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2007

Regular Rank Faculty Diversity Statistics



UCLA

UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT

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

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

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

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

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and 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.

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, 2007.

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 represent 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 & Development website at <http://www.faculty.diversity.ucla.edu>. Also posted on this site are additional availability data on women and underrepresented groups for both tenured and tenured-track (entry level) positions for disciplines and sub-disciplines.

We hope you find this monograph a useful resource.

Rosina M. Becerra
Vice Provost
Faculty Diversity & Development

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CAMPUSWIDE TOTAL

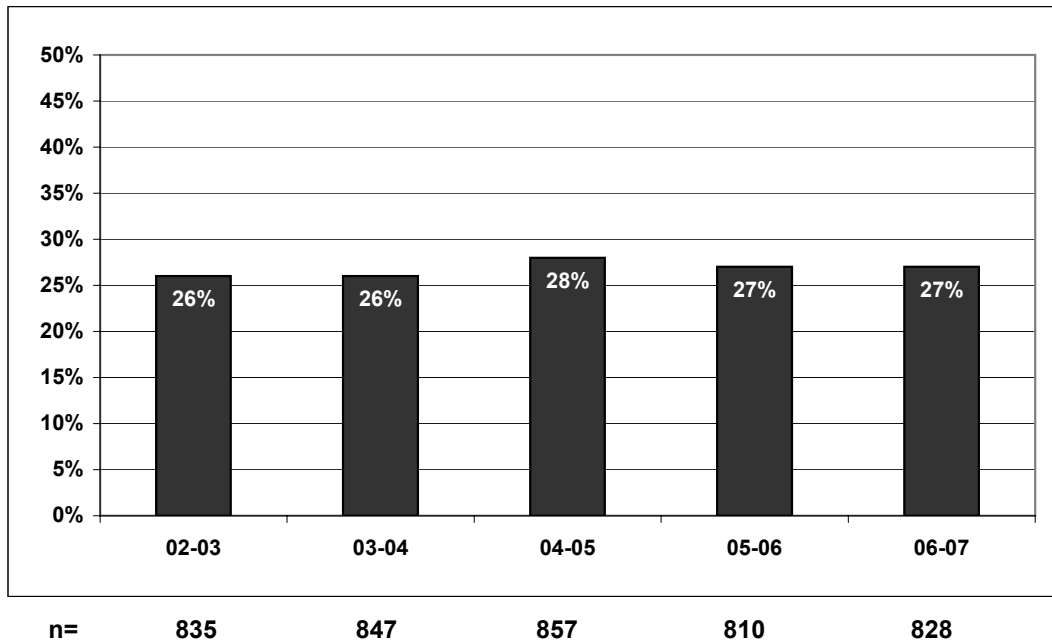
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	10.5	15.0	25.0	118.0	17.0	45.5	1.0	3.0	53.5	181.5	226.3	808.2	0.0	0.0	279.8	989.7	1269.5
	0.8%	1.2%	2.0%	9.3%	1.3%	3.6%	0.1%	0.2%	4.2%	14.3%	17.8%	63.7%	0.0%	0.0%	22.0%	78.0%	100.0%
Associate Professor																	
	6.0	12.0	21.0	44.0	5.0	17.0	1.0	0.0	33.0	73.0	67.5	128.0	0.0	2.0	100.5	203.0	303.5
	2.0%	4.0%	6.9%	14.5%	1.6%	5.6%	0.3%	0.0%	10.9%	24.1%	22.2%	42.2%	0.0%	0.7%	33.1%	66.9%	100.0%
Assistant Professor																	
	7.0	2.0	21.0	32.0	3.0	12.0	1.0	0.0	32.0	46.0	62.5	110.9	5.0	10.0	99.5	166.9	266.4
	2.6%	0.8%	7.9%	12.0%	1.1%	4.5%	0.4%	0.0%	12.0%	17.3%	23.5%	41.6%	1.9%	3.8%	37.4%	62.6%	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	2.8	0.0	0.0	1.0	4.8	5.8
	0.0%	17.2%	17.2%	0.0%	0.0%	17.2%	0.0%	0.0%	17.2%	34.5%	0.0%	48.3%	0.0%	0.0%	17.2%	82.8%	100.0%
Total Ladder																	
	23.5	30.0	68.0	194.0	25.0	75.5	3.0	3.0	119.5	302.5	356.3	1049.9	5.0	12.0	480.8	1364.4	1845.2
	1.3%	1.6%	3.7%	10.5%	1.4%	4.1%	0.2%	0.2%	6.5%	16.4%	19.3%	56.9%	0.3%	0.7%	26.1%	73.9%	100.0%

THE COLLEGE

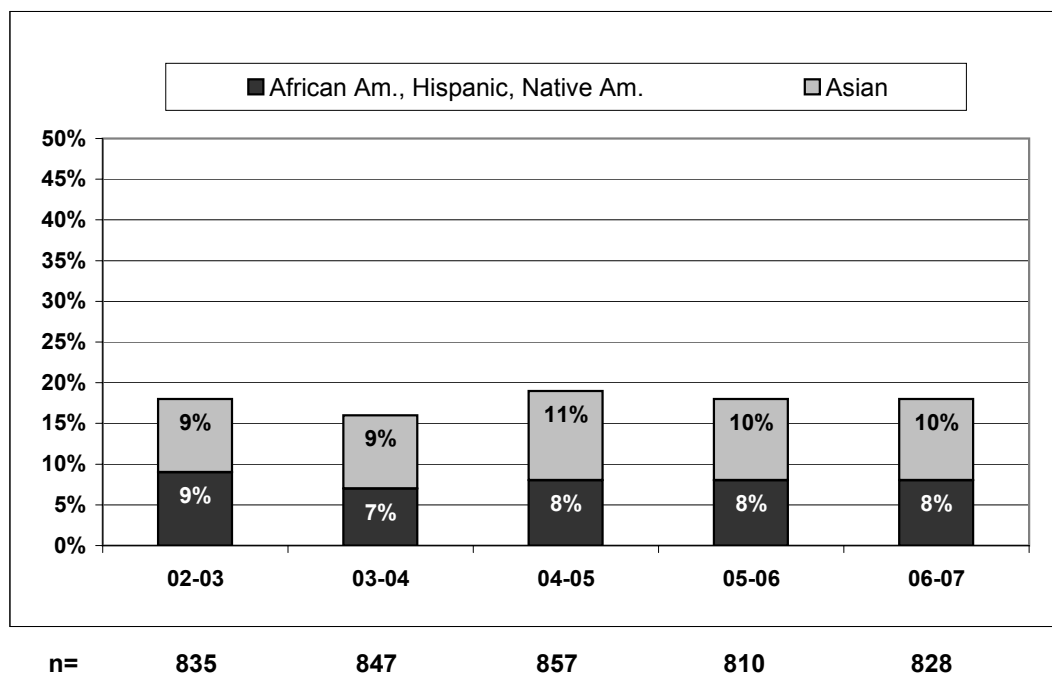
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	4.0	6.0	11.5	32.8	8.0	18.5	0.0	2.0	23.5	59.3	105.5	374.0	0.0	0.0	129.0	433.3	562.3
	0.7%	1.1%	2.0%	5.8%	1.4%	3.3%	0.0%	0.4%	4.2%	10.6%	18.8%	66.5%	0.0%	0.0%	22.9%	77.1%	100.0%
Associate Professor																	
	2.0	7.0	13.0	16.0	4.0	7.0	0.0	0.0	19.0	30.0	33.5	78.0	0.0	0.0	52.5	108.0	160.5
	1.2%	4.4%	8.1%	10.0%	2.5%	4.4%	0.0%	0.0%	11.8%	18.7%	20.9%	48.6%	0.0%	0.0%	32.7%	67.3%	100.0%
Assistant Professor																	
	4.0	0.0	9.0	12.0	2.0	4.0	1.0	0.0	16.0	16.0	35.0	55.5	4.0	7.0	55.0	78.5	133.5
	3.0%	0.0%	6.7%	9.0%	1.5%	3.0%	0.7%	0.0%	12.0%	12.0%	26.2%	41.6%	3.0%	5.2%	41.2%	58.8%	100.0%
Total Ladder																	
	10.0	13.0	33.5	60.8	14.0	29.5	1.0	2.0	58.5	105.3	174.0	507.5	4.0	7.0	236.5	619.9	856.4
	1.2%	1.5%	3.9%	7.1%	1.6%	3.4%	0.1%	0.2%	6.8%	12.3%	20.3%	59.3%	0.5%	0.8%	27.6%	72.4%	100.0%

THE COLLEGE *Trends*

Percent Women



Percent Minorities



DIVISION OF HUMANITIES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	5.5	2.0	3.0	6.0	0.0	0.0	9.5	9.0	38.5	97.0	0.0	0.0	48.0	106.0	154.0
	0.6%	0.6%	3.6%	1.3%	1.9%	3.9%	0.0%	0.0%	6.2%	5.8%	25.0%	63.0%	0.0%	0.0%	31.2%	68.8%	100.0%
Associate Professor																	
	0.0	3.0	4.0	4.0	2.0	0.0	0.0	0.0	6.0	7.0	12.0	24.0	0.0	0.0	18.0	31.0	49.0
	0.0%	6.1%	8.2%	8.2%	4.1%	0.0%	0.0%	0.0%	12.2%	14.3%	24.5%	49.0%	0.0%	0.0%	36.7%	63.3%	100.0%
Assistant Professor																	
	1.0	0.0	4.5	2.0	1.0	1.0	0.0	0.0	6.5	3.0	12.0	13.2	1.0	0.5	19.5	16.7	36.2
	2.8%	0.0%	12.4%	5.5%	2.8%	2.8%	0.0%	0.0%	18.0%	8.3%	33.1%	36.5%	2.8%	1.4%	53.9%	46.1%	100.0%
Total Ladder																	
	2.0	4.0	14.0	8.0	6.0	7.0	0.0	0.0	22.0	19.0	62.5	134.2	1.0	0.5	85.5	153.7	239.2
	0.8%	1.7%	5.9%	3.3%	2.5%	2.9%	0.0%	0.0%	9.2%	7.9%	26.1%	56.1%	0.4%	0.2%	35.7%	64.3%	100.0%

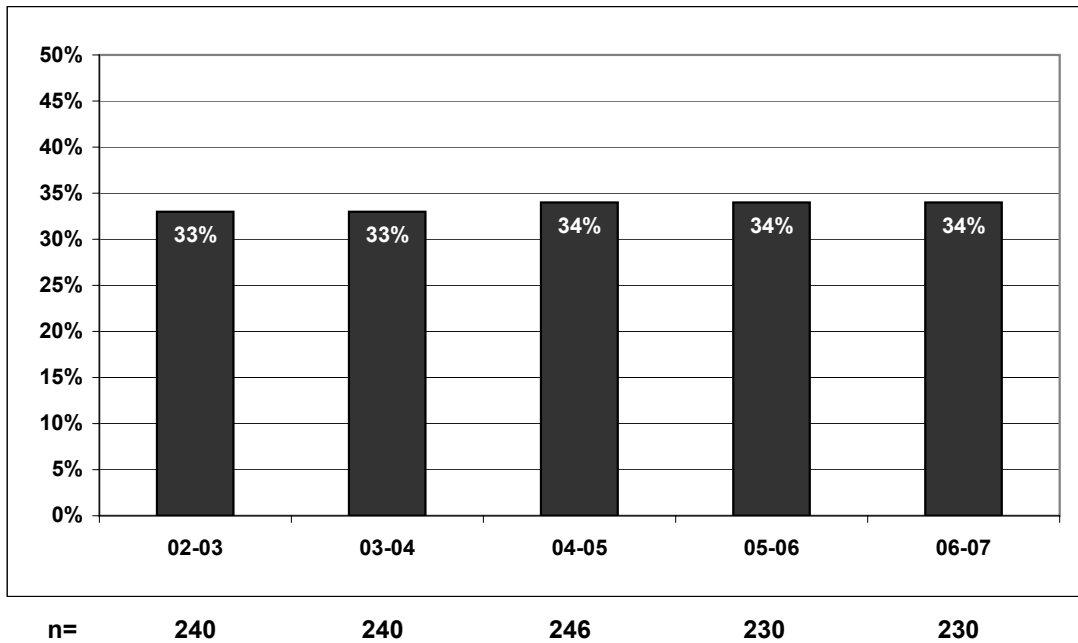
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	85.5	6.0	22.0	13.0	0.0	237.7
% of Faculty	35.7%	2.5%	9.3%	5.5%	0.0%	
Estimate of Availability	53.3%	2.5%	4.5%	5.5%	0.5%	
Expected # of Faculty	127.5	5.9	10.7	13.1	1.2	
Underutilization	-42.0	none	none	-0.1	-1.2	

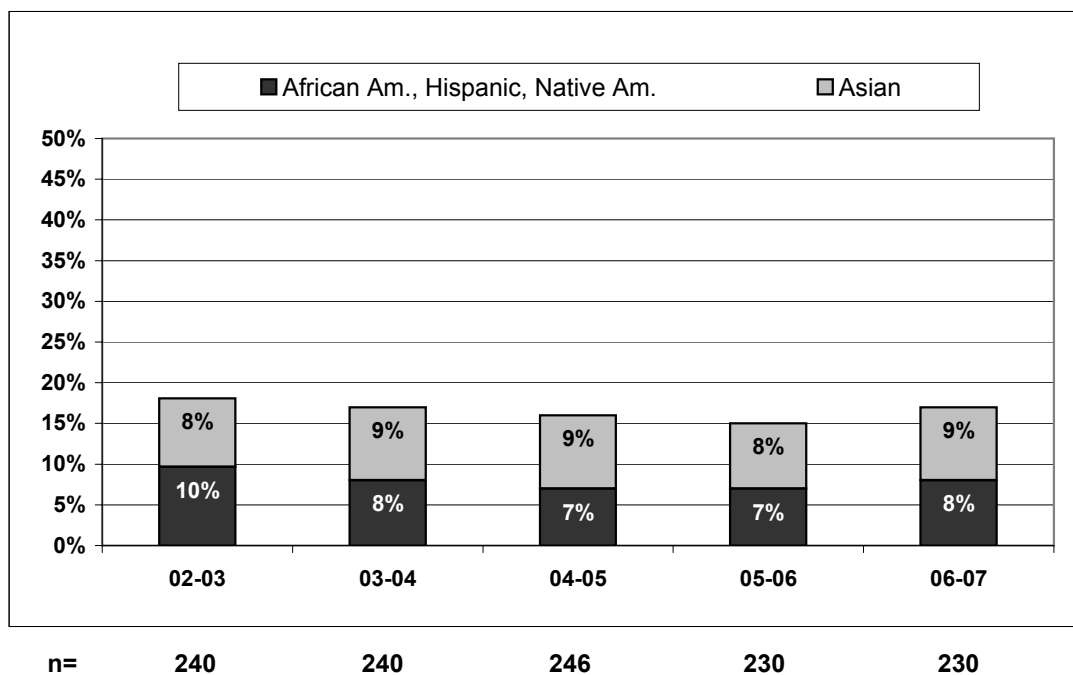
DIVISION OF HUMANITIES

Trends

Percent Women



Percent Minorities



DEPARTMENT OF APPLIED LINGUISTICS AND TESL

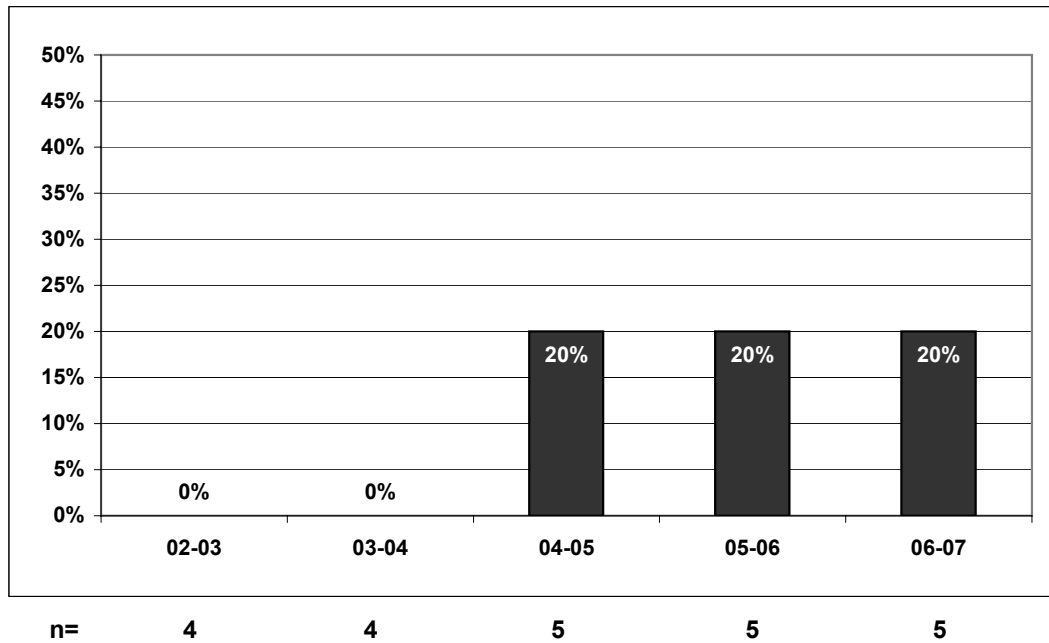
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	4.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	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

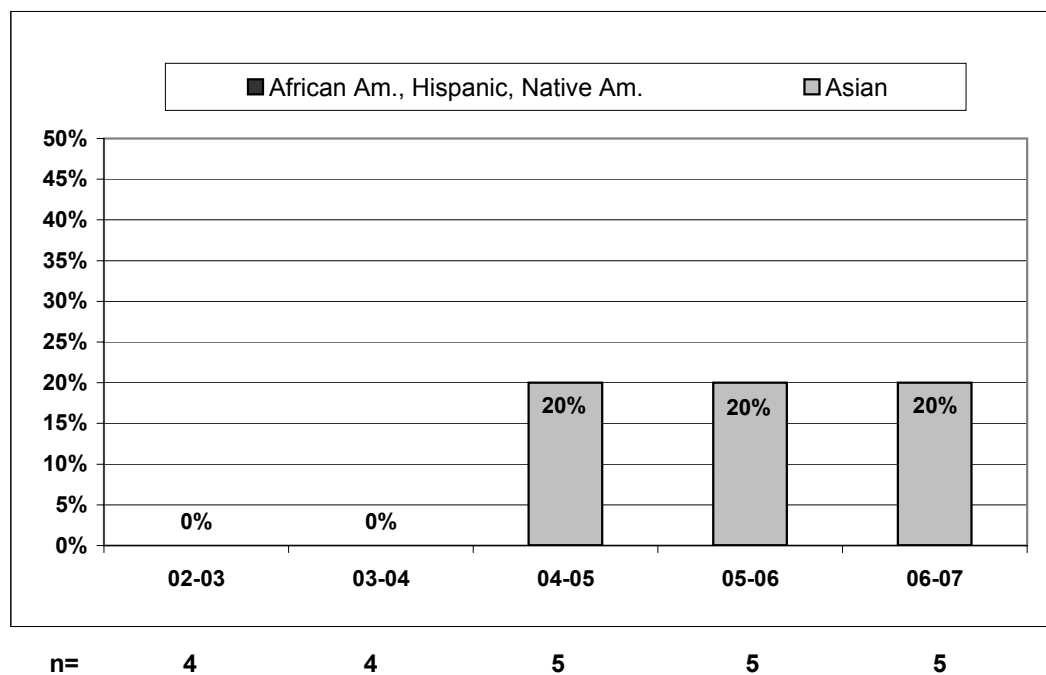
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	1.0	0.0	0.0	5.0
% of Faculty	20.0%	0.0%	20.0%	0.0%	0.0%	
Estimate of Availability	59.6%	3.9%	6.0%	3.7%	0.6%	
Expected # of Faculty	3.0	0.2	0.3	0.2	0.0	
Underutilization	-2.0	-0.2	none	-0.2	none	

DEPARTMENT OF APPLIED LINGUISTICS AND TESL
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ART HISTORY

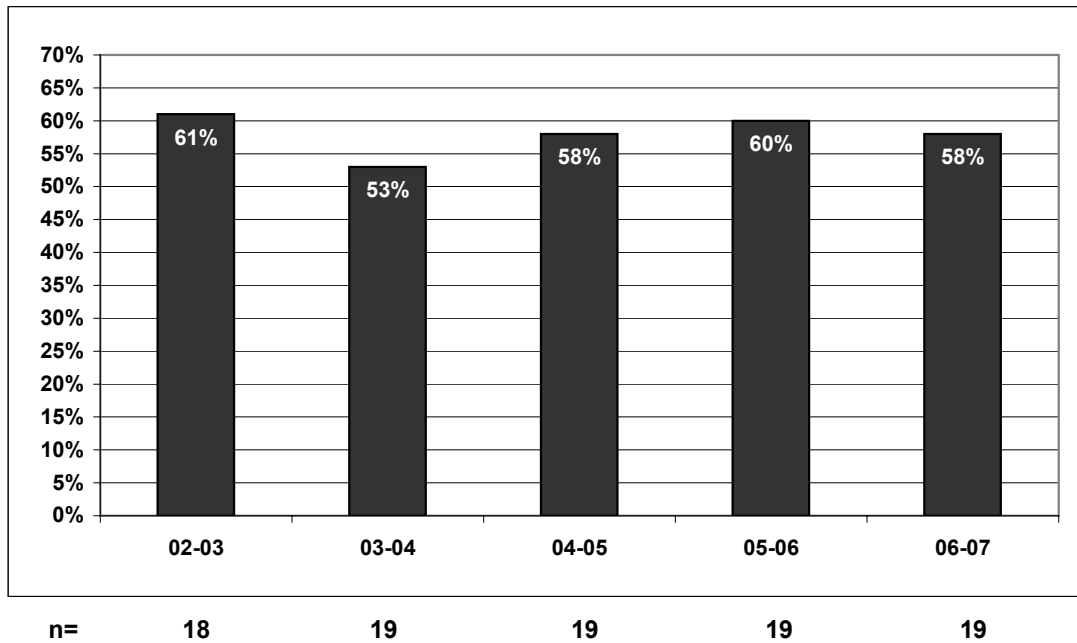
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	6.0	0.0	0.0	5.0	6.0	11.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%	54.5%	0.0%	0.0%	45.5%	54.5%	100.0%
Associate Professor	0.0	1.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	1.0	1.0	0.0	0.0	0.0	4.0	1.0	5.0
	0.0%	20.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	80.0%	20.0%	100.0%
Assistant Professor	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	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%
Total Ladder	0.0	1.0	3.0	0.0	1.0	0.0	0.0	0.0	4.0	1.0	6.0	7.0	0.0	0.0	10.0	8.0	18.0
	0.0%	5.6%	16.7%	0.0%	5.6%	0.0%	0.0%	0.0%	22.2%	5.6%	33.3%	38.9%	0.0%	0.0%	55.6%	44.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

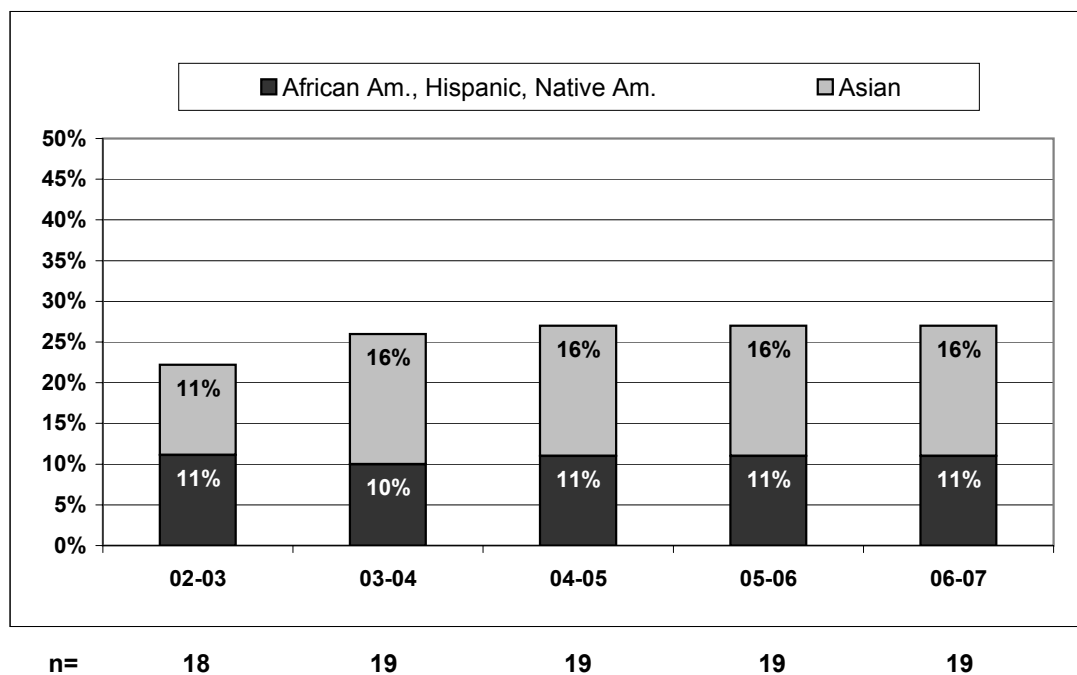
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.0	1.0	3.0	1.0	0.0	18.0
% of Faculty	55.6%	5.6%	16.7%	5.6%	0.0%	
Estimate of Availability	69.5%	1.7%	4.5%	3.2%	0.4%	
Expected # of Faculty	12.5	0.3	0.8	0.6	0.1	
Underutilization	-2.5	none	none	none	-0.1	

DEPARTMENT OF ART HISTORY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ASIAN LANGUAGES & CULTURES

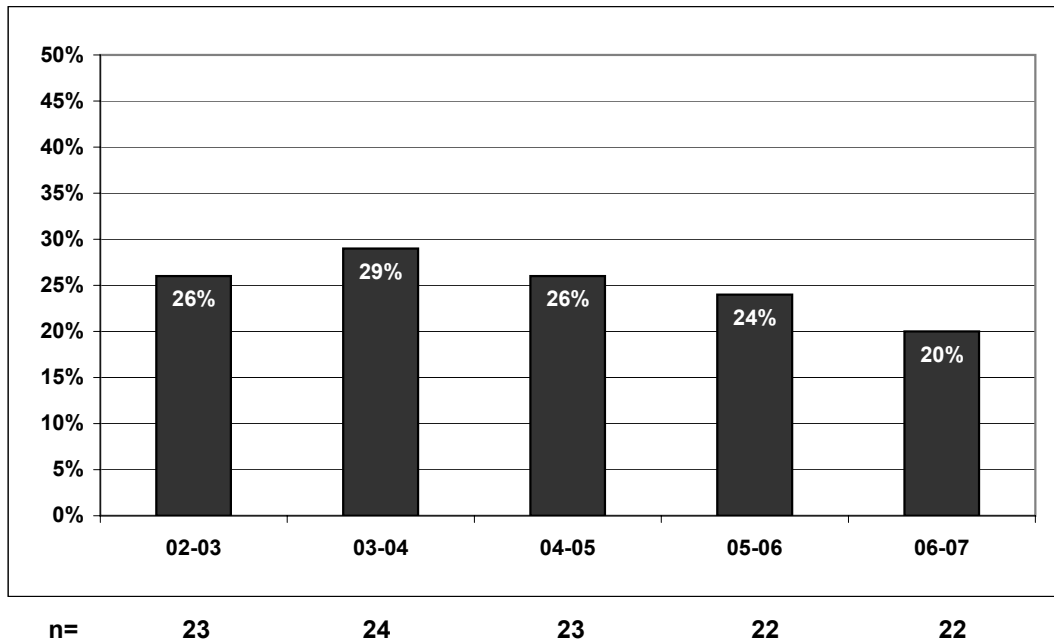
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.8	1.0	0.0	0.0	0.0	0.0	1.8	1.0	1.0	7.4	0.0	0.0	2.8	8.4	11.2
	0.0%	0.0%	15.7%	9.0%	0.0%	0.0%	0.0%	0.0%	15.7%	9.0%	9.0%	66.4%	0.0%	0.0%	24.7%	75.3%	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	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%
Assistant Professor																	
	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	1.0	3.0	0.0	0.0	2.5	5.0	7.5
	0.0%	0.0%	20.0%	26.7%	0.0%	0.0%	0.0%	0.0%	20.0%	26.7%	13.3%	40.0%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder																	
	0.0	0.0	3.3	5.0	0.0	0.0	0.0	0.0	3.3	5.0	2.0	14.4	0.0	0.0	5.3	19.4	24.7
	0.0%	0.0%	13.2%	20.3%	0.0%	0.0%	0.0%	0.0%	13.2%	20.3%	8.1%	58.4%	0.0%	0.0%	21.3%	78.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

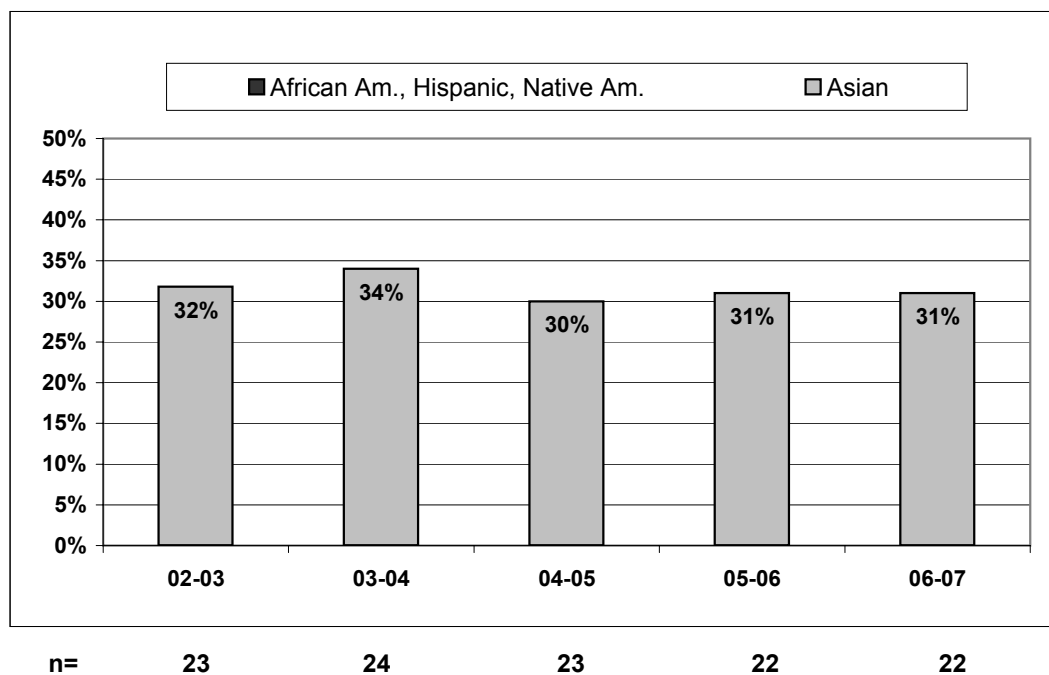
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.3	0.0	8.3	0.0	0.0	24.7
% of Faculty	21.3%	0.0%	33.5%	0.0%	0.0%	
Estimate of Availability	45.7%	2.5%	12.4%	4.6%	0.3%	
Expected # of Faculty	11.3	0.6	3.1	1.1	0.1	
Underutilization	-6.0	-0.6	none	-1.1	-0.1	

DEPARTMENT OF ASIAN LANGUAGES & CULTURES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF CLASSICS

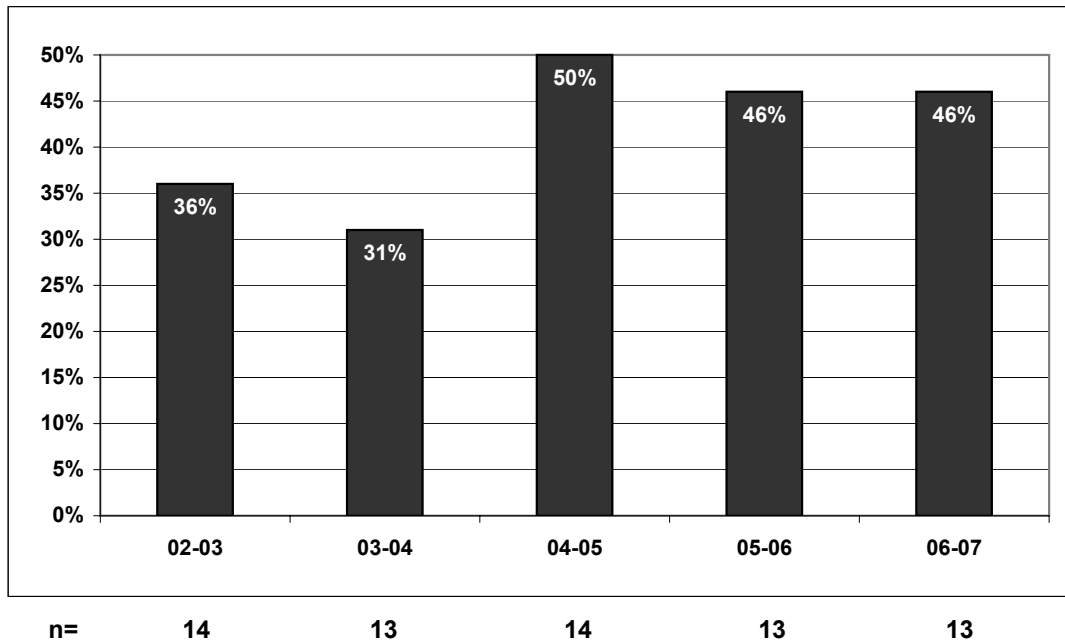
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	4.0	0.0	0.0	5.0	4.0	9.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	0.0%	55.6%	44.4%	100.0%
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	0.0	1.0	0.0	2.0	0.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	6.0	1.0	0.0	7.0	6.0	13.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.2%	46.2%	7.7%	0.0%	53.8%	46.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

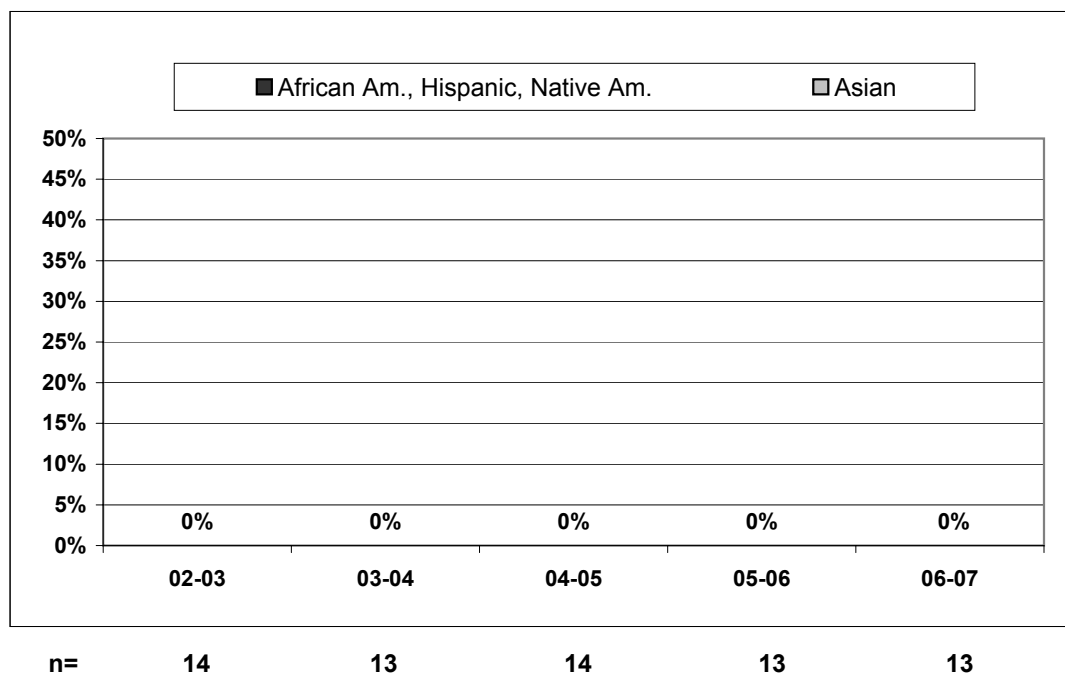
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	0.0	0.0	0.0	12.0
% of Faculty	53.8%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	41.0%	1.1%	3.2%	2.8%	0.4%	
Expected # of Faculty	5.3	0.1	0.4	0.3	0.0	
Underutilization	none	-0.1	-0.4	-0.3	none	

DEPARTMENT OF CLASSICS
Trends

Percent Women



Percent Minorities



DEPARTMENT OF COMPARATIVE LITERATURE

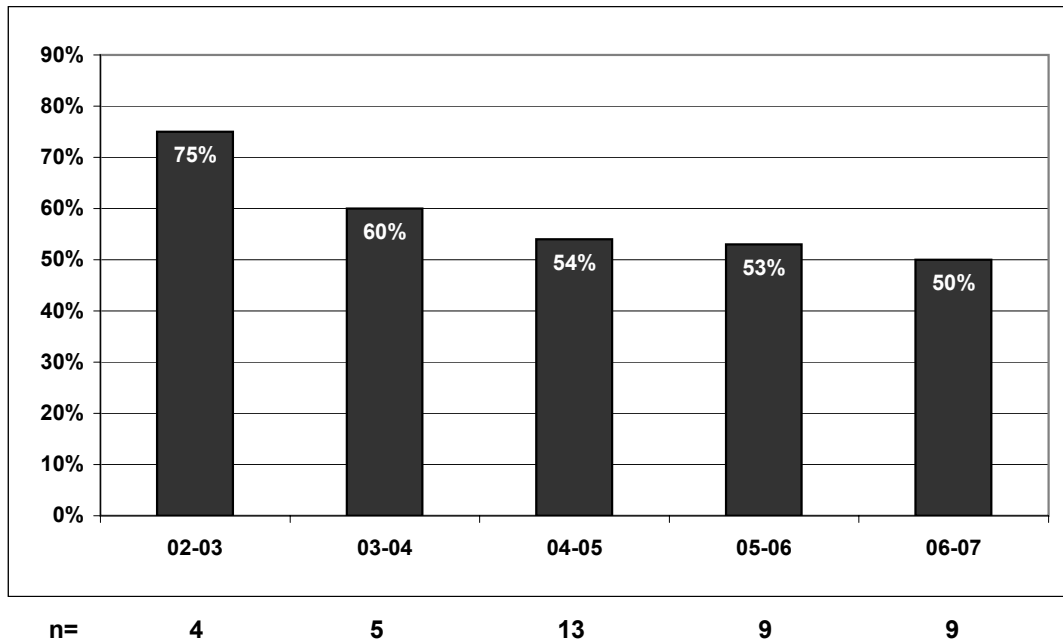
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.3	0.0	0.0	0.8	0.0	0.0	0.3	0.8	1.7	2.5	0.0	0.0	2.0	3.3	5.2
	0.0%	0.0%	4.8%	0.0%	0.0%	14.4%	0.0%	0.0%	4.8%	14.4%	32.7%	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	2.0	0.3	0.0	0.0	2.0	1.3	3.3
	0.0%	0.0%	0.0%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	30.8%	61.5%	7.7%	0.0%	0.0%	61.5%	38.5%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3	0.0	0.0	0.0	2.3	0.0	2.3
	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	6.0	2.8	0.0	0.0	6.2	4.5	10.7
	0.0%	0.0%	2.3%	9.3%	0.0%	7.0%	0.0%	0.0%	2.3%	16.4%	55.6%	25.7%	0.0%	0.0%	57.9%	42.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

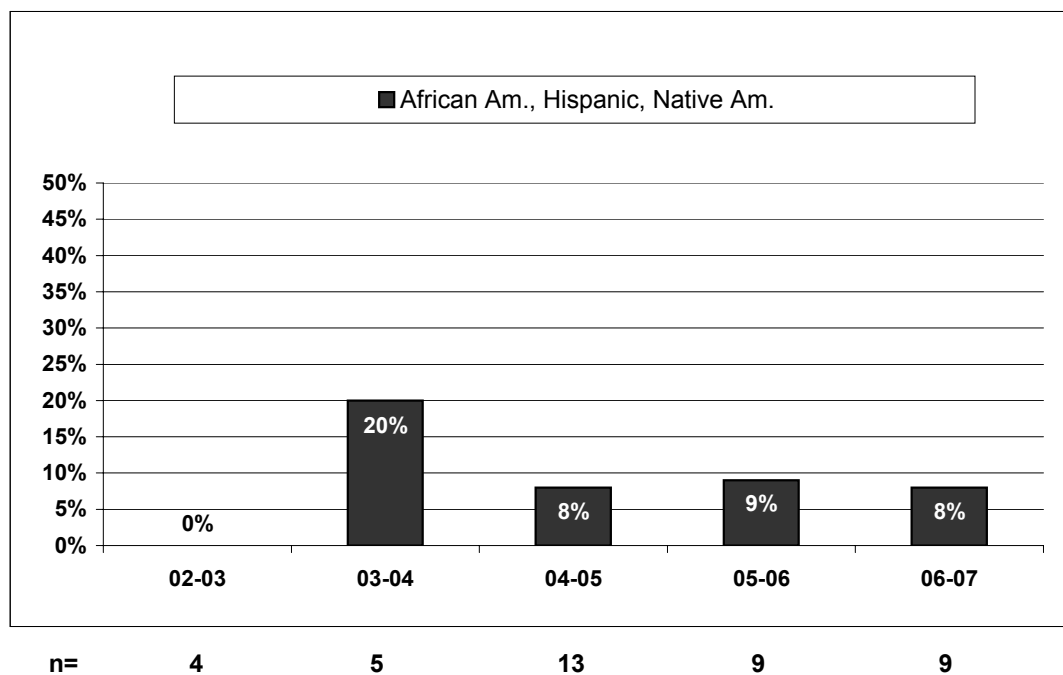
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.2	0.0	1.3	0.8	0.0	10.7
% of Faculty	57.9%	0.0%	11.7%	7.0%	0.0%	
Estimate of Availability	38.9%	1.5%	3.6%	5.6%	0.2%	
Expected # of Faculty	4.2	0.2	0.4	0.6	0.0	
Underutilization	none	-0.2	none	none	none	

DEPARTMENT OF COMPARATIVE LITERATURE
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ENGLISH

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
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	2.0	1.0	0.0	0.0	0.0	0.0	2.0	3.0	0.0	6.8	0.0	0.0	2.0	9.8	11.8
	0.0%	17.0%	17.0%	8.5%	0.0%	0.0%	0.0%	0.0%	17.0%	25.5%	0.0%	57.4%	0.0%	0.0%	17.0%	83.0%	100.0%
Assistant Professor																	
	1.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	3.0	0.0	1.0	1.0	0.0	0.0	4.0	1.0	5.0
	20.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	60.0%	0.0%	20.0%	20.0%	0.0%	0.0%	80.0%	20.0%	100.0%
Total Ladder																	
	2.0	2.0	4.5	1.0	1.0	1.0	0.0	0.0	7.5	4.0	12.0	30.3	0.0	0.0	19.5	34.3	53.8
	3.7%	3.7%	8.4%	1.9%	1.9%	1.9%	0.0%	0.0%	14.0%	7.4%	22.3%	56.3%	0.0%	0.0%	36.3%	63.7%	100.0%

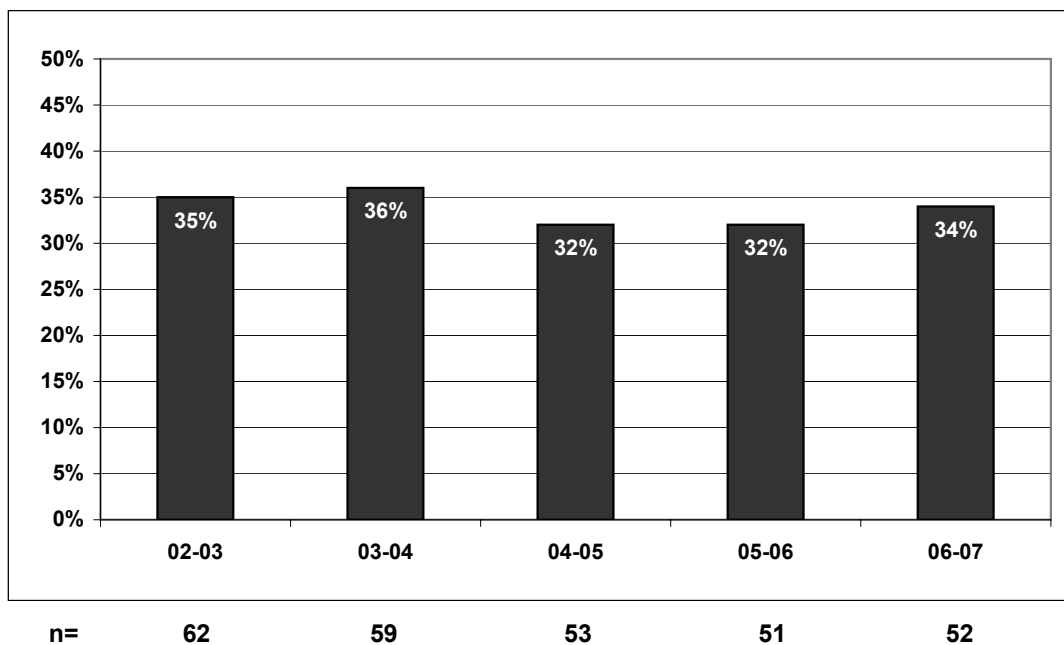
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	19.5	4.0	5.5	2.0	0.0	53.8
% of Faculty	36.3%	7.4%	10.2%	3.7%	0.0%	
Estimate of Availability	56.9%	2.7%	3.4%	2.4%	0.4%	
Expected # of Faculty	30.6	1.5	1.8	1.3	0.2	
Underutilization	-11.1	none	none	none	-0.2	

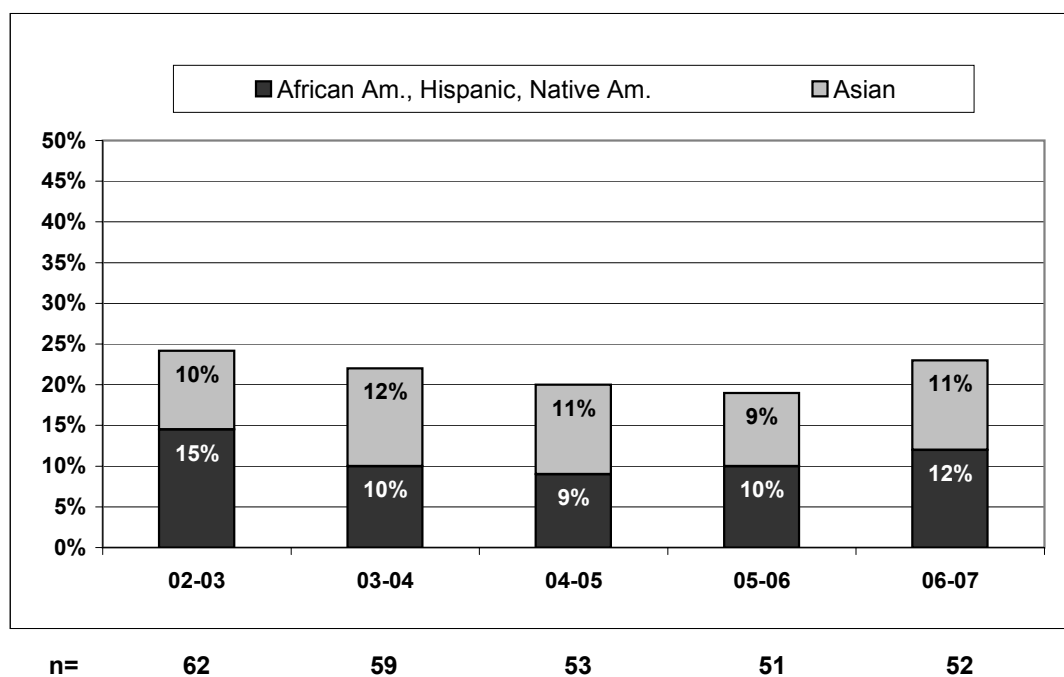
DEPARTMENT OF ENGLISH

Trends

Percent Women



Percent Minorities



DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES

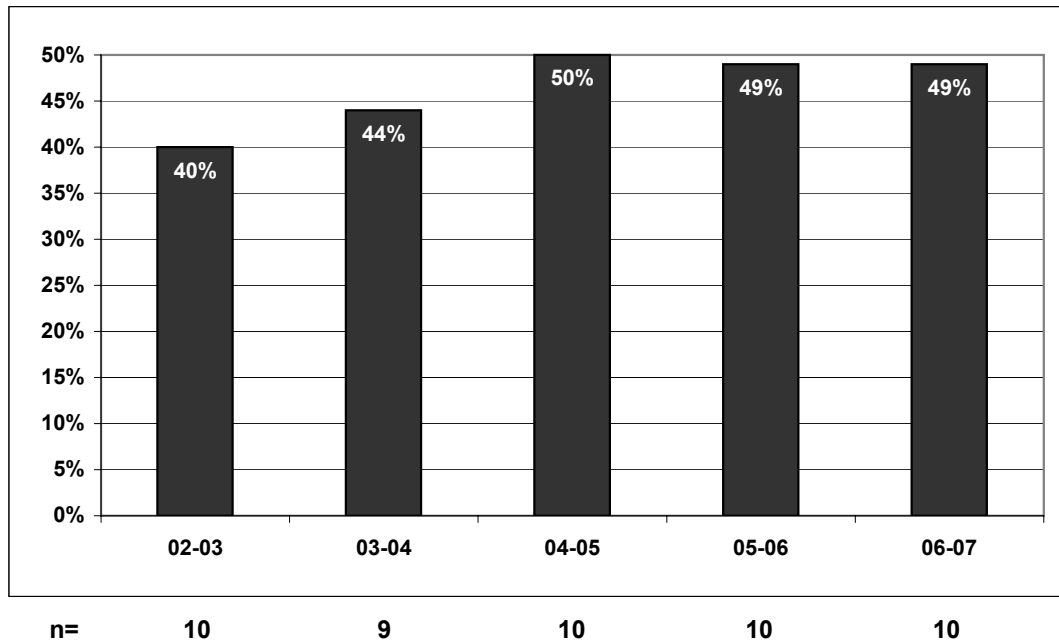
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.8	5.0	0.0	0.0	0.8	6.0	6.8
	0.0%	14.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.7%	11.8%	73.5%	0.0%	0.0%	11.8%	88.2%	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	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	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	5.8	5.0	0.0	0.0	5.8	6.0	11.8
	0.0%	8.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	49.2%	42.4%	0.0%	0.0%	49.2%	50.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

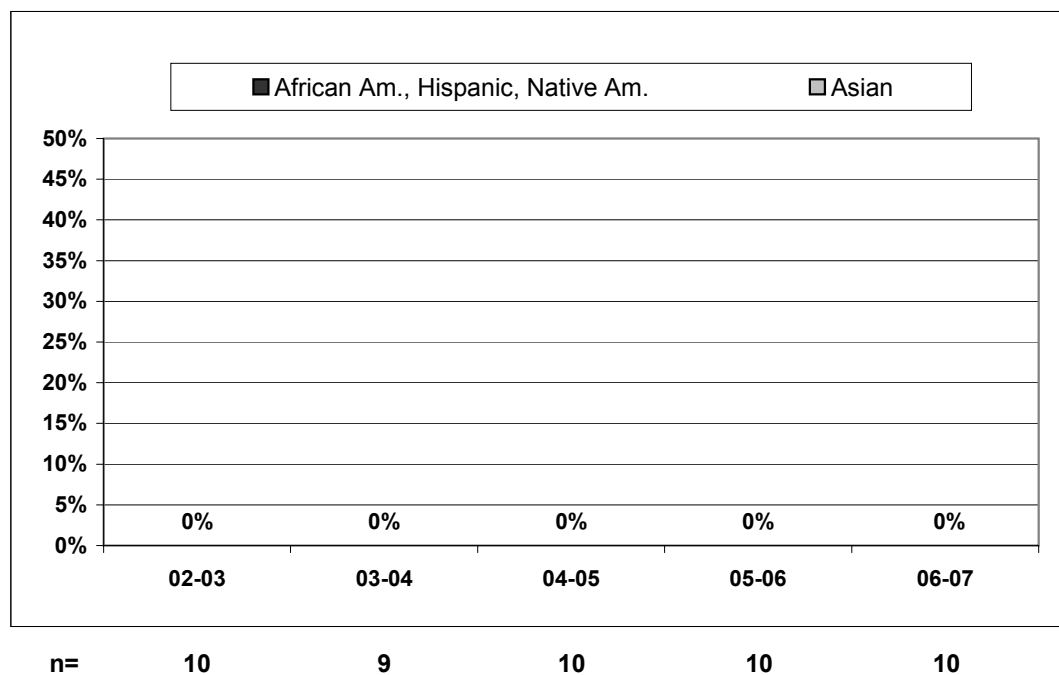
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.8	1.0	0.0	0.0	0.0	11.8
% of Faculty	49.2%	8.5%	0.0%	0.0%	0.0%	
Estimate of Availability	69.2%	4.3%	3.1%	2.9%	0.2%	
Expected # of Faculty	8.2	0.5	0.4	0.3	0.0	
Underutilization	-2.4	none	-0.4	-0.3	none	

DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF GERMANIC LANGUAGES

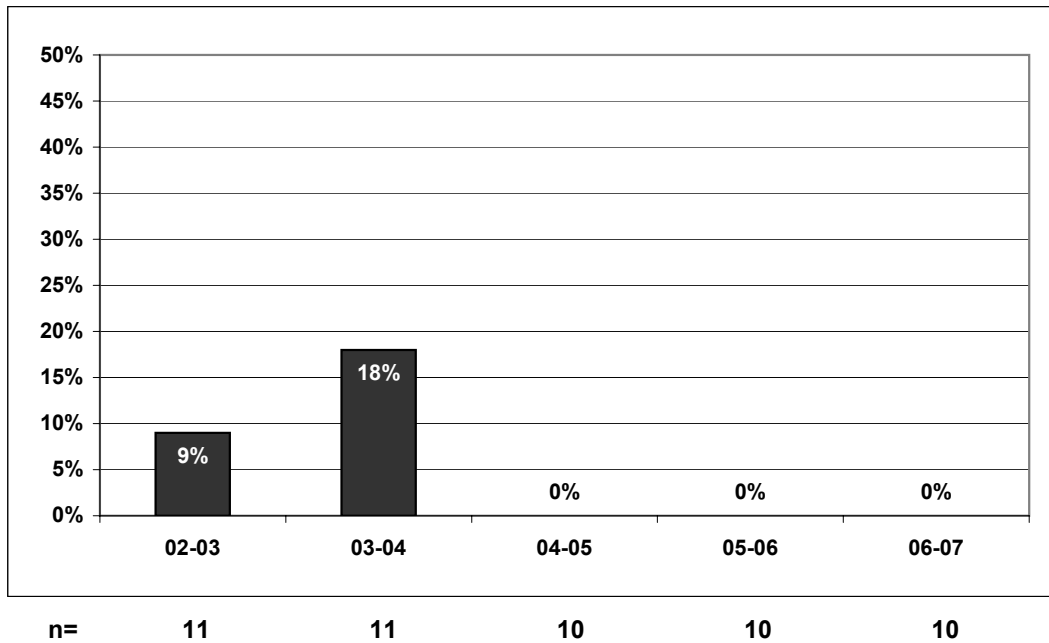
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	0.0	6.0	6.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor	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	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	0.0	9.0	0.0	0.0	0.0	9.0	9.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

