Note:

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 Ladder Faculty

2006-2007

UNIVERSITY OF CALIFORNIA
DIVERSITY STATEMENT

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

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

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

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

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

Endorsed by
Norm Abrams
Acting Chancellor

INTRODUCTION TO UCLA FACULTY DIVERSITY STATISTICS, 2006-2007

Diversity Statistics is published annually. This monograph provides a snapshot of the regular rank faculty with respect to gender, race, and ethnicity in the schools, divisions, and departments on the UCLA campus . These data reflect all appointments, departures, and promotions on the UCLA payroll and were reviewed by the schools and divisions as of October 1, 2006.

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

Presentation of Data

The data presented are by academic department. Other structures such as centers, interdisciplinary programs (IDPs), or institutes are not included here. Most faculty are represented in home departments; however, many faculty may have a portion of their FTE attached to institutes or IDPs. In this volume split appointments are represented so that the departmental data reflect the portion of the faculty FTE attached to the departments. For that reason, many departmental totals reflect partial FTEs (full time equivalents).

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

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

We hope you find this monograph a useful resource.

Rosina M. Becerra
Associate Vice Chancellor
Office for Faculty Diversity

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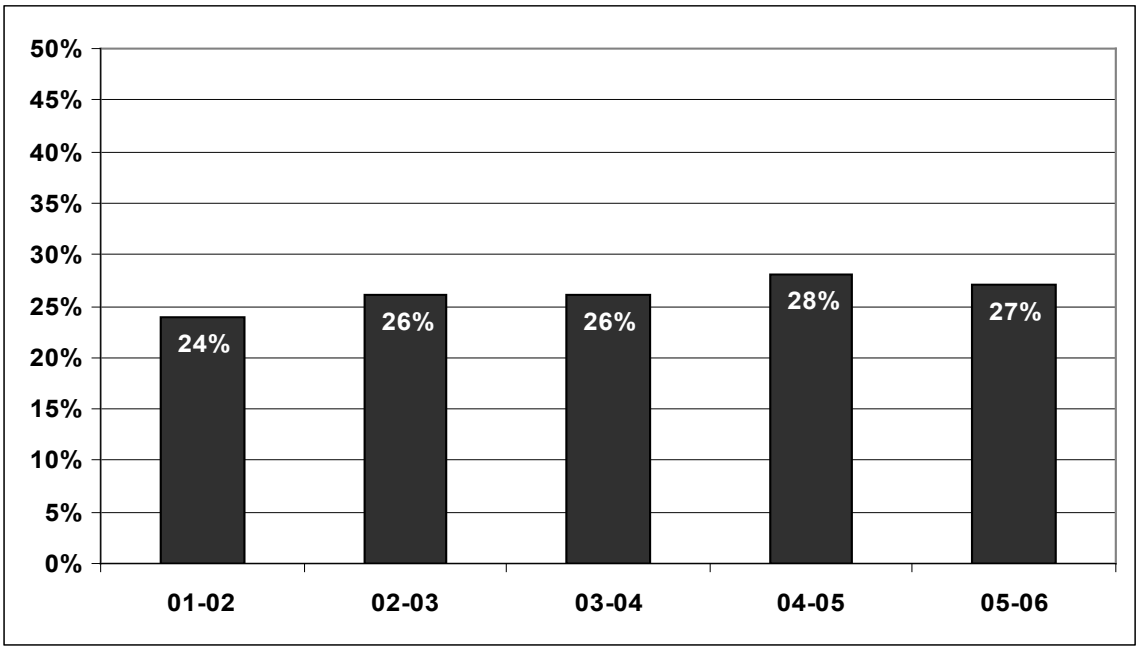
CAMPUSWIDE TOTAL

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

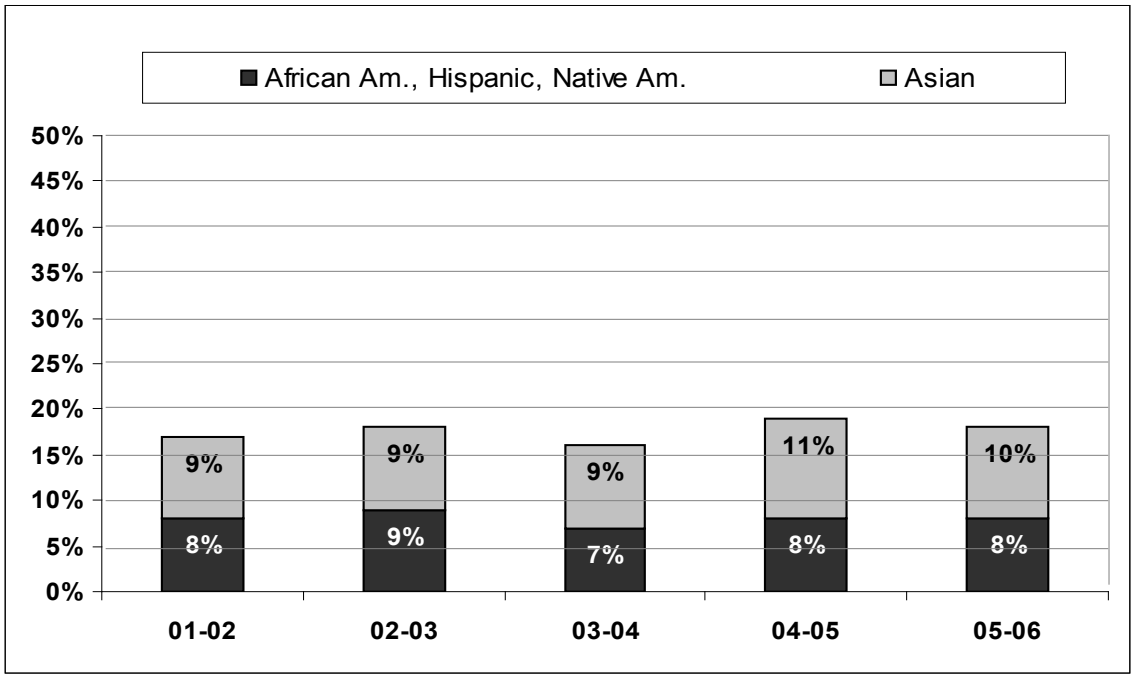
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	4.0	5.0	11.5	29.2	8.0	21.0	0.0	2.0	23.5	57.2	103.5	374.8	0.0	0.0	127.0	432.0	559.0
	0.7%	0.9%	2.1%	5.2%	1.4%	3.8%	0.0%	0.4%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

PERCENT WOMEN



n=	845	835	847	857	810

PERCENT MINORITY



n=	845	835	847	857	810

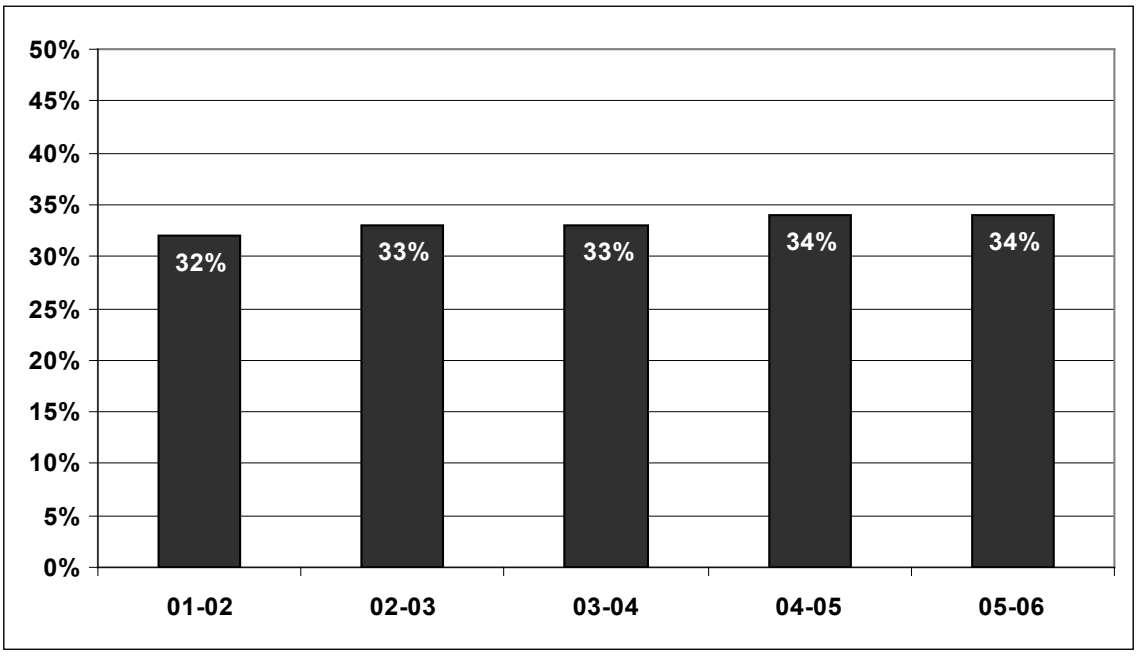
DIVISION OF HUMANITIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

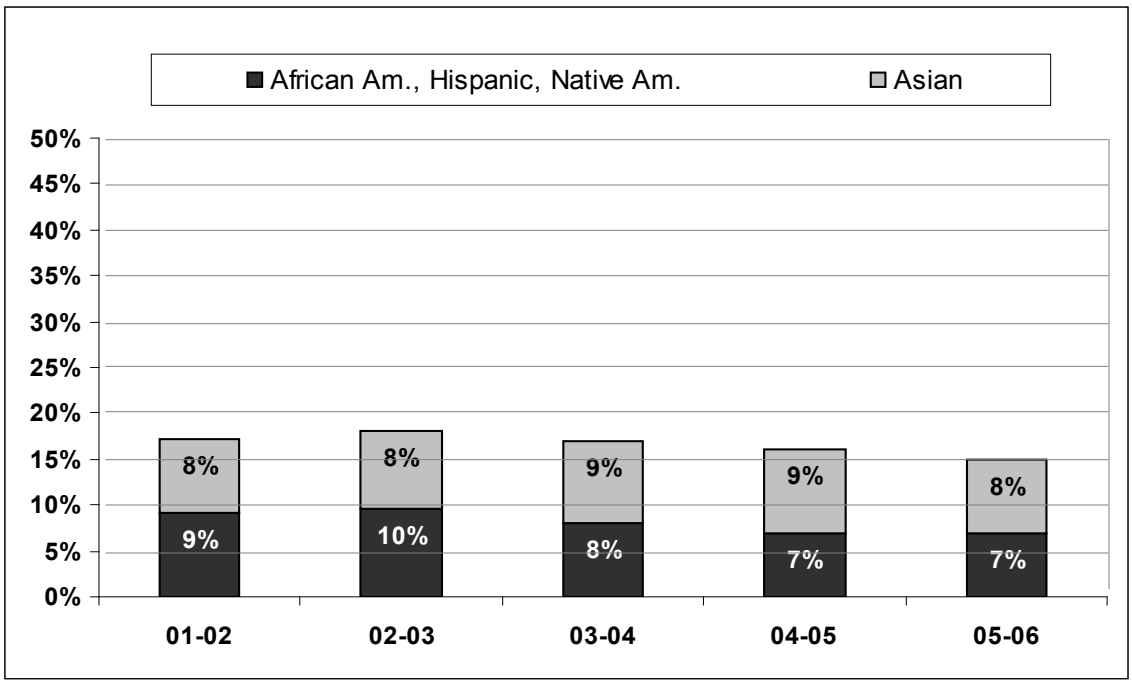
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	78.5	5.0	19.5	13.0	0.0	229.0
% of Faculty	34.1%	2.2%	8.5%	5.7%	0.0%	
Estimate of Availability	54.9%	2.6%	5.1%	6.3%	0.3%	
Expected # of Faculty	126.3	6.0	11.7	14.4	0.7	
Underutilization	**-47.8**	**-1.0**	none	**-1.4**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

PERCENT WOMEN



n=	228	240	240	246	230

PERCENT MINORITY



n=	228	240	240	246	230

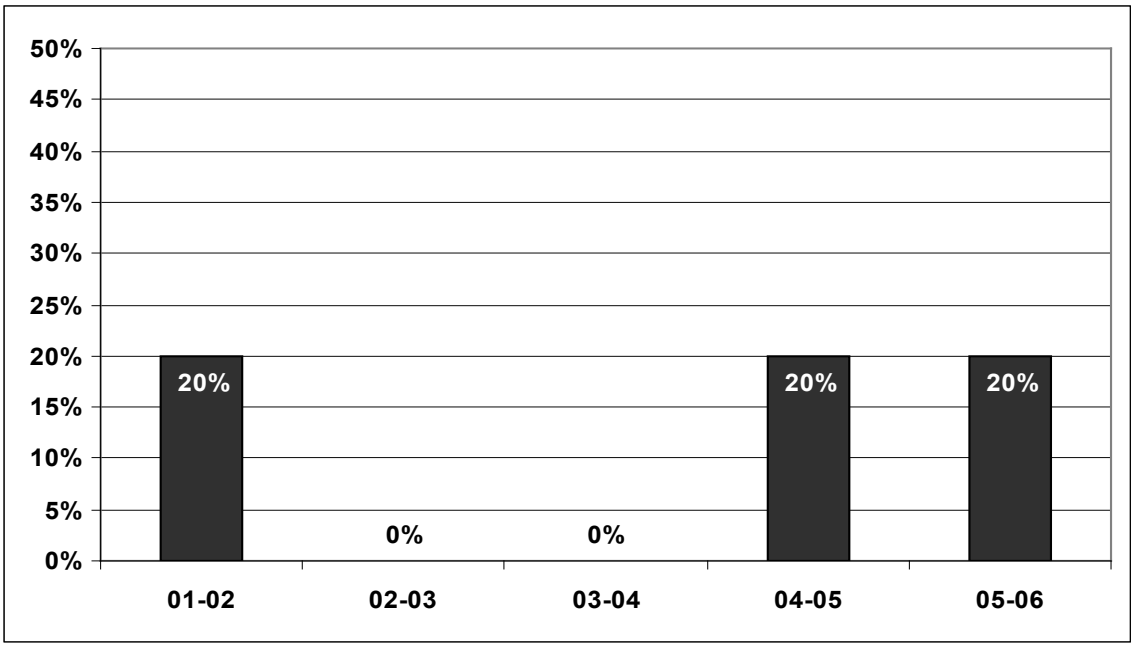
DEPARTMENT OF APPLIED LINGUISTICS AND TESL

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

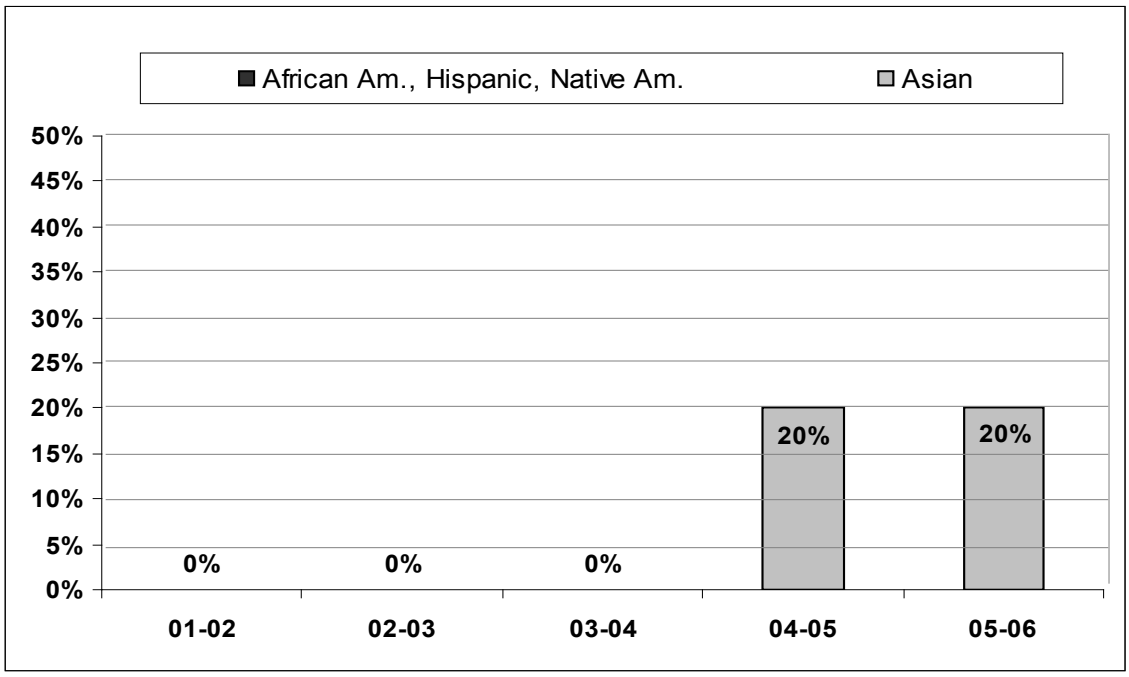
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	1.0	0.0	0.0	5.0
% of Faculty	20.0%	0.0%	20.0%	0.0%	0.0%	
Estimate of Availability	60.7%	4.7%	7.2%	4.3%	0.5%	
Expected # of Faculty	3.0	0.2	0.4	0.2	0.0	
Underutilization	**-2.0**	**-0.2**	none	**-0.2**	none	

PERCENT WOMEN



n=	5	4	4	5	5

PERCENT MINORITY



n=	5	4	4	5	5

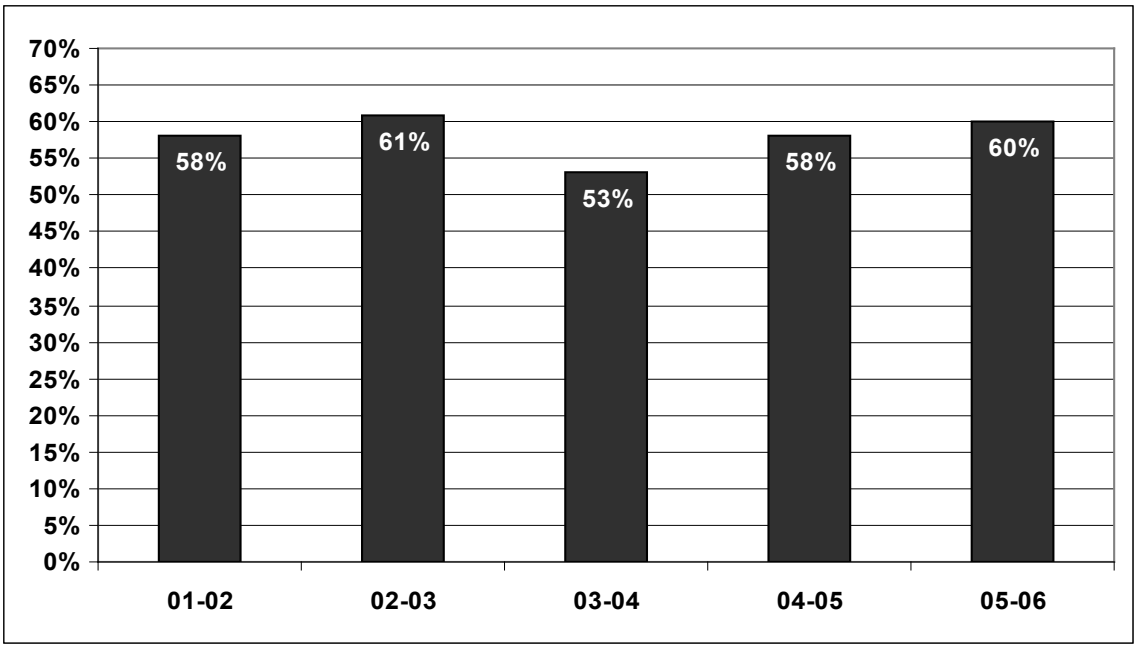
DEPARTMENT OF ART HISTORY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

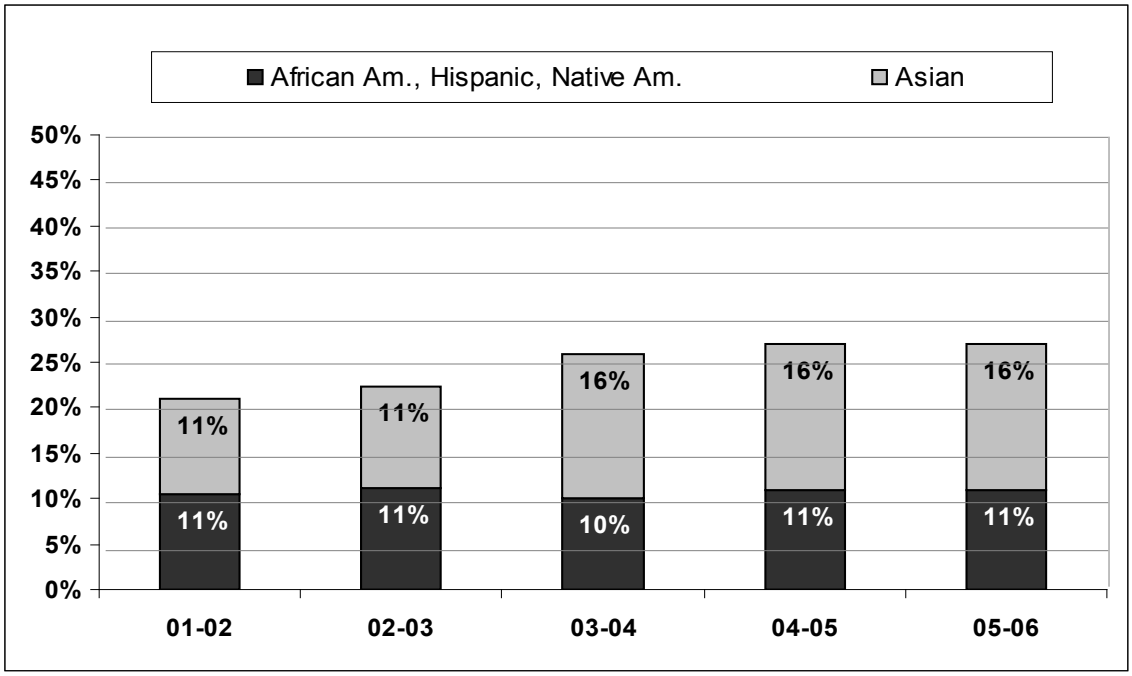
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	11.0	1.0	3.0	1.0	0.0	19.0
% of Faculty	57.9%	5.3%	15.8%	5.3%	0.0%	
Estimate of Availability	70.4%	1.8%	3.5%	2.9%	0.3%	
Expected # of Faculty	13.4	0.3	0.7	0.6	0.1	
Underutilization	**-2.4**	none	none	none	**-0.1**	

PERCENT WOMEN



n=	19	18	19	19	19

PERCENT MINORITY



n=	19	18	19	19	19

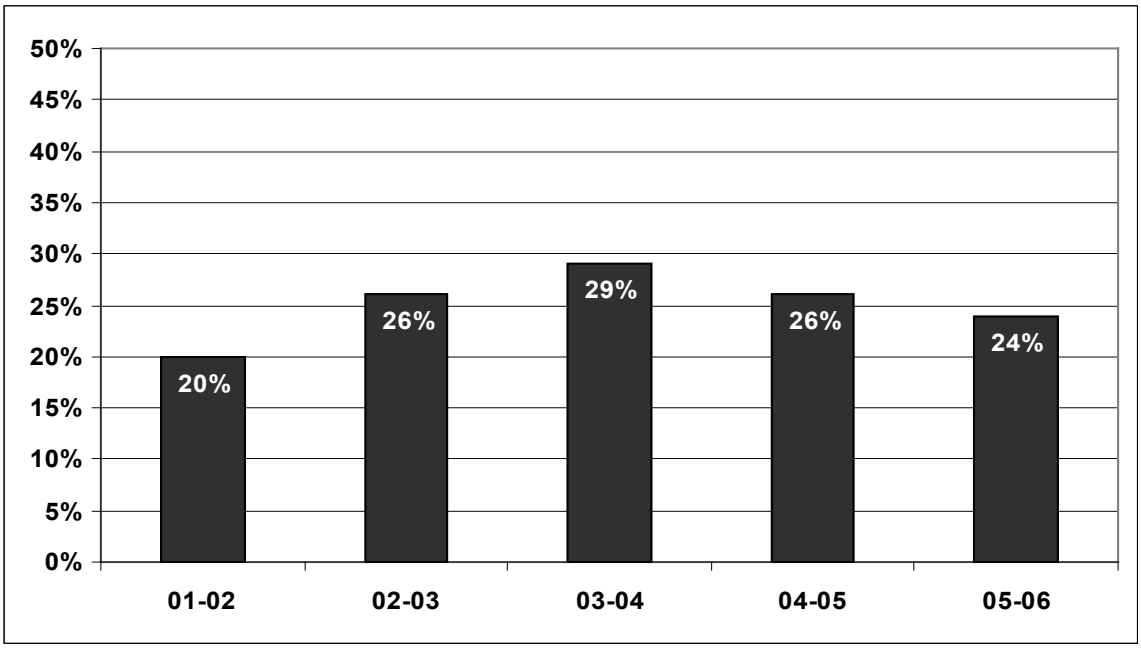
DEPARTMENT OF ASIAN LANGUAGES & CULTURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

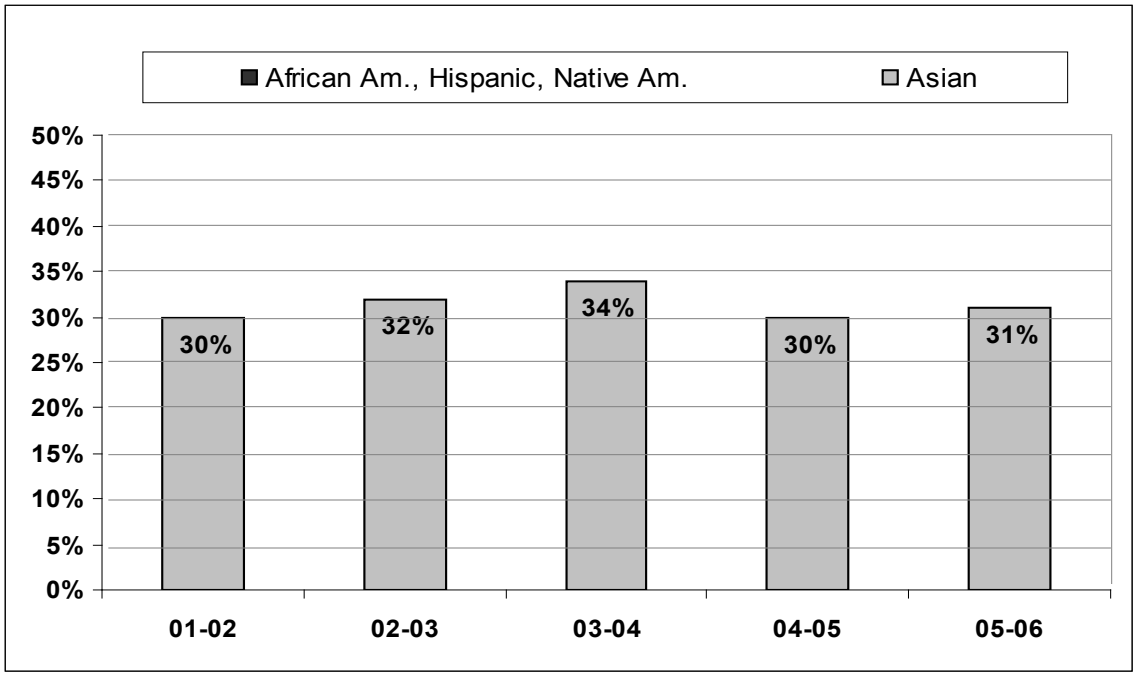
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.3	0.0	6.8	0.0	0.0	21.7
% of Faculty	19.6%	0.0%	31.2%	0.0%	0.0%	
Estimate of Availability	48.3%	3.8%	16.4%	4.6%	0.4%	
Expected # of Faculty	10.5	0.8	3.6	1.0	0.1	
Underutilization	**-6.2**	**-0.8**	none	**-1.0**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

PERCENT WOMEN



n=	20	23	24	23	22

PERCENT MINORITY



n=	20	23	24	23	22

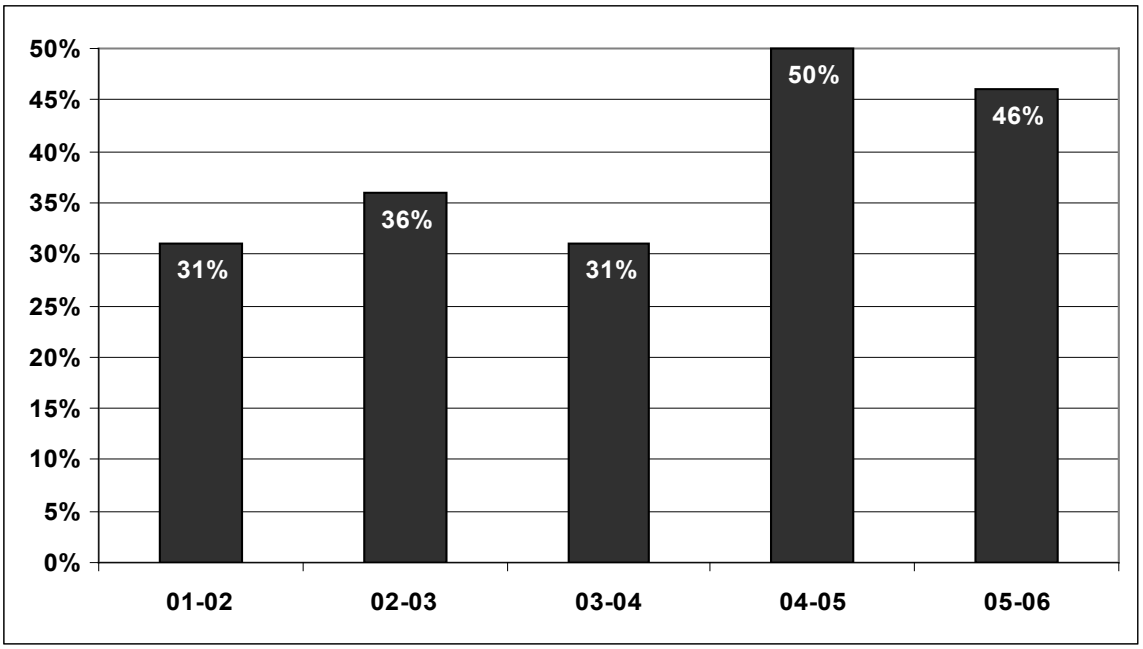
DEPARTMENT OF CLASSICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

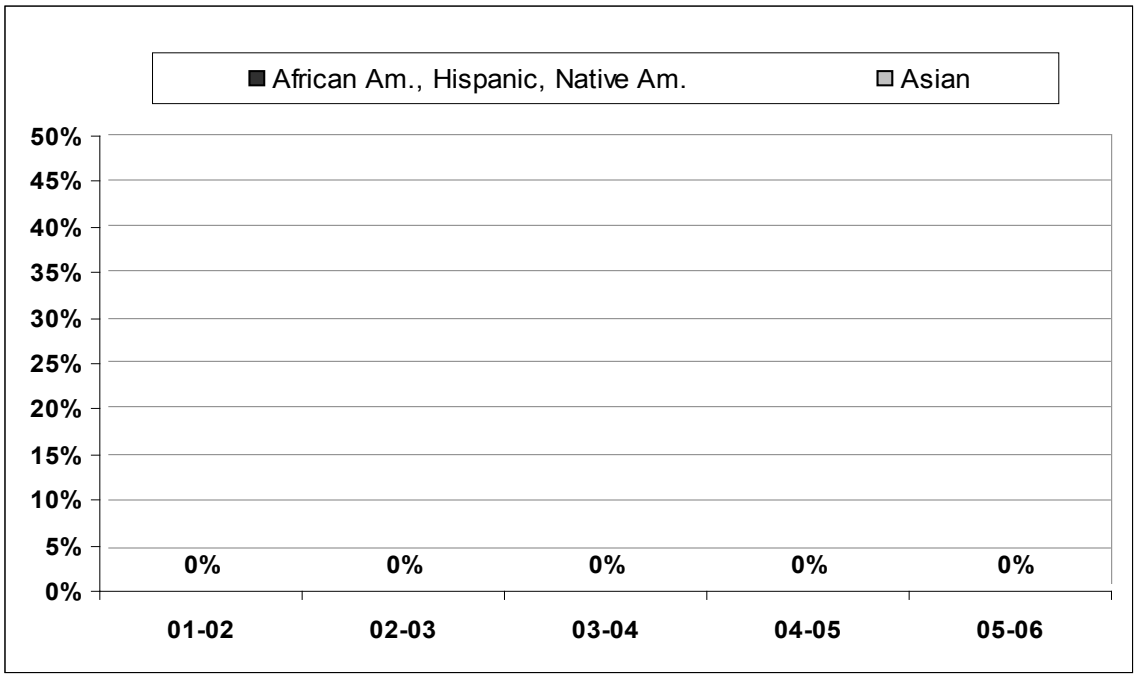
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	0.0	0.0	0.0	12.0
% of Faculty	46.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.8%	1.1%	2.5%	2.5%	0.3%	
Expected # of Faculty	5.4	0.1	0.3	0.3	0.0	
Underutilization	none	**-0.1**	**-0.3**	**-0.3**	none	

PERCENT WOMEN



n=	13	14	13	14	13

PERCENT MINORITY



n=	13	14	13	14	13

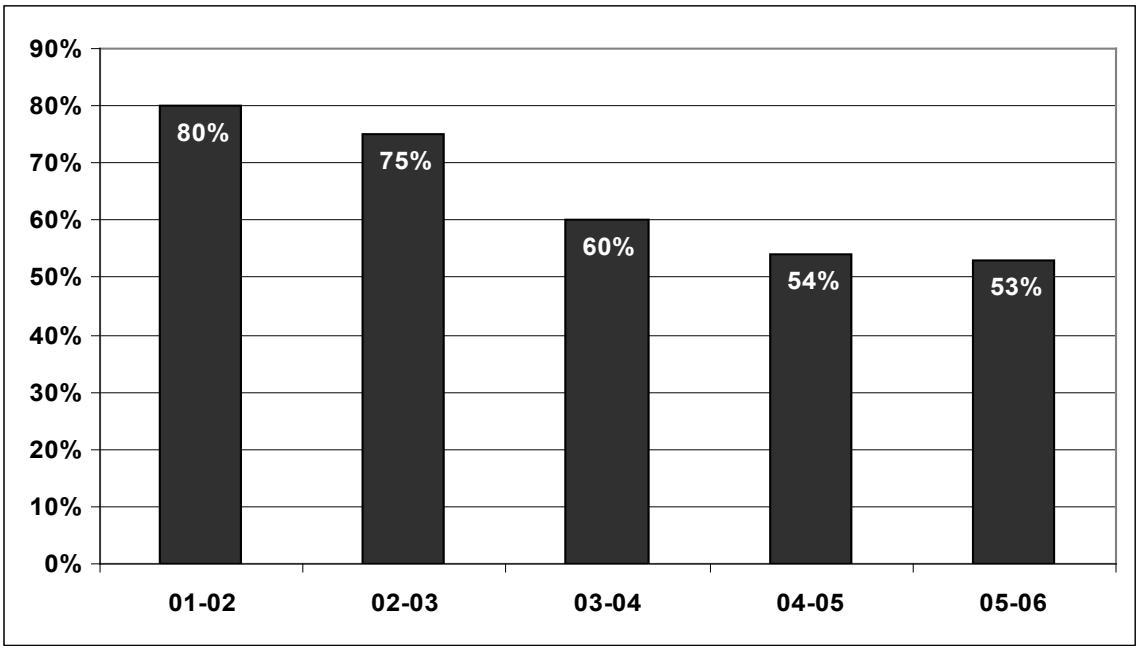
DEPARTMENT OF COMPARATIVE LITERATURE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

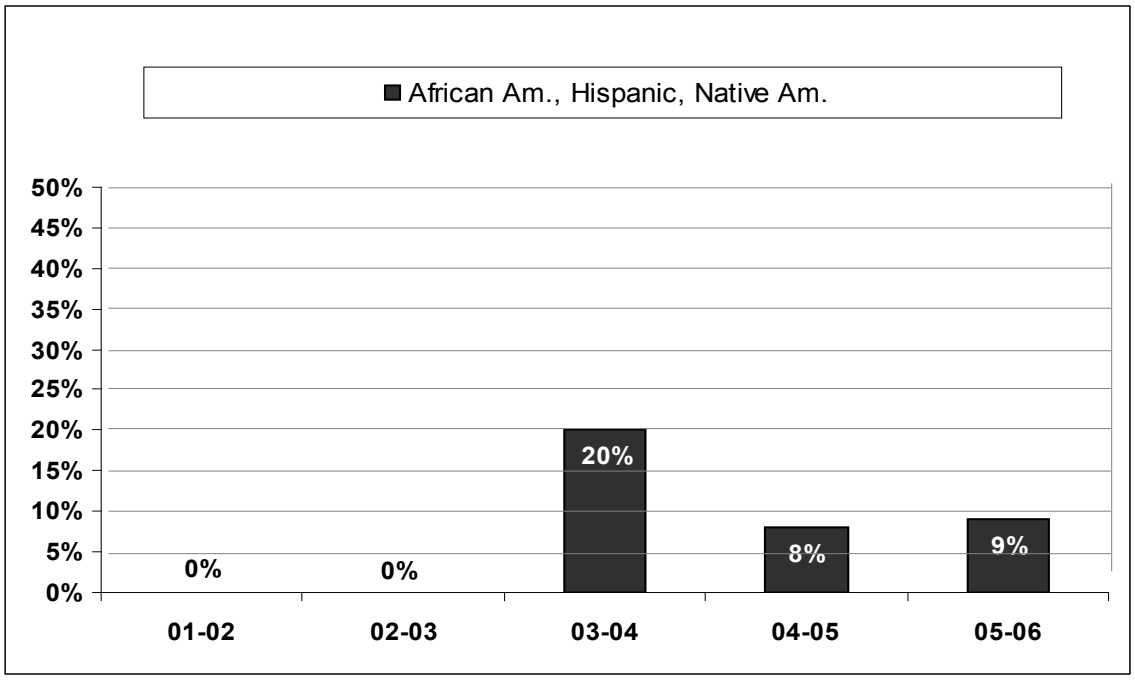
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	1.3	0.8	0.0	9.0
% of Faculty	49.7%	0.0%	14.0%	8.4%	0.0%	
Estimate of Availability	45.5%	2.2%	4.9%	5.8%	0.3%	
Expected # of Faculty	4.1	0.2	0.4	0.5	0.0	
Underutilization	none	**-0.2**	none	none	none	

PERCENT WOMEN



n=	5	4	5	13	9

PERCENT MINORITY



n=	5	4	5	13	9

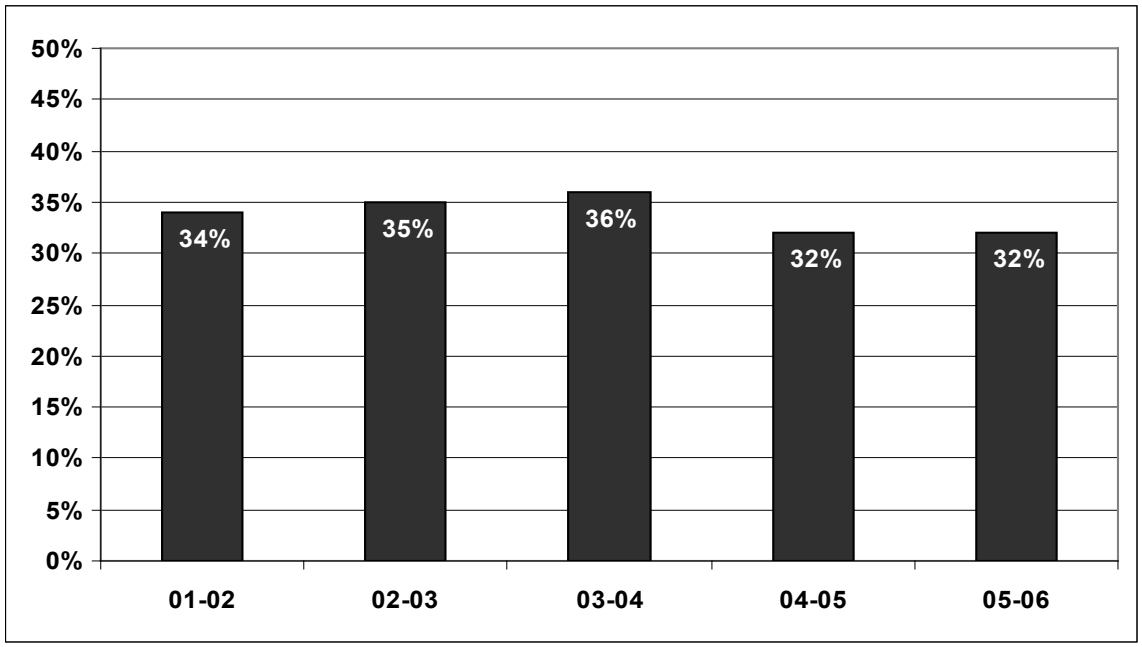
DEPARTMENT OF ENGLISH

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

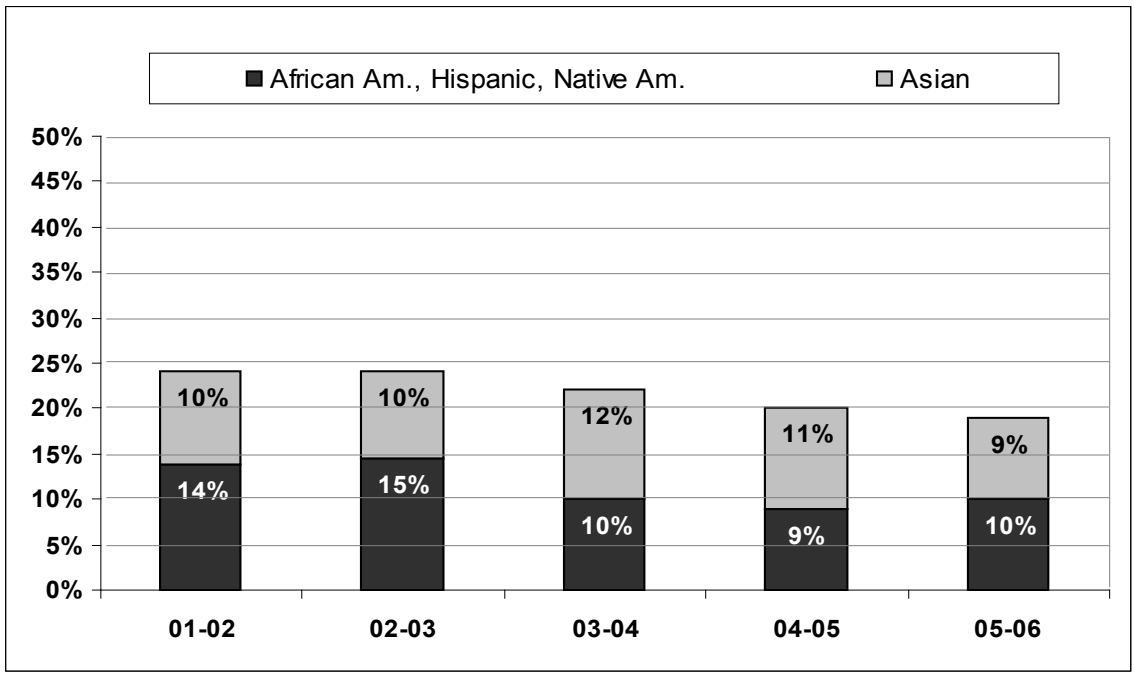
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	17.5	4.0	5.5	2.0	0.0	51.8
% of Faculty	33.8%	7.7%	10.6%	3.9%	0.0%	
Estimate of Availability	55.8%	2.6%	2.7%	2.2%	0.4%	
Expected # of Faculty	28.9	1.3	1.4	1.1	0.2	
Underutilization	**-11.4**	none	none	none	**-0.2**	

PERCENT WOMEN



n=	58	62	59	53	51

PERCENT MINORITY



n=	58	62	59	53	51

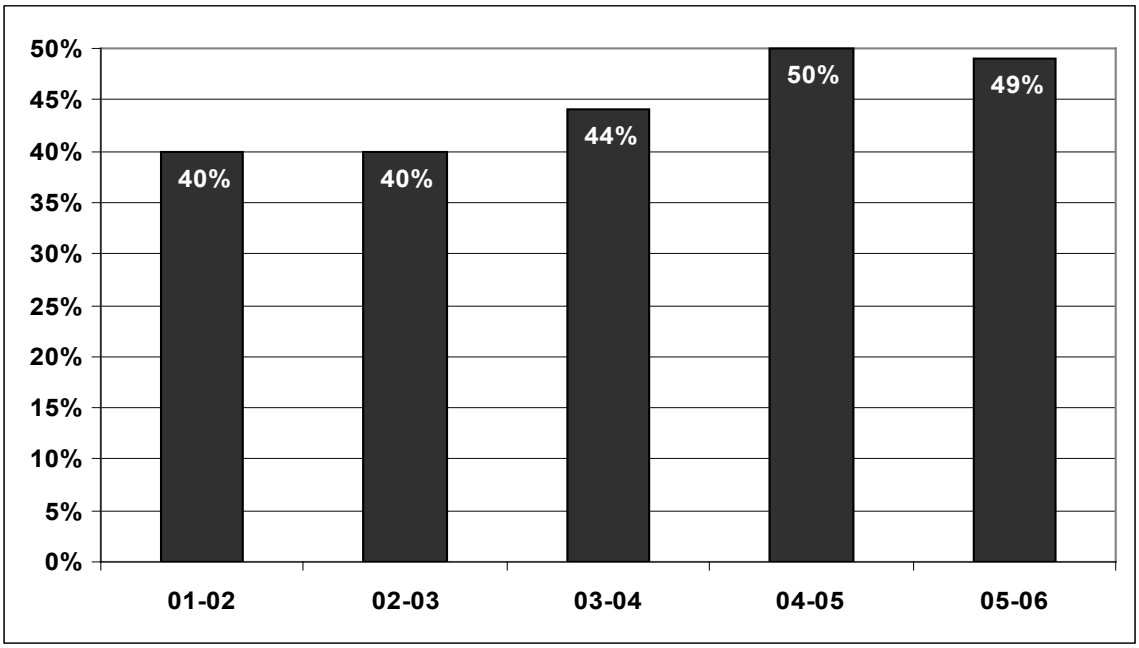
DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

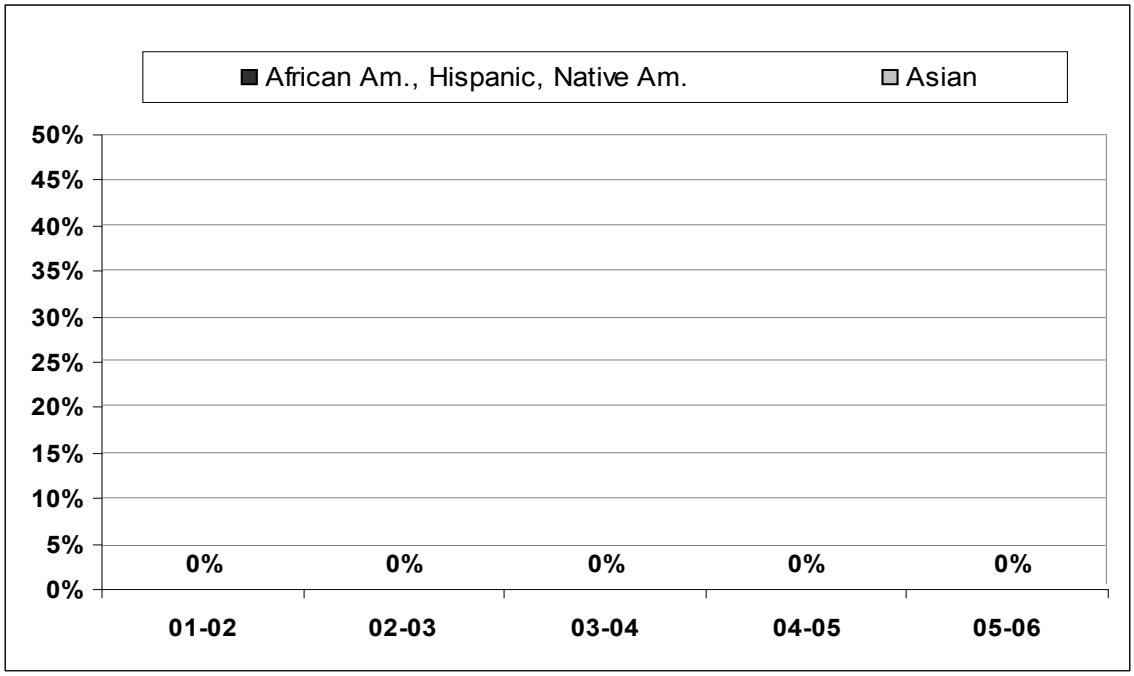
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.8	0.0	0.0	0.0	0.0	9.8
% of Faculty	49.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	63.9%	3.8%	2.1%	2.4%	0.2%	
Expected # of Faculty	6.3	0.4	0.2	0.2	0.0	
Underutilization	**-1.5**	**-0.4**	**-0.2**	**-0.2**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

PERCENT WOMEN



n=	10	10	9	10	10

PERCENT MINORITY



n=	10	10	9	10	10

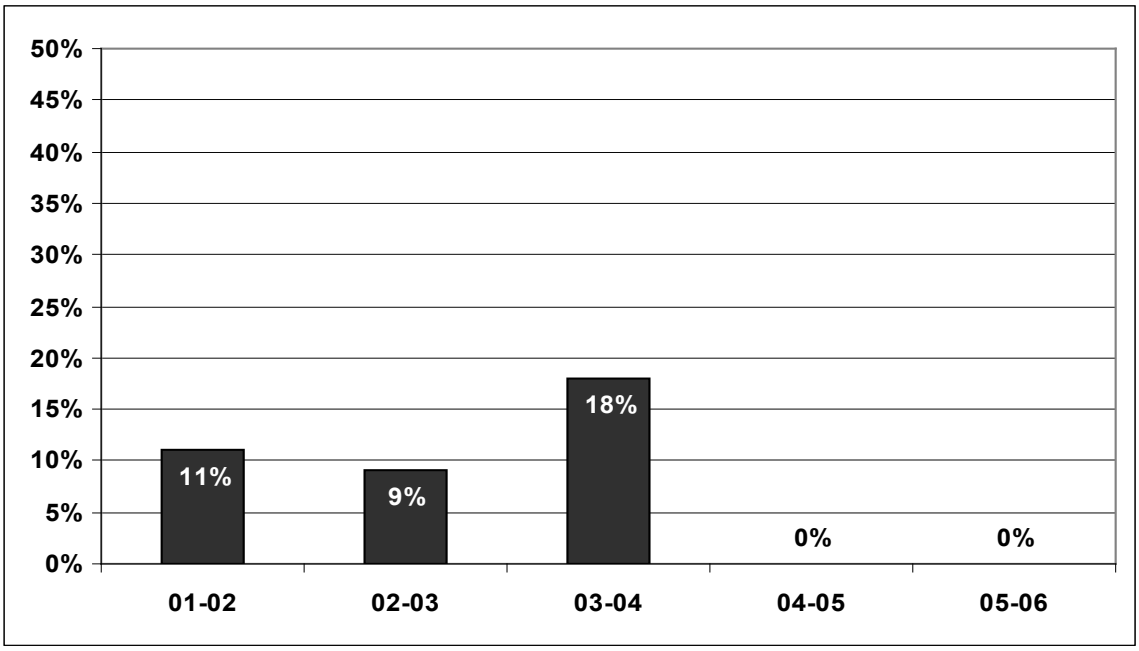
DEPARTMENT OF GERMANIC LANGUAGES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

