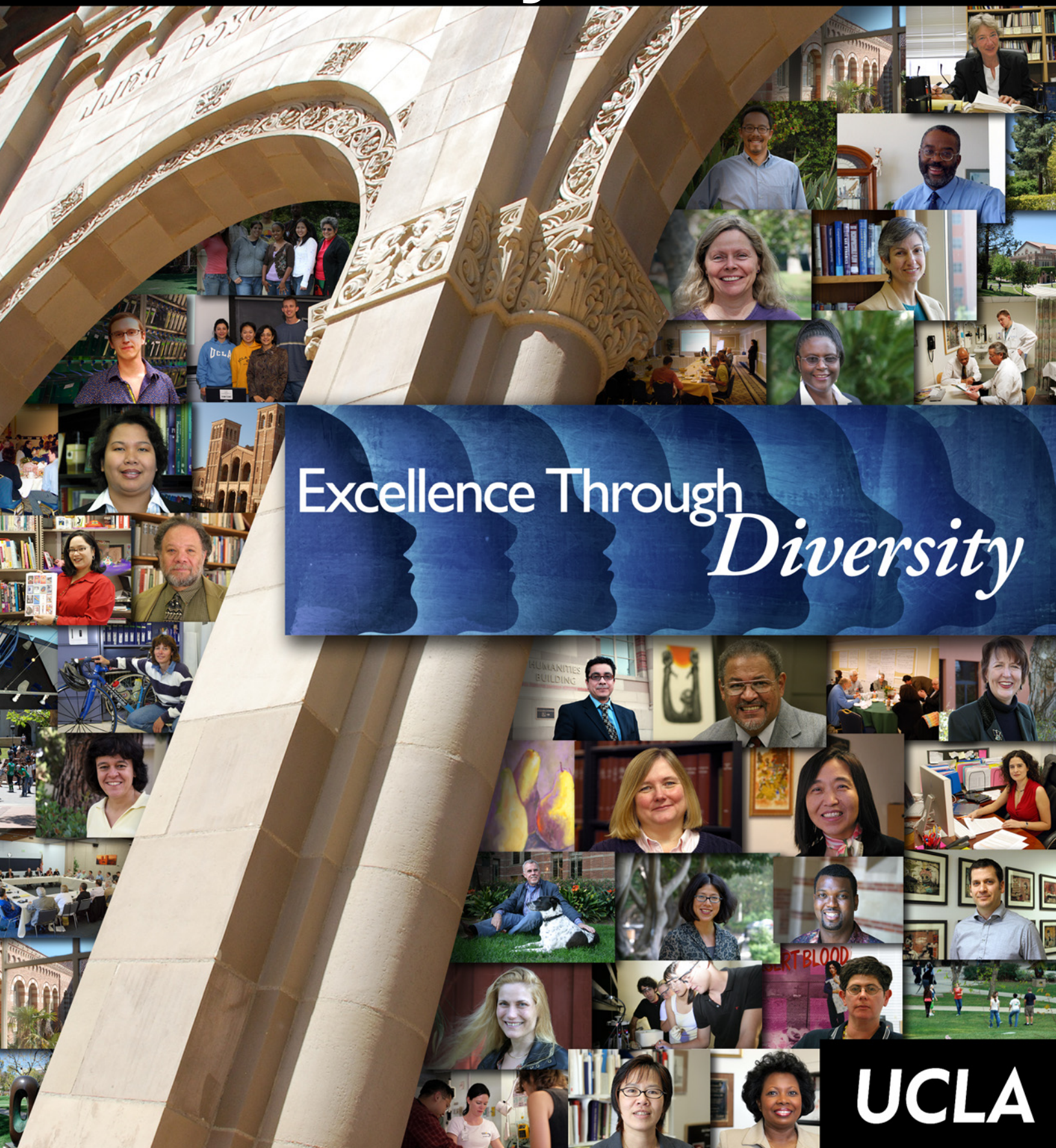


# 2009 Regular Rank Faculty Diversity Statistics



Excellence Through  
*Diversity*

**UCLA**

# UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT

**RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY  
THE ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA**

*Adopted by the Assembly of the Academic Senate May 10, 2006*

*Endorsed by the President of the University of California June 30, 2006*

*Adopted as policy by the Regents of the University of California September 20, 2007*

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 world views 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.

# INTRODUCTION

*UCLA Regular Rank Faculty 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 as of October 1, 2009, and were reviewed by the schools and divisions for factual accuracy.

This monograph includes availability data that provide estimated numbers of tenured and tenured-track faculty of a particular underrepresented group in a particular field. The availability of a group, when compared with the actual number of faculty of a particular group in a unit, provides 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 represent graduates with degrees in the specific area of study (i.e. Management, Public Health, 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 interdisciplinary programs (IDPs), centers, 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 an institute or IDP. In this volume, split appointments are represented so that the departmental data reflect the portion of the faculty FTE (full time equivalent) attached to each department. For that reason, many departmental totals reflect partial FTEs.

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 & Development 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  
Vice Provost  
Faculty Diversity & Development



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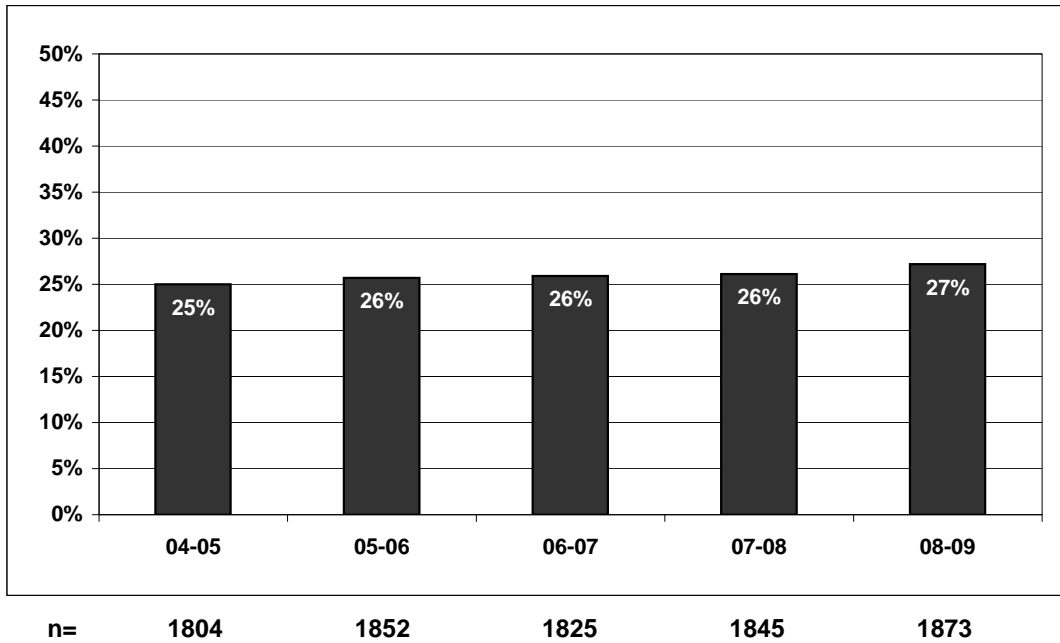
2009-2010  
Diversity Statistics - Regular Rank Faculty

## CAMPUSWIDE TOTAL

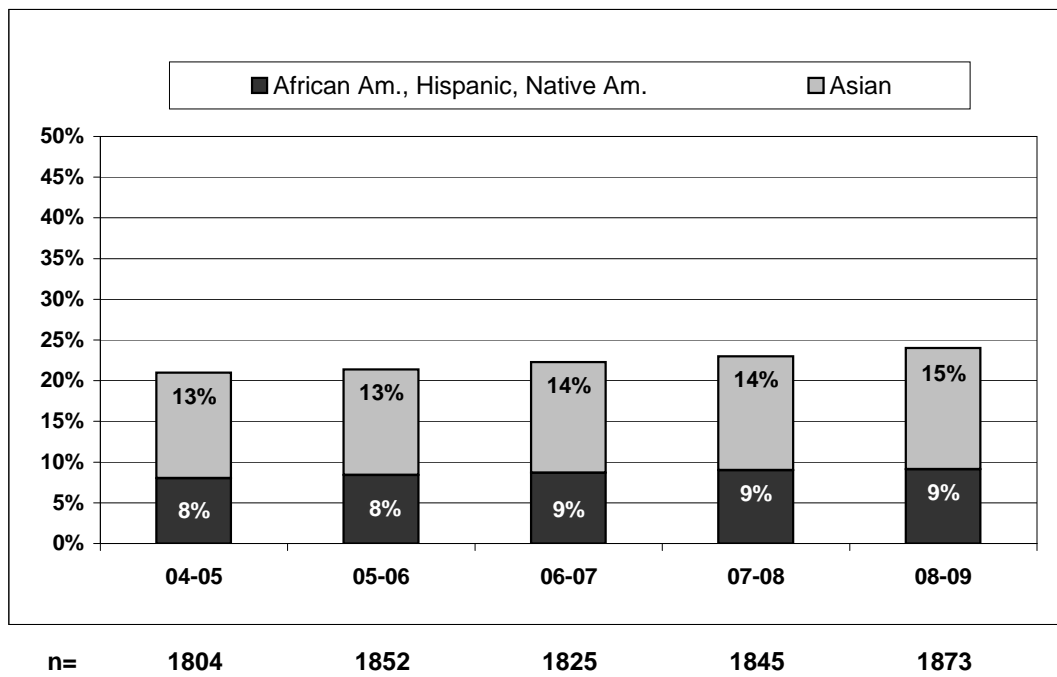
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	10.5	18.0	29.5	125.1	21.0	48.5	2.0	3.0	63.0	194.6	241.7	804.9	0.0	1.0	304.7	1000.5	1305.1
	0.8%	1.4%	2.3%	9.6%	1.6%	3.7%	0.2%	0.2%	4.8%	14.9%	18.5%	61.7%	0.0%	0.1%	23.3%	76.7%	100.0%
<b>Associate Professor</b>	5.0	13.0	27.0	41.0	6.0	15.0	0.0	0.0	38.0	69.0	71.5	123.9	2.0	3.0	111.5	195.9	307.4
	1.6%	4.2%	8.8%	13.3%	2.0%	4.9%	0.0%	0.0%	12.4%	22.4%	23.3%	40.3%	0.7%	1.0%	36.3%	63.7%	100.0%
<b>Assistant Professor</b>	11.0	2.0	20.0	37.0	5.0	17.0	2.0	1.0	38.0	57.0	65.0	96.0	4.0	7.0	107.0	160.0	267.0
	4.1%	0.7%	7.5%	13.9%	1.9%	6.4%	0.7%	0.4%	14.2%	21.3%	24.3%	36.0%	1.5%	2.6%	40.1%	59.9%	100.0%
<b>Acting Professor of Law</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	0.0%	66.7%	33.3%	100.0%
<b>Total Ladder</b>	26.5	33.0	77.5	203.1	32.0	80.5	4.0	4.0	140.0	320.6	378.2	1025.8	7.0	11.0	525.2	1357.3	1882.5
	1.4%	1.8%	4.1%	10.8%	1.7%	4.3%	0.2%	0.2%	7.4%	17.0%	20.1%	54.5%	0.4%	0.6%	27.9%	72.1%	100.0%

# Campus Trends

## Percent Women



## Percent Minorities



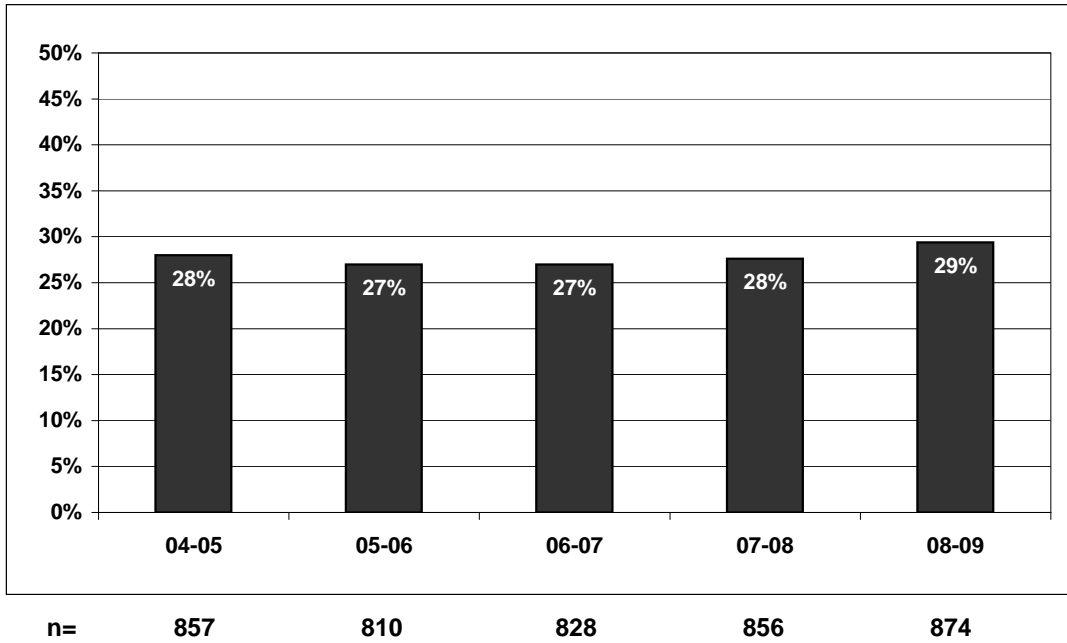
2009-2010  
Diversity Statistics - Regular Rank Faculty

## THE COLLEGE

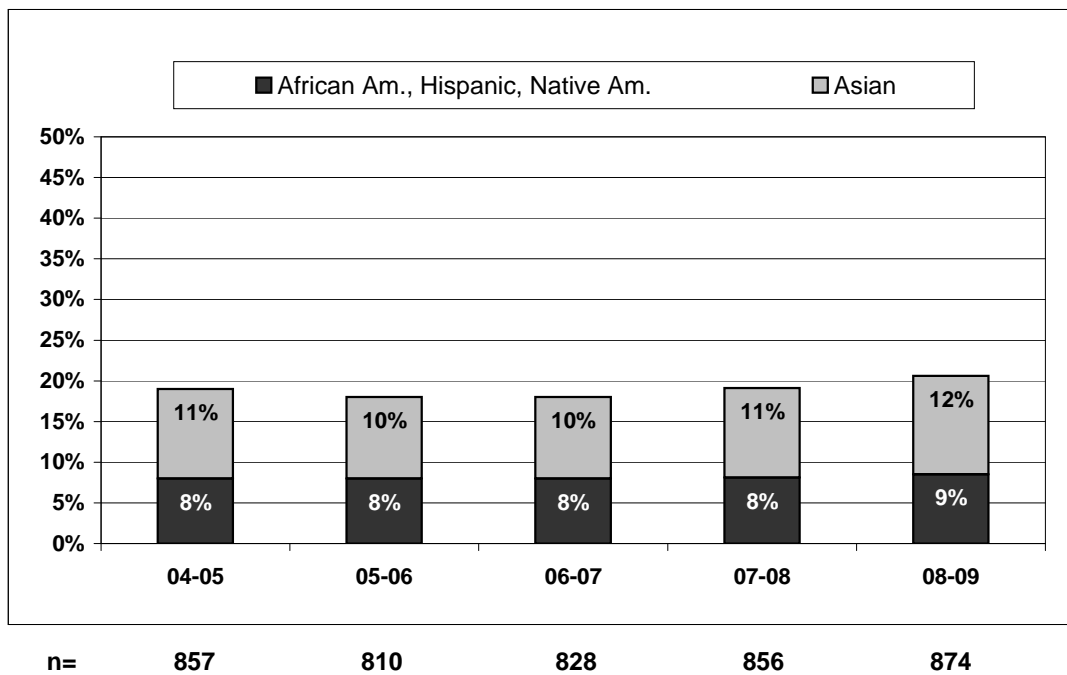
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>																	
	4.0	6.0	16.5	34.8	12.0	15.0	0.0	2.0	32.5	57.8	113.2	370.9	0.0	0.0	145.7	428.7	574.3
	0.7%	1.0%	2.9%	6.1%	2.1%	2.6%	0.0%	0.3%	5.7%	10.1%	19.7%	64.6%	0.0%	0.0%	25.4%	74.6%	100.0%
<b>Associate Professor</b>																	
	1.0	6.0	14.0	14.0	3.0	8.0	0.0	0.0	18.0	28.0	39.0	69.9	2.0	1.5	59.0	99.4	158.4
	0.6%	3.8%	8.8%	8.8%	1.9%	5.1%	0.0%	0.0%	11.4%	17.7%	24.6%	44.1%	1.3%	0.9%	37.3%	62.7%	100.0%
<b>Assistant Professor</b>																	
	5.0	1.0	7.0	16.0	3.0	8.0	1.0	0.0	16.0	25.0	34.5	43.3	4.0	5.0	54.5	73.3	127.8
	3.9%	0.8%	5.5%	12.5%	2.3%	6.3%	0.8%	0.0%	12.5%	19.6%	27.0%	33.9%	3.1%	3.9%	42.6%	57.4%	100.0%
<b>Total Ladder</b>																	
	10.0	13.0	37.5	64.8	18.0	31.0	1.0	2.0	66.5	110.8	186.7	484.1	6.0	6.5	259.2	601.4	860.5
	1.2%	1.5%	4.4%	7.5%	2.1%	3.6%	0.1%	0.2%	7.7%	12.9%	21.7%	56.3%	0.7%	0.8%	30.1%	69.9%	100.0%

# THE COLLEGE *Trends*

## Percent Women



## Percent Minorities



## DIVISION OF HUMANITIES

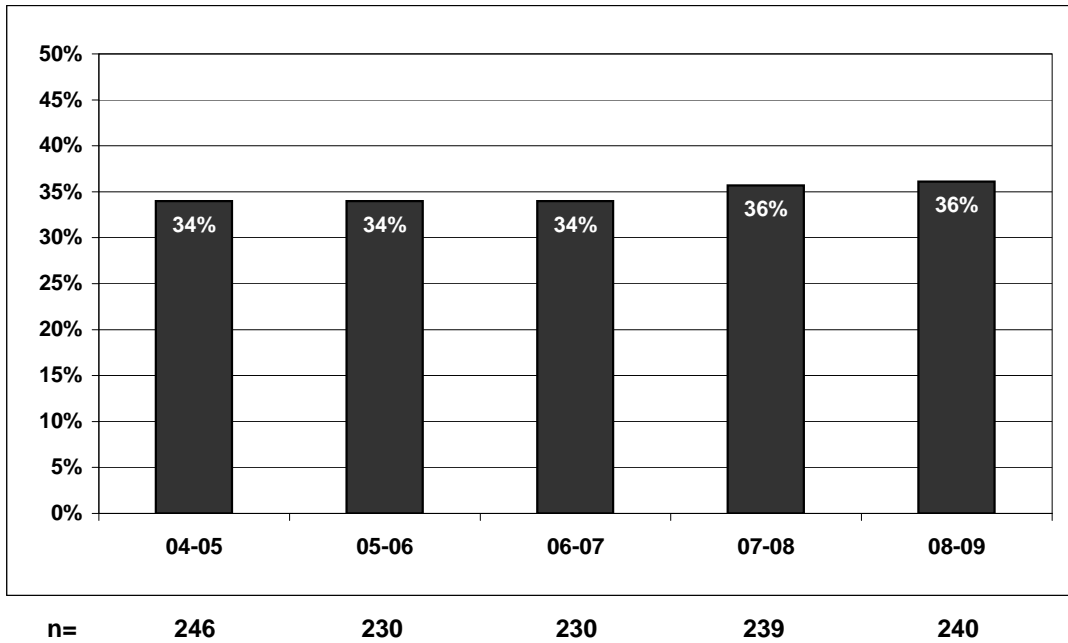
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	1.0	6.5	3.0	5.0	5.0	0.0	0.0	12.5	9.0	41.5	94.3	0.0	0.0	54.0	103.3	157.3
	0.6%	0.6%	4.1%	1.9%	3.2%	3.2%	0.0%	0.0%	7.9%	5.7%	26.4%	60.0%	0.0%	0.0%	34.3%	65.7%	100.0%
<b>Associate Professor</b>	0.0	3.0	5.5	3.0	1.0	1.0	0.0	0.0	6.5	7.0	12.5	19.2	0.0	0.0	19.0	26.2	45.2
	0.0%	6.6%	12.2%	6.6%	2.2%	2.2%	0.0%	0.0%	14.4%	15.5%	27.7%	42.5%	0.0%	0.0%	42.0%	58.0%	100.0%
<b>Assistant Professor</b>	1.0	0.0	3.0	4.5	1.0	2.0	0.0	0.0	5.0	6.5	10.0	13.5	1.0	0.0	16.0	20.0	36.0
	2.8%	0.0%	8.3%	12.5%	2.8%	5.6%	0.0%	0.0%	13.9%	18.1%	27.8%	37.5%	2.8%	0.0%	44.4%	55.6%	100.0%
<b>Total Ladder</b>	2.0	4.0	15.0	10.5	7.0	8.0	0.0	0.0	24.0	22.5	64.0	127.0	1.0	0.0	89.0	149.5	238.5
	0.8%	1.7%	6.3%	4.4%	2.9%	3.4%	0.0%	0.0%	10.1%	9.4%	26.8%	53.3%	0.4%	0.0%	37.3%	62.7%	100.0%

## DIVISIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

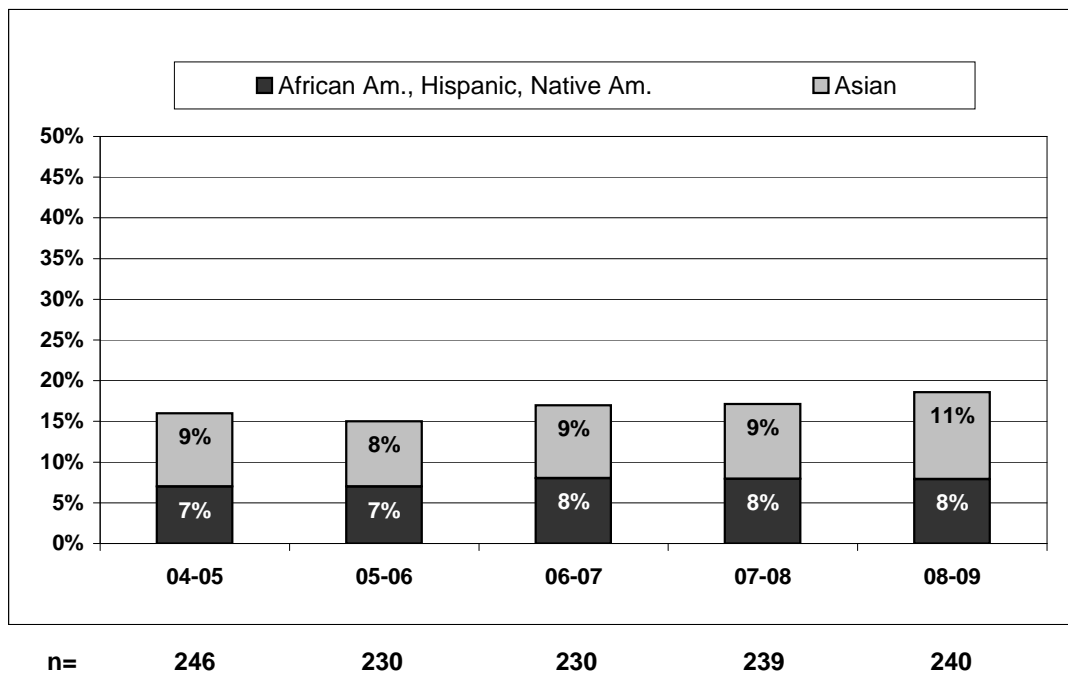
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	89.0	6.0	25.5	15.0	0.0	237.5
% of Faculty	37.3%	2.5%	10.7%	6.3%	0.0%	
Estimate of Availability	53.3%	2.5%	4.5%	5.5%	0.5%	
Expected # of Faculty	127.1	5.9	10.7	13.1	1.2	
Underutilization	<b>-38.1</b>	none	none	none	<b>-1.2</b>	

## DIVISION OF HUMANITIES *Trends*

### Percent Women



### Percent Minorities



**DEPARTMENT OF APPLIED LINGUISTICS AND TESL**

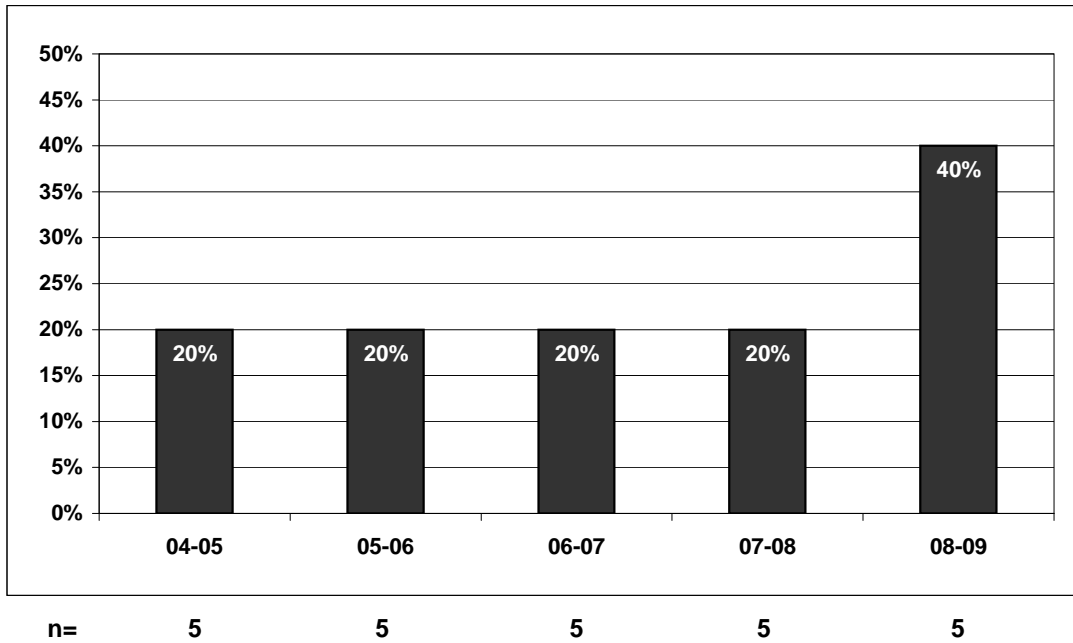
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	3.0	0.0	0.0	2.0	3.0	5.0
	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	20.0%	60.0%	0.0%	0.0%	40.0%	60.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	1.0	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
	0.0%	0.0%	16.7%	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%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

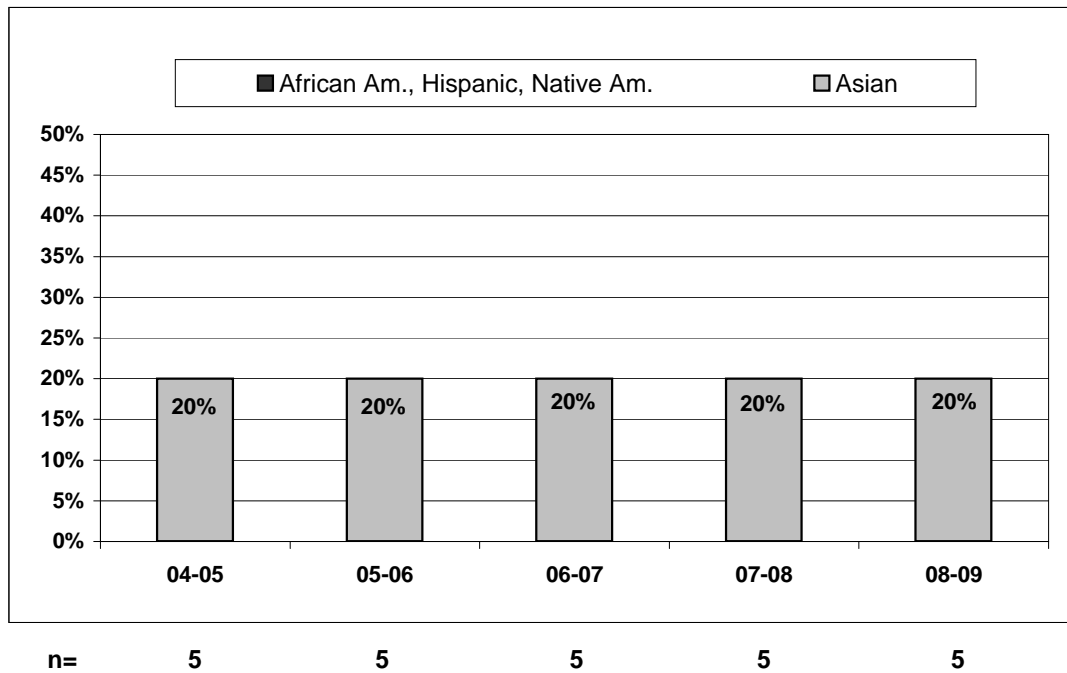
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	1.0	0.0	0.0	6.0
% of Faculty	50.0%	0.0%	16.7%	0.0%	0.0%	
Estimate of Availability	59.6%	3.9%	6.0%	3.7%	0.6%	
Expected # of Faculty	3.6	0.2	0.4	0.2	0.0	
Underutilization	<b>-0.6</b>	<b>-0.2</b>	none	<b>-0.2</b>	none	

DEPARTMENT OF APPLIED LINGUISTICS AND TESL  
*Trends*

**Percent Women**



**Percent Minorities**





**DEPARTMENT OF ART HISTORY**

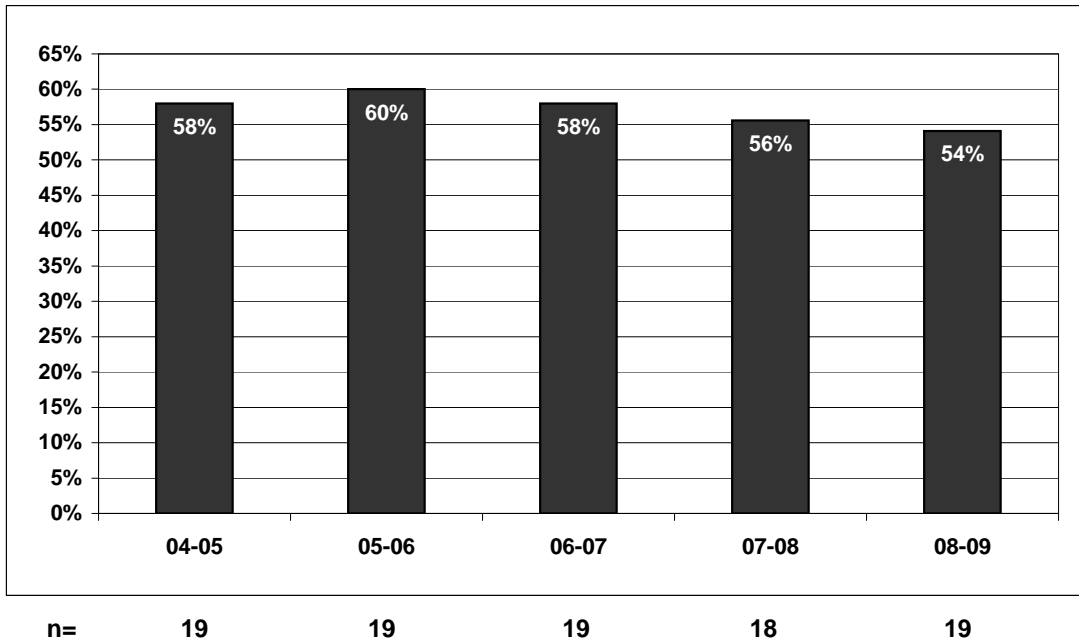
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	6.0	5.5	0.0	0.0	7.0	5.5	12.5
	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	48.0%	44.0%	0.0%	0.0%	56.0%	44.0%	100.0%
<b>Associate Professor</b>	0.0	1.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	1.0	0.0	1.0	0.0	0.0	3.0	2.0	5.0
	0.0%	20.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	60.0%	20.0%	0.0%	20.0%	0.0%	0.0%	60.0%	40.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.0	1.0	3.0	0.0	1.0	0.0	0.0	0.0	4.0	1.0	6.0	6.5	0.0	0.0	10.0	7.5	17.5
	0.0%	5.7%	17.1%	0.0%	5.7%	0.0%	0.0%	0.0%	22.9%	5.7%	34.3%	37.1%	0.0%	0.0%	57.1%	42.9%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

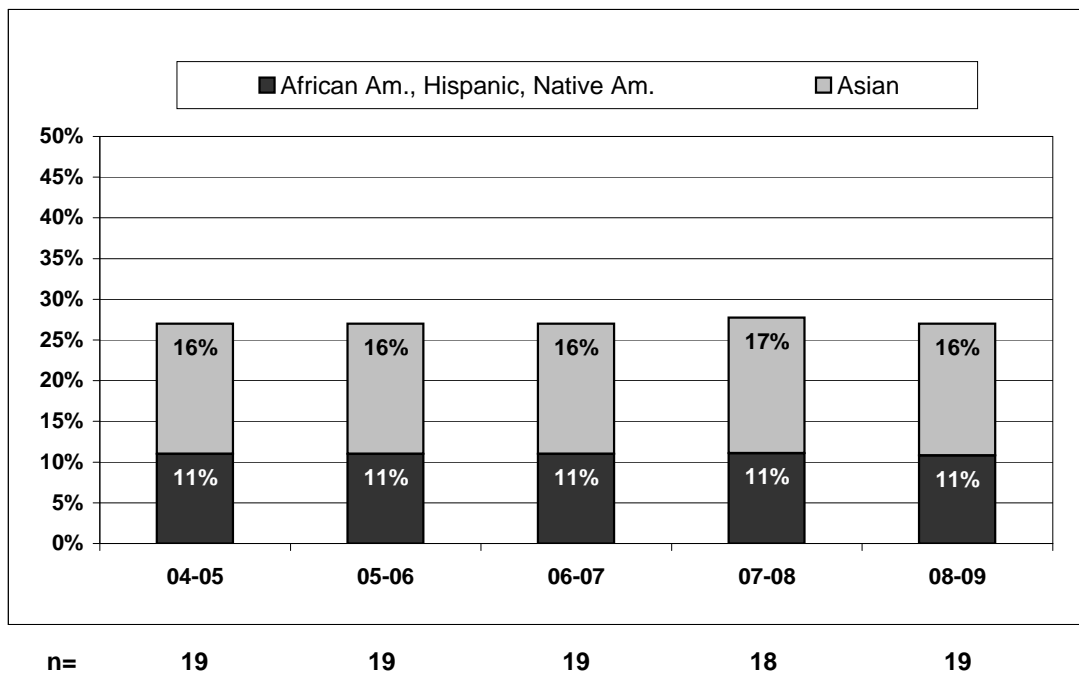
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.0	1.0	3.0	1.0	0.0	17.5
% of Faculty	57.1%	5.7%	17.1%	5.7%	0.0%	
Estimate of Availability	69.5%	1.7%	4.5%	3.2%	0.4%	
Expected # of Faculty	12.2	0.3	0.8	0.6	0.1	
Underutilization	<b>-2.2</b>	none	none	none	<b>-0.1</b>	

DEPARTMENT OF ART HISTORY  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF ASIAN LANGUAGES & CULTURES

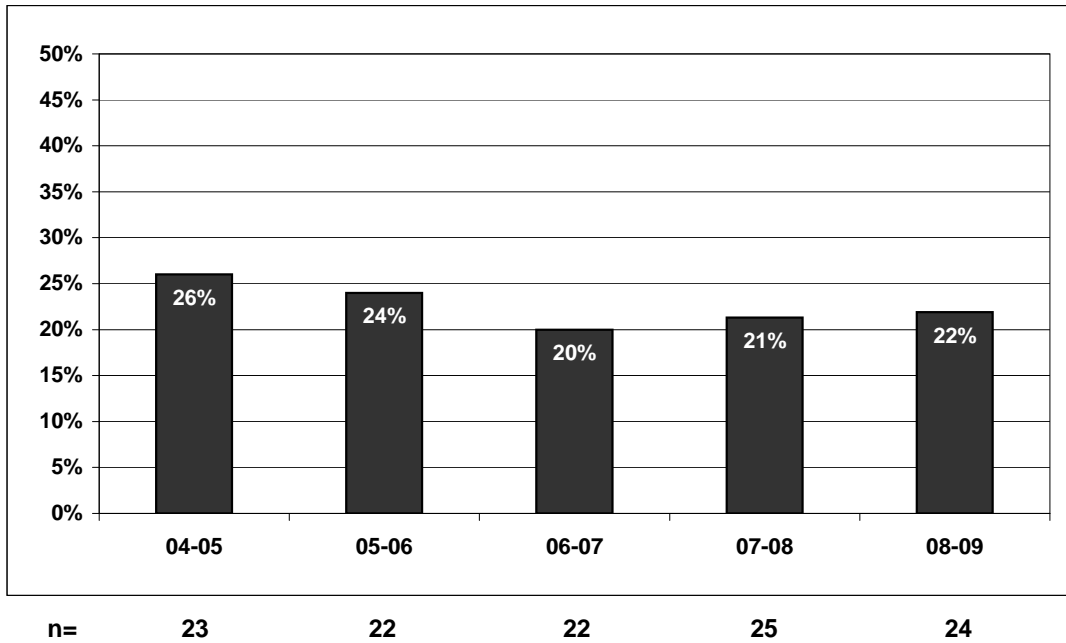
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.8	2.0	0.0	0.0	0.0	0.0	1.8	2.0	1.0	8.2	0.0	0.0	2.8	10.2	13.0
	0.0%	0.0%	13.5%	15.4%	0.0%	0.0%	0.0%	0.0%	13.5%	15.4%	7.7%	63.4%	0.0%	0.0%	21.2%	78.8%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.5	1.0	0.0	0.0	0.0	0.0	1.5	1.0	0.0	2.0	0.0	0.0	1.5	3.0	4.5
	0.0%	0.0%	33.3%	22.2%	0.0%	0.0%	0.0%	0.0%	33.3%	22.2%	0.0%	44.4%	0.0%	0.0%	33.3%	66.7%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	3.5	0.0	0.0	0.0	0.0	0.0	3.5	1.0	2.0	0.0	0.0	1.0	5.5	6.5
	0.0%	0.0%	0.0%	53.8%	0.0%	0.0%	0.0%	0.0%	0.0%	53.8%	15.4%	30.8%	0.0%	0.0%	15.4%	84.6%	100.0%
<b>Total Ladder</b>	0.0	0.0	3.3	6.5	0.0	0.0	0.0	0.0	3.3	6.5	2.0	12.2	0.0	0.0	5.3	18.7	24.0
	0.0%	0.0%	13.6%	27.1%	0.0%	0.0%	0.0%	0.0%	13.6%	27.1%	8.3%	51.0%	0.0%	0.0%	21.9%	78.1%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

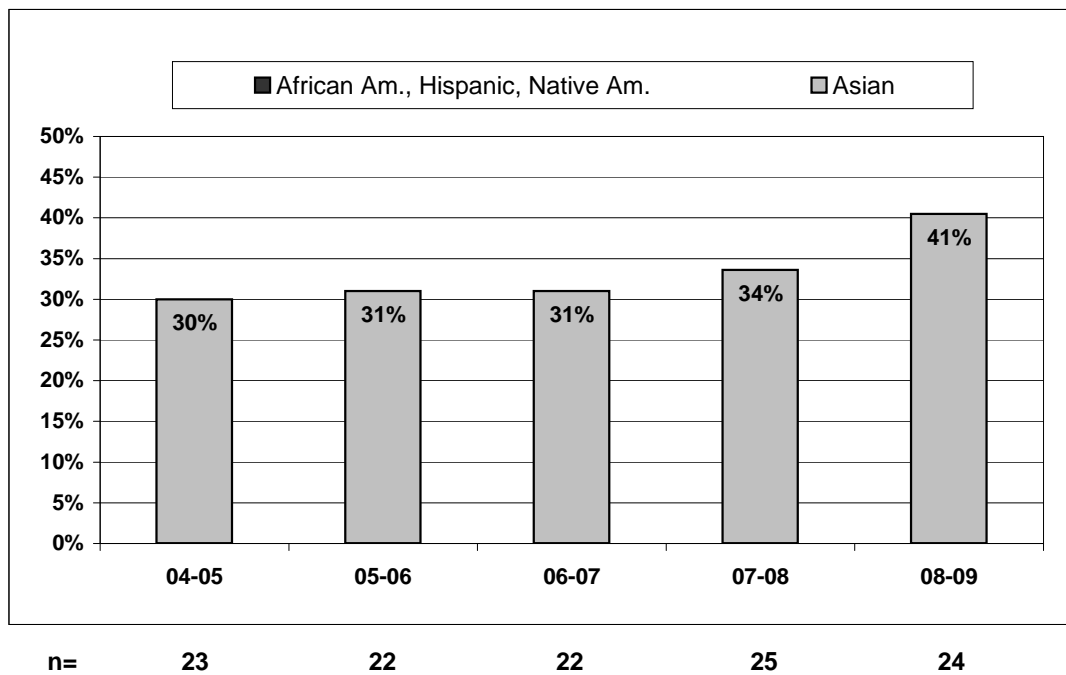
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.3	0.0	9.8	0.0	0.0	24.0
% of Faculty	21.9%	0.0%	40.7%	0.0%	0.0%	
Estimate of Availability	45.7%	2.5%	12.4%	4.6%	0.3%	
Expected # of Faculty	11.0	0.6	3.0	1.1	0.1	
Underutilization	-5.7	-0.6	none	-1.1	-0.1	

DEPARTMENT OF ASIAN LANGUAGES & CULTURES  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF CLASSICS**

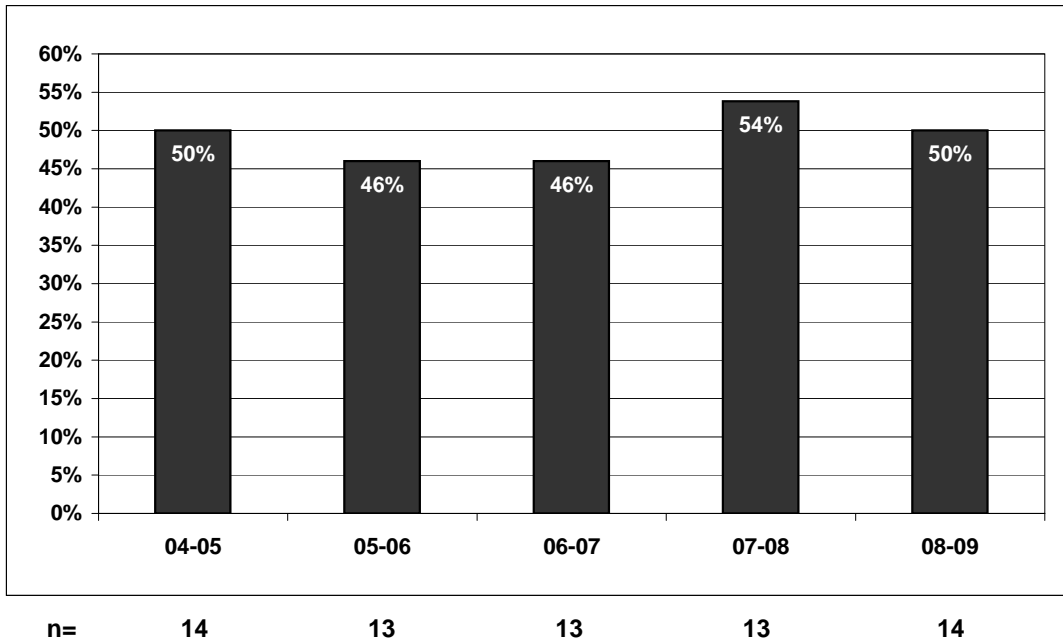
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	4.0	0.0	0.0	5.0	4.0	9.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	0.0%	55.6%	44.4%	100.0%
<b>Associate Professor</b>	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	2.0	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	1.0	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%	25.0%	50.0%	25.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	8.0	1.0	0.0	7.0	8.0	15.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	53.3%	6.7%	0.0%	46.7%	53.3%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

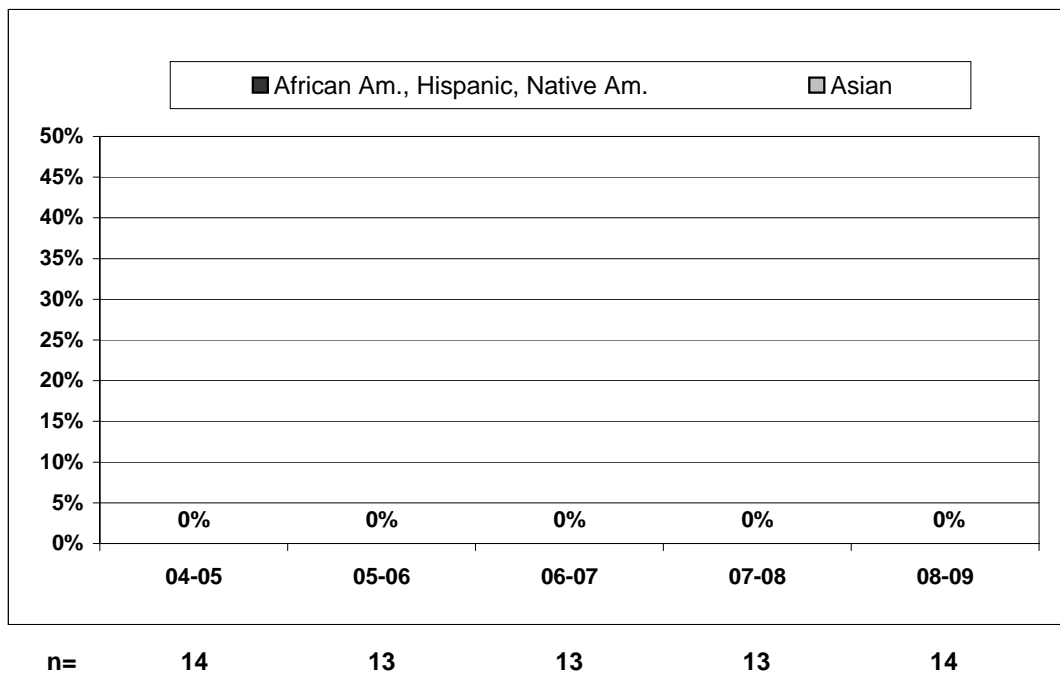
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	0.0	0.0	0.0	14.0
% of Faculty	46.7%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.0%	1.1%	3.2%	2.8%	0.4%	
Expected # of Faculty	6.2	0.2	0.4	0.4	0.1	
Underutilization	none	<b>-0.2</b>	<b>-0.4</b>	<b>-0.4</b>	<b>-0.1</b>	

**DEPARTMENT OF CLASSICS**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF COMPARATIVE LITERATURE

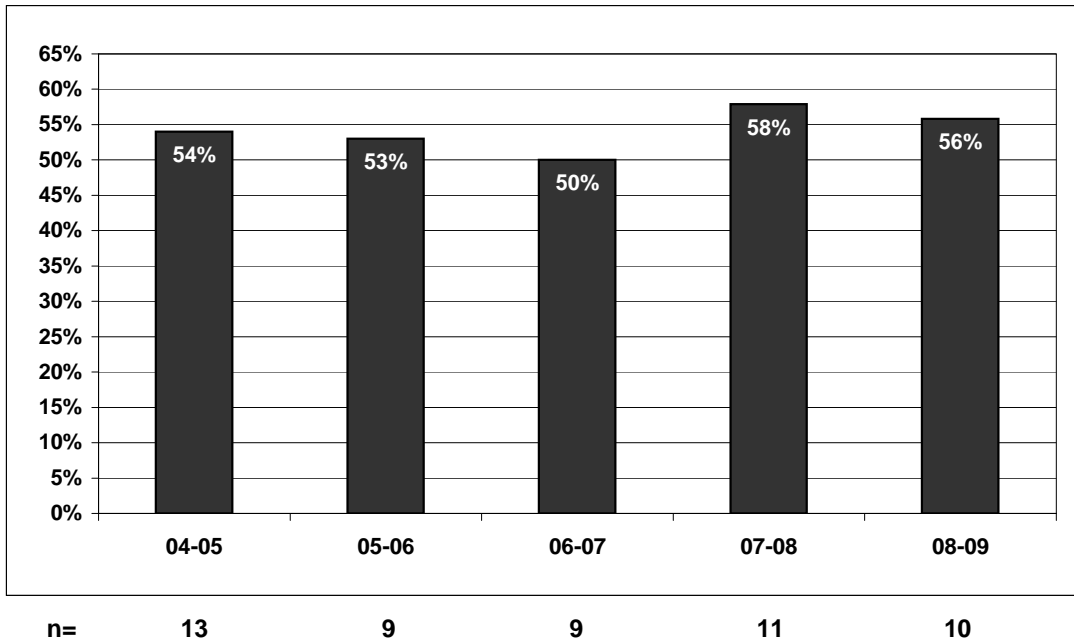
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.3	0.0	0.0	0.8	0.0	0.0	0.3	0.8	2.7	2.5	0.0	0.0	3.0	3.3	6.2
	0.0%	0.0%	4.0%	0.0%	0.0%	12.1%	0.0%	0.0%	4.0%	12.1%	43.5%	40.3%	0.0%	0.0%	47.6%	52.4%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	0.3	0.0	0.0	2.0	1.3	3.3
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	0.0	0.0	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	0.8
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.0	0.0	0.3	1.0	0.0	0.8	0.0	0.0	0.3	1.8	4.7	3.5	0.0	0.0	5.0	5.3	10.2
	0.0%	0.0%	2.5%	9.8%	0.0%	7.4%	0.0%	0.0%	2.5%	17.2%	46.1%	34.3%	0.0%	0.0%	48.5%	51.5%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

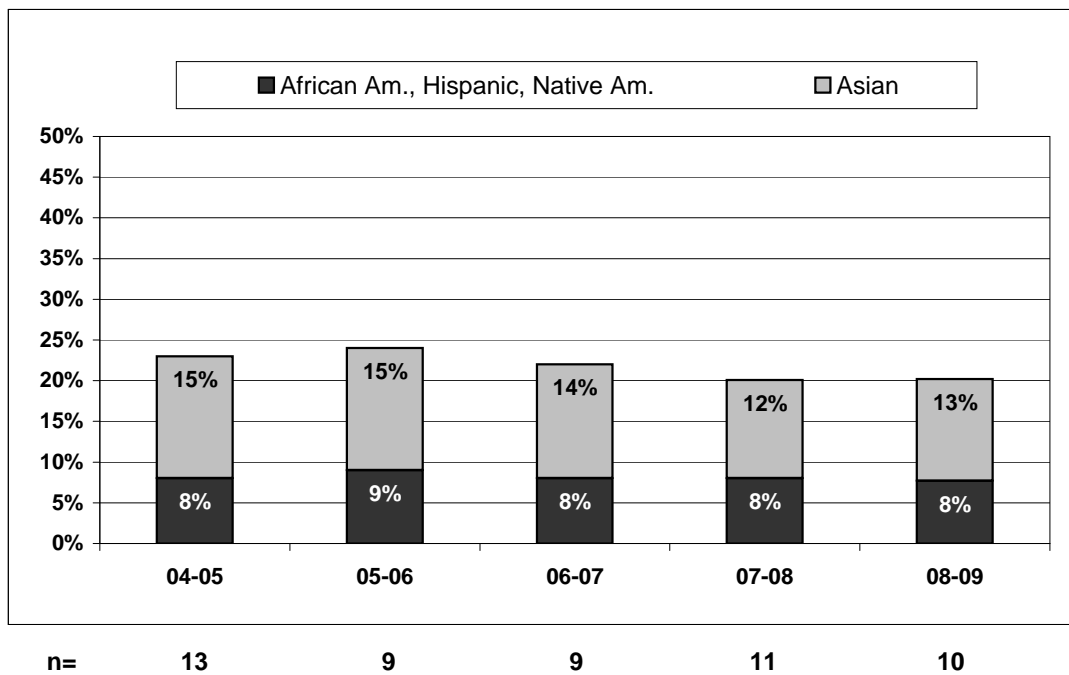
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	1.3	0.8	0.0	10.2
% of Faculty	48.5%	0.0%	12.3%	7.4%	0.0%	
Estimate of Availability	38.9%	1.5%	3.6%	5.6%	0.2%	
Expected # of Faculty	4.0	0.2	0.4	0.6	0.0	
Underutilization	none	-0.2	none	none	none	

DEPARTMENT OF COMPARATIVE LITERATURE  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF ENGLISH

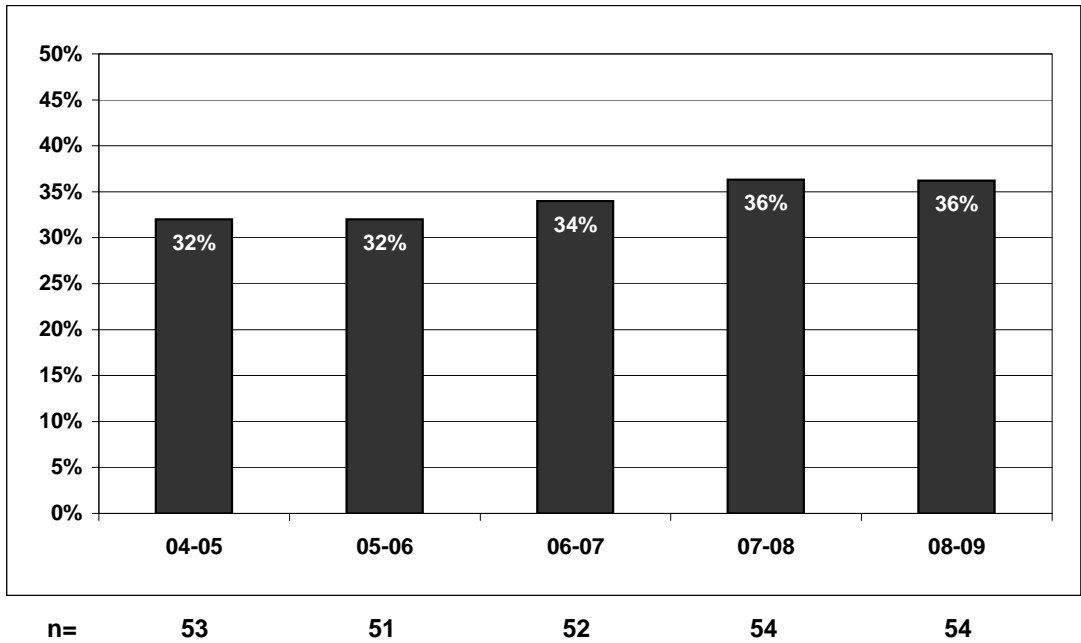
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	0.0	1.5	0.0	0.5	1.0	0.0	0.0	3.0	1.0	10.0	19.5	0.0	0.0	13.0	20.5	33.5
	3.0%	0.0%	4.5%	0.0%	1.5%	3.0%	0.0%	0.0%	9.0%	3.0%	29.9%	58.2%	0.0%	0.0%	38.8%	61.2%	100.0%
<b>Associate Professor</b>	0.0	2.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	3.0	2.0	3.8	0.0	0.0	4.0	6.8	10.8
	0.0%	18.6%	18.6%	9.3%	0.0%	0.0%	0.0%	0.0%	18.6%	27.9%	18.6%	34.9%	0.0%	0.0%	37.2%	62.8%	100.0%
<b>Assistant Professor</b>	1.0	0.0	1.0	1.0	1.0	1.0	0.0	0.0	3.0	2.0	1.0	1.0	0.0	0.0	4.0	3.0	7.0
	14.3%	0.0%	14.3%	14.3%	14.3%	14.3%	0.0%	0.0%	42.9%	28.6%	14.3%	14.3%	0.0%	0.0%	57.1%	42.9%	100.0%
<b>Total Ladder</b>	2.0	2.0	4.5	2.0	1.5	2.0	0.0	0.0	8.0	6.0	13.0	24.3	0.0	0.0	21.0	30.3	51.3
	3.9%	3.9%	8.8%	3.9%	2.9%	3.9%	0.0%	0.0%	15.6%	11.7%	25.4%	47.3%	0.0%	0.0%	41.0%	59.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

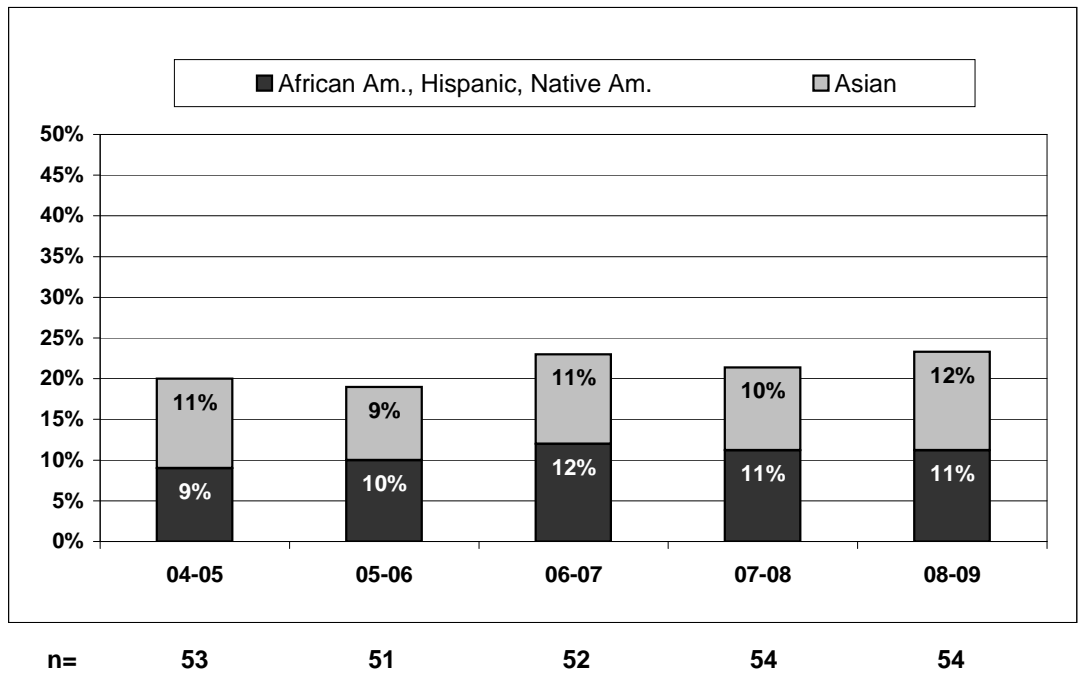
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	21.0	4.0	6.5	3.5	0.0	51.3
% of Faculty	41.0%	7.8%	12.7%	6.8%	0.0%	
Estimate of Availability	56.9%	2.7%	3.4%	2.4%	0.4%	
Expected # of Faculty	29.2	1.4	1.7	1.2	0.2	
Underutilization	<b>-8.2</b>	none	none	none	<b>-0.2</b>	

