

# JHU Report on Faculty Composition

September 2016



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# Background

Johns Hopkins University is deeply committed to the dignity and equality of all individuals—inclusive of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, and veteran status. That commitment has been expressed consistently over the past decade, including by our Statement on Diversity and Inclusion, the *Vision 2020* report of the University Committee on the Status of Women, and our *Ten by Twenty* institutional vision for the future.

Most recently, in February 2016, President Daniels released a draft of the *Johns Hopkins University Roadmap on Diversity and Inclusion*, which reaffirms the institution's dedication to those core values and demonstrates the breadth of activities that the university has undertaken to sustain progress toward a diverse community. Central to the achievement of the *Roadmap's* goals is the attainment of a diverse faculty. We learn, research, and collaborate in a deeply multiracial and multicultural society, and our faculty must reflect that diversity in people, experiences, and thought. The pursuit of a diverse faculty is inseparable from our core commitment to the equal dignity of all individuals and essential to our pursuit of excellence.

Yet, as the *Roadmap* acknowledges, the effort to recruit and retain a diverse faculty has faced serious challenges. Increasing diversity among our faculty has been a stated goal of Johns Hopkins University since at least the 1960s, and we strive for meaningful gains. To spur progress in this area, divisional leaders have recently developed action plans and institutionalized best practices that foster the widest search for academic talent. In addition, the university launched its Faculty Diversity Initiative (FDI) to augment divisional diversity and inclusion efforts, with \$25 million in funding committed over five years. The goals of that program are to fuel and sustain our efforts in conducting more expansive and inclusive searches, create a pipeline of diverse scholars who might become faculty members and academic leaders at Johns Hopkins or peer institutions, and broaden support and mentoring opportunities, especially for underrepresented and junior members of our faculty.

To track our progress and remain accountable to the Johns Hopkins community, it is important to establish a baseline from which our growth in these areas can be measured. Further, because faculty hiring in many divisions occurs at the department level, it is vital to disaggregate the data to assess whether progress is being made broadly across each division.

This report was prepared by the Office of the Provost to provide that baseline and is the first of its kind published by the university. It summarizes faculty composition using data from the November 2015

faculty census conducted by the Office of Institutional Research. While many measures of faculty diversity are possible, the data in this report are limited to gender, race, and ethnicity, as available from Johns Hopkins' faculty data systems collected in compliance with federal and state law. A universitywide validation effort was conducted for all faculty (including those who are not U.S. citizens) to review and correct these data in March 2016. Eighty-four percent of faculty participated.

In addition to reporting data for individual categories, summary data are presented for minority (any non-white) and underrepresented minority (Hispanic, black, American Indian, Alaskan Native/Pacific Islander) faculty. The recruitment and retention of underrepresented minority (URM) faculty are particularly important measures of our success.

Classification of individuals who reported more than one racial/ethnic category was guided by federal (IPEDS) approaches. Tenure status is not included in this report given the heterogeneity across divisions in use, timing, and expectations regarding these appointments.

Tables outlining all the collected data appear in the final section of this document.

# JHU Faculty Diversity: Divisional and Departmental 2015 Data

The census collected faculty data for each of the university’s nine academic divisions, disaggregated into full-time (FT) and part-time (PT) appointments (the latter including “limited” and “casual” faculty). Visiting faculty were not included in this report, nor were faculty with adjunct appointments except for the Peabody Conservatory. For those divisions with full-time professorial faculty, the composition of assistant, associate, and full professors is displayed individually and totaled in Table 1 at the end of this report.

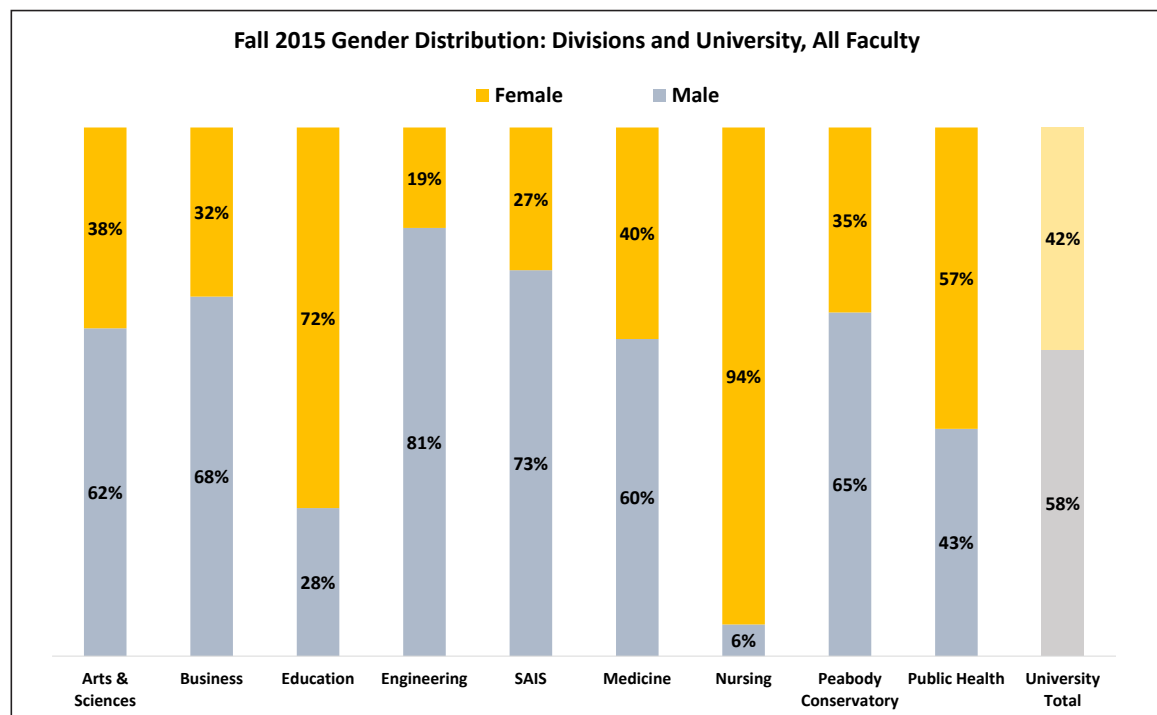
Table 2 displays the composition of professorial faculty for individual departments within each division (for those divisions with departments). For Medicine, data are aggregated for Basic Sciences and Clinical departments. For Arts and Sciences, data are aggregated for the primary subdivisions: Natural Sciences, Social Sciences, and Humanities. For the Peabody Conservatory, which does not have professorial ranks, data for full-time faculty are displayed.