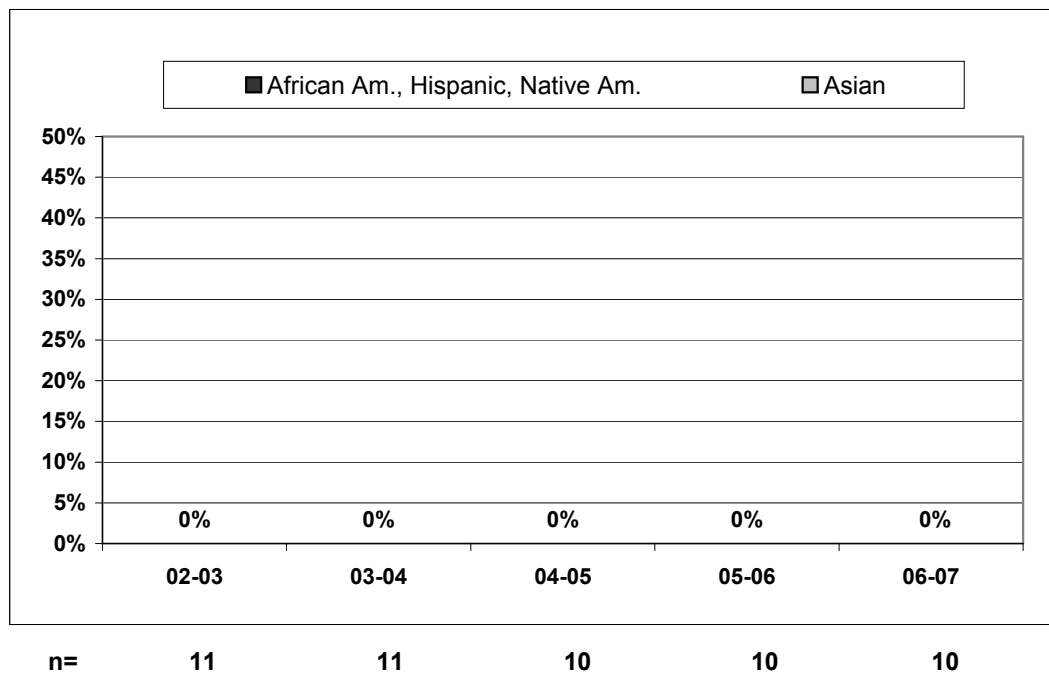
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.0	0.0	0.0	0.0	0.0	9.0
% of Faculty	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	56.5%	1.2%	3.7%	2.2%	0.3%	
Expected # of Faculty	5.1	0.1	0.3	0.2	0.0	
Underutilization	-5.1	-0.1	-0.3	-0.2	none	

DEPARTMENT OF GERMANIC LANGUAGES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ITALIAN

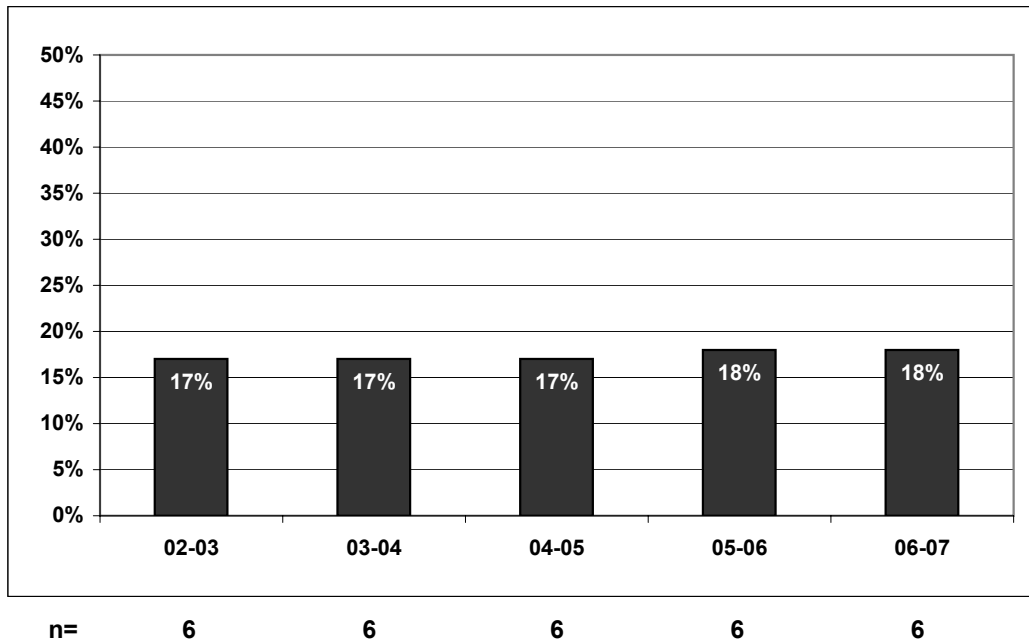
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	4.5	0.0	0.0	1.0	4.5	5.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	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

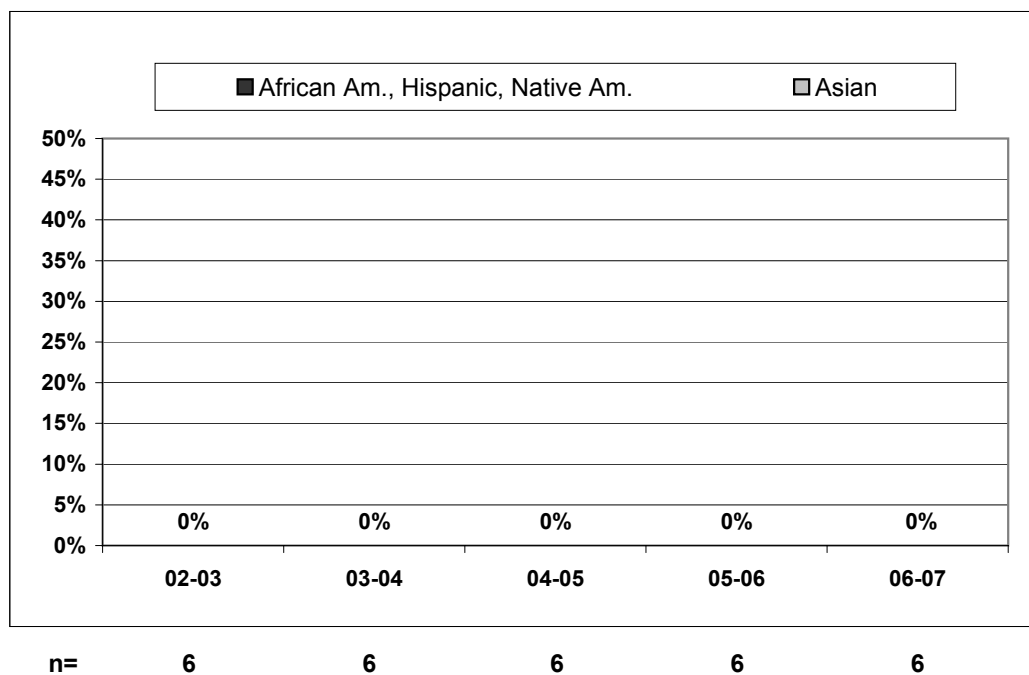
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	5.5
% of Faculty	18.2%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	55.8%	1.3%	2.3%	4.3%	0.2%	
Expected # of Faculty	3.1	0.1	0.1	0.2	0.0	
Underutilization	-2.1	-0.1	-0.1	-0.2	none	

DEPARTMENT OF ITALIAN *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF LINGUISTICS

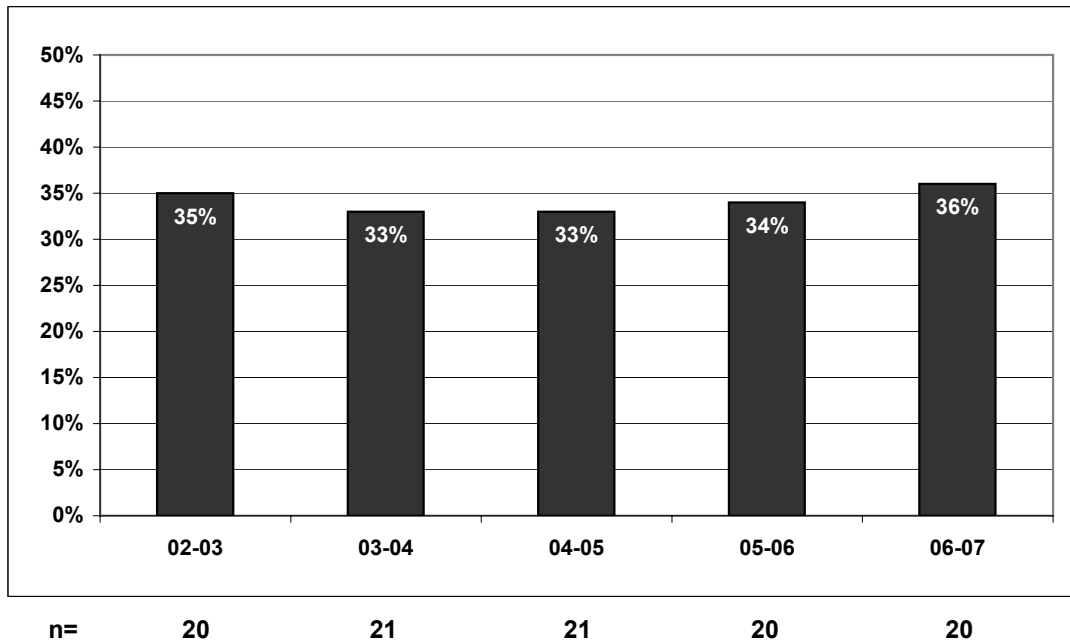
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	5.0	7.4	0.0	0.0	6.0	8.4	14.4
	0.0%	0.0%	6.9%	6.9%	0.0%	0.0%	0.0%	0.0%	6.9%	6.9%	34.7%	51.4%	0.0%	0.0%	41.7%	58.3%	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	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	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
Total Ladder																	
	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	6.0	11.4	0.0	0.0	8.0	12.4	20.4
	0.0%	0.0%	9.8%	4.9%	0.0%	0.0%	0.0%	0.0%	9.8%	4.9%	29.4%	55.9%	0.0%	0.0%	39.2%	60.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

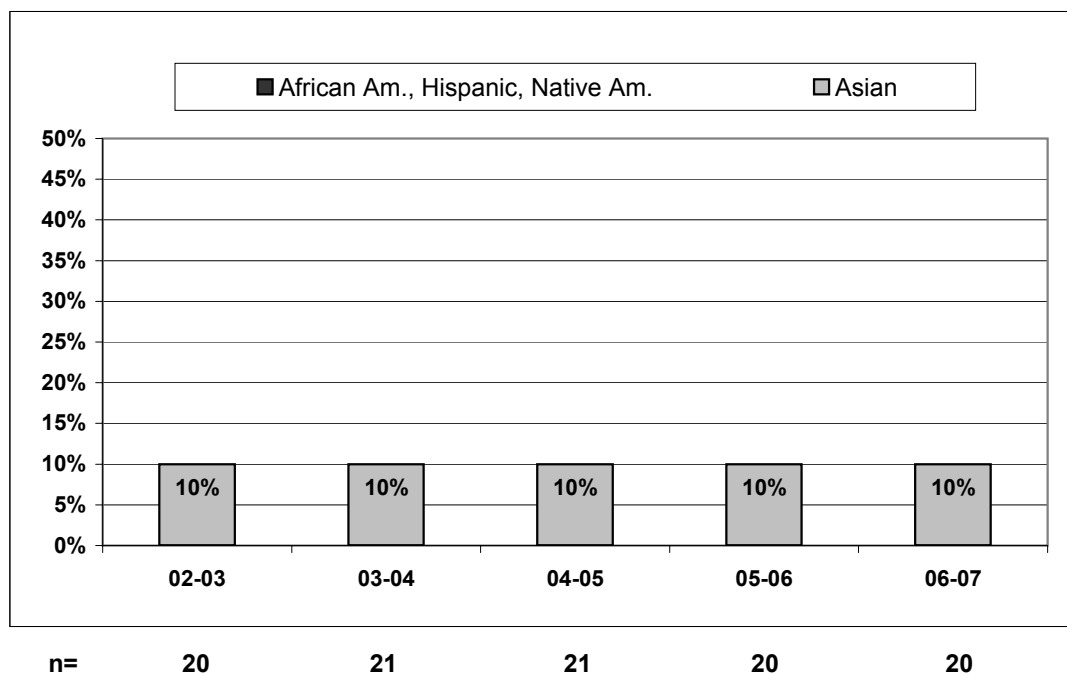
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	0.0	3.0	0.0	0.0	20.4
% of Faculty	39.2%	0.0%	14.7%	0.0%	0.0%	
Estimate of Availability	58.5%	2.9%	10.2%	5.0%	0.5%	
Expected # of Faculty	11.9	0.6	2.1	1.0	0.1	
Underutilization	-3.9	-0.6	none	-1.0	-0.1	

DEPARTMENT OF LINGUISTICS
Trends

Percent Women



Percent Minorities



DEPARTMENT OF MUSICOLOGY

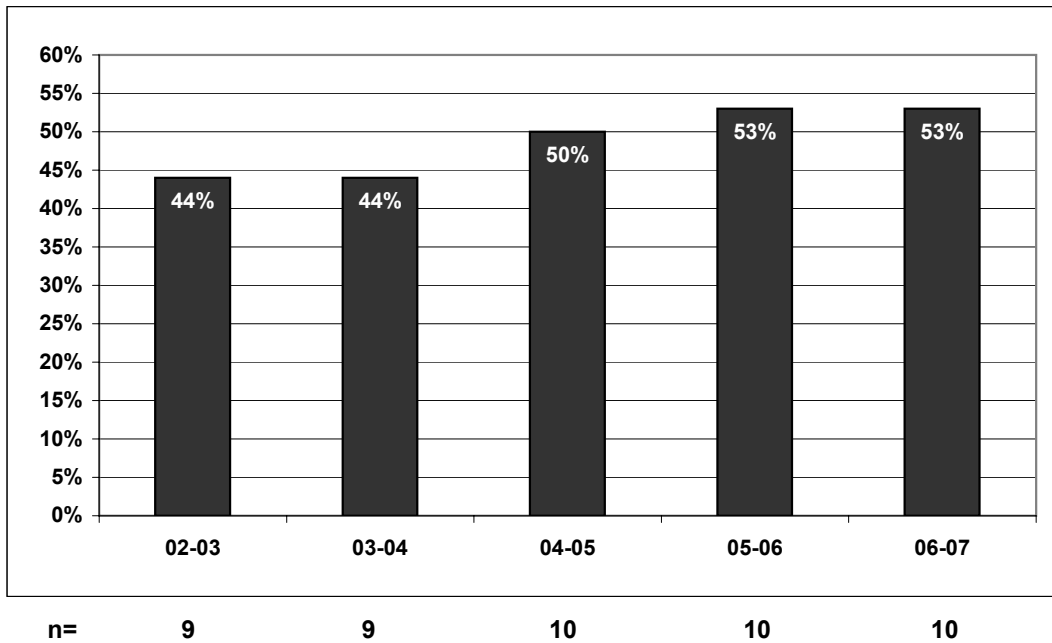
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	1.0	2.5	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	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

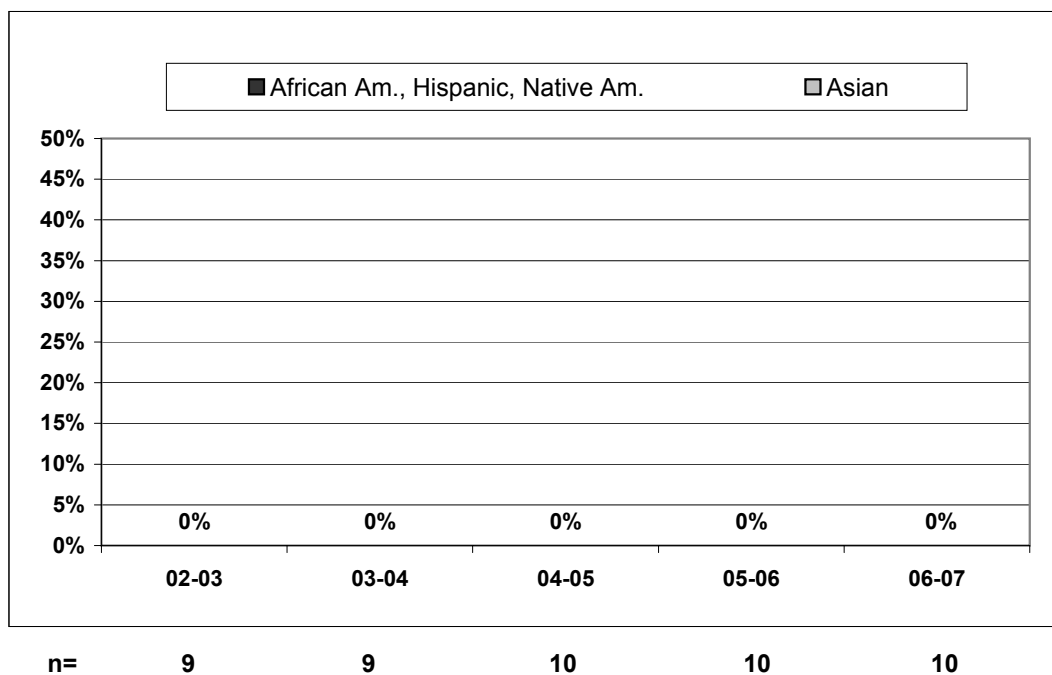
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	0.0	0.0	0.0	9.5
% of Faculty	52.6%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	35.3%	5.4%	5.6%	5.2%	0.2%	
Expected # of Faculty	3.4	0.5	0.5	0.5	0.0	
Underutilization	none	-0.5	-0.5	-0.5	none	

DEPARTMENT OF MUSICOLOGY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES

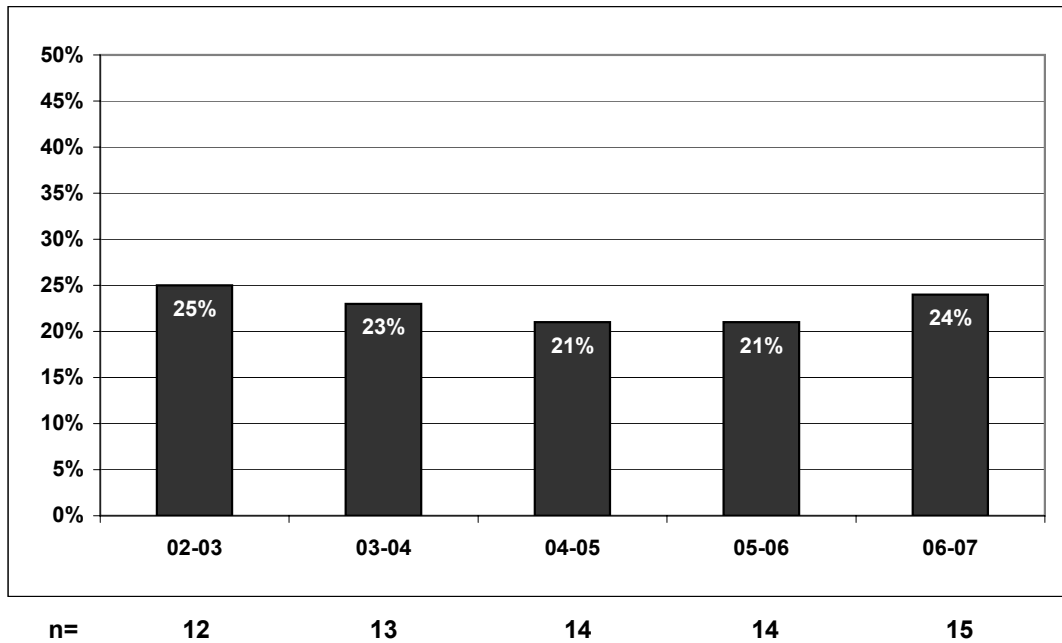
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	8.0	0.0	0.0	1.5	8.0	9.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	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	0.3	3.0	0.0	0.5	0.3	3.5	3.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	80.0%	0.0%	13.3%	6.7%	93.3%	100.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	11.0	0.0	0.5	3.8	11.5	15.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.6%	72.1%	0.0%	3.3%	24.6%	75.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

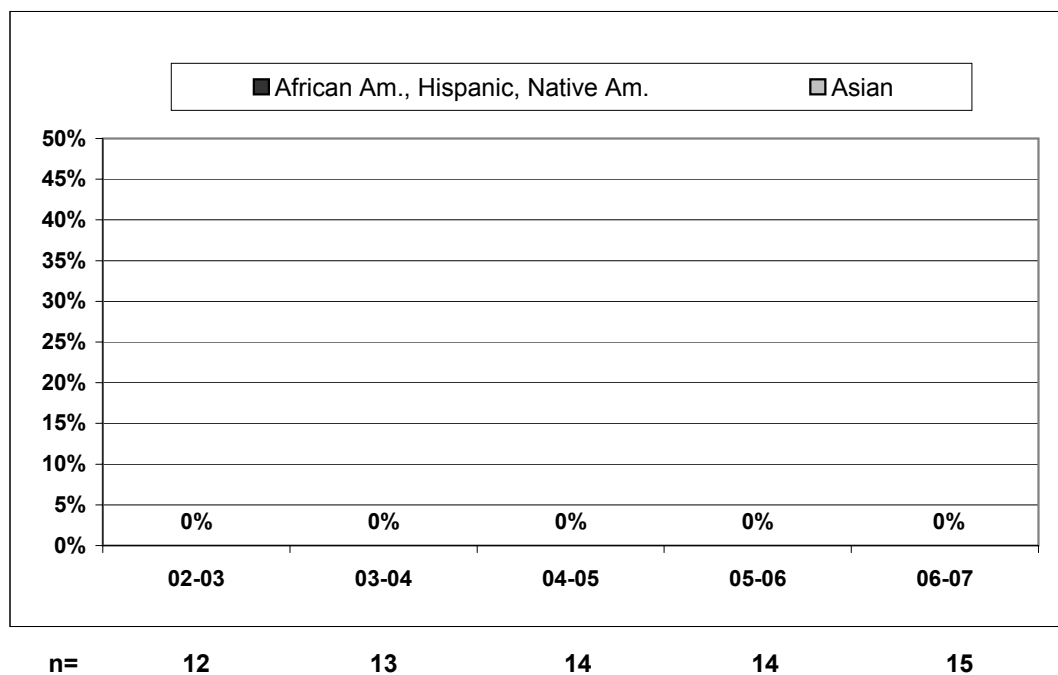
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.8	0.0	0.0	0.0	0.0	14.8
% of Faculty	24.6%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	48.6%	3.1%	5.3%	7.6%	0.5%	
Expected # of Faculty	7.4	0.5	0.8	1.1	0.1	
Underutilization	-3.7	-0.5	-0.8	-1.1	-0.1	

DEPARTMENT OF NEAR EASTERN LANGUAGES & CULTURES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF PHILOSOPHY

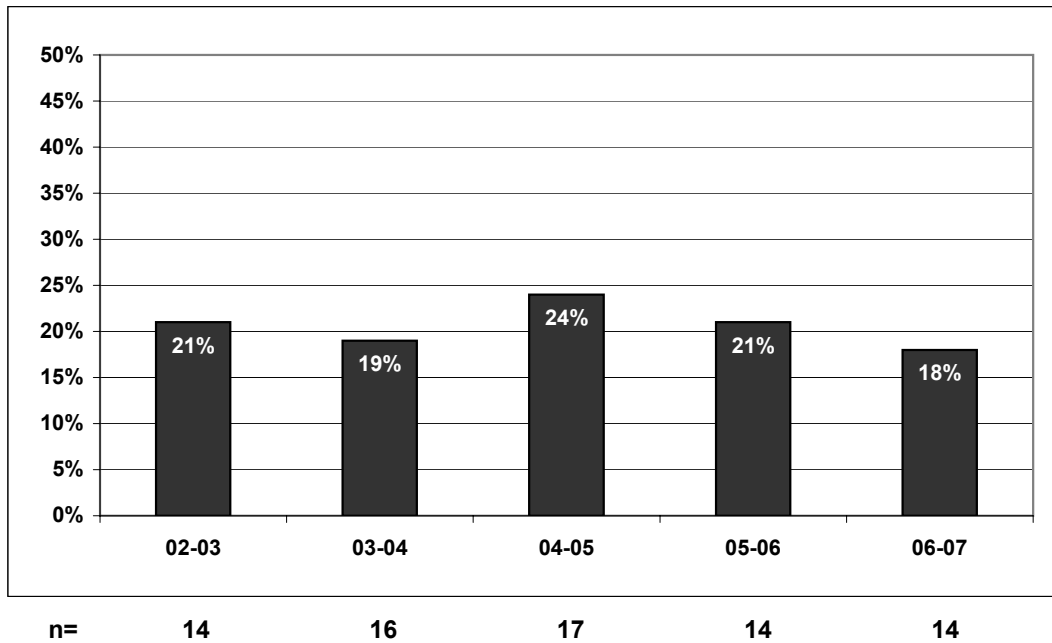
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	8.1	0.0	0.0	1.5	8.1	9.6
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.6%	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	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	3.2	0.0	0.0	0.0	3.2	3.2
	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	2.5	12.3	0.0	0.0	2.5	12.3	14.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.9%	83.1%	0.0%	0.0%	16.9%	83.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

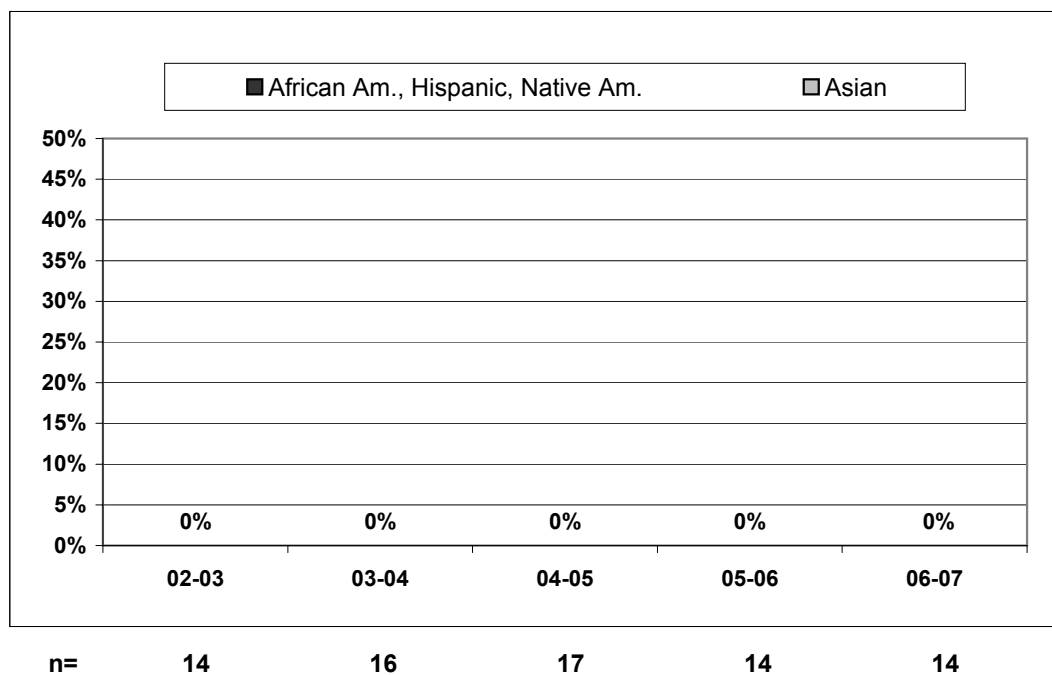
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.5	0.0	0.0	0.0	0.0	14.8
% of Faculty	16.9%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	24.1%	1.8%	4.1%	3.4%	0.4%	
Expected # of Faculty	3.6	0.3	0.6	0.5	0.1	
Underutilization	-1.1	-0.3	-0.6	-0.5	-0.1	

DEPARTMENT OF PHILOSOPHY
Trends

Percent Women



Percent Minorities



THE SCANDINAVIAN SECTION

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.1	0.0	0.0	1.0	2.1	3.1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.3%	67.7%	0.0%	0.0%	32.3%	67.7%	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	3.1	0.0	0.0	1.0	3.1	4.1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.4%	75.6%	0.0%	0.0%	24.4%	75.6%	100.0%

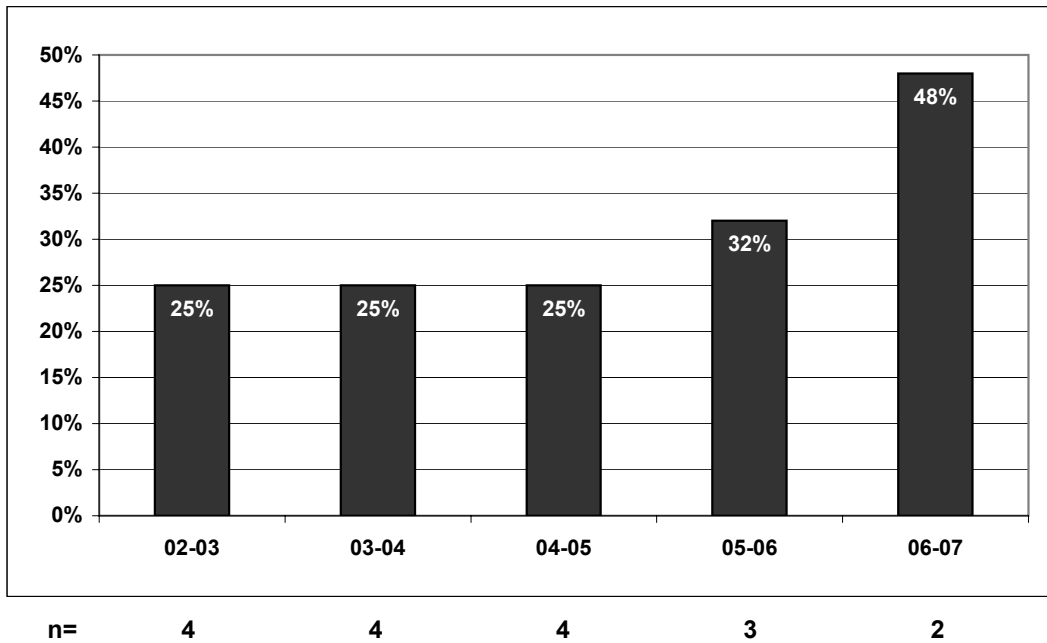
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	0.0	0.0	0.0	4.1
% of Faculty	24.4%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	37.1%	2.5%	3.5%	7.0%	0.4%	
Expected # of Faculty	1.5	0.1	0.1	0.3	0.0	
Underutilization	-0.5	-0.1	-0.1	-0.3	none	

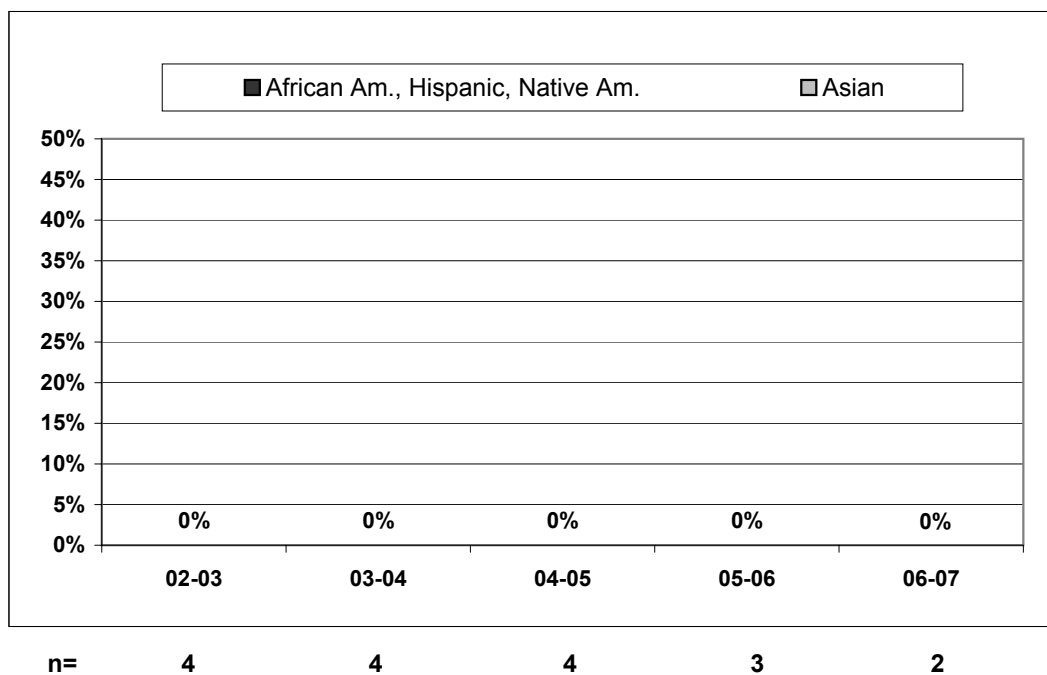
THE SCANDINAVIAN SECTION

Trends

Percent Women



Percent Minorities



DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

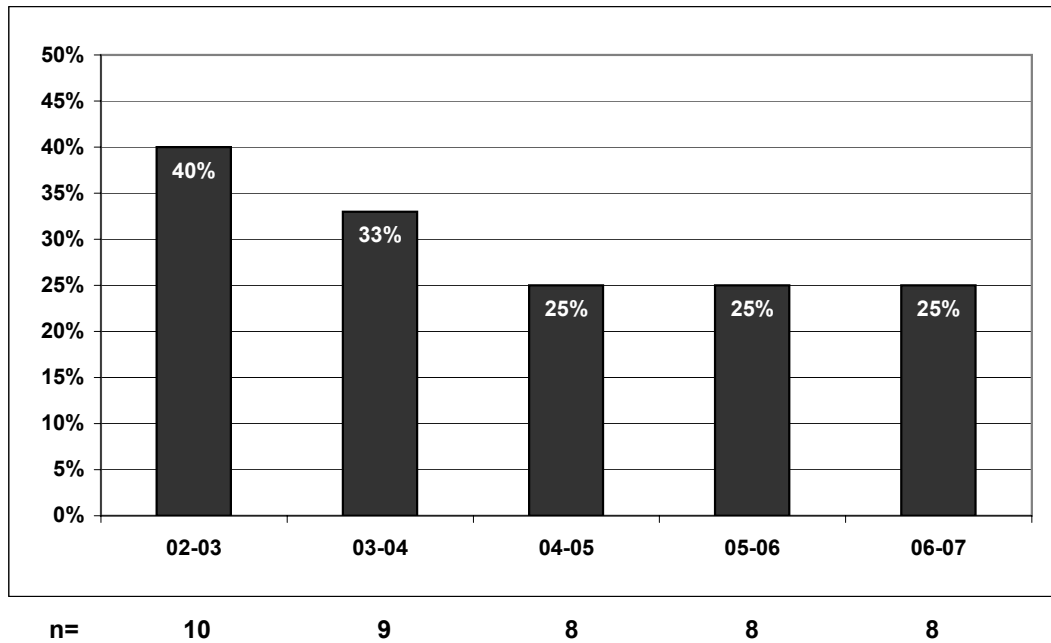
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	5.0	0.0	0.0	2.0	5.0	7.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	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

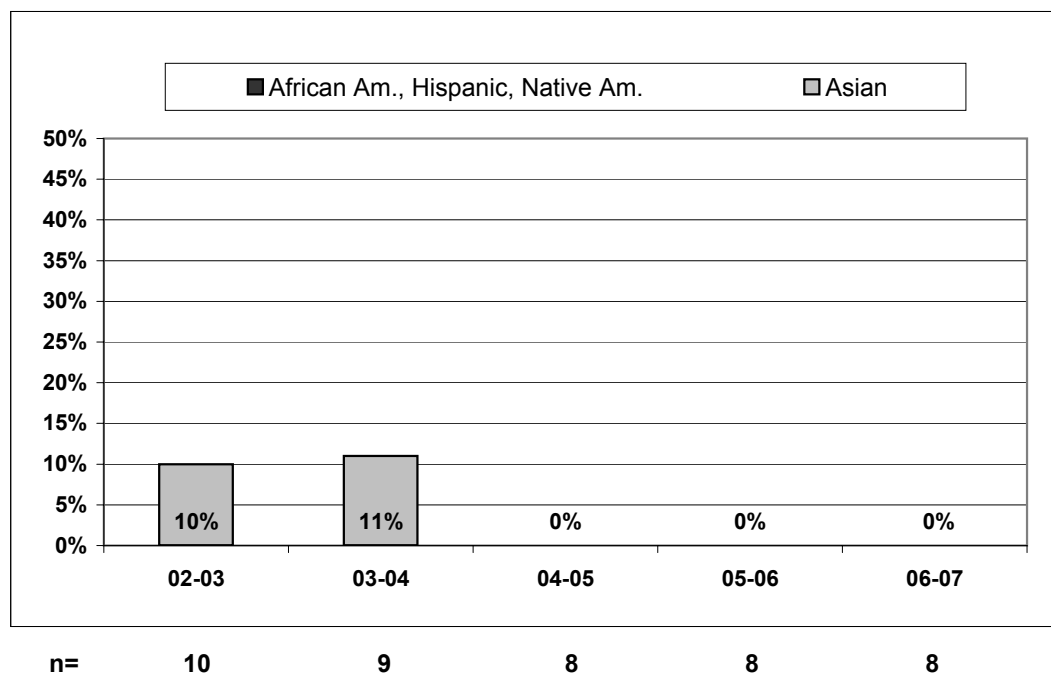
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	0.0	0.0	0.0	8.0
% of Faculty	25.0%	0.0%	0.0%	0.0%	0.0%	
Estimate of Availability	53.5%	1.2%	1.3%	2.1%	0.8%	
Expected # of Faculty	4.3	0.1	0.1	0.2	0.1	
Underutilization	-2.3	-0.1	-0.1	-0.2	-0.1	

DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF SPANISH AND PORTUGUESE

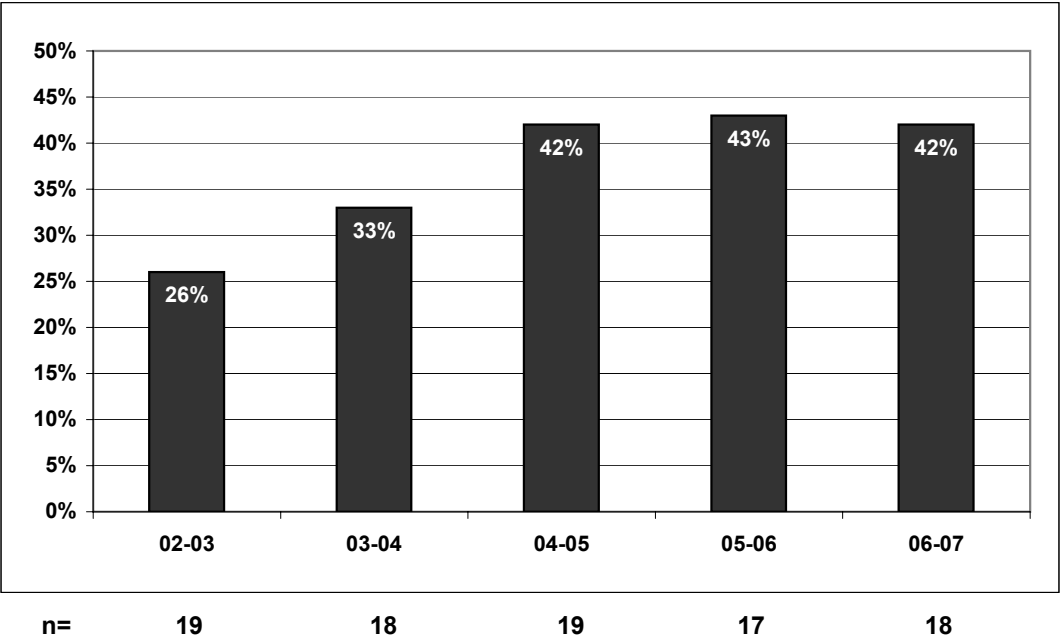
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	3.0	4.3	0.0	0.0	3.0	4.3	1.0	2.0	0.0	0.0	4.0	6.3	10.3
	0.0%	0.0%	0.0%	0.0%	29.3%	41.5%	0.0%	0.0%	29.3%	41.5%	9.8%	19.5%	0.0%	0.0%	39.0%	61.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.5	0.0	0.0	0.0	1.5	1.0	2.5
	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	60.0%	40.0%	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	3.0	0.0	0.0	7.5	8.3	15.8
	0.0%	0.0%	0.0%	0.0%	25.4%	33.3%	0.0%	0.0%	25.4%	33.3%	22.2%	19.0%	0.0%	0.0%	47.6%	52.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

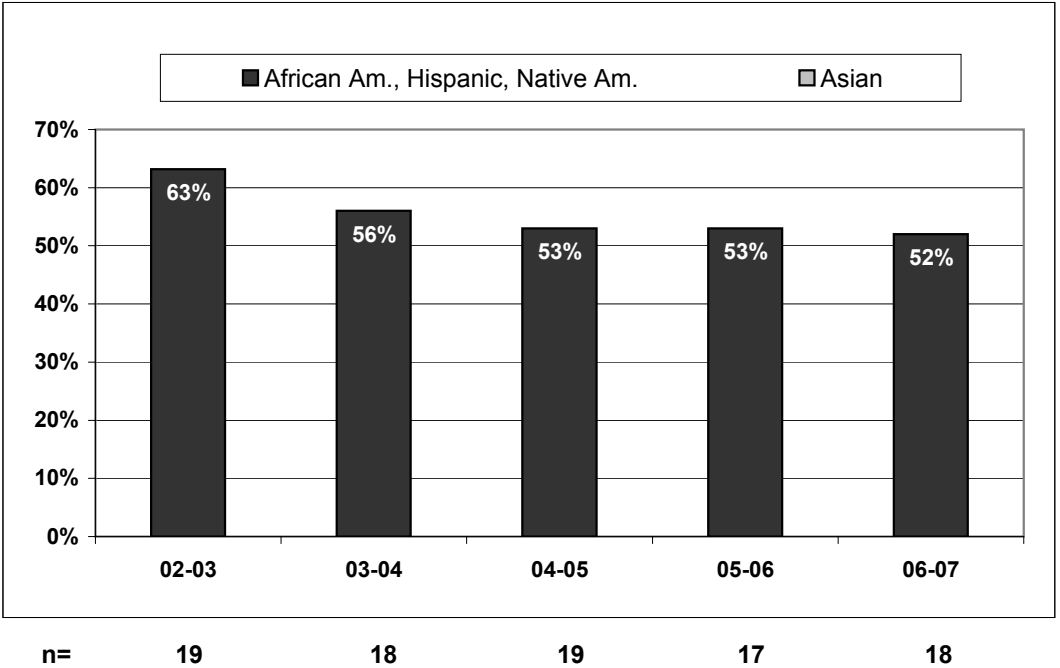
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.5	0.0	0.0	9.3	0.0	15.8
% of Faculty	47.6%	0.0%	0.0%	58.7%	0.0%	
Estimate of Availability	56.8%	2.0%	4.4%	24.1%	0.3%	
Expected # of Faculty	8.9	0.3	0.7	3.8	0.0	
Underutilization	-1.4	-0.3	-0.7	none	none	

DEPARTMENT OF SPANISH AND PORTUGUESE
Trends

Percent Women



Percent Minorities



DIVISION OF LIFE SCIENCES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	2.0	2.0	3.0	1.0	1.5	0.0	0.0	4.0	6.5	17.5	54.0	0.0	0.0	21.5	60.5	82.0
	1.2%	2.4%	2.4%	3.7%	1.2%	1.8%	0.0%	0.0%	4.9%	7.9%	21.3%	65.9%	0.0%	0.0%	26.2%	73.8%	100.0%
Associate Professor																	
	0.0	0.0	4.0	1.0	0.0	0.0	0.0	0.0	4.0	1.0	6.0	9.0	0.0	0.0	10.0	10.0	20.0
	0.0%	0.0%	20.0%	5.0%	0.0%	0.0%	0.0%	0.0%	20.0%	5.0%	30.0%	45.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	3.0	0.0	1.0	1.0	0.0	2.0	4.0	6.0	8.0	0.5	0.0	8.5	12.0	20.5
	0.0%	0.0%	4.9%	14.6%	0.0%	4.9%	4.9%	0.0%	9.8%	19.5%	29.3%	39.0%	2.4%	0.0%	41.5%	58.5%	100.0%
Total Ladder																	
	1.0	2.0	7.0	7.0	1.0	2.5	1.0	0.0	10.0	11.5	29.5	71.0	0.5	0.0	40.0	82.5	122.5
	0.8%	1.6%	5.7%	5.7%	0.8%	2.0%	0.8%	0.0%	8.2%	9.4%	24.1%	58.0%	0.4%	0.0%	32.7%	67.3%	100.0%

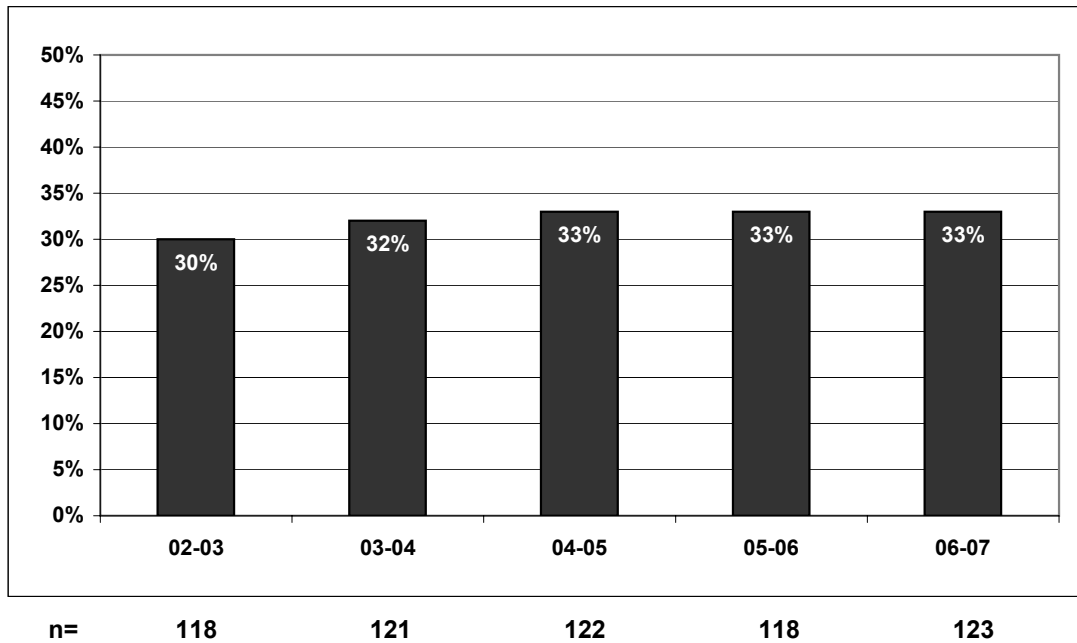
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	40.0	3.0	14.0	3.5	1.0	122.0
% of Faculty	32.7%	2.5%	11.5%	2.9%	0.8%	
Estimate of Availability	49.2%	3.3%	7.2%	4.1%	0.5%	
Expected # of Faculty	60.3	4.0	8.8	5.0	0.6	
Underutilization	-20.3	-1.0	none	-1.5	none	

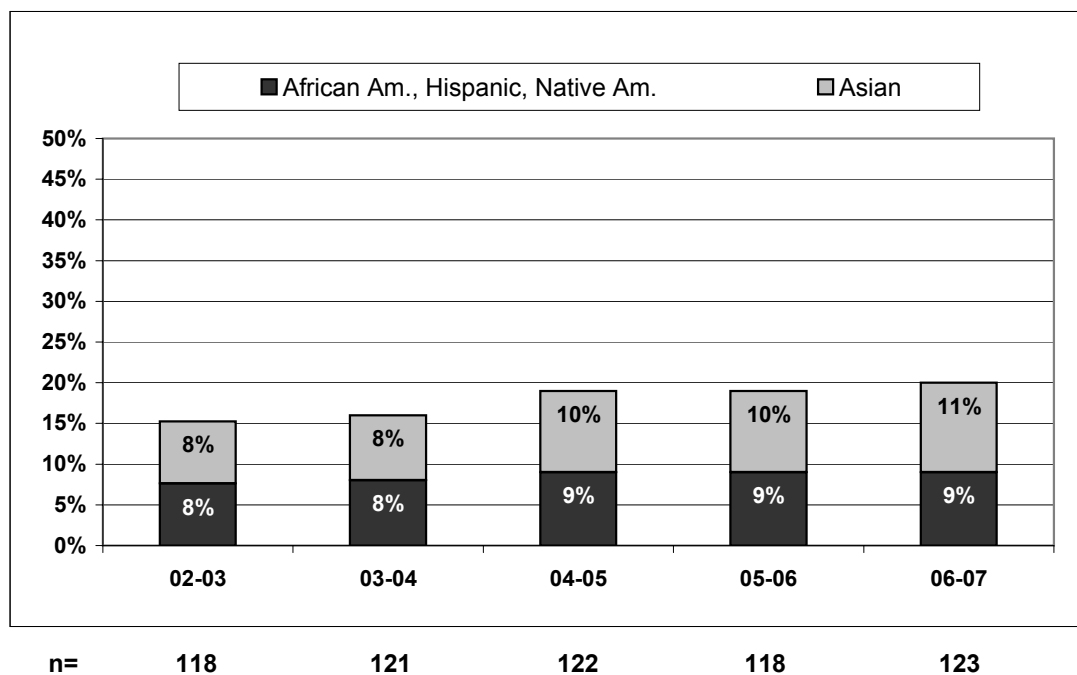
DIVISION OF LIFE SCIENCES

Trends

Percent Women



Percent Minorities



DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

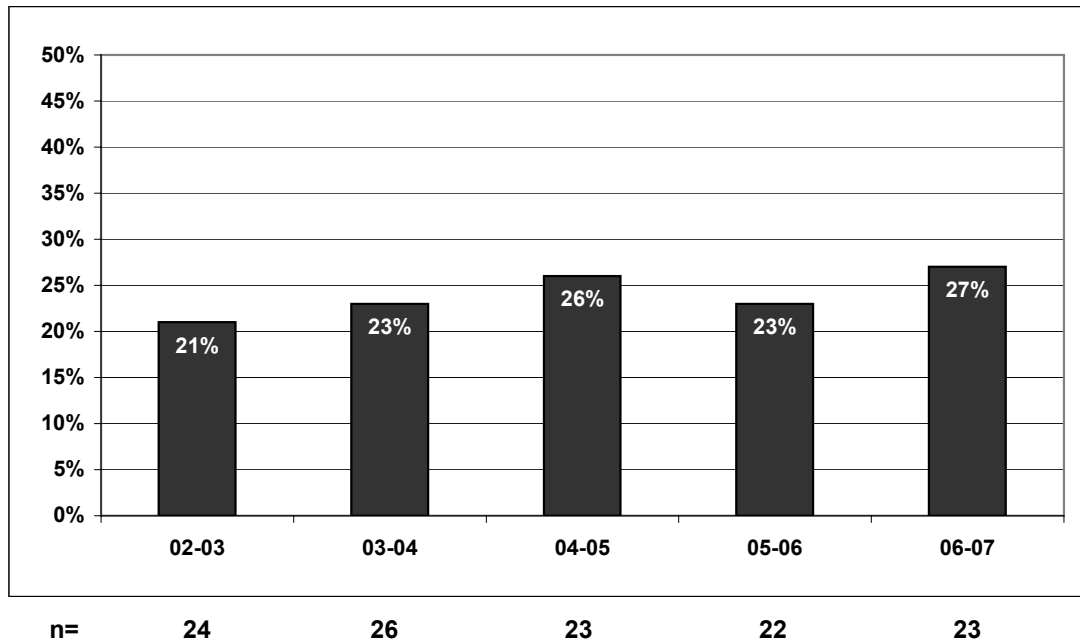
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5	12.5	0.0	0.0	3.5	12.5	16.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.9%	78.1%	0.0%	0.0%	21.9%	78.1%	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	0.0	0.0	0.0	0.0	1.0	0.0	4.5	15.5	0.5	0.0	6.0	15.5	21.5
	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	4.7%	0.0%	20.9%	72.1%	2.3%	0.0%	27.9%	72.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

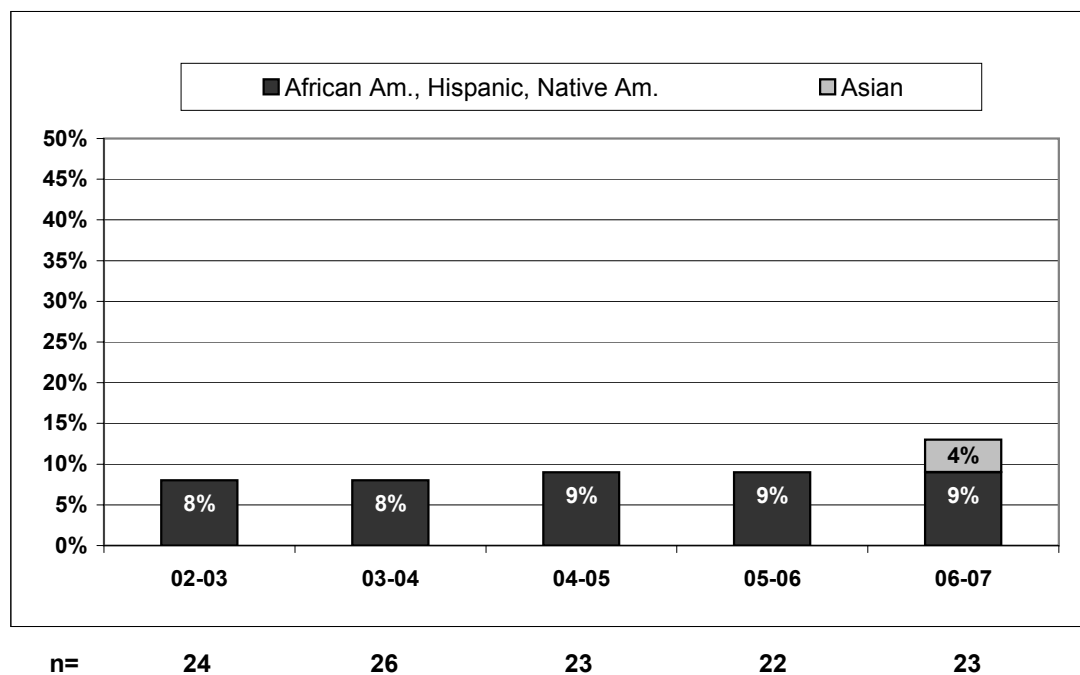
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	1.0	0.0	0.0	21.0
% of Faculty	27.9%	0.0%	4.8%	0.0%	0.0%	
Estimate of Availability	32.7%	1.1%	5.3%	3.0%	0.6%	
Expected # of Faculty	7.0	0.2	1.1	0.6	0.1	
Underutilization	-1.0	-0.2	-0.1	-0.6	-0.1	