**DEPARTMENT OF ENGLISH**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

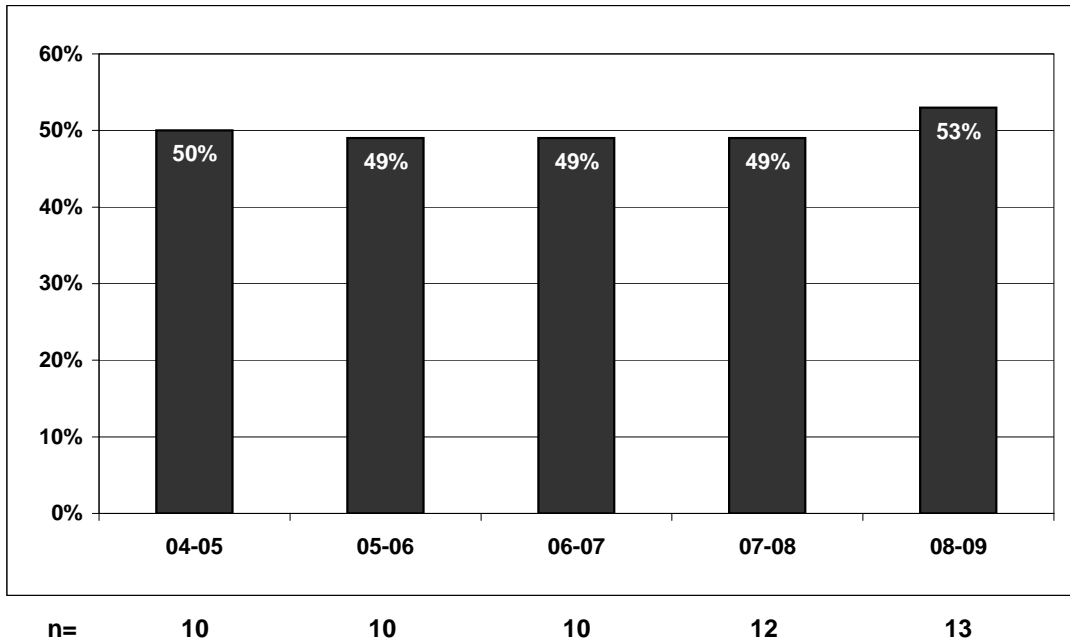
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.8	4.7	0.0	0.0	1.8	5.7	7.5
	0.0%	13.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.4%	24.1%	62.5%	0.0%	0.0%	24.1%	75.9%	100.0%
<b>Associate Professor</b>	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	0.0	4.0
	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	6.8	4.7	0.0	0.0	6.8	5.7	12.5
	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	54.5%	37.4%	0.0%	0.0%	54.5%	45.5%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

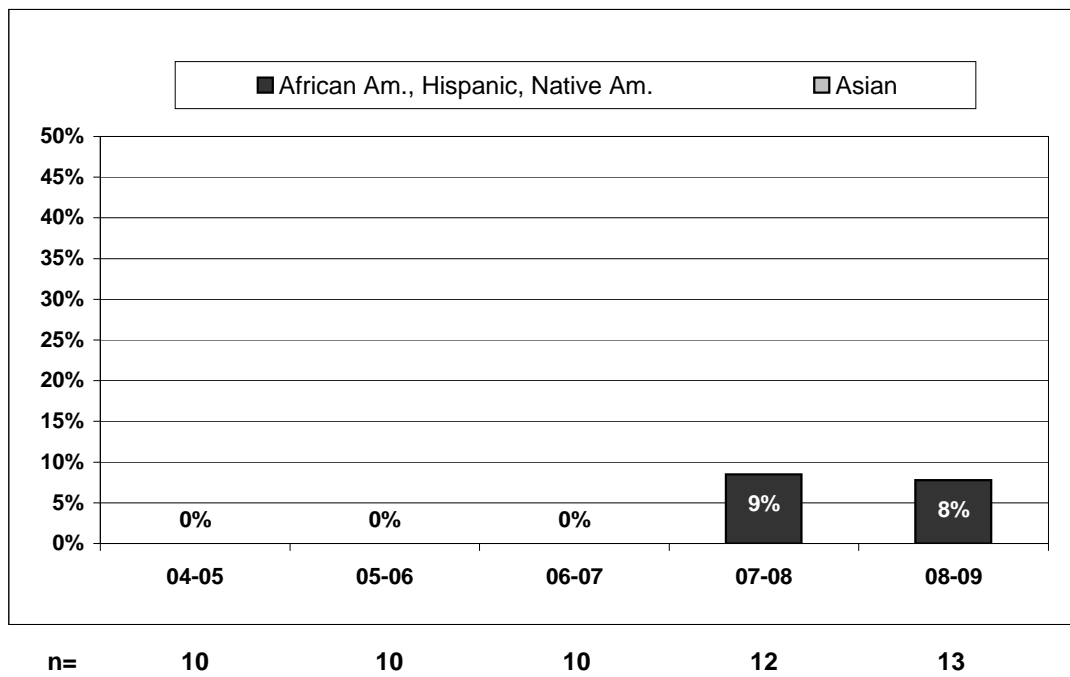
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.8	1.0	0.0	0.0	0.0	12.5
% of Faculty	54.5%	8.0%	0.0%	0.0%	0.0%	
Estimate of Availability	69.2%	4.3%	3.1%	2.9%	0.2%	
Expected # of Faculty	8.6	0.5	0.4	0.4	0.0	
Underutilization	<b>-1.8</b>	none	<b>-0.4</b>	<b>-0.4</b>	none	

DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF GERMANIC LANGUAGES

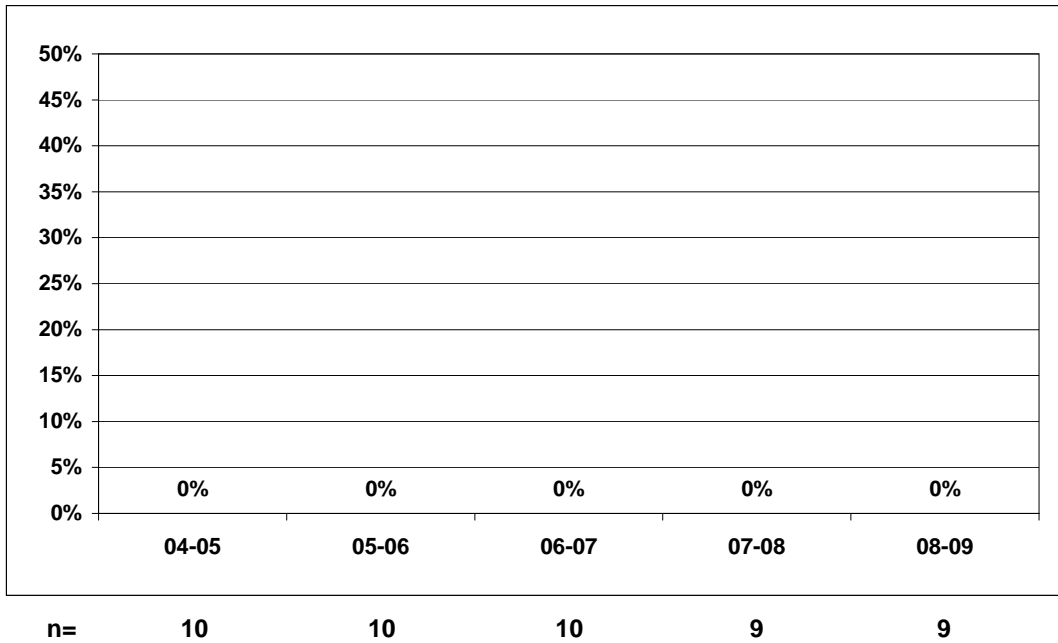
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	0.0	6.0	6.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.0	0.0	0.0	0.0	9.0	9.0
	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

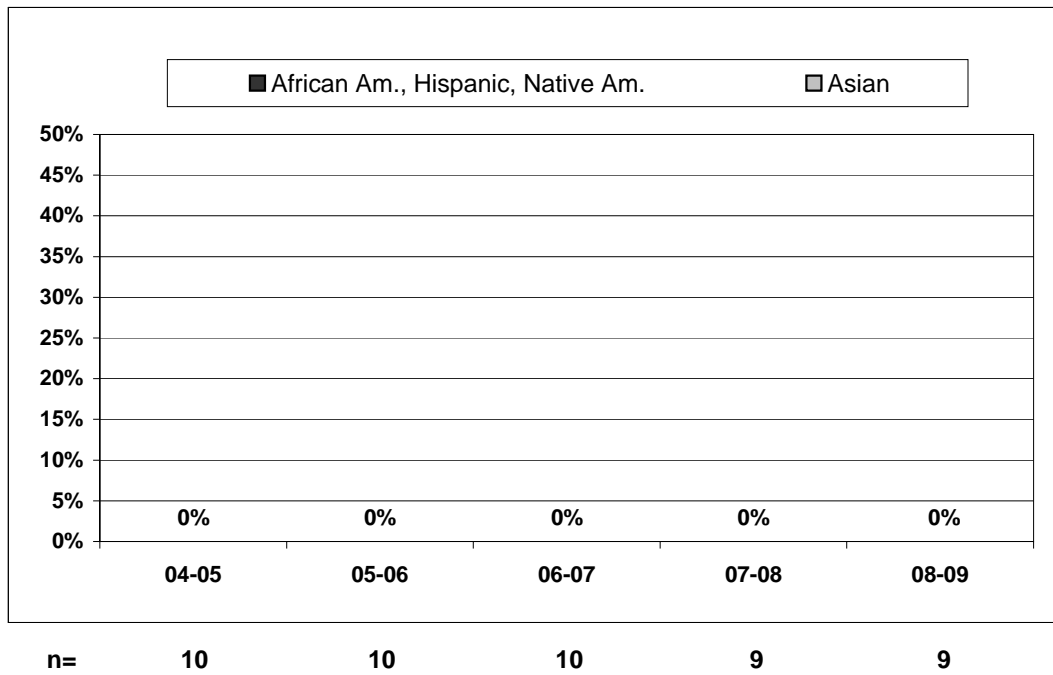
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.0	0.0	0.0	0.0	0.0	9.0
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	56.5%	1.2%	3.7%	2.2%	0.3%	
Expected # of Faculty	5.1	0.1	0.3	0.2	0.0	
Underutilization	-5.1	-0.1	-0.3	-0.2	none	

DEPARTMENT OF GERMANIC LANGUAGES  
*Trends*

**Percent Women**



**Percent Minorities**



## 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	
<b>Professor</b>	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%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	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%

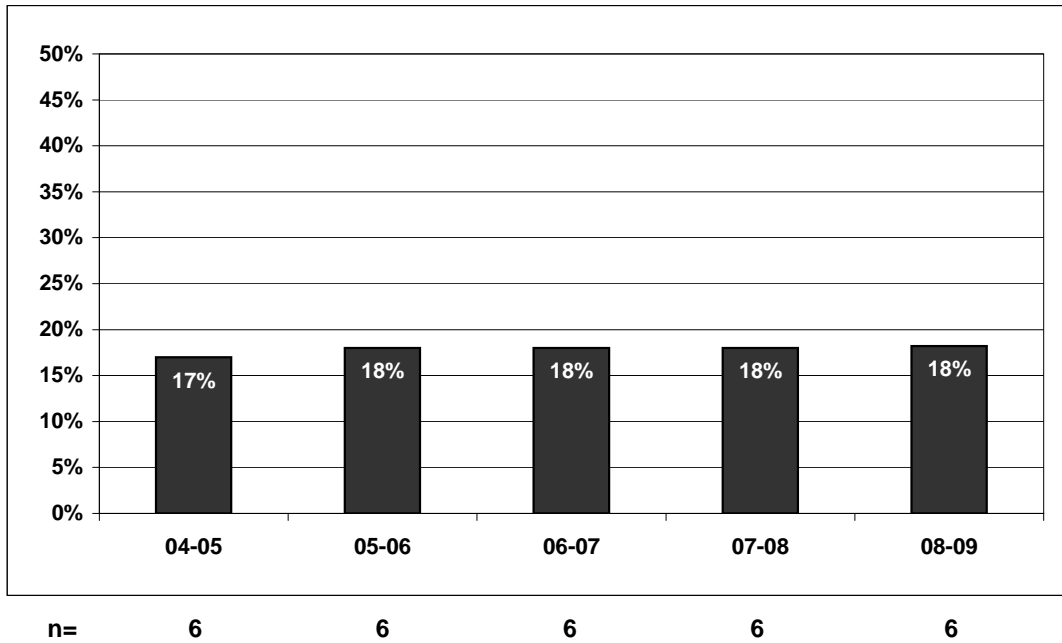
## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	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	55.8%	1.3%	2.3%	4.3%	0.2%	
Expected # of Faculty	3.1	0.1	0.1	0.2	0.0	
Underutilization	-2.1	-0.1	-0.1	-0.2	none	

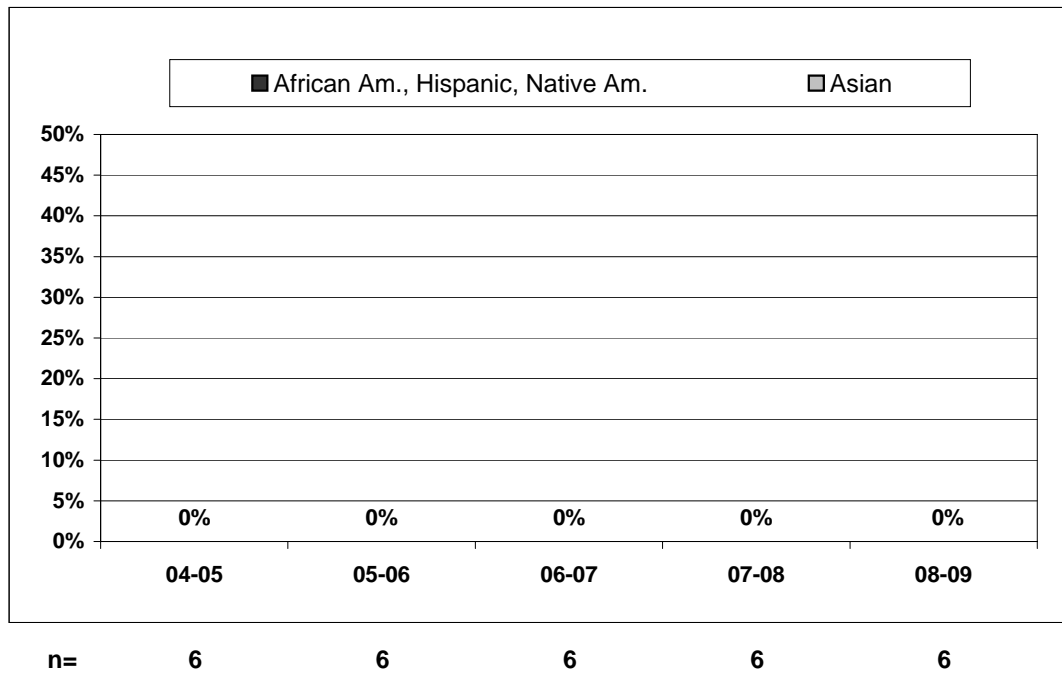
# DEPARTMENT OF ITALIAN

## *Trends*

### Percent Women



### Percent Minorities





2009-2010  
Diversity Statistics - Regular Rank Faculty

## DEPARTMENT OF LINGUISTICS

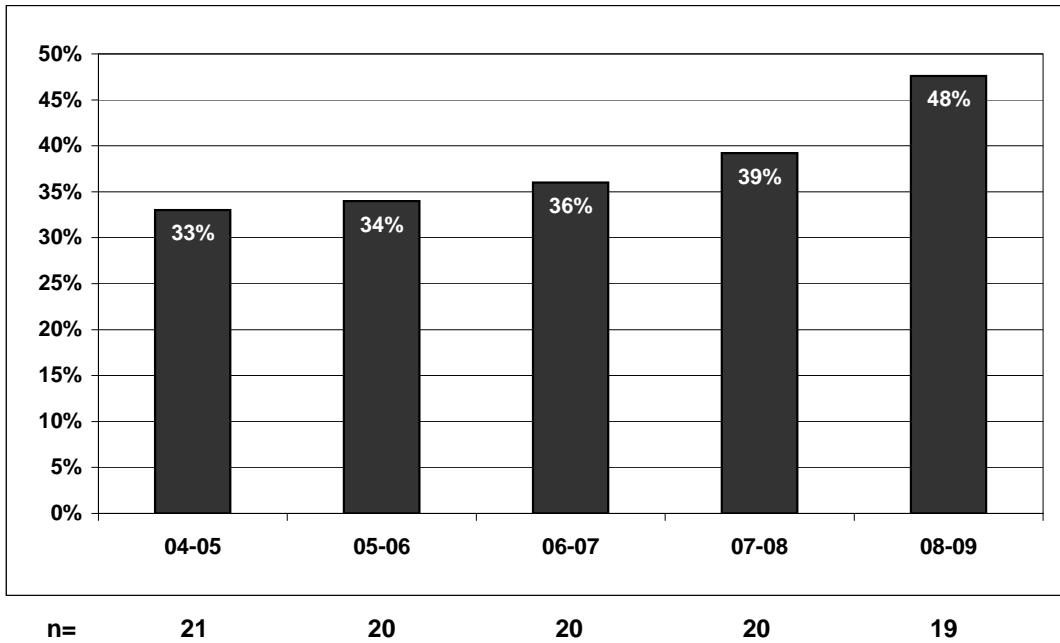
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	5.0	6.9	0.0	0.0	6.0	7.9	13.9
	0.0%	0.0%	7.2%	7.2%	0.0%	0.0%	0.0%	0.0%	7.2%	7.2%	36.0%	49.6%	0.0%	0.0%	43.2%	56.8%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
<b>Total Ladder</b>	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	7.0	9.9	0.0	0.0	9.0	10.9	19.9
	0.0%	0.0%	10.1%	5.0%	0.0%	0.0%	0.0%	0.0%	10.1%	5.0%	35.2%	49.7%	0.0%	0.0%	45.2%	54.8%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

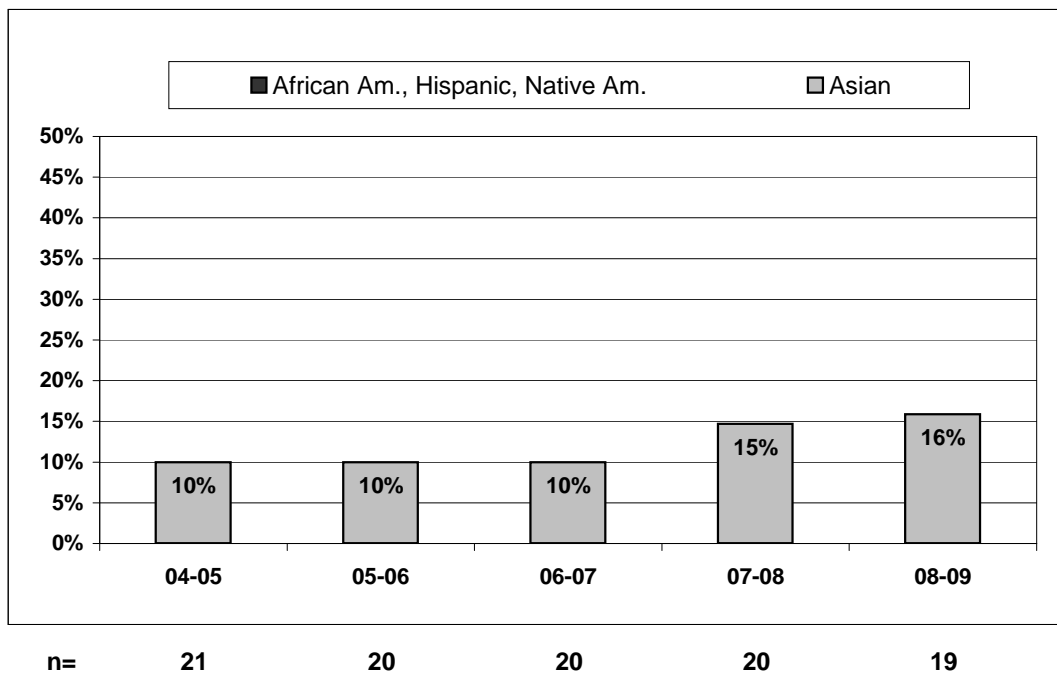
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	0.0	3.0	0.0	0.0	19.9
% of Faculty	45.2%	0.0%	15.1%	0.0%	0.0%	
Estimate of Availability	58.5%	2.9%	10.2%	5.0%	0.5%	
Expected # of Faculty	11.6	0.6	2.0	1.0	0.1	
Underutilization	-2.6	-0.6	none	-1.0	-0.1	

DEPARTMENT OF LINGUISTICS  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF MUSICOLOGY**

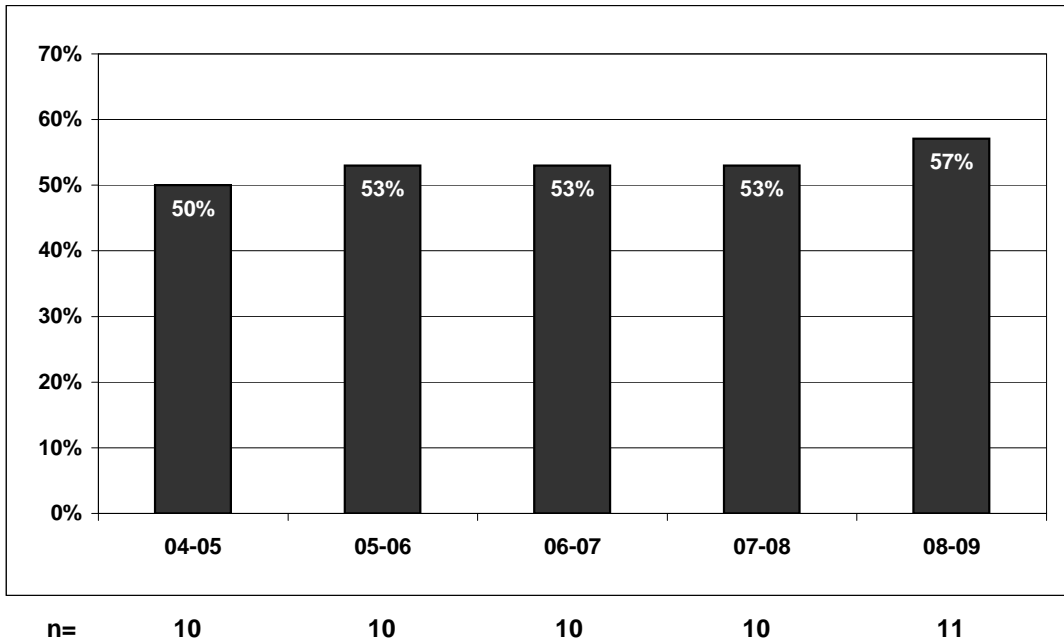
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	1.0	2.5	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0	3.0	0.0	3.0
	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%	0.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	4.0	3.5	0.0	0.0	5.0	3.5	8.5
	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%	0.0%	47.1%	41.2%	0.0%	0.0%	58.8%	41.2%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

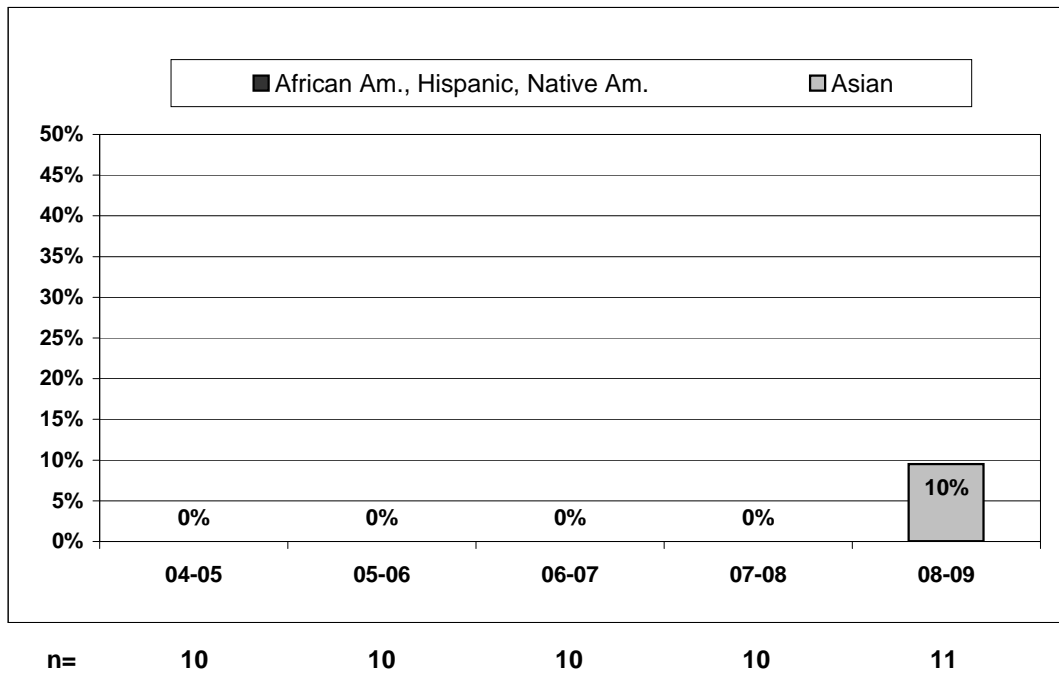
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	1.0	0.0	0.0	8.5
% of Faculty	58.8%	0.0%	11.8%	0.0%	0.0%	
Estimate of Availability	35.3%	5.4%	5.6%	5.2%	0.2%	
Expected # of Faculty	3.0	0.5	0.5	0.4	0.0	
Underutilization	none	-0.5	none	-0.4	none	

DEPARTMENT OF MUSICOLOGY  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES**

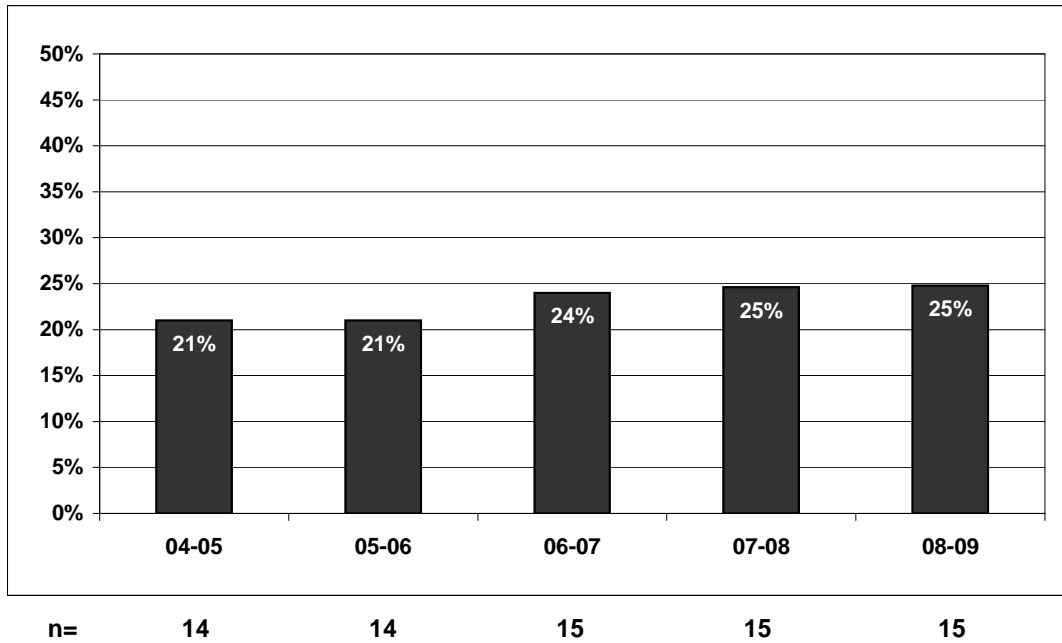
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	8.0	0.0	0.0	2.5	8.0	10.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.8%	76.2%	0.0%	0.0%	23.8%	76.2%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	3.8	0.0	0.0	1.0	3.8	4.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.1%	78.9%	0.0%	0.0%	21.1%	78.9%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	12.8	0.0	0.0	4.5	12.8	17.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.1%	73.9%	0.0%	0.0%	26.1%	73.9%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

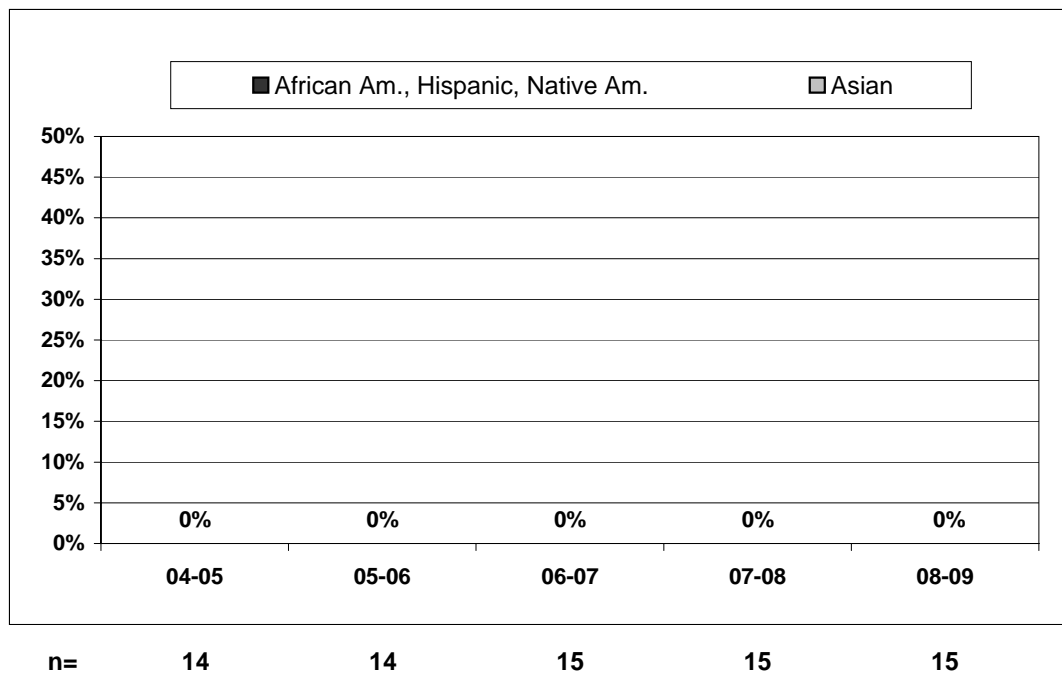
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	0.0	0.0	0.0	17.3
% of Faculty	26.1%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	48.6%	3.1%	5.3%	7.6%	0.5%	
Expected # of Faculty	8.4	0.5	0.9	1.3	0.1	
Underutilization	-3.9	-0.5	-0.9	-1.3	-0.1	

**DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES**  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF PHILOSOPHY**

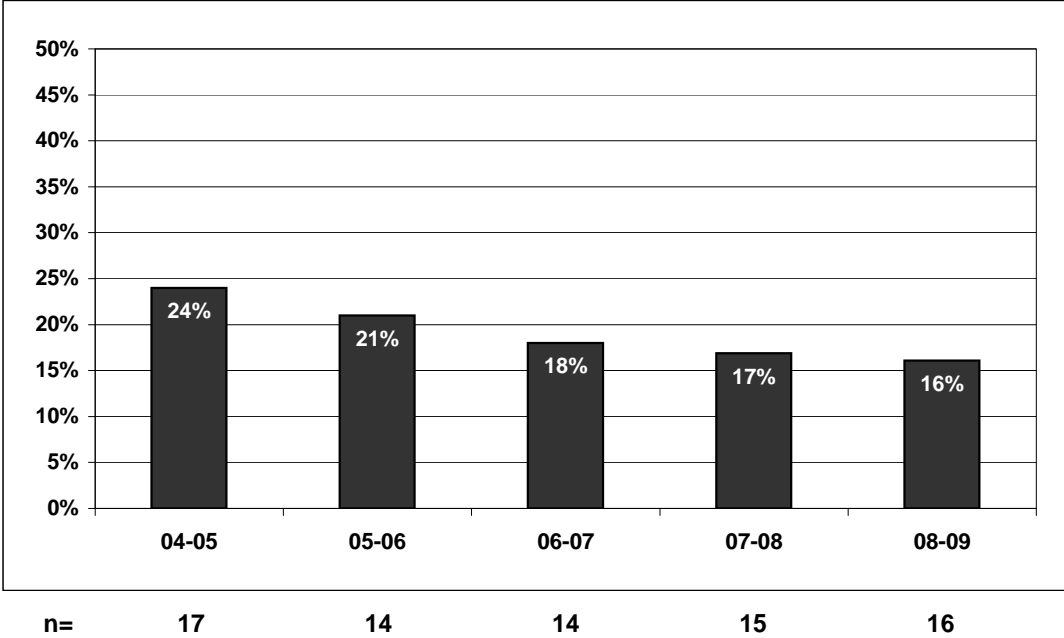
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	7.8	0.0	0.0	1.5	7.8	9.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.2%	83.8%	0.0%	0.0%	16.2%	83.8%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.2	0.0	0.0	1.0	2.2	3.2
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%	68.8%	0.0%	0.0%	31.3%	68.8%	100.0%
<b>Assistant Professor</b>	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	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%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	12.0	0.0	0.0	2.5	12.0	14.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.3%	82.7%	0.0%	0.0%	17.3%	82.7%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

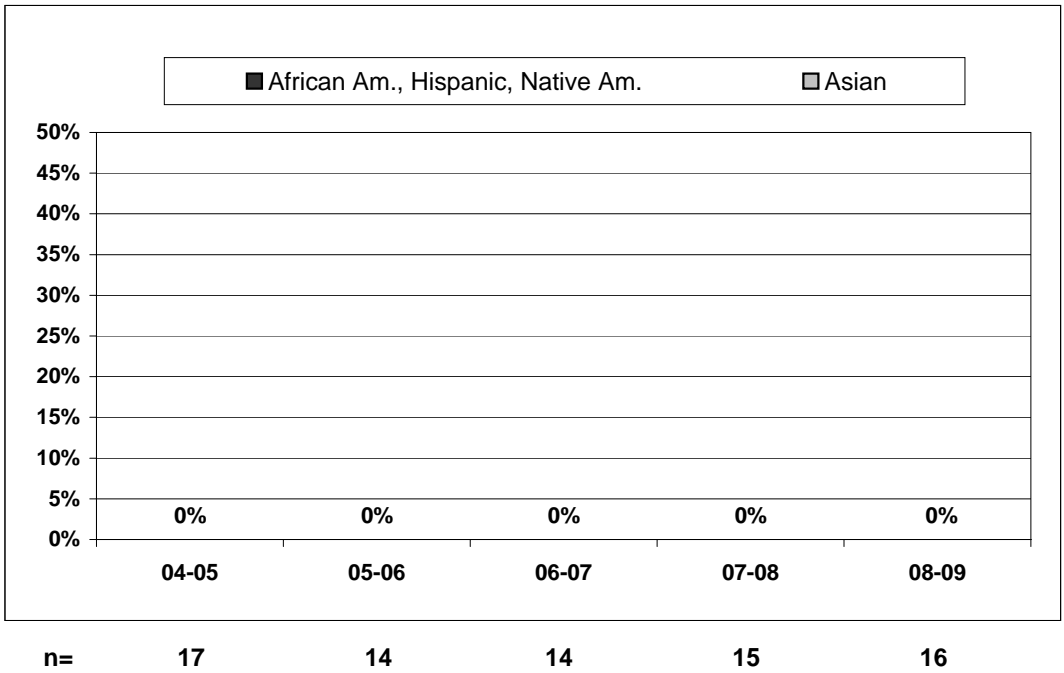
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.5	0.0	0.0	0.0	0.0	14.5
% of Faculty	17.3%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	24.1%	1.8%	4.1%	3.4%	0.4%	
Expected # of Faculty	3.5	0.3	0.6	0.5	0.1	
Underutilization	-1.0	-0.3	-0.6	-0.5	-0.1	

**DEPARTMENT OF PHILOSOPHY**  
*Trends*

**Percent Women**



**Percent Minorities**





## 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	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.1	0.0	0.0	0.0	2.1	2.1
	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%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.1	0.0	0.0	0.0	3.1	3.1
	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%

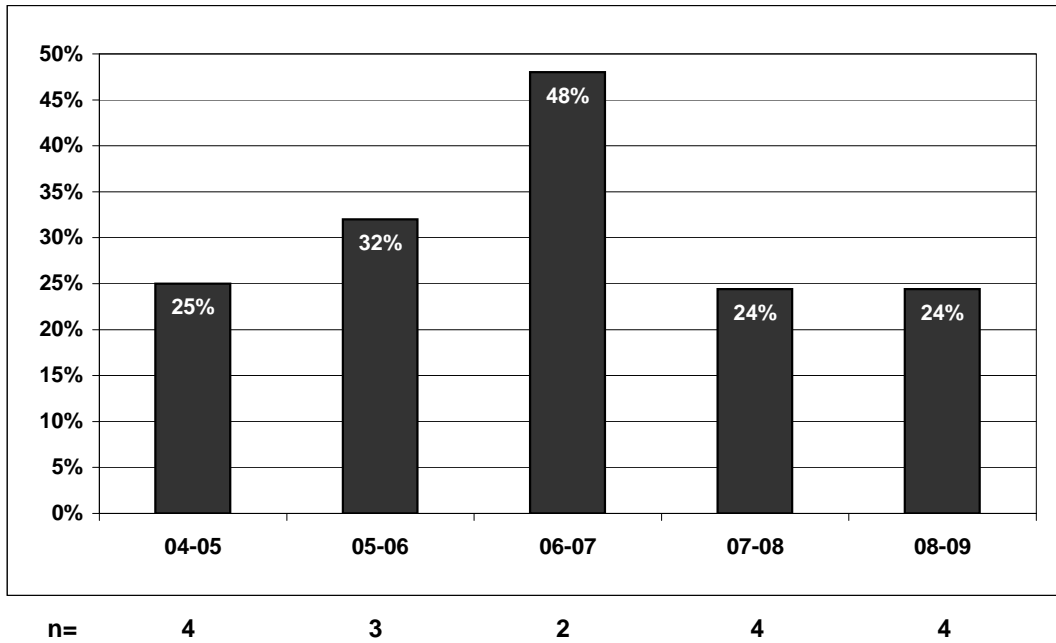
## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.0	0.0	0.0	0.0	0.0	3.1
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	37.1%	2.5%	3.5%	7.0%	0.4%	
Expected # of Faculty	1.2	0.1	0.1	0.2	0.0	
Underutilization	-1.2	-0.1	-0.1	-0.2	none	

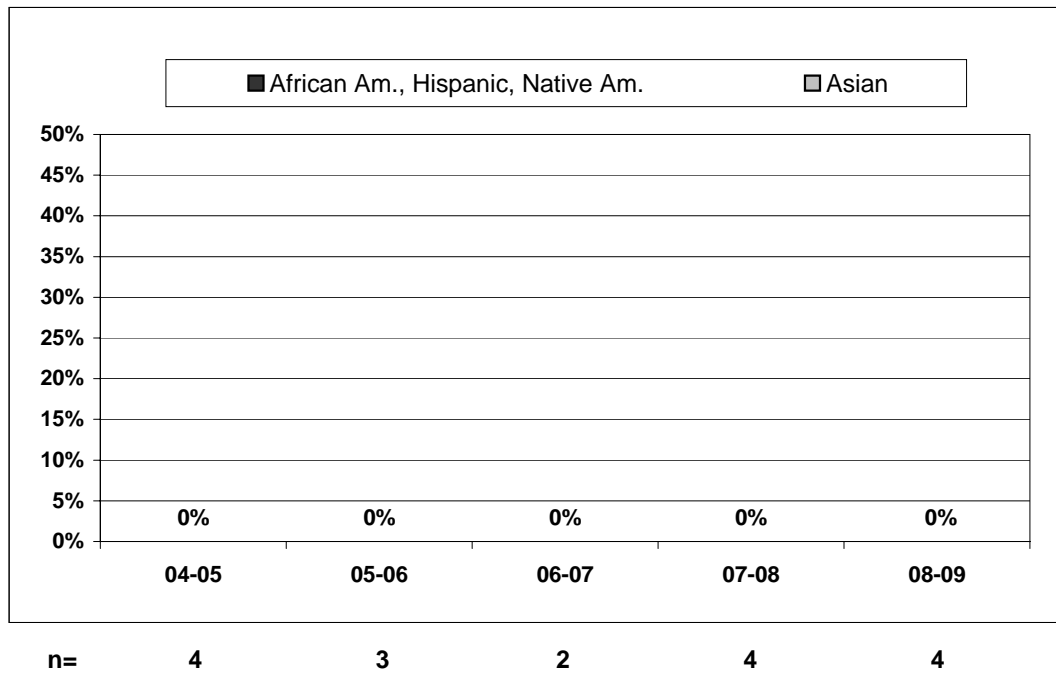
# THE SCANDINAVIAN SECTION

## Trends

### Percent Women



### Percent Minorities



## DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

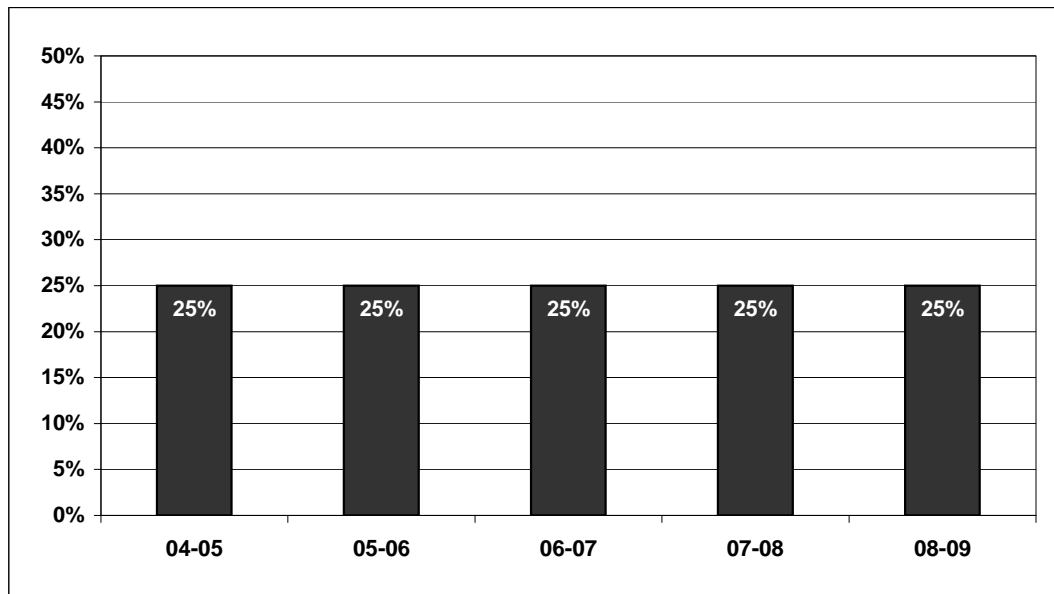
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	6.0	0.0	0.0	3.0	6.0	9.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	33.3%	66.7%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	6.0	0.0	0.0	3.0	6.0	9.0
	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%

## 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	9.0
% of Faculty	33.3%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	53.5%	1.2%	1.3%	2.1%	0.8%	
Expected # of Faculty	4.8	0.1	0.1	0.2	0.1	
Underutilization	-1.8	-0.1	-0.1	-0.2	-0.1	

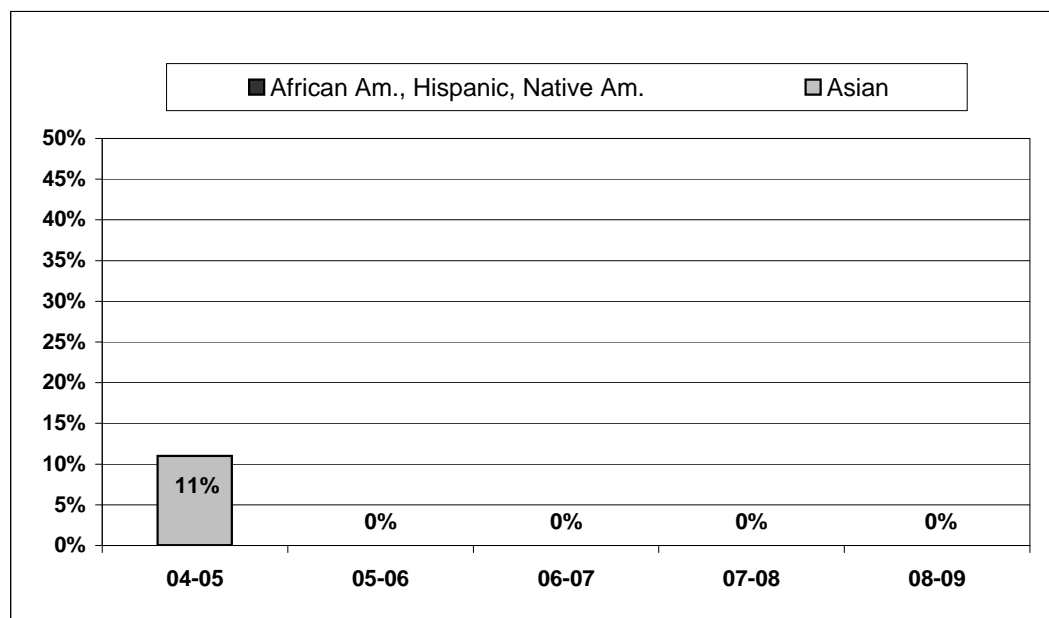
DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES  
*Trends*

**Percent Women**



n= 8 8 8 8 8

**Percent Minorities**



n= 8 8 8 8 8

## DEPARTMENT OF SPANISH AND PORTUGUESE

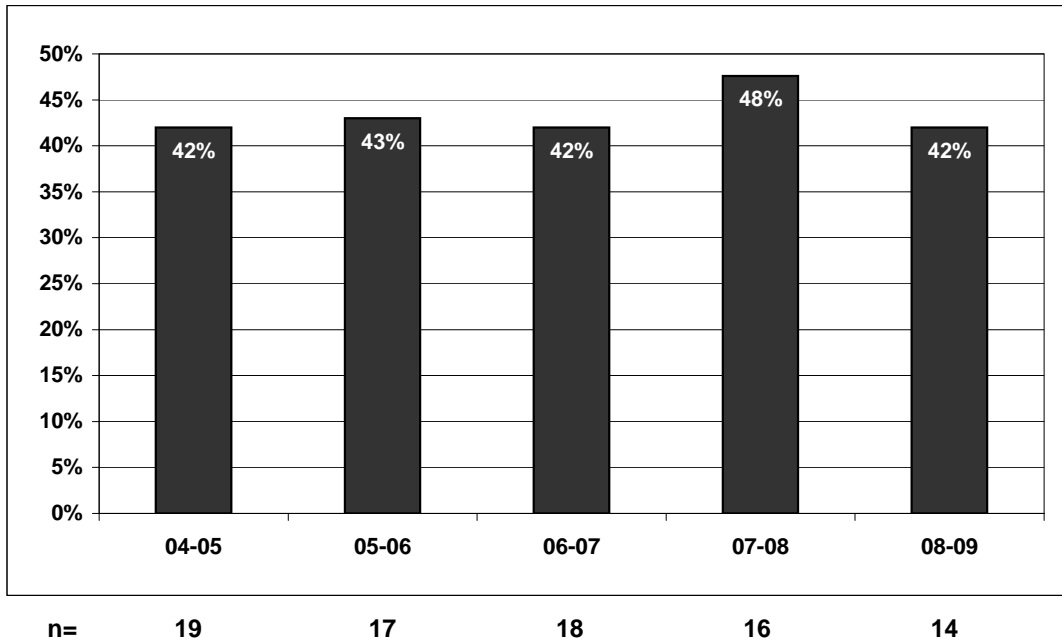
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	4.5	3.3	0.0	0.0	4.5	3.3	0.0	2.7	0.0	0.0	4.5	5.9	10.4
	0.0%	0.0%	0.0%	0.0%	43.2%	31.2%	0.0%	0.0%	43.2%	31.2%	0.0%	25.6%	0.0%	0.0%	43.2%	56.8%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.5	1.0	0.0	0.0	0.5	2.0	2.5
	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	40.0%	20.0%	40.0%	0.0%	0.0%	20.0%	80.0%	100.0%
<b>Assistant Professor</b>	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	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	4.5	5.3	0.0	0.0	4.5	5.3	1.5	3.7	0.0	0.0	6.0	8.9	14.9
	0.0%	0.0%	0.0%	0.0%	30.2%	35.2%	0.0%	0.0%	30.2%	35.2%	10.1%	24.6%	0.0%	0.0%	40.2%	59.8%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

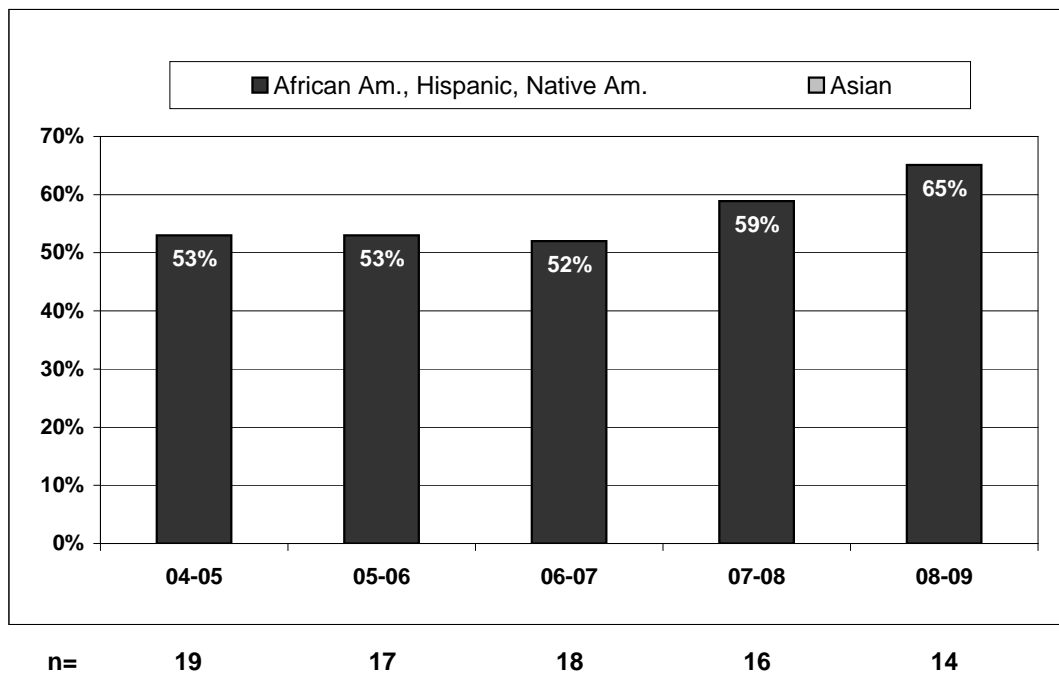
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	0.0	9.8	0.0	14.9
% of Faculty	40.2%	0.0%	0.0%	65.3%	0.0%	
Estimate of Availability	56.8%	2.0%	4.4%	24.1%	0.3%	
Expected # of Faculty	8.5	0.3	0.7	3.6	0.0	
Underutilization	-2.5	-0.3	-0.7	none	none	

DEPARTMENT OF SPANISH AND PORTUGUESE  
*Trends*

**Percent Women**



**Percent Minorities**



## DIVISION OF LIFE SCIENCES

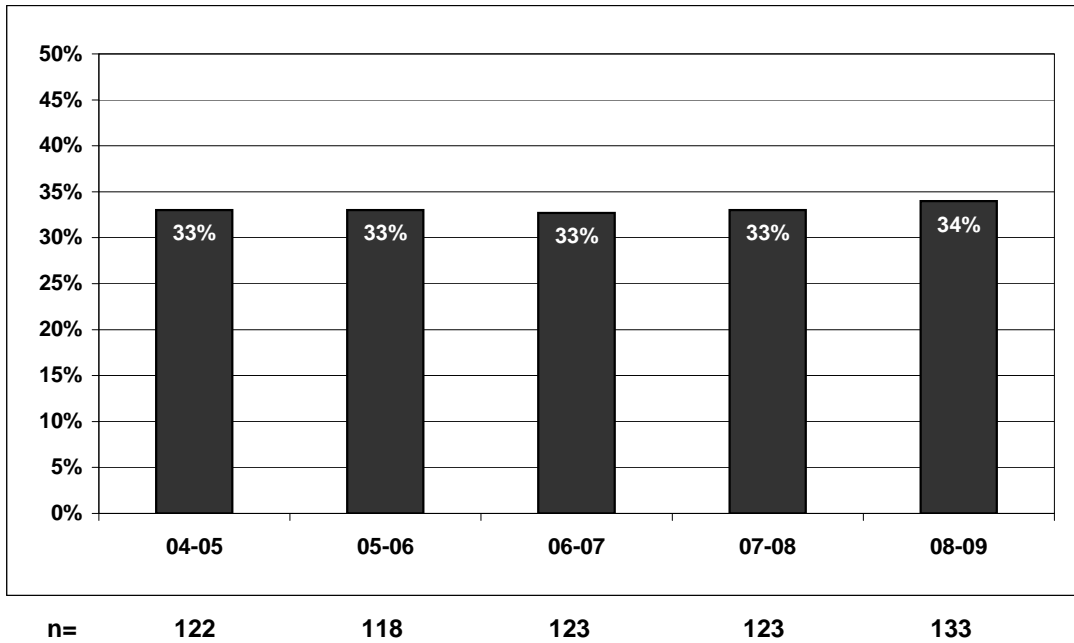
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	2.0	3.0	3.0	1.0	1.0	0.0	0.0	5.0	6.0	20.0	58.0	0.0	0.0	25.0	64.0	89.0
	1.1%	2.2%	3.4%	3.4%	1.1%	1.1%	0.0%	0.0%	5.6%	6.7%	22.5%	65.2%	0.0%	0.0%	28.1%	71.9%	100.0%
<b>Associate Professor</b>	0.0	0.0	4.0	1.0	0.0	1.0	0.0	0.0	4.0	2.0	4.5	4.0	0.0	0.0	8.5	6.0	14.5
	0.0%	0.0%	27.6%	6.9%	0.0%	6.9%	0.0%	0.0%	27.6%	13.8%	31.0%	27.6%	0.0%	0.0%	58.6%	41.4%	100.0%
<b>Assistant Professor</b>	0.0	1.0	3.0	4.0	0.0	3.0	0.0	0.0	3.0	8.0	8.0	7.0	0.5	0.0	11.5	15.0	26.5
	0.0%	3.8%	11.3%	15.1%	0.0%	11.3%	0.0%	0.0%	11.3%	30.2%	30.2%	26.4%	1.9%	0.0%	43.4%	56.6%	100.0%
<b>Total Ladder</b>	1.0	3.0	10.0	8.0	1.0	5.0	0.0	0.0	12.0	16.0	32.5	69.0	0.5	0.0	45.0	85.0	130.0
	0.8%	2.3%	7.7%	6.2%	0.8%	3.8%	0.0%	0.0%	9.2%	12.3%	25.0%	53.1%	0.4%	0.0%	34.6%	65.4%	100.0%

## DIVISIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

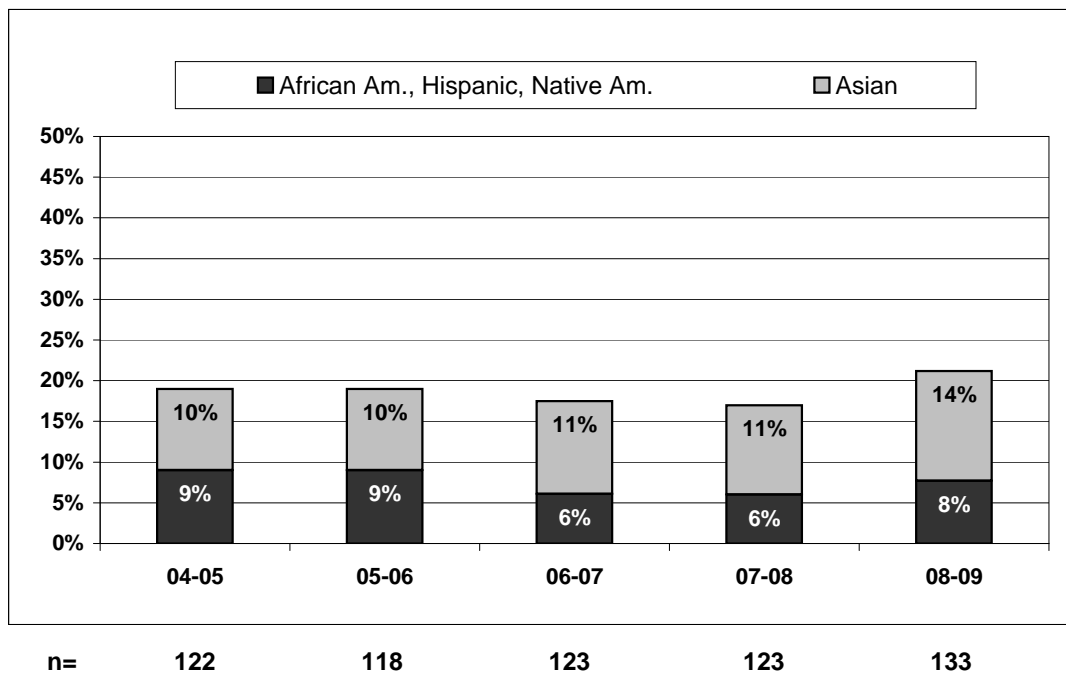
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	45.0	4.0	18.0	6.0	0.0	129.5
% of Faculty	34.6%	3.1%	13.9%	4.6%	0.0%	
Estimate of Availability	49.3%	3.2%	7.1%	4.0%	0.5%	
Expected # of Faculty	64.1	4.1	9.2	5.2	0.6	
Underutilization	-19.1	-0.1	none	none	-0.6	

