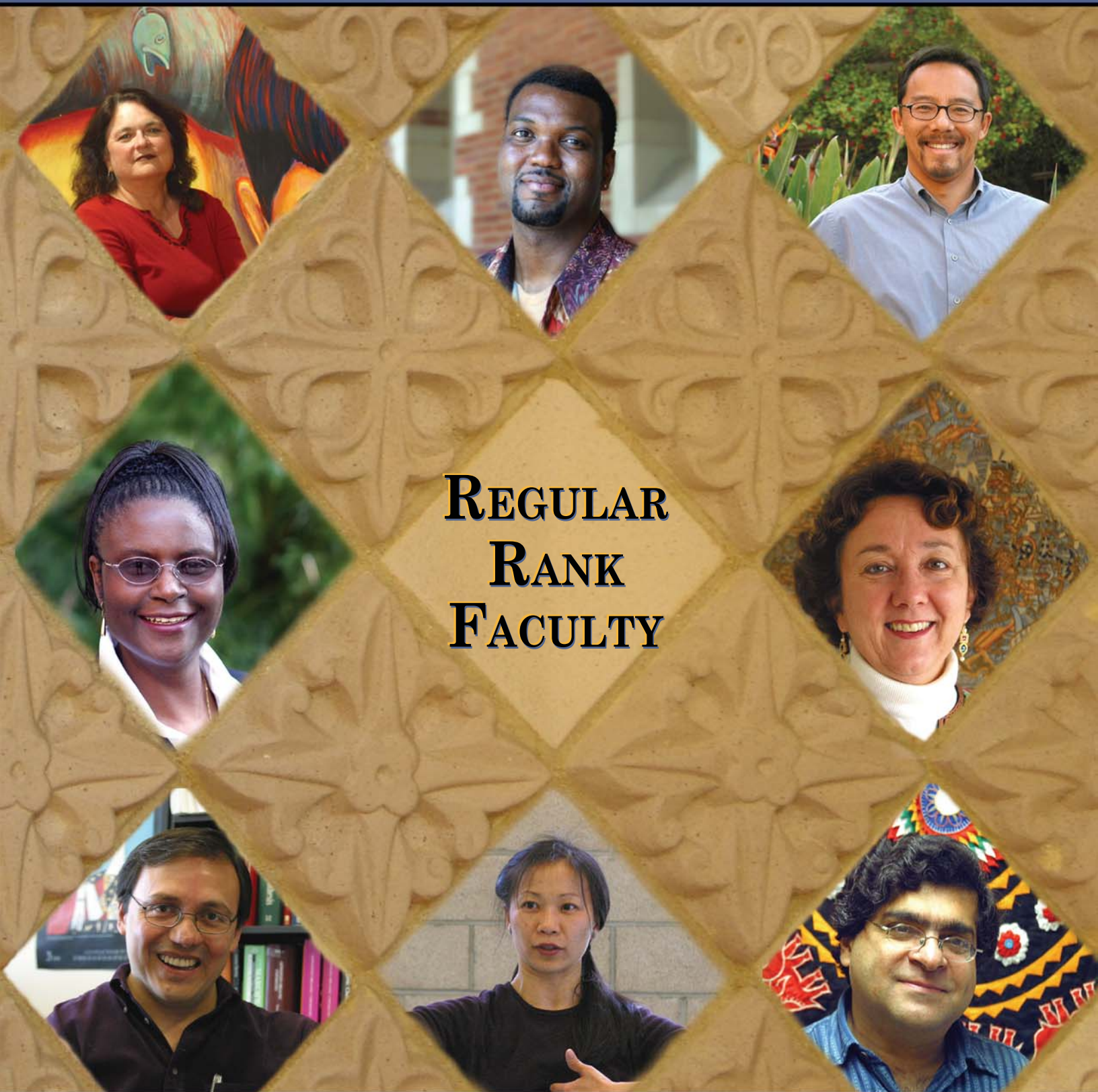


## **Note:**

If you need an accessible version of this document, please request an accommodation by contacting Rusty Klibaner at [rklibaner@equity.ucla.edu](mailto:rklibaner@equity.ucla.edu).

# DIVERSITY STATISTICS



## REGULAR RANK FACULTY

DECEMBER 2004

University of California, Los Angeles

## **PREFACE**

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

—The Chancellor's Advisory Group on Diversity

## **Introduction to *Diversity Statistics*: 2004-2005**

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

### **New This Year – Underutilization (Availability) Data**

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

### **Presentation of Data**

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

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

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

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

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

We hope you find this monograph a useful resource.

Rosina M. Becerra  
Associate Vice Chancellor  
Faculty Diversity





# Chancellor's Office-Faculty Diversity

Diversity Statistics - Regular Rank Faculty  
2004-2005

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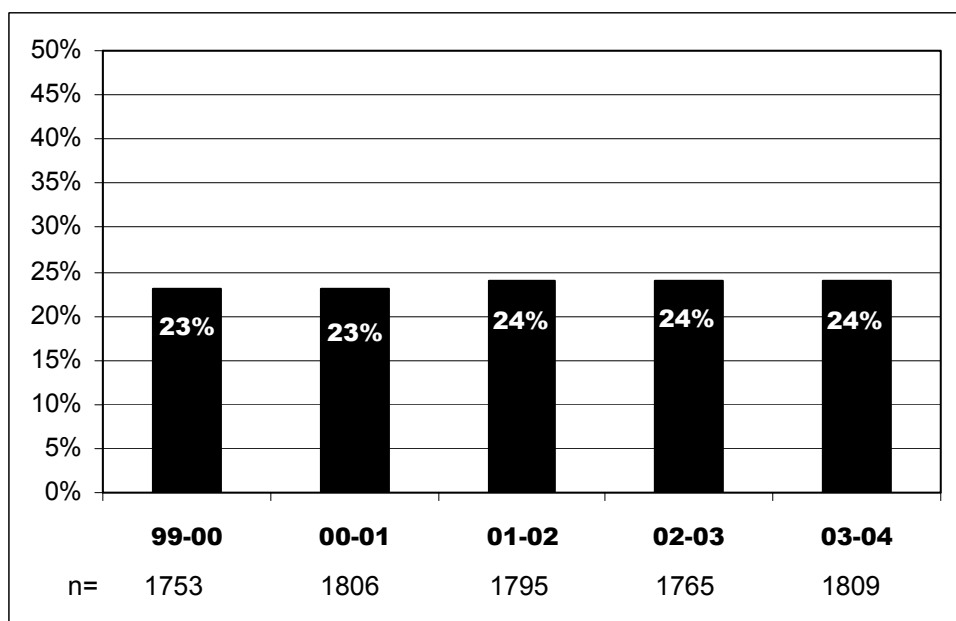
2004-2005  
Diversity Statistics - Regular Rank Faculty

## CAMPUSWIDE TOTAL<sup>1</sup>

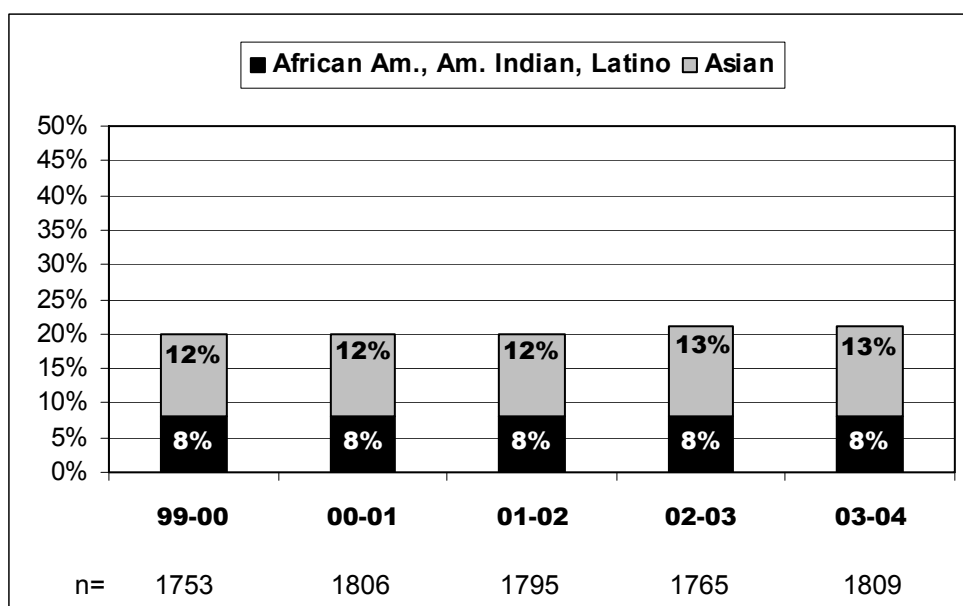
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>																	
	20	108	8.5	16	17	45	1	3	47	172	205.17	822.5	1	0	252.67	994.5	1247.17
	2%	9%	1%	1%	1%	4%	0%	0%	4%	14%	16%	66%	0%	0%	20%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

## CAMPUSWIDE TOTAL *Trends*

### Percent Women



### Percent Underrepresented Minorities



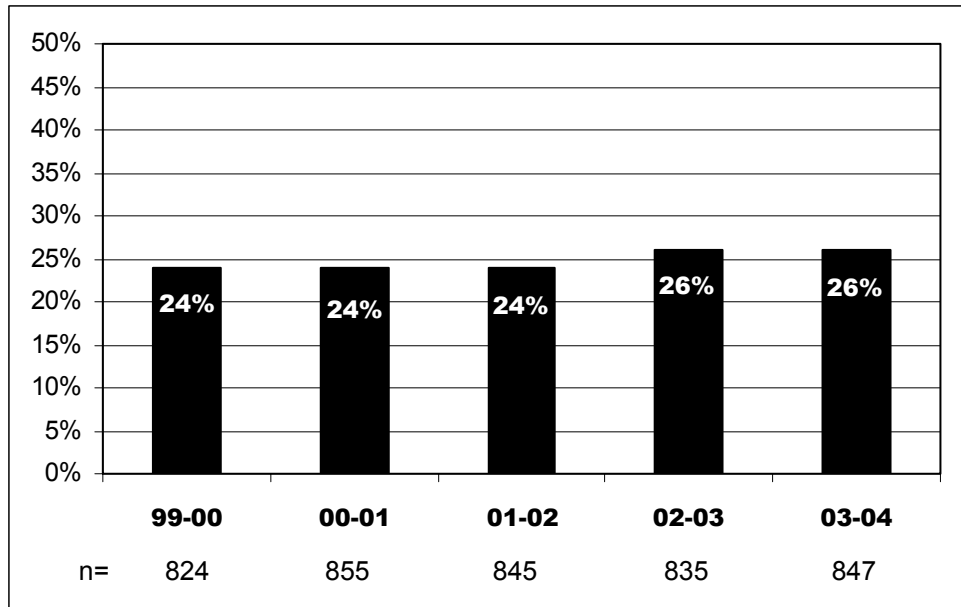
2004-2005  
Diversity Statistics - Regular Rank Faculty

## THE COLLEGE

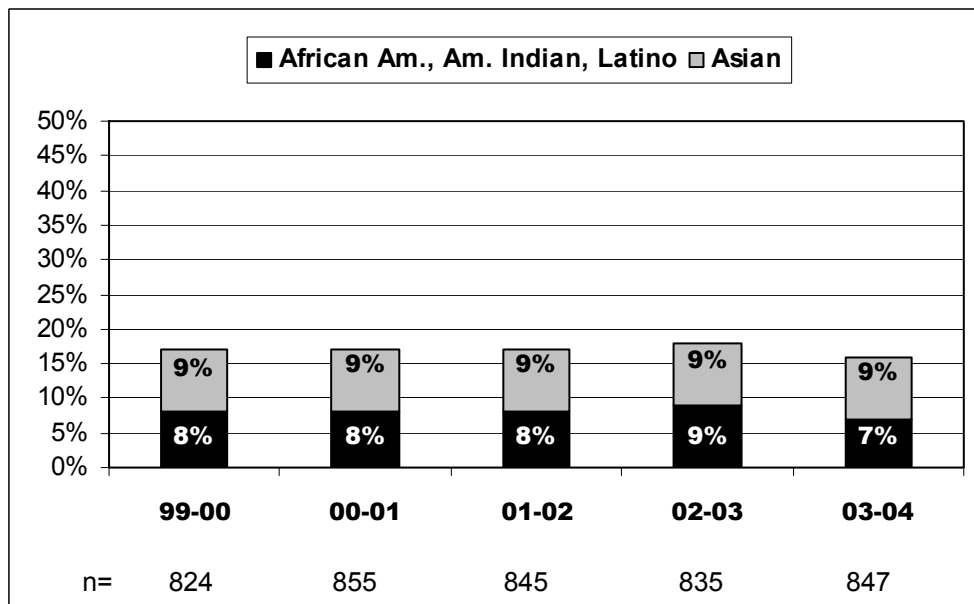
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>																	
	11	26.67	3	5	7	21	1	2	22	54.7	95.67	381.33	0	0	118	436	553.67
	2%	5%	1%	1%	1%	4%	0%	0%	4%	10%	17%	69%	0%	0%	21%	79%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

## The College Trends

### Percent Women



### Percent Underrepresented Minorities



## DIVISION OF HUMANITIES

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

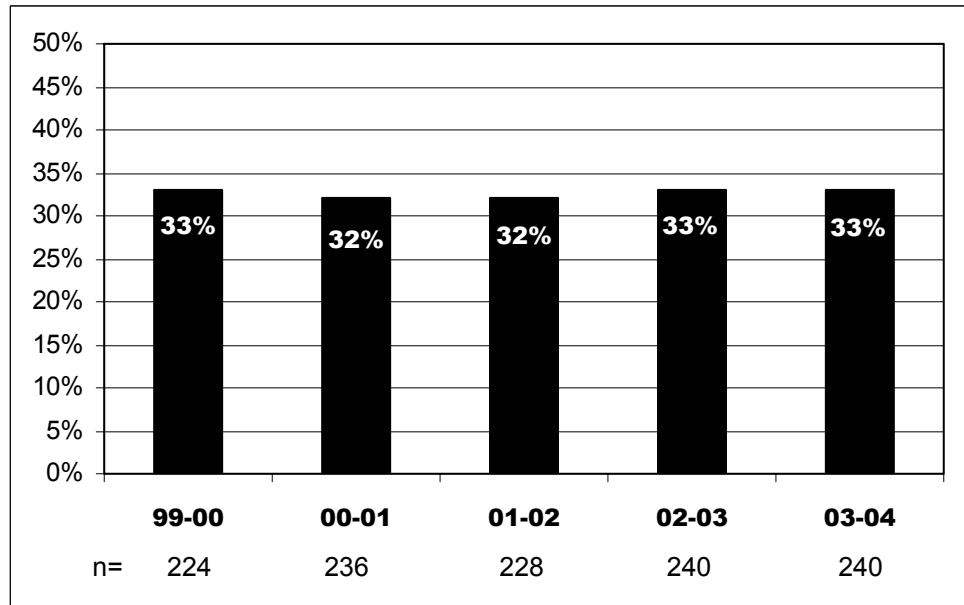
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity	
# of Faculty	76.00	5.00	12.00	21.00	1.00	232.50
% of Faculty	32.7%	2.2%	5.2%	9.0%	0.4%	
Estimate of Availability	54.4%	2.5%	5.8%	4.9%	0.3%	
Expected # of Faculty	126.52	5.91	13.54	11.46	0.75	
Shortfall (Underutilization)	-50.52	-0.91	-1.54	none	none	

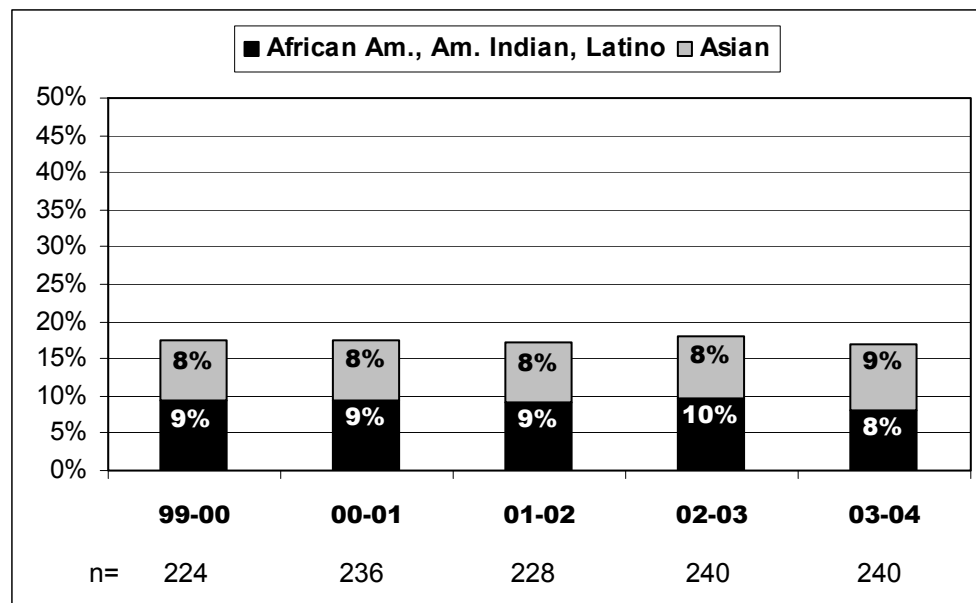
# DIVISION OF HUMANITIES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF APPLIED LINGUISTICS/TESL<sup>2</sup>

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	1	0	0	0	0	0	0	0	1	0	0	4	1	4	5
	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	80%	20%	80%	100%
<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%	100%
<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%	100%
<b>Total Ladder</b>															
	1	0	0	0	0	0	0	0	1	0	0	4	1	4	5
	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	80%	20%	80%	100%

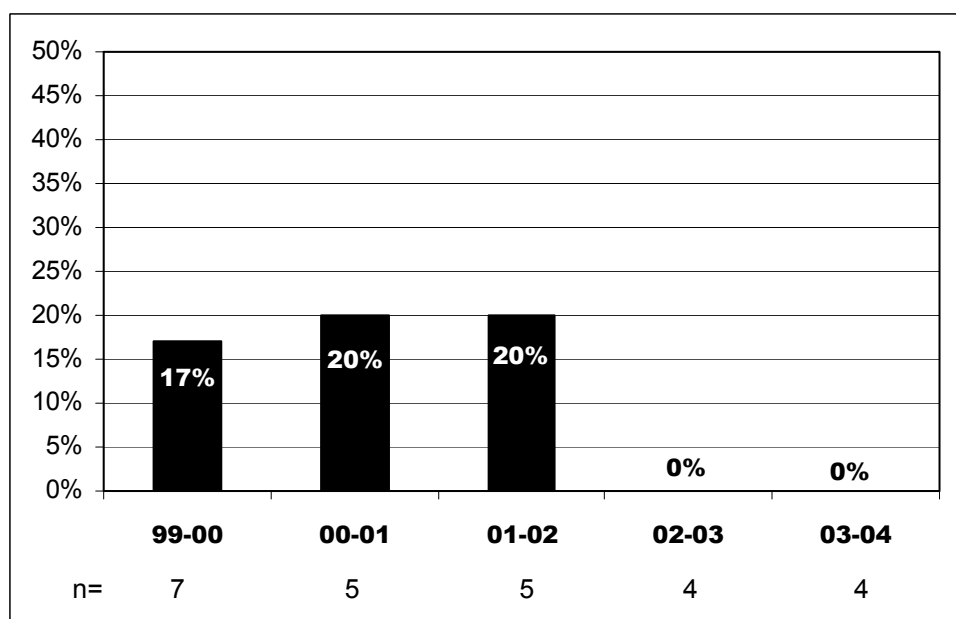
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

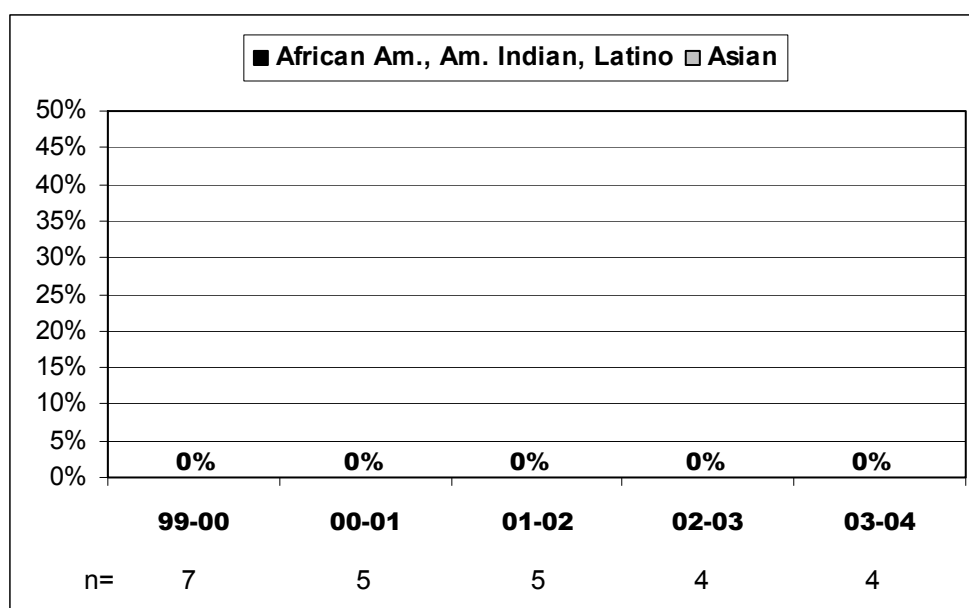
# DEPARTMENT OF APPLIED LINGUISTICS/TESL

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ART HISTORY

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

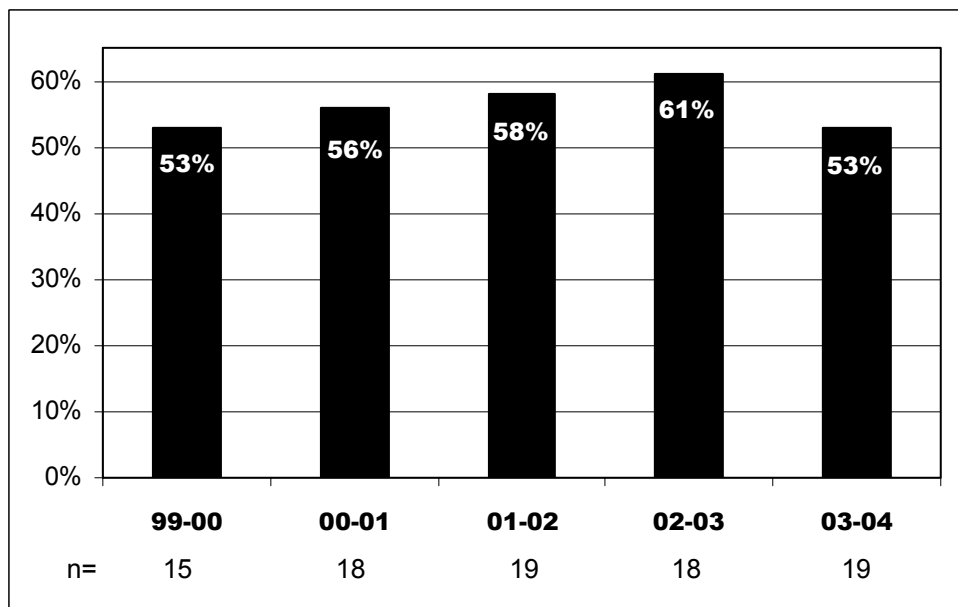
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

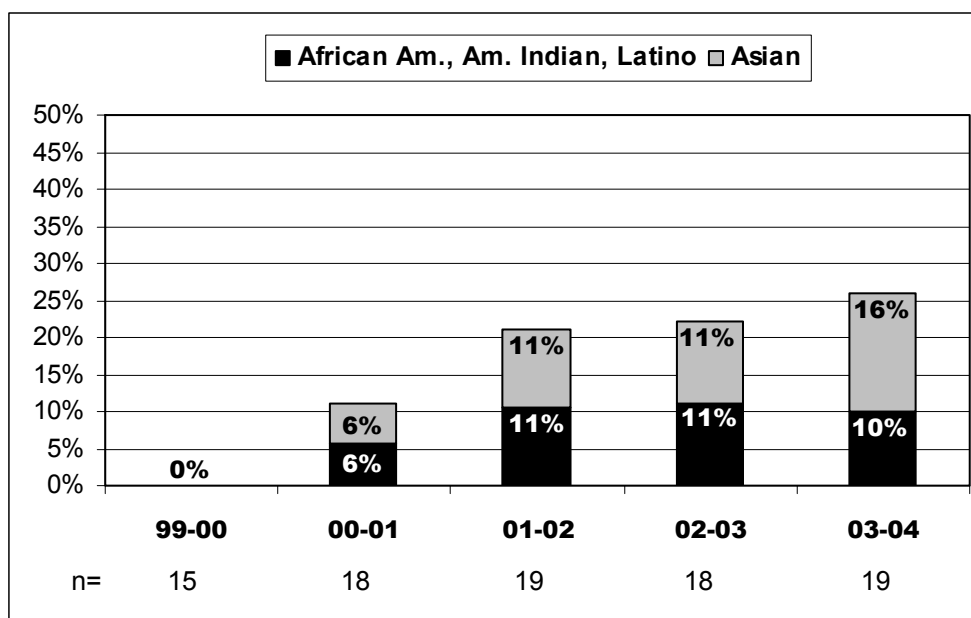
# DEPARTMENT OF ART HISTORY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ASIAN LANGUAGES & CULTURES

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

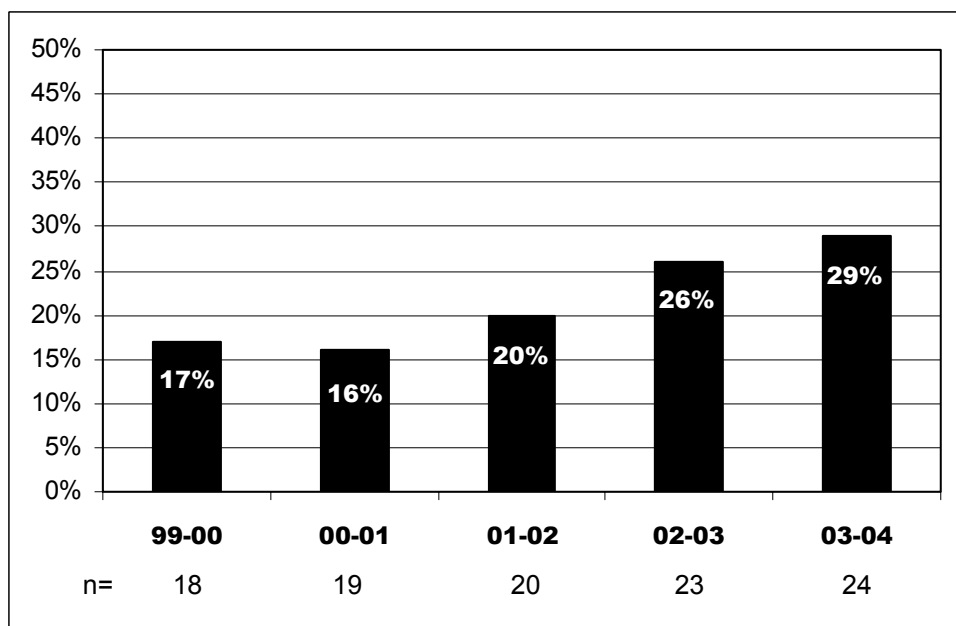
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

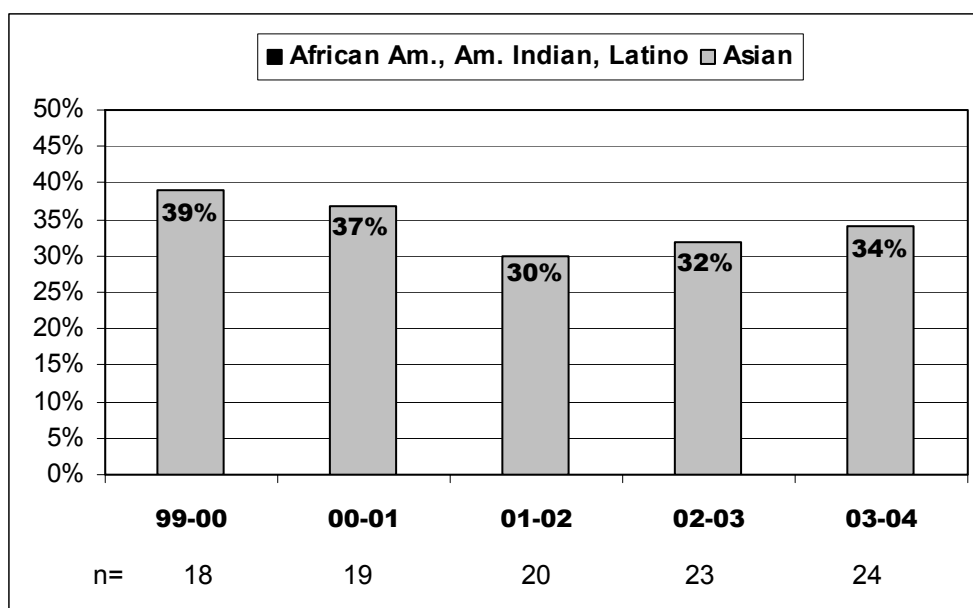
## DEPARTMENT OF ASIAN LANGUAGES & CULTURES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF CLASSICS

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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

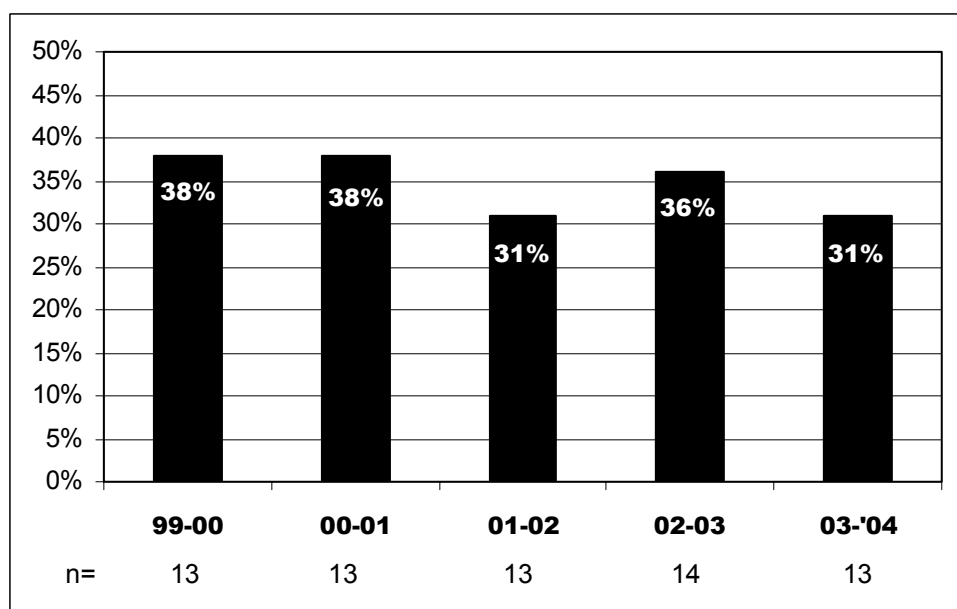
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	5.00	0.00	0.00	0.00	13.00
% of Faculty	38.5%	0.0%	0.0%	0.0%	0.0%
Estimate of Availability	42.0%	1.0%	2.4%	2.5%	0.4%
Expected # of Faculty	5.46	0.13	0.31	0.32	0.05
Shortfall (Underutilization)	-0.46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



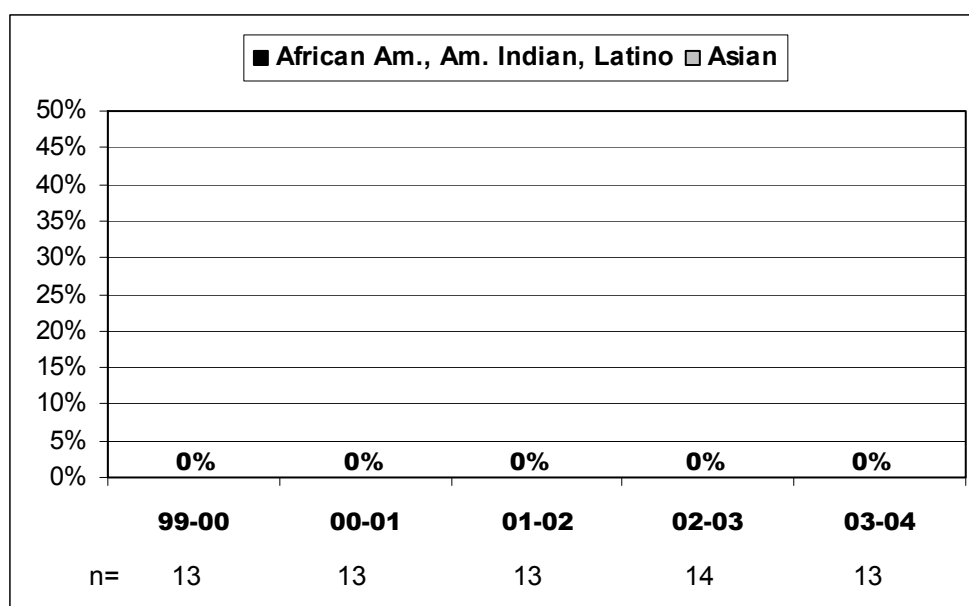
# DEPARTMENT OF CLASSICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF COMPARATIVE LITERATURE

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

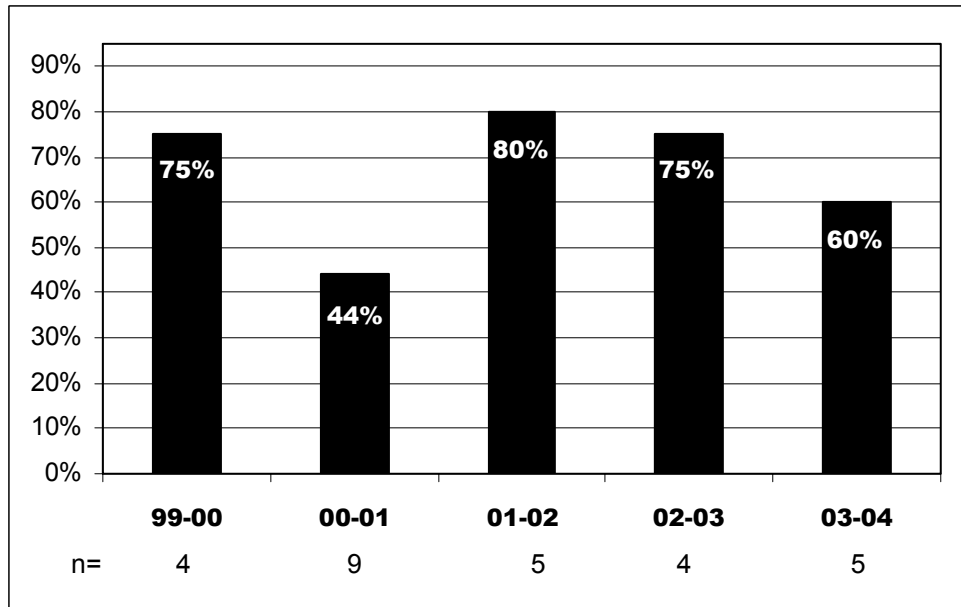
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

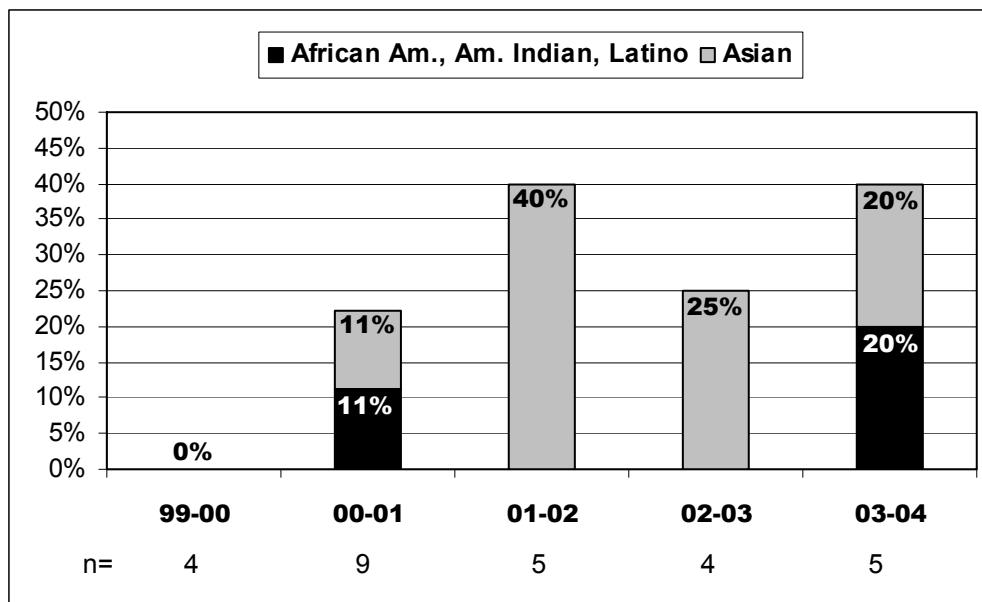
# DEPARTMENT OF COMPARATIVE LITERATURE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ENGLISH

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

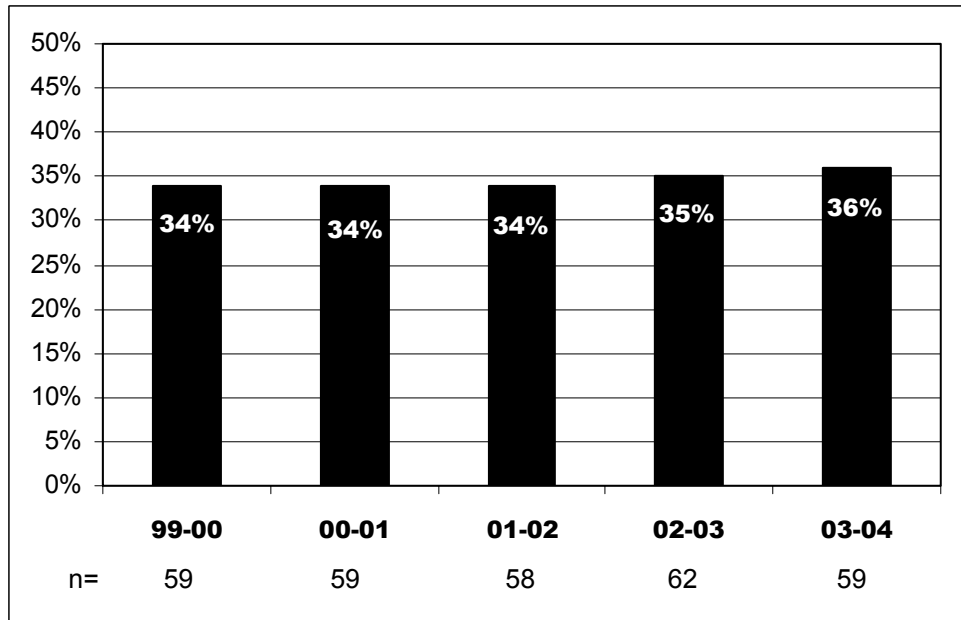
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

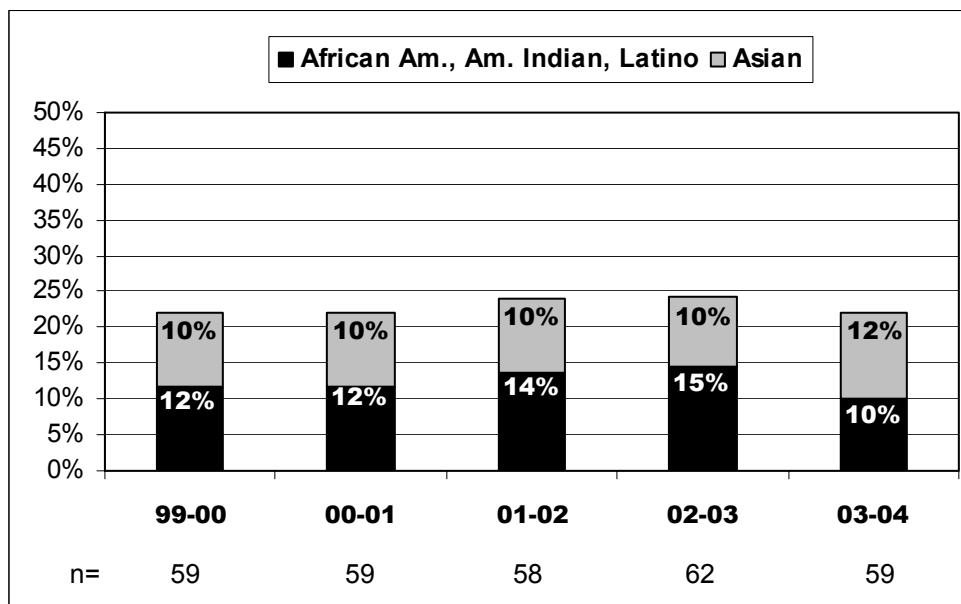
# DEPARTMENT OF ENGLISH

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

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

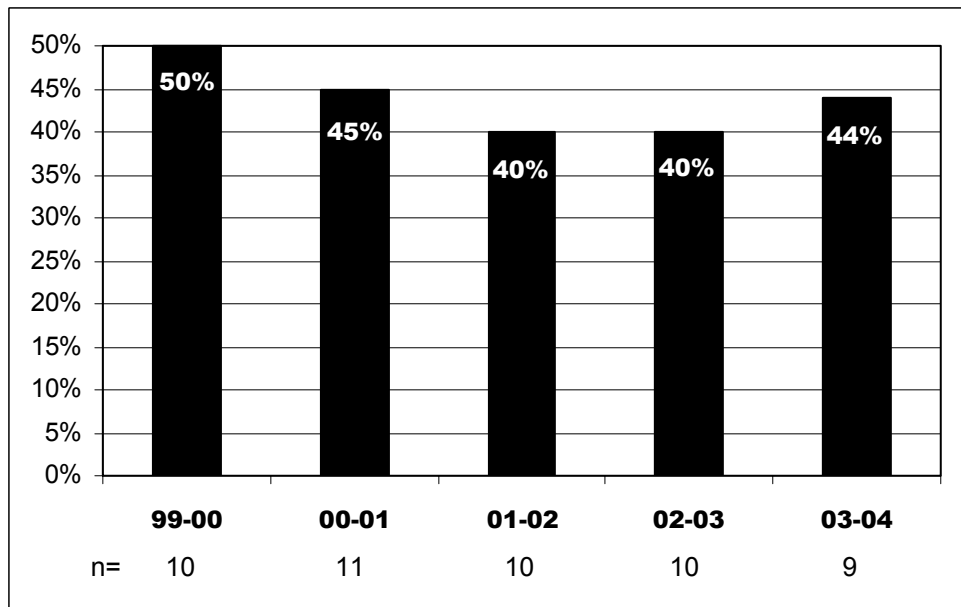
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

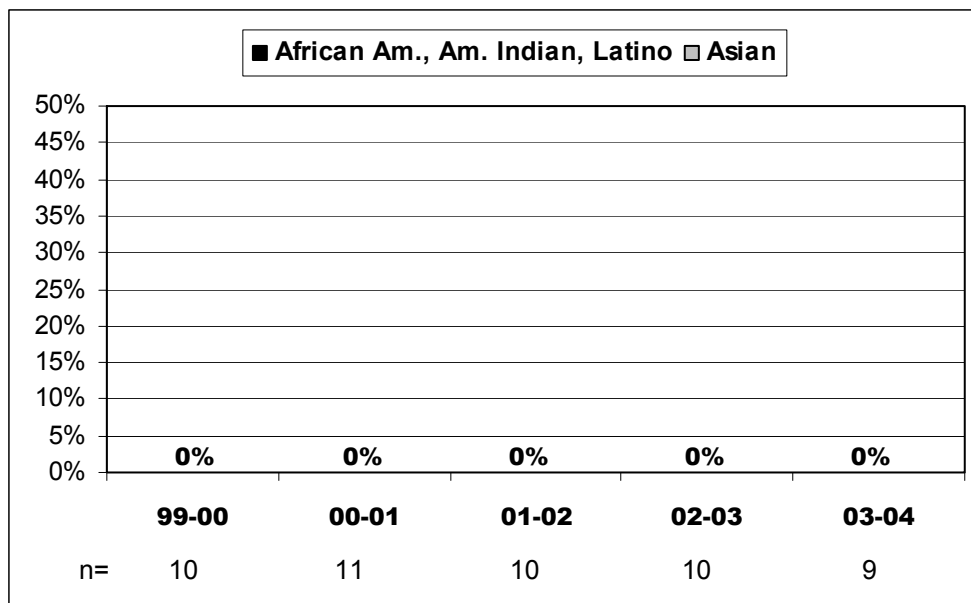
# DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF GERMANIC LANGUAGES

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

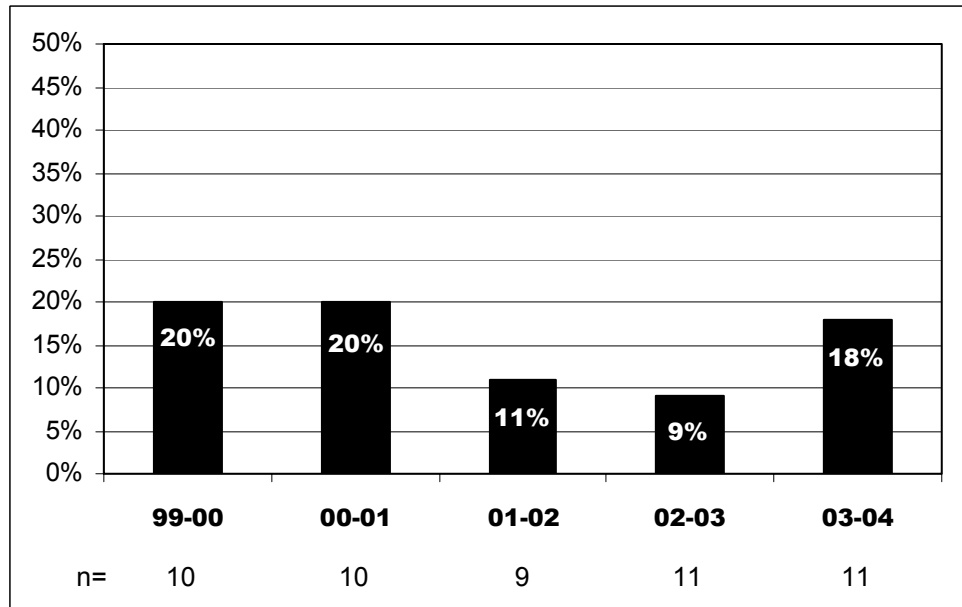
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

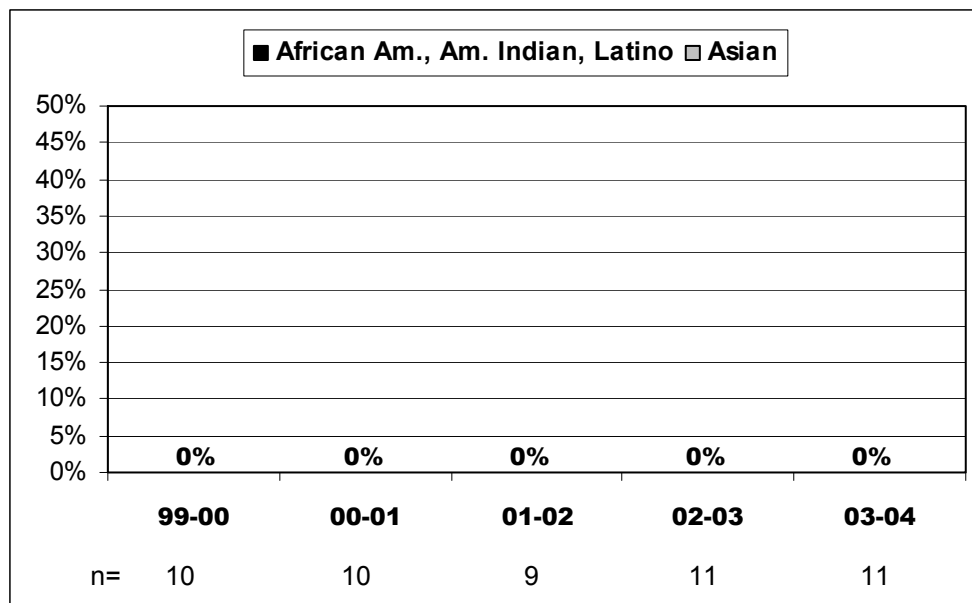
# DEPARTMENT OF GERMANIC LANGUAGES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ITALIAN

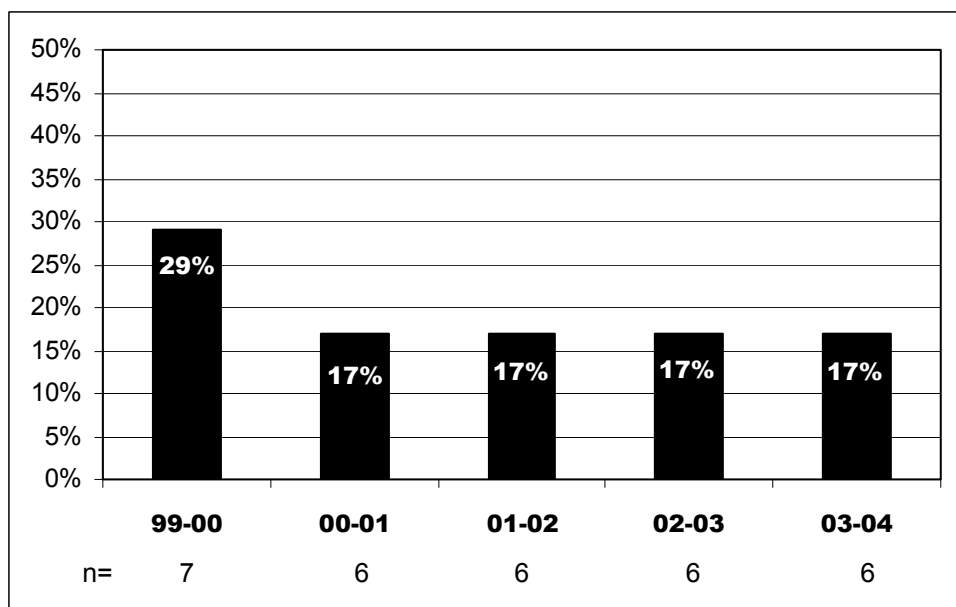
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	0	0	0	0	0	0	0	0	1	4.5	1	4.5	5.5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	18%	82%	18%	82%	100%
<b>Associate Professor</b>															
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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