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY

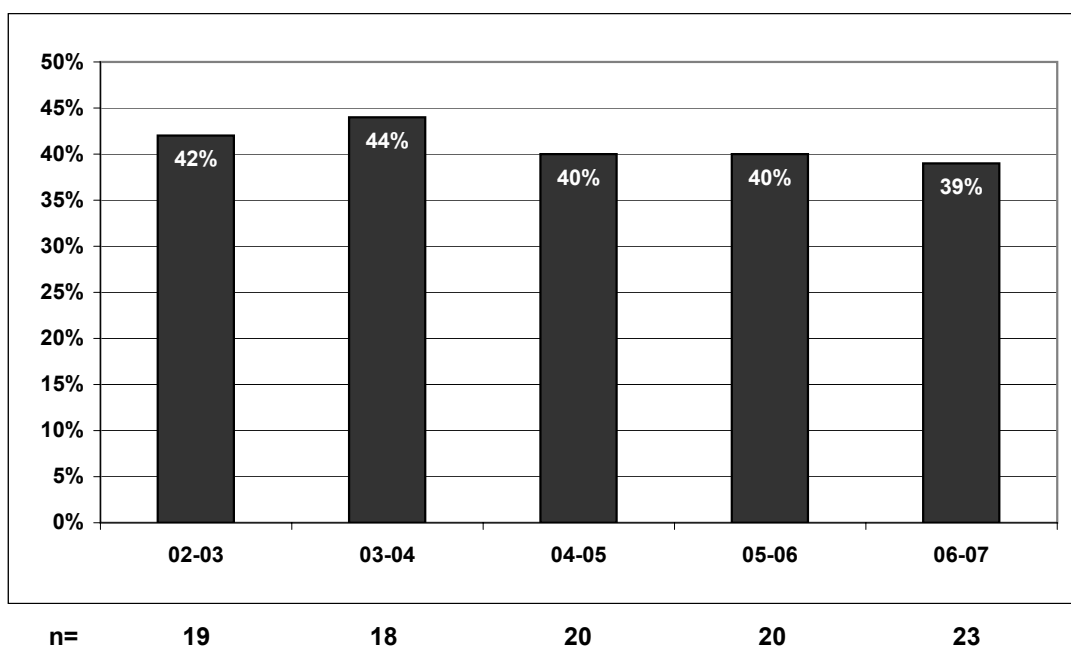
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	3.0	1.0	0.0	0.0	0.0	2.0	3.0	2.0	6.0	0.0	0.0	4.0	9.0	13.0
	0.0%	0.0%	7.7%	23.1%	7.7%	0.0%	0.0%	0.0%	15.4%	23.1%	15.4%	46.2%	0.0%	0.0%	30.8%	69.2%	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	1.0	0.0	0.0	0.0	1.0	2.0	3.0	0.0	0.0	2.0	4.0	6.0
	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	16.7%	33.3%	50.0%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder																	
	0.0	0.0	2.0	3.0	1.0	1.0	0.0	0.0	3.0	4.0	4.0	10.0	0.0	0.0	7.0	14.0	21.0
	0.0%	0.0%	9.5%	14.3%	4.8%	4.8%	0.0%	0.0%	14.3%	19.0%	19.0%	47.6%	0.0%	0.0%	33.3%	66.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

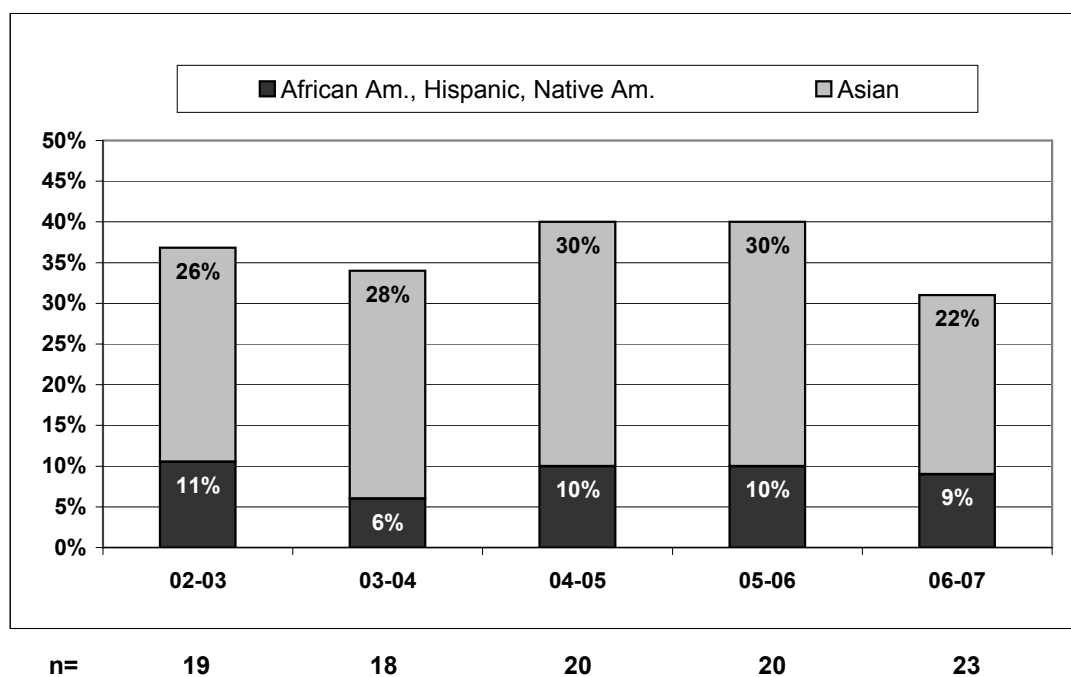
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	5.0	2.0	0.0	21.0
% of Faculty	33.3%	0.0%	23.8%	9.5%	0.0%	
Estimate of Availability	43.6%	2.2%	13.4%	3.5%	0.4%	
Expected # of Faculty	9.2	0.5	2.8	0.7	0.1	
Underutilization	-2.2	-0.5	none	none	-0.1	

DEPARTMENT OF MOLECULAR, CELL & DEVELOPMENTAL BIOLOGY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF PHYSIOLOGICAL SCIENCE

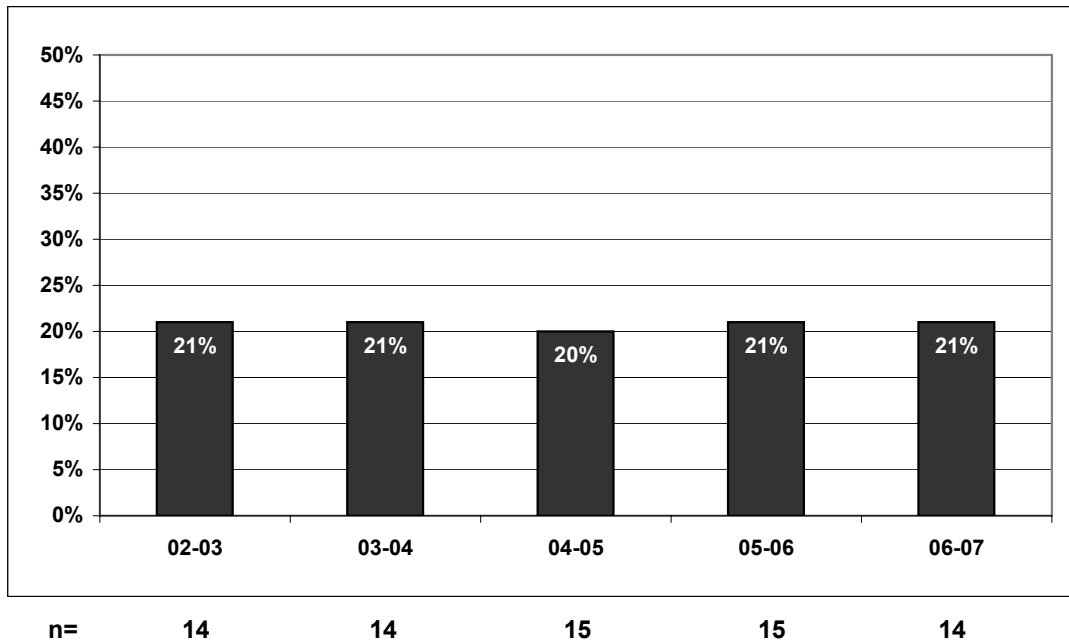
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	11.0	0.0	0.0	0.0	12.0	12.0
	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	91.7%	0.0%	0.0%	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	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	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	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	3.0	13.0	0.0	0.0	3.0	14.0	17.0
	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	17.6%	76.5%	0.0%	0.0%	17.6%	82.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

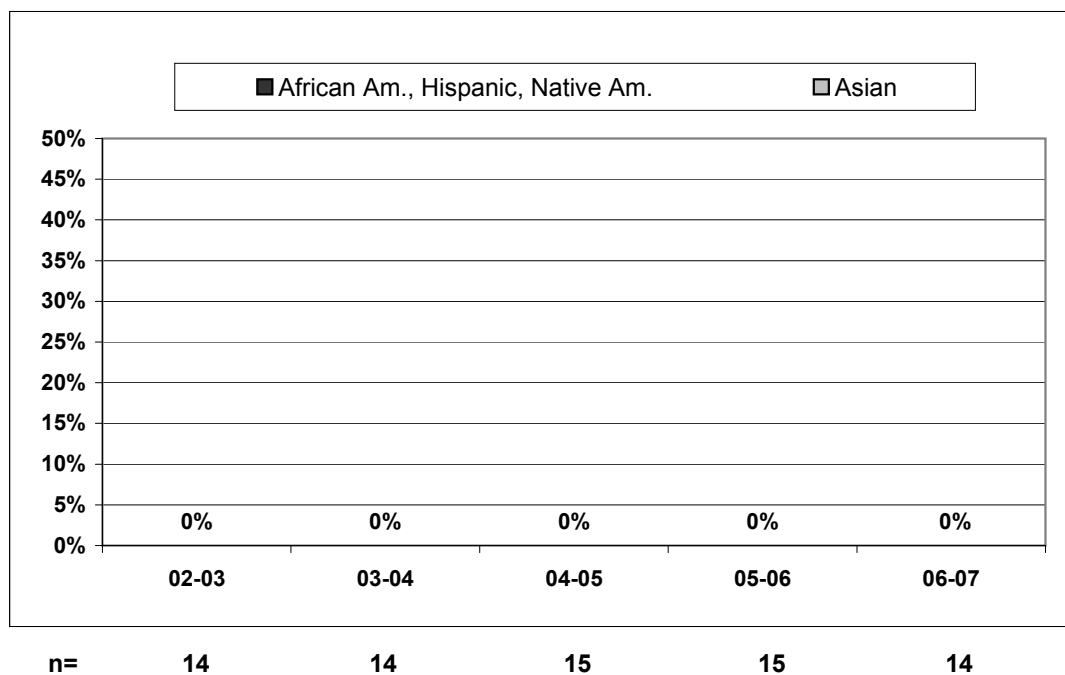
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	1.0	0.0	0.0	0.0	17.0
% of Faculty	17.6%	5.9%	0.0%	0.0%	0.0%	
Estimate of Availability	45.1%	2.3%	7.9%	3.8%	0.5%	
Expected # of Faculty	7.7	0.4	1.3	0.6	0.1	
Underutilization	-4.7	none	-1.3	-0.6	-0.1	

DEPARTMENT OF PHYSIOLOGICAL SCIENCE
Trends

Percent Women



Percent Minorities



DEPARTMENT OF PSYCHOLOGY

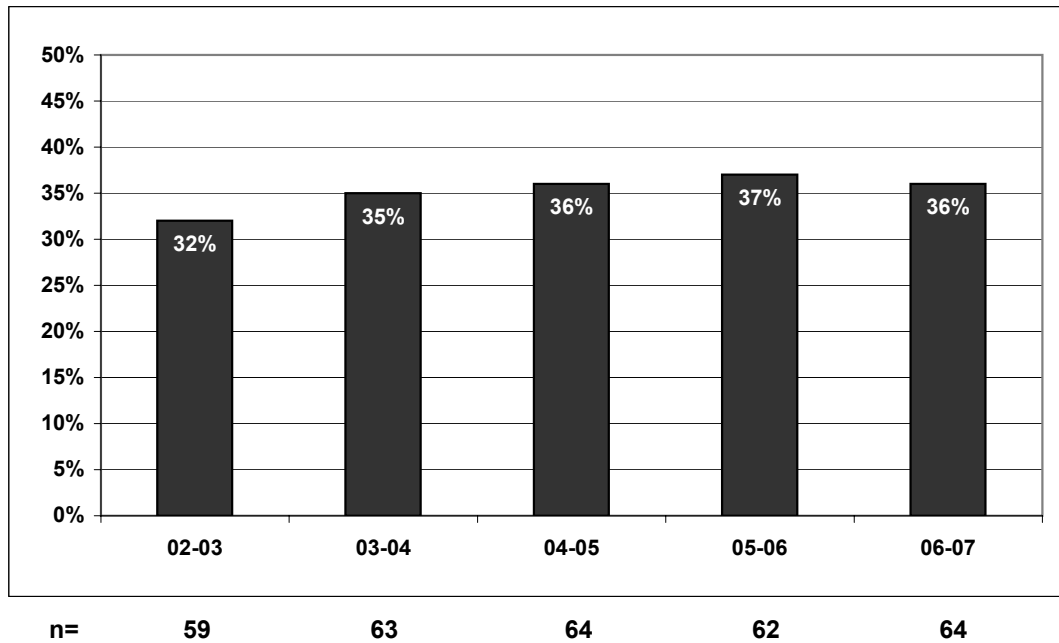
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	1.0	0.0	0.0	1.5	0.0	0.0	2.0	2.5	12.0	24.5	0.0	0.0	14.0	27.0	41.0
	2.4%	2.4%	2.4%	0.0%	0.0%	3.7%	0.0%	0.0%	4.9%	6.1%	29.3%	59.8%	0.0%	0.0%	34.1%	65.9%	100.0%
Associate Professor																	
	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	2.0	5.0	0.0	0.0	4.0	6.0	10.0
	0.0%	0.0%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	20.0%	10.0%	20.0%	50.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	3.0	0.0	0.0	1.0	0.0	2.0	3.0	4.0	3.0	0.0	0.0	6.0	6.0	12.0
	0.0%	0.0%	8.3%	25.0%	0.0%	0.0%	8.3%	0.0%	16.7%	25.0%	33.3%	25.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	1.0	1.0	4.0	4.0	0.0	1.5	1.0	0.0	6.0	6.5	18.0	32.5	0.0	0.0	24.0	39.0	63.0
	1.6%	1.6%	6.3%	6.3%	0.0%	2.4%	1.6%	0.0%	9.5%	10.3%	28.6%	51.6%	0.0%	0.0%	38.1%	61.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

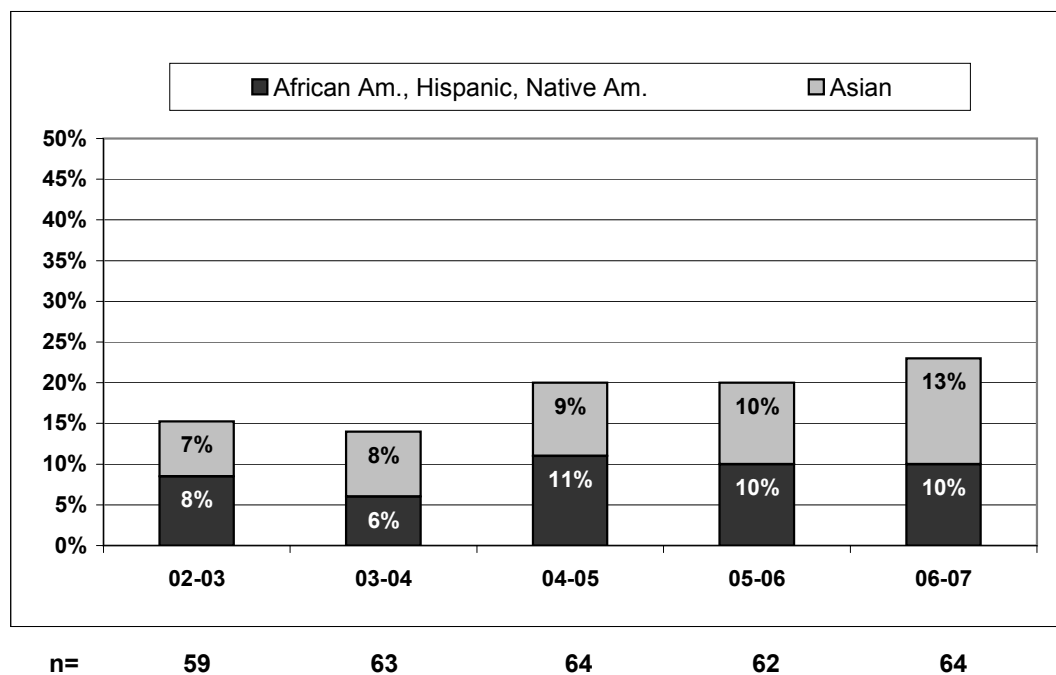
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	24.0	2.0	8.0	1.5	1.0	63.0
% of Faculty	38.1%	3.2%	12.7%	2.4%	1.6%	
Estimate of Availability	54.5%	4.4%	4.2%	4.2%	0.5%	
Expected # of Faculty	34.3	2.8	2.6	2.6	0.3	
Underutilization	-10.3	-0.8	none	-1.1	none	

DEPARTMENT OF PSYCHOLOGY
Trends

Percent Women



Percent Minorities



DIVISION OF PHYSICAL SCIENCES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	17.7	1.0	5.0	0.0	0.0	2.0	22.7	11.0	114.8	0.0	0.0	13.0	137.5	150.5
	0.0%	0.0%	0.7%	11.7%	0.7%	3.3%	0.0%	0.0%	1.3%	15.1%	7.3%	76.3%	0.0%	0.0%	8.6%	91.4%	100.0%
Associate Professor																	
	0.0	2.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	7.0	2.0	18.0	0.0	0.0	2.0	25.0	27.0
	0.0%	7.4%	0.0%	18.5%	0.0%	0.0%	0.0%	0.0%	0.0%	25.9%	7.4%	66.7%	0.0%	0.0%	7.4%	92.6%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	4.5	12.3	0.0	2.0	6.5	15.3	21.8
	0.0%	0.0%	9.2%	4.6%	0.0%	0.0%	0.0%	0.0%	9.2%	4.6%	20.6%	56.5%	0.0%	9.2%	29.8%	70.2%	100.0%
Total Ladder																	
	0.0	2.0	3.0	23.7	1.0	5.0	0.0	0.0	4.0	30.7	17.5	145.2	0.0	2.0	21.5	177.8	199.3
	0.0%	1.0%	1.5%	11.9%	0.5%	2.5%	0.0%	0.0%	2.0%	15.4%	8.8%	72.8%	0.0%	1.0%	10.8%	89.2%	100.0%

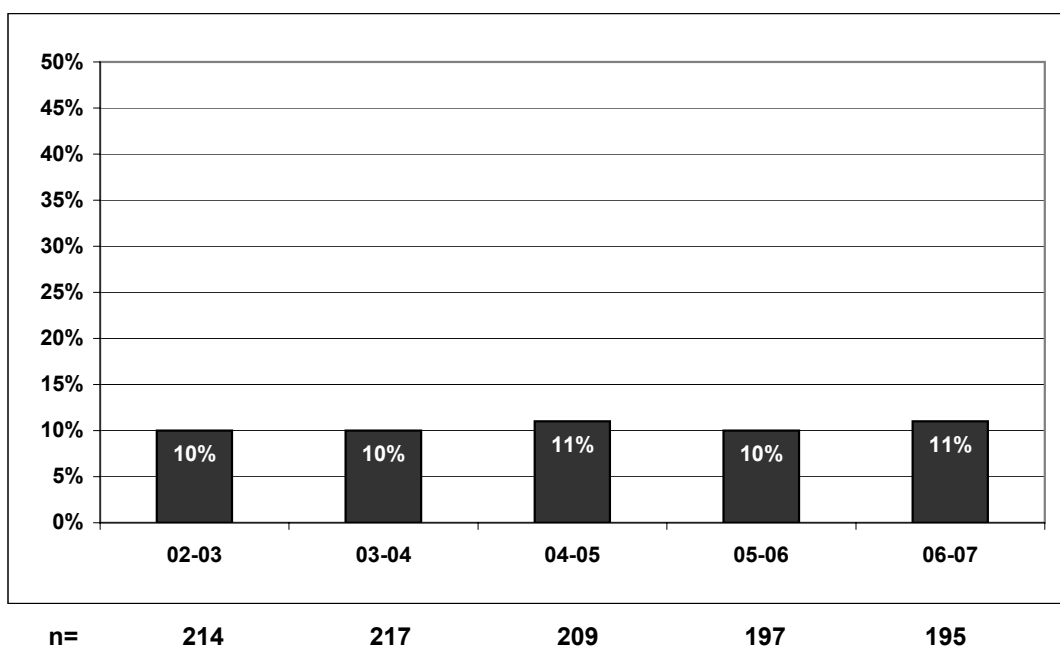
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	21.5	2.0	26.7	6.0	0.0	197.3
% of Faculty	10.8%	1.0%	13.5%	3.0%	0.0%	
Estimate of Availability	22.7%	1.7%	14.3%	2.7%	0.4%	
Expected # of Faculty	45.2	3.4	28.2	5.3	0.8	
Underutilization	-23.7	-1.4	-1.5	none	-0.8	

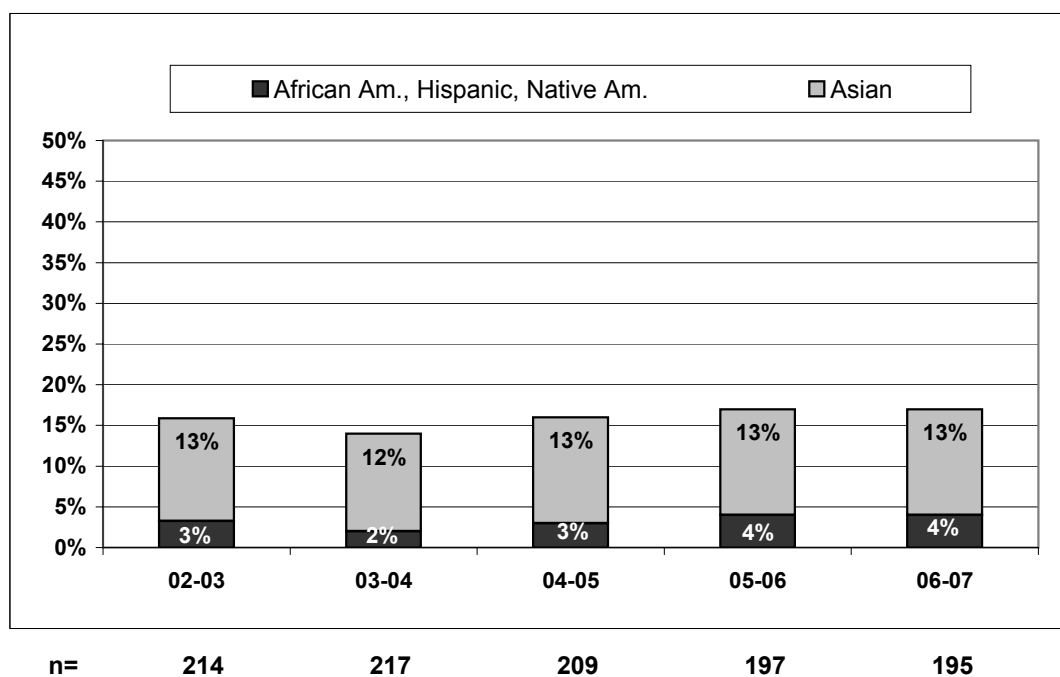
DIVISION OF PHYSICAL SCIENCES

Trends

Percent Women



Percent Minorities



DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

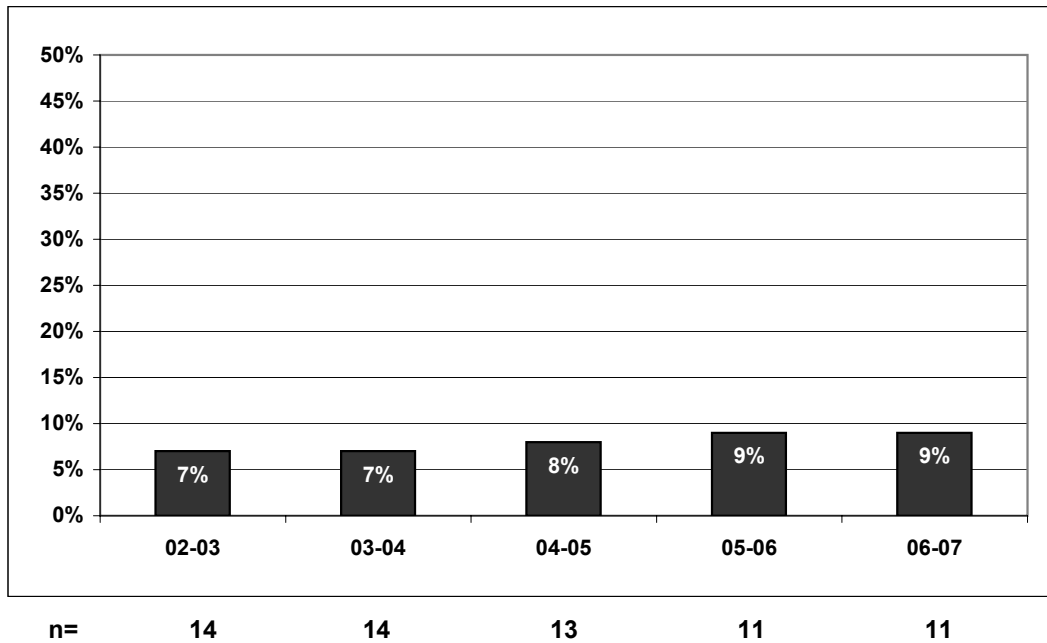
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	7.0	0.0	0.0	1.0	8.0	9.0
	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	11.1%	11.1%	77.8%	0.0%	0.0%	11.1%	88.9%	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	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%
Total Ladder																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	2.0	11.0	0.0	0.0	2.0	12.0	14.0
	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	7.1%	14.3%	78.6%	0.0%	0.0%	14.3%	85.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

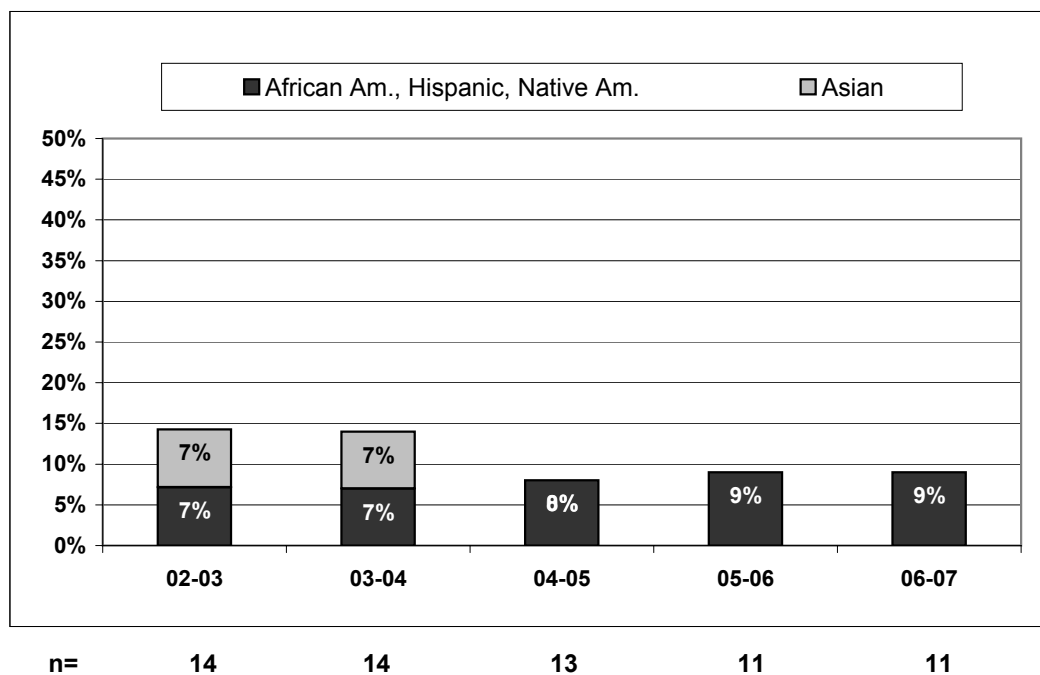
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	0.0	1.0	0.0	14.0
% of Faculty	14.3%	0.0%	0.0%	7.1%	0.0%	
Estimate of Availability	15.1%	1.7%	13.1%	2.0%	0.3%	
Expected # of Faculty	2.1	0.2	1.8	0.3	0.0	
Underutilization	-0.1	-0.2	-1.8	none	none	

DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	1.0	0.0	1.0	0.0	0.0	1.0	2.0	5.0	20.8	0.0	0.0	6.0	22.8	28.8
	0.0%	0.0%	3.5%	3.5%	0.0%	3.5%	0.0%	0.0%	3.5%	7.0%	17.4%	72.2%	0.0%	0.0%	20.9%	79.1%	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	3.0	0.0	1.0	0.0	0.0	2.0	5.0	8.0	25.8	0.0	0.0	10.0	30.8	40.8
	0.0%	2.5%	4.9%	7.4%	0.0%	2.5%	0.0%	0.0%	4.9%	12.3%	19.6%	63.2%	0.0%	0.0%	24.5%	75.5%	100.0%

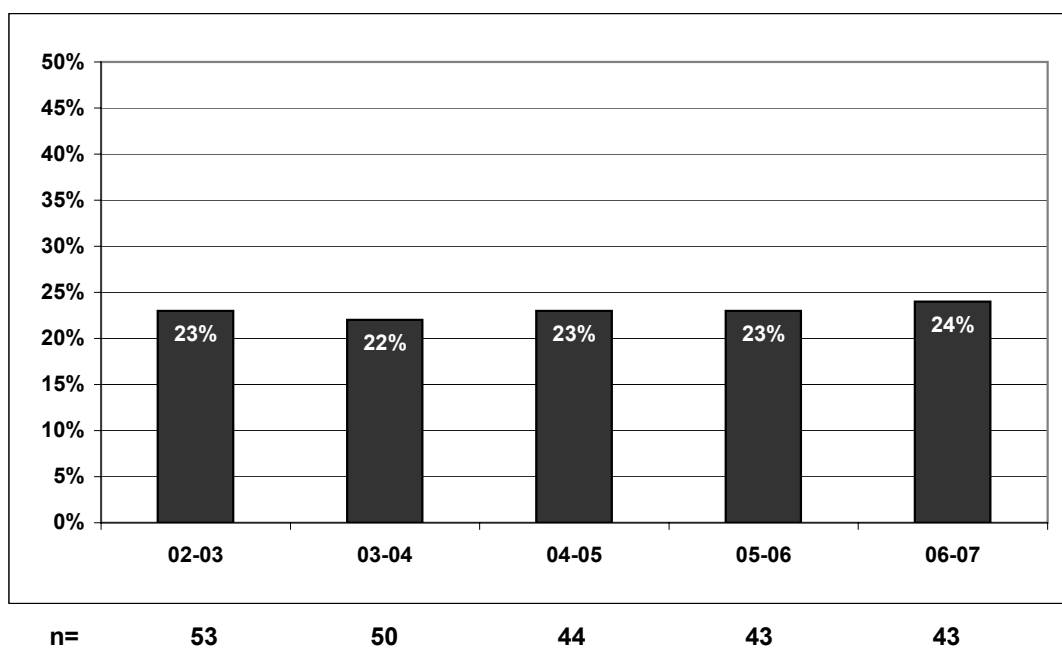
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.0	1.0	5.0	1.0	0.0	40.8
% of Faculty	24.5%	2.5%	12.3%	2.5%	0.0%	
Estimate of Availability	31.8%	2.3%	12.9%	3.0%	0.5%	
Expected # of Faculty	13.0	0.9	5.3	1.2	0.2	
Underutilization	-3.0	none	-0.3	-0.2	-0.2	

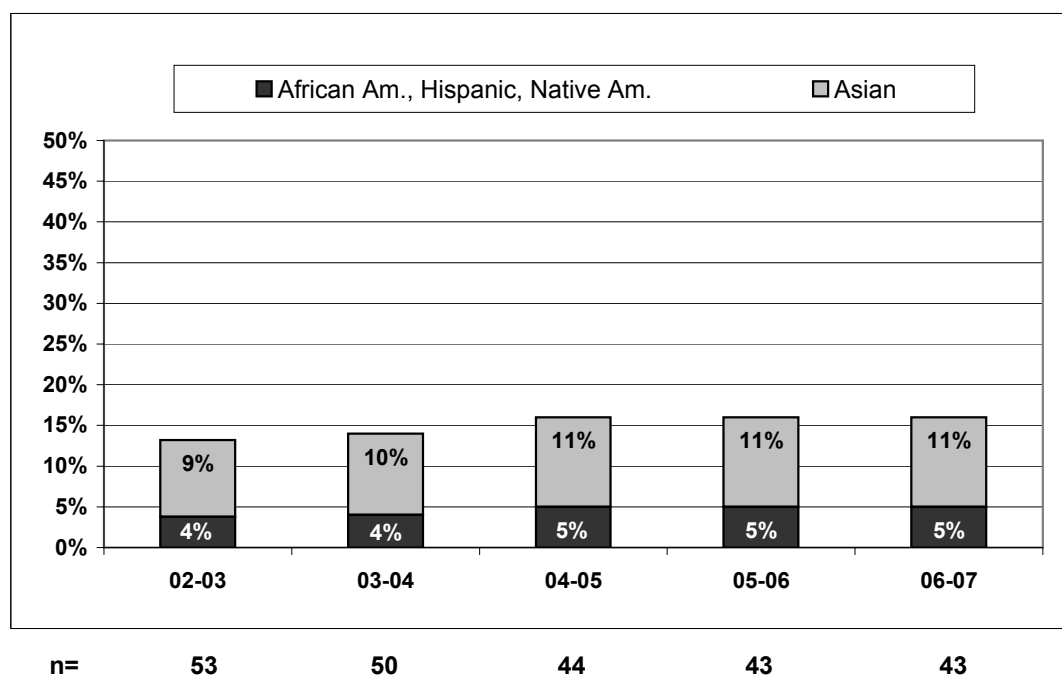
DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

Trends

Percent Women



Percent Minorities



DEPARTMENT OF EARTH & SPACE SCIENCES

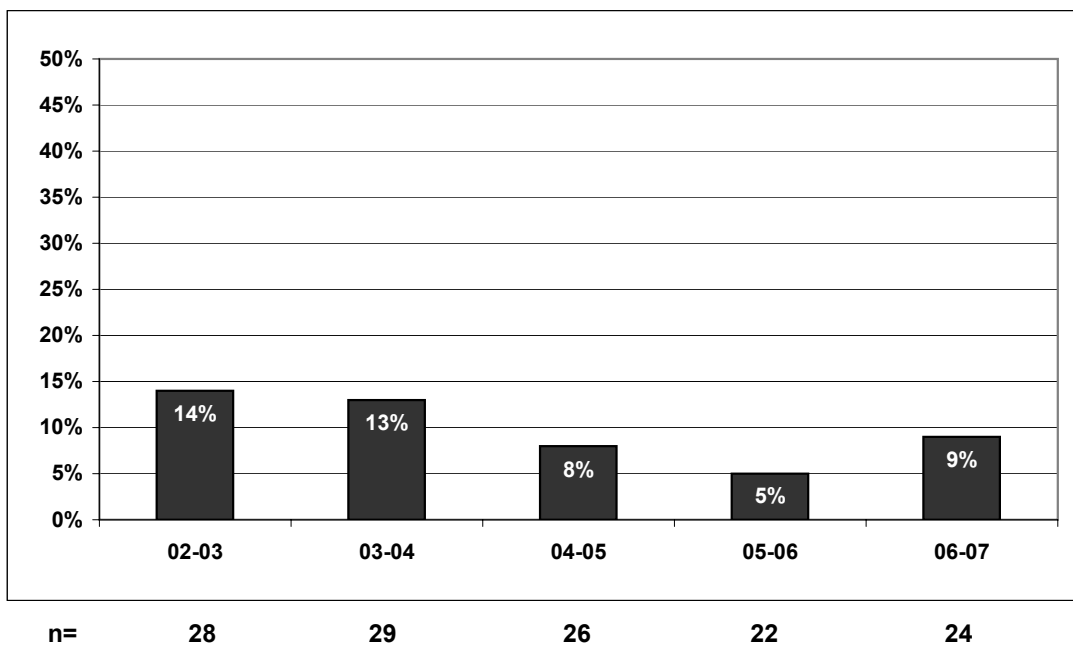
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	17.3	0.0	0.0	1.0	18.3	19.3
	0.0%	0.0%	0.0%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	5.2%	89.6%	0.0%	0.0%	5.2%	94.8%	100.0%
Associate Professor																	
	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	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	0.5	2.0	0.0	0.0	0.5	2.0	2.5
	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%
Total Ladder																	
	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	1.5	19.3	0.0	0.0	1.5	21.3	22.8
	0.0%	4.4%	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	8.8%	6.6%	84.6%	0.0%	0.0%	6.6%	93.4%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

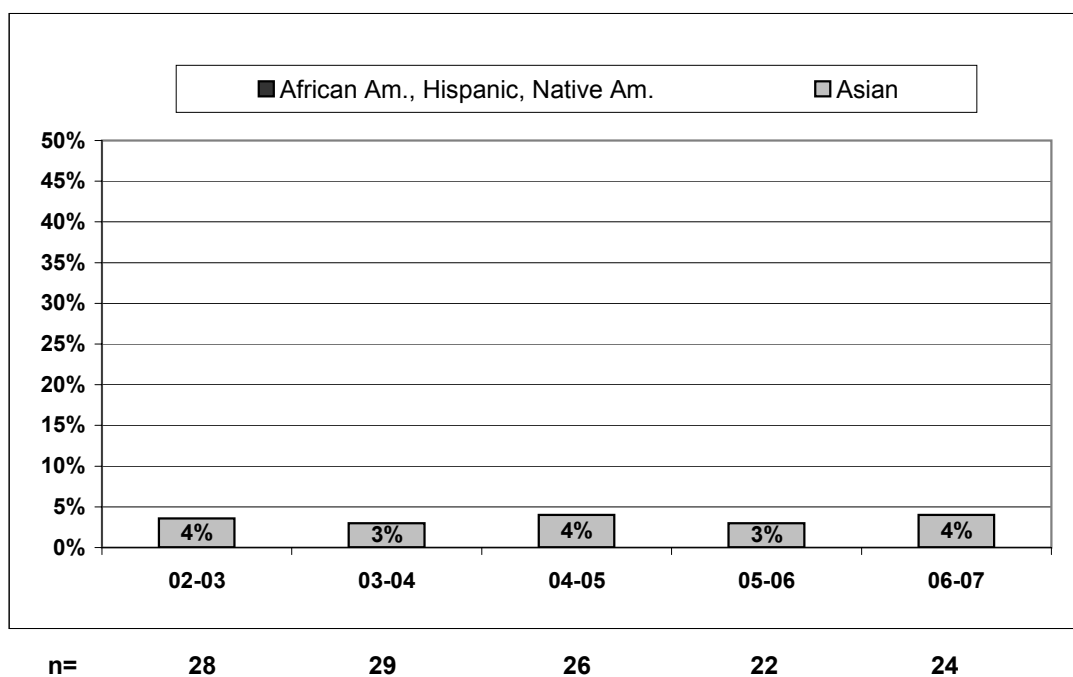
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	1.0	1.0	0.0	0.0	22.8
% of Faculty	6.6%	4.4%	4.4%	0.0%	0.0%	
Estimate of Availability	19.5%	1.2%	10.6%	2.4%	0.4%	
Expected # of Faculty	4.4	0.3	2.4	0.5	0.1	
Underutilization	-2.9	none	-1.4	-0.5	-0.1	

DEPARTMENT OF EARTH & SPACE SCIENCES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF MATHEMATICS

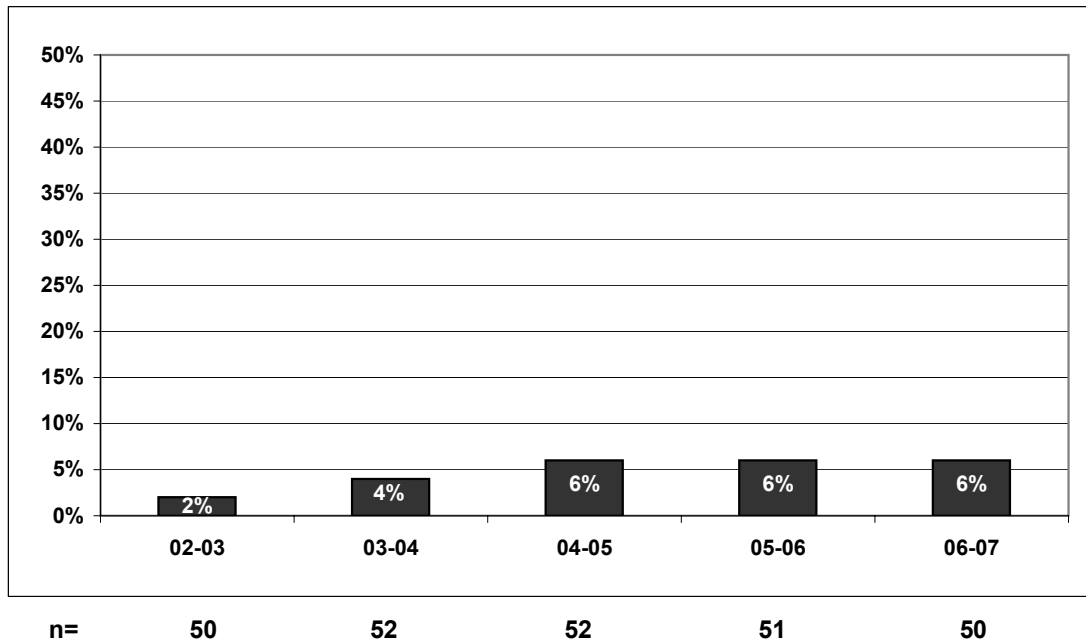
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	7.0	0.0	2.0	0.0	0.0	0.0	9.0	1.0	34.0	0.0	0.0	1.0	43.0	44.0
	0.0%	0.0%	0.0%	15.9%	0.0%	4.5%	0.0%	0.0%	0.0%	20.5%	2.3%	77.3%	0.0%	0.0%	2.3%	97.7%	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	7.0	0.0	0.0	1.0	9.0	10.0
	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	10.0%	70.0%	0.0%	0.0%	10.0%	90.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	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%
Total Ladder																	
	0.0	0.0	1.0	9.0	0.0	2.0	0.0	0.0	1.0	11.0	2.0	42.0	0.0	0.0	3.0	53.0	56.0
	0.0%	0.0%	1.8%	16.1%	0.0%	3.6%	0.0%	0.0%	1.8%	19.6%	3.6%	75.0%	0.0%	0.0%	5.4%	94.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

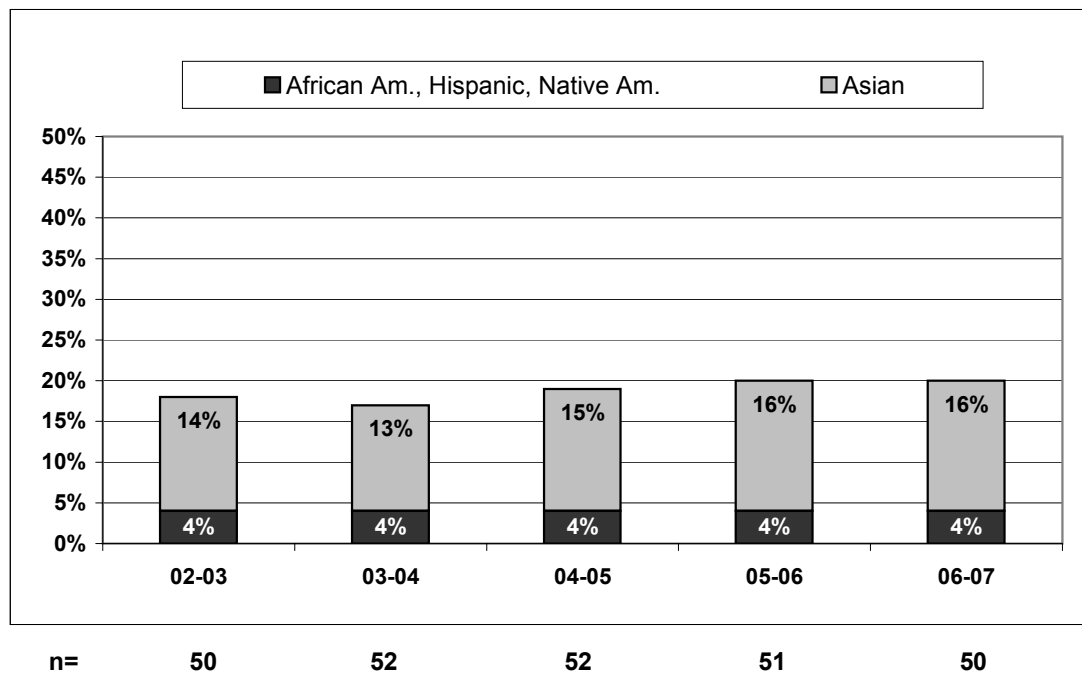
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	10.0	2.0	0.0	56.0
% of Faculty	5.4%	0.0%	17.9%	3.6%	0.0%	
Estimate of Availability	23.7%	1.6%	13.5%	2.5%	0.2%	
Expected # of Faculty	13.3	0.9	7.6	1.4	0.1	
Underutilization	-10.3	-0.9	none	none	-0.1	

DEPARTMENT OF MATHEMATICS
Trends

Percent Women



Percent Minorities



DEPARTMENT OF PHYSICS & ASTRONOMY

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	5.7	1.0	1.0	0.0	0.0	1.0	6.7	3.0	33.3	0.0	0.0	4.0	40.0	44.0
	0.0%	0.0%	0.0%	12.9%	2.3%	2.3%	0.0%	0.0%	2.3%	15.2%	6.8%	75.8%	0.0%	0.0%	9.1%	90.9%	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	4.0	0.0	0.0	0.0	5.0	5.0
	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	80.0%	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	5.3	0.0	1.0	1.0	6.3	7.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.6%	72.7%	0.0%	13.6%	13.6%	86.4%	100.0%
Total Ladder																	
	0.0	0.0	0.0	6.7	1.0	1.0	0.0	0.0	1.0	7.7	4.0	42.7	0.0	1.0	5.0	51.3	56.3
	0.0%	0.0%	0.0%	11.8%	1.8%	1.8%	0.0%	0.0%	1.8%	13.6%	7.1%	75.7%	0.0%	1.8%	8.9%	91.1%	100.0%

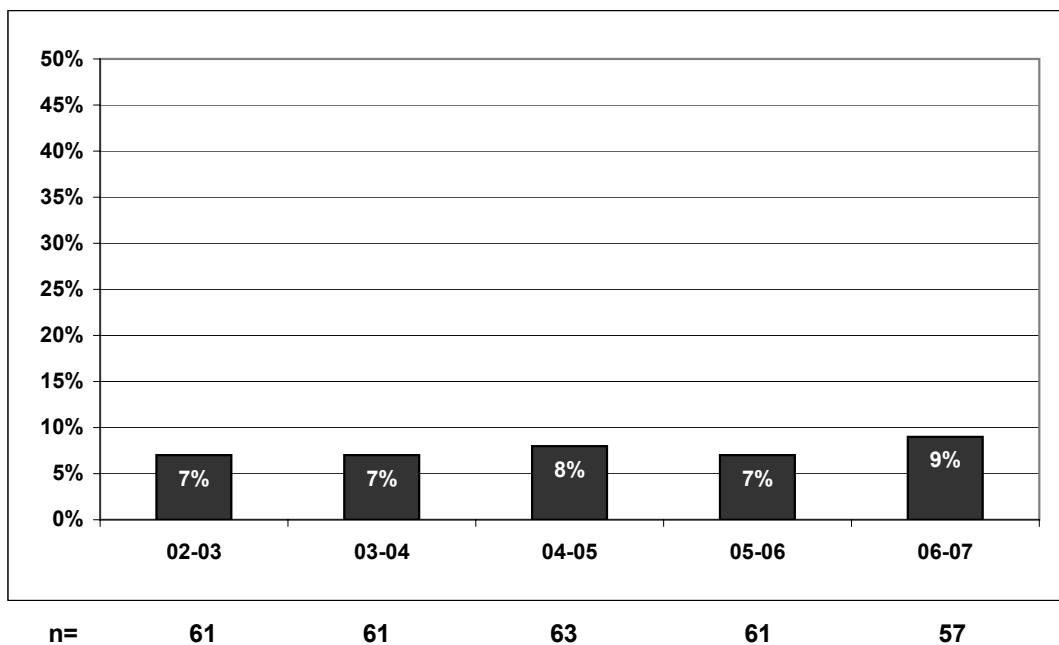
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	6.7	2.0	0.0	55.3
% of Faculty	8.9%	0.0%	12.1%	3.6%	0.0%	
Estimate of Availability	12.6%	1.4%	14.8%	2.4%	0.4%	
Expected # of Faculty	7.1	0.8	8.2	1.3	0.2	
Underutilization	-2.1	-0.8	-1.5	none	-0.2	

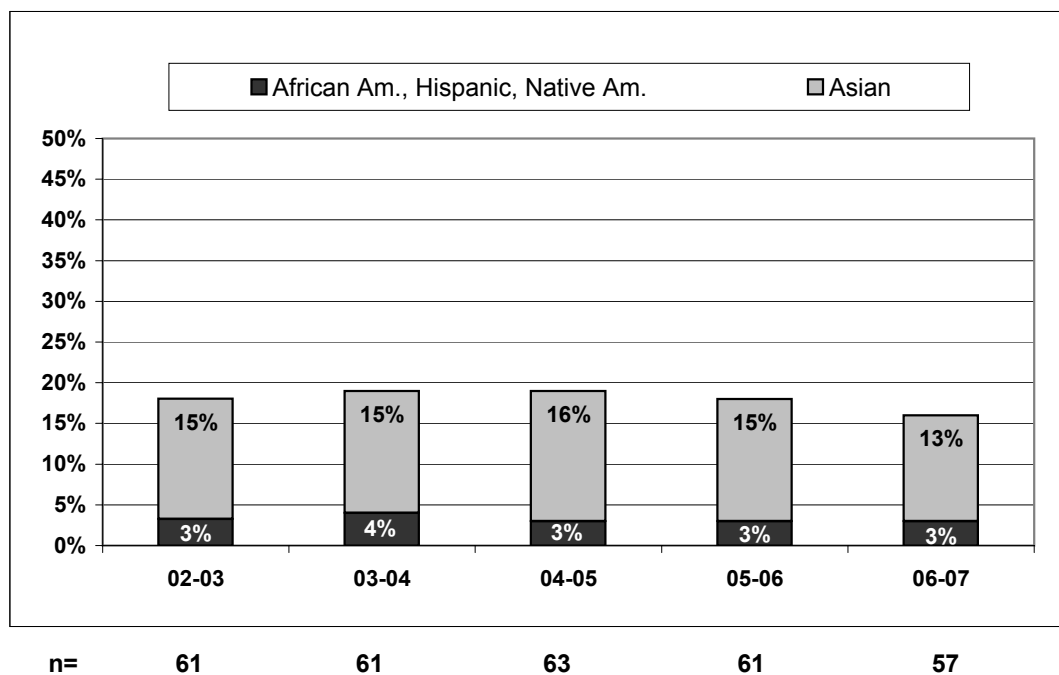
DEPARTMENT OF PHYSICS & ASTRONOMY

Trends

Percent Women



Percent Minorities



DEPARTMENT OF STATISTICS

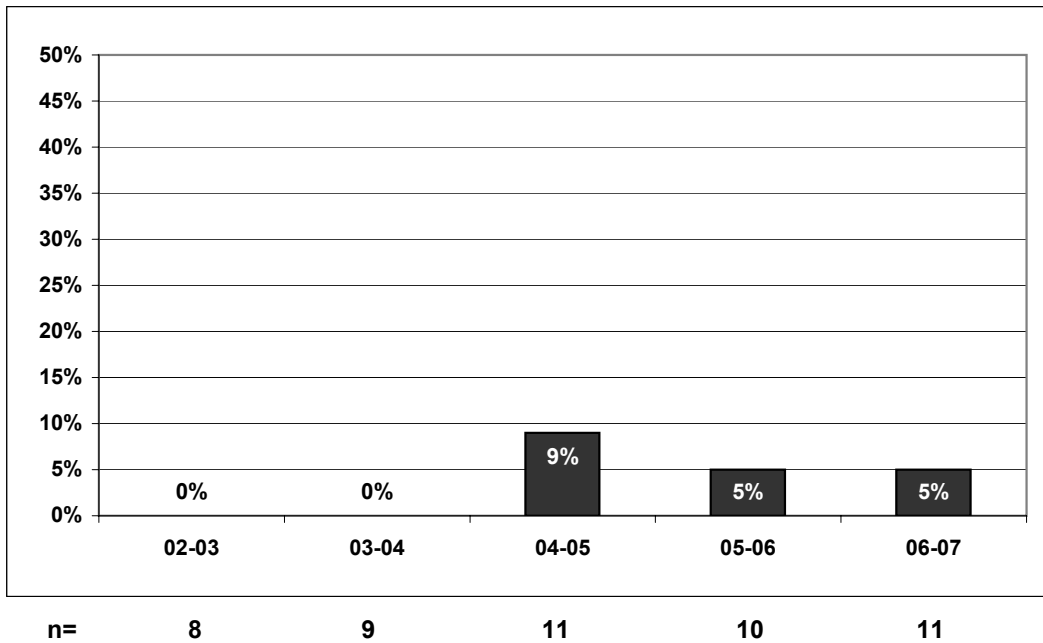
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	2.5	0.0	0.0	0.0	5.5	5.5
	0.0%	0.0%	0.0%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	54.5%	0.0%	45.5%	0.0%	0.0%	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	2.0	0.0	0.0	0.0	3.0	3.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	100.0%
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	0.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	4.5	0.0	1.0	0.0	9.5	9.5
	0.0%	0.0%	0.0%	42.1%	0.0%	0.0%	0.0%	0.0%	0.0%	42.1%	0.0%	47.4%	0.0%	10.5%	0.0%	100.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

