

Faculty Diversity Report

Faculty Senate

April 25, 2012

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Vice President
Inclusion, Diversity and Equal
Opportunity

Total Faculty by School/College

Faculty Comparison	2005/06 Faculty	2006/07 Faculty	2007/08 Faculty	2008/09 Faculty	2009/10 Faculty	2010/11 Faculty	2011/12 Faculty
Arts and Sciences	220	219	222	229	241	255	261
Dental Medicine	66	68	71	73	70	67	65
Engineering	117	115	110	108	107	111	114
Law	48	51	51	49	47	43	45
Management	74	60	61	58	59	66	69
Medicine	748	756	621	585	578	577	593
MSASS	25	26	27	26	25	26	28
Nursing	59	71	75	81	92	87	82
Total Faculty	1,357	1,366	1,238	1,209	1,219	1,232	1,257

All numbers are for Board-approved, Case-paid faculty only at the rank of instructor and above.

For the School of Medicine, this number changed after the affiliation agreement went into effect during 2006.

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Women Faculty by School/College

Faculty Comparison	2005/06 Women	2006/07 Women	2007/08 Women	2008/09 Women	2009/10 Women	2010/11 Women	2011/12 Women
Arts and Sciences	73	81	84	85	96	104	107
Dental Medicine	17	18	21	23	23	22	21
Engineering	12	13	12	14	13	14	14
Law	12	16	18	19	19	17	17
Management	16	14	13	11	11	13	15
Medicine	259	265	209	187	190	196	204
MSASS	13	13	13	13	13	15	15
Nursing	54	66	70	77	87	82	74
Total Faculty	456	486	440	429	452	463	467

All numbers are for Board-approved, Case-paid faculty only at the rank of instructor and above.

For the School of Medicine, this number changed after the affiliation agreement went into effect during 2006.

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Total Minority Faculty by School/College

Faculty Comparison	2005/06 Minority	2006/07 Minority	2007/08 Minority	2008/09 Minority	2009/10 Minority	2010/11 Minority	2011/12 Minority
Arts and Sciences	25	25	25	26	30	33	33
Dental Medicine	17	19	19	20	20	18	16
Engineering	30	32	31	33	35	35	34
Law	5	4	4	3	2	2	3
Management	16	10	11	13	14	18	19
Medicine	137	152	142	143	143	143	149
MSASS	3	4	4	4	4	5	6
Nursing	5	7	10	9	12	11	12
Total Minority Faculty	238	246	246	251	260	265	272
Underrepresented Minority Total *	70	72	65	64	70	72	73

* African Americans, Hispanic Americans, Native Americans, Alaska Natives, Hawaiian Natives, and natives of the U.S. Pacific Islands. Women are considered an underrepresented group in the STEM fields.

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African American Faculty by School/College

Faculty Comparison	2005/06 Af-Amer	2006/07 Af-Amer	2007/08 Af-Amer	2008/09 Af-Amer	2009/10 Af-Amer	2010/11 Af-Amer	2011/12 Af-Amer
Arts and Sciences	7	7	6	7	8	8	8
Dental Medicine	7	6	6	5	5	5	5
Engineering	1	1	2	1	1	1	1
Law	4	3	3	2	1	1	2
Management	2	0	0	1	1	3	3
Medicine	13	17	16	12	9	10	8
MSASS	3	4	4	4	4	4	5
Nursing	4	6	8	7	10	9	10
Total Faculty	41	44	45	39	39	41	42

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African American Faculty by Gender & Tenure Status

African American Faculty	2008/2009			2009/2010			2010/2011			2011/2012		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Tenured	4	10	14	5	9	14	5	9	14	6	9	15
Tenure Track	8	6	14	8	5	13	9	5	14	8	6	14
Non Tenure Track	6	0	6	6	0	6	6	1	7	4	1	5
Not Applicable	4	2	6	5	1	6	5	2	7	6	2	8
Grand Total			40			39			42			42
% Tenure Stream	55%	89%		54%	93%		56%	82%		58%	83%	

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Asian Faculty by School/College

Faculty Comparison	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
	Asian	Asian	Asian	Asian	Asian	Asian	Asian
Arts and Sciences	14	15	15	15	17	18	18
Dental Medicine	8	11	11	12	12	10	10
Engineering	26	28	26	29	30	31	30
Law	1	1	1	1	1	1	1
Management	12	9	10	11	12	14	14
Medicine	106	116	117	118	117	117	123
MSASS	0	0	0	0	0	1	1
Nursing	1	1	1	1	1	1	2
Total Faculty	168	181	181	187	190	193	199

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Asian Faculty by Gender & Tenure Status

Asian Faculty	2008/2009			2009/2010			2010/2011			2011/2012		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Tenured	13	43	56	15	45	60	17	51	68	17	55	72
Tenure Track	17	53	70	16	51	67	17	49	66	21	45	66
Non Tenure Track	11	28	39	14	27	41	13	25	38	14	25	39
Not Applicable	9	13	22	10	12	22	11	10	21	12	10	22
Grand Total			187			190			193			199
% Tenure Stream	60%	70%		56%	71%		59%	74%		59%	74%	

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Hispanic Faculty by School/College