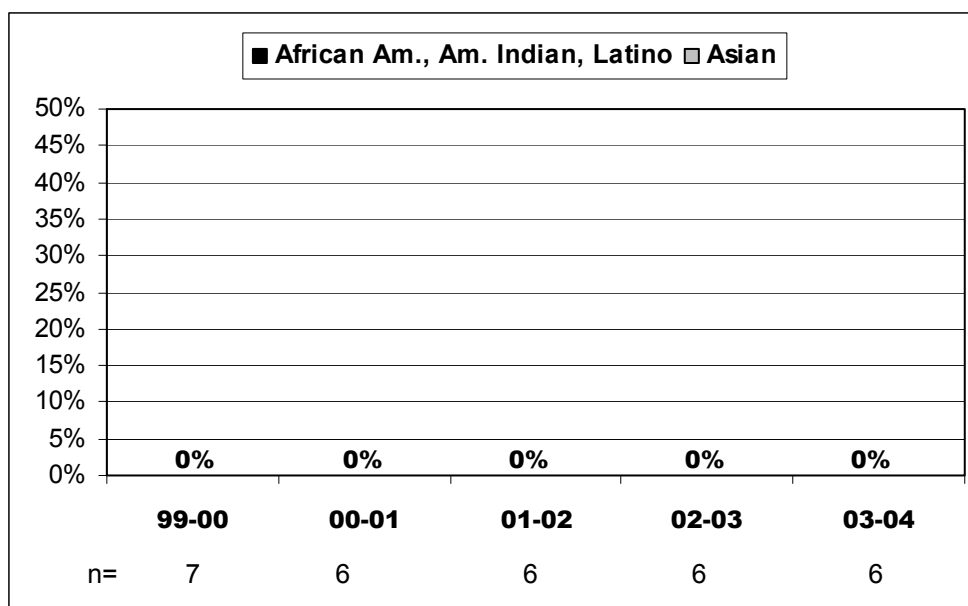
	<u>Black/ Women</u>	<u>Chicano/ Afr.Amer.</u>	<u>Asian/ Latino</u>	<u>Native Pacific Isl.</u>	<u>Amer.</u>	<u>Total Known Ethnicity</u>
# of Faculty	1.00	0.00	0.00	0.00	0.00	4.50
% of Faculty	22.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	57.3%	0.9%	2.6%	2.8%	0.1%	
Expected # of Faculty	2.58	0.04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

## DEPARTMENT OF ITALIAN *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF LINGUISTICS

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

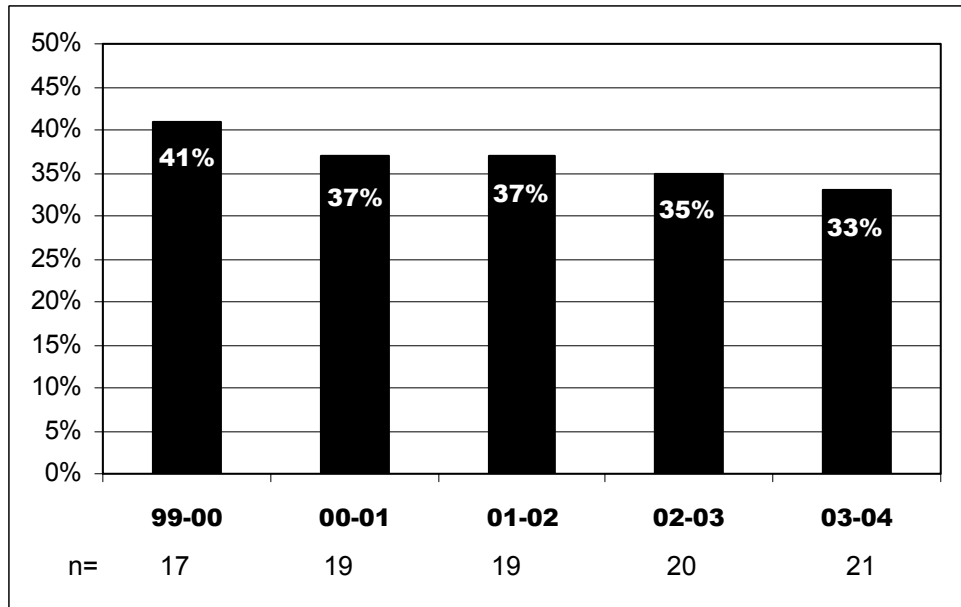
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

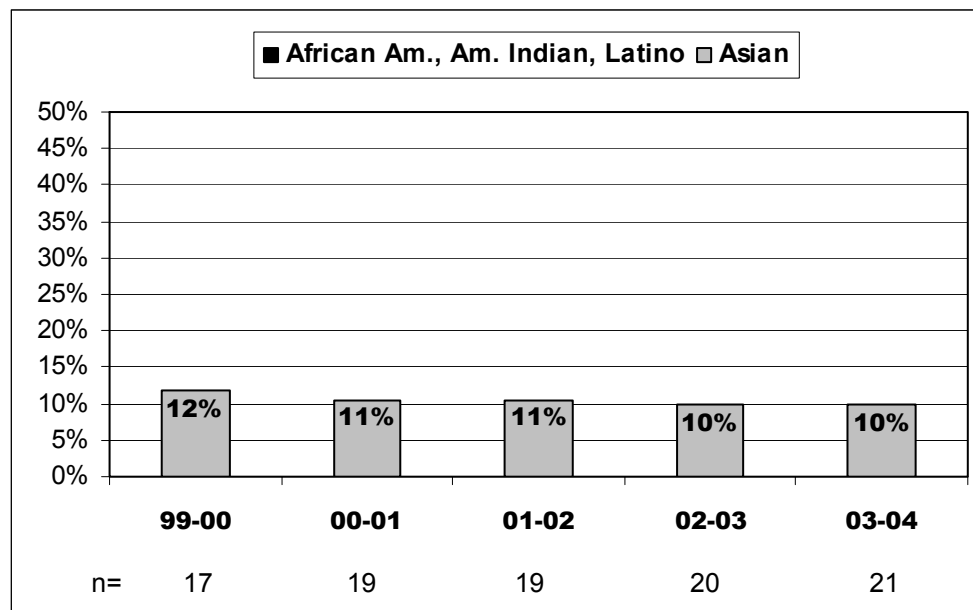
## DEPARTMENT OF LINGUISTICS

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF MUSICOLOGY

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

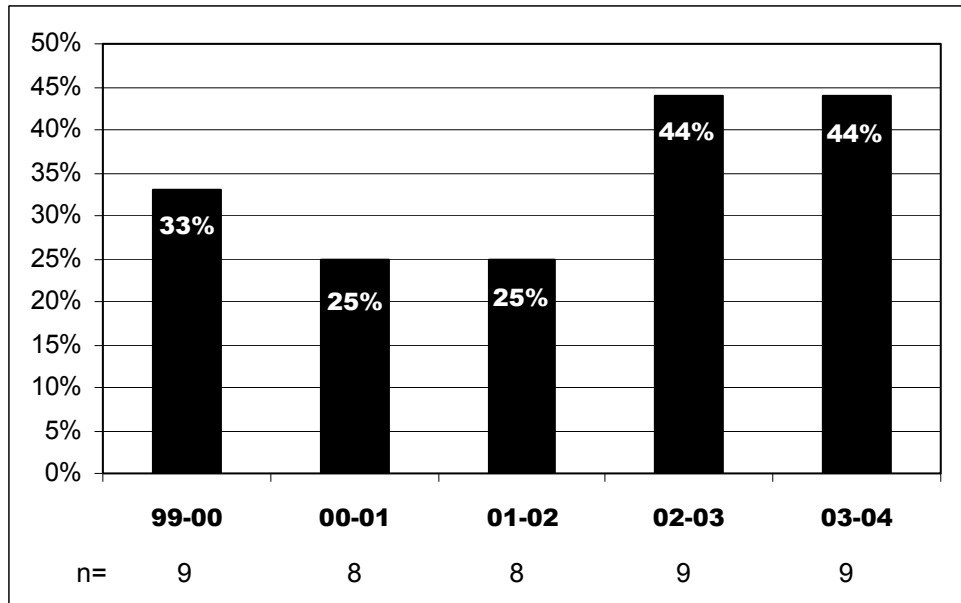
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

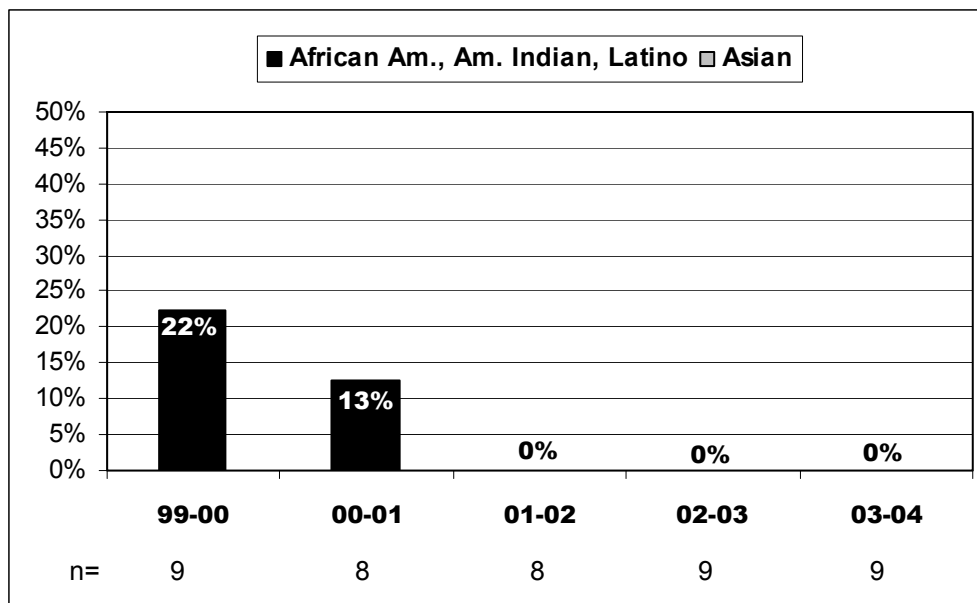
## DEPARTMENT OF MUSICOLOGY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

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

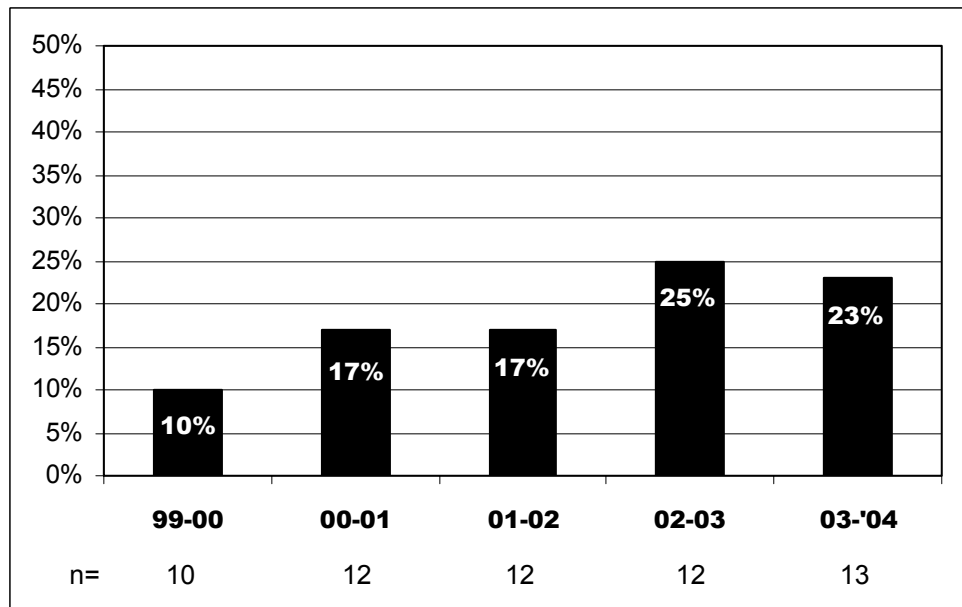
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

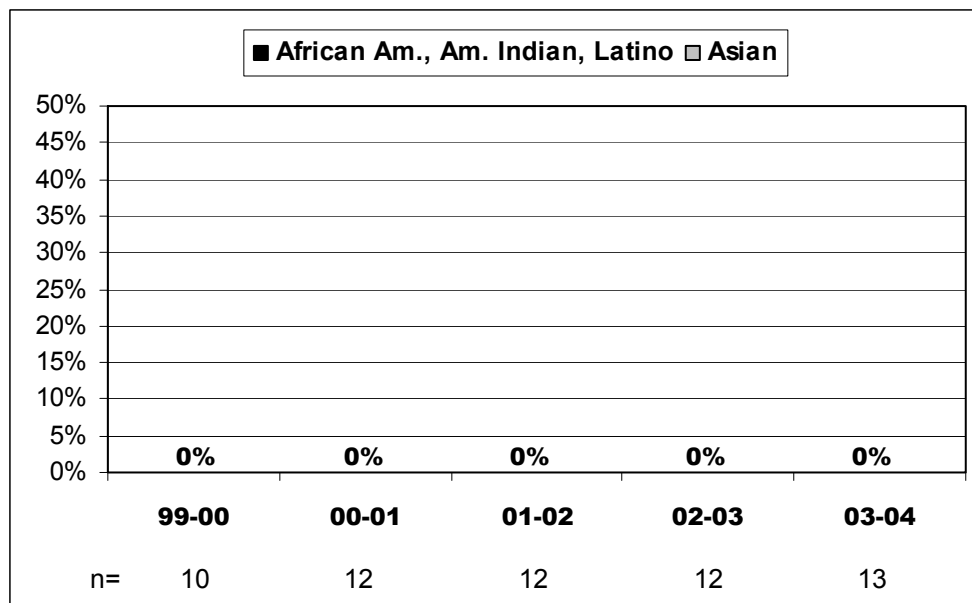
# DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF PHILOSOPHY

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

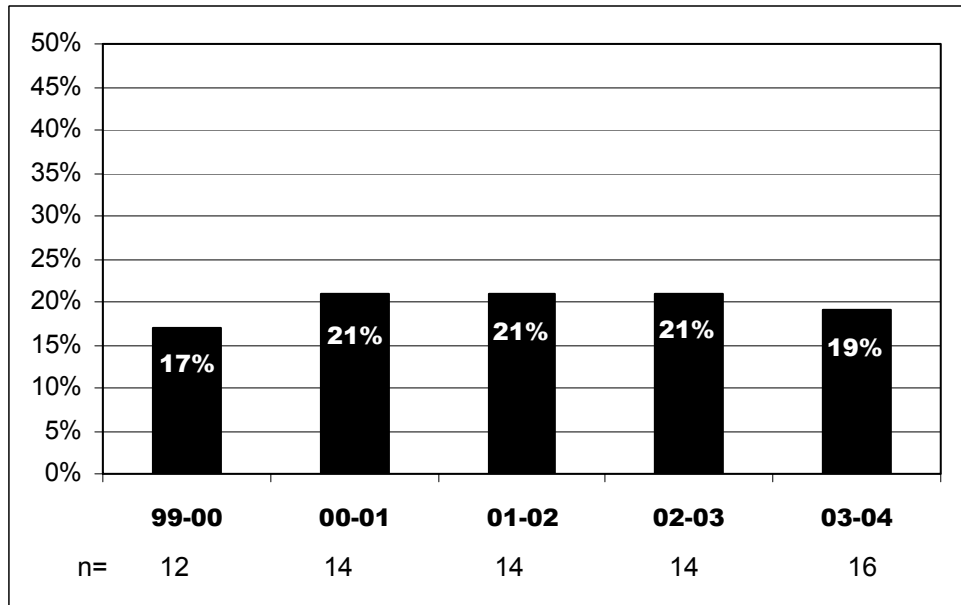
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

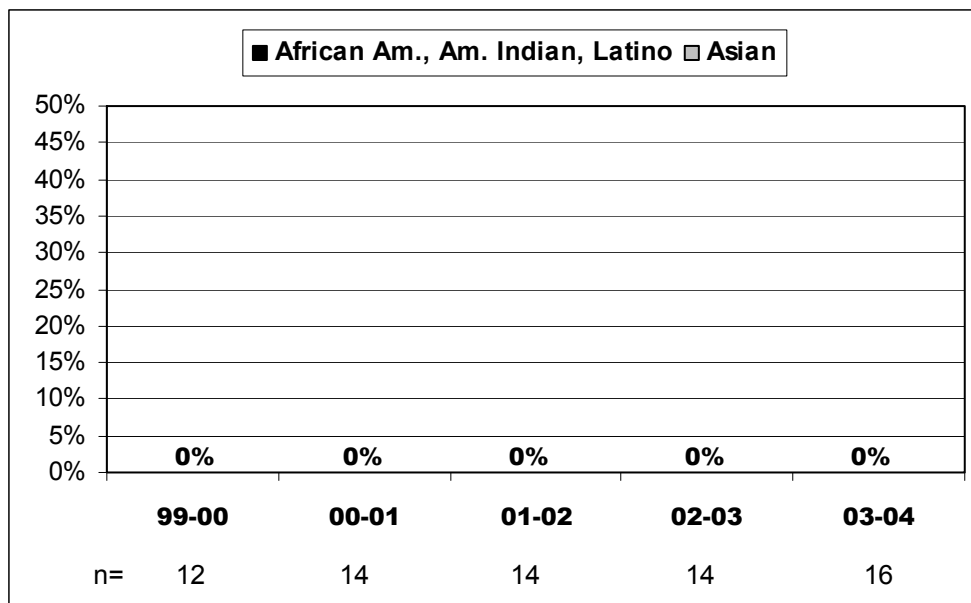
# DEPARTMENT OF PHILOSOPHY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF SCANDINAVIAN STUDIES

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0	0	0	0	0	0	0	0	0	0	1	2.1	1	2.1	3.1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	32%	68%	32%	68%	100%
<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%	100%
<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%	100%
<b>Total Ladder</b>	0	0	0	0	0	0	0	0	0	0	1	2.1	1	2.1	3.1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	32%	68%	32%	68%	100%

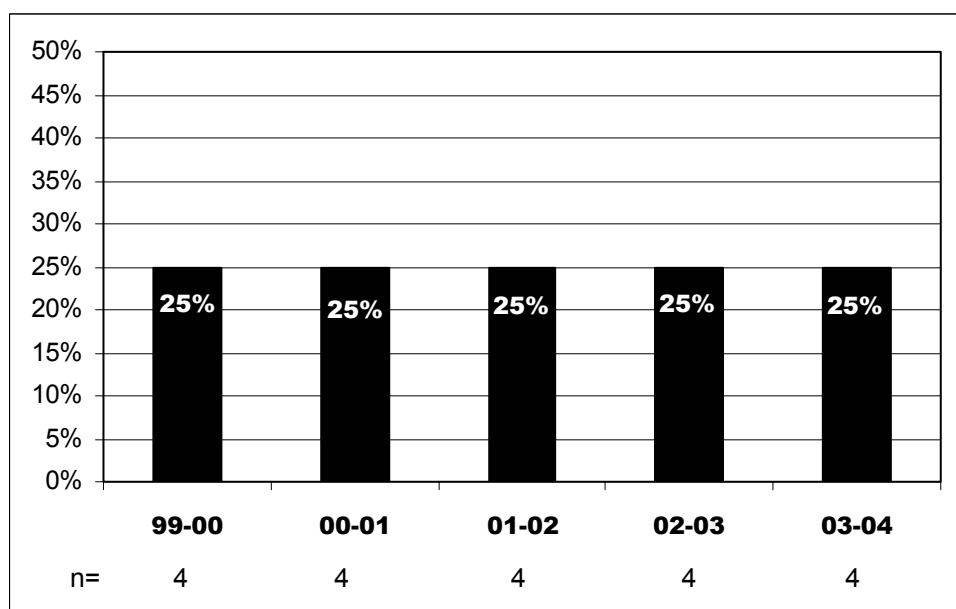
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

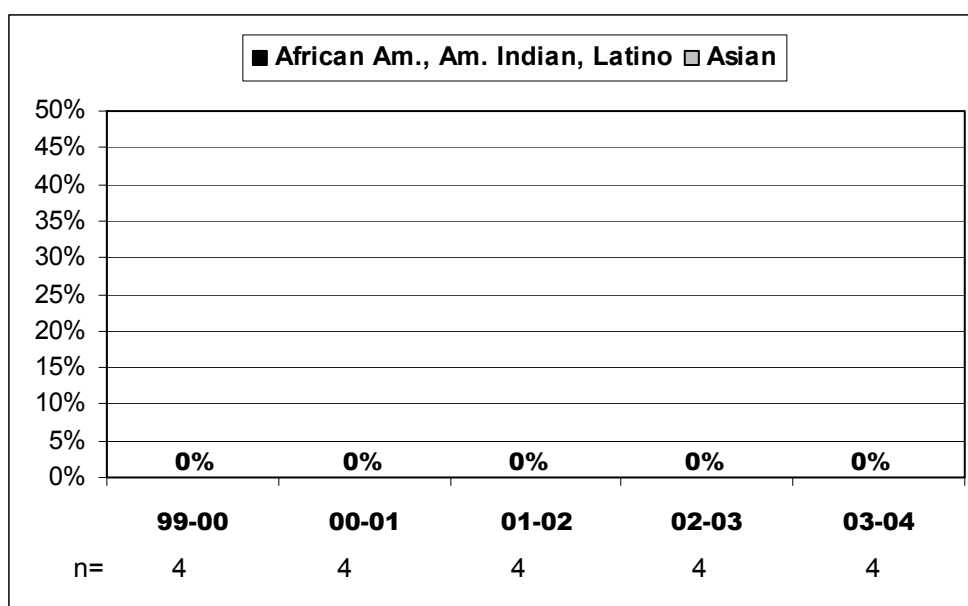
# DEPARTMENT OF SCANDINAVIAN STUDIES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

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

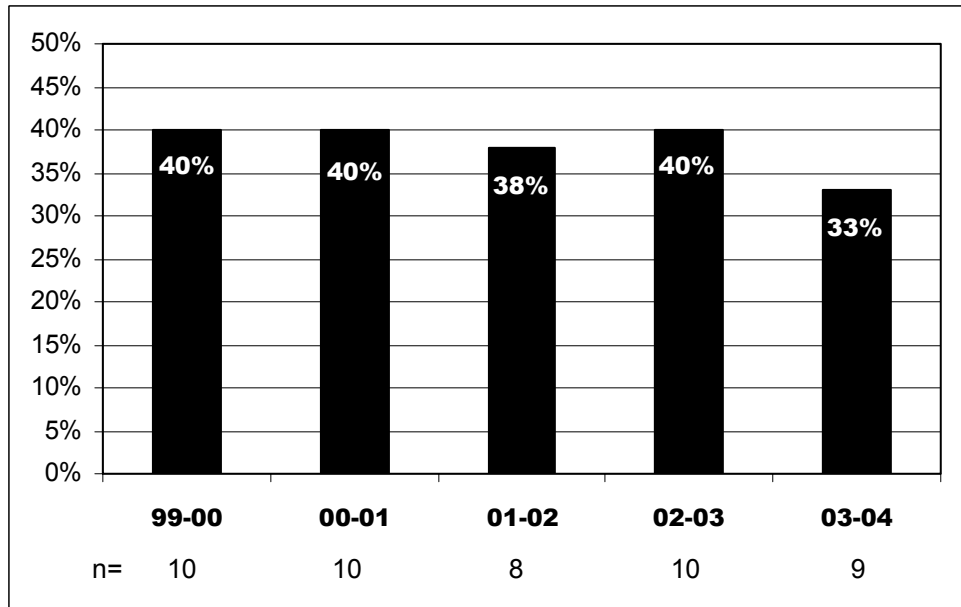
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

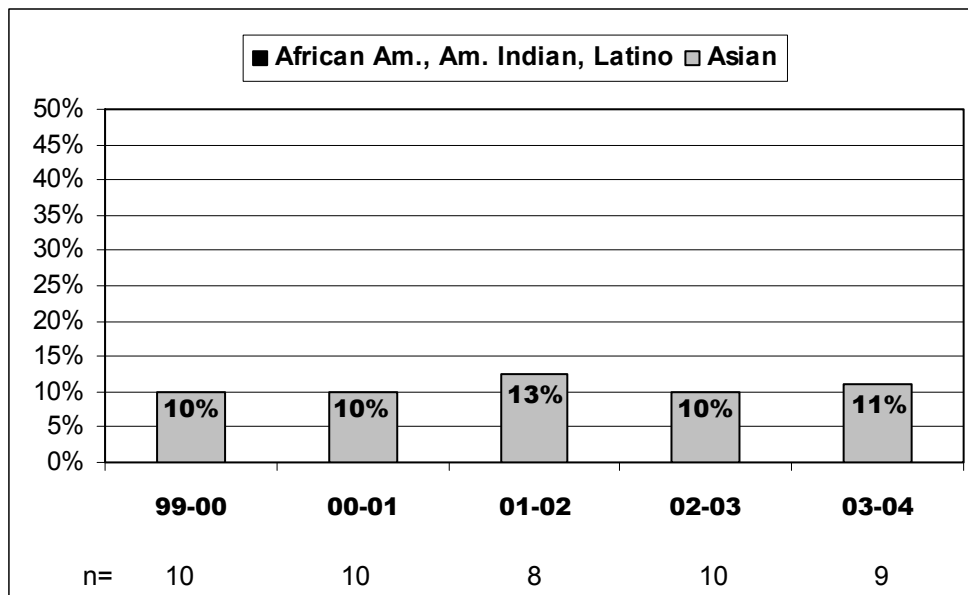
## DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF SPANISH & PORTUGUESE

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

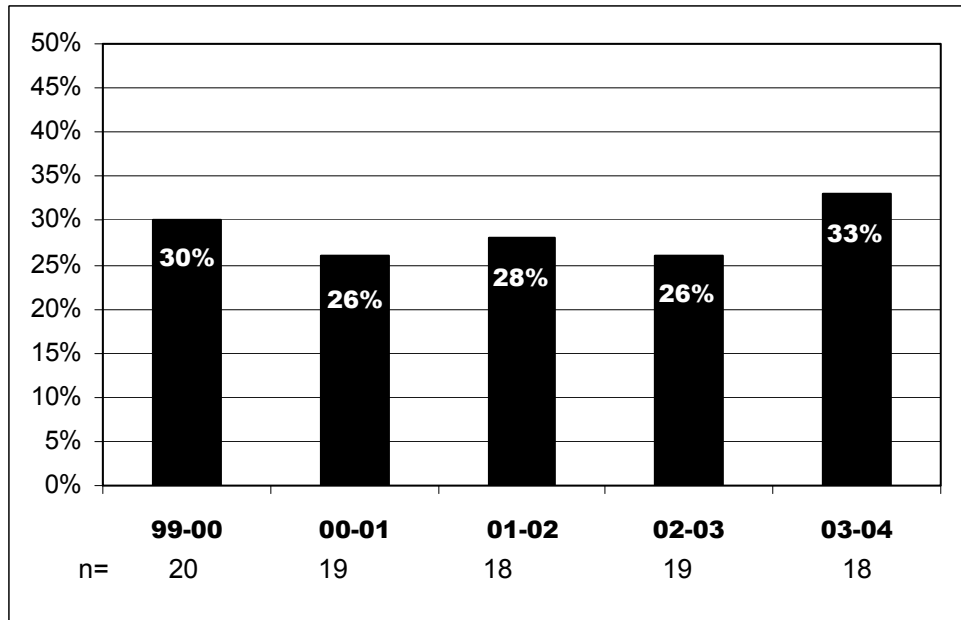
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

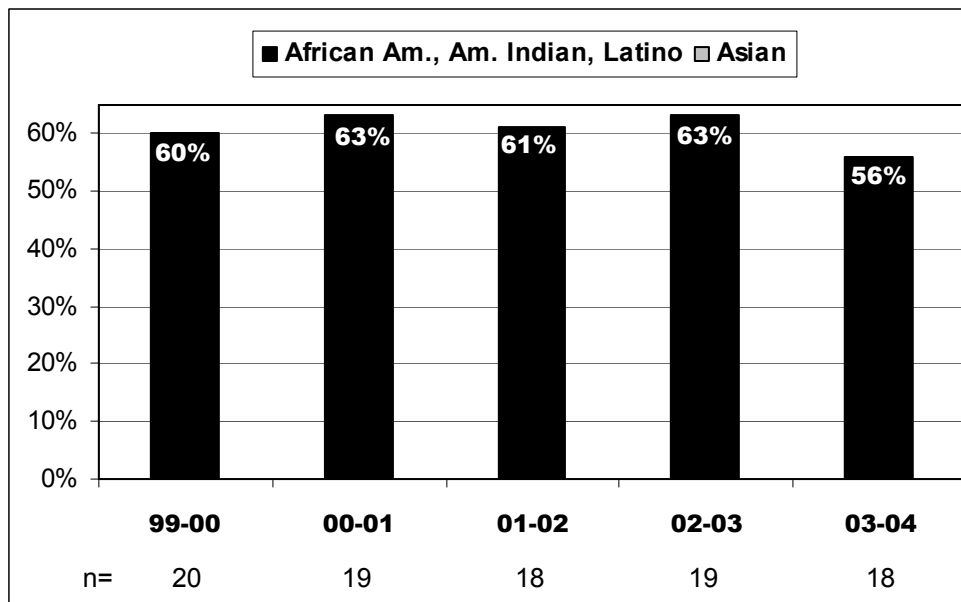
# DEPARTMENT OF SPANISH & PORTUGUESE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DIVISION OF LIFE SCIENCES<sup>3</sup>

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

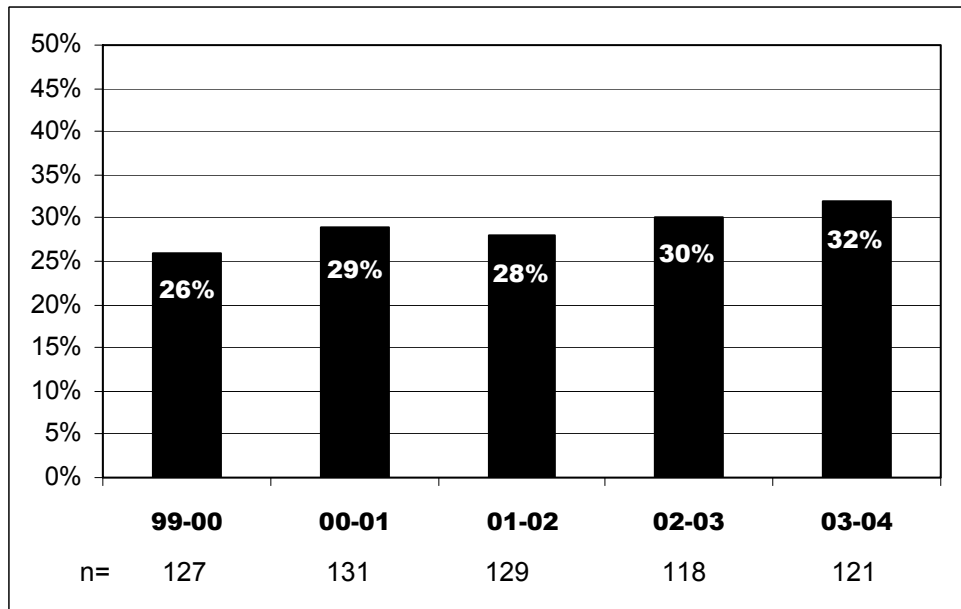
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

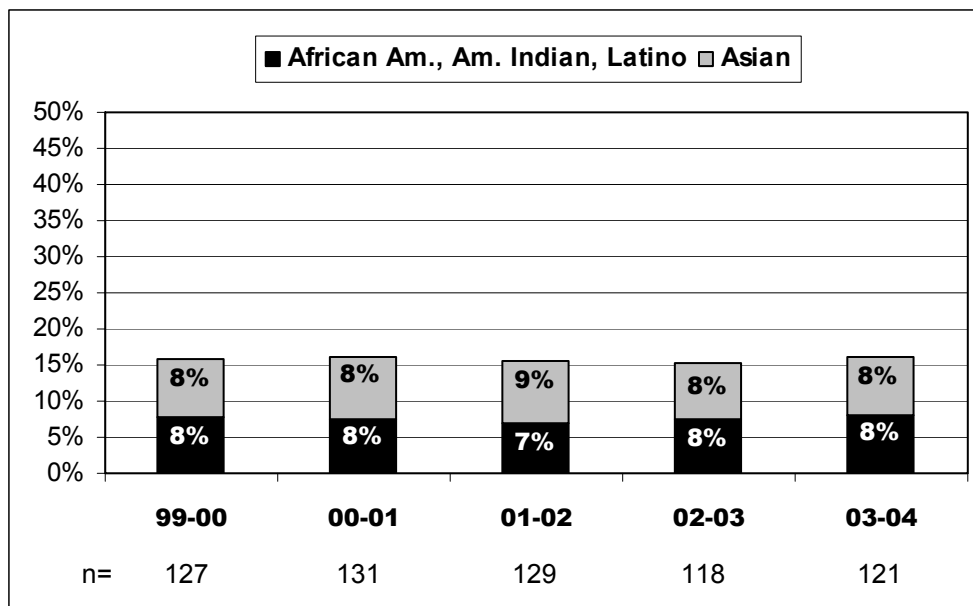
## DIVISION OF LIFE SCIENCES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY<sup>4</sup>

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

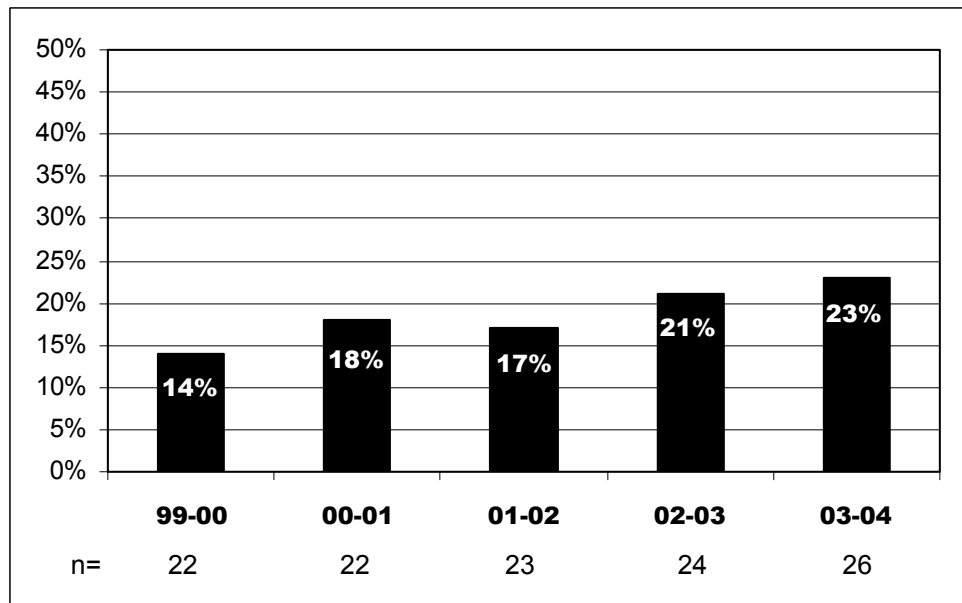
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

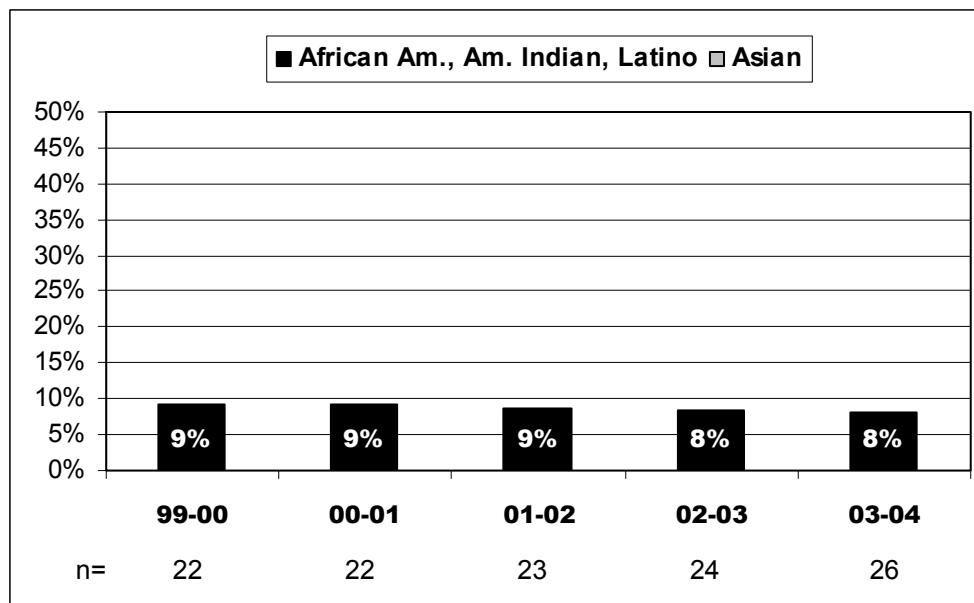
## DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

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

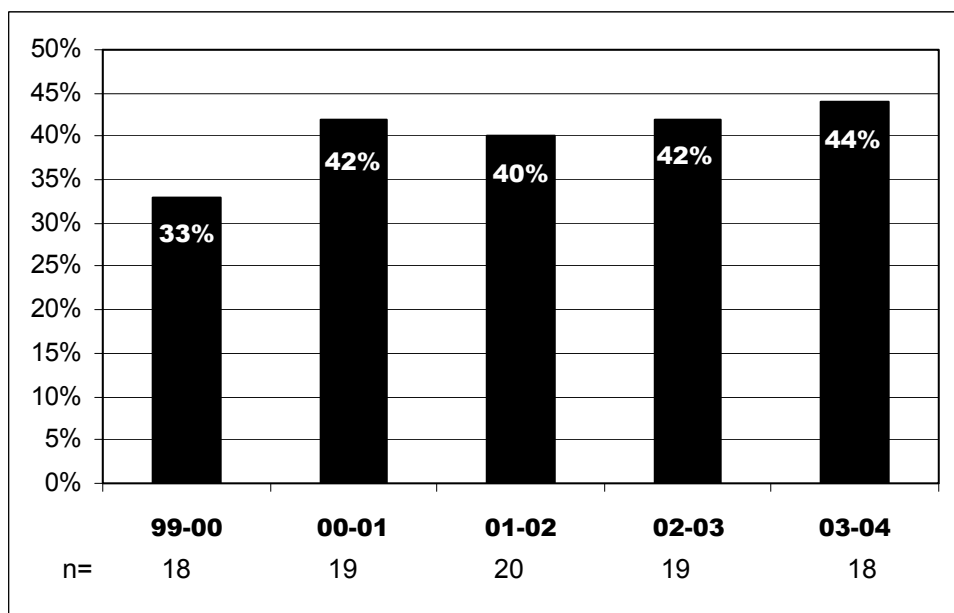
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

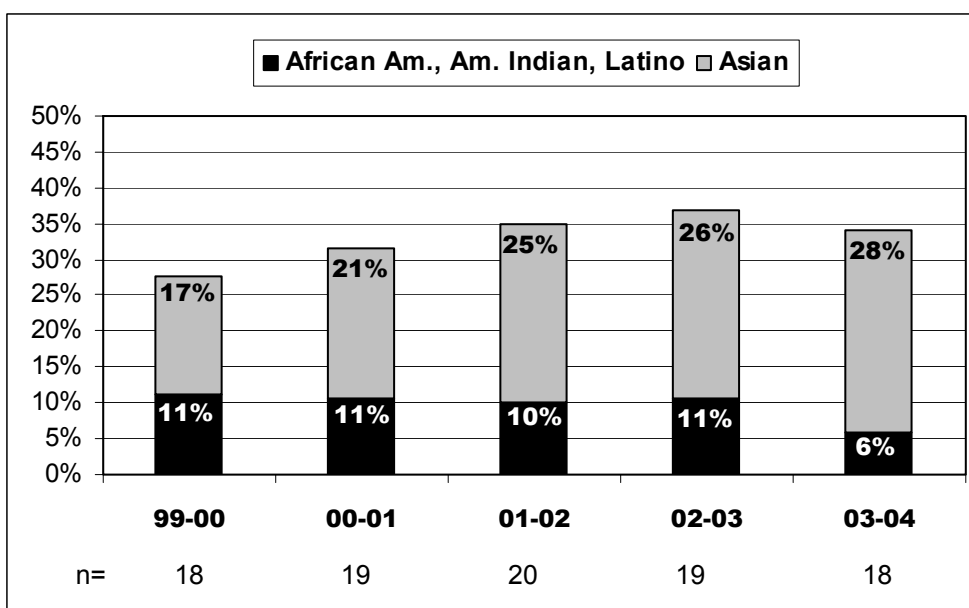
# DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF PHYSIOLOGICAL SCIENCE

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

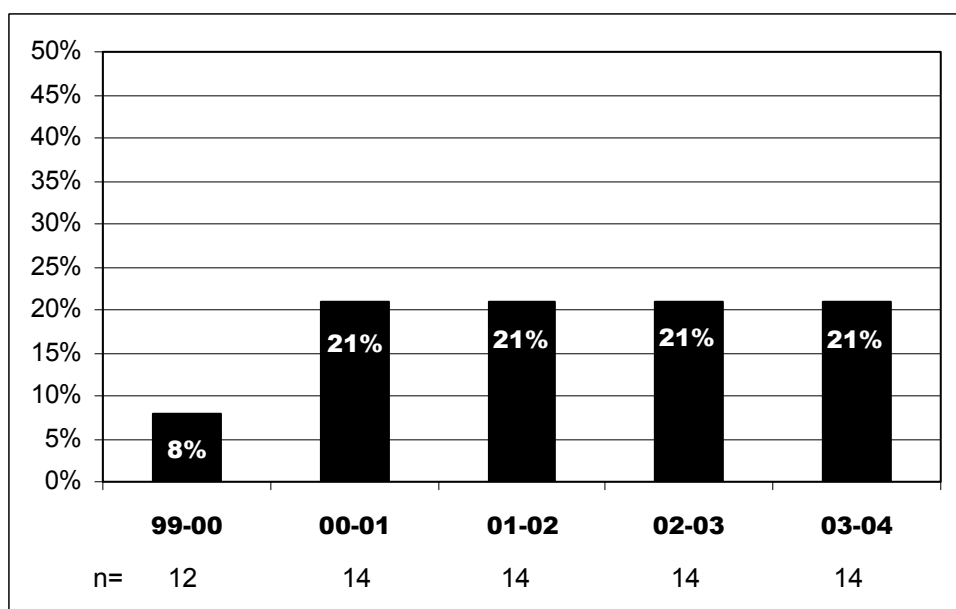
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

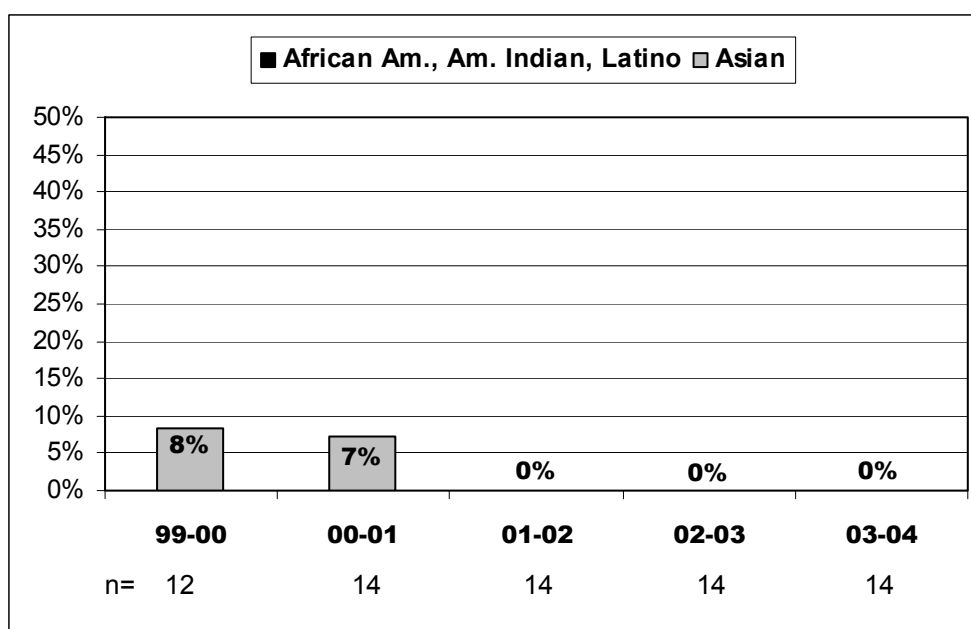
# DEPARTMENT OF PHYSIOLOGICAL SCIENCE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF PSYCHOLOGY

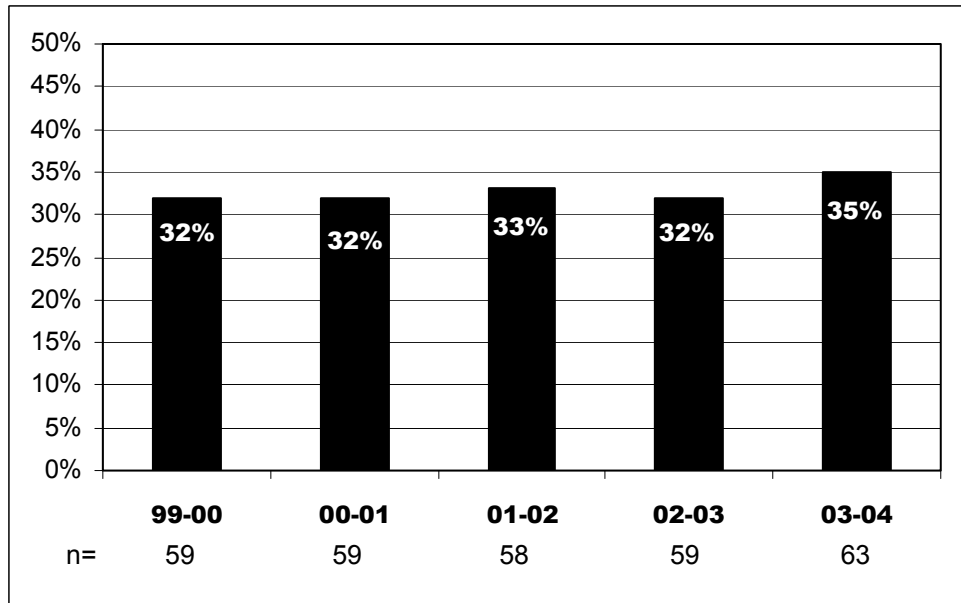
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	1	0	1	2	0	2	0	0	2	4	13	23.17	15	27.17	42.17
	2%	0%	2%	5%	0%	5%	0%	0%	5%	9%	31%	55%	36%	64%	100%
<b>Associate Professor</b>								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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

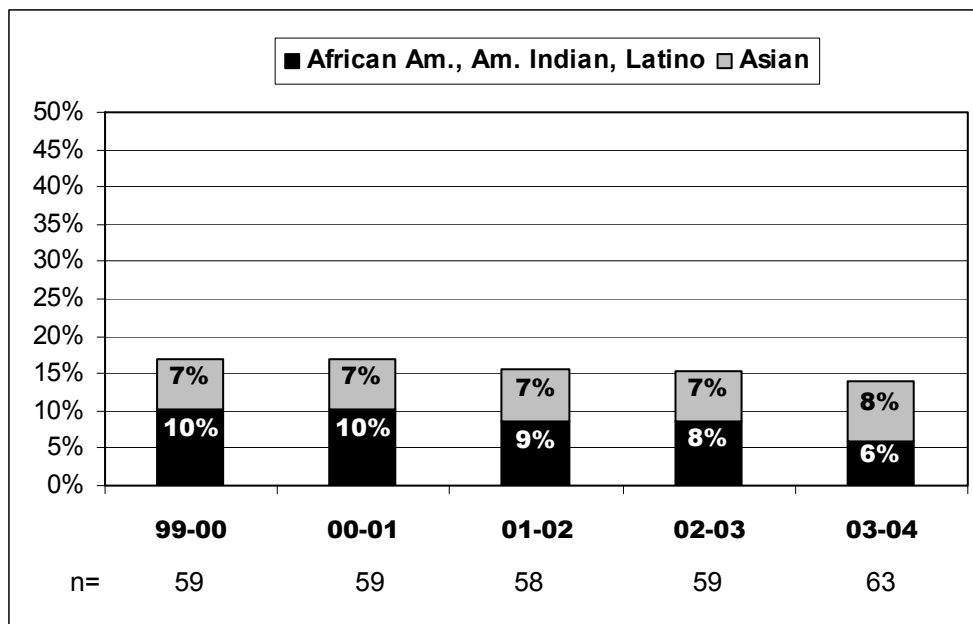
	<b>Black/ Women</b>	<b>Black/ Afr.Amer.</b>	<b>Chicano/ Latino</b>	<b>Asian/ Pacific Isl.</b>	<b>Native Amer.</b>	<b>Total Known Ethnicity</b>
# of Faculty	23.00	3.00	2.50	5.00	1.00	62.17
% of Faculty	37.0%	4.8%	4.0%	8.0%	1.6%	
Estimate of Availability	54.4%	3.8%	4.1%	3.7%	0.4%	
Expected # of Faculty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

## DEPARTMENT OF PSYCHOLOGY *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DIVISION OF PHYSICAL SCIENCES

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

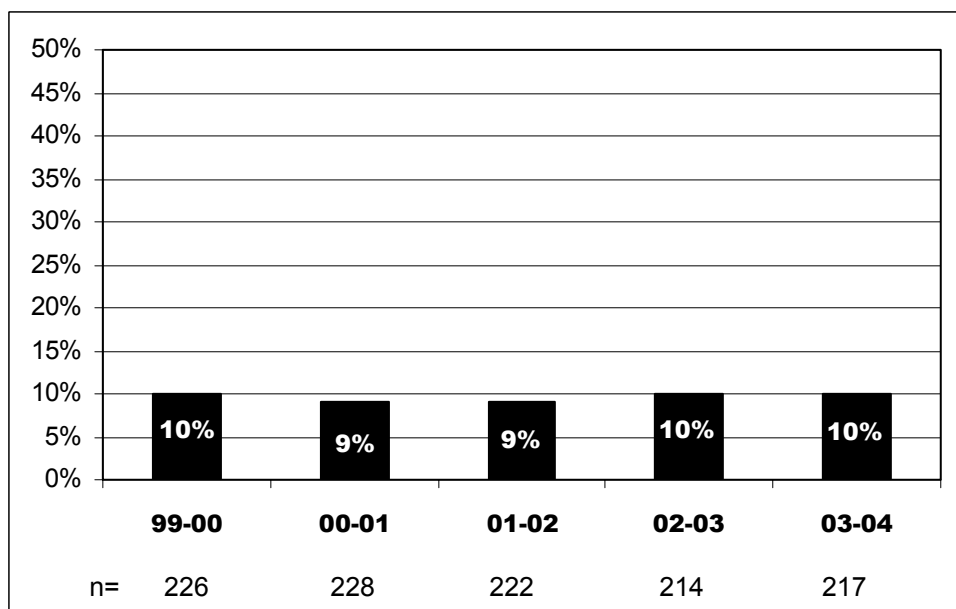
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

