<u>Note</u>:

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

UCLA

Diversity Statistics

Regular Rank Faculty

2005-2006

PREFACE

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

—The Chancellor's Advisory Group on Diversity

Introduction to *Diversity Statistics: 2005-2006*

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

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

This monograph includes availability data which provides an estimated number of tenured and tenured-track (doctorates awarded) faculty in a particular field. The availability data, when compared with the actual number of faculty of a particular group in a unit and the expected number of faculty based on these data, provide a rough estimate of the underutilization estimate for the academic unit. In general, availability data represent potential faculty whose doctoral degree or terminal professional degree (such as a J.D., etc) is the same as the departmental discipline. In some academic areas, primarily in professional schools that tend to employ a multidisciplinary approach, a number of disciplines may be represented and therefore the availability data represents graduates with degrees in the specific area of study (i.e. Public Health, Management etc.). (The calculation of these estimates is outlined in Appendix A.)

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

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

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

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

We hope you find this monograph a useful resource.

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

Diversity Statistics

Regular Rank Faculty

2005-2006

DIVERSITY STATISTICS - REGULAR RANK FACULTY

CAMPUSWIDE TOTAL

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

DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE COLLEGE

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

THE COLLEGE

PERCENT WOMEN
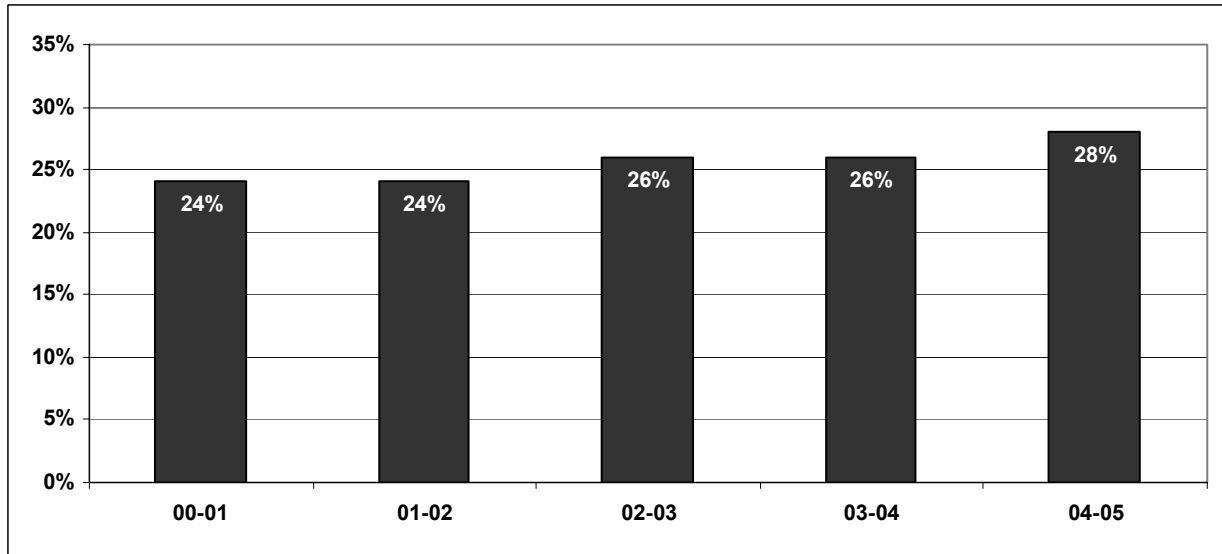
	00-01	01-02	02-03	03-04	04-05
	24%	24%	26%	26%	28%
n=	855	845	835	847	857

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   ☐ Asian
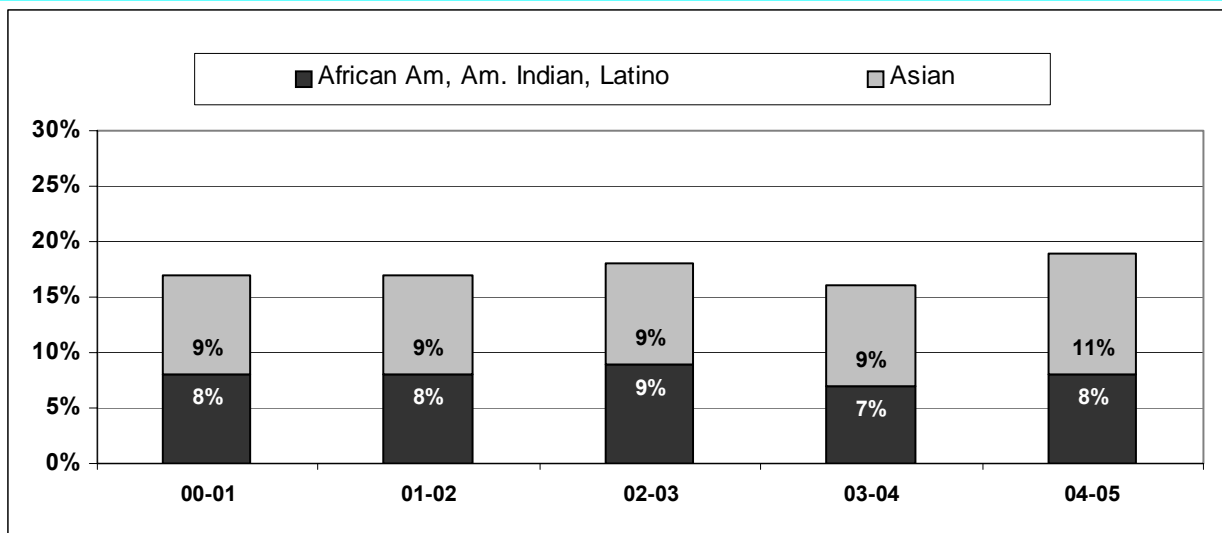
	00-01	01-02	02-03	03-04	04-05
Asian	9%	9%	9%	9%	11%
African Am, Am. Indian, Latino	8%	8%	9%	7%	8%
n=	855	845	835	847	857

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF HUMANITIES

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DIVISION OF HUMANITIES

PERCENT WOMEN
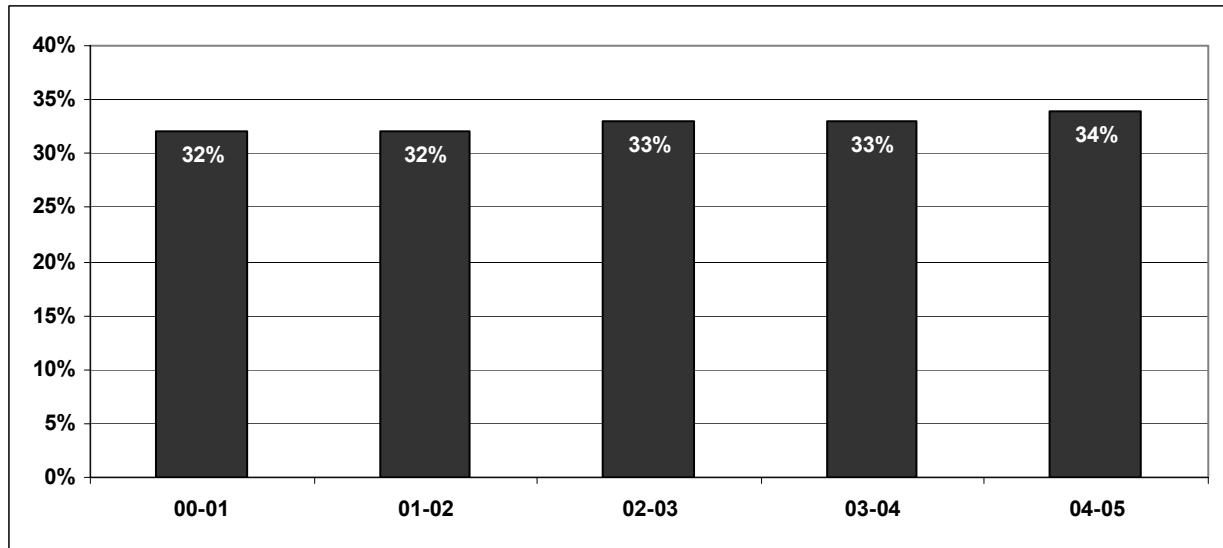
| n= | 236 | 228 | 240 | 240 | 246 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 236 | 228 | 240 | 240 | 246 |

6
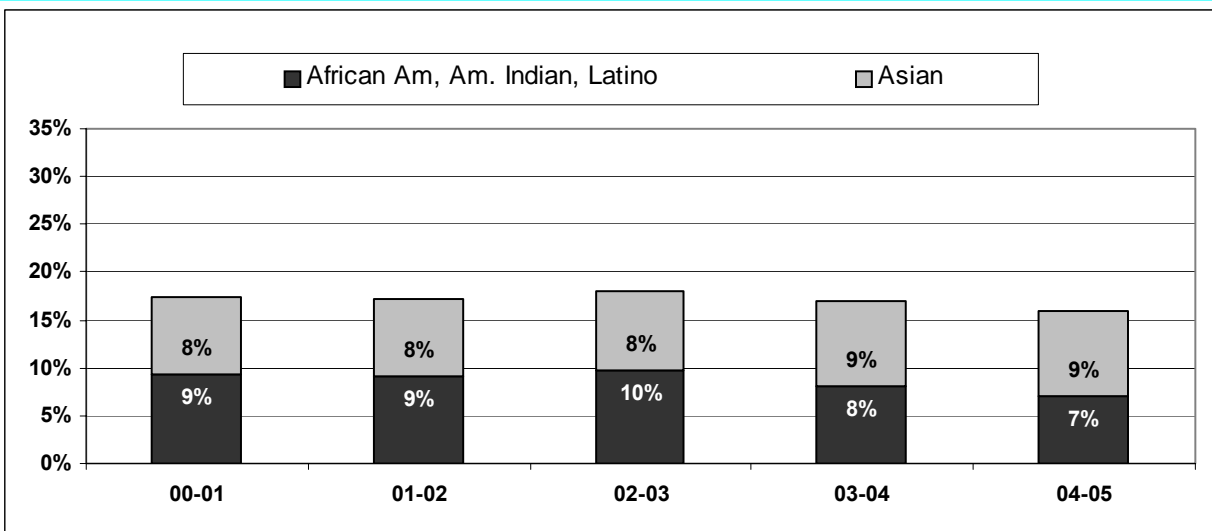
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF APPLIED LINGUISTICS AND TESL

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF APPLIED LINGUISTICS/TESL

PERCENT WOMEN

Year	Percent
00-01	32%
01-02	32%
02-03	33%
03-04	33%
04-05	34%

n=	5	5	4	4	5

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

Year	Percent
00-01	0%
01-02	0%
02-03	0%
03-04	0%
04-05	20%
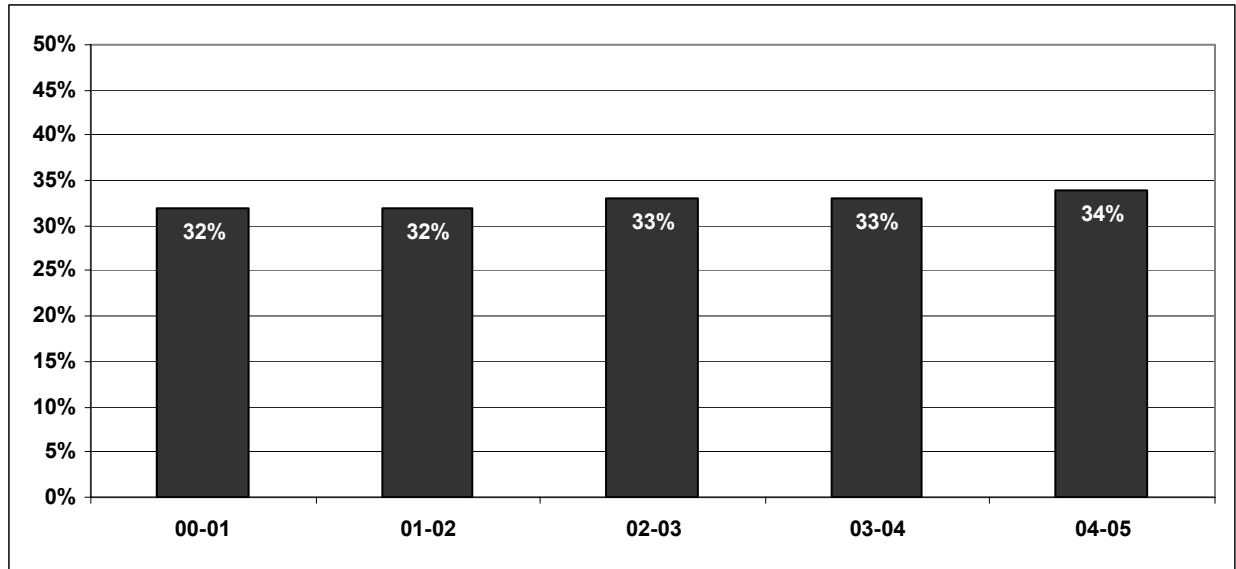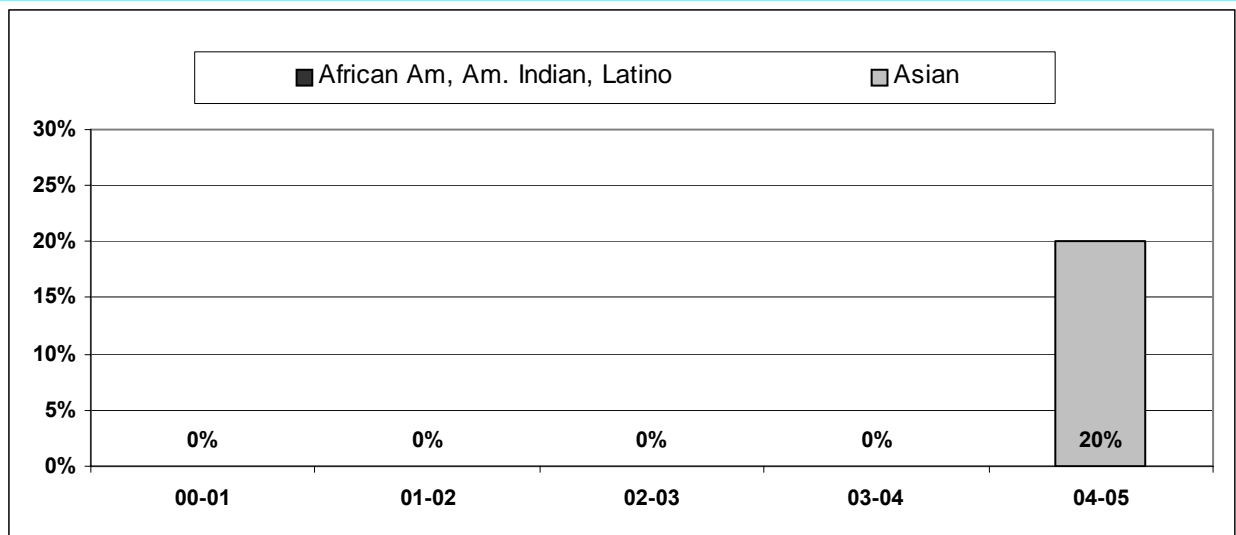
n=	5	5	4	4	5

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ART HISTORY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF ART HISTORY

PERCENT WOMEN
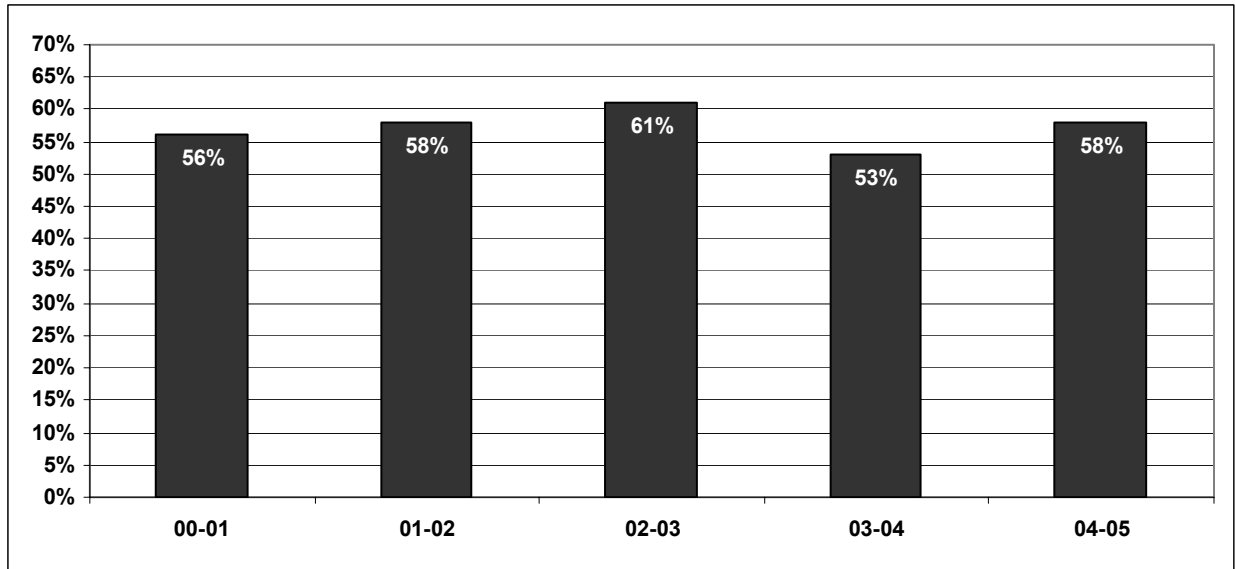
	00-01	01-02	02-03	03-04	04-05
%	56%	58%	61%	53%	58%
n=	18	19	18	19	19

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	6%	11%	11%	16%	16%
African Am, Am. Indian, Latino	6%	11%	11%	10%	11%
n=	18	19	18	19	19

10

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ASIAN LANGUAGES & CULTURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ASIAN LANGUAGES & CULTURES

PERCENT WOMEN
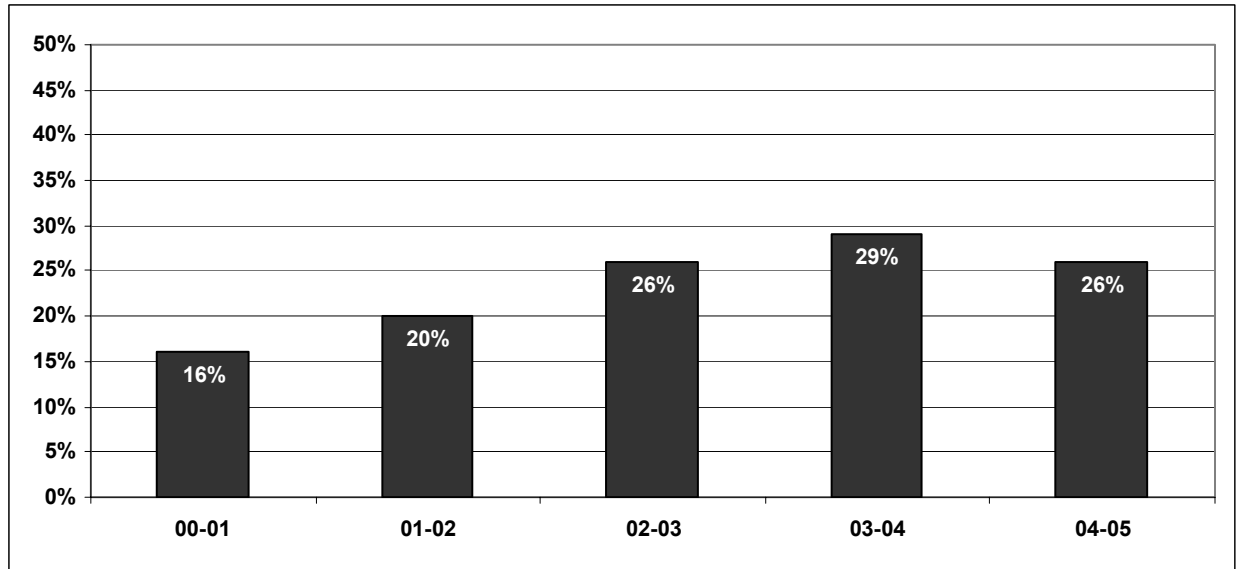
	00-01	01-02	02-03	03-04	04-05
%	16%	20%	26%	29%	26%
n=	19	20	23	24	23

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian
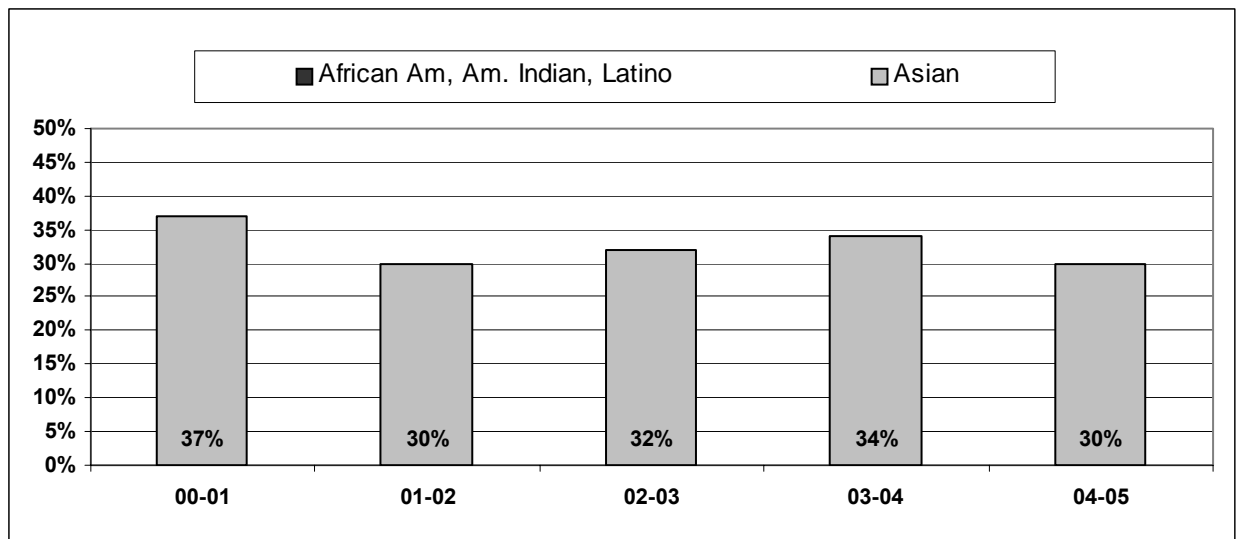
	00-01	01-02	02-03	03-04	04-05
Asian %	37%	30%	32%	34%	30%
n=	19	20	23	24	23

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CLASSICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF CLASSICS

PERCENT WOMEN
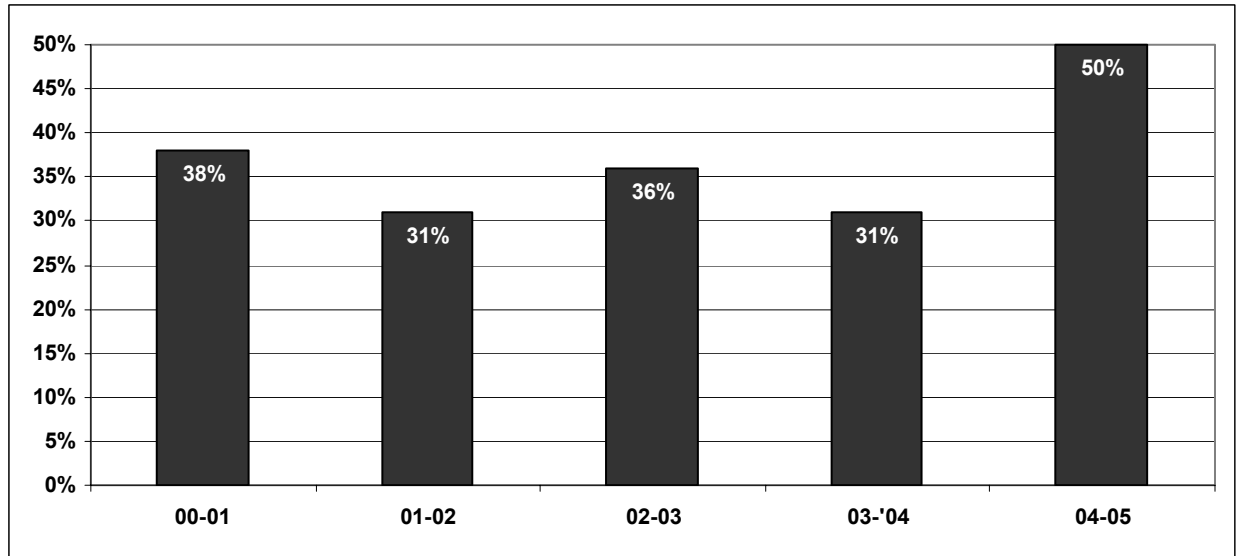
	00-01	01-02	02-03	03-'04	04-05
	38%	31%	36%	31%	50%
n=	13	13	14	13	14

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian
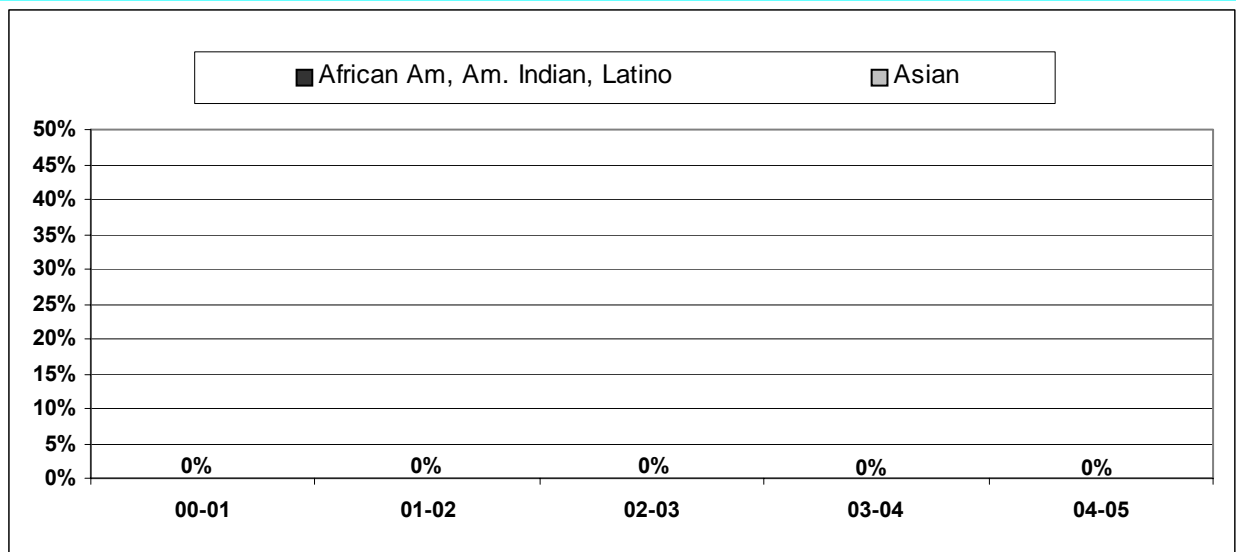
	00-01	01-02	02-03	03-04	04-05
	0%	0%	0%	0%	0%
n=	13	13	14	13	14

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMPARATIVE LITERATURE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF COMPARATIVE LITERATURE

PERCENT WOMEN
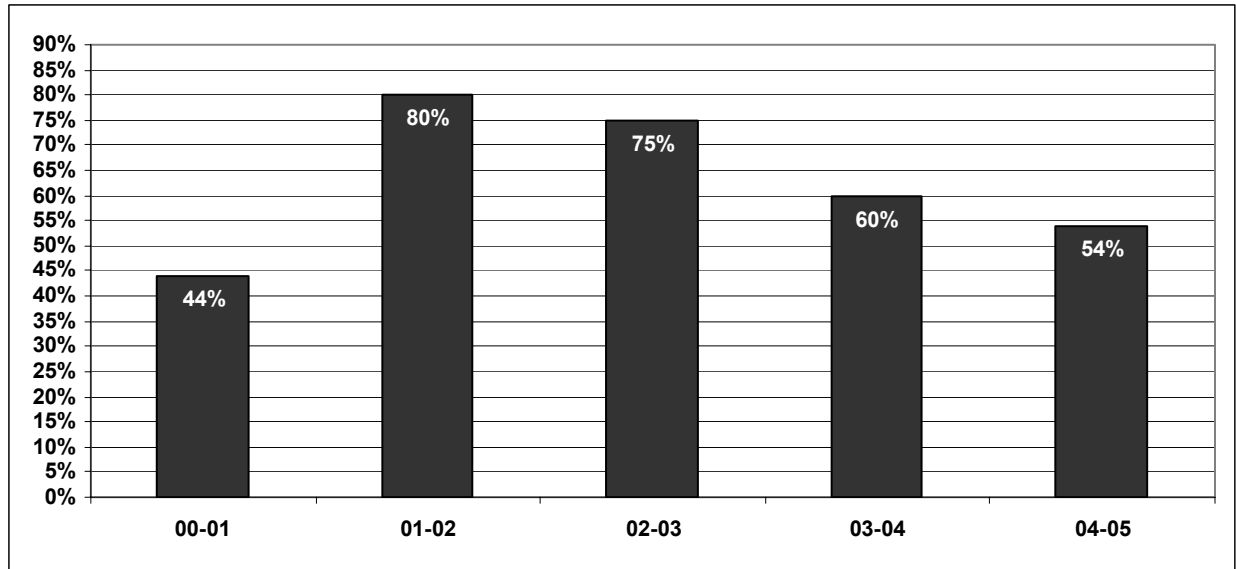
	00-01	01-02	02-03	03-04	04-05
Percent	44%	80%	75%	60%	54%
n=	9	5	4	5	13

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ☐ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	11%	40%	25%	20%	15%
African Am, Am. Indian, Latino	11%			20%	8%
n=	9	5	4	5	13

16
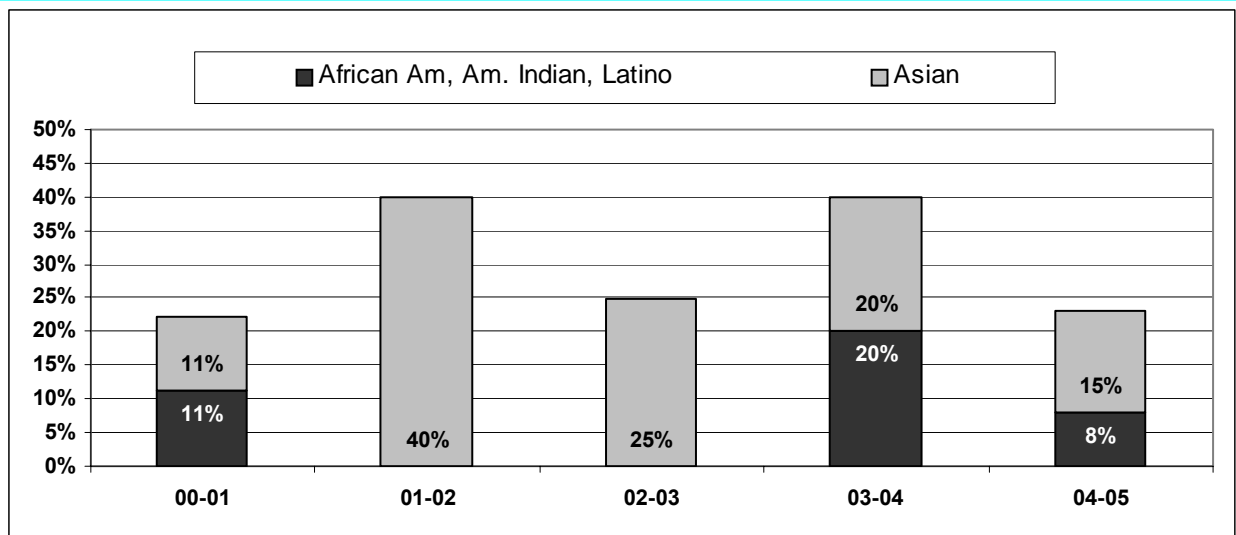
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ENGLISH

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ENGLISH

PERCENT WOMEN
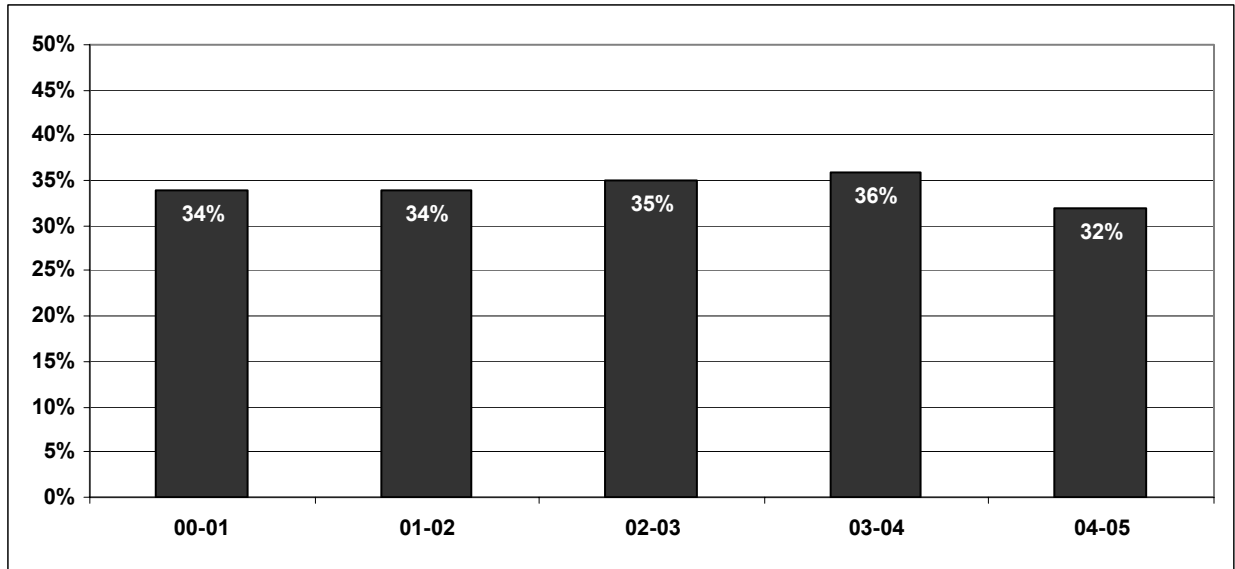
	00-01	01-02	02-03	03-04	04-05
% Women	34%	34%	35%	36%	32%
n=	59	58	62	59	53

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian
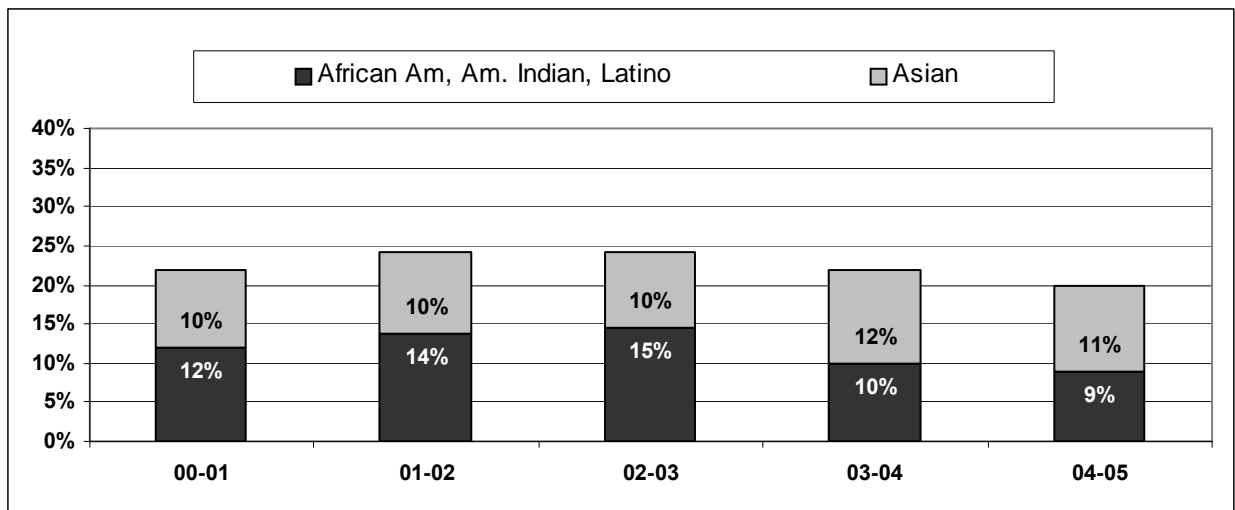
	00-01	01-02	02-03	03-04	04-05
Asian	10%	10%	10%	12%	11%
African Am, Am. Indian, Latino	12%	14%	15%	10%	9%
n=	59	58	62	59	53

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

PERCENT WOMEN
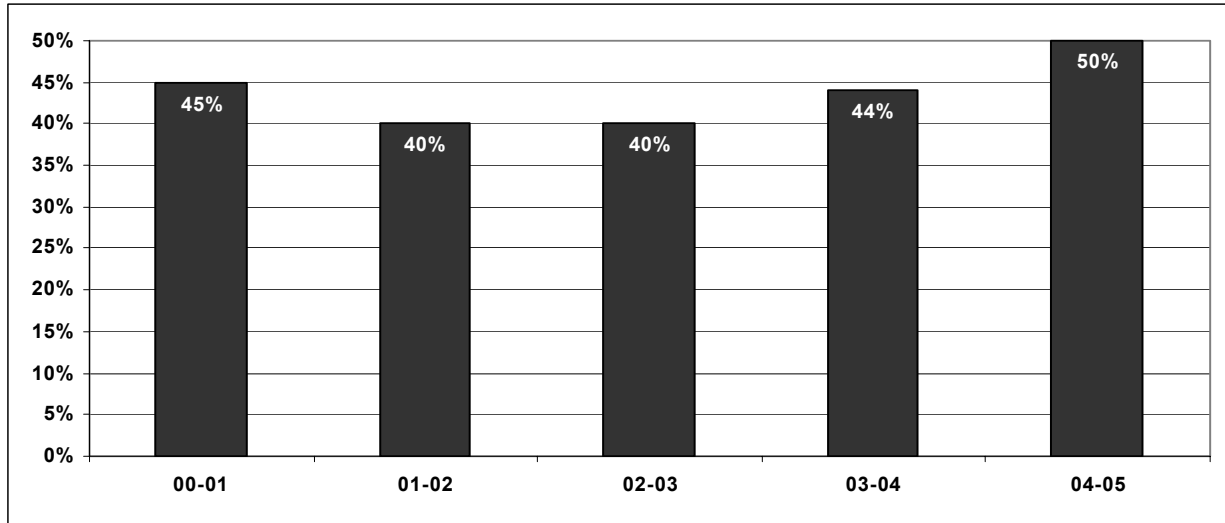
	00-01	01-02	02-03	03-04	04-05
	45%	40%	40%	44%	50%
n=	11	10	10	9	10

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
	0%	0%	0%	0%	0%
n=	11	10	10	9	10

