

UCLA

Diversity Statistics

*Regular Rank
Ladder Faculty*

2006-2007

UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT

Adopted by the Assembly of the Academic Senate May 10, 2006
Endorsed by the President of the University of California June 30, 2006

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.

Endorsed by
Norm Abrams
Acting Chancellor

INTRODUCTION TO UCLA FACULTY DIVERSITY STATISTICS, 2006-2007

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. These data reflect all appointments, departures, and promotions on the UCLA payroll and were reviewed by the schools and divisions as of October 1, 2006.

This monograph includes availability data that provides an estimated number of tenured and tenured-track faculty of a particular underrepresented group in the field. The availability of a group, when compared with the actual number of faculty of a particular group in a unit, provide a rough estimate of underutilization in the academic unit. In general, availability data represent the potential faculty pool 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 by academic department. Other structures such as centers, interdisciplinary programs (IDPs), or institutes are not included here. Most faculty are represented in home departments; however, many faculty may have a portion of their FTE attached to institutes or IDPs. In this volume split appointments are represented so that the departmental data reflect the portion of the faculty FTE 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 shown graphically. 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
Office for Faculty Diversity

TABLE OF CONTENTS

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

Division of Social Sciences	63
Anthropology	65
Asian-American Studies	67
Chicana/O Studies	69
Communication Studies.....	71
Economics	73
Geography	75
History	77
Political Science.....	79
Sociology.....	81

THE PROFESSIONAL SCHOOLS

The Anderson School of Management	83
School of Arts and Architecture	85
Architecture & Urban Design.....	87
Art	89
Design Media Arts.....	91
Ethnomusicology.....	93
Music.....	95
World Arts & Cultures	97
Graduate School of Education & Information Studies	99
Education	101
Information Studies	103
Henry Samueli School of Engineering & Applied Sciences	105
Bioengineering.....	107
Chemical & Biomolecular Engineering.....	109
Civil & Environmental Engineering.....	111
Computer Science	113
Electrical Engineering	115
Materials Science & Engineering	117
Mechanical & Aerospace Engineering.....	119
School of Law	121

School of Public Affairs	123
Public Policy	125
Social Welfare.....	127
Urban Planning	129
School of Theater, Film & Television	131
Film, Television & Digital Media	133
Theater	135
THE MEDICAL SCIENCES	
School of Dentistry	137
School of Nursing	139
School of Public Health	141
Biostatistics	143
Community Health Sciences.....	145
Environmental Health Sciences	147
Epidemiology	149
Health Services	151
The David Geffen School of Medicine	153
Basic Science Departments.....	155
Clinical Departments.....	157
APPENDIX A	159

CAMPUSWIDE TOTAL

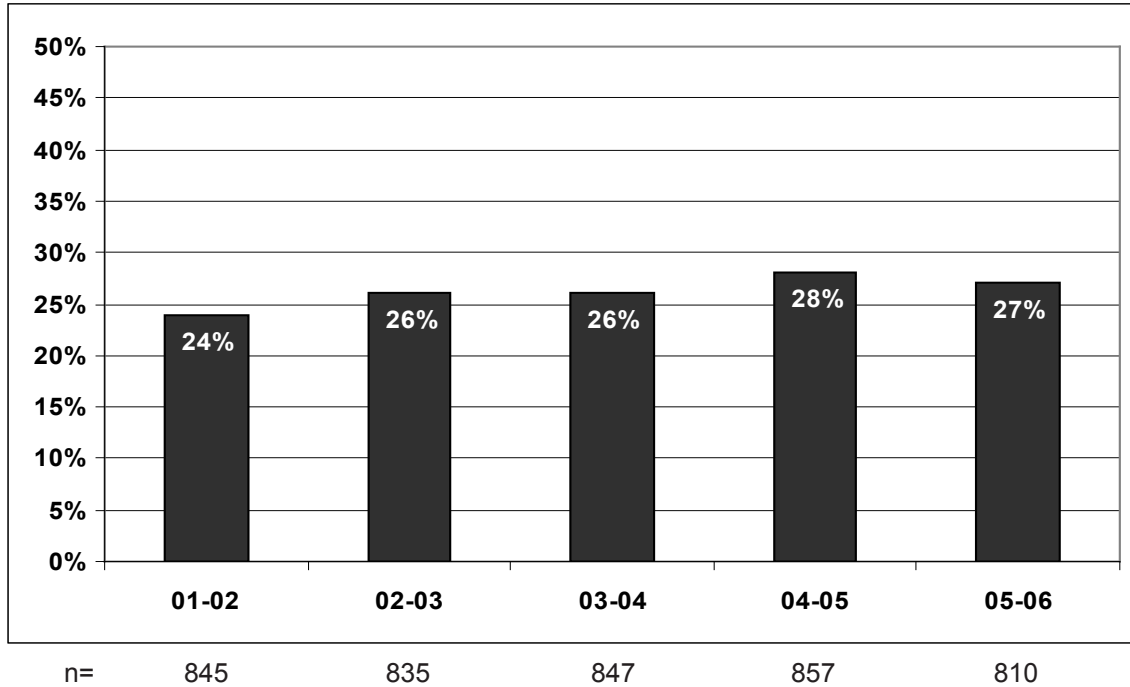
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	10.5	15.0	25.0	114.3	16.0	46.0	1.0	3.0	52.5	178.3	225.5	810.2	0.0	0.0	278.0	988.5	1266.5
	0.8%	1.2%	2.0%	9.0%	1.3%	3.6%	0.1%	0.2%	4.1%	14.1%	17.8%	64.0%	0.0%	0.0%	22.0%	78.1%	100.0%
Associate Professor																	
	6.0	10.0	17.0	39.0	4.0	15.5	1.0	0.0	28.0	64.5	68.0	130.5	0.0	1.0	96.0	196.0	292.0
	2.1%	3.4%	5.8%	13.4%	1.4%	5.3%	0.3%	0.0%	9.6%	22.1%	23.3%	44.7%	0.0%	0.3%	32.9%	67.1%	100.0%
Assistant Professor																	
	8.0	5.0	18.0	35.0	4.0	11.0	1.0	0.0	31.0	51.0	62.5	101.5	5.0	8.0	98.5	160.5	259.0
	3.1%	1.9%	7.0%	13.5%	1.5%	4.2%	0.4%	0.0%	12.0%	19.7%	24.1%	39.2%	1.9%	3.1%	38.0%	62.0%	100.0%
Acting Professor of Law																	
	0.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	2.0	0.0	4.5	0.0	0.0	1.0	6.5	7.5
	0.0%	13.3%	13.3%	0.0%	0.0%	13.3%	0.0%	0.0%	13.3%	26.7%	0.0%	60.0%	0.0%	0.0%	13.3%	86.7%	100.0%
Total Ladder																	
	24.5	31.0	61.0	188.3	24.0	73.5	3.0	3.0	112.5	295.8	356.0	1046.7	5.0	9.0	473.5	1351.5	1825.0
	1.3%	1.7%	3.3%	10.3%	1.3%	4.0%	0.2%	0.2%	6.2%	16.2%	19.5%	57.4%	0.3%	0.5%	25.9%	74.1%	100.0%

THE COLLEGE

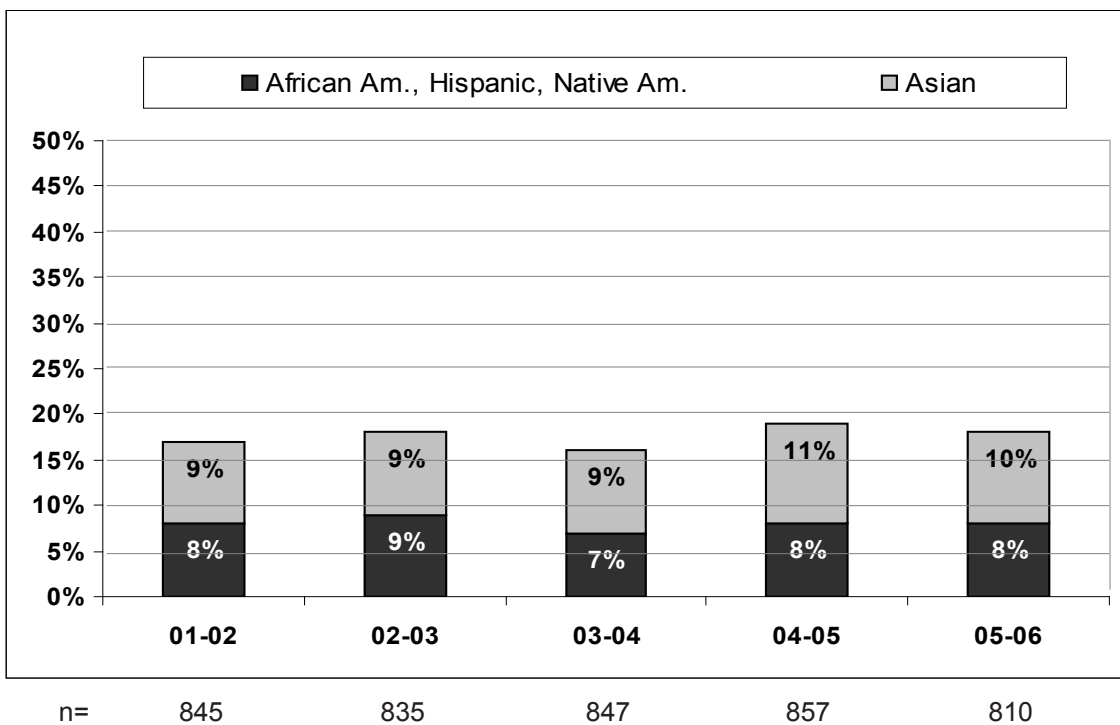
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	4.0	5.0	11.5	29.2	8.0	21.0	0.0	2.0	23.5	57.2	103.5	374.8	0.0	0.0	127.0	432.0	559.0
	0.7%	0.9%	2.1%	5.2%	1.4%	3.8%	0.0%	0.4%	4.2%	10.2%	18.5%	67.1%	0.0%	0.0%	22.7%	77.3%	100.0%
Associate Professor																	
	1.0	5.0	9.0	15.0	3.0	6.5	0.0	0.0	13.0	26.5	35.0	73.5	0.0	0.0	48.0	100.0	148.0
	0.7%	3.4%	6.1%	10.1%	2.0%	4.4%	0.0%	0.0%	8.8%	17.9%	23.6%	49.7%	0.0%	0.0%	32.4%	67.6%	100.0%
Assistant Professor																	
	4.0	1.0	7.5	13.0	3.0	4.0	1.0	0.0	15.5	18.0	32.0	47.8	4.0	4.0	51.5	69.8	121.3
	3.3%	0.8%	6.2%	10.7%	2.5%	3.3%	0.8%	0.0%	12.8%	14.8%	26.4%	39.4%	3.3%	3.3%	42.4%	57.6%	100.0%
Total Ladder																	
	9.0	11.0	28.0	57.2	14.0	31.5	1.0	2.0	52.0	101.7	170.5	496.2	4.0	4.0	226.5	601.8	828.3
	1.1%	1.3%	3.4%	6.9%	1.7%	3.8%	0.1%	0.2%	6.3%	12.3%	20.6%	59.9%	0.5%	0.5%	27.3%	72.7%	100.0%

THE COLLEGE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DIVISION OF HUMANITIES

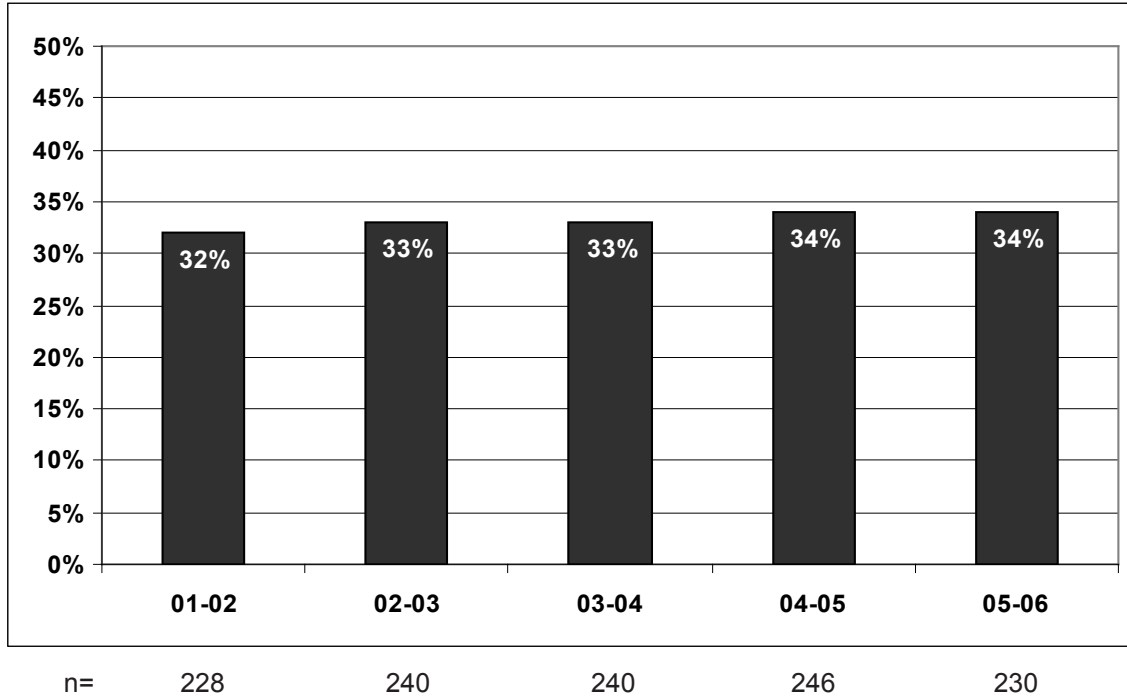
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1.0	0.0	5.5	3.0	3.0	6.0	0.0	0.0	9.5	9.0	37.5	99.0	0.0	0.0	47.0	108.0	155.0
	0.6%	0.0%	3.5%	1.9%	1.9%	3.9%	0.0%	0.0%	6.1%	5.8%	24.2%	63.9%	0.0%	0.0%	30.3%	69.7%	100.0%
Associate Professor	0.0	2.0	2.0	5.0	1.0	0.0	0.0	0.0	3.0	7.0	12.0	22.0	0.0	0.0	15.0	29.0	44.0
	0.0%	4.5%	4.5%	11.4%	2.3%	0.0%	0.0%	0.0%	6.8%	15.9%	27.3%	50.0%	0.0%	0.0%	34.1%	65.9%	100.0%
Assistant Professor	1.0	1.0	3.0	1.0	2.0	1.0	0.0	0.0	6.0	3.0	9.5	11.5	1.0	0.0	16.5	14.5	31.0
	3.2%	3.2%	9.7%	3.2%	6.5%	3.2%	0.0%	0.0%	19.4%	9.7%	30.6%	37.1%	3.2%	0.0%	53.2%	46.8%	100.0%
Total Ladder	2.0	3.0	10.5	9.0	6.0	7.0	0.0	0.0	18.5	19.0	59.0	132.5	1.0	0.0	78.5	151.5	230.0
	0.9%	1.3%	4.6%	3.9%	2.6%	3.0%	0.0%	0.0%	8.0%	8.3%	25.7%	57.6%	0.4%	0.0%	34.1%	65.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

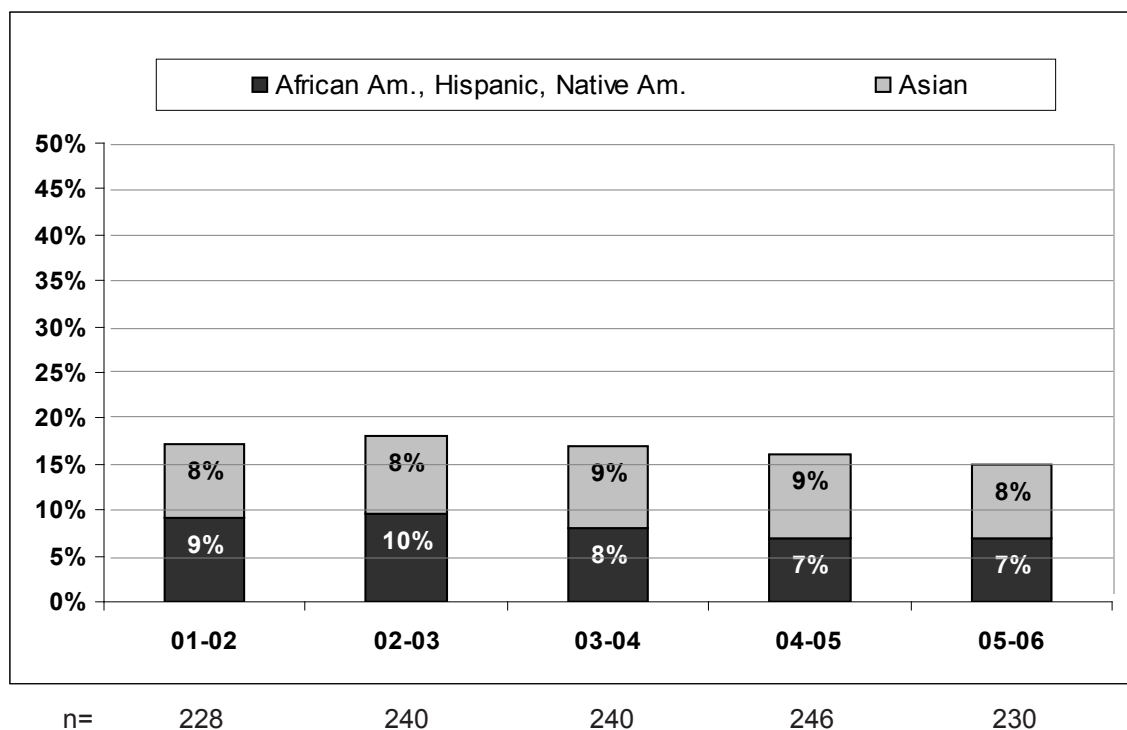
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	78.5	5.0	19.5	13.0	0.0	229.0
% of Faculty	34.1%	2.2%	8.5%	5.7%	0.0%	
Estimate of Availability	54.9%	2.6%	5.1%	6.3%	0.3%	
Expected # of Faculty	126.3	6.0	11.7	14.4	0.7	
Underutilization	-47.8	-1.0	none	-1.4	-0.7	

DIVISION OF HUMANITIES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



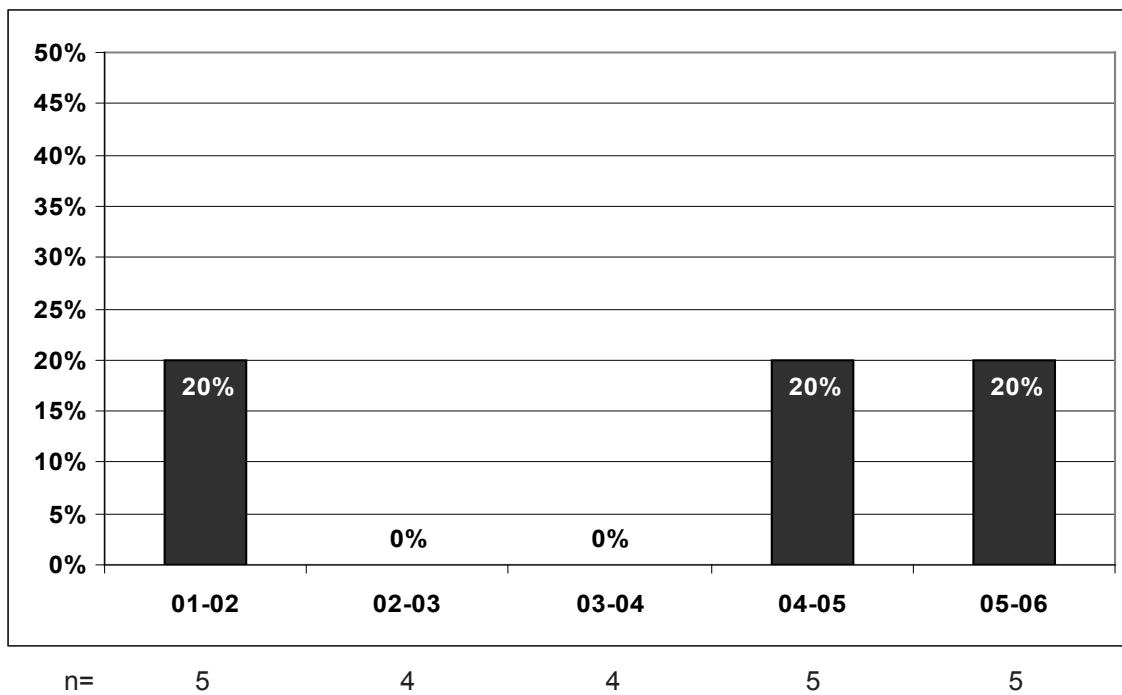
DEPARTMENT OF APPLIED LINGUISTICS AND TESL

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	4.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	80.0%	0.0%	0.0%	20.0%	80.0%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	4.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	80.0%	0.0%	0.0%	20.0%	80.0%	100.0%

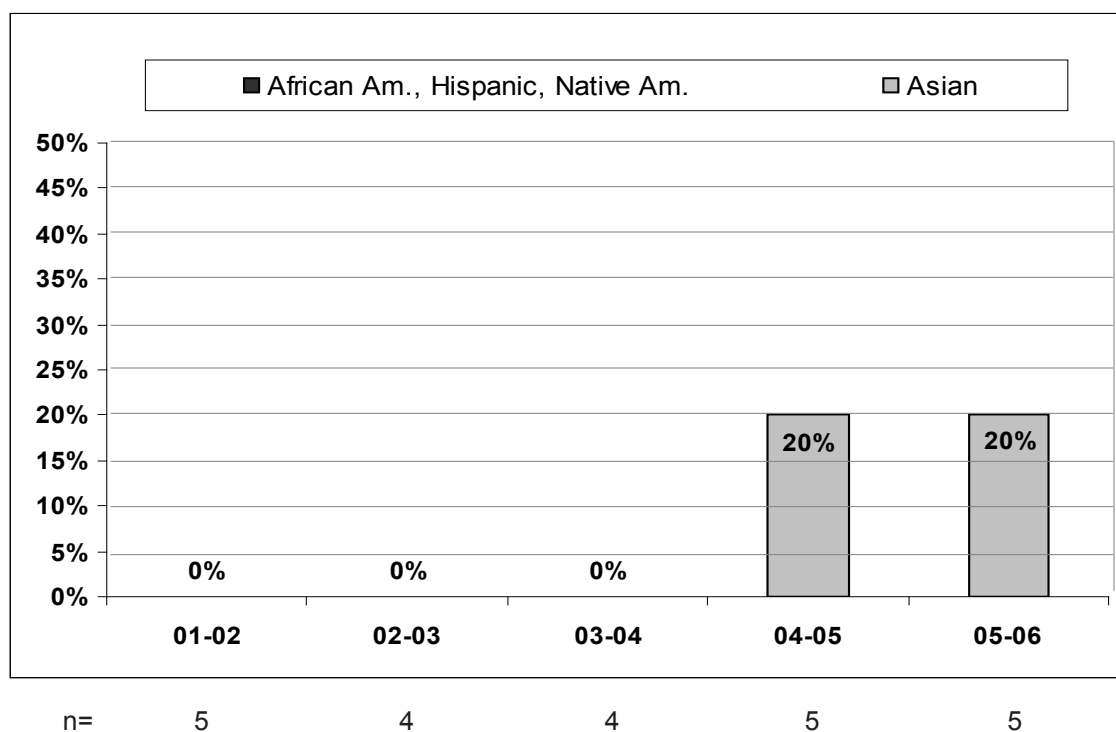
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	1.0	0.0	0.0	5.0
% of Faculty	20.0%	0.0%	20.0%	0.0%	0.0%	
Estimate of Availability	60.7%	4.7%	7.2%	4.3%	0.5%	
Expected # of Faculty	3.0	0.2	0.4	0.2	0.0	
Underutilization	-2.0	-0.2	none	-0.2	none	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ART HISTORY

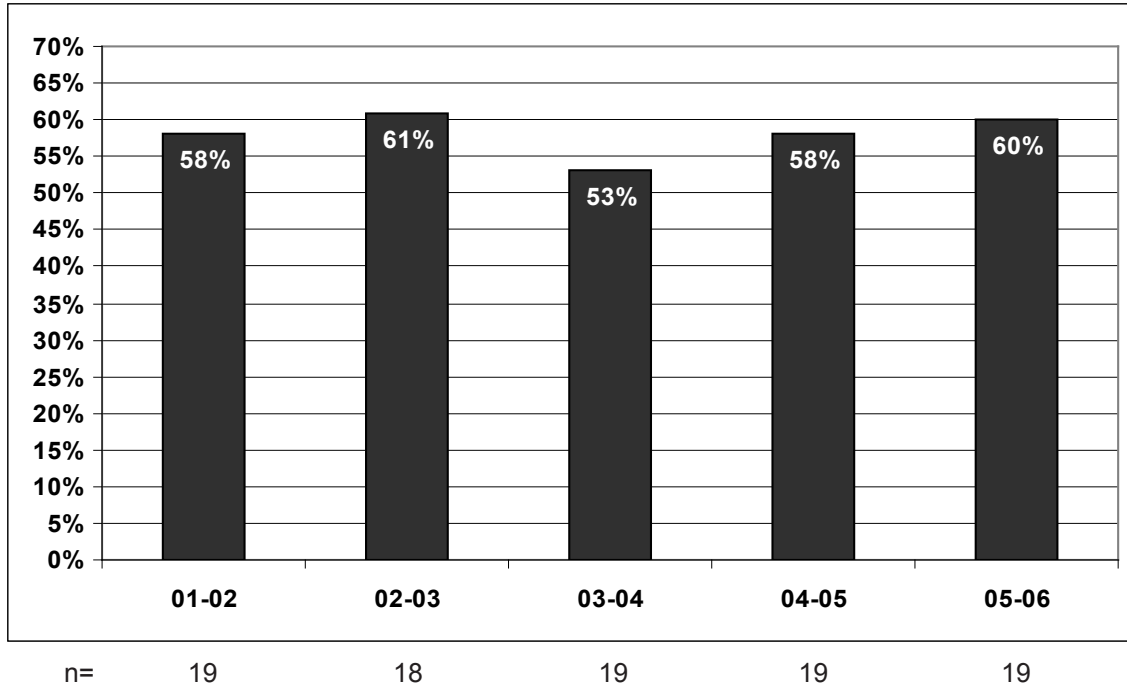
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	6.0	0.0	0.0	4.0	6.0	10.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Associate Professor	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	0.0	3.0	0.0	0.0	0.0	5.0	0.0	5.0
	0.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	40.0%	0.0%	60.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	1.0	0.0	0.0	2.0	2.0	4.0
	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	1.0	3.0	0.0	1.0	0.0	0.0	0.0	4.0	1.0	7.0	7.0	0.0	0.0	11.0	8.0	19.0
	0.0%	5.3%	15.8%	0.0%	5.3%	0.0%	0.0%	0.0%	21.1%	5.3%	36.8%	36.8%	0.0%	0.0%	57.9%	42.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

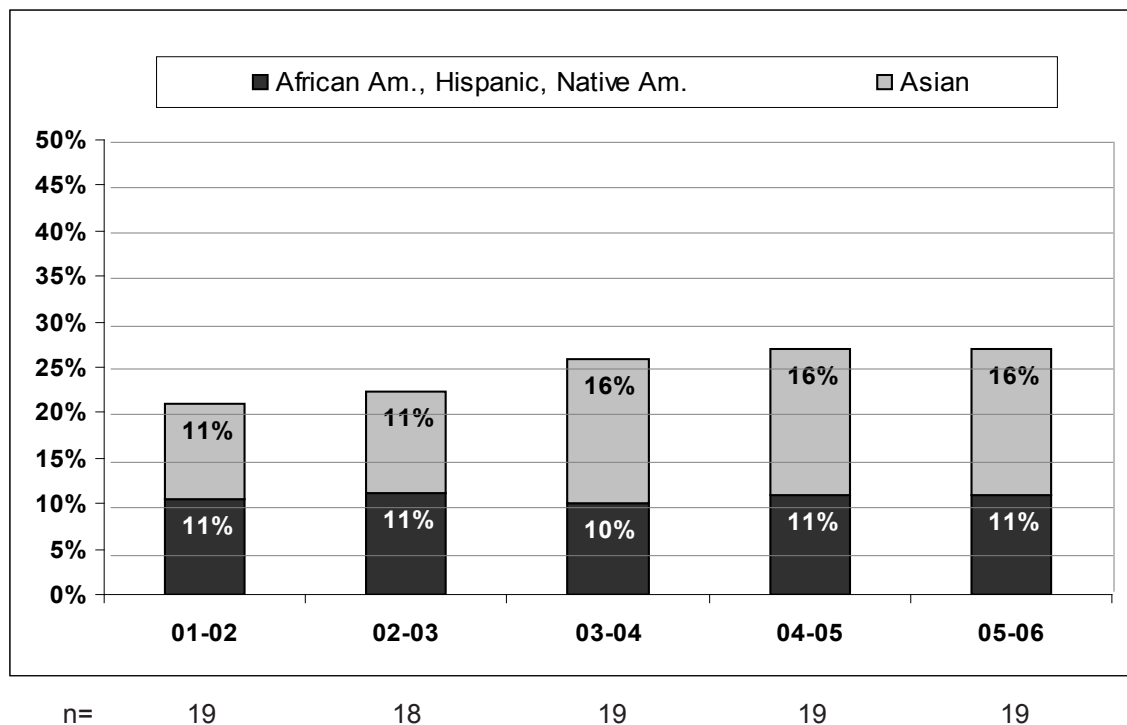
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	11.0	1.0	3.0	1.0	0.0	19.0
% of Faculty	57.9%	5.3%	15.8%	5.3%	0.0%	
Estimate of Availability	70.4%	1.8%	3.5%	2.9%	0.3%	
Expected # of Faculty	13.4	0.3	0.7	0.6	0.1	
Underutilization	-2.4	none	none	none	-0.1	

DEPARTMENT OF ART HISTORY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ASIAN LANGUAGES & CULTURES

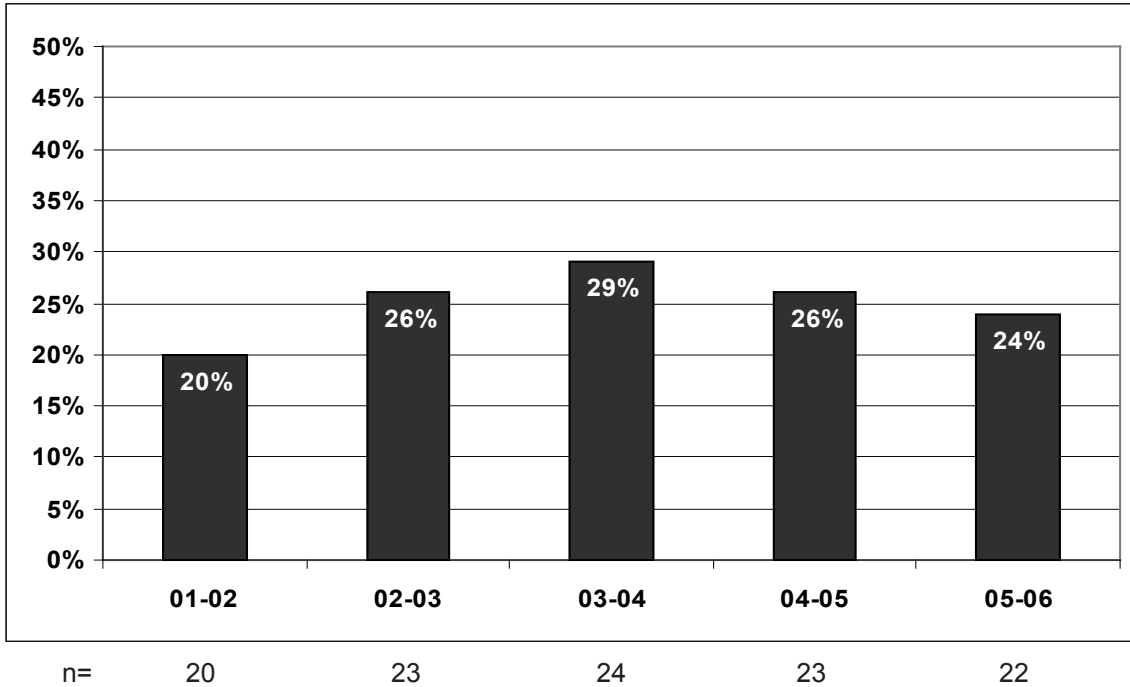
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.8	2.0	0.0	0.0	0.0	0.0	1.8	2.0	1.0	7.4	0.0	0.0	2.8	9.4	12.2
	0.0%	0.0%	14.4%	16.5%	0.0%	0.0%	0.0%	0.0%	14.4%	16.5%	8.2%	60.9%	0.0%	0.0%	22.6%	77.4%	100.0%
Associate Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	3.0	0.0	0.0	0.0	5.0	5.0
	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	60.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.5	2.0	0.0	0.0	1.5	3.0	4.5
	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	33.3%	44.4%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder	0.0	0.0	1.8	5.0	0.0	0.0	0.0	0.0	1.8	5.0	2.5	12.4	0.0	0.0	4.3	17.4	21.7
	0.0%	0.0%	8.1%	23.1%	0.0%	0.0%	0.0%	0.0%	8.1%	23.1%	11.5%	57.3%	0.0%	0.0%	19.6%	80.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

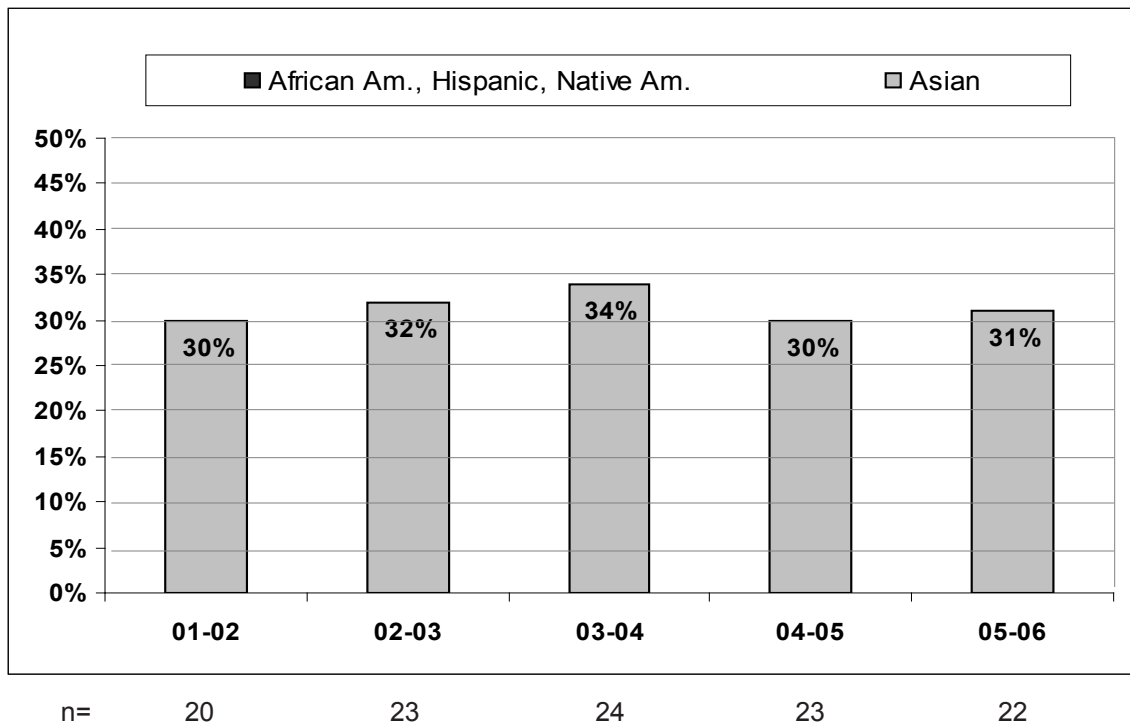
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.3	0.0	6.8	0.0	0.0	21.7
% of Faculty	19.6%	0.0%	31.2%	0.0%	0.0%	
Estimate of Availability	48.3%	3.8%	16.4%	4.6%	0.4%	
Expected # of Faculty	10.5	0.8	3.6	1.0	0.1	
Underutilization	-6.2	-0.8	none	-1.0	-0.1	

DEPARTMENT OF ASIAN LANGUAGES & CULTURES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF CLASSICS

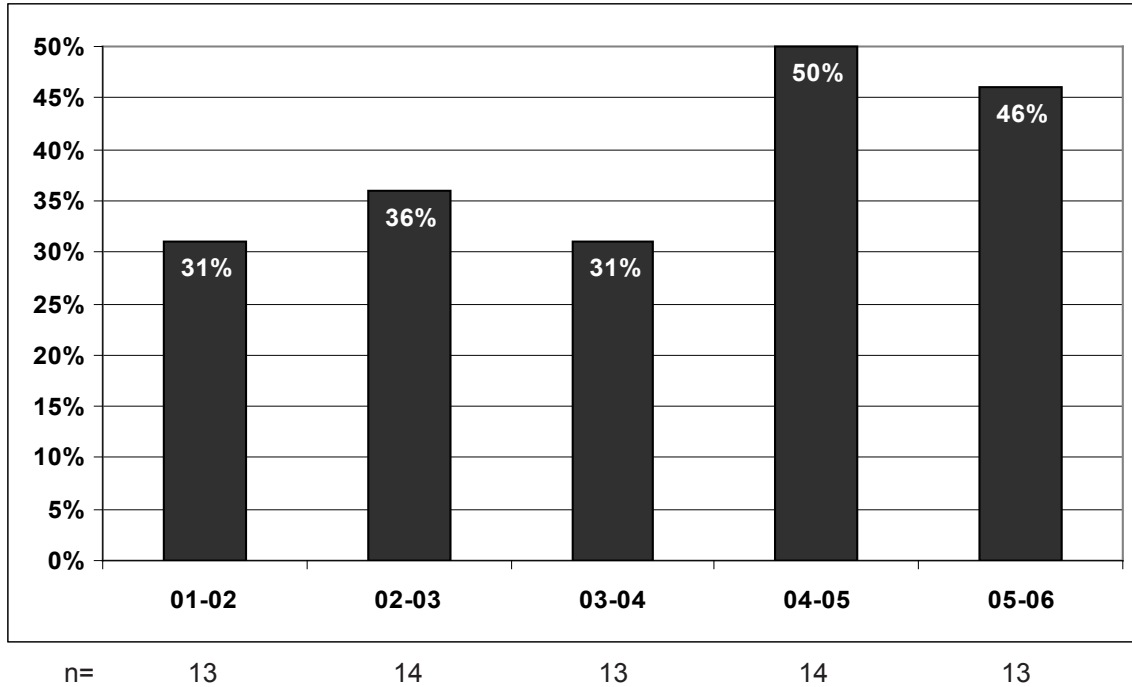
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	5.0	0.0	0.0	5.0	5.0	10.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Associate Professor	0.0	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	2.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	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%	100.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	7.0	1.0	0.0	6.0	7.0	13.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.5%	53.8%	7.7%	0.0%	46.2%	53.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

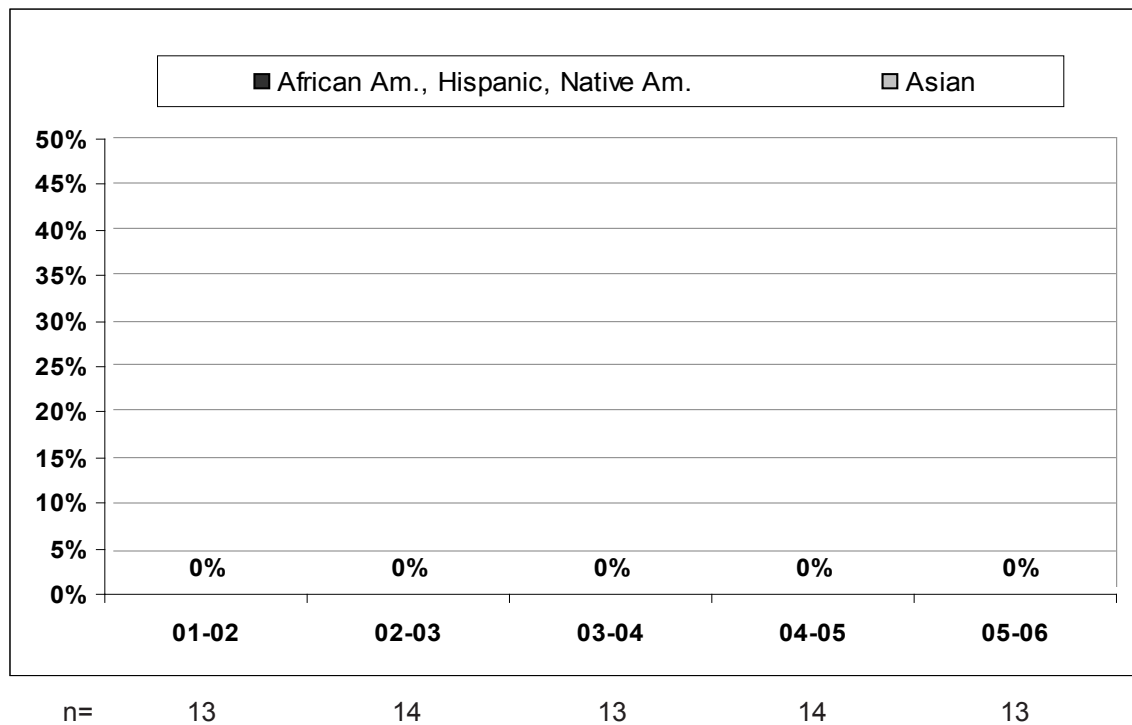
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	0.0	0.0	0.0	12.0
% of Faculty	46.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.8%	1.1%	2.5%	2.5%	0.3%	
Expected # of Faculty	5.4	0.1	0.3	0.3	0.0	
Underutilization	none	-0.1	-0.3	-0.3	none	

DEPARTMENT OF CLASSICS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF COMPARATIVE LITERATURE

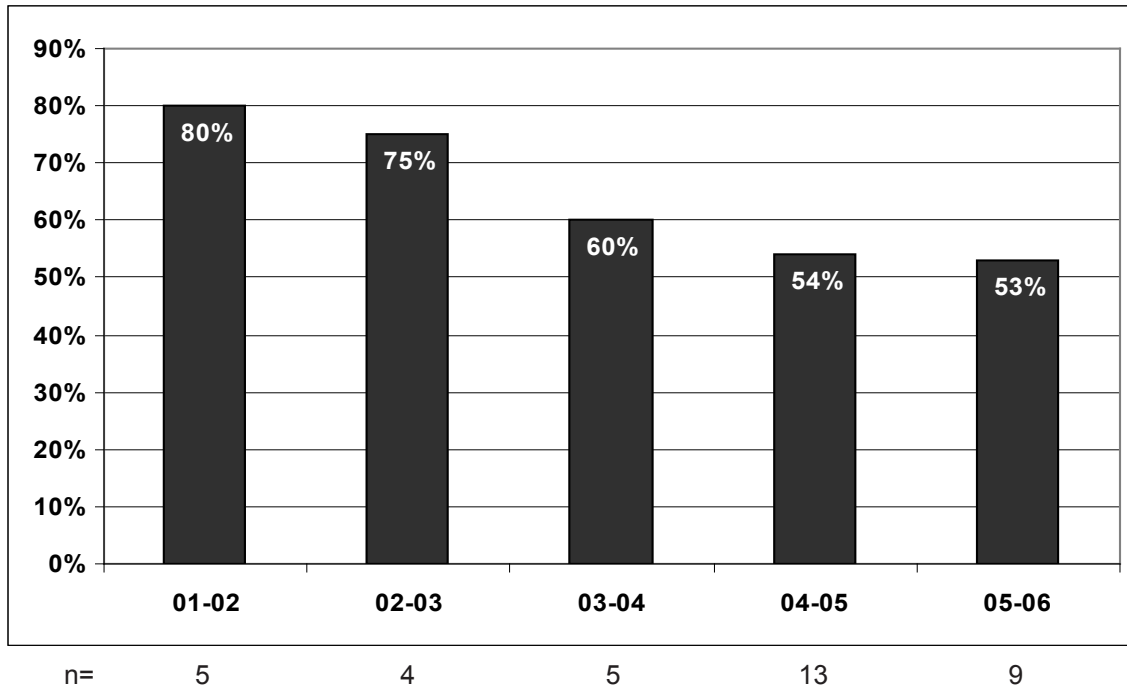
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.3	0.0	0.0	0.8	0.0	0.0	0.3	0.8	1.7	2.5	0.0	0.0	2.0	3.3	5.2
	0.0%	0.0%	4.8%	0.0%	0.0%	14.4%	0.0%	0.0%	4.8%	14.4%	32.7%	48.1%	0.0%	0.0%	37.5%	62.5%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.3	0.0	0.0	1.0	1.3	2.3
	0.0%	0.0%	0.0%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	44.4%	44.4%	11.1%	0.0%	0.0%	44.4%	55.6%	100.0%
Assistant Professor																	
	0.0	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	1.5	0.0	1.5
	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%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	0.3	1.0	0.0	0.8	0.0	0.0	0.3	1.8	4.2	2.8	0.0	0.0	4.5	4.5	9.0
	0.0%	0.0%	2.8%	11.2%	0.0%	8.4%	0.0%	0.0%	2.8%	19.6%	46.9%	30.7%	0.0%	0.0%	49.7%	50.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

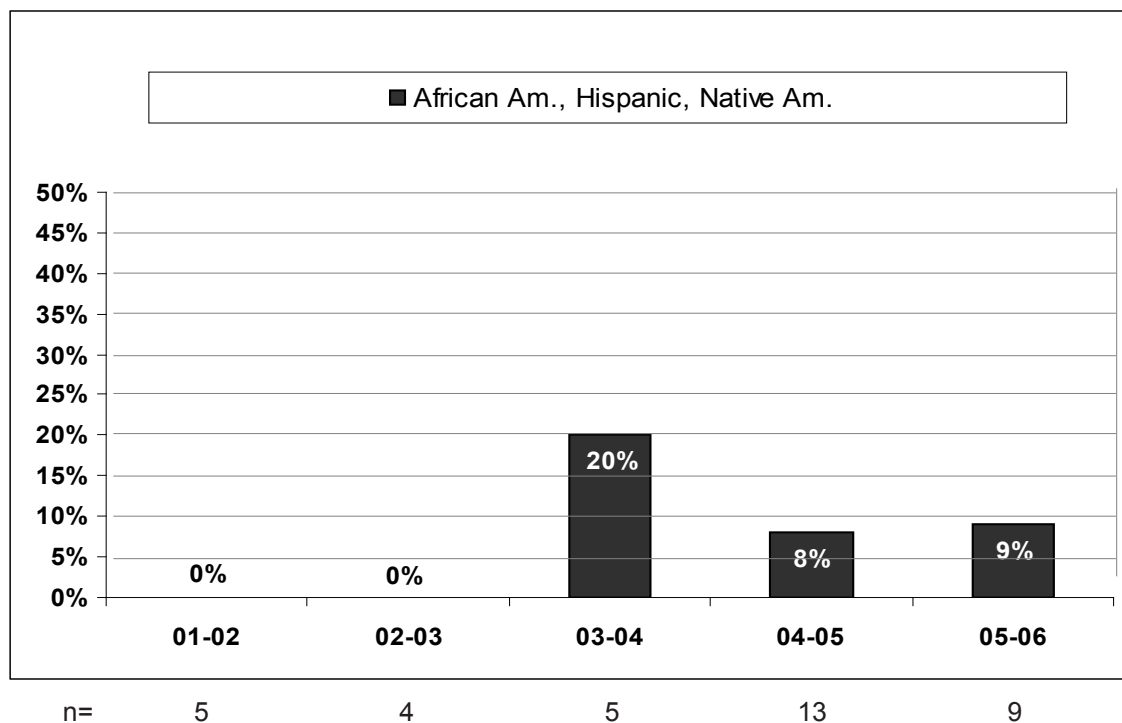
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	1.3	0.8	0.0	9.0
% of Faculty	49.7%	0.0%	14.0%	8.4%	0.0%	
Estimate of Availability	45.5%	2.2%	4.9%	5.8%	0.3%	
Expected # of Faculty	4.1	0.2	0.4	0.5	0.0	
Underutilization	none	-0.2	none	none	none	

DEPARTMENT OF COMPARATIVE LITERATURE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ENGLISH

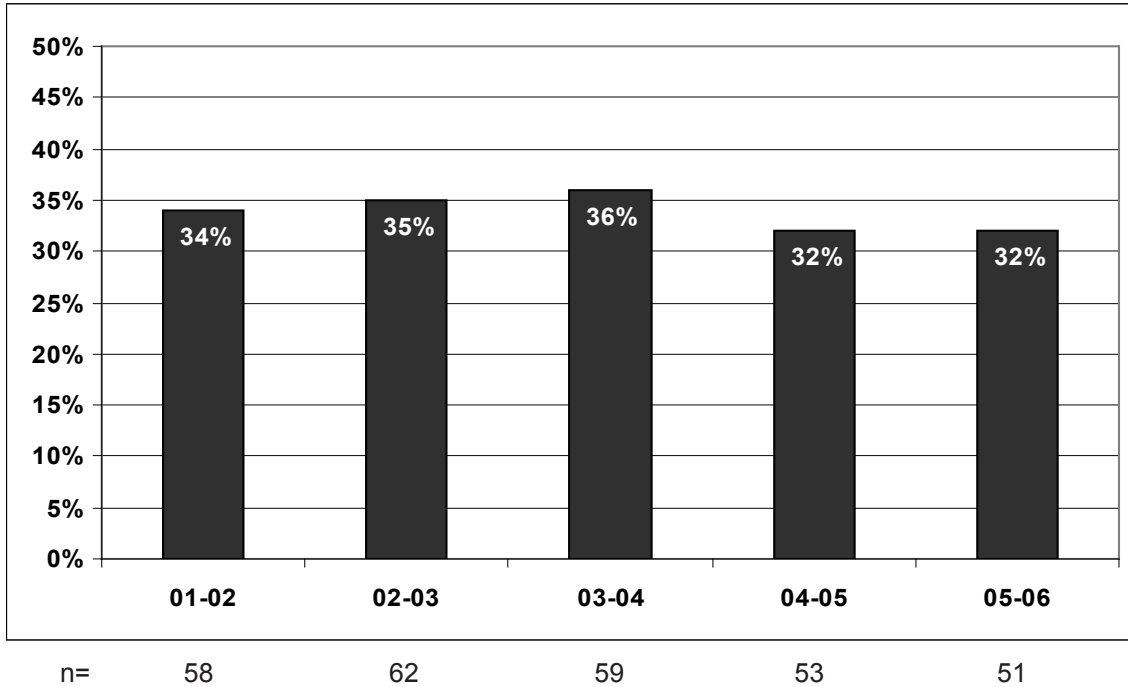
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1.0	0.0	1.5	0.0	0.0	1.0	0.0	0.0	2.5	1.0	11.0	22.5	0.0	0.0	13.5	23.5	37.0
	2.7%	0.0%	4.1%	0.0%	0.0%	2.7%	0.0%	0.0%	6.8%	2.7%	29.7%	60.8%	0.0%	0.0%	36.5%	63.5%	100.0%
Associate Professor	0.0	2.0	1.0	2.0	0.0	0.0	0.0	0.0	1.0	4.0	0.0	5.8	0.0	0.0	1.0	9.8	10.8
	0.0%	18.6%	9.3%	18.6%	0.0%	0.0%	0.0%	0.0%	9.3%	37.2%	0.0%	53.5%	0.0%	0.0%	9.3%	90.7%	100.0%
Assistant Professor	1.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	3.0	0.0	0.0	1.0	0.0	0.0	3.0	1.0	4.0
	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	75.0%	25.0%	100.0%
Total Ladder	2.0	2.0	3.5	2.0	1.0	1.0	0.0	0.0	6.5	5.0	11.0	29.3	0.0	0.0	17.5	34.3	51.8
	3.9%	3.9%	6.8%	3.9%	1.9%	1.9%	0.0%	0.0%	12.6%	9.7%	21.3%	56.5%	0.0%	0.0%	33.8%	66.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

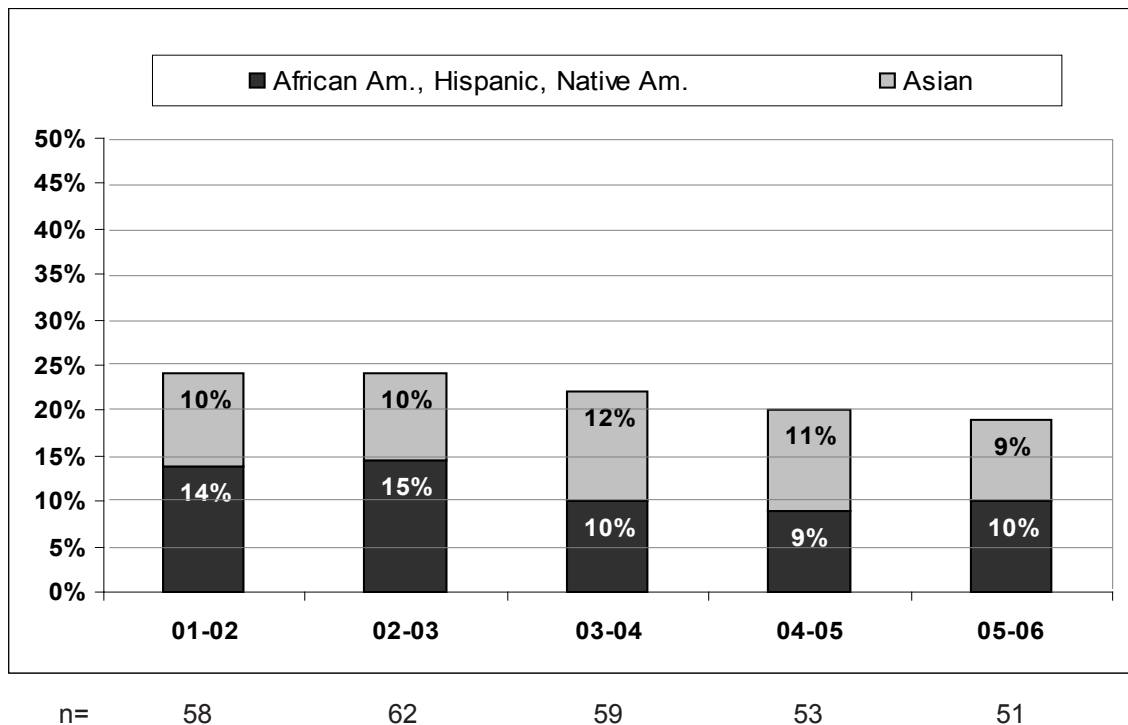
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	17.5	4.0	5.5	2.0	0.0	51.8
% of Faculty	33.8%	7.7%	10.6%	3.9%	0.0%	
Estimate of Availability	55.8%	2.6%	2.7%	2.2%	0.4%	
Expected # of Faculty	28.9	1.3	1.4	1.1	0.2	
Underutilization	-11.4	none	none	none	-0.2	

DEPARTMENT OF ENGLISH (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



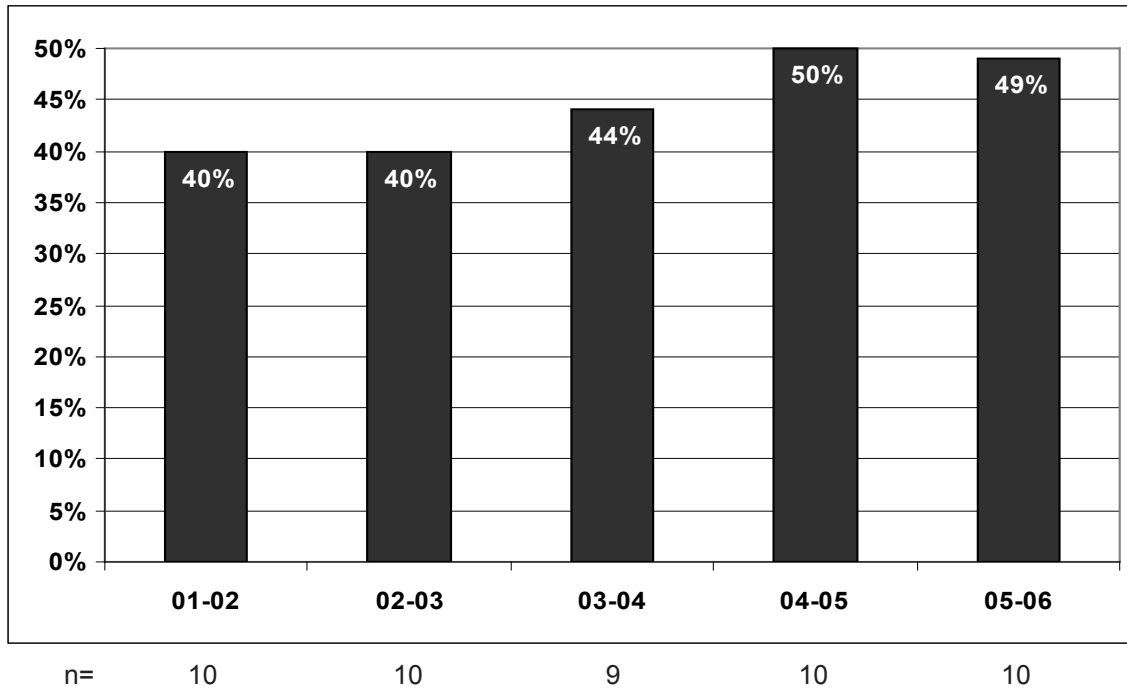
DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	5.0	0.0	0.0	0.8	5.0	5.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.8%	86.2%	0.0%	0.0%	13.8%	86.2%	100.0%
Associate Professor	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	3.0	0.0	3.0
	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%	0.0%	100.0%
Assistant Professor	0.0	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	1.0
	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%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.8	5.0	0.0	0.0	4.8	5.0	9.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	49.0%	51.0%	0.0%	0.0%	49.0%	51.0%	100.0%

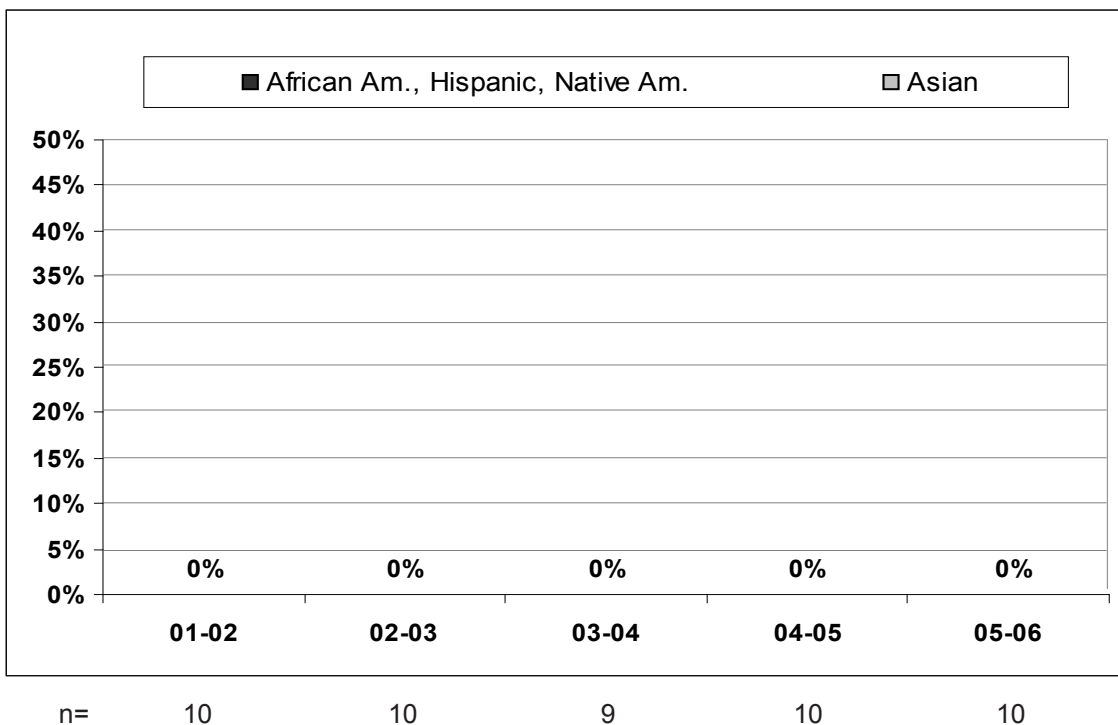
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.8	0.0	0.0	0.0	0.0	9.8
% of Faculty	49.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	63.9%	3.8%	2.1%	2.4%	0.2%	
Expected # of Faculty	6.3	0.4	0.2	0.2	0.0	
Underutilization	-1.5	-0.4	-0.2	-0.2	none	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF GERMANIC LANGUAGES