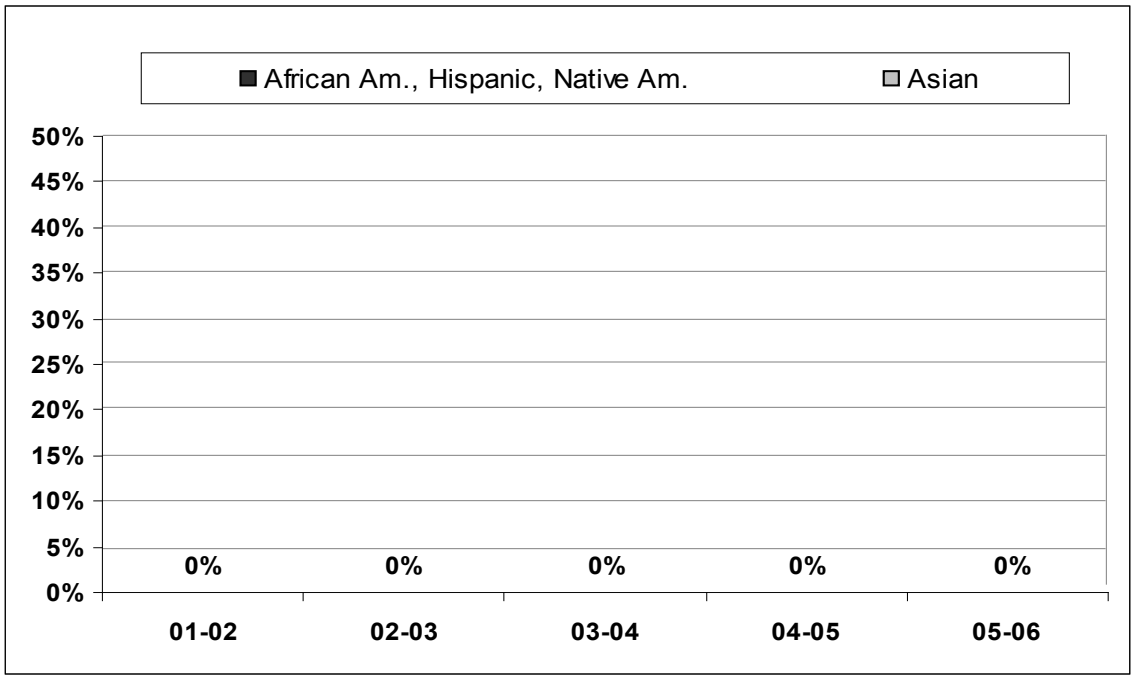
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.0	0.0	0.0	0.0	0.0	10.0
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	55.7%	1.7%	3.0%	2.8%	0.4%	
Expected # of Faculty	5.6	0.2	0.3	0.3	0.0	
Underutilization	**-5.6**	**-0.2**	**-0.3**	**-0.3**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

PERCENT WOMEN



n=	9	11	11	10	10

PERCENT MINORITY



n=	9	11	11	10	10

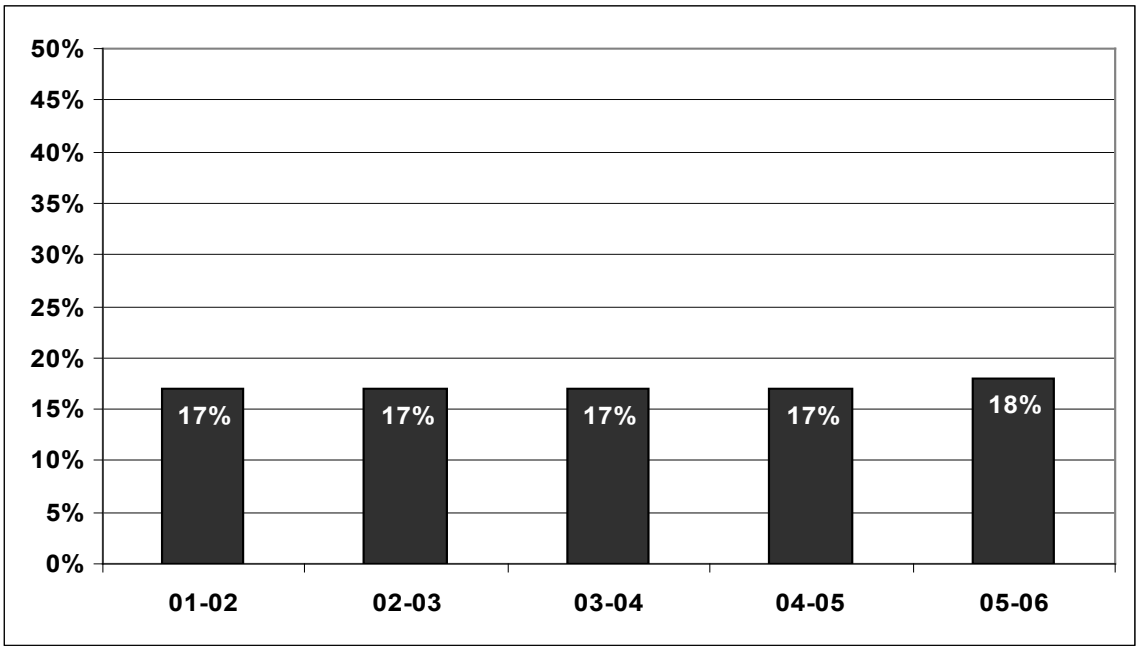
DEPARTMENT OF ITALIAN

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

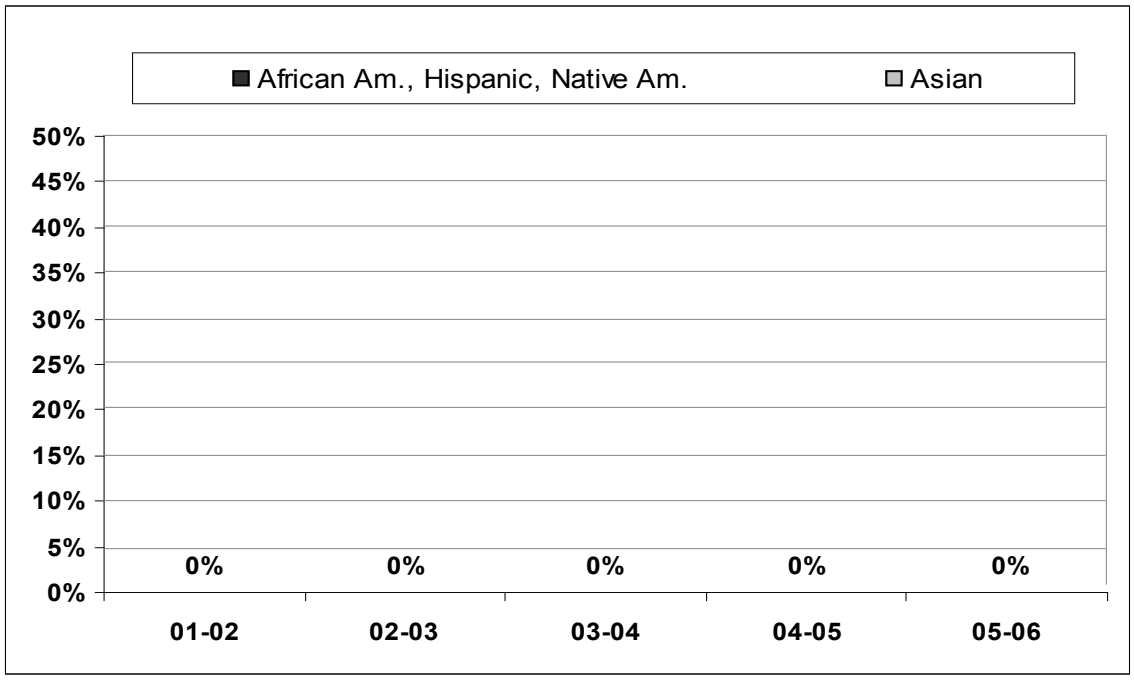
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	5.5
% of Faculty	18.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	57.4%	1.1%	3.3%	3.3%	0.1%	
Expected # of Faculty	3.2	0.1	0.2	0.2	0.0	
Underutilization	**-2.2**	**-0.1**	**-0.2**	**-0.2**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

PERCENT WOMEN



n=	6	6	6	6	6

PERCENT MINORITY



n=	6	6	6	6	6

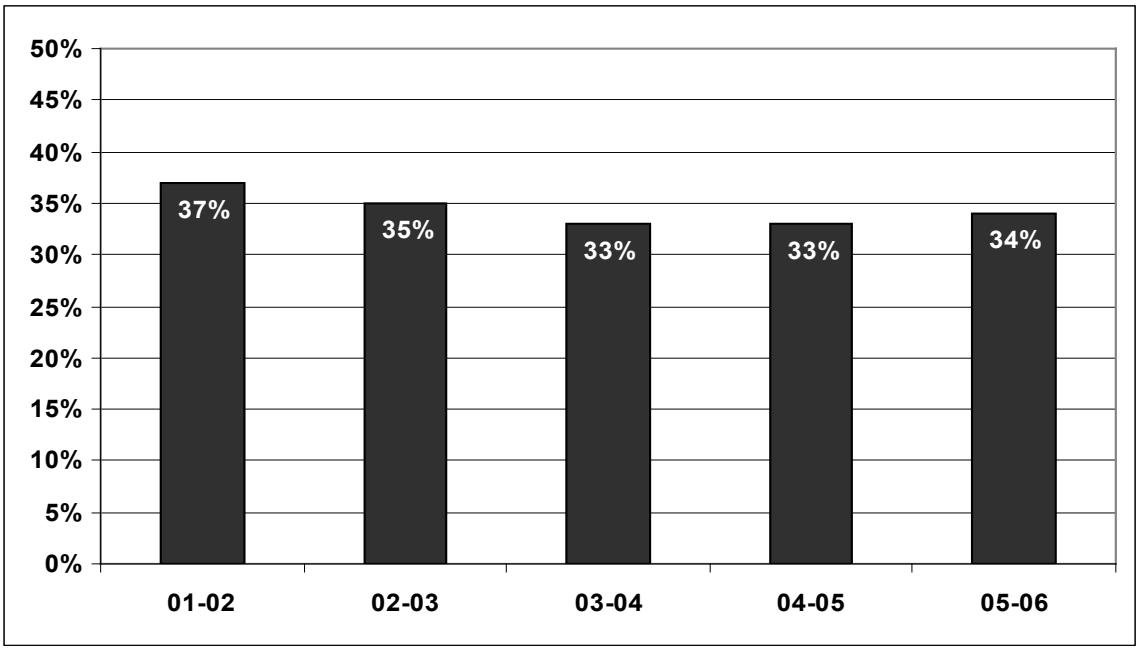
DEPARTMENT OF LINGUISTICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

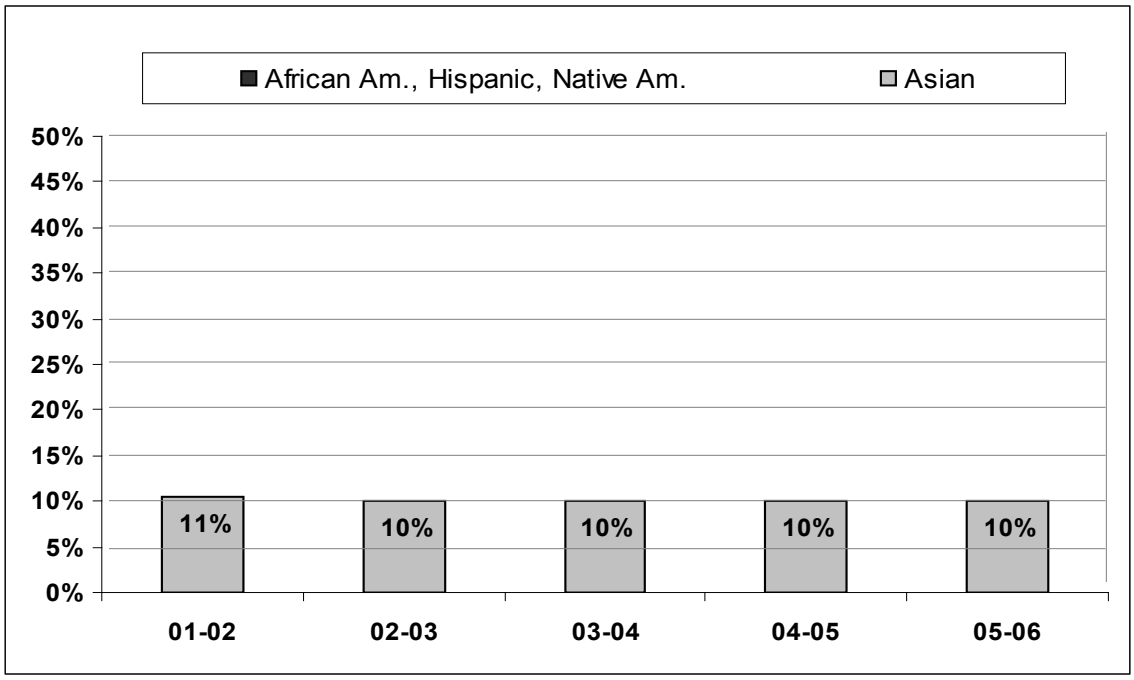
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	2.0	0.0	0.0	19.4
% of Faculty	36.1%	0.0%	10.3%	0.0%	0.0%	
Estimate of Availability	60.8%	3.0%	10.6%	5.2%	0.4%	
Expected # of Faculty	11.8	0.6	2.1	1.0	0.1	
Underutilization	**-4.8**	**-0.6**	**-0.1**	**-1.0**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

PERCENT WOMEN



n=	19	20	21	21	20

PERCENT MINORITY



n=	19	20	21	21	20

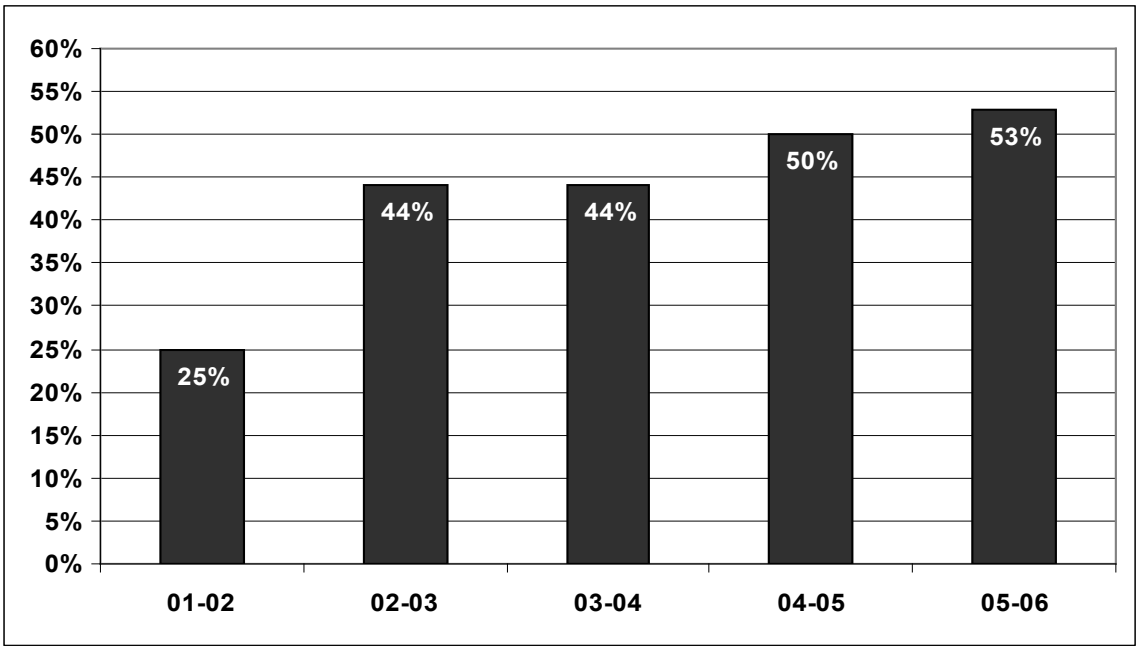
DEPARTMENT OF MUSICOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

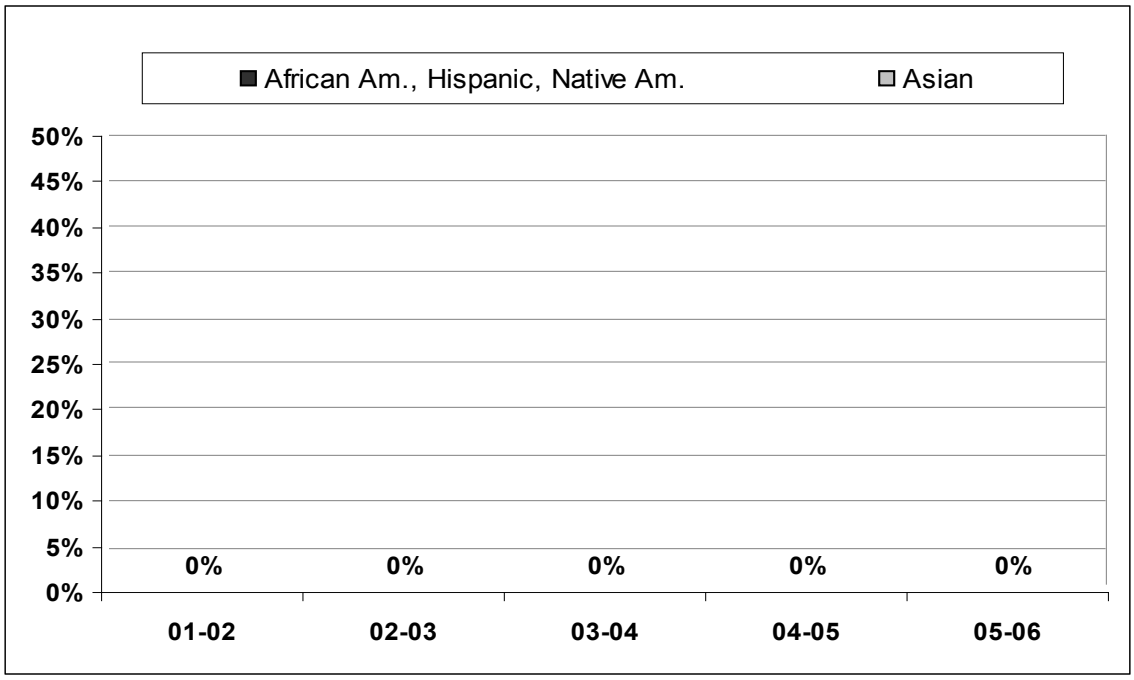
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	0.0	0.0	0.0	9.5
% of Faculty	52.6%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	36.4%	3.6%	5.5%	4.0%	0.2%	
Expected # of Faculty	3.5	0.3	0.5	0.4	0.0	
Underutilization	none	**-0.3**	**-0.5**	**-0.4**	none	

PERCENT WOMEN



n=	8	9	9	10	10

PERCENT MINORITY



n=	8	9	9	10	10

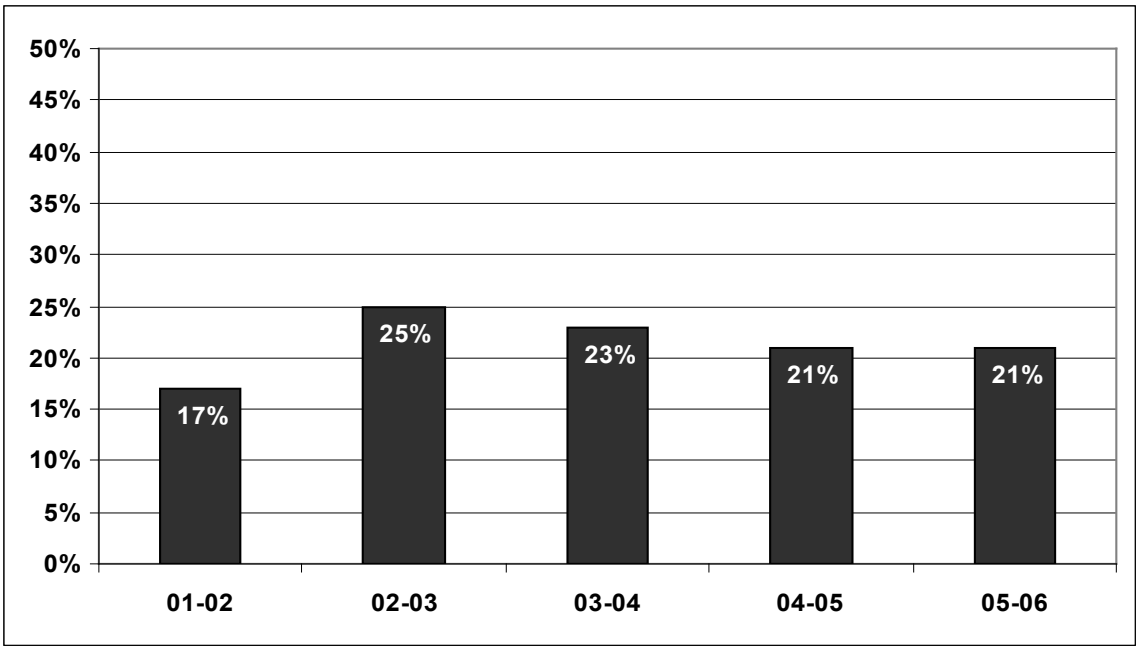
DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

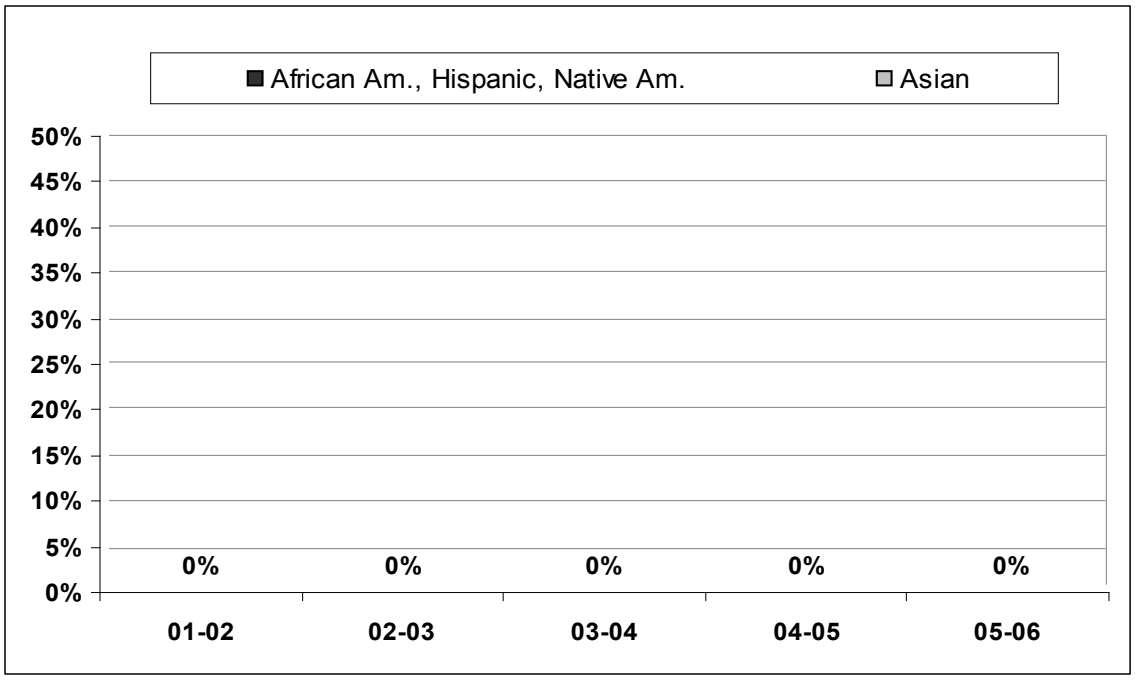
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.5	0.0	0.0	0.0	0.0	14.5
% of Faculty	24.1%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.5%	3.3%	5.2%	5.4%	0.5%	
Expected # of Faculty	6.0	0.5	0.8	0.8	0.1	
Underutilization	**-2.5**	**-0.5**	**-0.8**	**-0.8**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

PERCENT WOMEN



n=	12	12	13	14	14

PERCENT MINORITY



n=	12	12	13	14	14

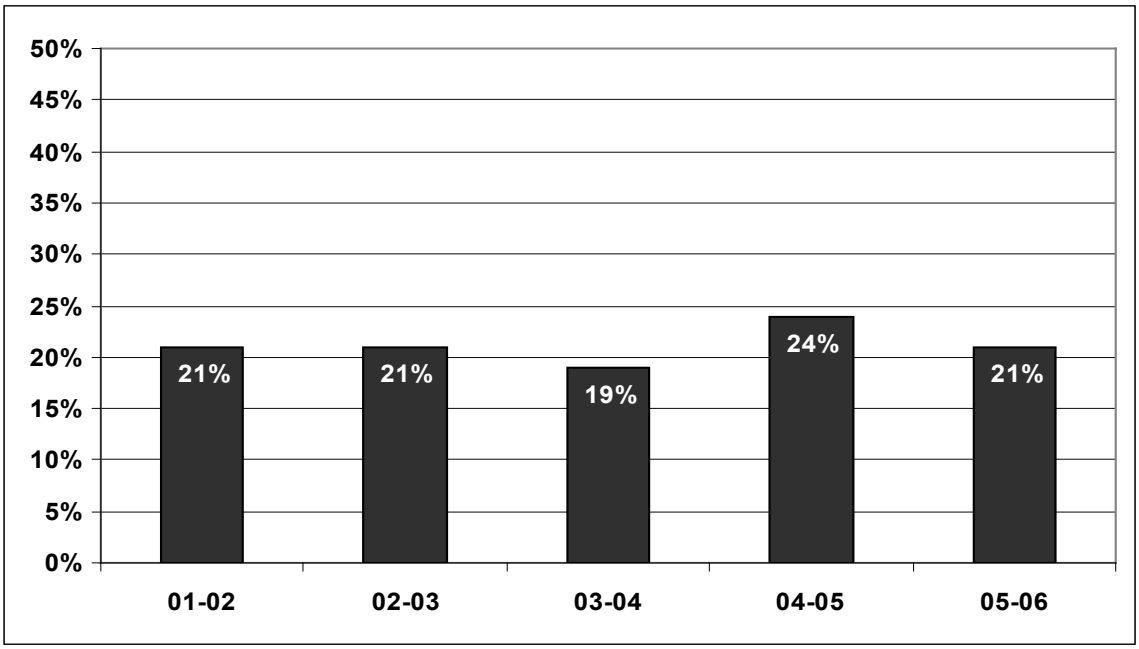
DEPARTMENT OF PHILOSOPHY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

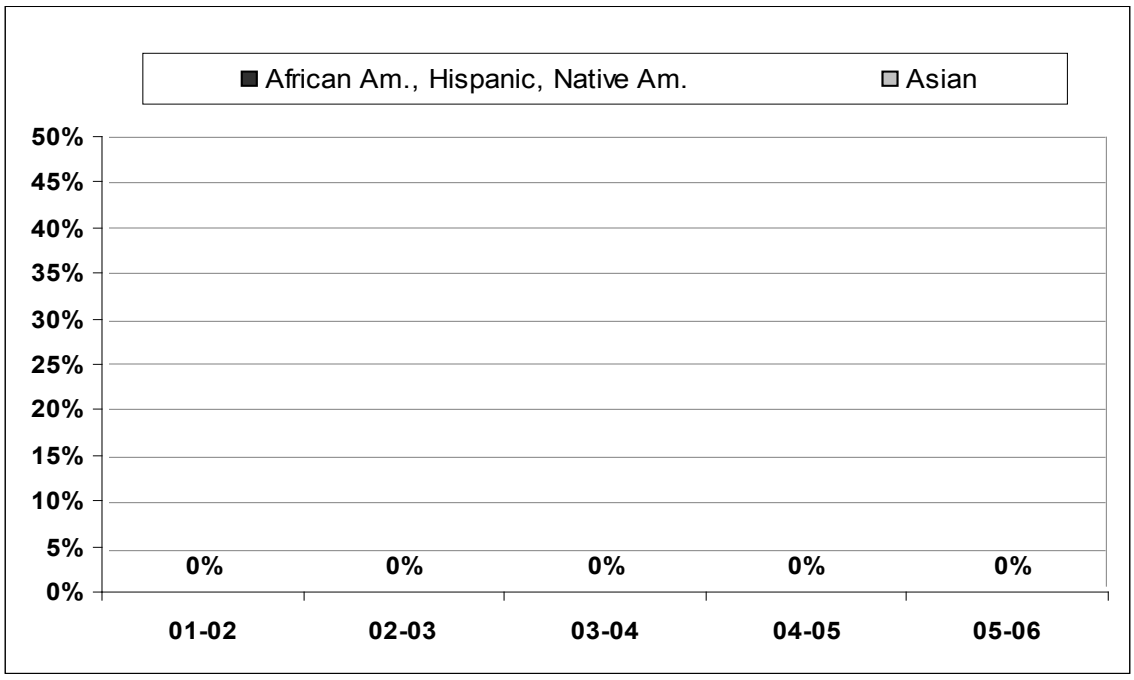
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.5	0.0	0.0	0.0	0.0	14.1
% of Faculty	17.7%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	23.7%	1.5%	2.5%	2.6%	0.3%	
Expected # of Faculty	3.3	0.2	0.4	0.4	0.0	
Underutilization	**-0.8**	**-0.2**	**-0.4**	**-0.4**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

PERCENT WOMEN



n=	14	14	16	17	14

PERCENT MINORITY



n=	14	14	16	17	14

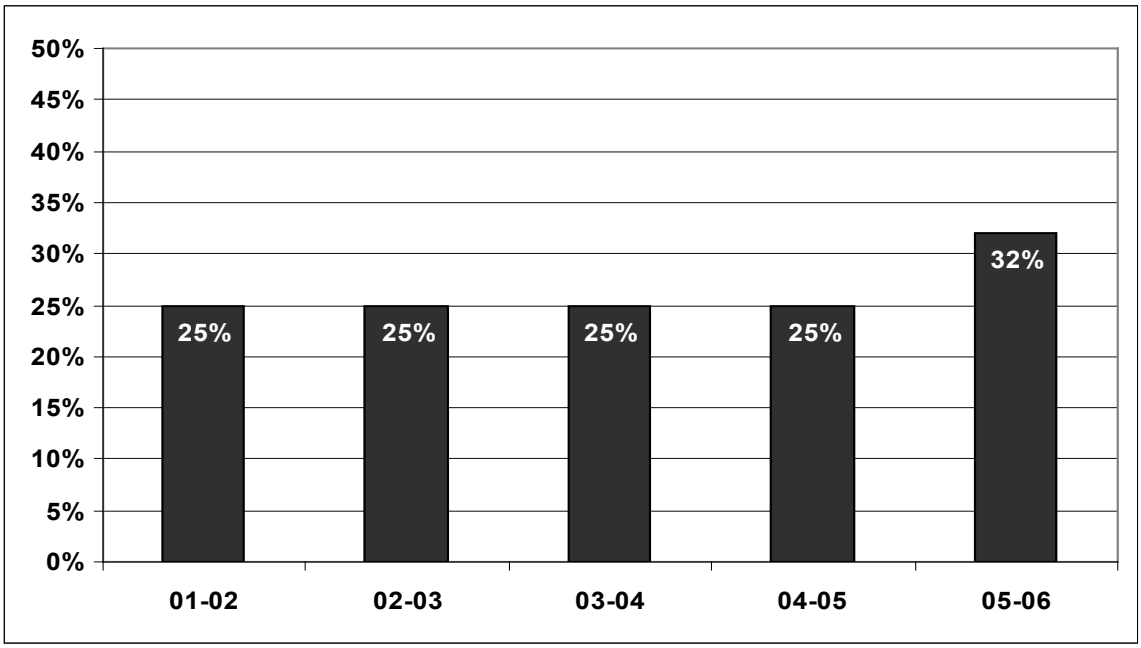
THE SCANDINAVIAN SECTION

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

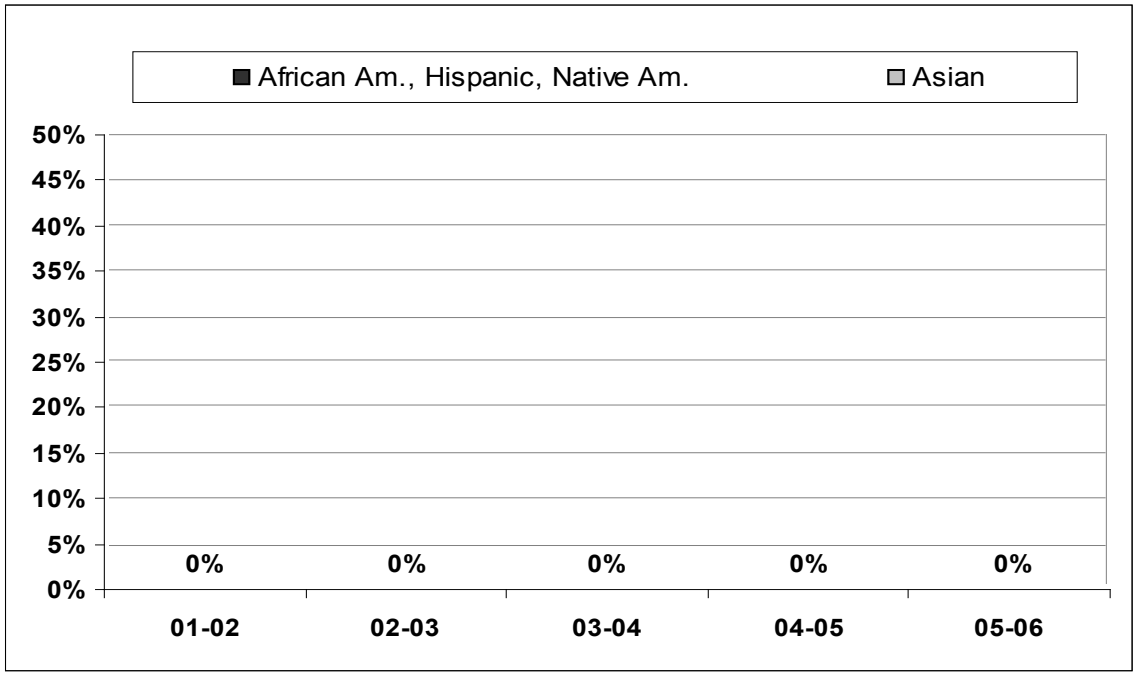
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	2.1
% of Faculty	47.6%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	36.6%	2.0%	2.9%	6.9%	0.2%	
Expected # of Faculty	0.8	0.0	0.1	0.1	0.0	
Underutilization	none	none	**-0.1**	**-0.1**	none	

PERCENT WOMEN



n=	4	4	4	4	3

PERCENT MINORITY



n=	4	4	4	4	3

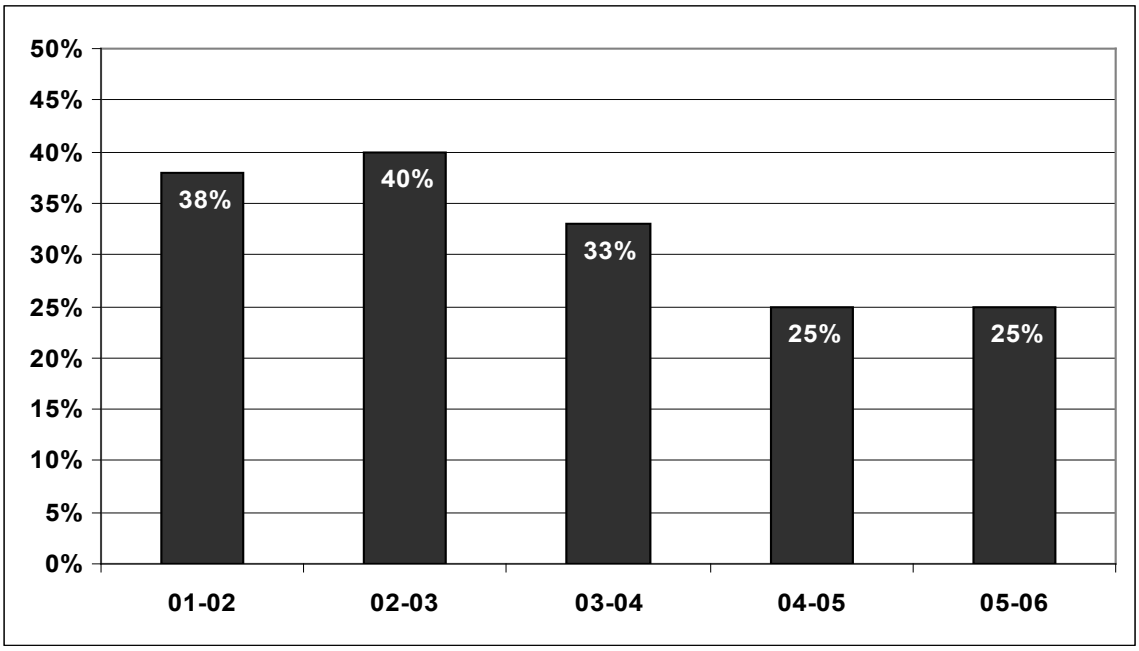
DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

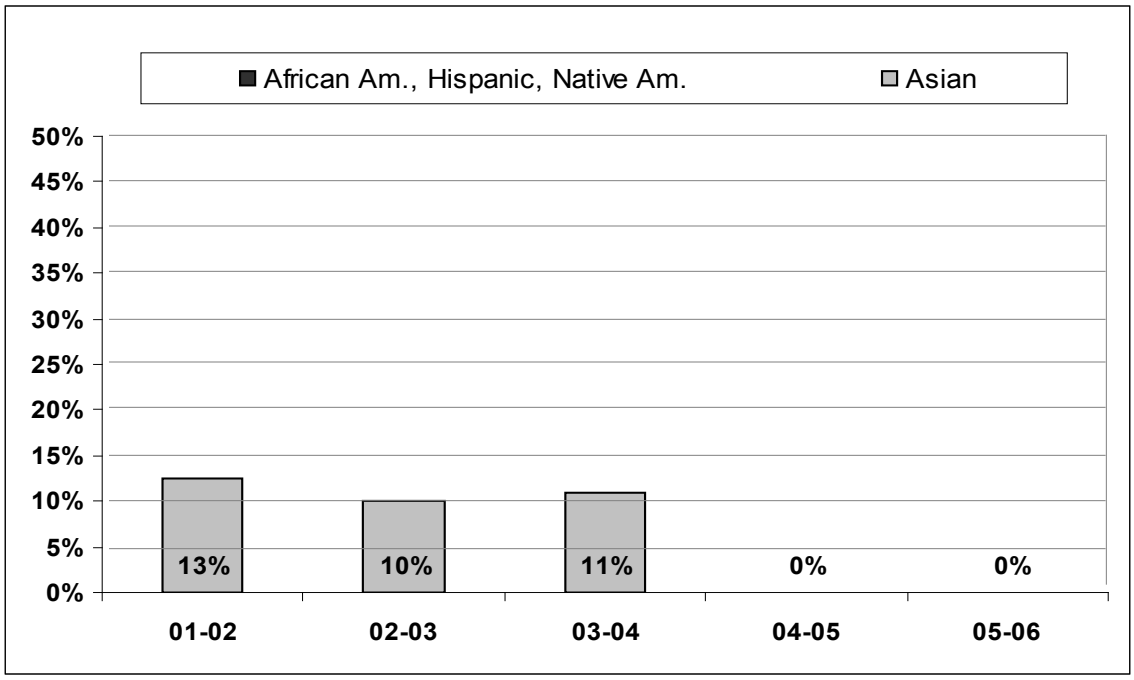
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	0.0	0.0	0.0	8.0
% of Faculty	25.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	56.7%	0.7%	0.1%	0.7%	0.7%	
Expected # of Faculty	4.5	0.1	0.0	0.1	0.1	
Underutilization	**-2.5**	**-0.1**	none	**-0.1**	**-0.1**	

PERCENT WOMEN



n=	8	10	9	8	8

PERCENT MINORITY



n=	8	10	9	8	8

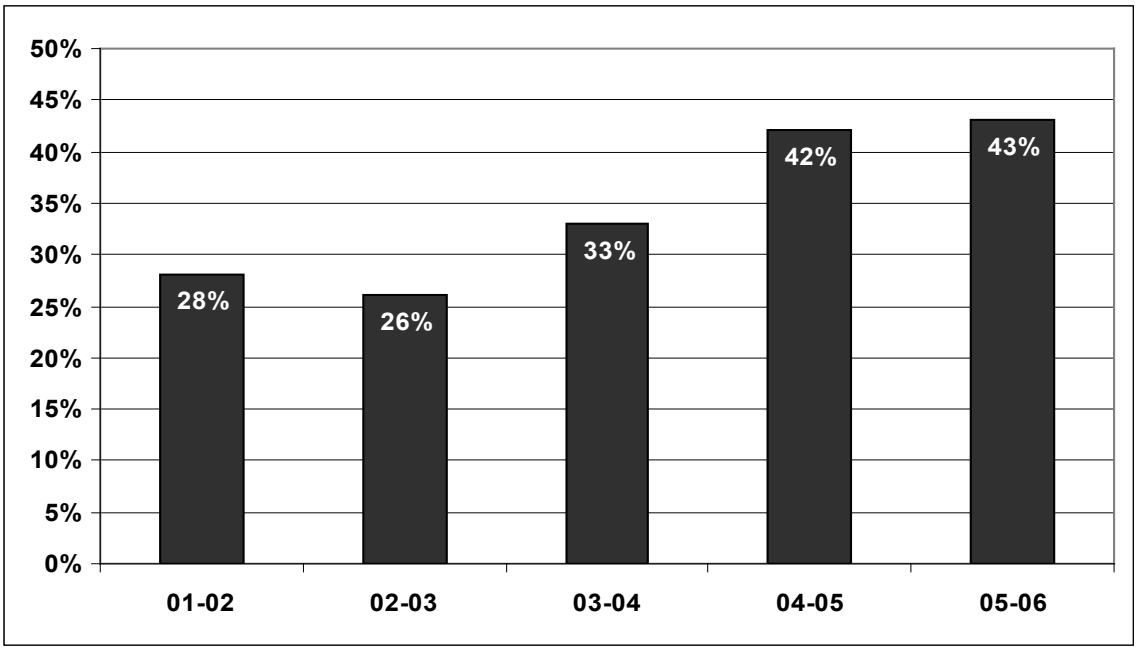
DEPARTMENT OF SPANISH AND PORTUGUESE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

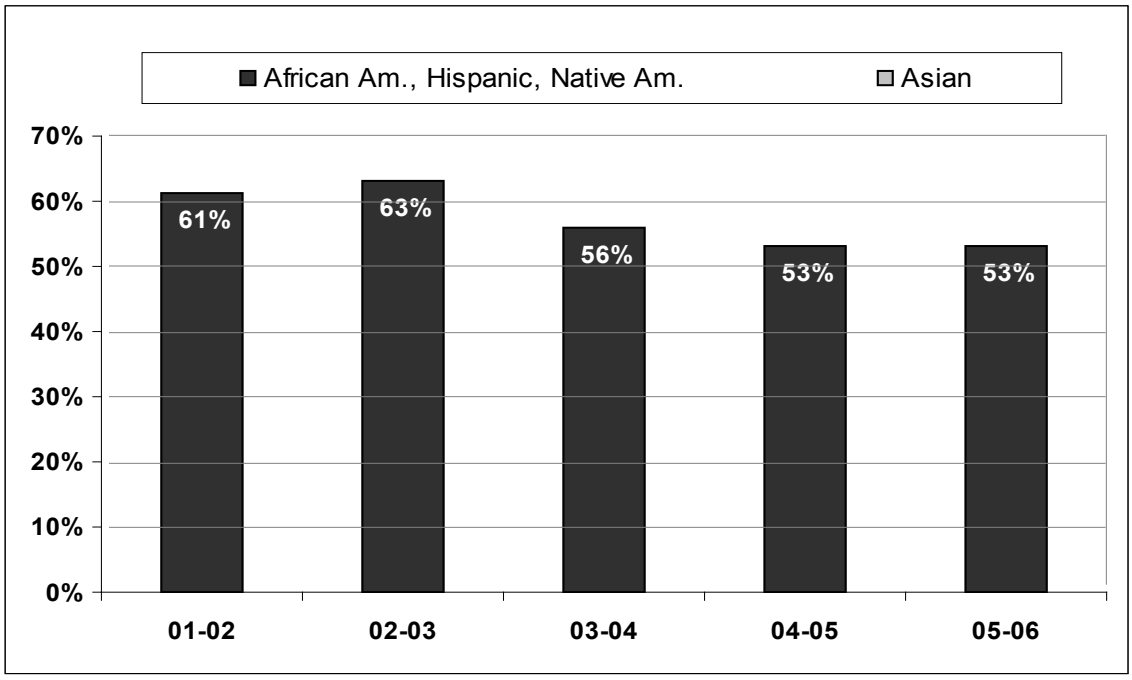
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.5	0.0	0.0	9.3	0.0	17.8
% of Faculty	42.3%	0.0%	0.0%	52.1%	0.0%	
Estimate of Availability	57.4%	2.0%	1.9%	37.1%	0.2%	
Expected # of Faculty	10.2	0.4	0.3	6.6	0.0	
Underutilization	**-2.7**	**-0.4**	**-0.3**	none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

PERCENT WOMEN



n=	18	19	18	19	17

PERCENT MINORITY



n=	18	19	18	19	17

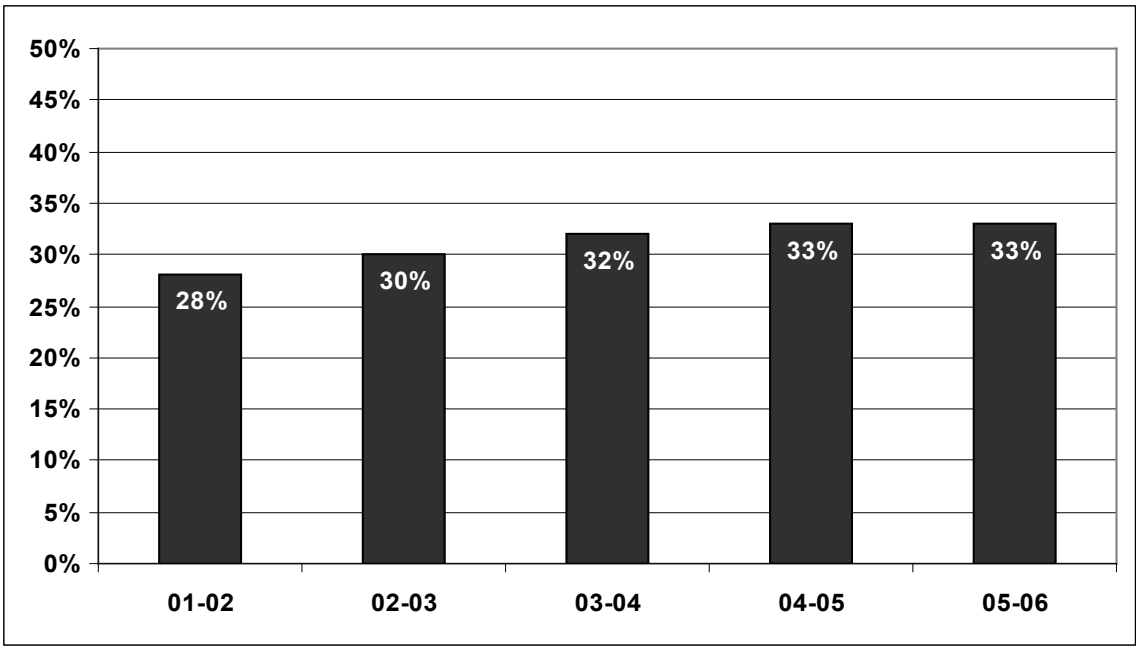
DIVISION OF LIFE SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

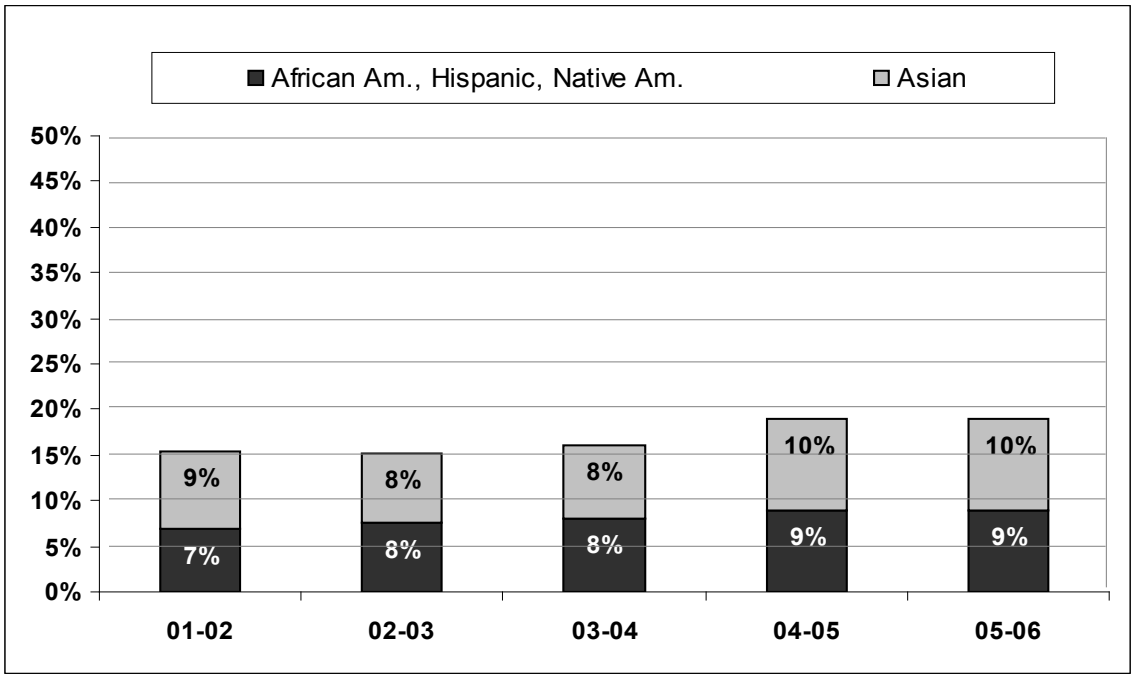
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	41.0	3.0	14.0	6.5	1.0	122.5
% of Faculty	33.3%	2.4%	11.4%	5.3%	0.8%	
Estimate of Availability	48.7%	2.9%	6.9%	3.8%	0.4%	
Expected # of Faculty	59.9	3.6	8.5	4.7	0.5	
Underutilization	**-18.9**	**-0.6**	none	none	none	

PERCENT WOMEN



n=	129	118	121	122	118

PERCENT MINORITY



n=	129	118	121	122	118

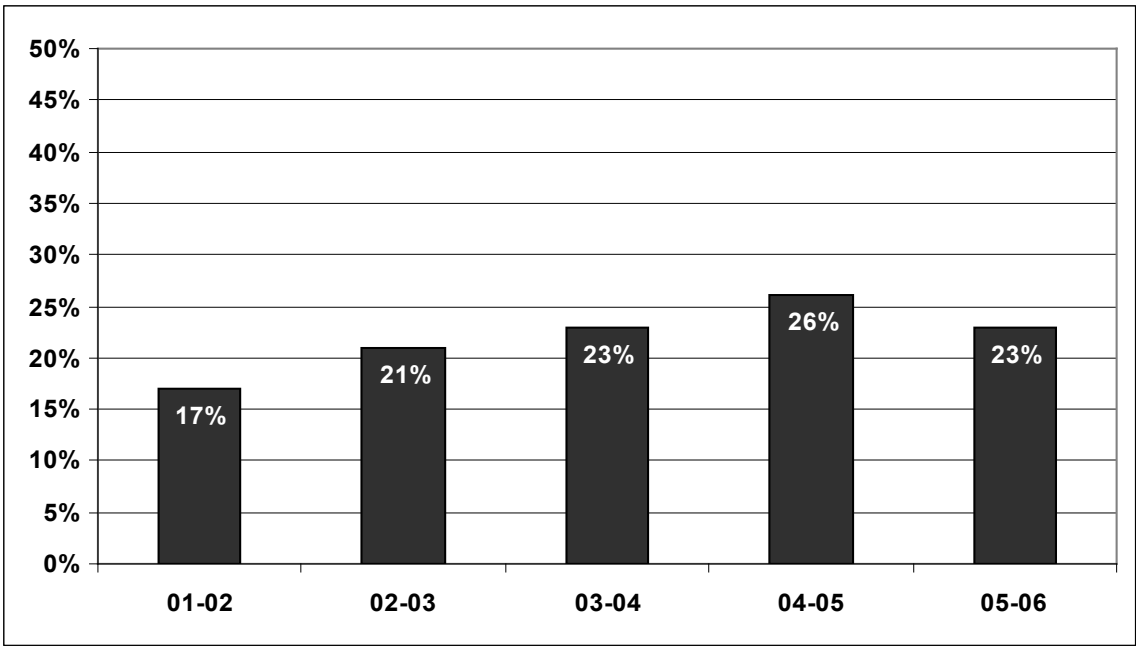
DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