20
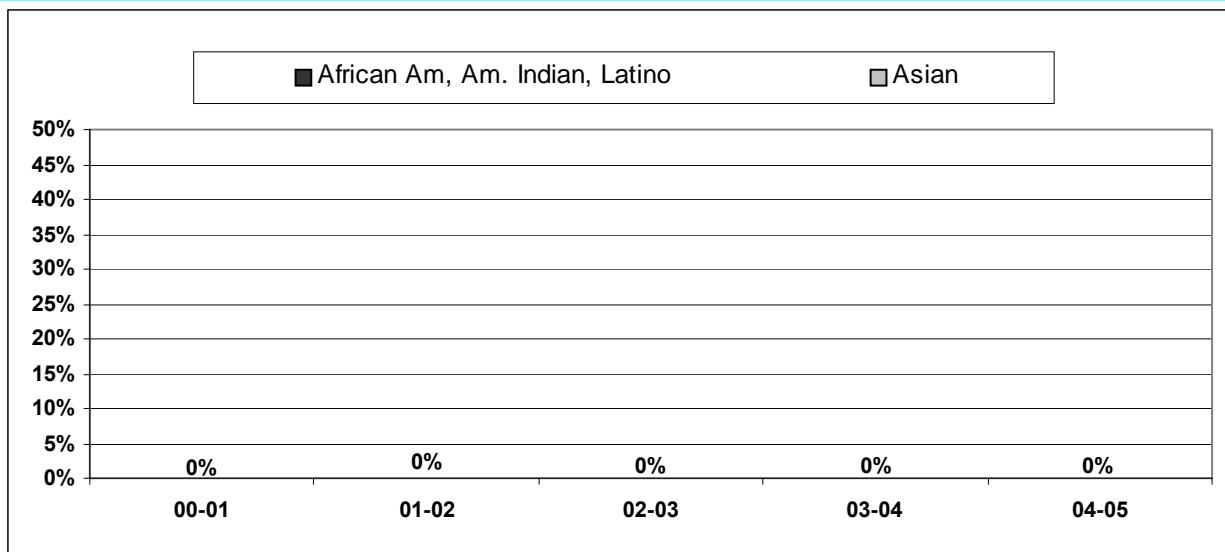
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF GERMANIC LANGUAGES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF GERMANIC LANGUAGES

PERCENT WOMEN
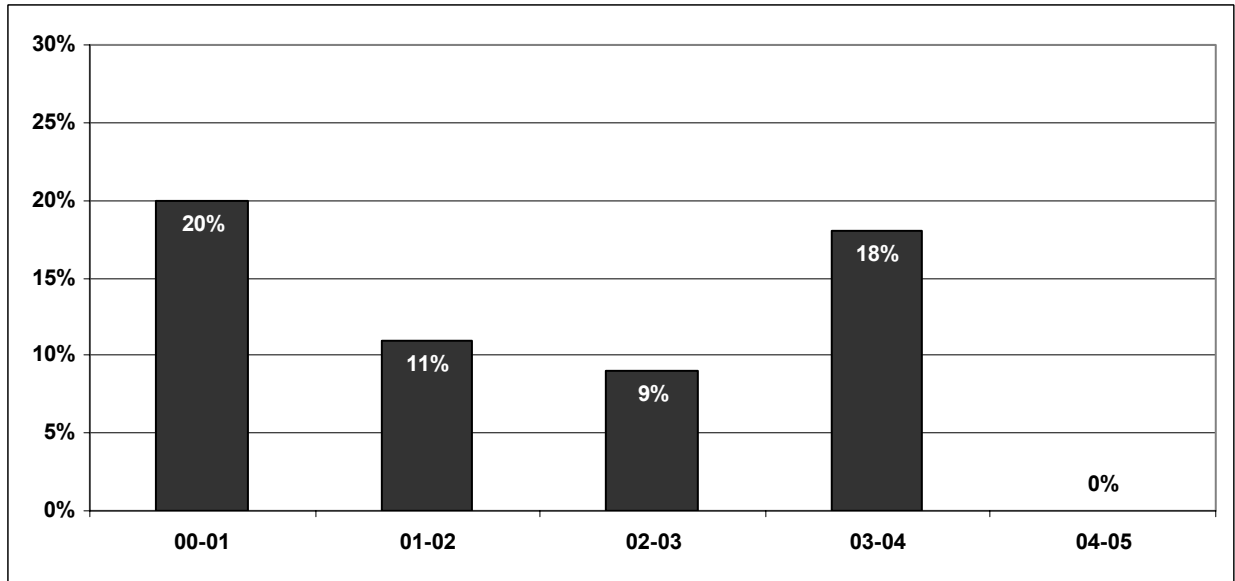
| n= | 10 | 9 | 11 | 11 | 10 |

PERCENT UNDERREPRESENTED MINORITIES
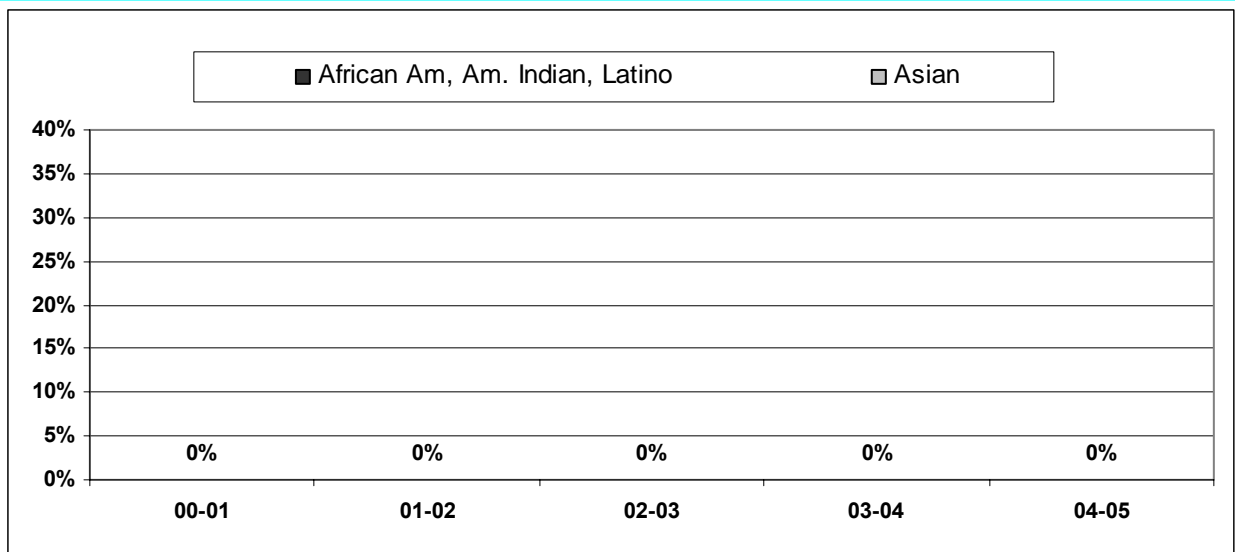
| n= | 10 | 9 | 11 | 11 | 10 |

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ITALIAN

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF ITALIAN

PERCENT WOMEN
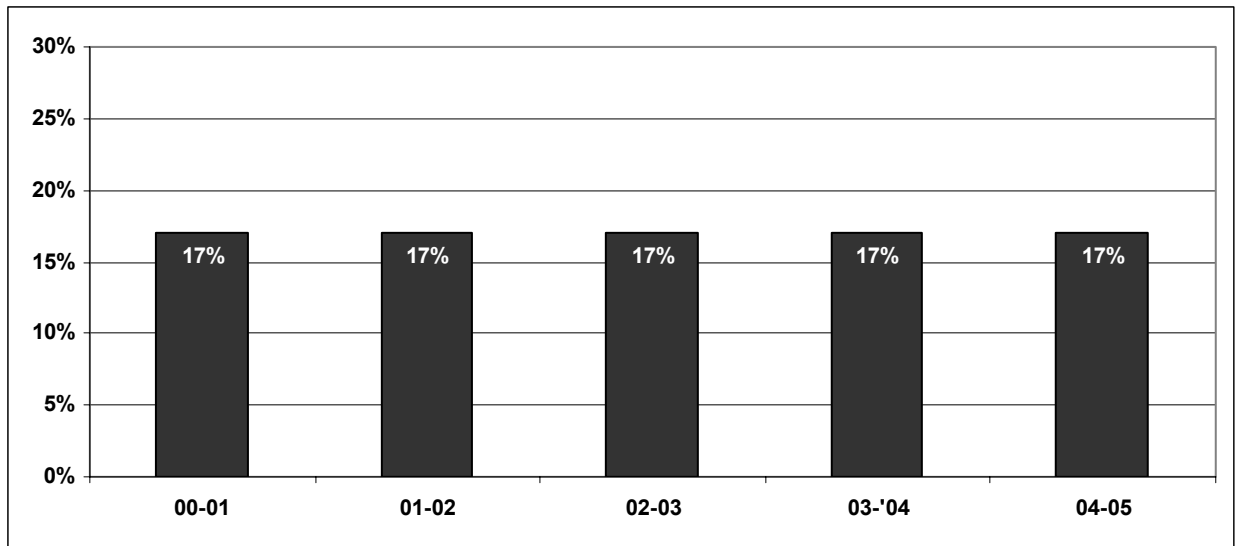
	30%					
	25%					
	20%					
	15%	17%	17%	17%	17%	17%
	10%					
	5%					
	0%	00-01	01-02	02-03	03-'04	04-05

n=   6   6   6   6   6

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

	40%					
	35%					
	30%					
	25%					
	20%					
	15%					
	10%					
	5%	0%	0%	0%	0%	0%
	0%	00-01	01-02	02-03	03-04	04-05

n=   6   6   6   6   6

24
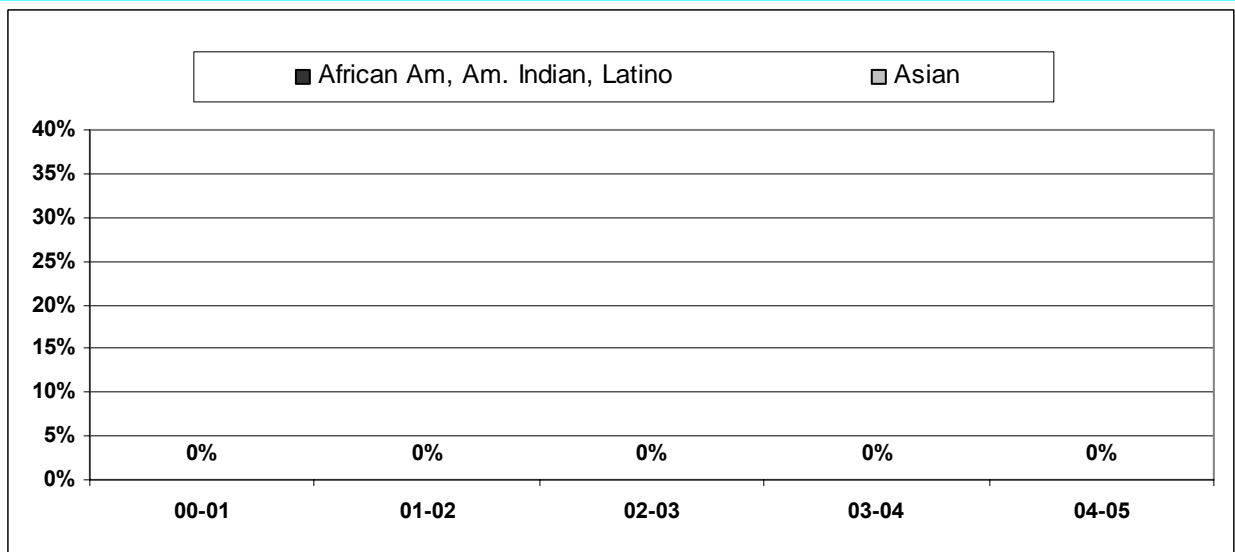
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF LINGUISTICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF LINGUISTICS

PERCENT WOMEN
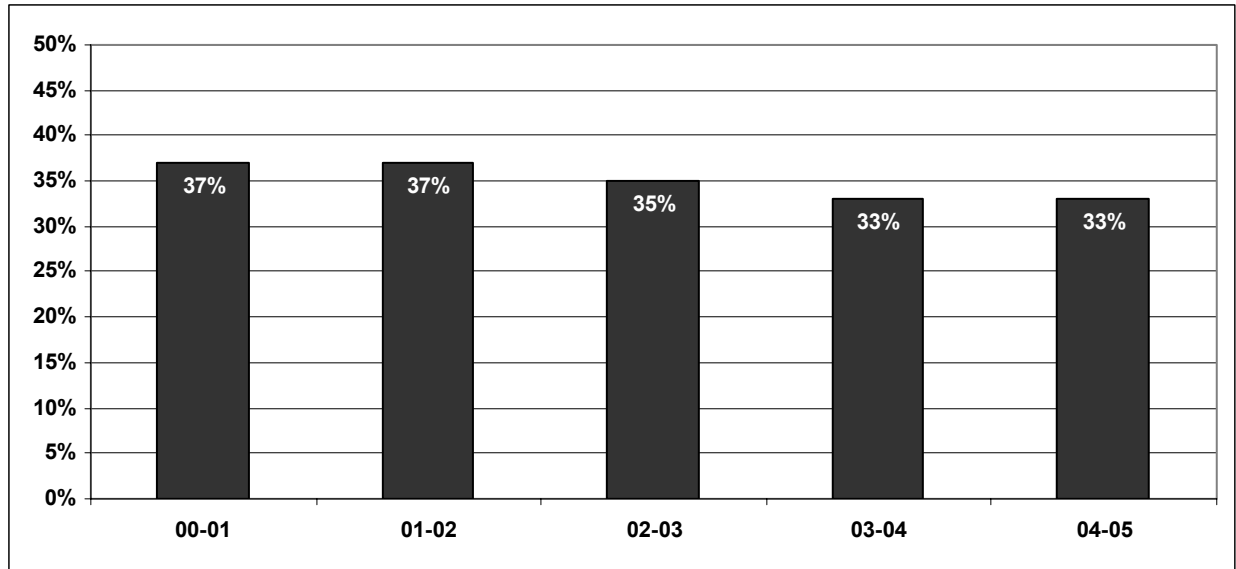
	00-01	01-02	02-03	03-04	04-05
%	37%	37%	35%	33%	33%
n=	19	19	20	21	21

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	11%	11%	10%	10%	10%
n=	19	19	20	21	21

26

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MUSICOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF MUSICOLOGY

PERCENT WOMEN

50%				
45%				
40%				
35%				
30%				
25%		44%	44%	50%
20%				
15%				
10%				
5%				
0%				

25% 25% 44% 44% 50%

	00-01	01-02	02-03	03-'04	04-05
n=	8	8	9	9	10

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ☐ Asian

13% 0% 0% 0% 0%

	00-01	01-02	02-03	03-04	04-05
n=	8	8	9	9	10

28

2005-2006

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

29

DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

PERCENT WOMEN
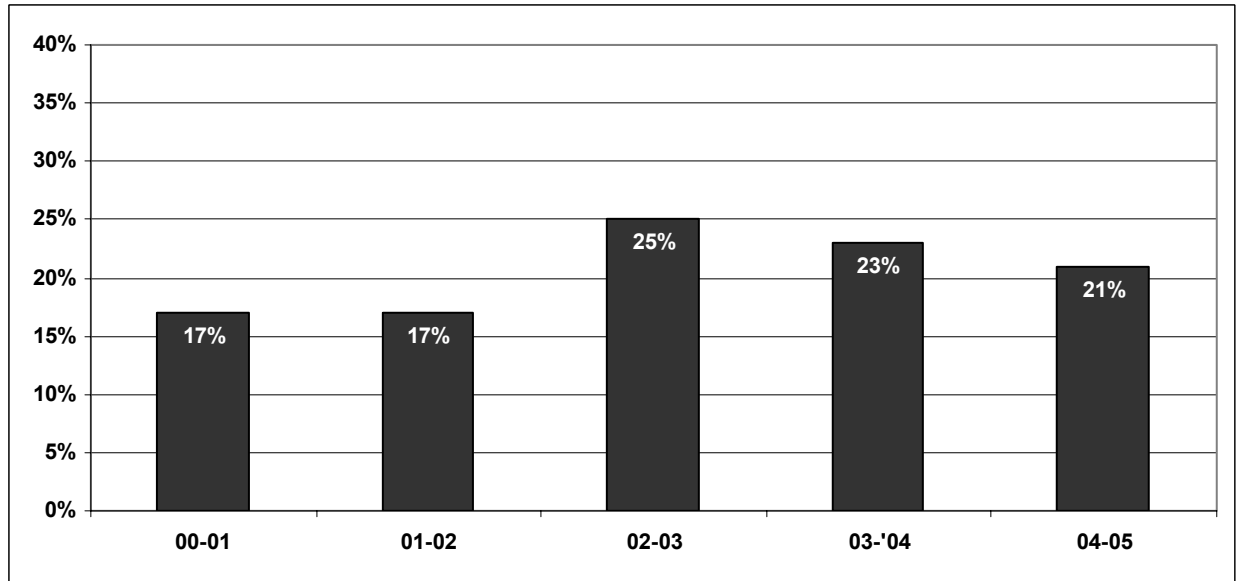
	00-01	01-02	02-03	03-'04	04-05
%	17%	17%	25%	23%	21%
n=	12	12	12	13	14

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
%	0%	0%	0%	0%	0%
n=	12	12	12	13	14

30
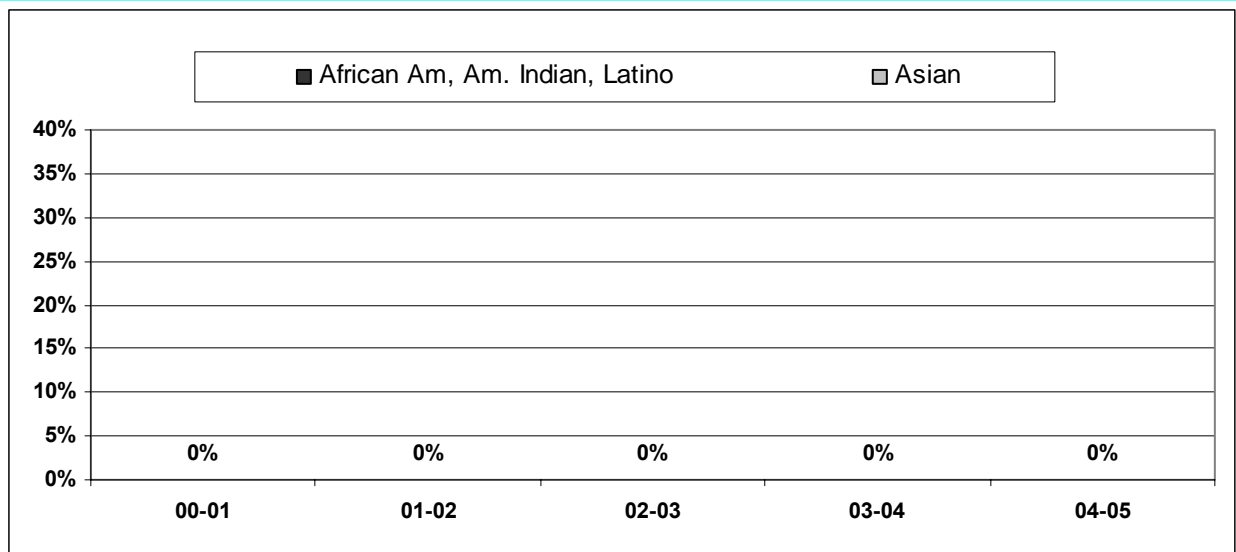
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PHILOSOPHY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF PHILOSOPHY

PERCENT WOMEN
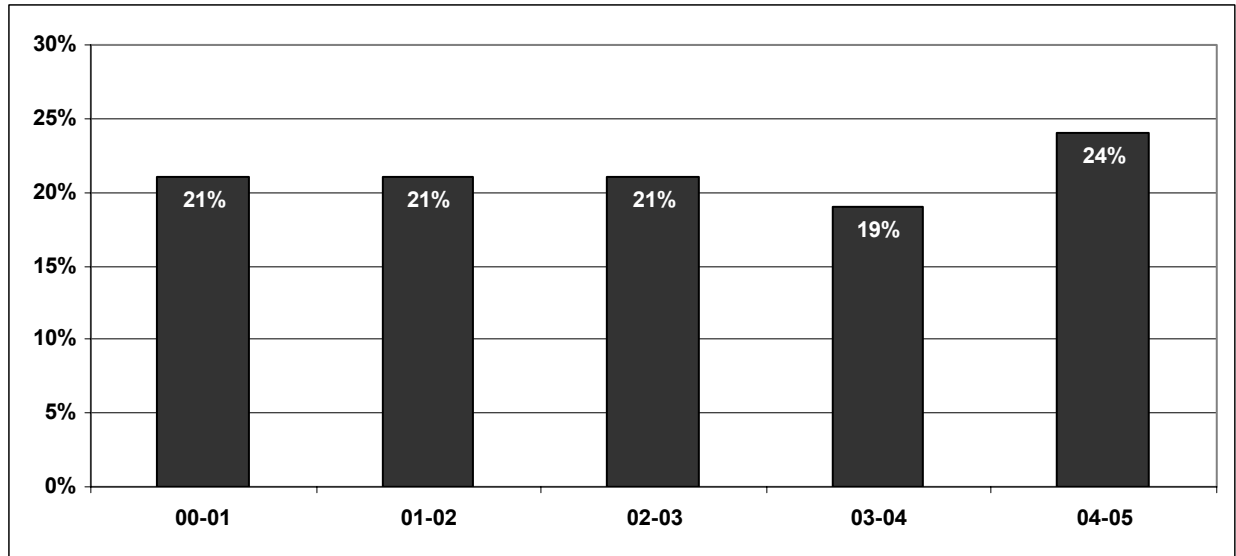
	00-01	01-02	02-03	03-04	04-05
%	21%	21%	21%	19%	24%
n=	14	14	14	16	17

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino ☐ Asian
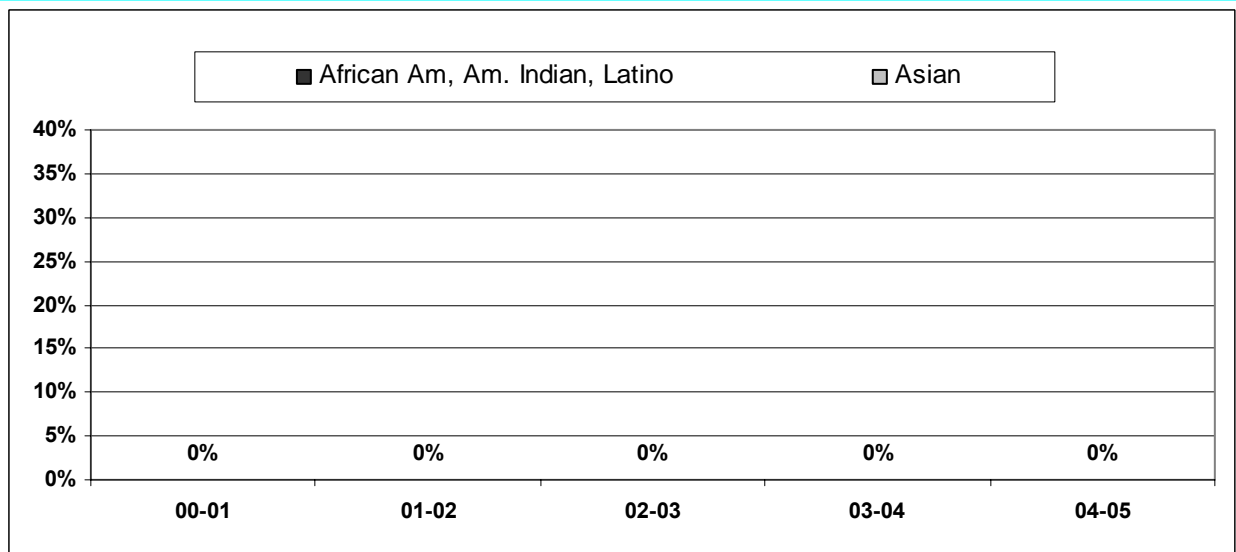
	00-01	01-02	02-03	03-04	04-05
%	0%	0%	0%	0%	0%
n=	14	14	14	16	17

DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE SCANDINAVIAN SECTION

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

THE SCANDINAVIAN SECTION

PERCENT WOMEN

	00-01	01-02	02-03	03-04	04-05
	25%	25%	25%	25%	25%
n=	4	4	4	4	4

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian
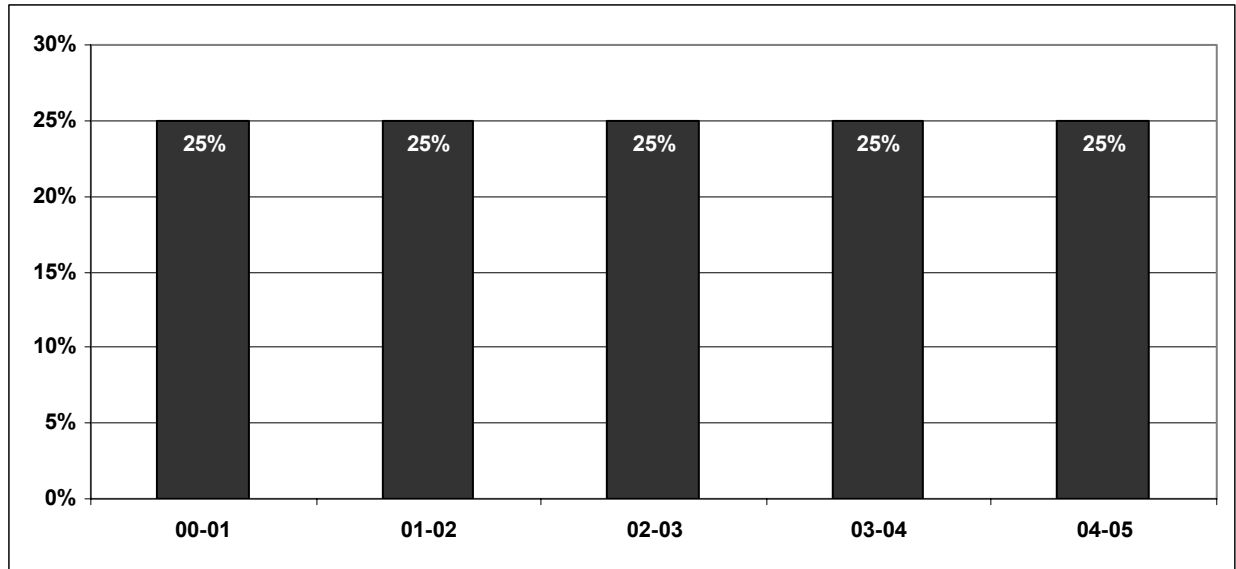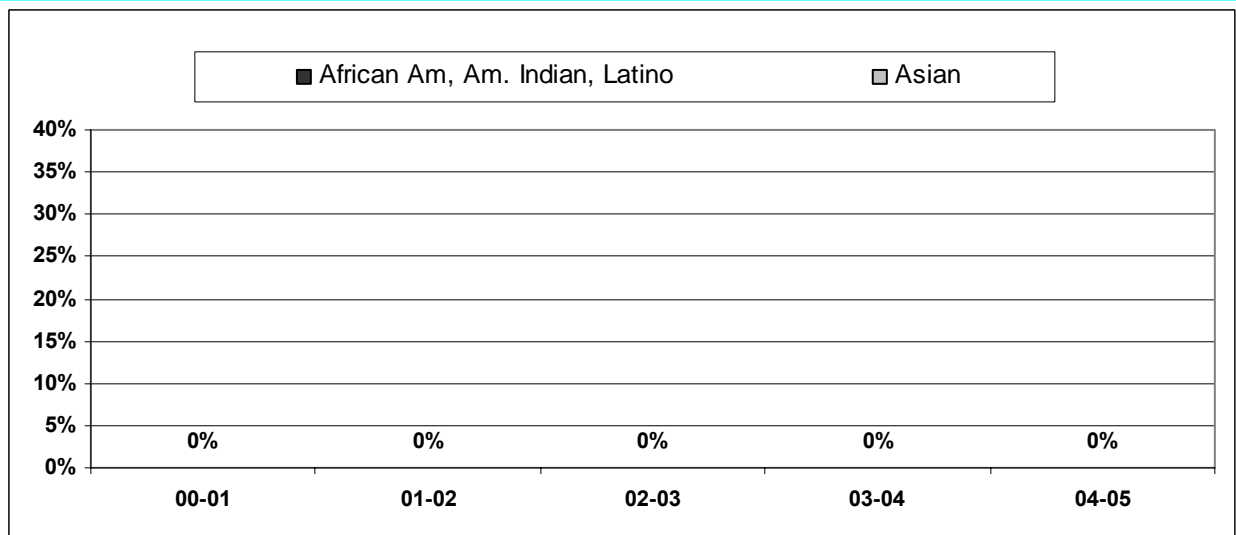
	00-01	01-02	02-03	03-04	04-05
	0%	0%	0%	0%	0%
n=	4	4	4	4	4

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

PERCENT WOMEN
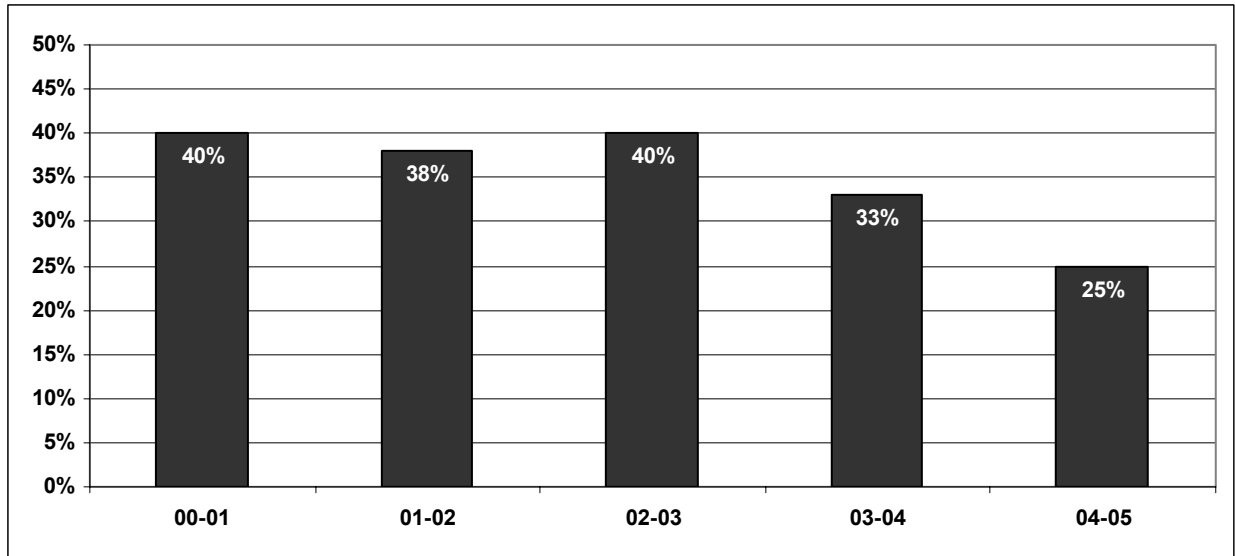
	00-01	01-02	02-03	03-04	04-05
	40%	38%	40%	33%	25%
n=	10	8	10	9	8

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian
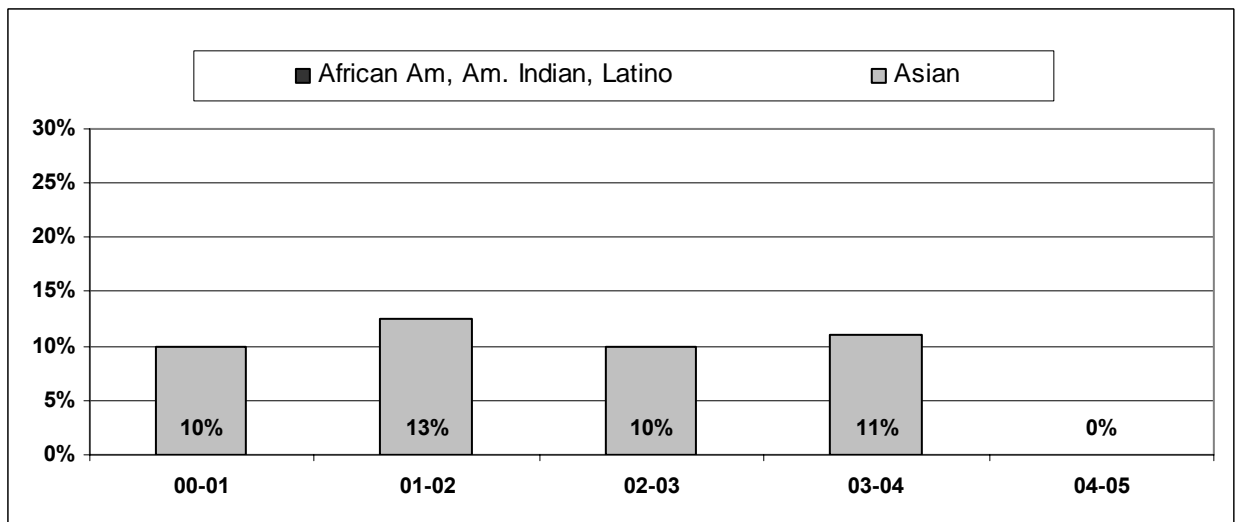
	00-01	01-02	02-03	03-04	04-05
	10%	13%	10%	11%	0%
n=	10	8	10	9	8

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SPANISH AND PORTUGUESE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF SPANISH & PORTUGUESE

PERCENT WOMEN
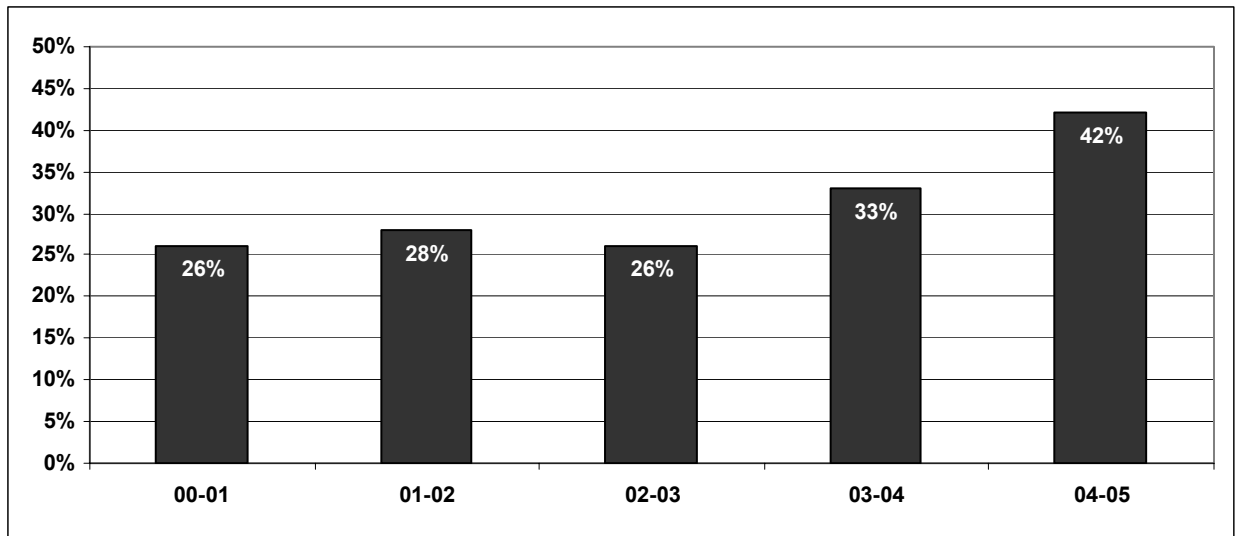
| n= | 19 | 18 | 19 | 18 | 19 |

PERCENT UNDERREPRESENTED MINORITIES
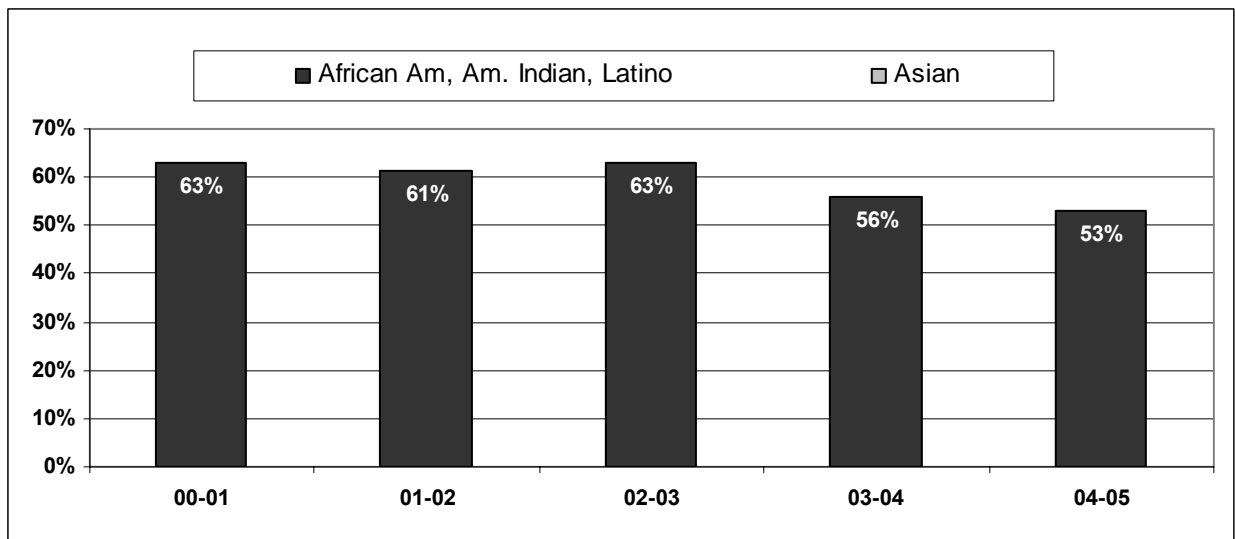
| n= | 19 | 18 | 19 | 18 | 19 |