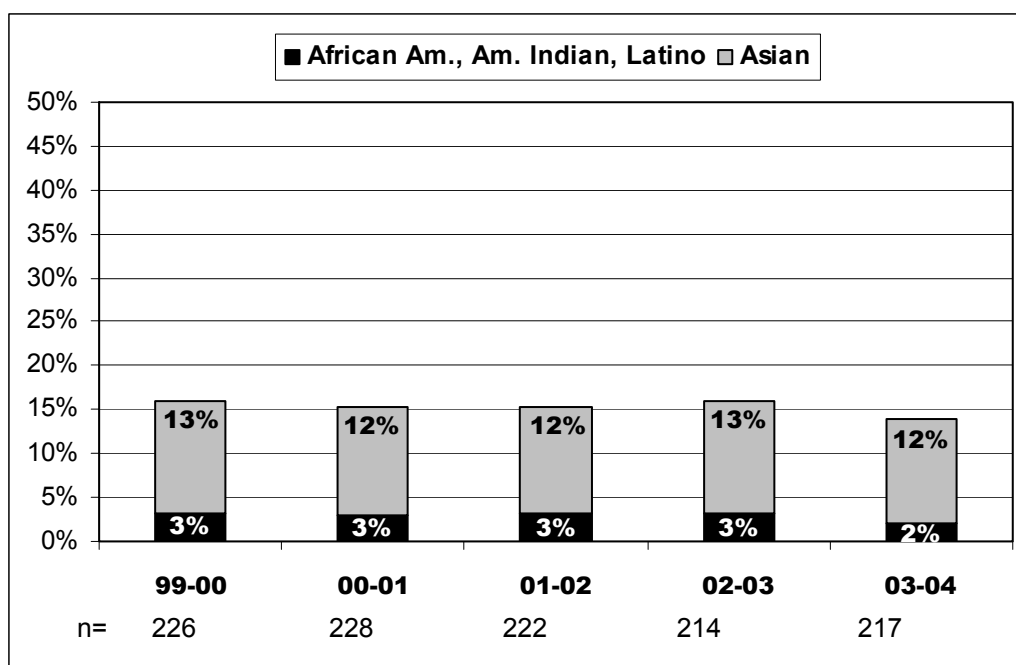
# DIVISION OF PHYSICAL SCIENCES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ATMOSPHERIC & OCEANIC SCIENCES<sup>5</sup>

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

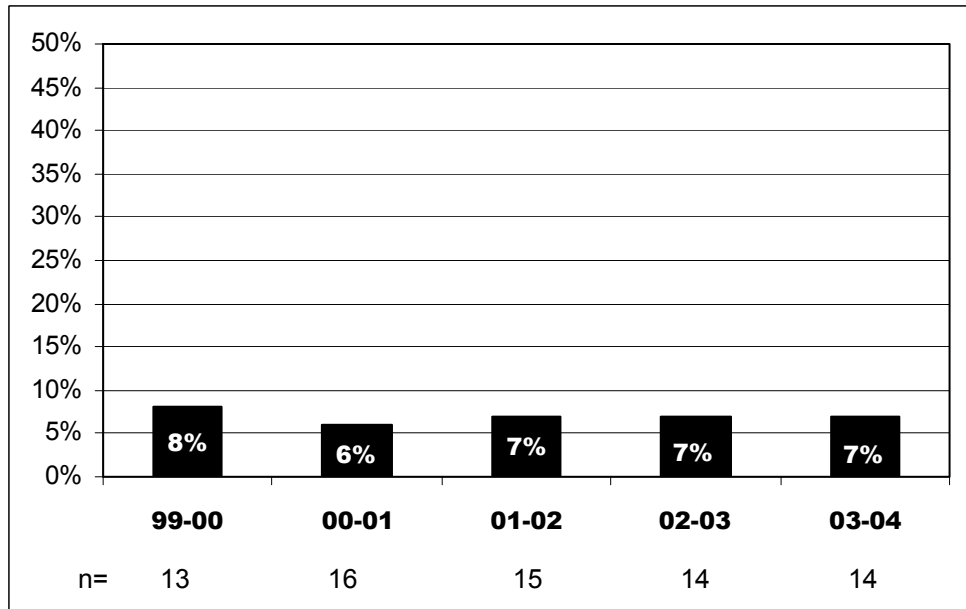
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

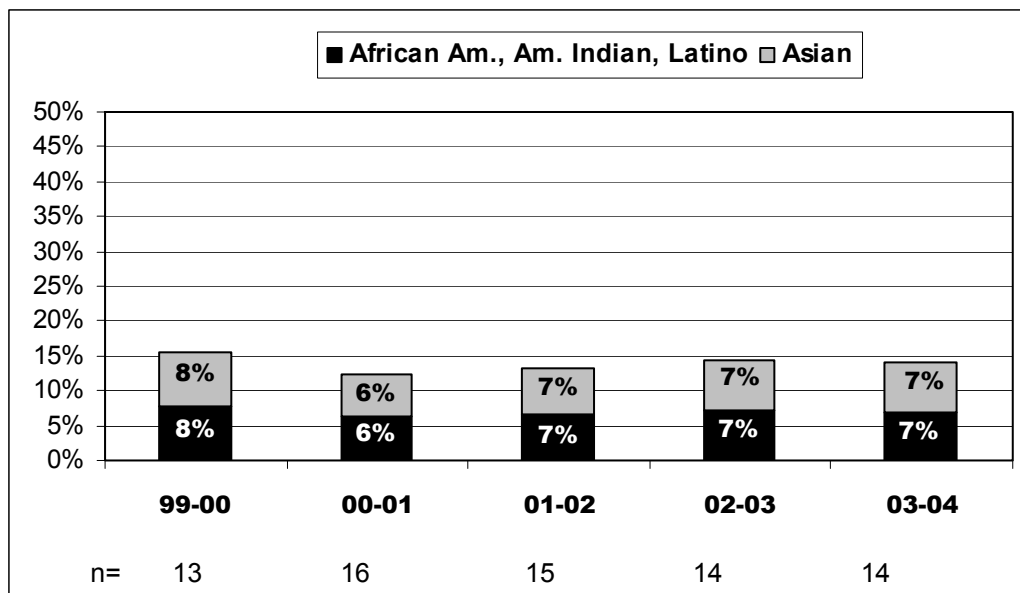
## DEPARTMENT OF ATMOSPHERIC & OCEANIC SCIENCES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF CHEMISTRY & BIOCHEMISTRY

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

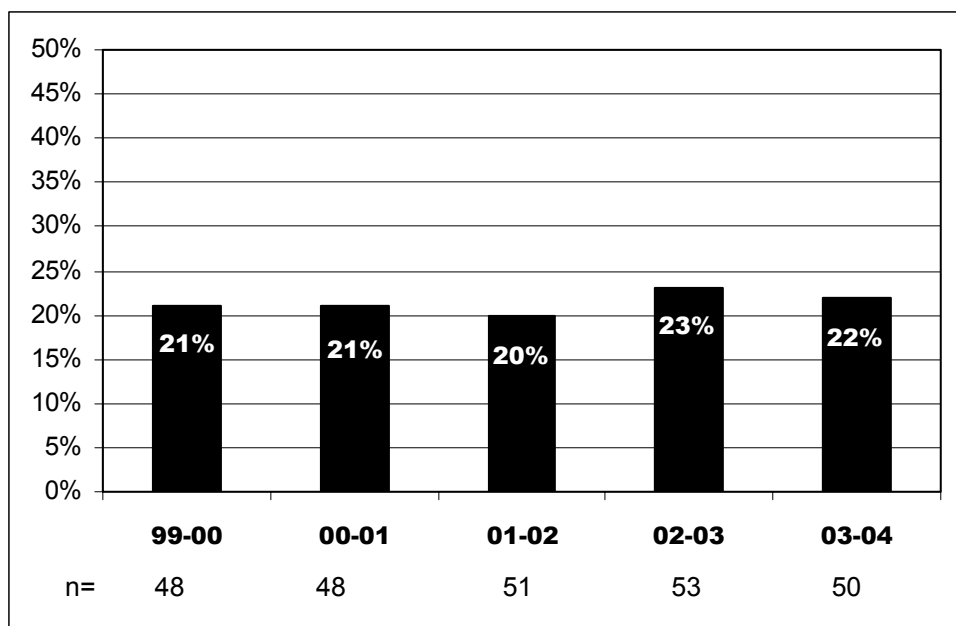
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

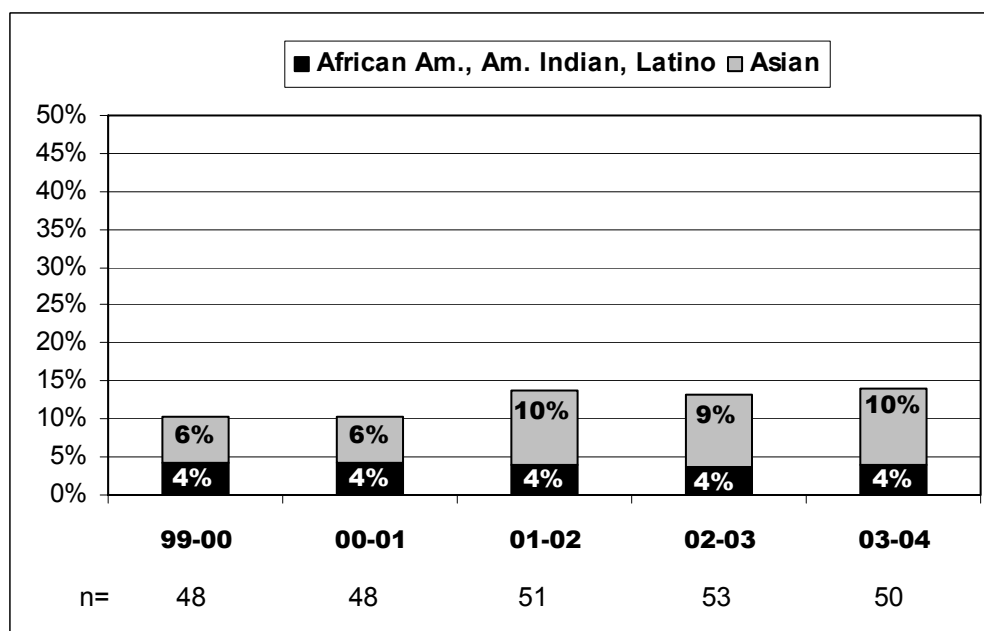
# DEPARTMENT OF CHEMISTRY & BIOCHEMISTRY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF EARTH & SPACE SCIENCES

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

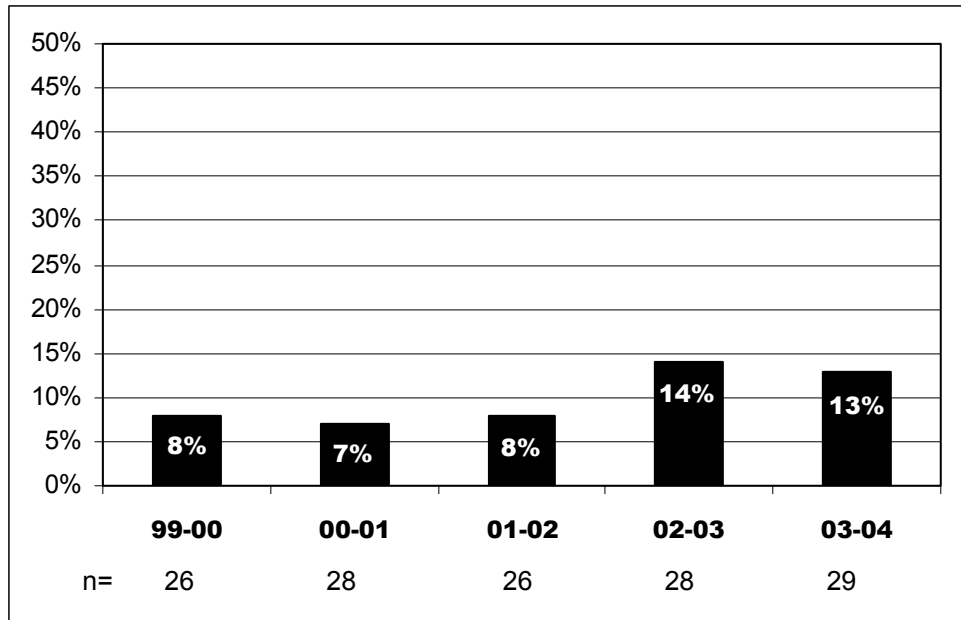
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

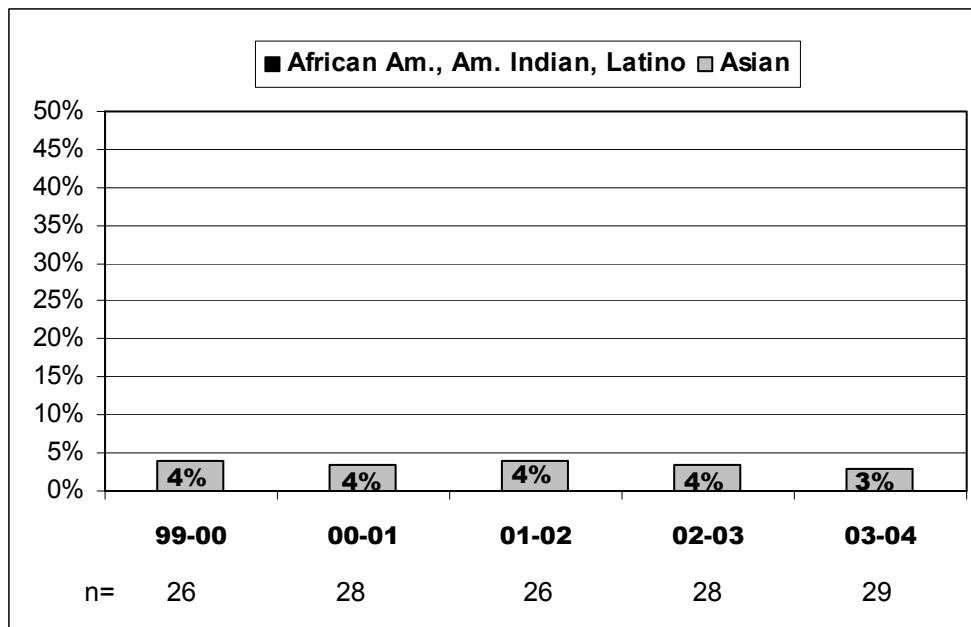
## DEPARTMENT OF EARTH & SPACE SCIENCES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF MATHEMATICS<sup>6</sup>

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

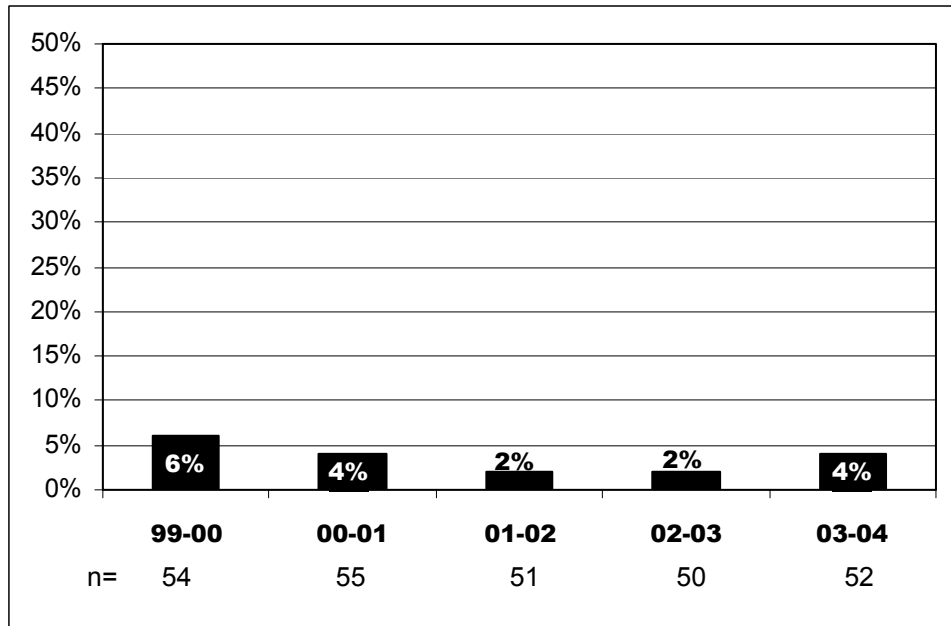
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

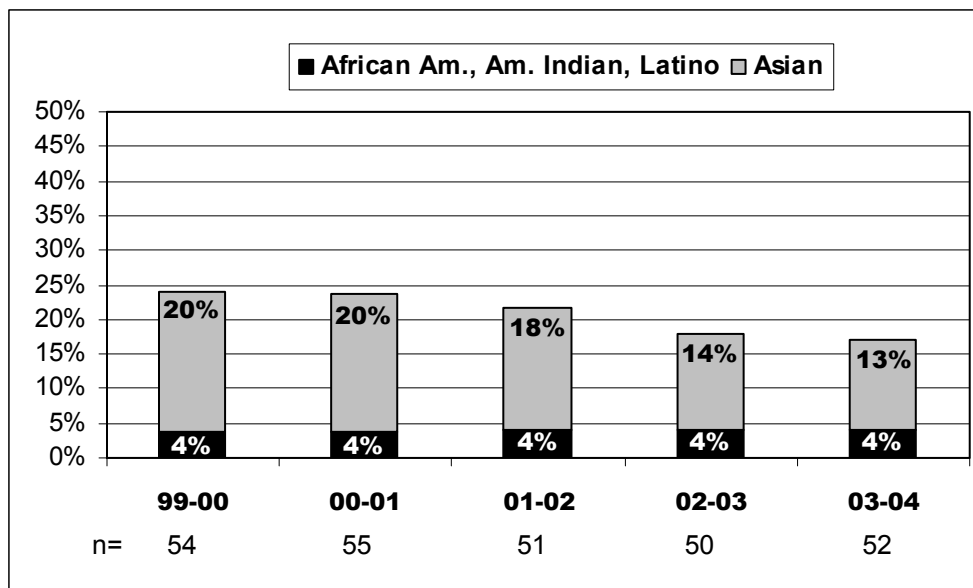
# DEPARTMENT OF MATHEMATICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF PHYSICS & ASTRONOMY

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

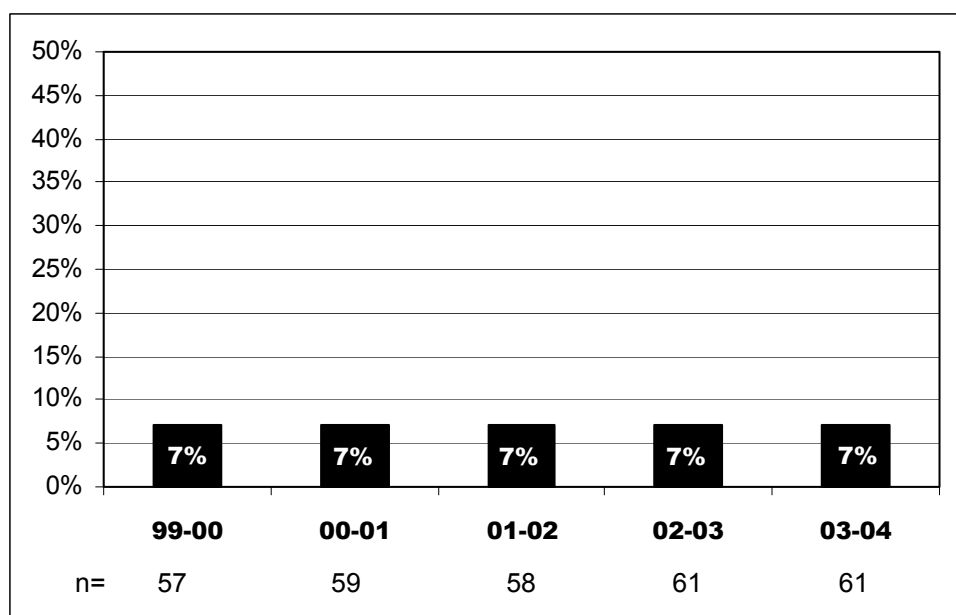
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

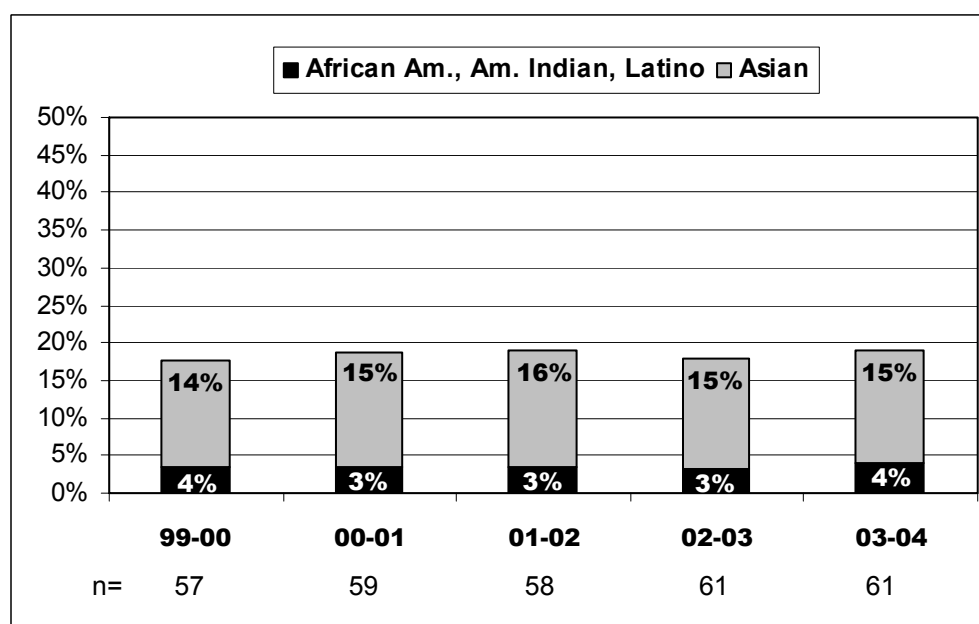
# DEPARTMENT OF PHYSICS & ASTRONOMY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF STATISTICS

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

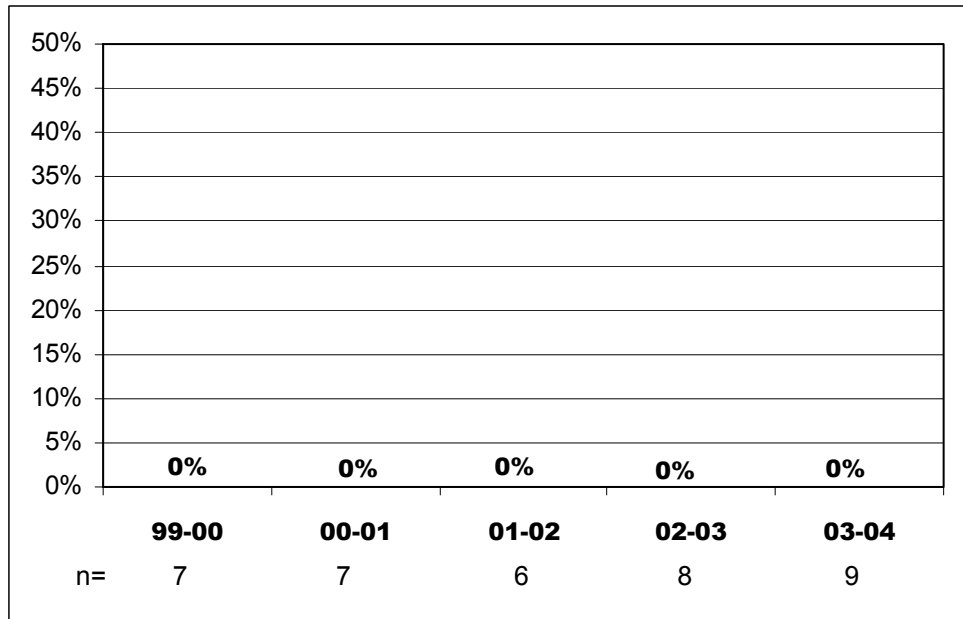
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

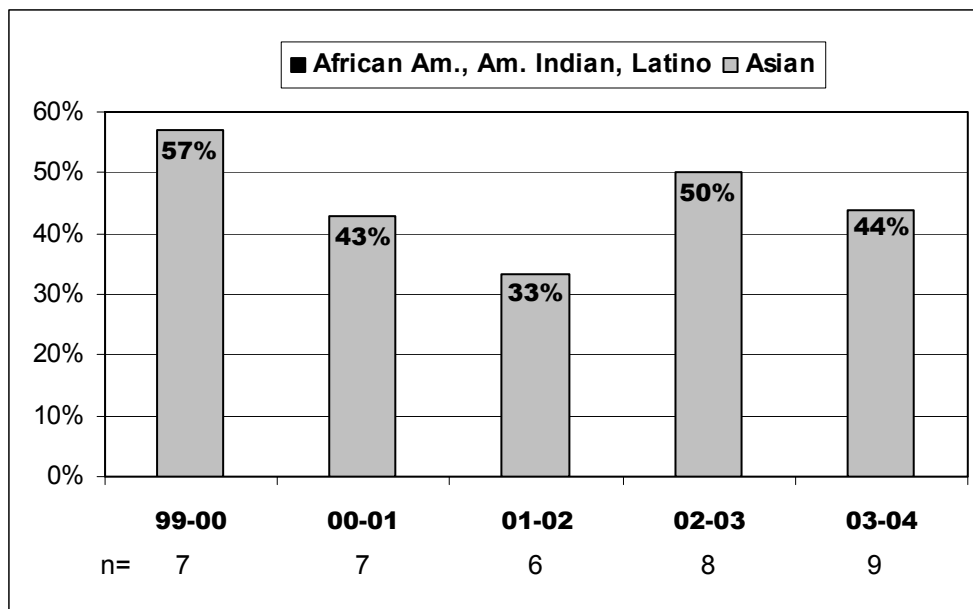
# DEPARTMENT OF STATISTICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



2004-2005  
Diversity Statistics - Regular Rank Faculty

## DIVISION OF SOCIAL SCIENCES

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

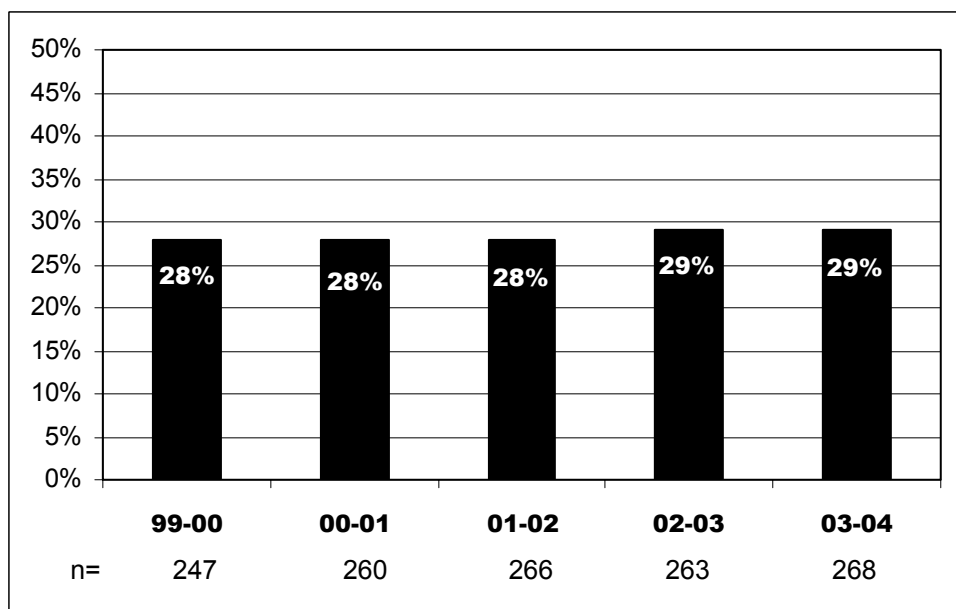
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

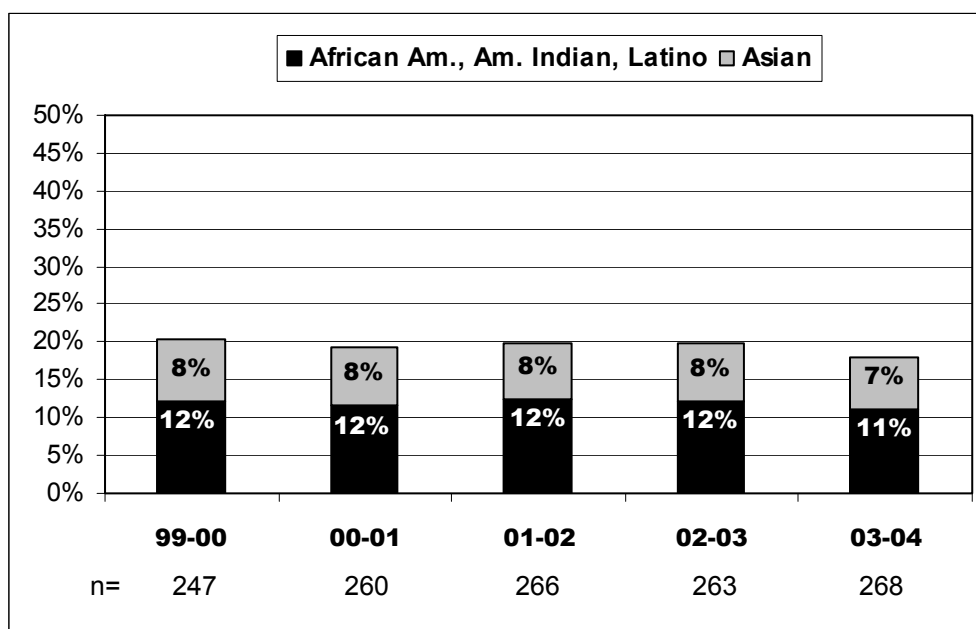
## DIVISION OF SOCIAL SCIENCES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF ANTHROPOLOGY

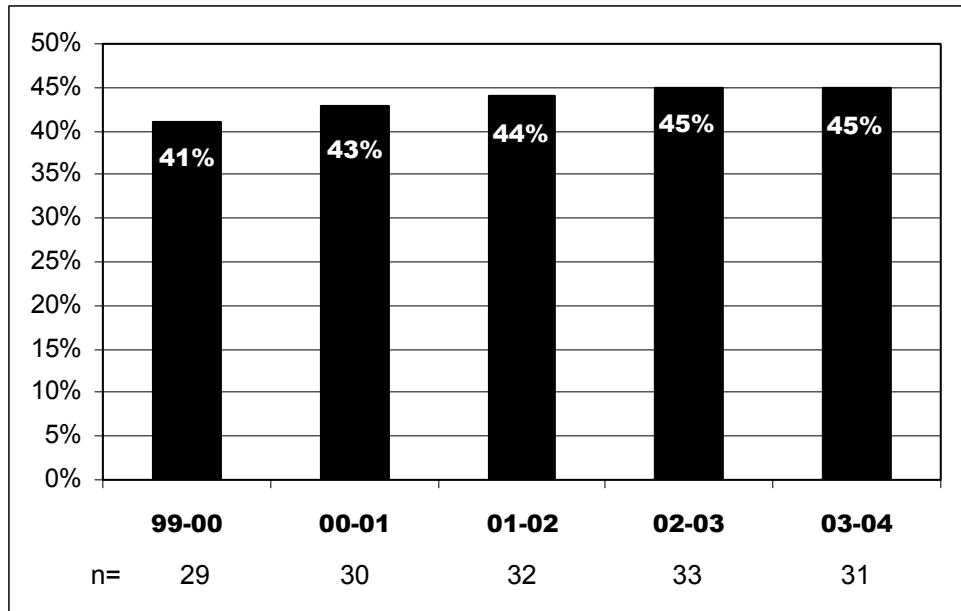
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	1	0	0	0	0	0	1	0	2	9	9	9	11	20
	0%	5%	0%	0%	0%	0%	0%	5%	0%	10%	45%	45%	45%	55%	100%
<b>Associate Professor</b>															
	2	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

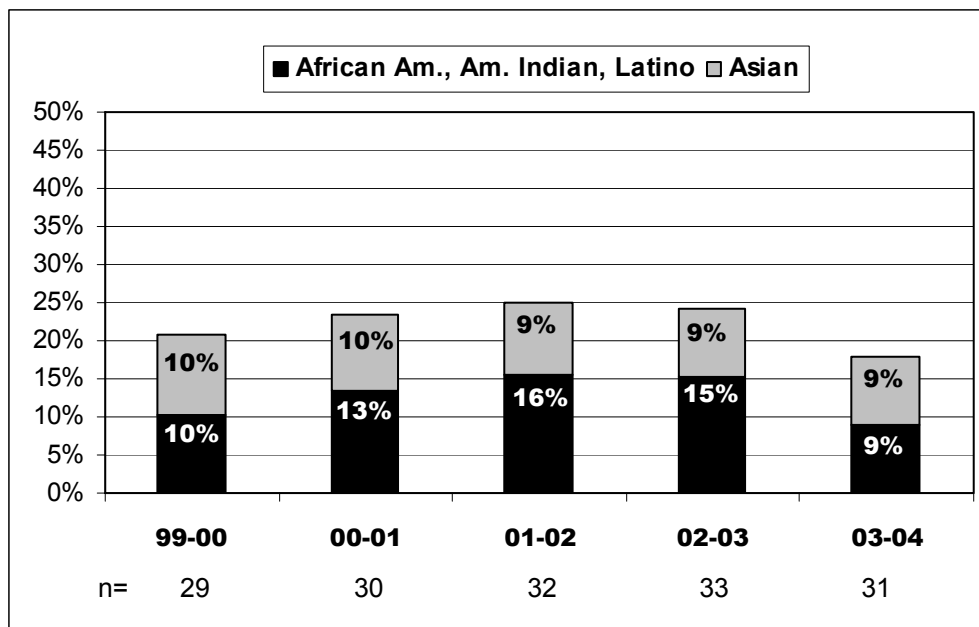
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	14.50	1.00	1.00	3.00	30.00
% of Faculty	48.3%	3.3%	3.3%	10.0%	3.3%
Estimate of Availability	49.7%	2.6%	3.7%	4.3%	0.8%
Expected # of Faculty	14.90	0.77	1.10	1.30	0.24
Shortfall (Underutilization)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

## DEPARTMENT OF ANTHROPOLOGY *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF CHICANA/O STUDIES <sup>7</sup>

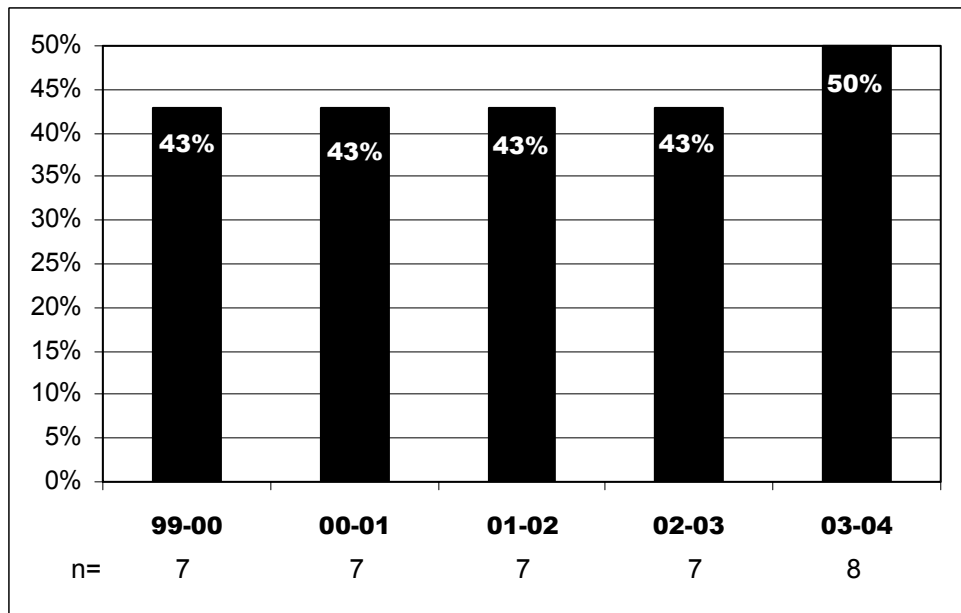
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	0	0	1	1	0	0	1	1	0	0	1	1	2
	0%	0%	0%	0%	50%	50%	0%	0%	50%	50%	0%	0%	50%	50%	100%
<b>Associate Professor</b>															
	0	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

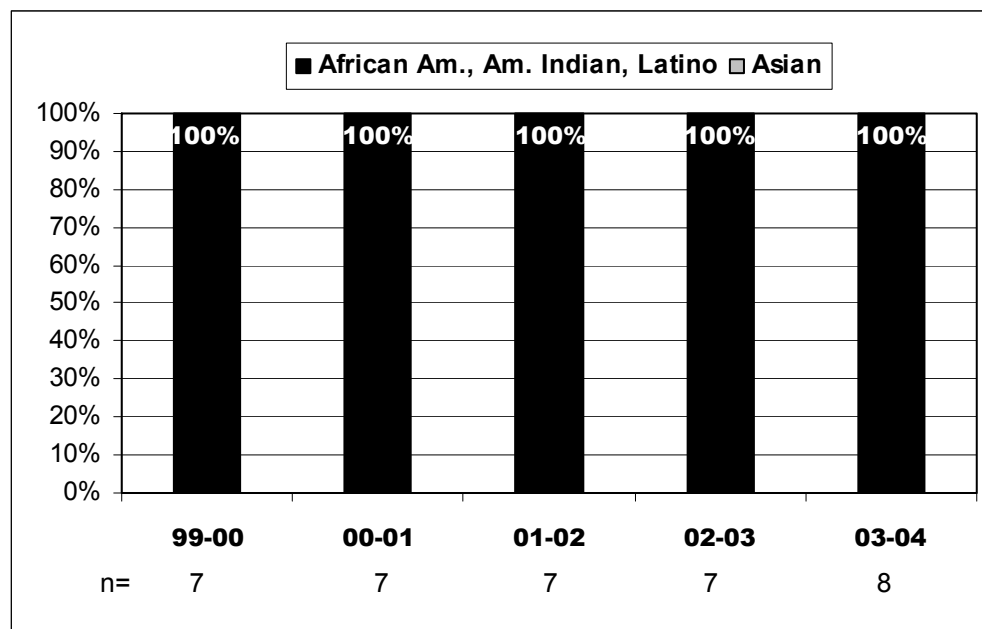
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	4.00	0.00	8.00	0.00	0.00
% of Faculty	50.0%	0.0%	100.0%	0.0%	0.0%
Estimate of Availability	51.3%	6.5%	8.8%	6.2%	0.7%
Expected # of Faculty	4.10	0.52	0.70	0.50	0.06
Shortfall (Underutilization)	-0.10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

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

**Percent Women**



**Percent Underrepresented Minorities**





## DEPARTMENT OF ECONOMICS

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

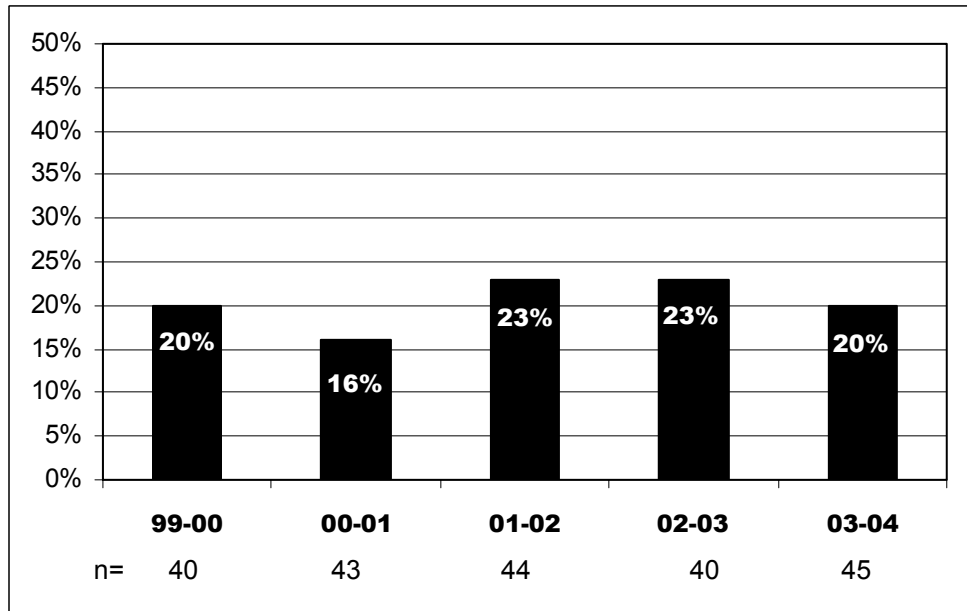
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

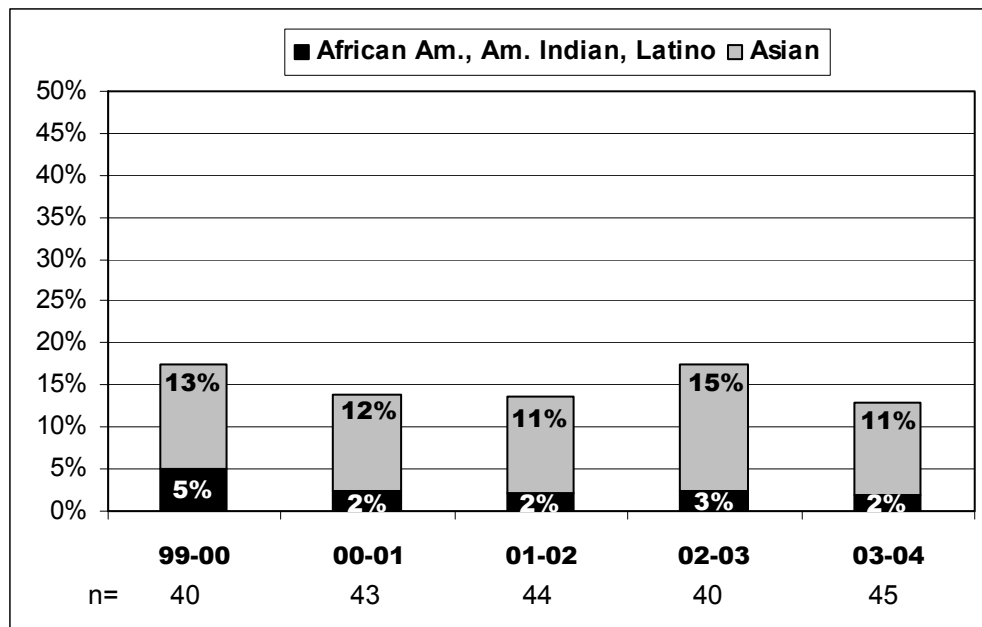
# DEPARTMENT OF ECONOMICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF GEOGRAPHY

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

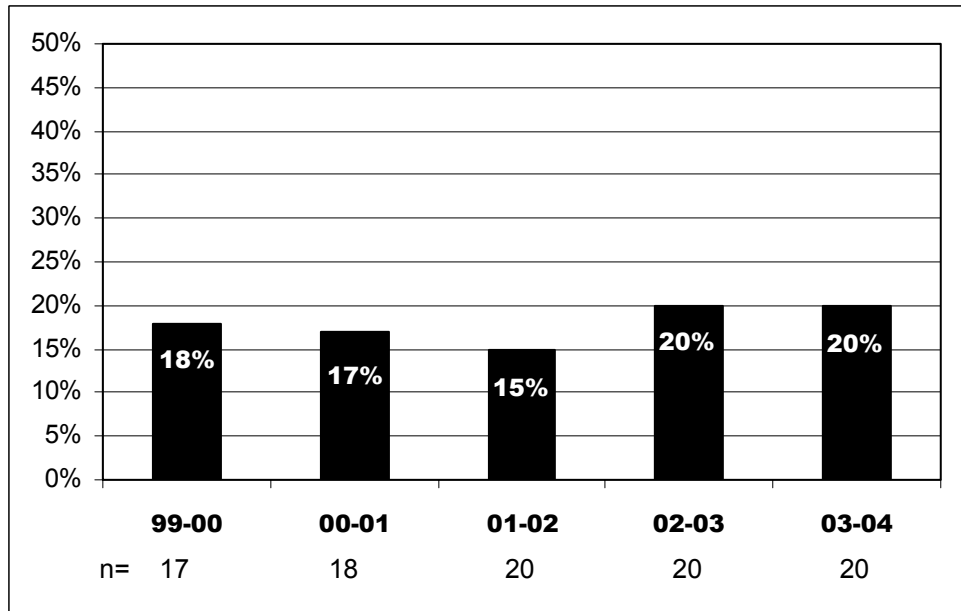
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

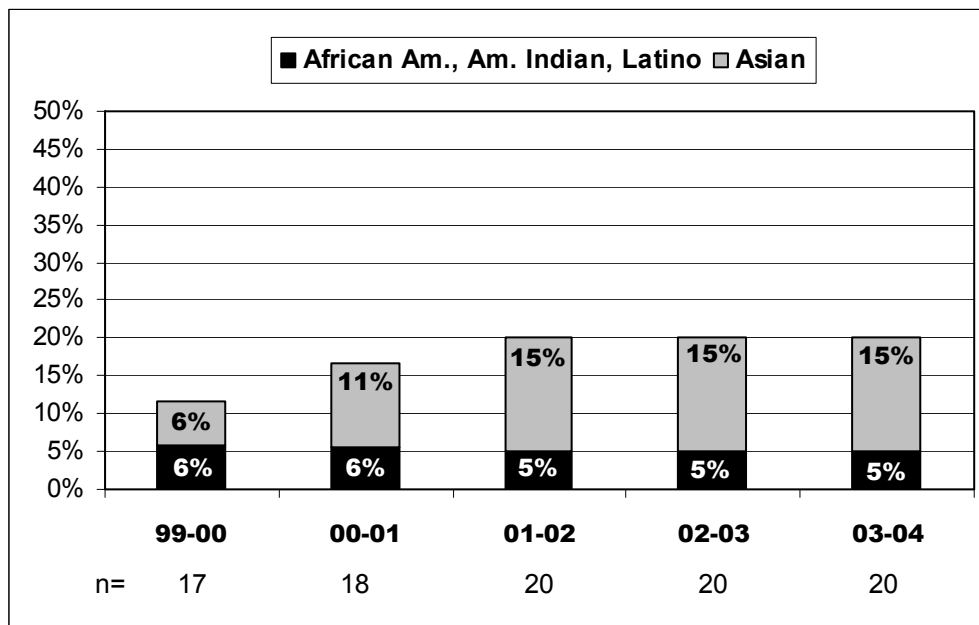
## DEPARTMENT OF GEOGRAPHY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF HISTORY

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

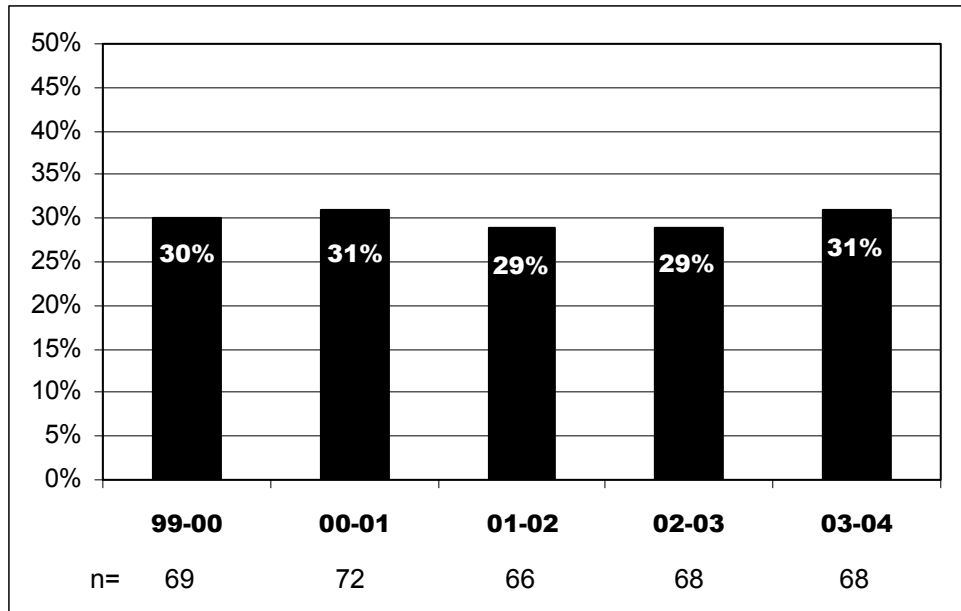
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

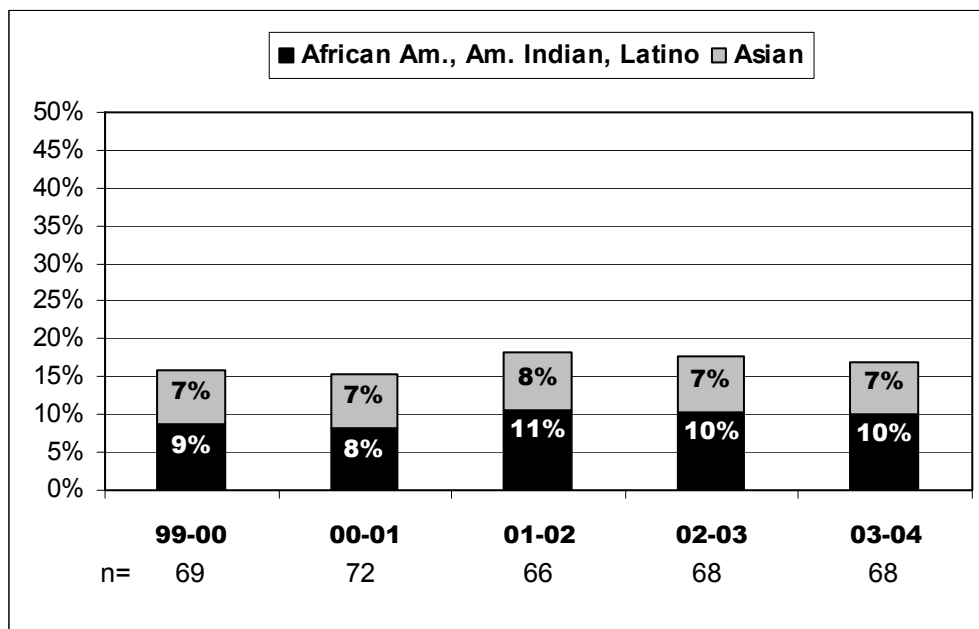
# DEPARTMENT OF HISTORY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF POLITICAL SCIENCE

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

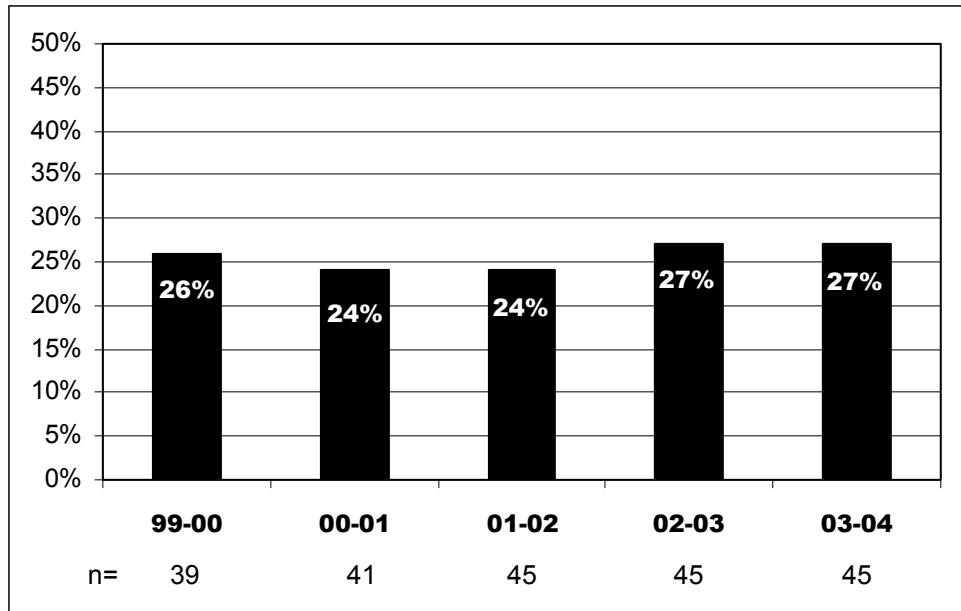
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

