	0	6	6
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

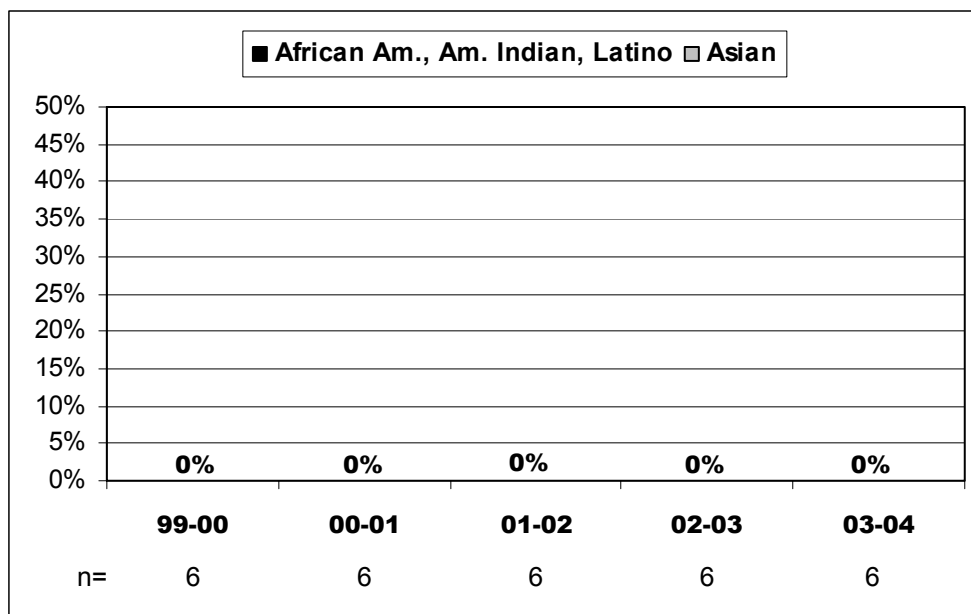
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	0.00	0.00	0.00	0.00	6.00
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	25.5%	2.4%	3.6%	3.1%	0.5%
Expected # of Faculty	1.53	0.15	0.21	0.19	0.03
Shortfall (Underutilization)	-1.53	-0.15	-0.21	-0.19	-0.03

DEPARTMENT OF UROLOGY *Trends*

Percent Women



Percent Underrepresented Minorities

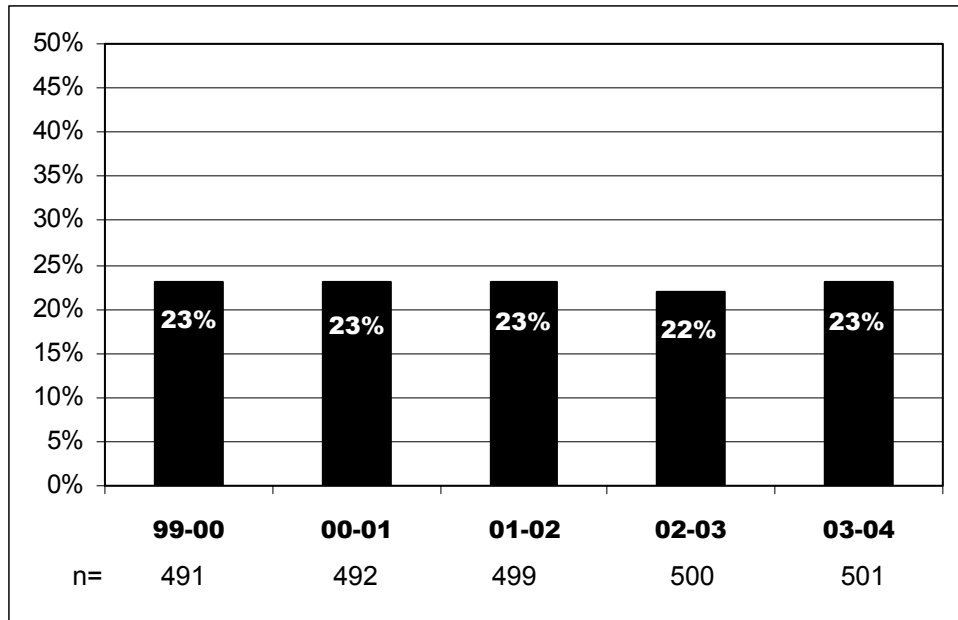


OTHER PROFESSIONAL SCHOOLS

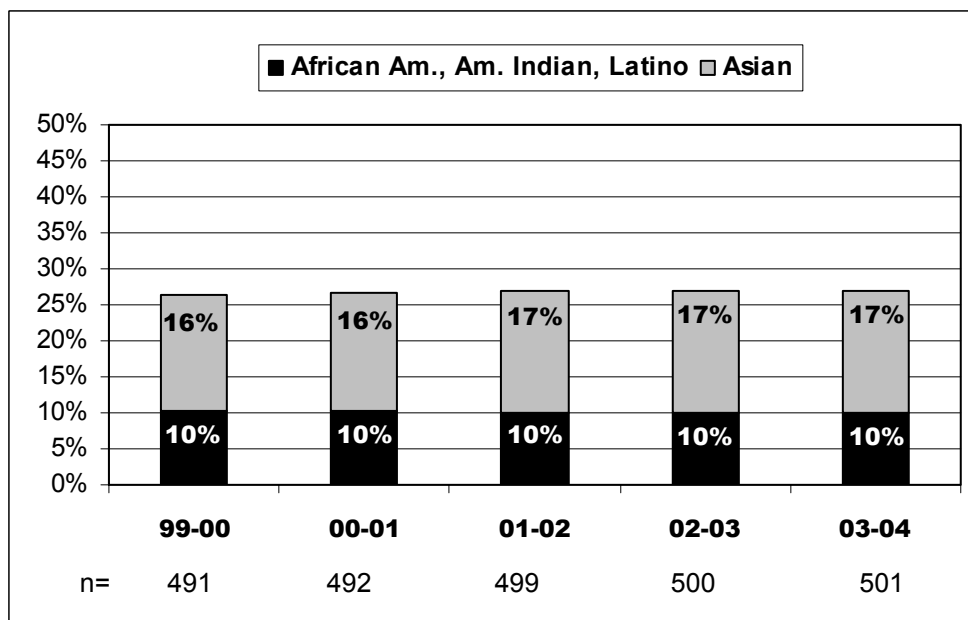
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	3	53.33	4.5	8	7	11	0	1	14.5	73.33	60.5	200.67	1	0	76	274	350
	1%	15%	1%	2%	2%	3%	0%	0%	4%	21%	17%	57%	0%	0%	22%	78%	100%
Associate Professor																	
	7	5	3	2	2	4	1	0	13	11	13	35.5	0	0	26	46.5	72.5
	10%	7%	4%	3%	3%	6%	1%	0%	18%	15%	18%	49%	0%	0%	36%	64%	100%
Assistant Professor																	
	4	16	1	3	0	4	0	0	5	23	10	35.5	2	2	17	60.5	77.5
	5%	21%	1%	4%	0%	5%	0%	0%	6%	30%	13%	46%	3%	3%	22%	78%	100%
Total Ladder																	
	14	74.33	8.5	13	9	19	1	1	32.5	107.33	83.5	271.67	3	2	119	381	500
	3%	15%	2%	3%	2%	4%	0%	0%	7%	21%	17%	54%	1%	0%	24%	76%	100%

THE OTHER PROFESSIONAL SCHOOLS *Trends*

Percent Women



Percent Underrepresented Minorities



THE ANDERSON SCHOOL OF MANAGEMENT

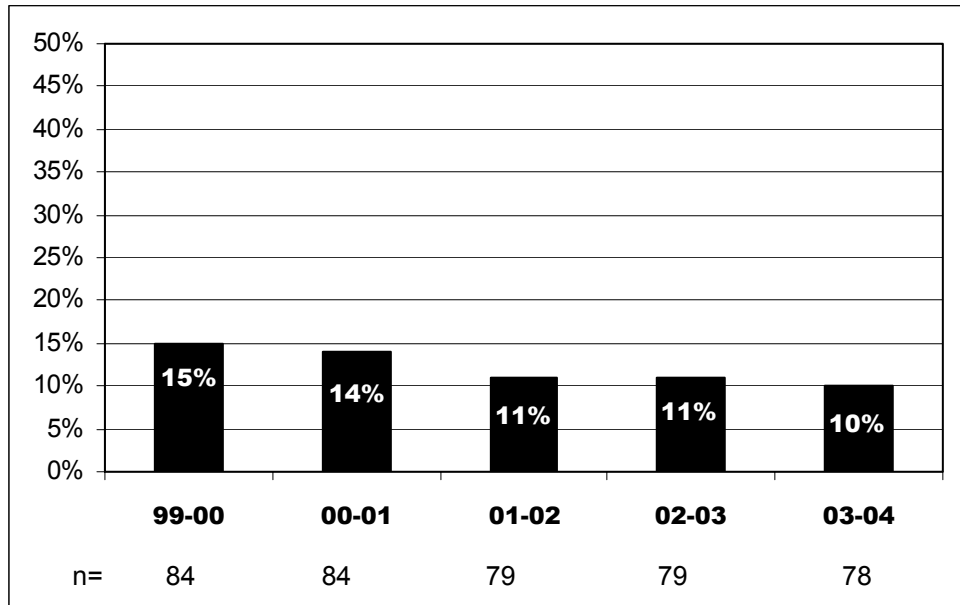
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	7	0	0	0	1	0	0	0	8	3	35	3	43	46
	0%	15%	0%	0%	0%	2%	0%	0%	0%	17%	7%	76%	7%	93%	100%
Associate Professor	1	2	0	1	0	0	0	0	1	3	2	9	3	12	15
	7%	13%	0%	7%	0%	0%	0%	0%	7%	20%	13%	60%	20%	80%	100%
Assistant Professor	1	5	0	0	0	1	0	0	1	6	1	5	2	11	13
	8%	38%	0%	0%	0%	8%	0%	0%	8%	46%	8%	38%	15%	85%	100%
Total Ladder	2	14	0	1	0	2	0	0	2	17	6	49	8	66	74
	3%	19%	0%	1%	0%	3%	0%	0%	3%	23%	8%	66%	11%	89%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

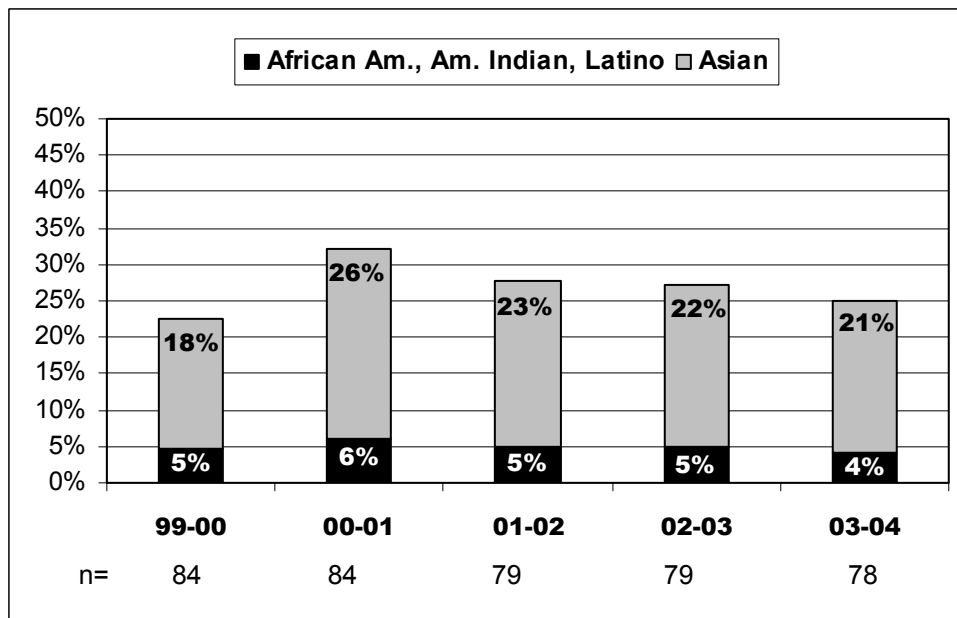
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	8.00	1.00	2.00	16.00	0.00	74.00
% of Faculty	10.8%	1.4%	2.7%	21.6%	0.0%	
Estimate of Availability	29.4%	4.1%	2.1%	10.8%	0.5%	
Expected # of Faculty	21.79	3.04	1.55	7.97	0.35	
Shortfall (Underutilization)	-13.79	-2.04	none	none	-0.35	

THE ANDERSON SCHOOL OF MANAGEMENT *Trends*

Percent Women



Percent Underrepresented Minorities



SCHOOL OF ARTS AND ARCHITECTURE

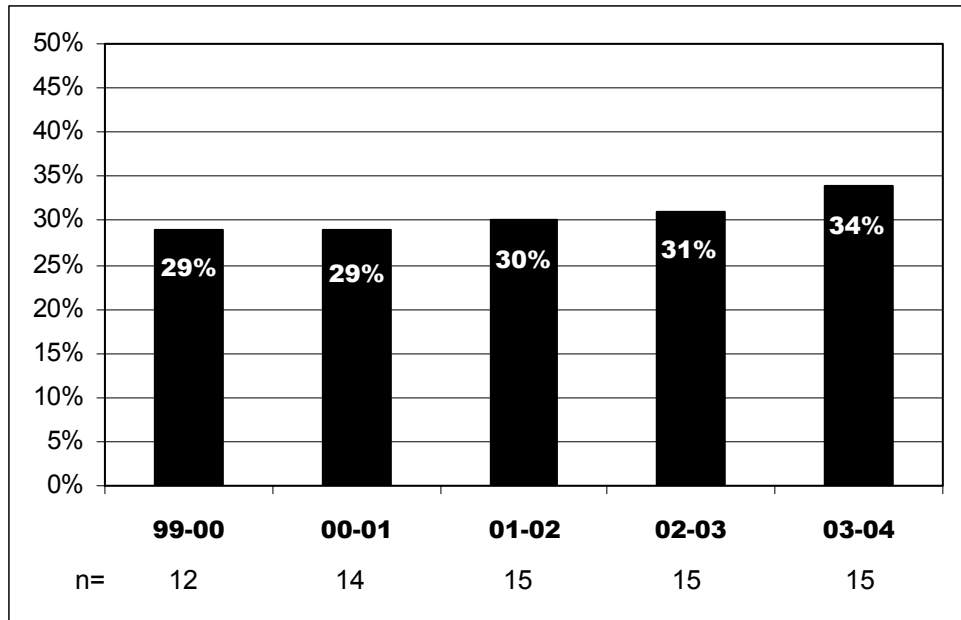
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	0	1	3	3	4	0	0	5	7	16	33.17	0	0	21	40.2	61.17
	2%	0%	2%	5%	5%	7%	0%	0%	8%	11%	26%	54%	0%	0%	34%	66%	100%
Associate Professor	1	0	1	0	0	0	1	0	3	0	1	7.5	0	0	4	7.5	11.5
	9%	0%	9%	0%	0%	0%	9%	0%	26%	0%	9%	65%	0%	0%	35%	65%	100%
Assistant Professor	2	0	0	0	0	0	0	0	2	0	1	2	0	1	3	3	6
	33%	0%	0%	0%	0%	0%	0%	0%	33%	0%	17%	33%	0%	17%	50%	50%	100%
Total Ladder	4	0	2	3	3	4	1	0	10	7	18	42.67	0	1	28	50.7	78.67
	5%	0%	3%	4%	4%	5%	1%	0%	13%	9%	23%	54%	0%	1%	36%	64%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

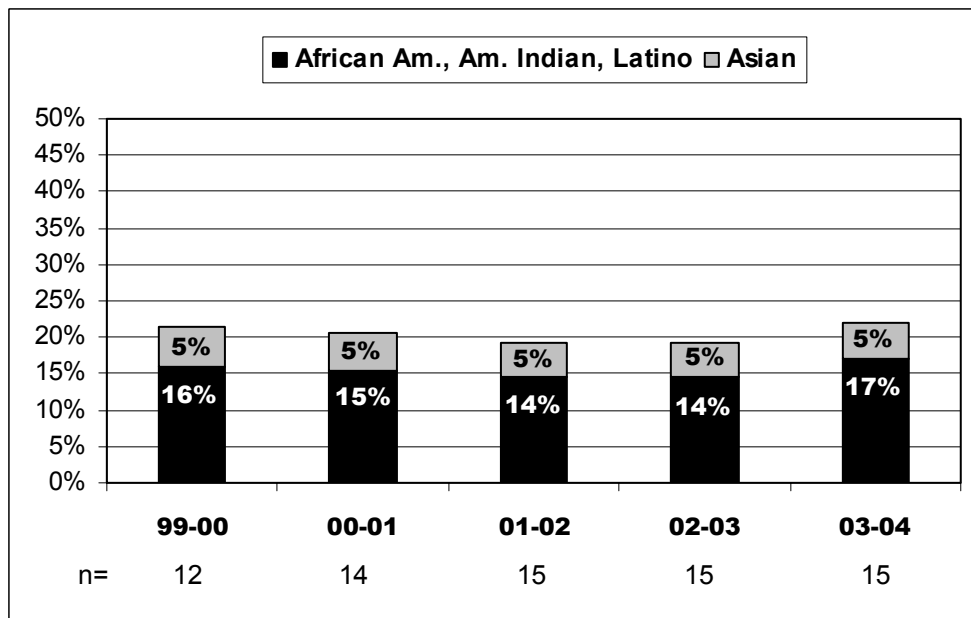
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	28.00	5.00	7.00	4.00	1.00	78.67	1.00
% of Faculty	35.1%	6.4%	8.9%	5.1%	1.3%		
Estimate of Availability	37.8%	5.1%	2.9%	3.5%	0.5%		
Expected # of Faculty	30.10	4.00	2.32	2.77	0.39		
Shortfall (Underutilization)	-2.10	none	none	none	none		

SCHOOL OF ARTS AND ARCHITECTURE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	1	0	0	0	1	5	4.67	5	5.67	10.67
	0%	0%	0%	0%	0%	9%	0%	0%	0%	9%	47%	44%	47%	53%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	1	0	0	0	0	0	0	0	1	0	0	1	1	1	2
	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	50%	50%	100%
Total Ladder	1	0	0	0	0	1	0	0	1	1	5	6.67	6	7.67	13.67
	7%	0%	0%	0%	0%	7%	0%	0%	7%	7%	37%	49%	44%	56%	100%

