

JHU Report on Faculty Composition

March 2019



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Background

The long-term excellence of Johns Hopkins depends on an academic environment that includes and supports diverse people, experiences, and thought. As our faculty stands at the core of this environment, the recruitment, retention, and advancement of a diverse and inclusive faculty are key to this priority.

The university published its first faculty composition report in 2016 using data from the November 2015 census conducted by the Office of Institutional Research (OIR). That first report offered a clear baseline for gender, minority, and underrepresented minority (URM) status by rank at the divisional and departmental levels. This 2019 update summarizes data from the November 2017 faculty census, also conducted by the OIR and validated by all divisions.

Faculty diversity is a cornerstone of the university's *Roadmap on Diversity and Inclusion* (<https://diversity.jhu.edu/roadmap/>). This biennial report underscores the *Roadmap's* themes of transparency and accountability to our university community. We firmly believe that this kind of detailed data will advance our efforts to measure our progress in faculty diversity over time, to better assess our opportunities for growth, and to be more strategic about faculty recruitment and retention.

JHU Faculty Diversity: Divisional and Departmental 2017 Data

The faculty census consists of data from each of the university's nine academic divisions, disaggregated into full-time (FT) and part-time (PT) appointments. The latter category includes limited-duration appointments and visiting faculty. "Underrepresented minority" is defined as faculty who self-identify as black or African-American, Hispanic, American Indian, Hawaiian, or other Pacific Islander.

This report contains two sections. The first one provides an overview of divisional data, with specific focus on female, minority, and URM faculty. The second section, at the end of this report, includes tables that display those data by division, rank, and department. Specifically in the second section:

- Table 1 displays the composition of faculty for each division, stratified by rank.
- Table 2 disaggregates the composition of professorial faculty for individual departments within each division (for those divisions that have departments). For Medicine, separate totals are displayed for basic sciences and clinical departments. For Arts and Sciences, separate totals are displayed for natural sciences, social sciences, and humanities departments.
- In order to contextualize this report as well as measure progress and opportunities, we include changes in faculty composition since 2015, by division, full-time status, and rank in Table 3, and separately by department in Table 4.
- Table 5 displays the composition of academic leadership positions. For the purposes of this report, those are defined as deans, department chairs, directors, or faculty promoted to vice provost.