## DIVISION OF LIFE SCIENCES *Trends*

### Percent Women



### Percent Minorities





## DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

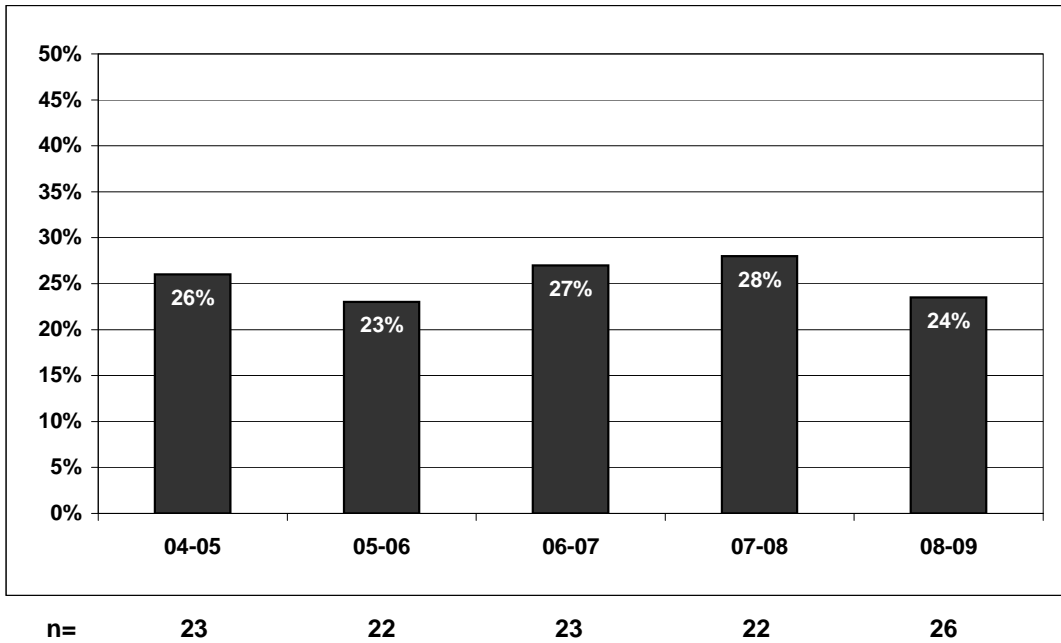
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	4.0	13.5	0.0	0.0	5.0	13.5	18.5
	0.0%	0.0%	5.4%	0.0%	0.0%	0.0%	0.0%	0.0%	5.4%	0.0%	21.6%	73.0%	0.0%	0.0%	27.0%	73.0%	100.0%
<b>Associate Professor</b>	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	2.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	2.0	0.0	1.0	0.5	0.0	0.5	3.0	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	0.0%	0.0%	0.0%	57.1%	0.0%	28.6%	14.3%	0.0%	14.3%	85.7%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.0	0.0	0.0	3.0	0.0	0.0	1.0	3.0	4.0	15.5	0.5	0.0	5.5	18.5	24.0
	0.0%	0.0%	4.2%	0.0%	0.0%	12.5%	0.0%	0.0%	4.2%	12.5%	16.7%	64.6%	2.1%	0.0%	22.9%	77.1%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

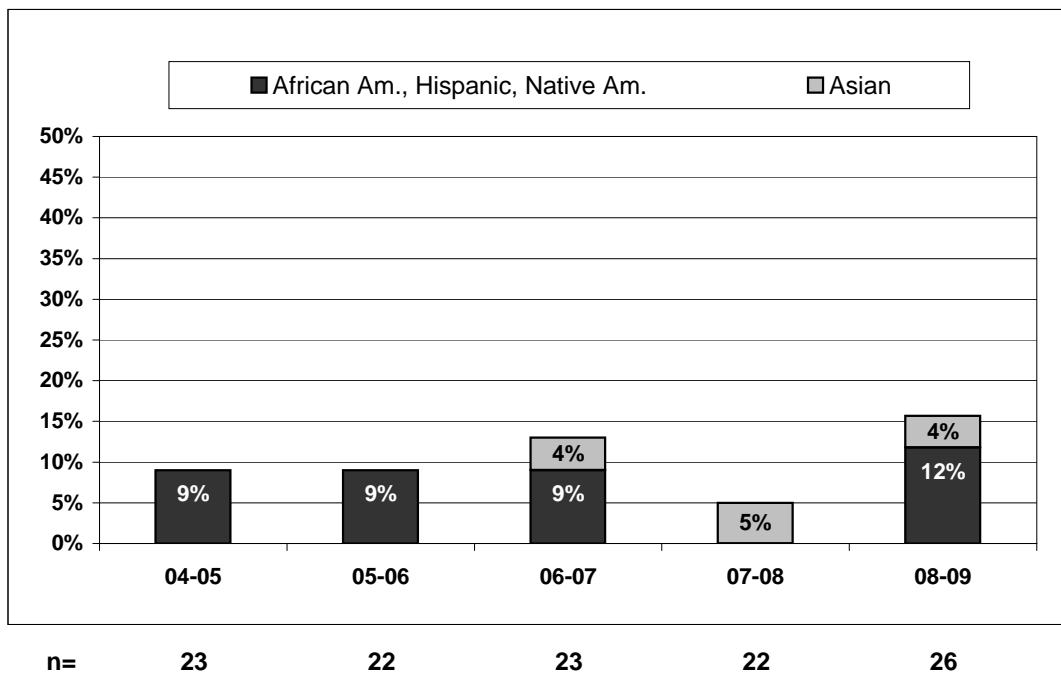
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.5	0.0	1.0	3.0	0.0	23.5
% of Faculty	22.9%	0.0%	4.3%	12.8%	0.0%	
Estimate of Availability	32.7%	1.1%	5.3%	3.0%	0.6%	
Expected # of Faculty	7.8	0.3	1.2	0.7	0.1	
Underutilization	-2.3	-0.3	-0.2	none	-0.1	

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY  
*Trends*

**Percent Women**



**Percent Minorities**



**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	
<b>Professor</b>	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%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0	3.0	0.0	0.0	2.0	5.0	7.0
	0.0%	0.0%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	28.6%	28.6%	42.9%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Total Ladder</b>	0.0	0.0	2.0	4.0	1.0	1.0	0.0	0.0	3.0	5.0	5.0	9.0	0.0	0.0	8.0	14.0	22.0
	0.0%	0.0%	9.1%	18.2%	4.5%	4.5%	0.0%	0.0%	13.6%	22.7%	22.7%	40.9%	0.0%	0.0%	36.4%	63.6%	100.0%

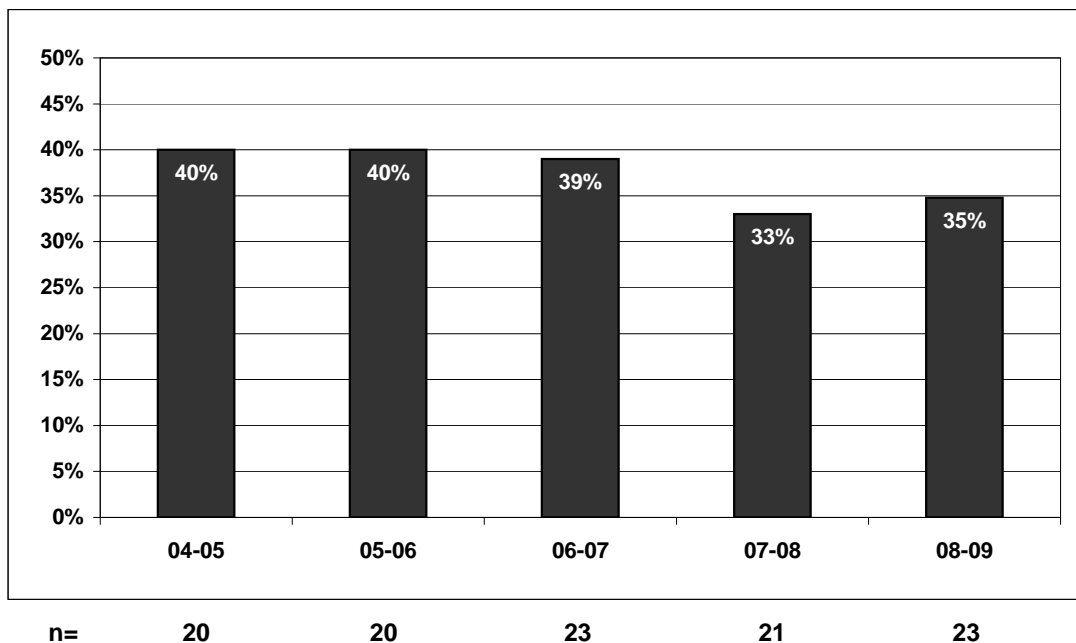
**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	0.0	6.0	2.0	0.0	22.0
% of Faculty	36.4%	0.0%	27.3%	9.1%	0.0%	
Estimate of Availability	43.6%	2.2%	13.4%	3.5%	0.4%	
Expected # of Faculty	9.6	0.5	2.9	0.8	0.1	
Underutilization	-1.6	-0.5	none	none	-0.1	

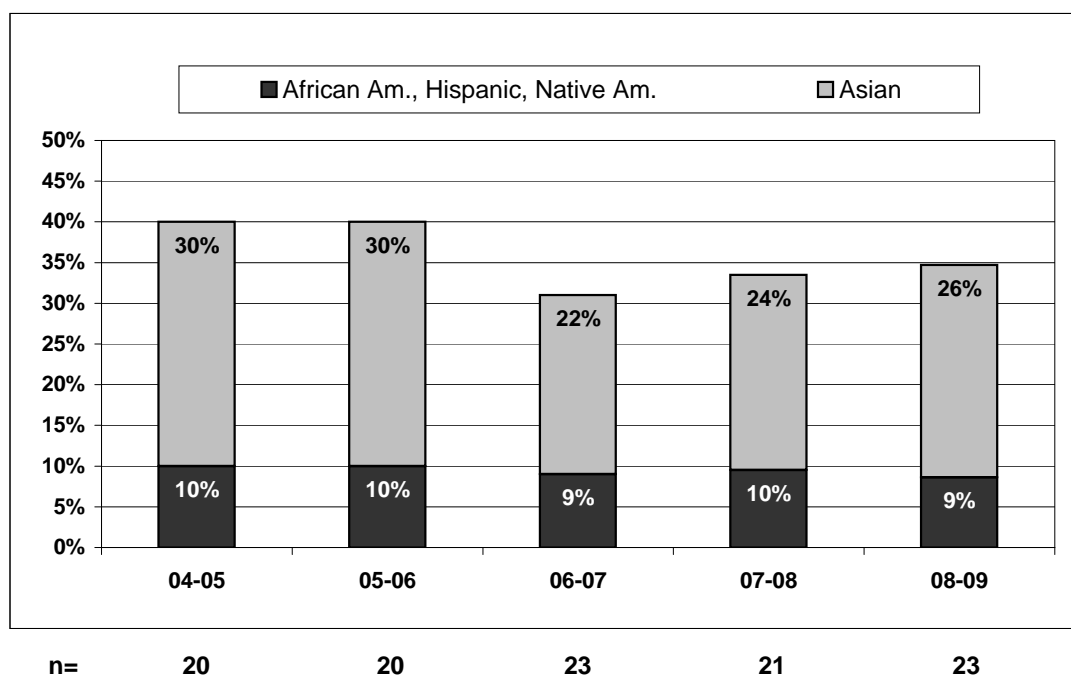
# DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

## Trends

### Percent Women



### Percent Minorities



**DEPARTMENT OF PHYSIOLOGICAL SCIENCE**

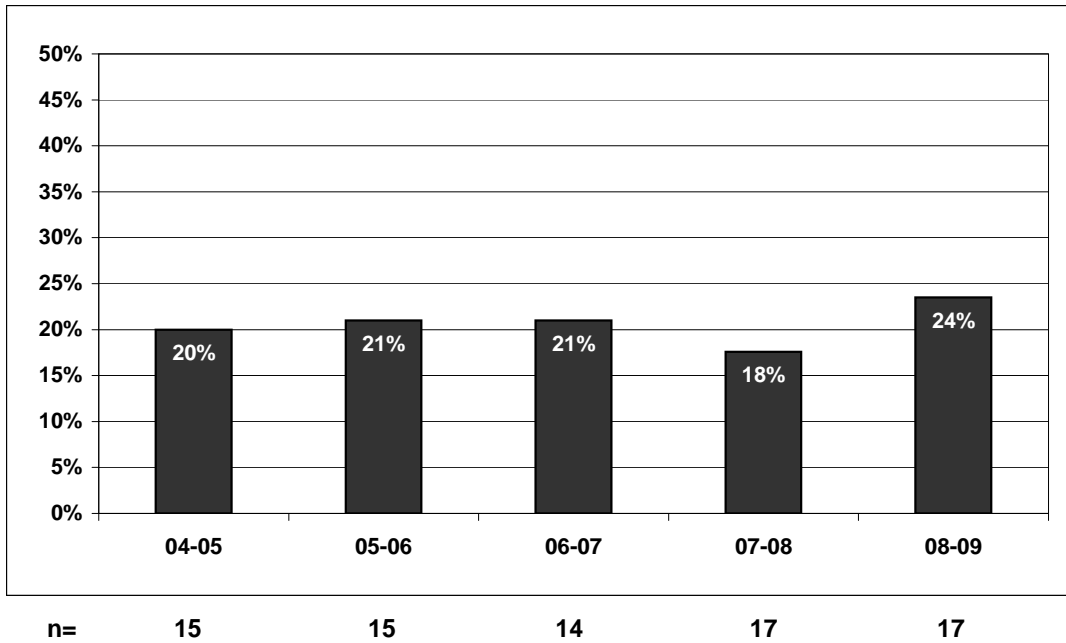
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
<b>Professor</b>	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	10.5	0.0	0.0	1.0	11.5	12.5
	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	8.0%	84.0%	0.0%	0.0%	8.0%	92.0%	100.0%
<b>Associate Professor</b>	0.0	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%	0.0%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
<b>Assistant Professor</b>	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	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%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	3.0	12.5	0.0	0.0	4.0	13.5	17.5	
	0.0%	5.7%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%	5.7%	17.1%	71.4%	0.0%	0.0%	22.9%	77.1%	100.0%	

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

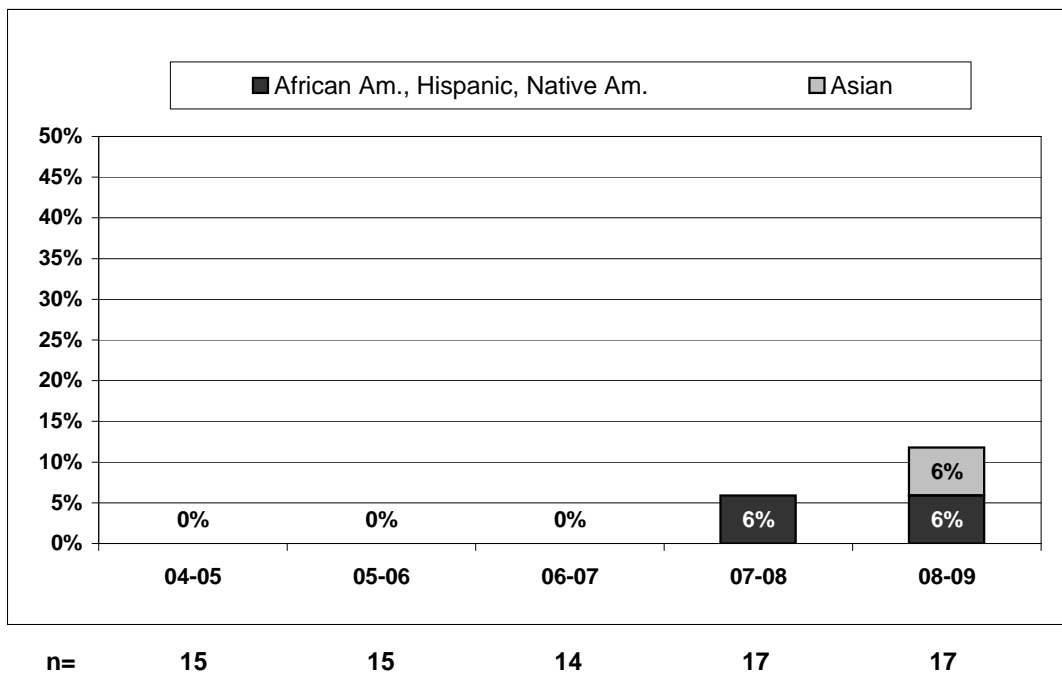
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	1.0	1.0	0.0	0.0	17.5
% of Faculty	22.9%	5.7%	5.7%	0.0%	0.0%	
Estimate of Availability	45.1%	2.3%	7.9%	3.8%	0.5%	
Expected # of Faculty	7.9	0.4	1.4	0.7	0.1	
Underutilization	<b>-3.9</b>	none	<b>-0.4</b>	<b>-0.7</b>	<b>-0.1</b>	

DEPARTMENT OF PHYSIOLOGICAL SCIENCE  
*Trends*

**Percent Women**



**Percent Minorities**



2009-2010  
Diversity Statistics - Regular Rank Faculty

**DEPARTMENT OF PSYCHOLOGY**

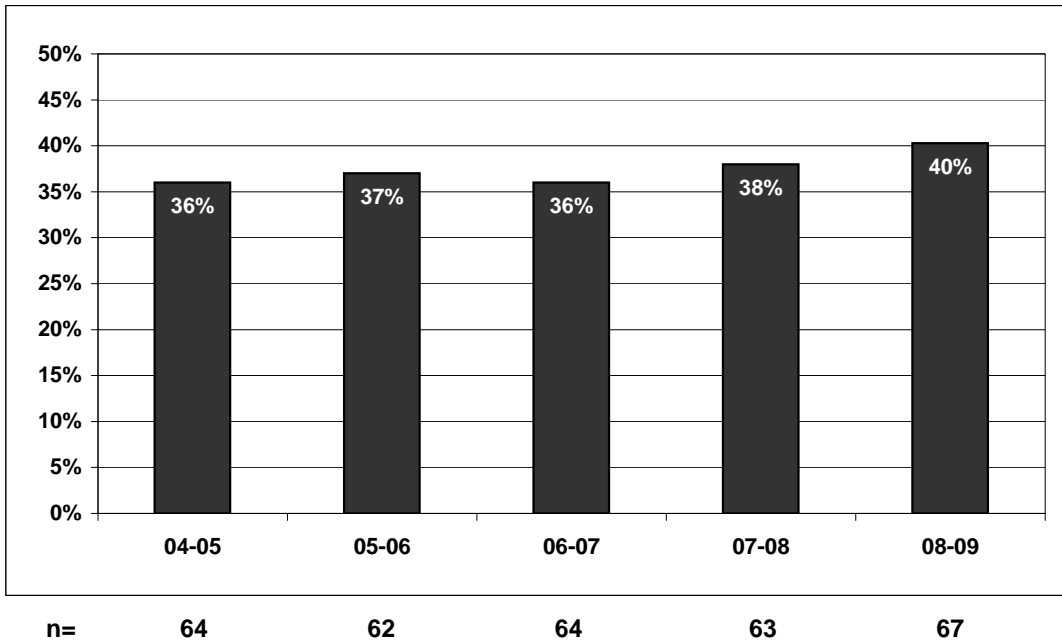
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	2.0	2.0	12.0	28.0	0.0	0.0	14.0	30.0	44.0
	2.3%	2.3%	2.3%	0.0%	0.0%	2.3%	0.0%	0.0%	4.5%	4.5%	27.3%	63.6%	0.0%	0.0%	31.8%	68.2%	100.0%
<b>Associate Professor</b>	0.0	0.0	3.0	1.0	0.0	0.0	0.0	0.0	3.0	1.0	2.5	2.0	0.0	0.0	5.5	3.0	8.5
	0.0%	0.0%	35.3%	11.8%	0.0%	0.0%	0.0%	0.0%	35.3%	11.8%	29.4%	23.5%	0.0%	0.0%	64.7%	35.3%	100.0%
<b>Assistant Professor</b>	0.0	1.0	2.0	3.0	0.0	0.0	0.0	0.0	2.0	4.0	6.0	2.0	0.0	0.0	8.0	6.0	14.0
	0.0%	7.1%	14.3%	21.4%	0.0%	0.0%	0.0%	0.0%	14.3%	28.6%	42.9%	14.3%	0.0%	0.0%	57.1%	42.9%	100.0%
<b>Total Ladder</b>	1.0	2.0	6.0	4.0	0.0	1.0	0.0	0.0	7.0	7.0	20.5	32.0	0.0	0.0	27.5	39.0	66.5
	1.5%	3.0%	9.0%	6.0%	0.0%	1.5%	0.0%	0.0%	10.5%	10.5%	30.8%	48.1%	0.0%	0.0%	41.4%	58.6%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

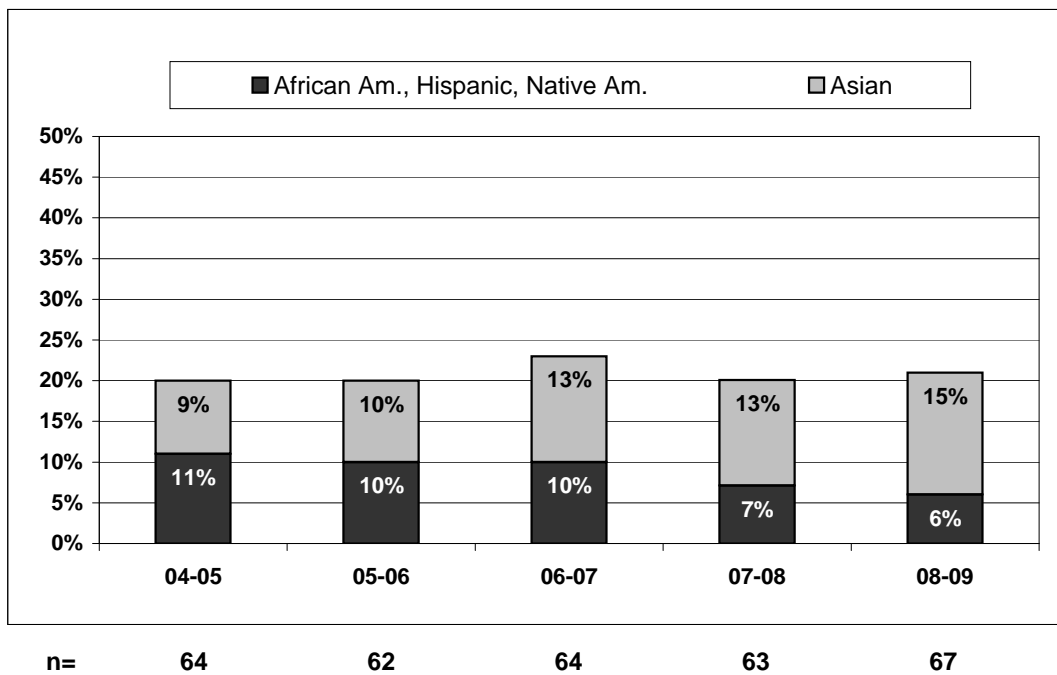
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	27.5	3.0	10.0	1.0	0.0	66.5
% of Faculty	41.4%	4.5%	15.0%	1.5%	0.0%	
Estimate of Availability	54.5%	4.4%	4.2%	4.2%	0.5%	
Expected # of Faculty	36.2	2.9	2.8	2.8	0.3	
Underutilization	<b>-8.7</b>	none	none	<b>-1.8</b>	<b>-0.3</b>	

**DEPARTMENT OF PSYCHOLOGY**  
*Trends*

**Percent Women**



**Percent Minorities**





## DIVISION OF PHYSICAL SCIENCES

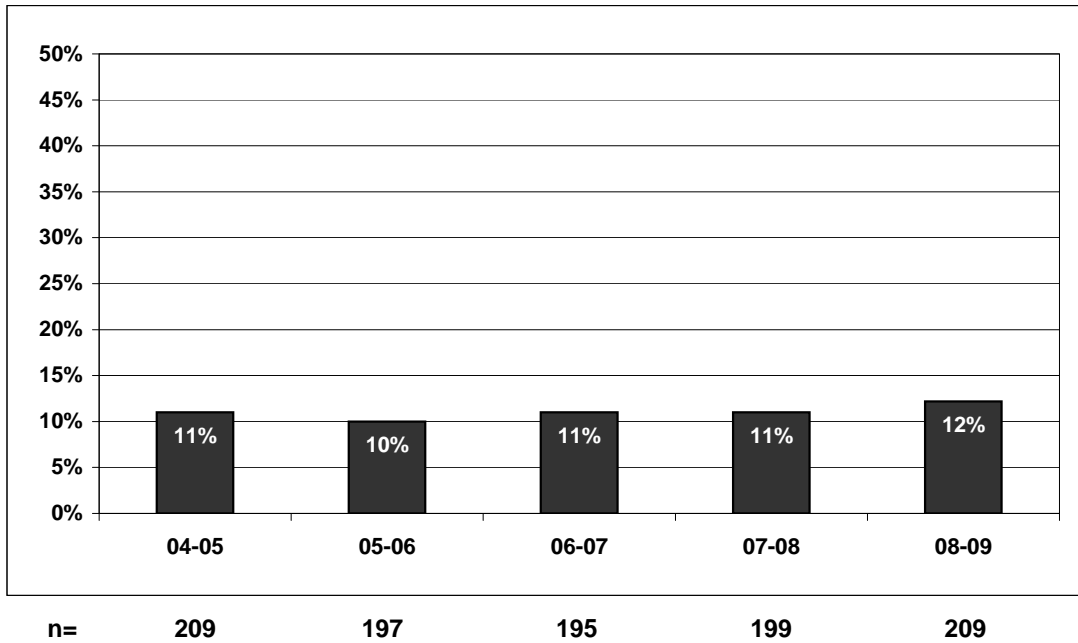
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	18.2	1.0	3.0	0.0	0.0	2.0	21.2	13.0	121.1	0.0	0.0	15.0	142.2	157.2
	0.0%	0.0%	0.6%	11.6%	0.6%	1.9%	0.0%	0.0%	1.3%	13.5%	8.3%	77.0%	0.0%	0.0%	9.5%	90.5%	100.0%
<b>Associate Professor</b>	0.0	1.0	2.0	3.0	0.0	0.0	0.0	0.0	2.0	4.0	3.5	23.0	0.0	0.5	5.5	27.5	33.0
	0.0%	3.0%	6.1%	9.1%	0.0%	0.0%	0.0%	0.0%	6.1%	12.1%	10.6%	69.7%	0.0%	1.5%	16.7%	83.3%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	4.0	0.0	1.0	0.0	0.0	0.0	5.0	8.0	8.3	1.0	2.0	9.0	15.3	24.3
	0.0%	0.0%	0.0%	16.4%	0.0%	4.1%	0.0%	0.0%	0.0%	20.6%	32.9%	34.2%	4.1%	8.2%	37.0%	63.0%	100.0%
<b>Total Ladder</b>	0.0	1.0	3.0	25.2	1.0	4.0	0.0	0.0	4.0	30.2	24.5	152.4	1.0	2.5	29.5	185.1	214.6
	0.0%	0.5%	1.4%	11.7%	0.5%	1.9%	0.0%	0.0%	1.9%	14.1%	11.4%	71.0%	0.5%	1.2%	13.7%	86.3%	100.0%

## DIVISIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

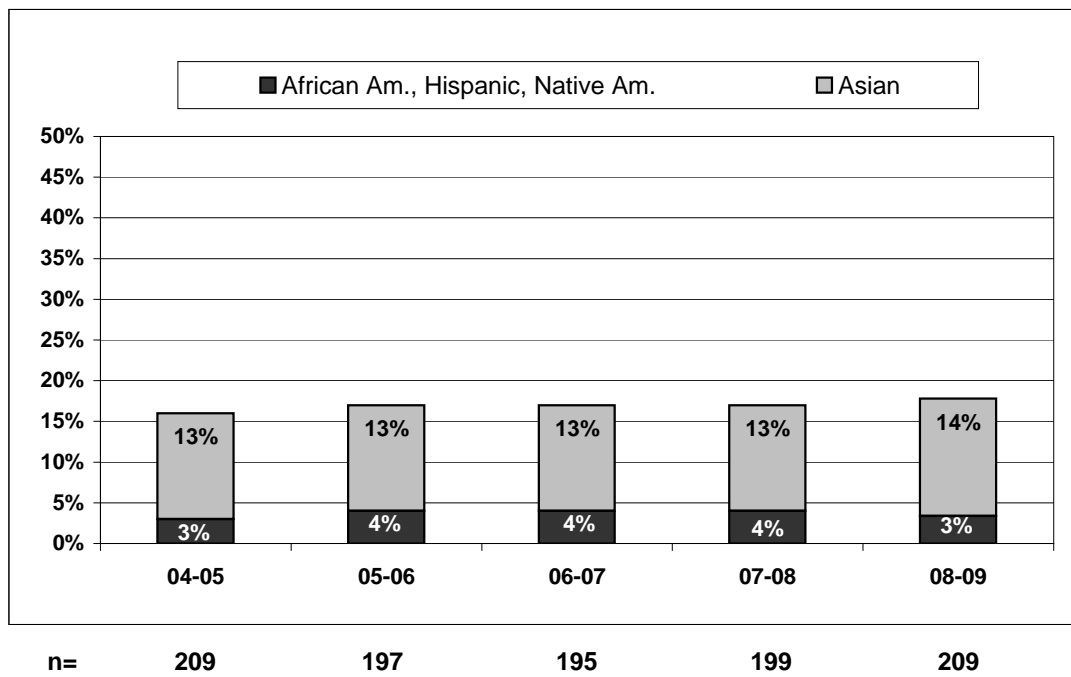
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	29.5	1.0	28.2	5.0	0.0	211.1
% of Faculty	13.7%	0.5%	13.3%	2.4%	0.0%	
Estimate of Availability	22.8%	1.7%	14.3%	2.7%	0.4%	
Expected # of Faculty	48.9	3.6	30.2	5.7	0.8	
Underutilization	-19.4	-2.6	-2.0	-0.7	-0.8	

## DIVISION OF PHYSICAL SCIENCES *Trends*

### Percent Women



### Percent Minorities



## DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

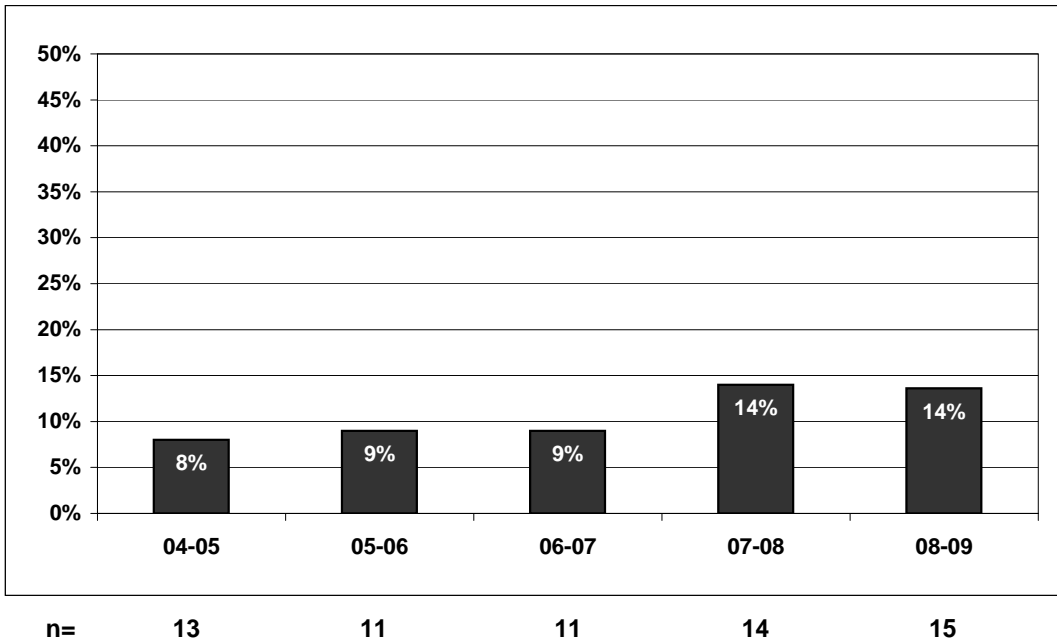
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	5.7	0.0	0.0	1.0	7.7	8.7
	0.0%	0.0%	0.0%	11.5%	0.0%	11.5%	0.0%	0.0%	0.0%	23.1%	11.5%	65.4%	0.0%	0.0%	11.5%	88.5%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.7	2.5	0.0	0.0	1.7	3.5	5.2
	0.0%	0.0%	0.0%	19.3%	0.0%	0.0%	0.0%	0.0%	0.0%	19.3%	32.3%	48.4%	0.0%	0.0%	32.3%	67.7%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	2.7	10.2	0.0	0.0	2.7	13.2	15.8
	0.0%	0.0%	0.0%	12.6%	0.0%	6.3%	0.0%	0.0%	0.0%	18.9%	16.9%	64.2%	0.0%	0.0%	16.9%	83.1%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

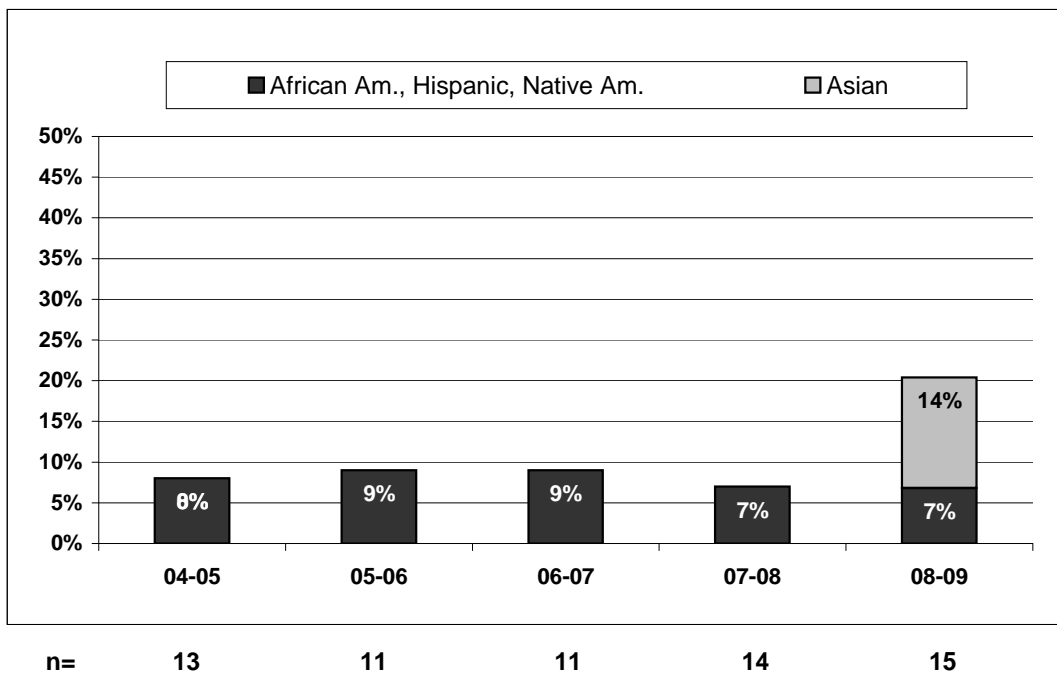
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.7	0.0	2.0	1.0	0.0	15.8
% of Faculty	16.9%	0.0%	12.6%	6.3%	0.0%	
Estimate of Availability	15.1%	1.7%	13.1%	2.0%	0.3%	
Expected # of Faculty	2.4	0.3	2.1	0.3	0.0	
Underutilization	none	-0.3	-0.1	none	none	

DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES  
*Trends*

**Percent Women**



**Percent Minorities**



## 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	
<b>Professor</b>	0.0	0.0	1.0	1.5	0.0	1.0	0.0	0.0	1.0	2.5	6.0	27.0	0.0	0.0	7.0	29.5	36.5
	0.0%	0.0%	2.7%	4.1%	0.0%	2.7%	0.0%	0.0%	2.7%	6.9%	16.4%	74.0%	0.0%	0.0%	19.2%	80.8%	100.0%
<b>Associate Professor</b>	0.0	1.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	2.0	1.0	3.0	0.0	0.0	2.0	5.0	7.0
	0.0%	14.3%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	28.6%	14.3%	42.9%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	3.0	1.0	0.0	0.0	3.0	4.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	42.9%	42.9%	14.3%	0.0%	0.0%	42.9%	57.1%	100.0%
<b>Total Ladder</b>	0.0	1.0	2.0	4.5	0.0	2.0	0.0	0.0	2.0	7.5	10.0	31.0	0.0	0.0	12.0	38.5	50.5
	0.0%	2.0%	4.0%	8.9%	0.0%	4.0%	0.0%	0.0%	4.0%	14.9%	19.8%	61.4%	0.0%	0.0%	23.8%	76.2%	100.0%

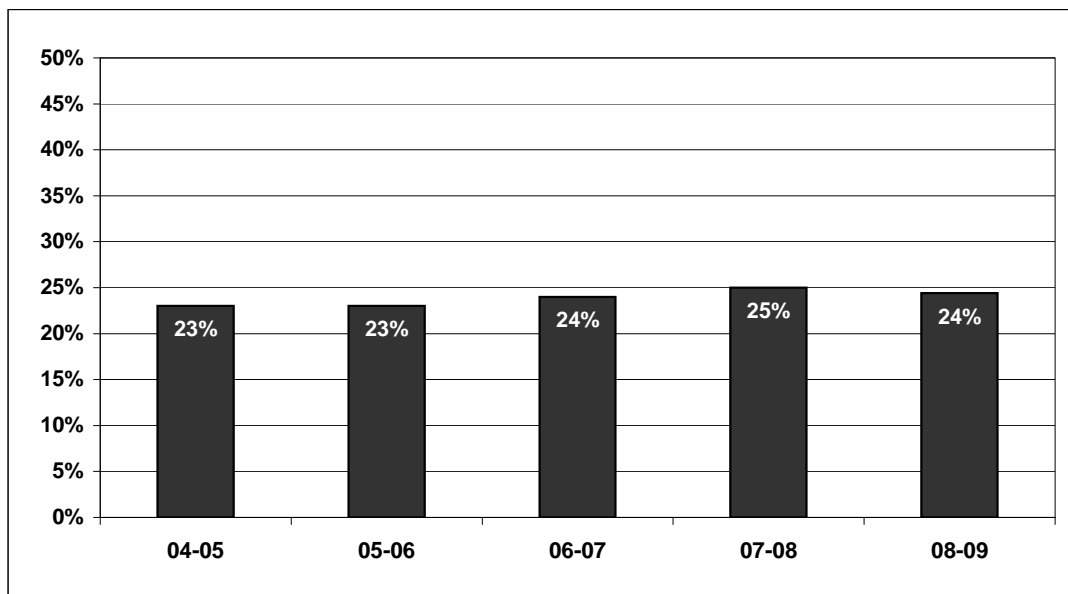
## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	12.0	1.0	6.5	2.0	0.0	50.5
% of Faculty	23.8%	2.0%	12.9%	4.0%	0.0%	
Estimate of Availability	31.8%	2.3%	12.9%	3.0%	0.5%	
Expected # of Faculty	16.1	1.2	6.5	1.5	0.3	
Underutilization	-4.1	-0.2	0.0	none	-0.3	

# DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

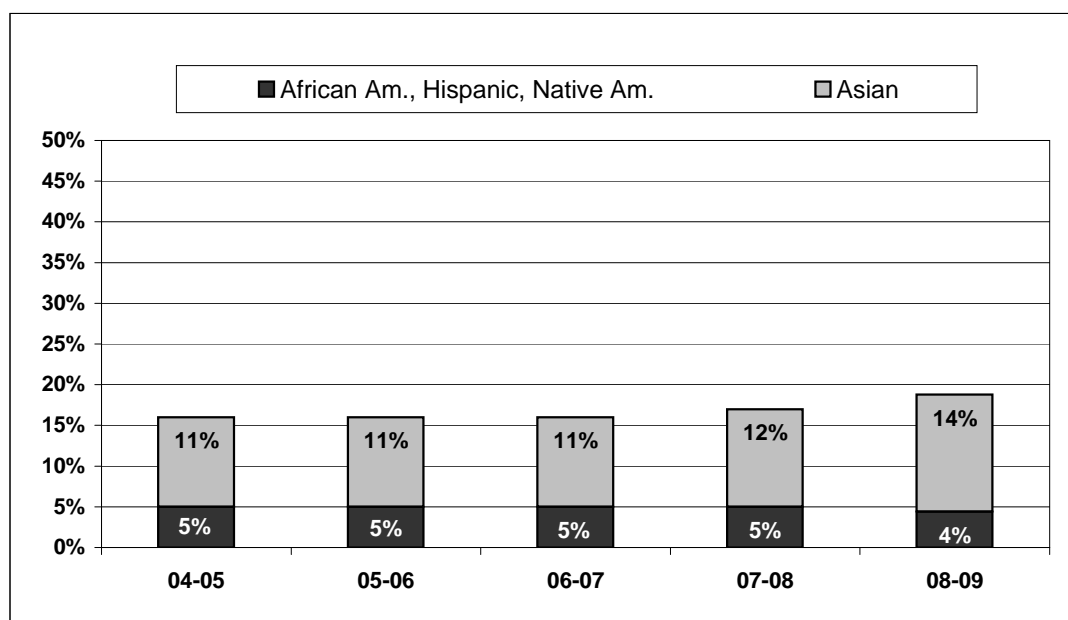
## Trends

### Percent Women



n= 44 43 43 41 45

### Percent Minorities



n= 44 43 43 41 45

**DEPARTMENT OF EARTH & SPACE SCIENCES**

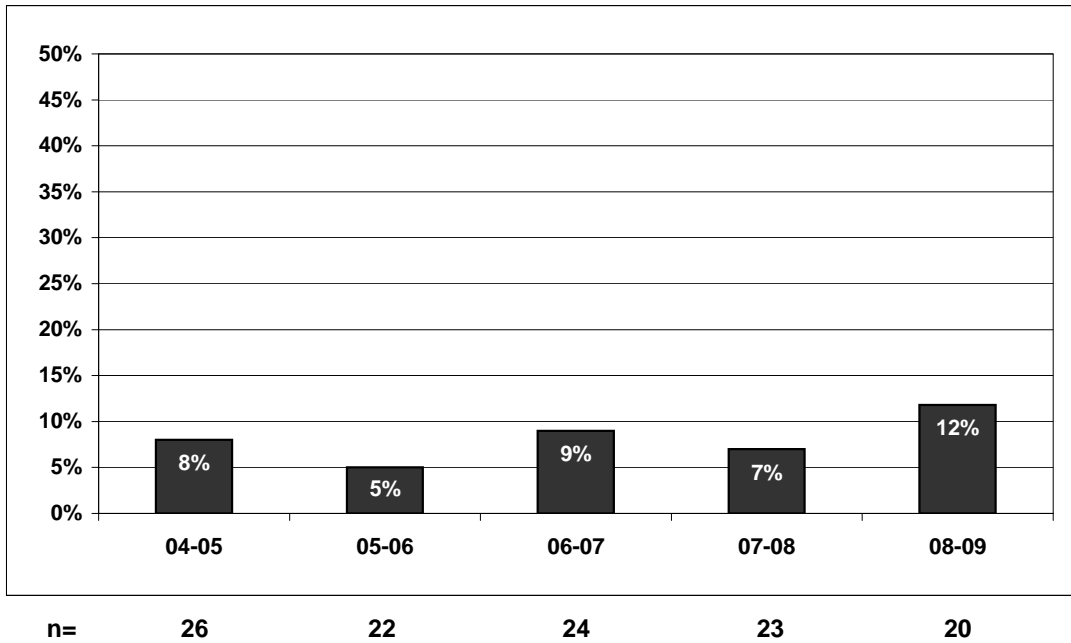
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.7	0.7	15.9	0.0	0.0	0.7	16.5	17.2
	0.0%	0.0%	0.0%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	3.9%	92.2%	0.0%	0.0%	3.9%	96.1%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	2.7	0.0	0.0	0.7	2.7	3.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.1%	79.9%	0.0%	0.0%	20.1%	79.9%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.5	0.0	0.7	1.0	1.2	2.2
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.1%	23.0%	0.0%	30.9%	46.1%	53.9%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.7	2.3	19.0	0.0	0.7	2.3	20.4	22.7
	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	10.3%	83.8%	0.0%	3.0%	10.3%	89.7%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

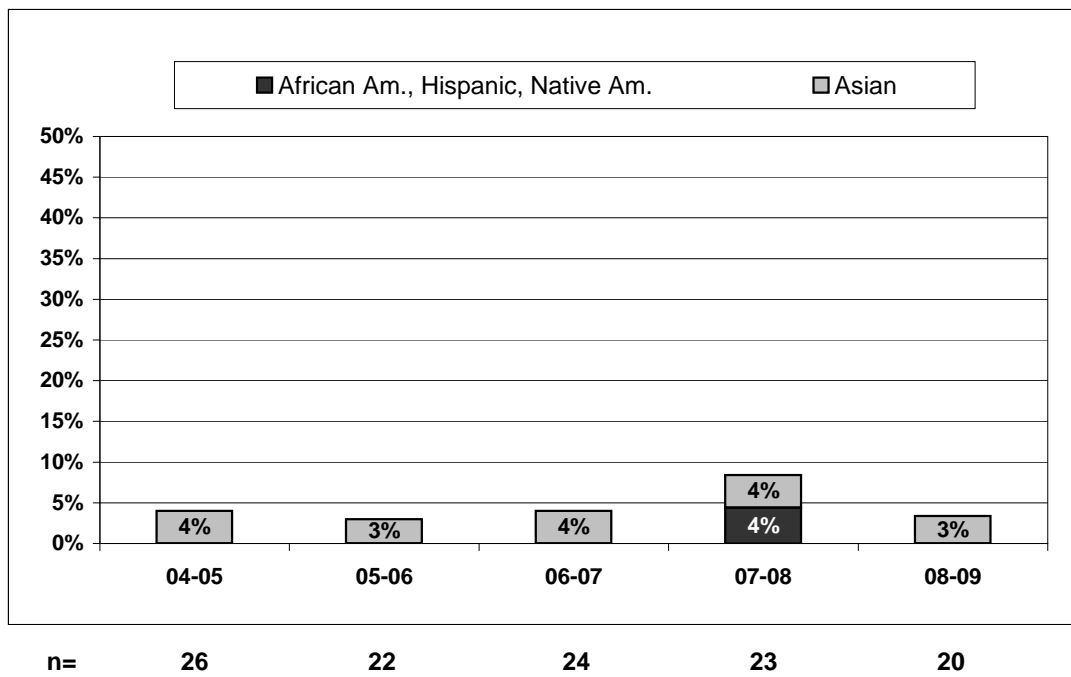
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.3	0.0	0.7	0.0	0.0	22.0
% of Faculty	10.3%	0.0%	3.0%	0.0%	0.0%	
Estimate of Availability	19.5%	1.2%	10.6%	2.4%	0.4%	
Expected # of Faculty	4.4	0.3	2.3	0.5	0.1	
Underutilization	-2.1	-0.3	-1.6	-0.5	-0.1	

DEPARTMENT OF EARTH & SPACE SCIENCES  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF MATHEMATICS

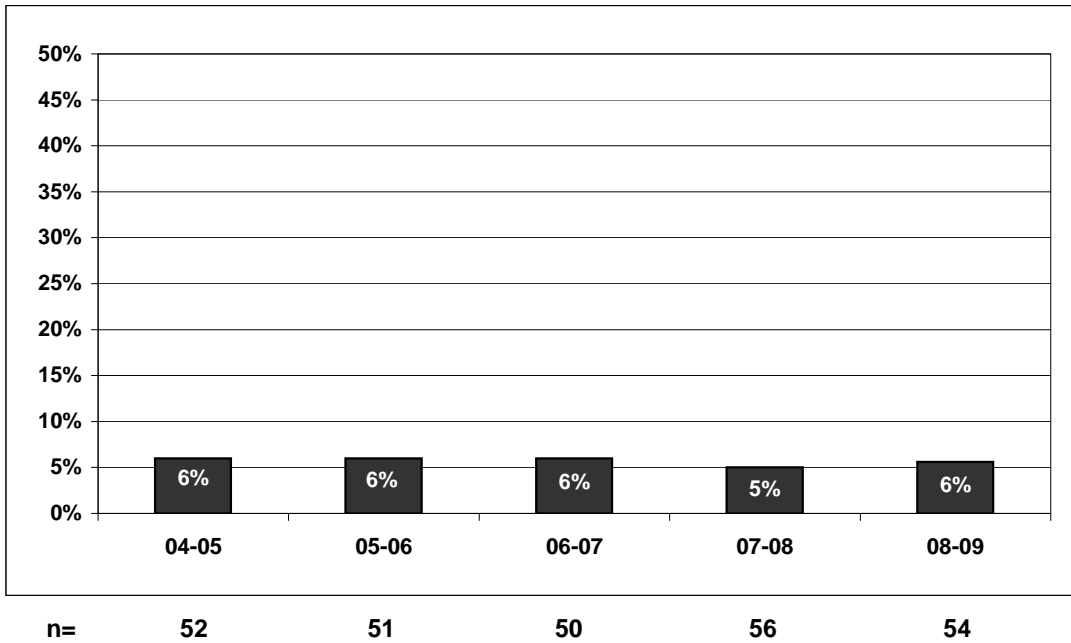
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	2.0	32.5	0.0	0.0	2.0	37.5	39.5
	0.0%	0.0%	0.0%	12.7%	0.0%	0.0%	0.0%	0.0%	0.0%	12.7%	5.1%	82.3%	0.0%	0.0%	5.1%	94.9%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	7.0	0.0	0.0	1.0	8.0	9.0
	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	77.8%	0.0%	0.0%	11.1%	88.9%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	1.0	6.0	0.0	0.0	0.0	0.0	1.0	6.0	3.0	41.5	0.0	0.0	4.0	47.5	51.5
	0.0%	0.0%	1.9%	11.7%	0.0%	0.0%	0.0%	0.0%	1.9%	11.7%	5.8%	80.6%	0.0%	0.0%	7.8%	92.2%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

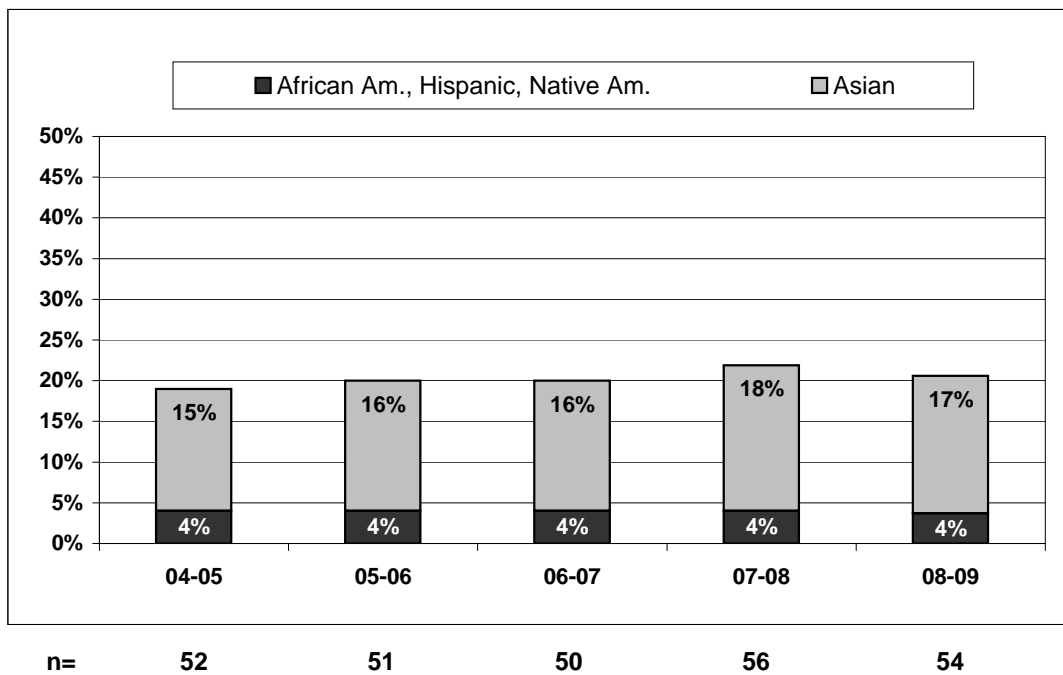
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	7.0	0.0	0.0	51.5
% of Faculty	7.8%	0.0%	13.6%	0.0%	0.0%	
Estimate of Availability	23.7%	1.6%	13.5%	2.5%	0.2%	
Expected # of Faculty	12.2	0.8	7.0	1.3	0.1	
Underutilization	<b>-8.2</b>	<b>-0.8</b>	none	<b>-1.3</b>	<b>-0.1</b>	

**DEPARTMENT OF MATHEMATICS**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF PHYSICS & ASTRONOMY

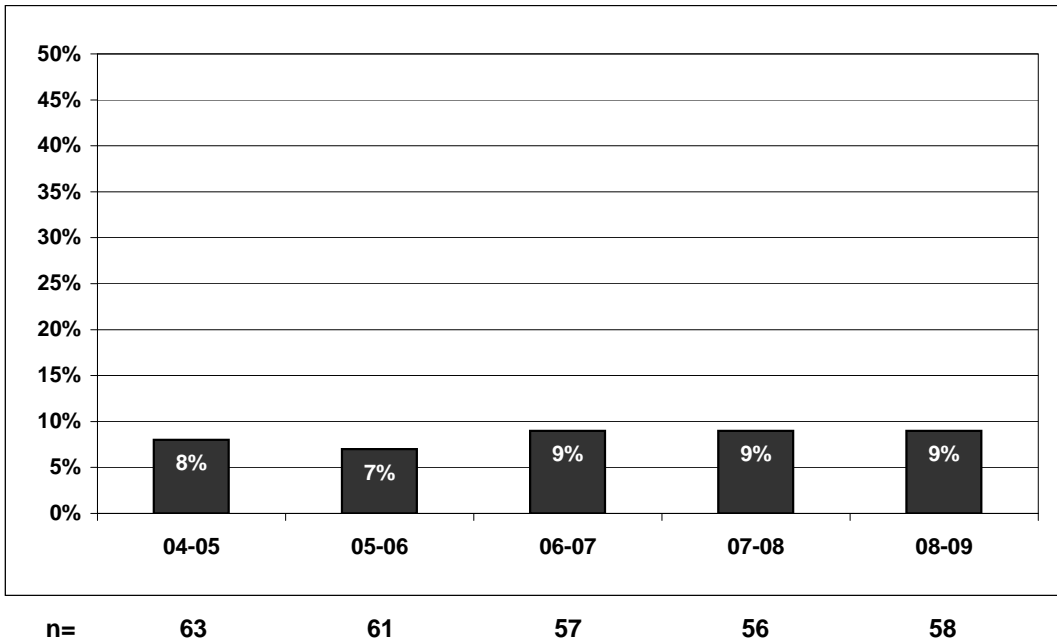
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	6.7	1.0	1.0	0.0	0.0	1.0	7.7	2.2	30.3	0.0	0.0	3.2	38.0	41.2
	0.0%	0.0%	0.0%	16.2%	2.4%	2.4%	0.0%	0.0%	2.4%	18.6%	5.3%	73.7%	0.0%	0.0%	7.7%	92.3%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	7.7	0.0	0.5	1.0	8.2	9.2
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	83.6%	0.0%	5.5%	10.9%	89.1%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.3	0.0	2.0	1.0	4.3	5.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%	43.7%	0.0%	37.5%	18.8%	81.2%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	6.7	1.0	1.0	0.0	0.0	1.0	7.7	4.2	40.3	0.0	2.5	5.2	50.5	55.7
	0.0%	0.0%	0.0%	12.0%	1.8%	1.8%	0.0%	0.0%	1.8%	13.8%	7.5%	72.4%	0.0%	4.5%	9.3%	90.7%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

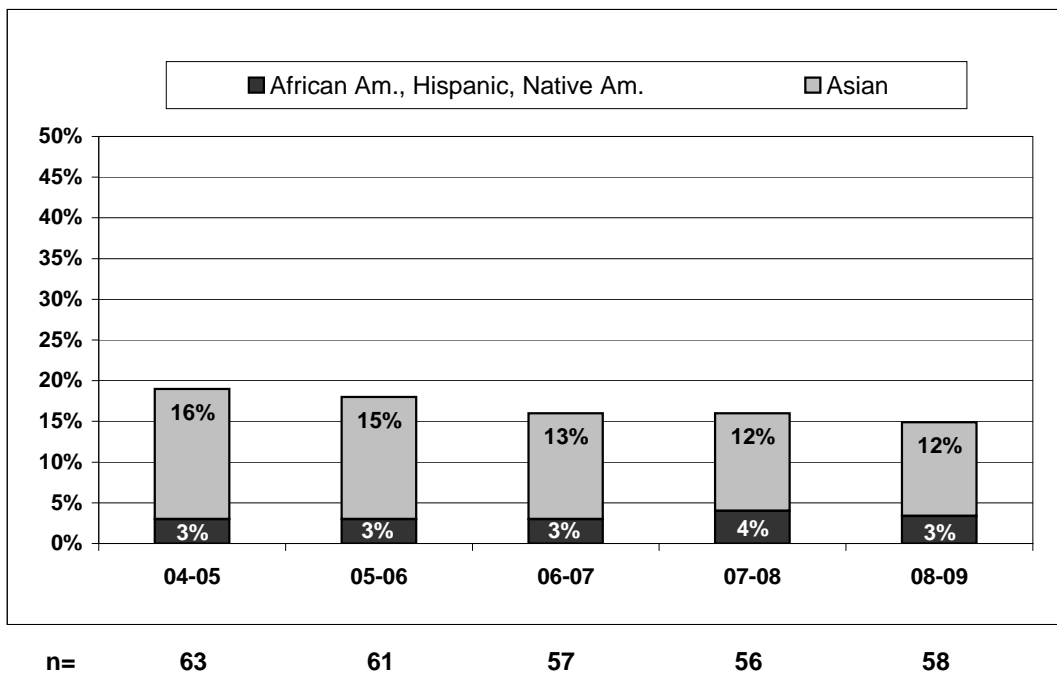
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.2	0.0	6.7	2.0	0.0	53.2
% of Faculty	9.3%	0.0%	12.5%	3.8%	0.0%	
Estimate of Availability	12.6%	1.4%	14.8%	2.4%	0.4%	
Expected # of Faculty	7.0	0.7	7.9	1.3	0.2	
Underutilization	-1.8	-0.7	-1.2	none	-0.2	