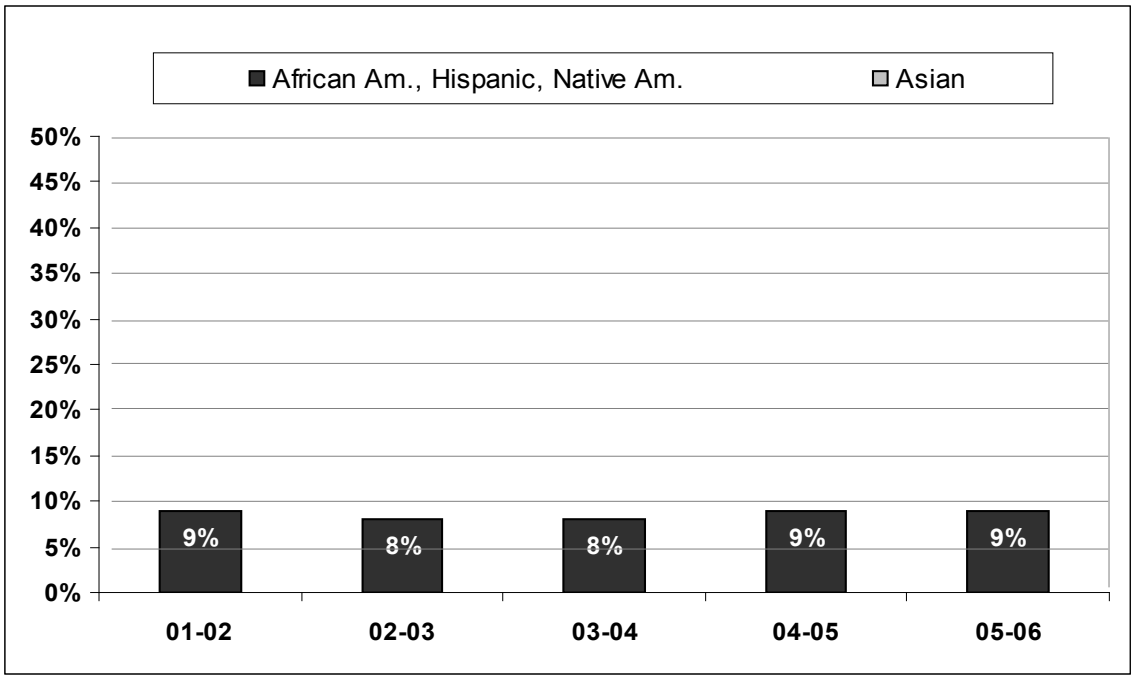
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	1.0	2.0	0.0	22.0
% of Faculty	26.7%	0.0%	4.5%	9.1%	0.0%	
Estimate of Availability	26.4%	1.0%	3.6%	2.3%	0.4%	
Expected # of Faculty	5.9	0.2	0.8	0.5	0.1	
Underutilization	none	**-0.2**	none	none	**-0.1**	

PERCENT WOMEN



n=	23	24	26	23	22

PERCENT MINORITY



n=	23	24	26	23	22

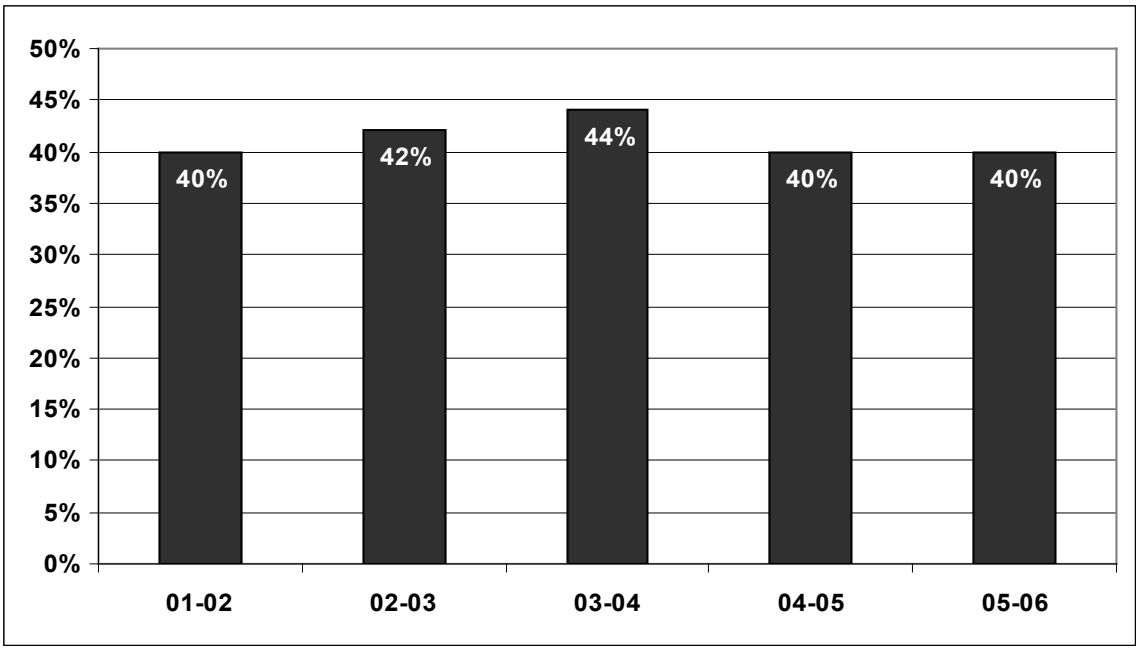
DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

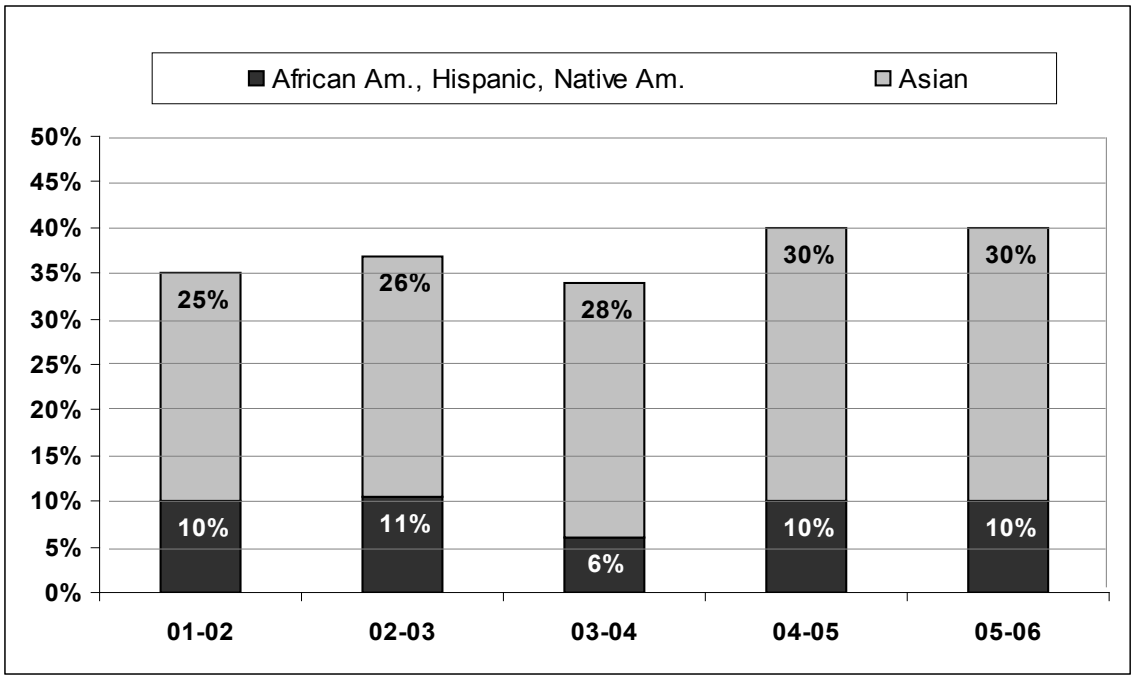
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	0.0	5.0	2.0	0.0	23.0
% of Faculty	39.1%	0.0%	21.7%	8.7%	0.0%	
Estimate of Availability	44.5%	1.8%	14.6%	2.9%	0.3%	
Expected # of Faculty	10.2	0.4	3.4	0.7	0.1	
Underutilization	**-1.2**	**-0.4**	none	none	**-0.1**	

PERCENT WOMEN



n=	20	19	18	20	20

PERCENT MINORITY



n=	20	19	18	20	20

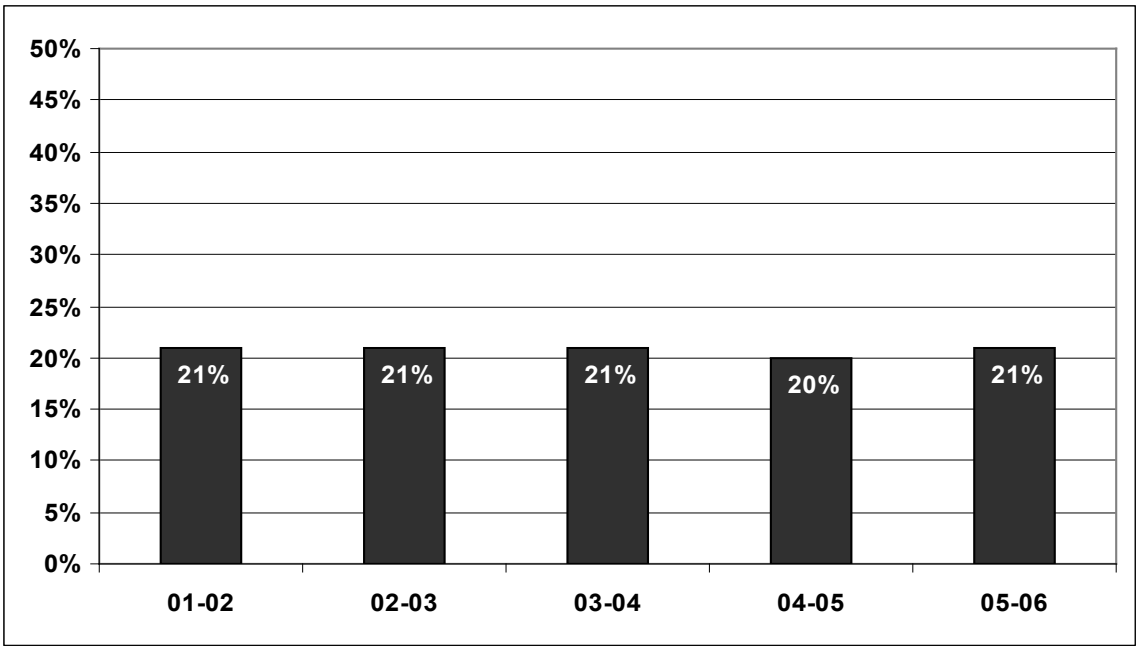
DEPARTMENT OF PHYSIOLOGICAL SCIENCE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

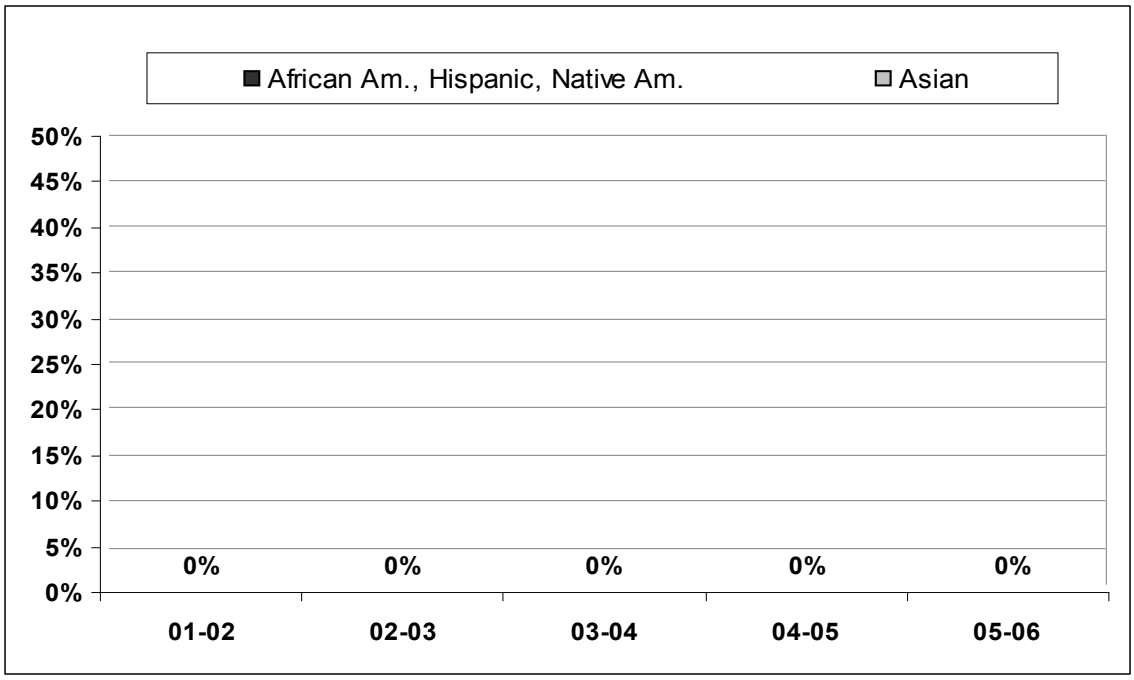
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	0.0	0.0	0.0	14.0
% of Faculty	21.4%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	42.8%	2.4%	9.4%	3.6%	0.4%	
Expected # of Faculty	6.0	0.3	1.3	0.5	0.1	
Underutilization	**-3.0**	**-0.3**	**-1.3**	**-0.5**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

PERCENT WOMEN



n=	14	14	14	15	15

PERCENT MINORITY



n=	14	14	14	15	15

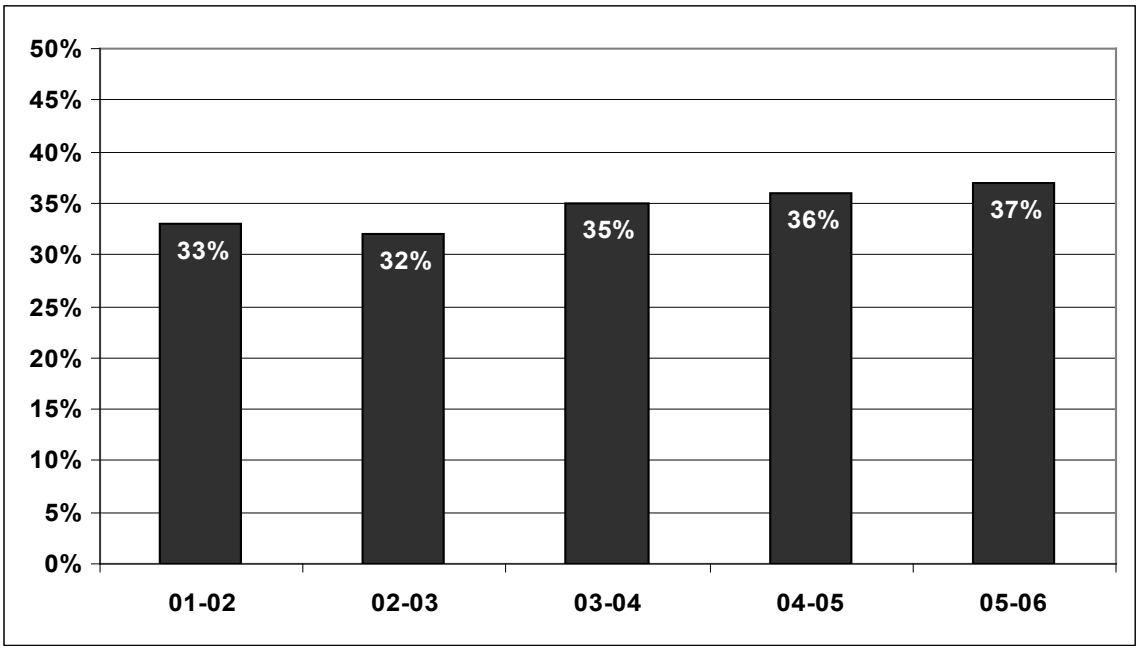
DEPARTMENT OF PSYCHOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

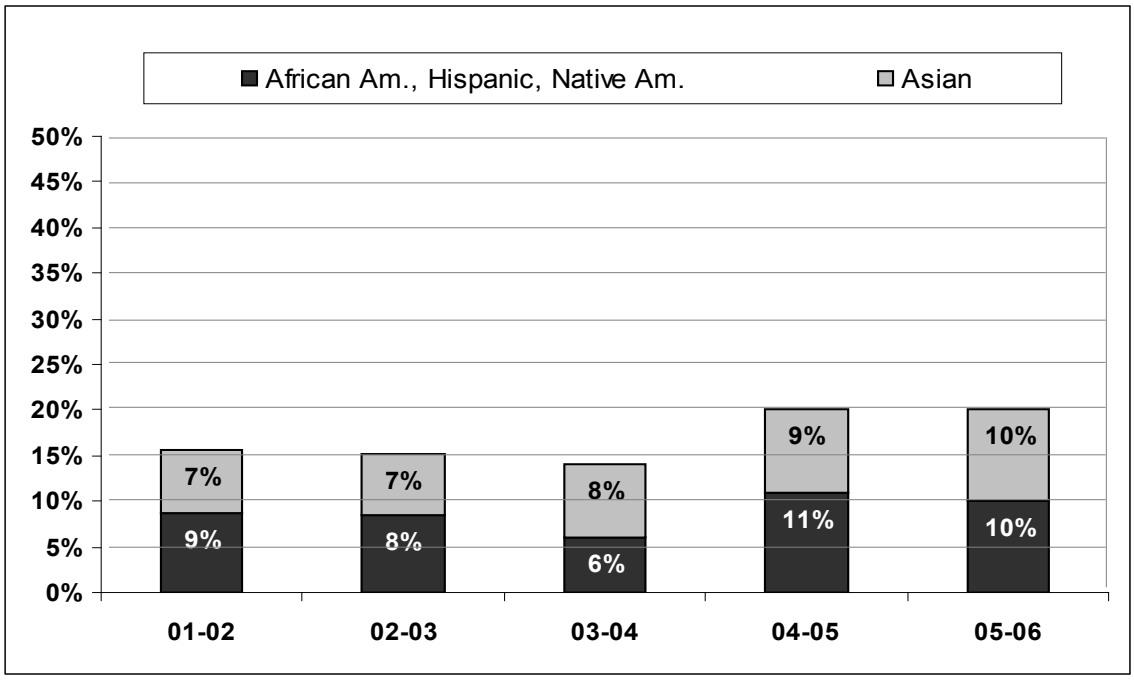
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	23.0	3.0	8.0	2.5	1.0	63.5
% of Faculty	36.2%	4.7%	12.6%	3.9%	1.6%	
Estimate of Availability	55.3%	3.9%	3.8%	4.3%	0.5%	
Expected # of Faculty	35.1	2.5	2.4	2.7	0.3	
Underutilization	**-12.1**	none	none	**-0.2**	none	

PERCENT WOMEN



n=	58	59	63	64	62

PERCENT MINORITY



n=	58	59	63	64	62

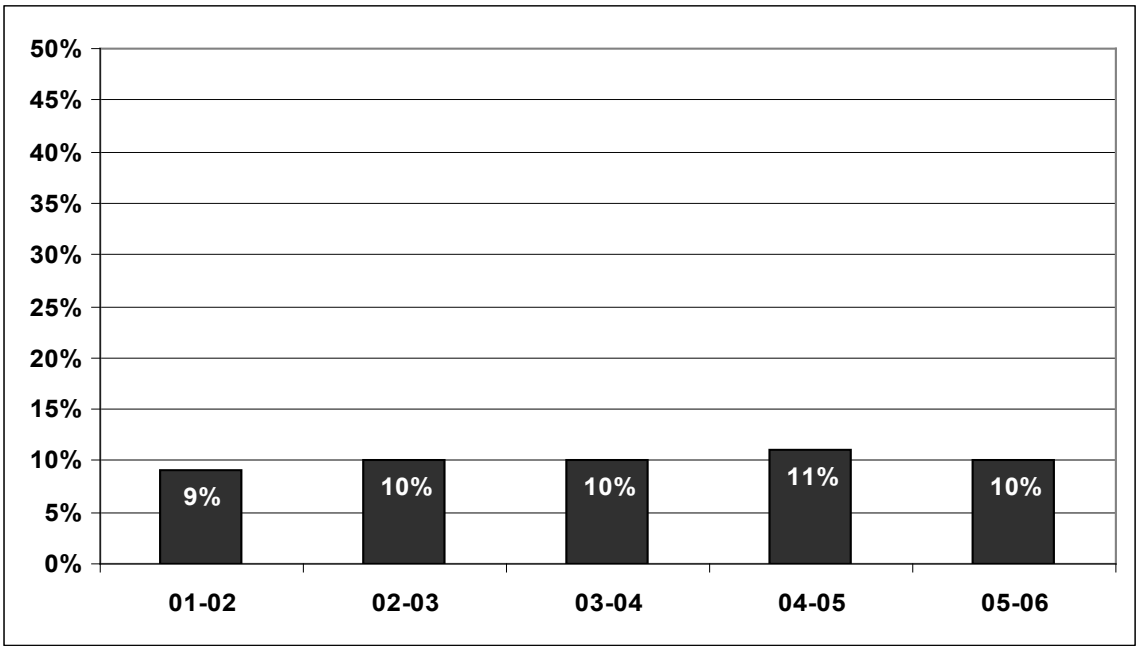
DIVISION OF PHYSICAL SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

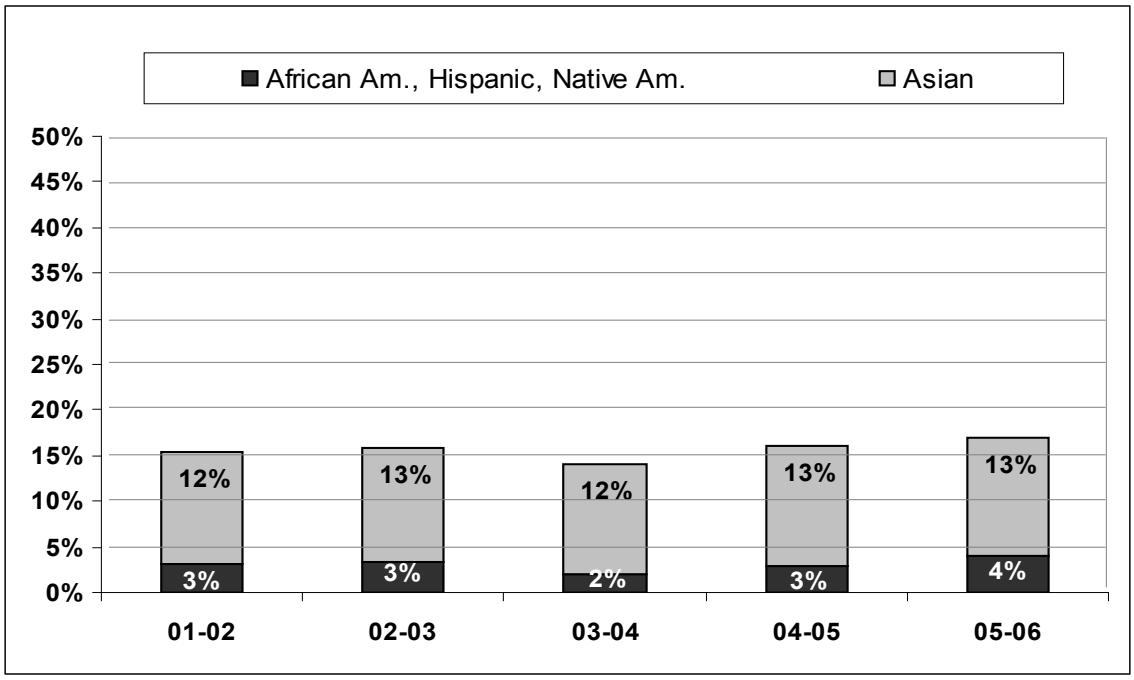
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	21.5	1.0	25.2	6.0	0.0	194.3
% of Faculty	11.0%	0.5%	13.0%	3.1%	0.0%	
Estimate of Availability	22.2%	1.6%	13.3%	2.5%	0.3%	
Expected # of Faculty	43.4	3.1	25.8	4.9	0.6	
Underutilization	**-21.9**	**-2.1**	**-0.7**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

PERCENT WOMEN



n=	222	214	217	209	197

PERCENT MINORITY



n=	222	214	217	209	197

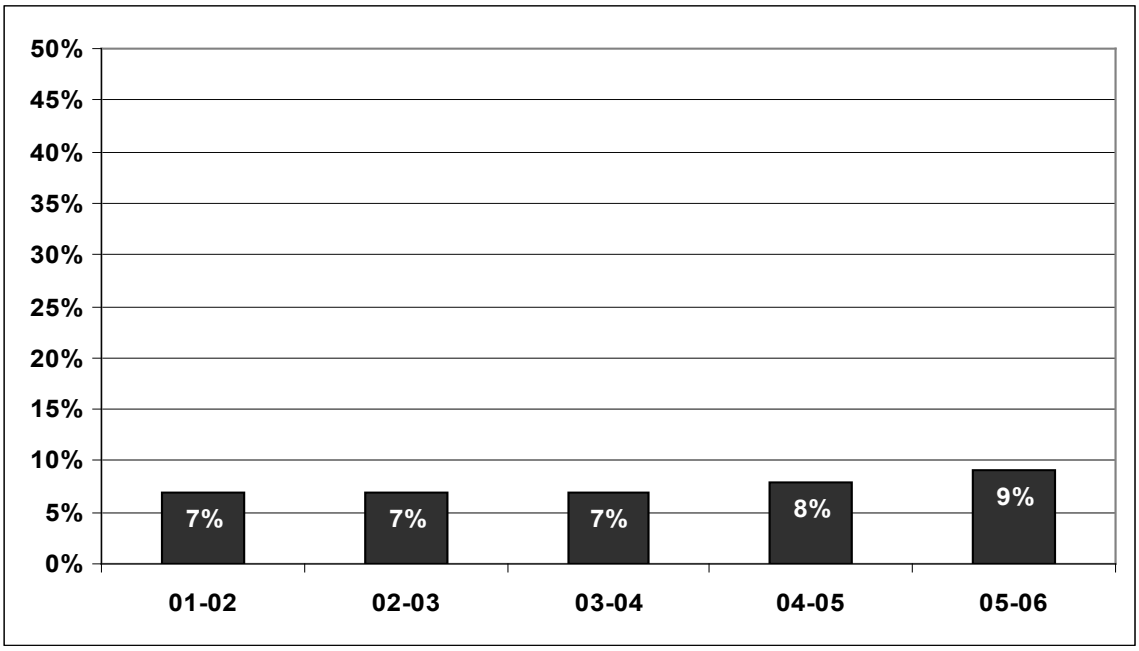
DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

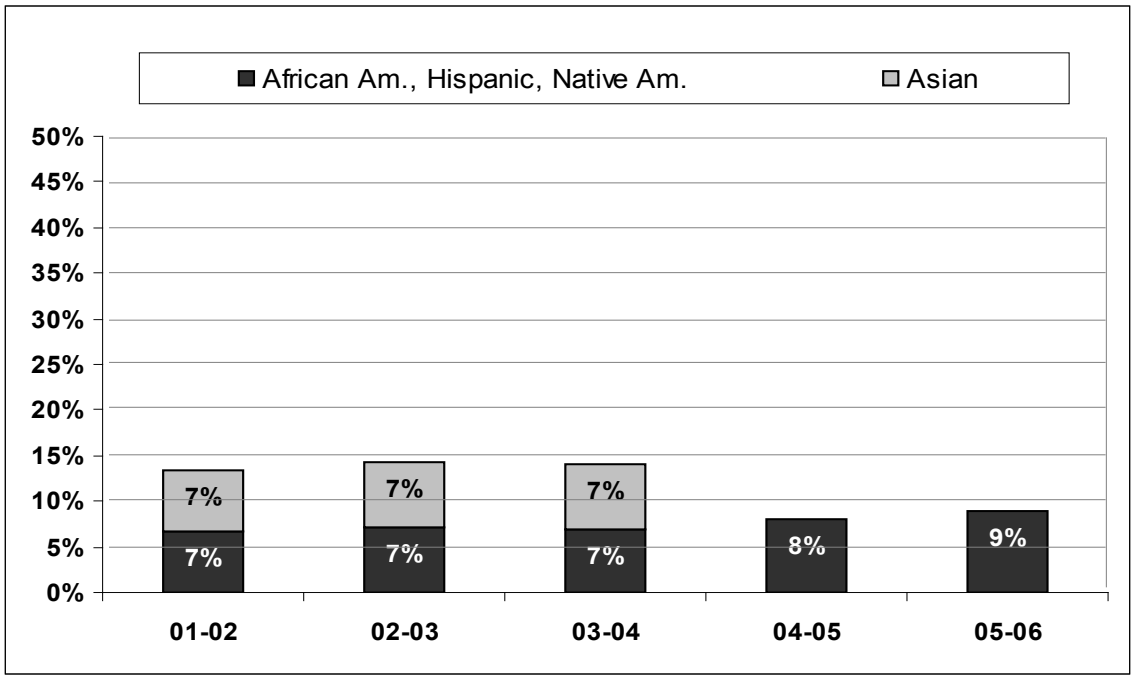
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	1.0	0.0	11.0
% of Faculty	9.1%	0.0%	0.0%	9.1%	0.0%	
Estimate of Availability	14.7%	1.5%	12.0%	1.9%	0.3%	
Expected # of Faculty	1.6	0.2	1.3	0.2	0.0	
Underutilization	**-0.6**	**-0.2**	**-1.3**	none	none	

PERCENT WOMEN



n=	15	14	14	13	11

PERCENT MINORITY



n=	15	14	14	13	11

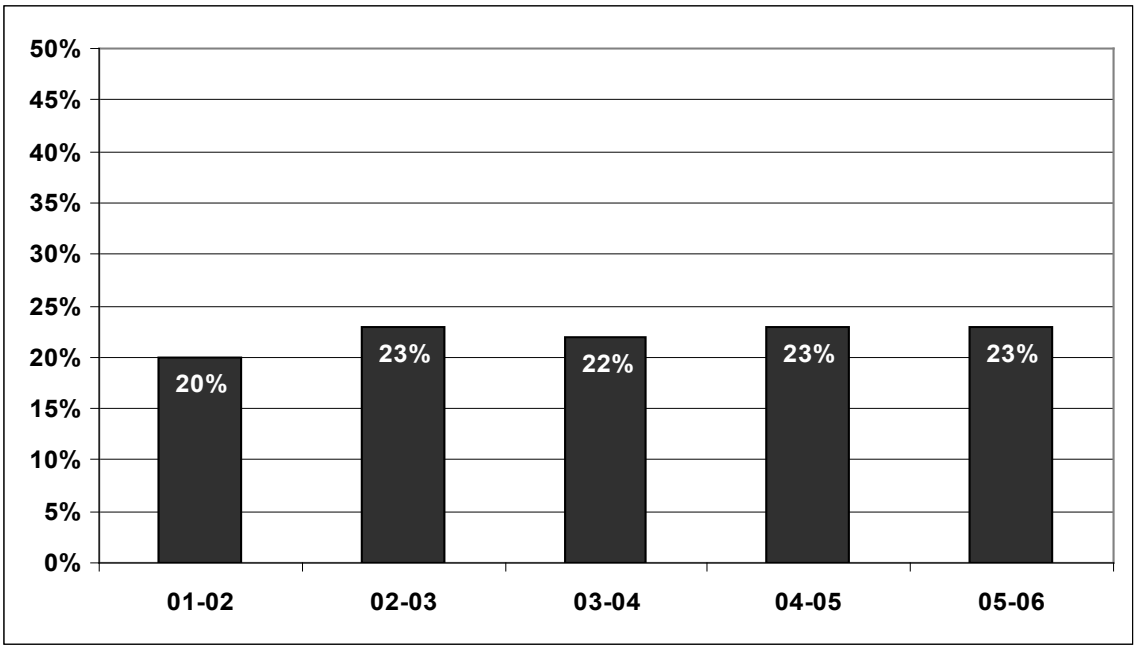
DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

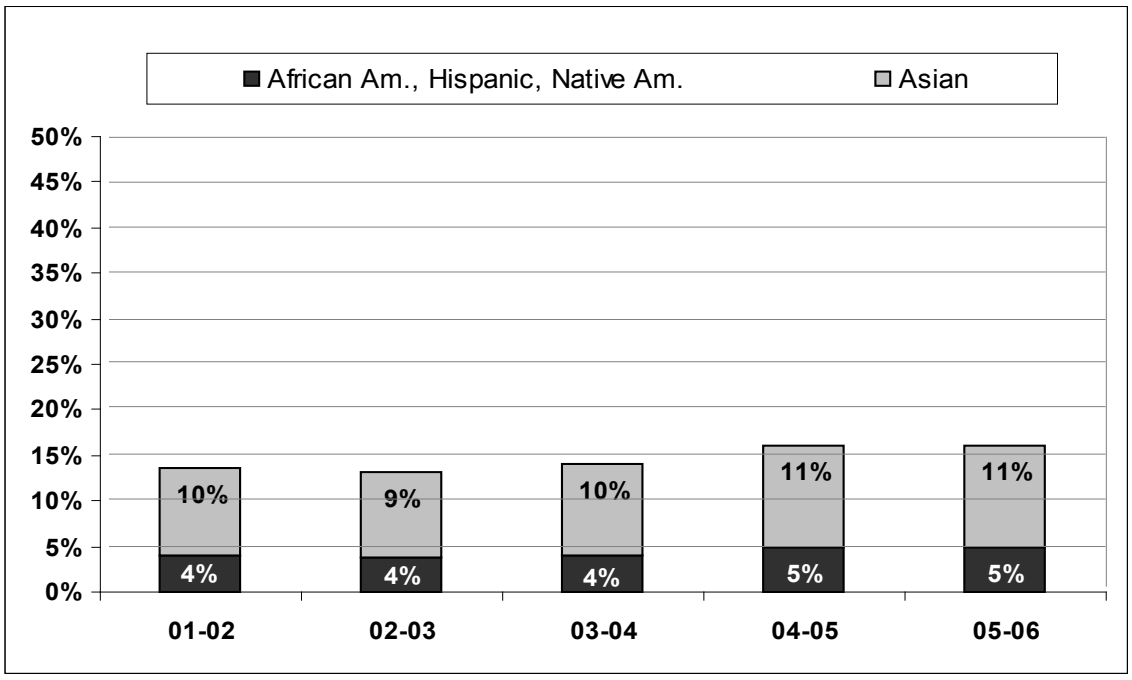
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.0	1.0	4.5	1.0	0.0	42.5
% of Faculty	23.5%	2.4%	10.6%	2.4%	0.0%	
Estimate of Availability	30.6%	2.1%	12.8%	2.8%	0.4%	
Expected # of Faculty	13.0	0.9	5.4	1.2	0.2	
Underutilization	**-3.0**	none	**-0.9**	**-0.2**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

PERCENT WOMEN



n=	51	53	50	44	43

PERCENT MINORITY



n=	51	53	50	44	43

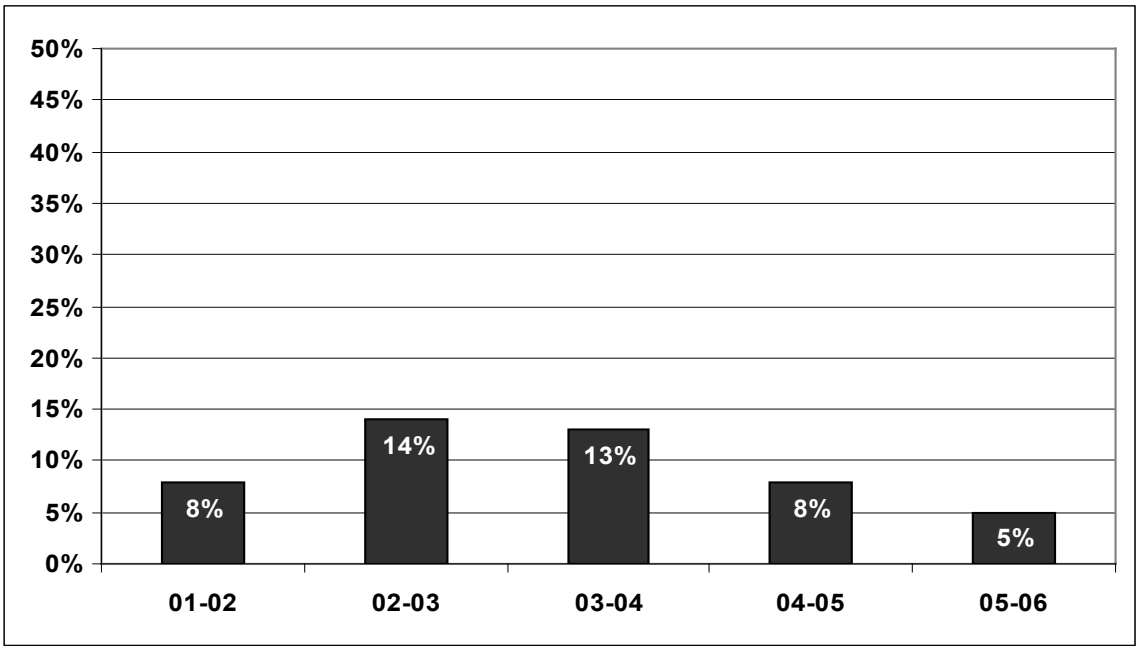
DEPARTMENT OF EARTH & SPACE SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

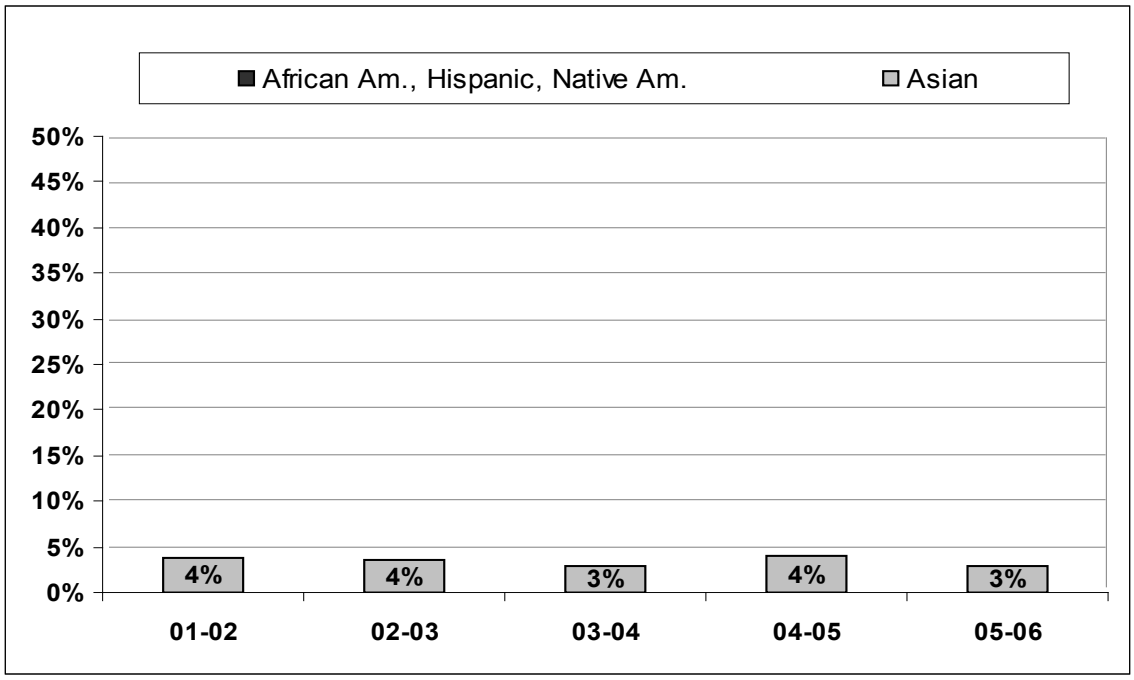
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	1.0	0.0	0.0	23.5
% of Faculty	8.5%	0.0%	4.3%	0.0%	0.0%	
Estimate of Availability	20.0%	0.9%	7.6%	2.0%	0.5%	
Expected # of Faculty	4.7	0.2	1.8	0.5	0.1	
Underutilization	**-2.7**	**-0.2**	**-0.8**	**-0.5**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

PERCENT WOMEN



n=	26	28	29	26	22

PERCENT MINORITY



n=	26	28	29	26	22

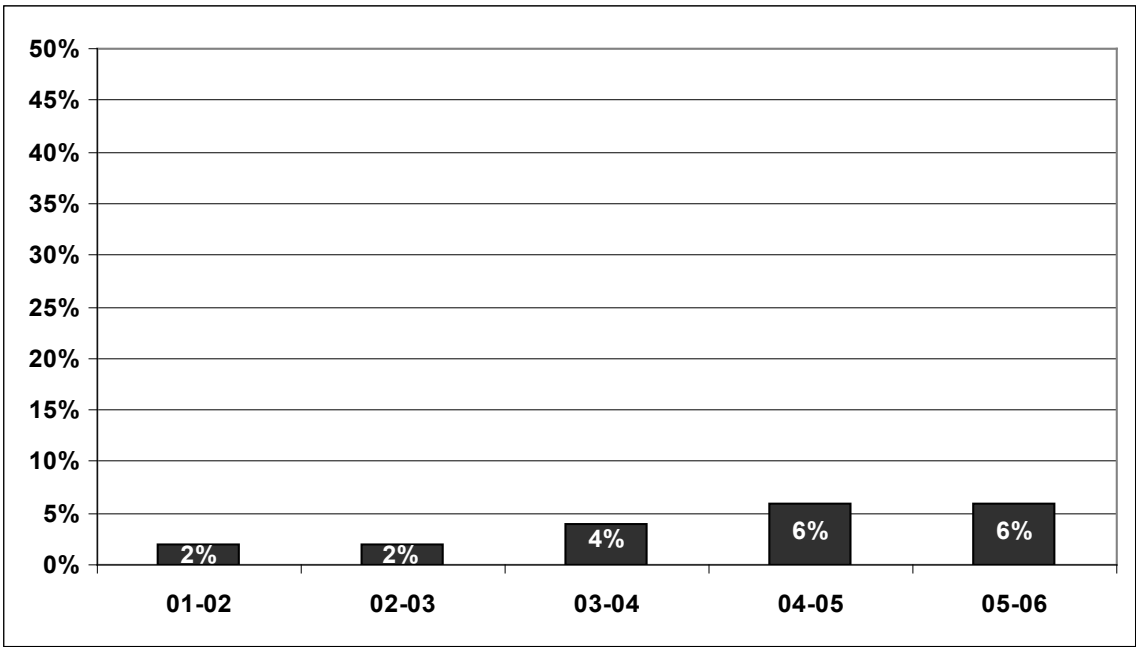
DEPARTMENT OF MATHEMATICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

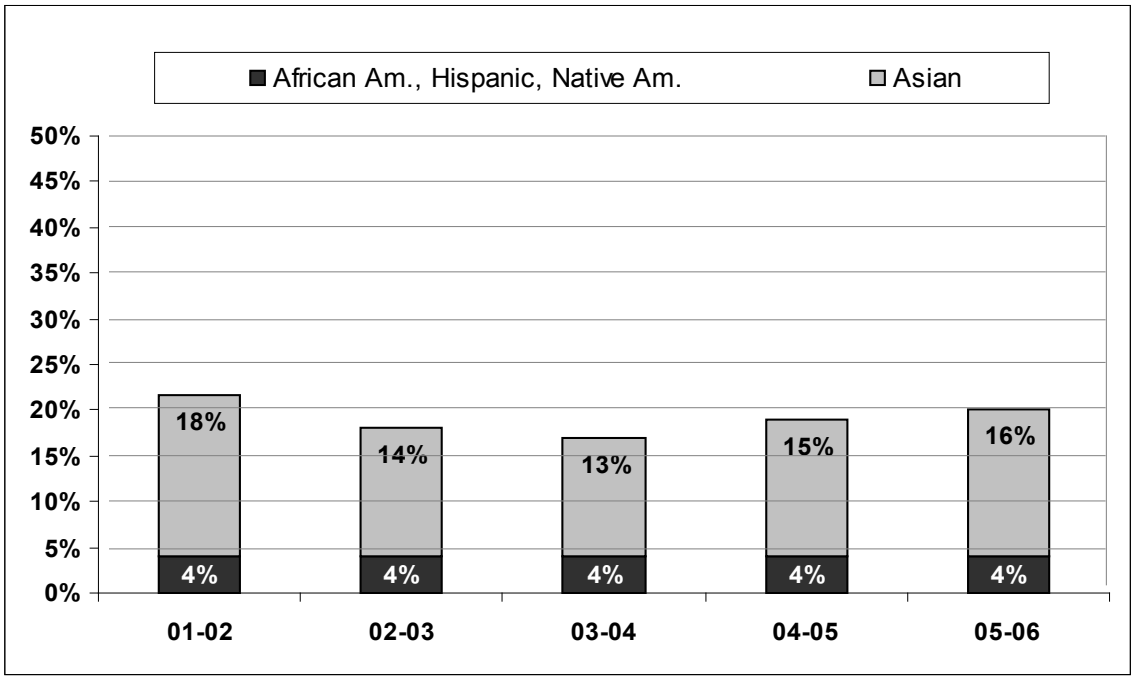
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	8.0	2.0	0.0	50.0
% of Faculty	6.0%	0.0%	16.0%	4.0%	0.0%	
Estimate of Availability	24.0%	1.6%	13.1%	2.5%	0.3%	
Expected # of Faculty	12.0	0.8	6.6	1.3	0.2	
Underutilization	**-9.0**	**-0.8**	none	none	**-0.2**	

PERCENT WOMEN



n=	51	50	52	52	51

PERCENT MINORITY



n=	51	50	52	52	51

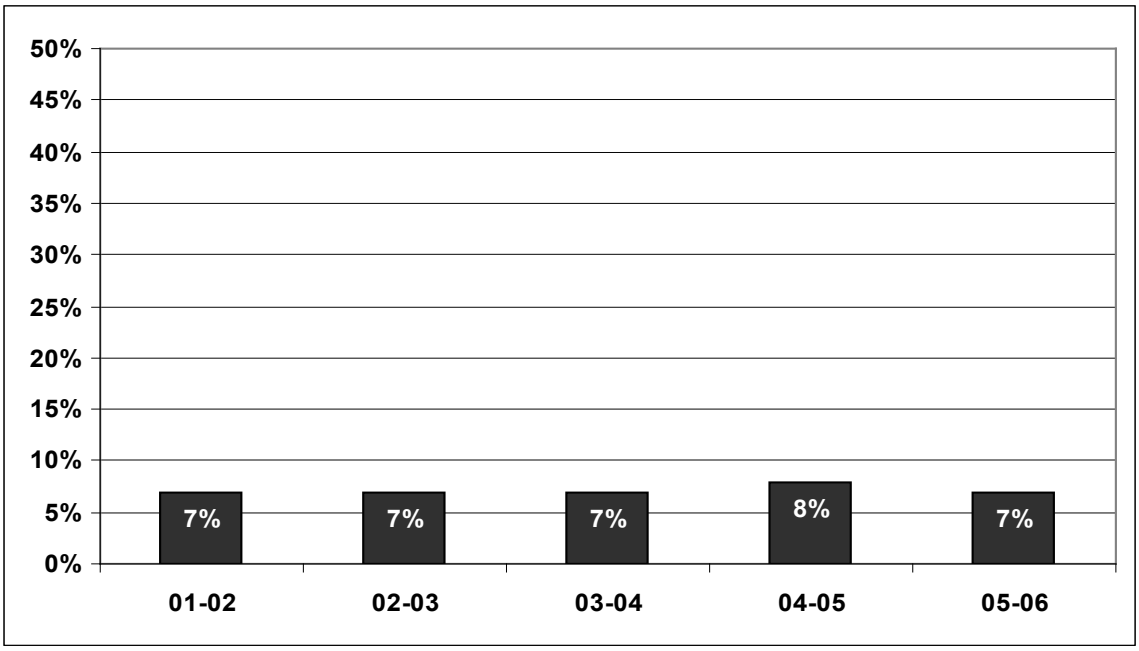
DEPARTMENT OF PHYSICS & ASTRONOMY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

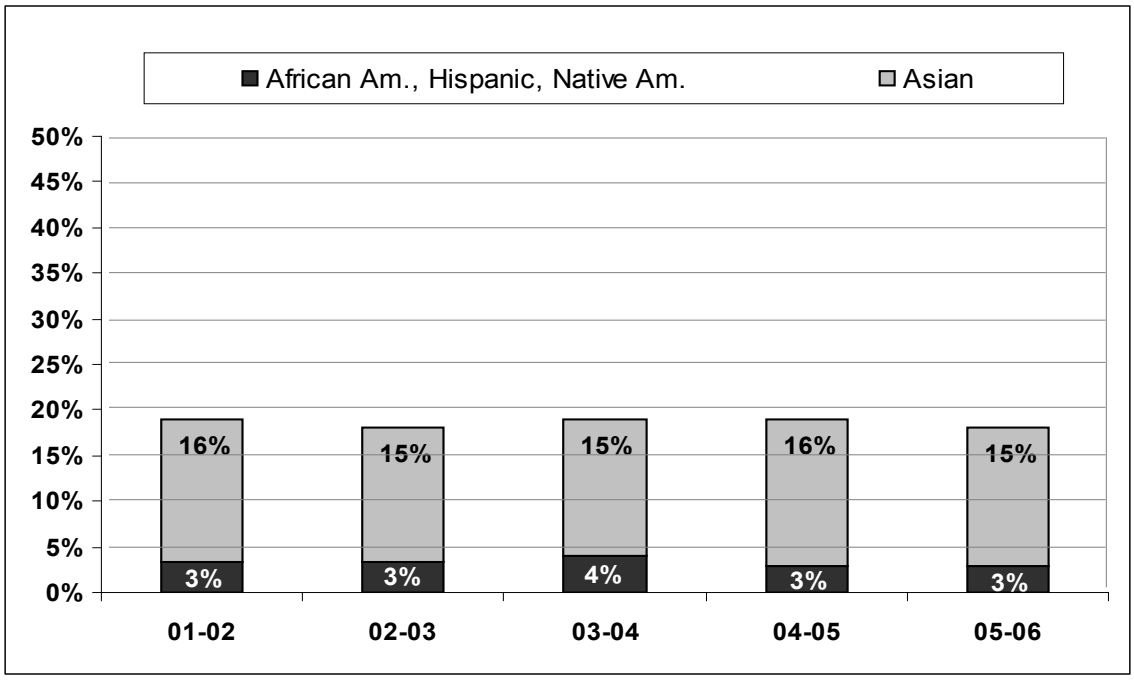
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	7.7	2.0	0.0	57.3
% of Faculty	8.7%	0.0%	13.4%	3.5%	0.0%	
Estimate of Availability	12.1%	1.4%	14.5%	2.4%	0.3%	
Expected # of Faculty	6.9	0.8	8.3	1.4	0.2	
Underutilization	**-1.9**	**-0.8**	**-0.6**	none	**-0.2**	

PERCENT WOMEN



n=	58	61	61	63	61

PERCENT MINORITY



n=	58	61	61	63	61

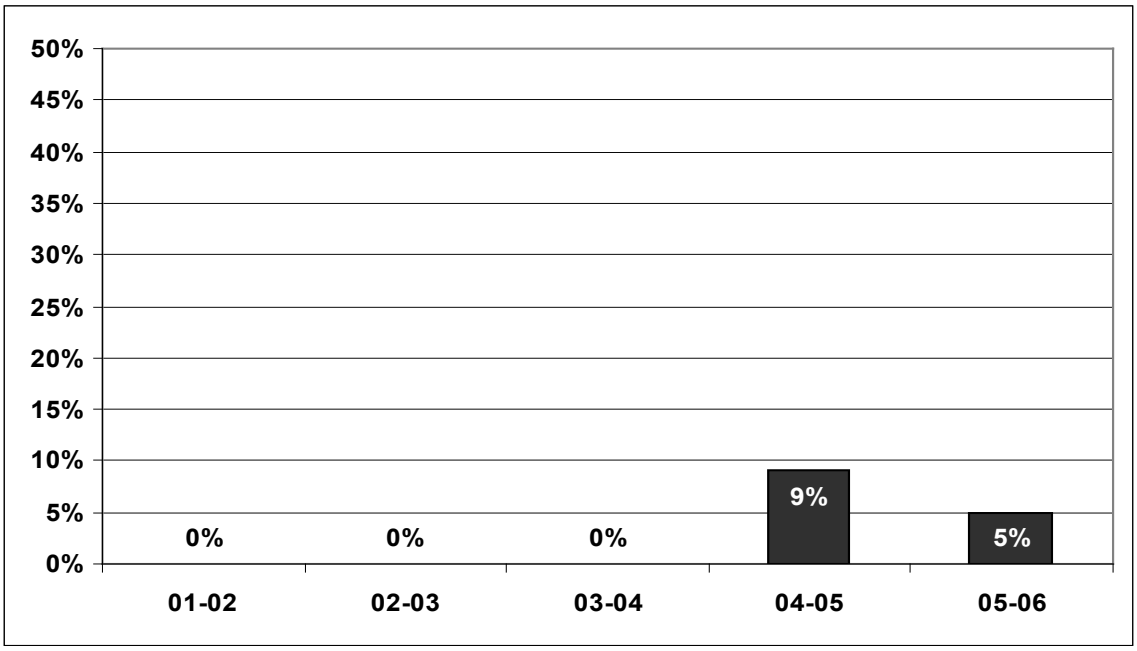
DEPARTMENT OF STATISTICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