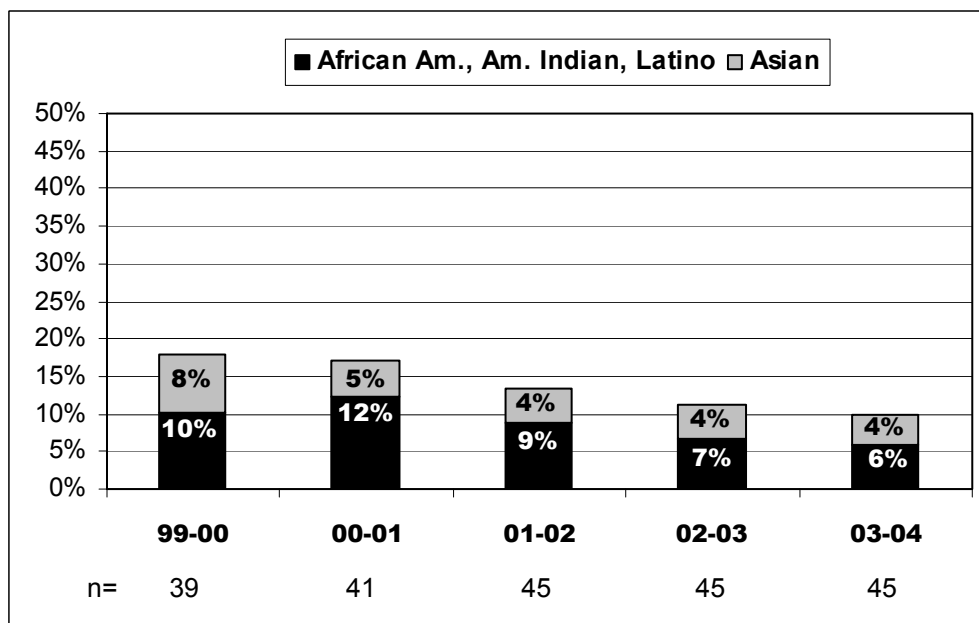
## DEPARTMENT OF POLITICAL SCIENCE

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF SOCIOLOGY

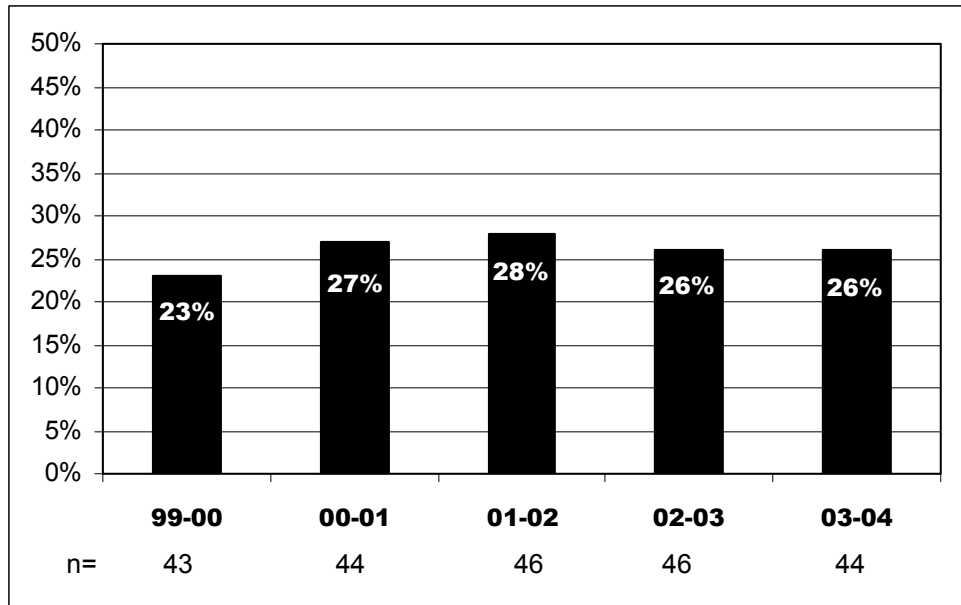
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	1	0	0	1	0	2	0	1	1	4	5	21	6	25	31
	3%	0%	0%	3%	0%	6%	0%	3%	3%	13%	16%	68%	19%	81%	100%
<b>Associate Professor</b>															
	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

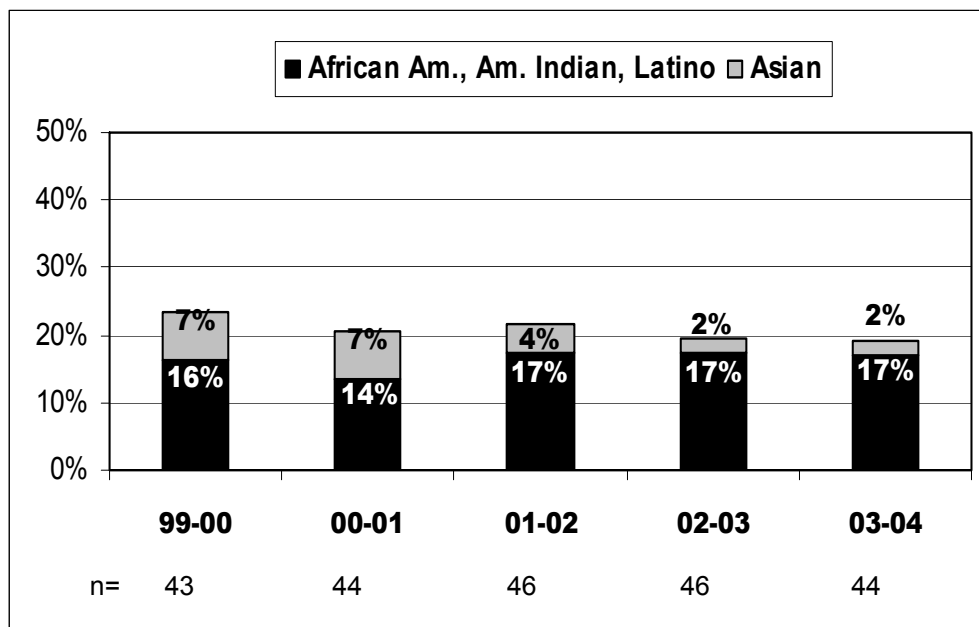
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	13.00	1.00	5.00	1.00	45.00
% of Faculty	28.9%	2.2%	11.1%	2.2%	2.2%
Estimate of Availability	54.5%	7.5%	4.6%	5.7%	0.7%
Expected # of Faculty	24.53	3.37	2.06	2.57	0.30
Shortfall (Underutilization)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

**DEPARTMENT OF SOCIOLOGY**  
*Trends*

**Percent Women**



**Percent Underrepresented Minorities**



## DEPARTMENT OF SPEECH & COMMUNICATION STUDIES

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

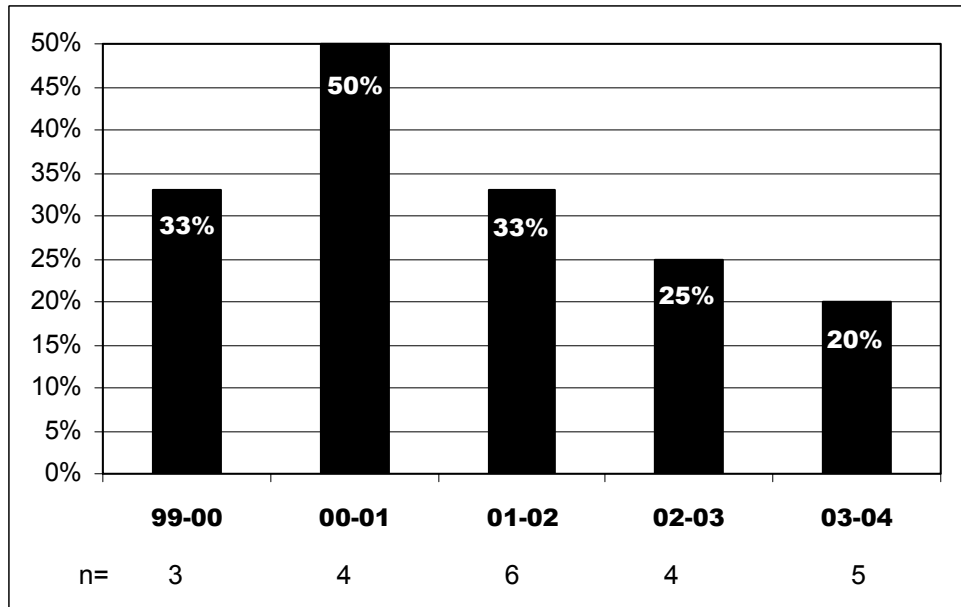
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

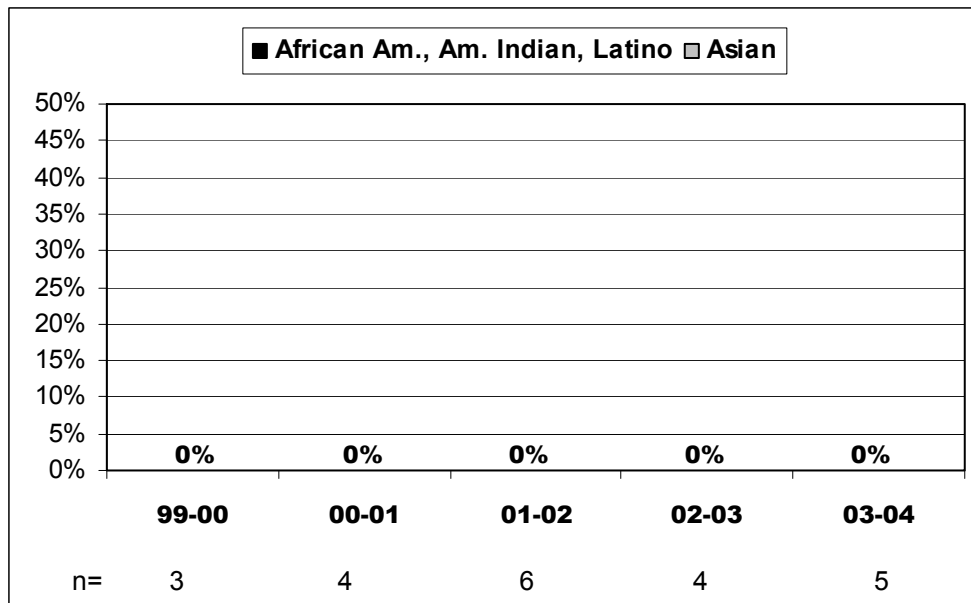
# DEPARTMENT OF SPEECH & COMMUNICATION STUDIES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



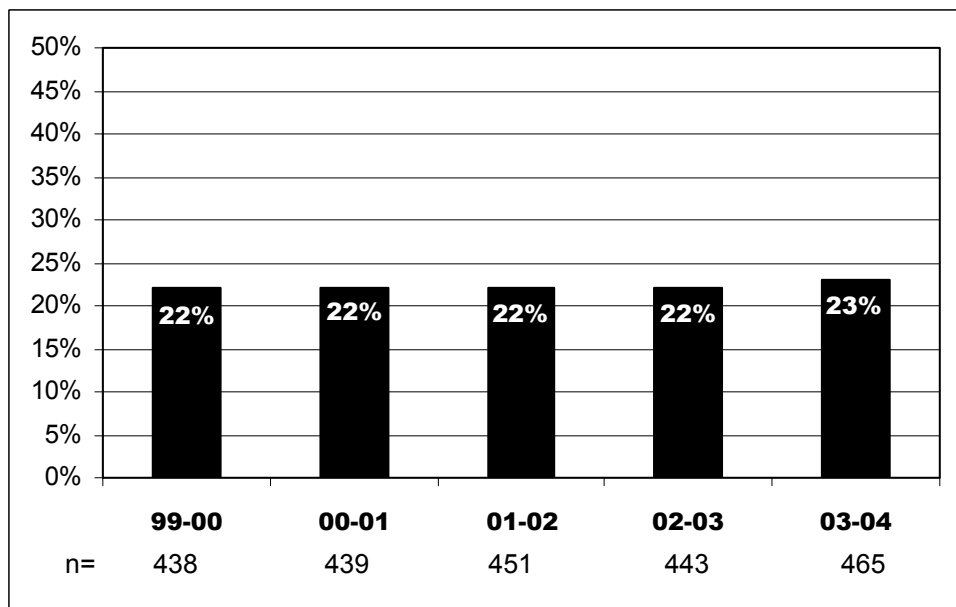
**CENTER FOR HEALTH SCIENCES**  
**(Dentistry, Nursing, Public Health and School of Medicine)**

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

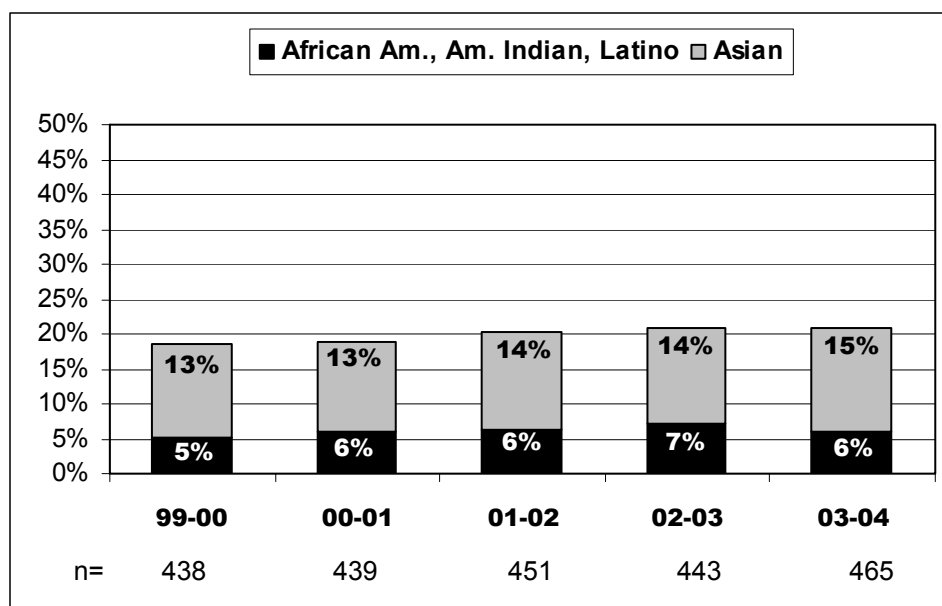
# CENTER FOR HEALTH SCIENCES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## SCHOOL OF DENTISTRY

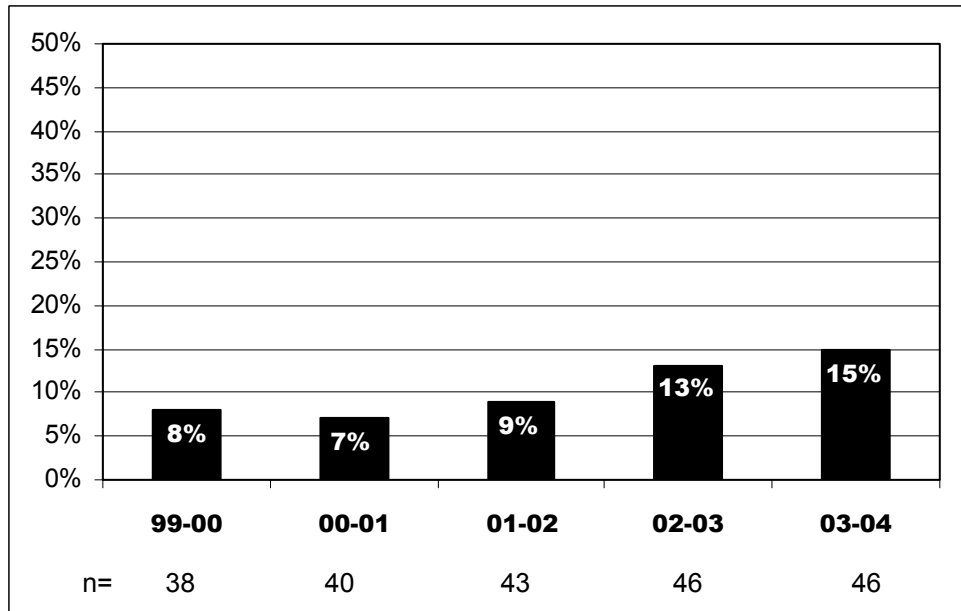
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	8	0	0	0	0	0	0	0	8	1	16	1	24	25
	0%	32%	0%	0%	0%	0%	0%	0%	0%	32%	4%	64%	4%	96%	100%
<b>Associate Professor</b>															
	0	2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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

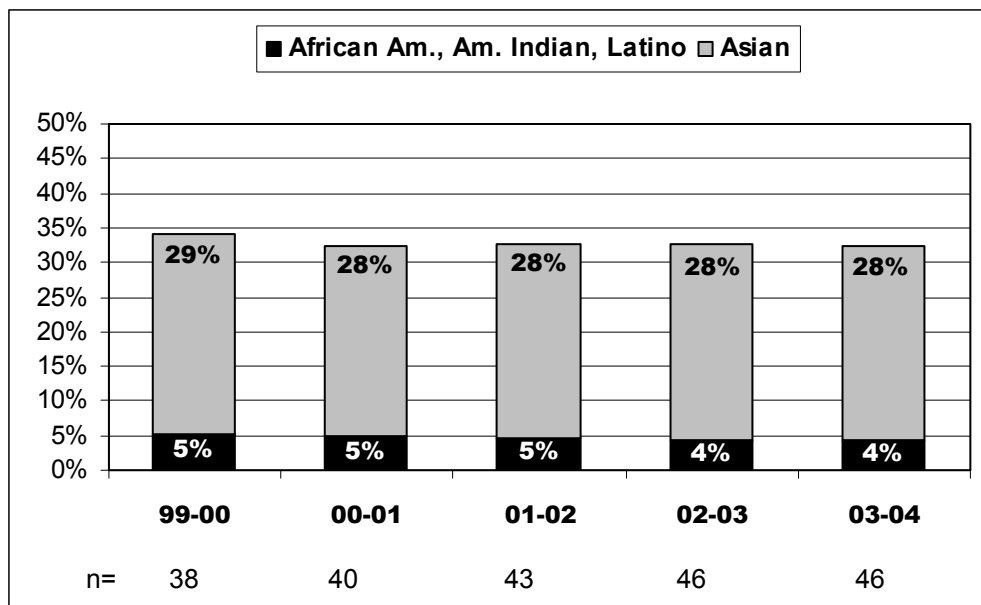
	Black/ Women	Chicano/ Afr.Amer.	Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	8.00	1.00	1.00	15.00	0.00	48.00
% of Faculty	16.7%	2.1%	2.1%	31.3%	0.0%	
Estimate of Availability	25.8%	4.5%	3.1%	13.0%	0.1%	
Expected # of Faculty	12.40	2.17	1.51	6.23	0.06	
Shortfall (Underutilization)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

## SCHOOL OF DENTISTRY *Trends*

### Percent Women



### Percent Underrepresented Minorities





2004-2005  
Diversity Statistics - Regular Rank Faculty

## SCHOOL OF NURSING

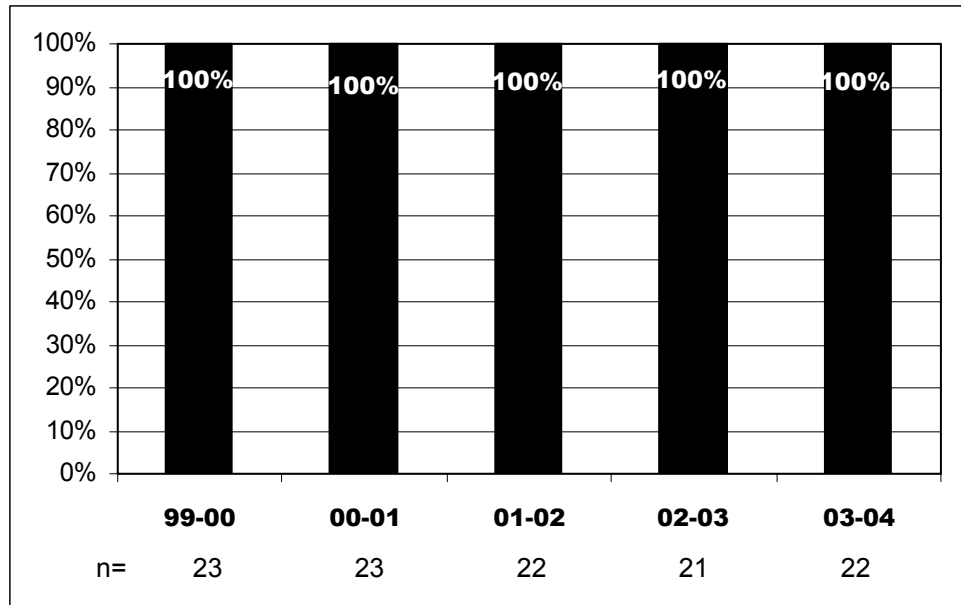
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	1	0	0	0	0	0	1	0	5	0	6	0	6
	0%	0%	17%	0%	0%	0%	0%	0%	17%	0%	83%	0%	100%	0%	100%
<b>Associate Professor</b>															
	1	0	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

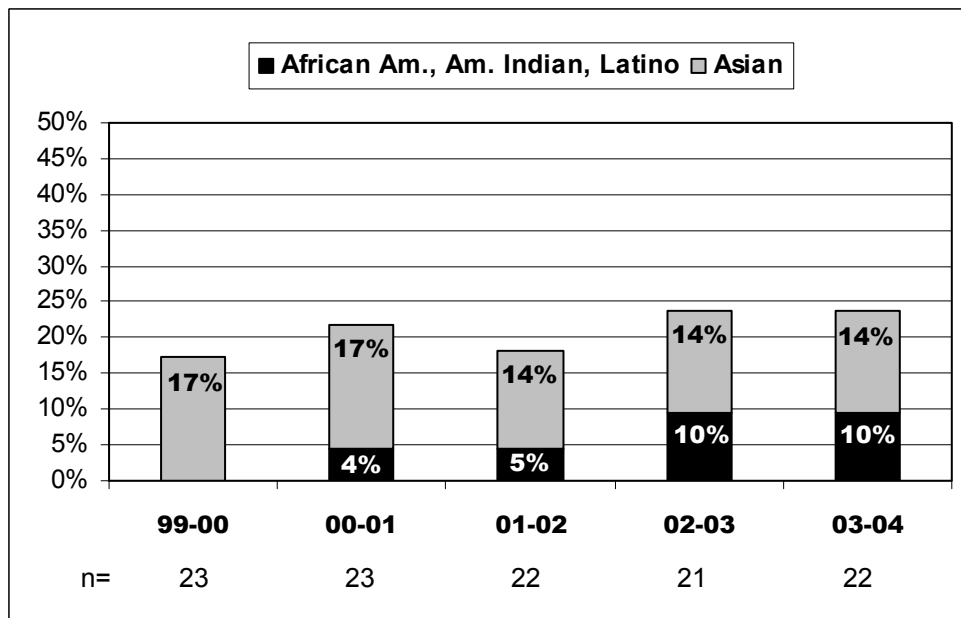
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	20.00	2.00	1.00	1.00	0.00	20.00
% of Faculty	100.0%	10.0%	5.0%	5.0%	0.0%	
Estimate of Availability	95.2%	5.3%	1.7%	3.1%	0.4%	
Expected # of Faculty	19.04	1.07	0.34	0.61	0.08	
Shortfall (Underutilization)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

## SCHOOL OF NURSING *Trends*

### Percent Women



### Percent Underrepresented Minorities



## SCHOOL OF PUBLIC HEALTH

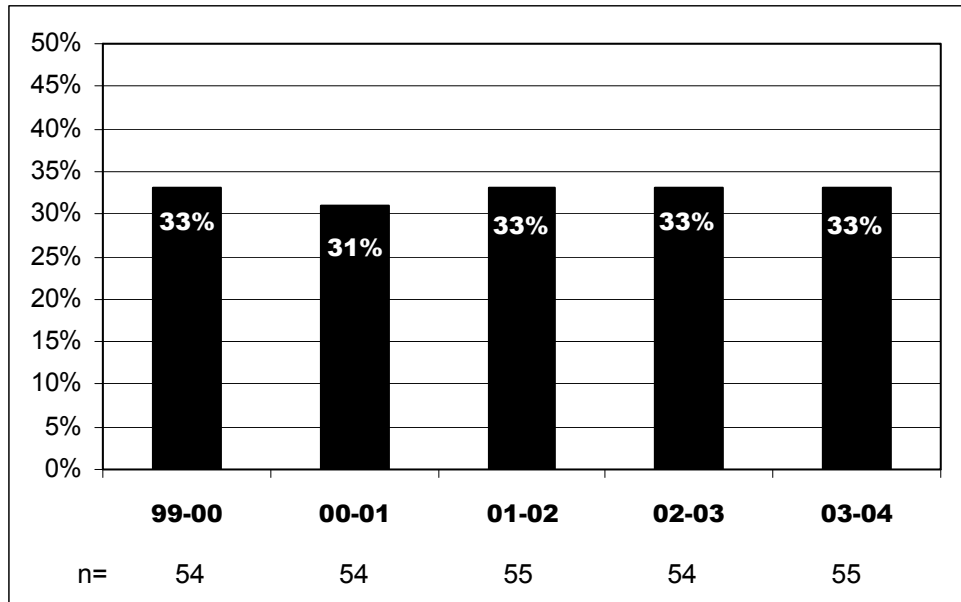
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	1	4	0	0	0	0	0	0	1	4	14	28	15	32	47
	2%	9%	0%	0%	0%	0%	0%	0%	2%	9%	30%	60%	32%	68%	100%
<b>Associate Professor</b>															
	1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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

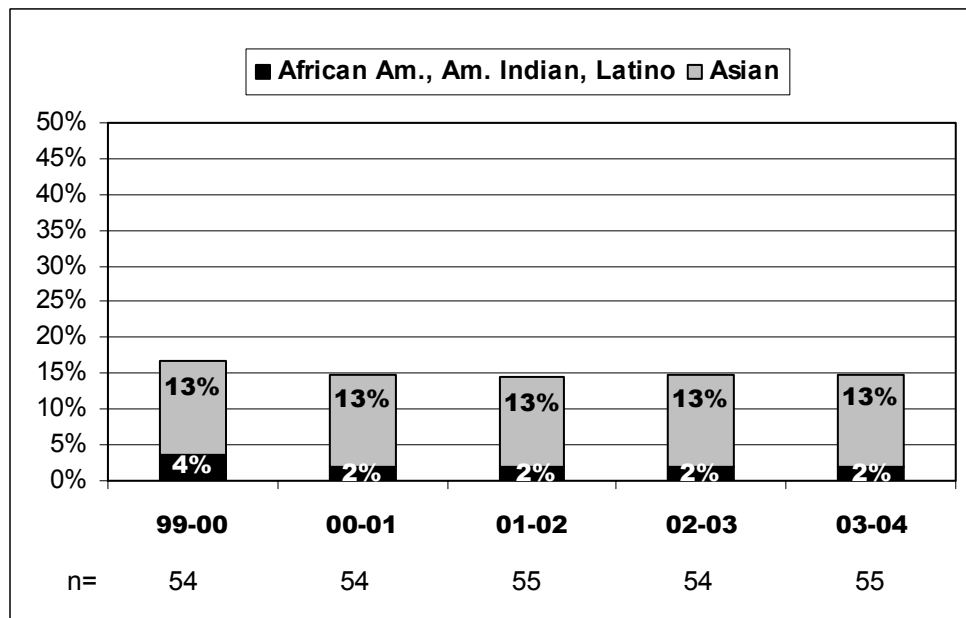
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl. Amer.	Total Known Ethnicity	Unknown
# of Faculty	20.00	2.00	0.00	7.00	0.00	58.00
% of Faculty	34.5%	3.4%	0.0%	12.1%	0.0%	
Estimate of Availability	46.0%	4.6%	3.1%	8.6%	0.4%	
Expected # of Faculty	26.67	2.65	1.80	4.99	0.21	
Shortfall (Underutilization)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

## SCHOOL OF PUBLIC HEALTH *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF BIOSTATISTICS

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

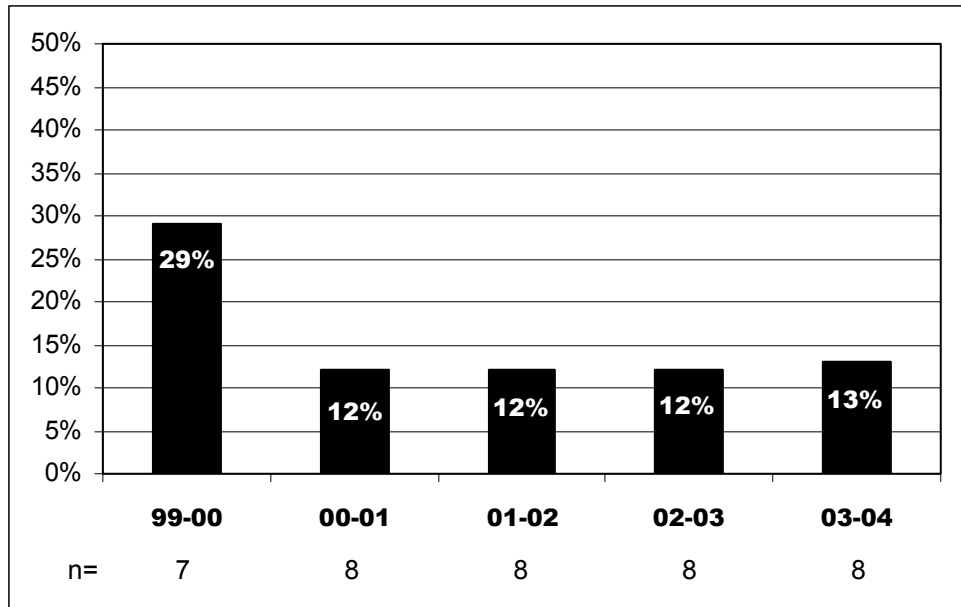
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

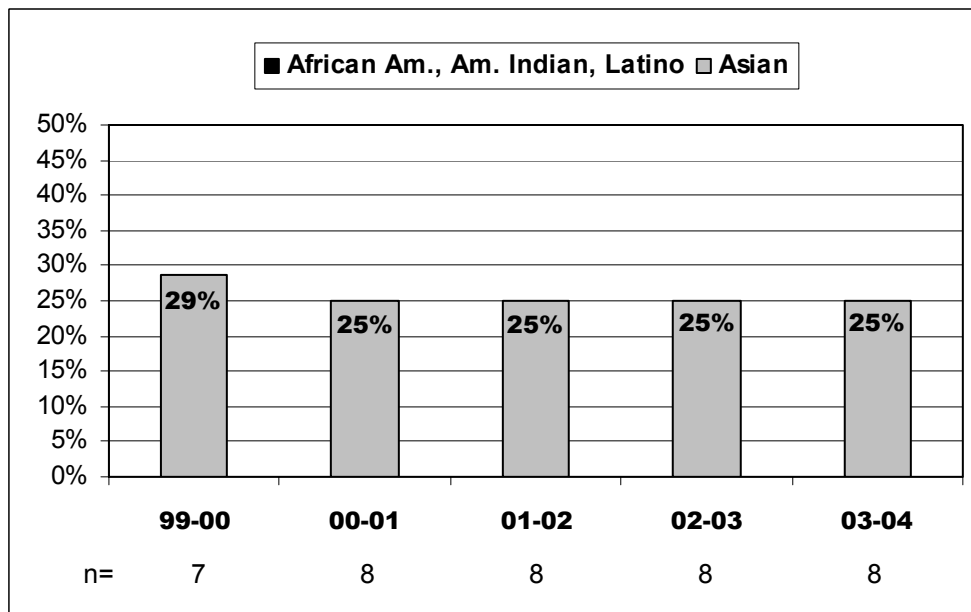
# DEPARTMENT OF BIostatISTICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF COMMUNITY HEALTH SCIENCES

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

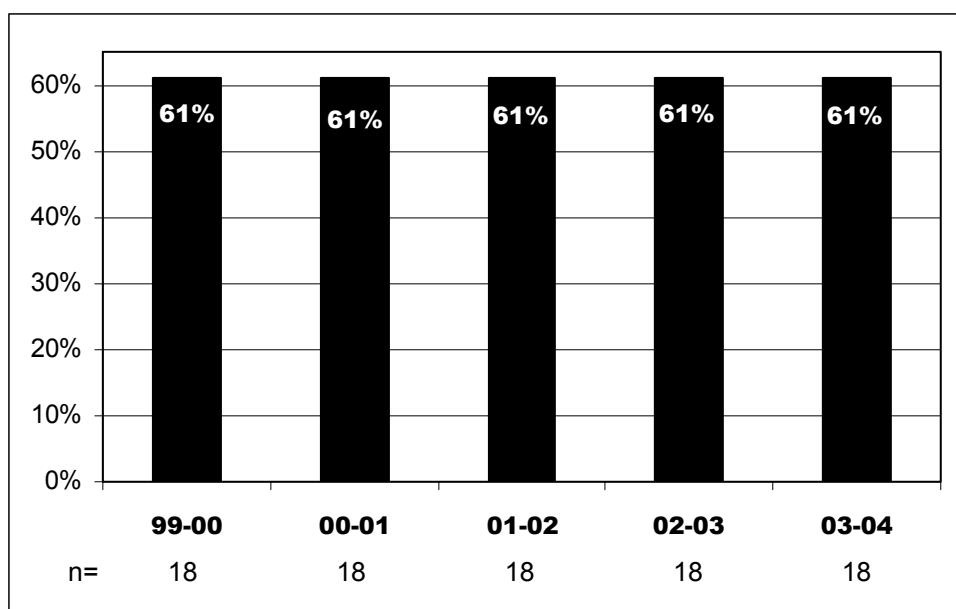
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

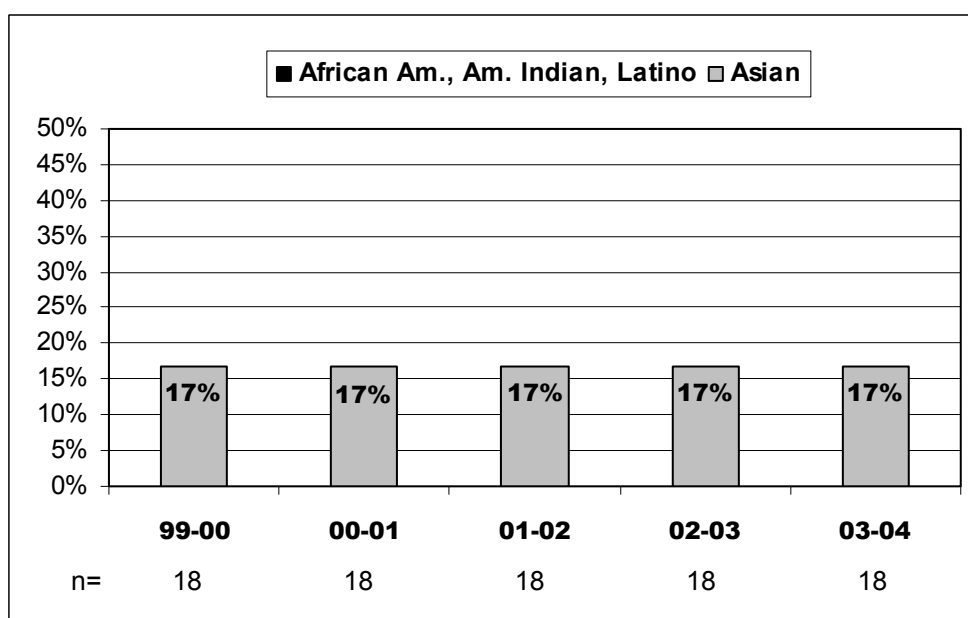
## DEPARTMENT OF COMMUNITY HEALTH SCIENCES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

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

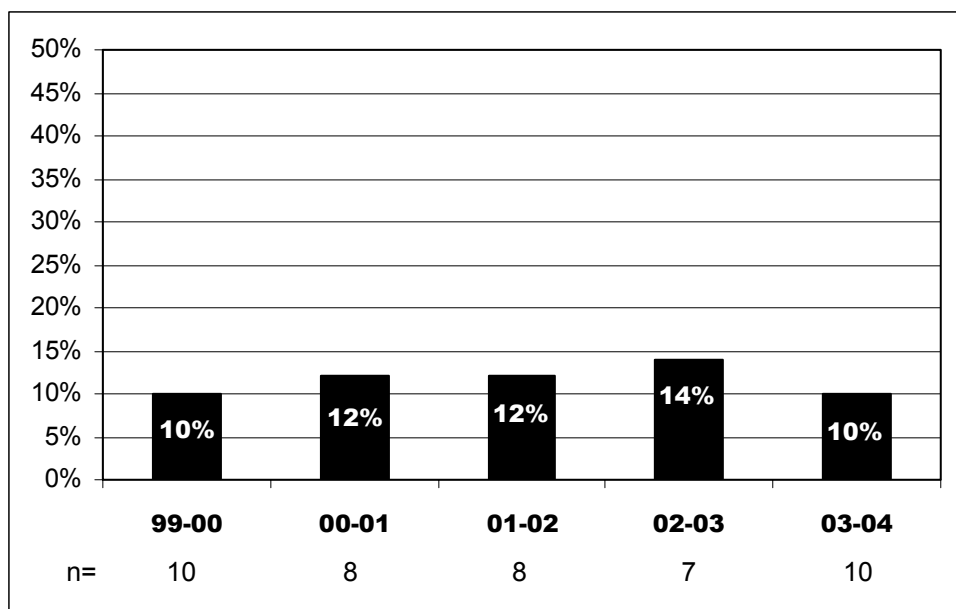
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

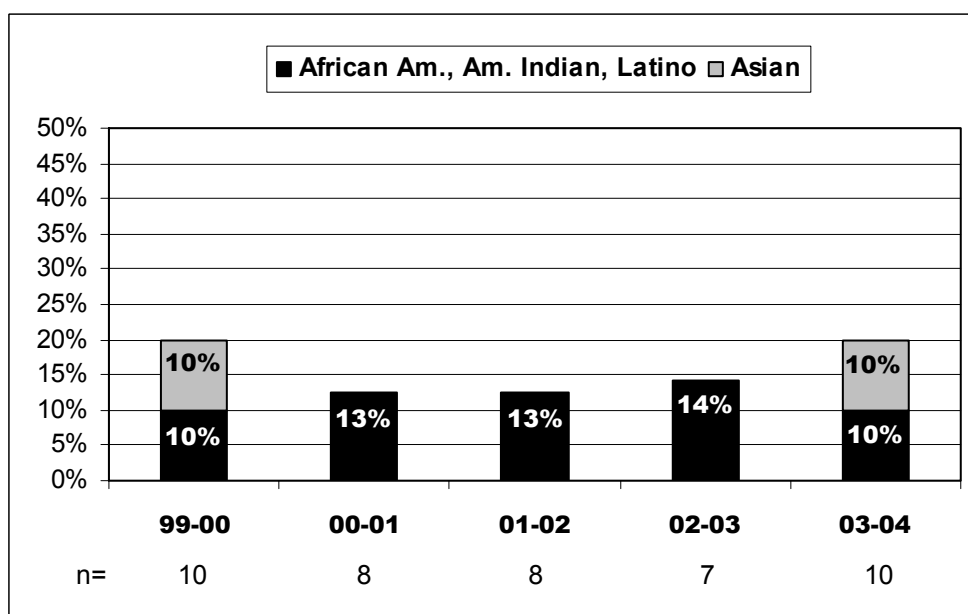
# DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF EPIDEMIOLOGY

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

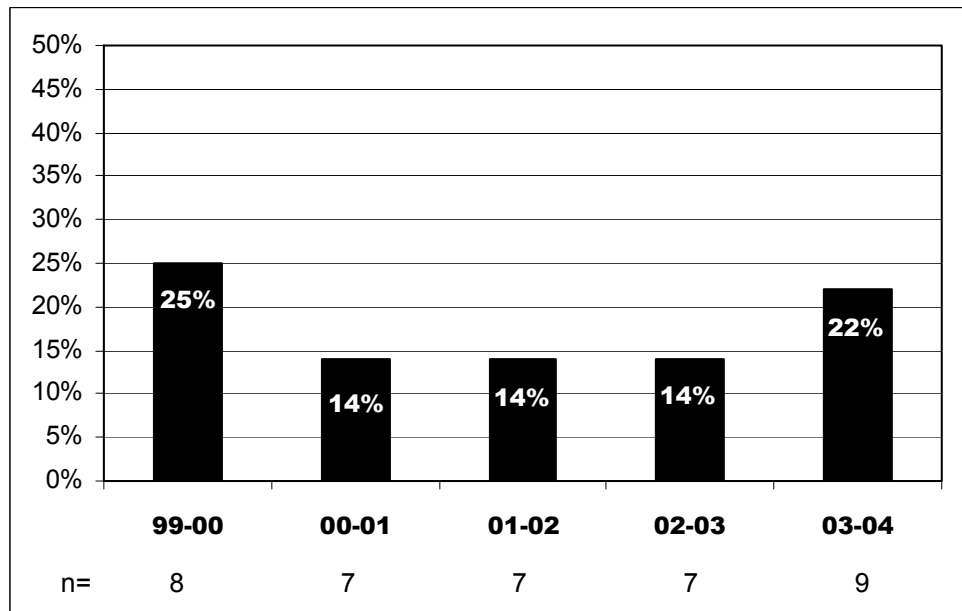
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

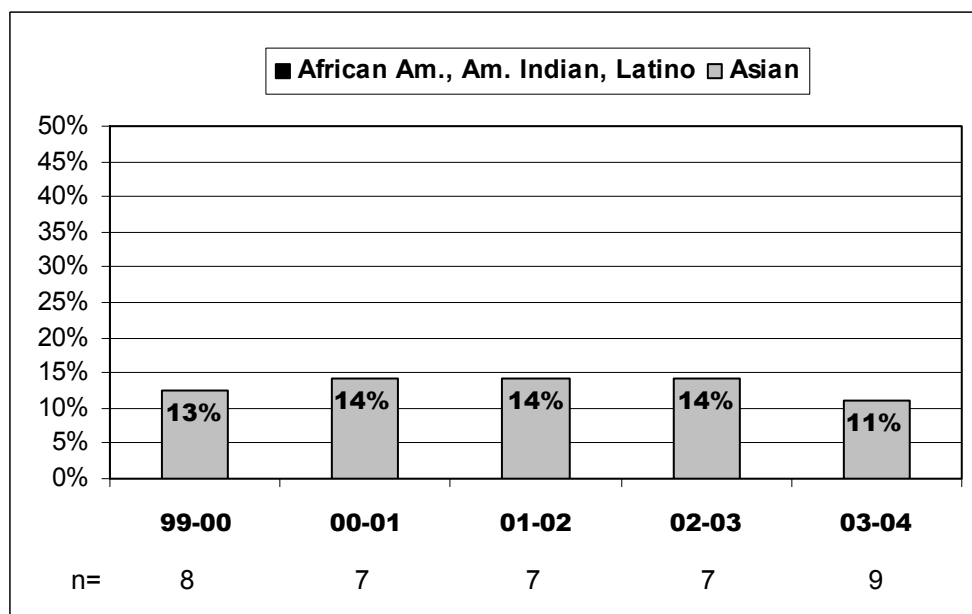
# DEPARTMENT OF EPIDEMIOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF HEALTH SERVICES

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

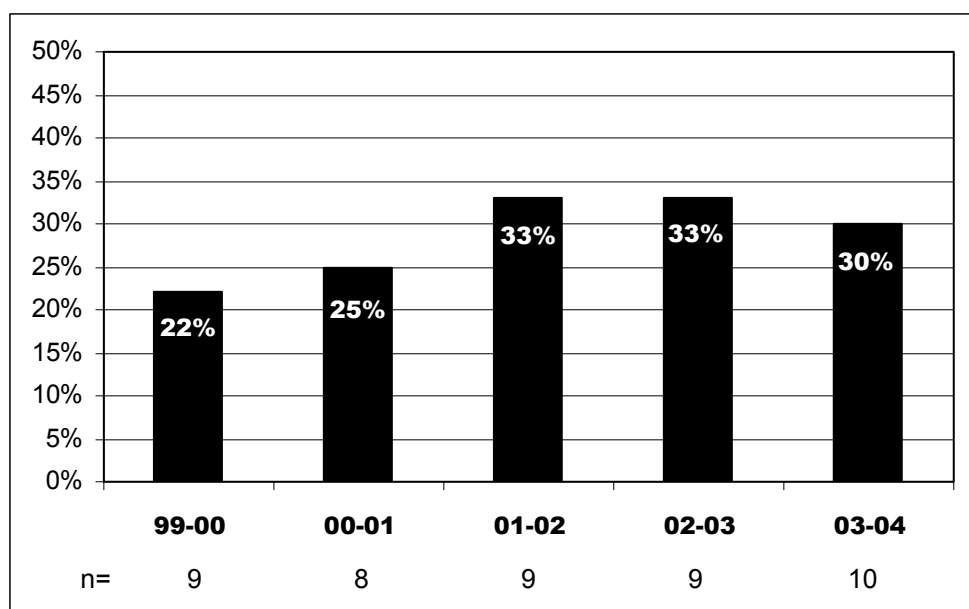
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

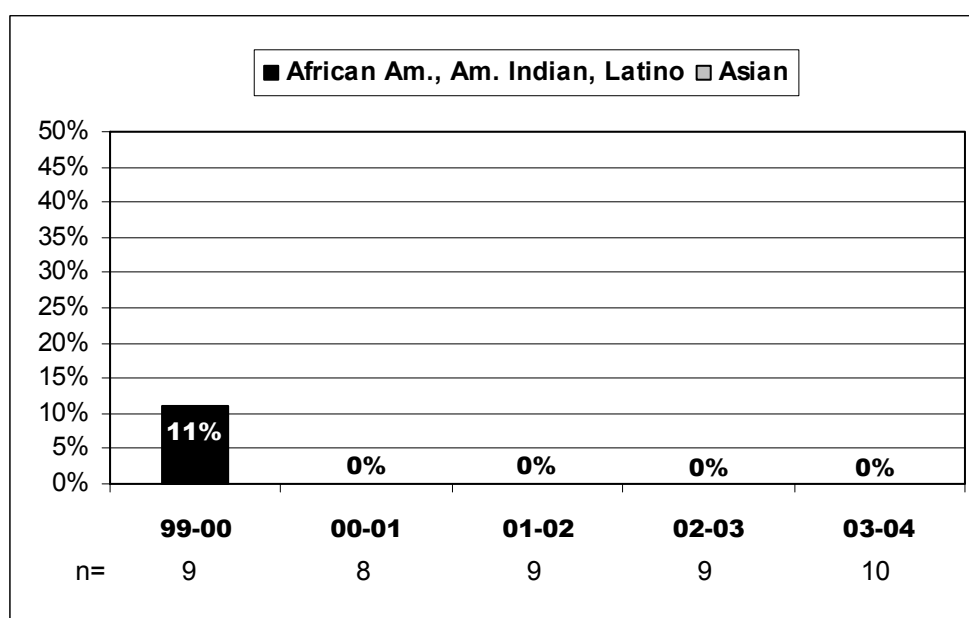
# DEPARTMENT OF HEALTH SERVICES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## THE DAVID GEFFEN SCHOOL OF MEDICINE<sup>8</sup>

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

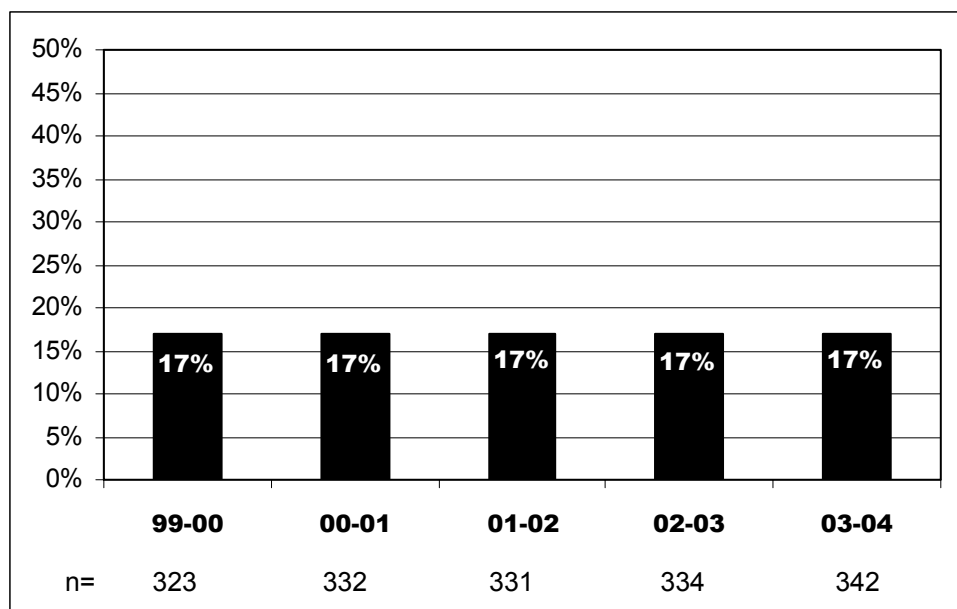
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	58.50	7.00	19.50	47.00	0.00	346.00	3.00
% of Faculty	16.8%	2.0%	5.6%	13.6%	0.0%		
Estimate of Availability	22.7%	2.1%	3.2%	8.0%	0.2%		
Expected # of Faculty	79.29	7.17	11.15	27.60	0.78		
Shortfall (Underutilization)	-20.79	-0.17	none	none	-0.78		

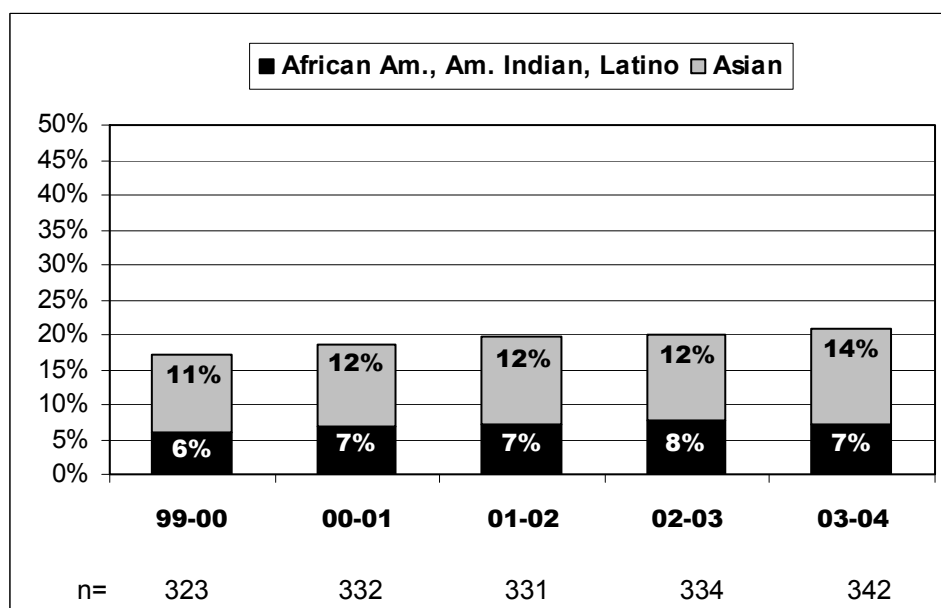
# THE DAVID GEFFEN SCHOOL OF MEDICINE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