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF LIFE SCIENCES

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DIVISION OF LIFE SCIENCES

PERCENT WOMEN
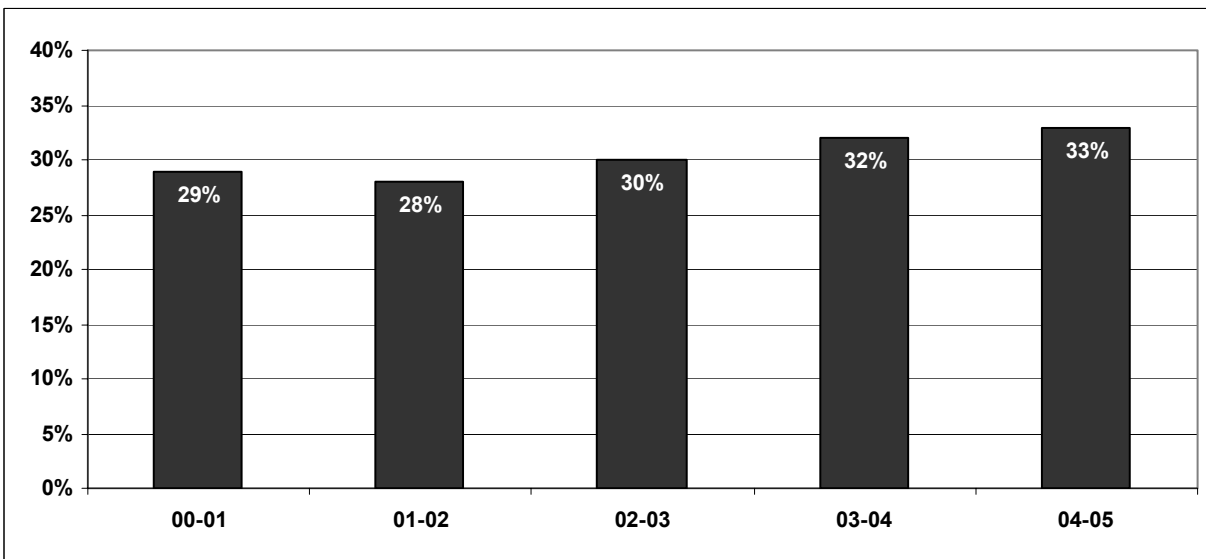
| n= | 131 | 129 | 118 | 121 | 122 |

PERCENT UNDERREPRESENTED MINORITIES
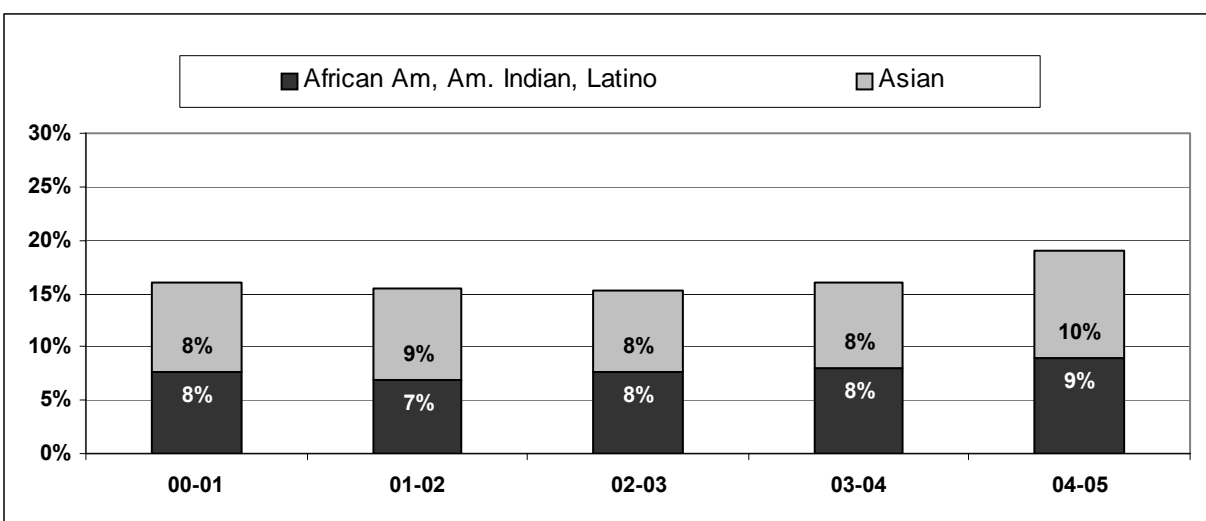
| n= | 131 | 129 | 118 | 121 | 122 |

40

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

PERCENT WOMEN
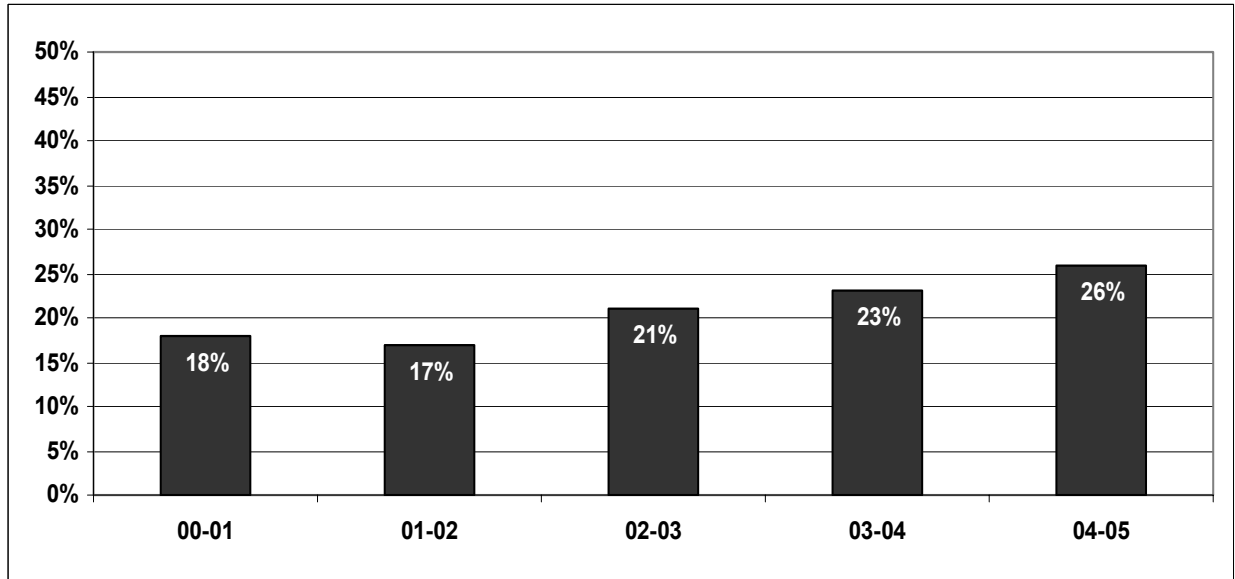
| n= | 22 | 23 | 24 | 26 | 23 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 22 | 23 | 24 | 26 | 23 |

42
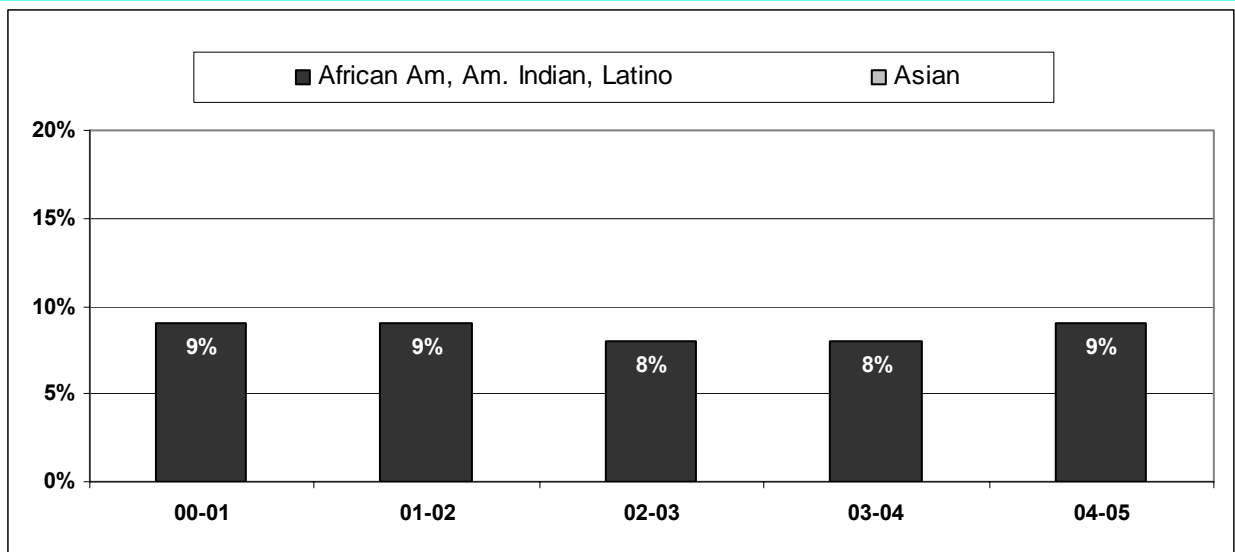
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

PERCENT WOMEN
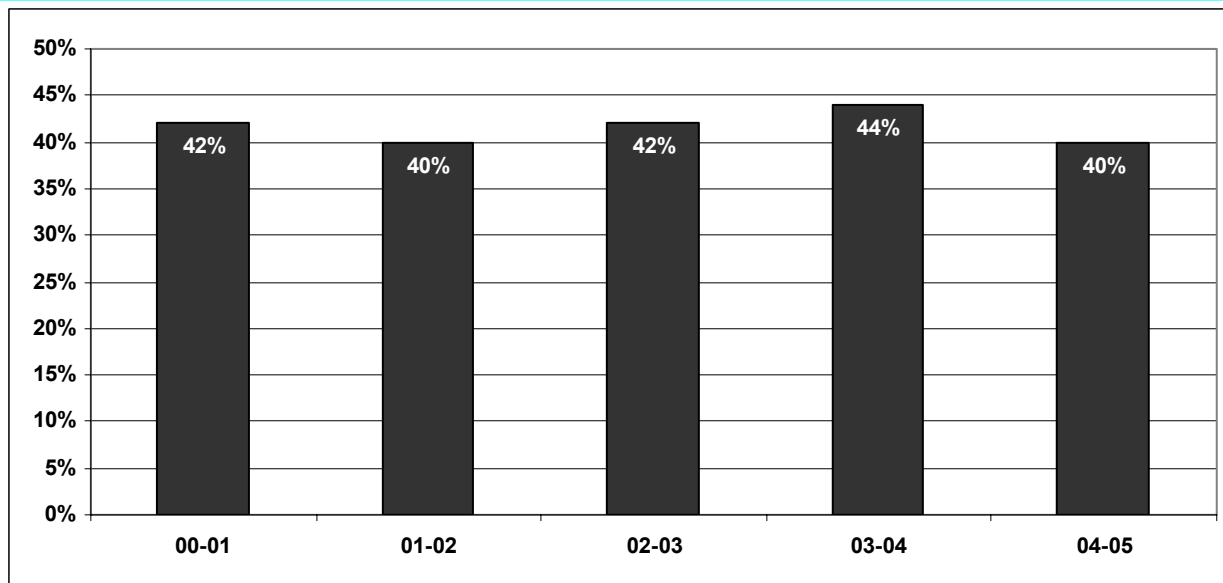
	00-01	01-02	02-03	03-04	04-05
%	42%	40%	42%	44%	40%
n=	19	20	19	18	20

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	21%	25%	26%	28%	30%
African Am, Am. Indian, Latino	11%	10%	11%	6%	10%
n=	19	20	19	18	20

44

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PHYSIOLOGICAL SCIENCE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF PHYSIOLOGICAL SCIENCE

PERCENT WOMEN
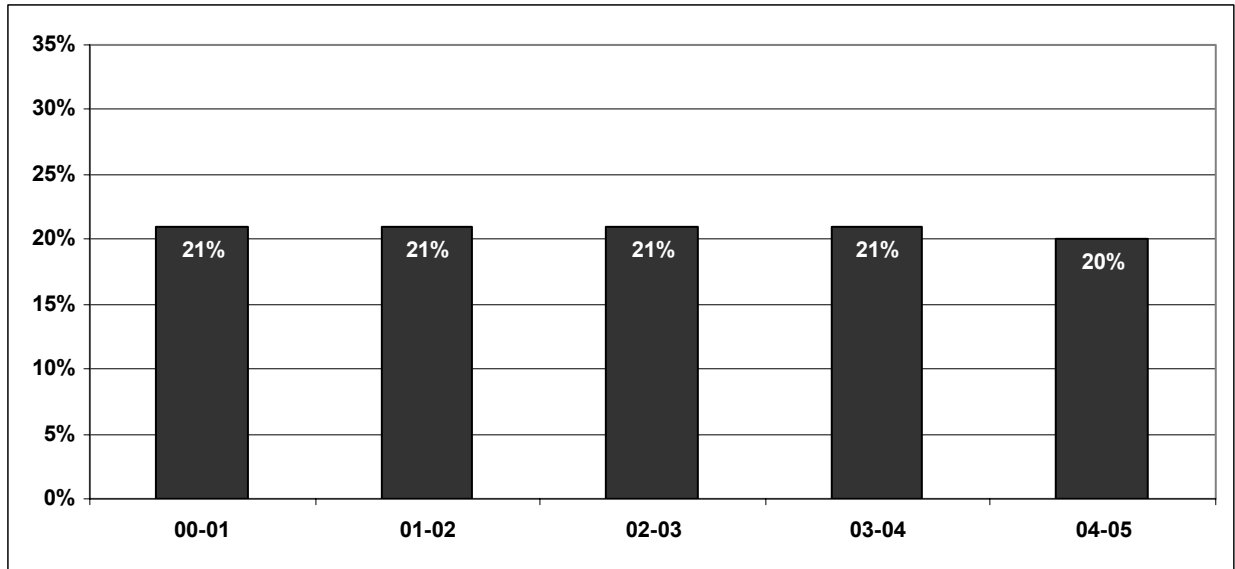
	00-01	01-02	02-03	03-04	04-05
%	21%	21%	21%	21%	20%
n=	14	14	14	14	15

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ☐ Asian

	00-01	01-02	02-03	03-04	04-05
%	7%	0%	0%	0%	0%
n=	14	14	14	14	15

46
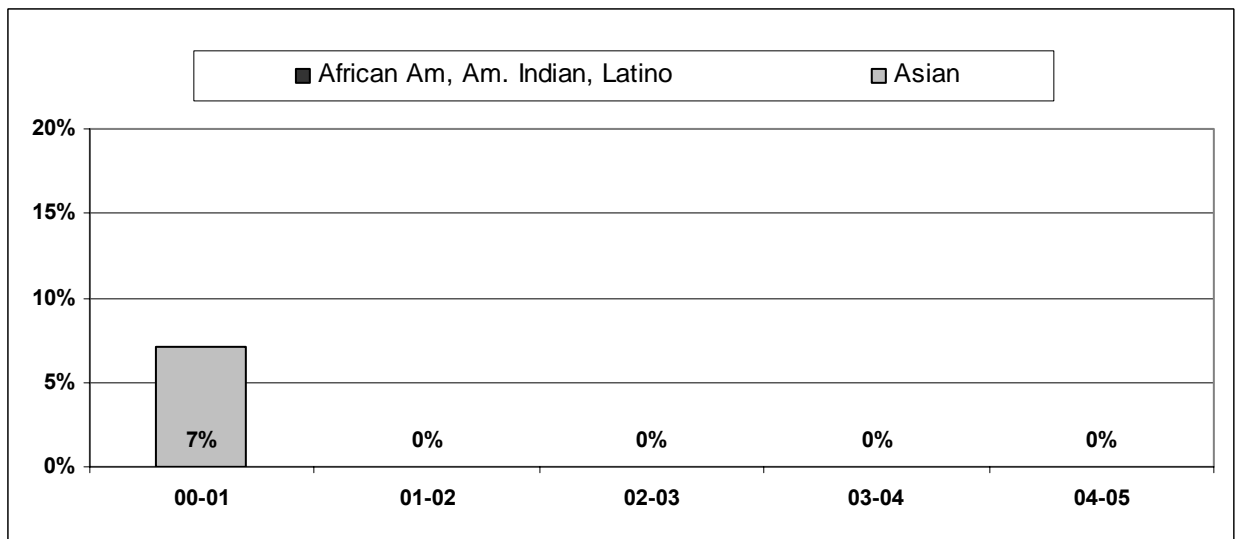
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PSYCHOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF PSYCHOLOGY

PERCENT WOMEN
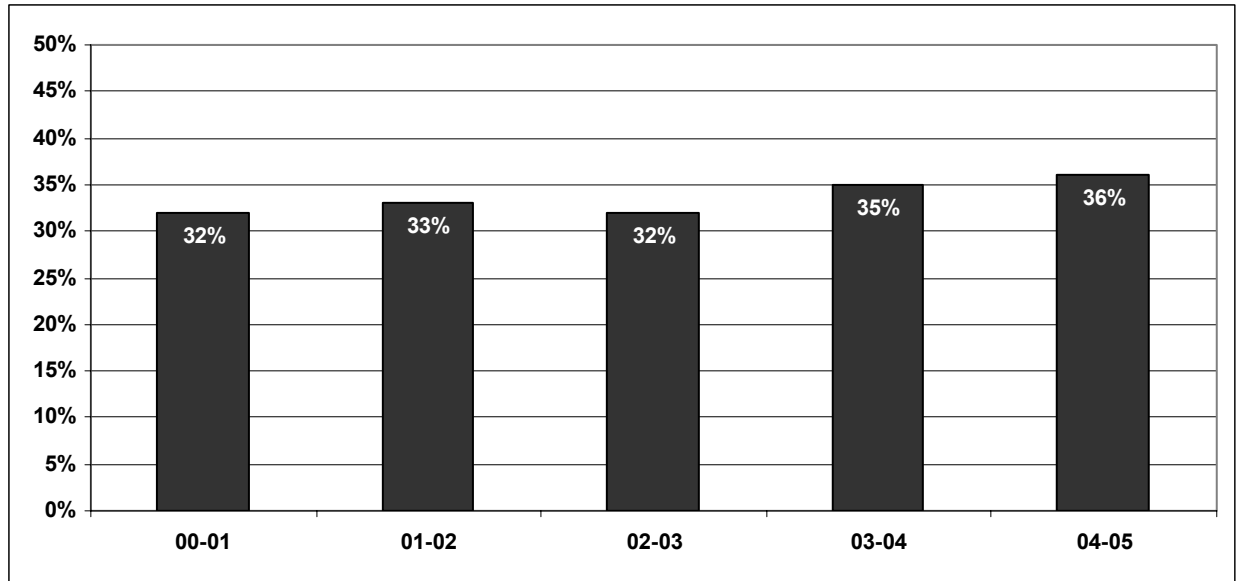
| n= | 59 | 58 | 59 | 63 | 64 |

Chart: Percent Women (00-01: 32%, 01-02: 33%, 02-03: 32%, 03-04: 35%, 04-05: 36%)

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino ▢ Asian

Chart: Percent Underrepresented Minorities
- 00-01: African Am/Am. Indian/Latino 10%, Asian 7%
- 01-02: African Am/Am. Indian/Latino 9%, Asian 7%
- 02-03: African Am/Am. Indian/Latino 8%, Asian 7%
- 03-04: African Am/Am. Indian/Latino 6%, Asian 8%
- 04-05: African Am/Am. Indian/Latino 11%, Asian 9%

| n= | 59 | 58 | 59 | 63 | 64 |

48
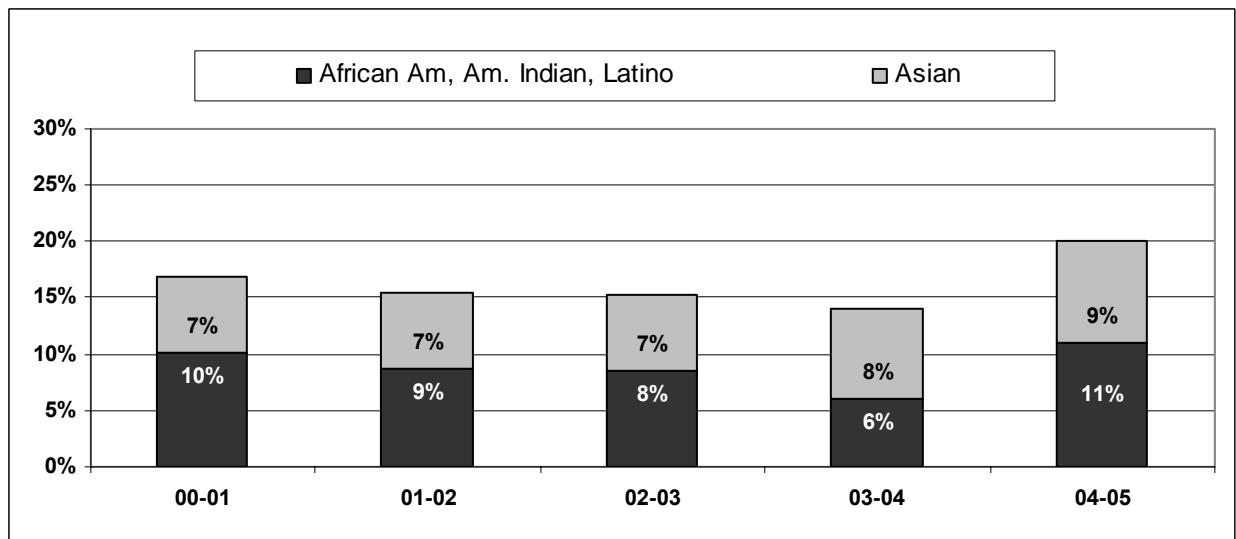
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF PHYSICAL SCIENCES

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DIVISION OF PHYSICAL SCIENCES

PERCENT WOMEN
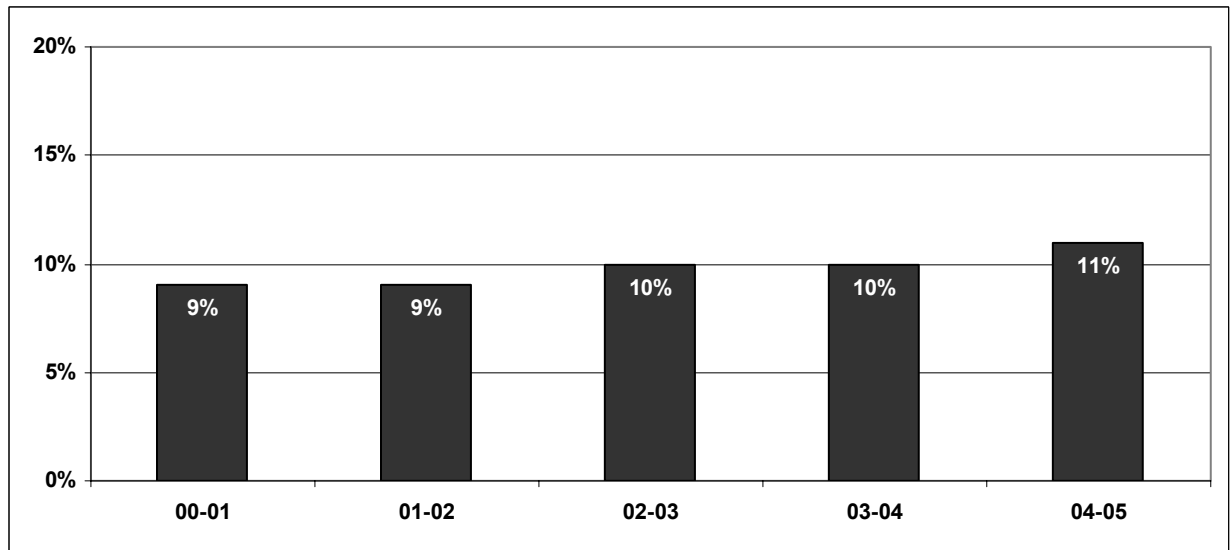
| n= | 228 | 222 | 214 | 217 | 209 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 228 | 222 | 214 | 217 | 209 |

50
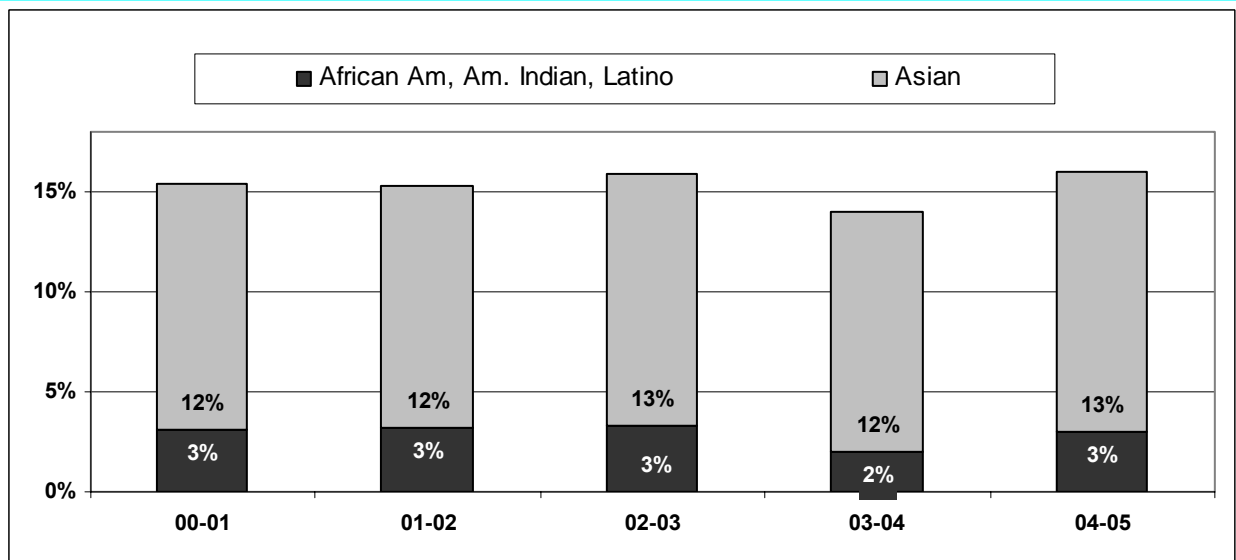
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

2005-2006

2005-2006

TRENDS

DEPARTMENT OF ATMOSPHERIC & OCEANIC SCIENCES

PERCENT WOMEN
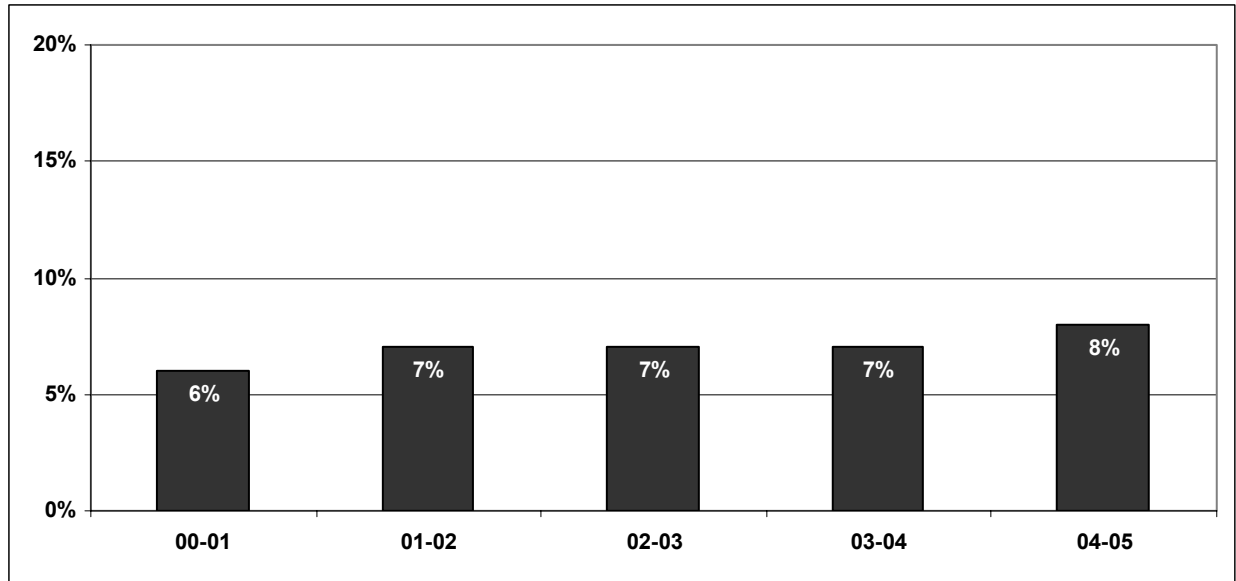
	00-01	01-02	02-03	03-04	04-05
	6%	7%	7%	7%	8%
n=	16	15	14	14	13

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ☐ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	6%	7%	7%	7%	
African Am, Am. Indian, Latino	6%	7%	7%	7%	8%
n=	16	15	14	14	13

52
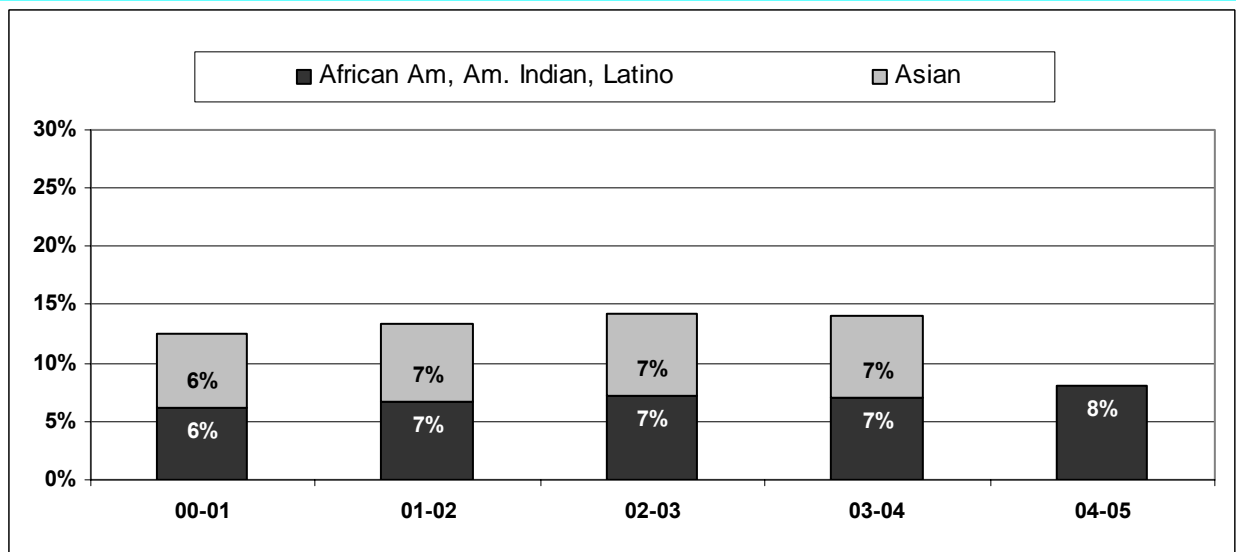
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF CHEMISTRY & BIOCHEMISTRY

PERCENT WOMEN

	00-01	01-02	02-03	03-04	04-05
	21%	20%	23%	22%	23%
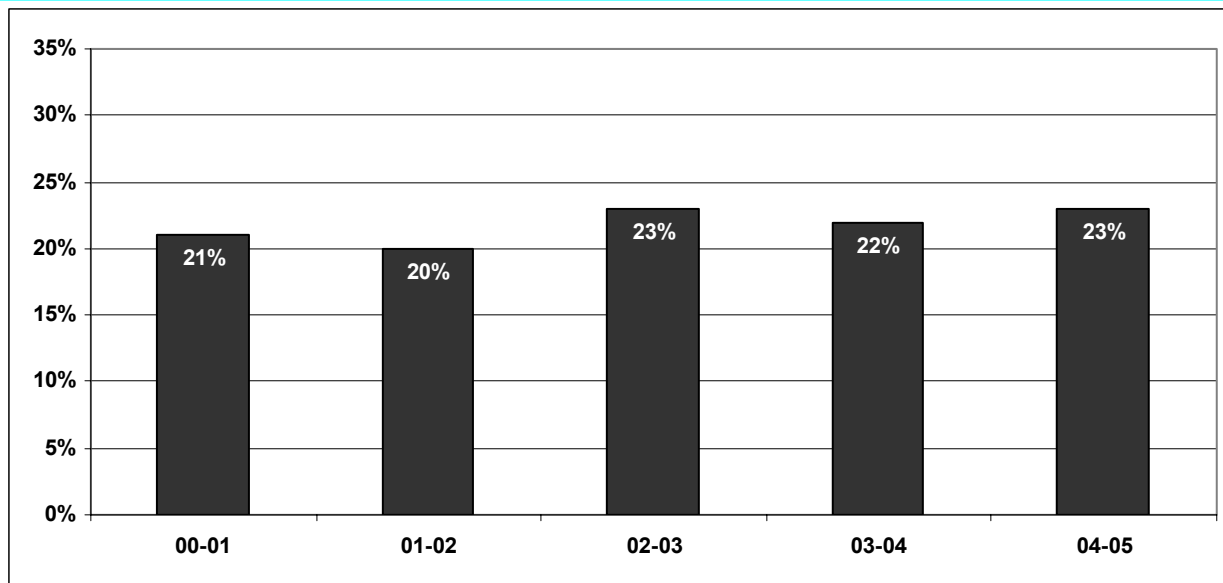
n=   48   51   53   50   44

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ☐ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	6%	10%	9%	10%	11%
African Am, Am. Indian, Latino	4%	4%	4%	4%	5%
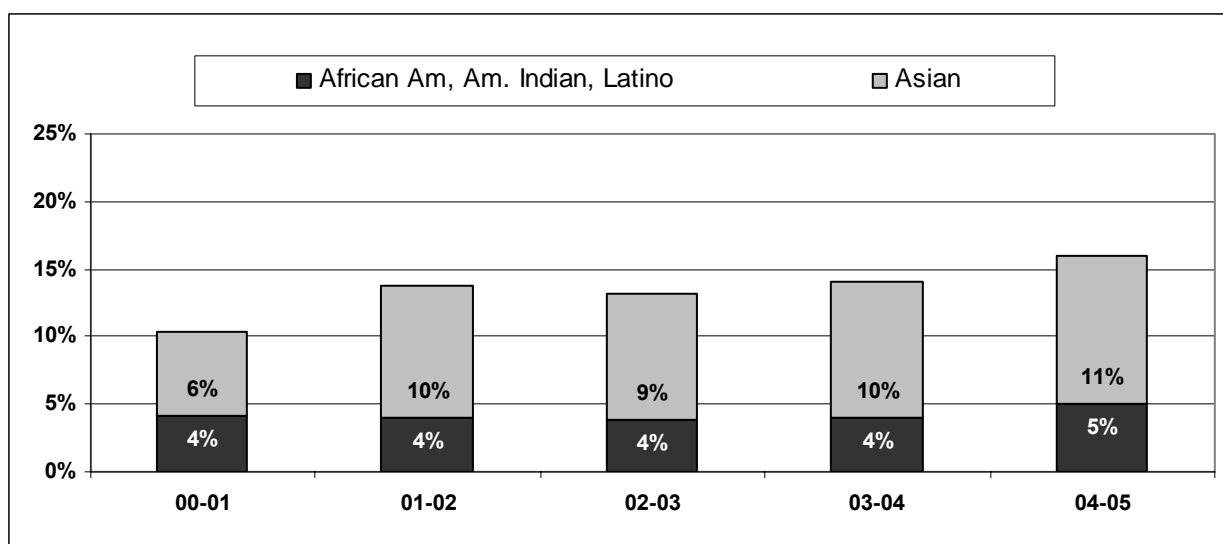
n=   48   51   53   50   44

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF EARTH & SPACE SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF EARTH & SPACE SCIENCES

PERCENT WOMEN
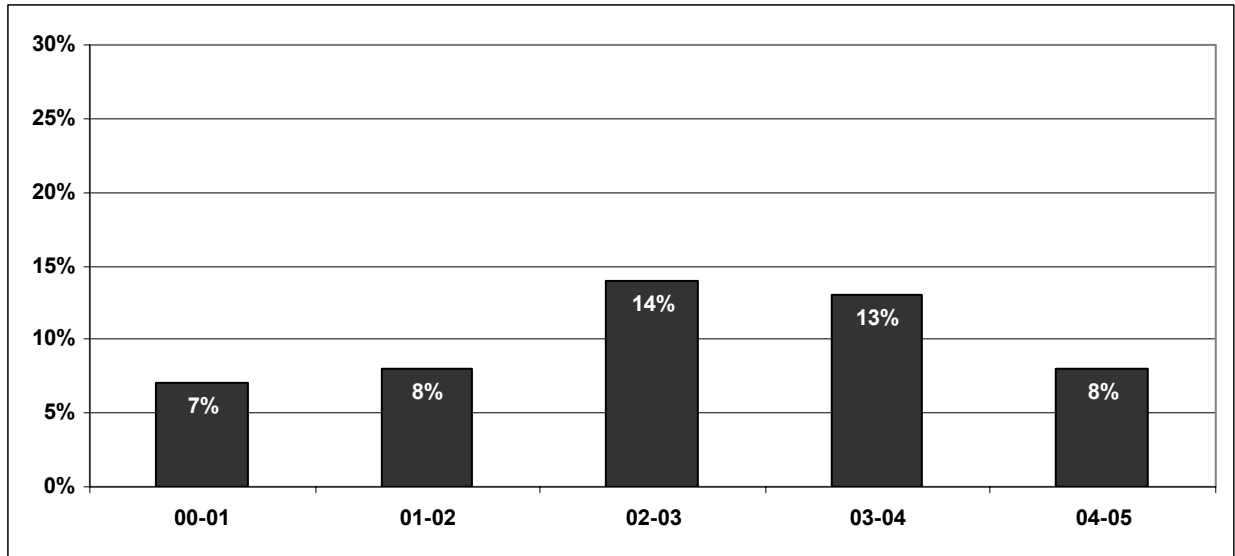
	00-01	01-02	02-03	03-04	04-05
n=	28	26	28	29	26

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
n=	28	26	28	29	26

56
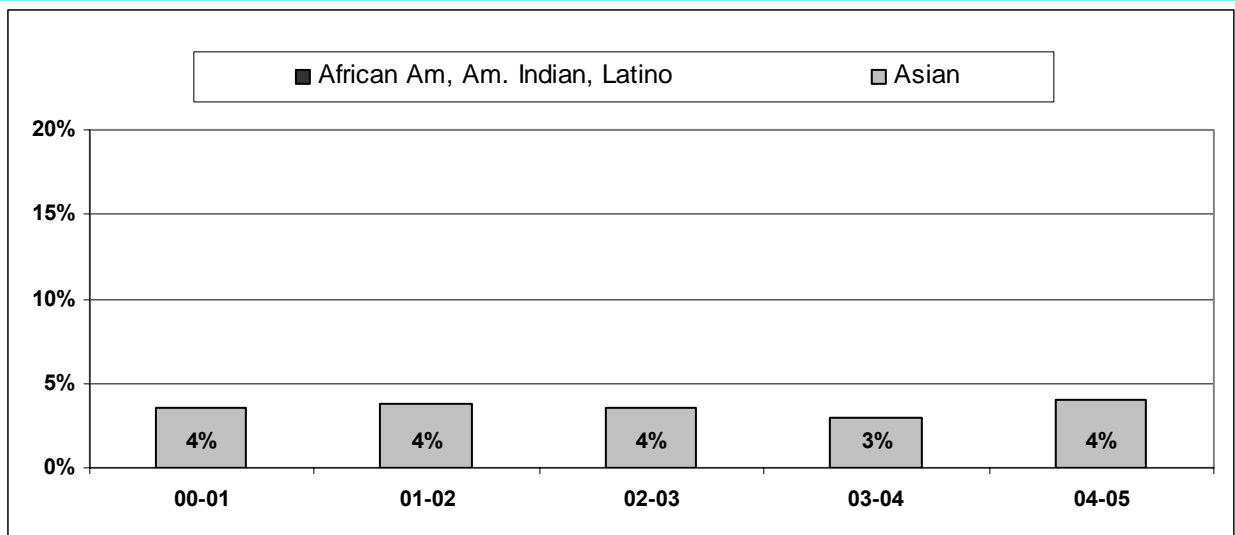
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MATHEMATICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF MATHEMATICS