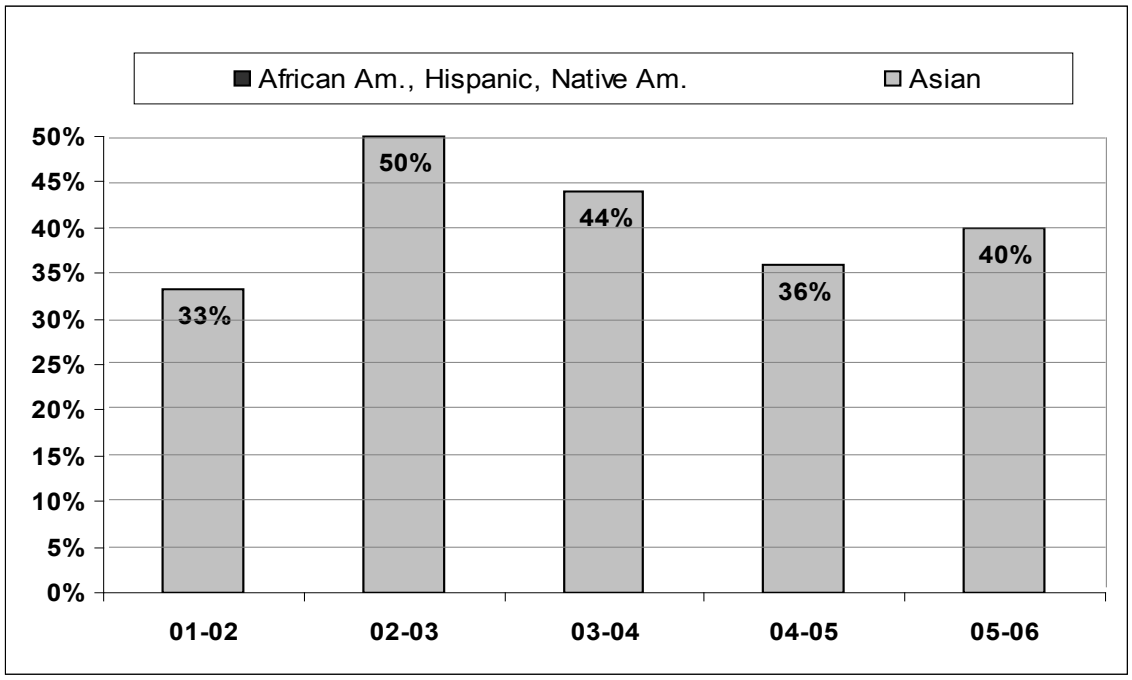
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.5	0.0	4.0	0.0	0.0	10.0
% of Faculty	4.5%	0.0%	40.0%	0.0%	0.0%	
Estimate of Availability	35.6%	2.0%	17.2%	2.1%	0.4%	
Expected # of Faculty	3.9	0.2	1.7	0.2	0.0	
Underutilization	**-3.4**	**-0.2**	none	**-0.2**	none	

PERCENT WOMEN



n=	6	8	9	11	10

PERCENT MINORITY



n=	6	8	9	11	10

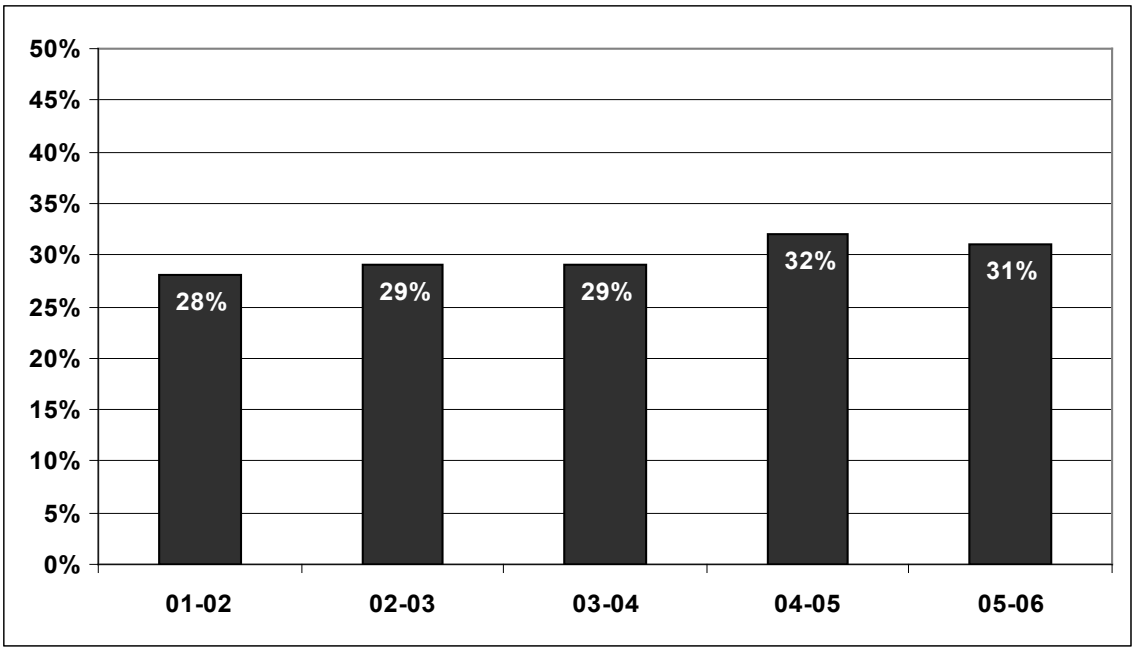
DIVISION OF SOCIAL SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

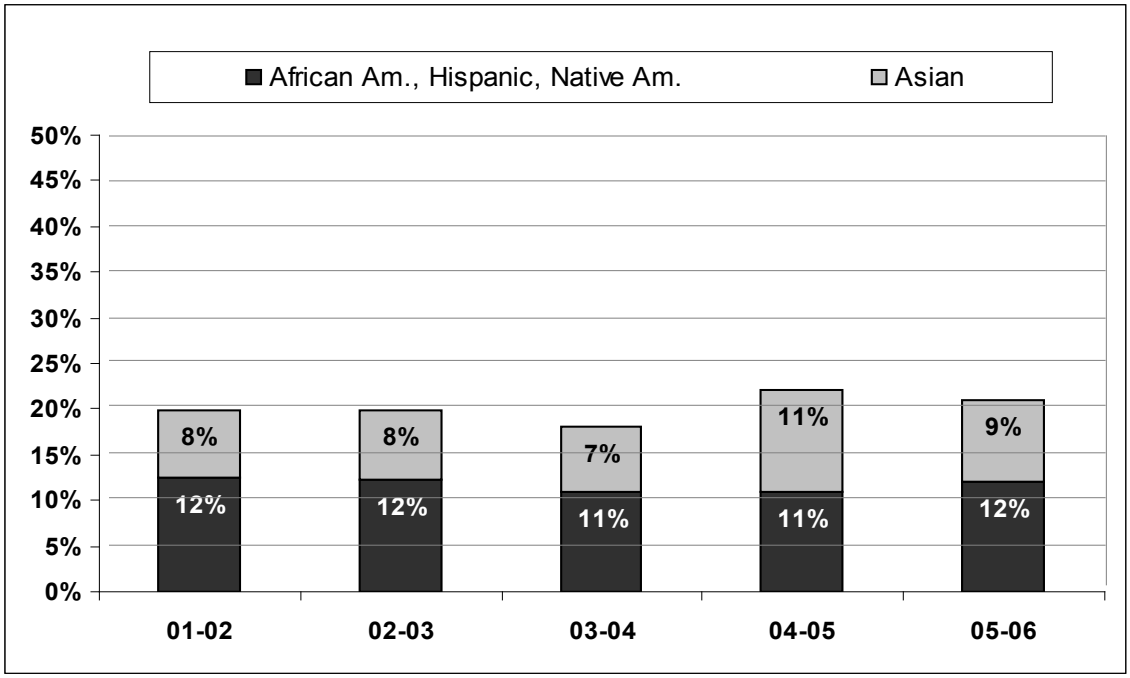
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	84.5	11.0	26.5	20.0	2.0	272.5
% of Faculty	30.5%	4.0%	9.7%	7.3%	0.7%	
Estimate of Availability	39.7%	5.1%	6.5%	4.4%	0.4%	
Expected # of Faculty	110.2	13.9	17.7	12.0	1.1	
Underutilization	**-25.7**	**-2.9**	none	none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

PERCENT WOMEN



n=	266	263	268	280	265

PERCENT MINORITY



n=	266	263	268	280	265

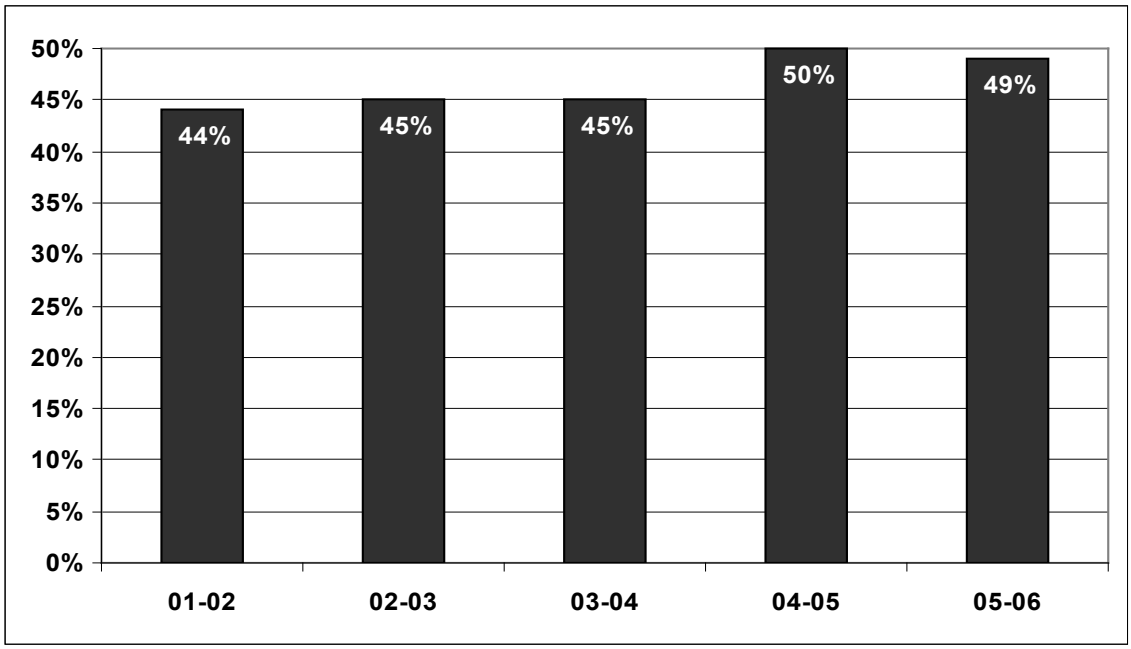
DEPARTMENT OF ANTHROPOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

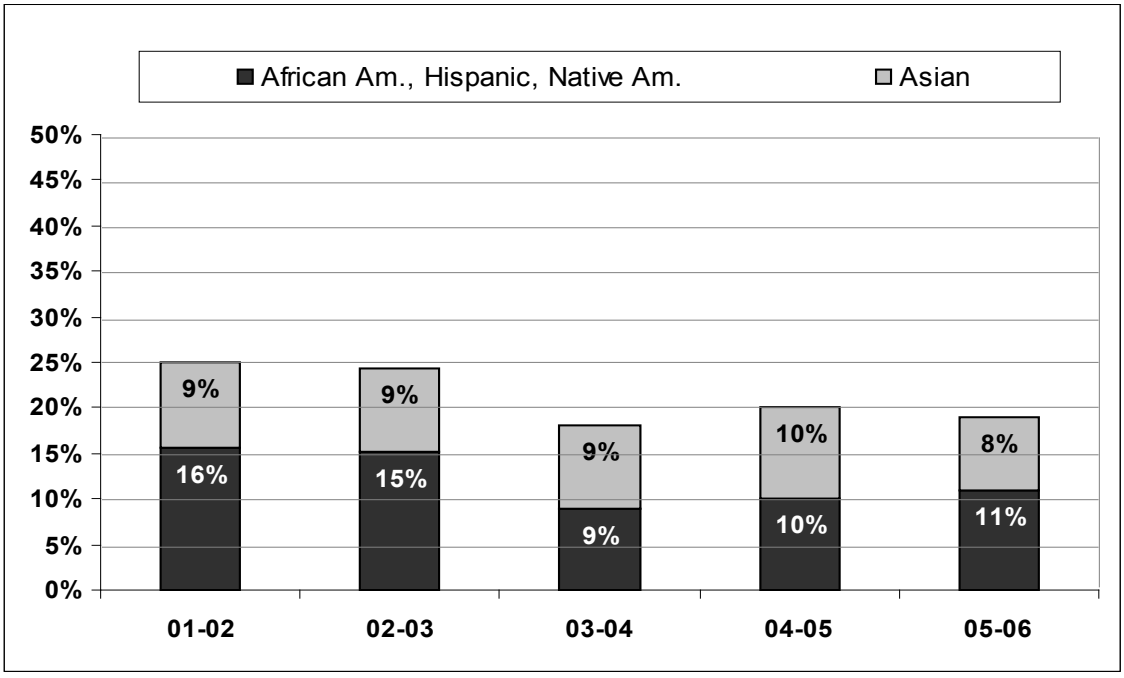
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.5	1.0	2.5	1.0	1.0	29.5
% of Faculty	46.0%	3.4%	8.5%	3.4%	3.4%	
Estimate of Availability	50.5%	2.7%	4.8%	3.9%	0.8%	
Expected # of Faculty	15.9	0.8	1.4	1.2	0.2	
Underutilization	**-1.4**	none	none	**-0.2**	none	

PERCENT WOMEN



n=	32	33	31	30	28

PERCENT MINORITY



n=	32	33	31	30	28

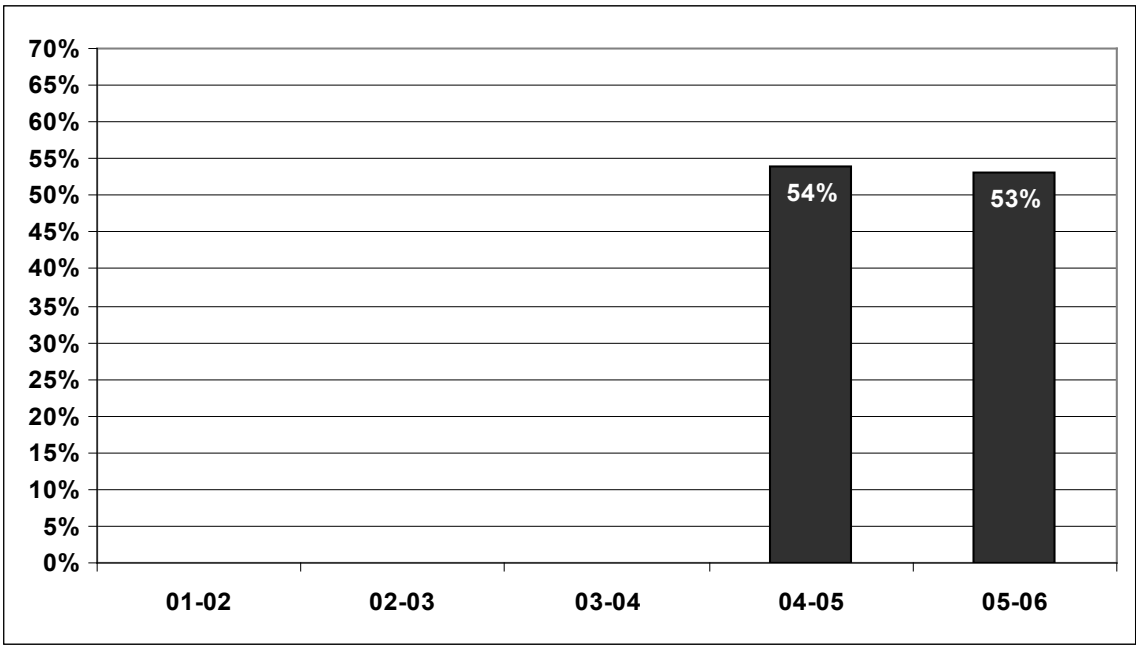
DEPARTMENT OF ASIAN-AMERICAN STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

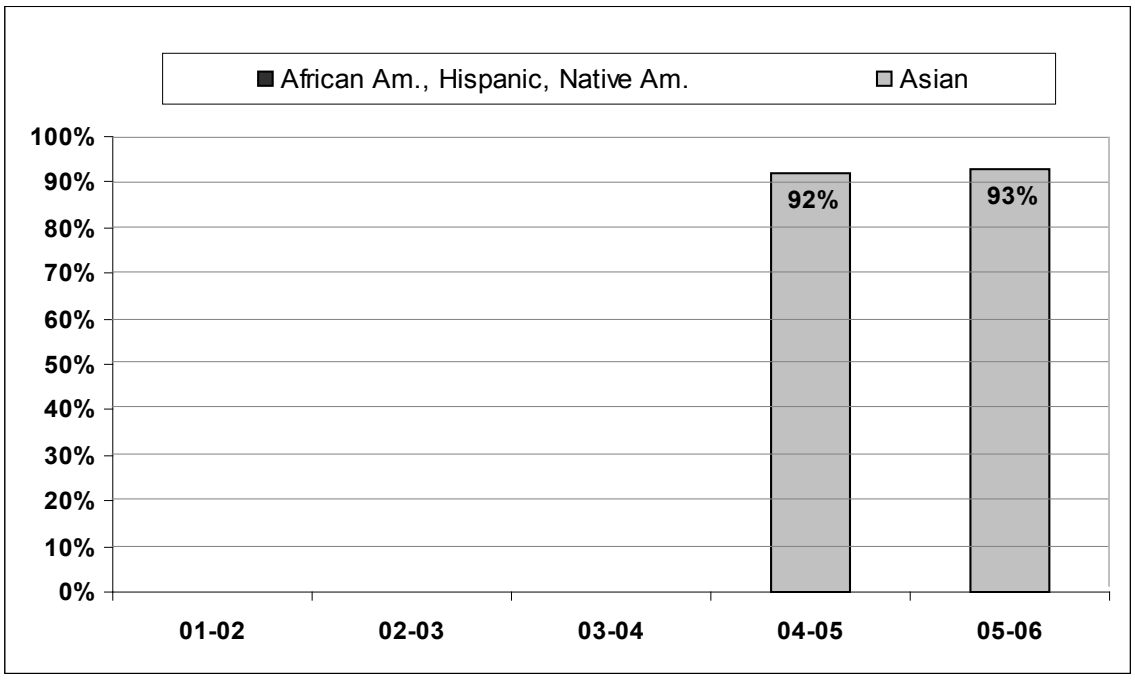
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	8.5	0.0	0.0	9.0
% of Faculty	45.0%	0.0%	94.4%	0.0%	0.0%	
Estimate of Availability	33.3%	9.1%	3.8%	4.3%	0.6%	
Expected # of Faculty	3.3	0.8	0.3	0.4	0.1	
Underutilization	none	**-0.8**	none	**-0.4**	**-0.1**	

PERCENT WOMEN



	01-02	02-03	03-04	04-05	05-06
n=				13	7

PERCENT MINORITY



	01-02	02-03	03-04	04-05	05-06
n=				13	7

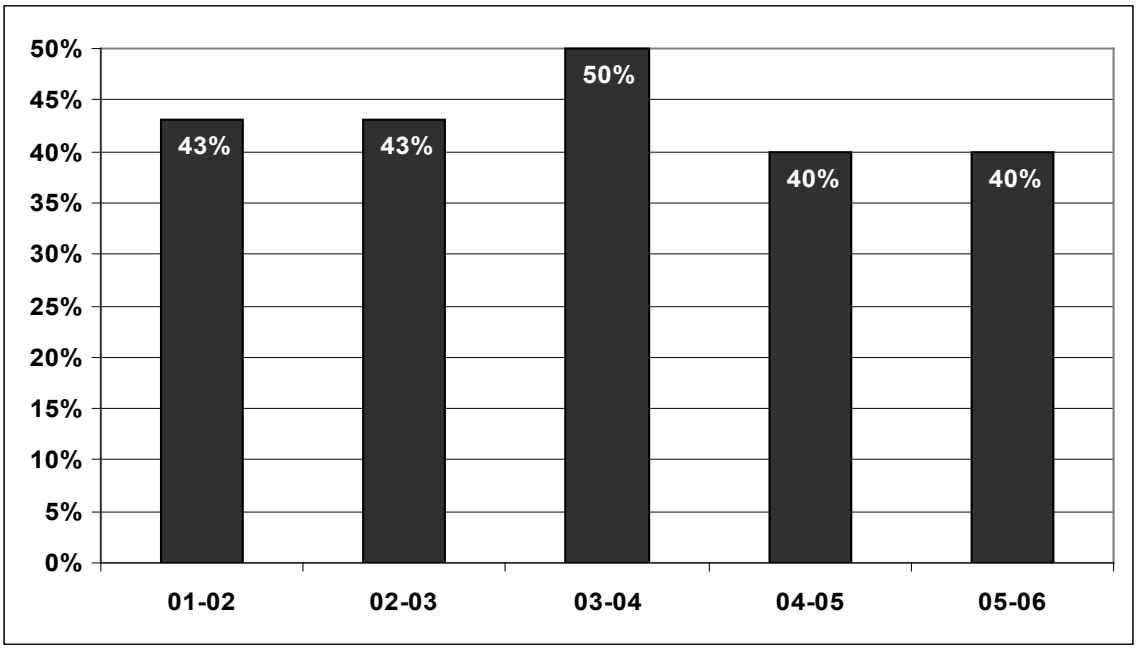
DEPARTMENT OF CHICANA/O STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

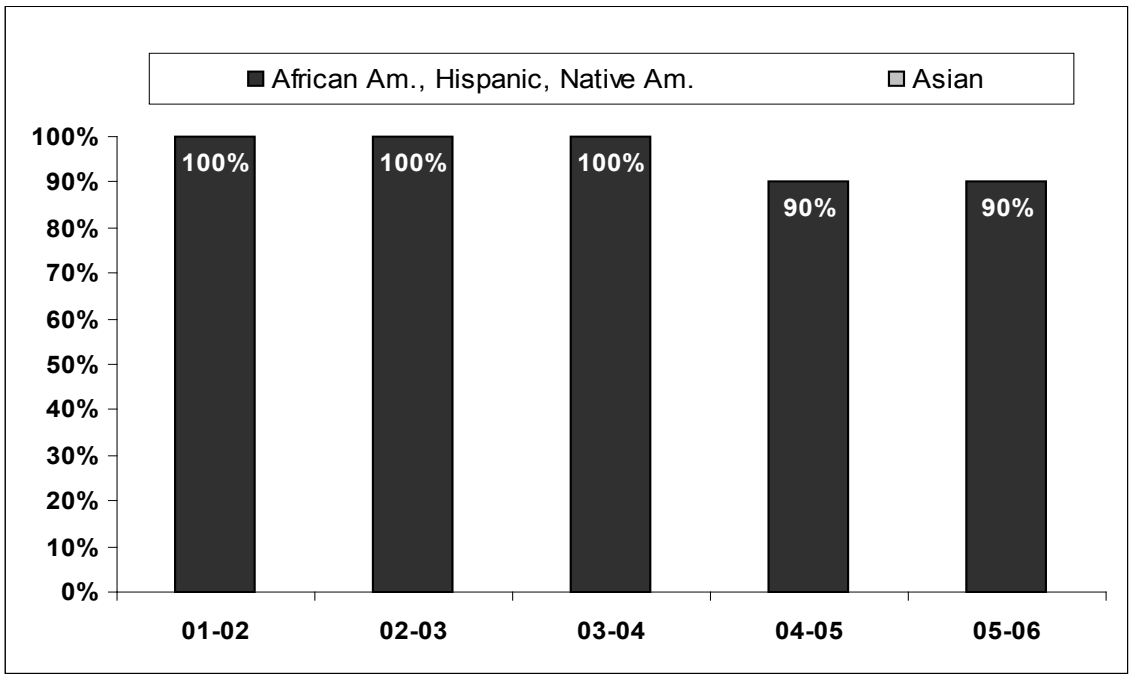
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	0.0	9.0	0.0	9.0
% of Faculty	40.0%	0.0%	0.0%	100.0%	0.0%	
Estimate of Availability	45.4%	7.3%	4.1%	16.7%	0.7%	
Expected # of Faculty	4.5	0.7	0.4	1.5	0.1	
Underutilization	**-0.5**	**-0.7**	**-0.4**	none	**-0.1**	

PERCENT WOMEN



n=	7	7	8	10	10

PERCENT MINORITY



n=	7	7	8	10	10

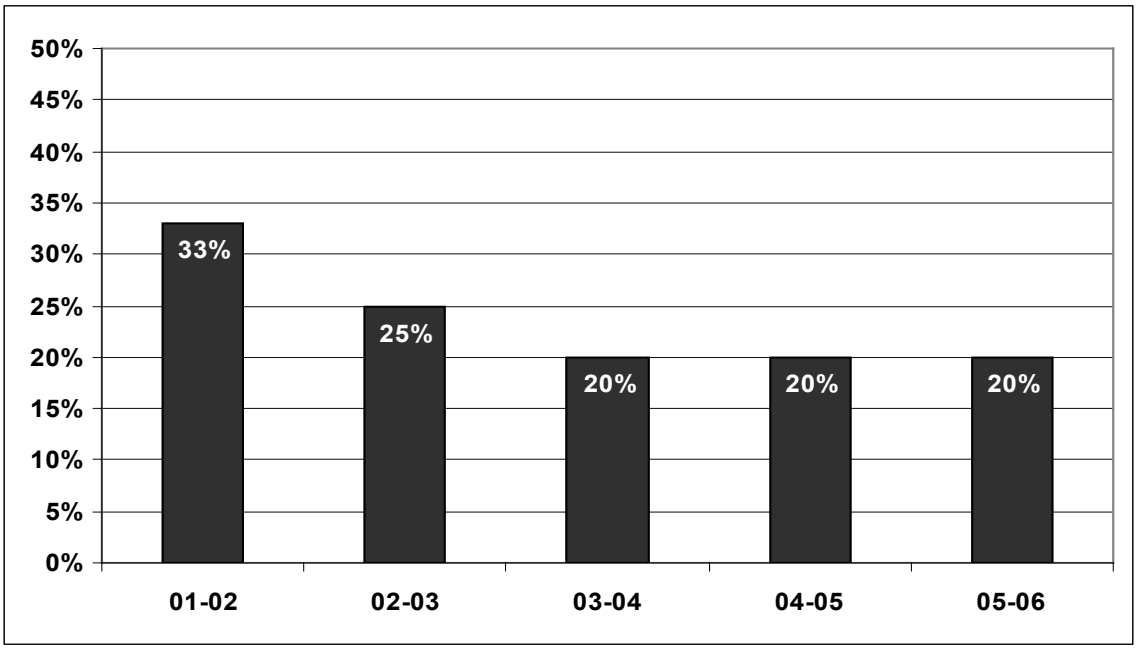
DEPARTMENT OF COMMUNICATION STUDIES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

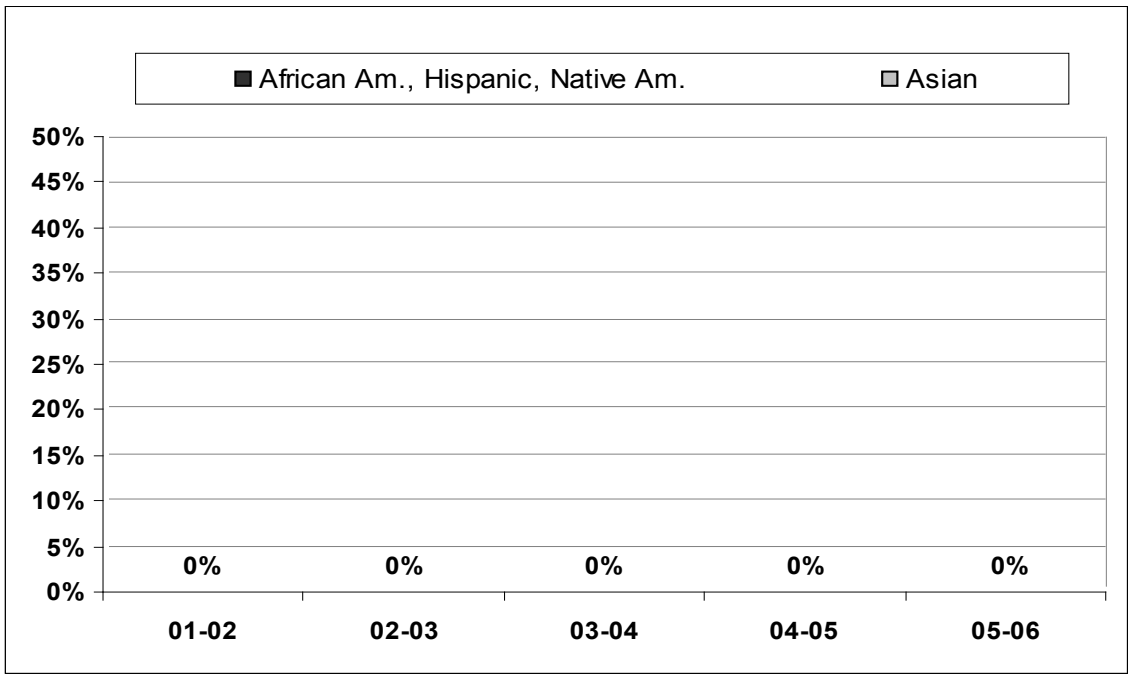
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	5.0
% of Faculty	20.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	57.8%	5.6%	3.6%	4.6%	0.6%	
Expected # of Faculty	2.9	0.3	0.2	0.2	0.0	
Underutilization	**-1.9**	**-0.3**	**-0.2**	**-0.2**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

PERCENT WOMEN



n=	6	4	5	5	5

PERCENT MINORITY



n=	6	4	5	5	5

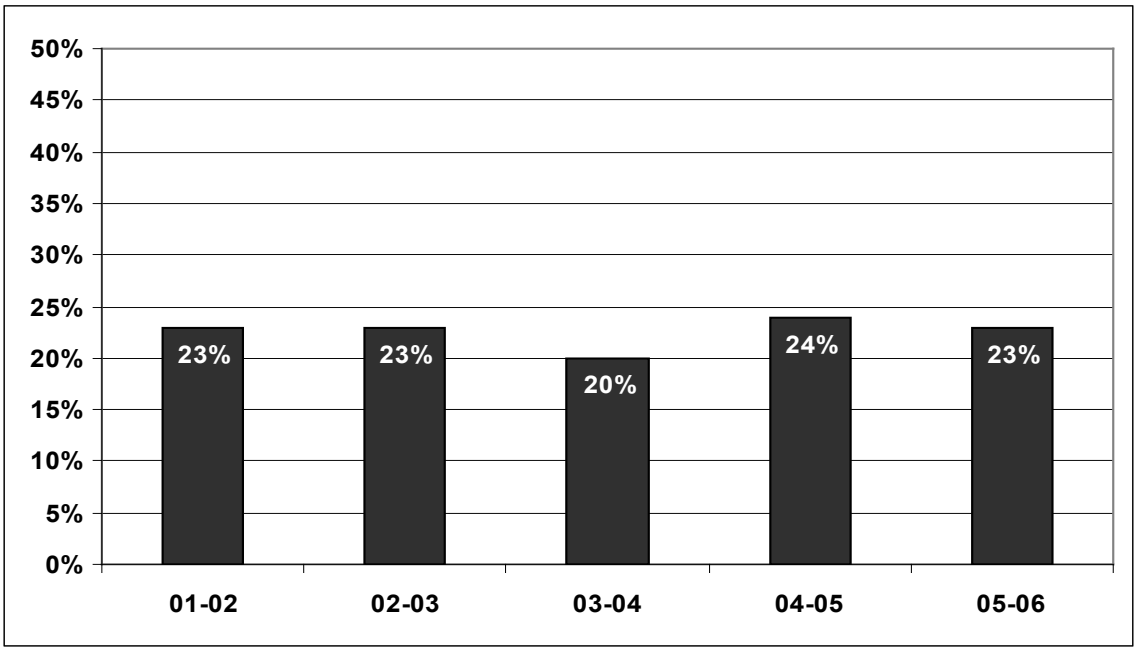
DEPARTMENT OF ECONOMICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

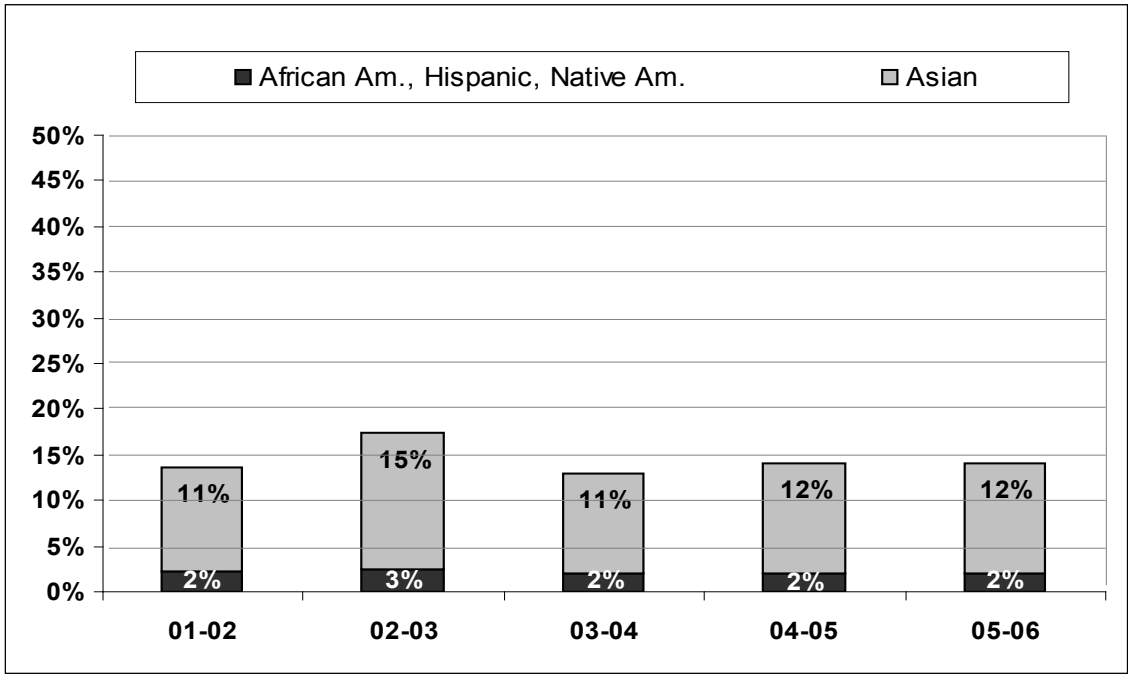
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.5	0.0	4.0	1.0	0.0	40.5
% of Faculty	21.0%	0.0%	9.9%	2.5%	0.0%	
Estimate of Availability	27.0%	3.8%	12.2%	3.6%	0.2%	
Expected # of Faculty	10.9	1.5	4.9	1.5	0.1	
Underutilization	**-2.4**	**-1.5**	**-0.9**	**-0.5**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

PERCENT WOMEN



n=	44	40	45	42	42

PERCENT MINORITY



n=	44	40	45	42	42

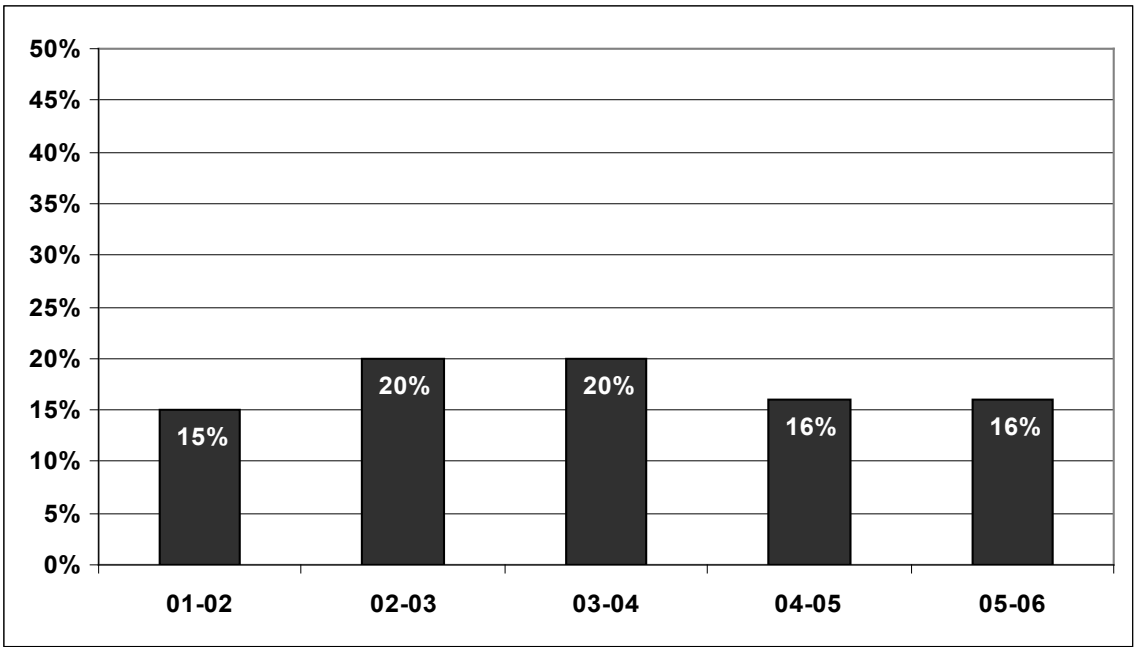
DEPARTMENT OF GEOGRAPHY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

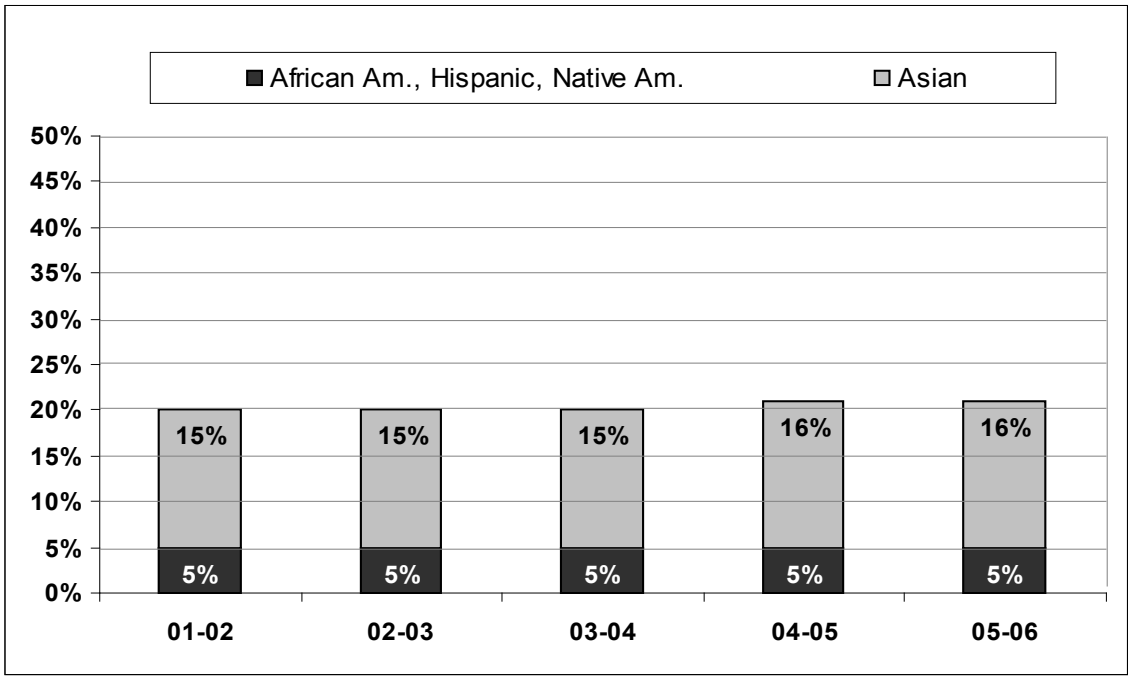
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	1.0	4.0	0.0	0.0	20.5
% of Faculty	18.6%	4.9%	19.5%	0.0%	0.0%	
Estimate of Availability	28.7%	1.5%	5.3%	2.3%	0.4%	
Expected # of Faculty	6.2	0.3	1.1	0.5	0.1	
Underutilization	**-2.2**	none	none	**-0.5**	**-0.1**	

PERCENT WOMEN



n=	20	20	20	19	19

PERCENT MINORITY



n=	20	20	20	19	19

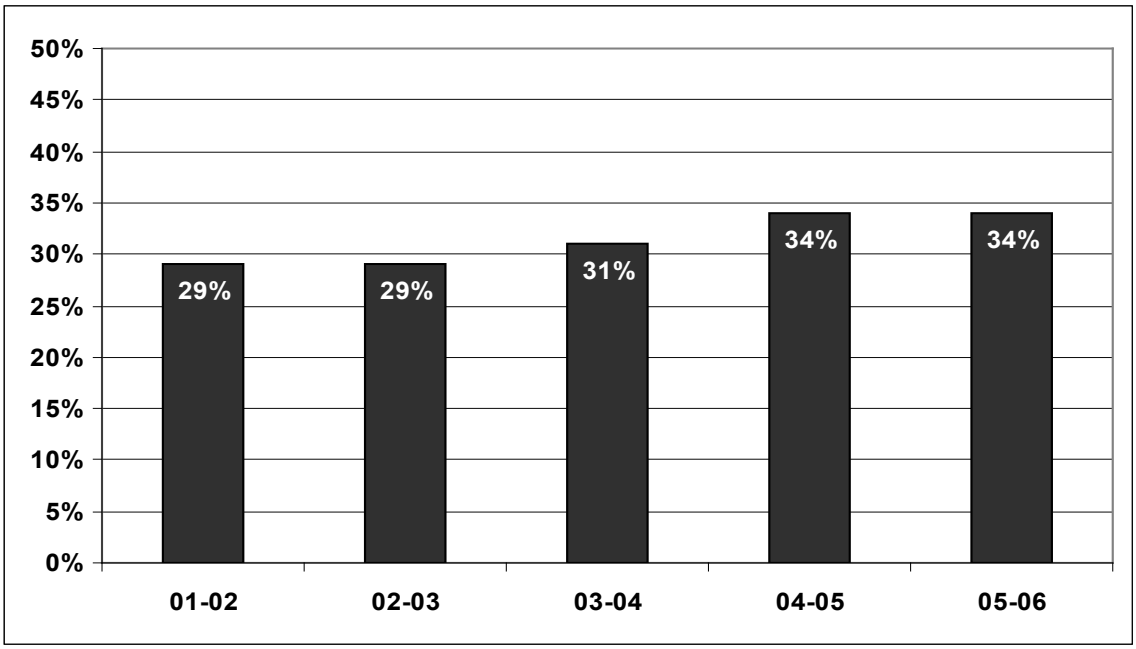
DEPARTMENT OF HISTORY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

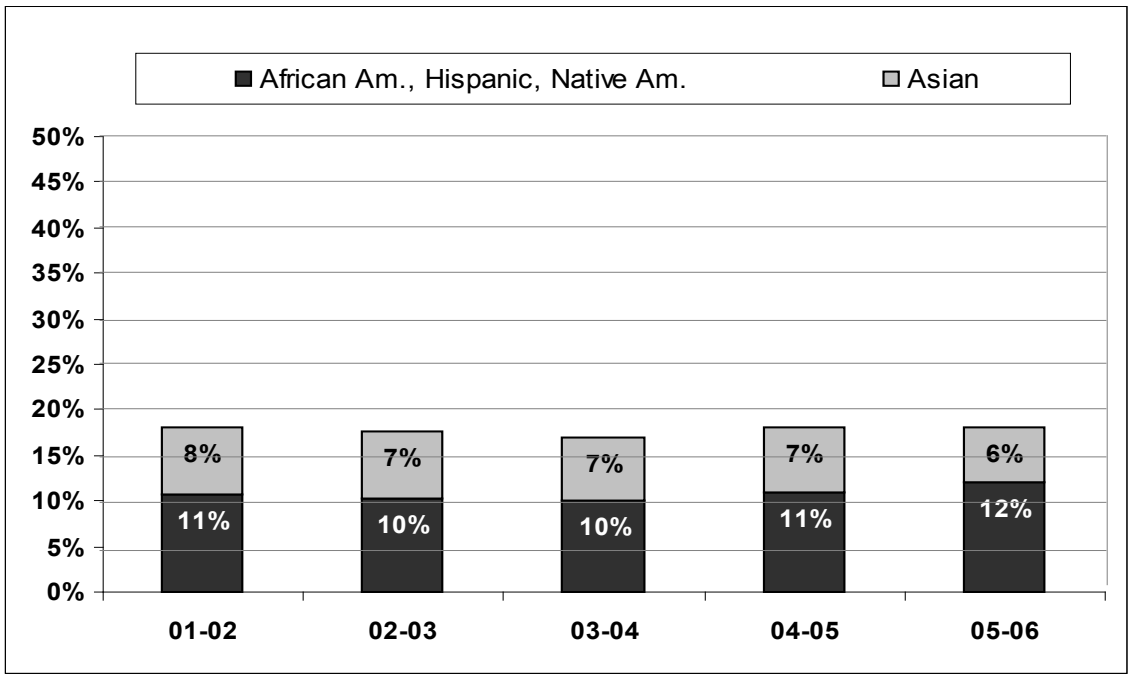
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	23.0	5.0	5.0	3.0	0.0	68.5
% of Faculty	33.6%	7.3%	7.3%	4.4%	0.0%	
Estimate of Availability	35.4%	4.7%	5.2%	5.0%	0.1%	
Expected # of Faculty	24.3	3.2	3.6	3.4	0.1	
Underutilization	**-1.2**	none	none	**-0.4**	**-0.1**	

PERCENT WOMEN



n=	66	68	68	70	67

PERCENT MINORITY



n=	66	68	68	70	67

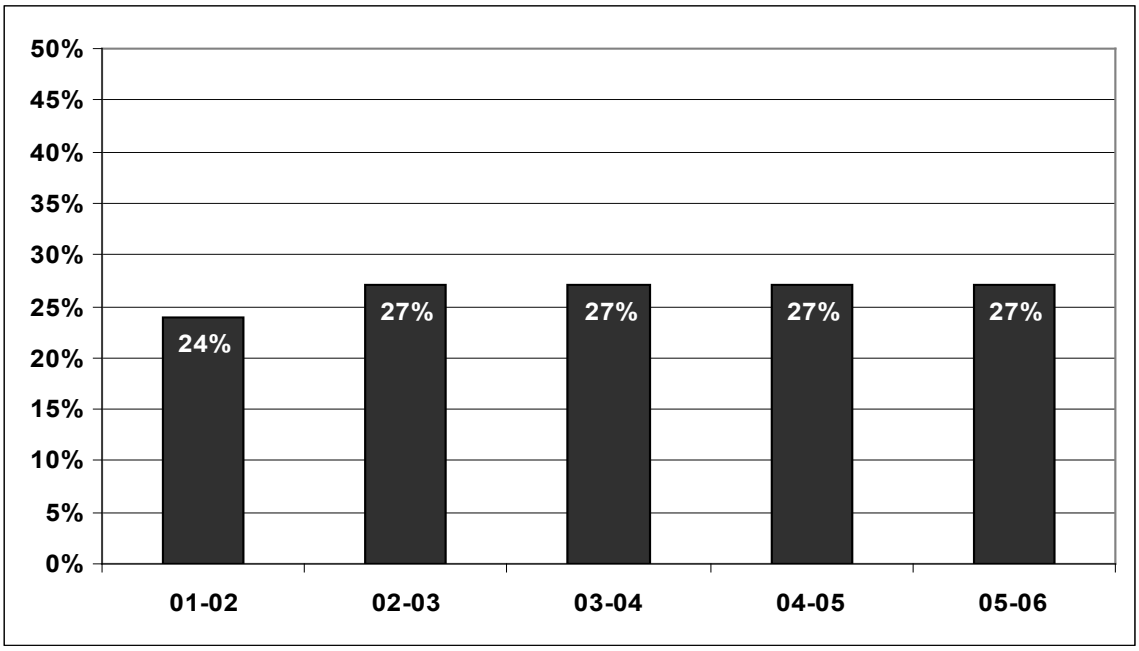
DEPARTMENT OF POLITICAL SCIENCE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

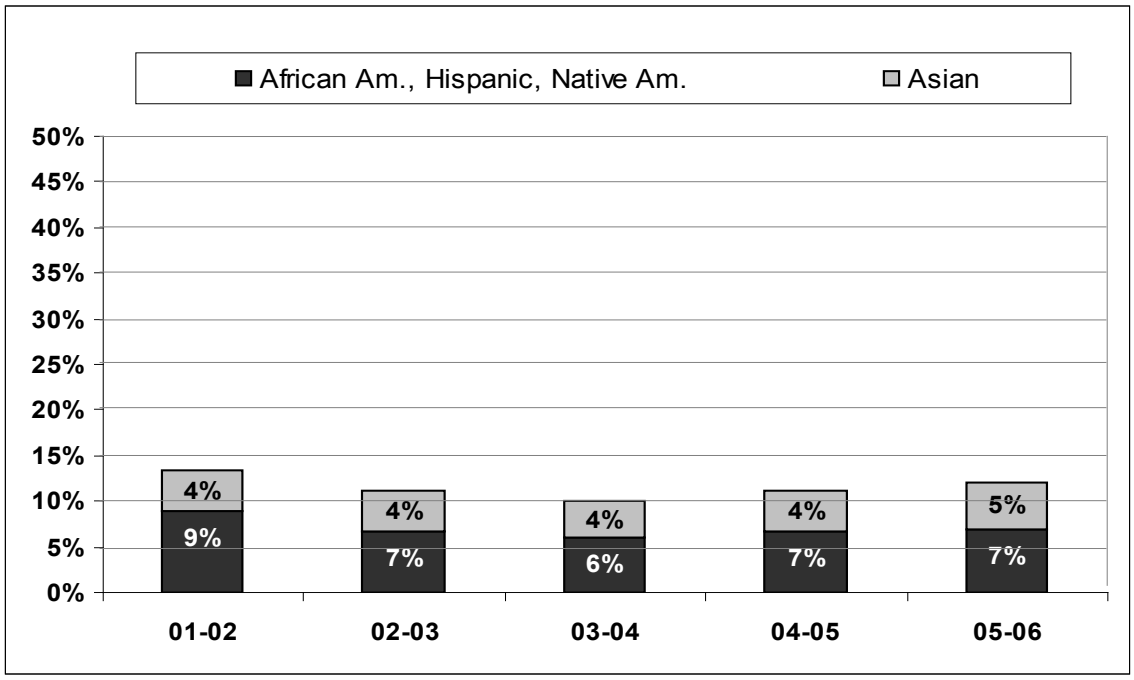
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	11.5	2.0	2.0	1.0	0.0	44.0
% of Faculty	26.1%	4.5%	4.5%	2.3%	0.0%	
Estimate of Availability	30.6%	5.9%	5.8%	3.3%	0.3%	
Expected # of Faculty	13.5	2.6	2.6	1.5	0.1	
Underutilization	**-2.0**	**-0.6**	**-0.6**	**-0.5**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