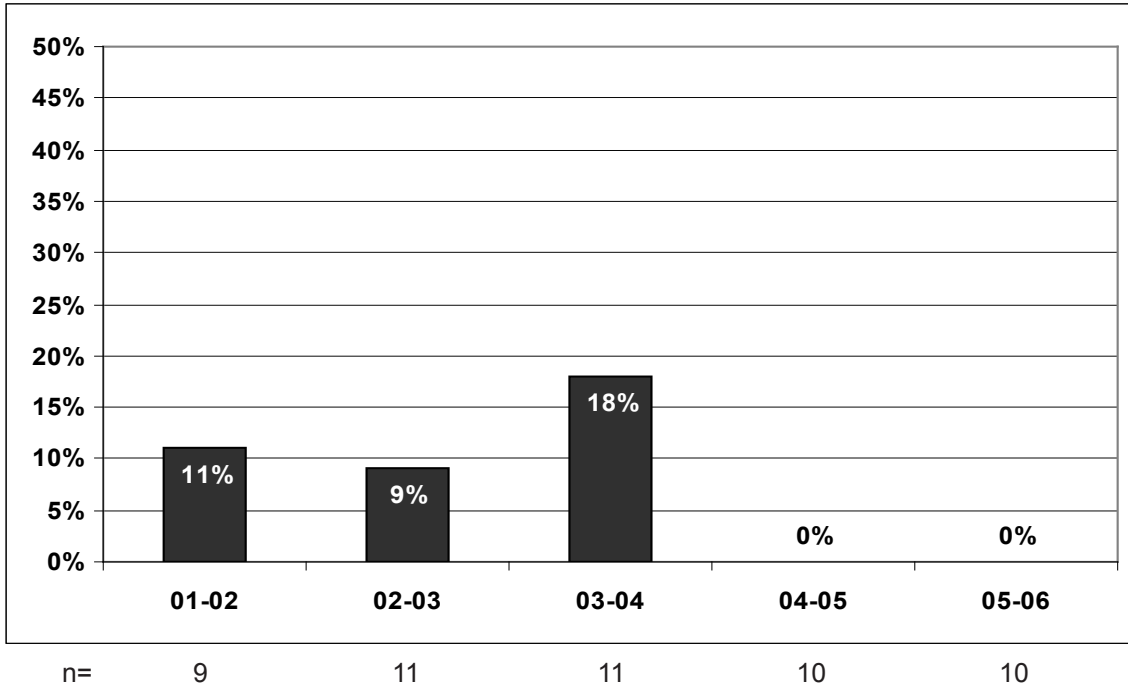
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	0.0	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	2.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	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	10.0	10.0
	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%	0.0%	0.0%	100.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

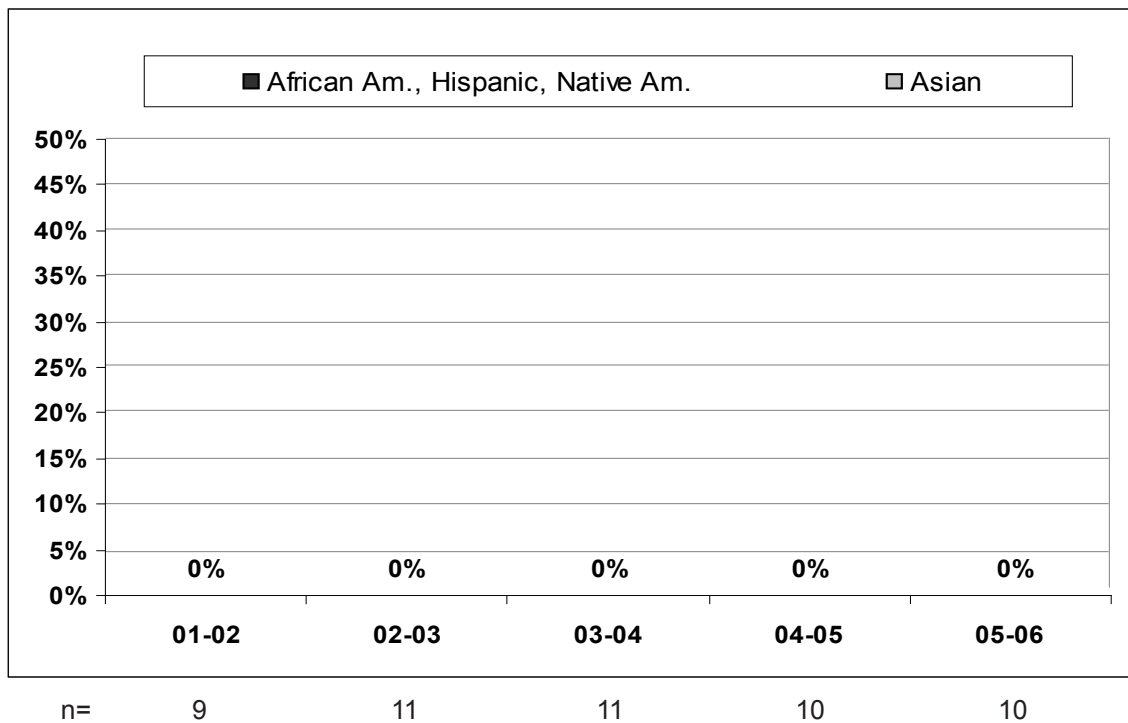
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.0	0.0	0.0	0.0	0.0	10.0
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	55.7%	1.7%	3.0%	2.8%	0.4%	
Expected # of Faculty	5.6	0.2	0.3	0.3	0.0	
Underutilization	-5.6	-0.2	-0.3	-0.3	none	

DEPARTMENT OF GERMANIC LANGUAGES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ITALIAN

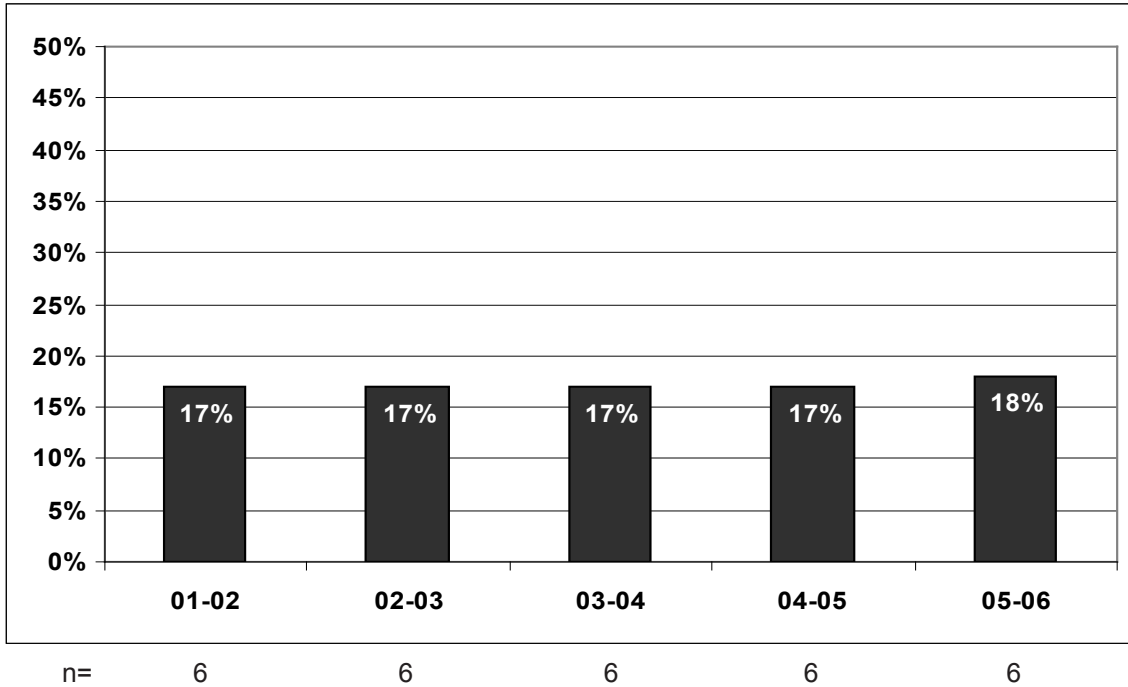
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	4.5	0.0	0.0	1.0	4.5	5.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	81.8%	0.0%	0.0%	18.2%	81.8%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	4.5	0.0	0.0	1.0	4.5	5.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	81.8%	0.0%	0.0%	18.2%	81.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

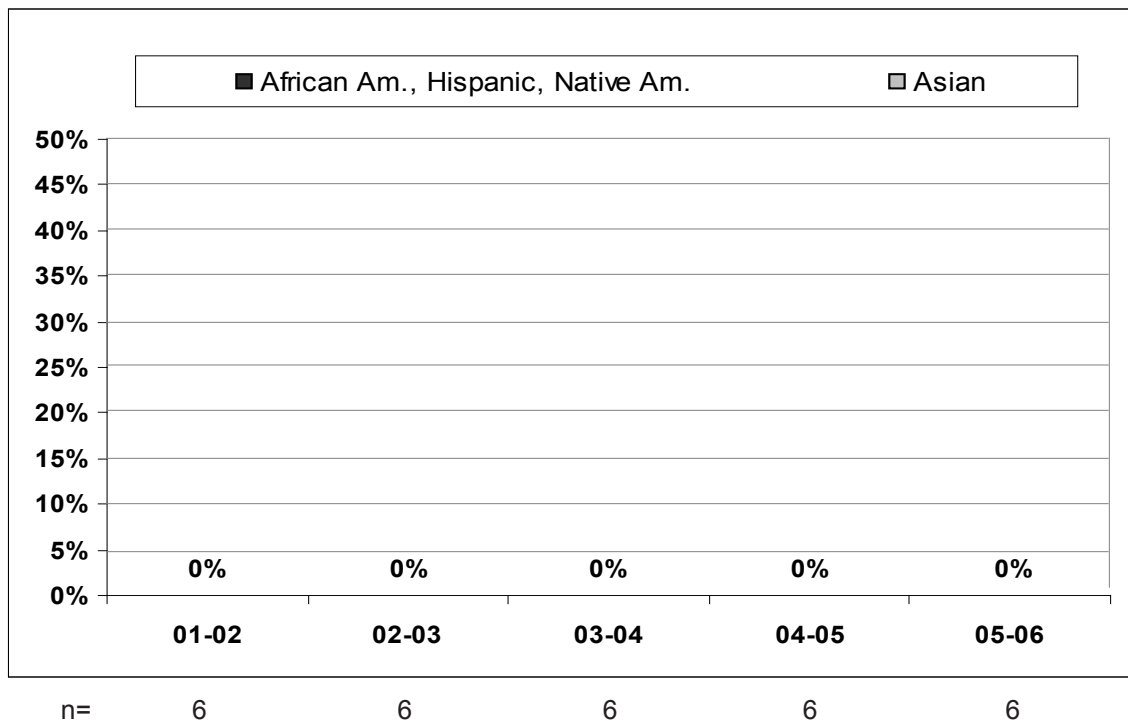
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	5.5
% of Faculty	18.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	57.4%	1.1%	3.3%	3.3%	0.1%	
Expected # of Faculty	3.2	0.1	0.2	0.2	0.0	
Underutilization	-2.2	-0.1	-0.2	-0.2	none	

DEPARTMENT OF ITALIAN (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF LINGUISTICS

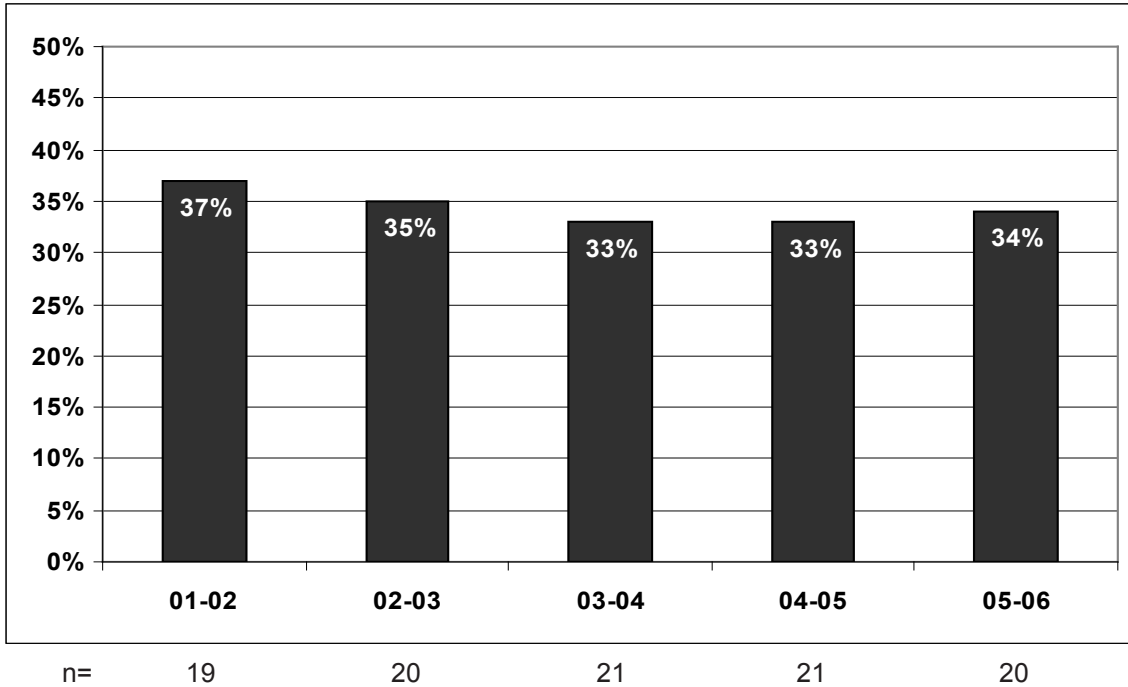
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	5.0	6.4	0.0	0.0	6.0	7.4	13.4
	0.0%	0.0%	7.5%	7.5%	0.0%	0.0%	0.0%	0.0%	7.5%	7.5%	37.3%	47.8%	0.0%	0.0%	44.8%	55.2%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	4.0	4.0	4.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	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	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	6.0	11.4	0.0	0.0	7.0	12.4	19.4
	0.0%	0.0%	5.2%	5.2%	0.0%	0.0%	0.0%	0.0%	5.2%	5.2%	30.9%	58.8%	0.0%	0.0%	36.1%	63.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

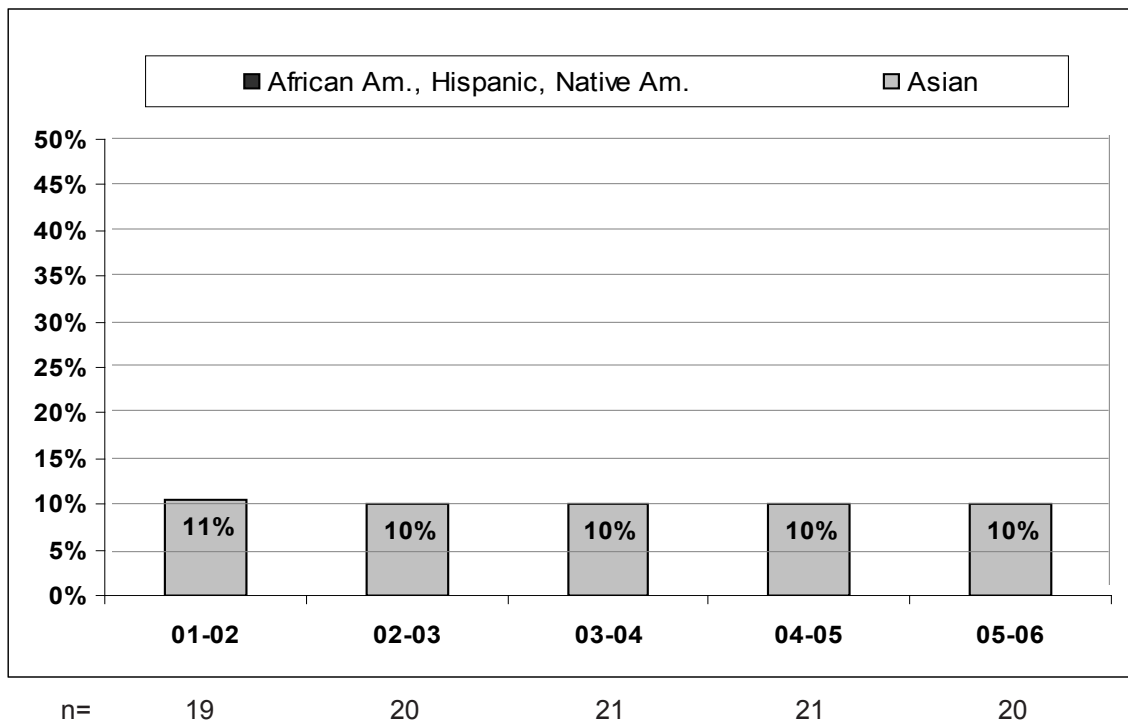
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	2.0	0.0	0.0	19.4
% of Faculty	36.1%	0.0%	10.3%	0.0%	0.0%	
Estimate of Availability	60.8%	3.0%	10.6%	5.2%	0.4%	
Expected # of Faculty	11.8	0.6	2.1	1.0	0.1	
Underutilization	-4.8	-0.6	-0.1	-1.0	-0.1	

DEPARTMENT OF LINGUISTICS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF MUSICOLOGY

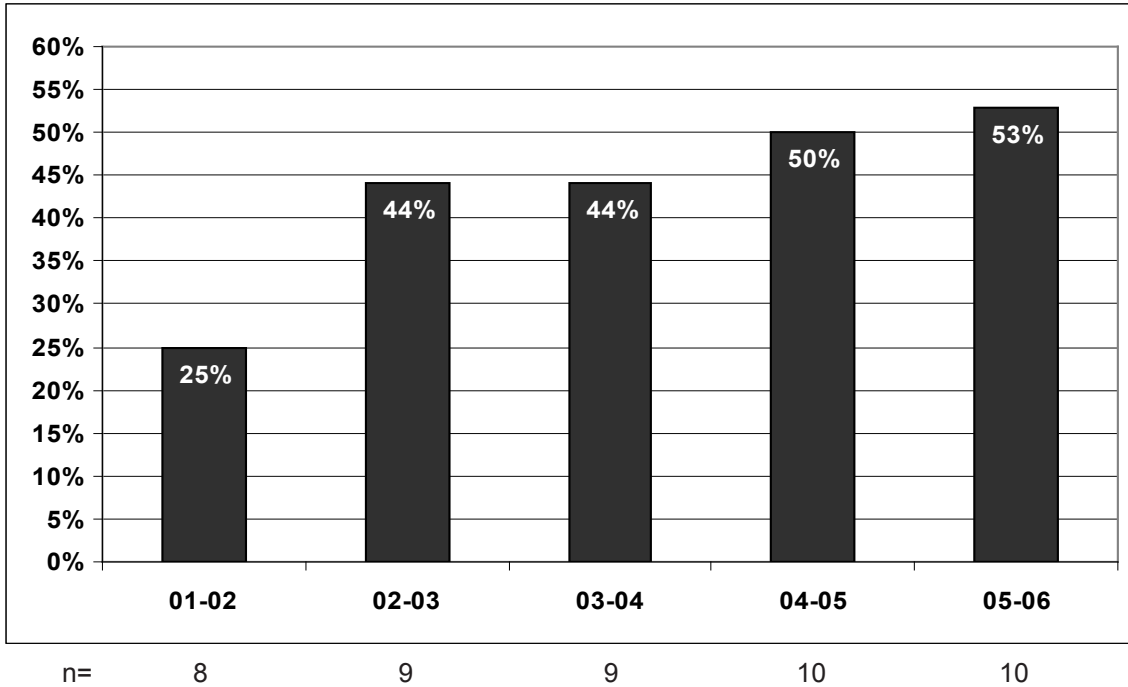
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	1.0	2.5	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	28.6%	71.4%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	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	2.0
	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%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	4.5	0.0	0.0	5.0	4.5	9.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	52.6%	47.4%	0.0%	0.0%	52.6%	47.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

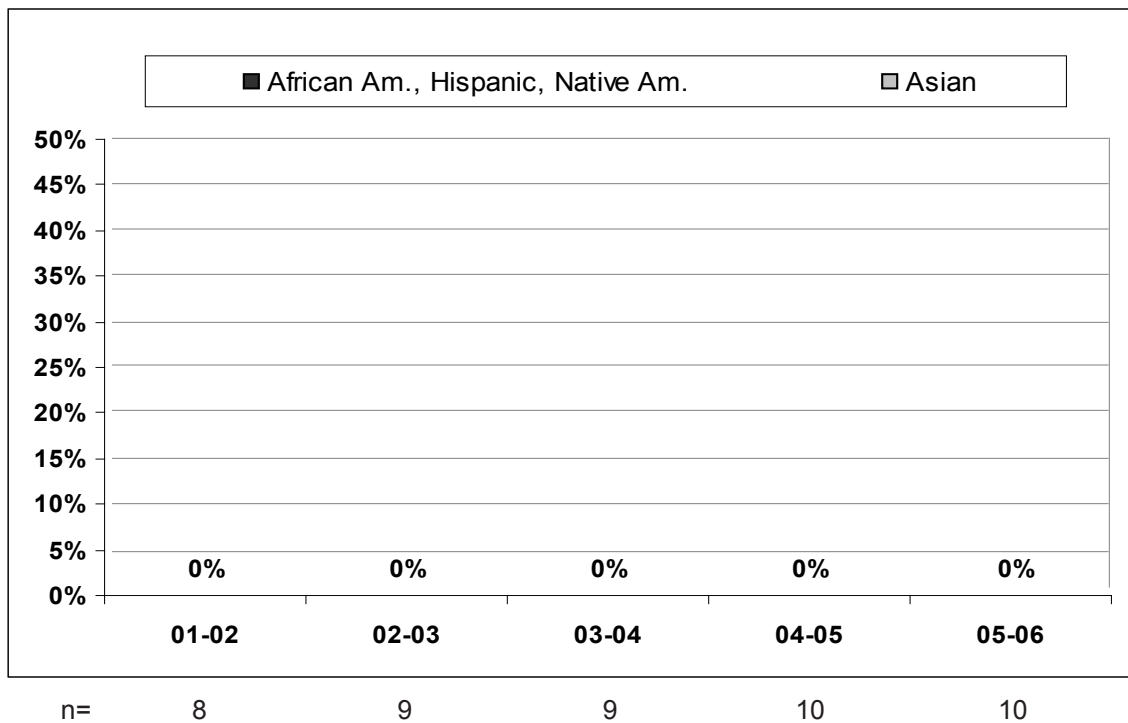
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	0.0	0.0	0.0	9.5
% of Faculty	52.6%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	36.4%	3.6%	5.5%	4.0%	0.2%	
Expected # of Faculty	3.5	0.3	0.5	0.4	0.0	
Underutilization	none	-0.3	-0.5	-0.4	none	

DEPARTMENT OF MUSICOLOGY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



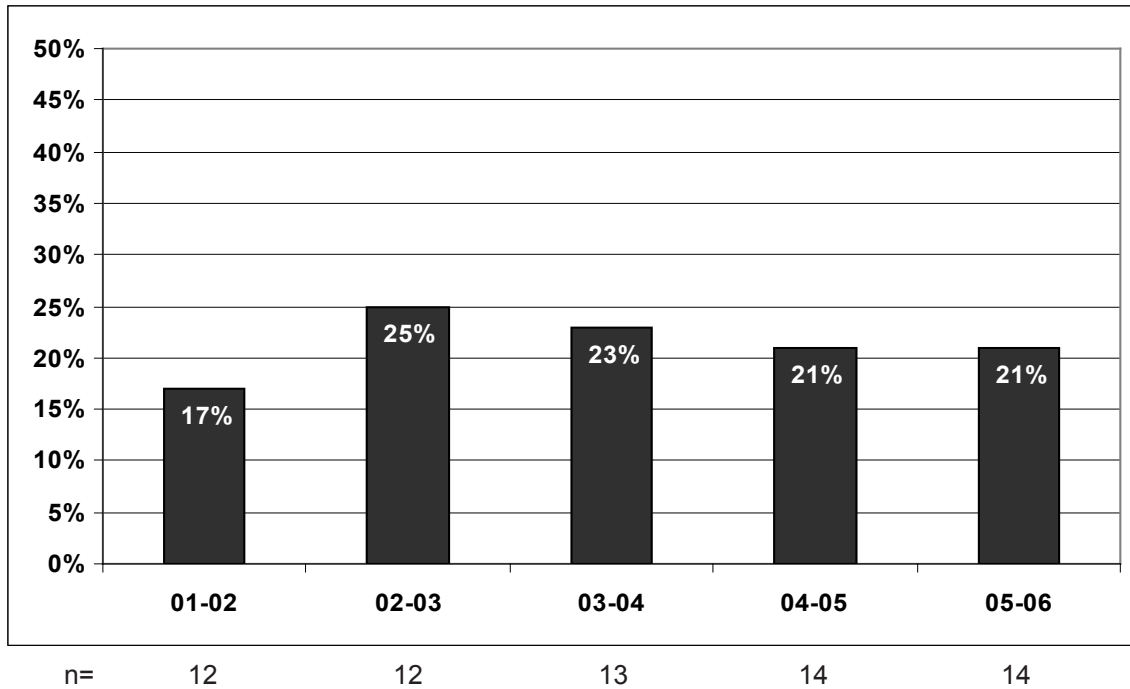
DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	8.0	0.0	0.0	1.5	8.0	9.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	84.2%	0.0%	0.0%	15.8%	84.2%	100.0%
Associate Professor	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	2.0
	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%	0.0%	100.0%
Assistant Professor	0.0	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	3.0	3.0
	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%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5	11.0	0.0	0.0	3.5	11.0	14.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.1%	75.9%	0.0%	0.0%	24.1%	75.9%	100.0%

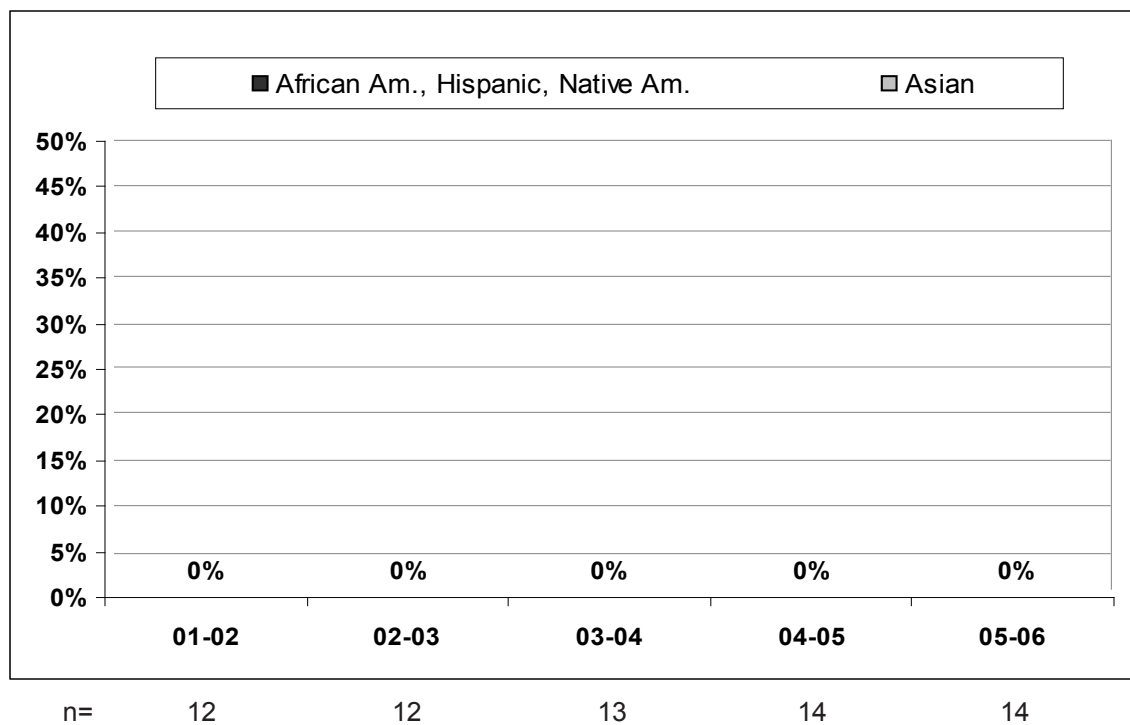
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.5	0.0	0.0	0.0	0.0	14.5
% of Faculty	24.1%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.5%	3.3%	5.2%	5.4%	0.5%	
Expected # of Faculty	6.0	0.5	0.8	0.8	0.1	
Underutilization	-2.5	-0.5	-0.8	-0.8	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF PHILOSOPHY

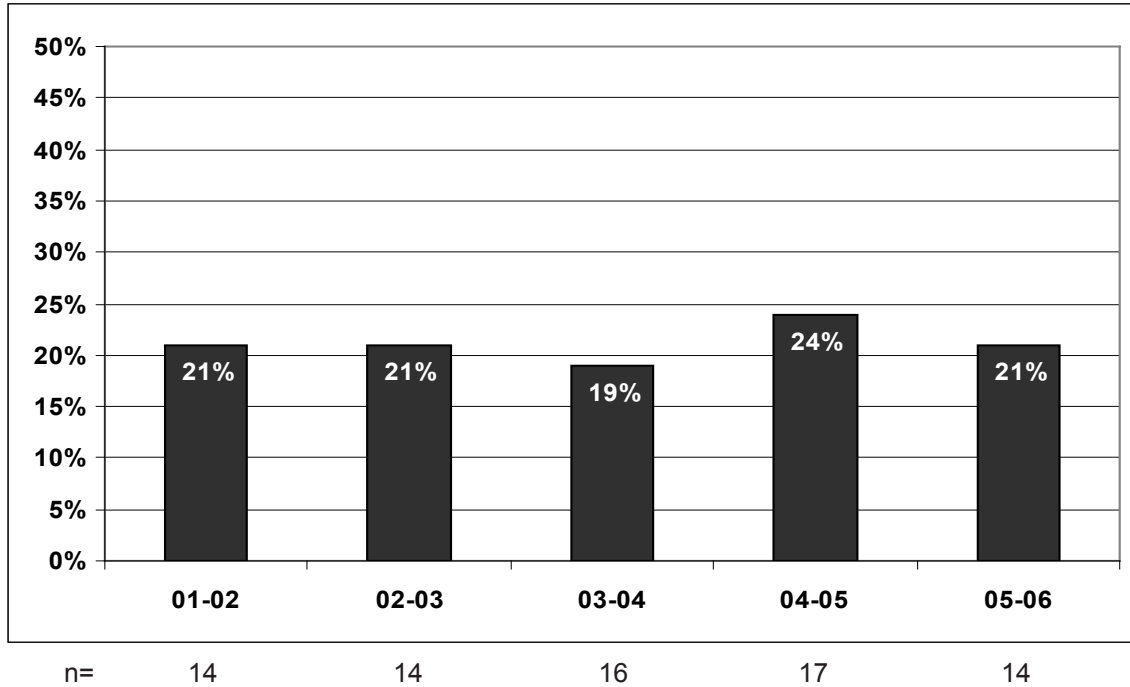
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	8.1	0.0	0.0	1.5	8.1	9.6
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.6%	84.4%	0.0%	0.0%	15.6%	84.4%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	1.0	2.5	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	28.6%	71.4%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	11.6	0.0	0.0	2.5	11.6	14.1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.7%	82.3%	0.0%	0.0%	17.7%	82.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

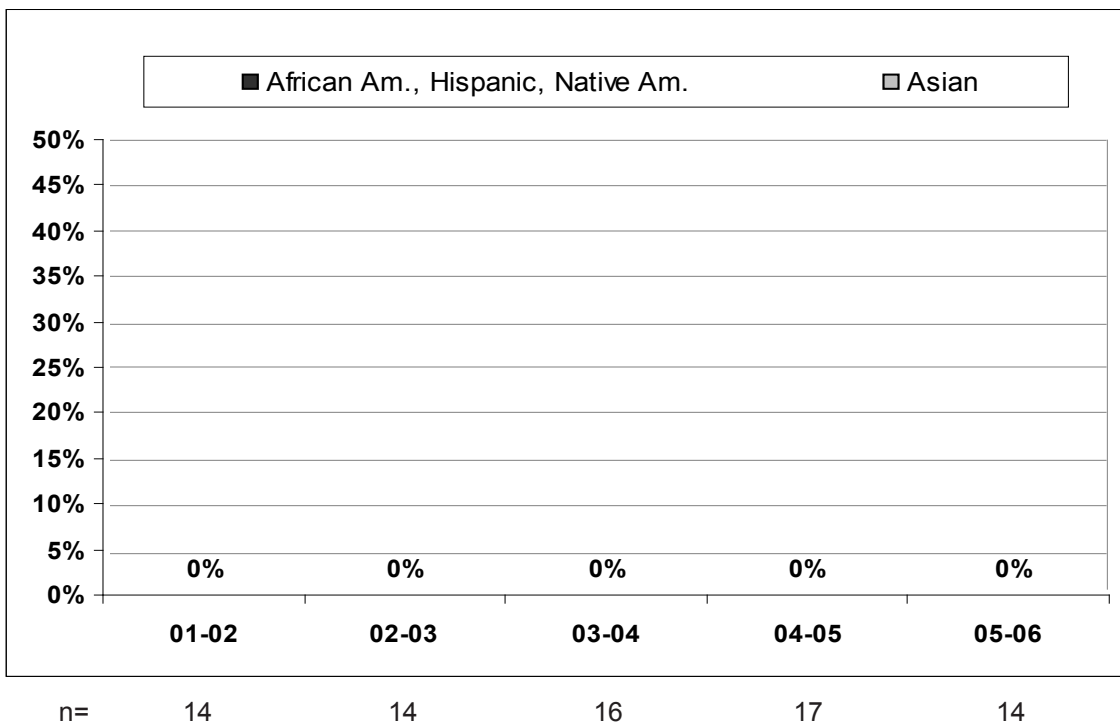
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.5	0.0	0.0	0.0	0.0	14.1
% of Faculty	17.7%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	23.7%	1.5%	2.5%	2.6%	0.3%	
Expected # of Faculty	3.3	0.2	0.4	0.4	0.0	
Underutilization	-0.8	-0.2	-0.4	-0.4	none	

DEPARTMENT OF PHILOSOPHY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



THE SCANDINAVIAN SECTION

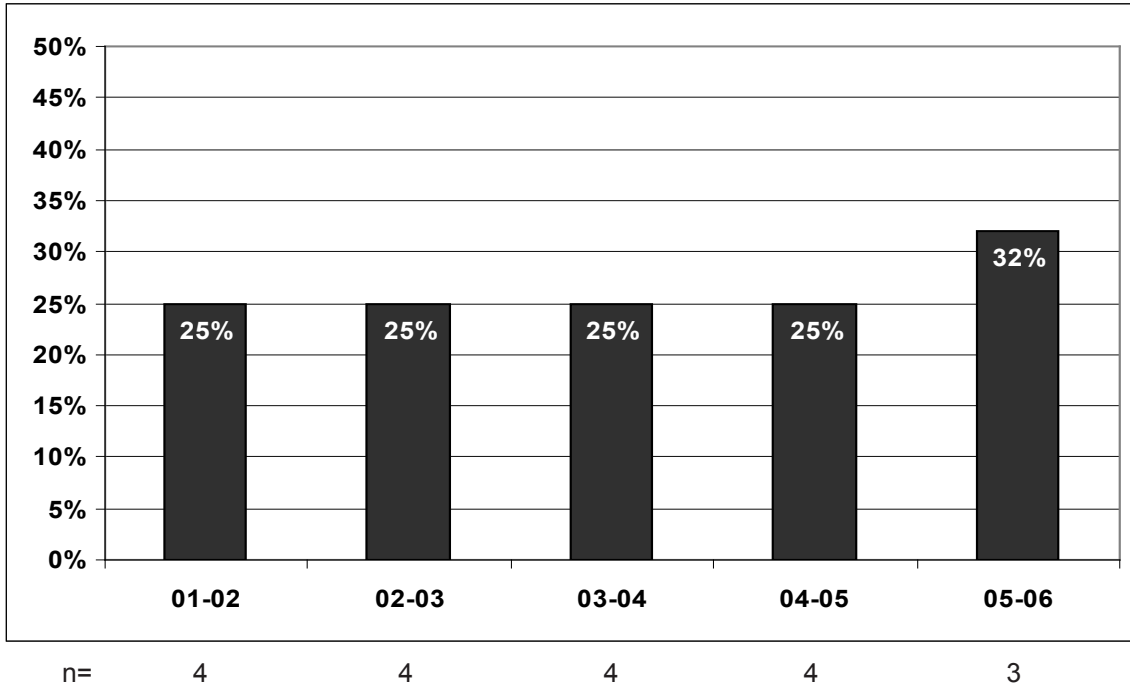
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.1	0.0	0.0	1.0	1.1	2.1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	47.6%	52.4%	0.0%	0.0%	47.6%	52.4%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.1	0.0	0.0	1.0	1.1	2.1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	47.6%	52.4%	0.0%	0.0%	47.6%	52.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

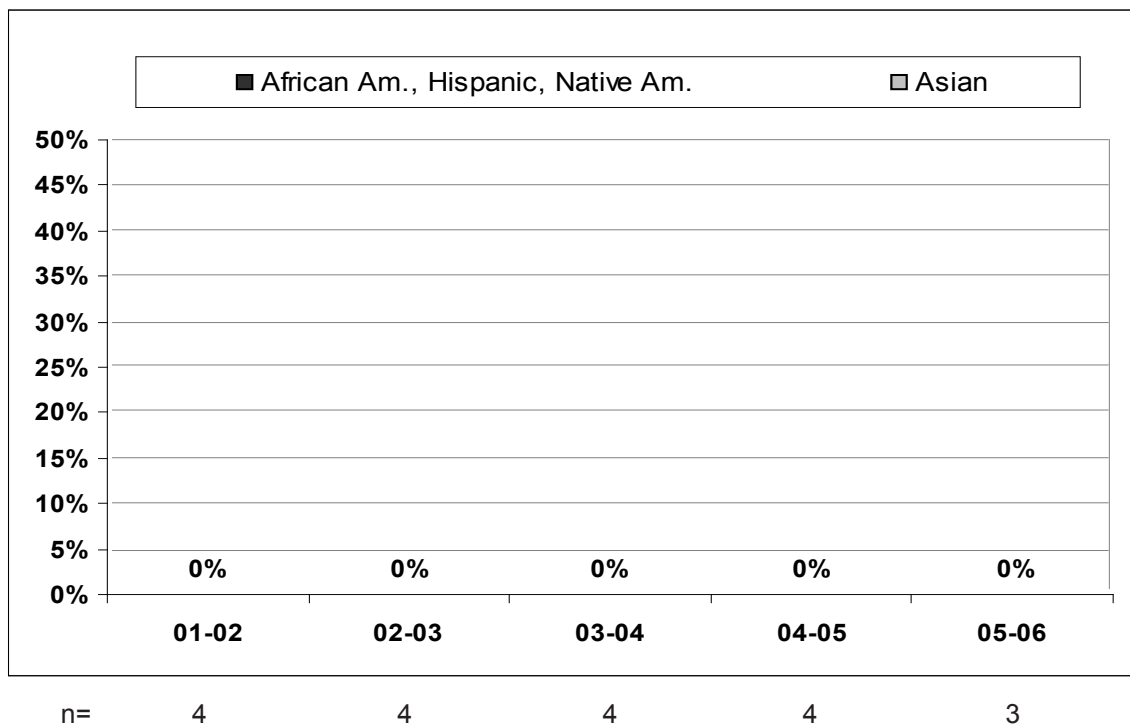
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	2.1
% of Faculty	47.6%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	36.6%	2.0%	2.9%	6.9%	0.2%	
Expected # of Faculty	0.8	0.0	0.1	0.1	0.0	
Underutilization	none	none	-0.1	-0.1	none	

THE SCANDINAVIAN SECTION (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



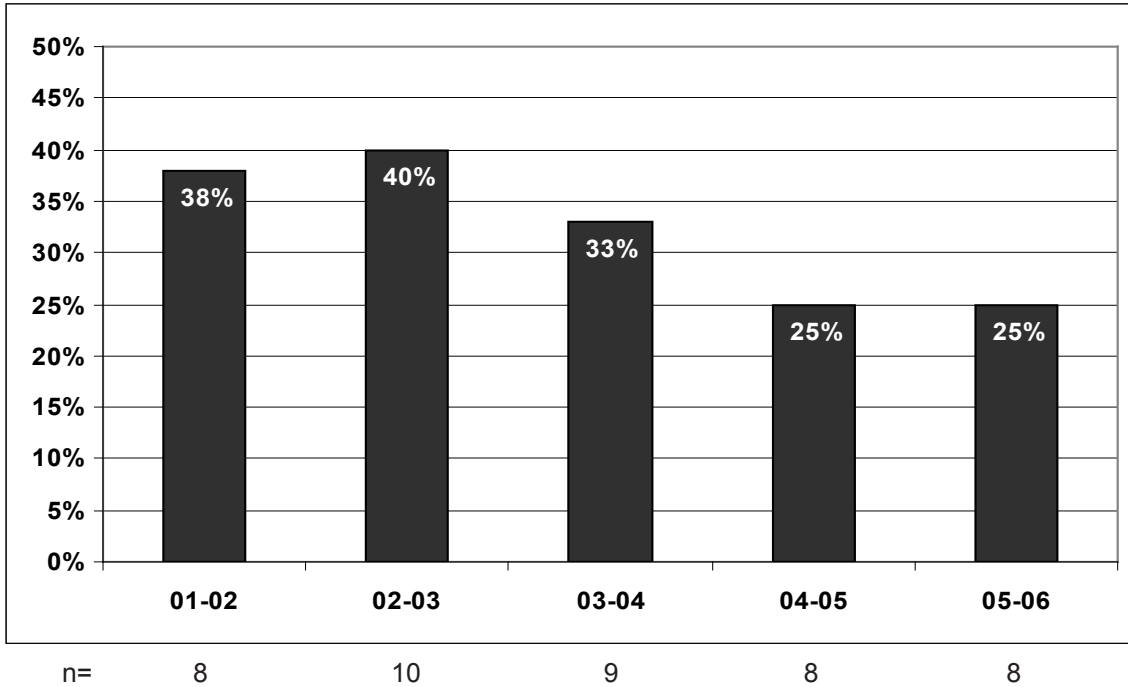
DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	5.0	0.0	0.0	2.0	5.0	7.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	28.6%	71.4%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	6.0	0.0	0.0	2.0	6.0	8.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	75.0%	100.0%

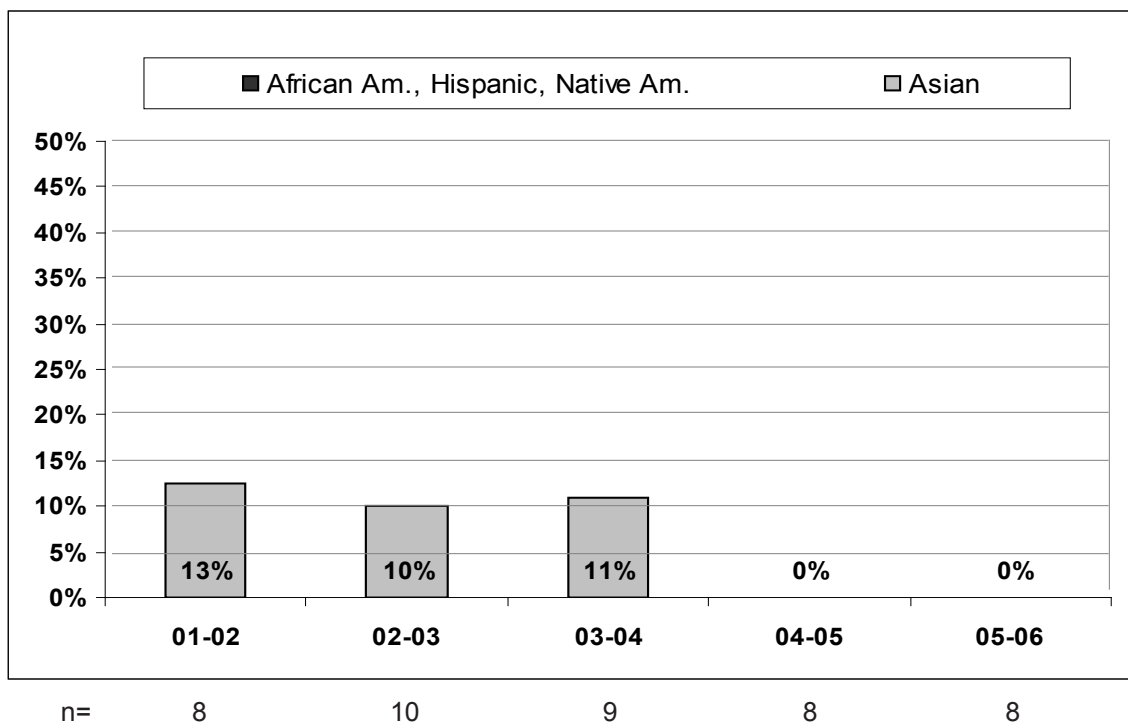
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	0.0	0.0	0.0	8.0
% of Faculty	25.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	56.7%	0.7%	0.1%	0.7%	0.7%	
Expected # of Faculty	4.5	0.1	0.0	0.1	0.1	
Underutilization	-2.5	-0.1	none	-0.1	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF SPANISH AND PORTUGUESE

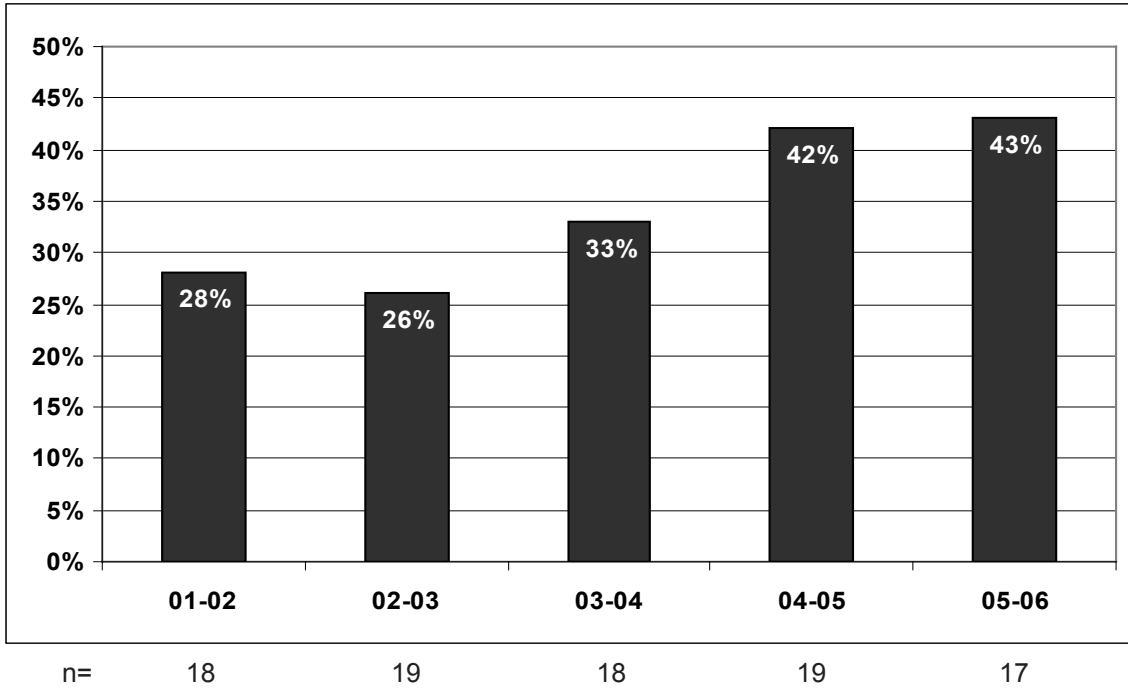
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	3.0	4.3	0.0	0.0	3.0	4.3	1.0	4.0	0.0	0.0	4.0	8.3	12.3
	0.0%	0.0%	0.0%	0.0%	24.5%	34.7%	0.0%	0.0%	24.5%	34.7%	8.2%	32.7%	0.0%	0.0%	32.7%	67.3%	100.0%
Associate Professor	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	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	1.5	0.0	0.0	0.0	2.5	1.0	3.5
	0.0%	0.0%	0.0%	0.0%	28.6%	28.6%	0.0%	0.0%	28.6%	28.6%	42.9%	0.0%	0.0%	0.0%	71.4%	28.6%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	4.0	5.3	0.0	0.0	4.0	5.3	3.5	5.0	0.0	0.0	7.5	10.3	17.8
	0.0%	0.0%	0.0%	0.0%	22.5%	29.6%	0.0%	0.0%	22.5%	29.6%	19.7%	28.2%	0.0%	0.0%	42.3%	57.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

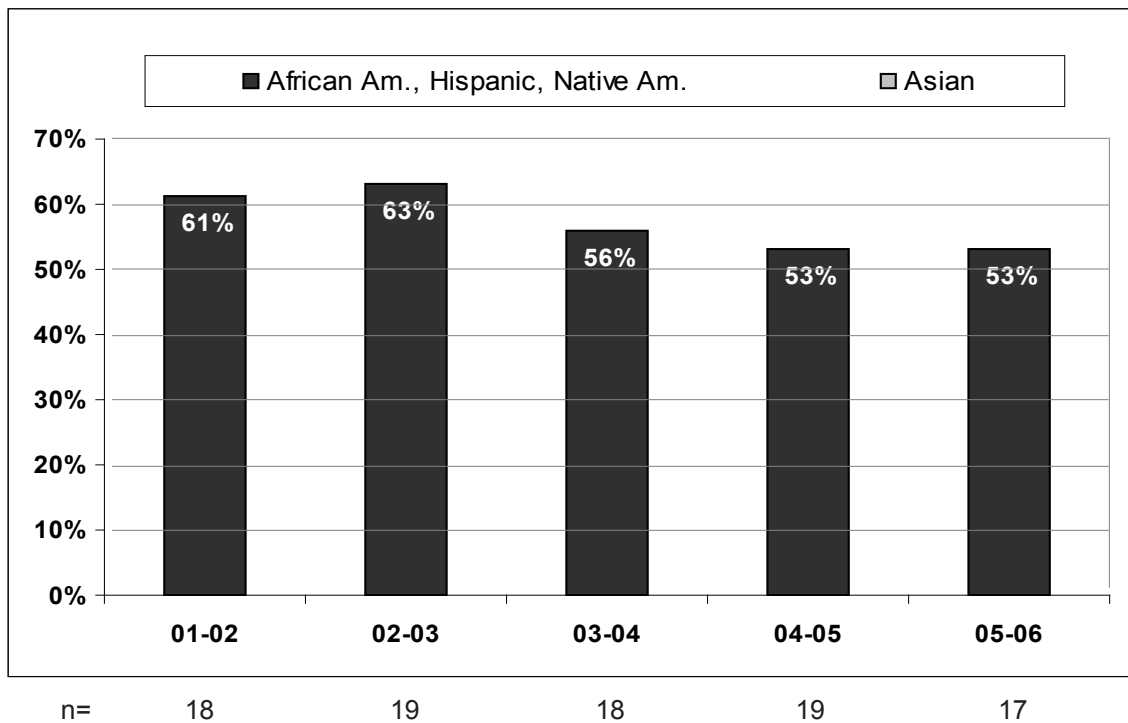
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.5	0.0	0.0	9.3	0.0	17.8
% of Faculty	42.3%	0.0%	0.0%	52.1%	0.0%	
Estimate of Availability	57.4%	2.0%	1.9%	37.1%	0.2%	
Expected # of Faculty	10.2	0.4	0.3	6.6	0.0	
Underutilization	-2.7	-0.4	-0.3	none	none	

DEPARTMENT OF SPANISH AND PORTUGUESE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DIVISION OF LIFE SCIENCES

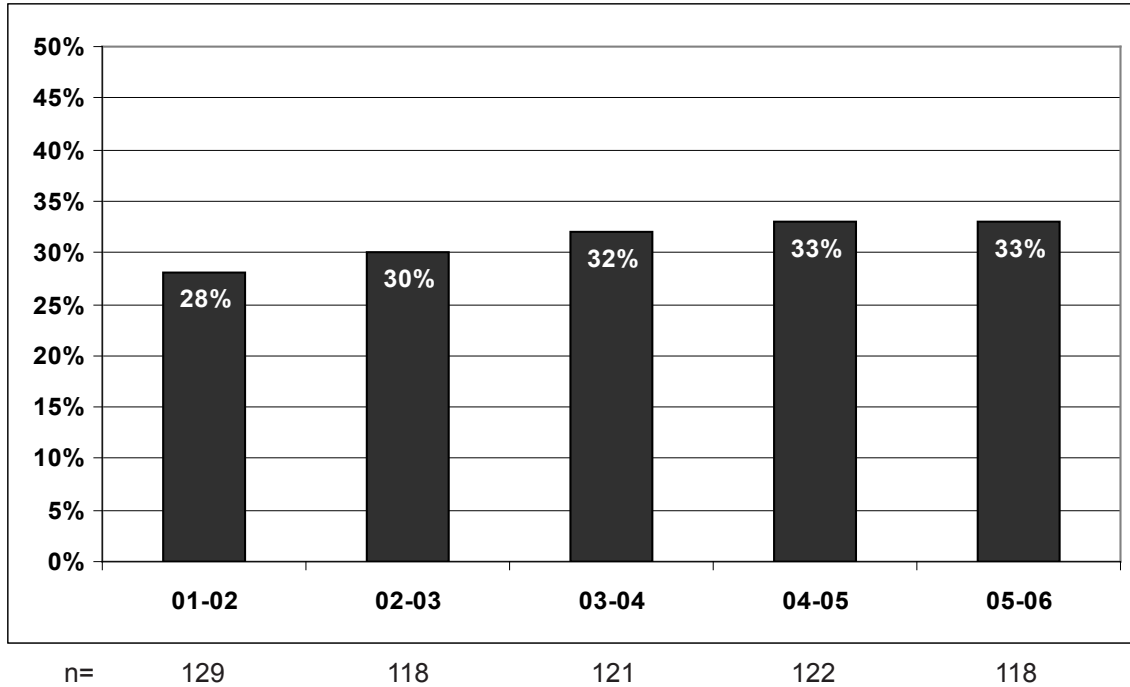
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	1.0	2.0	2.0	3.0	2.0	3.0	0.0	0.0	5.0	8.0	17.5	52.0	0.0	0.0	22.5	60.0	82.5
	1.2%	2.4%	2.4%	3.6%	2.4%	3.6%	0.0%	0.0%	6.1%	9.7%	21.2%	63.0%	0.0%	0.0%	27.3%	72.7%	100.0%
Associate Professor	0.0	0.0	3.0	0.0	0.0	0.5	0.0	0.0	3.0	0.5	4.0	8.5	0.0	0.0	7.0	9.0	16.0
	0.0%	0.0%	18.8%	0.0%	0.0%	3.1%	0.0%	0.0%	18.8%	3.1%	25.0%	53.1%	0.0%	0.0%	43.8%	56.3%	100.0%
Assistant Professor	0.0	0.0	2.0	4.0	0.0	1.0	1.0	0.0	3.0	5.0	8.0	8.0	0.5	0.0	11.5	13.0	24.5
	0.0%	0.0%	8.2%	16.3%	0.0%	4.1%	4.1%	0.0%	12.2%	20.4%	32.7%	32.7%	2.0%	0.0%	46.9%	53.1%	100.0%
Total Ladder	1.0	2.0	7.0	7.0	2.0	4.5	1.0	0.0	11.0	13.5	29.5	68.5	0.5	0.0	41.0	82.0	123.0
	0.8%	1.6%	5.7%	5.7%	1.6%	3.7%	0.8%	0.0%	8.9%	11.0%	24.0%	55.7%	0.4%	0.0%	33.3%	66.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

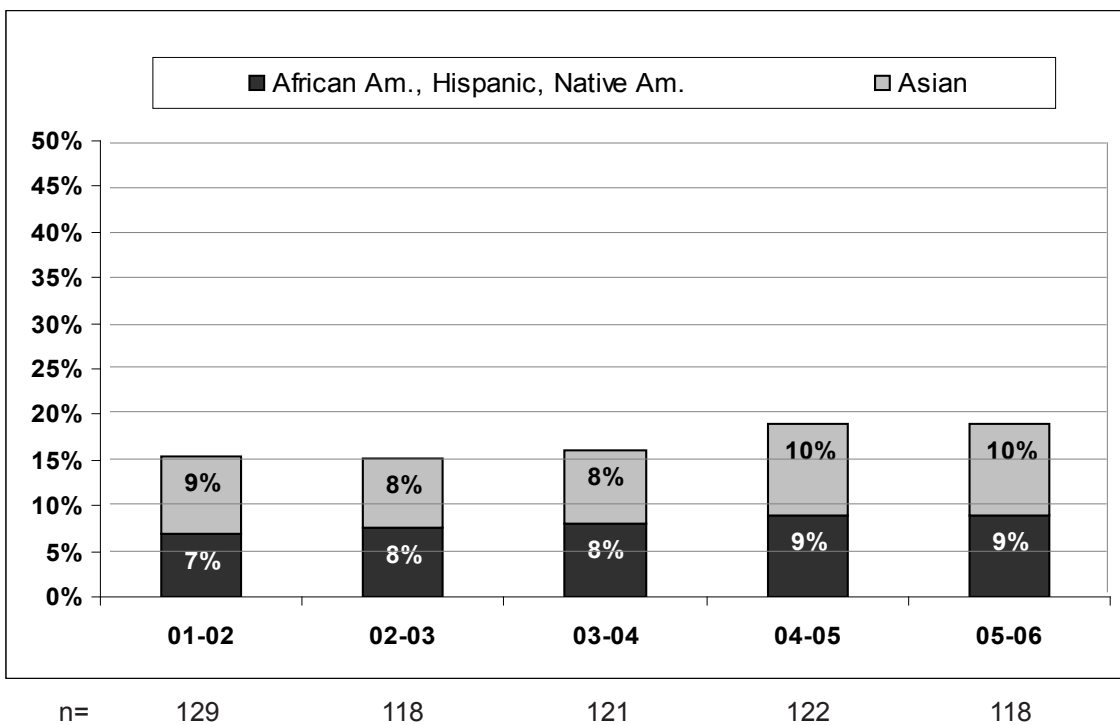
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	41.0	3.0	14.0	6.5	1.0	122.5
% of Faculty	33.3%	2.4%	11.4%	5.3%	0.8%	
Estimate of Availability	48.7%	2.9%	6.9%	3.8%	0.4%	
Expected # of Faculty	59.9	3.6	8.5	4.7	0.5	
Underutilization	-18.9	-0.6	none	none	none	

DIVISION OF LIFE SCIENCES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



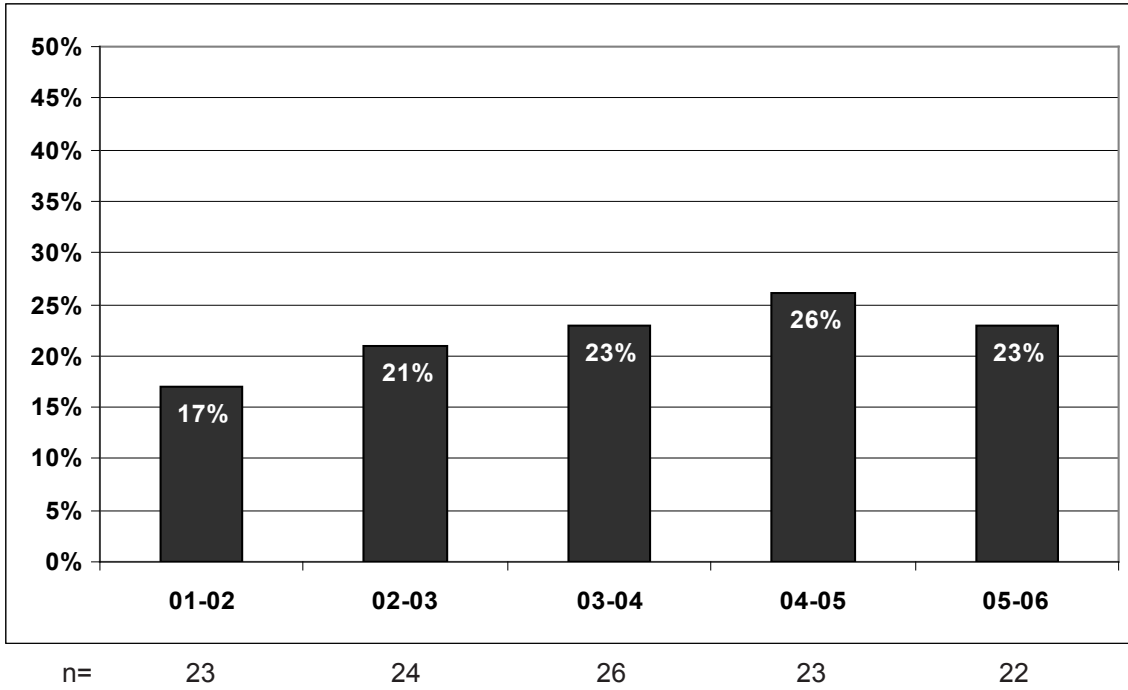
DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	2.5	12.5	0.0	0.0	3.5	13.5	17.0
	0.0%	0.0%	0.0%	0.0%	5.9%	5.9%	0.0%	0.0%	5.9%	5.9%	14.7%	73.5%	0.0%	0.0%	20.6%	79.4%	100.0%
Associate Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	3.0	0.0	0.0	2.0	3.0	5.0
	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	20.0%	60.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.5	0.0	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%	100.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	0.0	1.0	1.0	0.0	0.0	2.0	1.0	3.5	15.5	0.5	0.0	6.0	16.5	22.5
	0.0%	0.0%	4.4%	0.0%	4.4%	4.4%	0.0%	0.0%	8.9%	4.4%	15.6%	68.9%	2.2%	0.0%	26.7%	73.3%	100.0%