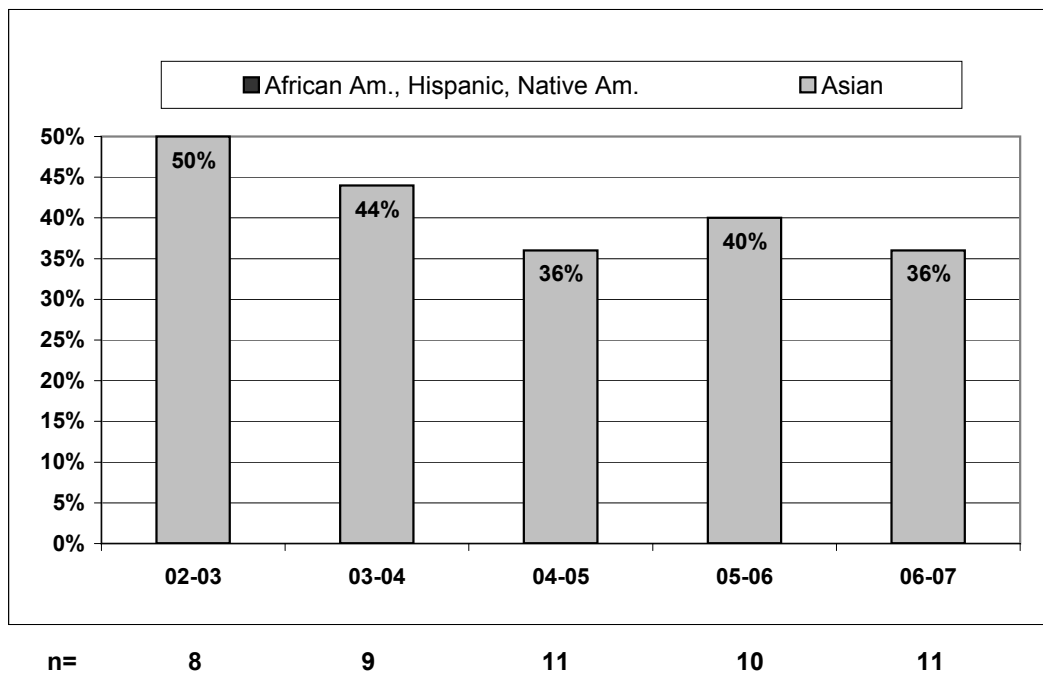
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	0.0	0.0	4.0	0.0	0.0	8.5
% of Faculty	0.0%	0.0%	47.1%	0.0%	0.0%	
Estimate of Availability	33.6%	1.9%	17.1%	2.1%	0.3%	
Expected # of Faculty	3.2	0.2	1.5	0.2	0.0	
Underutilization	-3.2	-0.2	none	-0.2	none	

DEPARTMENT OF STATISTICS
Trends

Percent Women



Percent Minorities



DIVISION OF SOCIAL SCIENCES

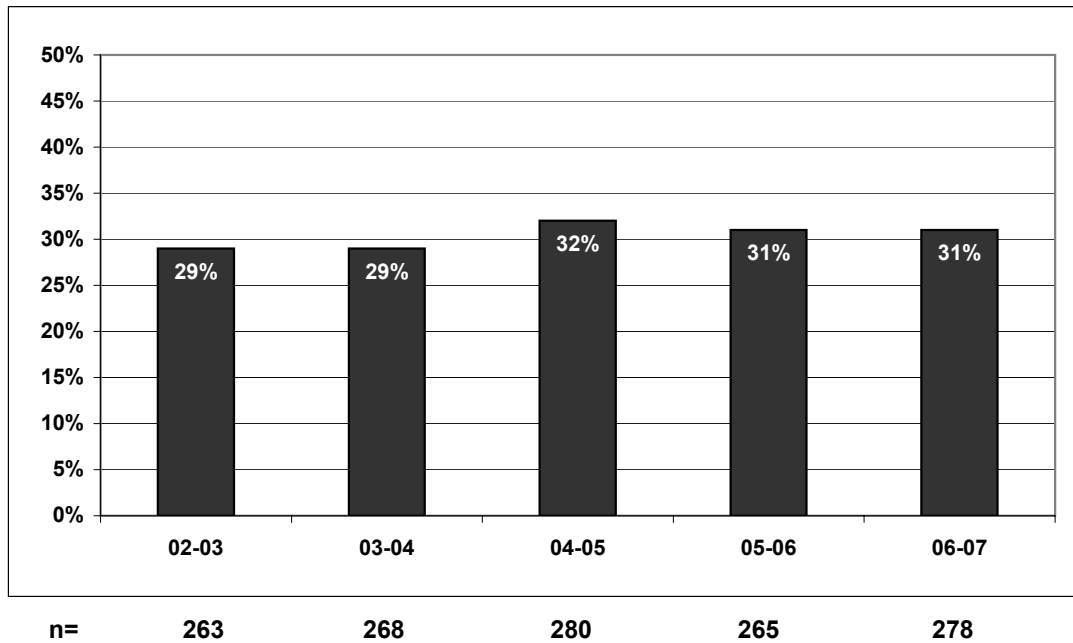
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	2.0	3.0	3.0	10.2	3.0	6.0	0.0	2.0	8.0	21.2	38.0	105.7	0.0	0.0	46.0	126.8	172.8
	1.2%	1.7%	1.7%	5.9%	1.7%	3.5%	0.0%	1.2%	4.6%	12.2%	22.0%	61.1%	0.0%	0.0%	26.6%	73.4%	100.0%
Associate Professor																	
	2.0	2.0	5.0	6.0	2.0	7.0	0.0	0.0	9.0	15.0	13.5	27.0	0.0	0.0	22.5	42.0	64.5
	3.1%	3.1%	7.8%	9.3%	3.1%	10.9%	0.0%	0.0%	14.0%	23.3%	20.9%	41.9%	0.0%	0.0%	34.9%	65.1%	100.0%
Assistant Professor																	
	3.0	0.0	1.5	6.0	1.0	2.0	0.0	0.0	5.5	8.0	12.5	22.0	2.0	4.5	20.0	34.5	54.5
	5.5%	0.0%	2.8%	11.0%	1.8%	3.7%	0.0%	0.0%	10.1%	14.7%	22.9%	40.4%	3.7%	8.3%	36.7%	63.3%	100.0%
Total Ladder																	
	7.0	5.0	9.5	22.2	6.0	15.0	0.0	2.0	22.5	44.2	64.0	154.7	2.0	4.5	88.5	203.3	291.8
	2.4%	1.7%	3.3%	7.6%	2.1%	5.1%	0.0%	0.7%	7.7%	15.1%	21.9%	53.0%	0.7%	1.5%	30.3%	69.7%	100.0%

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

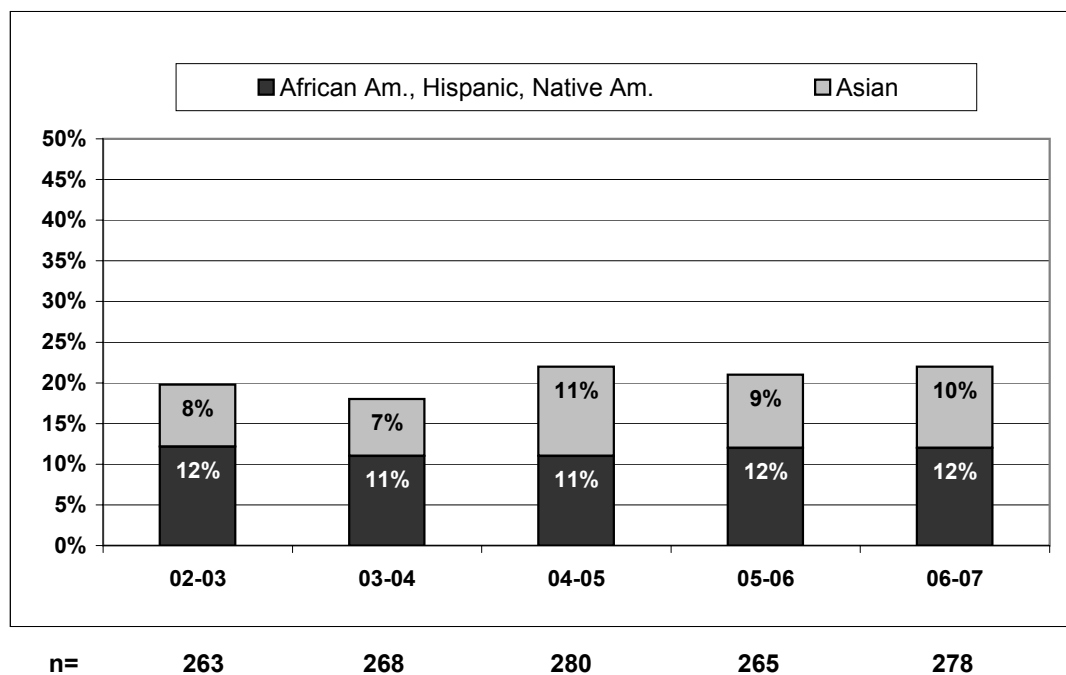
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	88.5	12.0	31.7	21.0	2.0	285.3
% of Faculty	30.3%	4.2%	11.1%	7.4%	0.7%	
Estimate of Availability	41.6%	5.4%	6.2%	4.6%	0.4%	
Expected # of Faculty	121.4	15.4	17.7	13.1	1.1	
Underutilization	-32.9	-3.4	none	none	none	

DIVISION OF SOCIAL SCIENCES *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF ANTHROPOLOGY

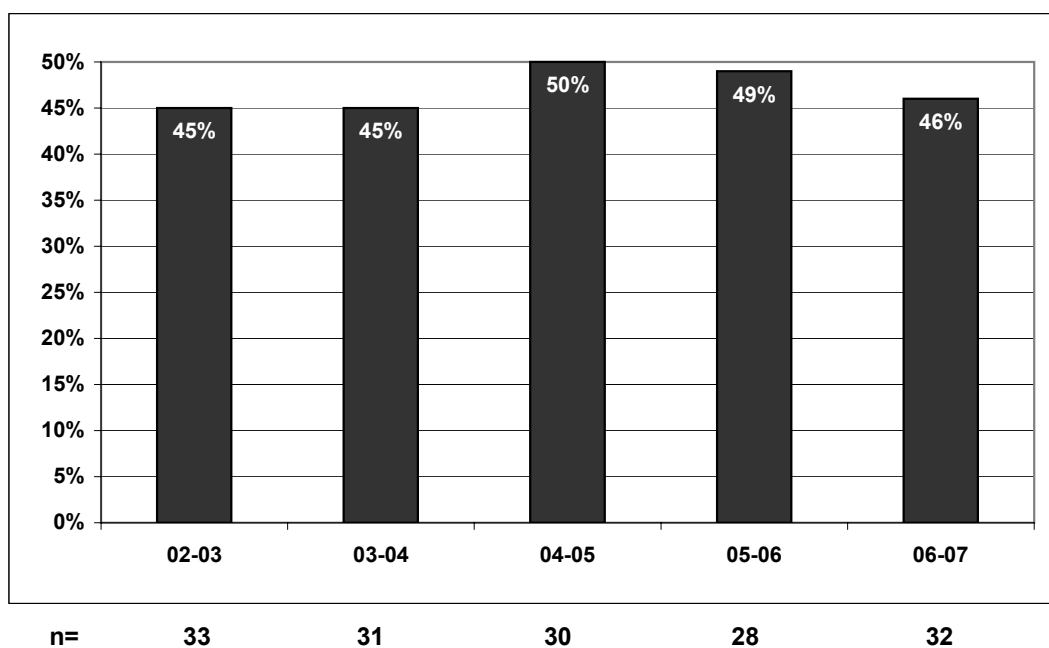
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	1.0	0.0	3.0	9.5	8.0	0.0	0.0	9.5	11.0	20.5
	0.0%	0.0%	0.0%	9.8%	0.0%	0.0%	0.0%	4.9%	0.0%	14.6%	46.3%	39.0%	0.0%	0.0%	46.3%	53.7%	100.0%
Associate Professor																	
	1.0	0.0	1.5	0.0	0.0	1.0	0.0	0.0	2.5	1.0	2.5	3.0	0.0	0.0	5.0	4.0	9.0
	11.1%	0.0%	16.7%	0.0%	0.0%	11.1%	0.0%	0.0%	27.8%	11.1%	27.8%	33.3%	0.0%	0.0%	55.6%	44.4%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0	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%	50.0%	0.0%	50.0%	0.0%	100.0%	100.0%
Total Ladder																	
	1.0	0.0	1.5	2.0	0.0	1.0	0.0	1.0	2.5	4.0	12.0	13.0	0.0	2.0	14.5	19.0	33.5
	3.0%	0.0%	4.5%	6.0%	0.0%	3.0%	0.0%	3.0%	7.5%	11.9%	35.8%	38.8%	0.0%	6.0%	43.3%	56.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

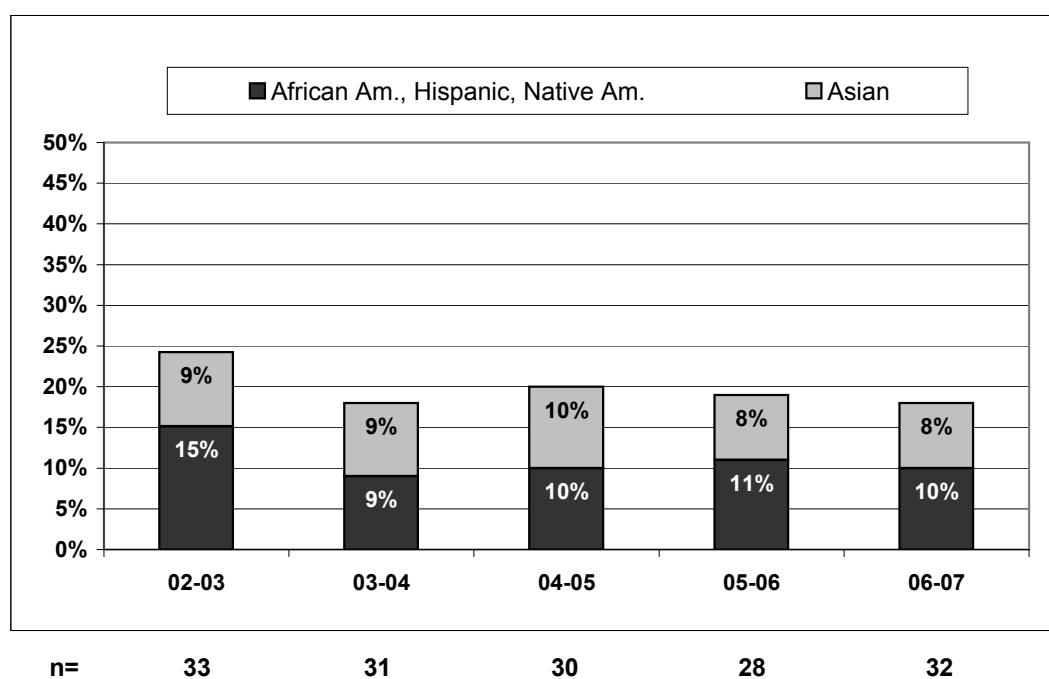
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.5	1.0	3.5	1.0	1.0	31.5
% of Faculty	43.3%	3.2%	11.1%	3.2%	3.2%	
Estimate of Availability	50.6%	3.0%	5.0%	4.4%	0.9%	
Expected # of Faculty	17.0	0.9	1.6	1.4	0.3	
Underutilization	-2.5	none	none	-0.4	none	

DEPARTMENT OF ANTHROPOLOGY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ASIAN-AMERICAN STUDIES

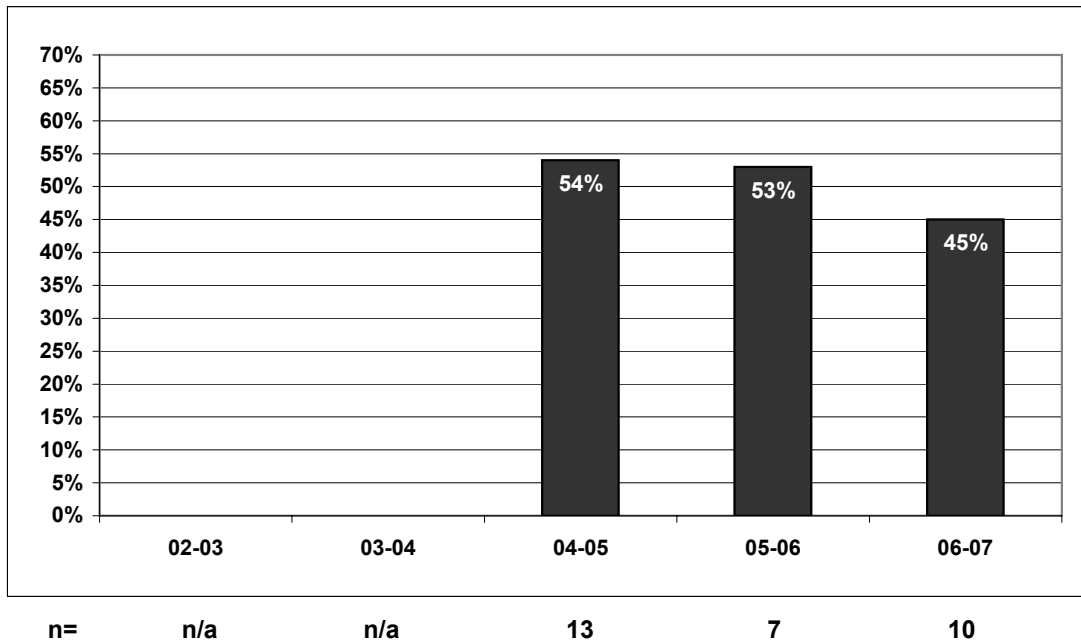
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.5	3.2	0.0	0.0	0.0	0.0	1.5	3.2	0.0	0.0	0.0	0.0	1.5	3.2	4.7
	0.0%	0.0%	32.2%	67.8%	0.0%	0.0%	0.0%	0.0%	32.2%	67.8%	0.0%	0.0%	0.0%	0.0%	32.2%	67.8%	100.0%
Associate Professor																	
	0.0	0.0	2.0	1.5	0.0	0.0	0.0	0.0	2.0	1.5	0.0	0.0	0.0	0.0	2.0	1.5	3.5
	0.0%	0.0%	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	57.1%	42.9%	0.0%	0.0%	0.0%	0.0%	57.1%	42.9%	100.0%
Assistant Professor																	
	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	0.0	0.0	1.0	0.0	2.5	2.0	4.5
	0.0%	0.0%	33.3%	44.4%	0.0%	0.0%	0.0%	0.0%	33.3%	44.4%	0.0%	0.0%	22.2%	0.0%	55.6%	44.4%	100.0%
Total Ladder																	
	0.0	0.0	5.0	6.7	0.0	0.0	0.0	0.0	5.0	6.7	0.0	0.0	1.0	0.0	6.0	6.7	12.7
	0.0%	0.0%	39.5%	52.6%	0.0%	0.0%	0.0%	0.0%	39.5%	52.6%	0.0%	0.0%	7.9%	0.0%	47.4%	52.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

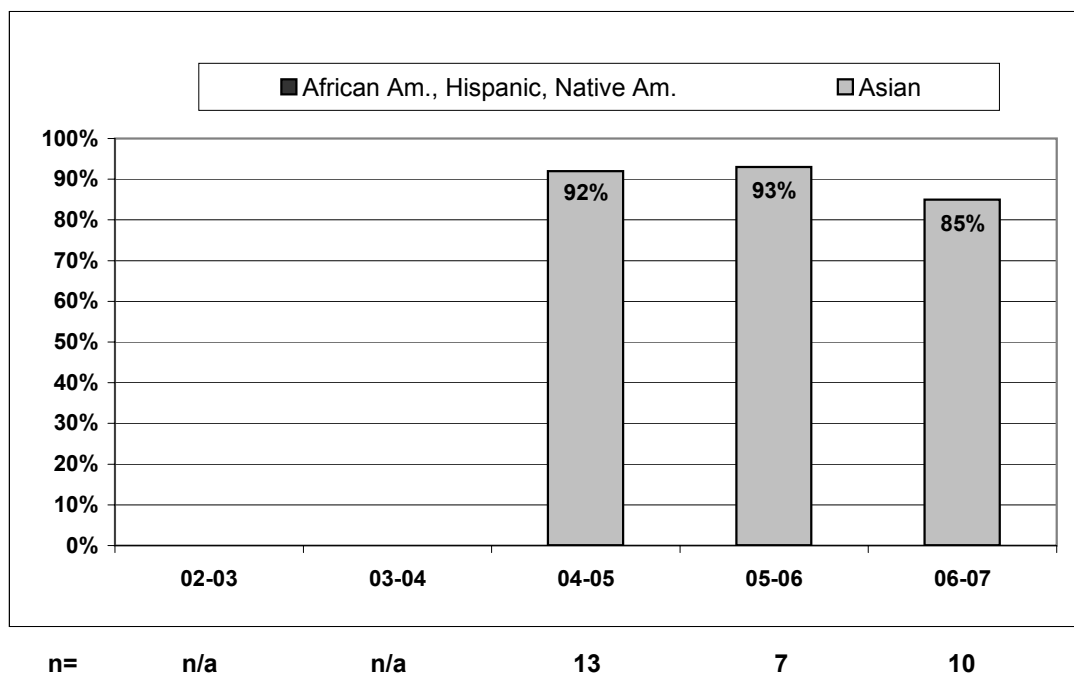
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	11.7	0.0	0.0	11.7
% of Faculty	47.4%	0.0%	100.0%	0.0%	0.0%	
Estimate of Availability	32.0%	4.1%	2.8%	3.2%	0.4%	
Expected # of Faculty	4.1	0.5	0.3	0.4	0.0	
Underutilization	none	-0.5	none	-0.4	none	

DEPARTMENT OF ASIAN-AMERICAN STUDIES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF CHICANA/O STUDIES

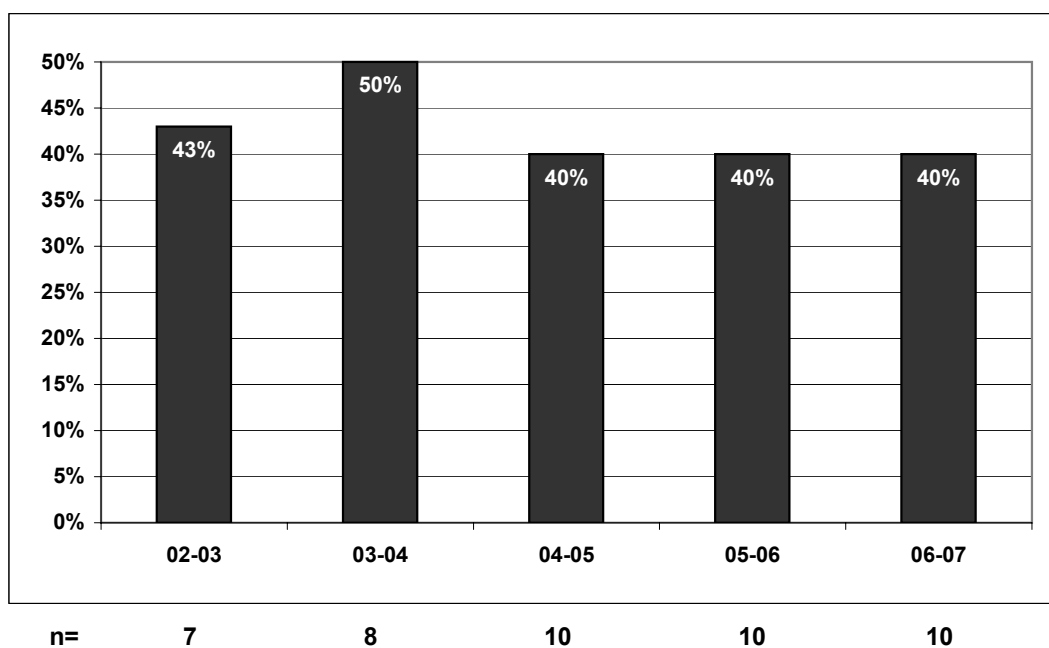
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	2.0	1.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	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	1.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	66.7%	100.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	4.0	6.0	0.0	0.0	4.0	6.0	0.0	0.0	0.0	1.0	4.0	7.0	11.0
	0.0%	0.0%	0.0%	0.0%	36.4%	54.5%	0.0%	0.0%	36.4%	54.5%	0.0%	0.0%	0.0%	9.1%	36.4%	63.6%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

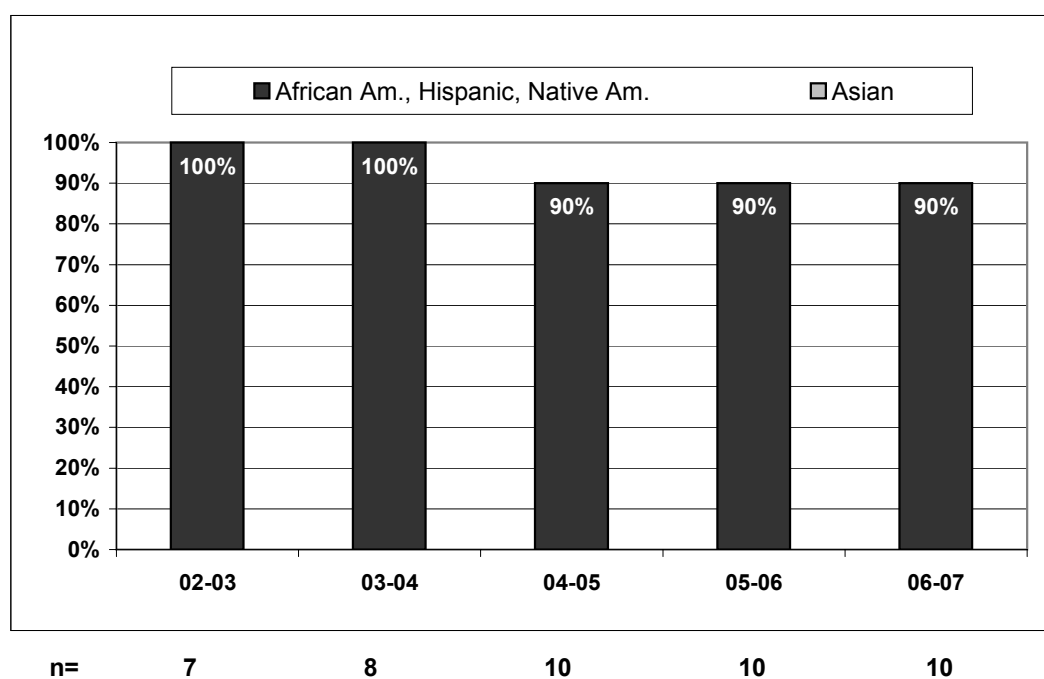
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	0.0	10.0	0.0	10.0
% of Faculty	36.4%	0.0%	0.0%	100.0%	0.0%	
Estimate of Availability	56.0%	10.4%	4.4%	16.9%	1.0%	
Expected # of Faculty	6.2	1.0	0.4	1.7	0.1	
Underutilization	-2.2	-1.0	-0.4	none	-0.1	

DEPARTMENT OF CHICANA/O STUDIES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF COMMUNICATION STUDIES

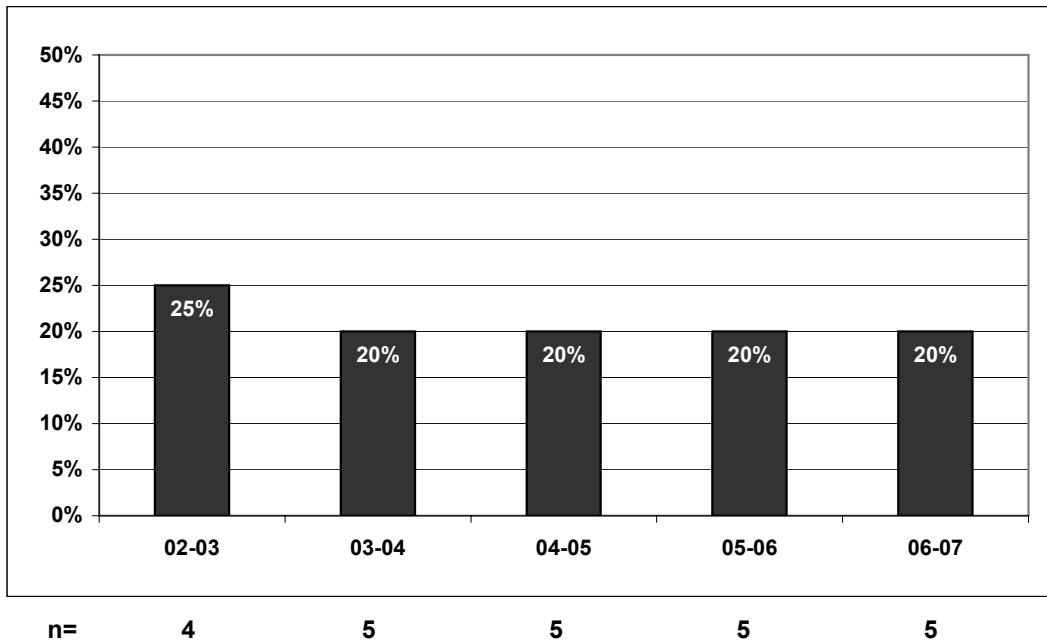
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	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	0.5	1.0	0.0	0.0	0.5	1.0	1.5
	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%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	3.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	20.0%	80.0%	100.0%
Total Ladder	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.5	5.0	0.0	0.0	1.5	6.0	7.5
	0.0%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	20.0%	66.7%	0.0%	0.0%	20.0%	80.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

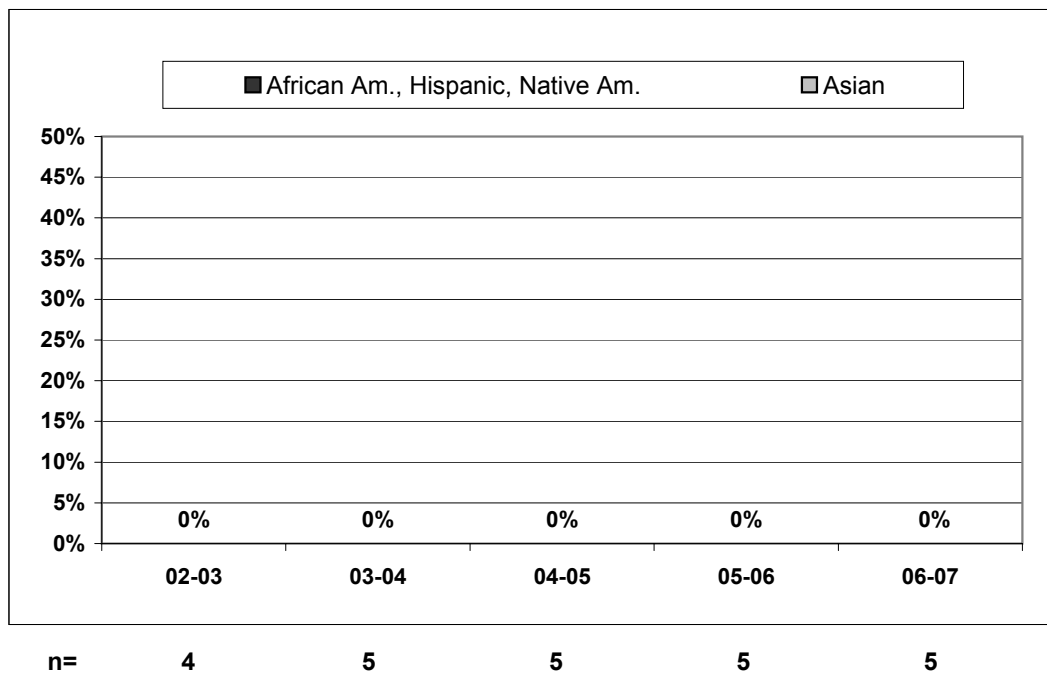
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	1.0	0.0	0.0	7.5
% of Faculty	20.0%	0.0%	13.3%	0.0%	0.0%	
Estimate of Availability	54.3%	4.8%	3.6%	3.6%	0.4%	
Expected # of Faculty	4.1	0.4	0.3	0.3	0.0	
Underutilization	-2.6	-0.4	none	-0.3	none	

DEPARTMENT OF COMMUNICATION STUDIES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ECONOMICS

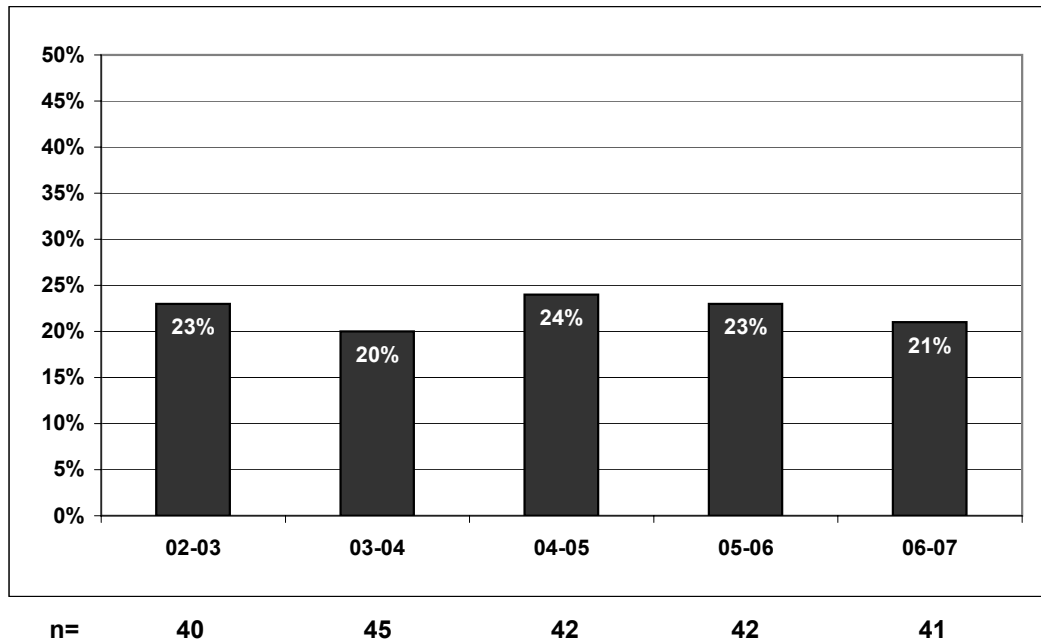
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	1.0	2.0	3.5	17.0	0.0	0.0	4.5	19.0	23.5
	0.0%	0.0%	0.0%	8.5%	4.3%	0.0%	0.0%	0.0%	4.3%	8.5%	14.9%	72.3%	0.0%	0.0%	19.1%	80.9%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	3.0	0.0	0.0	2.0	3.0	5.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	3.0	10.0	0.0	0.0	3.0	12.0	15.0
	0.0%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	20.0%	66.7%	0.0%	0.0%	20.0%	80.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	4.0	1.0	0.0	0.0	0.0	1.0	4.0	8.5	30.0	0.0	0.0	9.5	34.0	43.5
	0.0%	0.0%	0.0%	9.2%	2.3%	0.0%	0.0%	0.0%	2.3%	9.2%	19.5%	69.0%	0.0%	0.0%	21.8%	78.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

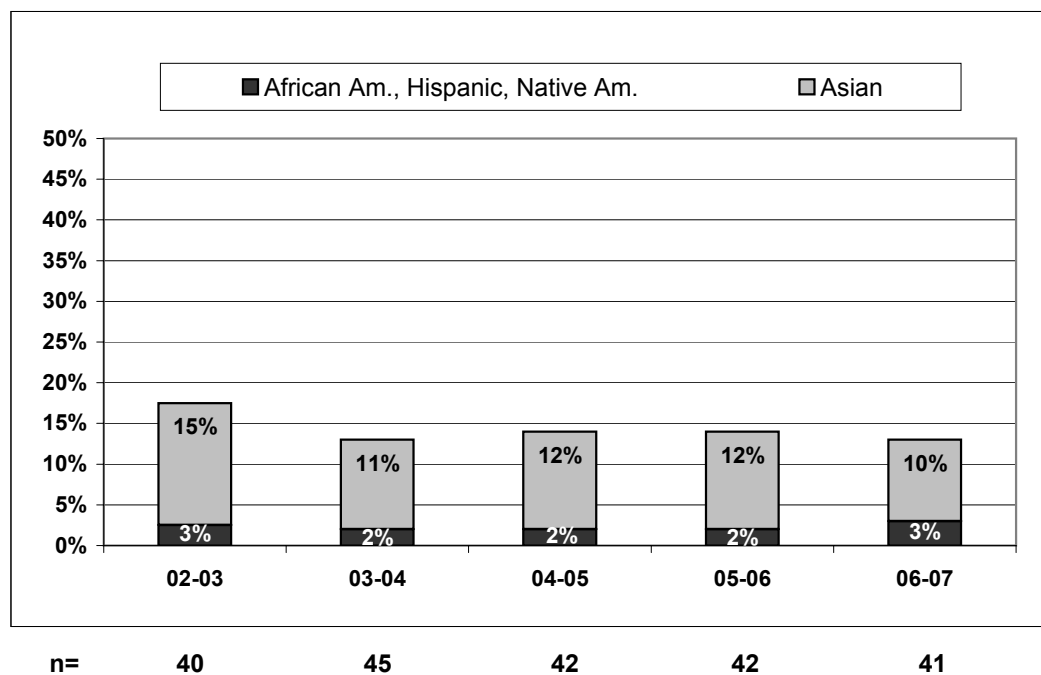
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.5	0.0	4.0	1.0	0.0	43.5
% of Faculty	21.8%	0.0%	9.2%	2.3%	0.0%	
Estimate of Availability	28.7%	3.8%	11.4%	3.3%	0.2%	
Expected # of Faculty	12.5	1.7	5.0	1.4	0.1	
Underutilization	-3.0	-1.7	-1.0	-0.4	-0.1	

DEPARTMENT OF ECONOMICS
Trends

Percent Women



Percent Minorities



DEPARTMENT OF GEOGRAPHY

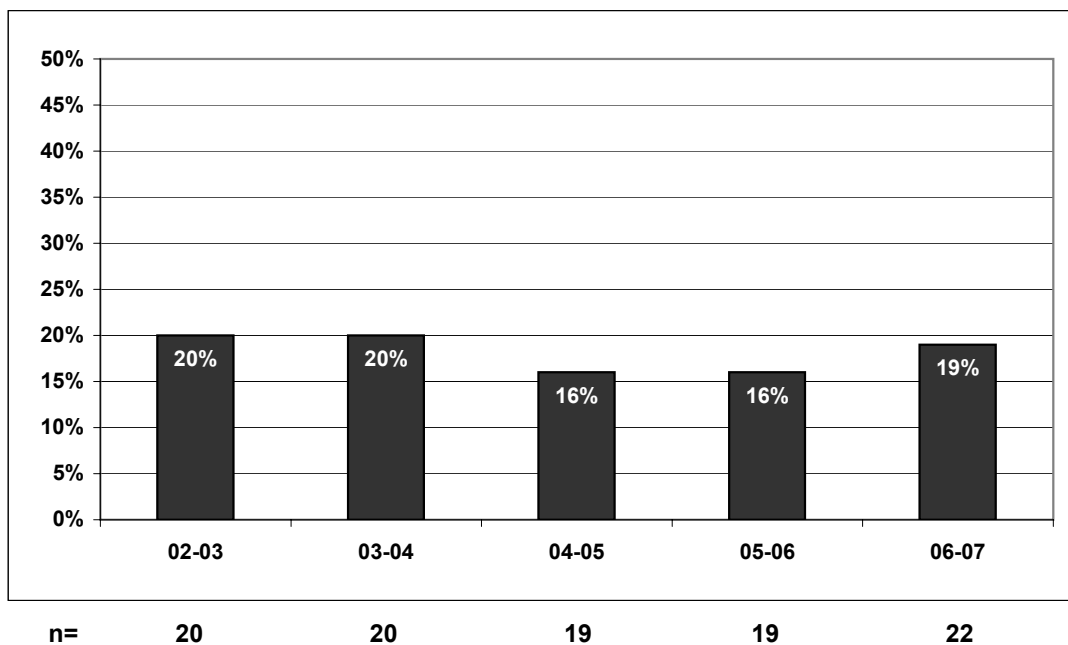
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	1.0	11.5	0.0	0.0	3.0	12.5	15.5
	6.5%	0.0%	6.5%	6.5%	0.0%	0.0%	0.0%	0.0%	12.9%	6.5%	6.5%	74.2%	0.0%	0.0%	19.4%	80.6%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0	3.0	3.0
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	100.0%
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	1.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	25.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	1.0	0.0	1.0	3.0	0.0	0.0	0.0	0.0	2.0	3.0	2.0	14.5	1.0	0.0	5.0	17.5	22.5
	4.4%	0.0%	4.4%	13.3%	0.0%	0.0%	0.0%	0.0%	8.9%	13.3%	8.9%	64.4%	4.4%	0.0%	22.2%	77.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

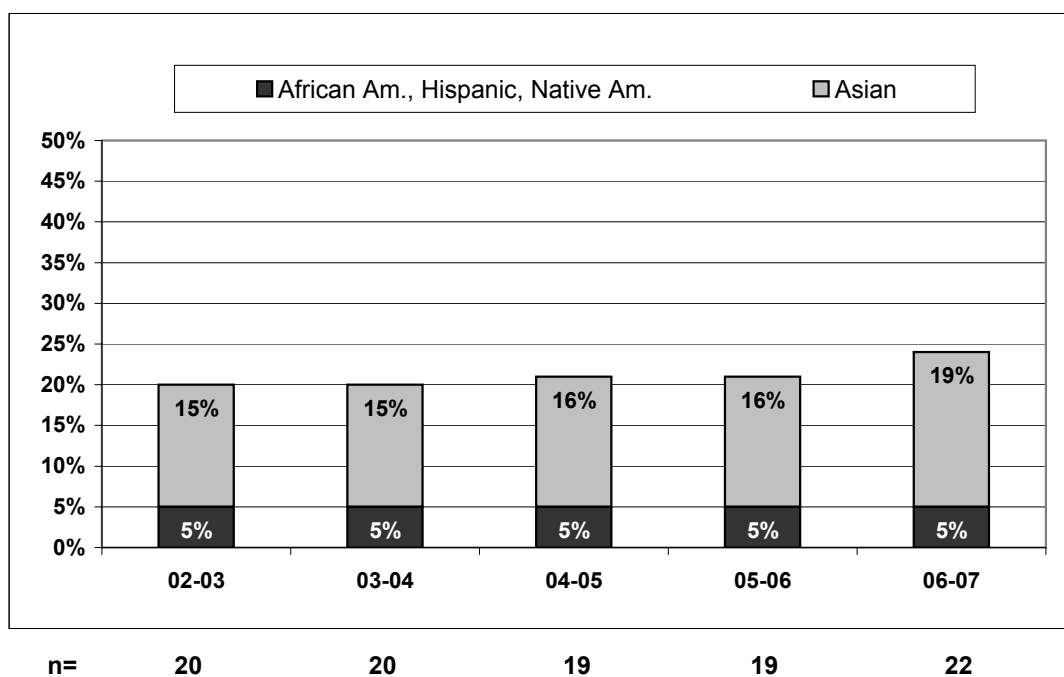
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	4.0	0.0	0.0	21.5
% of Faculty	22.2%	4.7%	18.6%	0.0%	0.0%	
Estimate of Availability	32.6%	2.2%	5.4%	2.6%	0.5%	
Expected # of Faculty	7.3	0.5	1.2	0.6	0.1	
Underutilization	-2.3	none	none	-0.6	-0.1	

DEPARTMENT OF GEOGRAPHY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF HISTORY

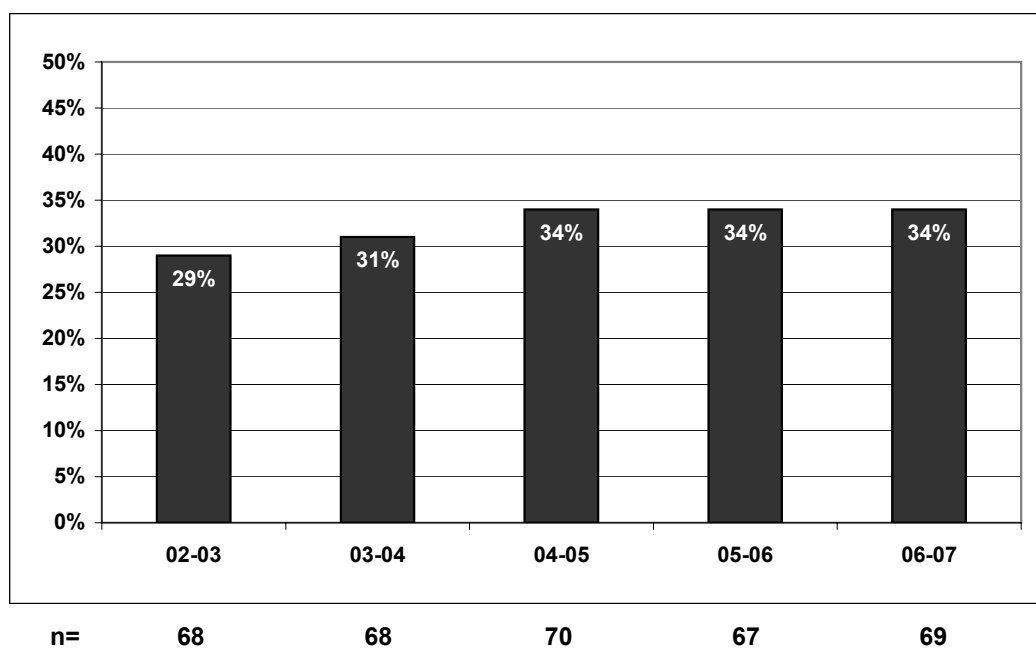
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	2.0	0.0	3.0	0.0	0.0	1.0	6.0	11.5	27.2	0.0	0.0	12.5	33.2	45.7
	2.2%	2.2%	0.0%	4.4%	0.0%	6.6%	0.0%	0.0%	2.2%	13.1%	25.2%	59.5%	0.0%	0.0%	27.4%	72.6%	100.0%
Associate Professor																	
	1.0	1.0	1.5	1.5	0.0	0.0	0.0	0.0	2.5	2.5	5.0	7.0	0.0	0.0	7.5	9.5	17.0
	5.9%	5.9%	8.8%	8.8%	0.0%	0.0%	0.0%	0.0%	14.7%	14.7%	29.4%	41.2%	0.0%	0.0%	44.1%	55.9%	100.0%
Assistant Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0	3.0	0.0	0.5	4.0	3.5	7.5
	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	0.0%	40.0%	40.0%	0.0%	6.7%	53.3%	46.7%	100.0%
Total Ladder																	
	3.0	2.0	1.5	3.5	0.0	3.0	0.0	0.0	4.5	8.5	19.5	37.2	0.0	0.5	24.0	46.2	70.2
	4.3%	2.9%	2.1%	5.0%	0.0%	4.3%	0.0%	0.0%	6.4%	12.1%	27.8%	53.0%	0.0%	0.7%	34.2%	65.8%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

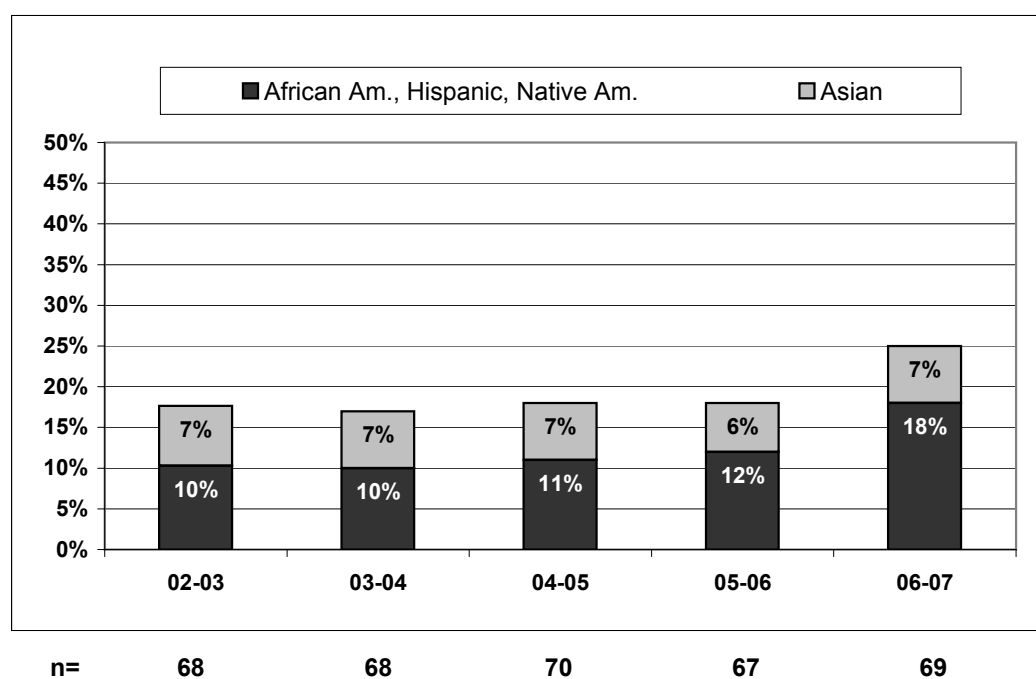
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	24.0	5.0	5.0	3.0	0.0	69.7
% of Faculty	34.2%	7.2%	7.2%	4.3%	0.0%	
Estimate of Availability	35.9%	5.2%	4.5%	5.5%	0.2%	
Expected # of Faculty	25.2	3.6	3.1	3.8	0.1	
Underutilization	-1.2	none	none	-0.8	-0.1	

DEPARTMENT OF HISTORY *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF POLITICAL SCIENCE

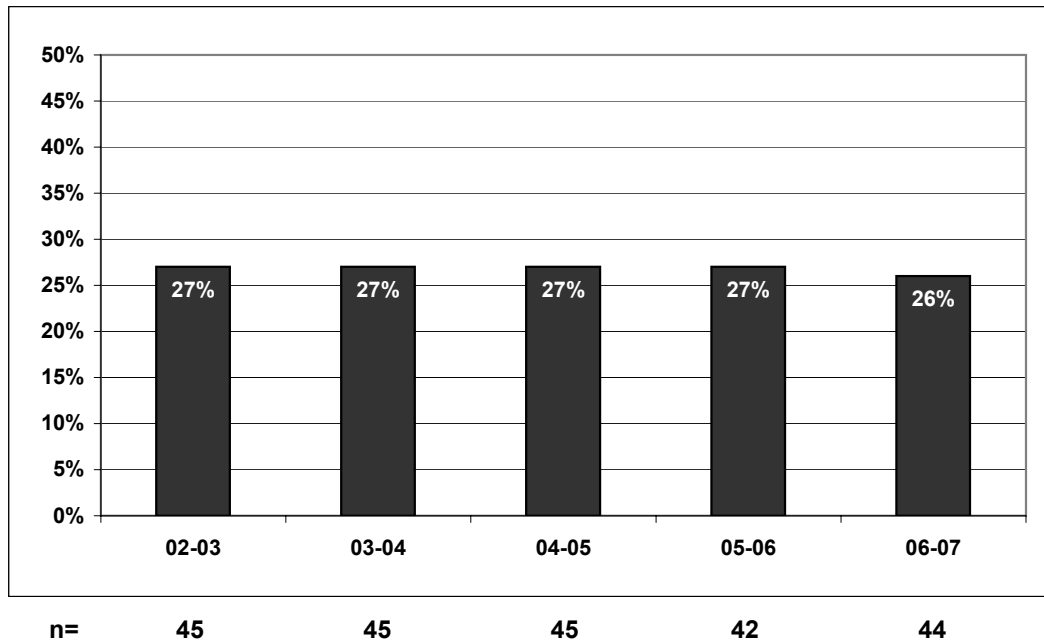
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	6.5	18.0	0.0	0.0	6.5	19.0	25.5
	0.0%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	25.5%	70.6%	0.0%	0.0%	25.5%	74.5%	100.0%
Associate Professor																	
	0.0	1.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	4.0	1.0	8.0	0.0	0.0	1.0	12.0	13.0
	0.0%	7.7%	0.0%	15.4%	0.0%	7.7%	0.0%	0.0%	0.0%	30.8%	7.7%	61.5%	0.0%	0.0%	7.7%	92.3%	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	1.0	0.0	1.0	3.0	2.0	5.0
	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	40.0%	20.0%	0.0%	20.0%	60.0%	40.0%	100.0%
Total Ladder																	
	1.0	2.0	0.0	2.0	0.0	1.0	0.0	0.0	1.0	5.0	9.5	27.0	0.0	1.0	10.5	33.0	43.5
	2.3%	4.6%	0.0%	4.6%	0.0%	2.3%	0.0%	0.0%	2.3%	11.5%	21.8%	62.1%	0.0%	2.3%	24.1%	75.9%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

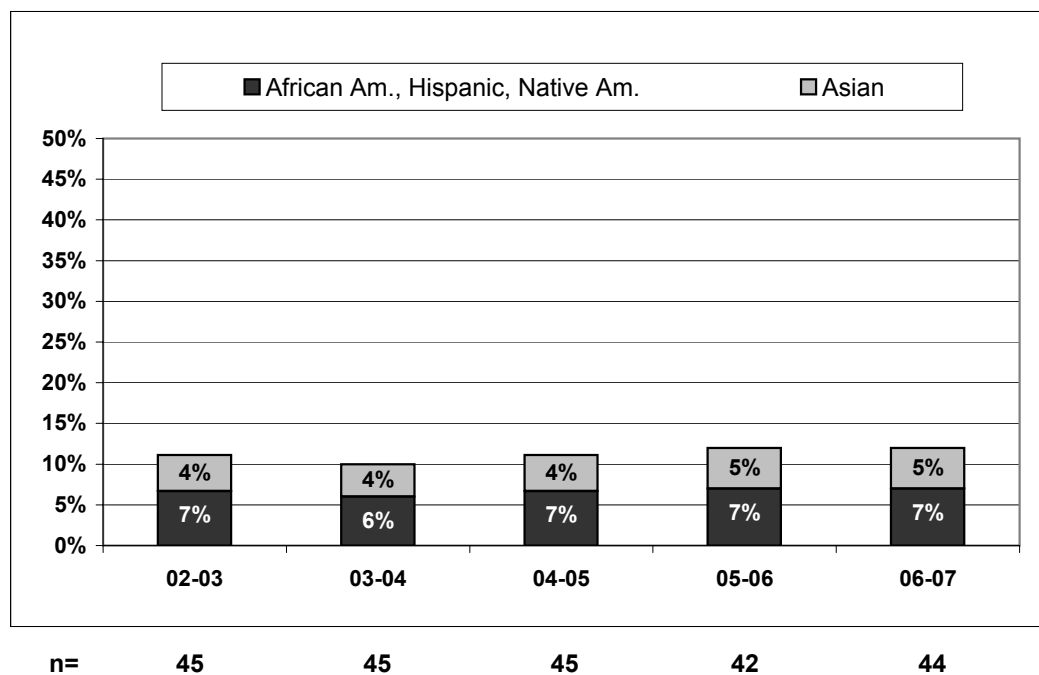
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	10.5	3.0	2.0	1.0	0.0	42.5
% of Faculty	24.1%	7.1%	4.7%	2.4%	0.0%	
Estimate of Availability	32.0%	5.9%	5.5%	3.3%	0.4%	
Expected # of Faculty	13.9	2.5	2.3	1.4	0.2	
Underutilization	-3.4	none	-0.3	-0.4	-0.2	

