

UCLA



Diversity Statistics

Regular Rank Faculty

2005-2006



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: 2005-2006*

Diversity Statistics is published annually. This monograph provides a snapshot of the regular rank faculty with respect to gender, race, and ethnicity in the schools, divisions, and departments on the UCLA campus with the exception of the David Geffen School of Medicine and the School of Dentistry. These data reflect all appointments, departures, and promotions on the UCLA payroll and were reviewed by the schools and divisions as of January 15, 2006.

The Schools of Medicine and of Dentistry are not included in this monograph because a large proportion of their faculty are in academic series other than the regular rank series. A separate monograph that includes those series is in process to better reflect their faculty distribution.

This monograph includes availability data which provides an estimated number of tenured and tenured-track (doctorates awarded) faculty in a particular field. The availability data, when compared with the actual number of faculty of a particular group in a unit and the expected number of faculty based on these data, provide a rough estimate of the underutilization estimate for the academic unit. In general, availability data represent potential faculty whose doctoral degree or terminal professional degree (such as a J.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 faculty from existing departments so they are not included here; these faculty are represented in departments.

In this volume split appointments are represented so that the departmental data reflect the portions of the FTE of the faculty who are attached to the departments. For that reason, many departmental totals reflect partial FTEs (full time equivalents).

Historical data on regular rank faculty by women and underrepresented groups for each school, division and department are also provided. The graphs show the percentage of women and underrepresented groups in the academic unit for the past five years.

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

We hope you find this monograph a useful resource.

Rosina M. Becerra
Associate Vice Chancellor
Chancellor's Office-Faculty Diversity

Diversity Statistics

Regular Rank Faculty

2005-2006

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2005-2006

DIVERSITY STATISTICS - REGULAR RANK FACULTY

CAMPUSWIDE TOTAL

| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|----------------------|-----------------|---------------|------------------|-------------|-------------|--------------|-------------|-------------|-----------------|------------|--------------|--------------|-------------------|--------------|------------|------------|---------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ACTING PROFESSOR LAW | 3.0 | 7.5 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 5.5 | 1.0 | 2.0 | 0.0 | 0.0 | 10.5 |
| % | 28.6 | 71.4 | 0.0 | 9.5 | 9.5 | 0.0 | 0.0 | 9.5 | 0.0 | 0.0 | 19.0 | 52.4 | 9.5 | 19.0 | 0.0 | 0.0 | 100.0 |
| ASSISTANT PROFESSOR | 85.0 | 113.2 | 6.0 | 4.0 | 16.0 | 23.0 | 5.0 | 7.0 | 1.0 | 0.0 | 52.5 | 76.2 | 28.0 | 34.0 | 4.5 | 3.0 | 198.2 |
| % | 42.9 | 57.1 | 3.0 | 2.0 | 8.1 | 11.6 | 2.5 | 3.5 | 0.5 | 0.0 | 26.5 | 38.4 | 14.1 | 17.2 | 2.3 | 1.5 | 100.0 |
| ASSOCIATE PROFESSOR | 86.0 | 155.3 | 7.0 | 8.0 | 19.0 | 21.0 | 4.0 | 12.5 | 1.0 | 0.0 | 55.0 | 113.8 | 31.0 | 41.5 | 0.0 | 0.0 | 241.3 |
| % | 35.6 | 64.4 | 2.9 | 3.3 | 7.9 | 8.7 | 1.7 | 5.2 | 0.4 | 0.0 | 22.8 | 47.2 | 12.8 | 17.2 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 215.7 | 740.0 | 8.5 | 11.0 | 14.0 | 83.5 | 13.0 | 35.0 | 1.0 | 3.0 | 178.2 | 607.5 | 36.5 | 132.5 | 1.0 | 0.0 | 955.7 |
| % | 22.6 | 77.4 | 0.9 | 1.2 | 1.5 | 8.7 | 1.4 | 3.7 | 0.1 | 0.3 | 18.6 | 63.6 | 3.8 | 13.9 | 0.1 | 0.0 | 100.0 |
| TOTAL LADDER | 389.7 | 1016.0 | 21.5 | 24.0 | 50.0 | 127.5 | 22.0 | 55.5 | 3.0 | 3.0 | 287.7 | 803.0 | 96.5 | 210.0 | 5.5 | 3.0 | 1405.7 |
| % | 27.7 | 72.3 | 1.5 | 1.7 | 3.6 | 9.1 | 1.6 | 3.9 | 0.2 | 0.2 | 20.5 | 57.1 | 6.9 | 14.9 | 0.4 | 0.2 | 100.0 |

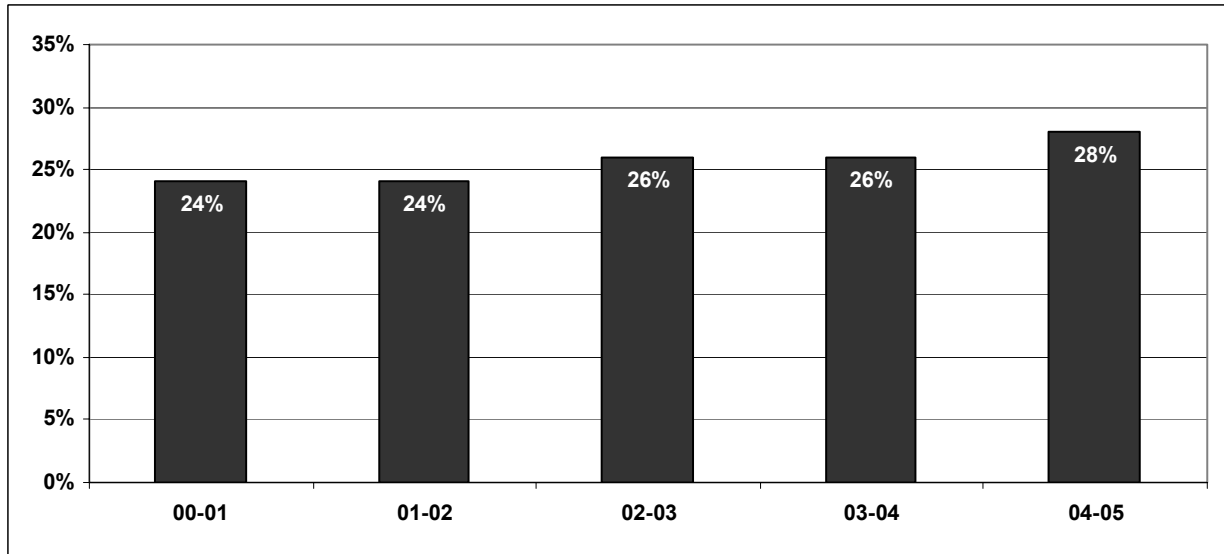
DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE COLLEGE

| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|--------------|------------------|-------------|-------------|-------------|-------------|-------------|-----------------|------------|--------------|--------------|-------------------|-------------|------------|------------|--------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 54.0 | 62.2 | 3.0 | 1.0 | 9.5 | 8.0 | 4.0 | 3.0 | 1.0 | 0.0 | 35.0 | 49.2 | 17.5 | 12.0 | 1.5 | 1.0 | 116.2 |
| % | 46.5 | 53.5 | 2.6 | 0.9 | 8.2 | 6.9 | 3.4 | 2.6 | 0.9 | 0.0 | 30.1 | 42.3 | 15.1 | 10.3 | 1.3 | 0.9 | 100.0 |
| ASSOCIATE PROFESSOR | 49.5 | 100.8 | 2.0 | 5.0 | 10.5 | 15.0 | 2.0 | 6.5 | 0.0 | 0.0 | 35.0 | 74.3 | 14.5 | 26.5 | 0.0 | 0.0 | 150.3 |
| % | 32.9 | 67.1 | 1.3 | 3.3 | 7.0 | 10.0 | 1.3 | 4.3 | 0.0 | 0.0 | 23.3 | 49.4 | 9.6 | 17.6 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 114.8 | 428.3 | 3.0 | 5.0 | 9.0 | 28.0 | 7.0 | 22.0 | 0.0 | 2.0 | 95.8 | 371.4 | 19.0 | 57.0 | 0.0 | 0.0 | 543.2 |
| % | 21.1 | 78.9 | 0.6 | 0.9 | 1.7 | 5.2 | 1.3 | 4.1 | 0.0 | 0.4 | 17.6 | 68.4 | 3.5 | 10.5 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 218.3 | 591.3 | 8.0 | 11.0 | 29.0 | 51.0 | 13.0 | 31.5 | 1.0 | 2.0 | 165.8 | 494.9 | 51.0 | 95.5 | 1.5 | 1.0 | 809.7 |
| % | 27.0 | 73.0 | 1.0 | 1.4 | 3.6 | 6.3 | 1.6 | 3.9 | 0.1 | 0.2 | 20.5 | 61.1 | 6.3 | 11.8 | 0.2 | 0.1 | 100.0 |

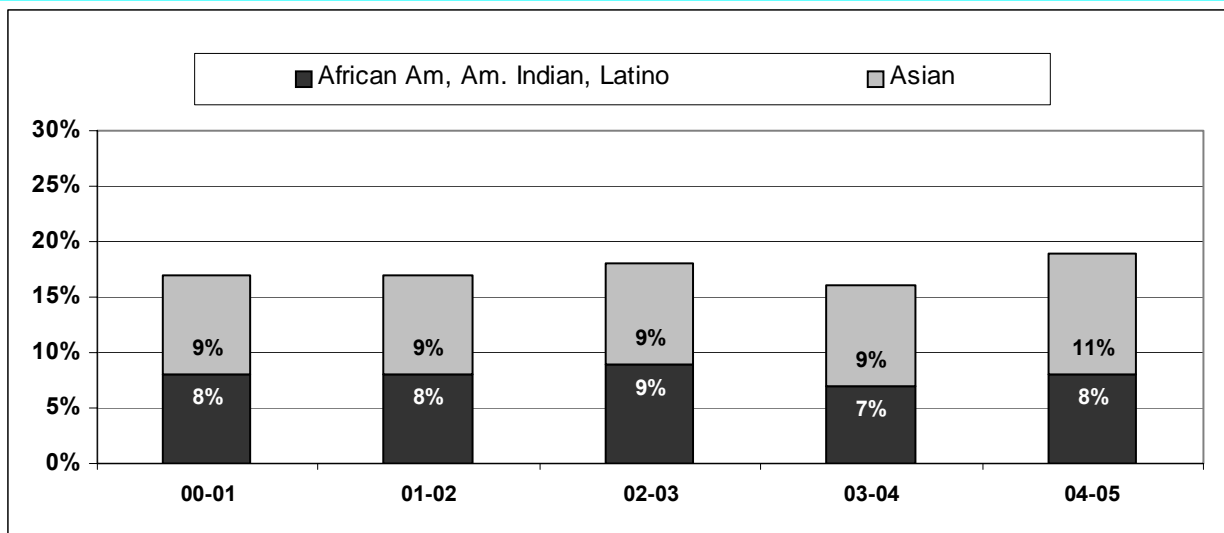
THE COLLEGE

PERCENT WOMEN



n= 855 845 835 847 857

PERCENT UNDERREPRESENTED MINORITIES



n= 855 845 835 847 857

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF HUMANITIES

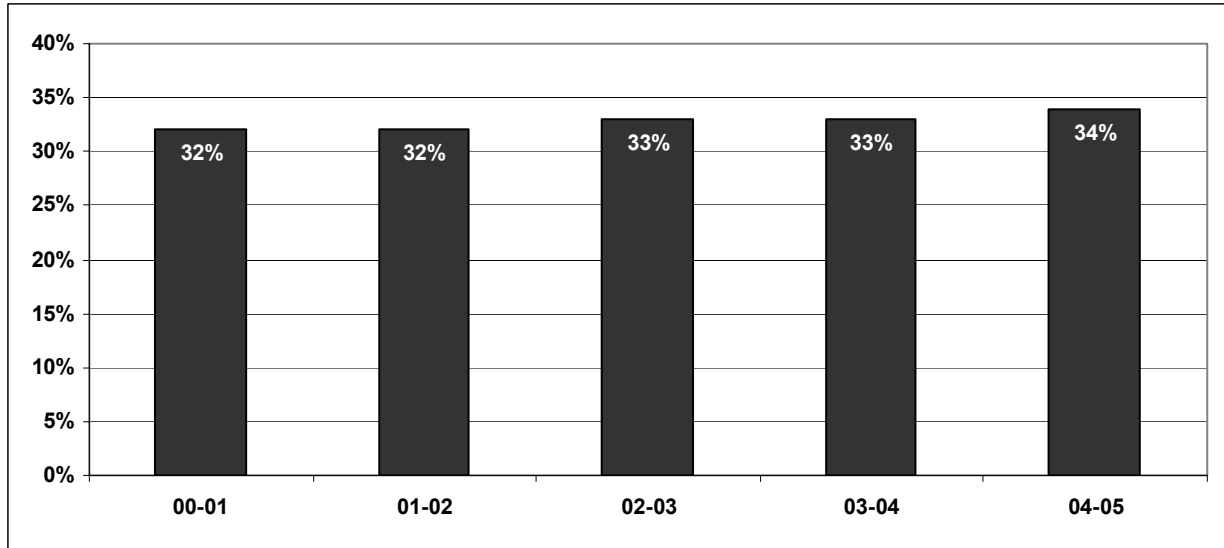
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|--------------|------------------|------------|-------------|------------|------------|------------|-----------------|------------|-------------|--------------|-------------------|-------------|------------|------------|--------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 17.5 | 12.5 | 1.0 | 1.0 | 3.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 10.5 | 11.5 | 6.0 | 1.0 | 1.0 | 0.0 | 30.0 |
| % | 58.3 | 41.7 | 3.3 | 3.3 | 10.0 | 0.0 | 6.7 | 0.0 | 0.0 | 0.0 | 35.0 | 38.3 | 20.0 | 3.3 | 3.3 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 18.5 | 30.3 | 0.0 | 2.0 | 4.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.5 | 23.3 | 4.0 | 7.0 | 0.0 | 0.0 | 48.8 |
| % | 37.9 | 62.1 | 0.0 | 4.1 | 8.2 | 10.2 | 0.0 | 0.0 | 0.0 | 0.0 | 29.7 | 47.8 | 8.2 | 14.3 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 42.5 | 108.3 | 1.0 | 0.0 | 3.5 | 3.0 | 3.0 | 7.0 | 0.0 | 0.0 | 35.0 | 98.3 | 7.5 | 10.0 | 0.0 | 0.0 | 150.8 |
| % | 28.2 | 71.8 | 0.7 | 0.0 | 2.3 | 2.0 | 2.0 | 4.6 | 0.0 | 0.0 | 23.2 | 65.2 | 5.0 | 6.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 78.5 | 151.2 | 2.0 | 3.0 | 10.5 | 8.0 | 5.0 | 7.0 | 0.0 | 0.0 | 60.0 | 133.2 | 17.5 | 18.0 | 1.0 | 0.0 | 229.7 |
| % | 34.2 | 65.8 | 0.9 | 1.3 | 4.6 | 3.5 | 2.2 | 3.0 | 0.0 | 0.0 | 26.1 | 58.0 | 7.6 | 7.8 | 0.4 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 78.5 | 5.0 | 12.0 | 18.5 | 0.0 | 228.7 |
| % | 34.2 | 2.2 | 5.2 | 8.1 | 0.0 | 99.6 |
| ESTIMATE OF AVAILABILITY | 54.4 | 2.5 | 5.8 | 4.9 | 0.3 | |
| EXPECTED # OF FACULTY | 124.9 | 5.7 | 13.3 | 11.3 | 0.7 | |
| UNDERUTILIZATION | 46.4 | 0.7 | 1.3 | none | 0.7 | |

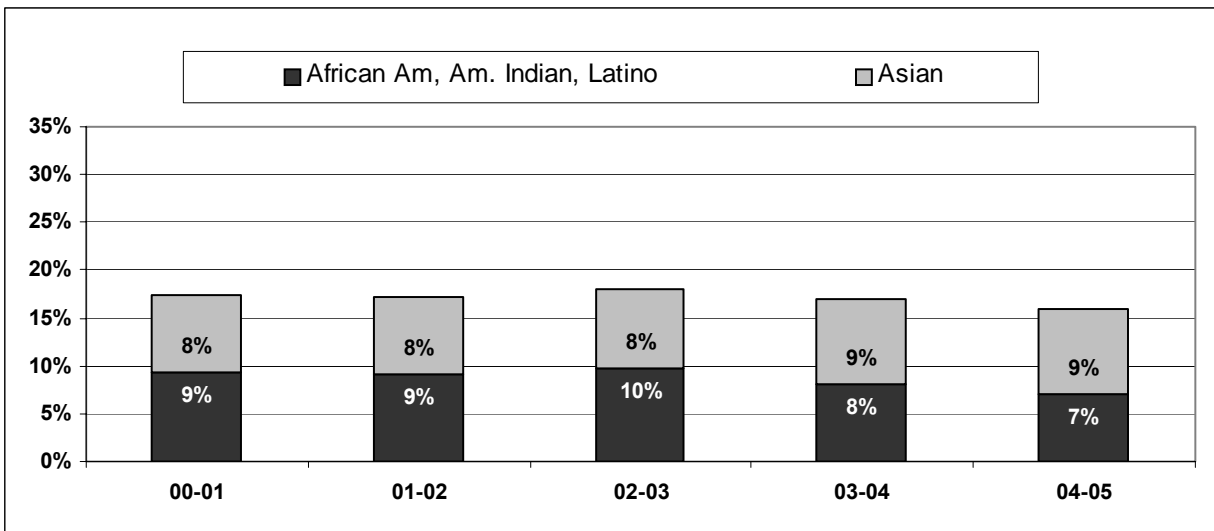
DIVISION OF HUMANITIES

PERCENT WOMEN



n= 236 228 240 240 246

PERCENT UNDERREPRESENTED MINORITIES



n= 236 228 240 240 246

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF APPLIED LINGUISTICS AND TESL

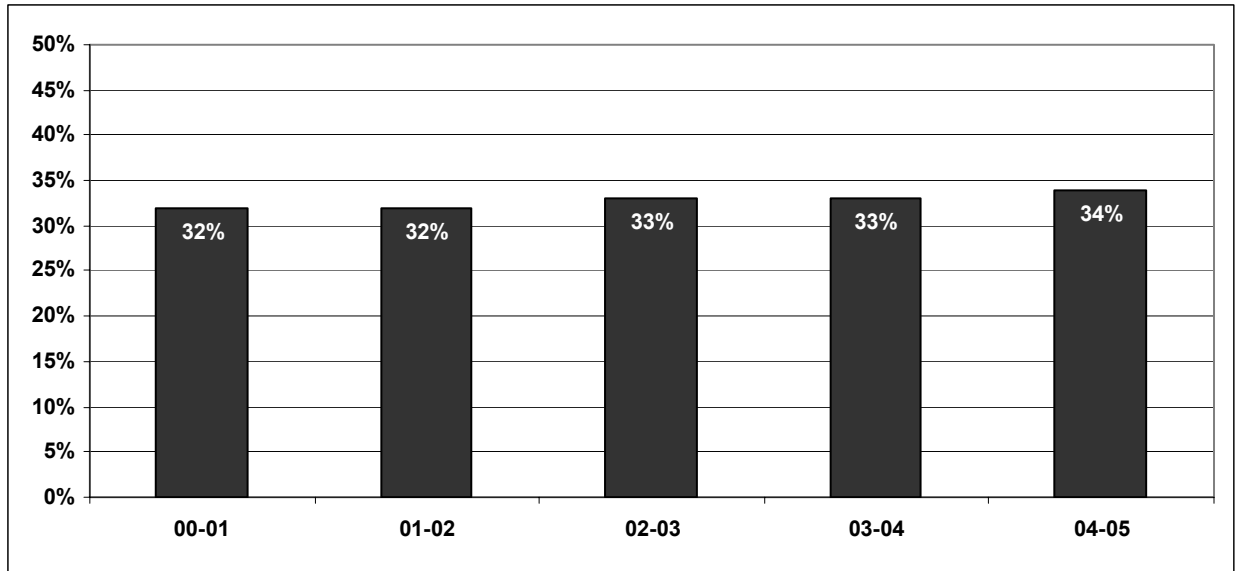
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|--------------|-----------------|------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|------|-------------------|-----|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| PROFESSOR | 1.0 | 4.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 1.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 20.0 | 80.0 | 0.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 80.0 | 20.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 4.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 1.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 20.0 | 80.0 | 0.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 80.0 | 20.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 5.0 |
| % | 20.0 | 0.0 | 0.0 | 20.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 60.4 | 4.6 | 4.2 | 6.8 | 0.6 | |
| EXPECTED # OF FACULTY | 3.0 | 0.2 | 0.2 | 0.3 | 0.0 | |
| UNDERUTILIZATION | 2.0 | 0.2 | 0.2 | none | none | |

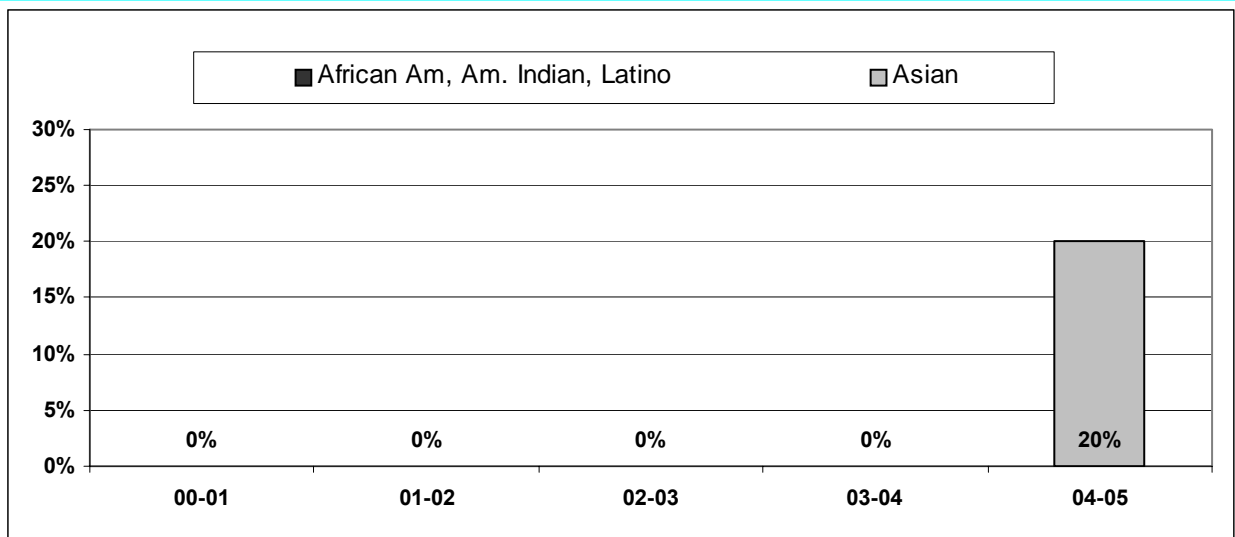
DEPARTMENT OF APPLIED LINGUISTICS/TESL

PERCENT WOMEN



n= 5 5 4 4 5

PERCENT UNDERREPRESENTED MINORITIES



n= 5 5 4 4 5

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ART HISTORY

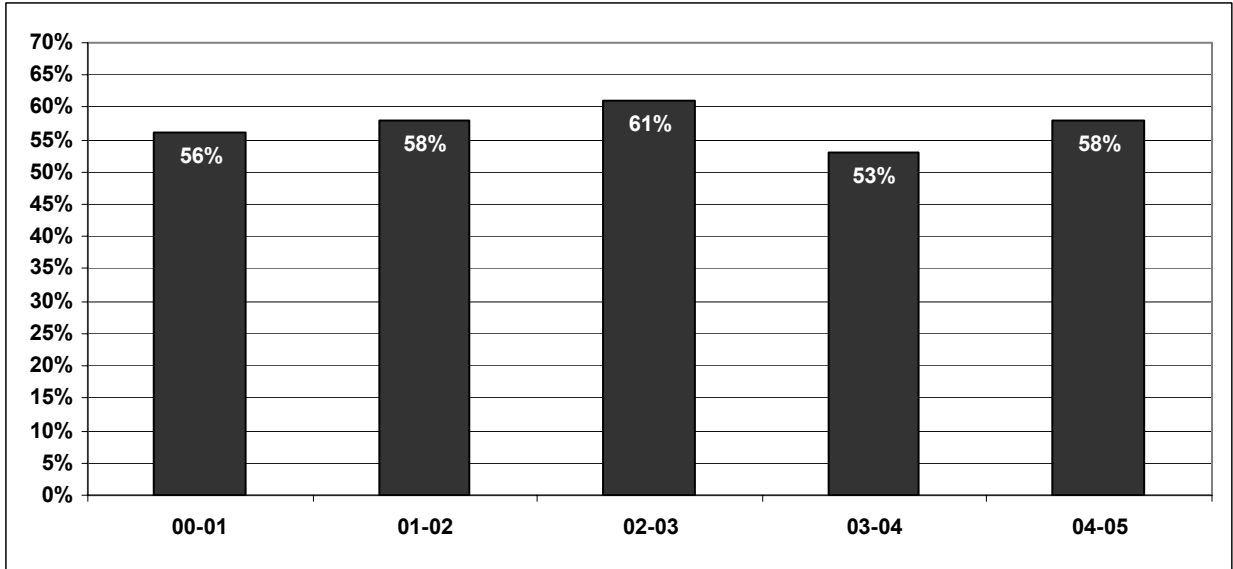
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 2.0 | 0.0 | 1.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 3.0 | 1.0 | 0.0 | 0.0 | 5.0 |
| % | 60.0 | 40.0 | 0.0 | 20.0 | 40.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 60.0 | 20.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 5.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 80.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 3.0 | 5.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 5.5 | 0.0 | 0.0 | 0.0 | 0.0 | 8.5 |
| % | 35.3 | 64.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 35.3 | 64.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 11.0 | 7.5 | 0.0 | 1.0 | 3.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 7.0 | 6.5 | 4.0 | 1.0 | 0.0 | 0.0 | 18.5 |
| % | 59.5 | 40.5 | 0.0 | 5.4 | 16.2 | 0.0 | 5.4 | 0.0 | 0.0 | 0.0 | 37.8 | 35.1 | 21.6 | 5.4 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 11.0 | 1.0 | 1.0 | 3.0 | 0.0 | 18.5 |
| % | 59.5 | 5.4 | 5.4 | 16.2 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 69.1 | 1.7 | 2.7 | 3.3 | 0.3 | |
| EXPECTED # OF FACULTY | 12.8 | 0.3 | 0.5 | 0.6 | 0.1 | |
| UNDERUTILIZATION | 1.8 | none | none | none | none | |

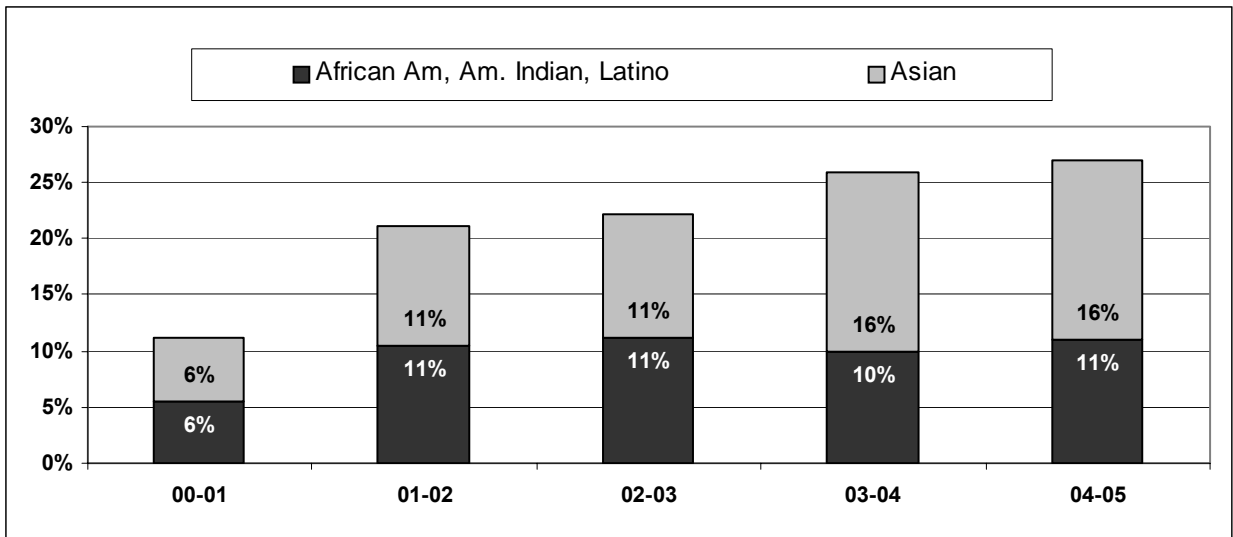
DEPARTMENT OF ART HISTORY

PERCENT WOMEN



n= 18 19 18 19 19

PERCENT UNDERREPRESENTED MINORITIES



n= 18 19 18 19 19

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ASIAN LANGUAGES & CULTURES

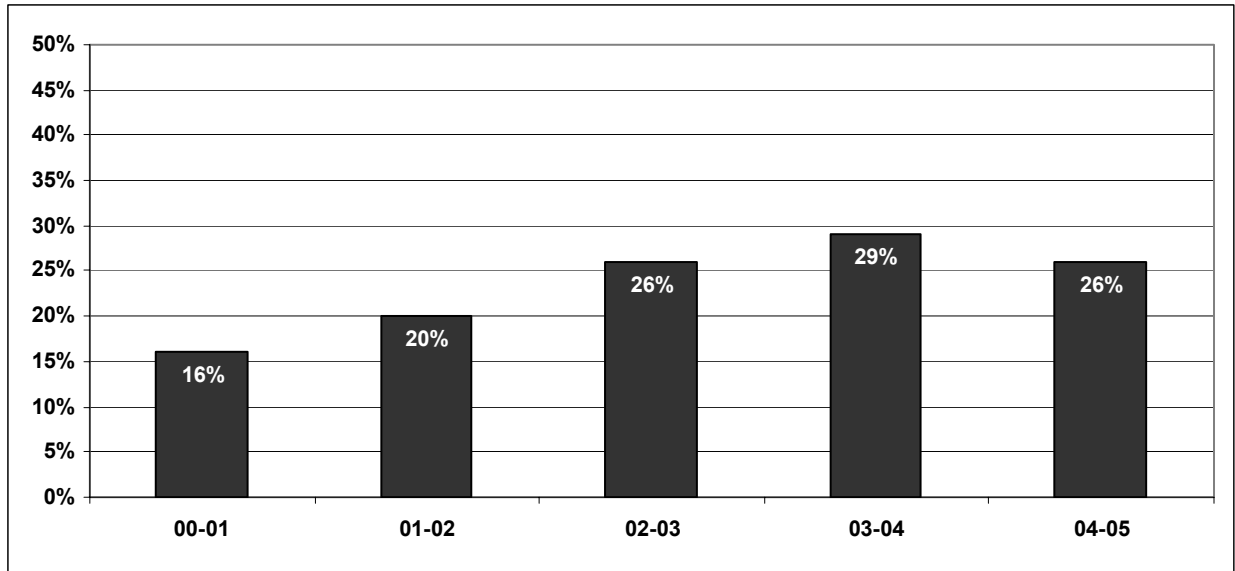
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.5 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 |
| % | 42.9 | 57.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 42.9 | 57.1 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.8 | 4.8 | 0.0 | 0.0 | 1.8 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.8 | 1.8 | 2.0 | 0.0 | 0.0 | 6.6 |
| % | 26.6 | 73.4 | 0.0 | 0.0 | 26.6 | 30.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 43.0 | 26.6 | 30.4 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 2.0 | 9.4 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 7.4 | 1.0 | 2.0 | 0.0 | 0.0 | 11.4 |
| % | 17.5 | 82.5 | 0.0 | 0.0 | 8.8 | 17.5 | 0.0 | 0.0 | 0.0 | 0.0 | 8.8 | 64.9 | 8.8 | 17.5 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 5.3 | 16.2 | 0.0 | 0.0 | 2.8 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.5 | 12.2 | 2.8 | 4.0 | 0.0 | 0.0 | 21.5 |
| % | 24.4 | 75.6 | 0.0 | 0.0 | 12.8 | 18.6 | 0.0 | 0.0 | 0.0 | 0.0 | 11.6 | 56.9 | 12.8 | 18.6 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 5.3 | 0.0 | 0.0 | 6.8 | 0.0 | 21.5 |
| % | 24.4 | 0.0 | 0.0 | 31.4 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 47.4 | 3.2 | 4.7 | 15.7 | 0.3 | |
| EXPECTED # OF FACULTY | 10.2 | 0.7 | 1.0 | 3.4 | 0.1 | |
| UNDERUTILIZATION | 4.9 | 0.7 | 1.0 | none | none | |

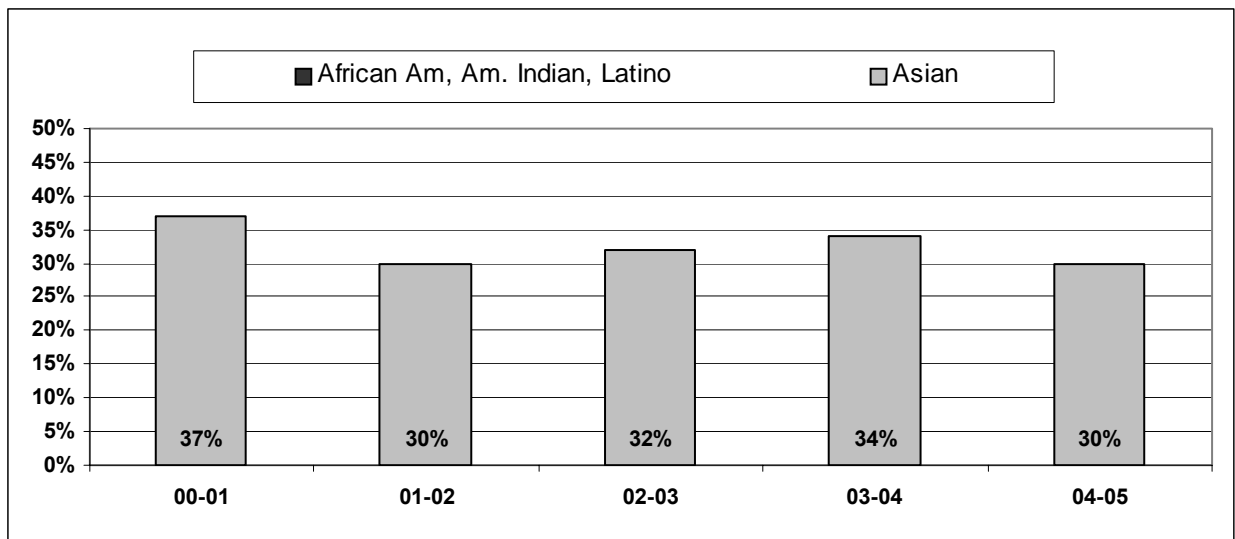
DEPARTMENT OF ASIAN LANGUAGES & CULTURES

PERCENT WOMEN



n= 19 20 23 24 23

PERCENT UNDERREPRESENTED MINORITIES



n= 19 20 23 24 23

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CLASSICS

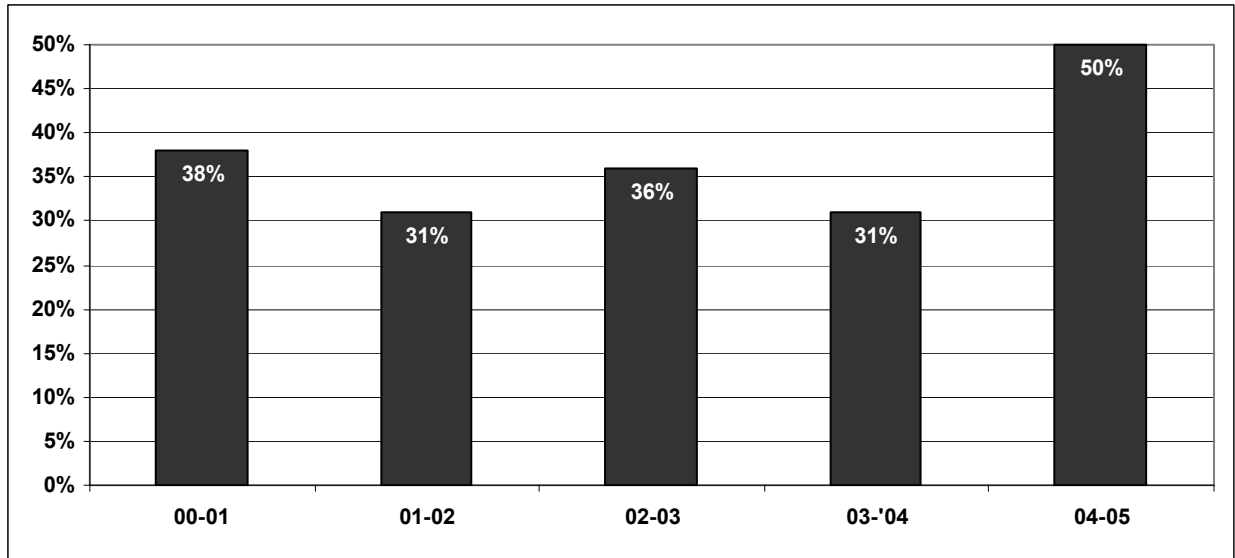
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 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 | 1.0 | 0.0 | 1.0 |
| % | 100.0 | 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 | 100.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 5.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 6.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 7.0 | 0.0 | 0.0 | 1.0 | 0.0 | 13.0 |
| % | 46.2 | 53.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 38.5 | 53.8 | 0.0 | 0.0 | 7.7 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 6.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.0 |
| % | 46.2 | 0.0 | 0.0 | 0.0 | 0.0 | 92.3 |
| ESTIMATE OF AVAILABILITY | 42.0 | 1.0 | 2.4 | 2.5 | 0.4 | |
| EXPECTED # OF FACULTY | 5.5 | 0.1 | 0.3 | 0.3 | 0.1 | |
| UNDERUTILIZATION | none | 0.1 | 0.3 | 0.3 | none | |

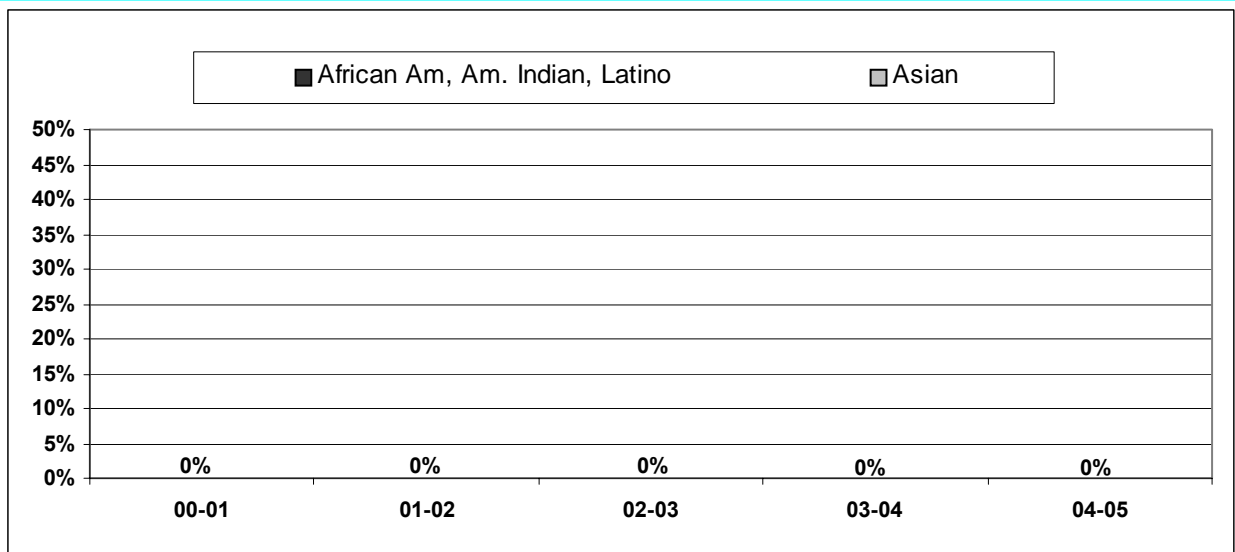
DEPARTMENT OF CLASSICS

PERCENT WOMEN



n= 13 13 14 13 14

PERCENT UNDERREPRESENTED MINORITIES



n= 13 13 14 13 14

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMPARATIVE LITERATURE

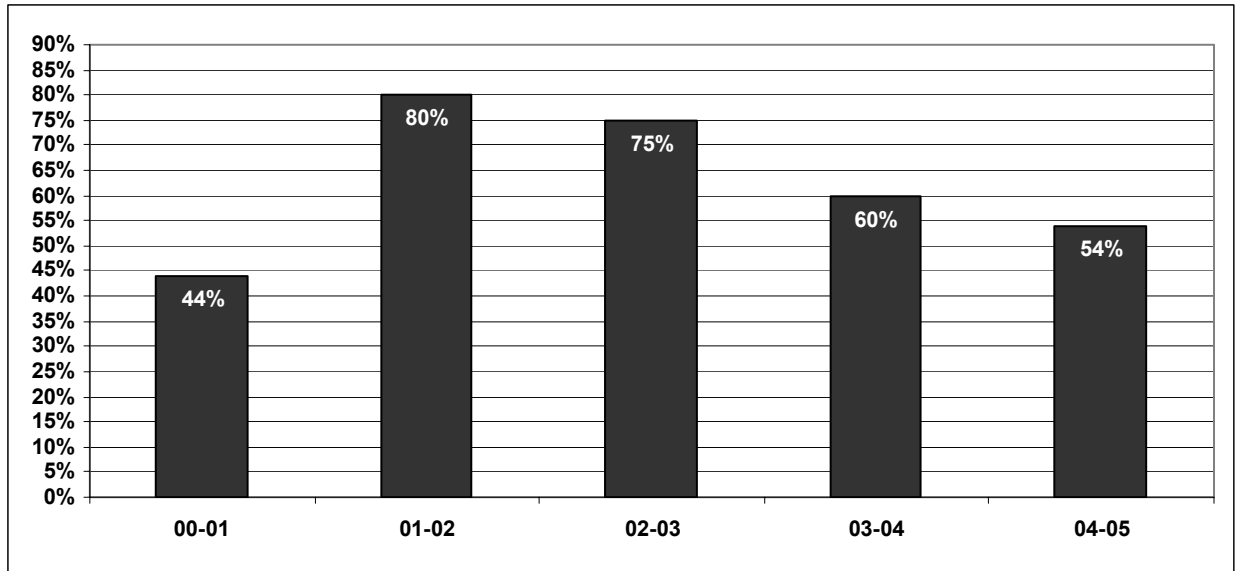
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.3 | 1.3 | 0.0 | 0.0 | 0.3 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.3 | 0.3 | 1.0 | 0.0 | 0.0 | 2.5 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 10.0 | 40.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 10.0 | 10.0 | 40.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.7 | 2.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.8 | 0.0 | 0.0 | 1.7 | 2.0 | 0.0 | 0.8 | 0.0 | 0.0 | 4.5 |
| % | 38.2 | 61.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 16.9 | 0.0 | 0.0 | 38.2 | 44.9 | 0.0 | 16.9 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 4.5 | 4.0 | 0.0 | 0.0 | 0.3 | 1.0 | 0.0 | 0.8 | 0.0 | 0.0 | 4.2 | 2.3 | 0.3 | 1.8 | 0.0 | 0.0 | 8.5 |
| % | 52.7 | 47.3 | 0.0 | 0.0 | 3.0 | 11.8 | 0.0 | 8.9 | 0.0 | 0.0 | 49.7 | 26.6 | 3.0 | 20.7 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.5 | 0.0 | 0.8 | 1.3 | 0.0 | 8.5 |
| % | 52.7 | 0.0 | 8.9 | 14.8 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 44.0 | 2.0 | 6.8 | 4.3 | 0.3 | |
| EXPECTED # OF FACULTY | 3.7 | 0.2 | 0.6 | 0.4 | 0.0 | |
| UNDERUTILIZATION | none | 0.2 | none | none | none | |

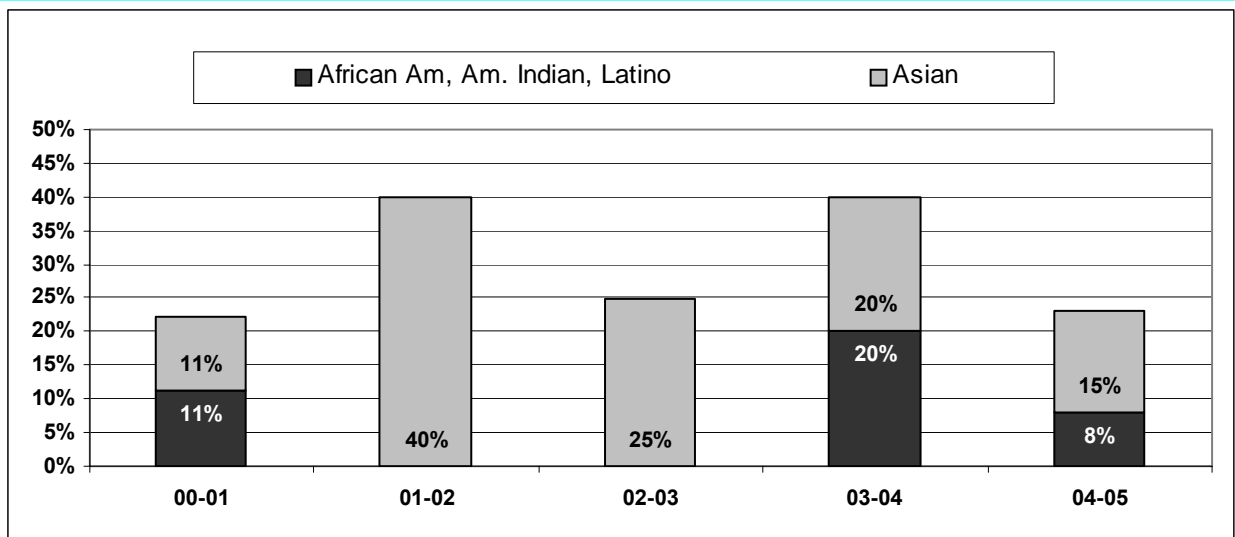
DEPARTMENT OF COMPARATIVE LITERATURE

PERCENT WOMEN



n= 9 5 4 5 13

PERCENT UNDERREPRESENTED MINORITIES



n= 9 5 4 5 13

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ENGLISH

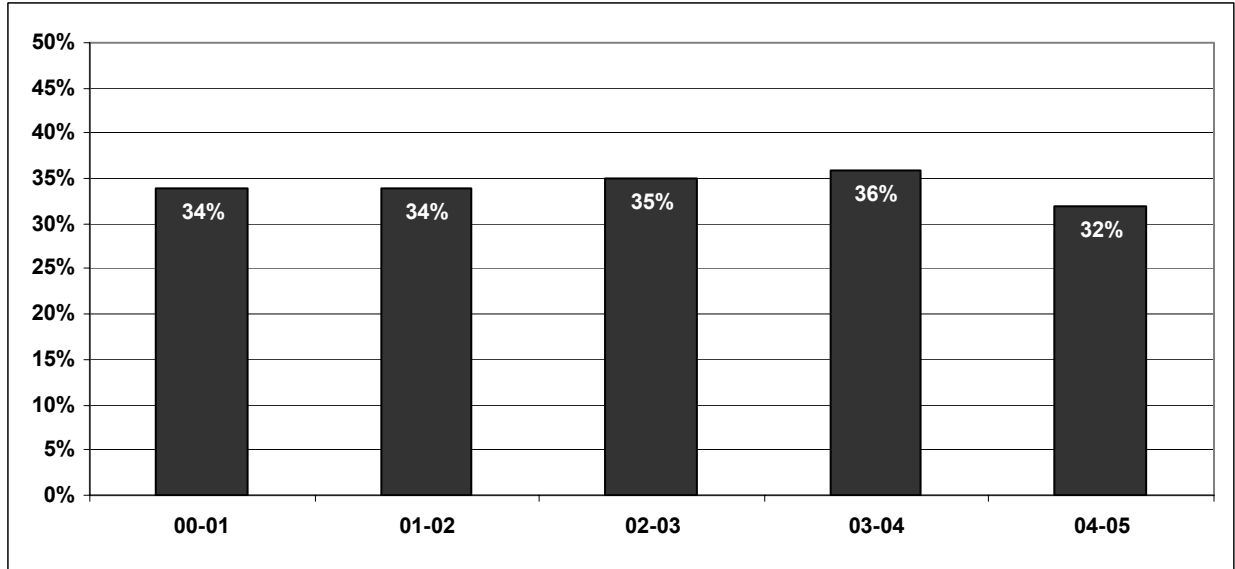
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 100.0 | 0.0 | 50.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 9.8 | 0.0 | 2.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 5.8 | 1.0 | 4.0 | 0.0 | 0.0 | 12.8 |
| % | 23.5 | 76.5 | 0.0 | 15.7 | 7.8 | 15.7 | 0.0 | 0.0 | 0.0 | 0.0 | 15.7 | 45.1 | 7.8 | 31.4 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 11.5 | 25.0 | 1.0 | 0.0 | 0.5 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 10.0 | 24.0 | 1.5 | 1.0 | 0.0 | 0.0 | 36.5 |
| % | 31.5 | 68.5 | 2.7 | 0.0 | 1.4 | 0.0 | 0.0 | 2.7 | 0.0 | 0.0 | 27.4 | 65.8 | 4.1 | 2.7 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 16.5 | 34.8 | 2.0 | 2.0 | 2.5 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 12.0 | 29.8 | 4.5 | 5.0 | 0.0 | 0.0 | 51.3 |
| % | 32.2 | 67.8 | 3.9 | 3.9 | 4.9 | 3.9 | 0.0 | 2.0 | 0.0 | 0.0 | 23.4 | 58.0 | 8.8 | 9.8 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 16.5 | 4.0 | 1.0 | 4.5 | 0.0 | 51.3 |
| % | 32.2 | 7.8 | 2.0 | 8.8 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 56.1 | 2.6 | 2.1 | 2.6 | 0.4 | |
| EXPECTED # OF FACULTY | 28.8 | 1.3 | 1.1 | 1.3 | 0.2 | |
| UNDERUTILIZATION | 12.3 | none | 0.1 | none | 0.2 | |

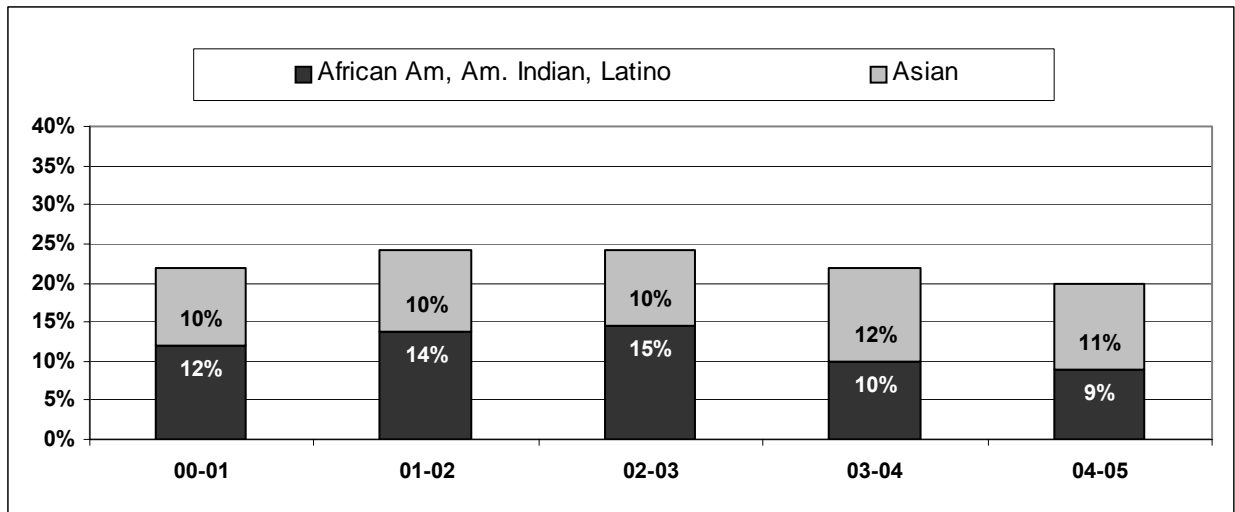
DEPARTMENT OF ENGLISH

PERCENT WOMEN



n= 59 58 62 59 53

PERCENT UNDERREPRESENTED MINORITIES



n= 59 58 62 59 53

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

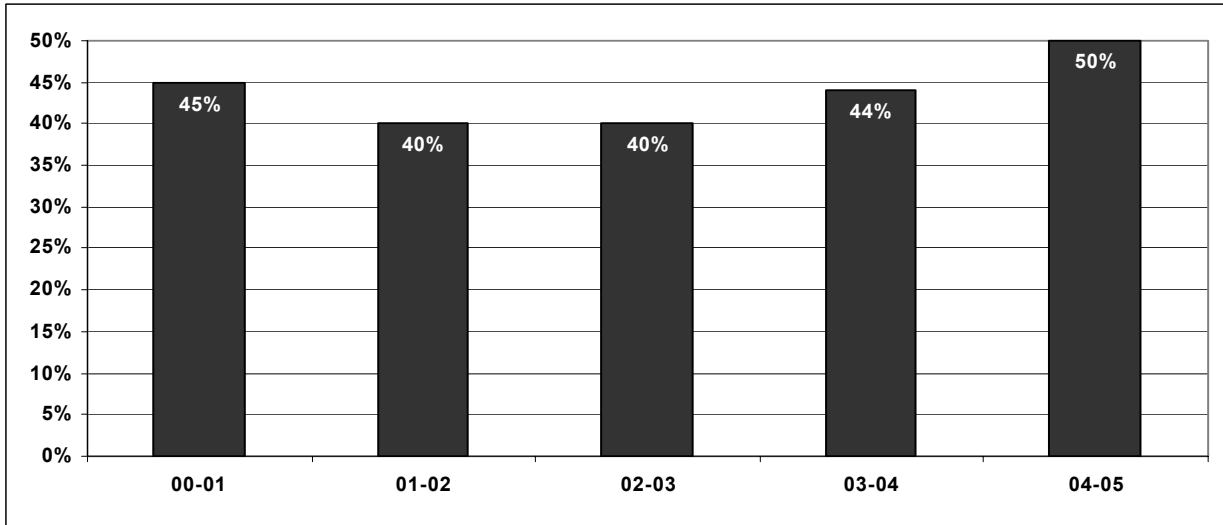
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 |
| % | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.8 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.8 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.8 |
| % | 16.7 | 83.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 16.7 | 83.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 4.8 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.8 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.8 |
| % | 49.0 | 51.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 49.0 | 51.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.8 | 0.0 | 0.0 | 0.0 | 0.0 | 9.8 |
| % | 49.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 70.4 | 4.0 | 2.6 | 2.2 | 0.2 | |
| EXPECTED # OF FACULTY | 6.9 | 0.4 | 0.3 | 0.2 | 0.0 | |
| UNDERUTILIZATION | 2.1 | 0.4 | 0.3 | 0.2 | none | |