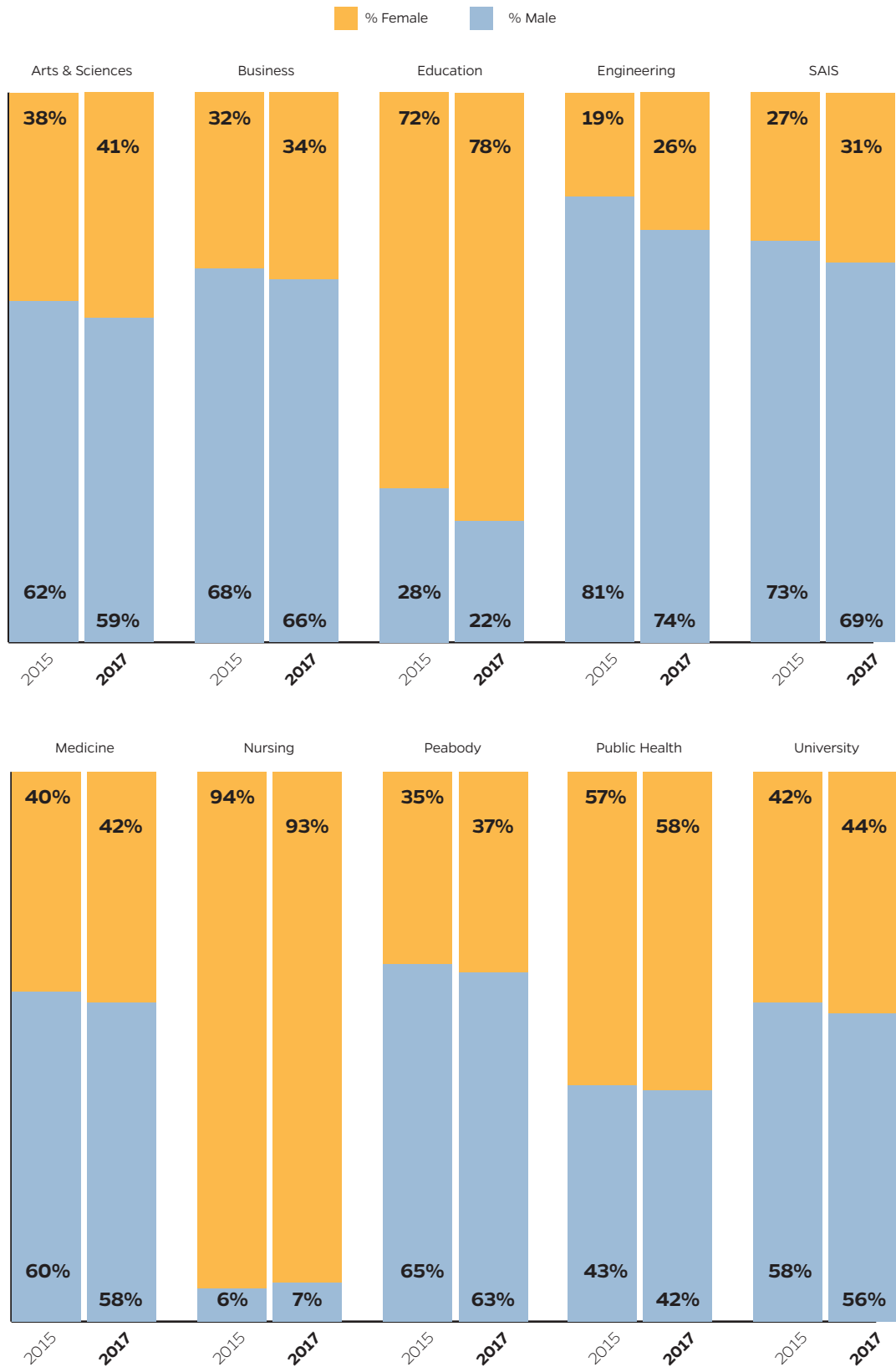
Female Faculty

Across all divisions, 44% of faculty are women, an increase from 42% in 2015. Division-specific percentages of female faculty range from 26% at Engineering to 93% at Nursing. Within three divisions—Nursing, Education, and Public Health—the majority of the faculty are women. A comparison of Johns Hopkins with our peer schools, a dozen other top-tier institutions, shows that we and Columbia have the greatest proportion of female faculty (see Table 6).

Since the 2015 census, most divisions noted an increase in female faculty proportions, though those increases varied. Public Health went from 57% in 2015 to 58% in 2017 (a 1.8% increase), Peabody went from 35% in 2015 to 37% in 2017 (a 5.7% increase), and Engineering made a substantial jump from 19% in 2015 to 26% in 2017 (a 37% increase). Nursing reported a small reduction in female faculty proportion from 94% in 2015 to 93% in 2017 (a 1% reduction), which reflected intentional recruitment and hiring of more male faculty.

Figure 1

Gender Composition: All Faculty



* Some columns do not equal 100% because the numbers were rounded to the nearest percent.

Female Professorial Faculty

Growth in female professorial faculty proportions ranged from incremental at Arts and Sciences (31% in 2015 to 32% in 2017, a 3% increase) to substantial at SAIS (17% in 2015 to 26% in 2017, a 53% increase). The percentage of female professorial (ranked) faculty declined slightly at two divisions that have high percentages of female professorial faculty: Education (69% in 2015 to 67% in 2017, a 3% reduction) and Nursing (94% in 2015 to 89% in 2017, a 5% reduction).

The 2017 census data demonstrate that women account for 40% of professorial faculty overall, compared to 37% in 2015. The percentage of women in unranked (nonprofessorial) positions is 52% overall, an increase from 50% as reported in the 2015 faculty census.

In two divisions, the majority of professorial faculty are women: Nursing (89%) and Education (67%). In two divisions, women make up less than 30% of professorial faculty: Engineering (20%) and SAIS (26%). In three divisions, the difference between the percentage of female professorial and unranked faculty exceeded 20%: Arts and Sciences (32% professorial versus 55% unranked), Education (67% professorial versus 89% unranked), and Public Health (47% professorial versus 69% unranked). Figure 2 depicts gender composition of professorial faculty, and Table 4 at the end of this report displays 2015 to 2017 comparisons in female professorial faculty by division and department.