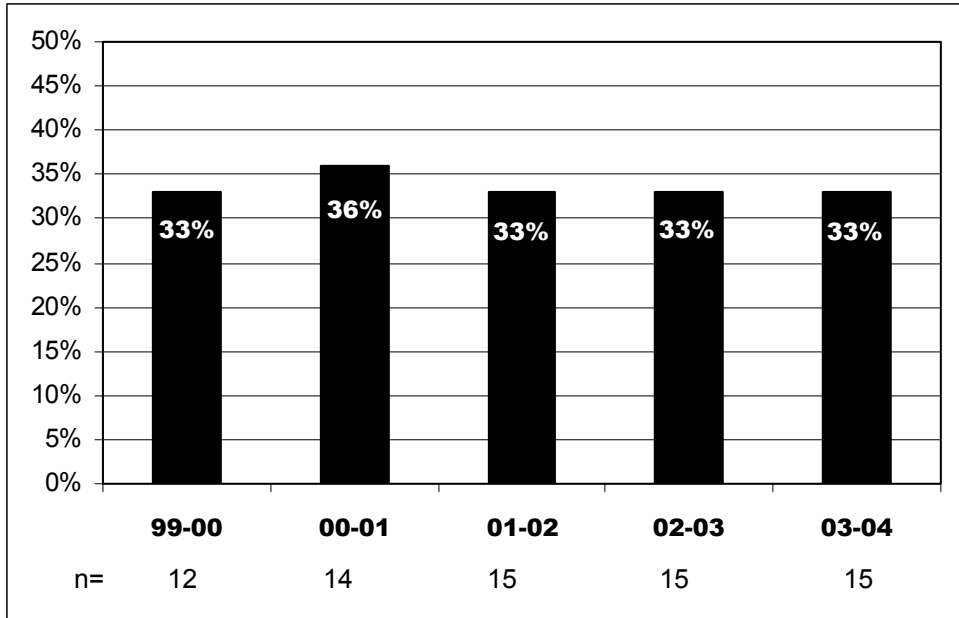
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	6.00	0.00	1.00	1.00	13.67
% of Faculty	43.9%	0.0%	7.3%	7.3%	0.0%
Estimate of Availability	20.4%	3.7%	5.4%	4.0%	0.5%
Expected # of Faculty	2.78	0.50	0.73	0.55	0.07
Shortfall (Underutilization)	none	-0.50	none	none	-0.07

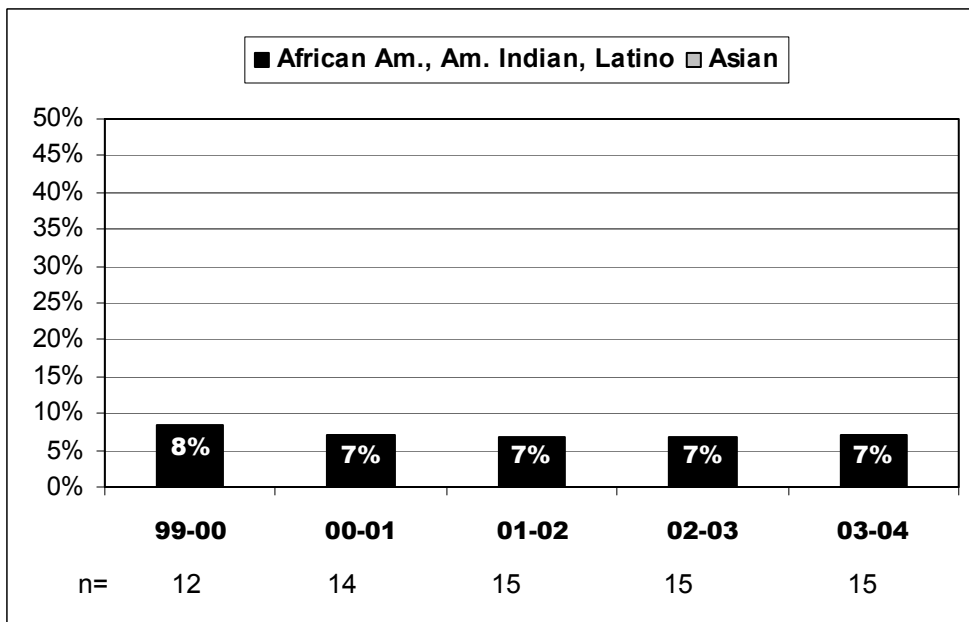
DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ART

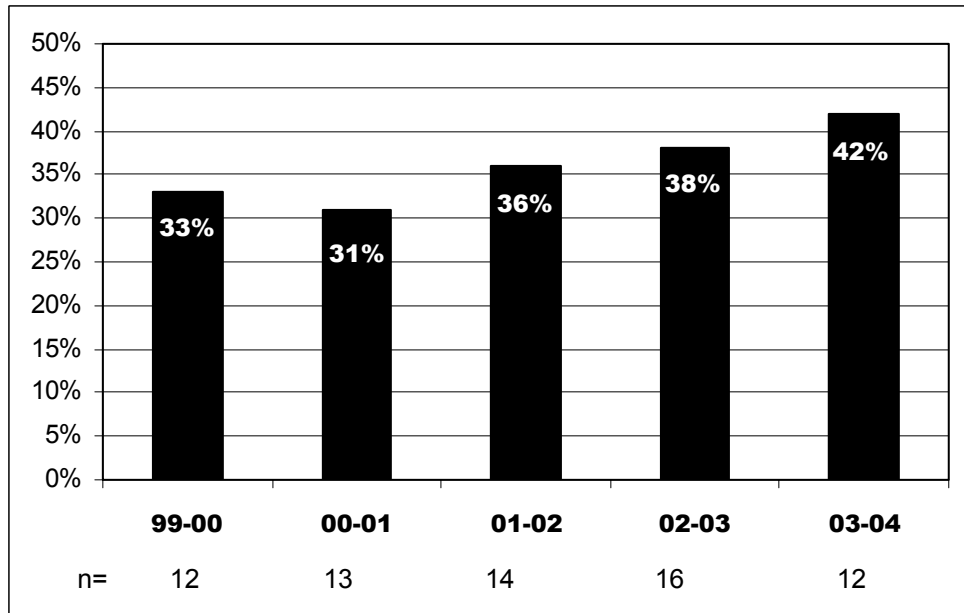
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	1	0	0	0	1	5	5.5	5	6.5	11.5
	0%	0%	0%	0%	0%	9%	0%	0%	0%	9%	43%	48%	43%	57%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	0	0	0	1	0	0	0	1	5	5.5	5	6.5	11.5
	0%	0%	0%	0%	0%	9%	0%	0%	0%	9%	43%	48%	43%	57%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

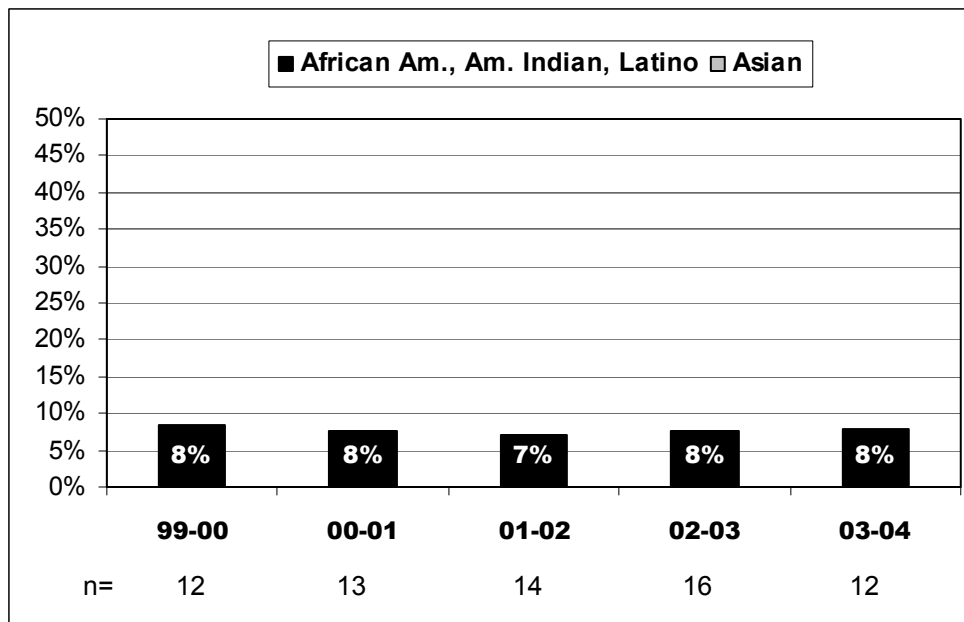
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	5.00	0.00	1.00	0.00	0.00	11.50
% of Faculty	43.5%	0.0%	8.7%	0.0%	0.0%	
Estimate of Availability	36.6%	7.1%	1.2%	2.3%	0.5%	
Expected # of Faculty	4.21	0.82	0.14	0.26	0.06	
Shortfall (Underutilization)	none	-0.82	none	-0.26	-0.06	

DEPARTMENT OF ART *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF DESIGN | MEDIA ARTS

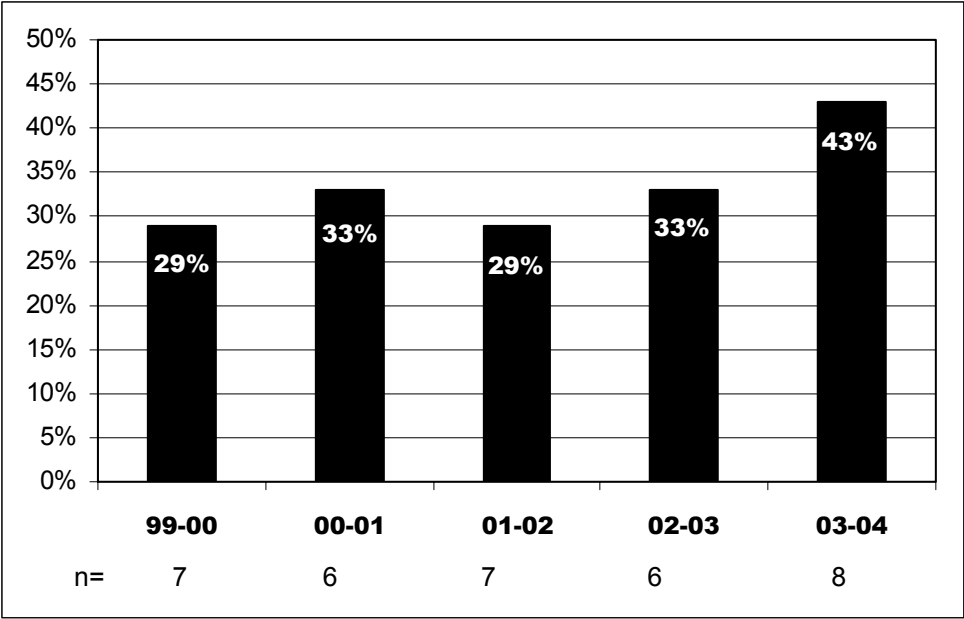
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	1	0	0	0	1	0	3	2	0	0	4	2	6
	0%	0%	0%	0%	17%	0%	0%	0%	17%	0%	50%	33%	0%	0%	67%	33%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	0	0	0	0	1	0	0	0	1	0	3	3	0	1	4	4	8
	0%	0%	0%	0%	13%	0%	0%	0%	13%	0%	38%	38%	0%	13%	50%	50%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

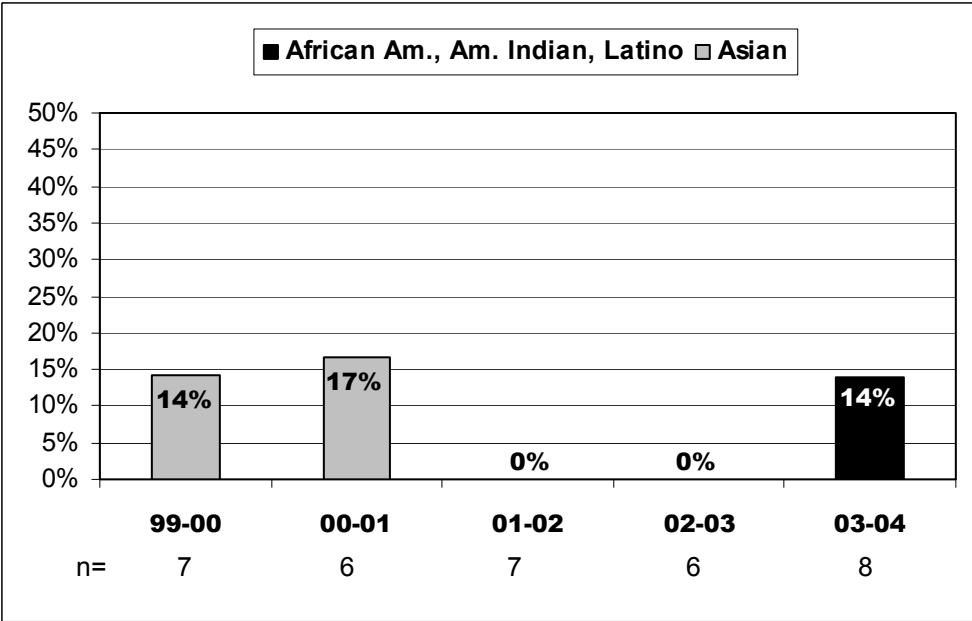
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	4.00	0.00	1.00	0.00	0.00	7.00	1.00
% of Faculty	50.0%	0.0%	14.3%	0.0%	0.0%		
Estimate of Availability	46.3%	2.3%	3.4%	5.7%	0.6%		
Expected # of Faculty	3.70	0.16	0.24	0.40	0.04		
Shortfall (Underutilization)	none	-0.16	none	-0.40	-0.04		

DEPARTMENT OF DESIGN | MEDIA ARTS
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ETHNOMUSICOLOGY

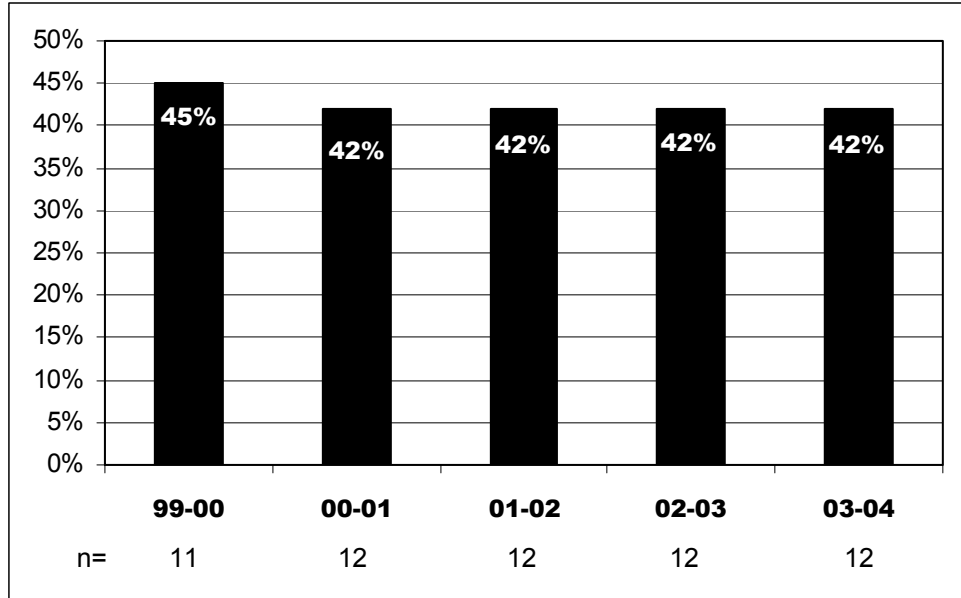
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	1	1	0	1	0	0	1	2	0	4	1	6	7
	0%	0%	14%	14%	0%	14%	0%	0%	14%	29%	0%	57%	14%	86%	100%
Associate Professor	0	0	1	0	0	0	1	0	2	0	1	1.5	3	1.5	4.5
	0%	0%	22%	0%	0%	0%	22%	0%	44%	0%	22%	33%	67%	33%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	0	0	2	1	0	1	1	0	3	2	1	5.5	4	7.5	11.5
	0%	0%	17%	9%	0%	9%	9%	0%	26%	17%	9%	48%	35%	65%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

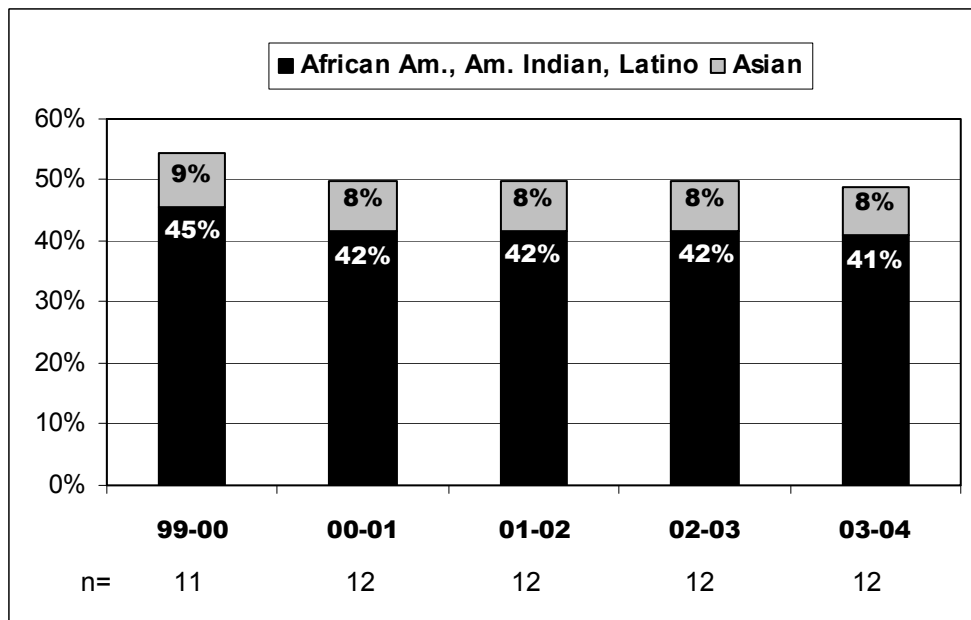
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	4.00	3.00	1.00	0.00	1.00	11.50
% of Faculty	34.8%	26.1%	8.7%	0.0%	8.7%	
Estimate of Availability	29.4%	5.3%	1.7%	2.7%	0.4%	
Expected # of Faculty	3.38	0.60	0.19	0.31	0.04	
Shortfall (Underutilization)	none	none	none	-0.31	none	