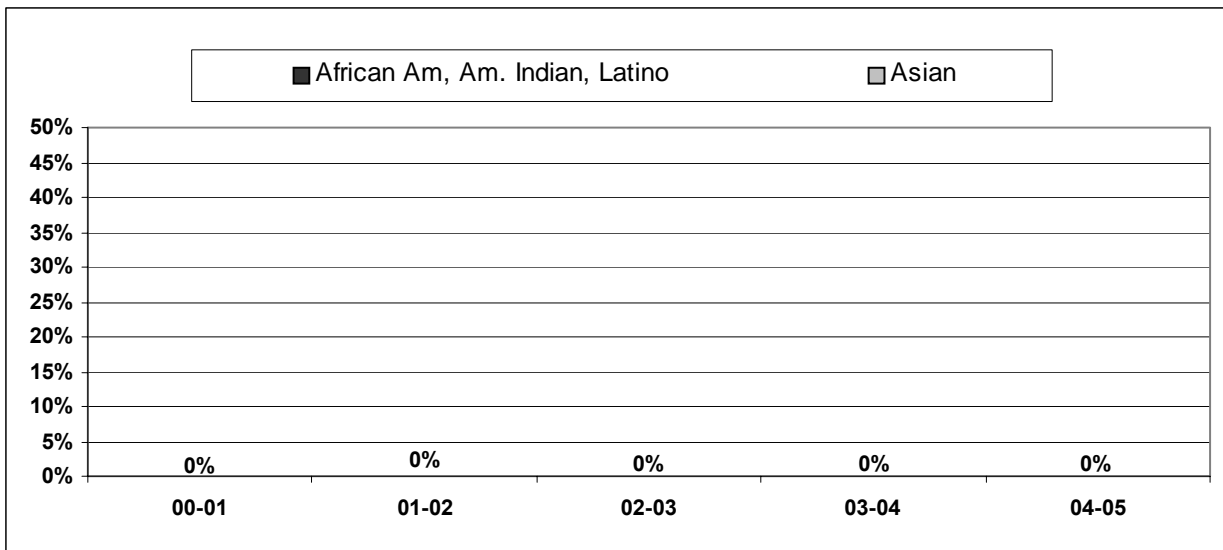
DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

PERCENT WOMEN



n= 11 10 10 9 10

PERCENT UNDERREPRESENTED MINORITIES



n= 11 10 10 9 10

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF GERMANIC LANGUAGES

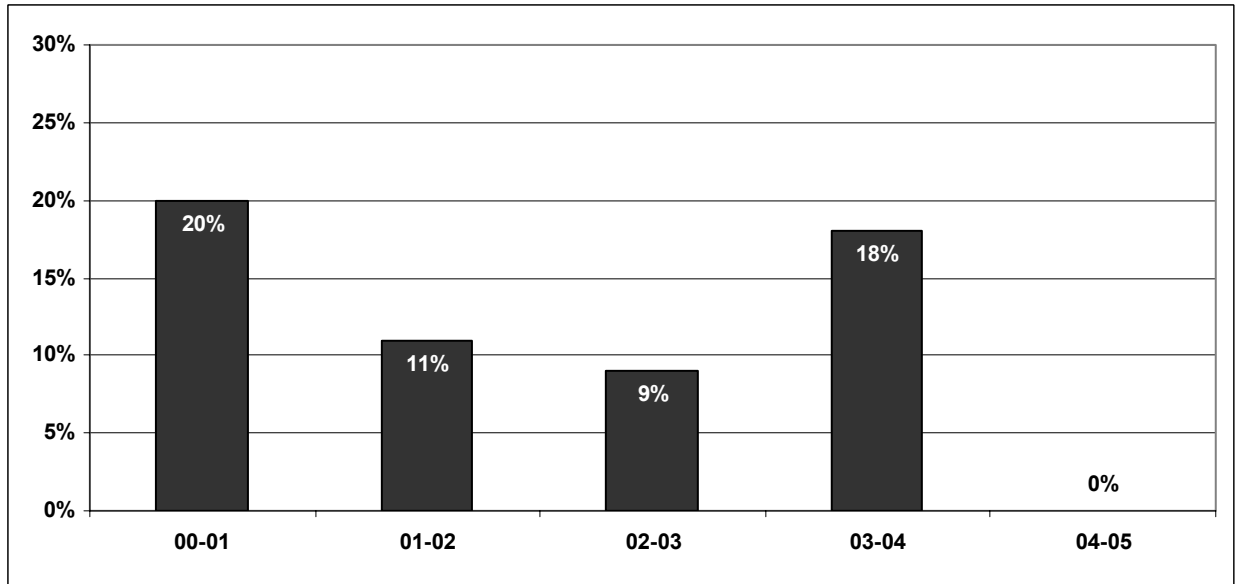
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 0.0 | 10.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 |
| % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 55.6 | 2.0 | 3.0 | 2.9 | 0.4 | |
| EXPECTED # OF FACULTY | 5.6 | 0.2 | 0.3 | 0.3 | 0.0 | |
| UNDERUTILIZATION | 5.6 | 0.2 | 0.3 | 0.3 | none | |

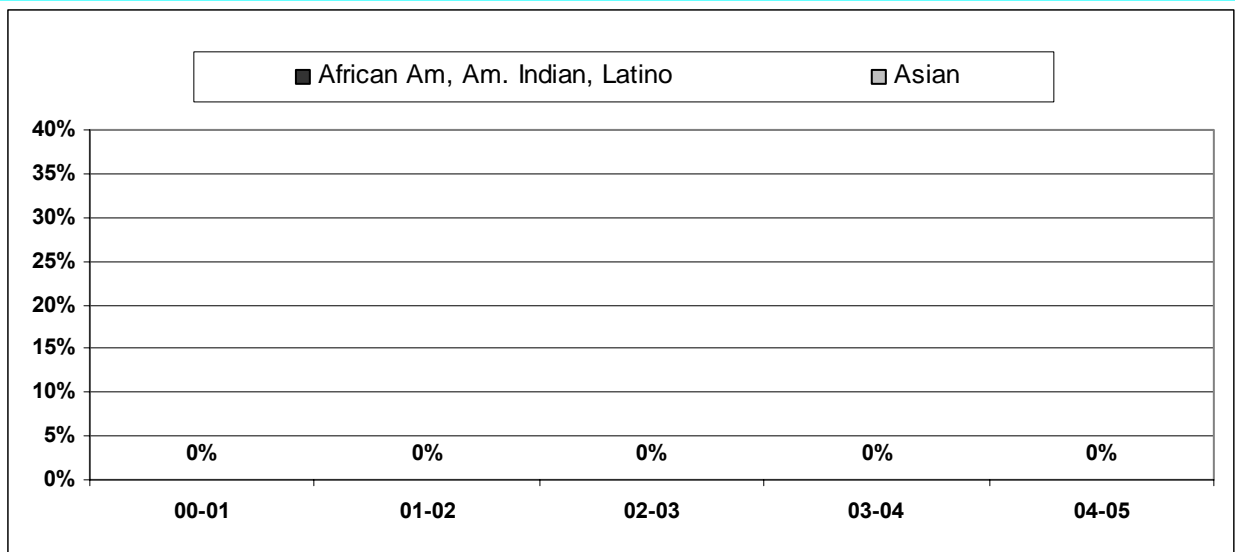
DEPARTMENT OF GERMANIC LANGUAGES

PERCENT WOMEN



n= 10 9 11 11 10

PERCENT UNDERREPRESENTED MINORITIES



n= 10 9 11 11 10

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ITALIAN

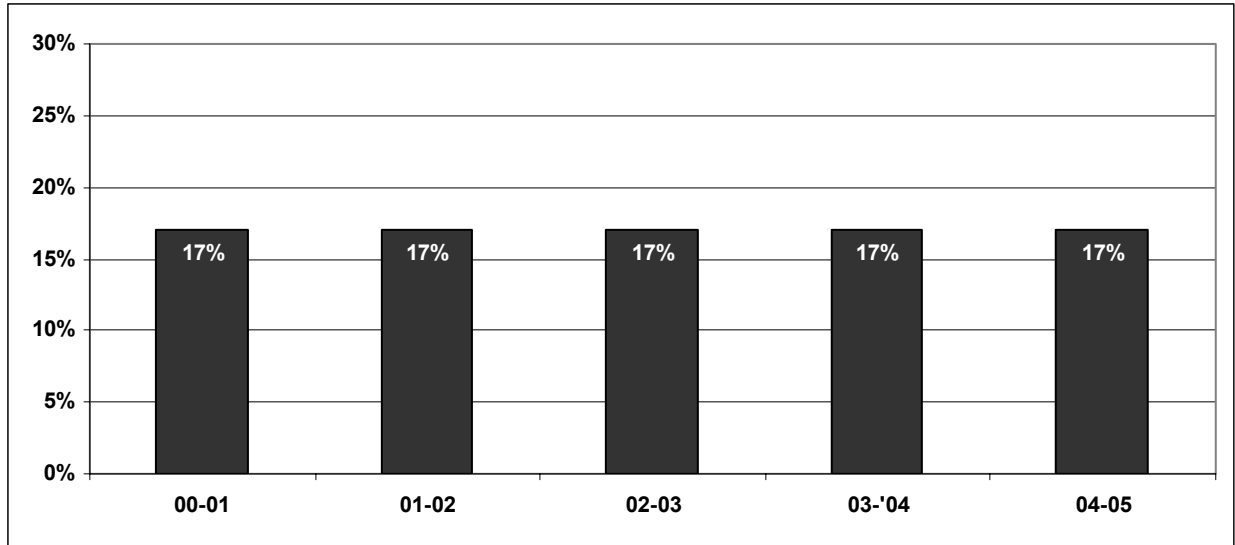
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|--------------|-----------------|------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|------|-------------------|-----|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| PROFESSOR | 1.0 | 4.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.5 | 0.0 | 0.0 | 0.0 | 0.0 | 5.5 |
| % | 18.2 | 81.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 18.2 | 81.8 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 4.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.5 | 0.0 | 0.0 | 0.0 | 0.0 | 5.5 |
| % | 18.2 | 81.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 18.2 | 81.8 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.5 |
| % | 18.2 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 57.3 | 0.9 | 2.6 | 2.8 | 0.1 | |
| EXPECTED # OF FACULTY | 3.2 | 0.1 | 0.1 | 0.2 | 0.0 | |
| UNDERUTILIZATION | 2.2 | 0.1 | 0.1 | 0.2 | none | |

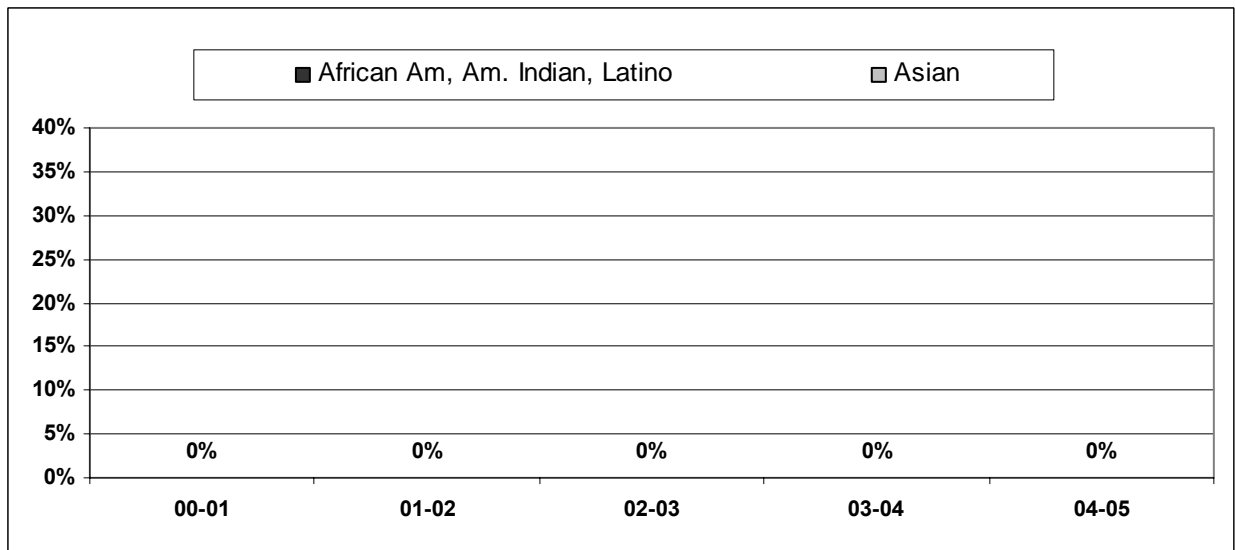
DEPARTMENT OF ITALIAN

PERCENT WOMEN



n= 6 6 6 6 6

PERCENT UNDERREPRESENTED MINORITIES



n= 6 6 6 6 6

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF LINGUISTICS

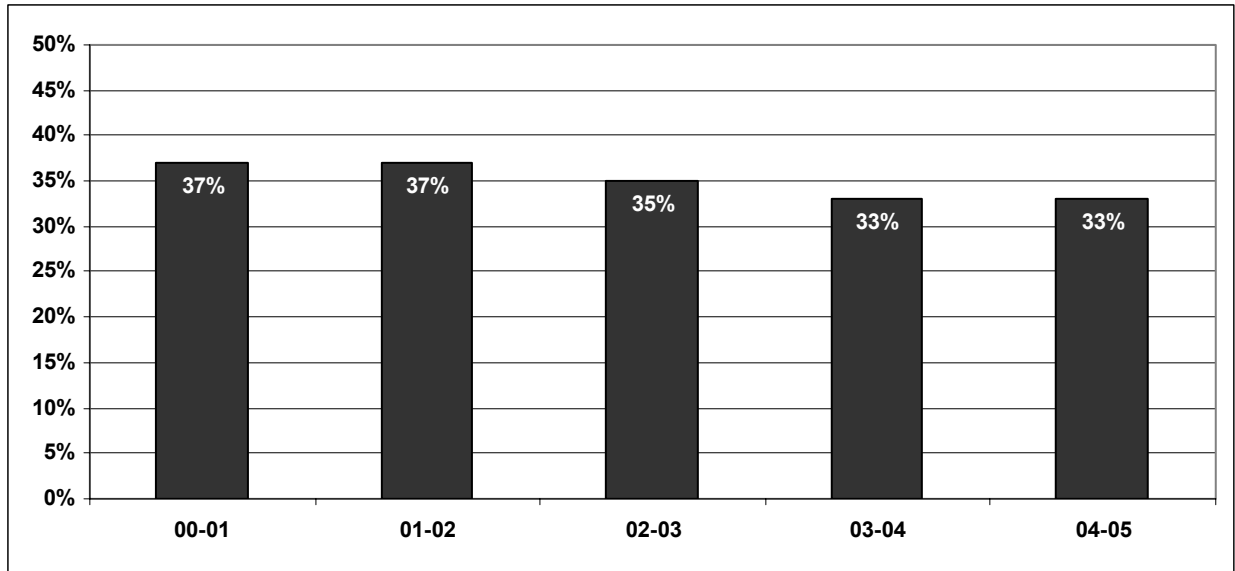
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 6.0 | 8.4 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 7.4 | 1.0 | 1.0 | 0.0 | 0.0 | 14.4 |
| % | 41.7 | 58.3 | 0.0 | 0.0 | 6.9 | 6.9 | 0.0 | 0.0 | 0.0 | 0.0 | 34.7 | 51.4 | 6.9 | 6.9 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 7.0 | 13.4 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 6.0 | 12.4 | 1.0 | 1.0 | 0.0 | 0.0 | 20.4 |
| % | 34.3 | 65.7 | 0.0 | 0.0 | 4.9 | 4.9 | 0.0 | 0.0 | 0.0 | 0.0 | 29.4 | 60.8 | 4.9 | 4.9 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 7.0 | 0.0 | 0.0 | 2.0 | 0.0 | 20.4 |
| % | 34.3 | 0.0 | 0.0 | 9.8 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 60.8 | 3.1 | 5.0 | 10.2 | 0.0 | |
| EXPECTED # OF FACULTY | 12.4 | 0.6 | 1.0 | 2.1 | 0.0 | |
| UNDERUTILIZATION | 5.4 | 0.6 | 1.0 | 0.1 | none | |

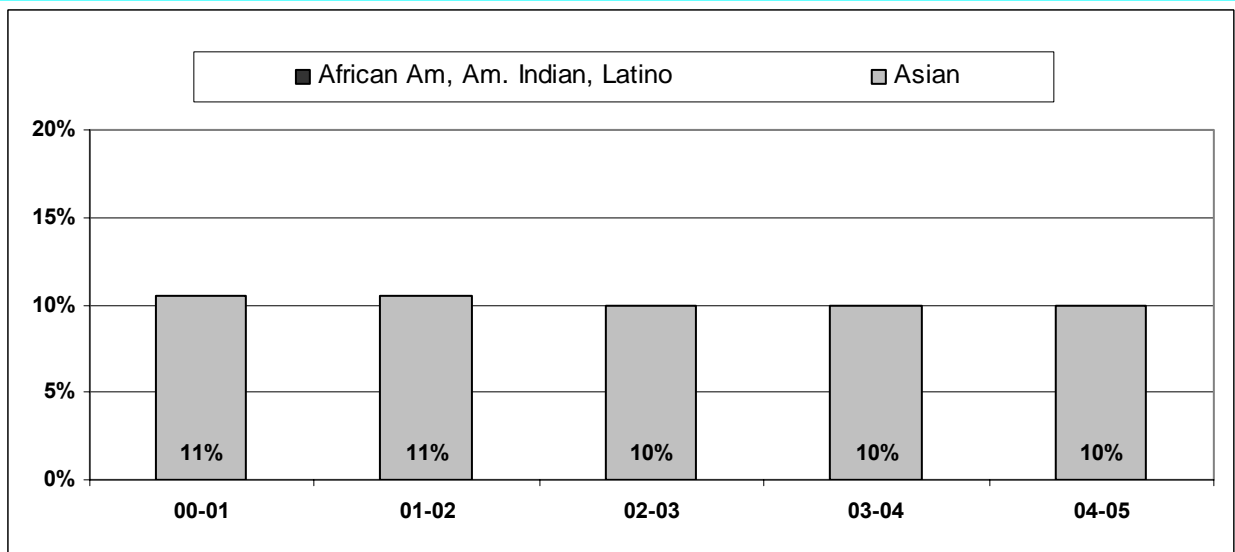
DEPARTMENT OF LINGUISTICS

PERCENT WOMEN



n= 19 19 20 21 21

PERCENT UNDERREPRESENTED MINORITIES



n= 19 19 20 21 21

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MUSICOLOGY

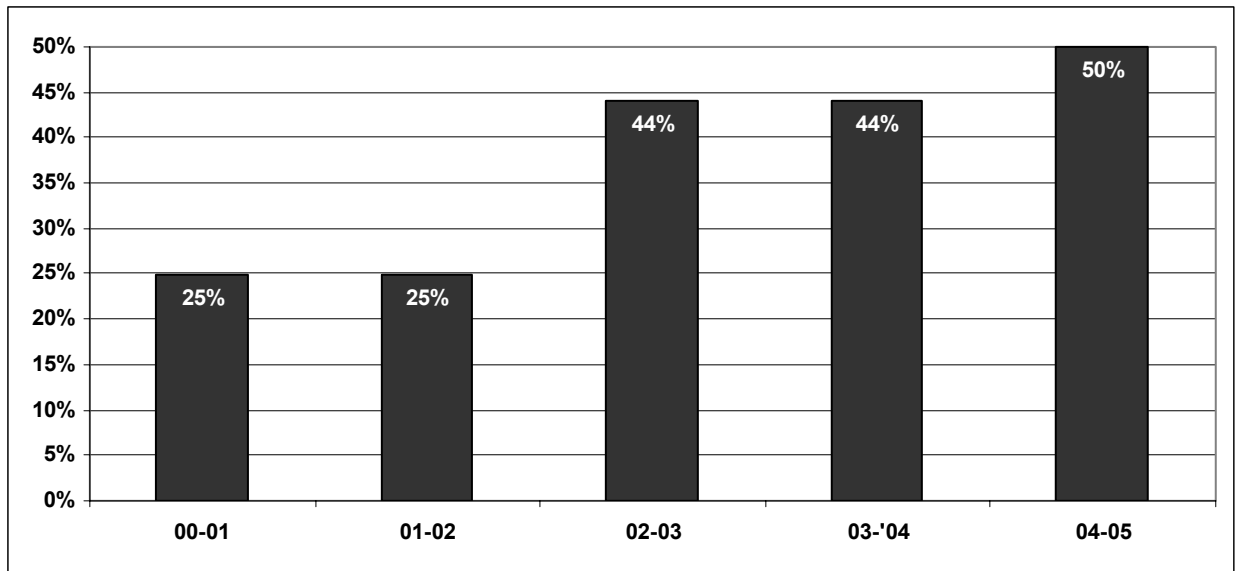
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.0 | 2.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 2.5 | 0.0 | 0.0 | 0.0 | 0.0 | 4.5 |
| % | 44.4 | 55.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 44.4 | 55.6 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 5.0 | 4.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 4.5 | 0.0 | 0.0 | 0.0 | 0.0 | 9.5 |
| % | 52.6 | 47.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 52.6 | 47.4 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.5 |
| % | 52.6 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 37.1 | 4.6 | 5.5 | 4.4 | 0.3 | |
| EXPECTED # OF FACULTY | 3.5 | 0.4 | 0.5 | 0.4 | 0.0 | |
| UNDERUTILIZATION | none | 0.4 | 0.5 | 0.4 | none | |

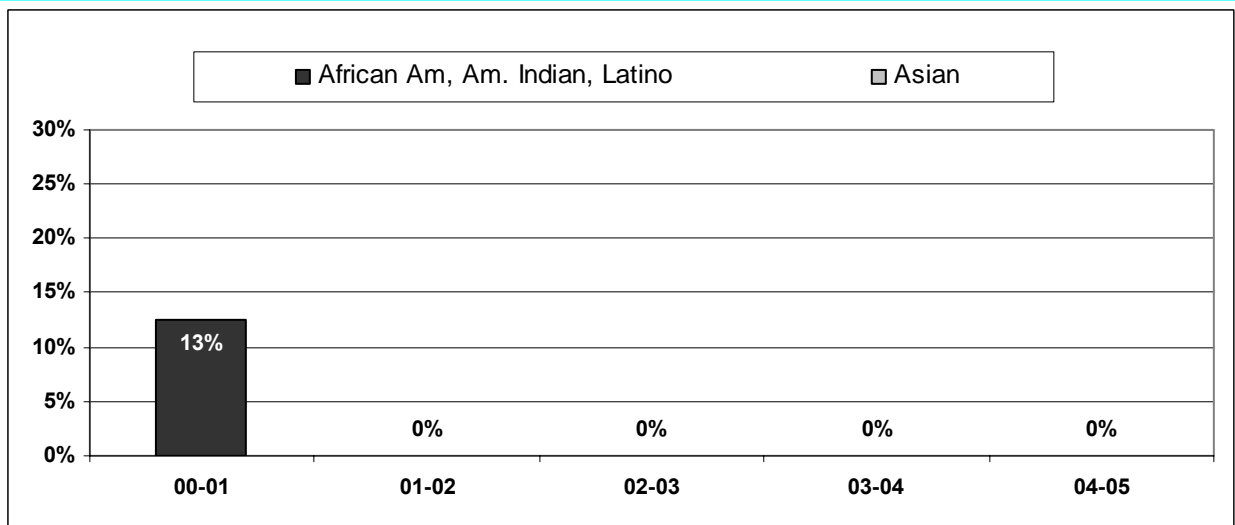
DEPARTMENT OF MUSICOLOGY

PERCENT WOMEN



n= 8 8 9 9 10

PERCENT UNDERREPRESENTED MINORITIES



n= 8 8 9 9 10

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

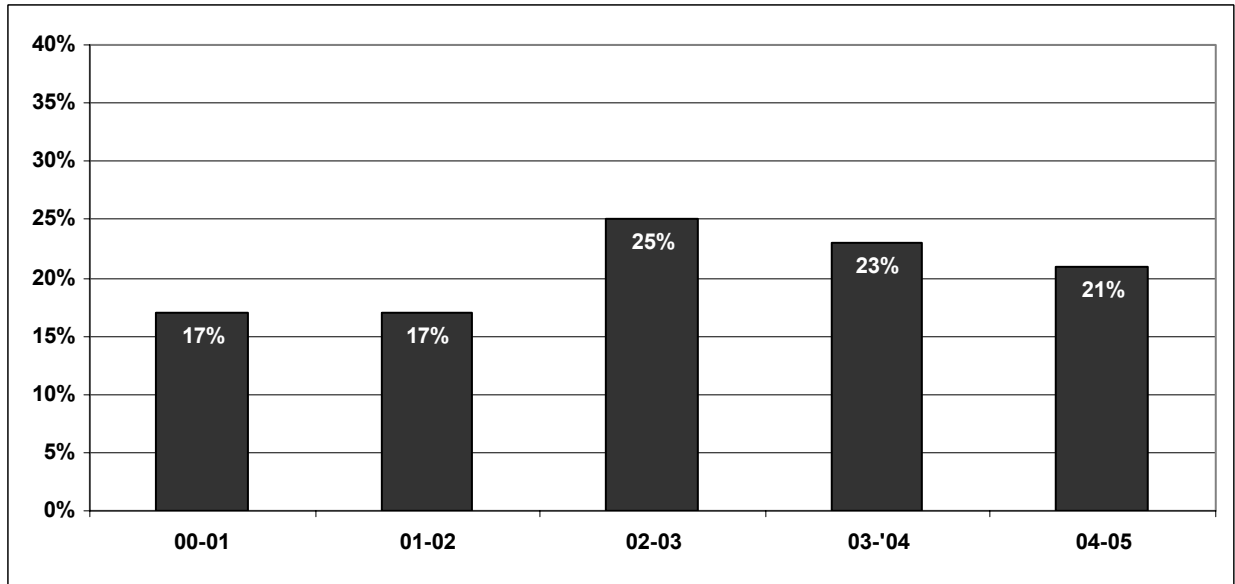
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 |
| % | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 8.0 |
| % | 12.5 | 87.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 87.5 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 11.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 11.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.0 |
| % | 21.4 | 78.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 21.4 | 78.6 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.0 |
| % | 21.4 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 41.8 | 3.5 | 4.9 | 4.3 | 0.4 | |
| EXPECTED # OF FACULTY | 5.9 | 0.5 | 0.7 | 0.6 | 0.1 | |
| UNDERUTILIZATION | 2.9 | 0.5 | 0.7 | 0.6 | none | |

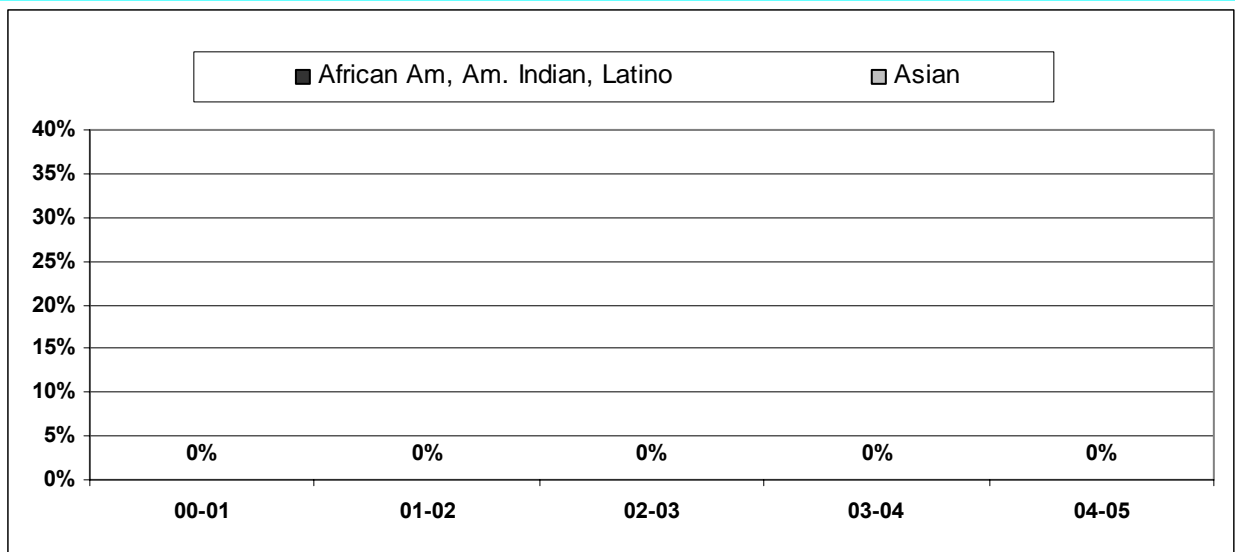
DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

PERCENT WOMEN



n= 12 12 12 13 14

PERCENT UNDERREPRESENTED MINORITIES



n= 12 12 12 13 14

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PHILOSOPHY

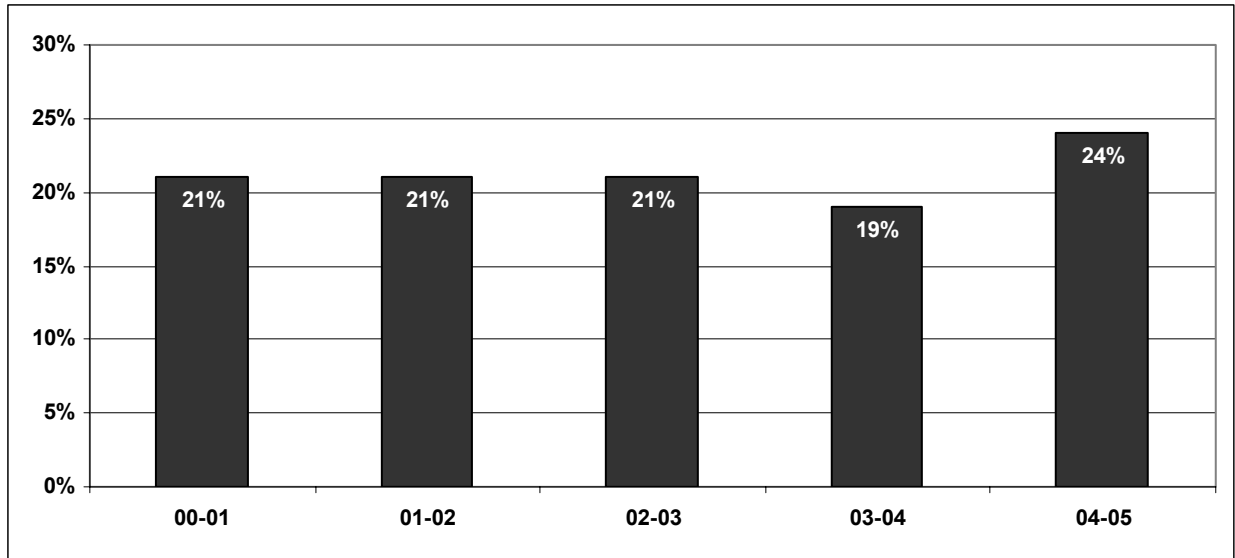
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 2.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 2.5 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 |
| % | 28.6 | 71.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 28.6 | 71.4 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.5 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.5 | 7.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 7.8 | 0.0 | 0.0 | 0.0 | 0.0 | 9.3 |
| % | 16.2 | 83.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 16.2 | 83.8 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 11.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 11.3 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 |
| % | 21.0 | 79.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 21.0 | 79.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 |
| % | 21.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 25.7 | 1.6 | 2.7 | 2.6 | 0.4 | |
| EXPECTED # OF FACULTY | 3.7 | 0.2 | 0.4 | 0.4 | 0.1 | |
| UNDERUTILIZATION | 0.7 | 0.2 | 0.4 | 0.4 | none | |

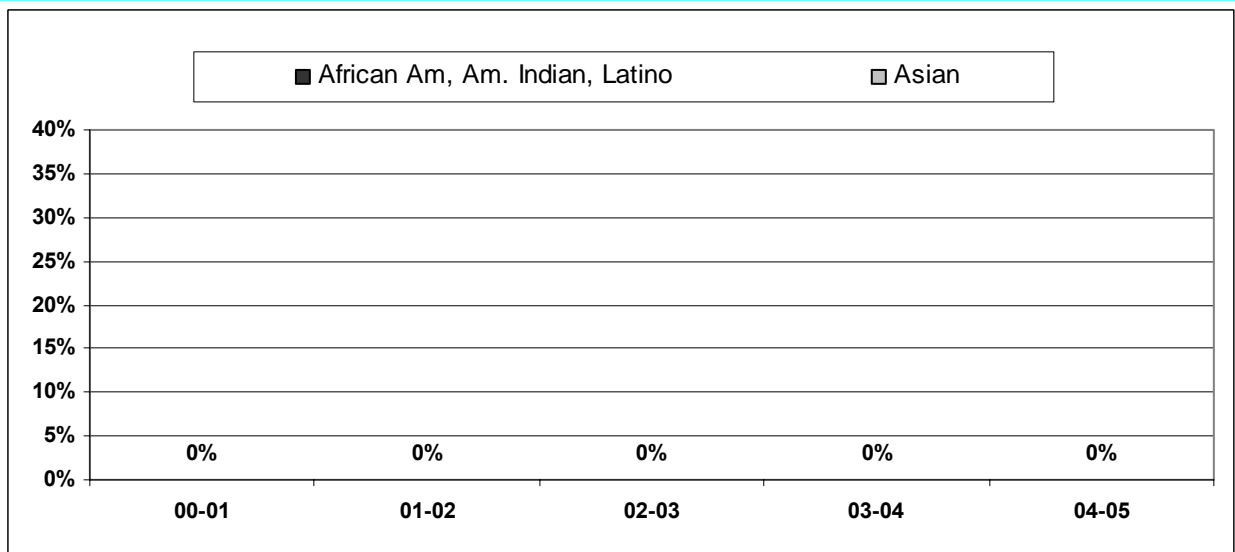
DEPARTMENT OF PHILOSOPHY

PERCENT WOMEN



n= 14 14 14 16 17

PERCENT UNDERREPRESENTED MINORITIES



n= 14 14 14 16 17

DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE SCANDINAVIAN SECTION

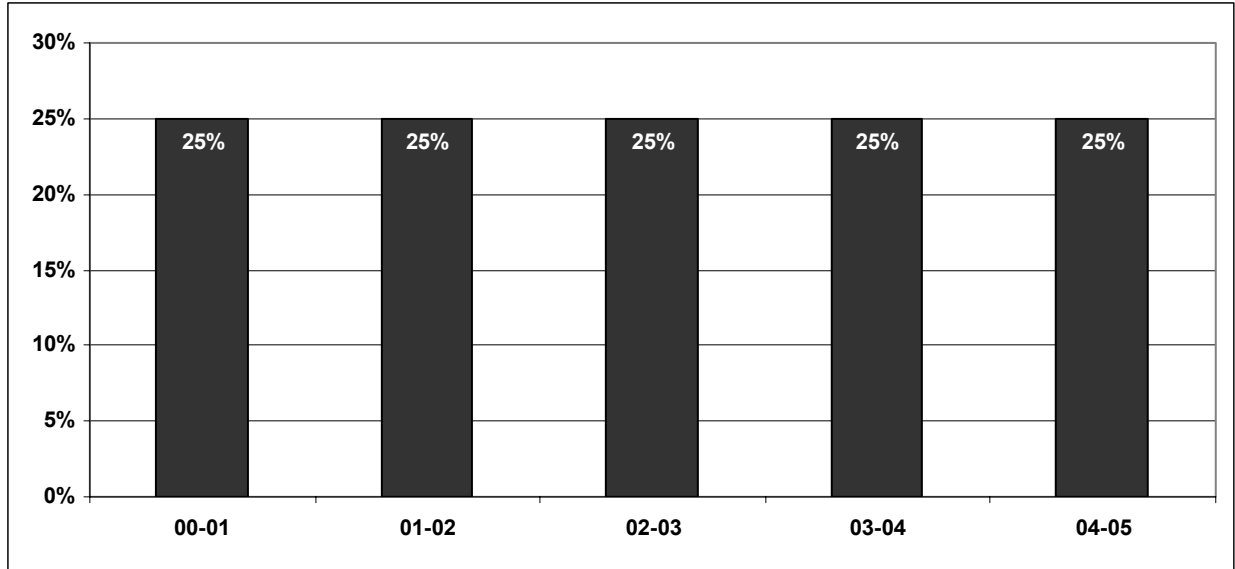
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|--------------|-----------------|------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|------|-------------------|-----|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| PROFESSOR | 1.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.0 | 3.1 |
| % | 32.3 | 67.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 32.3 | 67.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 2.1 | 0.0 | 0.0 | 0.0 | 0.0 | 3.1 |
| % | 32.3 | 67.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 32.3 | 67.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.1 |
| % | 32.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 37.4 | 2.0 | 6.3 | 3.1 | 0.2 | |
| EXPECTED # OF FACULTY | 1.2 | 0.1 | 0.2 | 0.1 | 0.0 | |
| UNDERUTILIZATION | 0.2 | 0.1 | 0.2 | 0.1 | none | |

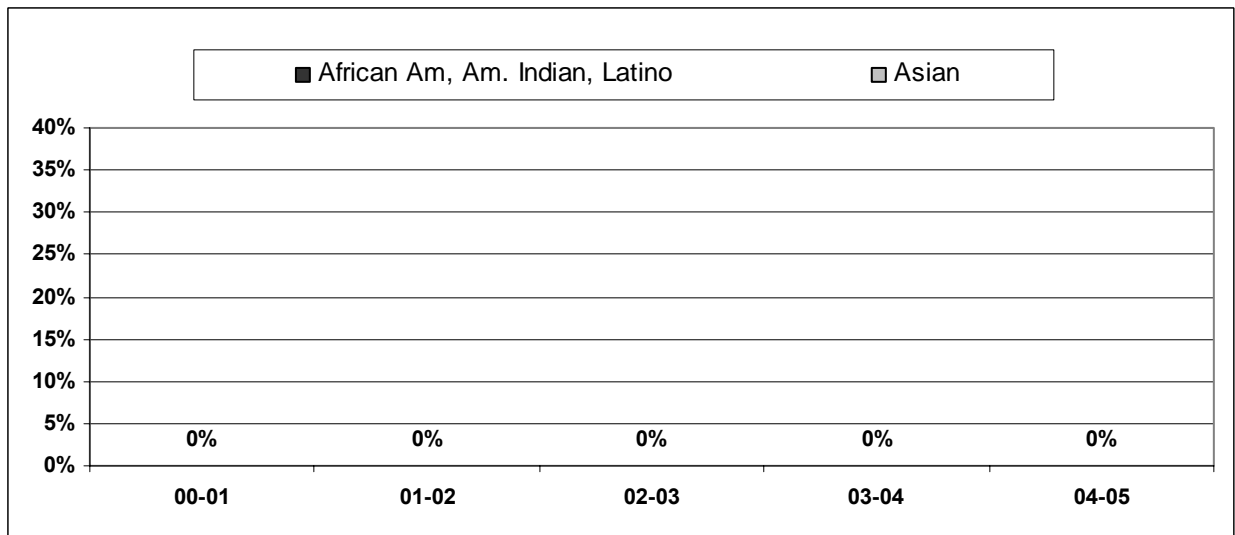
THE SCANDINAVIAN SECTION

PERCENT WOMEN



n= 4 4 4 4 4

PERCENT UNDERREPRESENTED MINORITIES



n= 4 4 4 4 4

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

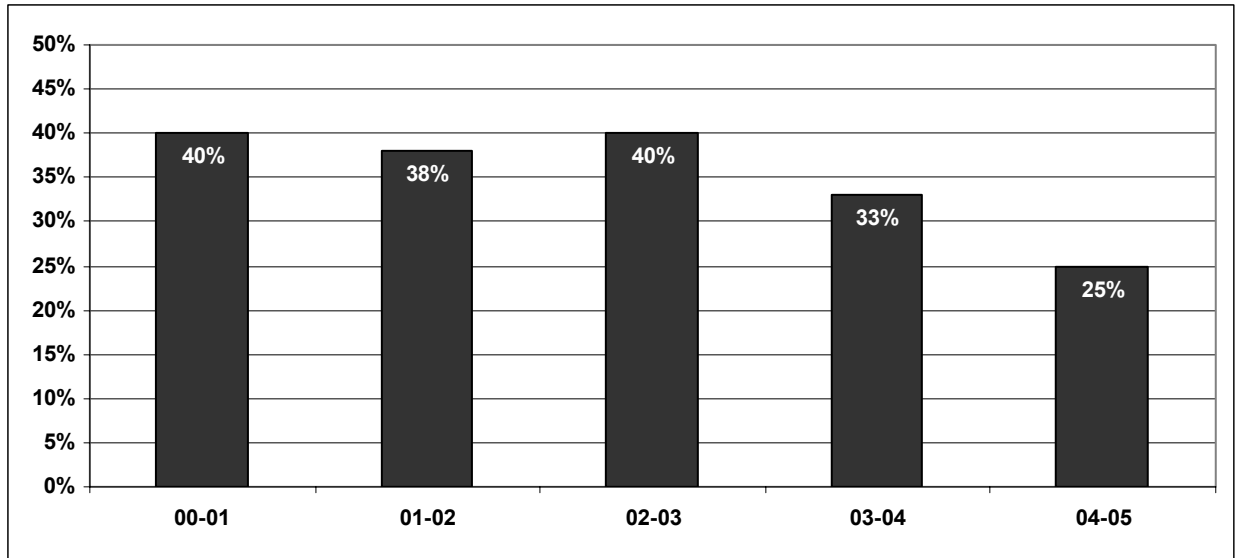
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|-------|-------------------|-----|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSOCIATE PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 2.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 |
| % | 28.6 | 71.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 28.6 | 71.4 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 2.0 | 6.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 6.0 | 0.0 | 0.0 | 0.0 | 0.0 | 8.0 |
| % | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 8.0 |
| % | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 55.8 | 1.0 | 1.6 | 0.5 | 0.0 | |
| EXPECTED # OF FACULTY | 4.5 | 0.1 | 0.1 | 0.0 | 0.0 | |
| UNDERUTILIZATION | 2.5 | 0.1 | 0.1 | 0.0 | none | |

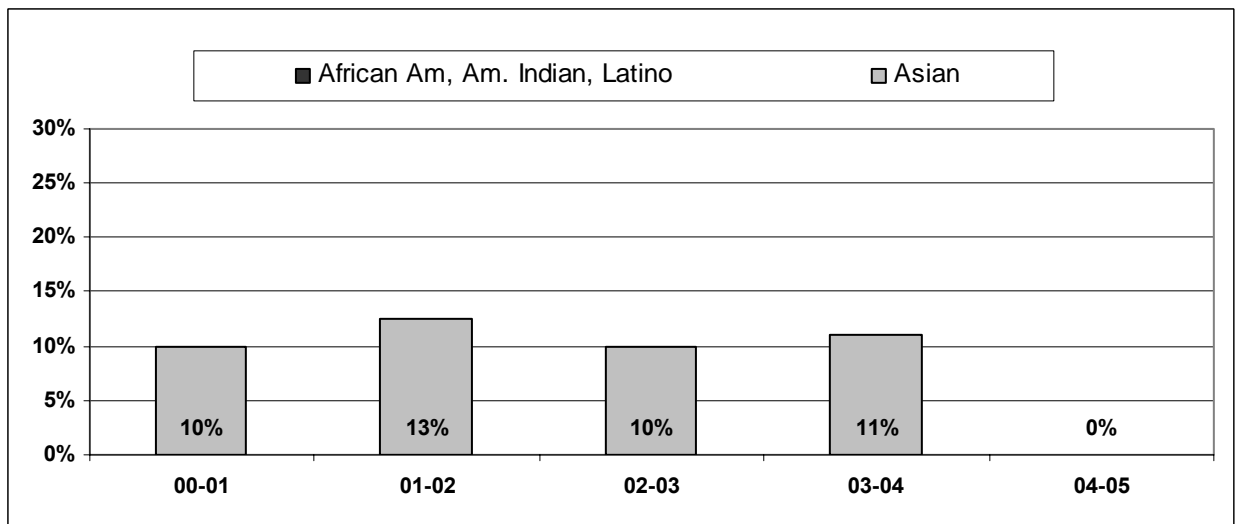
DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

PERCENT WOMEN



n= 10 8 10 9 8

PERCENT UNDERREPRESENTED MINORITIES



n= 10 8 10 9 8

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SPANISH AND PORTUGUESE

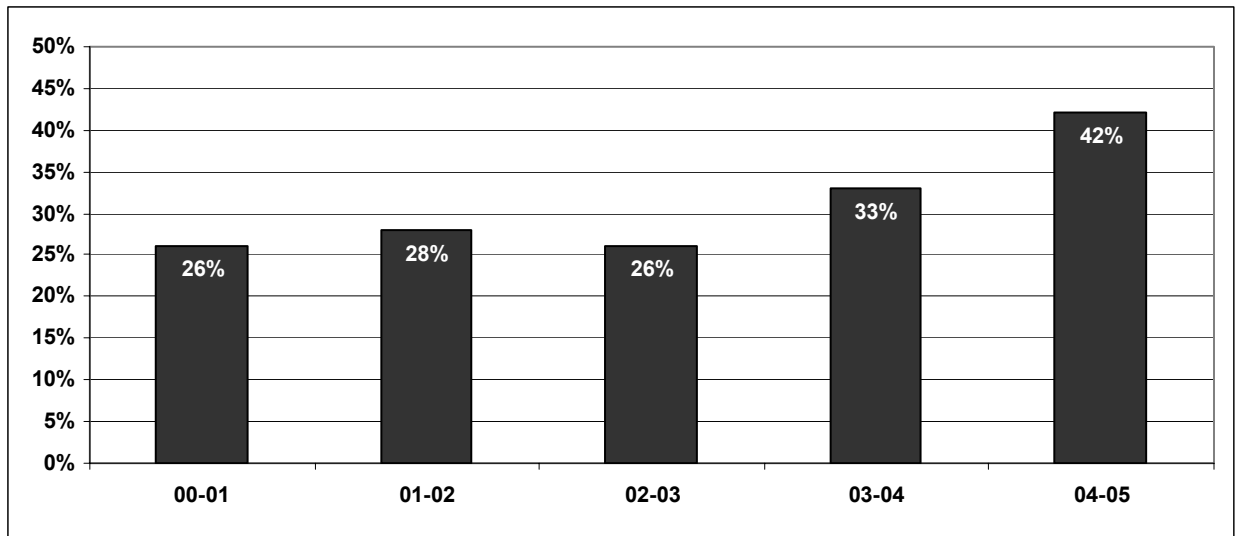
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.5 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 2.5 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 0.0 | 0.0 | 0.0 | 60.0 | 0.0 | 40.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 4.0 | 8.9 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 5.3 | 0.0 | 0.0 | 1.0 | 3.7 | 3.0 | 5.3 | 0.0 | 0.0 | 12.9 |
| % | 31.0 | 69.0 | 0.0 | 0.0 | 0.0 | 0.0 | 23.2 | 40.6 | 0.0 | 0.0 | 7.7 | 28.4 | 23.2 | 40.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 7.5 | 9.9 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 5.3 | 0.0 | 0.0 | 3.5 | 4.7 | 4.0 | 5.3 | 0.0 | 0.0 | 17.4 |
| % | 43.1 | 56.9 | 0.0 | 0.0 | 0.0 | 0.0 | 23.0 | 30.1 | 0.0 | 0.0 | 20.1 | 26.8 | 23.0 | 30.1 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 7.5 | 0.0 | 9.3 | 0.0 | 0.0 | 17.4 |
| % | 43.1 | 0.0 | 53.1 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 60.7 | 2.3 | 33.6 | 2.7 | 0.2 | |
| EXPECTED # OF FACULTY | 10.6 | 0.4 | 5.9 | 0.5 | 0.0 | |
| UNDERUTILIZATION | 3.1 | 0.4 | none | 0.5 | none | |

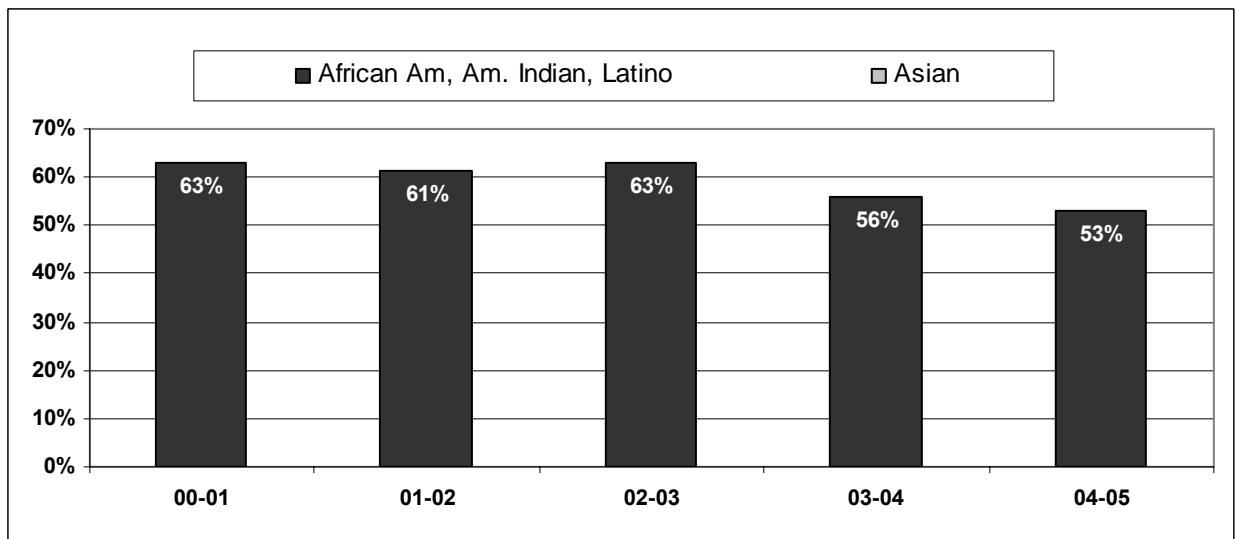
DEPARTMENT OF SPANISH & PORTUGUESE

PERCENT WOMEN



n= 19 18 19 18 19

PERCENT UNDERREPRESENTED MINORITIES



n= 19 18 19 18 19

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF LIFE SCIENCES

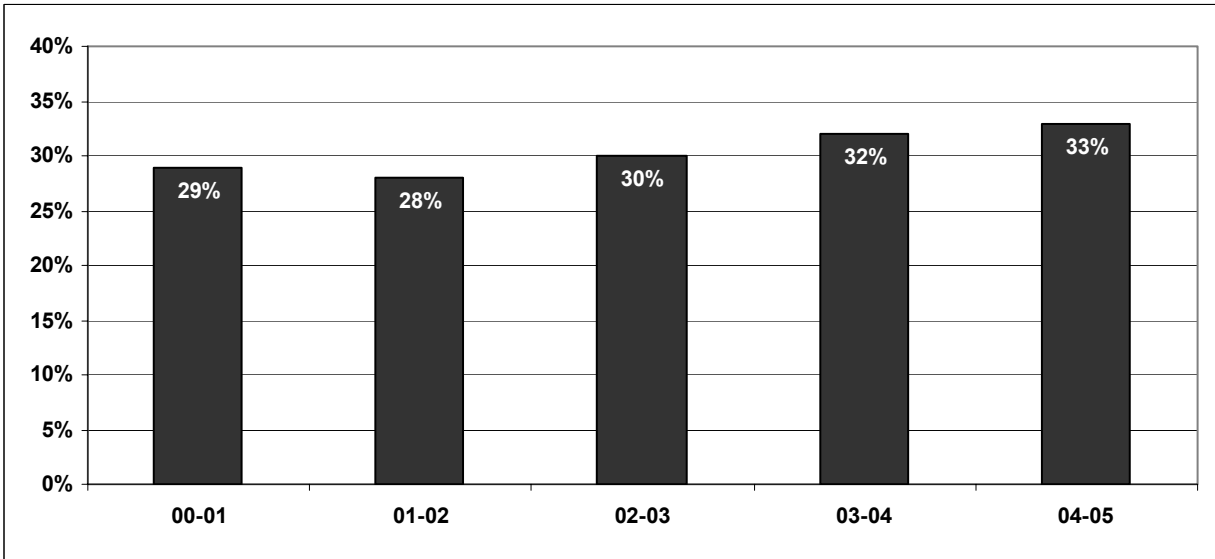
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|-------------|------------|------------|--------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 10.5 | 11.0 | 0.0 | 0.0 | 3.0 | 2.0 | 0.0 | 1.0 | 1.0 | 0.0 | 6.0 | 8.0 | 4.0 | 3.0 | 0.5 | 0.0 | 21.5 |
| % | 48.8 | 51.2 | 0.0 | 0.0 | 14.0 | 9.3 | 0.0 | 4.7 | 4.7 | 0.0 | 27.9 | 37.2 | 18.6 | 14.0 | 2.3 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 6.0 | 10.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.0 | 4.0 | 9.5 | 2.0 | 0.5 | 0.0 | 0.0 | 16.0 |
| % | 37.5 | 62.5 | 0.0 | 0.0 | 12.5 | 0.0 | 0.0 | 3.1 | 0.0 | 0.0 | 25.0 | 59.4 | 12.5 | 3.1 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 22.5 | 58.2 | 1.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 0.0 | 0.0 | 17.5 | 50.2 | 5.0 | 8.0 | 0.0 | 0.0 | 80.7 |
| % | 27.9 | 72.1 | 1.2 | 2.5 | 2.5 | 3.7 | 2.5 | 3.7 | 0.0 | 0.0 | 21.7 | 62.2 | 6.2 | 9.9 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 39.0 | 79.2 | 1.0 | 2.0 | 7.0 | 5.0 | 2.0 | 4.5 | 1.0 | 0.0 | 27.5 | 67.7 | 11.0 | 11.5 | 0.5 | 0.0 | 118.2 |
| % | 33.0 | 67.0 | 0.8 | 1.7 | 5.9 | 4.2 | 1.7 | 3.8 | 0.8 | 0.0 | 23.3 | 57.3 | 9.3 | 9.7 | 0.4 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 39.0 | 3.0 | 6.5 | 12.0 | 1.0 | 117.7 |
| % | 33.0 | 2.5 | 5.5 | 10.2 | 0.8 | 99.6 |
| ESTIMATE OF AVAILABILITY | 48.2 | 2.9 | 3.6 | 6.1 | 0.4 | |
| EXPECTED # OF FACULTY | 57.0 | 3.4 | 4.3 | 7.2 | 0.5 | |
| UNDERUTILIZATION | 18.0 | 0.4 | none | none | none | |