DEPARTMENT OF POLITICAL SCIENCE
Trends

Percent Women



Percent Minorities



DEPARTMENT OF SOCIOLOGY

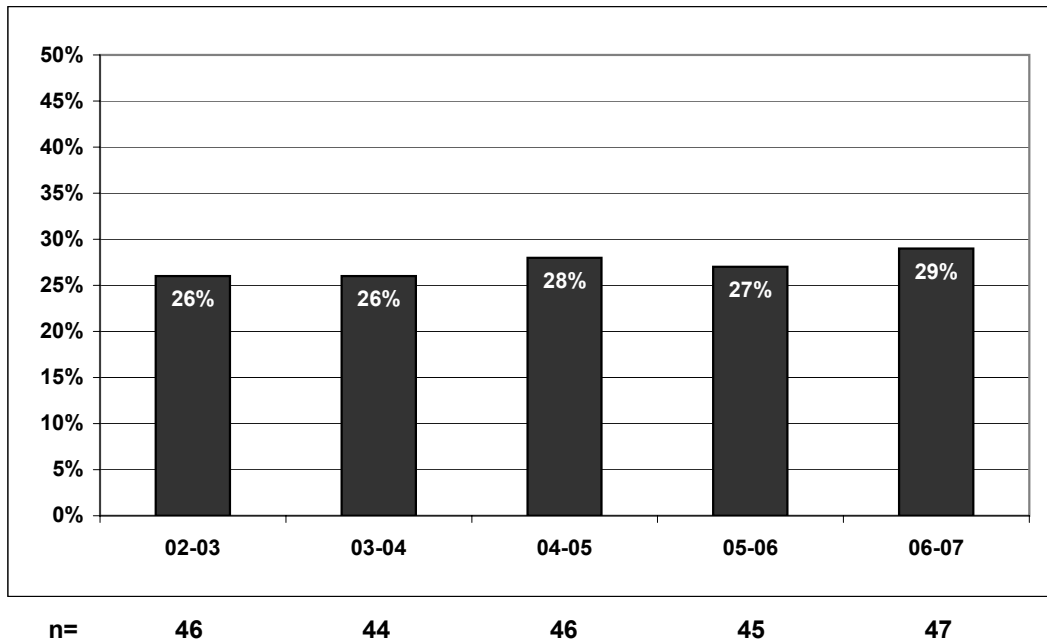
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	0.5	0.0	0.0	2.0	0.0	1.0	0.5	4.0	6.0	22.0	0.0	0.0	6.5	26.0	32.5
	0.0%	3.1%	1.5%	0.0%	0.0%	6.2%	0.0%	3.1%	1.5%	12.3%	18.5%	67.7%	0.0%	0.0%	20.0%	80.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	2.0	3.0	0.0	0.0	3.0	4.0	7.0
	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	14.3%	14.3%	28.6%	42.9%	0.0%	0.0%	42.9%	57.1%	100.0%
Assistant Professor																	
	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	2.0	2.0	0.0	0.0	3.0	3.0	6.0
	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	33.3%	33.3%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	1.0	1.0	0.5	0.0	1.0	4.0	0.0	1.0	2.5	6.0	10.0	27.0	0.0	0.0	12.5	33.0	45.5
	2.2%	2.2%	1.1%	0.0%	2.2%	8.8%	0.0%	2.2%	5.5%	13.2%	22.0%	59.3%	0.0%	0.0%	27.5%	72.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

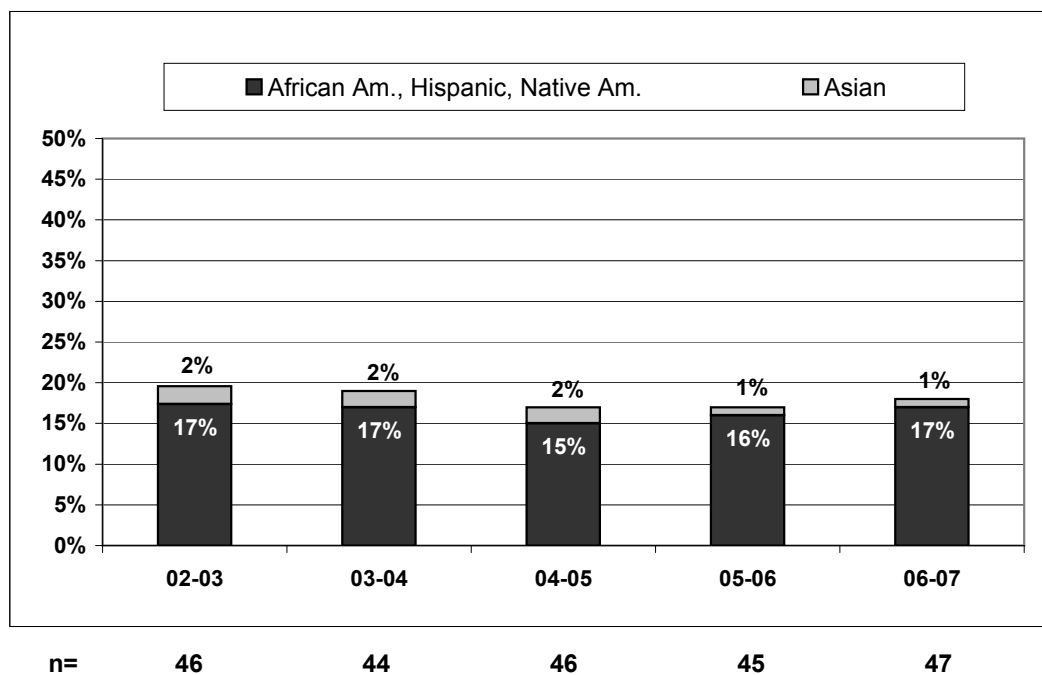
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	12.5	2.0	0.5	5.0	1.0	45.5
% of Faculty	27.5%	4.4%	1.1%	11.0%	2.2%	
Estimate of Availability	55.4%	7.7%	5.9%	4.8%	0.7%	
Expected # of Faculty	25.2	3.5	2.7	2.2	0.3	
Underutilization	-12.7	-1.5	-2.2	none	none	

DEPARTMENT OF SOCIOLOGY
Trends

Percent Women



Percent Minorities



THE ANDERSON SCHOOL OF MANAGEMENT

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	7.0	0.0	2.0	0.0	0.0	0.0	9.0	2.0	35.5	0.0	0.0	2.0	44.5	46.5
	0.0%	0.0%	0.0%	15.1%	0.0%	4.3%	0.0%	0.0%	0.0%	19.4%	4.3%	76.3%	0.0%	0.0%	4.3%	95.7%	100.0%
Associate Professor																	
	0.0	1.0	1.0	5.0	0.0	1.0	0.0	0.0	1.0	7.0	2.0	4.0	0.0	0.0	3.0	11.0	14.0
	0.0%	7.1%	7.1%	35.7%	0.0%	7.1%	0.0%	0.0%	7.1%	50.0%	14.3%	28.6%	0.0%	0.0%	21.4%	78.6%	100.0%
Assistant Professor																	
	0.0	0.0	3.0	1.0	0.0	4.0	0.0	0.0	3.0	5.0	1.0	9.0	0.0	0.0	4.0	14.0	18.0
	0.0%	0.0%	16.7%	5.6%	0.0%	22.2%	0.0%	0.0%	16.7%	27.8%	5.6%	50.0%	0.0%	0.0%	22.2%	77.8%	100.0%
Total Ladder																	
	0.0	1.0	4.0	13.0	0.0	7.0	0.0	0.0	4.0	21.0	5.0	48.5	0.0	0.0	9.0	69.5	78.5
	0.0%	1.3%	5.1%	16.6%	0.0%	8.9%	0.0%	0.0%	5.1%	26.8%	6.4%	61.8%	0.0%	0.0%	11.5%	88.5%	100.0%

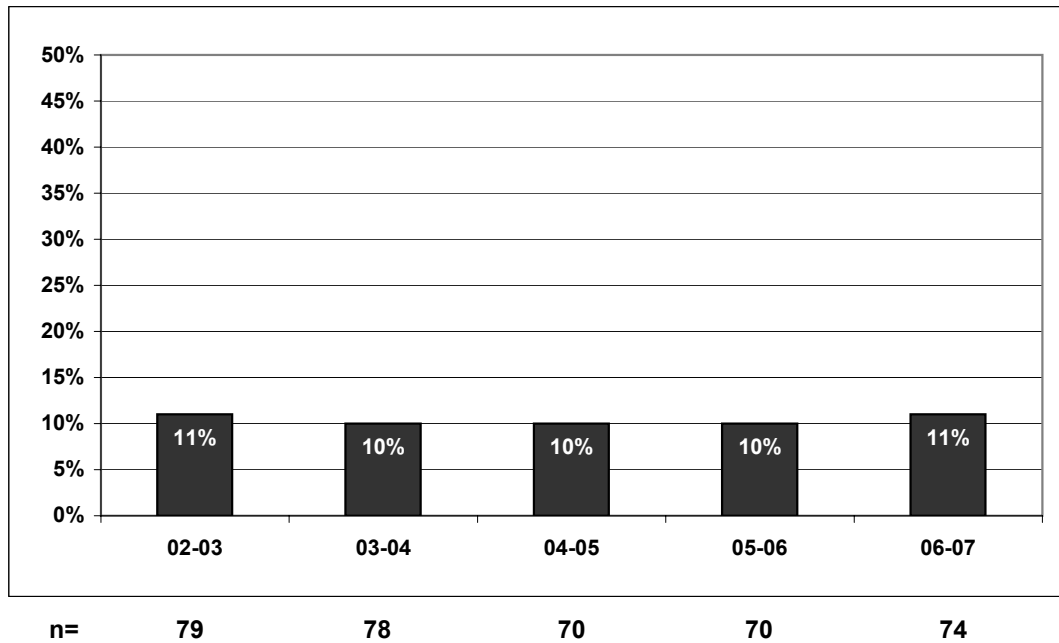
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.0	1.0	17.0	7.0	0.0	78.5
% of Faculty	11.5%	1.3%	21.7%	8.9%	0.0%	
Estimate of Availability	30.9%	4.2%	11.3%	2.5%	0.4%	
Expected # of Faculty	24.3	3.3	8.9	2.0	0.3	
Underutilization	-15.3	-2.3	none	none	-0.3	

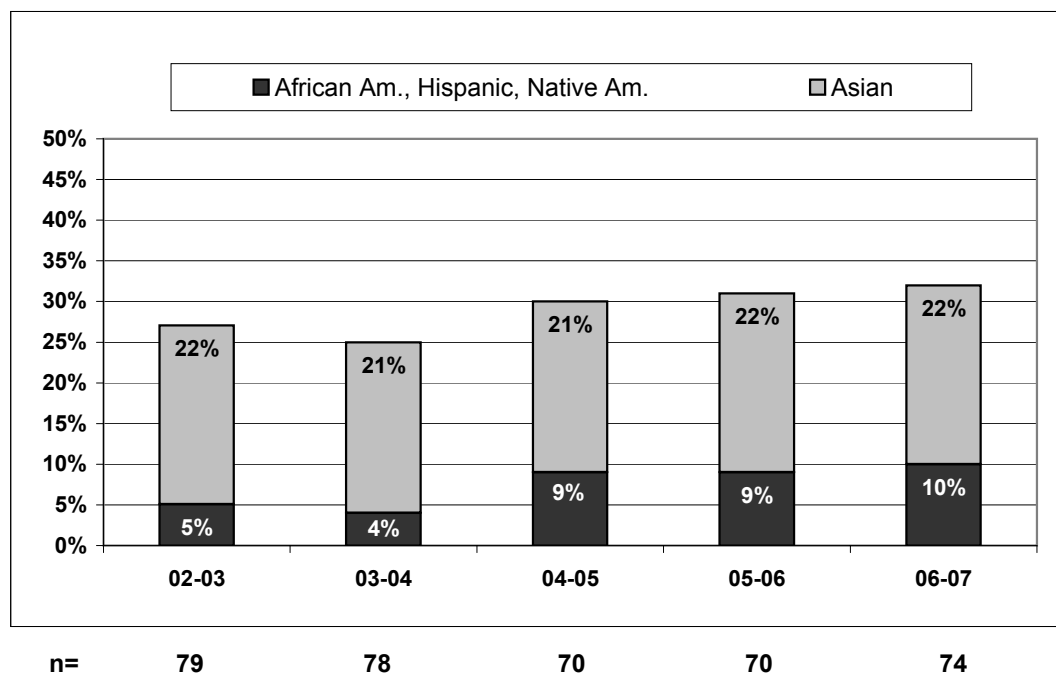
THE ANDERSON SCHOOL OF MANAGEMENT

Trends

Percent Women



Percent Minorities



SCHOOL OF ARTS AND ARCHITECTURE

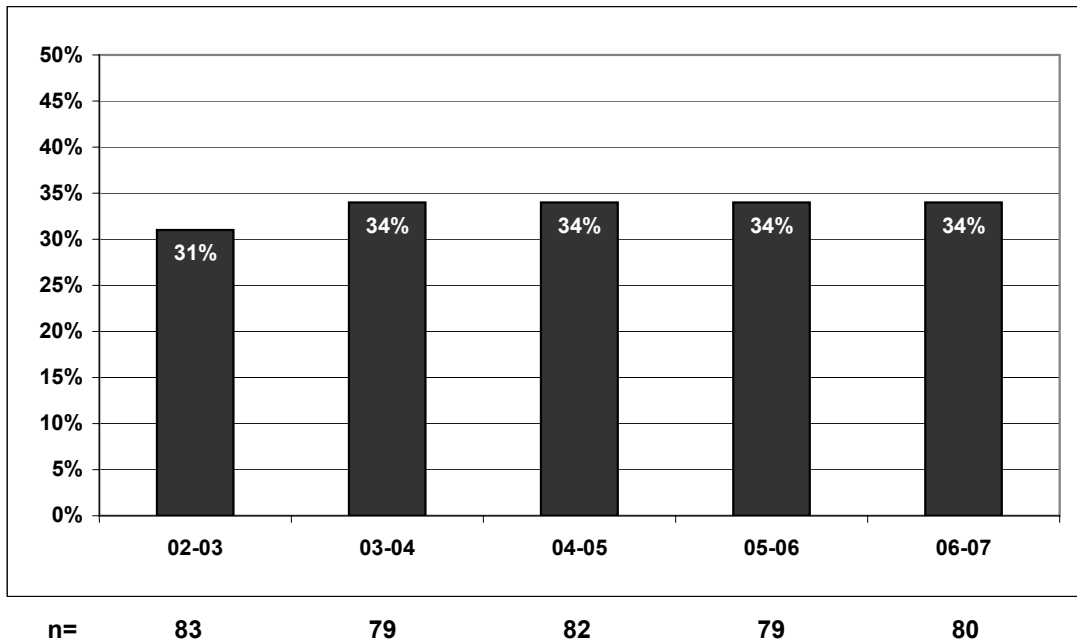
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	2.0	1.0	3.0	2.0	4.0	0.0	0.0	4.0	9.0	17.5	32.2	0.0	0.0	21.5	41.2	62.7
	1.6%	3.2%	1.6%	4.8%	3.2%	6.4%	0.0%	0.0%	6.4%	14.4%	27.9%	51.3%	0.0%	0.0%	34.3%	65.7%	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	1.0	2.0	0.0	0.0	0.0	0.0	1.0	2.0	0.0	1.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Total Ladder																	
	2.0	2.0	3.0	5.0	2.0	4.0	1.0	0.0	8.0	11.0	18.5	41.2	0.0	1.0	26.5	53.2	79.7
	2.5%	2.5%	3.8%	6.3%	2.5%	5.0%	1.3%	0.0%	10.0%	13.8%	23.2%	51.7%	0.0%	1.3%	33.3%	66.7%	100.0%

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

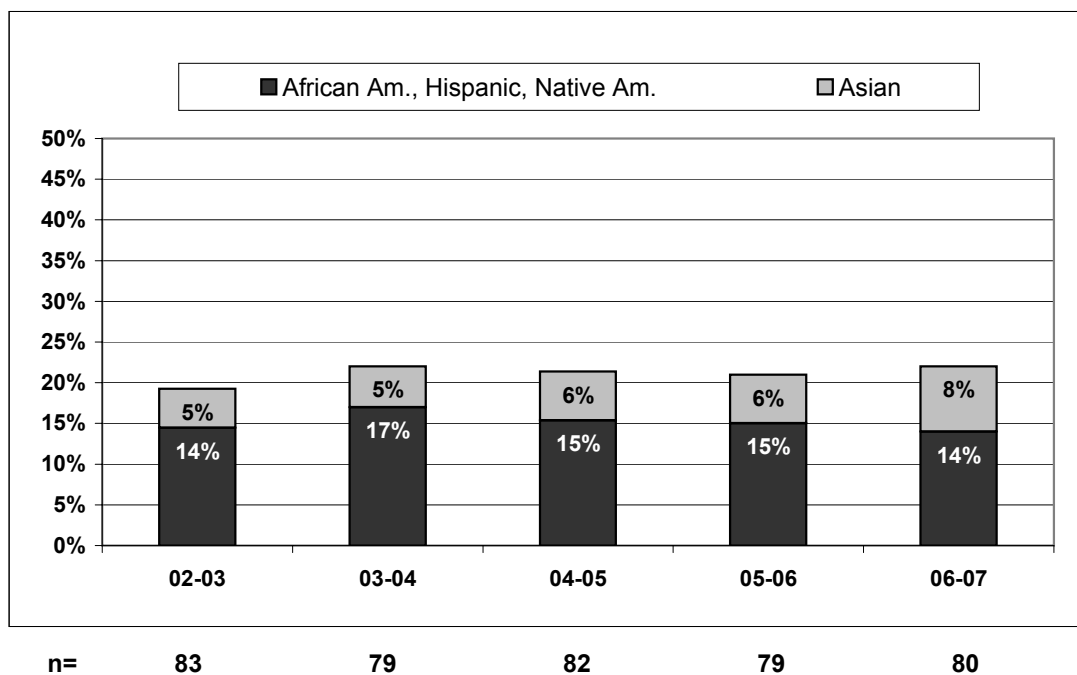
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	26.5	4.0	8.0	6.0	1.0	78.7
% of Faculty	33.3%	5.1%	10.2%	7.6%	1.3%	
Estimate of Availability	43.0%	5.6%	4.8%	4.0%	0.9%	
Expected # of Faculty	34.3	4.4	3.8	3.1	0.7	
Underutilization	-7.8	-0.4	none	none	none	

SCHOOL OF ARTS AND ARCHITECTURE *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF ARCHITECTURE & URBAN DESIGN

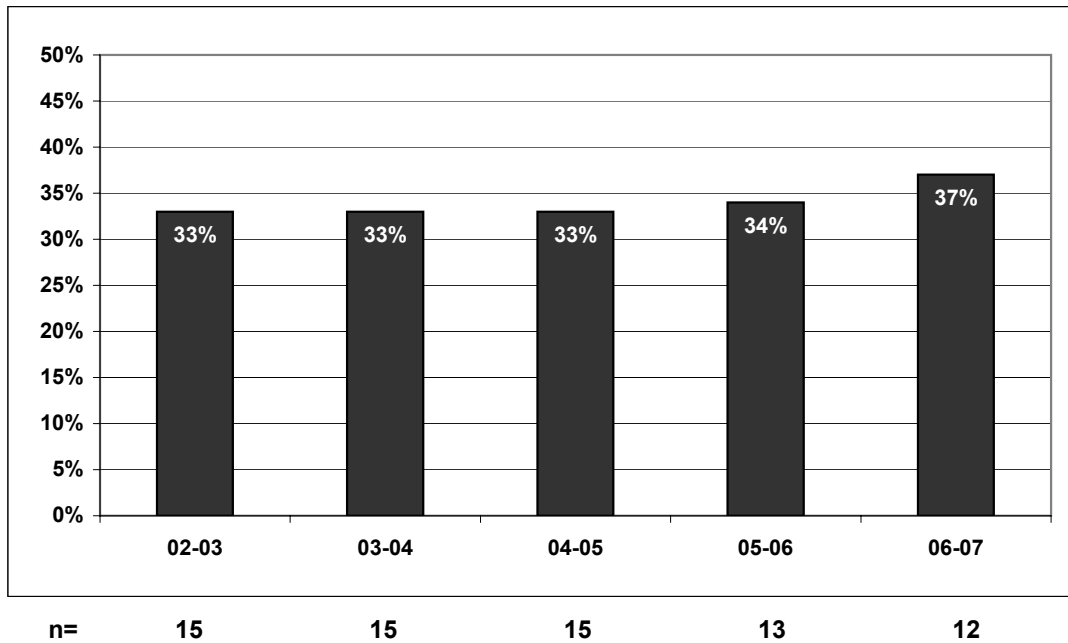
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	4.5	3.7	0.0	0.0	4.5	5.7	10.2
	0.0%	0.0%	0.0%	9.8%	0.0%	9.8%	0.0%	0.0%	0.0%	19.7%	44.2%	36.1%	0.0%	0.0%	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	2.0	0.0	1.0	0.0	0.0	0.0	3.0	4.5	4.7	0.0	0.0	4.5	7.7	12.2
	0.0%	0.0%	0.0%	16.4%	0.0%	8.2%	0.0%	0.0%	0.0%	24.7%	37.0%	38.4%	0.0%	0.0%	37.0%	63.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

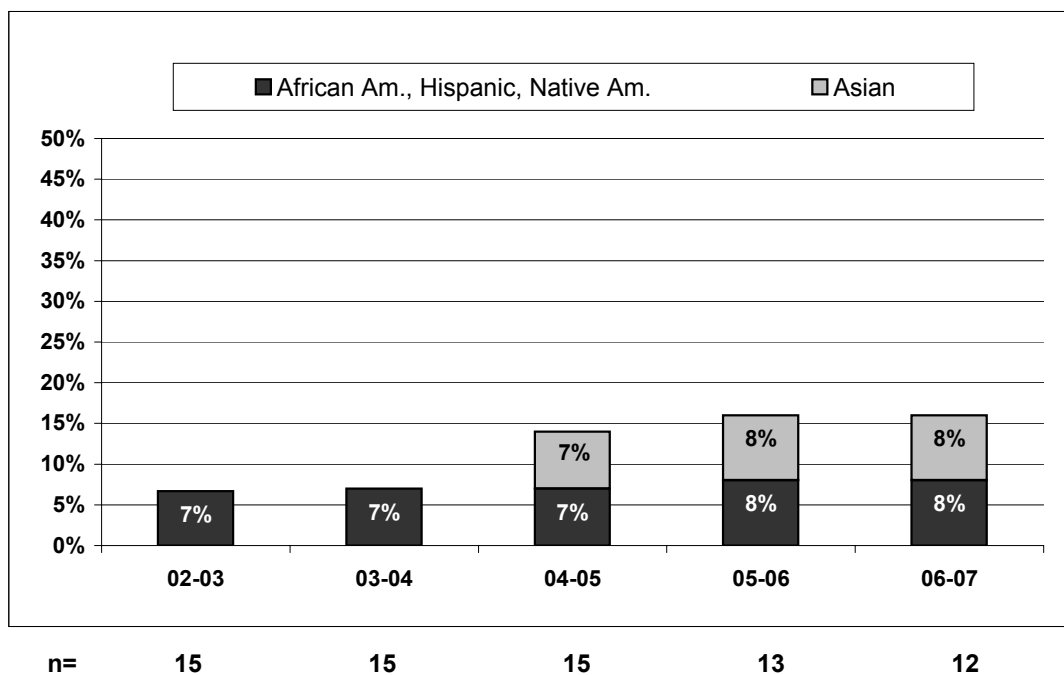
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.5	0.0	2.0	1.0	0.0	12.2
% of Faculty	37.0%	0.0%	16.4%	8.2%	0.0%	
Estimate of Availability	24.6%	5.3%	6.3%	7.2%	0.5%	
Expected # of Faculty	3.0	0.6	0.8	0.9	0.1	
Underutilization	none	-0.6	none	none	-0.1	

DEPARTMENT OF ARCHITECTURE & URBAN DESIGN
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ART

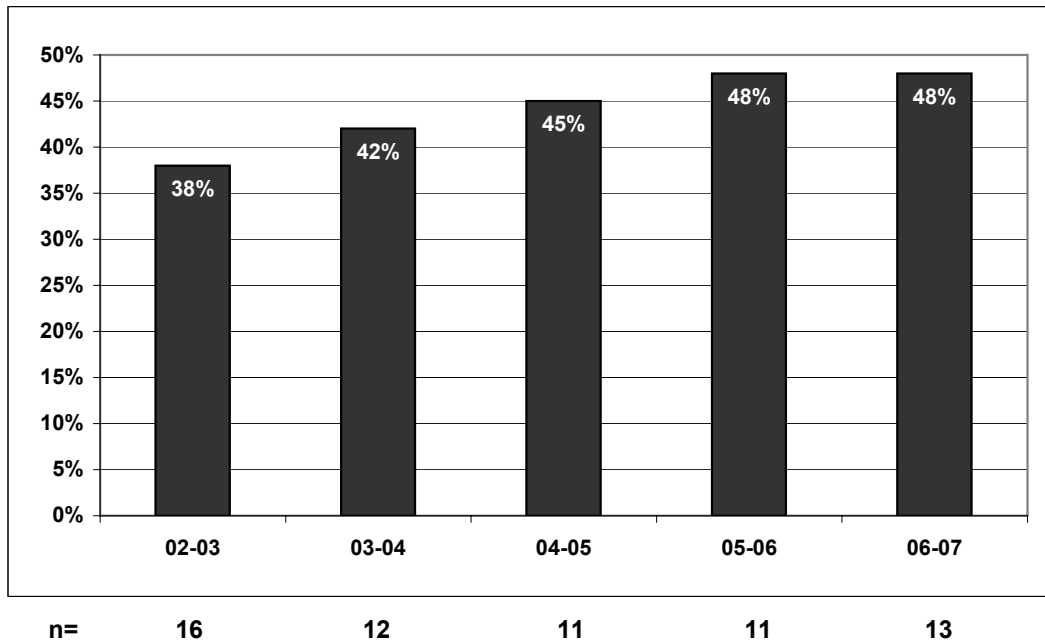
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	6.0	5.0	0.0	0.0	6.0	6.0	12.0
	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	8.3%	50.0%	41.7%	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	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	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	7.0	6.0	0.0	0.0	7.0	7.0	14.0
	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	7.1%	50.0%	42.9%	0.0%	0.0%	50.0%	50.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

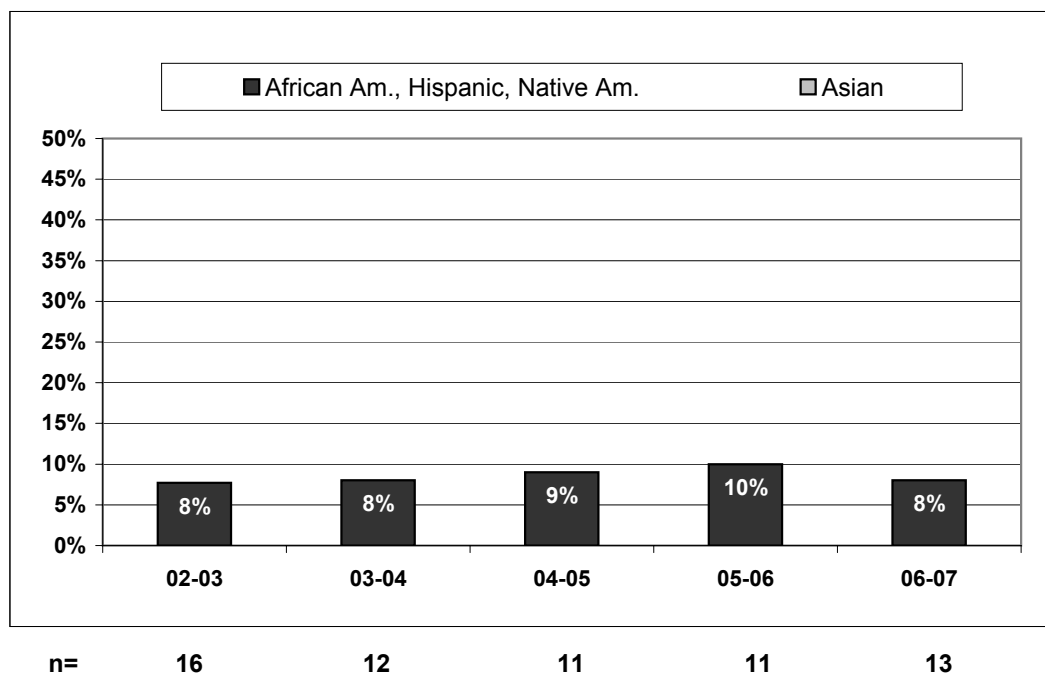
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	0.0	1.0	0.0	14.0
% of Faculty	50.0%	0.0%	0.0%	7.1%	0.0%	
Estimate of Availability	37.4%	6.2%	2.2%	0.5%	2.9%	
Expected # of Faculty	5.2	0.9	0.3	0.1	0.4	
Underutilization	none	-0.9	-0.3	none	-0.4	

DEPARTMENT OF ART
Trends

Percent Women



Percent Minorities



DEPARTMENT OF DESIGN | MEDIA ARTS

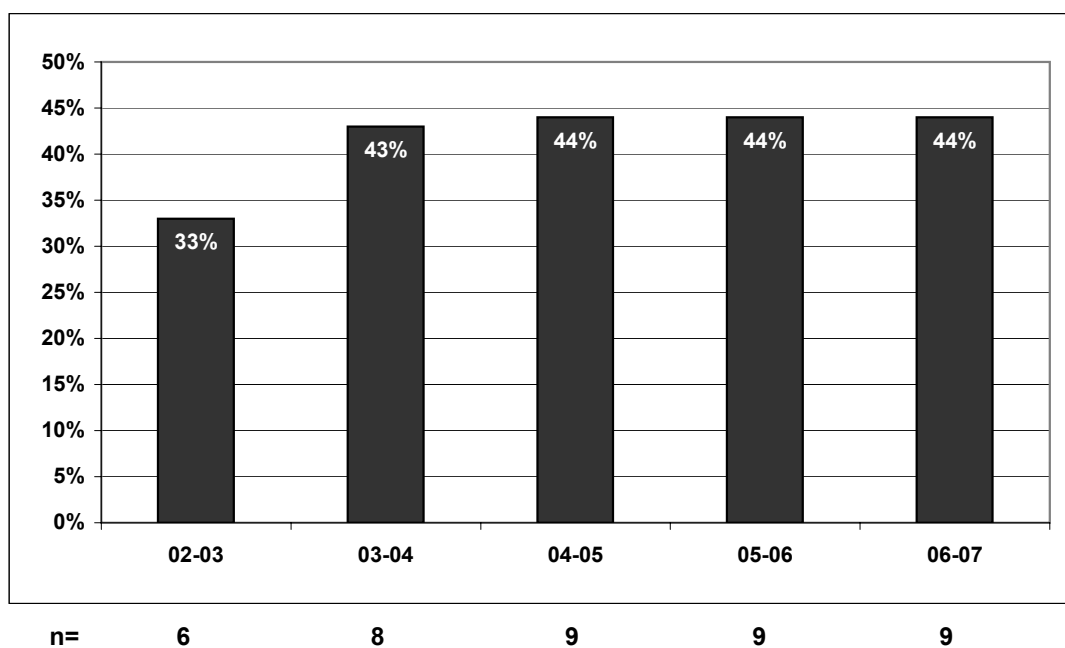
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0	4.0	0.0	0.0	4.0	5.0	9.0
	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	11.1%	11.1%	33.3%	44.4%	0.0%	0.0%	44.4%	55.6%	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	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	1.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0	4.0	0.0	1.0	4.0	6.0	10.0
	0.0%	0.0%	0.0%	10.0%	10.0%	0.0%	0.0%	0.0%	10.0%	10.0%	30.0%	40.0%	0.0%	10.0%	40.0%	60.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

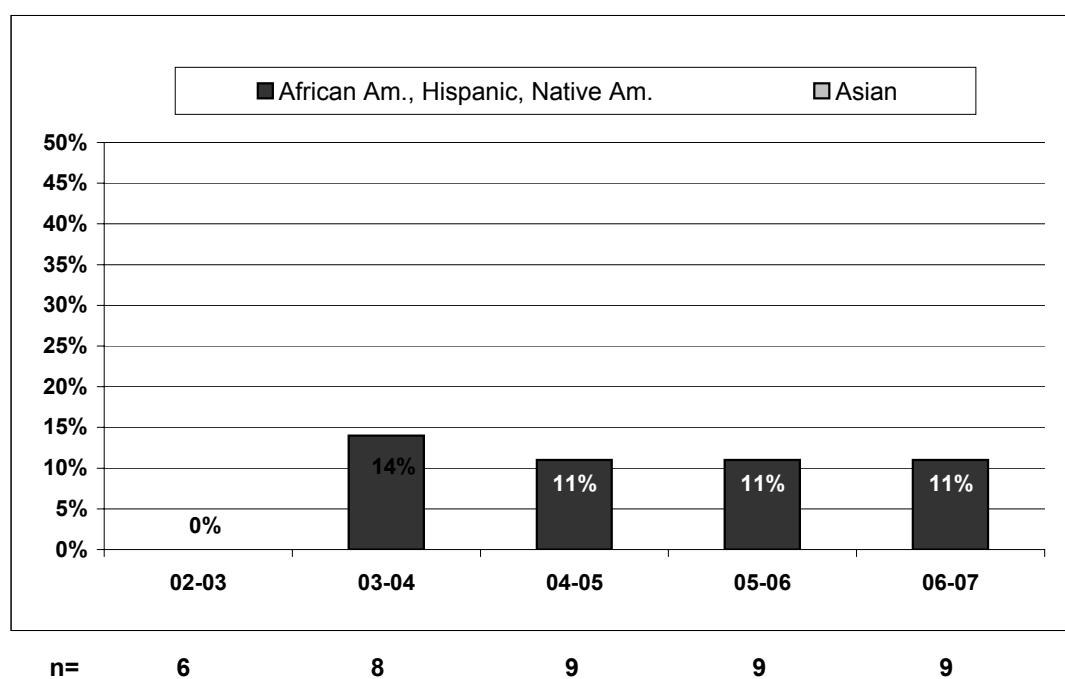
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	0.0	1.0	1.0	0.0	9.0
% of Faculty	40.0%	0.0%	11.1%	11.1%	0.0%	
Estimate of Availability	59.1%	3.1%	10.4%	6.9%	0.4%	
Expected # of Faculty	5.9	0.3	0.9	0.6	0.0	
Underutilization	-1.9	-0.3	none	none	none	

DEPARTMENT OF DESIGN | MEDIA ARTS
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ETHNOMUSICOLOGY

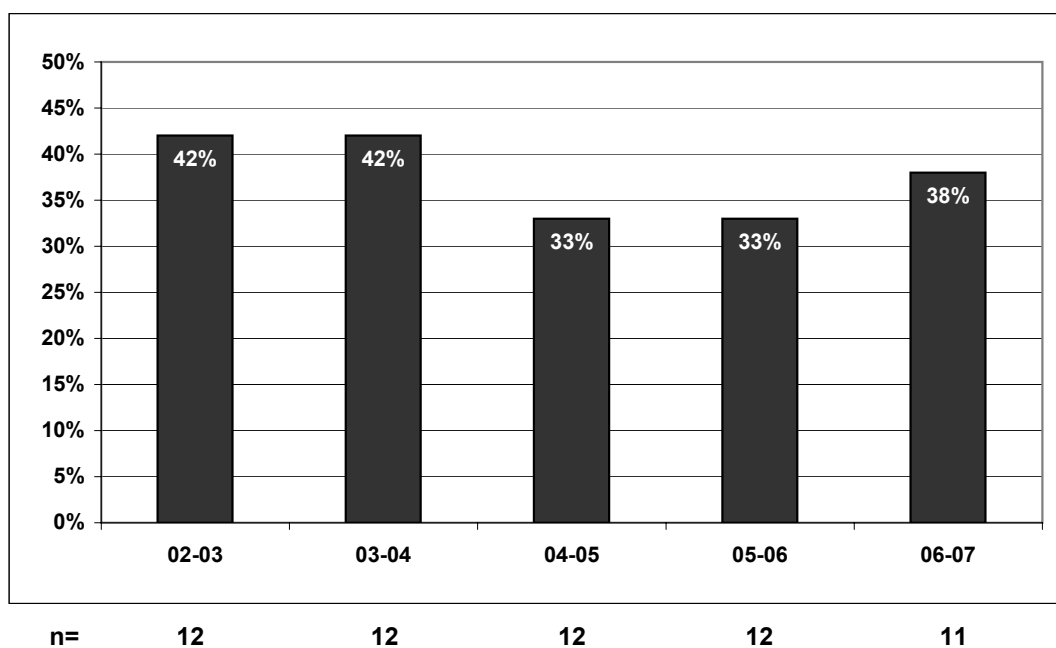
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	2.0	1.0	3.5	0.0	0.0	2.0	5.5	7.5
	13.3%	13.3%	0.0%	0.0%	0.0%	13.3%	0.0%	0.0%	13.3%	26.7%	13.3%	46.7%	0.0%	0.0%	26.7%	73.3%	100.0%
Associate Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	3.0
	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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

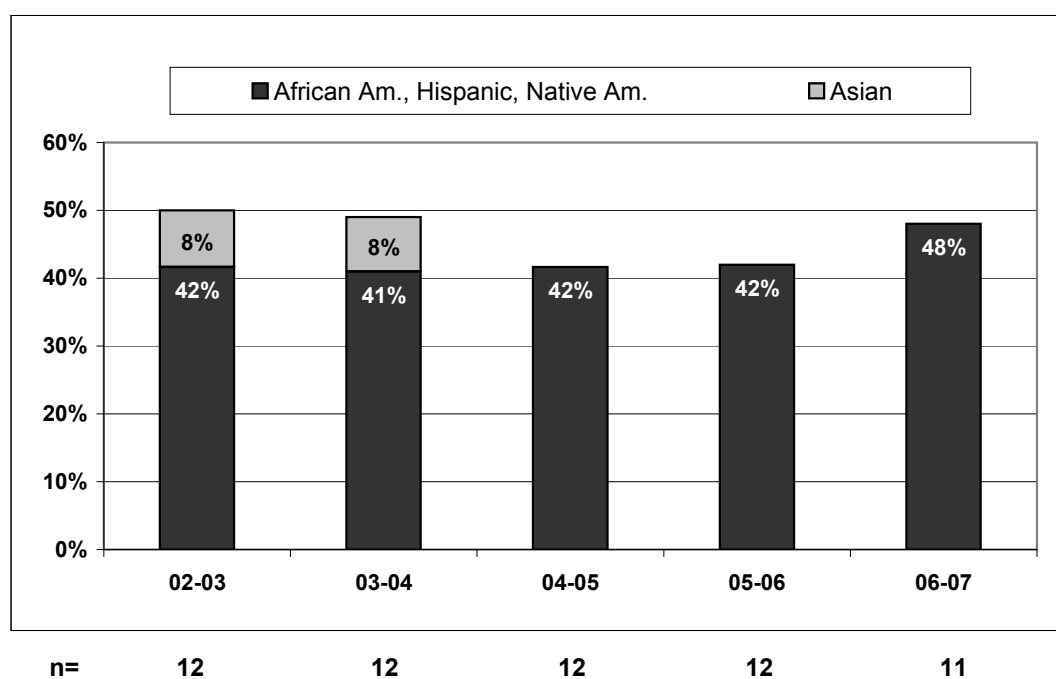
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	3.0	0.0	1.0	1.0	10.5
% of Faculty	38.1%	28.6%	0.0%	9.5%	9.5%	
Estimate of Availability	30.6%	5.1%	3.3%	2.7%	0.3%	
Expected # of Faculty	3.2	0.5	0.3	0.3	0.0	
Underutilization	none	none	-0.3	none	none	

DEPARTMENT OF ETHNOMUSICOLOGY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF MUSIC

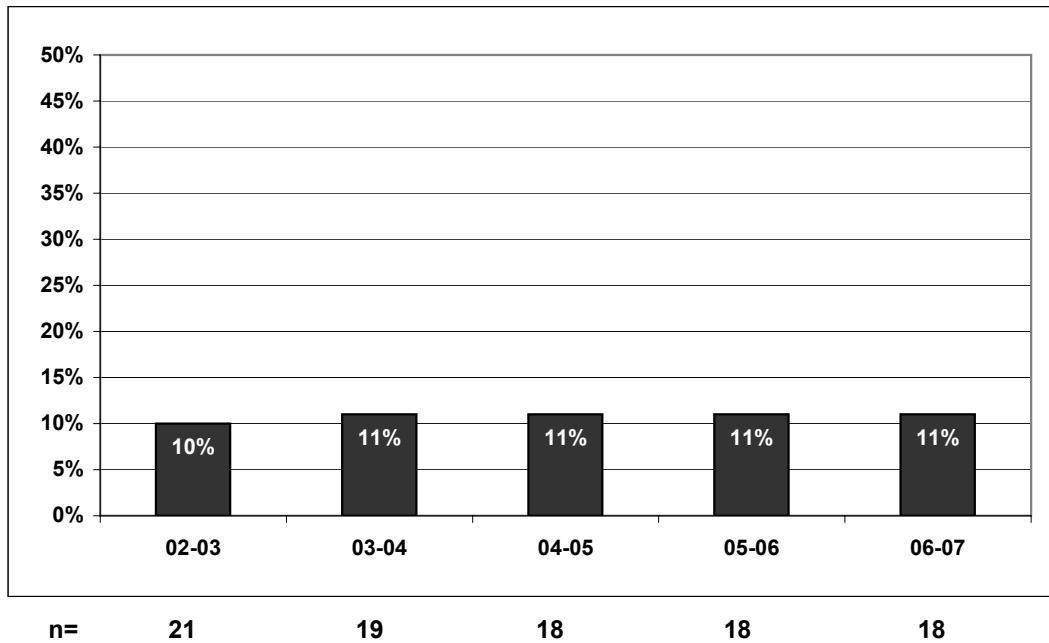
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	11.0	0.0	0.0	1.0	13.0	14.0
	0.0%	0.0%	0.0%	7.1%	0.0%	7.1%	0.0%	0.0%	0.0%	14.3%	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	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	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	14.0	0.0	0.0	1.0	16.0	17.0
	0.0%	0.0%	0.0%	5.9%	0.0%	5.9%	0.0%	0.0%	0.0%	11.8%	5.9%	82.4%	0.0%	0.0%	5.9%	94.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

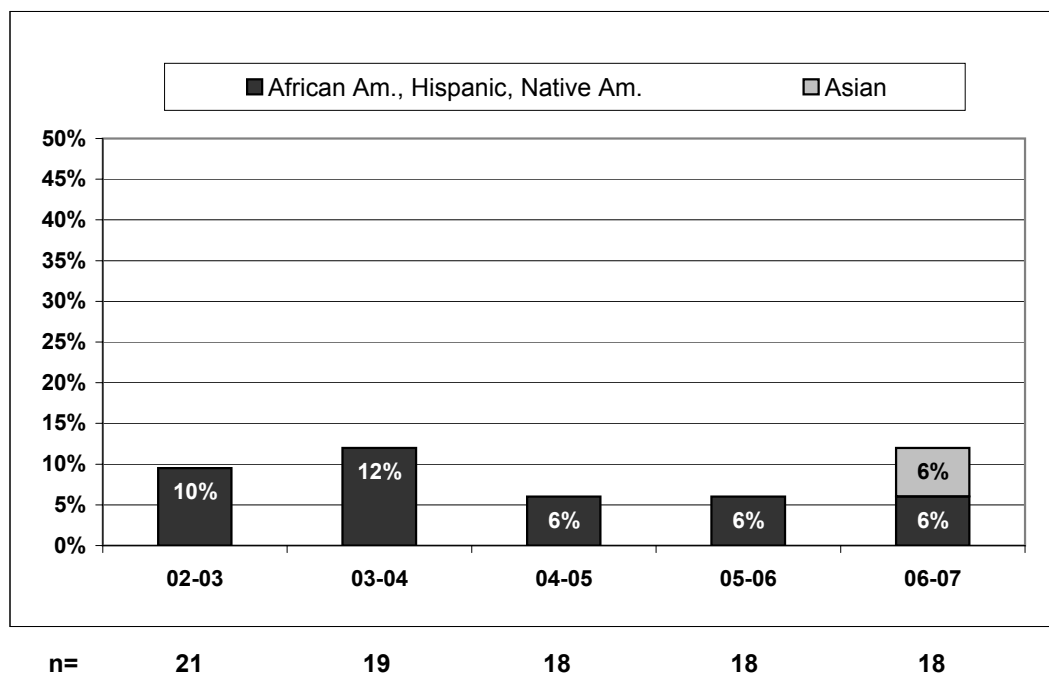
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	1.0	1.0	0.0	17.0
% of Faculty	5.9%	0.0%	5.9%	5.9%	0.0%	
Estimate of Availability	32.7%	4.9%	3.6%	2.8%	0.3%	
Expected # of Faculty	5.6	0.8	0.6	0.5	0.1	
Underutilization	-4.6	-0.8	none	none	-0.1	

DEPARTMENT OF MUSIC
Trends

Percent Women



Percent Minorities



DEPARTMENT OF WORLD ARTS & CULTURES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	1.0	2.0	5.0	0.0	0.0	4.0	6.0	10.0
	0.0%	10.0%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	20.0%	10.0%	20.0%	50.0%	0.0%	0.0%	40.0%	60.0%	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	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder	0.0	1.0	3.0	1.0	1.0	0.0	0.0	0.0	4.0	2.0	2.0	8.0	0.0	0.0	6.0	10.0	16.0
	0.0%	6.3%	18.8%	6.3%	6.3%	0.0%	0.0%	0.0%	25.0%	12.5%	12.5%	50.0%	0.0%	0.0%	37.5%	62.5%	100.0%

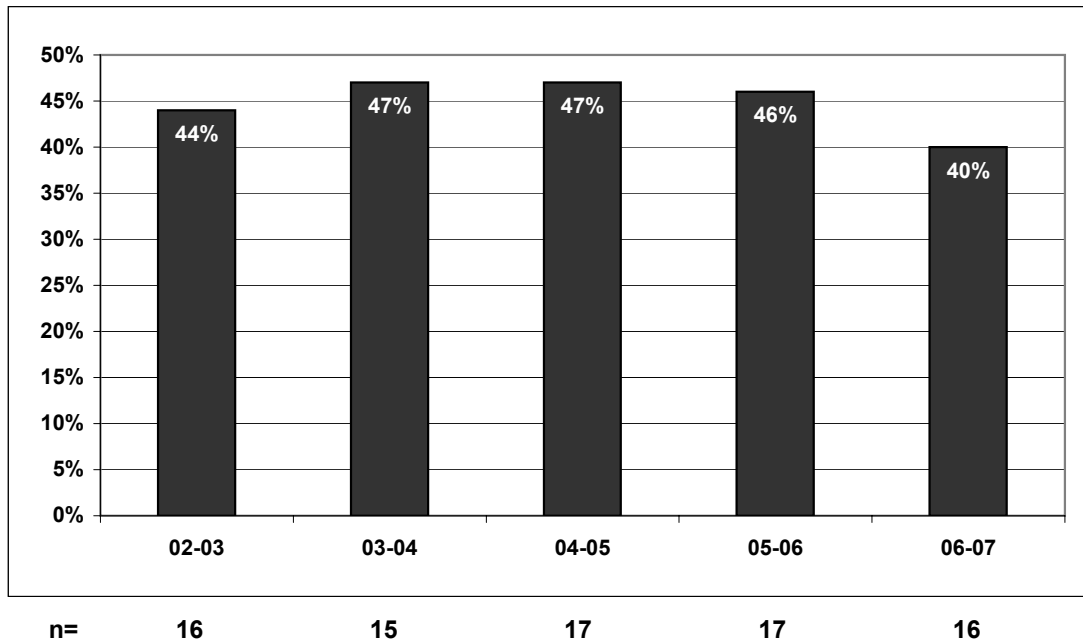
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	1.0	4.0	1.0	0.0	16.0
% of Faculty	37.5%	6.3%	25.0%	6.3%	0.0%	
Estimate of Availability	71.8%	7.9%	4.8%	4.9%	0.9%	
Expected # of Faculty	11.5	1.3	0.8	0.8	0.1	
Underutilization	-5.5	-0.3	none	none	-0.1	

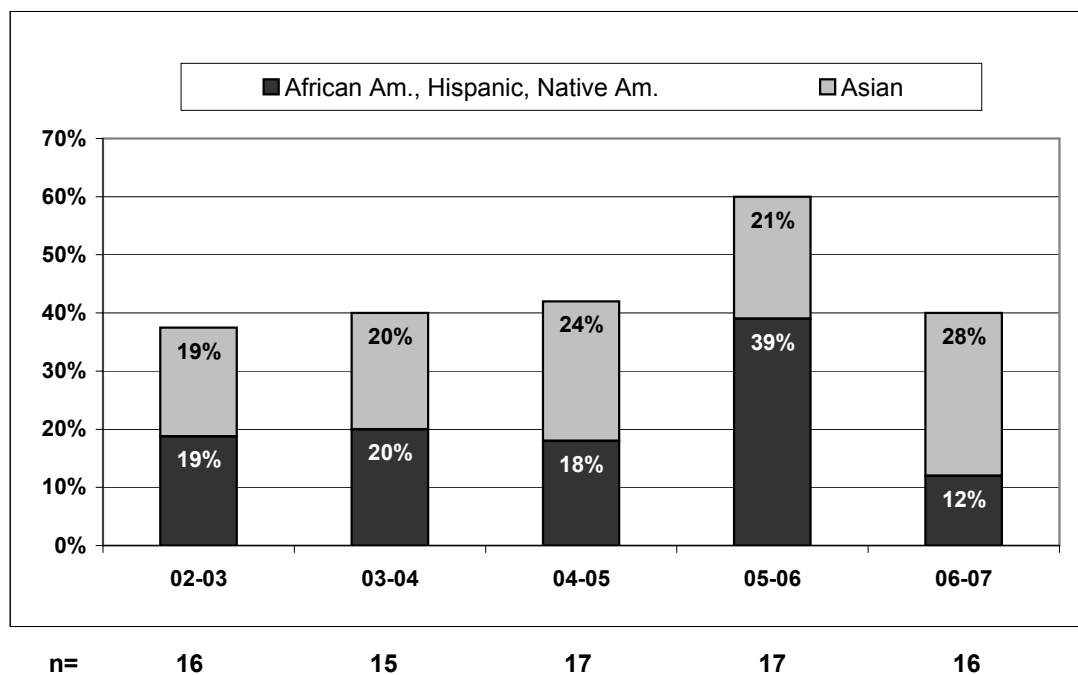
DEPARTMENT OF WORLD ARTS & CULTURES

Trends

Percent Women



Percent Minorities



GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	0.3	3.0	2.0	0.0	0.0	4.0	3.3	15.0	11.0	0.0	0.0	19.0	14.3	33.3
	3.0%	3.0%	0.0%	1.0%	9.0%	6.0%	0.0%	0.0%	12.0%	10.0%	45.0%	33.0%	0.0%	0.0%	57.0%	43.0%	100.0%
Associate Professor																	
	0.0	2.0	1.0	1.0	1.0	1.0	0.0	0.0	2.0	4.0	4.0	4.0	0.0	0.0	6.0	8.0	14.0
	0.0%	14.3%	7.1%	7.1%	7.1%	7.1%	0.0%	0.0%	14.3%	28.6%	28.6%	28.6%	0.0%	0.0%	42.9%	57.1%	100.0%
Assistant Professor																	
	0.0	1.0	1.0	1.0	0.0	2.0	0.0	0.0	1.0	4.0	0.0	4.0	1.0	0.0	2.0	8.0	10.0
	0.0%	10.0%	10.0%	10.0%	0.0%	20.0%	0.0%	0.0%	10.0%	40.0%	0.0%	40.0%	10.0%	0.0%	20.0%	80.0%	100.0%
Total Ladder																	
	1.0	4.0	2.0	2.3	4.0	5.0	0.0	0.0	7.0	11.3	19.0	19.0	1.0	0.0	27.0	30.3	57.3
	1.7%	7.0%	3.5%	4.1%	7.0%	8.7%	0.0%	0.0%	12.2%	19.8%	33.1%	33.1%	1.7%	0.0%	47.1%	52.9%	100.0%

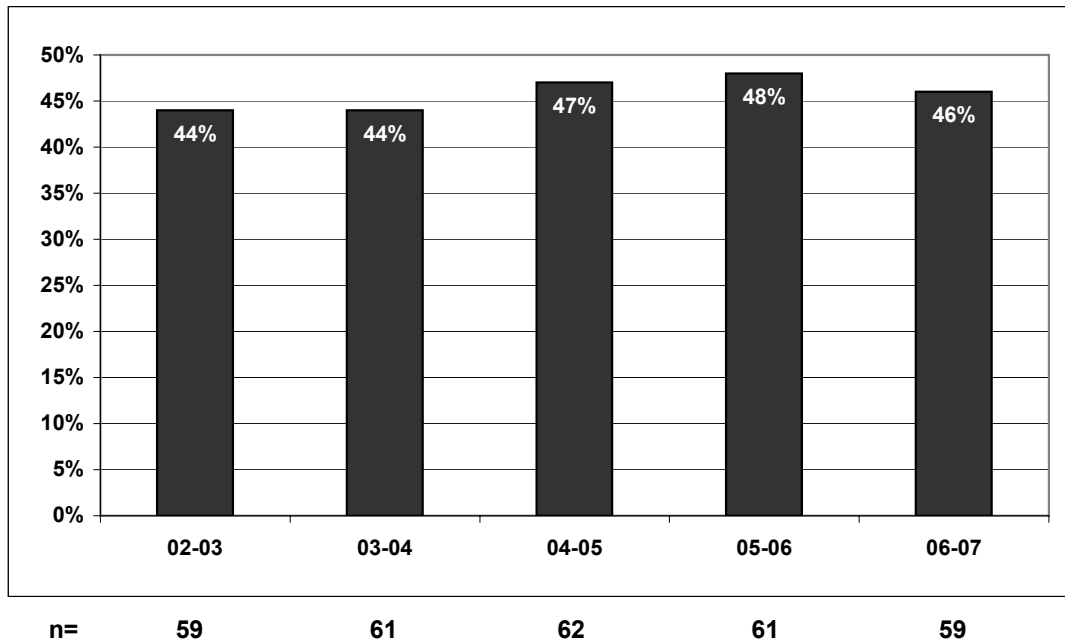
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	27.0	5.0	4.3	9.0	0.0	56.3
% of Faculty	47.1%	8.9%	7.7%	16.0%	0.0%	
Estimate of Availability	58.1%	8.8%	4.5%	4.1%	0.8%	
Expected # of Faculty	33.3	5.0	2.5	2.3	0.5	
Underutilization	-6.3	none	none	none	-0.5	