PERCENT WOMEN



n=	45	45	45	45	42

PERCENT MINORITY



n=	45	45	45	45	42

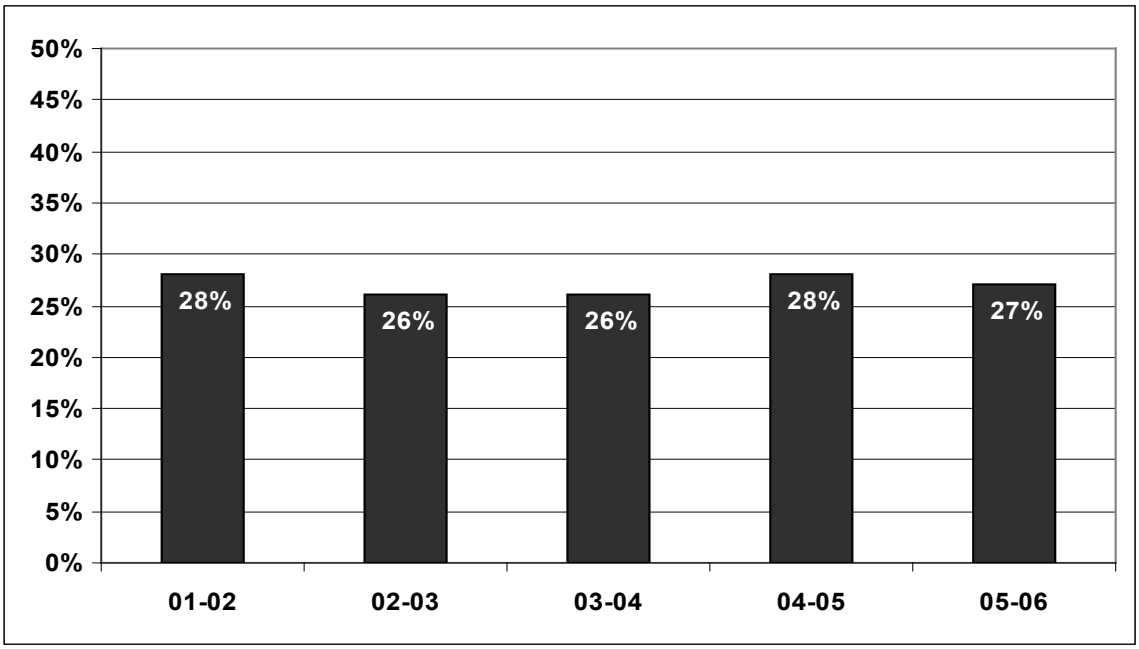
DEPARTMENT OF SOCIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

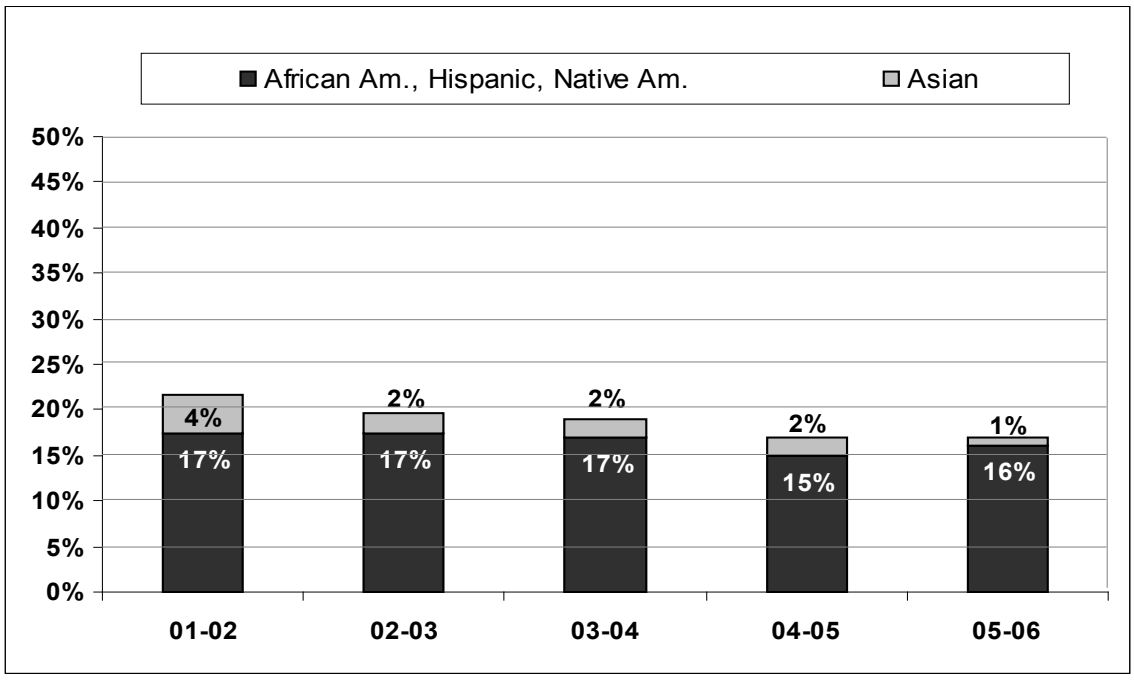
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	13.5	2.0	0.5	5.0	1.0	46.5
% of Faculty	29.0%	4.3%	1.1%	10.8%	2.2%	
Estimate of Availability	54.8%	7.4%	5.8%	4.7%	0.7%	
Expected # of Faculty	25.5	3.4	2.7	2.2	0.3	
Underutilization	**-12.0**	**-1.4**	**-2.2**	none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

PERCENT WOMEN



n=	46	46	44	46	45

PERCENT MINORITY



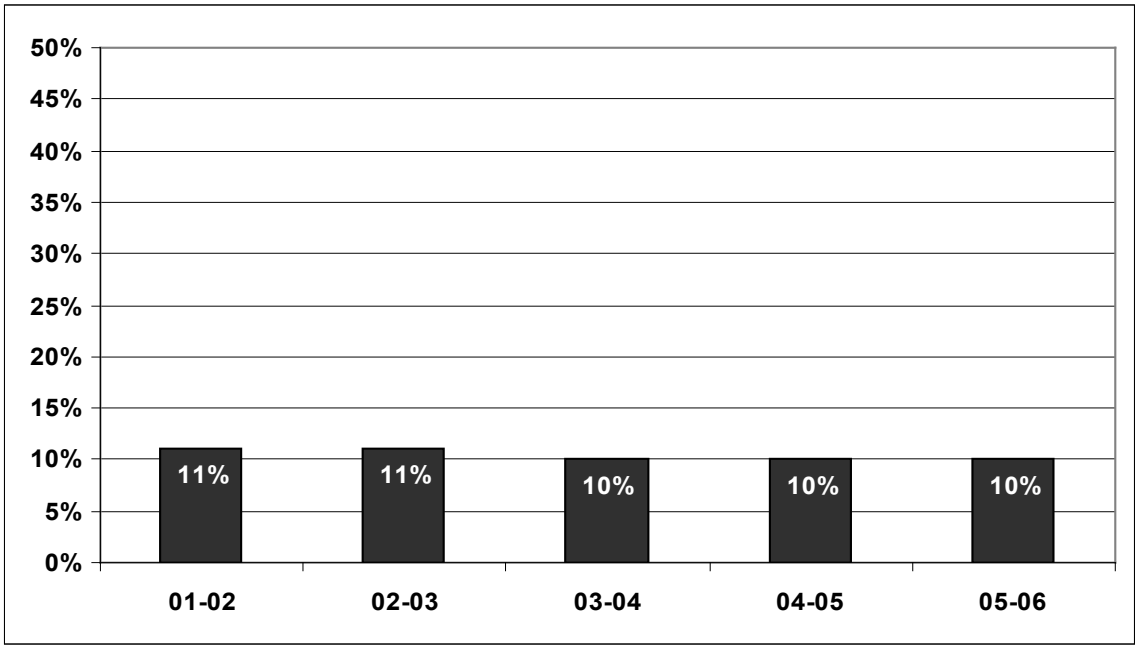
n=	46	46	44	46	45

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

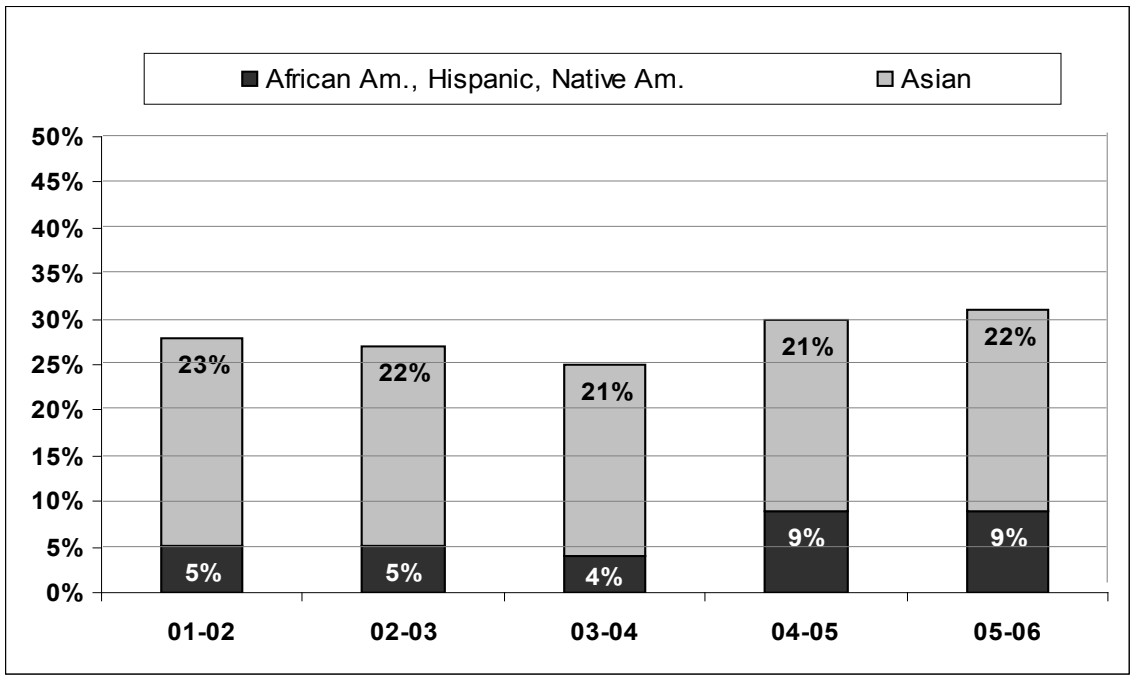
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	16.0	6.0	0.0	73.5
% of Faculty	10.9%	1.4%	21.8%	8.2%	0.0%	
Estimate of Availability	30.4%	4.2%	10.8%	2.3%	0.5%	
Expected # of Faculty	22.3	3.1	7.9	1.7	0.4	
Underutilization	**-14.3**	**-2.1**	none	none	**-0.4**	

PERCENT WOMEN



n=	79	79	78	70	70

PERCENT MINORITY



n=	79	79	78	70	70

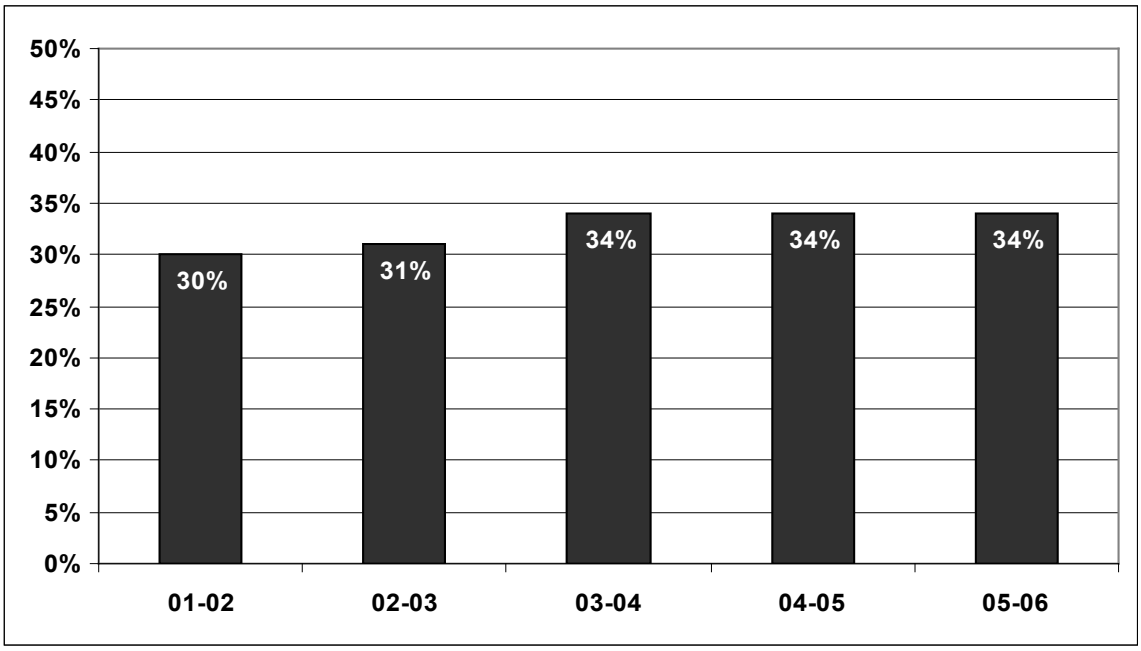
SCHOOL OF ARTS AND ARCHITECTURE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

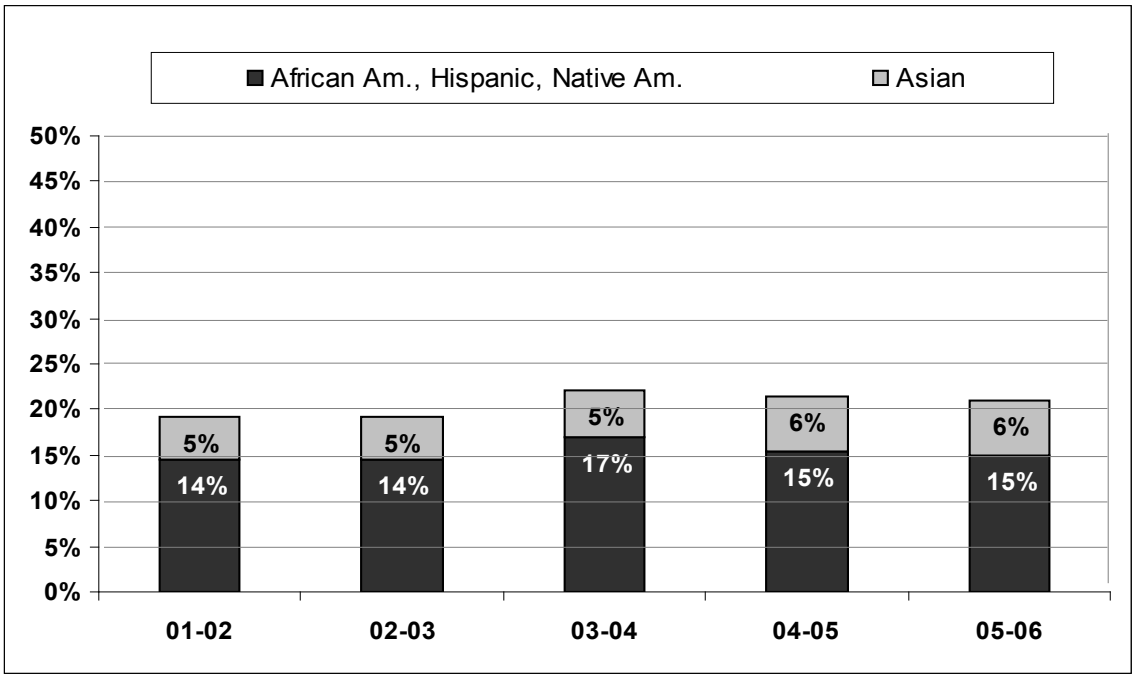
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	27.0	4.0	6.5	6.0	1.0	79.3
% of Faculty	33.6%	5.0%	8.2%	7.6%	1.3%	
Estimate of Availability	41.5%	5.5%	4.5%	3.6%	0.9%	
Expected # of Faculty	33.3	4.4	3.6	2.9	0.7	
Underutilization	**-6.3**	**-0.4**	none	none	none	

PERCENT WOMEN



n=	83	83	79	82	79

PERCENT MINORITY



n=	83	83	79	82	79

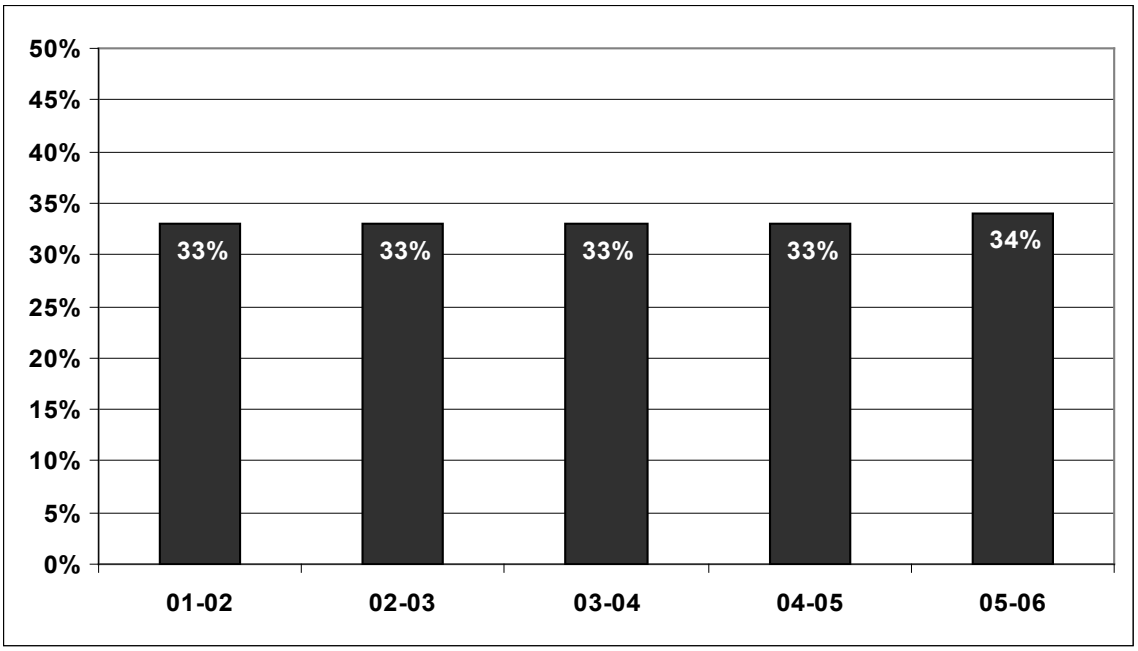
DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

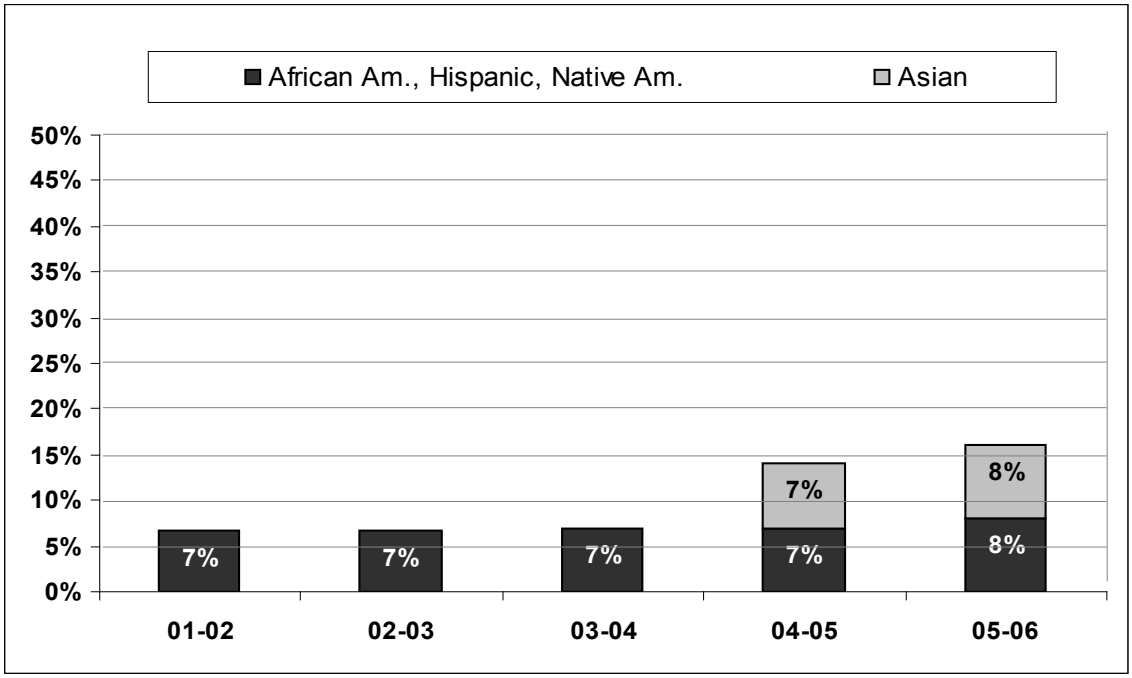
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	1.0	1.0	0.0	12.2
% of Faculty	37.0%	0.0%	8.2%	8.2%	0.0%	
Estimate of Availability	25.9%	4.3%	5.8%	7.3%	0.5%	
Expected # of Faculty	3.2	0.5	0.7	0.9	0.1	
Underutilization	none	**-0.5**	none	none	**-0.1**	

PERCENT WOMEN



n=	15	15	15	15	13

PERCENT MINORITY



n=	15	15	15	15	13

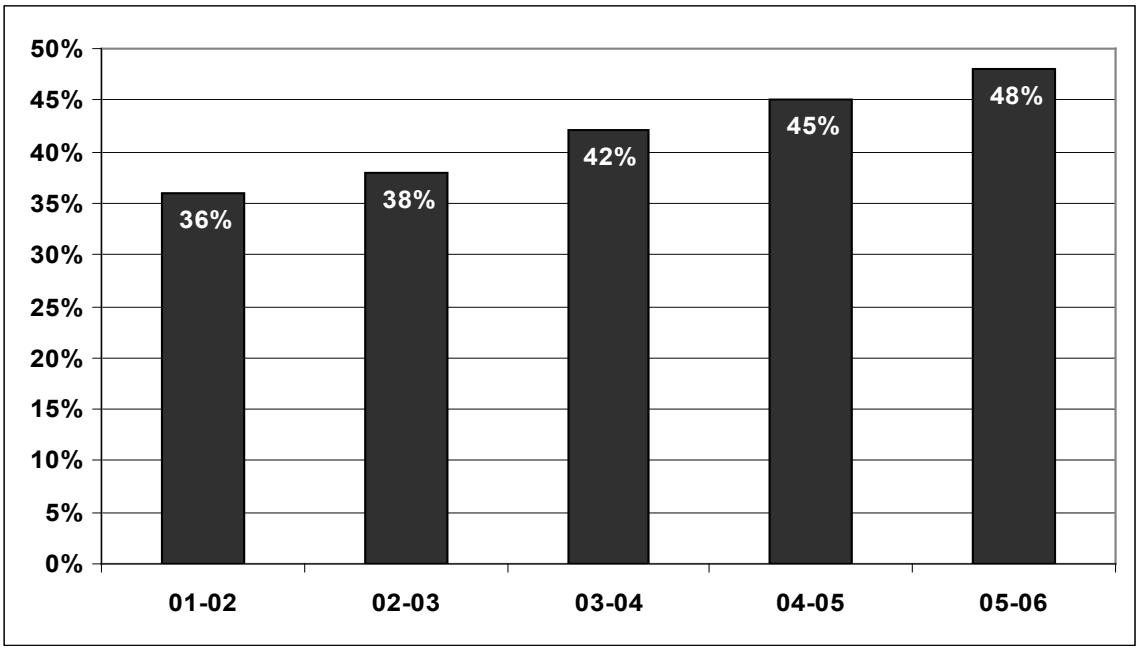
DEPARTMENT OF ART

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

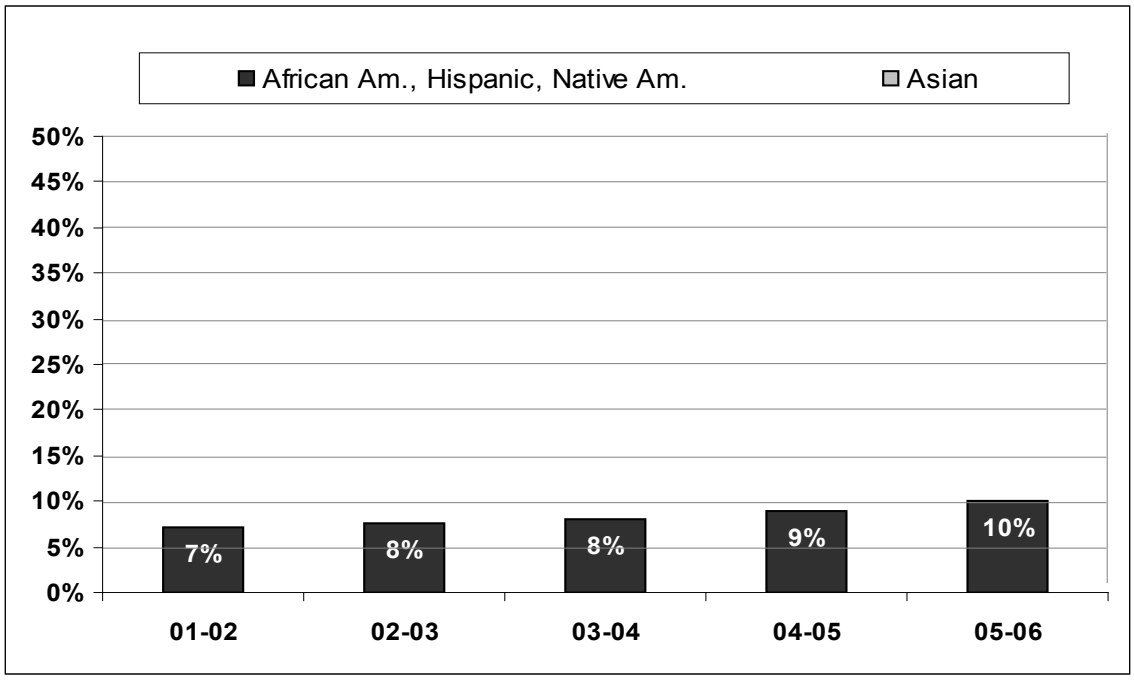
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	0.0	1.0	0.0	12.5
% of Faculty	48.0%	0.0%	0.0%	8.0%	0.0%	
Estimate of Availability	37.4%	6.2%	2.2%	0.5%	2.9%	
Expected # of Faculty	4.7	0.8	0.3	0.1	0.4	
Underutilization	none	**-0.8**	**-0.3**	none	**-0.4**	

PERCENT WOMEN



n=	14	16	12	11	11

PERCENT MINORITY



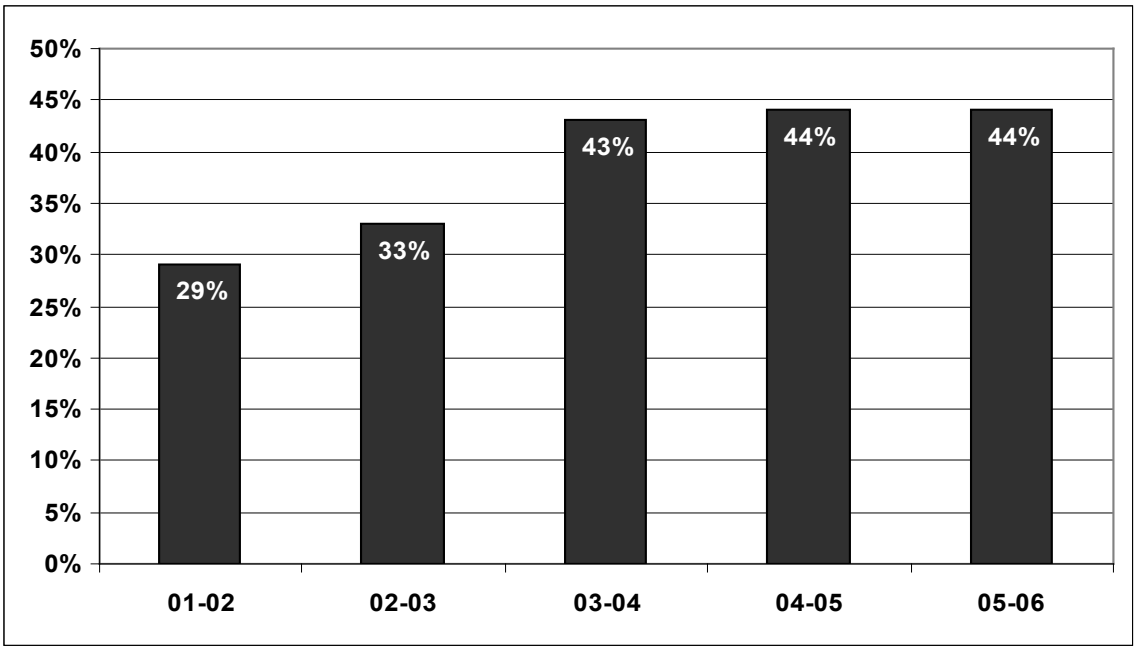
n=	14	16	12	11	11

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

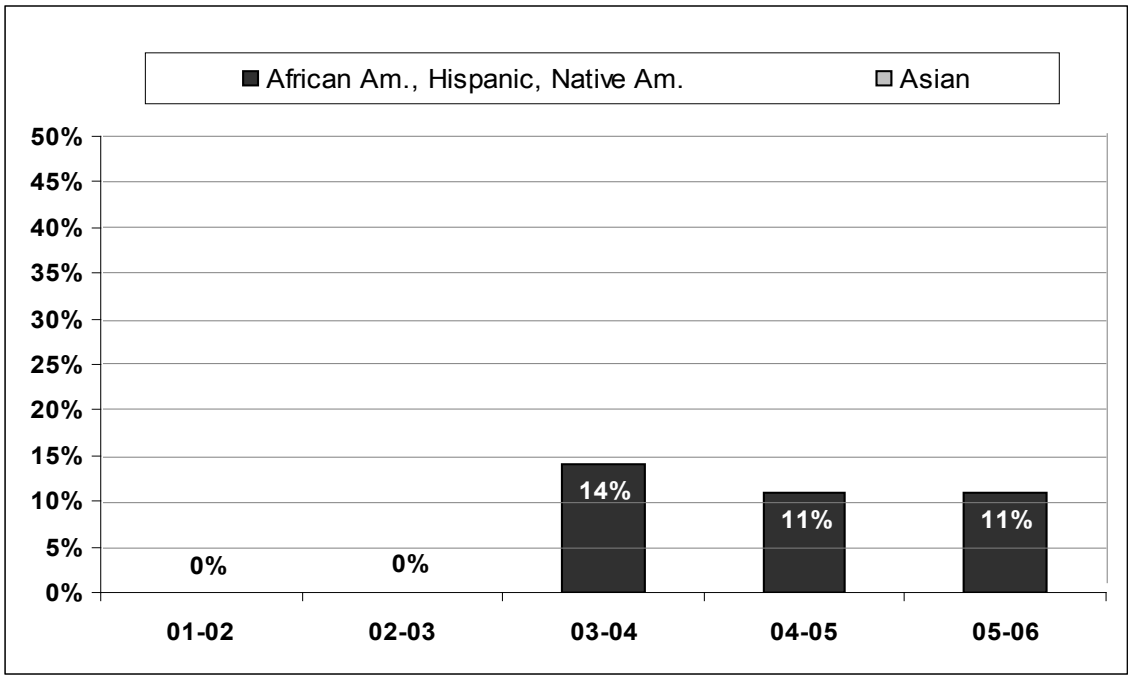
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	0.0	1.0	0.0	8.0
% of Faculty	44.4%	0.0%	0.0%	12.5%	0.0%	
Estimate of Availability	56.2%	3.8%	8.7%	6.4%	0.8%	
Expected # of Faculty	5.1	0.3	0.7	0.5	0.1	
Underutilization	**-1.1**	**-0.3**	**-0.7**	none	**-0.1**	

PERCENT WOMEN



n=	7	6	8	9	9

PERCENT MINORITY



n=	7	6	8	9	9

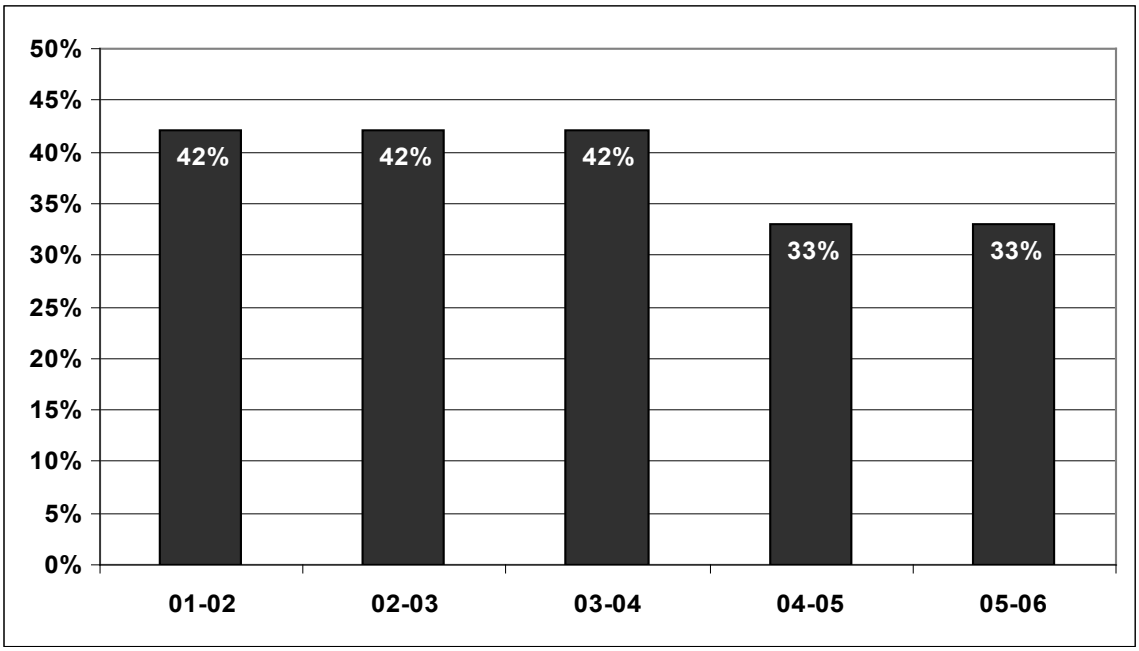
DEPARTMENT OF ETHNOMUSICOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

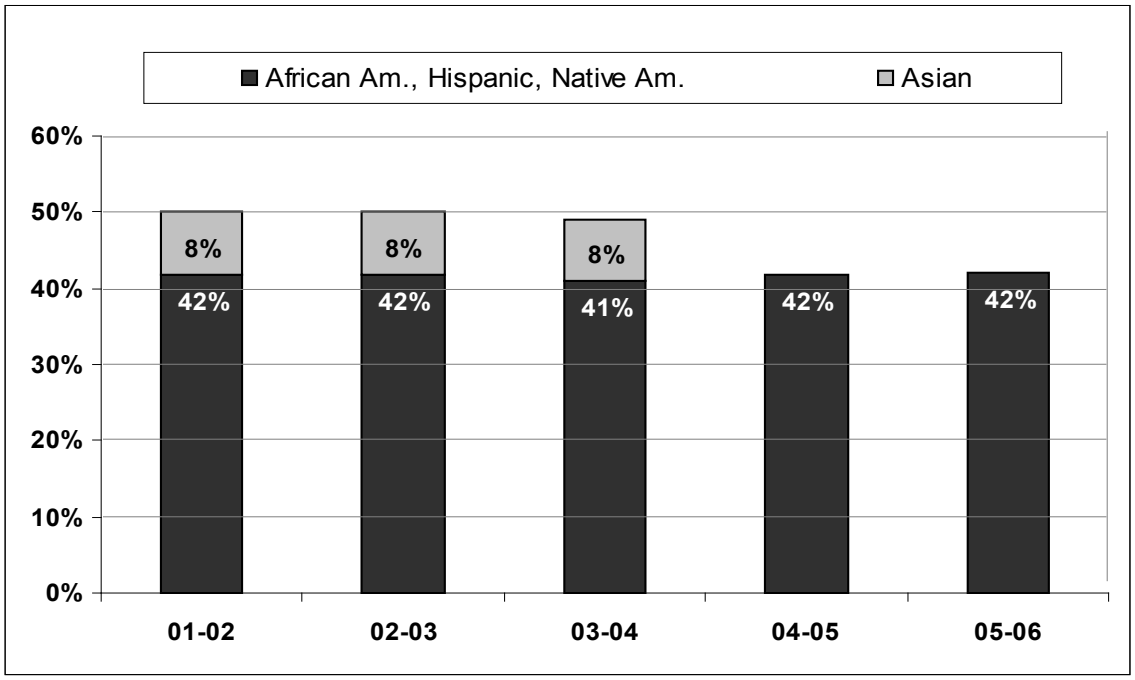
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	3.0	0.0	1.0	1.0	10.5
% of Faculty	38.1%	28.6%	0.0%	9.5%	9.5%	
Estimate of Availability	29.4%	5.3%	2.7%	1.7%	0.4%	
Expected # of Faculty	3.1	0.6	0.3	0.2	0.0	
Underutilization	none	none	**-0.3**	none	none	

PERCENT WOMEN



n=	12	12	12	12	12

PERCENT MINORITY



n=	12	12	12	12	12

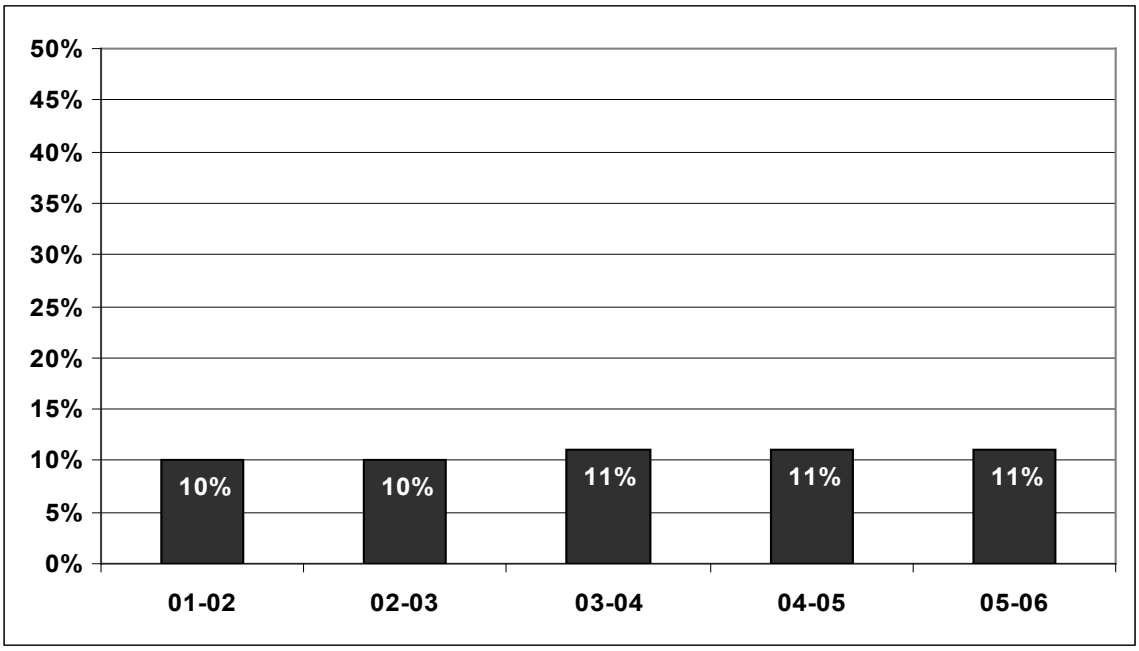
DEPARTMENT OF MUSIC

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

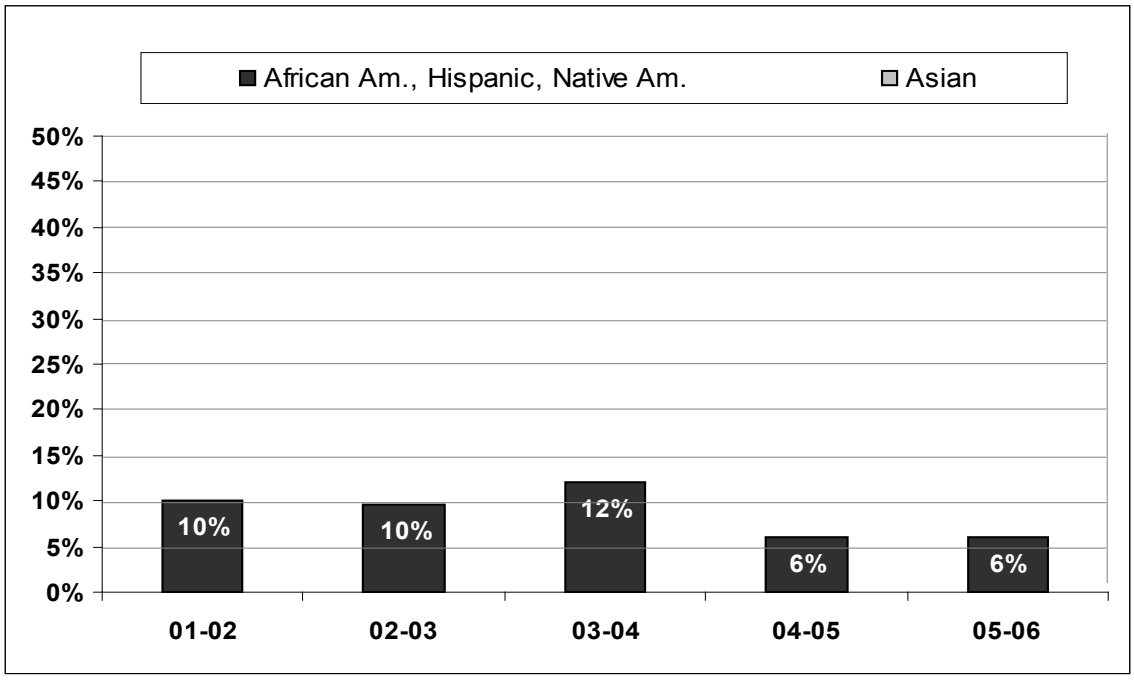
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	1.0	1.0	0.0	18.0
% of Faculty	11.1%	0.0%	5.6%	5.6%	0.0%	
Estimate of Availability	31.0%	5.1%	3.1%	1.9%	0.4%	
Expected # of Faculty	5.6	0.9	0.6	0.3	0.1	
Underutilization	**-3.6**	**-0.9**	none	none	**-0.1**	

PERCENT WOMEN



n=	20	21	19	18	18

PERCENT MINORITY



n=	20	21	19	18	18

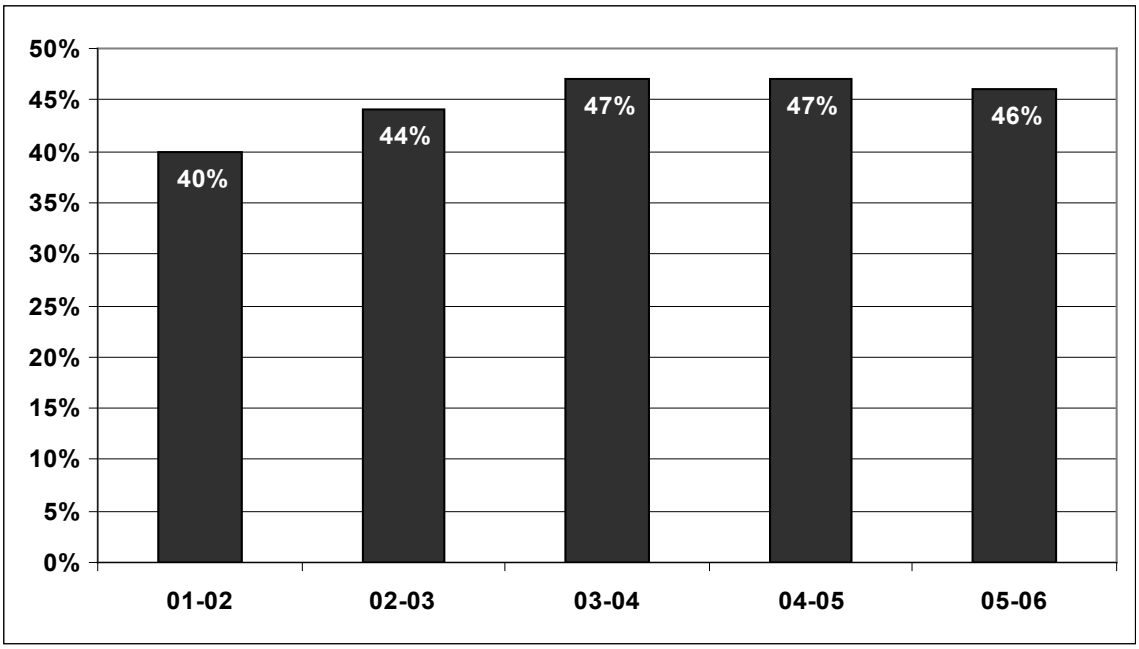
DEPARTMENT OF WORLD ARTS & CULTURES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

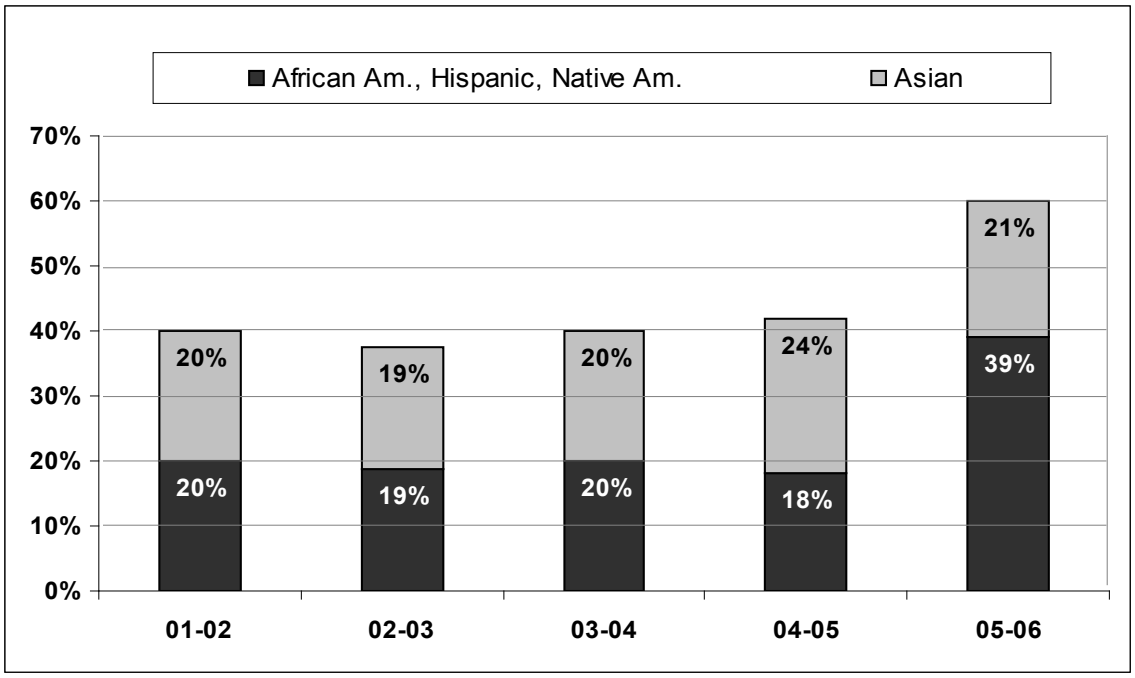
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.5	1.0	4.5	1.0	0.0	16.2
% of Faculty	40.2%	6.2%	27.8%	6.2%	0.0%	
Estimate of Availability	71.7%	7.5%	5.3%	4.5%	0.8%	
Expected # of Faculty	11.6	1.2	0.9	0.7	0.1	
Underutilization	**-5.1**	**-0.2**	none	none	**-0.1**	

PERCENT WOMEN



n=	15	16	15	17	17

PERCENT MINORITY



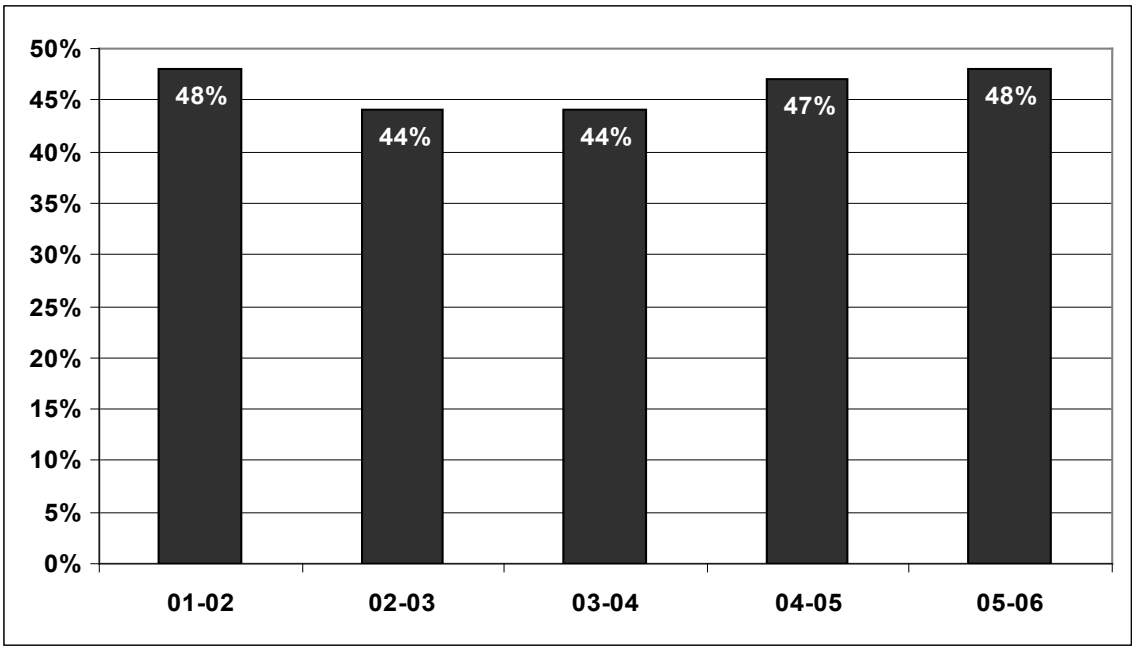
n=	15	16	15	17	17

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

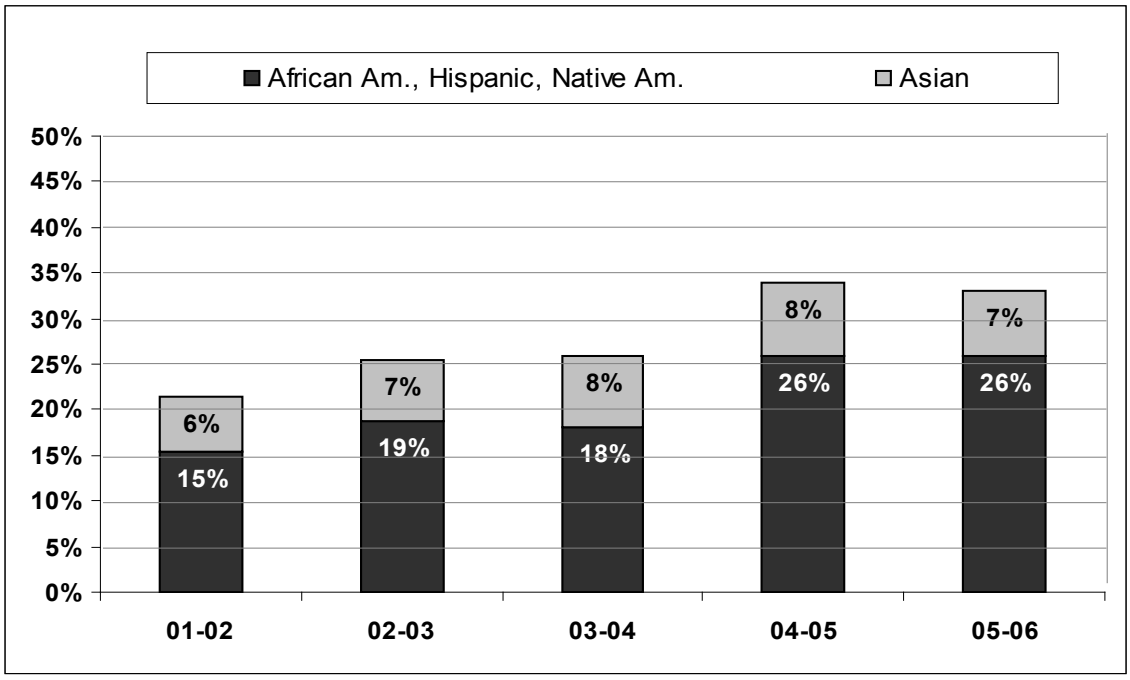
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	27.0	8.0	4.3	7.0	0.0	58.8
% of Faculty	45.9%	13.6%	7.4%	11.9%	0.0%	
Estimate of Availability	55.8%	7.5%	4.9%	3.8%	0.7%	
Expected # of Faculty	32.8	4.4	2.9	2.2	0.4	
Underutilization	**-5.8**	none	none	none	**-0.4**	

