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2014

Diversity Statistics

Regular Rank Faculty

Excellence Through
Diversity

UCLA

UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT

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

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

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

Adopted as Amended by the Assembly of the Academic Senate April 22, 2009

Endorsed as Amended by the President of the University of California August 17, 2010

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, gender identity, socioeconomic status, and geographic region, and more.

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

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

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

INTRODUCTION

UCLA Faculty Diversity Statistics Monograph is published annually and 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. The David Geffen School of Medicine also publishes a separate monograph of their faculty.

The Regular Rank Faculty Diversity Statistics Monograph consists of three data segments: snapshot data on all regular faculty appointments on the UCLA payroll as of October 1, 2014, aggregate data on the new appointments made during the past five academic years, and basic graphs of the historical data by gender and ethnicity for minority groups. The graphs show changes in percentage of women and members of minority groups for all the academic units over the past five years. All the statistics were reviewed by the schools and divisions for factual accuracy.

The monograph also includes availability data that provide estimated numbers of potential tenured and tenure-track faculty of a particular minority group by field. The availability of a group, when compared with the actual number of faculty of that group in a unit, provides a rough estimate of the potential diversity of the actual faculty assuming equivalent selection over time.

In general, availability data represent the potential faculty pool of those whose doctoral degree or terminal professional degree is the same as the departmental discipline. In multidisciplinary departments, a number of disciplines may be represented. The calculation of these estimates is outlined in Appendix A.

The data presented are by academic department. Other structures such as interdisciplinary programs (IDPs), center, or institutes are not included here. Most faculty members are represented in their home departments, but many of them have a portion of their FTE attached to an institute or IDP. In this volume, such split appointments are represented so that the departmental data reflect the portion of the faculty FTE (full time equivalent) attached to each department. For that reason, many departmental totals reflect partial FTEs.

The data presented here, as well as additional faculty demographic data are posted on the Diversity & Faculty Development website at <http://www.faculty.diversity.ucla.edu>.

We hope you find this monograph a useful resource in assessing the ethnic and gender composition of the academic units and of the campus. Other aspects of diversity, such as family or veteran status, sexual orientation and disability, are not included in these statistics, but information and resources related to them may be found on the above-mentioned website.

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CAMPUSWIDE TOTAL

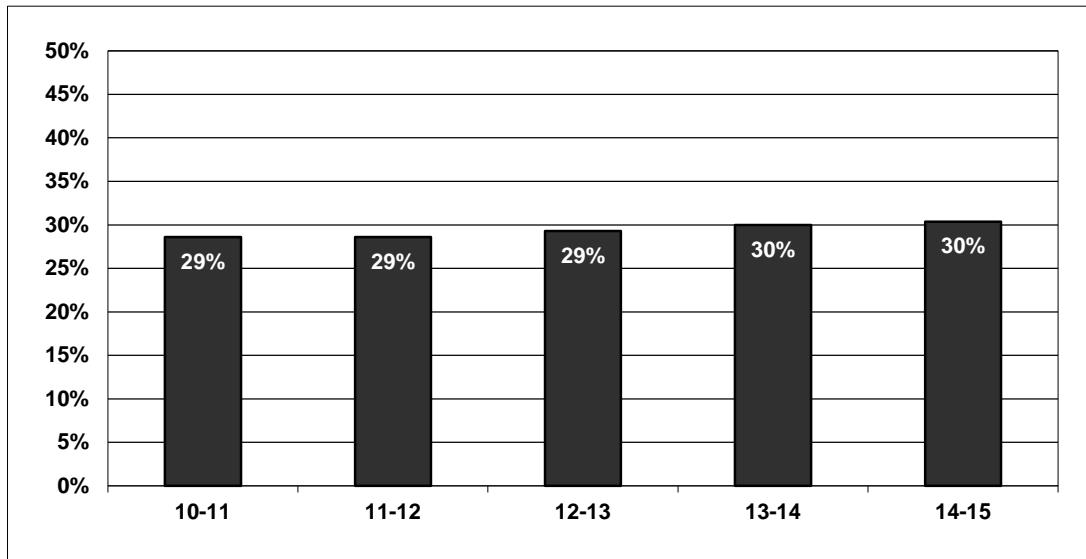
	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	10.5	19.0	41.5	149.2	21.3	52.8	4.0	3.0	77.3	223.9	237.1	706.8	1.0	1.0	315.4	931.7	1247.1
	0.8%	1.5%	3.3%	12.0%	1.7%	4.2%	0.3%	0.2%	6.2%	18.0%	19.0%	56.7%	0.1%	0.1%	25.3%	74.7%	100.0%
Associate Professor																	
	13.0	9.0	26.0	50.0	8.0	14.8	2.0	0.0	49.0	73.8	81.1	105.7	0.0	1.0	130.1	180.5	310.6
	4.2%	2.9%	8.4%	16.1%	2.6%	4.8%	0.6%	0.0%	15.8%	23.8%	26.1%	34.0%	0.0%	0.3%	41.9%	58.1%	100.0%
Assistant Professor																	
	6.0	7.0	26.0	20.0	5.0	8.0	1.0	1.0	38.0	36.0	45.0	70.8	1.0	2.0	84.0	108.8	192.8
	3.1%	3.6%	13.5%	10.4%	2.6%	4.1%	0.5%	0.5%	19.7%	18.7%	23.3%	36.7%	0.5%	1.0%	43.6%	56.4%	100.0%
Acting Professor of Law																	
	1.0	1.0	0.0	2.0	0.0	0.0	0.0	0.0	1.0	3.0	5.0	3.0	0.0	0.0	6.0	6.0	12.0
	8.3%	8.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	8.3%	25.0%	41.7%	25.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	30.5	36.0	93.5	221.2	34.3	75.6	7.0	4.0	165.3	336.8	368.2	886.3	2.0	4.0	535.5	1227.0	1762.5
	1.7%	2.0%	5.3%	12.5%	1.9%	4.3%	0.4%	0.2%	9.4%	19.1%	20.9%	50.3%	0.1%	0.2%	30.4%	69.6%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	271	159	112	18	72	16	5	156

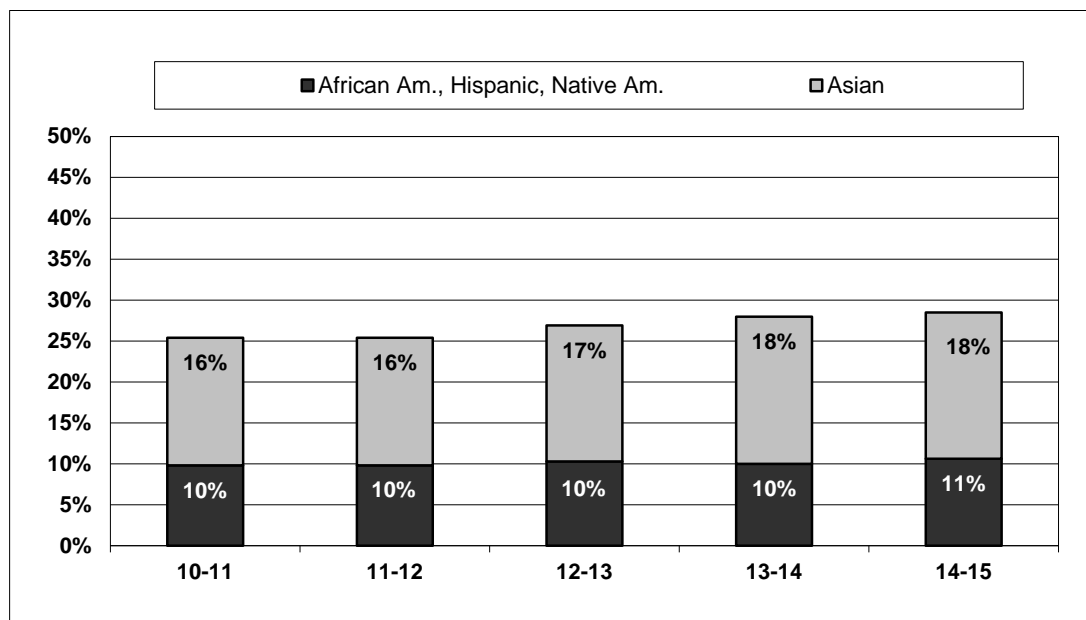
Campus Trends

Percent Women



FTE = 1861.1 1814.1 1783.0 1782.1 1762.5

Percent Minorities



FTE = 1861.1 1814.1 1783.0 1782.1 1762.5

COLLEGE OF LETTERS AND 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																	
	4.0	6.0	21.5	39.8	13.0	18.8	1.0	2.0	39.5	66.6	111.0	331.4	0.0	1.0	150.5	399.0	549.5
	0.7%	1.1%	3.9%	7.3%	2.4%	3.4%	0.2%	0.4%	7.2%	12.1%	20.2%	60.3%	0.0%	0.2%	27.4%	72.6%	100.0%
Associate Professor																	
	6.0	6.0	15.0	20.0	6.0	6.8	1.0	0.0	28.0	32.8	46.5	56.5	0.0	1.0	74.5	90.3	164.8
	3.6%	3.6%	9.1%	12.1%	3.6%	4.1%	0.6%	0.0%	17.0%	19.9%	28.2%	34.3%	0.0%	0.6%	45.2%	54.8%	100.0%
Assistant Professor																	
	3.0	4.0	11.0	10.0	3.0	3.5	0.0	0.0	17.0	17.5	25.0	34.5	0.0	2.0	42.0	54.0	96.0
	3.1%	4.2%	11.5%	10.4%	3.1%	3.6%	0.0%	0.0%	17.7%	18.2%	26.0%	35.9%	0.0%	2.1%	43.8%	56.3%	100.0%
Total Ladder																	
	13.0	16.0	47.5	69.8	22.0	29.1	2.0	2.0	84.5	116.9	182.5	422.4	0.0	4.0	267.0	543.3	810.3
	1.6%	2.0%	5.9%	8.6%	2.7%	3.6%	0.2%	0.2%	10.4%	14.4%	22.5%	52.1%	0.0%	0.5%	33.0%	67.0%	100.0%

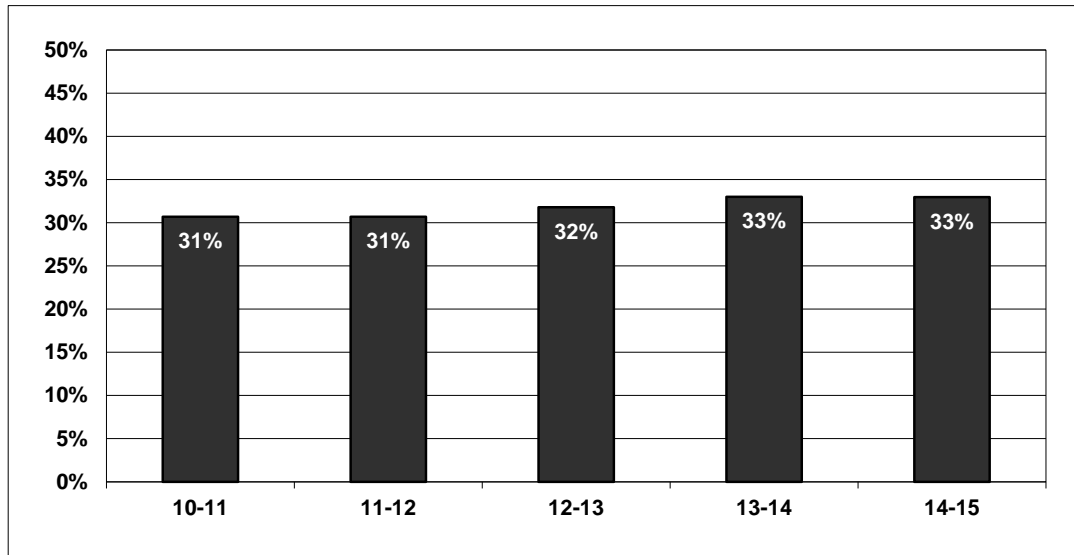
HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	110	63	47	5	24	7	1	70

COLLEGE OF LETTERS AND SCIENCE

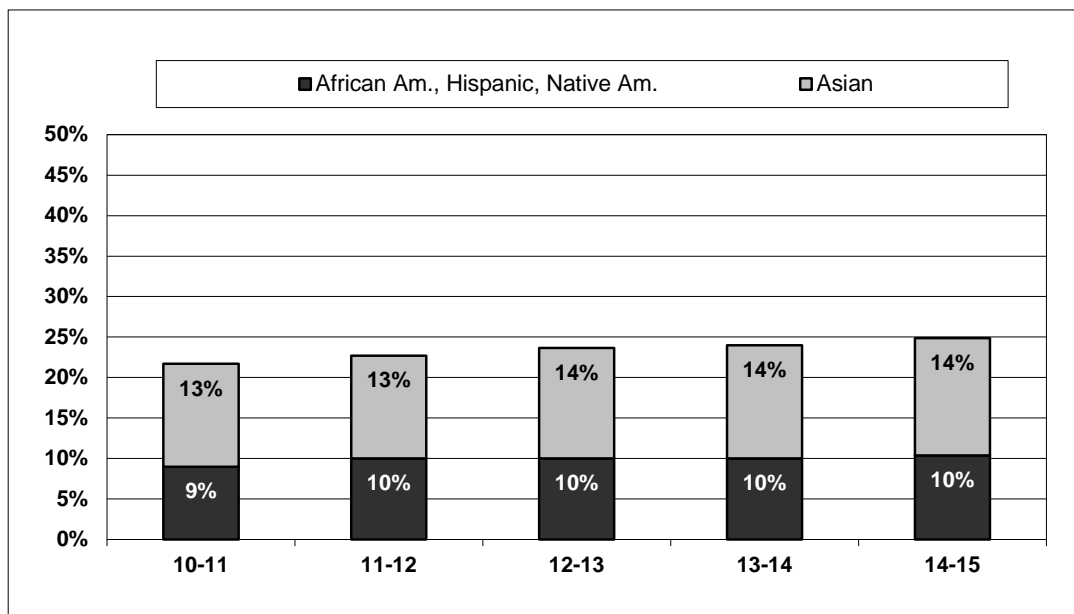
Trends

Percent Women



FTE = 839.2 822.1 815.0 810.3 813.0

Percent Minorities



FTE = 839.2 822.1 815.0 810.3 813.0

HUMANITIES DIVISION

	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	6.8	3.5	5.0	6.0	0.0	0.0	12.8	11.5	38.3	71.2	0.0	0.0	51.08	82.7	133.8
	0.7%	1.5%	5.0%	2.6%	3.7%	4.5%	0.0%	0.0%	9.5%	8.6%	28.7%	53.2%	0.0%	0.0%	38.2%	61.8%	100.0%
Associate Professor																	
	1.0	2.0	7.5	4.5	2.0	1.0	0.0	0.0	10.5	7.5	14.5	18.0	0.0	0.0	25.0	25.5	50.5
	2.0%	4.0%	14.9%	8.9%	4.0%	2.0%	0.0%	0.0%	20.8%	14.9%	28.7%	35.6%	0.0%	0.0%	49.5%	50.5%	100.0%
Assistant Professor																	
	0.0	1.0	1.0	3.5	0.0	1.0	0.0	0.0	1.0	5.5	9.0	9.0	0.0	0.0	10.0	14.5	24.5
	0.0%	4.1%	4.1%	14.3%	0.0%	4.1%	0.0%	0.0%	4.1%	22.4%	36.7%	36.7%	0.0%	0.0%	40.8%	59.2%	100.0%
Total Ladder																	
	2.0	5.0	15.3	11.5	7.0	8.0	0.0	0.0	24.3	24.5	61.8	98.2	0.0	0.0	86.1	122.7	208.8
	1.0%	2.4%	7.3%	5.5%	3.4%	3.8%	0.0%	0.0%	11.6%	11.7%	29.6%	47.0%	0.0%	0.0%	41.2%	58.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

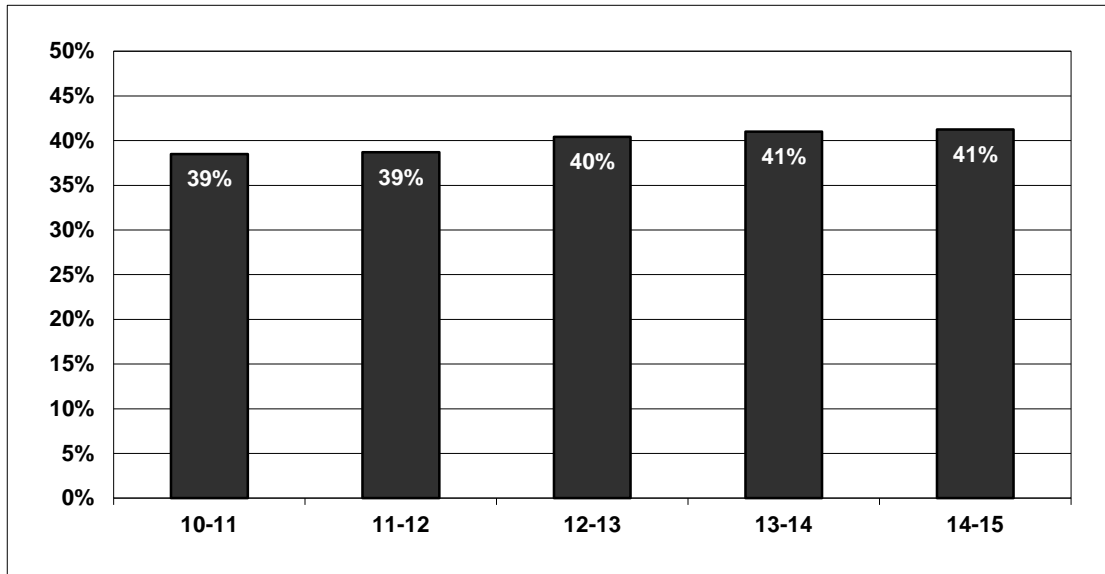
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	23	11	12	1	2	1	0	19

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	55.8%	3.5%	6.4%	5.4%	0.7%	
Expected # of FTEs	116.5	7.4	13.3	11.3	1.4	
Actual # of FTEs	86.1	7.0	26.8	15.0	0.0	208.8

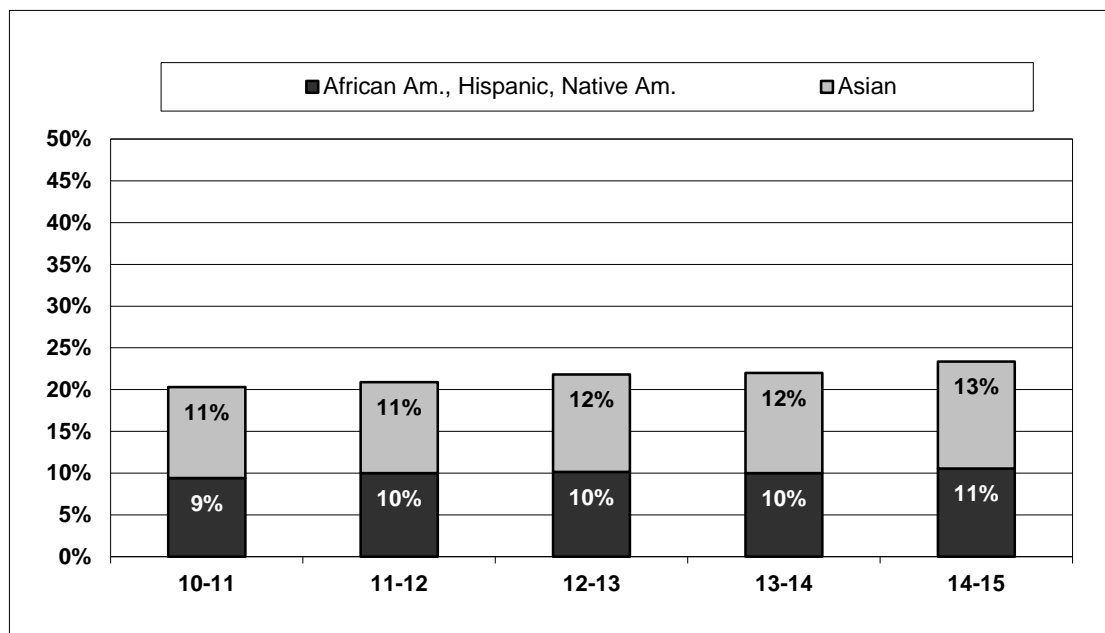
HUMANITIES DIVISION *Trends*

Percent Women



FTE = 233.9 224.1 216.6 211.0 208.8

Percent Minorities



FTE = 233.9 224.1 216.6 211.0 208.8

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	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	4.5	0.0	0.0	3.0	4.5	7.5
	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	13.3%	0.0%	26.7%	60.0%	0.0%	0.0%	40.0%	60.0%	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	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	3.0	0.0	1.0	0.0	0.0	0.0	4.0	1.0	4.0	4.5	0.0	0.0	8.0	5.5	13.5
	0.0%	7.4%	22.2%	0.0%	7.4%	0.0%	0.0%	0.0%	29.6%	7.4%	29.6%	33.3%	0.0%	0.0%	59.3%	40.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

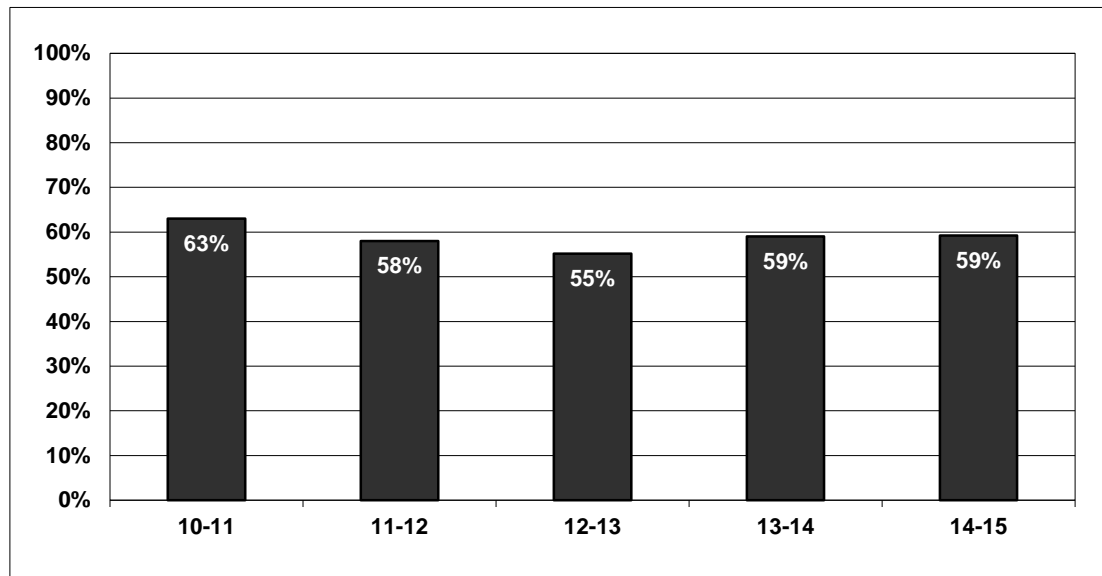
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	72.4%	2.4%	5.1%	3.5%	0.6%	
Expected # of FTEs	9.8	0.3	0.7	0.5	0.1	
Actual # of FTEs	8.0	1.0	3.0	1.0	0.0	13.5

DEPARTMENT OF ART HISTORY

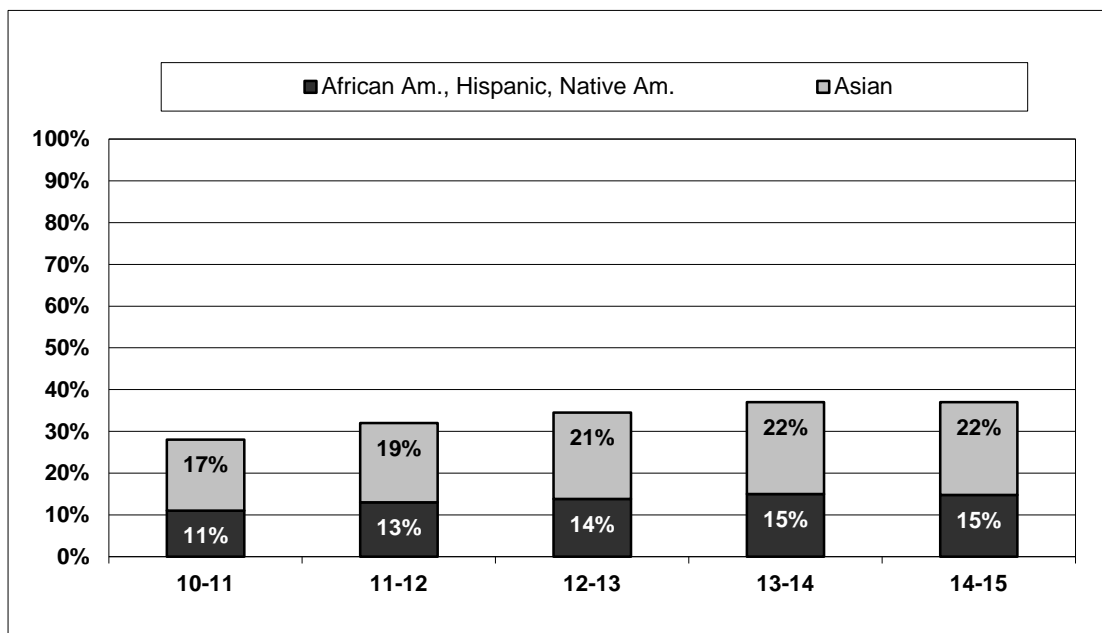
Trends

Percent Women



FTE = 17.5 15.5 14.5 13.5 13.5

Percent Minorities



FTE = 17.5 15.5 14.5 13.5 13.5

DEPARTMENT OF ASIAN LANGUAGES AND 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	0.5	5.9	0.0	0.0	2.3	6.9	9.2
	0.0%	0.0%	19.1%	10.9%	0.0%	0.0%	0.0%	0.0%	19.1%	10.9%	5.5%	64.5%	0.0%	0.0%	24.6%	75.4%	100.0%
Associate Professor																	
	0.0	0.0	1.5	4.0	0.0	0.0	0.0	0.0	1.5	4.0	0.0	4.0	0.0	0.0	1.5	8.0	9.5
	0.0%	0.0%	15.8%	42.1%	0.0%	0.0%	0.0%	0.0%	15.8%	42.1%	0.0%	42.1%	0.0%	0.0%	15.8%	84.2%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.5	1.0	0.0	0.0	0.0	1.0	0.5	1.5
	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	66.7%	33.3%	100.0%
Total Ladder																	
	0.0	0.0	3.3	5.5	0.0	0.0	0.0	0.0	3.3	5.5	1.5	9.9	0.0	0.0	4.8	15.4	20.2
	0.0%	0.0%	16.1%	27.3%	0.0%	0.0%	0.0%	0.0%	16.1%	27.3%	7.4%	49.1%	0.0%	0.0%	23.6%	76.4%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

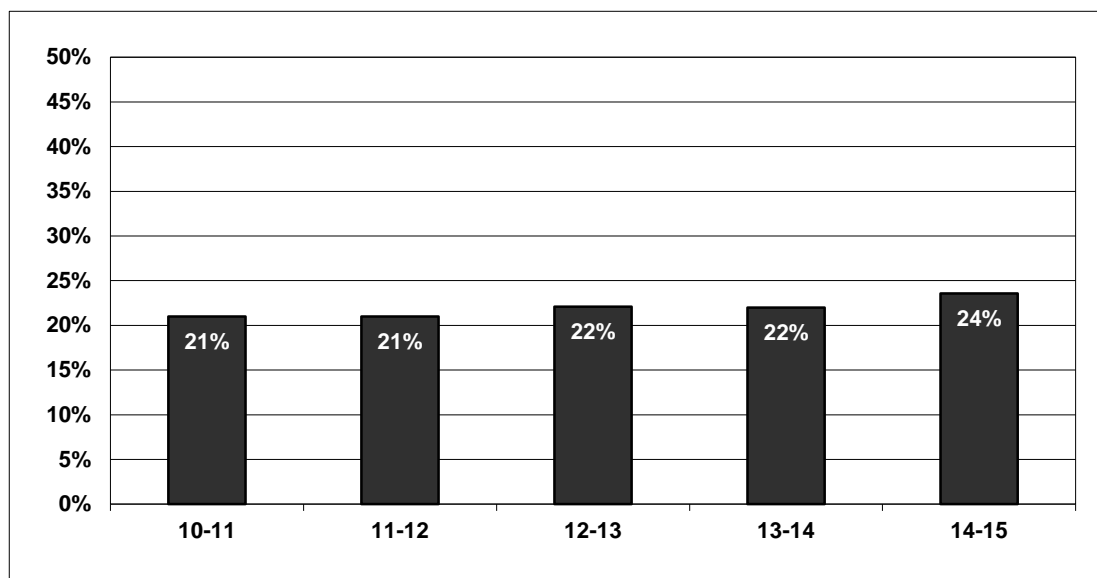
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	48.9%	3.3%	17.1%	4.5%	0.5%	
Expected # of FTEs	9.9	0.7	3.5	0.9	0.1	
Actual # of FTEs	4.8	0.0	8.8	0.0	0.0	20.2

DEPARTMENT OF ASIAN LANGUAGES AND CULTURES

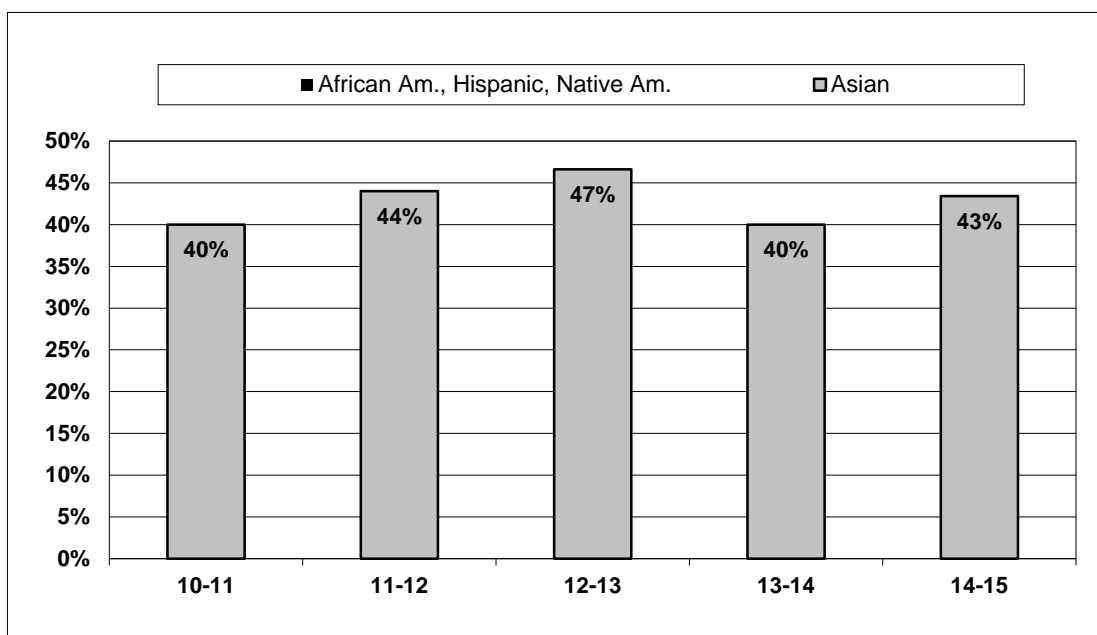
Trends

Percent Women



FTE = 23.7 21.4 20.4 21.7 20.2

Percent Minorities



FTE = 23.7 21.4 20.4 21.7 20.2

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	3.5	2.8	0.0	0.0	3.5	2.8	6.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	56.0%	44.0%	0.0%	0.0%	56.0%	44.0%	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	2.0	0.0	0.0	1.0	2.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	33.3%	66.7%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.5	5.8	0.0	0.0	5.5	5.8	11.3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.9%	51.1%	0.0%	0.0%	48.9%	51.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

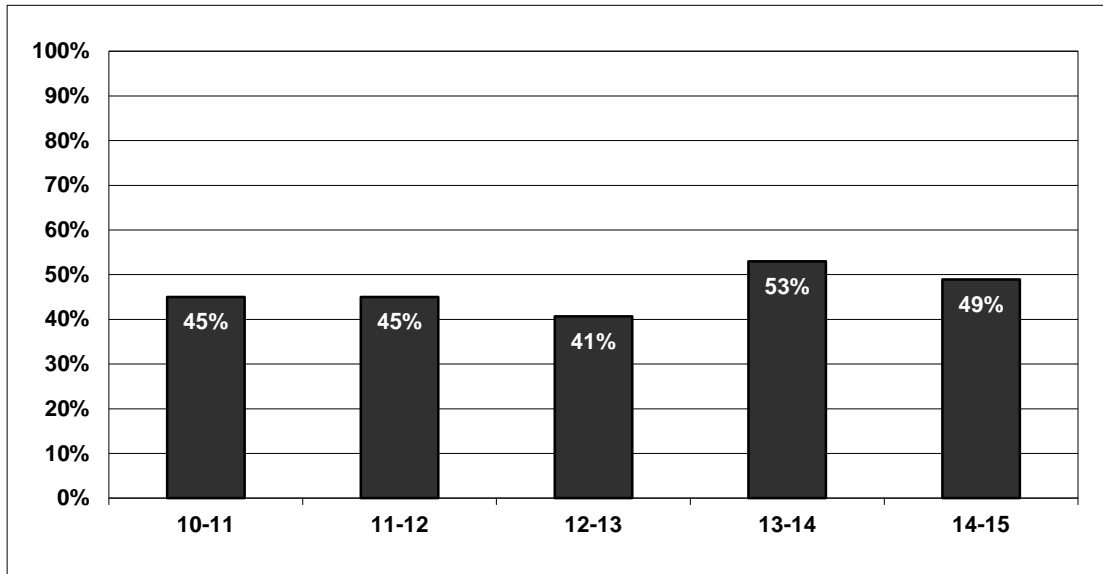
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	41.8%	1.0%	3.9%	2.1%	0.6%	
Expected # of FTEs	4.7	0.1	0.4	0.2	0.1	
Actual # of FTEs	5.5	0.0	0.0	0.0	0.0	11.3

DEPARTMENT OF CLASSICS

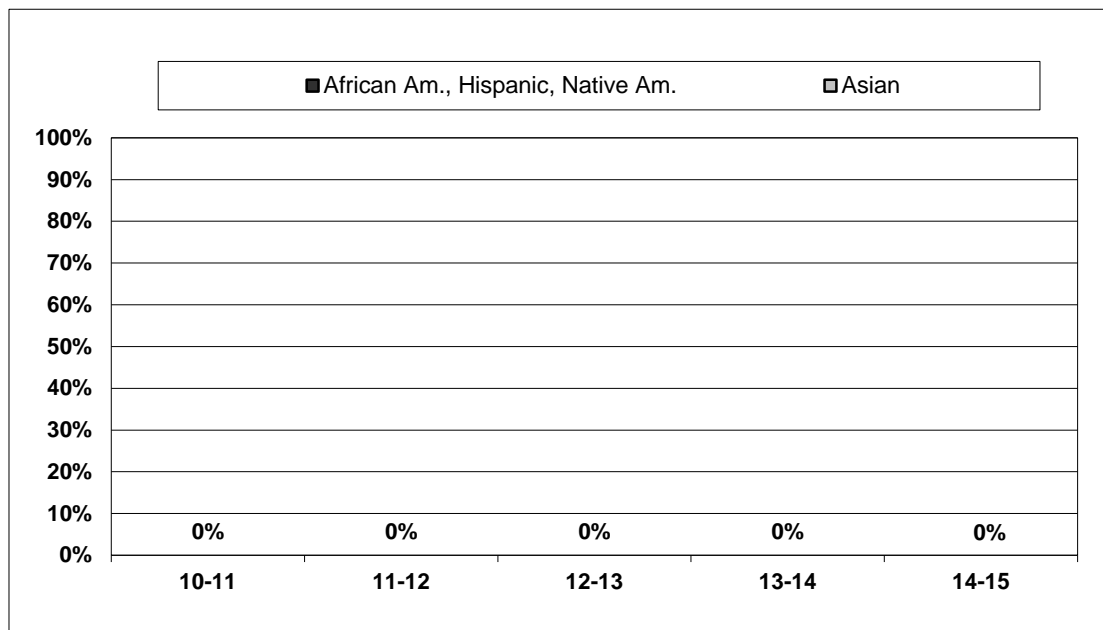
Trends

Percent Women



FTE = 14.5 14.5 13.5 12.3 11.3

Percent Minorities



FTE = 14.5 14.5 13.5 12.3 11.3

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	1.0	0.0	0.8	0.0	0.0	0.3	1.8	2.7	1.5	0.0	0.0	3.0	3.3	6.2
	0.0%	0.0%	4.0%	16.1%	0.0%	12.1%	0.0%	0.0%	4.0%	28.2%	43.5%	24.2%	0.0%	0.0%	47.6%	52.4%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	1.0	0.0	0.0	1.5	1.0	2.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	60.0%	40.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Ladder																	
	0.0	0.0	0.3	1.0	0.0	0.8	0.0	0.0	0.3	1.8	4.2	2.5	0.0	0.0	4.5	4.3	8.7
	0.0%	0.0%	2.9%	11.5%	0.0%	8.6%	0.0%	0.0%	2.9%	20.1%	48.3%	28.7%	0.0%	0.0%	51.1%	48.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

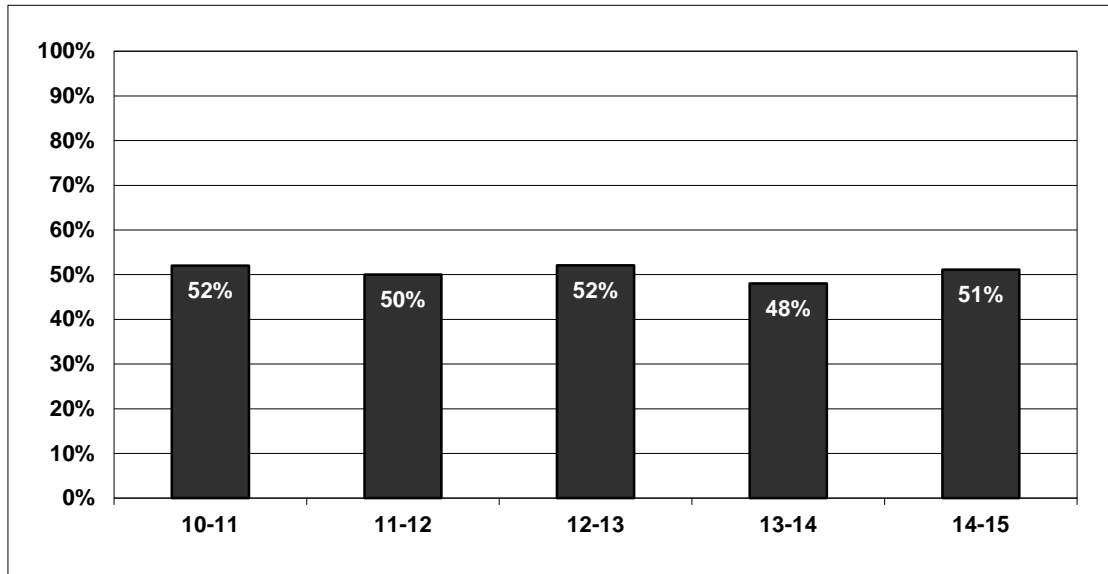
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	59.6%	4.7%	6.0%	9.6%	0.9%	
Expected # of FTEs	5.2	0.4	0.5	0.8	0.1	
Actual # of FTEs	4.5	0.0	1.3	0.8	0.0	8.7

DEPARTMENT OF COMPARATIVE LITERATURE

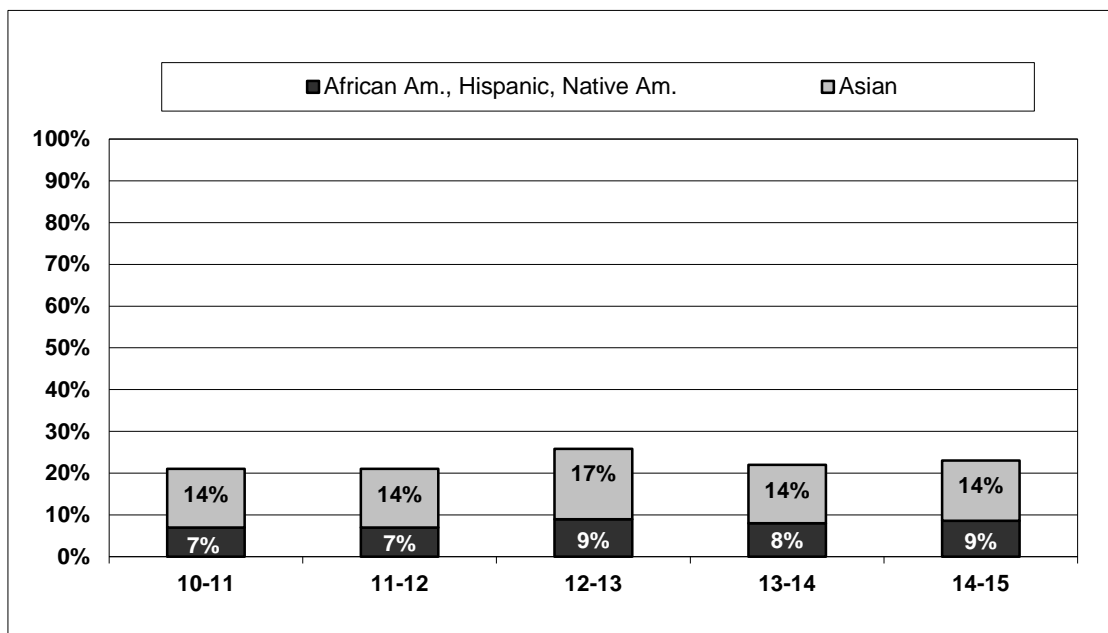
Trends

Percent Women



FTE = 11.0 10.5 8.9 9.2 8.7

Percent Minorities



FTE = 11.0 10.5 8.9 9.2 8.7

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	1.0	1.8	0.5	0.5	1.0	0.0	0.0	3.3	2.5	9.5	15.5	0.0	0.0	12.8	18.0	30.8
	3.3%	3.3%	5.7%	1.6%	1.6%	3.3%	0.0%	0.0%	10.6%	8.1%	30.9%	50.4%	0.0%	0.0%	41.5%	58.5%	100.0%
Associate Professor																	
	1.0	1.0	2.0	0.5	1.0	0.0	0.0	0.0	4.0	1.5	3.0	3.8	0.0	0.0	7.0	5.3	12.3
	8.2%	8.2%	16.3%	4.1%	8.2%	0.0%	0.0%	0.0%	32.7%	12.2%	24.5%	30.6%	0.0%	0.0%	57.1%	42.9%	100.0%
Assistant Professor																	
	0.0	1.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	4.0	4.0	1.0	0.0	0.0	4.0	5.0	9.0
	0.0%	11.1%	0.0%	22.2%	0.0%	11.1%	0.0%	0.0%	0.0%	44.4%	44.4%	11.1%	0.0%	0.0%	44.4%	55.6%	100.0%
Total Ladder																	
	2.0	3.0	3.8	3.0	1.5	2.0	0.0	0.0	7.3	8.0	16.5	20.3	0.0	0.0	23.8	28.3	52.0
	3.8%	5.8%	7.2%	5.8%	2.9%	3.8%	0.0%	0.0%	13.9%	15.4%	31.7%	38.9%	0.0%	0.0%	45.7%	54.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

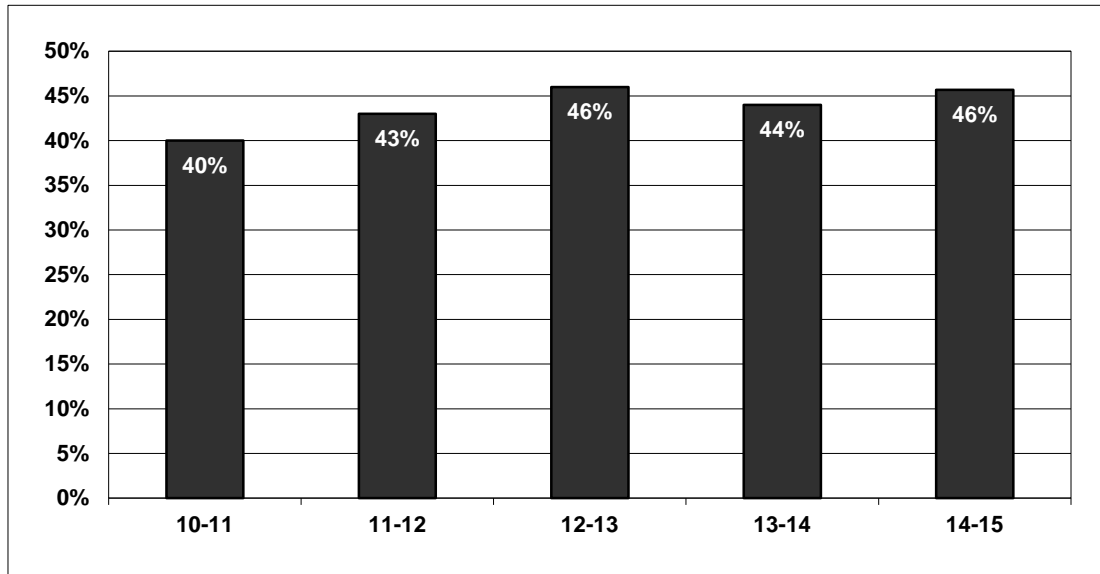
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	4	5	1	1	1	0	6

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	61.1%	4.8%	4.6%	3.0%	0.8%	
Expected # of FTEs	31.8	2.5	2.4	1.5	0.4	
Actual # of FTEs	23.8	5.0	6.8	3.5	0.0	52.0

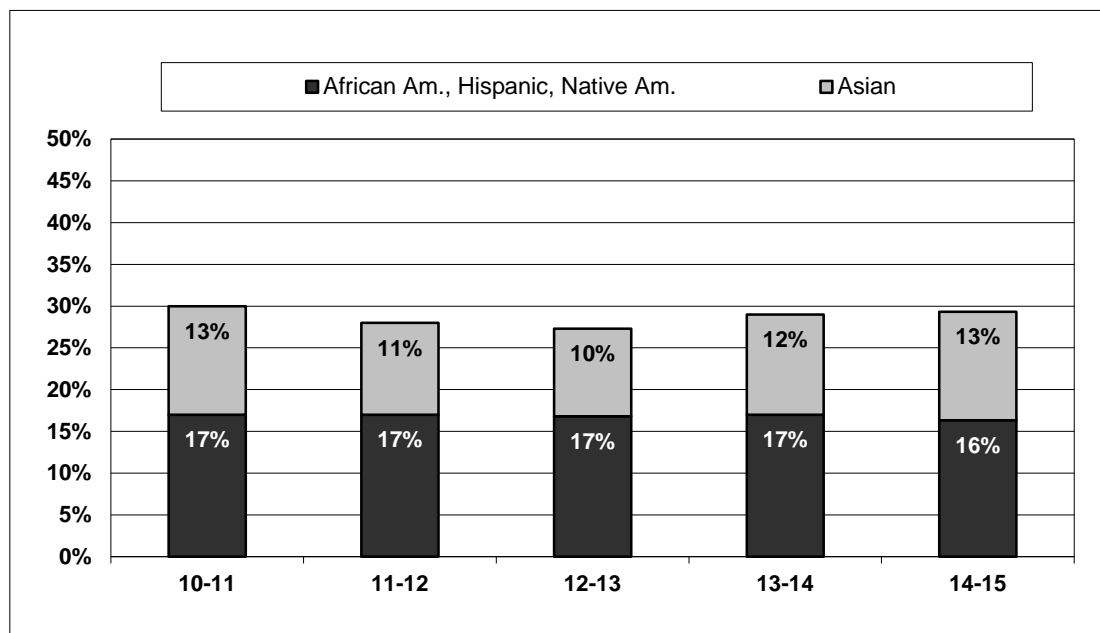
DEPARTMENT OF ENGLISH *Trends*

Percent Women



FTE = 50.3 49.5 50.5 50.5 52.0

Percent Minorities



FTE = 50.3 49.5 50.5 50.5 52.0

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	4.8	5.0	0.0	0.0	4.8	6.0	10.8
	0.0%	9.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.3%	44.4%	46.3%	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	2.0	0.0	0.0	0.0	2.0	0.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Ladder																	
	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	6.8	5.0	0.0	0.0	6.8	6.0	12.8
	0.0%	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.8%	53.1%	39.1%	0.0%	0.0%	53.1%	46.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

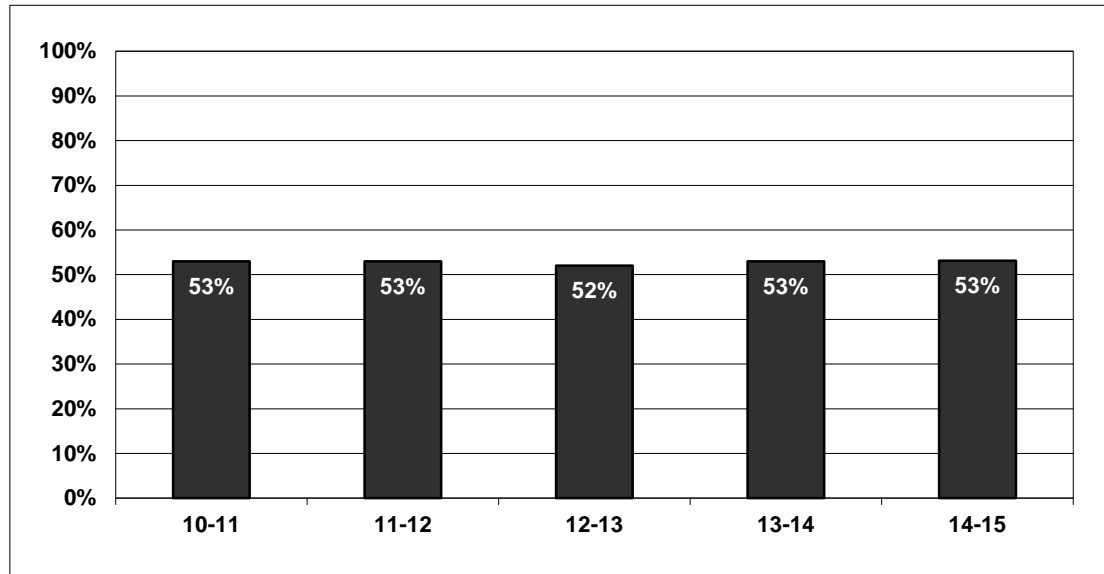
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	65.4%	4.8%	3.8%	5.2%	0.3%	
Expected # of FTEs	8.4	0.6	0.5	0.7	0.0	
Actual # of FTEs	6.8	1.0	0.0	0.0	0.0	12.8

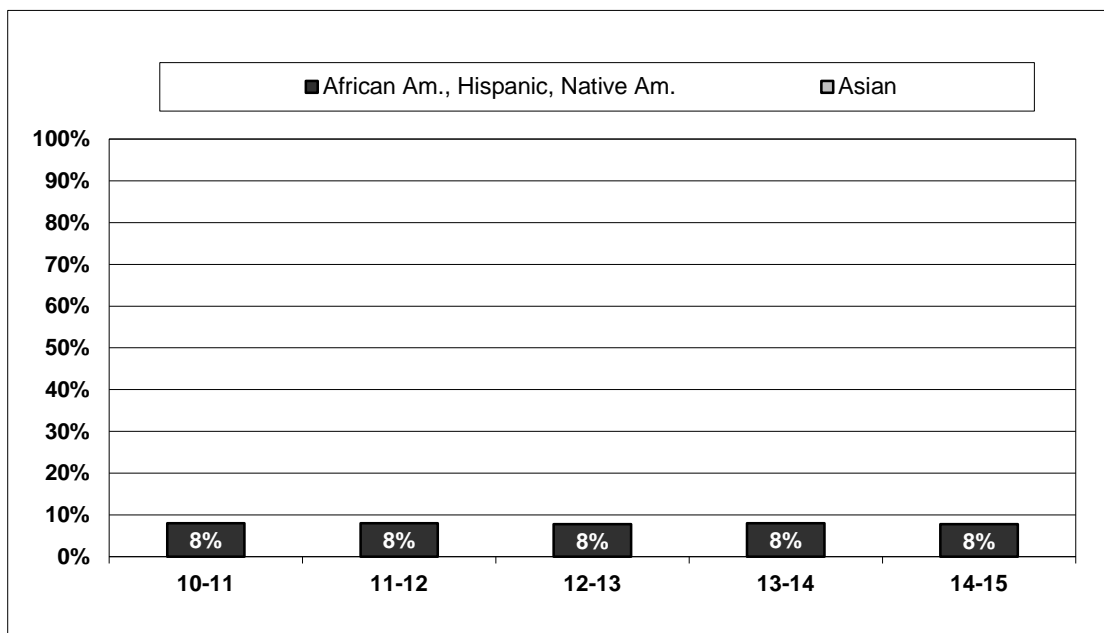
DEPARTMENT OF FRENCH AND FRANCOPHONE STUDIES
Trends

Percent Women



FTE = 12.8 12.8 12.5 12.8 12.8

Percent Minorities



FTE = 12.8 12.8 12.5 12.8 12.8

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	0.3	0.0	0.0	0.0	0.3	0.0	0.0	4.0	0.0	0.0	0.3	4.0	4.3
	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	94.1%	0.0%	0.0%	5.9%	94.1%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	1.0	0.3	0.0	0.0	0.0	0.3	1.0	1.0	4.0	0.0	0.0	1.3	5.0	6.3
	0.0%	0.0%	0.0%	16.0%	4.0%	0.0%	0.0%	0.0%	4.0%	16.0%	16.0%	64.0%	0.0%	0.0%	20.0%	80.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

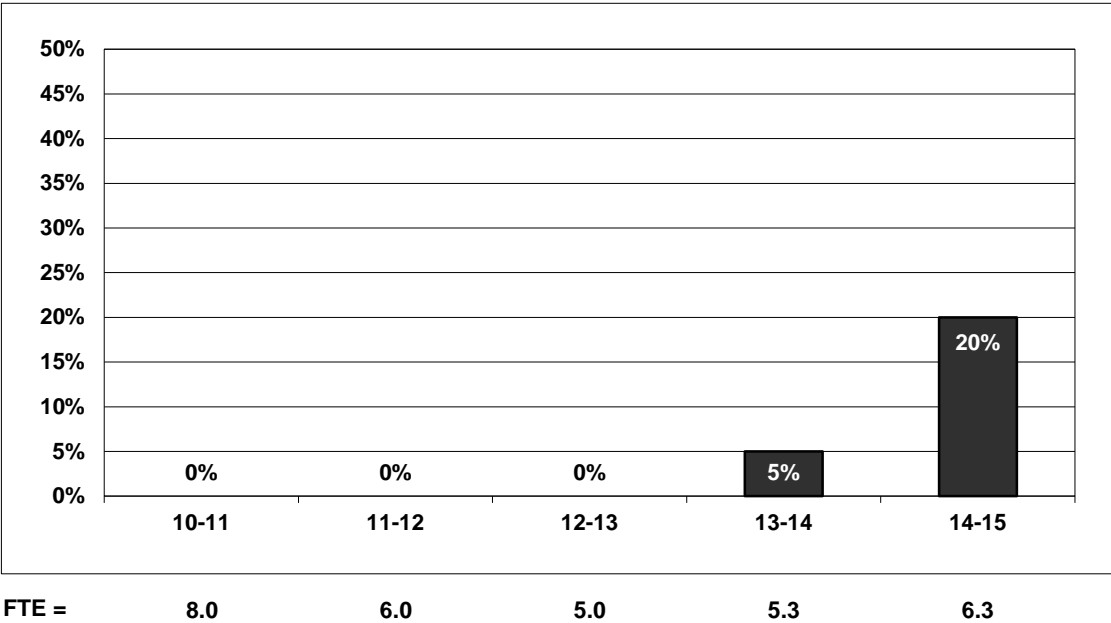
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