DEPARTMENT OF ETHNOMUSICOLOGY *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MUSIC

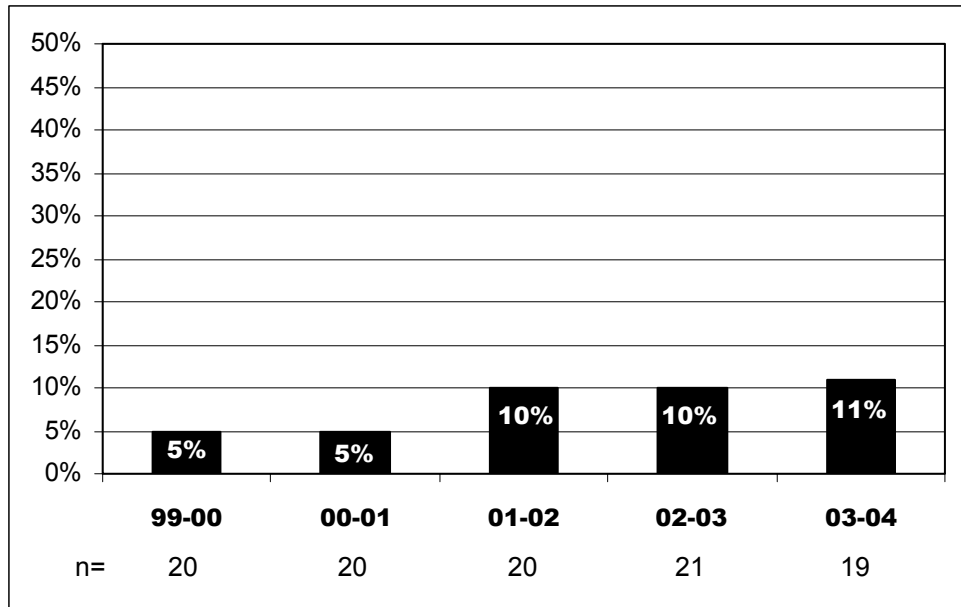
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	1	0	1	0	0	0	2	1	12	1	14	15
	0%	0%	0%	7%	0%	7%	0%	0%	0%	13%	7%	80%	7%	93%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Total Ladder	0	0	0	1	0	1	0	0	0	2	2	15	2	17	19
	0%	0%	0%	5%	0%	5%	0%	0%	0%	11%	11%	79%	11%	89%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

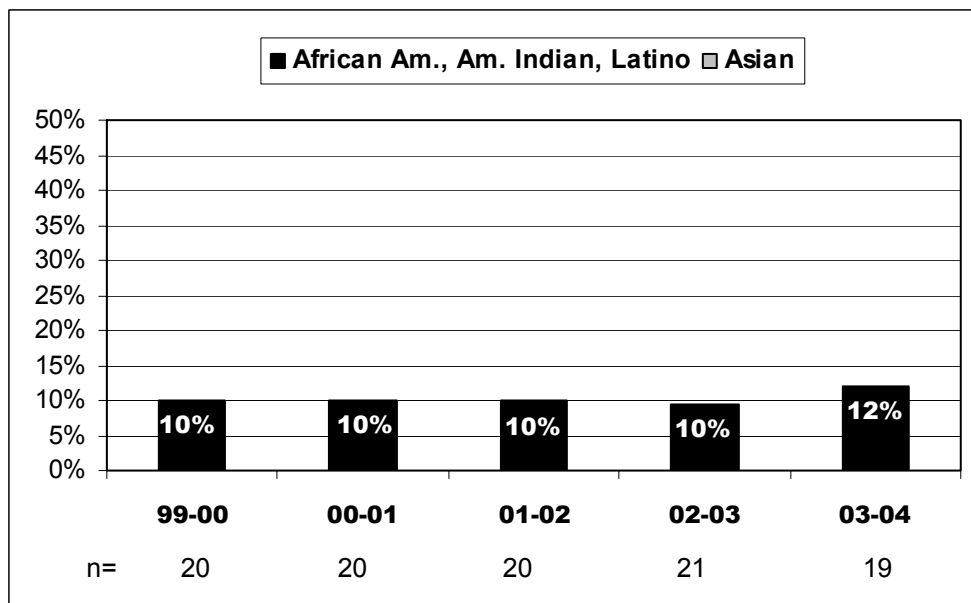
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	2.00	1.00	1.00	0.00	0.00	19.00
% of Faculty	10.5%	5.3%	5.3%	0.0%	0.0%	
Estimate of Availability	30.1%	5.2%	1.7%	2.9%	0.4%	
Expected # of Faculty	5.72	0.98	0.33	0.55	0.07	
Shortfall (Underutilization)	-3.72	none	none	-0.55	-0.07	

DEPARTMENT OF MUSIC *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF WORLD ARTS & CULTURES

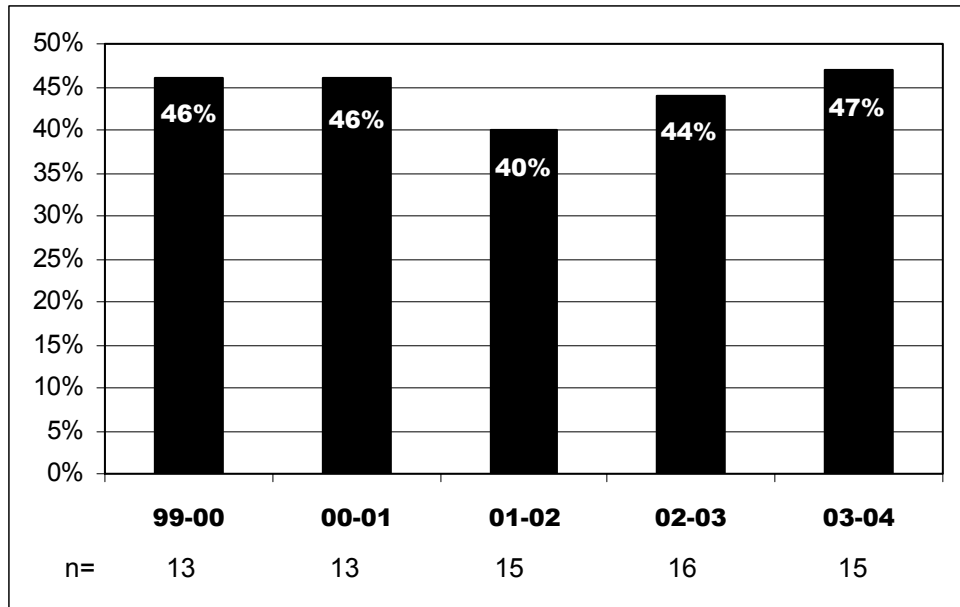
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	0	0	1	2	0	0	0	3	1	2	5	5	6	11
	9%	0%	0%	9%	18%	0%	0%	0%	27%	9%	18%	45%	45%	55%	100%
Associate Professor	1	0	0	0	0	0	0	0	1	0	0	2	1	2	3
	33%	0%	0%	0%	0%	0%	0%	0%	33%	0%	0%	67%	33%	67%	100%
Assistant Professor	1	0	0	0	0	0	0	0	1	0	0	0	1	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%
Total Ladder	3	0	0	1	2	0	0	0	5	1	2	7	7	8	15
	20%	0%	0%	7%	13%	0%	0%	0%	33%	7%	13%	47%	47%	53%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

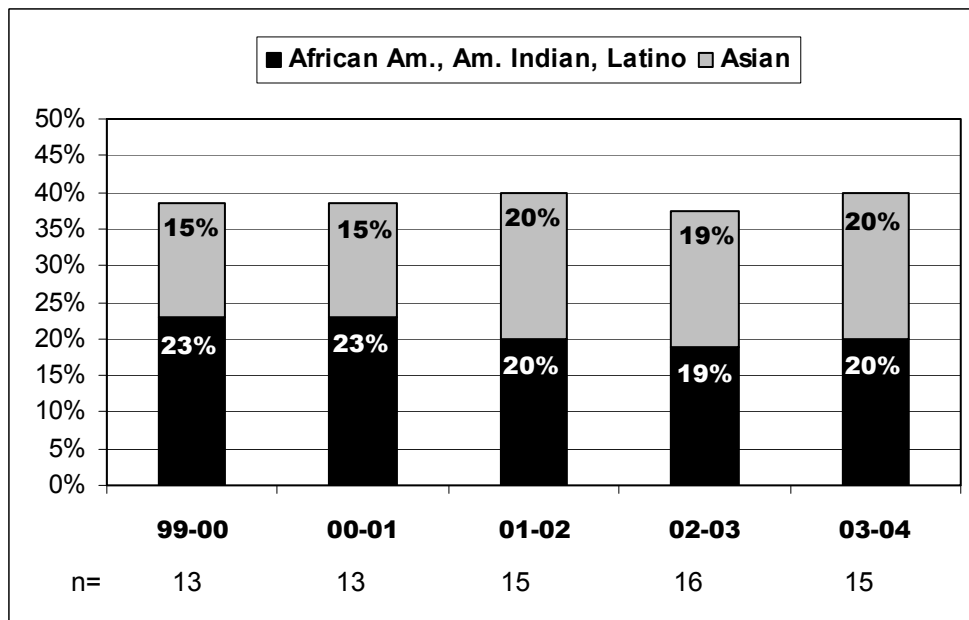
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	7.00	1.00	2.00	3.00	15.00
% of Faculty	46.7%	6.7%	13.3%	20.0%	0.0%
Estimate of Availability	69.1%	6.0%	4.3%	4.5%	0.7%
Expected # of Faculty	10.36	0.90	0.65	0.68	0.11
Shortfall (Underutilization)	-3.36	none	none	none	-0.11

DEPARTMENT OF WORLD ARTS & CULTURES *Trends*

Percent Women



Percent Underrepresented Minorities



GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	2	1	2	2	0	0	4	4	13	14	17	18	35
	0%	3%	6%	3%	6%	6%	0%	0%	11%	11%	37%	40%	49%	51%	100%
Associate Professor	1	1	1	0	1	0	0	0	3	1	5	3	8	4	12
	8%	8%	8%	0%	8%	0%	0%	0%	25%	8%	42%	25%	67%	33%	100%
Assistant Professor	1	1	1	2	0	1	0	0	2	4	0	4	2	8	10
	10%	10%	10%	20%	0%	10%	0%	0%	20%	40%	0%	40%	20%	80%	100%
Total Ladder	2	3	4	3	3	3	0	0	9	9	18	21	27	30	57
	4%	5%	7%	5%	5%	5%	0%	0%	16%	16%	32%	37%	47%	53%	100%

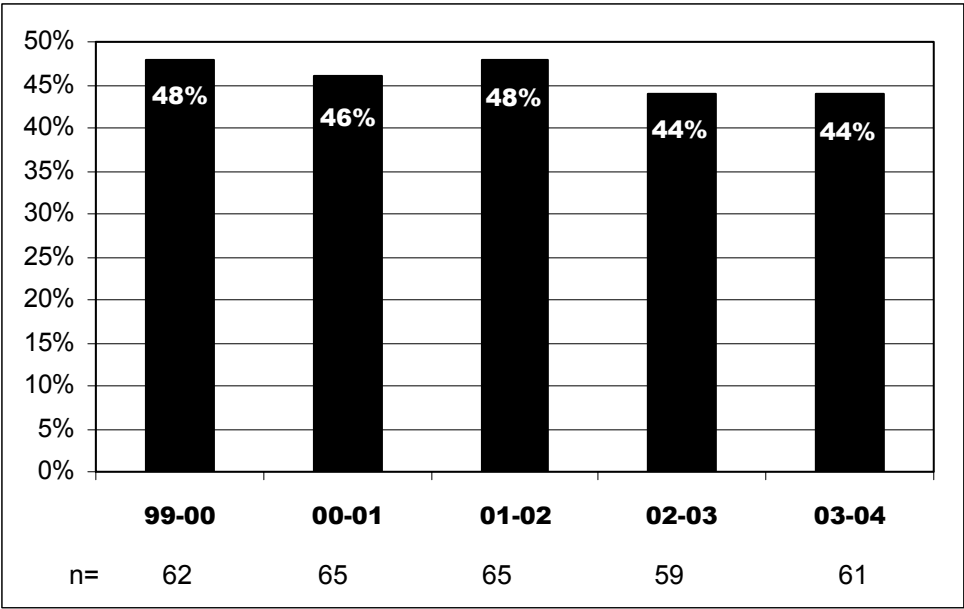
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	20.00	7.00	6.00	4.00	0.00	46.00
% of Faculty	43.5%	15.2%	13.0%	8.7%	0.0%	
Estimate of Availability	56.4%	7.2%	3.9%	3.8%	0.7%	
Expected # of Faculty	25.93	3.32	1.80	1.77	0.31	
Shortfall (Underutilization)	-5.93	none	none	none	-0.31	

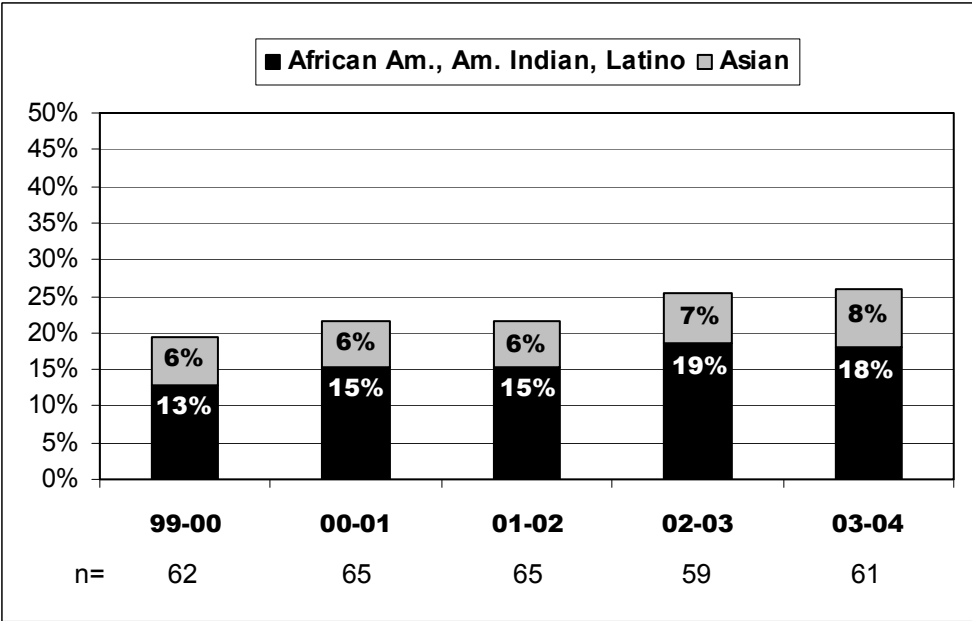
GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF EDUCATION

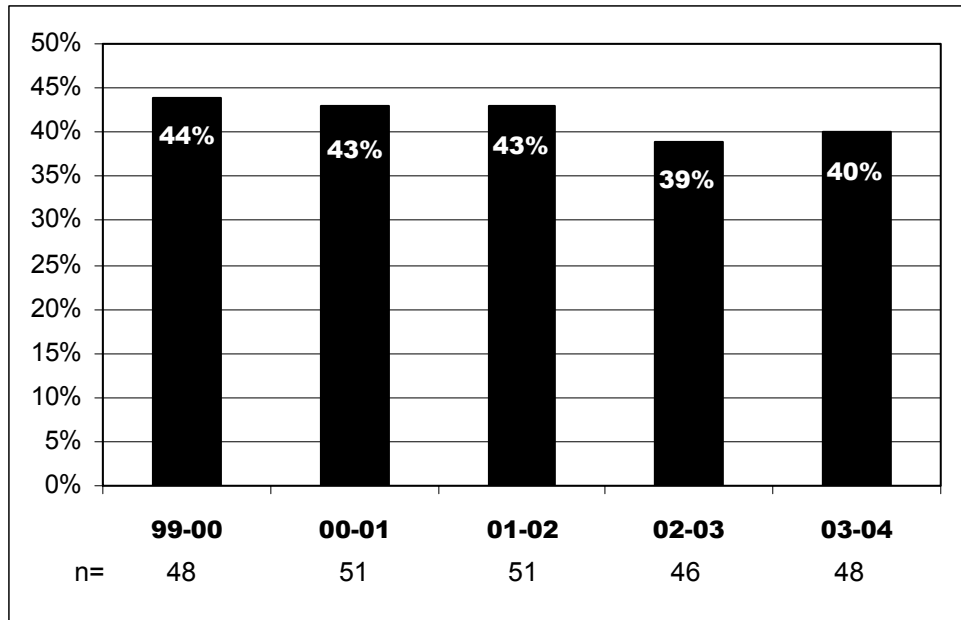
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	2	1	2	2	0	0	4	4	8	14	12	18	30
	0%	3%	7%	3%	7%	7%	0%	0%	13%	13%	27%	47%	40%	60%	100%
Associate Professor	0	1	1	0	1	0	0	0	2	1	4	1	6	2	8
	0%	13%	13%	0%	13%	0%	0%	0%	25%	13%	50%	13%	75%	25%	100%
Assistant Professor	1	1	1	2	0	1	0	0	2	4	0	2	2	6	8
	13%	13%	13%	25%	0%	13%	0%	0%	25%	50%	0%	25%	25%	75%	100%
Total Ladder	1	3	4	3	3	3	0	0	8	9	12	17	20	26	46
	2%	7%	9%	7%	7%	7%	0%	0%	17%	20%	26%	37%	43%	57%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