## Female Faculty

The census showed that women constituted 42% of faculty across all divisions, ranging from 19% at Engineering to 94% at Nursing. At three divisions (Nursing, Education, and Public Health), a majority of the overall faculty were women; but a majority of the professorial faculty were women at only two of these divisions (Nursing and Education).

The percentage of female professorial faculty was slightly lower (37% overall), reflecting the greater percentage of women in nonprofessorial ranks (50% overall). The two divisions where the

Figure 1



difference between the percentage of female professorial and other rank faculty exceeded 20% were Public Health (43% professorial vs. 70% other rank) and SAIS (17% professorial vs. 39% other rank).

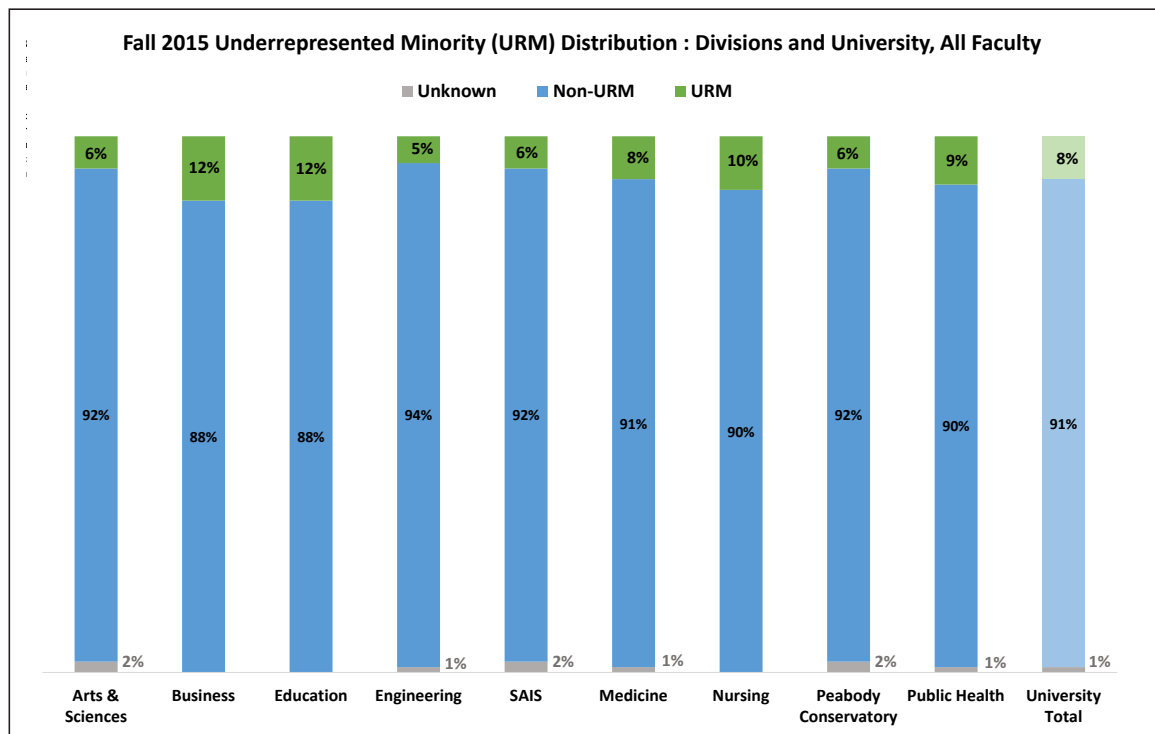
Of the divisions with professorial faculty, there was a greater percentage of female professors at more junior ranks (48% of assistant professors, 39% of associate professors, and 24% of full professors), a trend that reflects both recent hiring practices and long-term attrition. In most divisions, the percentage of women who were associate professors was similar to the percentage of women who were assistant professors; only Medicine showed a difference of more than 10% between female assistant professors (48%) and associate professors (36%). However, substantially more divisions (five) showed a difference of more than 10% between female associate professors and full professors.

The composition of professorial faculty among individual departments showed variability within divisions (Table 2). Across the four largest divisions (Medicine, Arts and Sciences, Engineering, and Public Health), the percentage of female professorial faculty in a given department ranged from 0% (Functional Anatomy and Evolution in Medicine) to 82% (Gynecology and Obstetrics). Of these four divisions, 30% of Arts and Sciences departments (7 of 22) and 30% of Public Health departments (3 of 10) had 50% or more women. Only 12% of Medicine departments (4 of 33) and no Engineering departments achieved this level. The percentage of professorial women in Medicine's Basic Sciences departments (27%) was nearly identical to the percentage of women in Arts and Sciences' Natural Sciences departments (25%).

### Minority and Underrepresented Minority Faculty

Overall, 30% of faculty across all divisions reported being members of minority racial and ethnic groups, and 8% of faculty reported being members of underrepresented minority groups (which include Hispanic, black, American Indian, Alaskan Native/Pacific Islander). Like the data on sex, there were wide variations across divisions and across departments within divisions.