PERCENT WOMEN
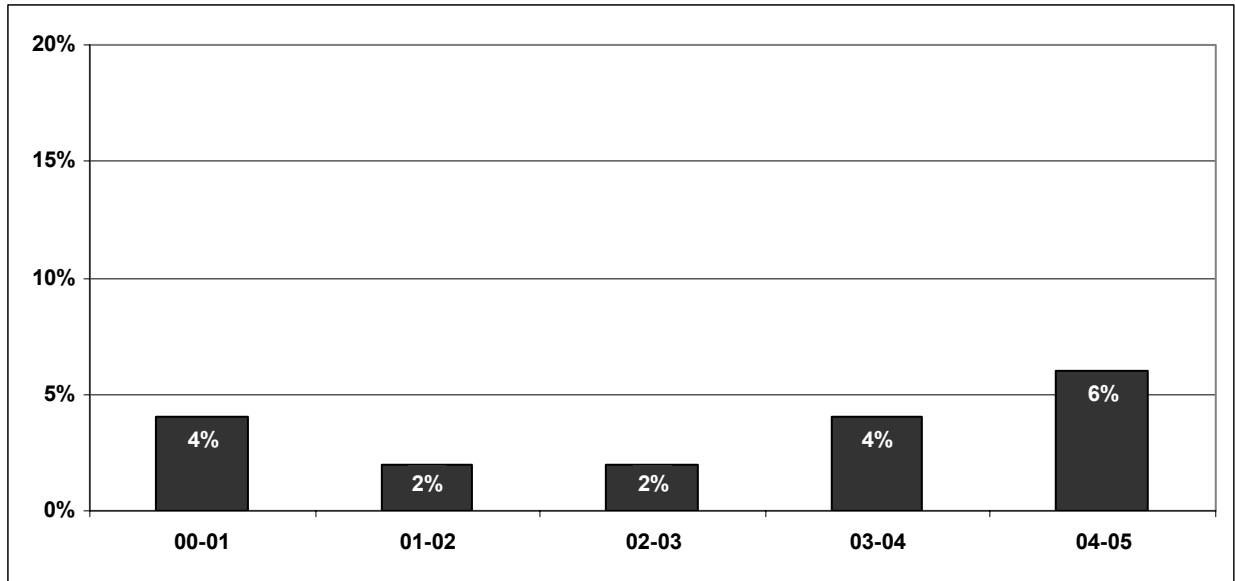
	00-01	01-02	02-03	03-04	04-05
	4%	2%	2%	4%	6%
n=	55	51	50	52	52

PERCENT UNDERREPRESENTED MINORITIES
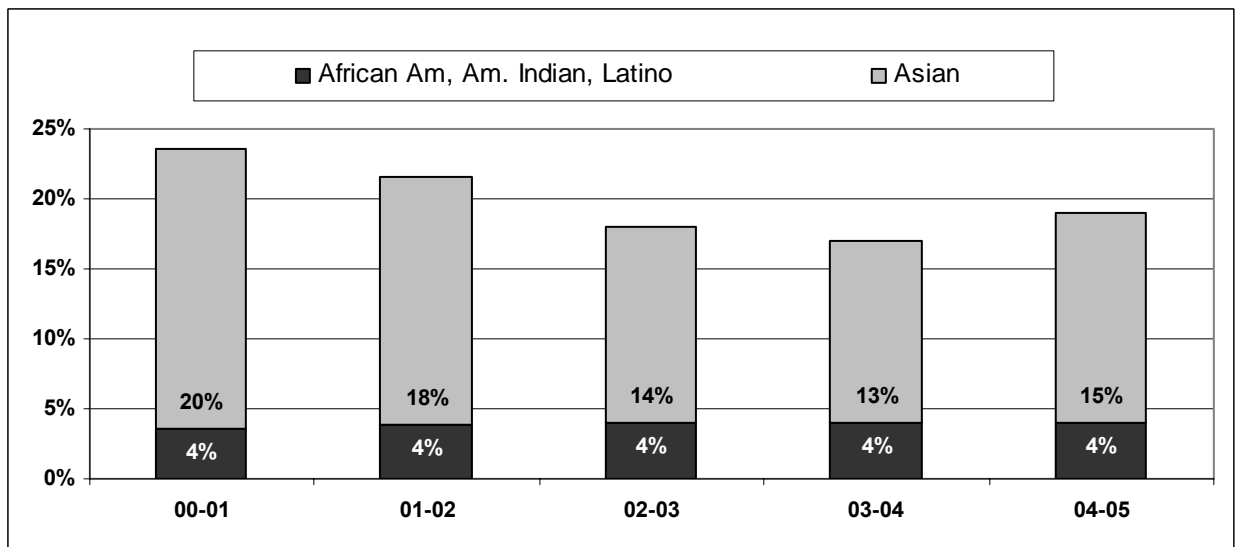
Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	20%	18%	14%	13%	15%
African Am, Am. Indian, Latino	4%	4%	4%	4%	4%
n=	55	51	50	52	52

58

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PHYSICS & ASTRONOMY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF PHYSICS & ASTRONOMY

PERCENT WOMEN

7%	7%	7%	7%	8%
00-01	01-02	02-03	03-04	04-05
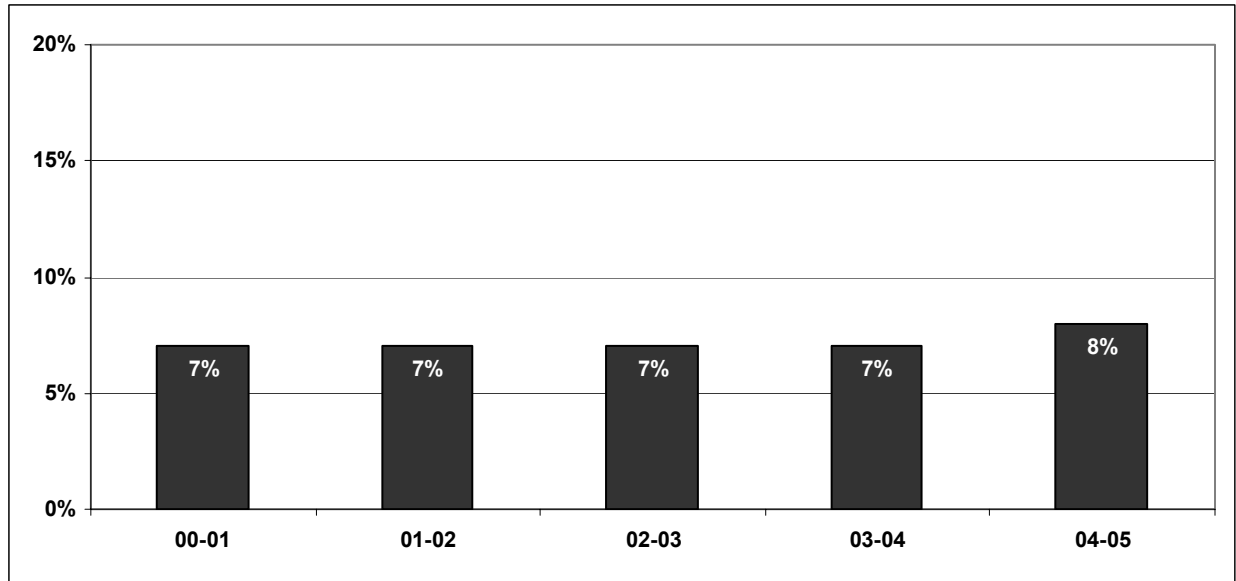
n=   59   58   61   61   63

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	15%	16%	15%	15%	16%
African Am, Am. Indian, Latino	3%	3%	3%	4%	3%

n=   59   58   61   61   63

60
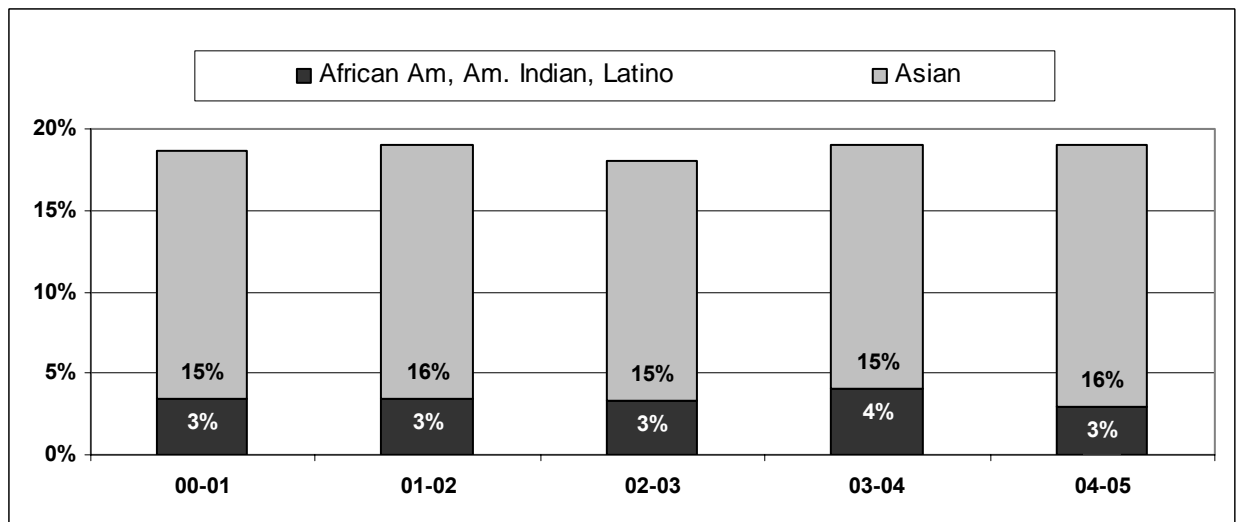
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF STATISTICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF STATISTICS

PERCENT WOMEN

	00-01	01-02	02-03	03-04	04-05
	0%	0%	0%	0%	9%
n=	7	6	8	9	11

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian
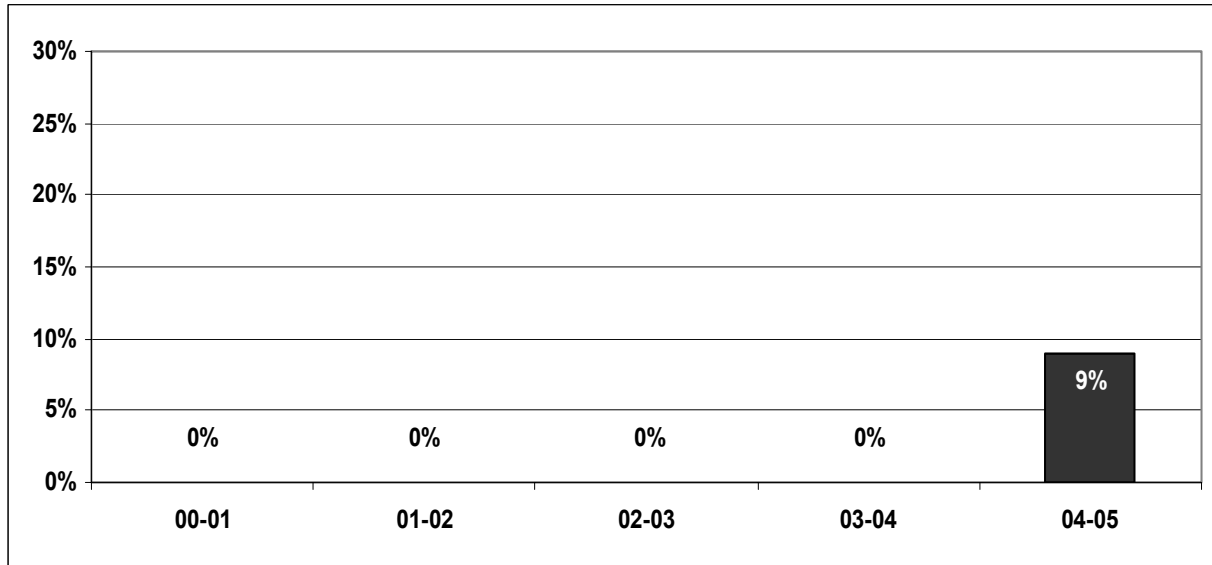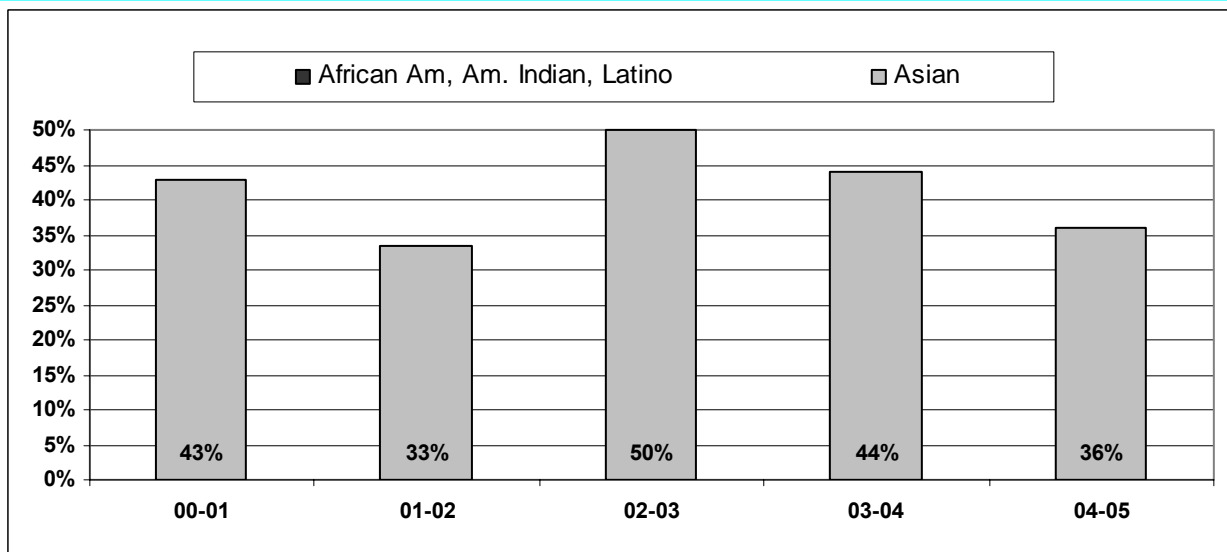
	00-01	01-02	02-03	03-04	04-05
	43%	33%	50%	44%	36%
n=	7	6	8	9	11

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DIVISION OF SOCIAL SCIENCES

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DIVISION OF SOCIAL SCIENCES

PERCENT WOMEN
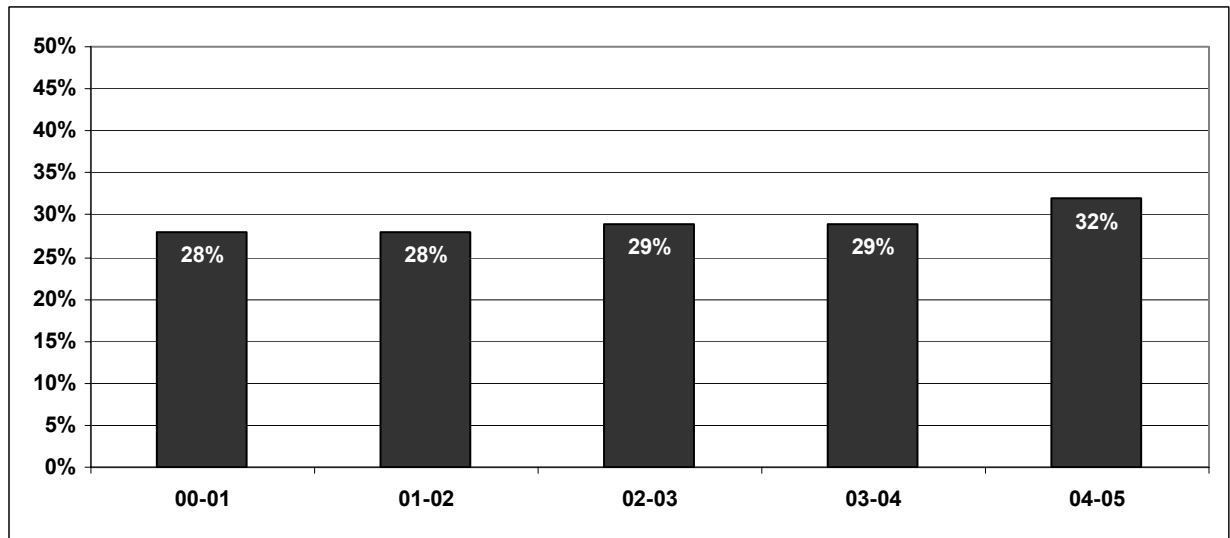
	00-01	01-02	02-03	03-04	04-05
%	28%	28%	29%	29%	32%
n=	260	266	263	268	280

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	8%	8%	8%	7%	11%
African Am, Am. Indian, Latino	12%	12%	12%	11%	11%
n=	260	266	263	268	280

64
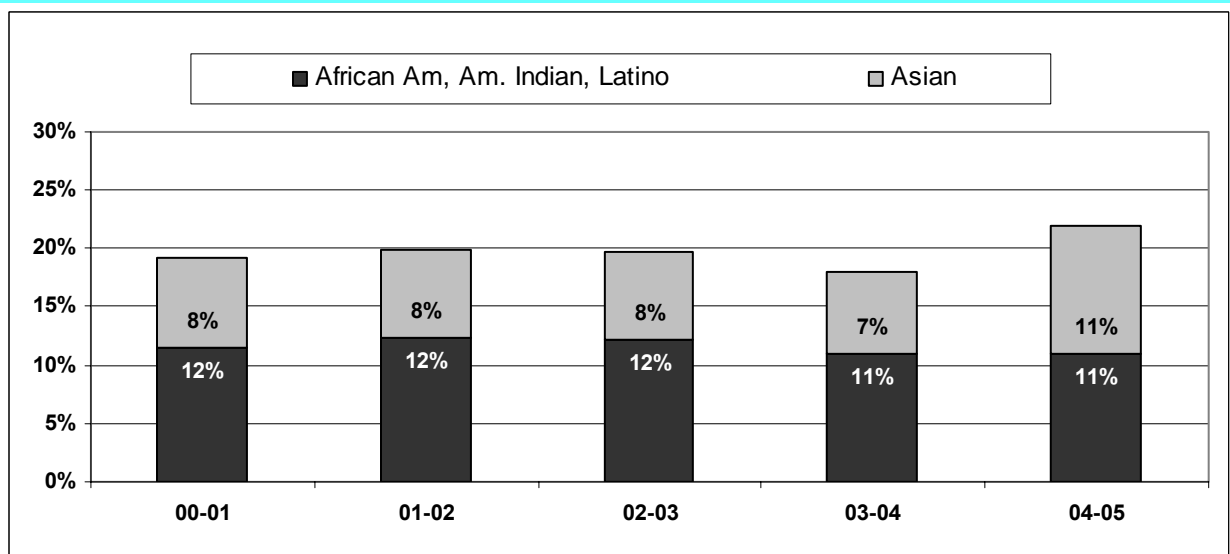
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ANTHROPOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF ANTHROPOLOGY

PERCENT WOMEN

Year	Percent
00-01	43%
01-02	44%
02-03	45%
03-04	45%
04-05	50%
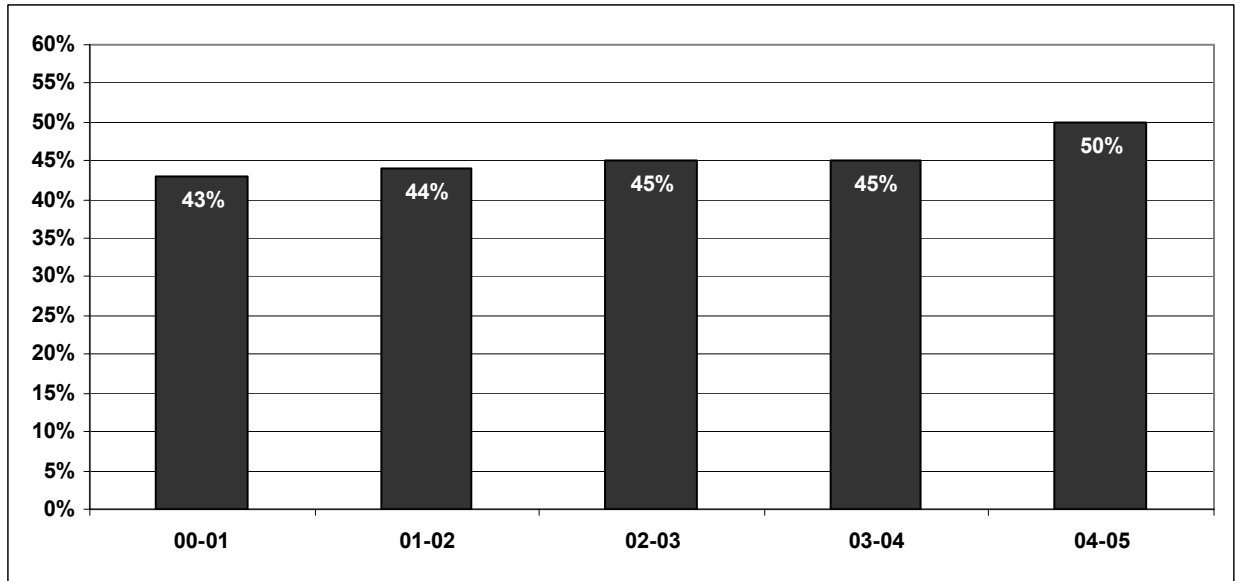
n=	30	32	33	31	30

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

Year	African Am, Am. Indian, Latino	Asian
00-01	13%	10%
01-02	16%	9%
02-03	15%	9%
03-04	9%	9%
04-05	10%	10%

n=	30	32	33	31	30

66
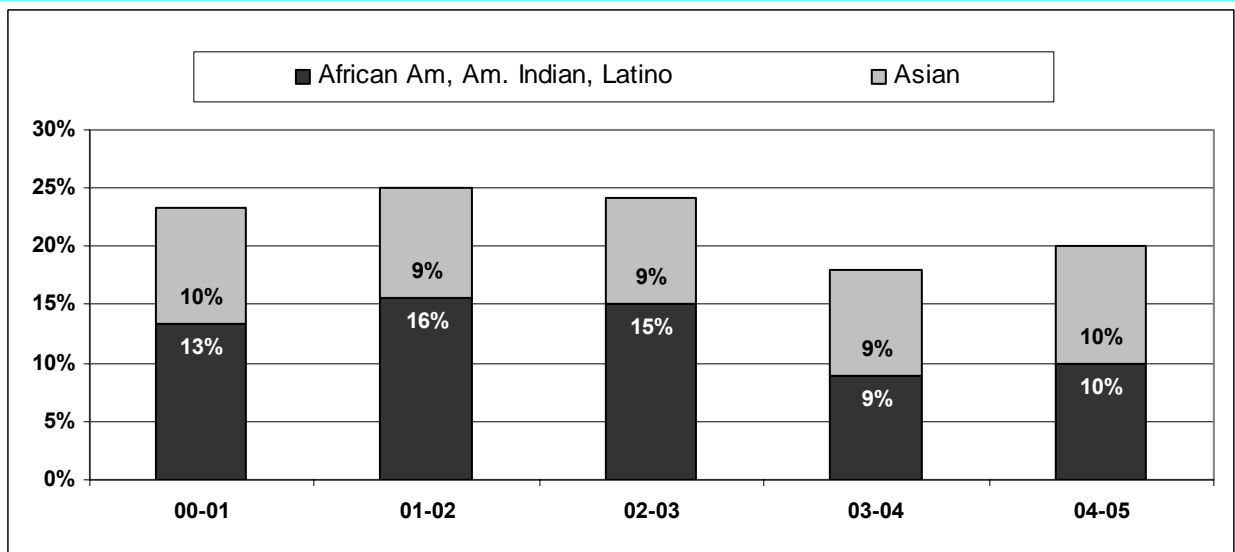
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ASIAN-AMERICAN STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

NOT AVAILABLE

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CHICANA/O STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF CHICANA/O STUDIES

PERCENT WOMEN

	00-01	01-02	02-03	03-04	04-05
%	43%	43%	43%	50%	40%
n=	7	7	7	8	10

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
%	100%	100%	100%	100%	90%
n=	7	7	7	8	10

70

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMMUNICATION STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF COMMUNICATION STUDIES

PERCENT WOMEN
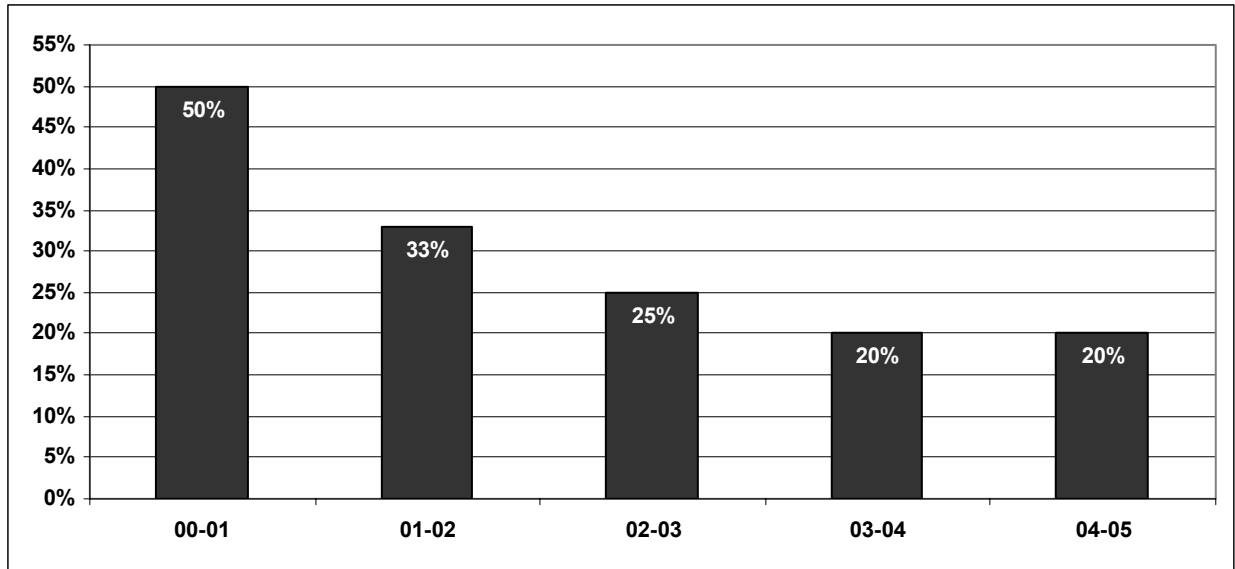
| n= | 4 | 6 | 4 | 5 | 5 |

PERCENT UNDERREPRESENTED MINORITIES
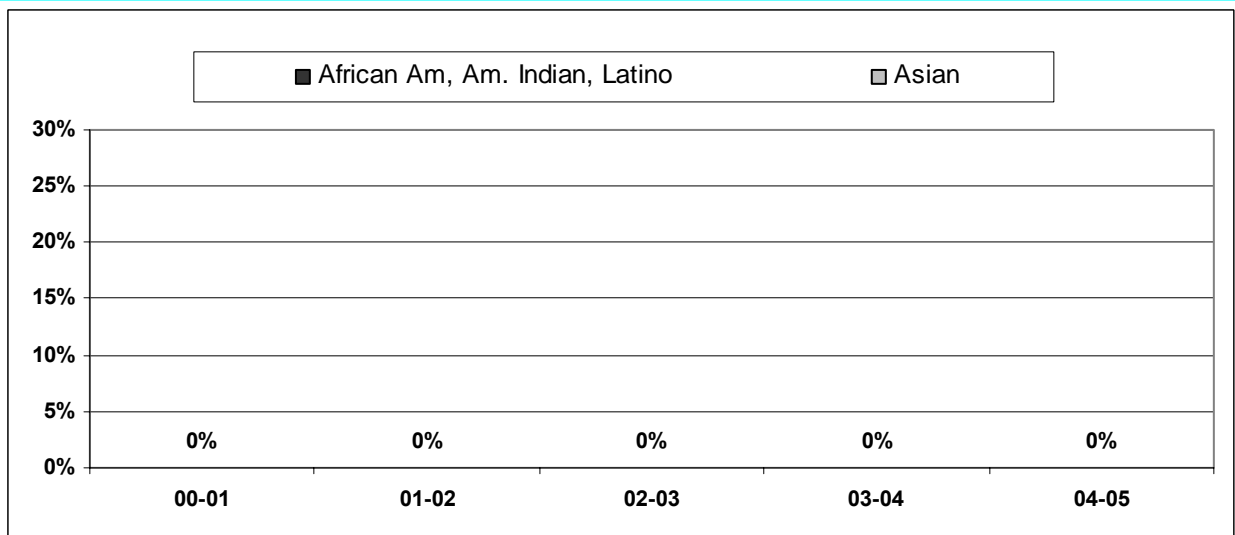
| n= | 4 | 6 | 4 | 5 | 5 |

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ECONOMICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ECONOMICS
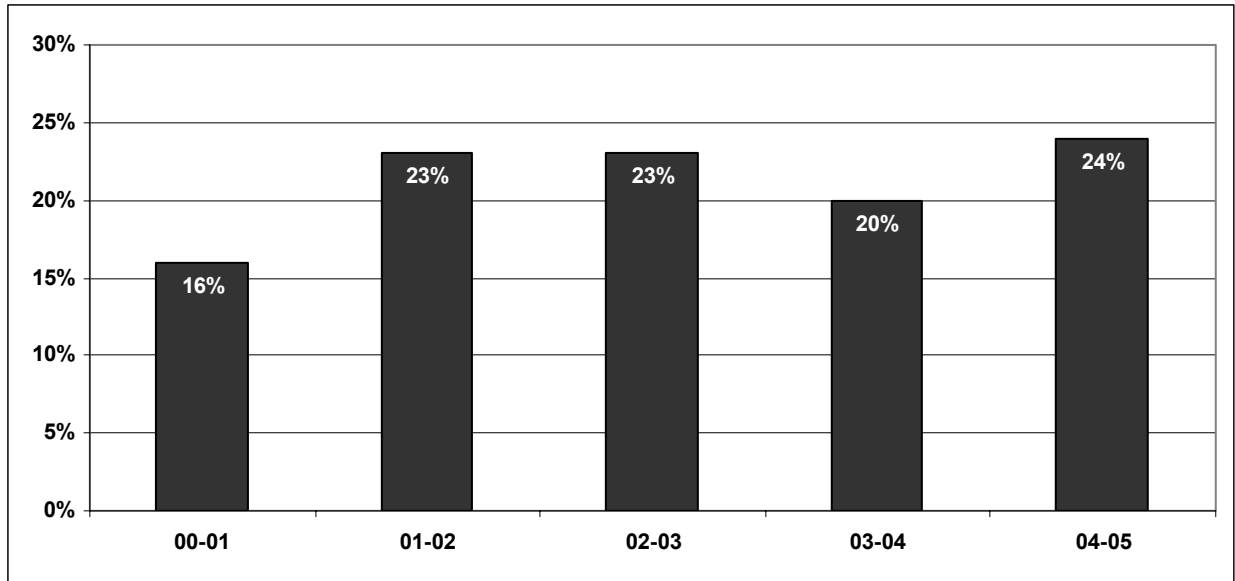
	00-01	01-02	02-03	03-04	04-05
%	16%	23%	23%	20%	24%
n=	43	44	40	45	42

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	12%	11%	15%	11%	12%
African Am, Am. Indian, Latino	2%	2%	3%	2%	2%
n=	43	44	40	45	42

74
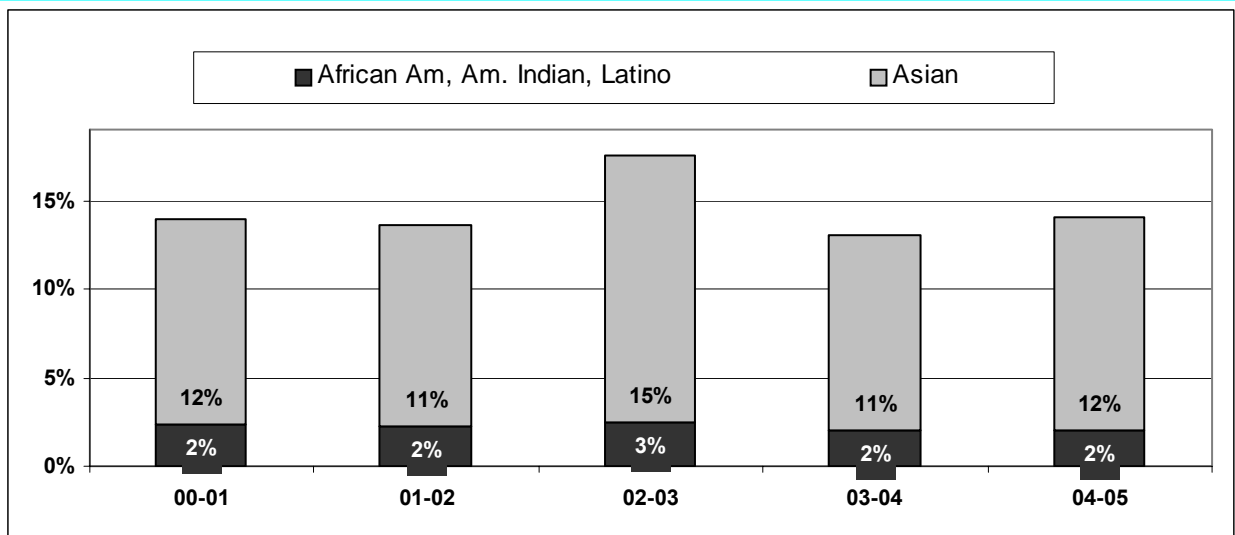
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF GEOGRAPHY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF GEOGRAPHY

PERCENT WOMEN
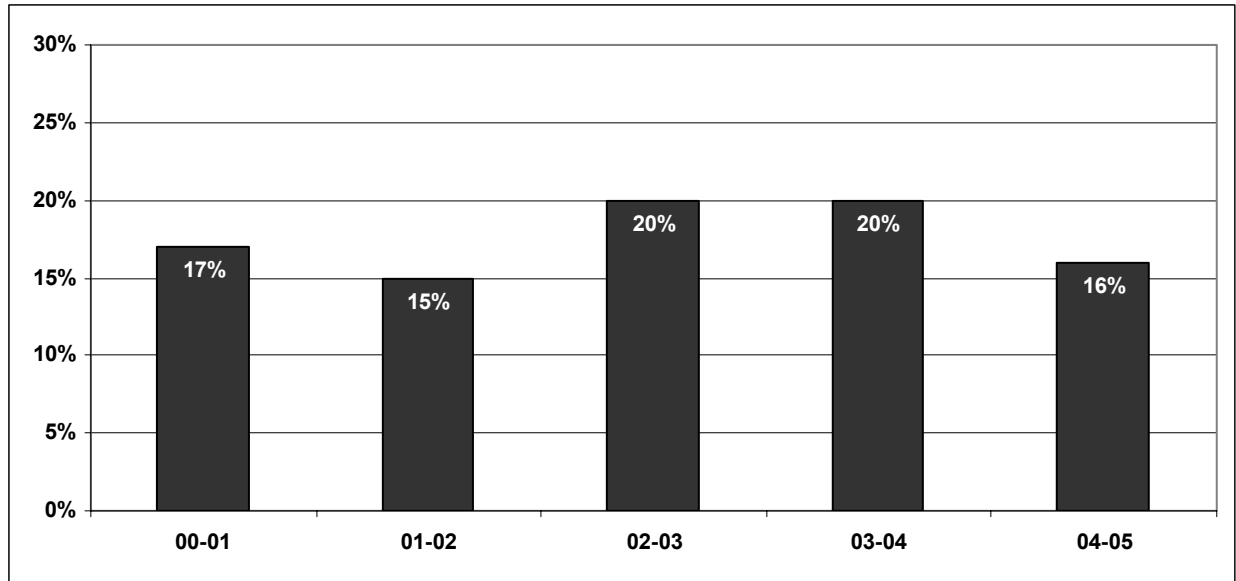
| n= | 18 | 20 | 20 | 20 | 19 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 18 | 20 | 20 | 20 | 19 |

76
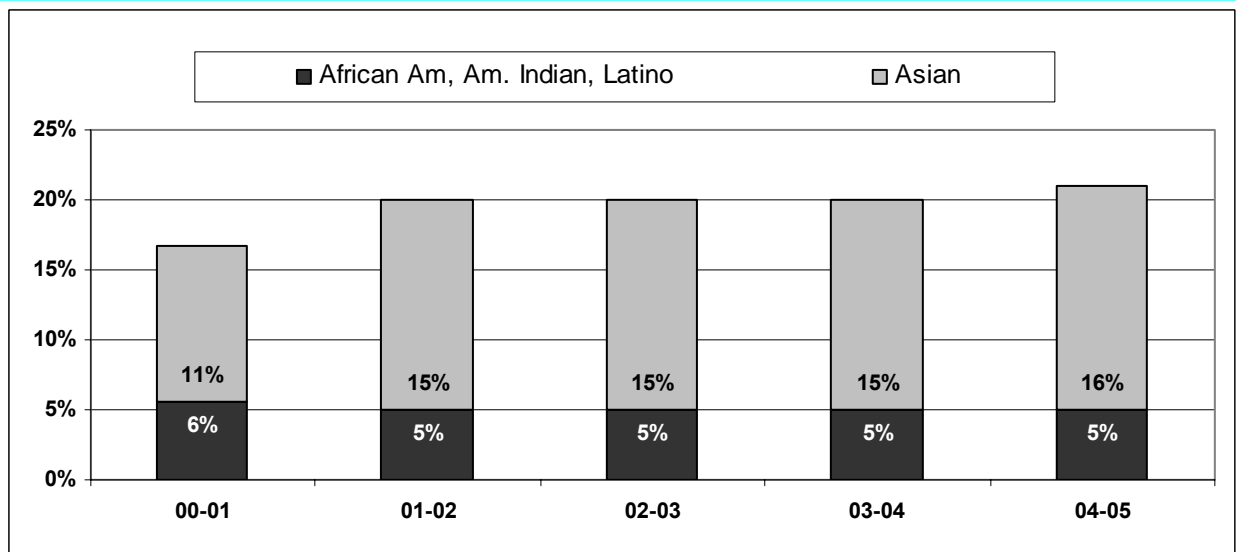
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF HISTORY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF HISTORY