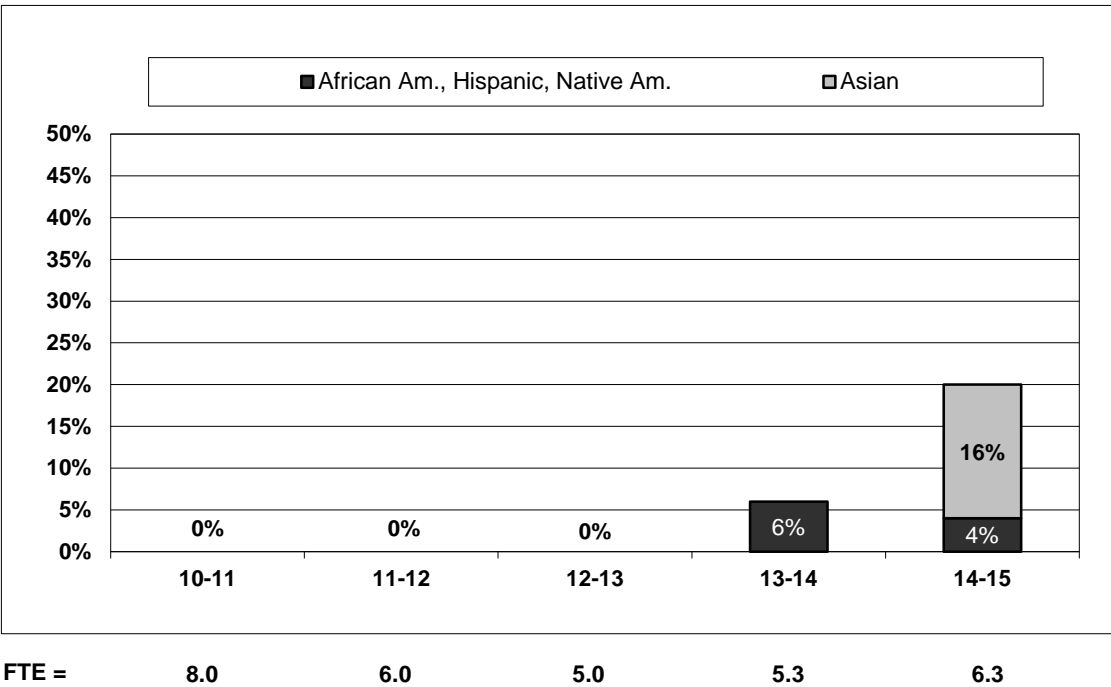
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	54.6%	2.0%	6.1%	3.3%	0.3%	
Expected # of FTEs	3.4	0.1	0.4	0.2	0.0	
Actual # of FTEs	1.3	0.0	1.0	0.3	0.0	6.3

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	1.5	0.0	0.0	1.0	1.5	2.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
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	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%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

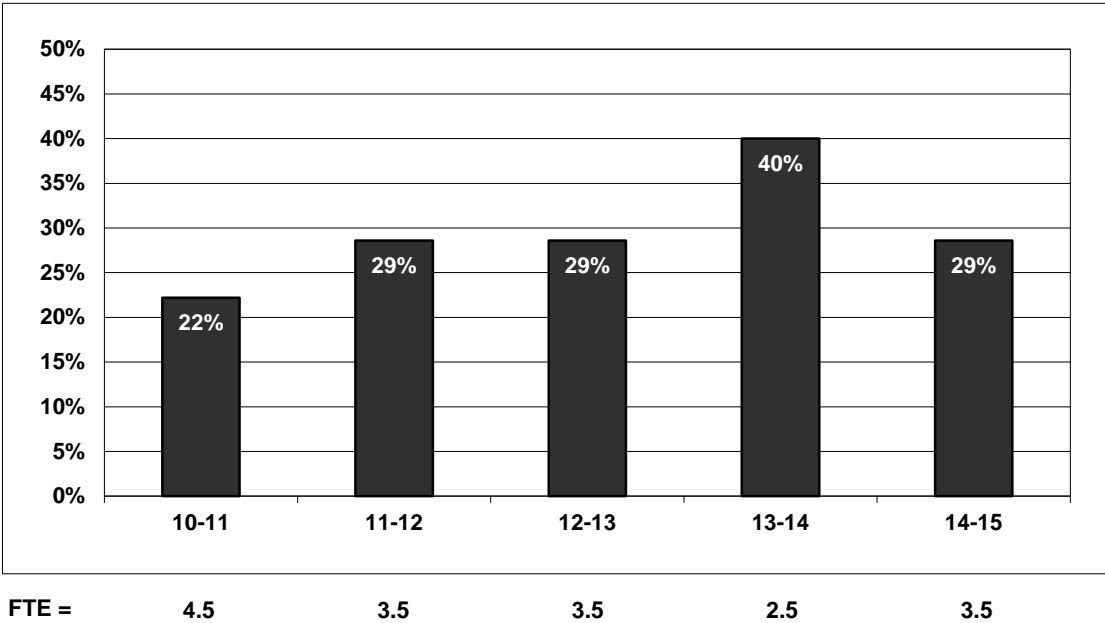
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

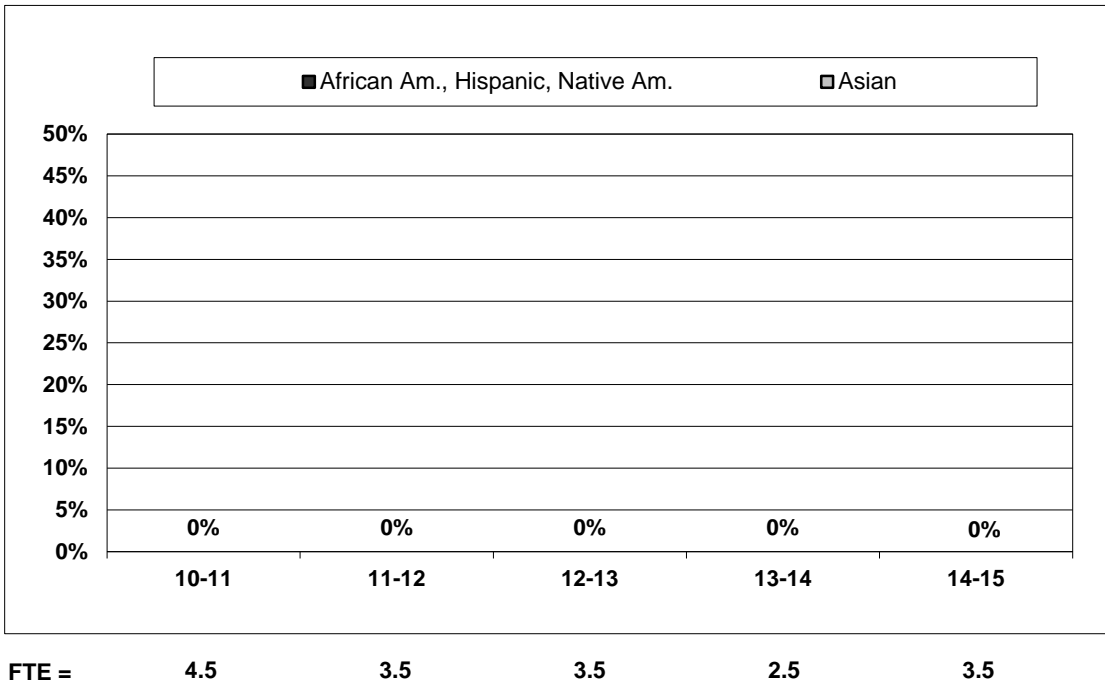
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	67.7%	2.0%	4.5%	5.9%	0.4%	
Expected # of FTEs	2.4	0.1	0.2	0.2	0.0	
Actual # of FTEs	1.0	0.0	0.0	0.0	0.0	3.5

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	4.0	6.5	0.0	0.0	5.0	7.5	12.5
	0.0%	0.0%	8.0%	8.0%	0.0%	0.0%	0.0%	0.0%	8.0%	8.0%	32.0%	52.0%	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	2.0	0.0	0.0	0.0	3.0	0.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	6.0	8.5	0.0	0.0	8.0	9.5	17.5
	0.0%	0.0%	11.4%	5.7%	0.0%	0.0%	0.0%	0.0%	11.4%	5.7%	34.3%	48.6%	0.0%	0.0%	45.7%	54.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

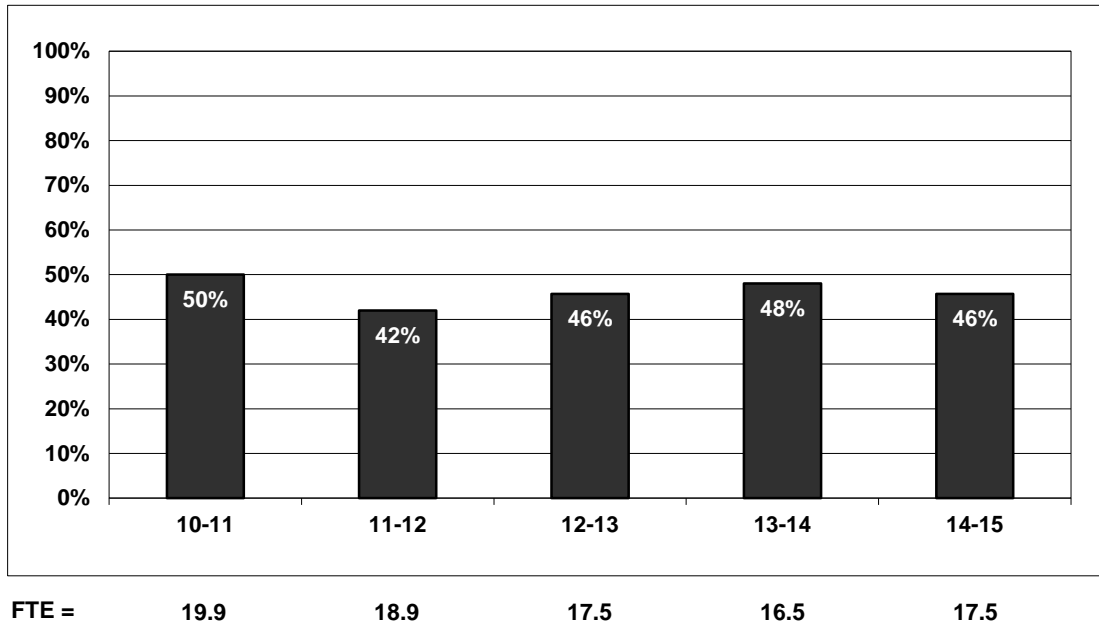
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	62.6%	3.1%	13.0%	5.5%	0.7%	
Expected # of FTEs	10.9	0.5	2.3	1.0	0.1	
Actual # of FTEs	8.0	0.0	3.0	0.0	0.0	17.5

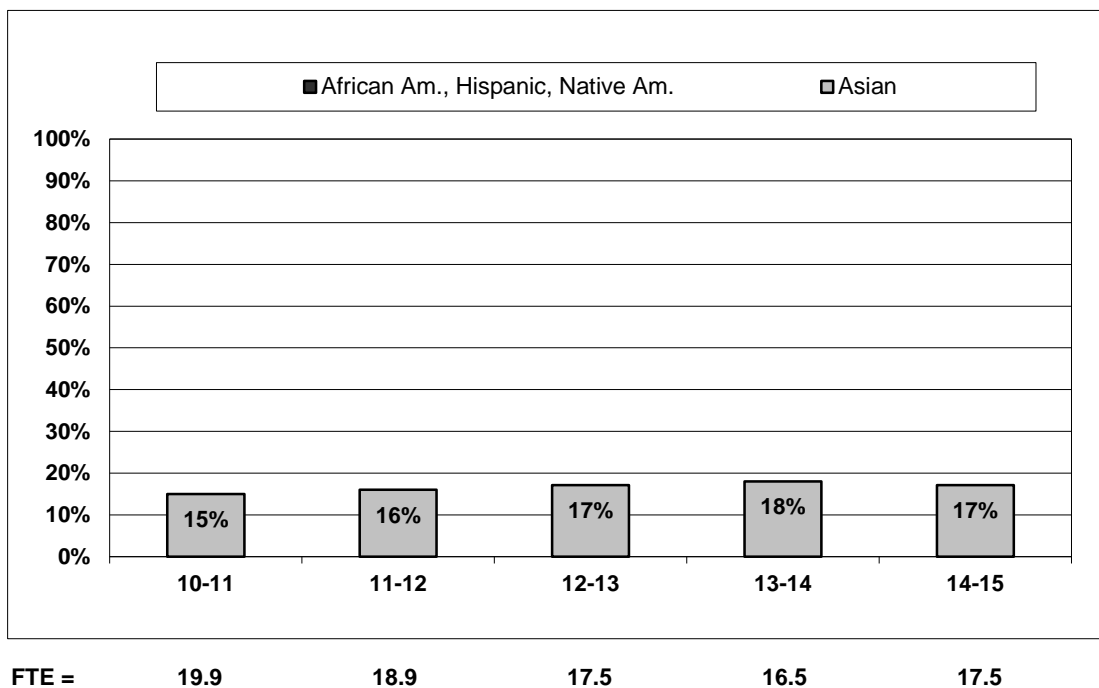
DEPARTMENT OF LINGUISTICS

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	2.0	2.5	0.0	0.0	2.0	2.5	4.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.4%	55.6%	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	2.0	1.0	0.0	0.0	2.0	1.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	100.0%
Assistant Professor																	
	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	0.0	2.0
	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	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	5.0	3.5	0.0	0.0	6.0	3.5	9.5
	0.0%	0.0%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	10.5%	0.0%	52.6%	36.8%	0.0%	0.0%	63.2%	36.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

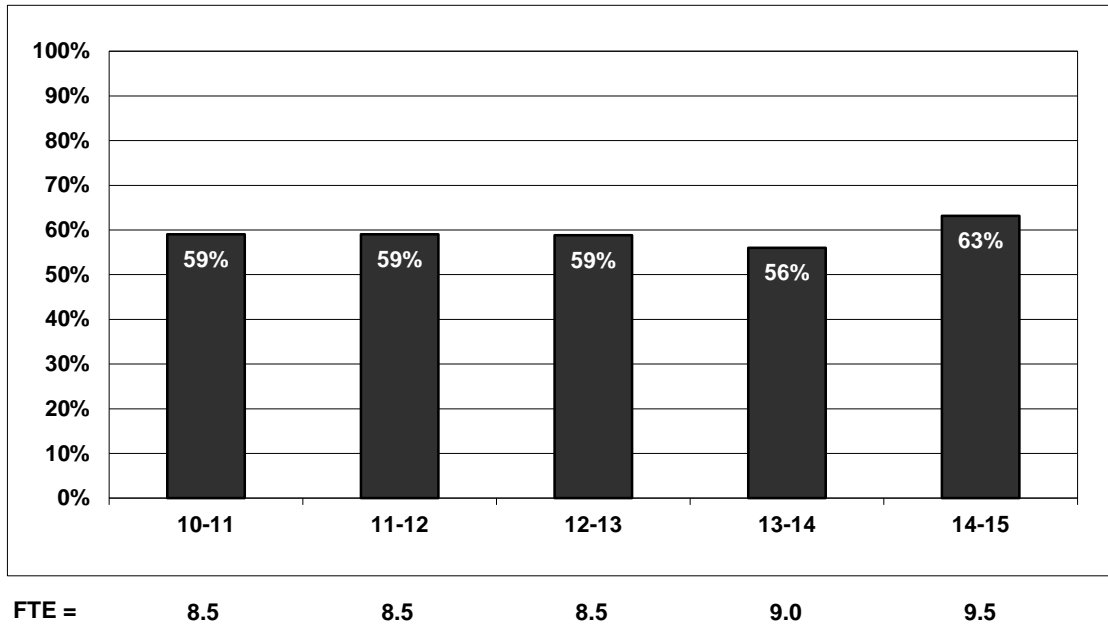
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	49.0%	2.6%	3.8%	2.3%	0.8%	
Expected # of FTEs	4.7	0.2	0.4	0.2	0.1	
Actual # of FTEs	6.0	0.0	1.0	0.0	0.0	9.5

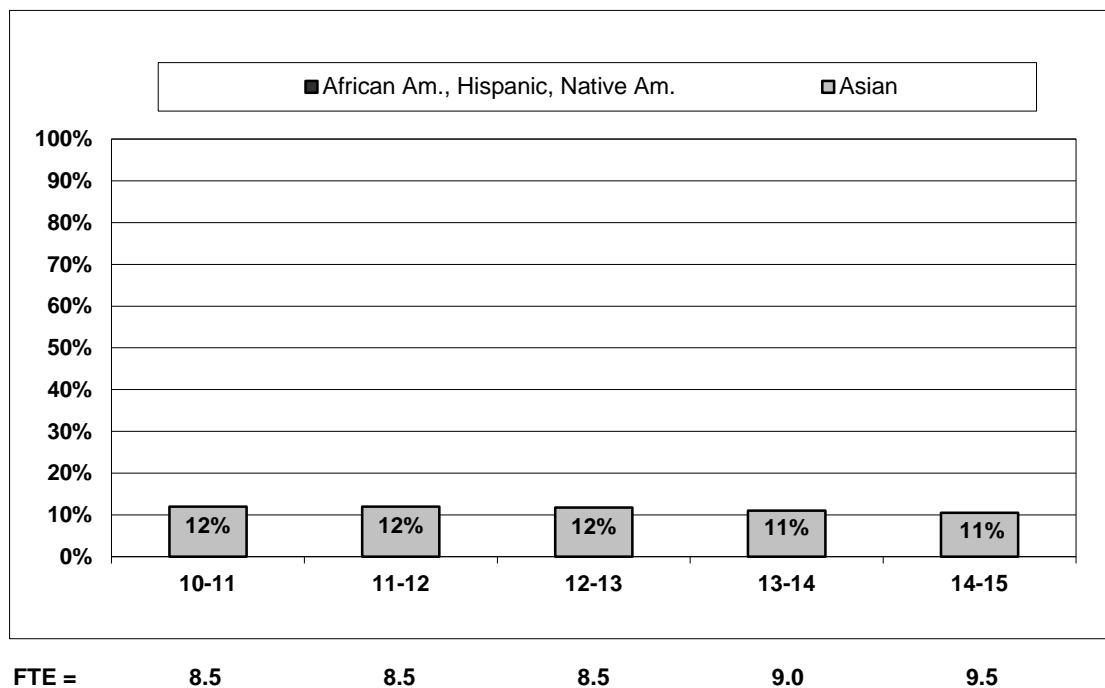
DEPARTMENT OF MUSICOLOGY

Trends

Percent Women



Percent Minorities



DEPARTMENT OF NEAR EASTERN LANGUAGES AND 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	3.5	6.0	0.0	0.0	3.5	6.0	9.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.8%	63.2%	0.0%	0.0%	36.8%	63.2%	100.0%
Associate Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	3.3	0.0	0.0	2.0	3.3	5.3
	0.0%	0.0%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.0%	0.0%	19.0%	61.9%	0.0%	0.0%	38.1%	61.9%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	4.5	10.3	0.0	0.0	5.5	10.3	15.8
	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	28.6%	65.1%	0.0%	0.0%	34.9%	65.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
				** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **				

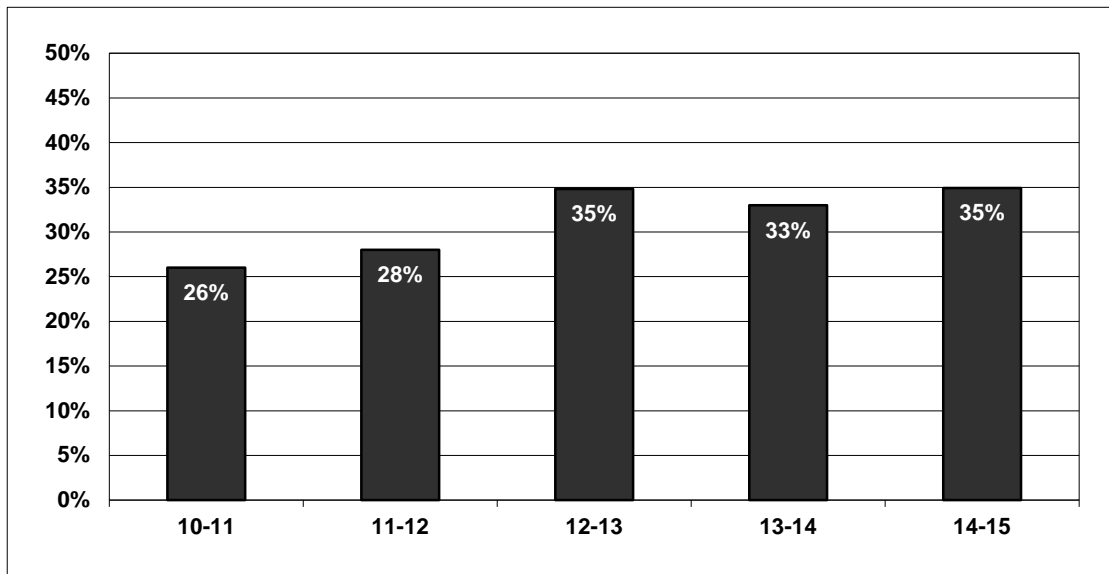
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	43.5%	4.4%	5.4%	2.7%	0.6%	
Expected # of FTEs	6.8	0.7	0.9	0.4	0.1	
Actual # of FTEs	5.5	0.0	1.0	0.0	0.0	15.8

DEPARTMENT OF NEAR EASTERN LANGUAGES AND CULTURES

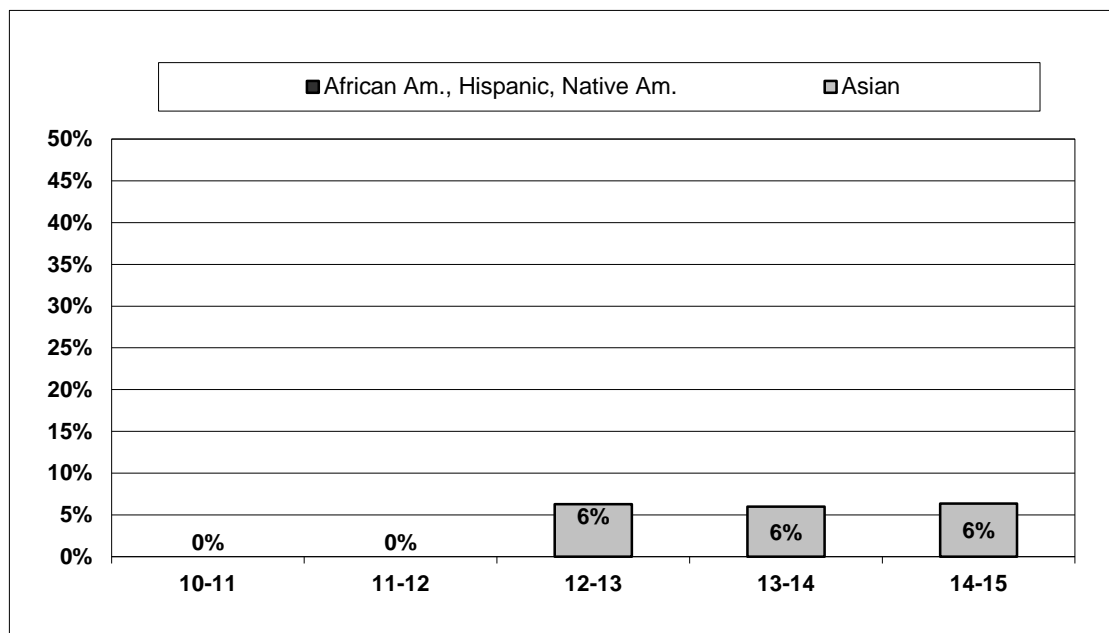
Trends

Percent Women



FTE = 17.3 16.3 15.8 16.8 15.8

Percent Minorities



FTE = 17.3 16.3 15.8 16.8 15.8

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	2.5	7.2	0.0	0.0	2.5	7.2	9.7
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.8%	74.2%	0.0%	0.0%	25.8%	74.2%	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	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	0.0	0.0	0.0	0.0	0.0	3.5	11.2	0.0	0.0	3.5	11.2	14.7
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.8%	76.2%	0.0%	0.0%	23.8%	76.2%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

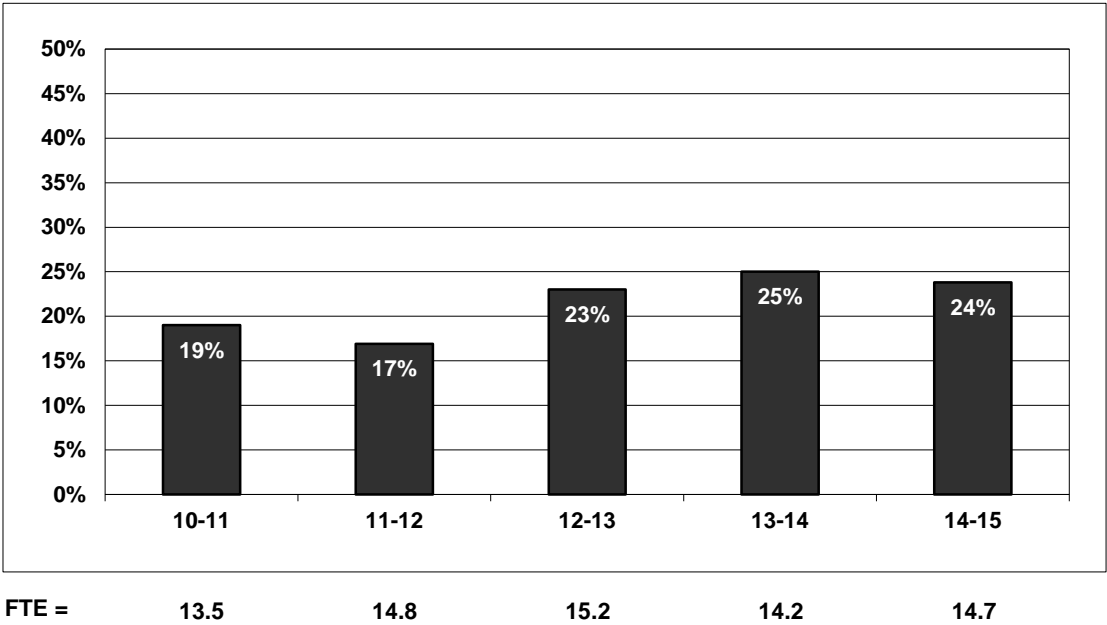
# of Faculty	Total		Men	Women	African	Asian	Hispanic	Native	White
					American			American	
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **								

UTILIZATION OF REGULAR RANK FACULTY

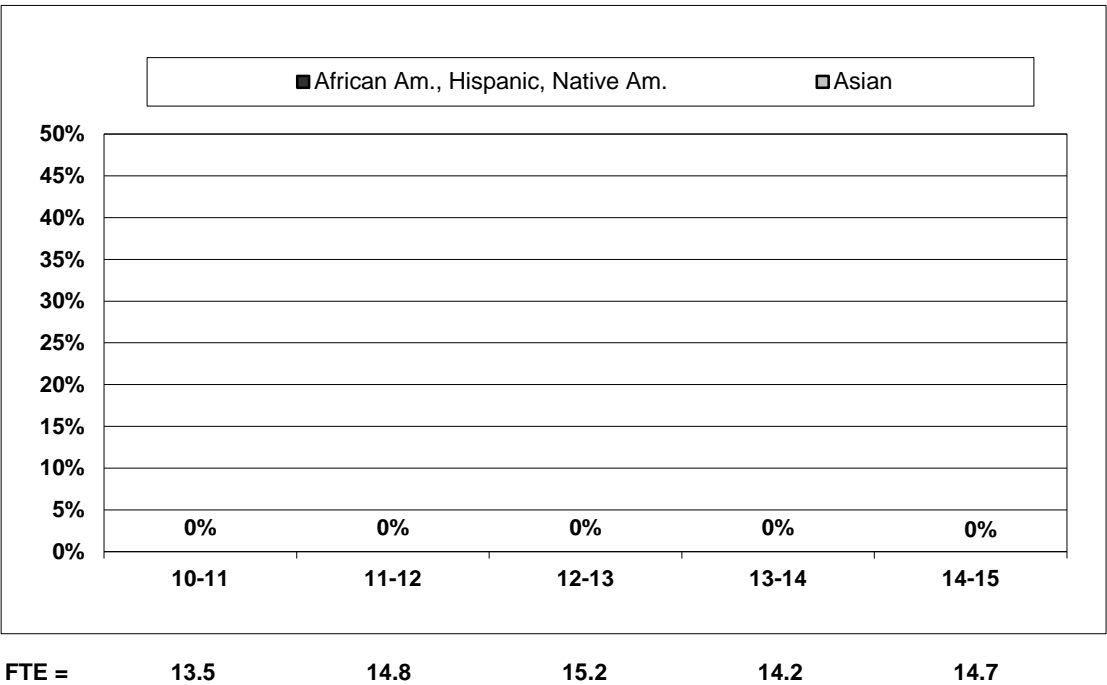
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	29.1%	2.9%	3.9%	4.5%	0.9%	
Expected # of FTEs	4.3	0.4	0.6	0.7	0.1	
Actual # of FTEs	3.5	0.0	0.0	0.0	0.0	14.7

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	0.0	1.6	0.0	0.0	0.0	1.6	1.6
	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	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%	0.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.6	0.0	0.0	0.0	2.6	2.6
	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%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

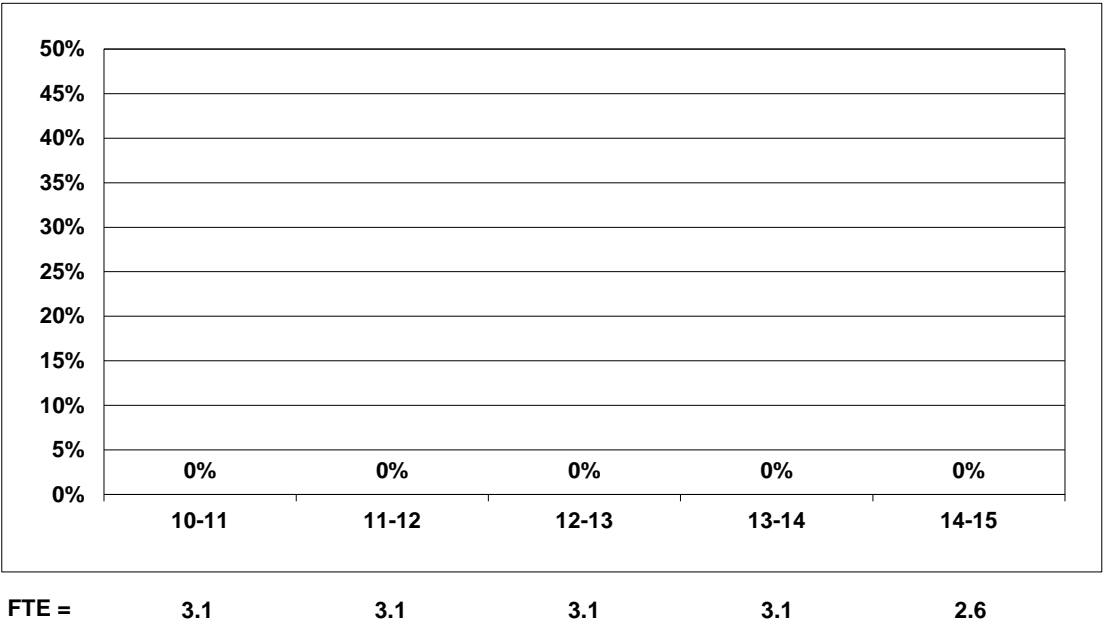
# of Faculty	Total		Men	Women	African	Asian	Hispanic	Native	White
					American			American	
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **								

UTILIZATION OF REGULAR RANK FACULTY

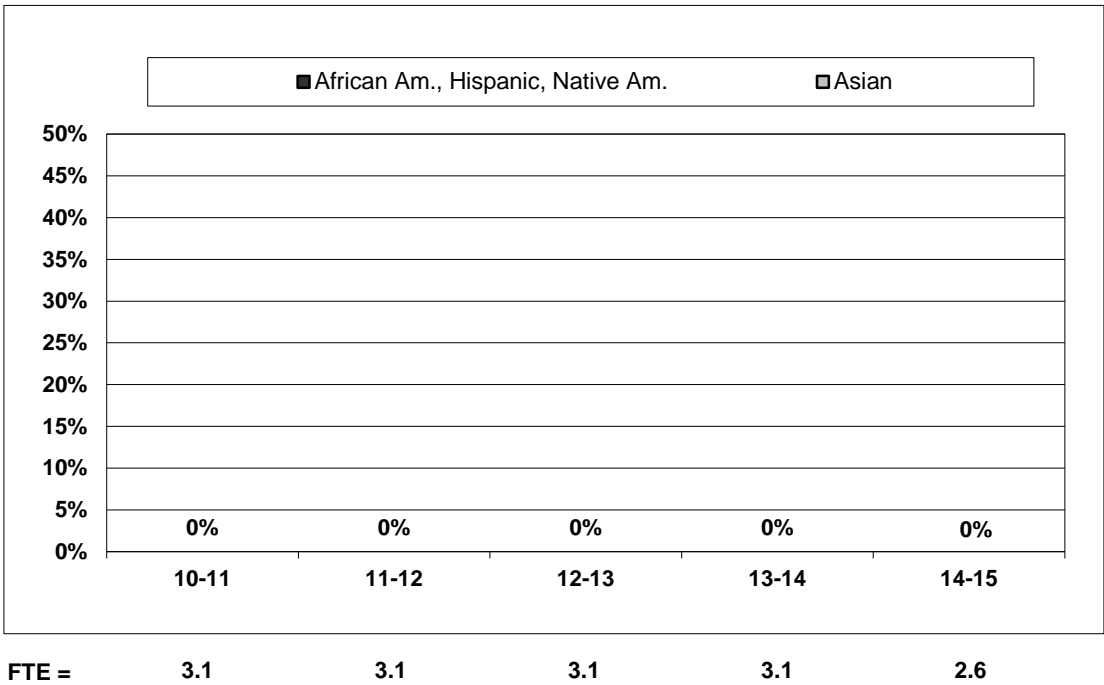
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	60.1%	2.9%	0.8%	0.3%	0.0%	
Expected # of FTEs	1.6	0.1	0.0	0.0	0.0	
Actual # of FTEs	0.0	0.0	0.0	0.0	0.0	2.6

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	1.8	3.0	0.0	0.0	1.8	3.0	4.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.9%	62.1%	0.0%	0.0%	37.9%	62.1%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
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%	0.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	3.0	0.0	0.0	1.8	3.0	4.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.9%	62.1%	0.0%	0.0%	37.9%	62.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

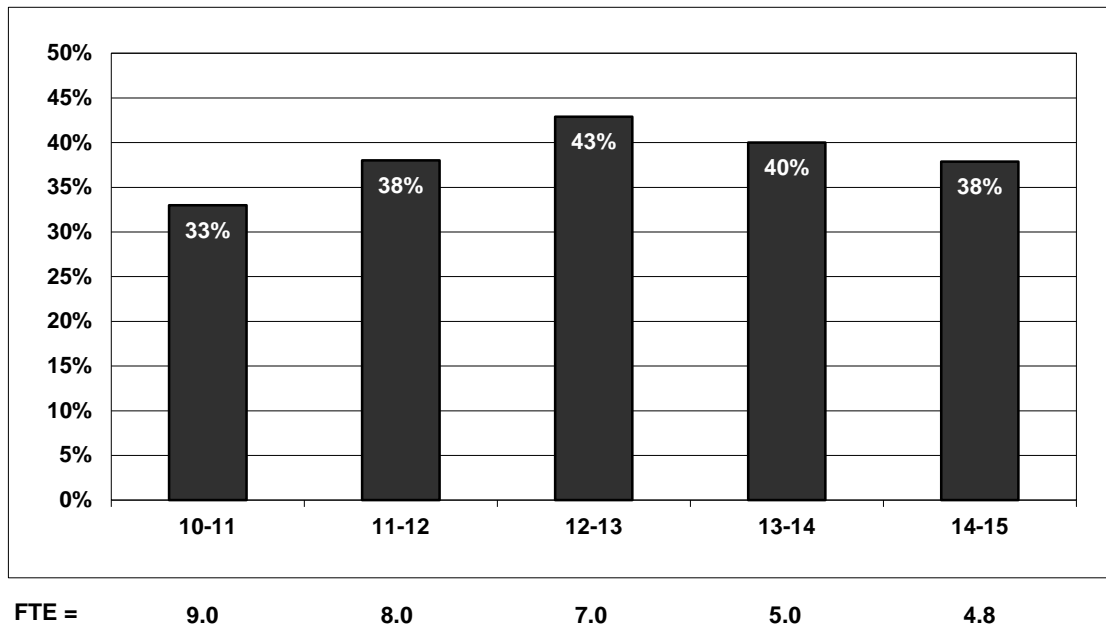
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	63.2%	5.0%	2.5%	2.6%	0.6%	
Expected # of FTEs	3.1	0.2	0.1	0.1	0.0	
Actual # of FTEs	1.8	0.0	0.0	0.0	0.0	4.8

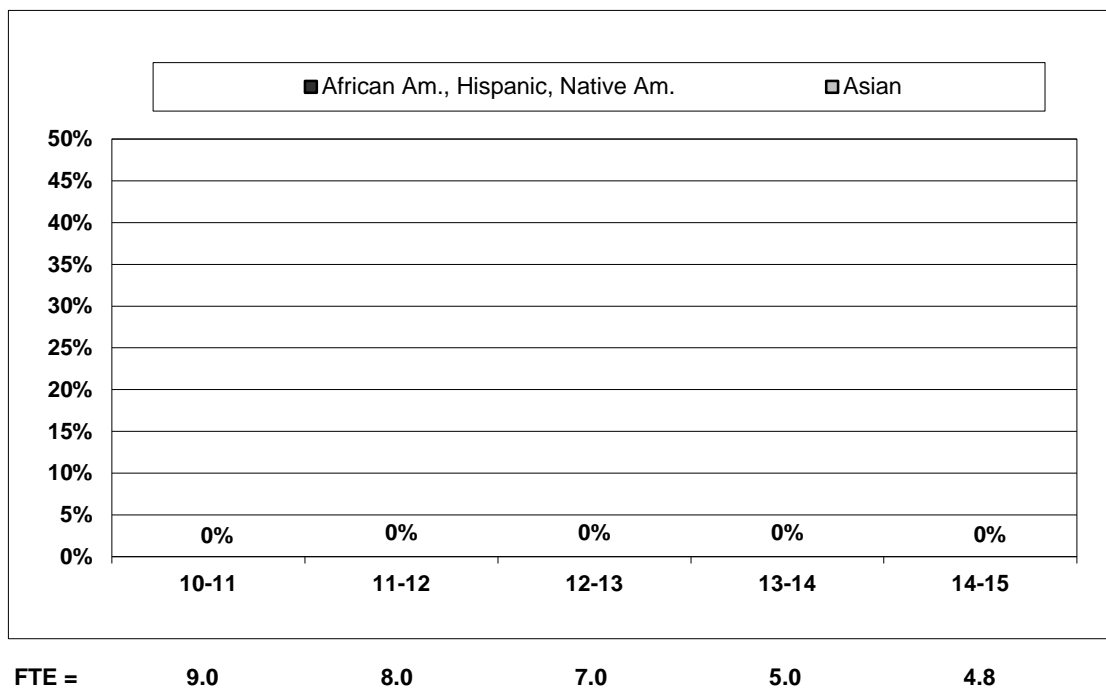
DEPARTMENT OF SLAVIC LANGUAGES AND LITERATURES

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	4.3	4.3	0.0	0.0	4.3	4.3	0.0	3.0	0.0	0.0	4.3	7.3	11.5
	0.0%	0.0%	0.0%	0.0%	37.0%	37.0%	0.0%	0.0%	37.0%	37.0%	0.0%	26.1%	0.0%	0.0%	37.0%	63.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	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%	0.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	4.3	5.3	0.0	0.0	4.3	4.3	1.0	3.0	0.0	0.0	5.3	8.3	13.5
	0.0%	0.0%	0.0%	0.0%	31.5%	38.9%	0.0%	0.0%	31.5%	31.5%	7.4%	22.2%	0.0%	0.0%	38.9%	61.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

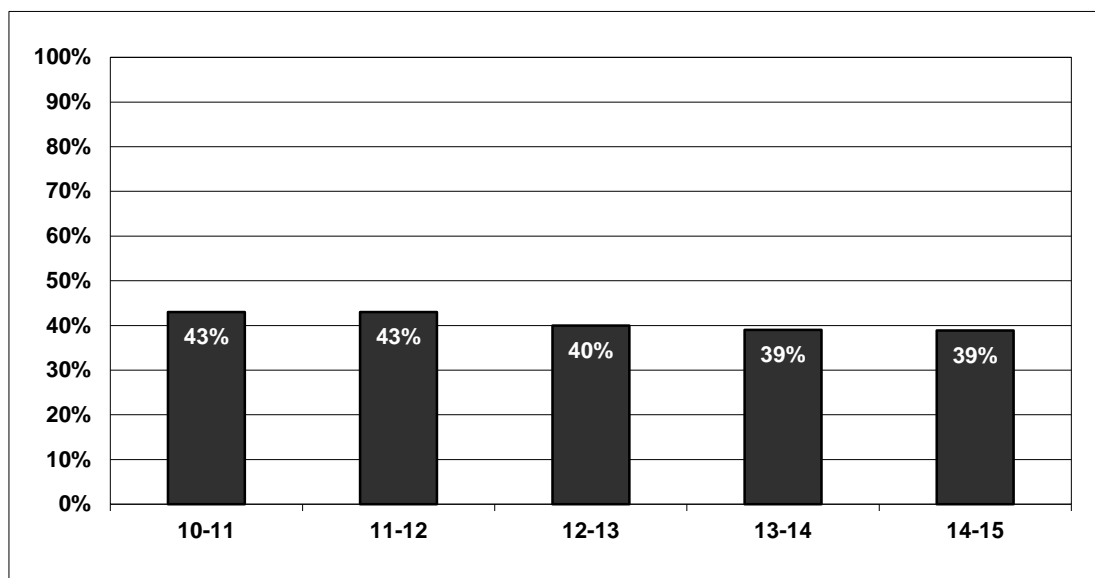
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	61.8%	1.8%	3.6%	27.3%	0.5%	
Expected # of FTEs	8.3	0.2	0.5	3.7	0.1	
Actual # of FTEs	5.3	0.0	0.0	9.6	0.0	13.5

DEPARTMENT OF SPANISH AND PORTUGUESE

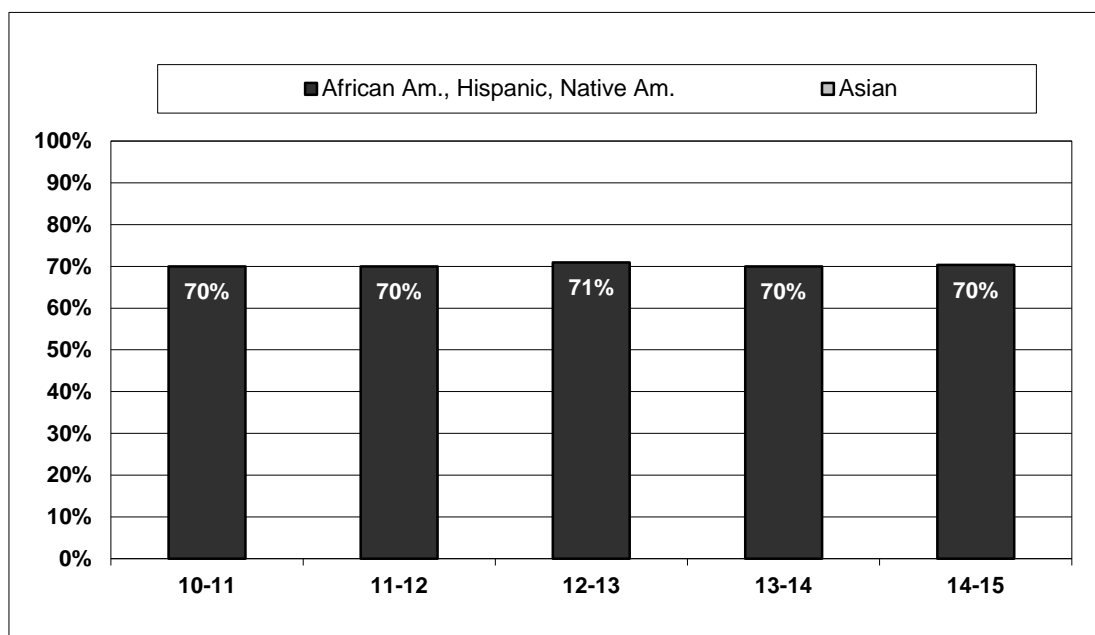
Trends

Percent Women



FTE = 13.9 13.9 13.8 13.5 13.5

Percent Minorities



FTE = 13.9 13.9 13.8 13.5 13.5

LIFE SCIENCES DIVISION

	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	5.0	3.0	1.8	1.0	0.0	0.0	8.8	5.0	21.0	52.3	0.0	0.5	28.8	57.8	86.5
	1.2%	1.2%	5.8%	3.5%	2.0%	1.2%	0.0%	0.0%	10.1%	5.8%	24.3%	60.4%	0.0%	0.6%	33.2%	66.8%	100.0%
Associate Professor																	
	1.0	1.0	4.0	5.0	2.0	2.0	0.0	0.0	7.0	8.0	11.3	5.5	0.0	0.0	18.3	13.5	31.8
	3.1%	3.1%	12.6%	15.7%	6.3%	6.3%	0.0%	0.0%	22.0%	25.2%	35.4%	17.3%	0.0%	0.0%	57.5%	42.5%	100.0%
Assistant Professor																	
	0.0	0.0	3.0	0.0	0.0	0.5	0.0	0.0	3.0	0.5	3.0	3.5	0.0	0.0	6.0	4.0	10.0
	0.0%	0.0%	30.0%	0.0%	0.0%	5.0%	0.0%	0.0%	30.0%	5.0%	30.0%	35.0%	0.0%	0.0%	60.0%	40.0%	100.0%
Total Ladder																	
	2.0	2.0	12.0	8.0	3.8	3.5	0.0	0.0	18.8	13.5	35.3	61.3	0.0	0.5	53.0	75.3	128.3
	1.6%	1.6%	9.4%	6.2%	2.9%	2.7%	0.0%	0.0%	14.6%	10.5%	27.5%	47.8%	0.0%	0.4%	41.3%	58.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

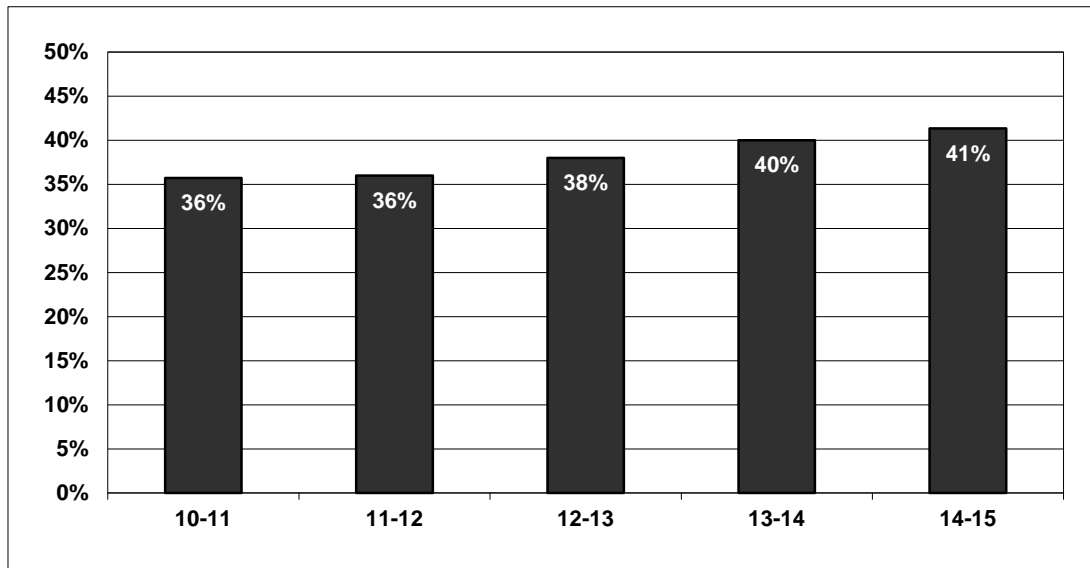
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	16	5	11	1	3	2	0	10

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	55.0%	4.8%	9.2%	5.3%	0.8%	
Expected # of FTEs	70.3	6.1	11.7	6.7	1.0	
Actual # of FTEs	53.0	4.0	20.0	7.3	0.0	127.8

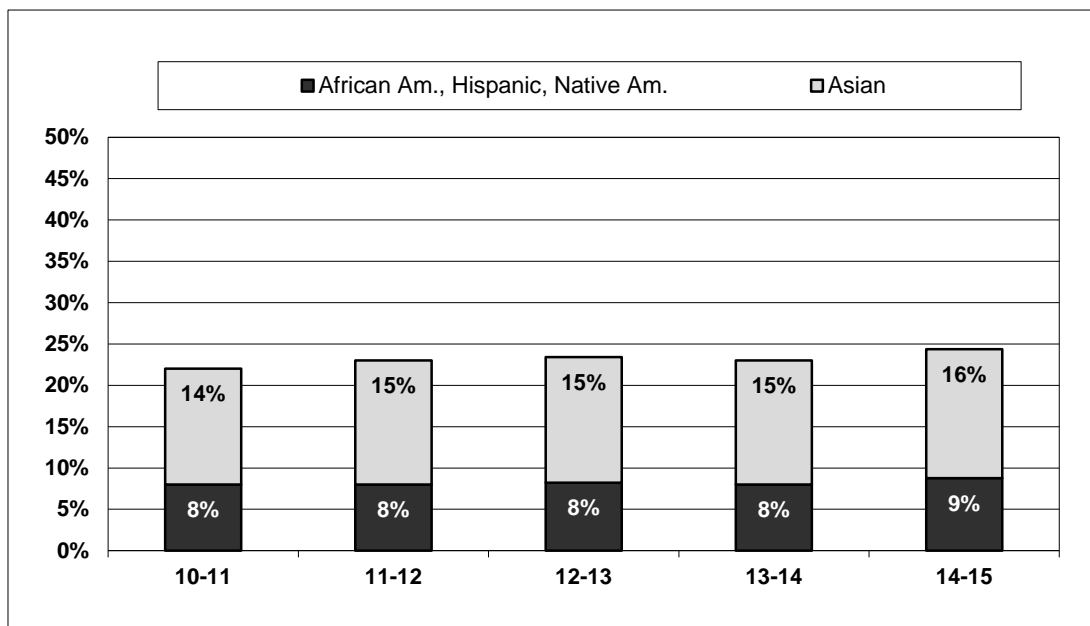
LIFE SCIENCES DIVISION Trends

Percent Women



FTE = 124.5 130.5 131.8 131.5 128.3

Percent Minorities



FTE = 124.5 130.5 131.8 131.5 128.3

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	1.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	4.0	12.5	0.0	0.5	5.0	14.0	19.0
	0.0%	0.0%	5.3%	0.0%	0.0%	5.3%	0.0%	0.0%	10.5%	5.3%	21.1%	65.8%	0.0%	2.6%	26.3%	73.7%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	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	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	2.0	0.0	0.0	2.0	0.0	0.0	3.0	2.0	4.0	14.5	0.0	0.5	6.0	17.0	23.0
	0.0%	0.0%	8.7%	0.0%	0.0%	8.7%	0.0%	0.0%	13.0%	8.7%	17.4%	63.0%	0.0%	2.2%	26.1%	73.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

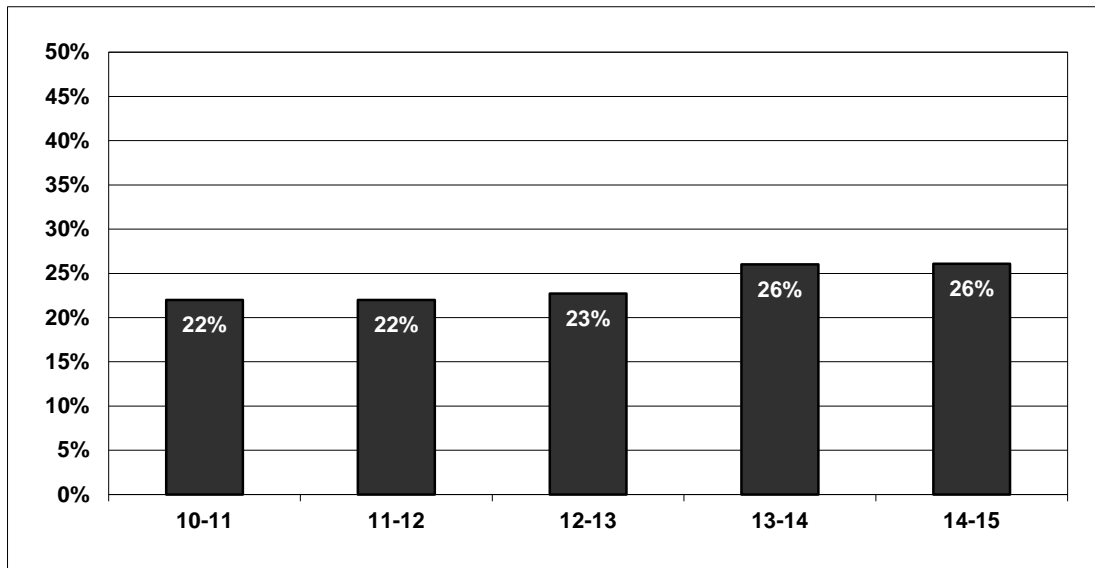
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	41.7%	2.1%	9.4%	4.3%	0.7%	
Expected # of FTEs	9.4	0.5	2.1	1.0	0.2	
Actual # of FTEs	6.0	0.0	2.0	2.0	0.0	22.5

DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY

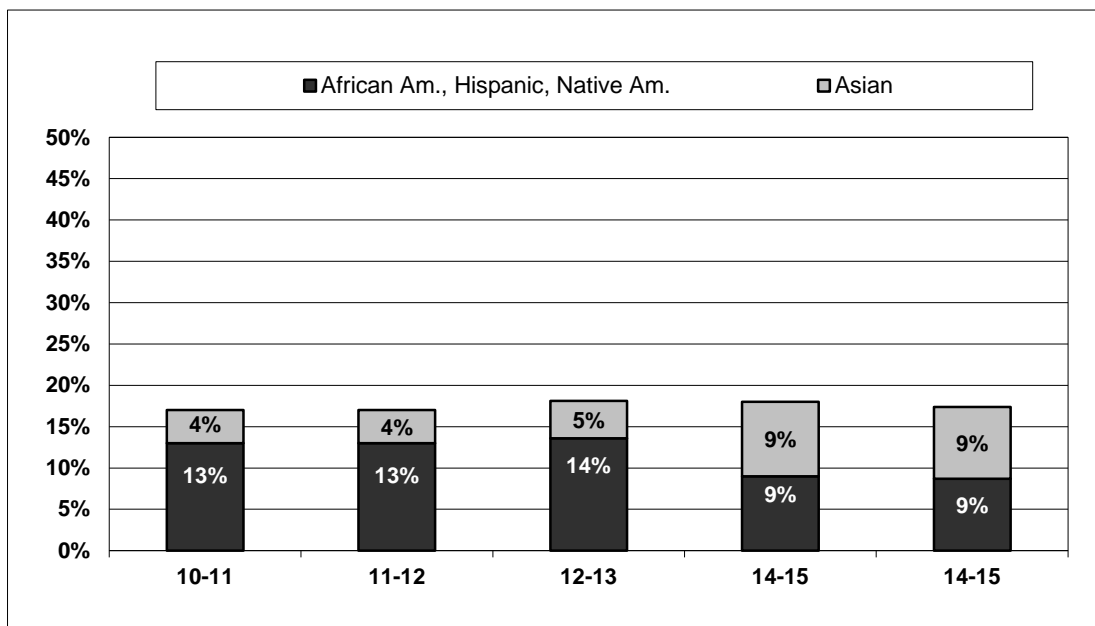
Trends

Percent Women



FTE = 22.5 22.5 22.0 23.0 23.0

Percent Minorities



FTE = 22.5 22.5 22.0 23.0 23.0

DEPARTMENT OF INTEGRATIVE BIOLOGY AND PHYSIOLOGY

	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	3.0	9.5	0.0	0.0	3.0	10.5	13.5
	0.0%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.4%	22.2%	70.4%	0.0%	0.0%	22.2%	77.8%	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	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	0.0	2.0
	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	4.0	10.5	0.0	0.0	6.0	11.5	17.5
	0.0%	5.7%	11.4%	0.0%	0.0%	0.0%	0.0%	0.0%	11.4%	5.7%	22.9%	60.0%	0.0%	0.0%	34.3%	65.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