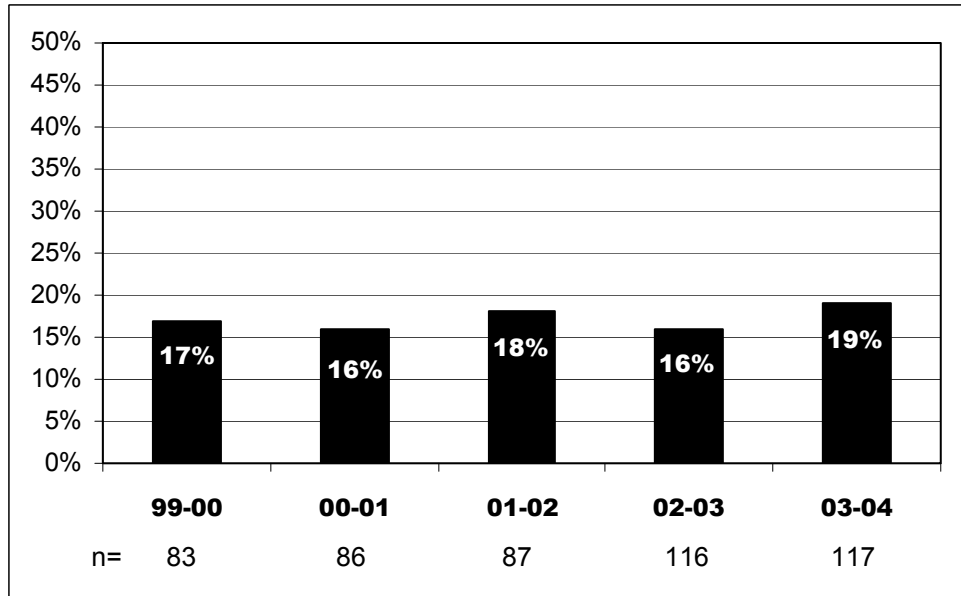
## BASIC SCIENCE DEPARTMENTS

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

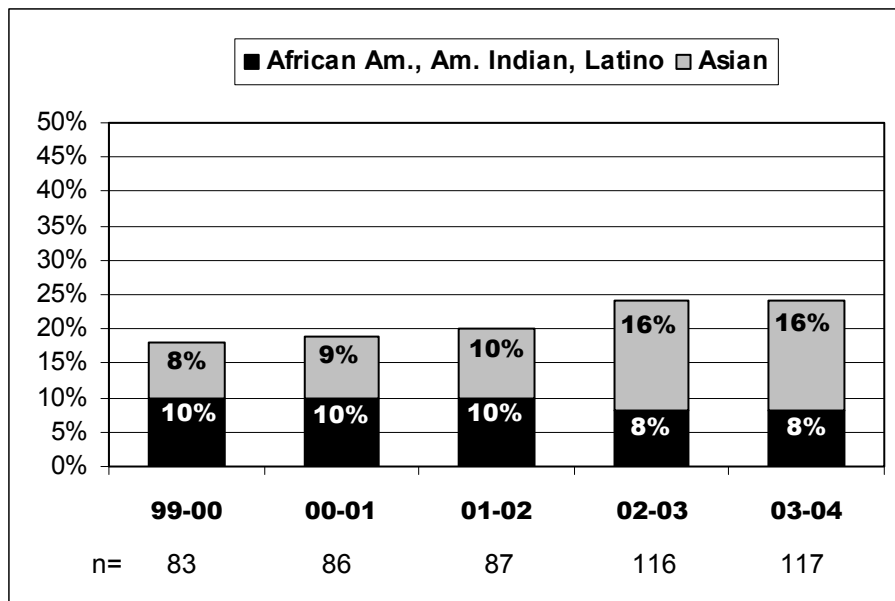
## BASIC SCIENCE DEPARTMENTS

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF BIOLOGICAL CHEMISTRY

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

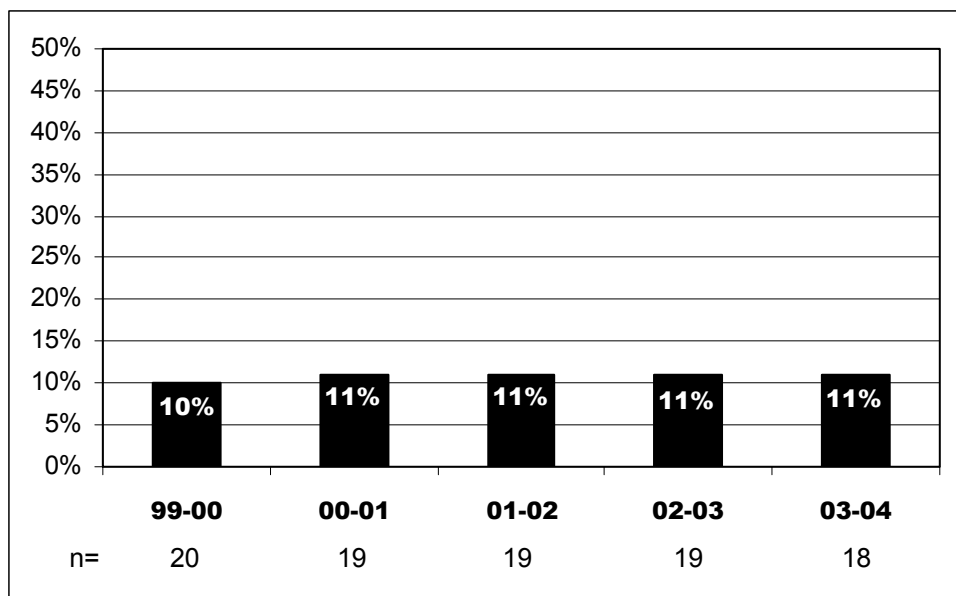
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

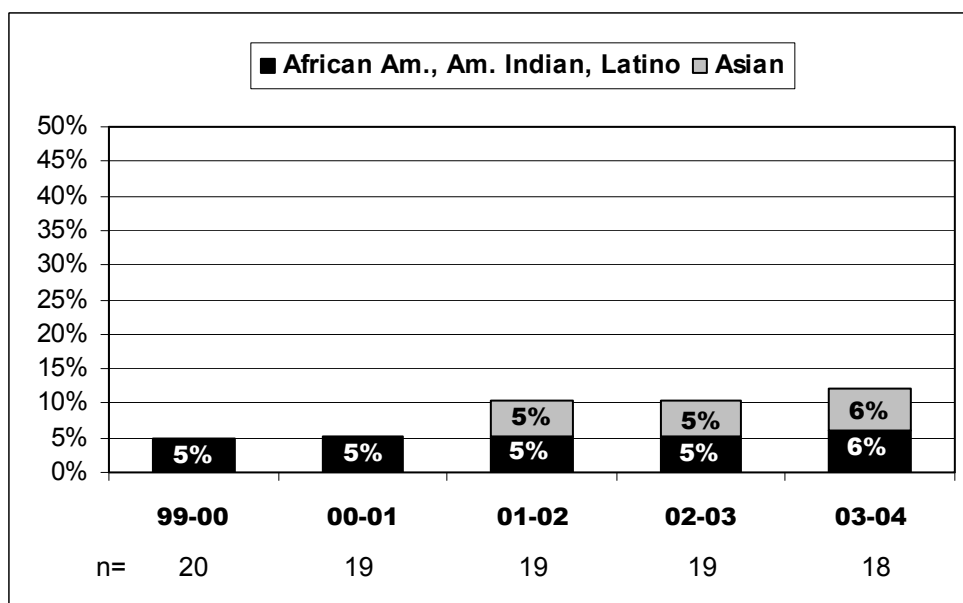
## DEPARTMENT OF BIOLOGICAL CHEMISTRY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF BIOMATHEMATICS<sup>9</sup>

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

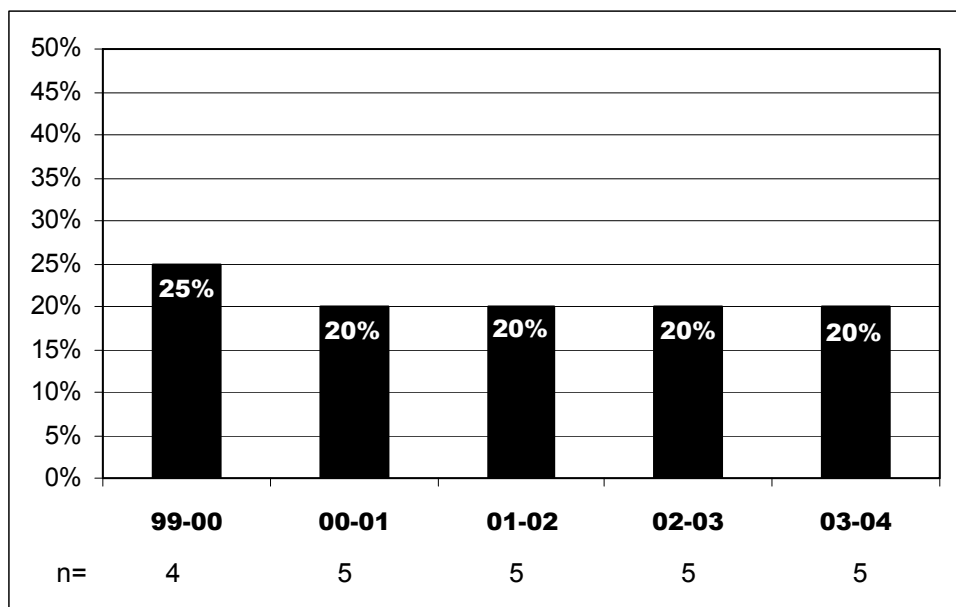
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

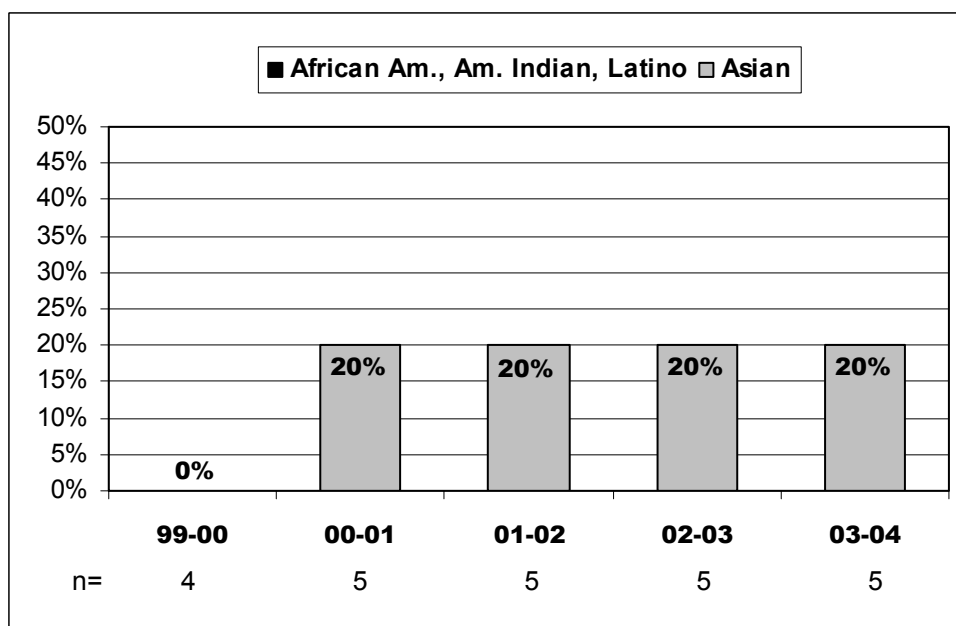
# DEPARTMENT OF BIOMATHEMATICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF HUMAN GENETICS

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

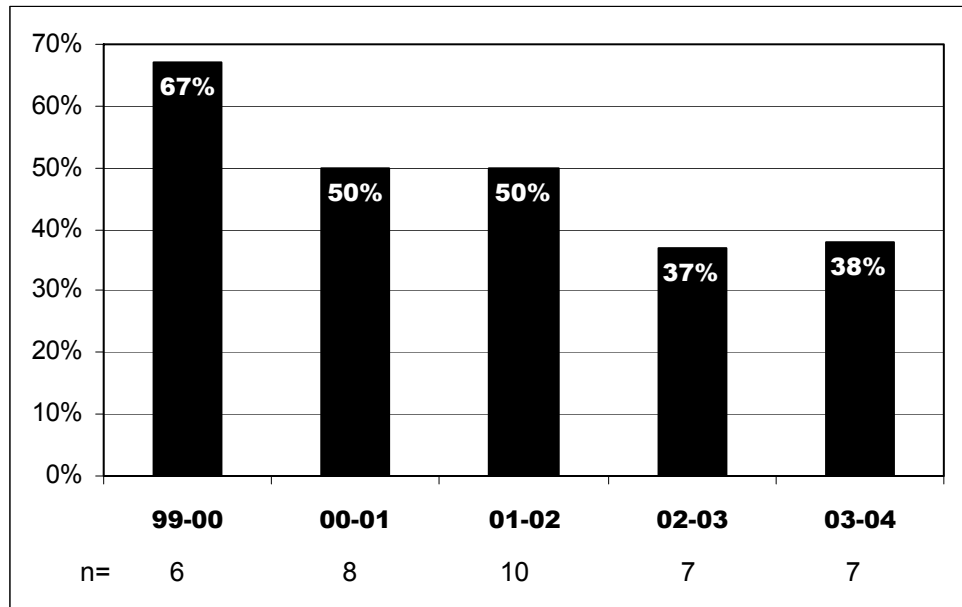
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

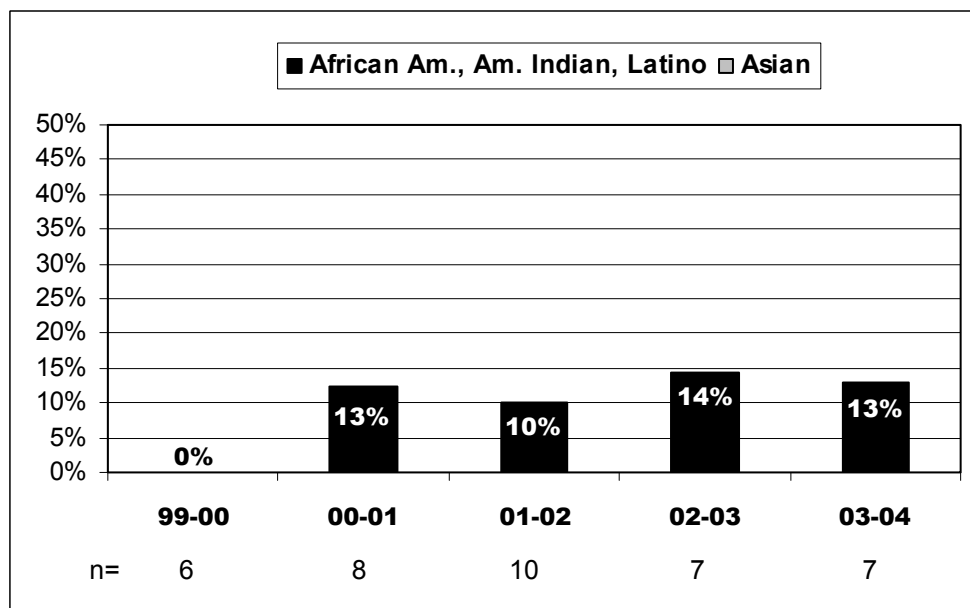
## DEPARTMENT OF HUMAN GENETICS

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF MICROBIOLOGY, IMMUNOLOGY & MOLECULAR GENETICS<sup>10</sup>

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

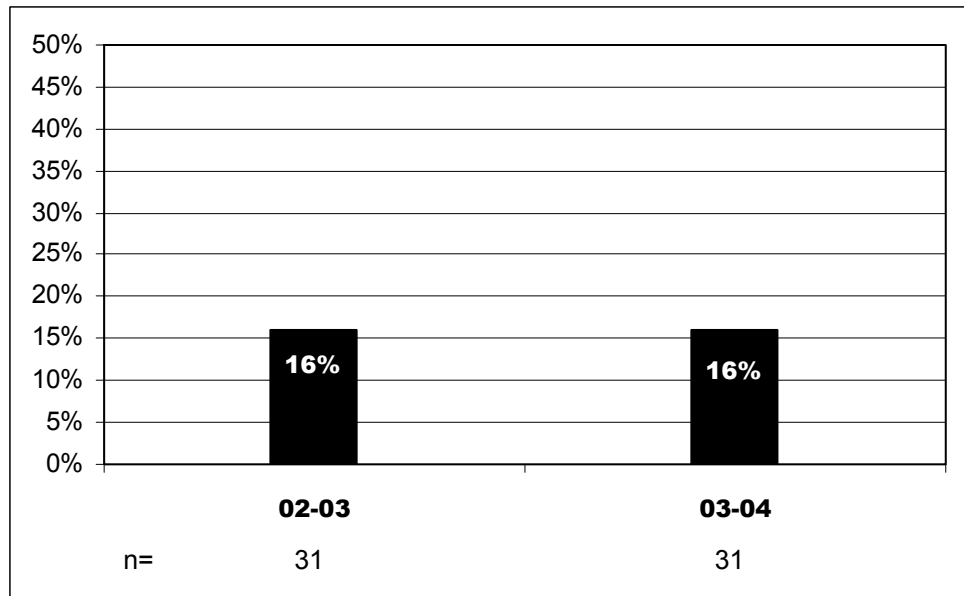
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

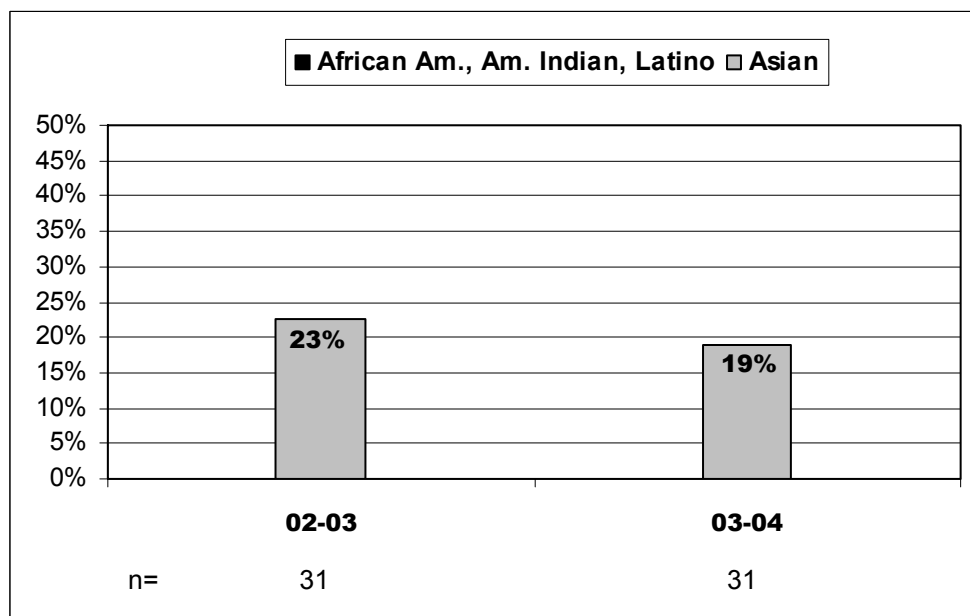
# DEPARTMENT OF MICROBIOLOGY, IMMUNOLOGY & MOLECULAR GENETICS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF MOLECULAR & MEDICAL PHARMACOLOGY

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

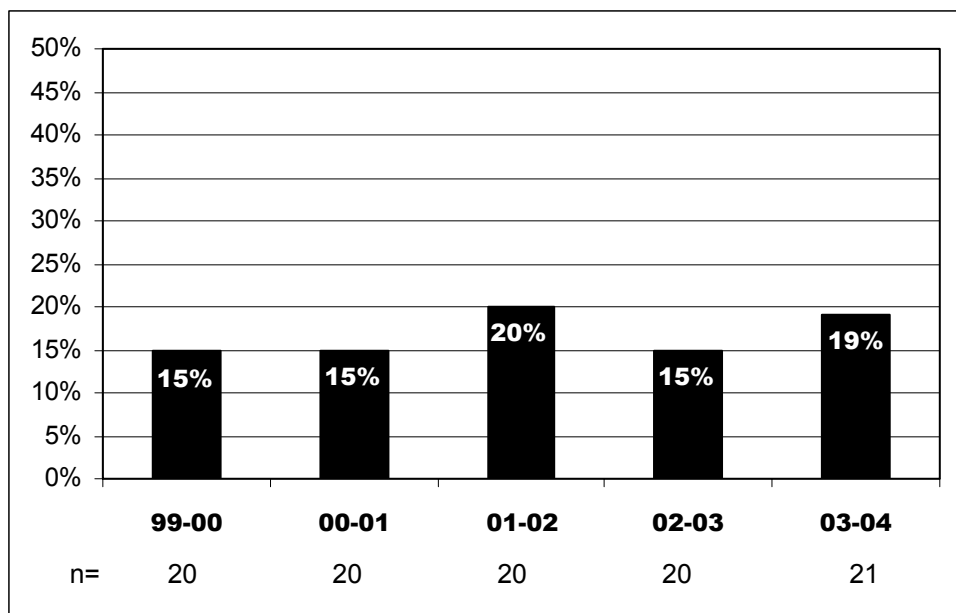
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

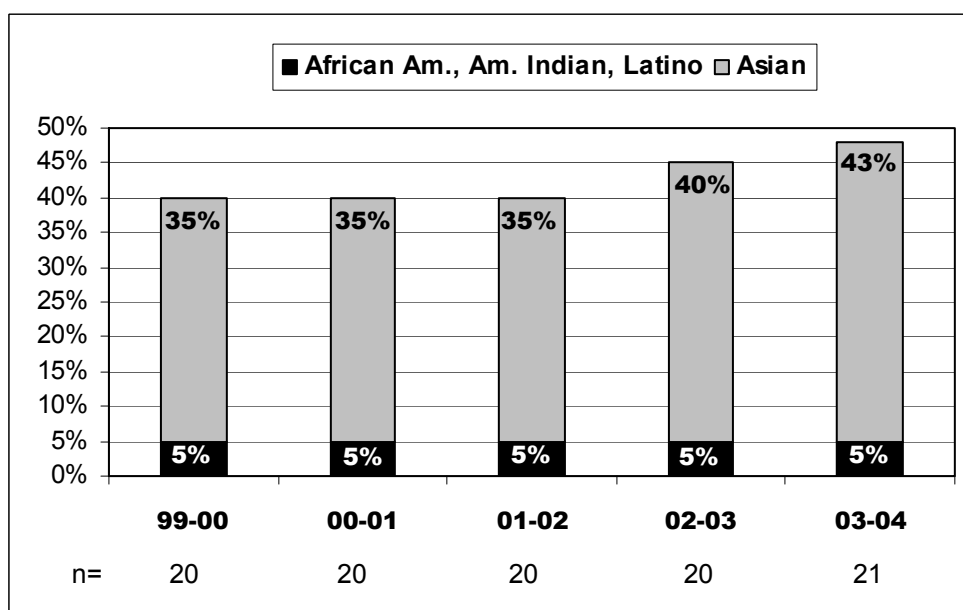
# DEPARTMENT OF MOLECULAR & MEDICAL PHARMACOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF NEUROBIOLOGY

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

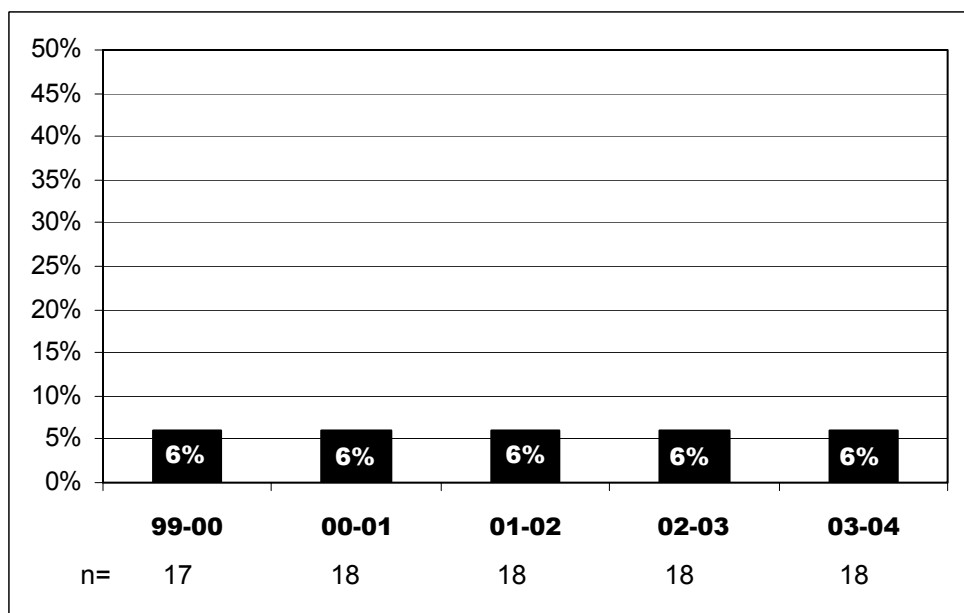
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

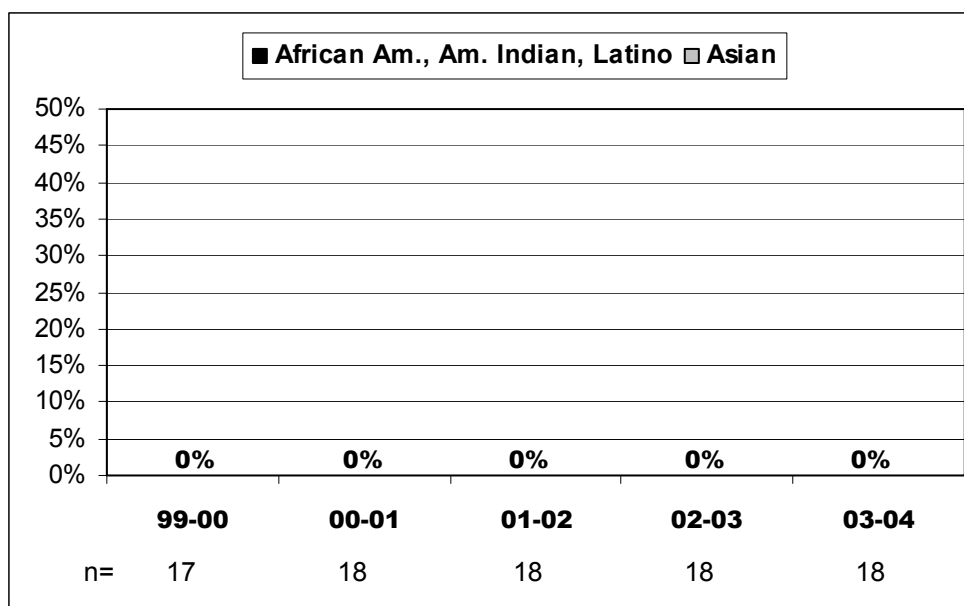
# DEPARTMENT OF NEUROBIOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF PHYSIOLOGY

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

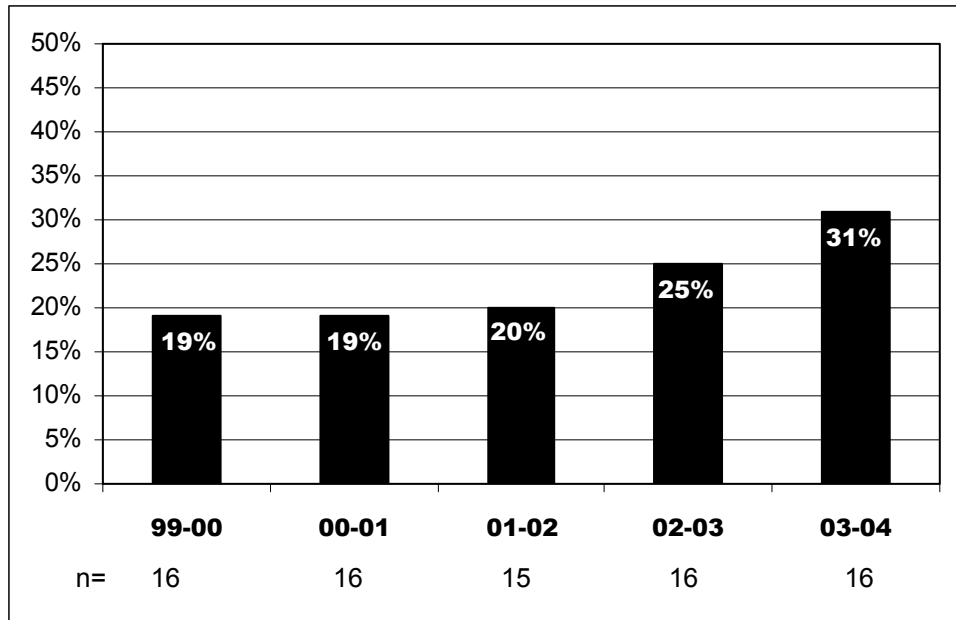
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

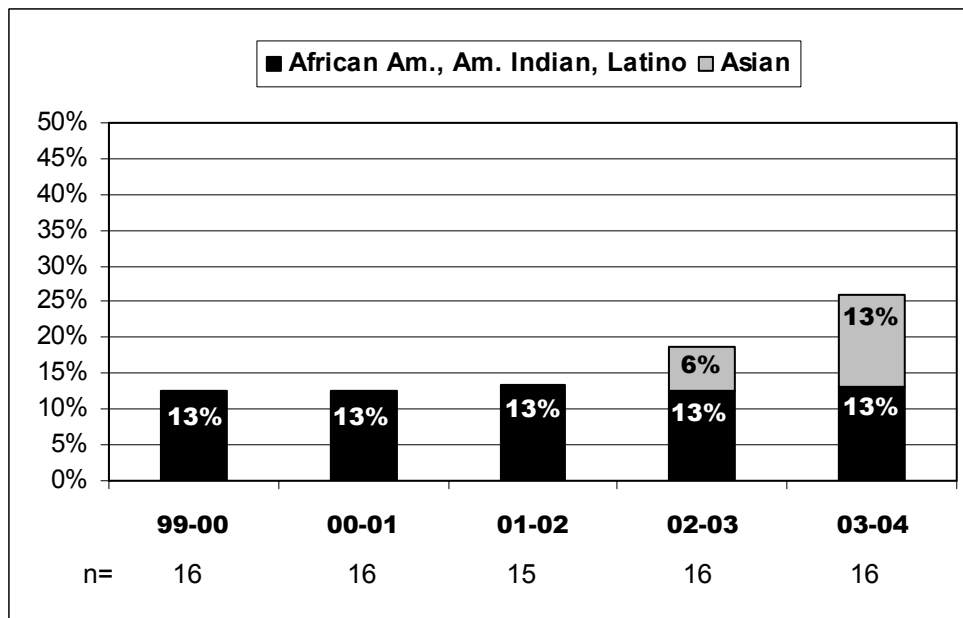
## DEPARTMENT OF PHYSIOLOGY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



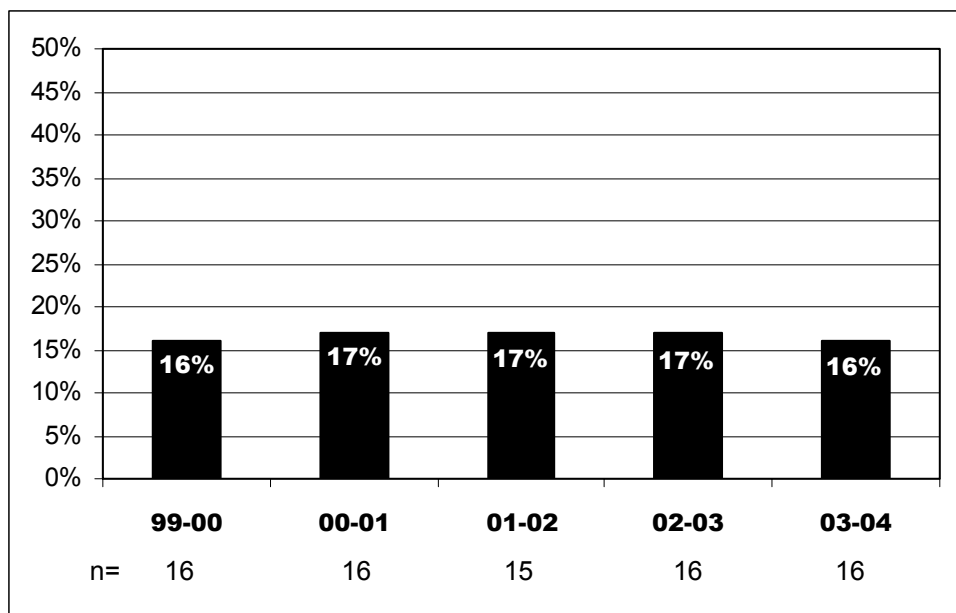


## CLINICAL DEPARTMENTS

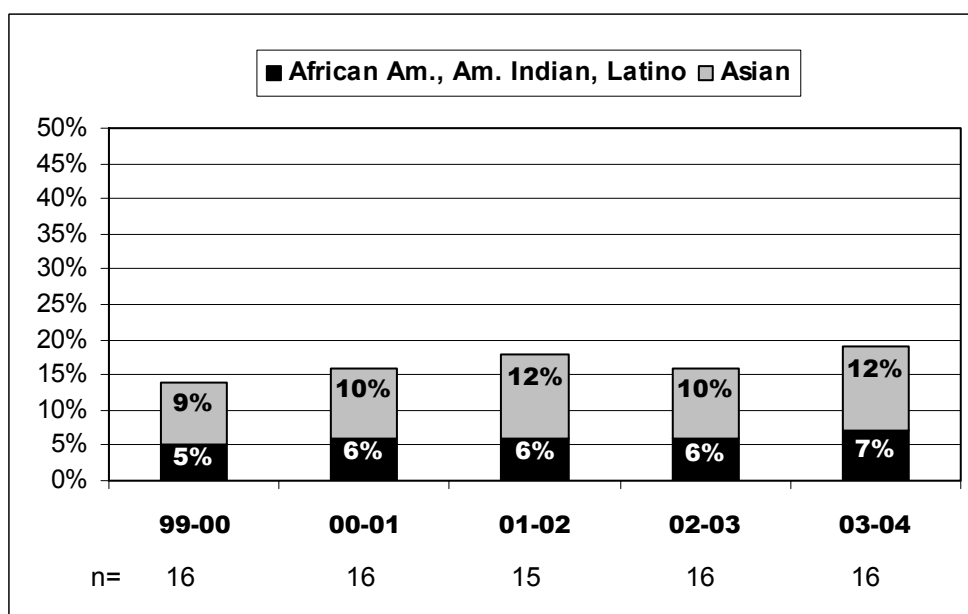
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	4	9	0	2	3	7	0	0	7	18	21	137.5	28	155.5	183.5
	2%	5%	0%	1%	2%	4%	0%	0%	4%	10%	11%	75%	15%	85%	100%
<b>Associate Professor</b>						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

## CLINICAL DEPARTMENTS *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ANESTHESIOLOGY

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

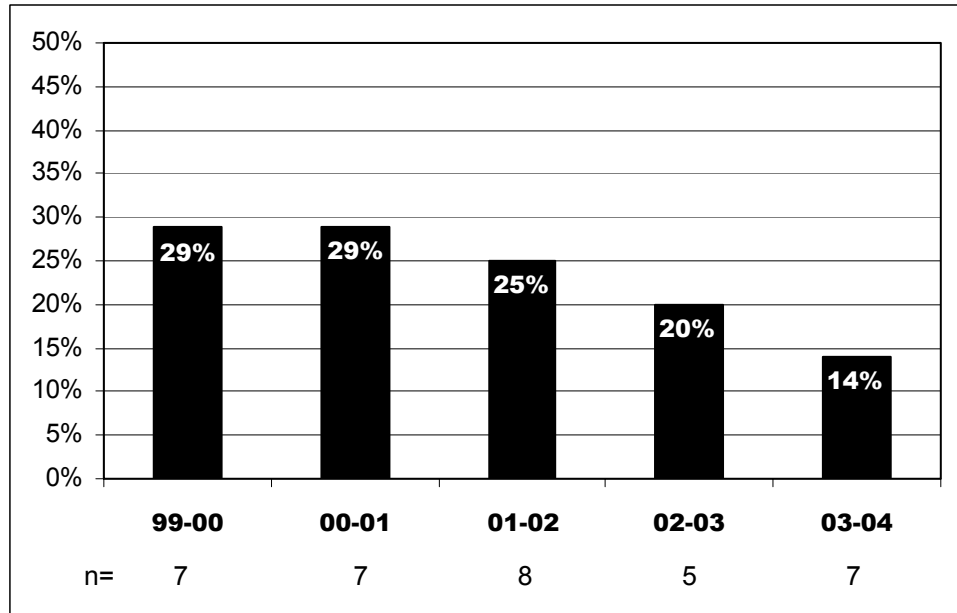
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

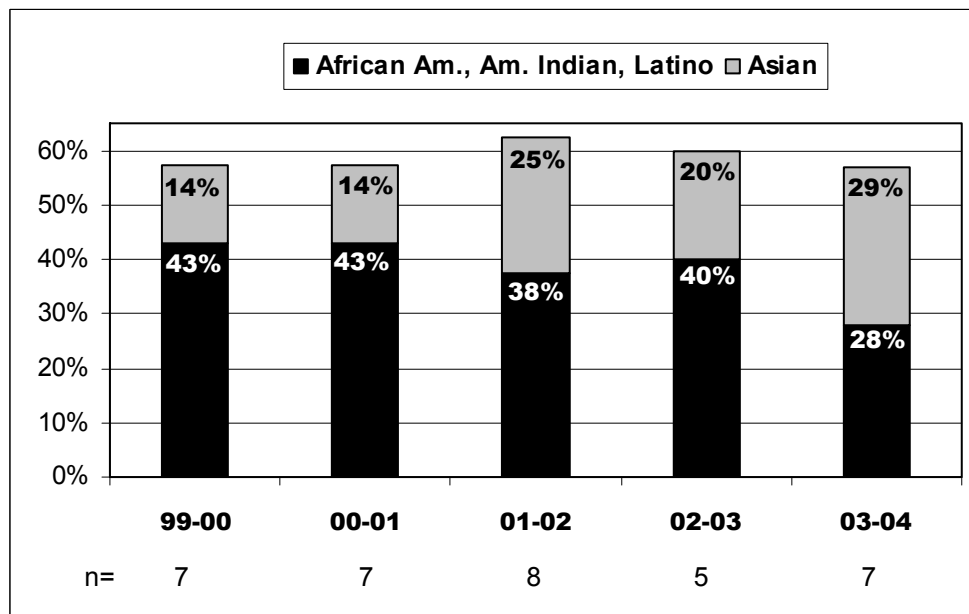
# DEPARTMENT OF ANESTHESIOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF FAMILY MEDICINE

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

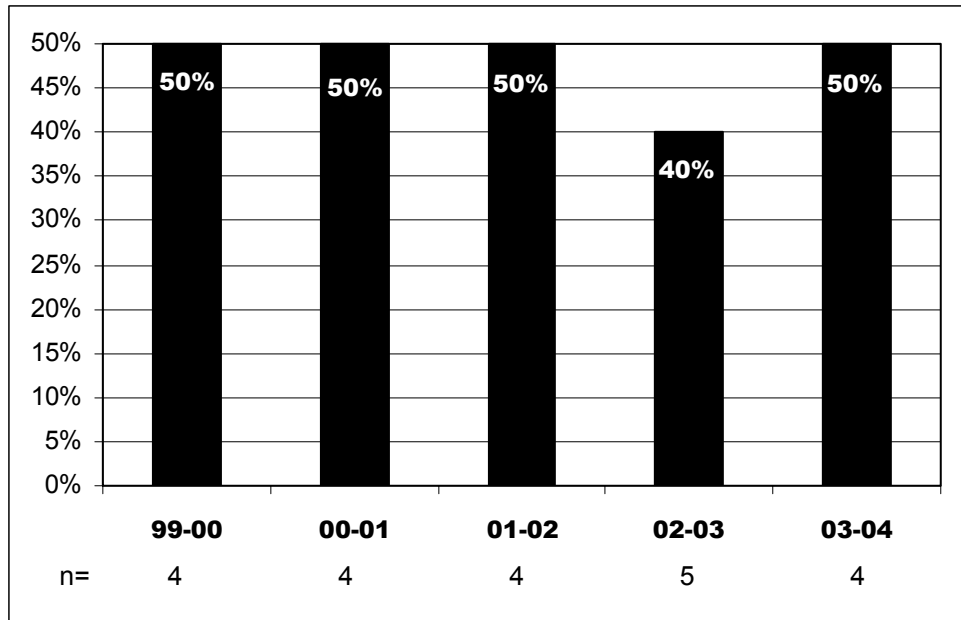
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

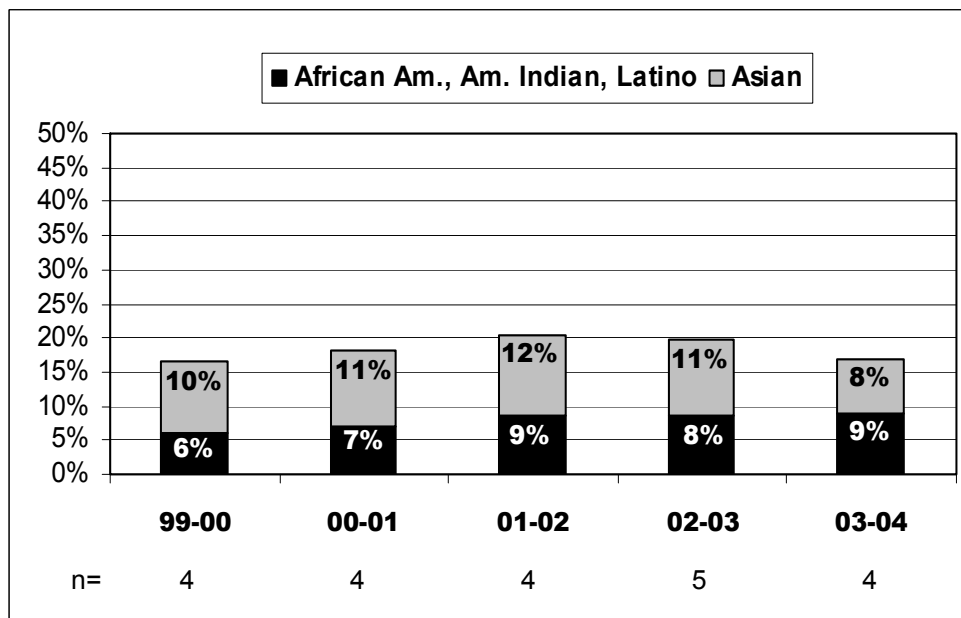
# DEPARTMENT OF FAMILY MEDICINE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF MEDICINE

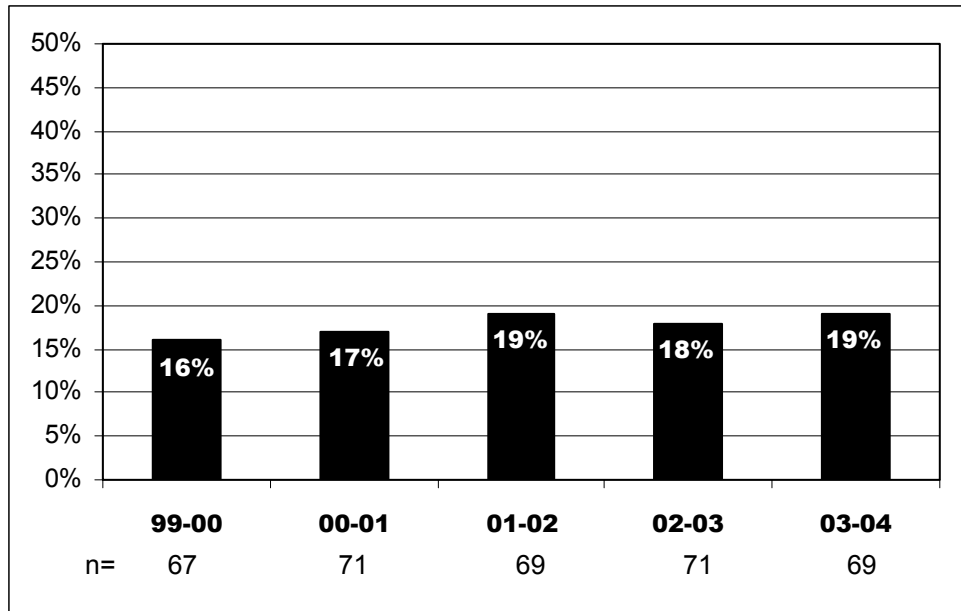
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	1	3	0	1	0	3	0	0	1	7	10	42.5	11	49.5	60.5
	2%	5%	0%	2%	0%	5%	0%	0%	2%	12%	17%	70%	18%	82%	100%
<b>Associate Professor</b>										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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

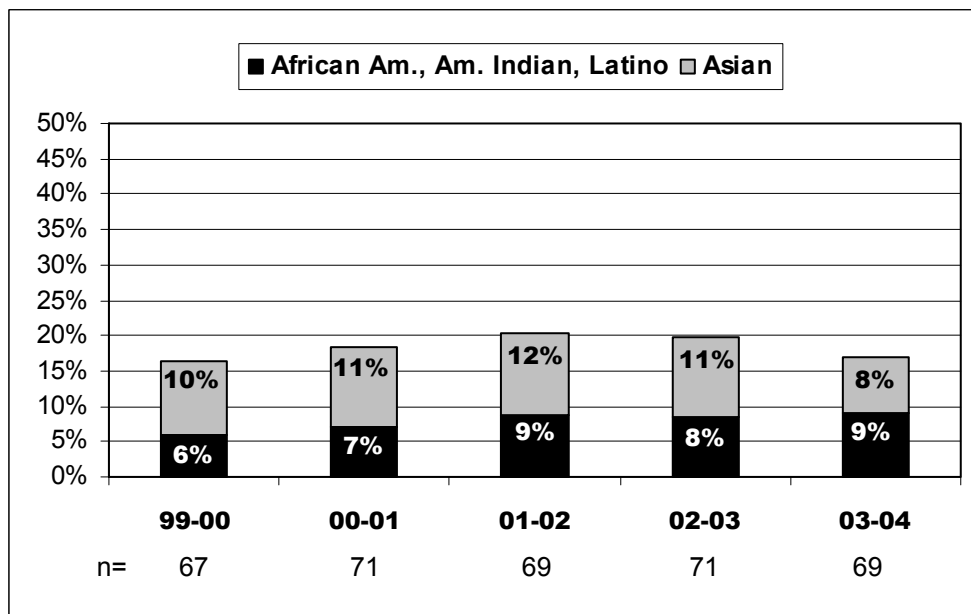
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	14.00	4.00	3.00	6.00	0.00	68.50
% of Faculty	20.4%	5.8%	4.4%	8.8%	0.0%	
Estimate of Availability	25.5%	2.4%	3.6%	3.1%	0.5%	
Expected # of Faculty	17.50	1.67	2.44	2.16	0.35	
Shortfall (Underutilization)	-3.50	none	none	none	-0.35	

## DEPARTMENT OF MEDICINE *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF NEUROLOGY

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

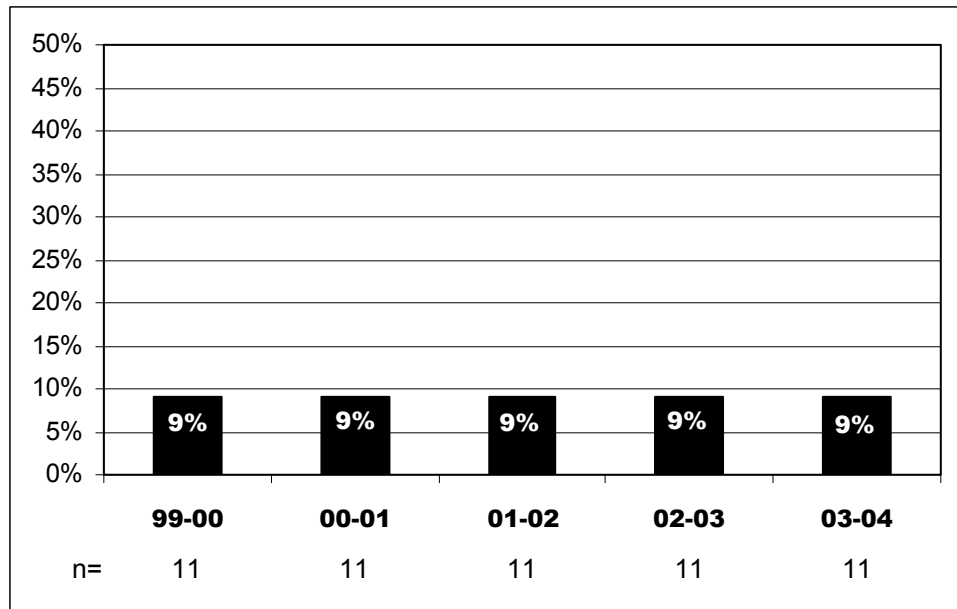
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

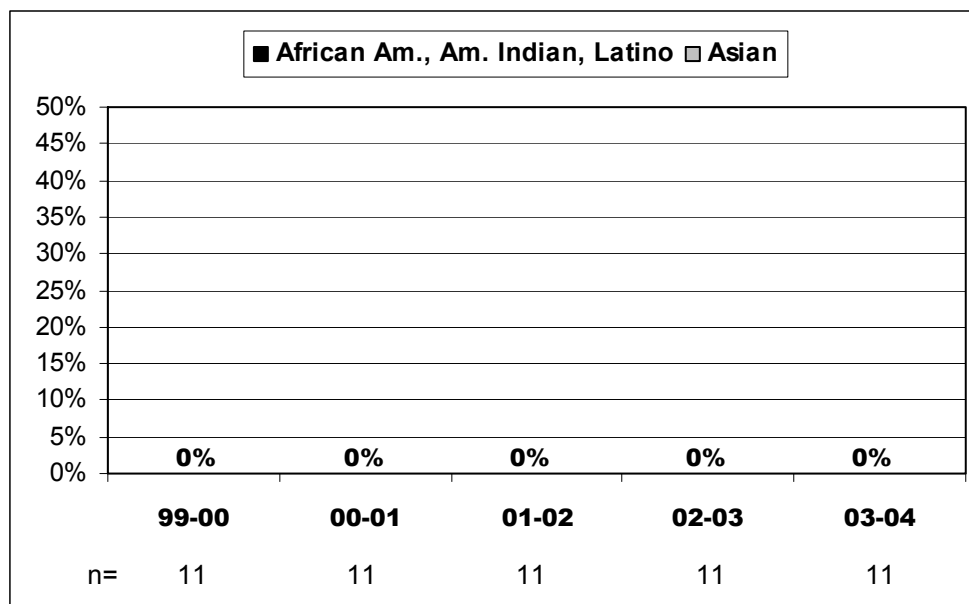
## DEPARTMENT OF NEUROLOGY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF OBSTETRICS & GYNECOLOGY