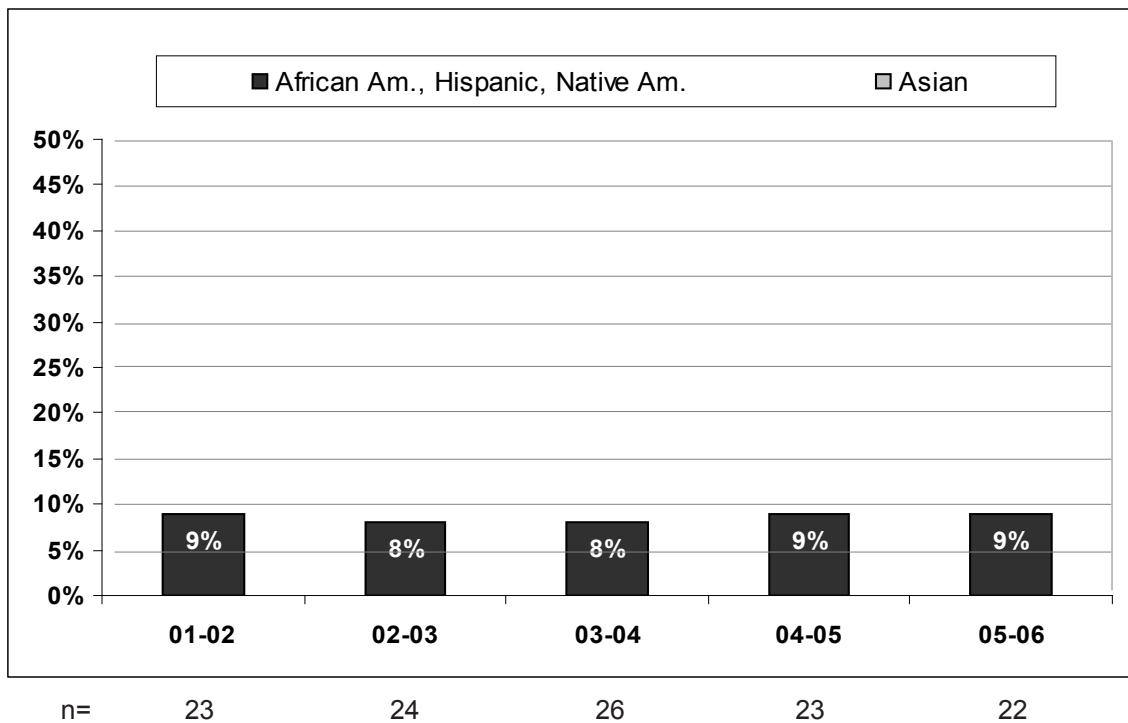
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	1.0	2.0	0.0	22.0
% of Faculty	26.7%	0.0%	4.5%	9.1%	0.0%	
Estimate of Availability	26.4%	1.0%	3.6%	2.3%	0.4%	
Expected # of Faculty	5.9	0.2	0.8	0.5	0.1	
Underutilization	none	-0.2	none	none	-0.1	

PERCENT WOMEN



PERCENT MINORITY



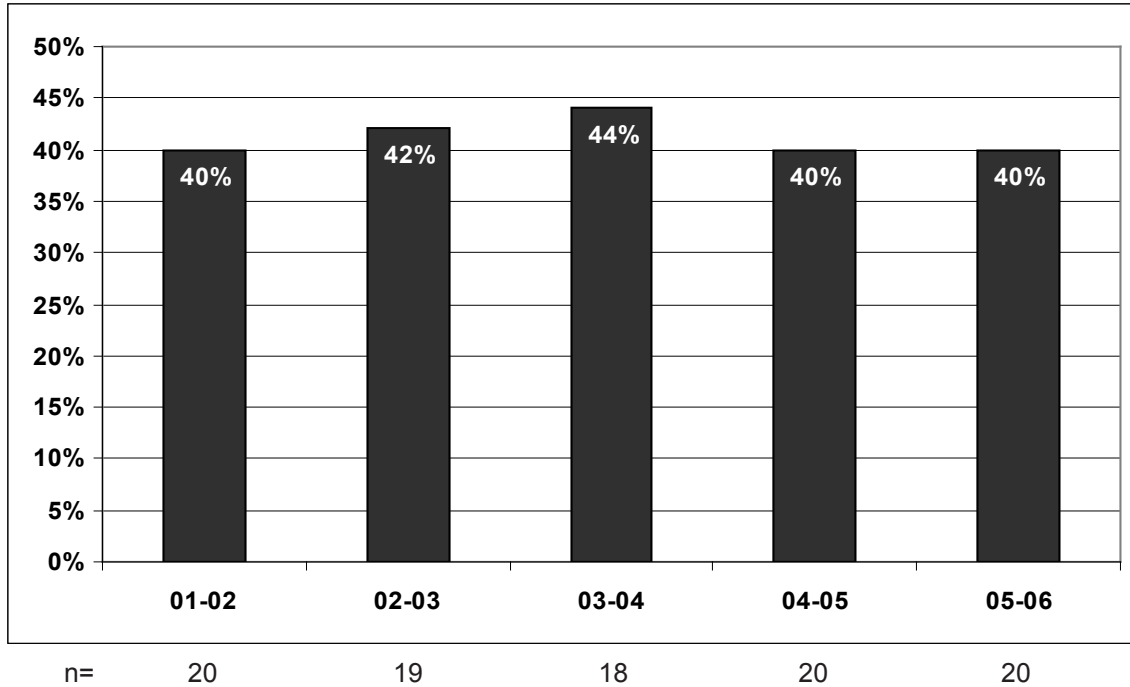
DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	3.0	1.0	0.0	0.0	0.0	2.0	3.0	3.0	6.0	0.0	0.0	5.0	9.0	14.0
	0.0%	0.0%	7.1%	21.4%	7.1%	0.0%	0.0%	0.0%	14.3%	21.4%	21.4%	42.9%	0.0%	0.0%	35.7%	64.3%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	3.0	3.0	0.0	0.0	4.0	4.0	8.0
	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	12.5%	37.5%	37.5%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	0.0	2.0	3.0	1.0	1.0	0.0	0.0	3.0	4.0	6.0	10.0	0.0	0.0	9.0	14.0	23.0
	0.0%	0.0%	8.7%	13.0%	4.3%	4.3%	0.0%	0.0%	13.0%	17.4%	26.1%	43.5%	0.0%	0.0%	39.1%	60.9%	100.0%

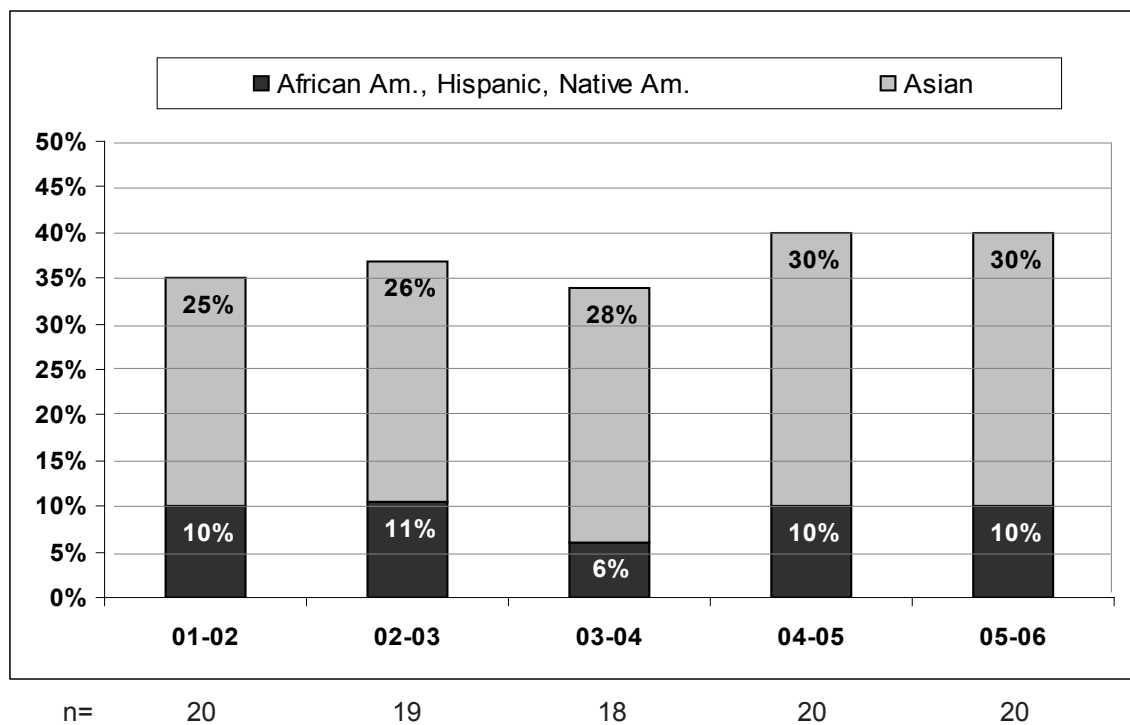
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	0.0	5.0	2.0	0.0	23.0
% of Faculty	39.1%	0.0%	21.7%	8.7%	0.0%	
Estimate of Availability	44.5%	1.8%	14.6%	2.9%	0.3%	
Expected # of Faculty	10.2	0.4	3.4	0.7	0.1	
Underutilization	-1.2	-0.4	none	none	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF PHYSIOLOGICAL SCIENCE

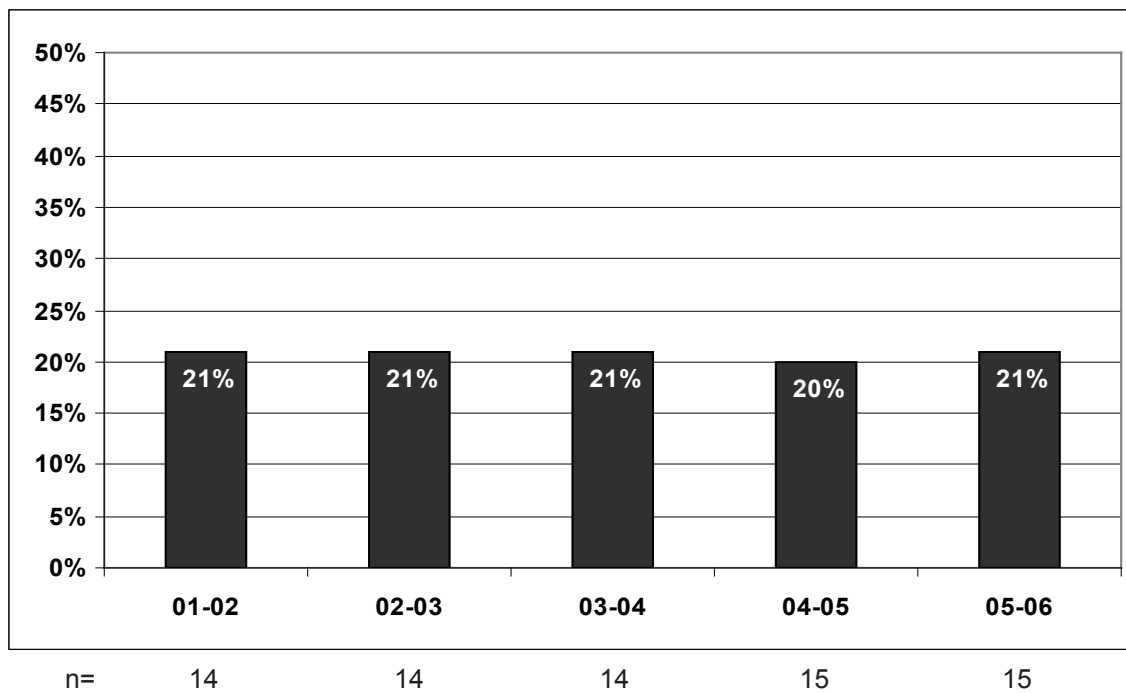
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0	0.0	10.0	10.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	0.0	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	1.0
	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%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	11.0	0.0	0.0	3.0	11.0	14.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.4%	78.6%	0.0%	0.0%	21.4%	78.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

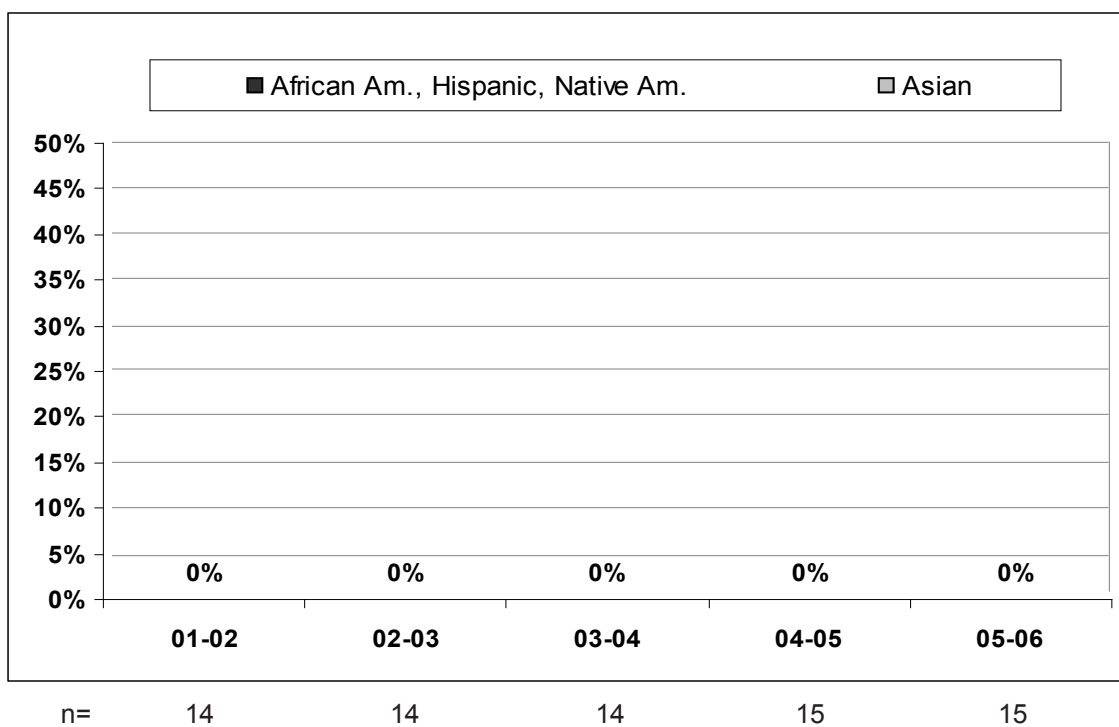
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	0.0	0.0	0.0	14.0
% of Faculty	21.4%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	42.8%	2.4%	9.4%	3.6%	0.4%	
Expected # of Faculty	6.0	0.3	1.3	0.5	0.1	
Underutilization	-3.0	-0.3	-1.3	-0.5	-0.1	

DEPARTMENT OF PHYSIOLOGICAL SCIENCE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF PSYCHOLOGY

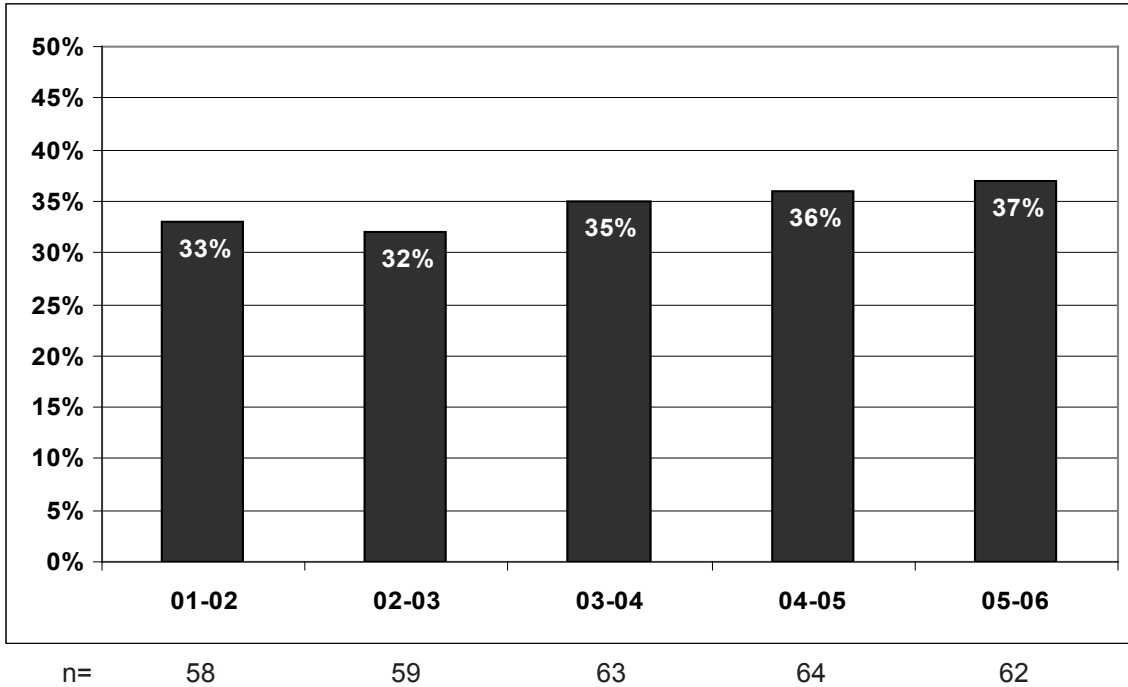
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	2.0	1.0	0.0	0.0	2.0	0.0	0.0	2.0	4.0	12.0	23.5	0.0	0.0	14.0	27.5	41.5
	2.4%	4.8%	2.4%	0.0%	0.0%	4.8%	0.0%	0.0%	4.8%	9.6%	28.9%	56.6%	0.0%	0.0%	33.7%	66.3%	100.0%
Associate Professor																	
	0.0	0.0	2.0	0.0	0.0	0.5	0.0	0.0	2.0	0.5	2.0	4.5	0.0	0.0	4.0	5.0	9.0
	0.0%	0.0%	22.2%	0.0%	0.0%	5.6%	0.0%	0.0%	22.2%	5.6%	22.2%	50.0%	0.0%	0.0%	44.4%	55.6%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	4.0	0.0	0.0	1.0	0.0	2.0	4.0	3.0	4.0	0.0	0.0	5.0	8.0	13.0
	0.0%	0.0%	7.7%	30.8%	0.0%	0.0%	7.7%	0.0%	15.4%	30.8%	23.1%	30.8%	0.0%	0.0%	38.5%	61.5%	100.0%
Total Ladder																	
	1.0	2.0	4.0	4.0	0.0	2.5	1.0	0.0	6.0	8.5	17.0	32.0	0.0	0.0	23.0	40.5	63.5
	1.6%	3.2%	6.3%	6.3%	0.0%	3.9%	1.6%	0.0%	9.4%	13.4%	26.8%	50.4%	0.0%	0.0%	36.2%	63.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

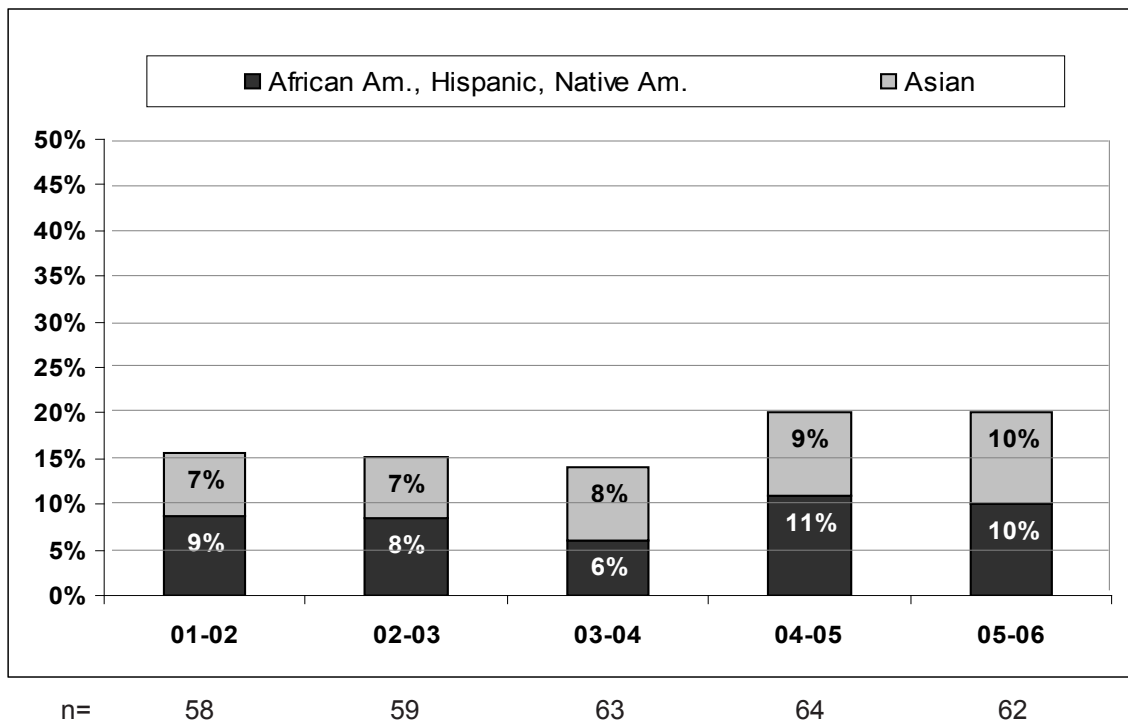
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	23.0	3.0	8.0	2.5	1.0	63.5
% of Faculty	36.2%	4.7%	12.6%	3.9%	1.6%	
Estimate of Availability	55.3%	3.9%	3.8%	4.3%	0.5%	
Expected # of Faculty	35.1	2.5	2.4	2.7	0.3	
Underutilization	-12.1	none	none	-0.2	none	

DEPARTMENT OF PSYCHOLOGY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DIVISION OF PHYSICAL SCIENCES

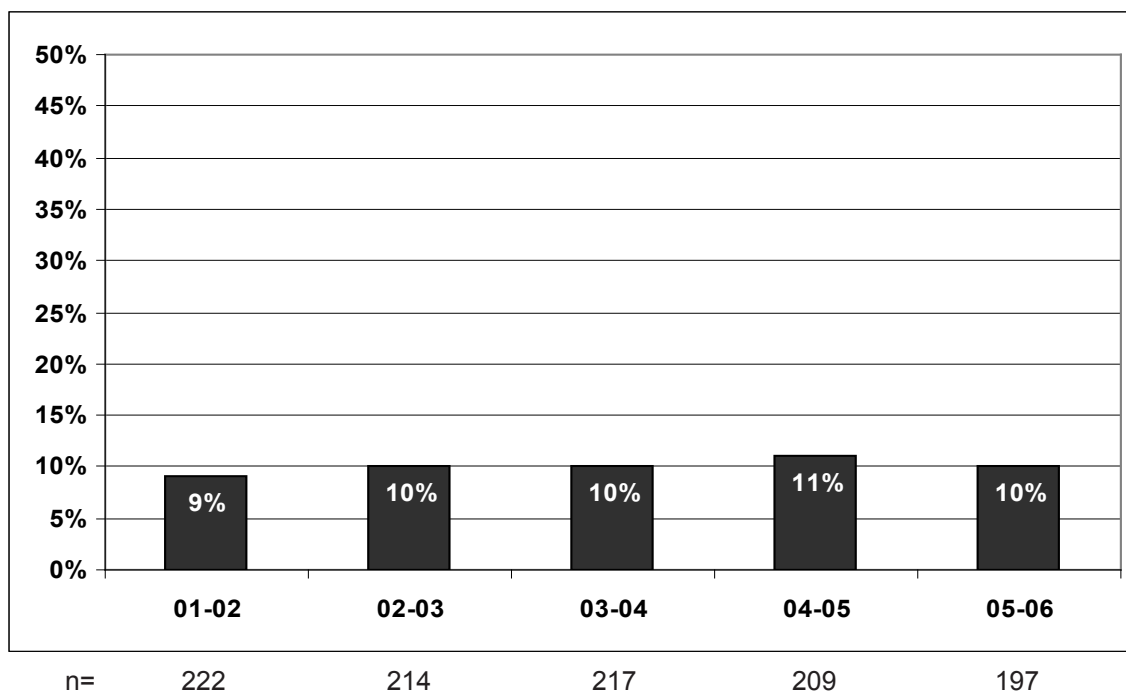
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	14.2	1.0	5.0	0.0	0.0	2.0	19.2	11.0	115.3	0.0	0.0	13.0	134.5	147.5
	0.0%	0.0%	0.7%	9.6%	0.7%	3.4%	0.0%	0.0%	1.4%	13.0%	7.5%	78.2%	0.0%	0.0%	8.8%	91.2%	100.0%
Associate Professor																	
	0.0	1.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	6.0	2.5	19.0	0.0	0.0	2.5	25.0	27.5
	0.0%	3.6%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	21.8%	9.1%	69.1%	0.0%	0.0%	9.1%	90.9%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	3.0	0.0	0.0	0.0	0.0	2.0	3.0	4.0	10.3	0.0	1.0	6.0	14.3	20.3
	0.0%	0.0%	9.8%	14.8%	0.0%	0.0%	0.0%	0.0%	9.8%	14.8%	19.7%	50.8%	0.0%	4.9%	29.5%	70.5%	100.0%
Total Ladder																	
	0.0	1.0	3.0	22.2	1.0	5.0	0.0	0.0	4.0	28.2	17.5	144.7	0.0	1.0	21.5	173.8	195.3
	0.0%	0.5%	1.5%	11.4%	0.5%	2.6%	0.0%	0.0%	2.0%	14.4%	9.0%	74.1%	0.0%	0.5%	11.0%	89.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

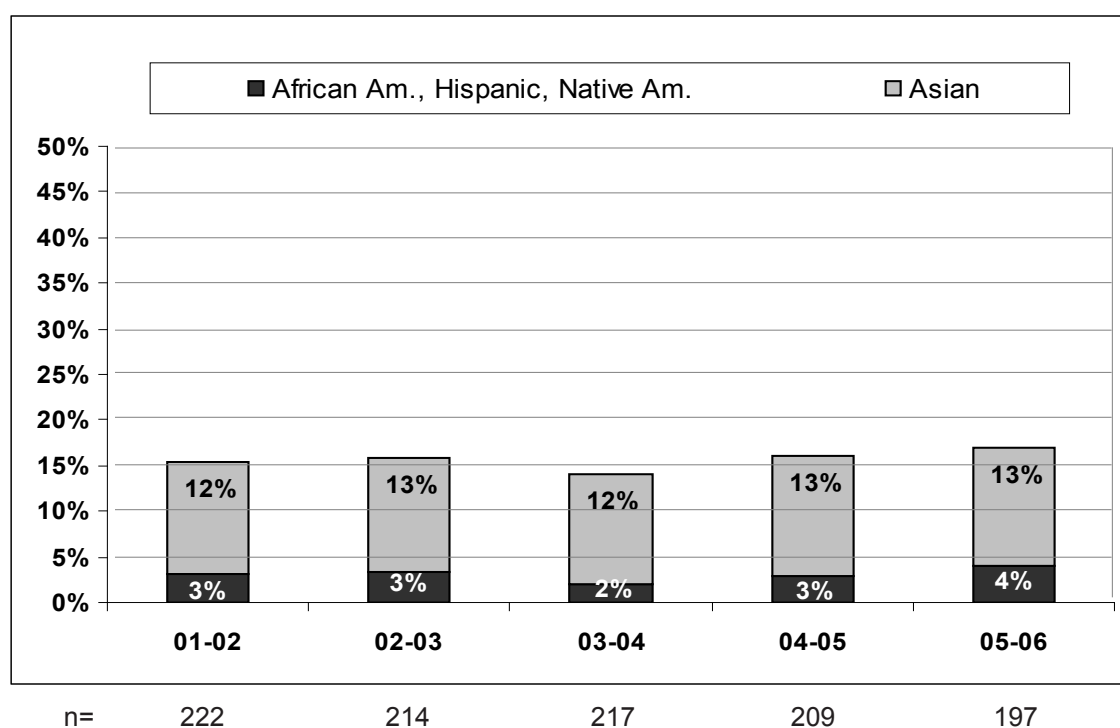
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	21.5	1.0	25.2	6.0	0.0	194.3
% of Faculty	11.0%	0.5%	13.0%	3.1%	0.0%	
Estimate of Availability	22.2%	1.6%	13.3%	2.5%	0.3%	
Expected # of Faculty	43.4	3.1	25.8	4.9	0.6	
Underutilization	-21.9	-2.1	-0.7	none	-0.6	

DIVISION OF PHYSICAL SCIENCES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



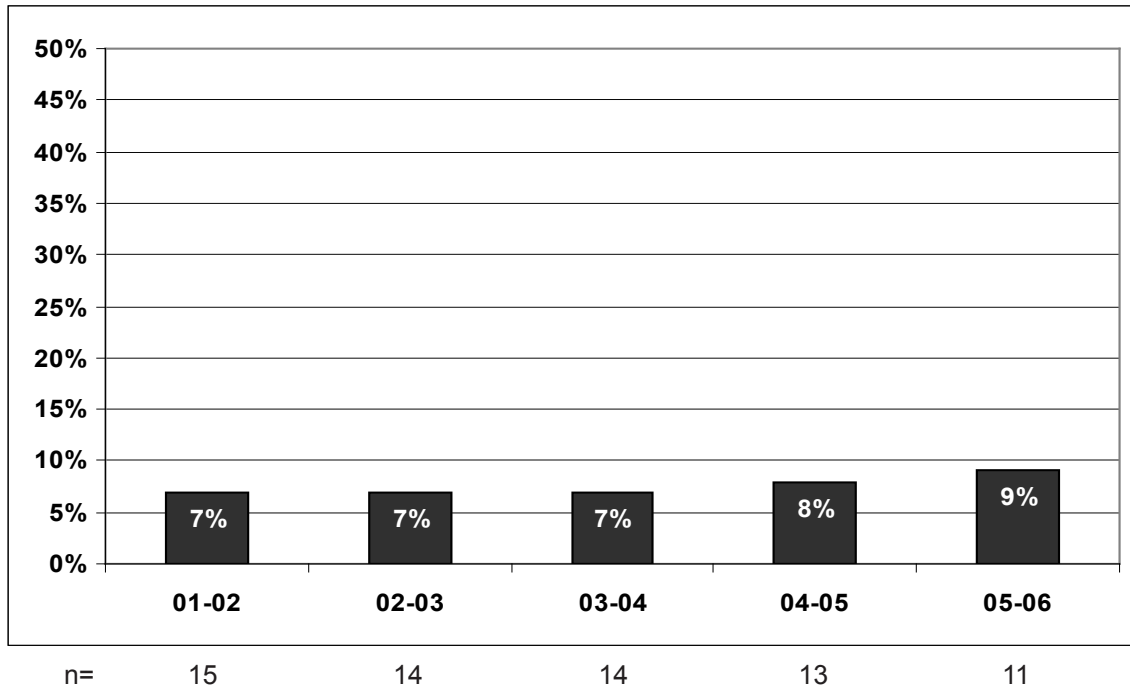
DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	5.0	0.0	0.0	1.0	6.0	7.0
	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	14.3%	14.3%	71.4%	0.0%	0.0%	14.3%	85.7%	100.0%
Associate Professor	0.0	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	3.0	3.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	9.0	0.0	0.0	1.0	10.0	11.0
	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	9.1%	9.1%	81.8%	0.0%	0.0%	9.1%	90.9%	100.0%

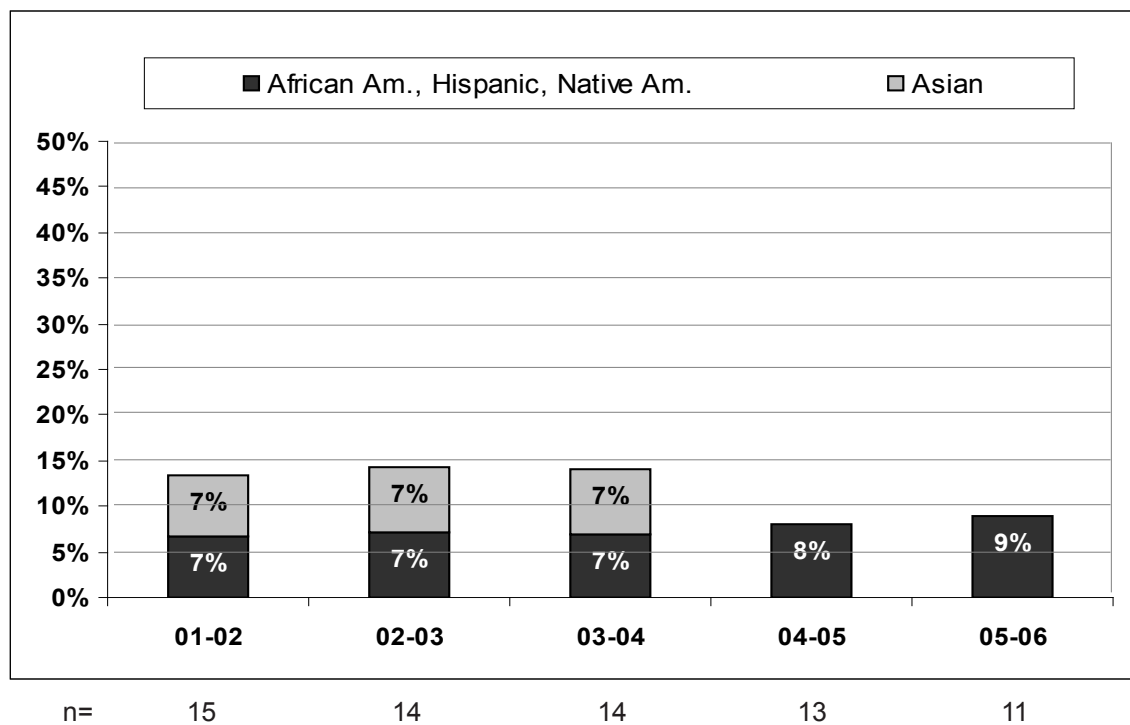
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	1.0	0.0	11.0
% of Faculty	9.1%	0.0%	0.0%	9.1%	0.0%	
Estimate of Availability	14.7%	1.5%	12.0%	1.9%	0.3%	
Expected # of Faculty	1.6	0.2	1.3	0.2	0.0	
Underutilization	-0.6	-0.2	-1.3	none	none	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

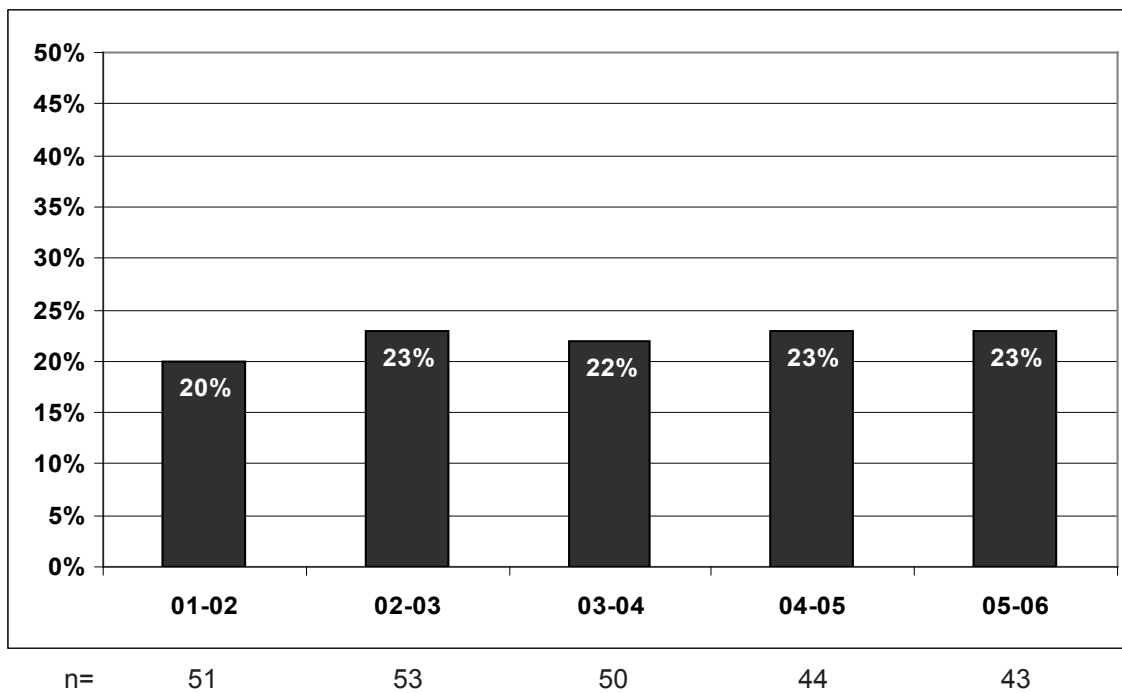
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	0.5	0.0	1.0	0.0	0.0	1.0	1.5	5.0	23.0	0.0	0.0	6.0	24.5	30.5
	0.0%	0.0%	3.3%	1.6%	0.0%	3.3%	0.0%	0.0%	3.3%	4.9%	16.4%	75.4%	0.0%	0.0%	19.7%	80.3%	100.0%
Associate Professor	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	4.0	0.0	0.0	1.0	6.0	7.0
	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	57.1%	0.0%	0.0%	14.3%	85.7%	100.0%
Assistant Professor	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0	1.0	0.0	0.0	3.0	2.0	5.0
	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	40.0%	20.0%	0.0%	0.0%	60.0%	40.0%	100.0%
Total Ladder	0.0	1.0	2.0	2.5	0.0	1.0	0.0	0.0	2.0	4.5	8.0	28.0	0.0	0.0	10.0	32.5	42.5
	0.0%	2.4%	4.7%	5.9%	0.0%	2.4%	0.0%	0.0%	4.7%	10.6%	18.8%	65.9%	0.0%	0.0%	23.5%	76.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

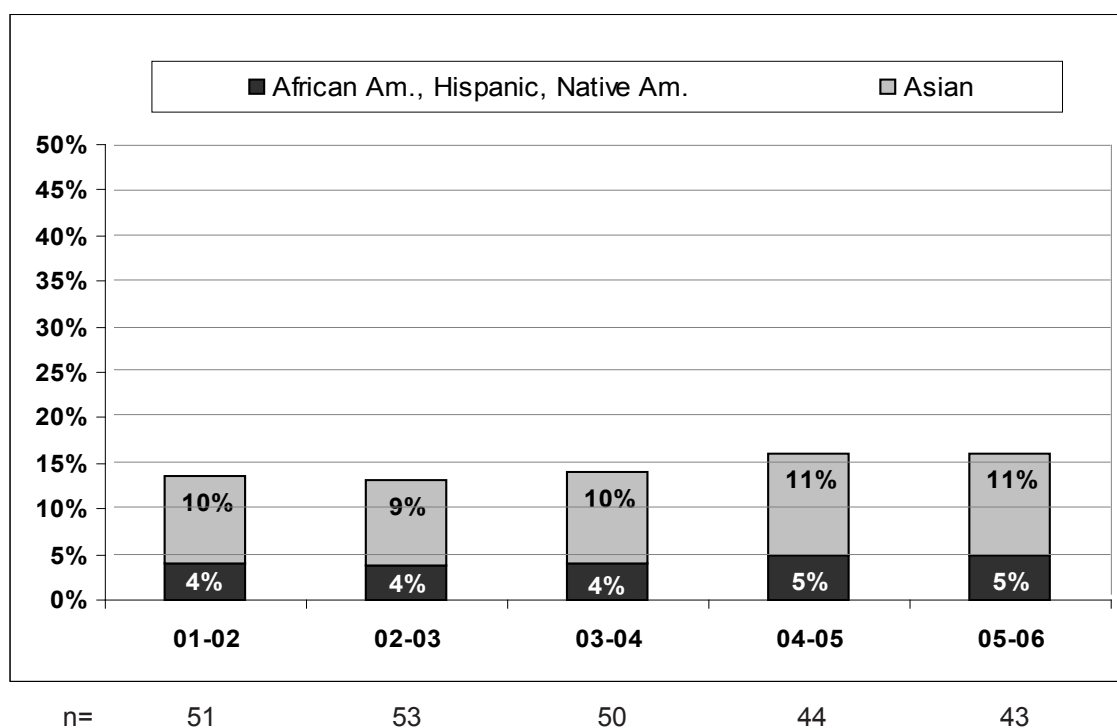
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.0	1.0	4.5	1.0	0.0	42.5
% of Faculty	23.5%	2.4%	10.6%	2.4%	0.0%	
Estimate of Availability	30.6%	2.1%	12.8%	2.8%	0.4%	
Expected # of Faculty	13.0	0.9	5.4	1.2	0.2	
Underutilization	-3.0	none	-0.9	-0.2	-0.2	

DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF EARTH & SPACE SCIENCES

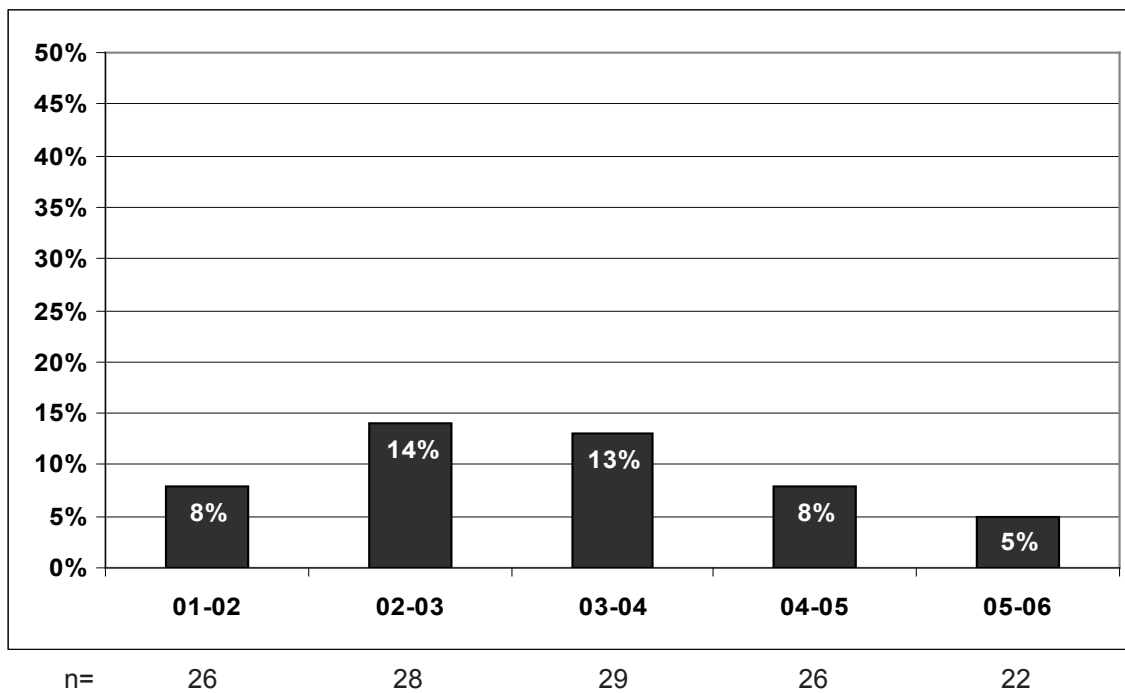
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	17.5	0.0	0.0	1.0	18.5	19.5
	0.0%	0.0%	0.0%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	5.1%	5.1%	89.7%	0.0%	0.0%	5.1%	94.9%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	20.5	0.0	0.0	2.0	21.5	23.5
	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	8.5%	87.2%	0.0%	0.0%	8.5%	91.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

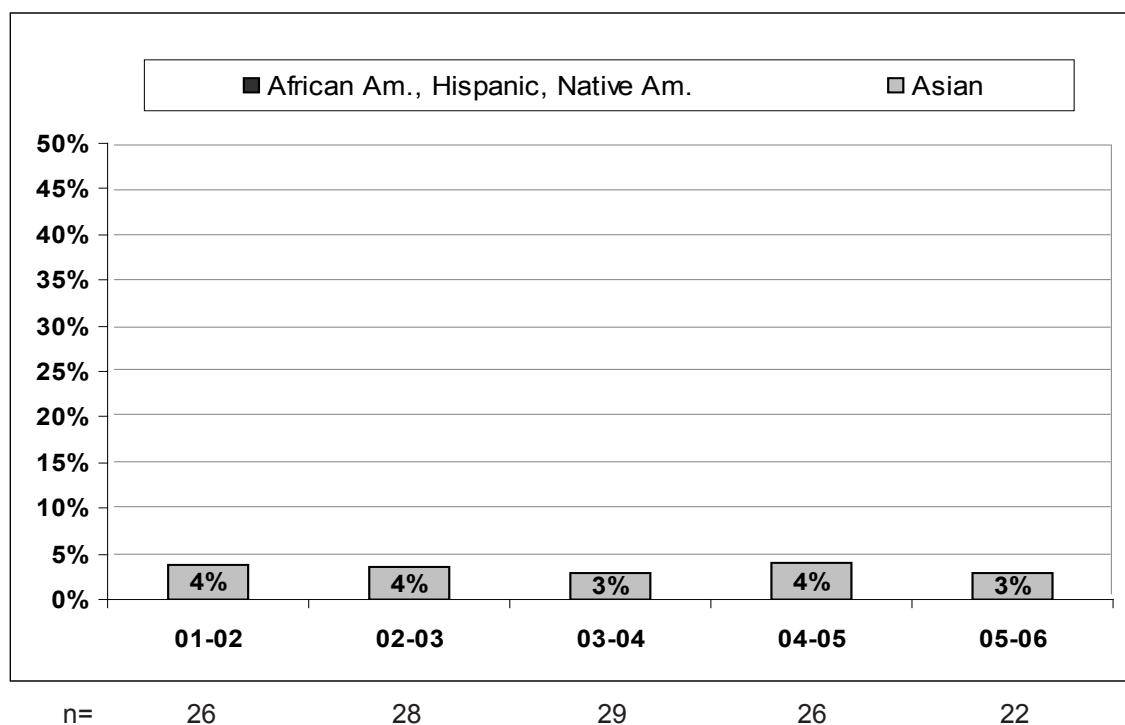
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	1.0	0.0	0.0	23.5
% of Faculty	8.5%	0.0%	4.3%	0.0%	0.0%	
Estimate of Availability	20.0%	0.9%	7.6%	2.0%	0.5%	
Expected # of Faculty	4.7	0.2	1.8	0.5	0.1	
Underutilization	-2.7	-0.2	-0.8	-0.5	-0.1	

DEPARTMENT OF EARTH & SPACE SCIENCES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF MATHEMATICS

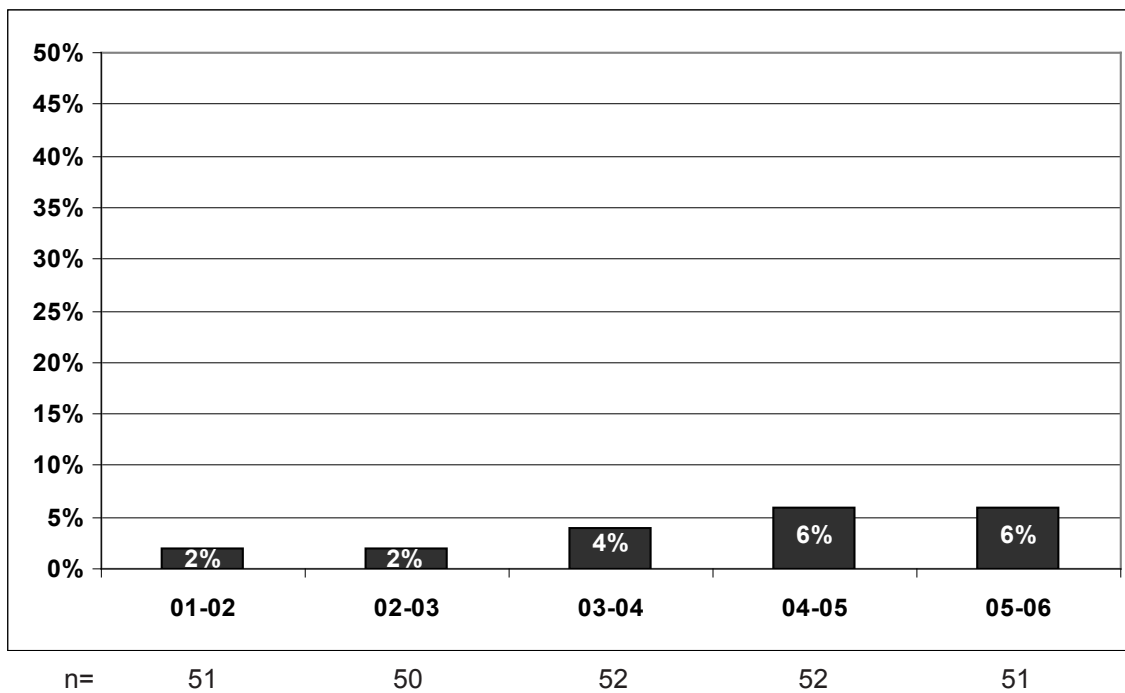
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	5.0	0.0	2.0	0.0	0.0	0.0	7.0	1.0	33.0	0.0	0.0	1.0	40.0	41.0
	0.0%	0.0%	0.0%	12.2%	0.0%	4.9%	0.0%	0.0%	0.0%	17.1%	2.4%	80.5%	0.0%	0.0%	2.4%	97.6%	100.0%
Associate Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	5.0	0.0	0.0	1.0	7.0	8.0
	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	12.5%	62.5%	0.0%	0.0%	12.5%	87.5%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	7.0	0.0	2.0	0.0	0.0	1.0	9.0	2.0	38.0	0.0	0.0	3.0	47.0	50.0
	0.0%	0.0%	2.0%	14.0%	0.0%	4.0%	0.0%	0.0%	2.0%	18.0%	4.0%	76.0%	0.0%	0.0%	6.0%	94.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

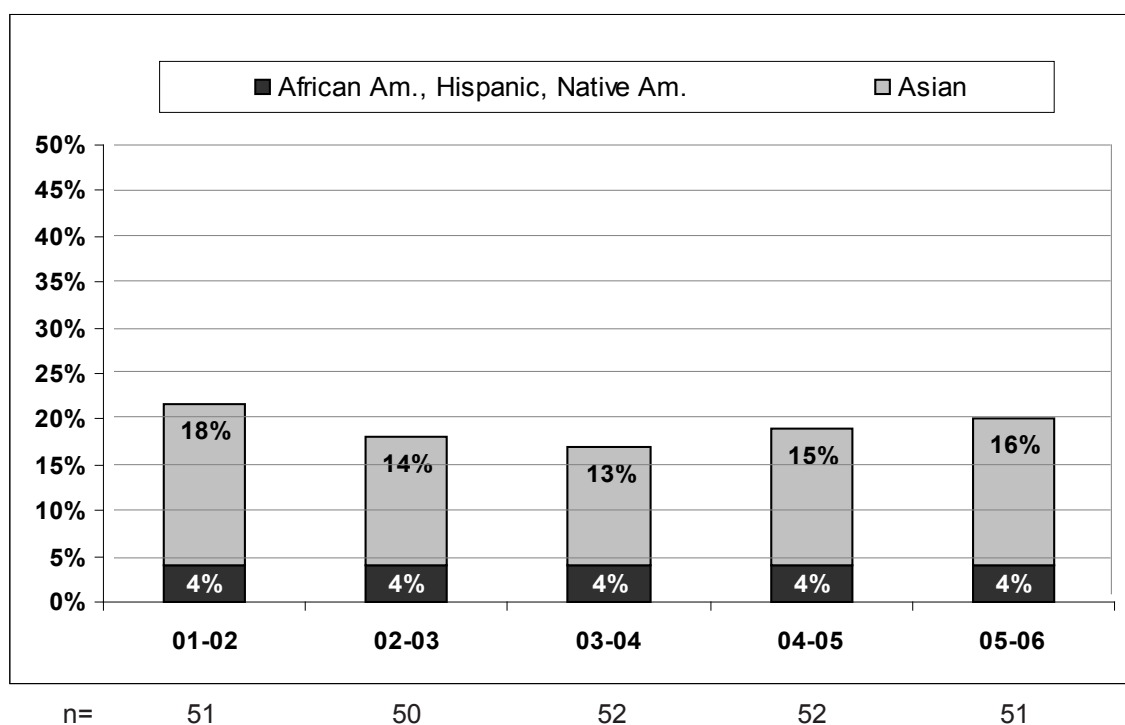
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	8.0	2.0	0.0	50.0
% of Faculty	6.0%	0.0%	16.0%	4.0%	0.0%	
Estimate of Availability	24.0%	1.6%	13.1%	2.5%	0.3%	
Expected # of Faculty	12.0	0.8	6.6	1.3	0.2	
Underutilization	-9.0	-0.8	none	none	-0.2	

DEPARTMENT OF MATHEMATICS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF PHYSICS & ASTRONOMY

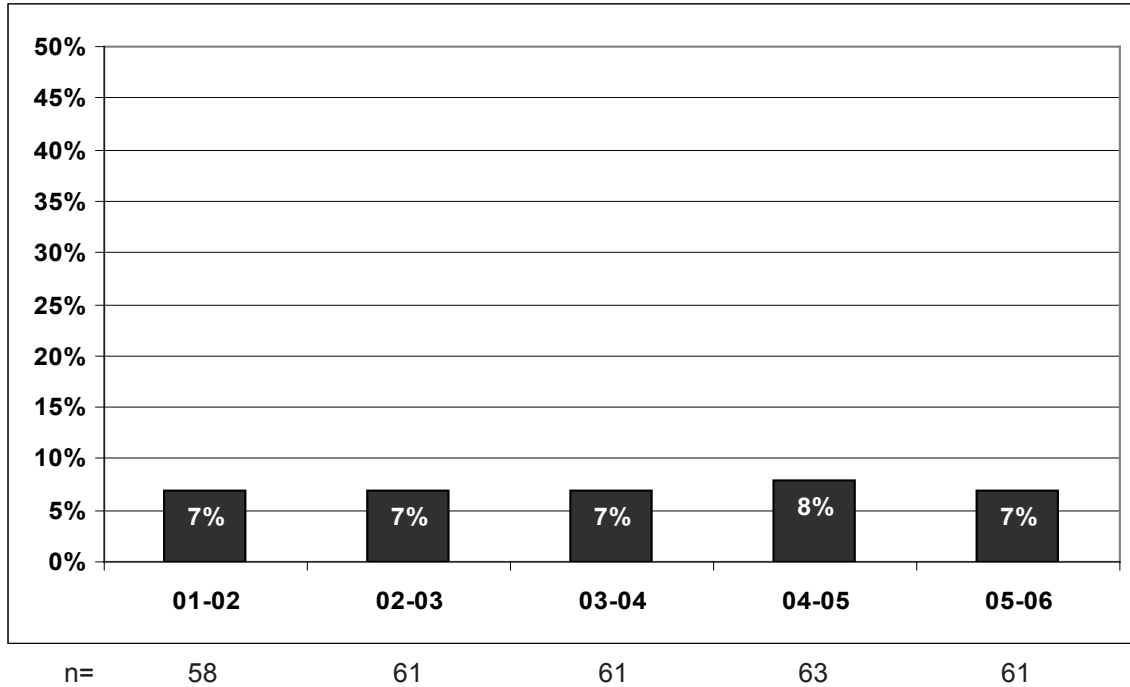
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	6.7	1.0	1.0	0.0	0.0	1.0	7.7	3.0	33.3	0.0	0.0	4.0	41.0	45.0
	0.0%	0.0%	0.0%	14.8%	2.2%	2.2%	0.0%	0.0%	2.2%	17.0%	6.7%	74.1%	0.0%	0.0%	8.9%	91.1%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0	4.0	4.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	6.3	0.0	0.0	1.0	7.3	8.3
	0.0%	0.0%	0.0%	12.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	76.0%	0.0%	0.0%	12.0%	88.0%	100.0%
Total Ladder	0.0	0.0	0.0	7.7	1.0	1.0	0.0	0.0	1.0	8.7	4.0	43.7	0.0	0.0	5.0	52.3	57.3
	0.0%	0.0%	0.0%	13.4%	1.7%	1.7%	0.0%	0.0%	1.7%	15.1%	7.0%	76.2%	0.0%	0.0%	8.7%	91.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

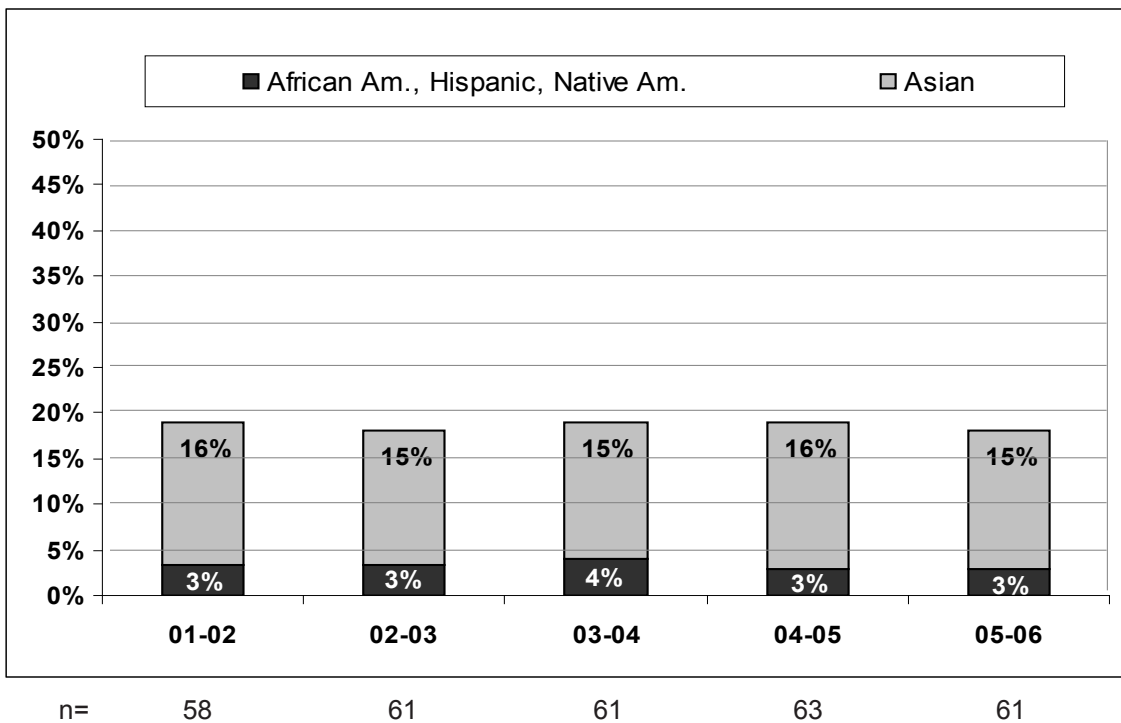
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	7.7	2.0	0.0	57.3
% of Faculty	8.7%	0.0%	13.4%	3.5%	0.0%	
Estimate of Availability	12.1%	1.4%	14.5%	2.4%	0.3%	
Expected # of Faculty	6.9	0.8	8.3	1.4	0.2	
Underutilization	-1.9	-0.8	-0.6	none	-0.2	