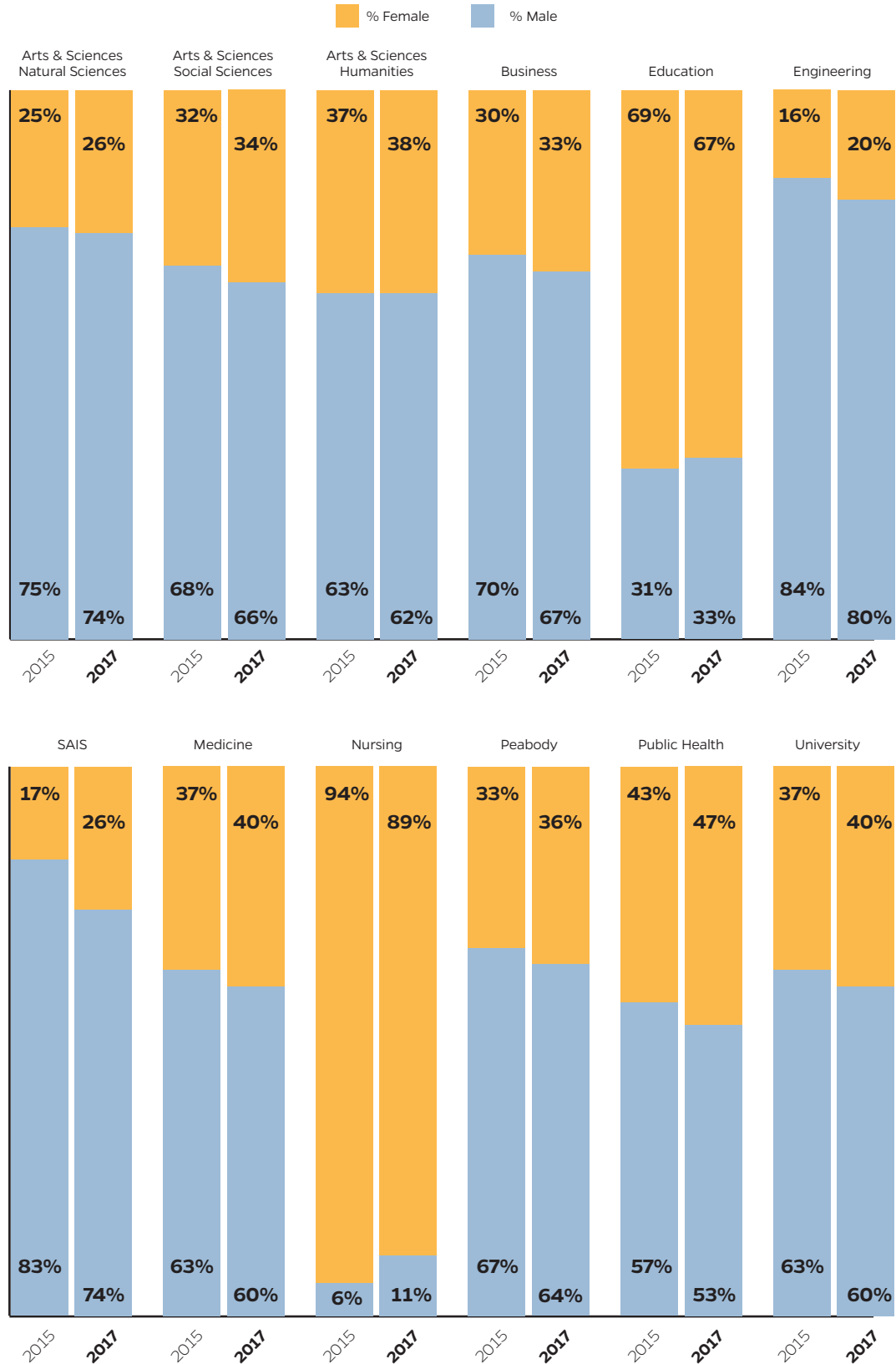
Aggregated professorial data show that females make up a greater percentage of assistant (52%) and associate (40%) professors, compared to full professors (25%). Five academic divisions showed a 10% or greater difference in the percentage of women who were assistant versus associate professors: Arts and Sciences (44% versus 34%), Business (39% versus 29%), SAIS (33% versus 50%), Medicine (52% versus 38%), and Public Health (70% versus 49%). Five divisions showed a difference of greater than 10% between female associate and full professors. Five divisions reported female full professor composition greater than the universitywide aggregate of 25%: Arts & Sciences (26%), Education (44%), Nursing (89%), Peabody (36%), and Public Health (34%).