Faculty Comparison	2005/06 Hispanic	2006/07 Hispanic	2007/08 Hispanic	2008/09 Hispanic	2009/10 Hispanic	2010/11 Hispanic	2011/12 Hispanic
Arts and Sciences	4	3	4	4	5	7	7
Dental Medicine	2	2	2	3	3	3	1
Engineering	2	2	2	2	3	2	2
Law	0	0	0	0	0	0	0
Management	2	1	1	1	1	1	2
Medicine	16	16	7	11	15	14	16
MSASS	0	0	0	0	0	0	0
Nursing	0	0	1	1	1	1	0
Total Faculty	26	24	17	22	28	28	28

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Hispanic Faculty by Gender & Tenure Status

Hispanic Faculty	2008/2009			2009/2010			2010/2011			2011/2012		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Tenured	2	3	5	4	2	6	4	2	6	4	2	6
Tenure Track	4	7	11	3	11	14	4	10	14	4	9	13
Non Tenure Track	1	0	1	2	3	5	3	4	7	3	5	8
Not Applicable	2	3	5	1	2	3	0	1	1	1	0	1
Grand Total			22			28			28			28
% Tenure Stream	67%	77%		70%	72%		73%	71%		67%	69%	

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Native American Faculty by School/College

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Faculty Comparison	Nat Amer	Nat Amer	Nat Amer	Nat Amer	Nat Amer	Nat Amer	Nat Amer
Arts and Sciences	0	0	0	0	0	0	0
Dental Medicine	0	0	0	0	0	0	0
Engineering	1	1	1	1	1	1	1
Law	0	0	0	0	0	0	0
Management	0	0	0	0	0	0	0
Medicine	2	3	2	2	2	2	2
MSASS	0	0	0	0	0	0	0
Nursing	0	0	0	0	0	0	0
Total Faculty	3	4	3	3	3	3	3

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Native American Faculty by Gender & Tenure Status

Native American Faculty	2008/2009			2009/2010			2010/2011			2011/2012		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Tenured	0	2	2	0	2	2	0	2	2	0	2	2
Tenure Track	0	1	1	0	1	1	0	1	1	0	1	1
Non Tenure Track	0	0	0	0	0	0	0	0	0	0	0	0
Not Applicable	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total			3			3			3			3
% Tenure Stream	--	100%		--	100%		--	100%		--	100%	

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Faculty by Gender, Ethnicity, and Rank: Professor

Professor	2006/07		2007/08		2008/09		2009/10		2010/11		2011/12	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
African American	2	5	2	5	2	4	3	4	3	4	4	4
Asian	3	25	3	26	6	28	7	31	9	32	11	32
Hispanic	2	1	2	1	2	0	2	3	2	3	3	3
White, non-Hispanic	77	357	76	308	81	323	84	322	87	318	87	319
Native American	0	1	0	1	0	1	0	1	0	1	0	1
Unknown / not self-identified	0	1	0	1	0	0	0	0	0	0	0	0

Rows shaded in gray are underrepresented minority categories. These categories are African Americans, Hispanic Americans, Native Americans, Alaska Natives, Hawaiian Natives, and natives of the U.S. Pacific Islands. Women are considered an underrepresented group in the STEM fields.

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Faculty by Gender, Ethnicity, and Rank: Associate Professor

Associate Professor	2006/07		2007/08		2008/09		2009/10		2010/11		2011/12	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
African American	4	7	6	8	4	7	4	5	4	6	4	6
Asian	11	27	12	30	11	33	13	31	13	37	14	41
Hispanic	2	5	0	4	0	4	2	4	3	4	2	3
White, non-Hispanic	109	159	97	147	95	139	93	134	97	140	100	148
Native American	0	0	0	1	0	1	0	1	0	1	0	1
Unknown / not self-identified	0	0	0	1	0	0	0	0	0	0	0	0

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Faculty by Gender, Ethnicity, and Rank: Assistant Professor

Assistant Professor	2006/07		2007/08		2008/09		2009/10		2010/11		2011/12	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
African American	10	8	12	5	12	5	12	5	13	5	10	6
Asian	32	67	23	67	24	63	25	61	25	56	27	52
Hispanic	4	7	4	4	5	6	5	9	6	9	6	10
White, non-Hispanic	150	162	129	136	119	125	118	114	121	117	122	115
Native American	0	3	0	1	0	1	0	1	0	1	0	1
Unknown / not self-identified	1	1	1	2	0	0	0	0	0	0	0	0

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Faculty by Gender, Ethnicity, and Rank: Instructor

Instructor	2006/07		2007/08		2008/09		2009/10		2010/11		2011/12	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
African American	7	1	6	1	4	1	5	1	5	2	6	2
Asian	7	9	11	9	9	13	10	12	11	10	12	10
Hispanic	1	2	1	1	2	3	1	2	0	1	1	0
White, non-Hispanic	64	32	55	39	62	40	68	26	69	38	58	36
Native American	0	0	0	0	0	0	0	0	0	0	0	0
Unknown / not self-identified	0	0	0	0	0	0	0	0	0	0	0	0

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Some Specific Faculty Diversity Initiatives

1. Preparing future faculty.
2. Hiring to achieve critical mass.
3. Joining the PhD Project.
4. Becoming institutional host for the AUMF.
5. Expanding outreach to more diverse networks.

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Questions/Answers/Discussion

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