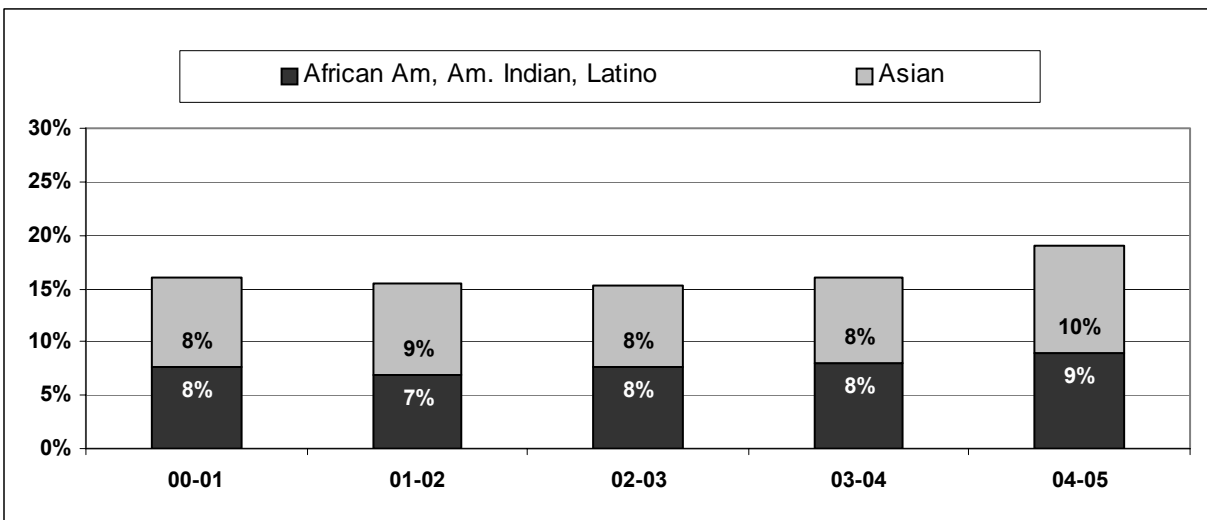
DIVISION OF LIFE SCIENCES

PERCENT WOMEN



n= 131 129 118 121 122

PERCENT UNDERREPRESENTED MINORITIES



n= 131 129 118 121 122

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

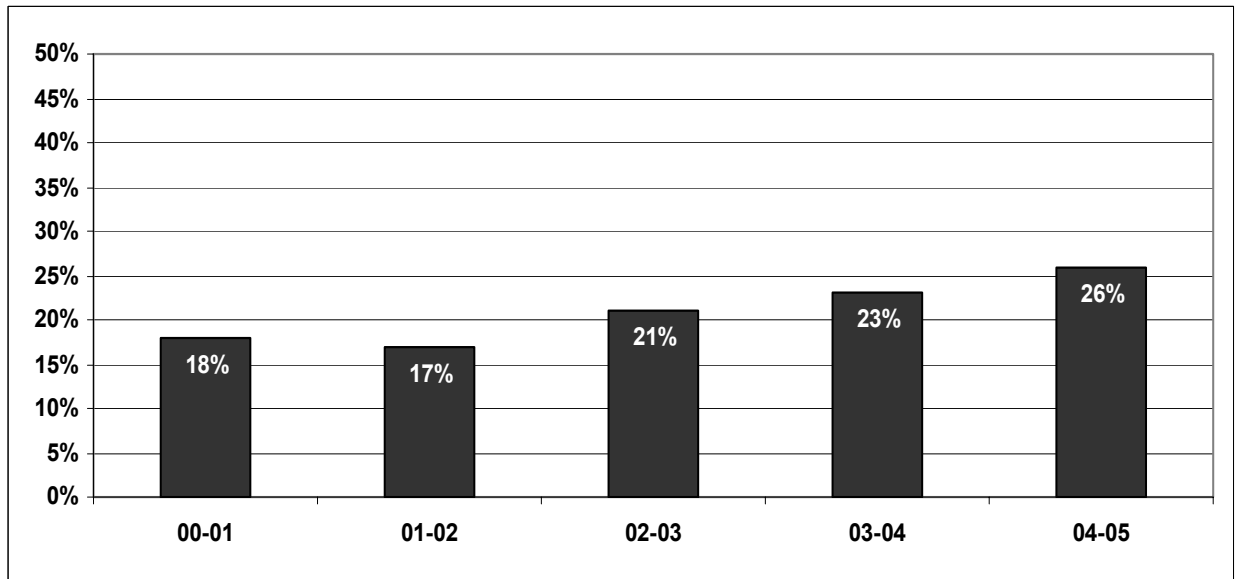
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.5 | 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 | 0.5 | 0.0 | 0.5 |
| % | 100.0 | 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 | 100.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 6.0 |
| % | 16.7 | 83.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 16.7 | 83.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 3.5 | 11.5 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 2.5 | 10.5 | 1.0 | 1.0 | 0.0 | 0.0 | 15.0 |
| % | 23.3 | 76.7 | 0.0 | 0.0 | 0.0 | 0.0 | 6.7 | 6.7 | 0.0 | 0.0 | 16.7 | 70.0 | 6.7 | 6.7 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 5.0 | 16.5 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 3.5 | 15.5 | 1.0 | 1.0 | 0.5 | 0.0 | 21.5 |
| % | 23.3 | 76.7 | 0.0 | 0.0 | 0.0 | 0.0 | 4.7 | 4.7 | 0.0 | 0.0 | 16.3 | 72.1 | 4.7 | 4.7 | 2.3 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 5.0 | 0.0 | 2.0 | 0.0 | 0.0 | 21.0 |
| % | 23.3 | 0.0 | 9.3 | 0.0 | 0.0 | 97.7 |
| ESTIMATE OF AVAILABILITY | 31.4 | 1.5 | 2.6 | 5.3 | 0.4 | |
| EXPECTED # OF FACULTY | 6.8 | 0.3 | 0.6 | 1.1 | 0.1 | |
| UNDERUTILIZATION | 1.8 | 0.3 | none | 1.1 | none | |

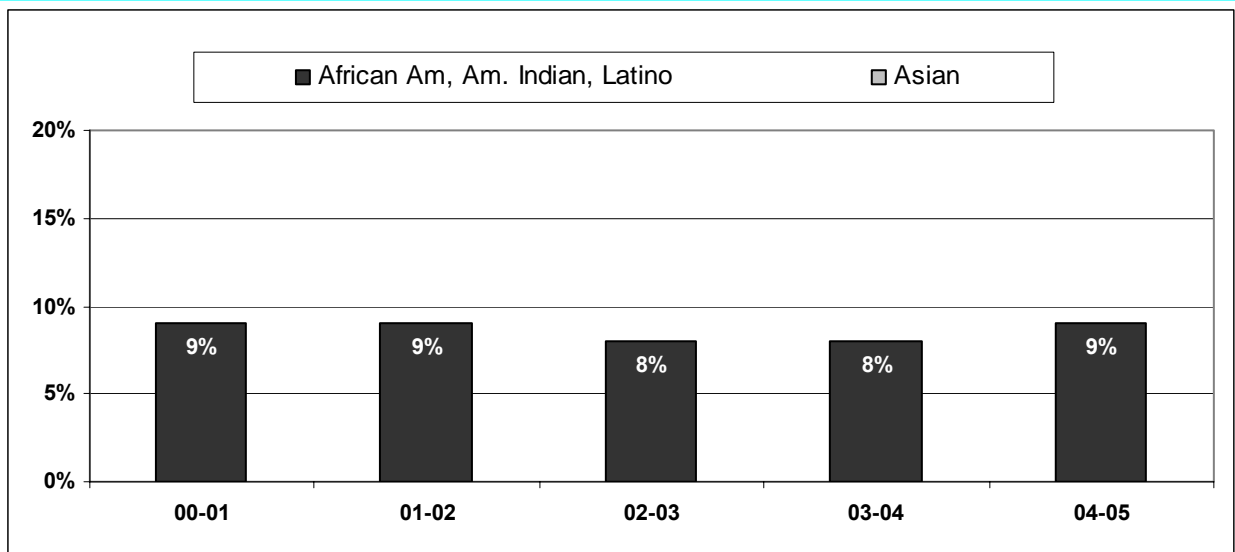
DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

PERCENT WOMEN



n= 22 23 24 26 23

PERCENT UNDERREPRESENTED MINORITIES



n= 22 23 24 26 23

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

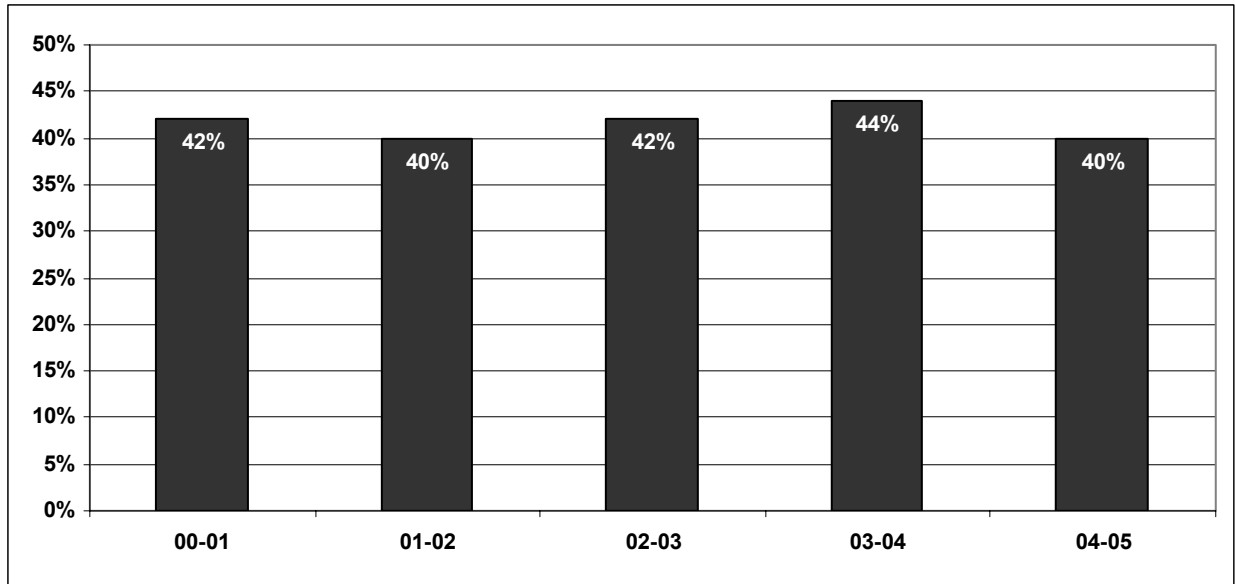
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 2.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 1.0 | 2.0 | 1.0 | 0.0 | 0.0 | 5.0 |
| % | 60.0 | 40.0 | 0.0 | 0.0 | 40.0 | 0.0 | 0.0 | 20.0 | 0.0 | 0.0 | 20.0 | 20.0 | 40.0 | 20.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 4.0 | 9.0 | 0.0 | 0.0 | 1.0 | 3.0 | 1.0 | 0.0 | 0.0 | 0.0 | 2.0 | 6.0 | 2.0 | 3.0 | 0.0 | 0.0 | 13.0 |
| % | 30.8 | 69.2 | 0.0 | 0.0 | 7.7 | 23.1 | 7.7 | 0.0 | 0.0 | 0.0 | 15.4 | 46.2 | 15.4 | 23.1 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 8.0 | 12.0 | 0.0 | 0.0 | 3.0 | 3.0 | 1.0 | 1.0 | 0.0 | 0.0 | 4.0 | 8.0 | 4.0 | 4.0 | 0.0 | 0.0 | 20.0 |
| % | 40.0 | 60.0 | 0.0 | 0.0 | 15.0 | 15.0 | 5.0 | 5.0 | 0.0 | 0.0 | 20.0 | 40.0 | 20.0 | 20.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 8.0 | 0.0 | 2.0 | 6.0 | 0.0 | 20.0 |
| % | 40.0 | 0.0 | 10.0 | 30.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 43.3 | 1.6 | 2.4 | 13.4 | 0.3 | |
| EXPECTED # OF FACULTY | 8.7 | 0.3 | 0.5 | 2.7 | 0.1 | |
| UNDERUTILIZATION | 0.7 | 0.3 | none | none | none | |

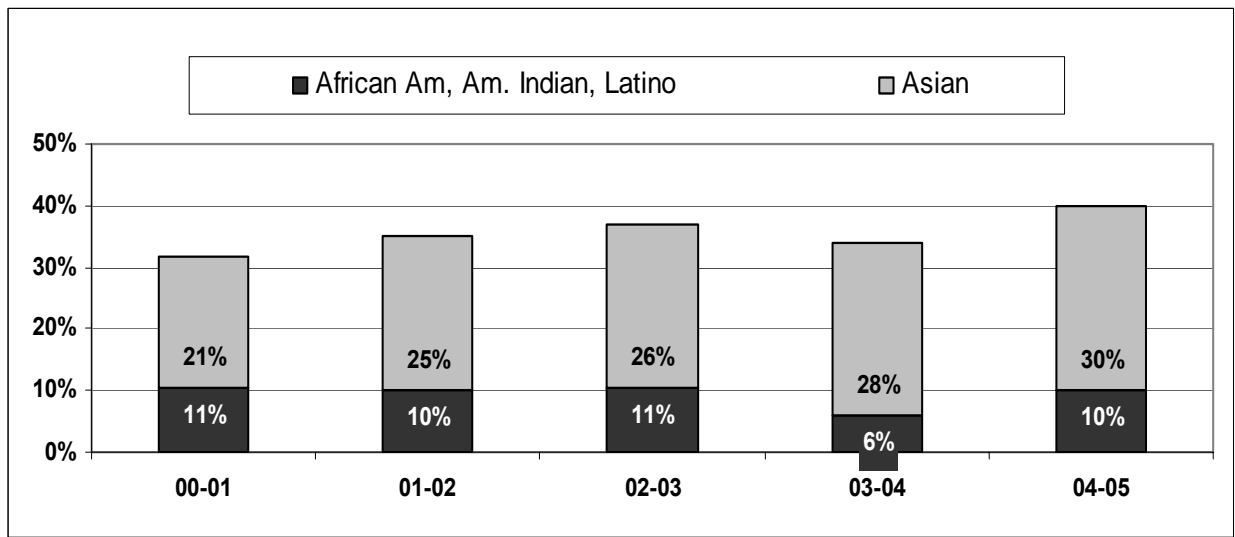
DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

PERCENT WOMEN



n= 19 20 19 18 20

PERCENT UNDERREPRESENTED MINORITIES



n= 19 20 19 18 20

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PHYSIOLOGICAL SCIENCE

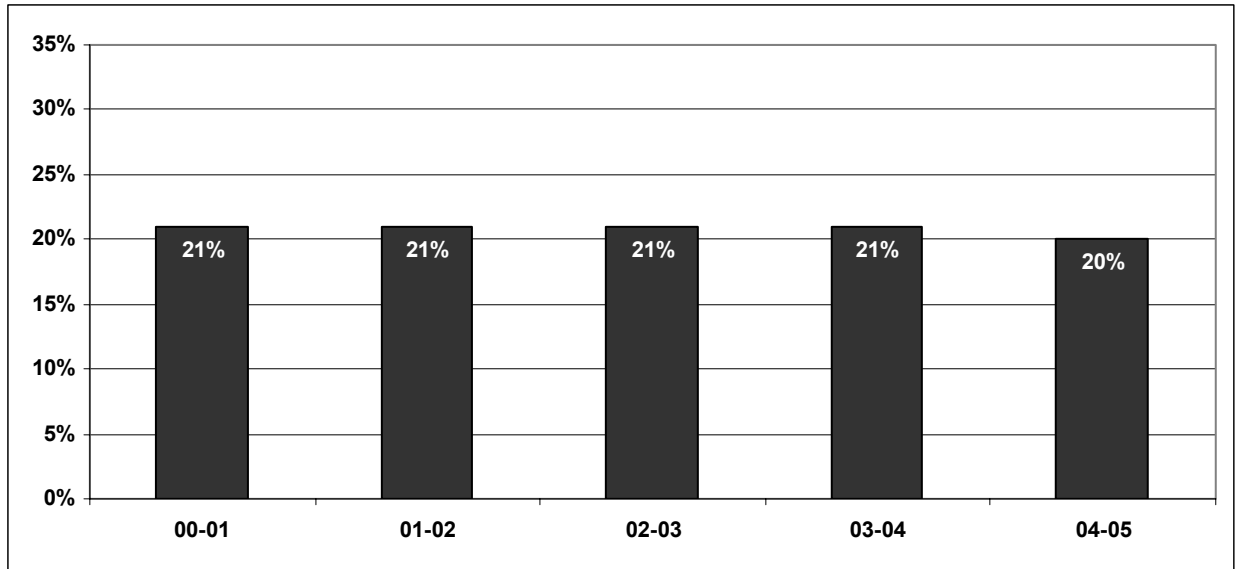
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 10.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.5 | 0.0 | 0.0 | 0.0 | 0.0 | 10.5 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 11.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 11.5 | 0.0 | 0.0 | 0.0 | 0.0 | 14.5 |
| % | 20.7 | 79.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.7 | 79.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.5 |
| % | 20.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 41.5 | 2.1 | 3.3 | 8.3 | 0.4 | |
| EXPECTED # OF FACULTY | 6.0 | 0.3 | 0.5 | 1.2 | 0.1 | |
| UNDERUTILIZATION | 3.0 | 0.3 | 0.5 | 1.2 | none | |

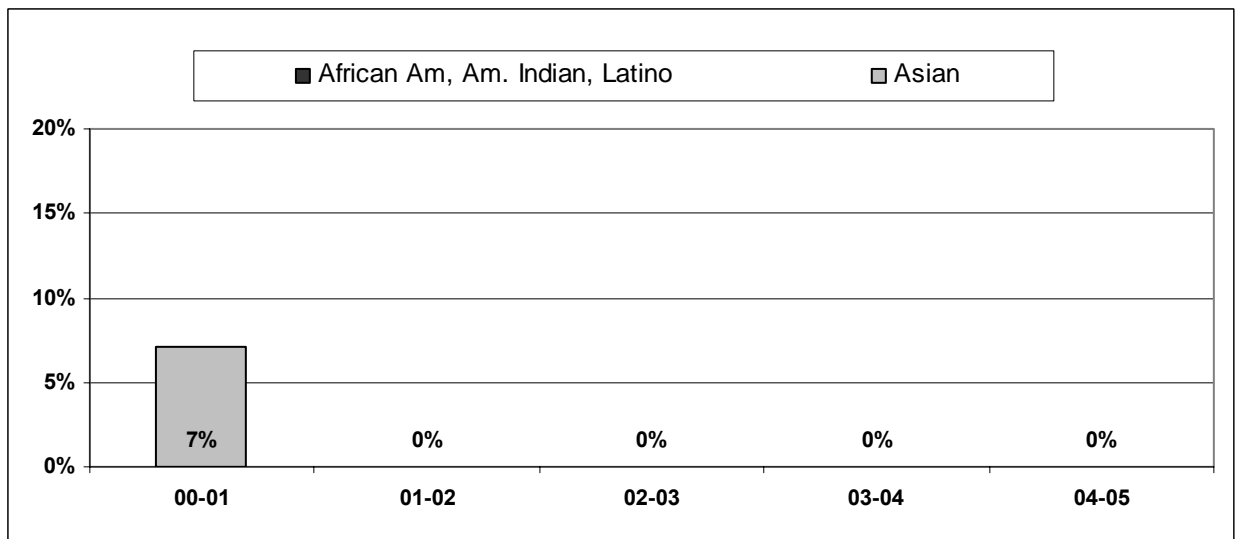
DEPARTMENT OF PHYSIOLOGICAL SCIENCE

PERCENT WOMEN



n= 14 14 14 14 15

PERCENT UNDERREPRESENTED MINORITIES



n= 14 14 14 14 15

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PSYCHOLOGY

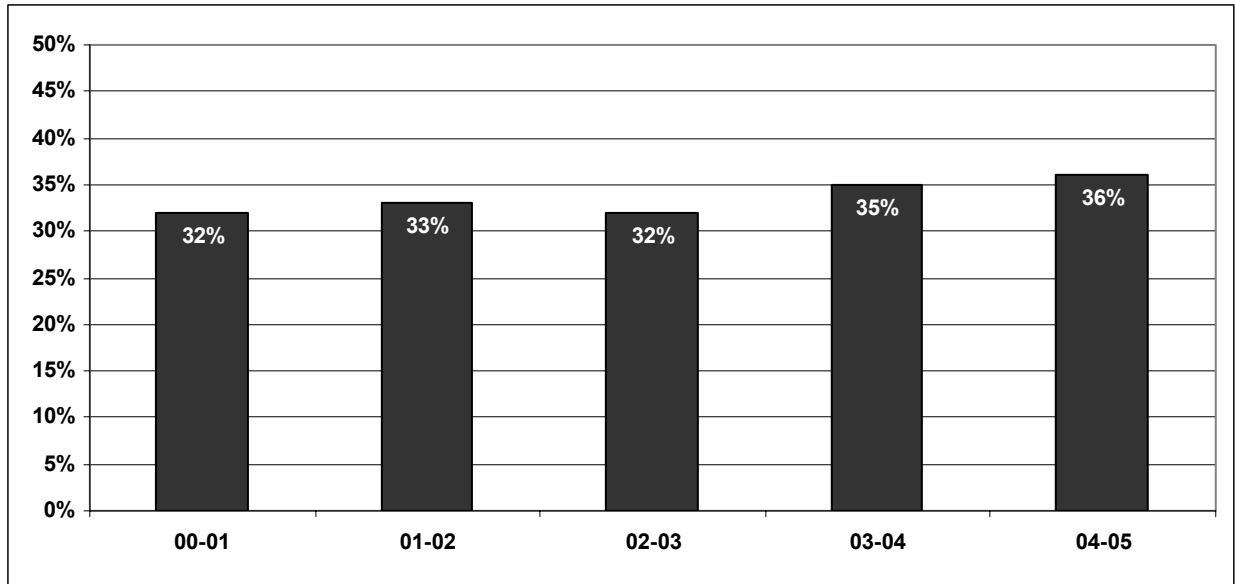
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 5.0 | 8.0 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 1.0 | 0.0 | 3.0 | 6.0 | 2.0 | 2.0 | 0.0 | 0.0 | 13.0 |
| % | 38.5 | 61.5 | 0.0 | 0.0 | 7.7 | 15.4 | 0.0 | 0.0 | 7.7 | 0.0 | 23.1 | 46.2 | 15.4 | 15.4 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 4.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.0 | 1.0 | 3.5 | 2.0 | 0.5 | 0.0 | 0.0 | 7.0 |
| % | 42.9 | 57.1 | 0.0 | 0.0 | 28.6 | 0.0 | 0.0 | 7.1 | 0.0 | 0.0 | 14.3 | 50.0 | 28.6 | 7.1 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 15.0 | 27.2 | 1.0 | 2.0 | 1.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 13.0 | 23.2 | 2.0 | 4.0 | 0.0 | 0.0 | 42.2 |
| % | 35.6 | 64.4 | 2.4 | 4.7 | 2.4 | 0.0 | 0.0 | 4.7 | 0.0 | 0.0 | 30.8 | 54.9 | 4.7 | 9.5 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 23.0 | 39.2 | 1.0 | 2.0 | 4.0 | 2.0 | 0.0 | 2.5 | 1.0 | 0.0 | 17.0 | 32.7 | 6.0 | 6.5 | 0.0 | 0.0 | 62.2 |
| % | 37.0 | 63.0 | 1.6 | 3.2 | 6.4 | 3.2 | 0.0 | 4.0 | 1.6 | 0.0 | 27.3 | 52.5 | 9.7 | 10.5 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 23.0 | 3.0 | 2.5 | 6.0 | 1.0 | 62.2 |
| % | 37.0 | 4.8 | 4.0 | 9.7 | 1.6 | 100.0 |
| ESTIMATE OF AVAILABILITY | 54.4 | 3.8 | 4.1 | 3.7 | 0.4 | |
| EXPECTED # OF FACULTY | 33.8 | 2.4 | 2.5 | 2.3 | 0.3 | |
| UNDERUTILIZATION | 10.8 | none | 0.0 | none | none | |

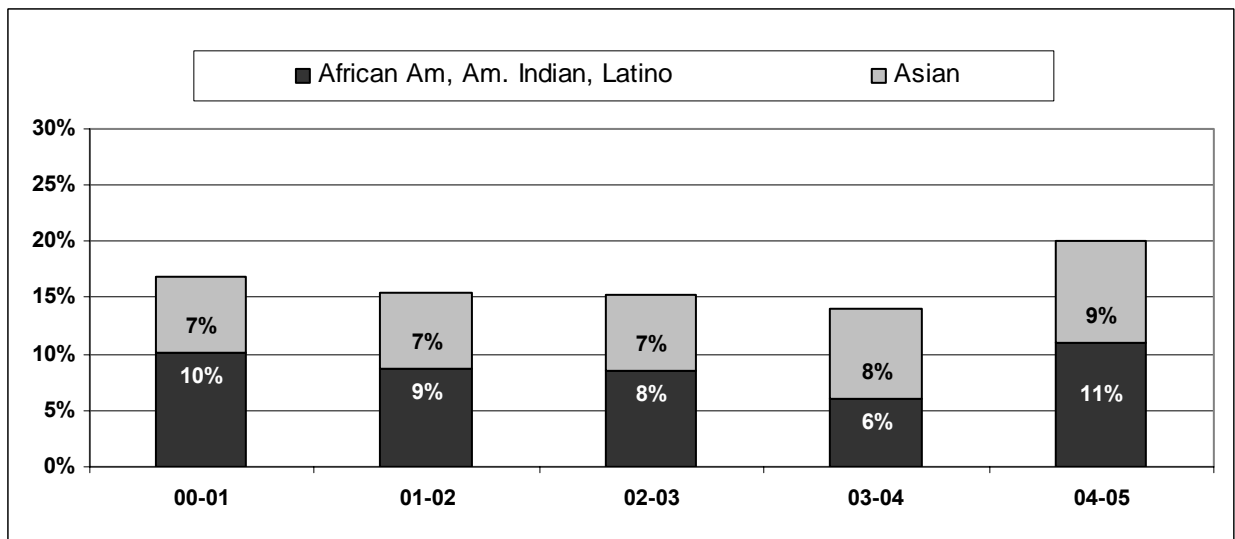
DEPARTMENT OF PSYCHOLOGY

PERCENT WOMEN



n= 59 58 59 63 64

PERCENT UNDERREPRESENTED MINORITIES



n= 59 58 59 63 64

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF PHYSICAL SCIENCES

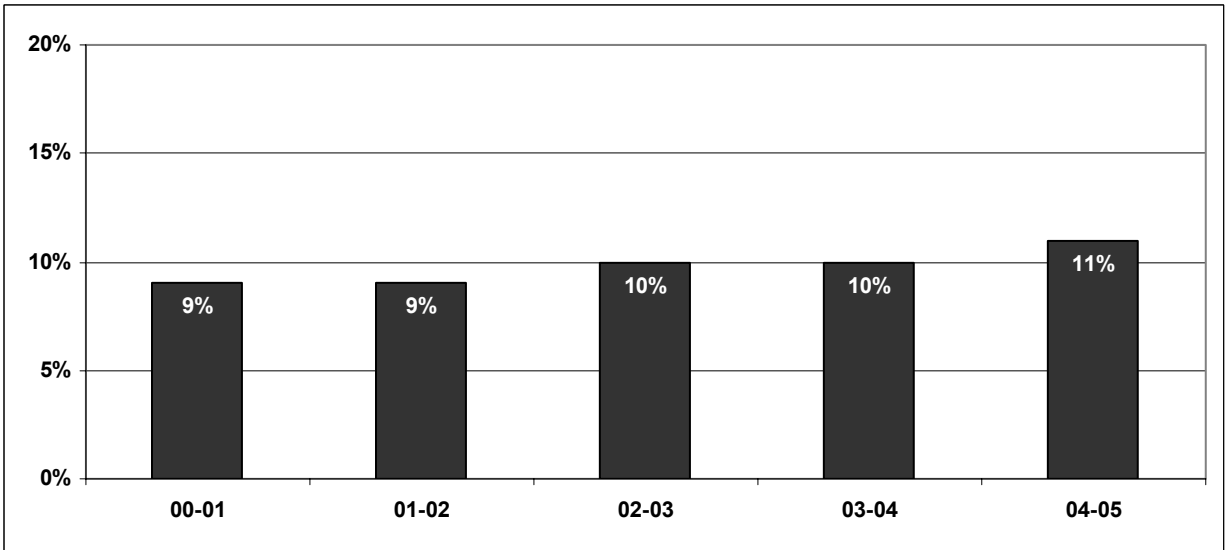
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|--------------|------------------|------------|------------|-------------|------------|------------|-----------------|------------|-------------|--------------|-------------------|-------------|------------|------------|--------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 6.0 | 17.7 | 0.0 | 0.0 | 2.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 14.7 | 2.0 | 3.0 | 0.0 | 0.0 | 23.7 |
| % | 25.3 | 74.7 | 0.0 | 0.0 | 8.4 | 12.7 | 0.0 | 0.0 | 0.0 | 0.0 | 16.9 | 62.0 | 8.4 | 12.7 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 22.0 | 0.0 | 1.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 16.0 | 0.0 | 6.0 | 0.0 | 0.0 | 25.0 |
| % | 12.0 | 88.0 | 0.0 | 4.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.0 | 64.0 | 0.0 | 24.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 10.7 | 137.7 | 0.0 | 0.0 | 1.0 | 15.5 | 1.0 | 5.0 | 0.0 | 0.0 | 8.7 | 117.2 | 2.0 | 20.5 | 0.0 | 0.0 | 148.4 |
| % | 7.2 | 92.8 | 0.0 | 0.0 | 0.7 | 10.5 | 0.7 | 3.4 | 0.0 | 0.0 | 5.8 | 79.0 | 1.3 | 13.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 19.7 | 177.4 | 0.0 | 1.0 | 3.0 | 23.5 | 1.0 | 5.0 | 0.0 | 0.0 | 15.7 | 147.8 | 4.0 | 29.5 | 0.0 | 0.0 | 197.0 |
| % | 10.0 | 90.0 | 0.0 | 0.5 | 1.5 | 11.9 | 0.5 | 2.5 | 0.0 | 0.0 | 8.0 | 75.0 | 2.0 | 15.0 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 19.7 | 1.0 | 6.0 | 26.5 | 0.0 | 197.0 |
| % | 10.0 | 0.5 | 3.0 | 13.5 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 21.8 | 1.6 | 2.5 | 13.7 | 0.4 | |
| EXPECTED # OF FACULTY | 43.0 | 3.2 | 4.9 | 27.0 | 0.8 | |
| UNDERUTILIZATION | 23.3 | 2.2 | none | 0.5 | 0.8 | |

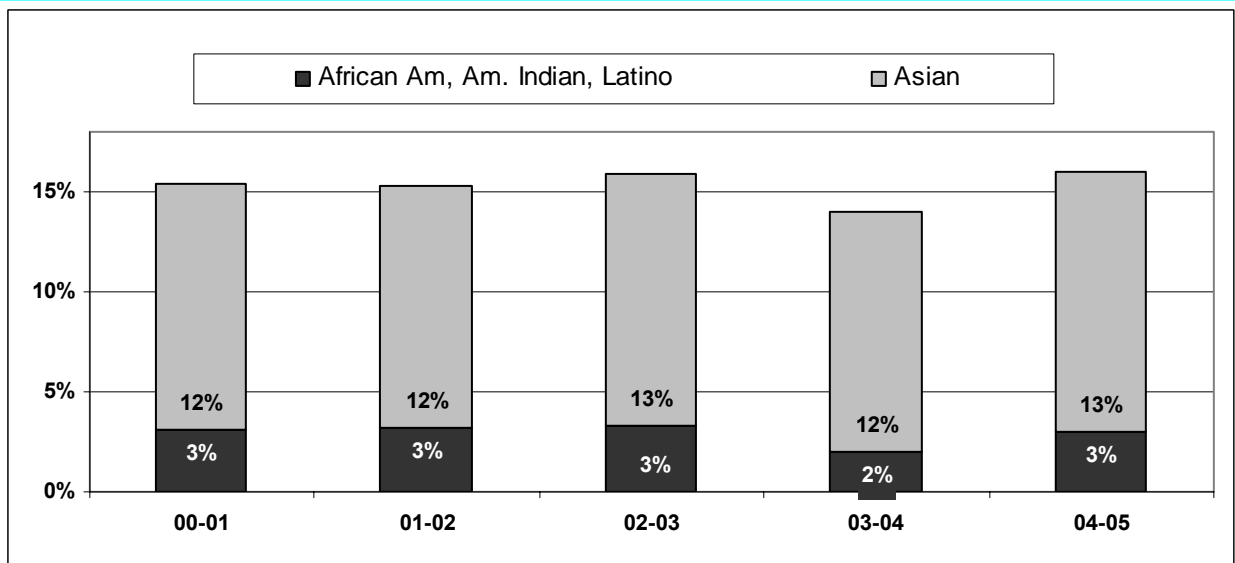
DIVISION OF PHYSICAL SCIENCES

PERCENT WOMEN



n= 228 222 214 217 209

PERCENT UNDERREPRESENTED MINORITIES



n= 228 222 214 217 209

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

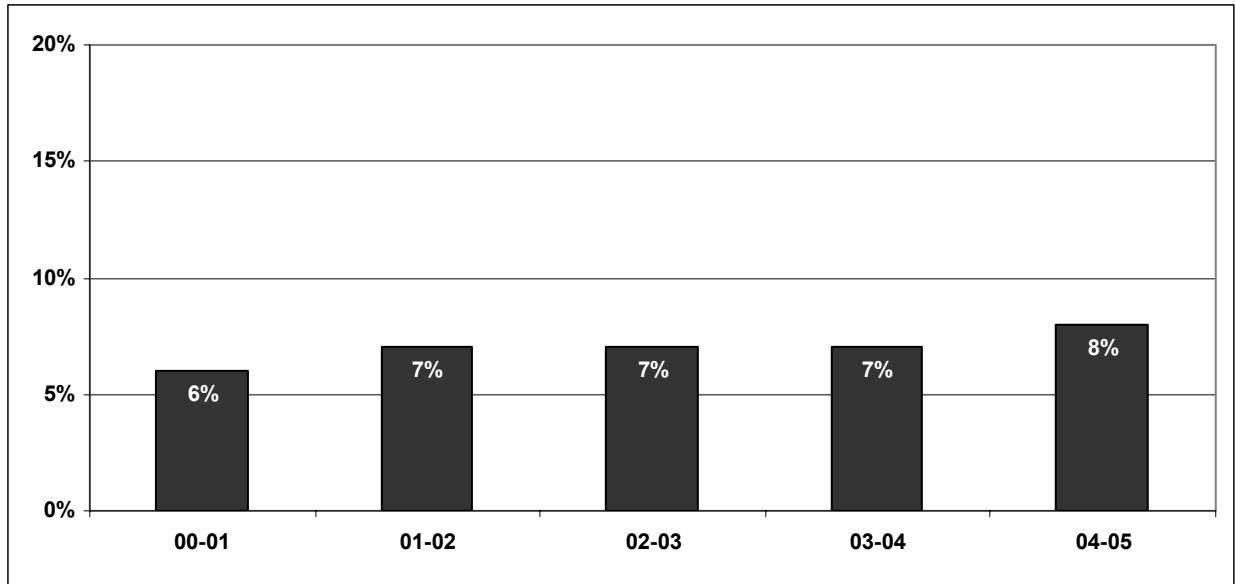
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 3.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 5.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 4.5 | 0.0 | 1.0 | 0.0 | 0.0 | 6.5 |
| % | 15.4 | 84.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 15.4 | 0.0 | 0.0 | 15.4 | 69.2 | 0.0 | 15.4 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 10.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 9.0 | 0.0 | 1.0 | 0.0 | 0.0 | 11.0 |
| % | 9.1 | 90.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.1 | 0.0 | 0.0 | 9.1 | 81.8 | 0.0 | 9.1 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 11.0 |
| % | 9.1 | 0.0 | 9.1 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 14.9 | 1.5 | 1.9 | 13.1 | 0.3 | |
| EXPECTED # OF FACULTY | 1.6 | 0.2 | 0.2 | 1.4 | 0.0 | |
| UNDERUTILIZATION | 0.6 | 0.2 | none | 1.4 | none | |

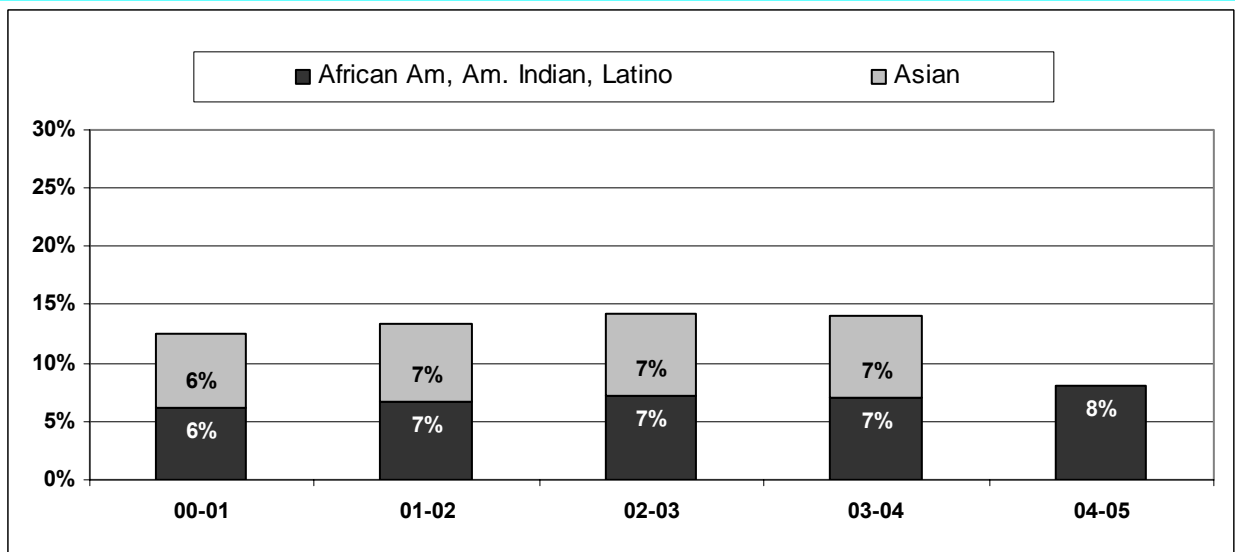
DEPARTMENT OF ATMOSPHERIC & OCEANIC SCIENCES

PERCENT WOMEN



n= 16 15 14 14 13

PERCENT UNDERREPRESENTED MINORITIES



n= 16 15 14 14 13

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

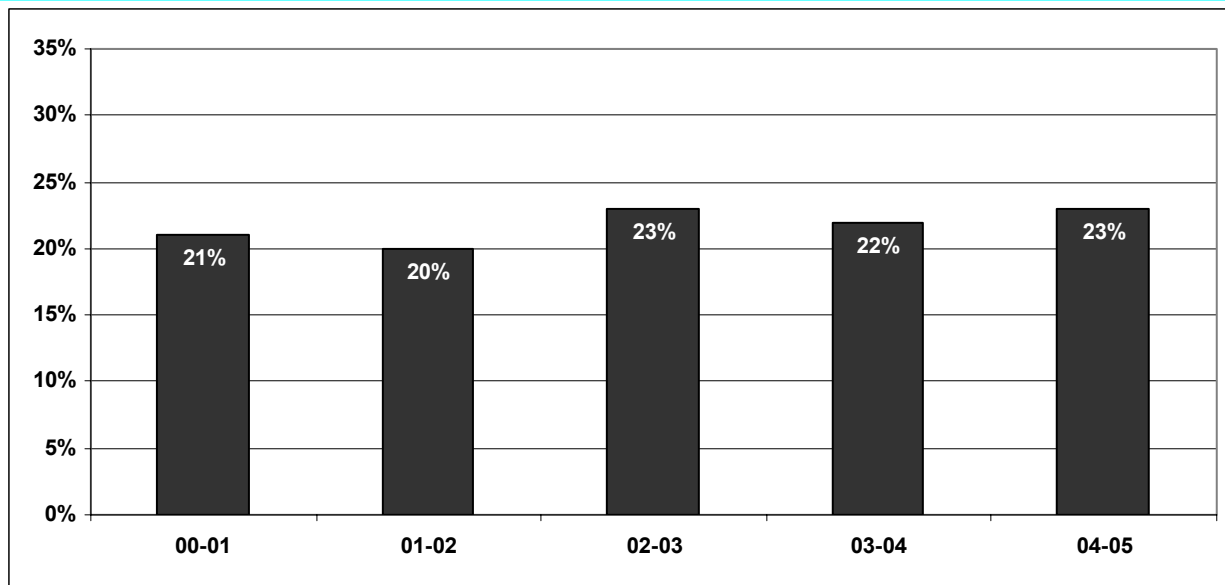
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 4.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 3.0 | 1.0 | 1.0 | 0.0 | 0.0 | 7.0 |
| % | 42.9 | 57.1 | 0.0 | 0.0 | 14.3 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 28.6 | 42.9 | 14.3 | 14.3 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.0 | 4.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 2.0 | 0.0 | 2.0 | 0.0 | 0.0 | 6.0 |
| % | 33.3 | 66.7 | 0.0 | 16.7 | 0.0 | 16.7 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 33.3 | 0.0 | 33.3 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 5.0 | 25.0 | 0.0 | 0.0 | 1.0 | 0.5 | 0.0 | 1.0 | 0.0 | 0.0 | 4.0 | 23.5 | 1.0 | 1.5 | 0.0 | 0.0 | 30.0 |
| % | 16.7 | 83.3 | 0.0 | 0.0 | 3.3 | 1.7 | 0.0 | 3.3 | 0.0 | 0.0 | 13.3 | 78.3 | 3.3 | 5.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 10.0 | 33.0 | 0.0 | 1.0 | 2.0 | 2.5 | 0.0 | 1.0 | 0.0 | 0.0 | 8.0 | 28.5 | 2.0 | 4.5 | 0.0 | 0.0 | 43.0 |
| % | 23.3 | 76.7 | 0.0 | 2.3 | 4.7 | 5.8 | 0.0 | 2.3 | 0.0 | 0.0 | 18.6 | 66.3 | 4.7 | 10.5 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 10.0 | 1.0 | 1.0 | 4.5 | 0.0 | 43.0 |
| % | 23.3 | 2.3 | 2.3 | 10.5 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 28.6 | 2.0 | 2.7 | 12.1 | 0.4 | |
| EXPECTED # OF FACULTY | 12.3 | 0.9 | 1.2 | 5.2 | 0.2 | |
| UNDERUTILIZATION | 2.3 | none | 0.2 | 0.7 | 0.2 | |

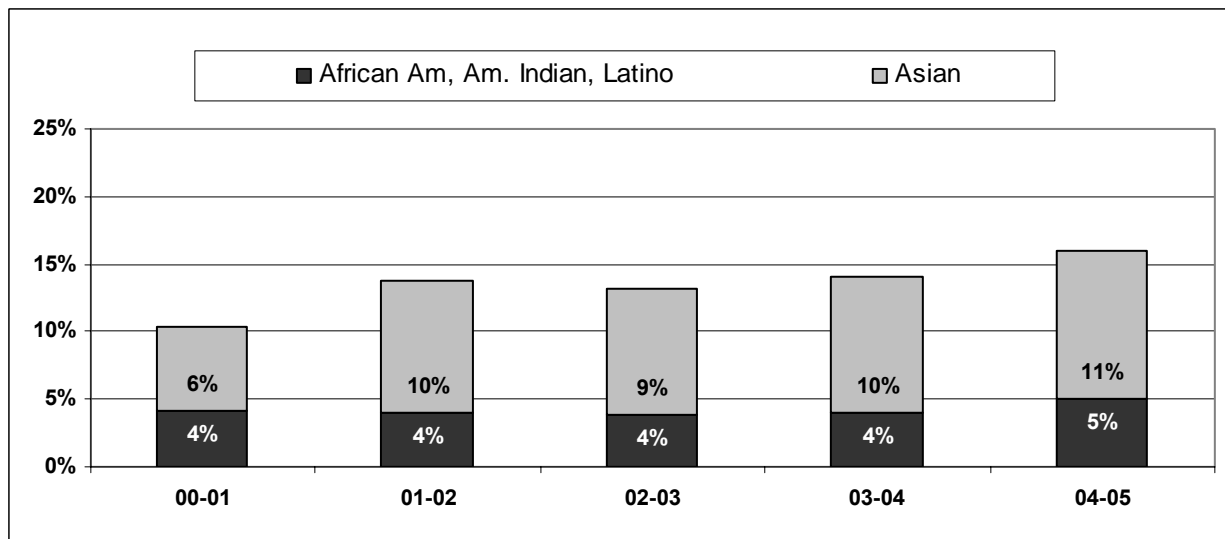
DEPARTMENT OF CHEMISTRY & BIOCHEMISTRY

PERCENT WOMEN



n= 48 51 53 50 44

PERCENT UNDERREPRESENTED MINORITIES



n= 48 51 53 50 44

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF EARTH & SPACE SCIENCES

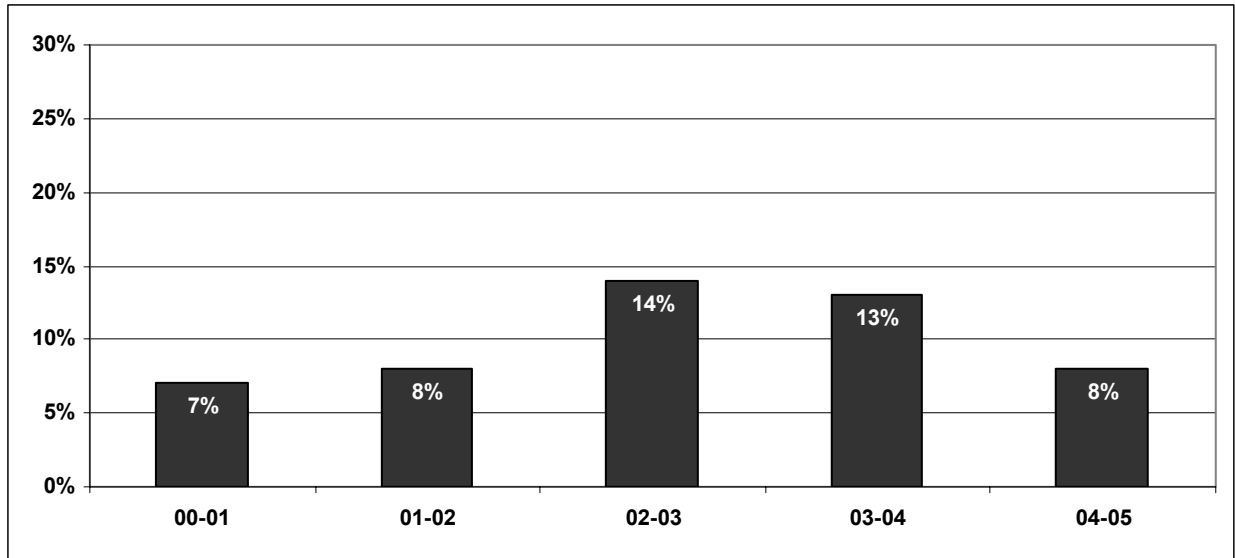
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.5 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 |
| % | 14.3 | 85.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 85.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.5 | 16.0 | 0.0 | 0.0 | 0.0 | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 15.3 | 0.0 | 0.7 | 0.0 | 0.0 | 16.5 |
| % | 3.0 | 97.0 | 0.0 | 0.0 | 0.0 | 4.1 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 92.9 | 0.0 | 4.1 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 20.5 | 0.0 | 0.0 | 0.0 | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 19.8 | 0.0 | 0.7 | 0.0 | 0.0 | 21.5 |
| % | 4.6 | 95.4 | 0.0 | 0.0 | 0.0 | 3.1 | 0.0 | 0.0 | 0.0 | 0.0 | 4.6 | 92.2 | 0.0 | 3.1 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 0.7 | 0.0 | 21.5 |
| % | 4.6 | 0.0 | 0.0 | 3.1 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 10.8 | 0.6 | 1.3 | 6.3 | 0.2 | |
| EXPECTED # OF FACULTY | 2.3 | 0.1 | 0.3 | 1.3 | 0.0 | |
| UNDERUTILIZATION | 1.3 | 0.1 | 0.3 | 0.7 | none | |

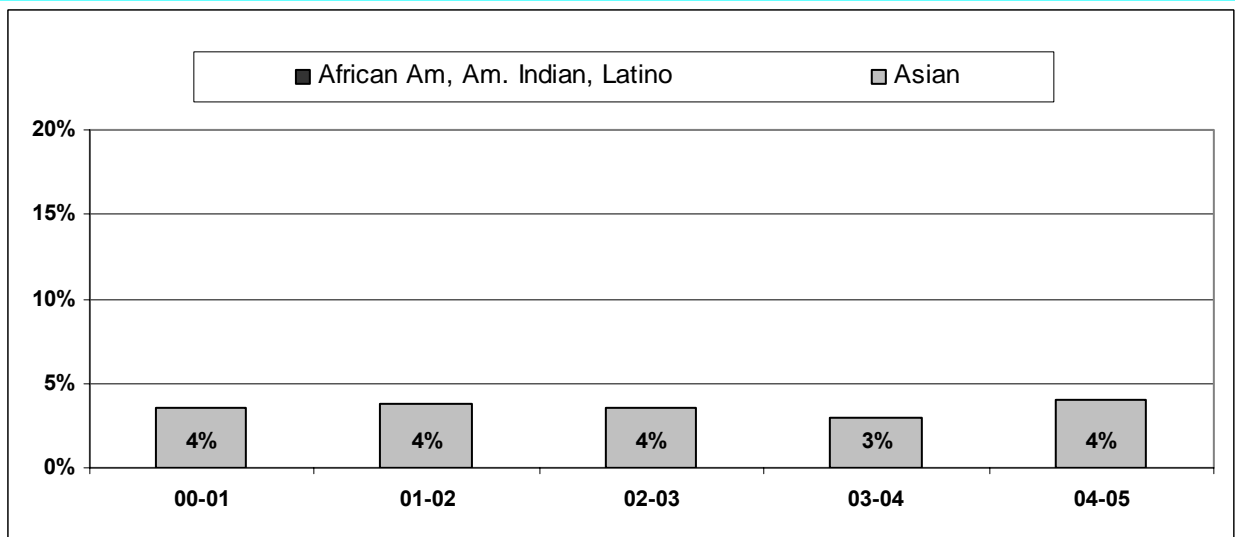
DEPARTMENT OF EARTH & SPACE SCIENCES

PERCENT WOMEN



n= 28 26 28 29 26

PERCENT UNDERREPRESENTED MINORITIES



n= 28 26 28 29 26

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MATHEMATICS

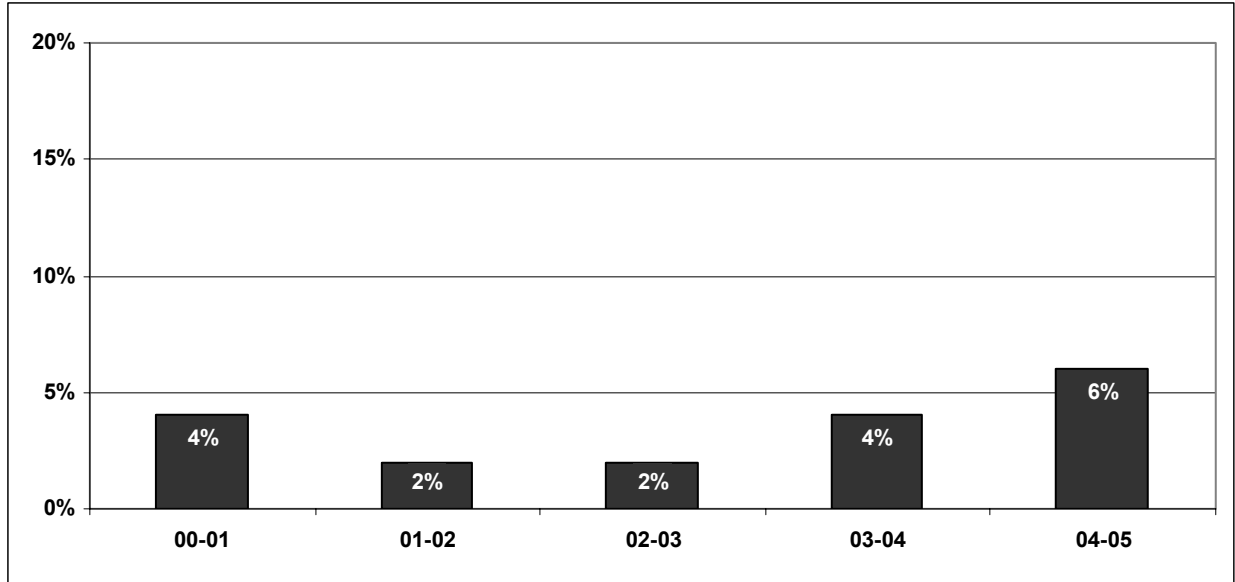
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 2.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 6.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 2.0 | 0.0 | 0.0 | 7.0 |
| % | 14.3 | 85.7 | 0.0 | 0.0 | 0.0 | 28.6 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 57.1 | 0.0 | 28.6 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 40.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 2.0 | 0.0 | 0.0 | 1.0 | 33.0 | 0.0 | 7.0 | 0.0 | 0.0 | 41.0 |
| % | 2.4 | 97.6 | 0.0 | 0.0 | 0.0 | 12.2 | 0.0 | 4.9 | 0.0 | 0.0 | 2.4 | 80.5 | 0.0 | 17.1 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 48.0 | 0.0 | 0.0 | 1.0 | 7.0 | 0.0 | 2.0 | 0.0 | 0.0 | 2.0 | 39.0 | 1.0 | 9.0 | 0.0 | 0.0 | 51.0 |
| % | 5.9 | 94.1 | 0.0 | 0.0 | 2.0 | 13.7 | 0.0 | 3.9 | 0.0 | 0.0 | 3.9 | 76.5 | 2.0 | 17.6 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 0.0 | 2.0 | 8.0 | 0.0 | 51.0 |
| % | 5.9 | 0.0 | 3.9 | 15.7 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 23.8 | 1.4 | 2.8 | 17.1 | 0.5 | |
| EXPECTED # OF FACULTY | 12.1 | 0.7 | 1.4 | 8.7 | 0.2 | |
| UNDERUTILIZATION | 9.1 | 0.7 | none | 0.7 | 0.2 | |