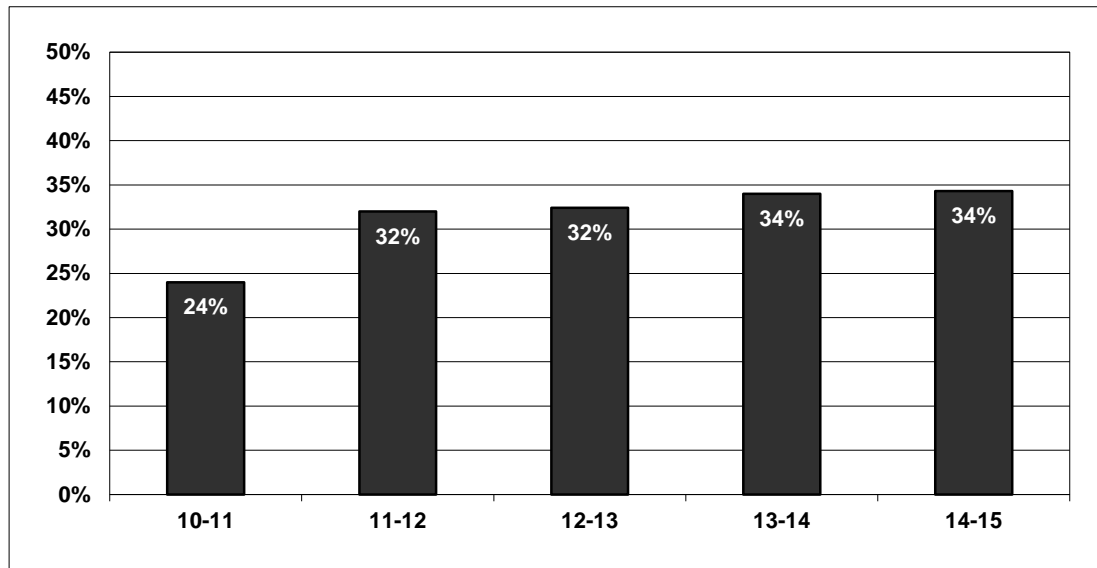
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	45.6%	3.3%	13.1%	4.6%	0.6%	
Expected # of FTEs	8.0	0.6	2.3	0.8	0.1	
Actual # of FTEs	6.0	1.0	2.0	0.0	0.0	17.5

DEPARTMENT OF INTEGRATIVE BIOLOGY AND PHYSIOLOGY

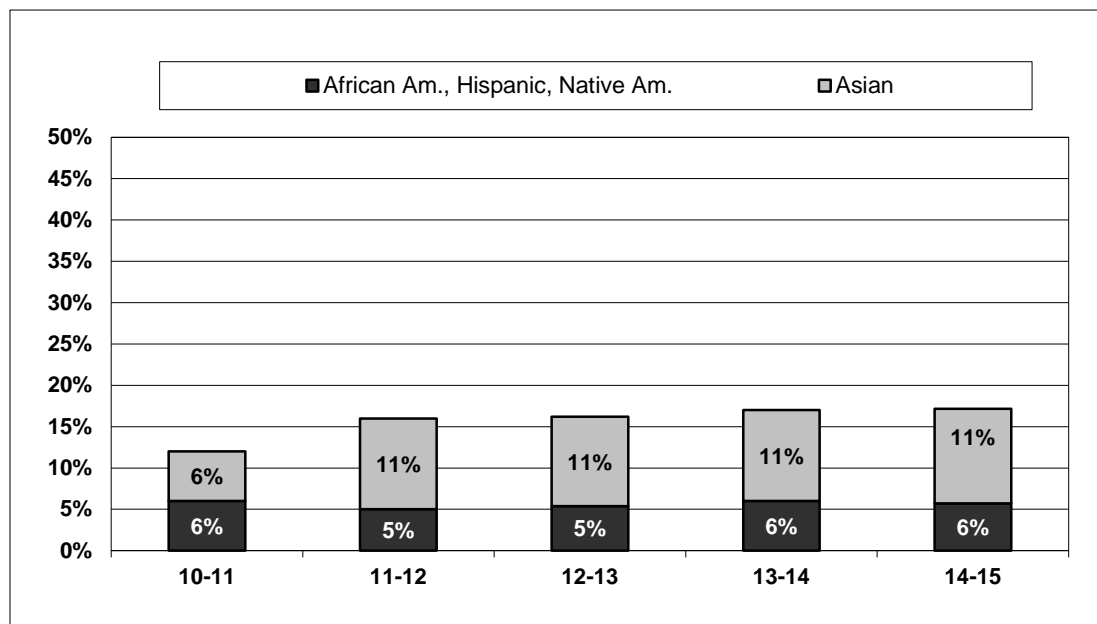
Trends

Percent Women



FTE = 16.5 18.5 18.5 17.5 17.5

Percent Minorities



FTE = 16.5 18.5 18.5 17.5 17.5

DEPARTMENT OF MOLECULAR, CELL AND DEVELOPMENTAL BIOLOGY

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	3.0	1.0	0.0	0.0	0.0	2.0	3.0	3.0	8.0	0.0	0.0	5.0	11.0	16.0
	0.0%	0.0%	6.3%	18.8%	6.3%	0.0%	0.0%	0.0%	12.5%	18.8%	18.8%	50.0%	0.0%	0.0%	31.3%	68.8%	100.0%
Associate Professor																	
	1.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	1.0	2.0	3.0	1.0	0.0	0.0	4.0	3.0	7.0
	14.3%	0.0%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	14.3%	28.6%	42.9%	14.3%	0.0%	0.0%	57.1%	42.9%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Ladder																	
	1.0	0.0	1.0	4.0	1.0	1.0	0.0	0.0	3.0	5.0	6.0	9.0	0.0	0.0	9.0	14.0	23.0
	4.3%	0.0%	4.3%	17.4%	4.3%	4.3%	0.0%	0.0%	13.0%	21.7%	26.1%	39.1%	0.0%	0.0%	39.1%	60.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

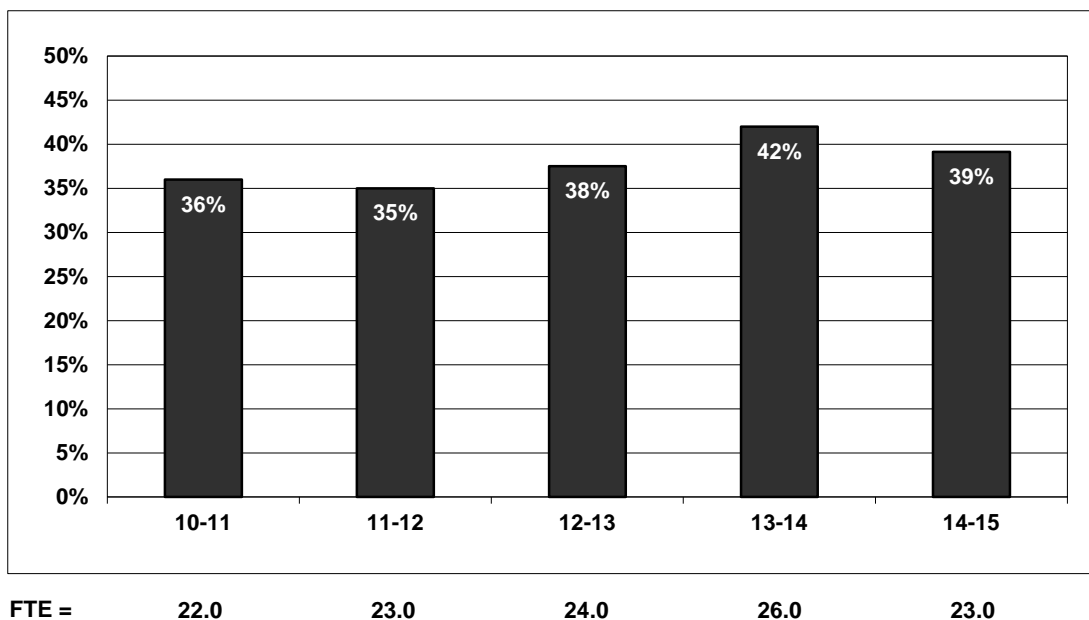
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	45.0%	2.8%	16.8%	4.1%	0.5%	
Expected # of FTEs	10.4	0.6	3.9	1.0	0.1	
Actual # of FTEs	9.0	1.0	5.0	2.0	0.0	23.0

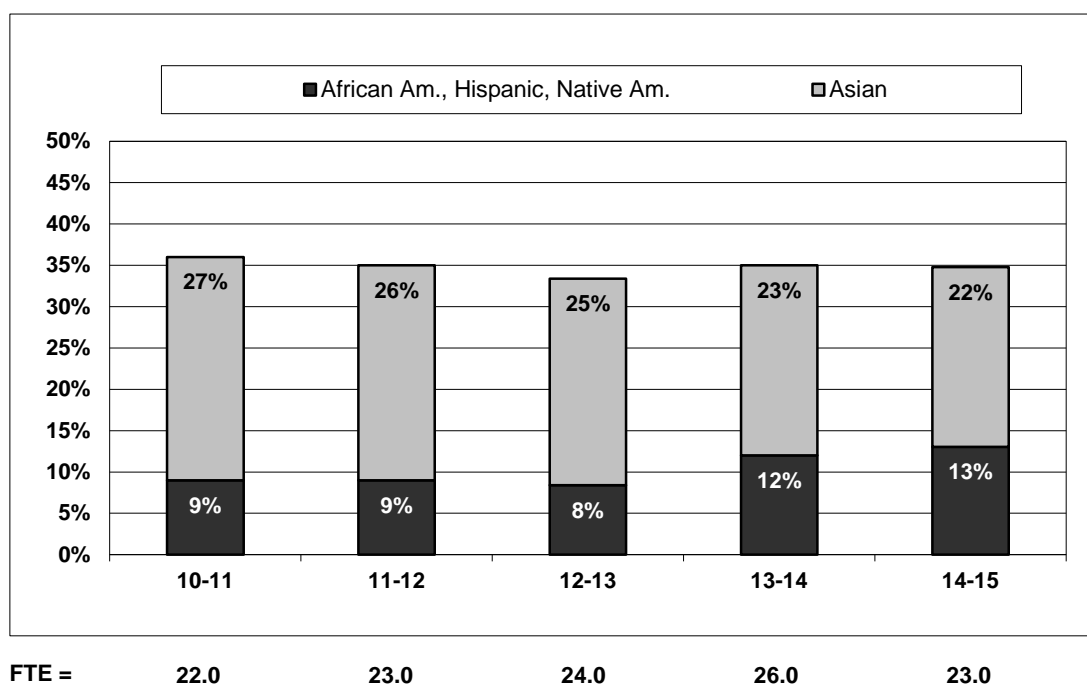
DEPARTMENT OF MOLECULAR, CELL AND DEVELOPMENTAL BIOLOGY

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	0.0	3.0	0.0	0.0	0.8	0.0	0.0	4.8	0.8	10.5	22.3	0.0	0.0	14.5	23.0	37.5
	2.7%	0.0%	8.0%	0.0%	0.0%	2.0%	0.0%	0.0%	12.7%	2.0%	28.0%	59.3%	0.0%	0.0%	38.7%	61.3%	100.0%
Associate Professor																	
	0.0	1.0	3.0	4.0	2.0	0.0	0.0	0.0	5.0	5.0	7.8	1.0	0.0	0.0	12.8	6.0	18.8
	0.0%	5.3%	16.0%	21.3%	10.7%	0.0%	0.0%	0.0%	26.7%	26.7%	41.3%	5.3%	0.0%	0.0%	68.0%	32.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	0.5	0.0	0.0	1.0	0.5	2.0	2.0	0.0	0.0	3.0	2.5	5.5
	0.0%	0.0%	18.2%	0.0%	0.0%	9.1%	0.0%	0.0%	18.2%	9.1%	36.4%	36.4%	0.0%	0.0%	54.5%	45.5%	100.0%
Total Ladder																	
	1.0	1.0	7.0	4.0	2.0	1.3	0.0	0.0	10.8	6.3	20.3	25.3	0.0	0.0	30.3	31.5	61.8
	1.6%	1.6%	11.3%	6.5%	3.2%	2.0%	0.0%	0.0%	17.4%	10.1%	32.8%	40.9%	0.0%	0.0%	49.0%	51.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	8	3	5	0	1	2	0	5

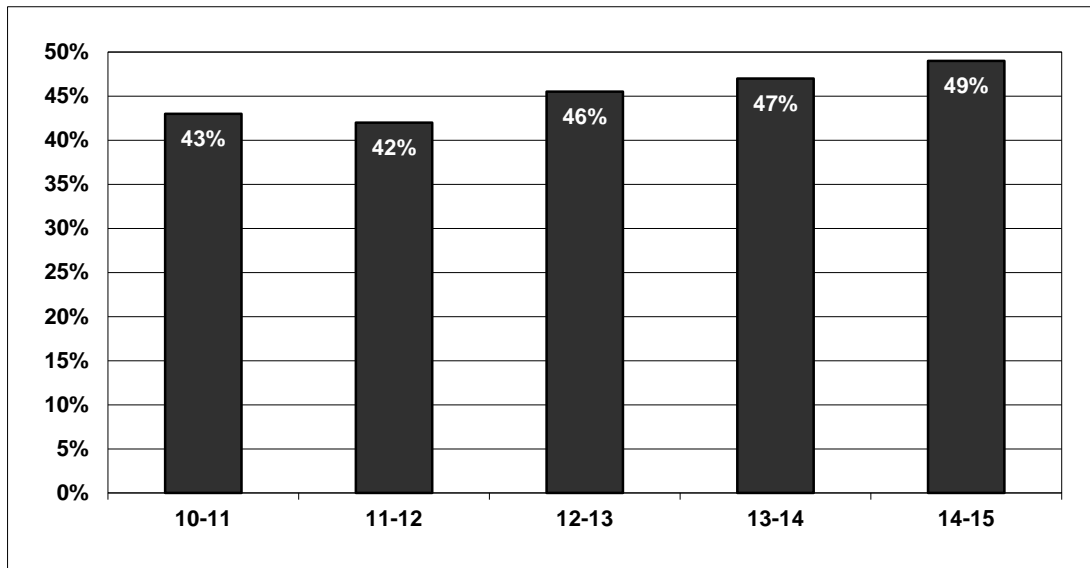
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	66.4%	6.8%	5.3%	6.2%	0.9%	
Expected # of FTEs	41.0	4.2	3.3	3.8	0.5	
Actual # of FTEs	30.3	2.0	11.0	3.3	0.0	61.8

DEPARTMENT OF PSYCHOLOGY

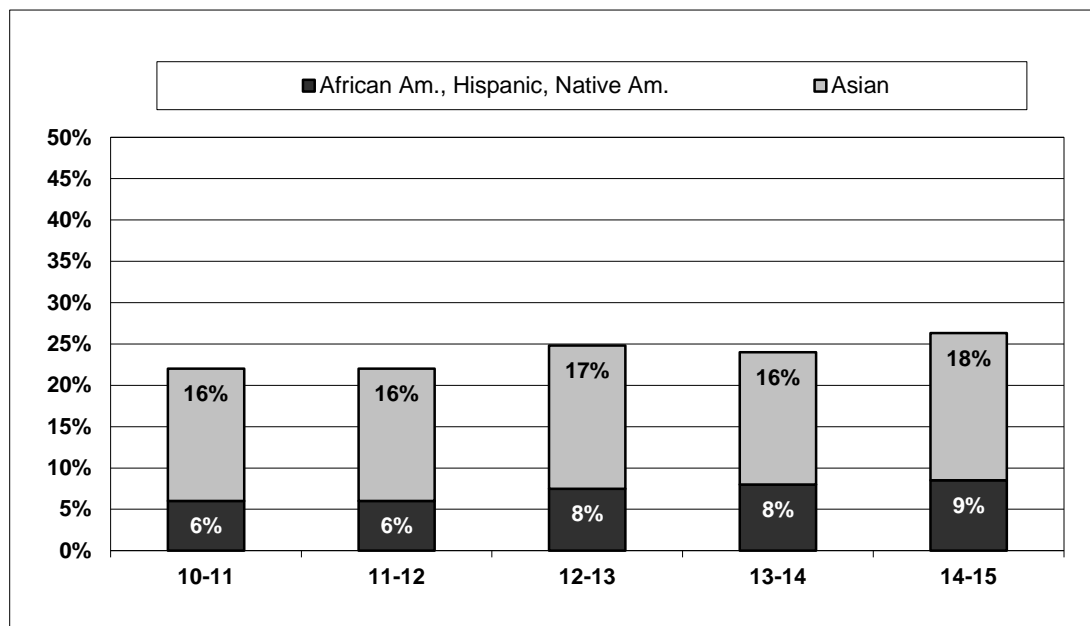
Trends

Percent Women



FTE = 63.5 64.0 63.8 62.0 61.8

Percent Minorities



FTE = 63.5 64.0 63.8 62.0 61.8

PHYSICAL SCIENCES DIVISION

	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	3.0	21.7	1.0	3.0	0.0	0.0	4.0	24.7	13.0	123.7	0.0	0.0	17.0	148.3	165.3
	0.0%	0.0%	1.8%	13.1%	0.6%	1.8%	0.0%	0.0%	2.4%	14.9%	7.9%	74.8%	0.0%	0.0%	10.3%	89.7%	100.0%
Associate Professor																	
	0.0	1.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	5.0	4.0	7.0	0.0	0.0	4.0	12.0	16.0
	0.0%	6.3%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%	25.0%	43.8%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor																	
	0.0	0.0	3.0	2.0	0.0	1.0	0.0	0.0	3.0	3.0	6.0	7.5	0.0	2.0	9.0	12.5	21.5
	0.0%	0.0%	14.0%	9.3%	0.0%	4.7%	0.0%	0.0%	14.0%	14.0%	27.9%	34.9%	0.0%	9.3%	41.9%	58.1%	100.0%
Total Ladder																	
	0.0	1.0	6.0	27.7	1.0	4.0	0.0	0.0	7.0	32.7	23.0	138.2	0.0	2.0	30.0	172.8	202.8
	0.0%	0.5%	3.0%	13.6%	0.5%	2.0%	0.0%	0.0%	3.5%	16.1%	11.3%	68.1%	0.0%	1.0%	14.8%	85.2%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	28	21	7	0	8	1	0	18

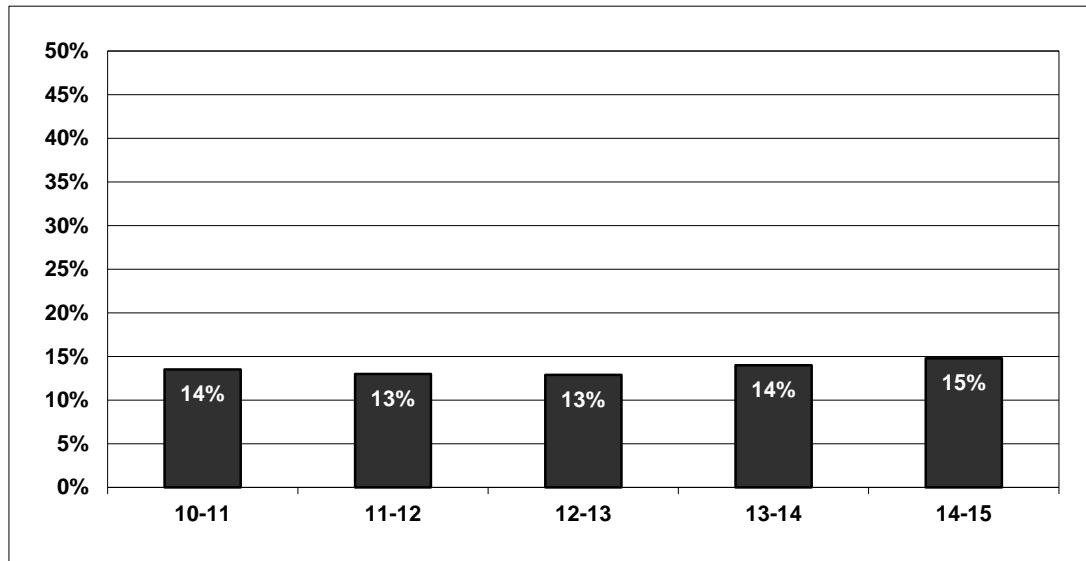
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	27.5%	2.4%	14.7%	3.5%	0.6%	
Expected # of FTEs	55.2	4.8	29.6	7.0	1.2	
Actual # of FTEs	30.0	1.0	33.7	5.0	0.0	200.8

PHYSICAL SCIENCES DIVISION

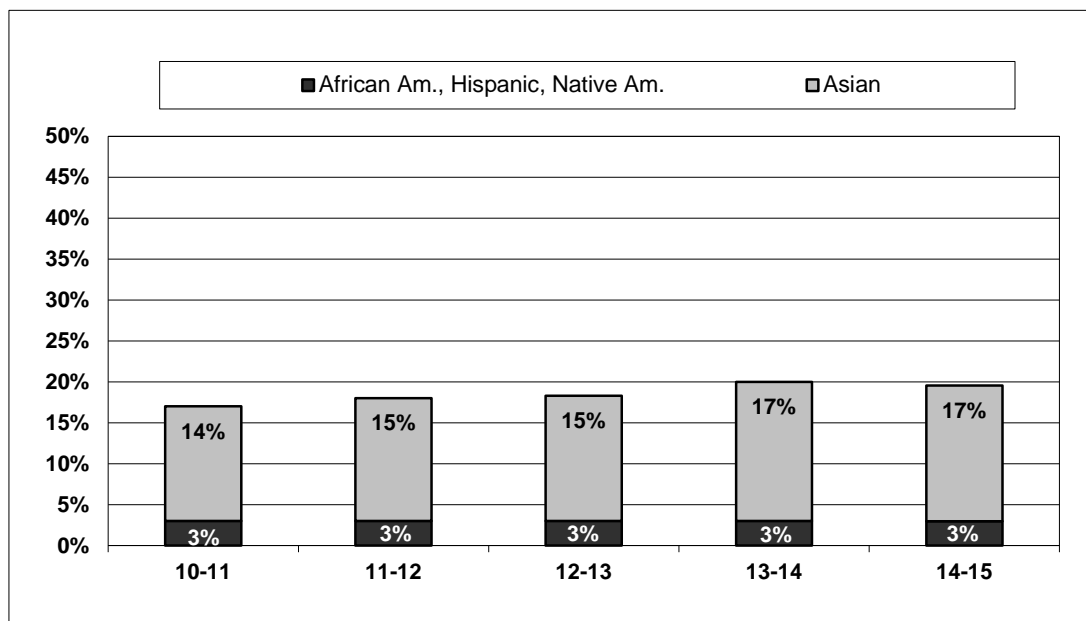
Trends

Percent Women



FTE = 211.1 202.2 200.2 201.8 202.8

Percent Minorities



FTE = 211.1 202.2 200.2 201.8 202.8

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	1.0	0.0	1.0	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%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	20.0%	10.0%	70.0%	0.0%	0.0%	10.0%	90.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.3	0.0	0.0	0.0	0.3	1.0	1.3
	0.0%	0.0%	0.0%	75.2%	0.0%	0.0%	0.0%	0.0%	0.0%	75.2%	24.8%	0.0%	0.0%	0.0%	24.8%	75.2%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.5	0.0	0.0	1.0	2.5	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	28.6%	71.4%	100.0%
Total Ladder																	
	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	2.3	9.5	0.0	0.0	2.3	12.5	14.8
	0.0%	0.0%	0.0%	13.5%	0.0%	6.7%	0.0%	0.0%	0.0%	20.2%	15.7%	64.1%	0.0%	0.0%	15.7%	84.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

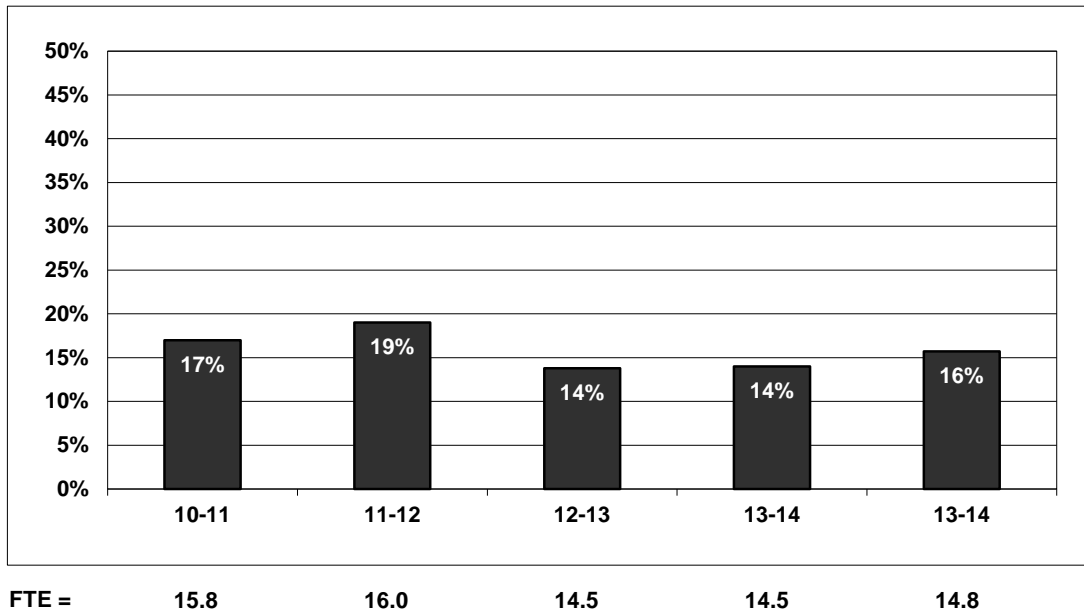
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	26.0%	2.4%	13.3%	3.2%	0.5%	
Expected # of FTEs	3.9	0.4	2.0	0.5	0.1	
Actual # of FTEs	2.3	0.0	2.0	1.0	0.0	14.8

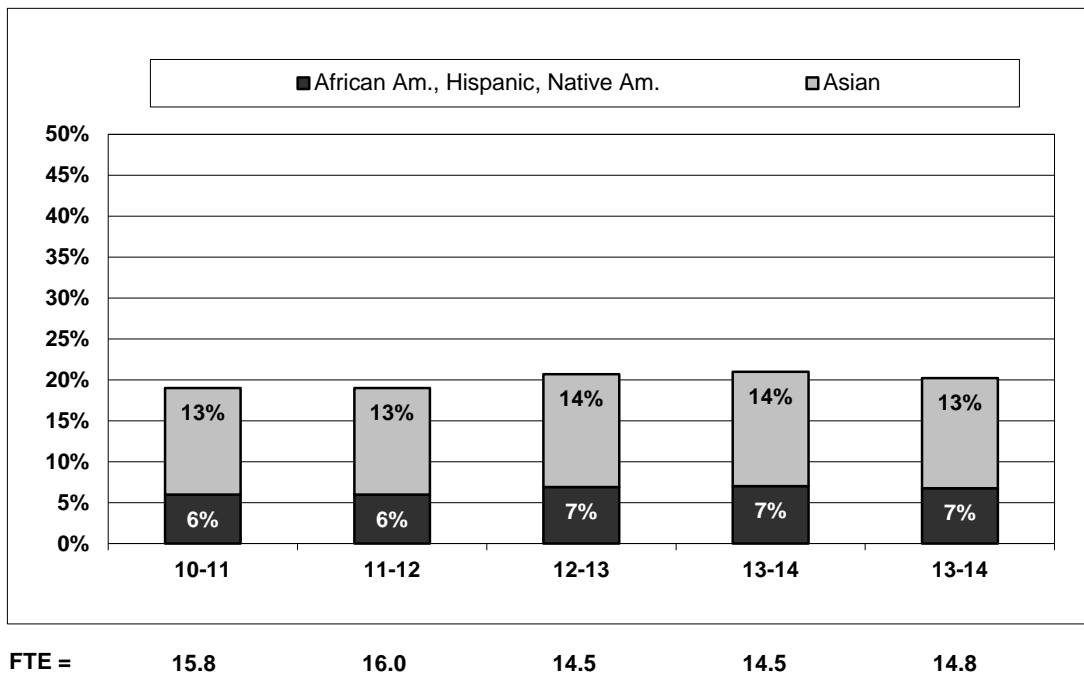
DEPARTMENT OF ATMOSPHERIC AND OCEANIC SCIENCES

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	2.0	3.5	0.0	1.0	0.0	0.0	2.0	4.5	5.0	27.2	0.0	0.0	7.0	31.7	38.7
	0.0%	0.0%	5.2%	9.1%	0.0%	2.6%	0.0%	0.0%	5.2%	11.6%	12.9%	70.3%	0.0%	0.0%	18.1%	81.9%	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	1.0	0.0	0.0	1.0	3.0	4.0
	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	2.0	2.0	0.0	1.0	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%	33.3%	0.0%	16.7%	33.3%	66.7%	100.0%
Total Ladder																	
	0.0	1.0	2.0	4.5	0.0	2.0	0.0	0.0	2.0	7.5	8.0	30.2	0.0	1.0	10.0	38.7	48.7
	0.0%	2.1%	4.1%	9.2%	0.0%	4.1%	0.0%	0.0%	4.1%	15.4%	16.4%	62.0%	0.0%	2.1%	20.6%	79.4%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

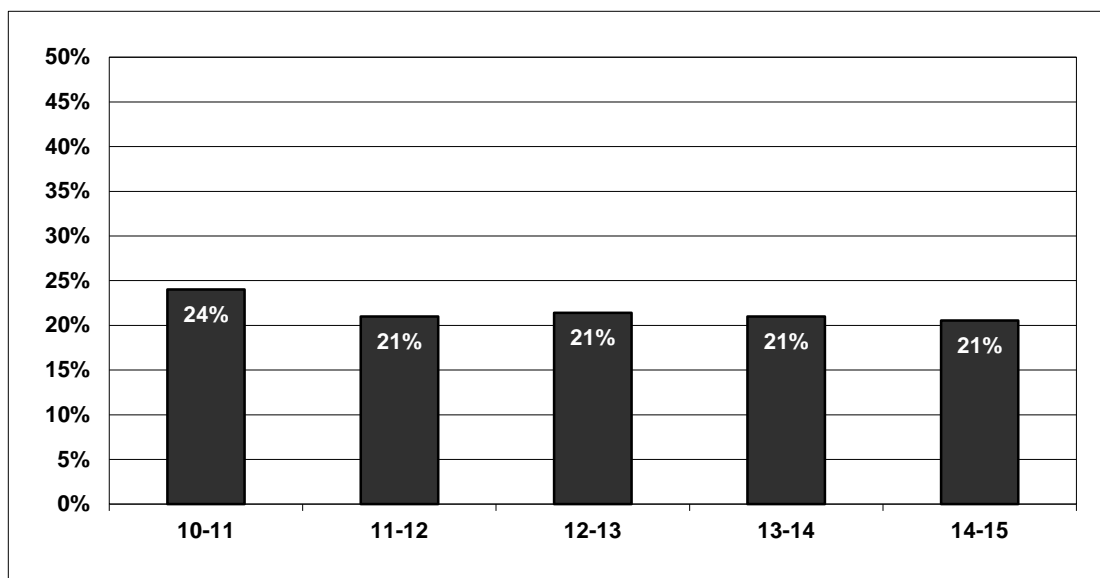
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	38.2%	3.4%	16.0%	4.3%	0.7%	
Expected # of FTEs	18.2	1.6	7.6	2.0	0.3	
Actual # of FTEs	10.0	1.0	6.5	2.0	0.0	47.7

DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

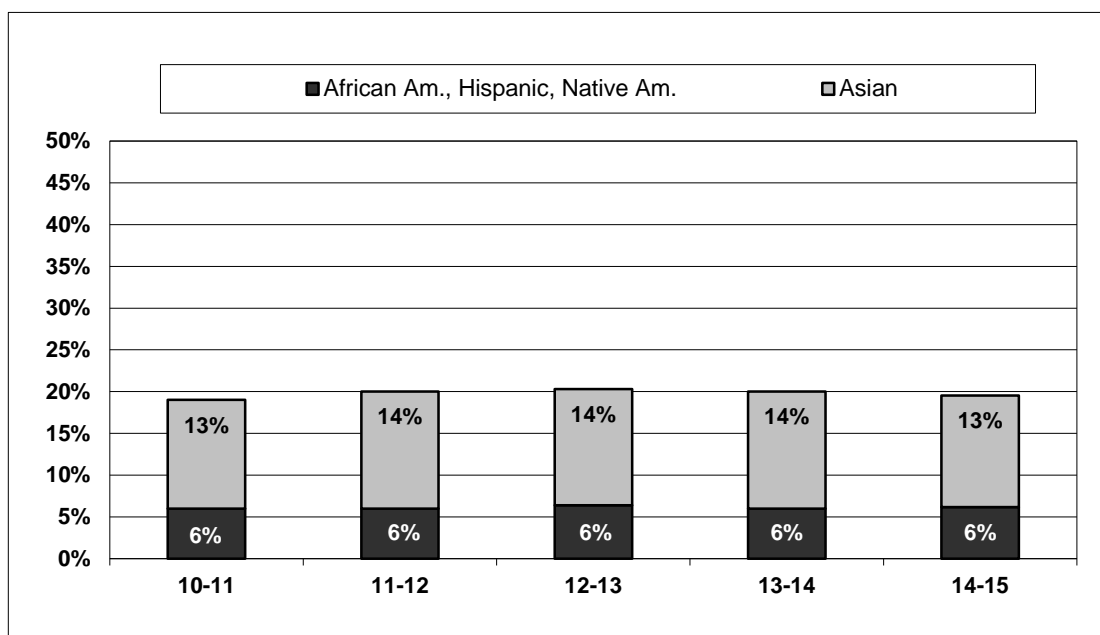
Trends

Percent Women



FTE = 49.5 46.7 46.7 47.3 48.7

Percent Minorities



FTE = 49.5 46.7 46.7 47.3 48.7

DEPARTMENT OF EARTH AND 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	0.0	19.5	0.0	0.0	0.0	20.5	20.5
	0.0%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.9%	0.0%	95.1%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0	1.7	0.0	1.7
	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	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	0.5	0.0	0.0	2.0	1.5	3.5
	0.0%	0.0%	28.6%	28.6%	0.0%	0.0%	0.0%	0.0%	28.6%	28.6%	28.6%	14.3%	0.0%	0.0%	57.1%	42.9%	100.0%
Total Ladder																	
	0.0	0.0	1.0	2.0	0.0	0.0	0.0	0.0	1.0	2.0	2.7	20.0	0.0	0.0	3.7	22.0	25.7
	0.0%	0.0%	3.9%	7.8%	0.0%	0.0%	0.0%	0.0%	3.9%	7.8%	10.4%	77.9%	0.0%	0.0%	14.3%	85.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	5	4	1	0	2	0	0	3

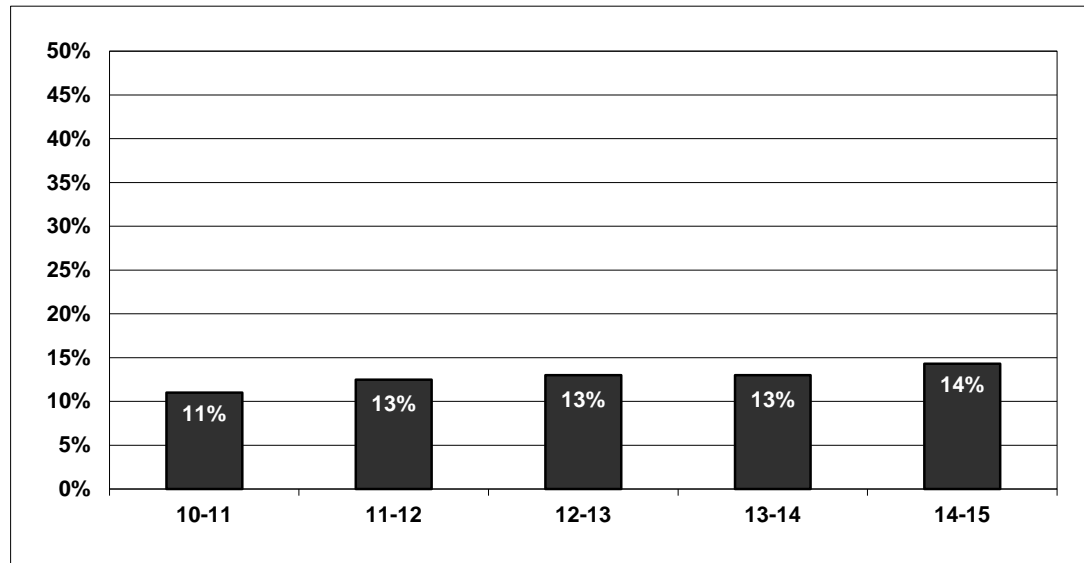
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	30.1%	1.4%	9.6%	3.2%	0.7%	
Expected # of FTEs	7.7	0.4	2.5	0.8	0.2	
Actual # of FTEs	3.7	0.0	3.0	0.0	0.0	25.7

DEPARTMENT OF EARTH AND SPACE SCIENCES

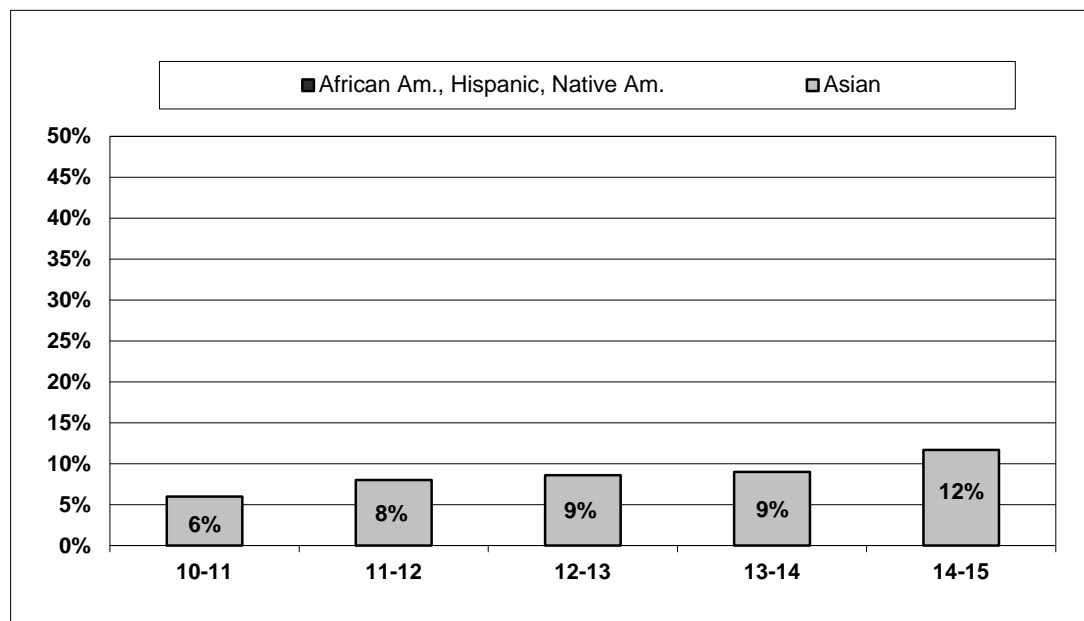
Trends

Percent Women



FTE = 21.4 24.0 23.0 23.0 25.7

Percent Minorities



FTE = 21.4 24.0 23.0 23.0 25.7

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	1.0	6.0	0.0	0.0	0.0	0.0	1.0	6.0	3.0	31.5	0.0	0.0	4.0	37.5	41.5
	0.0%	0.0%	2.4%	14.5%	0.0%	0.0%	0.0%	0.0%	2.4%	14.5%	7.2%	75.9%	0.0%	0.0%	9.6%	90.4%	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	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	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Ladder																	
	0.0	0.0	1.0	7.0	0.0	0.0	0.0	0.0	1.0	7.0	3.0	33.5	0.0	0.0	4.0	40.5	44.5
	0.0%	0.0%	2.2%	15.7%	0.0%	0.0%	0.0%	0.0%	2.2%	15.7%	6.7%	75.3%	0.0%	0.0%	9.0%	91.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	8	1	0	2	0	0	7

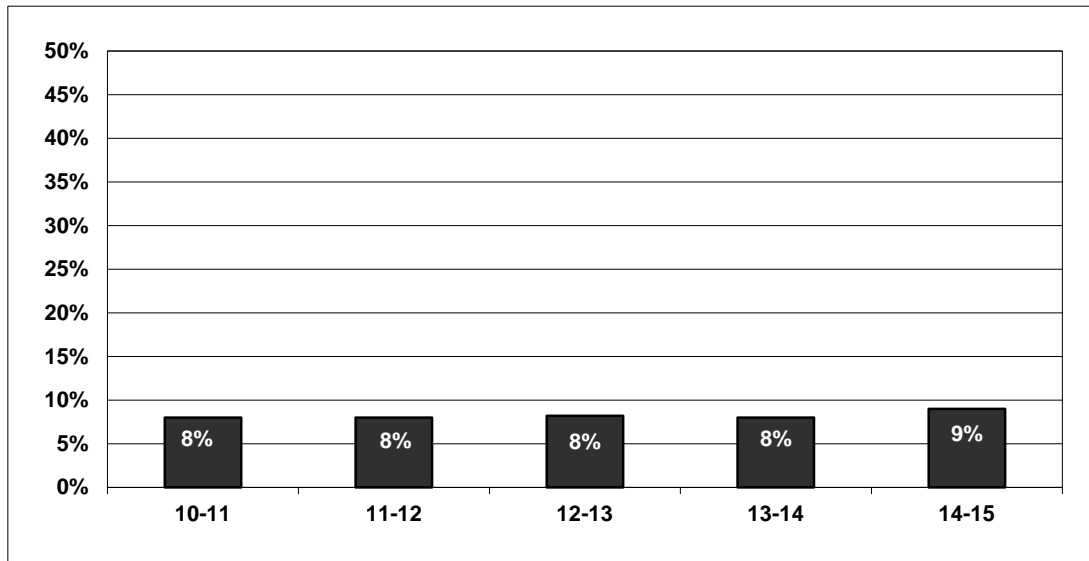
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	27.5%	2.5%	14.9%	3.2%	0.3%	
Expected # of FTEs	12.3	1.1	6.6	1.4	0.1	
Actual # of FTEs	4.0	0.0	8.0	0.0	0.0	44.5

DEPARTMENT OF MATHEMATICS

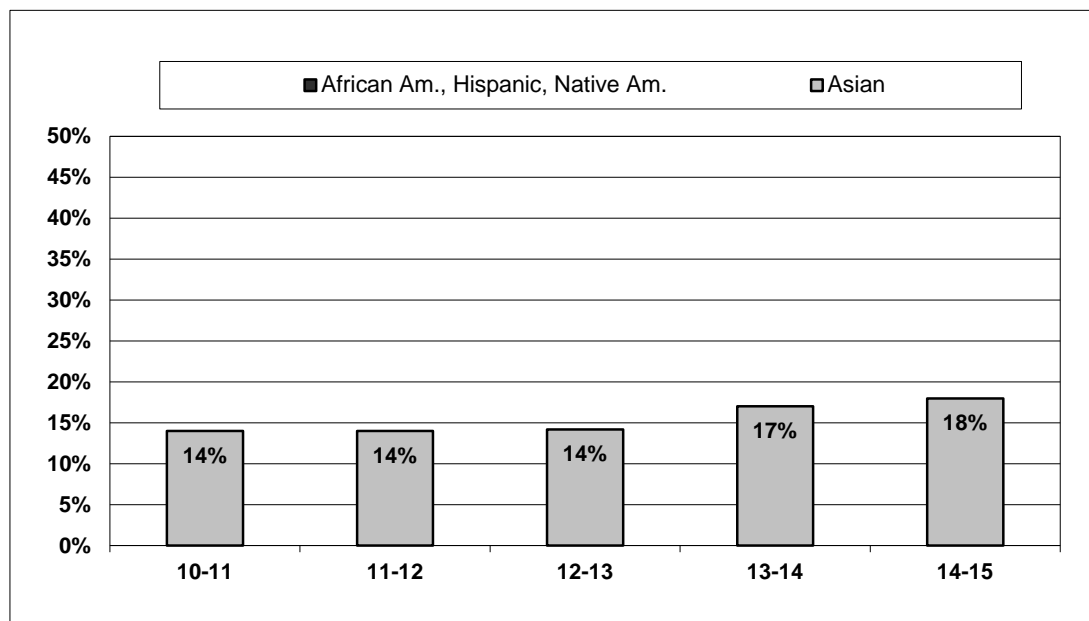
Trends

Percent Women



FTE = 51.0 49.0 49.0 48.0 44.5

Percent Minorities



FTE = 51.0 49.0 49.0 48.0 44.5

DEPARTMENT OF PHYSICS AND ASTRONOMY

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	0.0	6.2	1.0	1.0	0.0	0.0	1.0	7.2	4.0	35.0	0.0	0.0	5.0	42.2	47.2
	0.0%	0.0%	0.0%	13.1%	2.1%	2.1%	0.0%	0.0%	2.1%	15.2%	8.5%	74.2%	0.0%	0.0%	10.6%	89.4%	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	4.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	80.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	1.0	0.0	0.0	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%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	33.3%	33.3%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	7.2	1.0	1.0	0.0	0.0	2.0	8.2	7.0	41.0	0.0	0.0	9.0	49.2	58.2
	0.0%	0.0%	1.7%	12.3%	1.7%	1.7%	0.0%	0.0%	3.4%	14.0%	12.0%	70.5%	0.0%	0.0%	15.5%	84.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	6	4	2	0	3	0	0	3

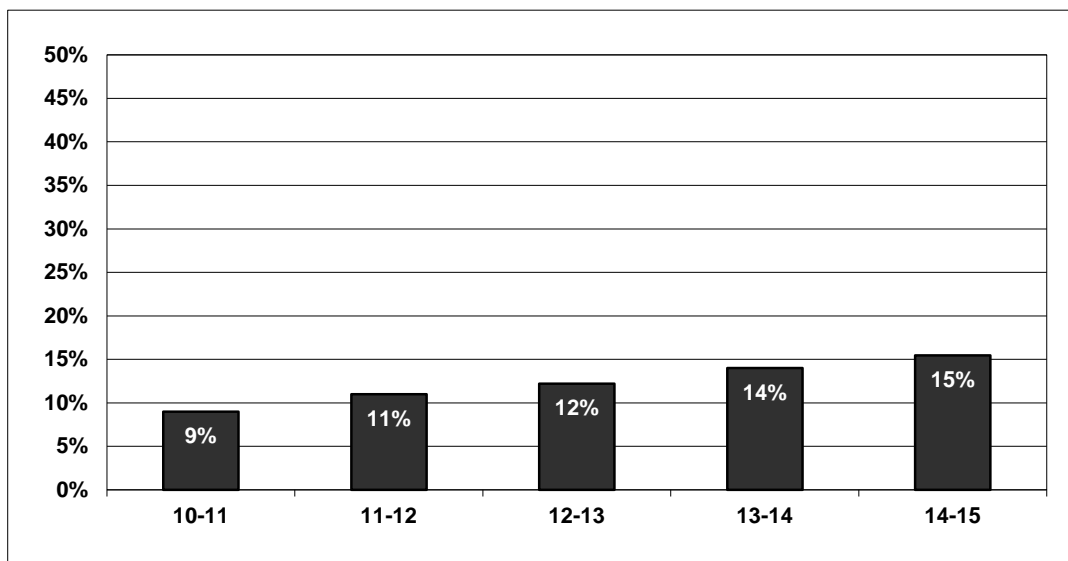
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	15.7%	1.6%	16.1%	3.2%	0.6%	
Expected # of FTEs	9.1	0.9	9.3	1.9	0.4	
Actual # of FTEs	9.0	0.0	8.2	2.0	0.0	58.2

DEPARTMENT OF PHYSICS AND ASTRONOMY

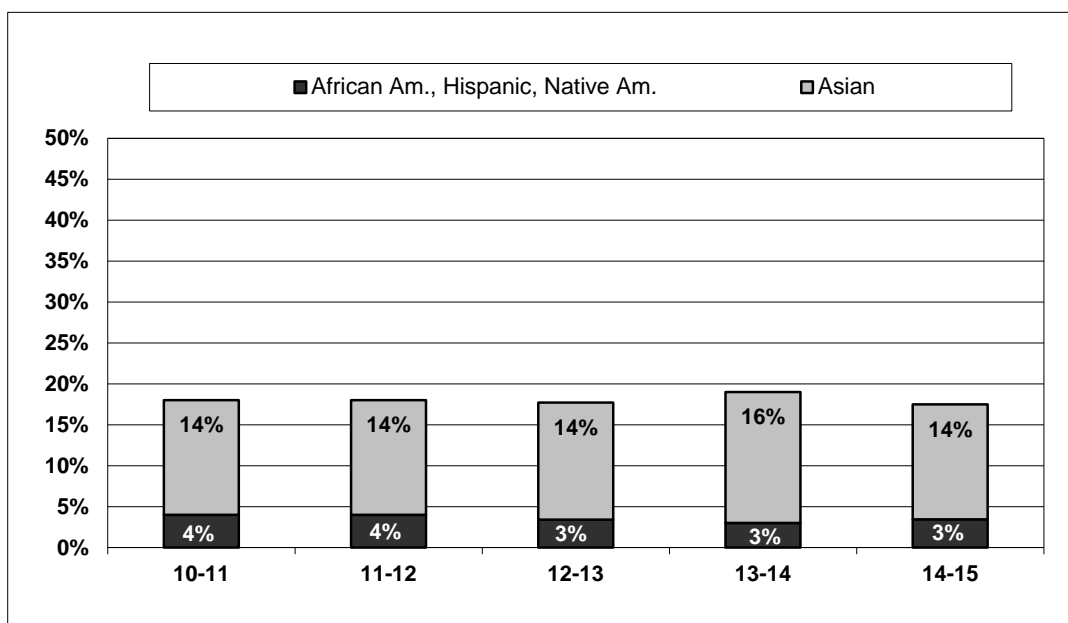
Trends

Percent Women



FTE = 55.2 56.0 57.5 59.2 58.2

Percent Minorities



FTE = 55.2 56.0 57.5 59.0 58.2

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	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	3.5	0.0	0.0	0.0	7.5	7.5
	0.0%	0.0%	0.0%	53.3%	0.0%	0.0%	0.0%	0.0%	0.0%	53.3%	0.0%	46.7%	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	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.5	0.0	1.0	1.0	1.5	2.5
	0.0%	0.0%	###	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	20.0%	0.0%	40.0%	40.0%	60.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	5.0	0.0	0.0	0.0	0.0	1.0	5.0	0.0	4.0	0.0	1.0	1.0	10.0	11.0
	0.0%	0.0%	9.1%	45.5%	0.0%	0.0%	0.0%	0.0%	9.1%	45.5%	0.0%	36.4%	0.0%	9.1%	9.1%	90.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

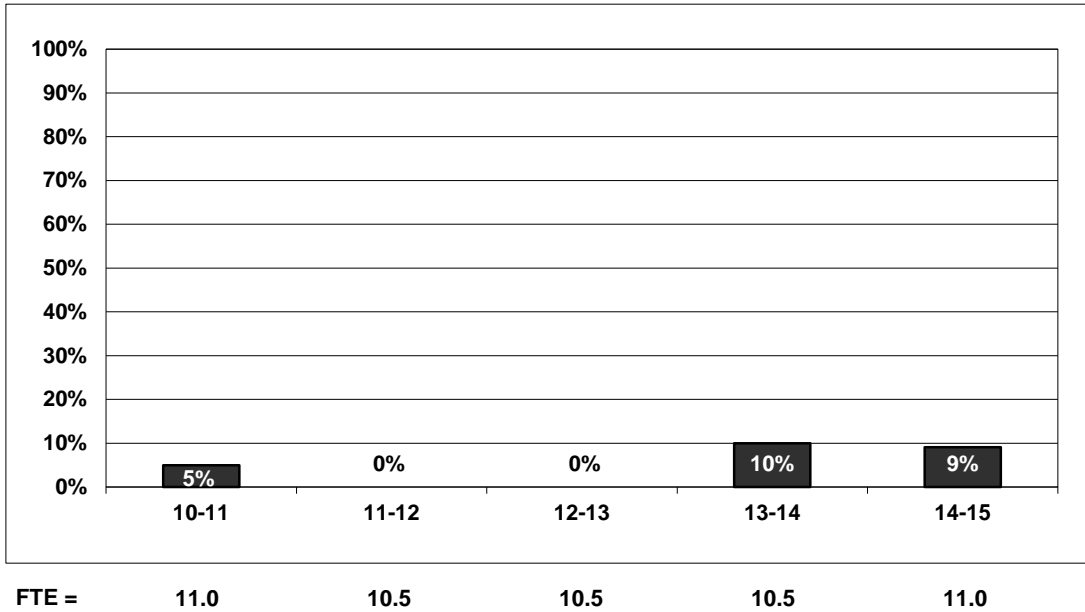
# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

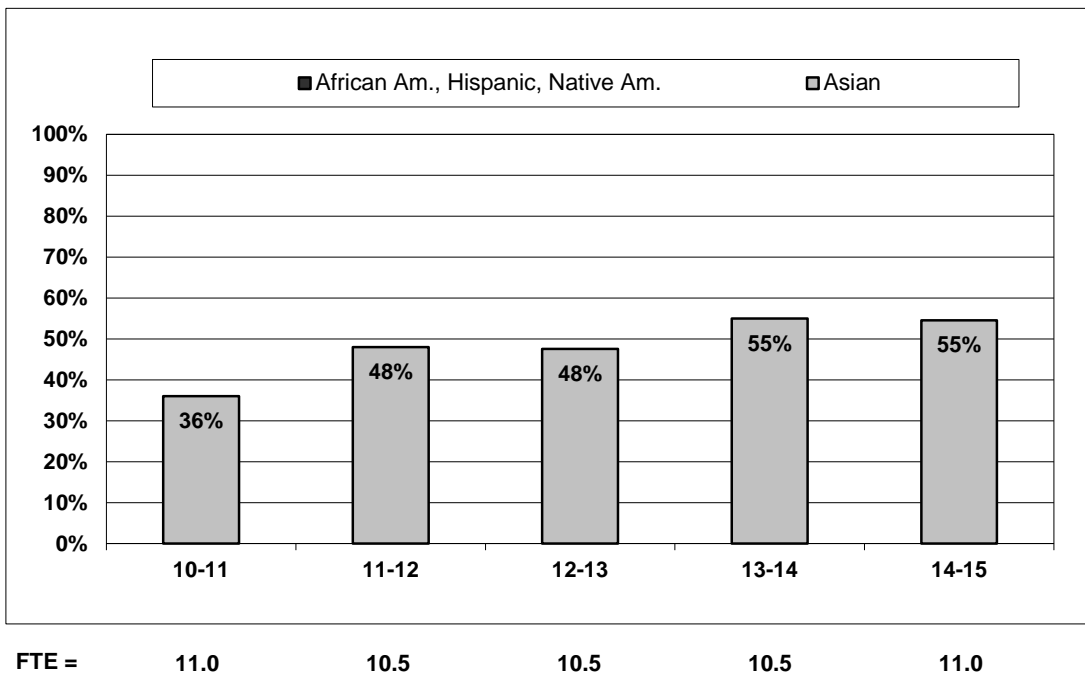
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	38.6%	3.5%	15.7%	3.6%	0.6%	
Expected # of FTEs	3.9	0.3	1.6	0.4	0.1	
Actual # of FTEs	1.0	0.0	6.0	0.0	0.0	10.0