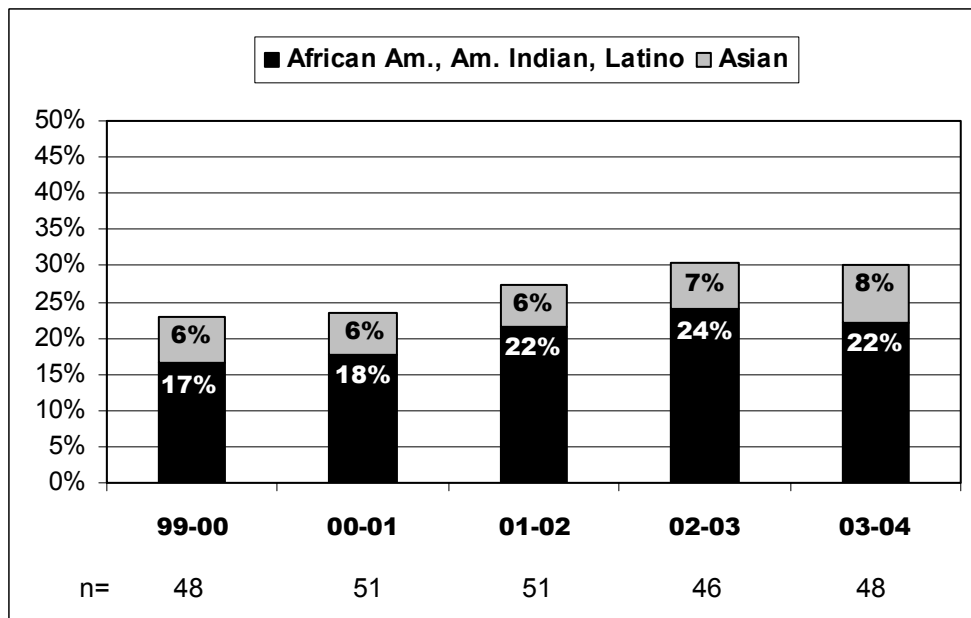
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	20.00	7.00	6.00	4.00	0.00	46.00
% of Faculty	43.5%	15.2%	13.0%	8.7%	0.0%	
Estimate of Availability	56.4%	7.2%	3.9%	3.8%	0.7%	
Expected # of Faculty	25.93	3.32	1.80	1.77	0.31	
Shortfall (Underutilization)	-5.93	none	none	none	-0.31	

DEPARTMENT OF EDUCATION *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF INFORMATION STUDIES

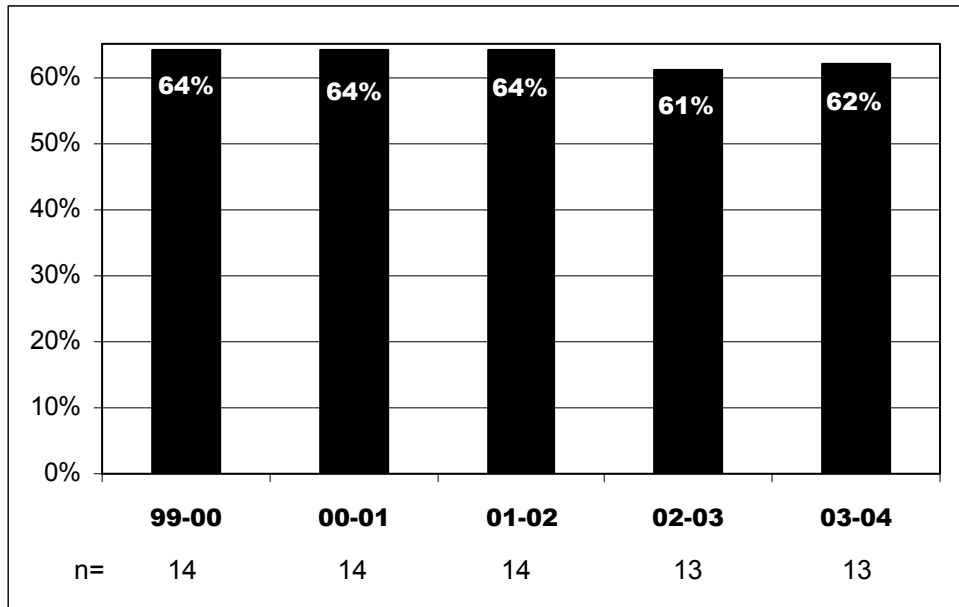
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	5	0	5	0	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%
Associate Professor	1	0	0	0	0	0	0	0	1	0	1	2	2	2	4
	25%	0%	0%	0%	0%	0%	0%	0%	25%	0%	25%	50%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Total Ladder	1	0	0	0	0	0	0	0	1	0	6	4	7	4	11
	9%	0%	0%	0%	0%	0%	0%	0%	9%	0%	55%	36%	64%	36%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

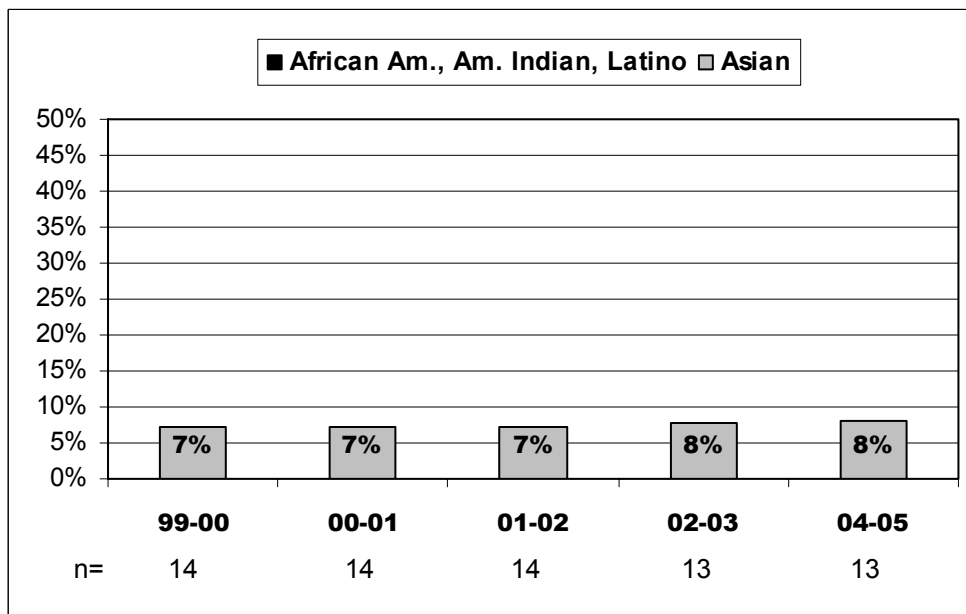
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	7.00	0.00	0.00	1.00	0.00	11.00
% of Faculty	63.6%	0.0%	0.0%	9.1%	0.0%	
Estimate of Availability	56.6%	8.9%	2.7%	6.3%	0.5%	
Expected # of Faculty	6.23	0.98	0.30	0.69	0.05	
Shortfall (Underutilization)	none	-0.98	-0.30	none	-0.05	

DEPARTMENT OF INFORMATION STUDIES
Trends

Percent Women



Percent Underrepresented Minorities



HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor															
	1	42.33	0	0	0	1	0	0	1	43.33	5	52	6	95.33	101.33
	1%	42%	0%	0%	0%	1%	0%	0%	1%	43%	5%	51%	6%	94%	100%
Associate Professor															
	1	2	0	0	0	2	0	0	1	4	1	12	2	16	18
	6%	11%	0%	0%	0%	11%	0%	0%	6%	22%	6%	67%	11%	89%	100%
Assistant Professor															
	0	9	0	0	0	0	0	0	0	9	2	16	2	25	27
	0%	33%	0%	0%	0%	0%	0%	0%	0%	33%	7%	59%	7%	93%	100%
Total Ladder															
	2	53.33	0	0	0	3	0	0	2	56.33	8	80	10	136.3	146.33
	1%	36%	0%	0%	0%	2%	0%	0%	1%	38%	5%	55%	7%	93%	100%

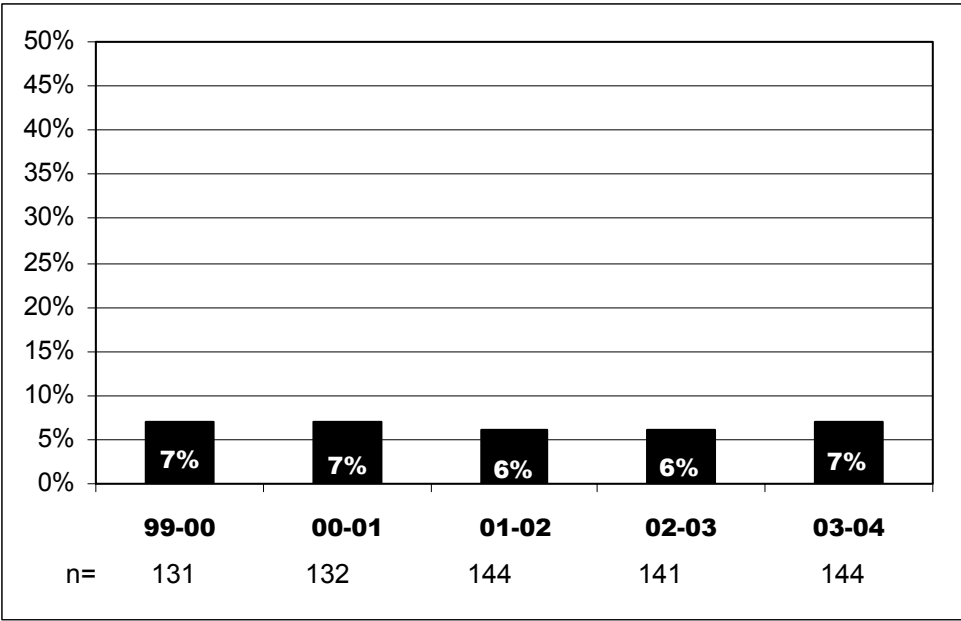
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	10.00	0.00	3.00	55.33	146.33
% of Faculty	6.8%	0.0%	2.1%	37.8%	0.0%
Estimate of Availability	14.6%	1.8%	2.5%	22.0%	0.2%
Expected # of Faculty	21.41	2.63	3.61	32.13	0.35
Shortfall (Underutilization)	-11.41	-2.63	-0.61	none	-0.35

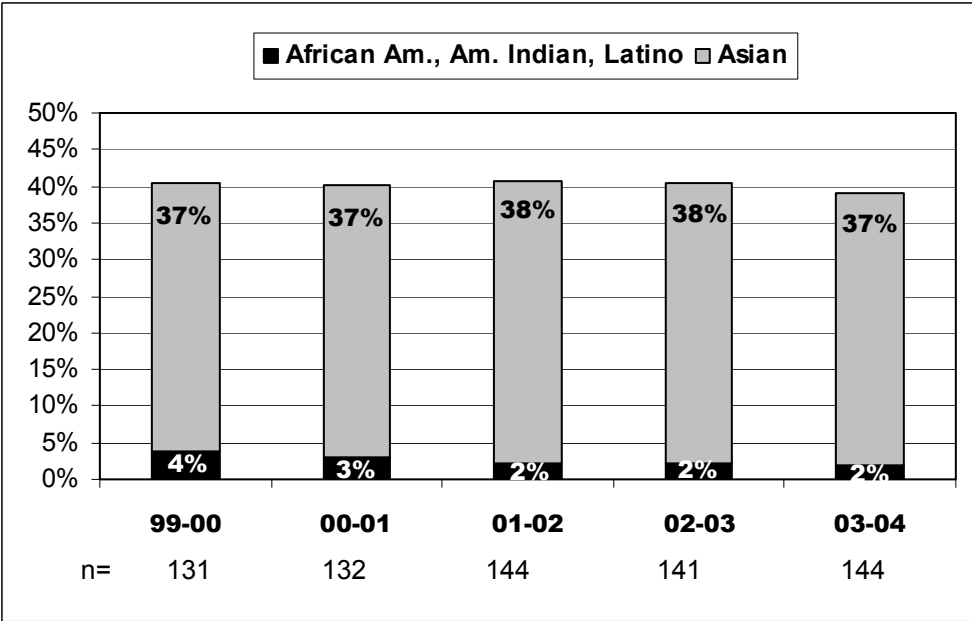
HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCE S

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF BIOENGINEERING¹¹

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	0	3	0	3	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	1	0	2	2
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	100%
Total Ladder	0	1	0	0	0	0	0	0	0	1	0	4	0	5	5
	0%	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	80%	0%	100%	100%

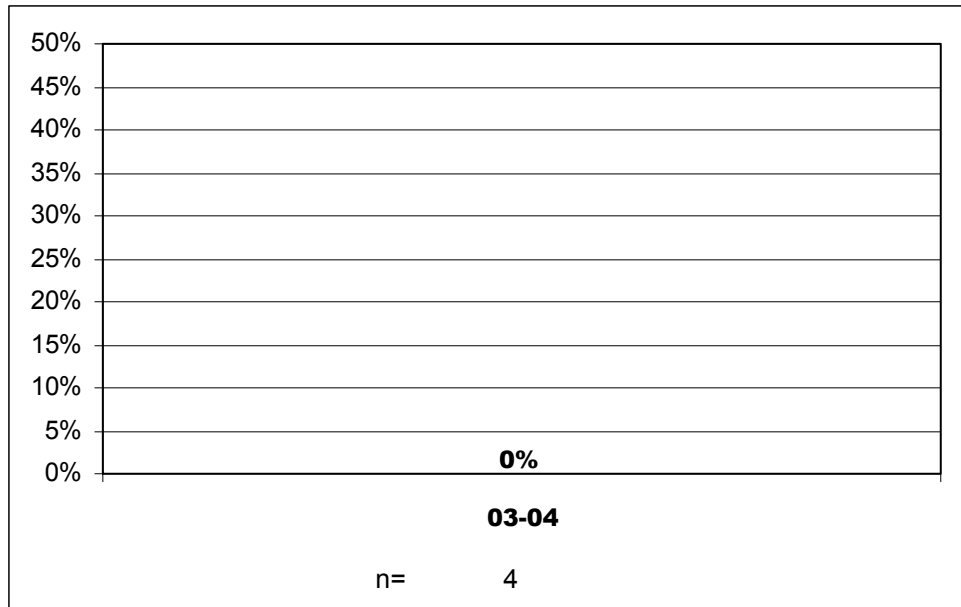
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	
# of Faculty	0.00	0.00	0.00	1.00	0.00	5.00
% of Faculty	0.0%	0.0%	0.0%	20.0%	0.0%	
Estimate of Availability	27.0%	2.3%	2.6%	16.0%	0.4%	
Expected # of Faculty	1.35	0.12	0.13	0.80	0.02	
Shortfall (Underutilization)	-1.35	-0.12	-0.13	none	-0.02	

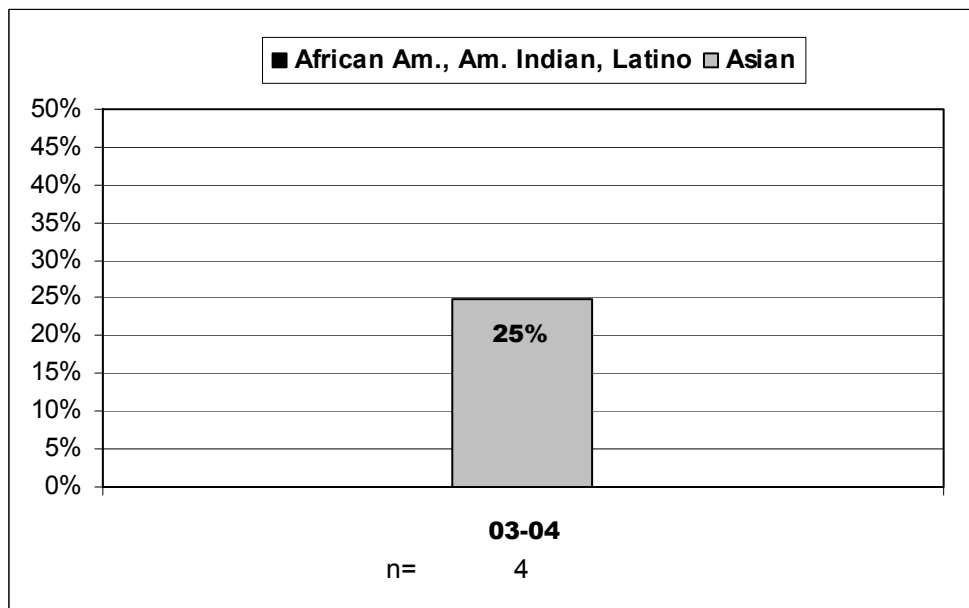
DEPARTMENT OF BIOENGINEERING

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF CHEMICAL ENGINEERING

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	0	0	0	0	0	0	1	0	6	0	7	7
	0%	14%	0%	0%	0%	0%	0%	0%	0%	14%	0%	86%	0%	100%	100%
Associate Professor	1	0	0	0	0	0	0	0	1	0	0	1	1	1	2
	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	50%	50%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	1	0	2	2
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	100%
Total Ladder	1	2	0	0	0	0	0	0	1	2	0	8	1	10	11
	9%	18%	0%	0%	0%	0%	0%	0%	9%	18%	0%	73%	9%	91%	100%

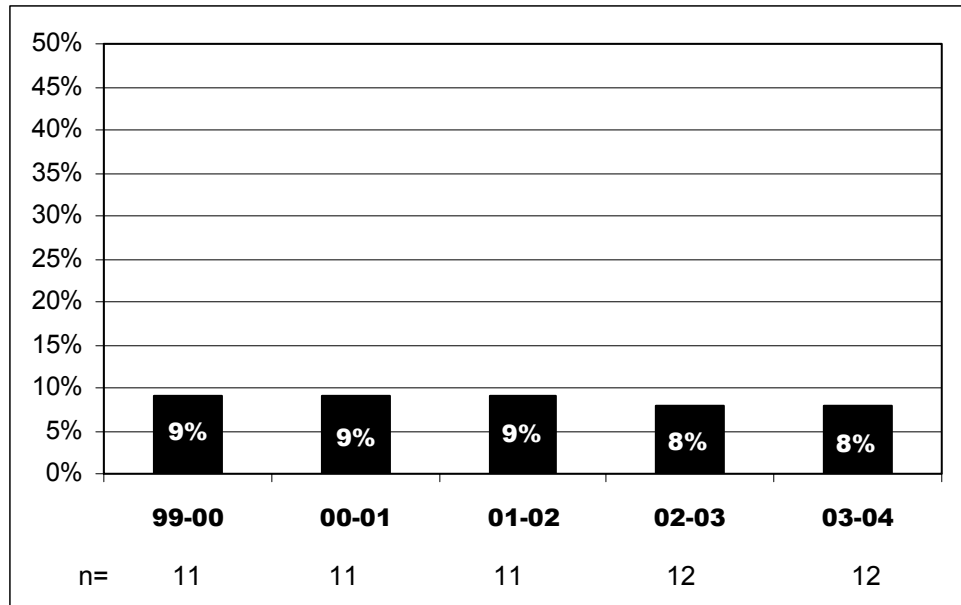
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	1.00	0.00	0.00	3.00	11.00
% of Faculty	9.1%	0.0%	0.0%	27.3%	0.0%
Estimate of Availability	18.8%	2.0%	2.8%	17.0%	0.4%
Expected # of Faculty	2.07	0.22	0.31	1.87	0.04
Shortfall (Underutilization)	-1.07	-0.22	-0.31	none	-0.04