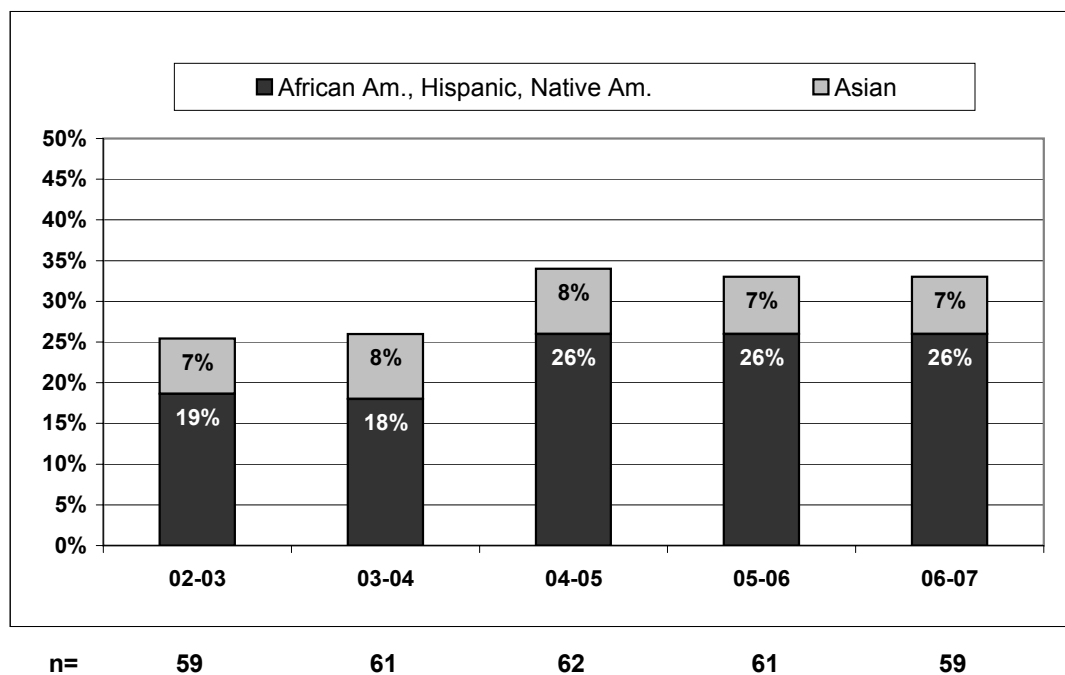
GRADUATE SCHOOL OF EDUCATION & INFORMATION STUDIES

Trends

Percent Women



Percent Minorities



DEPARTMENT OF EDUCATION

	African American/		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	0.3	3.0	2.0	0.0	0.0	4.0	3.3	9.0	10.0	0.0	0.0	13.0	13.3	26.3
	3.8%	3.8%	0.0%	1.3%	11.4%	7.6%	0.0%	0.0%	15.2%	12.7%	34.2%	38.0%	0.0%	0.0%	49.4%	50.6%	100.0%
Associate Professor																	
	0.0	2.0	0.0	1.0	1.0	1.0	0.0	0.0	1.0	4.0	4.0	1.0	0.0	0.0	5.0	5.0	10.0
	0.0%	20.0%	0.0%	10.0%	10.0%	10.0%	0.0%	0.0%	10.0%	40.0%	40.0%	10.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	0.0	1.0	1.0	0.0	0.0	2.0	0.0	0.0	1.0	3.0	0.0	3.0	0.0	1.0	1.0	7.0	8.0
	0.0%	12.5%	12.5%	0.0%	0.0%	25.0%	0.0%	0.0%	12.5%	37.5%	0.0%	37.5%	0.0%	12.5%	12.5%	87.5%	100.0%
Total Ladder																	
	1.0	4.0	1.0	1.3	4.0	5.0	0.0	0.0	6.0	10.3	13.0	14.0	0.0	1.0	19.0	25.3	44.3
	2.3%	9.0%	2.3%	3.0%	9.0%	11.3%	0.0%	0.0%	13.5%	23.3%	29.3%	31.6%	0.0%	2.3%	42.9%	57.1%	100.0%

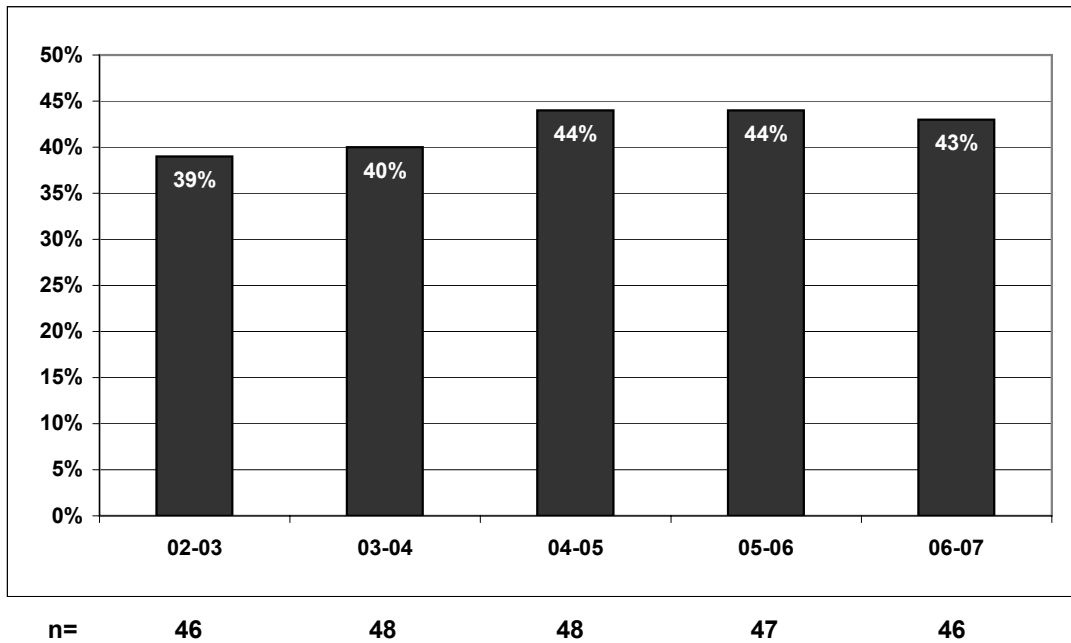
DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	19.0	5.0	2.3	9.0	0.0	43.3
% of Faculty	42.9%	11.5%	5.4%	20.8%	0.0%	
Estimate of Availability	59.1%	9.4%	3.3%	4.3%	0.7%	
Expected # of Faculty	26.2	4.1	1.4	1.9	0.3	
Underutilization	-7.2	none	none	none	-0.3	

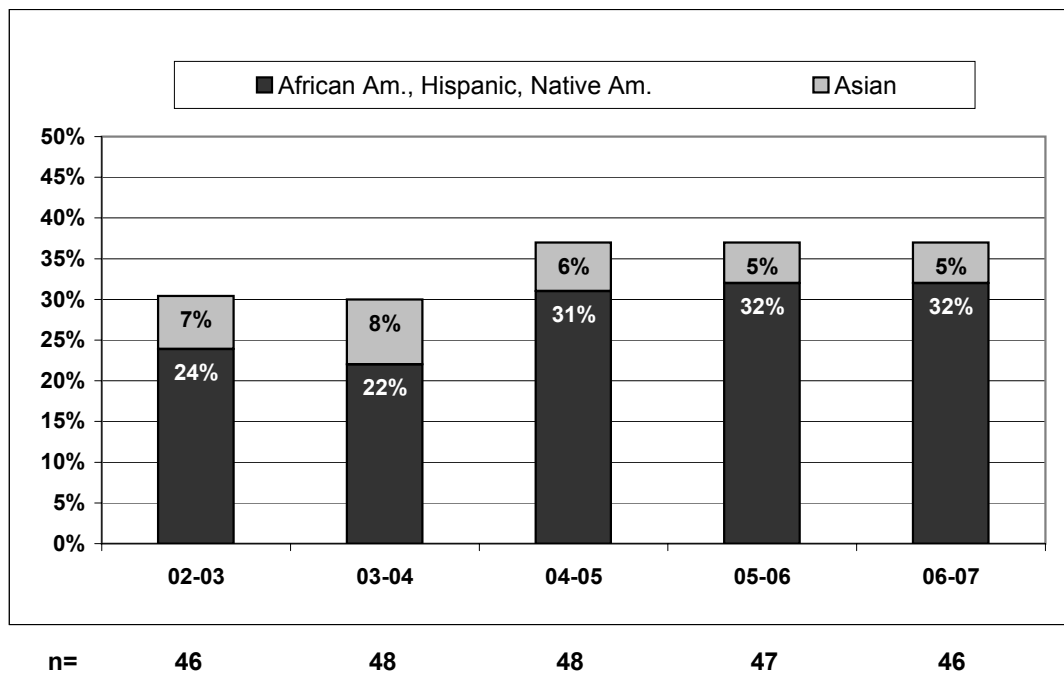
DEPARTMENT OF EDUCATION

Trends

Percent Women



Percent Minorities



DEPARTMENT OF INFORMATION STUDIES

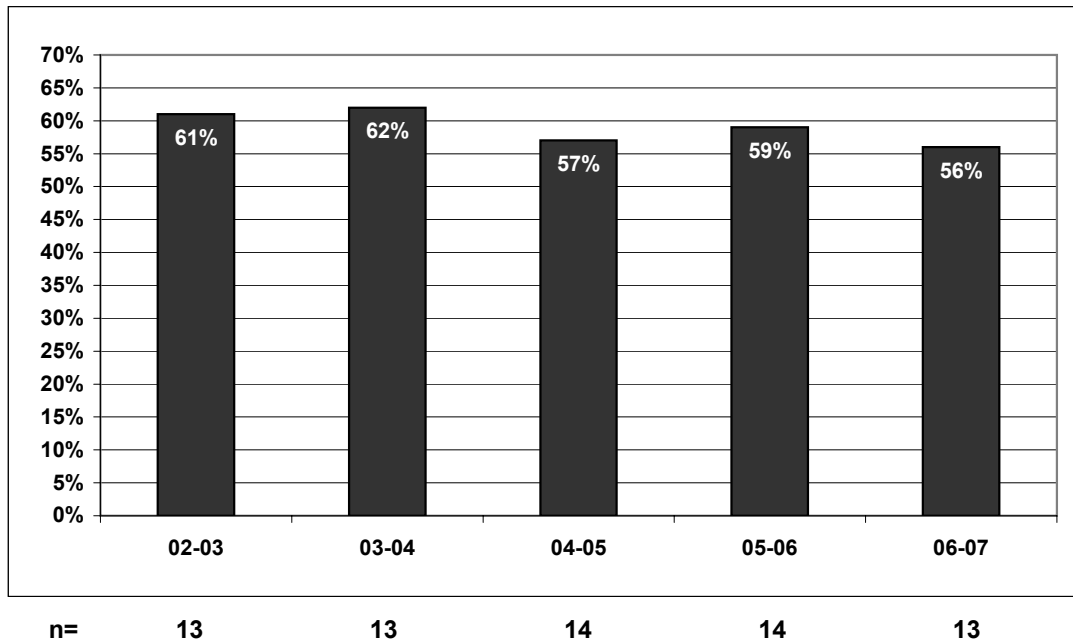
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.0	1.0	0.0	0.0	6.0	1.0	7.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	14.3%	100.0%
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	5.0	0.0	0.0	7.0	6.0	13.0
	0.0%	0.0%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%	7.7%	46.2%	38.5%	0.0%	0.0%	53.8%	46.2%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

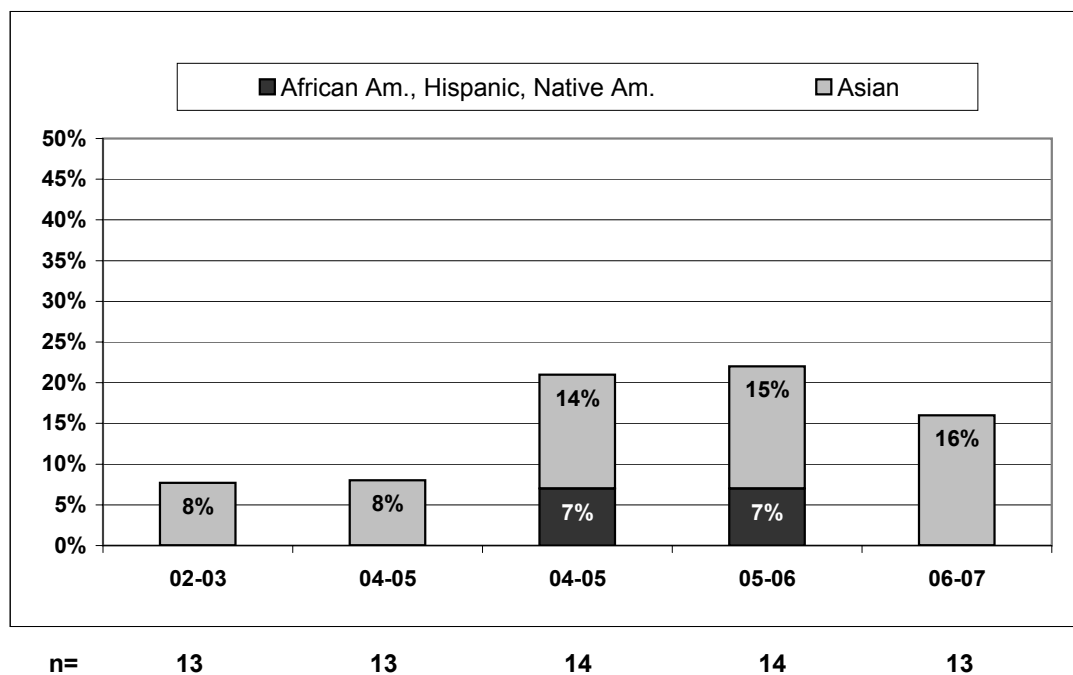
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	0.0	2.0	0.0	0.0	13.0
% of Faculty	53.8%	0.0%	15.4%	0.0%	0.0%	
Estimate of Availability	49.7%	7.4%	7.8%	2.7%	0.5%	
Expected # of Faculty	6.5	1.0	1.0	0.4	0.1	
Underutilization	none	-1.0	none	-0.4	-0.1	

DEPARTMENT OF INFORMATION STUDIES
Trends

Percent Women



Percent Minorities



HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	2.0	38.3	0.0	1.0	0.0	0.0	2.0	39.3	5.0	57.5	0.0	0.0	7.0	96.8	103.8
	0.0%	0.0%	1.9%	36.9%	0.0%	1.0%	0.0%	0.0%	1.9%	37.9%	4.8%	55.4%	0.0%	0.0%	6.7%	93.3%	100.0%
Associate Professor																	
	0.0	0.0	0.0	6.0	0.0	0.0	0.0	0.0	0.0	6.0	2.0	4.0	0.0	0.0	2.0	10.0	12.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	16.7%	33.3%	0.0%	0.0%	16.7%	83.3%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	10.0	1.0	0.0	0.0	0.0	3.0	10.0	3.5	19.3	0.0	0.0	6.5	29.3	35.8
	0.0%	0.0%	5.6%	27.9%	2.8%	0.0%	0.0%	0.0%	8.4%	27.9%	9.8%	54.0%	0.0%	0.0%	18.1%	81.9%	100.0%
Total Ladder																	
	0.0	0.0	4.0	54.3	1.0	1.0	0.0	0.0	5.0	55.3	10.5	80.8	0.0	0.0	15.5	136.2	151.7
	0.0%	0.0%	2.6%	35.8%	0.7%	0.7%	0.0%	0.0%	3.3%	36.5%	6.9%	53.3%	0.0%	0.0%	10.2%	89.8%	100.0%

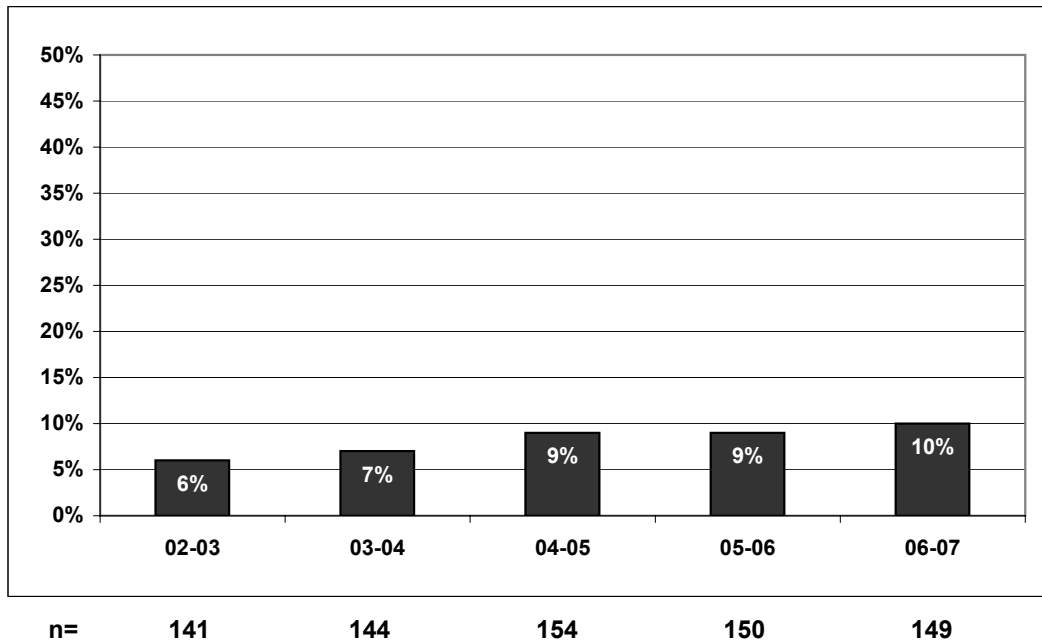
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	15.5	0.0	58.3	2.0	0.0	151.7
% of Faculty	10.2%	0.0%	38.5%	1.3%	0.0%	
Estimate of Availability	18.6%	3.4%	18.2%	3.6%	0.3%	
Expected # of Faculty	28.2	5.2	27.6	5.5	0.5	
Underutilization	-12.7	-5.2	none	-3.5	-0.5	

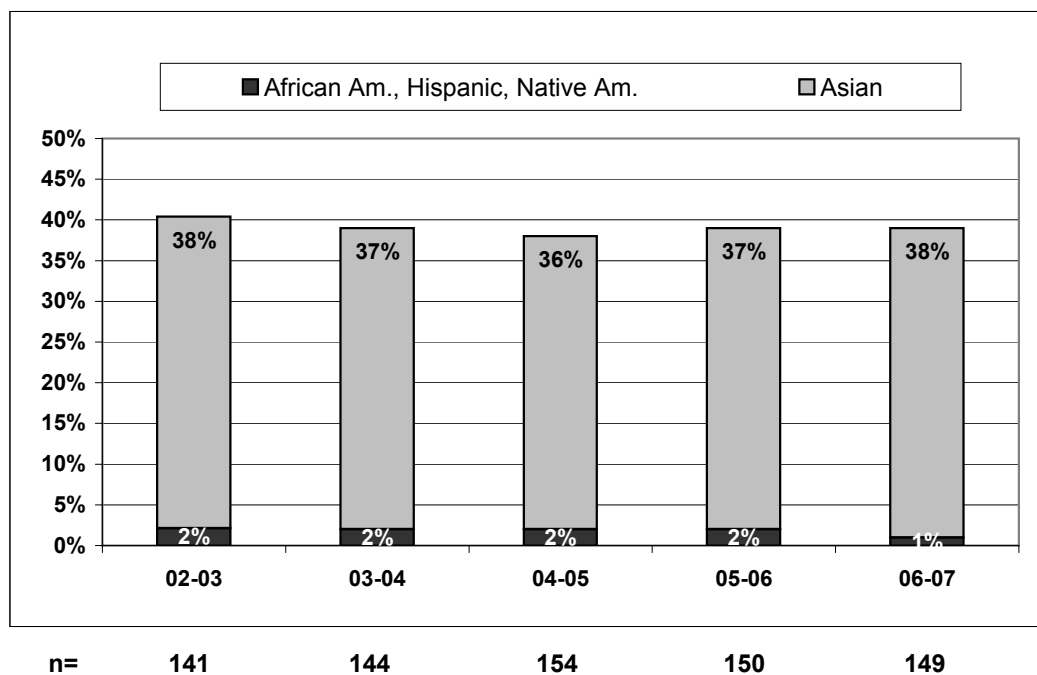
HENRY SAMUELI SCHOOL OF ENGINEERING & APPLIED SCIENCES

Trends

Percent Women



Percent Minorities



DEPARTMENT OF BIOENGINEERING

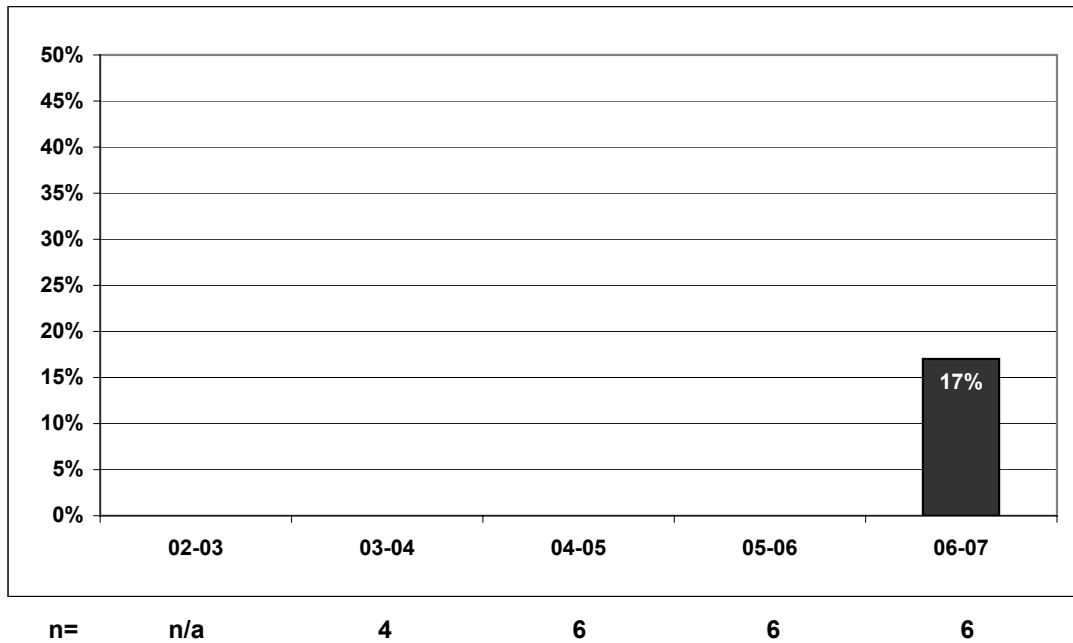
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	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

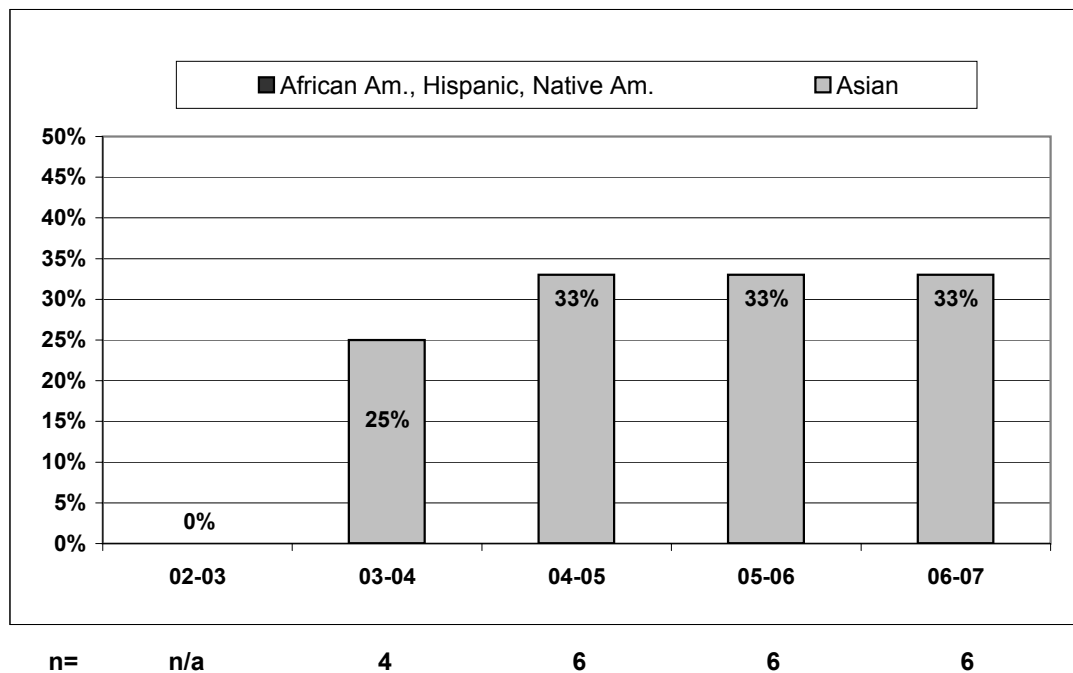
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	2.0	0.0	0.0	6.0
% of Faculty	16.7%	0.0%	33.3%	0.0%	0.0%	
Estimate of Availability	23.0%	2.1%	16.4%	3.4%	0.3%	
Expected # of Faculty	1.4	0.1	1.0	0.2	0.0	
Underutilization	-0.4	-0.1	none	-0.2	none	

DEPARTMENT OF BIOENGINEERING Trends

Percent Women



Percent Minorities



DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING

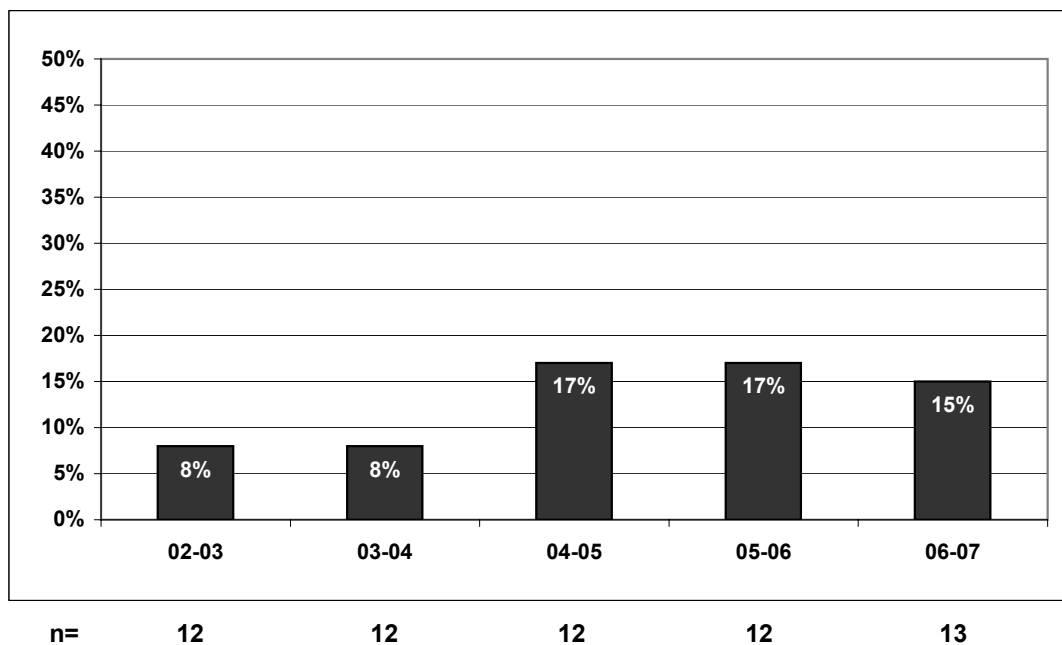
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.0	1.0	2.0	0.0	6.0	0.0	0.0	1.0	8.0	9.0
	0.0%	0.0%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	11.1%	22.2%	0.0%	66.7%	0.0%	0.0%	11.1%	88.9%	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	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	7.0	0.0	0.0	2.0	10.0	12.0
	0.0%	0.0%	8.3%	25.0%	8.3%	0.0%	0.0%	0.0%	16.7%	25.0%	0.0%	58.3%	0.0%	0.0%	16.7%	83.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

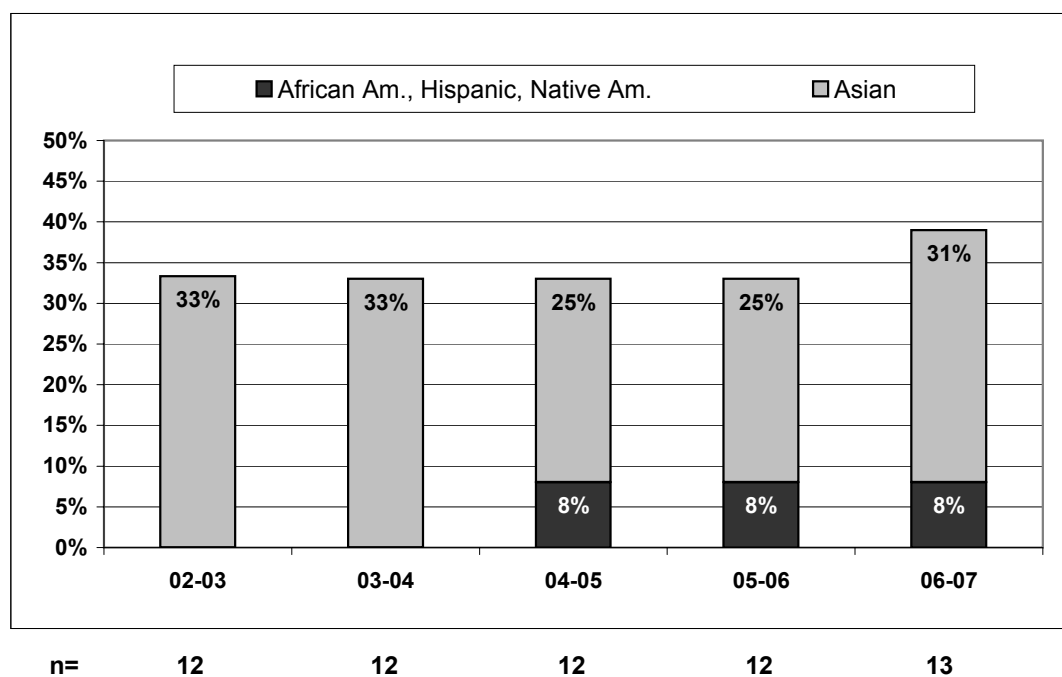
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	4.0	1.0	0.0	12.0
% of Faculty	16.7%	0.0%	33.3%	8.3%	0.0%	
Estimate of Availability	19.7%	2.3%	17.2%	3.0%	0.4%	
Expected # of Faculty	2.4	0.3	2.1	0.4	0.0	
Underutilization	-0.4	-0.3	none	none	none	

DEPARTMENT OF CHEMICAL & BIOMOLECULAR ENGINEERING
Trends

Percent Women



Percent Minorities



DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING

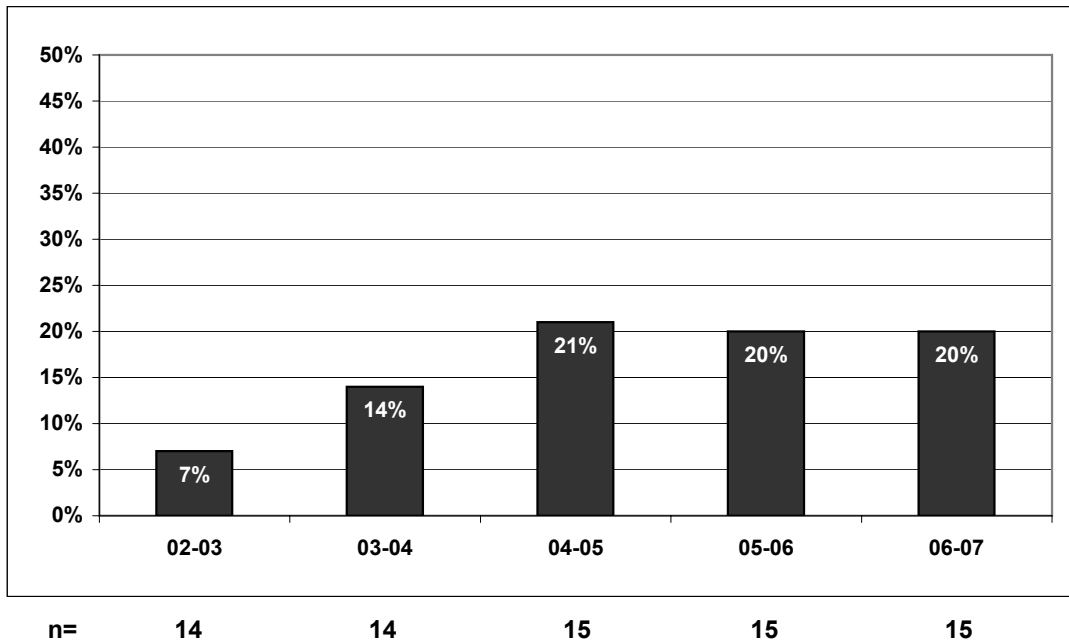
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	5.0	0.0	0.0	0.0	8.0	8.0
	0.0%	0.0%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	0.0%	62.5%	0.0%	0.0%	0.0%	100.0%	100.0%
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	3.0	0.0	0.0	3.0	3.0	6.0
	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	33.3%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
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

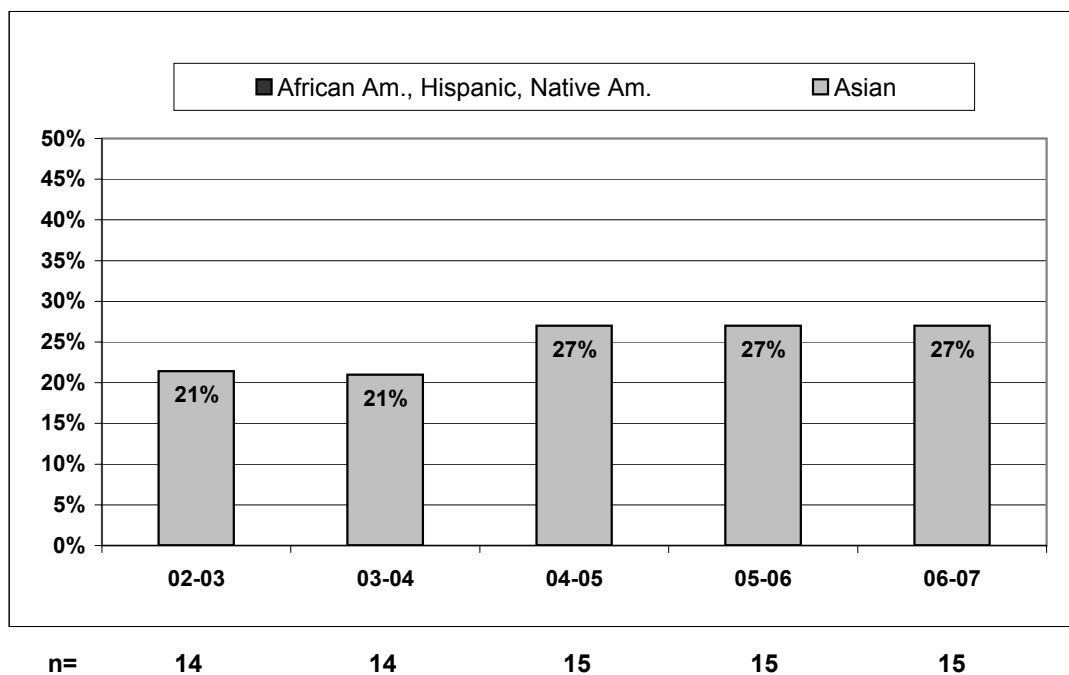
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	4.0	0.0	0.0	15.0
% of Faculty	20.0%	0.0%	26.7%	0.0%	0.0%	
Estimate of Availability	19.9%	2.6%	15.1%	3.4%	0.2%	
Expected # of Faculty	3.0	0.4	2.3	0.5	0.0	
Underutilization	none	-0.4	none	-0.5	none	

DEPARTMENT OF CIVIL & ENVIRONMENTAL ENGINEERING
Trends

Percent Women



Percent Minorities



DEPARTMENT OF COMPUTER SCIENCE

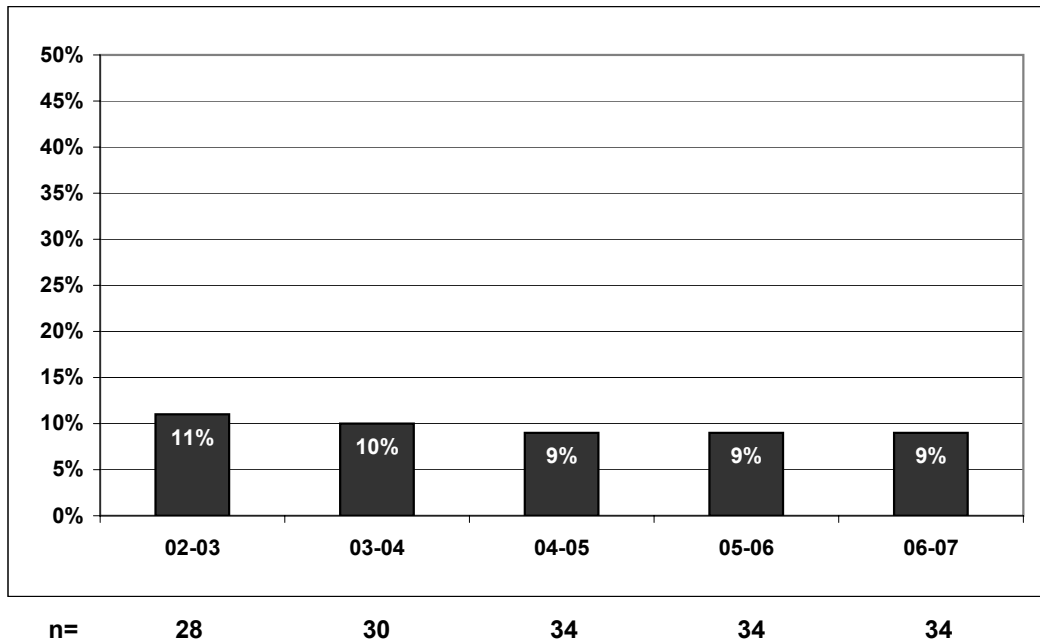
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	1.0	3.0	0.0	1.0	0.0	0.0	1.0	4.0	2.0	16.0	0.0	0.0	3.0	20.0	23.0
	0.0%	0.0%	4.3%	13.0%	0.0%	4.3%	0.0%	0.0%	4.3%	17.4%	8.7%	69.6%	0.0%	0.0%	13.0%	87.0%	100.0%
Associate Professor	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	1.0	0.0	0.0	0.0	4.0	4.0
	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	25.0%	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	5.7	0.0	0.0	0.0	6.7	6.7
	0.0%	0.0%	0.0%	15.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.0%	0.0%	85.0%	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	22.7	0.0	0.0	3.0	30.7	33.7
	0.0%	0.0%	3.0%	20.8%	0.0%	3.0%	0.0%	0.0%	3.0%	23.8%	5.9%	67.3%	0.0%	0.0%	8.9%	91.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

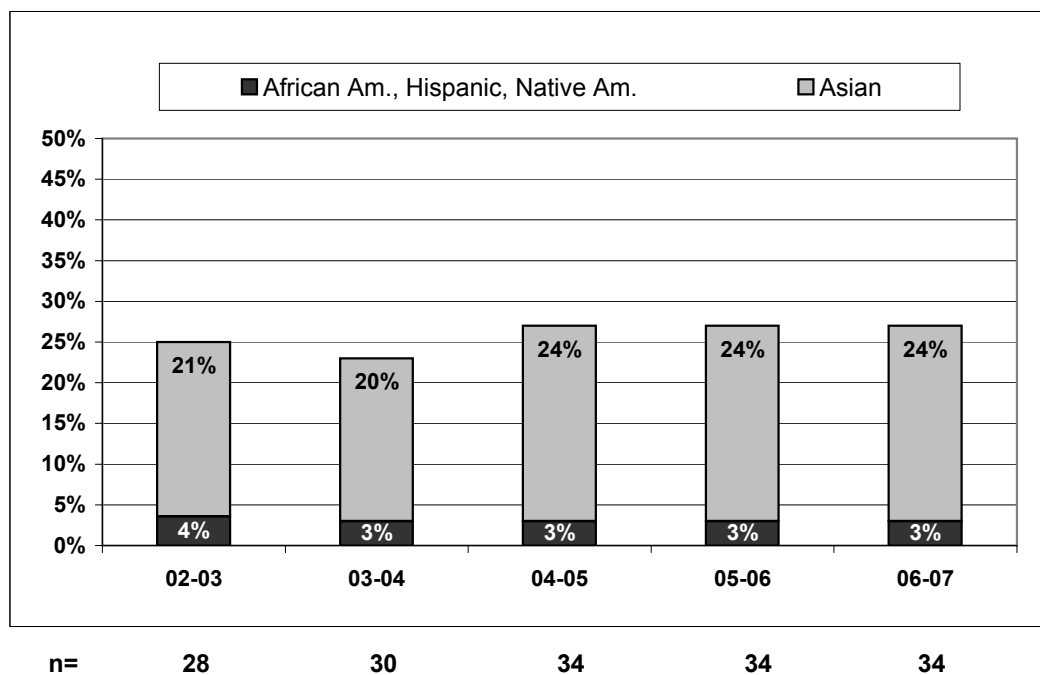
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	8.0	1.0	0.0	33.7
% of Faculty	8.9%	0.0%	23.8%	3.0%	0.0%	
Estimate of Availability	18.8%	2.1%	18.5%	2.3%	0.3%	
Expected # of Faculty	6.3	0.7	6.2	0.8	0.1	
Underutilization	-3.3	-0.7	none	none	-0.1	

DEPARTMENT OF COMPUTER SCIENCE
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ELECTRICAL ENGINEERING

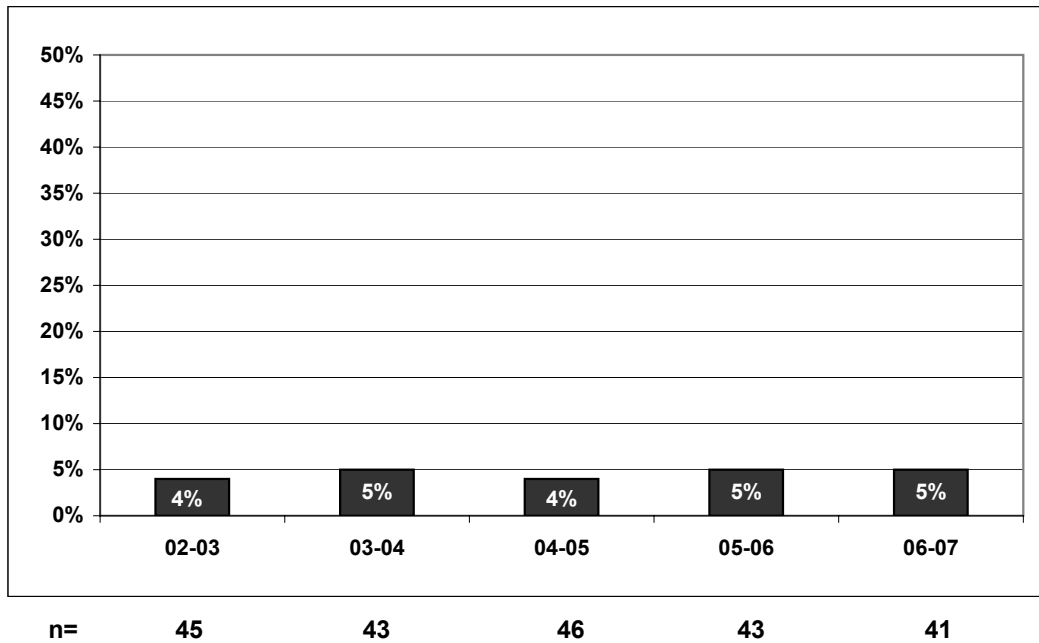
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	14.3	0.0	0.0	0.0	0.0	0.0	14.3	1.0	14.0	0.0	0.0	1.0	28.3	29.3
	0.0%	0.0%	0.0%	48.9%	0.0%	0.0%	0.0%	0.0%	0.0%	48.9%	3.4%	47.7%	0.0%	0.0%	3.4%	96.6%	100.0%
Associate Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0	1.0	0.0	0.0	2.0	3.0	5.0
	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	4.7	0.0	0.0	0.0	8.7	8.7
	0.0%	0.0%	0.0%	46.1%	0.0%	0.0%	0.0%	0.0%	0.0%	46.1%	0.0%	53.9%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	20.3	0.0	0.0	0.0	0.0	0.0	20.3	3.0	19.7	0.0	0.0	3.0	40.0	43.0
	0.0%	0.0%	0.0%	47.3%	0.0%	0.0%	0.0%	0.0%	0.0%	47.3%	7.0%	45.7%	0.0%	0.0%	7.0%	93.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

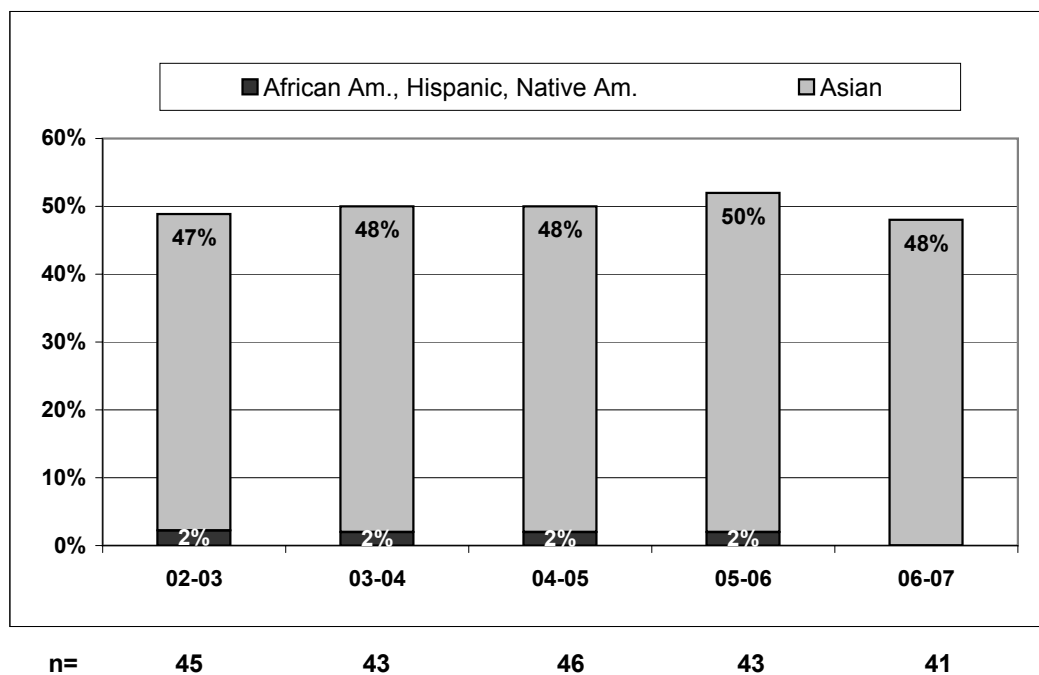
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	3.0	0.0	20.3	0.0	0.0	43.0
% of Faculty	7.0%	0.0%	47.3%	0.0%	0.0%	
Estimate of Availability	10.6%	2.2%	21.2%	2.6%	0.3%	
Expected # of Faculty	4.6	0.9	9.1	1.1	0.1	
Underutilization	-1.6	-0.9	none	-1.1	-0.1	

DEPARTMENT OF ELECTRICAL ENGINEERING
Trends

Percent Women



Percent Minorities



DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING

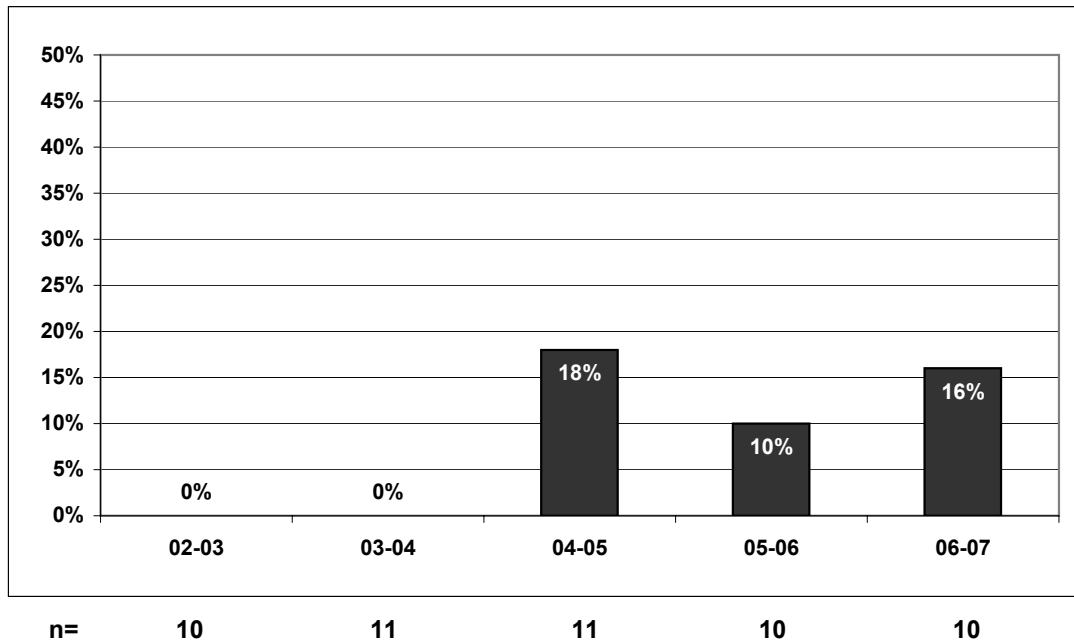
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	2.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	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	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.5	0.0	0.0	0.0	1.5	1.0	2.5
	0.0%	0.0%	40.0%	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%	0.0%	0.0%	60.0%	40.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	6.0	0.0	0.0	0.0	0.0	1.0	6.0	0.5	3.0	0.0	0.0	1.5	9.0	10.5
	0.0%	0.0%	9.5%	57.1%	0.0%	0.0%	0.0%	0.0%	9.5%	57.1%	4.8%	28.6%	0.0%	0.0%	14.3%	85.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

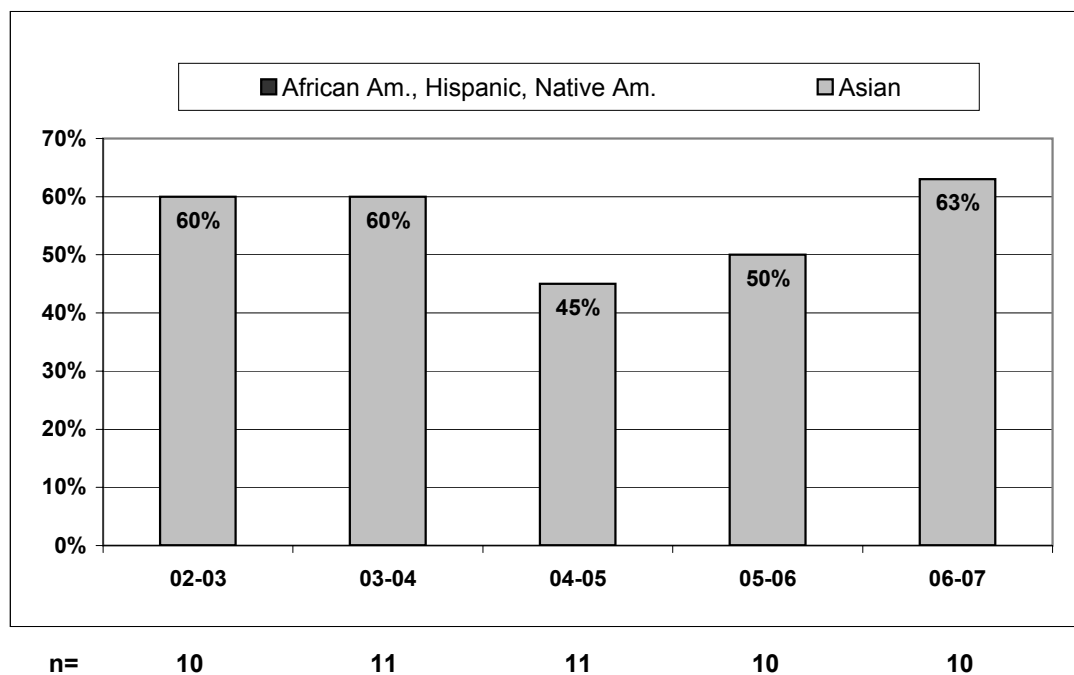
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.5	0.0	7.0	0.0	0.0	10.5
% of Faculty	14.3%	0.0%	66.7%	0.0%	0.0%	
Estimate of Availability	21.7%	2.1%	17.8%	2.7%	0.4%	
Expected # of Faculty	2.3	0.2	1.9	0.3	0.0	
Underutilization	-0.8	-0.2	none	-0.3	none	

DEPARTMENT OF MATERIALS SCIENCE & ENGINEERING
Trends

Percent Women



Percent Minorities



DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING

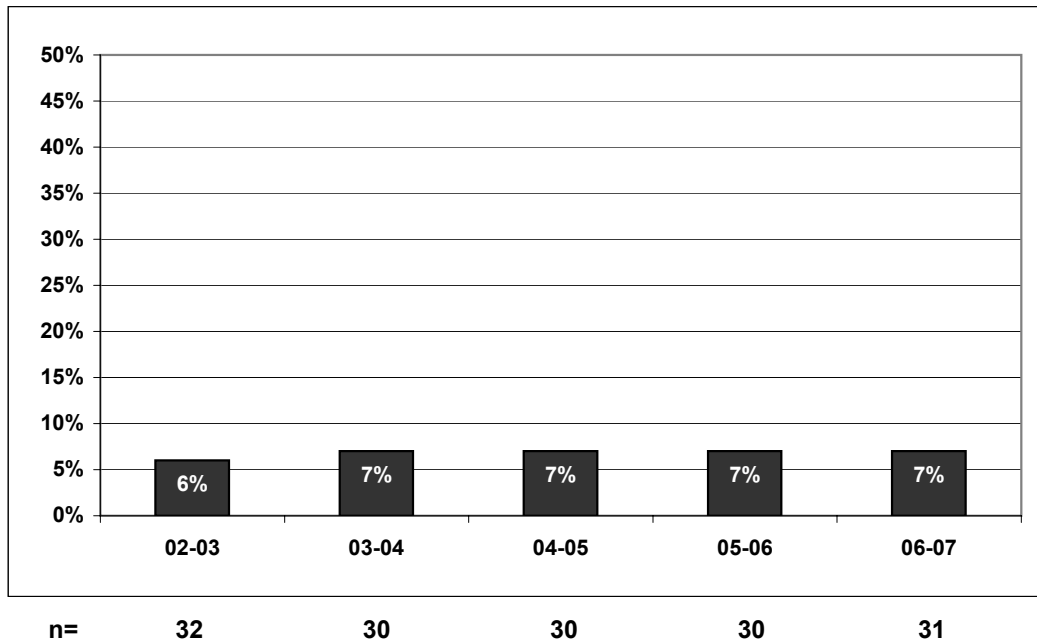
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	11.0	0.0	0.0	0.0	0.0	0.0	11.0	2.0	12.5	0.0	0.0	2.0	23.5	25.5
	0.0%	0.0%	0.0%	43.1%	0.0%	0.0%	0.0%	0.0%	0.0%	43.1%	7.8%	49.0%	0.0%	0.0%	7.8%	92.2%	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	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	16.5	0.0	0.0	2.0	29.5	31.5
	0.0%	0.0%	0.0%	41.3%	0.0%	0.0%	0.0%	0.0%	0.0%	41.3%	6.3%	52.4%	0.0%	0.0%	6.3%	93.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