PERCENT WOMEN

	40%				
	35%				
	30%				

Women chart values:
- 00-01: 31%
- 01-02: 29%
- 02-03: 29%
- 03-04: 31%
- 04-05: 34%
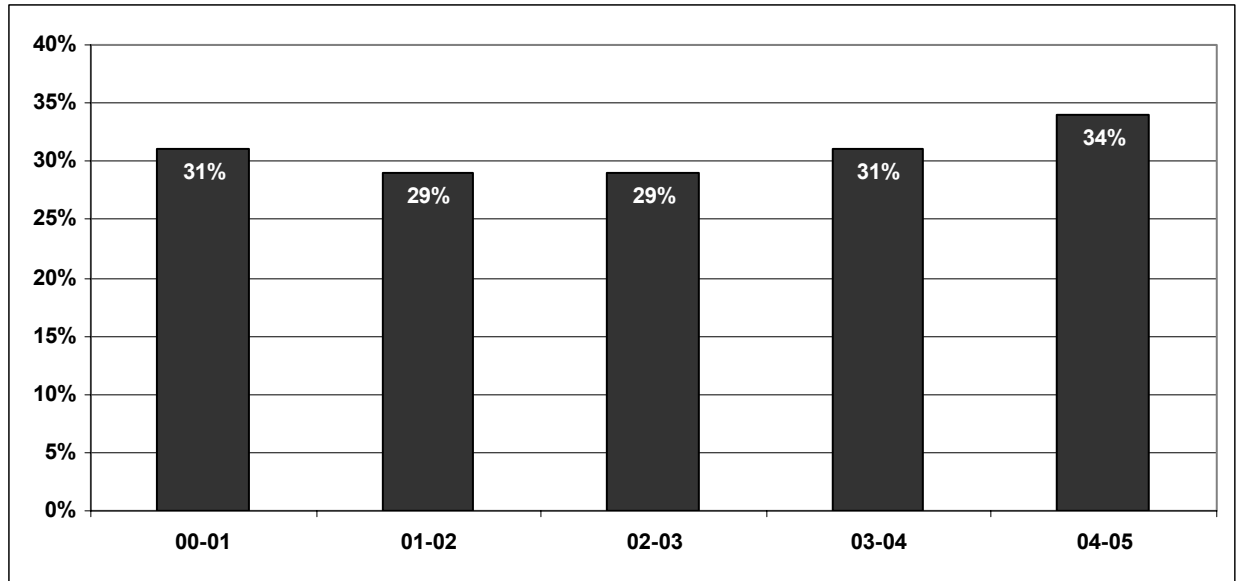
n= 72, 66, 68, 68, 70

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	7%	8%	7%	7%	7%
African Am, Am. Indian, Latino	8%	11%	10%	10%	11%

n= 72, 66, 68, 68, 70

2005-2006
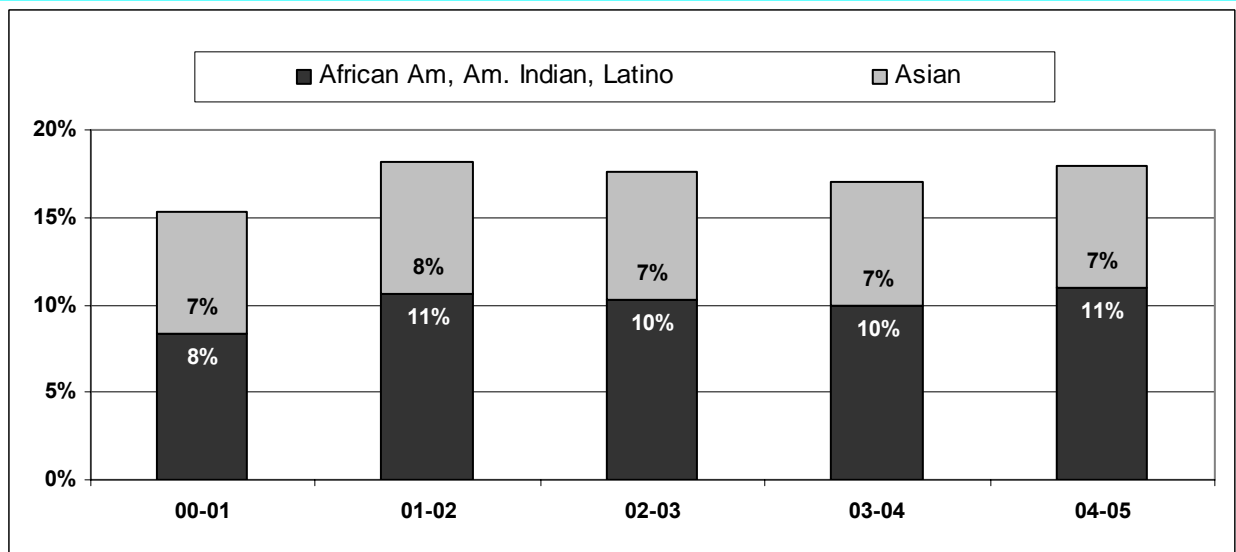
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF POLITICAL SCIENCE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF POLITICAL SCIENCE

PERCENT WOMEN
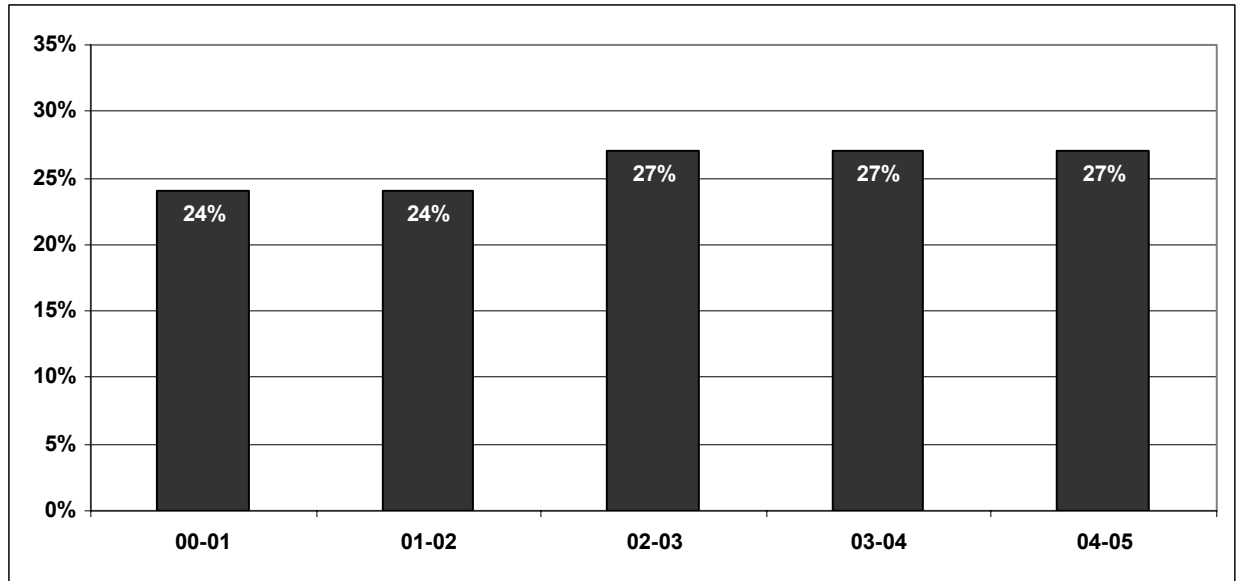
	00-01	01-02	02-03	03-04	04-05
% Women	24%	24%	27%	27%	27%
n=	41	45	45	45	45

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian
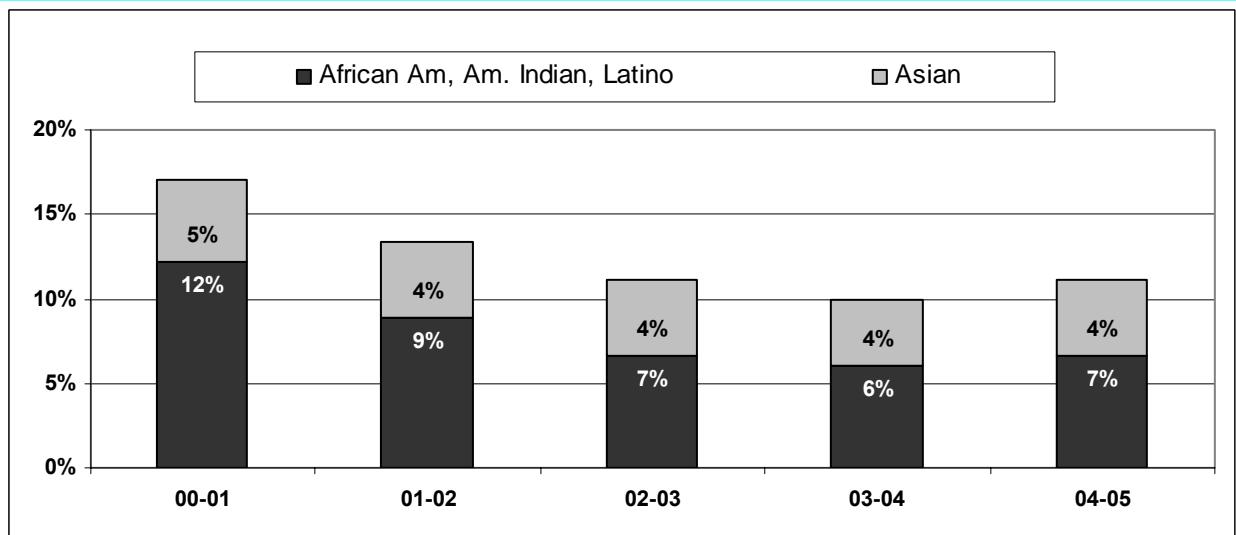
	00-01	01-02	02-03	03-04	04-05
Asian	5%	4%	4%	4%	4%
African Am, Am. Indian, Latino	12%	9%	7%	6%	7%
n=	41	45	45	45	45

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SOCIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF SOCIOLOGY

PERCENT WOMEN
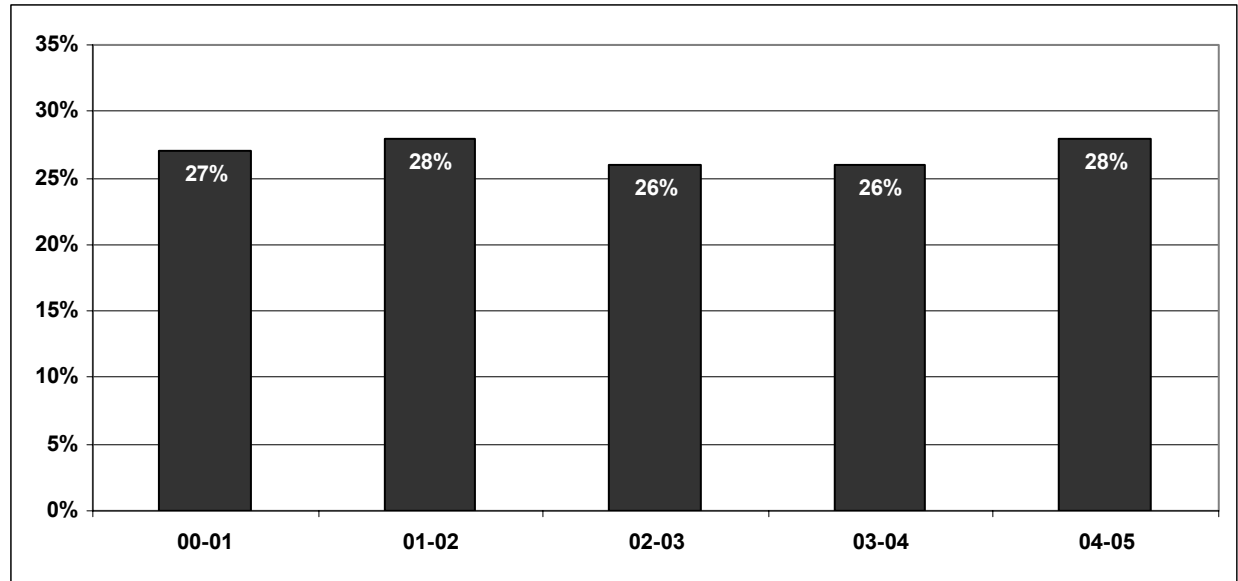
Year	Percent	n=
00-01	27%	44
01-02	28%	46
02-03	26%	46
03-04	26%	44
04-05	28%	46

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

Year	African Am, Am. Indian, Latino	Asian	n=
00-01	14%	7%	44
01-02	17%	4%	46
02-03	17%	2%	46
03-04	17%	2%	44
04-05	15%	2%	46

82
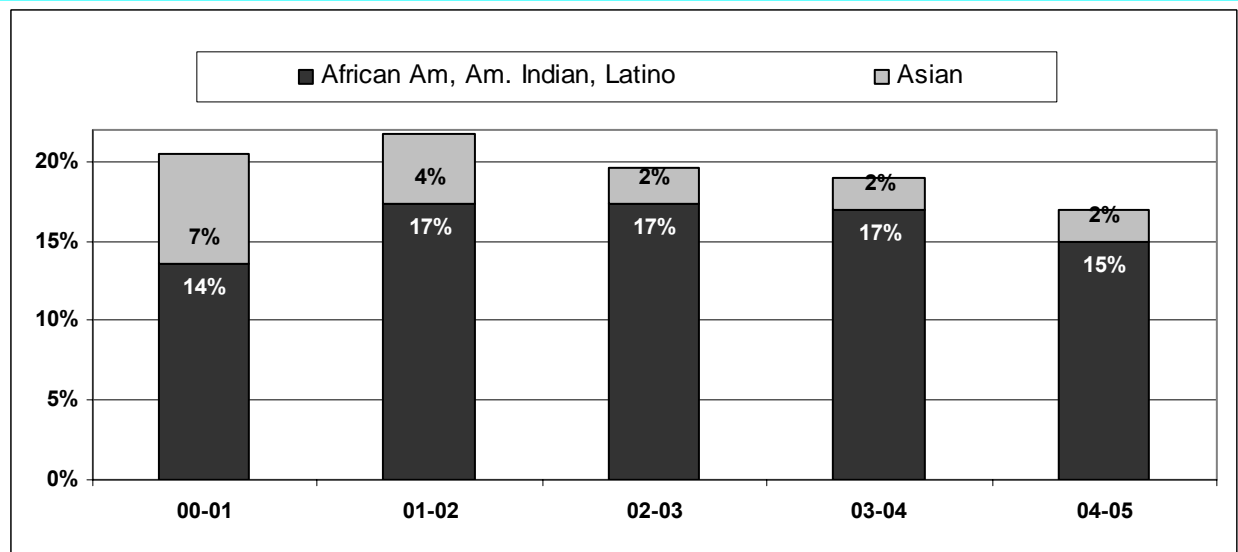
DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE ANDERSON SCHOOL OF MANAGEMENT

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

THE ANDERSON SCHOOL OF MANAGEMENT

PERCENT WOMEN
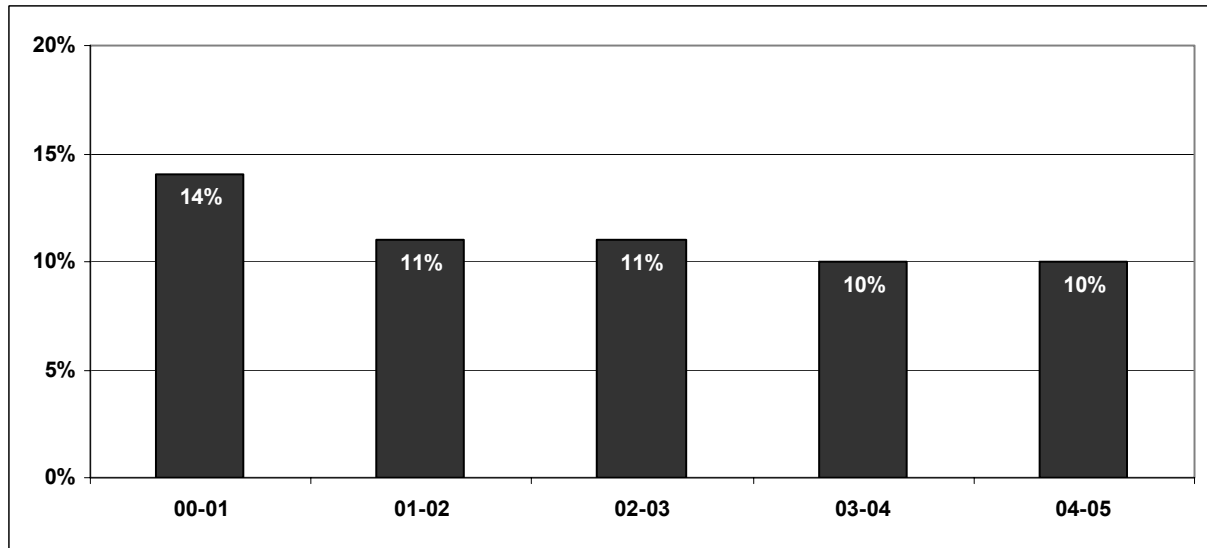
	00-01	01-02	02-03	03-04	04-05
%	14%	11%	11%	10%	10%
n=	84	79	79	78	70

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	26%	23%	22%	21%	21%
African Am, Am. Indian, Latino	6%	5%	5%	4%	9%
n=	84	79	79	78	70

84
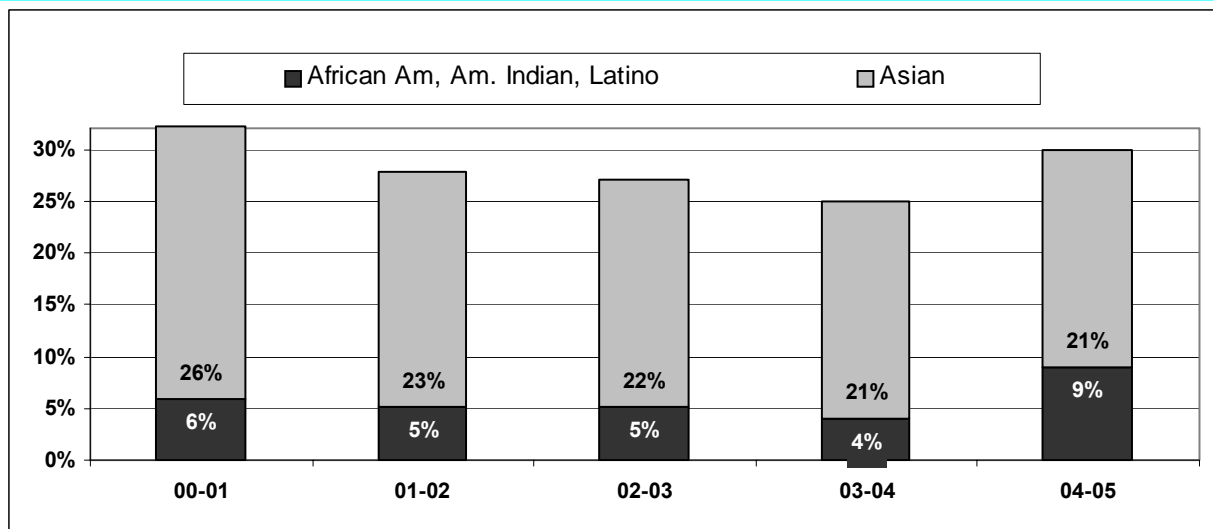
DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF ARTS AND ARCHITECTURE

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

SCHOOL OF ARTS AND ARCHITECTURE

PERCENT WOMEN
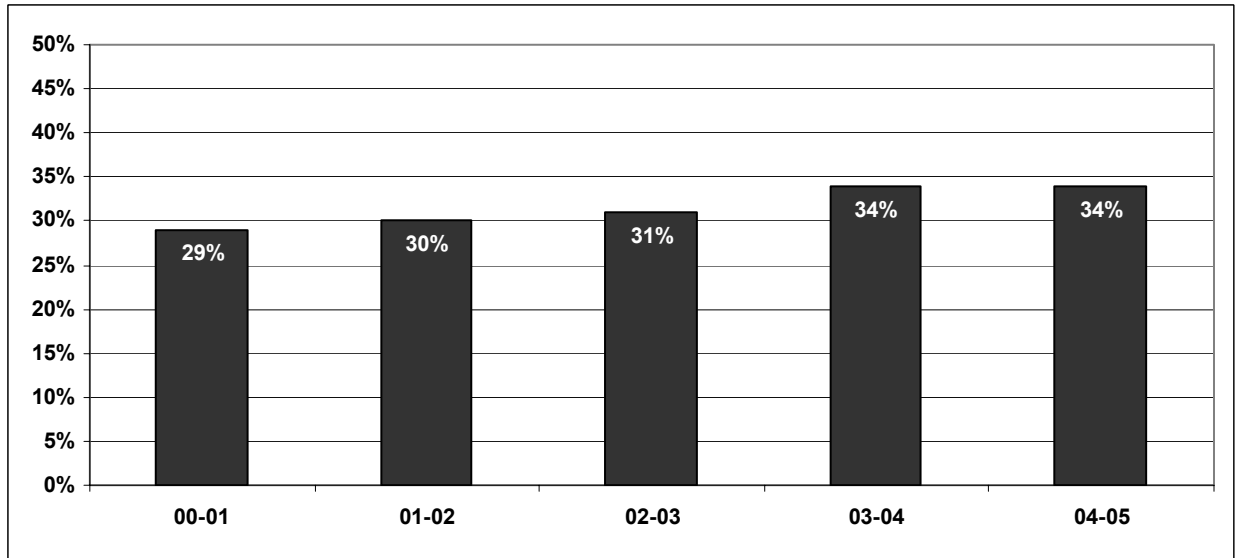
| n= | 78 | 83 | 83 | 79 | 82 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 78 | 83 | 83 | 79 | 82 |

86
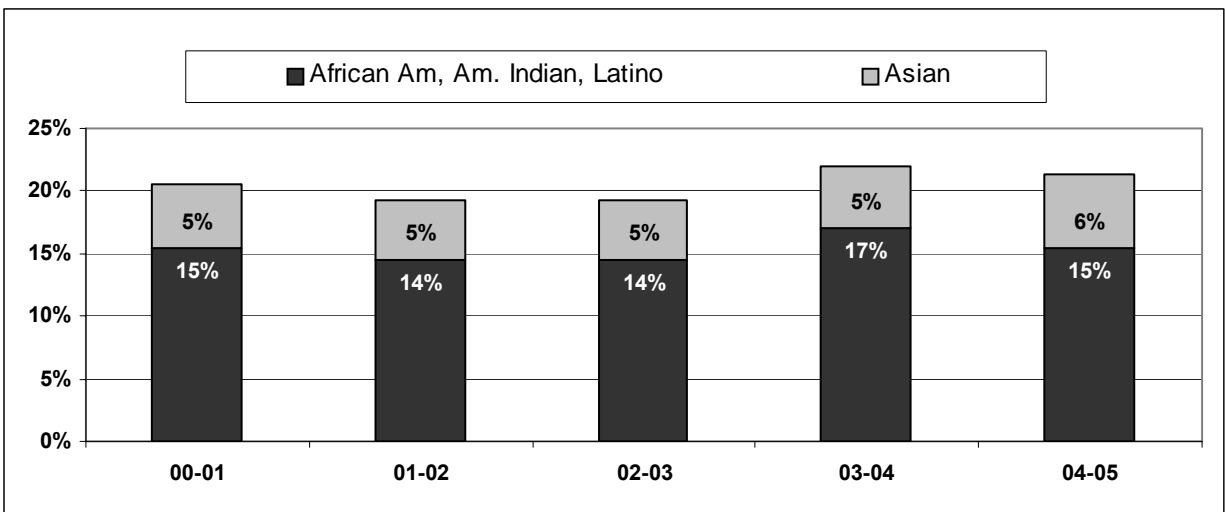
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

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

## DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

PERCENT WOMEN

Year	Percent
00-01	36%
01-02	33%
02-03	33%
03-04	33%
04-05	33%
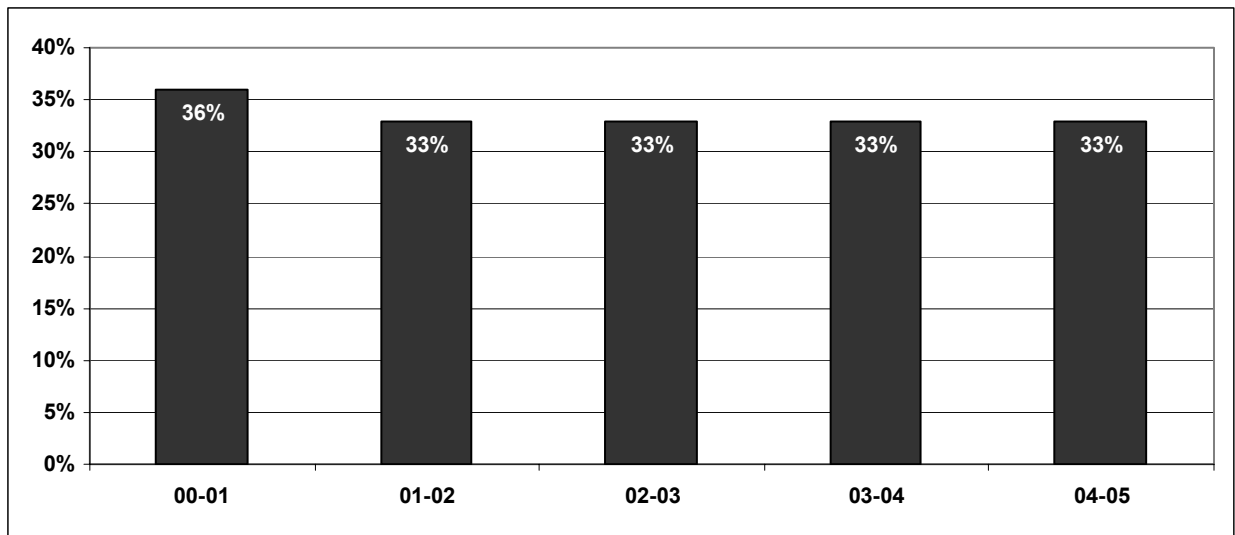
n=	14	15	15	15	15

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

Year	African Am, Am. Indian, Latino	Asian
00-01	7%	
01-02	7%	
02-03	7%	
03-04	7%	
04-05	7%	7%

n=	14	15	15	15	15

88
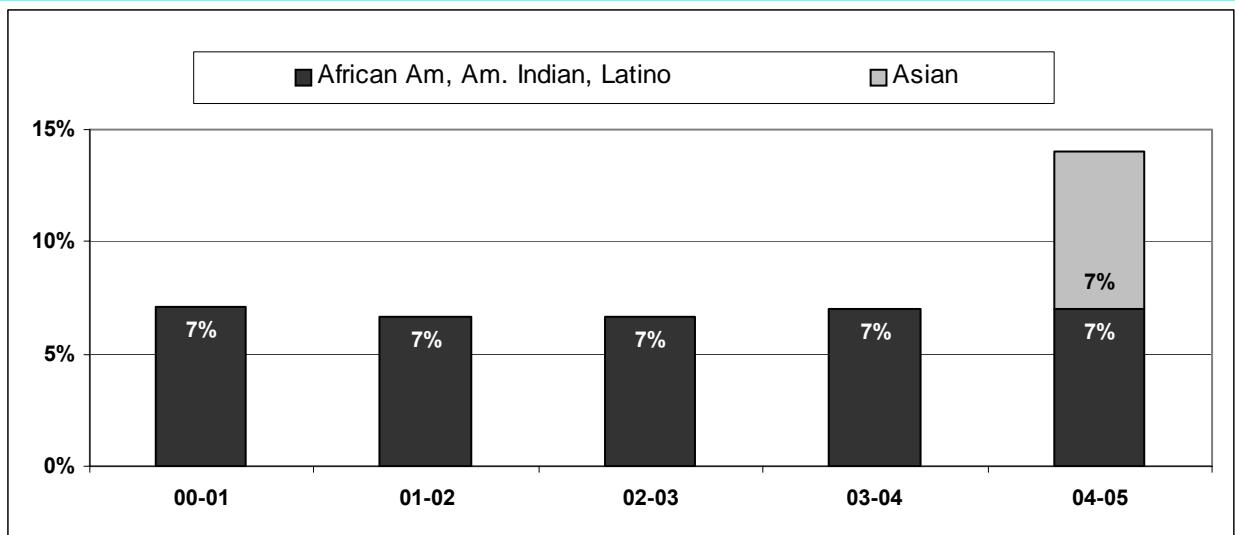
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ART

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ART

PERCENT WOMEN

Year	Percent Women
00-01	31%
01-02	36%
02-03	38%
03-04	42%
04-05	45%
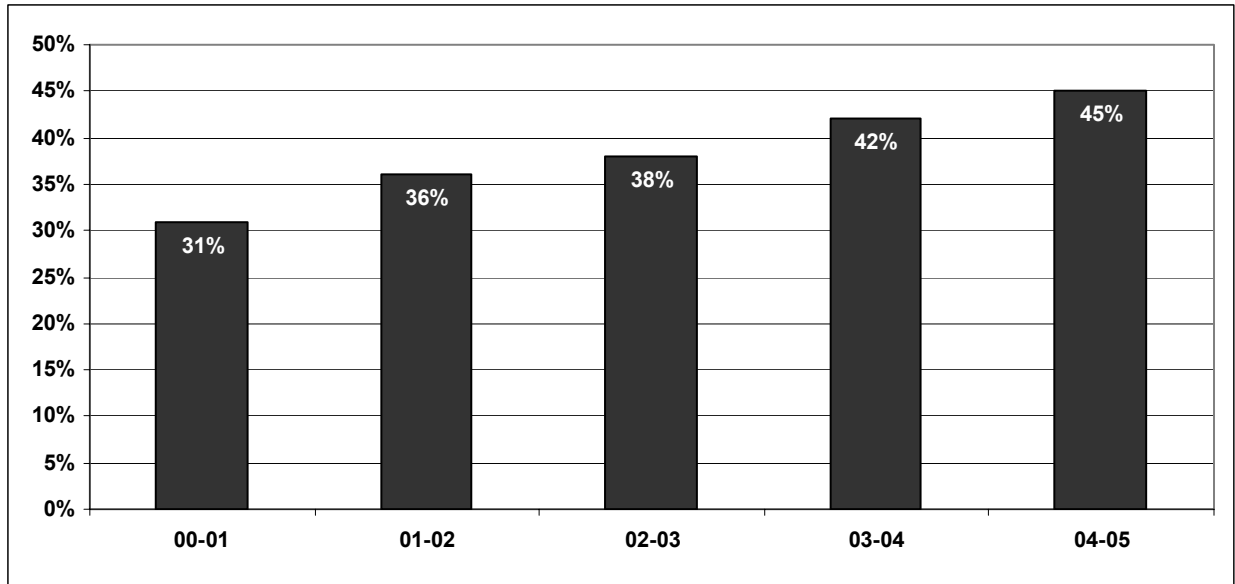
n=	13	14	16	12	11

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

Year	African Am, Am. Indian, Latino
00-01	8%
01-02	7%
02-03	8%
03-04	8%
04-05	9%

n=	13	14	16	12	11

90
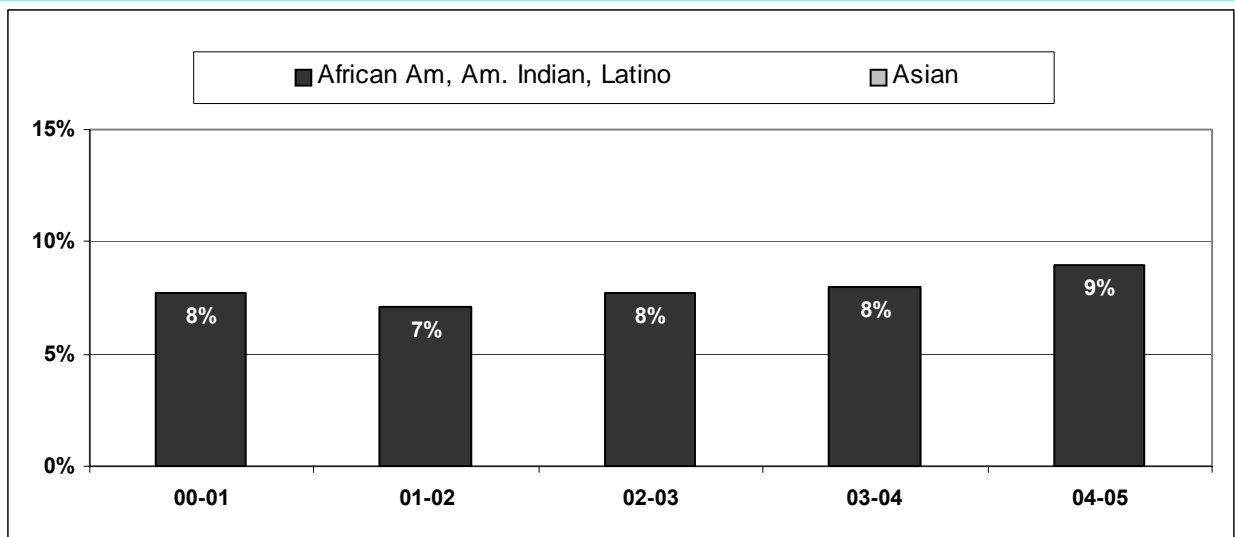
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF DESIGN I MEDIA ARTS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF DESIGN/MEDIA ARTS

PERCENT WOMEN
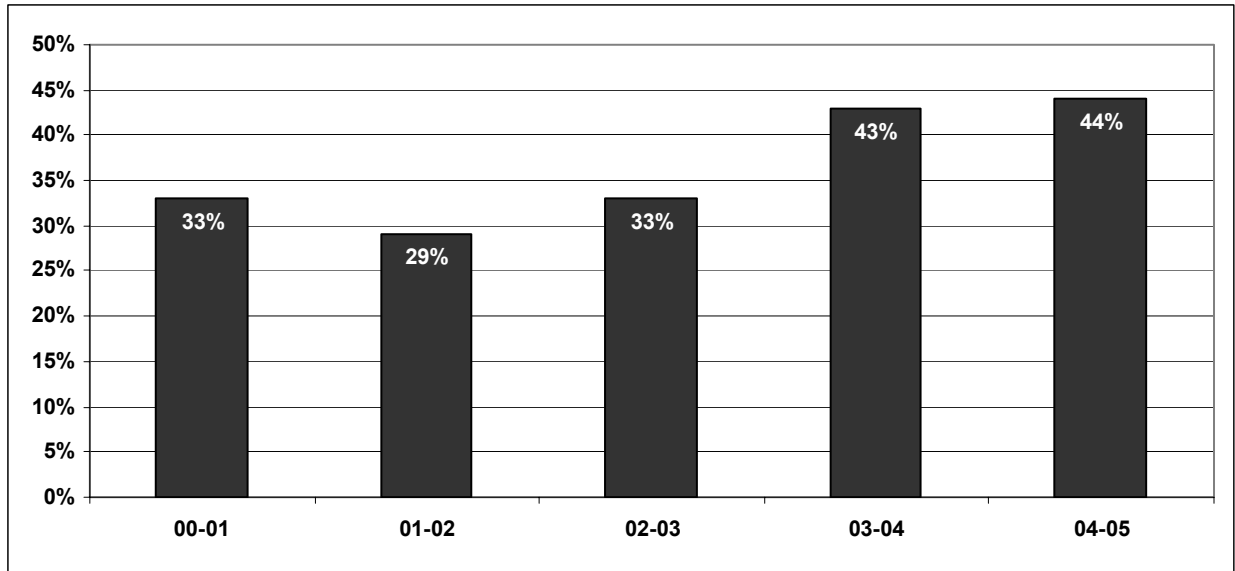
Year	Percent
00-01	33%
01-02	29%
02-03	33%
03-04	43%
04-05	44%

n=   6   7   6   8   9

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

Year	Percent
00-01	17%
01-02	0%
02-03	0%
03-04	14%
04-05	11%

n=   6   7   6   8   9

92
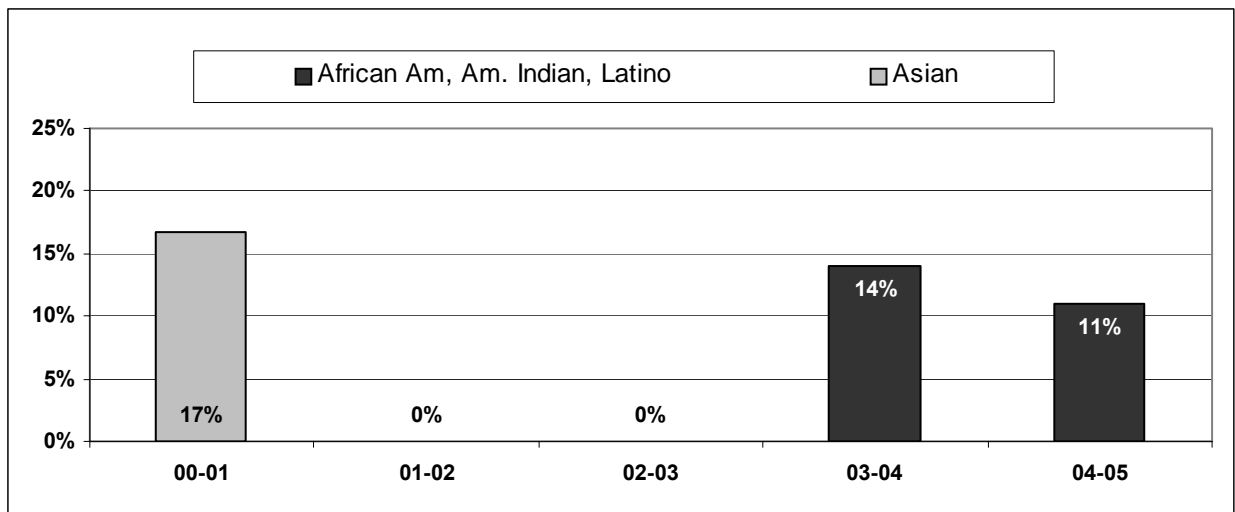
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ETHNOMUSICOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ETHNOMUSICOLOGY