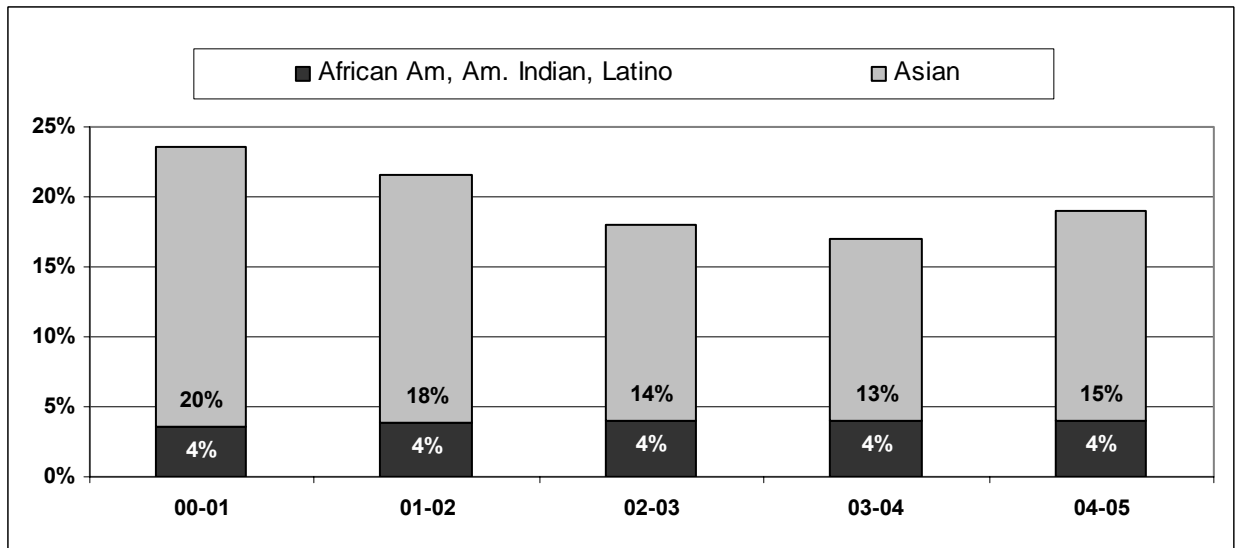
DEPARTMENT OF MATHEMATICS

PERCENT WOMEN



n= 55 51 50 52 52

PERCENT UNDERREPRESENTED MINORITIES



n= 55 51 50 52 52

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PHYSICS & ASTRONOMY

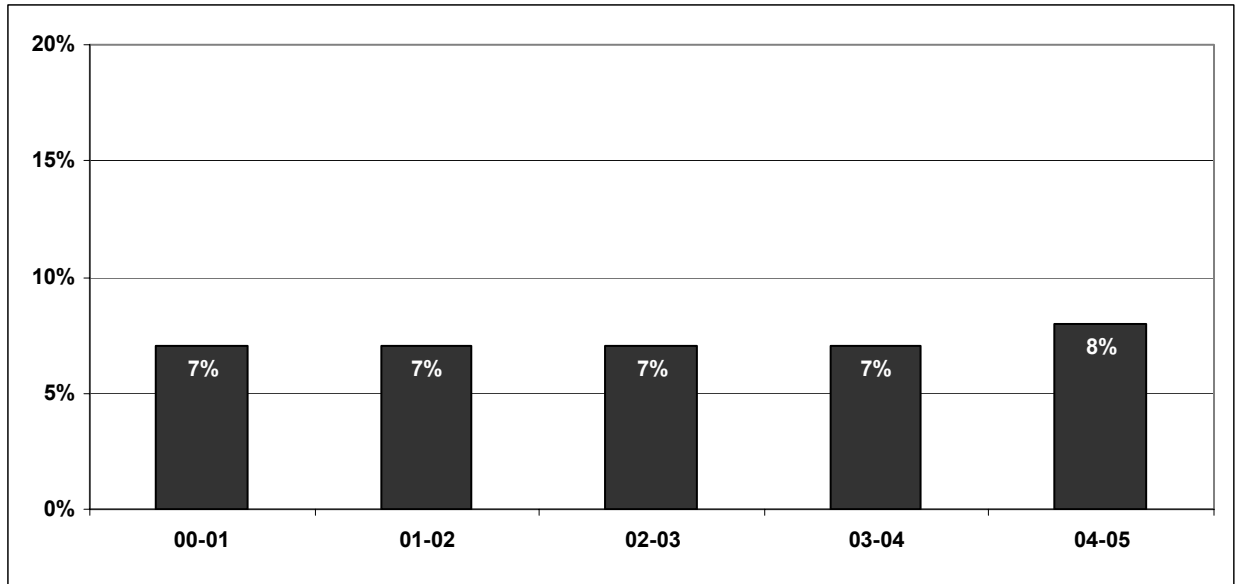
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL | |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|-------------|------------|------------|-------------|-------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | |
| ASSISTANT PROFESSOR | 1.0 | 6.7 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 5.7 | 0.0 | 1.0 | 0.0 | 0.0 | 7.7 |
| % | 13.0 | 87.0 | 0.0 | 0.0 | 0.0 | 13.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 13.0 | 73.9 | 0.0 | 13.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 3.2 | 46.7 | 0.0 | 0.0 | 0.0 | 8.3 | 1.0 | 1.0 | 0.0 | 0.0 | 2.2 | 37.3 | 1.0 | 9.3 | 0.0 | 0.0 | 49.8 | |
| % | 6.4 | 93.6 | 0.0 | 0.0 | 0.0 | 16.7 | 2.0 | 2.0 | 0.0 | 0.0 | 4.4 | 74.9 | 2.0 | 18.7 | 0.0 | 0.0 | 100.0 | |
| TOTAL LADDER | 4.2 | 56.3 | 0.0 | 0.0 | 0.0 | 9.3 | 1.0 | 1.0 | 0.0 | 0.0 | 3.2 | 46.0 | 1.0 | 10.3 | 0.0 | 0.0 | 60.5 | |
| % | 6.9 | 93.1 | 0.0 | 0.0 | 0.0 | 15.4 | 1.7 | 1.7 | 0.0 | 0.0 | 5.2 | 76.0 | 1.7 | 17.1 | 0.0 | 0.0 | 100.0 | |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.2 | 0.0 | 2.0 | 9.3 | 0.0 | 60.5 |
| % | 6.9 | 0.0 | 3.3 | 15.4 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 11.5 | 1.3 | 2.3 | 14.1 | 0.3 | |
| EXPECTED # OF FACULTY | 6.9 | 0.8 | 1.4 | 8.5 | 0.2 | |
| UNDERUTILIZATION | 2.8 | 0.8 | none | none | 0.2 | |

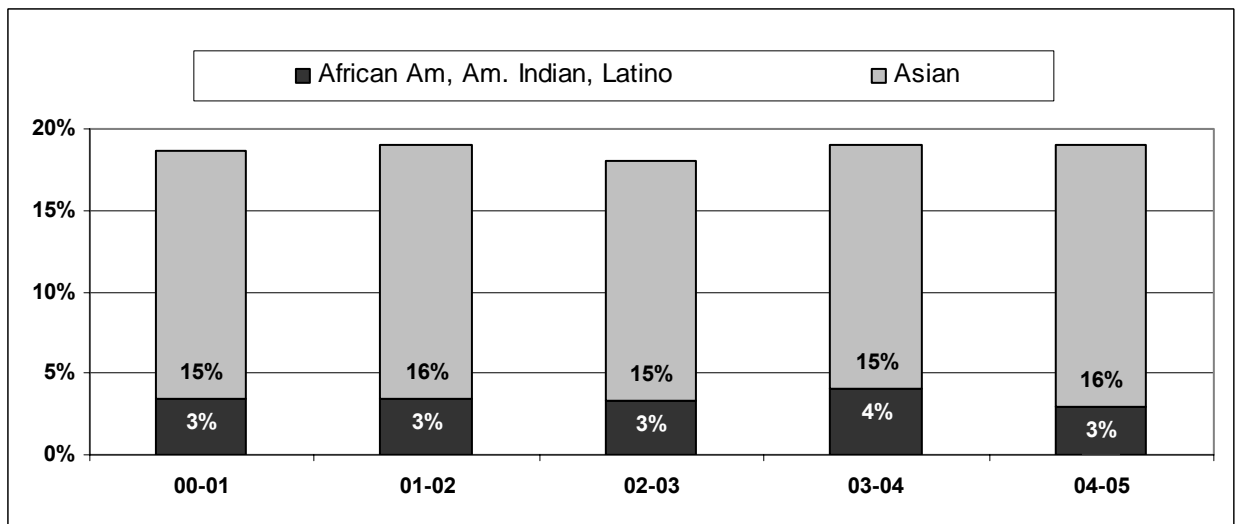
DEPARTMENT OF PHYSICS & ASTRONOMY

PERCENT WOMEN



n= 59 58 61 61 63

PERCENT UNDERREPRESENTED MINORITIES



n= 59 58 61 61 63

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF STATISTICS

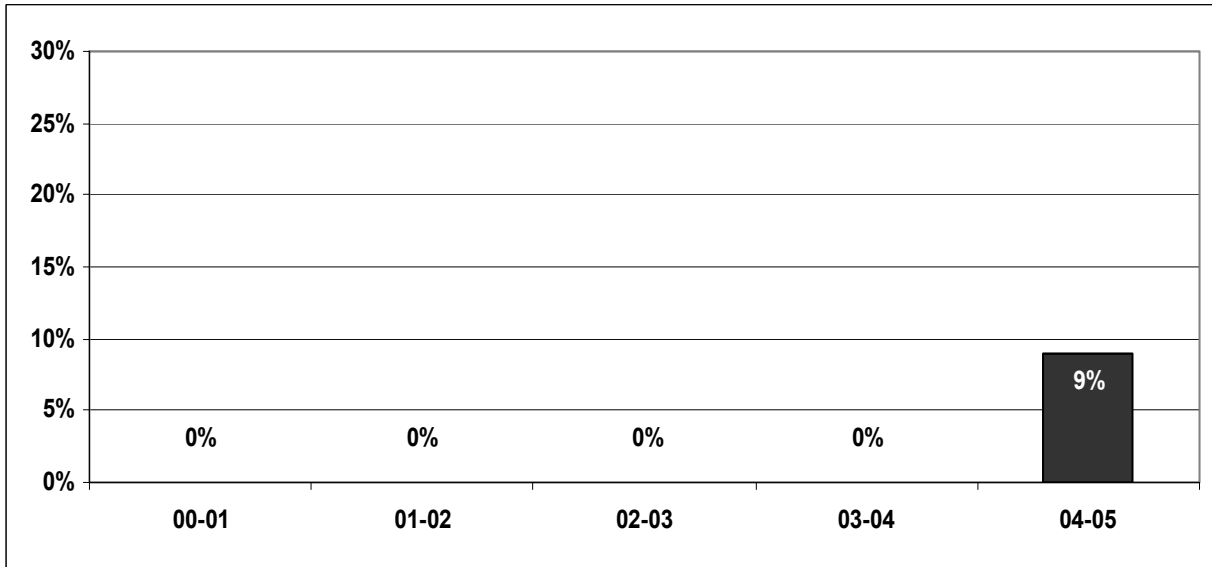
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.5 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.5 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | 0.0 | 66.7 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 4.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 2.0 | 0.0 | 0.0 | 4.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 4.5 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 | 0.0 | 1.0 | 0.0 | 0.0 | 4.5 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 22.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 77.8 | 0.0 | 22.2 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 0.5 | 9.5 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 5.5 | 0.0 | 4.0 | 0.0 | 0.0 | 10.0 |
| % | 5.0 | 95.0 | 0.0 | 0.0 | 0.0 | 40.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 55.0 | 0.0 | 40.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 0.5 | 0.0 | 0.0 | 4.0 | 0.0 | 10.0 |
| % | 5.0 | 0.0 | 0.0 | 40.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 33.3 | 2.0 | 2.0 | 15.6 | 0.3 | |
| EXPECTED # OF FACULTY | 3.3 | 0.2 | 0.2 | 1.6 | 0.0 | |
| UNDERUTILIZATION | 2.8 | 0.2 | 0.2 | none | none | |

DEPARTMENT OF STATISTICS

PERCENT WOMEN



n=

7

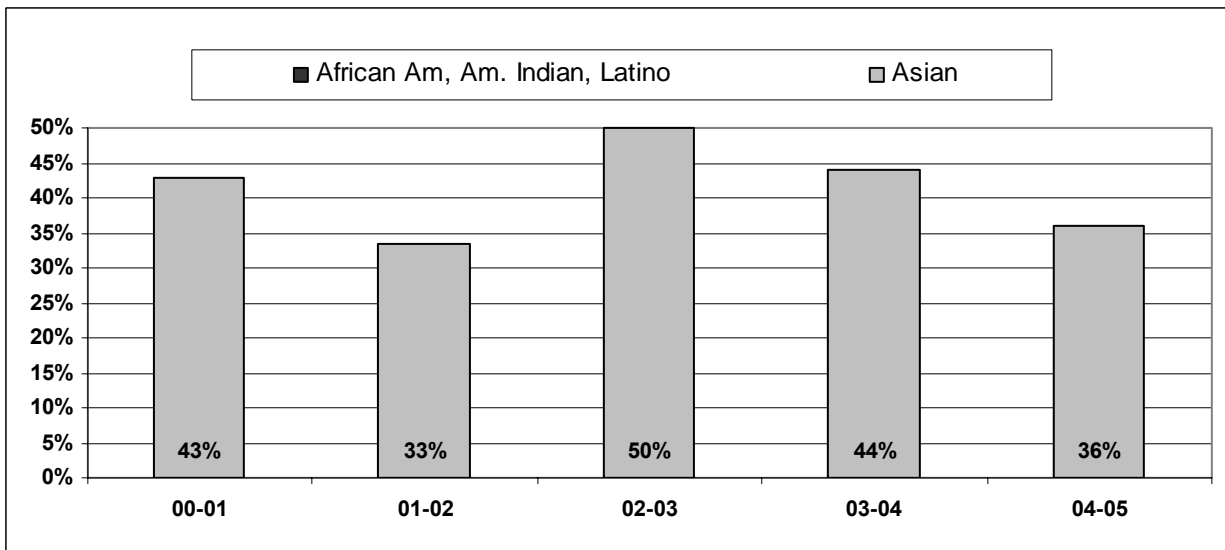
6

8

9

11

PERCENT UNDERREPRESENTED MINORITIES



n=

7

6

8

9

11

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF SOCIAL SCIENCES

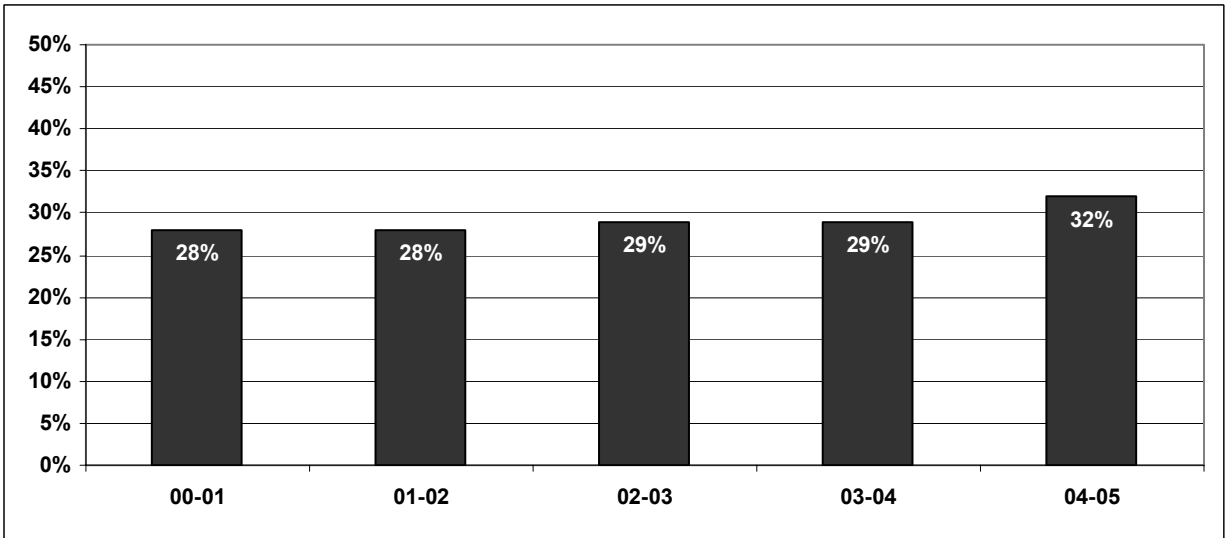
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|--------------|------------------|------------|------------|-------------|------------|-------------|-----------------|------------|-------------|--------------|-------------------|-------------|------------|------------|--------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 20.0 | 21.0 | 2.0 | 0.0 | 1.5 | 3.0 | 2.0 | 2.0 | 0.0 | 0.0 | 14.5 | 15.0 | 5.5 | 5.0 | 0.0 | 1.0 | 41.0 |
| % | 48.8 | 51.2 | 4.9 | 0.0 | 3.7 | 7.3 | 4.9 | 4.9 | 0.0 | 0.0 | 35.4 | 36.6 | 13.4 | 12.2 | 0.0 | 2.4 | 100.0 |
| ASSOCIATE PROFESSOR | 22.0 | 38.5 | 2.0 | 2.0 | 4.5 | 5.0 | 2.0 | 6.0 | 0.0 | 0.0 | 13.5 | 25.5 | 8.5 | 13.0 | 0.0 | 0.0 | 60.5 |
| % | 36.4 | 63.6 | 3.3 | 3.3 | 7.4 | 8.3 | 3.3 | 9.9 | 0.0 | 0.0 | 22.3 | 42.1 | 14.0 | 21.5 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 39.2 | 124.2 | 1.0 | 3.0 | 2.5 | 6.5 | 1.0 | 7.0 | 0.0 | 2.0 | 34.7 | 105.7 | 4.5 | 18.5 | 0.0 | 0.0 | 163.3 |
| % | 24.0 | 76.0 | 0.6 | 1.8 | 1.5 | 4.0 | 0.6 | 4.3 | 0.0 | 1.2 | 21.2 | 64.7 | 2.8 | 11.3 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 81.2 | 183.7 | 5.0 | 5.0 | 8.5 | 14.5 | 5.0 | 15.0 | 0.0 | 2.0 | 62.7 | 146.2 | 18.5 | 36.5 | 0.0 | 1.0 | 264.8 |
| % | 30.7 | 69.3 | 1.9 | 1.9 | 3.2 | 5.5 | 1.9 | 5.7 | 0.0 | 0.8 | 23.7 | 55.2 | 7.0 | 13.8 | 0.0 | 0.4 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 81.2 | 10.0 | 20.0 | 23.0 | 2.0 | 263.8 |
| % | 30.7 | 3.8 | 7.6 | 8.7 | 0.8 | 99.6 |
| ESTIMATE OF AVAILABILITY | 39.5 | 5.1 | 4.4 | 6.2 | 0.4 | |
| EXPECTED # OF FACULTY | 104.6 | 13.5 | 11.7 | 16.4 | 1.1 | |
| UNDERUTILIZATION | 23.4 | 3.5 | none | none | none | |

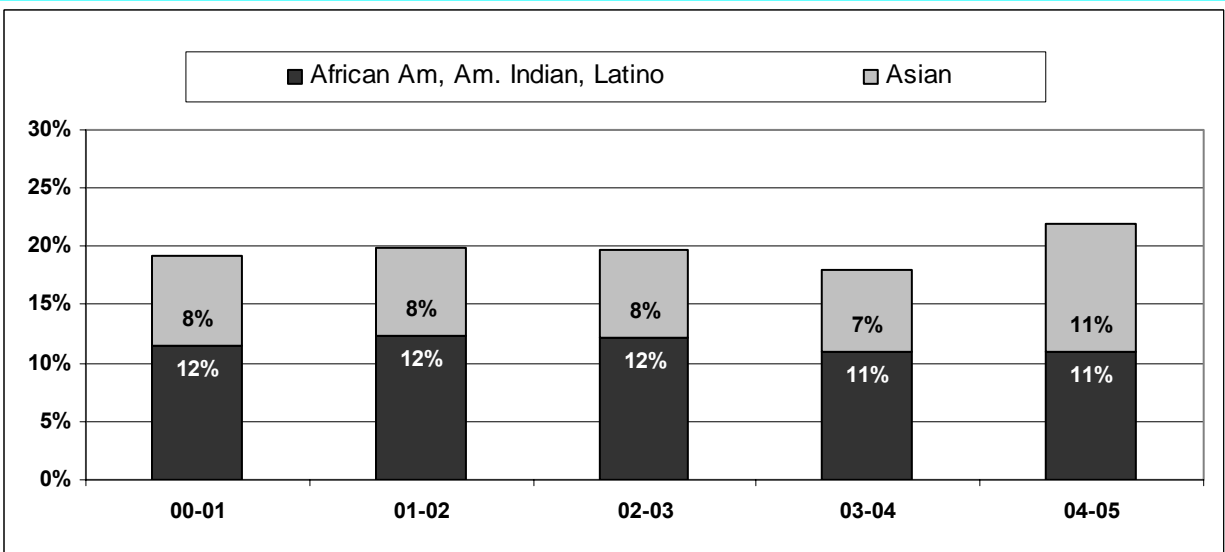
DIVISION OF SOCIAL SCIENCES

PERCENT WOMEN



n= 260 266 263 268 280

PERCENT UNDERREPRESENTED MINORITIES



n= 260 266 263 268 280

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ANTHROPOLOGY

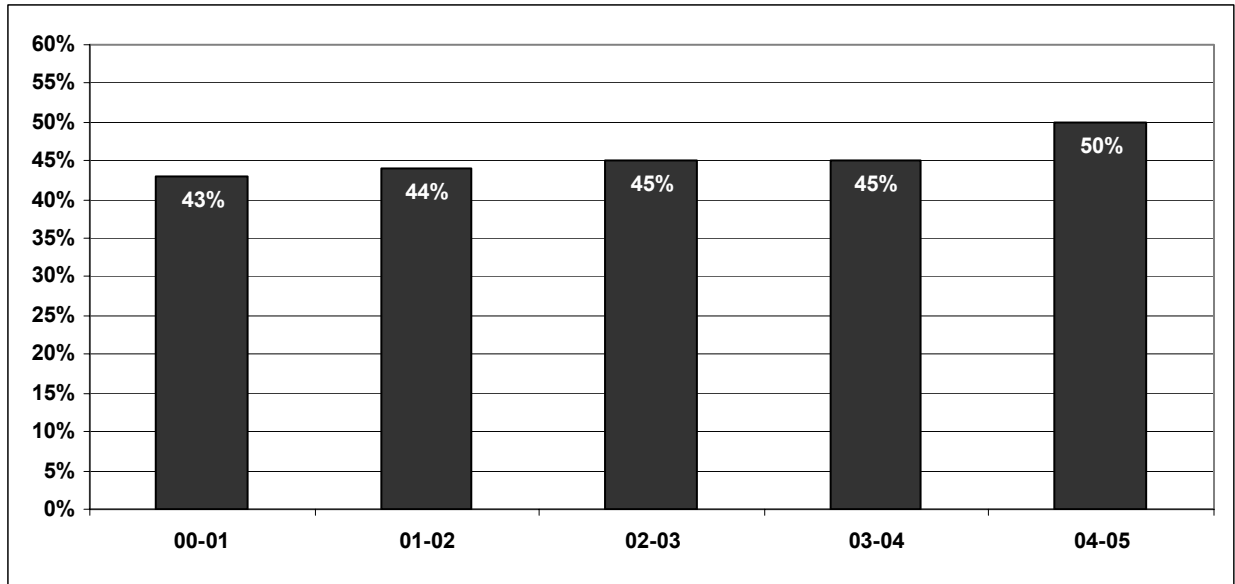
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 1.0 | 1.0 | 1.0 | 0.0 | 0.0 | 4.0 |
| % | 50.0 | 50.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 25.0 | 25.0 | 25.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 2.5 | 0.0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 2.5 | 1.5 | 0.0 | 0.0 | 0.0 | 5.5 |
| % | 54.5 | 45.5 | 0.0 | 0.0 | 27.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 27.3 | 45.5 | 27.3 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 8.5 | 9.8 | 0.0 | 0.0 | 0.0 | 0.8 | 0.0 | 0.0 | 0.0 | 1.0 | 8.5 | 8.0 | 0.0 | 1.8 | 0.0 | 0.0 | 18.3 |
| % | 46.4 | 53.6 | 0.0 | 0.0 | 0.0 | 4.5 | 0.0 | 0.0 | 0.0 | 5.5 | 46.4 | 43.6 | 0.0 | 10.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 13.5 | 14.3 | 1.0 | 0.0 | 1.5 | 0.8 | 0.0 | 1.0 | 0.0 | 1.0 | 11.0 | 11.5 | 2.5 | 2.8 | 0.0 | 0.0 | 27.8 |
| % | 48.5 | 51.5 | 3.6 | 0.0 | 5.4 | 3.0 | 0.0 | 3.6 | 0.0 | 3.6 | 39.5 | 41.3 | 9.0 | 10.2 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 13.5 | 1.0 | 1.0 | 2.3 | 1.0 | 27.8 |
| % | 48.5 | 3.6 | 3.6 | 8.4 | 3.6 | 100.0 |
| ESTIMATE OF AVAILABILITY | 49.7 | 2.6 | 3.7 | 4.3 | 0.8 | |
| EXPECTED # OF FACULTY | 13.8 | 0.7 | 1.0 | 1.2 | 0.2 | |
| UNDERUTILIZATION | 0.3 | none | 0.0 | none | none | |

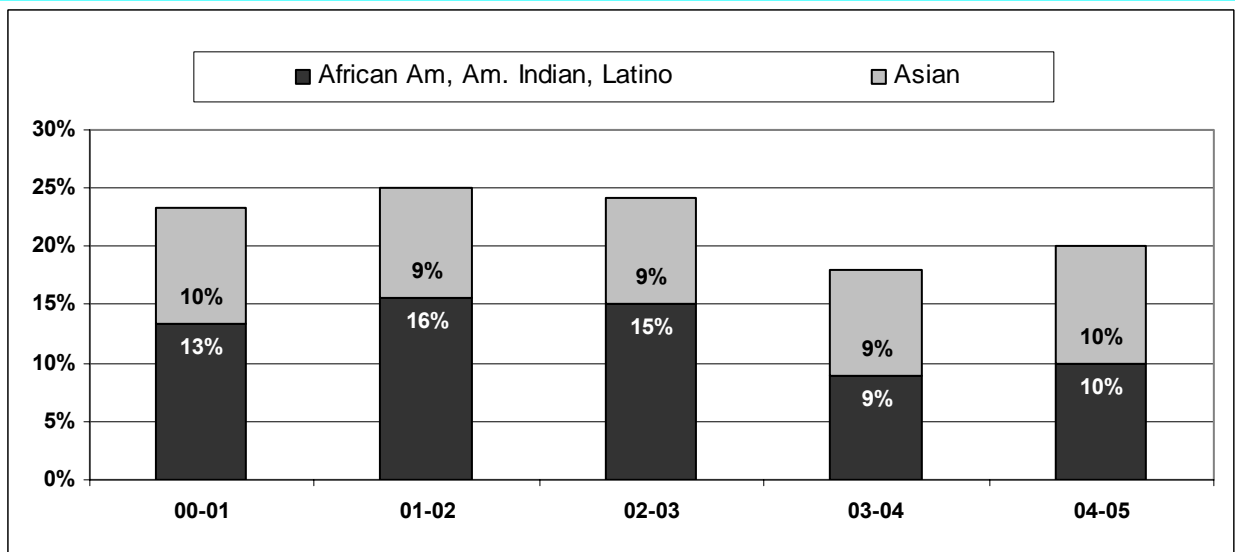
DEPARTMENT OF ANTHROPOLOGY

PERCENT WOMEN



n= 30 32 33 31 30

PERCENT UNDERREPRESENTED MINORITIES



n= 30 32 33 31 30

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ASIAN-AMERICAN STUDIES

| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.5 | 1.5 | 0.0 | 0.0 | 1.5 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 1.5 | 0.0 | 0.0 | 3.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 1.6 | 0.0 | 0.0 | 1.0 | 1.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.6 | 0.0 | 0.0 | 2.6 |
| % | 37.9 | 62.1 | 0.0 | 0.0 | 37.9 | 62.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 37.9 | 62.1 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.5 | 3.1 | 0.0 | 0.0 | 3.0 | 3.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.0 | 3.0 | 3.1 | 0.0 | 0.0 | 6.6 |
| % | 52.7 | 47.3 | 0.0 | 0.0 | 45.2 | 47.3 | 0.0 | 0.0 | 0.0 | 0.0 | 7.5 | 0.0 | 45.2 | 47.3 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

NOT AVAILABLE

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CHICANA/O STUDIES

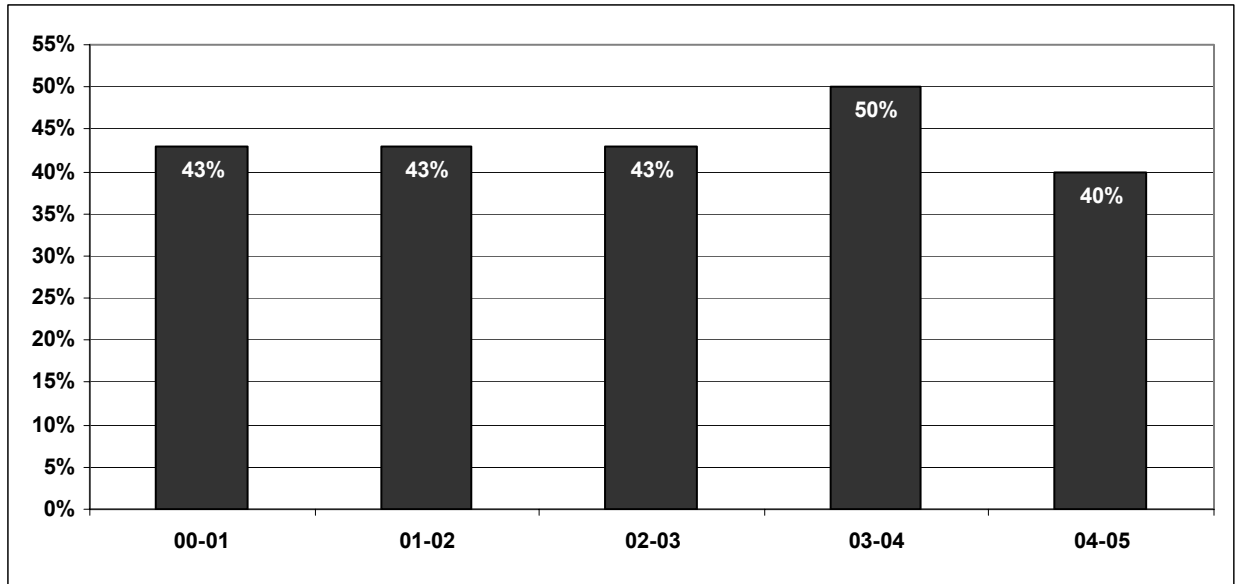
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 1.0 | 3.0 |
| % | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 0.0 | 33.3 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 0.0 | 5.0 |
| % | 20.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 80.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 4.0 | 6.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 5.0 | 0.0 | 1.0 | 10.0 |
| % | 40.0 | 60.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 50.0 | 0.0 | 10.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.0 | 0.0 | 9.0 | 0.0 | 0.0 | 9.0 |
| % | 40.0 | 0.0 | 90.0 | 0.0 | 0.0 | 90.0 |
| ESTIMATE OF AVAILABILITY | 51.3 | 6.5 | 8.8 | 6.2 | 0.7 | |
| EXPECTED # OF FACULTY | 5.1 | 0.7 | 0.9 | 0.6 | 0.1 | |
| UNDERUTILIZATION | 1.1 | 0.7 | none | 0.6 | none | |

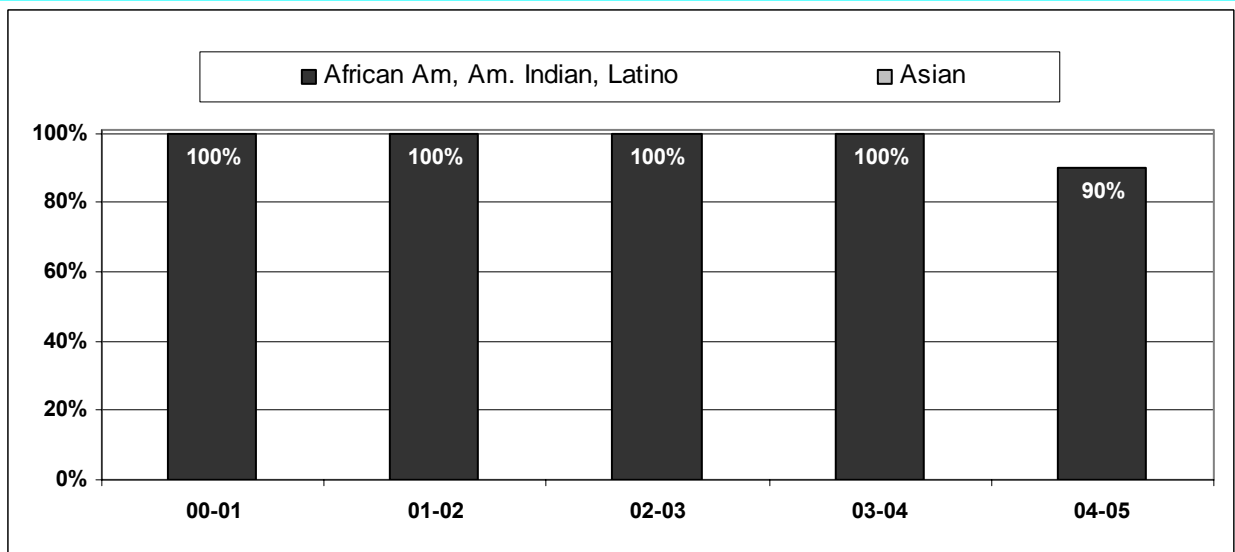
DEPARTMENT OF CHICANA/O STUDIES

PERCENT WOMEN



n= 7 7 7 8 10

PERCENT UNDERREPRESENTED MINORITIES



n= 7 7 7 8 10

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMMUNICATION STUDIES

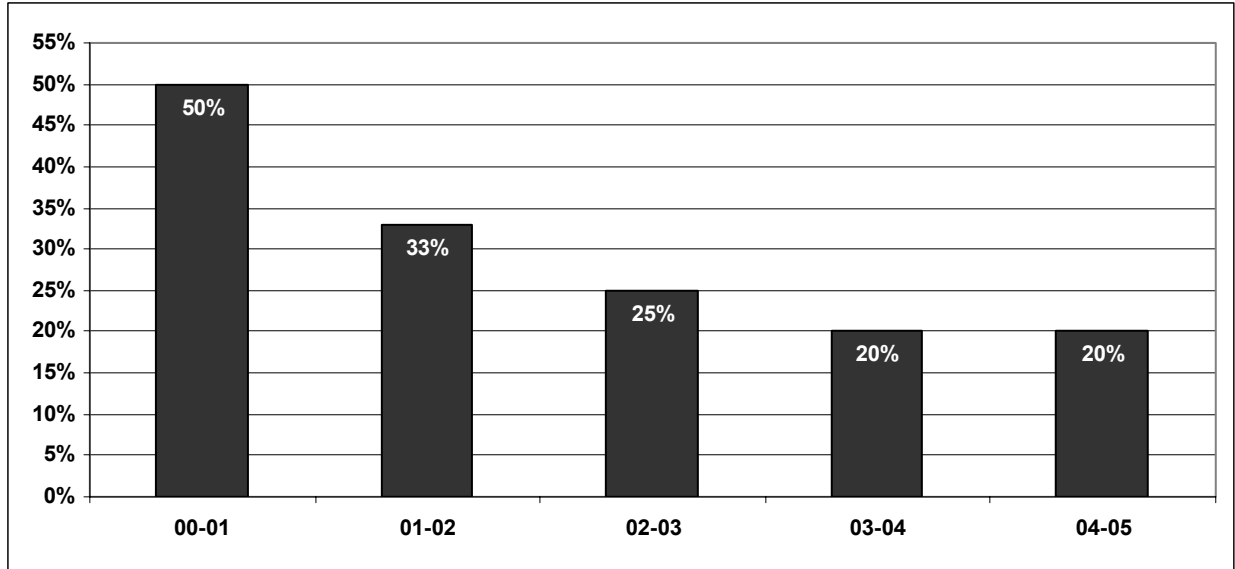
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 20.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 56.8 | 5.7 | 4.4 | 3.5 | 0.4 | |
| EXPECTED # OF FACULTY | 2.8 | 0.3 | 0.2 | 0.2 | 0.0 | |
| UNDERUTILIZATION | 1.8 | 0.3 | 0.2 | 0.2 | none | |

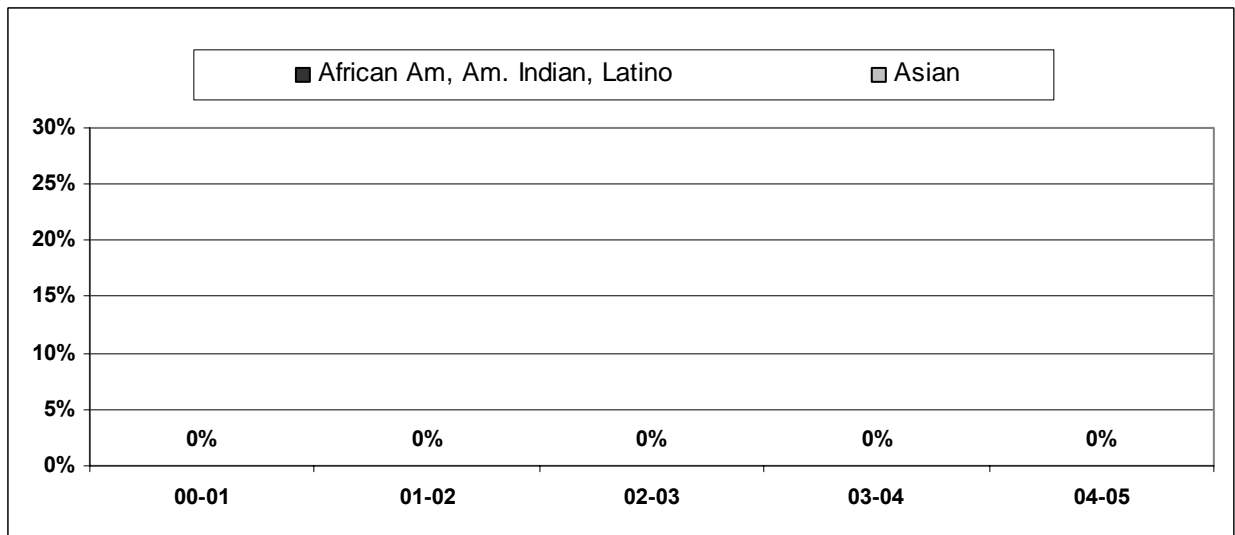
DEPARTMENT OF COMMUNICATION STUDIES

PERCENT WOMEN



n= 4 6 4 5 5

PERCENT UNDERREPRESENTED MINORITIES



n= 4 6 4 5 5

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ECONOMICS

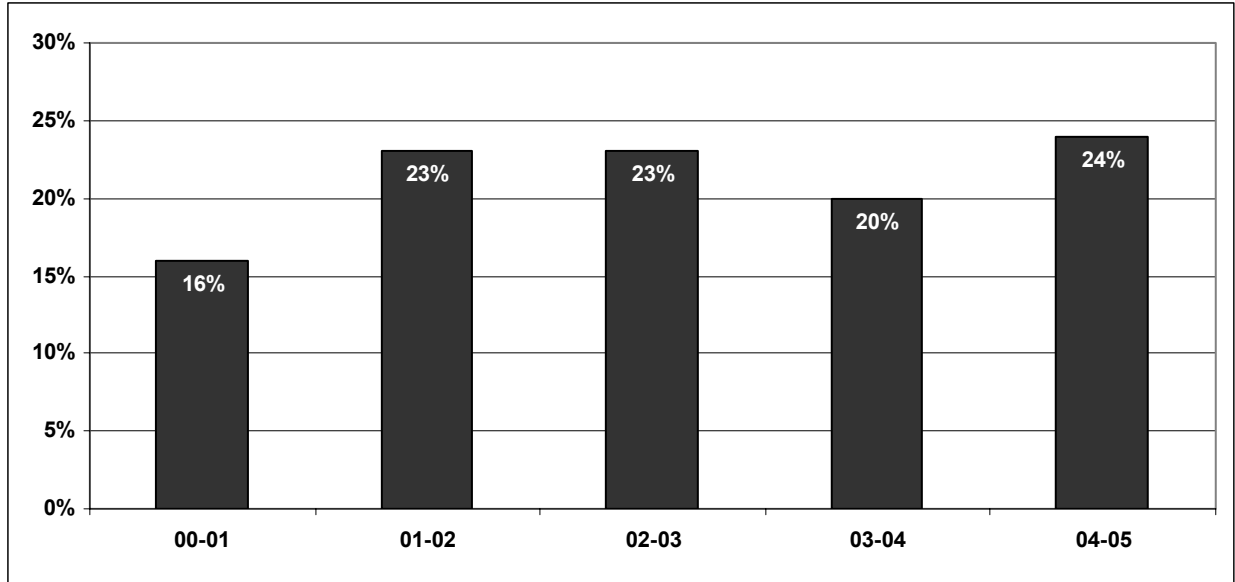
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 5.0 | 8.0 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 6.0 | 1.0 | 2.0 | 0.0 | 0.0 | 13.0 |
| % | 38.5 | 61.5 | 0.0 | 0.0 | 7.7 | 15.4 | 0.0 | 0.0 | 0.0 | 0.0 | 30.8 | 46.2 | 7.7 | 15.4 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 3.5 | 23.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 3.5 | 20.0 | 0.0 | 3.0 | 0.0 | 0.0 | 26.5 |
| % | 13.2 | 86.8 | 0.0 | 0.0 | 0.0 | 7.5 | 0.0 | 3.8 | 0.0 | 0.0 | 13.2 | 75.5 | 0.0 | 11.3 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 9.5 | 32.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 1.0 | 0.0 | 0.0 | 8.5 | 27.0 | 1.0 | 5.0 | 0.0 | 0.0 | 41.5 |
| % | 22.9 | 77.1 | 0.0 | 0.0 | 2.4 | 9.6 | 0.0 | 2.4 | 0.0 | 0.0 | 20.5 | 65.1 | 2.4 | 12.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 9.5 | 0.0 | 1.0 | 5.0 | 0.0 | 41.5 |
| % | 22.9 | 0.0 | 2.4 | 12.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 26.9 | 3.9 | 3.3 | 11.4 | 0.2 | |
| EXPECTED # OF FACULTY | 11.2 | 1.6 | 1.4 | 4.7 | 0.1 | |
| UNDERUTILIZATION | 1.7 | 1.6 | 0.4 | none | none | |

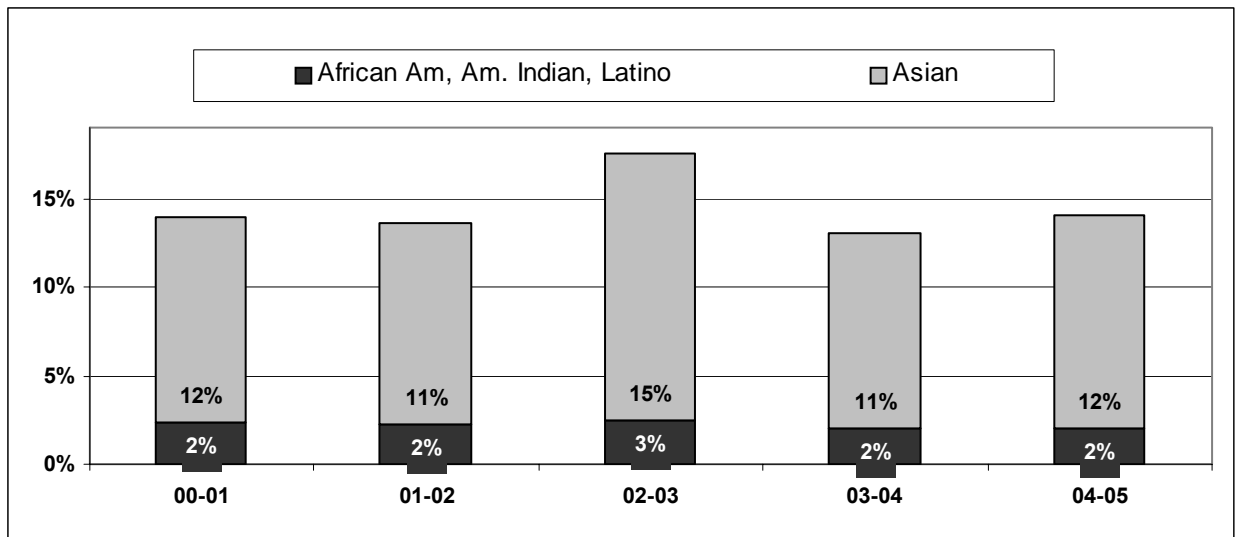
DEPARTMENT OF ECONOMICS

PERCENT WOMEN



n= 43 44 40 45 42

PERCENT UNDERREPRESENTED MINORITIES



n= 43 44 40 45 42

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF GEOGRAPHY

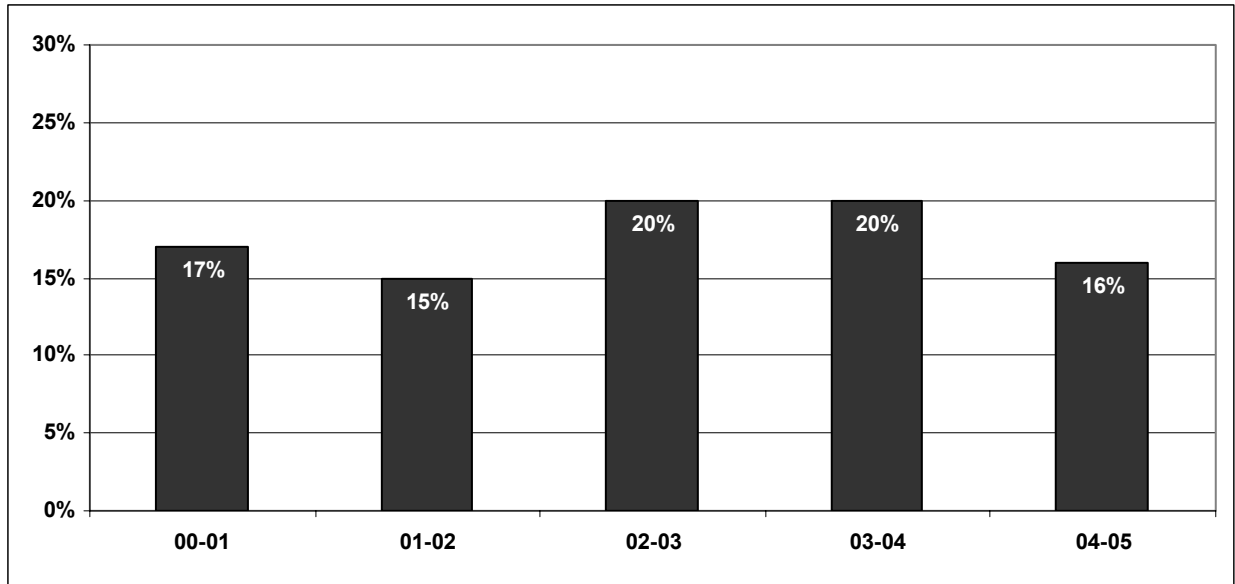
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 3.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 1.0 | 0.0 | 0.0 | 4.0 |
| % | 25.0 | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 75.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 2.0 | 11.5 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 10.5 | 1.0 | 1.0 | 0.0 | 0.0 | 13.5 |
| % | 14.8 | 85.2 | 0.0 | 0.0 | 7.4 | 7.4 | 0.0 | 0.0 | 0.0 | 0.0 | 7.4 | 77.8 | 7.4 | 7.4 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 15.5 | 1.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 13.5 | 2.0 | 2.0 | 0.0 | 0.0 | 18.5 |
| % | 16.2 | 83.8 | 5.4 | 0.0 | 5.4 | 10.8 | 0.0 | 0.0 | 0.0 | 0.0 | 5.4 | 73.0 | 10.8 | 10.8 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 1.0 | 0.0 | 3.0 | 0.0 | 18.5 |
| % | 16.2 | 5.4 | 0.0 | 16.2 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 29.5 | 2.2 | 2.3 | 4.9 | 0.5 | |
| EXPECTED # OF FACULTY | 5.5 | 0.4 | 0.4 | 0.9 | 0.1 | |
| UNDERUTILIZATION | 2.5 | none | 0.4 | none | 0.1 | |

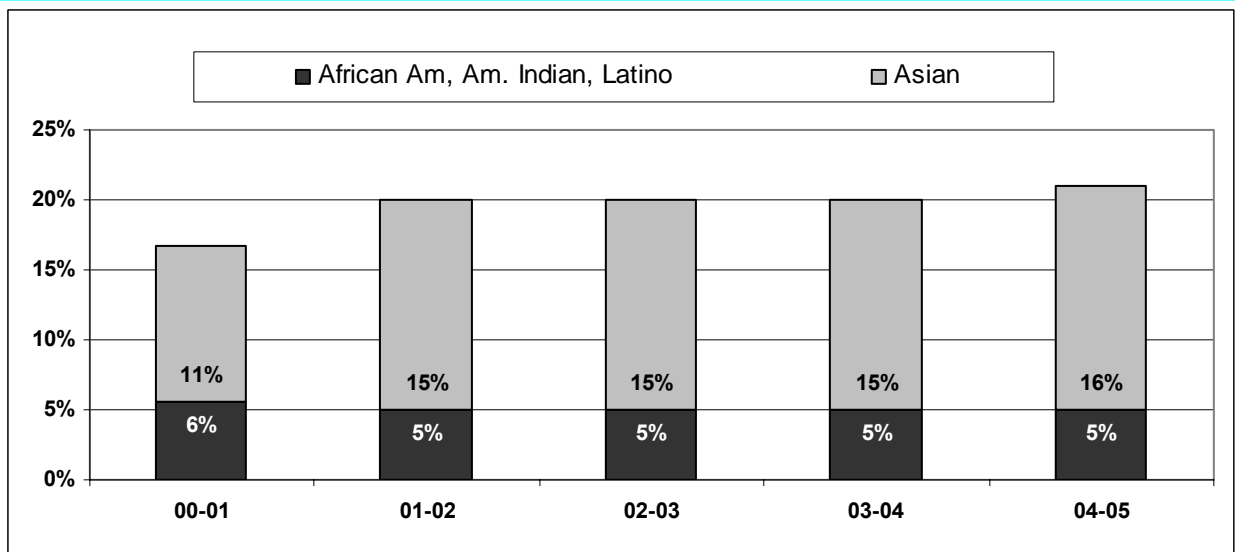
DEPARTMENT OF GEOGRAPHY

PERCENT WOMEN



n= 18 20 20 20 19

PERCENT UNDERREPRESENTED MINORITIES



n= 18 20 20 20 19

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF HISTORY

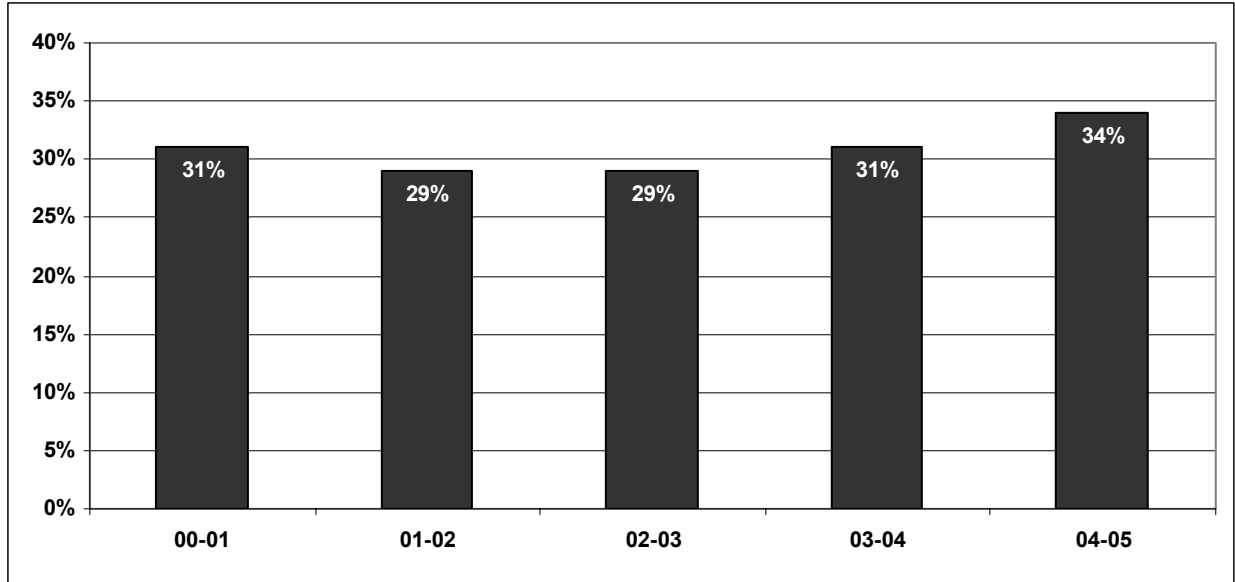
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 60.0 | 40.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 40.0 | 20.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 9.5 | 9.5 | 1.0 | 1.0 | 1.5 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 | 7.0 | 2.5 | 2.5 | 0.0 | 0.0 | 19.0 |
| % | 50.0 | 50.0 | 5.3 | 5.3 | 7.9 | 7.9 | 0.0 | 0.0 | 0.0 | 0.0 | 36.8 | 36.8 | 13.2 | 13.2 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 10.5 | 32.3 | 1.0 | 1.0 | 0.0 | 1.0 | 0.0 | 3.0 | 0.0 | 0.0 | 9.5 | 27.3 | 1.0 | 5.0 | 0.0 | 0.0 | 42.8 |
| % | 24.5 | 75.5 | 2.3 | 2.3 | 0.0 | 2.3 | 0.0 | 7.0 | 0.0 | 0.0 | 22.2 | 63.8 | 2.3 | 11.7 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 23.0 | 43.8 | 3.0 | 2.0 | 1.5 | 2.5 | 0.0 | 3.0 | 0.0 | 0.0 | 18.5 | 36.3 | 4.5 | 7.5 | 0.0 | 0.0 | 66.8 |
| % | 34.4 | 65.6 | 4.5 | 3.0 | 2.2 | 3.7 | 0.0 | 4.5 | 0.0 | 0.0 | 27.7 | 54.4 | 6.7 | 11.2 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 23.0 | 5.0 | 3.0 | 4.0 | 0.0 | 66.8 |
| % | 34.4 | 7.5 | 4.5 | 6.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 35.1 | 4.6 | 5.0 | 4.7 | 0.1 | |
| EXPECTED # OF FACULTY | 23.5 | 3.1 | 3.3 | 3.1 | 0.1 | |
| UNDERUTILIZATION | 0.5 | none | 0.3 | none | none | |