DEPARTMENT OF PHYSICS & ASTRONOMY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF STATISTICS

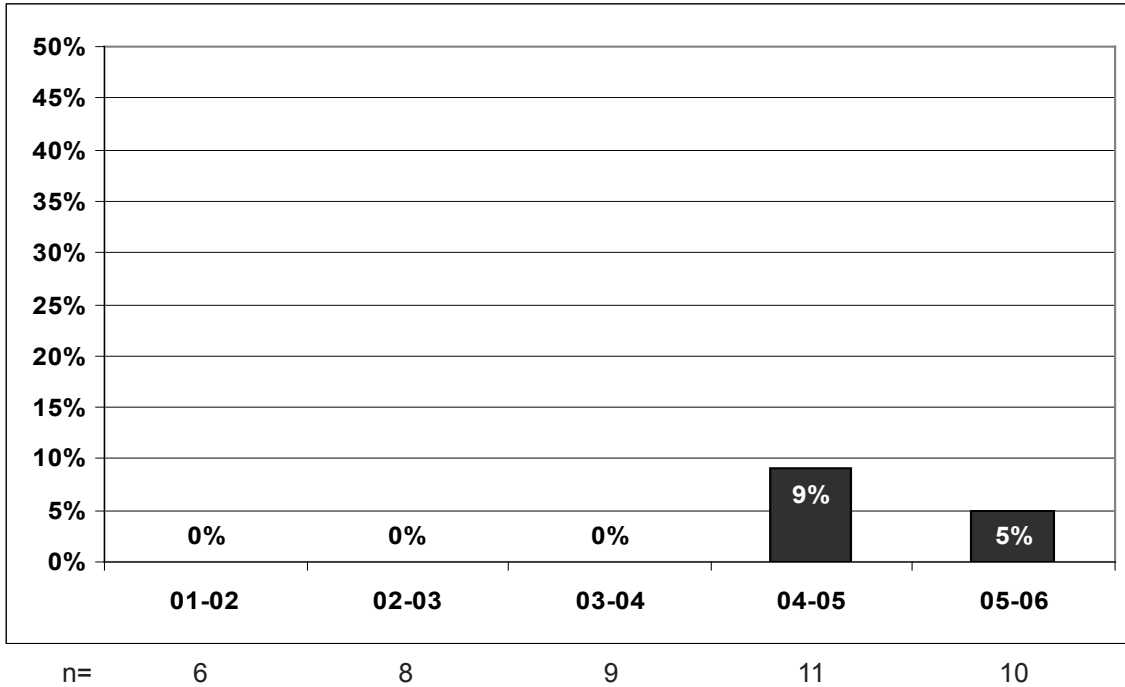
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.5	0.0	0.0	0.0	4.5	4.5
	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	77.8%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.5	2.0	0.0	0.0	0.5	4.0	4.5
	0.0%	0.0%	0.0%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	44.4%	11.1%	44.4%	0.0%	0.0%	11.1%	88.9%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.5	5.5	0.0	1.0	0.5	10.5	11.0
	0.0%	0.0%	0.0%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	4.5%	50.0%	0.0%	9.1%	4.5%	95.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

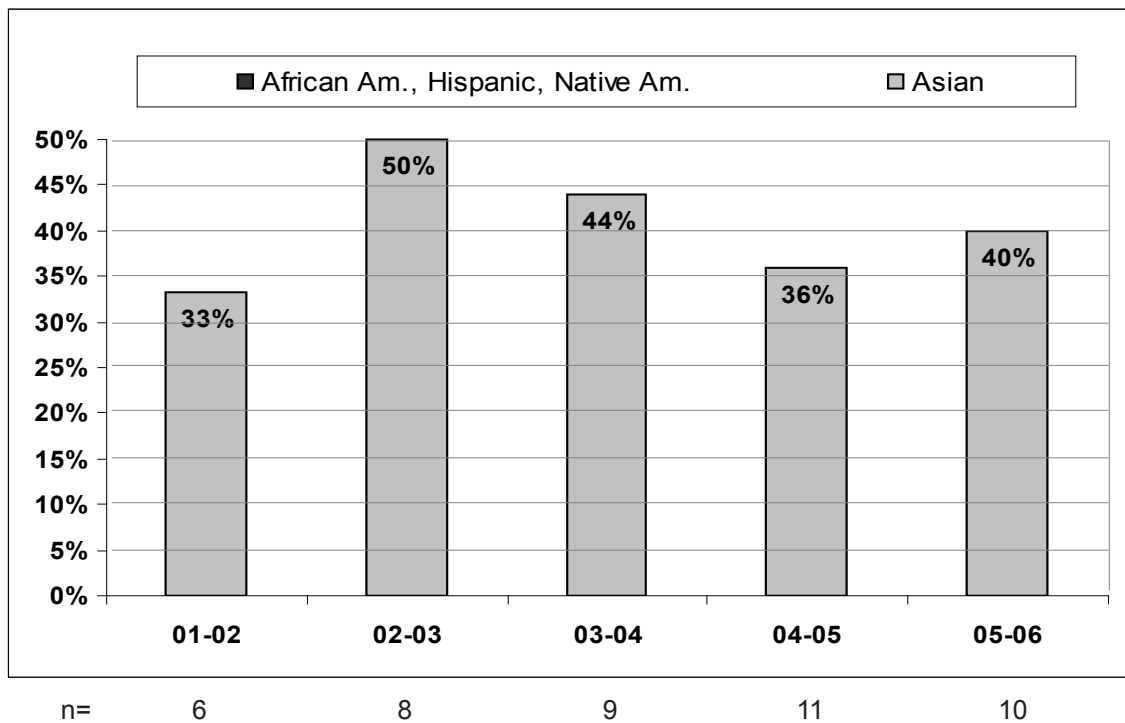
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.5	0.0	4.0	0.0	0.0	10.0
% of Faculty	4.5%	0.0%	40.0%	0.0%	0.0%	
Estimate of Availability	35.6%	2.0%	17.2%	2.1%	0.4%	
Expected # of Faculty	3.9	0.2	1.7	0.2	0.0	
Underutilization	-3.4	-0.2	none	-0.2	none	

DEPARTMENT OF STATISTICS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DIVISION OF SOCIAL SCIENCES

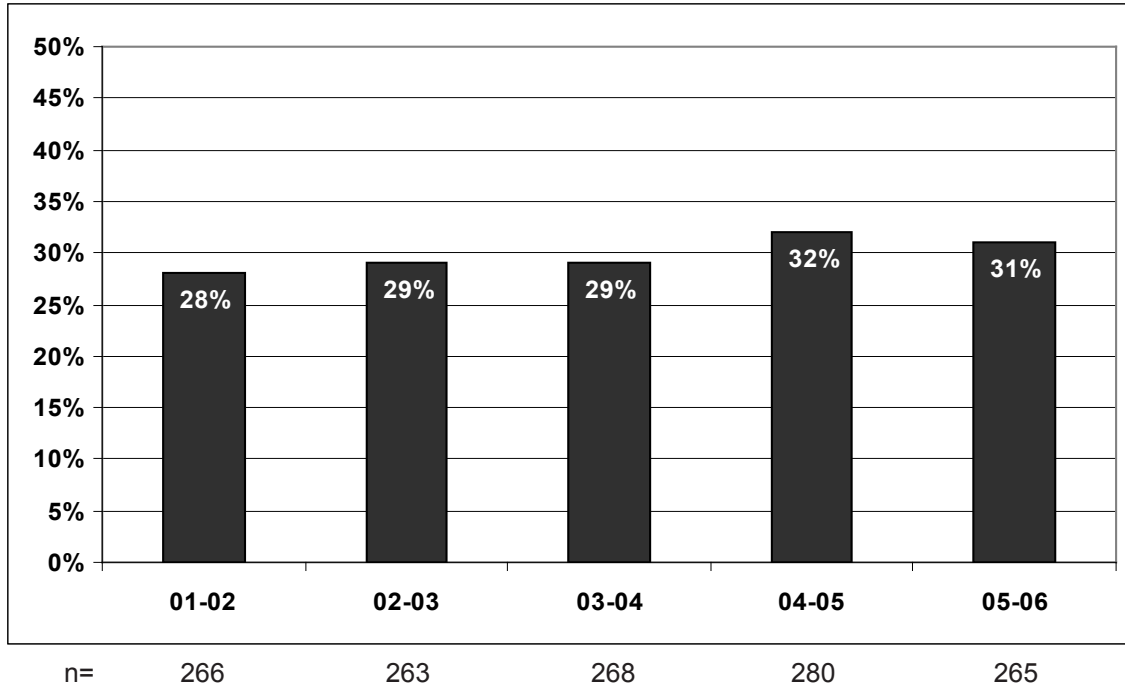
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	2.0	3.0	3.0	9.0	2.0	7.0	0.0	2.0	7.0	21.0	37.0	107.0	0.0	0.0	44.0	128.0	172.0
	1.2%	1.7%	1.7%	5.2%	1.2%	4.1%	0.0%	1.2%	4.1%	12.2%	21.5%	62.2%	0.0%	0.0%	25.6%	74.4%	100.0%
Associate Professor																	
	1.0	2.0	4.0	5.0	2.0	6.0	0.0	0.0	7.0	13.0	16.5	24.0	0.0	0.0	23.5	37.0	60.5
	1.7%	3.3%	6.6%	8.3%	3.3%	9.9%	0.0%	0.0%	11.6%	21.5%	27.3%	39.7%	0.0%	0.0%	38.8%	61.2%	100.0%
Assistant Professor																	
	3.0	0.0	0.5	5.0	1.0	2.0	0.0	0.0	4.5	7.0	10.5	18.0	2.0	3.0	17.0	28.0	45.0
	6.7%	0.0%	1.1%	11.1%	2.2%	4.4%	0.0%	0.0%	10.0%	15.6%	23.3%	40.0%	4.4%	6.7%	37.8%	62.2%	100.0%
Total Ladder																	
	6.0	5.0	7.5	19.0	5.0	15.0	0.0	2.0	18.5	41.0	64.0	149.0	2.0	3.0	84.5	193.0	277.5
	2.2%	1.8%	2.7%	6.8%	1.8%	5.4%	0.0%	0.7%	6.7%	14.8%	23.1%	53.7%	0.7%	1.1%	30.5%	69.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

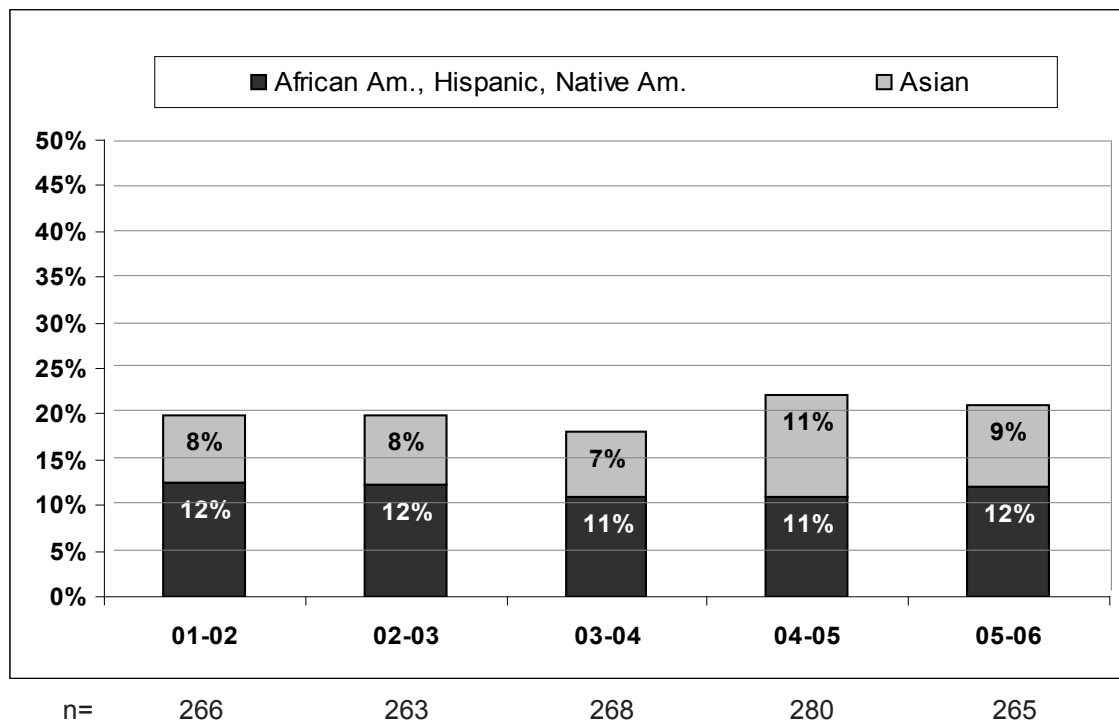
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	84.5	11.0	26.5	20.0	2.0	272.5
% of Faculty	30.5%	4.0%	9.7%	7.3%	0.7%	
Estimate of Availability	39.7%	5.1%	6.5%	4.4%	0.4%	
Expected # of Faculty	110.2	13.9	17.7	12.0	1.1	
Underutilization	-25.7	-2.9	none	none	none	

DIVISION OF SOCIAL SCIENCES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ANTHROPOLOGY

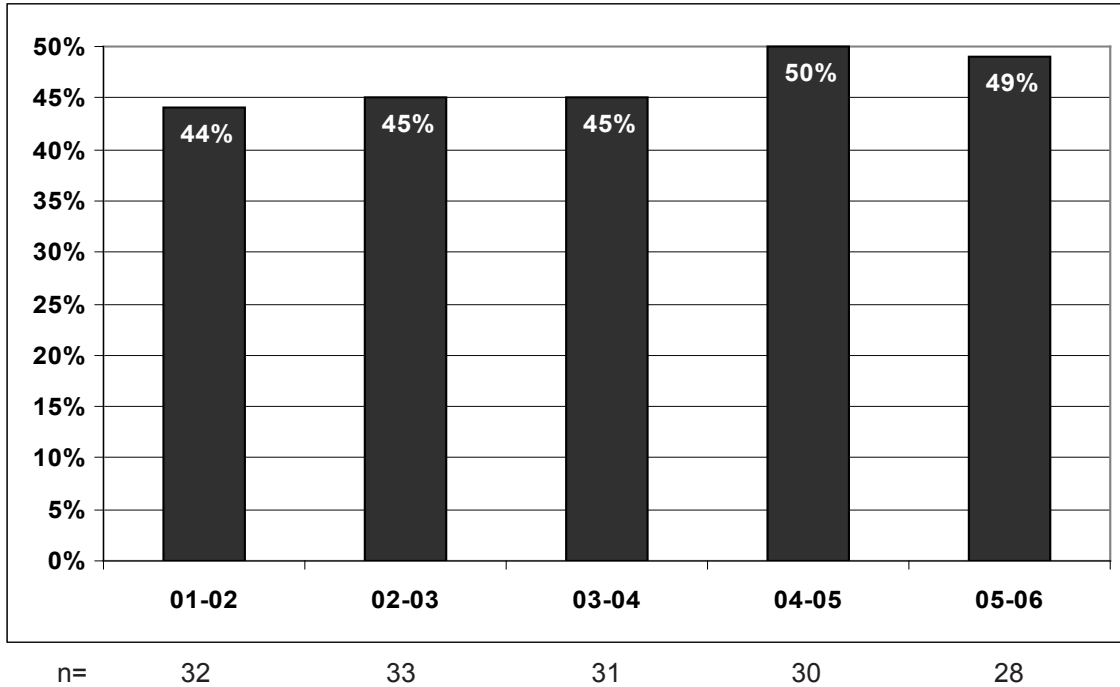
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	2.0	9.5	8.0	0.0	0.0	9.5	10.0	19.5
	0.0%	0.0%	0.0%	5.1%	0.0%	0.0%	0.0%	5.1%	0.0%	10.3%	48.7%	41.0%	0.0%	0.0%	48.7%	51.3%	100.0%
Associate Professor	0.0	0.0	1.5	0.0	0.0	0.0	0.0	0.0	1.5	0.0	2.5	3.0	0.0	0.0	4.0	3.0	7.0
	0.0%	0.0%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	21.4%	0.0%	35.7%	42.9%	0.0%	0.0%	57.1%	42.9%	100.0%
Assistant Professor	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0	1.0	0.0	2.0	1.0	4.0	5.0
	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	20.0%	0.0%	20.0%	0.0%	40.0%	20.0%	80.0%	100.0%
Total Ladder	1.0	0.0	1.5	1.0	0.0	1.0	0.0	1.0	2.5	3.0	12.0	12.0	0.0	2.0	14.5	17.0	31.5
	3.2%	0.0%	4.8%	3.2%	0.0%	3.2%	0.0%	3.2%	7.9%	9.5%	38.1%	38.1%	0.0%	6.4%	46.0%	54.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

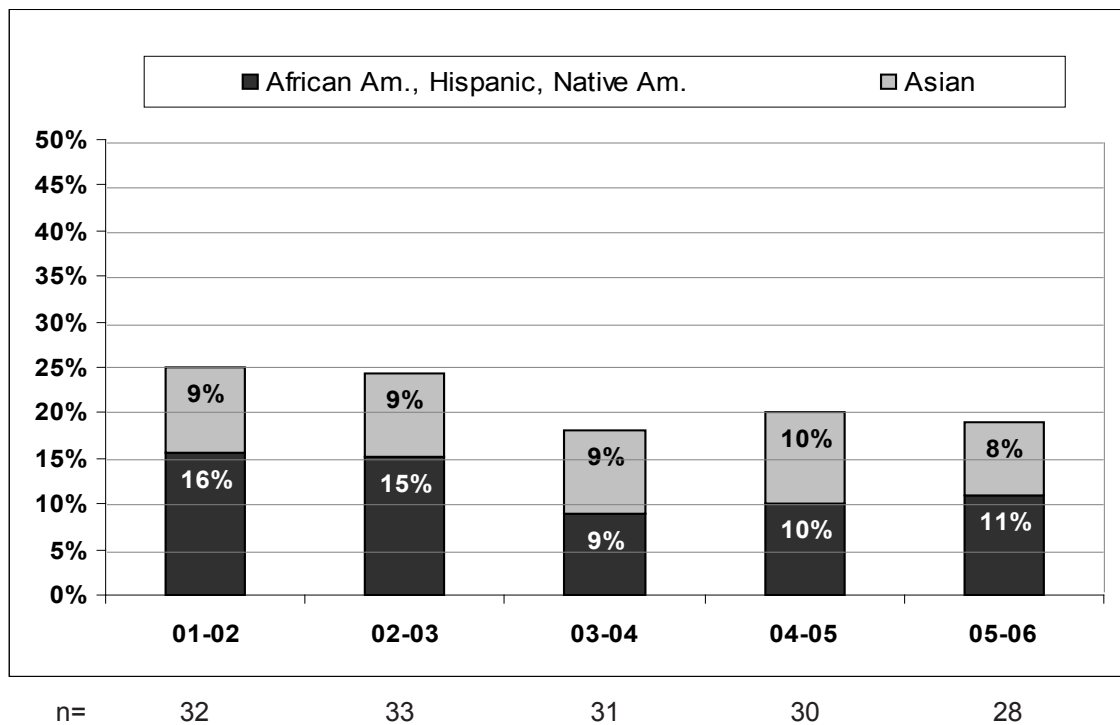
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.5	1.0	2.5	1.0	1.0	29.5
% of Faculty	46.0%	3.4%	8.5%	3.4%	3.4%	
Estimate of Availability	50.5%	2.7%	4.8%	3.9%	0.8%	
Expected # of Faculty	15.9	0.8	1.4	1.2	0.2	
Underutilization	-1.4	none	none	-0.2	none	

DEPARTMENT OF ANTHROPOLOGY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ASIAN-AMERICAN STUDIES

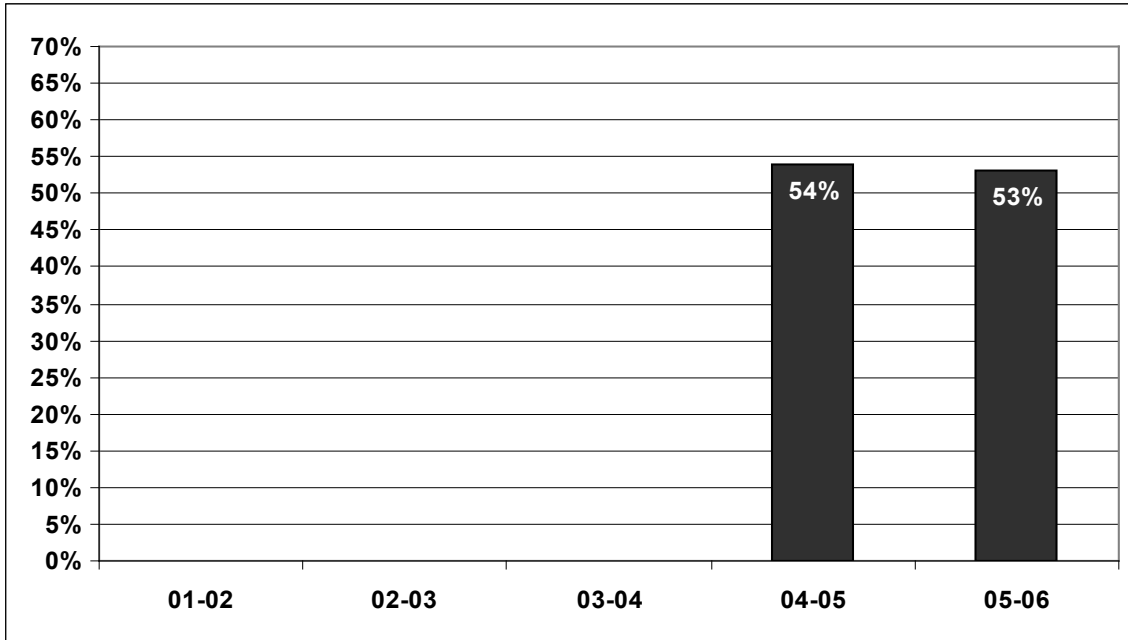
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.5	3.0	0.0	0.0	0.0	0.0	1.5	3.0	0.0	0.0	0.0	0.0	1.5	3.0	4.5
	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	100.0%
Associate Professor	0.0	0.0	1.0	1.5	0.0	0.0	0.0	0.0	1.0	1.5	0.0	0.0	0.0	0.0	1.0	1.5	2.5
	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Assistant Professor	0.0	0.0	0.5	1.0	0.0	0.0	0.0	0.0	0.5	1.0	0.5	0.0	1.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	16.7%	33.3%	16.7%	0.0%	33.3%	0.0%	66.7%	33.3%	100.0%
Total Ladder	0.0	0.0	3.0	5.5	0.0	0.0	0.0	0.0	3.0	5.5	0.5	0.0	1.0	0.0	4.5	5.5	10.0
	0.0%	0.0%	30.0%	55.0%	0.0%	0.0%	0.0%	0.0%	30.0%	55.0%	5.0%	0.0%	10.0%	0.0%	45.0%	55.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African	Asian	Hispanic	Native	Total Known
		American			American	
# of Faculty	4.5	0.0	8.5	0.0	0.0	9.0
% of Faculty	45.0%	0.0%	94.4%	0.0%	0.0%	
Estimate of Availability	33.3%	9.1%	3.8%	4.3%	0.6%	
Expected # of Faculty	3.3	0.8	0.3	0.4	0.1	
Underutilization	none	-0.8	none	-0.4	-0.1	

DEPARTMENT OF ASIAN-AMERICAN STUDIES (CONTINUED)

PERCENT WOMEN

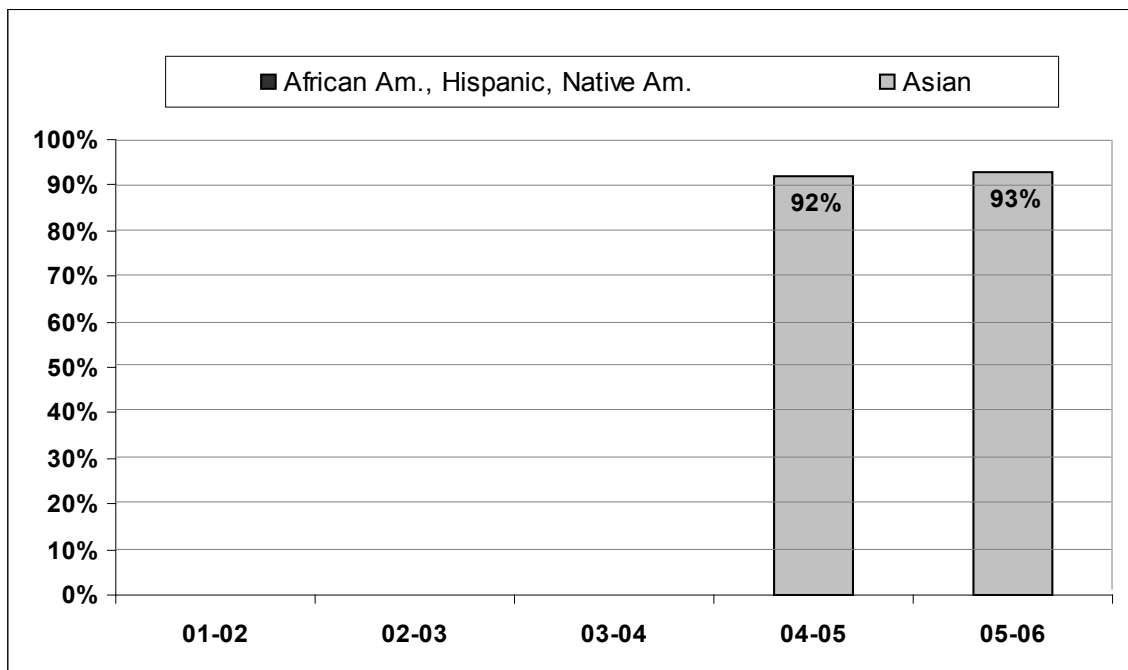


n=

13

7

PERCENT MINORITY



n=

13

7

DEPARTMENT OF CHICANA/O STUDIES

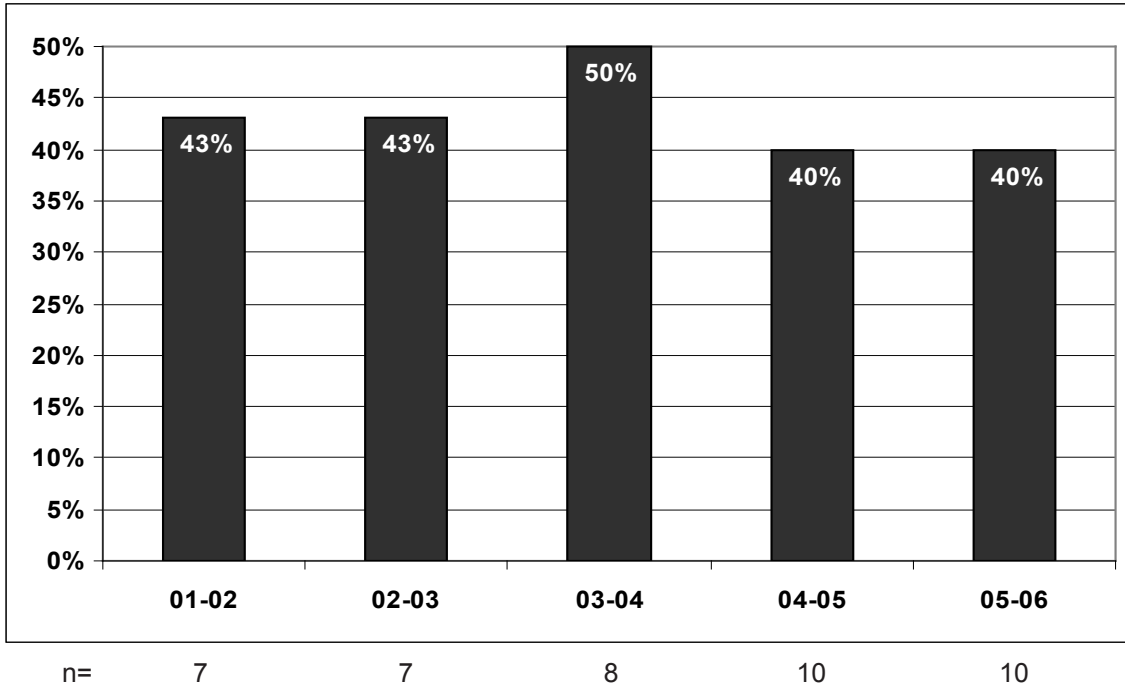
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	2.0	1.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	1.0	4.0	0.0	0.0	1.0	4.0	0.0	0.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	4.0	5.0	0.0	0.0	4.0	5.0	0.0	0.0	0.0	1.0	4.0	6.0	10.0
	0.0%	0.0%	0.0%	0.0%	40.0%	50.0%	0.0%	0.0%	40.0%	50.0%	0.0%	0.0%	0.0%	10.0%	40.0%	60.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

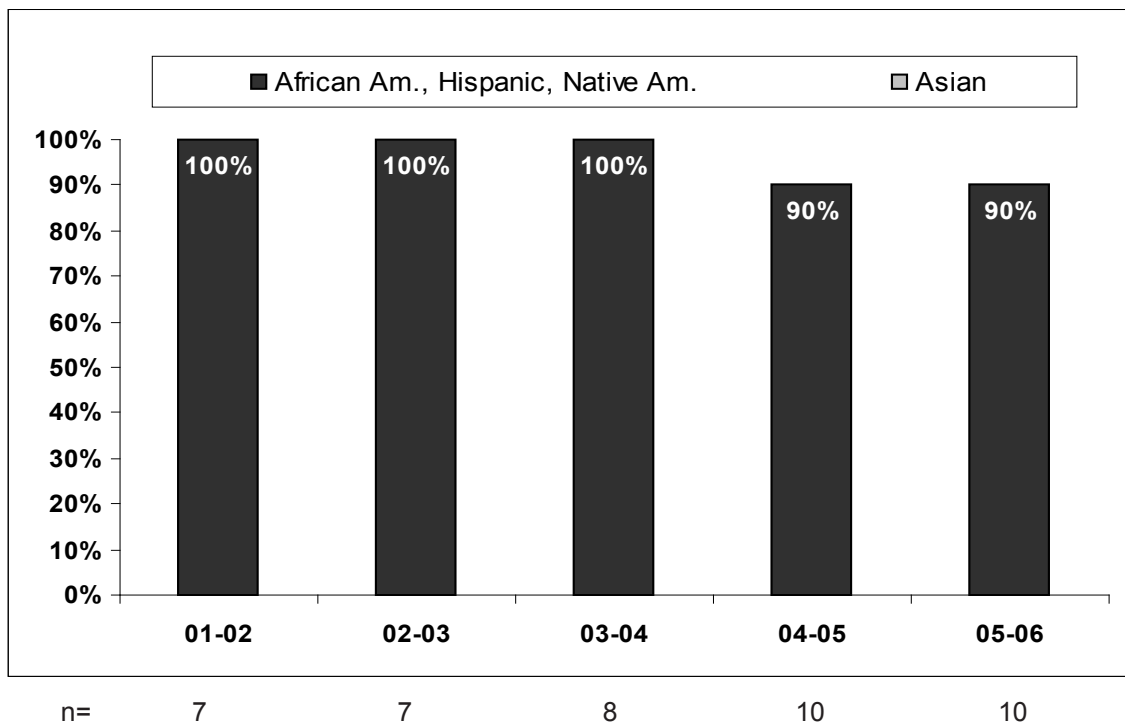
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	0.0	9.0	0.0	9.0
% of Faculty	40.0%	0.0%	0.0%	100.0%	0.0%	
Estimate of Availability	45.4%	7.3%	4.1%	16.7%	0.7%	
Expected # of Faculty	4.5	0.7	0.4	1.5	0.1	
Underutilization	-0.5	-0.7	-0.4	none	-0.1	

DEPARTMENT OF CHICANA/O STUDIES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF COMMUNICATION STUDIES

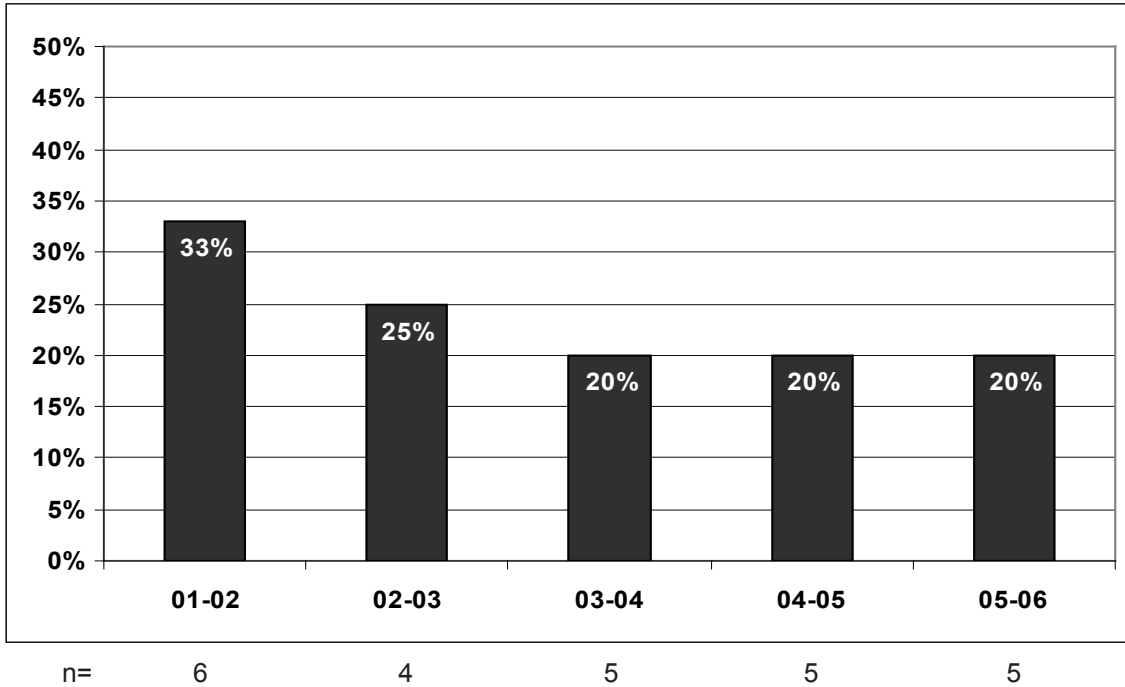
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	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	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	0.0	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	2.0
	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%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	4.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	80.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

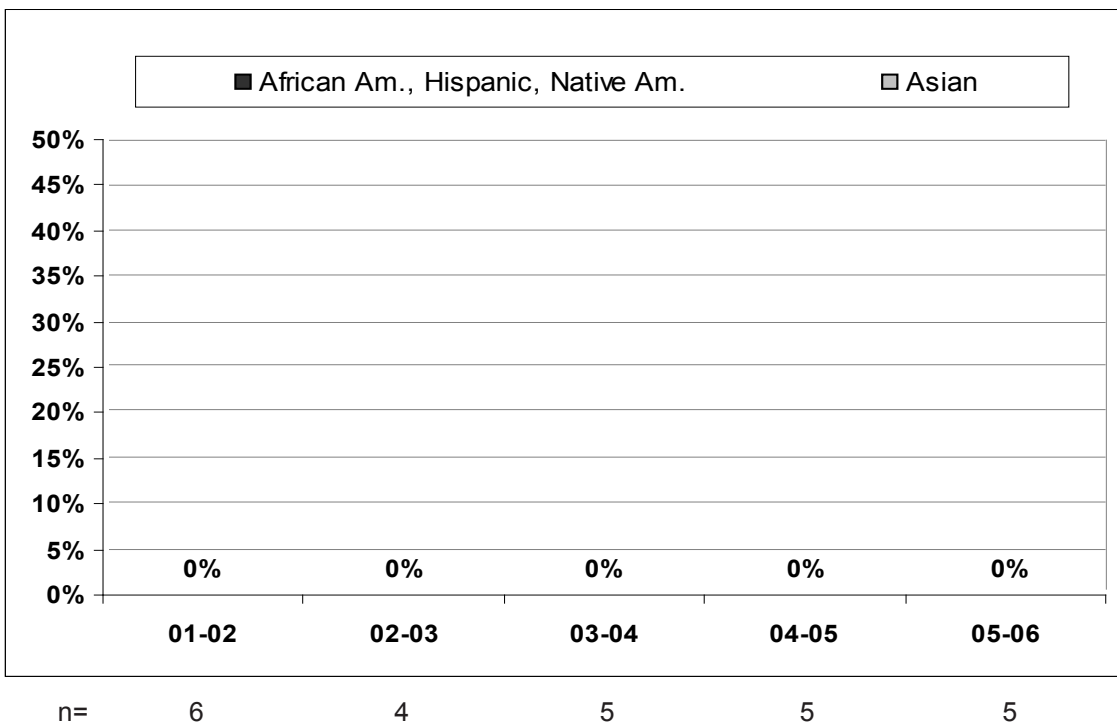
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	5.0
% of Faculty	20.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	57.8%	5.6%	3.6%	4.6%	0.6%	
Expected # of Faculty	2.9	0.3	0.2	0.2	0.0	
Underutilization	-1.9	-0.3	-0.2	-0.2	none	

DEPARTMENT OF COMMUNICATION STUDIES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ECONOMICS

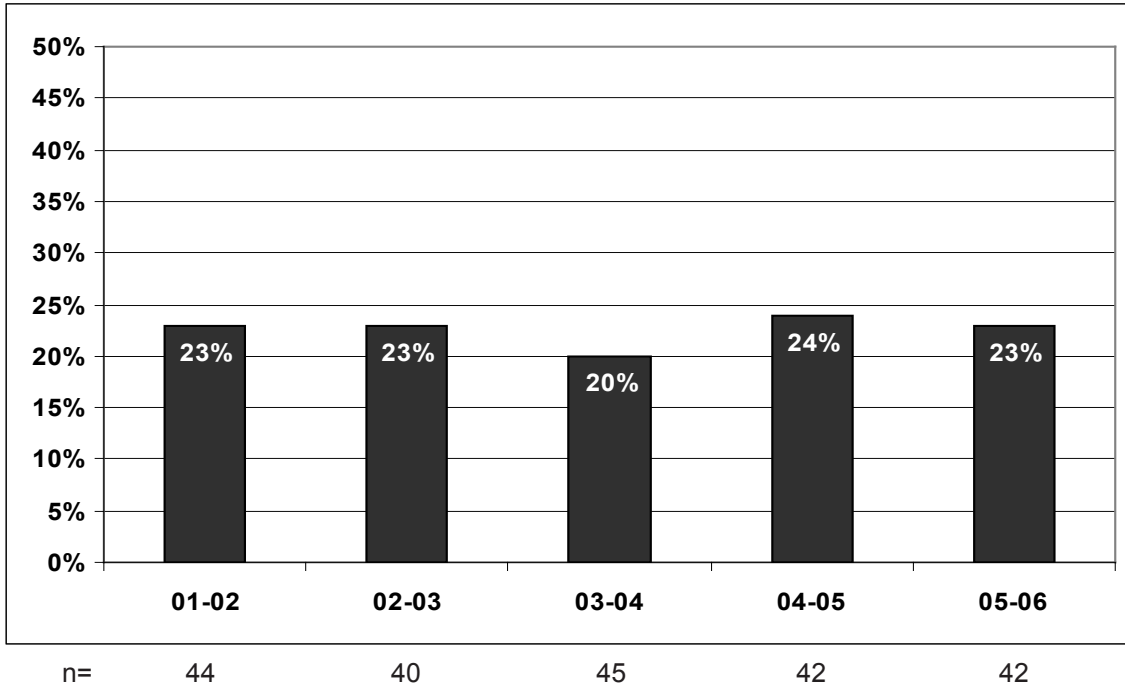
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	3.5	18.0	0.0	0.0	3.5	21.0	24.5
	0.0%	0.0%	0.0%	8.2%	0.0%	4.1%	0.0%	0.0%	0.0%	12.2%	14.3%	73.5%	0.0%	0.0%	14.3%	85.7%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	3.0	7.0	0.0	0.0	3.0	9.0	12.0
	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	25.0%	58.3%	0.0%	0.0%	25.0%	75.0%	100.0%
Total Ladder	0.0	0.0	0.0	4.0	0.0	1.0	0.0	0.0	0.0	5.0	8.5	27.0	0.0	0.0	8.5	32.0	40.5
	0.0%	0.0%	0.0%	9.9%	0.0%	2.5%	0.0%	0.0%	0.0%	12.3%	21.0%	66.7%	0.0%	0.0%	21.0%	79.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

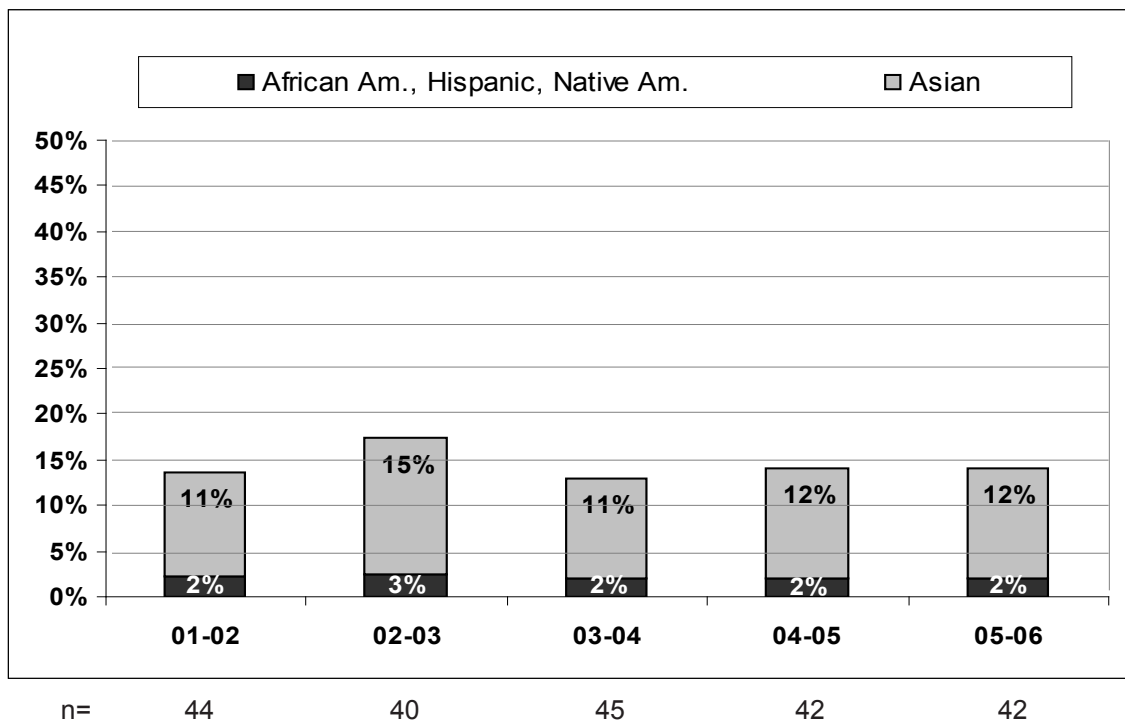
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.5	0.0	4.0	1.0	0.0	40.5
% of Faculty	21.0%	0.0%	9.9%	2.5%	0.0%	
Estimate of Availability	27.0%	3.8%	12.2%	3.6%	0.2%	
Expected # of Faculty	10.9	1.5	4.9	1.5	0.1	
Underutilization	-2.4	-1.5	-0.9	-0.5	-0.1	

DEPARTMENT OF ECONOMICS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF GEOGRAPHY

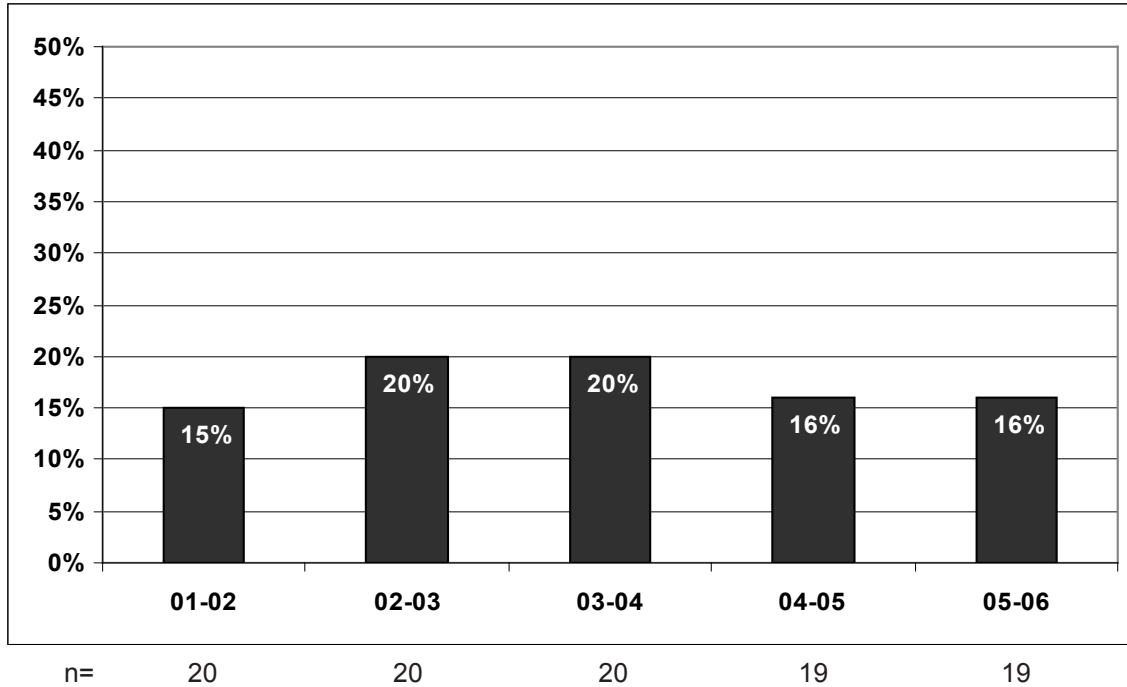
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	1.0	11.5	0.0	0.0	3.0	12.5	15.5
	6.5%	0.0%	6.5%	6.5%	0.0%	0.0%	0.0%	0.0%	12.9%	6.5%	6.5%	74.2%	0.0%	0.0%	19.4%	80.6%	100.0%
Associate Professor																	
	0.0	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	2.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	1.0	1.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	25.0%	25.0%	0.0%	25.0%	75.0%	100.0%
Total Ladder																	
	1.0	0.0	1.0	3.0	0.0	0.0	0.0	0.0	2.0	3.0	1.0	14.5	1.0	0.0	4.0	17.5	21.5
	4.7%	0.0%	4.7%	14.0%	0.0%	0.0%	0.0%	0.0%	9.3%	14.0%	4.7%	67.4%	4.7%	0.0%	18.6%	81.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

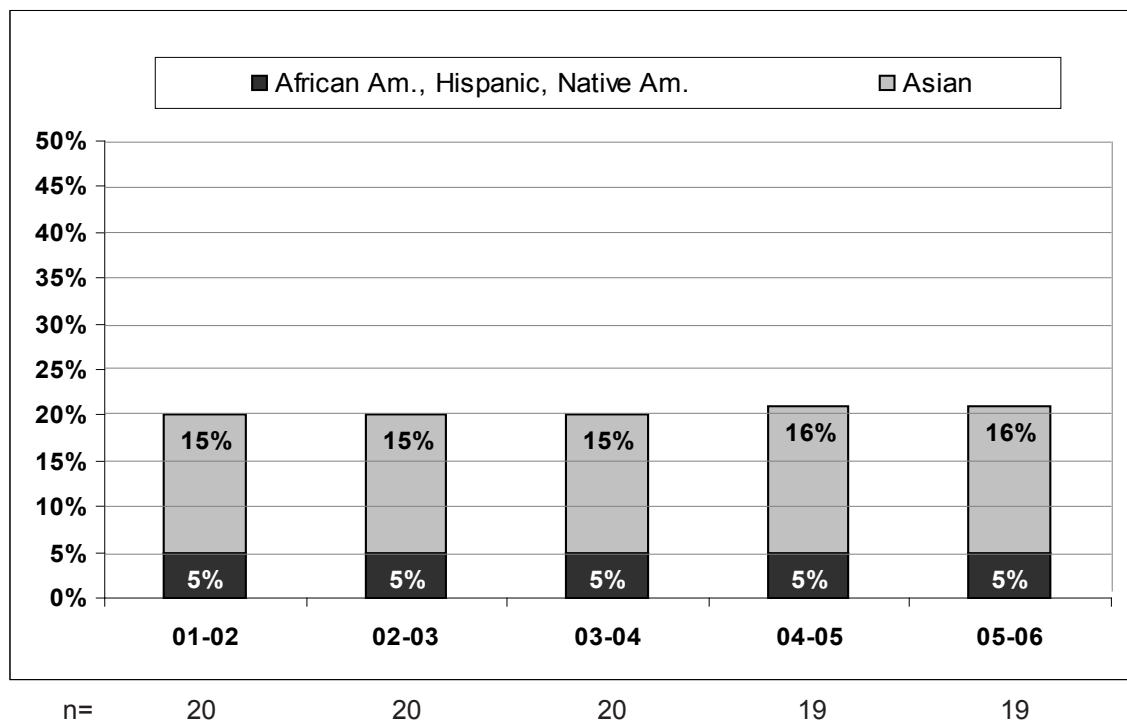
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	1.0	4.0	0.0	0.0	20.5
% of Faculty	18.6%	4.9%	19.5%	0.0%	0.0%	
Estimate of Availability	28.7%	1.5%	5.3%	2.3%	0.4%	
Expected # of Faculty	6.2	0.3	1.1	0.5	0.1	
Underutilization	-2.2	none	none	-0.5	-0.1	

DEPARTMENT OF GEOGRAPHY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF HISTORY

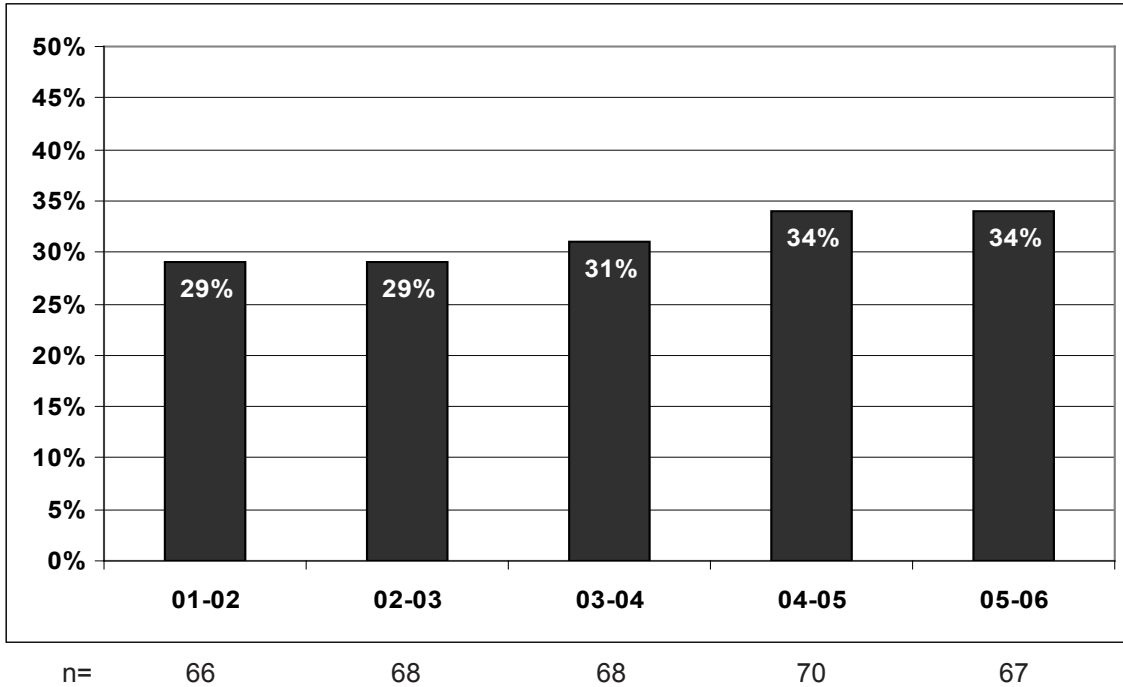
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	2.0	0.0	3.0	0.0	0.0	1.0	6.0	10.5	28.0	0.0	0.0	11.5	34.0	45.5
	2.2%	2.2%	0.0%	4.4%	0.0%	6.6%	0.0%	0.0%	2.2%	13.2%	23.1%	61.5%	0.0%	0.0%	25.3%	74.7%	100.0%
Associate Professor																	
	1.0	1.0	1.5	1.5	0.0	0.0	0.0	0.0	2.5	2.5	6.0	6.0	0.0	0.0	8.5	8.5	17.0
	5.9%	5.9%	8.8%	8.8%	0.0%	0.0%	0.0%	0.0%	14.7%	14.7%	35.3%	35.3%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	3.0	0.0	0.0	3.0	3.0	6.0
	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	33.3%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	3.0	2.0	1.5	3.5	0.0	3.0	0.0	0.0	4.5	8.5	18.5	37.0	0.0	0.0	23.0	45.5	68.5
	4.4%	2.9%	2.2%	5.1%	0.0%	4.4%	0.0%	0.0%	6.6%	12.4%	27.0%	54.0%	0.0%	0.0%	33.6%	66.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

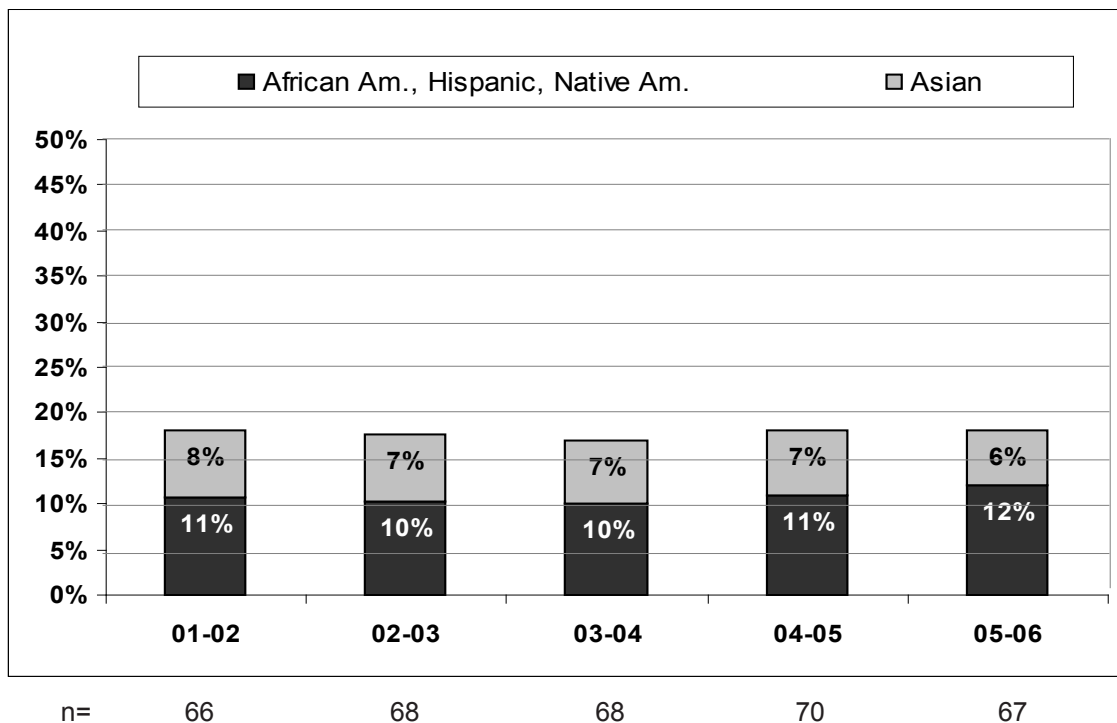
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	23.0	5.0	5.0	3.0	0.0	68.5
% of Faculty	33.6%	7.3%	7.3%	4.4%	0.0%	
Estimate of Availability	35.4%	4.7%	5.2%	5.0%	0.1%	
Expected # of Faculty	24.3	3.2	3.6	3.4	0.1	
Underutilization	-1.2	none	none	-0.4	-0.1	

DEPARTMENT OF HISTORY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF POLITICAL SCIENCE

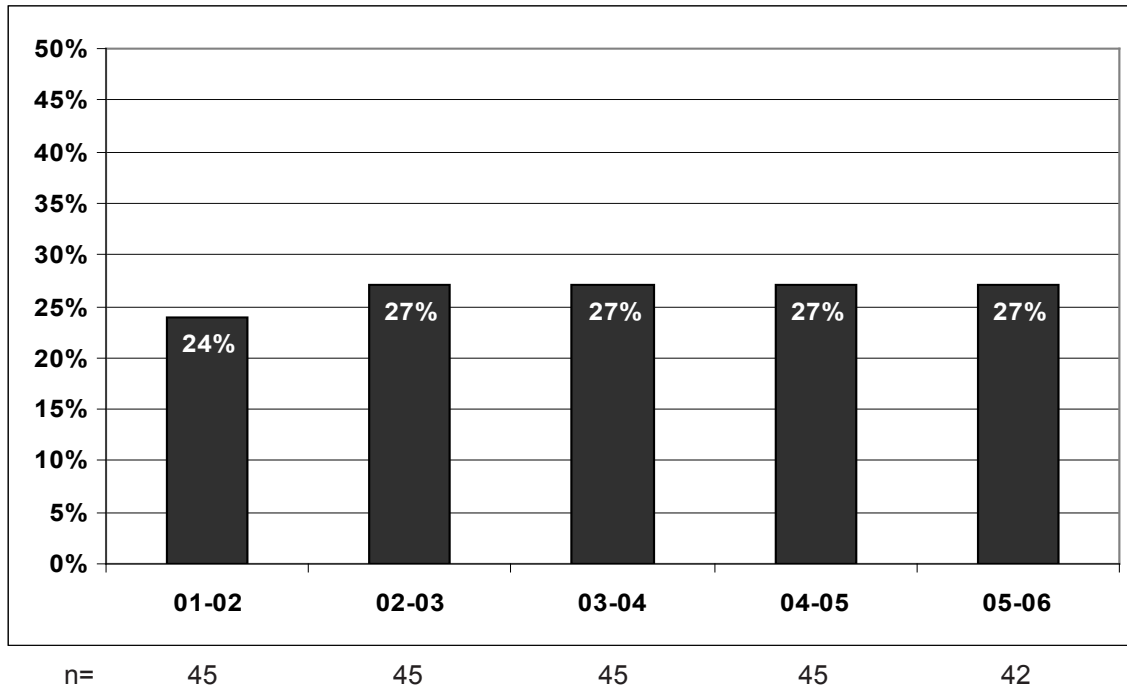
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	7.5	18.5	0.0	0.0	7.5	19.5	27.0
	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	27.8%	68.5%	0.0%	0.0%	27.8%	72.2%	100.0%
Associate Professor																	
	0.0	1.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	4.0	2.0	7.0	0.0	0.0	2.0	11.0	13.0
	0.0%	7.7%	0.0%	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	30.8%	15.4%	53.8%	0.0%	0.0%	15.4%	84.6%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	0.0	2.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	5.0	11.5	27.5	0.0	0.0	11.5	32.5	44.0
	0.0%	4.5%	0.0%	4.5%	0.0%	2.3%	0.0%	0.0%	0.0%	11.4%	26.1%	62.5%	0.0%	0.0%	26.1%	73.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

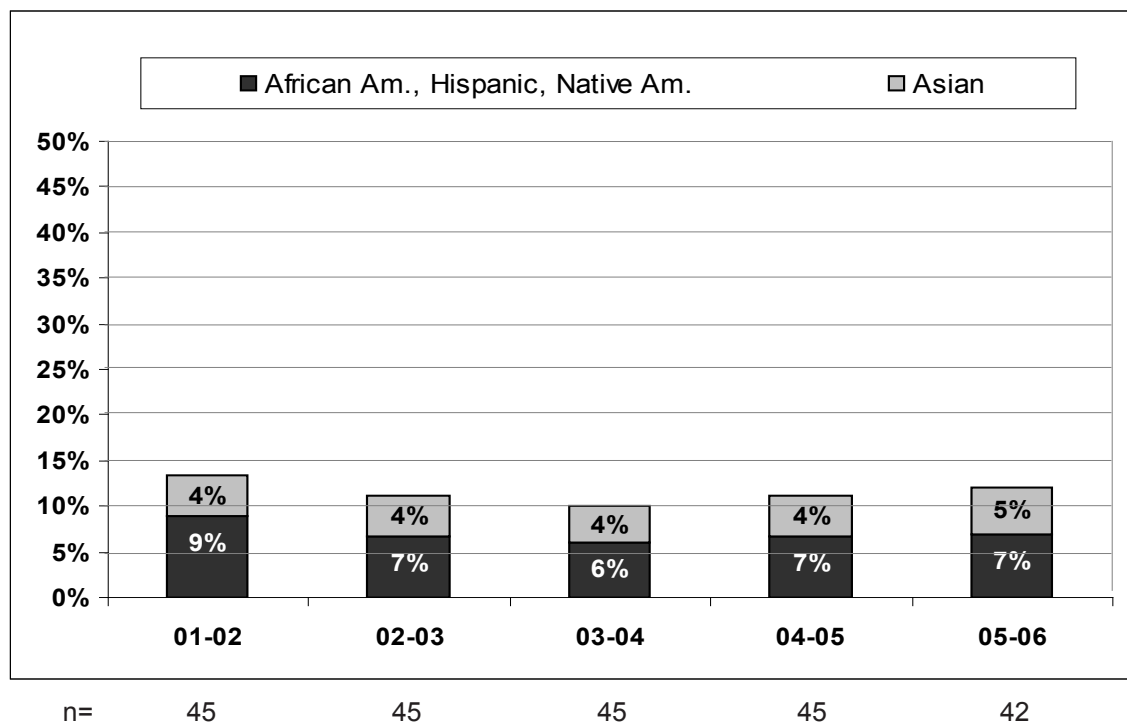
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	11.5	2.0	2.0	1.0	0.0	44.0
% of Faculty	26.1%	4.5%	4.5%	2.3%	0.0%	
Estimate of Availability	30.6%	5.9%	5.8%	3.3%	0.3%	
Expected # of Faculty	13.5	2.6	2.6	1.5	0.1	
Underutilization	-2.0	-0.6	-0.6	-0.5	-0.1	