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

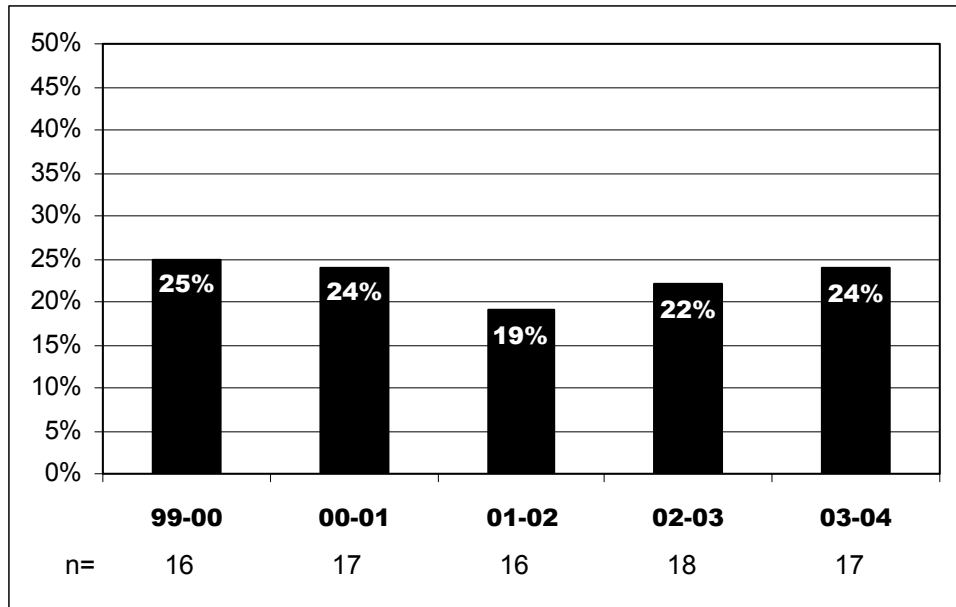
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

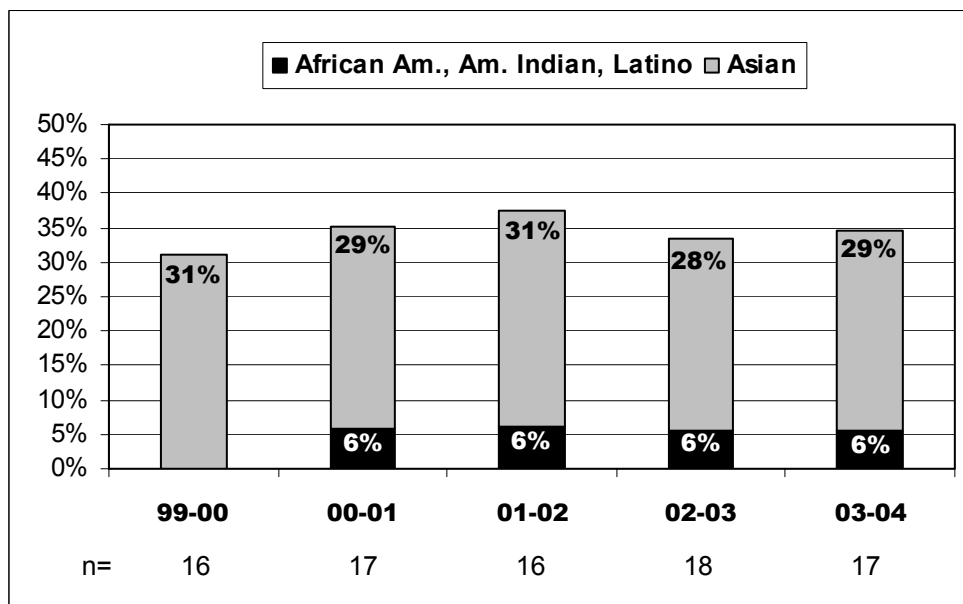
# DEPARTMENT OF OBSTETRICS & GYNECOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF OPHTHALMOLOGY

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	0	0	0	0	0	0	0	0	1	7	1	7	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	88%	13%	88%	100%
<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%	100%
<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%	100%
<b>Total Ladder</b>															
	0	0	0	0	0	0	0	0	0	0	1	7	1	7	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%	88%	13%	88%	100%

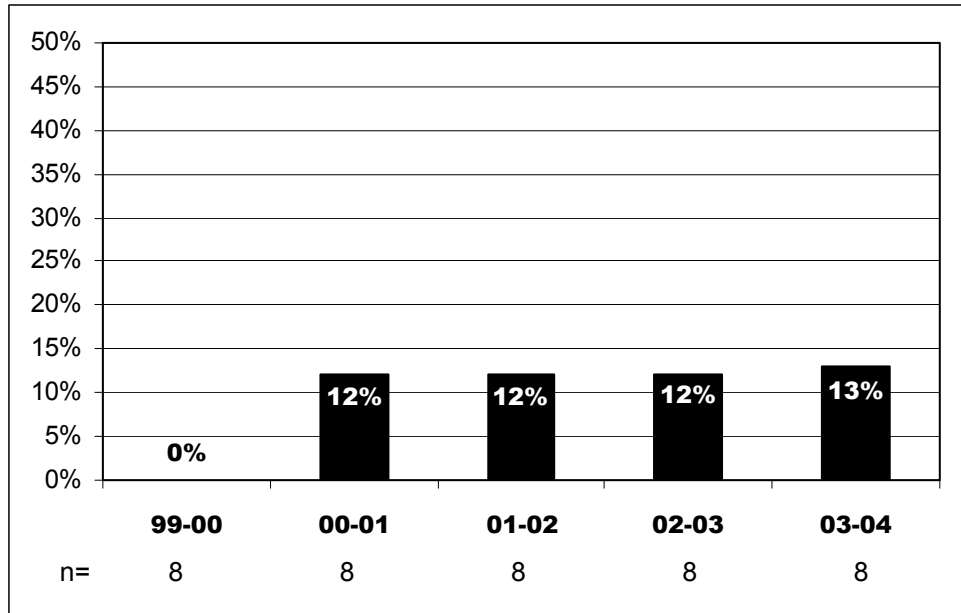
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

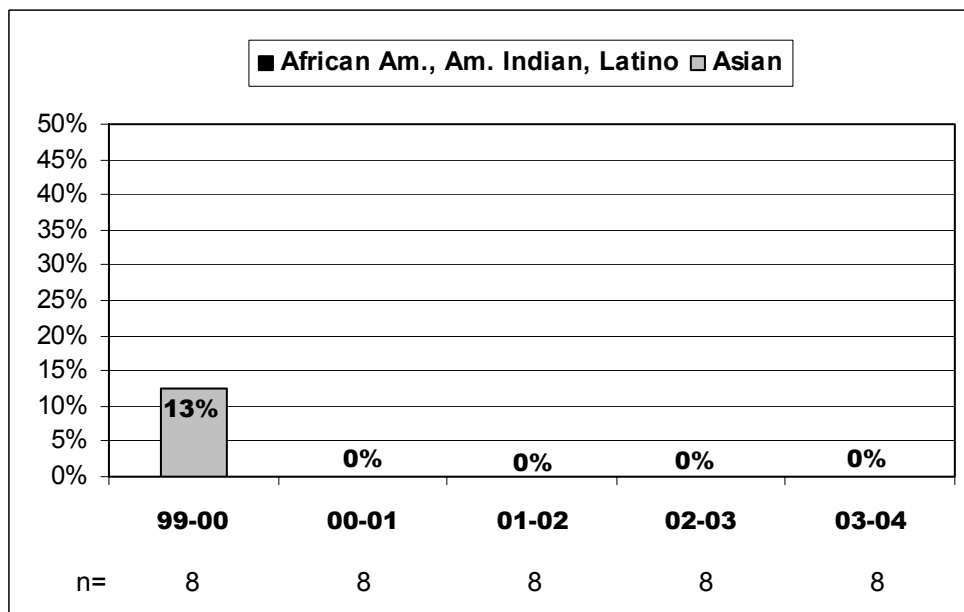
# DEPARTMENT OF OPHTHALMOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ORTHOPEDIC SURGERY

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0	0	0	0	0	0	0	0	0	0	0	5	0	5	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
<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%	100%
<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%	100%
<b>Total Ladder</b>	0	0	0	0	0	0	0	0	0	0	0	5	0	5	5
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

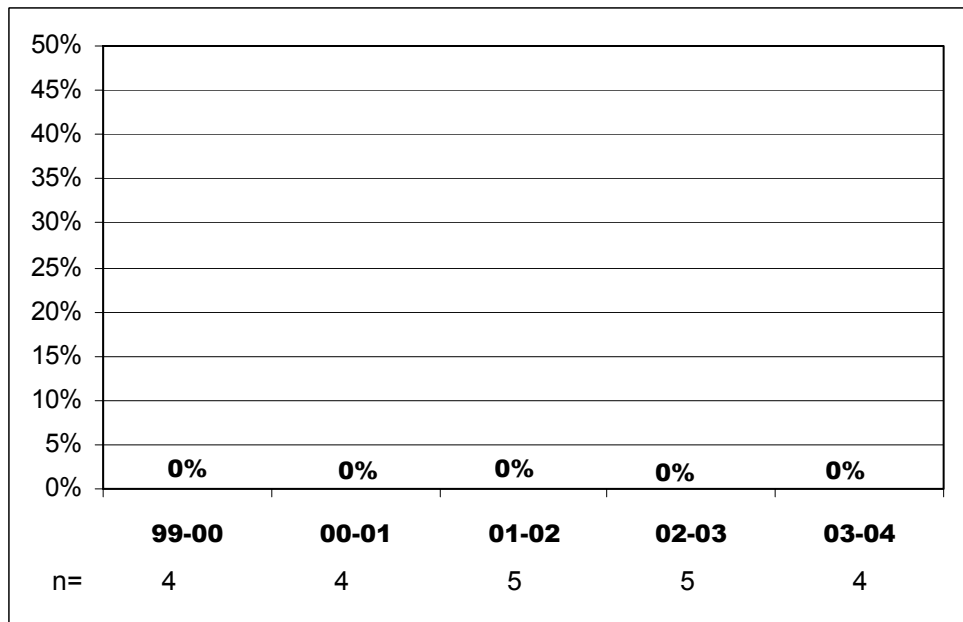
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

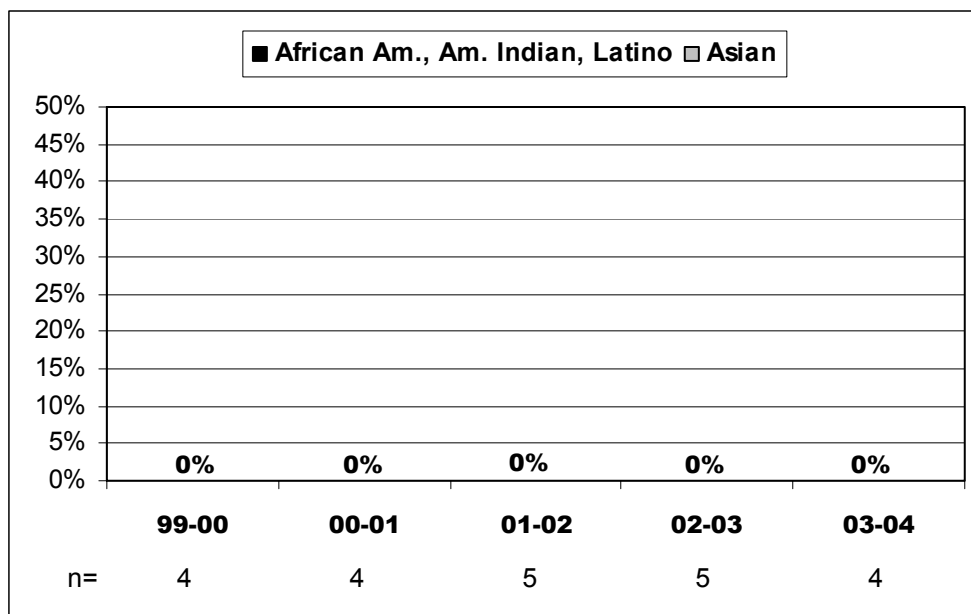
## DEPARTMENT OF ORTHOPEDIC SURGERY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF PATHOLOGY & LABORATORY MEDICINE

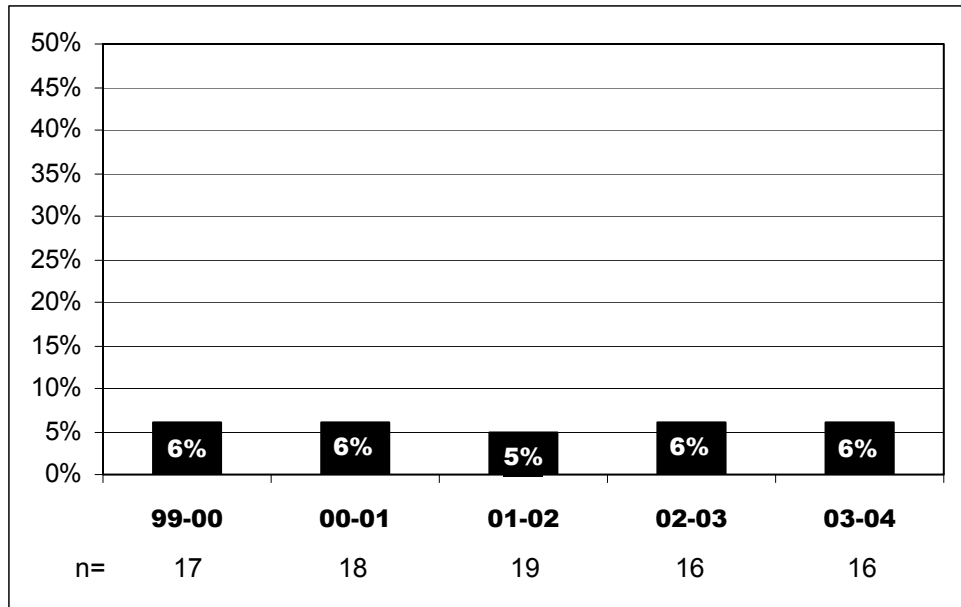
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	0	0	0	0	0	0	0	0	1	10	1	10	11
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	9%	91%	9%	91%	100%
<b>Associate Professor</b>															
	0	2	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

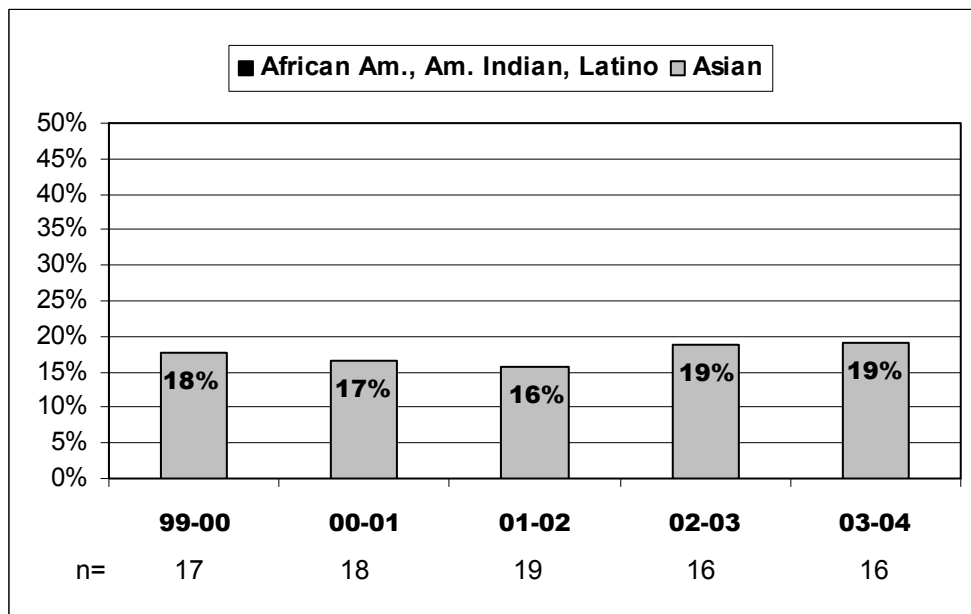
	<u>Women</u>	<u>Black/ Afr.Amer.</u>	<u>Chicano/ Latino</u>	<u>Asian/ Pacific Isl.</u>	<u>Native Amer.</u>	<u>Total Known Ethnicity</u>
# of Faculty	1.00	0.00	0.00	3.00	0.00	17.00
% of Faculty	5.9%	0.0%	0.0%	17.6%	0.0%	
Estimate of Availability	25.4%	1.7%	4.0%	12.6%	0.1%	
Expected # of Faculty	4.31	0.29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

DEPARTMENT OF PATHOLOGY & LABORATORY MEDICINE  
*Trends*

Percent Women



Percent Underrepresented Minorities



## DEPARTMENT OF PEDIATRICS

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

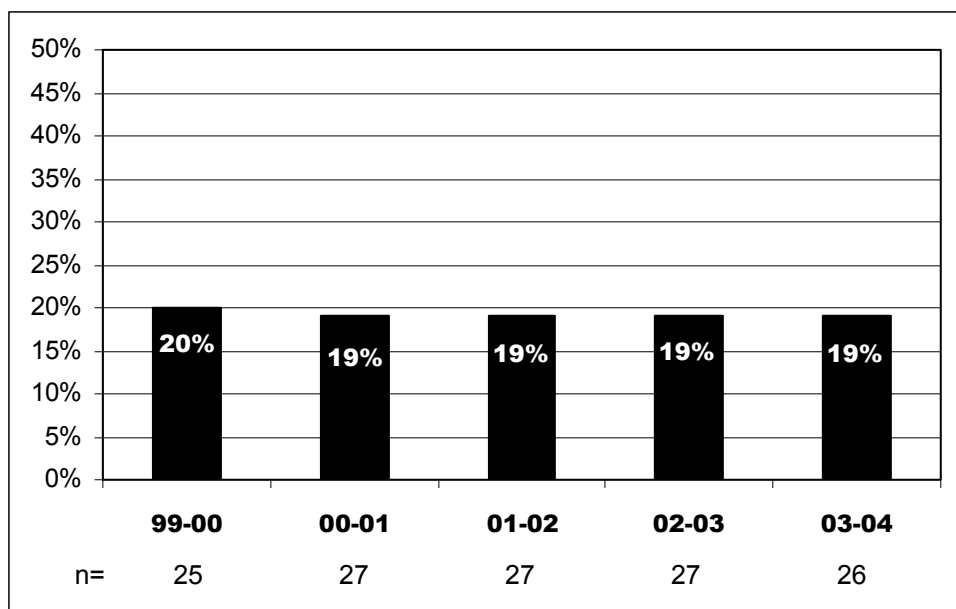
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

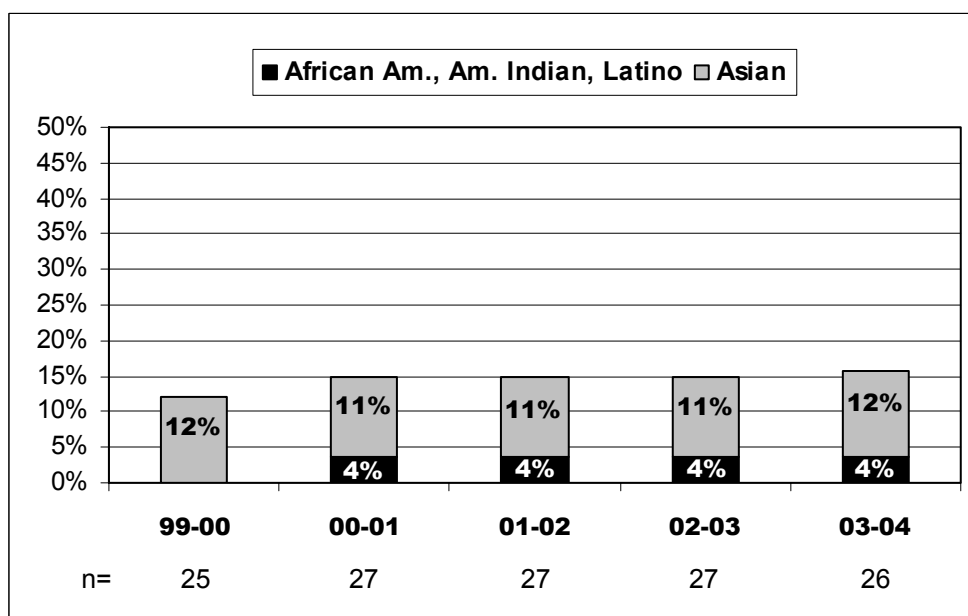
## DEPARTMENT OF PEDIATRICS

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF PSYCHIATRY & BIOBEHAVIORAL SCIENCES

	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0	0	0	0	0	0	0	0	0	0	0	7	0	7	7
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%
<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%	100%
<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%	100%
<b>Total Ladder</b>	0	0	0	0	0	0	0	0	0	0	0	7	0	7	7
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	100%

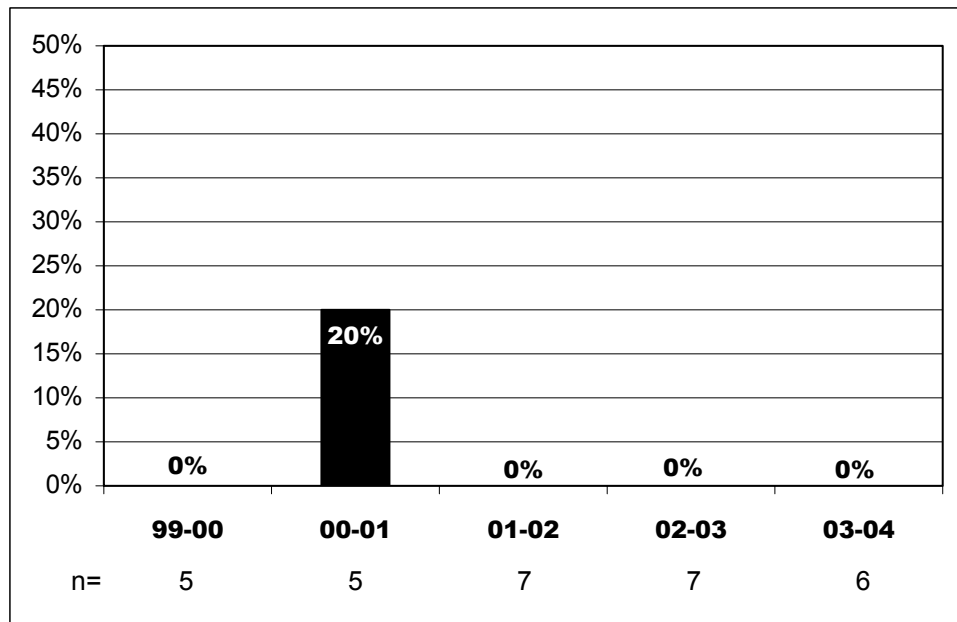
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

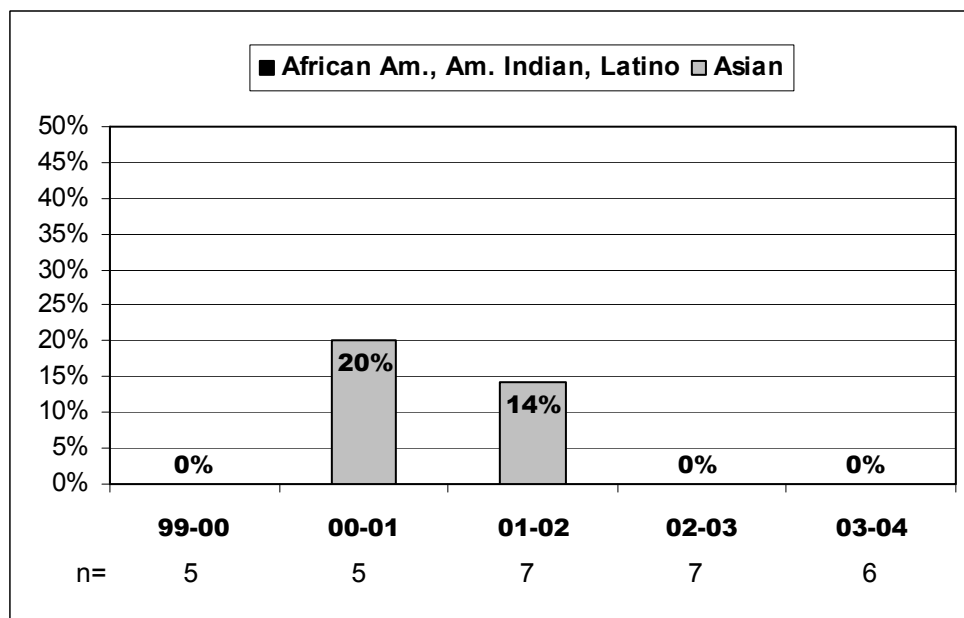
# DEPARTMENT OF PSYCHIATRY & BIOBEHAVIORAL SCIENCES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF RADIATION ONCOLOGY

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

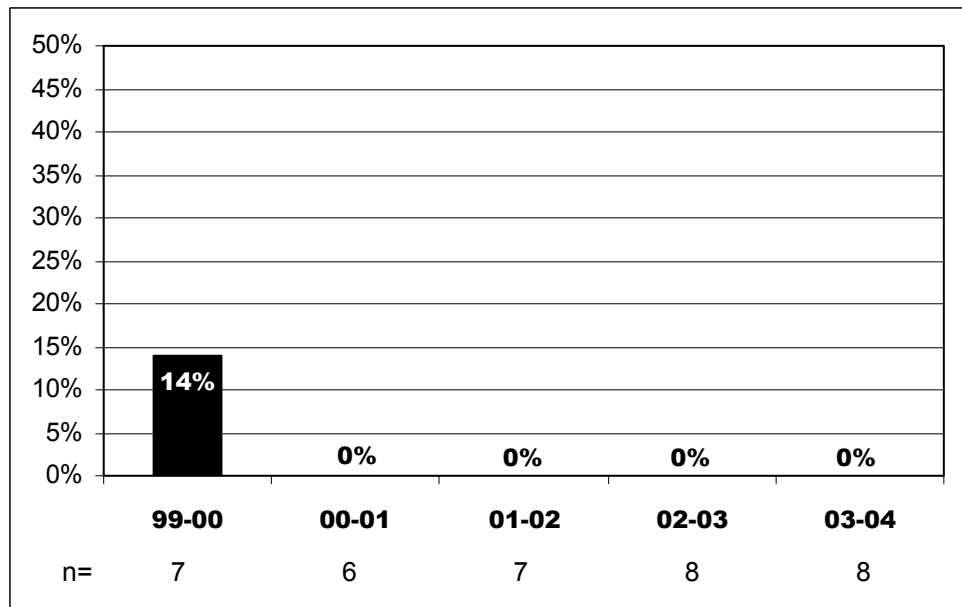
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

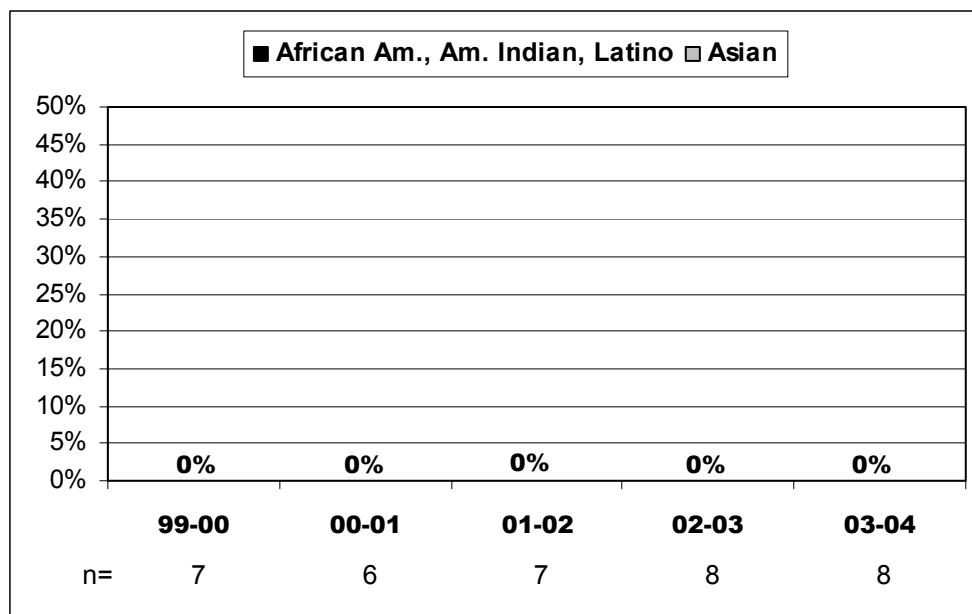
# DEPARTMENT OF RADIATION ONCOLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF RADIOLOGICAL SCIENCES

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

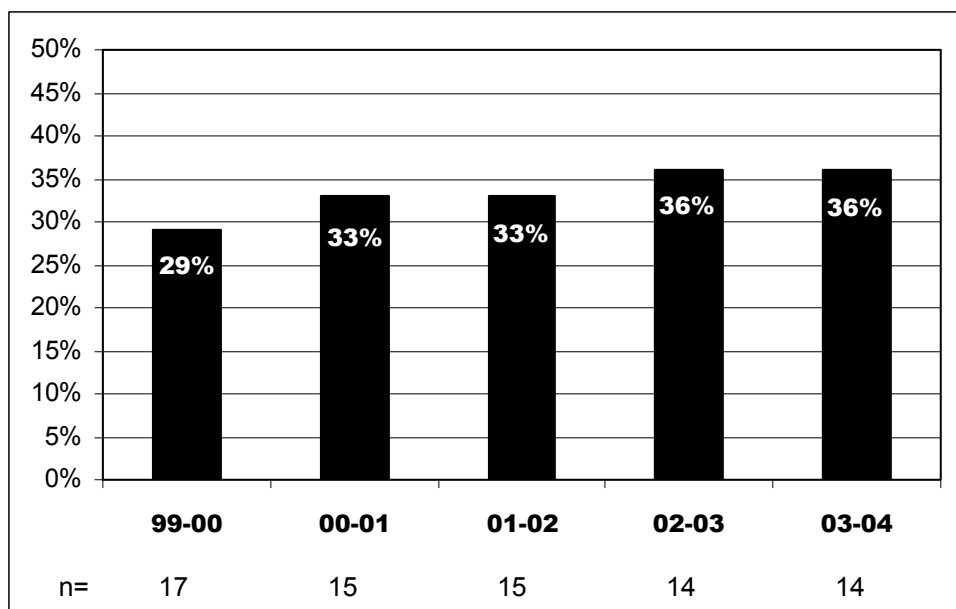
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

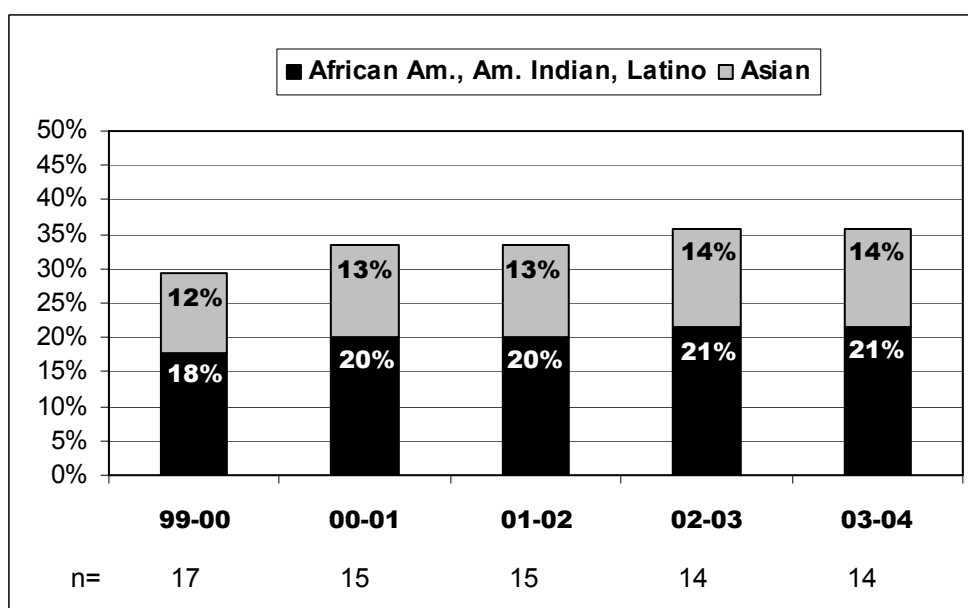
# DEPARTMENT OF RADIOLOGICAL SCIENCES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF SURGERY

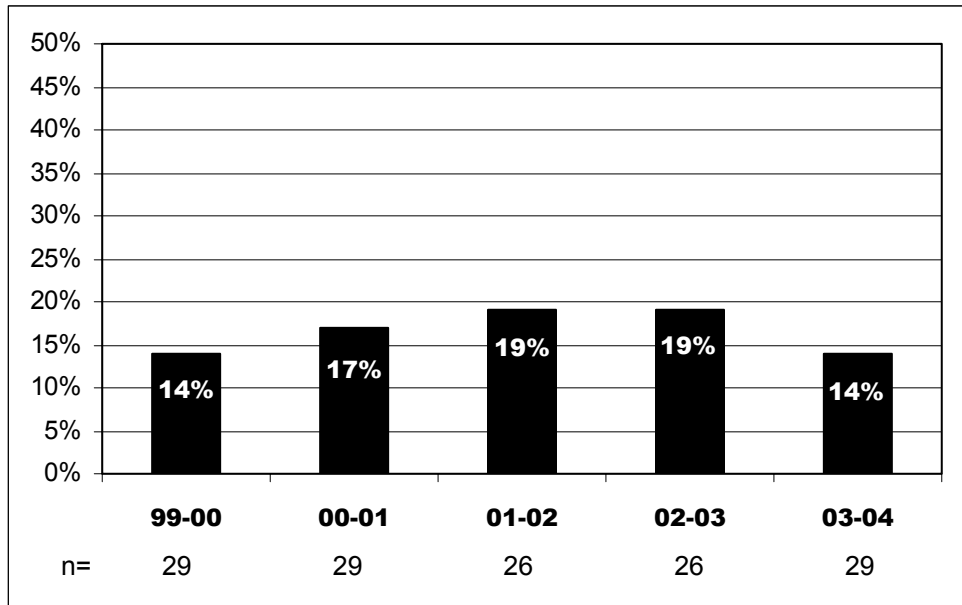
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	1	0	0	0	0	1	0	0	1	1	0	16	1	17	18
	6%	0%	0%	0%	0%	6%	0%	0%	6%	6%	0%	89%	6%	94%	100%
<b>Associate Professor</b>															
	2	1	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

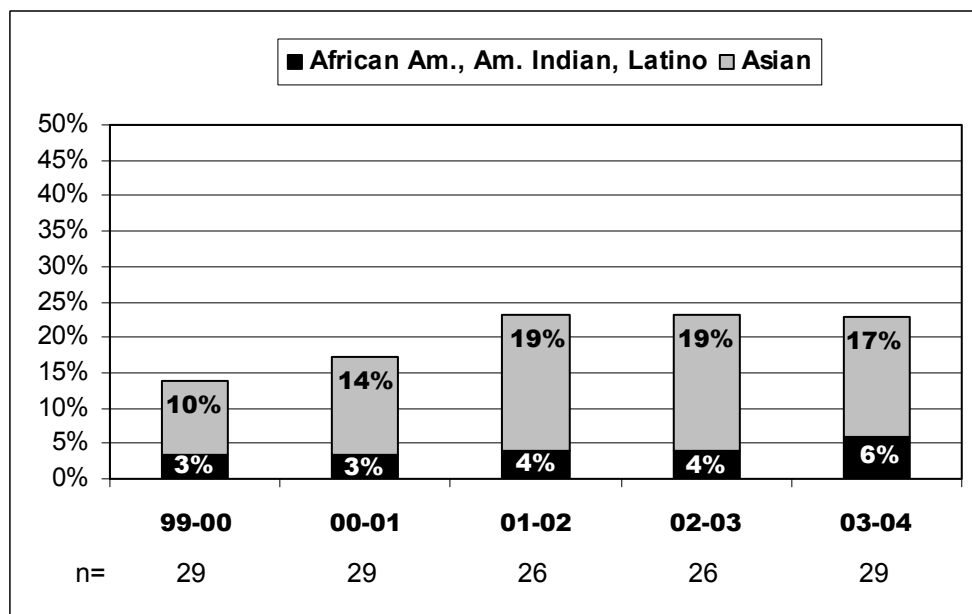
	Black/ Women	Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	4.00	1.00	1.00	6.00	0.00	29.00
% of Faculty	13.8%	3.4%	3.4%	20.7%	0.0%	
Estimate of Availability	11.5%	2.5%	3.1%	7.4%	0.2%	
Expected # of Faculty	3.33	0.73	0.91	2.15	0.05	
Shortfall (Underutilization)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

## DEPARTMENT OF SURGERY *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF UROLOGY

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

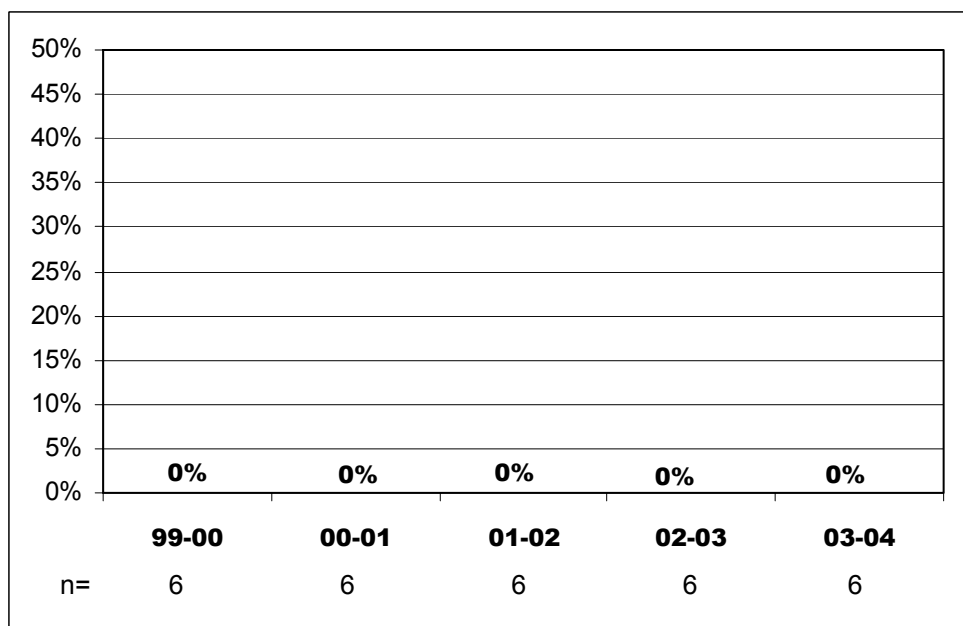
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

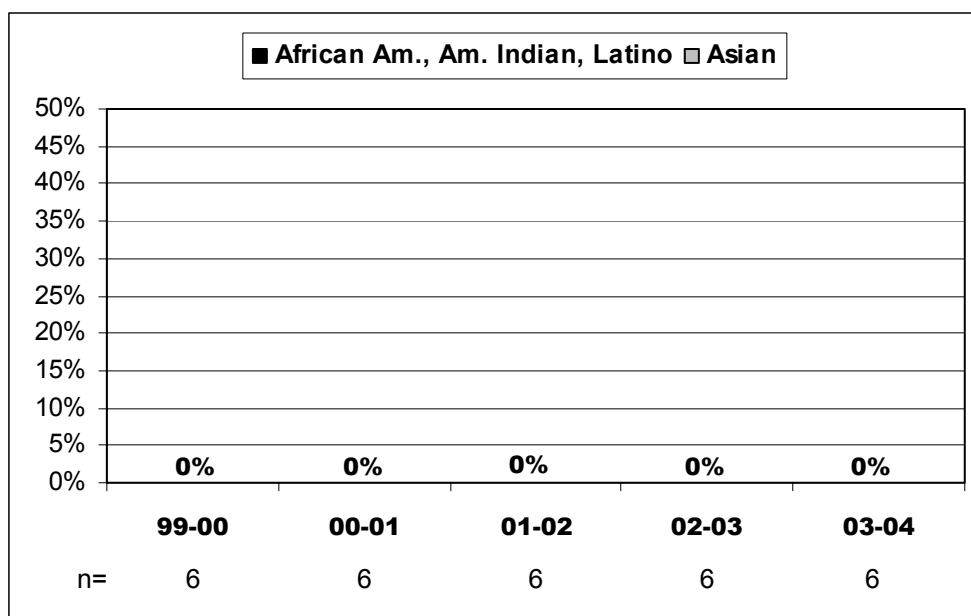
# DEPARTMENT OF UROLOGY

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



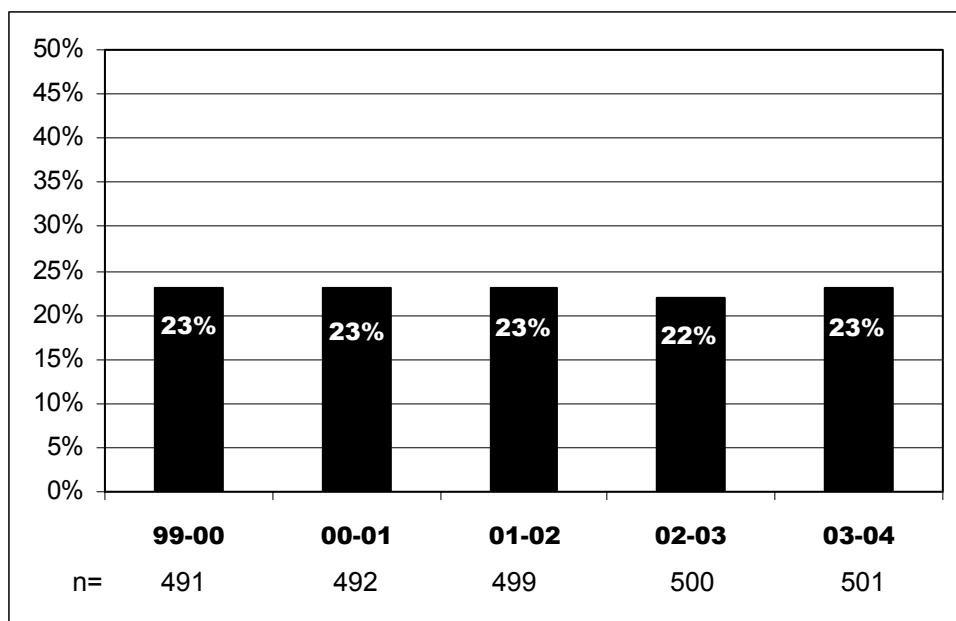
## OTHER PROFESSIONAL SCHOOLS

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

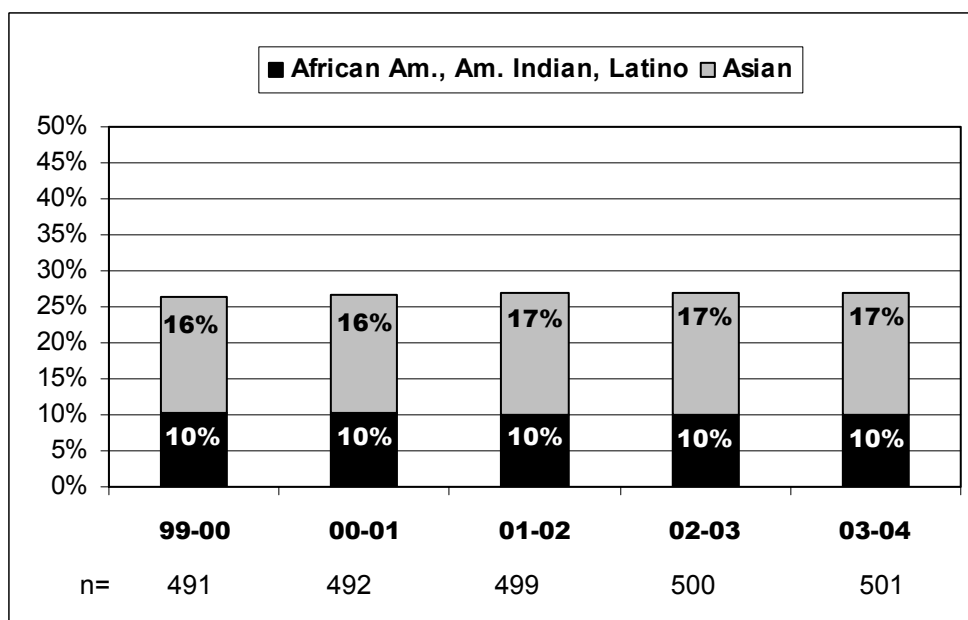
## THE OTHER PROFESSIONAL SCHOOLS

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## THE ANDERSON SCHOOL OF MANAGEMENT

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

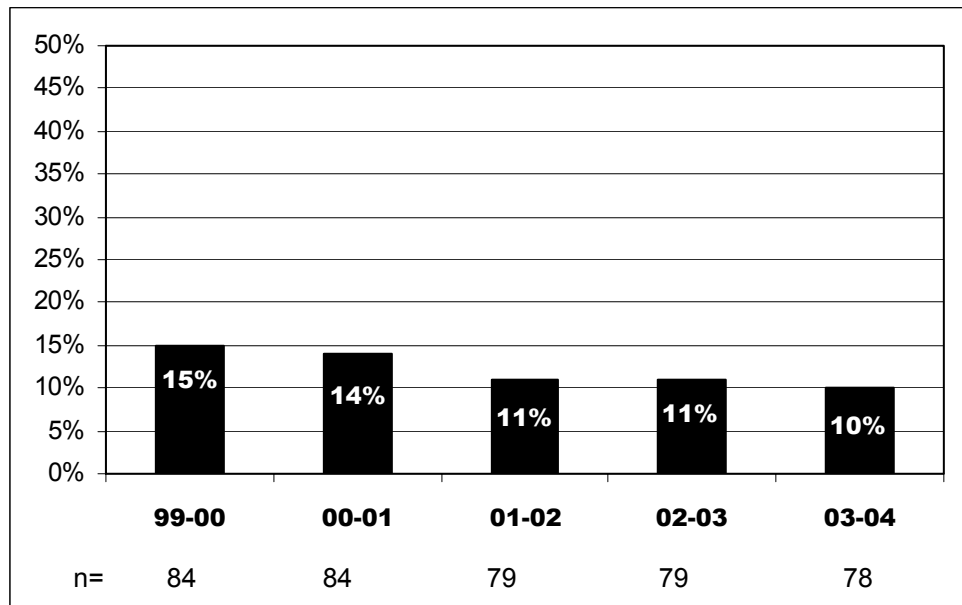
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

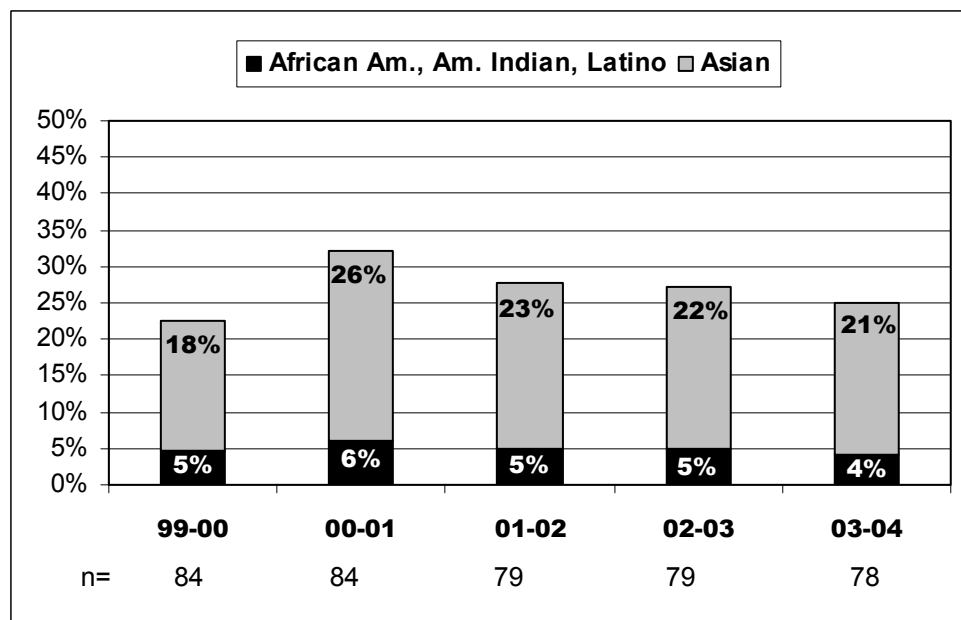
# THE ANDERSON SCHOOL OF MANAGEMENT

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## SCHOOL OF ARTS AND ARCHITECTURE

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

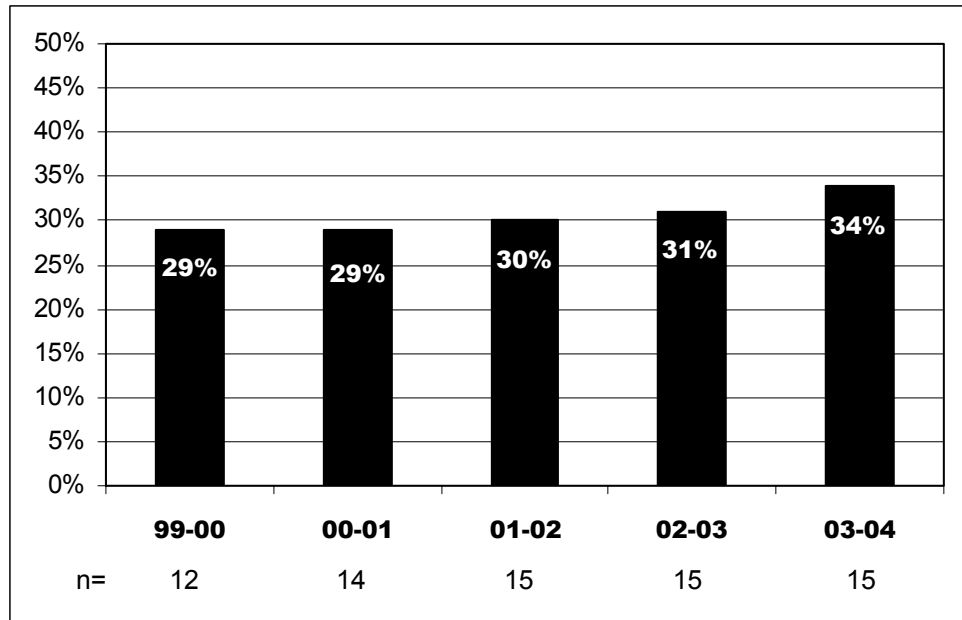
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