Figure 2



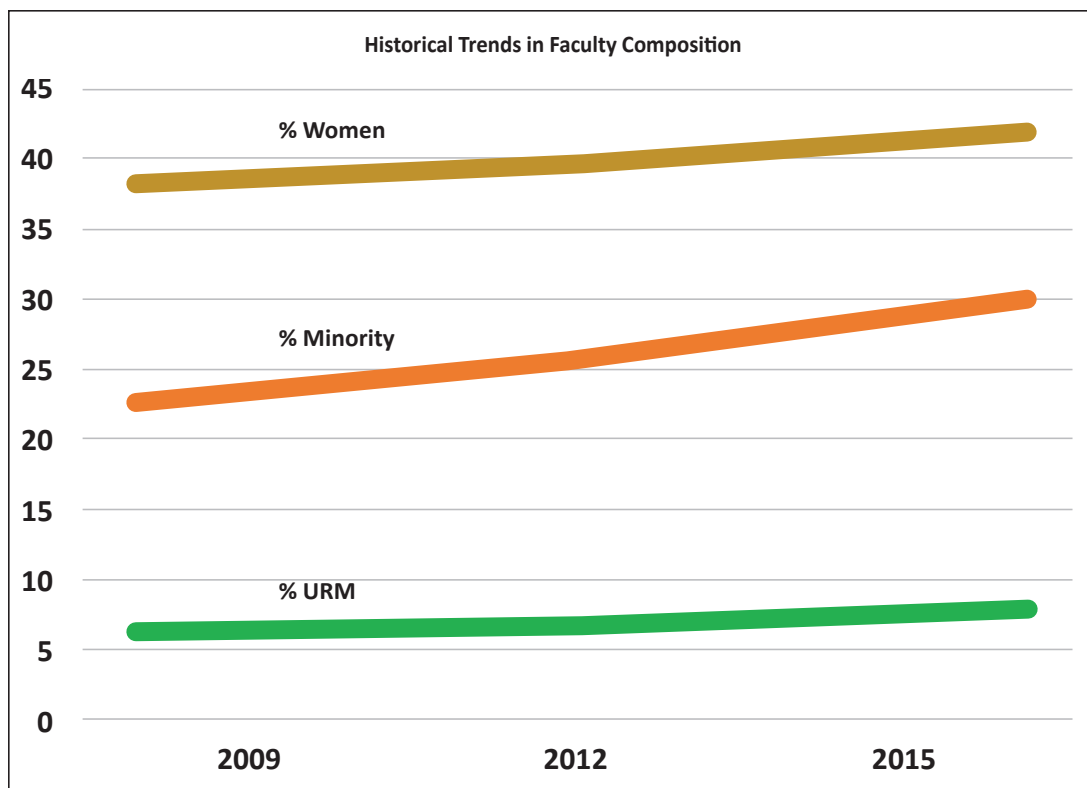
Asian faculty constitute more than 20% of the faculty at Medicine, Engineering, and Business; as a result, these three divisions had the greatest percentage of minority faculty. Education, Business, and Nursing each had more than 10% of the faculty reporting to be members of underrepresented minority groups. The percentage of black faculty ranged from 2% to 11% while Hispanic faculty ranged from 1% to 5%; similar percentages were seen among professorial faculty.

Summarizing these data is challenging because of the small numbers, but it is notable that the difference in the percentage of minority and underrepresented minority professorial faculty among senior ranks as compared to junior ranks mirrored the differences seen with women. As mentioned previously, this may reflect the recruitment of increasingly diverse junior faculty in the past several years and/or differential attrition. This was more pronounced for black faculty (6% of assistant professors vs. 2% of full professors) and Asian faculty (26% of assistant professors vs. 11% of full professors) than faculty reporting to be Hispanic (4% of assistant professors vs. 3% of full professors).

### *Trends in JHU Faculty Diversity: 2009-2015*

Comparing the faculty composition for each division from three snapshots in time—2009, 2012, and 2015—shows that the percentage of female faculty has increased by 4% overall. Increases were seen in all divisions except Nursing (which remained at 94%) and SAIS. At three of the four largest divisions, increases were seen in the percentage of female full professors (Medicine 19% to 22%; Arts and Sciences 23% to 28%; Public Health 25% to 30%) and nearly all other professorial ranks. Engineering saw a similar percentage of female full professors across the three timepoints (9%) but increases in the percentages of associate (21% to 31%) and assistant (20% to 25%) professor ranks.

Figure 3



The percentage of minority faculty overall rose seven percentage points between 2009 and 2015. Most of this increase reflects an increase in the percentage of Asian faculty; the percentage of underrepresented minority faculty increased more modestly (2%). Two of the four largest divisions showed increases in underrepresented minority faculty (Medicine 6% to 8%; Arts and Sciences 4% to 6%), while Public Health and Engineering showed declines of 1%.

The data from all three years is included in Table 3 at the end of this report.

## *Moving Forward*

While the university reports faculty composition data in a variety of settings, this report is the first to disaggregate the data by division and department. This enables us to see beyond the overall numbers to examine the departments and divisions that are doing well in this area, and those that need additional strategies and support. To be successful in our work, we must be transparent with our data and accountable to our community for achieving our aims.

This report is intended to provide neither comprehensive analysis of the data nor recommendations on how to advance our shared ambitions. Rather, it is intended to contribute to measuring the impact of university and divisional initiatives that seek to ensure Johns Hopkins attracts and retains the best and most talented faculty.

The 2015 data included here provide a snapshot of the faculty before the launch of the Faculty Diversity Initiative and increased recruitment and retention efforts by each of the nine divisions. In the past year, several critical elements have begun to show early success. Every division has prepared a faculty diversity action plan and adopted new protocols for faculty searches. Our Target of Opportunity fund received substantial interest and supported the hiring of 10 underrepresented minority faculty members. The Visiting Professor fund facilitated campus visits by five diverse scholars, and the Provost's Diversity Postdoctoral Fellowship Program funded eight postdoctoral fellows for the 2016–17 year. All these efforts have contributed to the hiring of more than 30 new URM faculty members to date; these outstanding women and men are not included in the current report because they will join Johns Hopkins during the 2016–17 academic year.

We are appreciative of the Johns Hopkins community for its commitment to the joint goals of guaranteeing equal opportunity and the pursuit of excellence. Future reports will provide additional detail and assessment of our progress. We hope these data illuminate where we stand and provide a yardstick by which we can measure our improvements in the years ahead.