DEPARTMENT OF POLITICAL SCIENCE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF SOCIOLOGY

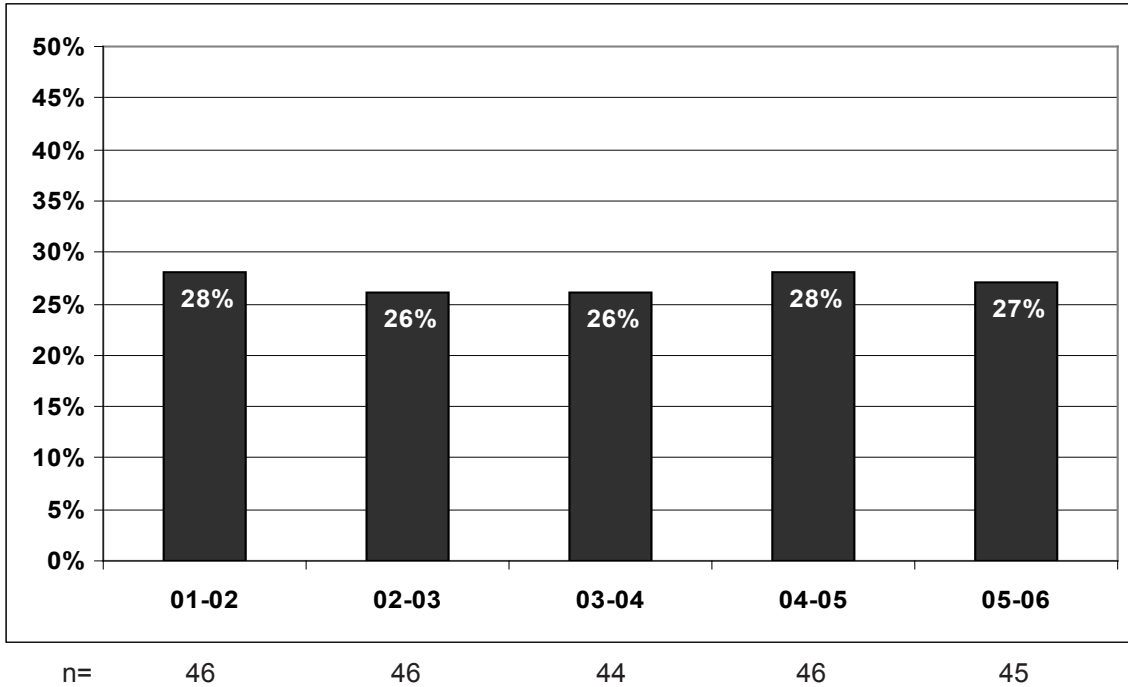
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.5	0.0	0.0	2.0	0.0	1.0	0.5	4.0	5.0	22.0	0.0	0.0	5.5	26.0	31.5
	0.0%	3.2%	1.6%	0.0%	0.0%	6.4%	0.0%	3.2%	1.6%	12.7%	15.9%	69.8%	0.0%	0.0%	17.5%	82.5%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	3.0	3.0	0.0	0.0	4.0	4.0	8.0
	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	0.0%	0.0%	12.5%	12.5%	37.5%	37.5%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	3.0	2.0	0.0	0.0	4.0	3.0	7.0
	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	14.3%	42.9%	28.6%	0.0%	0.0%	57.1%	42.9%	100.0%
Total Ladder	1.0	1.0	0.5	0.0	1.0	4.0	0.0	1.0	2.5	6.0	11.0	27.0	0.0	0.0	13.5	33.0	46.5
	2.2%	2.2%	1.1%	0.0%	2.2%	8.6%	0.0%	2.2%	5.4%	12.9%	23.7%	58.1%	0.0%	0.0%	29.0%	71.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

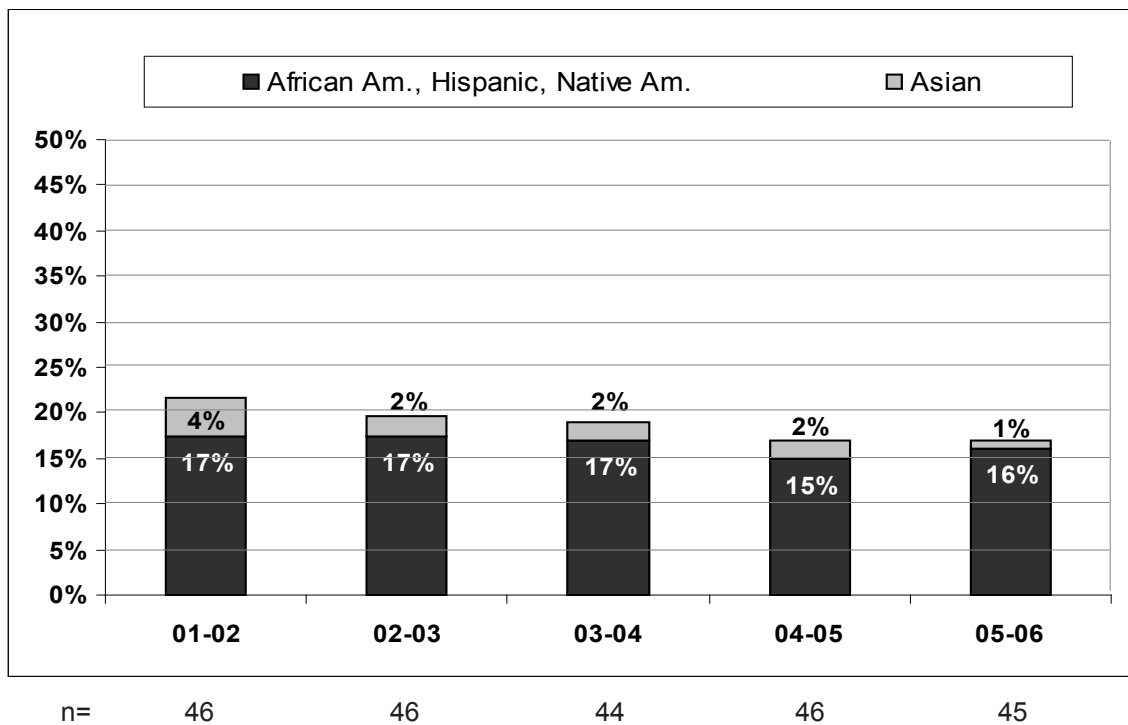
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	13.5	2.0	0.5	5.0	1.0	46.5
% of Faculty	29.0%	4.3%	1.1%	10.8%	2.2%	
Estimate of Availability	54.8%	7.4%	5.8%	4.7%	0.7%	
Expected # of Faculty	25.5	3.4	2.7	2.2	0.3	
Underutilization	-12.0	-1.4	-2.2	none	none	

DEPARTMENT OF SOCIOLOGY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



THE ANDERSON SCHOOL OF MANAGEMENT

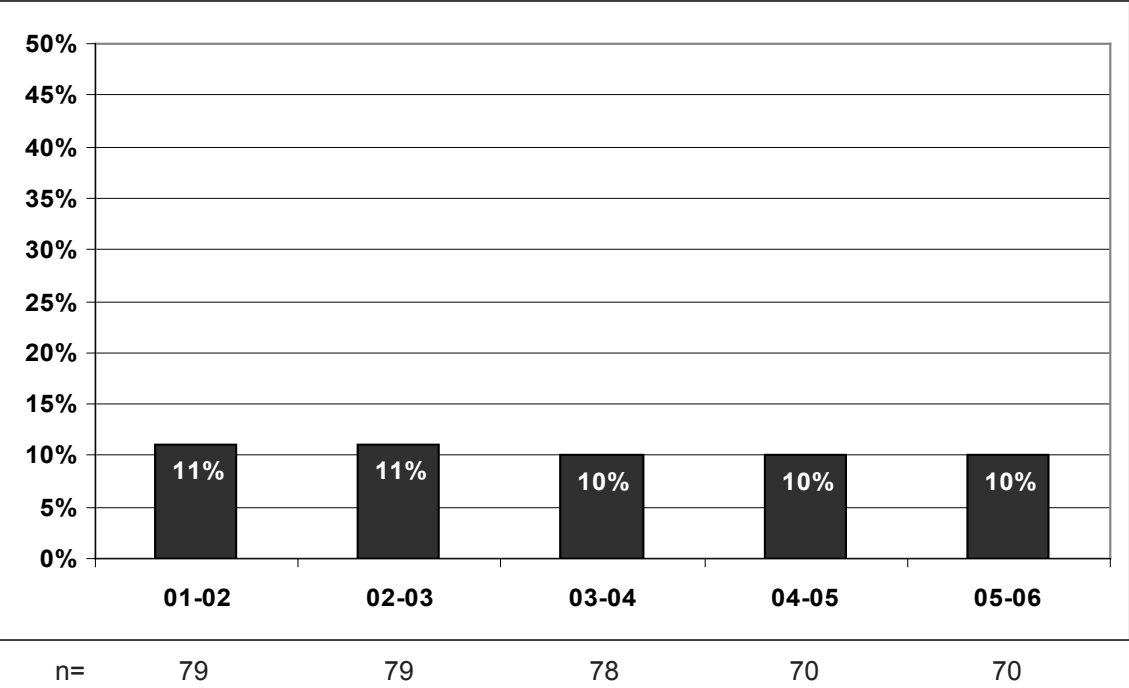
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	7.0	0.0	2.0	0.0	0.0	0.0	9.0	2.0	31.5	0.0	0.0	2.0	40.5	42.5
	0.0%	0.0%	0.0%	16.5%	0.0%	4.7%	0.0%	0.0%	0.0%	21.2%	4.7%	74.1%	0.0%	0.0%	4.7%	95.3%	100.0%
Associate Professor																	
	0.0	1.0	1.0	4.0	0.0	0.0	0.0	0.0	1.0	5.0	2.0	7.0	0.0	0.0	3.0	12.0	15.0
	0.0%	6.7%	6.7%	26.7%	0.0%	0.0%	0.0%	0.0%	6.7%	33.3%	13.3%	46.7%	0.0%	0.0%	20.0%	80.0%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	2.0	0.0	4.0	0.0	0.0	2.0	6.0	1.0	7.0	0.0	0.0	3.0	13.0	16.0
	0.0%	0.0%	12.5%	12.5%	0.0%	25.0%	0.0%	0.0%	12.5%	37.5%	6.3%	43.8%	0.0%	0.0%	18.8%	81.3%	100.0%
Total Ladder																	
	0.0	1.0	3.0	13.0	0.0	6.0	0.0	0.0	3.0	20.0	5.0	45.5	0.0	0.0	8.0	65.5	73.5
	0.0%	1.4%	4.1%	17.7%	0.0%	8.2%	0.0%	0.0%	4.1%	27.2%	6.8%	61.9%	0.0%	0.0%	10.9%	89.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

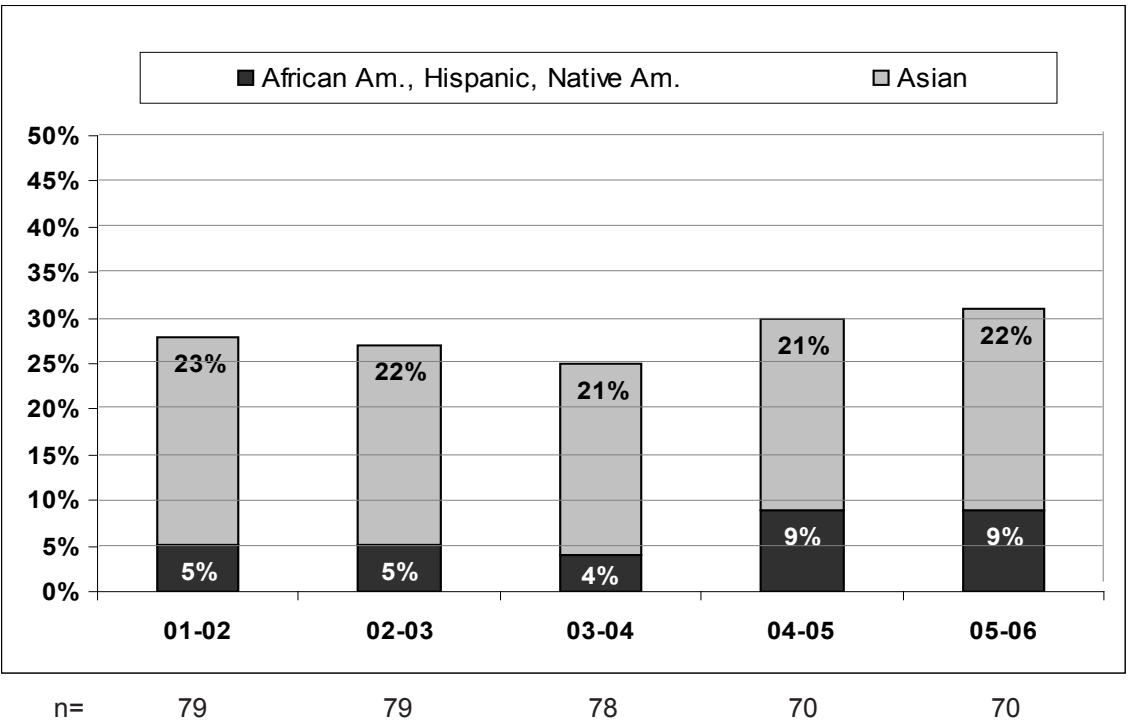
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	16.0	6.0	0.0	73.5
% of Faculty	10.9%	1.4%	21.8%	8.2%	0.0%	
Estimate of Availability	30.4%	4.2%	10.8%	2.3%	0.5%	
Expected # of Faculty	22.3	3.1	7.9	1.7	0.4	
Underutilization	-14.3	-2.1	none	none	-0.4	

THE ANDERSON SCHOOL OF MANAGEMENT (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF ARTS AND ARCHITECTURE

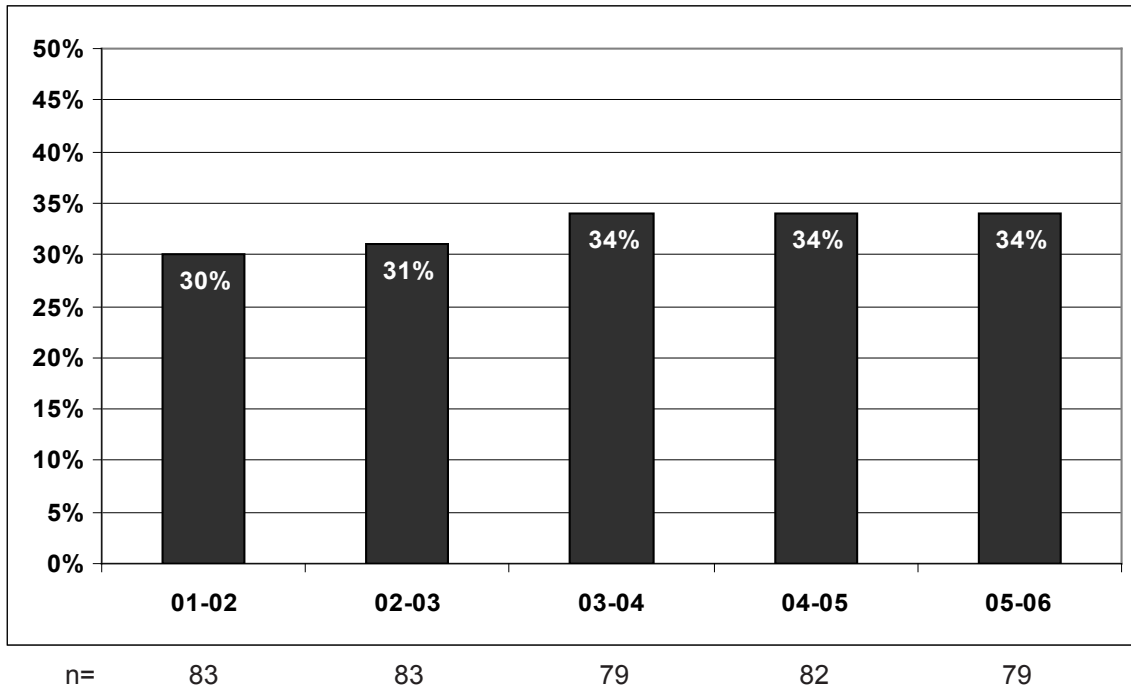
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	2.0	1.0	1.0	2.0	4.0	0.0	0.0	4.0	7.0	16.5	34.3	0.0	0.0	20.5	41.3	61.8
	1.6%	3.2%	1.6%	1.6%	3.2%	6.5%	0.0%	0.0%	6.5%	11.3%	26.7%	55.5%	0.0%	0.0%	33.2%	66.9%	100.0%
Associate Professor																	
	1.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	0.0	1.0	8.0	0.0	1.0	4.0	9.0	13.0
	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	7.7%	0.0%	23.1%	0.0%	7.7%	61.5%	0.0%	7.7%	30.8%	69.2%	100.0%
Assistant Professor																	
	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	1.0	1.0	0.0	0.0	2.5	3.0	5.5
	0.0%	0.0%	27.3%	36.4%	0.0%	0.0%	0.0%	0.0%	27.3%	36.4%	18.2%	18.2%	0.0%	0.0%	45.5%	54.5%	100.0%
Total Ladder																	
	2.0	2.0	3.5	3.0	2.0	4.0	1.0	0.0	8.5	9.0	18.5	43.3	0.0	1.0	27.0	53.3	80.3
	2.5%	2.5%	4.4%	3.7%	2.5%	5.0%	1.2%	0.0%	10.6%	11.2%	23.0%	53.9%	0.0%	1.2%	33.6%	66.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

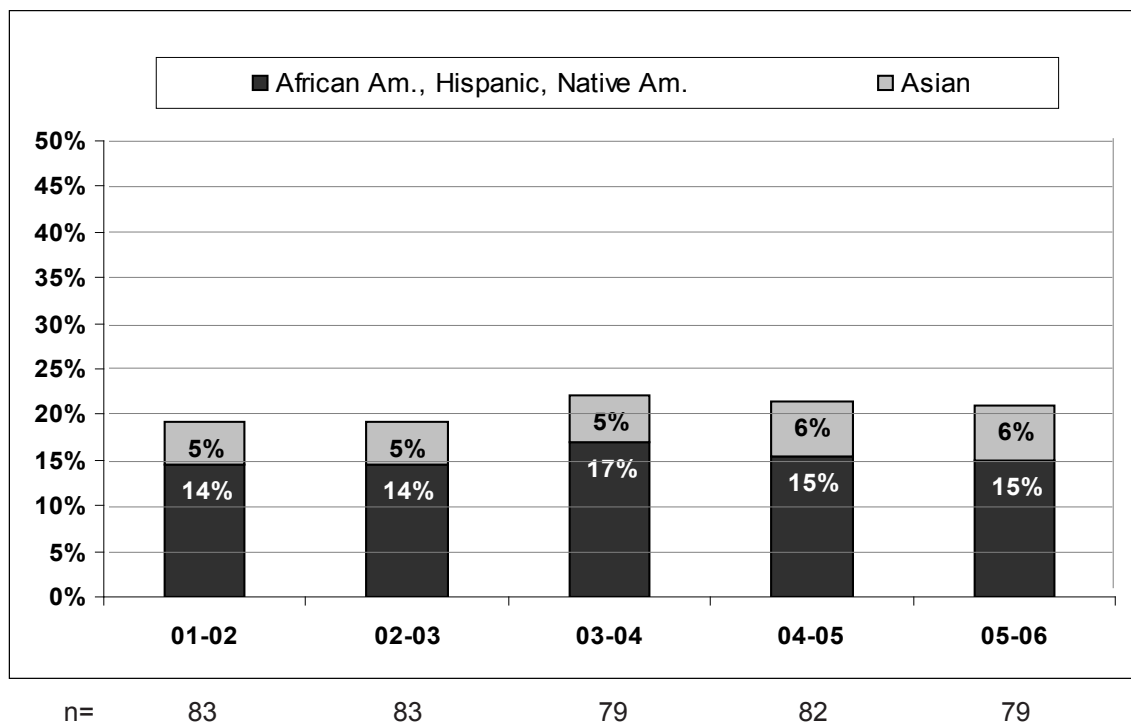
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	27.0	4.0	6.5	6.0	1.0	79.3
% of Faculty	33.6%	5.0%	8.2%	7.6%	1.3%	
Estimate of Availability	41.5%	5.5%	4.5%	3.6%	0.9%	
Expected # of Faculty	33.3	4.4	3.6	2.9	0.7	
Underutilization	-6.3	-0.4	none	none	none	

SCHOOL OF ARTS AND ARCHITECTURE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



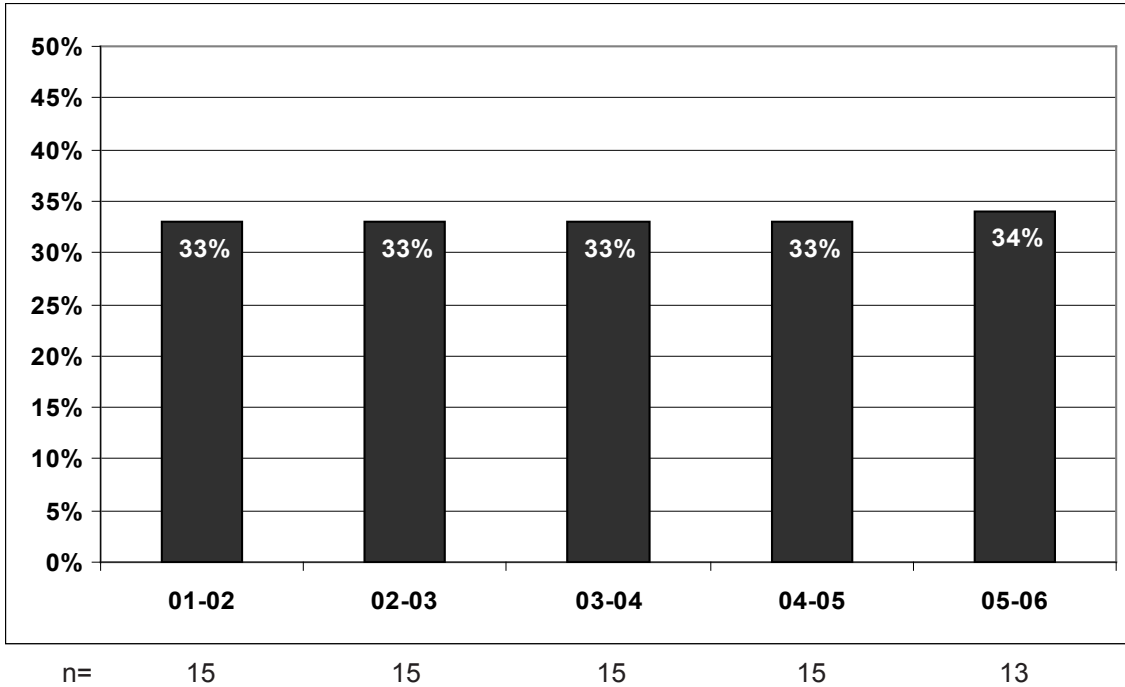
DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	4.5	4.7	0.0	0.0	4.5	5.7	10.2
	0.0%	0.0%	0.0%	0.0%	0.0%	9.8%	0.0%	0.0%	0.0%	9.8%	44.2%	45.9%	0.0%	0.0%	44.2%	55.8%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	4.5	5.7	0.0	0.0	4.5	7.7	12.2
	0.0%	0.0%	0.0%	8.2%	0.0%	8.2%	0.0%	0.0%	0.0%	16.4%	37.0%	46.6%	0.0%	0.0%	37.0%	63.0%	100.0%

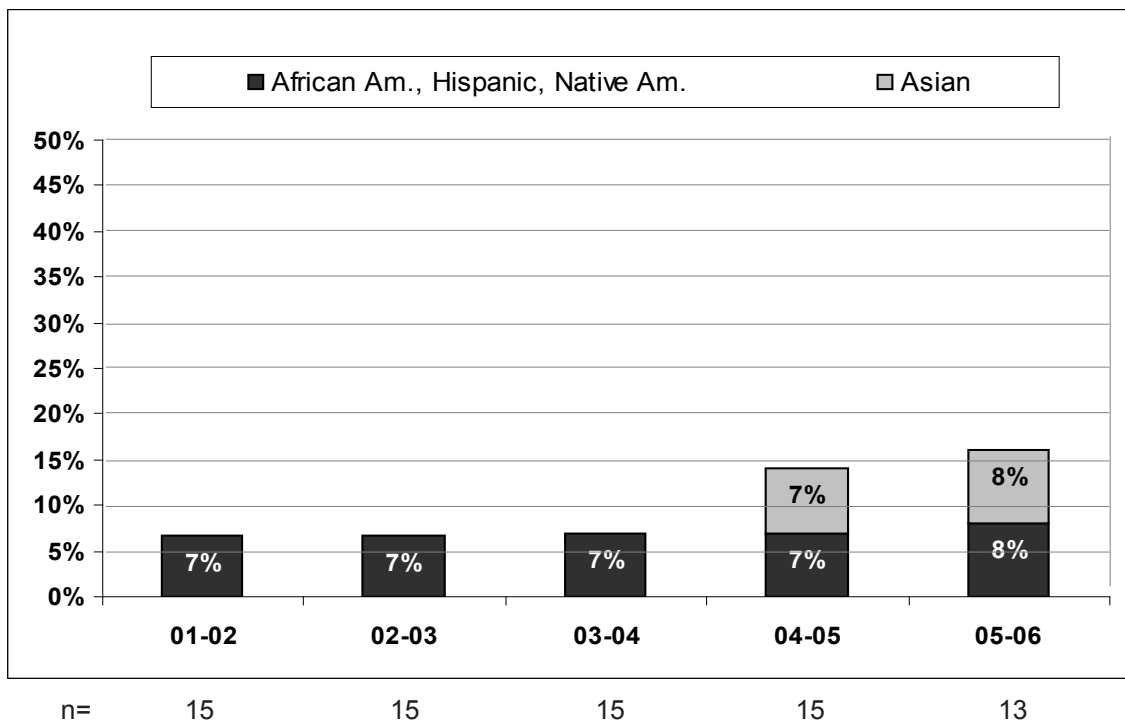
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	1.0	1.0	0.0	12.2
% of Faculty	37.0%	0.0%	8.2%	8.2%	0.0%	
Estimate of Availability	25.9%	4.3%	5.8%	7.3%	0.5%	
Expected # of Faculty	3.2	0.5	0.7	0.9	0.1	
Underutilization	none	-0.5	none	none	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ART

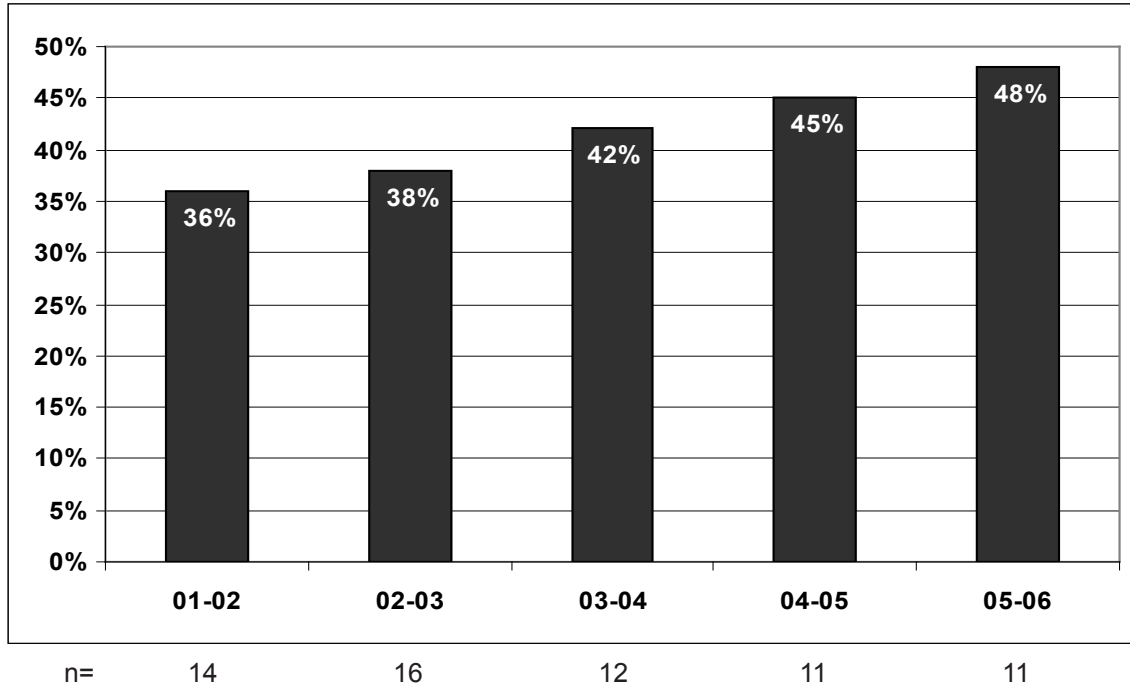
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	6.0	4.5	0.0	0.0	6.0	5.5	11.5
	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	8.7%	52.2%	39.1%	0.0%	0.0%	52.2%	47.8%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	6.0	5.5	0.0	0.0	6.0	6.5	12.5
	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	8.0%	48.0%	44.0%	0.0%	0.0%	48.0%	52.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

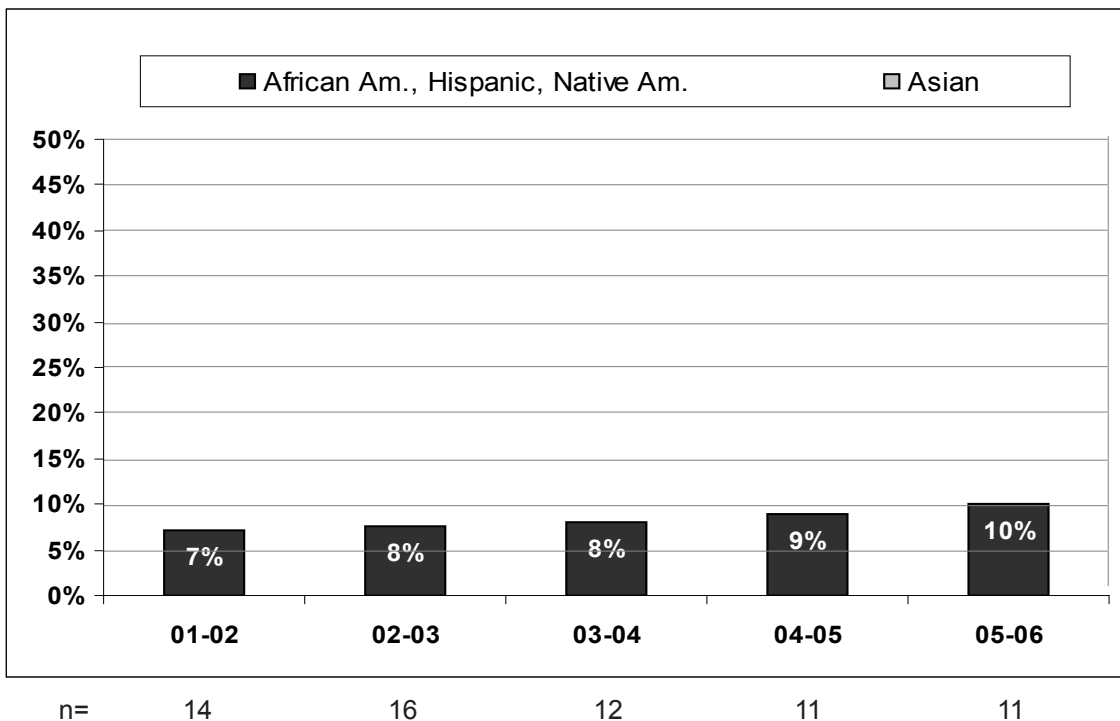
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	0.0	1.0	0.0	12.5
% of Faculty	48.0%	0.0%	0.0%	8.0%	0.0%	
Estimate of Availability	37.4%	6.2%	2.2%	0.5%	2.9%	
Expected # of Faculty	4.7	0.8	0.3	0.1	0.4	
Underutilization	none	-0.8	-0.3	none	-0.4	

DEPARTMENT OF ART (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



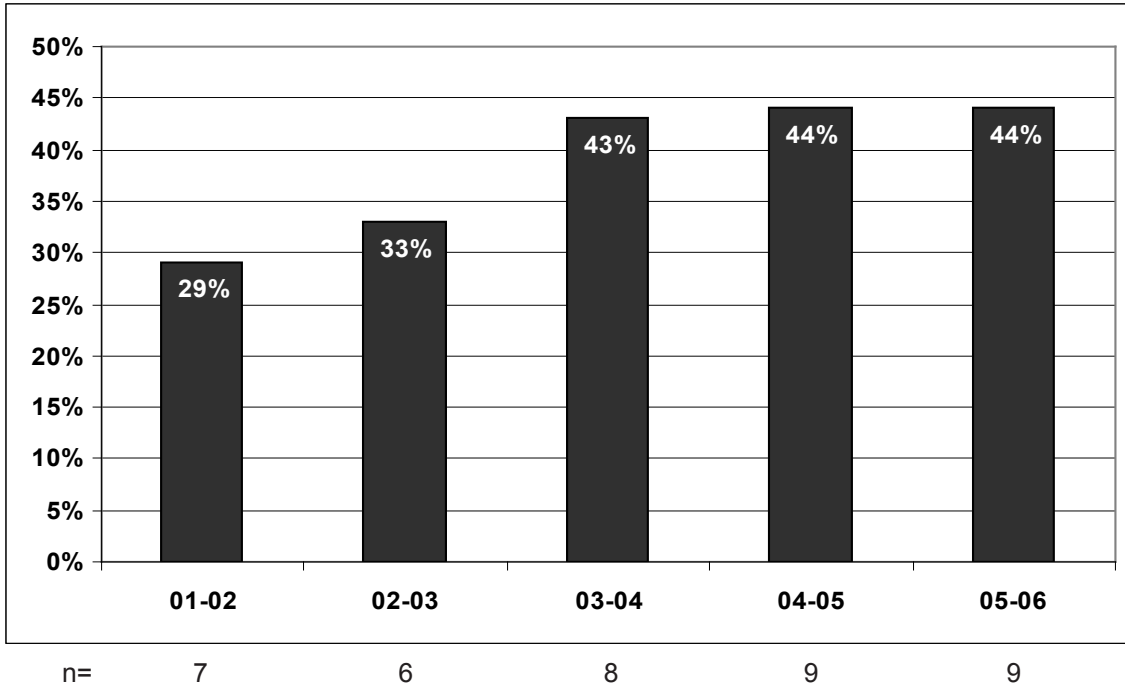
DEPARTMENT OF DESIGN | MEDIA ARTS

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	4.0	0.0	0.0	4.0	4.0	8.0
	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	12.5%	0.0%	37.5%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	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%	100.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	4.0	0.0	1.0	4.0	5.0	9.0
	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	33.3%	44.4%	0.0%	11.1%	44.4%	55.6%	100.0%

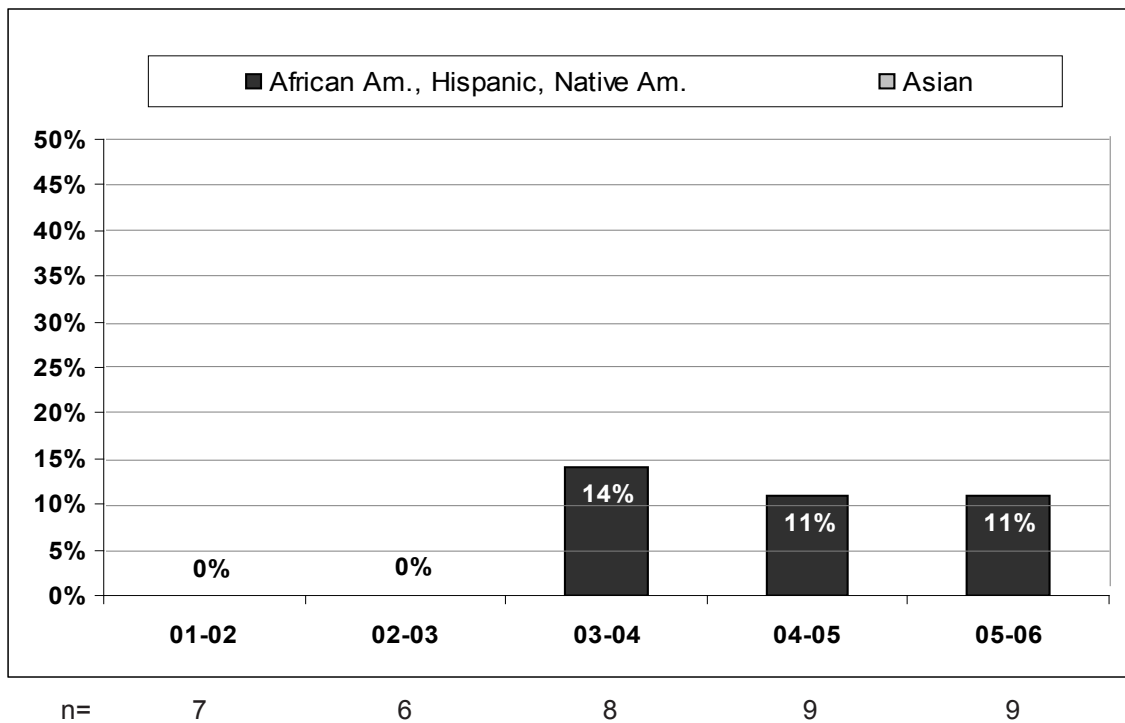
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	0.0	1.0	0.0	8.0
% of Faculty	44.4%	0.0%	0.0%	12.5%	0.0%	
Estimate of Availability	56.2%	3.8%	8.7%	6.4%	0.8%	
Expected # of Faculty	5.1	0.3	0.7	0.5	0.1	
Underutilization	-1.1	-0.3	-0.7	none	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF ETHNOMUSICOLOGY

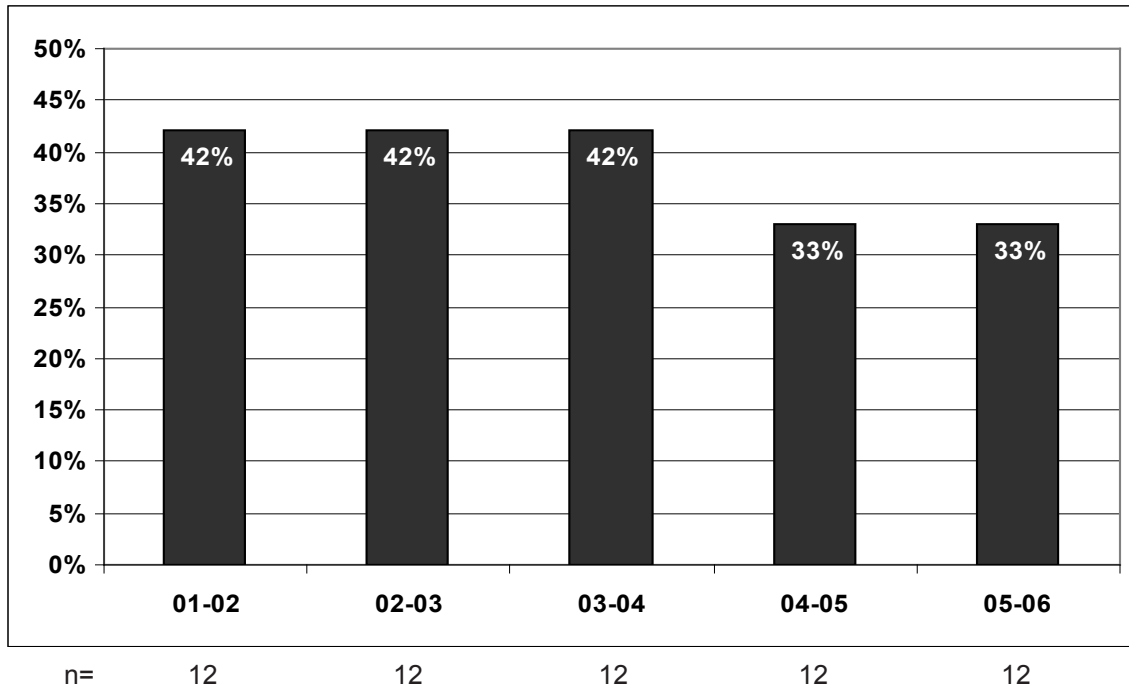
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	2.0	0.0	3.5	0.0	0.0	1.0	5.5	6.5
	15.4%	15.4%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%	15.4%	30.8%	0.0%	53.8%	0.0%	0.0%	15.4%	84.6%	100.0%
Associate Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	1.0	1.0	0.0	0.0	3.0	1.0	4.0
	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	50.0%	0.0%	25.0%	25.0%	0.0%	0.0%	75.0%	25.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder																	
	2.0	1.0	0.0	0.0	0.0	1.0	1.0	0.0	3.0	2.0	1.0	4.5	0.0	0.0	4.0	6.5	10.5
	19.0%	9.5%	0.0%	0.0%	0.0%	9.5%	9.5%	0.0%	28.6%	19.0%	9.5%	42.9%	0.0%	0.0%	38.1%	61.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

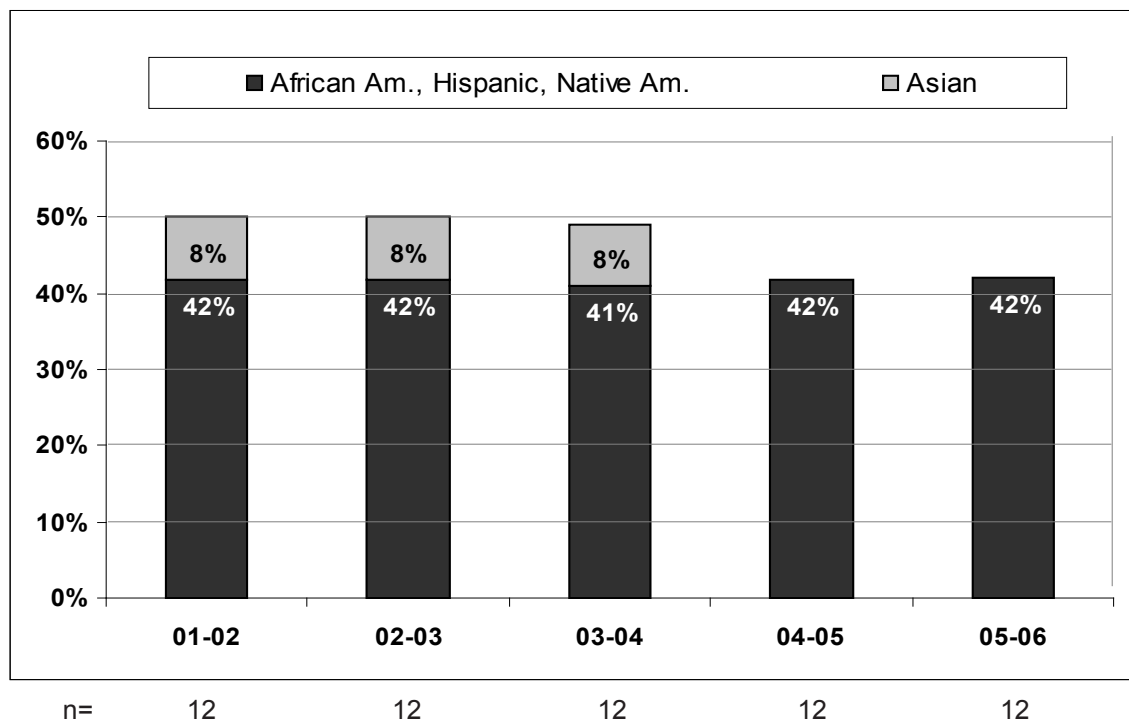
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	3.0	0.0	1.0	1.0	10.5
% of Faculty	38.1%	28.6%	0.0%	9.5%	9.5%	
Estimate of Availability	29.4%	5.3%	2.7%	1.7%	0.4%	
Expected # of Faculty	3.1	0.6	0.3	0.2	0.0	
Underutilization	none	none	-0.3	none	none	

DEPARTMENT OF ETHNOMUSICOLOGY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF MUSIC

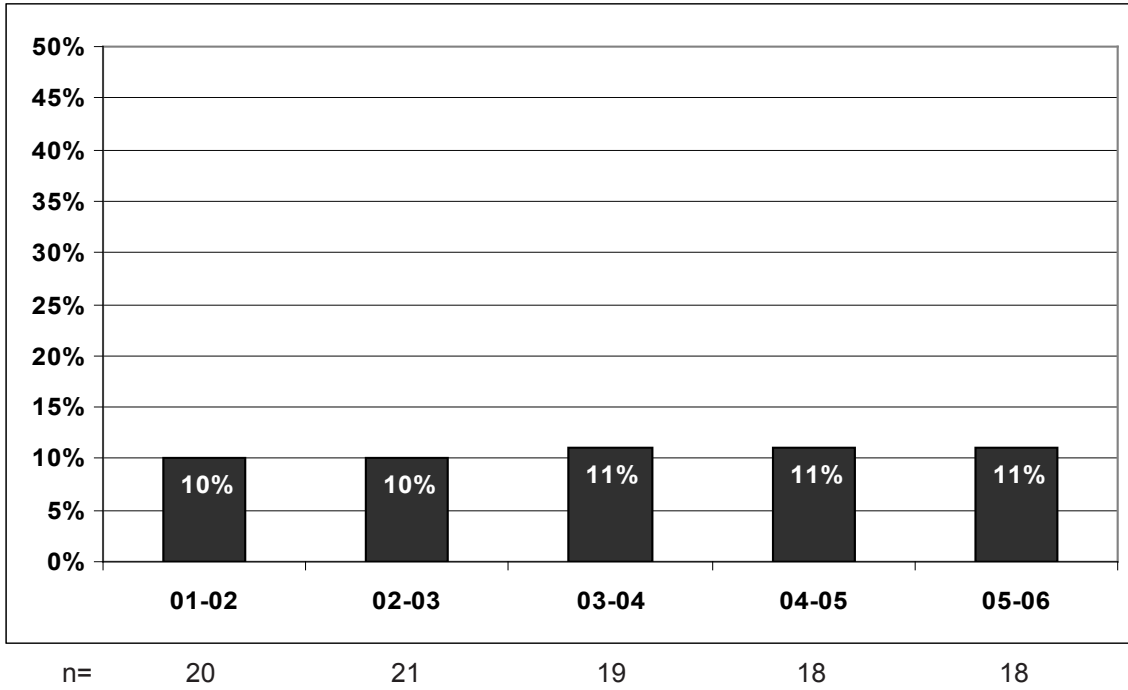
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	11.0	0.0	0.0	1.0	13.0	14.0
	0.0%	0.0%	0.0%	7.1%	0.0%	7.1%	0.0%	0.0%	0.0%	14.3%	7.1%	78.6%	0.0%	0.0%	7.1%	92.9%	100.0%
Associate Professor																	
	0.0	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	2.0
	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%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	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	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0	14.0	0.0	0.0	2.0	16.0	18.0
	0.0%	0.0%	0.0%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%	11.1%	11.1%	77.8%	0.0%	0.0%	11.1%	88.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

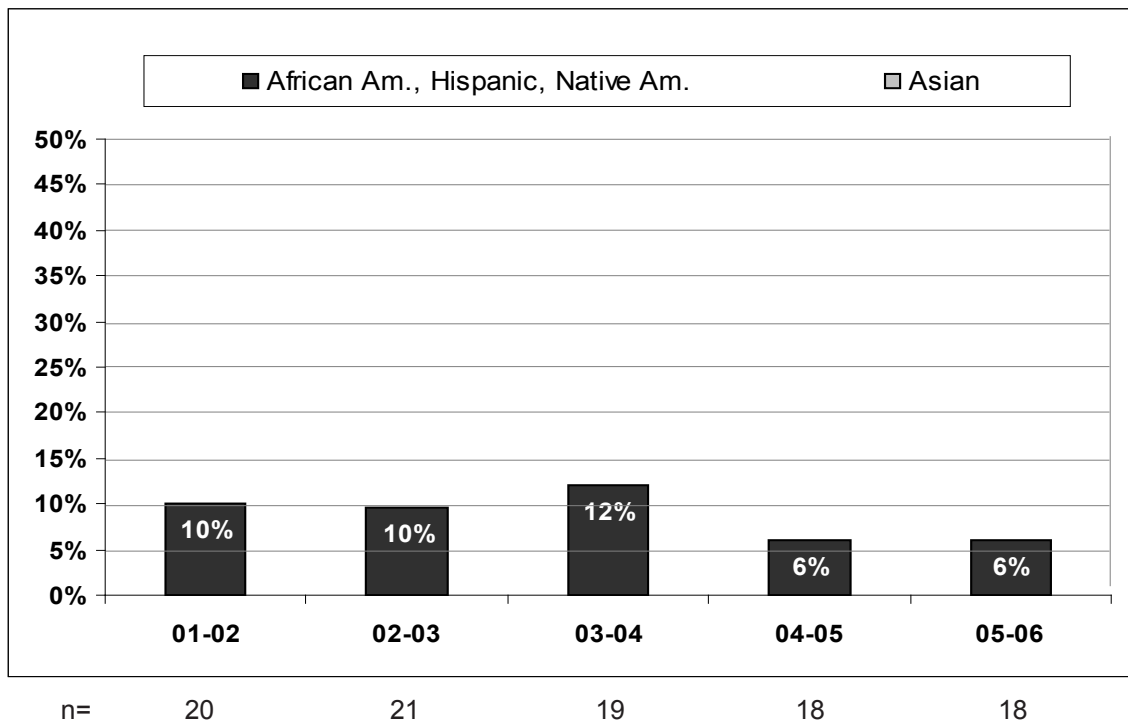
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	1.0	1.0	0.0	18.0
% of Faculty	11.1%	0.0%	5.6%	5.6%	0.0%	
Estimate of Availability	31.0%	5.1%	3.1%	1.9%	0.4%	
Expected # of Faculty	5.6	0.9	0.6	0.3	0.1	
Underutilization	-3.6	-0.9	none	none	-0.1	

DEPARTMENT OF MUSIC (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF WORLD ARTS & CULTURES

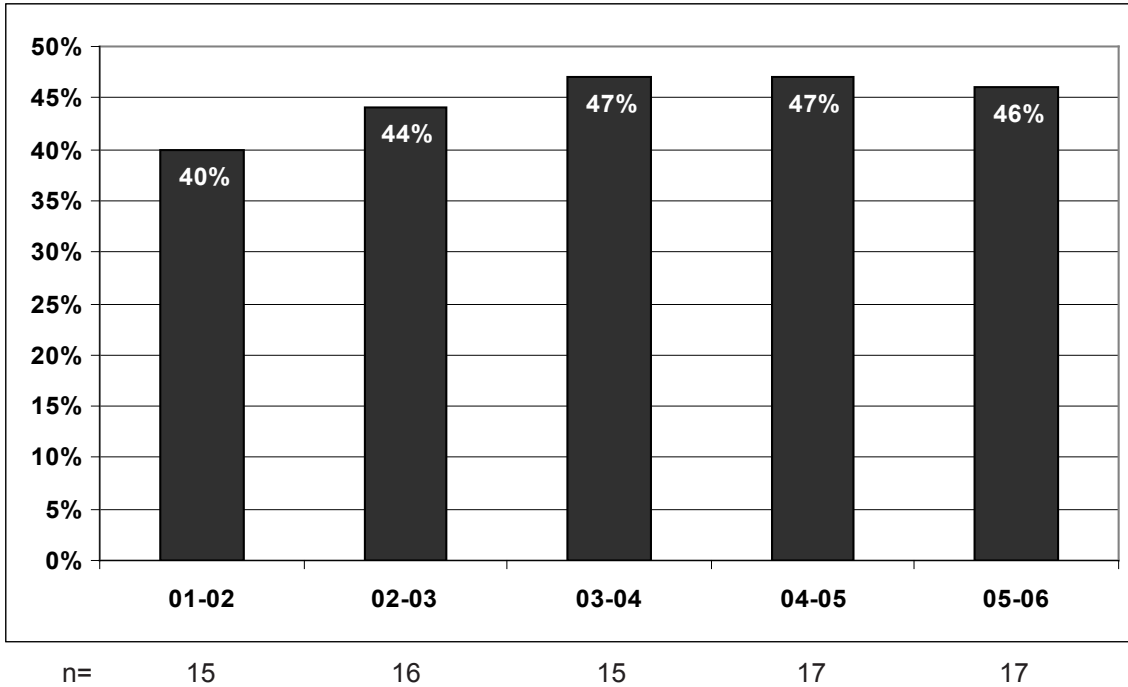
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	2.0	4.7	0.0	0.0	4.0	5.7	9.7
	0.0%	10.3%	10.3%	0.0%	10.3%	0.0%	0.0%	0.0%	20.7%	10.3%	20.7%	48.3%	0.0%	0.0%	41.4%	58.6%	100.0%
Associate Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	3.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor	0.0	0.0	1.5	1.0	0.0	0.0	0.0	0.0	1.5	1.0	0.0	0.0	0.0	0.0	1.5	1.0	2.5
	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	100.0%
Total Ladder	0.0	1.0	3.5	1.0	1.0	0.0	0.0	0.0	4.5	2.0	2.0	7.7	0.0	0.0	6.5	9.7	16.2
	0.0%	6.2%	21.6%	6.2%	6.2%	0.0%	0.0%	0.0%	27.8%	12.4%	12.4%	47.4%	0.0%	0.0%	40.2%	59.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

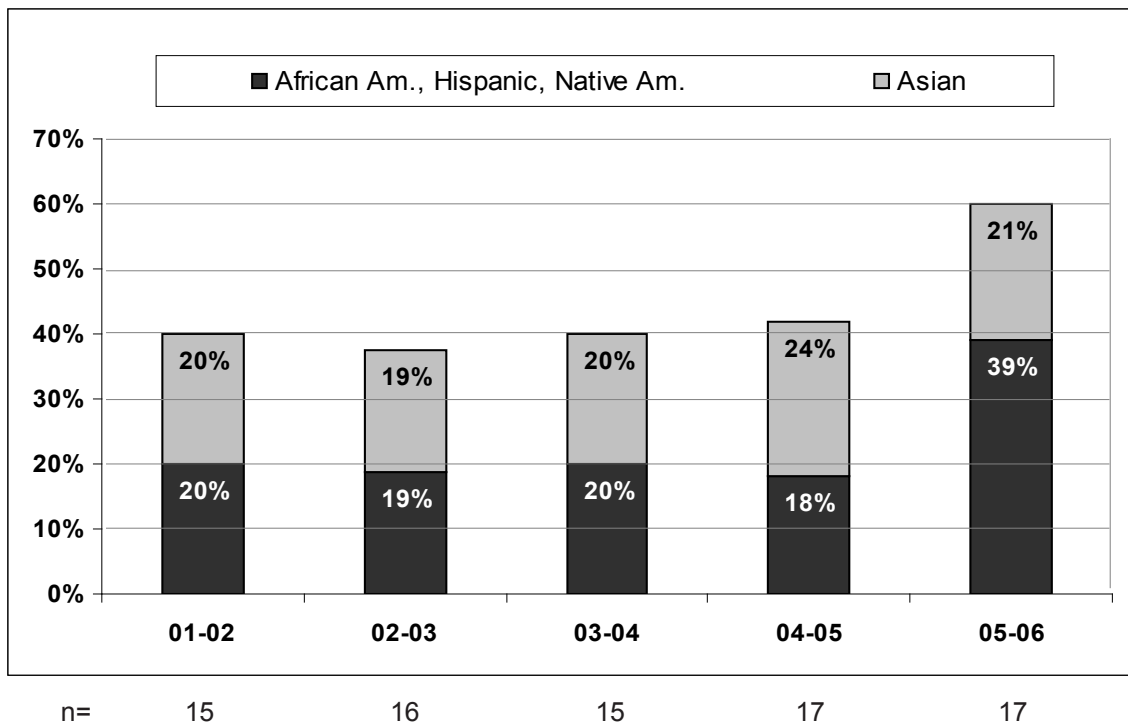
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.5	1.0	4.5	1.0	0.0	16.2
% of Faculty	40.2%	6.2%	27.8%	6.2%	0.0%	
Estimate of Availability	71.7%	7.5%	5.3%	4.5%	0.8%	
Expected # of Faculty	11.6	1.2	0.9	0.7	0.1	
Underutilization	-5.1	-0.2	none	none	-0.1	

DEPARTMENT OF WORLD ARTS & CULTURES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



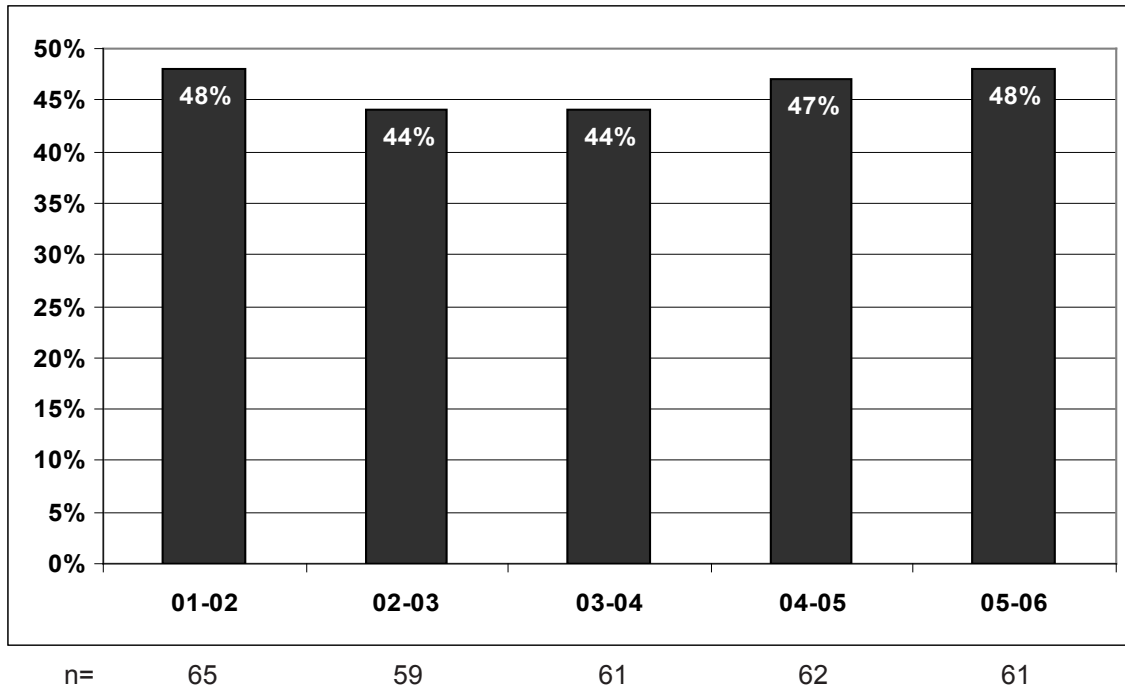
GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	2.0	1.0	0.0	0.3	2.0	2.0	0.0	0.0	4.0	3.3	14.0	13.5	0.0	0.0	18.0	16.8	34.8
	5.7%	2.9%	0.0%	1.0%	5.7%	5.7%	0.0%	0.0%	11.5%	9.6%	40.2%	38.7%	0.0%	0.0%	51.7%	48.3%	100.0%
Associate Professor																	
	1.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0	3.0	3.0	4.0	3.0	0.0	0.0	7.0	6.0	13.0
	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	0.0%	0.0%	23.1%	23.1%	30.8%	23.1%	0.0%	0.0%	53.8%	46.2%	100.0%
Assistant Professor																	
	1.0	2.0	1.0	1.0	0.0	1.0	0.0	0.0	2.0	4.0	0.0	5.0	0.0	0.0	2.0	9.0	11.0
	9.1%	18.2%	9.1%	9.1%	0.0%	9.1%	0.0%	0.0%	18.2%	36.4%	0.0%	45.5%	0.0%	0.0%	18.2%	81.8%	100.0%
Total Ladder																	
	4.0	4.0	2.0	2.3	3.0	4.0	0.0	0.0	9.0	10.3	18.0	21.5	0.0	0.0	27.0	31.8	58.8
	6.8%	6.8%	3.4%	4.0%	5.1%	6.8%	0.0%	0.0%	15.3%	17.6%	30.6%	36.5%	0.0%	0.0%	45.9%	54.1%	100.0%