DEPARTMENT OF STATISTICS
Trends

Percent Women



Percent Minorities



SOCIAL SCIENCES DIVISION

	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	6.8	11.7	6.0	8.0	1.0	2.0	15.8	24.7	37.7	82.8	0.0	0.0	53.4	107.4	160.8
	1.2%	1.9%	4.2%	7.3%	3.7%	5.0%	0.6%	1.2%	9.8%	15.3%	23.4%	51.4%	0.0%	0.0%	33.2%	66.8%	100.0%
Associate Professor																	
	4.0	2.0	3.5	6.5	2.0	3.8	1.0	0.0	10.5	12.3	16.8	26.0	0.0	1.0	27.3	39.3	66.6
	6.0%	3.0%	5.3%	9.8%	3.0%	5.8%	1.5%	0.0%	15.8%	18.5%	25.2%	39.1%	0.0%	1.5%	40.9%	59.1%	100.0%
Assistant Professor																	
	3.0	3.0	4.0	3.5	3.0	1.0	0.0	0.0	10.0	7.5	7.0	14.5	0.0	0.0	17.0	22.0	39.0
	7.7%	7.7%	10.3%	9.0%	7.7%	2.6%	0.0%	0.0%	25.6%	19.2%	17.9%	37.2%	0.0%	0.0%	43.6%	56.4%	100.0%
Total Ladder																	
	9.0	8.0	14.3	21.7	11.0	12.8	2.0	2.0	36.3	44.5	61.4	123.3	0.0	1.0	97.7	168.8	266.4
	3.4%	3.0%	5.3%	8.1%	4.1%	4.8%	0.8%	0.8%	13.6%	16.7%	23.1%	46.3%	0.0%	0.4%	36.7%	63.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

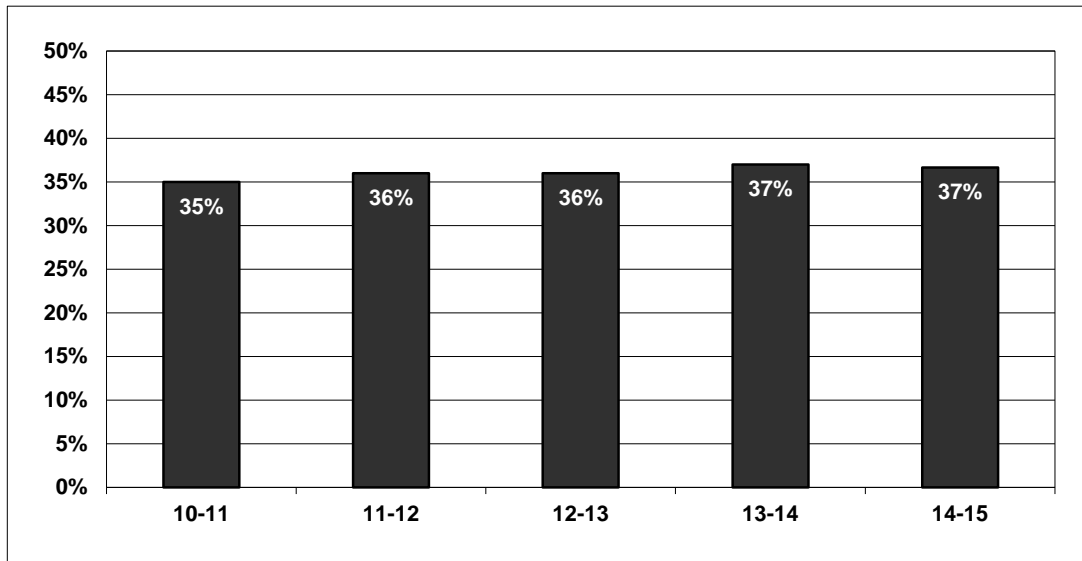
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	41	24	17	3	10	3	1	23

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	46.6%	6.7%	7.0%	6.0%	1.0%	
Expected # of FTEs	123.6	17.8	18.7	15.9	2.6	
Actual # of FTEs	97.7	17.0	36.0	23.8	4.0	265.4

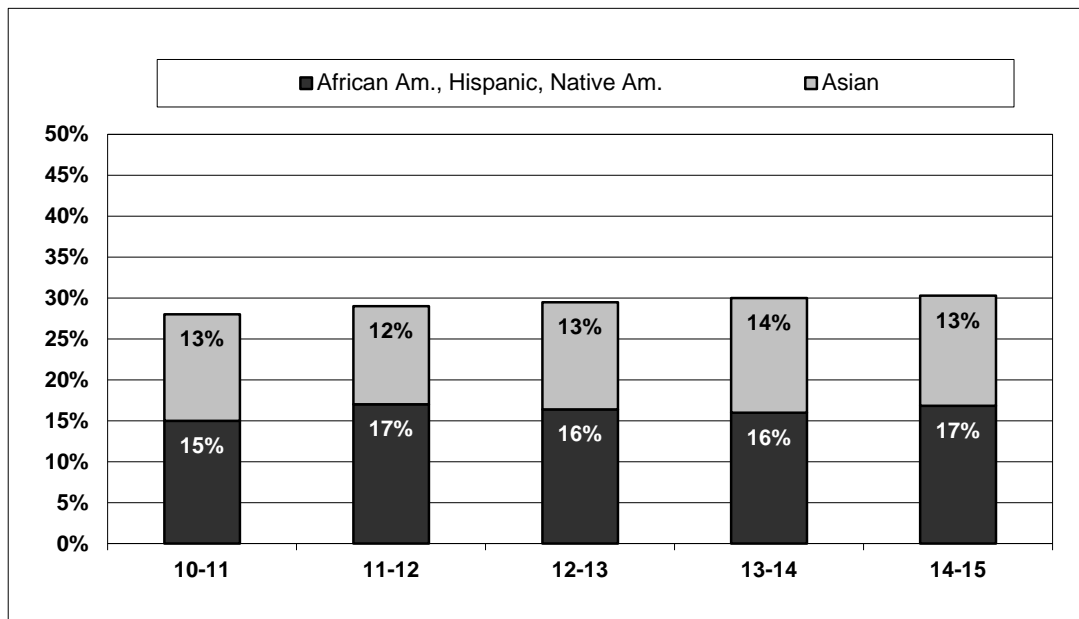
SOCIAL SCIENCES DIVISION *Trends*

Percent Women



FTE = 263.3 261.3 262.5 264.0 266.4

Percent Minorities



FTE = 263.3 261.3 262.5 264.0 266.4

DEPARTMENT OF AFRICAN 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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Associate Professor																	
	1.5	0.5	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.5	0.0	0.0	0.0	0.0	1.5	0.5	2.0
	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	100.0%
Assistant Professor																	
	0.5	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	1.0	0.0	0.0	0.0	0.0	0.5	1.0	1.5
	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	100.0%
Total Ladder																	
	2.0	1.5	0.0	0.0	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
	57.1%	42.9%	0.0%	0.0%	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%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

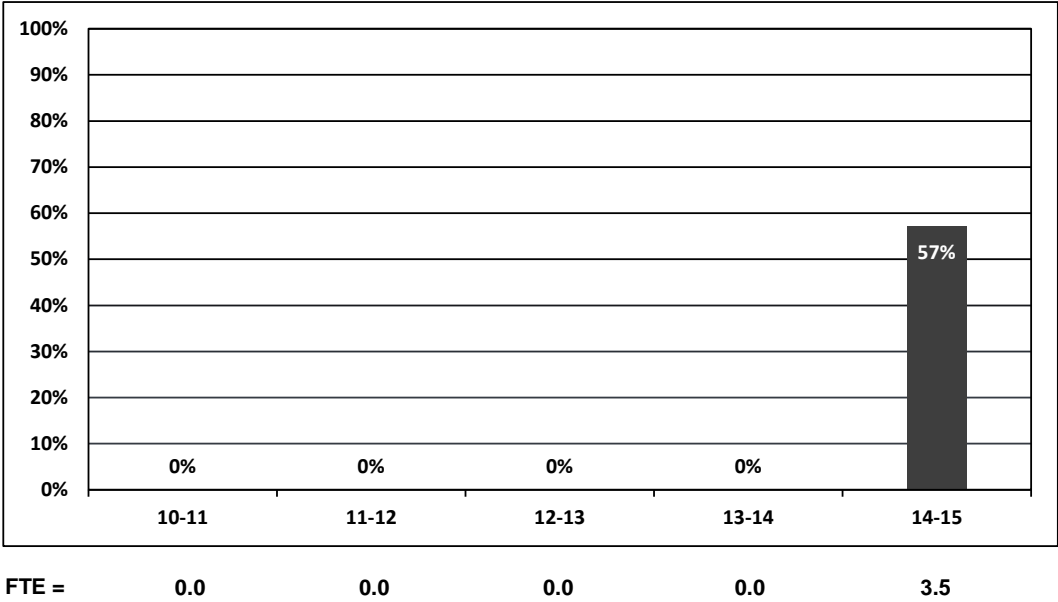
# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

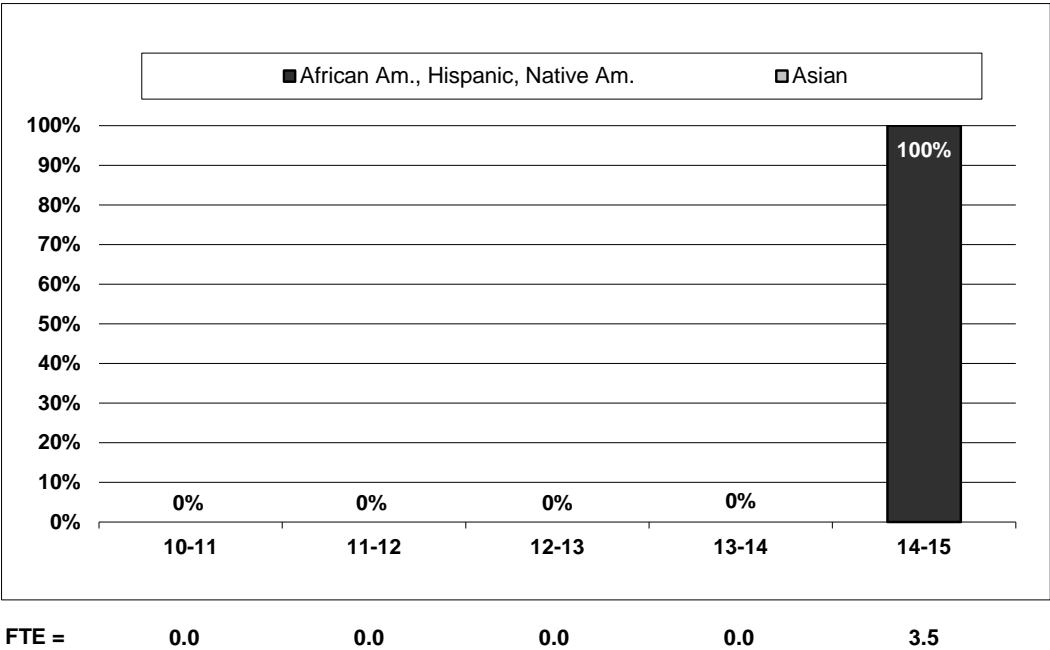
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	54.2%	10.5%	6.1%	6.4%	1.7%	
Expected # of FTEs	1.9	0.4	0.2	0.2	0.1	
Actual # of FTEs	2.0	3.5	0.0	0.0	0.0	3.5

DEPARTMENT OF AFRICAN AMERICAN STUDIES
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	1.0	1.7	1.0	1.0	1.0	1.0	3.0	3.7	7.5	8.0	0.0	0.0	10.5	11.7	22.2
	0.0%	0.0%	4.5%	7.5%	4.5%	4.5%	4.5%	4.5%	13.5%	16.6%	33.8%	36.1%	0.0%	0.0%	47.4%	52.6%	100.0%
Associate Professor																	
	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.5	0.0	1.0	2.0	0.0	0.0	1.5	2.0	3.5
	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	28.6%	57.1%	0.0%	0.0%	42.9%	57.1%	100.0%
Assistant Professor																	
	0.0	1.0	0.0	1.5	0.0	0.0	0.0	0.0	0.0	2.5	4.0	0.0	0.0	0.0	4.0	2.5	6.5
	0.0%	15.4%	0.0%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	38.5%	61.5%	0.0%	0.0%	0.0%	61.5%	38.5%	100.0%
Total Ladder																	
	0.0	1.0	1.5	3.2	1.0	1.0	1.0	1.0	3.5	6.2	12.5	10.0	0.0	0.0	16.0	16.2	32.2
	0.0%	3.1%	4.7%	9.9%	3.1%	3.1%	3.1%	3.1%	10.9%	19.2%	38.9%	31.1%	0.0%	0.0%	49.7%	50.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

# of Faculty	Total		African American		Asian	Hispanic	Native American	White
	Men	Women						
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

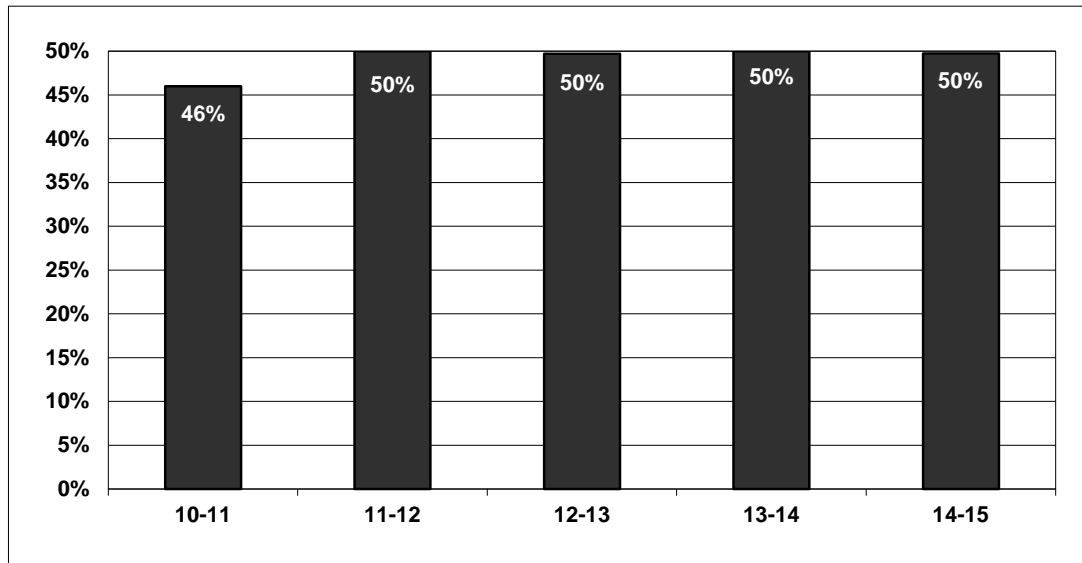
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	58.8%	4.5%	5.9%	5.8%	1.8%	
Expected # of FTEs	18.9	1.5	1.9	1.9	0.6	
Actual # of FTEs	16.0	1.0	4.7	2.0	2.0	32.2

DEPARTMENT OF ANTHROPOLOGY

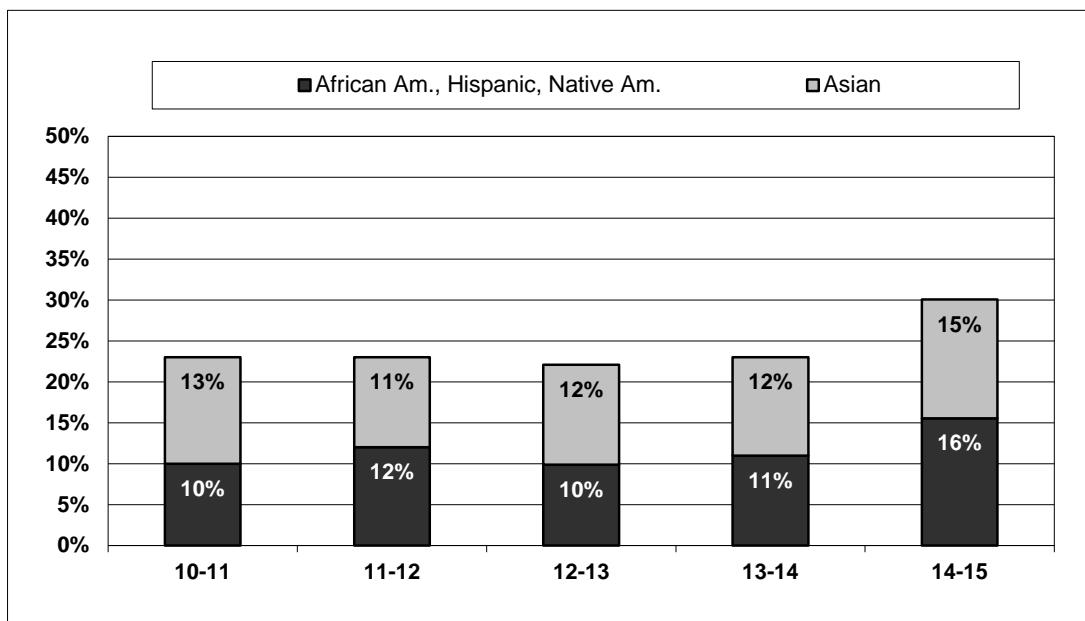
Trends

Percent Women



FTE = 30.3 32.2 30.2 27.8 32.2

Percent Minorities



FTE = 30.3 32.2 30.2 27.8 32.2

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	3.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	3.0	3.0	6.0
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Associate Professor																	
	0.0	0.0	2.5	2.5	0.0	0.0	0.0	0.0	2.5	2.5	0.0	0.0	0.0	0.0	2.5	2.5	5.0
	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%
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%	0.0%
Total Ladder																	
	0.0	0.0	5.5	5.5	0.0	0.0	0.0	0.0	2.5	5.5	0.0	0.0	0.0	0.0	5.5	5.5	11.0
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	22.7%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

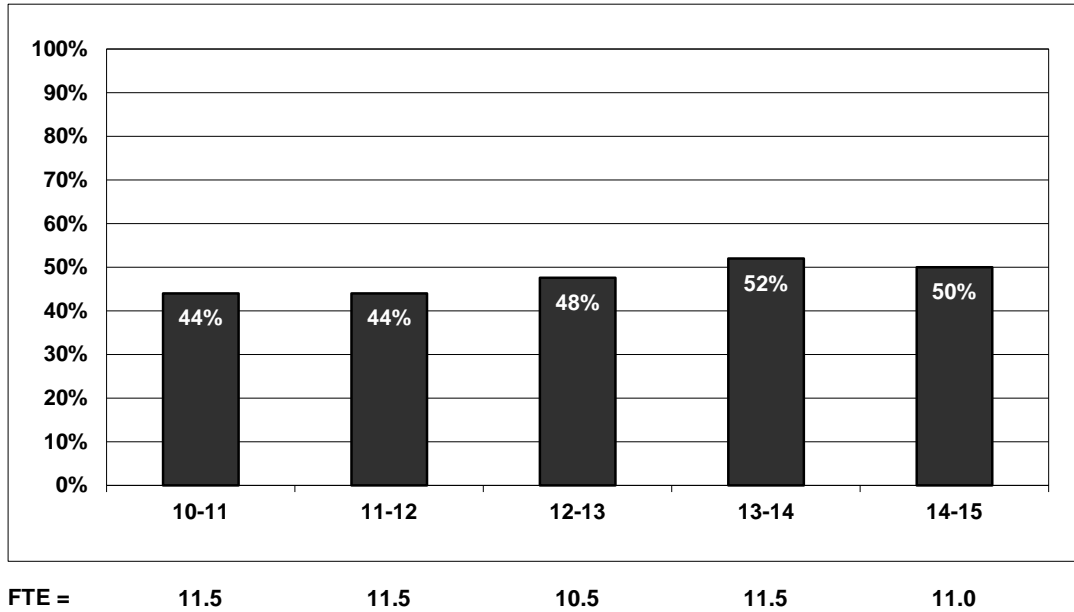
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

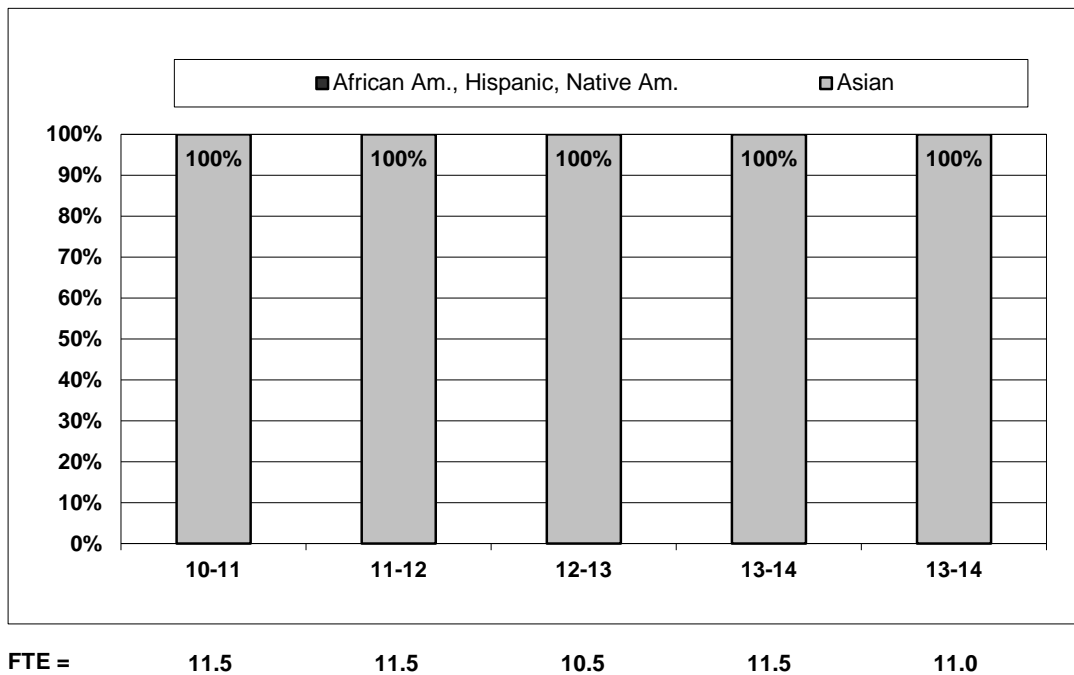
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	52.9%	6.9%	6.1%	5.5%	1.4%	
Expected # of FTEs	5.8	0.8	0.7	0.6	0.2	
Actual # of FTEs	5.5	0.0	11.0	0.0	0.0	11.0

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	3.5	0.0	0.0	2.0	3.5	1.0	0.0	0.0	0.0	3.0	3.5	6.5
	0.0%	0.0%	0.0%	0.0%	30.8%	53.8%	0.0%	0.0%	30.8%	53.8%	15.4%	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	2.0	2.0	0.0	0.0	0.0	0.0	2.0	2.0	4.0
	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	5.0	5.5	0.0	0.0	5.0	5.5	1.0	0.0	0.0	0.0	6.0	5.5	11.5
	0.0%	0.0%	0.0%	0.0%	43.5%	47.8%	0.0%	0.0%	43.5%	47.8%	8.7%	0.0%	0.0%	0.0%	52.2%	47.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

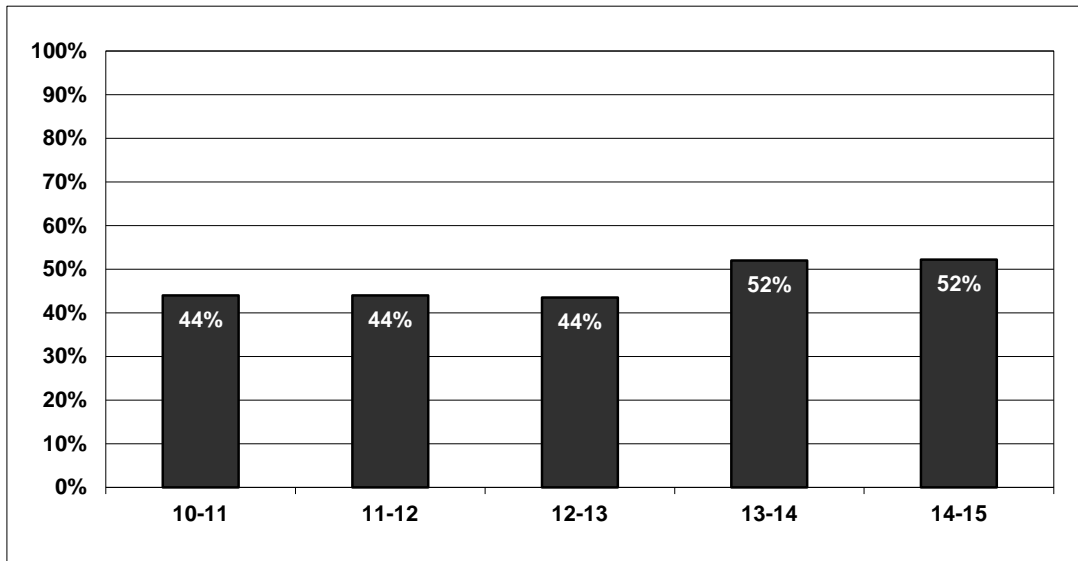
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	64.9%	8.0%	6.0%	11.0%	0.9%	
Expected # of FTEs	7.5	0.9	0.7	1.3	0.1	
Actual # of FTEs	6.0	0.0	0.0	10.5	0.0	11.5

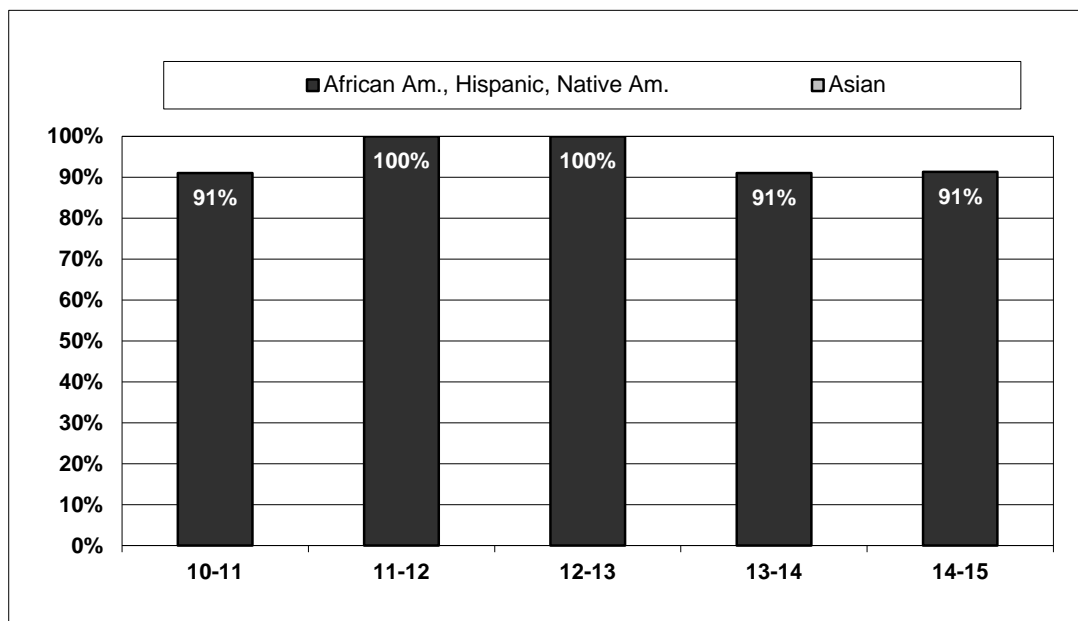
DEPARTMENT OF CHICANA/O STUDIES
Trends

Percent Women



FTE = 11.5 11.5 11.5 11.5 11.5

Percent Minorities



FTE = 11.5 11.5 11.5 11.5 11.5

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	0.5	3.0	0.0	0.0	0.5	3.0	3.5
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	85.7%	0.0%	0.0%	14.3%	85.7%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	2.0	0.0	0.0	0.8	2.0	2.8
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%	72.7%	0.0%	0.0%	27.3%	72.7%	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%	0.0%
Total Ladder																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	5.0	0.0	0.0	1.3	5.0	6.3
	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%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

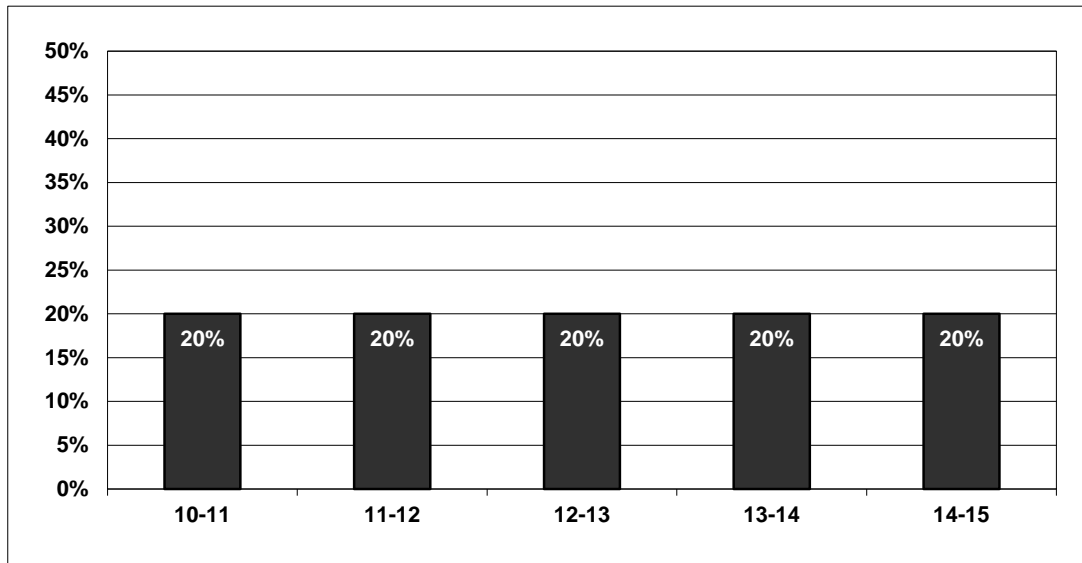
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	59.5%	5.2%	4.9%	5.0%	1.0%	
Expected # of FTEs	3.7	0.3	0.3	0.3	0.1	
Actual # of FTEs	1.3	0.0	0.0	0.0	0.0	6.3

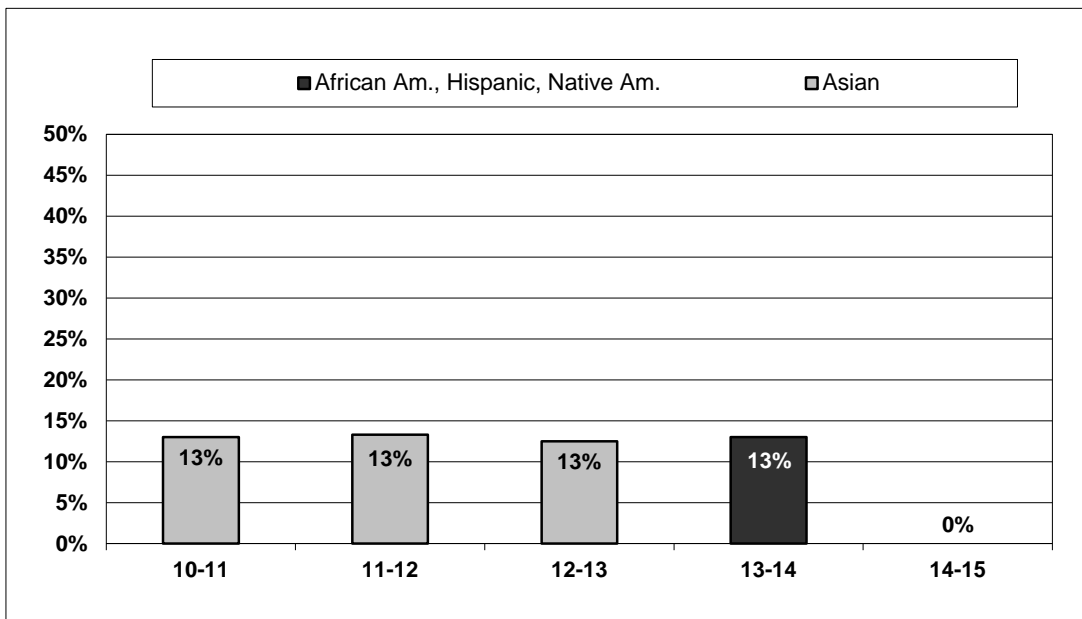
DEPARTMENT OF COMMUNICATION STUDIES
Trends

Percent Women



FTE = 7.5 7.5 7.5 7.5 6.3

Percent Minorities



FTE = 7.5 7.5 7.5 7.5 6.3

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	1.0	2.0	0.0	0.0	0.0	2.0	1.0	2.0	12.0	0.0	0.0	4.0	13.0	17.0
	0.0%	0.0%	0.0%	5.9%	11.8%	0.0%	0.0%	0.0%	11.8%	5.9%	11.8%	70.6%	0.0%	0.0%	23.5%	76.5%	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	5.0	0.0	0.0	2.0	6.0	8.0
	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	25.0%	62.5%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	2.0	1.0	1.0	0.0	0.0	2.0	3.0	0.0	9.0	0.0	0.0	2.0	12.0	14.0
	0.0%	0.0%	7.1%	14.3%	7.1%	7.1%	0.0%	0.0%	14.3%	21.4%	0.0%	64.3%	0.0%	0.0%	14.3%	85.7%	100.0%
Total Ladder																	
	0.0	0.0	1.0	4.0	3.0	1.0	0.0	0.0	4.0	5.0	4.0	26.0	0.0	0.0	8.0	31.0	39.0
	0.0%	0.0%	2.6%	10.3%	7.7%	2.6%	0.0%	0.0%	10.3%	12.8%	10.3%	66.7%	0.0%	0.0%	20.5%	79.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	11	10	1	0	4	1	0	6

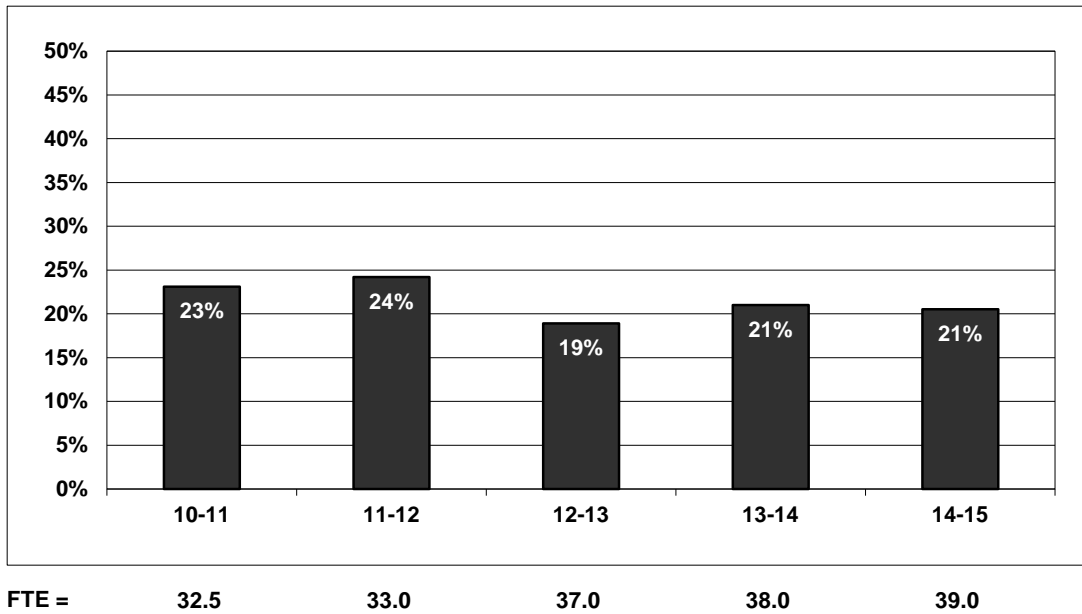
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	31.5%	3.9%	15.0%	4.4%	0.4%	
Expected # of FTEs	12.3	1.5	5.9	1.7	0.1	
Actual # of FTEs	8.0	0.0	5.0	4.0	0.0	39.0

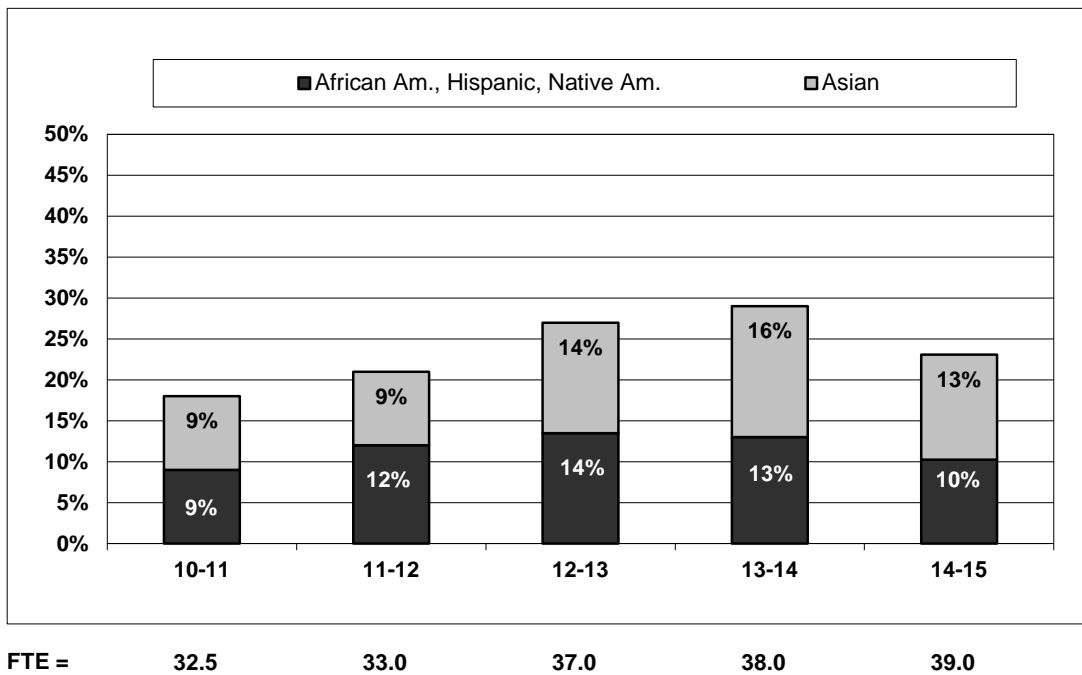
DEPARTMENT OF ECONOMICS

Trends

Percent Women



Percent Minorities



DEPARTMENT OF GENDER 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	0.8	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.8
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Associate Professor																	
	0.0	0.0	0.5	0.0	0.0	0.0	1.0	0.0	1.5	0.0	3.5	0.0	0.0	0.0	5.0	0.0	5.0
	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	20.0%	0.0%	30.0%	0.0%	70.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	1.5	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	0.0	0.0	0.0	0.0	2.5	0.0	2.5
	60.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	1.5	0.0	2.3	0.0	0.0	0.0	1.0	0.0	4.8	0.0	3.5	0.0	0.0	0.0	8.3	0.0	8.3
	18.2%	0.0%	27.3%	0.0%	0.0%	0.0%	12.1%	0.0%	57.6%	0.0%	42.4%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

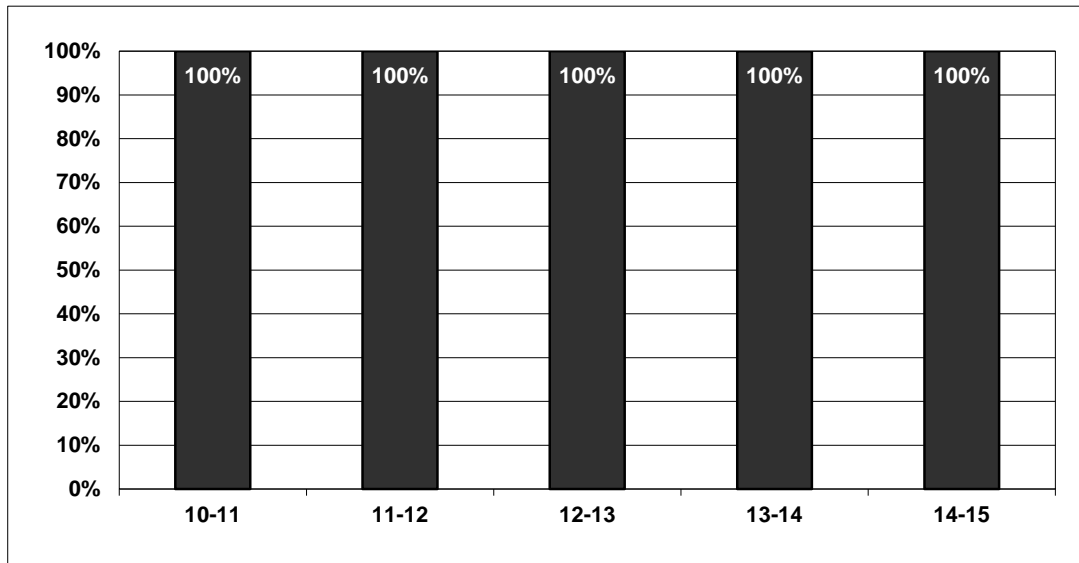
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	58.0%	16.4%	4.7%	10.3%	1.1%	
Expected # of FTEs	4.8	1.4	0.4	0.8	0.1	
Actual # of FTEs	8.3	1.5	2.3	0.0	1.0	8.3

DEPARTMENT OF GENDER STUDIES

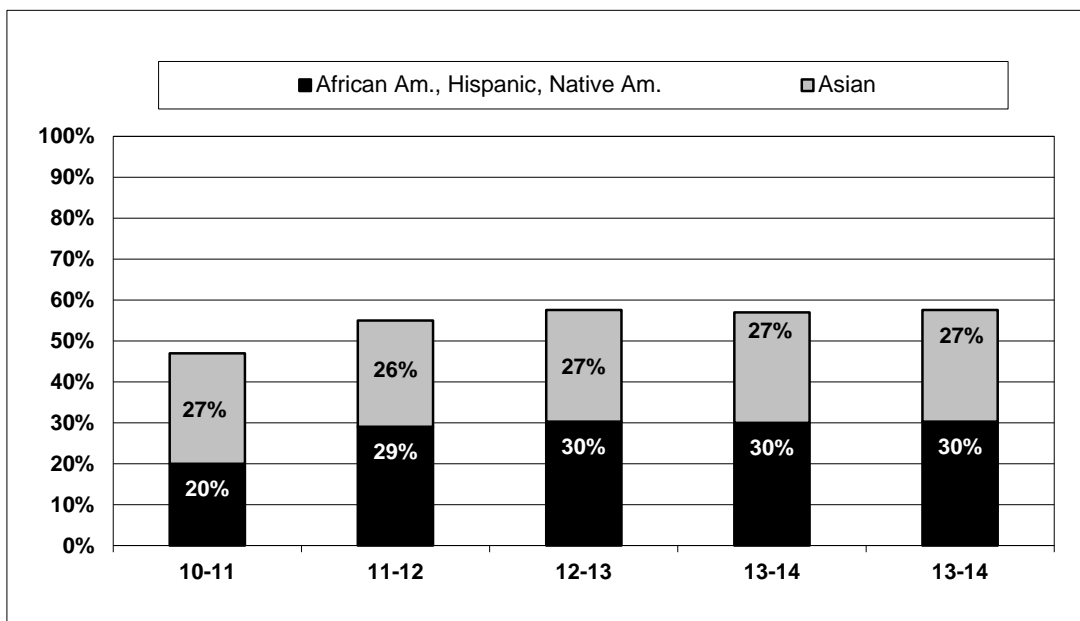
Trends

Percent Women



FTE = 7.5 8.8 8.3 8.3 8.3

Percent Minorities



FTE = 7.5 8.8 8.3 8.3 8.3

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	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	2.0	8.0	0.0	0.0	3.0	9.0	12.0
	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	16.7%	66.7%	0.0%	0.0%	25.0%	75.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	1.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	0.0	1.0	1.0	0.0	0.0	3.0	1.0	4.0
	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	25.0%	25.0%	0.0%	0.0%	75.0%	25.0%	100.0%
Total Ladder																	
	1.0	0.0	1.0	3.0	1.0	0.0	0.0	0.0	3.0	3.0	4.0	10.0	0.0	0.0	7.0	13.0	20.0
	5.0%	0.0%	5.0%	15.0%	5.0%	0.0%	0.0%	0.0%	15.0%	15.0%	20.0%	50.0%	0.0%	0.0%	35.0%	65.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	5	2	3	0	0	1	0	4

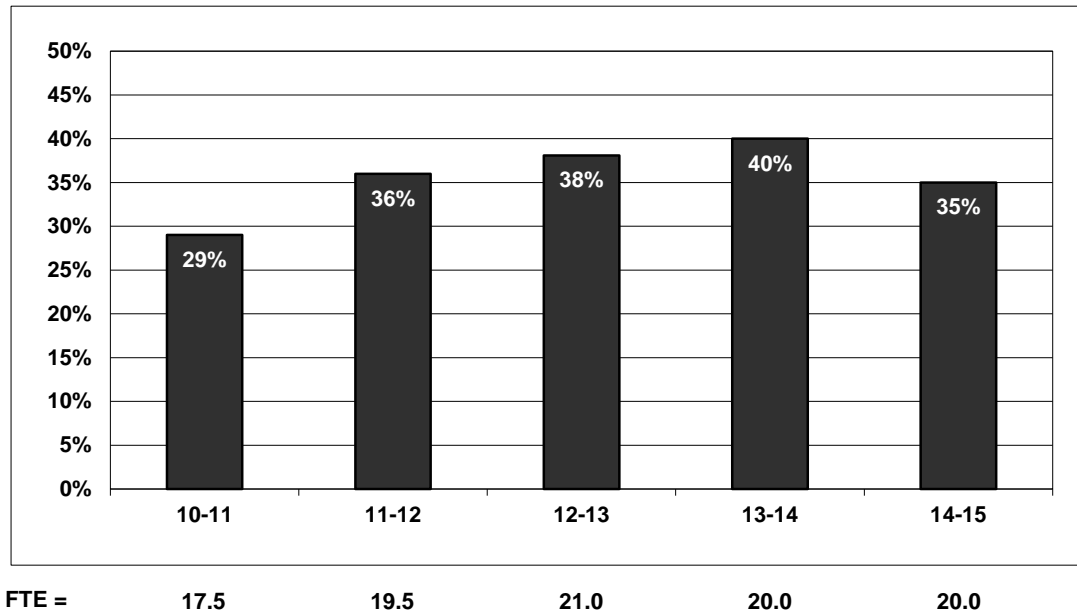
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	39.3%	3.2%	6.7%	3.7%	1.2%	
Expected # of FTEs	7.9	0.6	1.3	0.7	0.2	
Actual # of FTEs	7.0	1.0	4.0	1.0	0.0	20.0

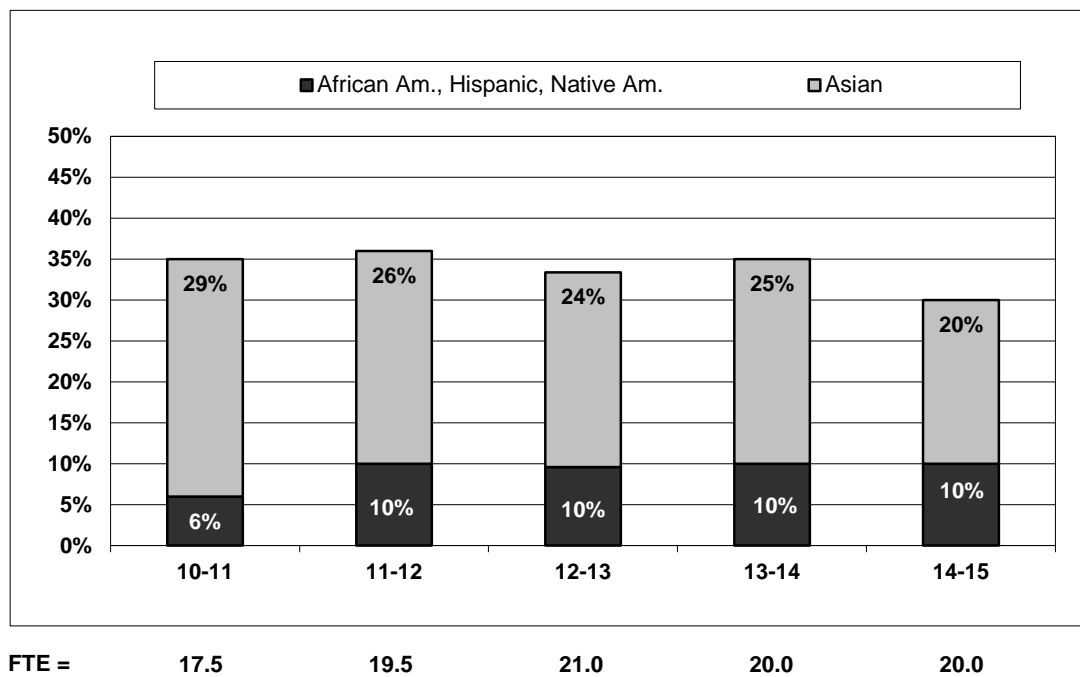
DEPARTMENT OF GEOGRAPHY

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	0.5	3.0	0.0	2.5	0.0	0.0	1.5	6.5	11.5	21.5	0.0	0.0	13.0	28.0	41.0
	2.4%	2.4%	1.2%	7.3%	0.0%	6.1%	0.0%	0.0%	3.7%	15.9%	28.0%	52.4%	0.0%	0.0%	31.7%	68.3%	100.0%
Associate Professor																	
	2.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	2.0	2.0	4.5	10.0	0.0	0.0	6.5	12.0	18.5
	10.8%	5.4%	0.0%	5.4%	0.0%	0.0%	0.0%	0.0%	10.8%	10.8%	24.3%	54.1%	0.0%	0.0%	35.1%	64.9%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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																	
	3.0	2.0	0.5	4.0	0.0	2.5	0.0	0.0	3.5	8.5	16.0	32.5	0.0	0.0	19.5	41.0	60.5
	5.0%	3.3%	0.8%	6.6%	0.0%	4.1%	0.0%	0.0%	5.8%	14.0%	26.4%	53.7%	0.0%	0.0%	32.2%	67.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	6	4	2	1	1	0	0	4

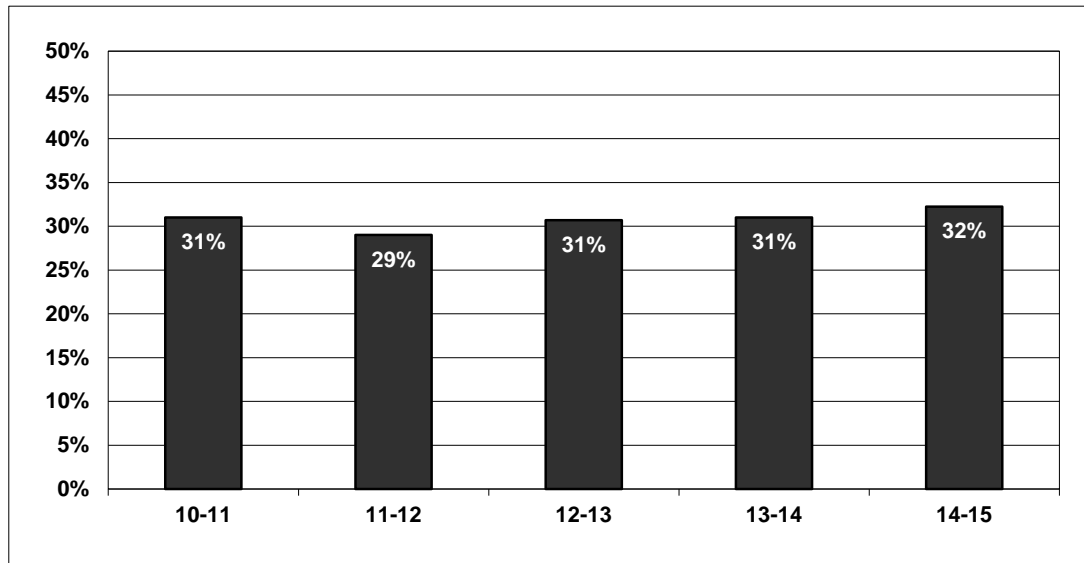
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	41.8%	7.9%	4.0%	7.6%	0.8%	
Expected # of FTEs	25.3	4.8	2.4	4.6	0.5	
Actual # of FTEs	19.5	5.0	4.5	2.5	0.0	60.5

DEPARTMENT OF HISTORY

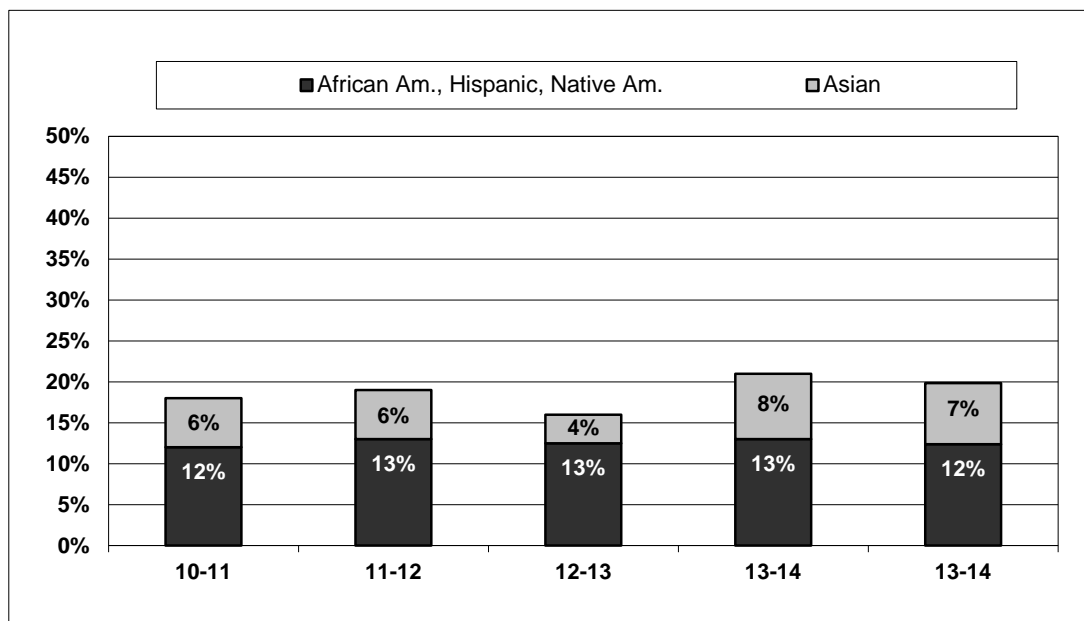
Trends

Percent Women



FTE = 64.5 60.0 60.2 59.5 60.5

Percent Minorities



FTE = 64.5 60.0 60.2 59.5 60.5

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	2.0	0.0	0.0	0.0	0.0	0.0	3.0	7.5	17.8	0.0	0.0	7.5	20.8	28.3
	0.0%	3.5%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	10.6%	26.5%	62.8%	0.0%	0.0%	26.5%	73.5%	100.0%
Associate Professor																	
	0.0	0.5	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.5	0.5	4.0	0.0	1.0	0.5	6.5	7.0
	0.0%	7.1%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	21.4%	7.1%	57.1%	0.0%	14.3%	7.1%	92.9%	100.0%
Assistant Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	1.5	0.0	0.0	2.0	1.5	3.5
	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	28.6%	42.9%	0.0%	0.0%	57.1%	42.9%	100.0%
Total Ladder																	
	1.0	1.5	0.0	2.0	0.0	1.0	0.0	0.0	1.0	4.5	9.0	23.3	0.0	1.0	10.0	28.8	38.8
	2.6%	3.9%	0.0%	5.2%	0.0%	2.6%	0.0%	0.0%	2.6%	11.6%	23.2%	60.0%	0.0%	2.6%	25.8%	74.2%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