**Table 1: Faculty Composition by Division and Rank\***

		TOTAL		FEMALE		Hispanic		Black		Amer Indian		Asian		Haw, Pacific		White		MINORITY		URM	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Arts & Sciences	FT: Full Professor	170	47	28	4	2	1	1				9	5			154	91	14	8	5	3
	FT: Associate Professor	48	15	31	2	4	3	6				11	23			31	65	16	33	5	10
	FT: Assistant Professor	77	28	36	3	4						13	17			59	77	16	21	3	4
	<b>Total Professorial</b>	<b>295</b>	<b>90</b>	<b>31</b>	<b>9</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>244</b>	<b>83</b>	<b>46</b>	<b>16</b>	<b>13</b>	<b>4</b>
	FT: Other Ranks	228	110	48	14	6	5	2				35	15	1	0	170	75	55	24	20	9
	PT: All ranks	43	15	35	1	2	1	2	1	2		8	19			31	72	11	26	3	7
<b>TOTAL DIVISION</b>	<b>566</b>	<b>215</b>	<b>38</b>	<b>24</b>	<b>4</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>76</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>445</b>	<b>79</b>	<b>112</b>	<b>20</b>	<b>36</b>	<b>6</b>	
Business	FT: Full Professor	13	3	23			1	8				4	31			8	62	5	38	1	8
	FT: Associate Professor	11	3	27	1	9						5	45			5	45	6	55	1	9
	FT: Assistant Professor	36	12	33	2	6	3	8				18	50			13	36	23	64	5	14
	<b>Total Professorial</b>	<b>60</b>	<b>18</b>	<b>30</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>45</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>43</b>	<b>34</b>	<b>57</b>	<b>7</b>	<b>12</b>
	FT: Other Ranks	15	6	40			2	13				2	13			11	73	4	27	2	13
	<b>TOTAL DIVISION</b>	<b>75</b>	<b>24</b>	<b>32</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>49</b>	<b>38</b>	<b>51</b>	<b>9</b>	<b>12</b>
Education	FT: Full Professor	16	8	50			2	13								14	88	2	13	2	13
	FT: Associate Professor	12	10	83			2	17								10	83	2	17	2	17
	FT: Assistant Professor	24	18	75	1	4	3	13				1	4			19	79	5	21	4	17
	<b>Total Professorial</b>	<b>52</b>	<b>36</b>	<b>69</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>43</b>	<b>83</b>	<b>9</b>	<b>17</b>	<b>8</b>	<b>15</b>
	FT: Other Ranks	19	15	79			1	5				2	11			16	84	3	16	1	5
	PT: All ranks	4	3	75												4	100				
<b>TOTAL DIVISION</b>	<b>75</b>	<b>54</b>	<b>72</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>63</b>	<b>84</b>	<b>12</b>	<b>16</b>	<b>9</b>	<b>12</b>	
Engineering	FT: Full Professor	94	8	9	2	2	2	2				16	17			73	78	20	21	4	4
	FT: Associate Professor	16	5	31			1	6				3	19			12	75	4	25	1	6
	FT: Assistant Professor	52	13	25	4	8	1	2				17	33			29	56	22	42	5	10
	<b>Total Professorial</b>	<b>162</b>	<b>26</b>	<b>16</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>114</b>	<b>70</b>	<b>46</b>	<b>28</b>	<b>10</b>	<b>6</b>
	FT: Other Ranks	104	25	24	1	1	1	1				30	29			71	68	32	31	2	2
	PT: All ranks	6					1	17								5	83	1	17	1	17
<b>TOTAL DIVISION</b>	<b>272</b>	<b>51</b>	<b>19</b>	<b>7</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>66</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>190</b>	<b>70</b>	<b>79</b>	<b>29</b>	<b>13</b>	<b>5</b>	
SAIS	FT: Full Professor	31	4	13					1	3	3	10			26	84	4	13	1	3	
	FT: Associate Professor	5	2	40	1	20									4	80	1	20	1	20	
	FT: Assistant Professor	10	2	20								4	40			6	60	4	40		
	<b>Total Professorial</b>	<b>46</b>	<b>8</b>	<b>17</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>78</b>	<b>9</b>	<b>20</b>	<b>2</b>	<b>4</b>	
	FT: Other Ranks	49	19	39	4	8						11	22			33	67	15	31	4	8
	PT: All ranks	4													4	100					
<b>TOTAL DIVISION</b>	<b>99</b>	<b>27</b>	<b>27</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>73</b>	<b>74</b>	<b>24</b>	<b>24</b>	<b>6</b>	<b>6</b>		
Medicine	FT: Full Professor	576	124	22	16	3	11	2	2	0	74	13			468	81	103	18	29	5	
	FT: Associate Professor	562	201	36	22	4	19	3	1	0	117	21			402	72	159	28	42	7	
	FT: Assistant Professor	951	454	48	36	4	56	6	7	1	261	27	1	0	583	61	361	38	100	11	
	<b>Total Professorial</b>	<b>2089</b>	<b>779</b>	<b>37</b>	<b>74</b>	<b>4</b>	<b>86</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>452</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>1453</b>	<b>70</b>	<b>623</b>	<b>30</b>	<b>171</b>	<b>8</b>	
	FT: Other Ranks	606	304	50	25	4	25	4	3	0	259	43			287	47	312	51	53	9	
	PT: All ranks	66	31	47			2	3				16	24			48	73	18	27	2	3
<b>TOTAL DIVISION</b>	<b>2761</b>	<b>1114</b>	<b>40</b>	<b>99</b>	<b>4</b>	<b>113</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>727</b>	<b>26</b>	<b>1</b>	<b>0</b>	<b>1788</b>	<b>65</b>	<b>953</b>	<b>35</b>	<b>226</b>	<b>8</b>		
Nursing	FT: Full Professor	12	11	92			1	8							11	92	1	8	1	8	
	FT: Associate Professor	14	13	93			1	7			2	14			11	79	3	21	1	7	
	FT: Assistant Professor	21	20	95	1	5	3	14			1	5			16	76	5	24	4	19	
	<b>Total Professorial</b>	<b>47</b>	<b>44</b>	<b>94</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>81</b>	<b>9</b>	<b>19</b>	<b>6</b>	<b>13</b>	
	FT: Other Ranks	20	19	95			1	5			1	5			18	90	2	10	1	5	
	<b>TOTAL DIVISION</b>	<b>67</b>	<b>63</b>	<b>94</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>56</b>	<b>84</b>	<b>11</b>	<b>16</b>	<b>7</b>	<b>10</b>	
Peabody Conservatory	FT: Conservatory	70	23	33	1	1	2	3			5	7			60	86	8	11	3	4	
	PT: Conservatory	12	5	42	1	8					2	17			9	75	3	25	1	8	
	ADJ: Conservatory	78	28	36	1	1	4	5			1	1			71	91	6	8	5	6	
	<b>TOTAL DIVISION</b>	<b>160</b>	<b>56</b>	<b>35</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>140</b>	<b>88</b>	<b>17</b>	<b>11</b>	<b>9</b>	<b>6</b>	
Public Health	FT: Full Professor	155	47	30	9	6	1	1			16	10			129	83	26	17	10	6	
	FT: Associate Professor	74	38	51	4	5	5	7			11	15			53	72	20	27	9	12	
	FT: Assistant Professor	80	47	59	1	1	8	10			12	15	1	1	56	70	22	28	10	13	
	<b>Total Professorial</b>	<b>309</b>	<b>132</b>	<b>43</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>238</b>	<b>77</b>	<b>68</b>	<b>22</b>	<b>29</b>	<b>9</b>	
	FT: Other Ranks	305	212	70	11	4	16	5	1	0	60	20	1	0	214	70	89	29	29	10	
	PT: All ranks	19	15	79							2	11			17	89	2	11			
<b>TOTAL DIVISION</b>	<b>633</b>	<b>359</b>	<b>57</b>	<b>25</b>	<b>4</b>	<b>30</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>101</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>469</b>	<b>74</b>	<b>159</b>	<b>25</b>	<b>58</b>	<b>9</b>		
University Total	FT: Full Professor	1044	250	24	29	3	19	2	3	0	116	11			868	83	167	16	51	5	
	FT: Associate Professor	736	287	39	30	4	30	4	1	0	148	20			524	71	209	28	61	8	
	FT: Assistant Professor	1242	593	48	47	4	75	6	7	1	324	26	2	0	775	62	455	37	131	11	
	<b>Total Professorial</b>	<b>3022</b>	<b>1130</b>	<b>37</b>	<b>106</b>	<b>4</b>	<b>124</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>588</b>	<b>19</b>	<b>2</b>	<b>0</b>	<b>2167</b>	<b>72</b>	<b>831</b>	<b>27</b>	<b>243</b>	<b>8</b>	
	Other Ranks	1641	827	50	60	4	62	4	5	0	429	26	2	0	1064	65	558	34	129	8	
	<b>UNIVERSITY TOTAL</b>	<b>4663</b>	<b>1957</b>	<b>42</b>	<b>166</b>	<b>4</b>	<b>186</b>	<b>4</b>	<b>16</b>	<b>0</b>	<b>1017</b>	<b>22</b>	<b>4</b>	<b>0</b>	<b>3231</b>	<b>69</b>	<b>1389</b>	<b>30</b>	<b>372</b>	<b>8</b>	