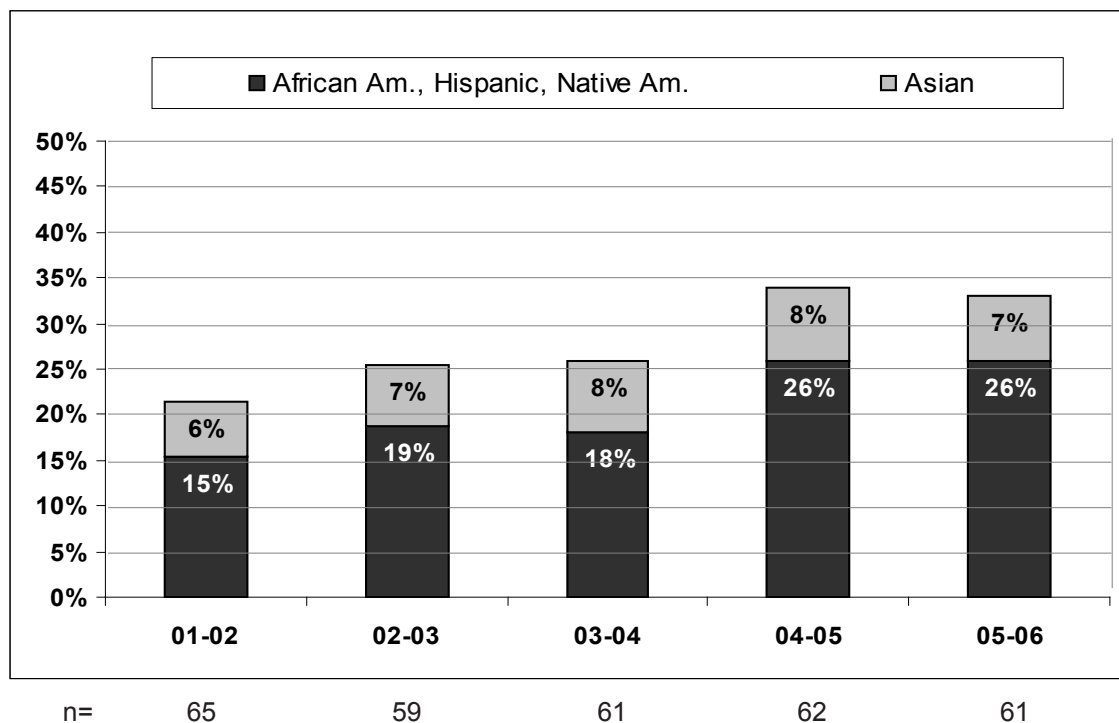
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	27.0	8.0	4.3	7.0	0.0	58.8
% of Faculty	45.9%	13.6%	7.4%	11.9%	0.0%	
Estimate of Availability	55.8%	7.5%	4.9%	3.8%	0.7%	
Expected # of Faculty	32.8	4.4	2.9	2.2	0.4	
Underutilization	-5.8	none	none	none	-0.4	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF EDUCATION

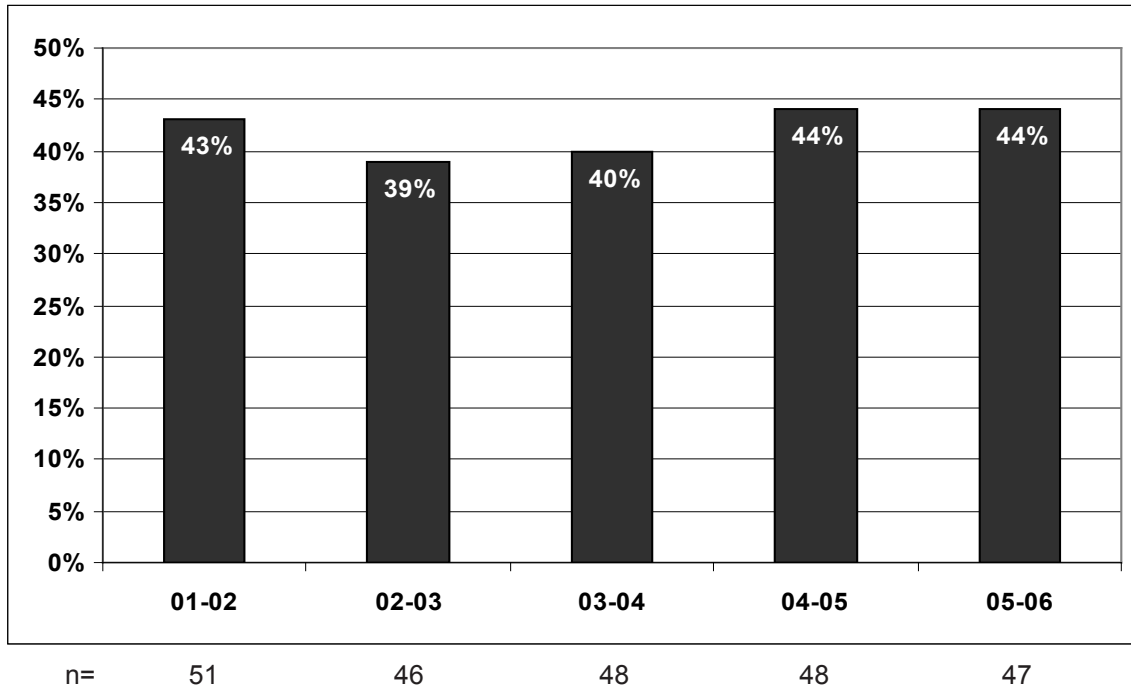
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	2.0	1.0	0.0	0.3	2.0	2.0	0.0	0.0	4.0	3.3	8.0	13.0	0.0	0.0	12.0	16.3	28.3
	7.1%	3.5%	0.0%	1.2%	7.1%	7.1%	0.0%	0.0%	14.1%	11.8%	28.2%	45.9%	0.0%	0.0%	42.3%	57.7%	100.0%
Associate Professor																	
	1.0	1.0	0.0	1.0	1.0	1.0	0.0	0.0	2.0	3.0	4.0	0.0	0.0	0.0	6.0	3.0	9.0
	11.1%	11.1%	0.0%	11.1%	11.1%	11.1%	0.0%	0.0%	22.2%	33.3%	44.4%	0.0%	0.0%	0.0%	66.7%	33.3%	100.0%
Assistant Professor																	
	1.0	2.0	1.0	0.0	0.0	1.0	0.0	0.0	2.0	3.0	0.0	4.0	0.0	0.0	2.0	7.0	9.0
	11.1%	22.2%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	22.2%	33.3%	0.0%	44.4%	0.0%	0.0%	22.2%	77.8%	100.0%
Total Ladder																	
	4.0	4.0	1.0	1.3	3.0	4.0	0.0	0.0	8.0	9.3	12.0	17.0	0.0	0.0	20.0	26.3	46.3
	8.6%	8.6%	2.2%	2.9%	6.5%	8.6%	0.0%	0.0%	17.3%	20.2%	25.9%	36.7%	0.0%	0.0%	43.2%	56.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

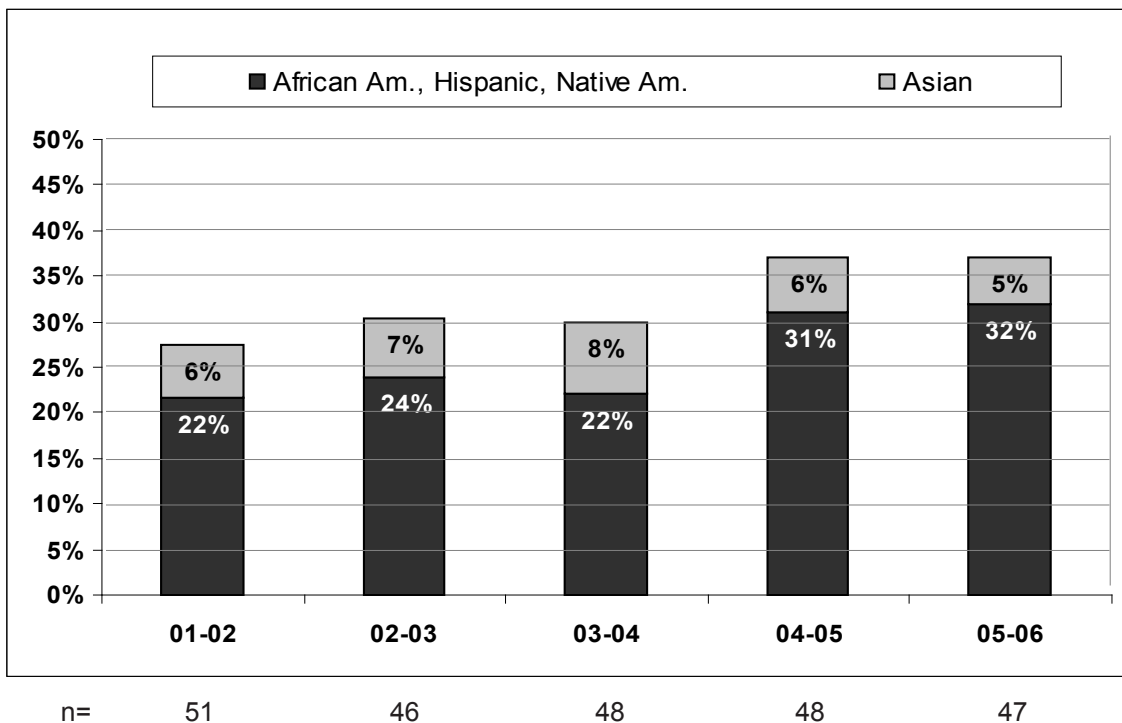
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	20.0	8.0	2.3	7.0	0.0	46.3
% of Faculty	43.2%	17.3%	5.1%	15.1%	0.0%	
Estimate of Availability	56.5%	7.4%	3.9%	4.1%	0.7%	
Expected # of Faculty	26.2	3.4	1.8	1.9	0.3	
Underutilization	-6.2	none	none	none	-0.3	

DEPARTMENT OF EDUCATION (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



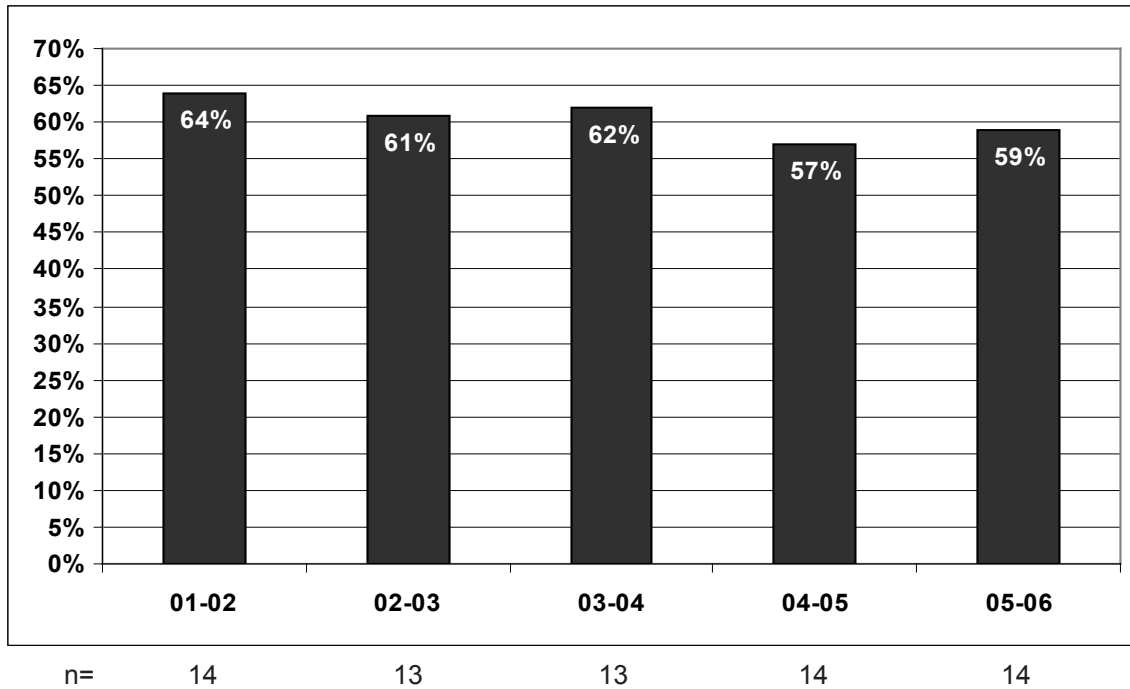
DEPARTMENT OF INFORMATION STUDIES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	0.5	0.0	0.0	6.0	0.5	6.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	92.3%	7.7%	0.0%	0.0%	92.3%	7.7%	100.0%
Associate Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	3.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0
	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%	100.0%
Total Ladder	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	6.0	4.5	0.0	0.0	7.0	5.5	12.5
	0.0%	0.0%	8.0%	8.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	48.0%	36.0%	0.0%	0.0%	56.0%	44.0%	100.0%

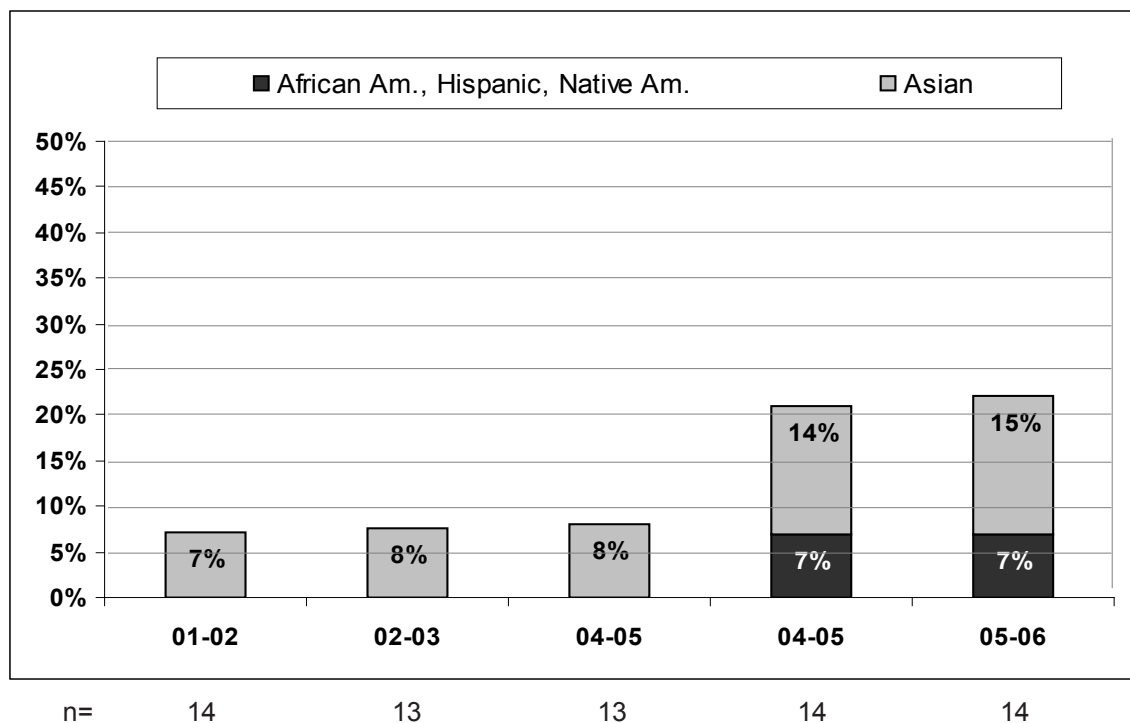
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	2.0	0.0	0.0	12.5
% of Faculty	56.0%	0.0%	16.0%	0.0%	0.0%	
Estimate of Availability	48.1%	8.1%	2.4%	8.0%	0.4%	
Expected # of Faculty	6.0	1.0	0.3	1.0	0.1	
Underutilization	none	-1.0	none	-1.0	none	

PERCENT WOMEN



PERCENT MINORITY



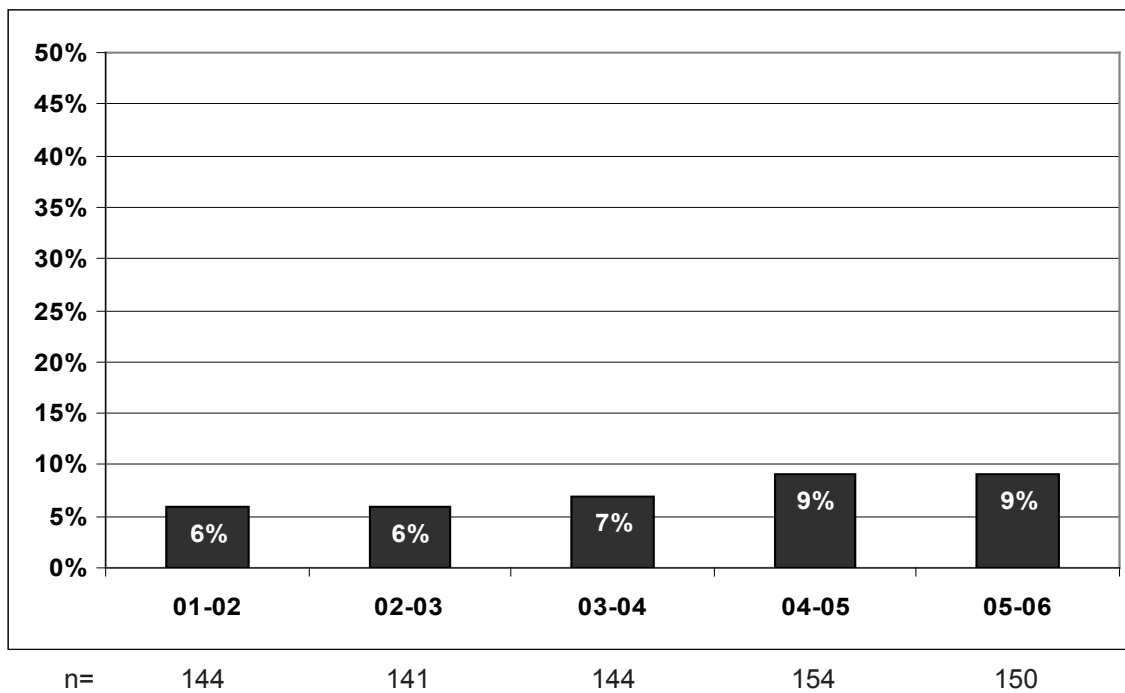
HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	2.0	39.3	0.0	1.0	0.0	0.0	2.0	40.3	5.0	58.0	0.0	0.0	7.0	98.3	105.3
	0.0%	0.0%	1.9%	37.3%	0.0%	1.0%	0.0%	0.0%	1.9%	38.3%	4.7%	55.1%	0.0%	0.0%	6.6%	93.4%	100.0%
Associate Professor	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	0.0	10.0	10.0
	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%	100.0%
Assistant Professor	0.0	0.0	2.0	8.0	1.0	0.0	0.0	0.0	3.0	8.0	4.5	17.7	0.0	0.0	7.5	25.7	33.2
	0.0%	0.0%	6.0%	24.1%	3.0%	0.0%	0.0%	0.0%	9.0%	24.1%	13.6%	53.3%	0.0%	0.0%	22.6%	77.4%	100.0%
Total Ladder	0.0	0.0	4.0	52.3	1.0	1.0	0.0	0.0	5.0	53.3	9.5	80.7	0.0	0.0	14.5	134.0	148.5
	0.0%	0.0%	2.7%	35.2%	0.7%	0.7%	0.0%	0.0%	3.4%	35.9%	6.4%	54.3%	0.0%	0.0%	9.8%	90.2%	100.0%

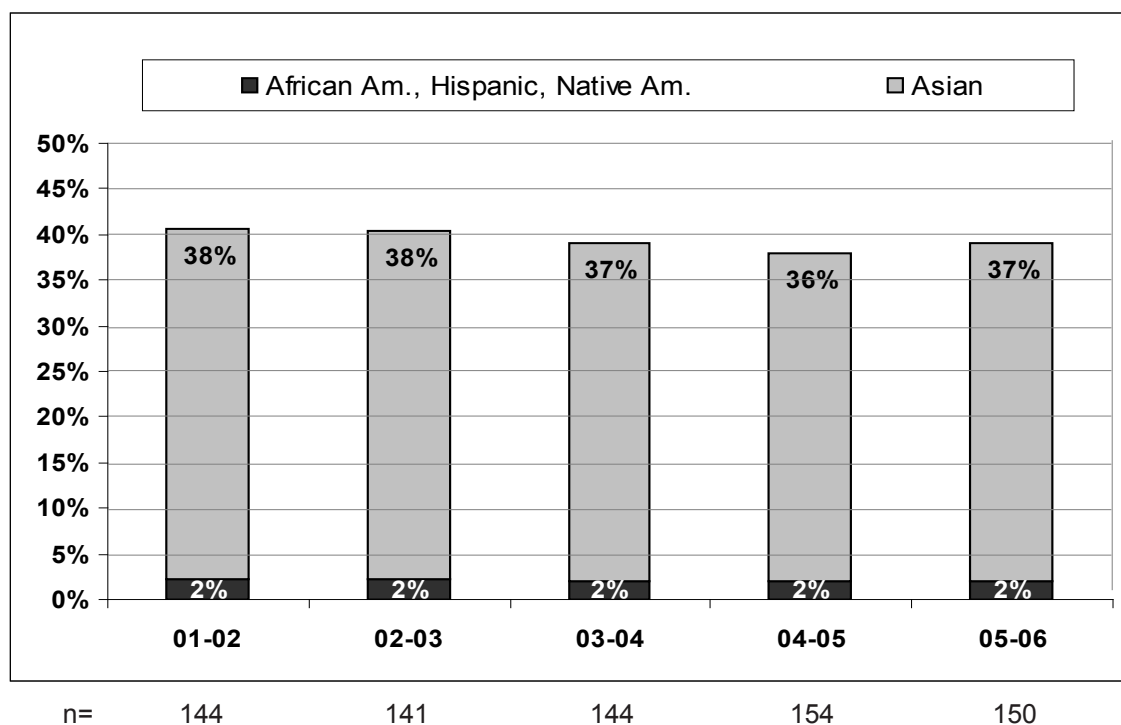
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.5	0.0	56.3	2.0	0.0	148.5
% of Faculty	9.8%	0.0%	37.9%	1.3%	0.0%	
Estimate of Availability	16.6%	2.0%	21.6%	2.8%	0.2%	
Expected # of Faculty	24.7	3.0	32.1	4.2	0.3	
Underutilization	-10.2	-3.0	none	-2.2	-0.3	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF BIOENGINEERING

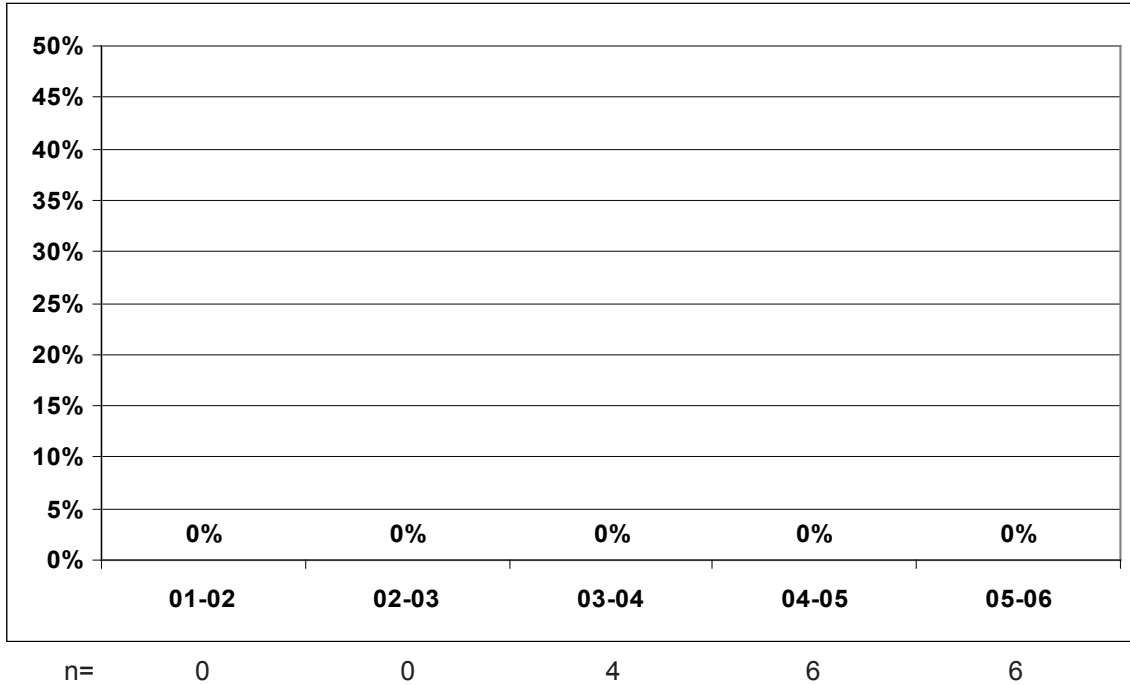
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	2.0	3.0	3.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	3.0	0.0	0.0	1.0	5.0	6.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	50.0%	0.0%	0.0%	16.7%	83.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

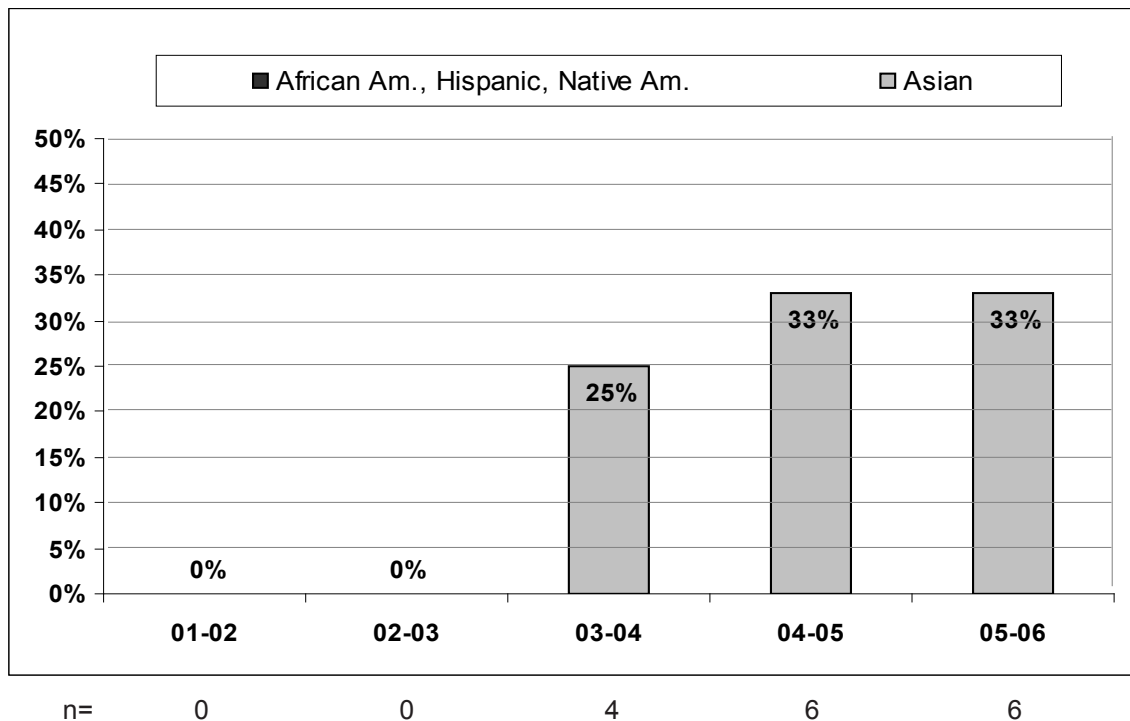
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	2.0	0.0	0.0	6.0
% of Faculty	16.7%	0.0%	33.3%	0.0%	0.0%	
Estimate of Availability	12.5%	0.5%	7.6%	1.4%	0.2%	
Expected # of Faculty	0.8	0.0	0.5	0.1	0.0	
Underutilization	none	none	none	-0.1	none	

DEPARTMENT OF BIOENGINEERING (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



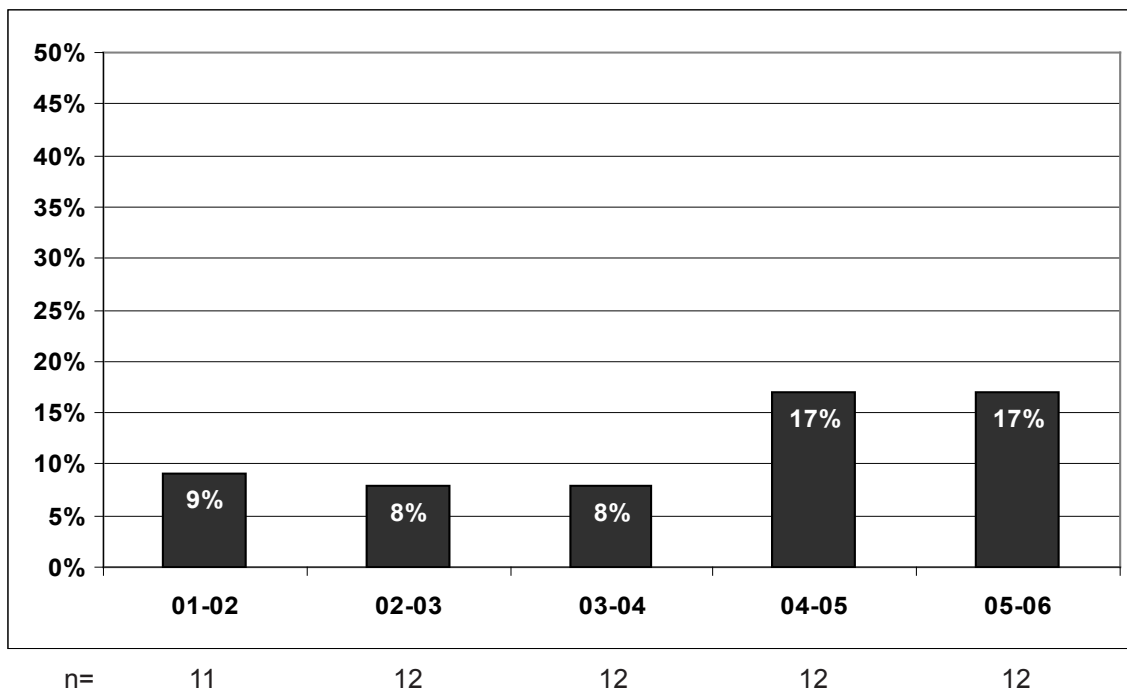
DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.0	1.0	2.0	0.0	7.0	0.0	0.0	1.0	9.0	10.0
	0.0%	0.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%	10.0%	20.0%	0.0%	70.0%	0.0%	0.0%	10.0%	90.0%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	0.0	0.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder	0.0	0.0	1.0	3.0	1.0	0.0	0.0	0.0	2.0	3.0	0.0	8.0	0.0	0.0	2.0	11.0	13.0
	0.0%	0.0%	7.7%	23.1%	7.7%	0.0%	0.0%	0.0%	15.4%	23.1%	0.0%	61.5%	0.0%	0.0%	15.4%	84.6%	100.0%

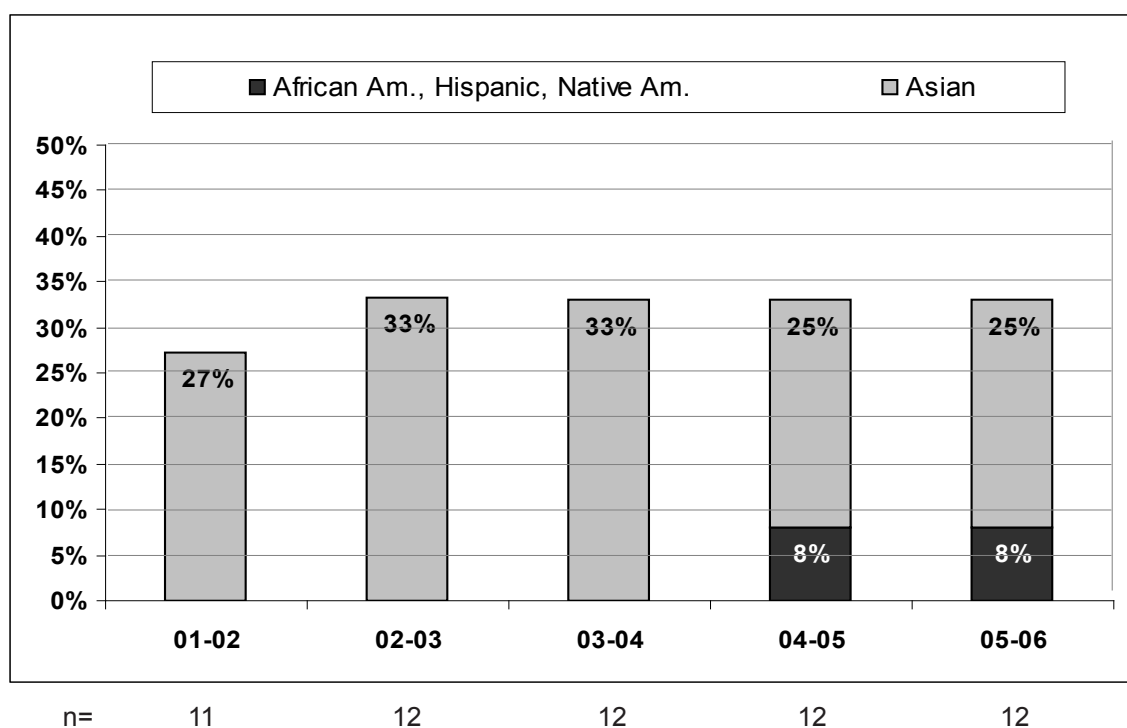
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	4.0	1.0	0.0	13.0
% of Faculty	15.4%	0.0%	30.8%	7.7%	0.0%	
Estimate of Availability	22.3%	2.2%	17.2%	3.0%	0.4%	
Expected # of Faculty	2.9	0.3	2.2	0.4	0.1	
Underutilization	-0.9	-0.3	none	none	-0.1	

PERCENT WOMEN



PERCENT MINORITY



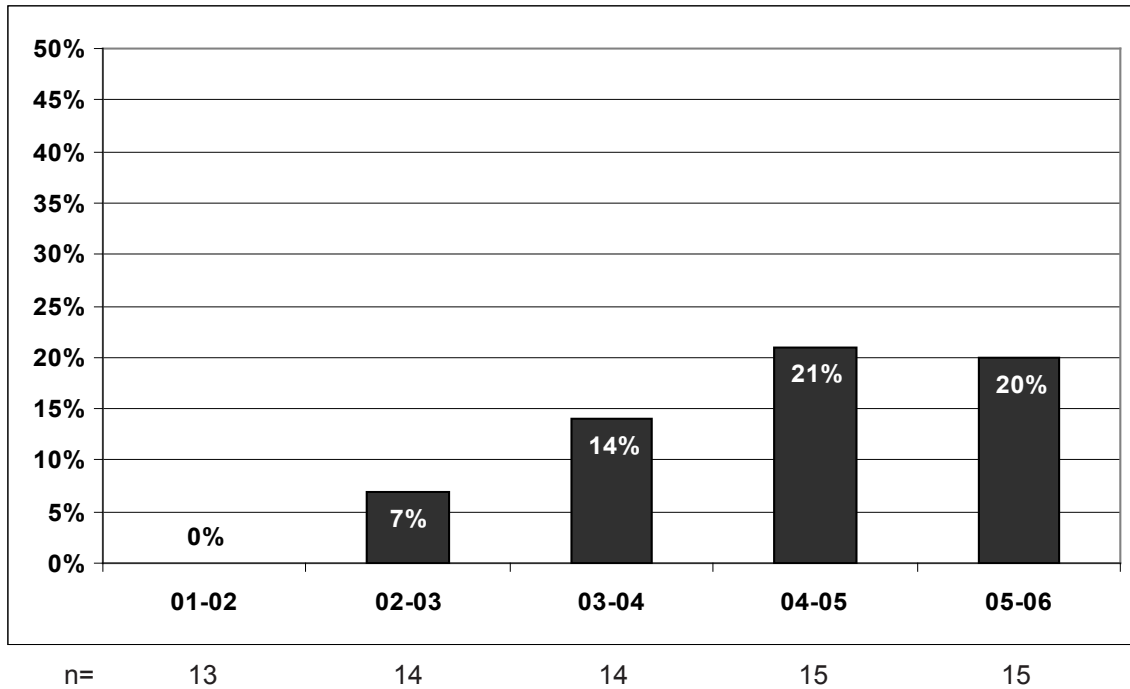
DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	4.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	0.0%	57.1%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	4.0	0.0	0.0	3.0	4.0	7.0
	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	28.6%	57.1%	0.0%	0.0%	42.9%	57.1%	100.0%
Total Ladder	0.0	0.0	1.0	3.0	0.0	0.0	0.0	0.0	1.0	3.0	2.0	9.0	0.0	0.0	3.0	12.0	15.0
	0.0%	0.0%	6.7%	20.0%	0.0%	0.0%	0.0%	0.0%	6.7%	20.0%	13.3%	60.0%	0.0%	0.0%	20.0%	80.0%	100.0%

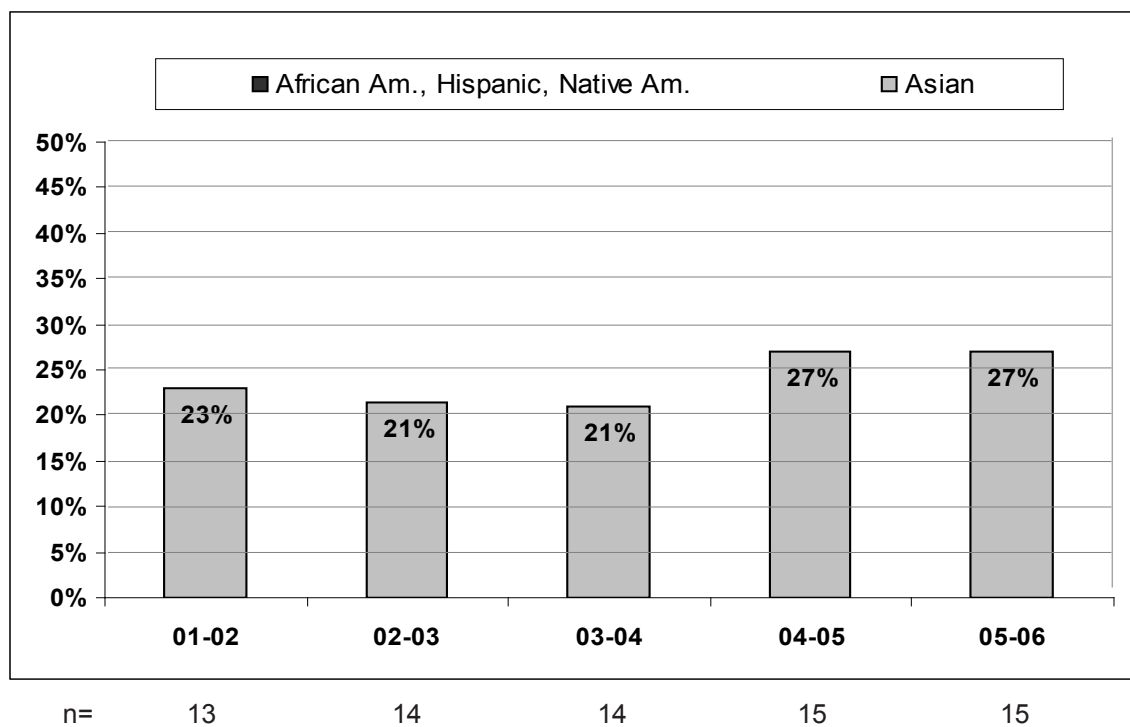
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	4.0	0.0	0.0	15.0
% of Faculty	20.0%	0.0%	26.7%	0.0%	0.0%	
Estimate of Availability	18.9%	3.2%	16.0%	3.1%	0.4%	
Expected # of Faculty	2.8	0.5	2.4	0.5	0.1	
Underutilization	none	-0.5	none	-0.5	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF COMPUTER SCIENCE

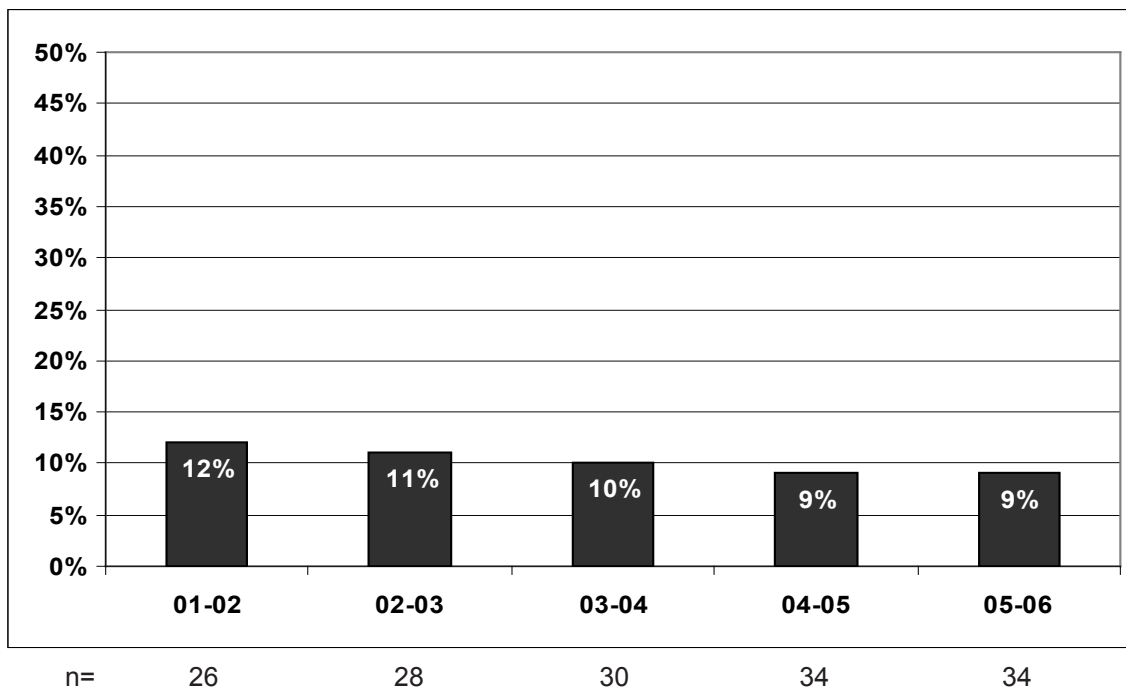
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	3.0	0.0	1.0	0.0	0.0	1.0	4.0	2.0	16.0	0.0	0.0	3.0	20.0	23.0
	0.0%	0.0%	4.3%	13.0%	0.0%	4.3%	0.0%	0.0%	4.3%	17.4%	8.7%	69.6%	0.0%	0.0%	13.0%	87.0%	100.0%
Associate Professor	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	0.0	4.0	4.0
	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%	100.0%
Assistant Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	5.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	71.4%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	1.0	7.0	0.0	1.0	0.0	0.0	1.0	8.0	2.0	23.0	0.0	0.0	3.0	31.0	34.0
	0.0%	0.0%	2.9%	20.6%	0.0%	2.9%	0.0%	0.0%	2.9%	23.5%	5.9%	67.6%	0.0%	0.0%	8.8%	91.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

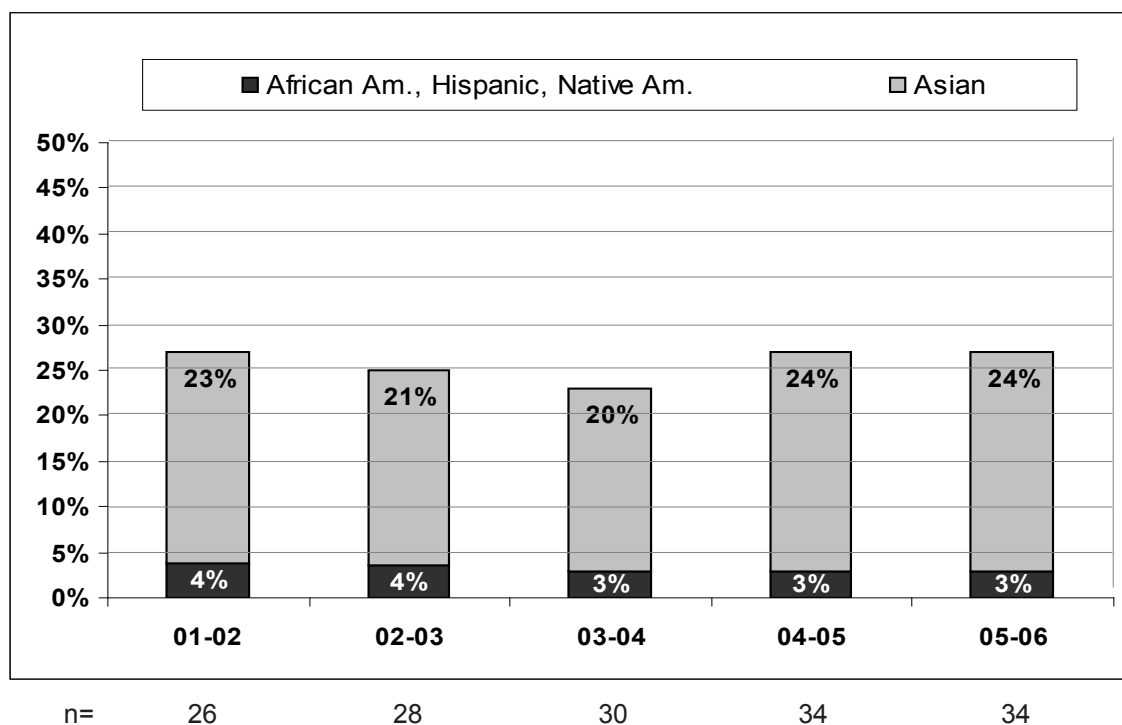
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	8.0	1.0	0.0	34.0
% of Faculty	8.8%	0.0%	23.5%	2.9%	0.0%	
Estimate of Availability	19.8%	2.3%	18.1%	2.0%	0.3%	
Expected # of Faculty	6.7	0.8	6.2	0.7	0.1	
Underutilization	-3.7	-0.8	none	none	-0.1	

DEPARTMENT OF COMPUTER SCIENCE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



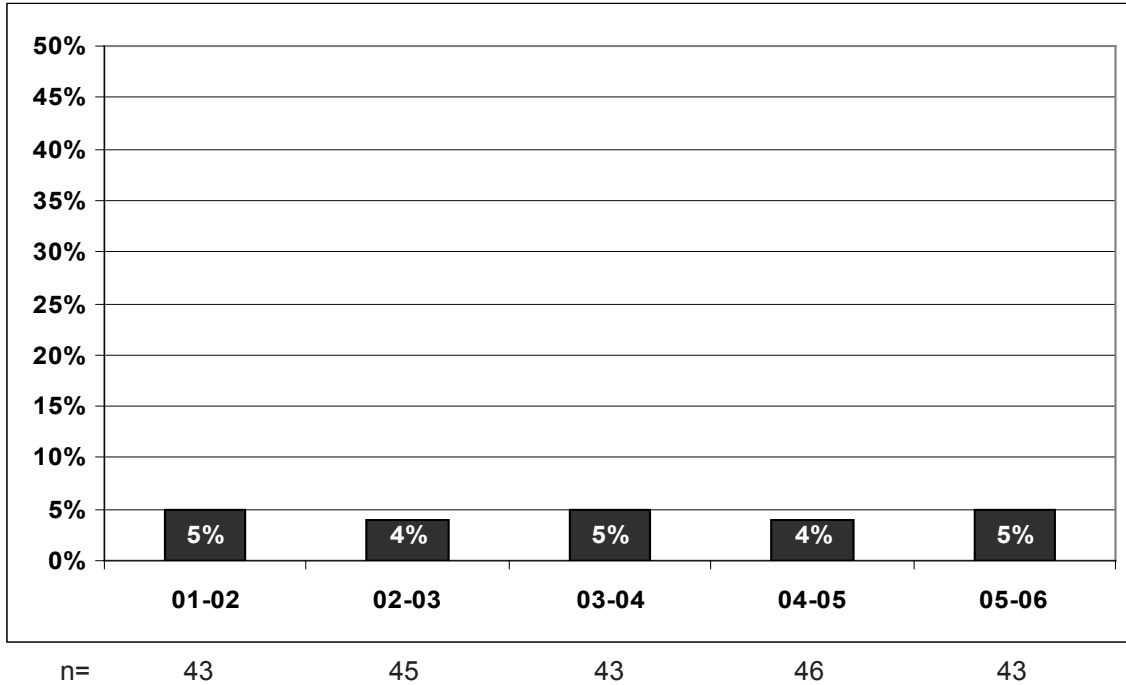
DEPARTMENT OF ELECTRICAL ENGINEERING

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	15.3	0.0	0.0	0.0	0.0	0.0	15.3	1.0	15.5	0.0	0.0	1.0	30.8	31.8
	0.0%	0.0%	0.0%	48.2%	0.0%	0.0%	0.0%	0.0%	0.0%	48.2%	3.1%	48.7%	0.0%	0.0%	3.1%	96.9%	100.0%
Associate Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	3.0
	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	2.7	0.0	0.0	1.0	4.7	5.7
	0.0%	0.0%	0.0%	35.3%	0.0%	0.0%	0.0%	0.0%	0.0%	35.3%	17.6%	47.1%	0.0%	0.0%	17.6%	82.4%	100.0%
Total Ladder																	
	0.0	0.0	0.0	19.3	0.0	0.0	0.0	0.0	0.0	19.3	2.0	19.2	0.0	0.0	2.0	38.5	40.5
	0.0%	0.0%	0.0%	47.7%	0.0%	0.0%	0.0%	0.0%	0.0%	47.7%	4.9%	47.3%	0.0%	0.0%	4.9%	95.1%	100.0%

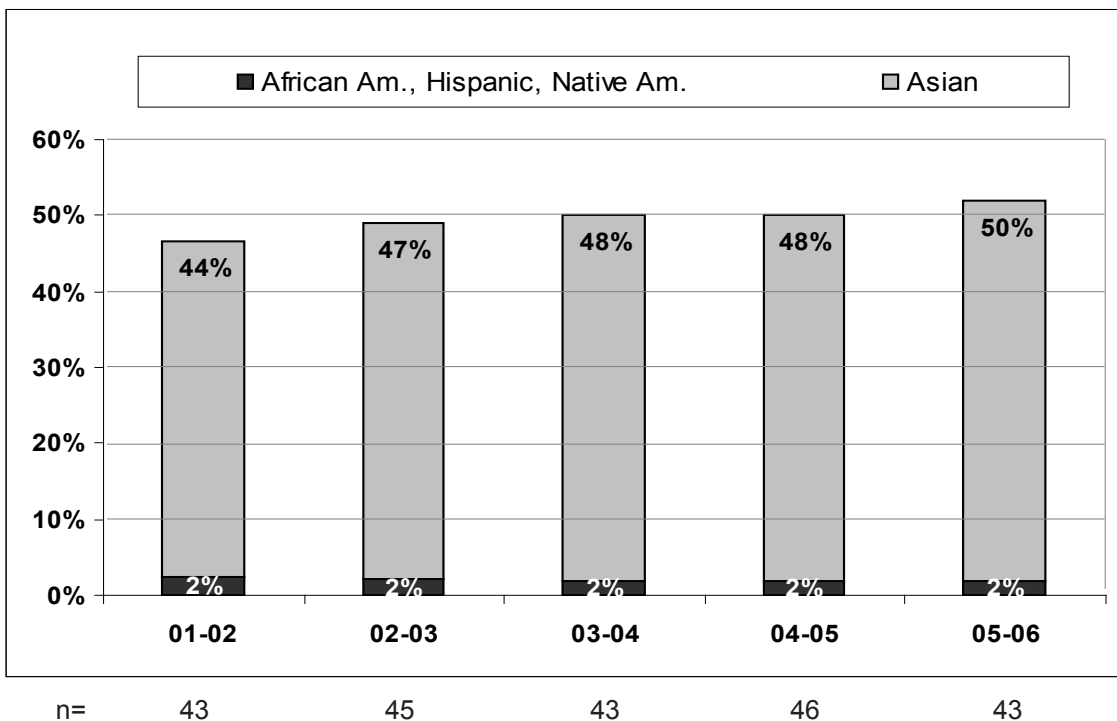
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	19.3	0.0	0.0	40.5
% of Faculty	4.9%	0.0%	47.7%	0.0%	0.0%	
Estimate of Availability	10.8%	1.3%	28.1%	2.7%	0.1%	
Expected # of Faculty	4.4	0.5	11.4	1.1	0.0	
Underutilization	-2.4	-0.5	none	-1.1	none	

PERCENT WOMEN



PERCENT MINORITY



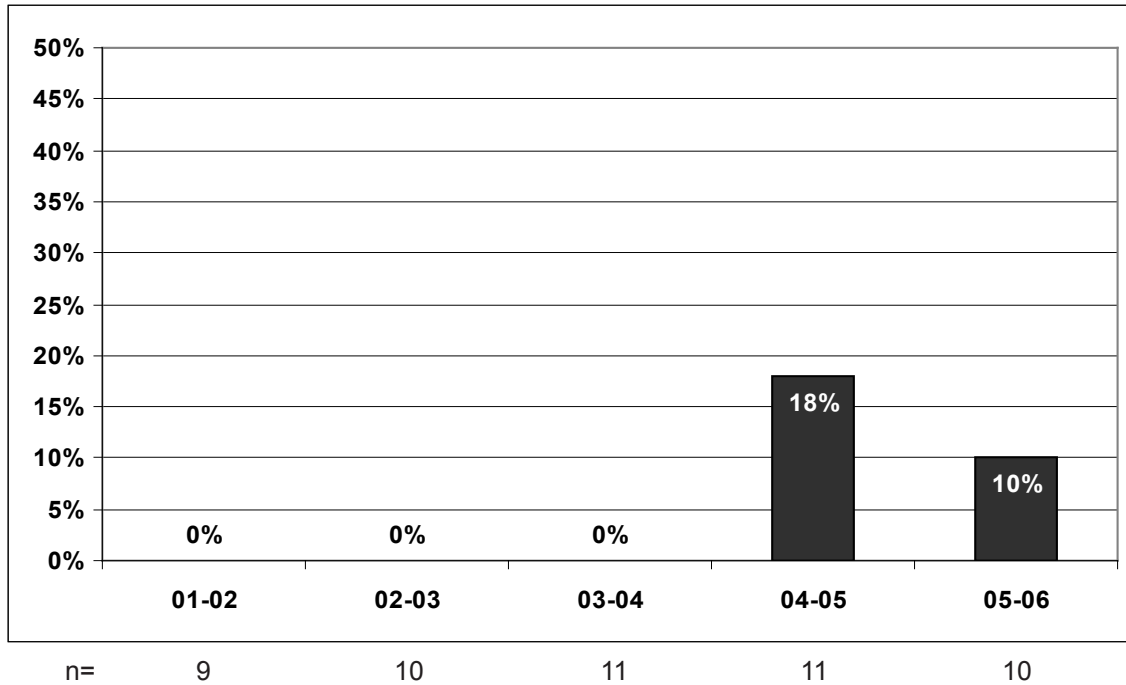
DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	2.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	28.6%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.5	0.0	0.0	0.0	1.5	0.0	1.5
	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder	0.0	0.0	1.0	5.0	0.0	0.0	0.0	0.0	1.0	5.0	0.5	3.0	0.0	0.0	1.5	8.0	9.5
	0.0%	0.0%	10.5%	52.6%	0.0%	0.0%	0.0%	0.0%	10.5%	52.6%	5.3%	31.6%	0.0%	0.0%	15.8%	84.2%	100.0%

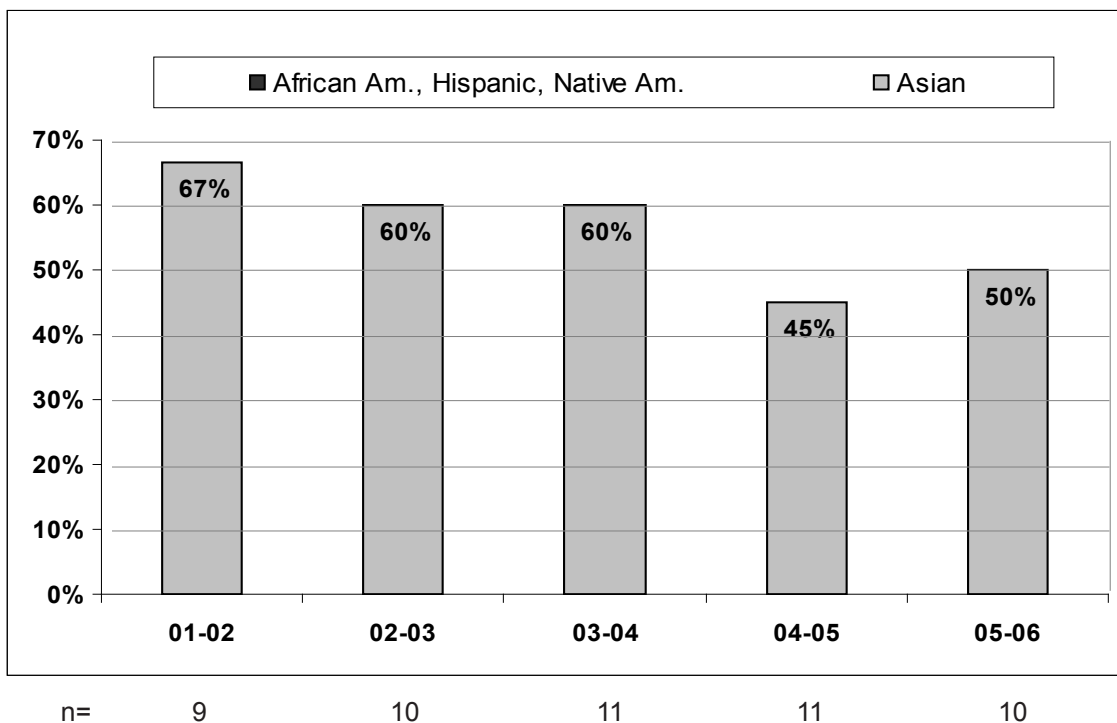
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	6.0	0.0	0.0	9.5
% of Faculty	15.8%	0.0%	63.2%	0.0%	0.0%	
Estimate of Availability	19.9%	1.1%	19.4%	2.4%	0.2%	
Expected # of Faculty	1.9	0.1	1.8	0.2	0.0	
Underutilization	-0.4	-0.1	none	-0.2	none	

PERCENT WOMEN



PERCENT MINORITY



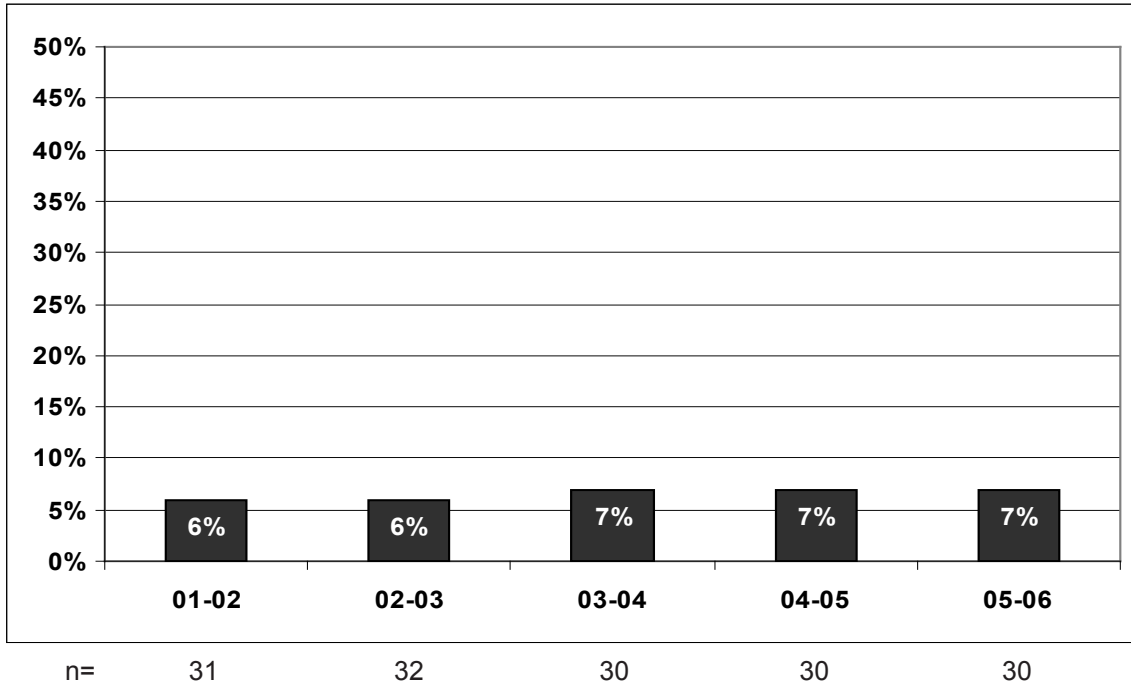
DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	11.0	0.0	0.0	0.0	0.0	0.0	11.0	2.0	11.5	0.0	0.0	2.0	22.5	24.5
	0.0%	0.0%	0.0%	44.9%	0.0%	0.0%	0.0%	0.0%	0.0%	44.9%	8.2%	46.9%	0.0%	0.0%	8.2%	91.8%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	4.0	0.0	0.0	0.0	6.0	6.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	13.0	0.0	0.0	0.0	0.0	0.0	13.0	2.0	15.5	0.0	0.0	2.0	28.5	30.5
	0.0%	0.0%	0.0%	42.6%	0.0%	0.0%	0.0%	0.0%	0.0%	42.6%	6.6%	50.8%	0.0%	0.0%	6.6%	93.4%	100.0%