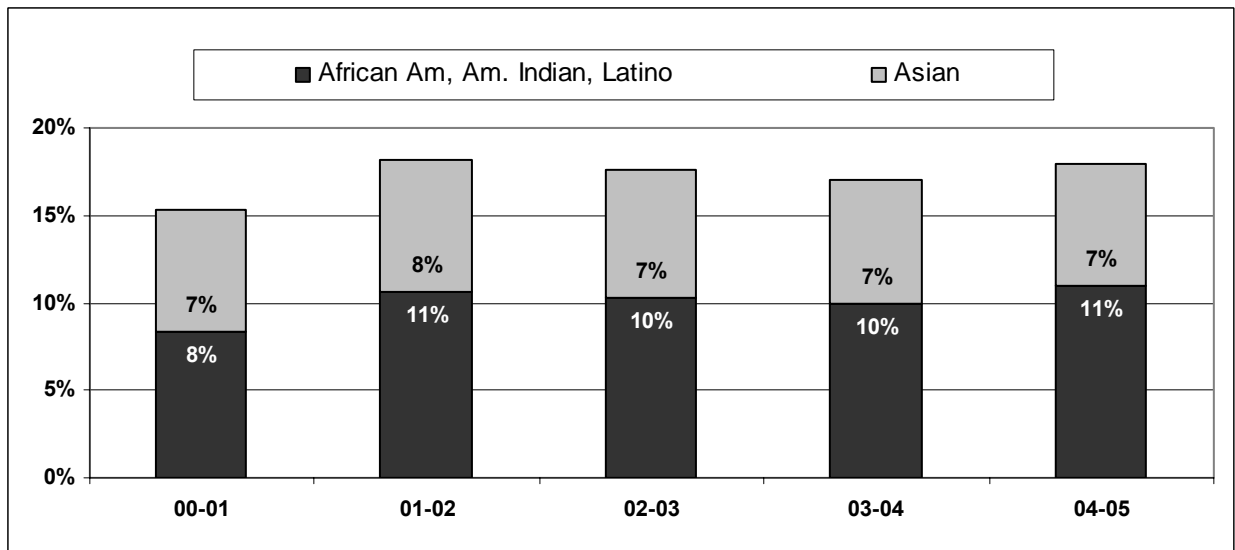
DEPARTMENT OF HISTORY

PERCENT WOMEN



n= 72 66 68 68 70

PERCENT UNDERREPRESENTED MINORITIES



n= 72 66 68 68 70

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF POLITICAL SCIENCE

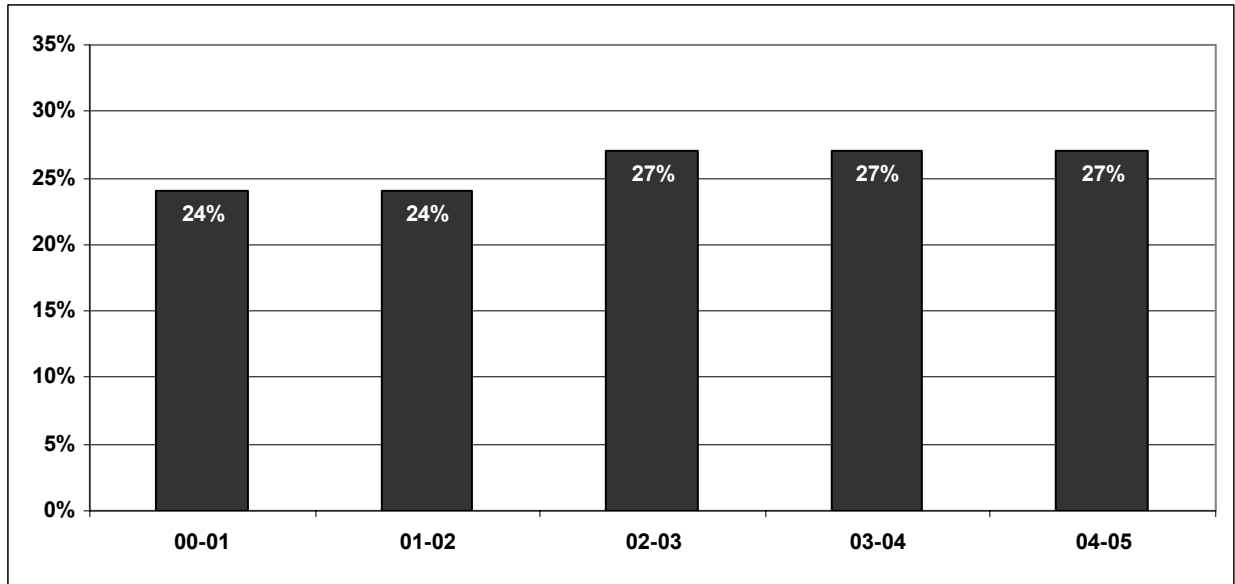
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.0 | 12.0 | 0.0 | 1.0 | 0.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 8.0 | 0.0 | 4.0 | 0.0 | 0.0 | 14.0 |
| % | 14.3 | 85.7 | 0.0 | 7.1 | 0.0 | 14.3 | 0.0 | 7.1 | 0.0 | 0.0 | 14.3 | 57.1 | 0.0 | 28.6 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 7.5 | 17.8 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.5 | 16.8 | 0.0 | 1.0 | 0.0 | 0.0 | 25.3 |
| % | 29.6 | 70.4 | 0.0 | 3.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 29.6 | 66.5 | 0.0 | 3.9 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 11.5 | 31.8 | 0.0 | 2.0 | 0.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 11.5 | 26.8 | 0.0 | 5.0 | 0.0 | 0.0 | 43.3 |
| % | 26.5 | 73.5 | 0.0 | 4.6 | 0.0 | 4.6 | 0.0 | 2.3 | 0.0 | 0.0 | 26.5 | 61.9 | 0.0 | 11.5 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 11.5 | 2.0 | 1.0 | 2.0 | 0.0 | 43.3 |
| % | 26.5 | 4.6 | 2.3 | 4.6 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 30.0 | 5.9 | 3.3 | 5.6 | 0.4 | |
| EXPECTED # OF FACULTY | 13.0 | 2.6 | 1.4 | 2.4 | 0.2 | |
| UNDERUTILIZATION | 1.5 | 0.6 | 0.4 | 0.4 | 0.2 | |

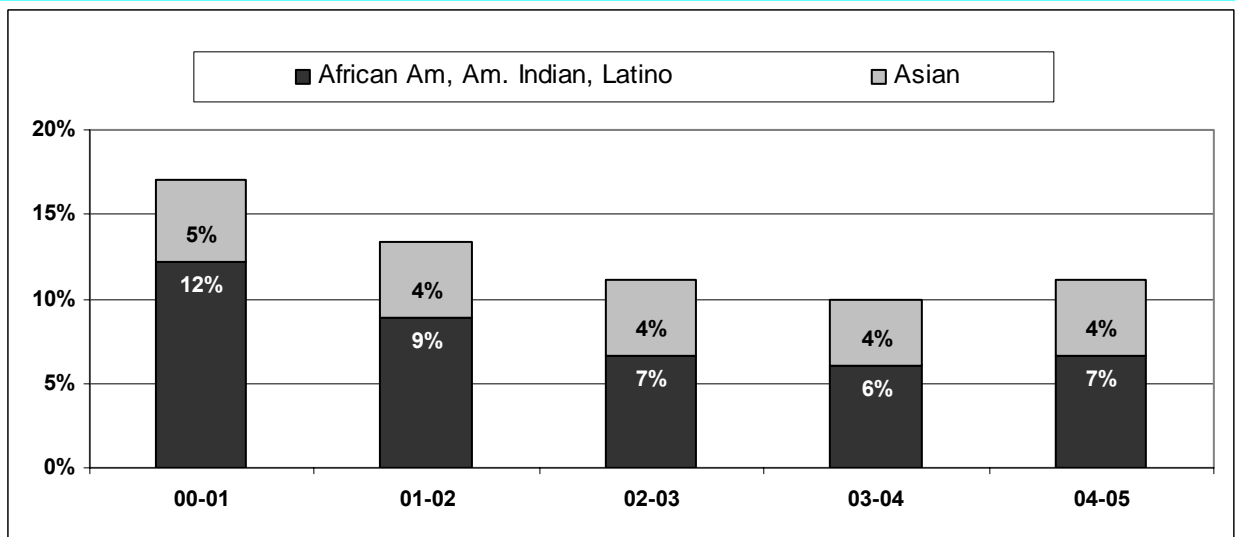
DEPARTMENT OF POLITICAL SCIENCE

PERCENT WOMEN



n= 41 45 45 45 45

PERCENT UNDERREPRESENTED MINORITIES



n= 41 45 45 45 45

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SOCIOLOGY

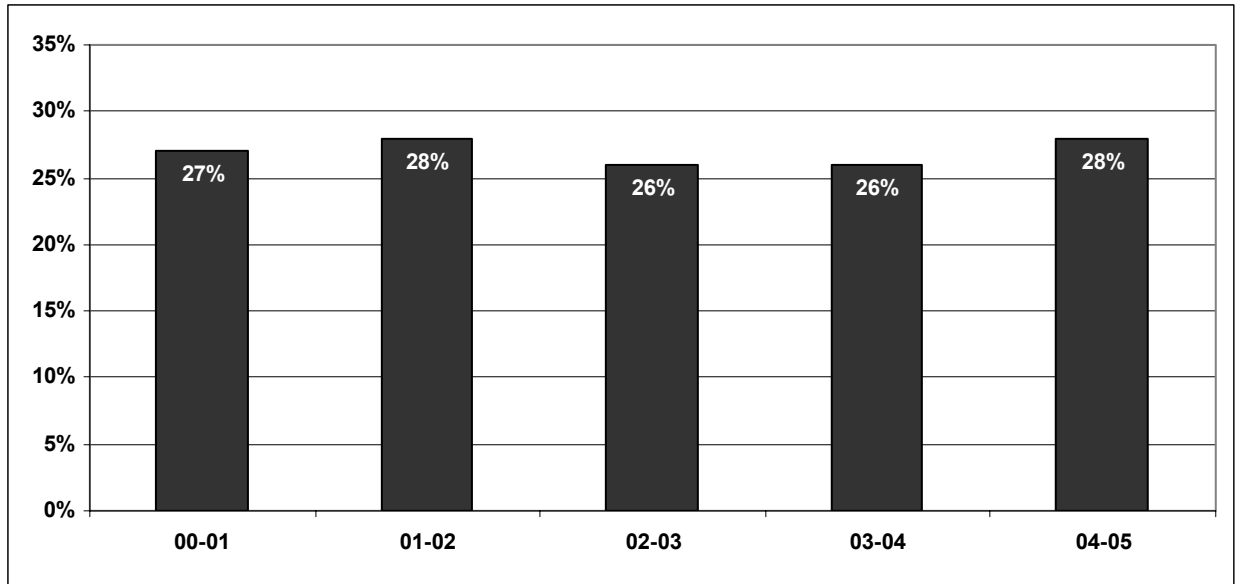
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 4.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 4.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 7.0 |
| % | 57.1 | 42.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 0.0 | 0.0 | 57.1 | 28.6 | 0.0 | 14.3 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 2.0 | 3.0 | 1.0 | 1.0 | 0.0 | 0.0 | 7.0 |
| % | 42.9 | 57.1 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 14.3 | 0.0 | 0.0 | 28.6 | 42.9 | 14.3 | 14.3 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 5.2 | 26.0 | 0.0 | 1.0 | 0.5 | 0.0 | 0.0 | 2.0 | 0.0 | 1.0 | 4.7 | 22.0 | 0.5 | 4.0 | 0.0 | 0.0 | 31.2 |
| % | 16.6 | 83.4 | 0.0 | 3.2 | 1.6 | 0.0 | 0.0 | 6.4 | 0.0 | 3.2 | 15.0 | 70.6 | 1.6 | 12.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 12.2 | 33.0 | 0.0 | 1.0 | 0.5 | 0.0 | 1.0 | 4.0 | 0.0 | 1.0 | 10.7 | 27.0 | 1.5 | 6.0 | 0.0 | 0.0 | 45.2 |
| % | 26.9 | 73.1 | 0.0 | 2.2 | 1.1 | 0.0 | 2.2 | 8.9 | 0.0 | 2.2 | 23.6 | 59.8 | 3.3 | 13.3 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 12.2 | 1.0 | 5.0 | 0.5 | 1.0 | 45.2 |
| % | 26.9 | 2.2 | 11.1 | 1.1 | 2.2 | 100.0 |
| ESTIMATE OF AVAILABILITY | 54.5 | 7.5 | 4.6 | 5.7 | 0.7 | |
| EXPECTED # OF FACULTY | 24.6 | 3.4 | 2.1 | 2.6 | 0.3 | |
| UNDERUTILIZATION | 12.5 | 2.4 | none | 2.1 | none | |

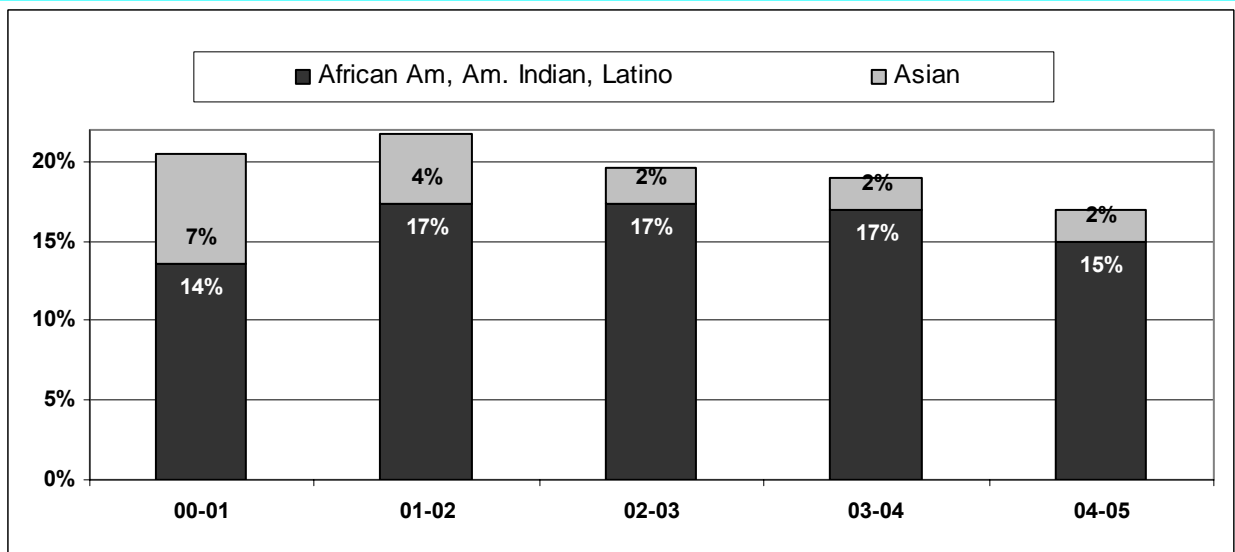
DEPARTMENT OF SOCIOLOGY

PERCENT WOMEN



n= 44 46 46 44 46

PERCENT UNDERREPRESENTED MINORITIES



n= 44 46 46 44 46

DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE ANDERSON SCHOOL OF MANAGEMENT

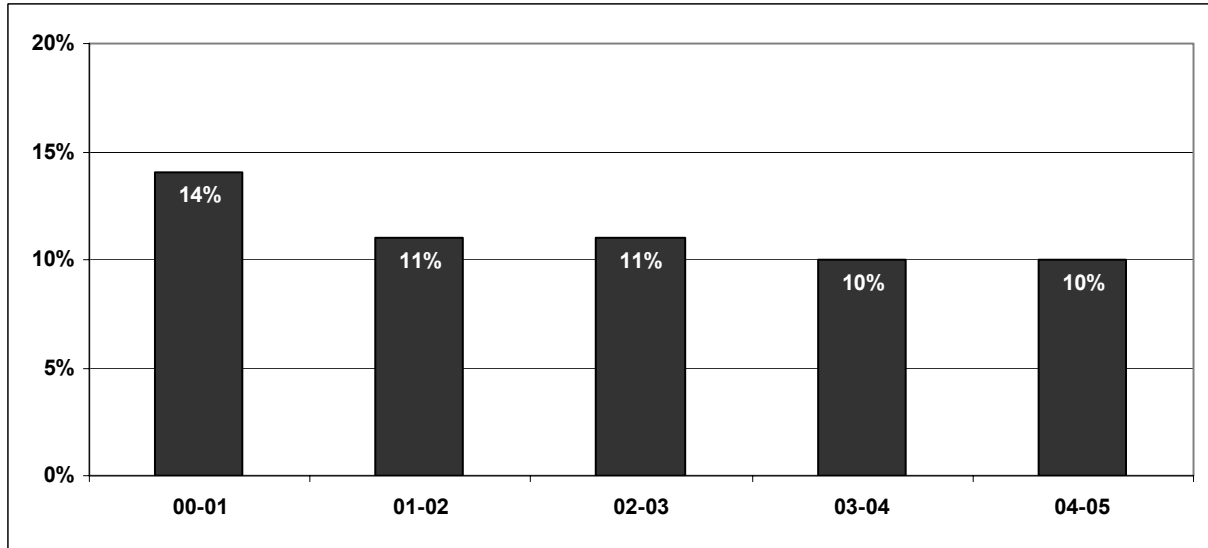
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|-------------|------------|------------|-----------------|------------|------------|-------------|-------------------|-------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 11.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 3.0 | 0.0 | 0.0 | 1.0 | 4.0 | 1.0 | 7.0 | 0.0 | 0.0 | 13.0 |
| % | 15.4 | 84.6 | 0.0 | 0.0 | 7.7 | 30.8 | 0.0 | 23.1 | 0.0 | 0.0 | 7.7 | 30.8 | 7.7 | 53.8 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 13.0 | 0.0 | 1.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 10.0 | 1.0 | 3.0 | 0.0 | 0.0 | 16.0 |
| % | 18.8 | 81.3 | 0.0 | 6.3 | 6.3 | 12.5 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 62.5 | 6.3 | 18.8 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 2.0 | 38.5 | 0.0 | 0.0 | 0.0 | 7.0 | 0.0 | 2.0 | 0.0 | 0.0 | 2.0 | 29.5 | 0.0 | 9.0 | 0.0 | 0.0 | 40.5 |
| % | 4.9 | 95.1 | 0.0 | 0.0 | 0.0 | 17.3 | 0.0 | 4.9 | 0.0 | 0.0 | 4.9 | 72.8 | 0.0 | 22.2 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 7.0 | 62.5 | 0.0 | 1.0 | 2.0 | 13.0 | 0.0 | 5.0 | 0.0 | 0.0 | 5.0 | 43.5 | 2.0 | 19.0 | 0.0 | 0.0 | 69.5 |
| % | 10.1 | 89.9 | 0.0 | 1.4 | 2.9 | 18.7 | 0.0 | 7.2 | 0.0 | 0.0 | 7.2 | 62.6 | 2.9 | 27.3 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 7.0 | 1.0 | 5.0 | 15.0 | 0.0 | 69.5 |
| % | 10.1 | 1.4 | 7.2 | 21.6 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 29.4 | 4.1 | 2.1 | 10.8 | 0.5 | |
| EXPECTED # OF FACULTY | 20.5 | 2.9 | 1.5 | 7.5 | 0.3 | |
| UNDERUTILIZATION | 13.5 | 1.9 | none | none | 0.3 | |

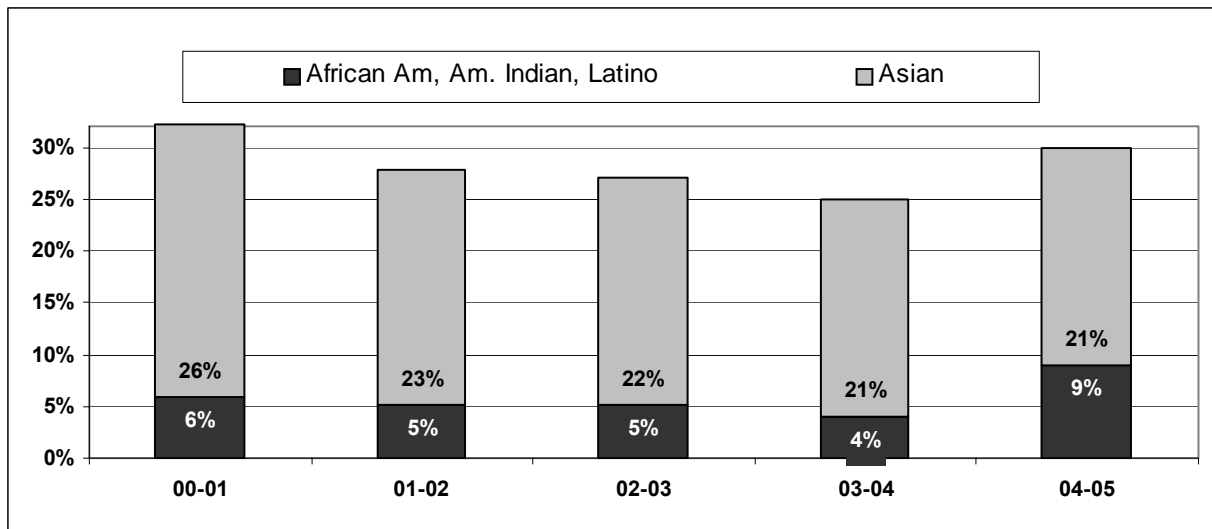
THE ANDERSON SCHOOL OF MANAGEMENT

PERCENT WOMEN



n= 84 79 79 78 70

PERCENT UNDERREPRESENTED MINORITIES



n= 84 79 79 78 70

DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF ARTS AND ARCHITECTURE

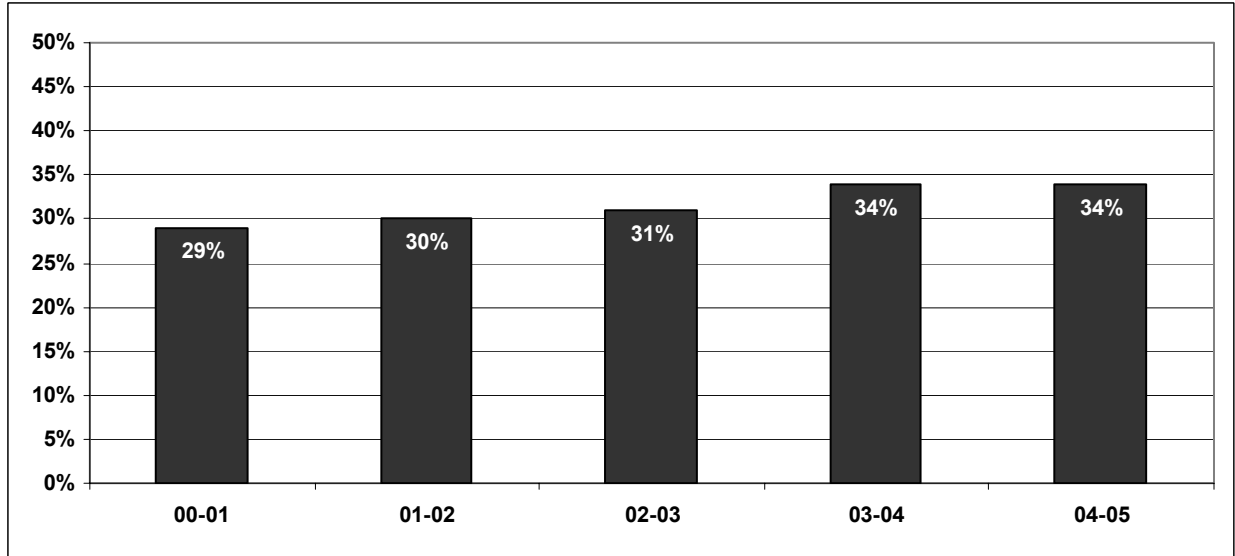
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.5 | 3.0 | 0.0 | 0.0 | 1.5 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 1.5 | 1.0 | 0.0 | 1.0 | 5.5 |
| % | 45.5 | 54.5 | 0.0 | 0.0 | 27.3 | 18.2 | 0.0 | 0.0 | 0.0 | 0.0 | 18.2 | 18.2 | 27.3 | 18.2 | 0.0 | 18.2 | 100.0 |
| ASSOCIATE PROFESSOR | 4.0 | 8.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 8.0 | 3.0 | 0.0 | 0.0 | 0.0 | 12.0 |
| % | 33.3 | 66.7 | 8.3 | 0.0 | 8.3 | 0.0 | 0.0 | 0.0 | 8.3 | 0.0 | 8.3 | 66.7 | 25.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 20.5 | 41.2 | 1.0 | 2.0 | 1.0 | 0.0 | 3.0 | 4.0 | 0.0 | 0.0 | 15.5 | 35.2 | 5.0 | 6.0 | 0.0 | 0.0 | 61.7 |
| % | 33.2 | 66.8 | 1.6 | 3.2 | 1.6 | 0.0 | 4.9 | 6.5 | 0.0 | 0.0 | 25.1 | 57.0 | 8.1 | 9.7 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 27.0 | 52.2 | 2.0 | 2.0 | 3.5 | 1.0 | 3.0 | 4.0 | 1.0 | 0.0 | 17.5 | 44.2 | 9.5 | 7.0 | 0.0 | 1.0 | 79.2 |
| % | 34.1 | 65.9 | 2.5 | 2.5 | 4.4 | 1.3 | 3.8 | 5.1 | 1.3 | 0.0 | 22.1 | 55.8 | 12.0 | 8.8 | 0.0 | 1.3 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 27.0 | 4.0 | 7.0 | 4.5 | 1.0 | 78.2 |
| % | 34.1 | 5.1 | 8.8 | 5.7 | 1.3 | 98.7 |
| ESTIMATE OF AVAILABILITY | 37.8 | 5.1 | 2.9 | 3.5 | 0.5 | |
| EXPECTED # OF FACULTY | 29.9 | 4.0 | 2.3 | 2.8 | 0.4 | |
| UNDERUTILIZATION | 2.9 | 0.0 | none | none | none | |

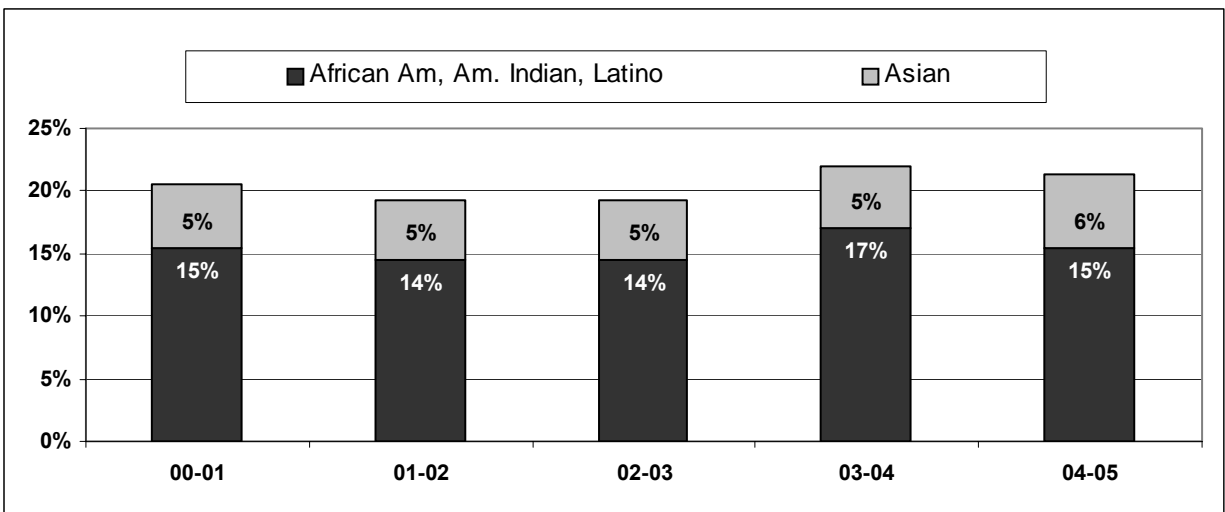
SCHOOL OF ARTS AND ARCHITECTURE

PERCENT WOMEN



n= 78 83 83 79 82

PERCENT UNDERREPRESENTED MINORITIES



n= 78 83 83 79 82

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

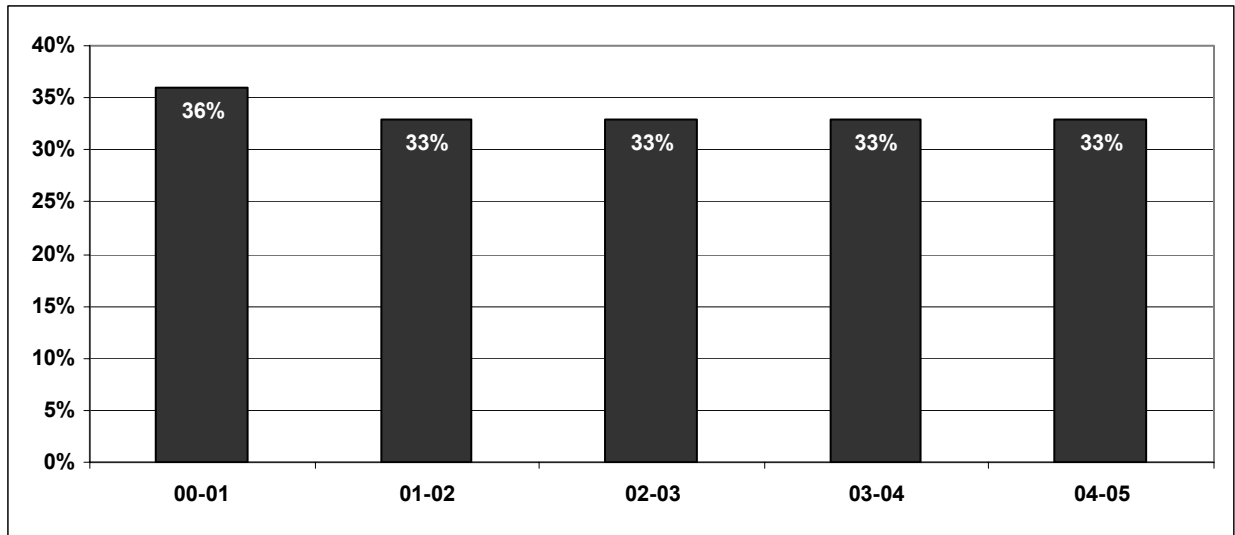
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 4.5 | 5.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 4.5 | 4.7 | 0.0 | 1.0 | 0.0 | 0.0 | 10.2 |
| % | 44.2 | 55.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.8 | 0.0 | 0.0 | 44.2 | 45.9 | 0.0 | 9.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 4.5 | 8.7 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 4.5 | 6.7 | 0.0 | 2.0 | 0.0 | 0.0 | 13.2 |
| % | 34.2 | 65.8 | 0.0 | 0.0 | 0.0 | 7.6 | 0.0 | 7.6 | 0.0 | 0.0 | 34.2 | 50.6 | 0.0 | 15.2 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.5 | 0.0 | 1.0 | 1.0 | 0.0 | 13.2 |
| % | 34.2 | 0.0 | 7.6 | 7.6 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 20.4 | 3.7 | 5.4 | 4.0 | 0.5 | |
| EXPECTED # OF FACULTY | 2.7 | 0.5 | 0.7 | 0.5 | 0.1 | |
| UNDERUTILIZATION | none | 0.5 | none | none | none | |

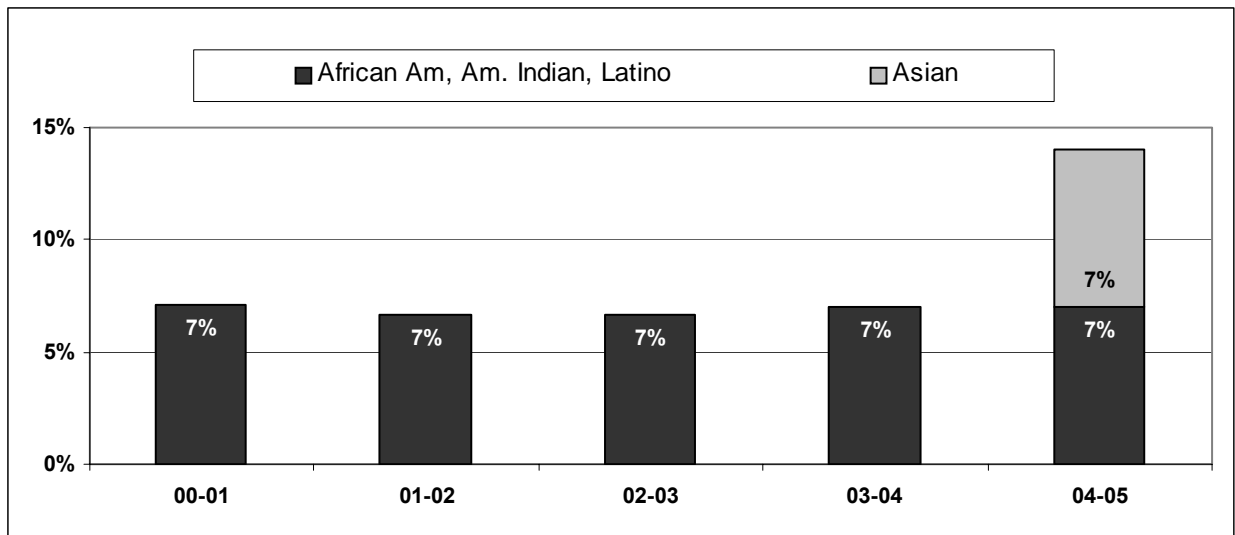
DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

PERCENT WOMEN



n= 14 15 15 15 15

PERCENT UNDERREPRESENTED MINORITIES



n= 14 15 15 15 15

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ART

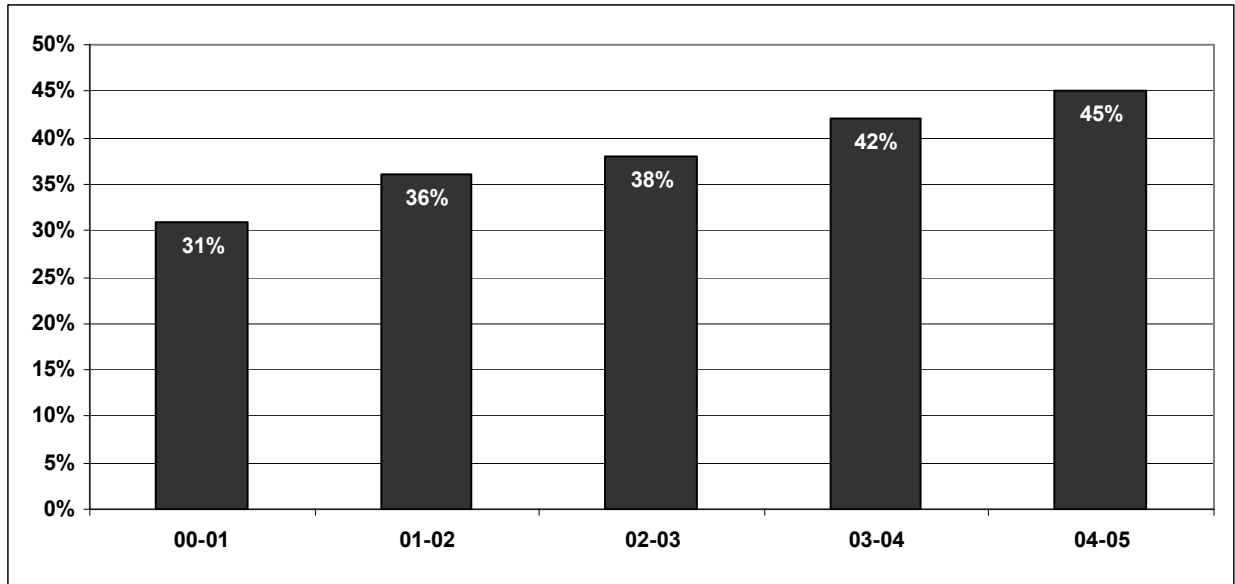
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|--------------|-----------------|------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|------|-------------------|-----|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| PROFESSOR | 5.0 | 5.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 5.0 | 4.5 | 0.0 | 1.0 | 0.0 | 0.0 | 10.5 |
| % | 47.6 | 52.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.5 | 0.0 | 0.0 | 47.6 | 42.9 | 0.0 | 9.5 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 5.0 | 5.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 5.0 | 4.5 | 0.0 | 1.0 | 0.0 | 0.0 | 10.5 |
| % | 47.6 | 52.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.5 | 0.0 | 0.0 | 47.6 | 42.9 | 0.0 | 9.5 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 5.0 | 0.0 | 1.0 | 0.0 | 0.0 | 10.5 |
| % | 47.6 | 0.0 | 9.5 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 36.6 | 7.1 | 1.2 | 2.3 | 0.5 | |
| EXPECTED # OF FACULTY | 3.8 | 0.7 | 0.1 | 0.2 | 0.1 | |
| UNDERUTILIZATION | none | 0.7 | none | 0.2 | none | |

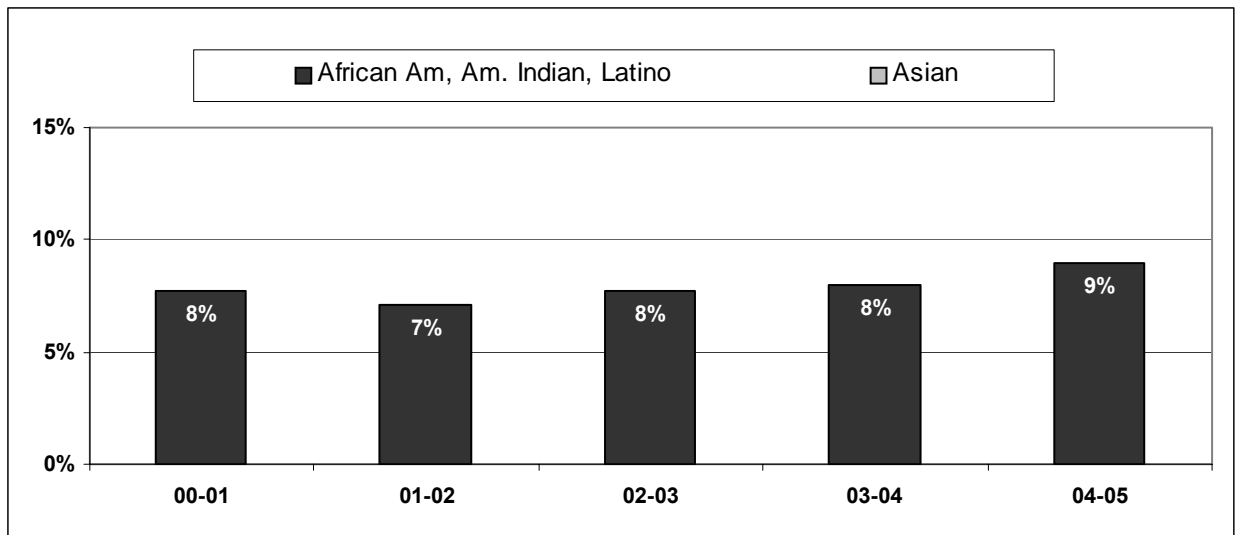
DEPARTMENT OF ART

PERCENT WOMEN



n= 13 14 16 12 11

PERCENT UNDERREPRESENTED MINORITIES



n= 13 14 16 12 11

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF DESIGN I MEDIA ARTS

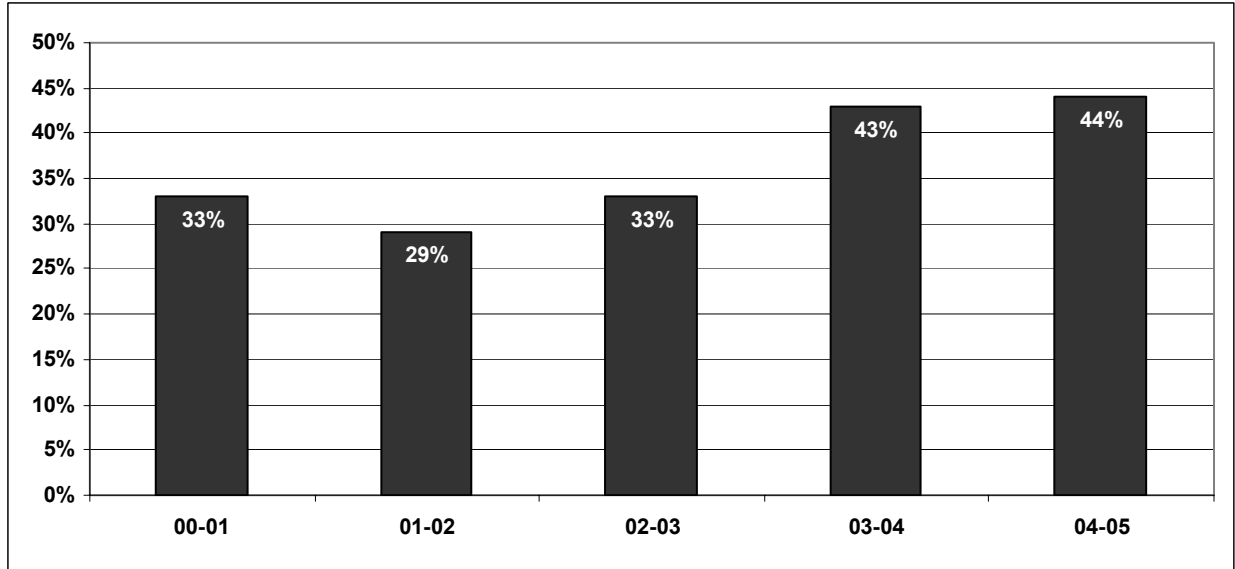
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|------|-------------------|-----|---------|-------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 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 | 1.0 | 1.0 |
| % | 0.0 | 100.0 | 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 | 100.0 | 100.0 |
| PROFESSOR | 4.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 3.0 | 4.0 | 1.0 | 0.0 | 0.0 | 0.0 | 8.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 0.0 | 0.0 | 0.0 | 37.5 | 50.0 | 12.5 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 4.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 3.0 | 4.0 | 1.0 | 0.0 | 0.0 | 1.0 | 9.0 |
| % | 44.4 | 55.6 | 0.0 | 0.0 | 0.0 | 0.0 | 11.1 | 0.0 | 0.0 | 0.0 | 33.3 | 44.4 | 11.1 | 0.0 | 0.0 | 11.1 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.0 | 0.0 | 1.0 | 0.0 | 0.0 | 8.0 |
| % | 44.4 | 0.0 | 11.1 | 0.0 | 0.0 | 88.9 |
| ESTIMATE OF AVAILABILITY | 46.3 | 2.3 | 3.4 | 5.7 | 0.6 | |
| EXPECTED # OF FACULTY | 4.2 | 0.2 | 0.3 | 0.5 | 0.1 | |
| UNDERUTILIZATION | 0.2 | 0.2 | none | 0.5 | none | |

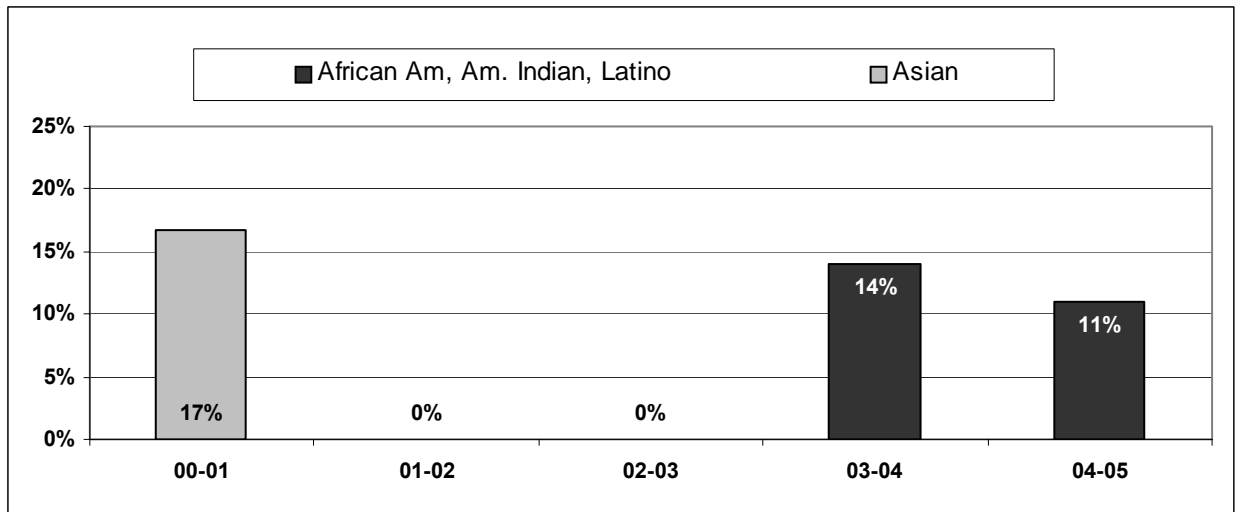
DEPARTMENT OF DESIGN/MEDIA ARTS

PERCENT WOMEN



n= 6 7 6 8 9

PERCENT UNDERREPRESENTED MINORITIES



n= 6 7 6 8 9

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ETHNOMUSICOLOGY

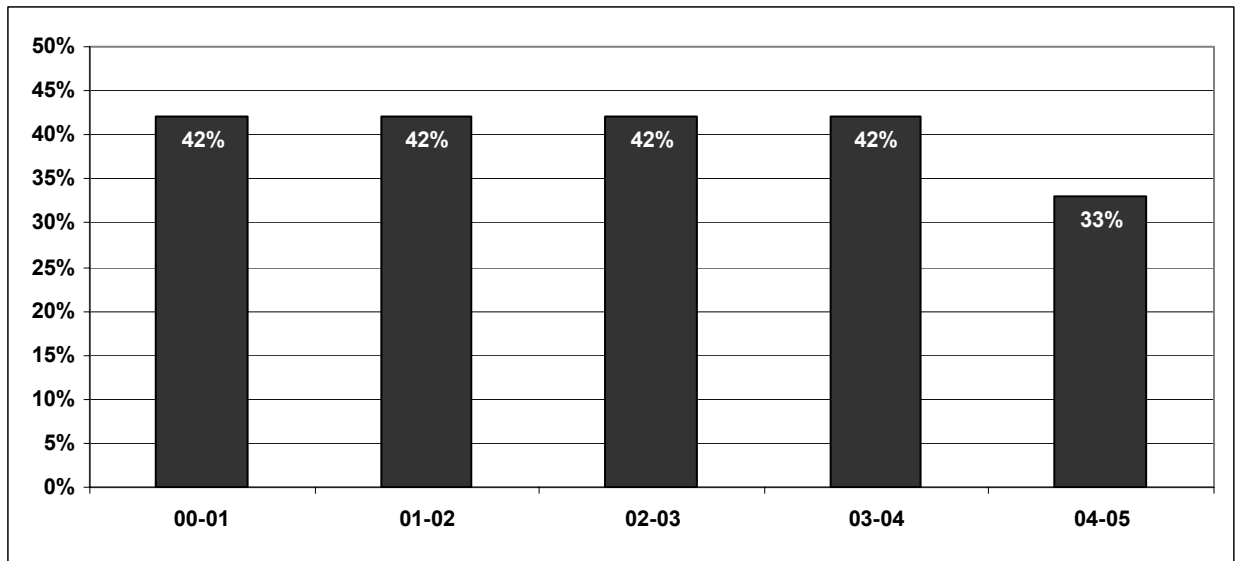
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------|------------------|------|-------|-----|----------|------|-----------------|-----|-------|------|-------------------|------|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSOCIATE PROFESSOR | 3.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 2.0 | 2.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 60.0 | 40.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 0.0 | 20.0 | 40.0 | 40.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 6.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 4.0 | 1.0 | 2.0 | 0.0 | 0.0 | 7.0 |
| % | 14.3 | 85.7 | 14.3 | 14.3 | 0.0 | 0.0 | 0.0 | 14.3 | 0.0 | 0.0 | 0.0 | 57.1 | 14.3 | 28.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 4.0 | 8.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 1.0 | 6.0 | 3.0 | 2.0 | 0.0 | 0.0 | 12.0 |
| % | 33.3 | 66.7 | 16.7 | 8.3 | 0.0 | 0.0 | 0.0 | 8.3 | 8.3 | 0.0 | 8.3 | 50.0 | 25.0 | 16.7 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 4.0 | 3.0 | 1.0 | 0.0 | 1.0 | 12.0 |
| % | 33.3 | 25.0 | 8.3 | 0.0 | 8.3 | 100.0 |
| ESTIMATE OF AVAILABILITY | 29.4 | 5.3 | 1.7 | 2.7 | 0.4 | |
| EXPECTED # OF FACULTY | 3.5 | 0.6 | 0.2 | 0.3 | 0.0 | |
| UNDERUTILIZATION | none | none | none | 0.3 | none | |

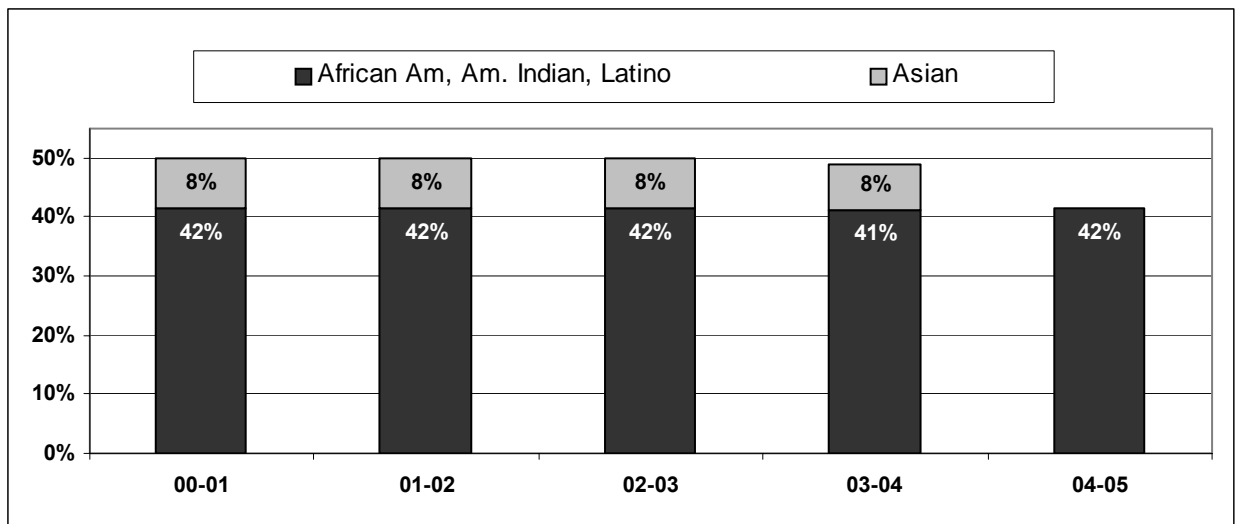
DEPARTMENT OF ETHNOMUSICOLOGY

PERCENT WOMEN



n= 12 12 12 12 12

PERCENT UNDERREPRESENTED MINORITIES



n= 12 12 12 12 12

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MUSIC

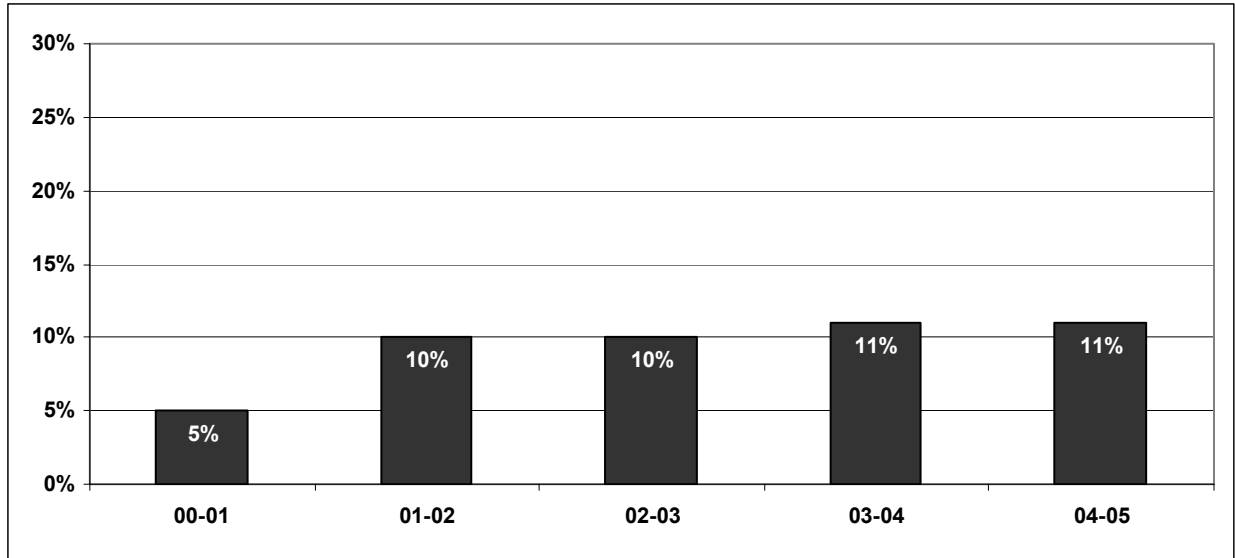
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 13.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 12.0 | 0.0 | 1.0 | 0.0 | 0.0 | 14.0 |
| % | 7.1 | 92.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.1 | 0.0 | 0.0 | 7.1 | 85.7 | 0.0 | 7.1 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 2.0 | 16.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 15.0 | 0.0 | 1.0 | 0.0 | 0.0 | 18.0 |
| % | 11.1 | 88.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.6 | 0.0 | 0.0 | 11.1 | 83.3 | 0.0 | 5.6 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 18.0 |
| % | 11.1 | 0.0 | 5.6 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 30.1 | 5.2 | 1.7 | 2.9 | 0.4 | |
| EXPECTED # OF FACULTY | 5.4 | 0.9 | 0.3 | 0.5 | 0.1 | |
| UNDERUTILIZATION | 3.4 | 0.9 | none | 0.5 | none | |