\*Unduplicated headcount from November 2015 census. Bloomberg Distinguished Professors and Biomedical Engineering faculty are included in multiple divisional counts but unduplicated in university total. Among ethnicity categories, the "Unknown" column is hidden; among divisions, "University Centers" is hidden; totals include both categories.

FT= Full Time; PT= Part Time; ADJ = Adjunct (Only for Peabody Conservatory)

"Minority" faculty include those who identified as Asian, Hispanic, Black, American Indian, Alaskan Native/ Pacific Islander; URM or "Underrepresented Minority" include those who identified as Hispanic, Black, American Indian, Alaskan Native/ Pacific Islander.

Table 2: Full-time Professorial Core Faculty by Division and Department\*

		TOTAL	FEMALE		Hispanic		Black		Amer Indian		Asian		Haw, Pacific		White		MINORITY		URM		
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
Arts & Sciences: Humanities	Classics	6	1	17									6	100			2	18	1	9	
	English	11	3	27			1	9			1	9			9	82	2	13	2	13	
	German & Romance Languages & Literature	15	9	60	2	13									13	87					
	History	20	6	30							1	5			18	90	1	5			
	History of Art	8	4	50											8	100					
	History of Science & Technology	7	3	43	1	14									6	86	1	14	1	14	
	Humanities Center	7	4	57	1	14					2	29			4	57	3	43	1	14	
	Near Eastern Studies	8	1	13											8	100					
	Philosophy	12	3	25											12	100					
	Writing Seminars	10	4	40											10	100					
	<b>Humanities Subtotal</b>	<b>104</b>	<b>38</b>	<b>37</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>94</b>	<b>90</b>	<b>9</b>	<b>9</b>	<b>5</b>	<b>5</b>	
	Arts & Sciences: Natural Sciences	Biology	24	6	25	1	4					5	21			18	75	6	25	1	4
		Biophysics	10	5	50	1	10					1	10			7	70	2	20	1	10
Chemistry		19	3	16							1	5			16	84	1	5			
Cognitive Science		8	4	50							2	25			6	75	2	25			
Earth & Planetary Sciences		11	2	18							1	9			10	91	1	9			
Mathematics		17	4	24							3	18			14	82	3	18			
Physics & Astronomy		26	2	8							1	4			25	96	1	4			
Psychological & Brain Sciences		13	6	46	1	8					2	15			10	77	3	23	1	8	
<b>Natural Sciences Subtotal</b>		<b>128</b>	<b>32</b>	<b>25</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>83</b>	<b>19</b>	<b>15</b>	<b>3</b>	<b>2</b>	
Anthropology		8	5	63	1	13					4	50			3	38	5	63	1	13	
Arts & Sciences: Social Sciences	Economics	18	2	11	1	6					5	28			11	61	6	33	1	6	
	Political Science	24	6	25			2	8			1	4			21	88	3	13	2	8	
	Sociology	13	7	54			1	8			3	23			9	69	4	31	1	8	
	<b>Social Sciences Subtotal</b>	<b>63</b>	<b>20</b>	<b>32</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>70</b>	<b>18</b>	<b>29</b>	<b>5</b>	<b>8</b>	
<b>Arts &amp; Sciences Total</b>	<b>295</b>	<b>90</b>	<b>31</b>	<b>9</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>244</b>	<b>83</b>	<b>46</b>	<b>16</b>	<b>13</b>	<b>4</b>		
<b>Business</b>																					
<b>Business Total</b>	<b>60</b>	<b>18</b>	<b>30</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>45</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>43</b>	<b>34</b>	<b>57</b>	<b>7</b>	<b>12</b>		
<b>Education</b>																					
<b>Education Total</b>	<b>52</b>	<b>36</b>	<b>69</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>43</b>	<b>83</b>	<b>9</b>	<b>17</b>	<b>8</b>	<b>15</b>		
Engineering	Applied Mathematics and Statistics	13	1	8							2	15			10	77	2	15			
	Biomedical Engineering	32	3	9	2	6	1	3			8	25			21	66	11	34	3	9	
	Chemical and Biomolecular Engineering	15	4	27							3	20			11	73	3	20			
	Civil Engineering	10	2	20	1	10					3	30			6	60	4	40	1	10	
	Computer Science	24	2	8	1	4					6	25			17	71	7	29	1	4	
	Electrical and Computer Engineering	20	4	20	1	5	2	10			3	15			14	70	6	30	3	15	
	Geography and Environmental Engineering	13	4	31							1	8			12	92	1	8			
	Materials Science & Engineering	14	2	14	1	7					2	14			11	79	3	21	1	7	
	Mechanical Engineering	21	4	19			1	5			8	38			12	57	9	43	1	5	
<b>Engineering Total</b>	<b>162</b>	<b>26</b>	<b>16</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>114</b>	<b>70</b>	<b>46</b>	<b>28</b>	<b>10</b>	<b>6</b>		
<b>SAIS</b>																					
<b>SAIS Total</b>	<b>46</b>	<b>8</b>	<b>17</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>78</b>	<b>9</b>	<b>20</b>	<b>2</b>	<b>4</b>		