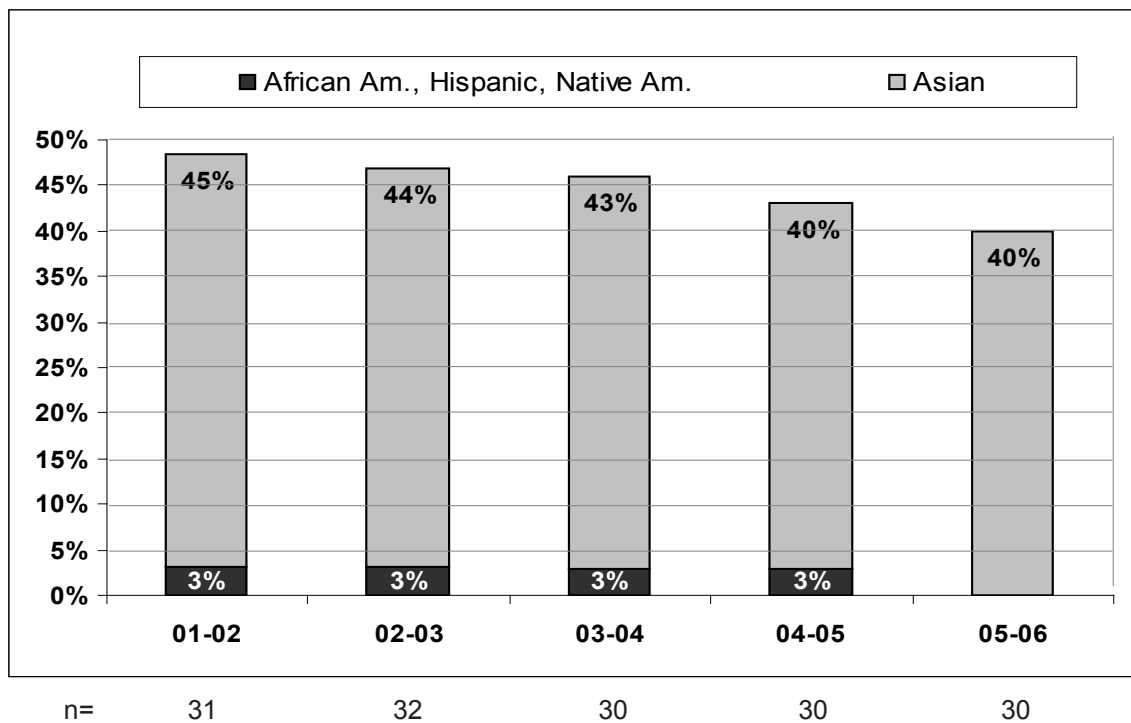
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	13.0	0.0	0.0	30.5
% of Faculty	6.6%	0.0%	42.6%	0.0%	0.0%	
Estimate of Availability	11.3%	2.2%	17.8%	2.6%	0.3%	
Expected # of Faculty	3.4	0.7	5.4	0.8	0.1	
Underutilization	-1.4	-0.7	none	-0.8	-0.1	

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF LAW

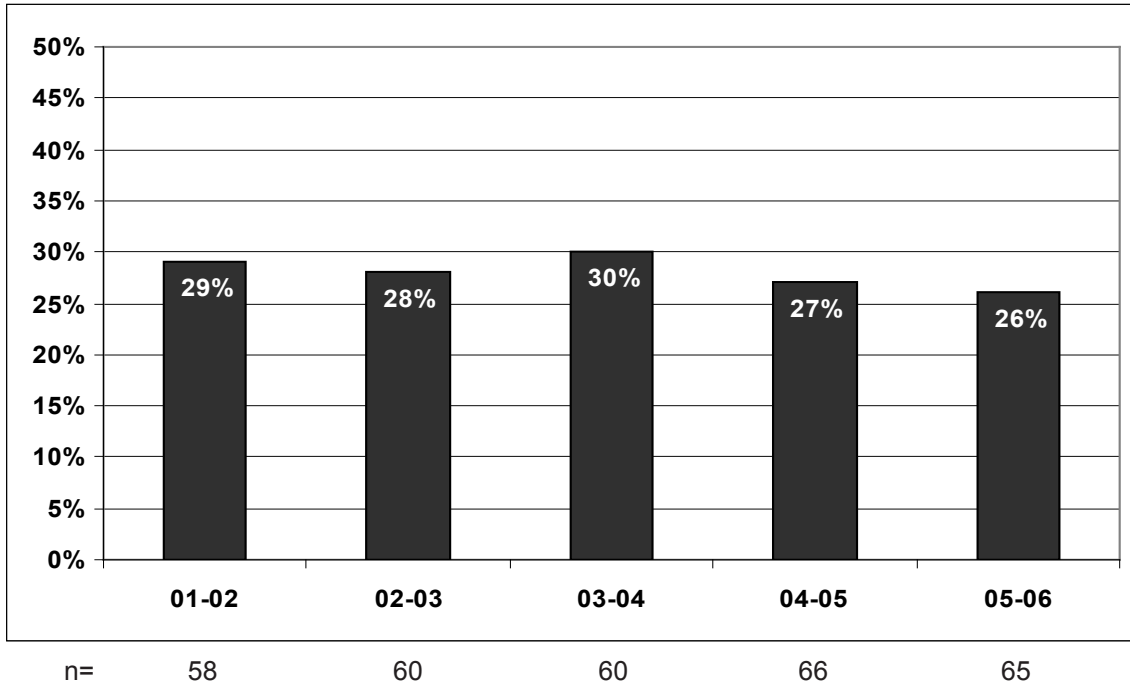
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.5	2.0	0.0	1.0	0.0	0.0	0.0	0.0	1.5	3.0	13.5	35.0	0.0	0.0	15.0	38.0	53.0
	2.8%	3.8%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	2.8%	5.7%	25.5%	66.0%	0.0%	0.0%	28.3%	71.7%	100.0%
Acting Professor																	
	0.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	2.0	0.0	4.5	0.0	0.0	1.0	6.5	7.5
	0.0%	13.3%	13.3%	0.0%	0.0%	13.3%	0.0%	0.0%	13.3%	26.7%	0.0%	60.0%	0.0%	0.0%	13.3%	86.7%	100.0%
Total Ladder																	
	1.5	3.0	1.0	1.0	0.0	1.0	0.0	0.0	2.5	5.0	13.5	39.5	0.0	0.0	16.0	44.5	60.5
	2.5%	5.0%	1.7%	1.7%	0.0%	1.7%	0.0%	0.0%	4.1%	8.3%	22.3%	65.3%	0.0%	0.0%	26.4%	73.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

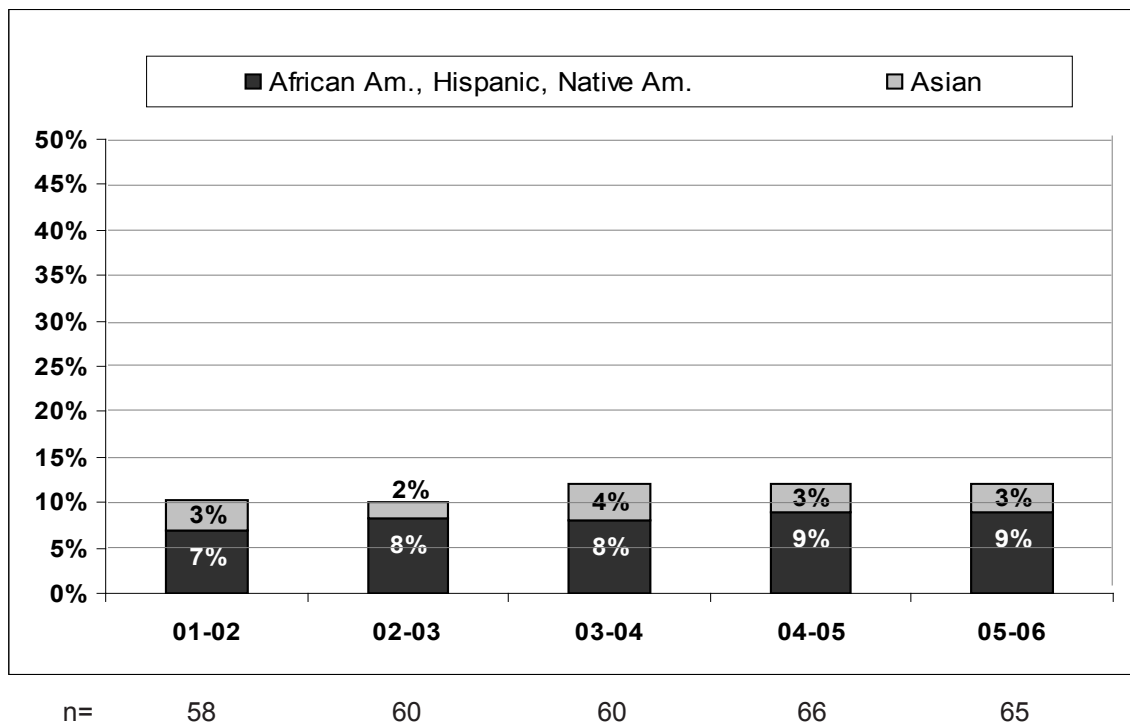
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	16.0	4.5	2.0	1.0	0.0	60.5
% of Faculty	26.4%	7.4%	3.3%	1.7%	0.0%	
Estimate of Availability	35.7%	10.9%	3.6%	4.3%	1.0%	
Expected # of Faculty	21.6	6.6	2.2	2.6	0.6	
Underutilization	-5.6	-2.1	-0.2	-1.6	-0.6	

SCHOOL OF LAW (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF PUBLIC AFFAIRS

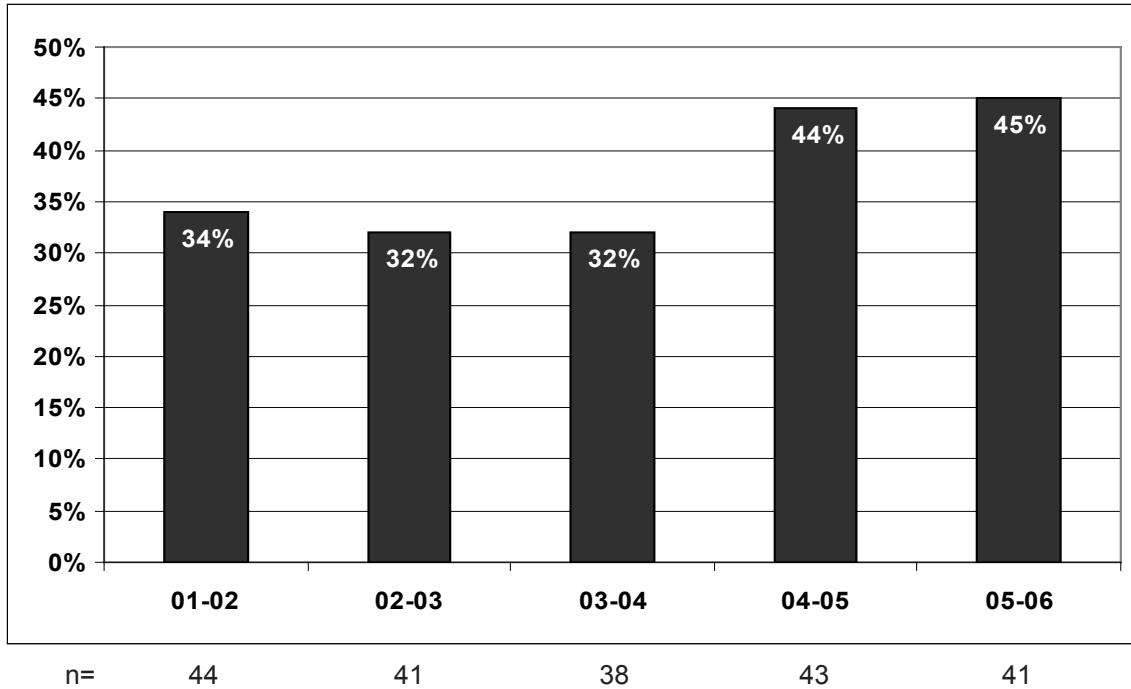
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	4.0	13.0	0.0	0.0	6.0	14.0	20.0
	5.0%	0.0%	5.0%	0.0%	0.0%	5.0%	0.0%	0.0%	10.0%	5.0%	20.0%	65.0%	0.0%	0.0%	30.0%	70.0%	100.0%
Associate Professor																	
	1.0	1.0	2.0	0.0	0.0	1.0	0.0	0.0	3.0	2.0	4.0	4.0	0.0	0.0	7.0	6.0	13.0
	7.7%	7.7%	15.4%	0.0%	0.0%	7.7%	0.0%	0.0%	23.1%	15.4%	30.8%	30.8%	0.0%	0.0%	53.8%	46.2%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	1.0	0.0	1.0	4.0	2.0	6.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	16.7%	0.0%	16.7%	66.7%	33.3%	100.0%
Total Ladder																	
	2.0	1.0	3.0	0.0	0.0	2.0	0.0	0.0	5.0	3.0	12.0	18.0	0.0	1.0	17.0	22.0	39.0
	5.1%	2.6%	7.7%	0.0%	0.0%	5.1%	0.0%	0.0%	12.8%	7.7%	30.8%	46.2%	0.0%	2.6%	43.6%	56.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

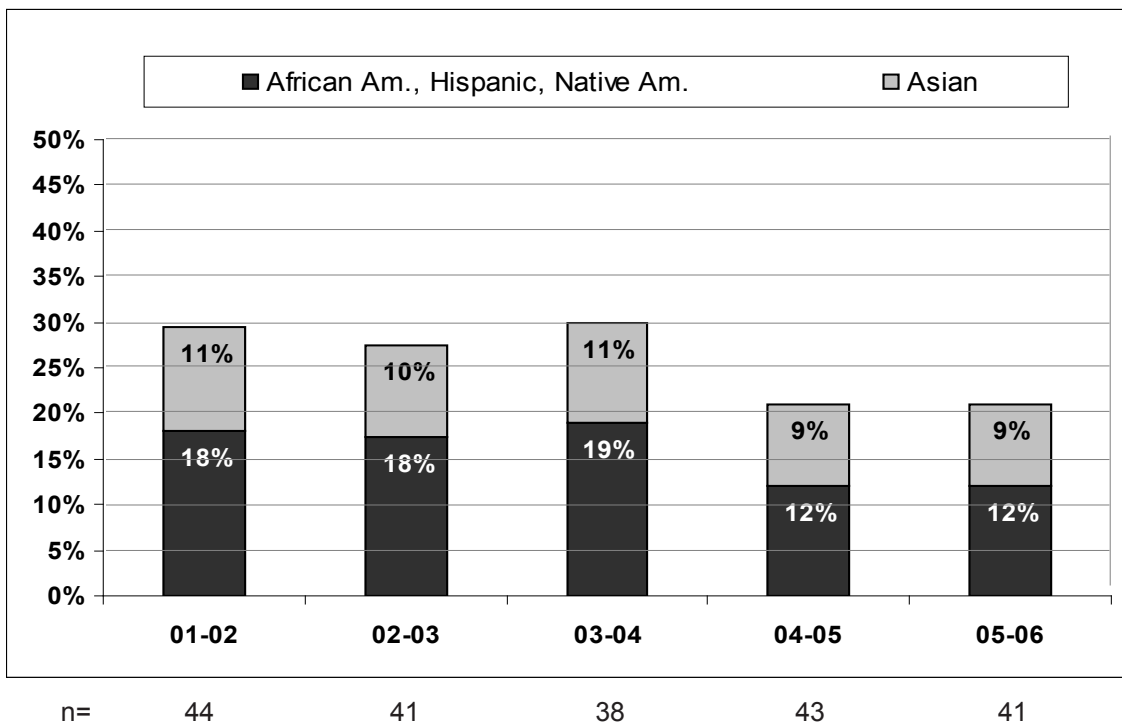
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	17.0	3.0	3.0	2.0	0.0	38.0
% of Faculty	43.6%	7.9%	7.9%	5.3%	0.0%	
Estimate of Availability	47.7%	8.5%	6.2%	3.5%	0.5%	
Expected # of Faculty	18.6	3.2	2.4	1.3	0.2	
Underutilization	-1.6	-0.2	none	none	-0.2	

SCHOOL OF PUBLIC AFFAIRS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF PUBLIC POLICY

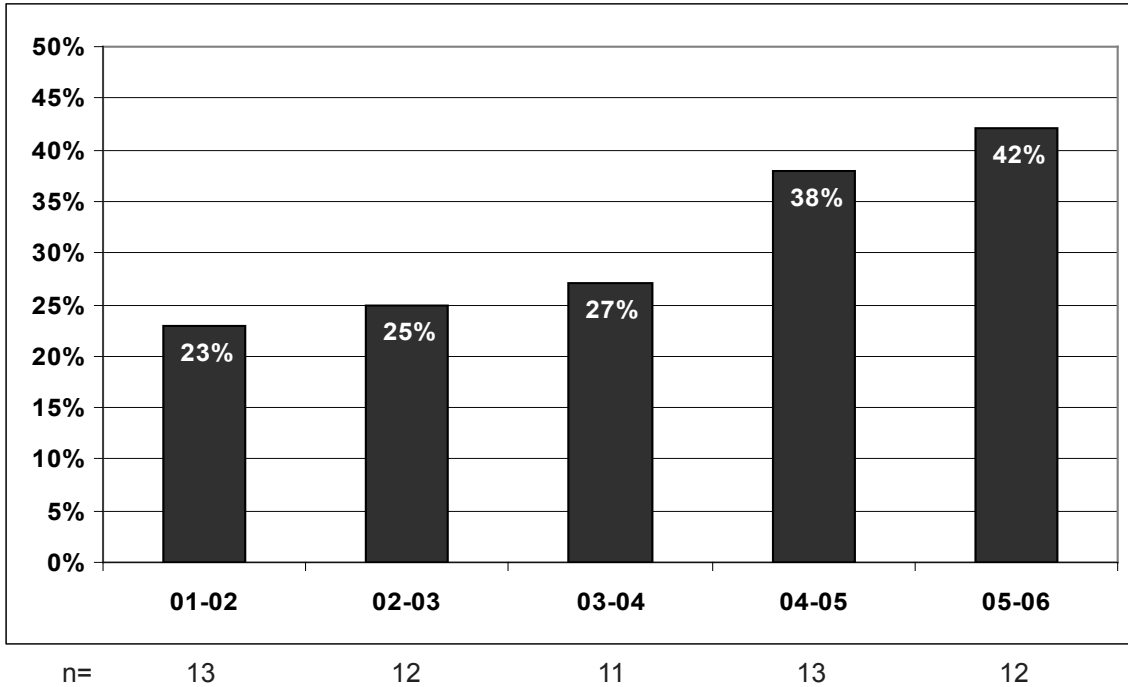
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	3.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Associate Professor	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	3.0	2.0	0.0	0.0	3.0	3.0	6.0
	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	33.3%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	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	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	5.0	6.0	0.0	0.0	5.0	7.0	12.0
	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	41.7%	50.0%	0.0%	0.0%	41.7%	58.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

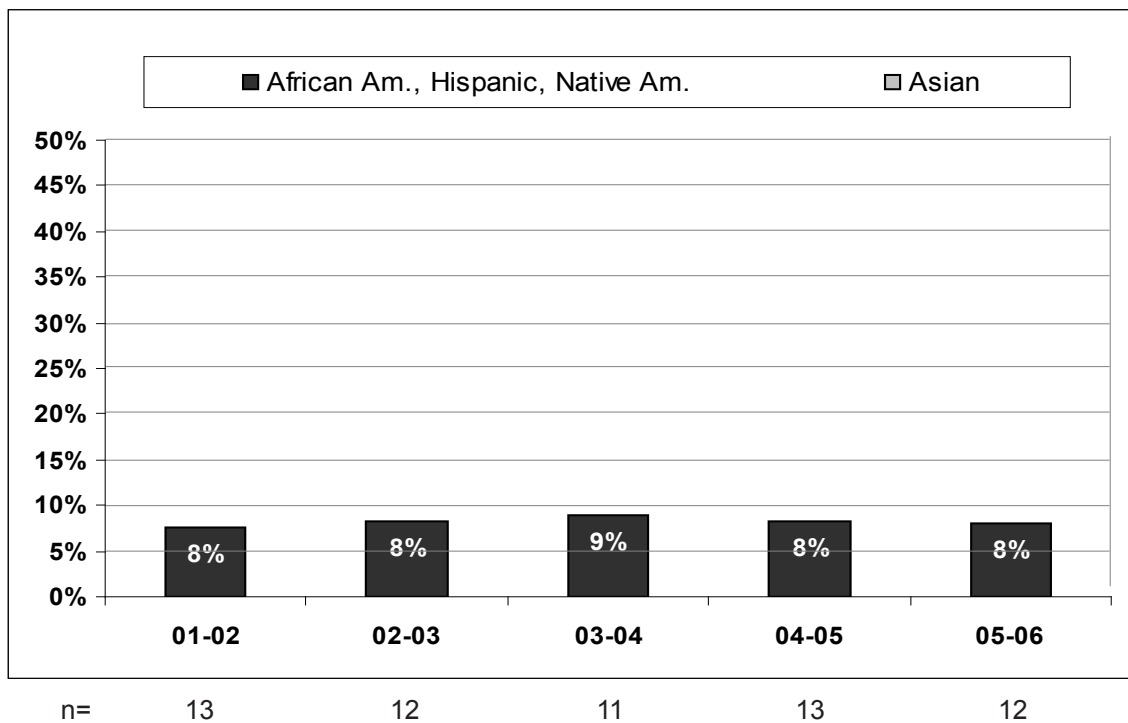
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	0.0	0.0	0.0	12.0
% of Faculty	41.7%	8.3%	0.0%	0.0%	0.0%	
Estimate of Availability	34.7%	6.6%	7.8%	3.6%	0.3%	
Expected # of Faculty	4.2	0.8	0.9	0.4	0.0	
Underutilization	none	none	-0.9	-0.4	none	

DEPARTMENT OF PUBLIC POLICY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF SOCIAL WELFARE

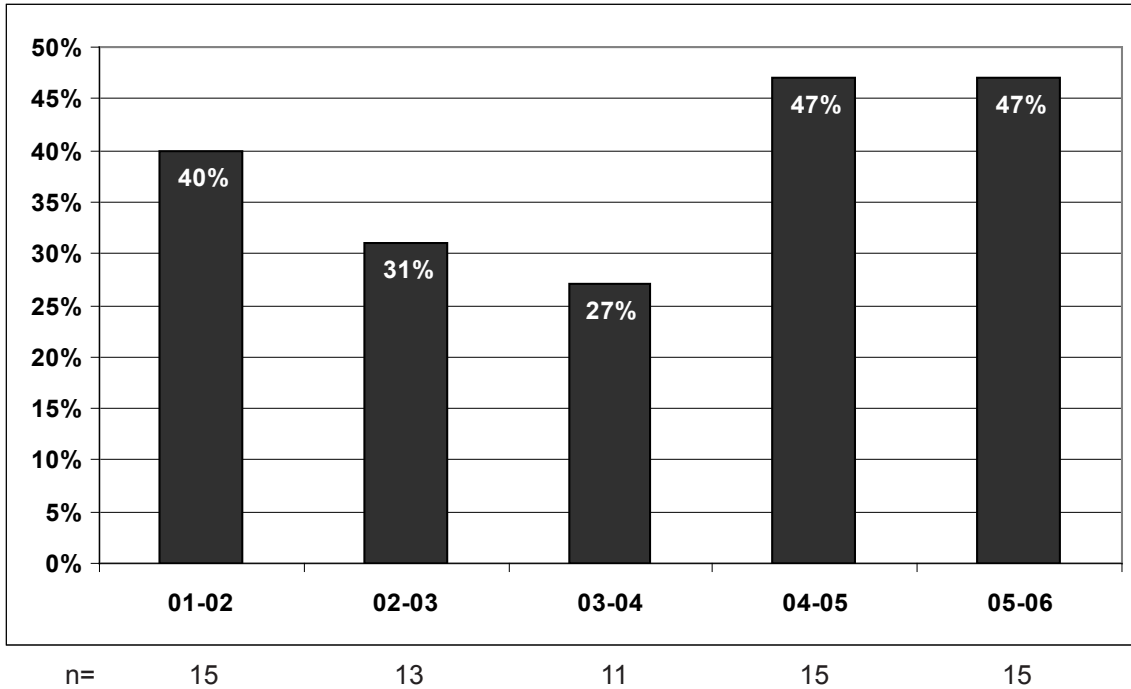
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0	6.0	0.0	0.0	1.0	7.0	8.0
	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	12.5%	0.0%	75.0%	0.0%	0.0%	12.5%	87.5%	100.0%
Associate Professor																	
	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	3.0
	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
Assistant Professor																	
	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	3.0	0.0	3.0
	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%	0.0%	100.0%
Total Ladder																	
	2.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	3.0	1.0	3.0	7.0	0.0	0.0	6.0	8.0	14.0
	14.3%	0.0%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	21.4%	7.1%	21.4%	50.0%	0.0%	0.0%	42.9%	57.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

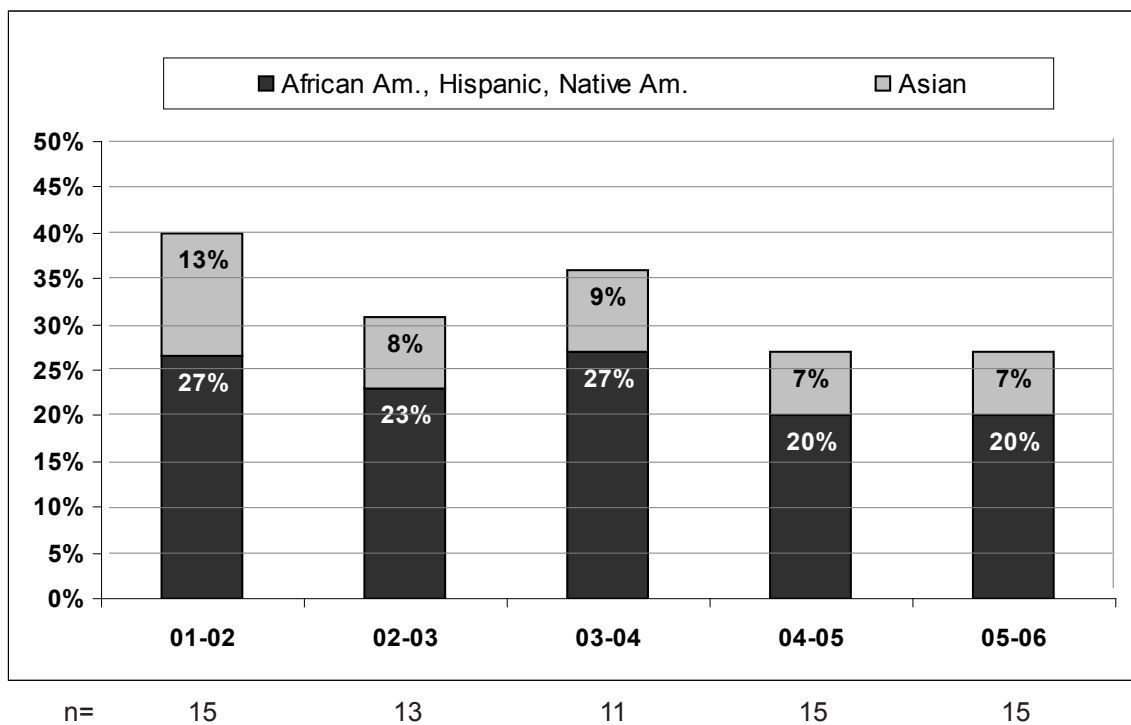
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	2.0	1.0	1.0	0.0	14.0
% of Faculty	42.9%	14.3%	7.1%	7.1%	0.0%	
Estimate of Availability	67.1%	10.8%	4.5%	4.2%	0.8%	
Expected # of Faculty	9.4	1.5	0.6	0.6	0.1	
Underutilization	-3.4	0.5	none	none	-0.1	

DEPARTMENT OF SOCIAL WELFARE (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF URBAN PLANNING

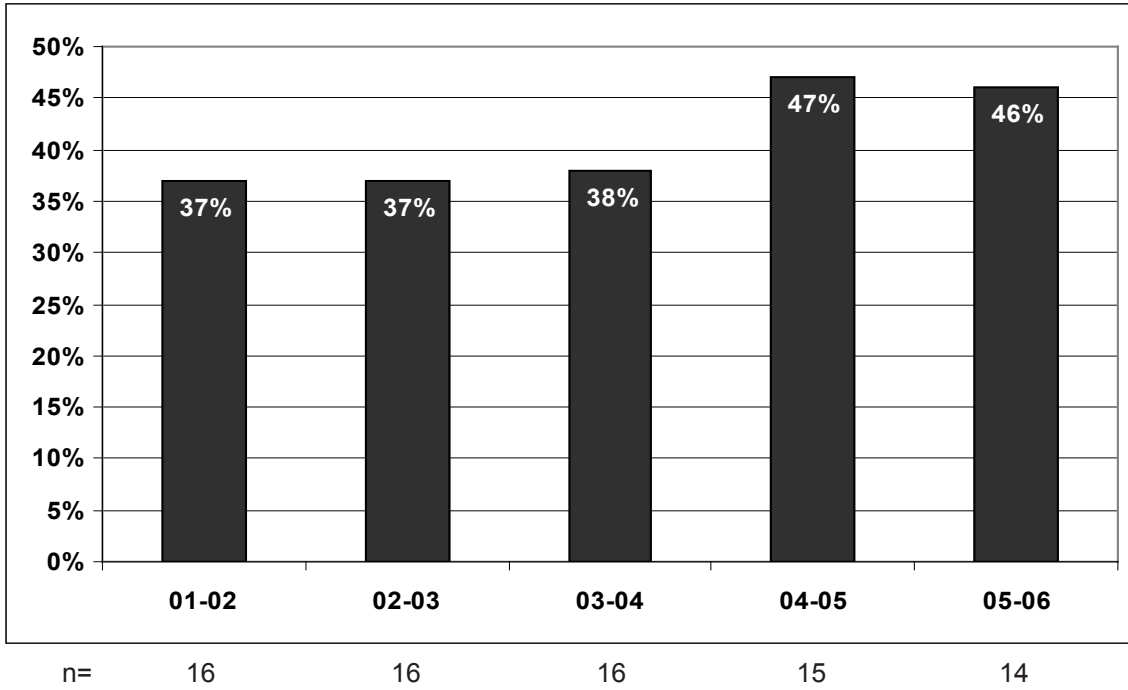
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0	4.0	0.0	0.0	4.0	4.0	8.0
	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	37.5%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Associate Professor	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	2.0	2.0	4.0
	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%	50.0%	50.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	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%	100.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	4.0	5.0	0.0	1.0	6.0	7.0	13.0
	0.0%	0.0%	15.4%	0.0%	0.0%	7.7%	0.0%	0.0%	15.4%	7.7%	30.8%	38.5%	0.0%	7.7%	46.2%	53.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

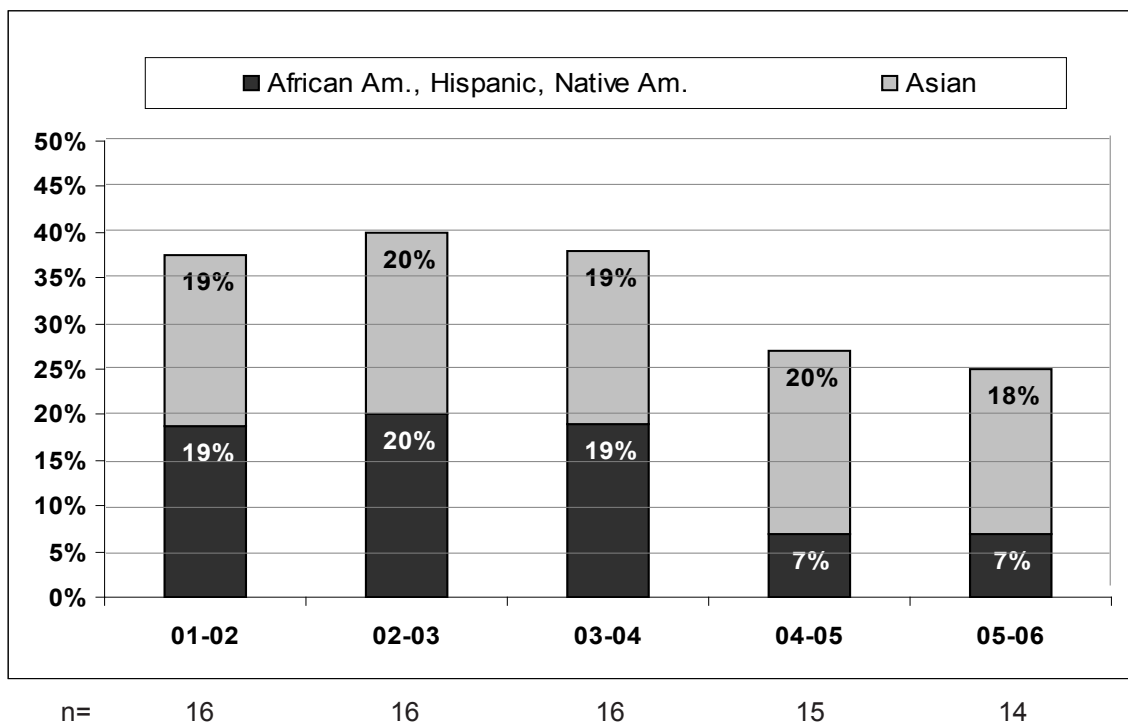
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	2.0	1.0	0.0	12.0
% of Faculty	46.2%	0.0%	16.7%	8.3%	0.0%	
Estimate of Availability	37.2%	8.0%	7.4%	3.2%	0.6%	
Expected # of Faculty	4.8	1.0	0.9	0.4	0.1	
Underutilization	none	-1.0	none	none	-0.1	

DEPARTMENT OF URBAN PLANNING (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF THEATER, FILM & TELEVISION

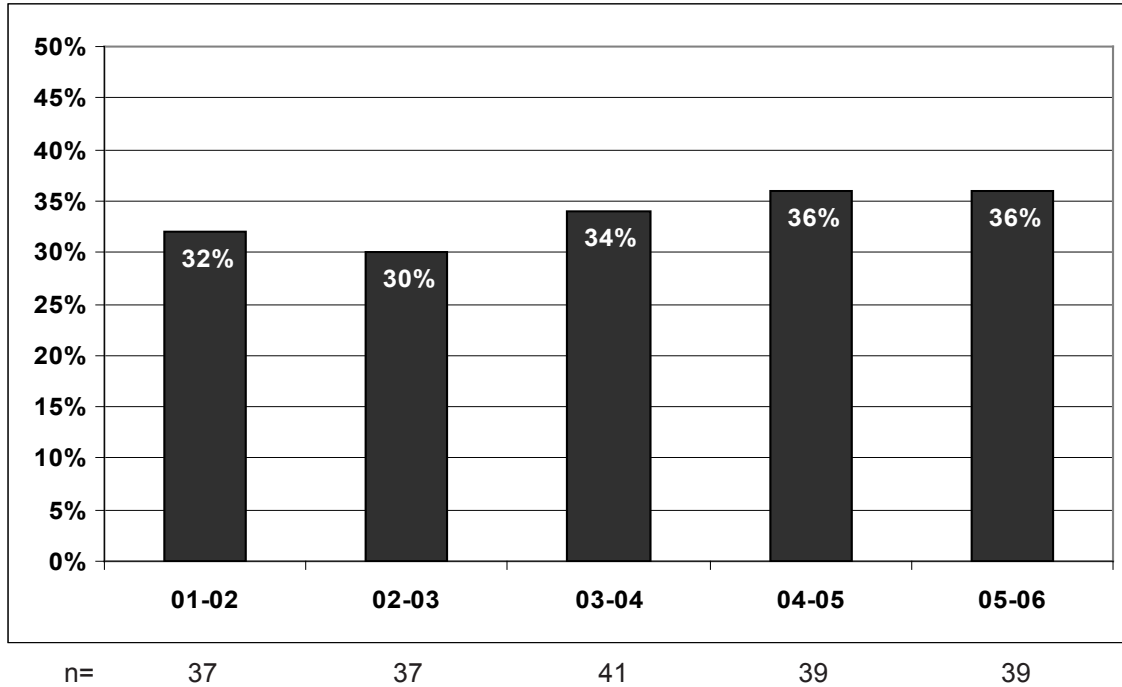
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.0	0.0	1.0	3.0	0.0	1.0	1.0	5.0	8.0	14.5	0.0	0.0	9.0	19.5	28.5
	0.0%	3.5%	0.0%	0.0%	3.5%	10.5%	0.0%	3.5%	3.5%	17.5%	28.1%	50.9%	0.0%	0.0%	31.6%	68.4%	100.0%
Associate Professor	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	3.0	2.0	0.0	0.0	4.0	3.0	7.0
	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	14.3%	42.9%	28.6%	0.0%	0.0%	57.1%	42.9%	100.0%
Assistant Professor	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	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	1.0	1.0	0.0	1.0	4.0	0.0	1.0	2.0	6.0	12.0	17.5	0.0	0.0	14.0	23.5	37.5
	0.0%	2.7%	2.7%	0.0%	2.7%	10.7%	0.0%	2.7%	5.3%	16.0%	32.0%	46.7%	0.0%	0.0%	37.3%	62.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

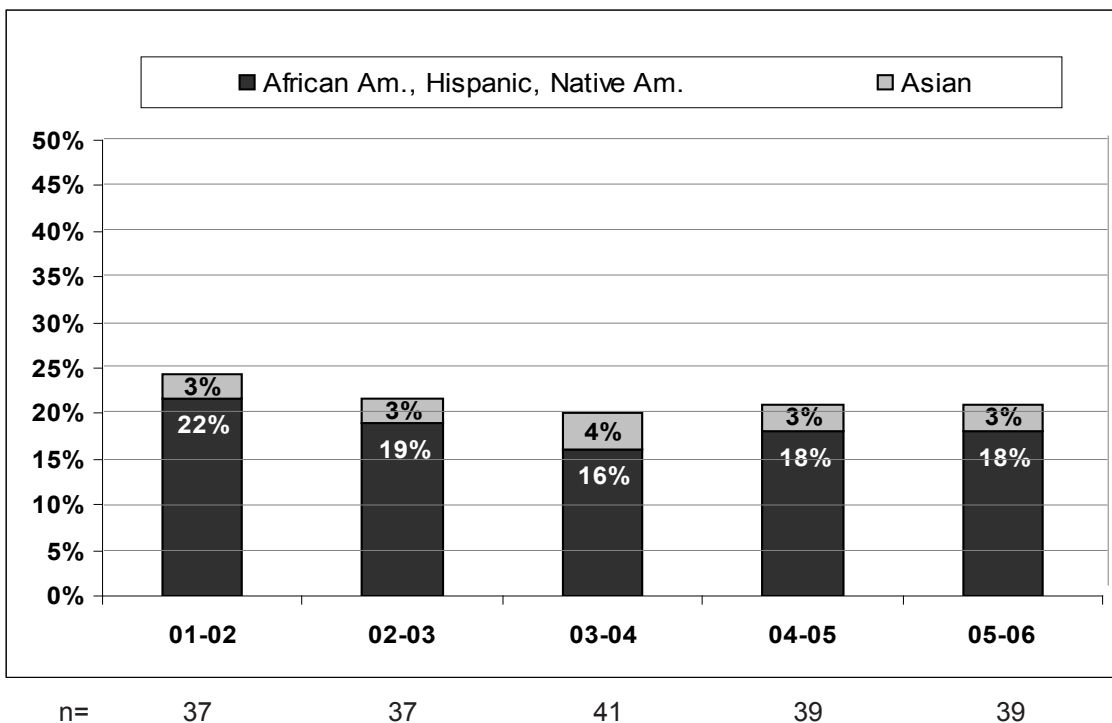
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.0	1.0	1.0	5.0	1.0	37.5
% of Faculty	37.3%	2.7%	2.7%	13.3%	2.7%	
Estimate of Availability	36.9%	4.2%	2.2%	2.2%	0.4%	
Expected # of Faculty	13.8	1.6	0.8	0.8	0.2	
Underutilization	none	-0.6	none	none	none	

SCHOOL OF THEATER, FILM & TELEVISION (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



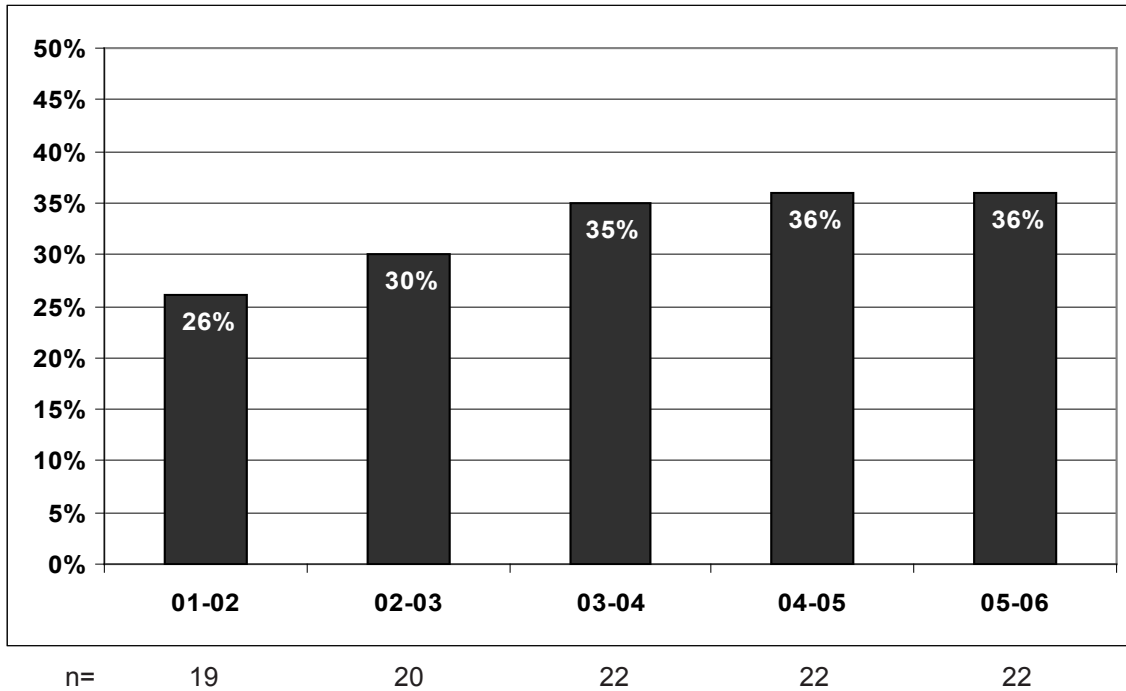
DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	3.0	5.0	7.0	0.0	0.0	5.0	10.0	15.0
	0.0%	6.7%	0.0%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	20.0%	33.3%	46.7%	0.0%	0.0%	33.3%	66.7%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	3.0	1.0	0.0	0.0	3.0	2.0	5.0
	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	60.0%	20.0%	0.0%	0.0%	60.0%	40.0%	100.0%
Assistant Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	1.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	4.0	8.0	9.0	0.0	0.0	8.0	13.0	21.0
	0.0%	4.8%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	19.0%	38.1%	42.9%	0.0%	0.0%	38.1%	61.9%	100.0%

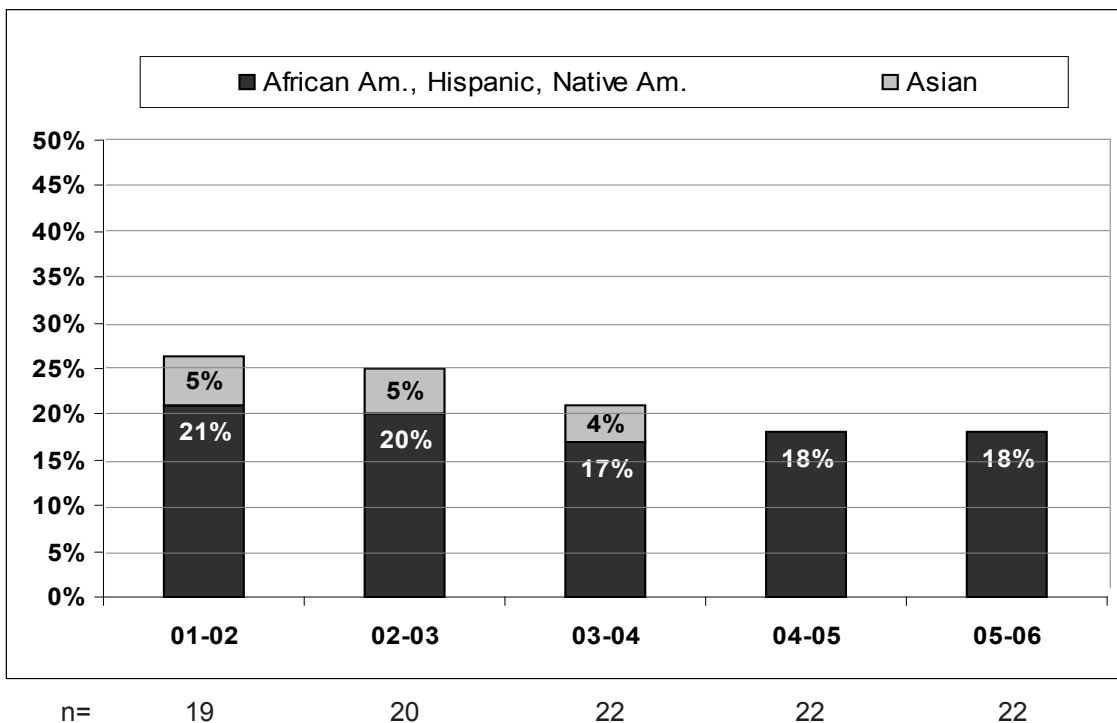
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	0.0	3.0	0.0	21.0
% of Faculty	38.1%	4.8%	0.0%	14.3%	0.0%	
Estimate of Availability	33.8%	4.2%	2.6%	2.5%	0.3%	
Expected # of Faculty	7.1	0.9	0.5	0.5	0.1	
Underutilization	none	none	-0.5	none	-0.1	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF THEATER

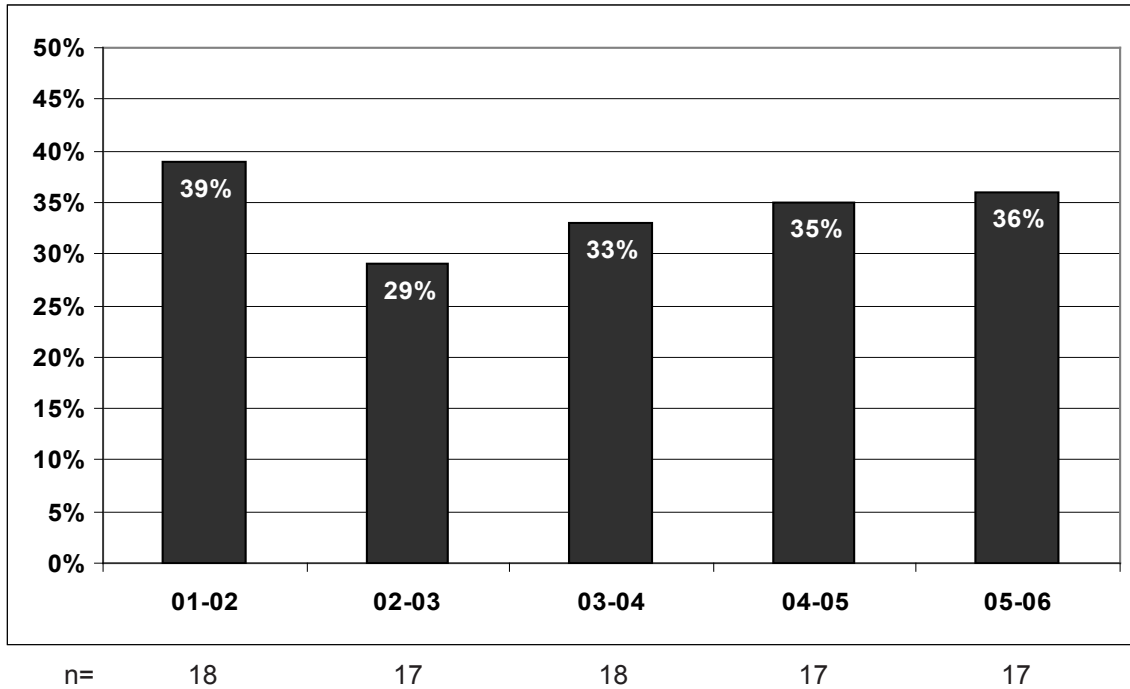
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	1.0	2.0	3.0	7.5	0.0	0.0	4.0	9.5	13.5
	0.0%	0.0%	0.0%	0.0%	7.4%	7.4%	0.0%	7.4%	7.4%	14.8%	22.2%	55.6%	0.0%	0.0%	29.6%	70.4%	100.0%
Associate Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	0.0	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	1.0
	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%	0.0%	100.0%
Total Ladder	0.0	0.0	1.0	0.0	1.0	1.0	0.0	1.0	2.0	2.0	4.0	8.5	0.0	0.0	6.0	10.5	16.5
	0.0%	0.0%	6.1%	0.0%	6.1%	6.1%	0.0%	6.1%	12.1%	12.1%	24.2%	51.5%	0.0%	0.0%	36.4%	63.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

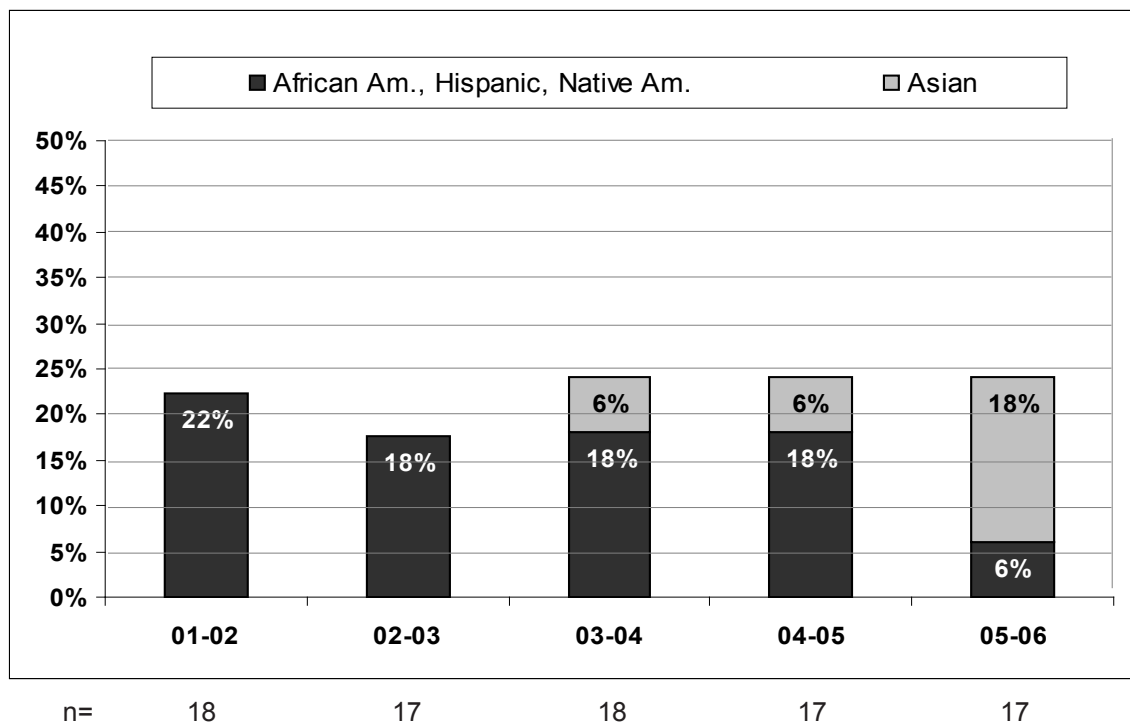
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	1.0	2.0	1.0	16.5
% of Faculty	36.4%	0.0%	6.1%	12.1%	6.1%	
Estimate of Availability	42.7%	4.5%	1.8%	2.1%	0.6%	
Expected # of Faculty	7.0	0.7	0.3	0.3	0.1	
Underutilization	-1.0	-0.7	none	none	none	

DEPARTMENT OF THEATER (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF DENTISTRY

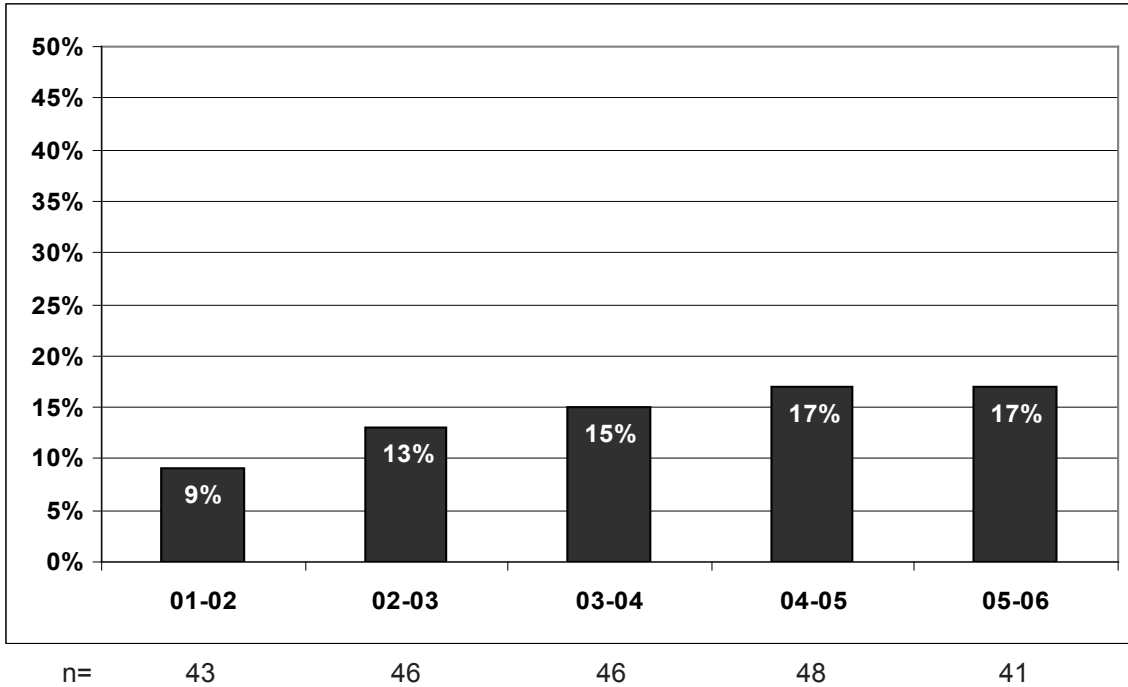
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	7.0	0.0	0.0	0.0	0.0	0.0	7.0	4.0	15.0	0.0	0.0	4.0	22.0	26.0
	0.0%	0.0%	0.0%	26.9%	0.0%	0.0%	0.0%	0.0%	0.0%	26.9%	15.4%	57.7%	0.0%	0.0%	15.4%	84.6%	100.0%
Associate Professor	0.0	1.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	4.0	2.0	5.0	0.0	0.0	2.0	9.0	11.0
	0.0%	9.1%	0.0%	18.2%	0.0%	9.1%	0.0%	0.0%	0.0%	36.4%	18.2%	45.5%	0.0%	0.0%	18.2%	81.8%	100.0%
Assistant Professor	0.0	0.0	1.0	3.0	0.0	0.0	0.0	0.0	1.0	3.0	2.0	0.0	0.0	0.0	3.0	3.0	6.0
	0.0%	0.0%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	33.3%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	1.0	1.0	12.0	0.0	1.0	0.0	0.0	1.0	14.0	8.0	20.0	0.0	0.0	9.0	34.0	43.0
	0.0%	2.3%	2.3%	27.9%	0.0%	2.3%	0.0%	0.0%	2.3%	32.6%	18.6%	46.5%	0.0%	0.0%	20.9%	79.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

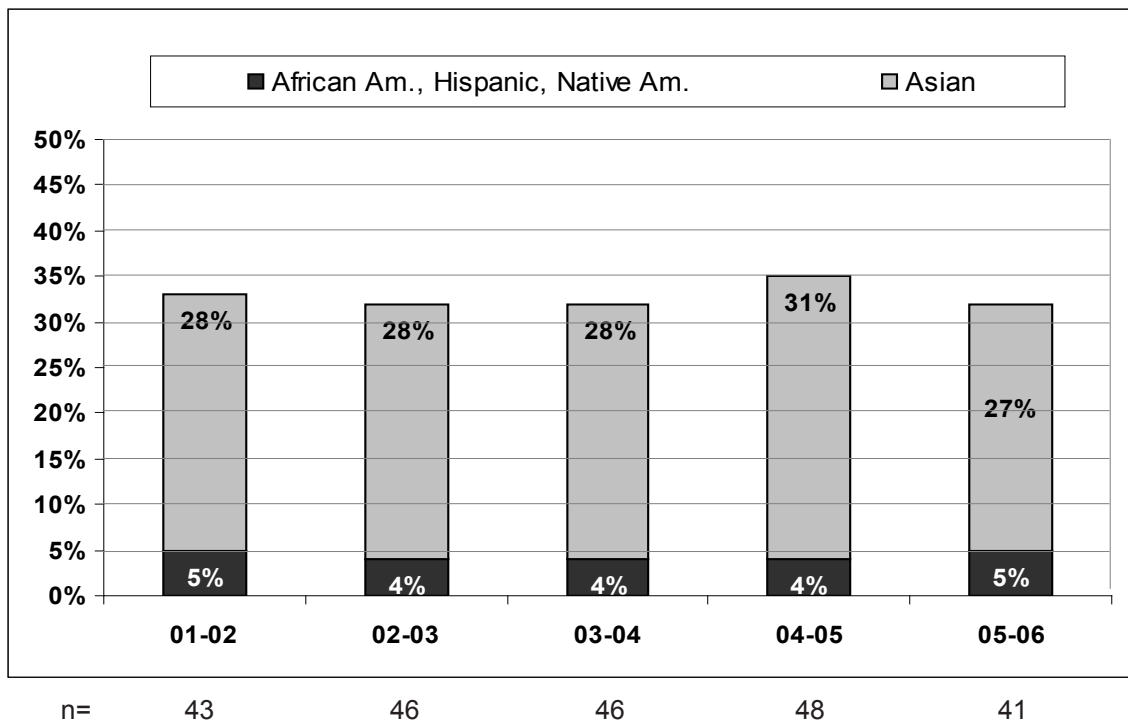
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	1.0	13.0	1.0	0.0	43.0
% of Faculty	20.9%	2.3%	30.2%	2.3%	0.0%	
Estimate of Availability	29.2%	3.5%	13.9%	3.1%	0.1%	
Expected # of Faculty	12.6	1.5	6.0	1.3	0.0	
Underutilization	-3.6	-0.5	none	-0.3	none	

SCHOOL OF DENTISTRY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF NURSING