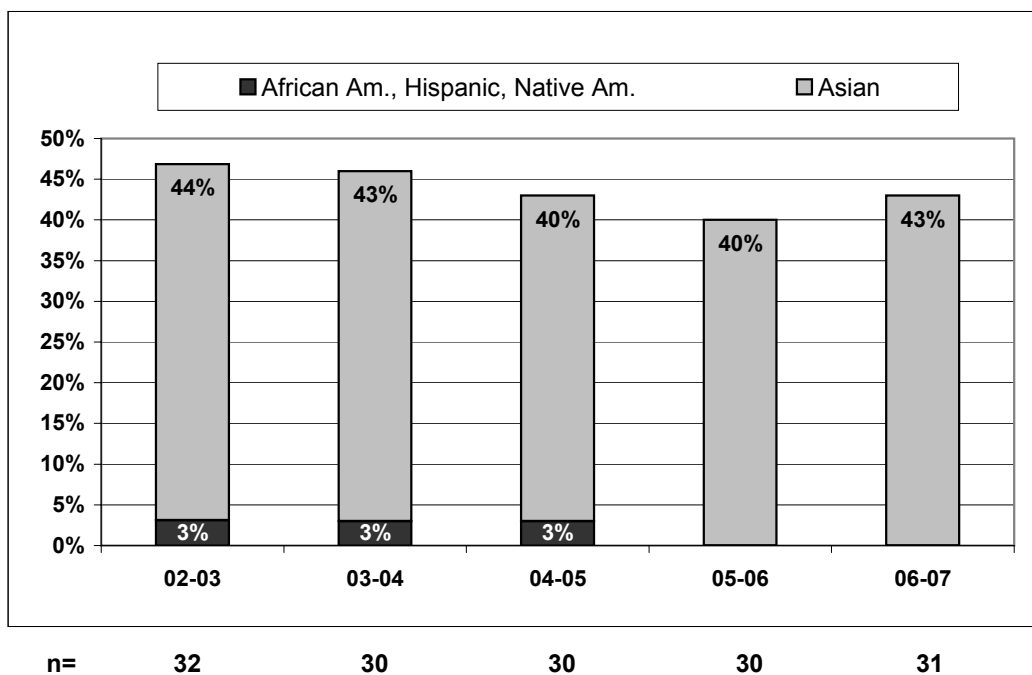
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	13.0	0.0	0.0	31.5
% of Faculty	6.3%	0.0%	41.3%	0.0%	0.0%	
Estimate of Availability	11.5%	2.3%	19.6%	2.7%	0.3%	
Expected # of Faculty	3.6	0.7	6.2	0.9	0.1	
Underutilization	-1.6	-0.7	none	-0.9	-0.1	

DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING
Trends

Percent Women



Percent Minorities



SCHOOL OF LAW

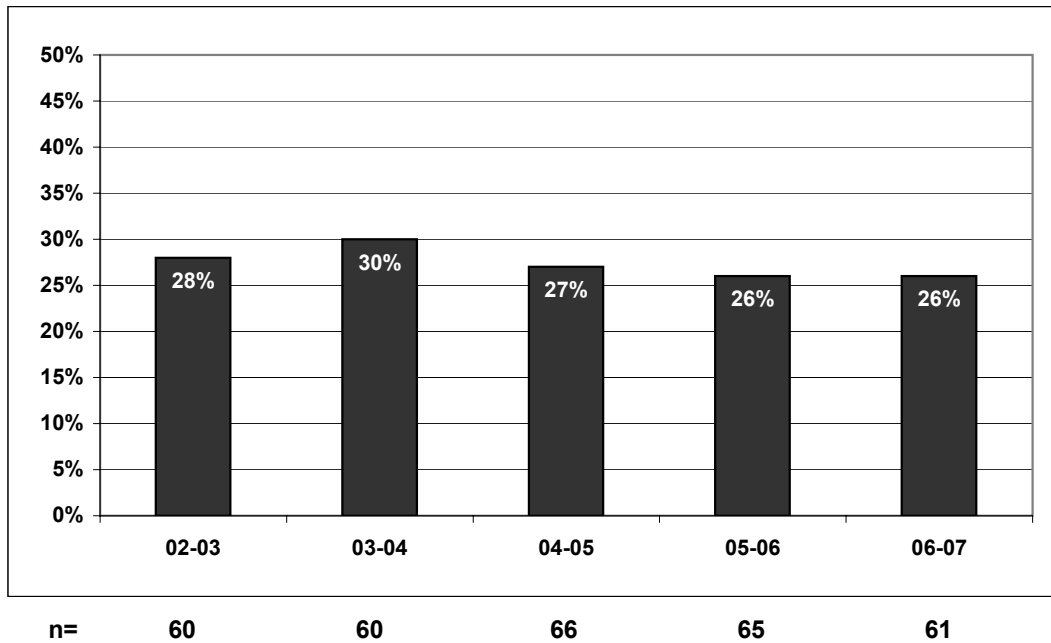
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.5	1.0	0.0	1.0	0.0	0.0	0.0	0.0	1.5	2.0	11.5	35.0	0.0	0.0	13.0	37.0	50.0
	3.0%	2.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	3.0%	4.0%	23.0%	70.0%	0.0%	0.0%	26.0%	74.0%	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	2.8	0.0	0.0	1.0	4.8	5.8
	0.0%	17.2%	17.2%	0.0%	0.0%	17.2%	0.0%	0.0%	17.2%	34.5%	0.0%	48.3%	0.0%	0.0%	17.2%	82.8%	100.0%
Total Ladder																	
	1.5	2.0	1.0	1.0	0.0	1.0	0.0	0.0	2.5	4.0	11.5	37.8	0.0	0.0	14.0	41.8	55.8
	2.7%	3.6%	1.8%	1.8%	0.0%	1.8%	0.0%	0.0%	4.5%	7.2%	20.6%	67.7%	0.0%	0.0%	25.1%	74.9%	100.0%

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

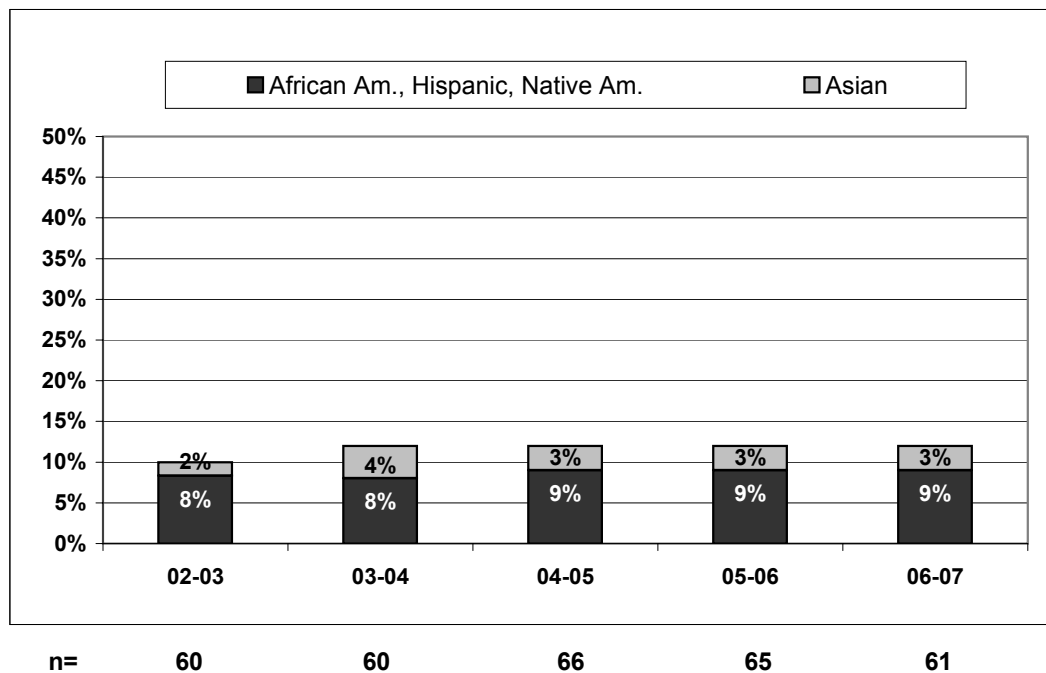
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.0	3.5	2.0	1.0	0.0	55.8
% of Faculty	25.1%	6.3%	3.6%	1.8%	0.0%	
Estimate of Availability	35.4%	10.7%	3.7%	4.1%	1.2%	
Expected # of Faculty	19.8	6.0	2.1	2.3	0.7	
Underutilization	-5.8	-2.5	-0.1	-1.3	-0.7	

SCHOOL OF LAW *Trends*

Percent Women



Percent Minorities



SCHOOL OF PUBLIC AFFAIRS

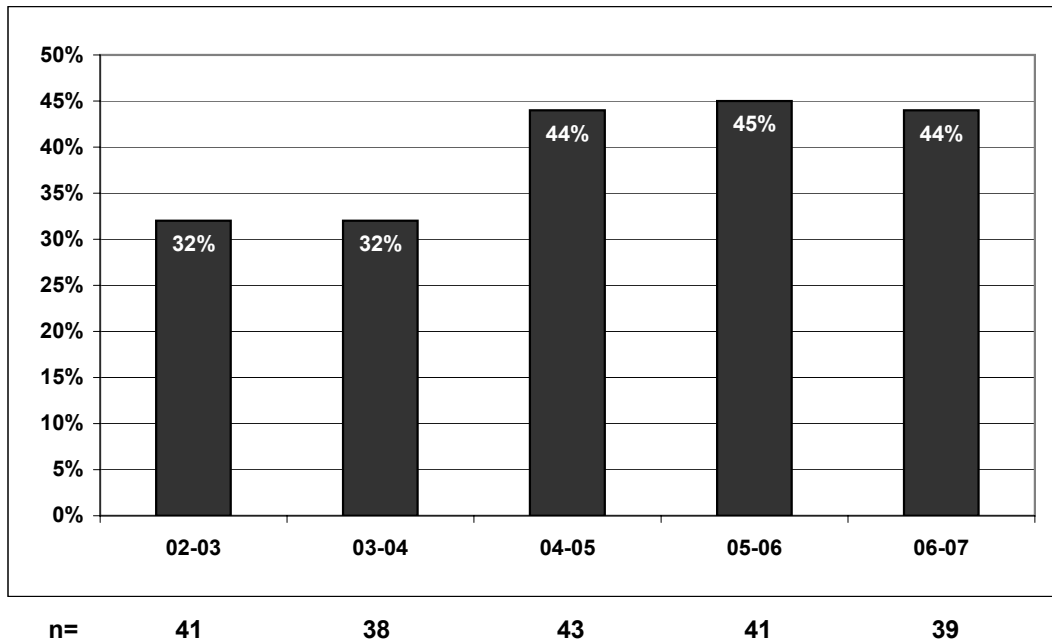
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	1.0	0.0	0.5	0.0	1.0	0.0	0.0	1.0	2.5	4.0	14.0	0.0	0.0	5.0	16.5	21.5
	4.7%	4.7%	0.0%	2.3%	0.0%	4.7%	0.0%	0.0%	4.7%	11.6%	18.6%	65.1%	0.0%	0.0%	23.3%	76.7%	100.0%
Associate Professor																	
	1.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	3.0	1.0	4.0	3.0	0.0	0.0	7.0	4.0	11.0
	9.1%	0.0%	18.2%	0.0%	0.0%	9.1%	0.0%	0.0%	27.3%	9.1%	36.4%	27.3%	0.0%	0.0%	63.6%	36.4%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	1.0	4.0	1.0	5.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	20.0%	80.0%	20.0%	100.0%
Total Ladder																	
	2.0	1.0	2.0	0.5	0.0	2.0	0.0	0.0	4.0	3.5	12.0	17.0	0.0	1.0	16.0	21.5	37.5
	5.3%	2.7%	5.3%	1.3%	0.0%	5.3%	0.0%	0.0%	10.7%	9.3%	32.0%	45.3%	0.0%	2.7%	42.7%	57.3%	100.0%

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

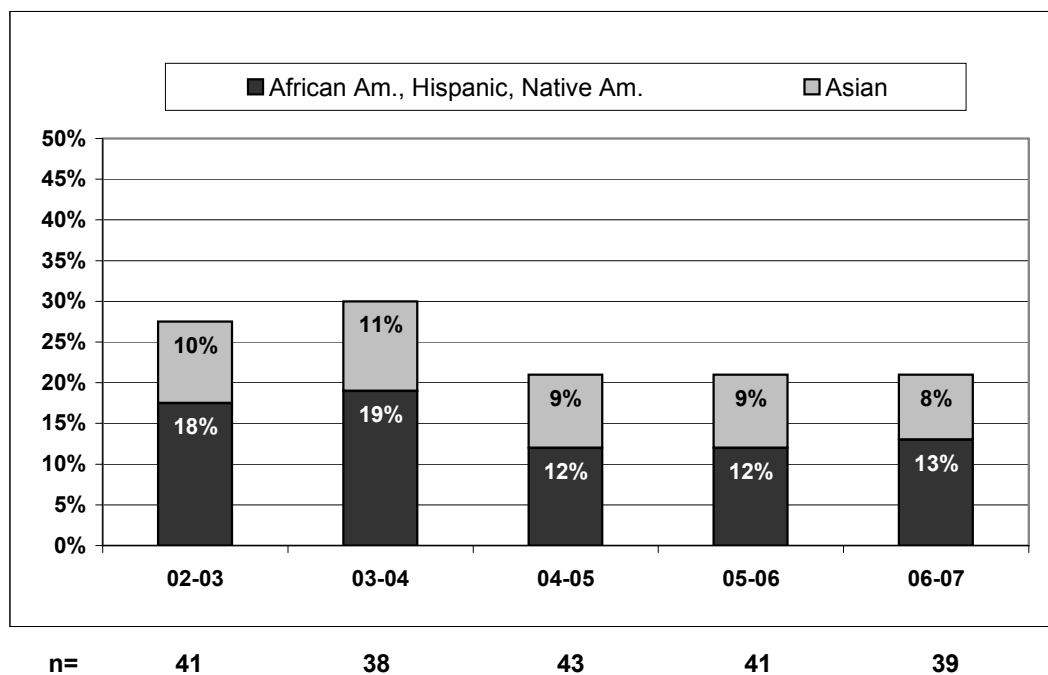
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	16.0	3.0	2.5	2.0	0.0	36.5
% of Faculty	42.7%	8.2%	6.8%	5.5%	0.0%	
Estimate of Availability	47.8%	8.6%	6.7%	3.8%	0.6%	
Expected # of Faculty	17.9	3.1	2.4	1.4	0.2	
Underutilization	-1.9	-0.1	none	none	-0.2	

SCHOOL OF PUBLIC AFFAIRS *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF PUBLIC POLICY

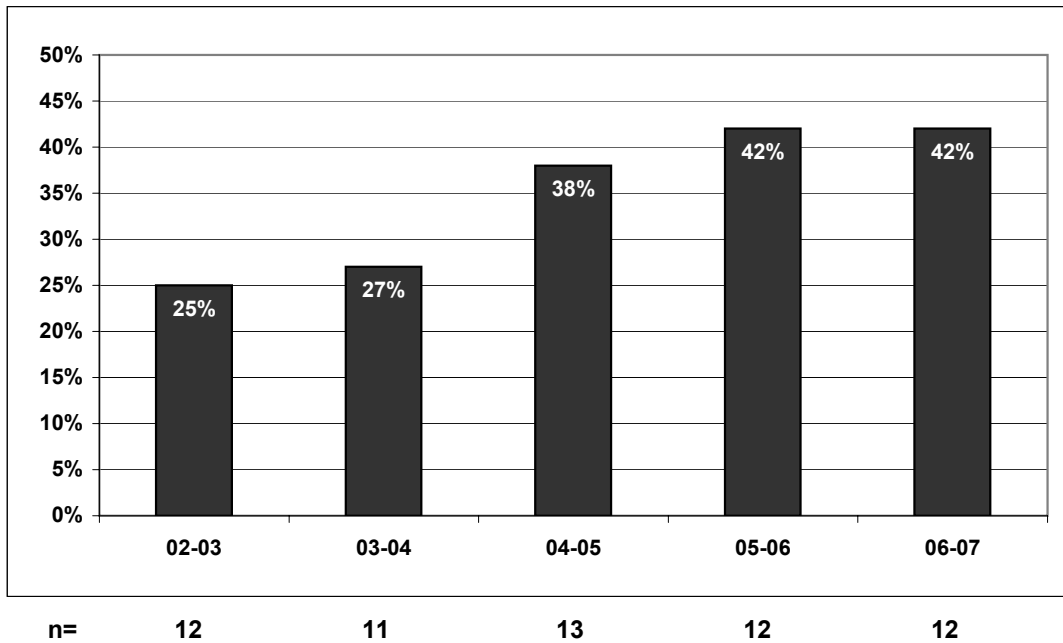
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	3.0	0.0	0.0	1.0	4.0	5.0
	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	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	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	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	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	4.0	5.0	0.0	0.0	4.0	6.0	10.0
	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	40.0%	50.0%	0.0%	0.0%	40.0%	60.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

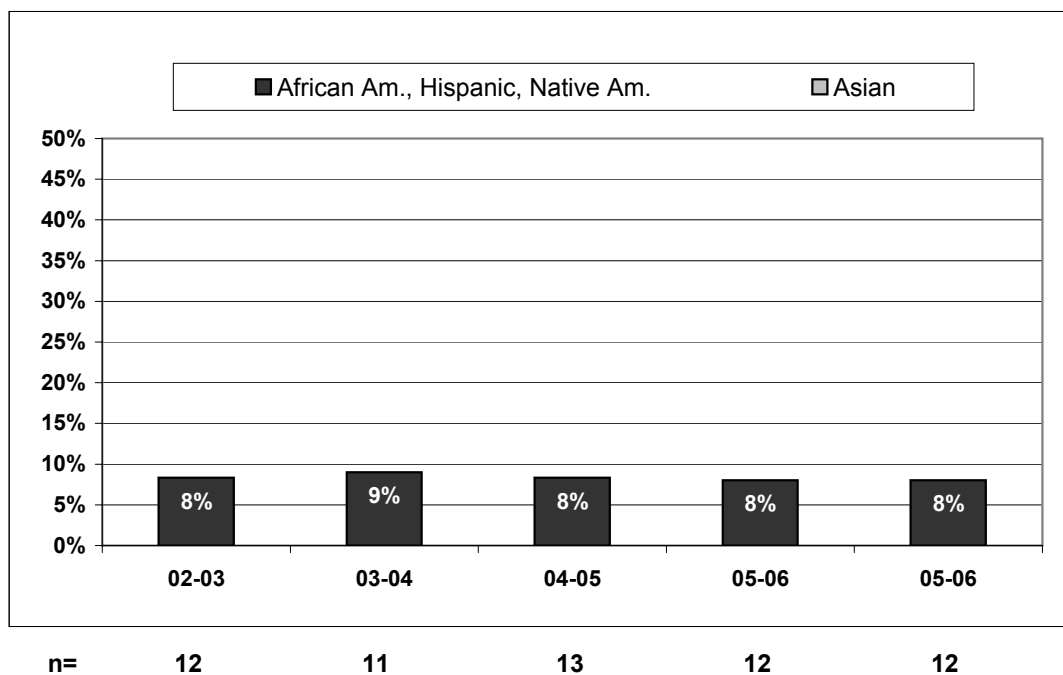
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	4.0	1.0	0.0	0.0	0.0	10.0
% of Faculty	40.0%	10.0%	0.0%	0.0%	0.0%	
Estimate of Availability	34.7%	6.2%	8.1%	3.6%	0.4%	
Expected # of Faculty	3.5	0.6	0.8	0.4	0.0	
Underutilization	none	none	-0.8	-0.4	none	

DEPARTMENT OF PUBLIC POLICY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF SOCIAL WELFARE

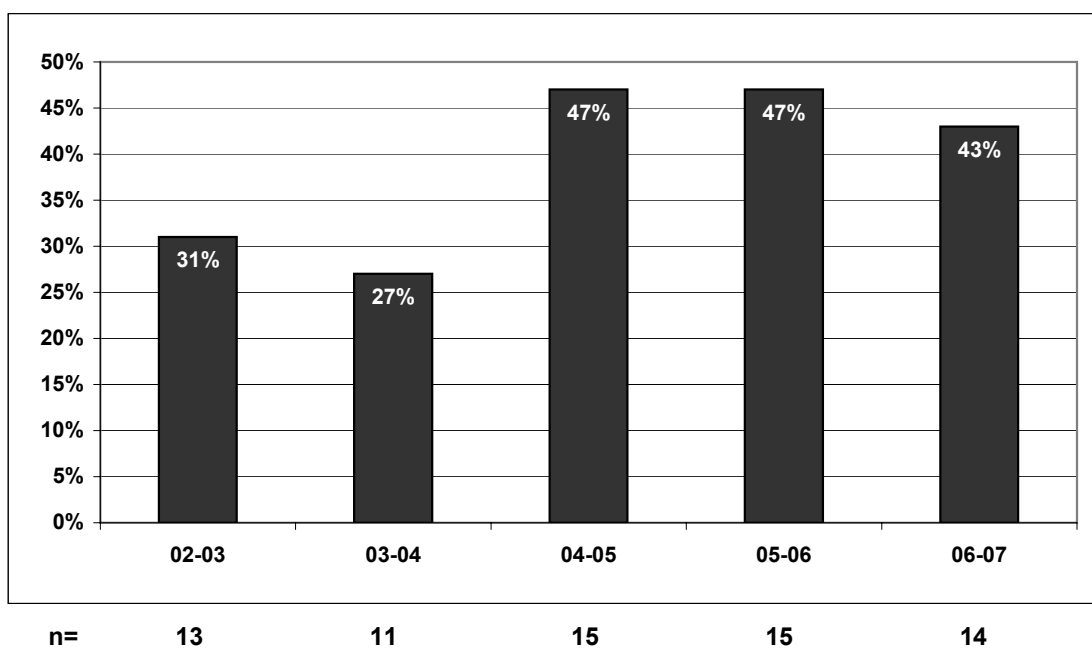
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0	6.0	0.0	0.0	1.0	7.0	8.0
	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	12.5%	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	1.0	1.0	0.0	0.0	3.0	1.0	4.0
	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	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	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	4.0	7.0	0.0	0.0	7.0	8.0	15.0
	13.3%	0.0%	6.7%	0.0%	0.0%	6.7%	0.0%	0.0%	20.0%	6.7%	26.7%	46.7%	0.0%	0.0%	46.7%	53.3%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

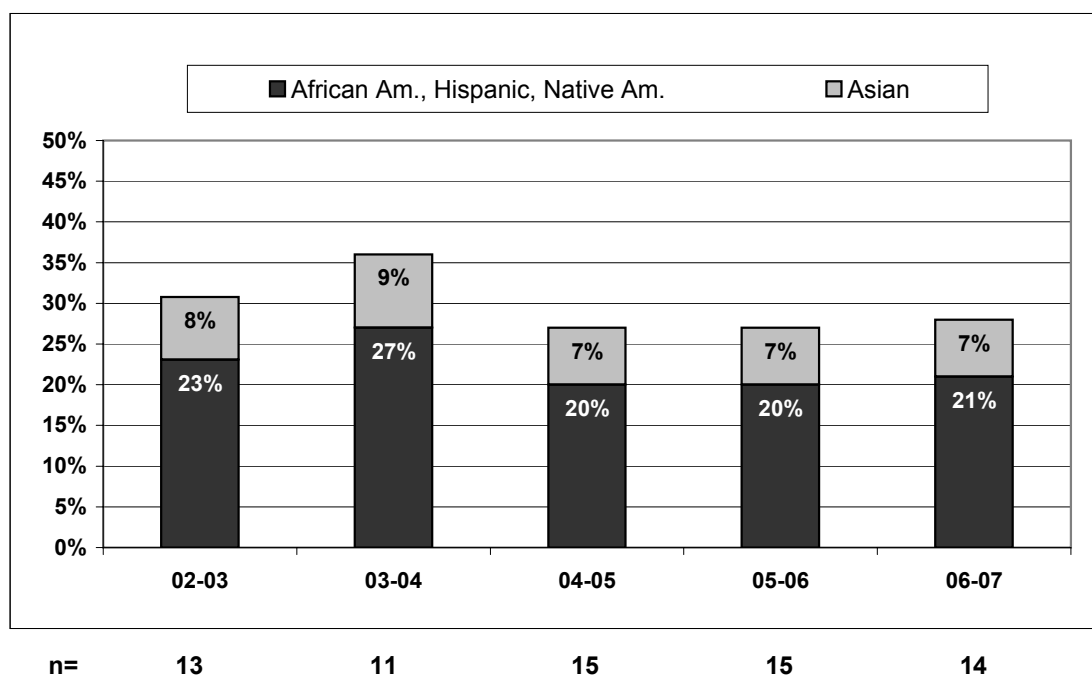
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	7.0	2.0	1.0	1.0	0.0	15.0
% of Faculty	46.7%	13.3%	6.7%	6.7%	0.0%	
Estimate of Availability	67.1%	10.4%	4.7%	4.4%	0.7%	
Expected # of Faculty	10.1	1.6	0.7	0.7	0.1	
Underutilization	-3.1	none	none	none	-0.1	

DEPARTMENT OF SOCIAL WELFARE
Trends

Percent Women



Percent Minorities



DEPARTMENT OF URBAN PLANNING

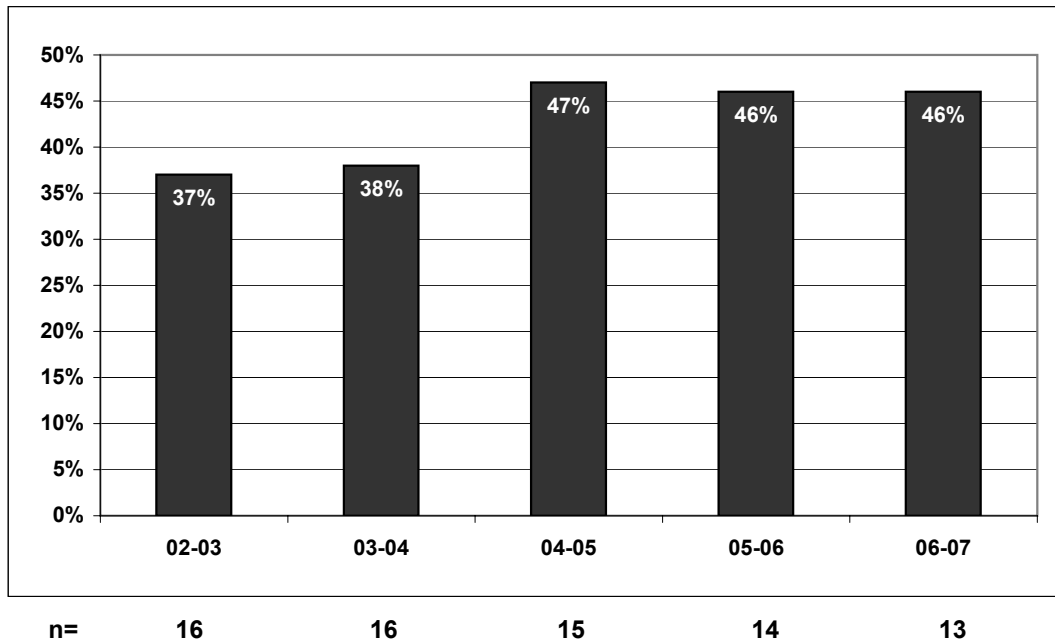
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.5	3.0	5.0	0.0	0.0	3.0	5.5	8.5
	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	35.3%	58.8%	0.0%	0.0%	35.3%	64.7%	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	0.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	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	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	1.0	0.5	0.0	1.0	0.0	0.0	1.0	1.5	4.0	5.0	0.0	1.0	5.0	7.5	12.5
	0.0%	0.0%	8.0%	4.0%	0.0%	8.0%	0.0%	0.0%	8.0%	12.0%	32.0%	40.0%	0.0%	8.0%	40.0%	60.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

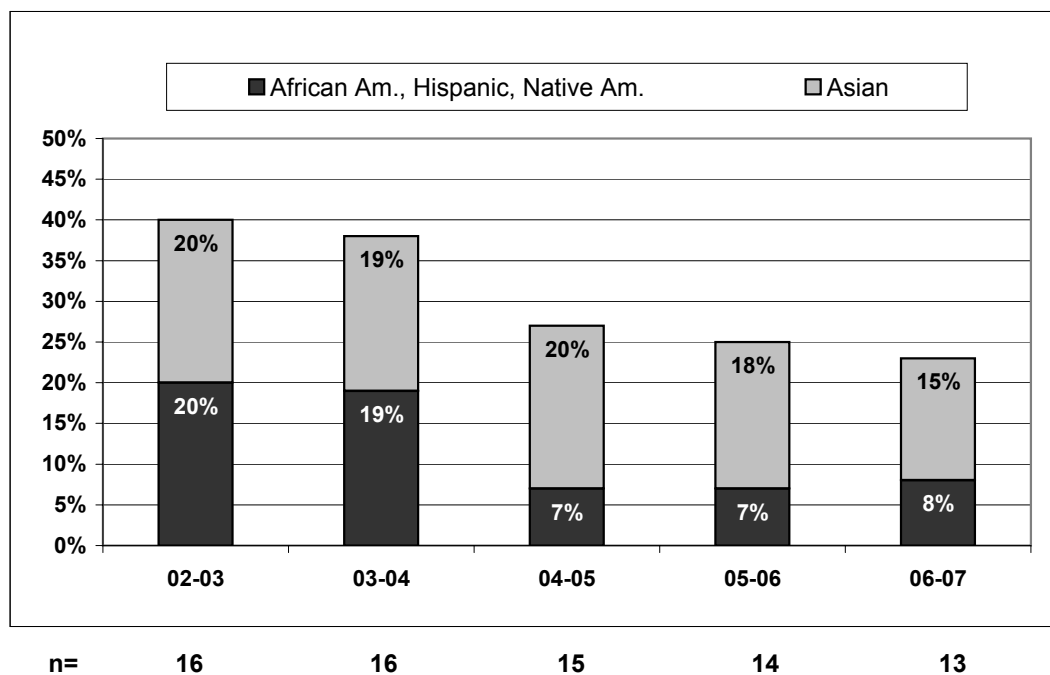
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	0.0	1.5	1.0	0.0	11.5
% of Faculty	40.0%	0.0%	13.0%	8.7%	0.0%	
Estimate of Availability	38.9%	9.2%	7.7%	3.5%	0.7%	
Expected # of Faculty	4.9	1.1	0.9	0.4	0.1	
Underutilization	none	-1.1	none	none	-0.1	

DEPARTMENT OF URBAN PLANNING
Trends

Percent Women



Percent Minorities



SCHOOL OF THEATER, FILM & TELEVISION

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	0.0	0.0	1.0	3.0	0.0	1.0	1.0	5.0	9.0	14.7	0.0	0.0	10.0	19.7	29.7
	0.0%	3.4%	0.0%	0.0%	3.4%	10.1%	0.0%	3.4%	3.4%	16.8%	30.3%	49.5%	0.0%	0.0%	33.7%	66.3%	100.0%
Associate Professor																	
	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	2.0	2.0	0.0	0.0	3.0	3.0	6.0
	0.0%	0.0%	16.7%	0.0%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	33.3%	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	1.0	0.0	1.0	4.0	0.0	1.0	2.0	6.0	12.0	17.7	0.0	0.0	14.0	23.7	37.7
	0.0%	2.7%	2.7%	0.0%	2.7%	10.6%	0.0%	2.7%	5.3%	15.9%	31.8%	46.9%	0.0%	0.0%	37.1%	62.9%	100.0%

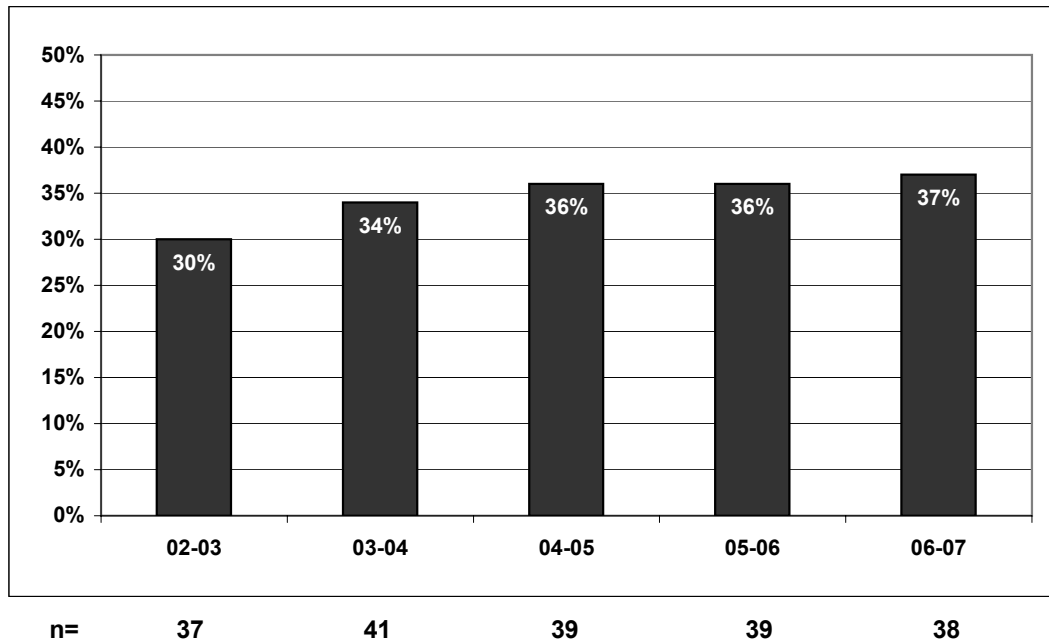
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	14.0	1.0	1.0	5.0	1.0	37.7
% of Faculty	37.1%	2.7%	2.7%	13.3%	2.7%	
Estimate of Availability	36.1%	3.9%	2.3%	2.2%	0.4%	
Expected # of Faculty	13.6	1.5	0.9	0.8	0.2	
Underutilization	none	-0.5	none	none	none	

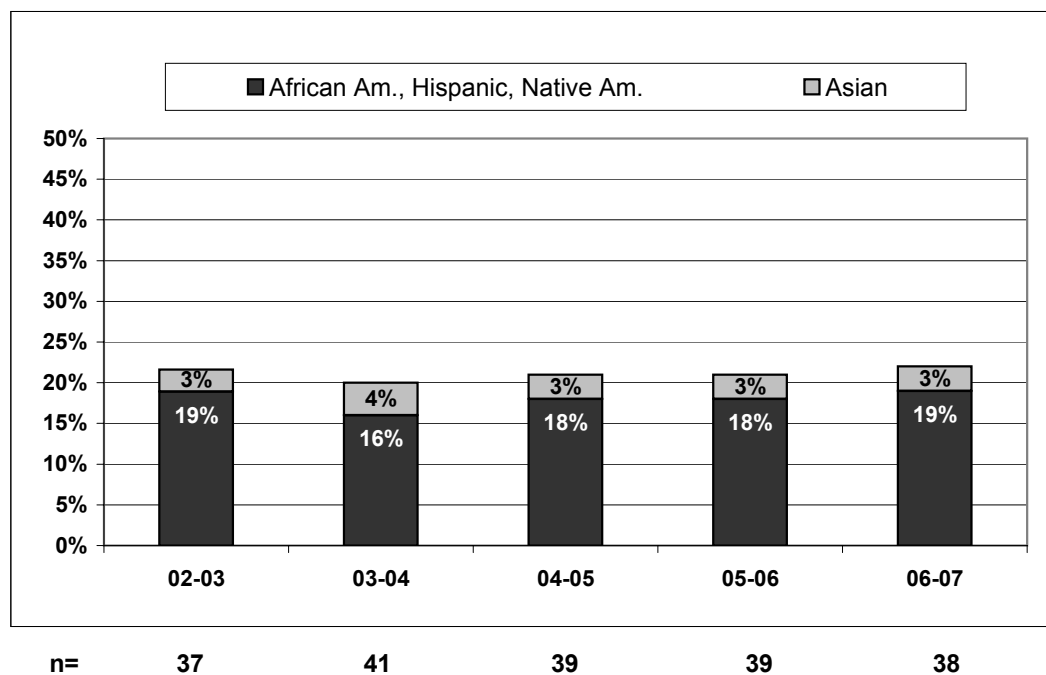
SCHOOL OF THEATER, FILM & TELEVISION

Trends

Percent Women



Percent Minorities



DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA

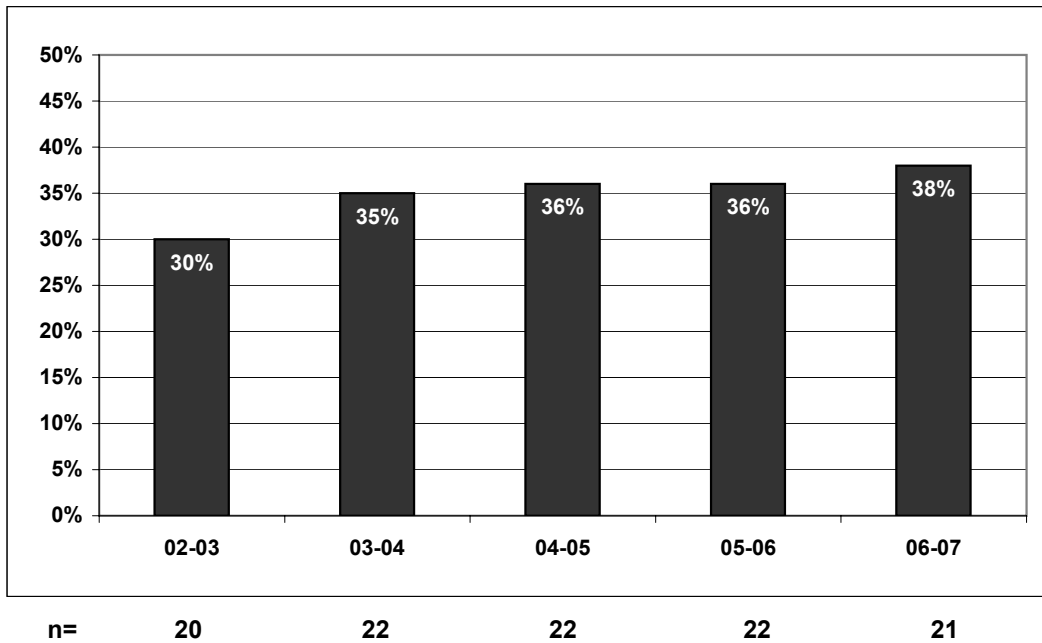
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	1.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	3.0	6.0	7.0	0.0	0.0	6.0	10.0	16.0
	0.0%	6.3%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	18.8%	37.5%	43.8%	0.0%	0.0%	37.5%	62.5%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	2.0	1.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	50.0%	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	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

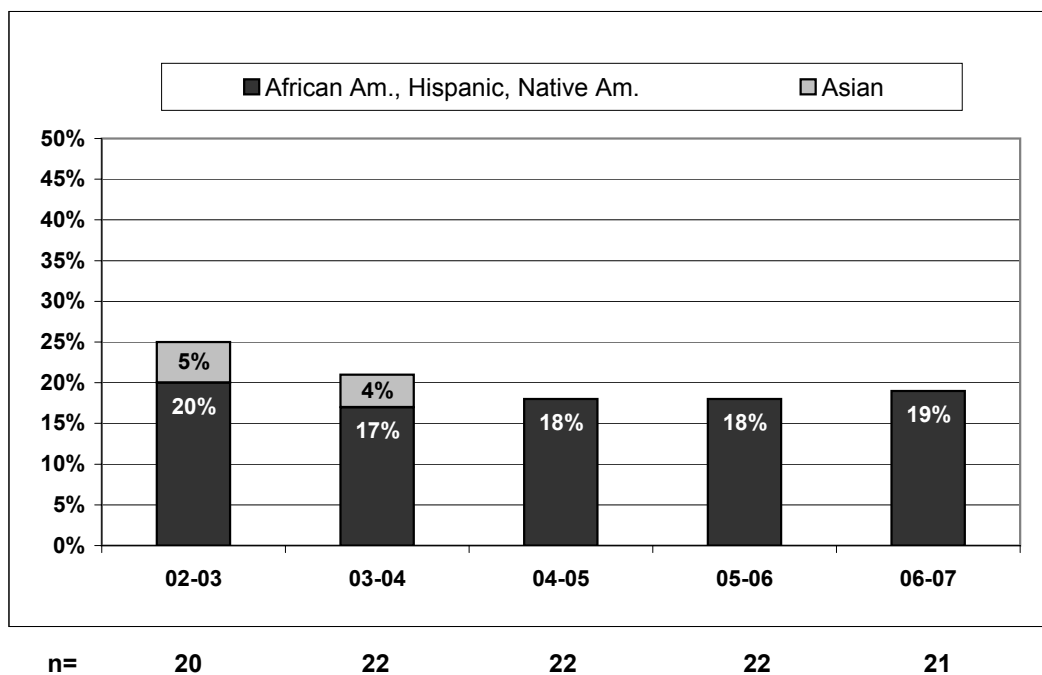
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	0.0	3.0	0.0	21.0
% of Faculty	38.1%	4.8%	0.0%	14.3%	0.0%	
Estimate of Availability	32.3%	4.0%	2.7%	2.5%	0.3%	
Expected # of Faculty	6.8	0.8	0.6	0.5	0.1	
Underutilization	none	none	-0.6	none	-0.1	

DEPARTMENT OF FILM, TELEVISION & DIGITAL MEDIA
Trends

Percent Women



Percent Minorities



DEPARTMENT OF THEATER

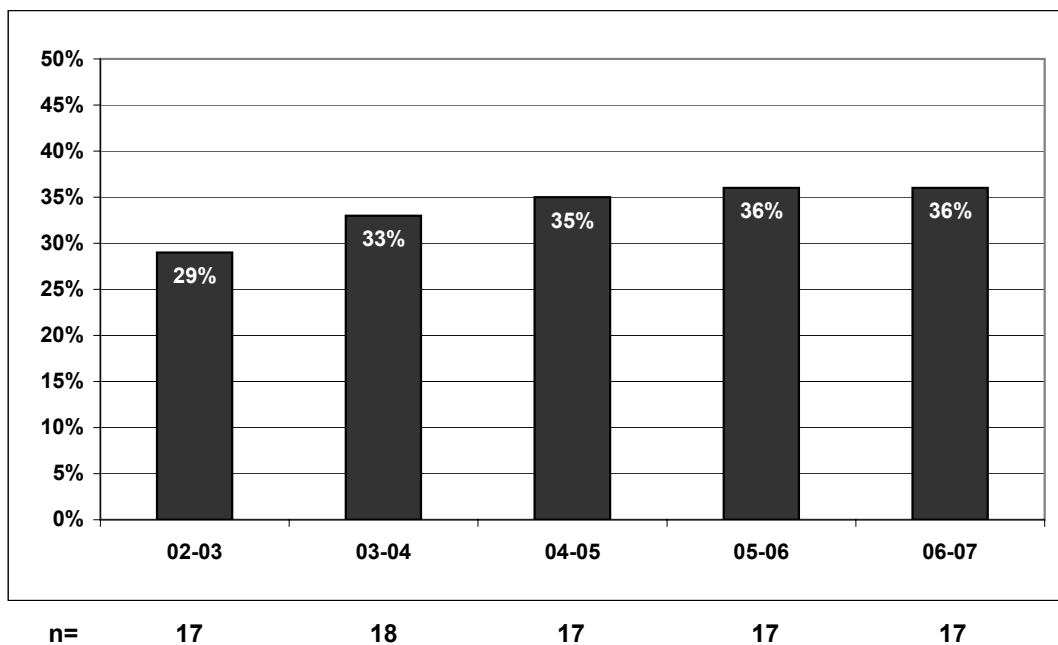
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	1.0	2.0	3.0	7.7	0.0	0.0	4.0	9.7	13.7
	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	0.0%	7.3%	7.3%	14.6%	21.9%	56.2%	0.0%	0.0%	29.2%	70.8%	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	8.7	0.0	0.0	6.0	10.7	16.7
	0.0%	0.0%	6.0%	0.0%	6.0%	6.0%	0.0%	6.0%	12.0%	12.0%	24.0%	52.1%	0.0%	0.0%	35.9%	64.1%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

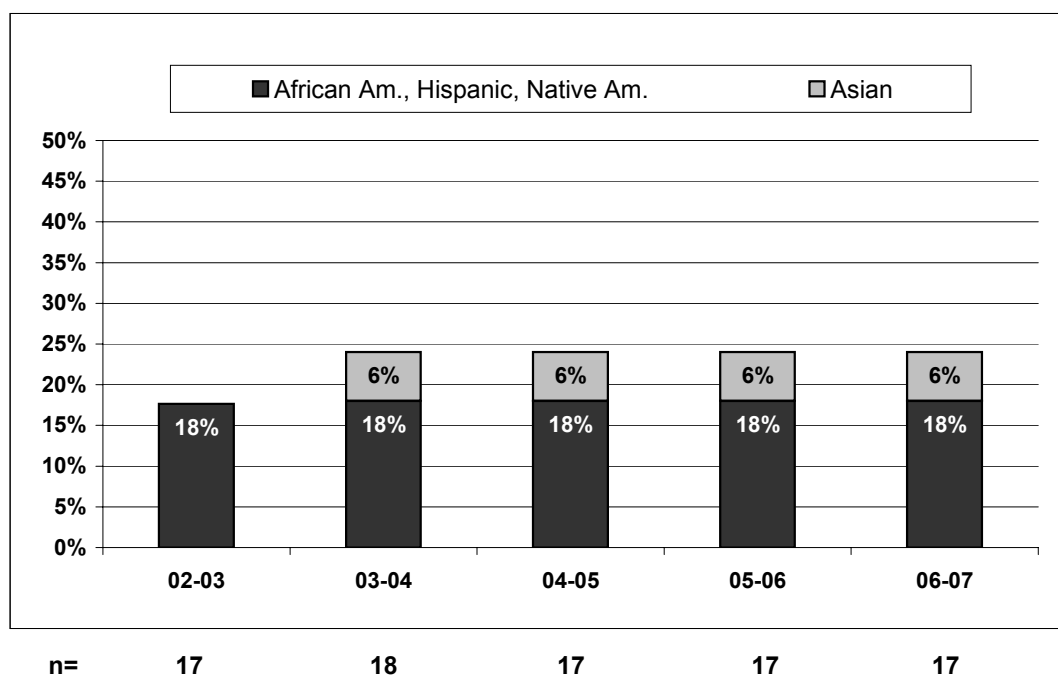
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	6.0	0.0	1.0	2.0	1.0	16.7
% of Faculty	35.9%	0.0%	6.0%	12.0%	6.0%	
Estimate of Availability	42.9%	4.2%	1.9%	2.2%	0.5%	
Expected # of Faculty	7.2	0.7	0.3	0.4	0.1	
Underutilization	-1.2	-0.7	none	none	none	

DEPARTMENT OF THEATER *Trends*

Percent Women



Percent Minorities



SCHOOL OF DENTISTRY

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	8.0	0.0	1.0	0.0	0.0	0.0	9.0	3.0	16.0	0.0	0.0	3.0	25.0	28.0
	0.0%	0.0%	0.0%	28.6%	0.0%	3.6%	0.0%	0.0%	0.0%	32.1%	10.7%	57.1%	0.0%	0.0%	10.7%	89.3%	100.0%
Associate Professor																	
	0.0	1.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	5.0	2.0	3.0	0.0	0.0	2.0	8.0	10.0
	0.0%	10.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	20.0%	30.0%	0.0%	0.0%	20.0%	80.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0	0.0	0.0	0.0	3.0	1.0	4.0
	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	50.0%	0.0%	0.0%	0.0%	75.0%	25.0%	100.0%
Total Ladder																	
	0.0	1.0	1.0	13.0	0.0	1.0	0.0	0.0	1.0	15.0	7.0	19.0	0.0	0.0	8.0	34.0	42.0
	0.0%	2.4%	2.4%	31.0%	0.0%	2.4%	0.0%	0.0%	2.4%	35.7%	16.7%	45.2%	0.0%	0.0%	19.0%	81.0%	100.0%

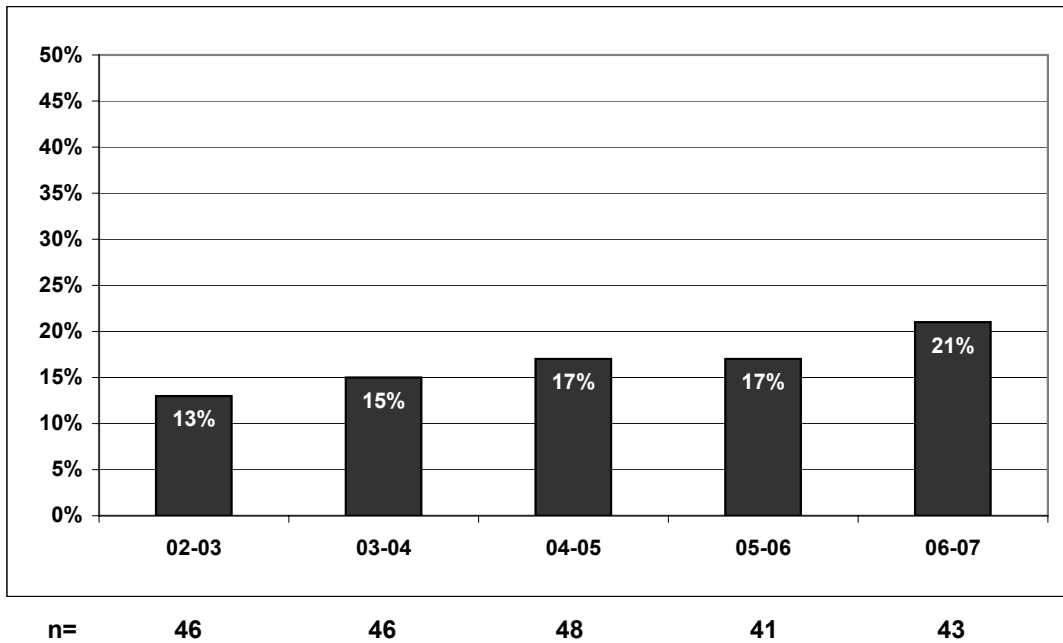
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	8.0	1.0	14.0	1.0	0.0	42.0
% of Faculty	19.0%	2.4%	33.3%	2.4%	0.0%	
Estimate of Availability	31.6%	3.4%	14.0%	3.3%	0.2%	
Expected # of Faculty	13.3	1.4	5.9	1.4	0.1	
Underutilization	-5.3	-0.4	none	-0.4	-0.1	

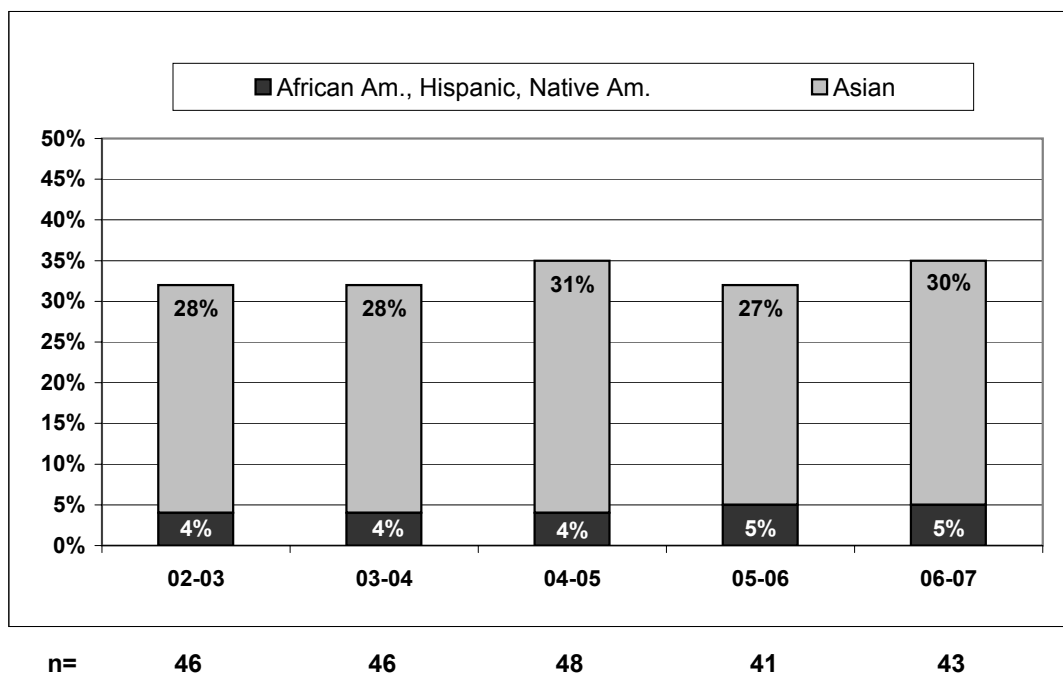
SCHOOL OF DENTISTRY

Trends

Percent Women



Percent Minorities



SCHOOL OF NURSING

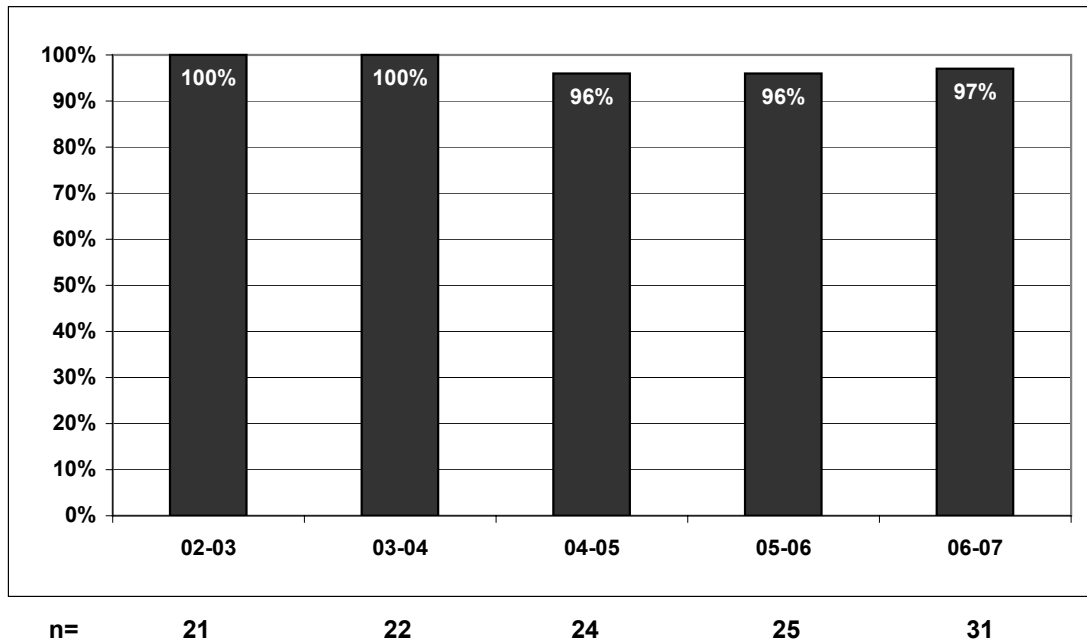
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	0.0	6.0	0.0	0.0	0.0	9.0	0.0	9.0
	11.1%	0.0%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	33.3%	0.0%	66.7%	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	7.0	0.0	0.0	0.0	7.0	0.0	7.0
	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																	
	3.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	8.0	0.0	0.0	0.0	14.0	0.0	14.0
	21.4%	0.0%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	0.0%	57.1%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	4.0	0.0	4.0	0.0	0.0	0.0	1.0	0.0	9.0	0.0	21.0	0.0	0.0	0.0	30.0	0.0	30.0
	13.3%	0.0%	13.3%	0.0%	0.0%	0.0%	3.3%	0.0%	30.0%	0.0%	70.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