Table 2 Continued: Full-time Professorial Core Faculty by Division and Department\*

	TOTAL		FEMALE		Hispanic		Black		Amer Indian		Asian		Haw, Pacific		White		MINORITY		URM	
	N		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Medicine: Basic Sciences</b>	Art as Applied to Medicine	6	2	33	1	17							5	83	1	17	1	17		
	Biological Chemistry	17	5	29							2	12		15	88	2	12			
	Biomedical Engineering	31	3	10	2	6	1	3			8	26		20	65	11	35	3	10	
	Biophysics and Biophysical Chemistry	10	3	30	2	20	1	10			3	30		4	40	6	60	3	30	
	Cell Biology	13	7	54							4	31		9	69	4	31			
	Functional Anatomy and Evolution	5												5	100					
	Health Sciences Informatics	3	1	33										3	100					
	History of Medicine	8	3	38										8	100					
	Molecular and Comparative Pathobiology	12	5	42	1	8								11	92	1	8	1	8	
	Molecular Biology and Genetics	9	2	22							2	22		7	78	2	22			
	Neuroscience	27	7	26	1	4					3	11		21	78	4	15	1	4	
	Pharmacology and Molecular Sciences	10	2	20			1	10			2	20		7	70	3	30	1	10	
	Physiology	11	3	27	1	9					2	18		8	73	3	27	1	9	
	<b>Basic Sciences Subtotal</b>	<b>162</b>	<b>43</b>	<b>27</b>	<b>8</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>16</b>	<b>0</b>	<b>123</b>	<b>76</b>	<b>37</b>	<b>23</b>	<b>11</b>	<b>7</b>	
	<b>Medicine: Clinical</b>	Anesthesiology and Critical Care Medicine	147	59	40	5	3	8	5			36	24		97	66	49	33	13	9
Dermatology		19	10	53	2	11	2	11			6	32		8	42	10	53	4	21	
Emergency Medicine		45	14	31	1	2	5	11			9	20		30	67	15	33	6	13	
Gynecology and Obstetrics		57	47	82	2	4	7	12			10	18	1	2	37	65	20	35	10	18
Medicine		484	192	40	14	3	23	5	5	1	114	24		326	67	156	32	42	9	
Neurological Surgery		37	3	8	3	8					11	30		23	62	14	38	3	8	
Neurology		110	38	35	8	7	3	3			19	17		80	73	30	27	11	10	
Oncology Center		118	36	31	3	3	1	1	1	1	28	24		85	72	33	28	5	4	
Ophthalmology		100	36	36	6	6	5	5	1	1	24	24		64	64	36	36	12	12	
Orthopaedic Surgery		45	6	13			1	2			14	31		30	67	15	33	1	2	
Otolaryngology-Head and Neck Surgery		60	19	32	2	3	2	3	2	3	16	27		36	60	22	37	6	10	
Pathology		97	36	37	6	6	2	2			18	19		69	71	26	27	8	8	
Pediatrics		154	87	56	3	2	12	8			24	16		114	74	39	25	15	10	
Physical Medicine and Rehabilitation		17	6	35	2	12					3	18		12	71	5	29	2	12	
Plastic and Reconstructive Surgery		19	2	11							3	16		15	79	3	16			
Psychiatry and Behavioral Sciences		141	65	46	6	4	3	2			16	11		116	82	25	18	9	6	
Radiation Oncology & Molecular Radiation Scs		25	10	40	2	8					7	28		16	64	9	36	2	8	
Radiology and Radiological Science		127	42	33	1	1	2	2	1	1	47	37		75	59	51	40	4	3	
Surgery	93	23	25			5	5			16	17		72	77	21	23	5	5		
Urology	32	5	16			2	6			5	16		25	78	7	22	2	6		
<b>Clinical Subtotal</b>	<b>1927</b>	<b>736</b>	<b>38</b>	<b>66</b>	<b>3</b>	<b>83</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>426</b>	<b>22</b>	<b>1</b>	<b>1330</b>	<b>69</b>	<b>586</b>	<b>30</b>	<b>160</b>	<b>8</b>		
<b>Medicine Total</b>	<b>2089</b>	<b>779</b>	<b>37</b>	<b>74</b>	<b>4</b>	<b>86</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>452</b>	<b>22</b>	<b>1</b>	<b>1453</b>	<b>70</b>	<b>623</b>	<b>30</b>	<b>171</b>	<b>8</b>		
<b>Nursing</b>	Acute and Chronic Care	26	24	92			1	4			2	8		23	88	3	12	1	4	
	Community-Public Health	21	20	95	1	5	4	19			1	5		15	71	6	29	5	24	
	<b>Nursing Total</b>	<b>47</b>	<b>44</b>	<b>94</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>38</b>	<b>81</b>	<b>9</b>	<b>19</b>	<b>6</b>	<b>13</b>	
<b>Peabody Conservatory</b>	<b>Peabody Conservatory Total</b>	<b>70</b>	<b>23</b>	<b>33</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>86</b>	<b>8</b>	<b>11</b>	<b>3</b>	<b>4</b>
<b>Public Health</b>	Biochemistry and Molecular Biology	17	3	18	1	6					3	18		13	76	4	24	1	6	
	Biostatistics	22	4	18							4	18		18	82	4	18			
	Environmental Health Sciences	36	12	33	1	3					6	17		29	81	7	19	1	3	
	Epidemiology	53	23	43	4	8	3	6			6	11		40	75	13	25	7	13	
	Health Policy and Management	40	18	45	3	8	2	5			4	10		31	78	9	23	5	13	
	Health, Behavior, and Society	27	19	70			4	15			2	7		21	78	6	22	4	15	
	International Health	48	23	48	1	2	2	4			10	21		33	69	13	27	3	6	
	Mental Health	22	11	50			2	9						20	91	2	9	2	9	
	Molecular Microbiology and Immunology	24	5	21	4	17					1	4	1	4	17	71	6	25	5	21
	Population, Family and Reproductive Health	20	14	70			1	5			3	15		16	80	4	20	1	5	
<b>Public Health Total</b>	<b>309</b>	<b>132</b>	<b>43</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>238</b>	<b>77</b>	<b>68</b>	<b>22</b>	<b>29</b>	<b>9</b>	
<b>University Total</b>	<b>3092</b>	<b>1153</b>	<b>37</b>	<b>107</b>	<b>3</b>	<b>126</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>593</b>	<b>19</b>	<b>2</b>	<b>0</b>	<b>2227</b>	<b>72</b>	<b>839</b>	<b>27</b>	<b>239</b>	<b>8</b>	