PERCENT WOMEN



n=	65	59	61	62	61

PERCENT MINORITY



n=	65	59	61	62	61

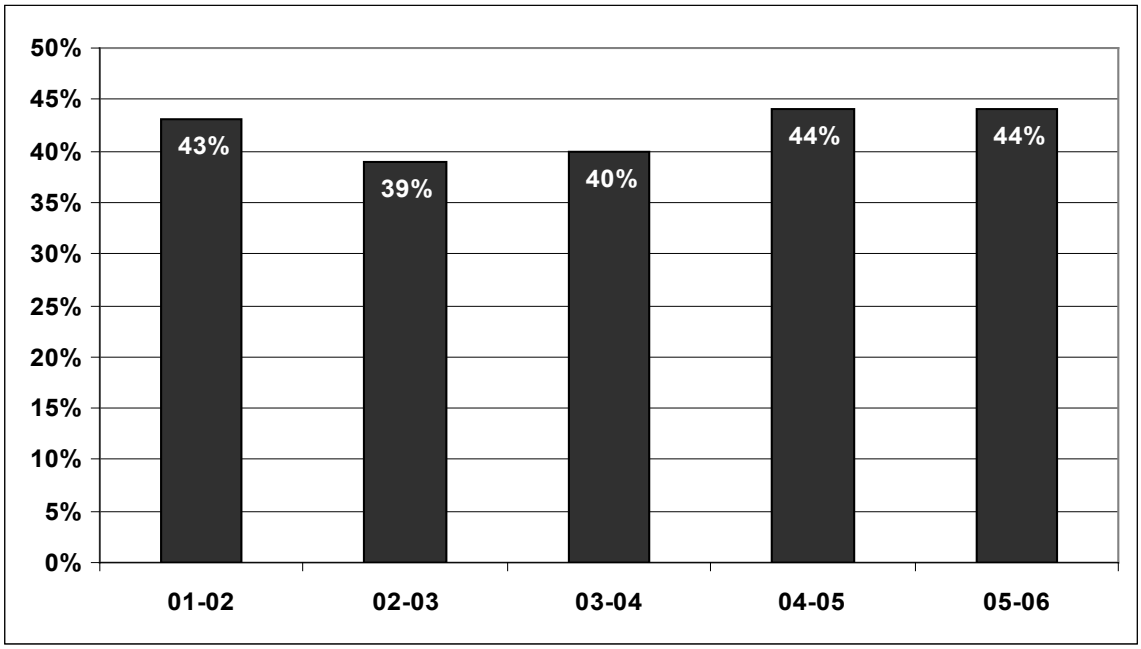
DEPARTMENT OF EDUCATION

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

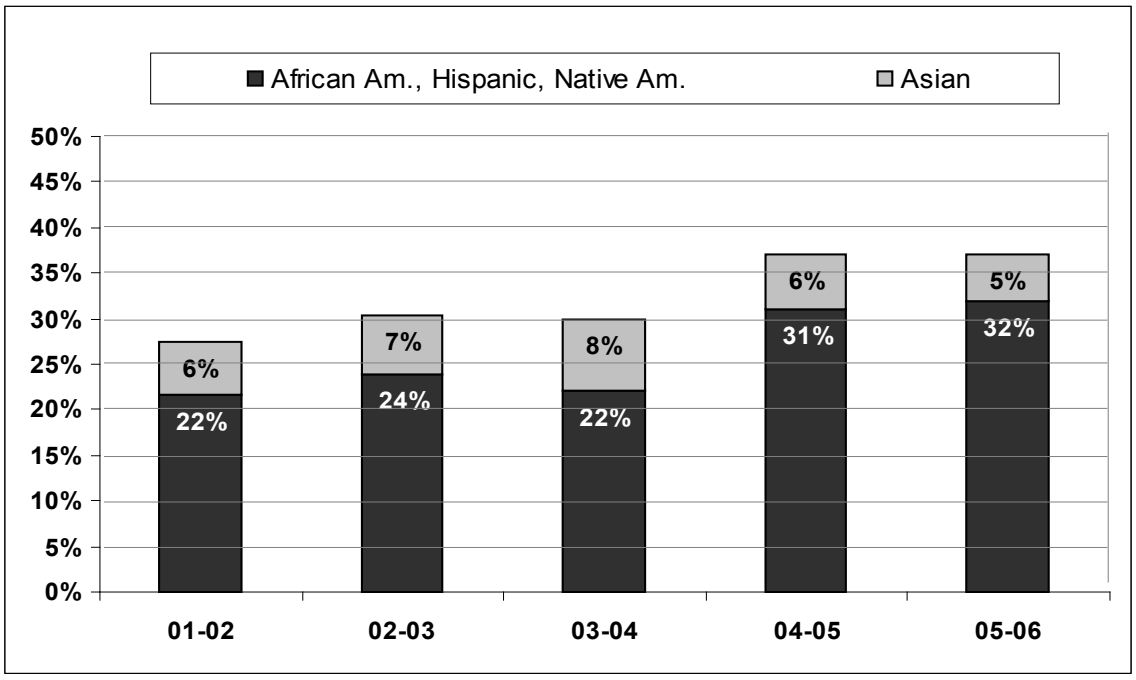
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	20.0	8.0	2.3	7.0	0.0	46.3
% of Faculty	43.2%	17.3%	5.1%	15.1%	0.0%	
Estimate of Availability	56.5%	7.4%	3.9%	4.1%	0.7%	
Expected # of Faculty	26.2	3.4	1.8	1.9	0.3	
Underutilization	**-6.2**	none	none	none	**-0.3**	

PERCENT WOMEN



n=	51	46	48	48	47

PERCENT MINORITY



n=	51	46	48	48	47

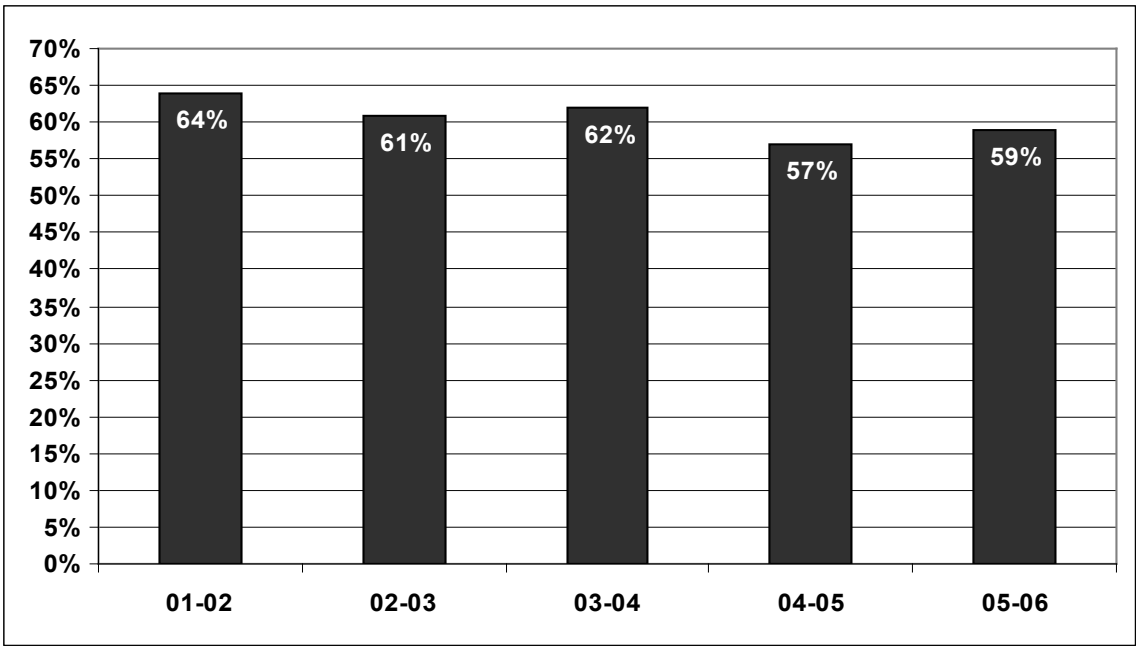
DEPARTMENT OF INFORMATION STUDIES

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	0.5	0.0	0.0	6.0	0.5	6.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	92.3%	7.7%	0.0%	0.0%	92.3%	7.7%	100.0%
Associate Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	3.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	6.0	4.5	0.0	0.0	7.0	5.5	12.5
	0.0%	0.0%	8.0%	8.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	48.0%	36.0%	0.0%	0.0%	56.0%	44.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

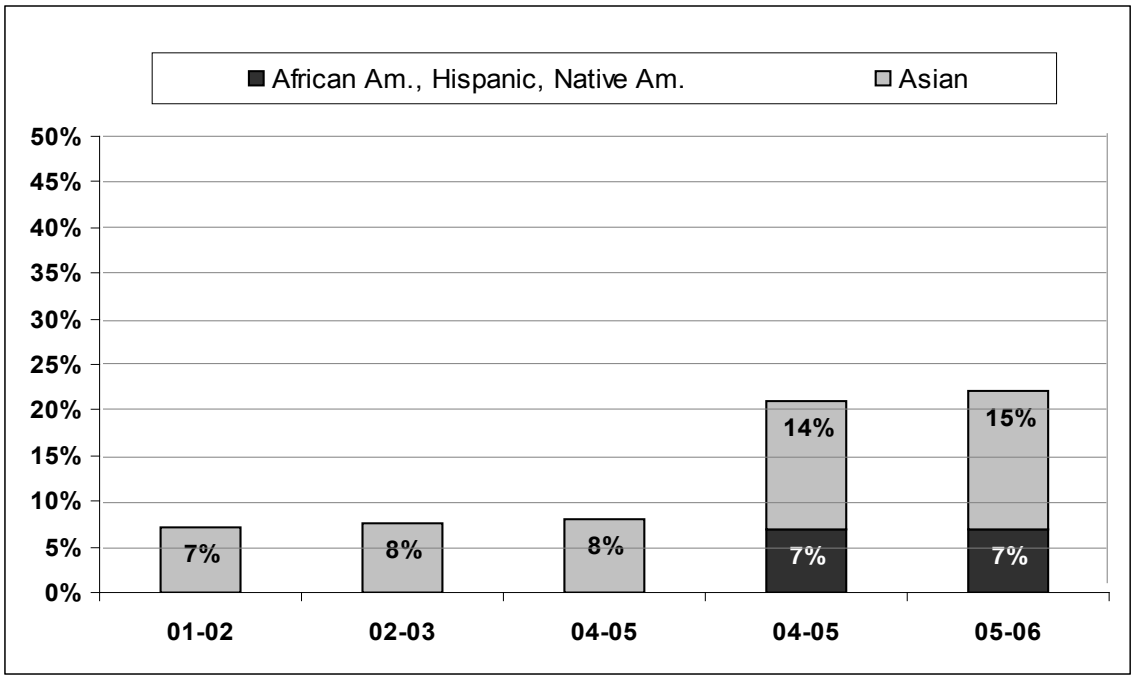
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	2.0	0.0	0.0	12.5
% of Faculty	56.0%	0.0%	16.0%	0.0%	0.0%	
Estimate of Availability	48.1%	8.1%	2.4%	8.0%	0.4%	
Expected # of Faculty	6.0	1.0	0.3	1.0	0.1	
Underutilization	none	**-1.0**	none	**-1.0**	none	

PERCENT WOMEN



n=	14	13	13	14	14

PERCENT MINORITY



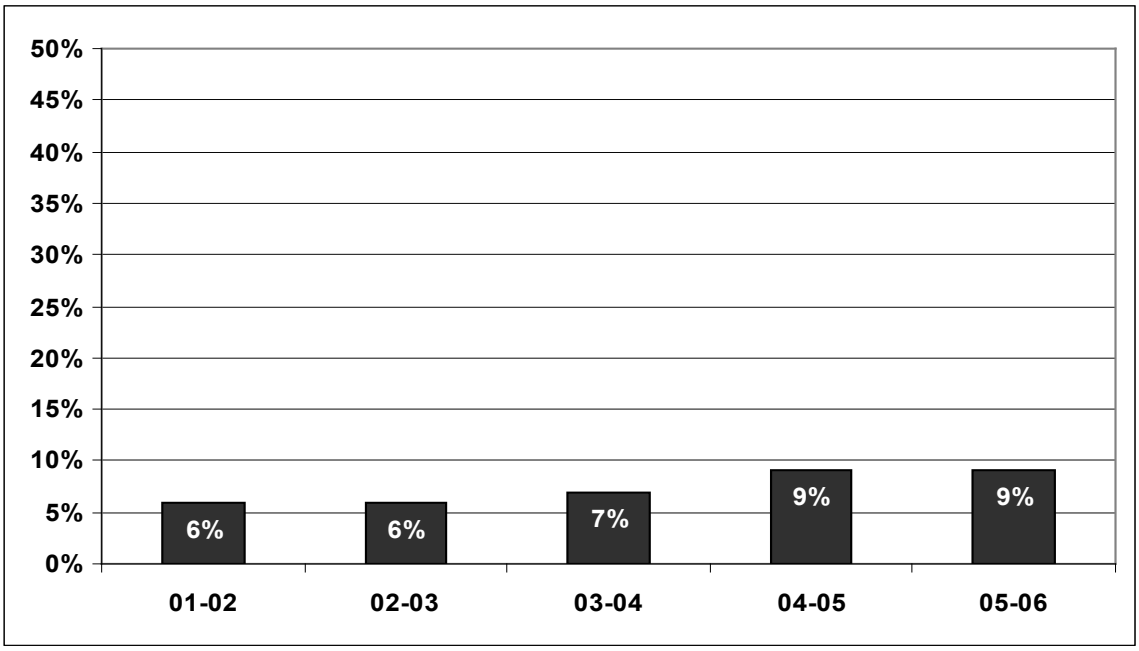
n=	14	13	13	14	14

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	2.0	39.3	0.0	1.0	0.0	0.0	2.0	40.3	5.0	58.0	0.0	0.0	7.0	98.3	105.3
	0.0%	0.0%	1.9%	37.3%	0.0%	1.0%	0.0%	0.0%	1.9%	38.3%	4.7%	55.1%	0.0%	0.0%	6.6%	93.4%	100.0%
Associate Professor																	
	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	5.0	0.0	0.0	0.0	10.0	10.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	8.0	1.0	0.0	0.0	0.0	3.0	8.0	4.5	17.7	0.0	0.0	7.5	25.7	33.2
	0.0%	0.0%	6.0%	24.1%	3.0%	0.0%	0.0%	0.0%	9.0%	24.1%	13.6%	53.3%	0.0%	0.0%	22.6%	77.4%	100.0%
Total Ladder																	
	0.0	0.0	4.0	52.3	1.0	1.0	0.0	0.0	5.0	53.3	9.5	80.7	0.0	0.0	14.5	134.0	148.5
	0.0%	0.0%	2.7%	35.2%	0.7%	0.7%	0.0%	0.0%	3.4%	35.9%	6.4%	54.3%	0.0%	0.0%	9.8%	90.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

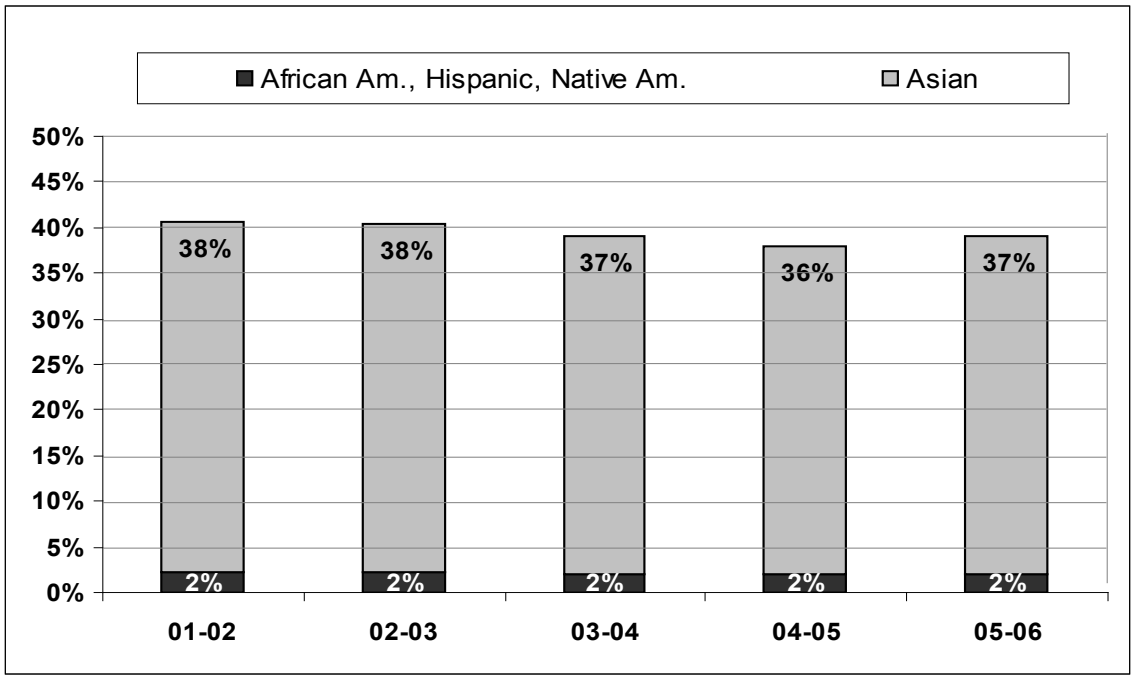
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.5	0.0	56.3	2.0	0.0	148.5
% of Faculty	9.8%	0.0%	37.9%	1.3%	0.0%	
Estimate of Availability	16.6%	2.0%	21.6%	2.8%	0.2%	
Expected # of Faculty	24.7	3.0	32.1	4.2	0.3	
Underutilization	**-10.2**	**-3.0**	none	**-2.2**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

PERCENT WOMEN



n=	144	141	144	154	150

PERCENT MINORITY



n=	144	141	144	154	150

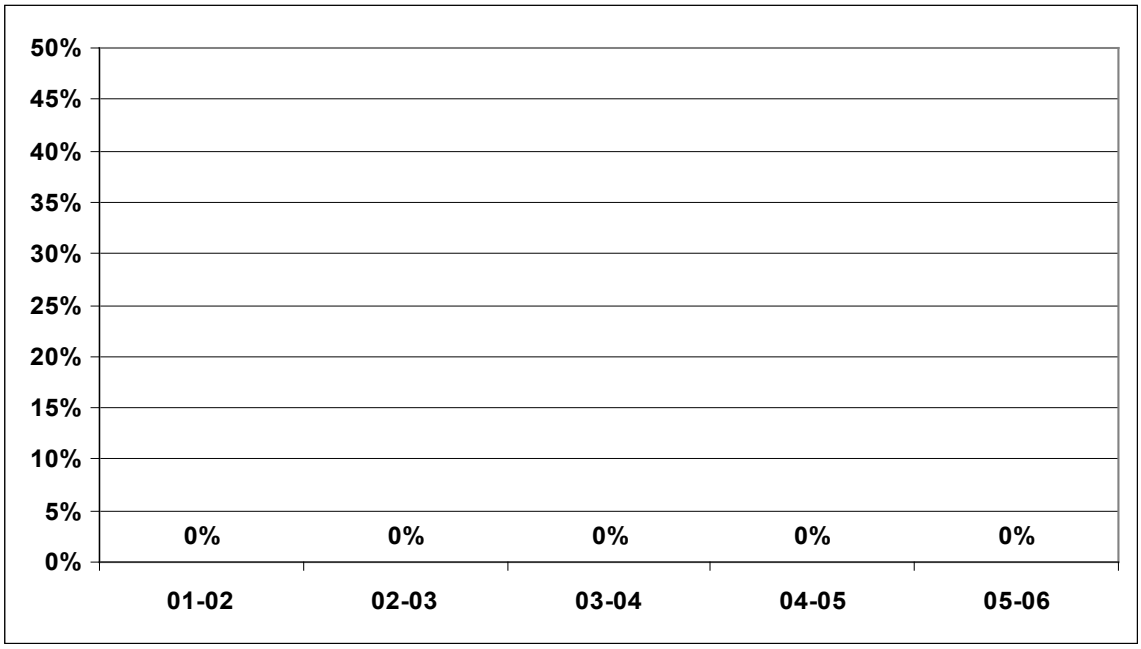
DEPARTMENT OF BIOENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

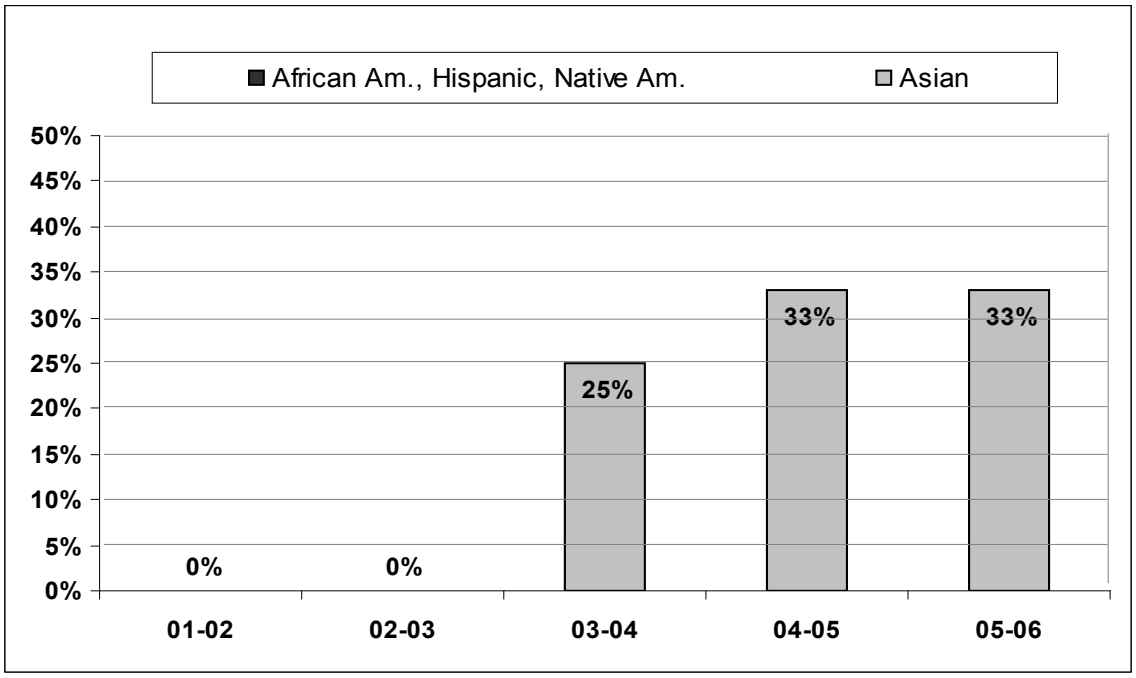
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	2.0	0.0	0.0	6.0
% of Faculty	16.7%	0.0%	33.3%	0.0%	0.0%	
Estimate of Availability	12.5%	0.5%	7.6%	1.4%	0.2%	
Expected # of Faculty	0.8	0.0	0.5	0.1	0.0	
Underutilization	none	none	none	**-0.1**	none	

PERCENT WOMEN



	01-02	02-03	03-04	04-05	05-06
n=	0	0	4	6	6

PERCENT MINORITY



	01-02	02-03	03-04	04-05	05-06
n=	0	0	4	6	6

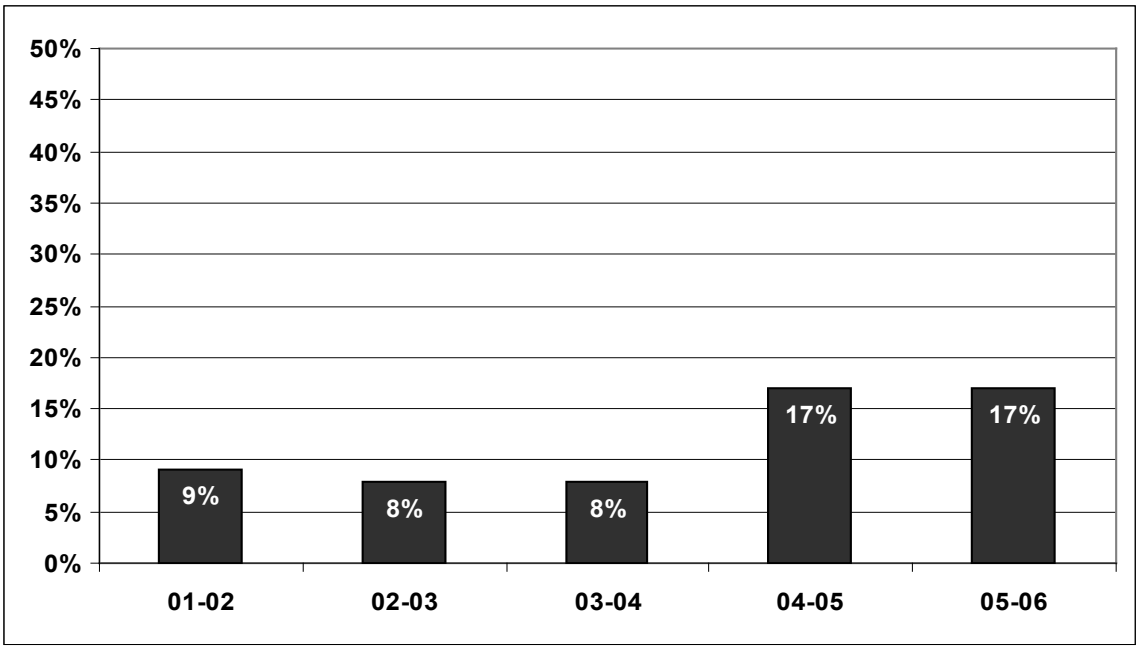
DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

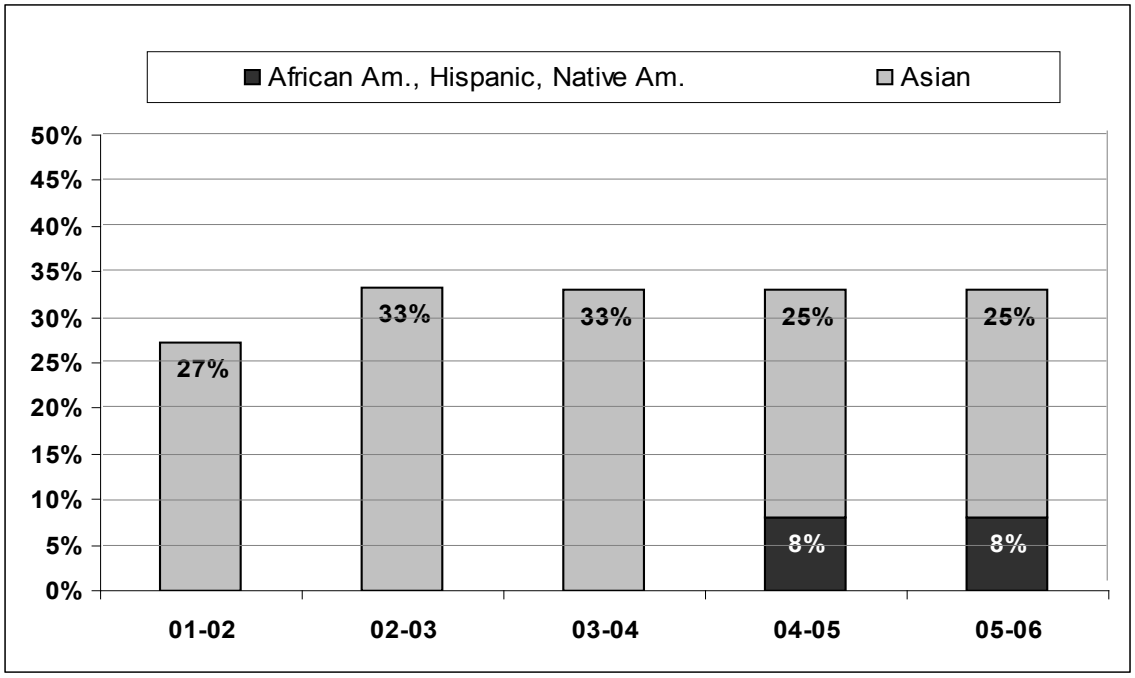
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	4.0	1.0	0.0	13.0
% of Faculty	15.4%	0.0%	30.8%	7.7%	0.0%	
Estimate of Availability	22.3%	2.2%	17.2%	3.0%	0.4%	
Expected # of Faculty	2.9	0.3	2.2	0.4	0.1	
Underutilization	**-0.9**	**-0.3**	none	none	**-0.1**	

PERCENT WOMEN



n=	11	12	12	12	12

PERCENT MINORITY



n=	11	12	12	12	12

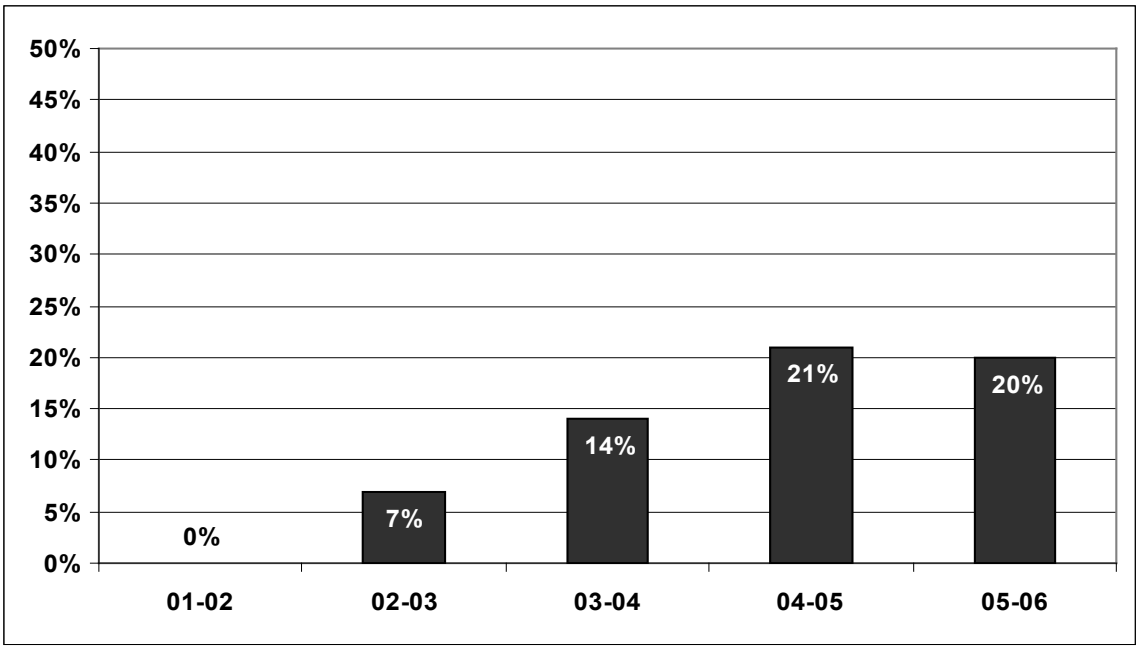
DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

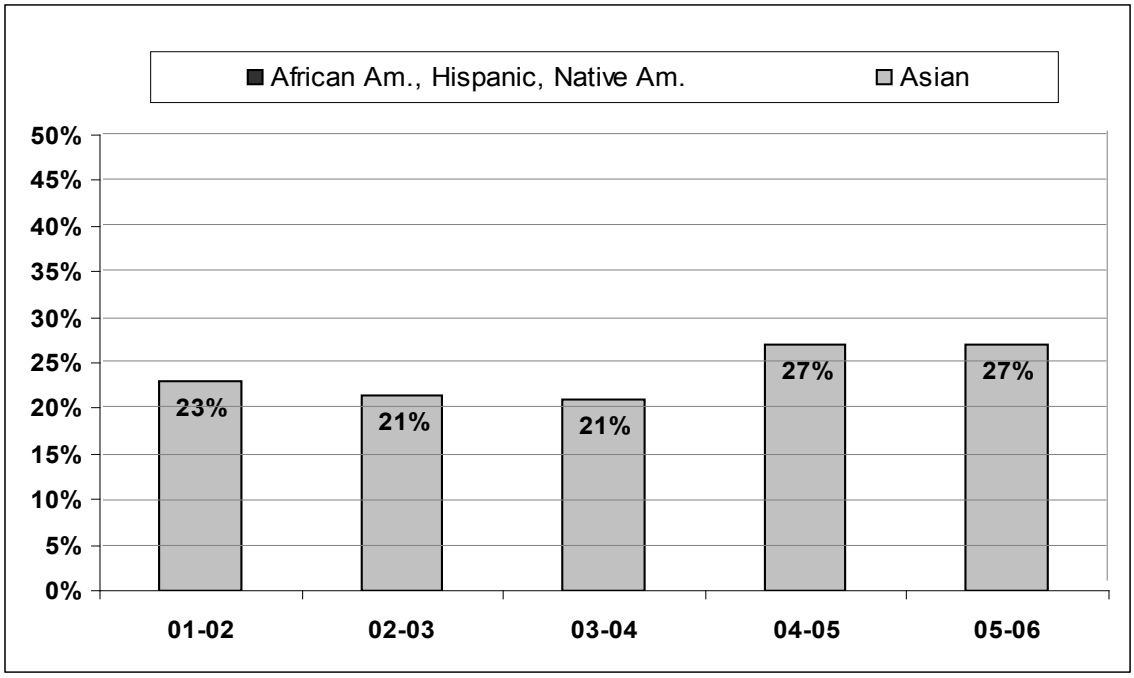
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	4.0	0.0	0.0	15.0
% of Faculty	20.0%	0.0%	26.7%	0.0%	0.0%	
Estimate of Availability	18.9%	3.2%	16.0%	3.1%	0.4%	
Expected # of Faculty	2.8	0.5	2.4	0.5	0.1	
Underutilization	none	**-0.5**	none	**-0.5**	**-0.1**	

PERCENT WOMEN



n=	13	14	14	15	15

PERCENT MINORITY



n=	13	14	14	15	15

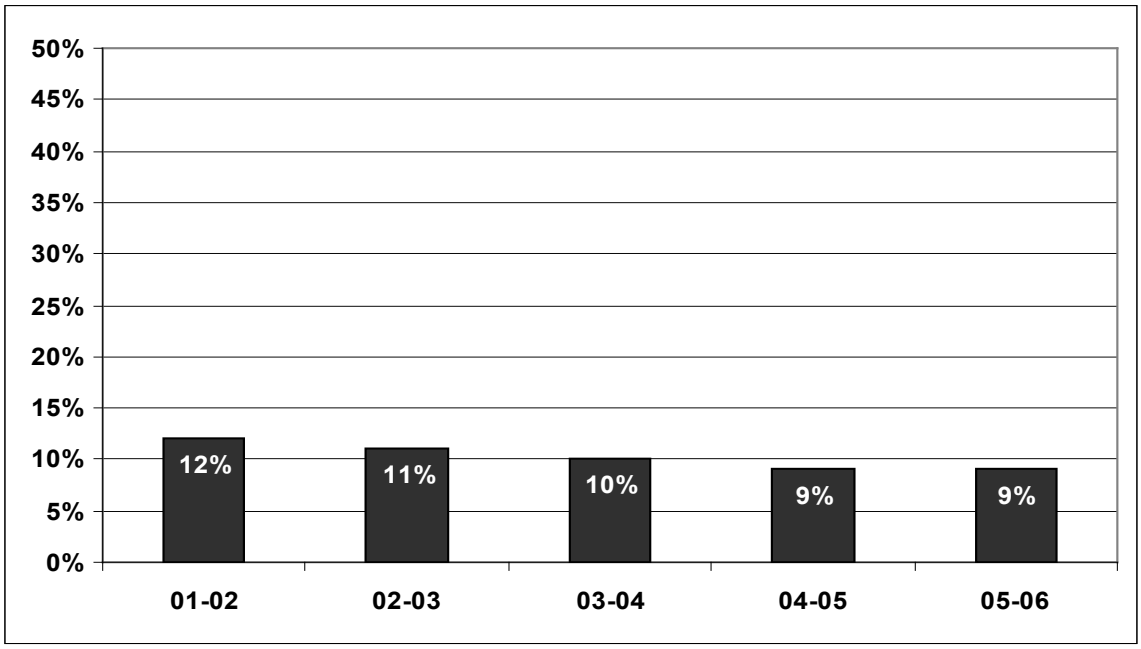
DEPARTMENT OF COMPUTER SCIENCE

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	3.0	0.0	1.0	0.0	0.0	1.0	4.0	2.0	16.0	0.0	0.0	3.0	20.0	23.0
	0.0%	0.0%	4.3%	13.0%	0.0%	4.3%	0.0%	0.0%	4.3%	17.4%	8.7%	69.6%	0.0%	0.0%	13.0%	87.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0	0.0	0.0	0.0	4.0	4.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	5.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	71.4%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	7.0	0.0	1.0	0.0	0.0	1.0	8.0	2.0	23.0	0.0	0.0	3.0	31.0	34.0
	0.0%	0.0%	2.9%	20.6%	0.0%	2.9%	0.0%	0.0%	2.9%	23.5%	5.9%	67.6%	0.0%	0.0%	8.8%	91.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

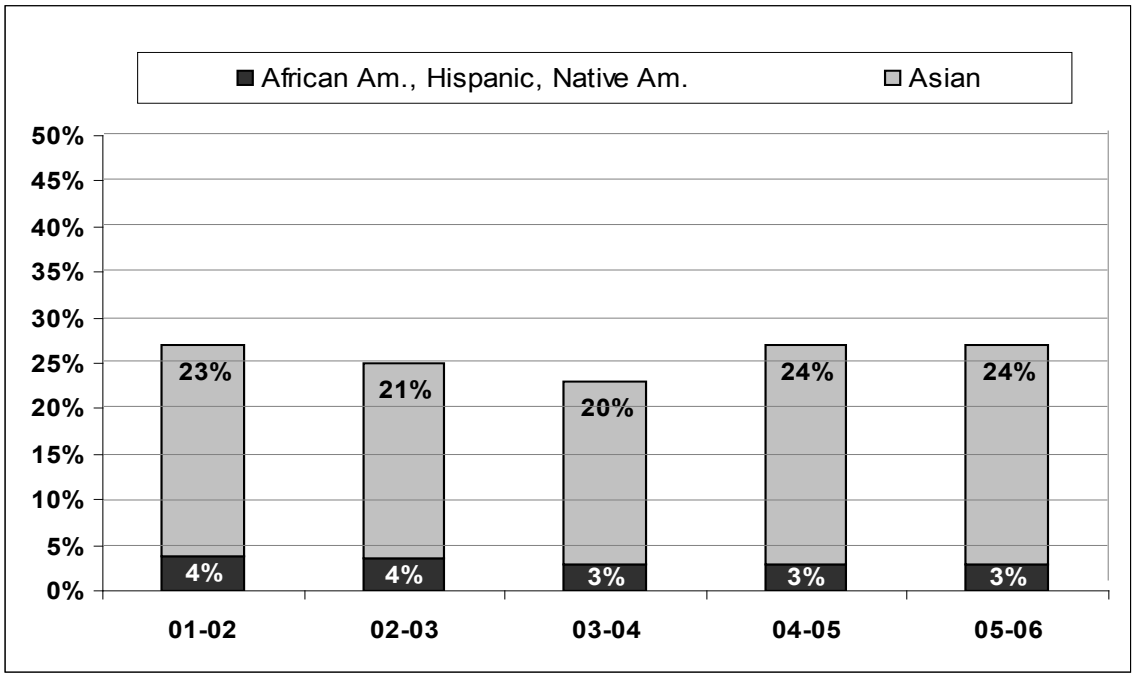
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	8.0	1.0	0.0	34.0
% of Faculty	8.8%	0.0%	23.5%	2.9%	0.0%	
Estimate of Availability	19.8%	2.3%	18.1%	2.0%	0.3%	
Expected # of Faculty	6.7	0.8	6.2	0.7	0.1	
Underutilization	**-3.7**	**-0.8**	none	none	**-0.1**	

PERCENT WOMEN



n=	26	28	30	34	34

PERCENT MINORITY



n=	26	28	30	34	34

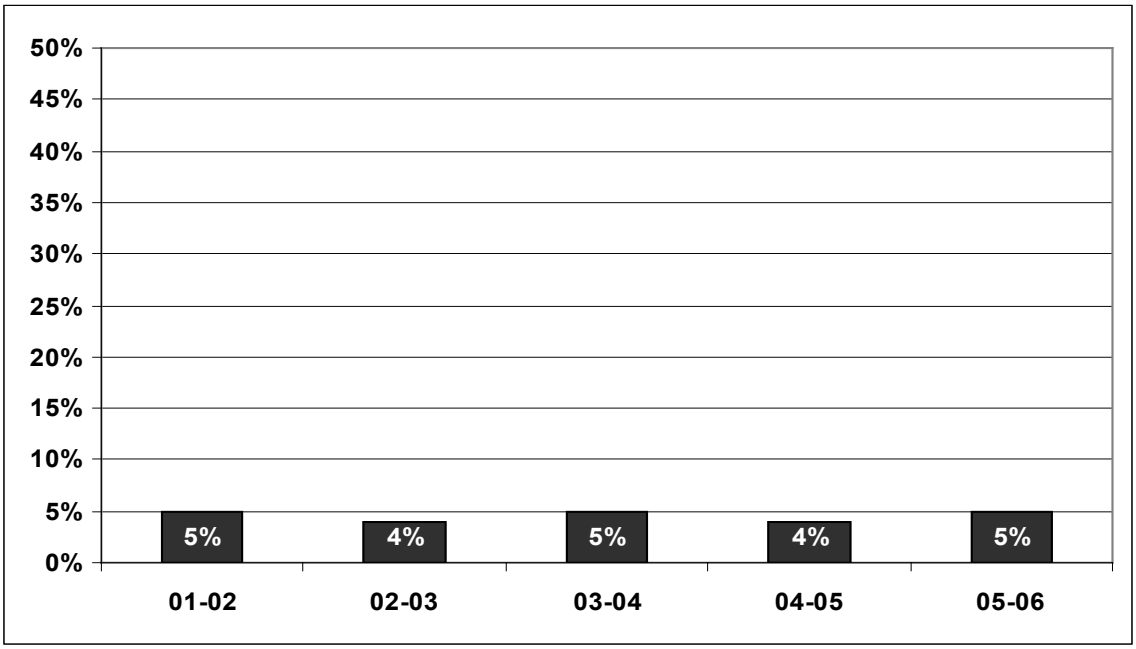
DEPARTMENT OF ELECTRICAL ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

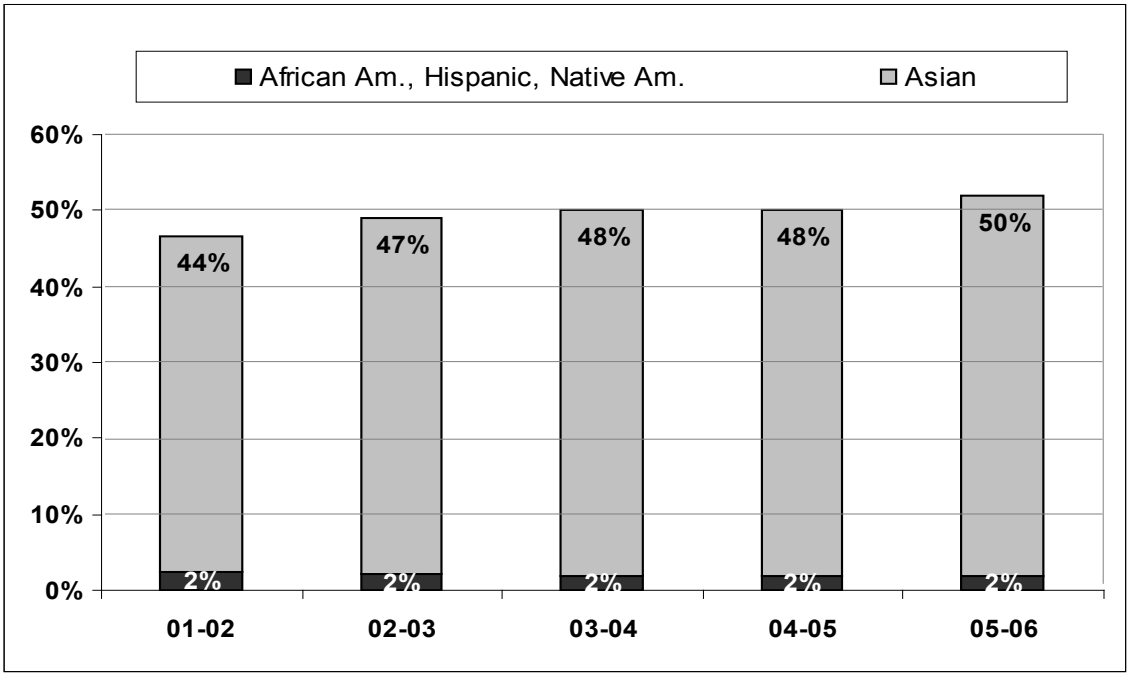
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	19.3	0.0	0.0	40.5
% of Faculty	4.9%	0.0%	47.7%	0.0%	0.0%	
Estimate of Availability	10.8%	1.3%	28.1%	2.7%	0.1%	
Expected # of Faculty	4.4	0.5	11.4	1.1	0.0	
Underutilization	**-2.4**	**-0.5**	none	**-1.1**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

PERCENT WOMEN



n=	43	45	43	46	43

PERCENT MINORITY



n=	43	45	43	46	43

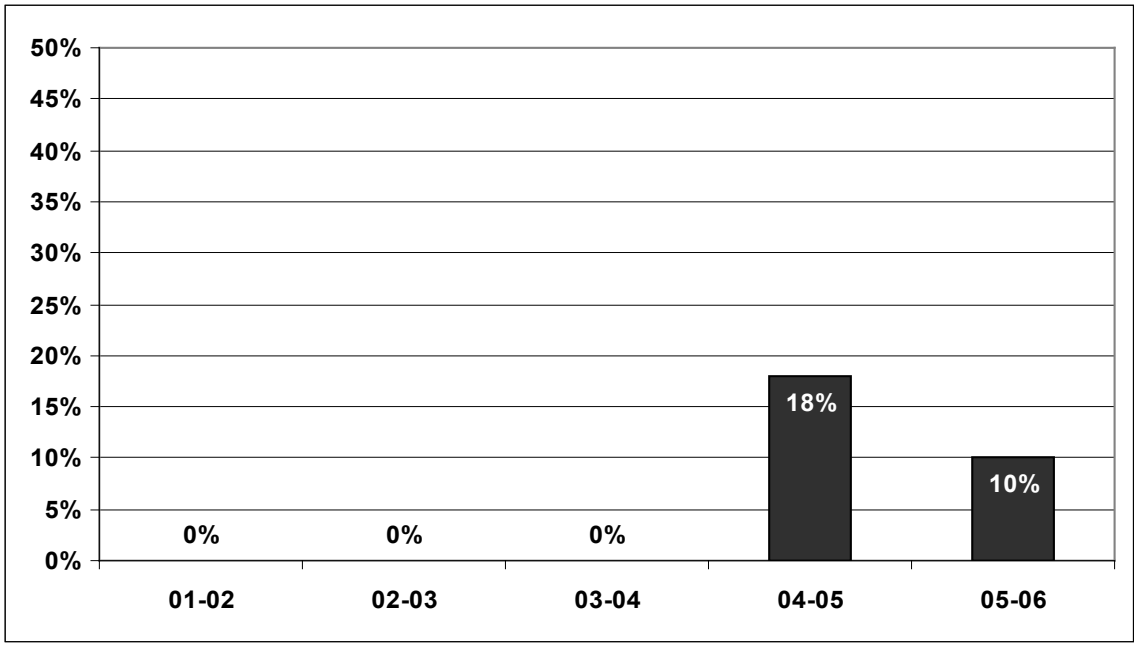
DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

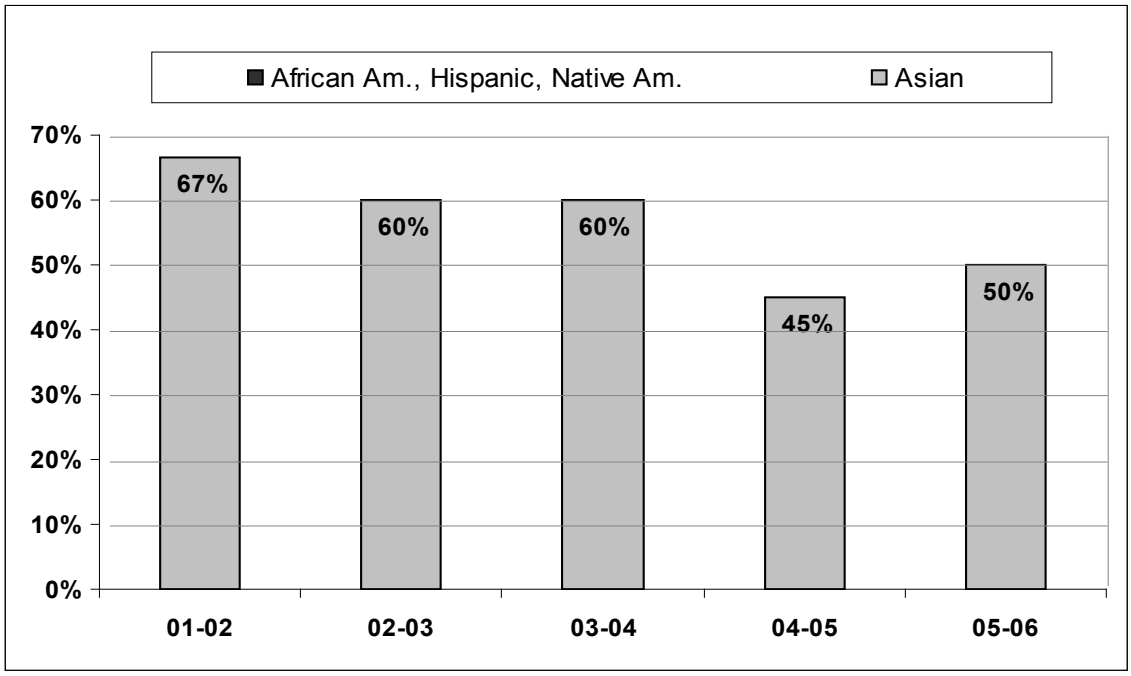
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	6.0	0.0	0.0	9.5
% of Faculty	15.8%	0.0%	63.2%	0.0%	0.0%	
Estimate of Availability	19.9%	1.1%	19.4%	2.4%	0.2%	
Expected # of Faculty	1.9	0.1	1.8	0.2	0.0	
Underutilization	**-0.4**	**-0.1**	none	**-0.2**	none	

PERCENT WOMEN



n=	9	10	11	11	10

PERCENT MINORITY



n=	9	10	11	11	10

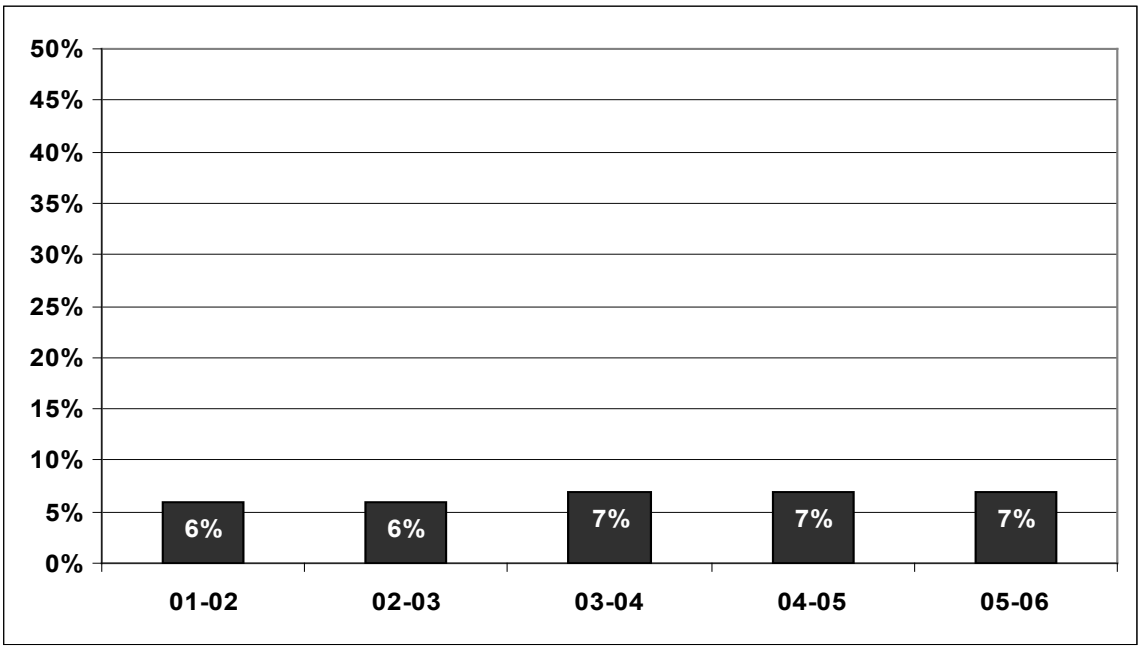
DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