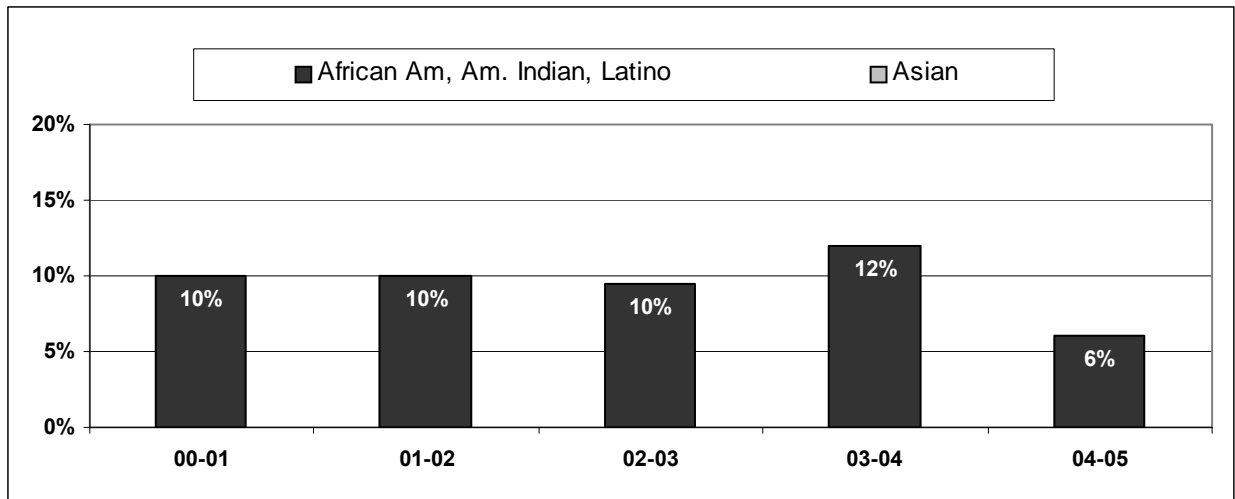
DEPARTMENT OF MUSIC

PERCENT WOMEN



n= 20 20 21 19 18

PERCENT UNDERREPRESENTED MINORITIES



n= 20 20 21 19 18

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF WORLD ARTS & CULTURES

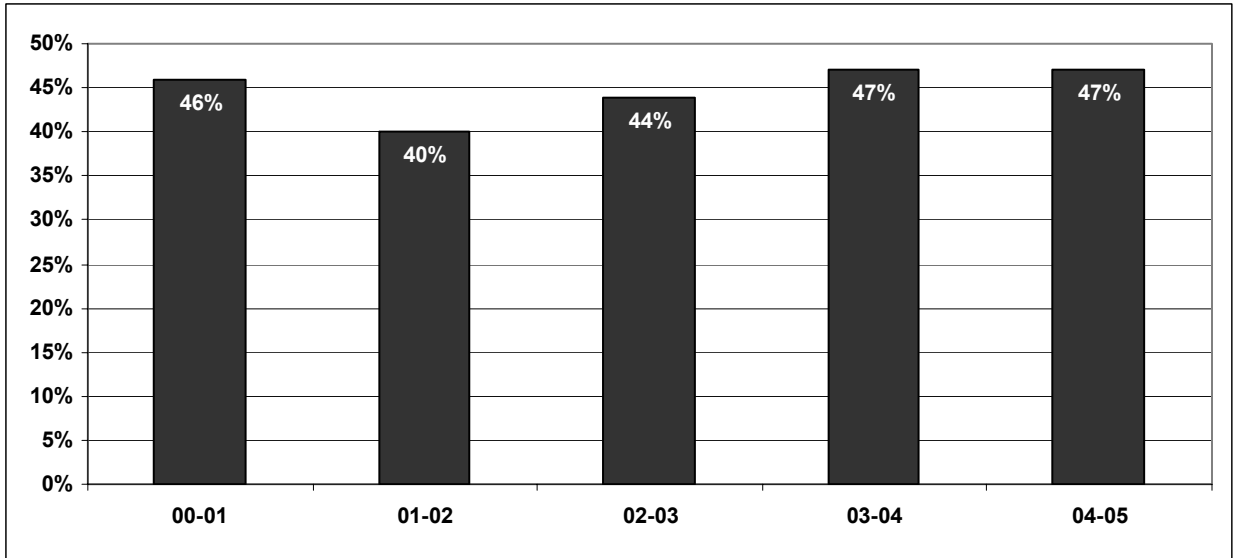
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.5 | 0.0 | 0.0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 1.5 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 2.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 5.0 | 7.0 | 0.0 | 1.0 | 1.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 2.0 | 6.0 | 3.0 | 1.0 | 0.0 | 0.0 | 12.0 |
| % | 41.7 | 58.3 | 0.0 | 8.3 | 8.3 | 0.0 | 16.7 | 0.0 | 0.0 | 0.0 | 16.7 | 50.0 | 25.0 | 8.3 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 7.5 | 9.0 | 0.0 | 1.0 | 3.5 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 2.0 | 8.0 | 5.5 | 1.0 | 0.0 | 0.0 | 16.5 |
| % | 45.5 | 54.5 | 0.0 | 6.1 | 21.2 | 0.0 | 12.1 | 0.0 | 0.0 | 0.0 | 12.1 | 48.5 | 33.3 | 6.1 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 7.5 | 1.0 | 2.0 | 3.5 | 0.0 | 16.5 |
| % | 45.5 | 6.1 | 12.1 | 21.2 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 69.1 | 6.0 | 4.3 | 4.5 | 0.7 | |
| EXPECTED # OF FACULTY | 11.4 | 1.0 | 0.7 | 0.7 | 0.1 | |
| UNDERUTILIZATION | 3.9 | none | none | none | 0.1 | |

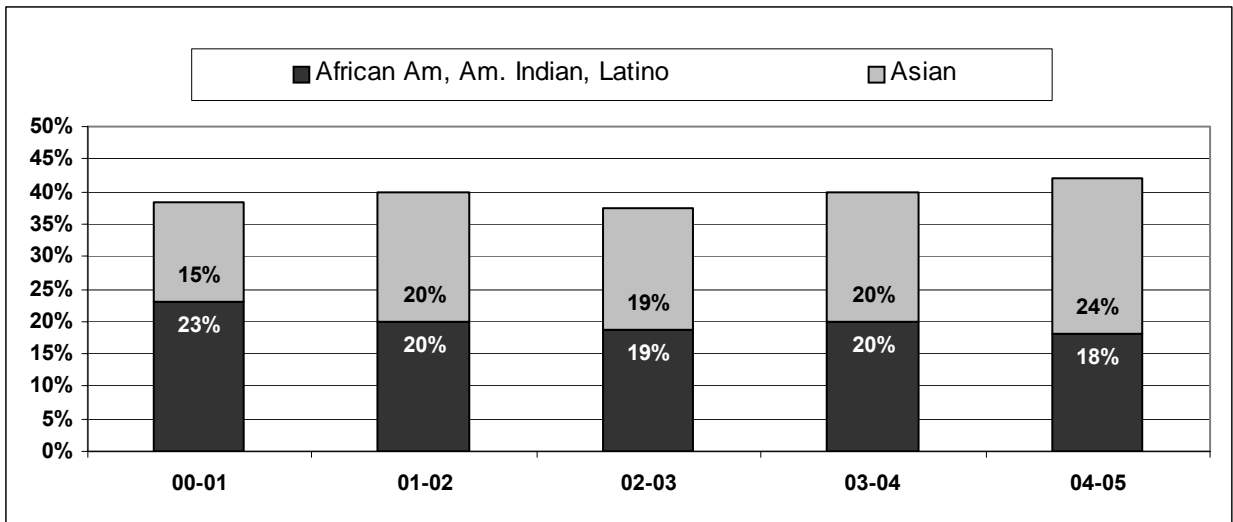
DEPARTMENT OF WORLD ARTS & CULTURES

PERCENT WOMEN



n= 13 15 16 15 17

PERCENT UNDERREPRESENTED MINORITIES



n= 13 15 16 15 17

DIVERSITY STATISTICS - REGULAR RANK FACULTY

GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

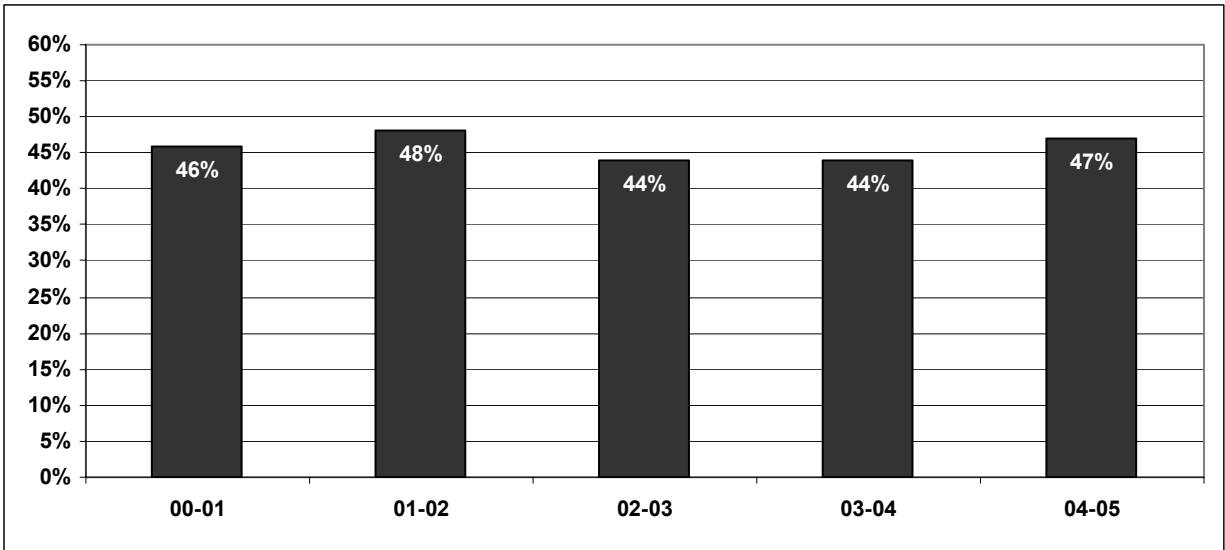
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|-------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 7.0 | 2.0 | 2.0 | 1.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 3.0 | 3.0 | 4.0 | 0.0 | 0.0 | 10.0 |
| % | 30.0 | 70.0 | 20.0 | 20.0 | 10.0 | 10.0 | 0.0 | 10.0 | 0.0 | 0.0 | 0.0 | 30.0 | 30.0 | 40.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 7.0 | 6.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 0.0 | 0.0 | 4.0 | 3.0 | 3.0 | 3.0 | 0.0 | 0.0 | 13.0 |
| % | 53.8 | 46.2 | 7.7 | 7.7 | 7.7 | 7.7 | 7.7 | 7.7 | 0.0 | 0.0 | 30.8 | 23.1 | 23.1 | 23.1 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 19.0 | 18.8 | 2.0 | 1.0 | 0.0 | 0.3 | 2.0 | 2.0 | 0.0 | 0.0 | 15.0 | 15.5 | 4.0 | 3.3 | 0.0 | 0.0 | 37.8 |
| % | 50.2 | 49.8 | 5.3 | 2.6 | 0.0 | 0.9 | 5.3 | 5.3 | 0.0 | 0.0 | 39.6 | 41.0 | 10.6 | 8.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 29.0 | 31.8 | 5.0 | 4.0 | 2.0 | 2.3 | 3.0 | 4.0 | 0.0 | 0.0 | 19.0 | 21.5 | 10.0 | 10.3 | 0.0 | 0.0 | 60.8 |
| % | 47.7 | 52.3 | 8.2 | 6.6 | 3.3 | 3.8 | 4.9 | 6.6 | 0.0 | 0.0 | 31.2 | 35.3 | 16.4 | 17.0 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 29.0 | 9.0 | 7.0 | 4.3 | 0.0 | 60.8 |
| % | 47.7 | 14.8 | 11.5 | 7.1 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 56.4 | 7.2 | 3.9 | 3.8 | 0.7 | |
| EXPECTED # OF FACULTY | 34.3 | 4.4 | 2.4 | 2.3 | 0.4 | |
| UNDERUTILIZATION | 5.3 | none | none | none | 0.4 | |

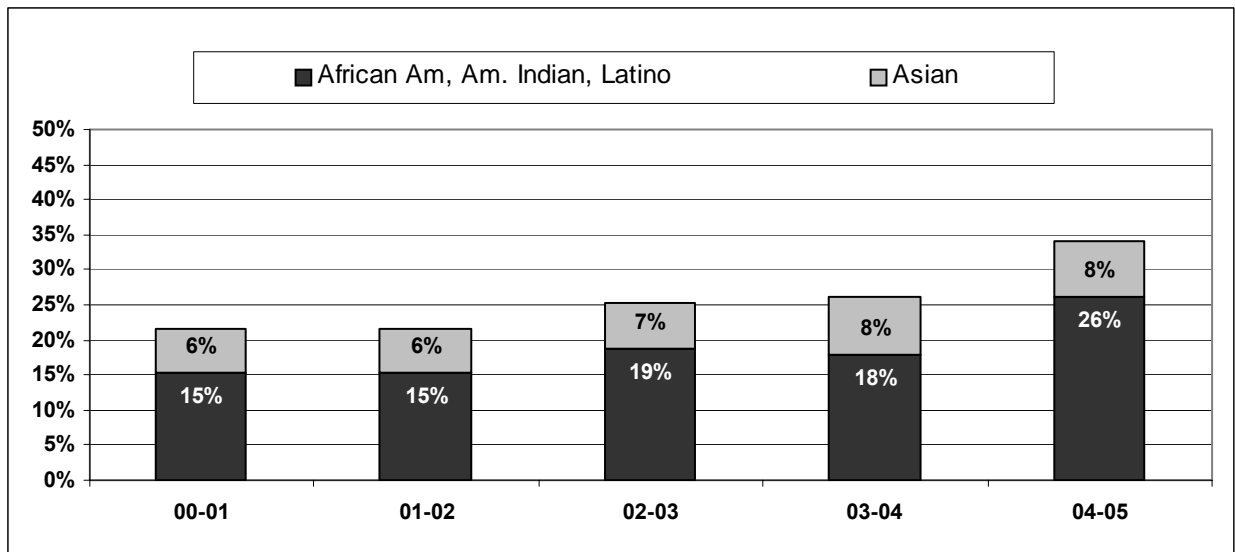
GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

PERCENT WOMEN



n= 65 65 59 61 62

PERCENT UNDERREPRESENTED MINORITIES



n= 65 65 59 61 62

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF EDUCATION

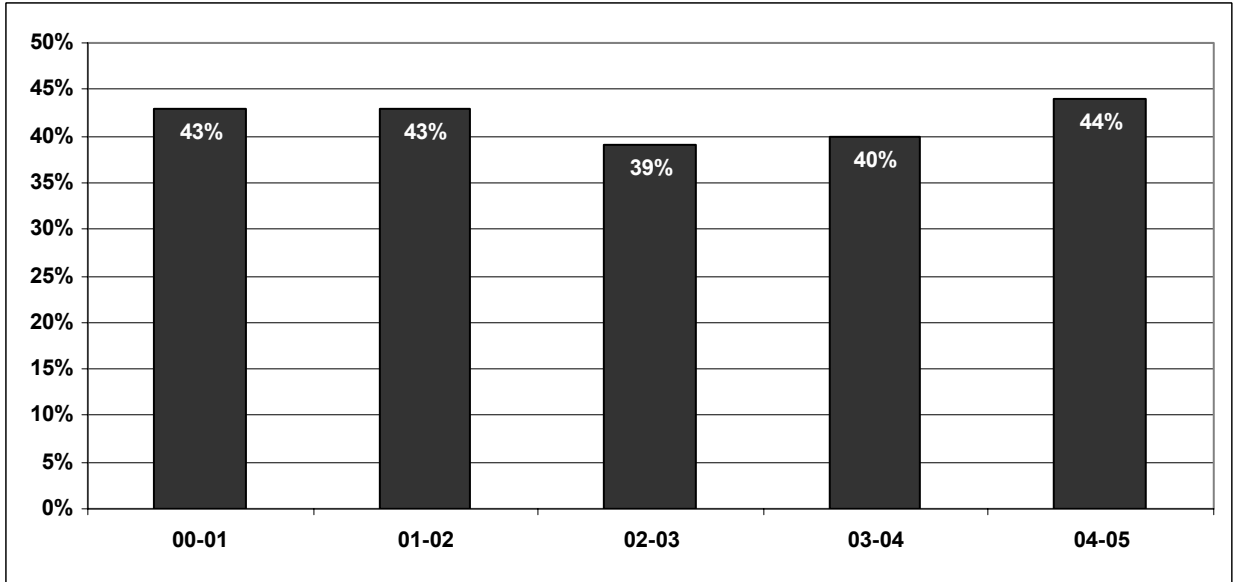
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 5.0 | 1.0 | 2.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 2.0 | 3.0 | 0.0 | 0.0 | | 7.0 |
| % | 28.6 | 71.4 | 14.3 | 28.6 | 14.3 | 0.0 | 0.0 | 14.3 | 0.0 | 0.0 | 0.0 | 28.6 | 28.6 | 42.9 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 6.0 | 3.0 | 1.0 | 1.0 | 0.0 | 1.0 | 1.0 | 1.0 | 0.0 | 0.0 | 4.0 | 0.0 | 2.0 | 3.0 | 0.0 | 0.0 | 9.0 |
| % | 66.7 | 33.3 | 11.1 | 11.1 | 0.0 | 11.1 | 11.1 | 11.1 | 0.0 | 0.0 | 44.4 | 0.0 | 22.2 | 33.3 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 13.0 | 18.3 | 2.0 | 1.0 | 0.0 | 0.3 | 2.0 | 2.0 | 0.0 | 0.0 | 9.0 | 15.0 | 4.0 | 3.3 | 0.0 | 0.0 | 31.3 |
| % | 41.5 | 58.5 | 6.4 | 3.2 | 0.0 | 1.1 | 6.4 | 6.4 | 0.0 | 0.0 | 28.7 | 47.9 | 12.8 | 10.7 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 21.0 | 26.3 | 4.0 | 4.0 | 1.0 | 1.3 | 3.0 | 4.0 | 0.0 | 0.0 | 13.0 | 17.0 | 8.0 | 9.3 | 0.0 | 0.0 | 47.3 |
| % | 44.4 | 55.6 | 8.4 | 8.4 | 2.1 | 2.8 | 6.3 | 8.4 | 0.0 | 0.0 | 27.5 | 35.9 | 16.9 | 19.7 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 21.0 | 8.0 | 7.0 | 2.3 | 0.0 | 47.3 |
| % | 44.4 | 16.9 | 14.8 | 4.9 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 56.4 | 7.2 | 3.9 | 3.8 | 0.7 | |
| EXPECTED # OF FACULTY | 26.7 | 3.4 | 1.8 | 1.8 | 0.3 | |
| UNDERUTILIZATION | 5.7 | none | none | none | 0.3 | |

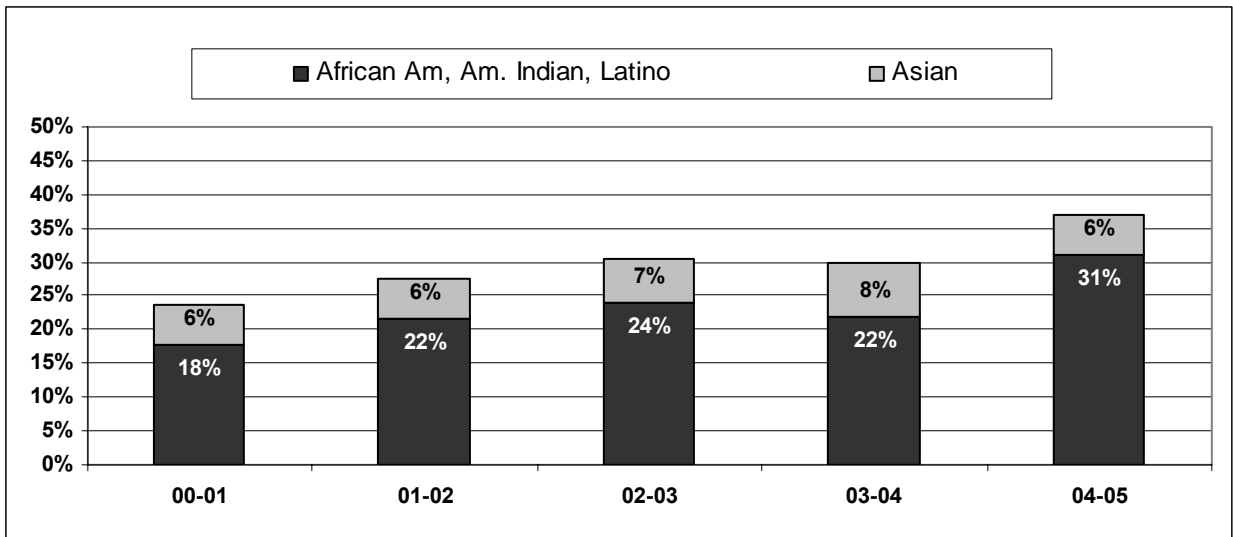
DEPARTMENT OF EDUCATION

PERCENT WOMEN



n= 51 51 46 48 48

PERCENT UNDERREPRESENTED MINORITIES



n= 51 51 46 48 48

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF INFORMATION STUDIES

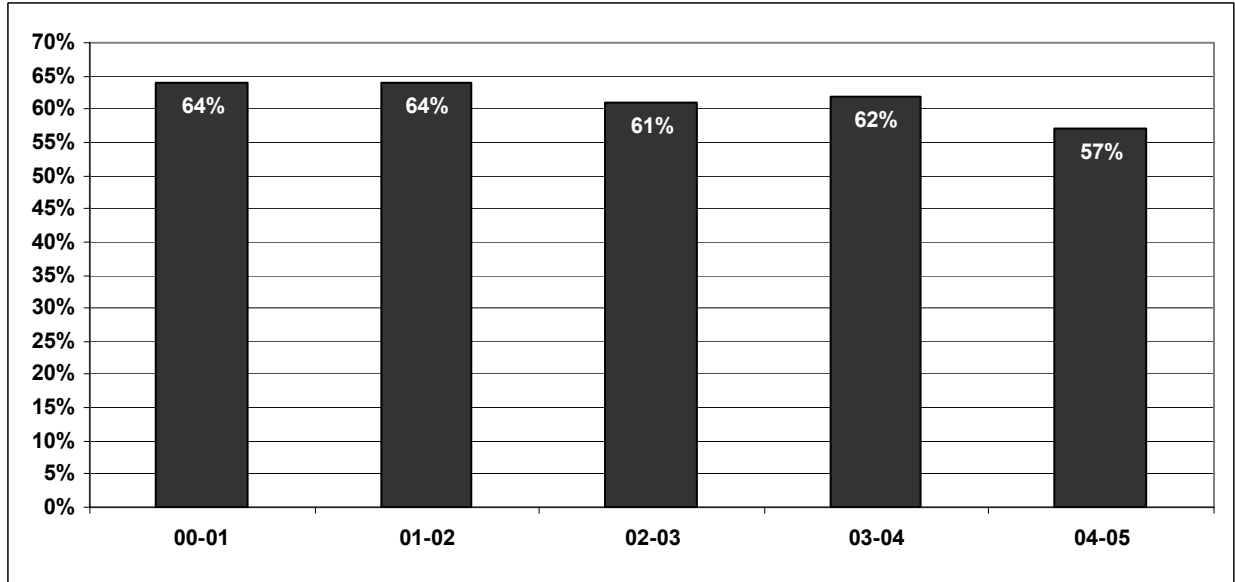
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL | |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | |
| ASSISTANT PROFESSOR | 1.0 | 2.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 3.0 | |
| % | 33.3 | 66.7 | 33.3 | 0.0 | 0.0 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 33.3 | 33.3 | 33.3 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 3.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 1.0 | 0.0 | 0.0 | 0.0 | 4.0 | |
| % | 25.0 | 75.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 6.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 6.0 | 0.0 | 0.0 | 0.0 | 0.0 | 6.5 |
| % | 92.3 | 7.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.7 | 92.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 8.0 | 5.5 | 1.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.5 | 6.0 | 2.0 | 1.0 | 0.0 | 0.0 | 13.5 |
| % | 59.3 | 40.7 | 7.4 | 0.0 | 7.4 | 7.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 44.4 | 14.8 | 7.4 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 8.0 | 1.0 | 0.0 | 2.0 | 0.0 | 13.5 |
| % | 59.3 | 7.4 | 0.0 | 14.8 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 56.6 | 8.9 | 2.7 | 6.3 | 0.5 | |
| EXPECTED # OF FACULTY | 7.6 | 1.2 | 0.4 | 0.8 | 0.1 | |
| UNDERUTILIZATION | none | 0.2 | 0.4 | none | none | |

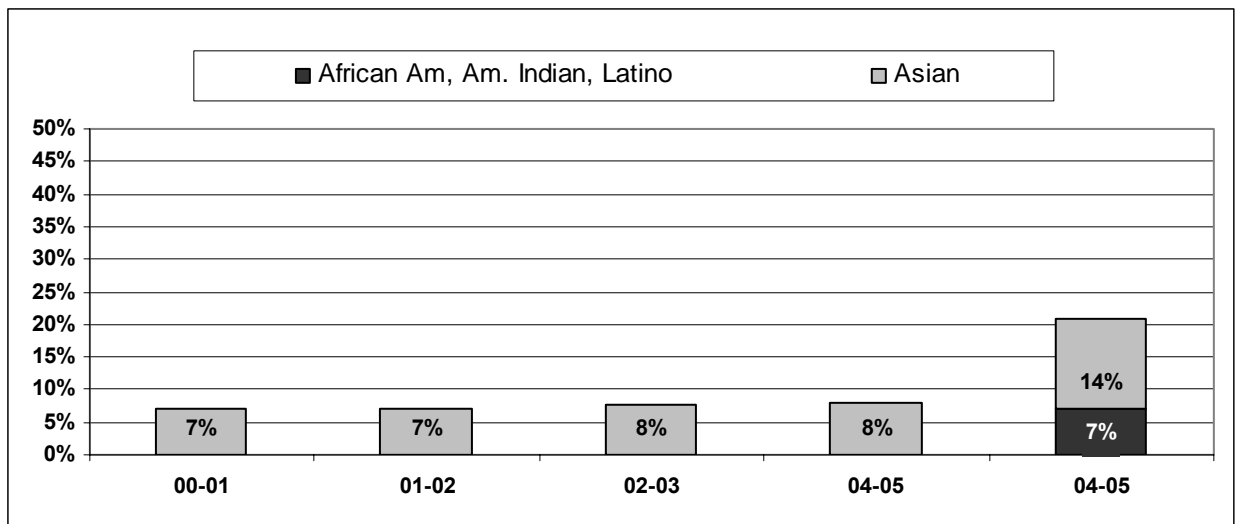
DEPARTMENT OF INFORMATION STUDIES

PERCENT WOMEN



n= 14 14 13 13 14

PERCENT UNDERREPRESENTED MINORITIES



n= 14 14 13 13 14

DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE HENRI SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCE

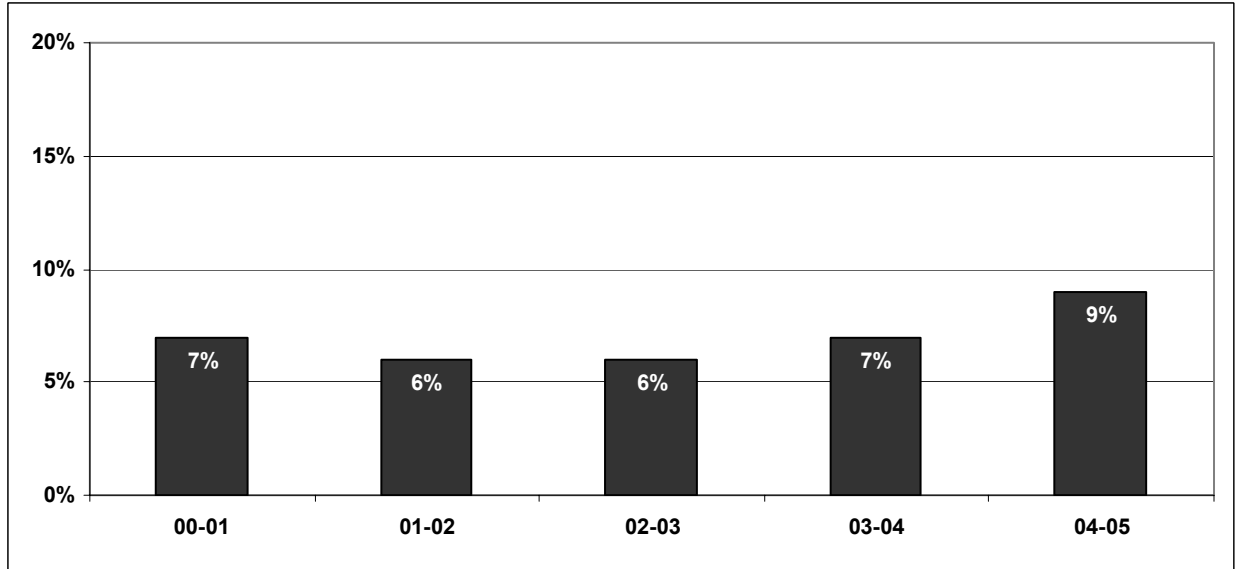
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|--------------|------------------|------------|------------|-------------|------------|------------|-----------------|------------|------------|-------------|-------------------|-------------|------------|------------|--------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 6.0 | 25.7 | 0.0 | 0.0 | 1.0 | 9.0 | 1.0 | 0.0 | 0.0 | 0.0 | 4.0 | 16.7 | 2.0 | 9.0 | 0.0 | 0.0 | 31.7 |
| % | 18.9 | 81.1 | 0.0 | 0.0 | 3.2 | 28.4 | 3.2 | 0.0 | 0.0 | 0.0 | 12.6 | 52.6 | 6.3 | 28.4 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 13.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 9.0 | 1.0 | 4.0 | 0.0 | 0.0 | 14.0 |
| % | 7.1 | 92.9 | 0.0 | 0.0 | 7.1 | 21.4 | 0.0 | 7.1 | 0.0 | 0.0 | 0.0 | 64.3 | 7.1 | 28.6 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 6.0 | 98.3 | 0.0 | 0.0 | 1.0 | 40.3 | 0.0 | 1.0 | 0.0 | 0.0 | 5.0 | 57.0 | 1.0 | 41.3 | 0.0 | 0.0 | 104.3 |
| % | 5.8 | 94.2 | 0.0 | 0.0 | 1.0 | 38.7 | 0.0 | 1.0 | 0.0 | 0.0 | 4.8 | 54.6 | 1.0 | 39.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 13.0 | 137.0 | 0.0 | 0.0 | 3.0 | 52.3 | 1.0 | 2.0 | 0.0 | 0.0 | 9.0 | 82.7 | 4.0 | 54.3 | 0.0 | 0.0 | 150.0 |
| % | 8.7 | 91.3 | 0.0 | 0.0 | 2.0 | 34.9 | 0.7 | 1.3 | 0.0 | 0.0 | 6.0 | 55.1 | 2.7 | 36.2 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 13.0 | 0.0 | 3.0 | 55.3 | 0.0 | 150.0 |
| % | 8.7 | 0.0 | 2.0 | 36.9 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 14.6 | 1.8 | 2.5 | 22.0 | 0.2 | |
| EXPECTED # OF FACULTY | 21.9 | 2.7 | 3.8 | 33.0 | 0.3 | |
| UNDERUTILIZATION | 8.9 | 2.7 | 0.8 | none | 0.3 | |

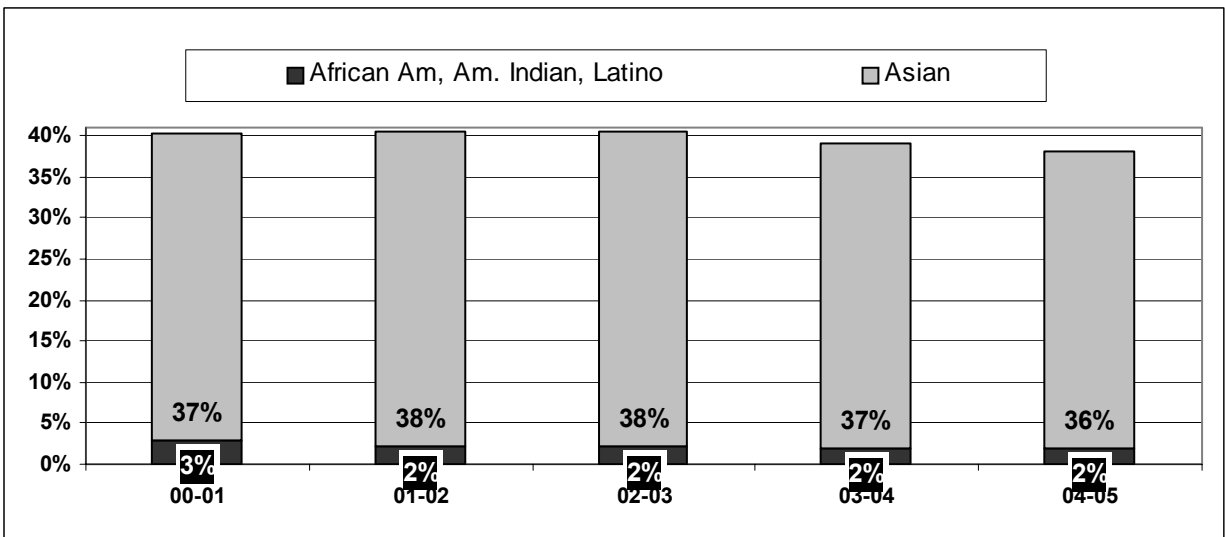
THE HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

PERCENT WOMEN



n= 132 144 141 144 154

PERCENT UNDERREPRESENTED MINORITIES



n= 132 144 141 144 154

DIVERSITY STATISTICS - REGULAR RANK FACULTY

BIOENGINEERING DEPARTMENT

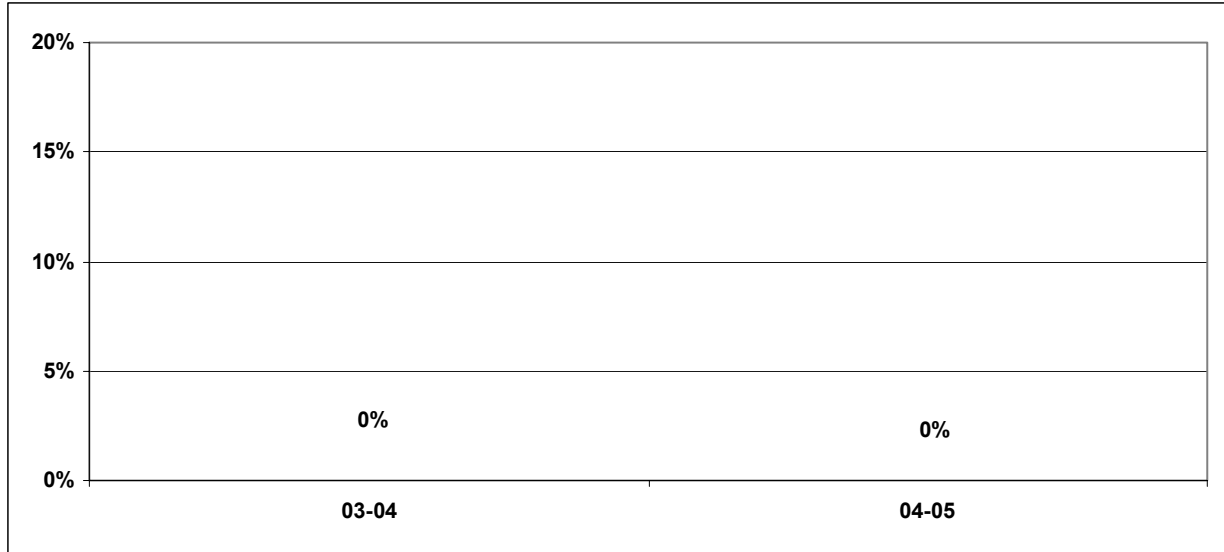
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------|------------------|-----|-------|------|----------|-----|-----------------|-----|-------|-------|-------------------|------|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 2.0 | 0.0 | 0.0 | 3.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | 66.7 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 0.0 | 6.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 2.0 | 0.0 | 0.0 | 6.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 33.3 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 6.0 |
| % | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 27.0 | 2.3 | 2.6 | 16.0 | 0.4 | |
| EXPECTED # OF FACULTY | 1.6 | 0.1 | 0.2 | 1.0 | 0.0 | |
| UNDERUTILIZATION | 1.6 | 0.1 | 0.2 | none | none | |

BIOENGINEERING DEPARTMENT

PERCENT WOMEN

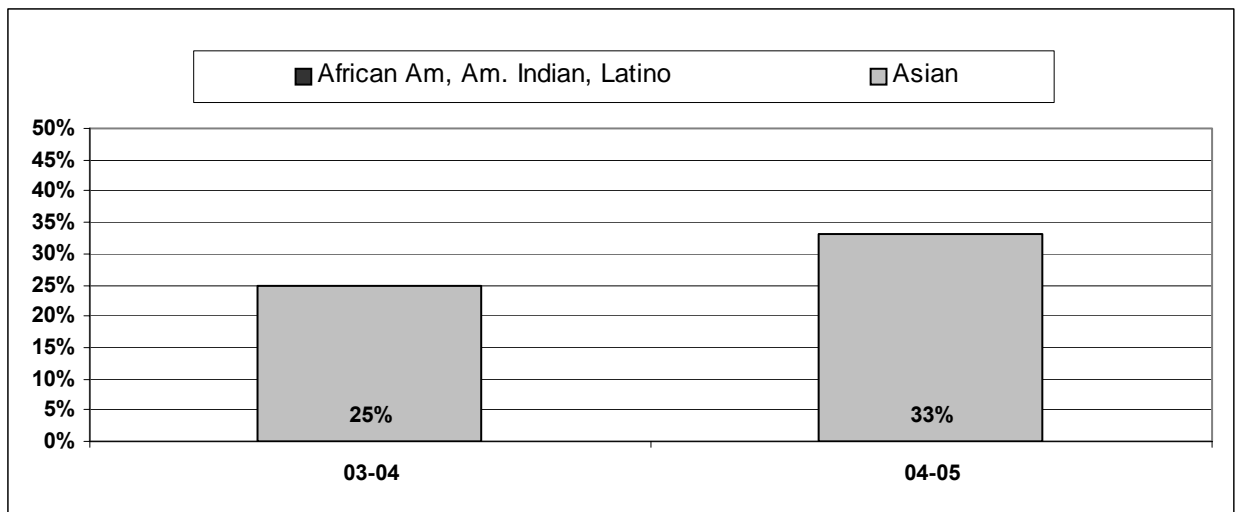


n=

4

6

PERCENT UNDERREPRESENTED MINORITIES



n=

4

6

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

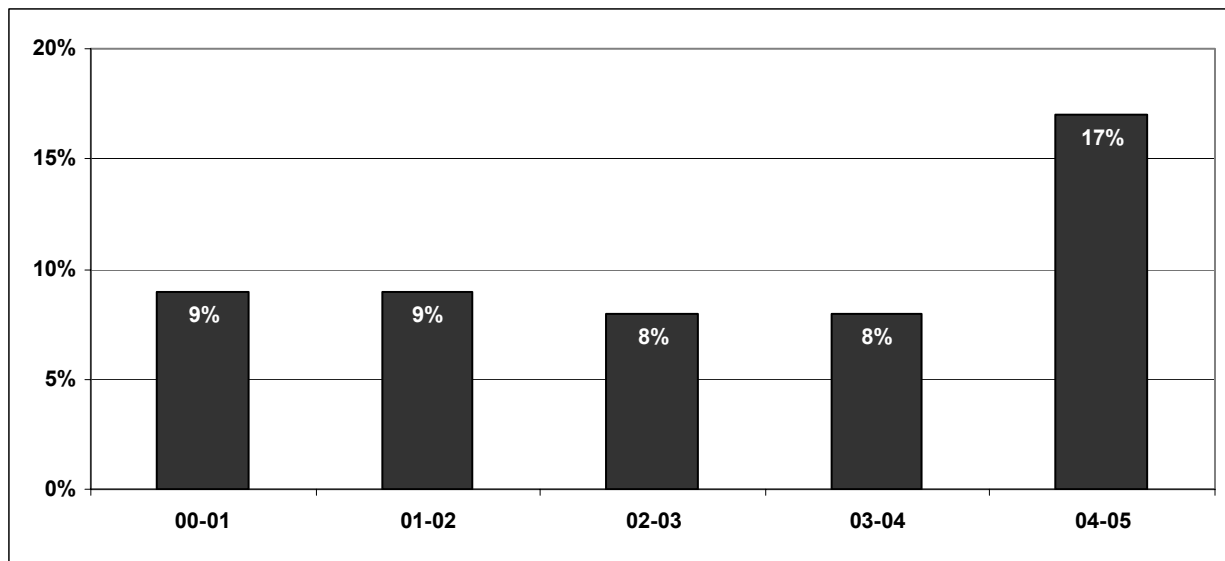
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 3.0 |
| % | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 33.3 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 33.3 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 8.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 | 0.0 | 1.0 | 0.0 | 8.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 12.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 87.5 | 0.0 | 12.5 | 0.0 | 100.0 |
| TOTAL LADDER | 2.0 | 10.0 | 0.0 | 0.0 | 1.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 8.0 | 2.0 | 2.0 | 0.0 | 12.0 |
| % | 16.7 | 83.3 | 0.0 | 0.0 | 8.3 | 16.7 | 8.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 16.7 | 16.7 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 2.0 | 0.0 | 1.0 | 3.0 | 0.0 | 12.0 |
| % | 16.7 | 0.0 | 8.3 | 25.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 18.8 | 2.0 | 2.8 | 17.0 | 0.4 | |
| EXPECTED # OF FACULTY | 2.3 | 0.2 | 0.3 | 2.0 | 0.0 | |
| UNDERUTILIZATION | 0.3 | 0.2 | none | none | none | |

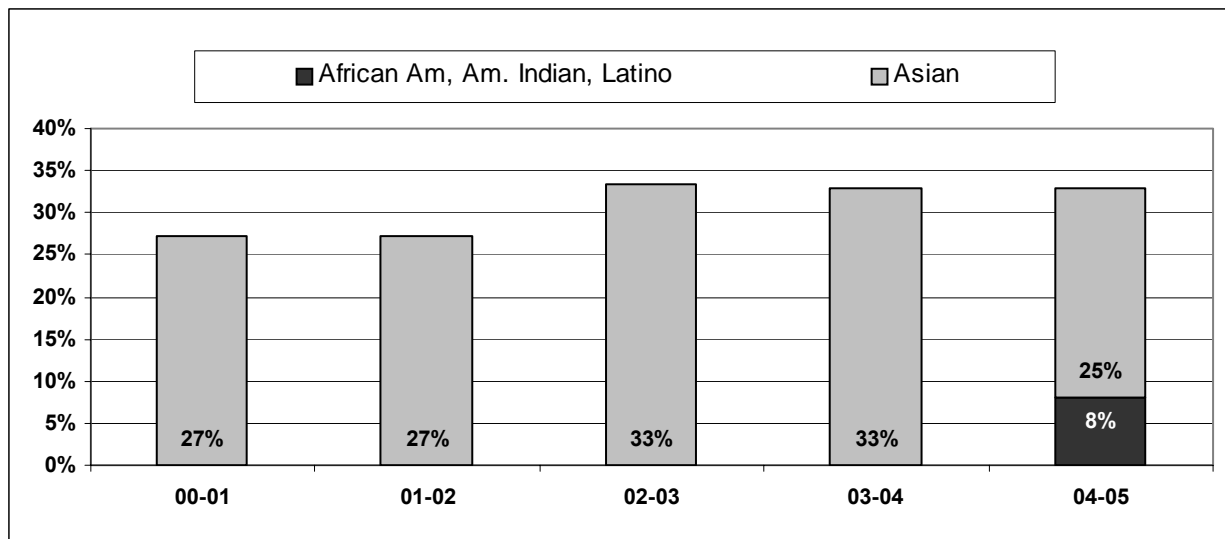
DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

PERCENT WOMEN



n= 11 11 12 12 12

PERCENT UNDERREPRESENTED MINORITIES



n= 11 11 12 12 12

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

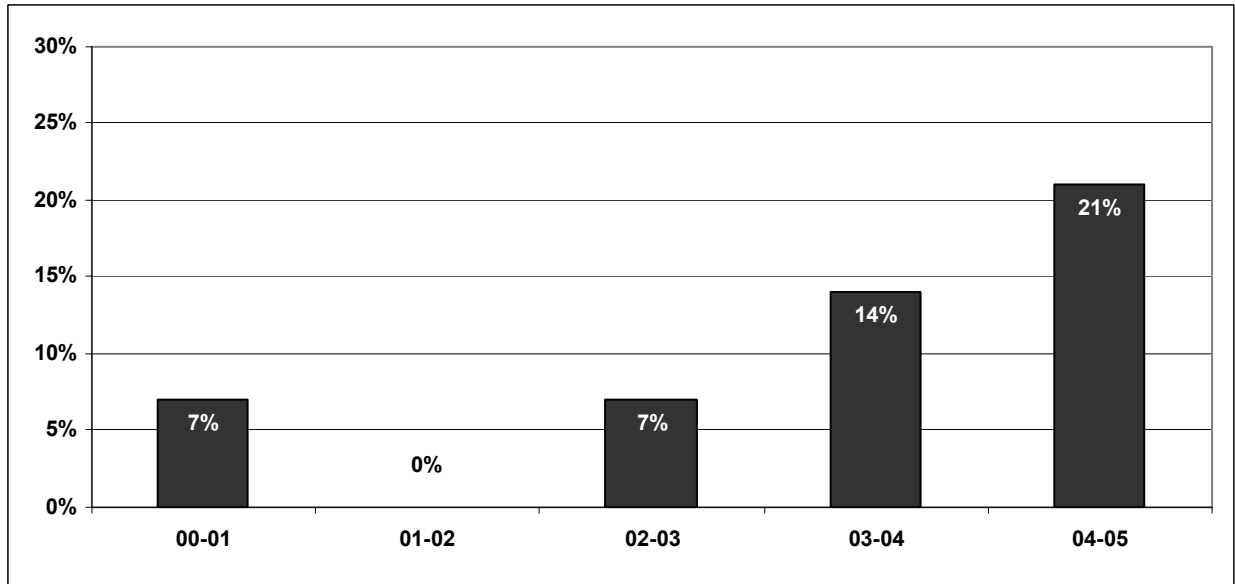
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 4.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 4.0 | 1.0 | 0.0 | 0.0 | 0.0 | 7.0 |
| % | 42.9 | 57.1 | 0.0 | 0.0 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 28.6 | 57.1 | 14.3 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 7.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 3.0 | 0.0 | 0.0 | 7.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 42.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 57.1 | 0.0 | 42.9 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 12.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 9.0 | 1.0 | 3.0 | 0.0 | 0.0 | 15.0 |
| % | 20.0 | 80.0 | 0.0 | 0.0 | 6.7 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 13.3 | 60.0 | 6.7 | 20.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 0.0 | 0.0 | 4.0 | 0.0 | 15.0 |
| % | 20.0 | 0.0 | 0.0 | 26.7 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 15.2 | 2.7 | 3.1 | 18.3 | 0.4 | |
| EXPECTED # OF FACULTY | 2.3 | 0.4 | 0.5 | 2.7 | 0.1 | |
| UNDERUTILIZATION | none | 0.4 | 0.5 | none | none | |

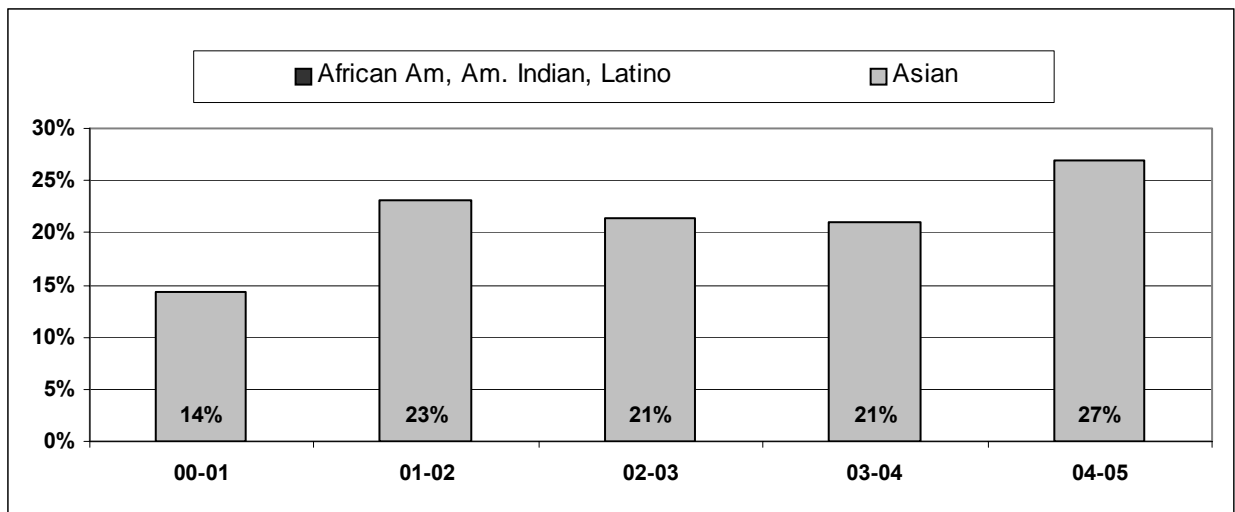
DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

PERCENT WOMEN



n= 14 13 14 14 15

PERCENT UNDERREPRESENTED MINORITIES



n= 14 13 14 14 15

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMPUTER SCIENCE

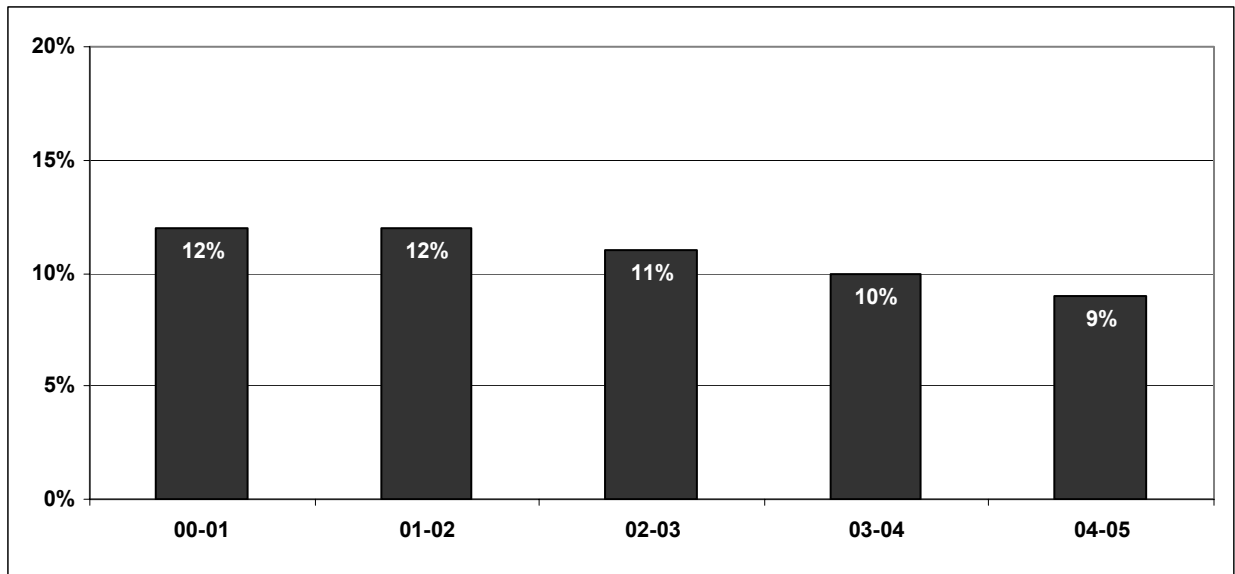
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 7.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 2.0 | 0.0 | 0.0 | 7.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 28.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 71.4 | 0.0 | 28.6 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 2.0 | 0.0 | 0.0 | 5.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 40.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 60.0 | 0.0 | 40.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 3.0 | 19.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 15.0 | 1.0 | 4.0 | 0.0 | 0.0 | 22.0 |
| % | 13.6 | 86.4 | 0.0 | 0.0 | 4.5 | 13.6 | 0.0 | 4.5 | 0.0 | 0.0 | 9.1 | 68.2 | 4.5 | 18.2 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 3.0 | 31.0 | 0.0 | 0.0 | 1.0 | 7.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 23.0 | 1.0 | 8.0 | 0.0 | 0.0 | 34.0 |
| % | 8.8 | 91.2 | 0.0 | 0.0 | 2.9 | 20.6 | 0.0 | 2.9 | 0.0 | 0.0 | 5.9 | 67.6 | 2.9 | 23.5 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 3.0 | 0.0 | 1.0 | 8.0 | 0.0 | 34.0 |
| % | 8.8 | 0.0 | 2.9 | 23.5 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 19.7 | 2.1 | 1.9 | 18.0 | 0.3 | |
| EXPECTED # OF FACULTY | 6.7 | 0.7 | 0.7 | 6.1 | 0.1 | |
| UNDERUTILIZATION | 3.7 | 0.7 | none | none | none | |