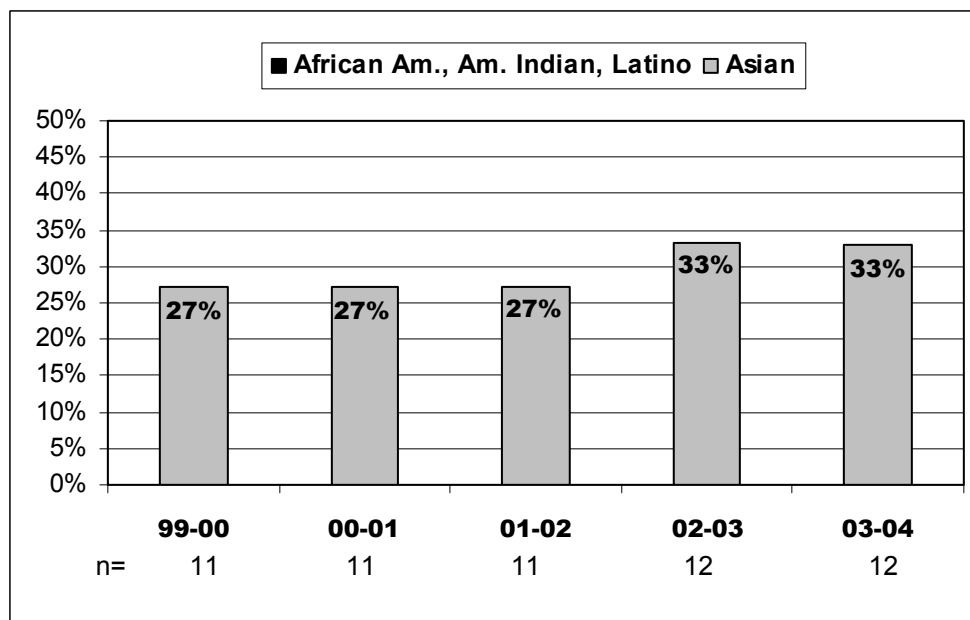
DEPARTMENT OF CHEMICAL ENGINEERING

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

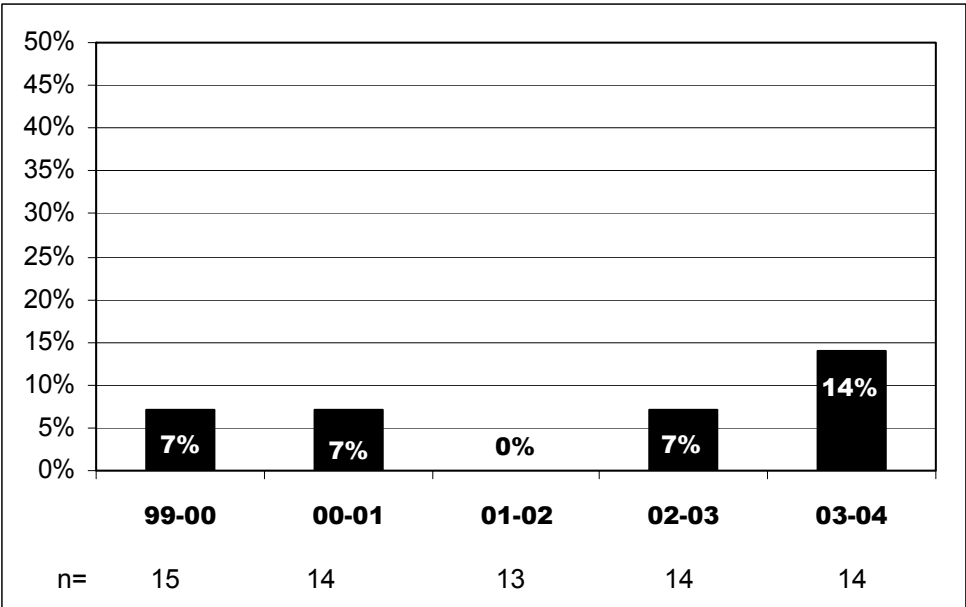
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	3	0	0	0	0	0	0	0	3	0	3	0	6	6
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	2	3	2	3	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	40%	60%	40%	60%	100%
Total Ladder	0	3	0	0	0	0	0	0	0	3	2	8	2	11	13
	0%	23%	0%	0%	0%	0%	0%	0%	0%	23%	15%	62%	15%	85%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

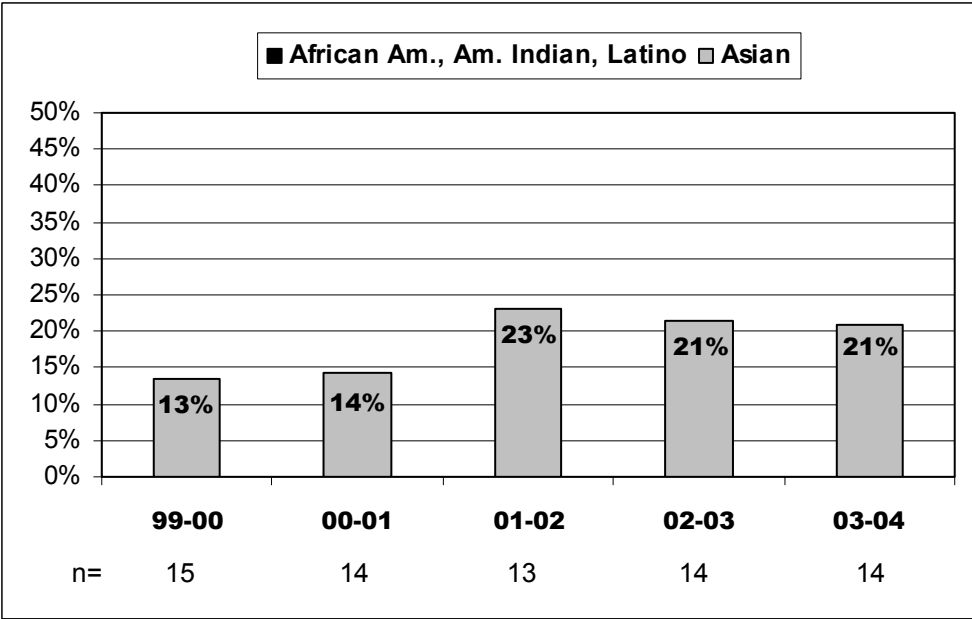
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	2.00	0.00	0.00	3.00	13.00
% of Faculty	15.4%	0.0%	0.0%	23.1%	0.0%
Estimate of Availability	15.2%	2.7%	3.1%	18.3%	0.4%
Expected # of Faculty	1.98	0.35	0.40	2.38	0.06
Shortfall (Underutilization)	none	-0.35	-0.40	none	-0.06

DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING
Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF COMPUTER SCIENCE

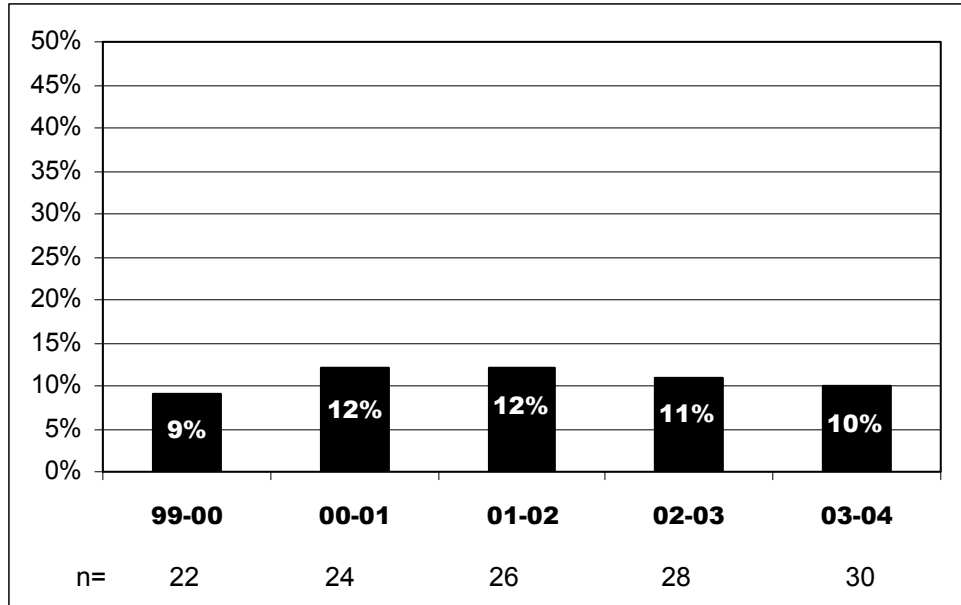
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	3	0	0	0	1	0	0	1	4	2	13	3	17	20
	5%	15%	0%	0%	0%	5%	0%	0%	5%	20%	10%	65%	15%	85%	100%
Associate Professor	0	1	0	0	0	0	0	0	0	1	0	4	0	5	5
	0%	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	80%	0%	100%	100%
Assistant Professor	0	3	0	0	0	0	0	0	0	3	0	5	0	8	8
	0%	38%	0%	0%	0%	0%	0%	0%	0%	38%	0%	63%	0%	100%	100%
Total Ladder	1	7	0	0	0	1	0	0	1	8	2	22	3	30	33
	3%	21%	0%	0%	0%	3%	0%	0%	3%	24%	6%	67%	9%	91%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

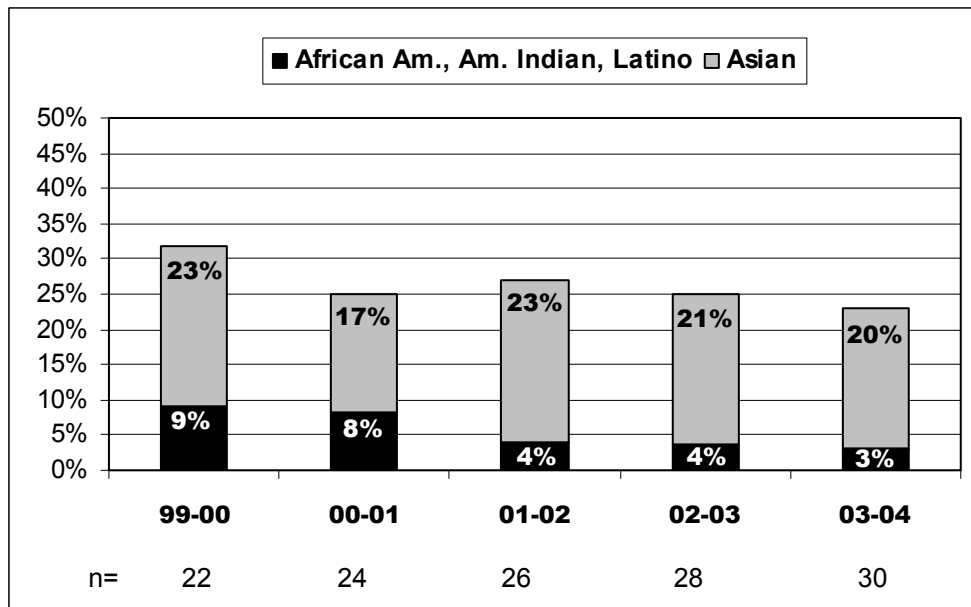
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	3.00	0.00	1.00	8.00	33.00
% of Faculty	9.1%	0.0%	3.0%	24.2%	0.0%
Estimate of Availability	19.7%	2.1%	1.9%	18.0%	0.3%
Expected # of Faculty	6.51	0.68	0.64	5.94	0.09
Shortfall (Underutilization)	-3.51	-0.68	none	none	-0.09

DEPARTMENT OF COMPUTER SCIENCE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF ELECTRICAL ENGINEERING

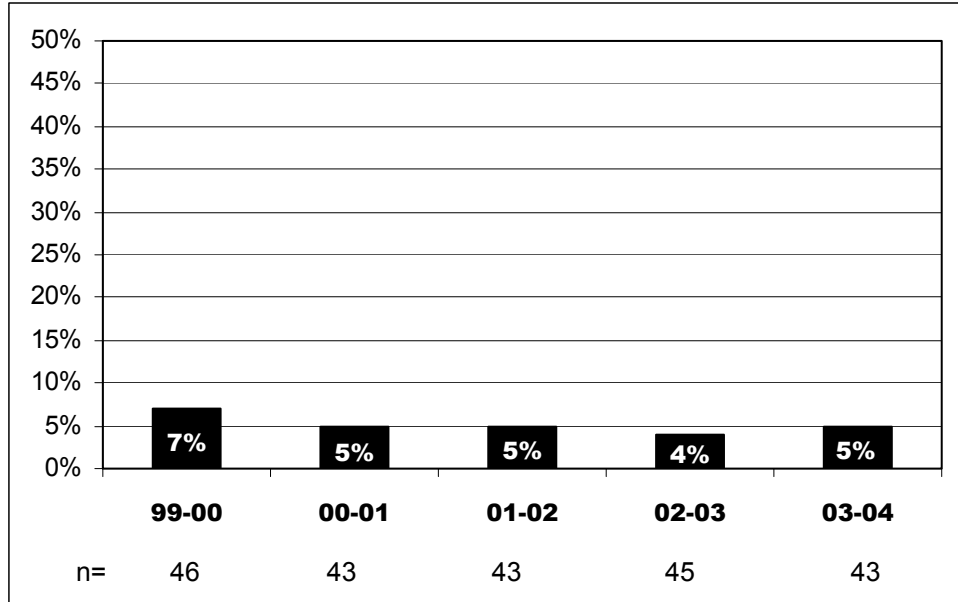
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	18.33	0	0	0	0	0	0	0	18.33	1	14	1	32.33	33.33
	0%	55%	0%	0%	0%	0%	0%	0%	0%	55%	3%	42%	3%	97%	100%
Associate Professor	0	1	0	0	0	1	0	0	0	2	1	5	1	7	8
	0%	13%	0%	0%	0%	13%	0%	0%	0%	25%	13%	63%	13%	88%	100%
Assistant Professor	0	2	0	0	0	0	0	0	0	2	0	0	0	2	2
	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	100%
Total Ladder	0	21.33	0	0	0	1	0	0	0	22.33	2	19	2	41.33	43.33
	0%	49%	0%	0%	0%	2%	0%	0%	0%	52%	5%	44%	5%	95%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

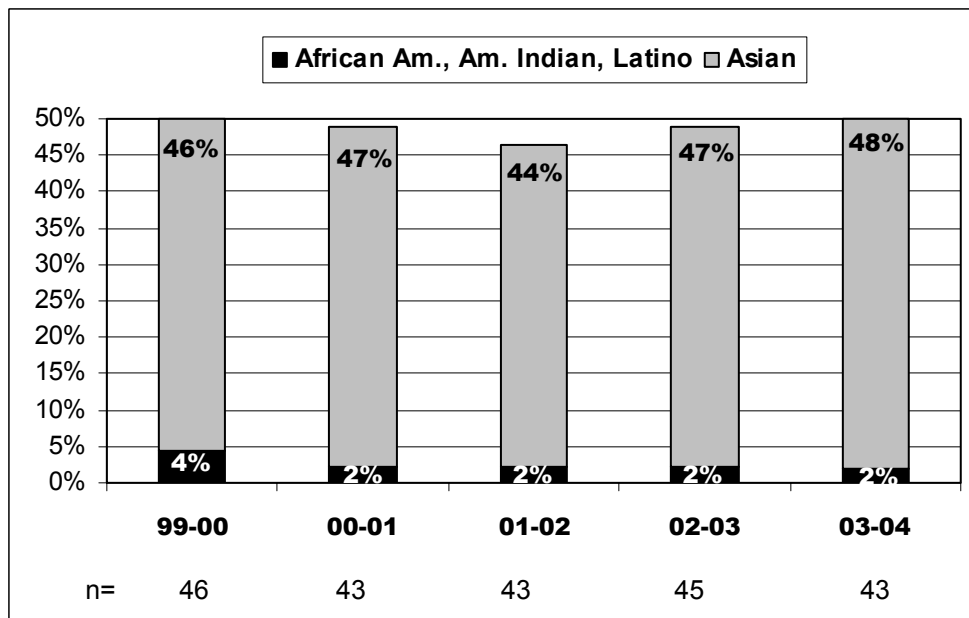
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Amer.	Total Known Ethnicity
# of Faculty	2.00	0.00	1.00	21.00	0.00	43.33
% of Faculty	4.6%	0.0%	2.3%	48.5%	0.0%	
Estimate of Availability	10.1%	1.3%	2.7%	28.9%	0.0%	
Expected # of Faculty	4.39	0.55	1.18	12.51	0.02	
Shortfall (Underutilization)	-2.39	-0.55	-0.18	none	-0.02	

DEPARTMENT OF ELECTRICAL ENGINEERING *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