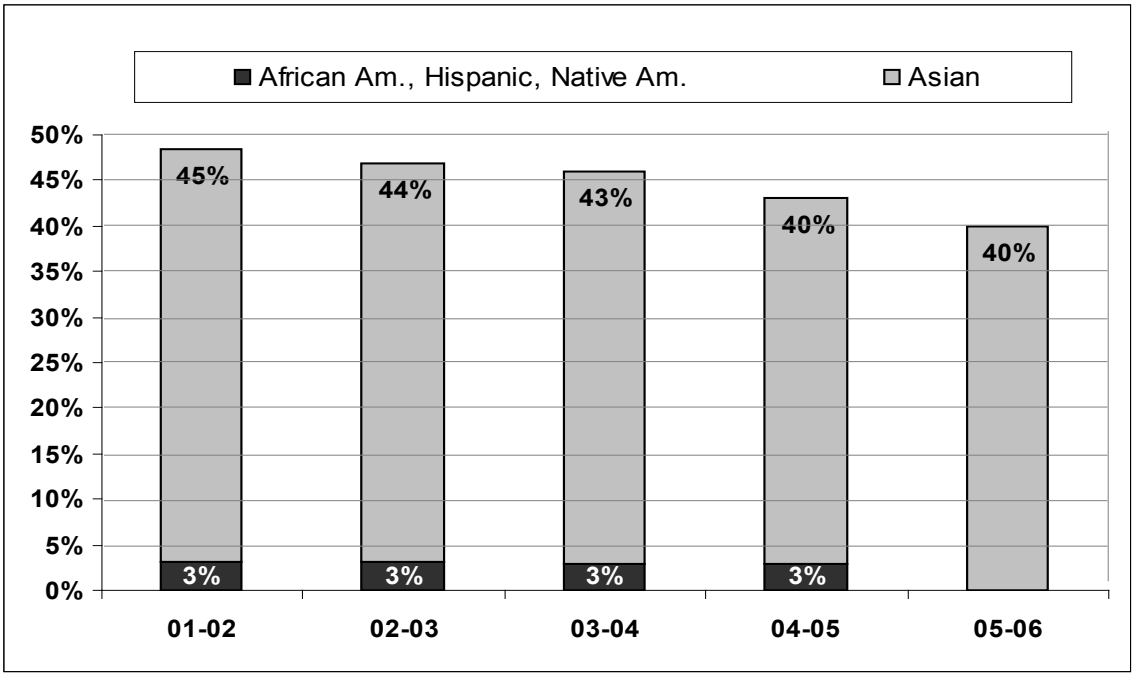
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	13.0	0.0	0.0	30.5
% of Faculty	6.6%	0.0%	42.6%	0.0%	0.0%	
Estimate of Availability	11.3%	2.2%	17.8%	2.6%	0.3%	
Expected # of Faculty	3.4	0.7	5.4	0.8	0.1	
Underutilization	**-1.4**	**-0.7**	none	**-0.8**	**-0.1**	

PERCENT WOMEN



n=	31	32	30	30	30

PERCENT MINORITY



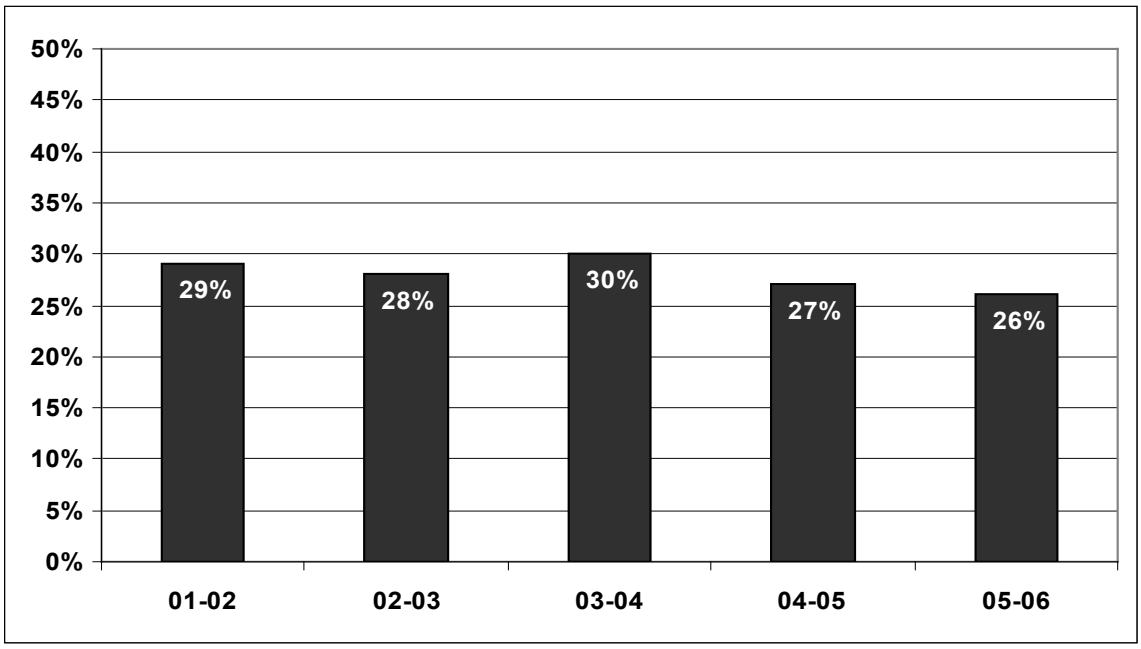
n=	31	32	30	30	30

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

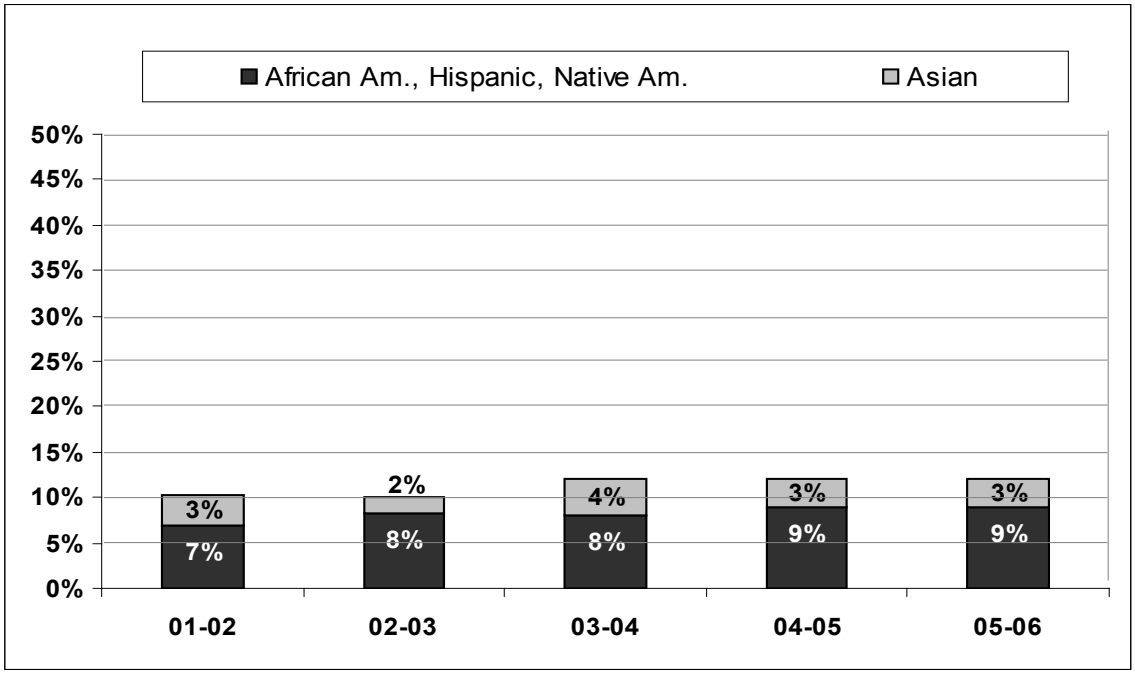
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	16.0	4.5	2.0	1.0	0.0	60.5
% of Faculty	26.4%	7.4%	3.3%	1.7%	0.0%	
Estimate of Availability	35.7%	10.9%	3.6%	4.3%	1.0%	
Expected # of Faculty	21.6	6.6	2.2	2.6	0.6	
Underutilization	**-5.6**	**-2.1**	**-0.2**	**-1.6**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

PERCENT WOMEN



n=	58	60	60	66	65

PERCENT MINORITY



n=	58	60	60	66	65

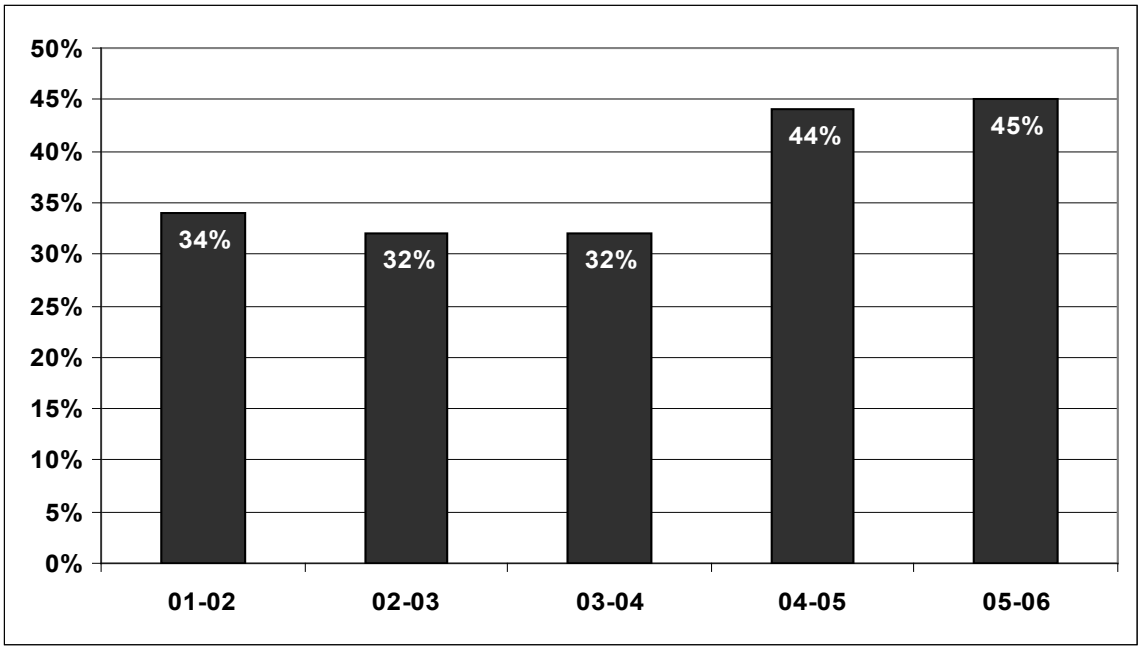
SCHOOL OF PUBLIC AFFAIRS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

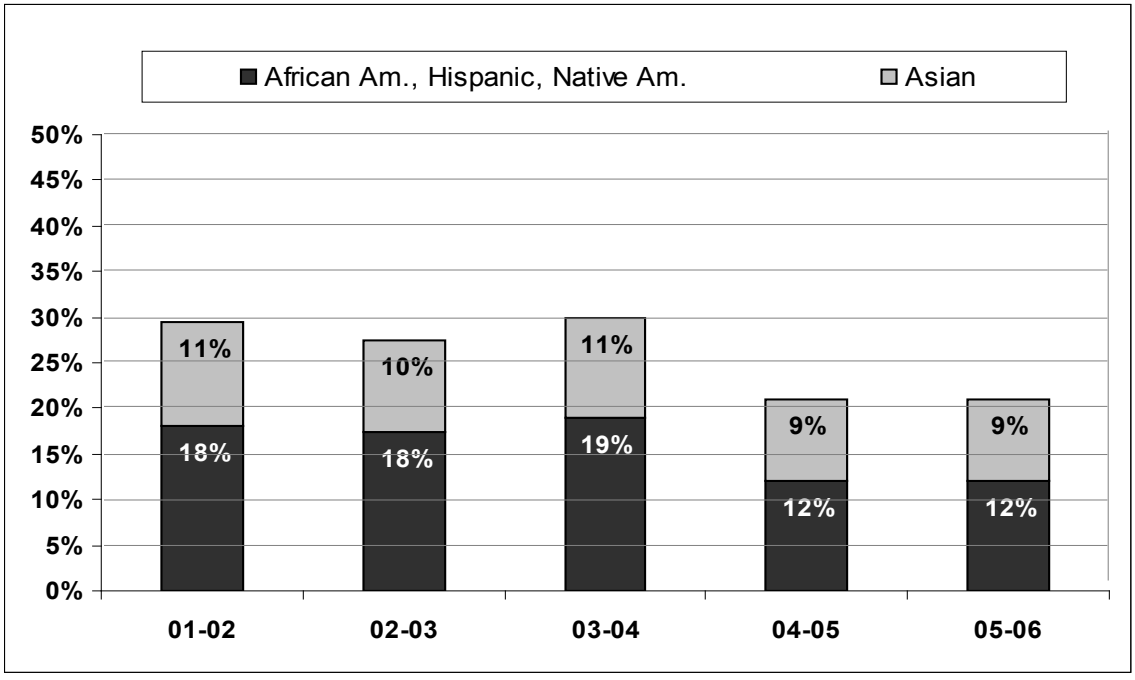
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	17.0	3.0	3.0	2.0	0.0	38.0
% of Faculty	43.6%	7.9%	7.9%	5.3%	0.0%	
Estimate of Availability	47.7%	8.5%	6.2%	3.5%	0.5%	
Expected # of Faculty	18.6	3.2	2.4	1.3	0.2	
Underutilization	**-1.6**	**-0.2**	none	none	**-0.2**	

PERCENT WOMEN



n=	44	41	38	43	41

PERCENT MINORITY



n=	44	41	38	43	41

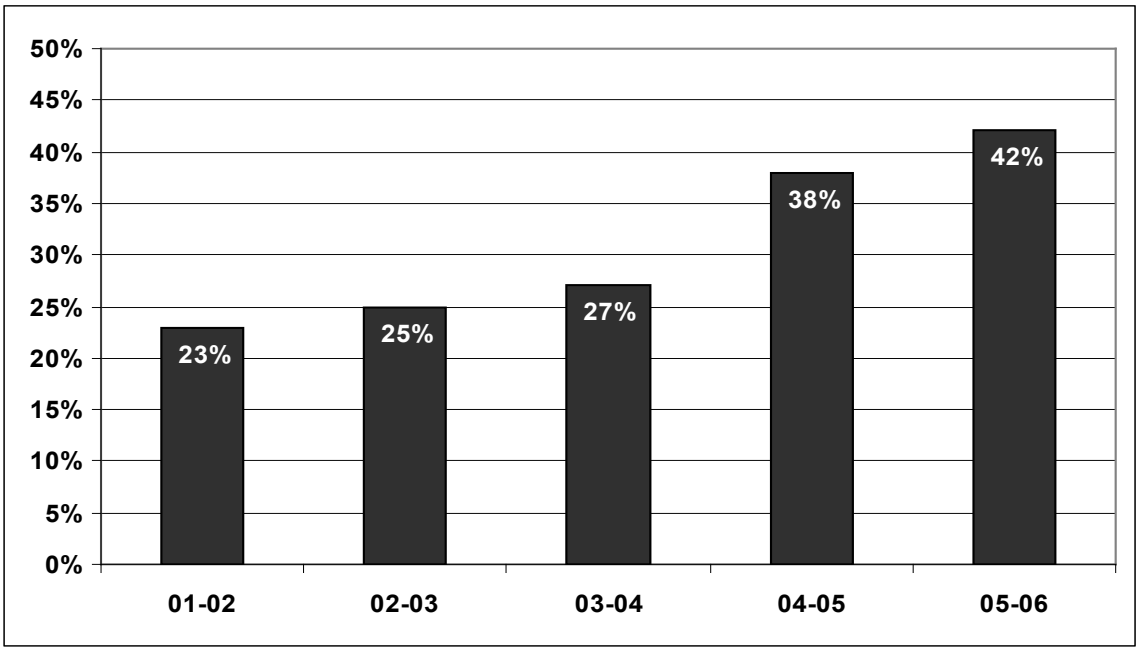
DEPARTMENT OF PUBLIC POLICY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

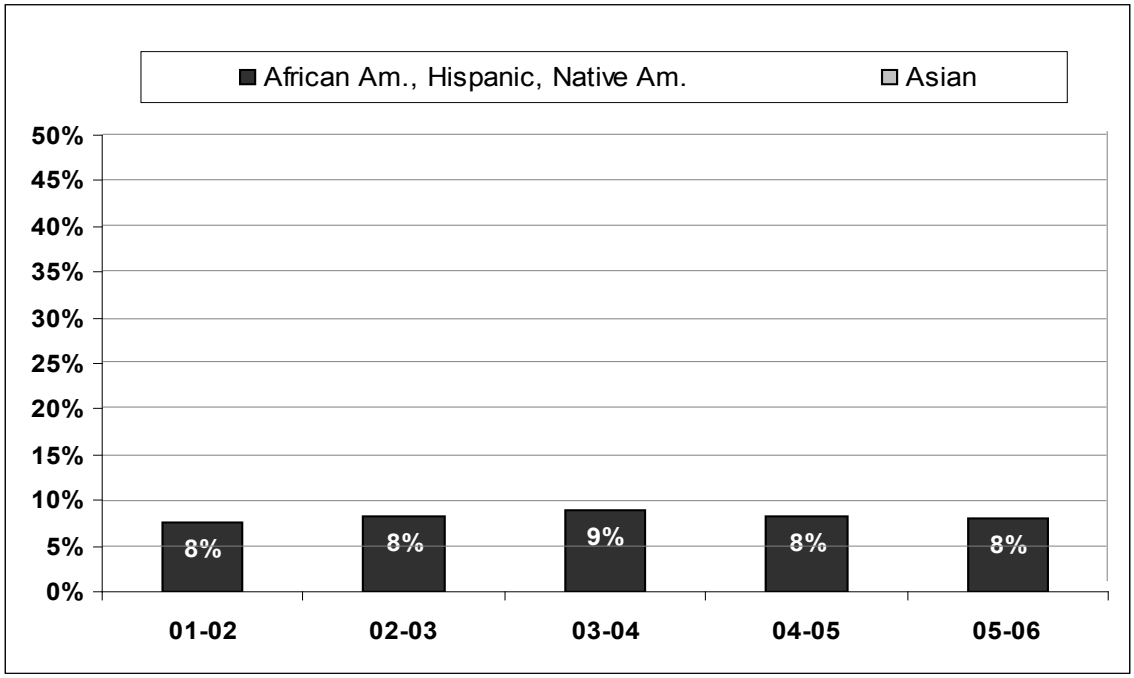
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	0.0	0.0	0.0	12.0
% of Faculty	41.7%	8.3%	0.0%	0.0%	0.0%	
Estimate of Availability	34.7%	6.6%	7.8%	3.6%	0.3%	
Expected # of Faculty	4.2	0.8	0.9	0.4	0.0	
Underutilization	none	none	**-0.9**	**-0.4**	none	

PERCENT WOMEN



n=	13	12	11	13	12

PERCENT MINORITY



n=	13	12	11	13	12

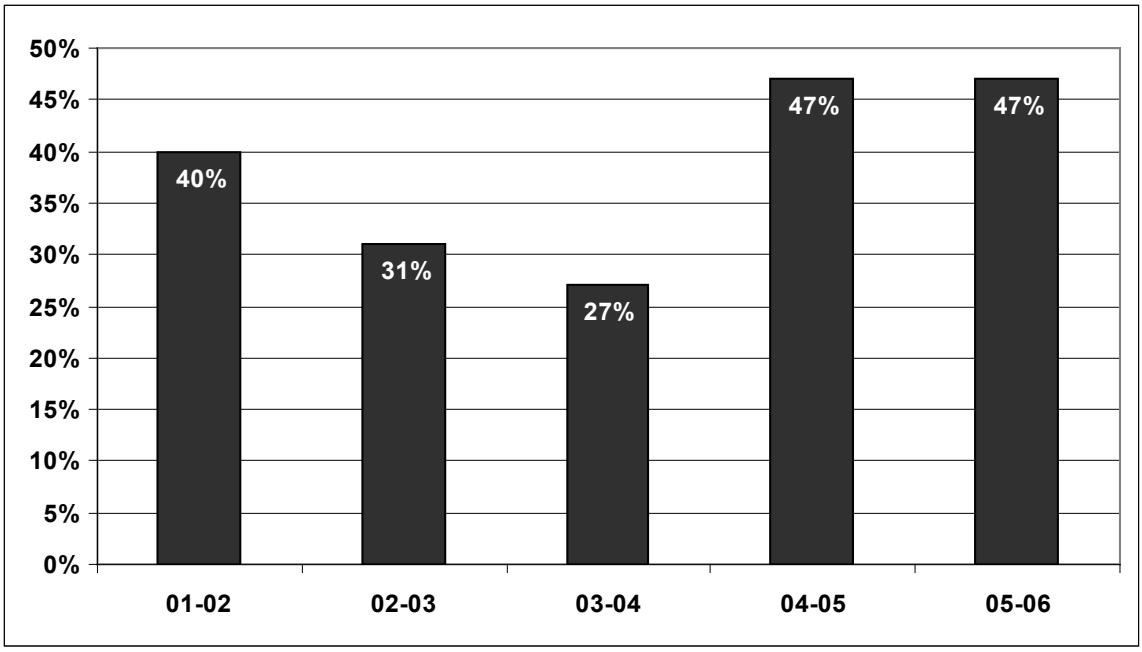
DEPARTMENT OF SOCIAL WELFARE

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

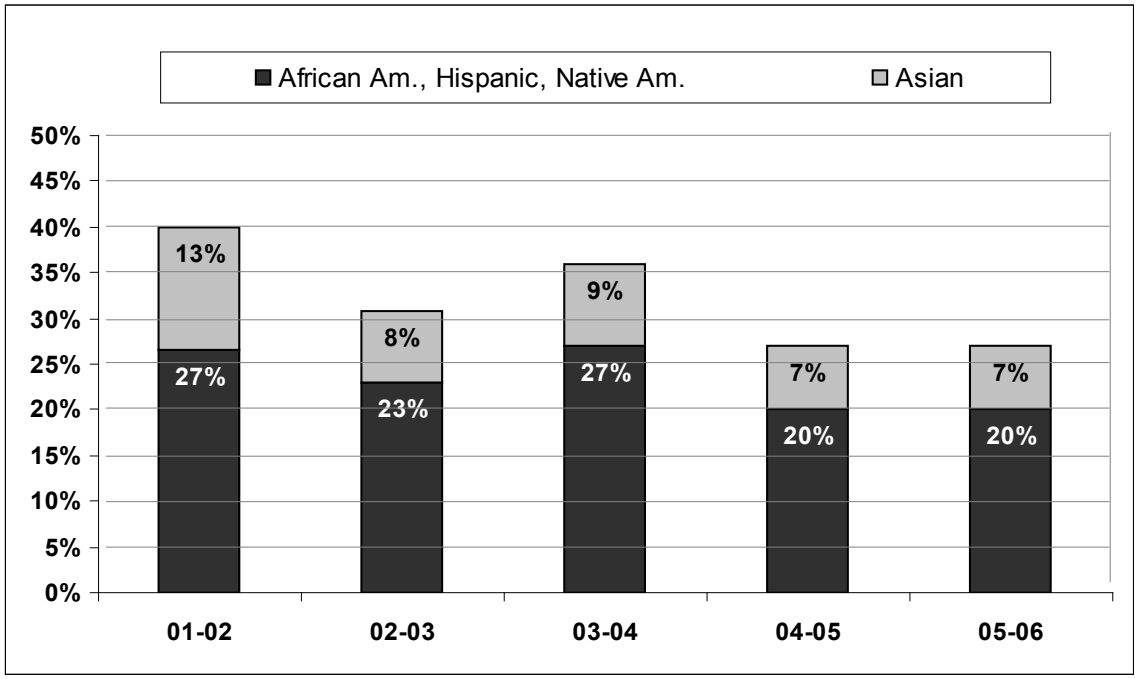
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	2.0	1.0	1.0	0.0	14.0
% of Faculty	42.9%	14.3%	7.1%	7.1%	0.0%	
Estimate of Availability	67.1%	10.8%	4.5%	4.2%	0.8%	
Expected # of Faculty	9.4	1.5	0.6	0.6	0.1	
Underutilization	**-3.4**	**0.5**	none	none	**-0.1**	

PERCENT WOMEN



n=	15	13	11	15	15

PERCENT MINORITY



n=	15	13	11	15	15

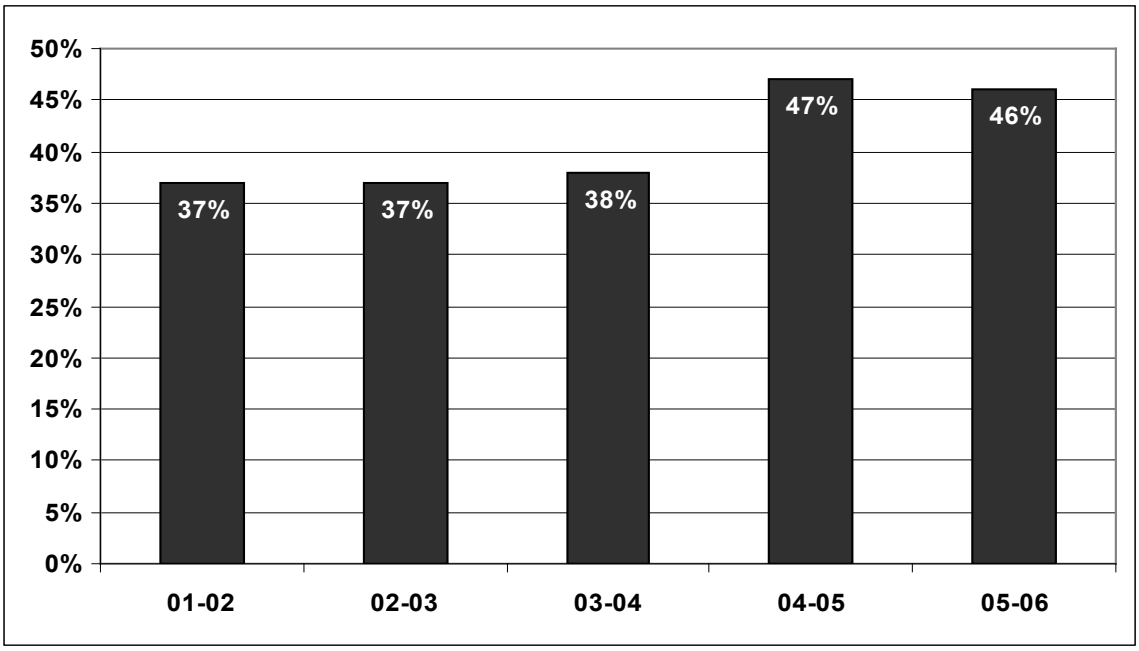
DEPARTMENT OF URBAN PLANNING

	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0	4.0	0.0	0.0	4.0	4.0	8.0
	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	37.5%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Associate Professor																	
	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	1.0	1.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	25.0%	25.0%	25.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	4.0	5.0	0.0	1.0	6.0	7.0	13.0
	0.0%	0.0%	15.4%	0.0%	0.0%	7.7%	0.0%	0.0%	15.4%	7.7%	30.8%	38.5%	0.0%	7.7%	46.2%	53.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

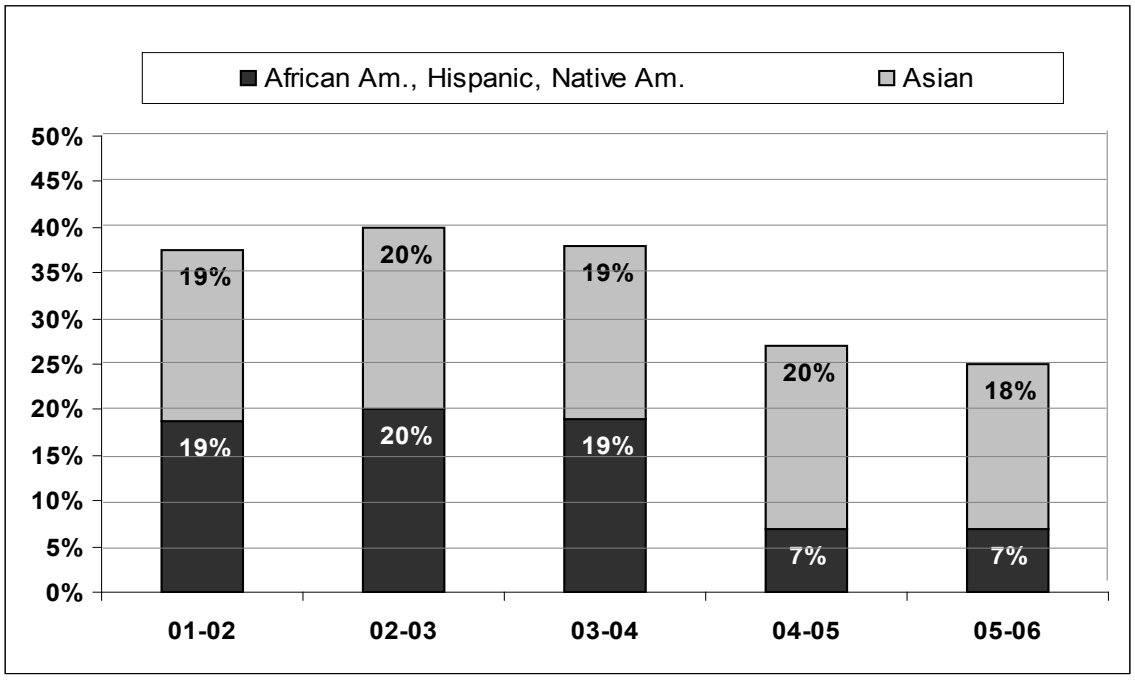
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	2.0	1.0	0.0	12.0
% of Faculty	46.2%	0.0%	16.7%	8.3%	0.0%	
Estimate of Availability	37.2%	8.0%	7.4%	3.2%	0.6%	
Expected # of Faculty	4.8	1.0	0.9	0.4	0.1	
Underutilization	none	**-1.0**	none	none	**-0.1**	

PERCENT WOMEN



n=	16	16	16	15	14

PERCENT MINORITY



n=	16	16	16	15	14

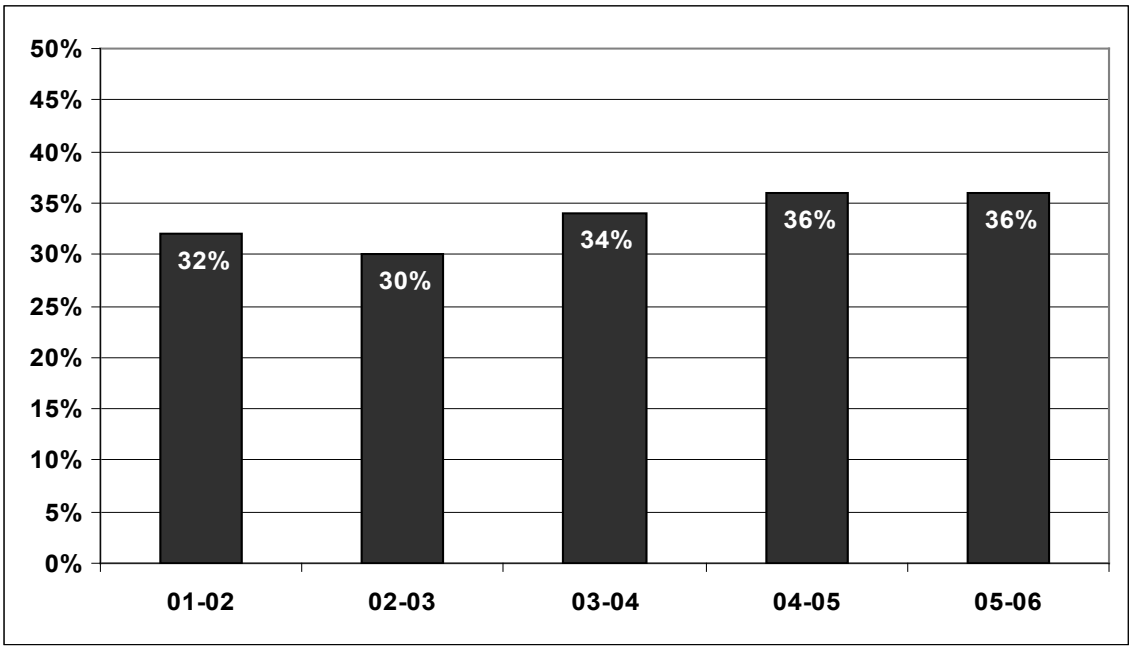
SCHOOL OF THEATER, FILM & TELEVISION

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

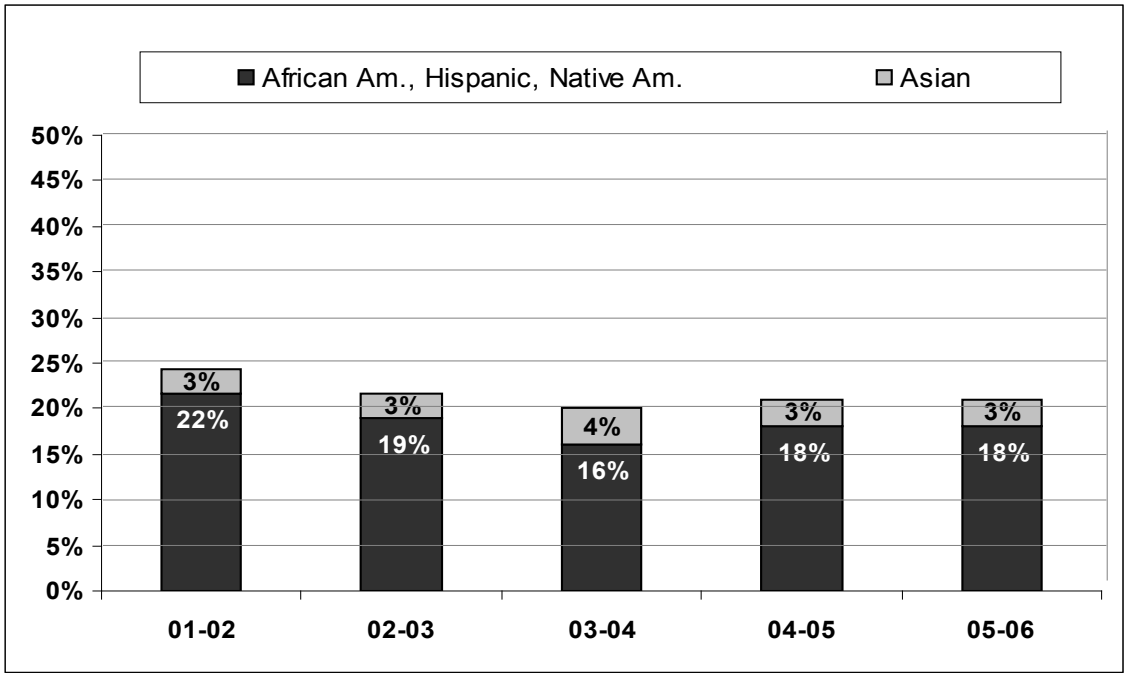
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.0	1.0	1.0	5.0	1.0	37.5
% of Faculty	37.3%	2.7%	2.7%	13.3%	2.7%	
Estimate of Availability	36.9%	4.2%	2.2%	2.2%	0.4%	
Expected # of Faculty	13.8	1.6	0.8	0.8	0.2	
Underutilization	none	**-0.6**	none	none	none	

PERCENT WOMEN



n=	37	37	41	39	39

PERCENT MINORITY



n=	37	37	41	39	39

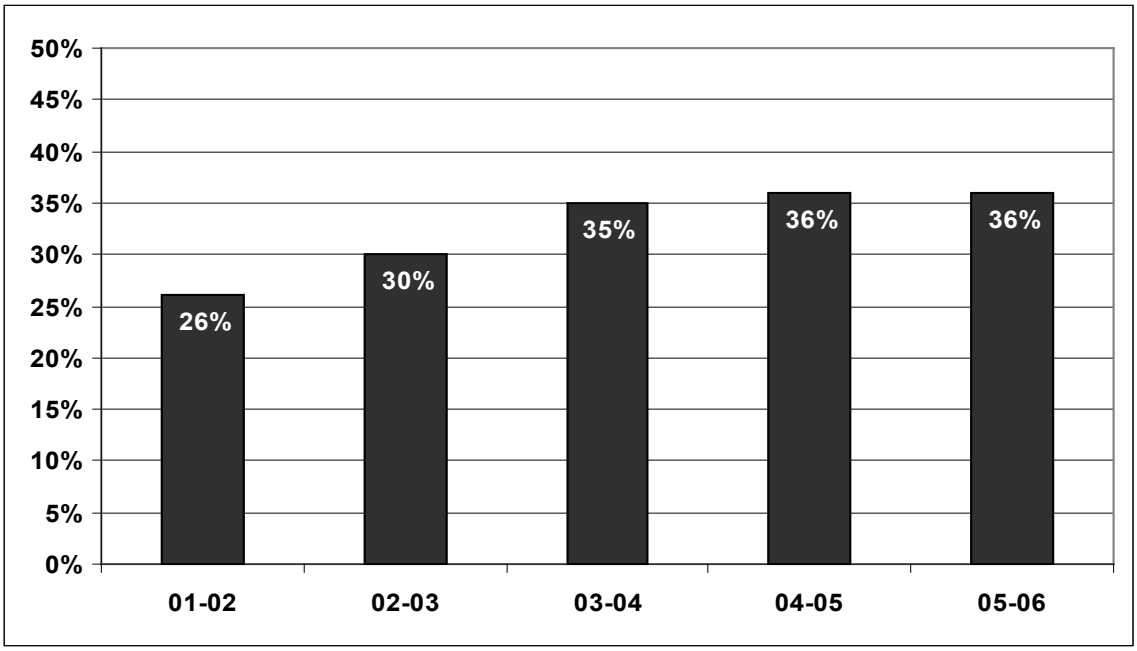
DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

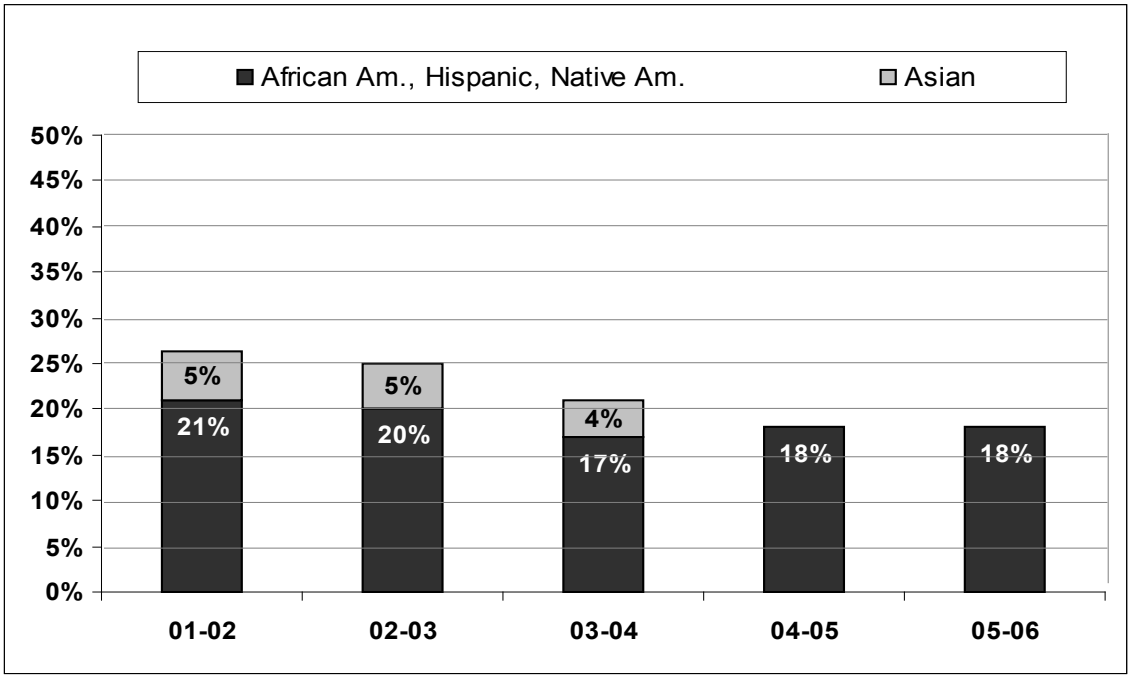
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	0.0	3.0	0.0	21.0
% of Faculty	38.1%	4.8%	0.0%	14.3%	0.0%	
Estimate of Availability	33.8%	4.2%	2.6%	2.5%	0.3%	
Expected # of Faculty	7.1	0.9	0.5	0.5	0.1	
Underutilization	none	none	**-0.5**	none	**-0.1**	

PERCENT WOMEN



n=	19	20	22	22	22

PERCENT MINORITY



n=	19	20	22	22	22

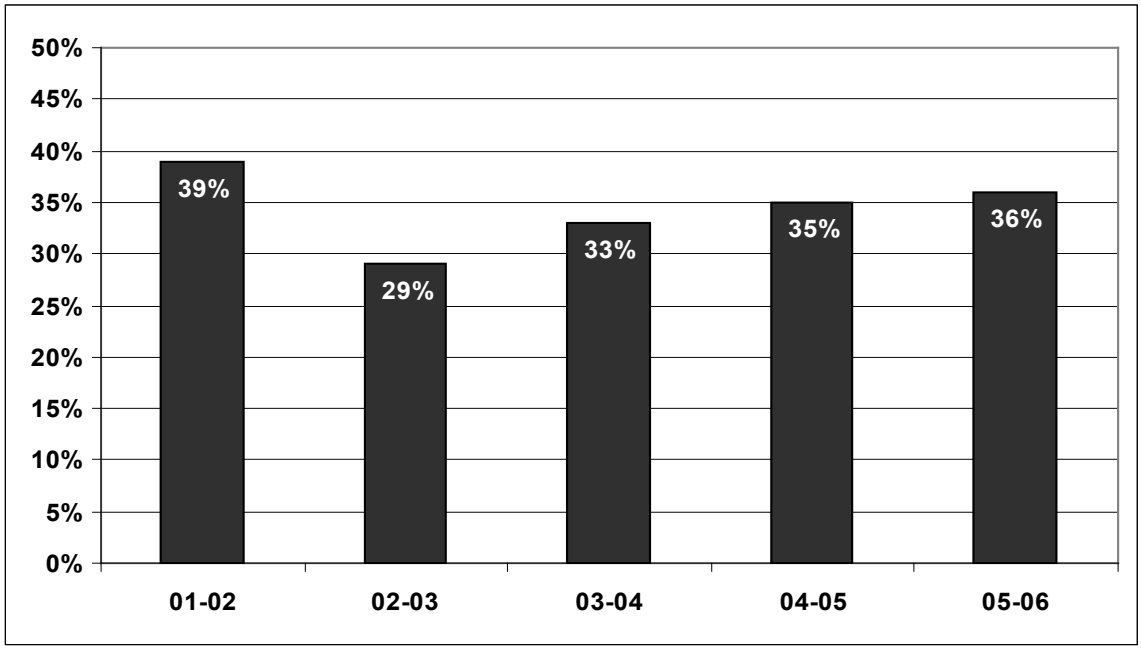
DEPARTMENT OF THEATER

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

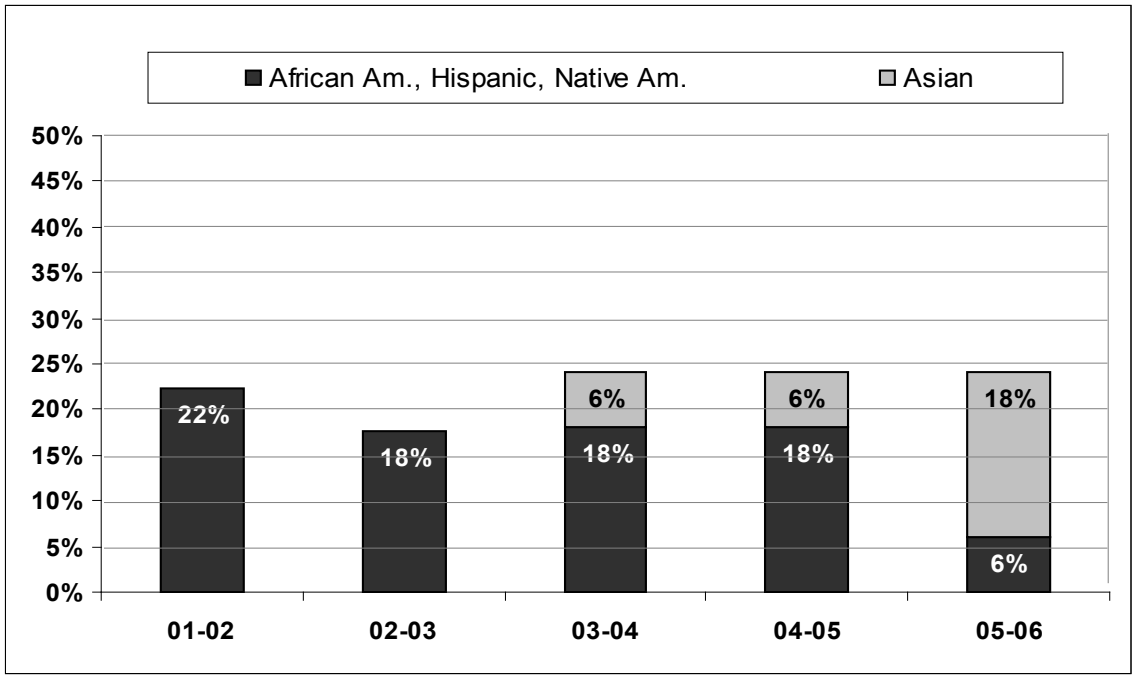
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	1.0	2.0	1.0	16.5
% of Faculty	36.4%	0.0%	6.1%	12.1%	6.1%	
Estimate of Availability	42.7%	4.5%	1.8%	2.1%	0.6%	
Expected # of Faculty	7.0	0.7	0.3	0.3	0.1	
Underutilization	**-1.0**	**-0.7**	none	none	none	

PERCENT WOMEN



n=	18	17	18	17	17

PERCENT MINORITY



n=	18	17	18	17	17

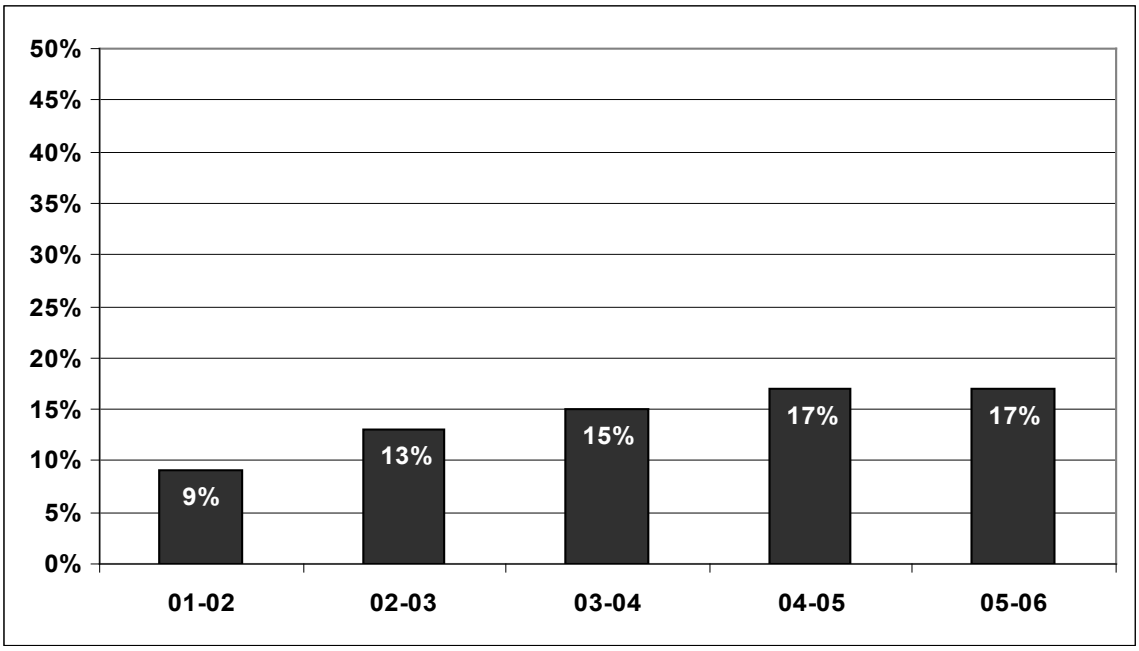
SCHOOL OF DENTISTRY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

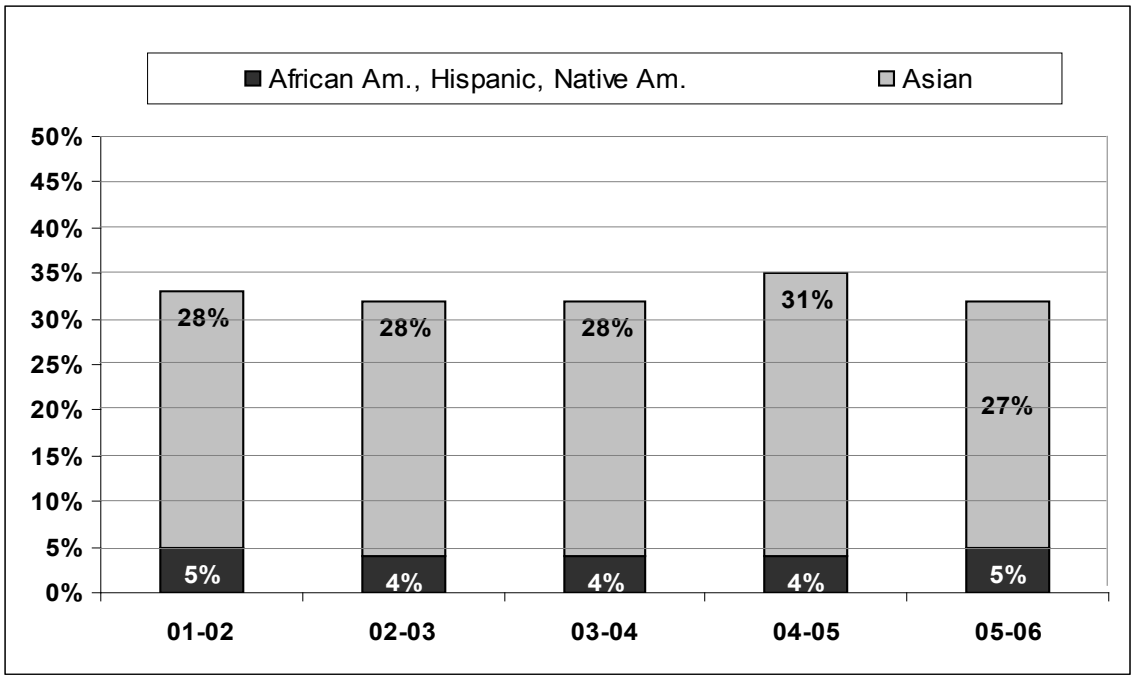
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	1.0	13.0	1.0	0.0	43.0
% of Faculty	20.9%	2.3%	30.2%	2.3%	0.0%	
Estimate of Availability	29.2%	3.5%	13.9%	3.1%	0.1%	
Expected # of Faculty	12.6	1.5	6.0	1.3	0.0	
Underutilization	**-3.6**	**-0.5**	none	**-0.3**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