PERCENT WOMEN
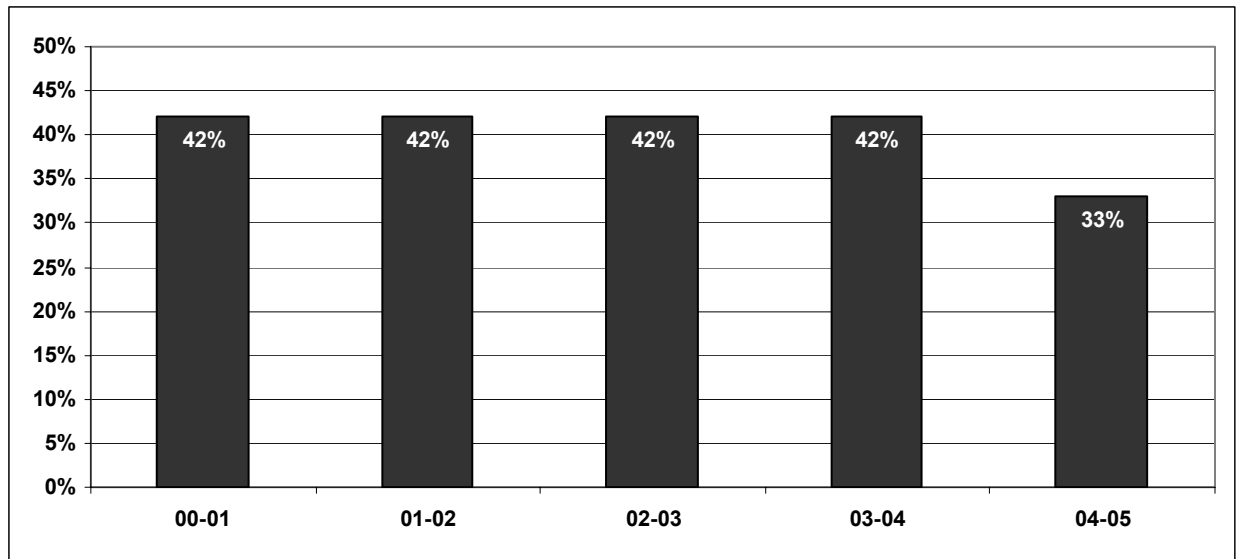
	00-01	01-02	02-03	03-04	04-05
	42%	42%	42%	42%	33%

n= 12 12 12 12 12

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	8%	8%	8%	8%	
African Am, Am. Indian, Latino	42%	42%	42%	41%	42%

n= 12 12 12 12 12

94
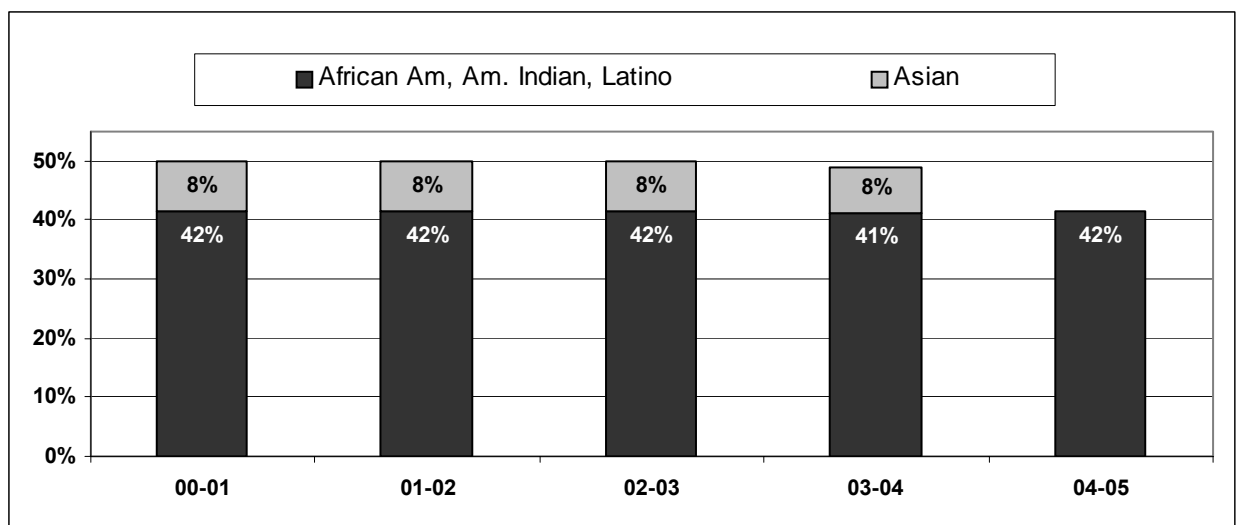
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MUSIC

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF MUSIC

PERCENT WOMEN
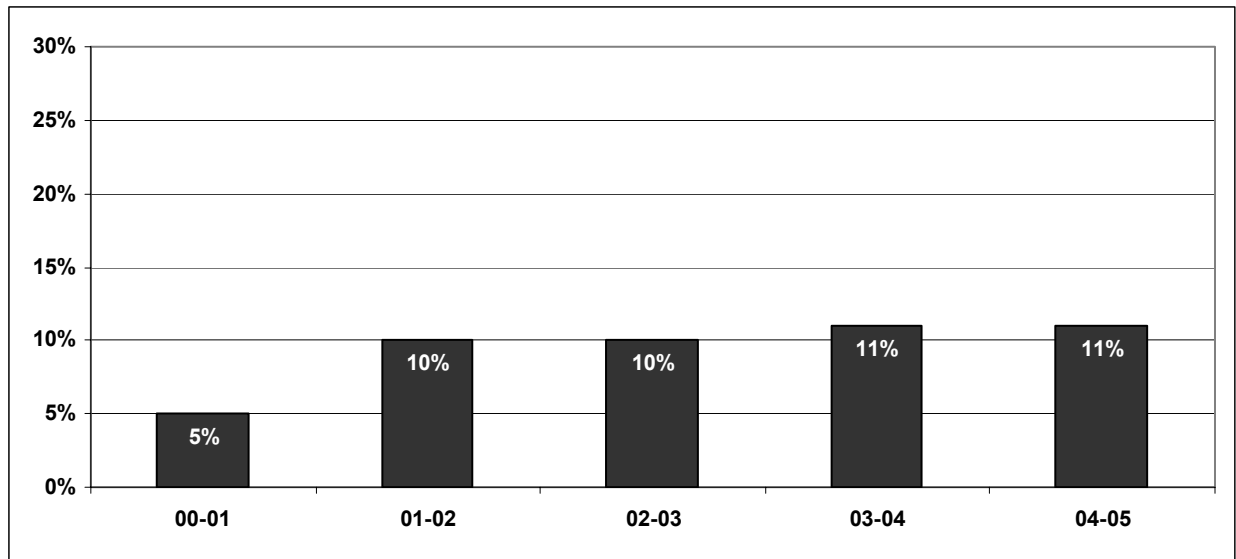
	00-01	01-02	02-03	03-04	04-05
%	5%	10%	10%	11%	11%
n=	20	20	21	19	18

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
%	10%	10%	10%	12%	6%
n=	20	20	21	19	18

96
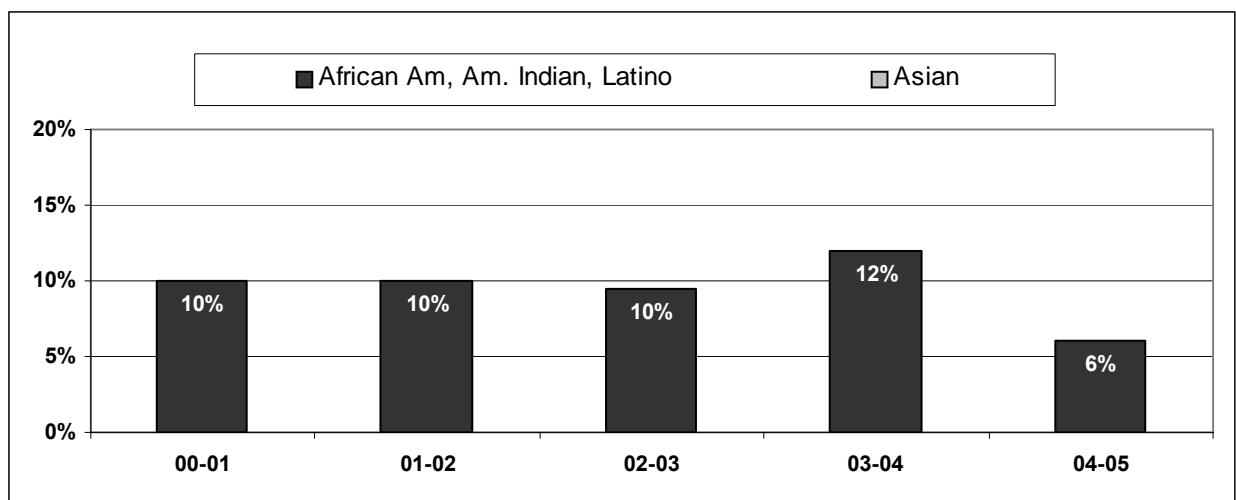
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF WORLD ARTS & CULTURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF WORLD ARTS &CULTURES

PERCENT WOMEN
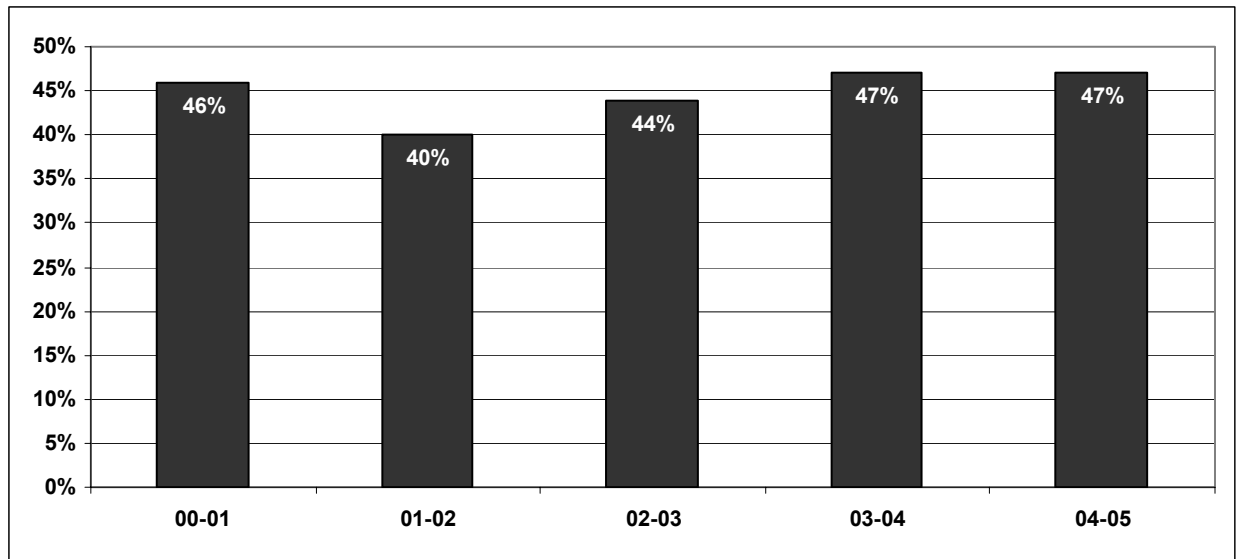
	00-01	01-02	02-03	03-04	04-05
	46%	40%	44%	47%	47%
n=	13	15	16	15	17

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian
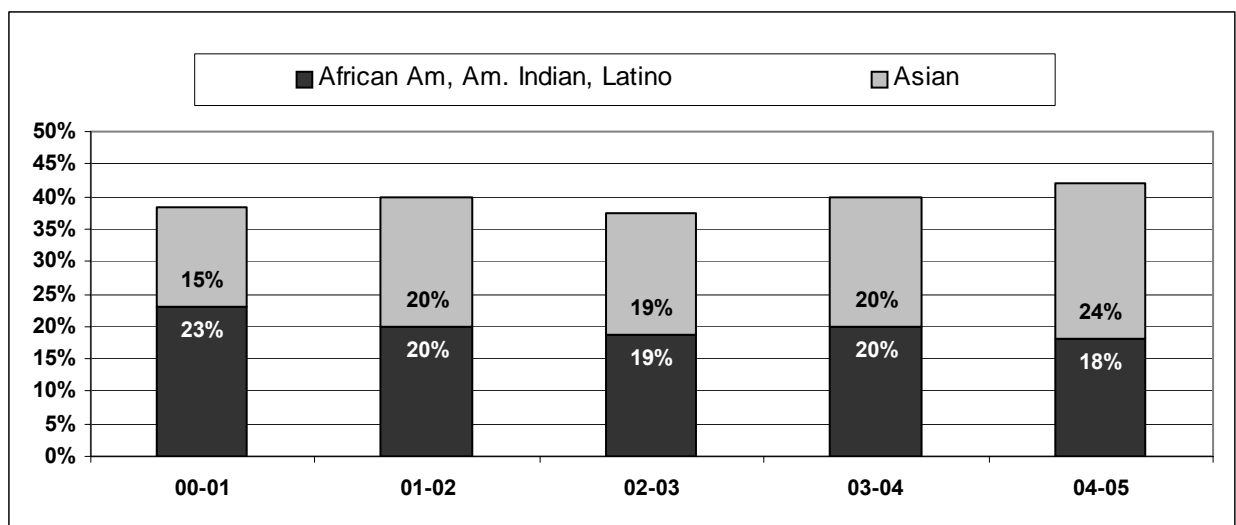
	00-01	01-02	02-03	03-04	04-05
Asian	15%	20%	19%	20%	24%
African Am, Am. Indian, Latino	23%	20%	19%	20%	18%
n=	13	15	16	15	17

DIVERSITY STATISTICS - REGULAR RANK FACULTY

GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

PERCENT WOMEN
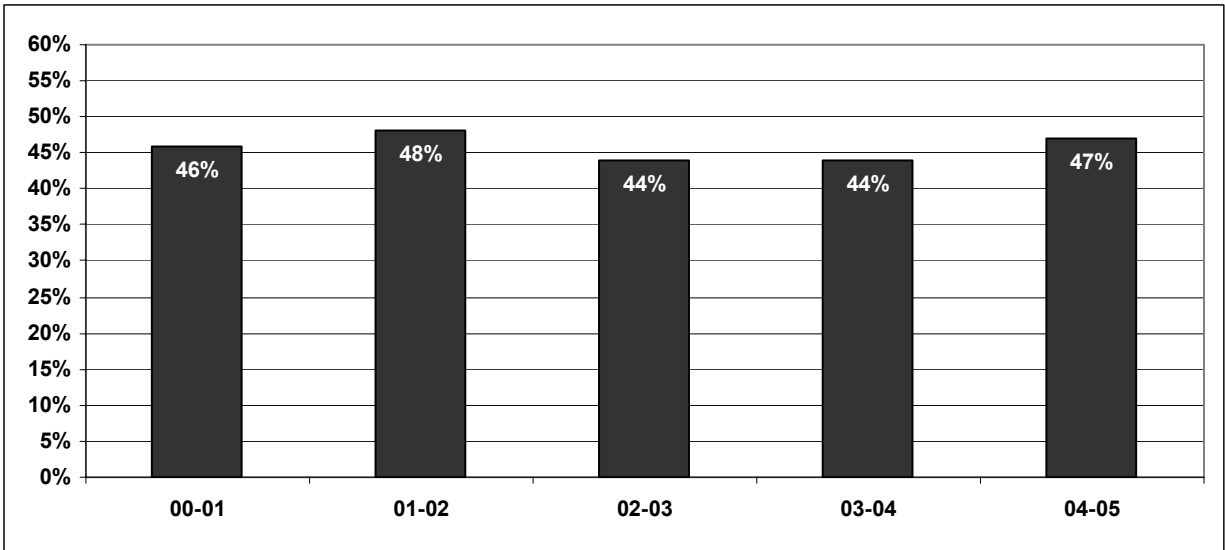
| n= | 65 | 65 | 59 | 61 | 62 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 65 | 65 | 59 | 61 | 62 |

100
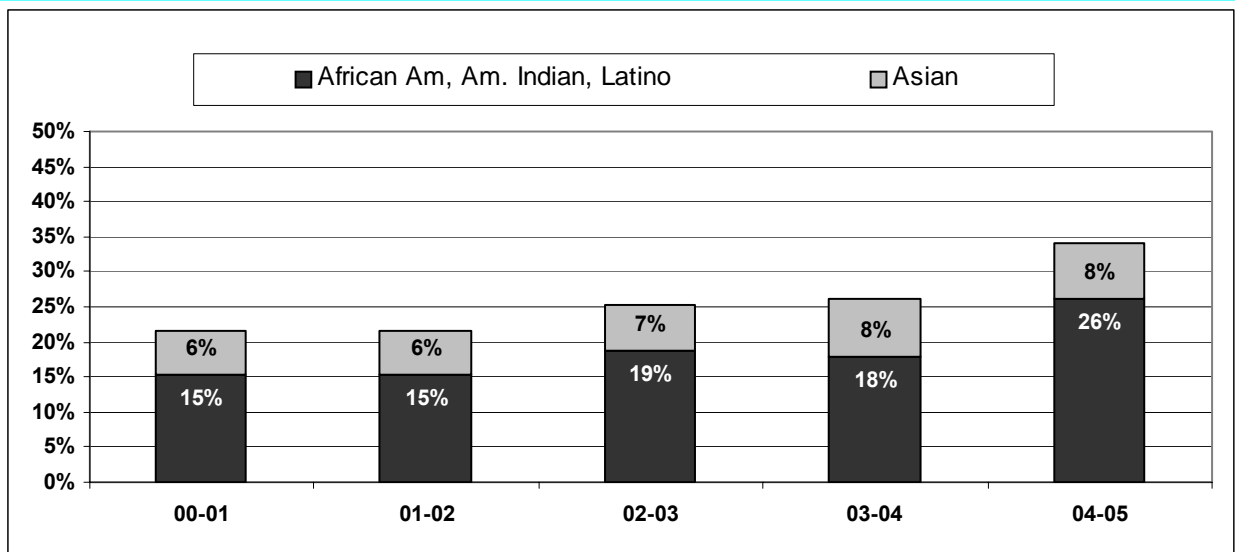
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF EDUCATION

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF EDUCATION

PERCENT WOMEN
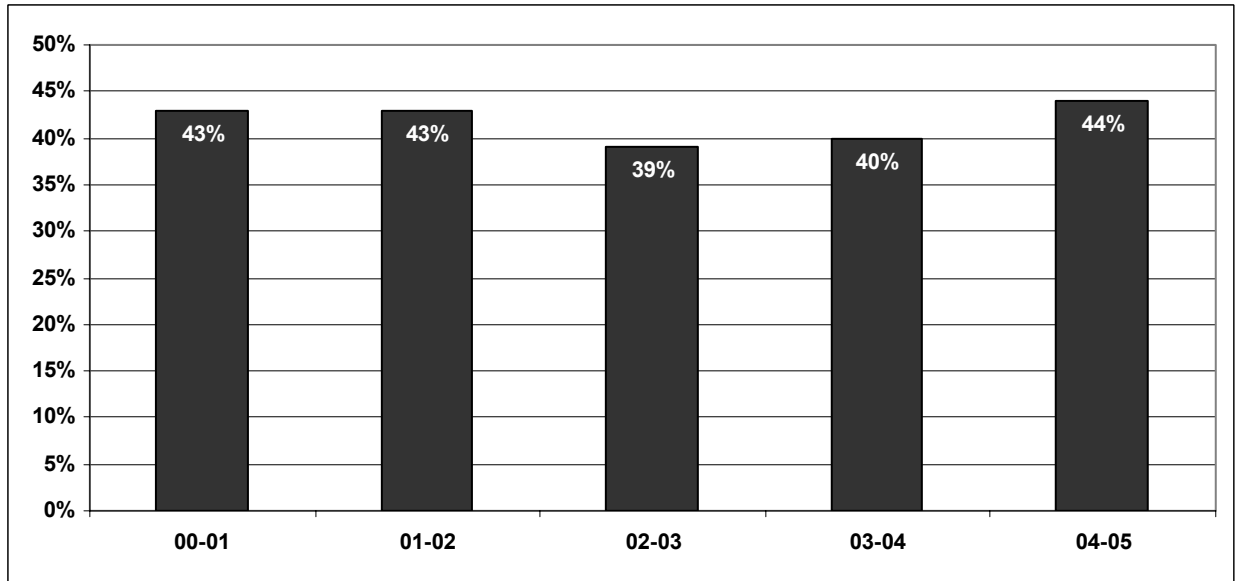
	00-01	01-02	02-03	03-04	04-05
%	43%	43%	39%	40%	44%
n=	51	51	46	48	48

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian
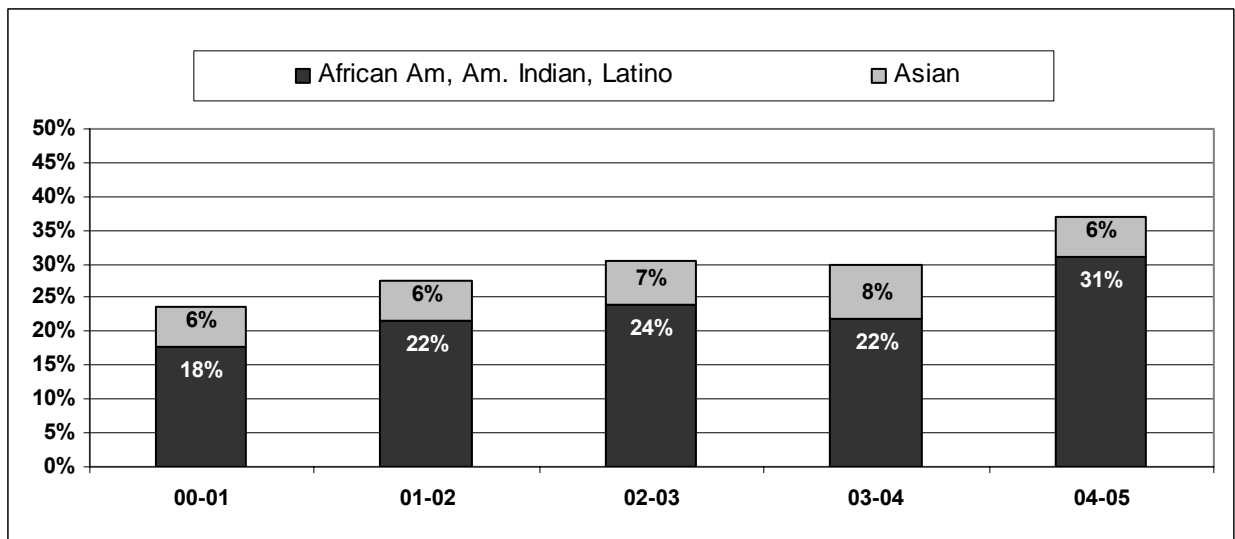
	00-01	01-02	02-03	03-04	04-05
Asian	6%	6%	7%	8%	6%
African Am, Am. Indian, Latino	18%	22%	24%	22%	31%
n=	51	51	46	48	48

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF INFORMATION STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF INFORMATION STUDIES

PERCENT WOMEN

	00-01	01-02	02-03	03-04	04-05
	64%	64%	61%	62%	57%
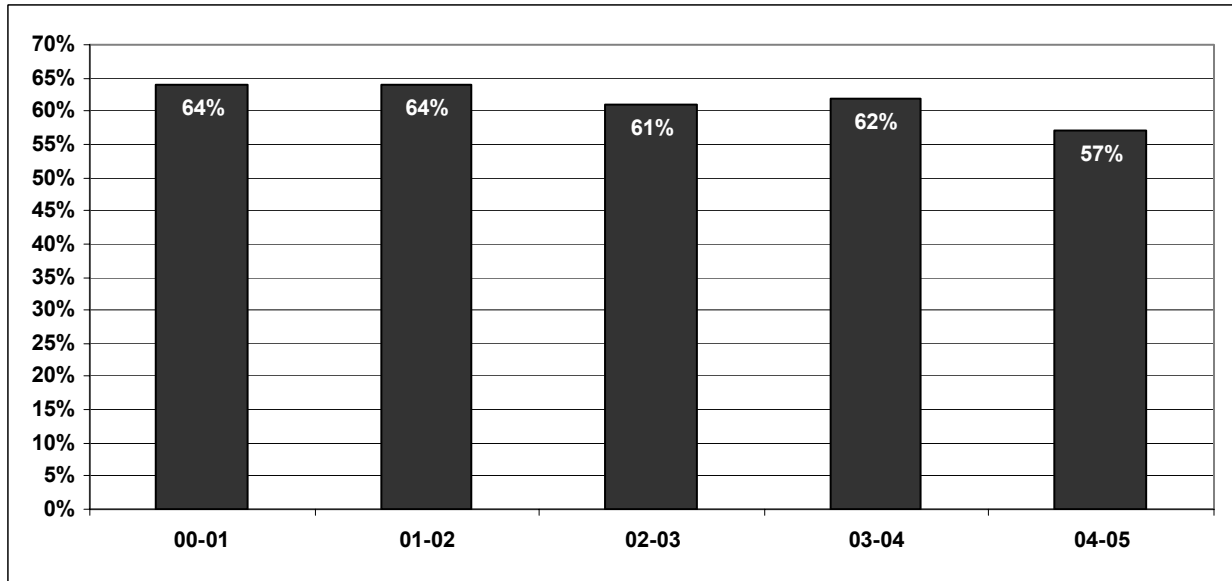
n=   14   14   13   13   14

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ☐ Asian

	00-01	01-02	02-03	04-05	04-05
Asian	7%	7%	8%	8%	14%
African Am, Am. Indian, Latino					7%

n=   14   14   13   13   14

104
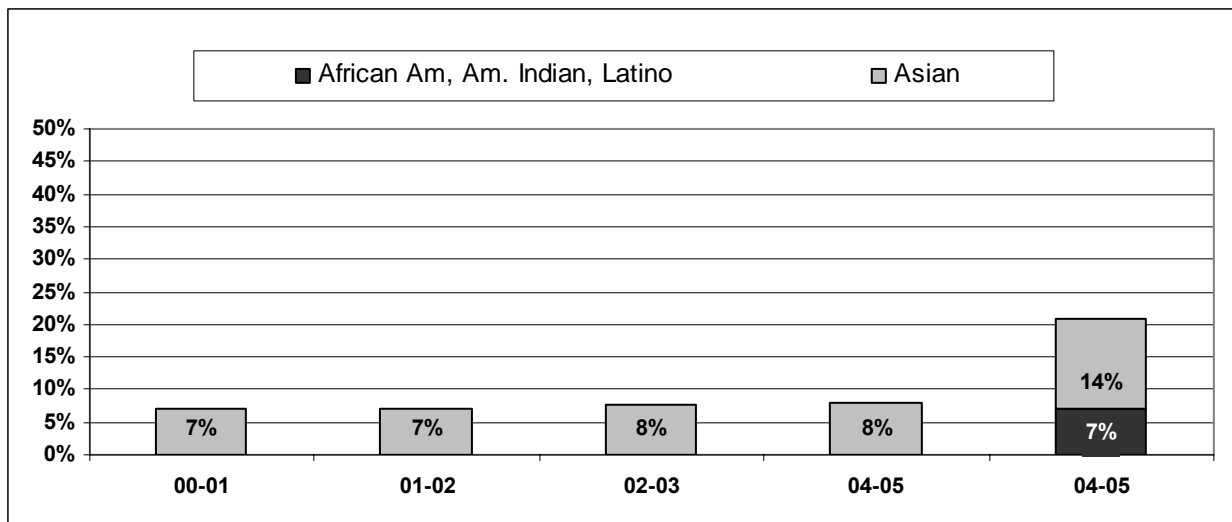
DIVERSITY STATISTICS - REGULAR RANK FACULTY

THE HENRI SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCE

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

2005-2006

TRENDS

THE HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

PERCENT WOMEN
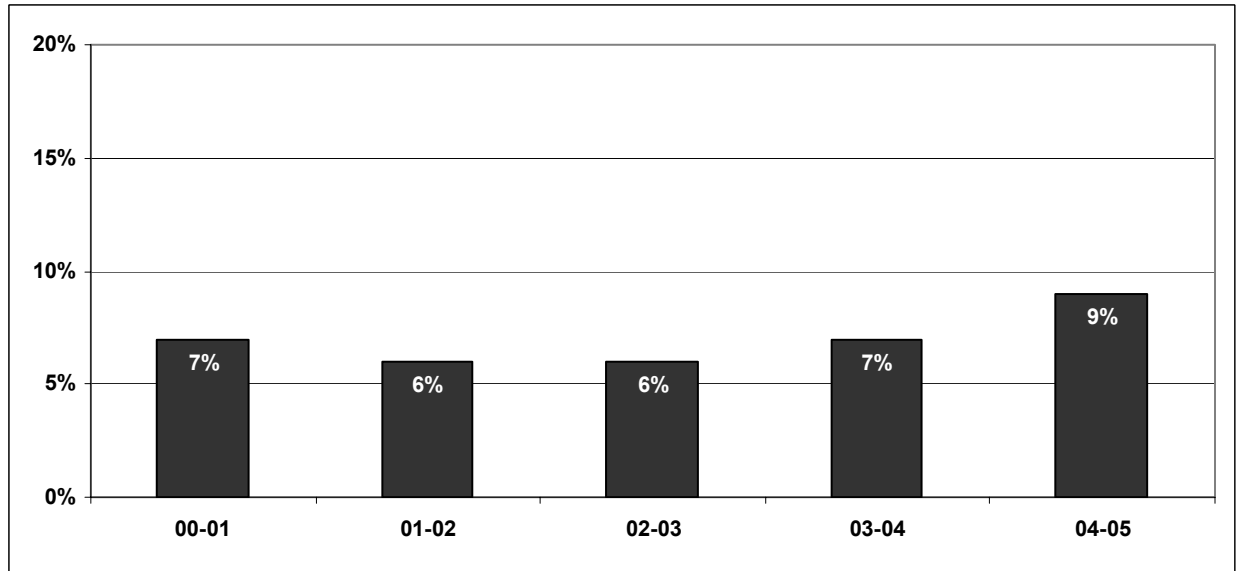
	00-01	01-02	02-03	03-04	04-05
%	7%	6%	6%	7%	9%
n=	132	144	141	144	154

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	37%	38%	38%	37%	36%
African Am, Am. Indian, Latino	3%	2%	2%	2%	2%
n=	132	144	141	144	154

106
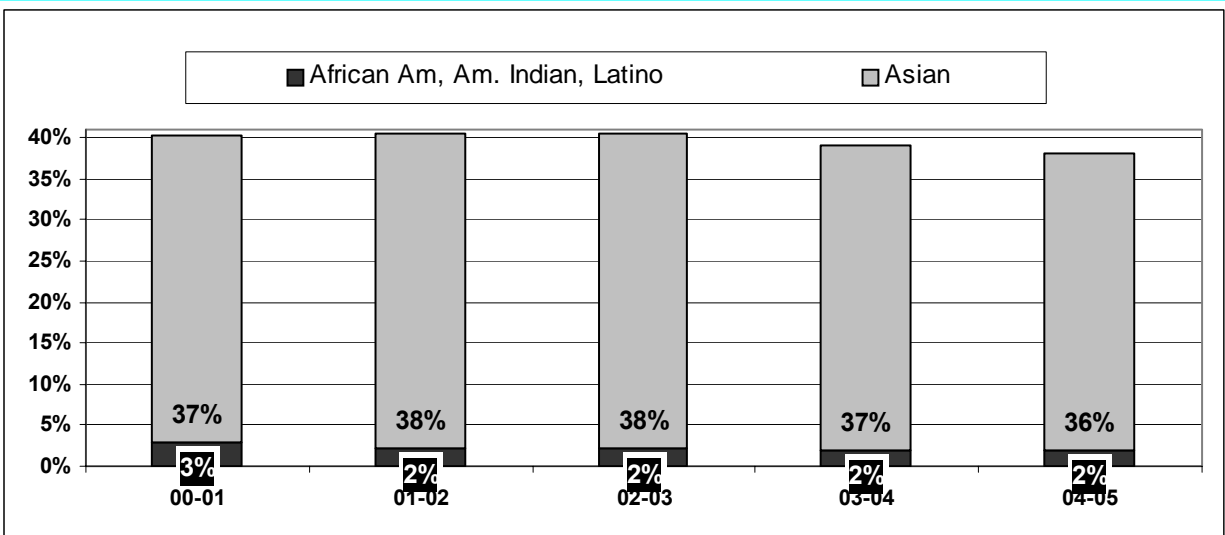
DIVERSITY STATISTICS - REGULAR RANK FACULTY

BIOENGINEERING DEPARTMENT

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

BIOENGINEERING DEPARTMENT

PERCENT WOMEN

	0%	0%
	03-04	04-05

n=   4   6

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	03-04	04-05
	25%	33%

n=   4   6

108

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

PERCENT WOMEN
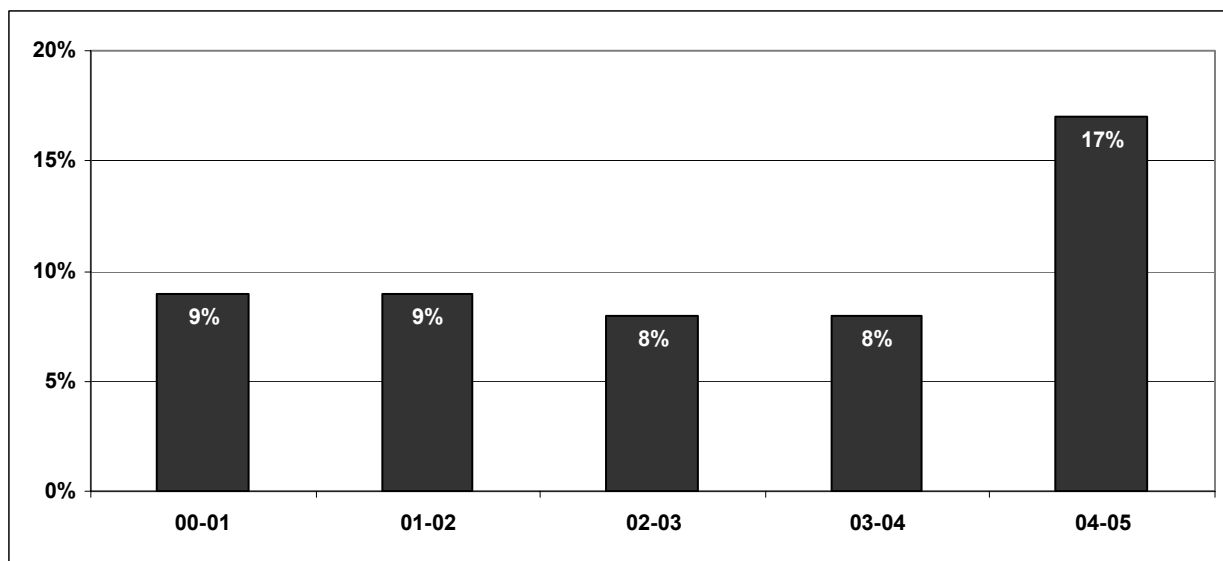
| n= | 11 | 11 | 12 | 12 | 12 |

PERCENT UNDERREPRESENTED MINORITIES
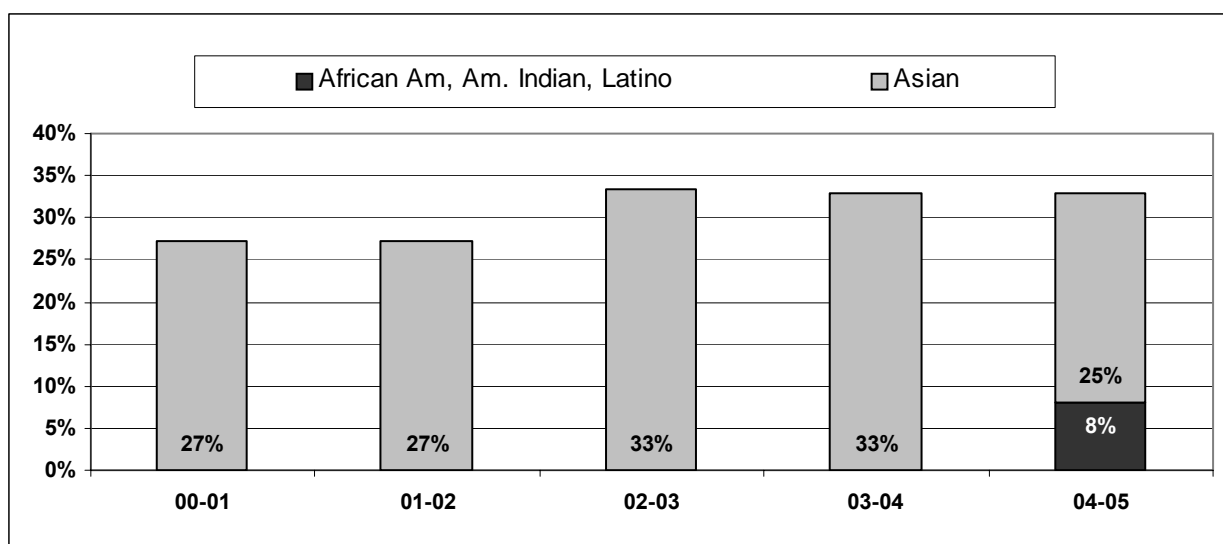
| n= | 11 | 11 | 12 | 12 | 12 |

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

PERCENT WOMEN
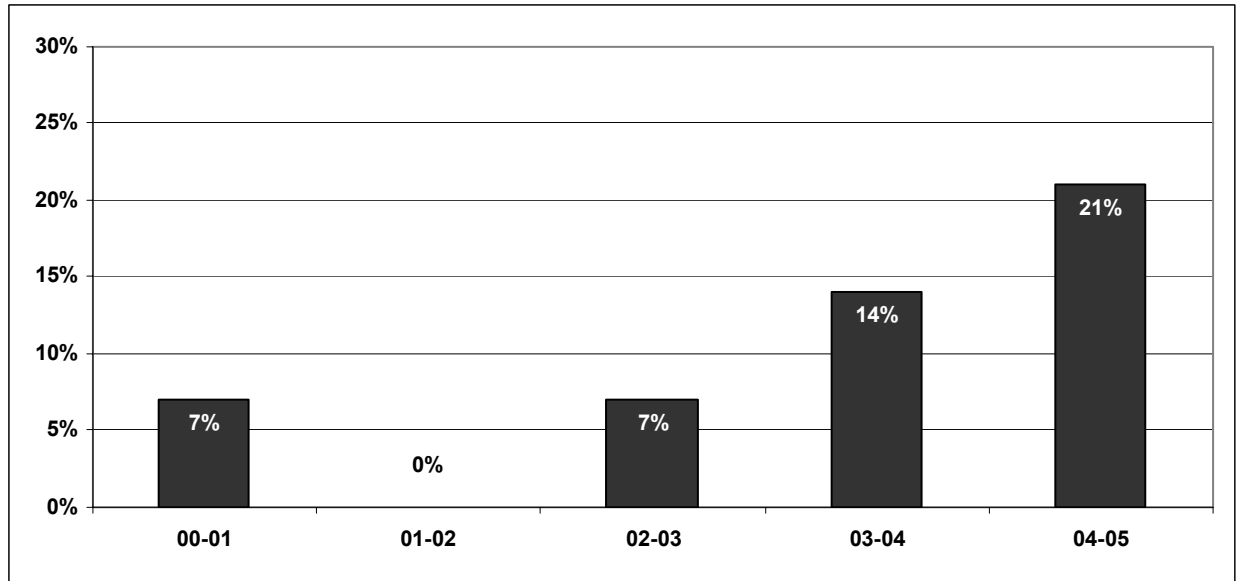
	00-01	01-02	02-03	03-04	04-05
%	7%	0%	7%	14%	21%
n=	14	13	14	14	15

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	14%	23%	21%	21%	27%
n=	14	13	14	14	15