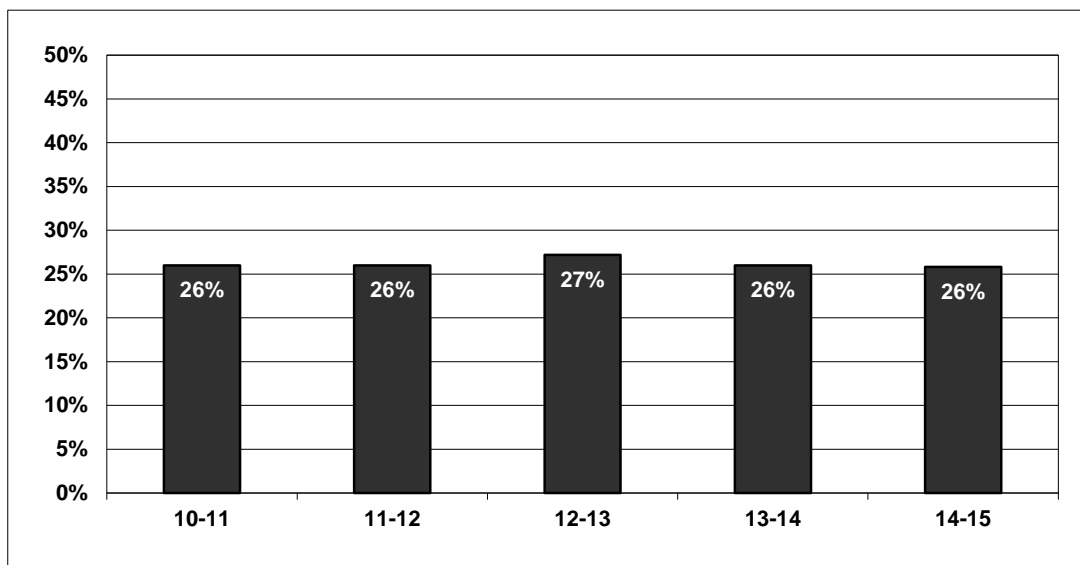
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	37.2%	6.6%	6.5%	4.3%	0.7%	
Expected # of FTEs	14.0	2.5	2.4	1.6	0.3	
Actual # of FTEs	10.0	2.5	2.0	1.0	0.0	37.8

DEPARTMENT OF POLITICAL SCIENCE

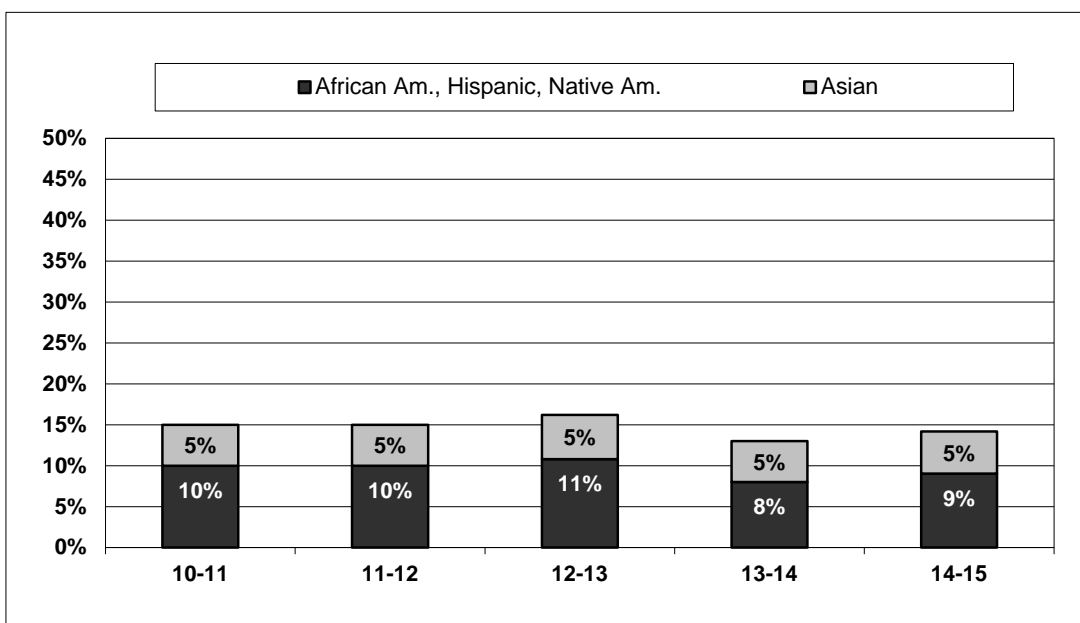
Trends

Percent Women



FTE = 41.8 38.8 36.8 38.8 38.8

Percent Minorities



FTE = 41.8 38.8 36.8 38.8 38.8

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	1.5	0.0	1.0	1.0	0.0	1.0	2.5	3.0	5.7	12.0	0.0	0.0	8.2	15.0	23.2
	0.0%	4.3%	6.5%	0.0%	4.3%	4.3%	0.0%	4.3%	10.8%	12.9%	24.5%	51.8%	0.0%	0.0%	35.3%	64.7%	100.0%
Associate Professor																	
	0.5	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.5	0.8	2.5	2.0	0.0	0.0	3.0	2.8	5.8
	8.6%	0.0%	0.0%	0.0%	0.0%	14.2%	0.0%	0.0%	8.6%	14.2%	42.9%	34.3%	0.0%	0.0%	51.5%	48.5%	100.0%
Assistant Professor																	
	0.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0	2.0	0.0	0.0	2.0	3.0	5.0
	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	40.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Total Ladder																	
	0.5	2.0	2.5	0.0	1.0	1.8	0.0	1.0	4.0	4.8	9.2	16.0	0.0	0.0	13.2	20.8	34.0
	1.5%	5.9%	7.4%	0.0%	2.9%	5.4%	0.0%	2.9%	11.8%	14.2%	27.0%	47.1%	0.0%	0.0%	38.7%	61.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

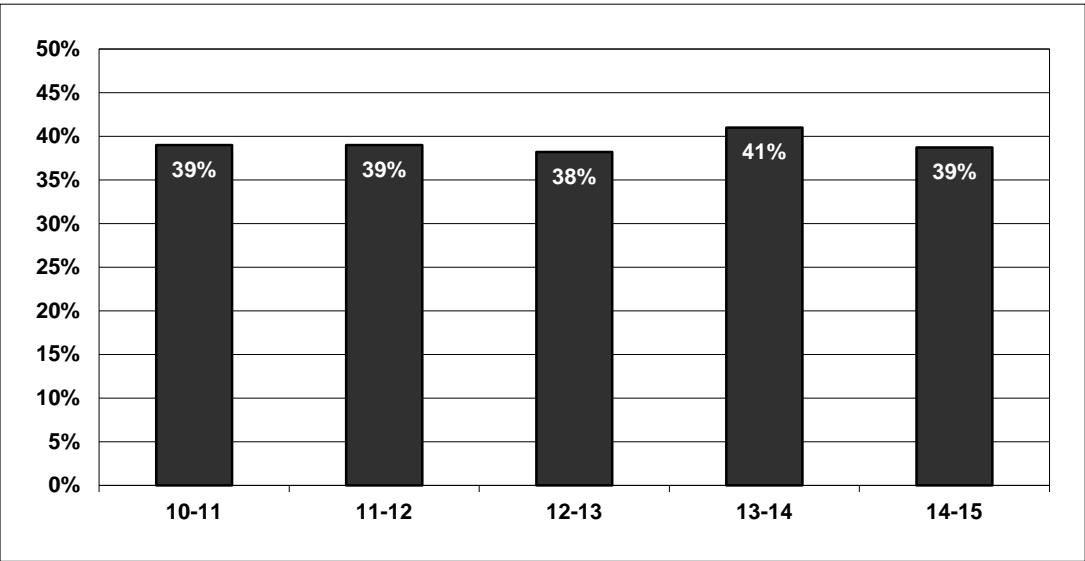
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	7	3	4	0	1	0	0	6

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	60.7%	9.1%	7.1%	6.0%	1.2%	
Expected # of FTEs	20.6	3.1	2.4	2.1	0.4	
Actual # of FTEs	13.2	2.5	2.5	2.8	1.0	34.0

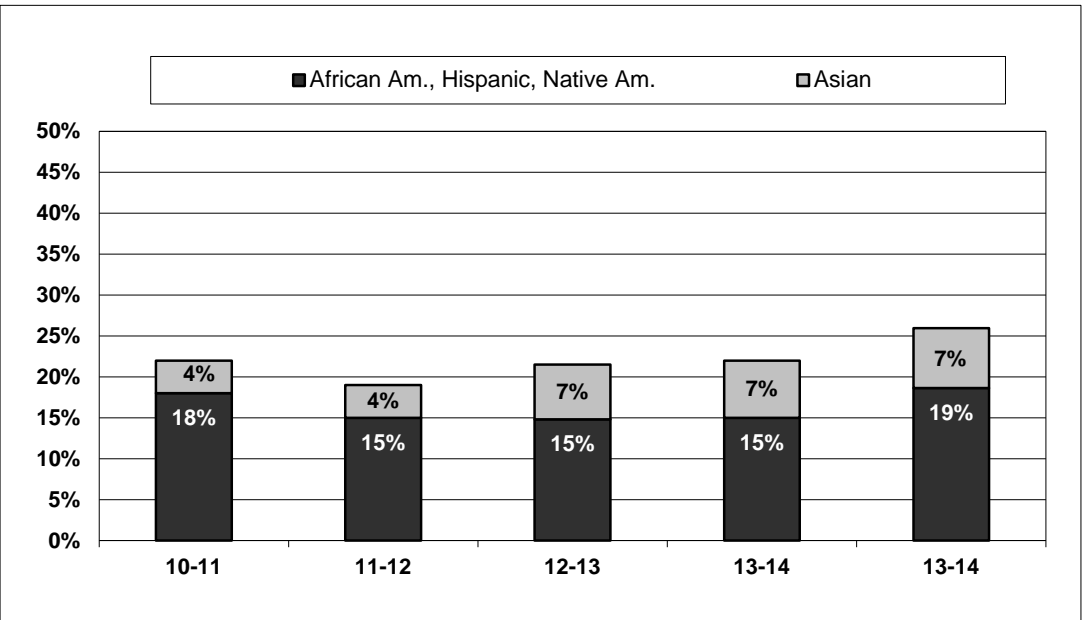
DEPARTMENT OF SOCIOLOGY
Trends

Percent Women



FTE = 36.2 36.2 37.2 37.2 34.0

Percent Minorities



FTE = 36.2 36.2 37.2 37.2 34.0

SCHOOL OF THE 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	1.0	5.0	1.0	0.0	4.0	10.0	18.0	35.2	0.0	0.0	22.0	45.2	67.2
	1.5%	3.0%	1.5%	4.5%	1.5%	7.4%	1.5%	0.0%	6.0%	14.9%	26.8%	52.4%	0.0%	0.0%	32.8%	67.2%	100.0%
Associate Professor																	
	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	2.0	1.0	3.0	4.0	0.0	0.0	5.0	5.0	10.0
	0.0%	0.0%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	20.0%	10.0%	30.0%	40.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	2.0	0.0	0.0	2.0	3.0	5.0
	0.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	20.0%	0.0%	40.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Total Ladder																	
	1.0	3.0	5.0	4.0	1.0	5.0	1.0	0.0	8.0	12.0	21.0	41.2	0.0	0.0	29.0	53.2	82.2
	1.2%	3.7%	6.1%	4.9%	1.2%	6.1%	1.2%	0.0%	9.7%	14.6%	25.6%	50.1%	0.0%	0.0%	35.3%	64.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	3	6	2	4	0	0	3

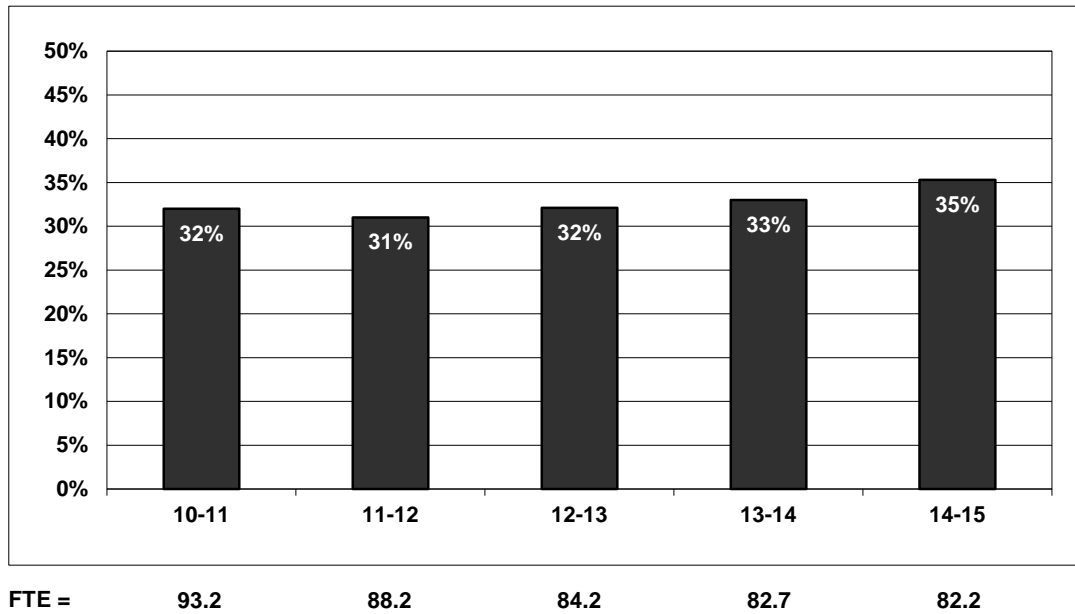
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	54.4%	4.9%	8.8%	3.8%	0.4%	
Expected # of FTEs	44.7	4.0	7.2	3.1	0.3	
Actual # of FTEs	29.0	4.0	9.0	6.0	1.0	82.2

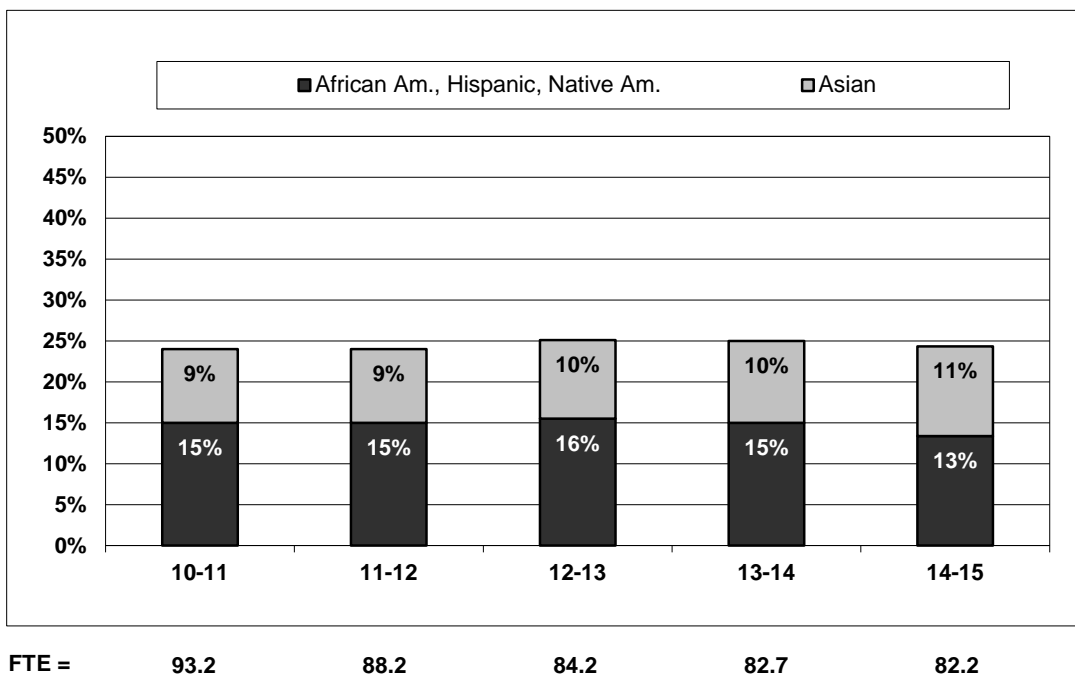
SCHOOL OF THE ARTS AND ARCHITECTURE

Trends

Percent Women



Percent Minorities



DEPARTMENT OF ARCHITECTURE AND 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	3.0	3.7	0.0	0.0	3.0	5.7	8.7
	0.0%	0.0%	0.0%	11.5%	0.0%	11.5%	0.0%	0.0%	0.0%	23.1%	34.6%	42.3%	0.0%	0.0%	34.6%	65.4%	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	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	4.0	5.7	0.0	0.0	4.0	7.7	11.7
	0.0%	0.0%	0.0%	8.6%	0.0%	8.6%	0.0%	0.0%	0.0%	17.1%	34.3%	48.6%	0.0%	0.0%	34.3%	65.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

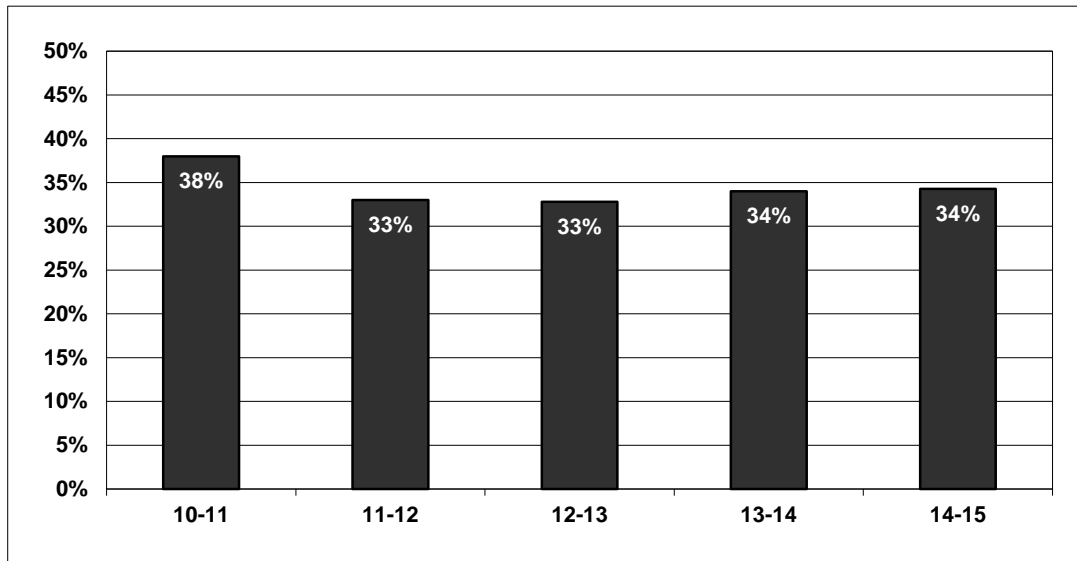
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	44.3%	3.7%	18.6%	4.2%	0.1%	
Expected # of FTEs	5.2	0.4	2.2	0.5	0.0	
Actual # of FTEs	4.0	0.0	1.0	1.0	0.0	11.7

DEPARTMENT OF ARCHITECTURE AND URBAN DESIGN

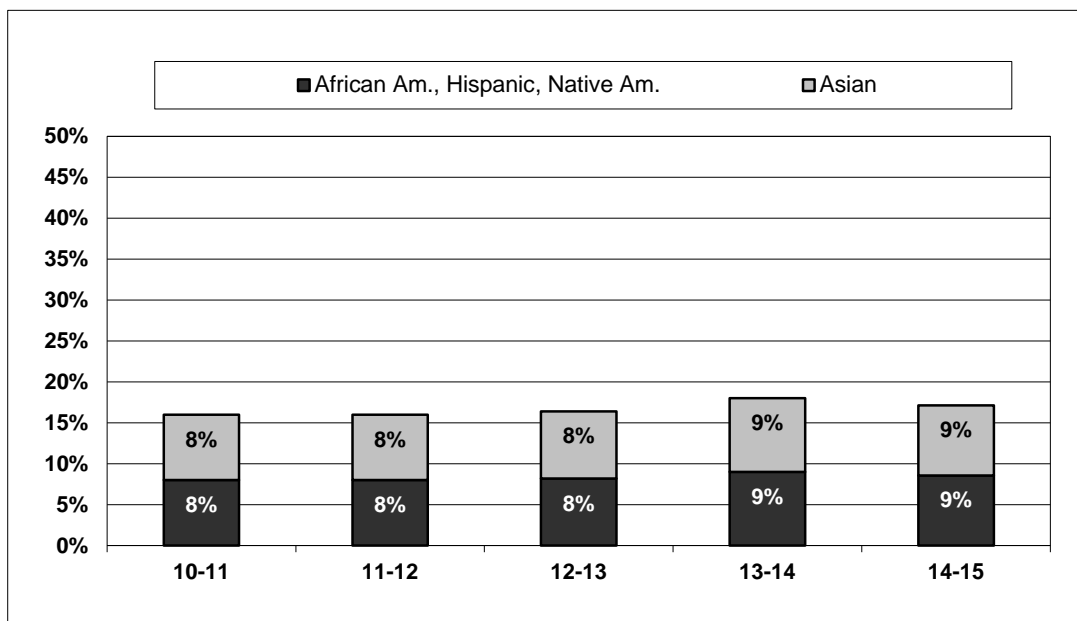
Trends

Percent Women



FTE = 13.2 12.2 12.2 11.7 11.7

Percent Minorities



FTE = 13.2 12.2 12.2 11.7 11.7

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	5.5	0.0	0.0	6.0	6.5	12.5
	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	0.0%	8.0%	48.0%	44.0%	0.0%	0.0%	48.0%	52.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	0.0	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%
Total Ladder																	
	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	2.0	7.0	5.5	0.0	0.0	7.0	7.5	14.5
	0.0%	6.9%	0.0%	0.0%	0.0%	6.9%	0.0%	0.0%	0.0%	13.8%	48.3%	37.9%	0.0%	0.0%	48.3%	51.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

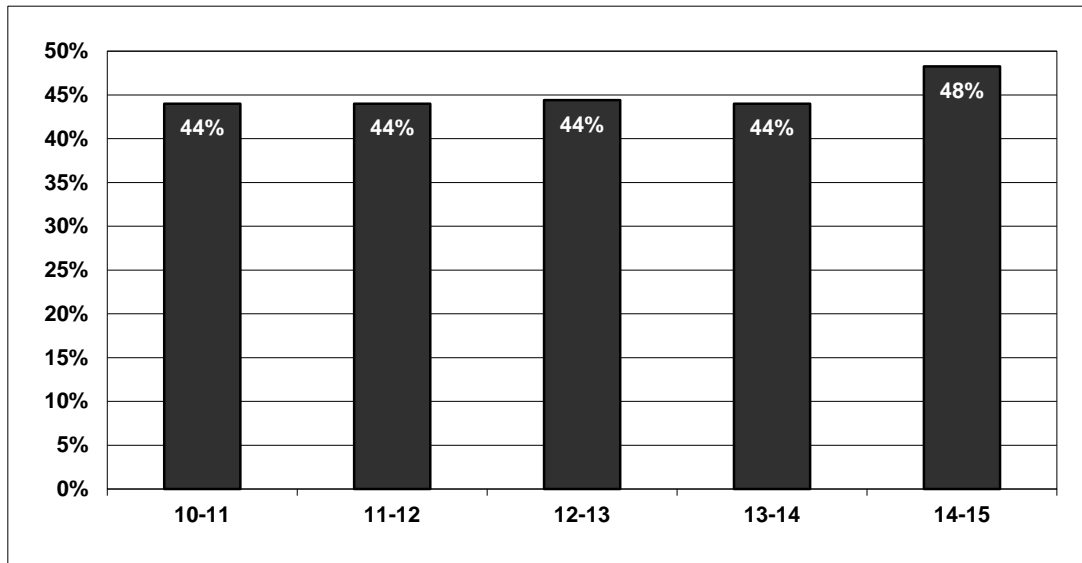
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	69.6%	2.4%	7.4%	4.6%	0.2%	
Expected # of FTEs	10.1	0.4	1.1	0.7	0.0	
Actual # of FTEs	7.0	1.0	0.0	1.0	0.0	14.5

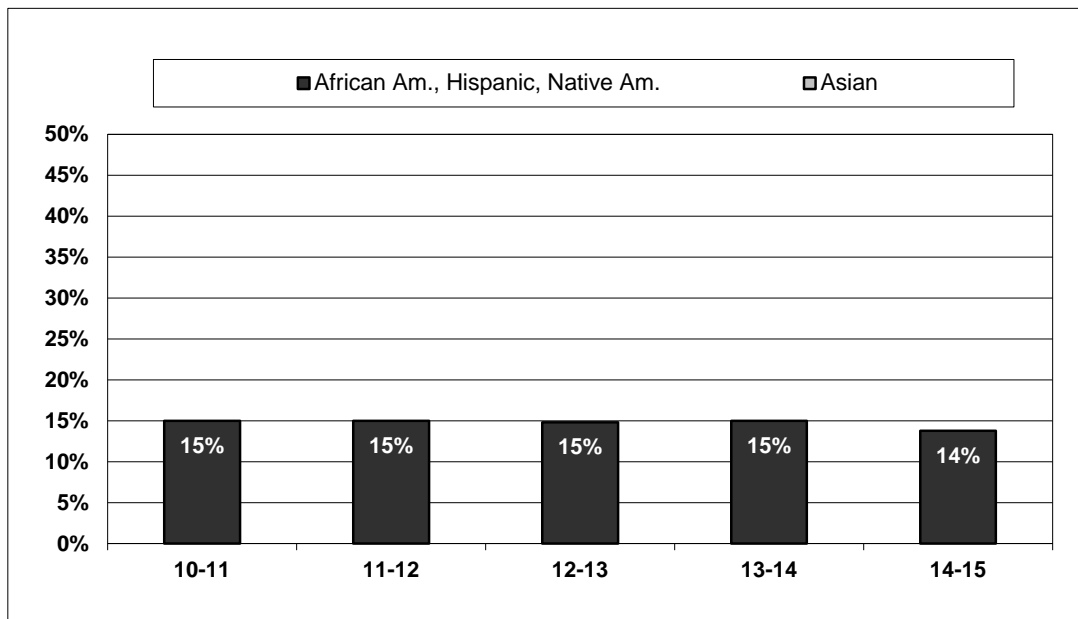
DEPARTMENT OF ART *Trends*

Percent Women



FTE = 13.5 13.5 13.5 13.5 14.5

Percent Minorities



FTE = 13.5 13.5 13.5 13.5 14.5

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	7.0	0.0	0.0	4.0	8.0	12.0
	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	8.3%	8.3%	25.0%	58.3%	0.0%	0.0%	33.3%	66.7%	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%	0.0%
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%	0.0%
Total Ladder																	
	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0	7.0	0.0	0.0	4.0	8.0	12.0
	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	8.3%	8.3%	25.0%	58.3%	0.0%	0.0%	33.3%	66.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

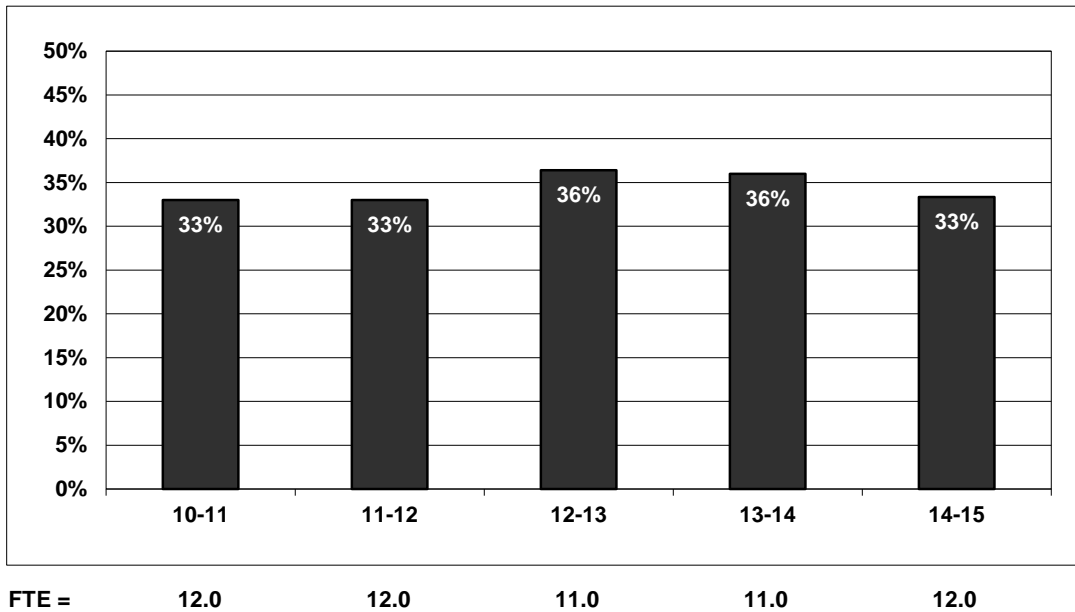
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	50.9%	3.5%	6.9%	3.5%	0.2%	
Expected # of FTEs	6.1	0.4	0.8	0.4	0.0	
Actual # of FTEs	4.0	0.0	1.0	1.0	0.0	12.0

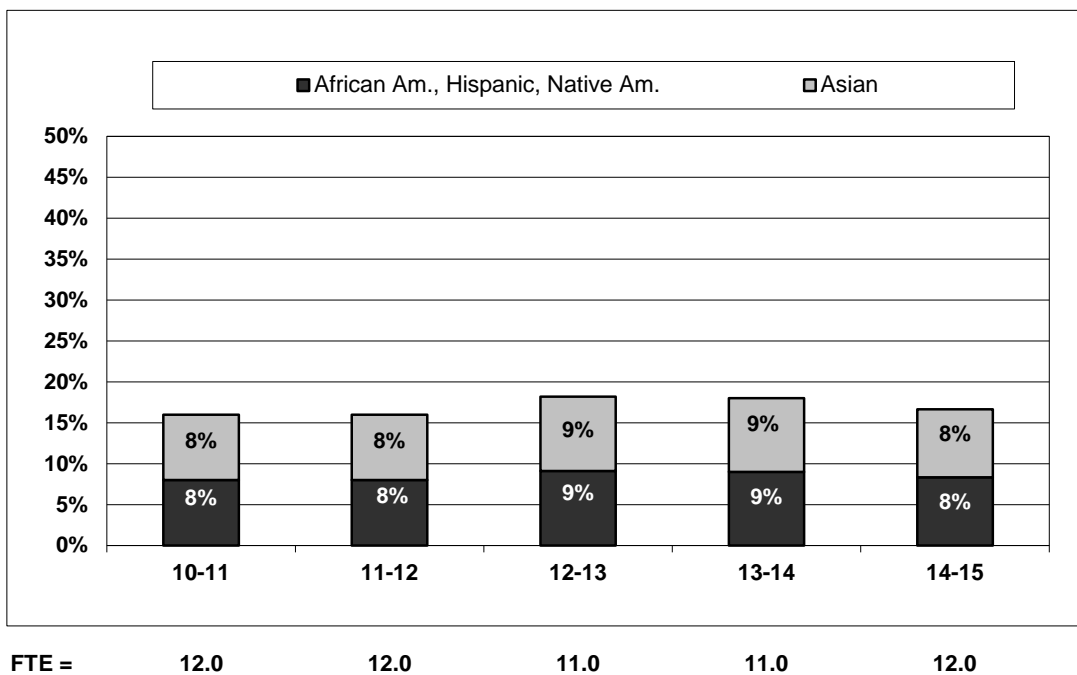
DEPARTMENT OF DESIGN | MEDIA ARTS

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	2.0	0.0	0.0	0.0	1.0	1.0	0.0	2.0	3.0	1.0	4.0	0.0	0.0	3.0	7.0	10.0
	10.0%	20.0%	0.0%	0.0%	0.0%	10.0%	10.0%	0.0%	20.0%	30.0%	####	40.0%	0.0%	0.0%	30.0%	70.0%	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%	0.0%
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																	
	1.0	2.0	0.0	0.0	0.0	1.0	1.0	0.0	2.0	3.0	1.0	5.0	0.0	0.0	3.0	8.0	11.0
	9.1%	18.2%	0.0%	0.0%	0.0%	9.1%	9.1%	0.0%	18.2%	27.3%	9.1%	45.5%	0.0%	0.0%	27.3%	72.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

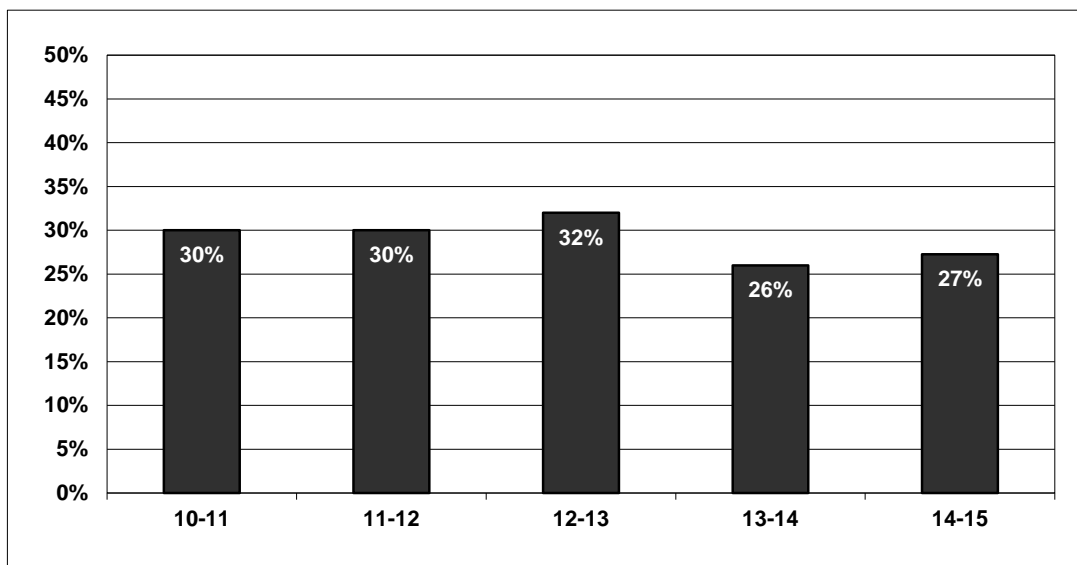
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	43.5%	4.2%	7.6%	3.9%	1.0%	
Expected # of FTEs	4.8	0.5	0.8	0.4	0.1	
Actual # of FTEs	3.0	3.0	0.0	1.0	1.0	11.0

DEPARTMENT OF ETHNOMUSICOLOGY

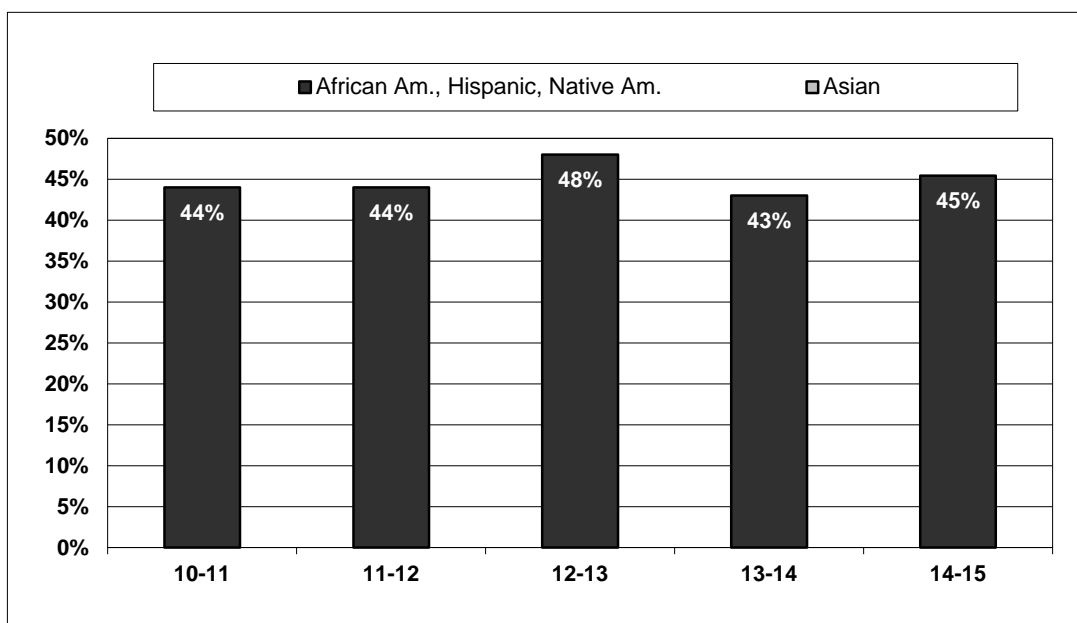
Trends

Percent Women



FTE = 13.5 13.5 12.5 11.5 11.0

Percent Minorities



FTE = 13.5 13.5 12.5 11.5 11.0

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	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	1.0	11.0	0.0	0.0	2.0	12.0	14.0
	0.0%	0.0%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	7.1%	7.1%	7.1%	78.6%	0.0%	0.0%	14.3%	85.7%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	3.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	0.0%	####	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	60.0%	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Ladder																	
	0.0	0.0	1.0	1.0	0.0	1.0	0.0	0.0	1.0	2.0	2.0	14.0	0.0	0.0	3.0	16.0	19.0
	0.0%	0.0%	5.3%	5.3%	0.0%	5.3%	0.0%	0.0%	5.3%	10.5%	10.5%	73.7%	0.0%	0.0%	15.8%	84.2%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

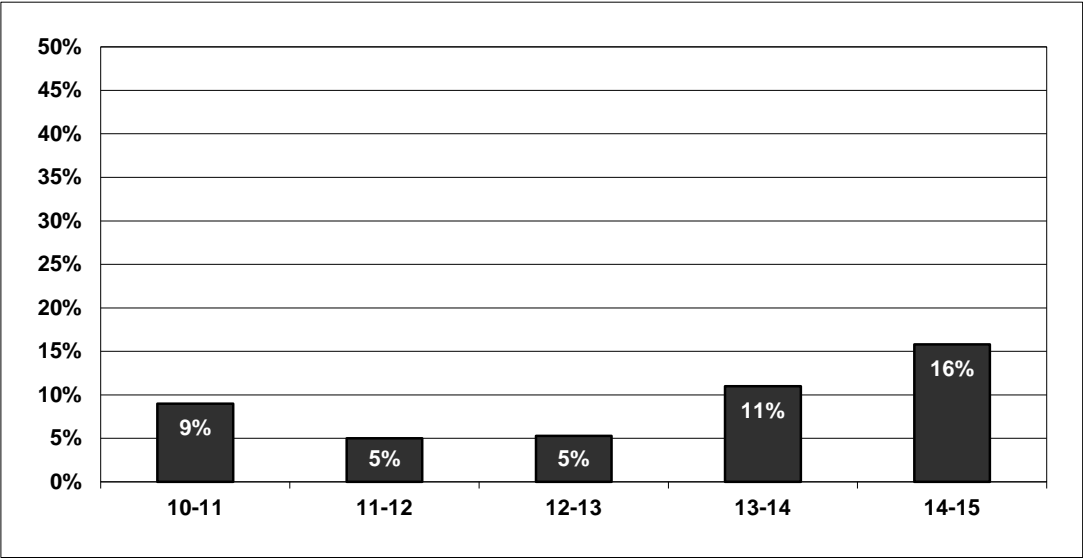
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	40.8%	3.2%	7.7%	3.2%	0.6%	
Expected # of FTEs	7.8	0.6	1.5	0.6	0.1	
Actual # of FTEs	3.0	0.0	2.0	1.0	0.0	19.0

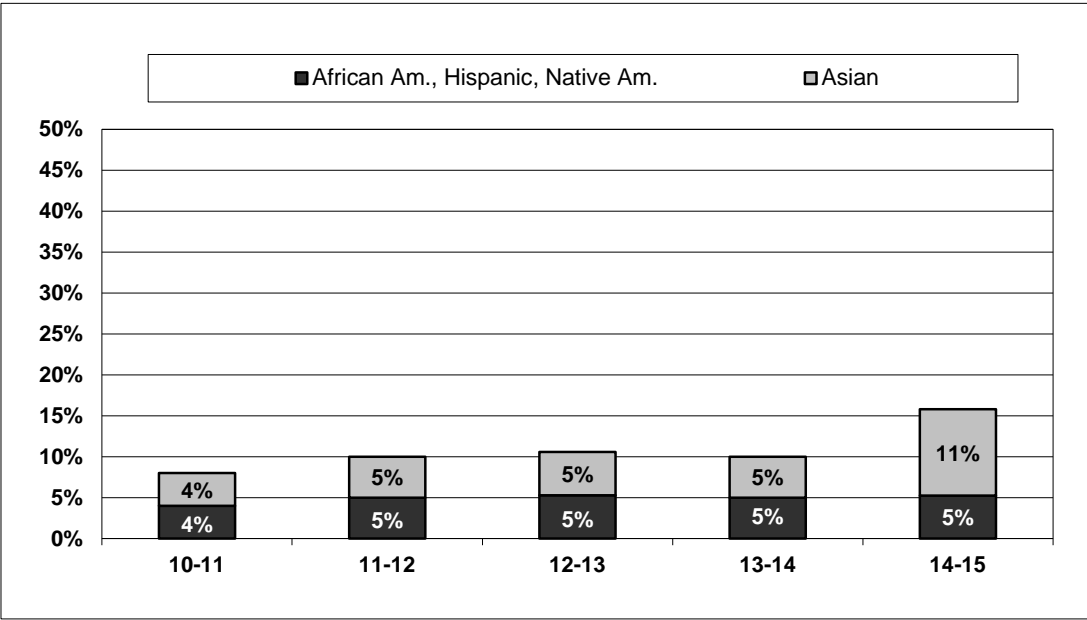
DEPARTMENT OF MUSIC Trends

Percent Women



FTE = 23.0 21.0 19.0 19.0 19.0

Percent Minorities



FTE = 23.0 21.0 19.0 19.0 19.0

DEPARTMENT OF WORLD ARTS AND CULTURES/DANCE

	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	4.0	5.0	0.0	0.0	4.0	7.0	11.0
	0.0%	0.0%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	18.2%	36.4%	45.5%	0.0%	0.0%	36.4%	63.6%	100.0%
Associate Professor																	
	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	4.0	1.0	0.0	1.0	0.0	0.0	4.0	2.0	4.0	5.0	0.0	0.0	8.0	7.0	15.0
	0.0%	0.0%	26.7%	6.7%	0.0%	6.7%	0.0%	0.0%	26.7%	13.3%	26.7%	33.3%	0.0%	0.0%	53.3%	46.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

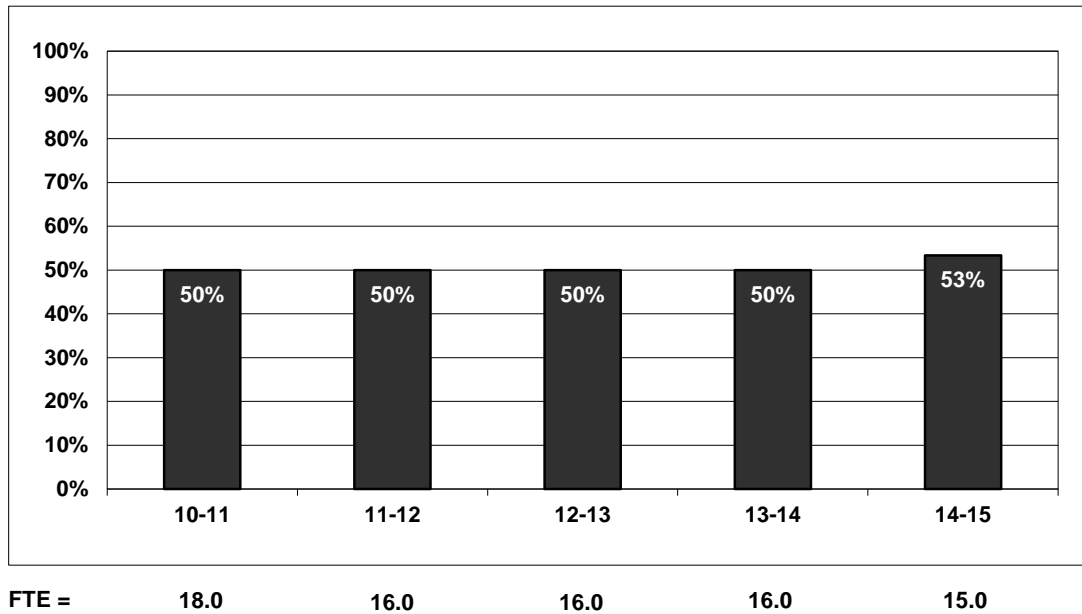
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	75.3%	11.7%	6.2%	3.4%	0.4%	
Expected # of FTEs	11.3	1.8	0.9	0.5	0.1	
Actual # of FTEs	8.0	0.0	5.0	1.0	0.0	15.0

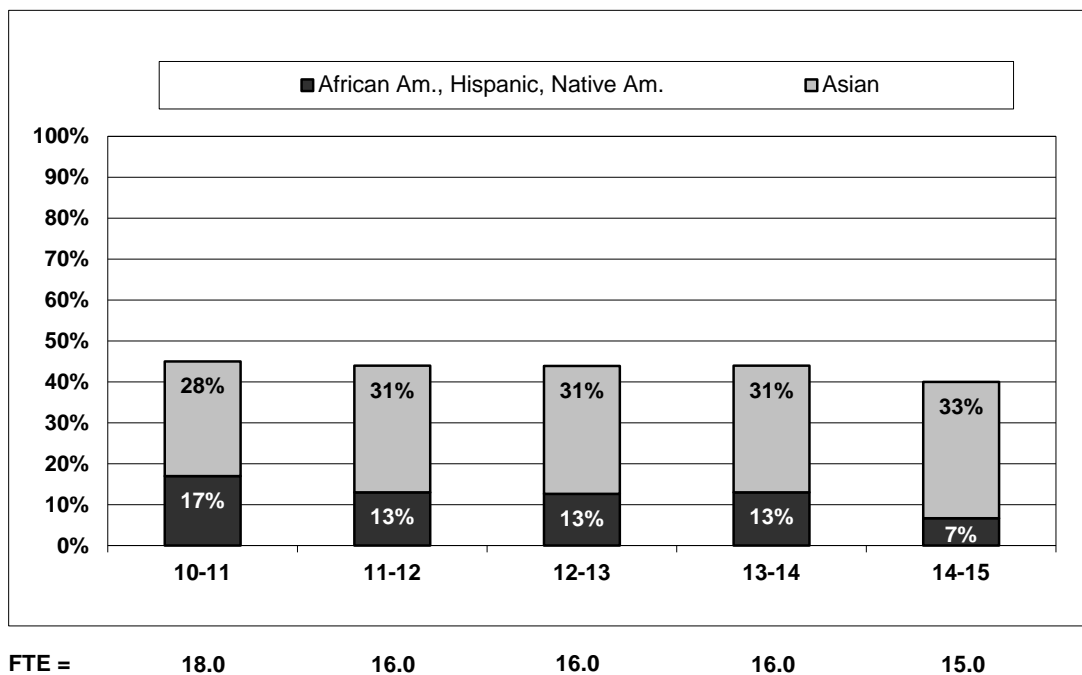
DEPARTMENT OF WORLD ARTS AND CULTURES/DANCE

Trends

Percent Women



Percent Minorities



GRADUATE SCHOOL OF EDUCATION AND 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	3.0	0.0	3.0	1.0	3.0	0.0	0.0	2.0	9.0	15.0	6.0	0.0	0.0	17.0	15.0	32.0
	3.1%	9.4%	0.0%	9.4%	3.1%	9.4%	0.0%	0.0%	6.3%	28.1%	46.9%	18.8%	0.0%	0.0%	53.1%	46.9%	100.0%
Associate Professor																	
	2.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0	4.0	3.0	0.5	5.0	0.0	0.0	4.5	8.0	12.5
	16.0%	8.0%	8.0%	8.0%	8.0%	8.0%	0.0%	0.0%	32.0%	24.0%	4.0%	40.0%	0.0%	0.0%	36.0%	64.0%	100.0%
Assistant Professor																	
	1.0	0.0	1.0	1.0	0.0	1.5	0.0	0.0	2.0	2.5	2.0	0.0	0.0	0.0	4.0	2.5	6.5
	15.4%	0.0%	15.4%	15.4%	0.0%	23.1%	0.0%	0.0%	30.8%	38.5%	30.8%	0.0%	0.0%	0.0%	61.5%	38.5%	100.0%
Total Ladder																	
	4.0	4.0	2.0	5.0	2.0	5.5	0.0	0.0	8.0	14.5	17.5	11.0	0.0	0.0	25.5	25.5	51.0
	7.8%	7.8%	3.9%	9.8%	3.9%	10.8%	0.0%	0.0%	15.7%	28.4%	34.3%	21.6%	0.0%	0.0%	50.0%	50.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	5	4	2	1	2	0	4

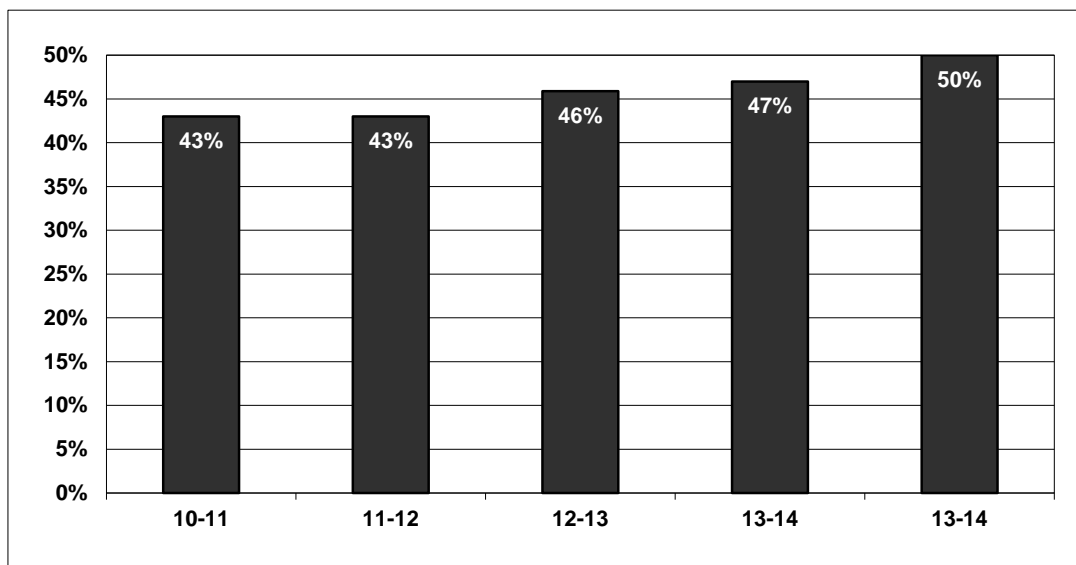
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	63.9%	10.7%	5.8%	5.1%	1.0%	
Expected # of FTEs	32.6	5.5	3.0	2.6	0.5	
Actual # of FTEs	25.5	8.0	7.0	7.5	0.0	51.0

GRADUATE SCHOOL OF EDUCATION AND INFORMATION STUDIES

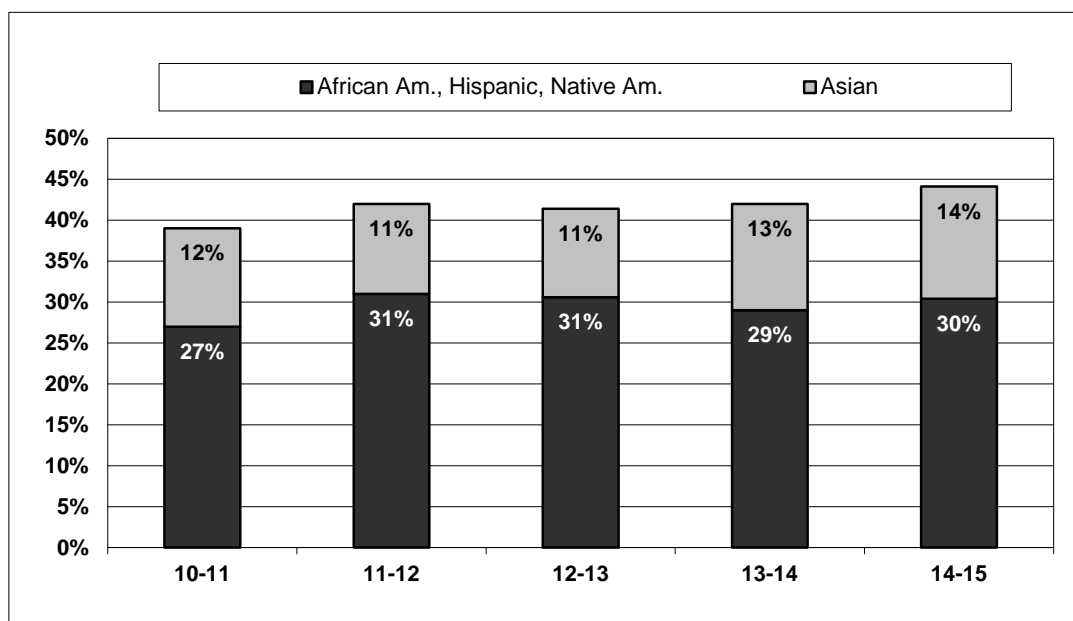
Trends

Percent Women



FTE = 56.5 54.5 55.5 52.5 51.0

Percent Minorities



FTE = 56.5 54.5 55.5 52.5 51.0

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	3.0	0.0	3.0	1.0	3.0	0.0	0.0	2.0	9.0	10.0	5.0	0.0	0.0	12.0	14.0	26.0
	3.8%	11.5%	0.0%	11.5%	3.8%	11.5%	0.0%	0.0%	7.7%	34.6%	38.5%	19.2%	0.0%	0.0%	46.2%	53.8%	100.0%
Associate Professor																	
	2.0	1.0	1.0	0.0	1.0	1.0	0.0	0.0	4.0	2.0	0.0	3.0	0.0	0.0	4.0	5.0	9.0
	22.2%	11.1%	11.1%	0.0%	11.1%	11.1%	0.0%	0.0%	44.4%	22.2%	0.0%	33.3%	0.0%	0.0%	44.4%	55.6%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	1.0	0.0	1.5	0.0	0.0	1.0	2.5	1.0	0.0	0.0	0.0	2.0	2.5	4.5
	0.0%	0.0%	22.2%	22.2%	0.0%	33.3%	0.0%	0.0%	22.2%	55.6%	22.2%	0.0%	0.0%	0.0%	44.4%	55.6%	100.0%
Total Ladder																	
	3.0	4.0	2.0	4.0	2.0	5.5	0.0	0.0	7.0	13.5	11.0	8.0	0.0	0.0	18.0	21.5	39.5
	7.6%	10.1%	5.1%	10.1%	5.1%	13.9%	0.0%	0.0%	17.7%	34.2%	27.8%	20.3%	0.0%	0.0%	45.6%	54.4%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

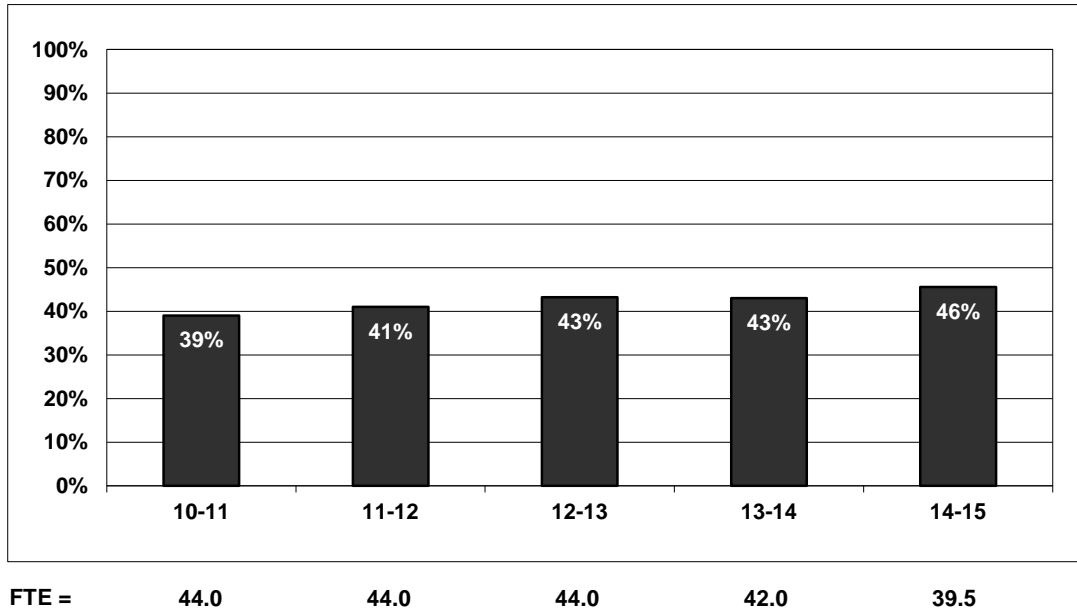
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	8	5	3	2	1	2	0	3