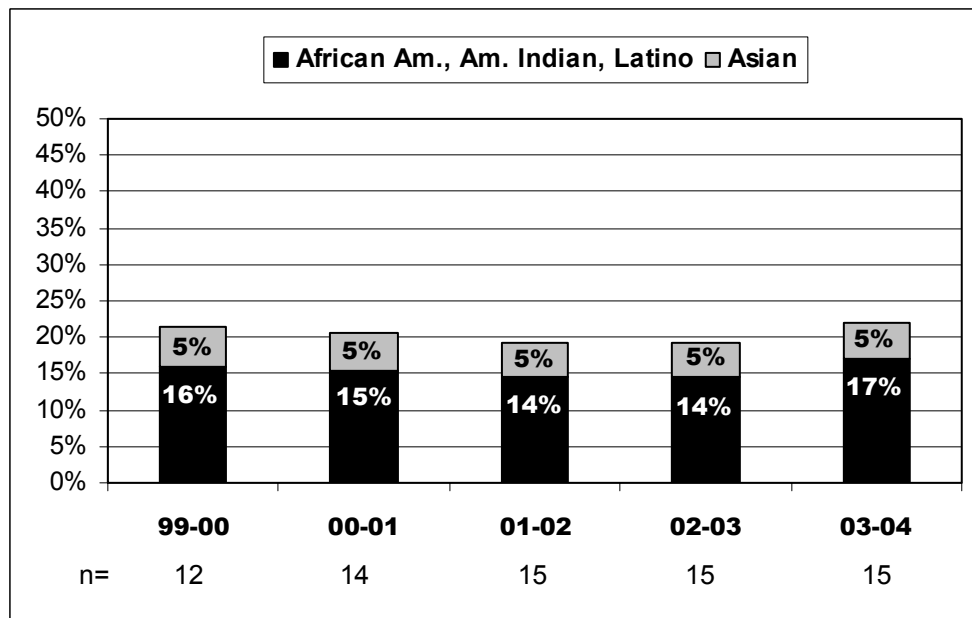
# SCHOOL OF ARTS AND ARCHITECTURE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

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

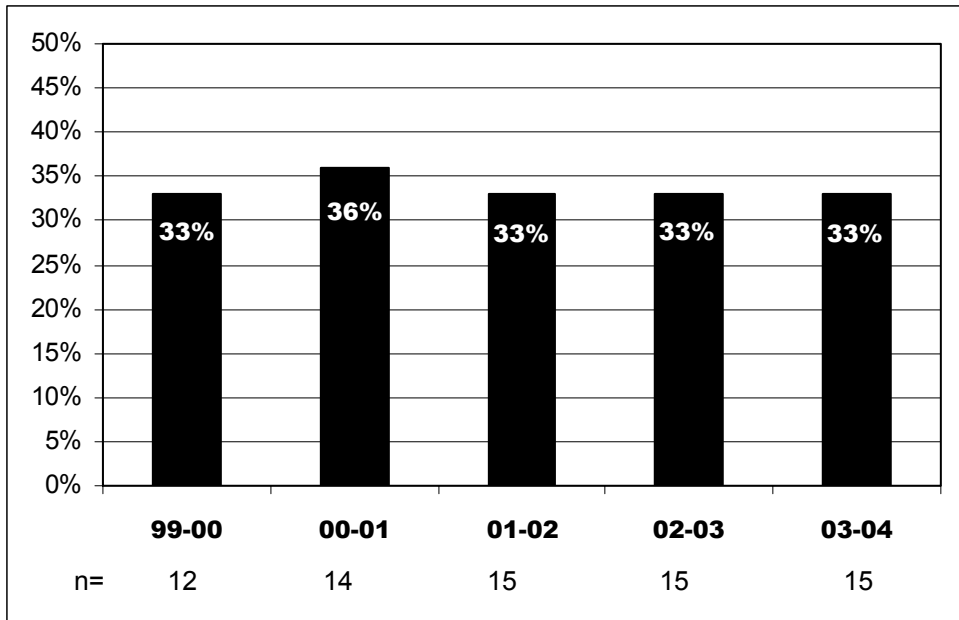
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

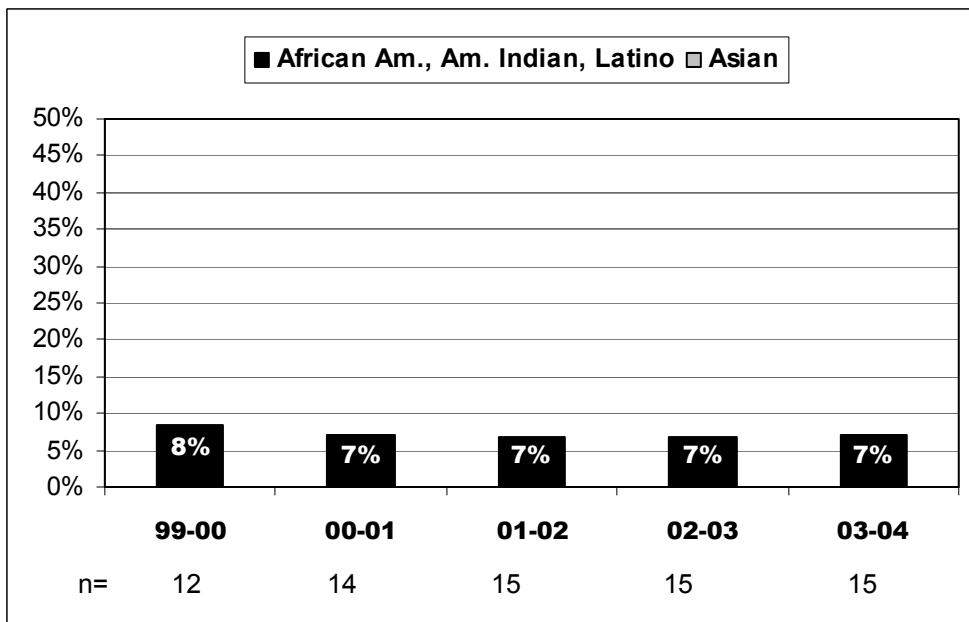
## DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF ART

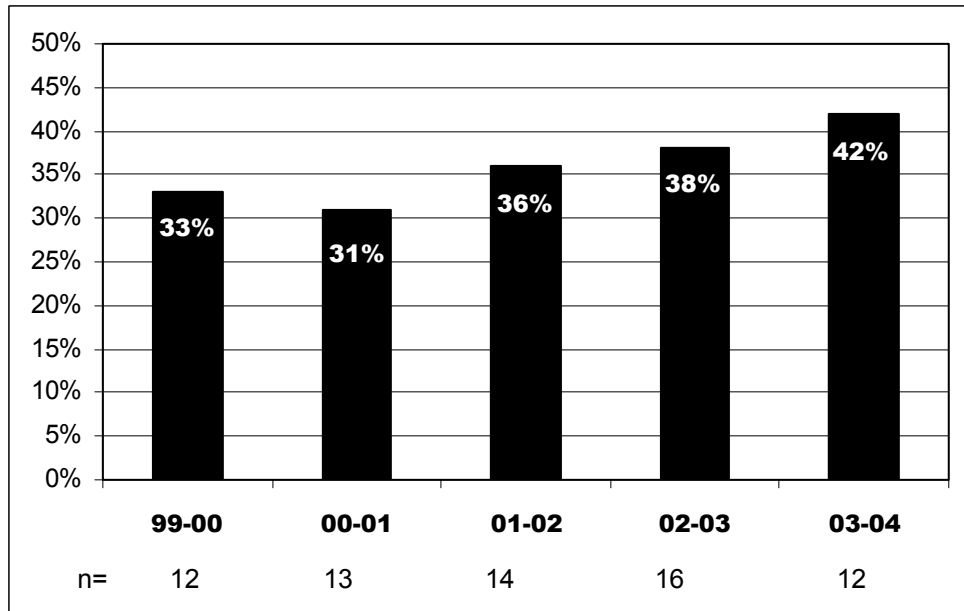
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	0	0	0	1	0	0	0	1	5	5.5	5	6.5	11.5
	0%	0%	0%	0%	0%	9%	0%	0%	0%	9%	43%	48%	43%	57%	100%
<b>Associate Professor</b>															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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

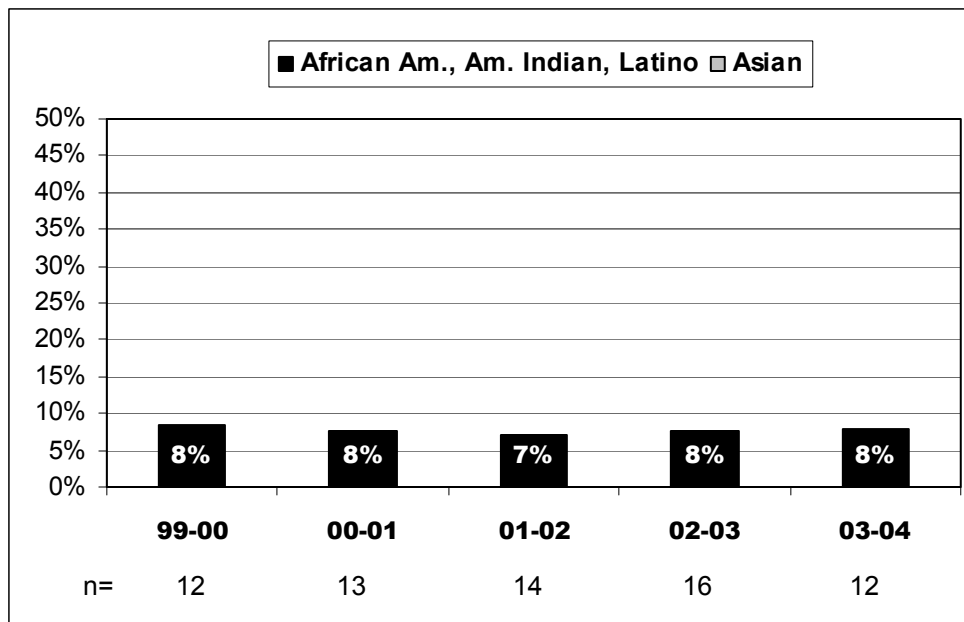
	Black/ Women	Chicano/ Afr.Amer.	Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	5.00	0.00	1.00	0.00	0.00	11.50
% of Faculty	43.5%	0.0%	8.7%	0.0%	0.0%	
Estimate of Availability	36.6%	7.1%	1.2%	2.3%	0.5%	
Expected # of Faculty	4.21	0.82	0.14	0.26	0.06	
Shortfall (Underutilization)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

## DEPARTMENT OF ART *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF DESIGN | MEDIA ARTS

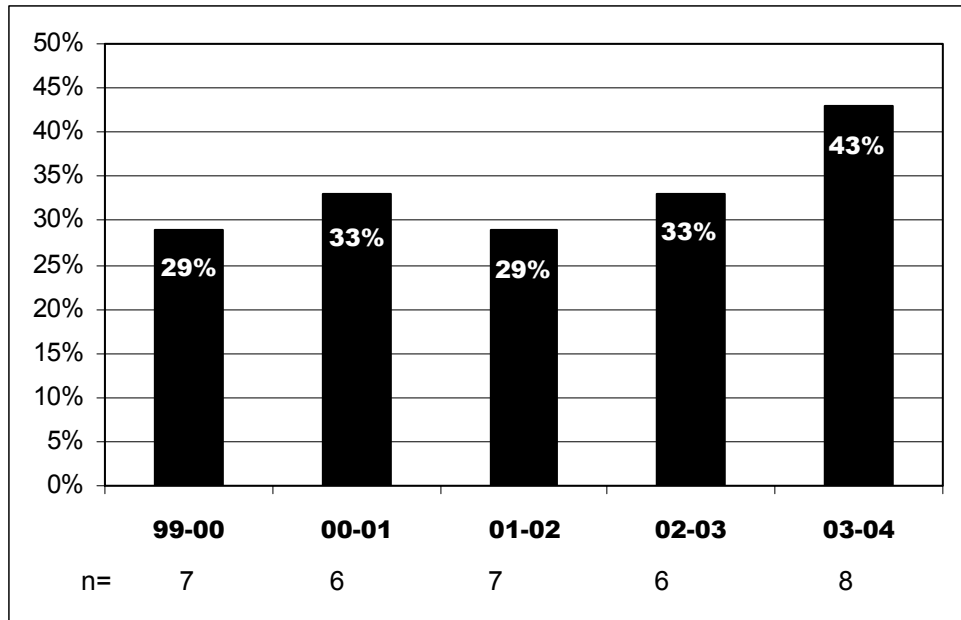
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>	0	0	0	0	1	0	0	0	1	0	3	2	0	0	4	2	6
	0%	0%	0%	0%	17%	0%	0%	0%	17%	0%	50%	33%	0%	0%	67%	33%	100%
<b>Associate Professor</b>	0	0	0	0	0	0	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

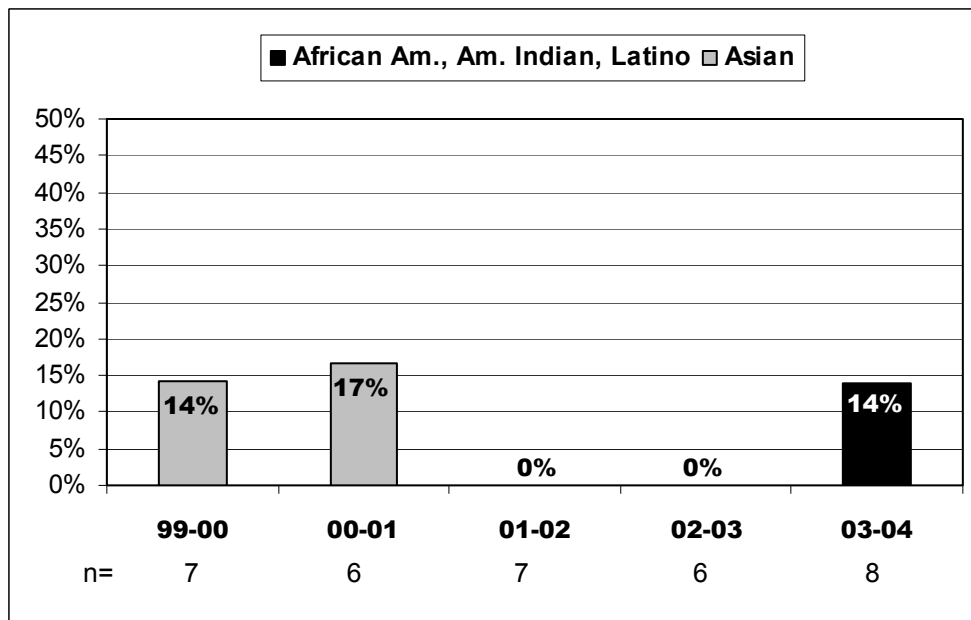
	Women	Black/ Afr.Amer.	Chicano/ Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity	Unknown
# of Faculty	4.00	0.00	1.00	0.00	0.00	7.00	1.00
% of Faculty	50.0%	0.0%	14.3%	0.0%	0.0%		
Estimate of Availability	46.3%	2.3%	3.4%	5.7%	0.6%		
Expected # of Faculty	3.70	0.16	0.24	0.40	0.04		
Shortfall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

DEPARTMENT OF DESIGN | MEDIA ARTS  
*Trends*

Percent Women



Percent Underrepresented Minorities



## DEPARTMENT OF ETHNOMUSICOLOGY

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

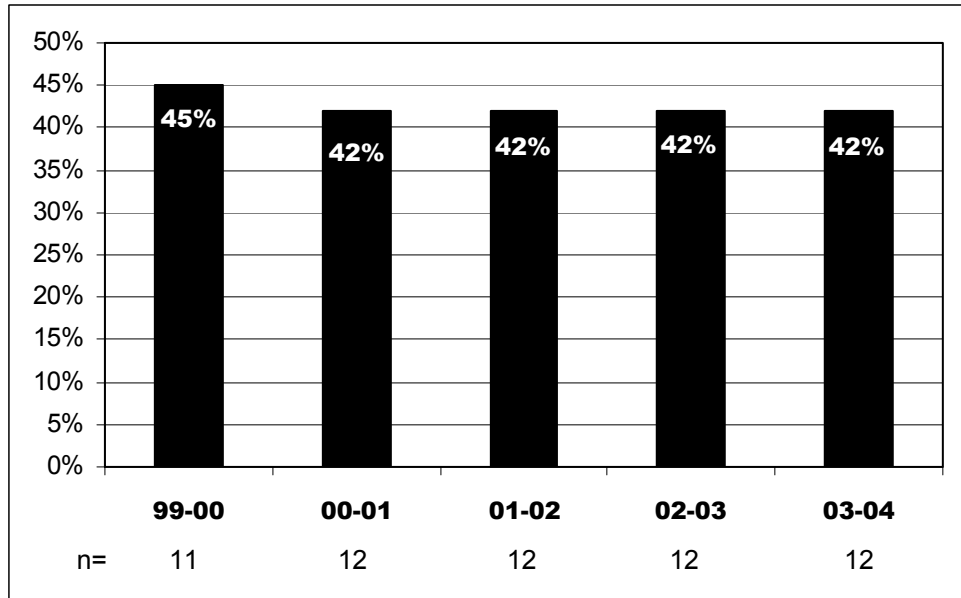
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

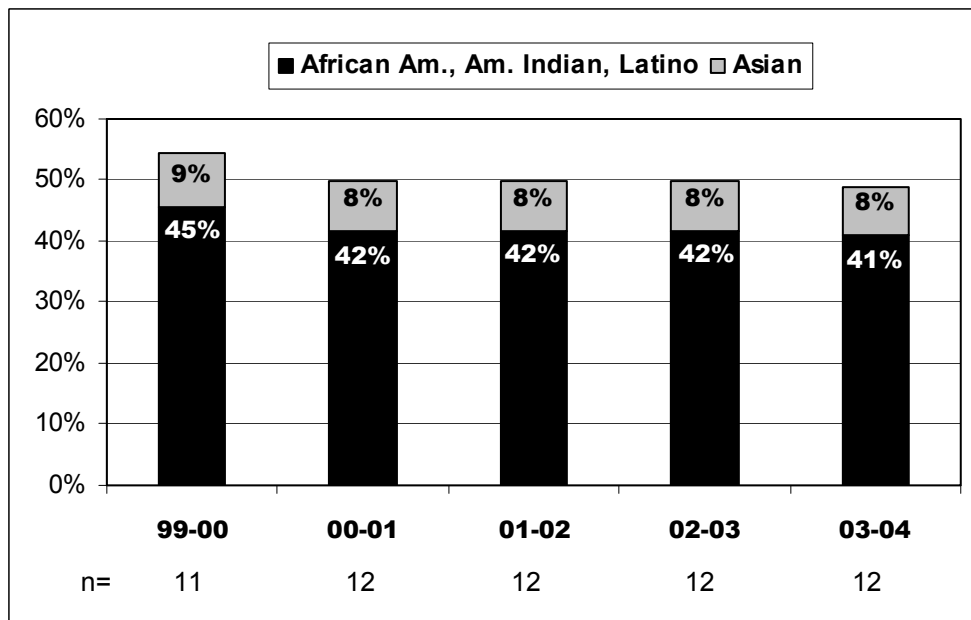
## DEPARTMENT OF ETHNOMUSICOLOGY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF MUSIC

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

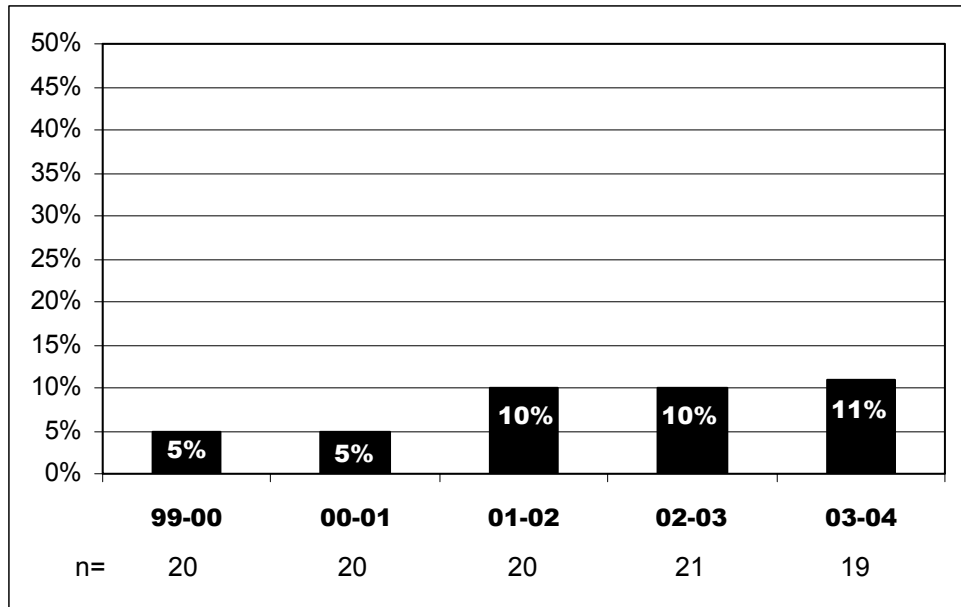
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

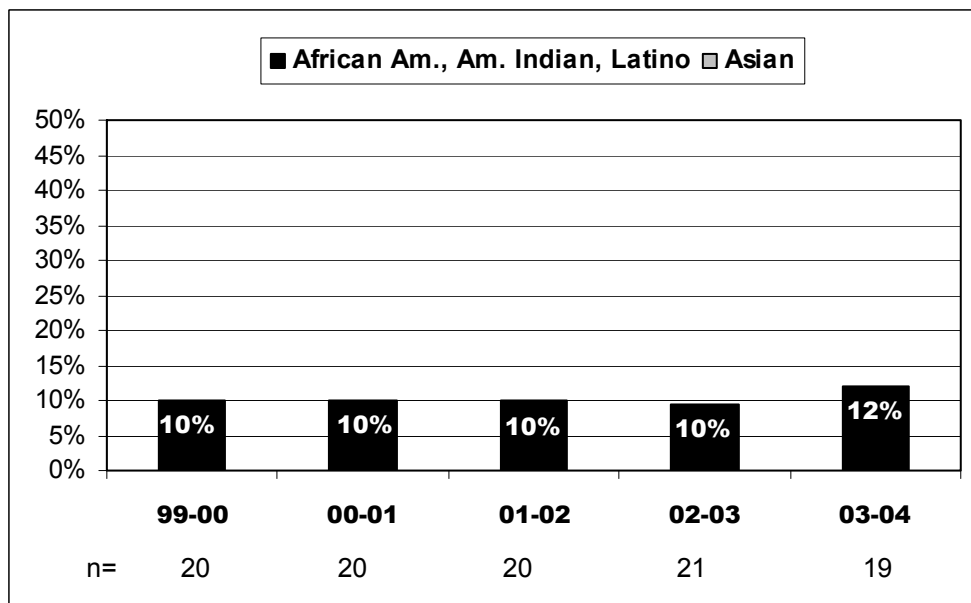
# DEPARTMENT OF MUSIC

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF WORLD ARTS & CULTURES

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

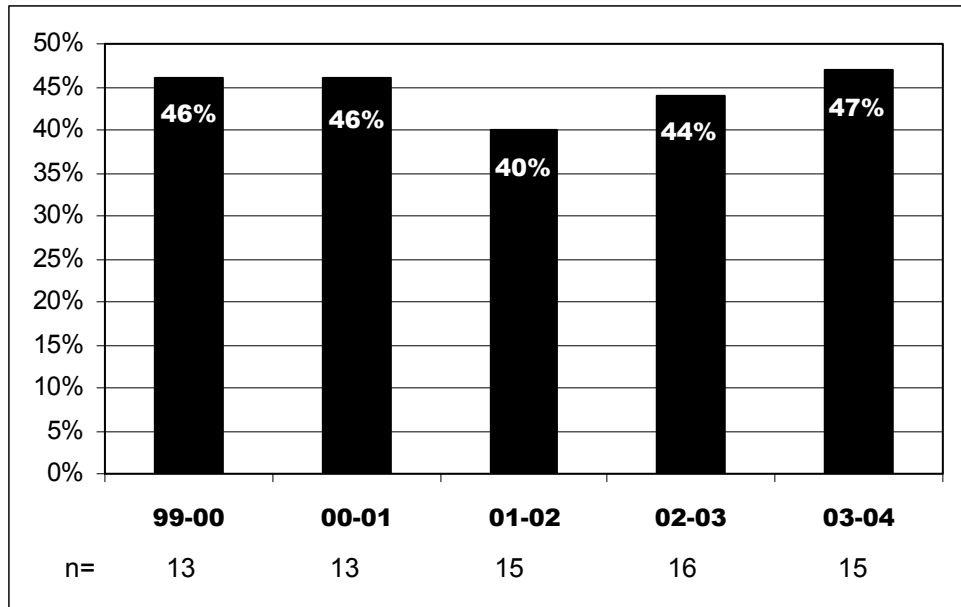
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

	Black/ Women	Chicano/ Afr.Amer.	Latino	Asian/ Pacific Isl.	Native Amer.	Total Known Ethnicity
# of Faculty	7.00	1.00	2.00	3.00	0.00	15.00
% of Faculty	46.7%	6.7%	13.3%	20.0%	0.0%	
Estimate of Availability	69.1%	6.0%	4.3%	4.5%	0.7%	
Expected # of Faculty	10.36	0.90	0.65	0.68	0.11	
Shortfall (Underutilization)	-3.36	none	none	none	-0.11	

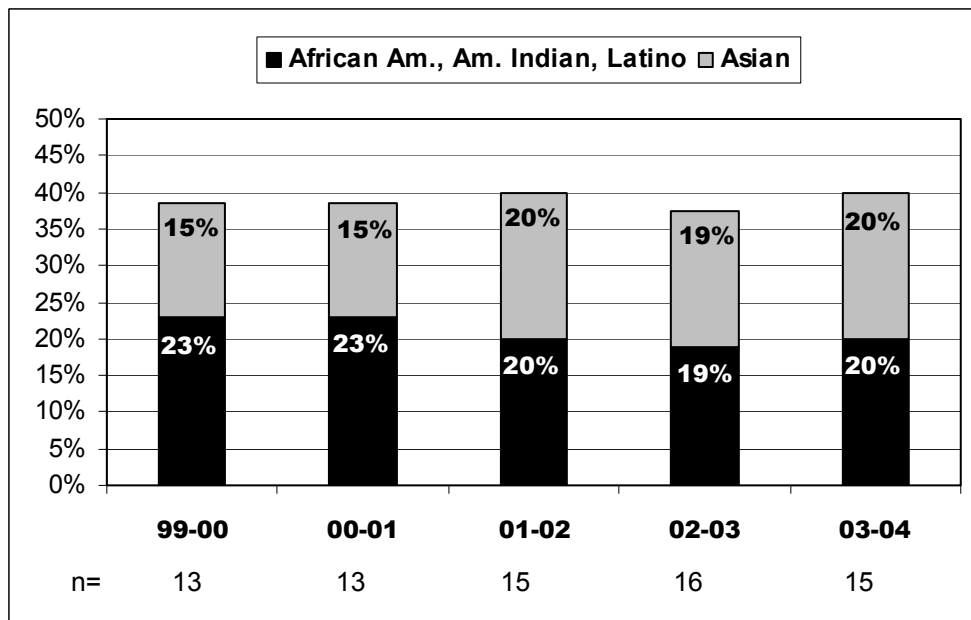
# DEPARTMENT OF WORLD ARTS & CULTURES

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

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

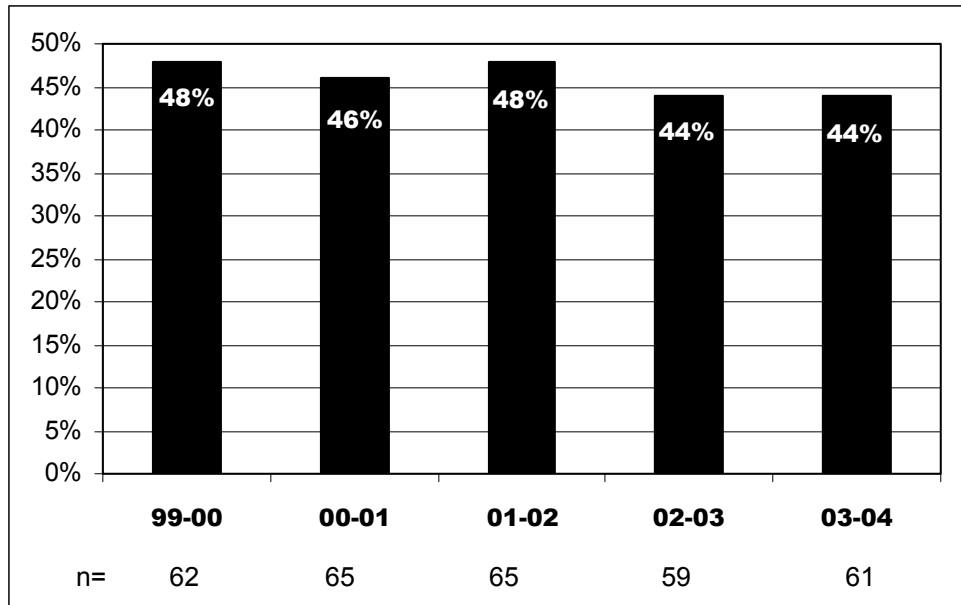
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

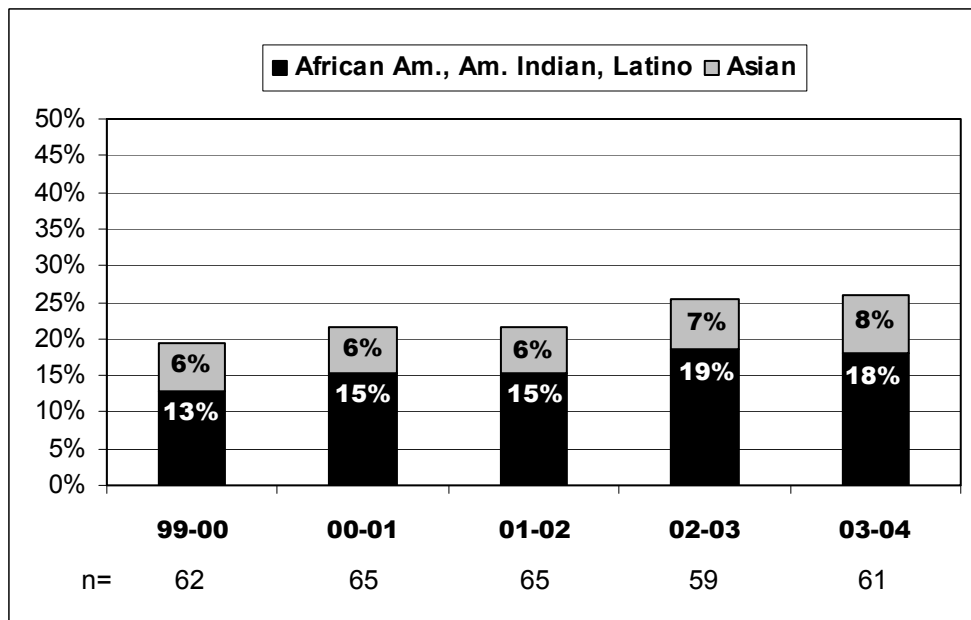
## GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF EDUCATION

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

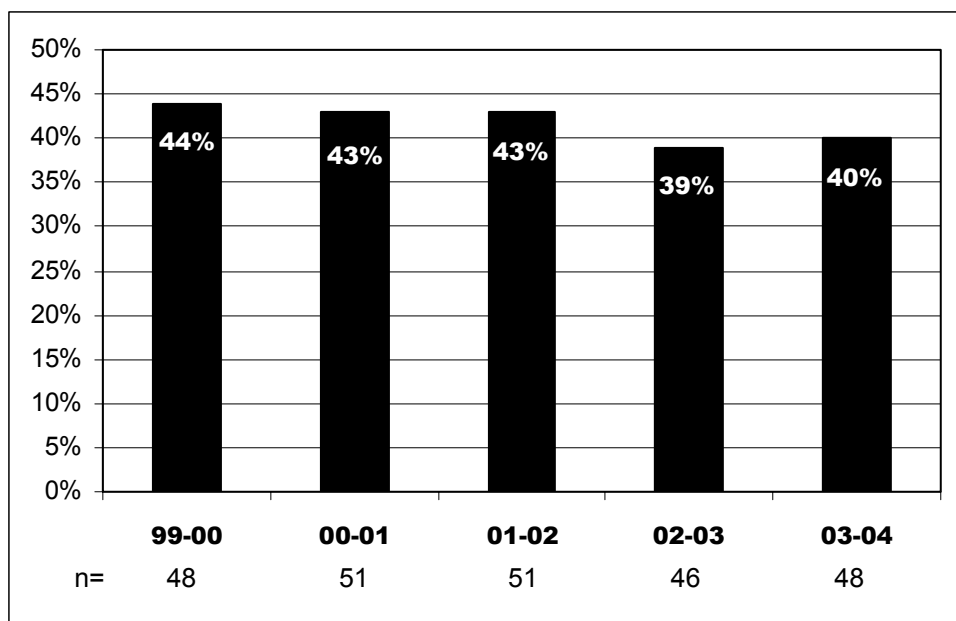
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

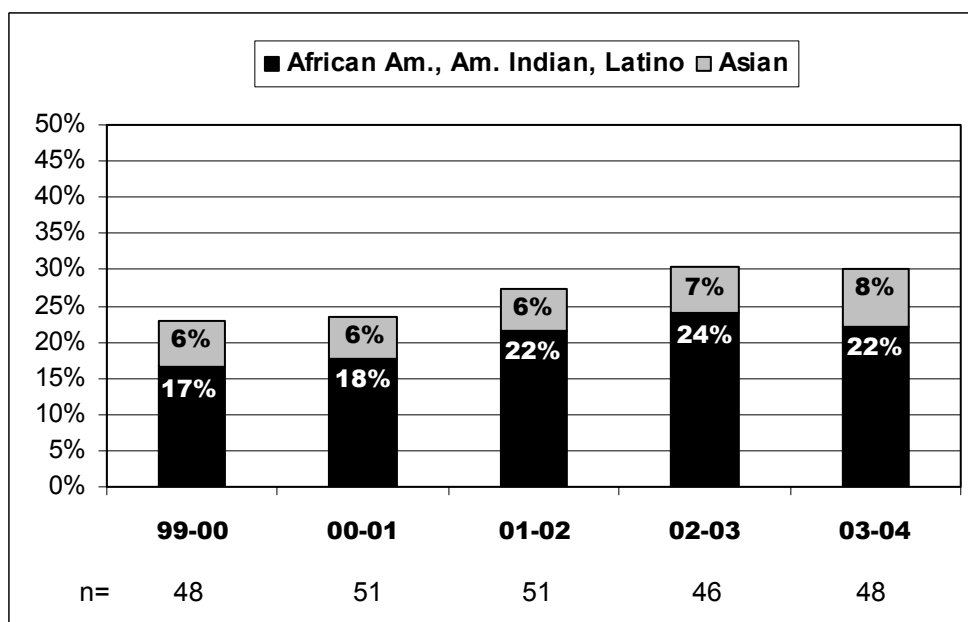
# DEPARTMENT OF EDUCATION

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF INFORMATION STUDIES

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

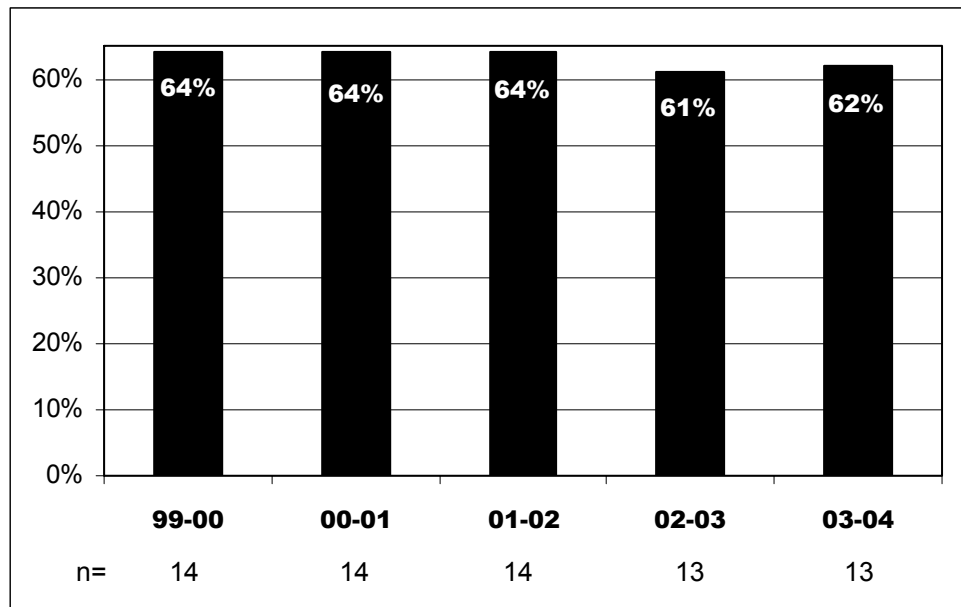
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

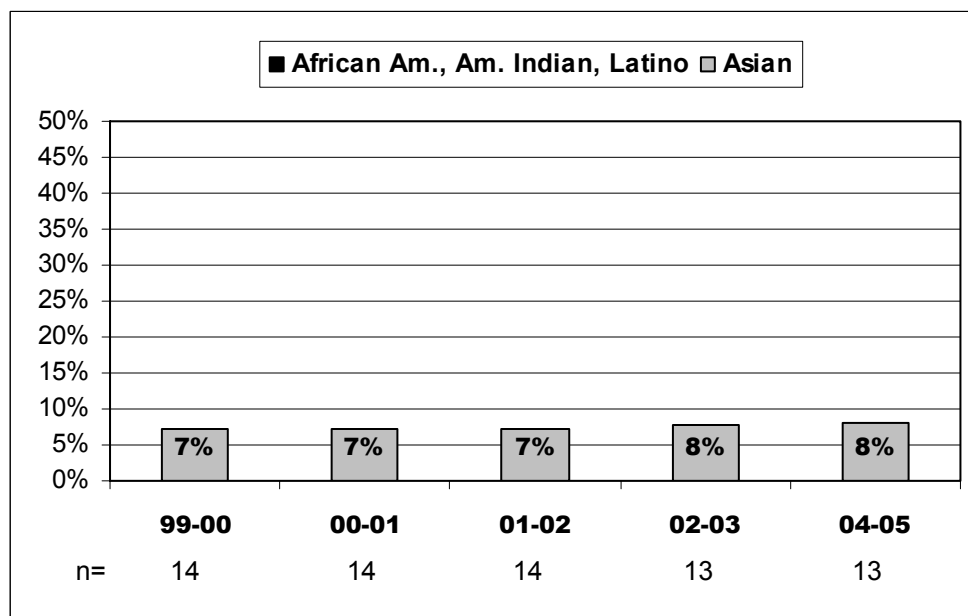
## DEPARTMENT OF INFORMATION STUDIES

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

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

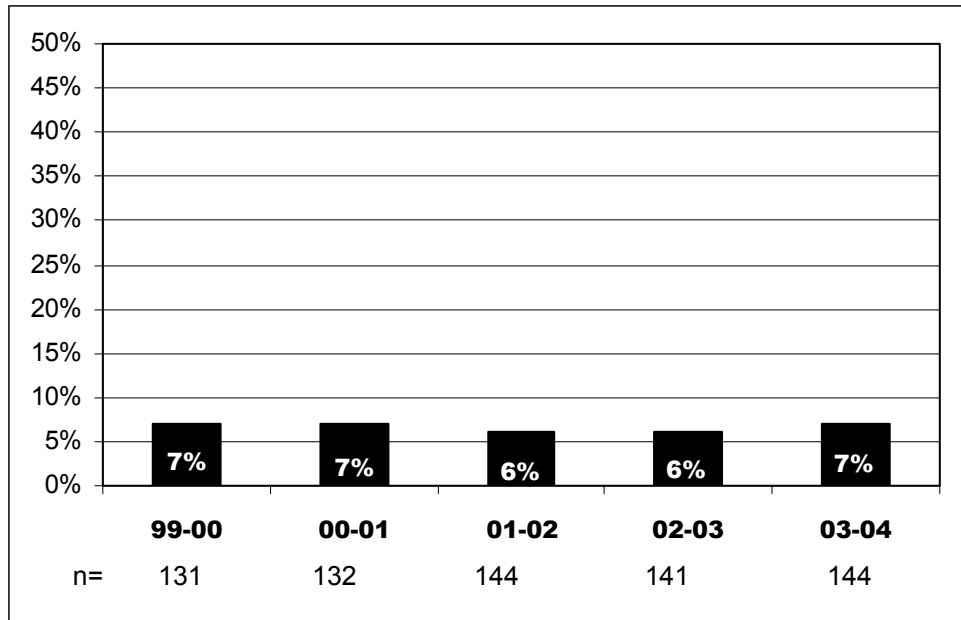
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

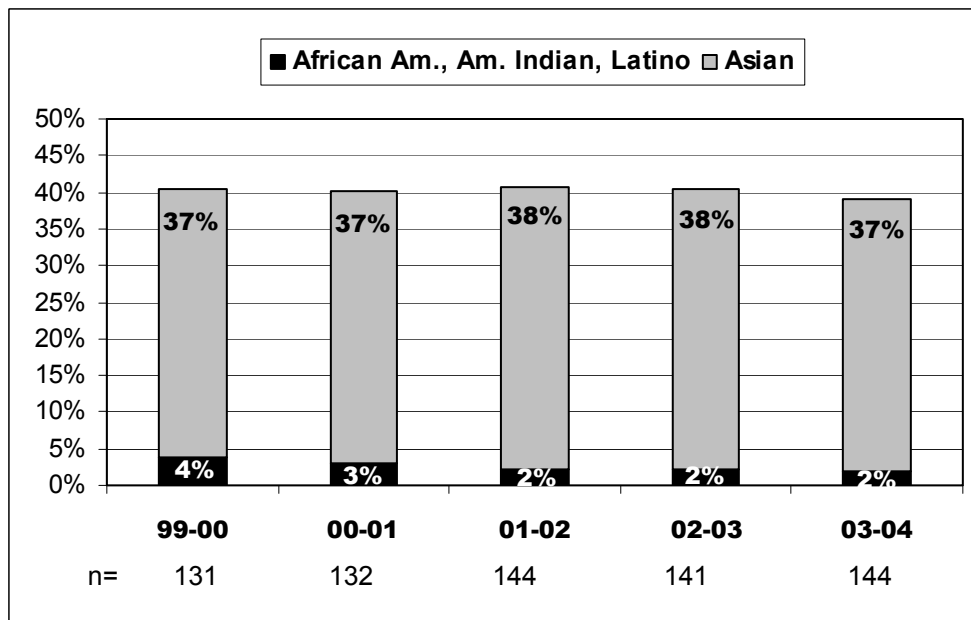
## HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCE S

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities





## DEPARTMENT OF BIOENGINEERING<sup>11</sup>

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

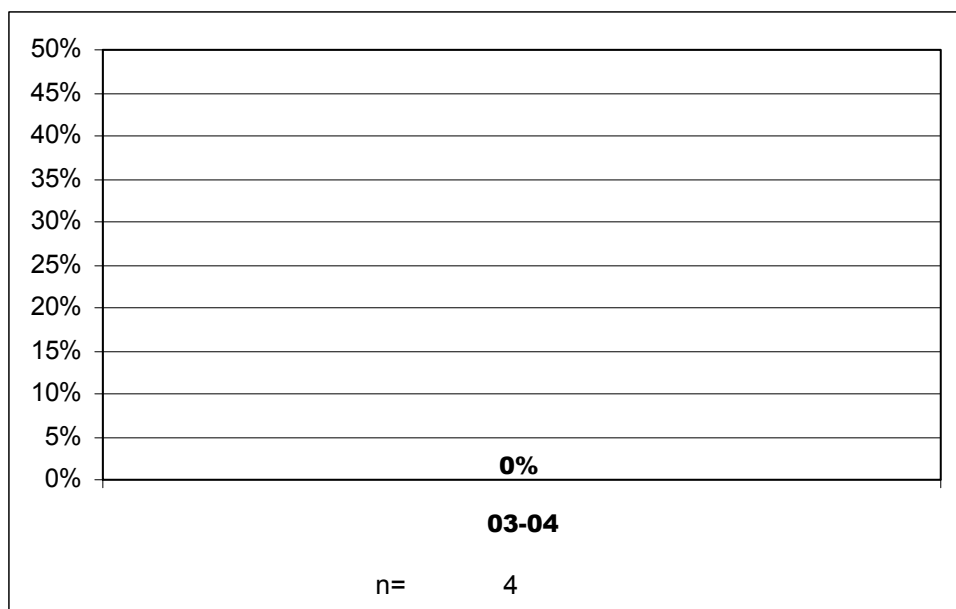
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

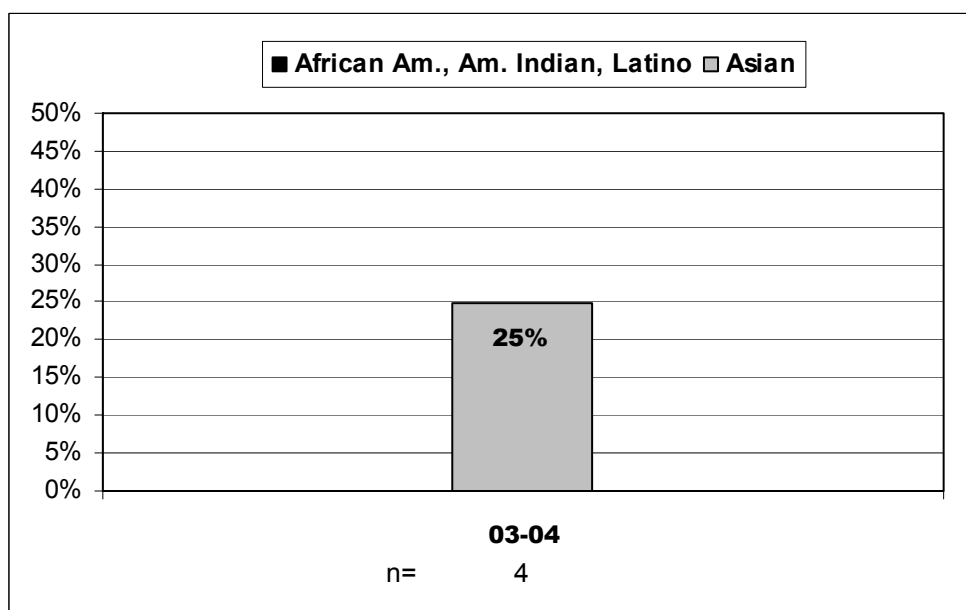
## DEPARTMENT OF BIOENGINEERING

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF CHEMICAL ENGINEERING

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

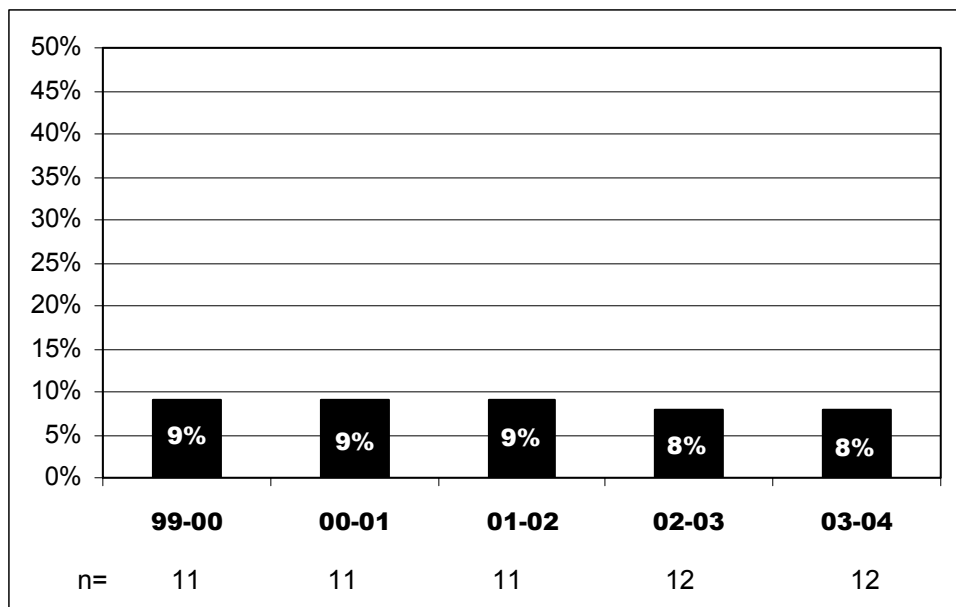
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

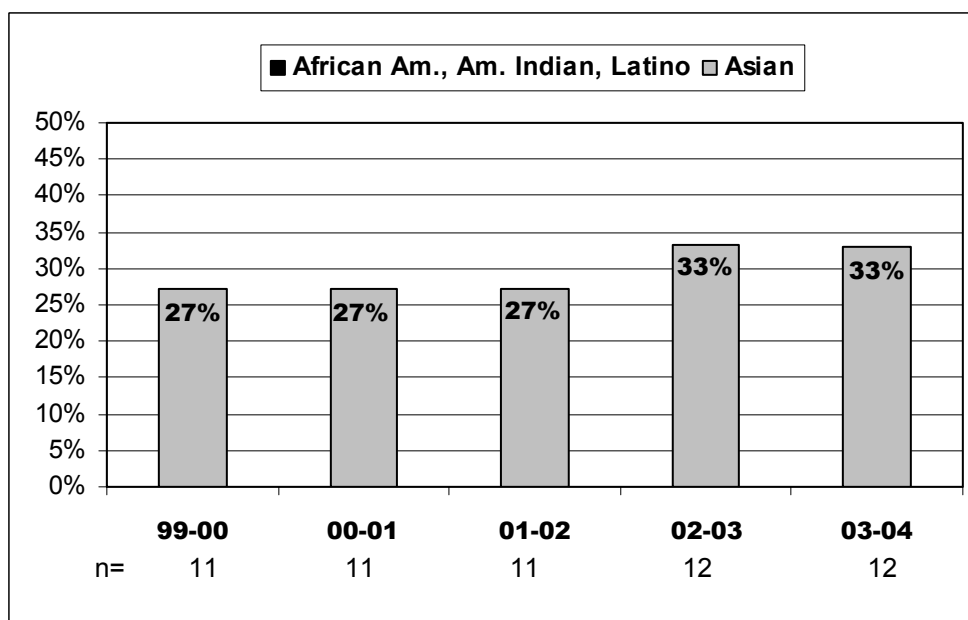
## DEPARTMENT OF CHEMICAL ENGINEERING

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

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

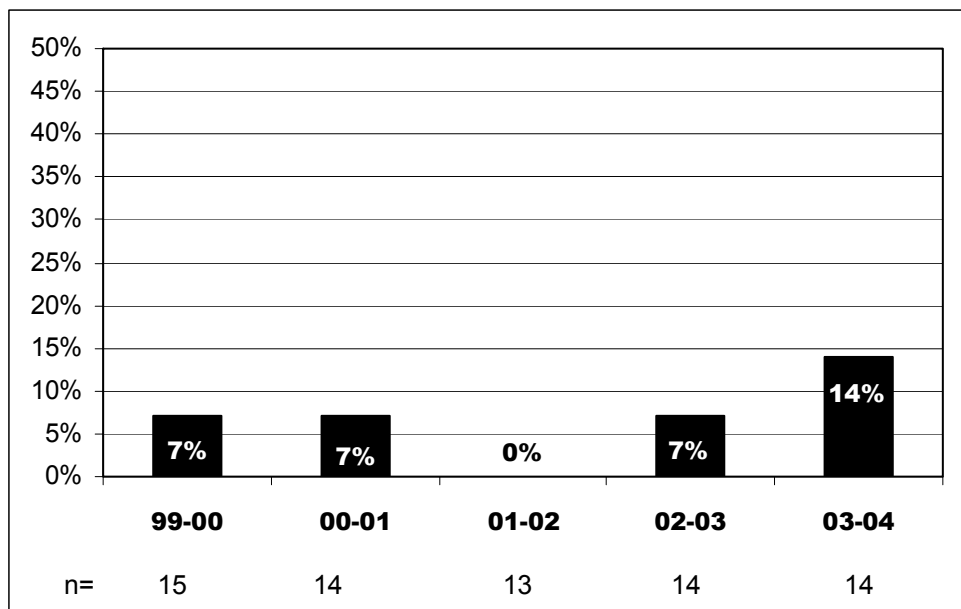
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