112
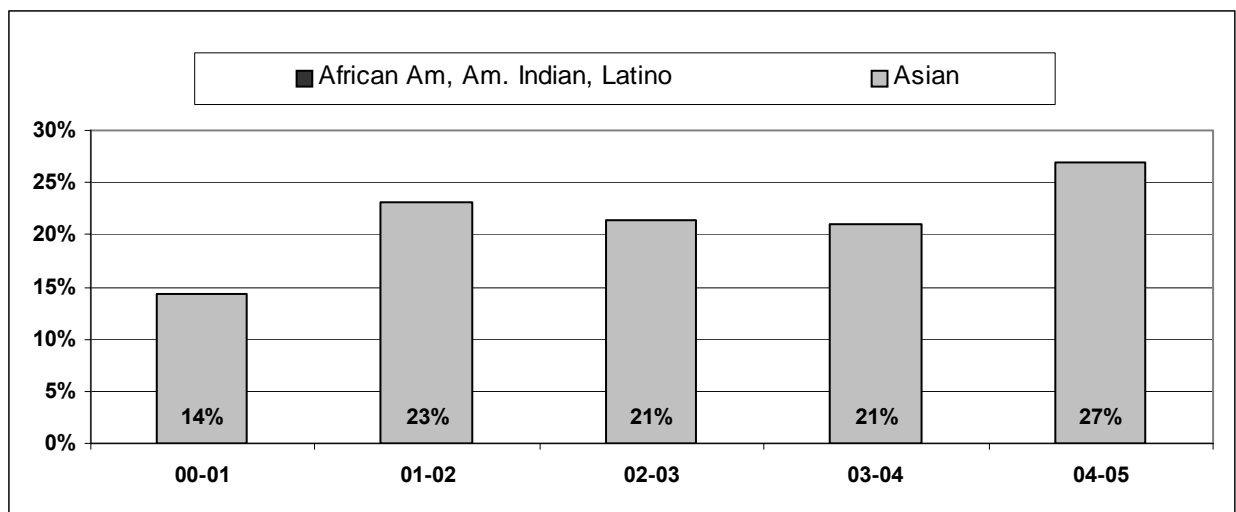
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMPUTER SCIENCE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF COMPUTER SCIENCE

PERCENT WOMEN
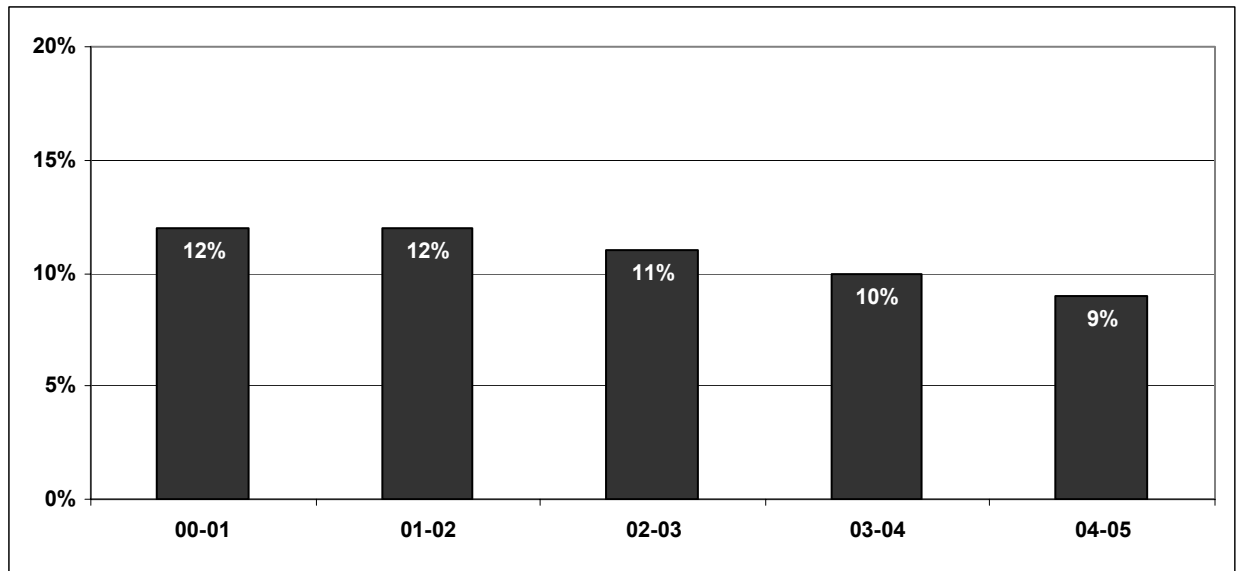
	00-01	01-02	02-03	03-04	04-05
Percent	12%	12%	11%	10%	9%
n=	24	26	28	30	34

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	17%	23%	21%	20%	24%
African Am, Am. Indian, Latino	8%	4%	4%	3%	3%
n=	24	26	28	30	34

114

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ELECTRICAL ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ELECTRICAL ENGINEERING

PERCENT WOMEN
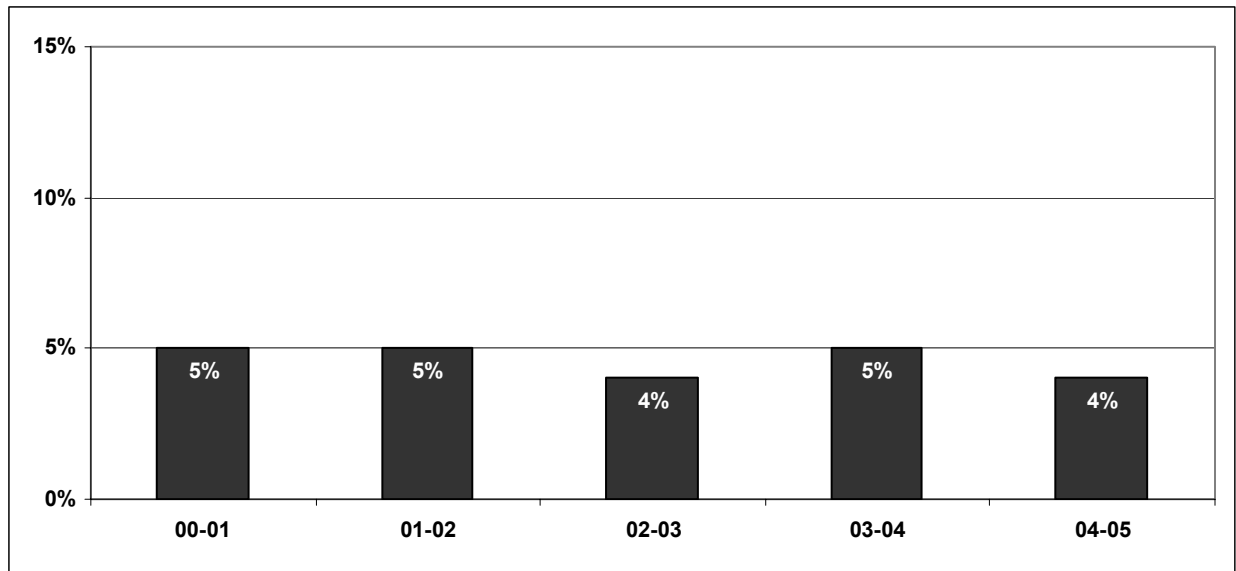
	00-01	01-02	02-03	03-04	04-05
	5%	5%	4%	5%	4%
n=	43	43	45	43	46

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	47%	44%	47%	48%	48%
African Am, Am. Indian, Latino	2%	2%	2%	2%	2%
n=	43	43	45	43	46

116

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

PERCENT WOMEN
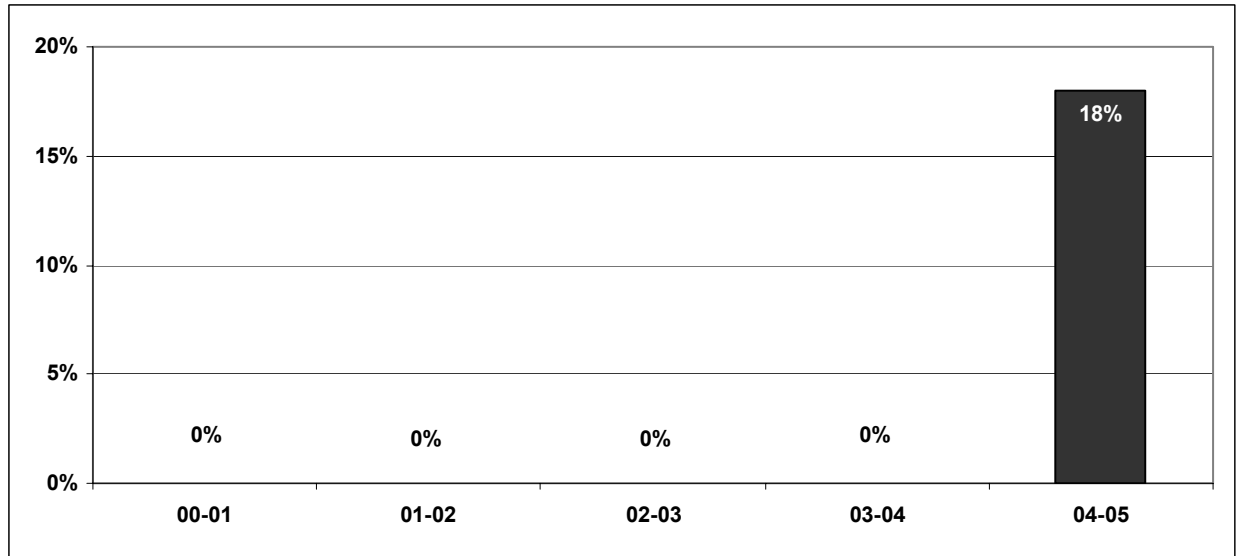
n=	9	9	10	11	11

PERCENT UNDERREPRESENTED MINORITIES

n=	9	9	10	11	11

118

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

2005-2006
TRENDS

DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

PERCENT WOMEN
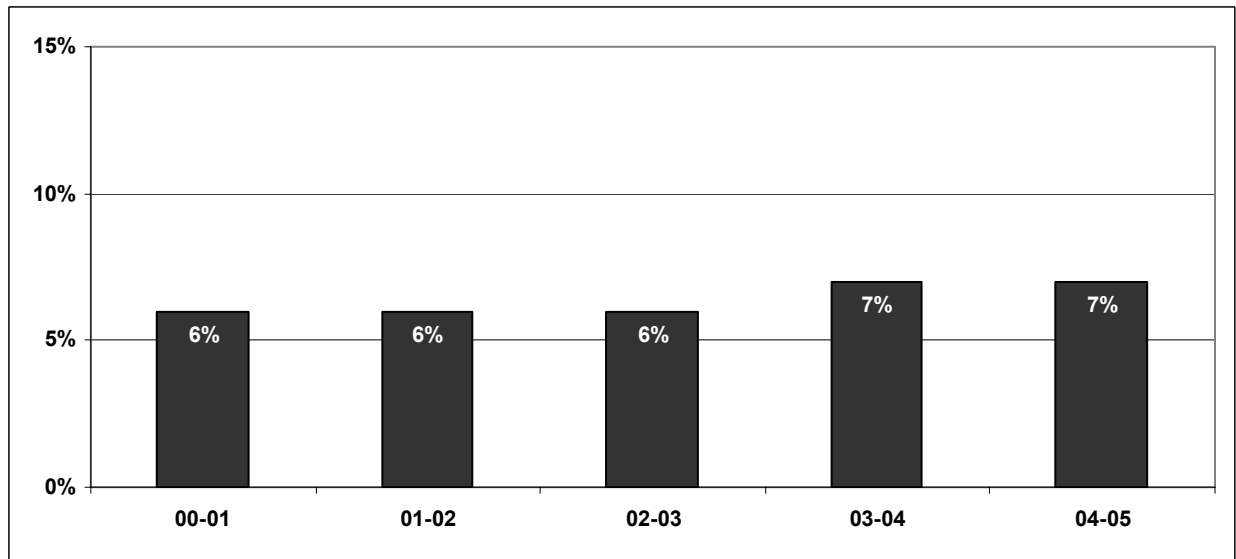
	00-01	01-02	02-03	03-04	04-05
%	6%	6%	6%	7%	7%
n=	31	31	32	30	30

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	45%	45%	44%	43%	40%
African Am, Am. Indian, Latino	3%	3%	3%	3%	3%
n=	31	31	32	30	30

120
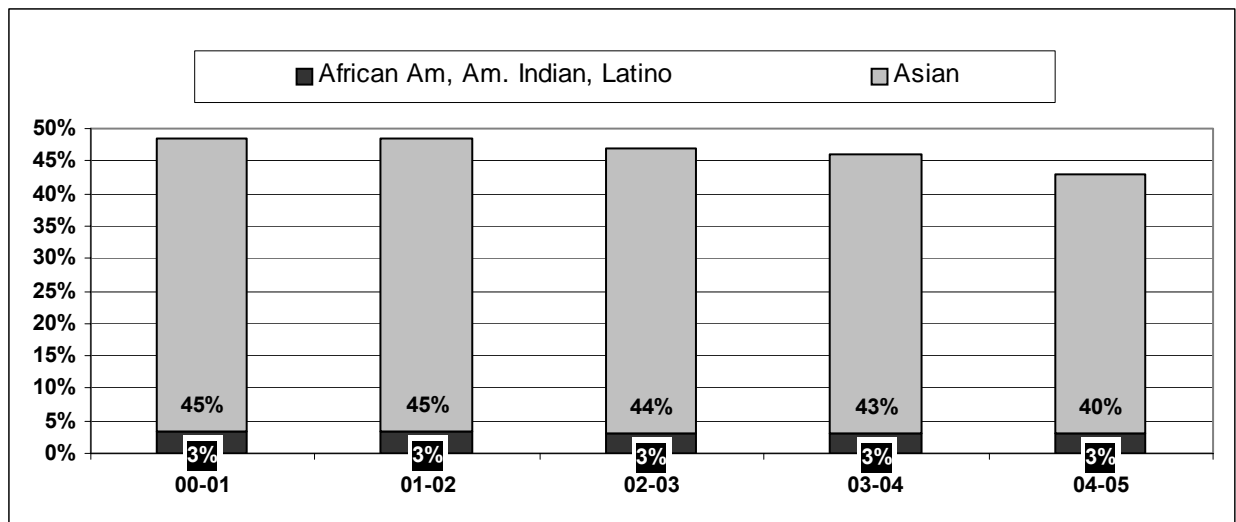
DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF LAW

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

SCHOOL OF LAW

PERCENT WOMEN
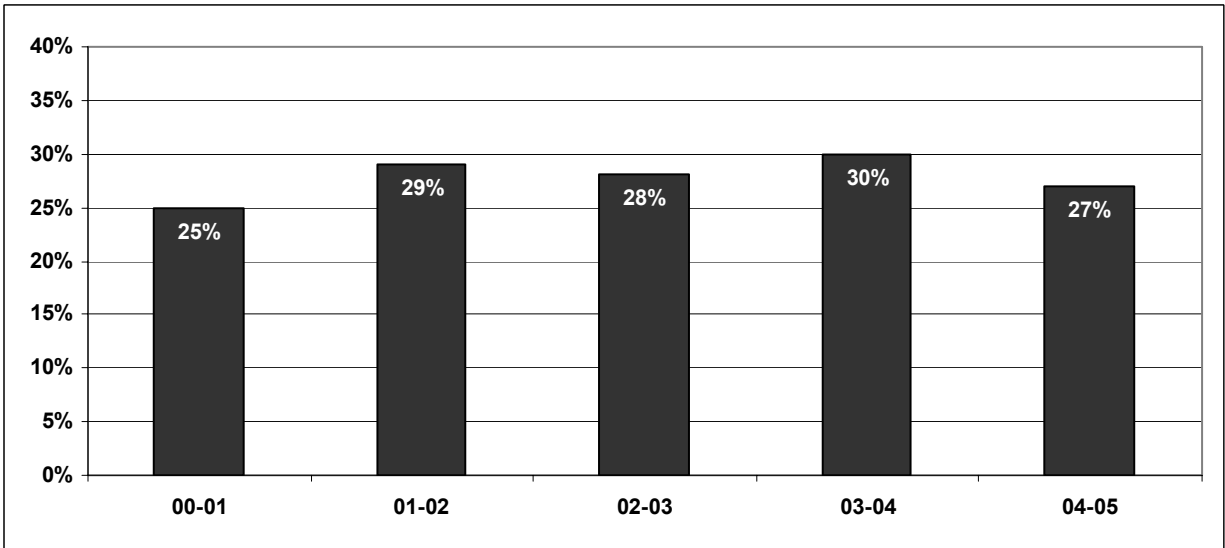
	00-01	01-02	02-03	03-04	04-05
%	25%	29%	28%	30%	27%
n=	57	58	60	60	66

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino ☐ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	4%	3%	2%	4%	3%
African Am, Am. Indian, Latino	11%	7%	8%	8%	9%
n=	57	58	60	60	66

122
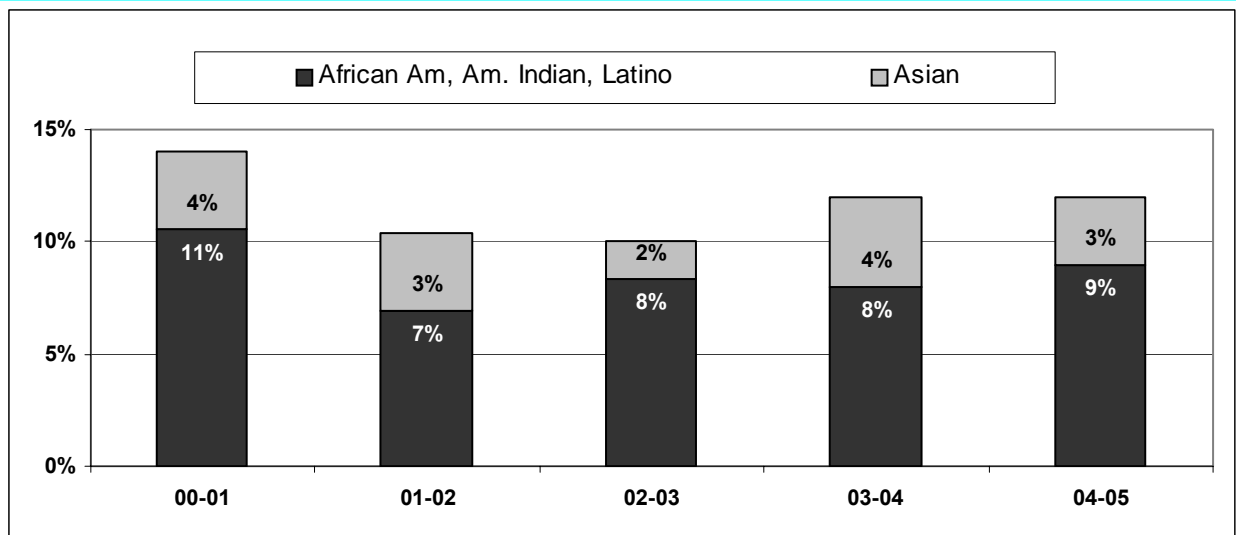
DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF NURSING

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

SCHOOL OF NURSING

PERCENT WOMEN
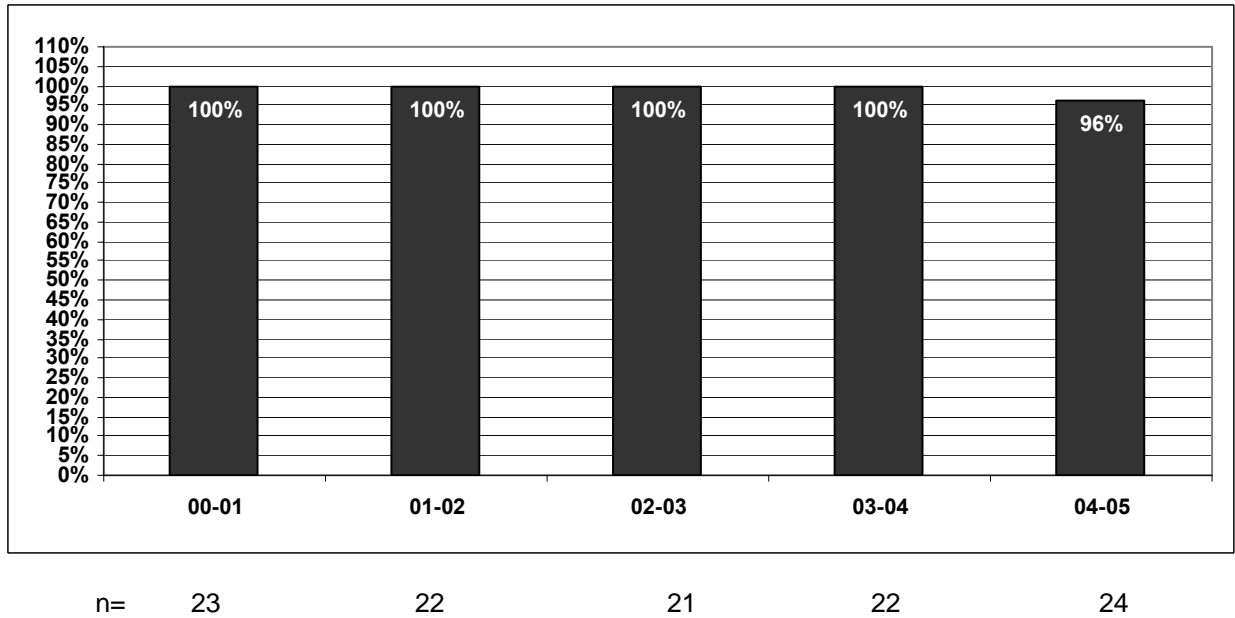
	00-01	01-02	02-03	03-04	04-05
	100%	100%	100%	100%	96%

n=	23	22	21	22	24

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	17%	14%	14%	14%	12%
African Am, Am. Indian, Latino	4%	5%	10%	10%	16%

n=	23	22	21	22	24

124
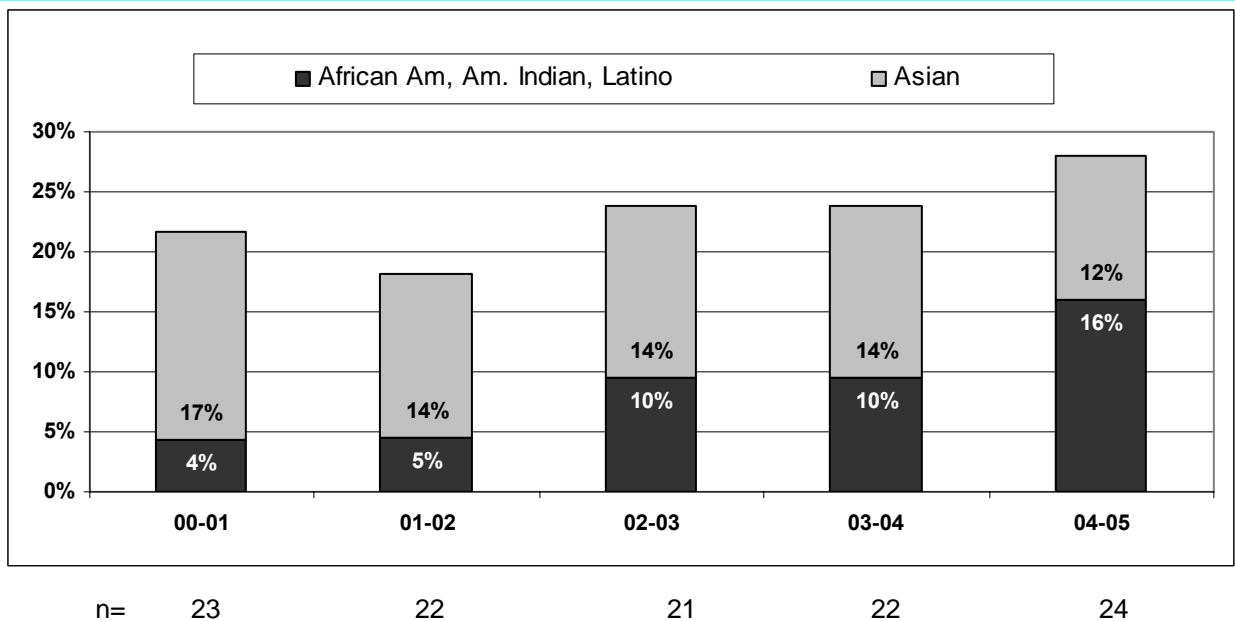
DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF PUBLIC AFFAIRS

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

SCHOOL OF PUBLIC AFFAIRS

PERCENT WOMEN
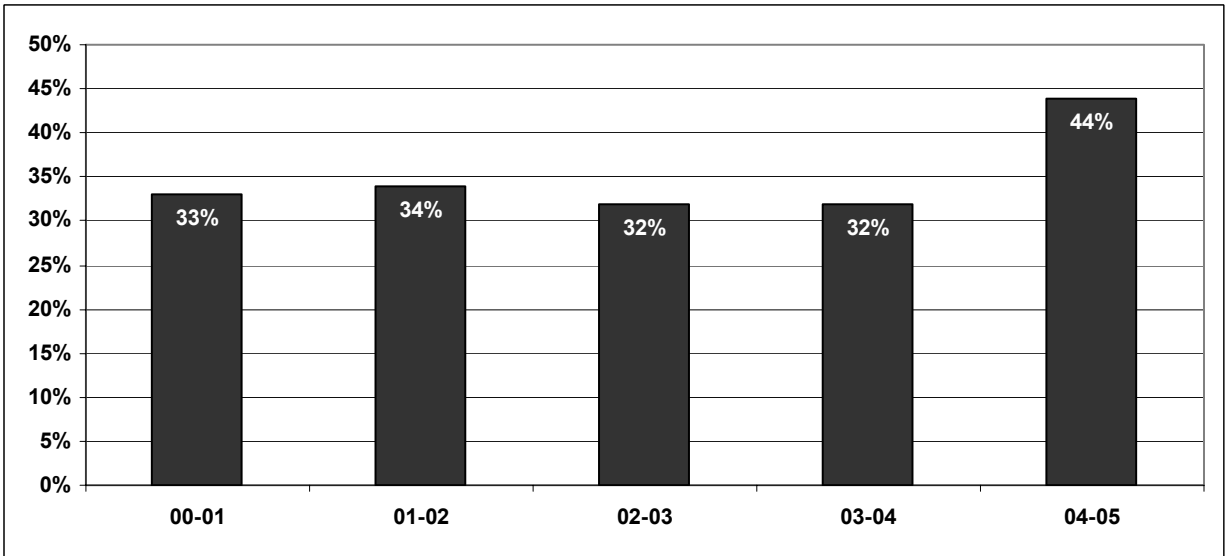
| n= | 46 | 44 | 41 | 38 | 43 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 46 | 44 | 41 | 38 | 43 |

126
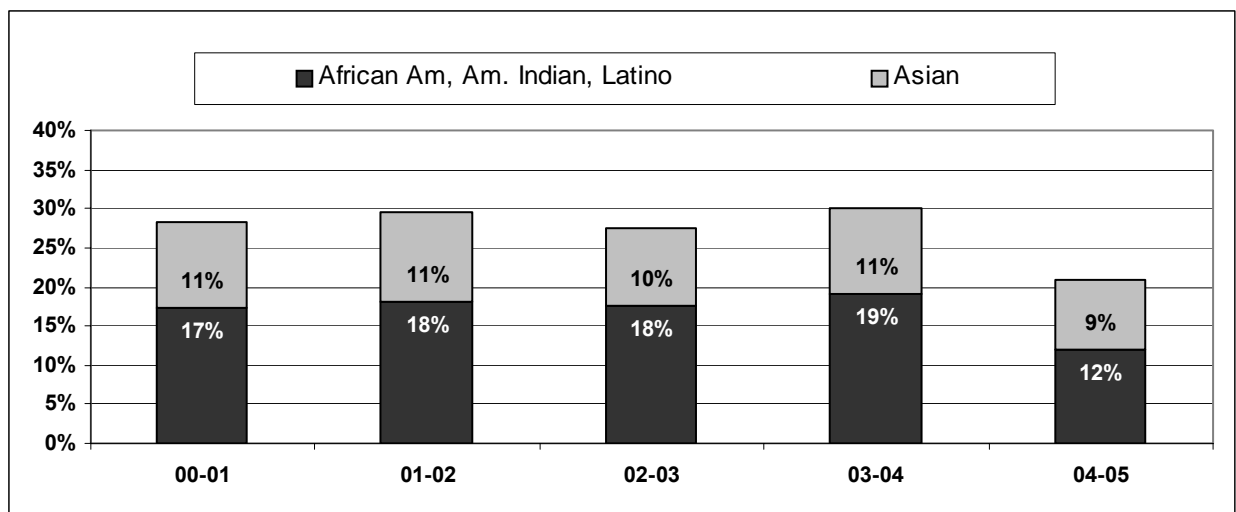
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF PUBLIC POLICY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF PUBLIC POLICY

PERCENT WOMEN
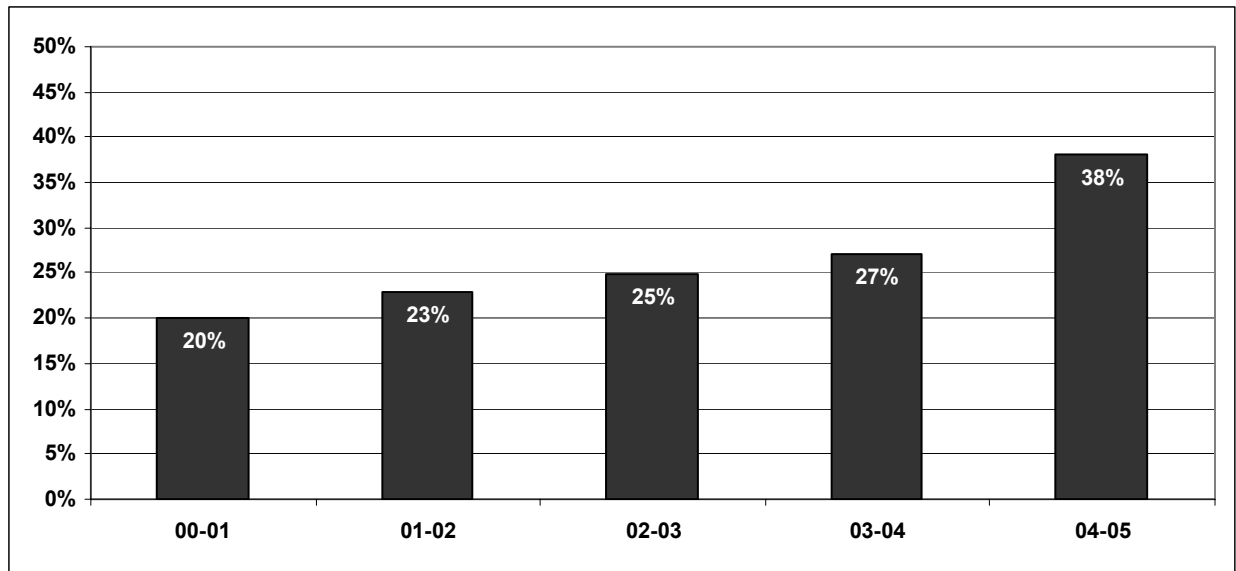
	00-01	01-02	02-03	03-04	04-05
%	20%	23%	25%	27%	38%
n=	15	13	12	11	13

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino　□ Asian

	00-01	01-02	02-03	03-04	04-05
%	7%	8%	8%	9%	8%
n=	15	13	12	11	13

128
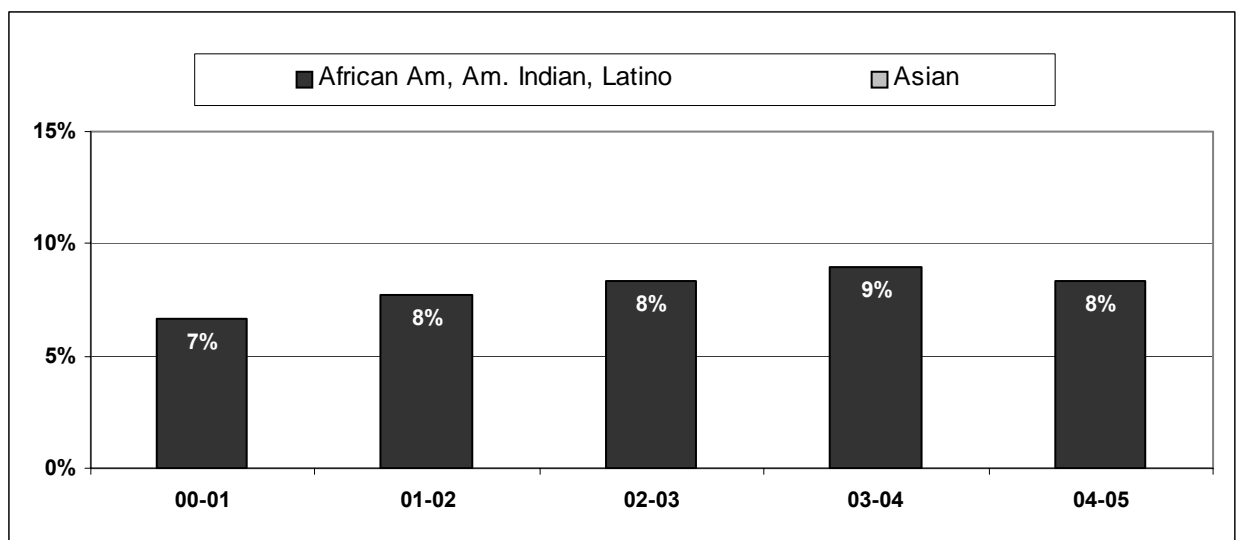
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF SOCIAL WELFARE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF SOCIAL WELFARE

PERCENT WOMEN
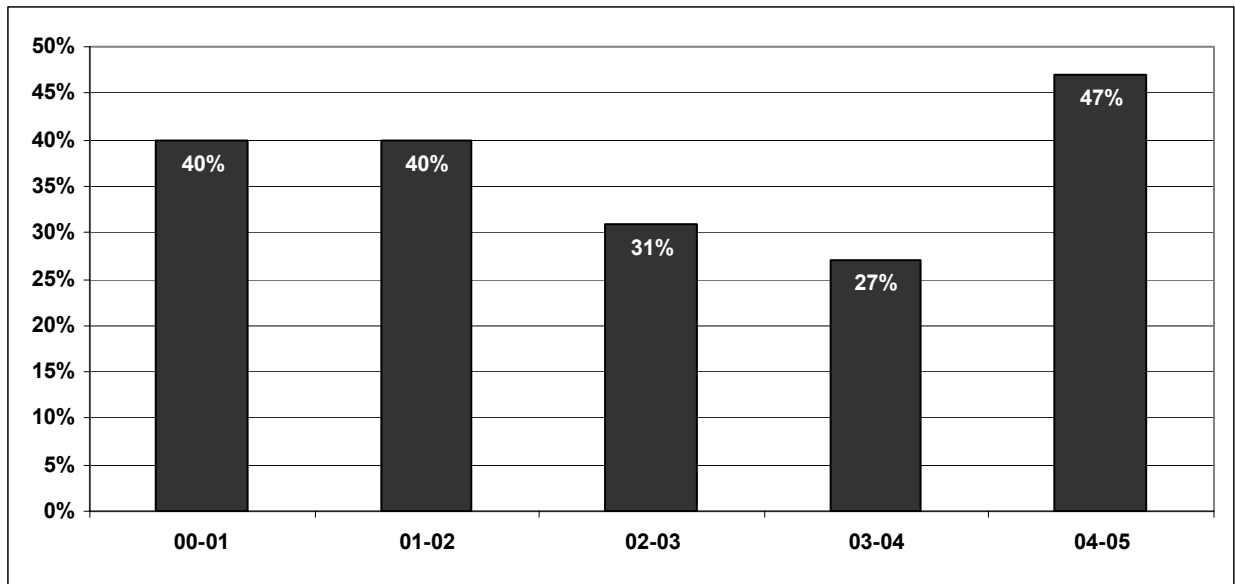
| n= | 15 | 15 | 13 | 11 | 15 |

PERCENT UNDERREPRESENTED MINORITIES

| n= | 15 | 15 | 13 | 11 | 15 |

130
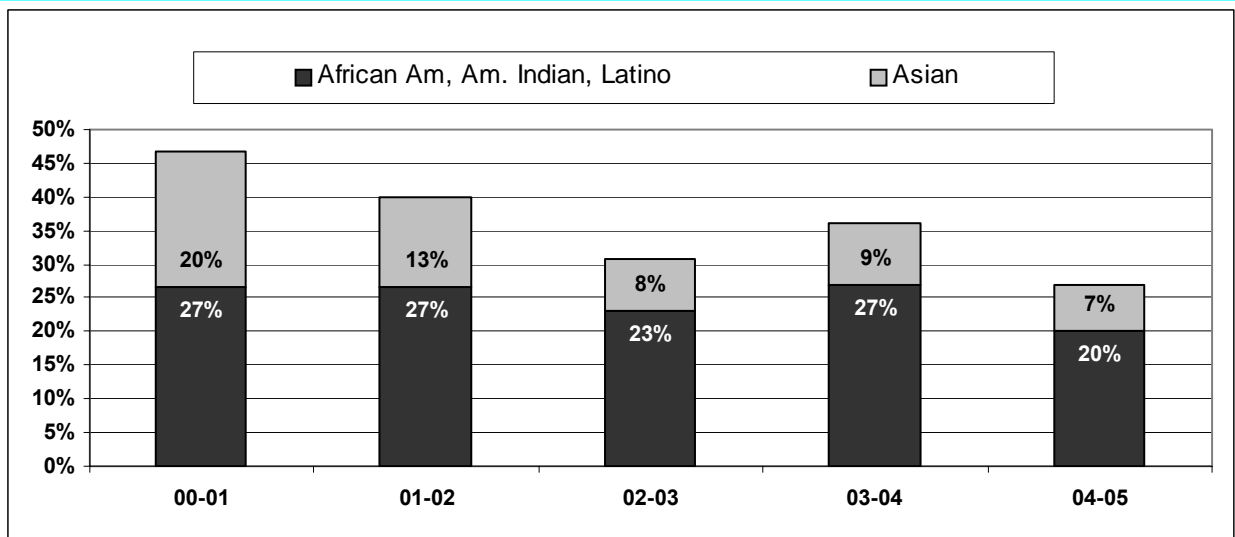
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF URBAN PLANNING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF URBAN PLANNING

PERCENT WOMEN
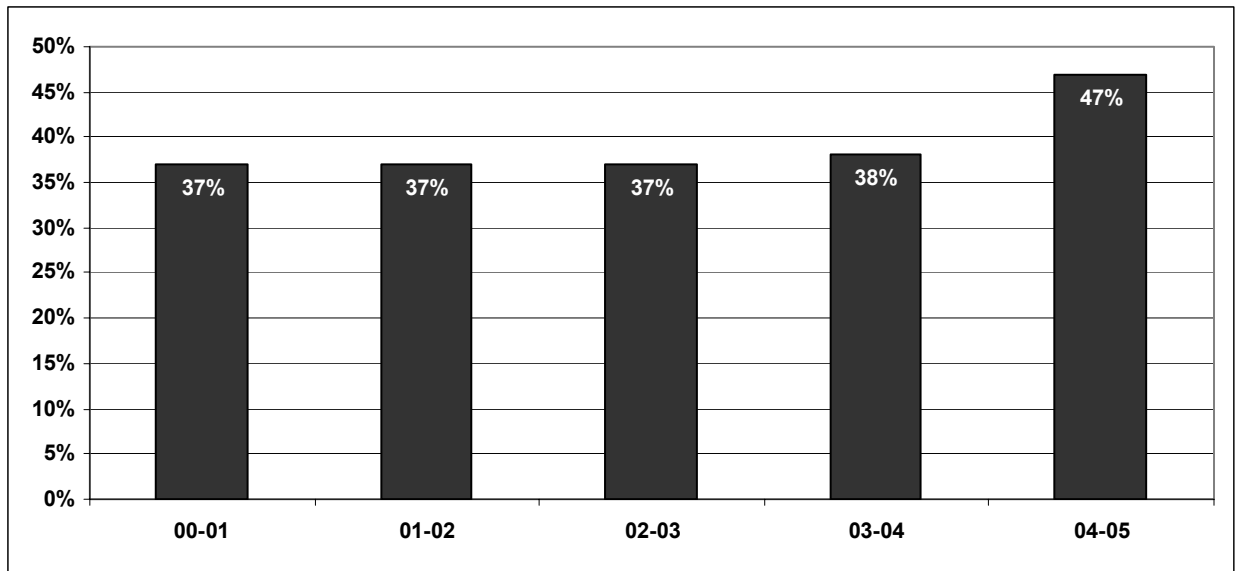
	00-01	01-02	02-03	03-04	04-05
	37%	37%	37%	38%	47%
n=	16	16	16	16	15