The composition of professorial faculty among individual departments within divisions was variable (see Table 2). Among our four largest divisions—Medicine, Arts and Sciences, Engineering, and Public Health—the percentage of female professorial faculty in a given department ranged from 6% in Applied Mathematics and Statistics to 78% in Gynecology and Obstetrics. Forty percent of Public Health departments (4 of 10) had a professorial faculty group made up of at least 50% women. Only 26% of Arts and Sciences departments (6 of 23) and 15% of Medicine departments (5 of 33) included at least 50% women in their professorial faculty. None of the Engineering departments achieved 50%. The percentage of professorial women in Medicine's basic sciences departments (29%) was comparable to the percentage reported by Arts and Sciences' natural sciences departments (26%).

Women professorial faculty hold 26% of our academic leadership positions (see Table 5); including 33% (3 of 9) at the dean level, 25% (23 of 93) at the chair level, and 40% (2 of 5) at the vice provost level.

Figure 2

Gender Composition: Professorial Faculty



* Some columns do not equal 100% because the numbers were rounded to the nearest percent.

Minority and URM Faculty

Overall, 32% of faculty across all divisions reported being members of minority racial and ethnic groups, an increase from 30% in the 2015 faculty census. Increases in minority representation were noted in most divisions, with growth ranging from incremental at Medicine (35% to 36%, a 3% increase) to substantial at Nursing (16% to 27%, a 69% increase). Two divisions remained stable across the two censuses: Business (51%) and SAIS (24%), and Arts and Sciences demonstrated a slight reduction in minority faculty (20% to 19%, a 5% reduction).

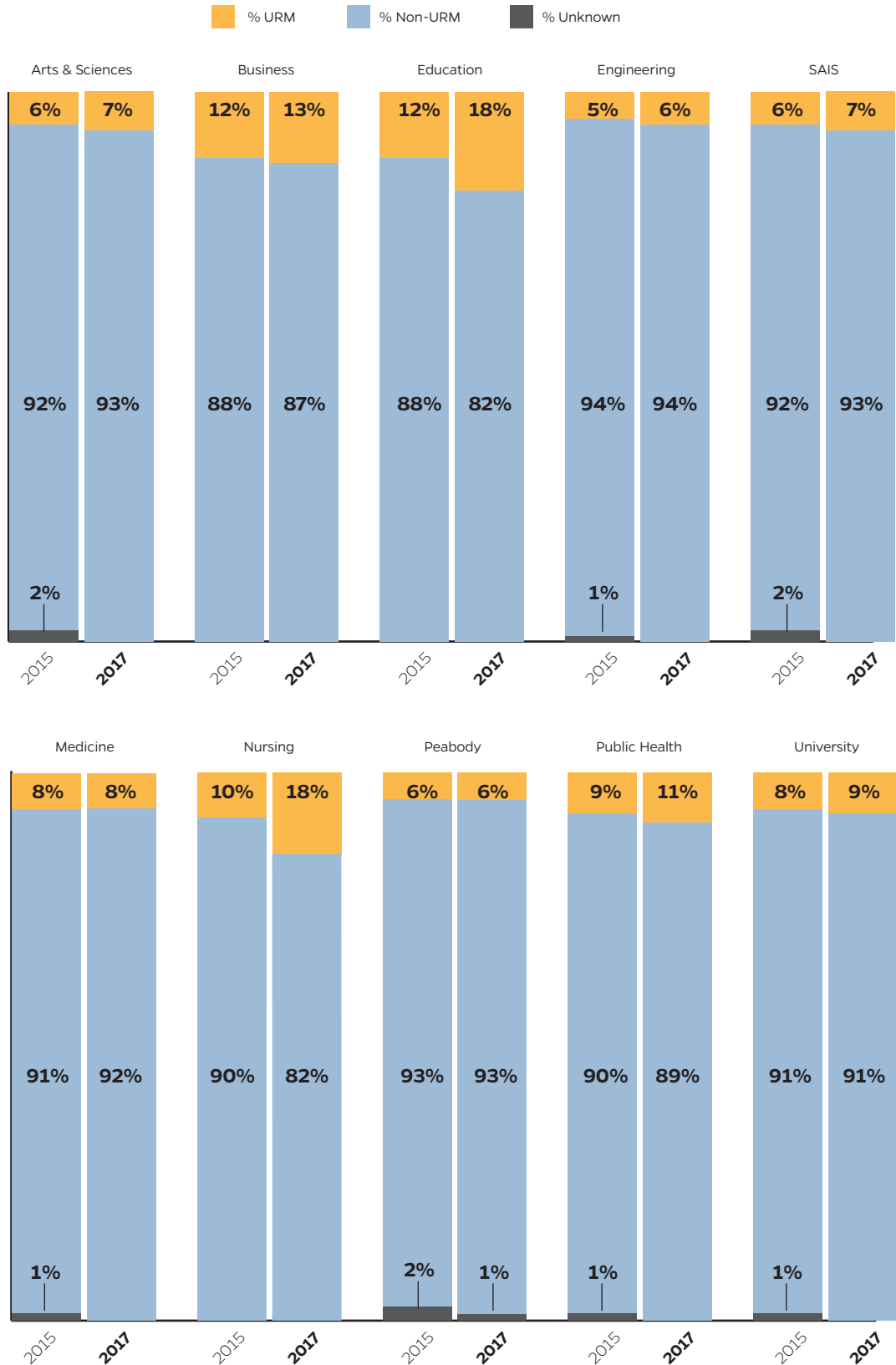
Overall, approximately 9% of faculty reported being members of URM groups (inclusive of black or African-American, Hispanic, American Indian, Hawaiian, or other Pacific Islander), an increase from 8% as reported in the 2015 faculty census (a 13% increase). Nearly every division demonstrated substantial percentage growth in URM faculty, ranging from Business (12% to 13%, an 8% increase) to Nursing (10% to 18%, an 80% increase). Medicine's and Peabody's composition of URM faculty remained stable at 8% and 6%, respectively.