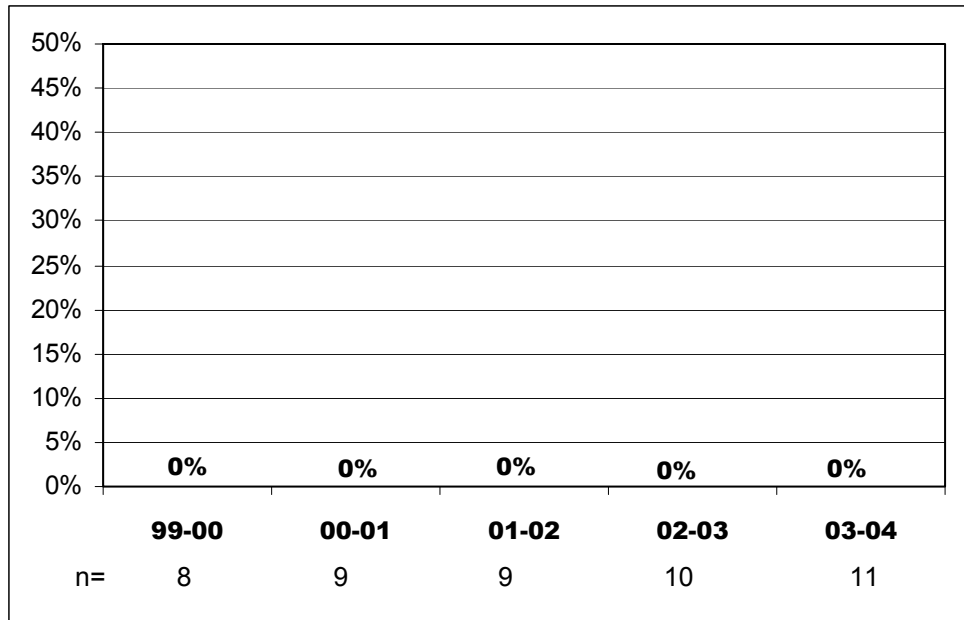
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	6	0	0	0	0	0	0	0	6	0	3	0	9	9
	0%	67%	0%	0%	0%	0%	0%	0%	0%	67%	0%	33%	0%	100%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	1	0	2	2
	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	100%
Total Ladder	0	7	0	0	0	0	0	0	0	7	0	4	0	11	11
	0%	64%	0%	0%	0%	0%	0%	0%	0%	64%	0%	36%	0%	100%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

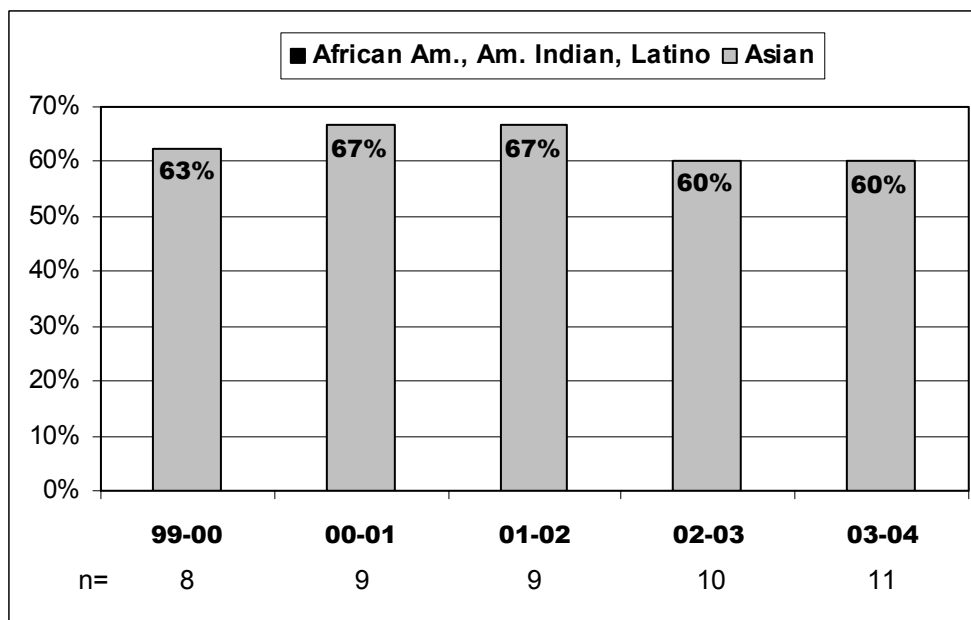
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	0.00	0.00	0.00	7.00	11.00
% of Faculty	0.0%	0.0%	0.0%	63.6%	0.0%
Estimate of Availability	16.2%	1.8%	2.4%	21.2%	0.3%
Expected # of Faculty	1.78	0.20	0.26	2.33	0.03
Shortfall (Underutilization)	-1.78	-0.20	-0.26	none	-0.03

DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

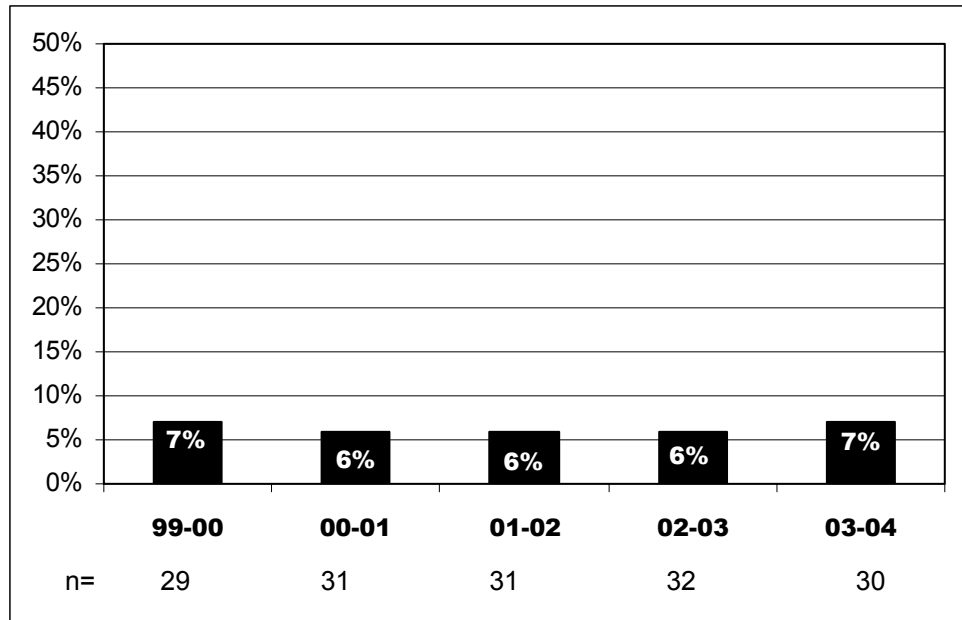
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	11	0	0	0	0	0	0	0	11	2	10	2	21	23
	0%	48%	0%	0%	0%	0%	0%	0%	0%	48%	9%	43%	9%	91%	100%
Associate Professor	0	0	0	0	0	1	0	0	0	1	0	0	0	1	1
	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	100%
Assistant Professor	0	1	0	0	0	0	0	0	0	1	0	5	0	6	6
	0%	17%	0%	0%	0%	0%	0%	0%	0%	17%	0%	83%	0%	100%	100%
Total Ladder	0	12	0	0	0	1	0	0	0	13	2	15	2	28	30
	0%	40%	0%	0%	0%	3%	0%	0%	0%	43%	7%	50%	7%	93%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

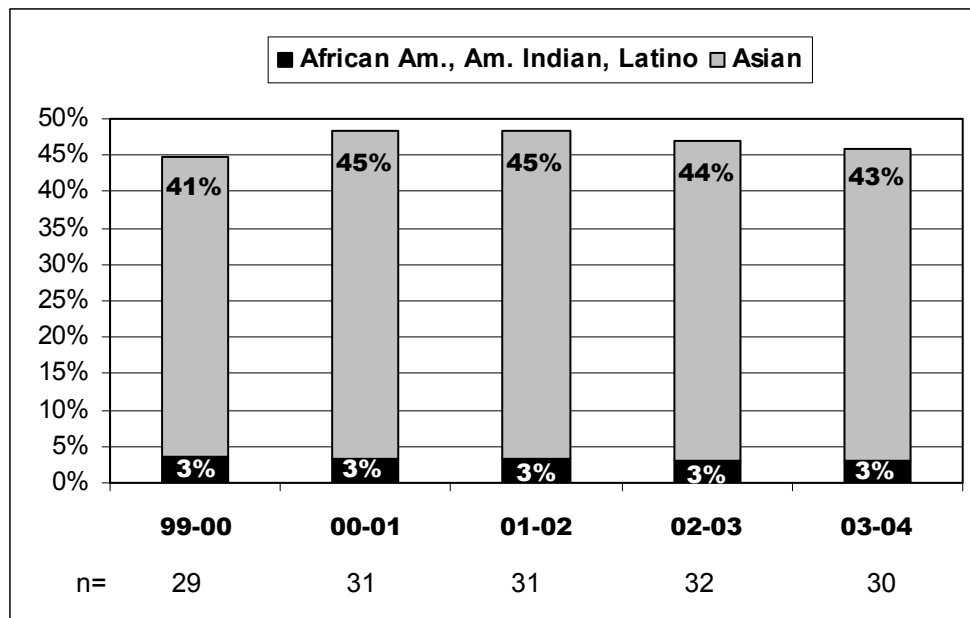
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	2.00	0.00	1.00	12.00	30.00
% of Faculty	6.7%	0.0%	3.3%	40.0%	0.0%
Estimate of Availability	11.0%	2.1%	2.4%	19.0%	0.3%
Expected # of Faculty	3.29	0.63	0.73	5.69	0.09
Shortfall (Underutilization)	-1.29	-0.63	none	none	-0.09

DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING *Trends*

Percent Women



Percent Underrepresented Minorities



SCHOOL OF LAW

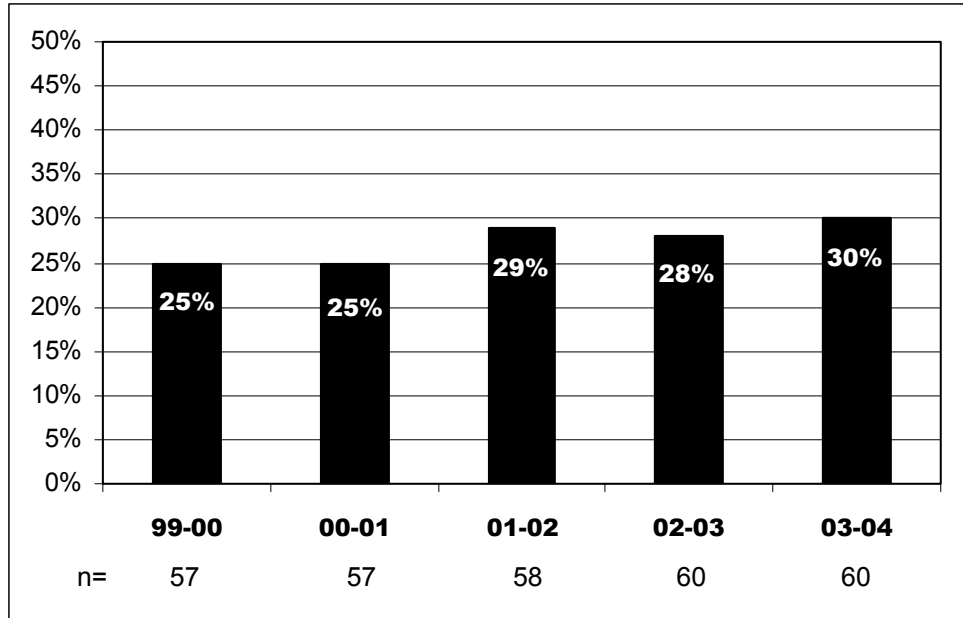
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	1.5	2	1	0	0	0	2.5	3	12.5	36.5	15	39.5	54.5
	0%	2%	3%	4%	2%	0%	0%	0%	5%	6%	23%	67%	28%	72%	100%
Associate Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Assistant Professor	1	0	0	1	0	1	0	0	1	2	1	5.5	2	7.5	9.5
	11%	0%	0%	11%	0%	11%	0%	0%	11%	21%	11%	58%	21%	79%	100%
Total Ladder	1	1	1.5	3	1	1	0	0	3.5	5	13.5	42	17	47	64
	2%	2%	2%	5%	2%	2%	0%	0%	5%	8%	21%	66%	27%	73%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

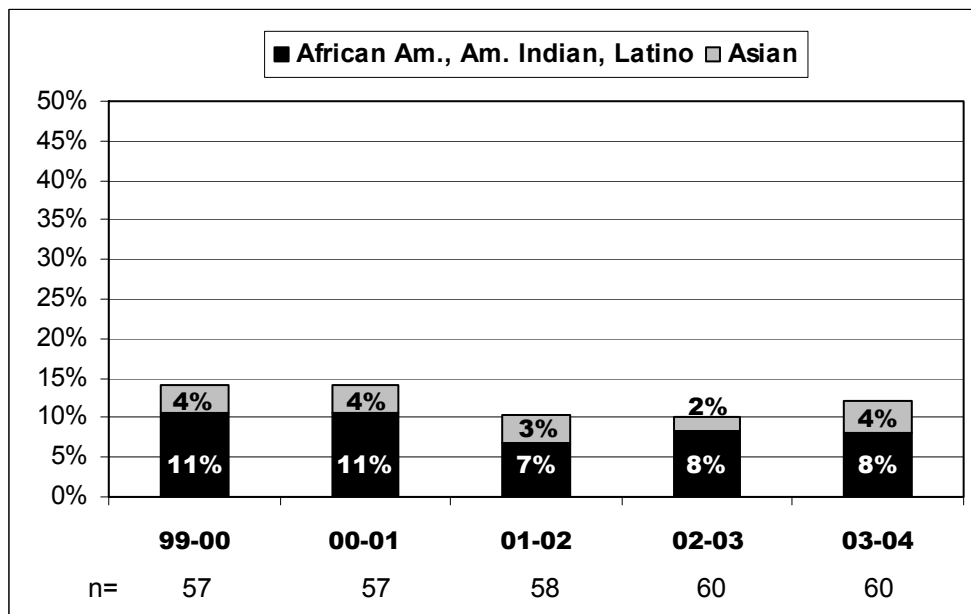
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity
# of Faculty	17.00	5.00	1.00	2.00	64.00
% of Faculty	26.6%	7.8%	1.6%	3.1%	0.0%
Estimate of Availability	43.2%	11.6%	4.5%	3.5%	1.1%
Expected # of Faculty	27.64	7.43	2.89	2.24	0.72
Shortfall (Underutilization)	-10.64	-2.43	-1.89	-0.24	-0.72

SCHOOL OF LAW *Trends*

Percent Women



Percent Underrepresented Minorities



SCHOOL OF PUBLIC AFFAIRS¹²

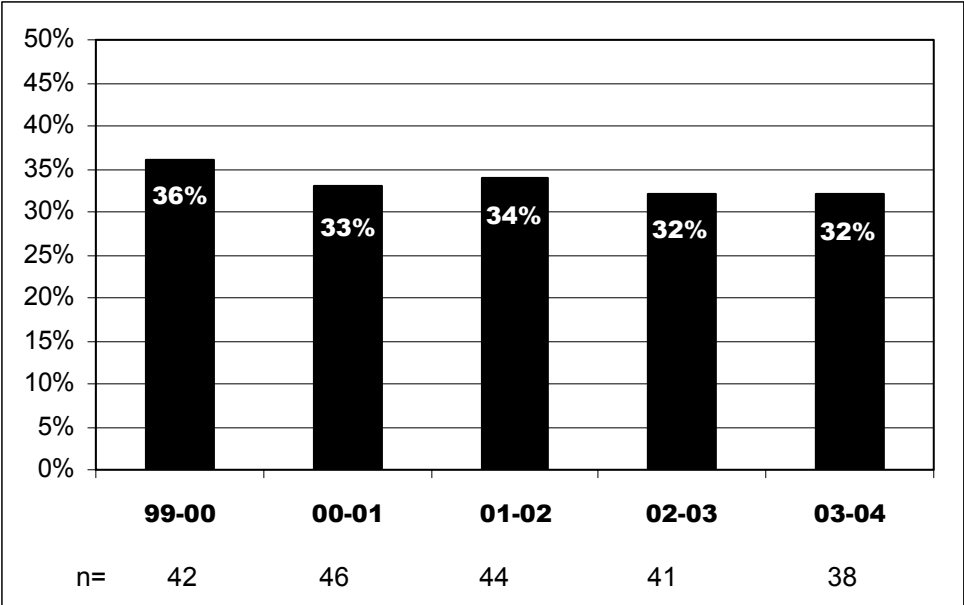
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	1	0	1	0	1	0	0	1	3	4	14	1	0	6	17	23
	4%	4%	0%	4%	0%	4%	0%	0%	4%	13%	17%	61%	4%	0%	26%	74%	100%
Associate Professor	2	0	1	1	1	1	0	0	4	2	1	2	0	0	5	4	9
	22%	0%	11%	11%	11%	11%	0%	0%	44%	22%	11%	22%	0%	0%	56%	44%	100%
Assistant Professor	0	0	0	0	0	1	0	0	0	1	3	2	2	1	5	4	9
	0%	0%	0%	0%	0%	11%	0%	0%	0%	11%	33%	22%	22%	11%	56%	44%	100%
Total Ladder	3	1	1	2	1	3	0	0	5	6	8	18	3	1	16	25	41
	7%	2%	2%	5%	2%	7%	0%	0%	12%	15%	20%	44%	7%	2%	39%	61%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