UTILIZATION OF REGULAR RANK FACULTY

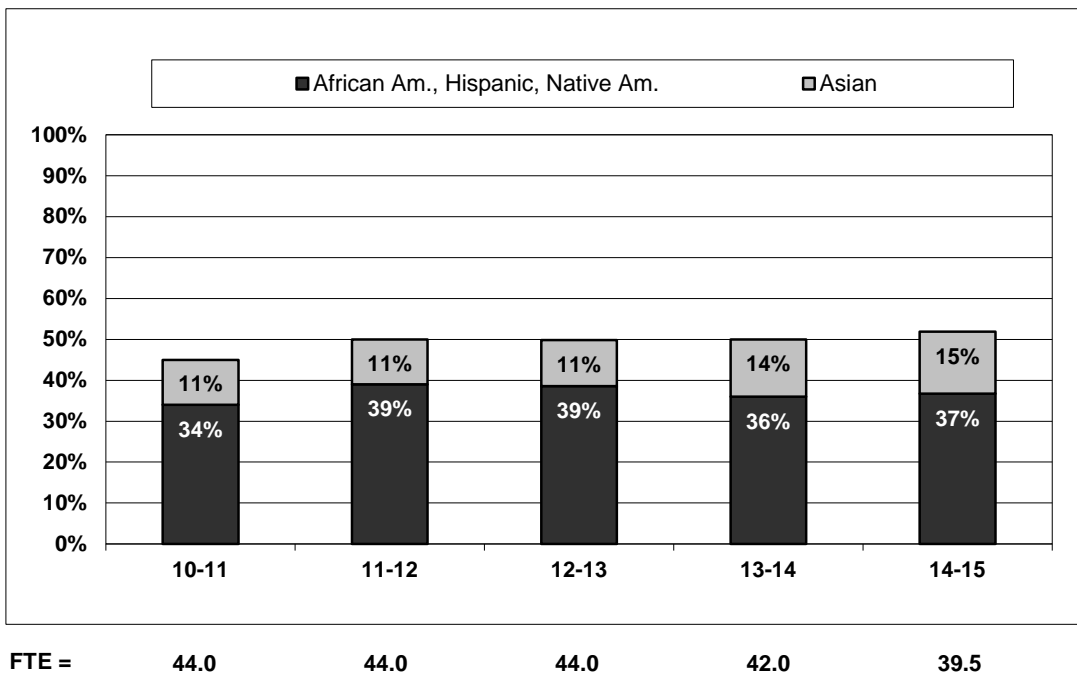
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	65.8%	11.4%	4.7%	5.6%	1.1%	
Expected # of FTEs	26.0	4.5	1.9	2.2	0.4	
Actual # of FTEs	18.0	7.0	6.0	7.5	0.0	39.5

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	5.0	1.0	0.0	0.0	5.0	1.0	6.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	16.7%	0.0%	0.0%	83.3%	16.7%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.5	2.0	0.0	0.0	0.5	3.0	3.5
	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%
Assistant Professor																	
	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	0.0	2.0
	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	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	6.5	3.0	0.0	0.0	7.5	4.0	11.5
	8.7%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	0.0%	8.7%	8.7%	56.5%	26.1%	0.0%	0.0%	65.2%	34.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

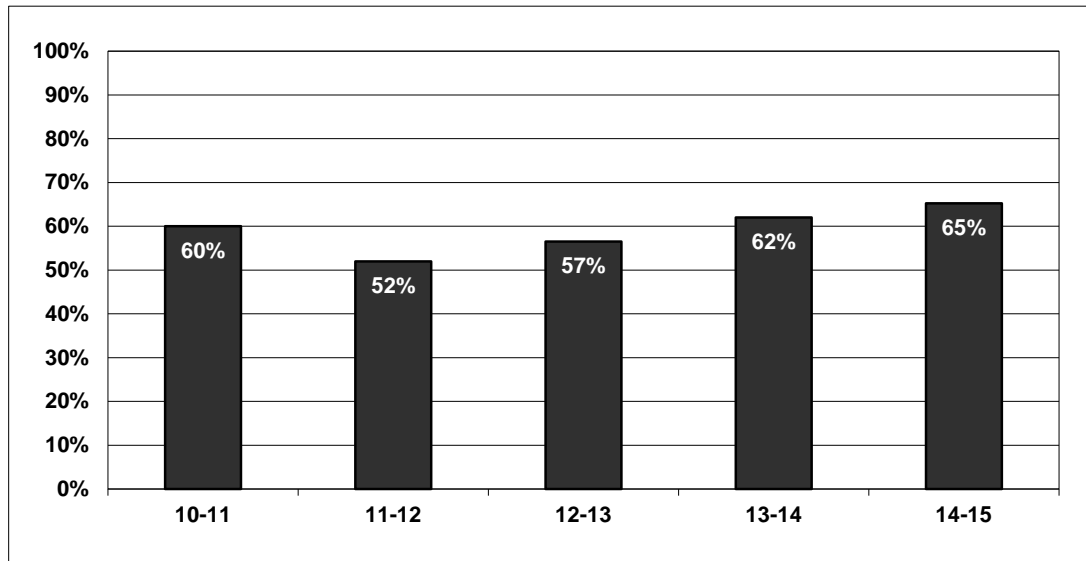
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	57.7%	8.4%	9.6%	3.5%	0.5%	
Expected # of FTEs	6.6	1.0	1.1	0.4	0.1	
Actual # of FTEs	7.5	1.0	1.0	0.0	0.0	11.5

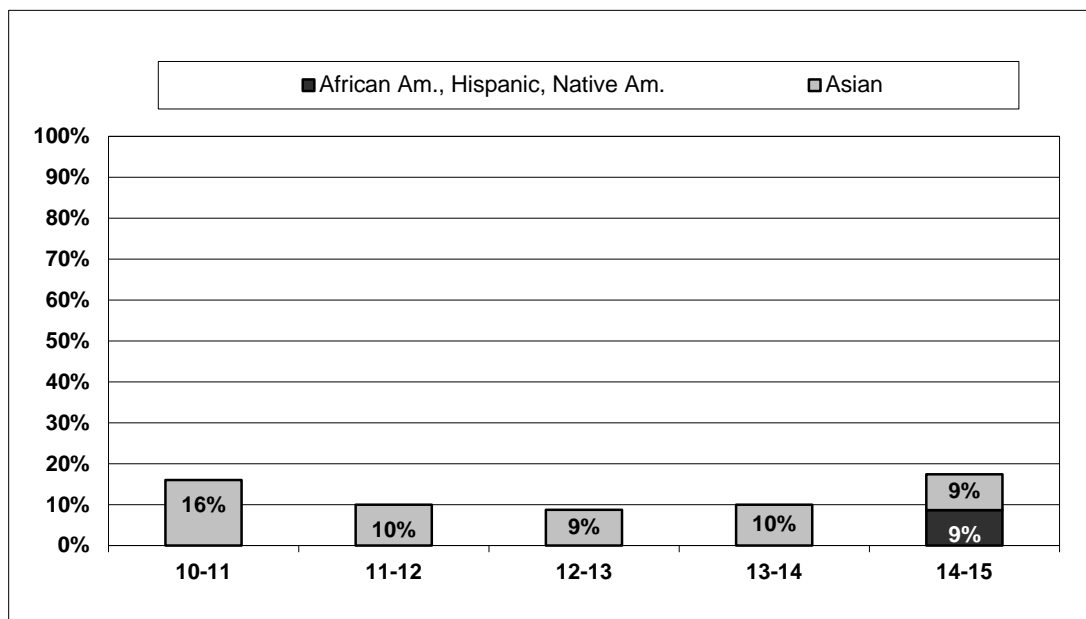
DEPARTMENT OF INFORMATION STUDIES
Trends

Percent Women



FTE = 12.5 10.5 11.5 10.5 11.5

Percent Minorities



FTE = 12.5 10.5 11.5 10.5 11.5

HENRY SAMUELI SCHOOL OF ENGINEERING AND APPLIED 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	2.5	43.3	0.0	0.0	0.0	0.0	2.5	43.3	5.9	61.7	0.0	0.0	8.4	105.0	113.4
	0.0%	0.0%	2.2%	38.2%	0.0%	0.0%	0.0%	0.0%	2.2%	38.2%	5.2%	54.4%	0.0%	0.0%	7.4%	92.6%	100.0%
Associate Professor																	
	0.0	1.0	3.0	8.0	1.0	1.0	0.0	0.0	4.0	10.0	5.5	10.7	0.0	0.0	9.5	20.7	30.2
	0.0%	3.3%	9.9%	26.5%	3.3%	3.3%	0.0%	0.0%	13.3%	33.2%	18.2%	35.3%	0.0%	0.0%	31.5%	68.5%	100.0%
Assistant Professor																	
	0.0	1.0	2.0	3.0	0.0	0.0	0.0	0.0	2.0	4.0	2.0	5.8	0.0	0.0	4.0	9.8	13.8
	0.0%	7.2%	14.5%	21.7%	0.0%	0.0%	0.0%	0.0%	14.5%	28.9%	14.5%	42.2%	0.0%	0.0%	28.9%	71.1%	100.0%
Total Ladder																	
	0.0	2.0	7.5	54.3	1.0	1.0	0.0	0.0	8.5	57.3	13.4	78.2	0.0	0.0	21.9	135.5	157.4
	0.0%	1.3%	4.8%	34.5%	0.6%	0.6%	0.0%	0.0%	5.4%	36.4%	8.5%	49.7%	0.0%	0.0%	13.9%	86.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

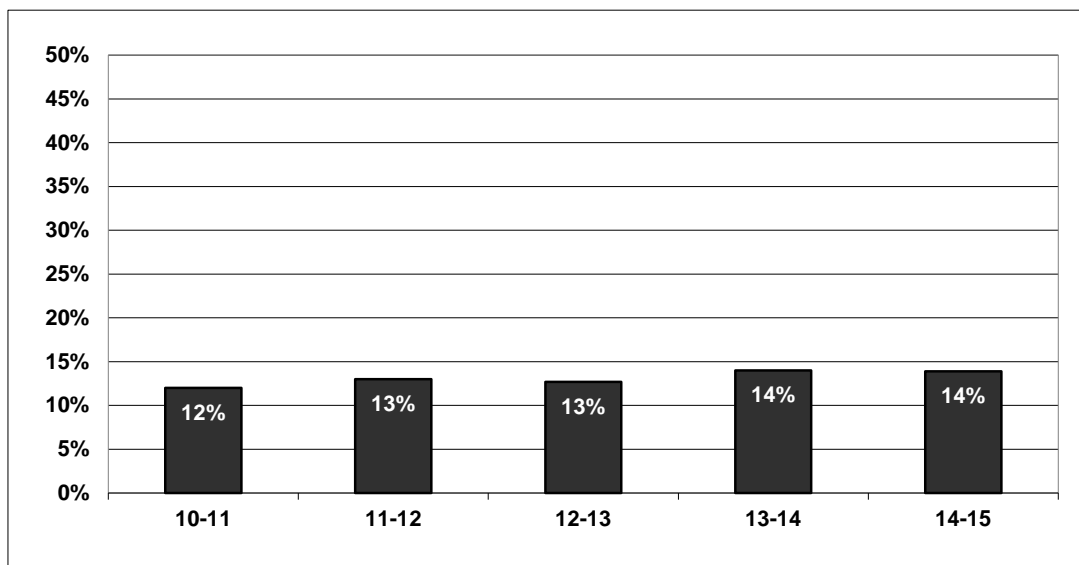
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	24	14	10	1	11	0	0	12

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	17.8%	3.2%	21.3%	3.6%	0.5%	
Expected # of FTEs	28.0	5.0	33.5	5.6	0.7	
Actual # of FTEs	21.9	2.0	61.8	2.0	0.0	157.4

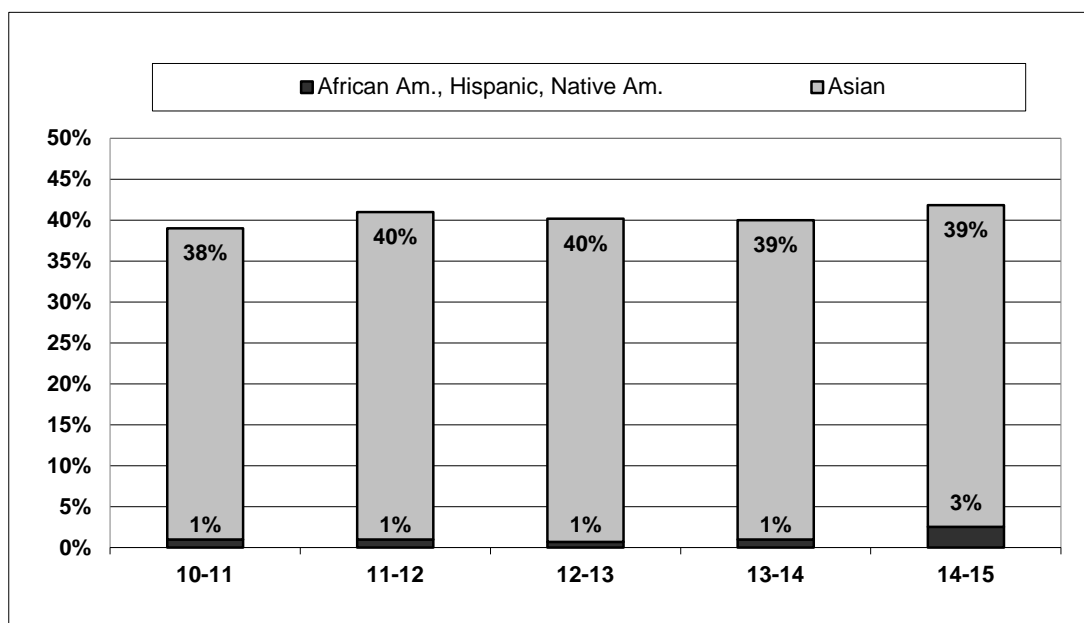
HENRY SAMUELI SCHOOL OF ENGINEERING AND APPLIED SCIENCE *Trends*

Percent Women



FTE = 153.7 151.0 149.0 151.5 157.4

Percent Minorities



FTE = 153.7 151.0 149.0 151.5 157.4

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	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	2.0	0.0	0.0	0.0	5.0	5.0
	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	40.0%	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	1.0	2.0	0.0	0.0	1.0	3.0	4.0
	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	50.0%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	2.0	4.0	0.0	0.0	2.0	8.0	10.0
	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	20.0%	40.0%	0.0%	0.0%	20.0%	80.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

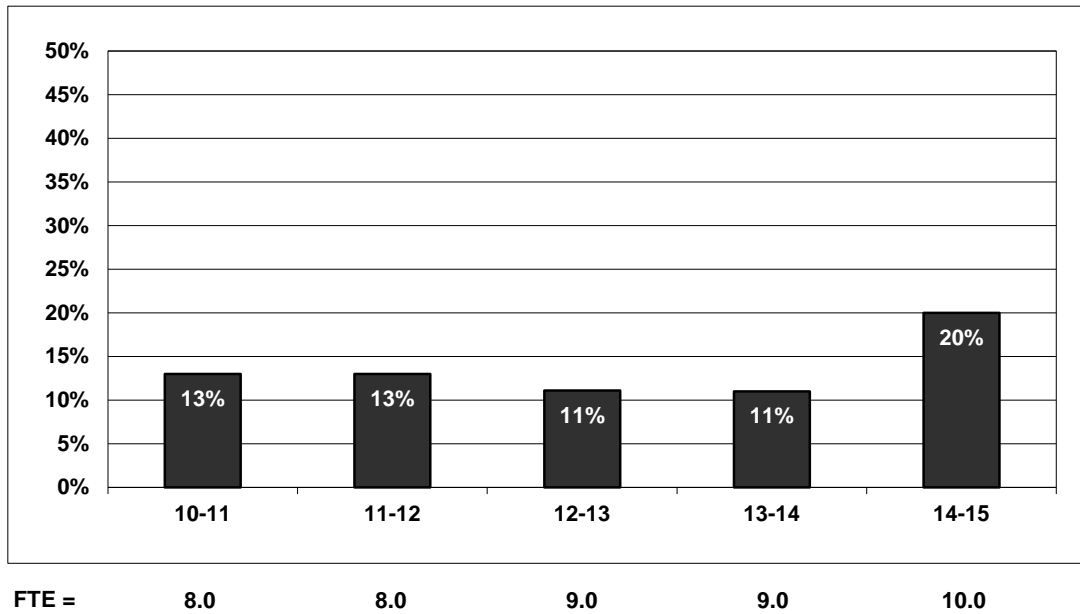
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

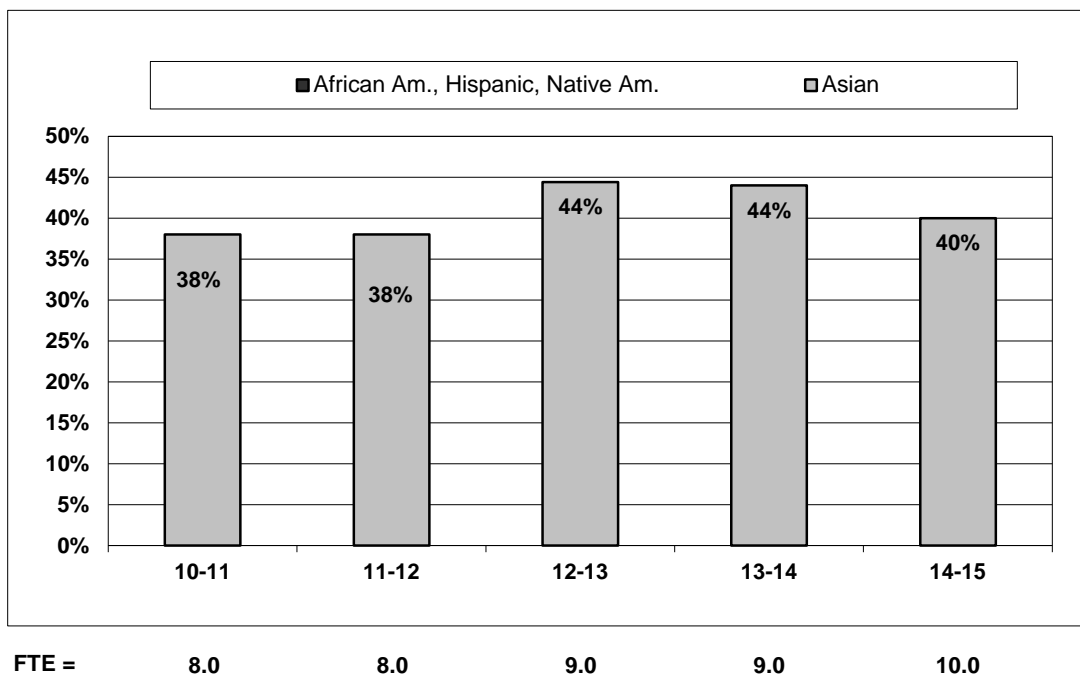
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	24.2%	2.8%	20.2%	3.6%	0.5%	
Expected # of FTEs	2.4	0.3	2.0	0.4	0.0	
Actual # of FTEs	2.0	0.0	4.0	0.0	0.0	10.0

DEPARTMENT OF BIOENGINEERING *Trends*

Percent Women



Percent Minorities



DEPARTMENT OF CHEMICAL AND 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	0.5	3.0	0.0	0.0	0.0	0.0	0.5	3.0	0.0	6.0	0.0	0.0	0.5	9.0	9.5
	0.0%	0.0%	5.3%	31.6%	0.0%	0.0%	0.0%	0.0%	5.3%	31.6%	0.0%	63.2%	0.0%	0.0%	5.3%	94.7%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
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	1.5	3.0	1.0	0.0	0.0	0.0	2.5	3.0	0.0	7.0	0.0	0.0	2.5	10.0	12.5
	0.0%	0.0%	12.0%	24.0%	8.0%	0.0%	0.0%	0.0%	20.0%	24.0%	0.0%	56.0%	0.0%	0.0%	20.0%	80.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2008-2012

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

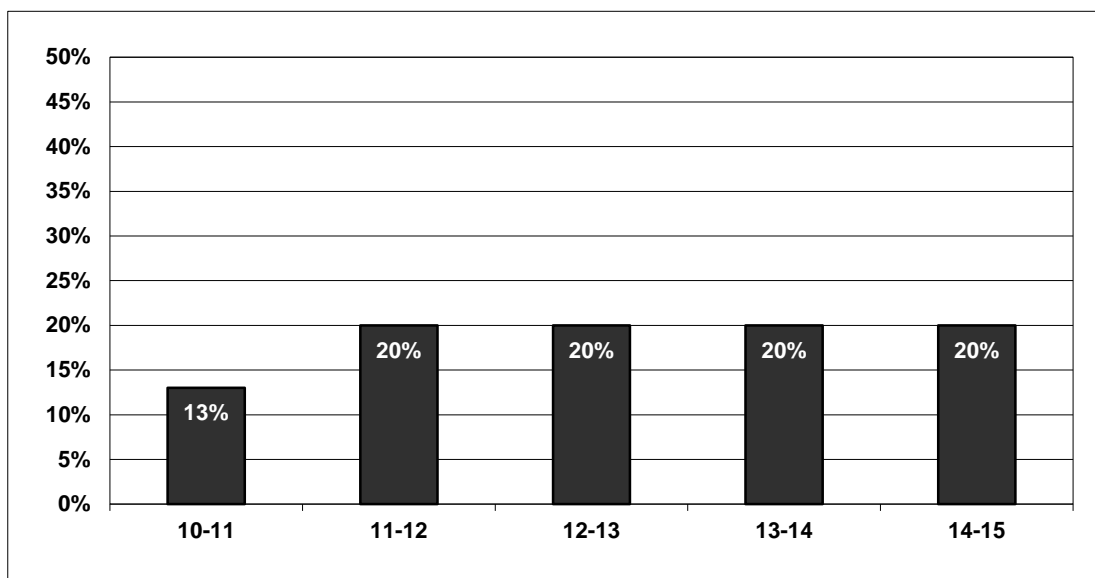
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	24.4%	3.1%	17.4%	4.2%	0.6%	
Expected # of FTEs	3.1	0.4	2.2	0.5	0.1	
Actual # of FTEs	2.5	0.0	4.5	1.0	0.0	12.5

DEPARTMENT OF CHEMICAL AND BIOMOLECULAR ENGINEERING

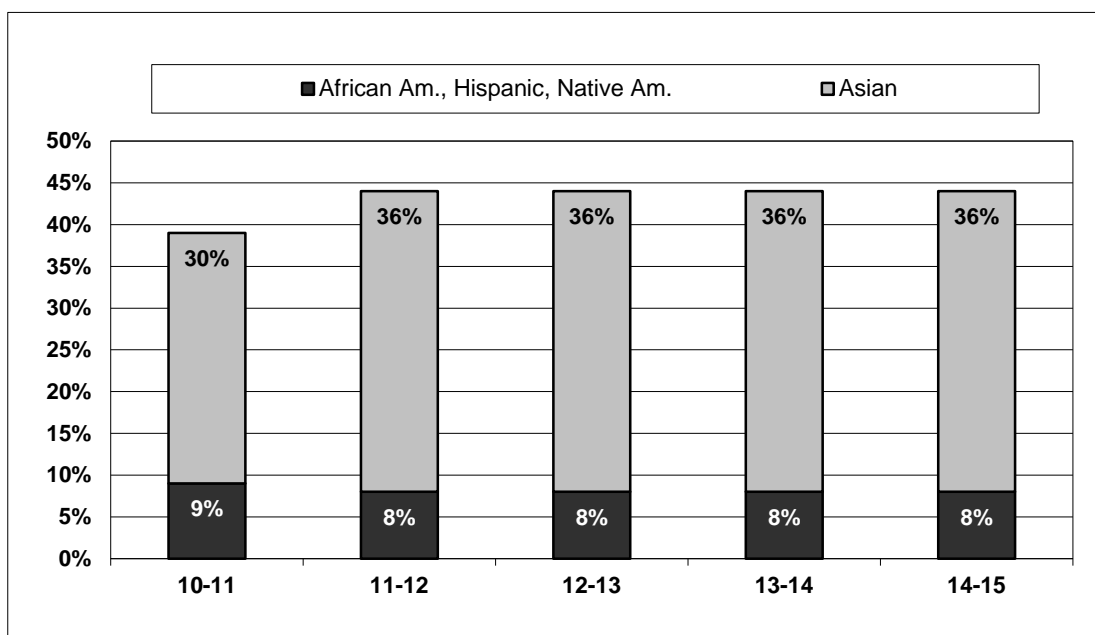
Trends

Percent Women



FTE = 11.5 12.5 12.5 12.5 12.5

Percent Minorities



FTE = 11.5 12.5 12.5 12.5 12.5

DEPARTMENT OF CIVIL AND 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	2.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	8.0	0.0	0.0	1.0	10.0	11.0
	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	9.1%	72.7%	0.0%	0.0%	9.1%	90.9%	100.0%
Associate Professor																	
	0.0	1.0	1.0	1.0	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%	25.0%	25.0%	25.0%	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%
Assistant Professor																	
	0.0	1.0	1.0	0.0	0.0	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%	33.3%	33.3%	0.0%	0.0%	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	2.0	2.0	3.0	0.0	0.0	0.0	0.0	2.0	5.0	1.0	10.0	0.0	0.0	3.0	15.0	18.0
	0.0%	11.1%	11.1%	16.7%	0.0%	0.0%	0.0%	0.0%	11.1%	27.8%	5.6%	55.6%	0.0%	0.0%	16.7%	83.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

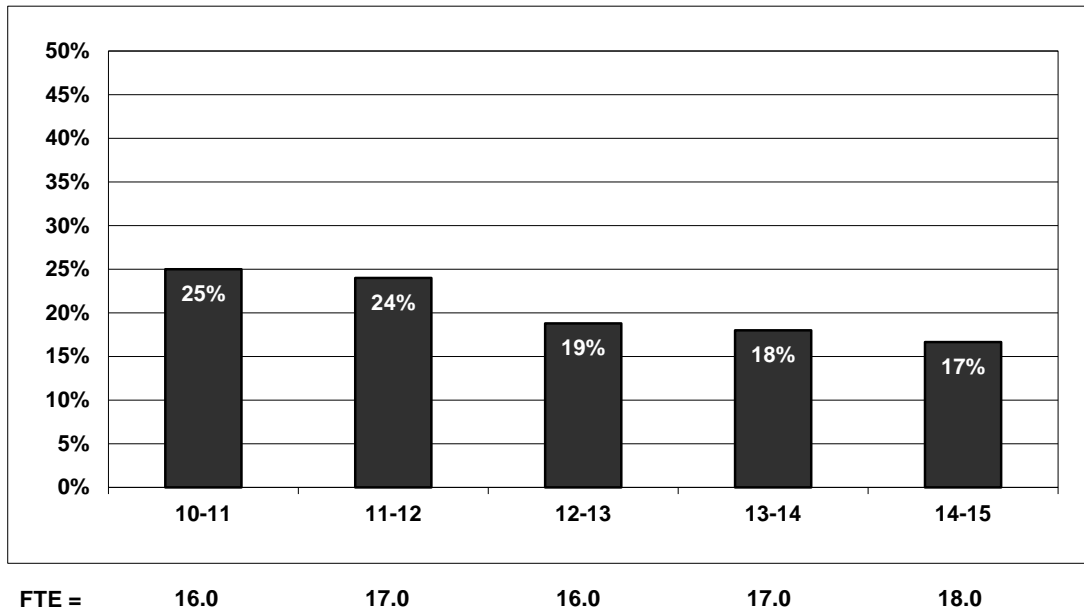
# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

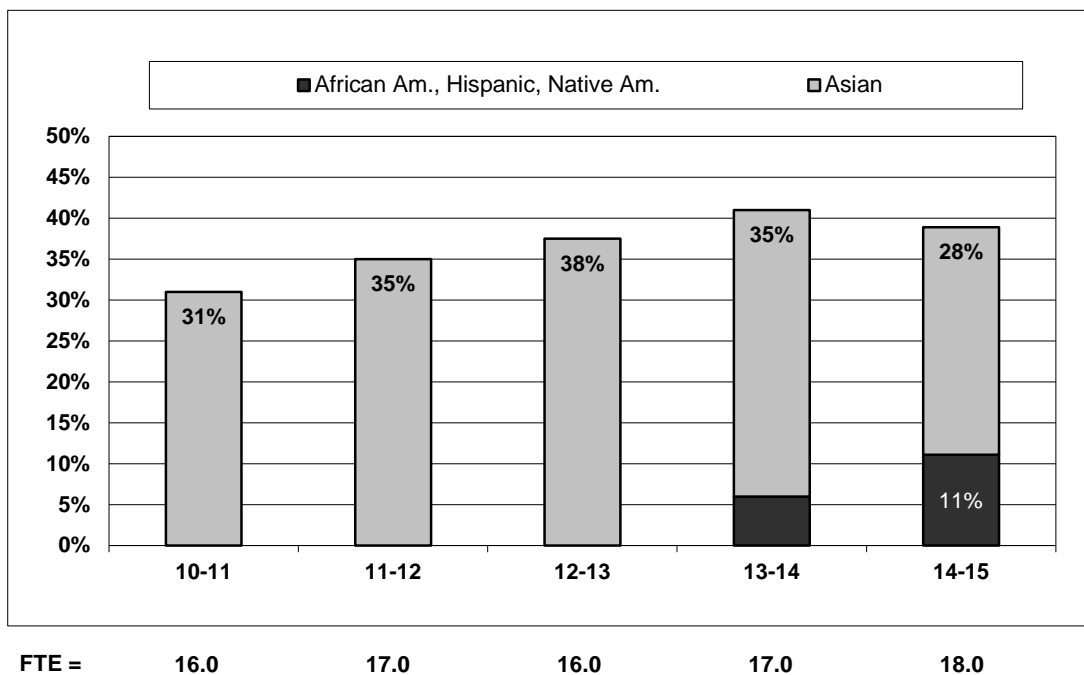
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	23.6%	3.6%	17.0%	4.8%	0.5%	
Expected # of FTEs	4.3	0.6	3.1	0.9	0.1	
Actual # of FTEs	3.0	2.0	5.0	0.0	0.0	18.0

DEPARTMENT OF CIVIL AND 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	2.0	4.0	0.0	0.0	0.0	0.0	2.0	4.0	0.0	16.7	0.0	0.0	2.0	20.7	22.7
	0.0%	0.0%	8.8%	17.6%	0.0%	0.0%	0.0%	0.0%	8.8%	17.6%	0.0%	73.5%	0.0%	0.0%	8.8%	91.2%	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	2.0	0.0	0.0	1.0	2.0	3.0
	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	66.7%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.8	0.0	0.0	0.0	2.8	2.8
	0.0%	0.0%	0.0%	35.3%	0.0%	0.0%	0.0%	0.0%	0.0%	35.3%	0.0%	64.7%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	3.0	5.0	0.0	0.0	0.0	0.0	3.0	5.0	0.0	20.5	0.0	0.0	3.0	25.5	28.5
	0.0%	0.0%	10.5%	17.5%	0.0%	0.0%	0.0%	0.0%	10.5%	17.5%	0.0%	71.9%	0.0%	0.0%	10.5%	89.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

# of Faculty	Total		African American		Asian	Hispanic	Native American		White
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **								

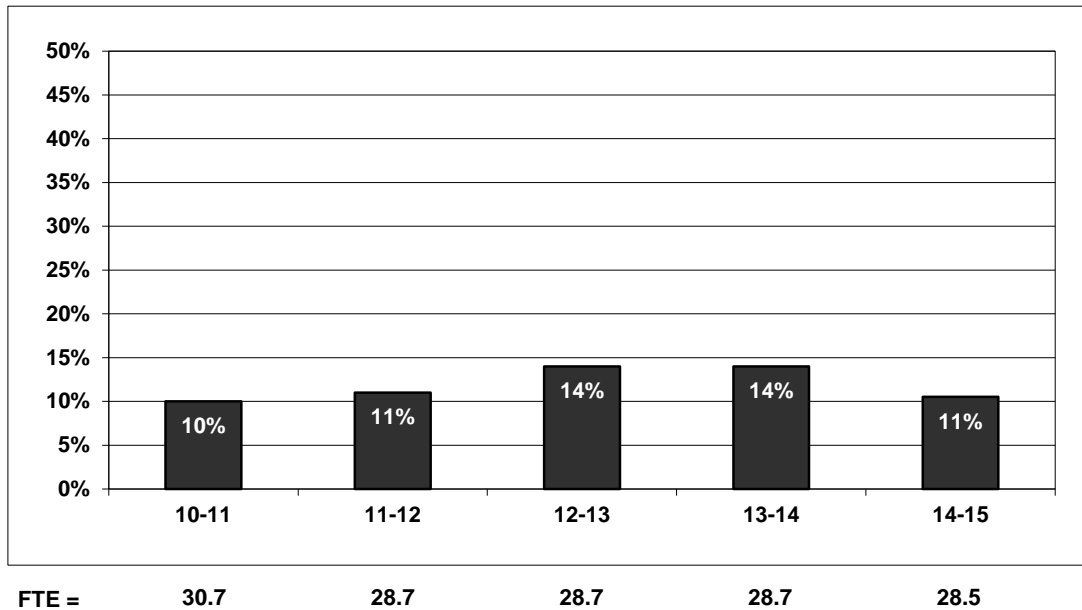
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	19.5%	3.3%	21.8%	2.8%	0.5%	
Expected # of FTEs	5.6	0.9	6.2	0.8	0.1	
Actual # of FTEs	3.0	0.0	8.0	0.0	0.0	28.5

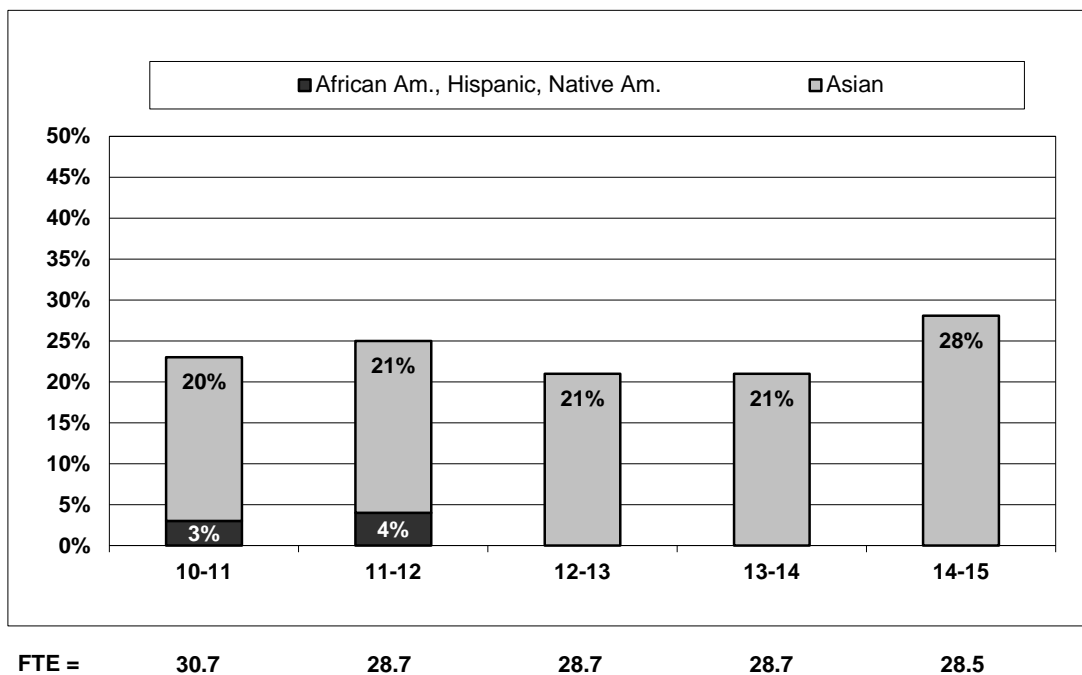
DEPARTMENT OF COMPUTER SCIENCE

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	13.8	0.0	0.0	0.0	0.0	0.0	13.8	2.9	14.0	0.0	0.0	2.9	27.8	30.7
	0.0%	0.0%	0.0%	45.1%	0.0%	0.0%	0.0%	0.0%	0.0%	45.1%	9.3%	45.6%	0.0%	0.0%	9.3%	90.7%	100.0%
Associate Professor																	
	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	5.0	3.0	1.7	0.0	0.0	3.0	6.7	9.7
	0.0%	0.0%	0.0%	51.8%	0.0%	0.0%	0.0%	0.0%	0.0%	51.8%	31.1%	17.2%	0.0%	0.0%	31.1%	68.9%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	0.0	0.0	0.0	18.8	0.0	0.0	0.0	0.0	0.0	18.8	6.9	16.7	0.0	0.0	6.9	35.5	42.4
	0.0%	0.0%	0.0%	44.5%	0.0%	0.0%	0.0%	0.0%	0.0%	44.5%	16.2%	39.3%	0.0%	0.0%	16.2%	83.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	6	2	4	0	2	0	0	4

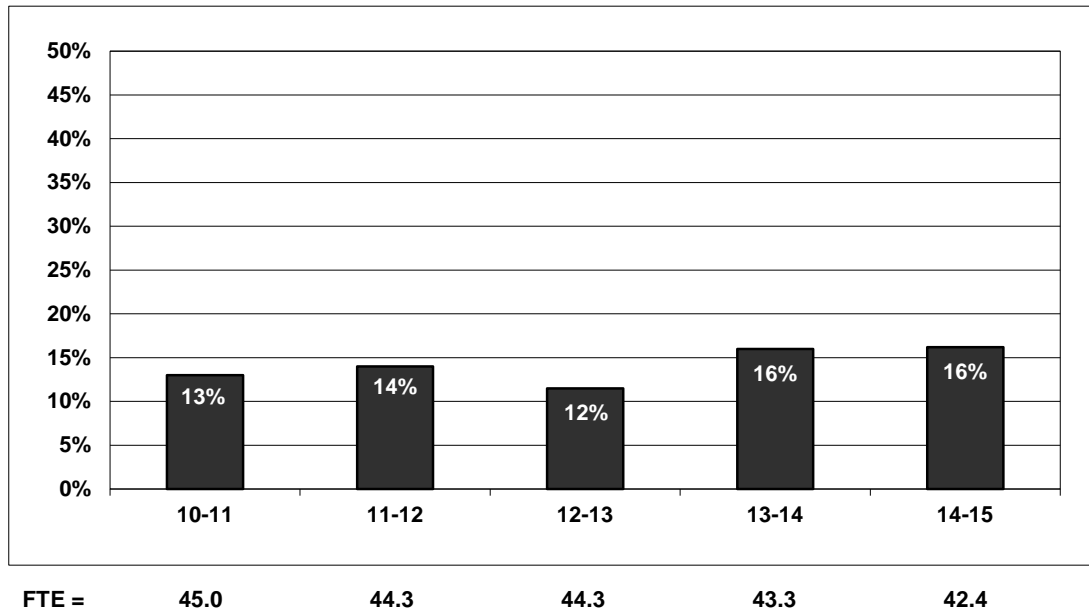
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	12.6%	3.3%	26.0%	3.4%	0.4%	
Expected # of FTEs	5.3	1.4	11.0	1.4	0.2	
Actual # of FTEs	6.9	0.0	18.8	0.0	0.0	42.4

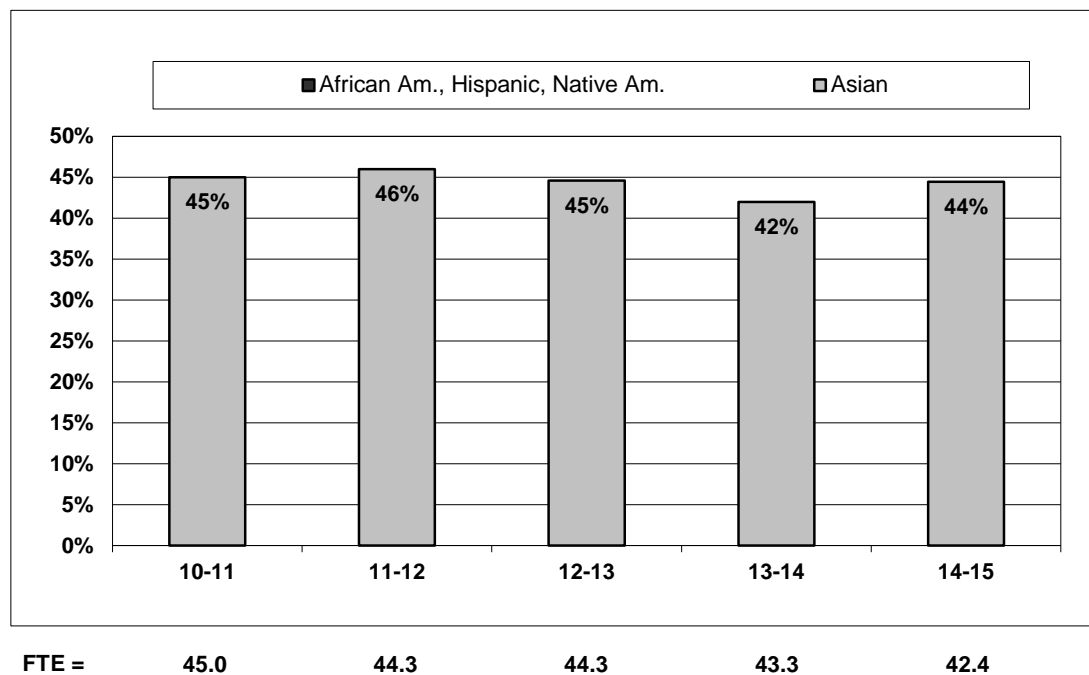
DEPARTMENT OF ELECTRICAL ENGINEERING

Trends

Percent Women



Percent Minorities



DEPARTMENT OF MATERIALS SCIENCE AND 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	4.5	0.0	0.0	0.0	0.0	0.0	4.5	0.0	5.0	0.0	0.0	0.0	9.5	9.5
	0.0%	0.0%	0.0%	47.4%	0.0%	0.0%	0.0%	0.0%	0.0%	47.4%	0.0%	52.6%	0.0%	0.0%	0.0%	100.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0	1.0	2.0	0.5	0.0	0.0	0.0	1.5	2.0	3.5
	0.0%	0.0%	0.0%	28.6%	0.0%	28.6%	28.6%	0.0%	28.6%	57.1%	14.3%	0.0%	0.0%	0.0%	42.9%	57.1%	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%	0.0%
Total Ladder																	
	0.0	0.0	0.0	5.5	0.0	1.0	1.0	0.0	1.0	6.5	0.5	5.0	0.0	0.0	1.5	11.5	13.0
	0.0%	0.0%	0.0%	42.3%	0.0%	7.7%	7.7%	0.0%	7.7%	50.0%	3.8%	38.5%	0.0%	0.0%	11.5%	88.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

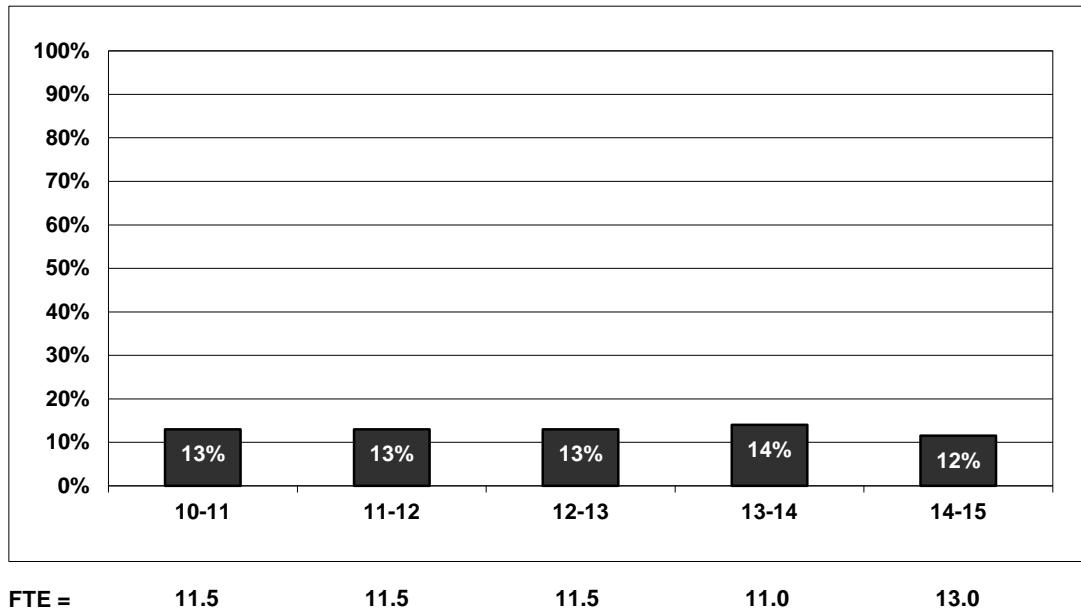
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	20.7%	2.8%	19.9%	3.6%	0.5%	
Expected # of FTEs	2.7	0.4	2.6	0.5	0.1	
Actual # of FTEs	1.5	0.0	5.5	1.0	1.0	13.0

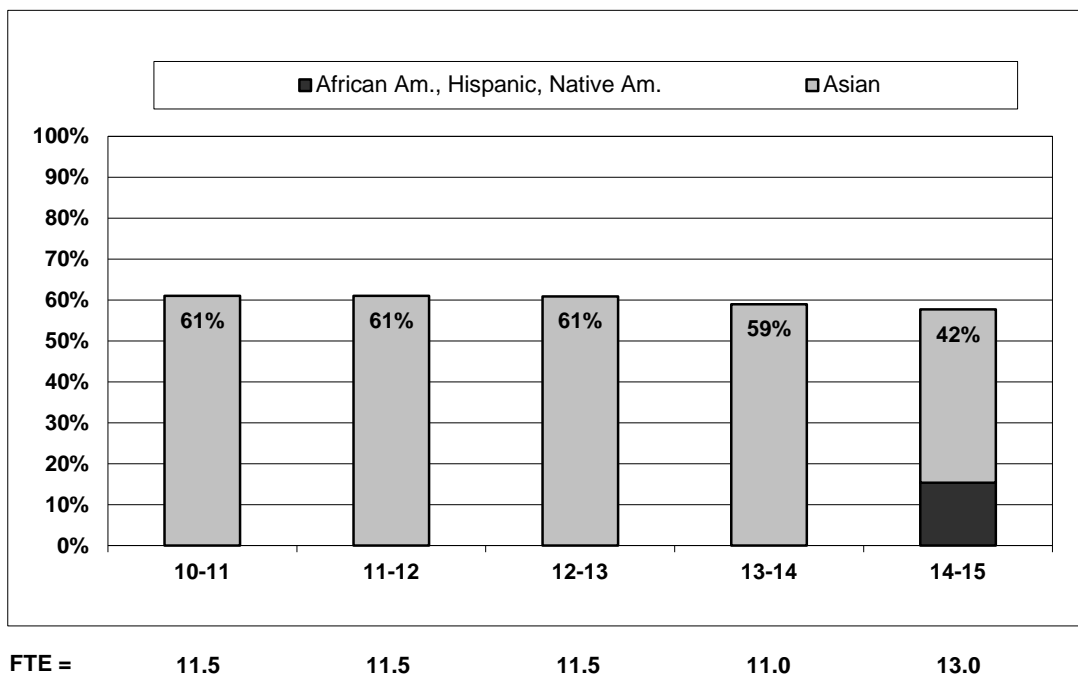
DEPARTMENT OF MATERIALS SCIENCE AND ENGINEERING

Trends

Percent Women



Percent Minorities



DEPARTMENT OF MECHANICAL AND 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	13.0	0.0	0.0	0.0	0.0	0.0	13.0	2.0	10.0	0.0	0.0	2.0	23.0	25.0
	0.0%	0.0%	0.0%	52.0%	0.0%	0.0%	0.0%	0.0%	0.0%	52.0%	8.0%	40.0%	0.0%	0.0%	8.0%	92.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	4.0	0.0	0.0	1.0	5.0	6.0
	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	66.7%	0.0%	0.0%	16.7%	83.3%	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	0.0	15.0	0.0	0.0	0.0	0.0	0.0	15.0	3.0	15.0	0.0	0.0	3.0	30.0	33.0
	0.0%	0.0%	0.0%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%	9.1%	45.5%	0.0%	0.0%	9.1%	90.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

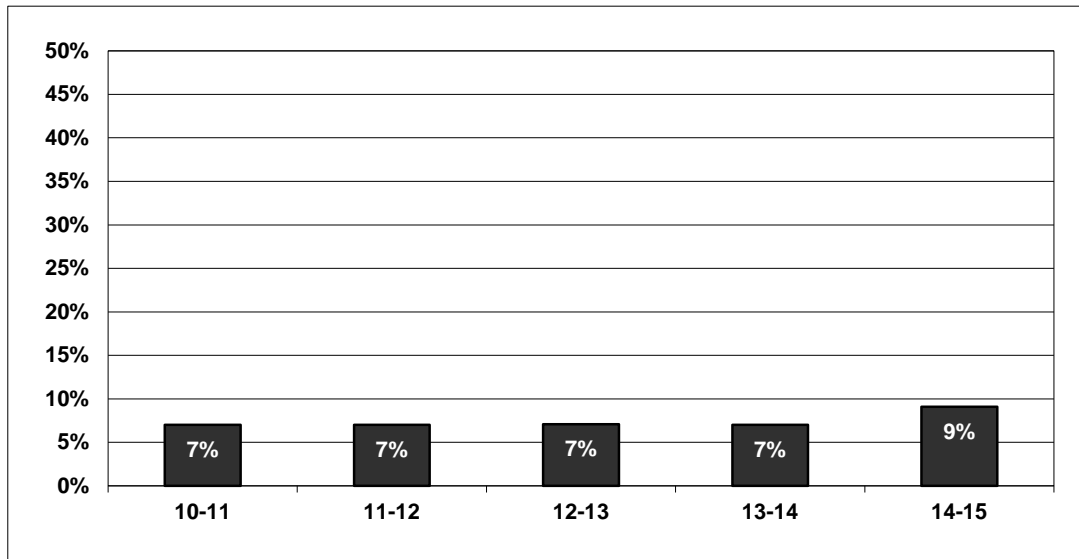
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	14.2%	3.0%	19.4%	3.6%	0.5%	
Expected # of FTEs	4.3	0.9	5.8	1.1	0.1	
Actual # of FTEs	3.0	0.0	15.0	0.0	0.0	30.0

DEPARTMENT OF MECHANICAL AND AEROSPACE ENGINEERING

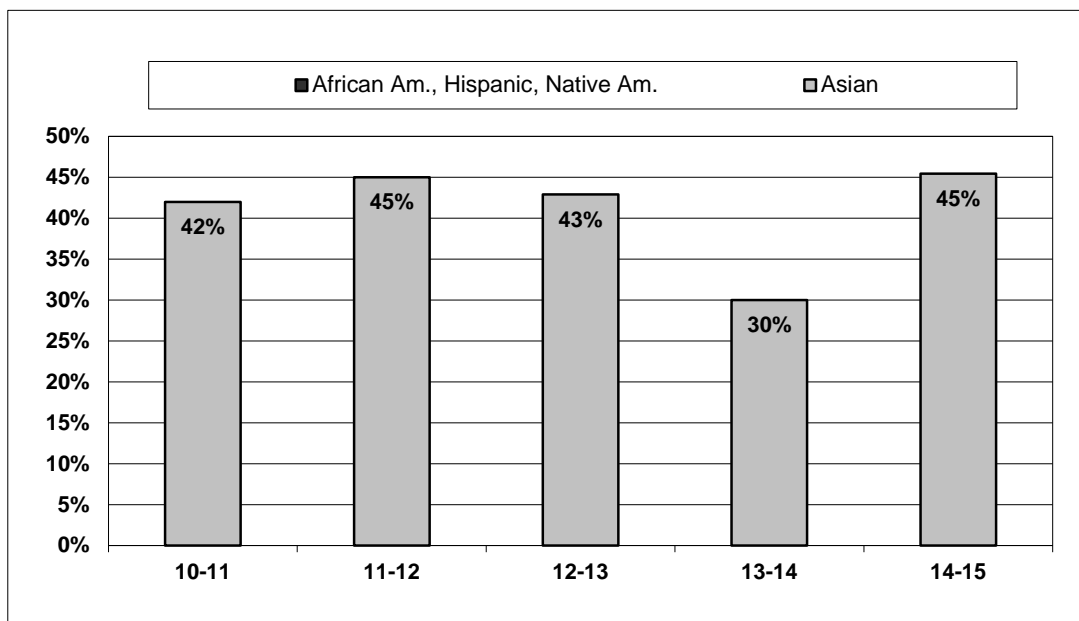
Trends

Percent Women



FTE = 31.0 29.0 28.0 30.0 33.0

Percent Minorities



FTE = 31.0 29.0 28.0 30.0 33.0

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	1.0	3.0	0.8	2.0	1.0	0.0	4.3	6.0	8.3	26.1	1.0	0.0	13.5	32.1	45.6
	3.3%	2.2%	2.2%	6.6%	1.6%	4.4%	2.2%	0.0%	9.3%	13.2%	18.1%	57.2%	2.2%	0.0%	29.6%	70.4%	100.0%
Acting Professor																	
	1.0	1.0	0.0	2.0	0.0	0.0	0.0	0.0	1.0	3.0	5.0	3.0	0.0	0.0	6.0	6.0	12.0
	8.3%	8.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	8.3%	25.0%	41.7%	25.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	2.5	2.0	1.0	5.0	0.8	2.0	1.0	0.0	5.3	9.0	13.3	29.1	1.0	0.0	19.5	38.1	57.6
	4.3%	3.5%	1.7%	8.7%	1.3%	3.5%	1.7%	0.0%	9.1%	15.6%	23.0%	50.5%	1.7%	0.0%	33.9%	66.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

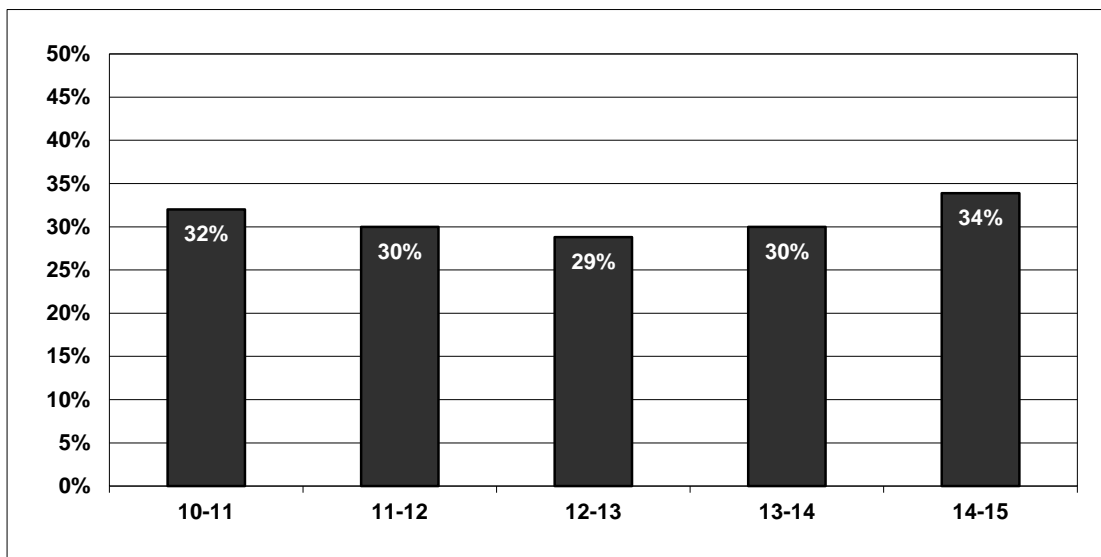
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	16	7	9	1	4	2	1	8