\* Unduplicated headcount from November 2015 census. Bloomberg Distinguished Professors and Biomedical Engineering faculty are included in multiple divisional counts but unduplicated in university total. Among ethnicity categories, the "Unknown" column is hidden; among divisions, "University Centers" is hidden; totals include both categories. Data for Peabody Conservatory show full-time faculty as the division does not have professorial appointments. Data for Medicine includes two non-departmental divisions (Functional Anatomy and Evolution and Health Sciences Informatics) that report to the dean.

"Minority" faculty include those who identified as Asian, Hispanic, Black, American Indian, Alaskan Native/ Pacific Islander; URM or "Underrepresented Minority" include those who identified as Hispanic, Black, American Indian, Alaskan Native/ Pacific Islander.

**Table 3: Historical Trends in Faculty Composition by Division and Rank\***

		N			Female						Minority						URM					
		2009	2012	2015	2009		2012		2015		2009		2012		2015		2009		2012		2015	
		N	N	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Arts & Sciences	FT: Full Professor	188	176	170	44	23	42	24	47	28	19	10	17	10	14	8	8	4	10	6	5	3
	FT: Associate Professor	31	48	48	9	29	16	33	15	31	2	6	9	19	16	33	1	3	3	6	5	10
	FT: Assistant Professor	56	52	77	21	38	16	31	28	36	14	25	8	15	16	21	4	7	1	2	3	4
	FT: Other Ranks	108	174	228	68	63	85	49	110	48	15	14	35	20	55	24	3	3	11	6	20	9
	PT: All ranks	112	56	43	40	36	22	39	15	35	12	11	5	9	11	26	3	3	3	5	3	7
	<b>TOTAL DIVISION</b>	<b>495</b>	<b>506</b>	<b>566</b>	<b>182</b>	<b>37</b>	<b>181</b>	<b>36</b>	<b>215</b>	<b>38</b>	<b>62</b>	<b>13</b>	<b>74</b>	<b>15</b>	<b>112</b>	<b>20</b>	<b>19</b>	<b>4</b>	<b>28</b>	<b>6</b>	<b>36</b>	<b>6</b>
Business	FT: Full Professor	6	7	13				3	23		3	50	3	43	5	38					1	8
	FT: Associate Professor	8	9	11			3	33	3	27	4	50	4	44	6	55	2	25	2	22	1	9
	FT: Assistant Professor	10	17	36	4	40	5	29	12	33	3	30	11	65	23	64	1	10	3	18	5	14
	FT: Other Ranks	7	8	15	3	43	2	25	6	40	3	43	2	25	4	27	2	29	1	13	2	13
	<b>TOTAL DIVISION</b>	<b>31</b>	<b>41</b>	<b>75</b>	<b>7</b>	<b>23</b>	<b>10</b>	<b>24</b>	<b>24</b>	<b>32</b>	<b>13</b>	<b>42</b>	<b>20</b>	<b>49</b>	<b>38</b>	<b>51</b>	<b>5</b>	<b>16</b>	<b>6</b>	<b>15</b>	<b>9</b>	<b>12</b>
Education	FT: Full Professor	8	13	16	4	50	7	54	8	50	2	25	1	8	2	13	2	25	1	8	2	13
	FT: Associate Professor	10	9	12	4	40	5	56	10	83	3	30			2	17	2	20			2	17
	FT: Assistant Professor	14	24	24	10	71	15	63	18	75	3	21	4	17	5	21	2	14	4	17	4	17
	FT: Other Ranks	35	24	19	25	71	16	67	15	79	5	14	3	13	3	16	5	14	2	8	1	5
	<b>TOTAL DIVISION</b>	<b>82</b>	<b>75</b>	<b>75</b>	<b>55</b>	<b>67</b>	<b>46</b>	<b>61</b>	<b>54</b>	<b>72</b>	<b>16</b>	<b>20</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>16</b>	<b>14</b>	<b>17</b>	<b>7</b>	<b>9</b>	<b>9</b>	<b>12</b>
Engineering	FT: Full Professor	82	81	94	7	9	7	9	8	9	16	20	15	19	20	21	3	4	2	2	4	4
	FT: Associate Professor	14	19	16	3	21			5	31	4	29	6	32	4	25			1	5	1	6
	FT: Assistant Professor	40	40	52	8	20	14	35	13	25	17	43	16	40	22	42	4	10	5	13	5	10
	FT: Other Ranks	55	75	104	15	27	16	21	25	24	12	22	22	29	32	31	3	5	2	3	2	2
	<b>TOTAL DIVISION</b>	<b>179</b>	<b>12</b>	<b>6</b>	<b>31</b>	<b>17</b>	<b>1</b>	<b>8</b>			<b>25</b>	<b>14</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>17</b>	<b>11</b>	<b>6</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>17</b>
SAIS	FT: Full Professor	29	27	31	3	10	5	19	4	13	2	7	2	7	4	13	1	3			1	3
	FT: Associate Professor	8	9	5	3	38	3	33	2	40	2	25	2	22	1	20			1	11	1	20
	FT: Assistant Professor	6	5	10	3	50	1	20	2	20	2	33	2	40	4	40	1	17	1	20		