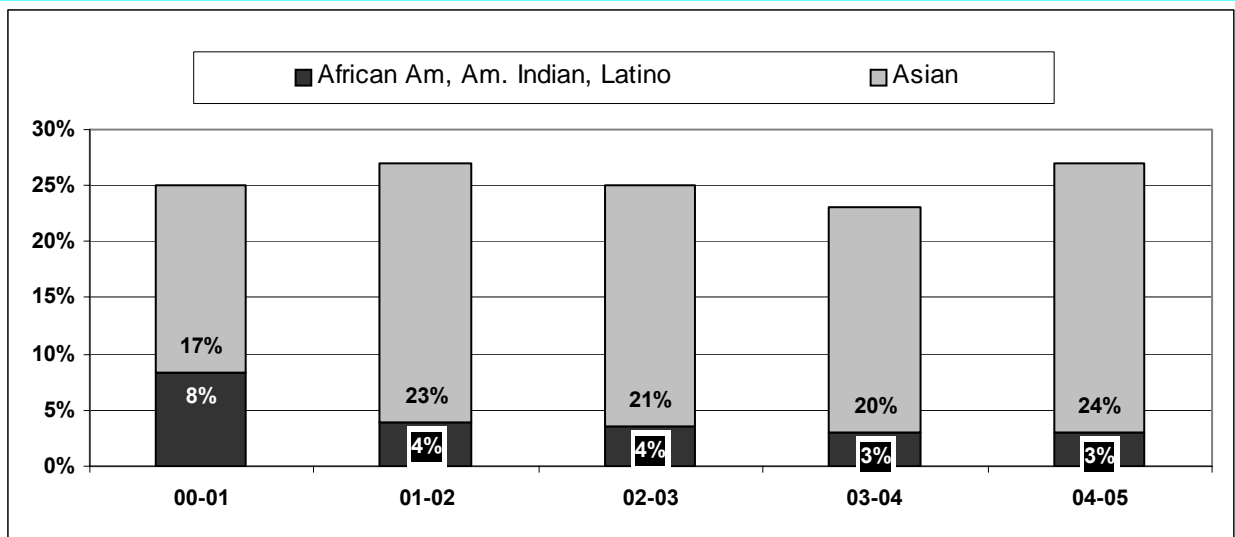
DEPARTMENT OF COMPUTER SCIENCE

PERCENT WOMEN



n= 24 26 28 30 34

PERCENT UNDERREPRESENTED MINORITIES



n= 24 26 28 30 34

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ELECTRICAL ENGINEERING

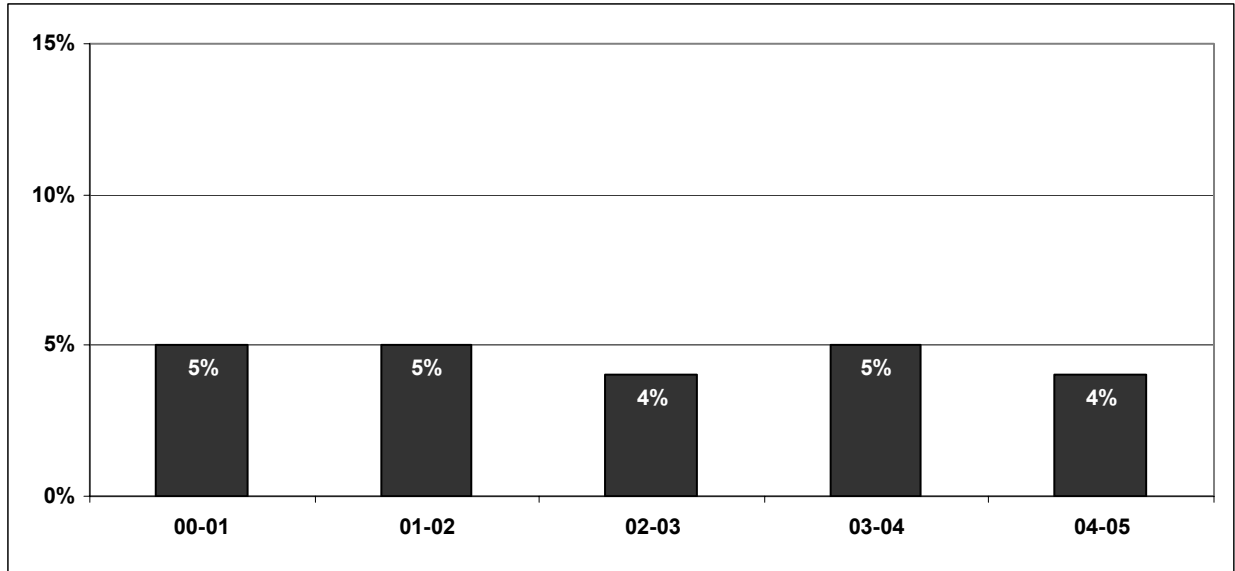
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL | |
|---------------------|-----------------|-------------|------------------|------------|------------|-------------|------------|------------|-----------------|------------|------------|-------------|-------------------|-------------|------------|------------|-------------|-----|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | |
| ASSISTANT PROFESSOR | 1.0 | 3.7 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.7 | 0.0 | 3.0 | 0.0 | 0.0 | 4.7 |
| % | 21.4 | 78.6 | 0.0 | 0.0 | 0.0 | 64.2 | 0.0 | 0.0 | 0.0 | 0.0 | 21.4 | 14.3 | 0.0 | 64.2 | 0.0 | 0.0 | 100.0 | |
| ASSOCIATE PROFESSOR | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 2.0 | 0.0 | 0.0 | 5.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 20.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 60.0 | 0.0 | 40.0 | 0.0 | 0.0 | 100.0 | |
| PROFESSOR | 1.0 | 32.3 | 0.0 | 0.0 | 0.0 | 17.3 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 15.0 | 0.0 | 17.3 | 0.0 | 0.0 | 33.3 | |
| % | 3.0 | 97.0 | 0.0 | 0.0 | 0.0 | 52.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 45.0 | 0.0 | 52.0 | 0.0 | 0.0 | 100.0 | |
| TOTAL LADDER | 2.0 | 41.0 | 0.0 | 0.0 | 0.0 | 21.3 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 18.7 | 0.0 | 22.3 | 0.0 | 0.0 | 43.0 | |
| % | 4.7 | 95.3 | 0.0 | 0.0 | 0.0 | 49.6 | 0.0 | 2.3 | 0.0 | 0.0 | 4.7 | 43.4 | 0.0 | 51.9 | 0.0 | 0.0 | 100.0 | |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 2.0 | 0.0 | 1.0 | 21.3 | 0.0 | 43.0 |
| % | 4.7 | 0.0 | 2.3 | 49.6 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 10.1 | 1.3 | 2.7 | 28.9 | 0.0 | |
| EXPECTED # OF FACULTY | 4.4 | 0.5 | 1.2 | 12.4 | 0.0 | |
| UNDERUTILIZATION | 2.4 | 0.5 | 0.2 | none | none | |

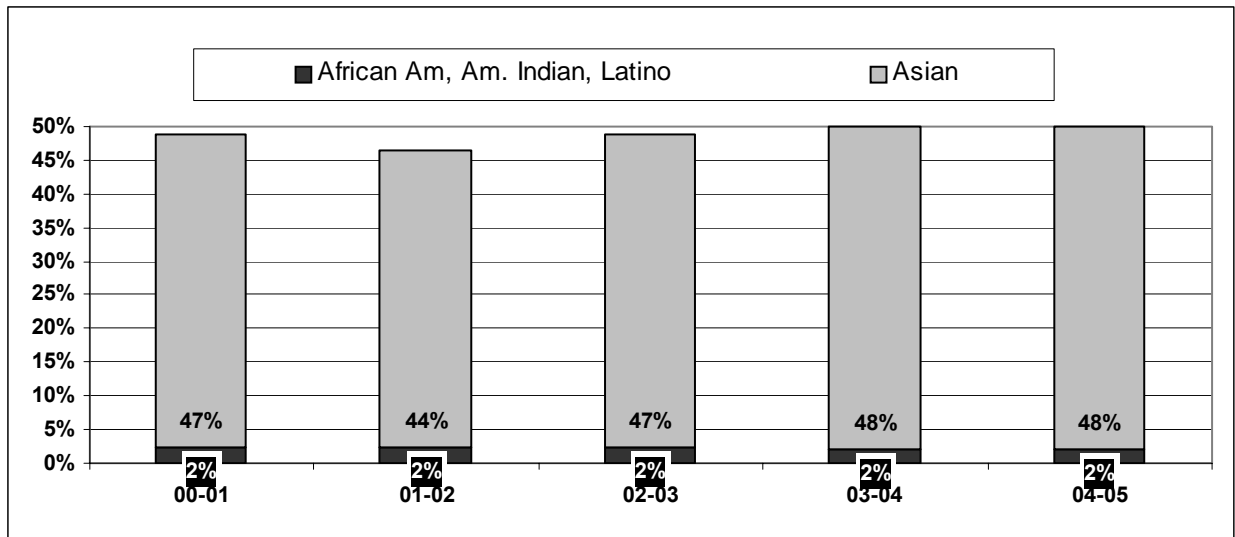
DEPARTMENT OF ELECTRICAL ENGINEERING

PERCENT WOMEN



n= 43 43 45 43 46

PERCENT UNDERREPRESENTED MINORITIES



n= 43 43 45 43 46

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

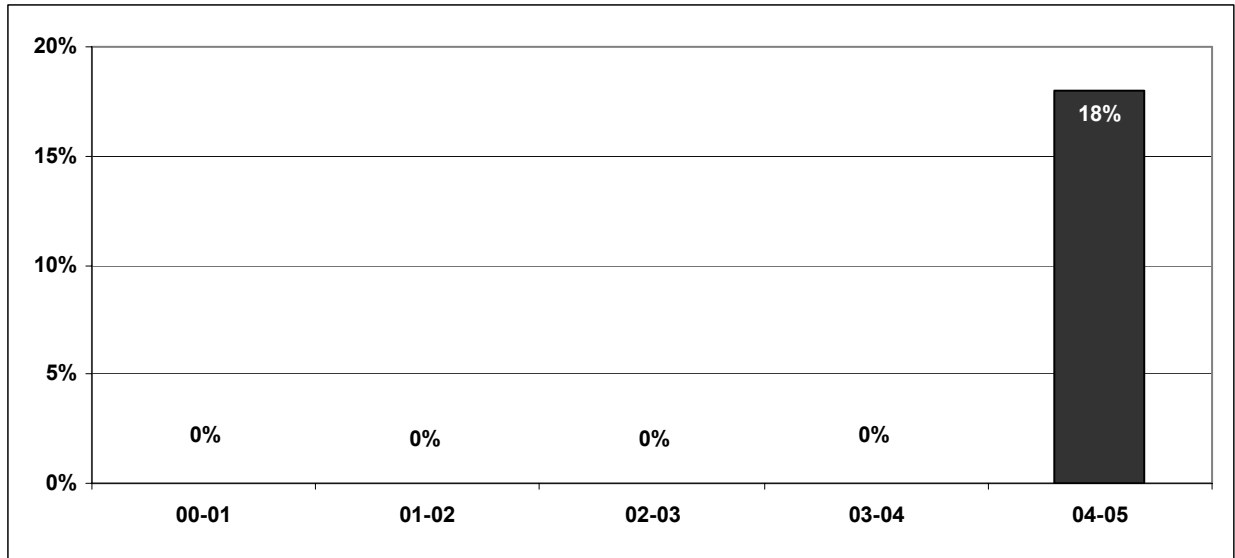
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 8.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 5.0 | 0.0 | 0.0 | 8.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 62.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 37.5 | 0.0 | 62.5 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 9.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 5.0 | 0.0 | 0.0 | 10.0 |
| % | 10.0 | 90.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 | 40.0 | 0.0 | 50.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 5.0 | 0.0 | 10.0 |
| % | 10.0 | 0.0 | 0.0 | 50.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 16.2 | 1.8 | 2.4 | 21.2 | 0.3 | |
| EXPECTED # OF FACULTY | 1.6 | 0.2 | 0.2 | 2.1 | 0.0 | |
| UNDERUTILIZATION | 0.6 | 0.2 | 0.2 | none | none | |

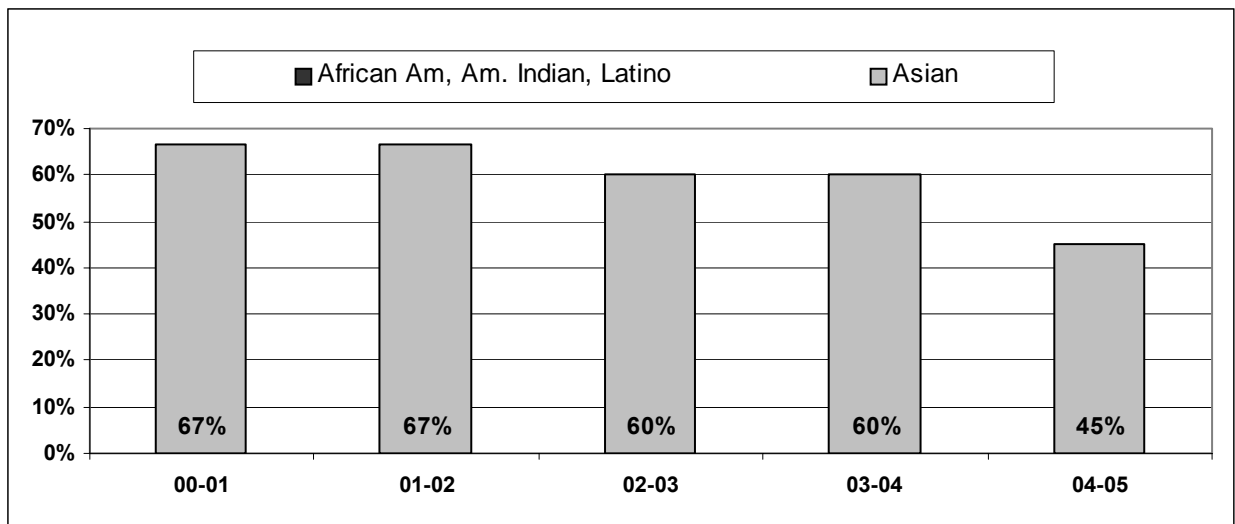
DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

PERCENT WOMEN



n= 9 9 10 11 11

PERCENT UNDERREPRESENTED MINORITIES



n= 9 9 10 11 11

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

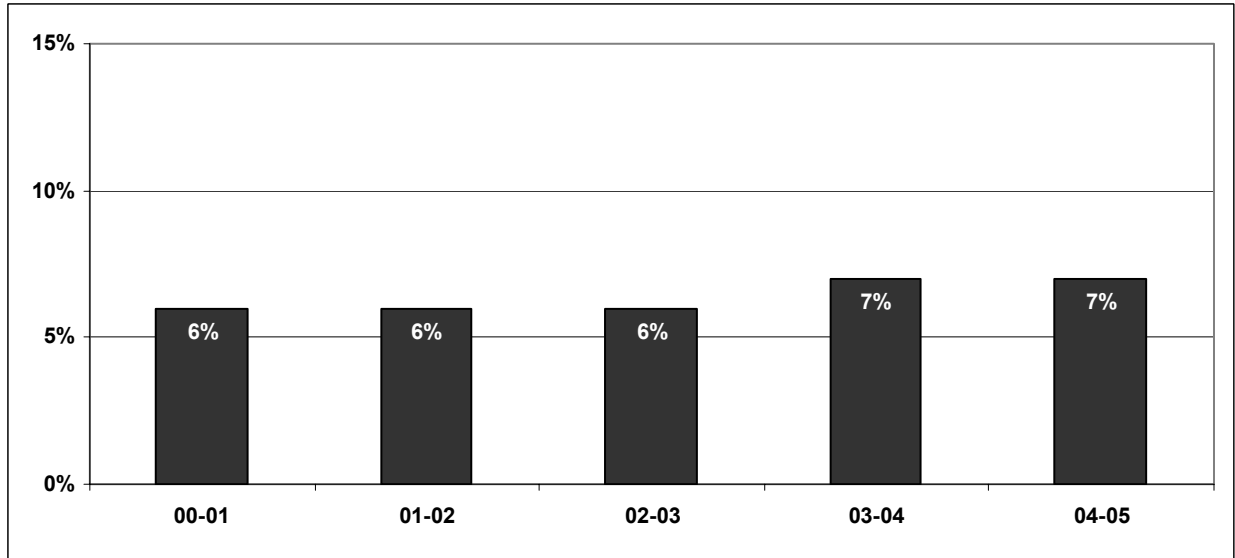
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|-------------|------------|------------|-----------------|------------|------------|-------------|-------------------|-------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 6.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 1.0 | 0.0 | 0.0 | 6.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 16.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 83.3 | 0.0 | 16.7 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 2.0 | 21.0 | 0.0 | 0.0 | 0.0 | 11.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 10.0 | 0.0 | 11.0 | 0.0 | 0.0 | 23.0 |
| % | 8.7 | 91.3 | 0.0 | 0.0 | 0.0 | 47.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 43.5 | 0.0 | 47.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 2.0 | 28.0 | 0.0 | 0.0 | 0.0 | 12.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 16.0 | 0.0 | 12.0 | 0.0 | 0.0 | 30.0 |
| % | 6.7 | 93.3 | 0.0 | 0.0 | 0.0 | 40.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 53.3 | 0.0 | 40.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 2.0 | 0.0 | 0.0 | 12.0 | 0.0 | 30.0 |
| % | 6.7 | 0.0 | 0.0 | 40.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 11.0 | 2.1 | 2.4 | 19.0 | 0.3 | |
| EXPECTED # OF FACULTY | 3.3 | 0.6 | 0.7 | 5.7 | 0.1 | |
| UNDERUTILIZATION | 1.3 | 0.6 | 0.7 | none | none | |

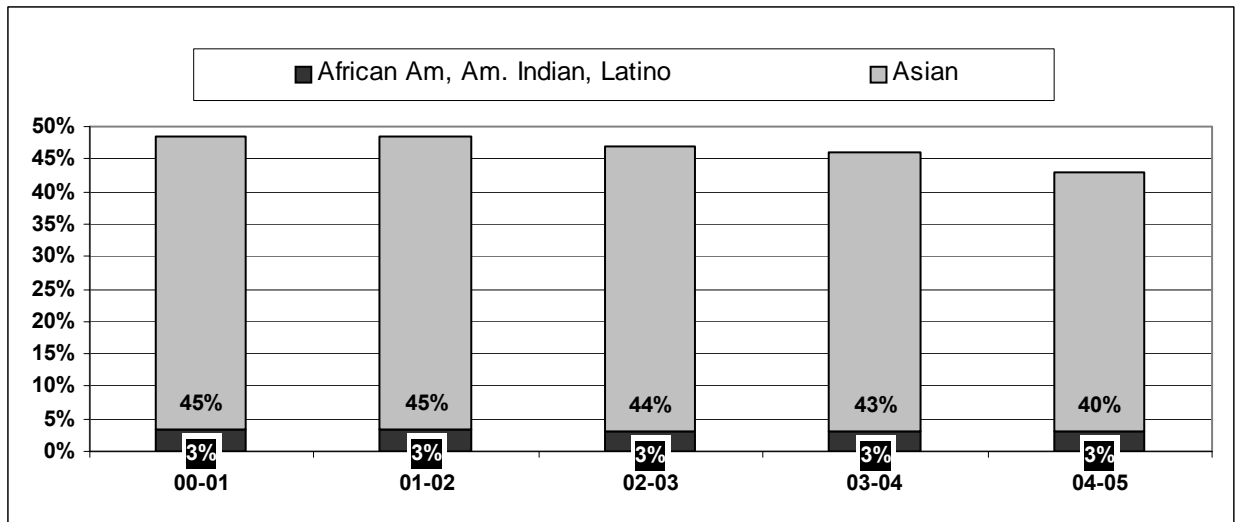
DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

PERCENT WOMEN



n= 31 31 32 30 30

PERCENT UNDERREPRESENTED MINORITIES



n= 31 31 32 30 30

DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF LAW

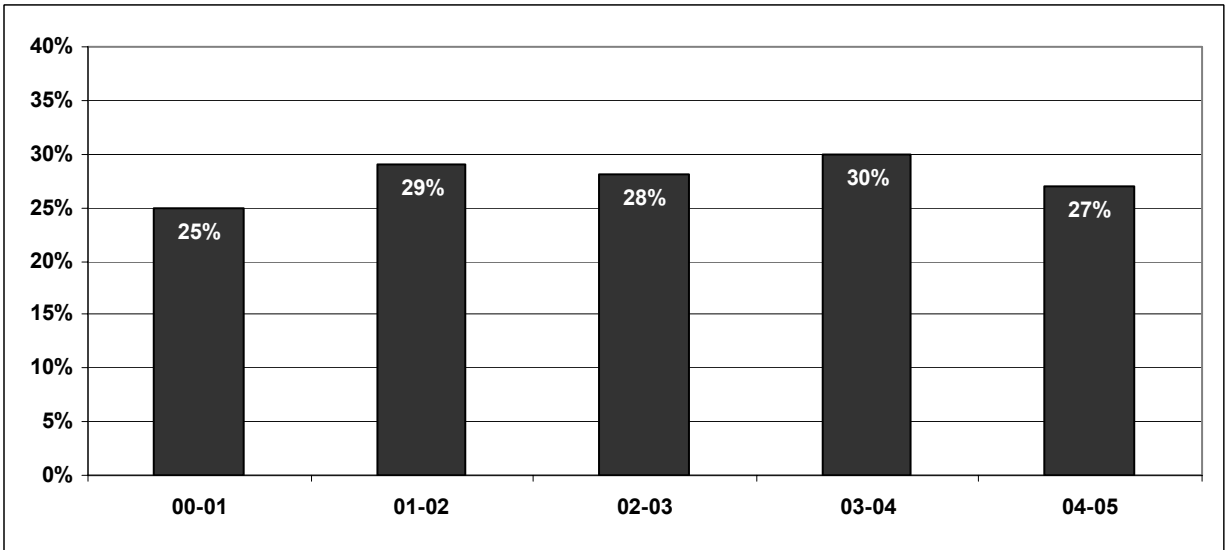
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|------------------|-----------------|------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|------|-------------------|------|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ACTING PROFESSOR | 3.0 | 7.5 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 5.5 | 1.0 | 2.0 | 0.0 | 0.0 | 10.5 |
| % | 28.6 | 71.4 | 0.0 | 9.5 | 9.5 | 0.0 | 0.0 | 9.5 | 0.0 | 0.0 | 19.0 | 52.4 | 9.5 | 19.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 14.0 | 40.0 | 1.5 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 37.0 | 1.5 | 3.0 | 0.0 | 0.0 | 54.0 |
| % | 25.9 | 74.1 | 2.8 | 3.7 | 0.0 | 1.9 | 0.0 | 0.0 | 0.0 | 0.0 | 23.1 | 68.5 | 2.8 | 5.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 17.0 | 47.5 | 1.5 | 3.0 | 1.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 14.5 | 42.5 | 2.5 | 5.0 | 0.0 | 0.0 | 64.5 |
| % | 26.4 | 73.6 | 2.3 | 4.7 | 1.6 | 1.6 | 0.0 | 1.6 | 0.0 | 0.0 | 22.5 | 65.9 | 3.9 | 7.8 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 17.0 | 4.5 | 1.0 | 2.0 | 0.0 | 64.5 |
| % | 26.4 | 7.0 | 1.6 | 3.1 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 42.8 | 10.4 | 3.8 | 3.8 | 1.5 | |
| EXPECTED # OF FACULTY | 27.6 | 6.7 | 2.4 | 2.5 | 1.0 | |
| UNDERUTILIZATION | 10.6 | 2.2 | 1.4 | 0.5 | 1.0 | |

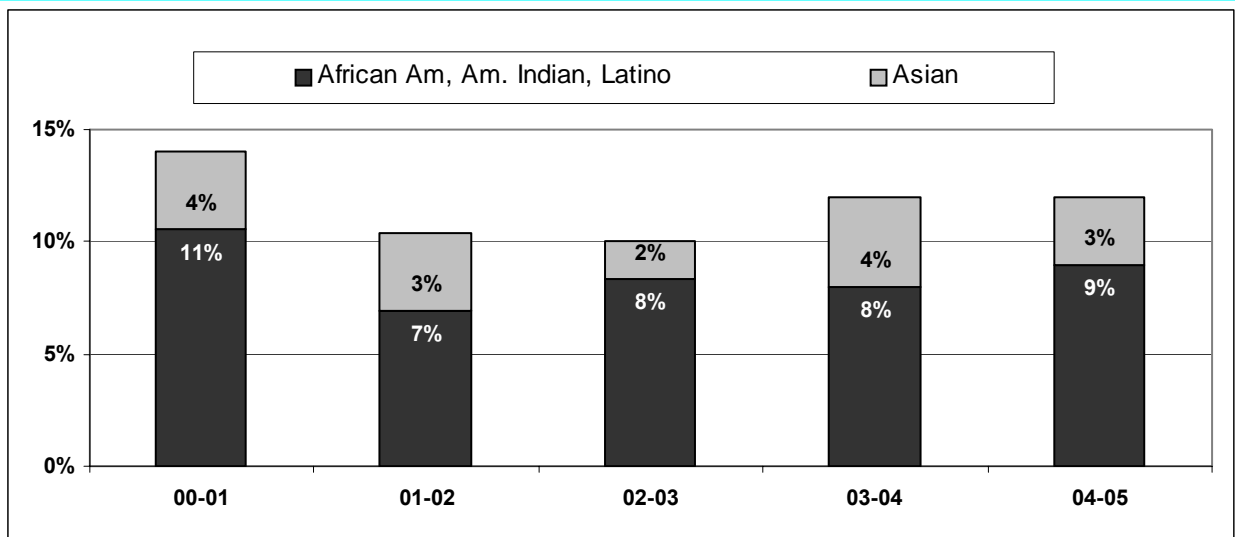
SCHOOL OF LAW

PERCENT WOMEN



n= 57 58 60 60 66

PERCENT UNDERREPRESENTED MINORITIES



n= 57 58 60 60 66

DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF NURSING

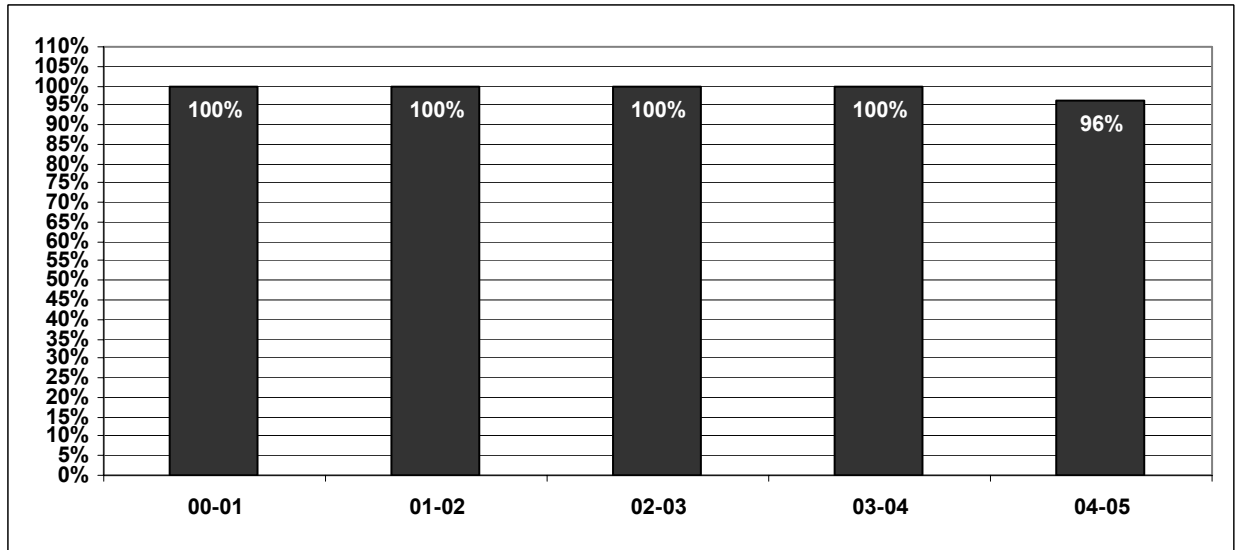
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL | |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|------------|-------------------|------------|------------|------------|-------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | |
| ASSISTANT PROFESSOR | 8.0 | 1.0 | 1.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 3.0 | 1.0 | 1.0 | 0.0 | 9.0 |
| % | 88.9 | 11.1 | 11.1 | 11.1 | 22.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 44.4 | 0.0 | 33.3 | 11.1 | 11.1 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 9.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 8.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 9.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 11.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 88.9 | 0.0 | 11.1 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 7.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 5.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 |
| % | 100.0 | 0.0 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 0.0 | 71.4 | 0.0 | 28.6 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 24.0 | 1.0 | 2.0 | 1.0 | 3.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 17.0 | 0.0 | 6.0 | 1.0 | 1.0 | 0.0 | 0.0 | 25.0 |
| % | 96.0 | 4.0 | 8.0 | 4.0 | 12.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 68.0 | 0.0 | 24.0 | 4.0 | 4.0 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 24.0 | 3.0 | 0.0 | 3.0 | 1.0 | 24.0 |
| % | 96.0 | 12.0 | 0.0 | 12.0 | 4.0 | 96.0 |
| ESTIMATE OF AVAILABILITY | 95.2 | 5.3 | 1.7 | 3.1 | 0.4 | |
| EXPECTED # OF FACULTY | 23.8 | 1.3 | 0.4 | 0.8 | 0.1 | |
| UNDERUTILIZATION | none | none | 0.4 | none | none | |

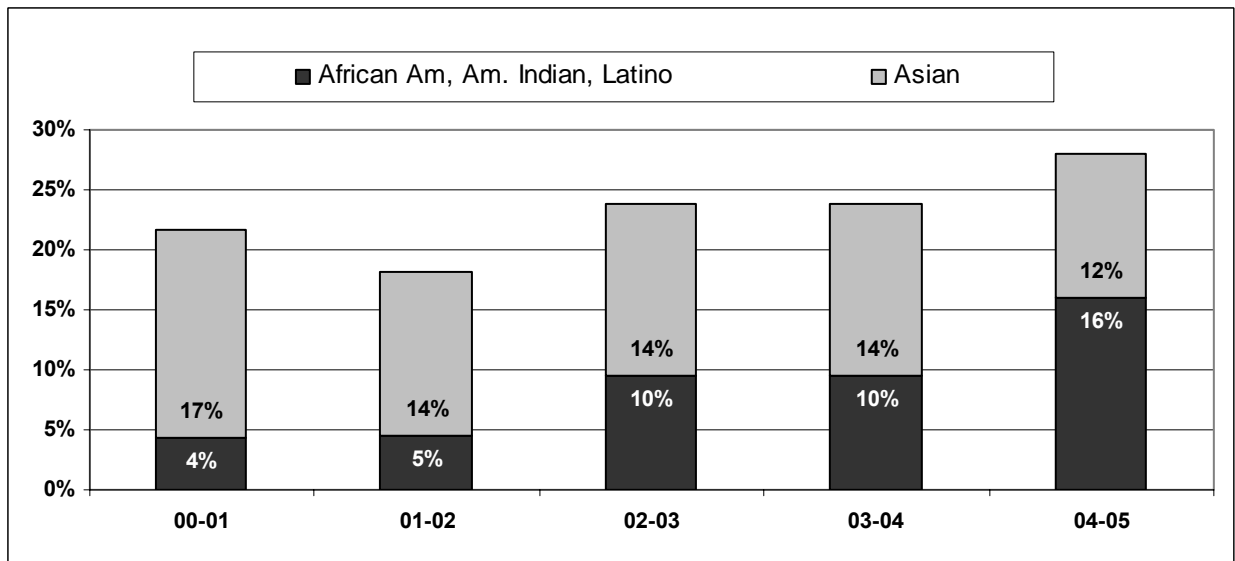
SCHOOL OF NURSING

PERCENT WOMEN



n= 23 22 21 22 24

PERCENT UNDERREPRESENTED MINORITIES



n= 23 22 21 22 24

DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF PUBLIC AFFAIRS

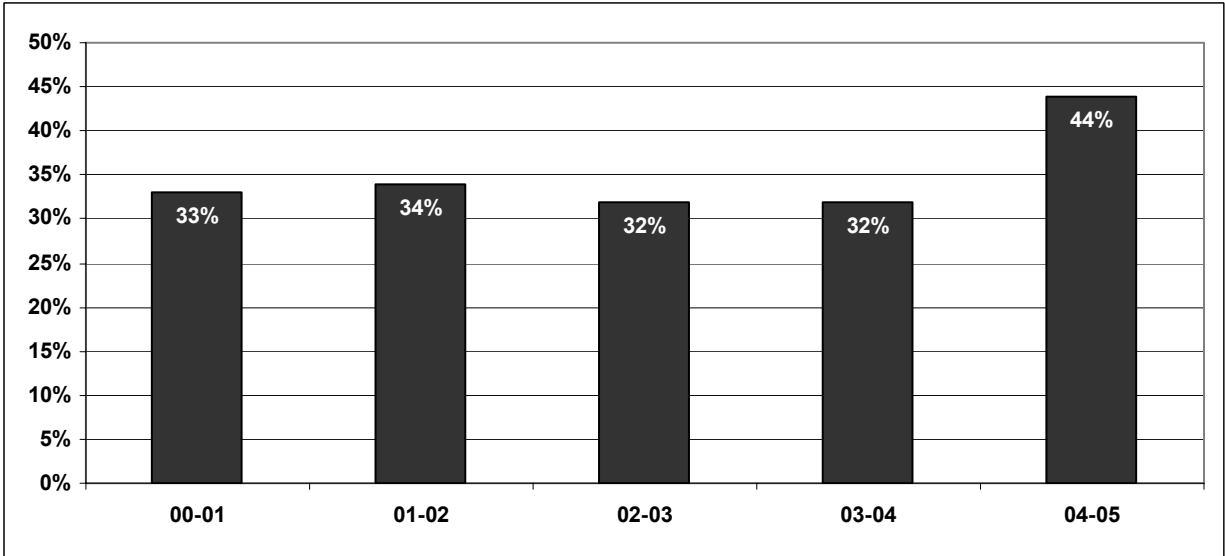
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 5.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 2.0 | 1.0 | 6.0 |
| % | 83.3 | 16.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 33.3 | 16.7 | 100.0 |
| ASSOCIATE PROFESSOR | 7.0 | 6.0 | 1.0 | 1.0 | 2.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 3.0 | 4.0 | 4.0 | 2.0 | 0.0 | 0.0 | 13.0 |
| % | 53.8 | 46.2 | 7.7 | 7.7 | 15.4 | 0.0 | 7.7 | 7.7 | 0.0 | 0.0 | 23.1 | 30.8 | 30.8 | 15.4 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 6.5 | 15.5 | 0.0 | 0.0 | 1.0 | 0.5 | 0.0 | 1.0 | 0.0 | 0.0 | 4.5 | 14.0 | 1.0 | 1.5 | 1.0 | 0.0 | 22.0 |
| % | 29.5 | 70.5 | 0.0 | 0.0 | 4.5 | 2.3 | 0.0 | 4.5 | 0.0 | 0.0 | 20.5 | 63.6 | 4.5 | 6.8 | 4.5 | 0.0 | 100.0 |
| TOTAL LADDER | 18.5 | 22.5 | 1.0 | 1.0 | 3.0 | 0.5 | 1.0 | 2.0 | 0.0 | 0.0 | 10.5 | 18.0 | 5.0 | 3.5 | 3.0 | 1.0 | 41.0 |
| % | 45.1 | 54.9 | 2.4 | 2.4 | 7.3 | 1.2 | 2.4 | 4.9 | 0.0 | 0.0 | 25.6 | 43.9 | 12.2 | 8.5 | 7.3 | 2.4 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 18.5 | 2.0 | 3.0 | 3.5 | 0.0 | 37.0 |
| % | 45.1 | 4.9 | 7.3 | 8.5 | 0.0 | 90.2 |
| ESTIMATE OF AVAILABILITY | 44.7 | 8.3 | 3.5 | 6.1 | 0.6 | |
| EXPECTED # OF FACULTY | 18.3 | 3.4 | 1.4 | 2.5 | 0.2 | |
| UNDERUTILIZATION | none | 1.4 | none | none | 0.2 | |

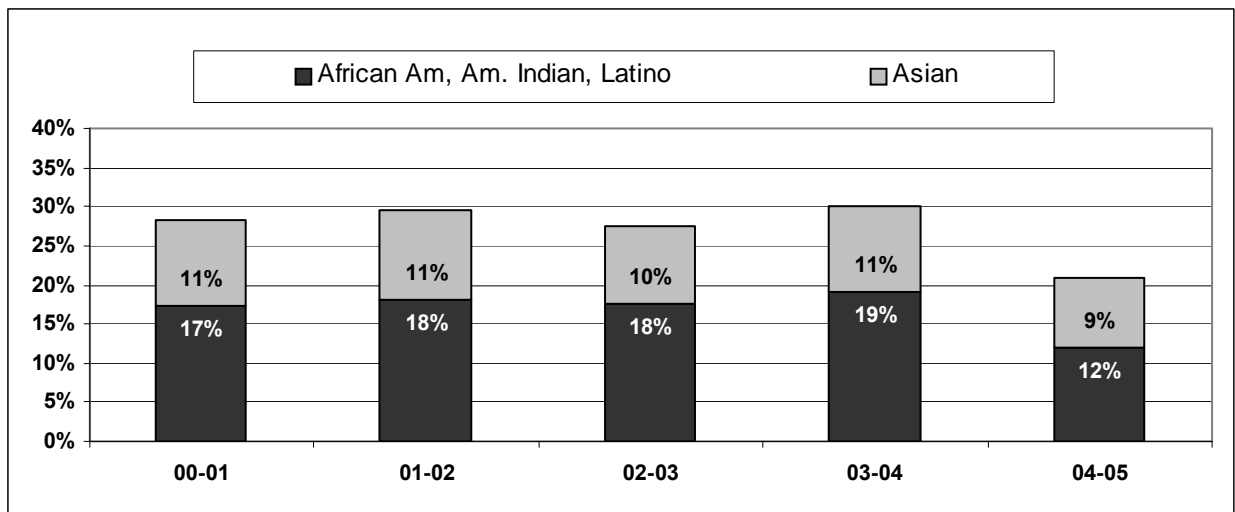
SCHOOL OF PUBLIC AFFAIRS

PERCENT WOMEN



n= 46 44 41 38 43

PERCENT UNDERREPRESENTED MINORITIES



n= 46 44 41 38 43

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PUBLIC POLICY

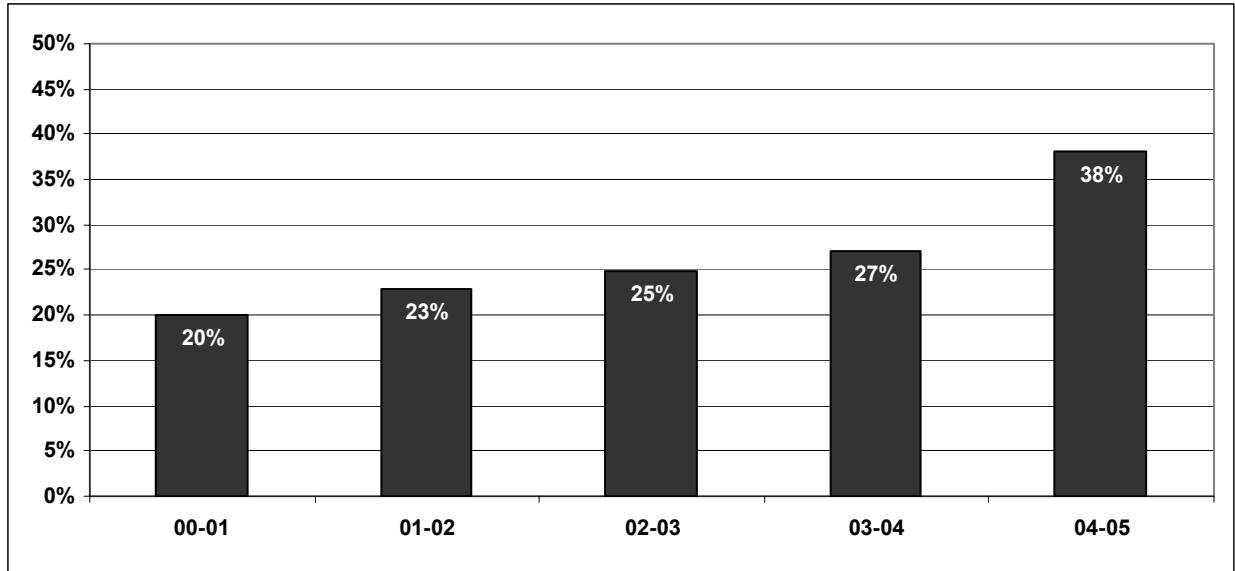
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 2.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.0 | 3.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 2.0 | 0.0 | 1.0 | 0.0 | 0.0 | 5.0 |
| % | 40.0 | 60.0 | 0.0 | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 40.0 | 0.0 | 20.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 20.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 80.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 5.0 | 7.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 6.0 | 0.0 | 1.0 | 1.0 | 0.0 | 12.0 |
| % | 41.7 | 58.3 | 0.0 | 8.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 50.0 | 0.0 | 8.3 | 8.3 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 5.0 | 1.0 | 0.0 | 0.0 | 0.0 | 11.0 |
| % | 41.7 | 8.3 | 0.0 | 0.0 | 0.0 | 91.7 |
| ESTIMATE OF AVAILABILITY | 31.5 | 5.7 | 3.1 | 6.5 | 0.4 | |
| EXPECTED # OF FACULTY | 3.8 | 0.7 | 0.4 | 0.8 | 0.0 | |
| UNDERUTILIZATION | none | none | 0.4 | 0.8 | none | |

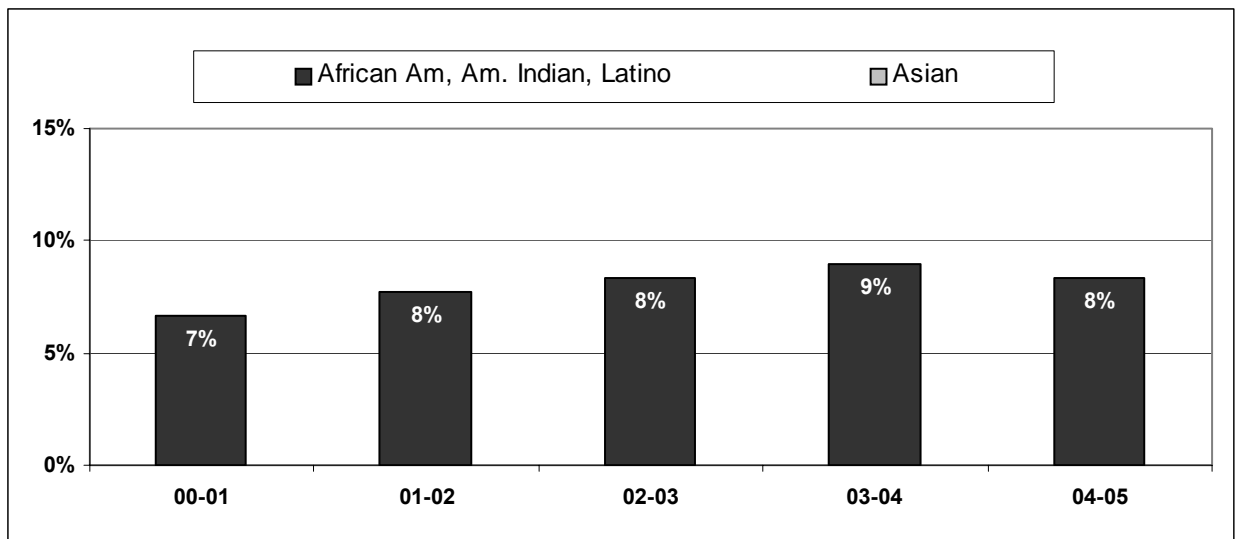
DEPARTMENT OF PUBLIC POLICY

PERCENT WOMEN



n= 15 13 12 11 13

PERCENT UNDERREPRESENTED MINORITIES



n= 15 13 12 11 13

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SOCIAL WELFARE

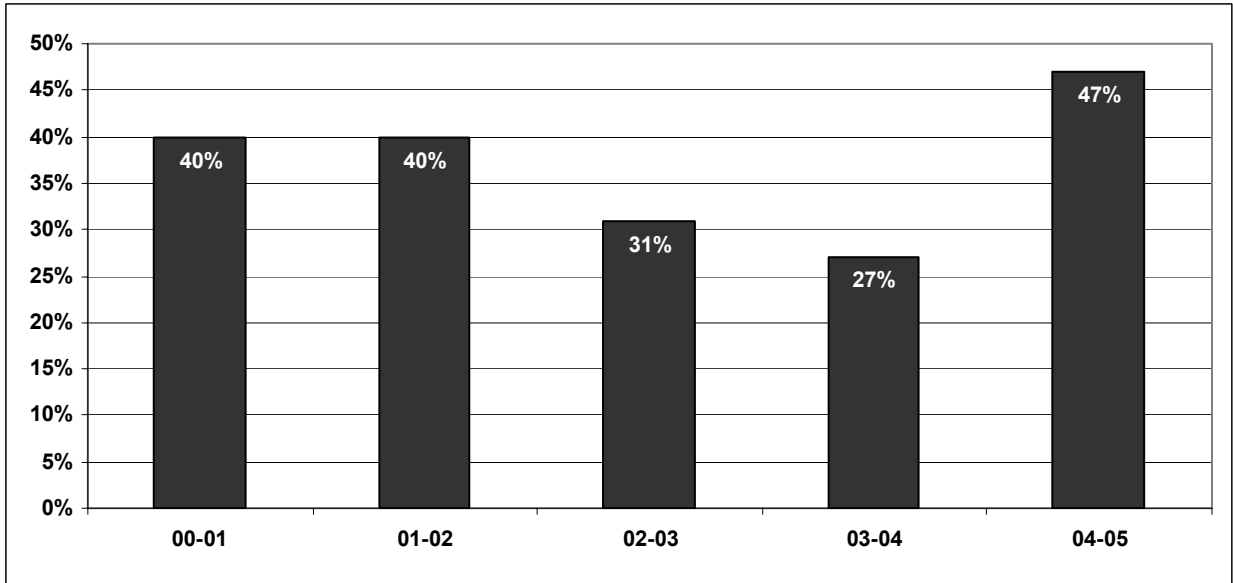
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 3.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 3.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 1.0 | 1.0 | 0.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 0.0 | 0.0 | 4.0 |
| % | 75.0 | 25.0 | 25.0 | 0.0 | 25.0 | 0.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 6.0 | 0.0 | 1.0 | 1.0 | 0.0 | 8.0 |
| % | 12.5 | 87.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 0.0 | 0.0 | 0.0 | 75.0 | 0.0 | 12.5 | 12.5 | 0.0 | 100.0 |
| TOTAL LADDER | 7.0 | 8.0 | 1.0 | 0.0 | 1.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 2.0 | 7.0 | 3.0 | 1.0 | 2.0 | 0.0 | 15.0 |
| % | 46.7 | 53.3 | 6.7 | 0.0 | 6.7 | 0.0 | 6.7 | 6.7 | 0.0 | 0.0 | 13.3 | 46.7 | 20.0 | 6.7 | 13.3 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 7.0 | 1.0 | 2.0 | 1.0 | 0.0 | 13.0 |
| % | 46.7 | 6.7 | 13.3 | 6.7 | 0.0 | 86.7 |
| ESTIMATE OF AVAILABILITY | 68.5 | 10.8 | 4.3 | 4.4 | 0.9 | |
| EXPECTED # OF FACULTY | 10.3 | 1.6 | 0.7 | 0.7 | 0.1 | |
| UNDERUTILIZATION | 3.3 | 0.6 | none | none | 0.1 | |

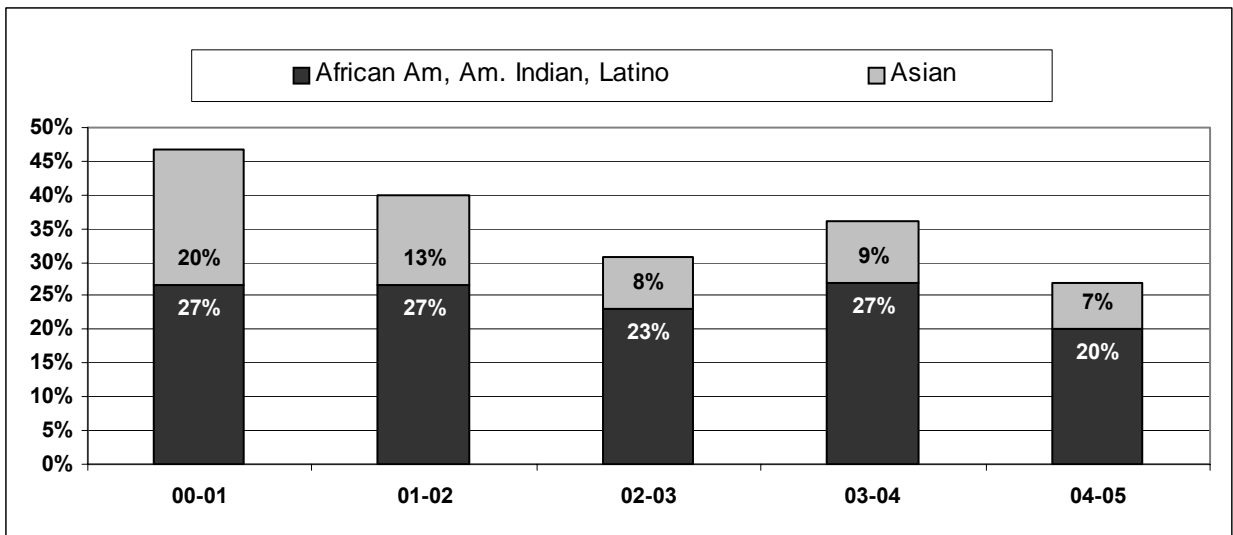
DEPARTMENT OF SOCIAL WELFARE

PERCENT WOMEN



n= 15 15 13 11 15

PERCENT UNDERREPRESENTED MINORITIES



n= 15 15 13 11 15

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF URBAN PLANNING

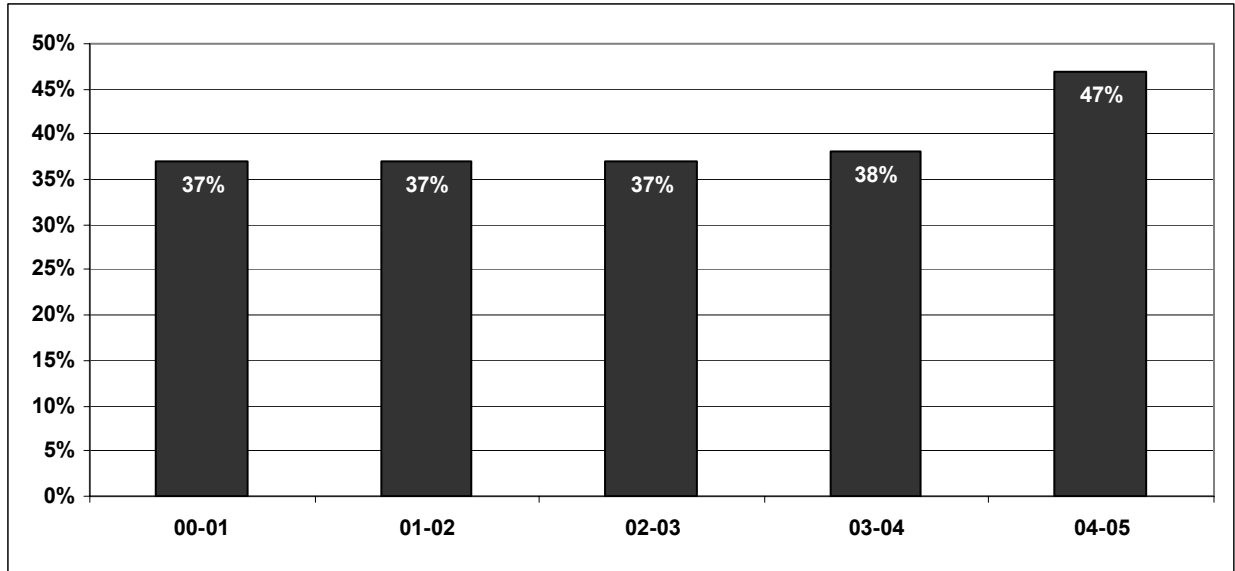
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 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 | 1.0 | 1.0 |
| % | 0.0 | 100.0 | 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 | 100.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.0 | 2.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 1.0 | 1.0 | 1.0 | 0.0 | 0.0 | 4.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 25.0 | 25.0 | 25.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 4.5 | 4.5 | 0.0 | 0.0 | 1.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 3.5 | 4.0 | 1.0 | 0.5 | 0.0 | 0.0 | 9.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 11.1 | 5.6 | 0.0 | 0.0 | 0.0 | 0.0 | 38.9 | 44.4 | 11.1 | 5.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 6.5 | 7.5 | 0.0 | 0.0 | 2.0 | 0.5 | 0.0 | 1.0 | 0.0 | 0.0 | 4.5 | 5.0 | 2.0 | 1.5 | 0.0 | 1.0 | 14.0 |
| % | 46.4 | 53.6 | 0.0 | 0.0 | 14.3 | 3.6 | 0.0 | 7.1 | 0.0 | 0.0 | 32.1 | 35.7 | 14.3 | 10.7 | 0.0 | 7.1 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 6.5 | 0.0 | 1.0 | 2.5 | 0.0 | 13.0 |
| % | 46.4 | 0.0 | 7.1 | 17.9 | 0.0 | 92.9 |
| ESTIMATE OF AVAILABILITY | 37.9 | 8.0 | 3.5 | 6.9 | 0.7 | |
| EXPECTED # OF FACULTY | 5.3 | 1.1 | 0.5 | 1.0 | 0.1 | |
| UNDERUTILIZATION | none | 1.1 | none | none | 0.1 | |