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	36.2%	9.8%	4.6%	4.7%	0.6%	
Expected # of FTEs	20.5	5.5	2.6	2.7	0.4	
Actual # of FTEs	19.5	4.5	6.0	2.8	1.0	56.6

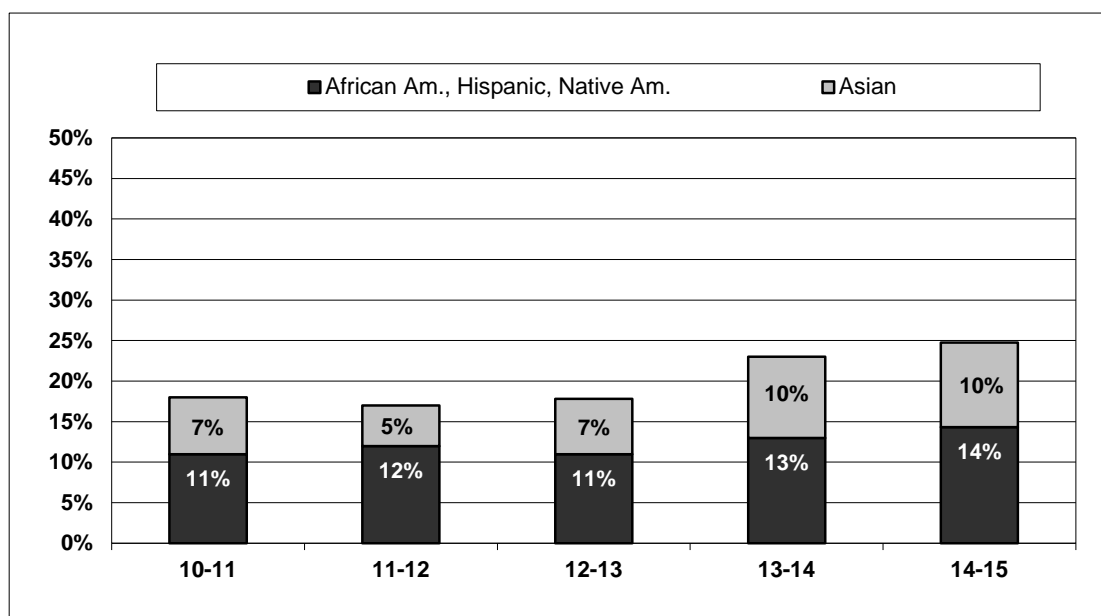
SCHOOL OF LAW *Trends*

Percent Women



FTE = 59.1 57.1 59.1 59.1 57.6

Percent Minorities



FTE = 59.1 57.1 59.1 59.1 57.6

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	1.0	2.0	10.0	0.0	2.0	0.0	0.0	2.0	13.0	3.0	29.3	0.0	0.0	5.0	42.3	47.3
	0.0%	2.1%	4.2%	21.2%	0.0%	4.2%	0.0%	0.0%	4.2%	27.5%	6.3%	61.9%	0.0%	0.0%	10.6%	89.4%	100.0%
Associate Professor																	
	0.0	0.0	1.0	3.0	0.0	2.0	0.0	0.0	1.0	5.0	2.5	5.0	0.0	0.0	3.5	10.0	13.5
	0.0%	0.0%	7.4%	22.2%	0.0%	14.8%	0.0%	0.0%	7.4%	37.0%	18.5%	37.0%	0.0%	0.0%	25.9%	74.1%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0	14.0	0.0	0.0	4.0	14.0	18.0
	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	16.7%	77.8%	0.0%	0.0%	22.2%	77.8%	100.0%
Total Ladder																	
	0.0	1.0	4.0	13.0	0.0	4.0	0.0	0.0	4.0	18.0	8.5	48.3	0.0	0.0	12.5	66.3	78.8
	0.0%	1.3%	5.1%	16.5%	0.0%	5.1%	0.0%	0.0%	5.1%	22.9%	10.8%	61.3%	0.0%	0.0%	15.9%	84.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	22	18	4	0	3	0	0	18

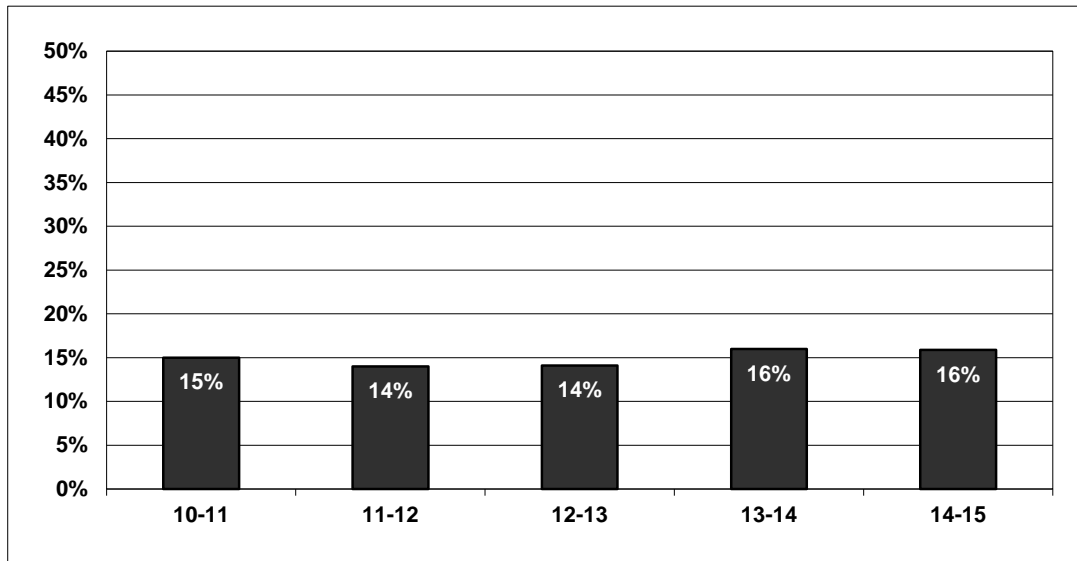
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	35.8%	5.6%	12.4%	3.8%	0.7%	
Expected # of FTEs	28.2	4.4	9.8	3.0	0.6	
Actual # of FTEs	12.5	1.0	17.0	4.0	0.0	78.8

ANDERSON SCHOOL OF MANAGEMENT

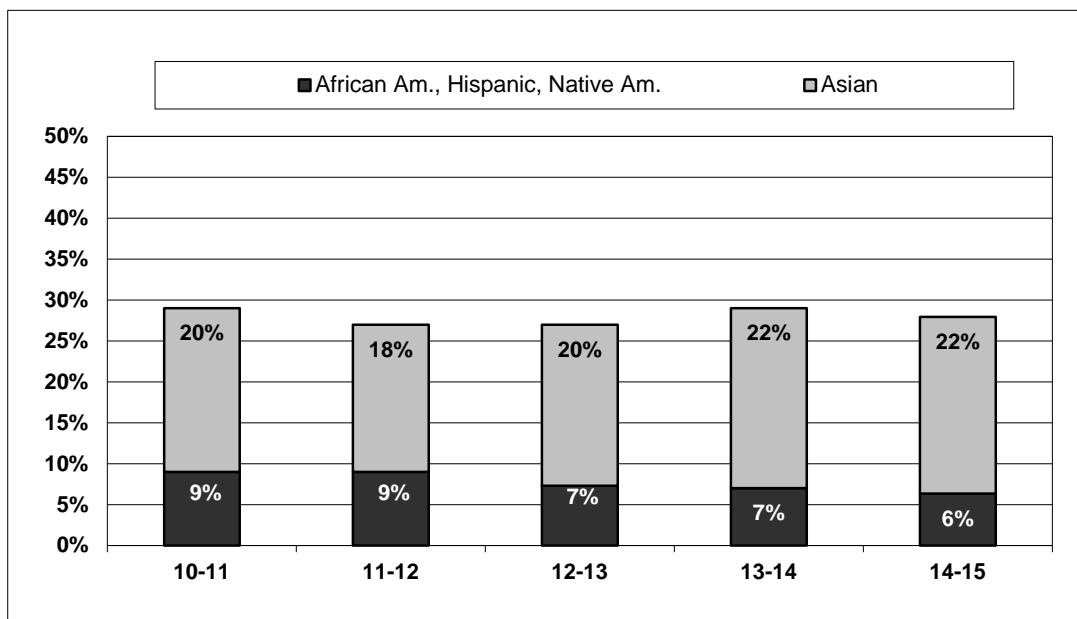
Trends

Percent Women



FTE = 86.0 87.5 81.5 83.3 78.8

Percent Minorities



FTE = 86.0 87.5 81.5 83.3 78.8

LUSKIN 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	1.0	1.0	1.0	1.0	0.0	0.0	3.0	3.0	4.0	14.3	0.0	0.0	7.0	17.3	24.3
	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	0.0%	0.0%	12.3%	12.3%	16.4%	58.9%	0.0%	0.0%	28.8%	71.2%	100.0%
Associate Professor																	
	1.0	0.0	1.0	2.0	0.0	1.0	1.0	0.0	3.0	3.0	4.6	0.5	0.0	0.0	7.6	3.5	11.1
	9.0%	0.0%	9.0%	18.0%	0.0%	9.0%	9.0%	0.0%	27.0%	27.0%	41.5%	4.5%	0.0%	0.0%	68.5%	31.5%	100.0%
Assistant Professor																	
	0.0	1.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	3.0	0.0	2.0	0.0	0.0	0.0	5.0	5.0
	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	0.0%	60.0%	0.0%	40.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	2.0	2.0	2.0	4.0	1.0	2.0	1.0	1.0	6.0	9.0	8.6	16.8	0.0	0.0	14.6	25.8	40.4
	4.9%	4.9%	4.9%	9.9%	2.5%	4.9%	2.5%	2.5%	14.8%	22.3%	21.3%	41.6%	0.0%	0.0%	36.1%	63.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

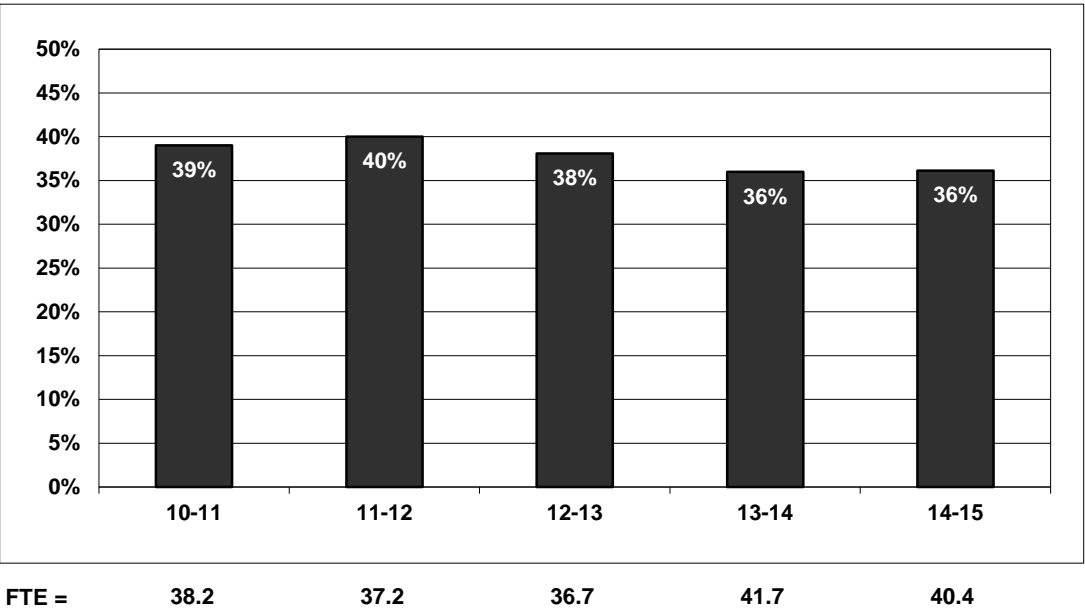
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	8	7	1	1	1	0	2	4

UTILIZATION OF REGULAR RANK FACULTY

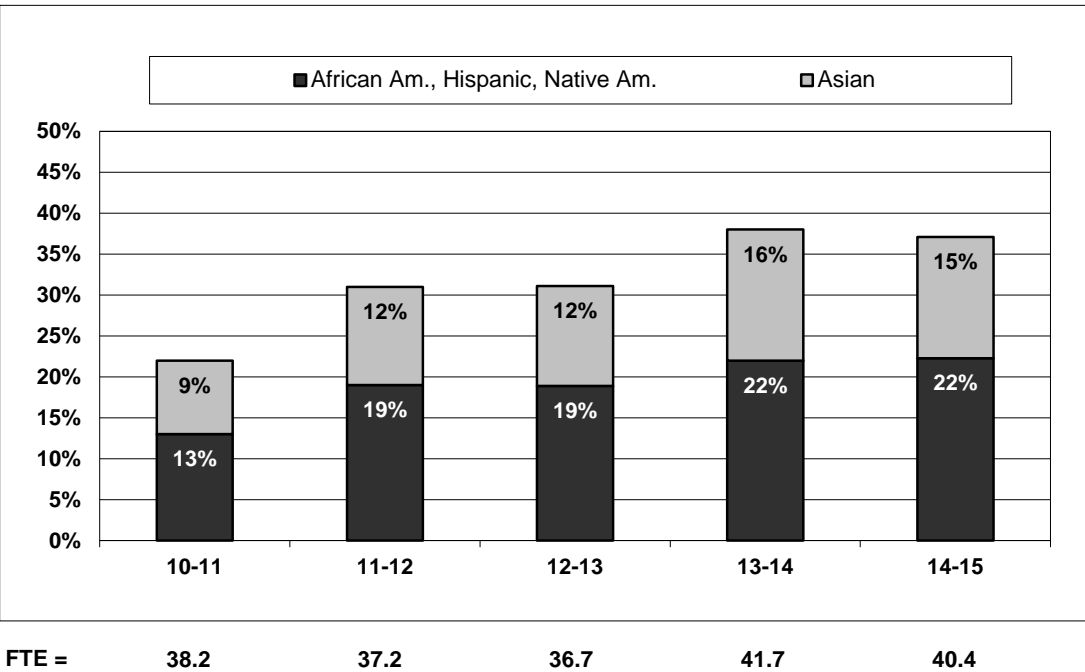
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	51.9%	10.9%	7.3%	4.2%	0.9%	
Expected # of FTEs	21.0	4.4	3.0	1.7	0.3	
Actual # of FTEs	14.6	4.0	6.0	3.0	2.0	40.4

LUSKIN 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	0.5	0.0	0.0	0.0	0.0	0.0	1.5	0.0	6.0	0.0	0.0	0.0	7.5	7.5
	0.0%	13.3%	0.0%	6.7%	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%
Associate Professor	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0	1.0	1.6	0.5	0.0	0.0	2.6	1.5	4.1
	0.0%	0.0%	0.0%	24.3%	0.0%	0.0%	24.3%	0.0%	24.3%	24.3%	39.2%	12.2%	0.0%	0.0%	63.5%	36.5%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	1.0	0.0	1.5	0.0	0.0	1.0	1.0	1.0	3.5	1.6	6.5	0.0	0.0	2.6	10.0	12.6
	0.0%	7.9%	0.0%	11.9%	0.0%	0.0%	7.9%	7.9%	7.9%	27.8%	12.8%	51.5%	0.0%	0.0%	20.7%	79.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

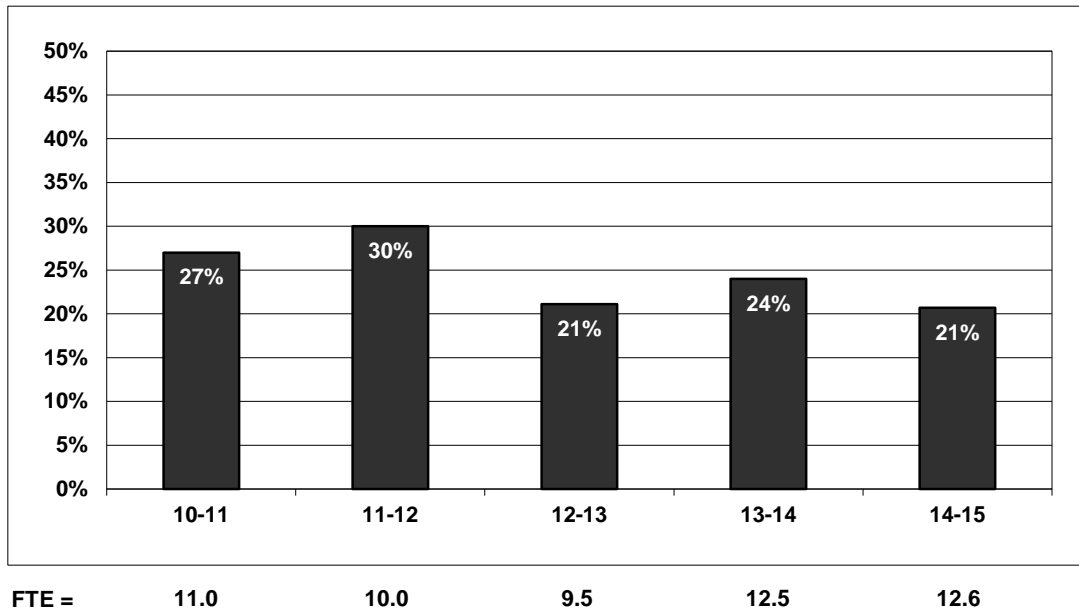
# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
				** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **				

UTILIZATION OF REGULAR RANK FACULTY

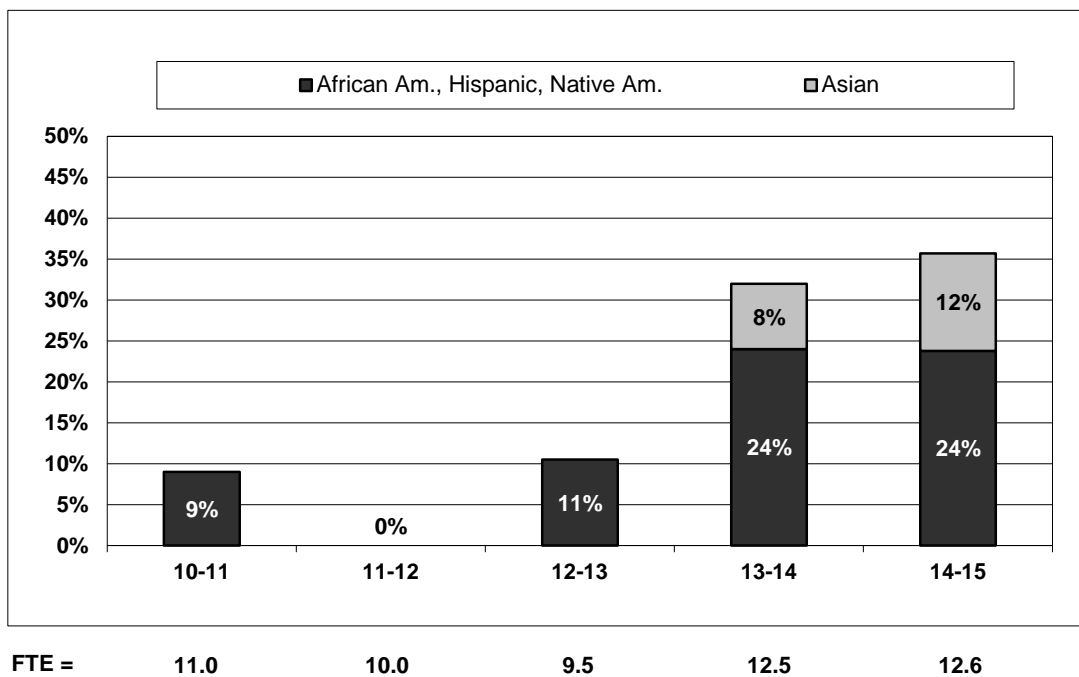
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	39.5%	7.7%	9.8%	4.2%	0.7%	
Expected # of FTEs	5.0	1.0	1.2	0.5	0.1	
Actual # of FTEs	2.6	1.0	1.5	0.0	2.0	12.6

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	1.0	1.0	0.0	0.0	2.0	1.0	0.0	3.7	0.0	0.0	2.0	4.7	6.7
	15.0%	0.0%	0.0%	0.0%	15.0%	15.0%	0.0%	0.0%	30.1%	15.0%	0.0%	54.9%	0.0%	0.0%	30.1%	69.9%	100.0%
Associate Professor																	
	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	3.0	0.0	0.0	0.0	5.0	0.0	5.0
	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	60.0%	0.0%	0.0%	0.0%	100.0%	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																	
	2.0	0.0	1.0	0.0	1.0	1.0	0.0	0.0	4.0	1.0	3.0	4.7	0.0	0.0	7.0	5.7	12.7
	15.8%	0.0%	7.9%	0.0%	7.9%	7.9%	0.0%	0.0%	31.6%	7.9%	23.7%	36.8%	0.0%	0.0%	55.3%	44.7%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

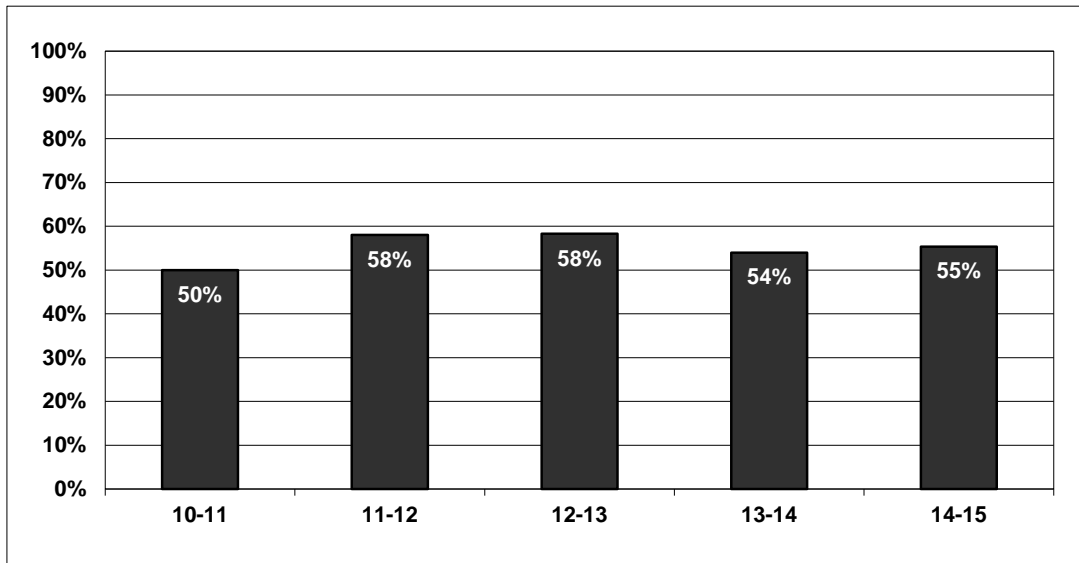
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	67.7%	11.3%	6.1%	5.1%	1.0%	
Expected # of FTEs	8.6	1.4	0.8	0.6	0.1	
Actual # of FTEs	7.0	2.0	1.0	2.0	0.0	12.7

DEPARTMENT OF SOCIAL WELFARE

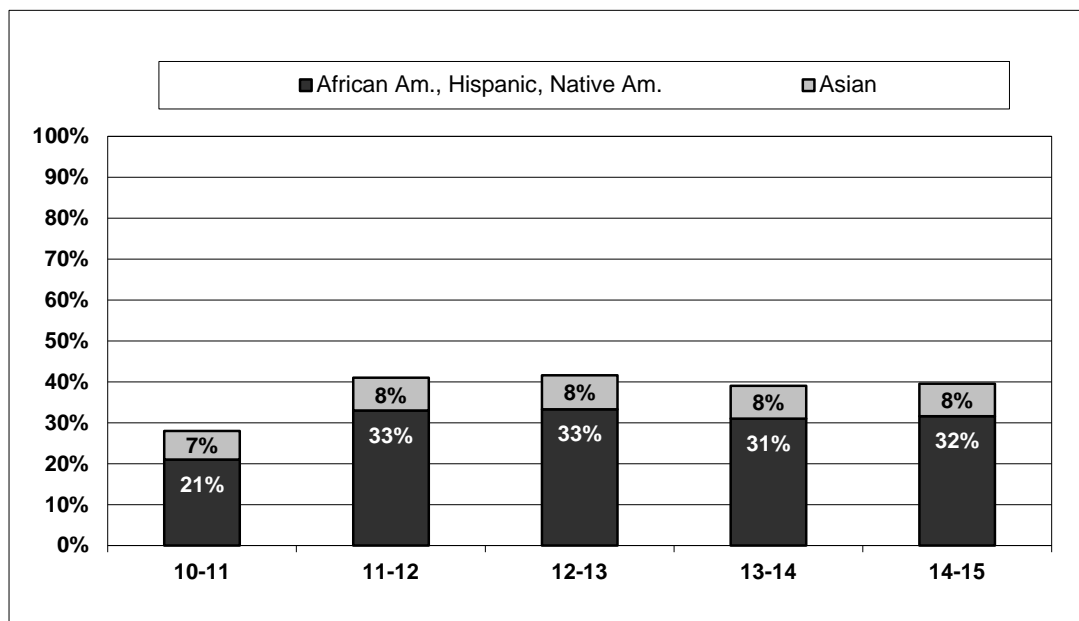
Trends

Percent Women



FTE = 14.0 12.0 12.0 13.0 12.7

Percent Minorities



FTE = 14.0 12.0 12.0 13.0 12.7

DEPARTMENT OF URBAN PLANNING

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	0.0	1.0	0.5	0.0	0.0	0.0	0.0	1.0	0.5	4.0	4.7	0.0	0.0	5.0	5.2	10.2
	0.0%	0.0%	9.8%	4.9%	0.0%	0.0%	0.0%	0.0%	9.8%	4.9%	39.3%	45.9%	0.0%	0.0%	49.2%	50.8%	100.0%
Associate Professor																	
	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0
	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	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	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	1.0	0.0	0.0	0.0	3.0	3.0
	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	1.0	1.0	2.5	0.0	1.0	0.0	0.0	1.0	4.5	4.0	5.7	0.0	0.0	5.0	10.2	15.2
	0.0%	6.6%	6.6%	16.5%	0.0%	6.6%	0.0%	0.0%	6.6%	29.7%	26.4%	37.4%	0.0%	0.0%	33.0%	67.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

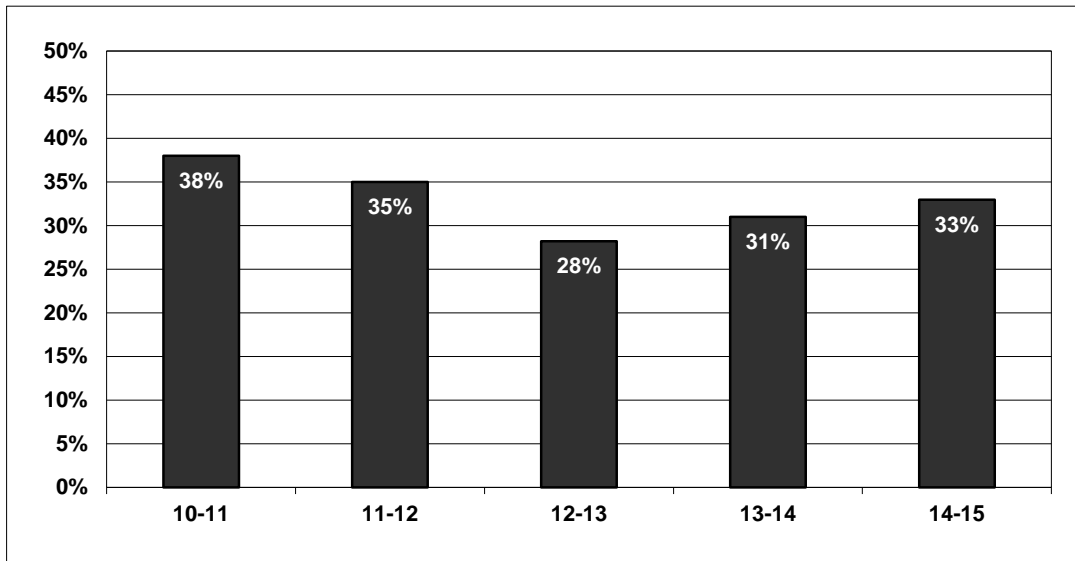
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	49.1%	13.3%	6.2%	3.5%	0.9%	
Expected # of FTEs	7.4	2.0	0.9	0.5	0.1	
Actual # of FTEs	5.0	1.0	3.5	1.0	0.0	15.2

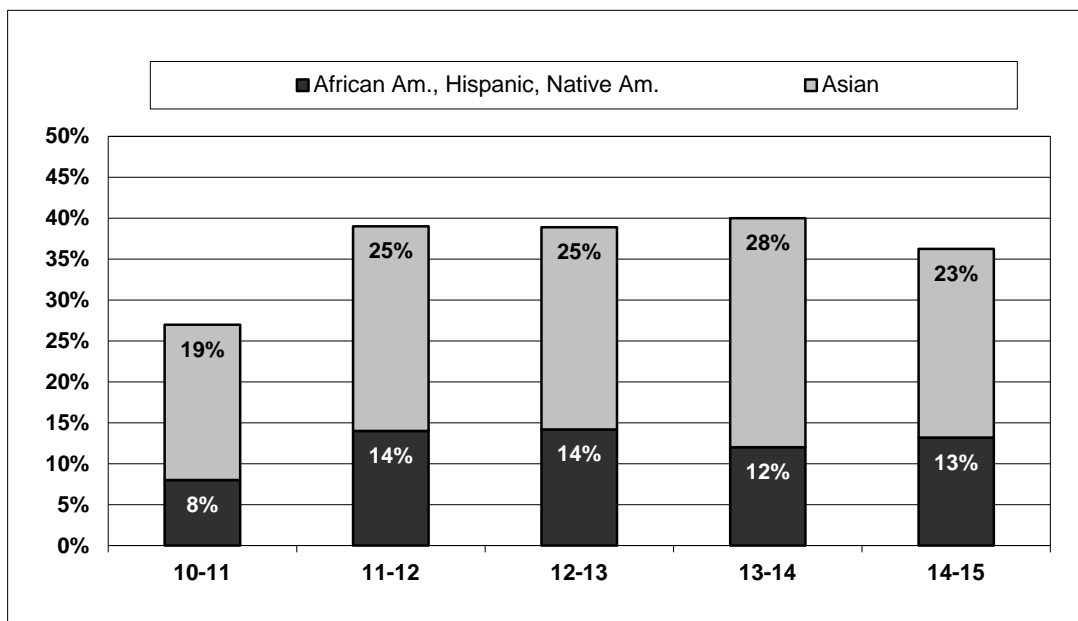
DEPARTMENT OF URBAN PLANNING *Trends*

Percent Women



FTE = 13.2 14.2 14.2 16.2 15.2

Percent Minorities



FTE = 13.2 14.2 14.2 16.2 15.2

SCHOOL OF THEATER, FILM AND 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	0.0	1.0	0.0	0.5	2.5	0.0	1.0	1.5	3.5	7.0	9.5	0.0	0.0	8.5	13.0	21.5
	0.0%	0.0%	4.7%	0.0%	2.3%	11.6%	0.0%	4.7%	7.0%	16.3%	32.6%	44.2%	0.0%	0.0%	39.5%	60.5%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	3.0	0.0	0.0	1.0	4.0	5.0
	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	20.0%	80.0%	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	2.0	1.0	0.0	4.0	2.0	6.0
	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	33.3%	33.3%	16.7%	0.0%	66.7%	33.3%	100.0%
Total Ladder																	
	0.0	0.0	2.0	0.0	0.5	3.5	0.0	1.0	2.5	4.5	10.0	14.5	1.0	0.0	13.5	19.0	32.5
	0.0%	0.0%	6.2%	0.0%	1.5%	10.8%	0.0%	3.1%	7.7%	13.8%	30.8%	44.6%	3.1%	0.0%	41.5%	58.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	8	3	5	0	1	1	0	6

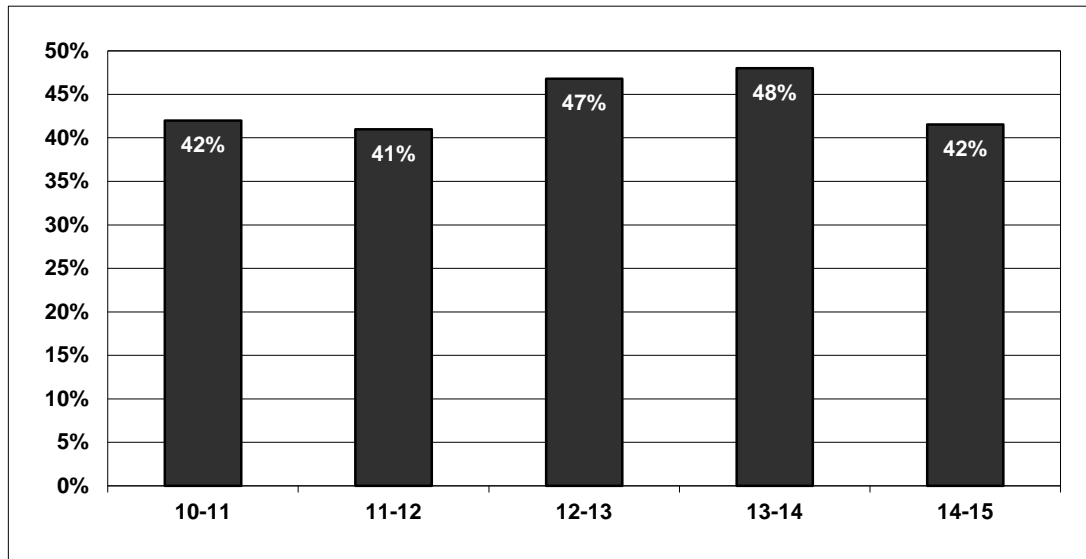
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	49.4%	7.8%	5.4%	6.5%	0.7%	
Expected # of FTEs	15.6	2.5	1.7	2.1	0.2	
Actual # of FTEs	12.5	0.0	2.0	4.0	1.0	31.5

SCHOOL OF THEATER, FILM AND TELEVISION

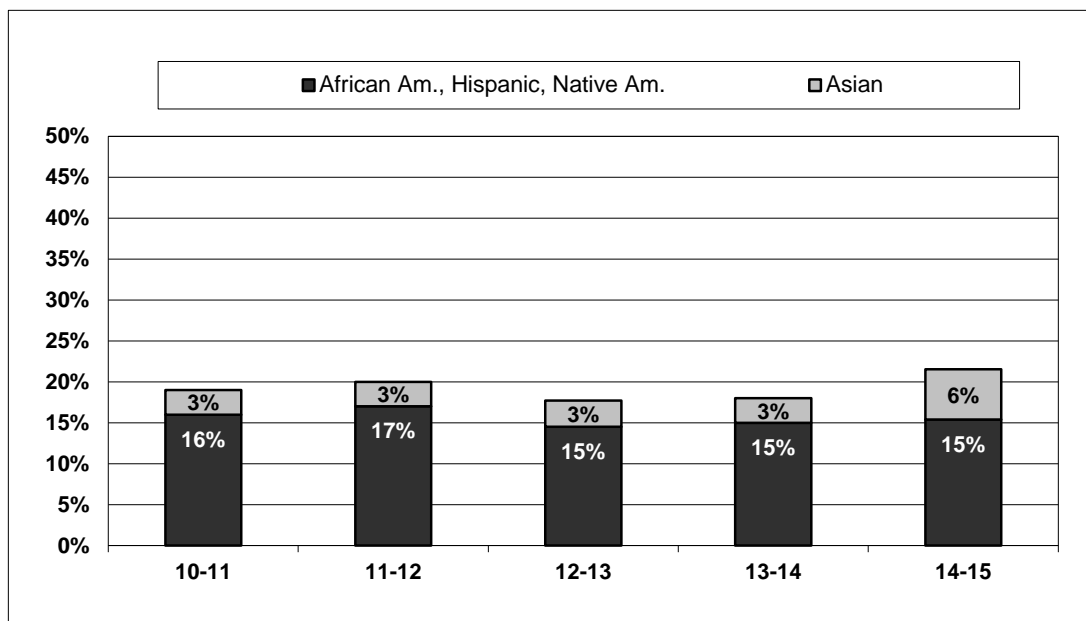
Trends

Percent Women



FTE = 38.5 33.0 31.0 32.5 32.5

Percent Minorities



FTE = 38.5 33.0 31.0 32.5 32.5

DEPARTMENT OF FILM, TELEVISION AND 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	0.0	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.5	4.0	6.5	0.0	0.0	4.0	7.0	11.0
	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	4.5%	36.4%	59.1%	0.0%	0.0%	36.4%	63.6%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	1.0	2.0
	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0	1.0	0.0	0.0	3.0	1.0	4.0
	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	75.0%	25.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	0.0	0.0	1.5	0.0	0.0	1.0	1.5	7.0	7.5	0.0	0.0	8.0	9.0	17.0
	0.0%	0.0%	5.9%	0.0%	0.0%	8.8%	0.0%	0.0%	5.9%	8.8%	41.2%	44.1%	0.0%	0.0%	47.1%	52.9%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

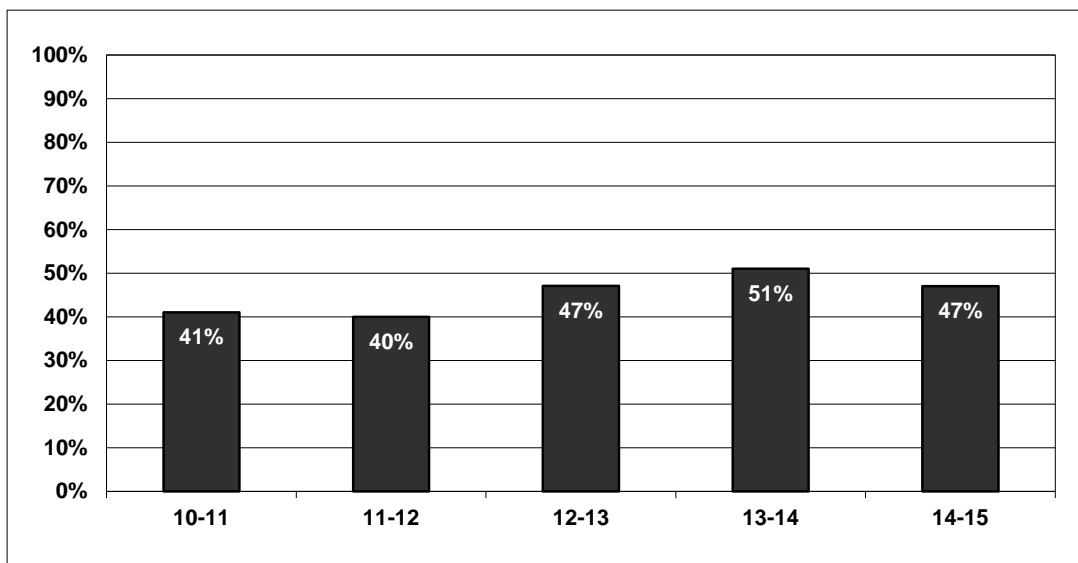
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	47.0%	8.7%	7.2%	6.6%	0.7%	
Expected # of FTEs	8.0	1.5	1.2	1.1	0.1	
Actual # of FTEs	8.0	0.0	1.0	1.5	0.0	17.0

DEPARTMENT OF FILM, TELEVISION AND DIGITAL MEDIA

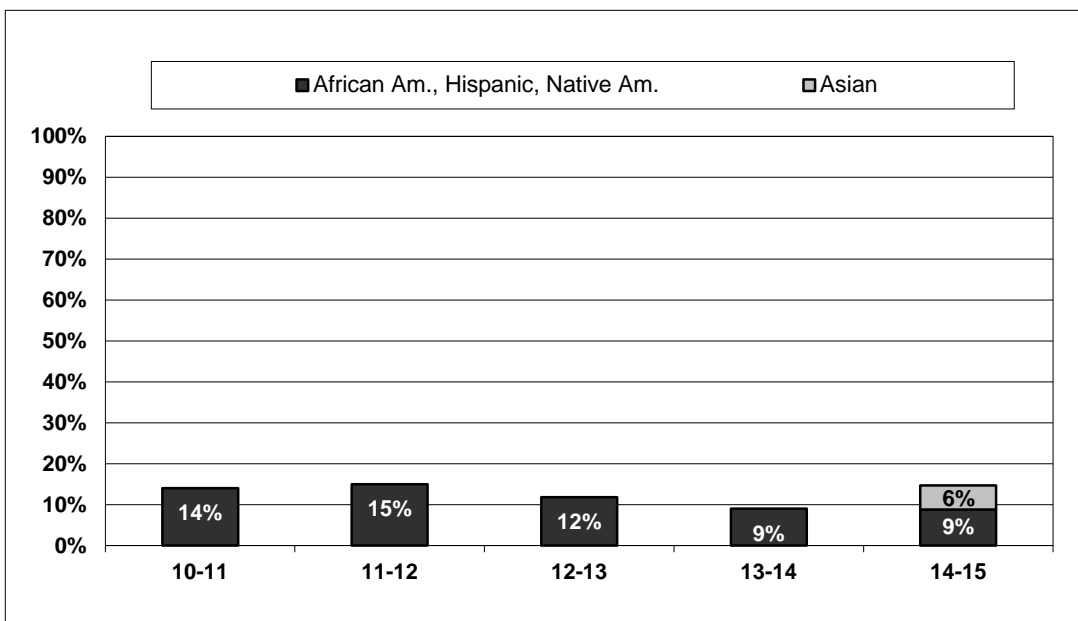
Trends

Percent Women



FTE = 22.0 20.0 17.0 17.5 17.0

Percent Minorities



FTE = 22.0 22.0 17.0 17.5 17.0

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	1.0	0.0	0.5	2.0	0.0	1.0	1.5	3.0	3.0	3.0	0.0	0.0	4.5	6.0	10.5
	0.0%	0.0%	9.5%	0.0%	4.8%	19.0%	0.0%	9.5%	14.3%	28.6%	28.6%	28.6%	0.0%	0.0%	42.9%	57.1%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	3.0	3.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder																	
	0.0	0.0	1.0	0.0	0.5	2.0	0.0	1.0	1.5	3.0	3.0	7.0	0.0	0.0	4.5	10.0	14.5
	0.0%	0.0%	6.9%	0.0%	3.4%	13.8%	0.0%	6.9%	10.3%	20.7%	20.7%	48.3%	0.0%	0.0%	31.0%	69.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

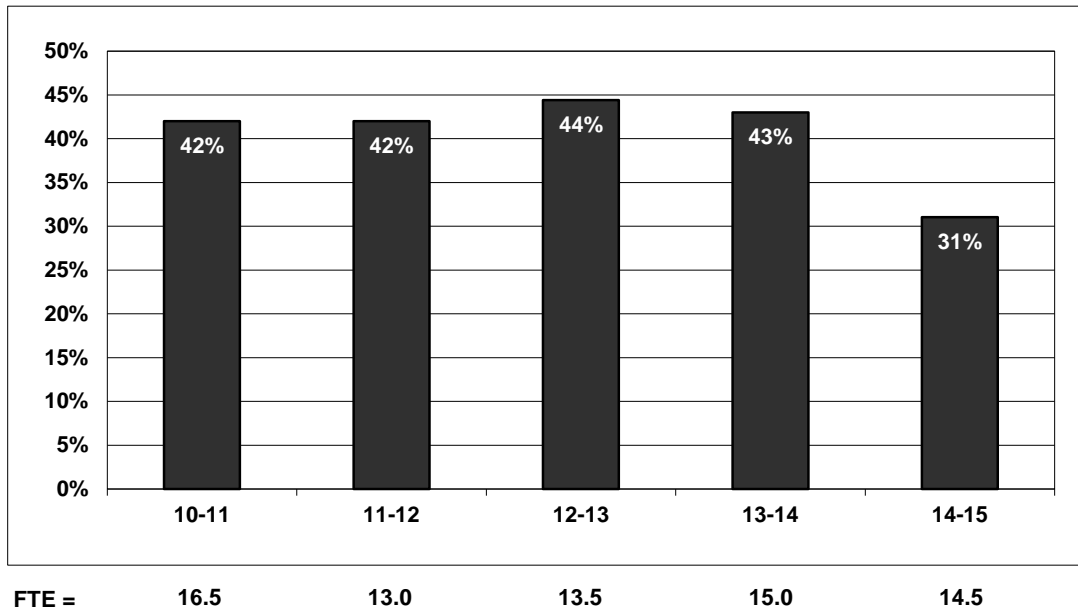
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	6	3	3	0	1	1	0	4

UTILIZATION OF REGULAR RANK FACULTY

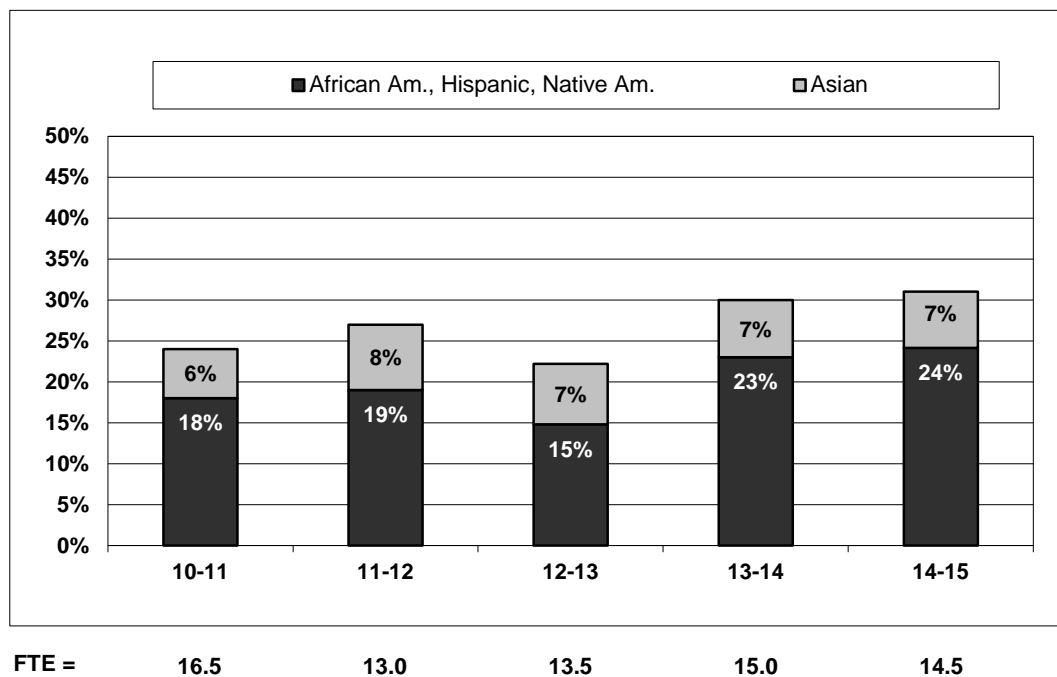
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	52.1%	6.8%	3.4%	6.5%	0.7%	
Expected # of FTEs	7.5	1.0	0.5	0.9	0.1	
Actual # of FTEs	4.5	0.0	1.0	2.5	1.0	14.5

DEPARTMENT OF THEATER Trends

Percent Women



Percent Minorities



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																	
	2.0	3.0	8.0	30.0	3.0	15.5	0.0	0.0	13.0	48.5	41.0	166.5	0.0	0.0	54.0	215.0	269.0
	0.7%	1.1%	3.0%	11.2%	1.1%	5.8%	0.0%	0.0%	4.8%	18.0%	15.2%	61.9%	0.0%	0.0%	20.1%	79.9%	100.0%
Associate Professor																	
	2.0	1.0	1.0	10.0	0.0	2.0	0.0	0.0	3.0	13.0	9.0	18.0	0.0	0.0	12.0	31.0	43.0
	4.7%	2.3%	2.3%	23.3%	0.0%	4.7%	0.0%	0.0%	7.0%	30.2%	20.9%	41.9%	0.0%	0.0%	27.9%	72.1%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	4.0	1.0	2.0	0.0	0.0	3.0	6.0	3.0	9.0	0.0	0.0	6.0	15.0	21.0
	0.0%	0.0%	9.5%	19.0%	4.8%	9.5%	0.0%	0.0%	14.3%	28.6%	14.3%	42.9%	0.0%	0.0%	28.6%	71.4%	100.0%
Total Ladder																	
	4.0	4.0	11.0	44.0	4.0	19.5	0.0	0.0	19.0	67.5	53.0	193.5	0.0	0.0	72.0	261.0	333.0
	1.2%	1.2%	3.3%	13.2%	1.2%	5.9%	0.0%	0.0%	5.7%	20.3%	15.9%	58.1%	0.0%	0.0%	21.6%	78.4%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	34	26	8	3	9	2	0	20

UTILIZATION OF REGULAR RANK FACULTY

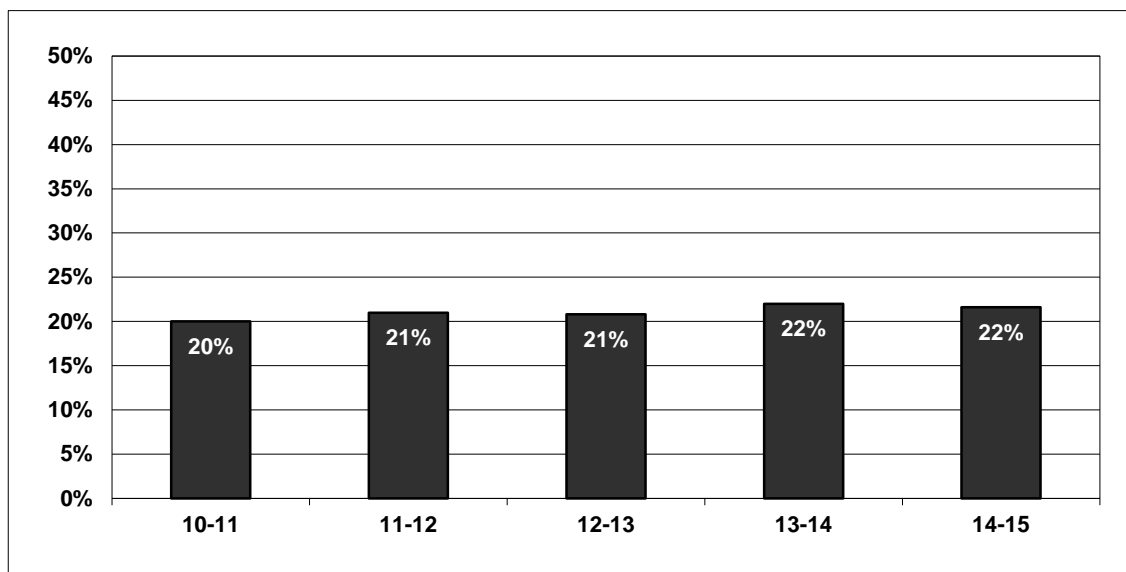
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	30.1%	2.2%	14.5%	5.2%	0.1%	
Expected # of FTEs	100.1	7.4	48.4	17.2	0.3	
Actual # of FTEs	72.0	8.0	55.0	23.5	0.0	333.0

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

DAVID GEFFEN SCHOOL OF MEDICINE

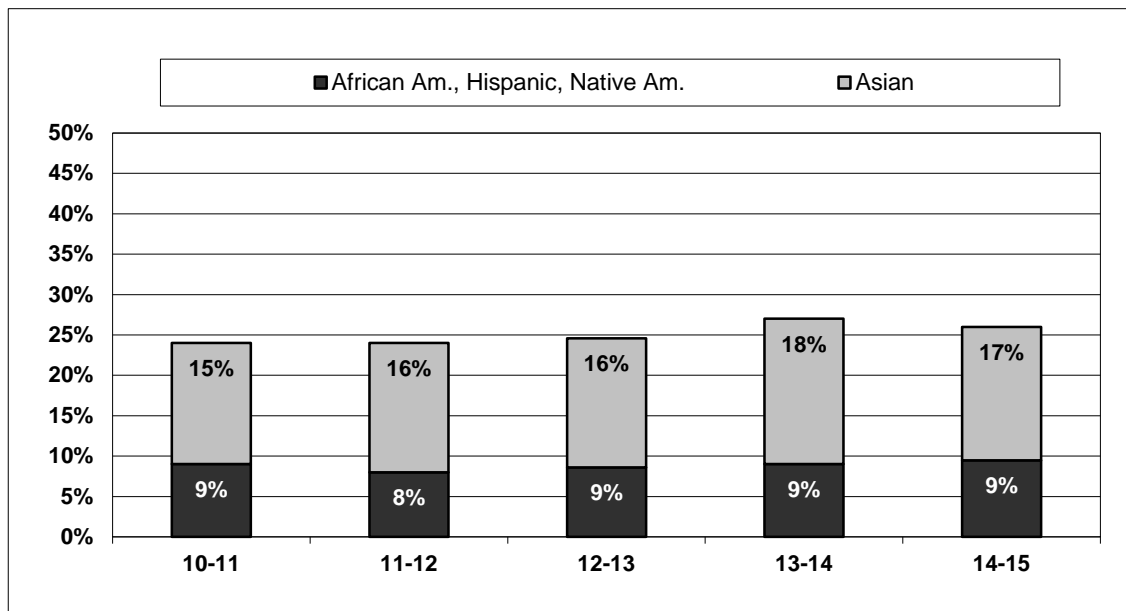
Trends

Percent Women



FTE = 356.3 350.1 343.8 343.6 333.0

Percent Minorities



FTE = 356.3 350.1 343.8 343.6 333.0

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	0.0	3.0	12.5	0.0	6.5	0.0	0.0	3.0	19.0	13.0	53.0	0.0	0.0	16.0	72.0	88.0
	0.0%	0.0%	3.4%	14.2%	0.0%	7.4%	0.0%	0.0%	3.4%	21.6%	14.8%	60.2%	0.0%	0.0%	18.2%	81.8%	100.0%
Associate Professor	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	3.0	4.0	9.0	0.0	0.0	4.0	12.0	16.0
	0.0%	0.0%	0.0%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%	25.0%	56.3%	0.0%	0.0%	25.0%	75.0%	100.0%
Assistant Professor	0.0	0.0	2.0	0.0	0.0	1.0	0.0	0.0	2.0	1.0	3.0	6.0	0.0	0.0	5.0	7.0	12.0
	0.0%	0.0%	16.7%	0.0%	0.0%	8.3%	0.0%	0.0%	16.7%	8.3%	25.0%	50.0%	0.0%	0.0%	41.7%	58.3%	100.0%
Total Ladder	0.0	0.0	5.0	15.5	0.0	7.5	0.0	0.0	5.0	23.0	20.0	68.0	0.0	0.0	25.0	91.0	116.0
	0.0%	0.0%	4.3%	13.4%	0.0%	6.5%	0.0%	0.0%	4.3%	19.8%	17.2%	58.6%	0.0%	0.0%	21.6%	78.4%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	7	2	0	1	1	0	7

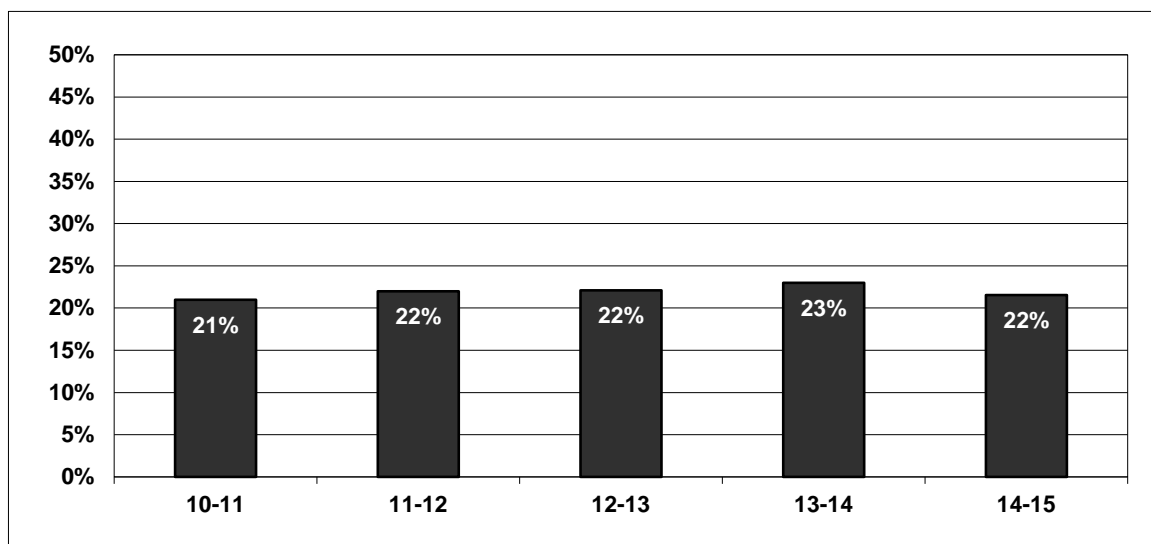
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	27.6%	1.6%	16.5%	3.8%	0.1%	
Expected # of FTEs	32.1	1.8	19.1	4.4	0.1	
Actual # of FTEs	25.0	0.0	20.5	7.5	0.0	116.0