**DEPARTMENT OF PHYSICS & ASTRONOMY**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF STATISTICS

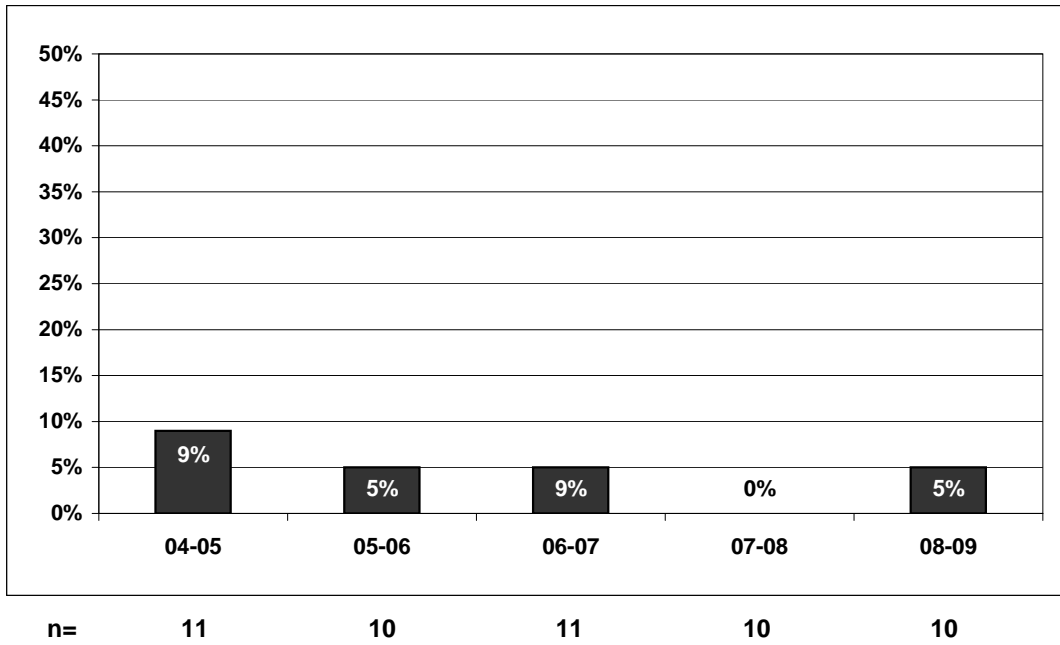
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	4.5	0.0	0.0	0.0	7.5	7.5
	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	60.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.5	0.0	0.0	0.0	0.5	1.0	1.5
	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	33.3%	66.7%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	0.5	4.5	0.0	0.0	0.5	9.5	10.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	5.0%	45.0%	0.0%	0.0%	5.0%	95.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

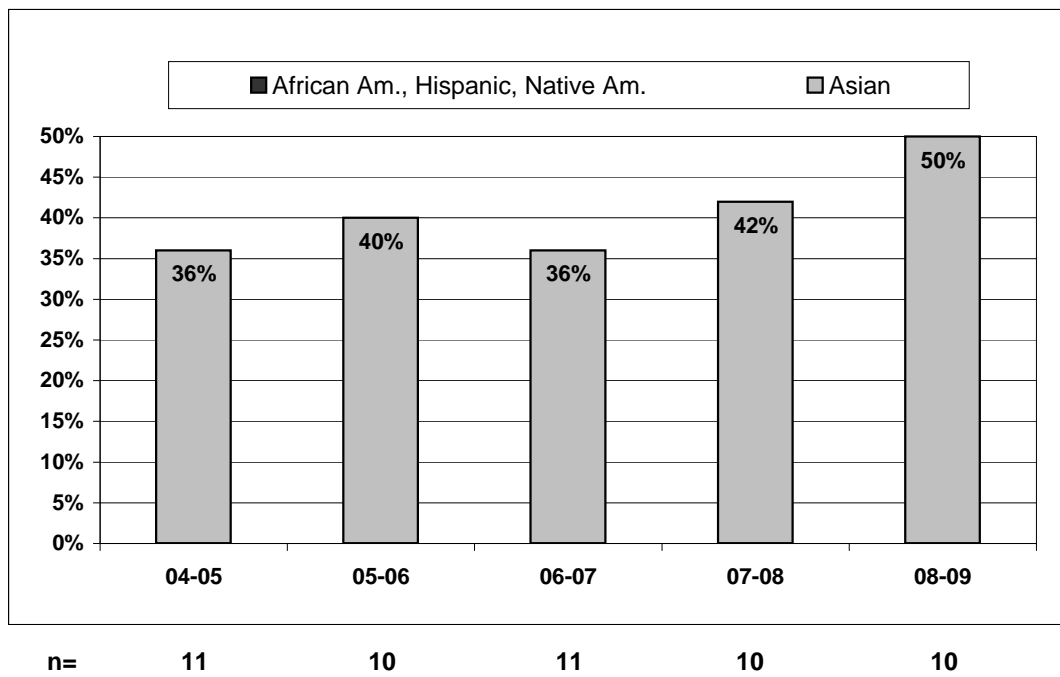
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.5	0.0	5.0	0.0	0.0	10.0
% of Faculty	5.0%	0.0%	50.0%	0.0%	0.0%	
Estimate of Availability	33.6%	1.9%	17.1%	2.1%	0.3%	
Expected # of Faculty	3.4	0.2	1.7	0.2	0.0	
Underutilization	-2.9	-0.2	none	-0.2	none	

DEPARTMENT OF STATISTICS  
*Trends*

**Percent Women**



**Percent Minorities**



## DIVISION OF SOCIAL SCIENCES

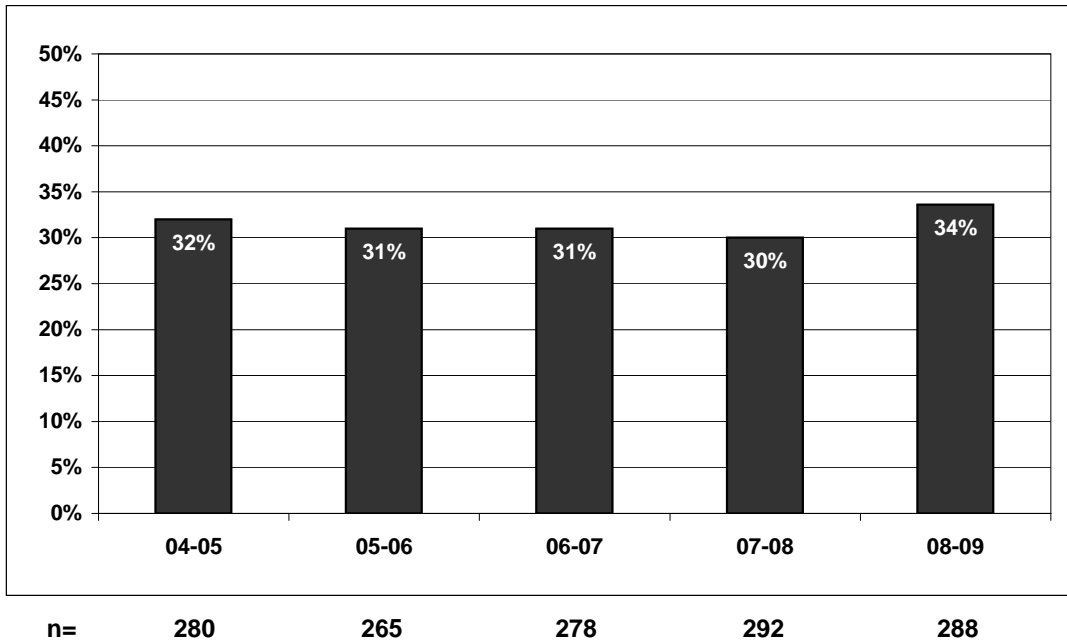
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	2.0	3.0	6.0	10.6	5.0	6.0	0.0	2.0	13.0	21.6	38.2	95.5	0.0	0.0	51.2	117.1	168.3
	1.2%	1.8%	3.6%	6.3%	3.0%	3.6%	0.0%	1.2%	7.7%	12.8%	22.7%	56.8%	0.0%	0.0%	30.4%	69.6%	100.0%
<b>Associate Professor</b>	1.0	2.0	2.5	7.0	2.0	6.0	0.0	0.0	5.5	15.0	18.0	23.7	1.0	0.0	24.5	38.7	63.2
	1.6%	3.2%	4.0%	11.1%	3.2%	9.5%	0.0%	0.0%	8.7%	23.7%	28.5%	37.5%	1.6%	0.0%	38.8%	61.2%	100.0%
<b>Assistant Professor</b>	4.0	0.0	1.0	3.5	2.0	2.0	1.0	0.0	8.0	5.5	8.5	14.5	1.0	3.0	17.5	23.0	40.5
	9.9%	0.0%	2.5%	8.6%	4.9%	4.9%	2.5%	0.0%	19.8%	13.6%	21.0%	35.8%	2.5%	7.4%	43.2%	56.8%	100.0%
<b>Total Ladder</b>	7.0	5.0	9.5	21.1	9.0	14.0	1.0	2.0	26.5	42.1	64.7	133.7	2.0	3.0	93.2	178.8	271.9
	2.6%	1.8%	3.5%	7.8%	3.3%	5.1%	0.4%	0.7%	9.7%	15.5%	23.8%	49.2%	0.7%	1.1%	34.3%	65.7%	100.0%

## DIVISIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

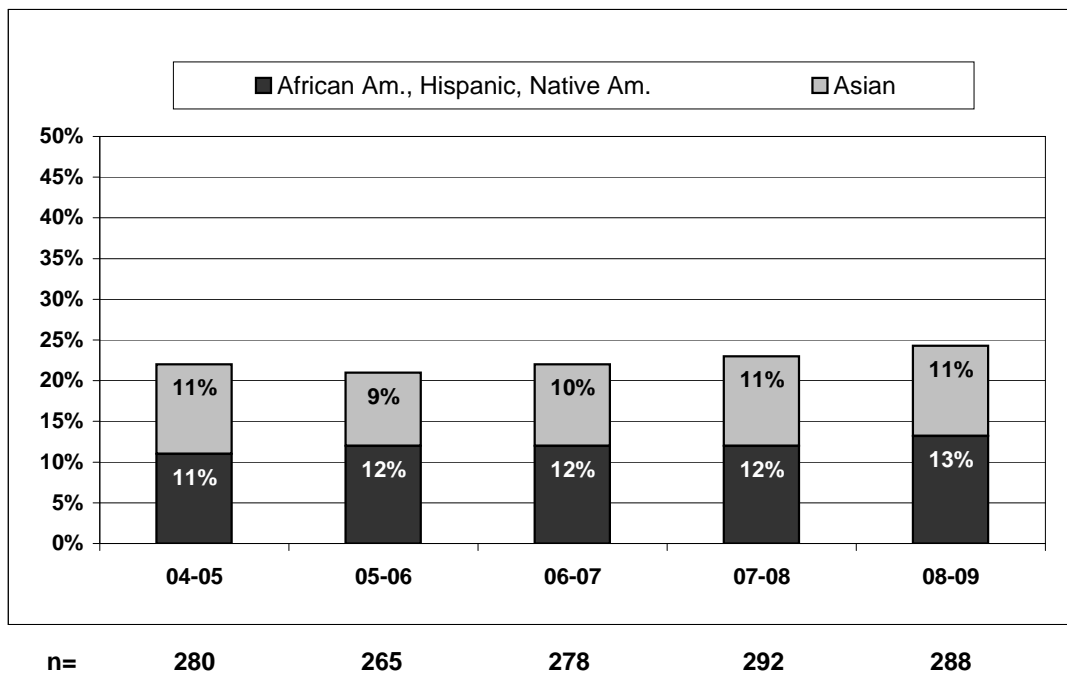
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	93.2	12.0	30.6	23.0	3.0	266.9
% of Faculty	34.3%	4.5%	11.5%	8.6%	1.1%	
Estimate of Availability	41.8%	5.4%	6.2%	4.6%	0.4%	
Expected # of Faculty	113.7	14.4	16.5	12.3	1.1	
Underutilization	<b>-20.5</b>	<b>-2.4</b>	none	none	none	

## DIVISION OF SOCIAL SCIENCES *Trends*

### Percent Women



### Percent Minorities





## DEPARTMENT OF ANTHROPOLOGY

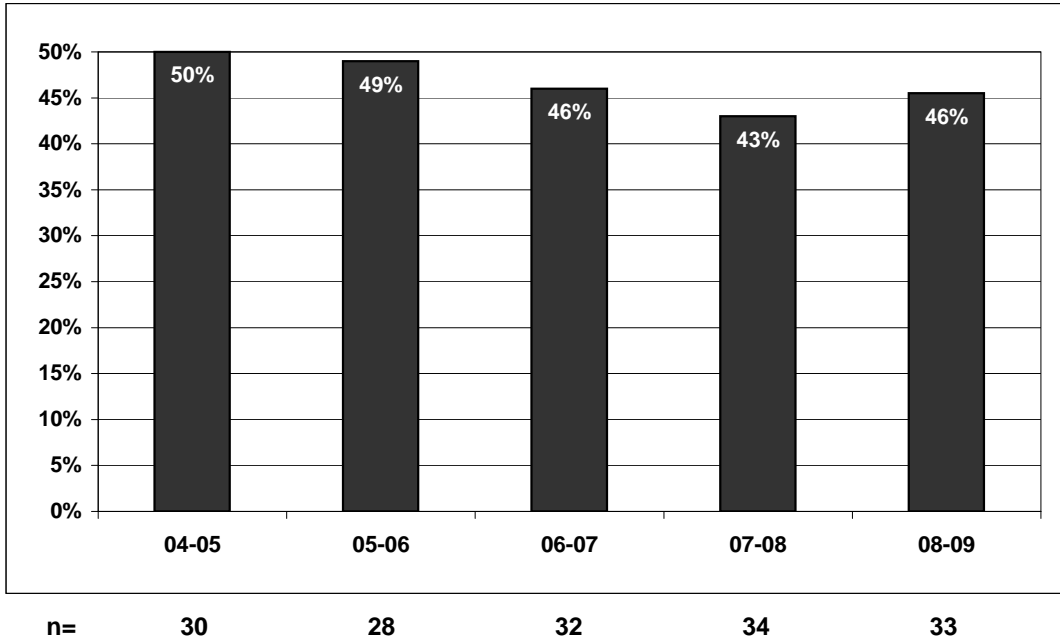
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	1.8	1.0	0.0	0.0	1.0	2.0	2.8	7.5	7.0	0.0	0.0	9.5	9.8	19.3
	0.0%	0.0%	5.2%	9.5%	5.2%	0.0%	0.0%	5.2%	10.3%	14.6%	38.8%	36.2%	0.0%	0.0%	49.1%	50.9%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.5	0.0	0.0	1.0	0.0	0.0	0.5	1.0	3.0	3.0	0.0	0.0	3.5	4.0	7.5
	0.0%	0.0%	6.7%	0.0%	0.0%	13.3%	0.0%	0.0%	6.7%	13.3%	40.0%	40.0%	0.0%	0.0%	46.7%	53.3%	100.0%
<b>Assistant Professor</b>	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	1.0	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%	33.3%	0.0%	33.3%	33.3%	66.7%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.5	1.8	1.0	1.0	0.0	1.0	2.5	3.8	11.5	11.0	0.0	1.0	14.0	15.8	29.8
	0.0%	0.0%	5.0%	6.1%	3.4%	3.4%	0.0%	3.4%	8.4%	12.8%	38.6%	36.9%	0.0%	3.4%	46.9%	53.1%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

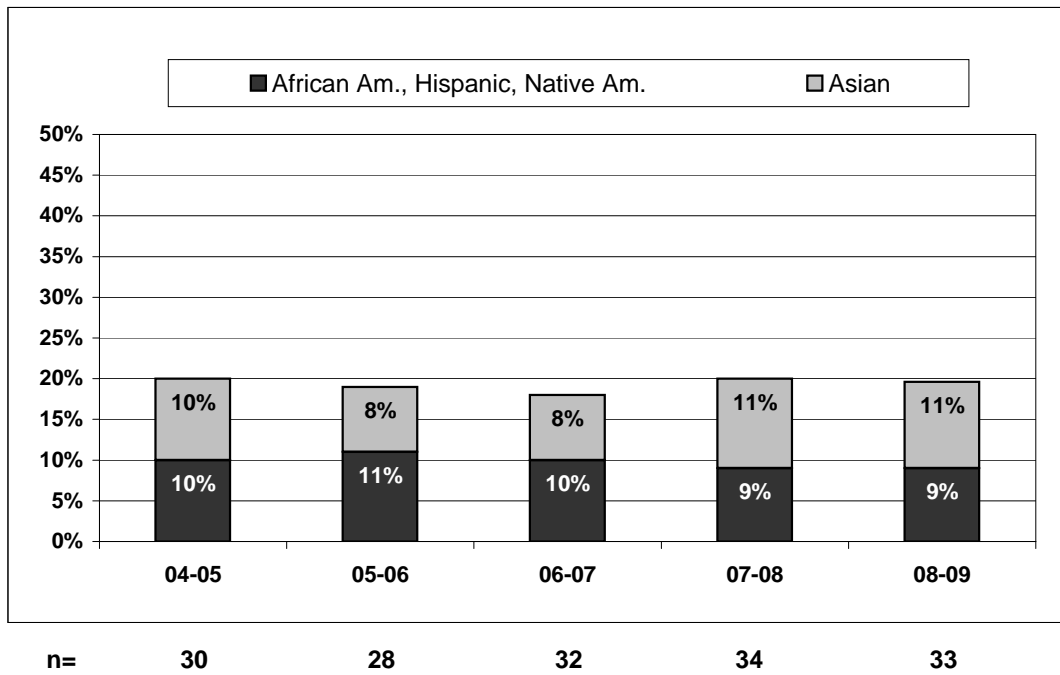
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.0	0.0	3.3	2.0	1.0	28.8
% of Faculty	46.9%	0.0%	11.6%	6.9%	3.5%	
Estimate of Availability	50.6%	3.0%	5.0%	4.4%	0.9%	
Expected # of Faculty	15.1	0.9	1.4	1.3	0.3	
Underutilization	-1.1	-0.9	none	none	none	

## DEPARTMENT OF ANTHROPOLOGY *Trends*

### Percent Women



### Percent Minorities



## DEPARTMENT OF ASIAN-AMERICAN STUDIES

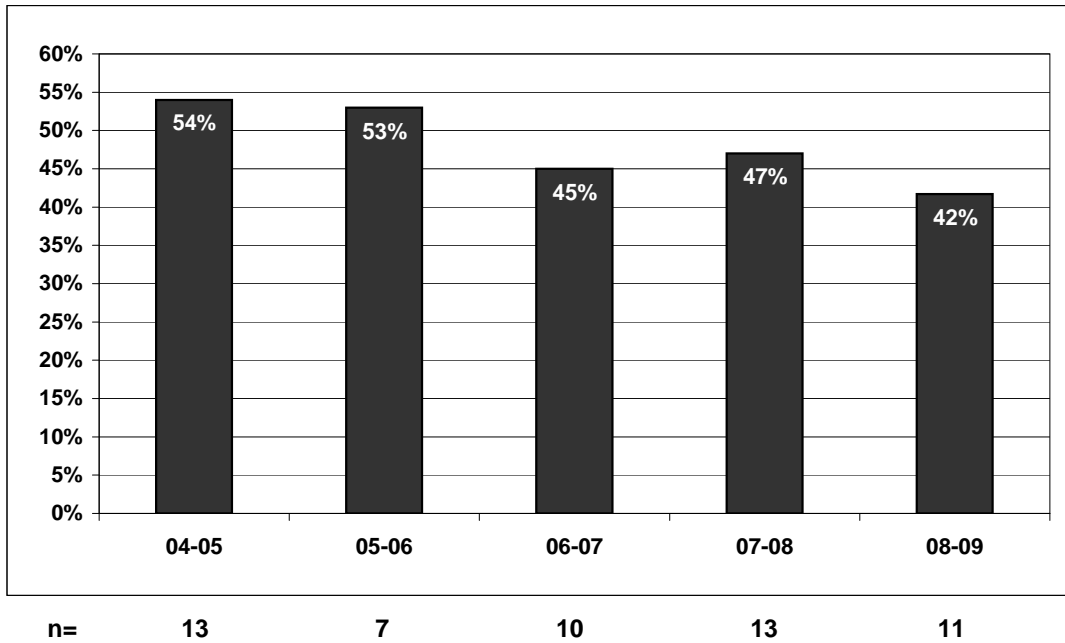
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	2.0	2.8	0.0	0.0	0.0	0.0	2.0	2.8	0.0	0.0	0.0	0.0	2.0	2.8	4.8
	0.0%	0.0%	42.1%	57.9%	0.0%	0.0%	0.0%	0.0%	42.1%	57.9%	0.0%	0.0%	0.0%	0.0%	42.1%	57.9%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.5	1.5	2.5	4.0
	0.0%	0.0%	37.5%	50.0%	0.0%	0.0%	0.0%	0.0%	37.5%	50.0%	0.0%	0.0%	0.0%	12.5%	37.5%	62.5%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	4.5	5.8	0.0	0.0	0.0	0.0	4.5	5.8	0.0	0.0	0.0	0.5	4.5	6.3	10.8
	0.0%	0.0%	41.9%	53.5%	0.0%	0.0%	0.0%	0.0%	41.9%	53.5%	0.0%	0.0%	0.0%	4.7%	41.9%	58.1%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

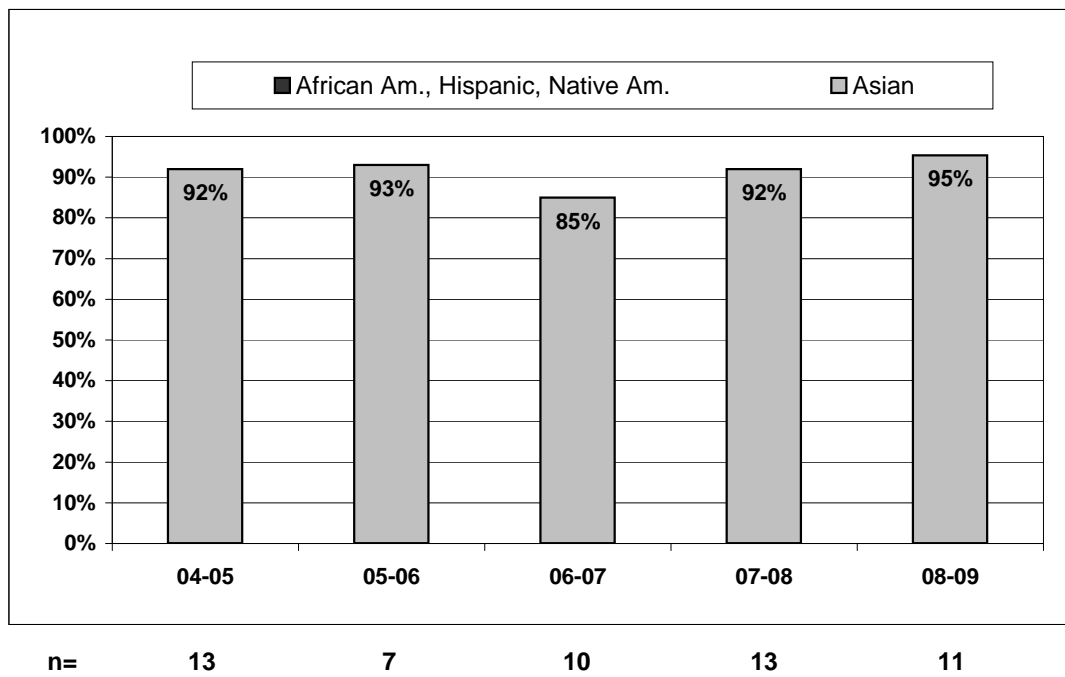
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	10.3	0.0	0.0	10.3
% of Faculty	41.9%	0.0%	100.0%	0.0%	0.0%	
Estimate of Availability	32.0%	4.1%	2.8%	3.2%	0.4%	
Expected # of Faculty	3.4	0.4	0.3	0.3	0.0	
Underutilization	none	<b>-0.4</b>	none	<b>-0.3</b>	none	

DEPARTMENT OF ASIAN-AMERICAN STUDIES  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF CHICANA/O STUDIES**

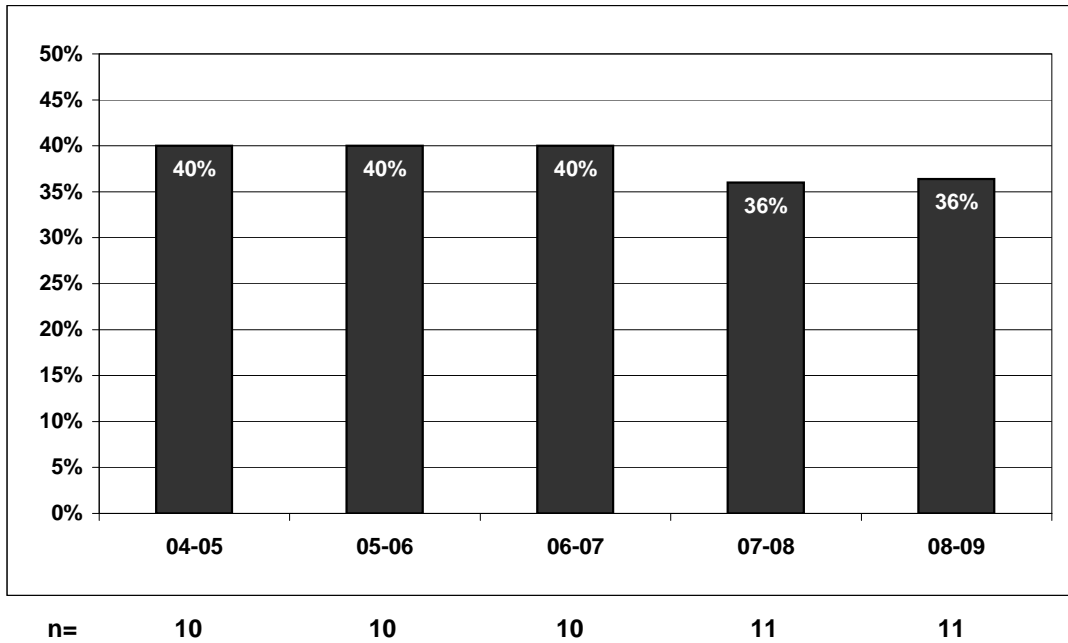
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	2.0	2.0	0.0	0.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	1.0	2.5	0.0	0.0	0.0	0.0	1.0	2.5	3.5
	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	66.7%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	0.0	4.0	5.5	0.0	0.0	4.0	5.5	0.0	0.0	0.0	1.0	4.0	6.5	10.5
	0.0%	0.0%	0.0%	0.0%	38.1%	52.4%	0.0%	0.0%	38.1%	52.4%	0.0%	0.0%	0.0%	9.5%	38.1%	61.9%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

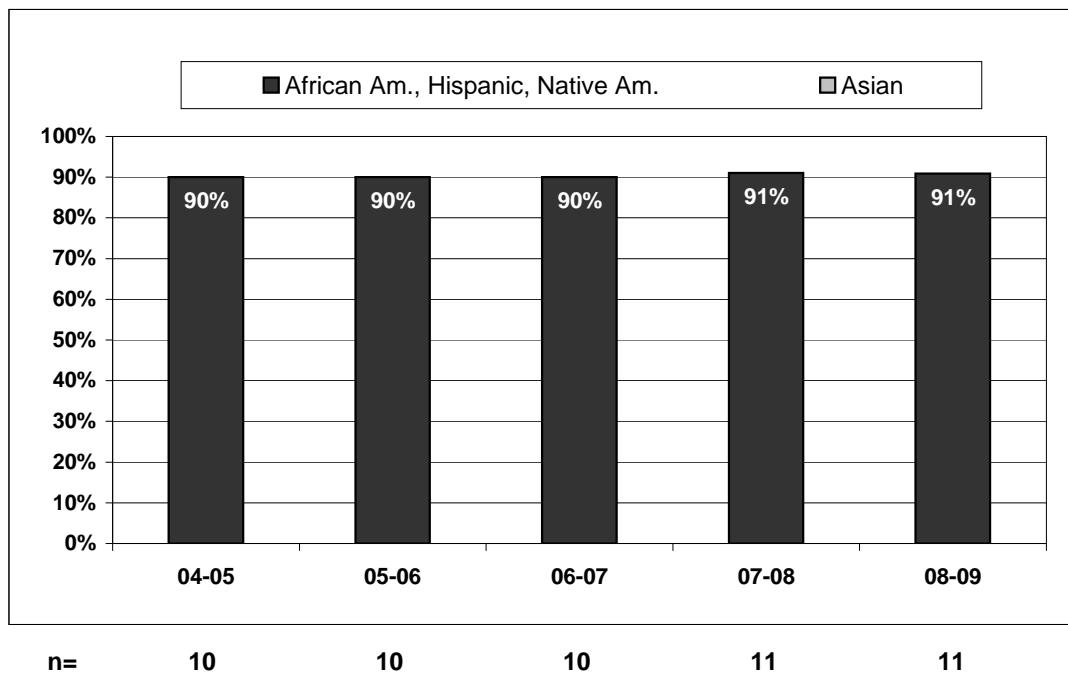
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	0.0	9.5	0.0	9.5
% of Faculty	38.1%	0.0%	0.0%	100.0%	0.0%	
Estimate of Availability	56.0%	10.4%	4.4%	16.9%	1.0%	
Expected # of Faculty	5.9	1.0	0.4	1.6	0.1	
Underutilization	-1.9	-1.0	-0.4	none	-0.1	

DEPARTMENT OF CHICANA/O STUDIES  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF COMMUNICATION STUDIES**

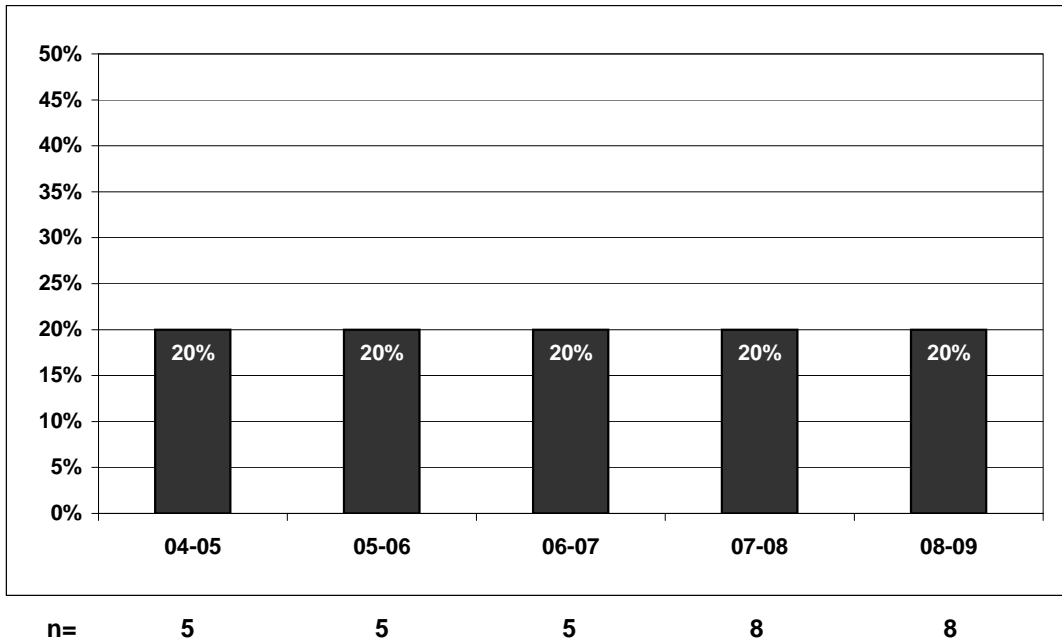
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	3.0	0.0	0.0	0.5	3.0	3.5	
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	85.7%	0.0%	0.0%	14.3%	85.7%	100.0%	
<b>Assistant Professor</b>	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%	
<b>Total Ladder</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.5	5.0	0.0	0.0	1.5	6.0	7.5	
	0.0%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	20.0%	66.7%	0.0%	0.0%	20.0%	80.0%	100.0%	

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

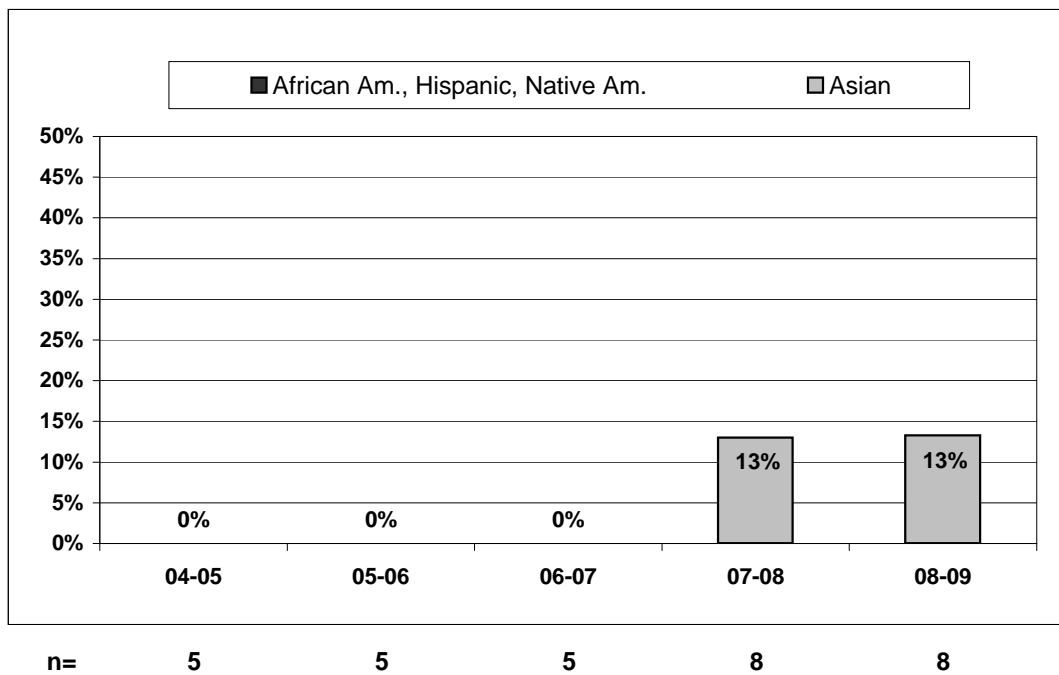
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	1.0	0.0	0.0	7.5
% of Faculty	20.0%	0.0%	13.3%	0.0%	0.0%	
Estimate of Availability	54.3%	4.8%	3.6%	3.6%	0.4%	
Expected # of Faculty	4.1	0.4	0.3	0.3	0.0	
Underutilization	<b>-2.6</b>	<b>-0.4</b>	none	<b>-0.3</b>	none	

DEPARTMENT OF COMMUNICATION STUDIES  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF ECONOMICS

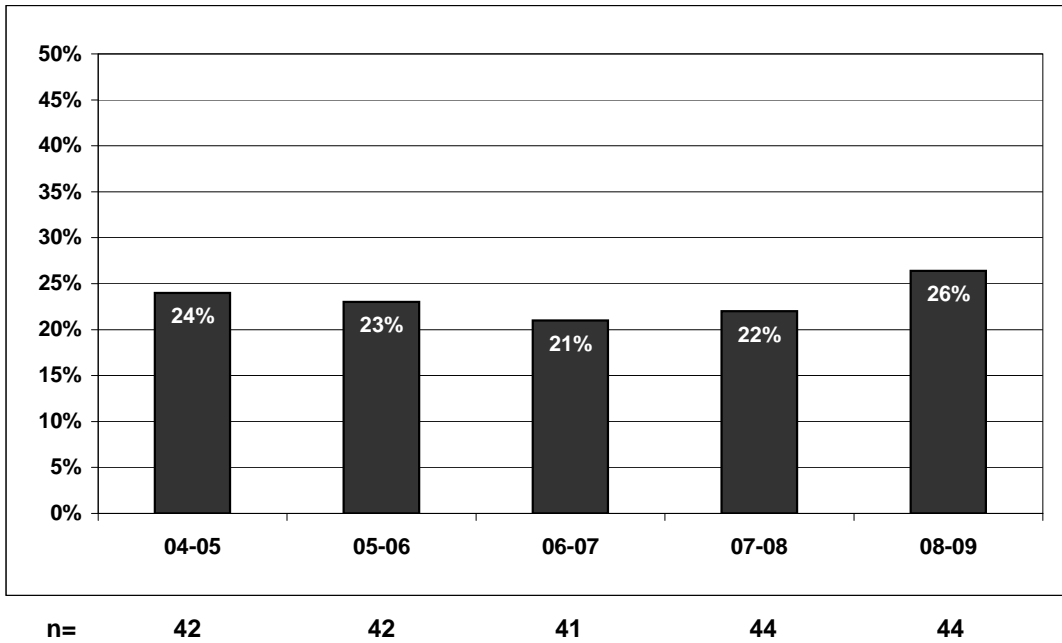
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	1.0	2.0	3.5	12.0	0.0	0.0	4.5	14.0	18.5
	0.0%	0.0%	0.0%	10.8%	5.4%	0.0%	0.0%	0.0%	5.4%	10.8%	18.9%	64.9%	0.0%	0.0%	24.3%	75.7%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	1.0	4.0	0.0	0.0	2.0	5.0	7.0
	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	14.3%	14.3%	14.3%	57.1%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	1.0	1.0	1.0	0.0	0.0	1.0	2.0	2.0	6.0	0.0	0.0	3.0	8.0	11.0
	0.0%	0.0%	0.0%	9.1%	9.1%	9.1%	0.0%	0.0%	9.1%	18.2%	18.2%	54.5%	0.0%	0.0%	27.3%	72.7%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	4.0	3.0	1.0	0.0	0.0	3.0	5.0	6.5	22.0	0.0	0.0	9.5	27.0	36.5
	0.0%	0.0%	0.0%	11.0%	8.2%	2.7%	0.0%	0.0%	8.2%	13.7%	17.8%	60.3%	0.0%	0.0%	26.0%	74.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

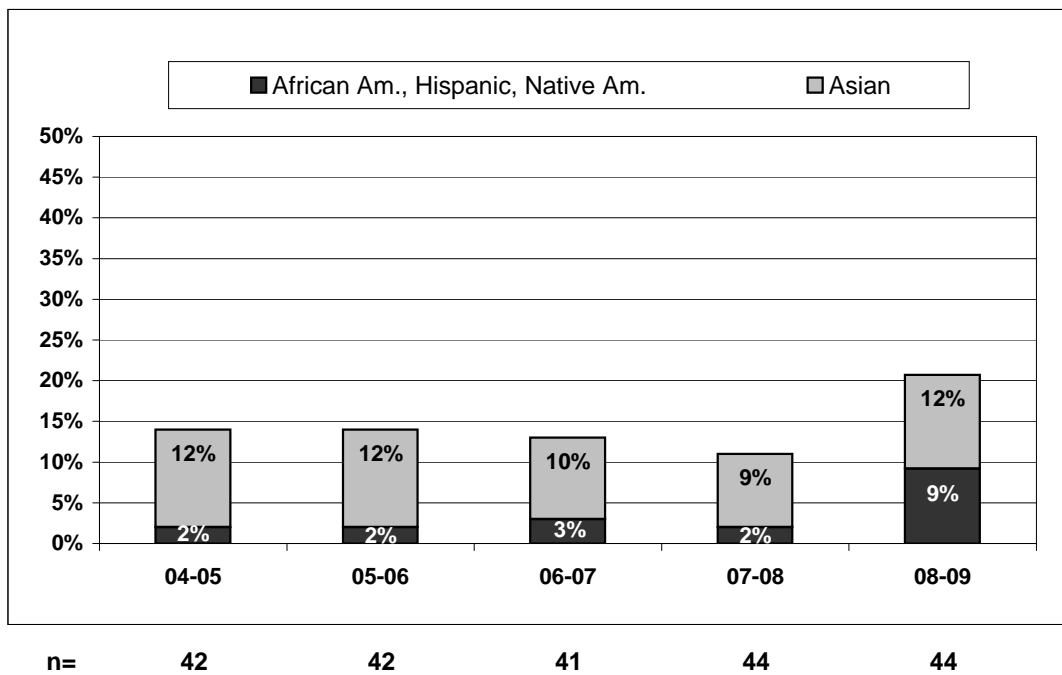
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.5	0.0	4.0	4.0	0.0	36.5
% of Faculty	26.0%	0.0%	11.0%	11.0%	0.0%	
Estimate of Availability	28.7%	3.8%	11.4%	3.3%	0.2%	
Expected # of Faculty	10.5	1.4	4.2	1.2	0.1	
Underutilization	-1.0	-1.4	-0.2	none	-0.1	

**DEPARTMENT OF ECONOMICS**  
*Trends*

**Percent Women**



**Percent Minorities**



2009-2010  
Diversity Statistics - Regular Rank Faculty

## DEPARTMENT OF GEOGRAPHY

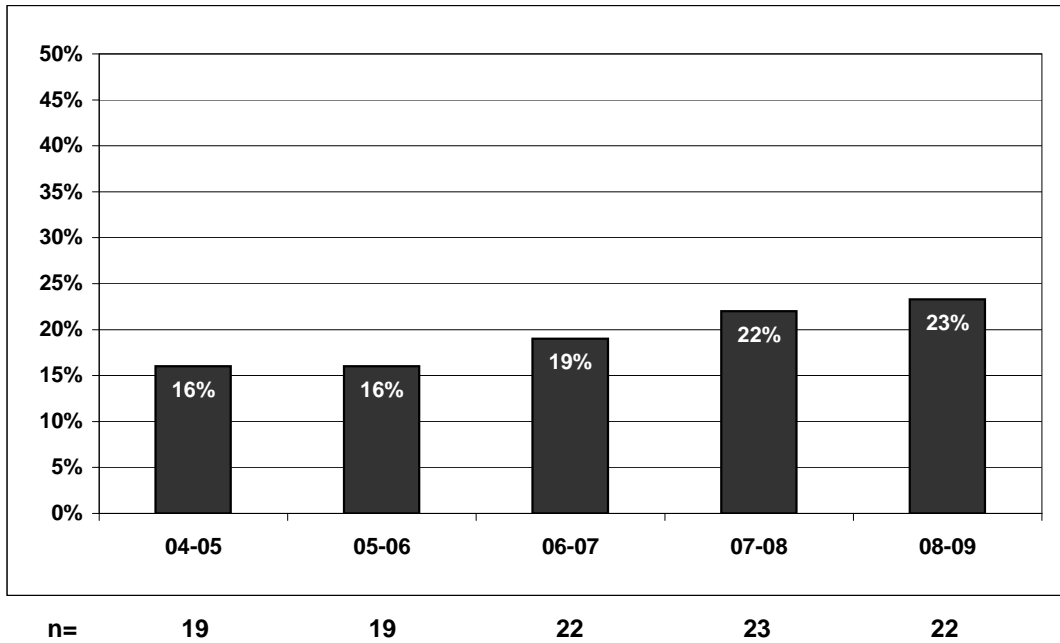
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	1.0	9.5	0.0	0.0	3.0	10.5	13.5
	7.4%	0.0%	7.4%	7.4%	0.0%	0.0%	0.0%	0.0%	14.8%	7.4%	7.4%	70.4%	0.0%	0.0%	22.2%	77.8%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	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	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%	50.0%	0.0%	50.0%	0.0%	100.0%	0.0%	100.0%
<b>Total Ladder</b>	1.0	0.0	1.0	3.0	0.0	0.0	0.0	0.0	2.0	3.0	2.0	12.5	1.0	0.0	5.0	15.5	20.5
	4.9%	0.0%	4.9%	14.6%	0.0%	0.0%	0.0%	0.0%	9.8%	14.6%	9.8%	61.0%	4.9%	0.0%	24.4%	75.6%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

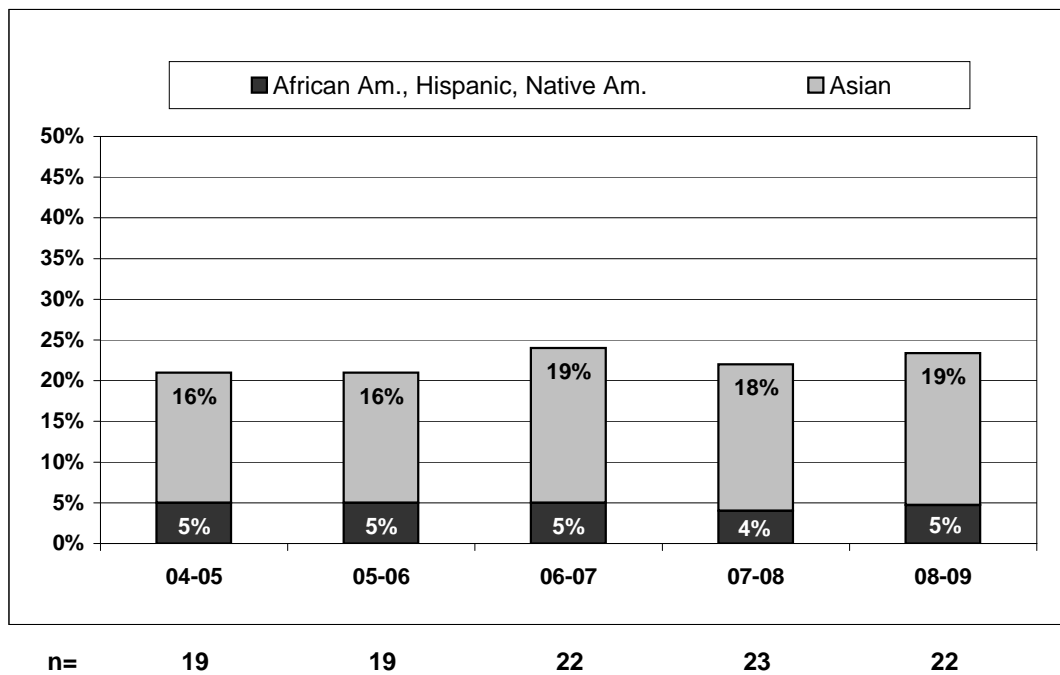
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	4.0	0.0	0.0	19.5
% of Faculty	24.4%	5.1%	20.5%	0.0%	0.0%	
Estimate of Availability	32.6%	2.2%	5.4%	2.6%	0.5%	
Expected # of Faculty	6.7	0.4	1.1	0.5	0.1	
Underutilization	-1.7	none	none	-0.5	-0.1	

**DEPARTMENT OF GEOGRAPHY**  
*Trends*

**Percent Women**



**Percent Minorities**



2009-2010  
Diversity Statistics - Regular Rank Faculty

## DEPARTMENT OF HISTORY

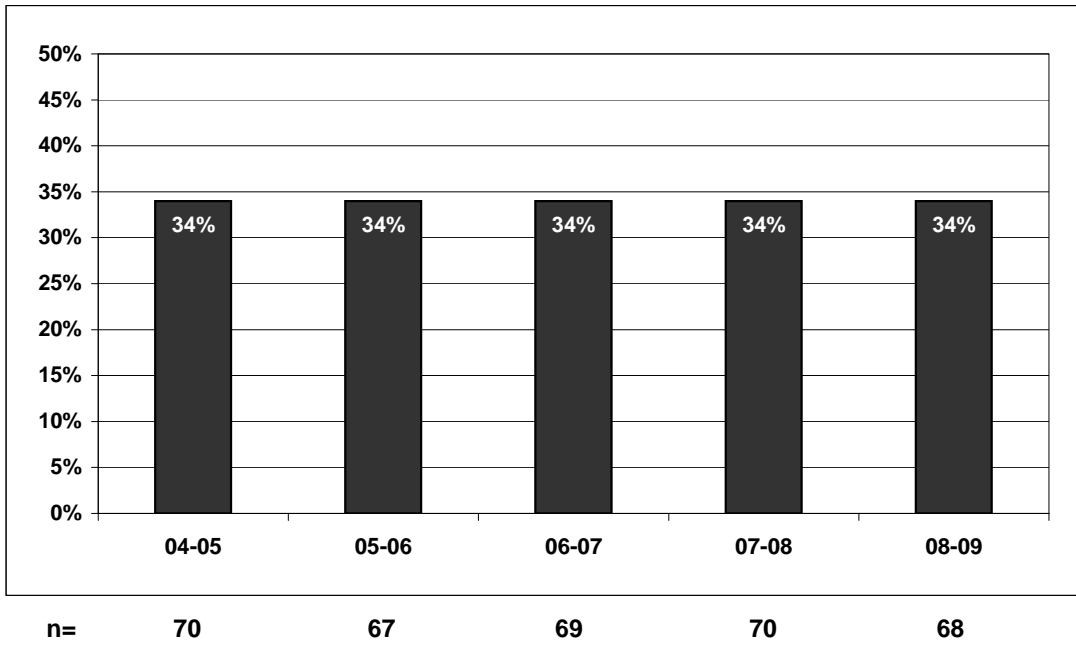
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	1.0	0.5	2.0	0.0	2.0	0.0	0.0	1.5	5.0	11.0	29.5	0.0	0.0	12.5	34.5	47.0
	2.1%	2.1%	1.1%	4.3%	0.0%	4.3%	0.0%	0.0%	3.2%	10.6%	23.4%	62.8%	0.0%	0.0%	26.6%	73.4%	100.0%
<b>Associate Professor</b>	1.0	1.0	0.0	1.0	0.0	0.5	0.0	0.0	1.0	2.5	5.0	5.0	0.0	0.0	6.0	7.5	13.5
	7.4%	7.4%	0.0%	7.4%	0.0%	3.7%	0.0%	0.0%	7.4%	18.5%	37.0%	37.0%	0.0%	0.0%	44.4%	55.6%	100.0%
<b>Assistant Professor</b>	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	3.5	0.0	0.0	2.0	3.5	5.5
	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	18.2%	63.6%	0.0%	0.0%	36.4%	63.6%	100.0%
<b>Total Ladder</b>	3.0	2.0	0.5	3.0	0.0	2.5	0.0	0.0	3.5	7.5	17.0	38.0	0.0	0.0	20.5	45.5	66.0
	4.5%	3.0%	0.8%	4.5%	0.0%	3.8%	0.0%	0.0%	5.3%	11.4%	25.8%	57.6%	0.0%	0.0%	31.1%	68.9%	100.0%

### DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

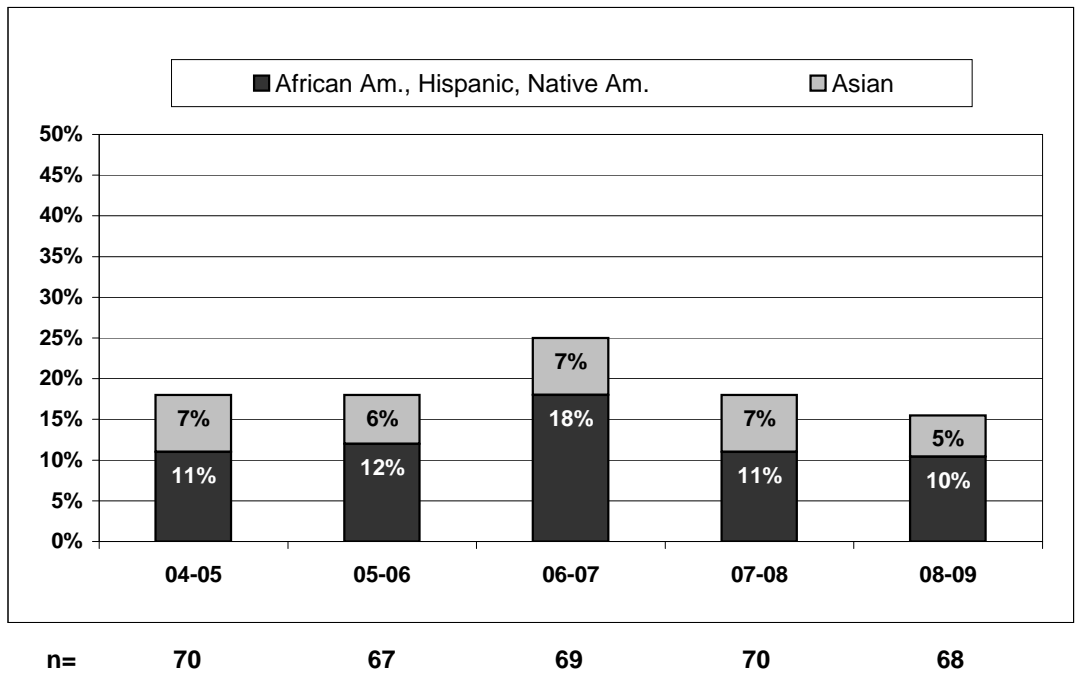
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	20.5	5.0	3.5	2.5	0.0	66.0
% of Faculty	31.1%	7.6%	5.3%	3.8%	0.0%	
Estimate of Availability	35.9%	5.2%	4.5%	5.5%	0.2%	
Expected # of Faculty	23.7	3.4	3.0	3.6	0.1	
Underutilization	-3.2	none	none	-1.1	-0.1	

**DEPARTMENT OF HISTORY**  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF POLITICAL SCIENCE**

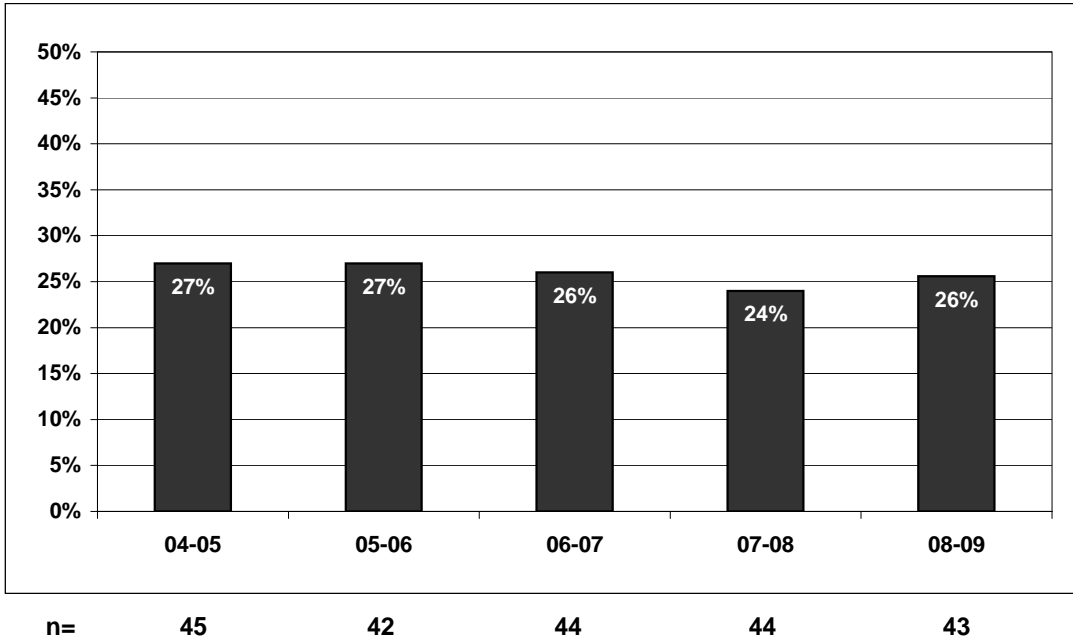
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	6.5	19.0	0.0	0.0	6.5	21.0	27.5
	0.0%	3.6%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	23.6%	69.1%	0.0%	0.0%	23.6%	76.4%	100.0%
<b>Associate Professor</b>	0.0	1.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	3.0	2.5	5.7	0.0	0.0	2.5	8.7	11.2
	0.0%	9.0%	0.0%	9.0%	0.0%	9.0%	0.0%	0.0%	0.0%	26.9%	22.4%	50.8%	0.0%	0.0%	22.4%	77.6%	100.0%
<b>Assistant Professor</b>	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0	1.0	2.0	2.0	4.0
	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	25.0%	25.0%	0.0%	25.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	1.0	2.0	0.0	2.0	0.0	1.0	0.0	0.0	1.0	5.0	10.0	25.7	0.0	1.0	11.0	31.7	42.7
	2.3%	4.7%	0.0%	4.7%	0.0%	2.3%	0.0%	0.0%	2.3%	11.7%	23.4%	60.2%	0.0%	2.3%	25.8%	74.2%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

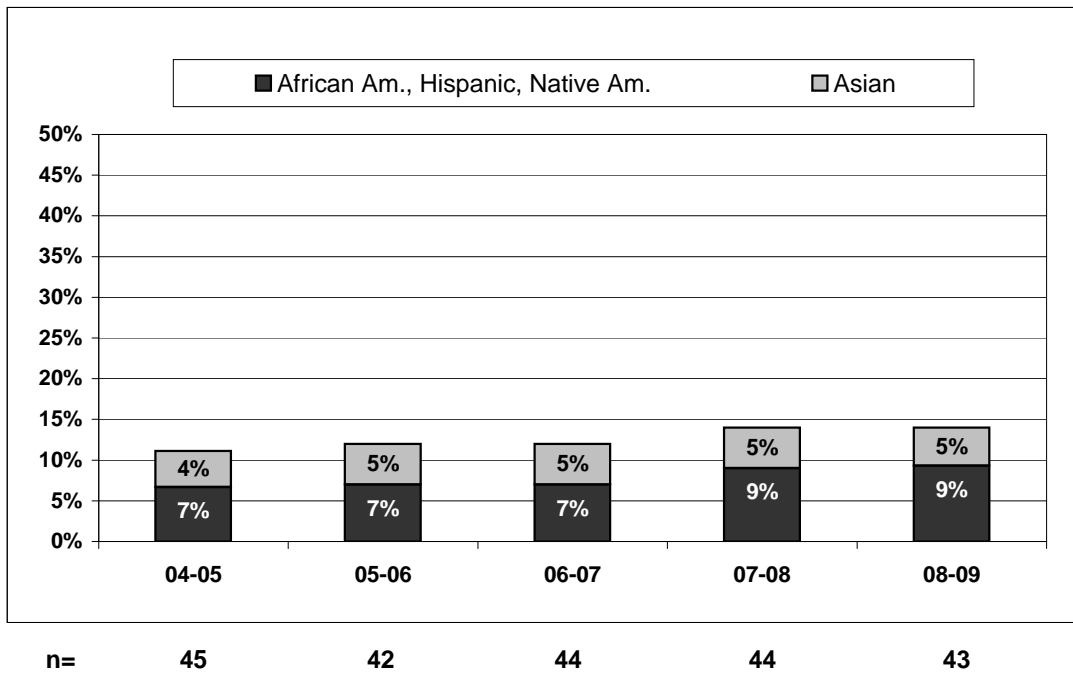
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	11.0	3.0	2.0	1.0	0.0	41.7
% of Faculty	25.8%	7.2%	4.8%	2.4%	0.0%	
Estimate of Availability	32.0%	5.9%	5.5%	3.3%	0.4%	
Expected # of Faculty	13.7	2.5	2.3	1.4	0.2	
Underutilization	-2.7	none	-0.3	-0.4	-0.2	