PERCENT WOMEN



n=	43	46	46	48	41

PERCENT MINORITY



n=	43	46	46	48	41

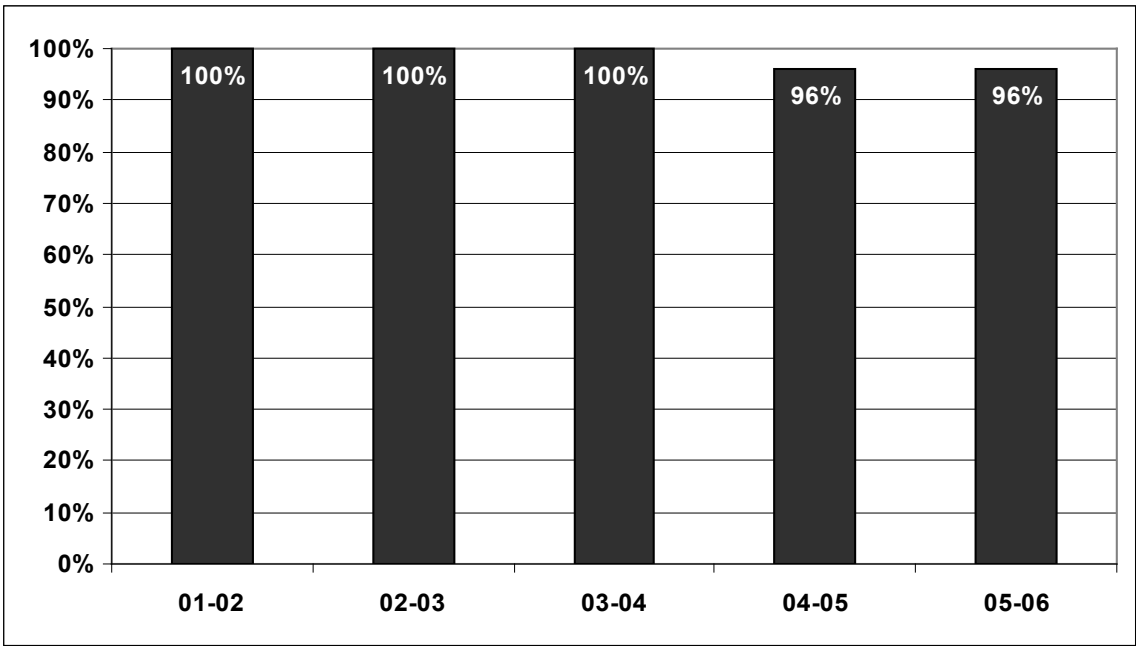
SCHOOL OF NURSING

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

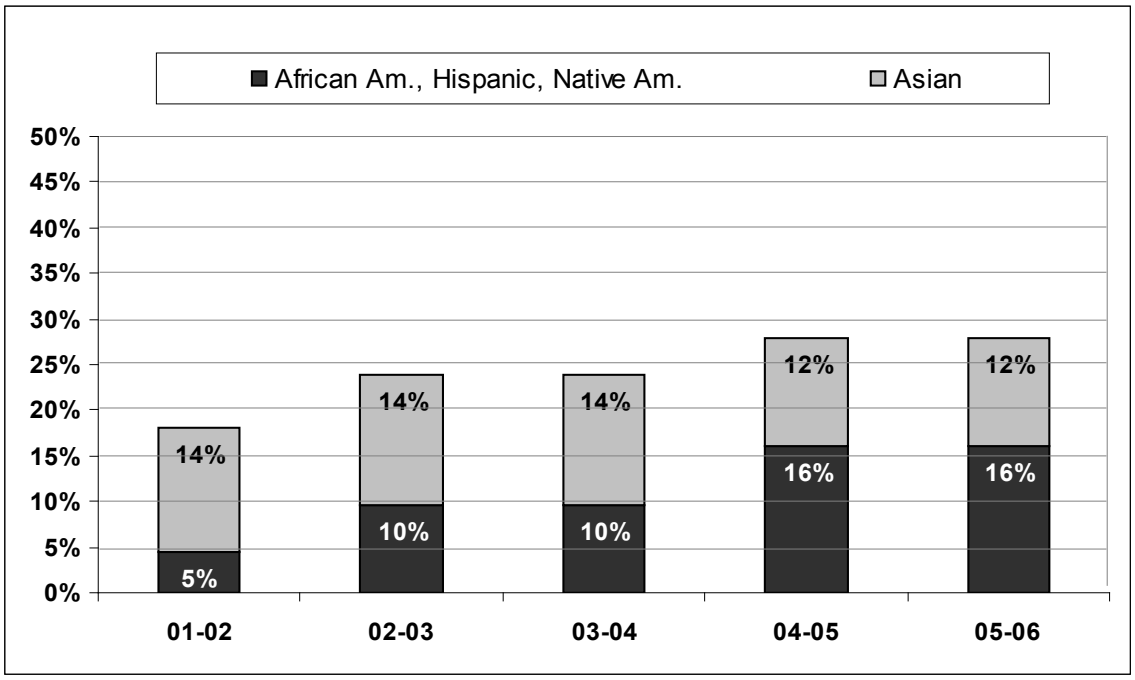
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	30.0	4.0	3.0	0.0	1.0	31.0
% of Faculty	96.8%	12.9%	9.7%	0.0%	3.2%	
Estimate of Availability	95.2%	5.9%	2.6%	1.8%	0.3%	
Expected # of Faculty	29.5	1.8	0.8	0.6	0.1	
Underutilization	none	none	none	**-0.6**	none	

PERCENT WOMEN



n=	22	21	22	24	25

PERCENT MINORITY



n=	22	21	22	24	25

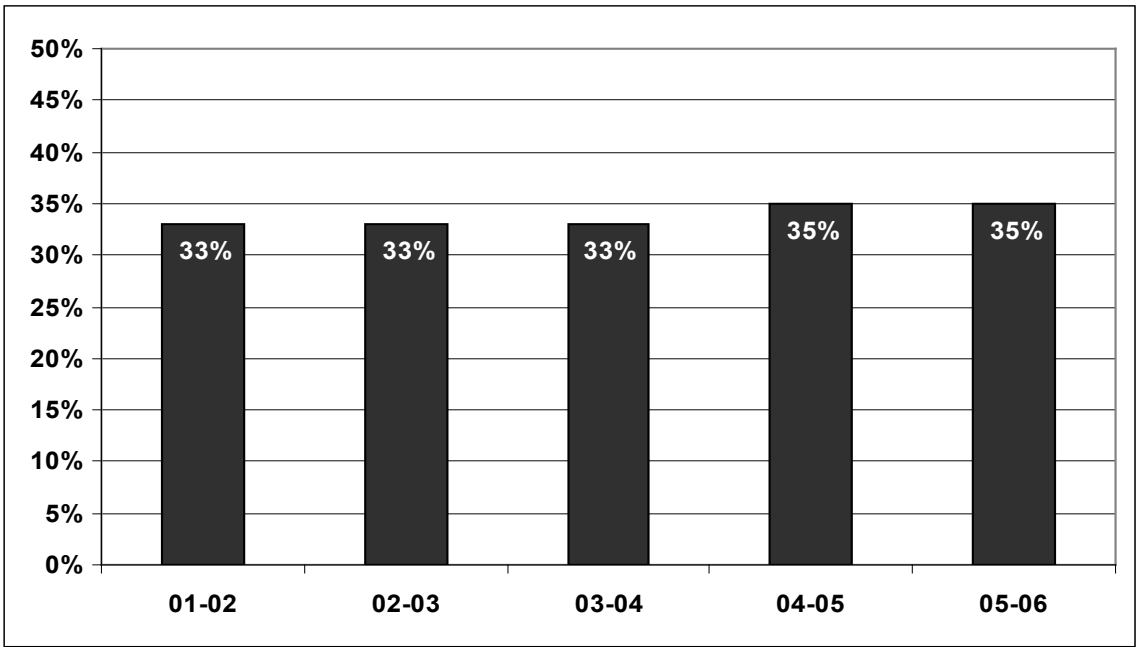
SCHOOL OF PUBLIC HEALTH

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

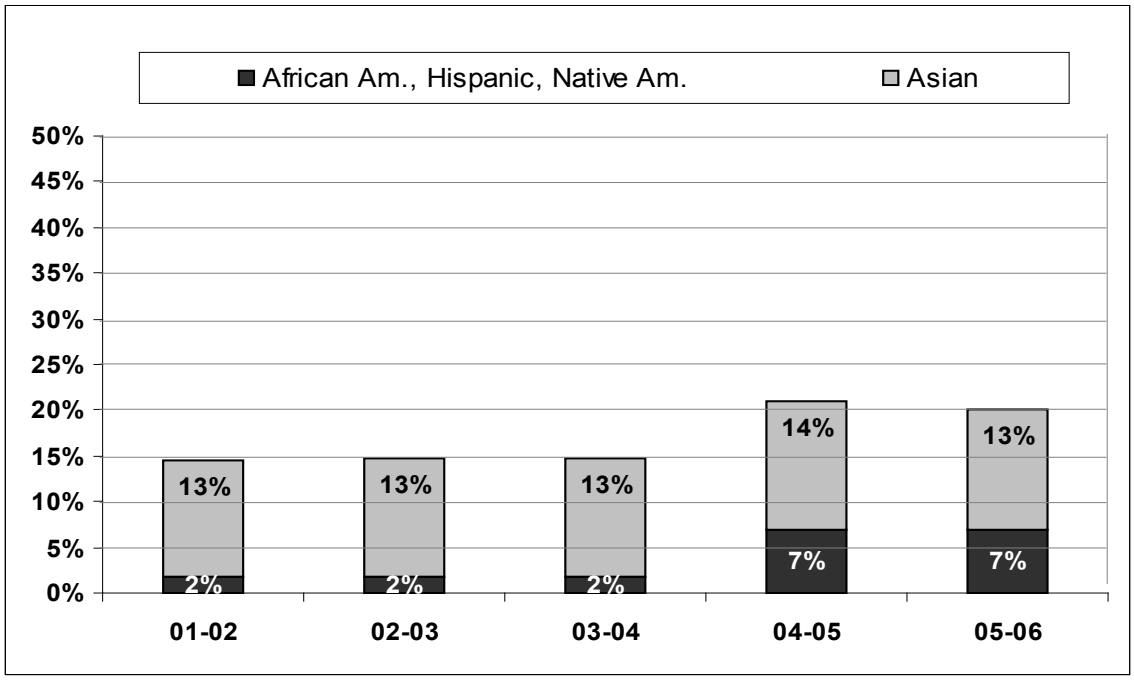
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	20.5	2.0	8.5	2.0	0.0	59.5
% of Faculty	34.5%	3.4%	14.3%	3.4%	0.0%	
Estimate of Availability	47.7%	5.0%	9.5%	3.3%	0.4%	
Expected # of Faculty	28.4	3.0	5.7	2.0	0.2	
Underutilization	**-7.9**	**-1.0**	none	none	**-0.2**	

PERCENT WOMEN



	01-02	02-03	03-04	04-05	05-06
n=	55	54	55	58	57

PERCENT MINORITY



	01-02	02-03	03-04	04-05	05-06
n=	55	54	55	58	57

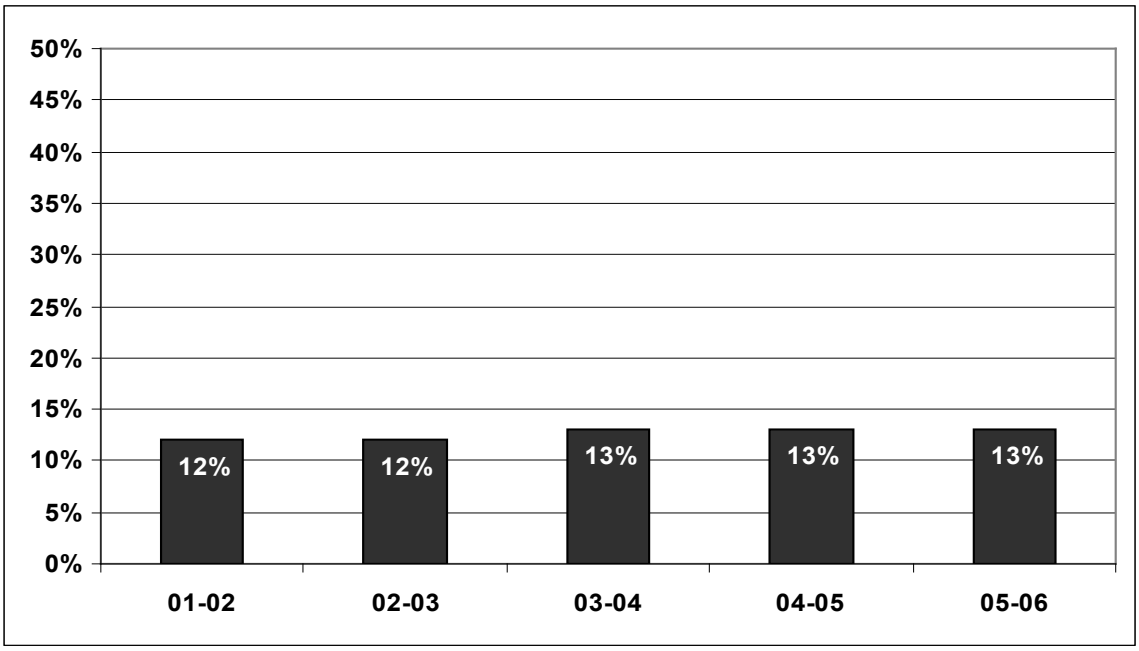
DEPARTMENT OF BIOSTATISTICS

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

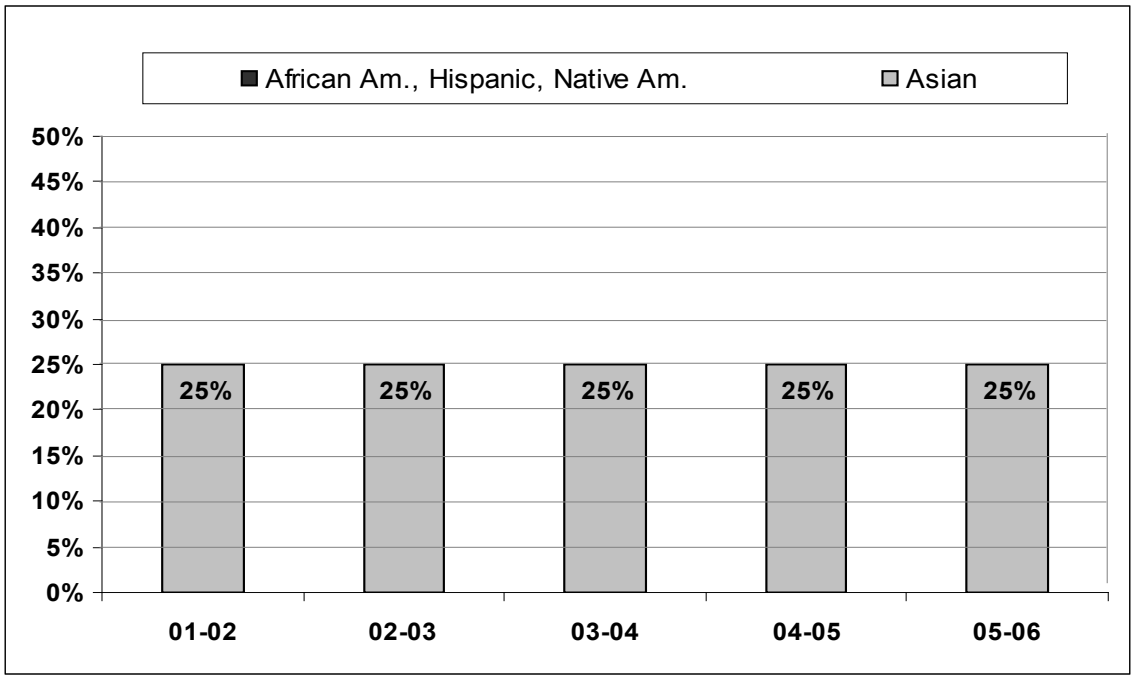
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	2.0	0.0	0.0	8.0
% of Faculty	12.5%	0.0%	25.0%	0.0%	0.0%	
Estimate of Availability	46.4%	4.0%	19.3%	1.5%	0.2%	
Expected # of Faculty	3.7	0.3	1.5	0.1	0.0	
Underutilization	**-2.7**	**-0.3**	none	**-0.1**	none	

PERCENT WOMEN



n=	8	8	8	8	8

PERCENT MINORITY



n=	8	8	8	8	8

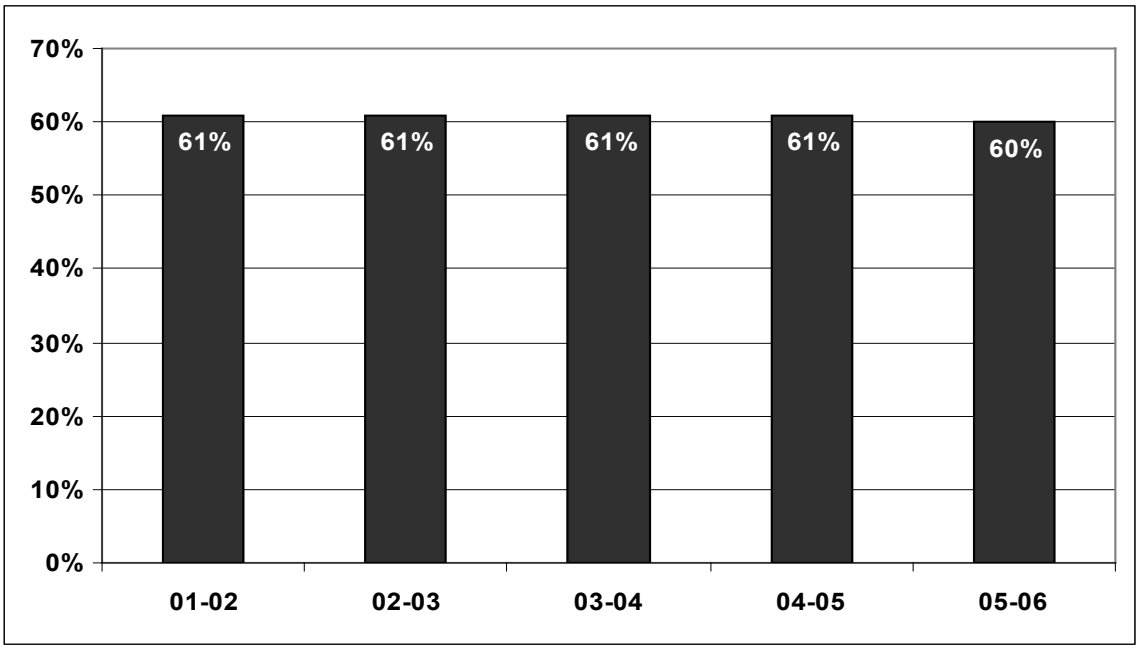
DEPARTMENT OF COMMUNITY HEALTH SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

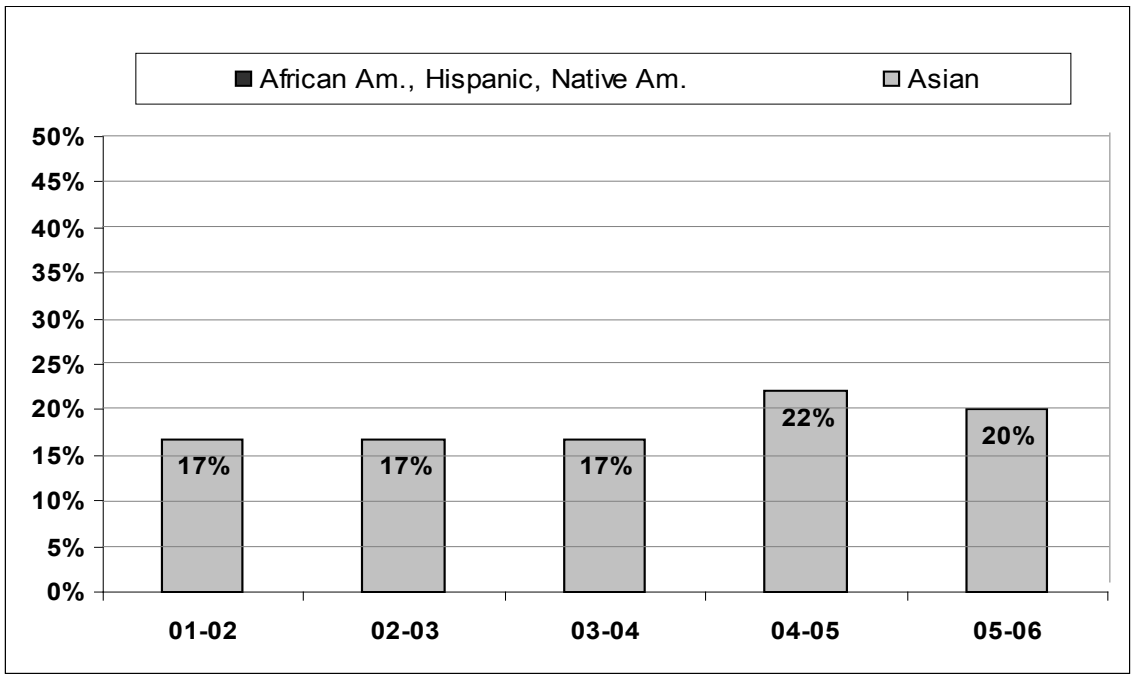
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.5	0.0	3.5	0.0	0.0	17.5
% of Faculty	60.0%	0.0%	20.0%	0.0%	0.0%	
Estimate of Availability	53.0%	6.2%	5.9%	3.8%	0.6%	
Expected # of Faculty	9.3	1.1	1.0	0.7	0.1	
Underutilization	none	**-1.1**	none	**-0.7**	**-0.1**	

PERCENT WOMEN



n=	18	18	18	18	18

PERCENT MINORITY



n=	18	18	18	18	18

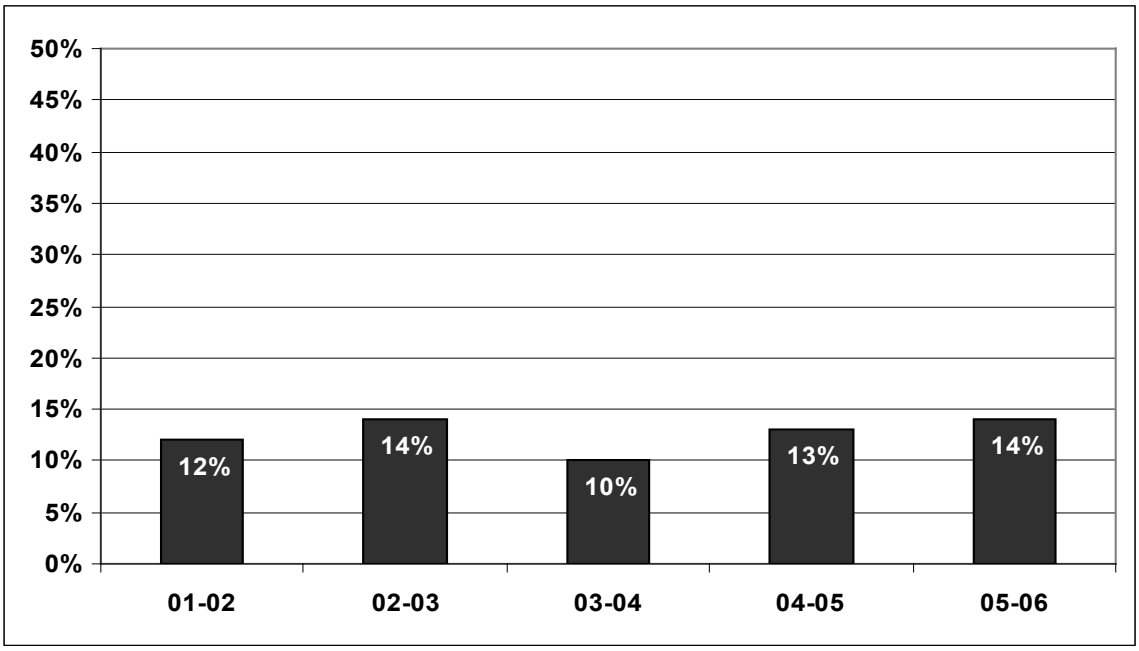
DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

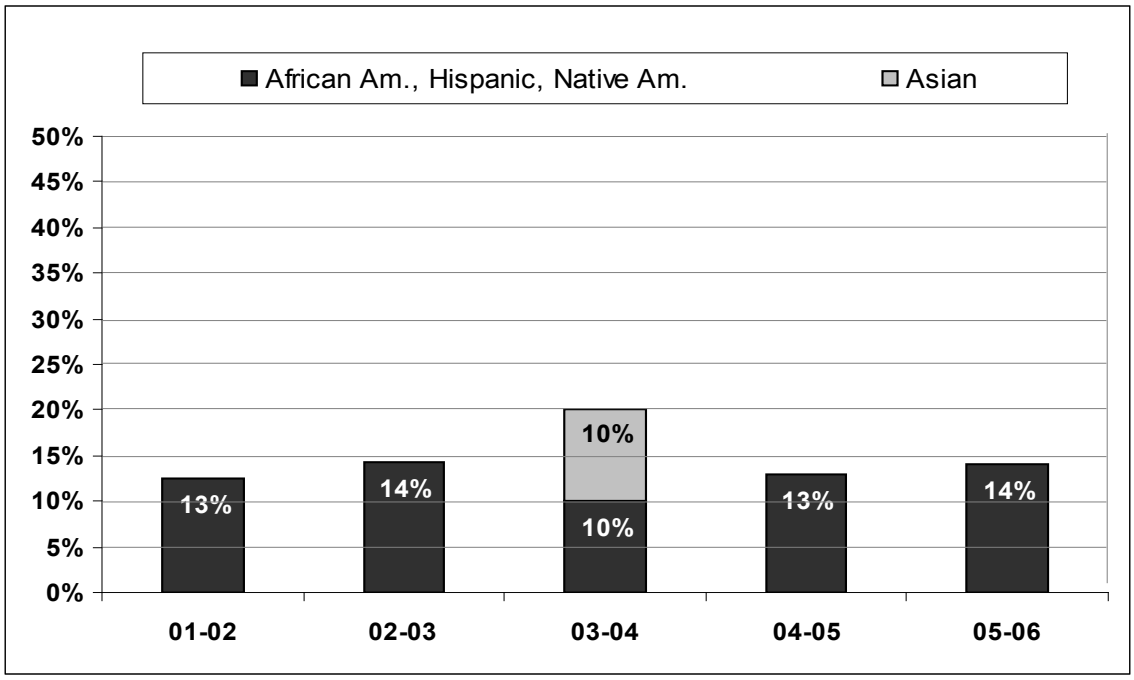
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	1.0	0.0	0.0	0.0	8.0
% of Faculty	12.5%	12.5%	0.0%	0.0%	0.0%	
Estimate of Availability	36.8%	3.2%	11.5%	2.7%	0.4%	
Expected # of Faculty	2.9	0.3	0.9	0.2	0.0	
Underutilization	**-1.9**	none	**-0.9**	**-0.2**	none	

PERCENT WOMEN



n=	8	7	10	8	7

PERCENT MINORITY



n=	8	7	10	8	7

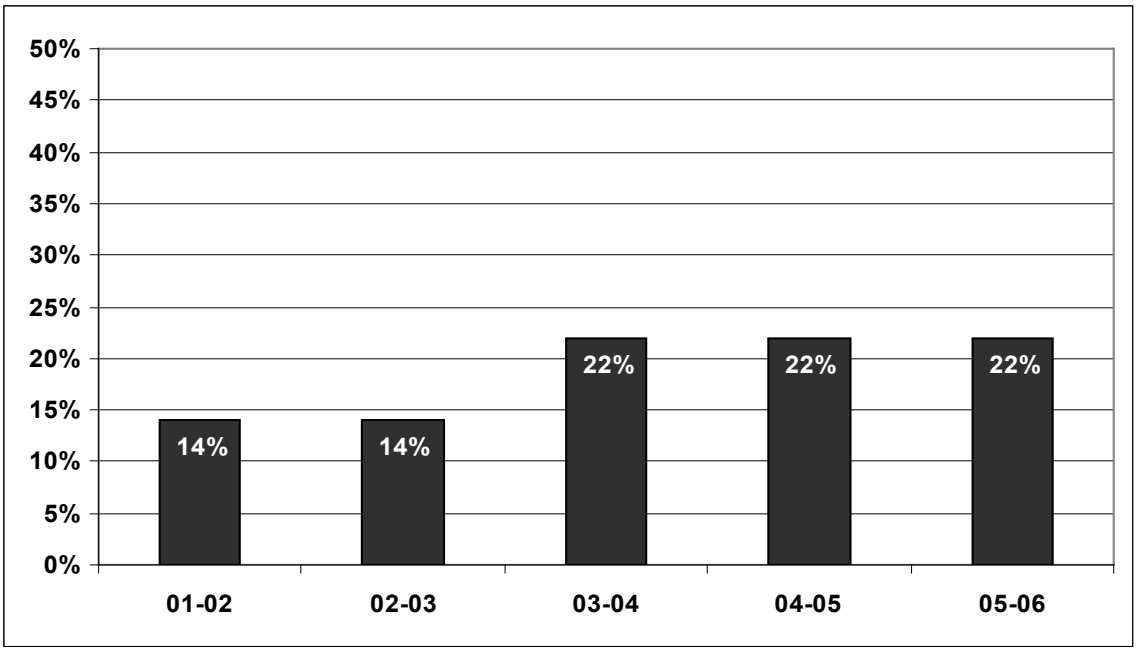
DEPARTMENT OF EPIDEMIOLOGY

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

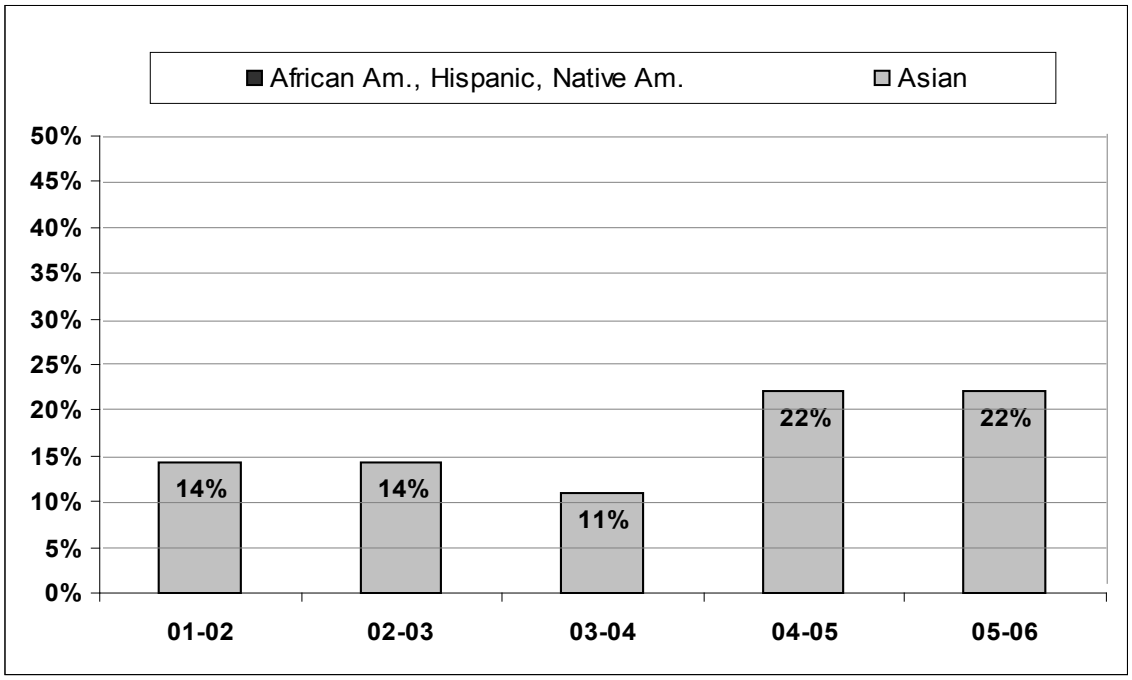
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	2.0	0.0	0.0	9.0
% of Faculty	22.2%	0.0%	22.2%	0.0%	0.0%	
Estimate of Availability	54.6%	4.2%	8.7%	3.3%	0.3%	
Expected # of Faculty	4.9	0.4	0.8	0.3	0.0	
Underutilization	**-2.9**	**-0.4**	none	**-0.3**	none	

PERCENT WOMEN



n=	7	7	9	9	9

PERCENT MINORITY



n=	7	7	9	9	9

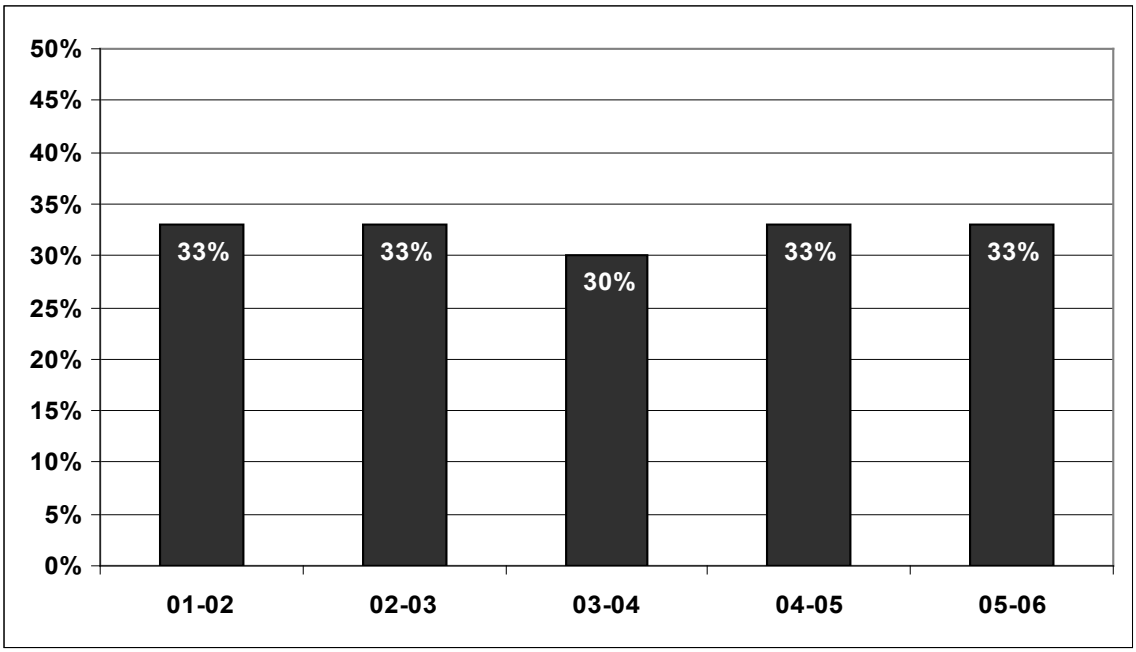
DEPARTMENT OF HEALTH SERVICES

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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

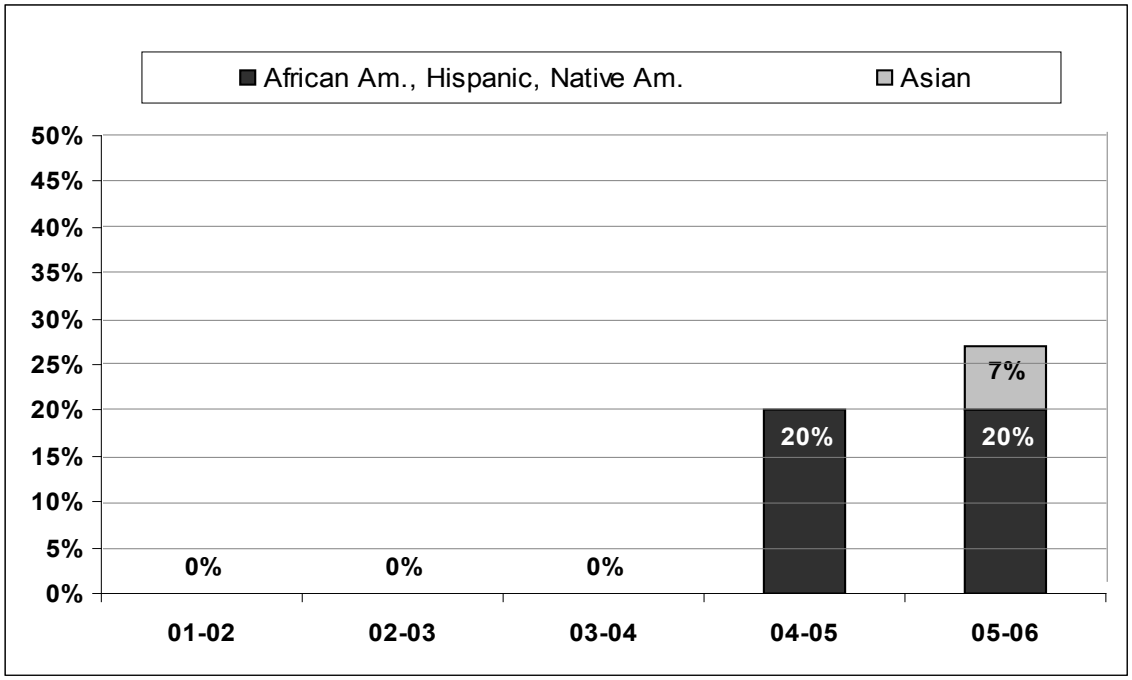
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	0.0	2.0	0.0	13.0
% of Faculty	38.5%	7.7%	0.0%	15.4%	0.0%	
Estimate of Availability	40.7%	5.4%	8.1%	3.3%	0.3%	
Expected # of Faculty	5.3	0.7	1.1	0.4	0.0	
Underutilization	**-0.3**	none	**-1.1**	none	none	

PERCENT WOMEN



n=	9	9	10	15	15

PERCENT MINORITY



n=	9	9	10	15	15

THE DAVID GEFFEN SCHOOL OF MEDICINE*

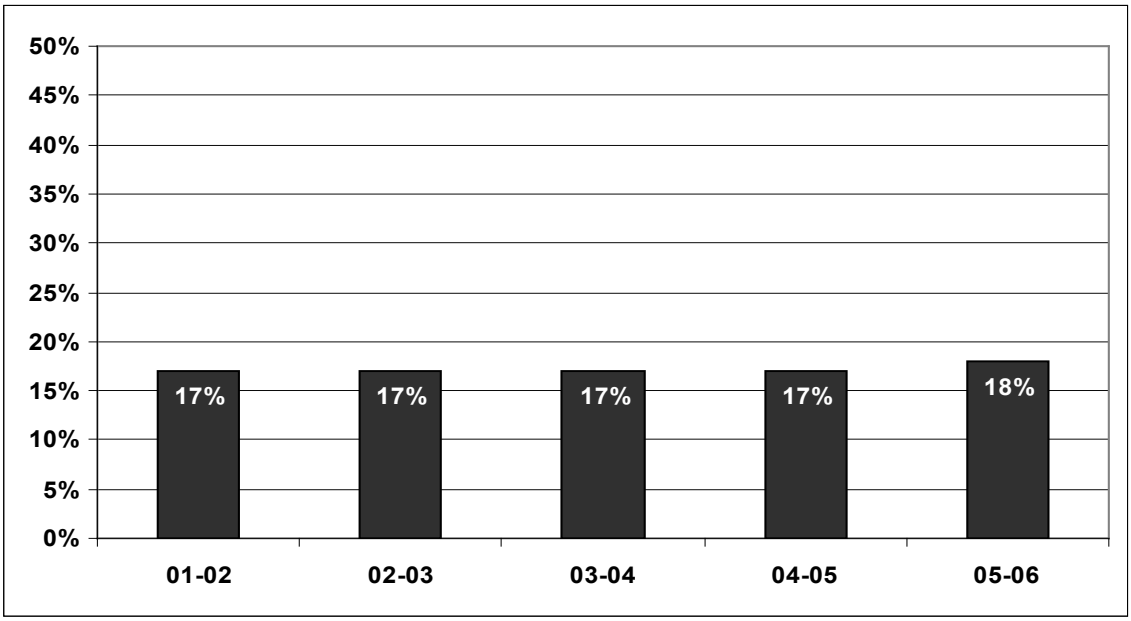
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	3.0	7.0	22.0	3.0	12.0	0.0	0.0	10.0	37.0	35.0	194.0	0.0	0.0	45.0	231.0	276.0
	0.0%	1.1%	2.5%	8.0%	1.1%	4.3%	0.0%	0.0%	3.6%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

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

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

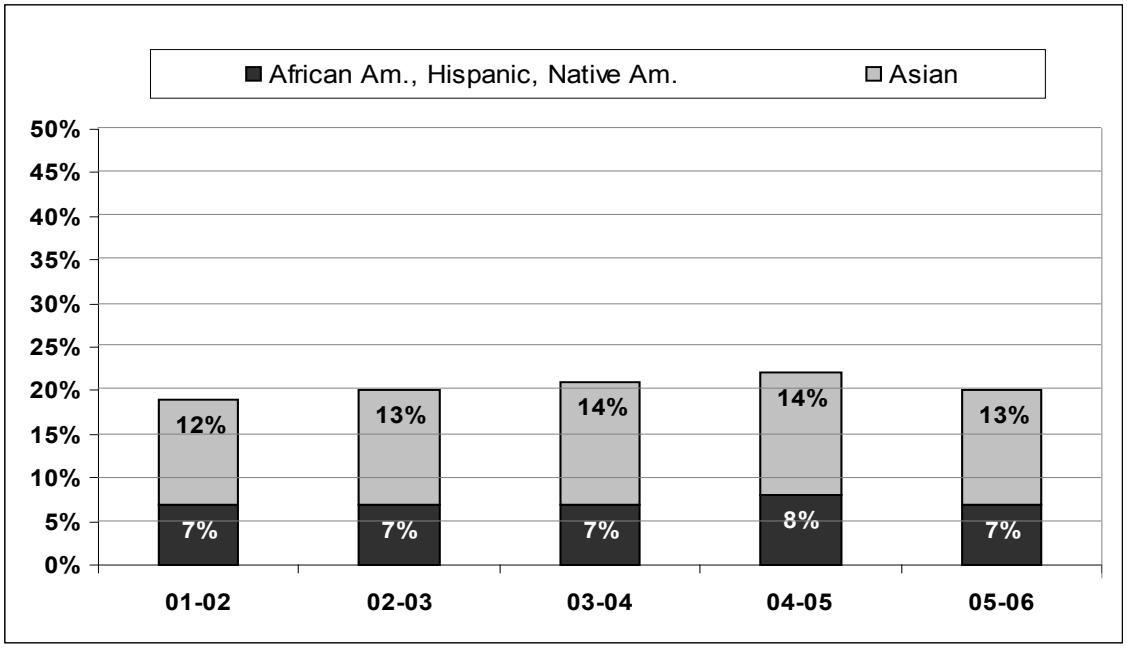
* Faculty diversity statistics for the various departments within the School of Medicine are provided in a separate monograph for the School of Medicine.

PERCENT WOMEN



n=	331	334	342	349	334

PERCENT MINORITY

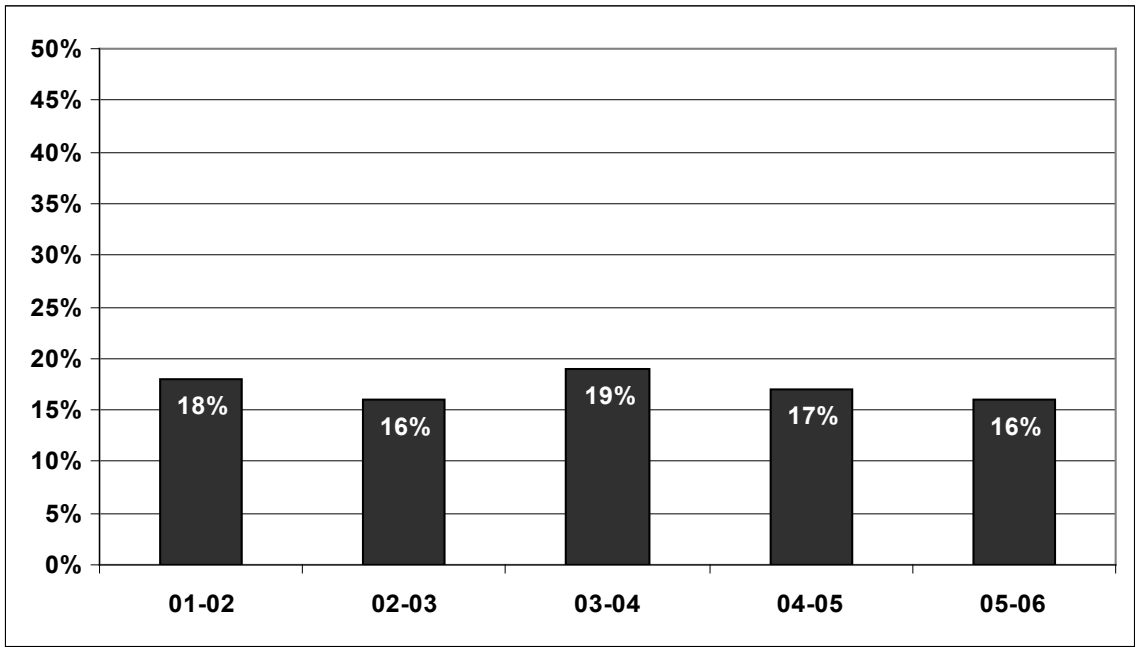


n=	331	334	342	349	334

BASIC SCIENCE DEPARTMENTS

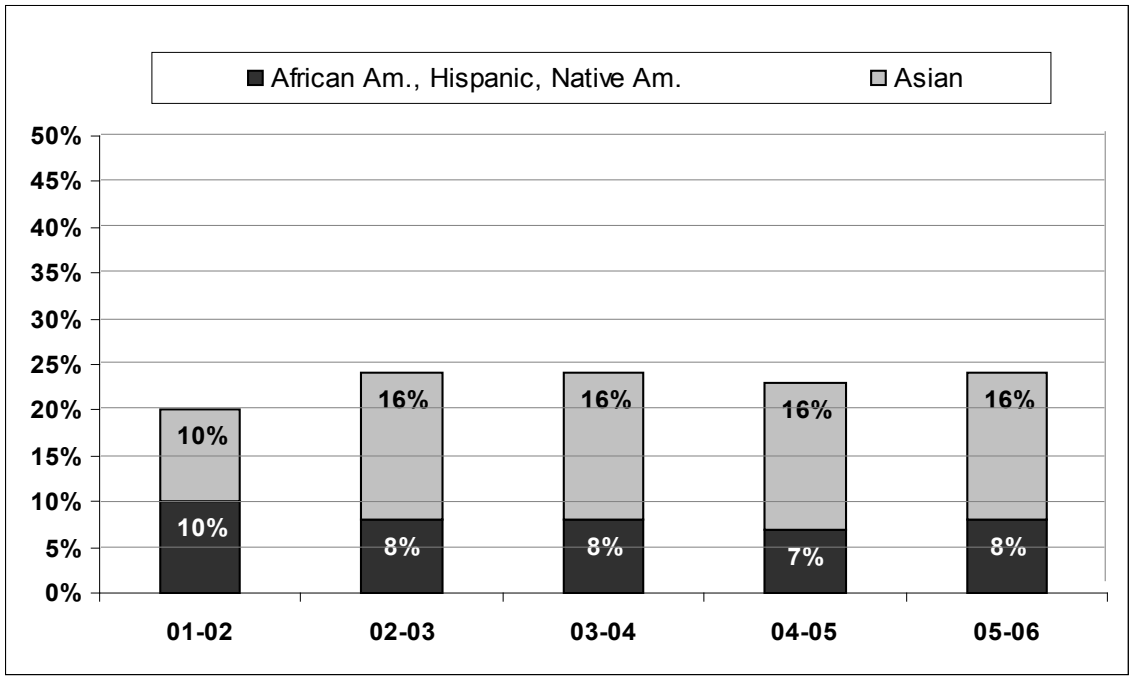
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	3.0	10.0	0.0	5.0	0.0	0.0	3.0	16.0	10.0	60.0	0.0	0.0	13.0	76.0	89.0
	0.0%	1.1%	3.4%	11.2%	0.0%	5.6%	0.0%	0.0%	3.4%	18.0%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

PERCENT WOMEN



n=	87	116	117	119	123

PERCENT MINORITY

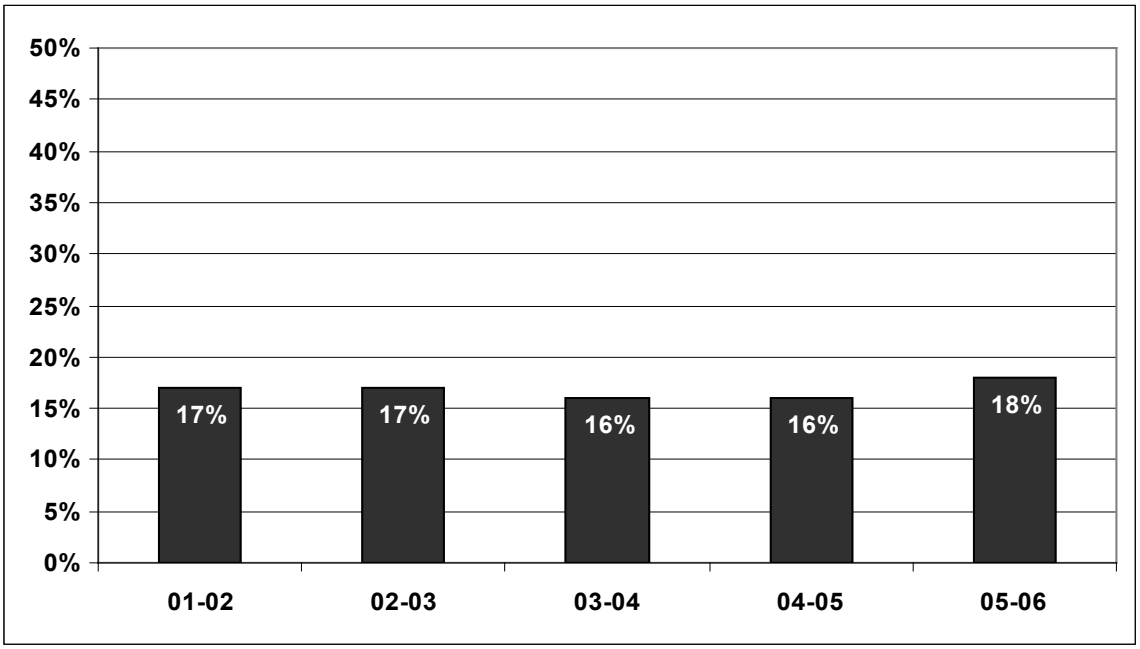


n=	87	116	117	119	123

CLINICAL DEPARTMENTS

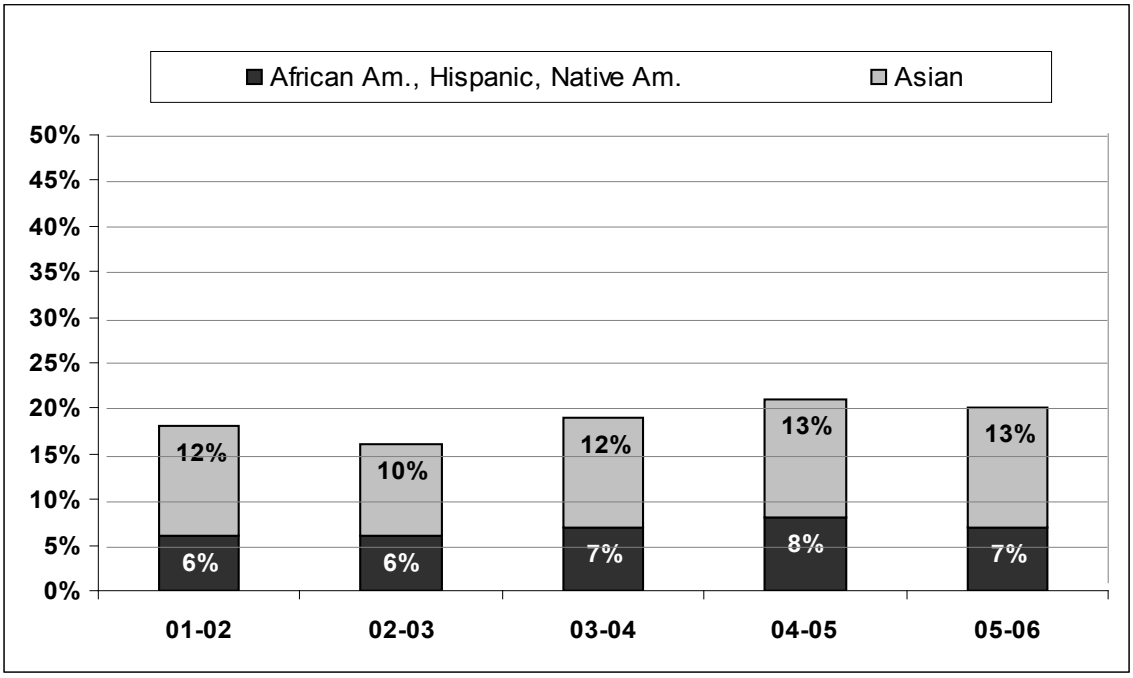
	AFRICAN AMERICAN		ASIAN		HISPANIC		NATIVE AMERICAN		MINORITY ANALYSIS		WHITE		UNKNOWN		GENDER ANALYSIS		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	2.0	4.0	12.0	3.0	7.0	0.0	0.0	7.0	21.0	25.0	136.0	0.0	0.0	32.0	157.0	189.0
	0.0%	1.1%	2.1%	6.4%	1.6%	3.7%	0.0%	0.0%	3.7%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

PERCENT WOMEN



n=	228	227	225	231	239

PERCENT MINORITY



n=	228	227	225	231	239

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.