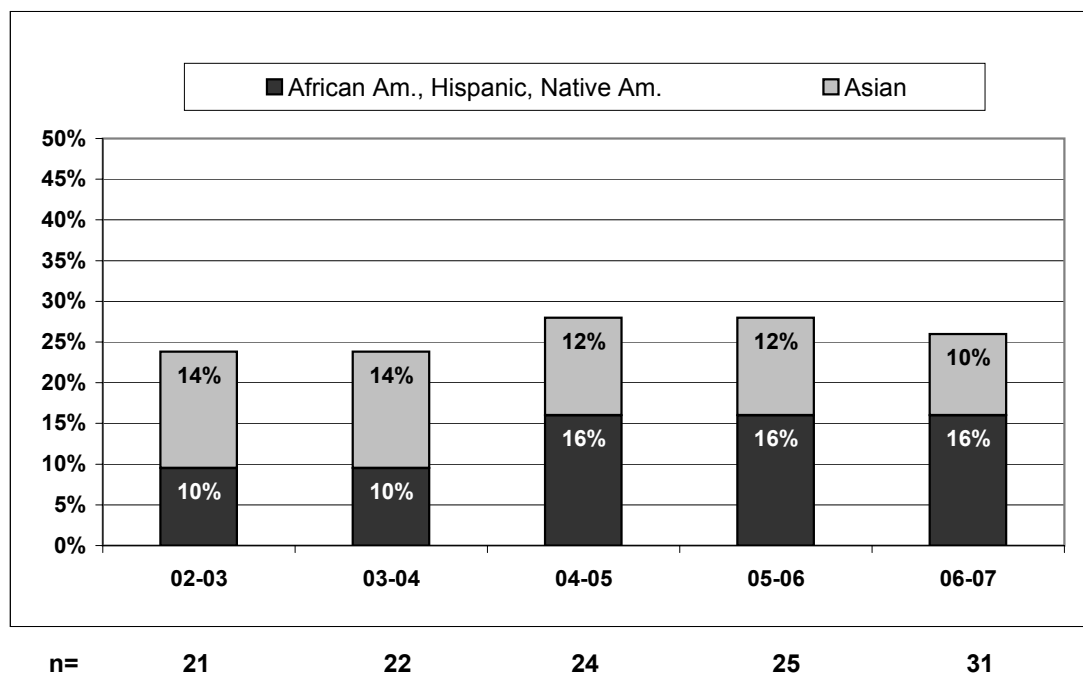
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	30.0	4.0	4.0	0.0	1.0	30.0
% of Faculty	100.0%	13.3%	13.3%	0.0%	3.3%	
Estimate of Availability	94.3%	6.7%	3.1%	2.0%	0.4%	
Expected # of Faculty	28.3	2.0	0.9	0.6	0.1	
Underutilization	none	none	none	-0.6	none	

SCHOOL OF NURSING *Trends*

Percent Women



Percent Minorities



SCHOOL OF PUBLIC HEALTH

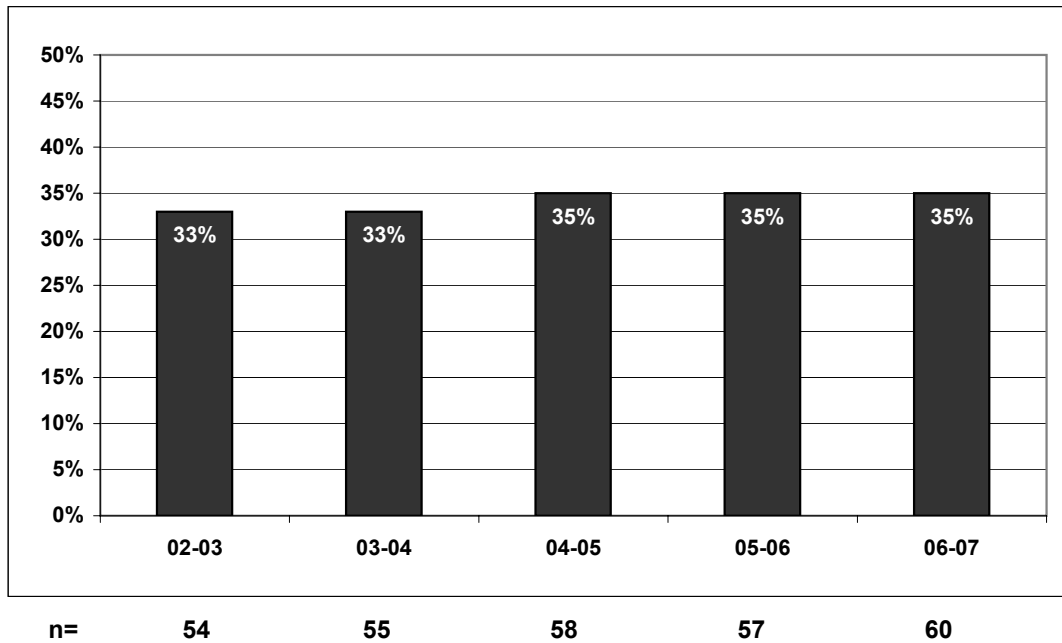
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	1.5	7.0	0.0	0.0	0.0	0.0	2.5	7.0	15.0	29.0	0.0	0.0	17.5	36.0	53.5
	1.9%	0.0%	2.8%	13.1%	0.0%	0.0%	0.0%	0.0%	4.7%	13.1%	28.0%	54.2%	0.0%	0.0%	32.7%	67.3%	100.0%
Associate Professor																	
	1.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	1.0	2.0	0.0	2.0	0.0	0.0	1.0	4.0	5.0
	20.0%	0.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	20.0%	40.0%	0.0%	40.0%	0.0%	0.0%	20.0%	80.0%	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																	
	2.0	0.0	1.5	8.0	0.0	1.0	0.0	0.0	3.5	9.0	17.0	31.0	0.0	0.0	20.5	40.0	60.5
	3.3%	0.0%	2.5%	13.2%	0.0%	1.7%	0.0%	0.0%	5.8%	14.9%	28.1%	51.2%	0.0%	0.0%	33.9%	66.1%	100.0%

ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

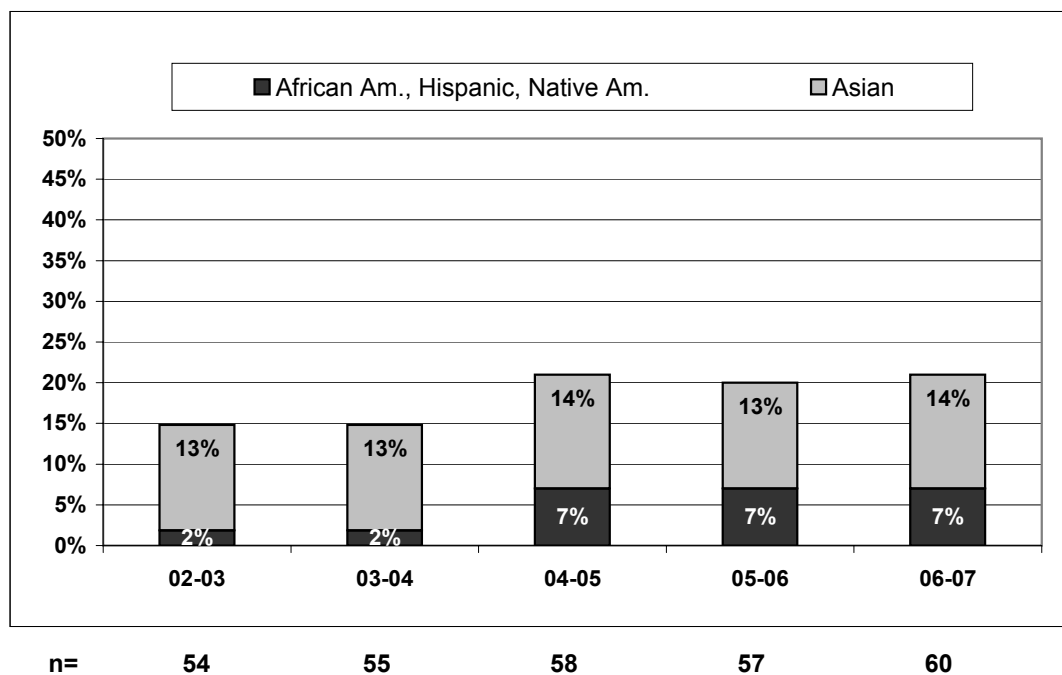
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	20.5	2.0	9.5	1.0	0.0	60.5
% of Faculty	33.9%	3.3%	15.7%	1.7%	0.0%	
Estimate of Availability	46.6%	4.5%	10.9%	3.5%	0.4%	
Expected # of Faculty	28.2	2.7	6.6	2.1	0.2	
Underutilization	-7.7	-0.7	none	-1.1	-0.2	

SCHOOL OF PUBLIC HEALTH *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF BIostatISTICS

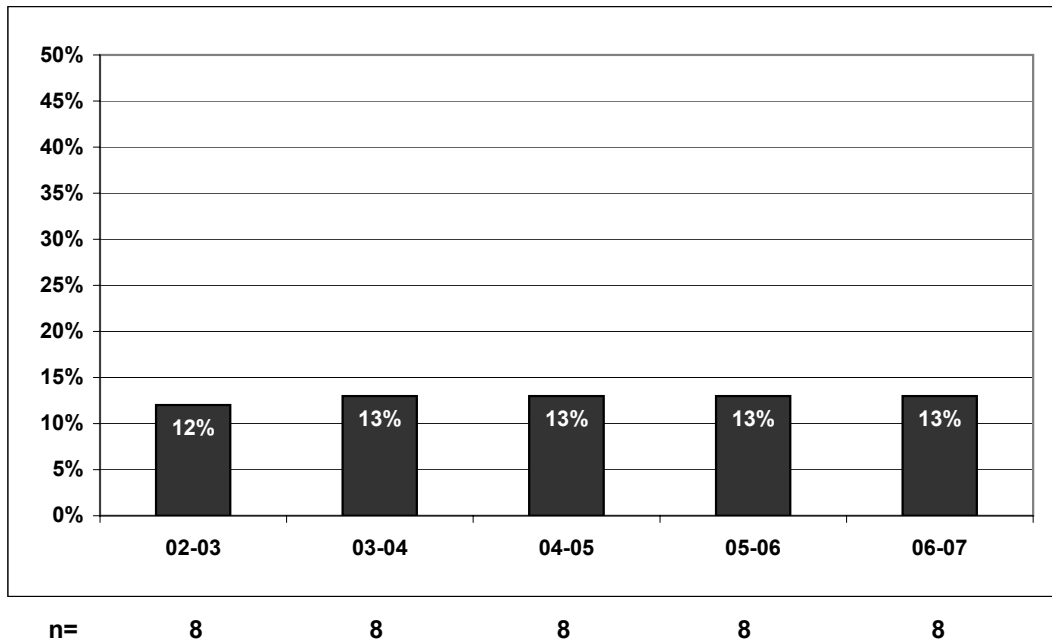
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	4.0	0.0	0.0	1.0	6.0	7.0
	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	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	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	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%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

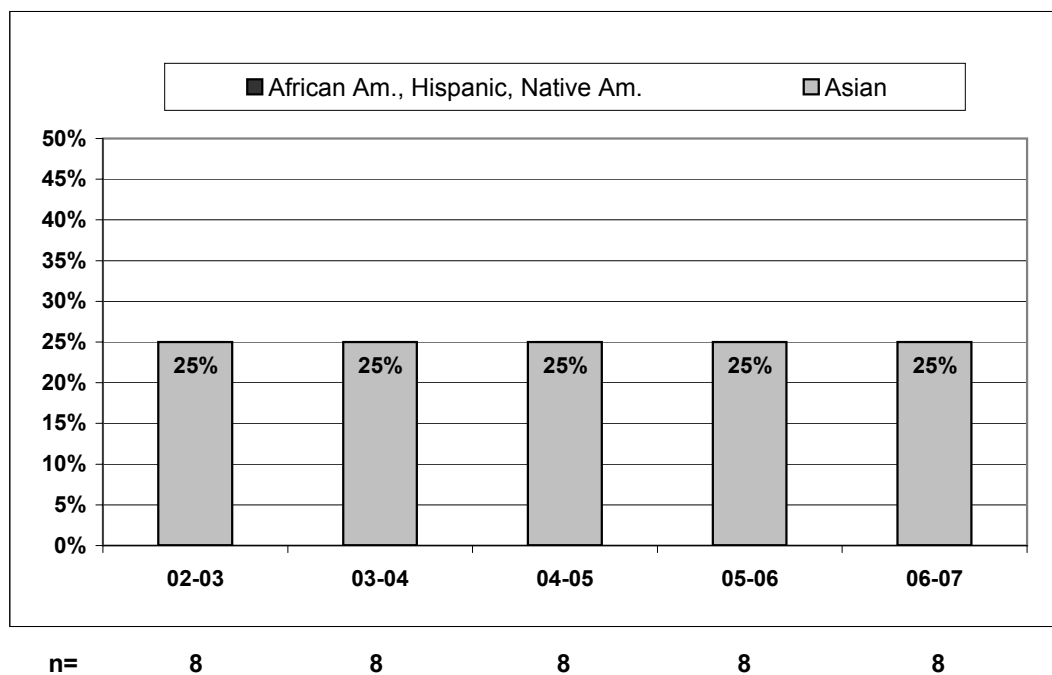
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	1.0	0.0	2.0	0.0	0.0	7.0
% of Faculty	14.3%	0.0%	28.6%	0.0%	0.0%	
Estimate of Availability	34.1%	1.3%	22.6%	1.6%	0.4%	
Expected # of Faculty	2.4	0.1	1.6	0.1	0.0	
Underutilization	-1.4	-0.1	none	-0.1	none	

DEPARTMENT OF BIOSTATISTICS
Trends

Percent Women



Percent Minorities



DEPARTMENT OF COMMUNITY HEALTH SCIENCES

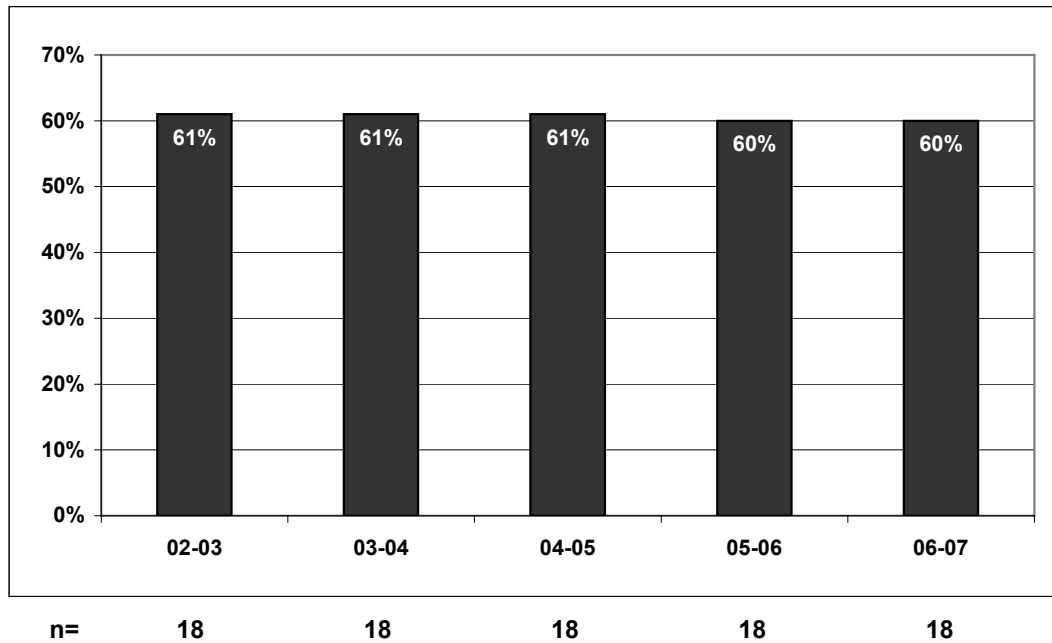
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.5	2.0	0.0	0.0	0.0	0.0	1.5	2.0	8.0	5.0	0.0	0.0	9.5	7.0	16.5
	0.0%	0.0%	9.1%	12.1%	0.0%	0.0%	0.0%	0.0%	9.1%	12.1%	48.5%	30.3%	0.0%	0.0%	57.6%	42.4%	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	3.0	0.0	0.0	0.0	0.0	1.5	3.0	8.0	5.0	0.0	0.0	9.5	8.0	17.5
	0.0%	0.0%	8.6%	17.1%	0.0%	0.0%	0.0%	0.0%	8.6%	17.1%	45.7%	28.6%	0.0%	0.0%	54.3%	45.7%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

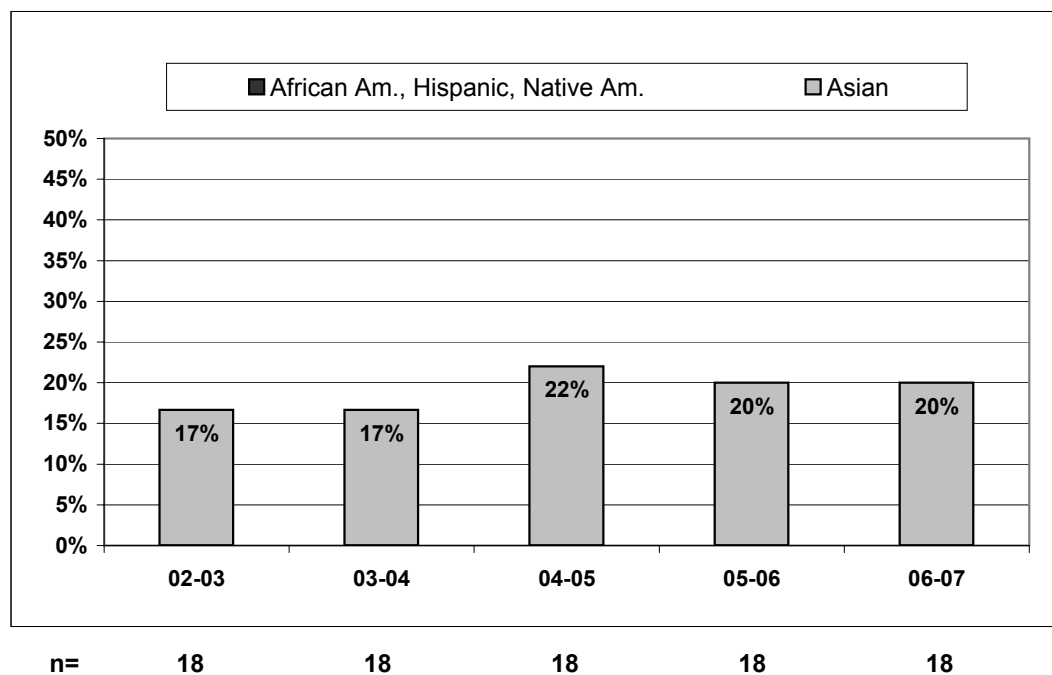
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	9.5	0.0	4.5	0.0	0.0	17.5
% of Faculty	54.3%	0.0%	25.7%	0.0%	0.0%	
Estimate of Availability	49.0%	5.9%	6.6%	3.9%	0.5%	
Expected # of Faculty	8.6	1.0	1.2	0.7	0.1	
Underutilization	none	-1.0	none	-0.7	-0.1	

DEPARTMENT OF COMMUNITY HEALTH SCIENCES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

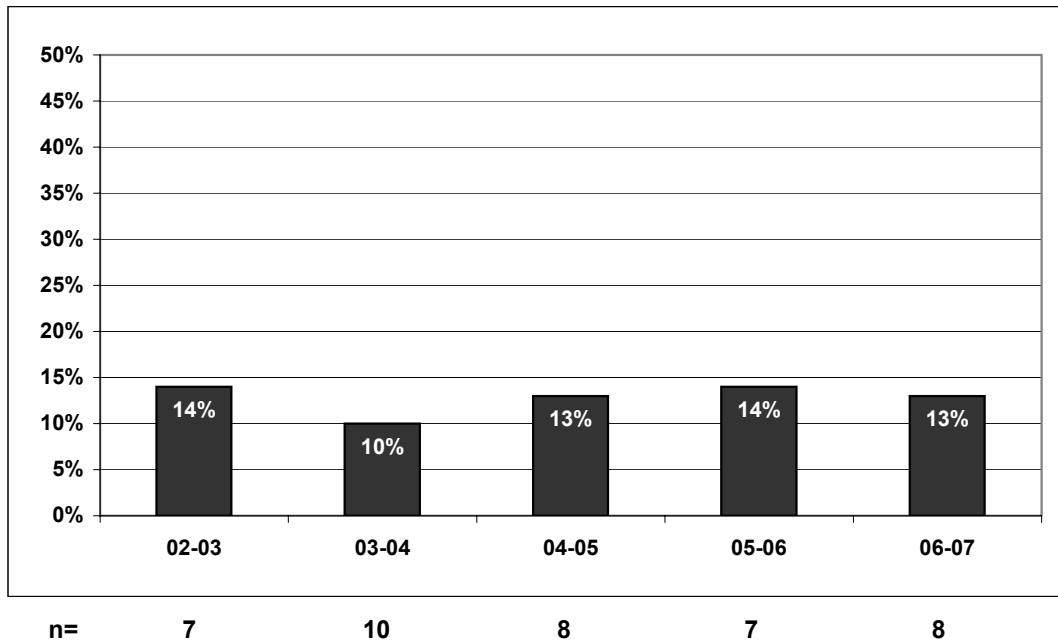
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	6.0	0.0	0.0	1.0	7.0	8.0
	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	75.0%	0.0%	0.0%	12.5%	87.5%	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	1.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	7.0	0.0	0.0	2.0	8.0	10.0
	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%	10.0%	10.0%	70.0%	0.0%	0.0%	20.0%	80.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

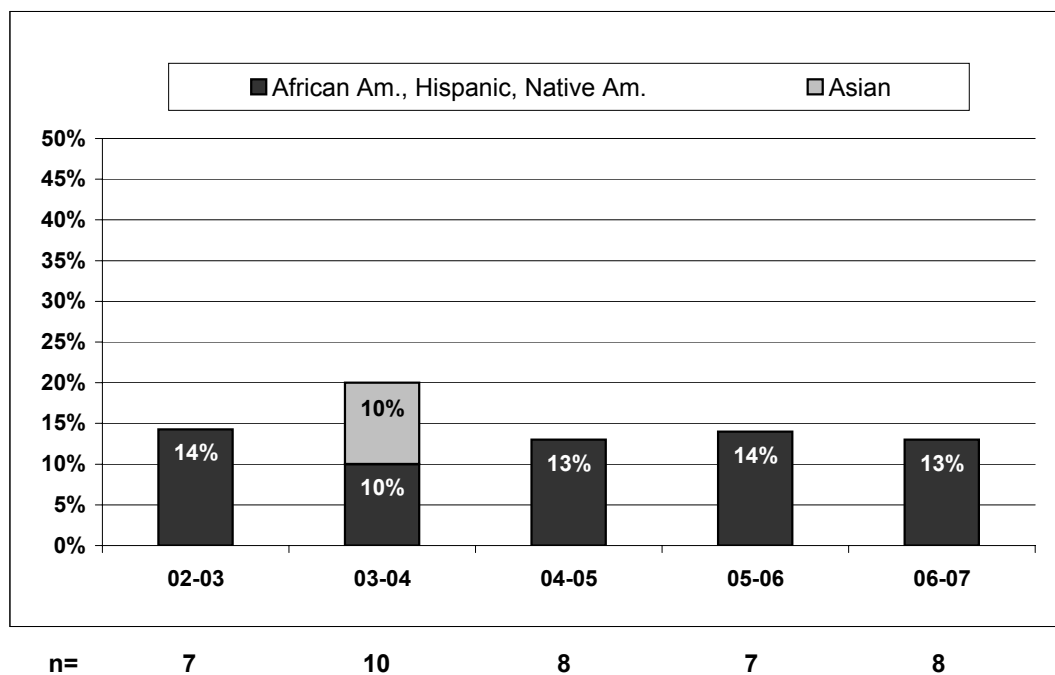
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	1.0	1.0	0.0	0.0	10.0
% of Faculty	20.0%	10.0%	10.0%	0.0%	0.0%	
Estimate of Availability	36.6%	2.5%	16.1%	3.3%	0.3%	
Expected # of Faculty	3.7	0.3	1.6	0.3	0.0	
Underutilization	-1.7	none	-0.6	-0.3	none	

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES
Trends

Percent Women



Percent Minorities



DEPARTMENT OF EPIDEMIOLOGY

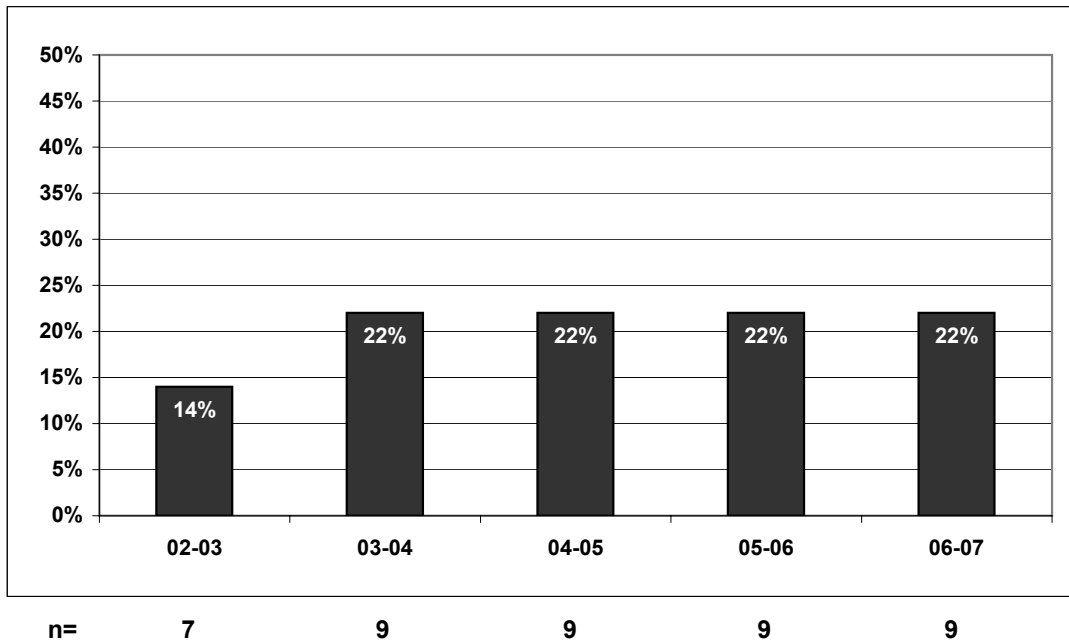
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	6.0	0.0	0.0	1.0	8.0	9.0
	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	11.1%	66.7%	0.0%	0.0%	11.1%	88.9%	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	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	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	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	6.0	0.0	0.0	2.0	8.0	10.0
	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	20.0%	80.0%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

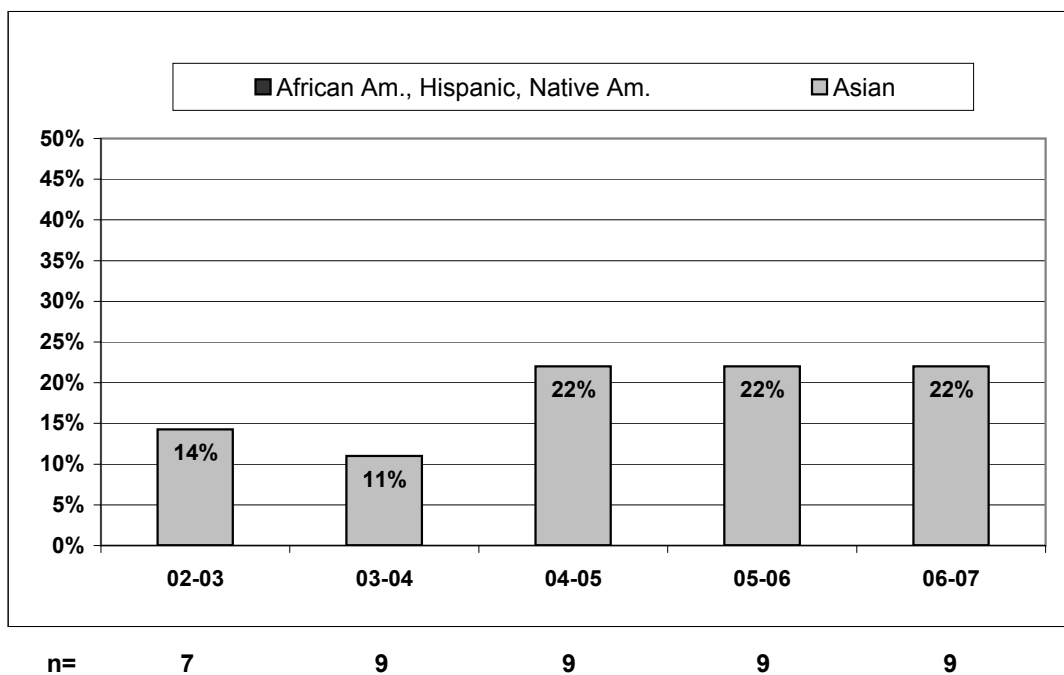
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	2.0	0.0	2.0	0.0	0.0	10.0
% of Faculty	20.0%	0.0%	20.0%	0.0%	0.0%	
Estimate of Availability	56.5%	4.2%	8.8%	3.8%	0.3%	
Expected # of Faculty	5.7	0.4	0.9	0.4	0.0	
Underutilization	-3.7	-0.4	none	-0.4	none	

DEPARTMENT OF EPIDEMIOLOGY
Trends

Percent Women



Percent Minorities



DEPARTMENT OF HEALTH SERVICES

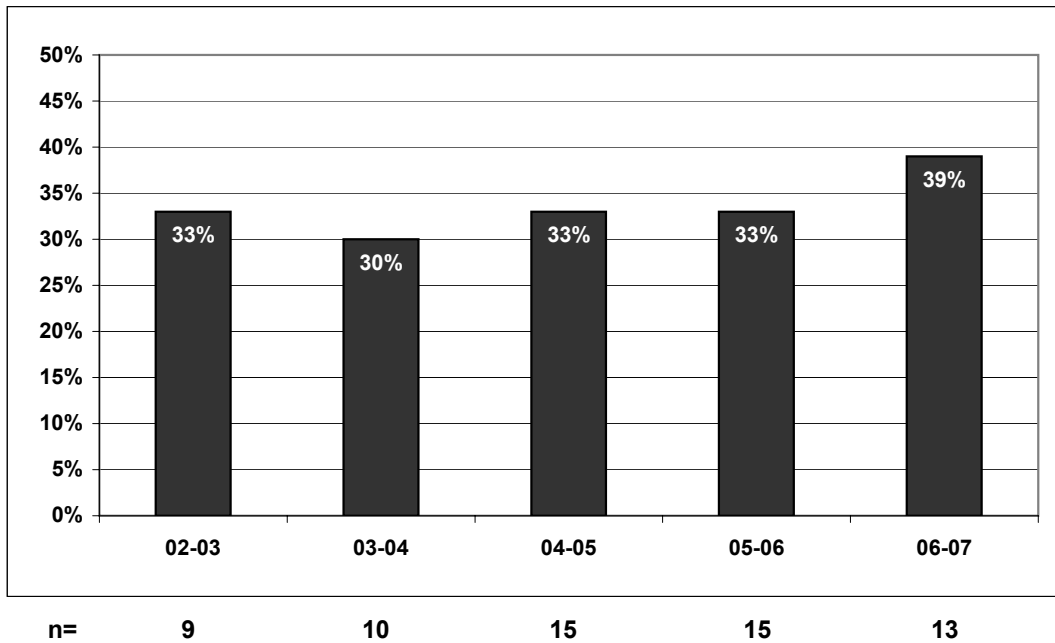
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0	6.0	0.0	0.0	4.0	6.0	10.0
	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	30.0%	60.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%
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	1.0	0.0	0.0	1.0	1.0	4.0	7.0	0.0	0.0	5.0	8.0	13.0
	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	7.7%	7.7%	30.8%	53.8%	0.0%	0.0%	38.5%	61.5%	100.0%

DEPARTMENTAL UNDERUTILIZATION OF REGULAR RANK FACULTY

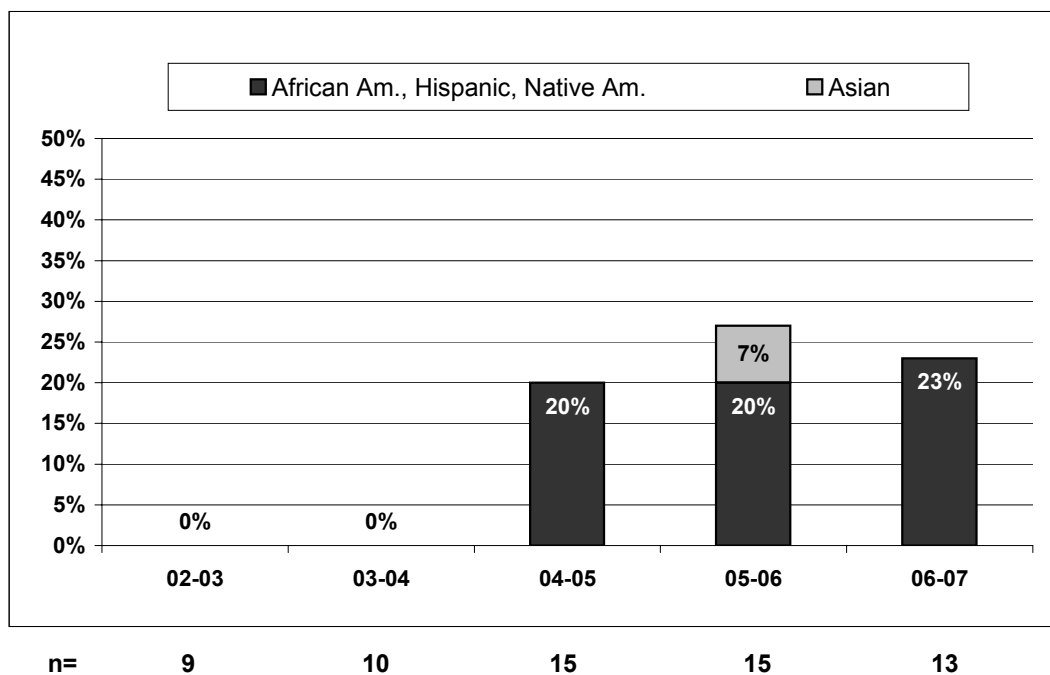
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	5.0	1.0	0.0	1.0	0.0	13.0
% of Faculty	38.5%	7.7%	0.0%	7.7%	0.0%	
Estimate of Availability	45.7%	6.3%	7.2%	3.8%	0.3%	
Expected # of Faculty	5.9	0.8	0.9	0.5	0.0	
Underutilization	-0.9	none	-0.9	none	none	

DEPARTMENT OF HEALTH SERVICES
Trends

Percent Women



Percent Minorities



THE DAVID GEFFEN SCHOOL OF MEDICINE*

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	3.0	8.0	20.0	3.0	13.0	0.0	0.0	11.0	36.0	32.8	189.4	0.0	0.0	43.8	225.4	269.2
	0.0%	1.1%	3.0%	7.4%	1.1%	4.8%	0.0%	0.0%	4.1%	13.4%	12.2%	70.4%	0.0%	0.0%	16.3%	83.7%	100.0%
Associate Professor																	
	1.0	1.0	2.0	11.0	0.0	4.0	0.0	0.0	3.0	16.0	10.0	20.0	0.0	1.0	13.0	37.0	50.0
	2.0%	2.0%	4.0%	22.0%	0.0%	8.0%	0.0%	0.0%	6.0%	32.0%	20.0%	40.0%	0.0%	2.0%	26.0%	74.0%	100.0%
Assistant Professor																	
	0.0	1.0	1.0	5.0	0.0	2.0	0.0	0.0	1.0	8.0	6.0	21.0	0.0	2.0	7.0	31.0	38.0
	0.0%	2.6%	2.6%	13.2%	0.0%	5.3%	0.0%	0.0%	2.6%	21.1%	15.8%	55.3%	0.0%	5.3%	18.4%	81.6%	100.0%
Total Ladder																	
	1.0	5.0	11.0	36.0	3.0	19.0	0.0	0.0	15.0	60.0	48.8	230.4	0.0	3.0	63.8	293.4	357.2
	0.3%	1.4%	3.1%	10.1%	0.8%	5.3%	0.0%	0.0%	4.2%	16.8%	13.7%	64.5%	0.0%	0.8%	17.9%	82.1%	100.0%

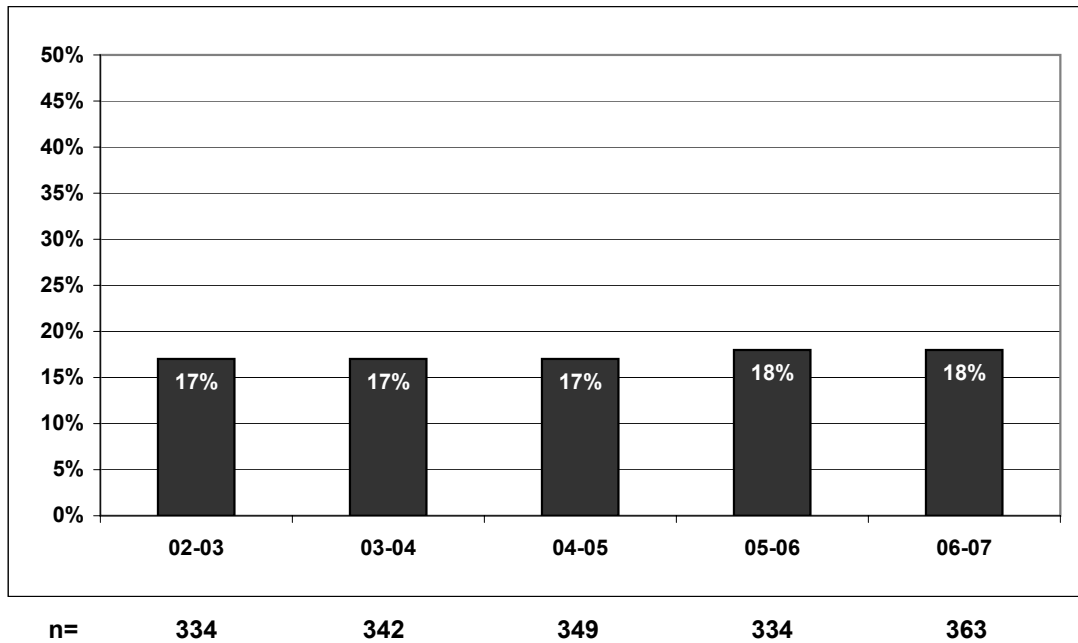
ORGANIZATIONAL UNDERUTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
# of Faculty	63.8	6.0	47.0	22.0	0.0	354.2
% of Faculty	17.9%	1.7%	13.3%	6.2%	0.0%	
Estimate of Availability	27.9%	2.8%	11.0%	4.0%	0.1%	
Expected # of Faculty	99.7	9.9	39.0	14.2	0.4	
Underutilization	-35.9	-3.9	none	none	-0.4	

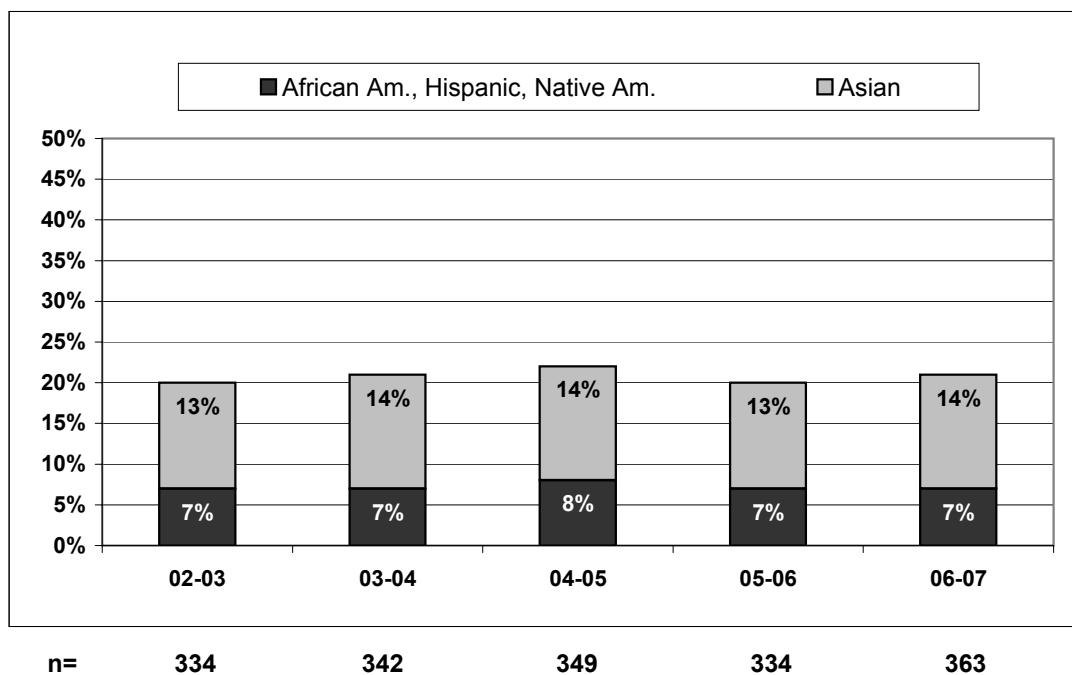
* Faculty diversity statistics for the various departments within the School of Medicine are provided in a separate monograph for the School of Medicine.

THE DAVID GEFEN SCHOOL OF MEDICINE
Trends

Percent Women



Percent Minorities



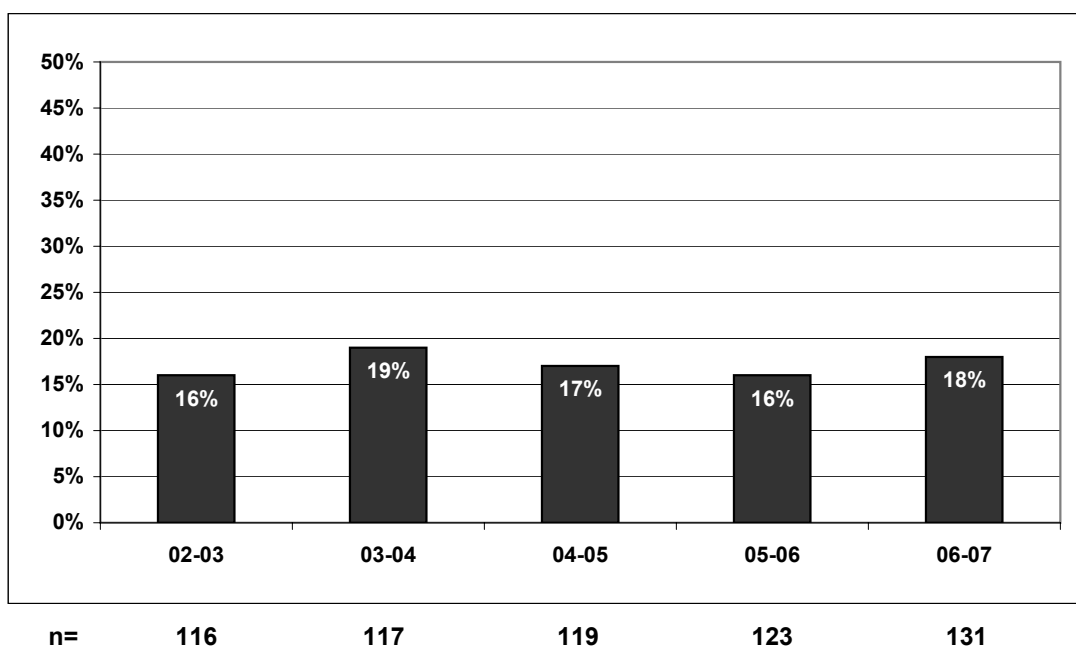
BASIC SCIENCE DEPARTMENTS

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	3.0	10.0	0.0	5.0	0.0	0.0	3.0	16.0	9.8	54.0	0.0	0.0	12.8	70.0	82.8
	0.0%	1.2%	3.6%	12.1%	0.0%	6.0%	0.0%	0.0%	3.6%	19.3%	11.8%	65.2%	0.0%	0.0%	15.5%	84.5%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0	3.0	6.0	7.0	0.0	1.0	6.0	11.0	17.0
	0.0%	0.0%	0.0%	5.9%	0.0%	11.8%	0.0%	0.0%	0.0%	17.6%	35.3%	41.2%	0.0%	5.9%	35.3%	64.7%	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	13.0	0.0	2.0	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%	52.0%	0.0%	8.0%	20.0%	80.0%	100.0%
Total Ladder																	
	0.0	1.0	4.0	15.0	0.0	8.0	0.0	0.0	4.0	24.0	19.8	74.0	0.0	3.0	23.8	101.0	124.8
	0.0%	0.8%	3.2%	12.0%	0.0%	6.4%	0.0%	0.0%	3.2%	19.2%	15.9%	59.3%	0.0%	2.4%	19.1%	80.9%	100.0%

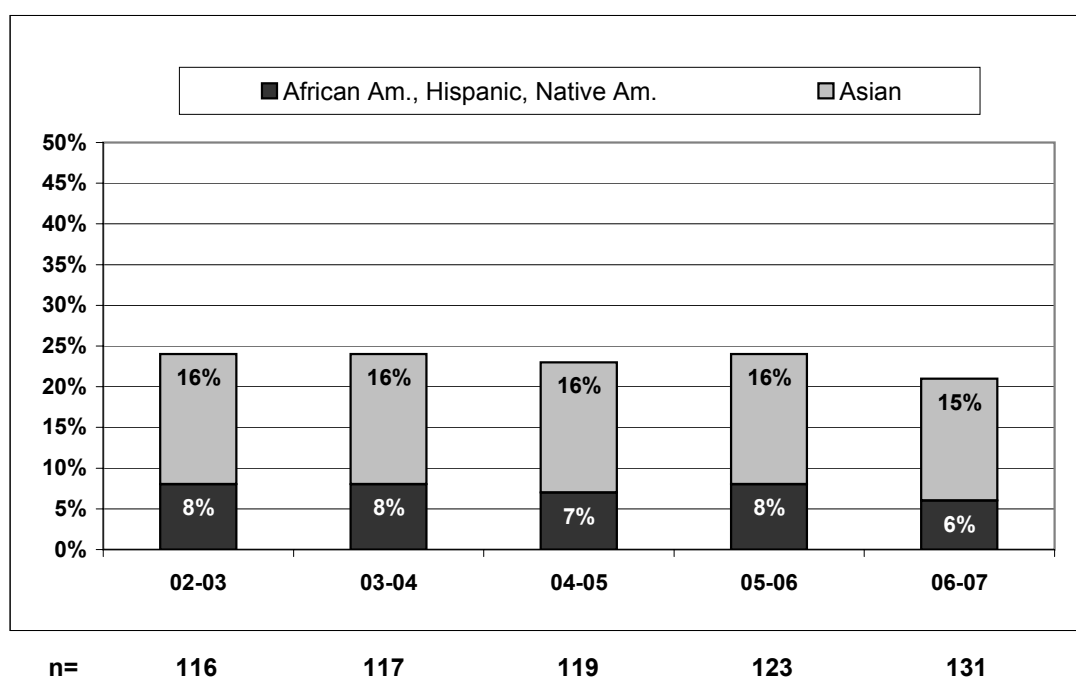
BASIC SCIENCE DEPARTMENTS

Trends

Percent Women



Percent Minorities

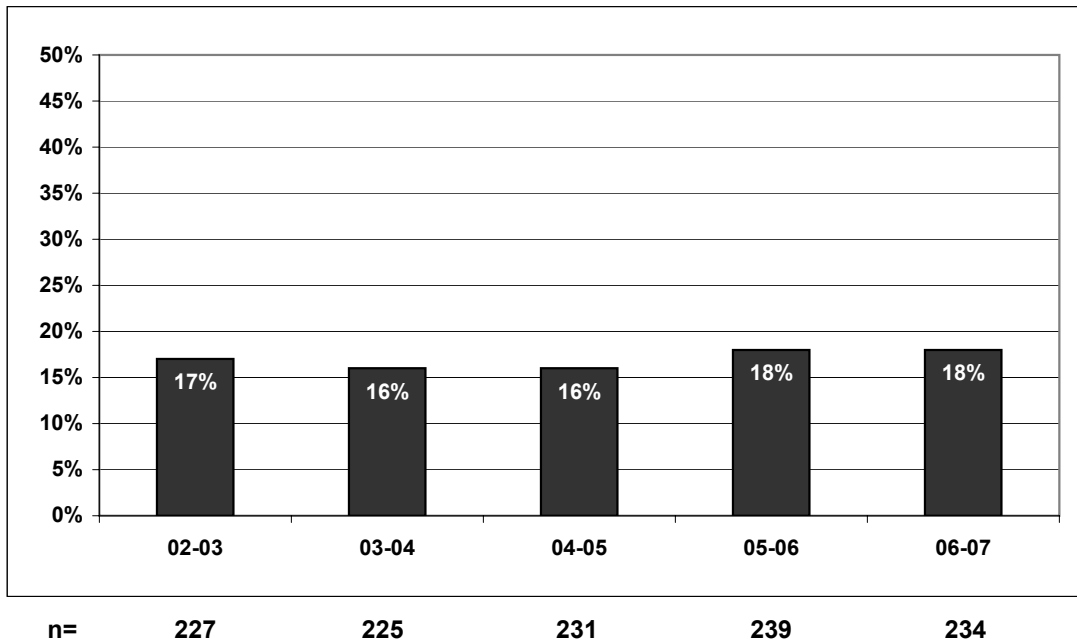


CLINICAL DEPARTMENTS

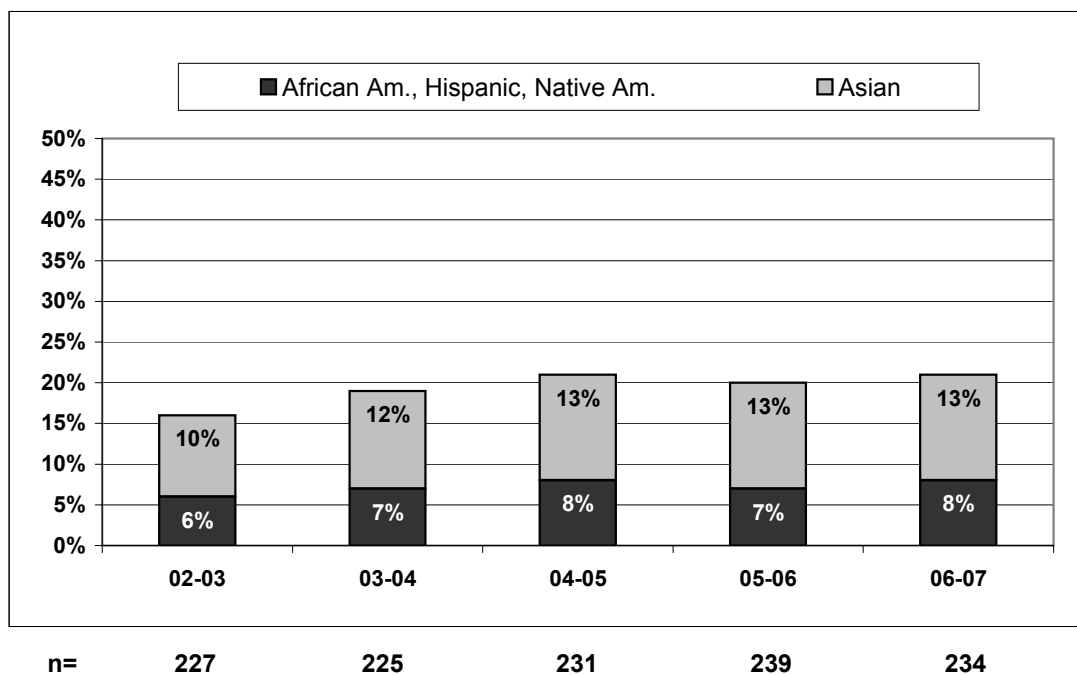
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	2.0	5.0	10.0	3.0	8.0	0.0	0.0	8.0	20.0	23.0	135.4	0.0	0.0	31.0	155.4	186.4
	0.0%	1.1%	2.7%	5.4%	1.6%	4.3%	0.0%	0.0%	4.3%	10.7%	12.3%	72.6%	0.0%	0.0%	16.6%	83.4%	100.0%
Associate Professor																	
	1.0	1.0	2.0	10.0	0.0	2.0	0.0	0.0	3.0	13.0	4.0	13.0	0.0	0.0	7.0	26.0	33.0
	3.0%	3.0%	6.1%	30.3%	0.0%	6.1%	0.0%	0.0%	9.1%	39.4%	12.1%	39.4%	0.0%	0.0%	21.2%	78.8%	100.0%
Assistant Professor																	
	0.0	1.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	3.0	2.0	8.0	0.0	0.0	2.0	11.0	13.0
	0.0%	7.7%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	23.1%	15.4%	61.5%	0.0%	0.0%	15.4%	84.6%	100.0%
Total Ladder																	
	1.0	4.0	7.0	21.0	3.0	11.0	0.0	0.0	11.0	36.0	29.0	156.4	0.0	0.0	40.0	192.4	232.4
	0.4%	1.7%	3.0%	9.0%	1.3%	4.7%	0.0%	0.0%	4.7%	15.5%	12.5%	67.3%	0.0%	0.0%	17.2%	82.8%	100.0%

CLINICAL DEPARTMENTS *Trends*

Percent Women



Percent Minorities



APPENDIX A

ESTIMATES OF ACADEMIC AVAILABILITY

In 2007, UCLA has continued to make progress in developing more accurate availability estimates for academic positions, focusing attention on updating and refining statistics on the diversity of potential applicants with the appropriate qualifications for untenured and tenured positions in each school.

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

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

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

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

For the School of Engineering and Applied Science and the Anderson 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 the specialties of current SPA faculty.

For the School of Theater, Film, and Television, availability estimates were based on data from NORC on doctorates in disciplines represented in the school, data from the Directors Guild of America on the diversity of working members (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 America on the diversity of its members, and IPEDS data on post-BA degrees in specialties represented in the School.