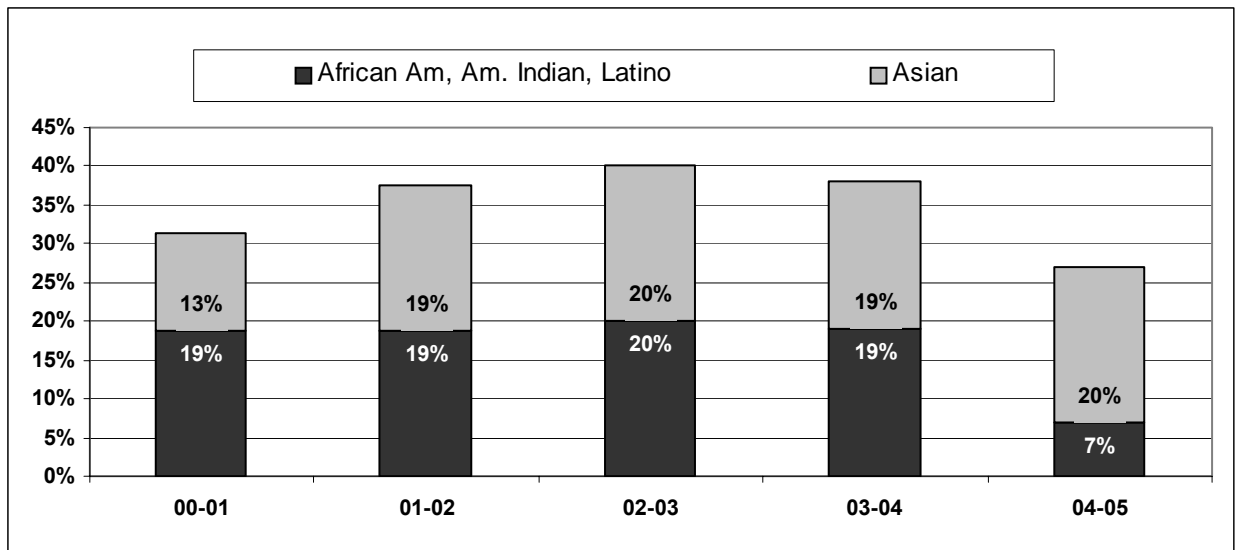
DEPARTMENT OF URBAN PLANNING

PERCENT WOMEN



n= 16 16 16 16 15

PERCENT UNDERREPRESENTED MINORITIES



n= 16 16 16 16 15

DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF PUBLIC HEALTH

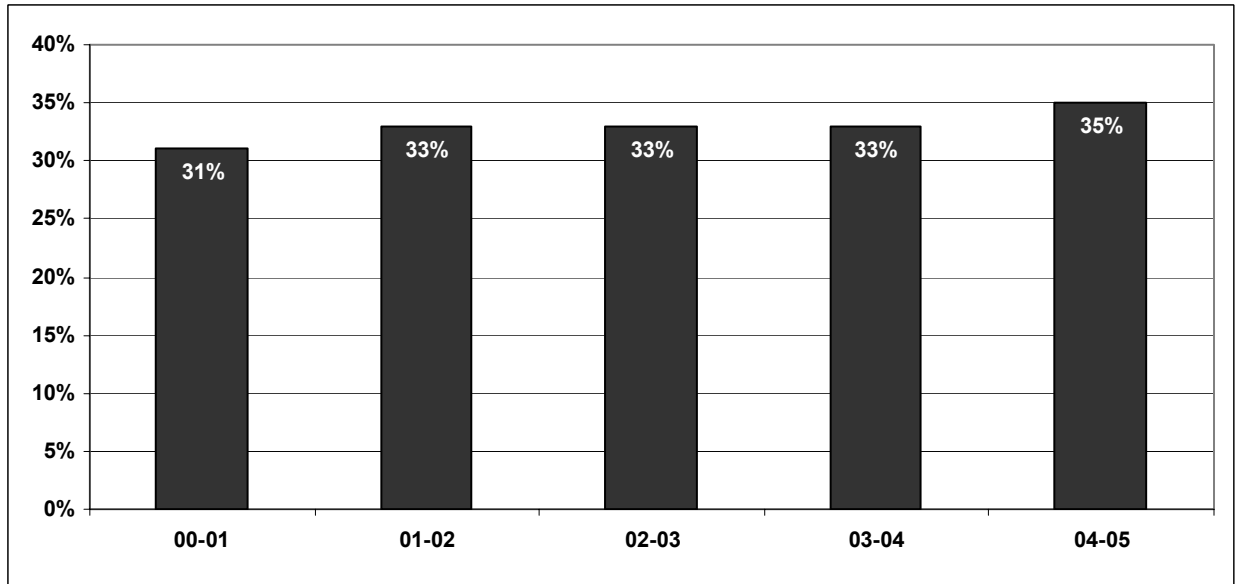
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.5 | 5.0 | 2.0 | 0.0 | 0.5 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 3.0 | 2.5 | 2.0 | 0.0 | 0.0 | 7.5 |
| % | 33.3 | 66.7 | 26.7 | 0.0 | 6.7 | 0.0 | 0.0 | 26.7 | 0.0 | 0.0 | 0.0 | 40.0 | 33.3 | 26.7 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 15.0 | 31.0 | 0.0 | 0.0 | 1.0 | 6.0 | 0.0 | 0.0 | 0.0 | 0.0 | 14.0 | 25.0 | 1.0 | 6.0 | 0.0 | 0.0 | 46.0 |
| % | 32.6 | 67.4 | 0.0 | 0.0 | 2.2 | 13.0 | 0.0 | 0.0 | 0.0 | 0.0 | 30.4 | 54.3 | 2.2 | 13.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 19.5 | 37.0 | 2.0 | 0.0 | 1.5 | 6.0 | 0.0 | 2.0 | 0.0 | 0.0 | 16.0 | 29.0 | 3.5 | 8.0 | 0.0 | 0.0 | 56.5 |
| % | 34.5 | 65.5 | 3.5 | 0.0 | 2.7 | 10.6 | 0.0 | 3.5 | 0.0 | 0.0 | 28.3 | 51.3 | 6.2 | 14.2 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 19.5 | 2.0 | 2.0 | 7.5 | 0.0 | 56.5 |
| % | 34.5 | 3.5 | 3.5 | 13.3 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 46.0 | 4.6 | 3.1 | 8.6 | 0.4 | |
| EXPECTED # OF FACULTY | 26.0 | 2.6 | 1.8 | 4.9 | 0.2 | |
| UNDERUTILIZATION | 6.5 | 0.6 | none | none | 0.2 | |

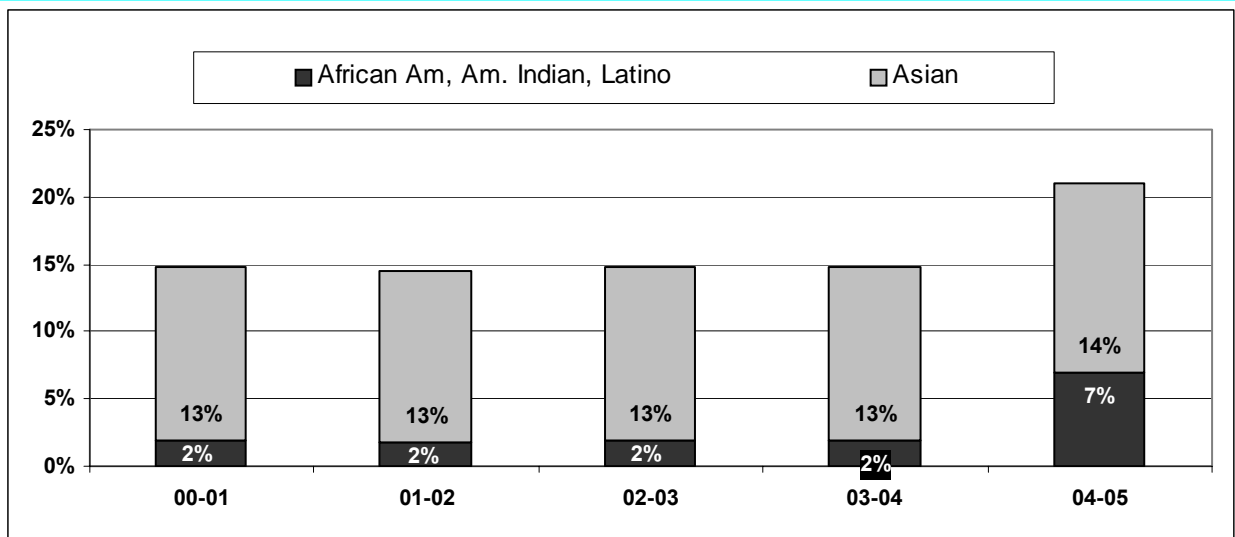
SCHOOL OF PUBLIC HEALTH

PERCENT WOMEN



n= 54 55 54 55 58

PERCENT UNDERREPRESENTED MINORITIES



n= 54 55 54 55 58

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF BIostatISTICS

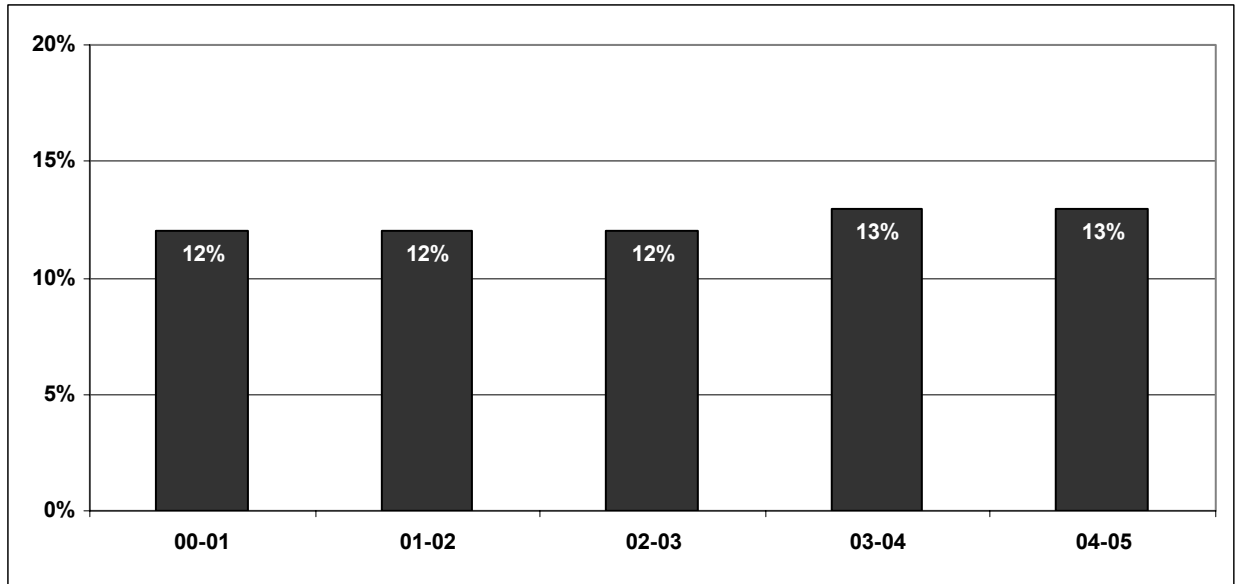
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------|------------------|-----|-------|------|----------|-----|-----------------|-----|-------|-------|-------------------|------|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 6.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 2.0 | 0.0 | 0.0 | 7.0 |
| % | 14.3 | 85.7 | 0.0 | 0.0 | 0.0 | 28.6 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 57.1 | 0.0 | 28.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 7.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 5.0 | 0.0 | 2.0 | 0.0 | 0.0 | 8.0 |
| % | 12.5 | 87.5 | 0.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 62.5 | 0.0 | 25.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 0.0 | 0.0 | 2.0 | 0.0 | 8.0 |
| % | 12.5 | 0.0 | 0.0 | 25.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 46.1 | 4.2 | 1.3 | 18.0 | 0.2 | |
| EXPECTED # OF FACULTY | 3.7 | 0.3 | 0.1 | 1.4 | 0.0 | |
| UNDERUTILIZATION | 2.7 | 0.3 | 0.1 | none | none | |

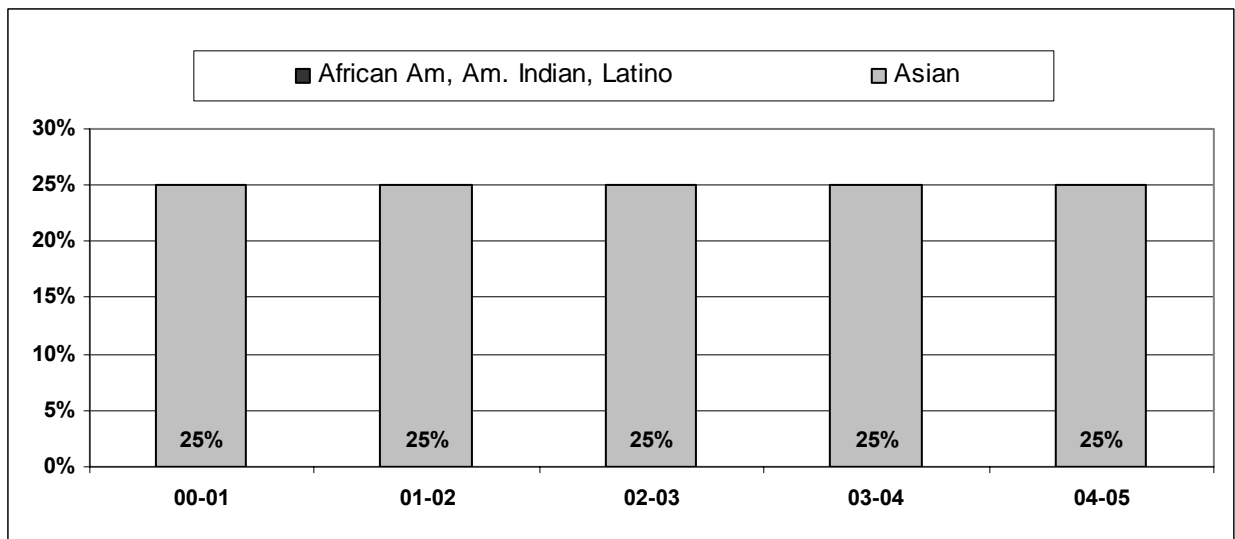
DEPARTMENT OF BIostatISTICS

PERCENT WOMEN



n= 8 8 8 8 8

PERCENT UNDERREPRESENTED MINORITIES



n= 8 8 8 8 8

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMMUNITY HEALTH SCIENCES

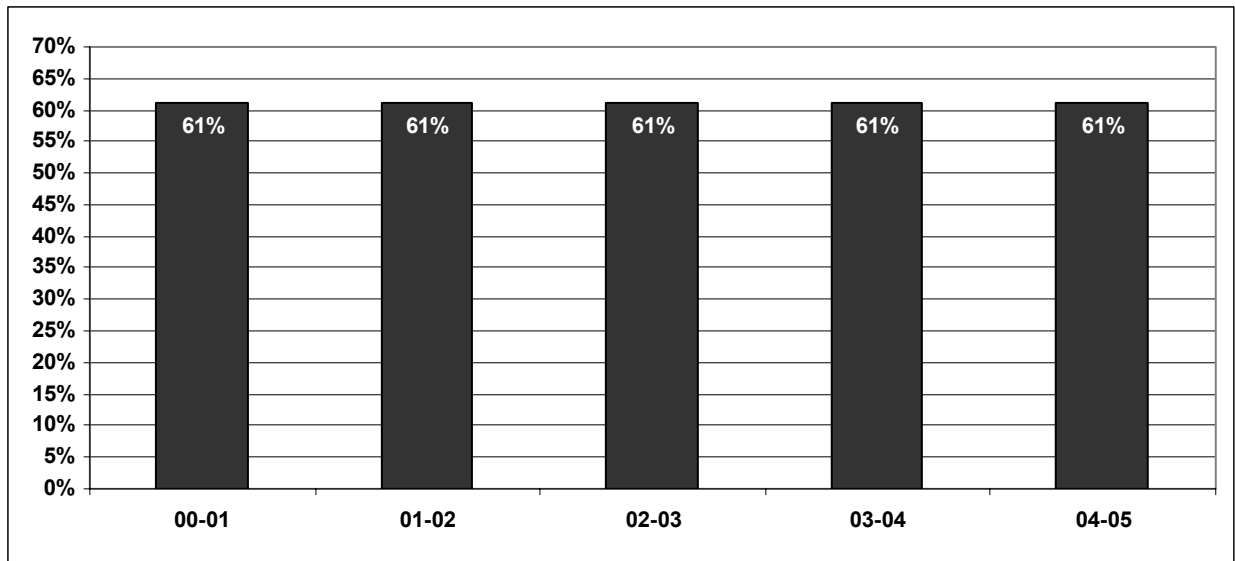
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------|------------------|-----|-------|------|----------|-----|-----------------|-----|-------|------|-------------------|------|---------|-----|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSOCIATE PROFESSOR | 0.5 | 0.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.5 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 10.0 | 7.0 | 0.0 | 0.0 | 1.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.0 | 5.0 | 1.0 | 2.0 | 0.0 | 0.0 | 17.0 |
| % | 58.8 | 41.2 | 0.0 | 0.0 | 5.9 | 11.8 | 0.0 | 0.0 | 0.0 | 0.0 | 52.9 | 29.4 | 5.9 | 11.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 10.5 | 7.0 | 0.0 | 0.0 | 1.5 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.0 | 5.0 | 1.5 | 2.0 | 0.0 | 0.0 | 17.5 |
| % | 60.0 | 40.0 | 0.0 | 0.0 | 8.6 | 11.4 | 0.0 | 0.0 | 0.0 | 0.0 | 51.4 | 28.6 | 8.6 | 11.4 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 10.5 | 0.0 | 0.0 | 3.5 | 0.0 | 17.5 |
| % | 60.0 | 0.0 | 0.0 | 20.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 56.3 | 5.7 | 4.2 | 5.5 | 0.6 | |
| EXPECTED # OF FACULTY | 9.8 | 1.0 | 0.7 | 1.0 | 0.1 | |
| UNDERUTILIZATION | none | 1.0 | 0.7 | none | 0.1 | |

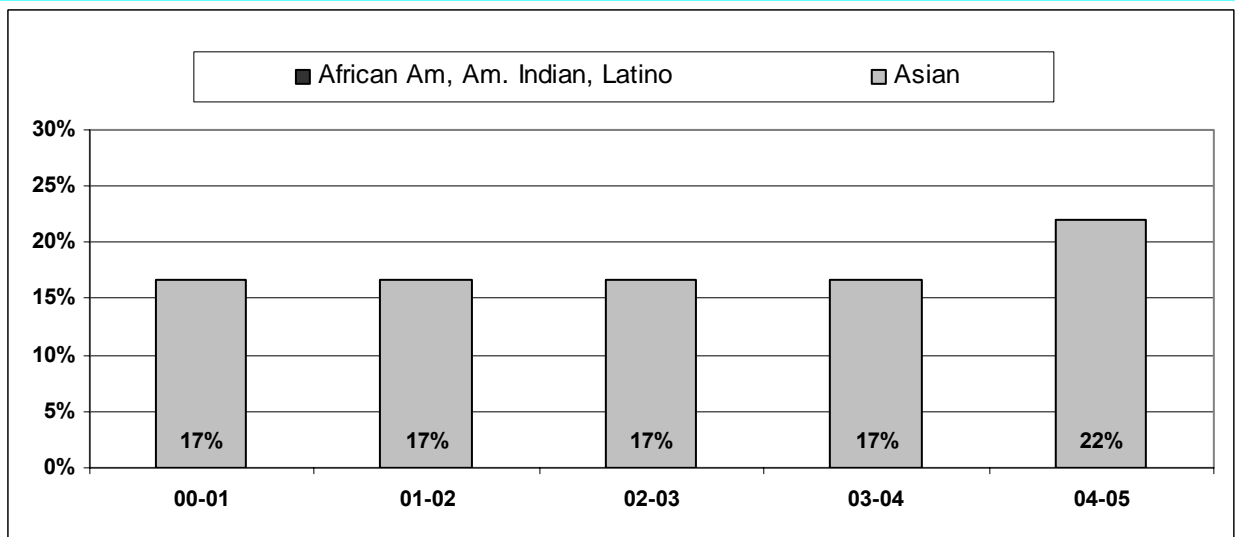
DEPARTMENT OF COMMUNITY HEALTH SCIENCES

PERCENT WOMEN



n= 18 18 18 18 18

PERCENT UNDERREPRESENTED MINORITIES



n= 18 18 18 18 18

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

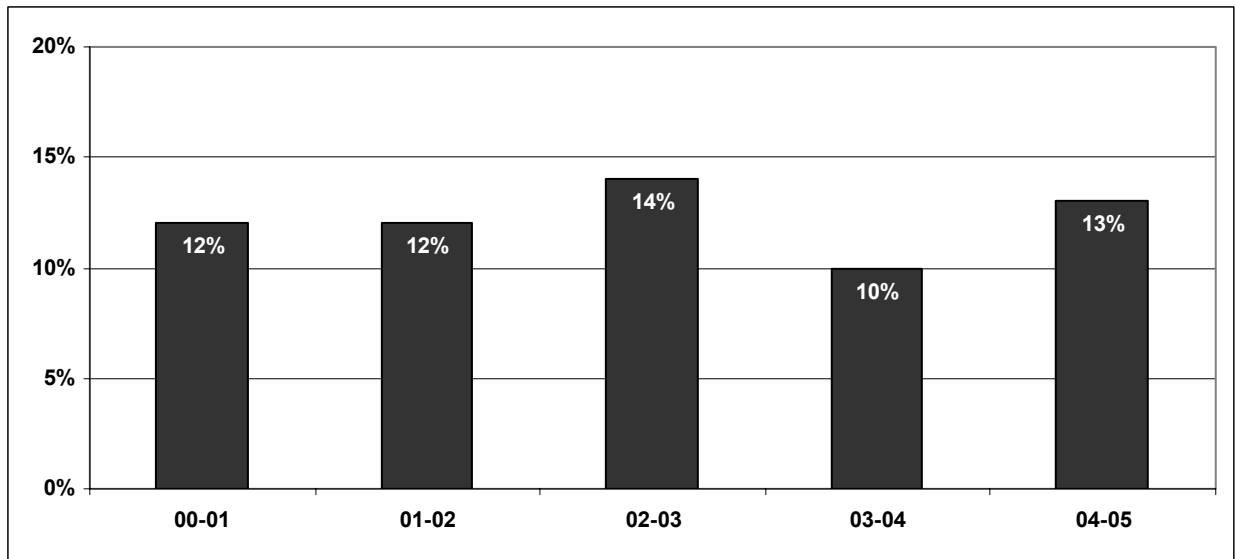
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL | |
|---------------------|-----------------|-------|------------------|-----|-------|-----|----------|-----|-----------------|-----|-------|-------|-------------------|-----|---------|-----|-------------|-------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | |
| ASSOCIATE PROFESSOR | 1.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 1.0 | 6.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 6.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7.0 |
| % | 14.3 | 85.7 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 85.7 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 7.0 |
| % | 14.3 | 14.3 | 0.0 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 36.6 | 2.9 | 2.7 | 10.6 | 0.3 | |
| EXPECTED # OF FACULTY | 2.6 | 0.2 | 0.2 | 0.7 | 0.0 | |
| UNDERUTILIZATION | 1.6 | none | 0.2 | 0.7 | none | |

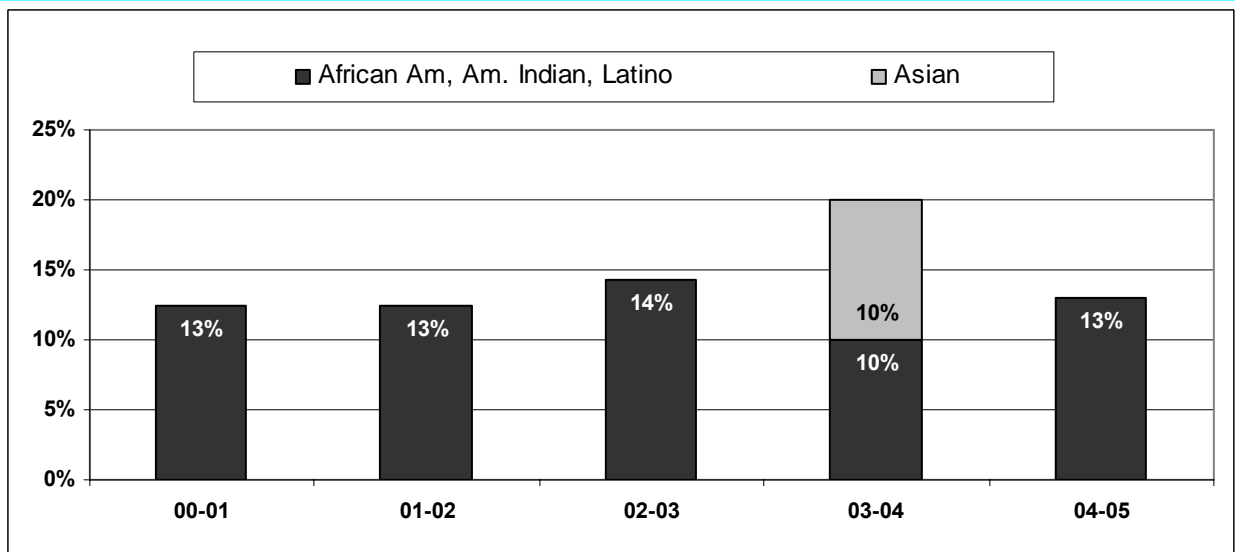
DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

PERCENT WOMEN



n= 8 8 7 10 8

PERCENT UNDERREPRESENTED MINORITIES



n= 8 8 7 10 8

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF EPIDEMIOLOGY

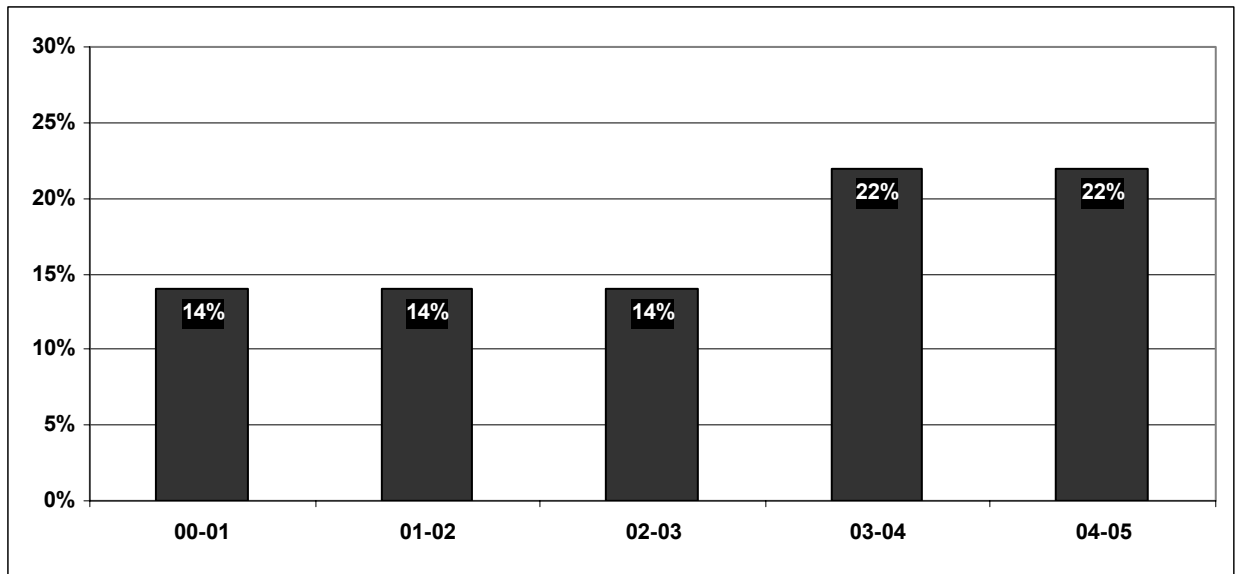
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 1.0 | 6.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 4.0 | 0.0 | 2.0 | 0.0 | 0.0 | 7.0 |
| % | 14.3 | 85.7 | 0.0 | 0.0 | 0.0 | 28.6 | 0.0 | 0.0 | 0.0 | 0.0 | 14.3 | 57.1 | 0.0 | 28.6 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 2.0 | 7.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 5.0 | 0.0 | 2.0 | 0.0 | 0.0 | 9.0 |
| % | 22.2 | 77.8 | 0.0 | 0.0 | 0.0 | 22.2 | 0.0 | 0.0 | 0.0 | 0.0 | 22.2 | 55.6 | 0.0 | 22.2 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 2.0 | 0.0 | 0.0 | 2.0 | 0.0 | 9.0 |
| % | 22.2 | 0.0 | 0.0 | 22.2 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 46.0 | 4.5 | 2.8 | 6.3 | 0.3 | |
| EXPECTED # OF FACULTY | 4.1 | 0.4 | 0.3 | 0.6 | 0.0 | |
| UNDERUTILIZATION | 2.1 | 0.4 | 0.3 | none | none | |

DEPARTMENT OF EPIDEMIOLOGY

PERCENT WOMEN



n= 7

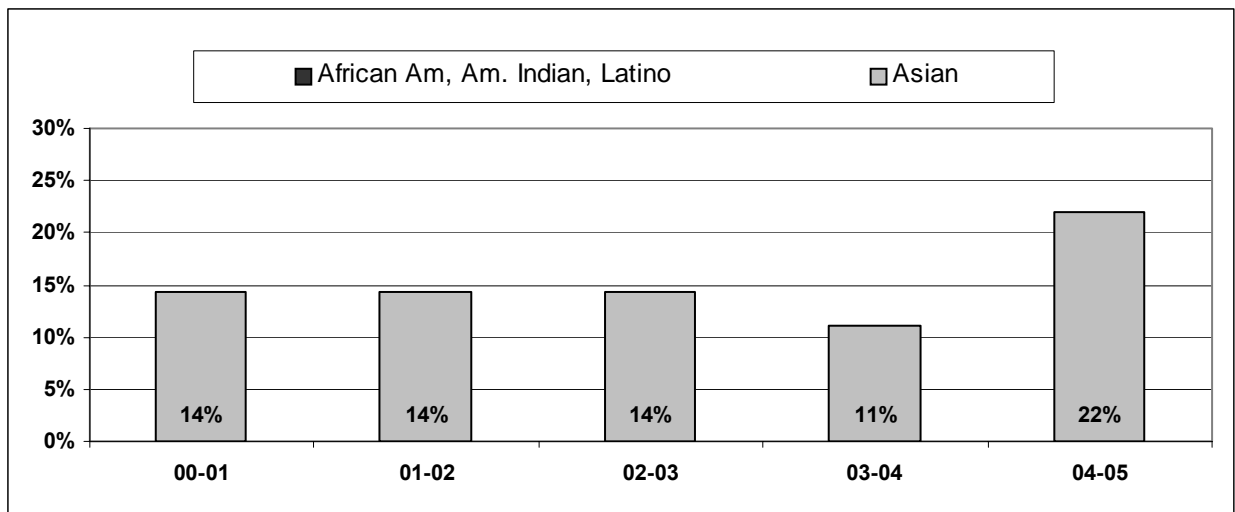
7

7

9

9

PERCENT UNDERREPRESENTED MINORITIES



n=

7

7

7

9

9

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF HEALTH SERVICES

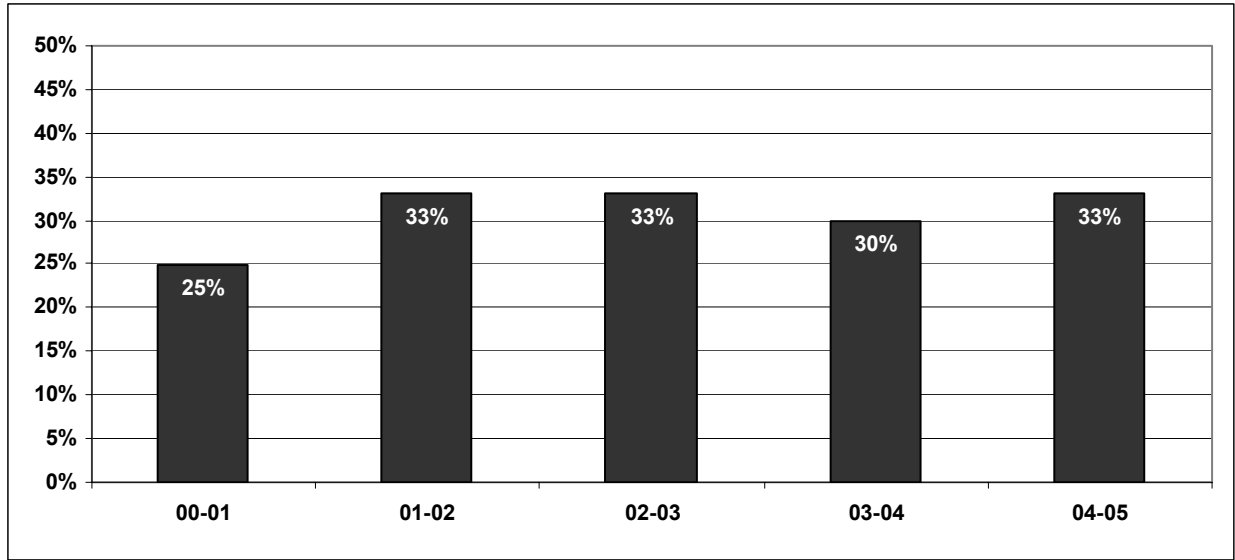
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 3.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 2.0 | 0.0 | 0.0 | 4.0 |
| % | 25.0 | 75.0 | 25.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 25.0 | 25.0 | 50.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 3.0 | 7.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 7.0 | 1.0 | 0.0 | 0.0 | 0.0 | 10.0 |
| % | 30.0 | 70.0 | 0.0 | 0.0 | 10.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 20.0 | 70.0 | 10.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 5.0 | 10.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 3.0 | 8.0 | 2.0 | 2.0 | 0.0 | 0.0 | 15.0 |
| % | 33.3 | 66.7 | 6.7 | 0.0 | 6.7 | 0.0 | 0.0 | 13.3 | 0.0 | 0.0 | 20.0 | 53.3 | 13.3 | 13.3 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 5.0 | 1.0 | 2.0 | 1.0 | 0.0 | 15.0 |
| % | 33.3 | 6.7 | 13.3 | 6.7 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 35.4 | 4.9 | 3.3 | 7.2 | 0.2 | |
| EXPECTED # OF FACULTY | 5.3 | 0.7 | 0.5 | 1.1 | 0.0 | |
| UNDERUTILIZATION | 0.3 | none | none | 0.1 | none | |

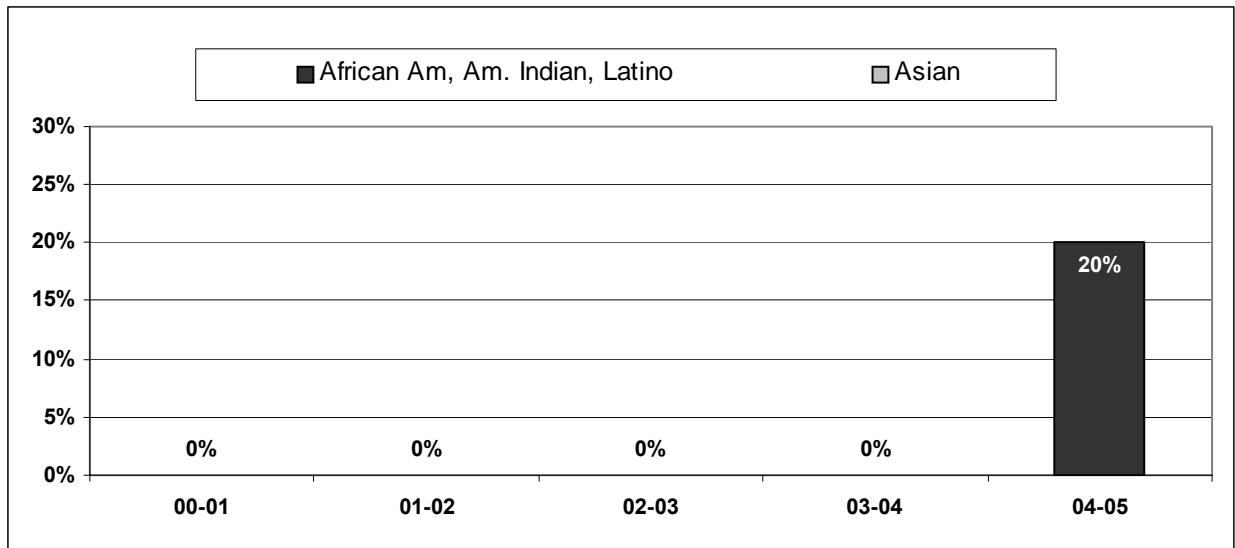
DEPARTMENT OF HEALTH SERVICES

PERCENT WOMEN



n= 8 9 9 10 15

PERCENT UNDERREPRESENTED MINORITIES



n= 8 9 9 10 15

DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF THEATER, FILM & TELEVISION

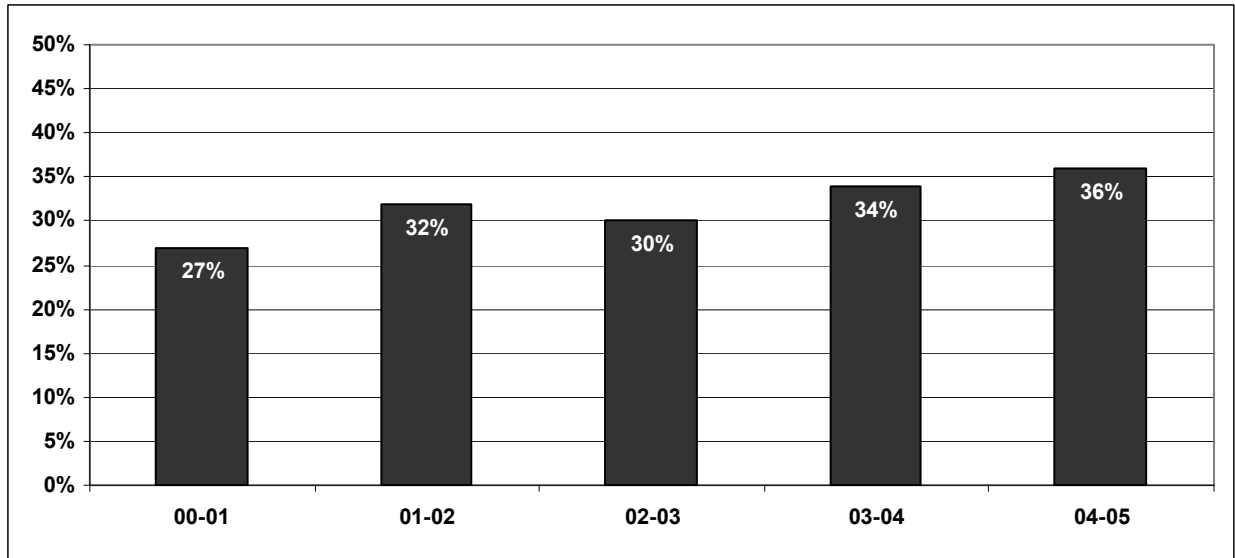
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|-------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 |
| % | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 3.0 | 3.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 2.0 | 1.0 | 1.0 | 0.0 | 0.0 | 6.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 16.7 | 0.0 | 0.0 | 16.7 | 0.0 | 0.0 | 33.3 | 33.3 | 16.7 | 16.7 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 9.0 | 20.5 | 0.0 | 1.0 | 0.0 | 0.0 | 1.0 | 3.0 | 0.0 | 1.0 | 8.0 | 15.5 | 1.0 | 5.0 | 0.0 | 0.0 | 29.5 |
| % | 30.5 | 69.5 | 0.0 | 3.4 | 0.0 | 0.0 | 3.4 | 10.2 | 0.0 | 3.4 | 27.1 | 52.5 | 3.4 | 16.9 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 14.0 | 24.5 | 0.0 | 1.0 | 1.0 | 0.0 | 1.0 | 4.0 | 0.0 | 1.0 | 12.0 | 18.5 | 2.0 | 6.0 | 0.0 | 0.0 | 38.5 |
| % | 36.4 | 63.6 | 0.0 | 2.6 | 2.6 | 0.0 | 2.6 | 10.4 | 0.0 | 2.6 | 31.2 | 48.1 | 5.2 | 15.6 | 0.0 | 0.0 | 100.0 |

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 14.0 | 1.0 | 5.0 | 1.0 | 1.0 | 38.5 |
| % | 36.4 | 2.6 | 13.0 | 2.6 | 2.6 | 100.0 |
| ESTIMATE OF AVAILABILITY | 40.0 | 4.5 | 2.2 | 2.3 | 0.4 | |
| EXPECTED # OF FACULTY | 15.4 | 1.7 | 0.8 | 0.9 | 0.2 | |
| UNDERUTILIZATION | 1.4 | 0.7 | none | none | none | |

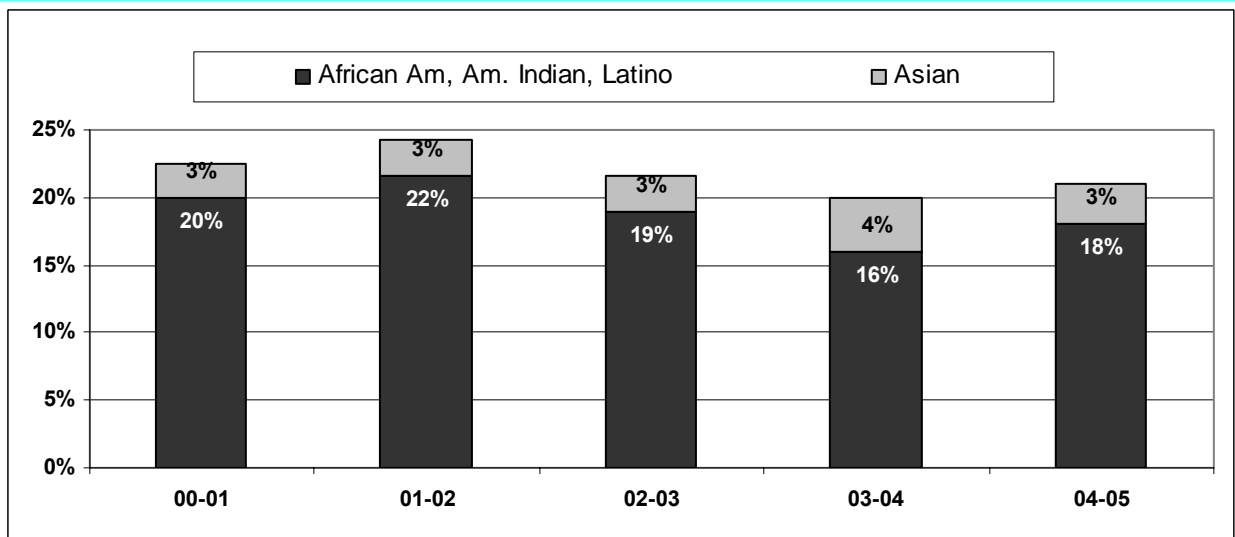
SCHOOL OF THEATER, FILM AND TELEVISION

PERCENT WOMEN



n= 40 37 37 41 39

PERCENT UNDERREPRESENTED MINORITIES



n= 40 37 37 41 39

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

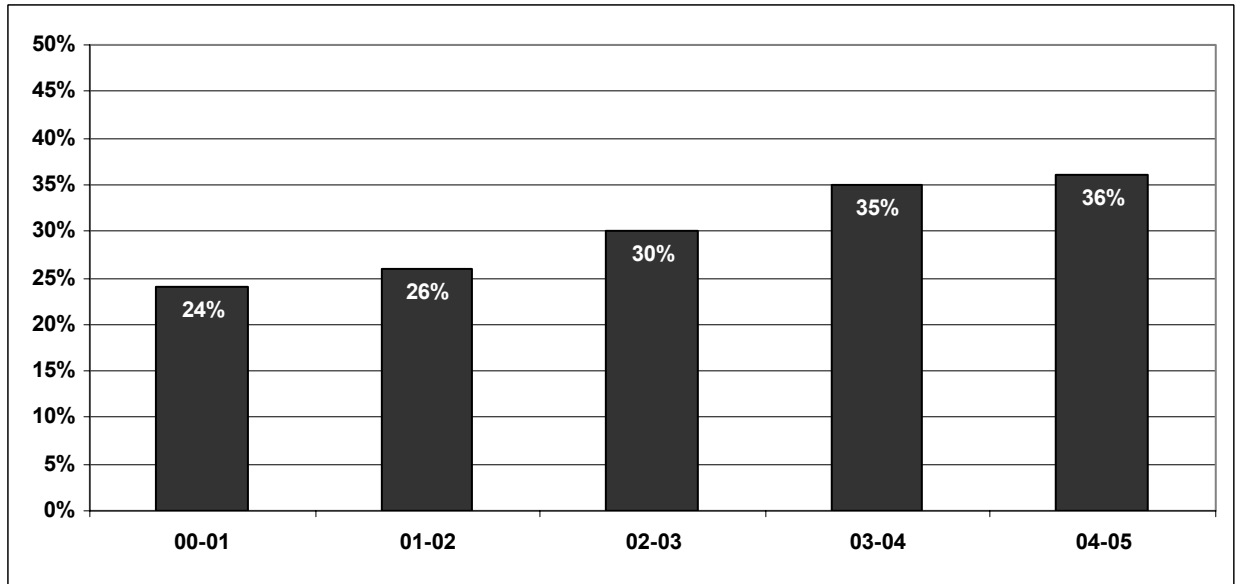
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|-------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 2.0 | 2.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 4.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.0 | 0.0 | 0.0 | 50.0 | 25.0 | 0.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 5.0 | 11.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 2.0 | 0.0 | 0.0 | 5.0 | 8.0 | 0.0 | 3.0 | 0.0 | 0.0 | 16.0 |
| % | 31.3 | 68.8 | 0.0 | 6.3 | 0.0 | 0.0 | 0.0 | 12.5 | 0.0 | 0.0 | 31.3 | 50.0 | 0.0 | 18.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 8.0 | 14.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 8.0 | 10.0 | 0.0 | 4.0 | 0.0 | 0.0 | 22.0 |
| % | 36.4 | 63.6 | 0.0 | 4.5 | 0.0 | 0.0 | 0.0 | 13.6 | 0.0 | 0.0 | 36.4 | 45.5 | 0.0 | 18.2 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 8.0 | 1.0 | 3.0 | 0.0 | 0.0 | 22.0 |
| % | 36.4 | 4.5 | 13.6 | 0.0 | 0.0 | 100.0 |
| ESTIMATE OF AVAILABILITY | 38.7 | 4.6 | 2.7 | 2.7 | 0.3 | |
| EXPECTED # OF FACULTY | 8.5 | 1.0 | 0.6 | 0.6 | 0.1 | |
| UNDERUTILIZATION | 0.5 | 0.0 | none | 0.6 | none | |

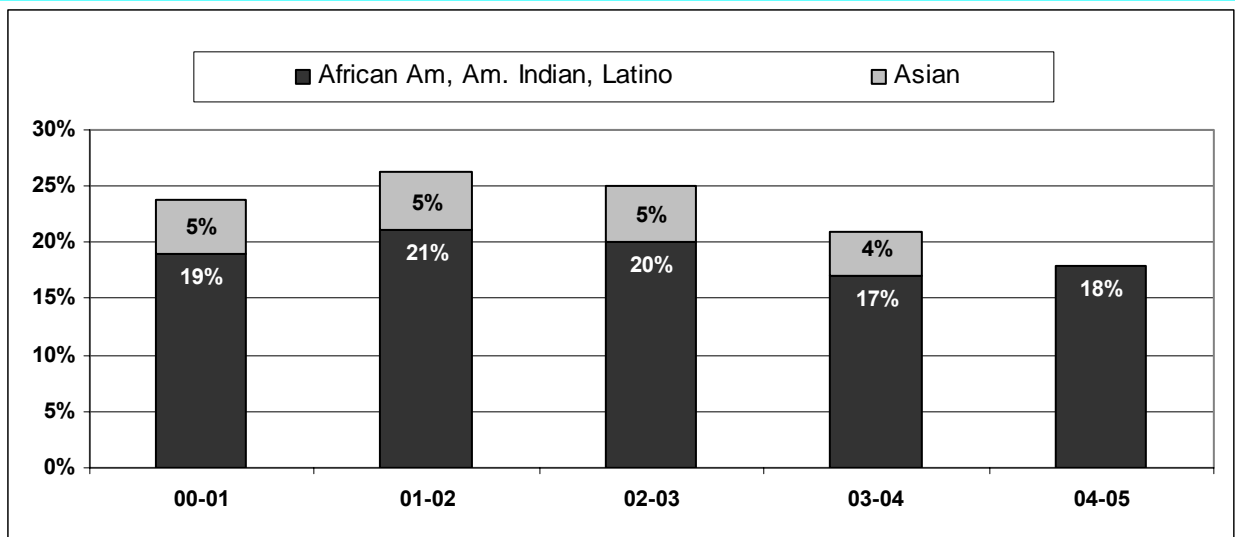
DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

PERCENT WOMEN



n= 21 19 20 22 22

PERCENT UNDERREPRESENTED MINORITIES



n= 21 19 20 22 22

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF THEATER

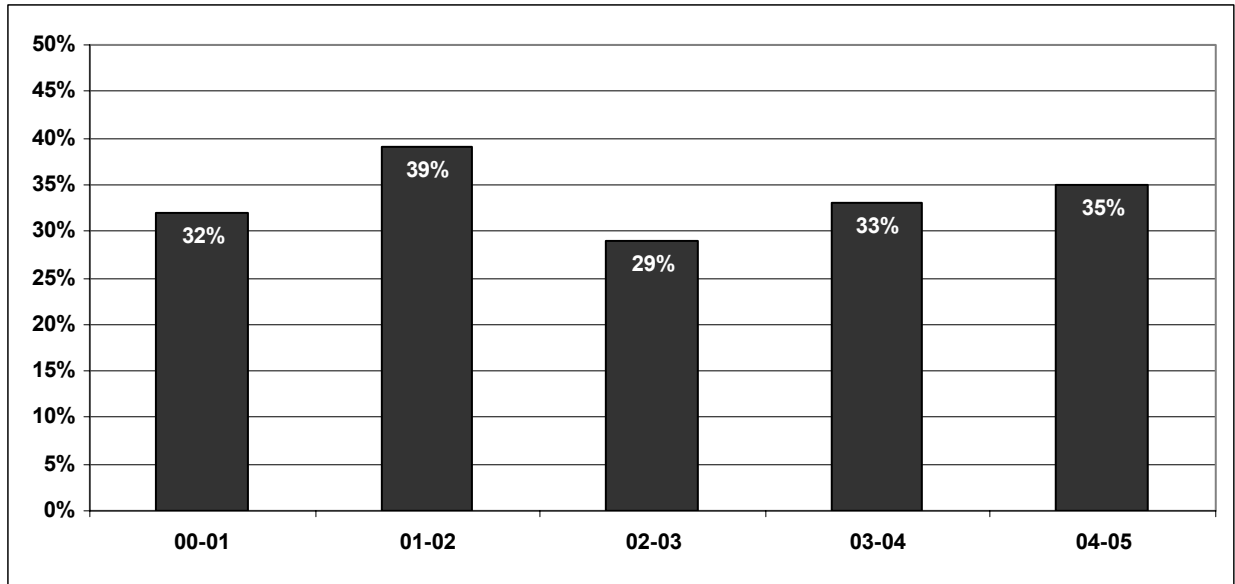
| | GENDER ANALYSIS | | AFRICAN AMERICAN | | ASIAN | | HISPANIC | | NATIVE AMERICAN | | WHITE | | MINORITY ANALYSIS | | UNKNOWN | | GRAND TOTAL |
|---------------------|-----------------|-------------|------------------|------------|------------|------------|------------|------------|-----------------|------------|------------|------------|-------------------|------------|------------|------------|-------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | |
| ASSISTANT PROFESSOR | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 |
| % | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| ASSOCIATE PROFESSOR | 1.0 | 1.0 | 0.0 | 0.0 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| % | 50.0 | 50.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSOR | 4.0 | 9.5 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 1.0 | 0.0 | 1.0 | 3.0 | 7.5 | 1.0 | 2.0 | 0.0 | 0.0 | 13.5 |
| % | 29.6 | 70.4 | 0.0 | 0.0 | 0.0 | 0.0 | 7.4 | 7.4 | 0.0 | 7.4 | 22.2 | 55.6 | 7.4 | 14.8 | 0.0 | 0.0 | 100.0 |
| TOTAL LADDER | 6.0 | 10.5 | 0.0 | 0.0 | 1.0 | 0.0 | 1.0 | 1.0 | 0.0 | 1.0 | 4.0 | 8.5 | 2.0 | 2.0 | 0.0 | 0.0 | 16.5 |
| % | 36.4 | 63.6 | 0.0 | 0.0 | 6.1 | 0.0 | 6.1 | 6.1 | 0.0 | 6.1 | 24.2 | 51.5 | 12.1 | 12.1 | 0.0 | 0.0 | 100.0 |

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

| | WOMEN | AFRICAN AMERICAN | HISPANIC | ASIAN | NATIVE AMERICAN | TOTAL KNOWN ETHNICITY |
|--------------------------|-------|------------------|----------|-------|-----------------|-----------------------|
| # OF FACULTY | 6.0 | 0.0 | 2.0 | 1.0 | 1.0 | 16.5 |
| % | 36.4 | 0.0 | 12.1 | 6.1 | 6.1 | 100.0 |
| ESTIMATE OF AVAILABILITY | 44.6 | 4.7 | 2.0 | 2.1 | 0.5 | |
| EXPECTED # OF FACULTY | 7.4 | 0.8 | 0.3 | 0.3 | 0.1 | |
| UNDERUTILIZATION | 1.4 | 0.8 | none | none | none | |

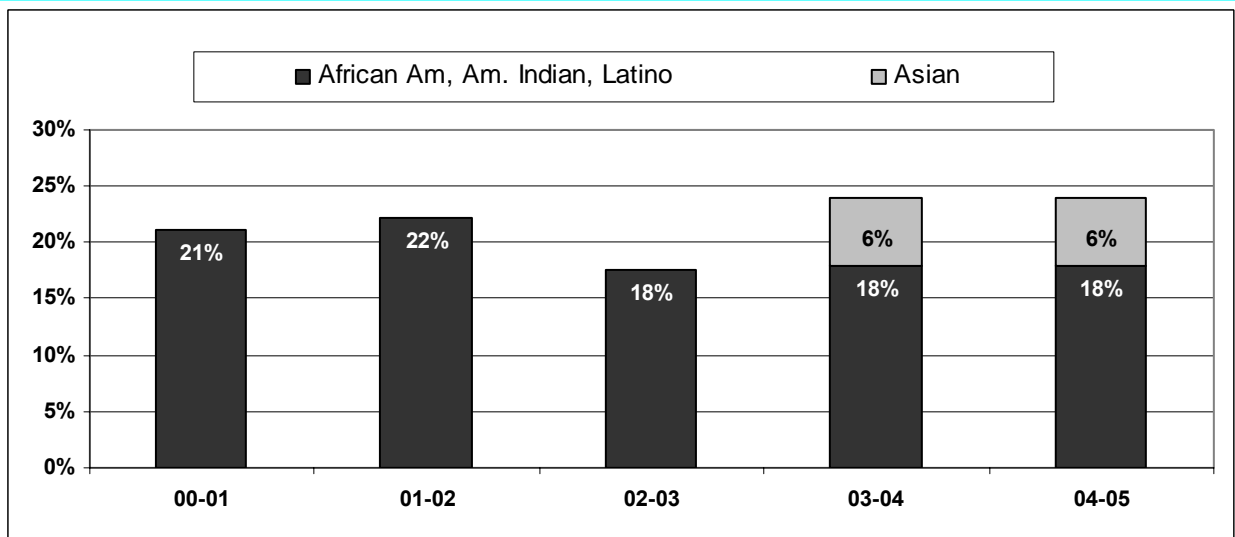
DEPARTMENT OF THEATER

PERCENT WOMEN



n= 19 18 17 18 17

PERCENT UNDERREPRESENTED MINORITIES



n= 19 18 17 18 17

APPENDIX A

ESTIMATES OF ACADEMIC AVAILABILITY

In 2005, UCLA has continued to make progress in developing more accurate availability estimates for academic positions, focusing attention on updating and refining statistics on the diversity of potential applicants with the appropriate qualifications for untenured and tenured positions in each school.

For the Divisions in the College of Letters and Science, availability estimates were based on the National Opinion Research Center (NORC) doctoral data in specialties represented in each Division.

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

For the School of Arts & Architecture, availability numbers were drawn from: the National Architectural Accrediting Board (NAAB) estimating current tenure-track faculty as well as recipients of masters degrees in architecture from schools of architecture nationwide; from the Digest of Educational Statistics on full-time faculty in Fine Arts in U.S. universities; from IPEDS (Integrated Postsecondary Education System) on recent doctorates in Musicology and Ethnomusicology; from the National Association of Schools of Music on current tenure-track faculty in Music; from IPEDS on post-BA music degrees, on post-BA degrees in Design & Visual Communications and post-BA degrees in dance; and from 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, as well as on the Faculty Appointments Register, and 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.