**DEPARTMENT OF POLITICAL SCIENCE**  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF SOCIOLOGY

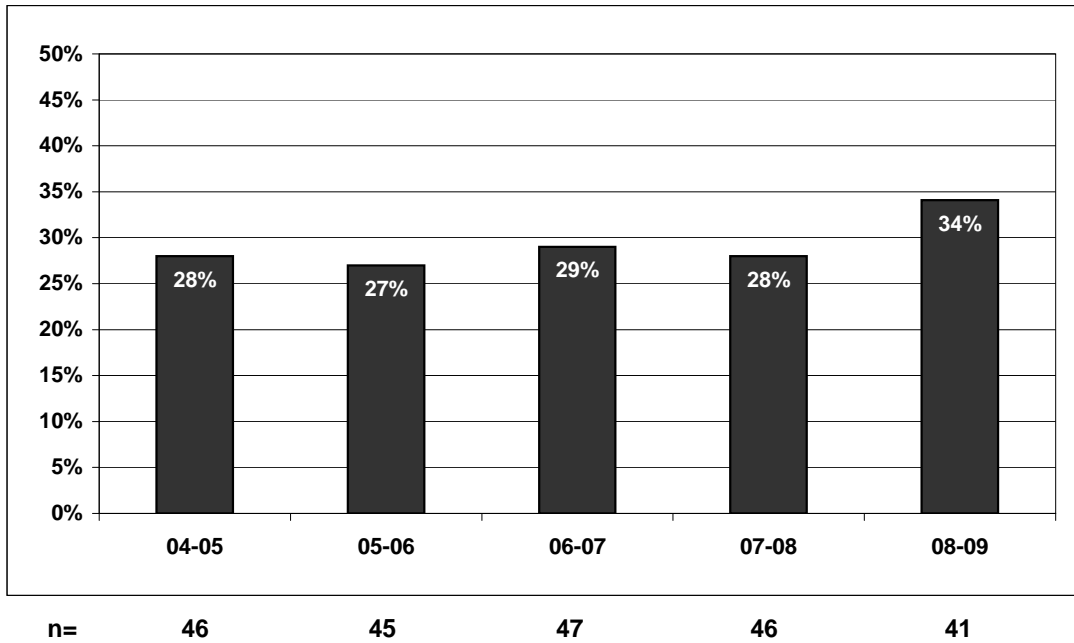
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	1.5	0.0	1.0	2.0	0.0	1.0	2.5	4.0	7.7	17.0	0.0	0.0	10.2	21.0	31.2
	0.0%	3.2%	4.8%	0.0%	3.2%	6.4%	0.0%	3.2%	8.0%	12.8%	24.6%	54.5%	0.0%	0.0%	32.6%	67.4%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	0.0	2.5	1.0	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	0.0%	71.4%	28.6%	100.0%
<b>Assistant Professor</b>	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	1.0	2.0	0.0	0.0	1.5	2.0	3.5
	14.3%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.5	1.0	1.5	0.0	1.0	3.0	0.0	1.0	3.0	5.0	11.2	19.0	0.0	0.0	14.2	24.0	38.2
	1.3%	2.6%	3.9%	0.0%	2.6%	7.9%	0.0%	2.6%	7.9%	13.1%	29.3%	49.8%	0.0%	0.0%	37.1%	62.9%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

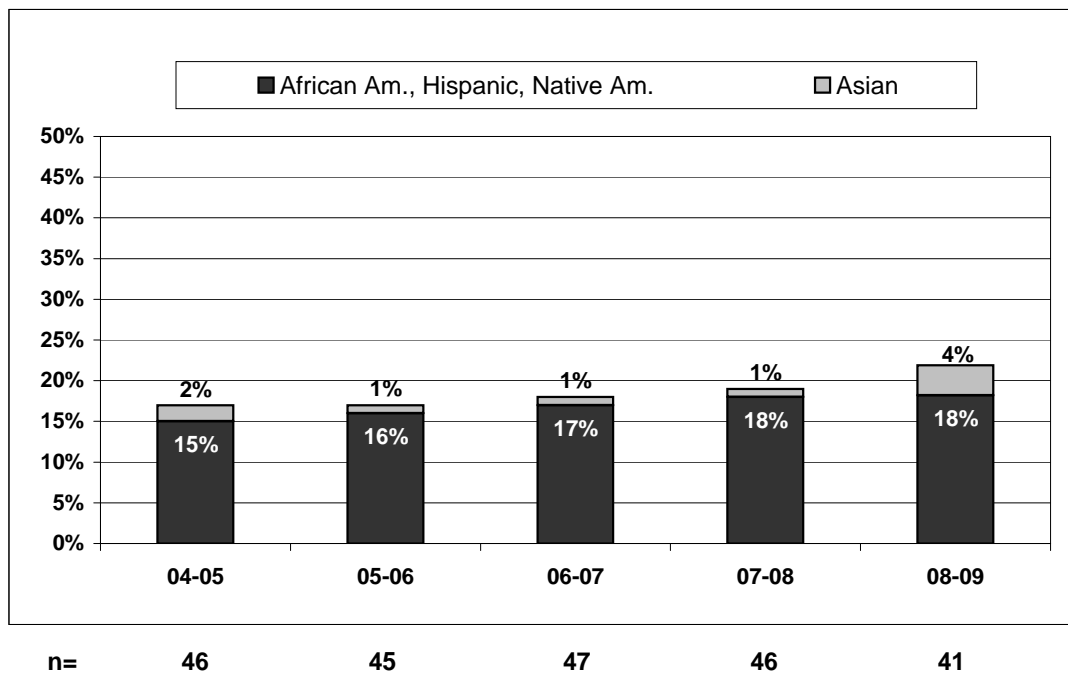
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.2	1.5	1.5	4.0	1.0	38.2
% of Faculty	37.1%	3.9%	3.9%	10.5%	2.6%	
Estimate of Availability	55.4%	7.7%	5.9%	4.8%	0.7%	
Expected # of Faculty	21.1	2.9	2.3	1.8	0.3	
Underutilization	<b>-6.9</b>	<b>-1.4</b>	<b>-0.8</b>	none	none	

**DEPARTMENT OF SOCIOLOGY**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF WOMEN'S STUDIES

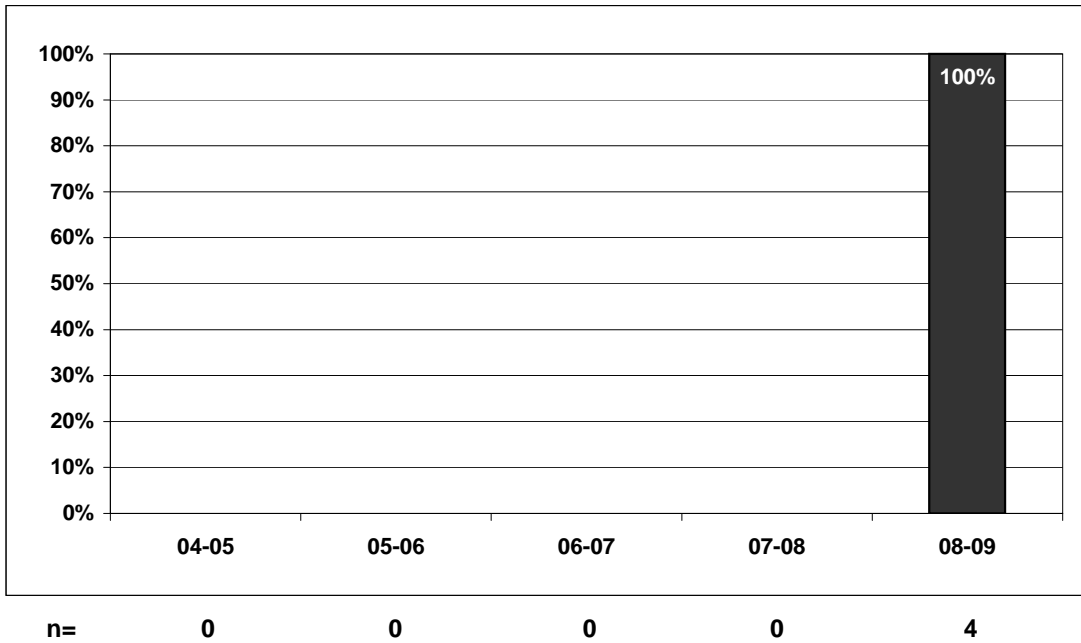
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.5	0.0	3.0	0.0	0.5	0.0	4.0	0.0	4.0
	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	75.0%	0.0%	12.5%	0.0%	100.0%	0.0%	100.0%
<b>Assistant Professor</b>	0.5	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.5	0.0	0.0	0.0	0.0	0.0	1.5	0.0	1.5
	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Total Ladder</b>	0.5	0.0	0.5	0.0	0.0	0.0	1.0	0.0	2.0	0.0	4.0	0.0	0.5	0.0	6.5	0.0	6.5
	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	15.4%	0.0%	30.8%	0.0%	61.5%	0.0%	7.7%	0.0%	100.0%	0.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

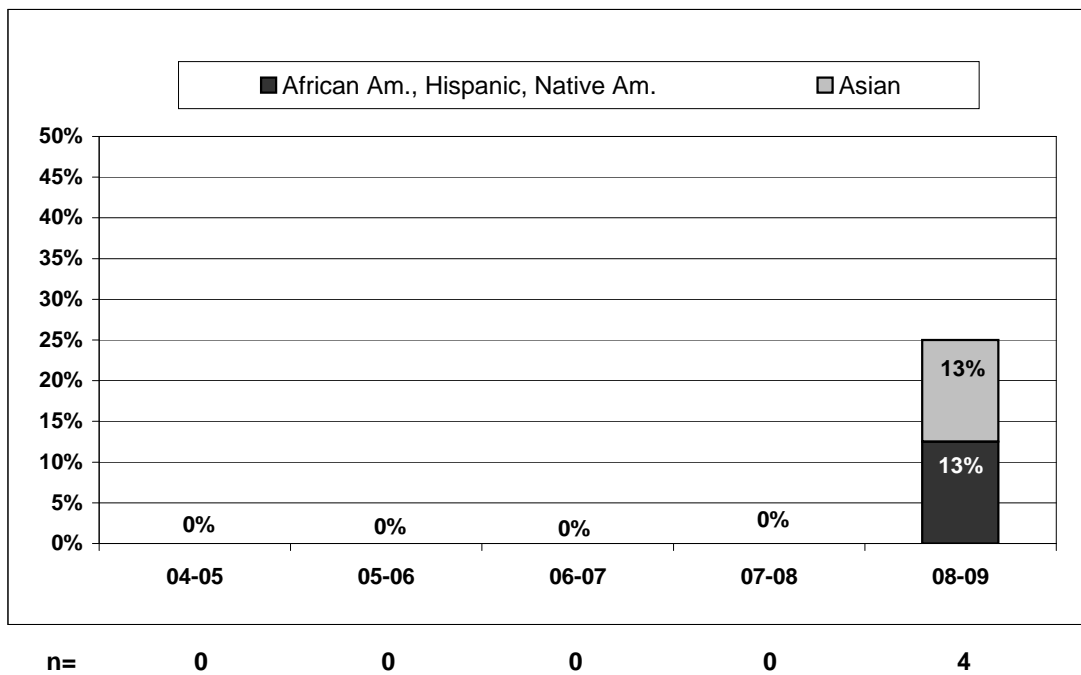
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.5	0.5	0.5	0.0	1.0	6.0
% of Faculty	100.0%	8.3%	8.3%	0.0%	16.7%	
Estimate of Availability	43.5%	7.3%	2.8%	11.6%	0.6%	
Expected # of Faculty	2.8	0.4	0.2	0.7	0.0	
Underutilization	none	none	none	<b>-0.7</b>	none	

DEPARTMENT OF WOMEN'S STUDIES  
*Trends*

**Percent Women**



**Percent Minorities**



## 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	
<b>Professor</b>	0.0	1.0	1.0	8.0	0.0	2.0	0.0	0.0	1.0	11.0	4.0	34.0	0.0	0.0	5.0	45.0	50.0
	0.0%	2.0%	2.0%	16.0%	0.0%	4.0%	0.0%	0.0%	2.0%	22.0%	8.0%	68.0%	0.0%	0.0%	10.0%	90.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.0	4.0	0.0	1.0	0.0	0.0	1.0	5.0	0.0	5.0	0.0	0.0	1.0	10.0	11.0
	0.0%	0.0%	9.1%	36.4%	0.0%	9.1%	0.0%	0.0%	9.1%	45.5%	0.0%	45.5%	0.0%	0.0%	9.1%	90.9%	100.0%
<b>Assistant Professor</b>	0.0	0.0	3.0	1.0	0.0	4.0	0.0	0.0	3.0	5.0	4.0	12.0	0.0	0.0	7.0	17.0	24.0
	0.0%	0.0%	12.5%	4.2%	0.0%	16.7%	0.0%	0.0%	12.5%	20.8%	16.7%	50.0%	0.0%	0.0%	29.2%	70.8%	100.0%
<b>Total Ladder</b>	0.0	1.0	5.0	13.0	0.0	7.0	0.0	0.0	5.0	21.0	8.0	51.0	0.0	0.0	13.0	72.0	85.0
	0.0%	1.2%	5.9%	15.3%	0.0%	8.2%	0.0%	0.0%	5.9%	24.7%	9.4%	60.0%	0.0%	0.0%	15.3%	84.7%	100.0%

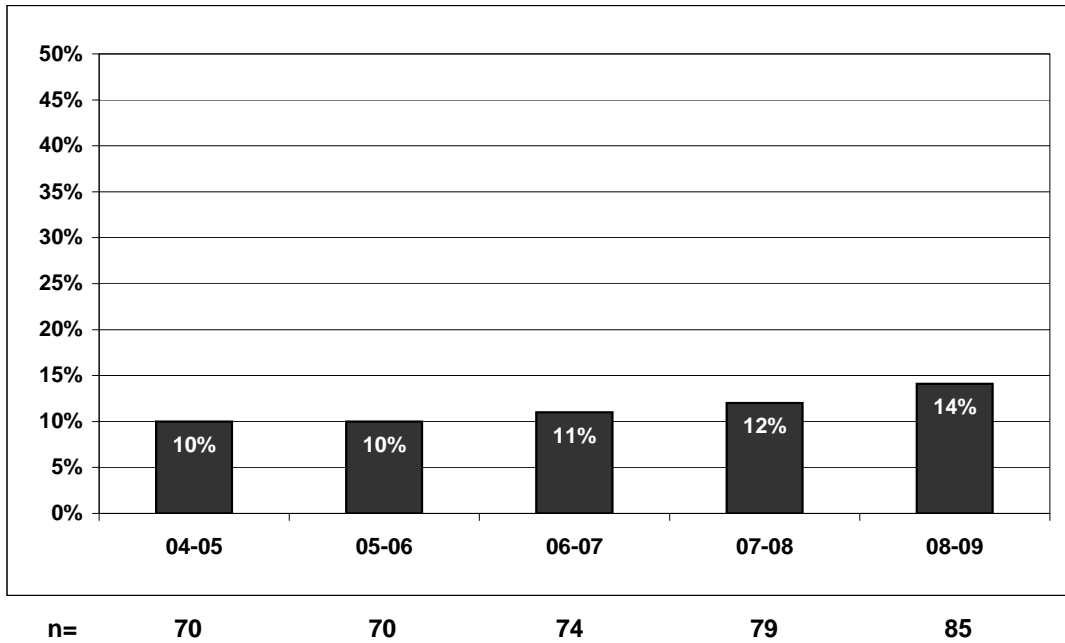
## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	13.0	1.0	18.0	7.0	0.0	85.0
% of Faculty	15.3%	1.2%	21.2%	8.2%	0.0%	
Estimate of Availability	30.9%	4.2%	11.3%	2.6%	0.4%	
Expected # of Faculty	26.3	3.6	9.6	2.2	0.3	
Underutilization	-13.3	-2.6	none	none	-0.3	

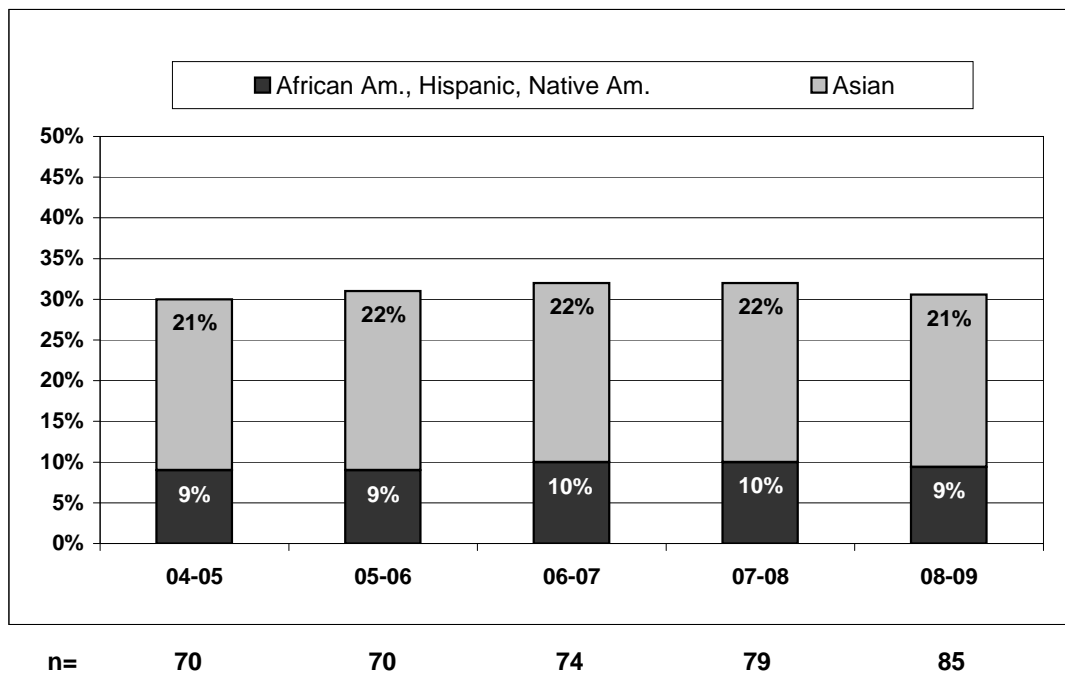
# THE ANDERSON SCHOOL OF MANAGEMENT

## Trends

### Percent Women



### Percent Minorities



## 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	
<b>Professor</b>	1.0	3.0	1.0	3.0	2.0	4.0	1.0	0.0	5.0	10.0	19.5	40.2	0.0	1.0	24.5	51.2	75.7
	1.3%	4.0%	1.3%	4.0%	2.6%	5.3%	1.3%	0.0%	6.6%	13.2%	25.8%	53.1%	0.0%	1.3%	32.4%	67.6%	100.0%
<b>Associate Professor</b>	1.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	3.0	1.0	1.0	6.0	0.0	0.0	4.0	7.0	11.0
	9.1%	0.0%	18.2%	0.0%	0.0%	9.1%	0.0%	0.0%	27.3%	9.1%	9.1%	54.5%	0.0%	0.0%	36.4%	63.6%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	3.0	0.0	0.0	2.0	4.0	6.0
	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	50.0%	0.0%	0.0%	33.3%	66.7%	100.0%
<b>Total Ladder</b>	2.0	3.0	4.0	4.0	2.0	5.0	1.0	0.0	9.0	12.0	21.5	49.2	0.0	1.0	30.5	62.2	92.7
	2.2%	3.2%	4.3%	4.3%	2.2%	5.4%	1.1%	0.0%	9.7%	12.9%	23.2%	53.1%	0.0%	1.1%	32.9%	67.1%	100.0%

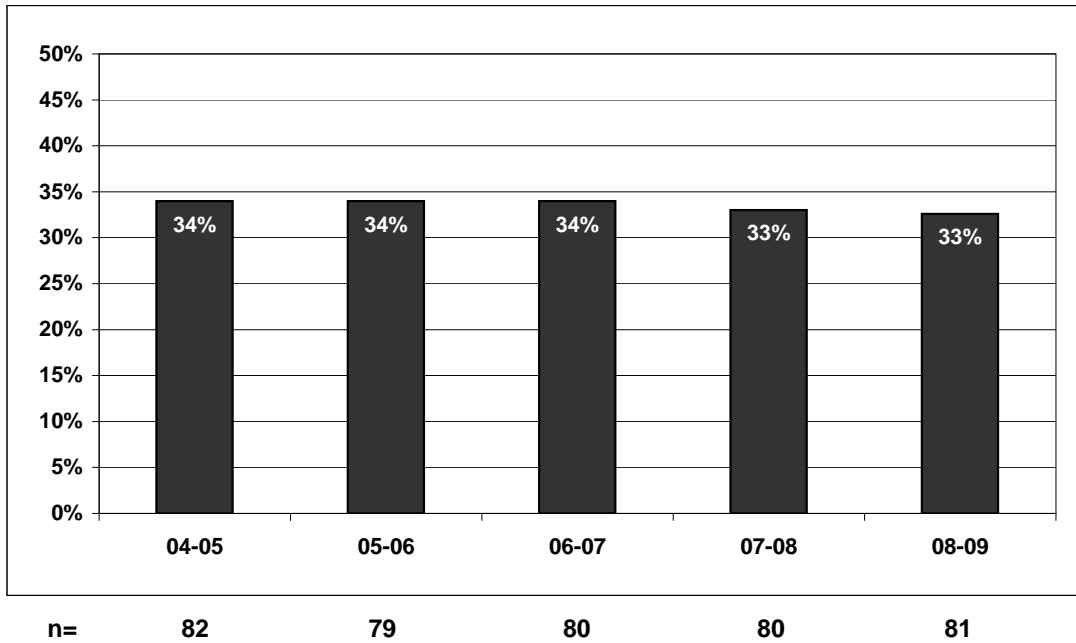
## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	30.5	5.0	8.0	7.0	1.0	91.7
% of Faculty	32.9%	5.5%	8.7%	7.6%	1.1%	
Estimate of Availability	42.7%	5.6%	4.8%	4.0%	0.9%	
Expected # of Faculty	39.6	5.1	4.4	3.7	0.8	
Underutilization	-9.1	-0.1	none	none	none	

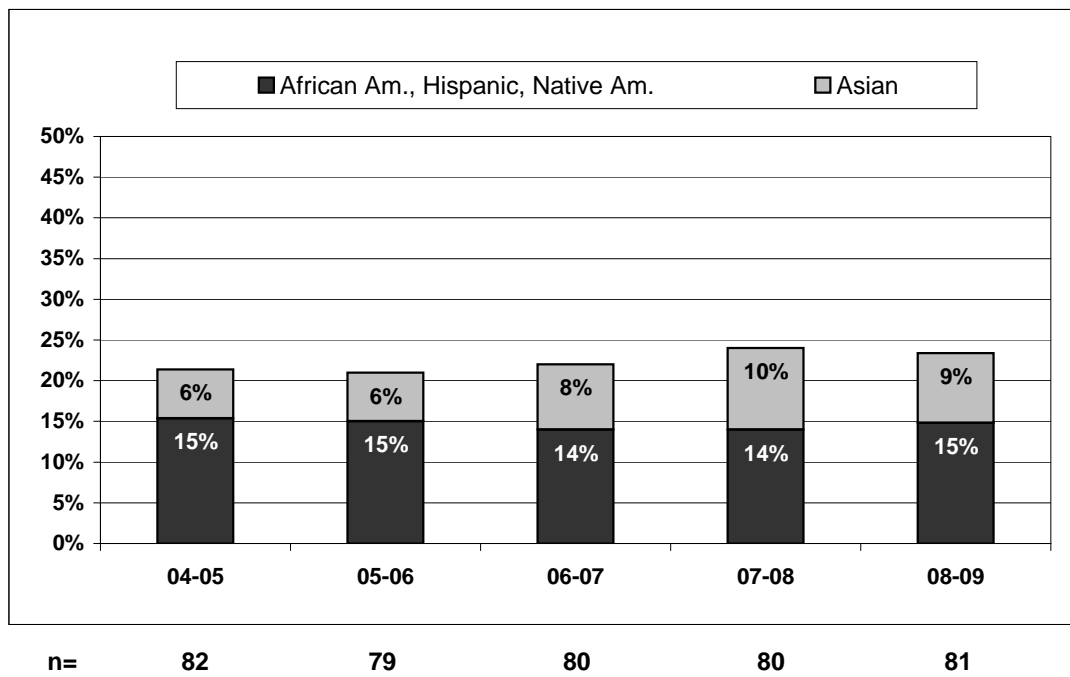
# SCHOOL OF ARTS AND ARCHITECTURE

## Trends

### Percent Women



### Percent Minorities





## DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

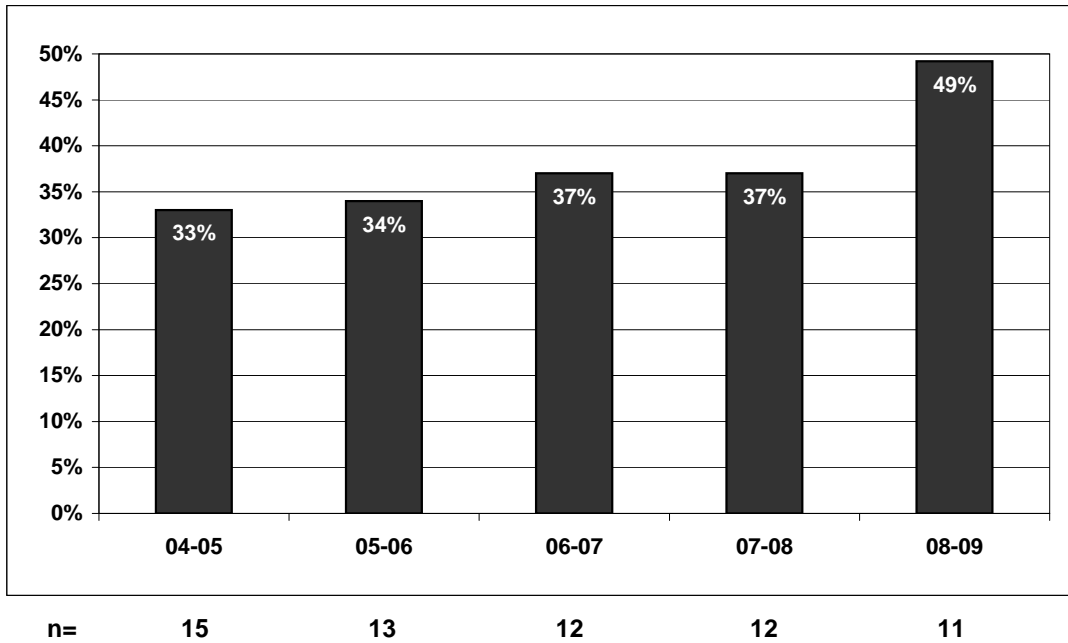
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	4.5	4.2	0.0	0.0	4.5	6.2	10.7
	0.0%	0.0%	0.0%	9.4%	0.0%	9.4%	0.0%	0.0%	0.0%	18.7%	42.2%	39.1%	0.0%	0.0%	42.2%	57.8%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	5.5	6.2	0.0	0.0	5.5	8.2	13.7
	0.0%	0.0%	0.0%	7.3%	0.0%	7.3%	0.0%	0.0%	0.0%	14.6%	40.2%	45.1%	0.0%	0.0%	40.2%	59.8%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

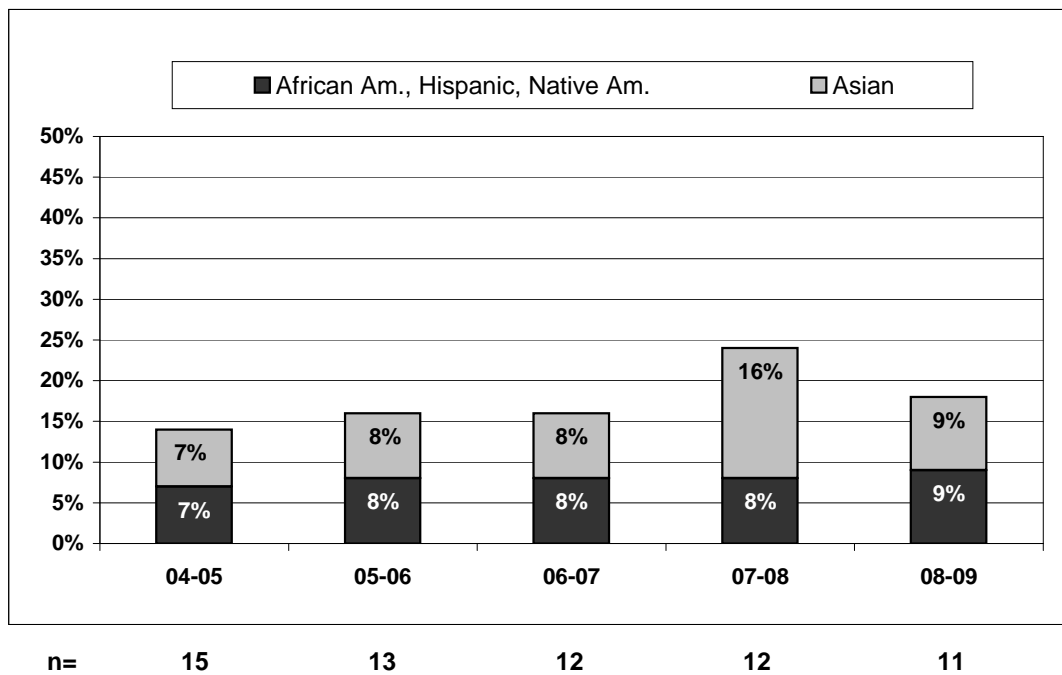
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.5	0.0	1.0	1.0	0.0	13.7
% of Faculty	40.2%	0.0%	7.3%	7.3%	0.0%	
Estimate of Availability	24.6%	5.3%	6.3%	7.2%	0.5%	
Expected # of Faculty	3.4	0.7	0.9	1.0	0.1	
Underutilization	none	<b>-0.7</b>	none	none	<b>-0.1</b>	

DEPARTMENT OF ARCHITECTURE & URBAN DESIGN  
*Trends*

**Percent Women**



**Percent Minorities**



2009-2010  
Diversity Statistics - Regular Rank Faculty

**DEPARTMENT OF ART**

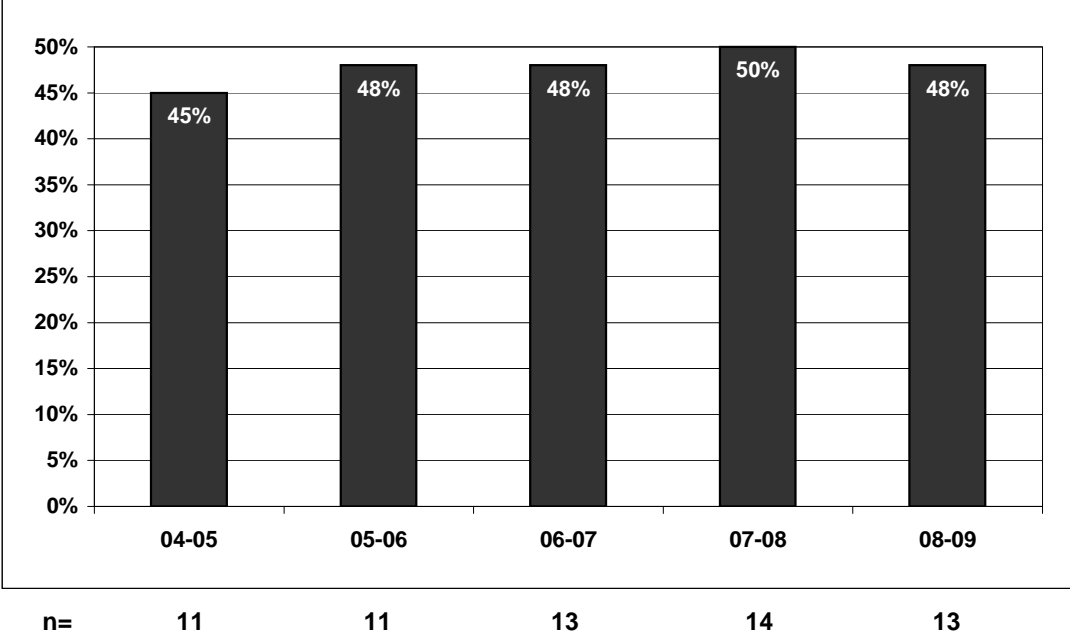
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	6.0	5.5	0.0	0.0	6.0	6.5	12.5
	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	8.0%	48.0%	44.0%	0.0%	0.0%	48.0%	52.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	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**

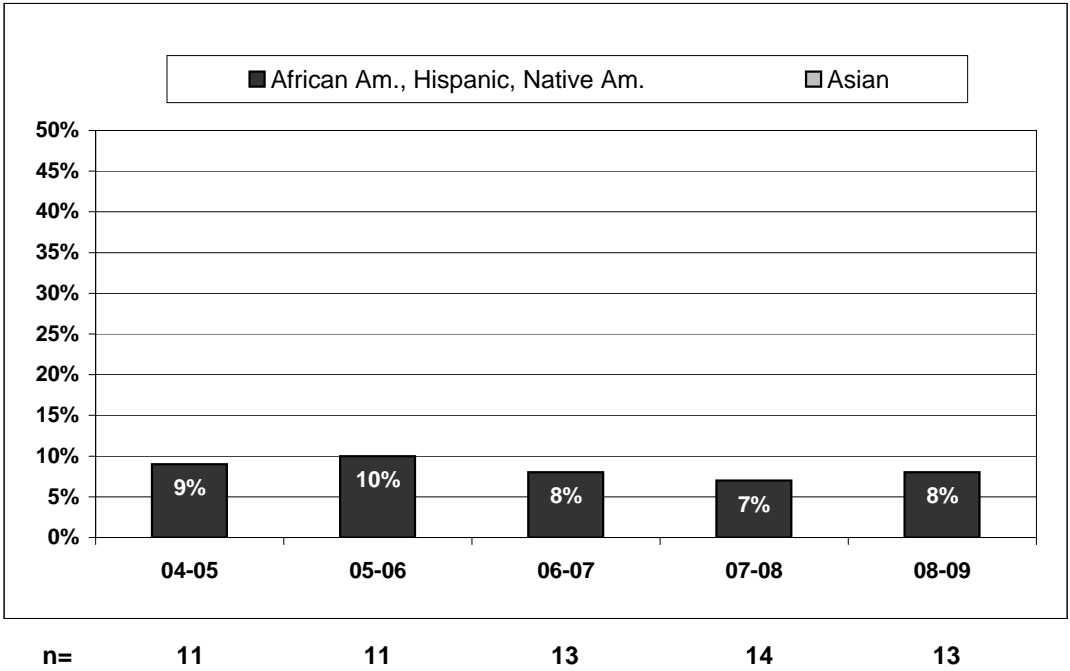
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	0.0	1.0	0.0	12.5
% of Faculty	48.0%	0.0%	0.0%	8.0%	0.0%	
Estimate of Availability	37.4%	6.2%	2.2%	0.5%	2.9%	
Expected # of Faculty	4.7	0.8	0.3	0.1	0.4	
Underutilization	none	<b>-0.8</b>	<b>-0.3</b>	none	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

**DEPARTMENT OF ART**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF DESIGN | MEDIA ARTS

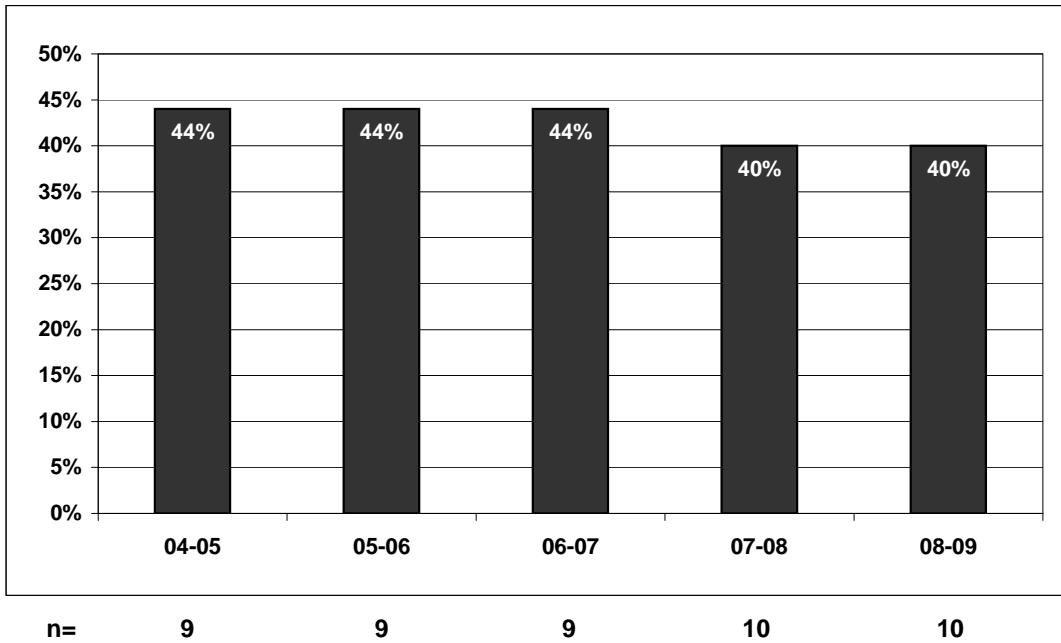
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0	5.0	0.0	1.0	4.0	7.0	11.0
	0.0%	0.0%	0.0%	9.1%	9.1%	0.0%	0.0%	0.0%	9.1%	9.1%	27.3%	45.5%	0.0%	9.1%	36.4%	63.6%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0	6.0	0.0	1.0	4.0	8.0	12.0
	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	8.3%	8.3%	25.0%	50.0%	0.0%	8.3%	33.3%	66.7%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

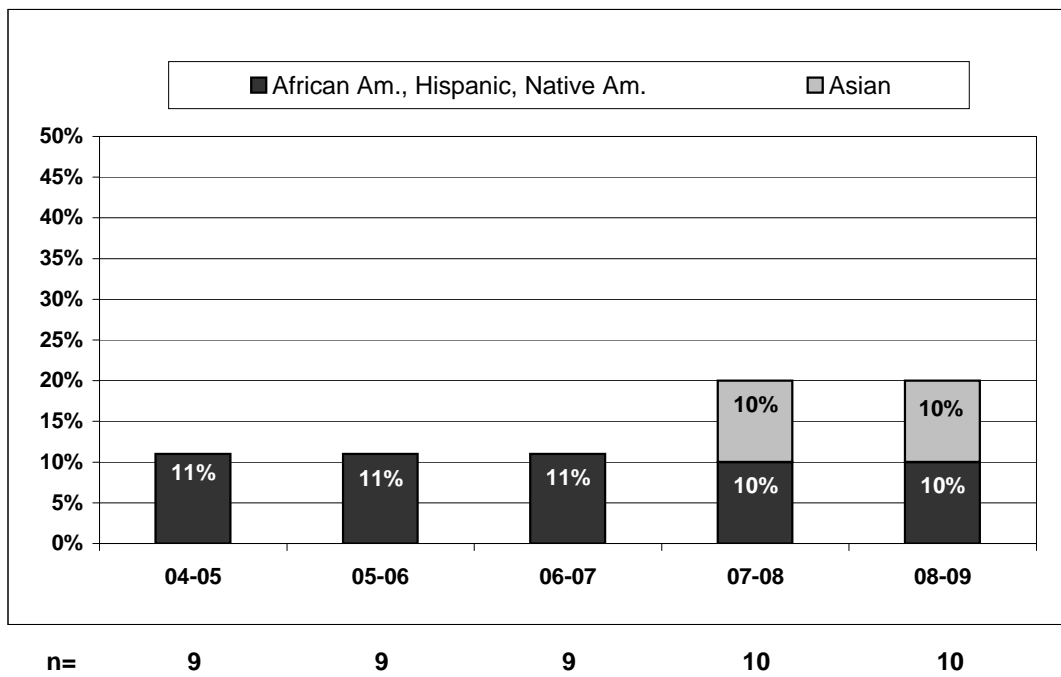
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	1.0	1.0	0.0	11.0
% of Faculty	33.3%	0.0%	9.1%	9.1%	0.0%	
Estimate of Availability	59.1%	3.1%	10.4%	6.9%	0.4%	
Expected # of Faculty	7.1	0.3	1.1	0.8	0.0	
Underutilization	-3.1	-0.3	-0.1	none	none	

DEPARTMENT OF DESIGN | MEDIA ARTS  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF ETHNOMUSICOLOGY

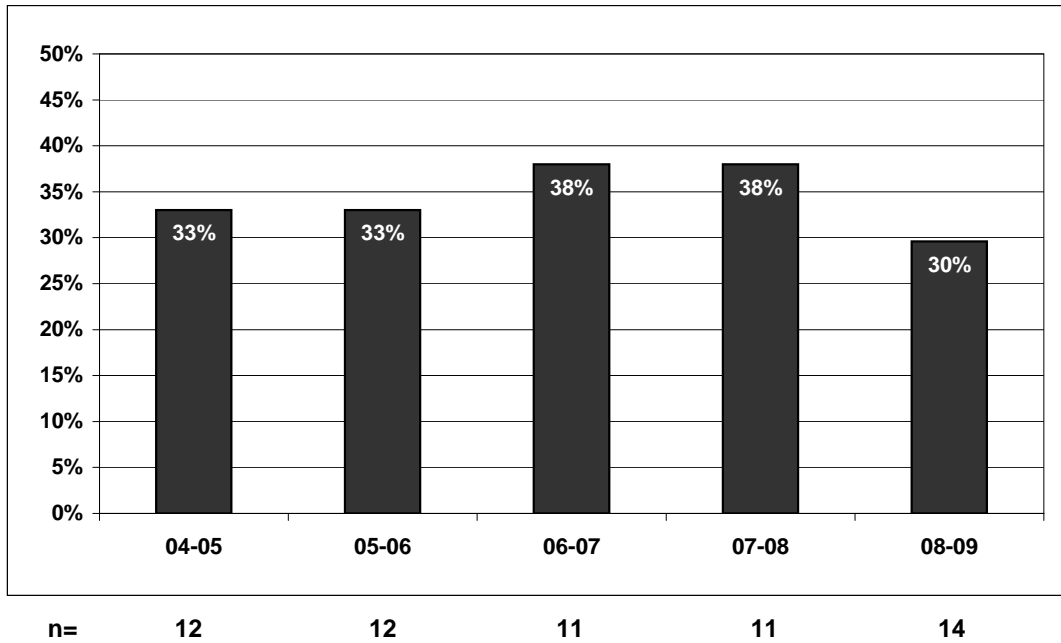
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	2.0	0.0	0.0	0.0	1.0	1.0	0.0	2.0	3.0	1.0	4.5	0.0	0.0	3.0	7.5	10.5
	9.5%	19.0%	0.0%	0.0%	0.0%	9.5%	9.5%	0.0%	19.0%	28.6%	9.5%	42.9%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	2.0	2.0	0.0	0.0	0.0	1.0	1.0	0.0	3.0	3.0	1.0	6.5	0.0	0.0	4.0	9.5	13.5
	14.8%	14.8%	0.0%	0.0%	0.0%	7.4%	7.4%	0.0%	22.2%	22.2%	7.4%	48.1%	0.0%	0.0%	29.6%	70.4%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

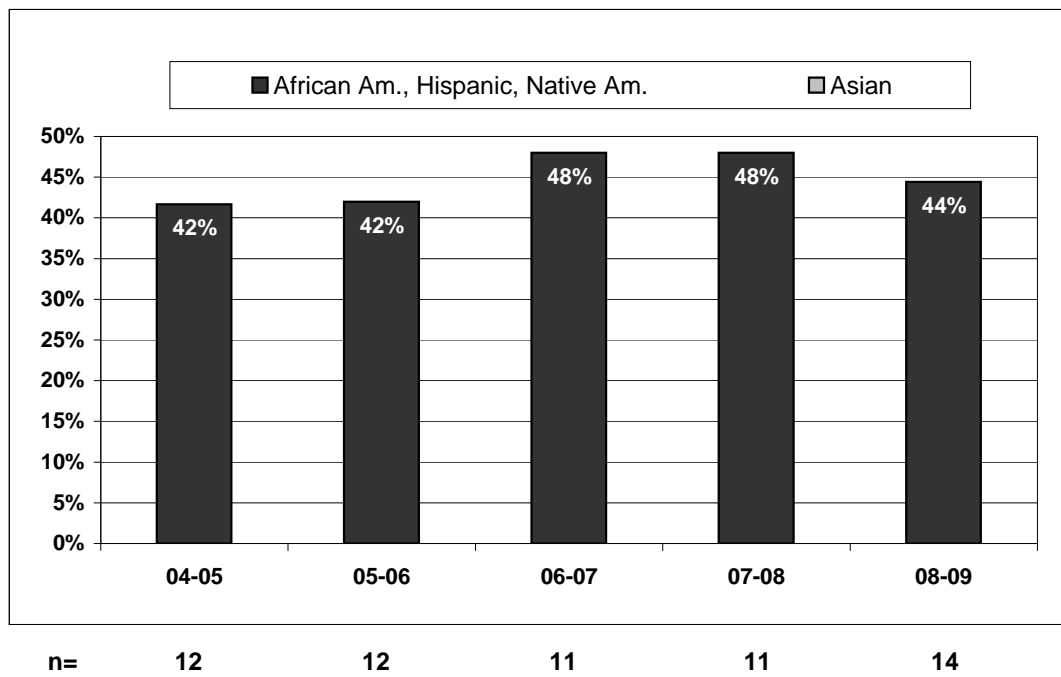
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	4.0	0.0	1.0	1.0	13.5
% of Faculty	29.6%	29.6%	0.0%	7.4%	7.4%	
Estimate of Availability	30.6%	5.1%	3.3%	2.7%	0.3%	
Expected # of Faculty	4.1	0.7	0.4	0.4	0.0	
Underutilization	<b>-0.1</b>	none	<b>-0.4</b>	none	none	

DEPARTMENT OF ETHNOMUSICOLOGY  
*Trends*

**Percent Women**



**Percent Minorities**





2009-2010  
Diversity Statistics - Regular Rank Faculty

**DEPARTMENT OF MUSIC**

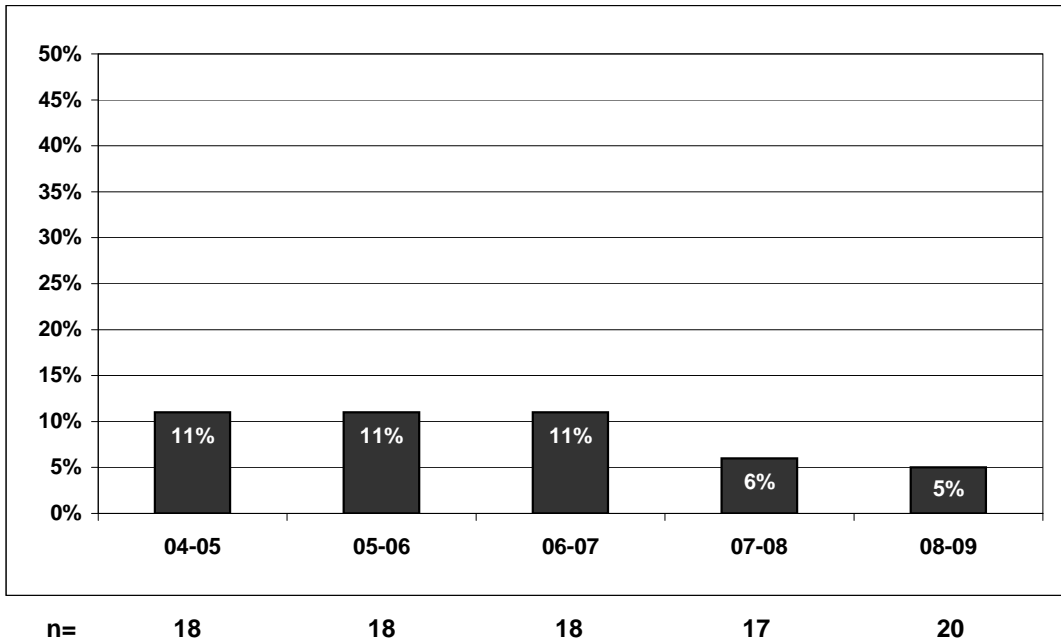
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0	16.0	0.0	0.0	2.0	18.0	20.0
	0.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	10.0%	10.0%	80.0%	0.0%	0.0%	10.0%	90.0%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0	19.0	0.0	0.0	2.0	21.0	23.0
	0.0%	0.0%	0.0%	4.3%	0.0%	4.3%	0.0%	0.0%	0.0%	8.7%	8.7%	82.6%	0.0%	0.0%	8.7%	91.3%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

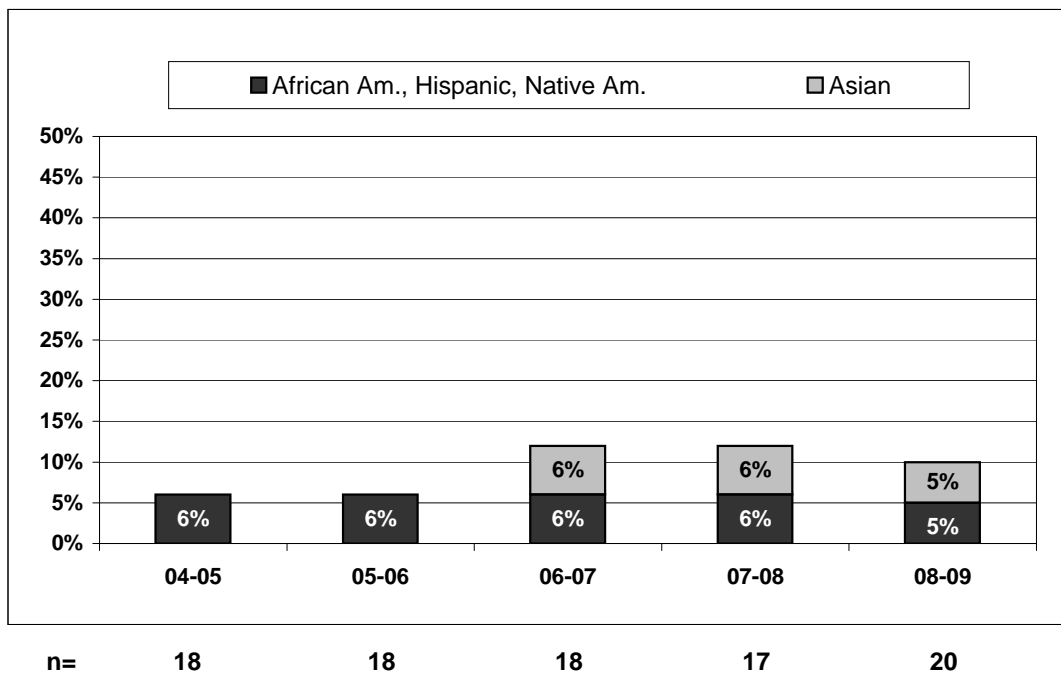
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	1.0	1.0	0.0	23.0
% of Faculty	8.7%	0.0%	4.3%	4.3%	0.0%	
Estimate of Availability	32.7%	4.9%	3.6%	2.8%	0.3%	
Expected # of Faculty	7.5	1.1	0.8	0.6	0.1	
Underutilization	<b>-5.5</b>	<b>-1.1</b>	none	none	<b>-0.1</b>	

**DEPARTMENT OF MUSIC**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF WORLD ARTS & CULTURES

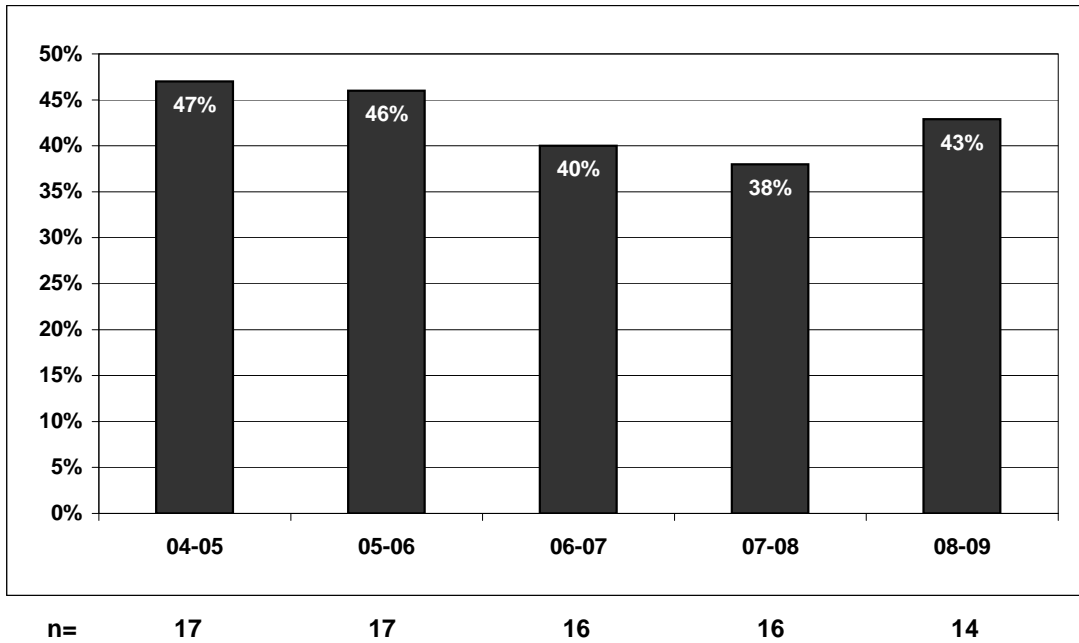
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	3.0	5.0	0.0	0.0	5.0	6.0	11.0
	0.0%	9.1%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	18.2%	9.1%	27.3%	45.5%	0.0%	0.0%	45.5%	54.5%	100.0%
<b>Associate Professor</b>	0.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	1.0	1.0	0.0	0.0	3.0	2.0	5.0
	0.0%	0.0%	40.0%	0.0%	0.0%	20.0%	0.0%	0.0%	40.0%	20.0%	20.0%	20.0%	0.0%	0.0%	60.0%	40.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	1.0	4.0	1.0	1.0	1.0	0.0	0.0	5.0	3.0	4.0	6.0	0.0	0.0	9.0	9.0	18.0
	0.0%	5.6%	22.2%	5.6%	5.6%	5.6%	0.0%	0.0%	27.8%	16.7%	22.2%	33.3%	0.0%	0.0%	50.0%	50.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

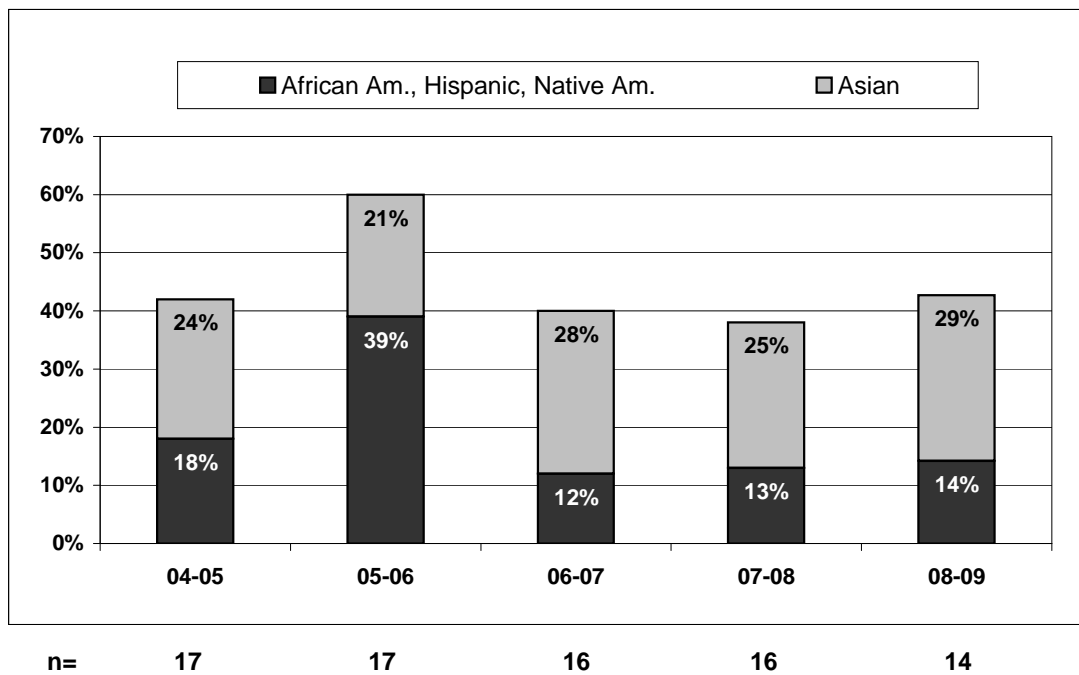
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	1.0	5.0	2.0	0.0	18.0
% of Faculty	50.0%	5.6%	27.8%	11.1%	0.0%	
Estimate of Availability	71.8%	7.9%	4.8%	4.9%	0.9%	
Expected # of Faculty	12.9	1.4	0.9	0.9	0.2	
Underutilization	-3.9	-0.4	none	none	-0.2	