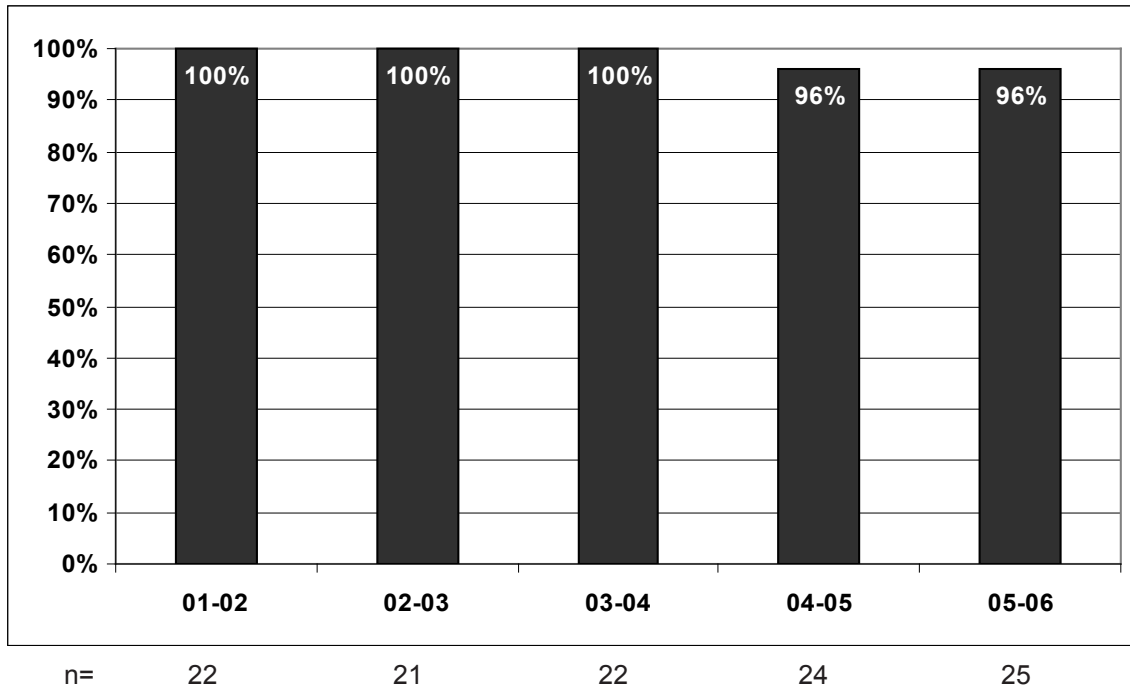
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	0.0	5.0	0.0	0.0	0.0	8.0	0.0	8.0
	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	12.5%	0.0%	37.5%	0.0%	62.5%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.0	0.0	0.0	0.0	8.0	0.0	8.0
	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%	0.0%	100.0%
Assistant Professor																	
	2.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	4.0	1.0	10.0	0.0	0.0	0.0	14.0	1.0	15.0
	13.3%	6.7%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	6.7%	66.7%	0.0%	0.0%	0.0%	93.3%	6.7%	100.0%
Total Ladder																	
	3.0	1.0	3.0	0.0	0.0	0.0	1.0	0.0	7.0	1.0	23.0	0.0	0.0	0.0	30.0	1.0	31.0
	9.7%	3.2%	9.7%	0.0%	0.0%	0.0%	3.2%	0.0%	22.6%	3.2%	74.2%	0.0%	0.0%	0.0%	96.8%	3.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

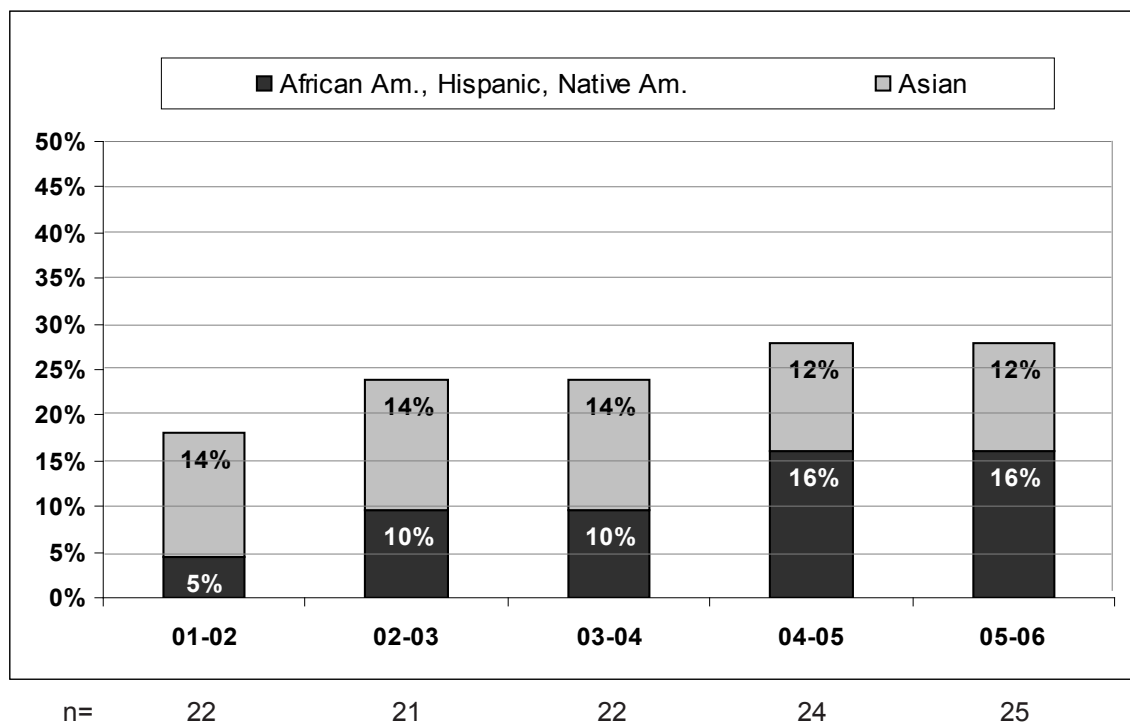
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	30.0	4.0	3.0	0.0	1.0	31.0
% of Faculty	96.8%	12.9%	9.7%	0.0%	3.2%	
Estimate of Availability	95.2%	5.9%	2.6%	1.8%	0.3%	
Expected # of Faculty	29.5	1.8	0.8	0.6	0.1	
Underutilization	none	none	none	-0.6	none	

SCHOOL OF NURSING (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



SCHOOL OF PUBLIC HEALTH

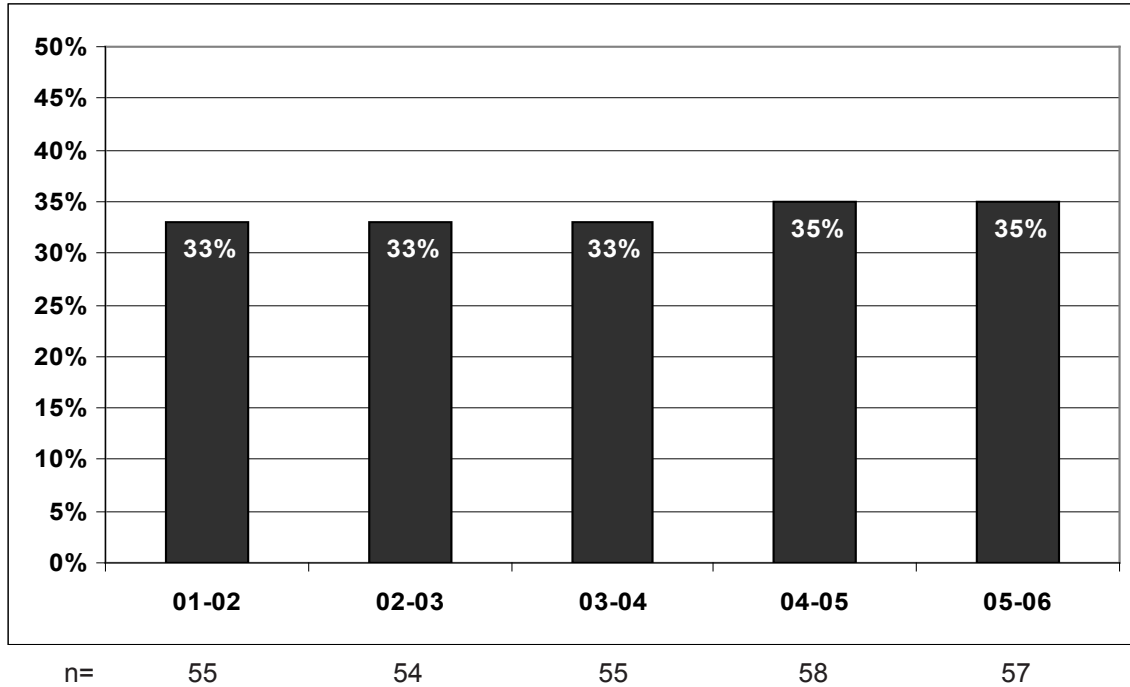
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.5	7.0	0.0	0.0	0.0	0.0	1.5	7.0	15.0	26.0	0.0	0.0	16.5	33.0	49.5
	0.0%	0.0%	3.0%	14.1%	0.0%	0.0%	0.0%	0.0%	3.0%	14.1%	30.3%	52.5%	0.0%	0.0%	33.3%	66.7%	100.0%
Associate Professor	2.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	2.0	2.0	0.0	3.0	0.0	0.0	2.0	5.0	7.0
	28.6%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	28.6%	28.6%	0.0%	42.9%	0.0%	0.0%	28.6%	71.4%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
Total Ladder	2.0	0.0	1.5	7.0	0.0	2.0	0.0	0.0	3.5	9.0	17.0	30.0	0.0	0.0	20.5	39.0	59.5
	3.4%	0.0%	2.5%	11.8%	0.0%	3.4%	0.0%	0.0%	5.9%	15.1%	28.6%	50.4%	0.0%	0.0%	34.5%	65.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

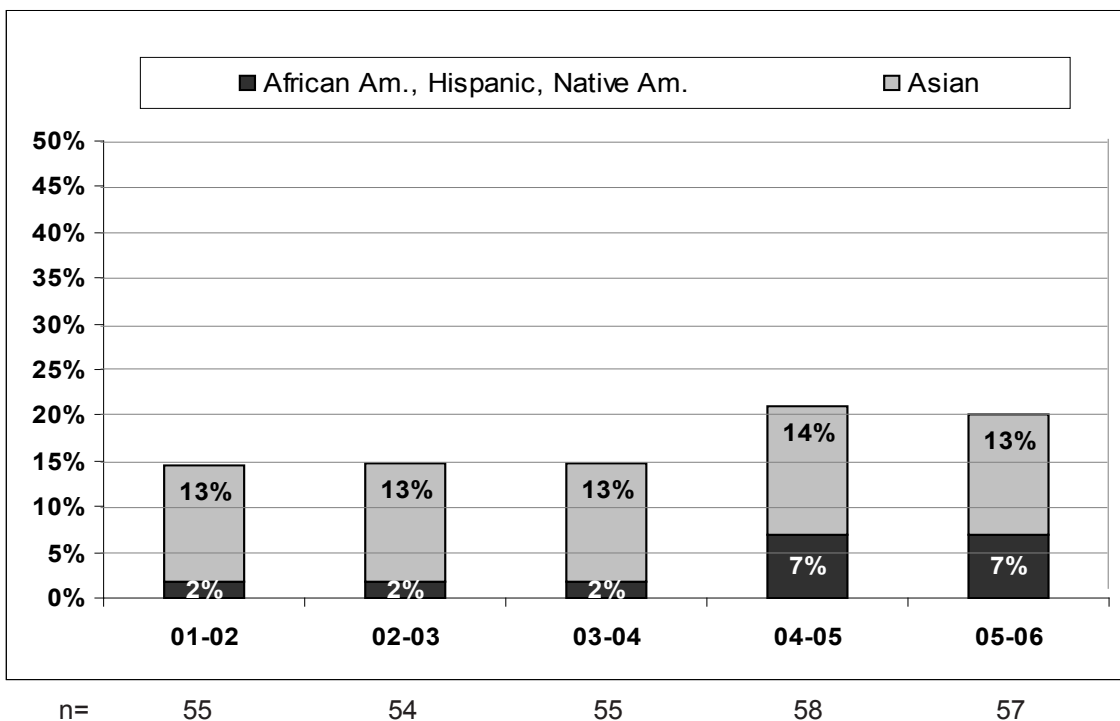
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	20.5	2.0	8.5	2.0	0.0	59.5
% of Faculty	34.5%	3.4%	14.3%	3.4%	0.0%	
Estimate of Availability	47.7%	5.0%	9.5%	3.3%	0.4%	
Expected # of Faculty	28.4	3.0	5.7	2.0	0.2	
Underutilization	-7.9	-1.0	none	none	-0.2	

SCHOOL OF PUBLIC HEALTH (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF BIostatISTICS

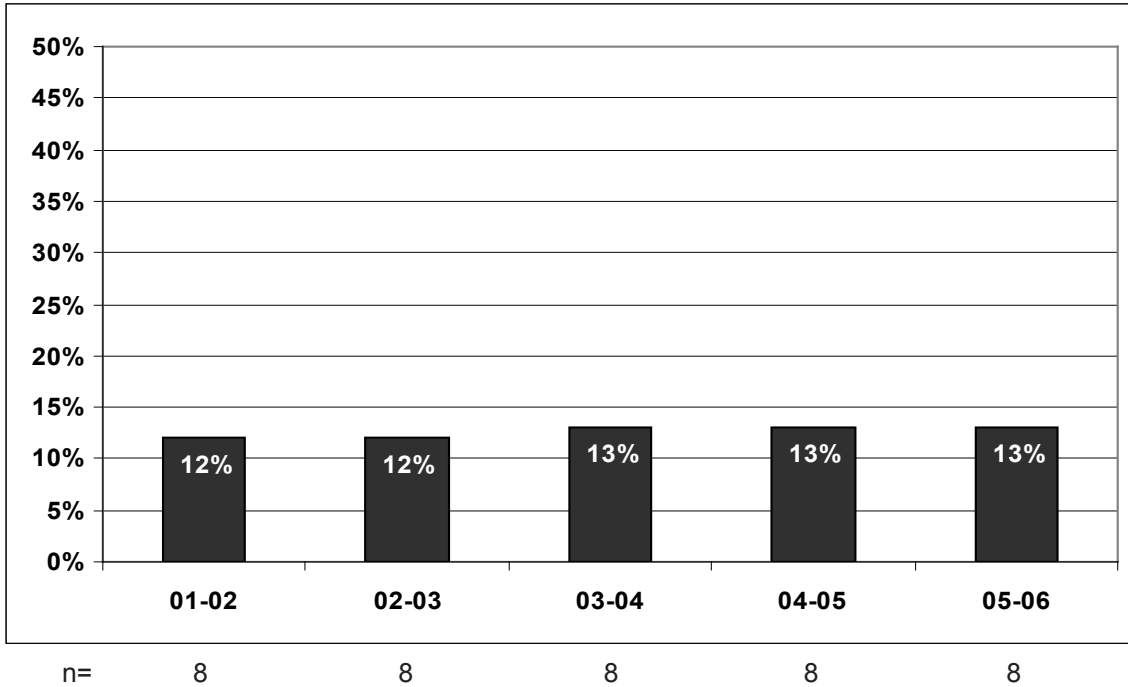
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	4.0	0.0	0.0	1.0	6.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	57.1%	0.0%	0.0%	14.3%	85.7%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	5.0	0.0	0.0	1.0	7.0	8.0
	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	12.5%	62.5%	0.0%	0.0%	12.5%	87.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

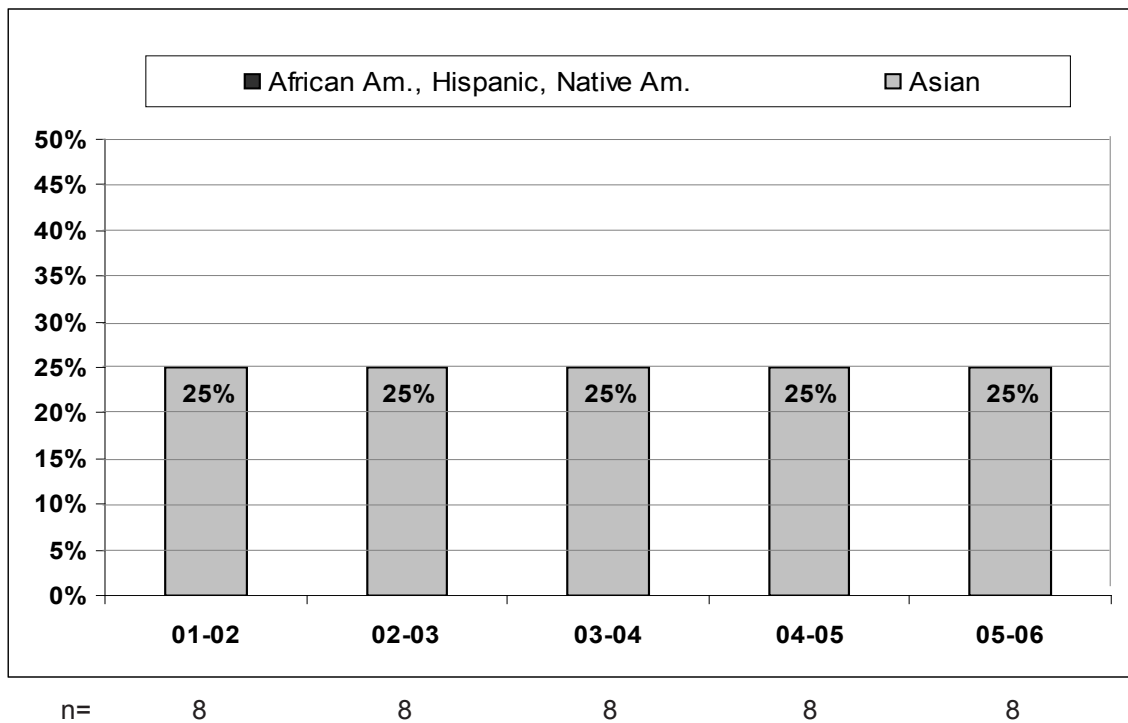
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	2.0	0.0	0.0	8.0
% of Faculty	12.5%	0.0%	25.0%	0.0%	0.0%	
Estimate of Availability	46.4%	4.0%	19.3%	1.5%	0.2%	
Expected # of Faculty	3.7	0.3	1.5	0.1	0.0	
Underutilization	-2.7	-0.3	none	-0.1	none	

DEPARTMENT OF BIostatISTICS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF COMMUNITY HEALTH SCIENCES

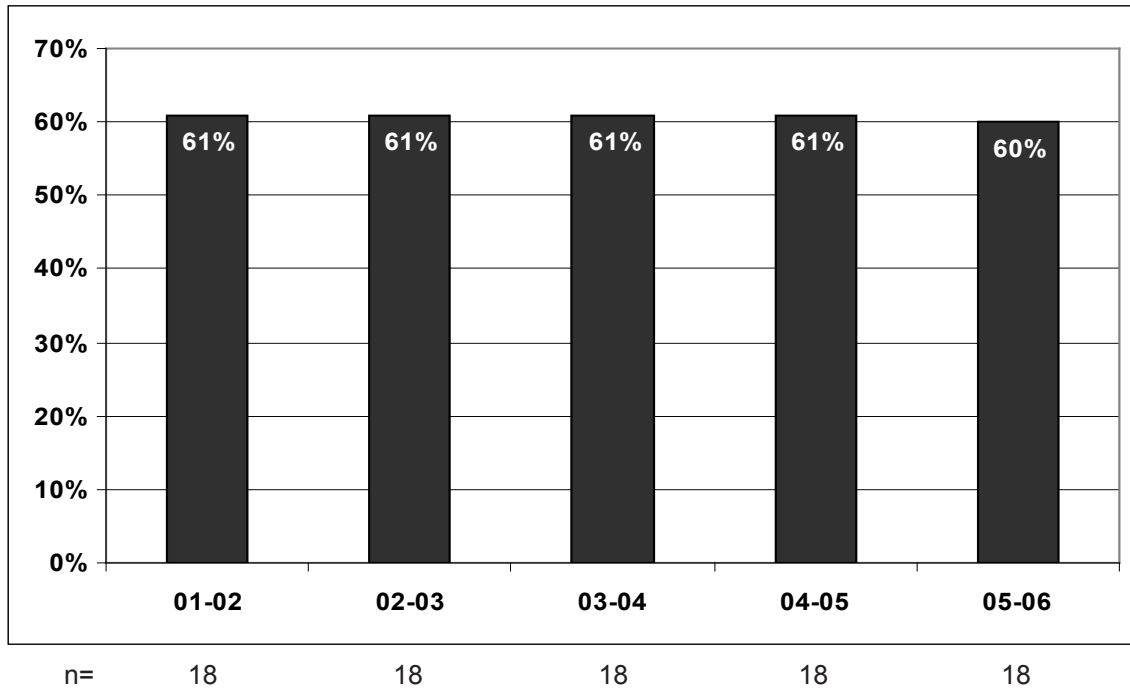
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	9.0	5.0	0.0	0.0	10.5	7.0	17.5
	0.0%	0.0%	8.6%	11.4%	0.0%	0.0%	0.0%	0.0%	8.6%	11.4%	51.4%	28.6%	0.0%	0.0%	60.0%	40.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	9.0	5.0	0.0	0.0	10.5	7.0	17.5
	0.0%	0.0%	8.6%	11.4%	0.0%	0.0%	0.0%	0.0%	8.6%	11.4%	51.4%	28.6%	0.0%	0.0%	60.0%	40.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

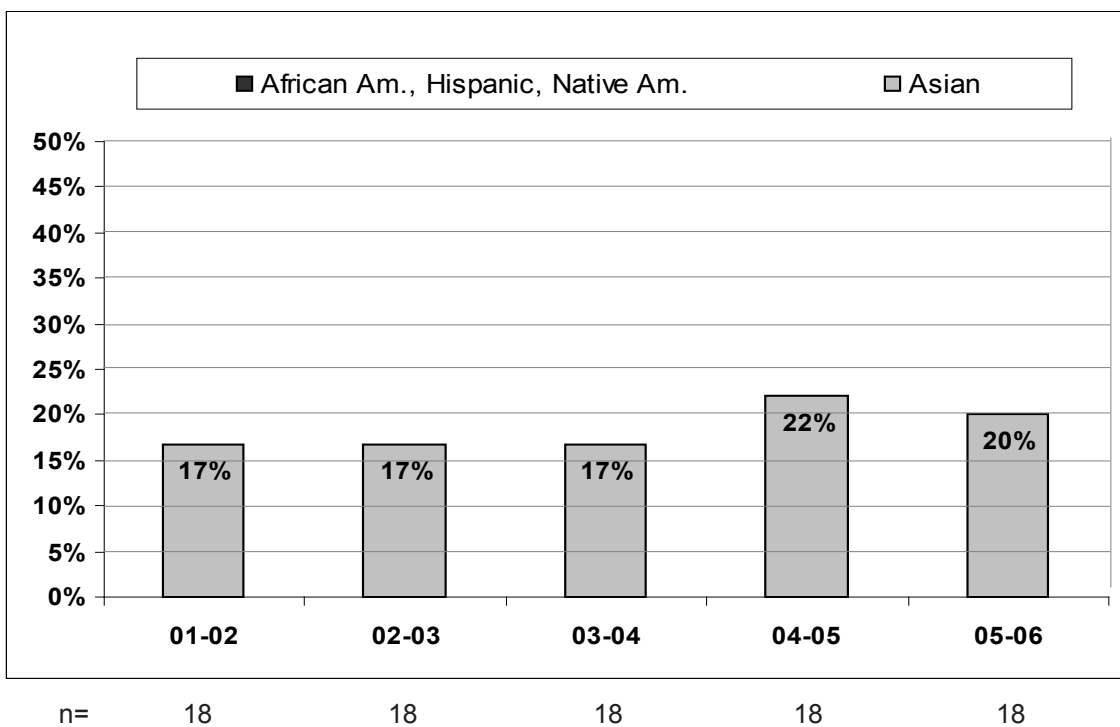
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.5	0.0	3.5	0.0	0.0	17.5
% of Faculty	60.0%	0.0%	20.0%	0.0%	0.0%	
Estimate of Availability	53.0%	6.2%	5.9%	3.8%	0.6%	
Expected # of Faculty	9.3	1.1	1.0	0.7	0.1	
Underutilization	none	-1.1	none	-0.7	-0.1	

DEPARTMENT OF COMMUNITY HEALTH SCIENCES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



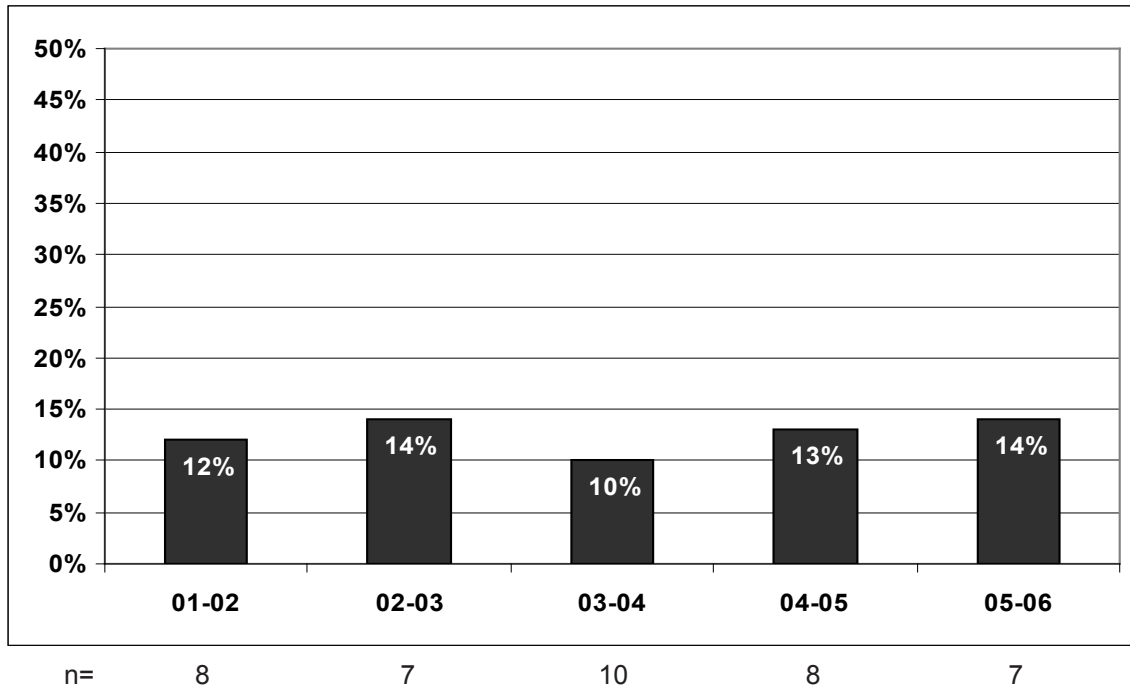
DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	0.0	6.0	6.0
	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%	0.0%	0.0%	100.0%	100.0%
Associate Professor	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	0.0	1.0	1.0	2.0
	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total Ladder	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	7.0	0.0	0.0	1.0	7.0	8.0
	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	87.5%	0.0%	0.0%	12.5%	87.5%	100.0%

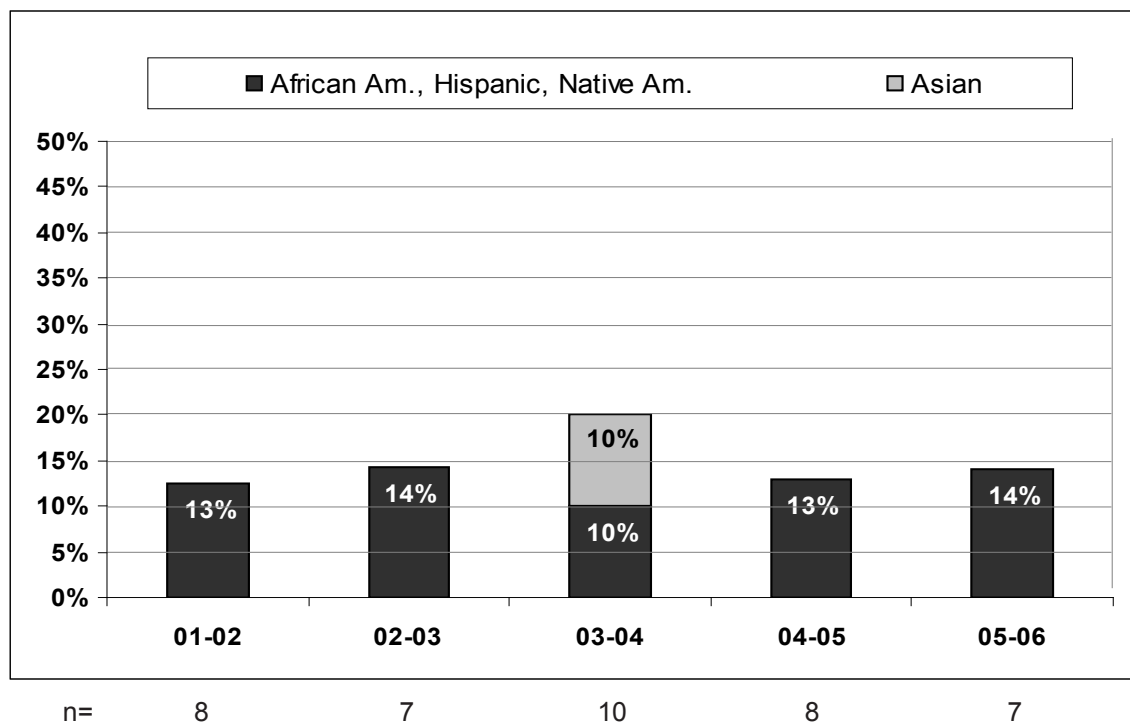
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	1.0	0.0	0.0	0.0	8.0
% of Faculty	12.5%	12.5%	0.0%	0.0%	0.0%	
Estimate of Availability	36.8%	3.2%	11.5%	2.7%	0.4%	
Expected # of Faculty	2.9	0.3	0.9	0.2	0.0	
Underutilization	-1.9	none	-0.9	-0.2	none	

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF EPIDEMIOLOGY

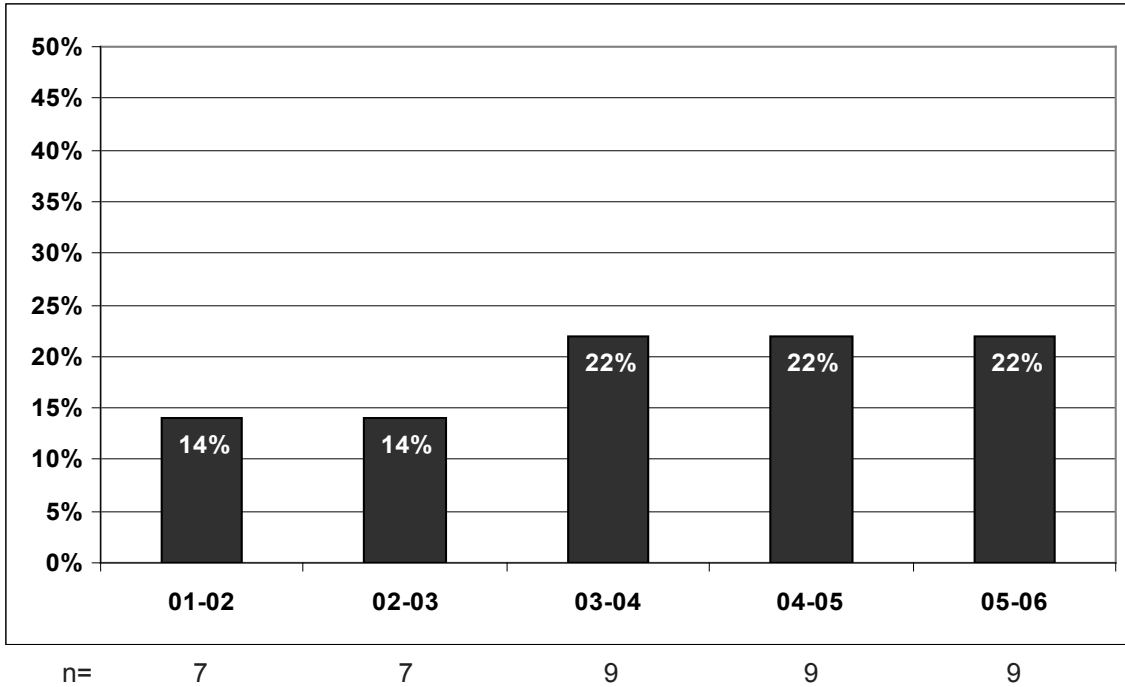
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	4.0	0.0	0.0	1.0	6.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	57.1%	0.0%	0.0%	14.3%	85.7%	100.0%
Associate Professor	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	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor	0.0	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	1.0
	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%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0	5.0	0.0	0.0	2.0	7.0	9.0
	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	22.2%	55.6%	0.0%	0.0%	22.2%	77.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

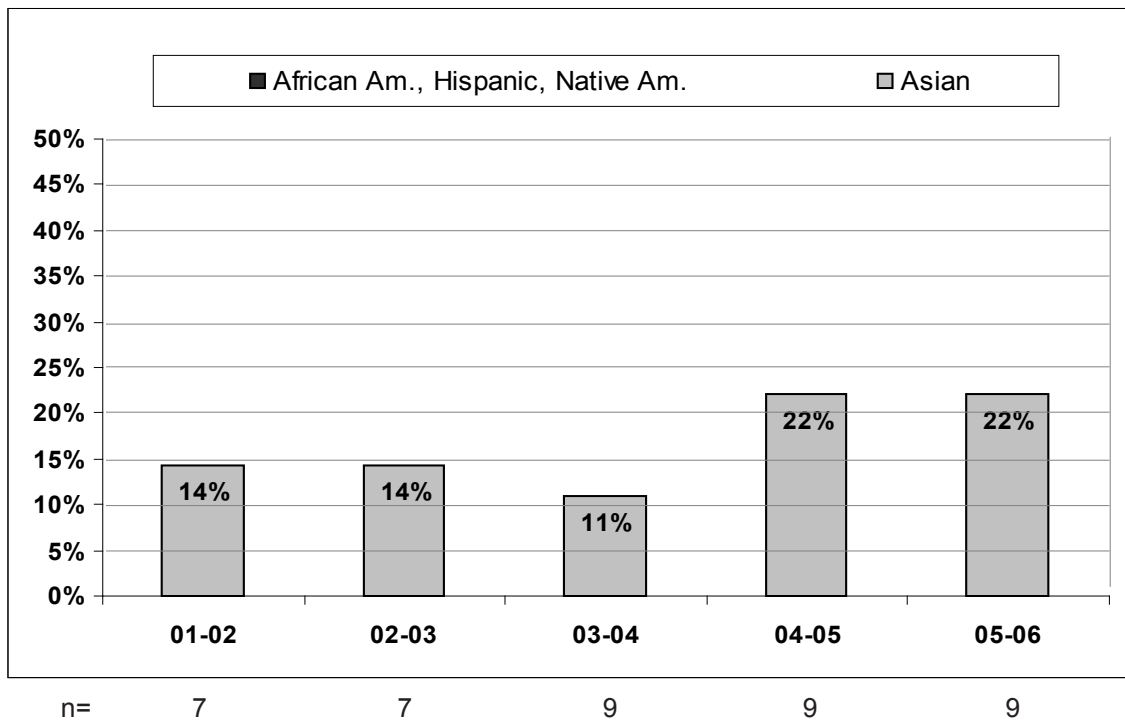
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	2.0	0.0	0.0	9.0
% of Faculty	22.2%	0.0%	22.2%	0.0%	0.0%	
Estimate of Availability	54.6%	4.2%	8.7%	3.3%	0.3%	
Expected # of Faculty	4.9	0.4	0.8	0.3	0.0	
Underutilization	-2.9	-0.4	none	-0.3	none	

DEPARTMENT OF EPIDEMIOLOGY (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



DEPARTMENT OF HEALTH SERVICES

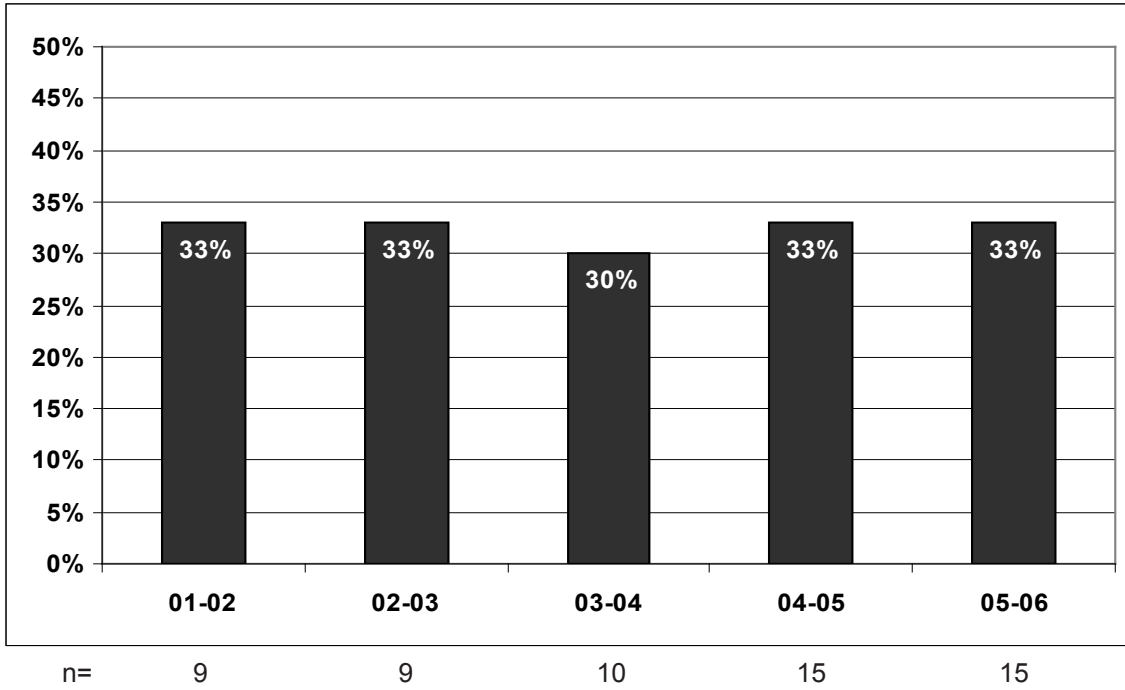
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	5.0	0.0	0.0	3.0	5.0	8.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	62.5%	0.0%	0.0%	37.5%	62.5%	100.0%
Associate Professor	1.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	1.0	2.0	0.0	1.0	0.0	0.0	1.0	3.0	4.0
	25.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor	0.0	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	1.0
	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%	0.0%	100.0%
Total Ladder	1.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	1.0	2.0	4.0	6.0	0.0	0.0	5.0	8.0	13.0
	7.7%	0.0%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%	7.7%	15.4%	30.8%	46.2%	0.0%	0.0%	38.5%	61.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

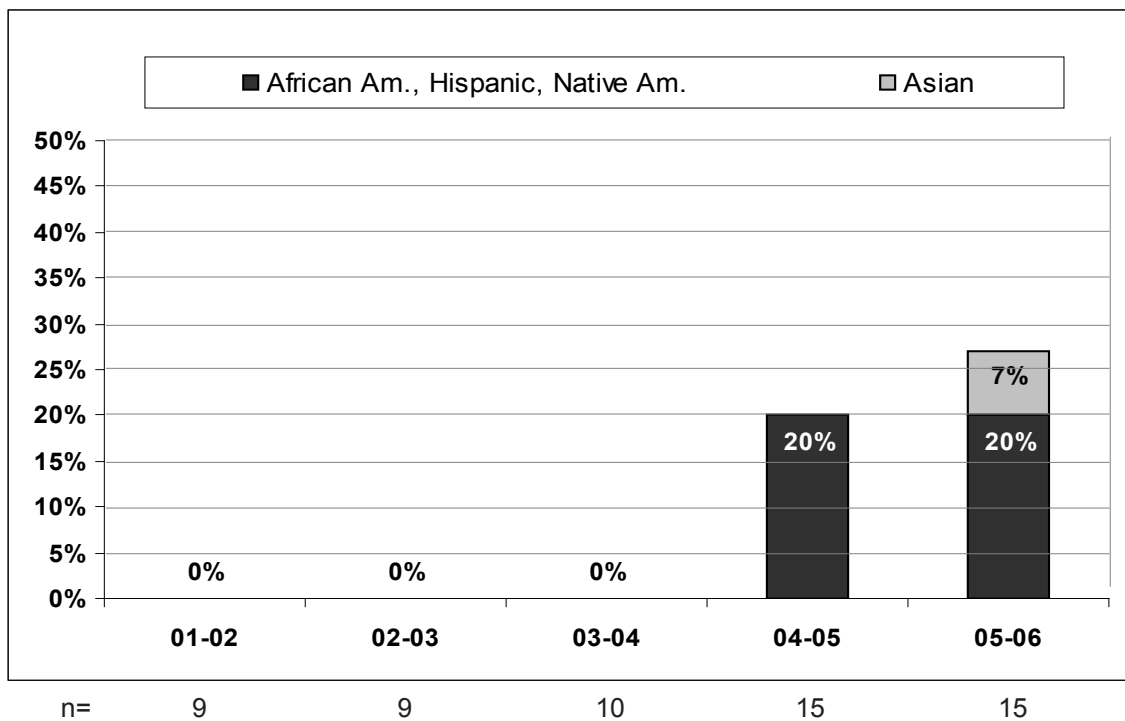
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	0.0	2.0	0.0	13.0
% of Faculty	38.5%	7.7%	0.0%	15.4%	0.0%	
Estimate of Availability	40.7%	5.4%	8.1%	3.3%	0.3%	
Expected # of Faculty	5.3	0.7	1.1	0.4	0.0	
Underutilization	-0.3	none	-1.1	none	none	

DEPARTMENT OF HEALTH SERVICES (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



THE DAVID GEFFEN SCHOOL OF MEDICINE*

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	3.0	7.0	22.0	3.0	12.0	0.0	0.0	10.0	37.0	35.0	194.0	0.0	0.0	45.0	231.0	276.0
	0.0%	1.1%	2.5%	8.0%	1.1%	4.3%	0.0%	0.0%	3.6%	13.4%	12.7%	70.3%	0.0%	0.0%	16.3%	83.7%	100.0%
Associate Professor	0.0	1.0	2.0	12.0	0.0	3.0	0.0	0.0	2.0	16.0	9.0	20.0	0.0	0.0	11.0	36.0	47.0
	0.0%	2.1%	4.3%	25.5%	0.0%	6.4%	0.0%	0.0%	4.3%	34.0%	19.1%	42.6%	0.0%	0.0%	23.4%	76.6%	100.0%
Assistant Professor	1.0	1.0	1.0	6.0	0.0	2.0	0.0	0.0	2.0	9.0	6.0	20.0	0.0	3.0	8.0	32.0	40.0
	2.5%	2.5%	2.5%	15.0%	0.0%	5.0%	0.0%	0.0%	5.0%	22.5%	15.0%	50.0%	0.0%	7.5%	20.0%	80.0%	100.0%
Total Ladder	1.0	5.0	10.0	40.0	3.0	17.0	0.0	0.0	14.0	62.0	50.0	234.0	0.0	3.0	64.0	299.0	363.0
	0.3%	1.4%	2.8%	11.0%	0.8%	4.7%	0.0%	0.0%	3.9%	17.1%	13.8%	64.5%	0.0%	0.8%	17.6%	82.4%	100.0%

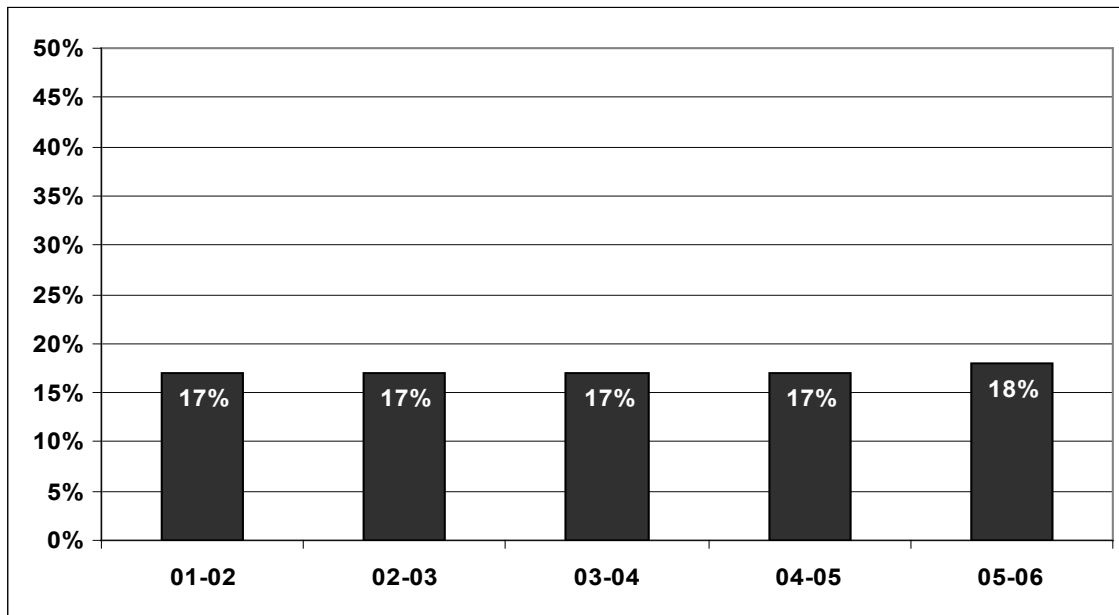
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	64.0	6.0	50.0	20.0	0.0	360.0
% of Faculty	17.6%	1.7%	13.9%	5.6%	0.0%	
Estimate of Availability	27.3%	2.7%	10.5%	3.9%	0.1%	
Expected # of Faculty	99.1	9.7	37.8	14.0	0.4	
Underutilization	-35.1	-3.7	none	none	-0.4	

* Faculty diversity statistics for the various departments within the School of Medicine are provided in a separate monograph for the School of Medicine.

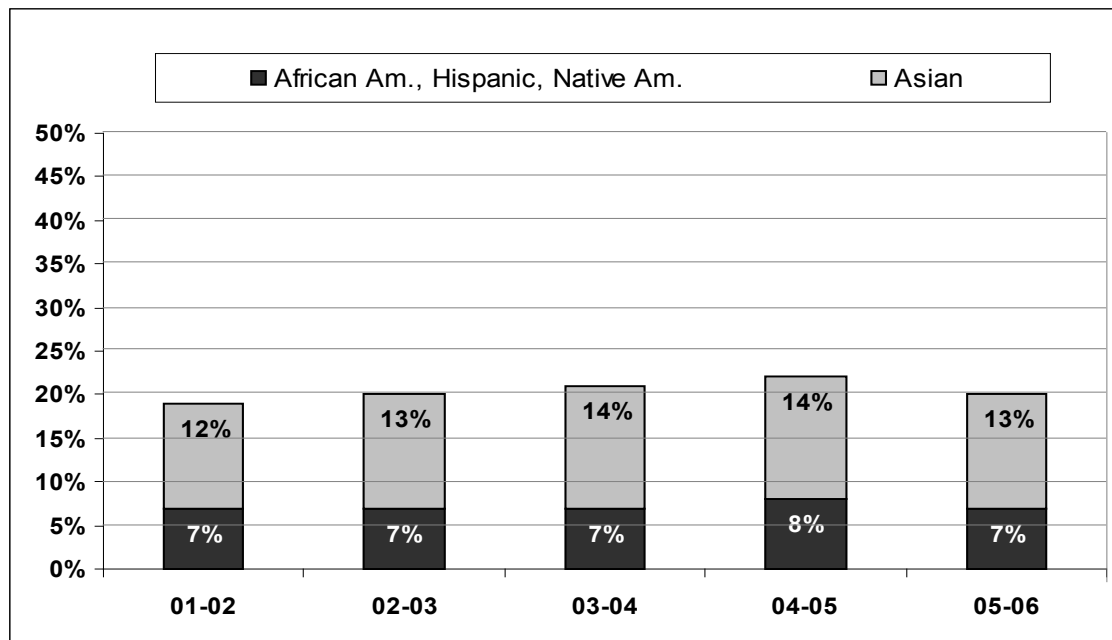
THE DAVID GEFFEN SCHOOL OF MEDICINE (CONTINUED)

PERCENT WOMEN



n= 331 334 342 349 334

PERCENT MINORITY



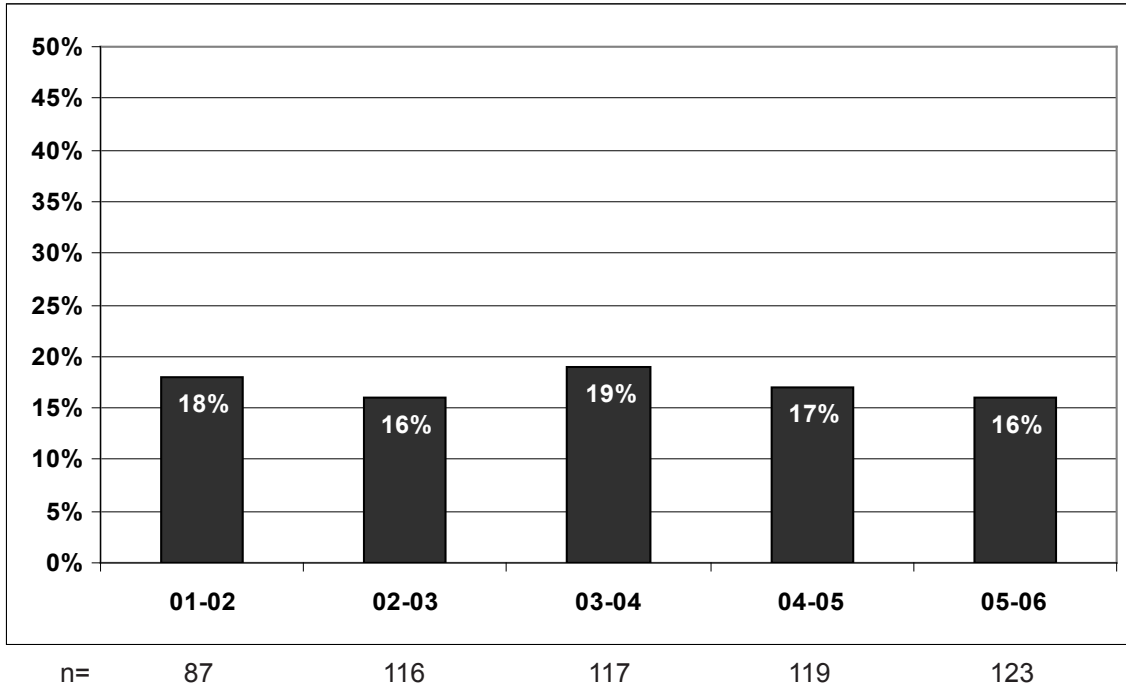
n= 331 334 342 349 334

BASIC SCIENCE DEPARTMENTS

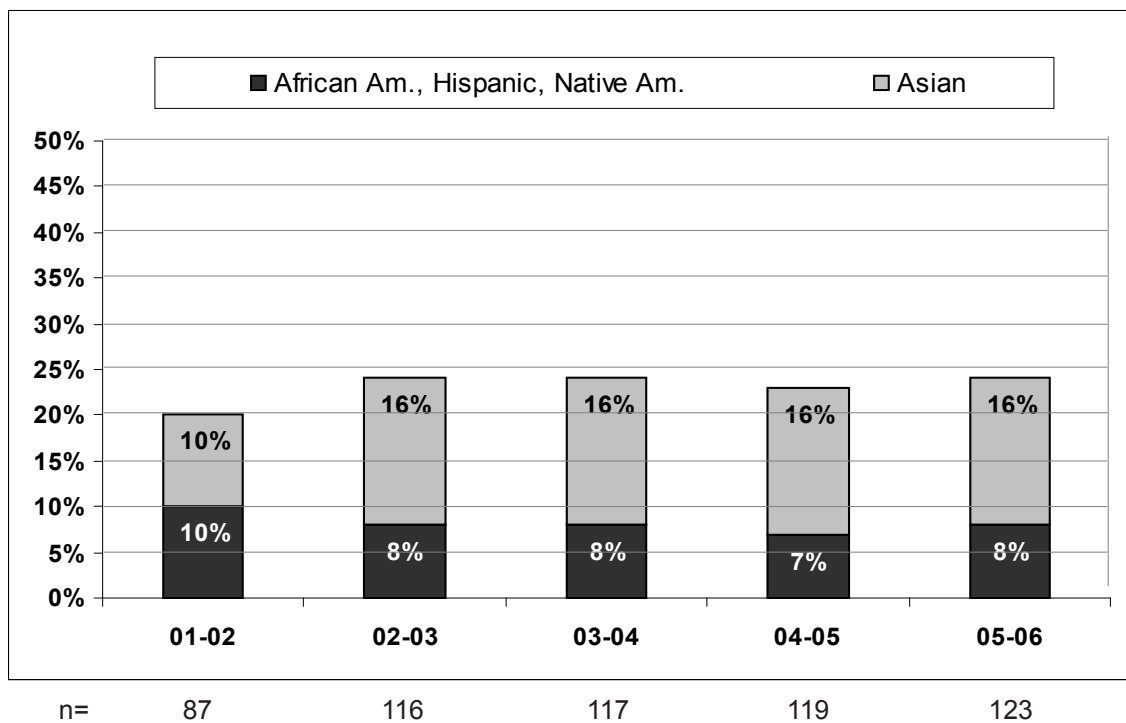
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Professor																	
	0.0	1.0	3.0	10.0	0.0	5.0	0.0	0.0	3.0	16.0	10.0	60.0	0.0	0.0	13.0	76.0	89.0
	0.0%	1.1%	3.4%	11.2%	0.0%	5.6%	0.0%	0.0%	3.4%	18.0%	11.2%	67.4%	0.0%	0.0%	14.6%	85.4%	100.0%
Associate Professor																	
	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	5.0	9.0	0.0	0.0	5.0	12.0	17.0
	0.0%	0.0%	0.0%	11.8%	0.0%	5.9%	0.0%	0.0%	0.0%	17.6%	29.4%	52.9%	0.0%	0.0%	29.4%	70.6%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	4.0	0.0	1.0	0.0	0.0	1.0	5.0	4.0	12.0	0.0	3.0	5.0	20.0	25.0
	0.0%	0.0%	4.0%	16.0%	0.0%	4.0%	0.0%	0.0%	4.0%	20.0%	16.0%	48.0%	0.0%	12.0%	20.0%	80.0%	100.0%
Total Ladder																	
	0.0	1.0	4.0	16.0	0.0	7.0	0.0	0.0	4.0	24.0	19.0	81.0	0.0	3.0	23.0	108.0	131.0
	0.0%	0.8%	3.1%	12.2%	0.0%	5.3%	0.0%	0.0%	3.1%	18.3%	14.5%	61.8%	0.0%	2.3%	17.6%	82.4%	100.0%

BASIC SCIENCE DEPARTMENTS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY

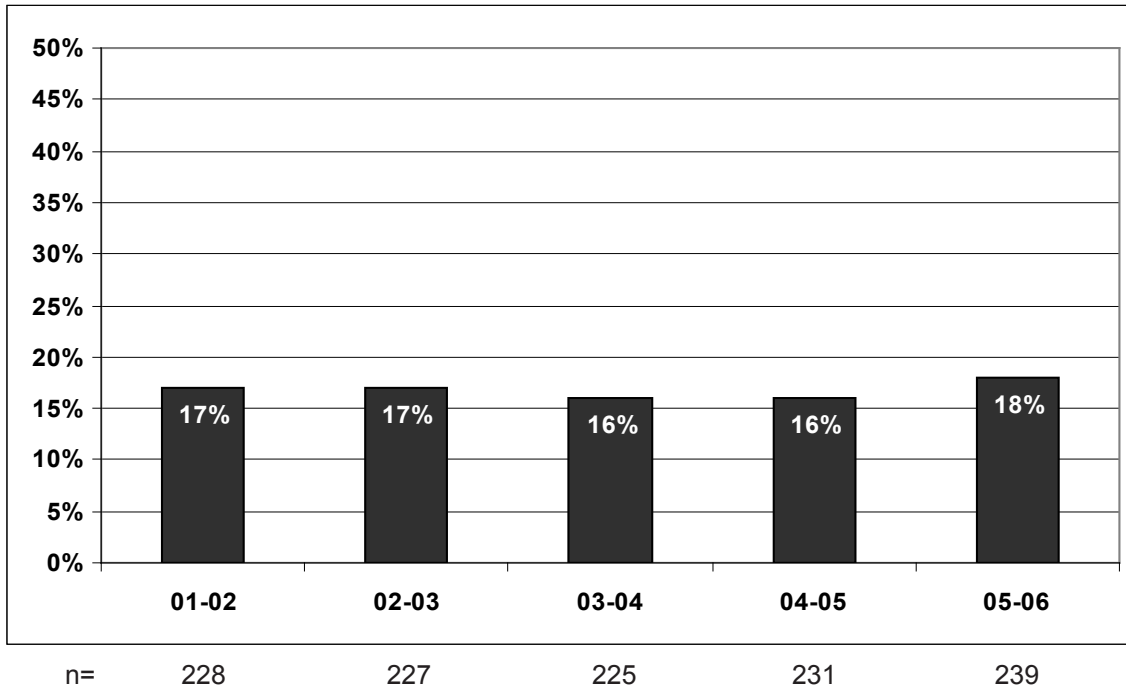


CLINICAL DEPARTMENTS

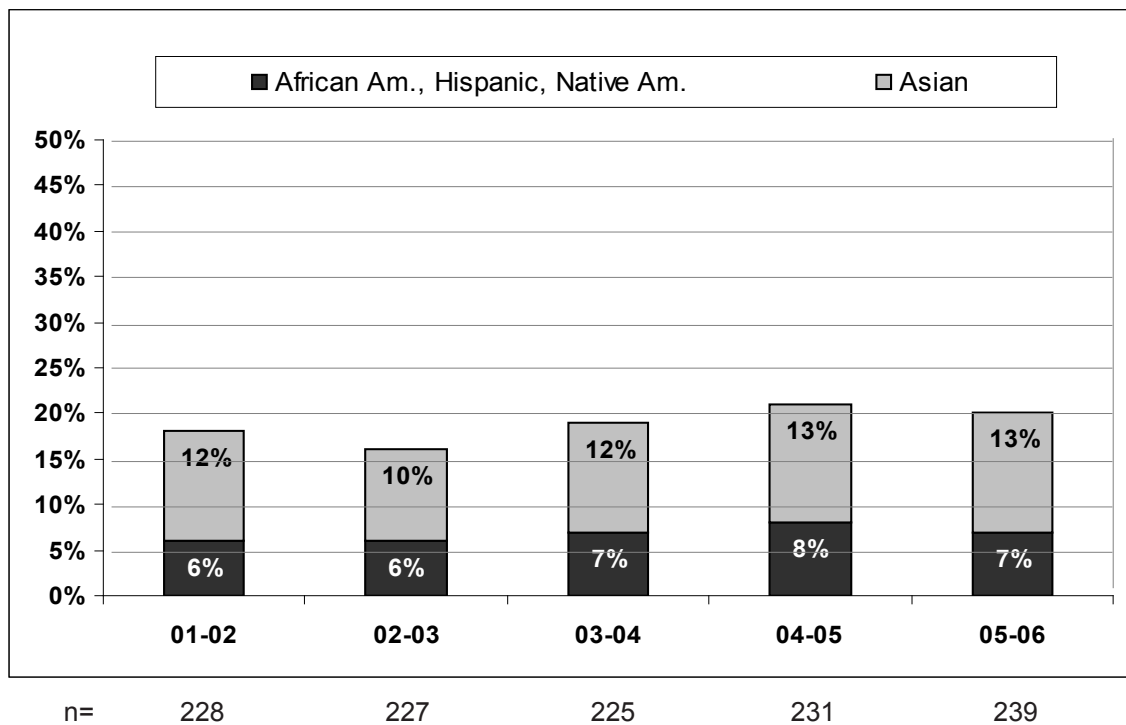
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	2.0	4.0	12.0	3.0	7.0	0.0	0.0	7.0	21.0	25.0	136.0	0.0	0.0	32.0	157.0	189.0
	0.0%	1.1%	2.1%	6.4%	1.6%	3.7%	0.0%	0.0%	3.7%	11.1%	13.2%	72.0%	0.0%	0.0%	16.9%	83.1%	100.0%
Associate Professor	0.0	1.0	2.0	10.0	0.0	2.0	0.0	0.0	2.0	13.0	4.0	11.0	0.0	0.0	6.0	24.0	30.0
	0.0%	3.3%	6.7%	33.3%	0.0%	6.7%	0.0%	0.0%	6.7%	43.3%	13.3%	36.7%	0.0%	0.0%	20.0%	80.0%	100.0%
Assistant Professor	1.0	1.0	0.0	2.0	0.0	1.0	0.0	0.0	1.0	4.0	2.0	8.0	0.0	0.0	3.0	12.0	15.0
	6.7%	6.7%	0.0%	13.3%	0.0%	6.7%	0.0%	0.0%	6.7%	26.7%	13.3%	53.3%	0.0%	0.0%	20.0%	80.0%	100.0%
Total Ladder	1.0	4.0	6.0	24.0	3.0	10.0	0.0	0.0	10.0	38.0	31.0	155.0	0.0	0.0	41.0	193.0	234.0
	0.4%	1.7%	2.6%	10.3%	1.3%	4.3%	0.0%	0.0%	4.3%	16.2%	13.2%	66.2%	0.0%	0.0%	17.5%	82.5%	100.0%

CLINICAL DEPARTMENTS (CONTINUED)

PERCENT WOMEN



PERCENT MINORITY



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.