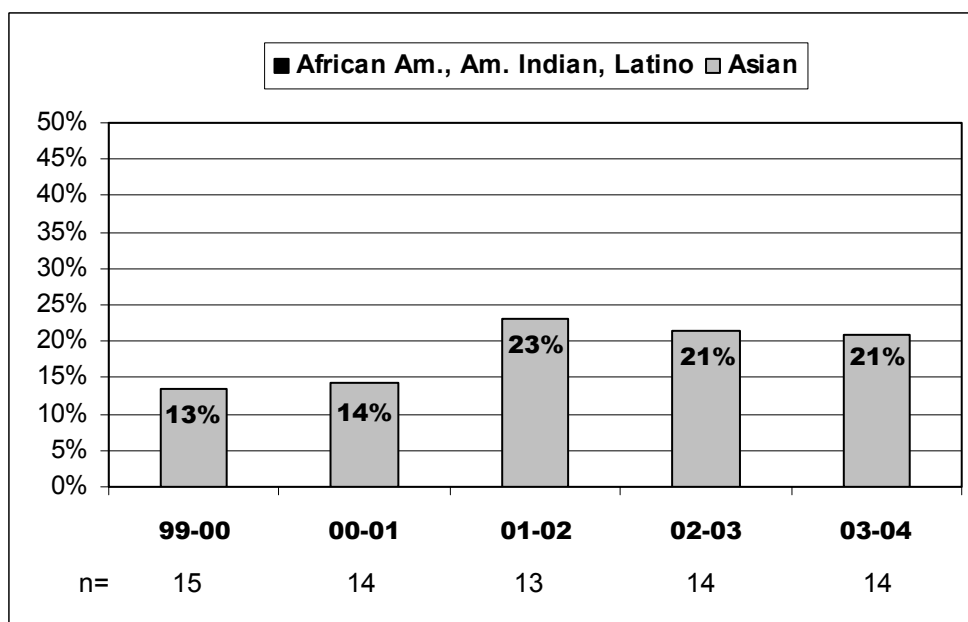
## DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF COMPUTER SCIENCE

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

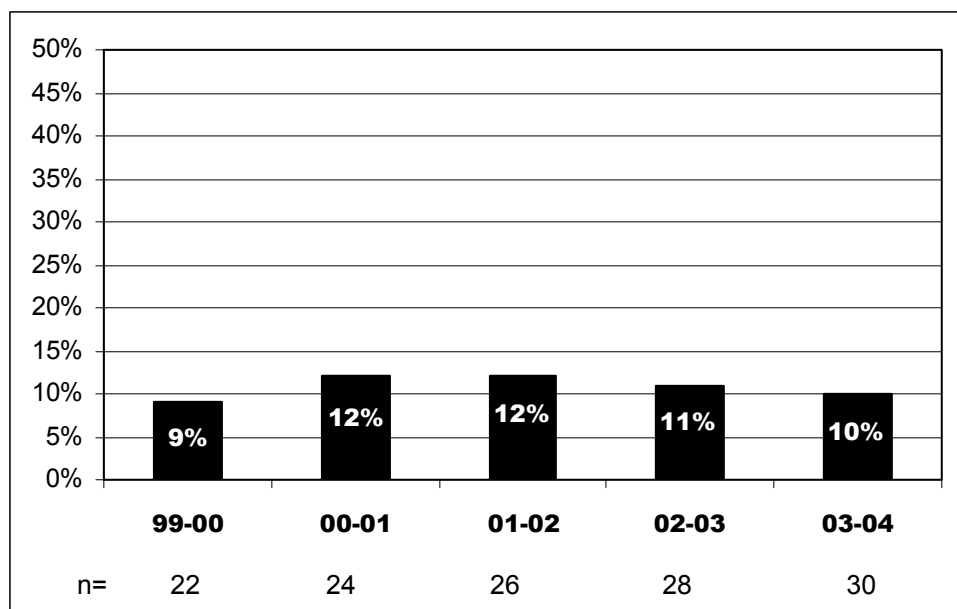
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

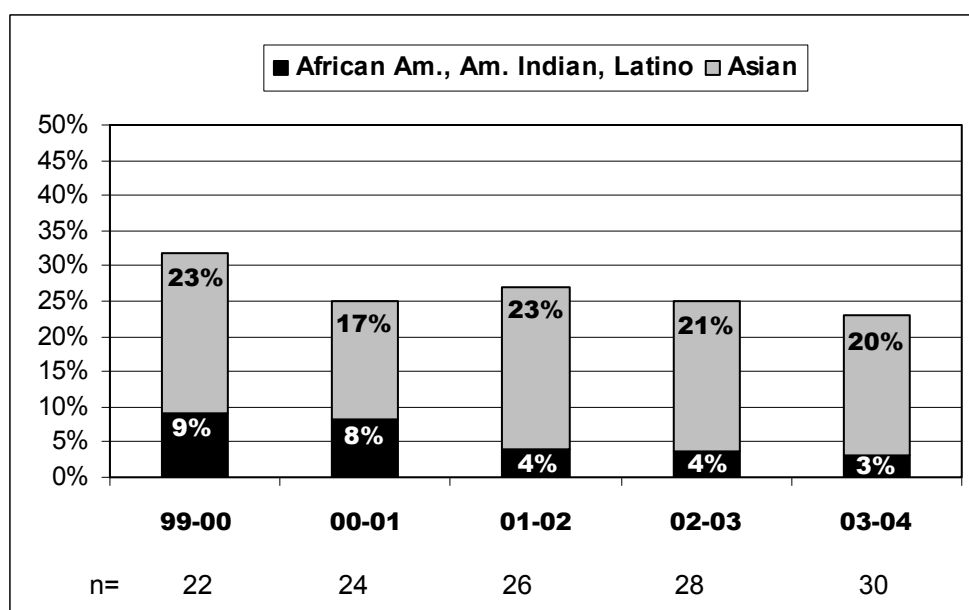
# DEPARTMENT OF COMPUTER SCIENCE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## DEPARTMENT OF ELECTRICAL ENGINEERING

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

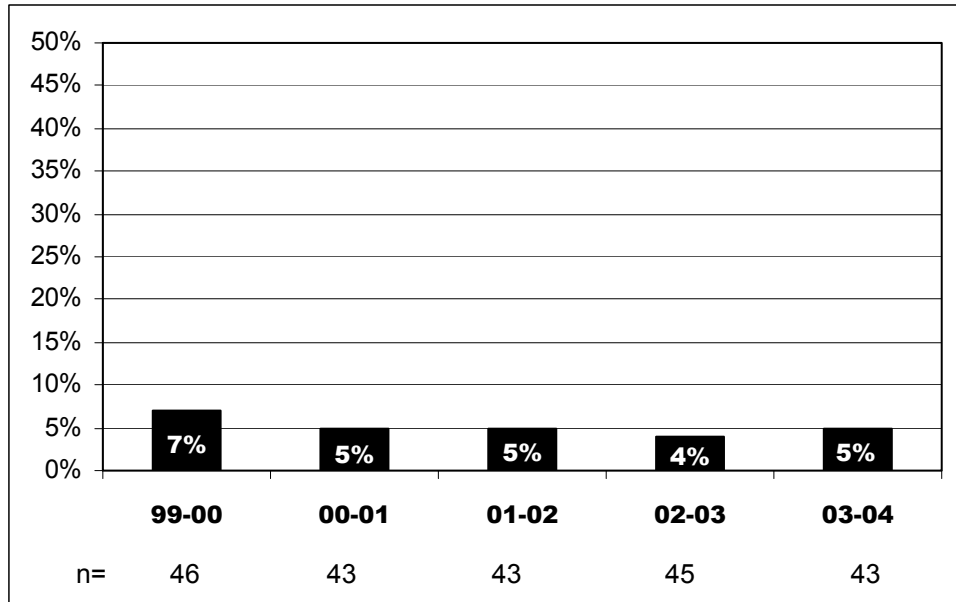
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

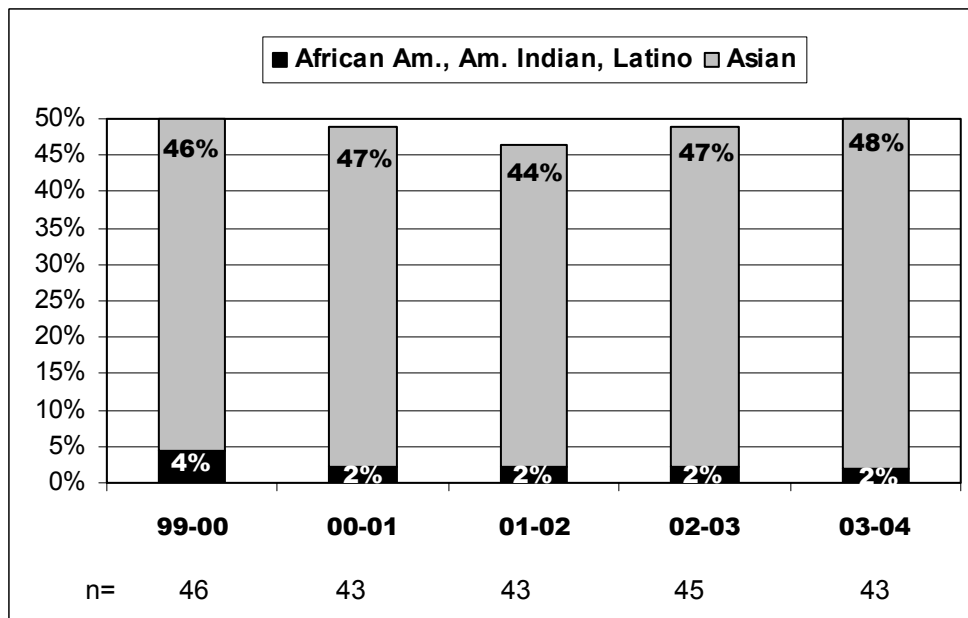
# DEPARTMENT OF ELECTRICAL ENGINEERING

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

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

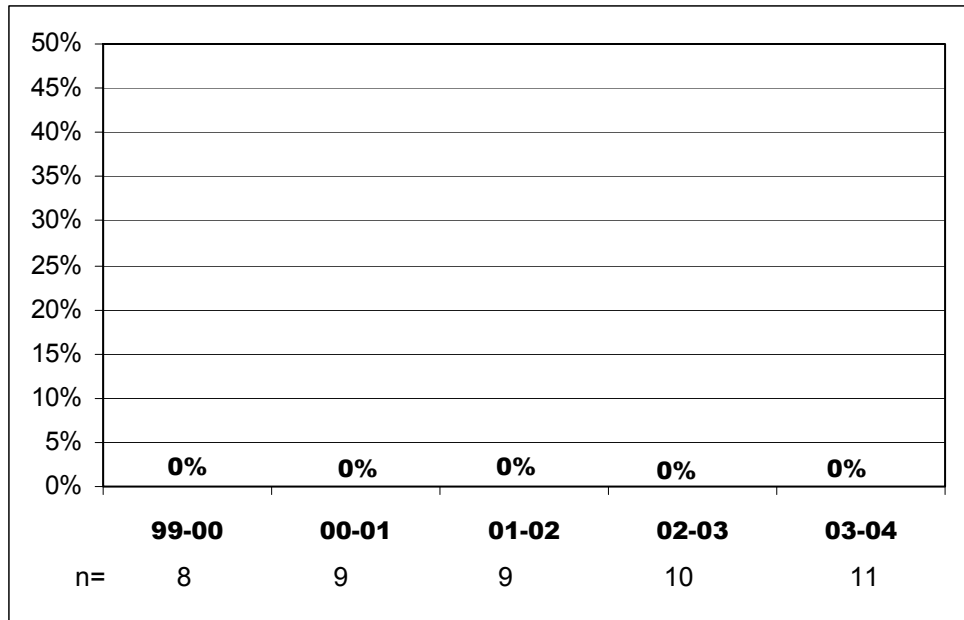
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

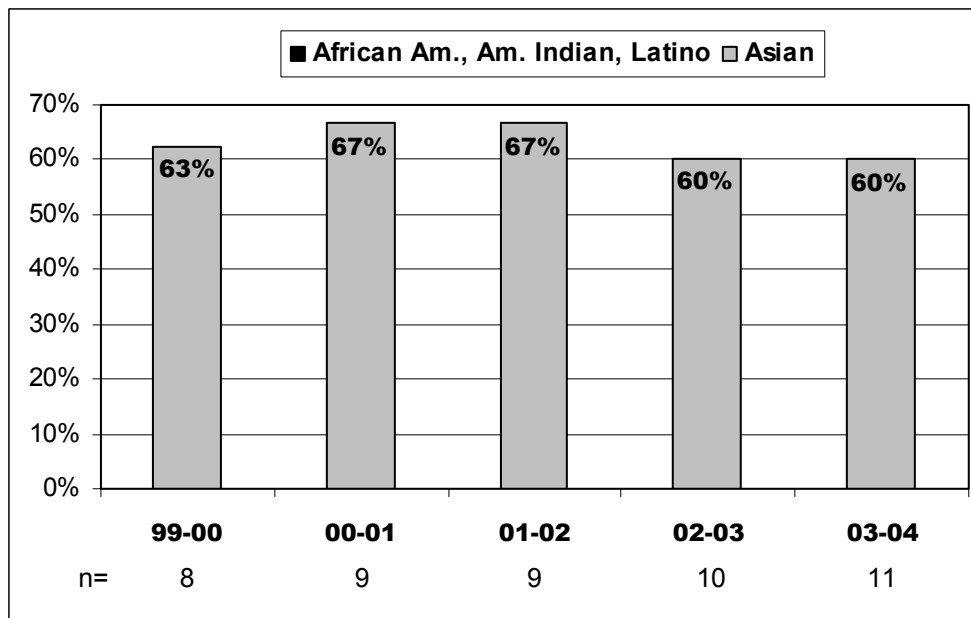
# DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

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

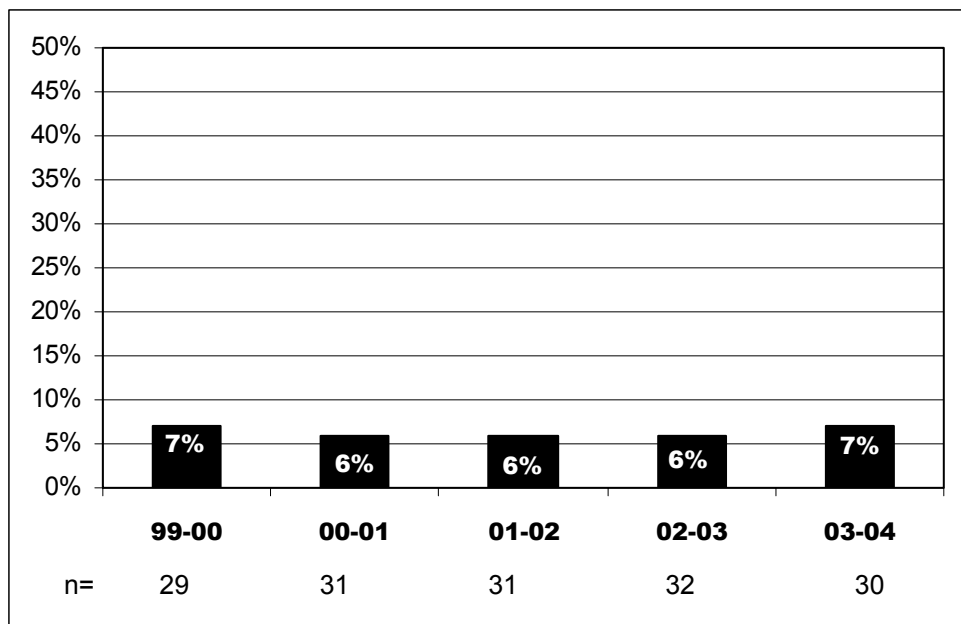
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

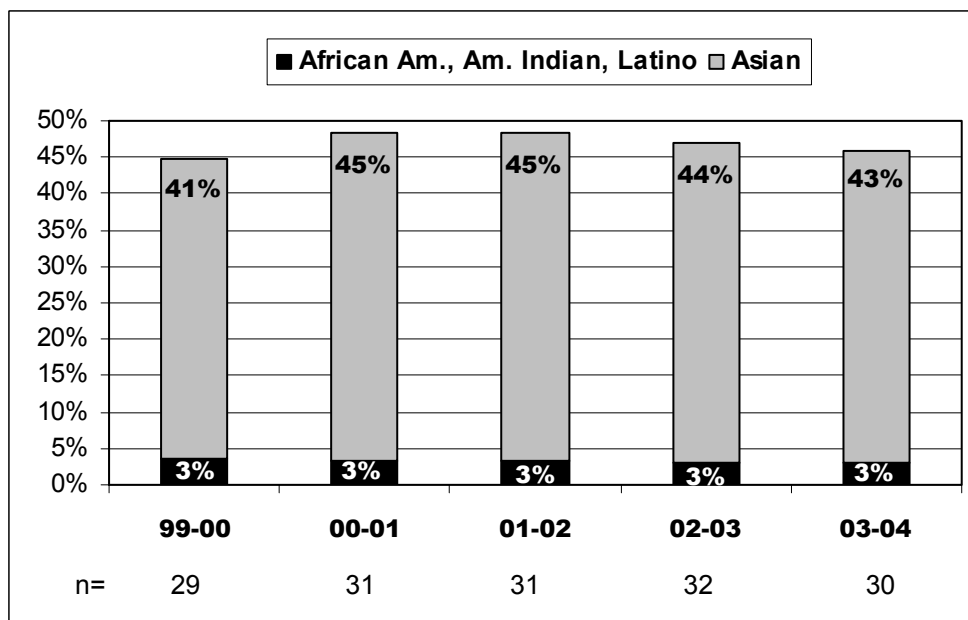
# DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## SCHOOL OF LAW

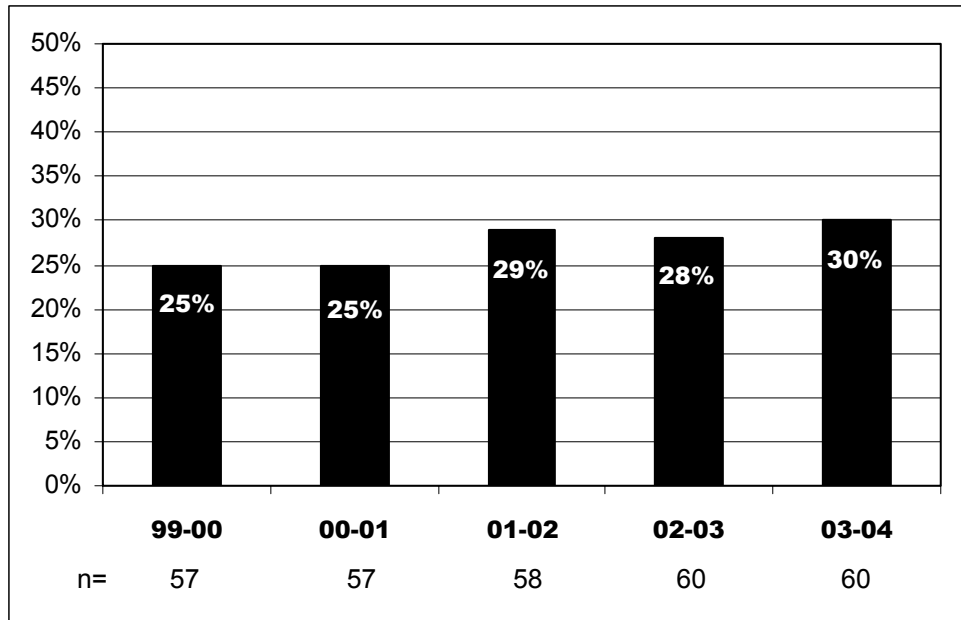
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	1	1.5	2	1	0	0	0	2.5	3	12.5	36.5	15	39.5	54.5
	0%	2%	3%	4%	2%	0%	0%	0%	5%	6%	23%	67%	28%	72%	100%
<b>Associate Professor</b>					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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

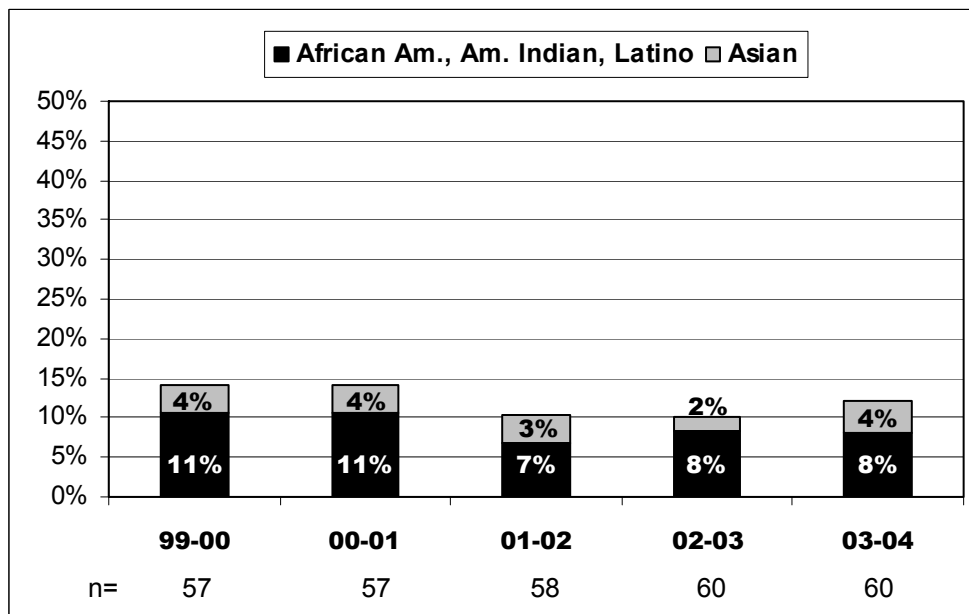
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	17.00	5.00	1.00	2.00	64.00
% of Faculty	26.6%	7.8%	1.6%	3.1%	0.0%
Estimate of Availability	43.2%	11.6%	4.5%	3.5%	1.1%
Expected # of Faculty	27.64	7.43	2.89	2.24	0.72
Shortfall (Underutilization)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

## SCHOOL OF LAW *Trends*

### Percent Women



### Percent Underrepresented Minorities





## SCHOOL OF PUBLIC AFFAIRS<sup>12</sup>

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

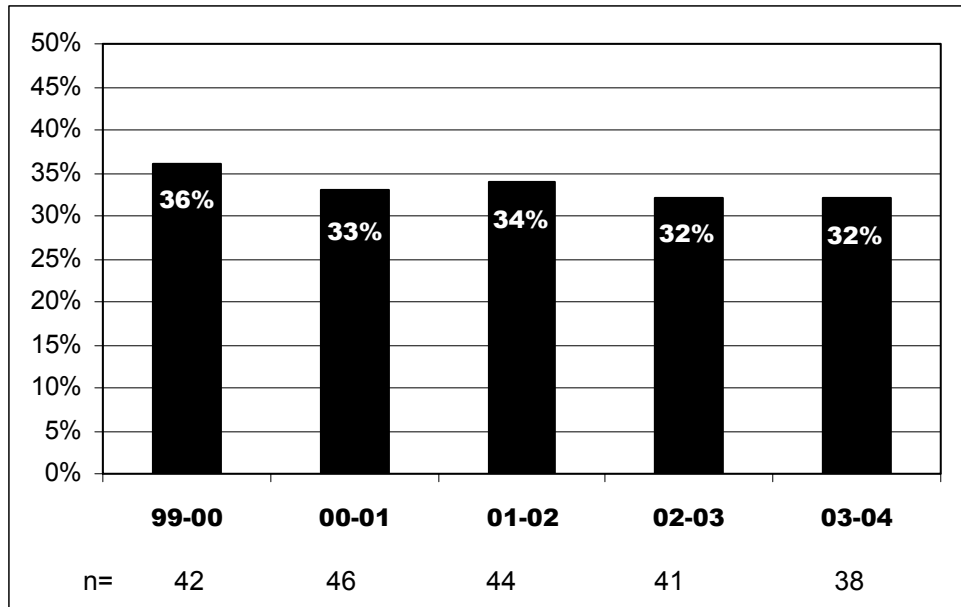
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

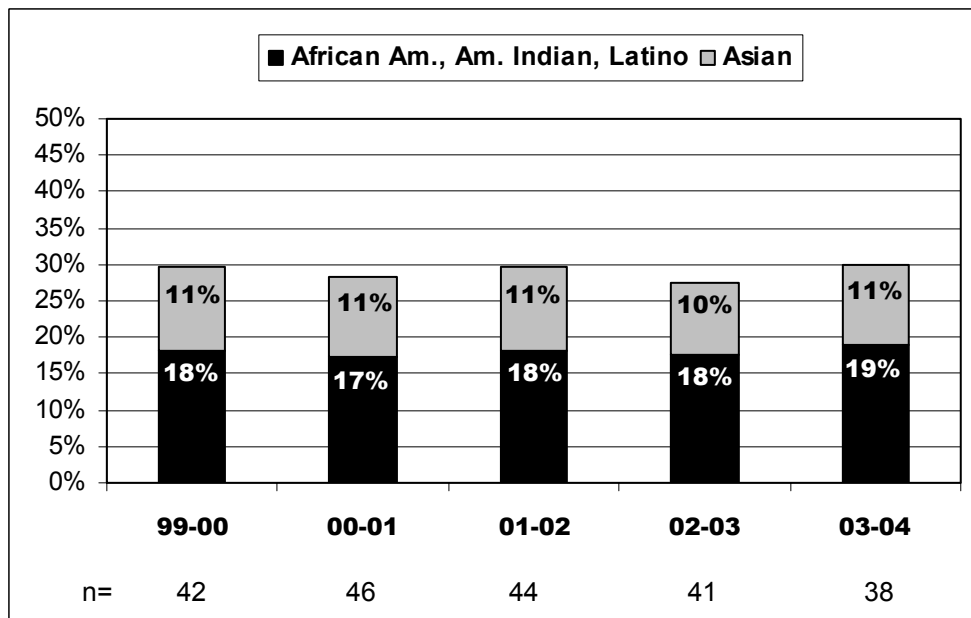
# SCHOOL OF PUBLIC AFFAIRS

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF PUBLIC POLICY<sup>13</sup>

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

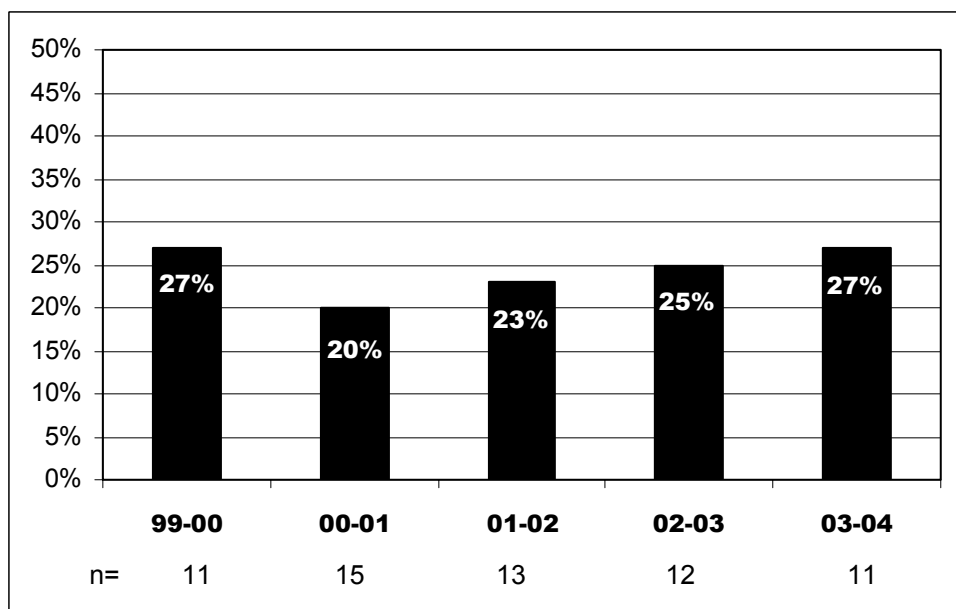
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

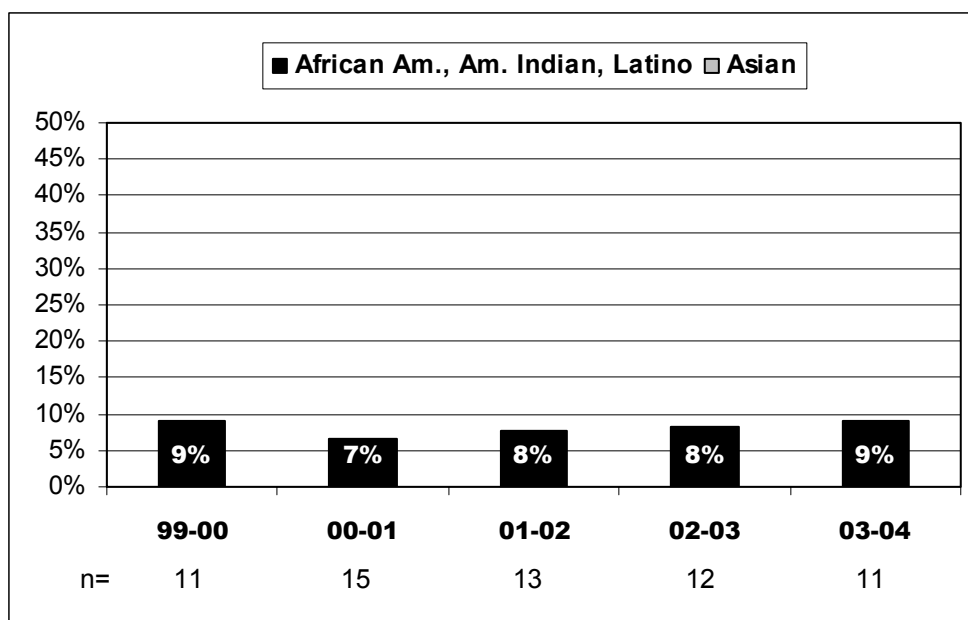
## DEPARTMENT OF PUBLIC POLICY

### *Trends*

#### Percent Women



#### Percent Underrepresented Minorities



## DEPARTMENT OF SOCIAL WELFARE

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

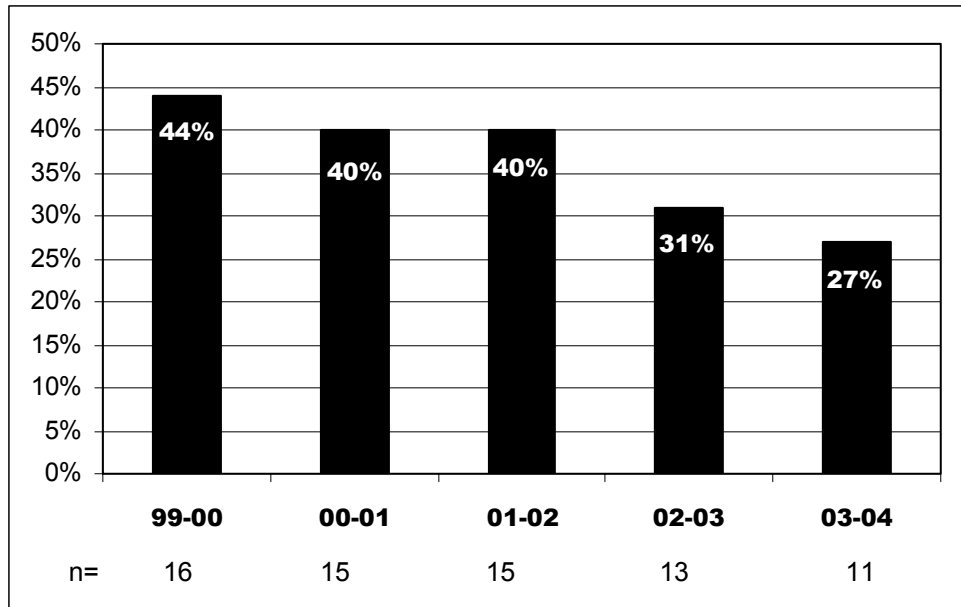
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

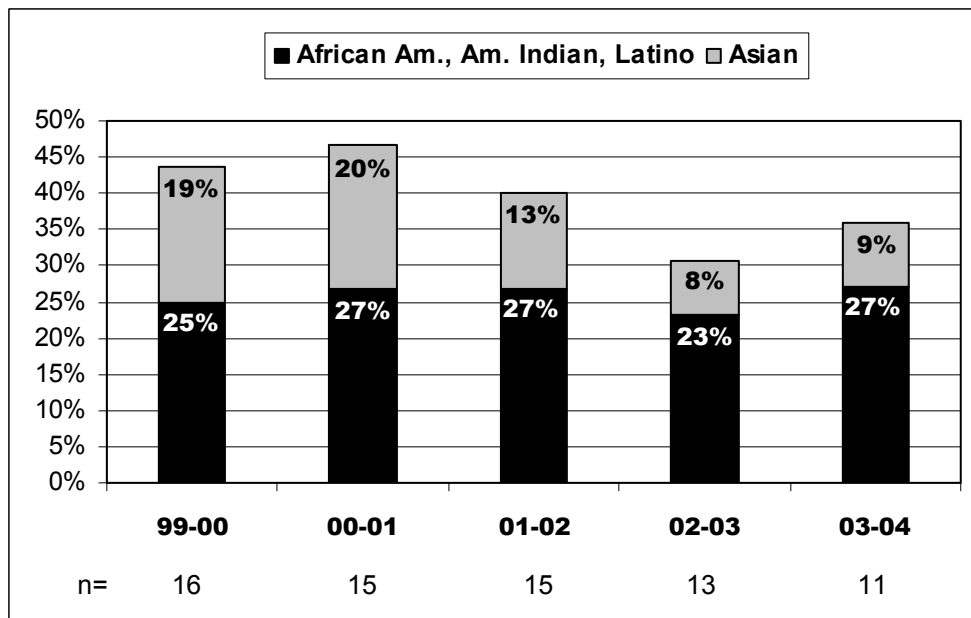
# DEPARTMENT OF SOCIAL WELFARE

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



2004-2005  
Diversity Statistics - Regular Rank Faculty

## DEPARTMENT OF URBAN PLANNING

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

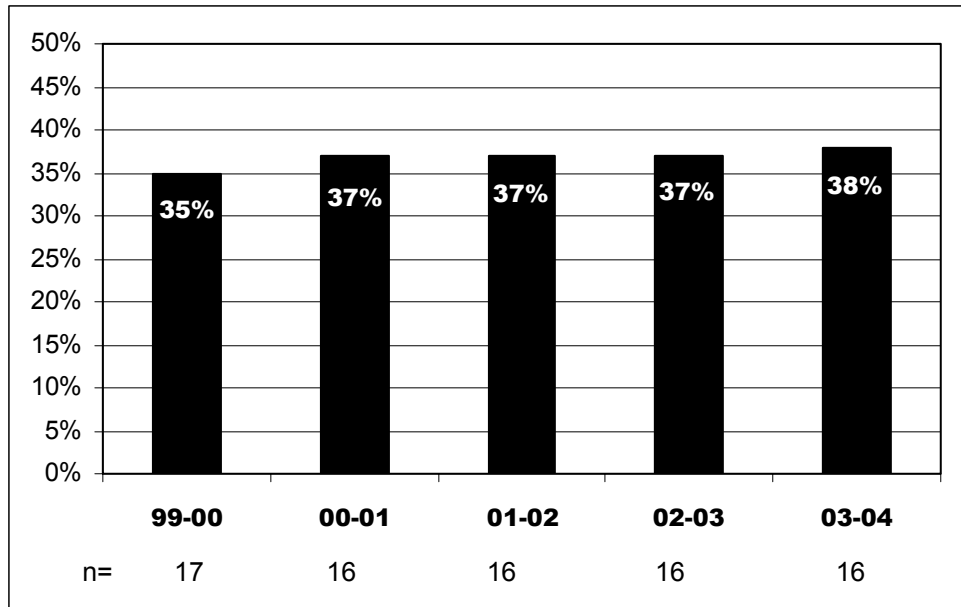
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

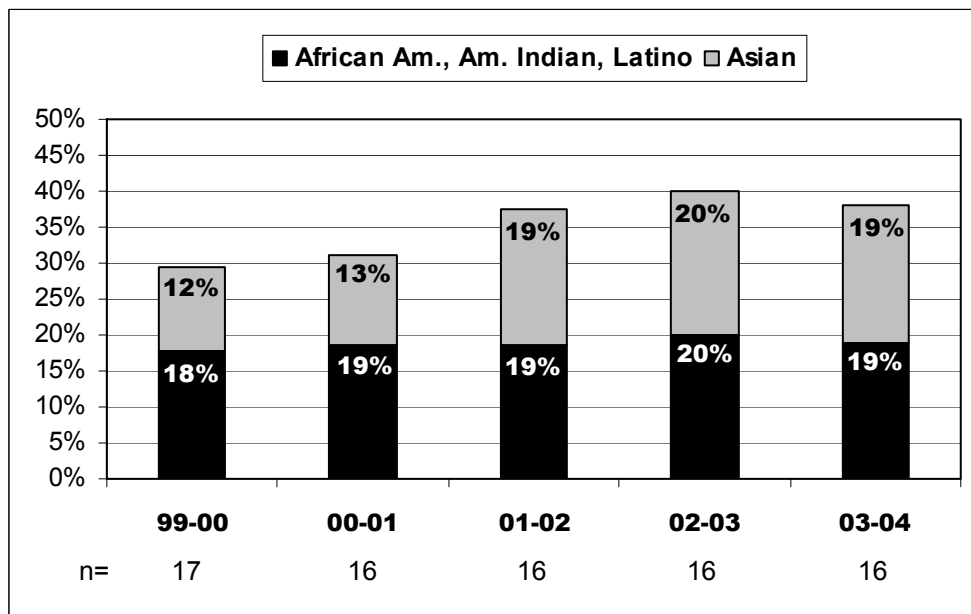
# DEPARTMENT OF URBAN PLANNING

## *Trends*

### Percent Women



### Percent Underrepresented Minorities





## SCHOOL OF THEATER, FILM AND TELEVISION

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

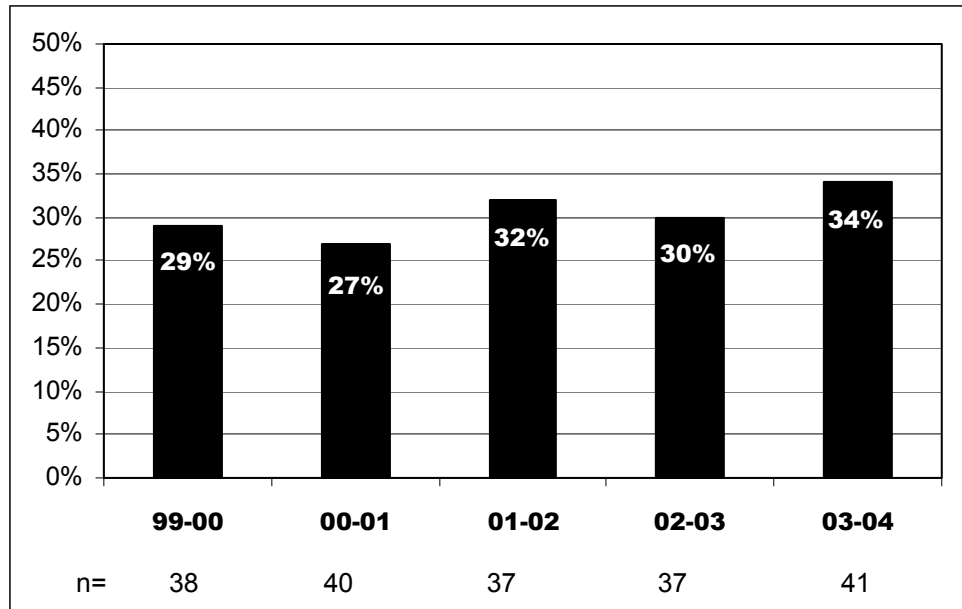
## 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

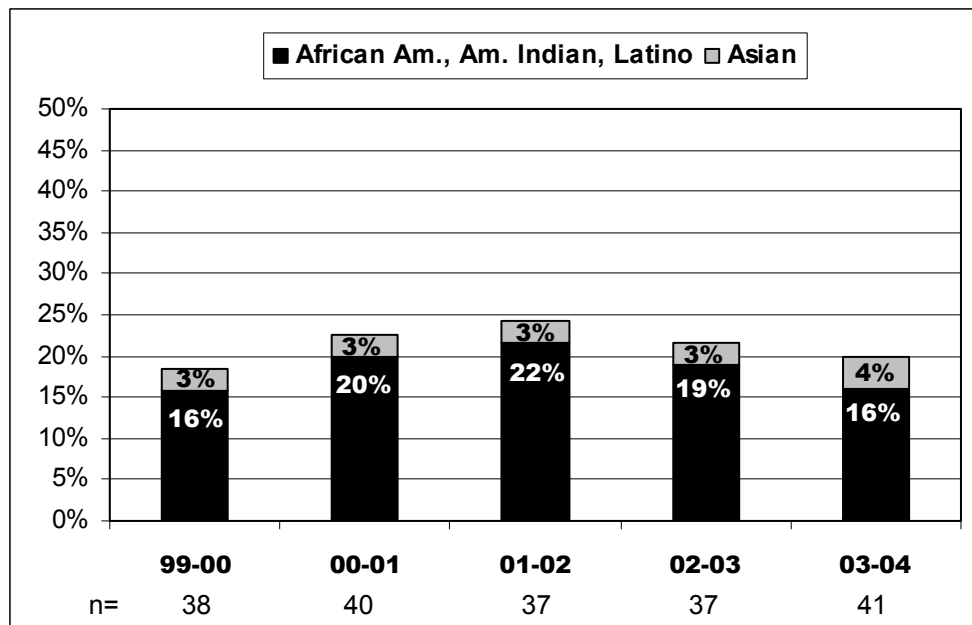
# SCHOOL OF THEATER, FILM AND TELEVISION

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

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

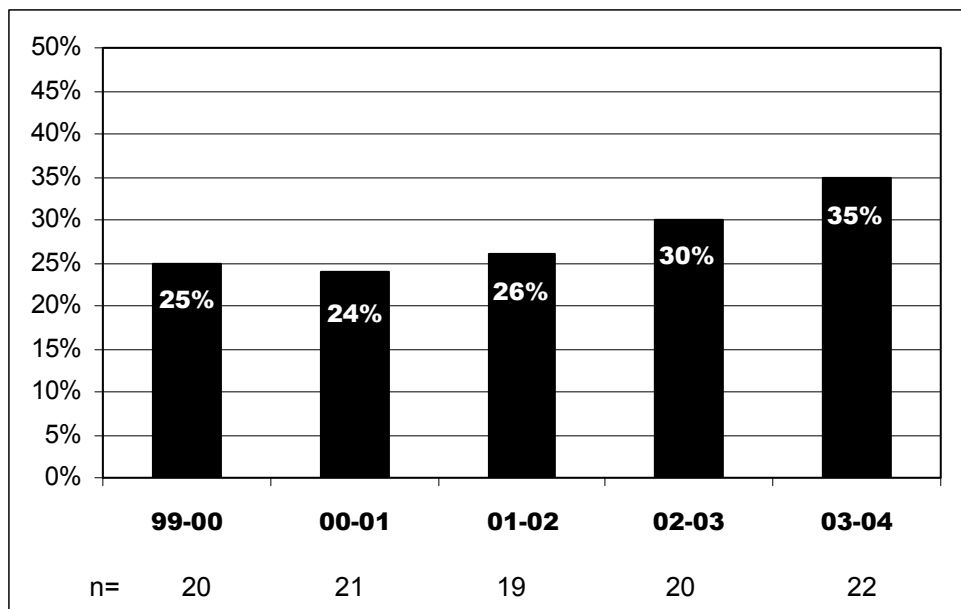
### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

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

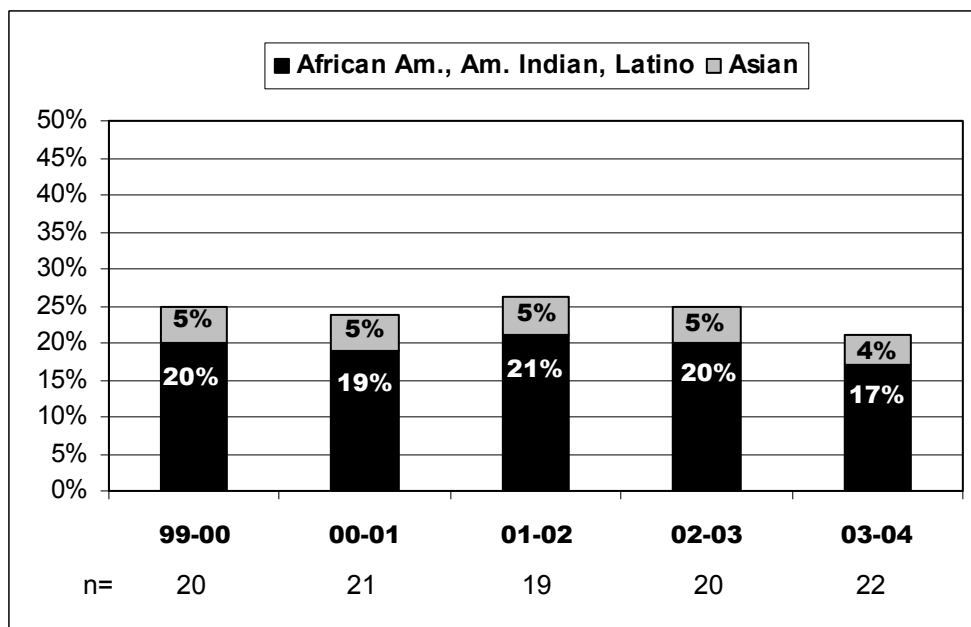
# DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

## *Trends*

### Percent Women



### Percent Underrepresented Minorities



## DEPARTMENT OF THEATER

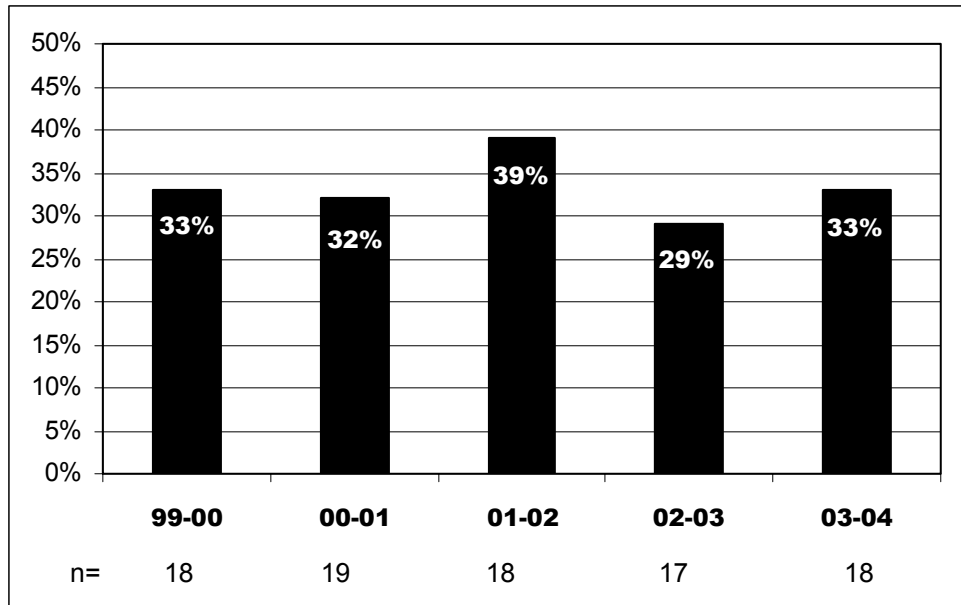
	Asian		African American		Hispanic		Native American		Minority Analysis		White		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Professor</b>															
	0	0	0	0	1	1	0	1	1	2	3	8	4	10	14
	0%	0%	0%	0%	7%	7%	0%	7%	7%	14%	21%	57%	29%	71%	100%
<b>Associate Professor</b>															
	1	0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

### 2004-2005 Departmental Underutilization of Ladder-Rank Faculty

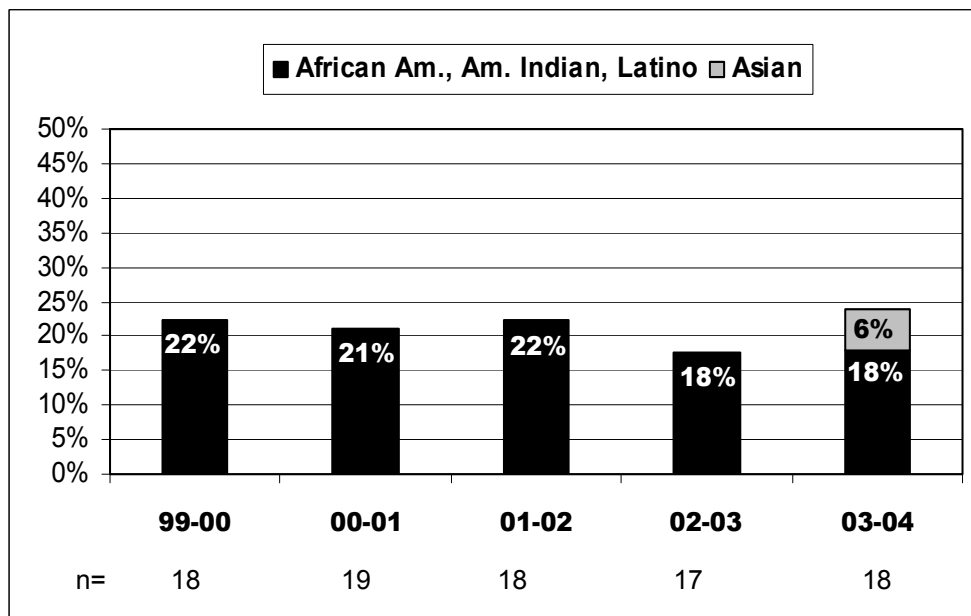
	Black/ Women	Chicano/ Afr.Amer.	Asian/ Latino	Native Pacific Isl.	Total Known Amer. Ethnicity
# of Faculty	6.00	0.00	2.00	1.00	17.00
% of Faculty	35.3%	0.0%	11.8%	5.9%	5.9%
Estimate of Availability	44.6%	4.7%	2.0%	2.1%	0.5%
Expected # of Faculty	7.58	0.80	0.33	0.36	0.09
Shortfall (Underutilization)	-1.58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

## DEPARTMENT OF THEATER *Trends*

### Percent Women



### Percent Underrepresented Minorities



## Appendix A

### ESTIMATES OF ACADEMIC AVAILABILITY

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

#### The College (Formerly the College of Letters & Science)

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

#### The Health Sciences

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

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

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

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

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

#### Other Professional Schools

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

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

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

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

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

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



## **Appendix B**

### **EXPLANATORY NOTES**

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

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