**DEPARTMENT OF WORLD ARTS & CULTURES**  
*Trends*

**Percent Women**



**Percent Minorities**



## 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	
<b>Professor</b>	1.0	1.0	0.0	1.0	3.0	2.0	0.0	0.0	4.0	4.0	16.0	11.0	0.0	0.0	20.0	15.0	35.0
	2.9%	2.9%	0.0%	2.9%	8.6%	5.7%	0.0%	0.0%	11.4%	11.4%	45.7%	31.4%	0.0%	0.0%	57.1%	42.9%	100.0%
<b>Associate Professor</b>	0.0	3.0	2.0	0.0	1.0	1.0	0.0	0.0	3.0	4.0	1.0	5.0	0.0	0.0	4.0	9.0	13.0
	0.0%	23.1%	15.4%	0.0%	7.7%	7.7%	0.0%	0.0%	23.1%	30.8%	7.7%	38.5%	0.0%	0.0%	30.8%	69.2%	100.0%
<b>Assistant Professor</b>	1.0	0.0	1.0	3.0	0.0	2.0	0.0	0.0	2.0	5.0	0.5	2.0	0.0	0.0	2.5	7.0	9.5
	10.5%	0.0%	10.5%	31.6%	0.0%	21.1%	0.0%	0.0%	21.1%	52.6%	5.3%	21.1%	0.0%	0.0%	26.3%	73.7%	100.0%
<b>Total Ladder</b>	2.0	4.0	3.0	4.0	4.0	5.0	0.0	0.0	9.0	13.0	17.5	18.0	0.0	0.0	26.5	31.0	57.5
	3.5%	7.0%	5.2%	7.0%	7.0%	8.7%	0.0%	0.0%	15.7%	22.6%	30.4%	31.3%	0.0%	0.0%	46.1%	53.9%	100.0%

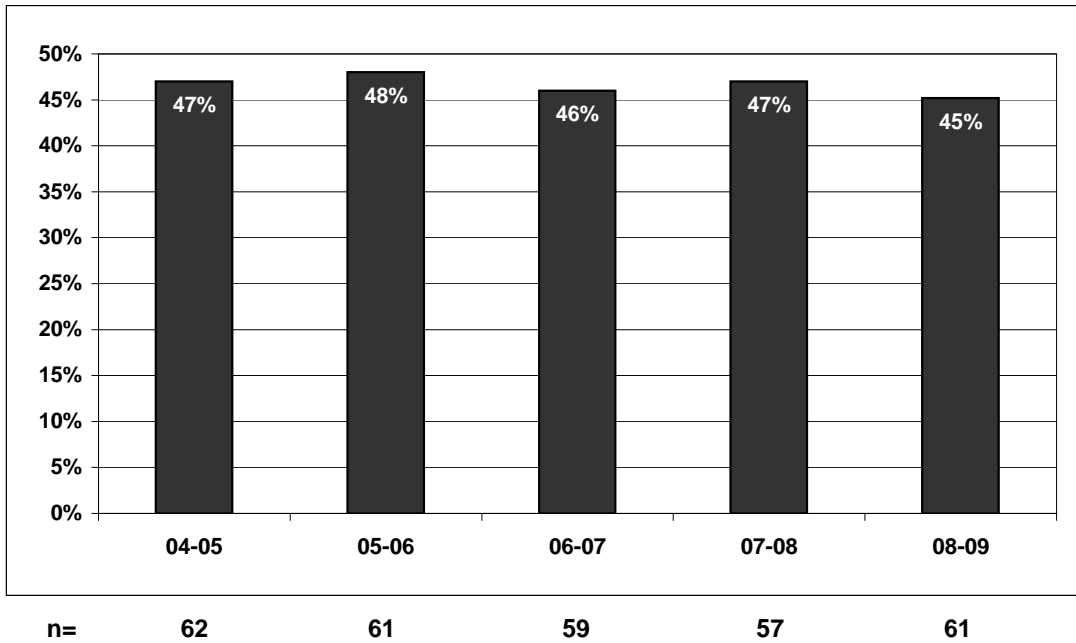
## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	26.5	6.0	7.0	9.0	0.0	57.5
% of Faculty	46.1%	10.4%	12.2%	15.7%	0.0%	
Estimate of Availability	58.0%	8.7%	4.5%	4.1%	0.7%	
Expected # of Faculty	33.4	5.0	2.6	2.4	0.4	
Underutilization	<b>-6.9</b>	none	none	none	<b>-0.4</b>	

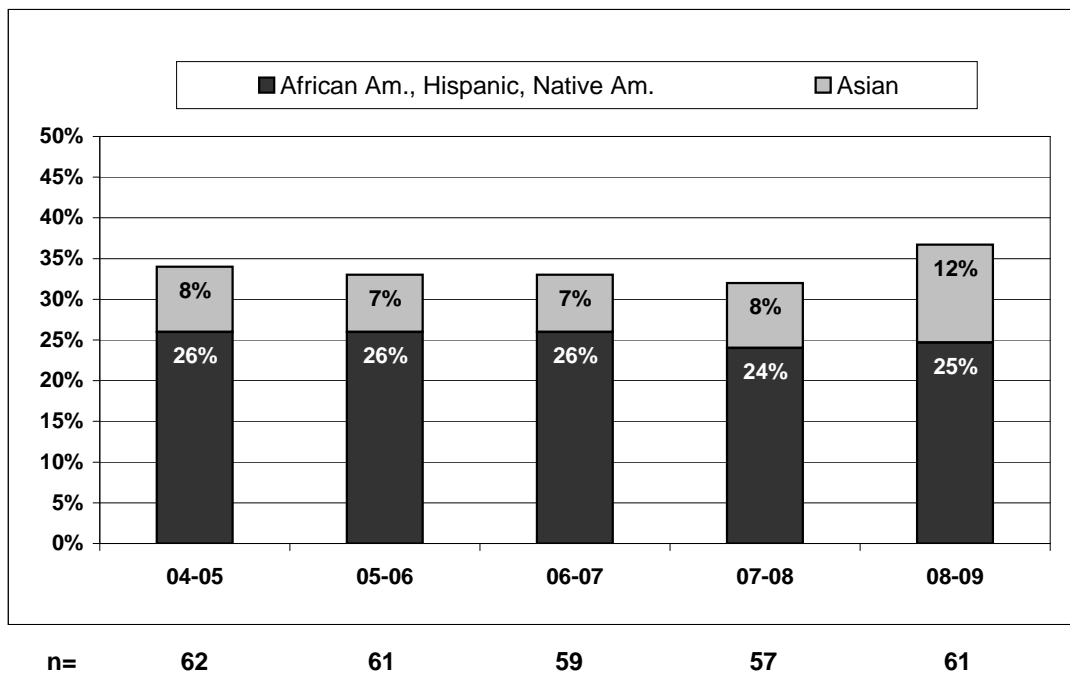
# GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

## Trends

### Percent Women



### Percent Minorities



## DEPARTMENT OF EDUCATION

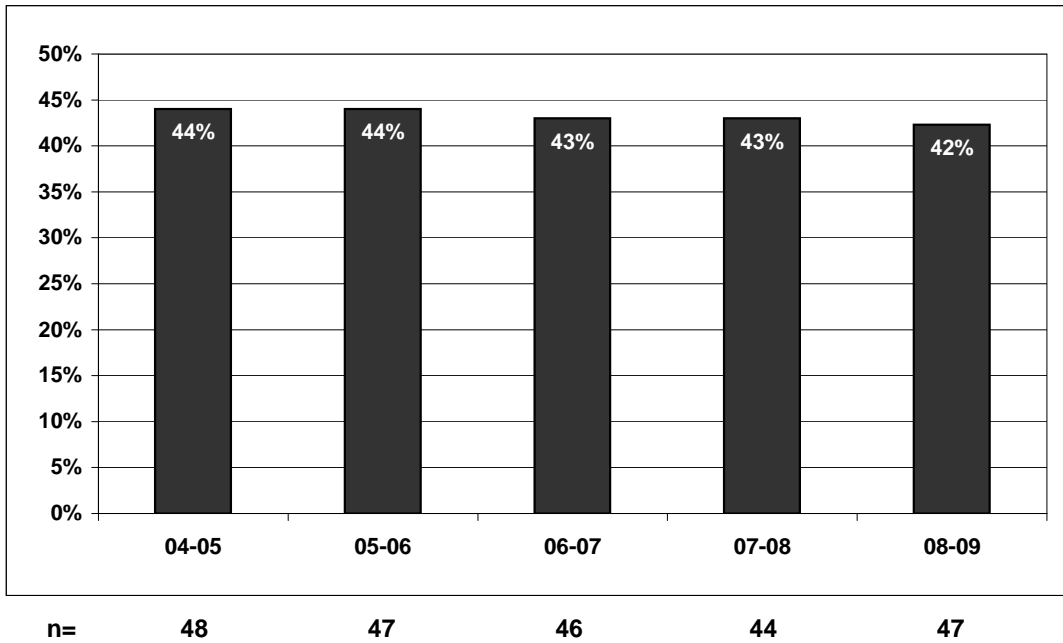
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	1.0	0.0	1.0	3.0	2.0	0.0	0.0	4.0	4.0	10.0	10.0	0.0	0.0	14.0	14.0	28.0
	3.6%	3.6%	0.0%	3.6%	10.7%	7.1%	0.0%	0.0%	14.3%	14.3%	35.7%	35.7%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Associate Professor</b>	0.0	3.0	1.0	0.0	1.0	1.0	0.0	0.0	2.0	4.0	1.0	3.0	0.0	0.0	3.0	7.0	10.0
	0.0%	30.0%	10.0%	0.0%	10.0%	10.0%	0.0%	0.0%	20.0%	40.0%	10.0%	30.0%	0.0%	0.0%	30.0%	70.0%	100.0%
<b>Assistant Professor</b>	1.0	0.0	1.0	2.0	0.0	2.0	0.0	0.0	2.0	4.0	0.0	1.0	0.0	0.0	2.0	5.0	7.0
	14.3%	0.0%	14.3%	28.6%	0.0%	28.6%	0.0%	0.0%	28.6%	57.1%	0.0%	14.3%	0.0%	0.0%	28.6%	71.4%	100.0%
<b>Total Ladder</b>	2.0	4.0	2.0	3.0	4.0	5.0	0.0	0.0	8.0	12.0	11.0	14.0	0.0	0.0	19.0	26.0	45.0
	4.4%	8.9%	4.4%	6.7%	8.9%	11.1%	0.0%	0.0%	17.8%	26.7%	24.4%	31.1%	0.0%	0.0%	42.2%	57.8%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

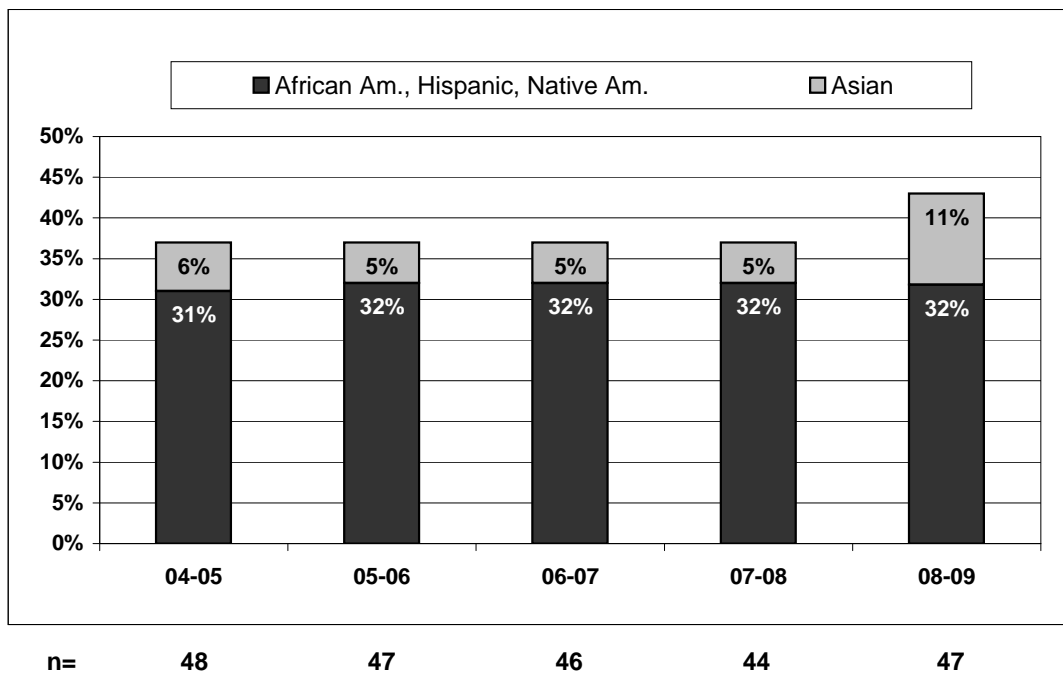
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	19.0	6.0	5.0	9.0	0.0	45.0
% of Faculty	42.2%	13.3%	11.1%	20.0%	0.0%	
Estimate of Availability	59.1%	9.4%	3.3%	4.3%	0.7%	
Expected # of Faculty	26.6	4.2	1.5	1.9	0.3	
Underutilization	<b>-7.6</b>	none	none	none	<b>-0.3</b>	

DEPARTMENT OF EDUCATION  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF INFORMATION STUDIES

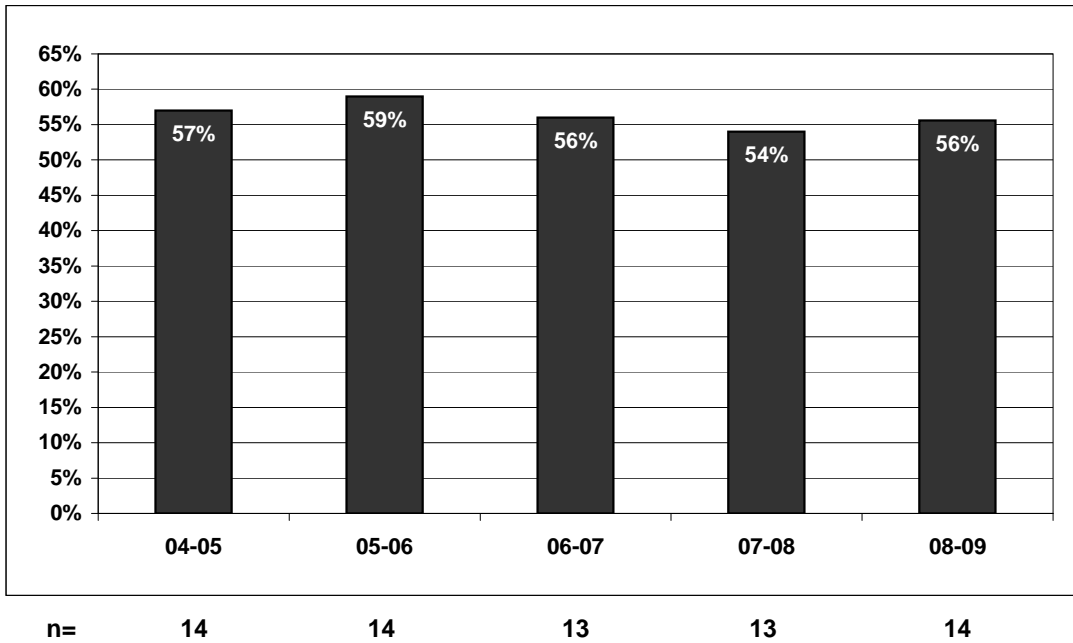
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	1.0	0.0	0.0	6.0	1.0	7.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	14.3%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	2.0	0.0	0.0	1.0	2.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	66.7%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.5	1.0	0.0	0.0	0.5	2.0	2.5
	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	20.0%	40.0%	0.0%	0.0%	20.0%	80.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	6.5	4.0	0.0	0.0	7.5	5.0	12.5
	0.0%	0.0%	8.0%	8.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	52.0%	32.0%	0.0%	0.0%	60.0%	40.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

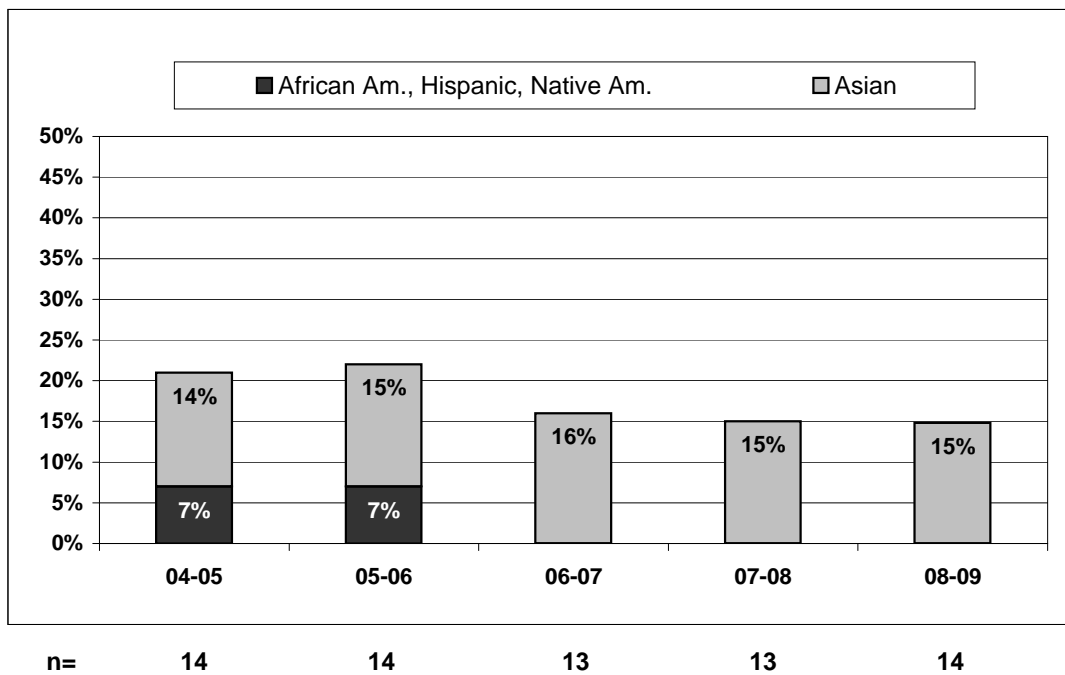
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.5	0.0	2.0	0.0	0.0	12.5
% of Faculty	60.0%	0.0%	16.0%	0.0%	0.0%	
Estimate of Availability	49.7%	7.4%	7.8%	2.7%	0.5%	
Expected # of Faculty	6.2	0.9	1.0	0.3	0.1	
Underutilization	none	-0.9	none	-0.3	-0.1	

DEPARTMENT OF INFORMATION STUDIES  
*Trends*

**Percent Women**



**Percent Minorities**



## 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	
<b>Professor</b>	0.0	0.0	1.5	37.3	0.0	1.0	0.0	0.0	1.5	38.3	5.0	57.0	0.0	0.0	6.5	95.3	101.8
	0.0%	0.0%	1.5%	36.7%	0.0%	1.0%	0.0%	0.0%	1.5%	37.6%	4.9%	56.0%	0.0%	0.0%	6.4%	93.6%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	9.0	0.0	0.0	0.0	0.0	0.0	9.0	4.5	11.7	0.0	0.0	4.5	20.7	25.2
	0.0%	0.0%	0.0%	35.8%	0.0%	0.0%	0.0%	0.0%	0.0%	35.8%	17.9%	46.4%	0.0%	0.0%	17.9%	82.1%	100.0%
<b>Assistant Professor</b>	0.0	0.0	4.0	6.0	1.0	0.0	0.0	0.0	5.0	6.0	3.0	12.7	0.0	0.0	8.0	18.7	26.7
	0.0%	0.0%	15.0%	22.5%	3.7%	0.0%	0.0%	0.0%	18.7%	22.5%	11.2%	47.5%	0.0%	0.0%	30.0%	70.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	5.5	52.3	1.0	1.0	0.0	0.0	6.5	53.3	12.5	81.3	0.0	0.0	19.0	134.7	153.7
	0.0%	0.0%	3.6%	34.1%	0.7%	0.7%	0.0%	0.0%	4.2%	34.7%	8.1%	52.9%	0.0%	0.0%	12.4%	87.6%	100.0%

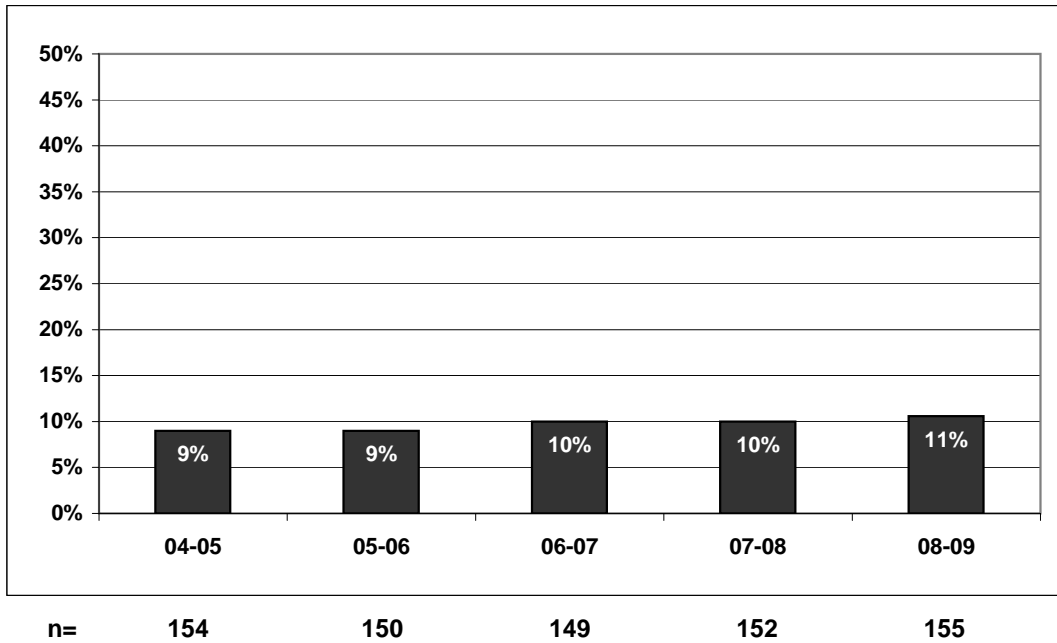
## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	19.0	0.0	57.8	2.0	0.0	153.7
% of Faculty	12.4%	0.0%	37.6%	1.3%	0.0%	
Estimate of Availability	18.5%	3.4%	18.3%	3.6%	0.3%	
Expected # of Faculty	28.4	5.2	28.1	5.5	0.5	
Underutilization	<b>-9.4</b>	<b>-5.2</b>	none	<b>-3.5</b>	<b>-0.5</b>	

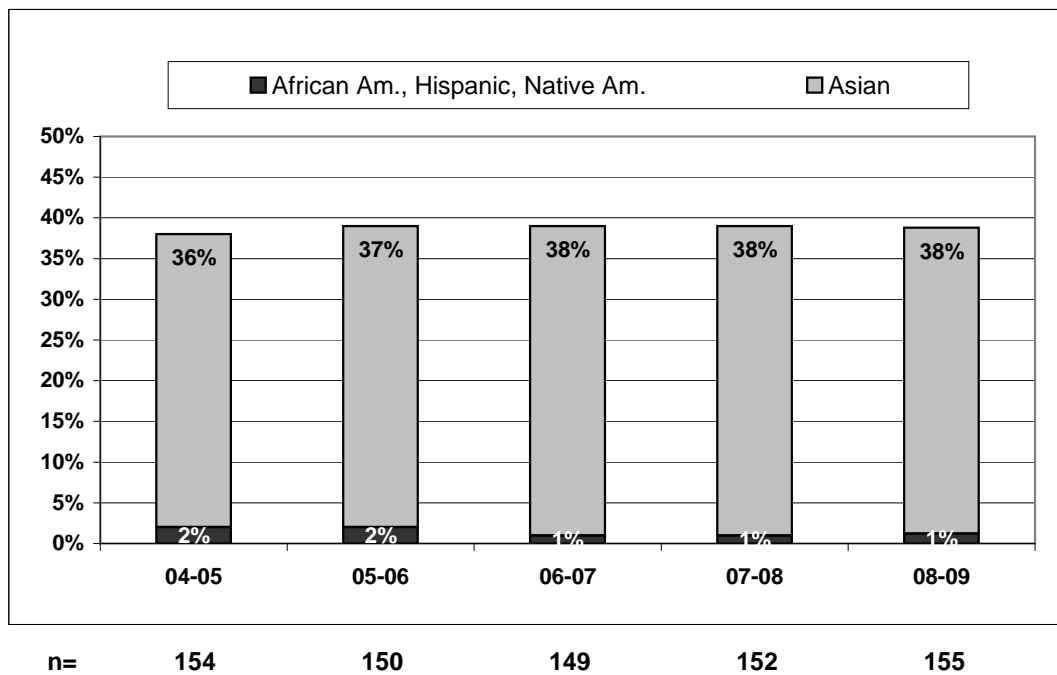
# HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

## *Trends*

### Percent Women



### Percent Minorities



## 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	
<b>Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0	3.0	3.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	1.0	4.0	0.0	0.0	1.0	7.0	8.0
	0.0%	0.0%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	12.5%	50.0%	0.0%	0.0%	12.5%	87.5%	100.0%

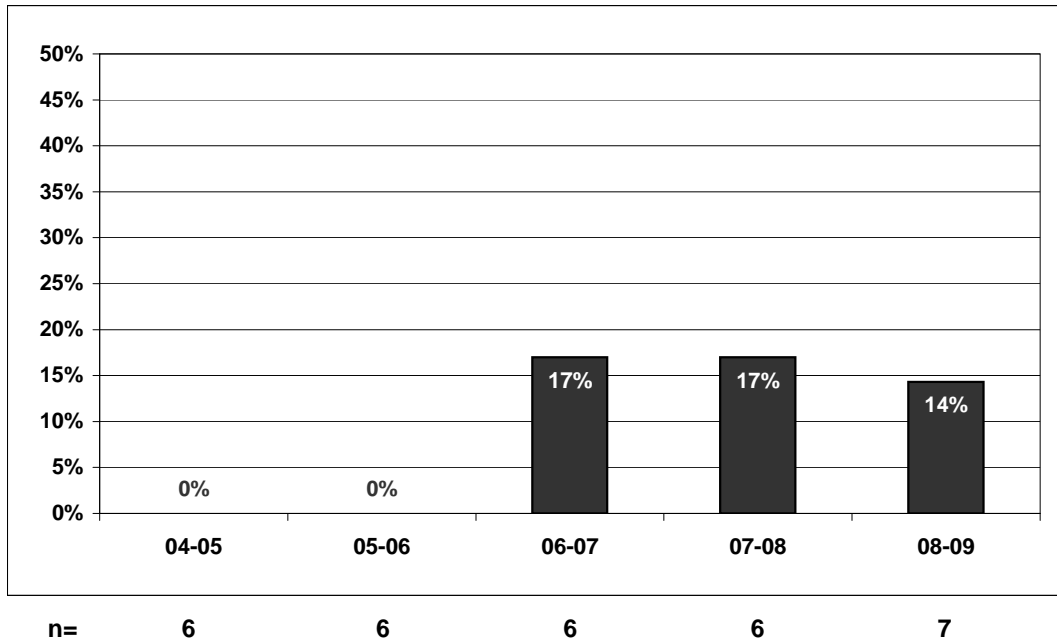
## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	3.0	0.0	0.0	8.0
% of Faculty	12.5%	0.0%	37.5%	0.0%	0.0%	
Estimate of Availability	23.0%	2.1%	16.4%	3.4%	0.3%	
Expected # of Faculty	1.8	0.2	1.3	0.3	0.0	
Underutilization	<b>-0.8</b>	<b>-0.2</b>	none	<b>-0.3</b>	none	

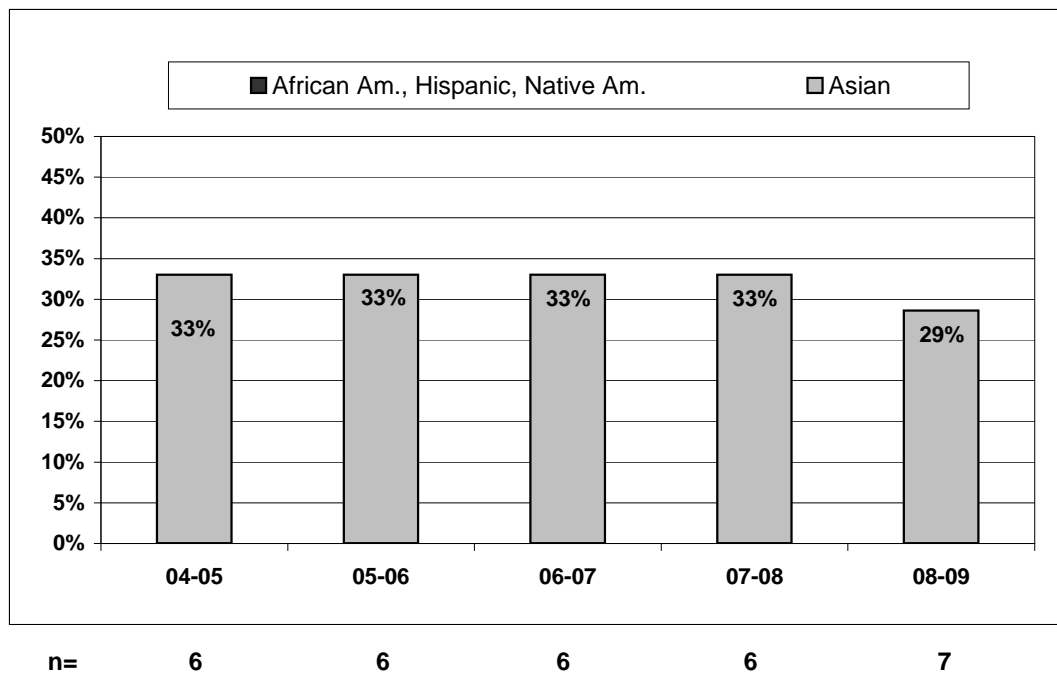
# DEPARTMENT OF BIOENGINEERING

## Trends

### Percent Women



### Percent Minorities



## DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

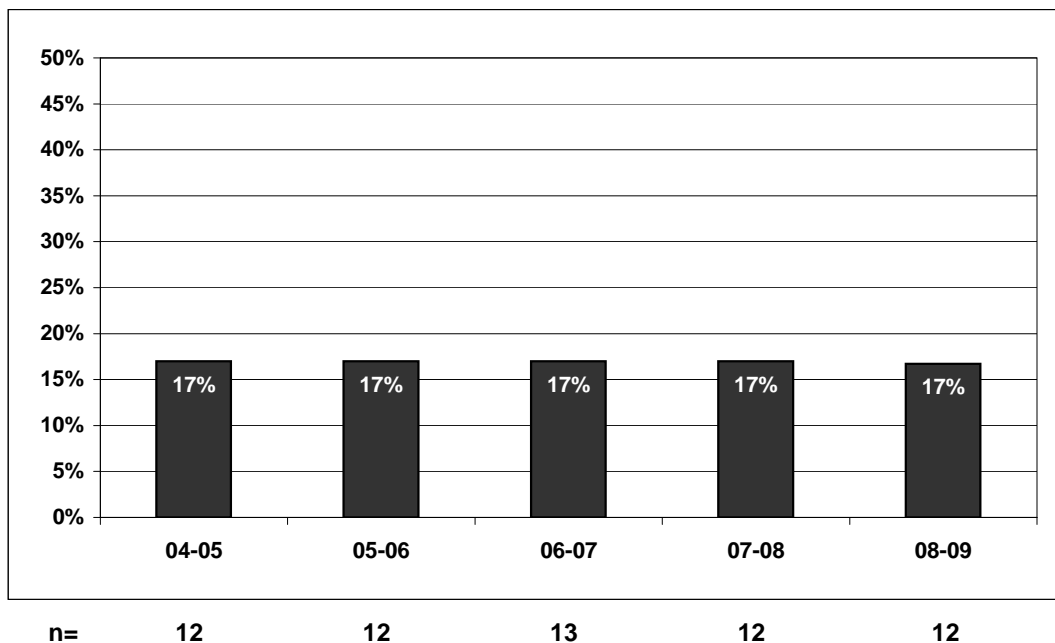
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.5	2.0	0.0	0.0	0.0	0.0	0.5	2.0	0.0	6.0	0.0	0.0	0.5	8.0	8.5
	0.0%	0.0%	5.9%	23.5%	0.0%	0.0%	0.0%	0.0%	5.9%	23.5%	0.0%	70.6%	0.0%	0.0%	5.9%	94.1%	100.0%
<b>Associate Professor</b>	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	1.0	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%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	1.0	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%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.5	3.0	1.0	0.0	0.0	0.0	1.5	3.0	0.0	7.0	0.0	0.0	1.5	10.0	11.5
	0.0%	0.0%	4.3%	26.1%	8.7%	0.0%	0.0%	0.0%	13.0%	26.1%	0.0%	60.9%	0.0%	0.0%	13.0%	87.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

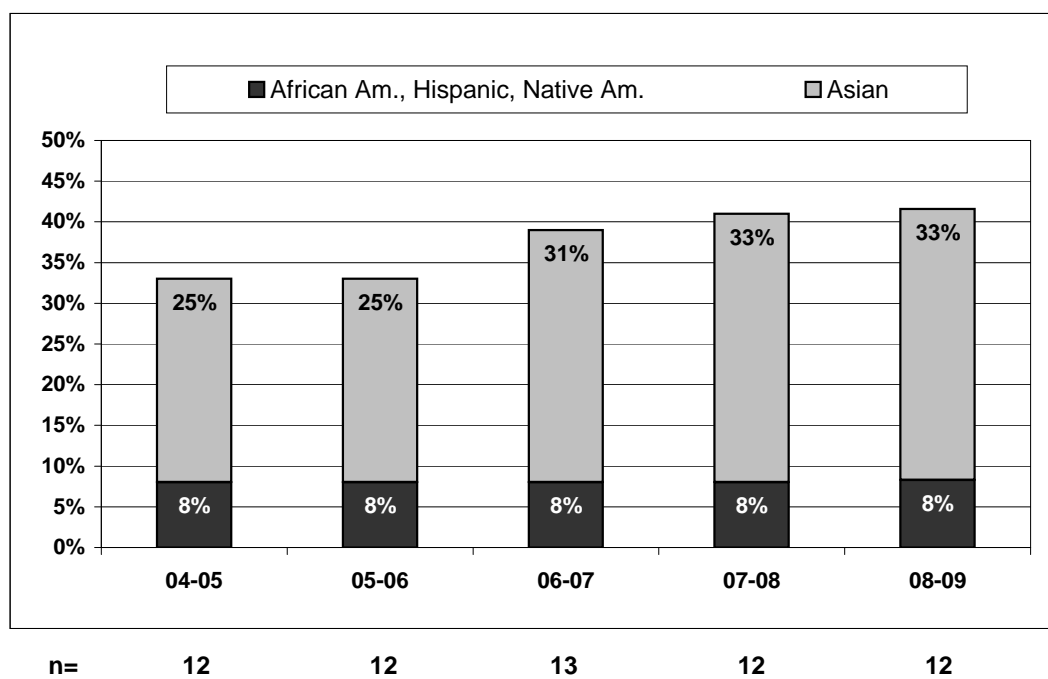
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	3.5	1.0	0.0	11.5
% of Faculty	13.0%	0.0%	30.4%	8.7%	0.0%	
Estimate of Availability	19.7%	2.3%	17.2%	3.0%	0.4%	
Expected # of Faculty	2.3	0.3	2.0	0.3	0.0	
Underutilization	<b>-0.8</b>	<b>-0.3</b>	none	none	none	

## DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING *Trends*

### Percent Women



### Percent Minorities





## DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

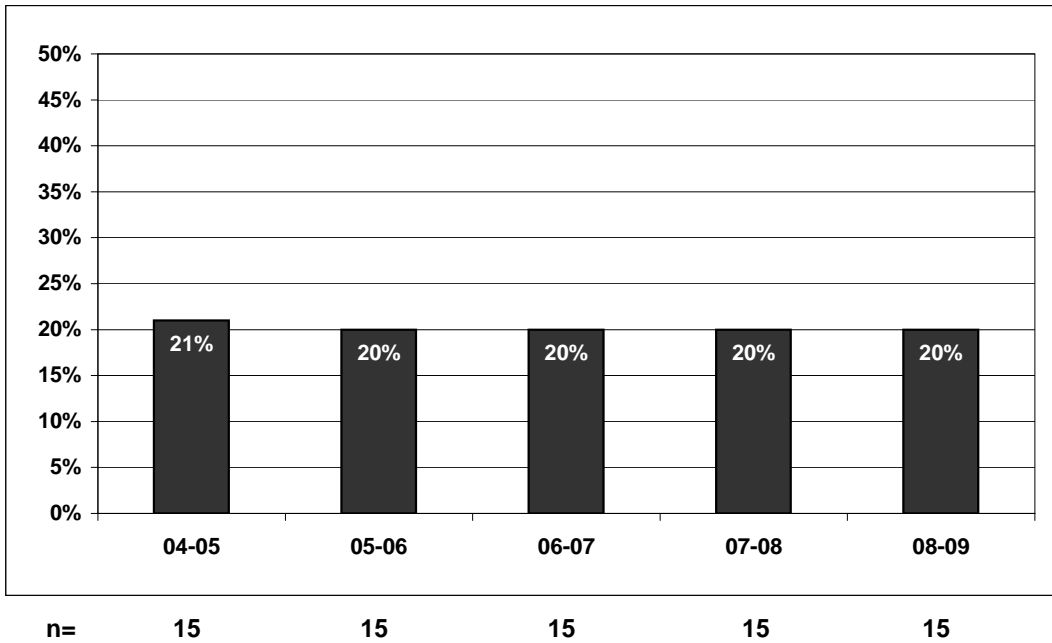
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	5.0	0.0	0.0	0.0	8.0	8.0
	0.0%	0.0%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	0.0%	62.5%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	3.0	0.0	0.0	2.0	3.0	5.0
	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%
<b>Assistant Professor</b>	0.0	0.0	2.0	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
	0.0%	0.0%	66.7%	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%
<b>Total Ladder</b>	0.0	0.0	2.0	3.0	0.0	0.0	0.0	0.0	2.0	3.0	2.0	9.0	0.0	0.0	4.0	12.0	16.0
	0.0%	0.0%	12.5%	18.8%	0.0%	0.0%	0.0%	0.0%	12.5%	18.8%	12.5%	56.3%	0.0%	0.0%	25.0%	75.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

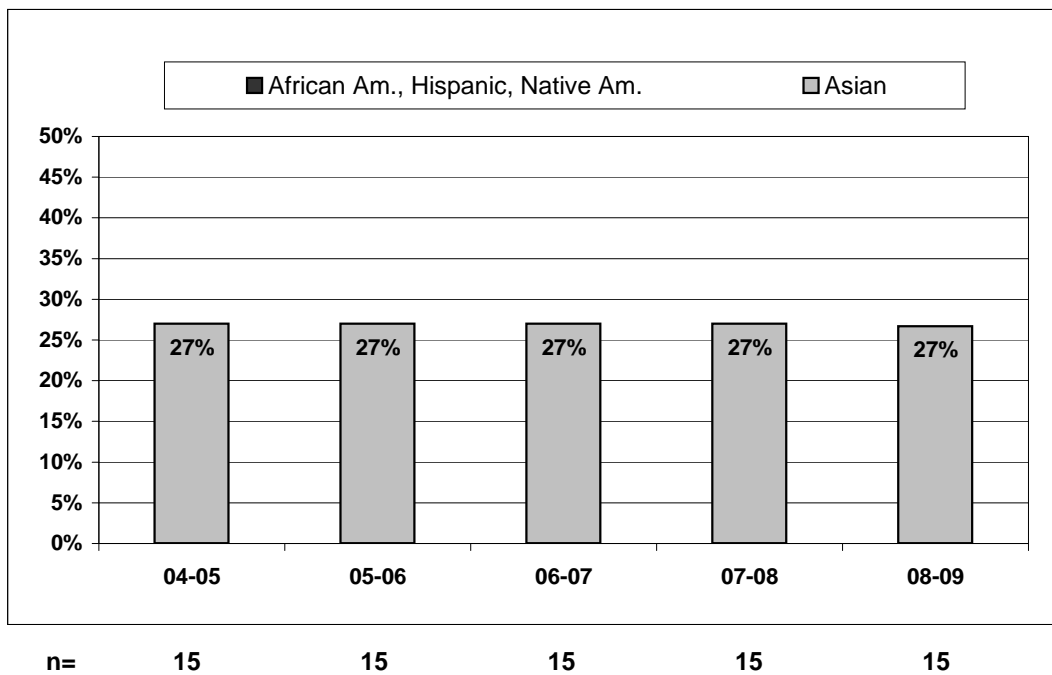
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	5.0	0.0	0.0	16.0
% of Faculty	25.0%	0.0%	31.3%	0.0%	0.0%	
Estimate of Availability	19.9%	2.6%	15.1%	3.4%	0.2%	
Expected # of Faculty	3.2	0.4	2.4	0.5	0.0	
Underutilization	none	<b>-0.4</b>	none	<b>-0.5</b>	none	

DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF COMPUTER SCIENCE**

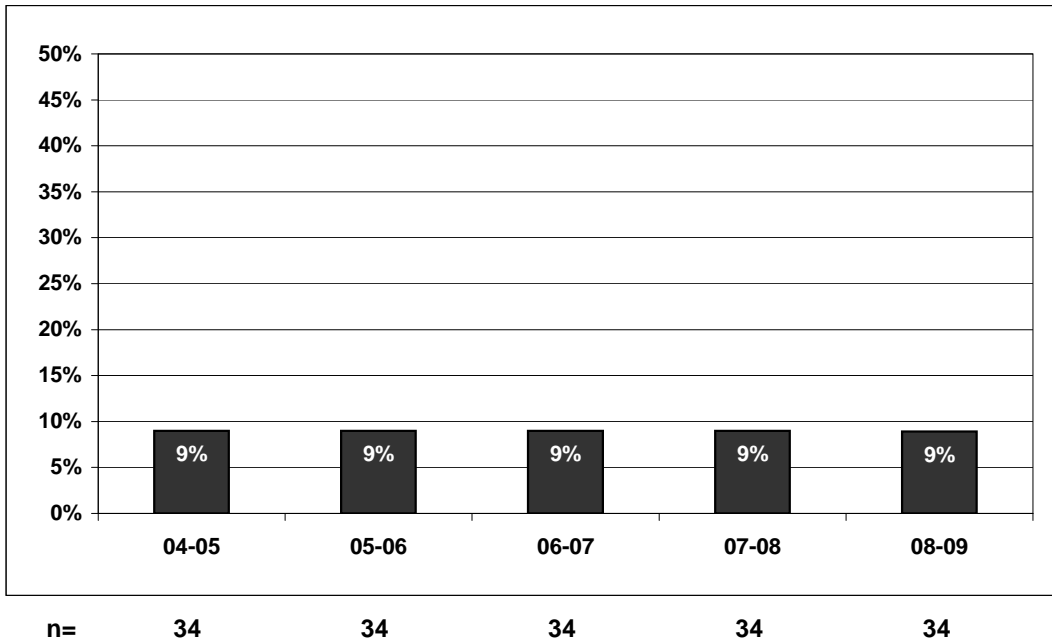
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	1.0	0.0	1.0	0.0	0.0	1.0	2.0	2.0	16.0	0.0	0.0	3.0	18.0	21.0
	0.0%	0.0%	4.8%	4.8%	0.0%	4.8%	0.0%	0.0%	4.8%	9.5%	9.5%	76.2%	0.0%	0.0%	14.3%	85.7%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	4.7	0.0	0.0	0.0	8.7	8.7
	0.0%	0.0%	0.0%	46.1%	0.0%	0.0%	0.0%	0.0%	0.0%	46.1%	0.0%	53.9%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	1.0	5.0	0.0	1.0	0.0	0.0	1.0	6.0	3.0	22.7	0.0	0.0	4.0	28.7	32.7
	0.0%	0.0%	3.1%	15.3%	0.0%	3.1%	0.0%	0.0%	3.1%	18.4%	9.2%	69.4%	0.0%	0.0%	12.2%	87.8%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

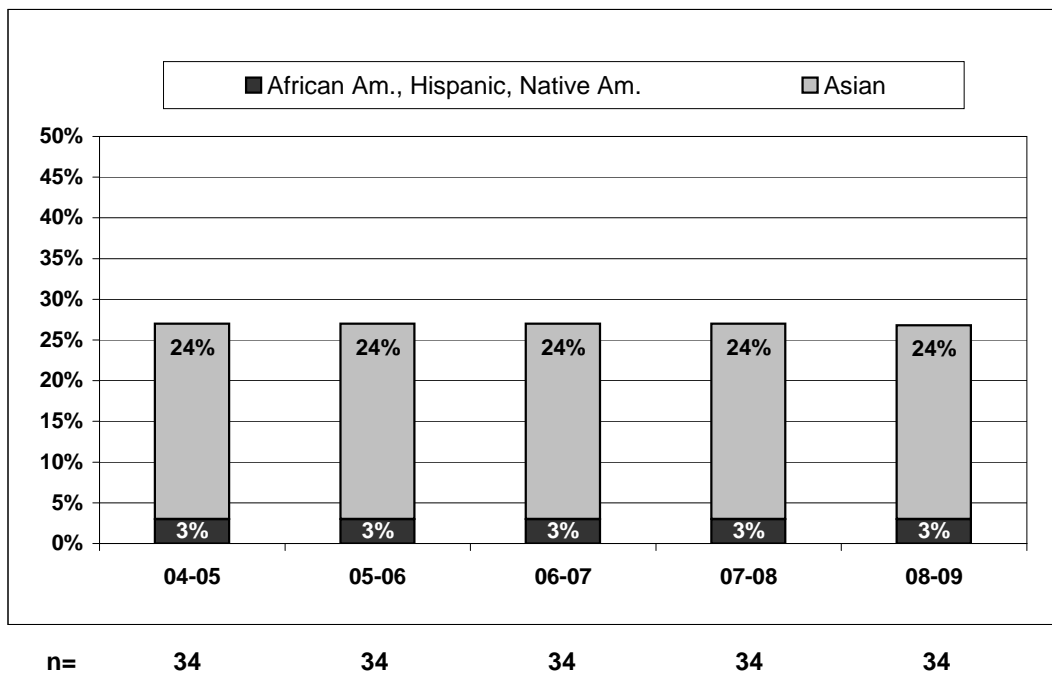
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	6.0	1.0	0.0	32.7
% of Faculty	12.2%	0.0%	18.4%	3.1%	0.0%	
Estimate of Availability	18.8%	2.1%	18.5%	2.3%	0.3%	
Expected # of Faculty	6.1	0.7	6.0	0.8	0.1	
Underutilization	-2.1	-0.7	none	none	-0.1	

**DEPARTMENT OF COMPUTER SCIENCE**  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF ELECTRICAL ENGINEERING**

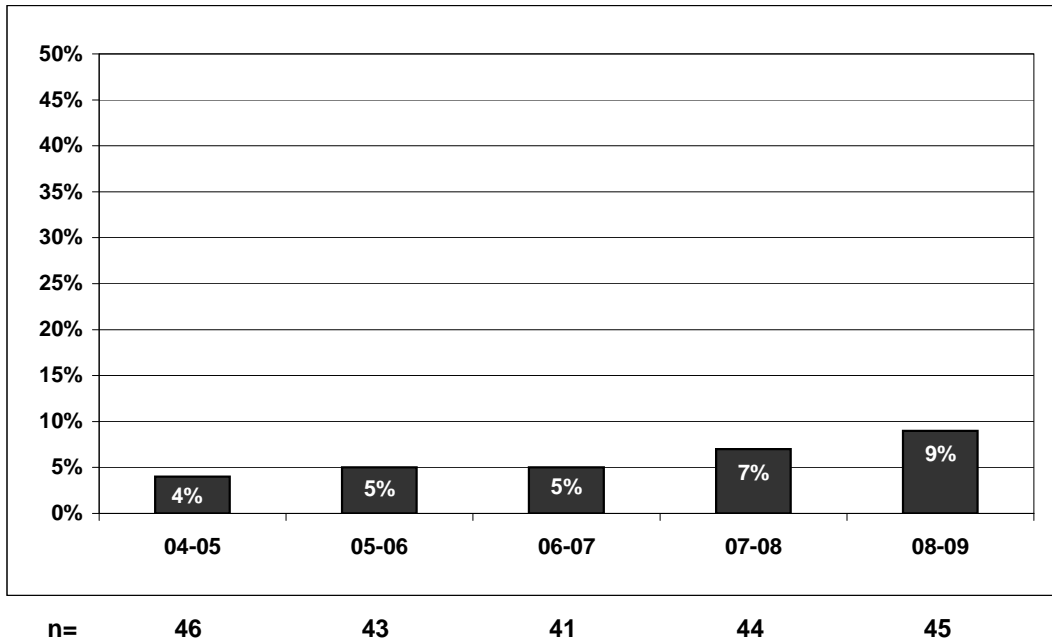
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	13.3	0.0	0.0	0.0	0.0	0.0	13.3	1.0	14.0	0.0	0.0	1.0	27.3	28.3
	0.0%	0.0%	0.0%	47.1%	0.0%	0.0%	0.0%	0.0%	0.0%	47.1%	3.5%	49.4%	0.0%	0.0%	3.5%	96.5%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	66.7%	33.3%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	4.0	0.0	0.0	0.0	0.0	1.0	4.0	1.0	5.7	0.0	0.0	2.0	9.7	11.7
	0.0%	0.0%	8.5%	34.2%	0.0%	0.0%	0.0%	0.0%	8.5%	34.2%	8.5%	48.7%	0.0%	0.0%	17.1%	82.9%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.0	18.3	0.0	0.0	0.0	0.0	1.0	18.3	4.0	19.7	0.0	0.0	5.0	38.0	43.0
	0.0%	0.0%	2.3%	42.6%	0.0%	0.0%	0.0%	0.0%	2.3%	42.6%	9.3%	45.8%	0.0%	0.0%	11.6%	88.4%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

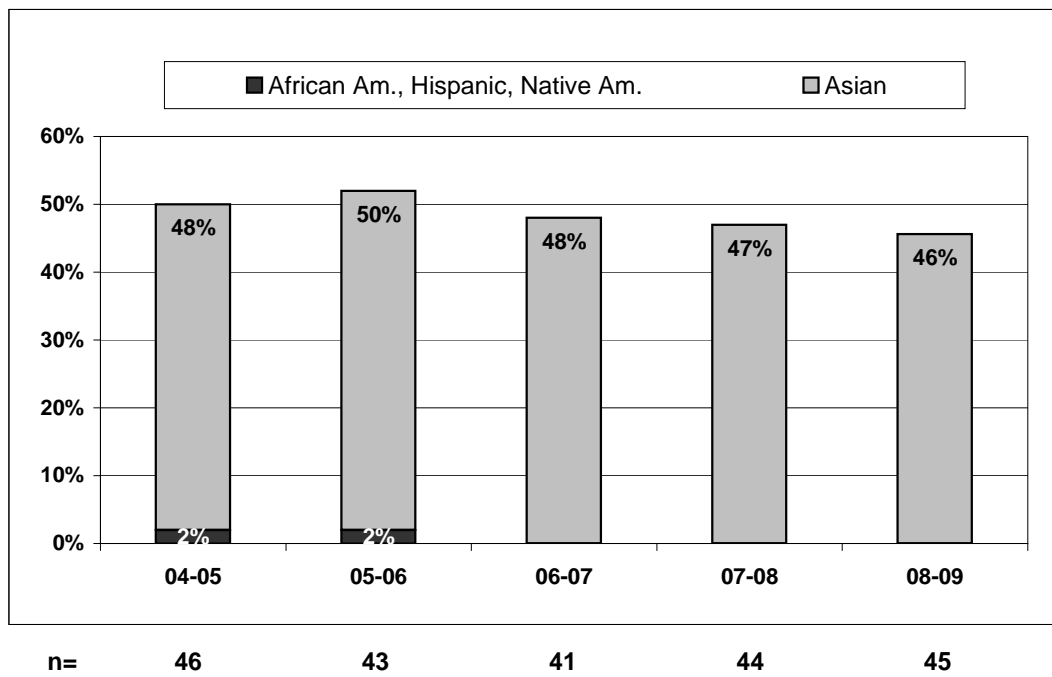
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	19.3	0.0	0.0	43.0
% of Faculty	11.6%	0.0%	44.9%	0.0%	0.0%	
Estimate of Availability	10.6%	2.2%	21.2%	2.6%	0.3%	
Expected # of Faculty	4.6	0.9	9.1	1.1	0.1	
Underutilization	none	-0.9	none	-1.1	-0.1	

**DEPARTMENT OF ELECTRICAL ENGINEERING**  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING**

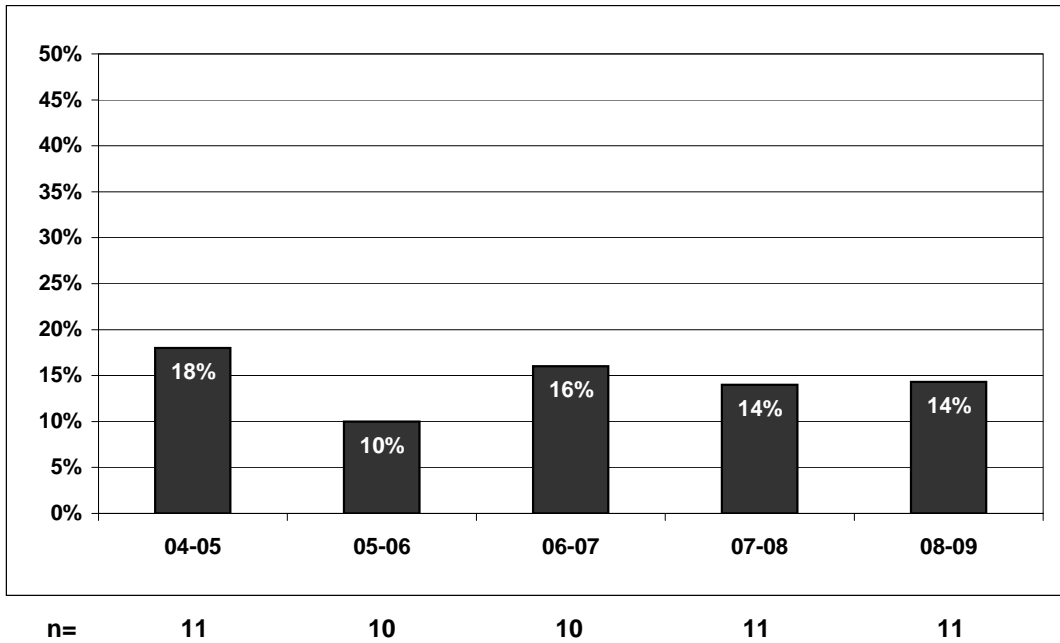
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	3.0	0.0	0.0	0.0	8.0	8.0
	0.0%	0.0%	0.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	0.0%	37.5%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0	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%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.0	6.0	0.0	0.0	0.0	0.0	1.0	6.0	0.5	3.0	0.0	0.0	1.5	9.0	10.5
	0.0%	0.0%	9.5%	57.1%	0.0%	0.0%	0.0%	0.0%	9.5%	57.1%	4.8%	28.6%	0.0%	0.0%	14.3%	85.7%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

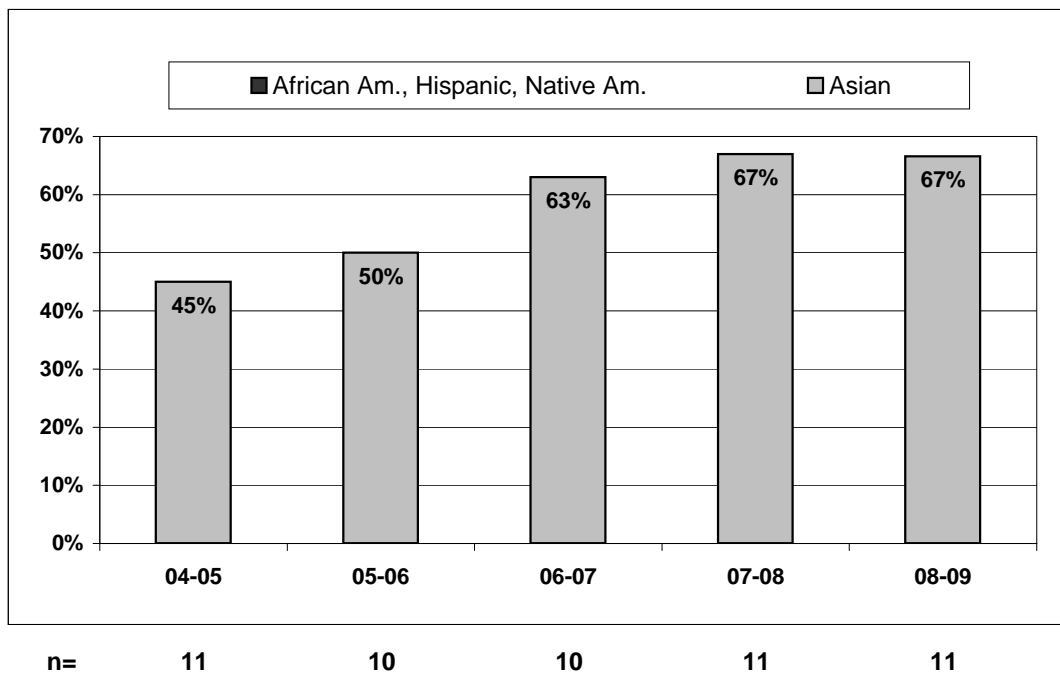
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	7.0	0.0	0.0	10.5
% of Faculty	14.3%	0.0%	66.7%	0.0%	0.0%	
Estimate of Availability	21.7%	2.1%	17.8%	2.7%	0.4%	
Expected # of Faculty	2.3	0.2	1.9	0.3	0.0	
Underutilization	<b>-0.8</b>	<b>-0.2</b>	none	<b>-0.3</b>	none	

DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

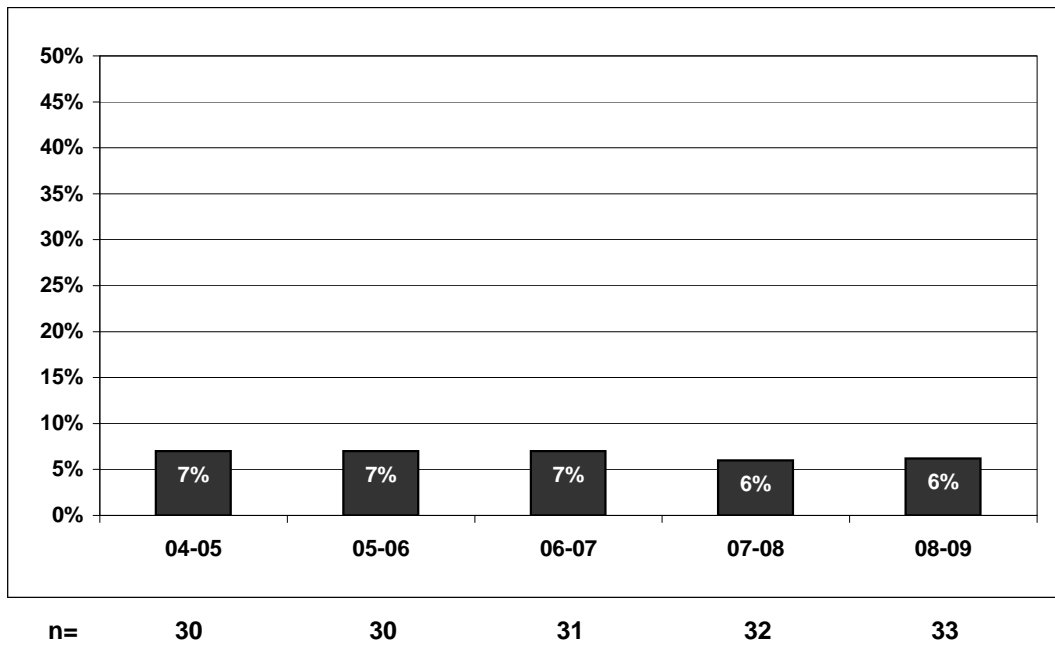
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	12.0	2.0	11.0	0.0	0.0	2.0	23.0	25.0
	0.0%	0.0%	0.0%	48.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.0%	8.0%	44.0%	0.0%	0.0%	8.0%	92.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0	0.0	0.0	0.0	4.0	4.0
	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0	3.0	3.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	0.0	14.0	0.0	0.0	0.0	0.0	0.0	14.0	2.0	16.0	0.0	0.0	2.0	30.0	32.0
	0.0%	0.0%	0.0%	43.8%	0.0%	0.0%	0.0%	0.0%	0.0%	43.8%	6.3%	50.0%	0.0%	0.0%	6.3%	93.8%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

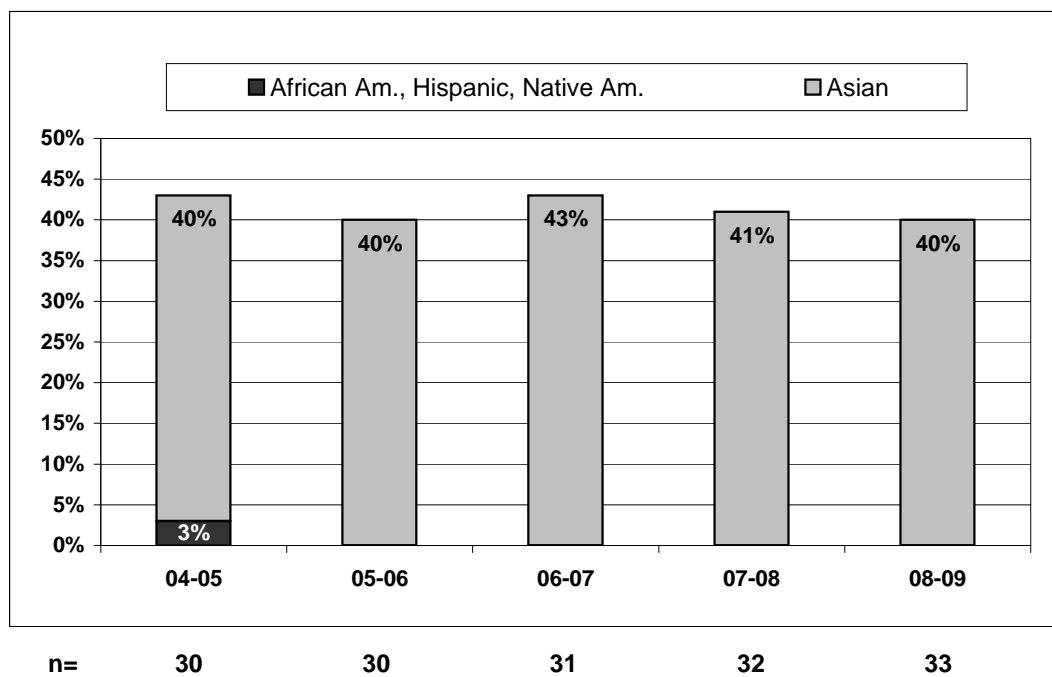
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	14.0	0.0	0.0	32.0
% of Faculty	6.3%	0.0%	43.8%	0.0%	0.0%	
Estimate of Availability	11.5%	2.3%	19.6%	2.7%	0.3%	
Expected # of Faculty	3.7	0.7	6.3	0.9	0.1	
Underutilization	-1.7	-0.7	none	-0.9	-0.1	

**DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING**  
*Trends*

**Percent Women**



**Percent Minorities**



2009-2010  
Diversity Statistics - Regular Rank Faculty

**SCHOOL OF LAW**

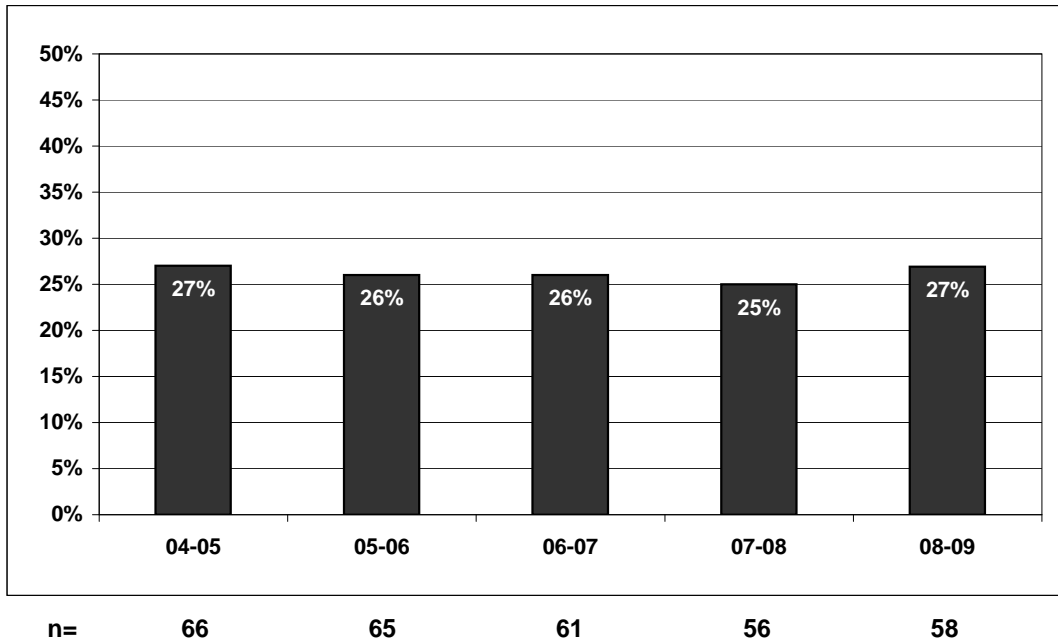
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.5	2.0	0.0	2.0	0.0	2.0	0.0	0.0	1.5	6.0	12.0	34.8	0.0	0.0	13.5	40.8	54.3
	2.8%	3.7%	0.0%	3.7%	0.0%	3.7%	0.0%	0.0%	2.8%	11.0%	22.1%	64.1%	0.0%	0.0%	24.9%	75.1%	100.0%
<b>Acting Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	0.0%	66.7%	33.3%	100.0%
<b>Total Ladder</b>	1.5	2.0	1.0	2.0	0.0	2.0	0.0	0.0	2.5	6.0	12.0	35.8	1.0	0.0	15.5	41.8	57.3
	2.6%	3.5%	1.7%	3.5%	0.0%	3.5%	0.0%	0.0%	4.4%	10.5%	20.9%	62.5%	1.7%	0.0%	27.1%	72.9%	100.0%

**ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

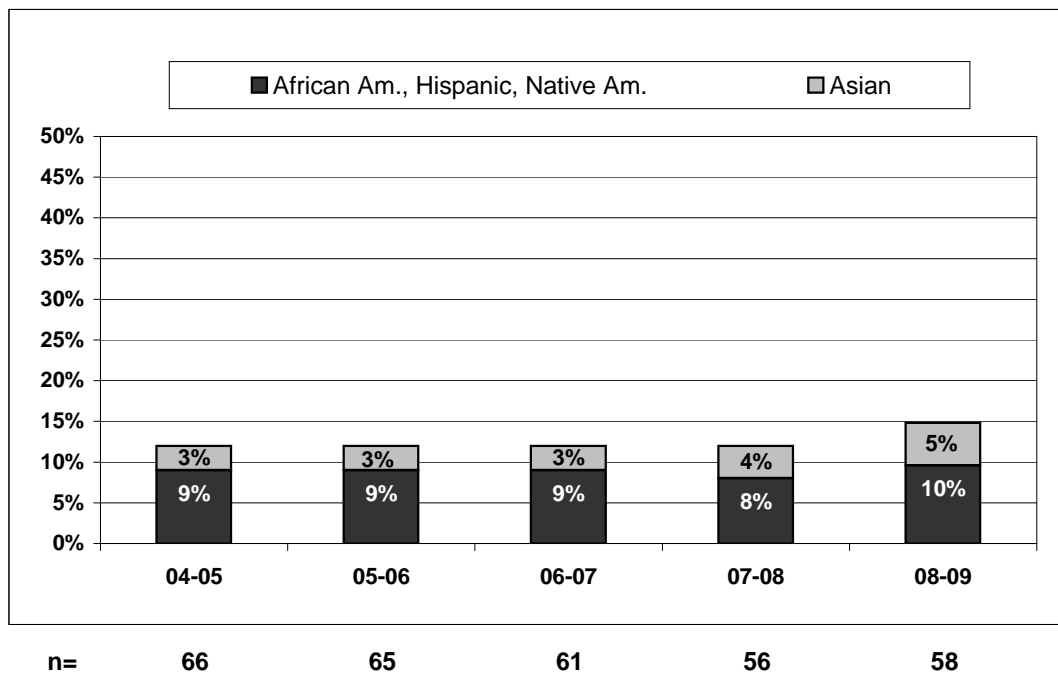
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	15.5	3.5	3.0	2.0	0.0	56.3
% of Faculty	27.1%	6.2%	5.3%	3.6%	0.0%	
Estimate of Availability	35.3%	10.7%	3.7%	4.2%	1.2%	
Expected # of Faculty	20.2	6.0	2.1	2.4	0.7	
Underutilization	-4.7	-2.5	none	-0.4	-0.7	

# SCHOOL OF LAW Trends

## Percent Women



## Percent Minorities



## SCHOOL OF PUBLIC AFFAIRS

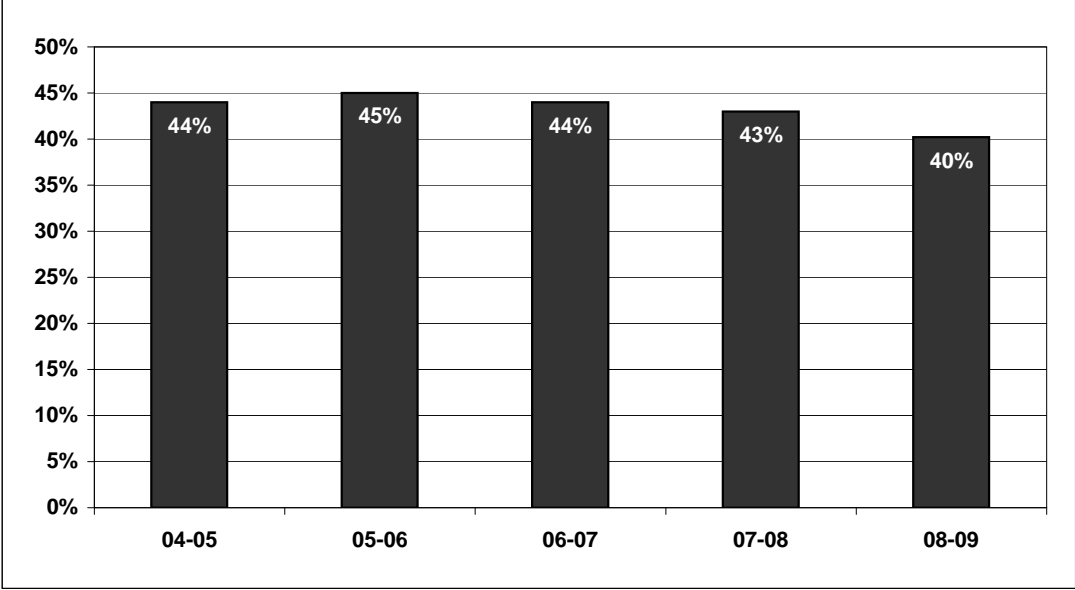
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	1.0	1.0	0.5	0.0	1.0	0.0	0.0	2.0	2.5	4.5	14.2	0.0	0.0	6.5	16.7	23.2
	4.3%	4.3%	4.3%	2.2%	0.0%	4.3%	0.0%	0.0%	8.6%	10.8%	19.4%	61.2%	0.0%	0.0%	28.1%	71.9%	100.0%
<b>Associate Professor</b>	1.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	5.0	4.0	0.0	1.0	7.0	6.0	13.0
	7.7%	0.0%	7.7%	0.0%	0.0%	7.7%	0.0%	0.0%	15.4%	7.7%	38.5%	30.8%	0.0%	7.7%	53.8%	46.2%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	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%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	20.0%	0.0%	0.0%	60.0%	40.0%	100.0%
<b>Total Ladder</b>	2.0	1.0	2.0	1.5	0.0	2.0	0.0	0.0	4.0	4.5	12.5	19.2	0.0	1.0	16.5	24.7	41.2
	4.9%	2.4%	4.9%	3.6%	0.0%	4.9%	0.0%	0.0%	9.7%	10.9%	30.4%	46.6%	0.0%	2.4%	40.1%	59.9%	100.0%

## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

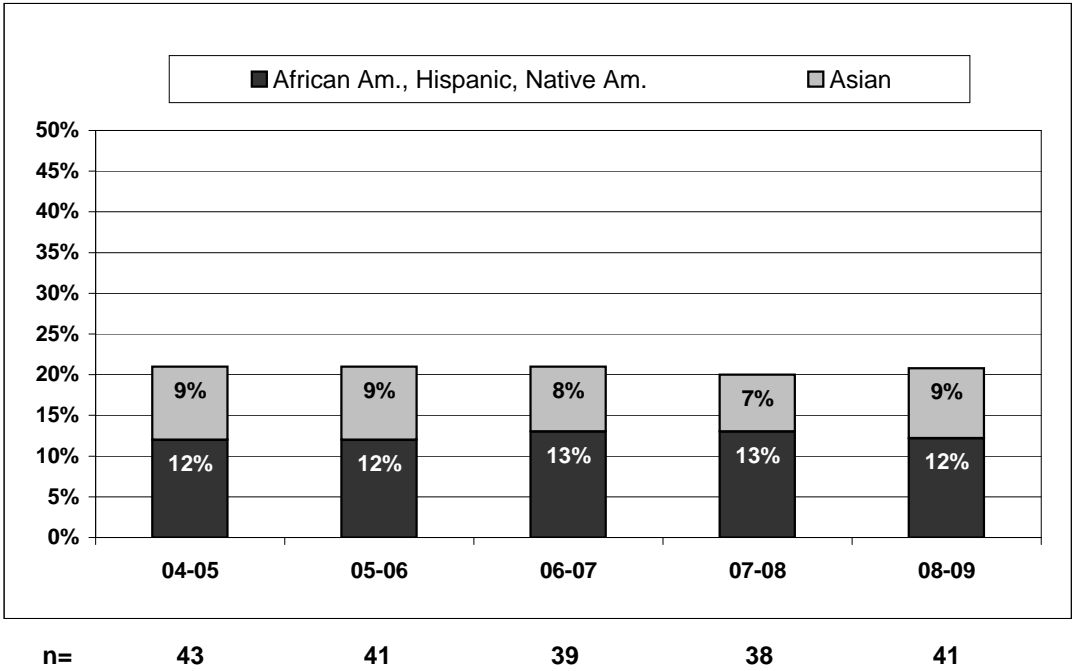
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	16.5	3.0	3.5	2.0	0.0	40.2
% of Faculty	40.1%	7.5%	8.7%	5.0%	0.0%	
Estimate of Availability	47.7%	8.6%	6.7%	3.8%	0.6%	
Expected # of Faculty	19.6	3.5	2.7	1.5	0.2	
Underutilization	-3.1	-0.5	none	none	-0.2	

**SCHOOL OF PUBLIC AFFAIRS**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF PUBLIC POLICY

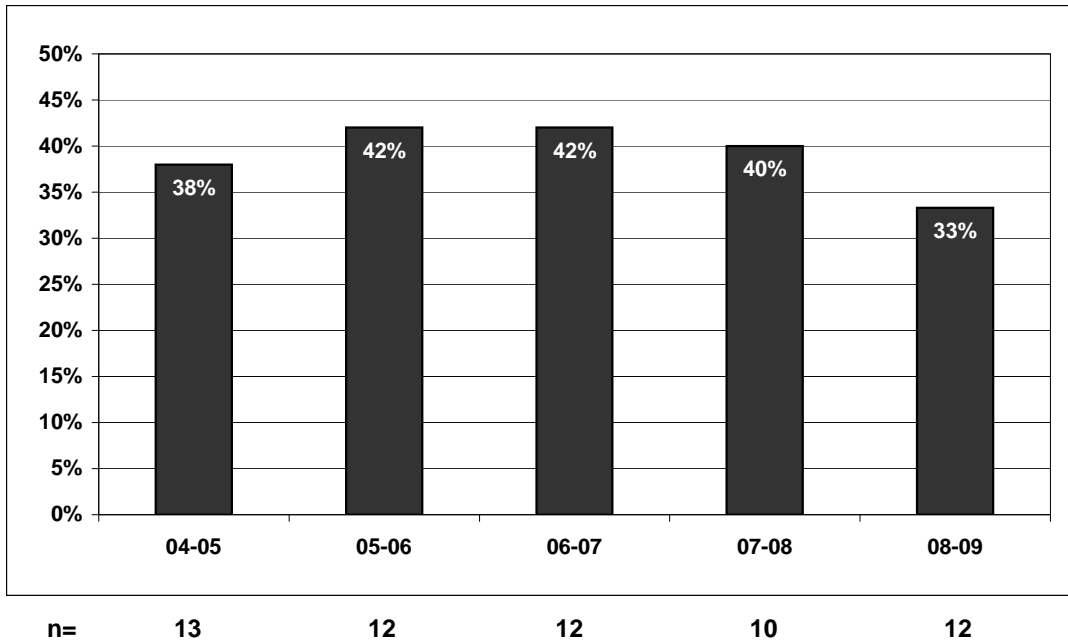
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	3.5	0.0	0.0	1.0	4.5	5.5
	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	18.2%	63.6%	0.0%	0.0%	18.2%	81.8%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	3.0	0.0	0.0	2.0	3.0	5.0
	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%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	4.0	7.5	0.0	0.0	4.0	8.5	12.5
	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	32.0%	60.0%	0.0%	0.0%	32.0%	68.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

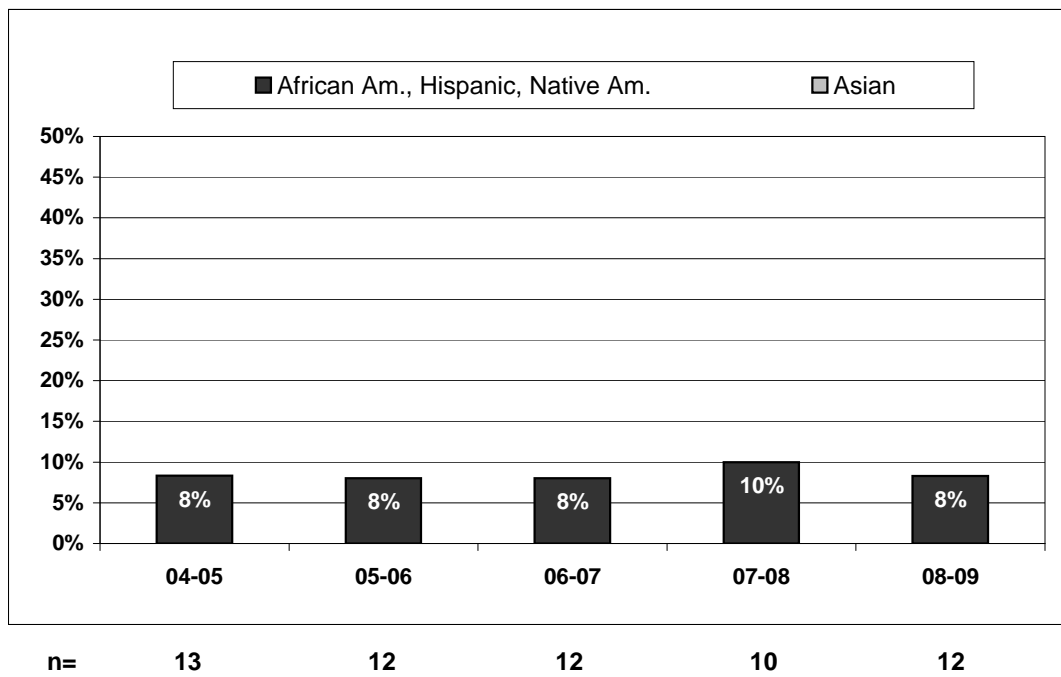
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	1.0	0.0	0.0	0.0	12.5
% of Faculty	32.0%	8.0%	0.0%	0.0%	0.0%	
Estimate of Availability	34.7%	6.2%	8.1%	3.6%	0.4%	
Expected # of Faculty	4.3	0.8	1.0	0.5	0.1	
Underutilization	<b>-0.3</b>	none	<b>-1.0</b>	<b>-0.5</b>	<b>-0.1</b>	

DEPARTMENT OF PUBLIC POLICY  
*Trends*

**Percent Women**



**Percent Minorities**





**DEPARTMENT OF SOCIAL WELFARE**

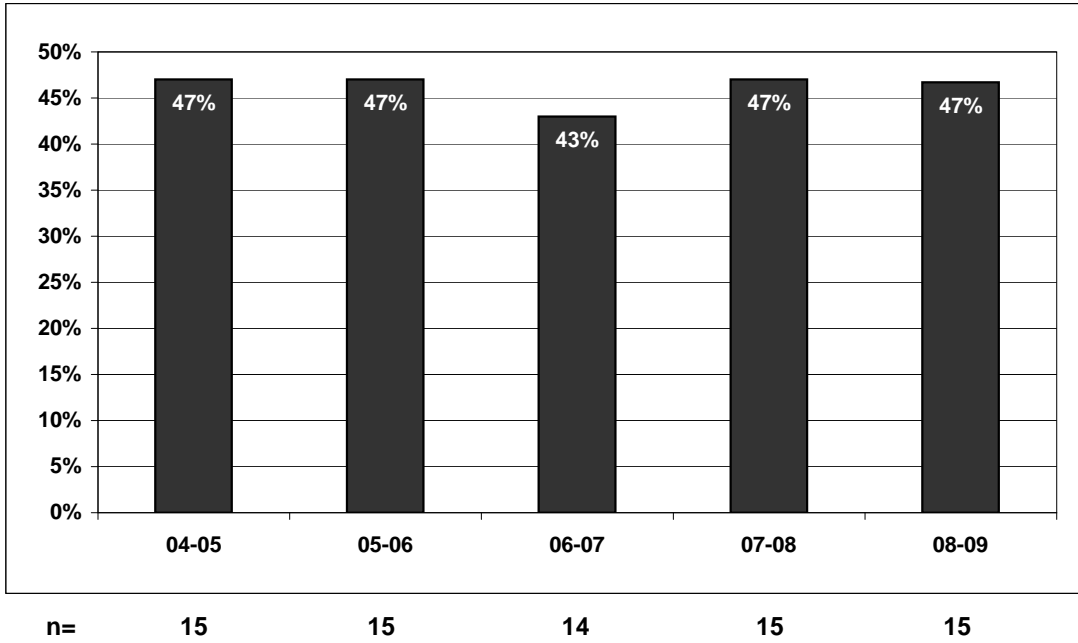
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0	5.0	0.0	0.0	1.0	6.0	7.0
	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	14.3%	0.0%	71.4%	0.0%	0.0%	14.3%	85.7%	100.0%
<b>Associate Professor</b>	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0	1.0	0.0	0.0	4.0	1.0	5.0
	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	40.0%	20.0%	0.0%	0.0%	80.0%	20.0%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	2.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	3.0	1.0	4.0	6.0	0.0	0.0	7.0	7.0	14.0
	14.3%	0.0%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	21.4%	7.1%	28.6%	42.9%	0.0%	0.0%	50.0%	50.0%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

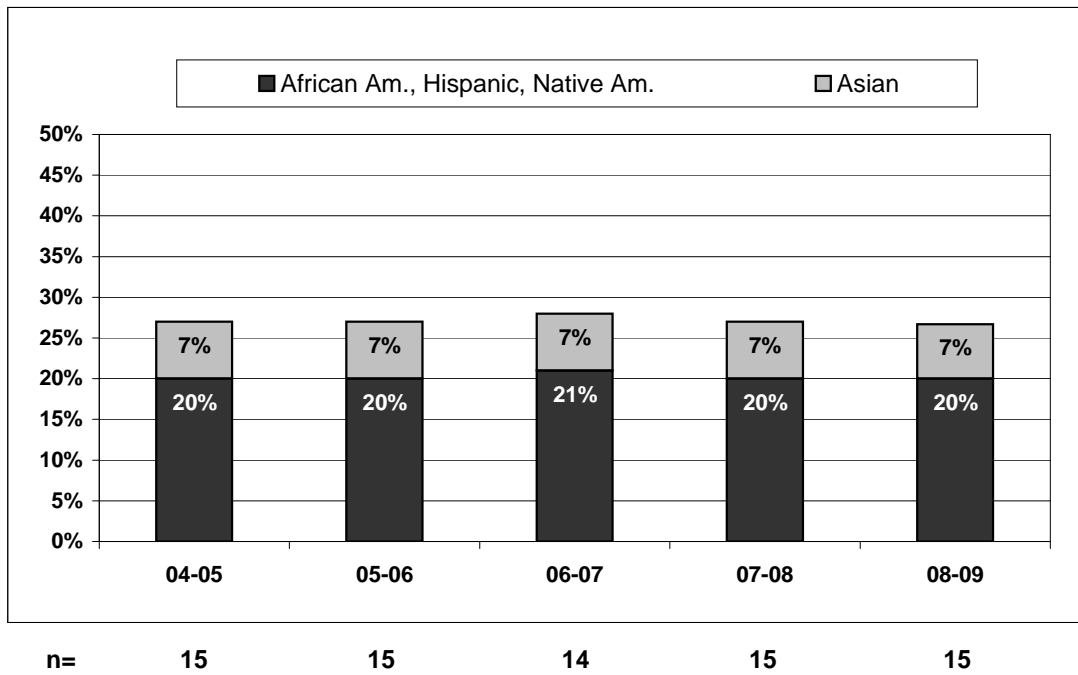
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	2.0	1.0	1.0	0.0	14.0
% of Faculty	50.0%	14.3%	7.1%	7.1%	0.0%	
Estimate of Availability	67.1%	10.4%	4.7%	4.4%	0.7%	
Expected # of Faculty	9.4	1.5	0.7	0.6	0.1	
Underutilization	<b>-2.4</b>	none	none	none	<b>-0.1</b>	

**DEPARTMENT OF SOCIAL WELFARE**  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF URBAN PLANNING

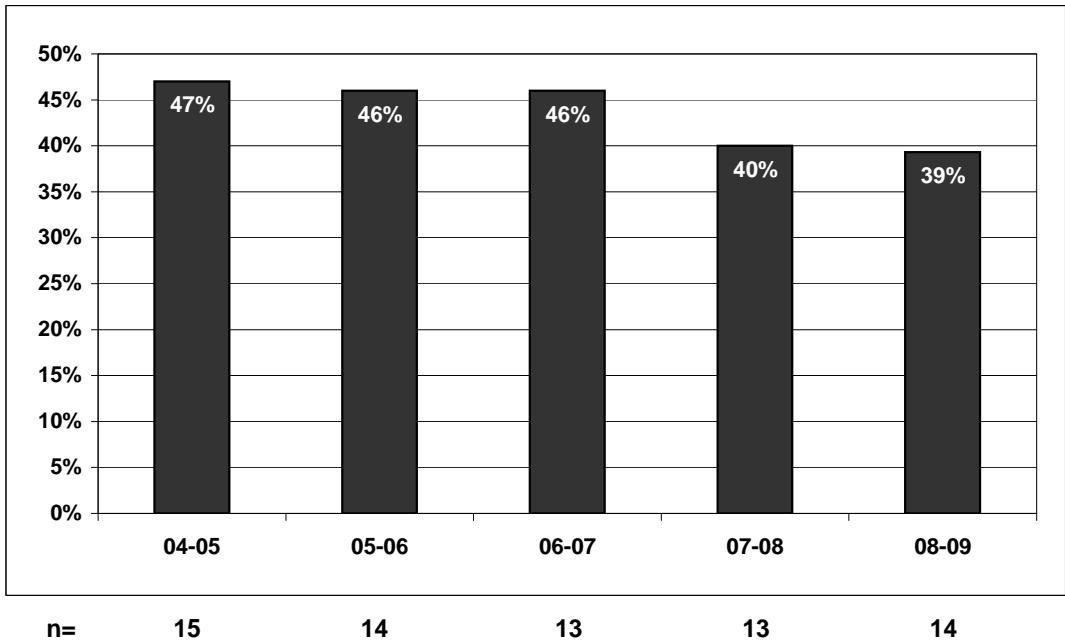
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	1.0	0.5	0.0	0.0	0.0	0.0	1.0	0.5	3.5	5.7	0.0	0.0	4.5	6.2	10.7
	0.0%	0.0%	9.4%	4.7%	0.0%	0.0%	0.0%	0.0%	9.4%	4.7%	32.8%	53.1%	0.0%	0.0%	42.2%	57.8%	100.0%
<b>Associate Professor</b>	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	1.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	33.3%	33.3%	66.7%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	1.0	1.5	0.0	1.0	0.0	0.0	1.0	2.5	4.5	5.7	0.0	1.0	5.5	9.2	14.7
	0.0%	0.0%	6.8%	10.2%	0.0%	6.8%	0.0%	0.0%	6.8%	17.0%	30.7%	38.7%	0.0%	6.8%	37.5%	62.5%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

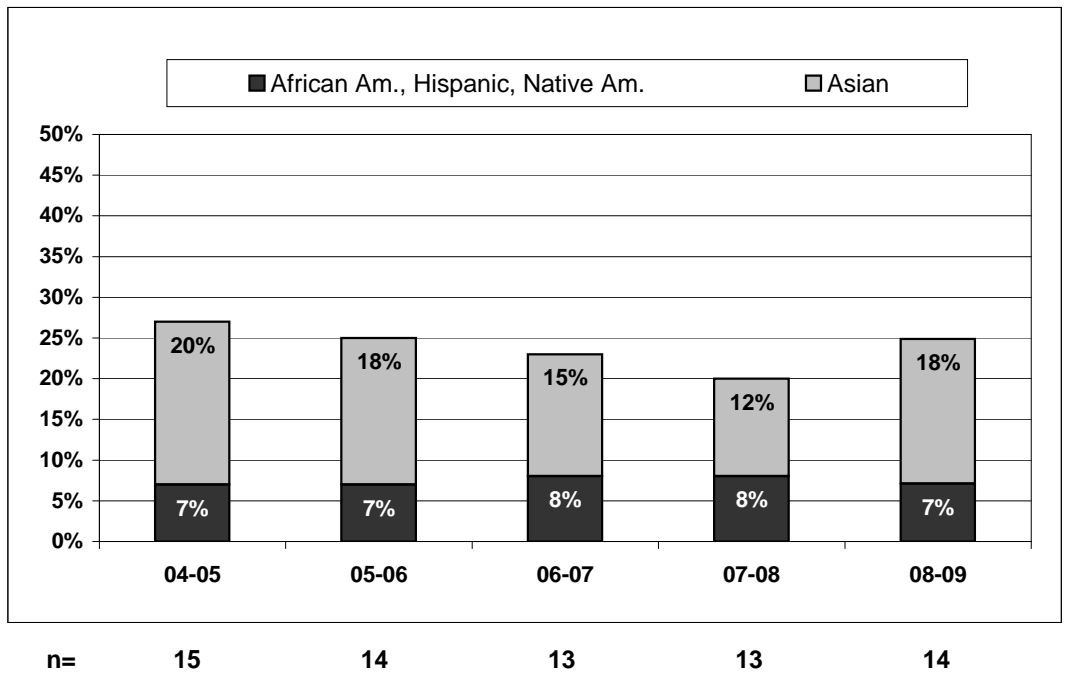
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.5	0.0	2.5	1.0	0.0	13.7
% of Faculty	37.5%	0.0%	18.3%	7.3%	0.0%	
Estimate of Availability	38.9%	9.2%	7.7%	3.5%	0.7%	
Expected # of Faculty	5.7	1.3	1.1	0.5	0.1	
Underutilization	-0.2	-1.3	none	none	-0.1	

**DEPARTMENT OF URBAN PLANNING**  
*Trends*

**Percent Women**



**Percent Minorities**



## SCHOOL OF THEATER, FILM & TELEVISION

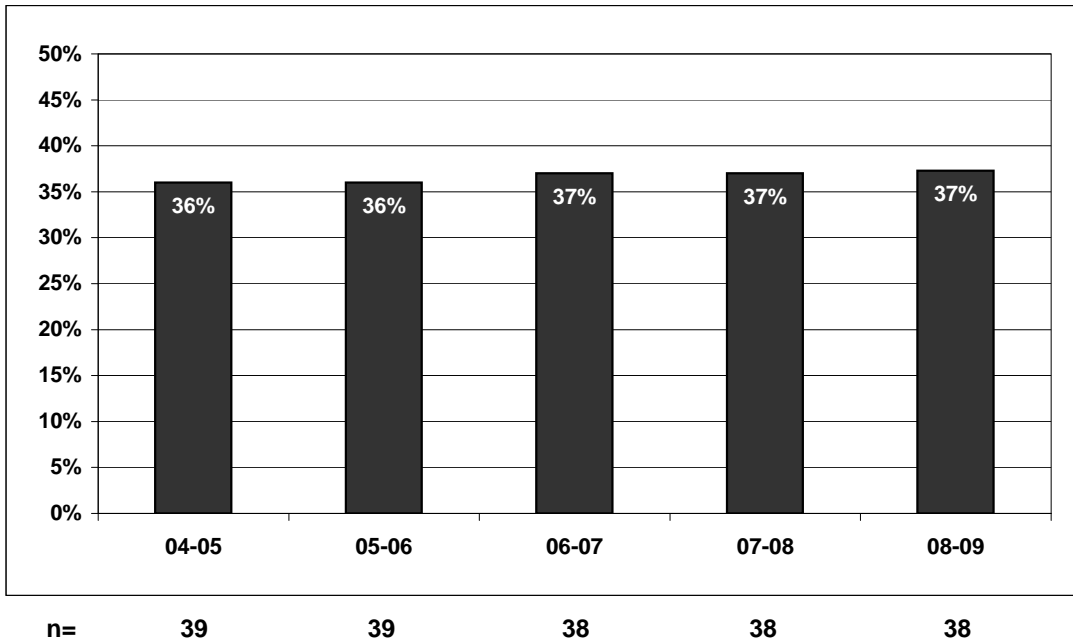
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	0.0	0.0	1.0	3.0	0.0	1.0	1.0	5.0	10.5	17.0	0.0	0.0	11.5	22.0	33.5
	0.0%	3.0%	0.0%	0.0%	3.0%	9.0%	0.0%	3.0%	3.0%	14.9%	31.3%	50.7%	0.0%	0.0%	34.3%	65.7%	100.0%
<b>Associate Professor</b>	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	1.0	0.0	0.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	0.0%	33.3%	66.7%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	1.0	0.0	0.0	3.0	1.0	4.0
	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	75.0%	25.0%	100.0%
<b>Total Ladder</b>	0.0	1.0	1.0	0.0	1.0	4.0	0.0	1.0	2.0	6.0	13.5	19.0	0.0	0.0	15.5	25.0	40.5
	0.0%	2.5%	2.5%	0.0%	2.5%	9.9%	0.0%	2.5%	4.9%	14.8%	33.3%	46.9%	0.0%	0.0%	38.3%	61.7%	100.0%

## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

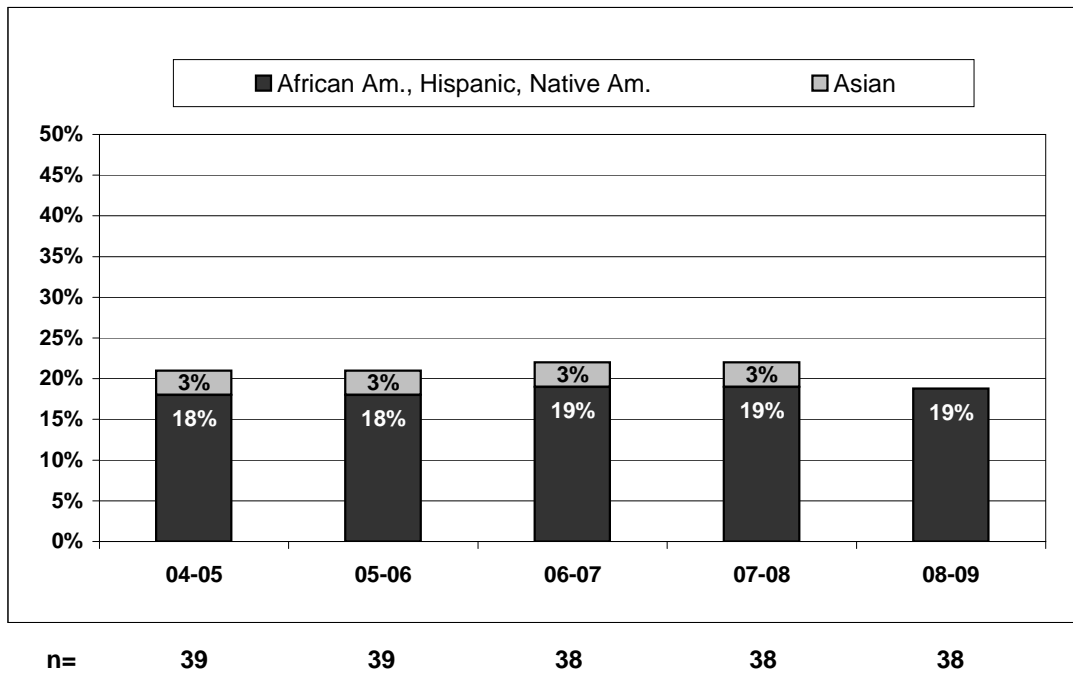
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	15.5	1.0	1.0	5.0	1.0	40.5
% of Faculty	38.3%	2.5%	2.5%	12.3%	2.5%	
Estimate of Availability	36.1%	3.9%	2.3%	2.2%	0.4%	
Expected # of Faculty	14.6	1.6	0.9	0.9	0.2	
Underutilization	none	-0.6	none	none	none	

**SCHOOL OF THEATER, FILM & TELEVISION**  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA**

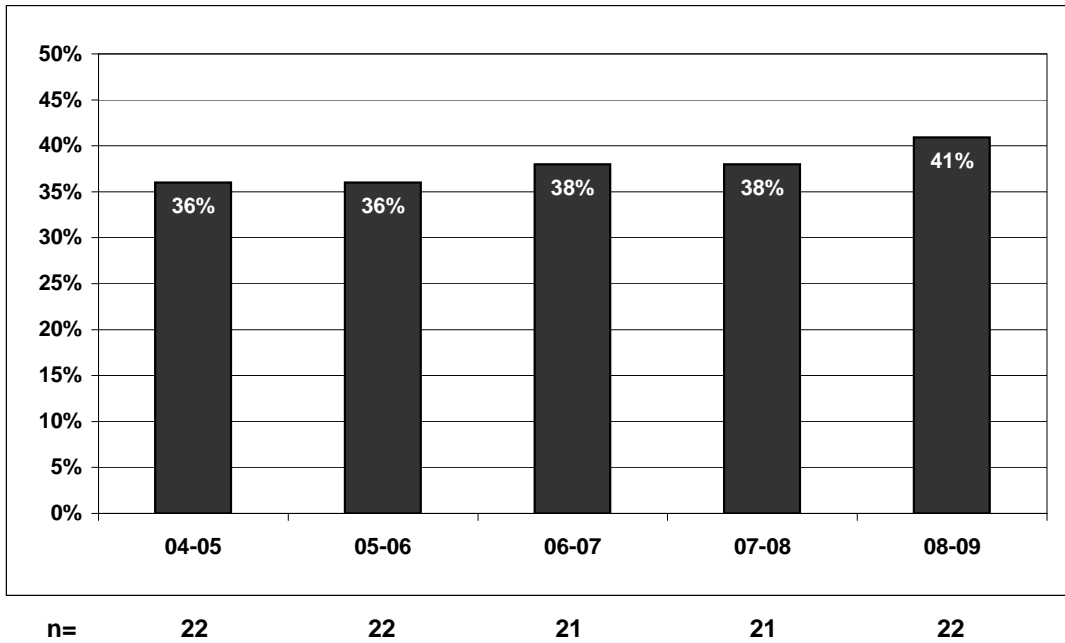
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	3.0	7.0	9.0	0.0	0.0	7.0	12.0	19.0
	0.0%	5.3%	0.0%	0.0%	0.0%	10.5%	0.0%	0.0%	0.0%	15.8%	36.8%	47.4%	0.0%	0.0%	36.8%	63.2%	100.0%
<b>Associate Professor</b>	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	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	1.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	4.0	9.0	10.0	0.0	0.0	9.0	14.0	23.0
	0.0%	4.3%	0.0%	0.0%	0.0%	13.0%	0.0%	0.0%	0.0%	17.4%	39.1%	43.5%	0.0%	0.0%	39.1%	60.9%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

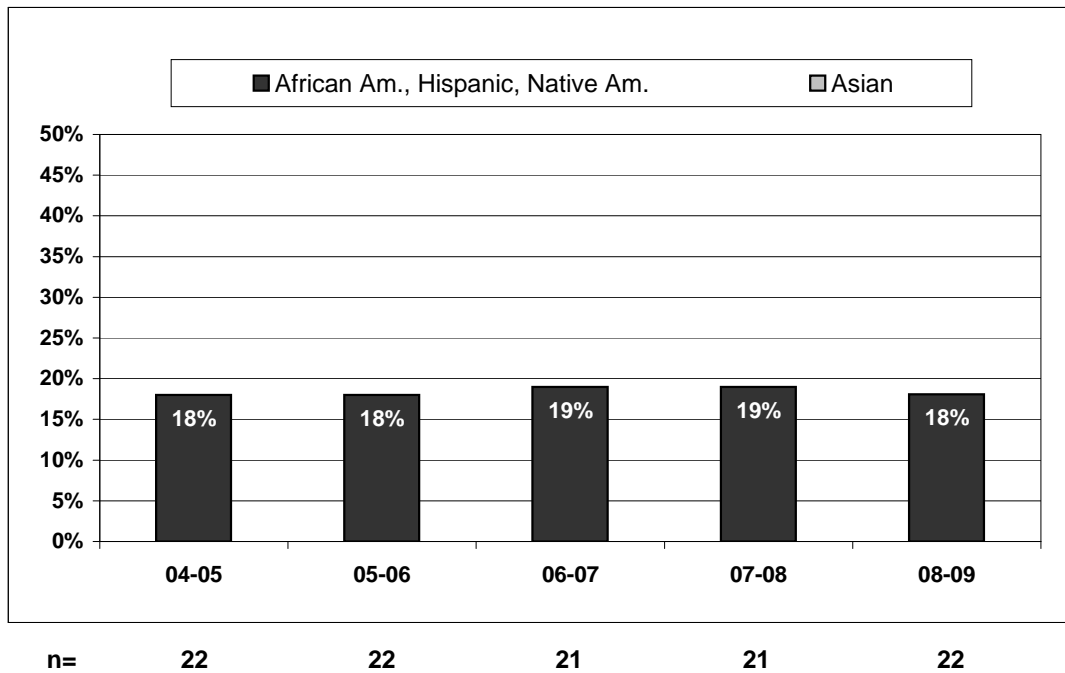
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	1.0	0.0	3.0	0.0	23.0
% of Faculty	39.1%	4.3%	0.0%	13.0%	0.0%	
Estimate of Availability	32.3%	4.0%	2.7%	2.5%	0.3%	
Expected # of Faculty	7.4	0.9	0.6	0.6	0.1	
Underutilization	none	none	<b>-0.6</b>	none	<b>-0.1</b>	

DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA  
*Trends*

**Percent Women**



**Percent Minorities**





2009-2010  
Diversity Statistics - Regular Rank Faculty

## DEPARTMENT OF THEATER

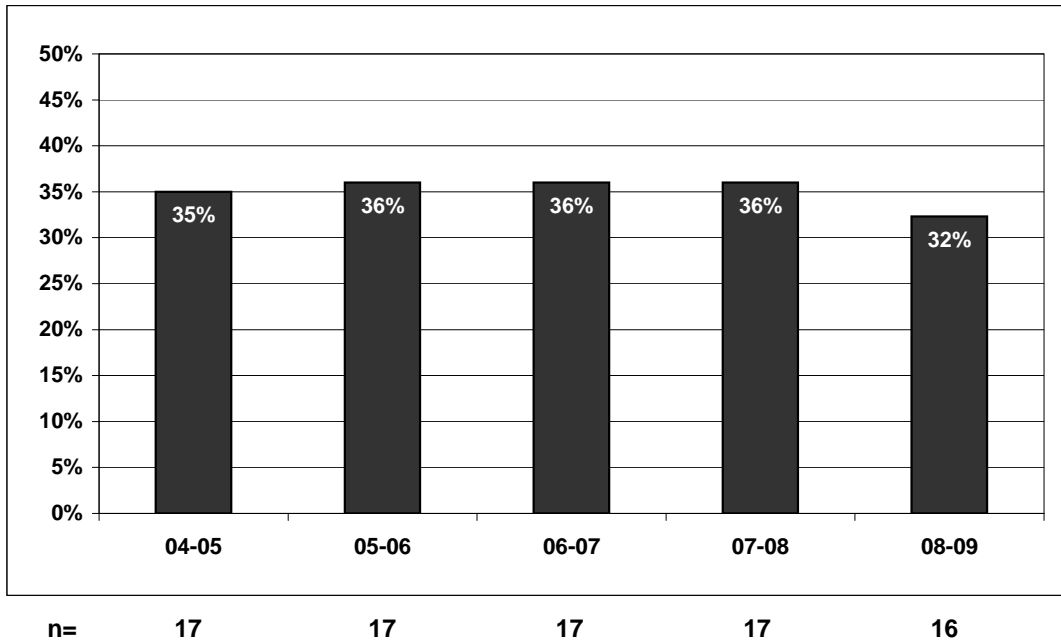
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	1.0	2.0	3.5	7.5	0.0	0.0	4.5	9.5	14.0
	0.0%	0.0%	0.0%	0.0%	7.1%	7.1%	0.0%	7.1%	7.1%	14.3%	25.0%	53.6%	0.0%	0.0%	32.1%	67.9%	100.0%
<b>Associate Professor</b>	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	1.0	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%
<b>Assistant Professor</b>	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	0.0	2.0	2.0
	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%	0.0%	100.0%	100.0%
<b>Total Ladder</b>	0.0	0.0	1.0	0.0	1.0	1.0	0.0	1.0	2.0	2.0	4.5	8.5	0.0	0.0	6.5	10.5	17.0
	0.0%	0.0%	5.9%	0.0%	5.9%	5.9%	0.0%	5.9%	11.8%	11.8%	26.5%	50.0%	0.0%	0.0%	38.2%	61.8%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

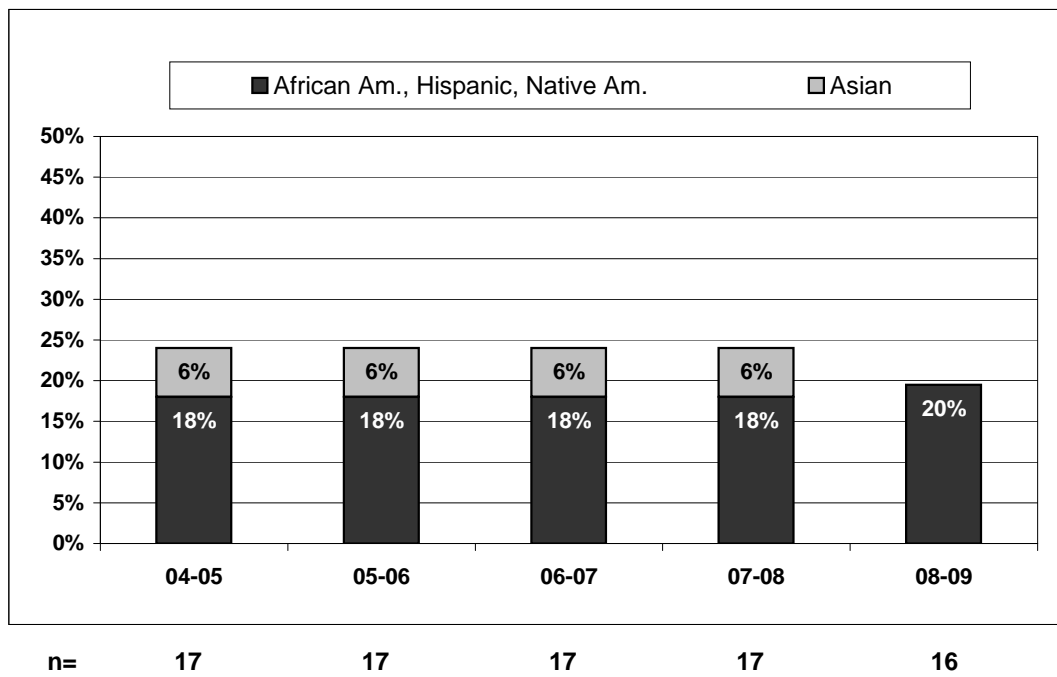
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.5	0.0	1.0	2.0	1.0	17.0
% of Faculty	38.2%	0.0%	5.9%	11.8%	5.9%	
Estimate of Availability	42.9%	4.2%	1.9%	2.2%	0.5%	
Expected # of Faculty	7.3	0.7	0.3	0.4	0.1	
Underutilization	<b>-0.8</b>	<b>-0.7</b>	none	none	none	

DEPARTMENT OF THEATER  
*Trends*

**Percent Women**



**Percent Minorities**



## SCHOOL OF DENTISTRY

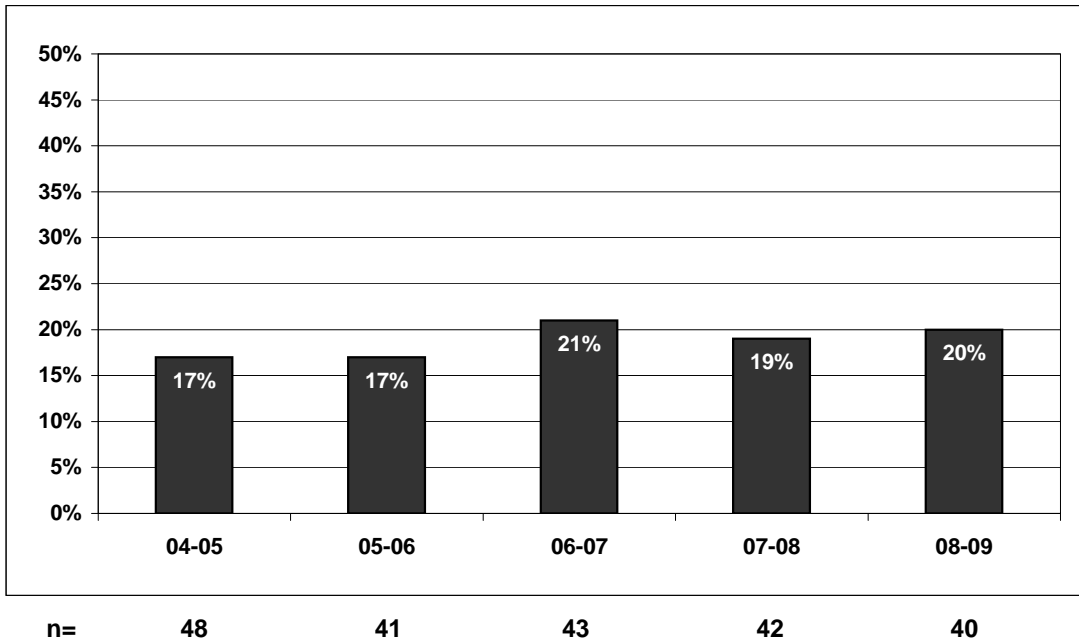
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	8.0	0.0	2.0	0.0	0.0	0.0	10.0	4.0	14.0	0.0	0.0	4.0	24.0	28.0
	0.0%	0.0%	0.0%	28.6%	0.0%	7.1%	0.0%	0.0%	0.0%	35.7%	14.3%	50.0%	0.0%	0.0%	14.3%	85.7%	100.0%
<b>Associate Professor</b>	0.0	1.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	5.0	2.0	3.0	0.0	0.0	2.0	8.0	10.0
	0.0%	10.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	20.0%	30.0%	0.0%	0.0%	20.0%	80.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	2.0	0.0	0.0	1.0	0.0	1.0	2.0	1.0	0.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	25.0%	0.0%	25.0%	50.0%	25.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Total Ladder</b>	0.0	1.0	0.0	14.0	0.0	2.0	1.0	0.0	1.0	17.0	7.0	17.0	0.0	0.0	8.0	34.0	42.0
	0.0%	2.4%	0.0%	33.3%	0.0%	4.8%	2.4%	0.0%	2.4%	40.5%	16.7%	40.5%	0.0%	0.0%	19.0%	81.0%	100.0%

## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

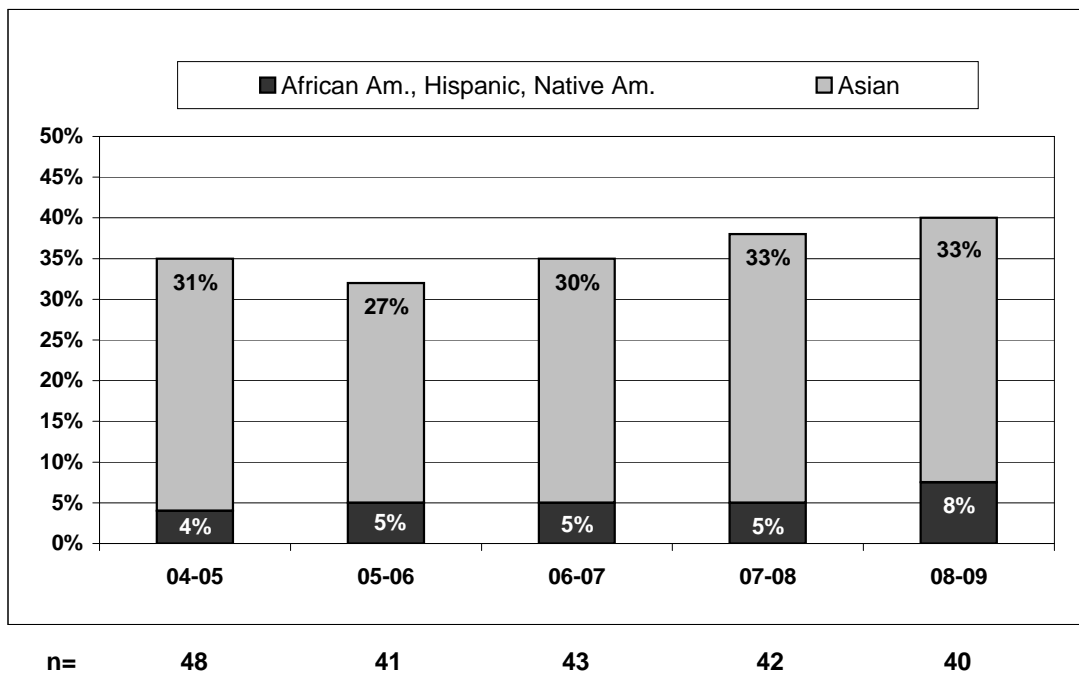
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	14.0	2.0	1.0	42.0
% of Faculty	19.0%	2.4%	33.3%	4.8%	2.4%	
Estimate of Availability	31.6%	3.4%	14.0%	3.3%	0.2%	
Expected # of Faculty	13.3	1.4	5.9	1.4	0.1	
Underutilization	<b>-5.3</b>	<b>-0.4</b>	none	none	none	

# SCHOOL OF DENTISTRY Trends

## Percent Women



## Percent Minorities



## SCHOOL OF NURSING

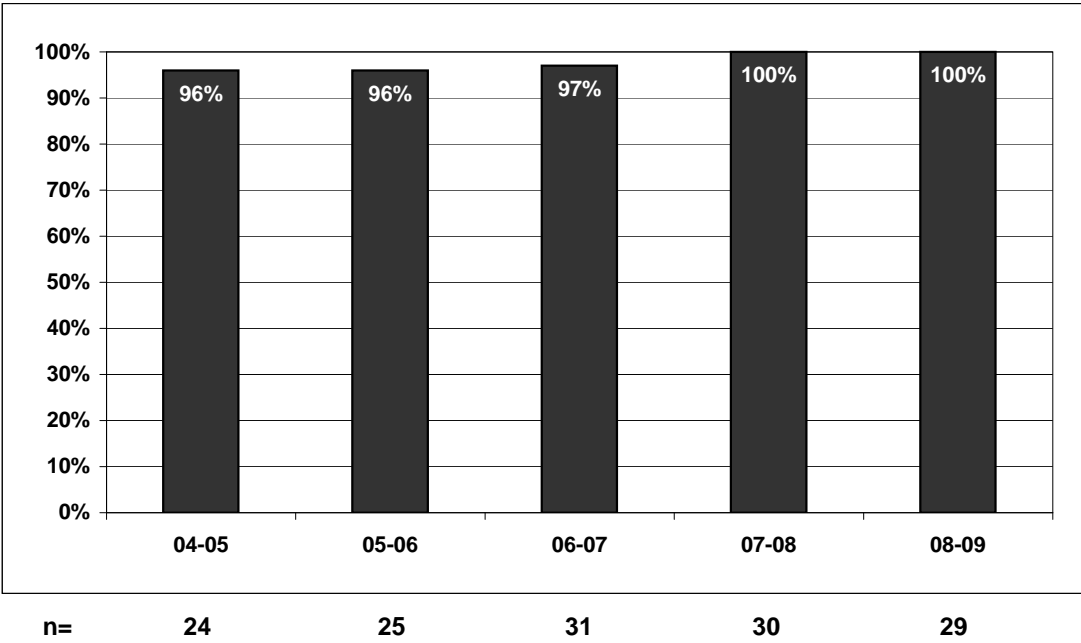
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	0.0	7.0	0.0	0.0	0.0	10.0	0.0	10.0
	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	10.0%	0.0%	30.0%	0.0%	70.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	6.0	0.0	0.0	0.0	7.0	0.0	7.0
	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	85.7%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Assistant Professor</b>	4.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	8.0	0.0	0.0	0.0	14.0	0.0	14.0
	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	0.0%	57.1%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Total Ladder</b>	5.0	0.0	4.0	0.0	0.0	0.0	1.0	0.0	10.0	0.0	21.0	0.0	0.0	0.0	31.0	0.0	31.0
	16.1%	0.0%	12.9%	0.0%	0.0%	0.0%	3.2%	0.0%	32.3%	0.0%	67.7%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%

## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

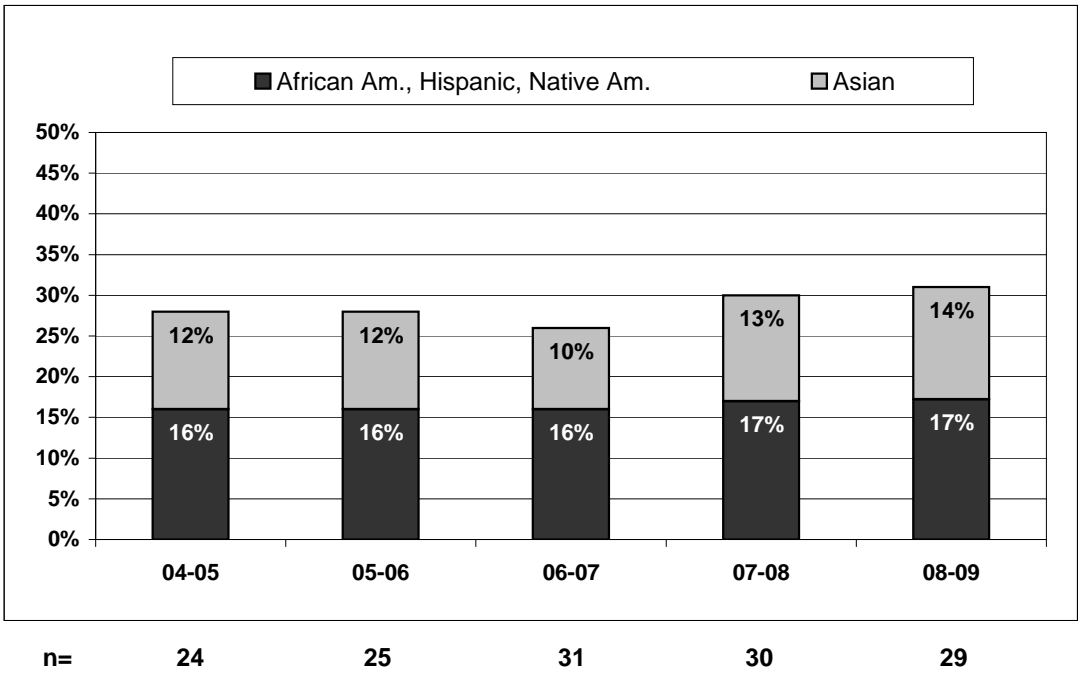
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	31.0	5.0	4.0	0.0	1.0	31.0
% of Faculty	100.0%	16.1%	12.9%	0.0%	3.2%	
Estimate of Availability	94.4%	6.7%	3.1%	2.0%	0.4%	
Expected # of Faculty	29.3	2.1	1.0	0.6	0.1	
Underutilization	none	none	none	<b>-0.6</b>	none	

# SCHOOL OF NURSING *Trends*

## Percent Women



## Percent Minorities



## 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	
<b>Professor</b>																	
	1.0	0.0	0.5	6.0	0.0	1.0	0.0	0.0	1.5	7.0	13.0	24.0	0.0	0.0	14.5	31.0	45.5
	2.2%	0.0%	1.1%	13.2%	0.0%	2.2%	0.0%	0.0%	3.3%	15.4%	28.6%	52.7%	0.0%	0.0%	31.9%	68.1%	100.0%
<b>Associate Professor</b>																	
	1.0	1.0	1.0	1.0	1.0	0.0	0.0	0.0	3.0	2.0	2.0	1.0	0.0	0.0	5.0	3.0	8.0
	12.5%	12.5%	12.5%	12.5%	12.5%	0.0%	0.0%	0.0%	37.5%	25.0%	25.0%	12.5%	0.0%	0.0%	62.5%	37.5%	100.0%
<b>Assistant Professor</b>																	
	1.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	1.0	2.0	3.0	1.0	0.0	0.0	4.0	3.0	7.0
	14.3%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	14.3%	28.6%	42.9%	14.3%	0.0%	0.0%	57.1%	42.9%	100.0%
<b>Total Ladder</b>																	
	3.0	1.0	1.5	7.0	1.0	3.0	0.0	0.0	5.5	11.0	18.0	26.0	0.0	0.0	23.5	37.0	60.5
	5.0%	1.7%	2.5%	11.6%	1.7%	5.0%	0.0%	0.0%	9.1%	18.2%	29.8%	43.0%	0.0%	0.0%	38.8%	61.2%	100.0%

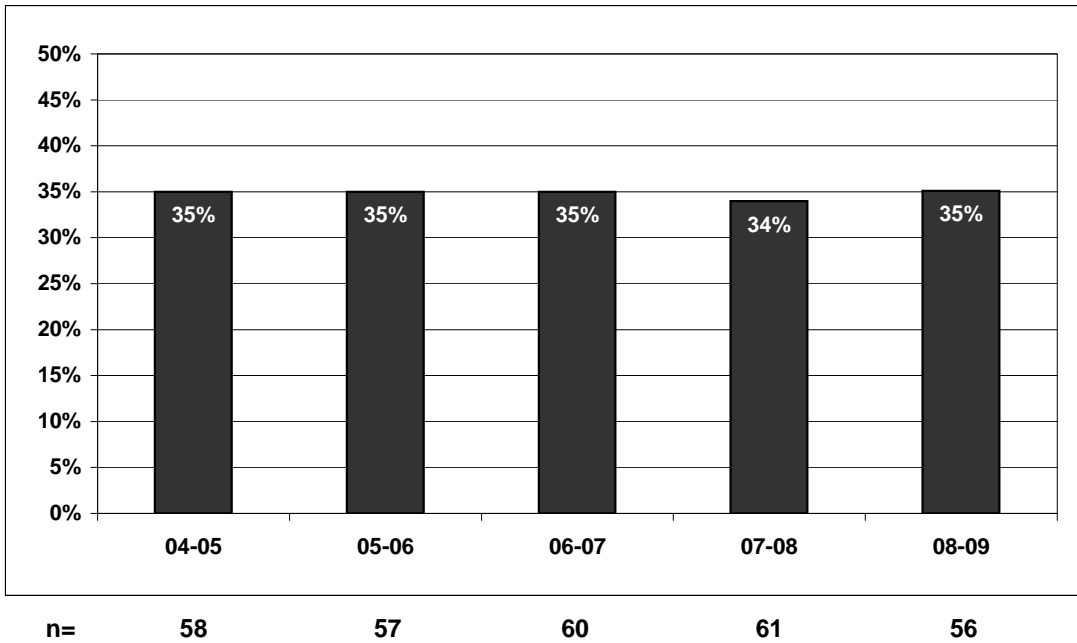
## ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	23.5	4.0	8.5	4.0	0.0	60.5
% of Faculty	38.8%	6.6%	14.0%	6.6%	0.0%	
Estimate of Availability	46.6%	4.5%	10.9%	3.5%	0.4%	
Expected # of Faculty	28.2	2.7	6.6	2.1	0.2	
Underutilization	<b>-4.7</b>	none	none	none	<b>-0.2</b>	

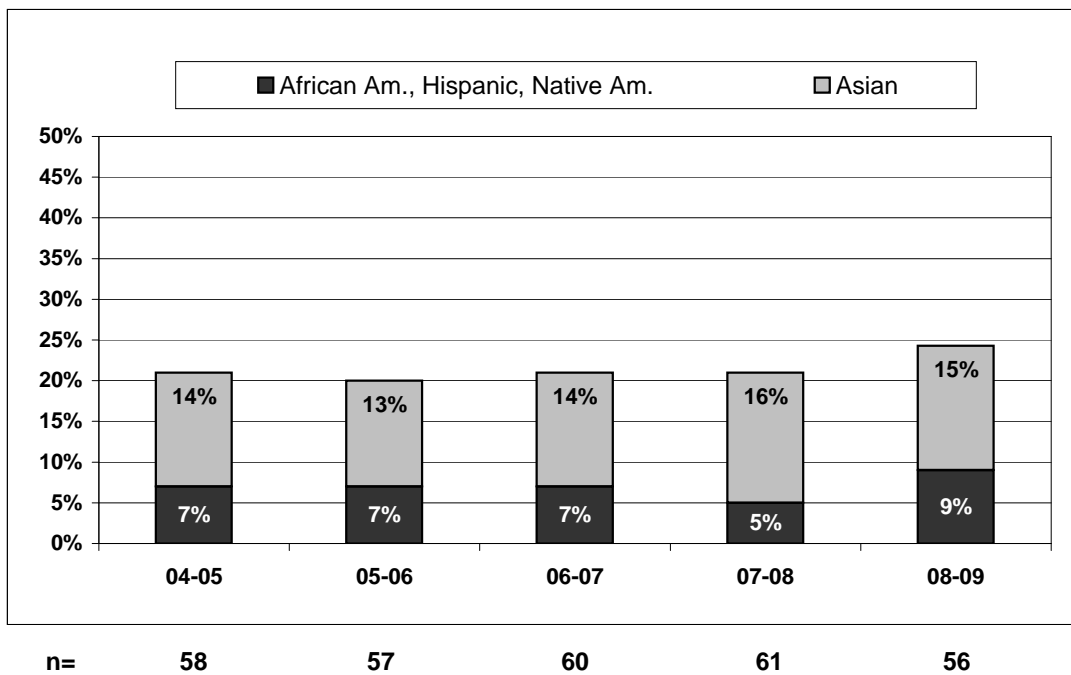
# SCHOOL OF PUBLIC HEALTH

## Trends

### Percent Women



### Percent Minorities





## DEPARTMENT OF BIostatISTICS

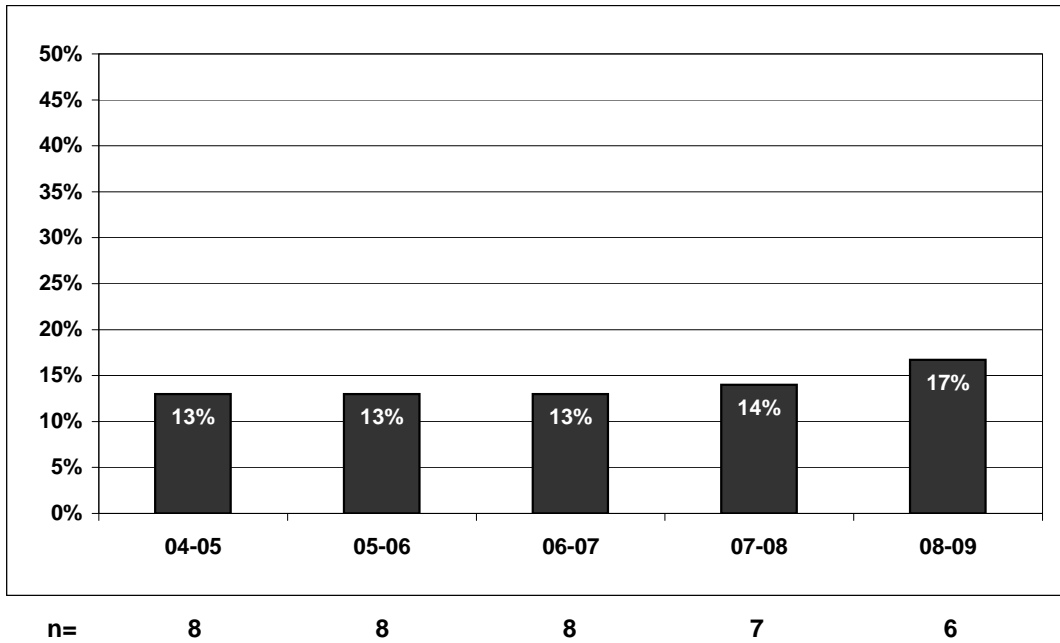
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	3.0	0.0	0.0	1.0	5.0	6.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	50.0%	0.0%	0.0%	16.7%	83.3%	100.0%
<b>Associate Professor</b>	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	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	1.0	2.0	1.0	4.0	0.0	0.0	2.0	6.0	8.0
	0.0%	0.0%	0.0%	25.0%	12.5%	0.0%	0.0%	0.0%	12.5%	25.0%	12.5%	50.0%	0.0%	0.0%	25.0%	75.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

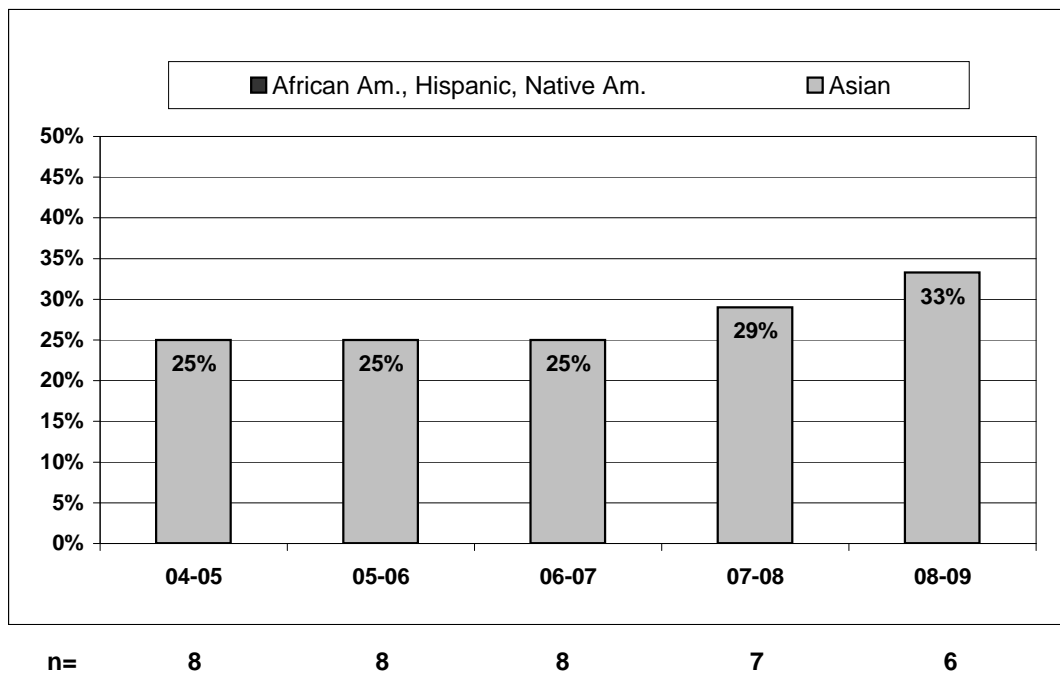
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	2.0	1.0	0.0	8.0
% of Faculty	25.0%	0.0%	25.0%	12.5%	0.0%	
Estimate of Availability	34.1%	1.3%	22.6%	1.6%	0.4%	
Expected # of Faculty	2.7	0.1	1.8	0.1	0.0	
Underutilization	-0.7	-0.1	none	none	none	

DEPARTMENT OF BIOSTATISTICS  
*Trends*

**Percent Women**



**Percent Minorities**



**DEPARTMENT OF COMMUNITY HEALTH SCIENCES**

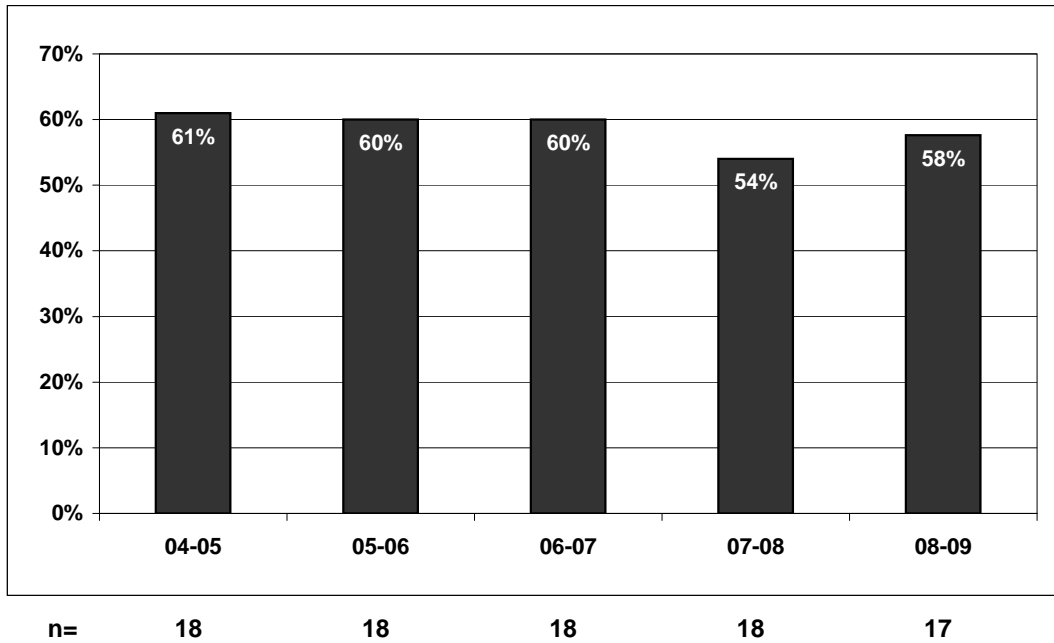
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.5	1.0	0.0	0.0	0.0	0.0	0.5	1.0	7.0	4.0	0.0	0.0	7.5	5.0	12.5
	0.0%	0.0%	4.0%	8.0%	0.0%	0.0%	0.0%	0.0%	4.0%	8.0%	56.0%	32.0%	0.0%	0.0%	60.0%	40.0%	100.0%
<b>Associate Professor</b>	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%
<b>Assistant Professor</b>	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0	3.0	0.0	3.0
	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Total Ladder</b>	1.0	0.0	0.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	9.0	4.0	0.0	0.0	10.5	6.0	16.5
	6.1%	0.0%	3.0%	12.1%	0.0%	0.0%	0.0%	0.0%	9.1%	12.1%	54.5%	24.2%	0.0%	0.0%	63.6%	36.4%	100.0%

**DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

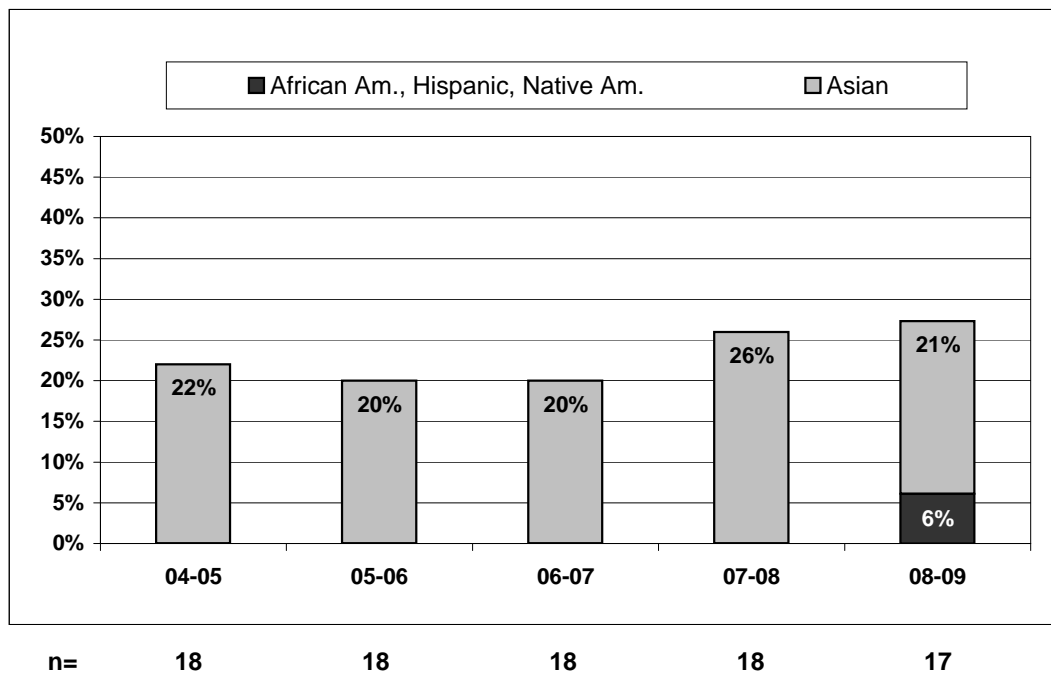
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.5	1.0	2.5	0.0	0.0	16.5
% of Faculty	63.6%	6.1%	15.2%	0.0%	0.0%	
Estimate of Availability	49.0%	5.9%	6.6%	3.9%	0.5%	
Expected # of Faculty	8.1	1.0	1.1	0.6	0.1	
Underutilization	none	none	none	-0.6	-0.1	

DEPARTMENT OF COMMUNITY HEALTH SCIENCES  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

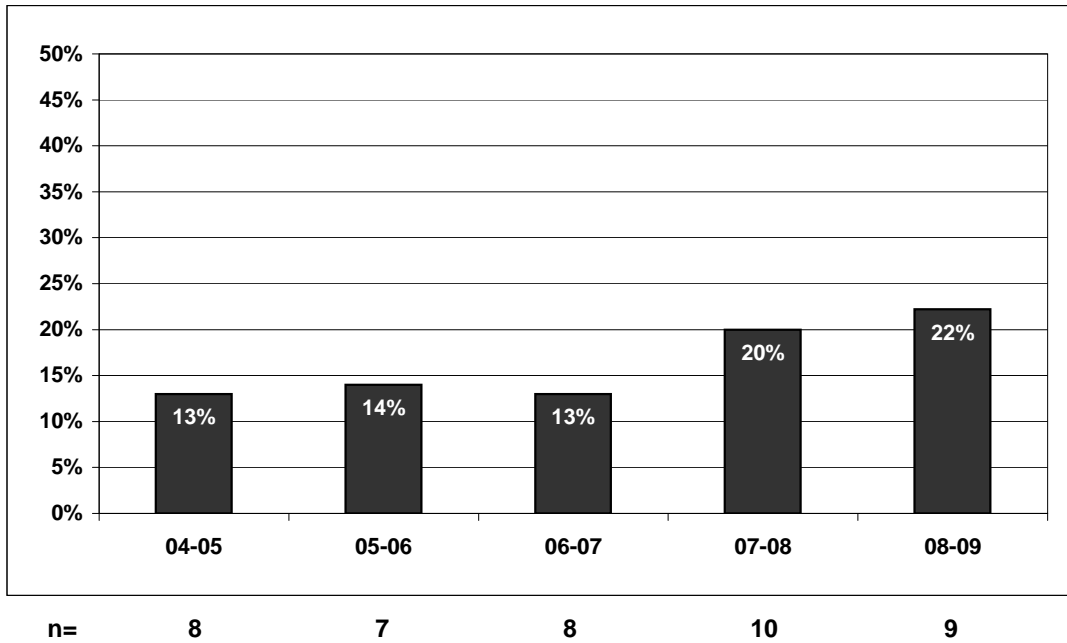
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	7.0	0.0	0.0	2.0	8.0	10.0
	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	20.0%	70.0%	0.0%	0.0%	20.0%	80.0%	100.0%
<b>Associate Professor</b>	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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%
<b>Total Ladder</b>	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0	7.0	0.0	0.0	3.0	8.0	11.0
	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	9.1%	18.2%	63.6%	0.0%	0.0%	27.3%	72.7%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

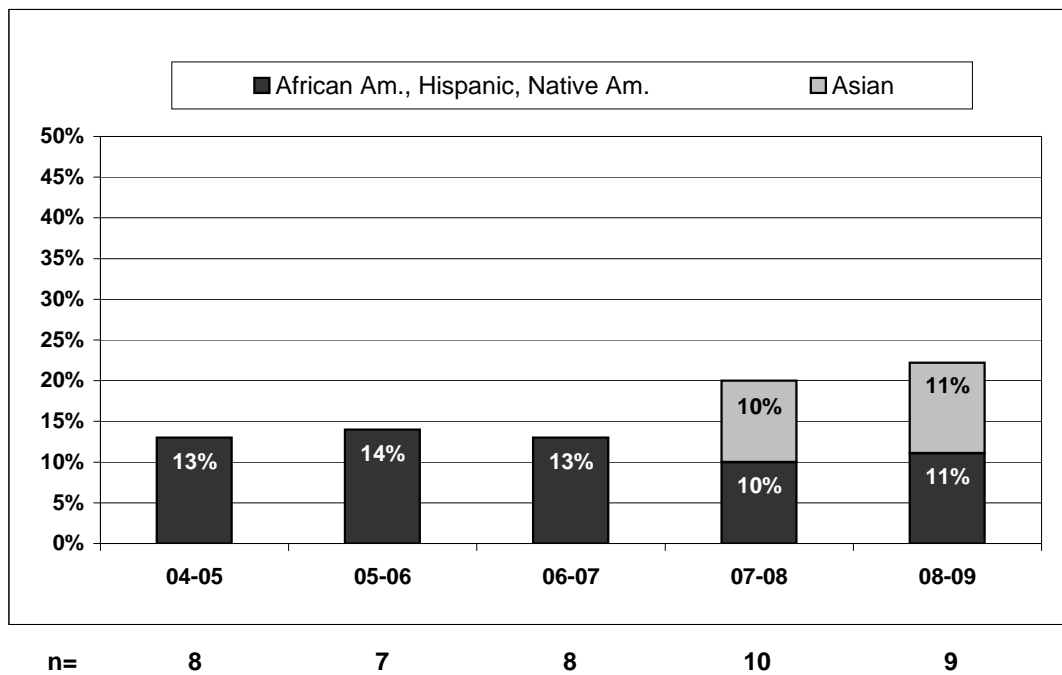
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	1.0	1.0	0.0	0.0	11.0
% of Faculty	27.3%	9.1%	9.1%	0.0%	0.0%	
Estimate of Availability	36.6%	2.5%	16.1%	3.3%	0.3%	
Expected # of Faculty	4.0	0.3	1.8	0.4	0.0	
Underutilization	<b>-1.0</b>	none	<b>-0.8</b>	<b>-0.4</b>	none	

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES  
*Trends*

**Percent Women**



**Percent Minorities**



## DEPARTMENT OF EPIDEMIOLOGY

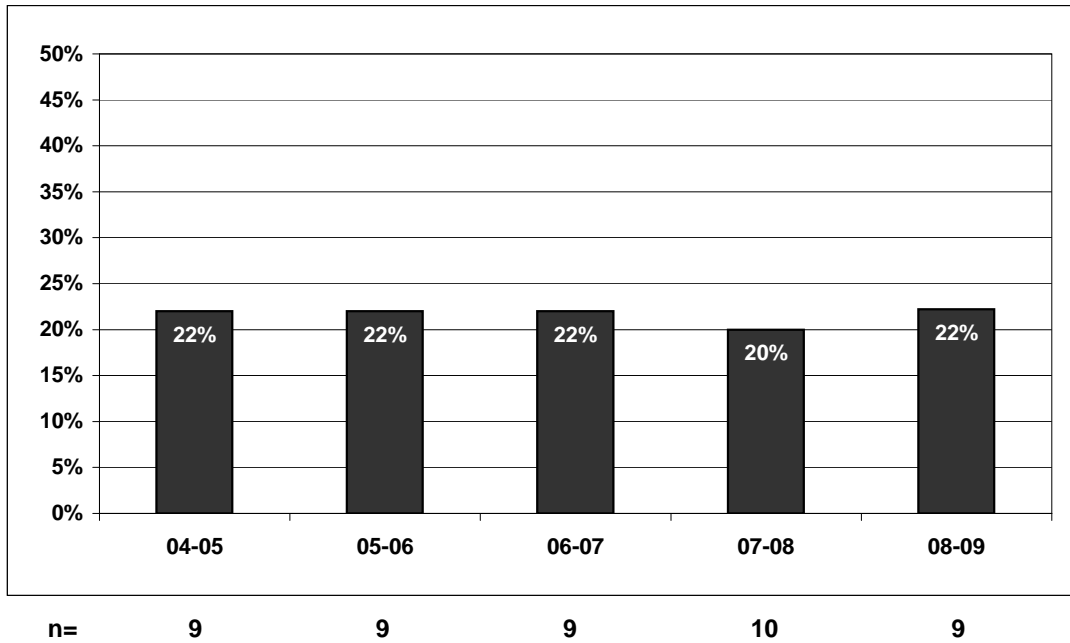
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	4.0	0.0	0.0	1.0	6.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	57.1%	0.0%	0.0%	14.3%	85.7%	100.0%
<b>Associate Professor</b>	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Assistant Professor</b>	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%
<b>Total Ladder</b>	0.0	1.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	3.0	3.0	4.0	0.0	0.0	3.0	7.0	10.0
	0.0%	10.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	30.0%	40.0%	0.0%	0.0%	30.0%	70.0%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

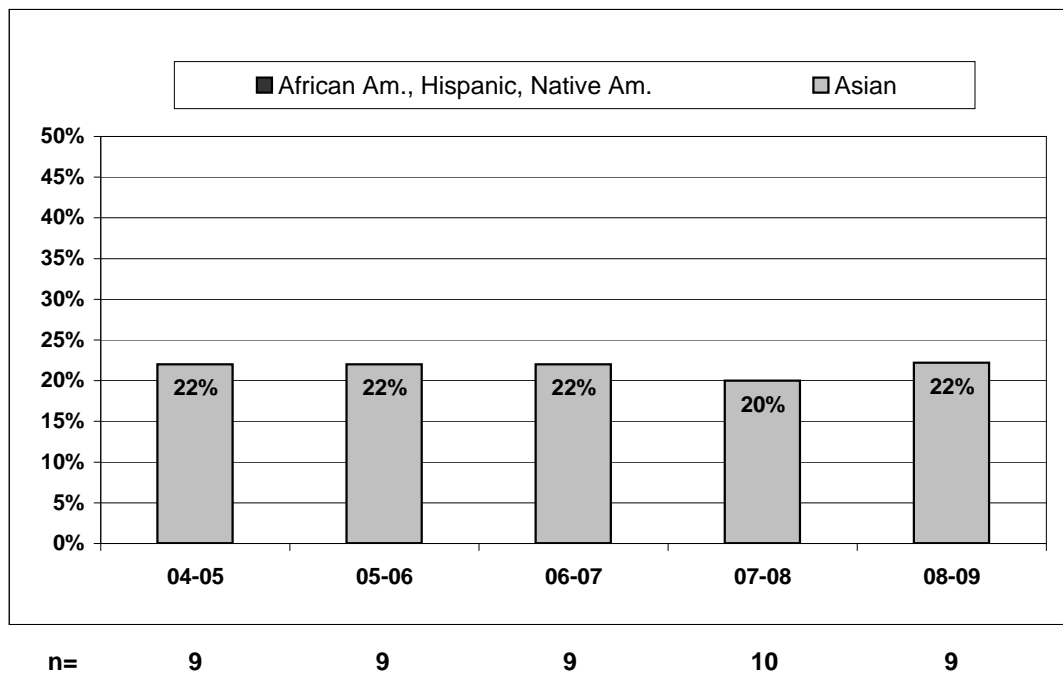
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	1.0	2.0	0.0	0.0	10.0
% of Faculty	30.0%	10.0%	20.0%	0.0%	0.0%	
Estimate of Availability	56.5%	4.2%	8.8%	3.8%	0.3%	
Expected # of Faculty	5.7	0.4	0.9	0.4	0.0	
Underutilization	<b>-2.7</b>	none	none	<b>-0.4</b>	none	

DEPARTMENT OF EPIDEMIOLOGY  
*Trends*

**Percent Women**



**Percent Minorities**





## DEPARTMENT OF HEALTH SERVICES

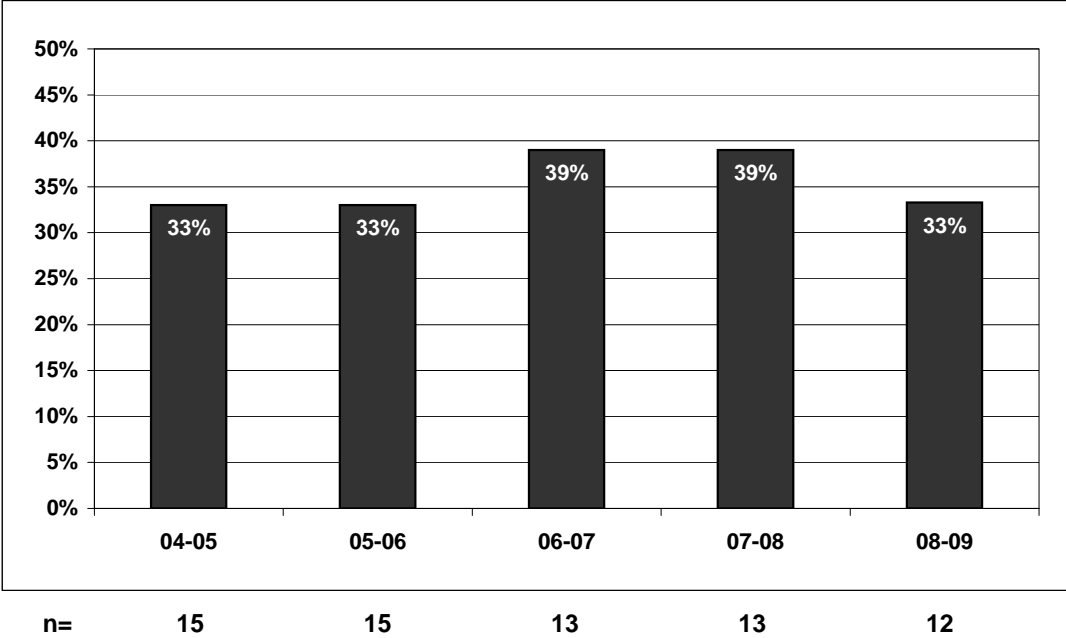
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	2.0	6.0	0.0	0.0	3.0	7.0	10.0
	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%	20.0%	60.0%	0.0%	0.0%	30.0%	70.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
<b>Assistant Professor</b>	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Total Ladder</b>	1.0	0.0	1.0	0.0	0.0	3.0	0.0	0.0	2.0	3.0	3.0	7.0	0.0	0.0	5.0	10.0	15.0
	6.7%	0.0%	6.7%	0.0%	0.0%	20.0%	0.0%	0.0%	13.3%	20.0%	20.0%	46.7%	0.0%	0.0%	33.3%	66.7%	100.0%

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

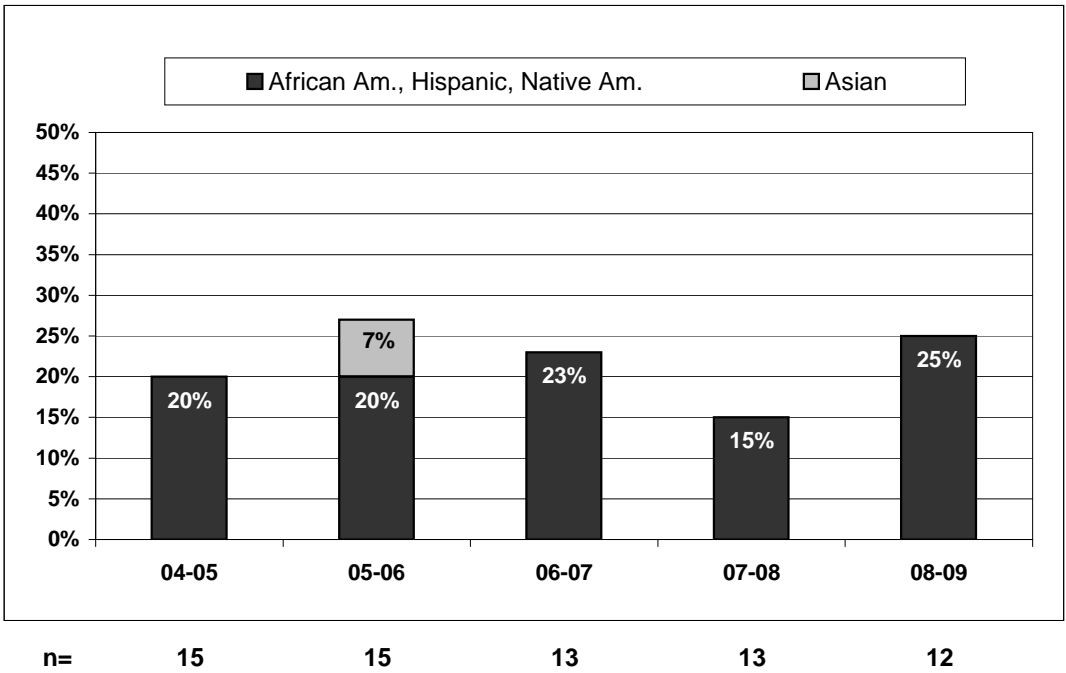
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	1.0	3.0	0.0	15.0
% of Faculty	33.3%	6.7%	6.7%	20.0%	0.0%	
Estimate of Availability	45.7%	6.3%	7.2%	3.8%	0.3%	
Expected # of Faculty	6.9	0.9	1.1	0.6	0.0	
Underutilization	<b>-1.9</b>	none	<b>-0.1</b>	none	none	

**DEPARTMENT OF HEALTH SERVICES**  
*Trends*

**Percent Women**



**Percent Minorities**



**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	
<b>Professor</b>	0.0	3.0	7.0	24.5	3.0	15.5	0.0	0.0	10.0	43.0	33.0	187.8	0.0	0.0	43.0	230.8	273.8
	0.0%	1.1%	2.6%	8.9%	1.1%	5.7%	0.0%	0.0%	3.7%	15.7%	12.1%	68.6%	0.0%	0.0%	15.7%	84.3%	100.0%
<b>Associate Professor</b>	1.0	2.0	5.0	9.0	1.0	2.0	0.0	0.0	7.0	13.0	10.0	17.3	0.0	0.0	17.0	30.3	47.3
	2.1%	4.2%	10.6%	19.0%	2.1%	4.2%	0.0%	0.0%	14.8%	27.5%	21.1%	36.6%	0.0%	0.0%	35.9%	64.1%	100.0%
<b>Assistant Professor</b>	0.0	1.0	1.0	7.0	1.0	1.0	0.0	1.0	2.0	10.0	5.0	20.0	0.0	2.0	7.0	32.0	39.0
	0.0%	2.6%	2.6%	17.9%	2.6%	2.6%	0.0%	2.6%	5.1%	25.6%	12.8%	51.3%	0.0%	5.1%	17.9%	82.1%	100.0%
<b>Total Ladder</b>	1.0	6.0	13.0	40.5	5.0	18.5	0.0	1.0	19.0	66.0	48.0	225.2	0.0	2.0	67.0	293.2	360.2
	0.3%	1.7%	3.6%	11.2%	1.4%	5.1%	0.0%	0.3%	5.3%	18.3%	13.3%	62.5%	0.0%	0.6%	18.6%	81.4%	100.0%

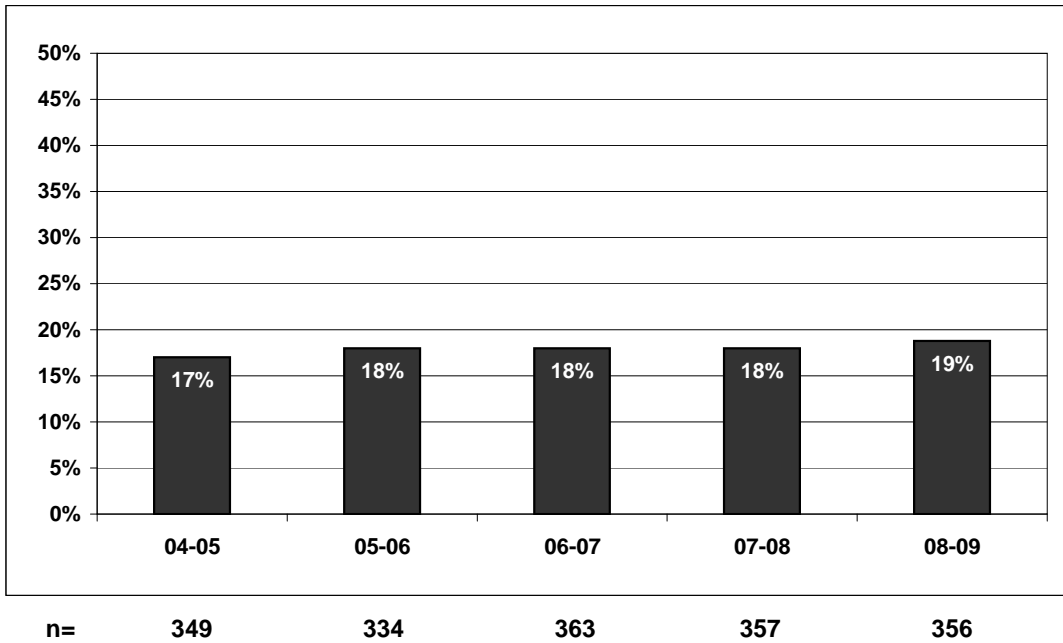
**ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY**

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	67.0	7.0	53.5	23.5	1.0	358.2
% of Faculty	18.6%	2.0%	14.9%	6.6%	0.3%	
Estimate of Availability	28.0%	2.8%	11.0%	4.0%	0.1%	
Expected # of Faculty	100.8	10.0	39.4	14.3	0.4	
Underutilization	<b>-33.8</b>	<b>-3.0</b>	none	none	none	

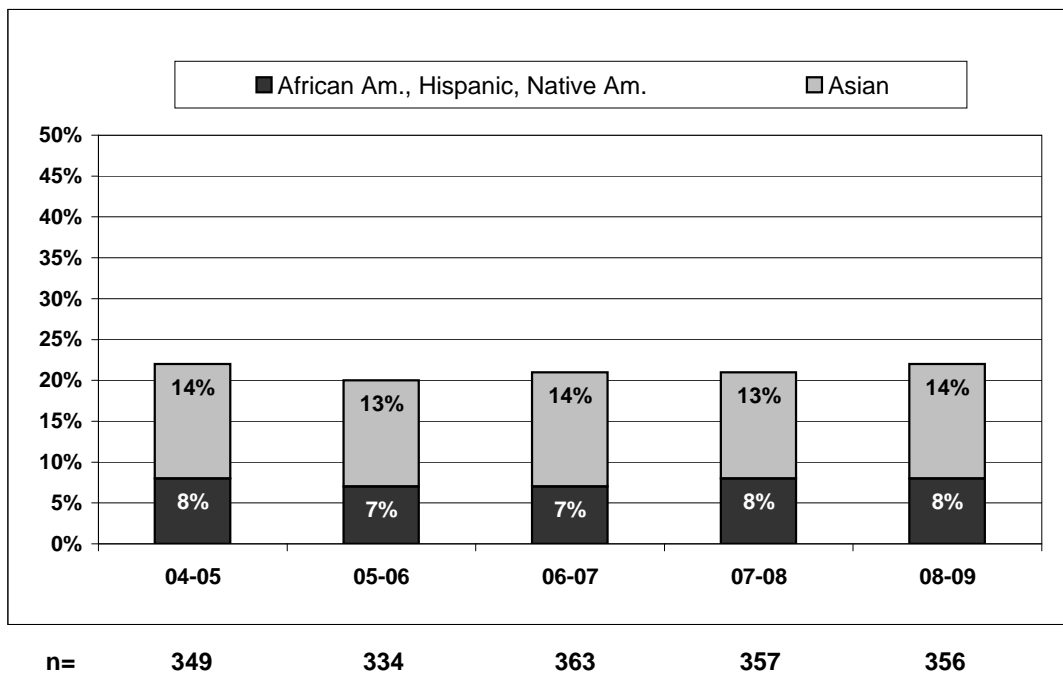
\* Faculty diversity statistics for the various departments within the School of Medicine are provided in a separate monograph for the School of Medicine.

THE DAVID GEFEN SCHOOL OF MEDICINE  
*Trends*

**Percent Women**



**Percent Minorities**



## BASIC SCIENCE DEPARTMENTS

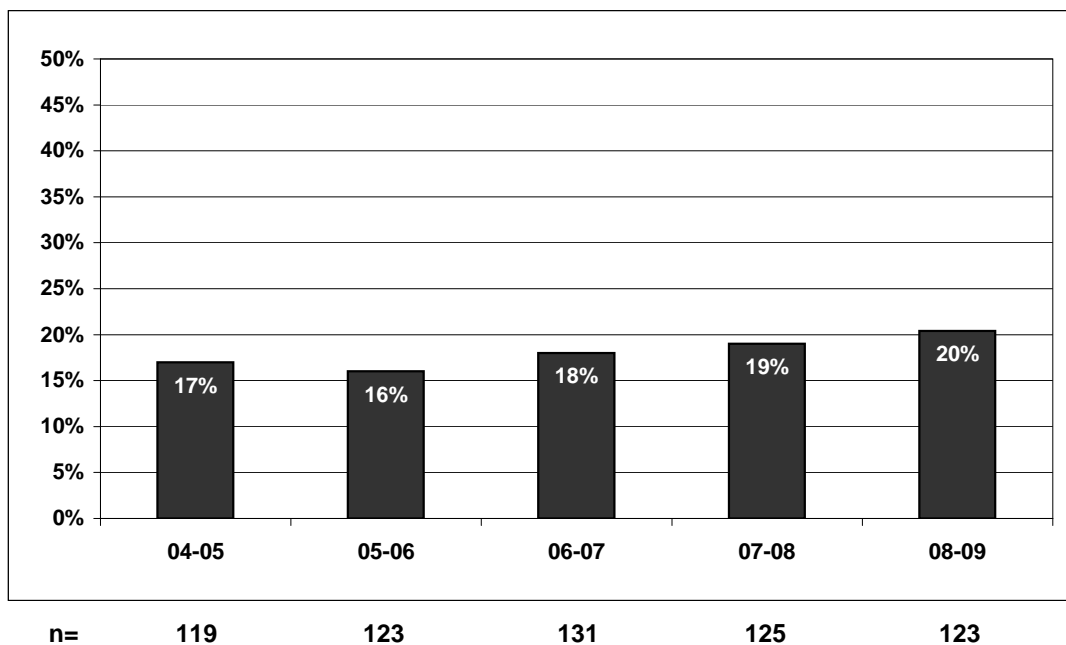
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0.0	1.0	3.0	9.5	0.0	5.5	0.0	0.0	3.0	16.0	10.0	52.3	0.0	0.0	13.0	68.3	81.3
	0.0%	1.2%	3.7%	11.7%	0.0%	6.8%	0.0%	0.0%	3.7%	19.7%	12.3%	64.3%	0.0%	0.0%	16.0%	84.0%	100.0%
<b>Associate Professor</b>	0.0	0.0	2.0	4.0	0.0	1.0	0.0	0.0	2.0	5.0	4.0	5.3	0.0	0.0	6.0	10.3	16.3
	0.0%	0.0%	12.2%	24.5%	0.0%	6.1%	0.0%	0.0%	12.2%	30.6%	24.5%	32.6%	0.0%	0.0%	36.7%	63.3%	100.0%
<b>Assistant Professor</b>	0.0	0.0	1.0	3.0	0.0	1.0	0.0	0.0	1.0	4.0	4.0	13.0	0.0	2.0	5.0	19.0	24.0
	0.0%	0.0%	4.2%	12.5%	0.0%	4.2%	0.0%	0.0%	4.2%	16.7%	16.7%	54.2%	0.0%	8.3%	20.8%	79.2%	100.0%
<b>Total Ladder</b>	0.0	1.0	6.0	16.5	0.0	7.5	0.0	0.0	6.0	25.0	18.0	70.7	0.0	2.0	24.0	97.7	121.7
	0.0%	0.8%	4.9%	13.6%	0.0%	6.2%	0.0%	0.0%	4.9%	20.5%	14.8%	58.1%	0.0%	1.6%	19.7%	80.3%	100.0%

## DIVISIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

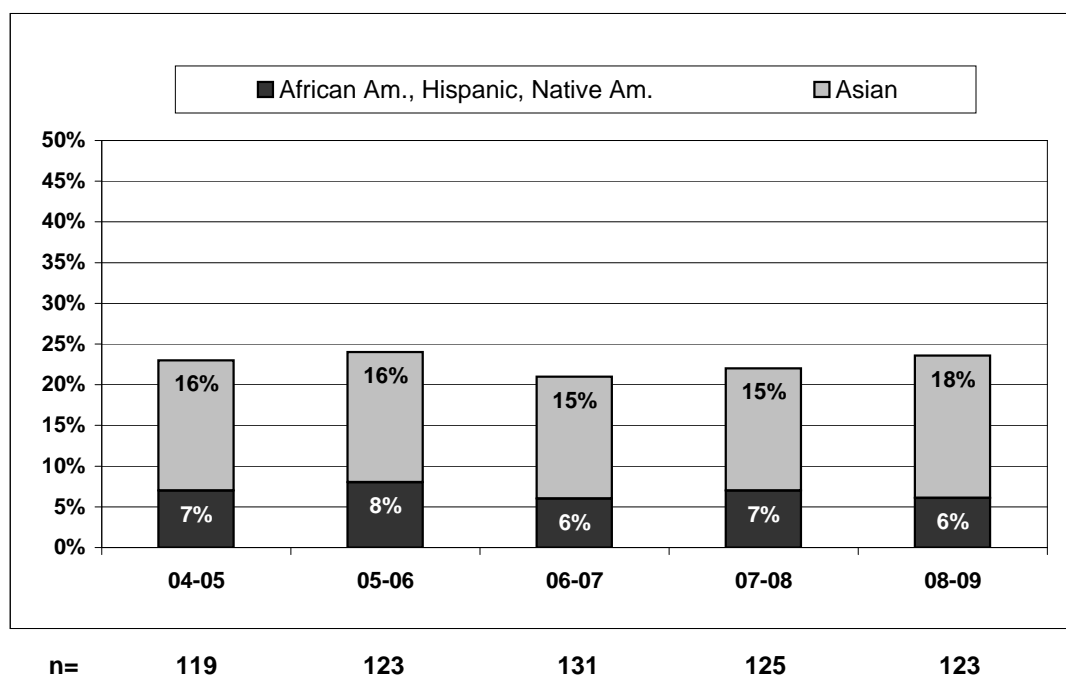
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	24.0	1.0	22.5	7.5	0.0	119.7
% of Faculty	19.7%	0.8%	18.8%	6.3%	0.0%	
Estimate of Availability	29.5%	1.8%	14.0%	3.2%	0.1%	
Expected # of Faculty	35.9	2.2	16.8	3.8	0.1	
Underutilization	-11.9	-1.2	none	none	-0.1	

## BASIC SCIENCE DEPARTMENTS *Trends*

### Percent Women



### Percent Minorities



## 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	
<b>Professor</b>	0.0	2.0	4.0	15.0	3.0	10.0	0.0	0.0	7.0	27.0	23.0	135.5	0.0	0.0	30.0	162.5	192.5
	0.0%	1.0%	2.1%	7.8%	1.6%	5.2%	0.0%	0.0%	3.6%	14.0%	11.9%	70.4%	0.0%	0.0%	15.6%	84.4%	100.0%
<b>Associate Professor</b>	1.0	2.0	3.0	5.0	1.0	1.0	0.0	0.0	5.0	8.0	6.0	12.0	0.0	0.0	11.0	20.0	31.0
	3.2%	6.5%	9.7%	16.1%	3.2%	3.2%	0.0%	0.0%	16.1%	25.8%	19.4%	38.7%	0.0%	0.0%	35.5%	64.5%	100.0%
<b>Assistant Professor</b>	0.0	1.0	0.0	4.0	1.0	0.0	0.0	1.0	1.0	6.0	1.0	7.0	0.0	0.0	2.0	13.0	15.0
	0.0%	6.7%	0.0%	26.7%	6.7%	0.0%	0.0%	6.7%	6.7%	40.0%	6.7%	46.7%	0.0%	0.0%	13.3%	86.7%	100.0%
<b>Total Ladder</b>	1.0	5.0	7.0	24.0	5.0	11.0	0.0	1.0	13.0	41.0	30.0	154.5	0.0	0.0	43.0	195.5	238.5
	0.4%	2.1%	2.9%	10.1%	2.1%	4.6%	0.0%	0.4%	5.5%	17.2%	12.6%	64.8%	0.0%	0.0%	18.0%	82.0%	100.0%

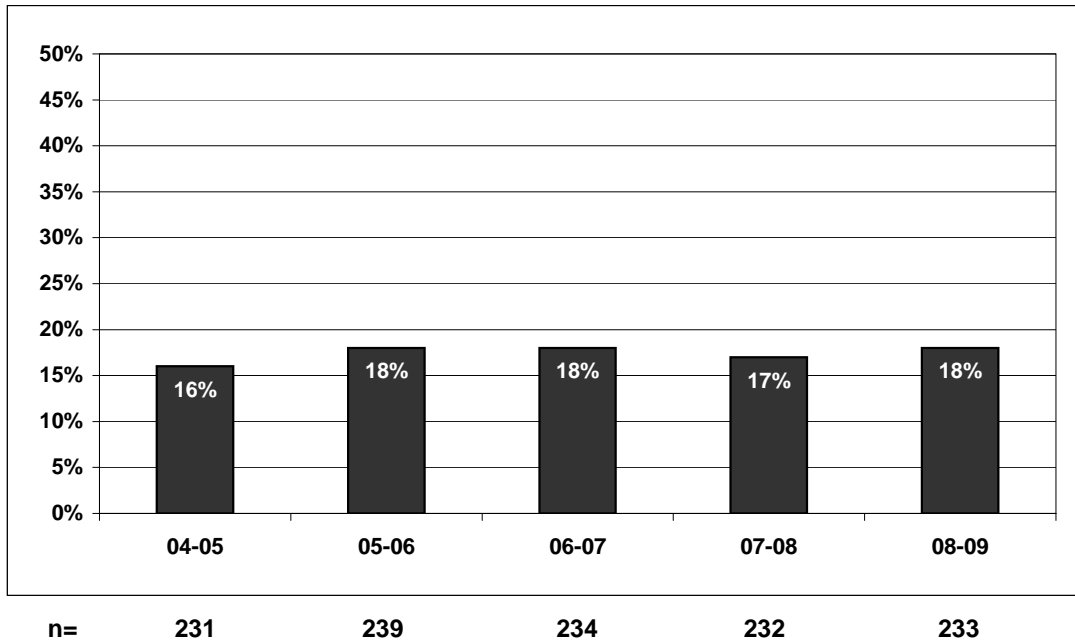
## DIVISIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	43.0	6.0	31.0	16.0	1.0	238.5
% of Faculty	18.0%	2.5%	13.0%	6.7%	0.4%	
Estimate of Availability	25.9%	2.7%	10.9%	4.1%	0.1%	
Expected # of Faculty	61.8	6.4	26.0	9.8	0.2	
Underutilization	<b>-18.8</b>	<b>-0.4</b>	none	none	none	

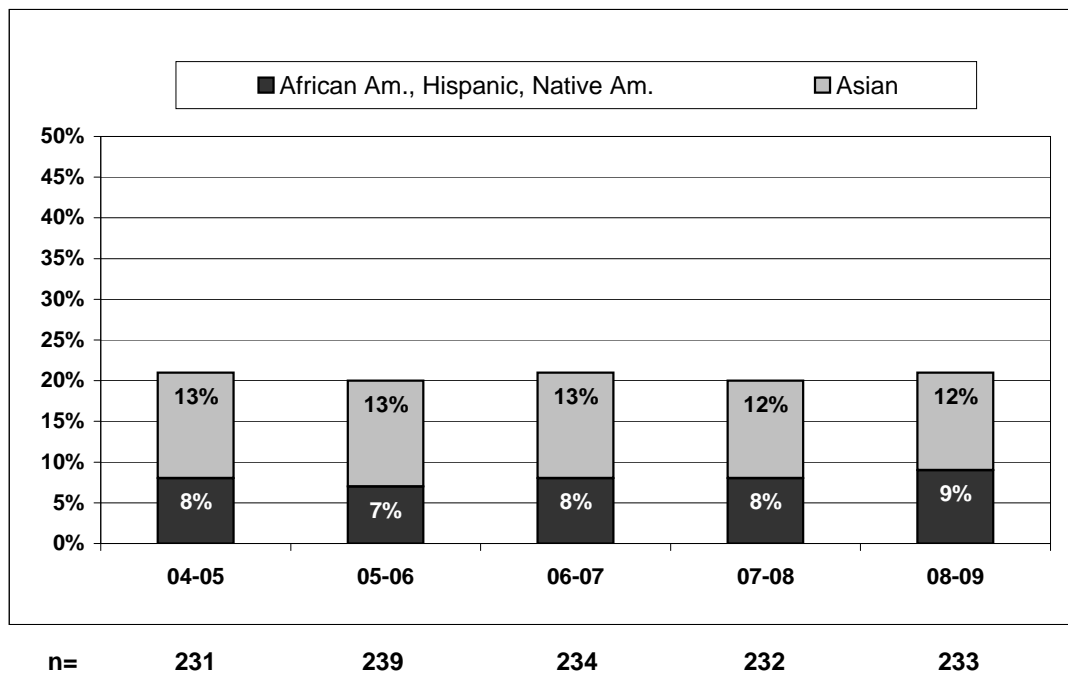
# CLINICAL DEPARTMENTS

## Trends

### Percent Women



### Percent Minorities





## APPENDIX A

### ESTIMATES OF ACADEMIC AVAILABILITY

In 2009, 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 Dentistry, availability estimates were based on a combination of IPEDS (Integrated Postsecondary Education System) data on doctorates in dental clinical sciences/graduate dentistry and data on current tenure-track faculty in U.S. dental schools from the American Dental Education Association.

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

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

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 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 the current faculty's specialty areas.

For the School of Engineering and Applied Science and the Anderson 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, availability estimates were based on data from NORC on doctorates in the 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, 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 America on the diversity of its members, and IPEDS data on post-BA degrees in specialties represented in the School.