	FT: Other Ranks	40	51	49	19	48	20	39	19	39	9	23	12	24	15	31	3	8	3	6	4	8
	<b>TOTAL DIVISION</b>	<b>95</b>	<b>3</b>	<b>4</b>	<b>40</b>	<b>42</b>	<b>1</b>	<b>33</b>			<b>20</b>	<b>21</b>	<b>1</b>	<b>33</b>			<b>7</b>	<b>7</b>				
Medicine	FT: Full Professor	475	525	576	92	19	110	21	124	22	57	12	70	13	103	18	18	4	21	4	29	5
	FT: Associate Professor	433	479	562	130	30	159	33	201	36	74	17	118	25	159	28	13	3	27	6	42	7
	FT: Assistant Professor	799	928	951	348	44	418	45	454	48	237	30	306	33	361	38	75	9	93	10	100	11
	FT: Other Ranks	587	628	606	261	44	285	45	304	50	259	44	291	46	312	51	44	7	39	6	53	9
	<b>TOTAL DIVISION</b>	<b>2372</b>	<b>2634</b>	<b>2761</b>	<b>858</b>	<b>36</b>	<b>1007</b>	<b>38</b>	<b>1114</b>	<b>40</b>	<b>635</b>	<b>27</b>	<b>797</b>	<b>30</b>	<b>953</b>	<b>35</b>	<b>151</b>	<b>6</b>	<b>181</b>	<b>7</b>	<b>226</b>	<b>8</b>
Nursing	FT: Full Professor	6	11	12	6	100	10	91	11	92	2	33	3	27	1	8	1	17	2	18	1	8
	FT: Associate Professor	15	12	14	14	93	11	92	13	93	3	20	2	17	3	21	2	13	1	8	1	7
	FT: Assistant Professor	21	18	21	19	90	17	94	20	95	2	10	1	6	5	24	1	5			4	19
	FT: Other Ranks	27	21	20	26	96	21	100	19	95	2	7	3	14	2	10	2	7	2	10	1	5
	<b>TOTAL DIVISION</b>	<b>83</b>	<b>66</b>	<b>67</b>	<b>78</b>	<b>94</b>	<b>63</b>	<b>95</b>	<b>63</b>	<b>94</b>	<b>9</b>	<b>11</b>	<b>9</b>	<b>14</b>	<b>11</b>	<b>16</b>	<b>6</b>	<b>7</b>	<b>5</b>	<b>8</b>	<b>7</b>	<b>10</b>
Peabody Conservatory	FT: Conservatory	76	71	70	24	32	22	31	23	33	7	9	8	11	8	11	3	4	3	4	3	4
	<b>TOTAL DIVISION</b>	<b>76</b>	<b>71</b>	<b>70</b>	<b>24</b>	<b>32</b>	<b>22</b>	<b>31</b>	<b>23</b>	<b>33</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>11</b>	<b>8</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>
Public Health	FT: Full Professor	125	143	155	31	25	40	28	47	30	24	19	28	20	26	17	11	9	12	8	10	6
	FT: Associate Professor	81	86	74	37	46	49	57	38	51	17	21	19	22	20	27	4	5	8	9	9	12
	FT: Assistant Professor	67	70	80	35	52	33	47	47	59	23	34	26	37	22	28	11	16	9	13	10	13
	FT: Other Ranks	221	274	305	146	66	181	66	212	70	65	29	88	32	89	29	26	12	34	12	29	10
	<b>TOTAL DIVISION</b>	<b>493</b>	<b>573</b>	<b>614</b>	<b>249</b>	<b>90</b>	<b>309</b>	<b>112</b>	<b>397</b>	<b>50</b>	<b>109</b>	<b>83</b>	<b>95</b>	<b>92</b>	<b>105</b>	<b>73</b>	<b>53</b>	<b>32</b>	<b>43</b>	<b>33</b>	<b>42</b>	<b>38</b>
University Total	FT: Full Professor	909	973	1044	188	21	222	23	250	24	121	13	135	14	167	16	44	5	48	5	51	5
	FT: Associate Professor	597	666	736	200	34	246	37	287	39	108	18	158	24	209	28	24	4	42	6	61	8
	FT: Assistant Professor	999	1145	1242	446	45	517	45	593	48	296	30	371	32	455	37	97	10	115	10	131	11
	Other Ranks	1929	1801	1551	872	45	843	47	794	51	489	25	524	29	549	35	120	6	107	6	123	8
	<b>University Total</b>	<b>4434</b>	<b>4585</b>	<b>4573</b>	<b>1706</b>	<b>38</b>	<b>1828</b>	<b>40</b>	<b>1924</b>	<b>42</b>	<b>1014</b>	<b>23</b>	<b>1188</b>	<b>26</b>	<b>1380</b>	<b>30</b>	<b>285</b>	<b>6</b>	<b>312</b>	<b>7</b>	<b>366</b>	<b>8</b>

\* Unduplicated headcount from November 2015 census. Bloomberg Distinguished Professors and Biomedical Engineering faculty are included in multiple divisional counts but unduplicated in university total. Faculty associated with University Centers are hidden but included in the totals. Data for Peabody Conservatory show full-time faculty as the division does not have professorial appointments.

"Minority" faculty include those who identified as Asian, Hispanic, Black, American Indian, Alaskan Native/ Pacific Islander; URM or "Underrepresented Minority" include those who identified as Hispanic, Black, American Indian, Alaskan Native/ Pacific Islander.



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