BASIC SCIENCE DEPARTMENTS

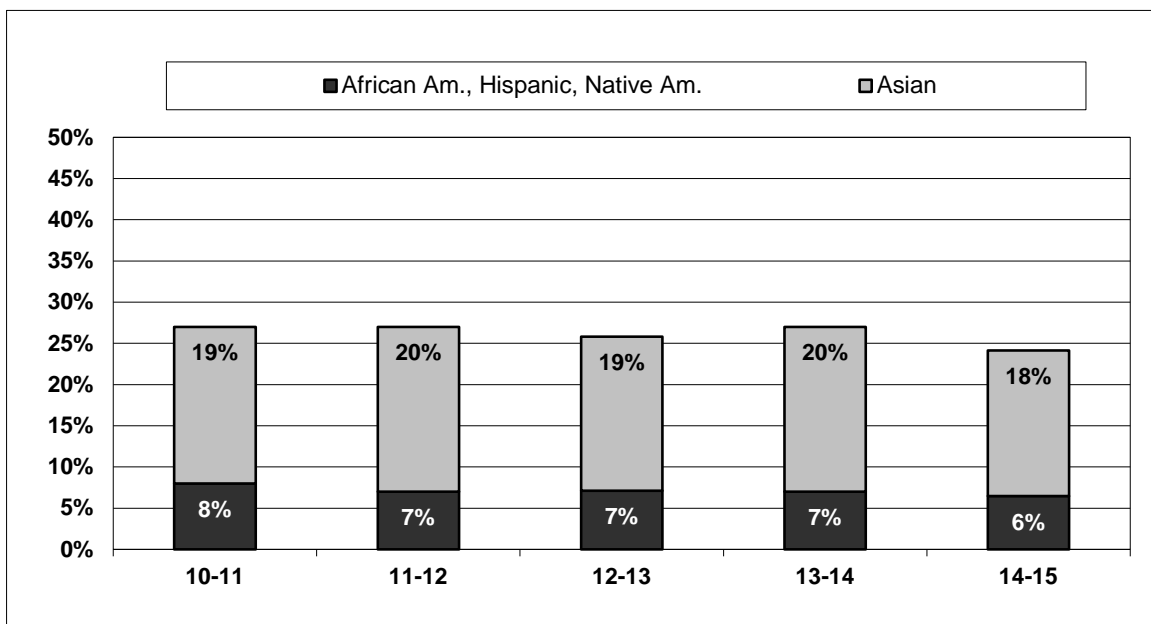
Trends

Percent Women



FTE = 121.3 119.8 119.8 119.8 116.0

Percent Minorities



FTE = 121.3 119.8 119.8 119.8 116.0

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																	
	2.0	3.0	5.0	17.5	3.0	9.0	0.0	0.0	10.0	29.5	28.0	113.5	0.0	0.0	38.0	143.0	181.0
	1.1%	1.7%	2.8%	9.7%	1.7%	5.0%	0.0%	0.0%	5.5%	16.3%	15.5%	62.7%	0.0%	0.0%	21.0%	79.0%	100.0%
Associate Professor																	
	2.0	1.0	1.0	7.0	0.0	2.0	0.0	0.0	3.0	10.0	5.0	9.0	0.0	0.0	8.0	19.0	27.0
	7.4%	3.7%	3.7%	25.9%	0.0%	7.4%	0.0%	0.0%	11.1%	37.0%	18.5%	33.3%	0.0%	0.0%	29.6%	70.4%	100.0%
Assistant Professor																	
	0.0	0.0	0.0	4.0	1.0	1.0	0.0	0.0	1.0	5.0	0.0	3.0	0.0	0.0	1.0	8.0	9.0
	0.0%	0.0%	0.0%	44.4%	11.1%	11.1%	0.0%	0.0%	11.1%	55.6%	0.0%	33.3%	0.0%	0.0%	11.1%	88.9%	100.0%
Total Ladder																	
	4.0	4.0	6.0	28.5	4.0	12.0	0.0	0.0	14.0	44.5	33.0	125.5	0.0	0.0	47.0	170.0	217.0
	1.8%	1.8%	2.8%	13.1%	1.8%	5.5%	0.0%	0.0%	6.5%	20.5%	15.2%	57.8%	0.0%	0.0%	21.7%	78.3%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2008-2012

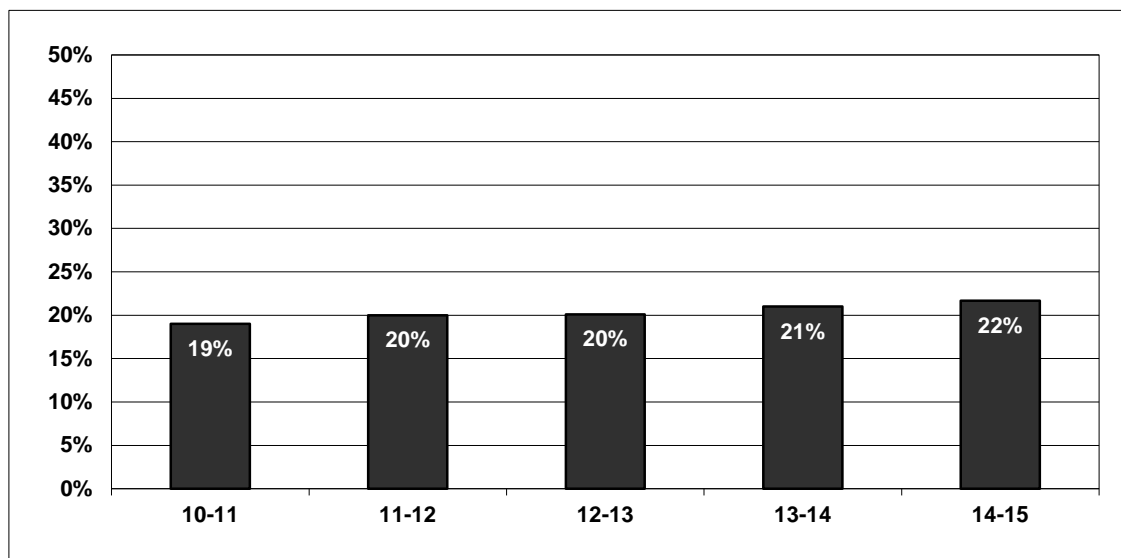
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	25	19	6	3	8	1	0	15

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	30.8%	2.4%	14.0%	5.6%	0.1%	
Expected # of FTEs	66.9	5.3	30.3	12.1	0.2	
Actual # of FTEs	47.0	8.0	34.5	16.0	0.0	217.0

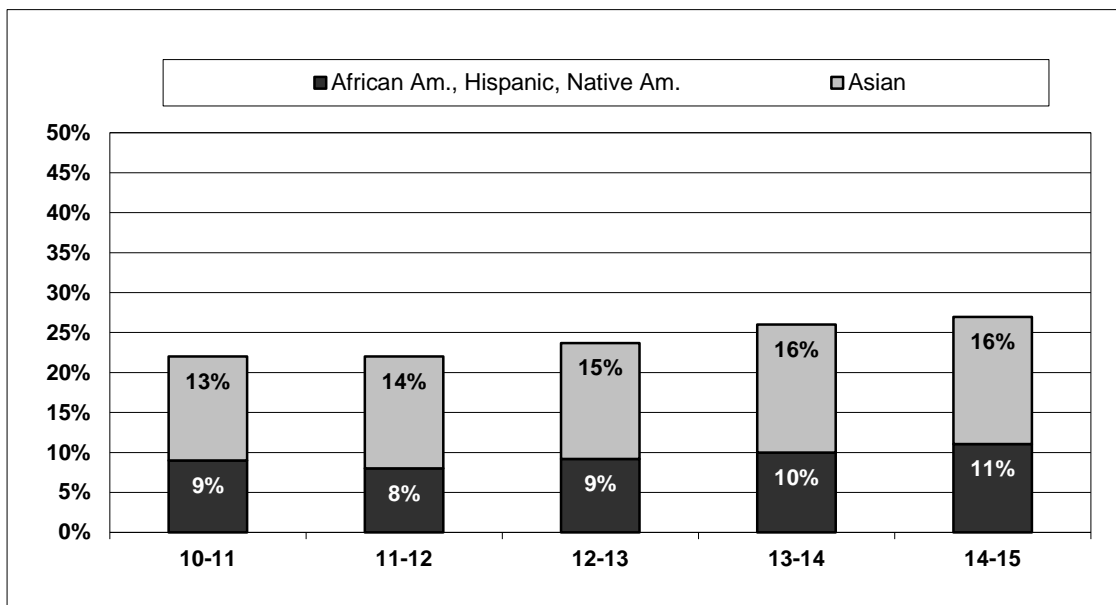
CLINICAL DEPARTMENTS *Trends*

Percent Women



FTE = 235.0 230.0 224.0 223.8 217.0

Percent Minorities



FTE = 235.0 230.0 224.0 223.8 217.0

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																	
	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0	7.0	0.0	0.0	0.0	9.0	0.0	9.0
	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	22.2%	0.0%	77.8%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Associate Professor																	
	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	6.5	0.0	0.0	0.0	7.5	1.0	8.5
	0.0%	0.0%	11.8%	11.8%	0.0%	0.0%	0.0%	0.0%	11.8%	11.8%	76.5%	0.0%	0.0%	0.0%	88.2%	11.8%	100.0%
Assistant Professor																	
	2.0	0.0	3.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	6.0	0.0	0.0	0.0	11.0	0.0	11.0
	18.2%	0.0%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%	0.0%	54.5%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Total Ladder																	
	2.0	0.0	5.0	1.0	0.0	0.0	1.0	0.0	8.0	1.0	19.5	0.0	0.0	0.0	27.5	1.0	28.5
	7.0%	0.0%	17.5%	3.5%	0.0%	0.0%	3.5%	0.0%	28.1%	3.5%	68.4%	0.0%	0.0%	0.0%	96.5%	3.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

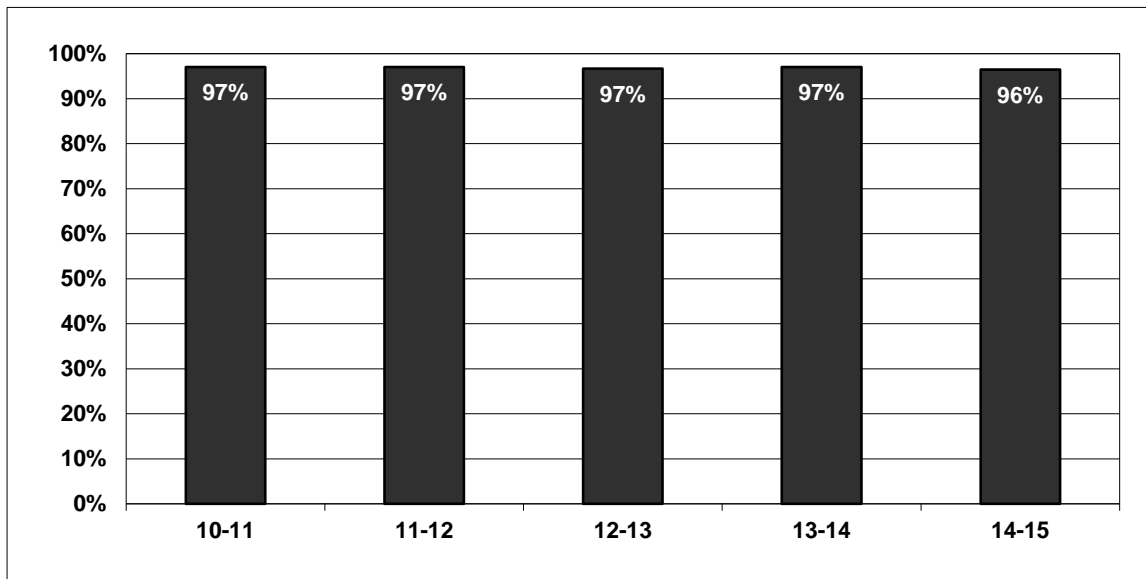
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	1	8	2	3	0	0	4

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	93.2%	8.5%	3.3%	2.8%	0.6%	
Expected # of FTEs	26.6	2.4	0.9	0.8	0.2	
Actual # of FTEs	27.5	2.0	6.0	0.0	1.0	28.5

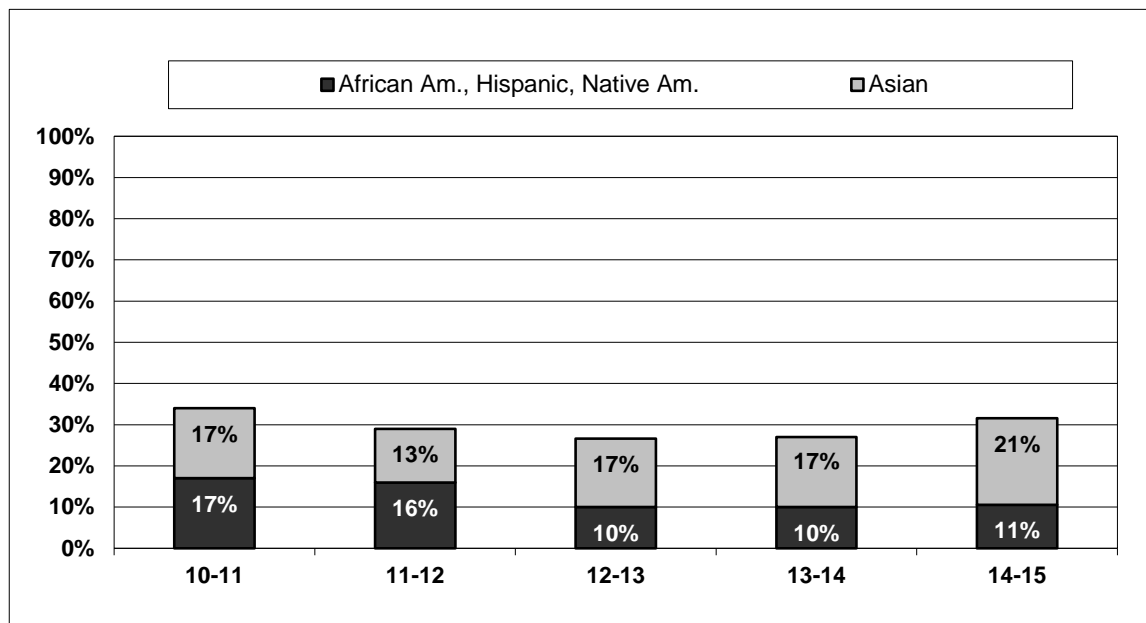
SCHOOL OF NURSING *Trends*

Percent Women



FTE = 35.0 32.0 30.0 30.0 28.5

Percent Minorities



FTE = 35.0 32.0 30.0 30.0 28.5

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	1.0	0.0	11.0	0.0	2.0	0.0	0.0	0.0	14.0	3.0	8.0	0.0	0.0	3.0	22.0	25.0
	0.0%	4.0%	0.0%	44.0%	0.0%	8.0%	0.0%	0.0%	0.0%	56.0%	12.0%	32.0%	0.0%	0.0%	12.0%	88.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	3.0	0.0	0.0	0.0	7.0	7.0
	0.0%	0.0%	0.0%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	0.0%	42.9%	0.0%	0.0%	0.0%	100.0%	100.0%
Assistant Professor																	
	0.0	0.0	2.0	1.0	1.0	0.0	1.0	0.0	4.0	1.0	0.0	0.0	0.0	0.0	4.0	1.0	5.0
	0.0%	0.0%	40.0%	20.0%	20.0%	0.0%	20.0%	0.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	80.0%	20.0%	100.0%
Total Ladder																	
	0.0	1.0	2.0	16.0	1.0	2.0	1.0	0.0	4.0	19.0	3.0	11.0	0.0	0.0	7.0	30.0	37.0
	0.0%	2.7%	5.4%	43.2%	2.7%	5.4%	2.7%	0.0%	10.8%	51.4%	8.1%	29.7%	0.0%	0.0%	18.9%	81.1%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	9	4	5	1	6	1	1	0

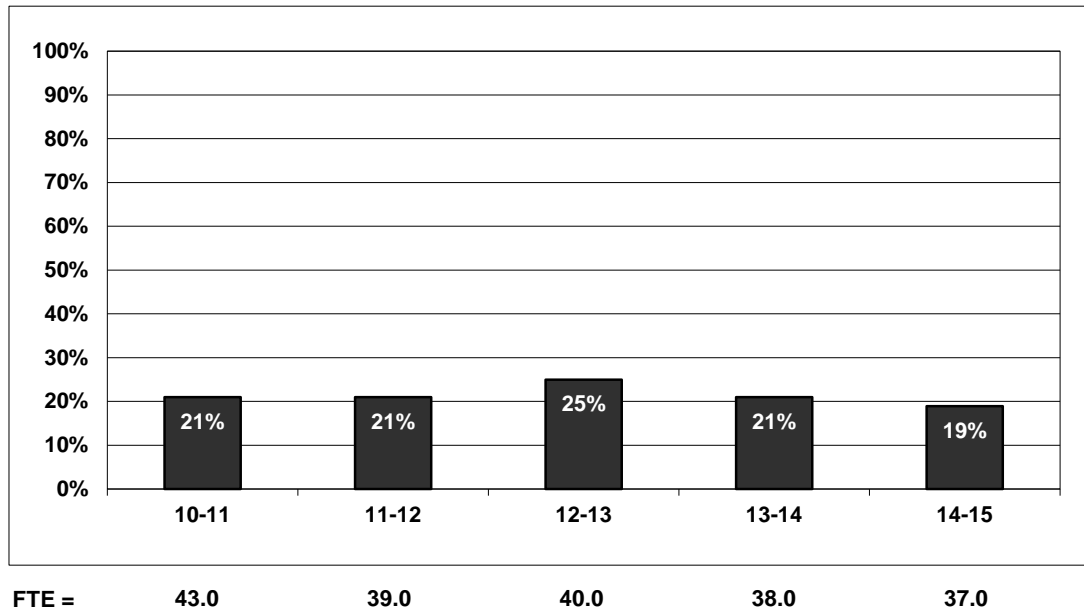
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	42.6%	5.3%	22.5%	6.5%	0.6%	
Expected # of FTEs	15.7	2.0	8.3	2.4	0.2	
Actual # of FTEs	7.0	1.0	18.0	3.0	1.0	37.0

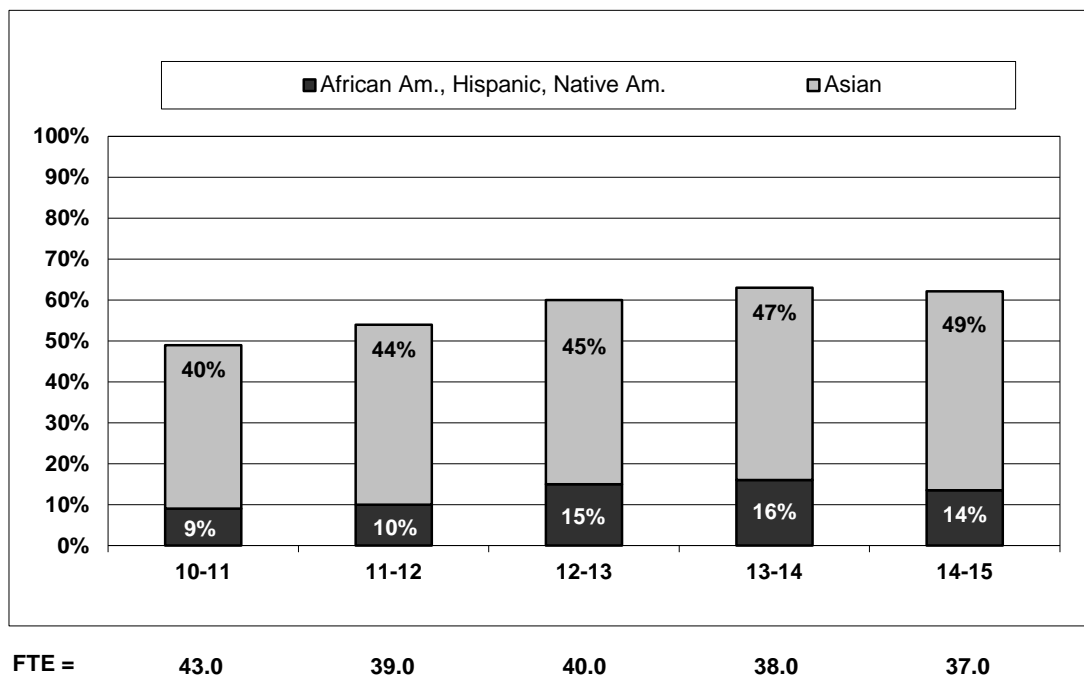
SCHOOL OF DENTISTRY

Trends

Percent Women



Percent Minorities



FIELDING SCHOOL OF PUBLIC HEALTH

	African American		Asian		Hispanic		Native American		Minority Analysis		White		Unknown		Gender Analysis		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Professor																	
	0.0	1.0	2.5	5.0	1.0	1.0	0.0	0.0	3.5	7.0	14.0	19.0	0.0	0.0	17.5	26.0	43.5
	0.0%	2.3%	5.7%	11.5%	2.3%	2.3%	0.0%	0.0%	8.0%	16.1%	32.2%	43.7%	0.0%	0.0%	40.2%	59.8%	100.0%
Associate Professor																	
	2.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	2.0	0.0	0.0	0.0	5.0	0.0	5.0
	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	40.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	2.0	1.5	0.0	0.0	3.0	2.5	5.5
	0.0%	0.0%	18.2%	0.0%	0.0%	18.2%	0.0%	0.0%	18.2%	18.2%	36.4%	27.3%	0.0%	0.0%	54.5%	45.5%	100.0%
Total Ladder																	
	2.0	1.0	4.5	5.0	1.0	2.0	0.0	0.0	7.5	8.0	18.0	20.5	0.0	0.0	25.5	28.5	54.0
	3.7%	1.9%	8.3%	9.3%	1.9%	3.7%	0.0%	0.0%	13.9%	14.8%	33.3%	38.0%	0.0%	0.0%	47.2%	52.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

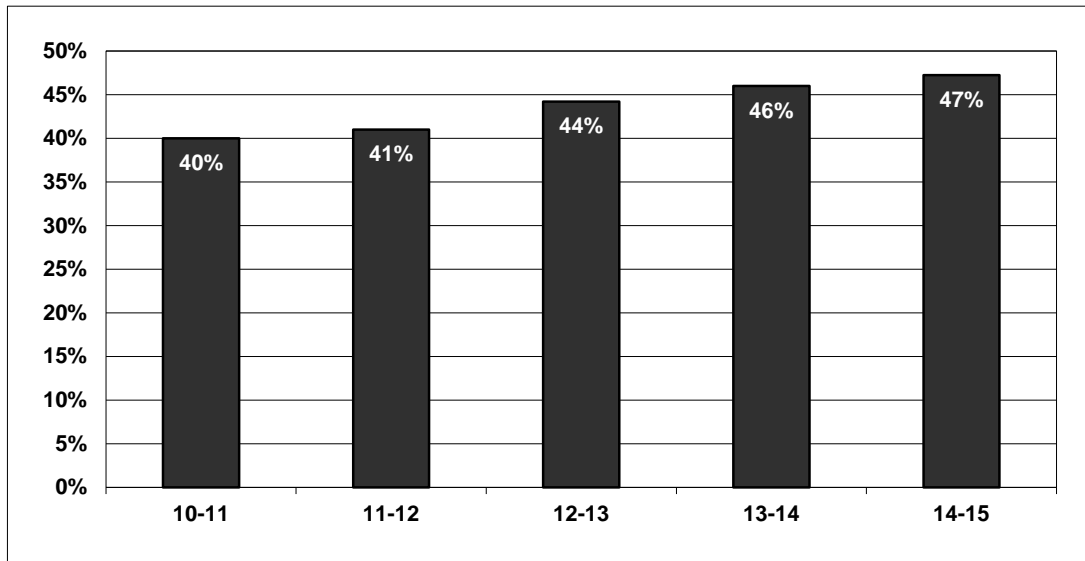
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	20	11	9	2	4	3	0	11

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	46.2%	4.6%	11.8%	3.5%	0.4%	
Expected # of FTEs	25.0	2.5	6.4	1.9	0.2	
Actual # of FTEs	25.5	3.0	9.5	3.0	0.0	54.0

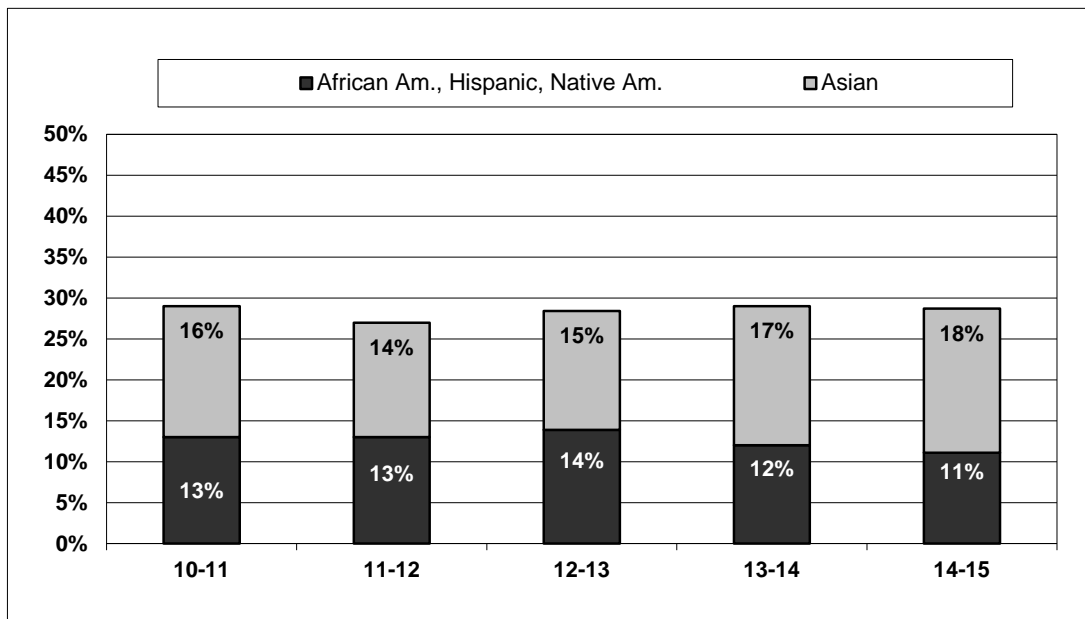
FIELDING SCHOOL OF PUBLIC HEALTH *Trends*

Percent Women



FTE = 61.5 60.5 57.3 57.0 54.0

Percent Minorities



FTE = 61.5 60.5 57.3 57.0 54.0

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	1.0	0.0	0.0	0.0	1.0	2.0	1.0	4.0	0.0	0.0	2.0	6.0	8.0
	0.0%	0.0%	0.0%	25.0%	12.5%	0.0%	0.0%	0.0%	12.5%	25.0%	12.5%	50.0%	0.0%	0.0%	25.0%	75.0%	100.0%
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%	0.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Total Ladder	0.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	1.0	2.0	1.0	5.0	0.0	0.0	2.0	7.0	9.0
	0.0%	0.0%	0.0%	22.2%	11.1%	0.0%	0.0%	0.0%	11.1%	22.2%	11.1%	55.6%	0.0%	0.0%	22.2%	77.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

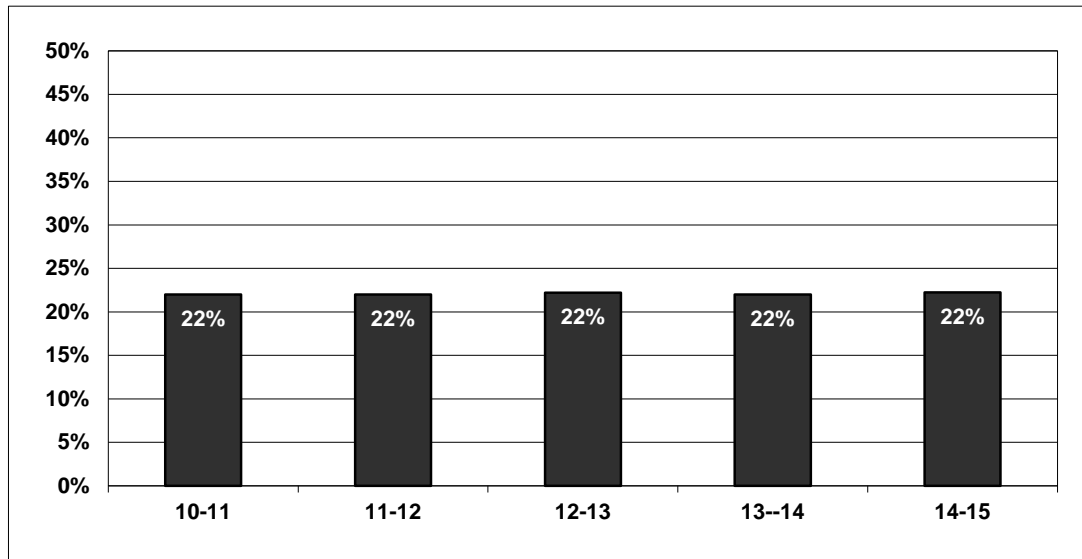
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	34.2%	2.2%	15.9%	2.8%	0.3%	
Expected # of FTEs	3.1	0.2	1.4	0.2	0.0	
Actual # of FTEs	2.0	0.0	2.0	1.0	0.0	9.0

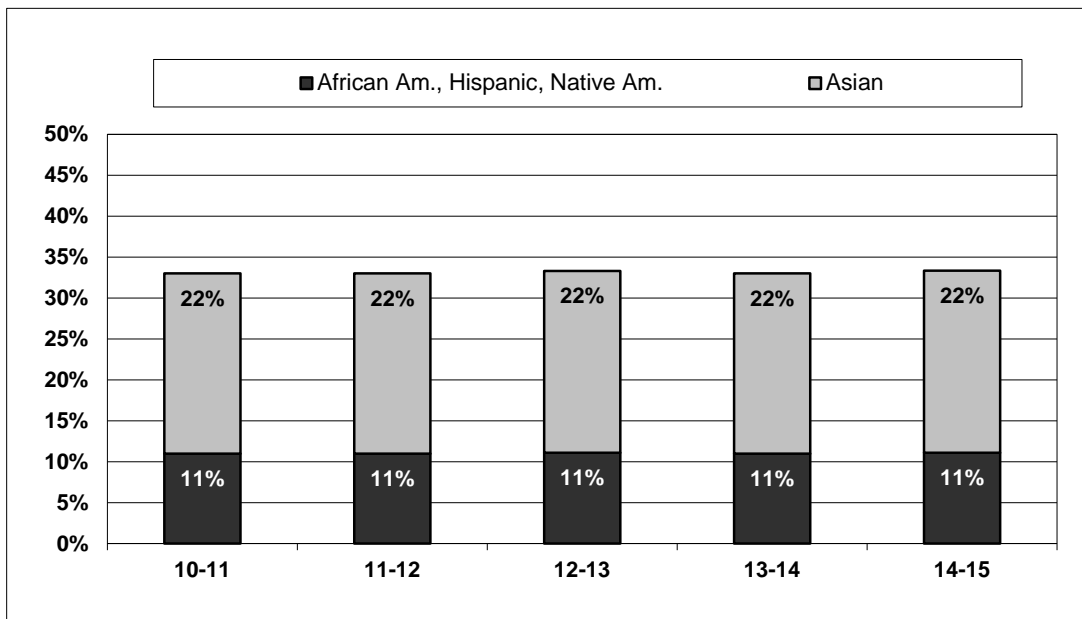
DEPARTMENT OF BIostatISTICS
Trends

Percent Women



FTE = 9.0 9.0 9.0 9.0 9.0

Percent Minorities



FTE = 9.0 9.0 9.0 9.0 9.0

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	1.0	0.0	0.0	0.0	0.0	1.5	1.0	6.0	2.0	0.0	0.0	7.5	3.0	10.5
	0.0%	0.0%	14.3%	9.5%	0.0%	0.0%	0.0%	0.0%	14.3%	9.5%	57.1%	19.0%	0.0%	0.0%	71.4%	28.6%	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	0.0	0.0	0.0	1.0	0.0	1.0
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
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																	
	1.0	0.0	1.5	1.0	0.0	0.0	0.0	0.0	2.5	1.0	8.0	2.0	0.0	0.0	10.5	3.0	13.5
	7.4%	0.0%	11.1%	7.4%	0.0%	0.0%	0.0%	0.0%	18.5%	7.4%	59.3%	14.8%	0.0%	0.0%	77.8%	22.2%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

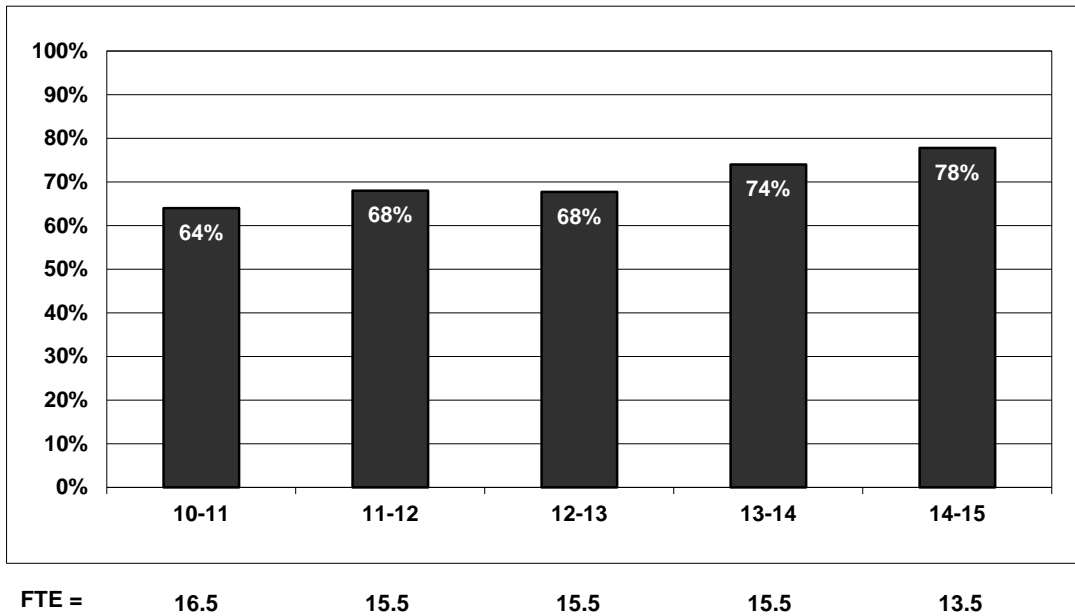
	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

UTILIZATION OF REGULAR RANK FACULTY

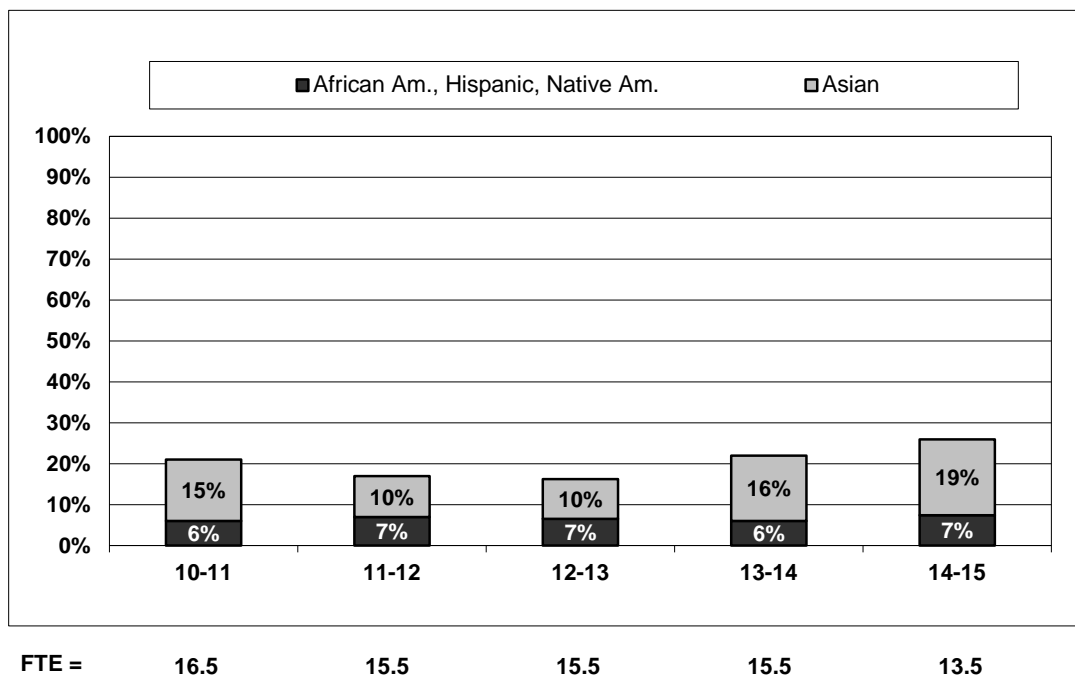
	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	54.3%	5.7%	10.0%	3.8%	0.5%	
Expected # of FTEs	7.3	0.8	1.3	0.5	0.1	
Actual # of FTEs	10.5	1.0	2.5	0.0	0.0	13.5

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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	5.0	0.0	0.0	1.0	5.0	6.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	83.3%	0.0%	0.0%	16.7%	83.3%	100.0%
Associate Professor																	
	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
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%	0.0%
Total Ladder																	
	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	1.0	5.0	0.0	0.0	3.0	5.0	8.0
	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	12.5%	62.5%	0.0%	0.0%	37.5%	62.5%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

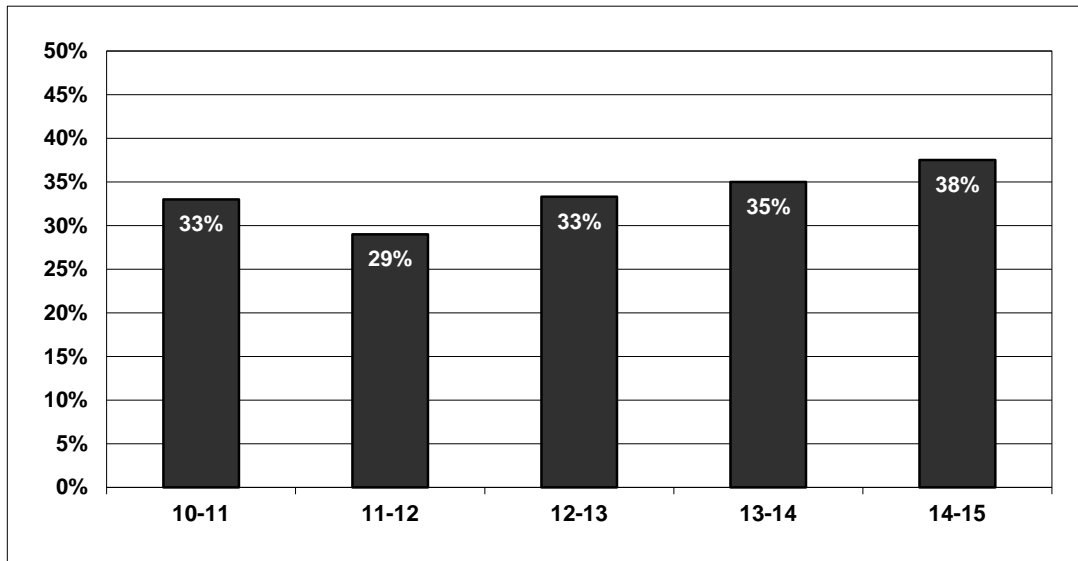
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	36.0%	2.7%	13.6%	3.2%	0.4%	
Expected # of FTEs	2.9	0.2	1.1	0.3	0.0	
Actual # of FTEs	3.0	1.0	1.0	0.0	0.0	8.0

DEPARTMENT OF ENVIRONMENTAL HEALTH SCIENCES

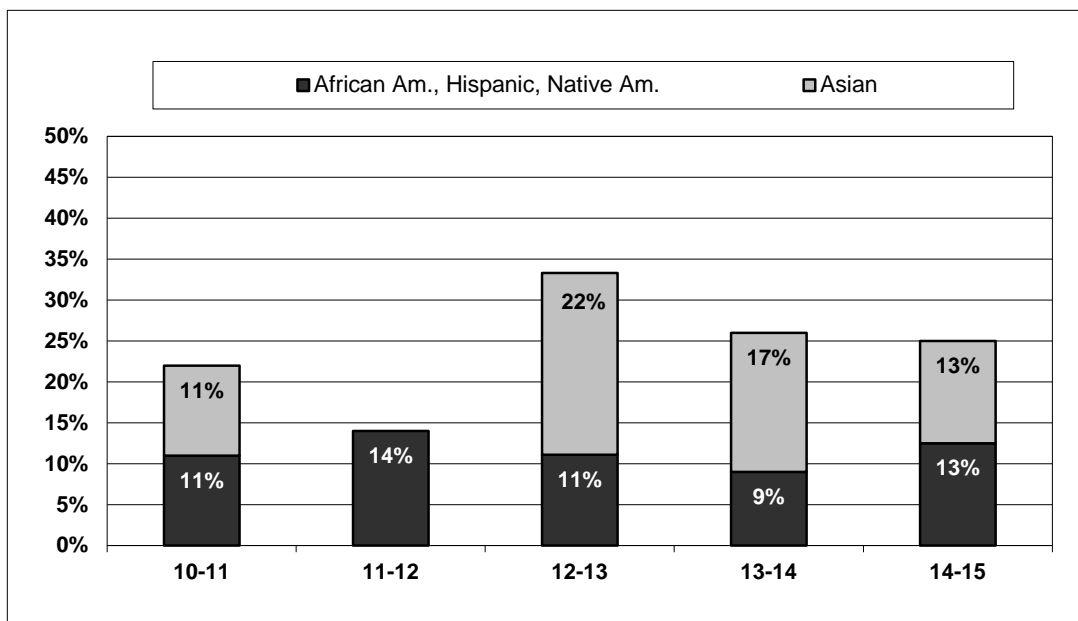
Trends

Percent Women



FTE = 9.0 7.0 9.0 11.5 8.0

Percent Minorities



FTE = 9.0 7.0 9.0 11.5 8.0

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	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	3.0	2.0	0.0	0.0	3.0	4.0	7.0
	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	42.9%	28.6%	0.0%	0.0%	42.9%	57.1%	100.0%
Associate Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Ladder	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.0	4.0	2.0	0.0	0.0	4.0	4.0	8.0
	0.0%	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	0.0%	0.0%	50.0%	50.0%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

# of Faculty	Total	Men	Women	African American	Asian	Hispanic	Native American	White
	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

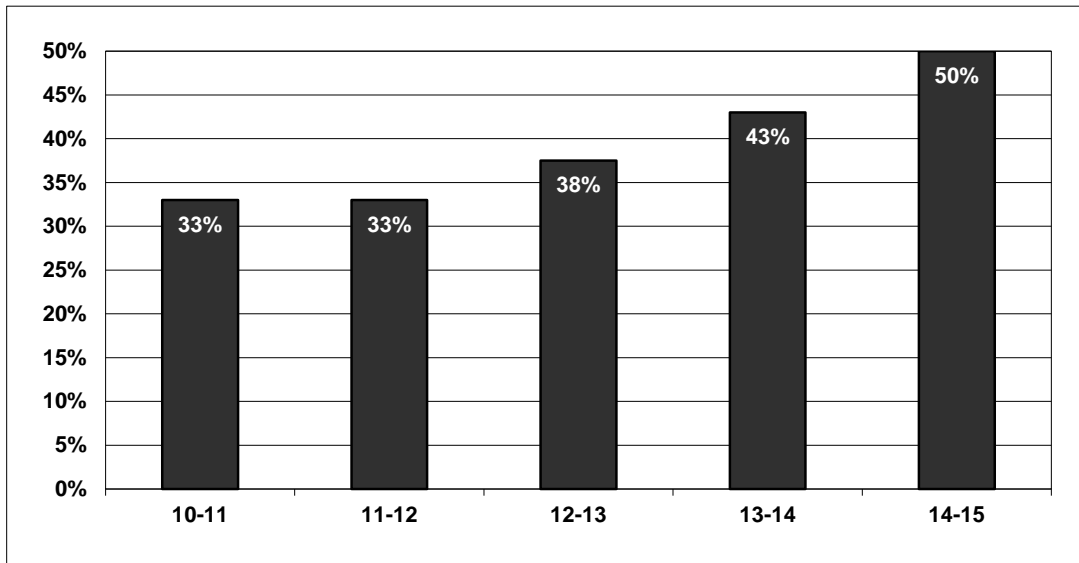
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	56.5%	4.2%	10.4%	3.6%	0.4%	
Expected # of FTEs	4.5	0.3	0.8	0.3	0.0	
Actual # of FTEs	4.0	1.0	1.0	0.0	0.0	8.0

DEPARTMENT OF EPIDEMIOLOGY

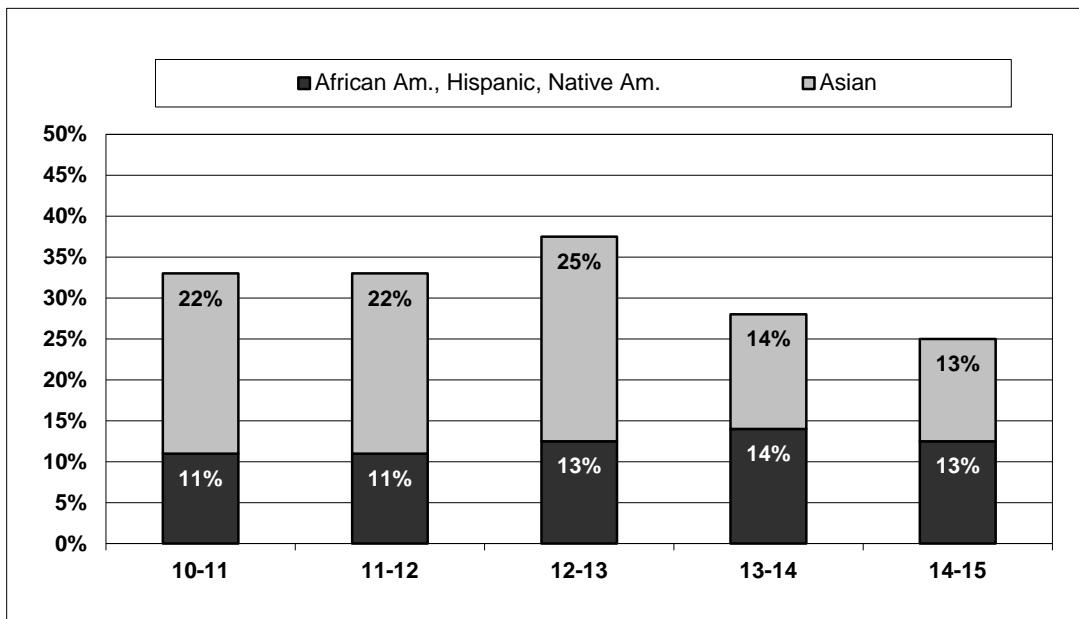
Trends

Percent Women



FTE = 9.0 9.0 8.0 7.0 8.0

Percent Minorities



FTE = 9.0 9.0 8.0 7.0 8.0

DEPARTMENT OF HEALTH POLICY AND 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	1.0	0.0	0.0	1.0	0.0	0.0	1.0	1.0	3.0	5.0	0.0	0.0	4.0	6.0	10.0
	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	10.0%	30.0%	50.0%	0.0%	0.0%	40.0%	60.0%	100.0%
Associate Professor																	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Assistant Professor																	
	0.0	0.0	1.0	0.0	0.0	1.0	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%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
Total Ladder																	
	0.0	0.0	2.0	0.0	0.0	2.0	0.0	0.0	2.0	2.0	4.0	5.0	0.0	0.0	6.0	7.0	13.0
	0.0%	0.0%	15.4%	0.0%	0.0%	15.4%	0.0%	0.0%	15.4%	15.4%	30.8%	38.5%	0.0%	0.0%	46.2%	53.8%	100.0%

HEADCOUNT OF LADDER RANK FACULTY NEW APPOINTMENTS: 2009-2014

	Total	Men	Women	African American	Asian	Hispanic	Native American	White
# of Faculty	** TOO FEW HIRES TO DISAGGREGATE FROM DIVISIONAL DATA **							

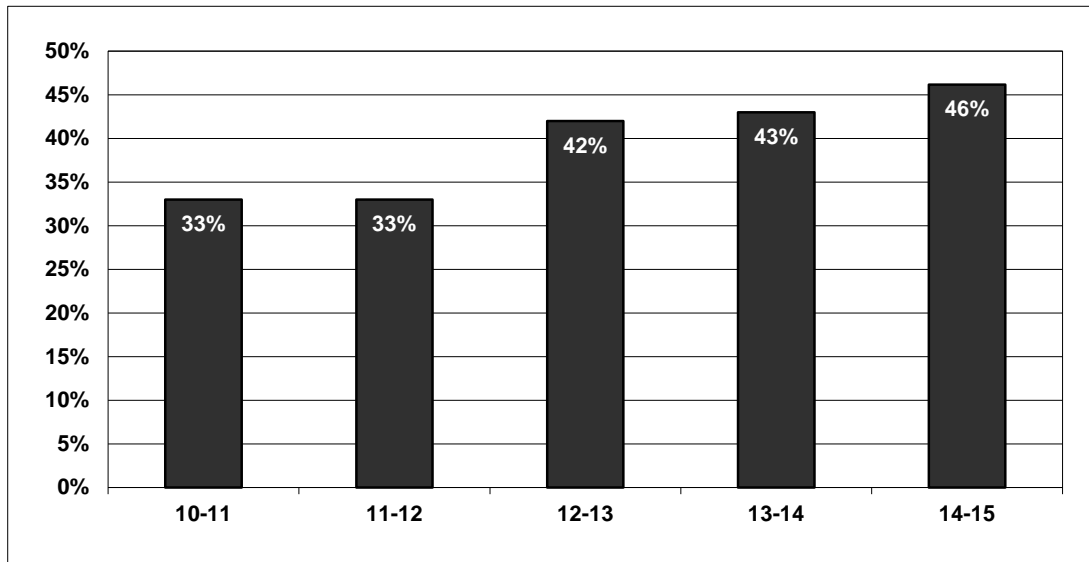
UTILIZATION OF REGULAR RANK FACULTY

	Women	African American	Asian	Hispanic	Native American	Total Known Ethnicity
Estimate of Availability	43.7%	6.3%	9.9%	3.3%	0.4%	
Expected # of FTEs	5.7	0.8	1.3	0.4	0.1	
Actual # of FTEs	6.0	0.0	2.0	2.0	0.0	13.0

DEPARTMENT OF HEALTH POLICY AND MANAGEMENT

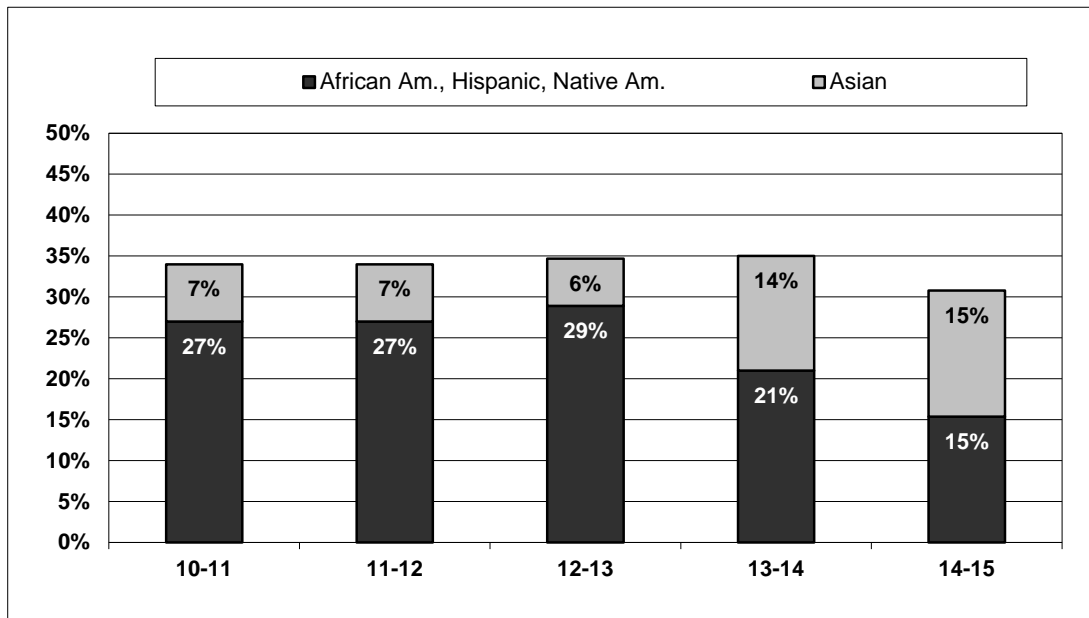
Trends

Percent Women



FTE = 15.0 15.0 13.8 14.0 13.0

Percent Minorities



FTE = 15.0 15.0 13.8 14.0 13.0

APPENDIX A

ESTIMATES OF ACADEMIC AVAILABILITY

In 2014, UCLA 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.

In all but the School of Law, School of Nursing, and School of Dentistry, a four-step process was undertaken to determine availability estimates. First, faculty specialties were culled from the UCLA Payroll and Personnel System (PPS) and degree fields on curriculum vitas. Second, faculty specialties were cross-walked to a national database that reports degree completions by specialty, gender, and race/ethnicity. Third, national percentages of doctorates (or, in some cases, master's, bachelor's, or M.D.s) received by females, African Americans, Asians, Hispanics, and Native Americans were calculated by specialty. Fourth, these national percentages were weighted by the number of FTE within a given unit that was associated with the national-level specialty. An average of the weighted percentages was then calculated to achieve a unit-level availability estimate by gender and race/ethnicity.

For the Divisions in the College of Letters and Science, the Graduate School of Education and Information Studies, the School of Engineering and Applied Science, the Anderson School of Management, and the Luskin School of Public Affairs availability estimates were based upon data collected by the National Opinion Research Center (NORC) and from the Integrated Postsecondary Education Data System (IPEDS) on number of doctoral degrees awarded in faculty specialties represented in each unit.

For the School of the Arts and Architecture and the School of Theater, Film and Television, availability estimates were based on data from NORC on doctorates in specialties represented in the schools, as well as data from IPEDS on doctorates, master's and bachelor's degrees. Availability estimates were further refined in these schools to reflect the highest degree earned by a faculty member.

For the School of Medicine, availability estimates were based on data from the Association of American Medical Colleges (AAMC) on current tenured and tenure-track faculty in U.S. medical schools.

For the Fielding School of Public Health, availability estimates were based on data from NORC and IPEDS on doctorates in specialties represented in the school as well as data from the AAMC on the diversity of current tenured and tenure-track faculty in U.S. medical schools.

For the School of Law, availability estimates were based on data from the American Bar Association (ABA) Annual Questionnaire on full and associate professors as well as new faculty and candidates in ABA approved law schools.

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

For the School of Dentistry, availability estimates were based on a combination of IPEDS data on doctorates in dental clinical sciences/graduate dentistry, American Dental Association (ADA) data on U.S. dental school graduates, and ADA data on full-time tenured and tenure-track dental/clinical science faculty in U.S. dental schools.