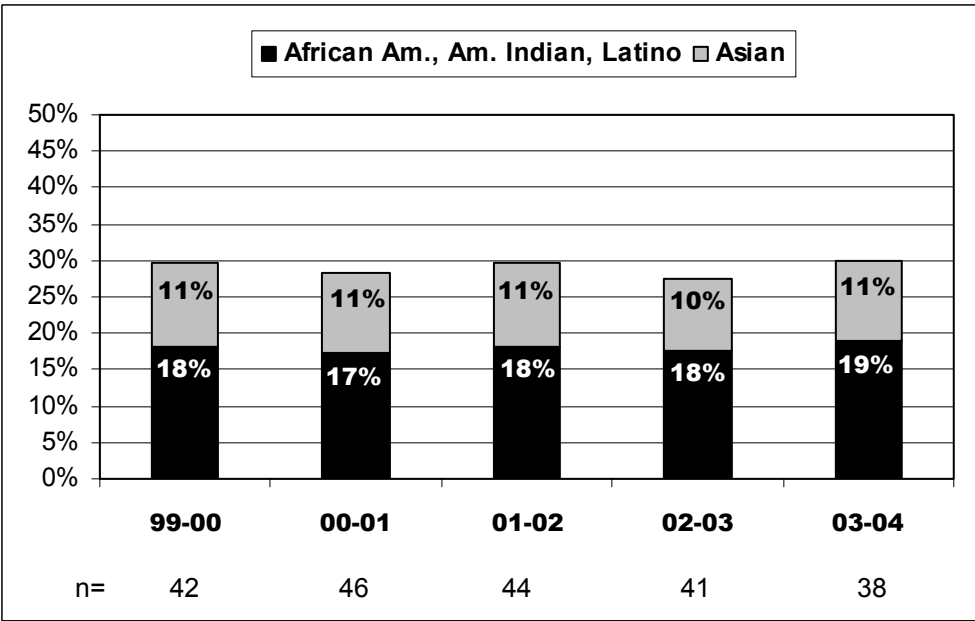
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	Unknown
# of Faculty	16.00	3.00	4.00	4.00	37.00	4.00
% of Faculty	39.0%	8.1%	10.8%	10.8%	0.0%	
Estimate of Availability	44.7%	8.3%	3.5%	6.1%	0.6%	
Expected # of Faculty	18.32	3.05	1.31	2.27	0.21	
Shortfall (Underutilization)	-2.32	-0.05	none	none	-0.21	

SCHOOL OF PUBLIC AFFAIRS *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF PUBLIC POLICY¹³

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	0	0	0	0	0	1	4	0	0	1	4	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%	80%	0%	0%	20%	80%	100%
Associate Professor	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	1
	0%	0%	0%	###	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	100%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	2	2	1	0	3	2	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	40%	40%	20%	0%	60%	40%	100%
Total Ladder	0	0	0	1	0	0	0	0	0	1	3	6	1	0	4	7	11
	0%	0%	0%	9%	0%	0%	0%	0%	0%	9%	27%	55%	9%	0%	36%	64%	100%

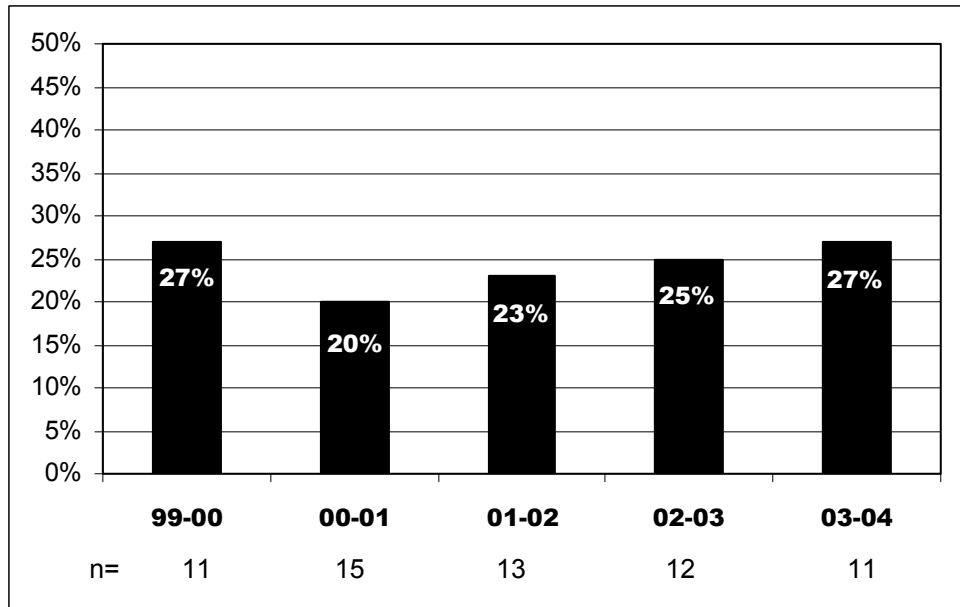
2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	4.00	1.00	0.00	0.00	0.00	11.00	1.00
% of Faculty	33.3%	9.1%	0.0%	0.0%	0.0%		
Estimate of Availability	31.5%	5.7%	3.1%	6.5%	0.4%		
Expected # of Faculty	3.78	0.63	0.34	0.72	0.04		
Shortfall (Underutilization)	none	none	-0.34	-0.72	-0.04		

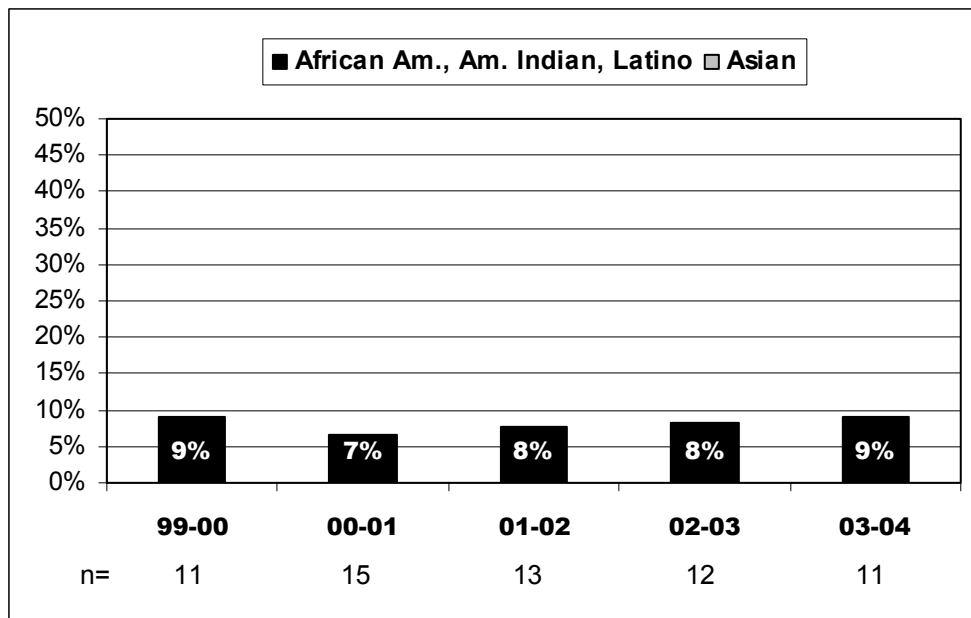
DEPARTMENT OF PUBLIC POLICY

Trends

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF SOCIAL WELFARE

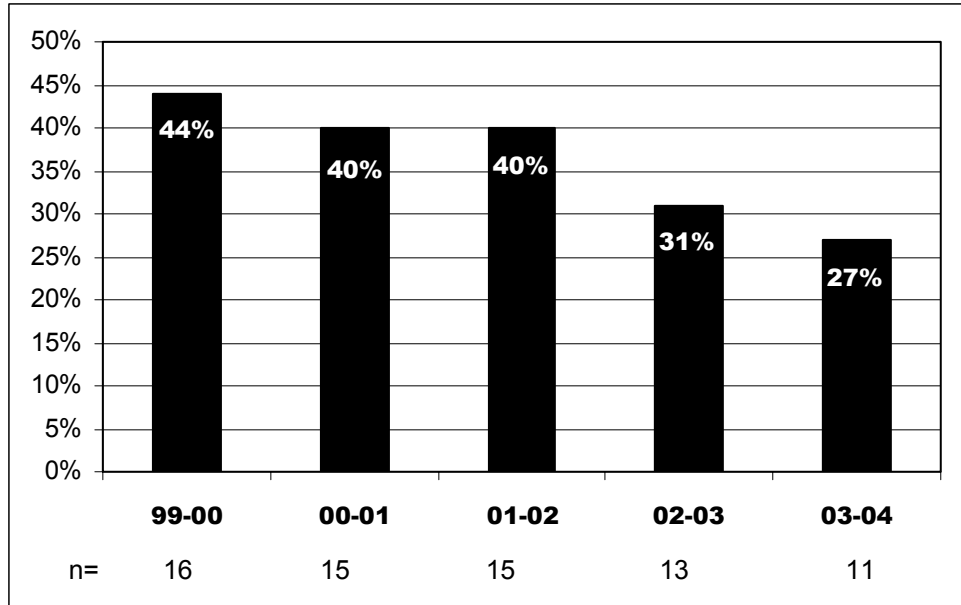
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	0	1	0	0	0	1	0	6	1	0	1	7	8
	0%	0%	0%	0%	0%	13%	0%	0%	0%	13%	0%	75%	13%	0%	13%	88%	100%
Associate Professor	1	0	1	0	1	0	0	0	3	0	0	1	0	0	3	1	4
	25%	0%	25%	0%	25%	0%	0%	0%	75%	0%	0%	25%	0%	0%	75%	25%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	0	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	100%	0%	100%
Total Ladder	1	0	1	0	1	1	0	0	3	1	1	7	2	0	6	8	14
	7%	0%	7%	0%	7%	7%	0%	0%	21%	7%	7%	50%	14%	0%	43%	57%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

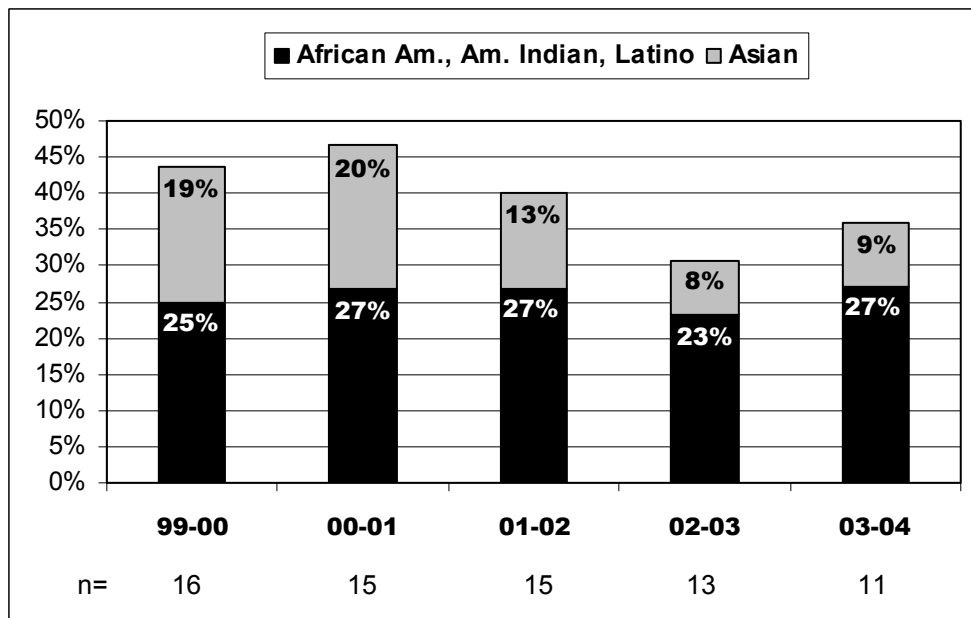
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	6.00	1.00	2.00	1.00	0.00	12.00	2.00
% of Faculty	42.9%	8.3%	16.7%	8.3%	0.0%		
Estimate of Availability	68.5%	10.8%	4.3%	4.4%	0.9%		
Expected # of Faculty	9.59	1.30	0.52	0.53	0.10		
Shortfall (Underutilization)	-3.59	-0.30	none	none	-0.10		

DEPARTMENT OF SOCIAL WELFARE *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF URBAN PLANNING

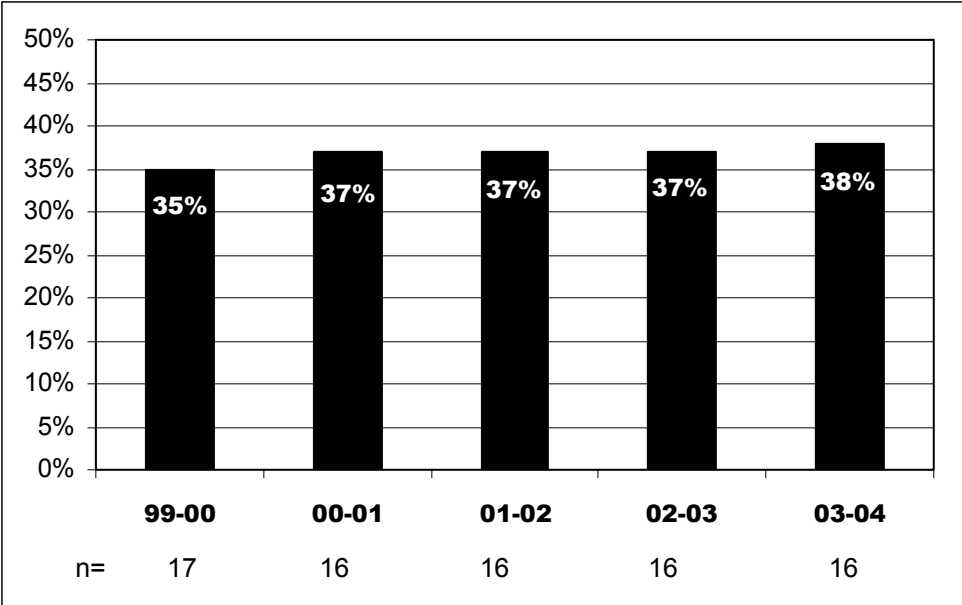
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1	1	0	1	0	0	0	0	1	2	3	4	0	0	4	6	10
	10%	10%	0%	10%	0%	0%	0%	0%	10%	20%	30%	40%	0%	0%	40%	60%	100%
Associate Professor	1	0	0	0	0	1	0	0	1	1	1	1	0	0	2	2	4
	25%	0%	0%	0%	0%	25%	0%	0%	25%	25%	25%	25%	0%	0%	50%	50%	100%
Assistant Professor	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	2	2
	0%	0%	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	0%	50%	0%	100%	100%
Total Ladder	2	1	0	1	0	2	0	0	2	4	4	5	0	1	6	10	16
	13%	6%	0%	6%	0%	13%	0%	0%	13%	25%	25%	31%	0%	6%	38%	63%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

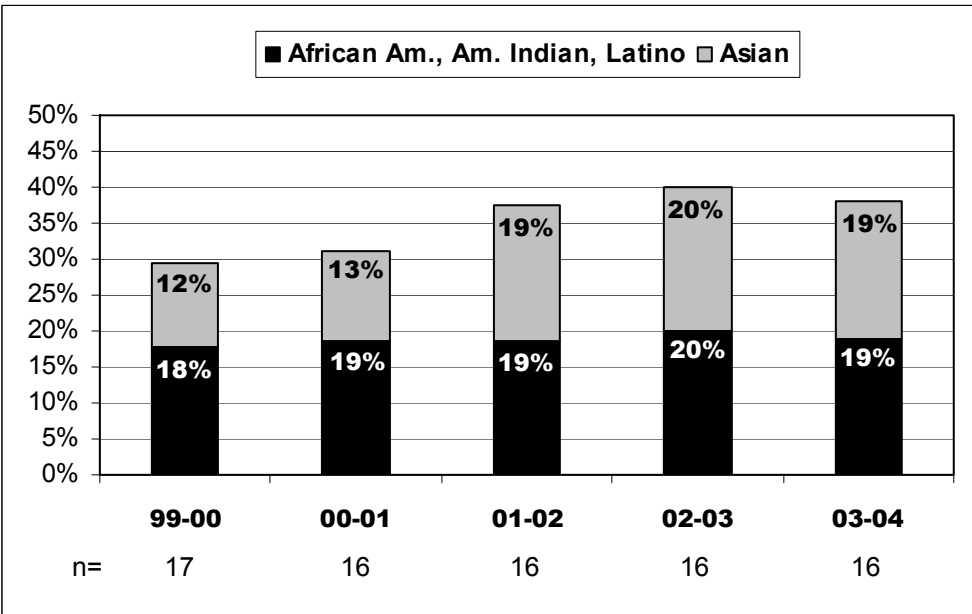
	Black/ Women	Chicano/ Afr.Amer.	Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	6.00	1.00	2.00	3.00	0.00	15.00	1.00
% of Faculty	37.5%	6.7%	13.3%	20.0%	0.0%		
Estimate of Availability	37.9%	8.0%	3.5%	6.9%	0.7%		
Expected # of Faculty	6.07	1.20	0.53	1.03	0.11		
Shortfall (Underutilization)	-0.07	-0.20	none	none	-0.11		

DEPARTMENT OF URBAN PLANNING
Trends

Percent Women



Percent Underrepresented Minorities



SCHOOL OF THEATER, FILM AND TELEVISION

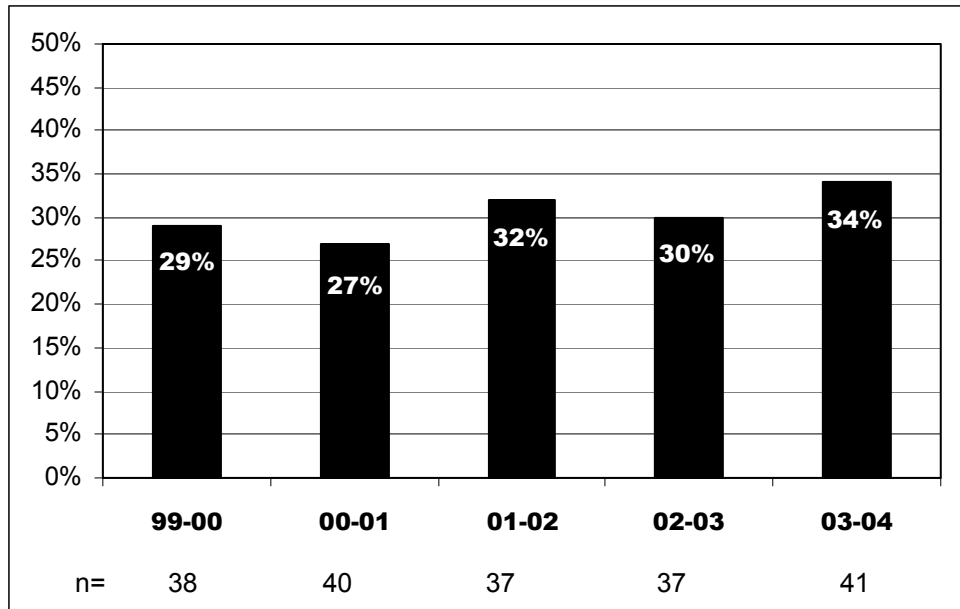
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	1	1	2	0	1	1	5	7	16	8	21	29
	0%	3%	0%	3%	3%	7%	0%	3%	3%	17%	24%	55%	28%	72%	100%
Associate Professor	1	0	0	0	0	1	0	0	1	1	3	2	4	3	7
	14%	0%	0%	0%	0%	14%	0%	0%	14%	14%	43%	29%	57%	43%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	2	1	2	1	3
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	67%	33%	67%	33%	100%
Total Ladder	1	1	0	1	1	3	0	1	2	6	12	19	14	25	39
	3%	3%	0%	3%	3%	8%	0%	3%	5%	15%	31%	49%	36%	64%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