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	13%	19%	20%	19%	20%
African Am, Am. Indian, Latino	19%	19%	20%	19%	7%
n=	16	16	16	16	15

132
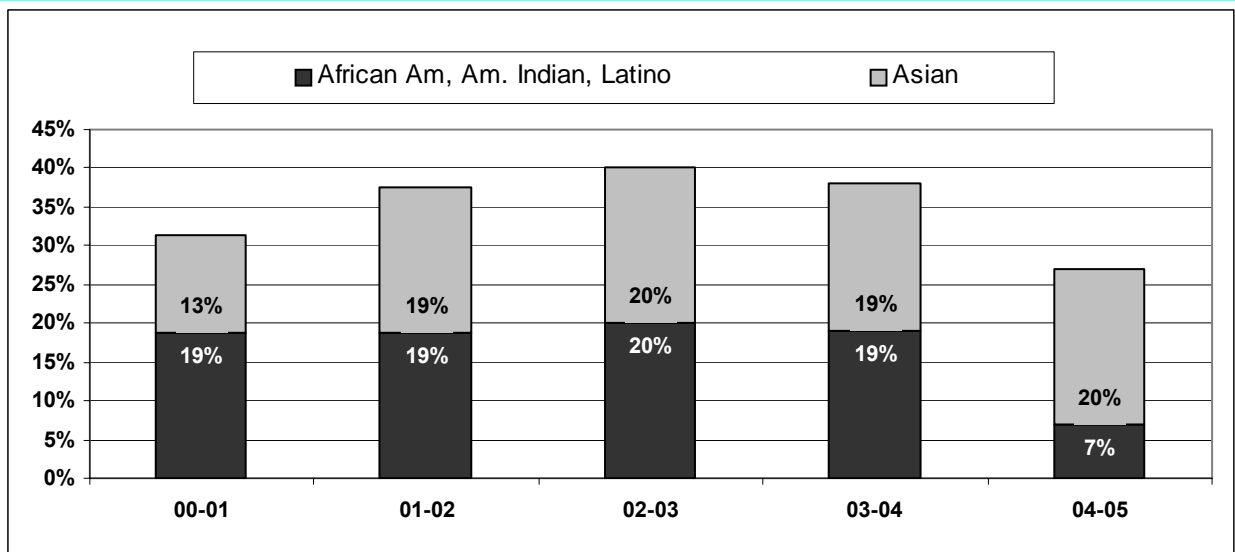
DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF PUBLIC HEALTH

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

SCHOOL OF PUBLIC HEALTH

PERCENT WOMEN
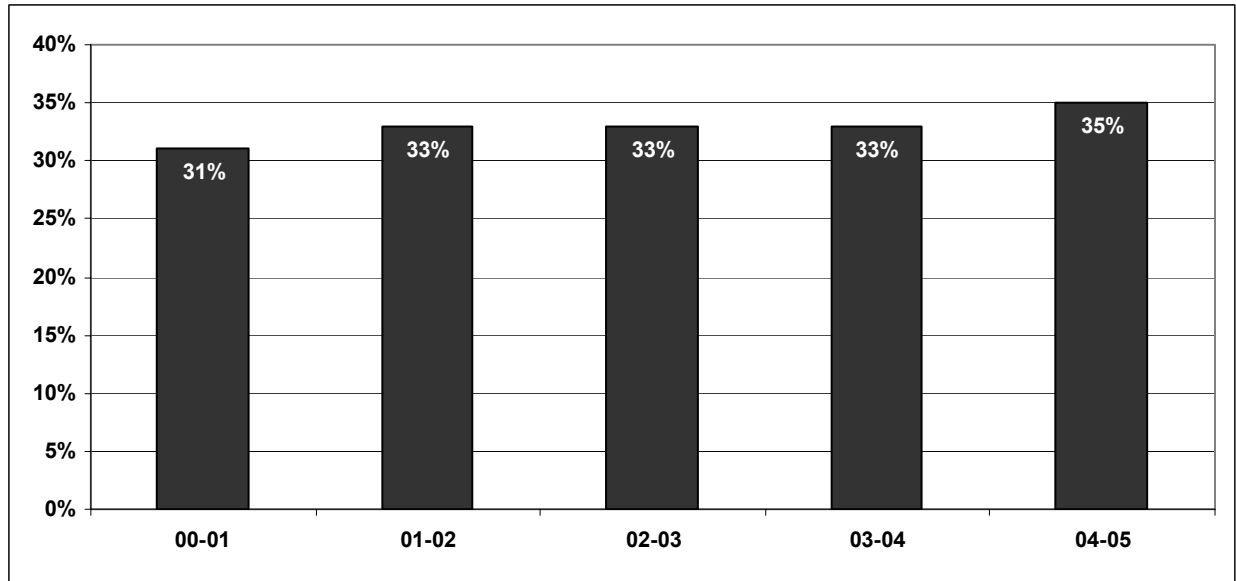
	00-01	01-02	02-03	03-04	04-05
%	31%	33%	33%	33%	35%
n=	54	55	54	55	58

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino ☐ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	13%	13%	13%	13%	14%
African Am, Am. Indian, Latino	2%	2%	2%	2%	7%
n=	54	55	54	55	58

134
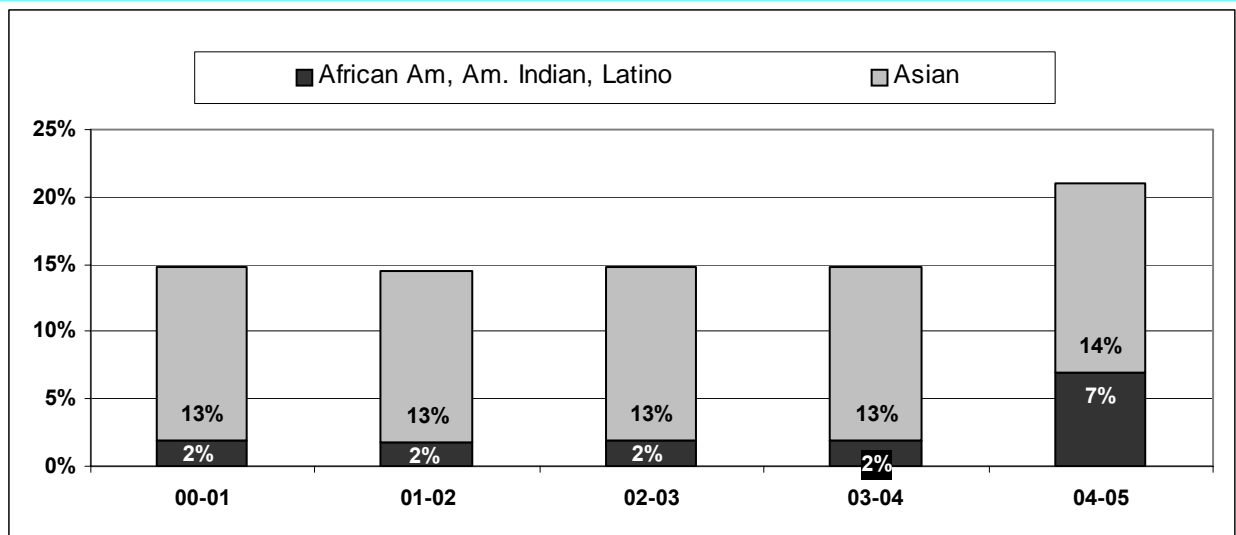
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF BIOSTATISTICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF BIOSTATISTICS

PERCENT WOMEN

Year	Percent
00-01	12%
01-02	12%
02-03	12%
03-04	13%
04-05	13%

n=   8   8   8   8   8

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   ▢ Asian

Year	Percent
00-01	25%
01-02	25%
02-03	25%
03-04	25%
04-05	25%

n=   8   8   8   8   8

136

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF COMMUNITY HEALTH SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF COMMUNITY HEALTH SCIENCES

PERCENT WOMEN

	00-01	01-02	02-03	03-04	04-05
	61%	61%	61%	61%	61%
n=	18	18	18	18	18

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian

	00-01	01-02	02-03	03-04	04-05
	17%	17%	17%	17%	22%
n=	18	18	18	18	18

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

PERCENT WOMEN
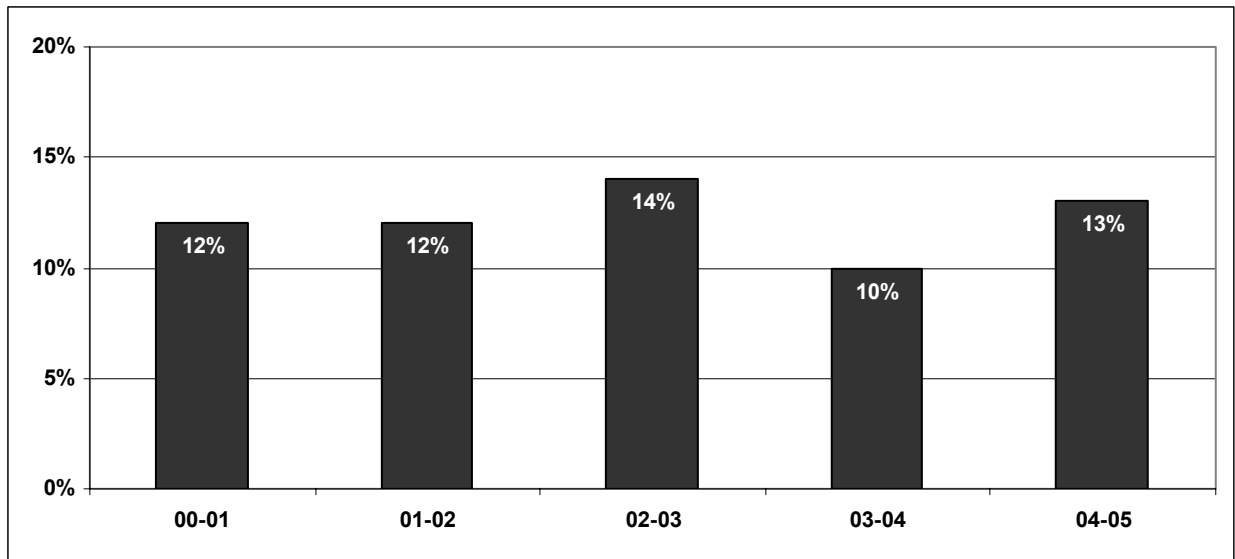
	00-01	01-02	02-03	03-04	04-05
%	12%	12%	14%	10%	13%
n=	8	8	7	10	8

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino   □ Asian
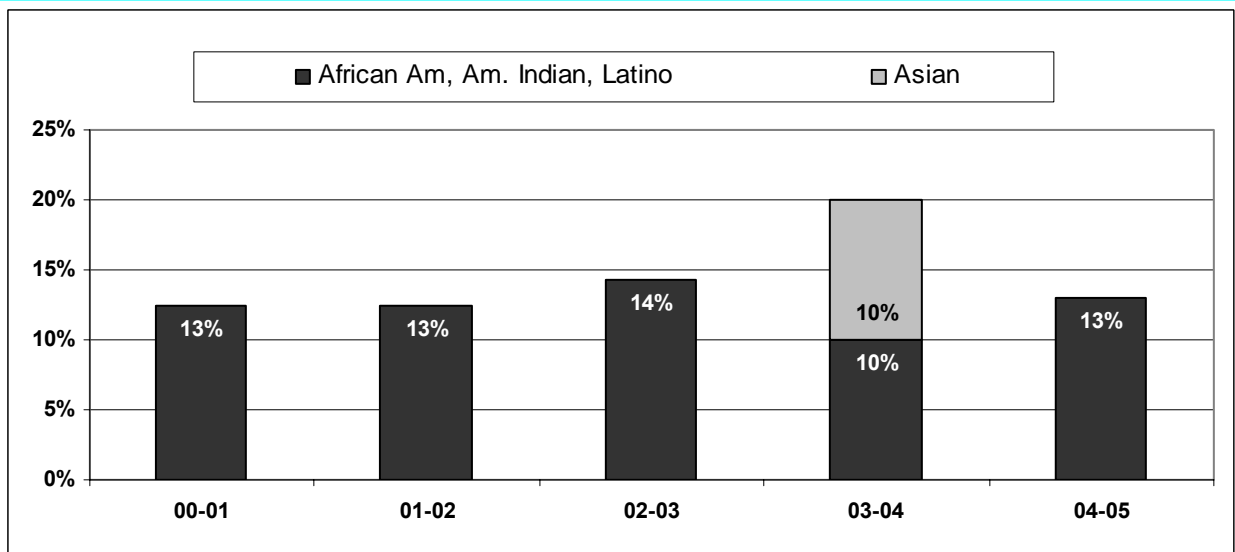
	00-01	01-02	02-03	03-04	04-05
Asian				10%	
African Am, Am. Indian, Latino	13%	13%	14%	10%	13%
n=	8	8	7	10	8

DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF EPIDEMIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF EPIDEMIOLOGY

PERCENT WOMEN
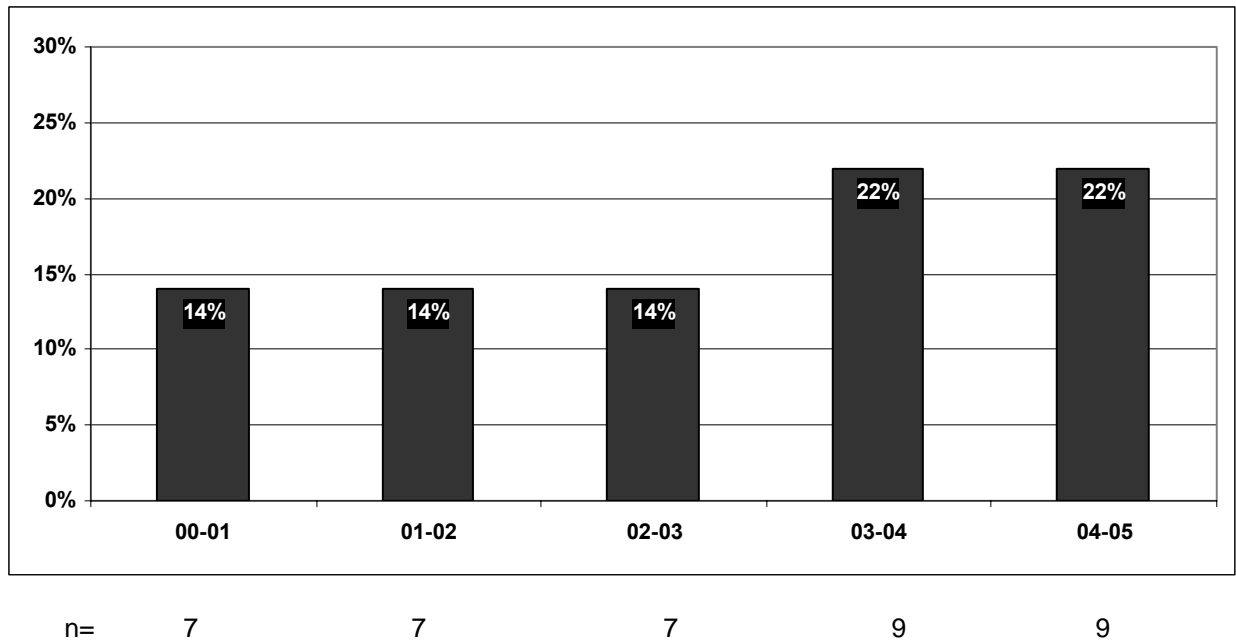
	00-01	01-02	02-03	03-04	04-05
	14%	14%	14%	22%	22%
n=	7	7	7	9	9

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino　　　□ Asian

	00-01	01-02	02-03	03-04	04-05
	14%	14%	14%	11%	22%
n=	7	7	7	9	9

142
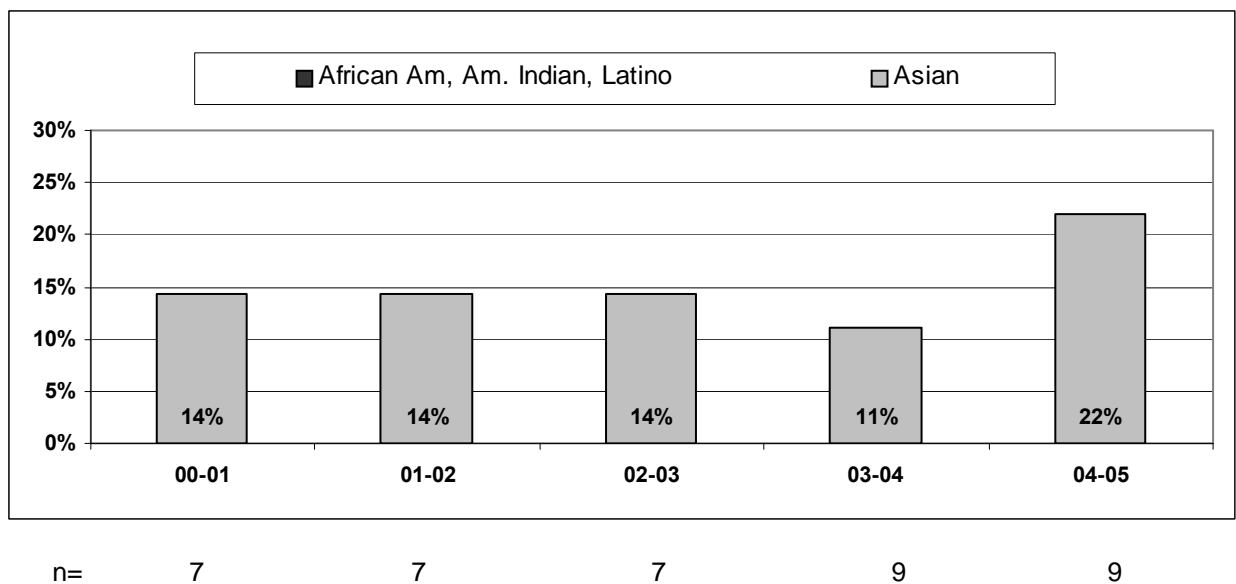
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF HEALTH SERVICES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF HEALTH SERVICES

PERCENT WOMEN

50%		
45%		
40%		
35%		33% 33% 33%
30%		30%
25%	25%	
20%		
15%		
10%		
5%		
0%		
	00-01 01-02 02-03 03-04 04-05	
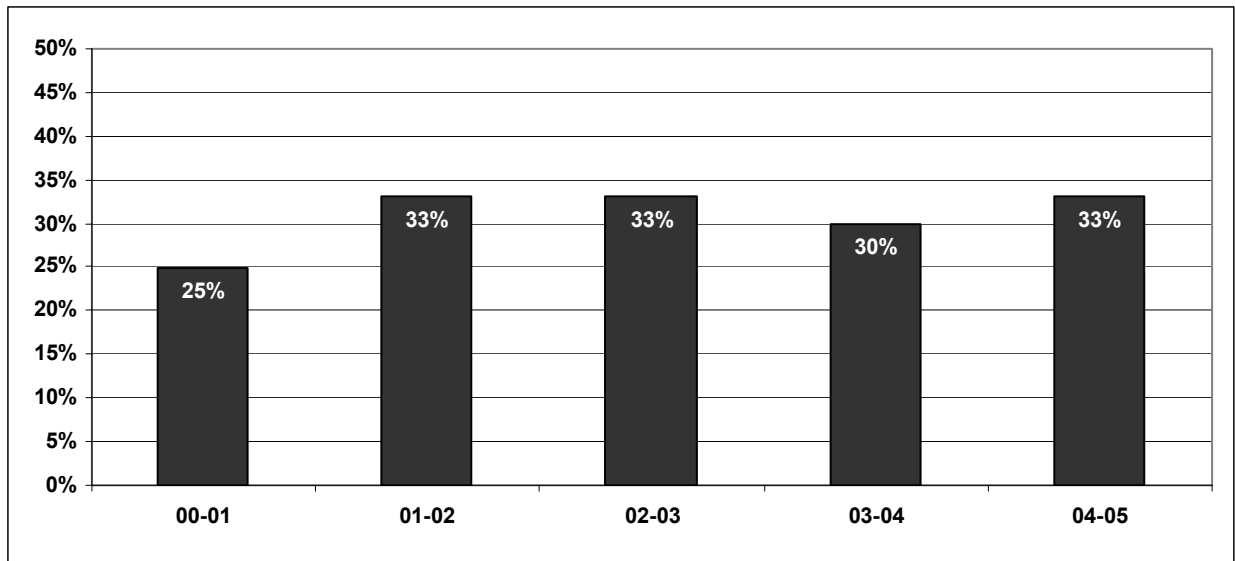
n=   8   9   9   10   15

PERCENT UNDERREPRESENTED MINORITIES

■ African Am, Am. Indian, Latino   ☐ Asian

30%	
25%	
20%	20%
15%	
10%	
5%	
0%	0% 0% 0% 0%
	00-01 01-02 02-03 03-04 04-05

n=   8   9   9   10   15

144
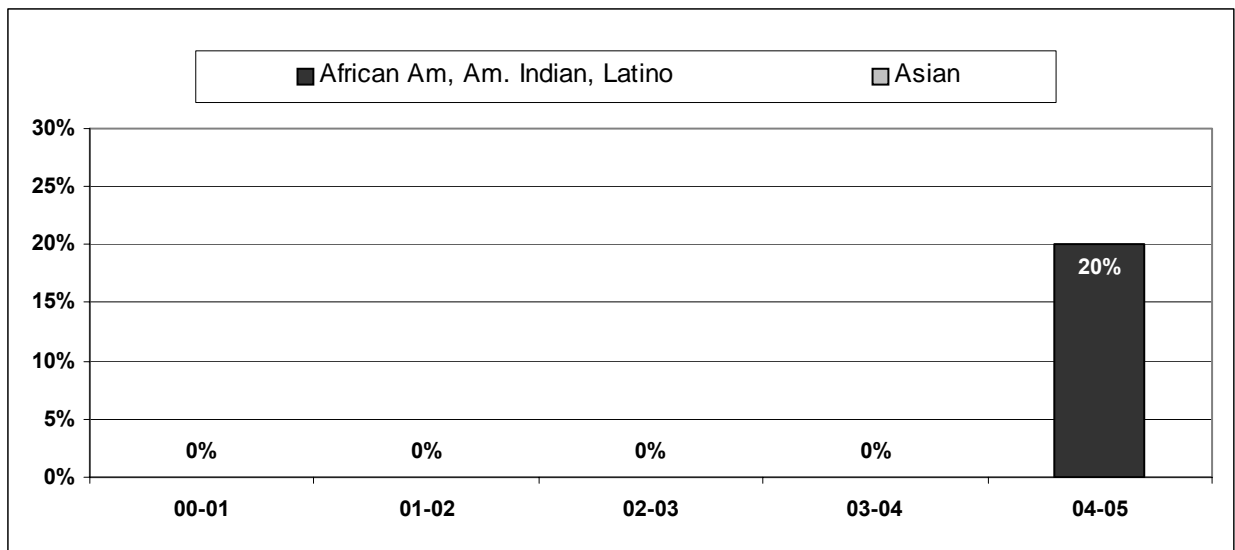
DIVERSITY STATISTICS - REGULAR RANK FACULTY

SCHOOL OF THEATER, FILM & TELEVISION

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

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

SCHOOL OF THEATER, FILM AND TELEVISION

PERCENT WOMEN
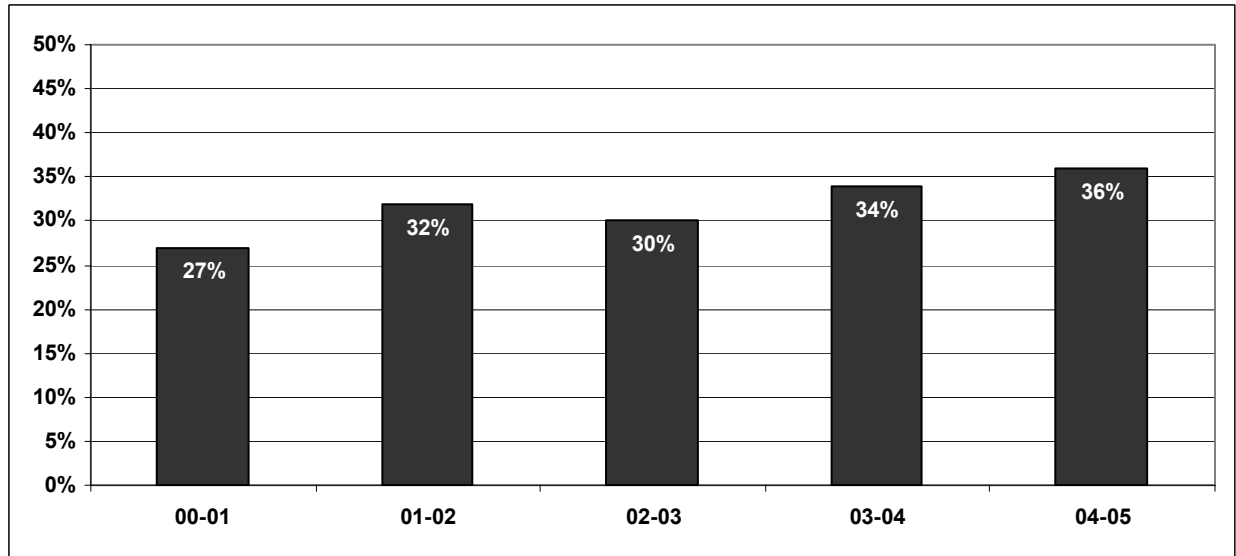
	00-01	01-02	02-03	03-04	04-05
	27%	32%	30%	34%	36%
n=	40	37	37	41	39

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino ☐ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	3%	3%	3%	4%	3%
African Am, Am. Indian, Latino	20%	22%	19%	16%	18%
n=	40	37	37	41	39

146
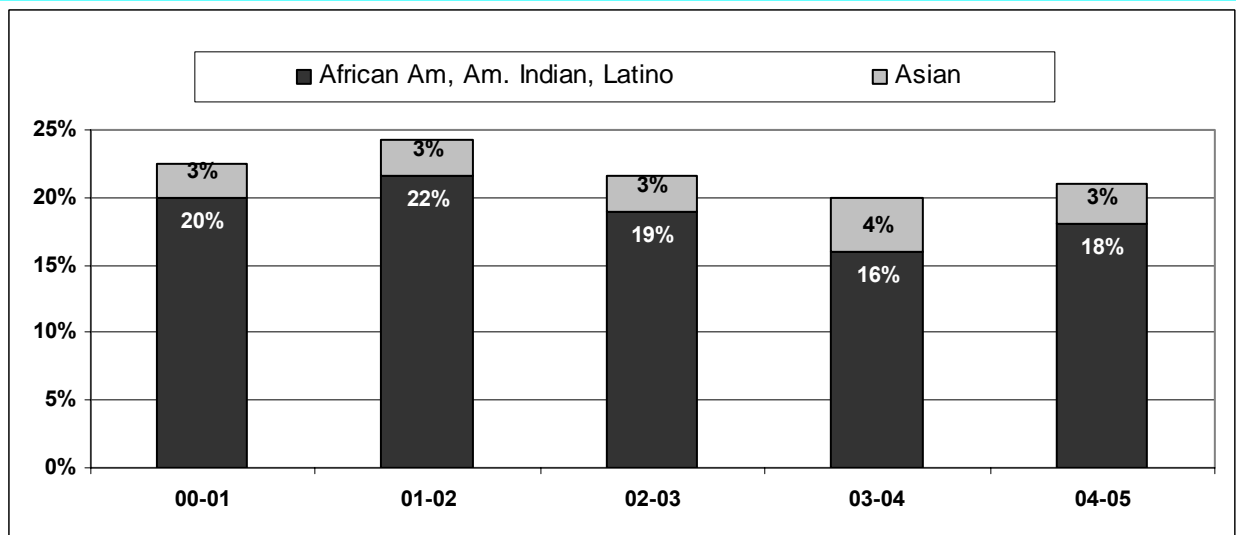
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

PERCENT WOMEN
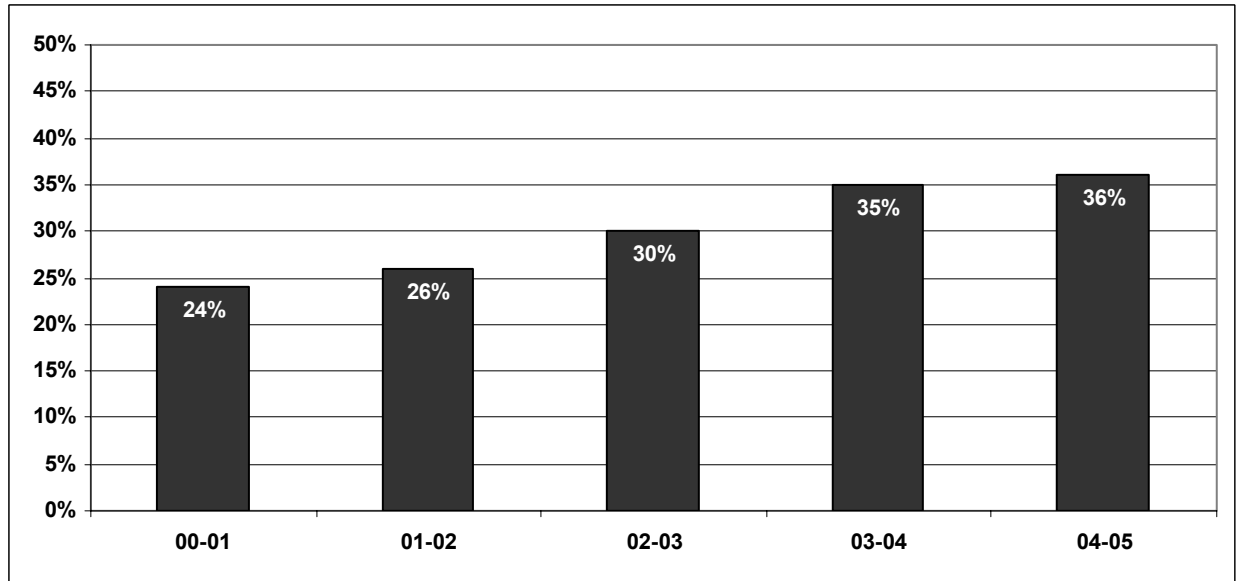
	00-01	01-02	02-03	03-04	04-05
	24%	26%	30%	35%	36%
n=	21	19	20	22	22

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

	00-01	01-02	02-03	03-04	04-05
Asian	5%	5%	5%	4%	
African Am, Am. Indian, Latino	19%	21%	20%	17%	18%
n=	21	19	20	22	22

148
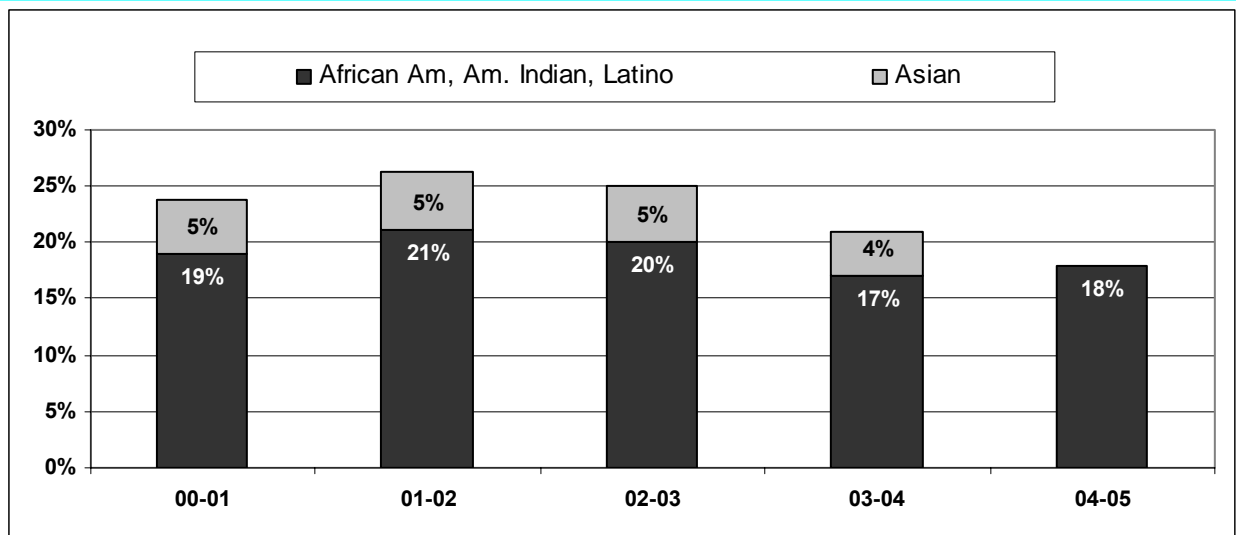
DIVERSITY STATISTICS - REGULAR RANK FACULTY

DEPARTMENT OF THEATER

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

TRENDS

DEPARTMENT OF THEATER

PERCENT WOMEN

Chart (PERCENT WOMEN):
- 00-01: 32%
- 01-02: 39%
- 02-03: 29%
- 03-04: 33%
- 04-05: 35%
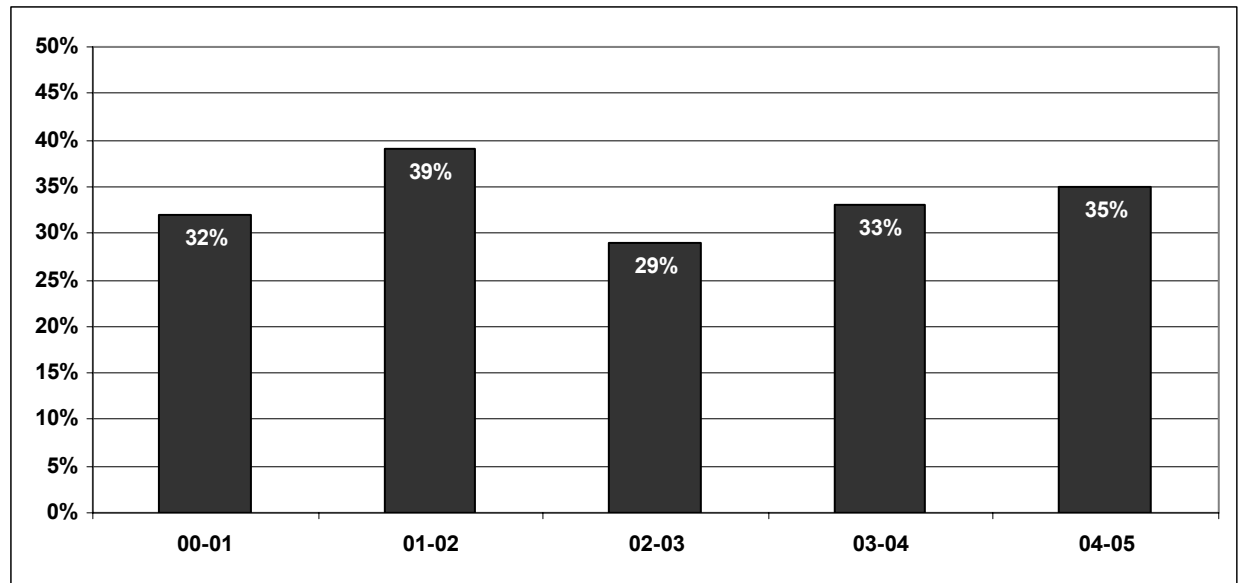
n= 19 18 17 18 17

PERCENT UNDERREPRESENTED MINORITIES

Legend: ■ African Am, Am. Indian, Latino □ Asian

Chart (PERCENT UNDERREPRESENTED MINORITIES):
- 00-01: 21%
- 01-02: 22%
- 02-03: 18%
- 03-04: 18% / Asian 6%
- 04-05: 18% / Asian 6%

n= 19 18 17 18 17

150
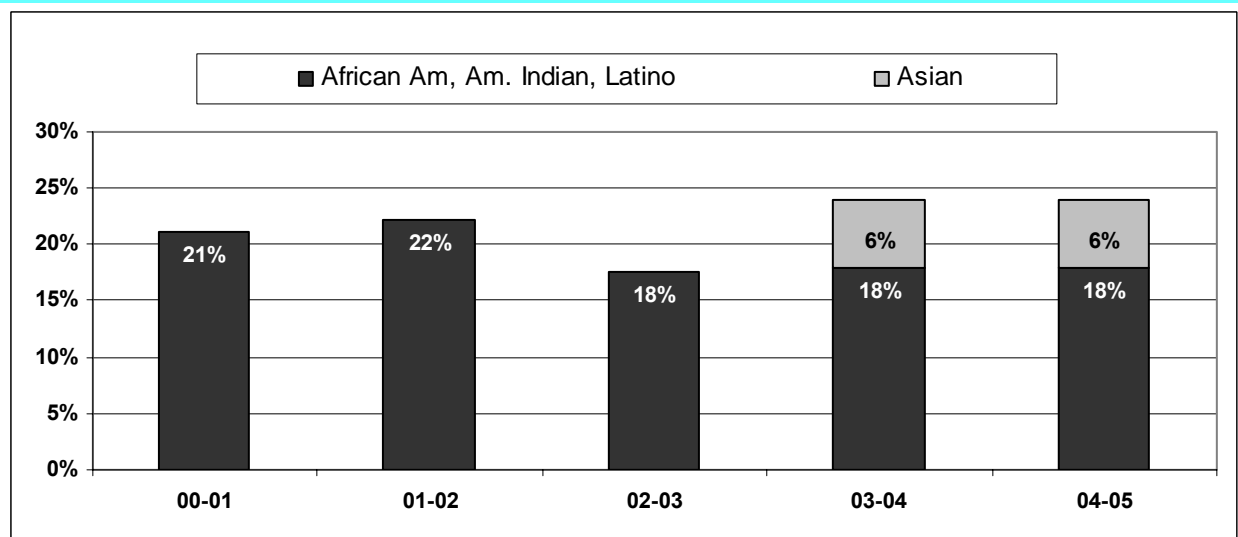
APPENDIX A

ESTIMATES OF ACADEMIC AVAILABILITY

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

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

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

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

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

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

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

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