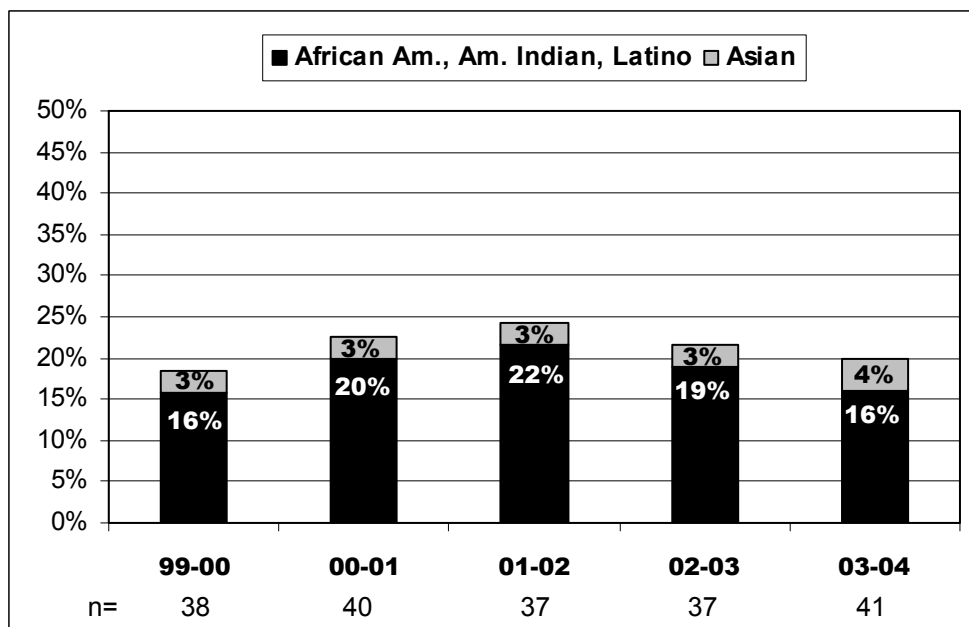
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	14.00	1.00	4.00	2.00	1.00	39.00
% of Faculty	35.9%	2.6%	10.3%	5.1%	2.6%	
Estimate of Availability	40.0%	4.5%	2.2%	2.3%	0.4%	
Expected # of Faculty	15.59	1.75	0.86	0.91	0.15	
Shortfall (Underutilization)	-1.59	-0.75	3.14	1.09	0.85	

SCHOOL OF THEATER, FILM AND TELEVISION *Trends*

Percent Women



Percent Underrepresented Minorities



DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

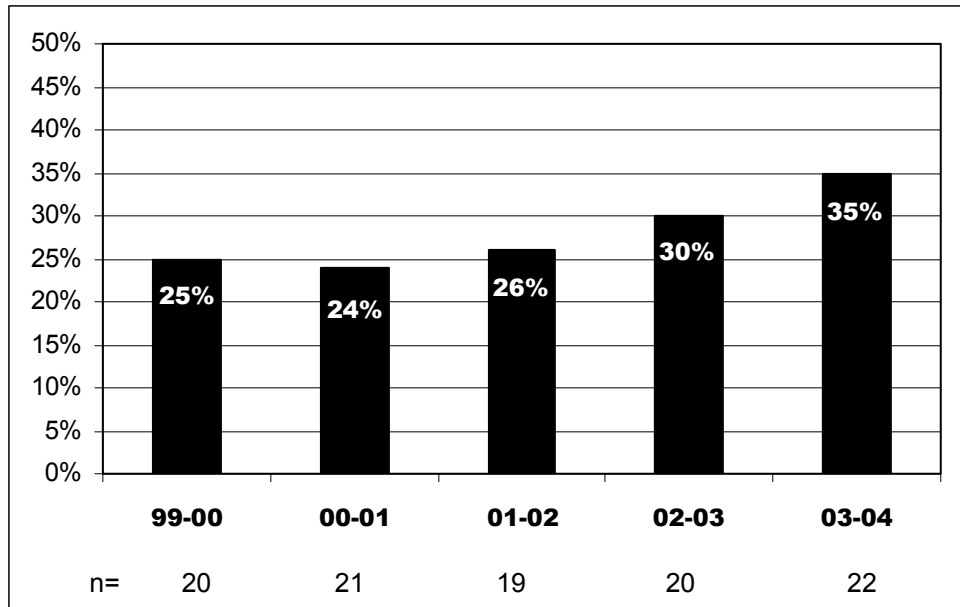
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	1	0	1	0	2	0	0	0	4	4	6	4	10	14
	0%	7%	0%	7%	0%	14%	0%	0%	0%	29%	29%	43%	29%	71%	100%
Associate Professor	0	0	0	0	0	1	0	0	0	1	3	2	3	3	6
	0%	0%	0%	0%	0%	17%	0%	0%	0%	17%	50%	33%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	50%	50%	100%
Total Ladder	0	1	0	1	0	3	0	0	0	5	8	9	8	14	22
	0%	5%	0%	5%	0%	14%	0%	0%	0%	23%	36%	41%	36%	64%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

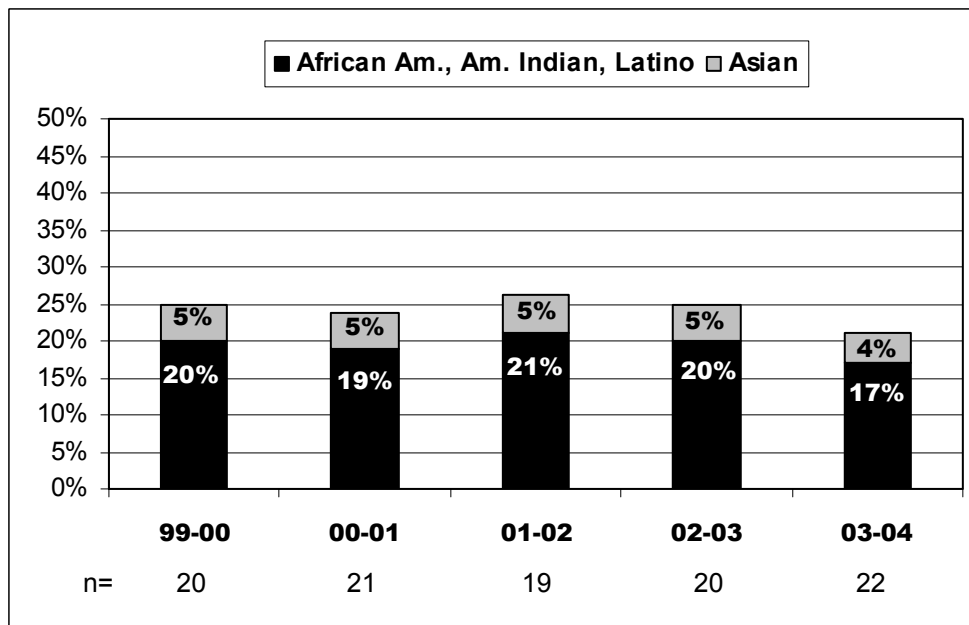
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	8.00	1.00	3.00	1.00	22.00
% of Faculty	36.4%	4.5%	13.6%	4.5%	0.0%
Estimate of Availability	38.7%	4.6%	2.7%	2.7%	0.3%
Expected # of Faculty	8.51	1.02	0.58	0.59	0.06
Shortfall (Underutilization)	-0.51	-0.02	none	none	-0.06

DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA *Trends*

Percent Women



Percent Underrepresented Minorities



2004-2005
Diversity Statistics - Regular Rank Faculty

DEPARTMENT OF THEATER

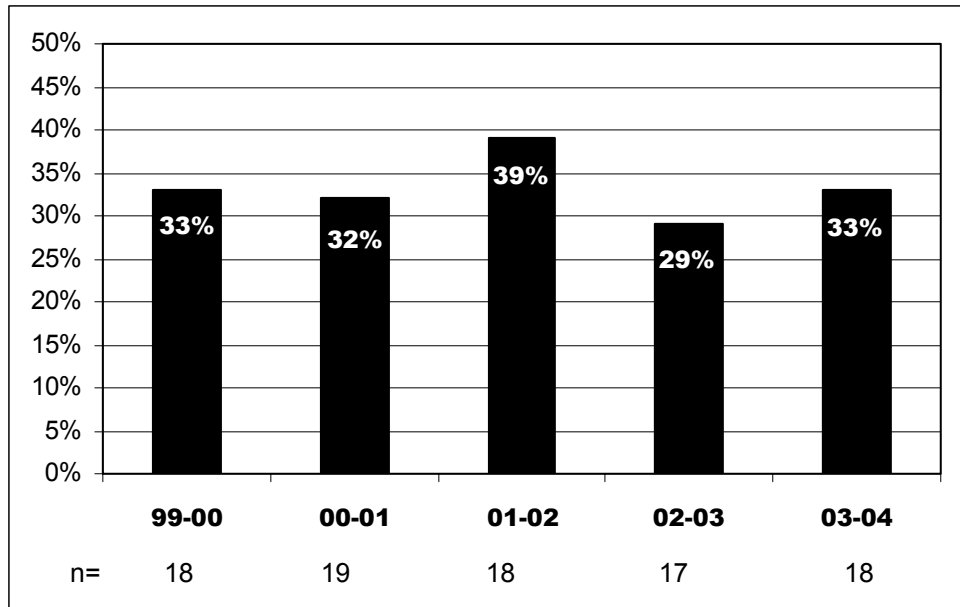
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0	0	0	0	1	1	0	1	1	2	3	8	4	10	14
	0%	0%	0%	0%	7%	7%	0%	7%	7%	14%	21%	57%	29%	71%	100%
Associate Professor	1	0	0	0	0	0	0	0	1	0	0	1	1	1	2
	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	50%	50%	100%
Assistant Professor	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Total Ladder	1	0	0	0	1	1	0	1	2	2	4	9	6	11	17
	6%	0%	0%	0%	6%	6%	0%	6%	12%	12%	24%	53%	35%	65%	100%

2004-2005 Departmental Underutilization of Ladder-Rank Faculty

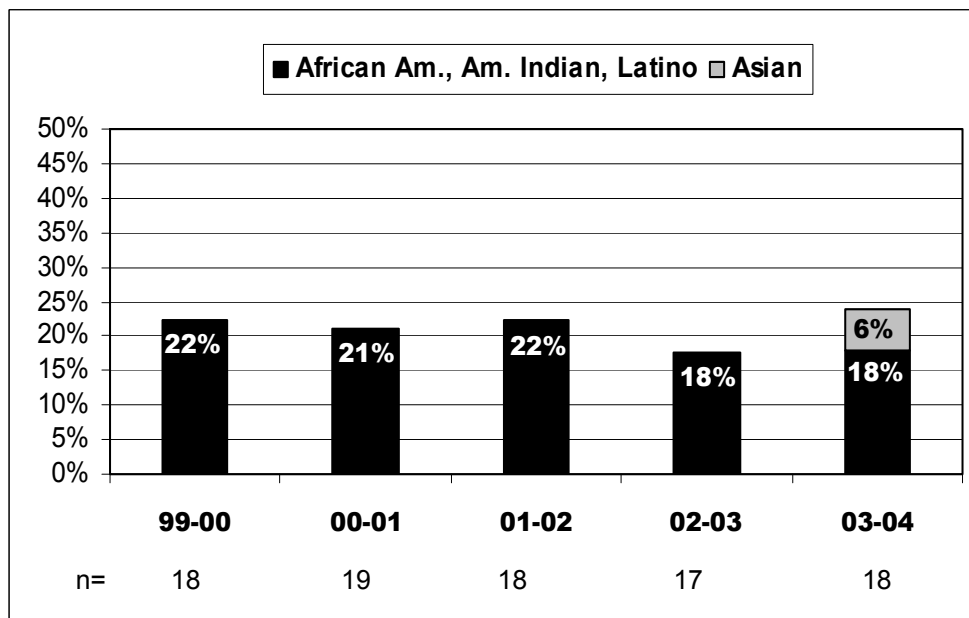
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	6.00	0.00	2.00	1.00	17.00
% of Faculty	35.3%	0.0%	11.8%	5.9%	5.9%
Estimate of Availability	44.6%	4.7%	2.0%	2.1%	0.5%
Expected # of Faculty	7.58	0.80	0.33	0.36	0.09
Shortfall (Underutilization)	-1.58	-0.80	none	none	none

DEPARTMENT OF THEATER *Trends*

Percent Women



Percent Underrepresented Minorities



Appendix A

ESTIMATES OF ACADEMIC AVAILABILITY

For AY 2004-2005, UCLA has continued to make progress in developing more accurate availability estimates for academic positions. Attention has focused on updating and refining statistics on the diversity of potential applicants with the appropriate qualifications for untenured and tenured positions in each school.

The College (Formerly the College of Letters & Science)

For the Divisions in the College of Letters and Science, availability estimates were based on NORC doctoral data in specialties represented in each Division.

The Health Sciences

For the School of Dentistry, availability estimates were based on a combination of IPEDS data on doctorates in dental clinical sciences/graduate dentistry and data on current tenure-track faculty in U.S. dental schools from the American Dental Education Association.

For the School of Nursing, availability estimates were based on data from the American Association of Colleges of Nursing (AACN) on graduates of doctoral programs (nursing & non-nursing doctorates combined) and on full-time faculty in U.S. Schools of Nursing (both members and non-members of AACN).

For the School of Public Health, availability estimates were based on data from the Association of Schools of Public Health (ASPH) on the diversity of doctorates in Public Health, doctoral data from NORC on specialties of current faculty, data from the AAMC on the diversity of current ladder-rank faculty in U.S. medical schools in specialties of current faculty and on the diversity of recent recipients of the M.D. degree.

For the School of Medicine, availability estimates were based on a combination of Ph.D. doctoral data for medical specialties (from the IPEDS "completions" file) and data on current faculty in U.S. schools of medicine, from the U.S. Medical School Faculties Association of American Medical Colleges (AAMC), as appropriate

For the Basic Biomedical Sciences, availability was estimated from a composite of doctorates in medical basic sciences (IPEDS), doctorates in microbiology (NORC), and faculty in U.S. medical schools (AAMC).

Other Professional Schools

For the School of Arts & Architecture, availability estimates were based on data from the National Architectural Accrediting Board (NAAB) on current tenure-track faculty in accredited U.S. schools of architecture and on recipients of masters degrees in architecture from accredited U.S. schools of architecture, data from the Digest of Educational Statistics on full-time faculty in Fine Arts in U.S. universities, data on recent doctorates in Musicology and Ethnomusicology from IPEDS, data from the National Association of Schools of Music on current tenure-track faculty in Music, data from IPEDS on post-BA music degrees, data

from IPEDS on post-BA degrees in Design & Visual Communications, IPEDS data on post-BA degrees in dance, and NORC data on doctorates in current faculty's specialty areas.

For the School of Engineering and Applied Science and the Anderson Graduate School of Management, availability estimates were based on NORC doctoral data in specialties represented in each school.

For the School of Law, availability estimates were based on data from the American Association of Law Schools (AALS) on women and minority faculty in U.S. Schools of Law and on registrants in the Faculty Appointments Register, the AALS registry of applicants for law school faculty positions.

For the School of Public Affairs (SPA), availability estimates were based on data from NORC on doctorates in specialties of current SPA faculty.

For the School of Theater, Film, and Television, availability estimates were based on data from NORC on doctorates in disciplines represented in the school, data from the Directors Guild of America on the diversity of working members (weighted by the number of days worked per year), data from the Actors' Equity Association on the diversity of members, data from the National Center for Education Statistics on recent recipients of the Master of Fine Arts degree in Visual and Performing Arts, data from American Cinema Editors on the diversity of members, data from the Writers Guild of American on the diversity of its members, and IPEDS data on post-BA degrees in specialties represented in the School.

Appendix B

EXPLANATORY NOTES

1. This total includes all campus ladder faculty in academic departments (the College, all Professional Schools, and all the schools in the Health Sciences). A few ladder faculty occupy less than one full time equivalent which results in a partial number in the final total.
2. TESL= Teaching English as a Second Language.
3. The Department of Microbiology, Immunology and Molecular Genetics was established in July 2002. It represents a formally approved merger of Microbiology and Immunology, a basic science department in the School of Medicine, and Microbiology and Molecular Genetics, an academic department in the Life Sciences Division of the College. The merged department resides in the Basic Sciences of the SOM. The department has a dual reporting relationship to the School of Medicine and the Division of Life Sciences in the College. That department and the associated faculty are listed under the Basic Sciences Departments in the School of Medicine. It is listed only once so that faculty will not be counted twice.
4. This department was formerly the Department of Organismic Biology, Ecology and Evolution.
5. This department was formerly the Department of Atmospheric Sciences.
6. The Program in Computing is included in the Department of Mathematics.
7. This is a new department in this academic year. It was formerly a structure unique to the campus, the Center for Interdisciplinary Studies (CII). It operated as a department with budgeted ladder faculty and staff.
8. The School of Medicine (SOM) has a large number of faculty in a variety of series with membership in the Academic Senate, however only the regular rank faculty are counted in this monograph. Additionally, as noted in the Introduction, a number of disciplines are represented in the SOM so that one should examine the availability data by discipline to obtain a clearer picture of the underutilization rates.
9. Both the Department of Biomathematics and the Department of Psychiatry and Biobehavioral Sciences have funded faculty FTEs (full time equivalents) which are not regular ladder positions. These positions are an anomaly in that they have permanent funding from a source different from that which supports regular rank faculty. Generally, faculty in those positions are in the In-Residence series.

10. This department was discussed above in #3.
11. This is a new department created in 2003.
12. The School of Public Policy and Social Research was renamed the School of Public Affairs in Fall 2004.
13. The Department of Policy Studies was renamed the Department of Public Policy in Fall 2004.