In comparison to our peer schools, Hopkins' proportion of URM faculty (9%) is less than the proportion reported by Columbia (10%), the same as reported by Brown and Princeton, and greater than the percentage reported by nine top-tier peers. Table 6, at the end of this report, displays these data. Figure 3 depicts the Hopkins URM faculty composition, and Table 3 displays these data.

Faculty who self-identified as Asian represent more than 20% of the faculty in Medicine, Engineering, and Business; as a result, these three divisions also reported the greatest percentage of minority faculty. At Business, Education, Nursing, and Public Health, more than 10% of faculty self-identified as being members of underrepresented minority groups. The percentage of black faculty ranged from 1% at SAIS to 17% at Education, while the percentage of Hispanic faculty ranged from 1% at Education to 5% at SAIS. Comparable percentages were noted among professorial faculty. Universitywide, URM nonprofessorial faculty composition remained stable at 8%.

Figure 3

Underrepresented Minority Composition: All Faculty



* Some columns do not equal 100% because the numbers were rounded to the nearest percent.

Minority and URM Professorial Faculty

It is notable that the distribution of minority and URM professorial faculty, by rank, was consistent with the distribution of female professorial faculty, by rank. Figure 4 depicts URM professorial faculty composition. Fewer minority faculty members have achieved full professor rank, compared to assistant professor rank (17% versus 39%) contrasted with white full versus assistant professors (83% versus 61%). The same is true for underrepresented minority faculty, with 5% at full professor versus 12% at assistant professor ranks. Among all minority professorial faculty, the differences between the full and assistant professor ranks were greater for black faculty (2% versus 7%) and Asian faculty (12% versus 27%) than for Hispanic faculty (3% versus 4%).

Nearly every division demonstrated sound growth in minority professorial faculty, as a function of percentage, from the 2015 census, ranging from Public Health (22% to 23%, a 5% increase) to Nursing (19% to 29%, a 53% increase). The composition of minority professorial faculty at Business remained stable at 57% (see Table 4). At the full professor rank, one of our four largest divisions, Arts and Sciences, demonstrated an increased percentage of full professor minority faculty (8% to 12%, a 50% increase). Medicine and Public Health remained stable at 18% and 17%, respectively.

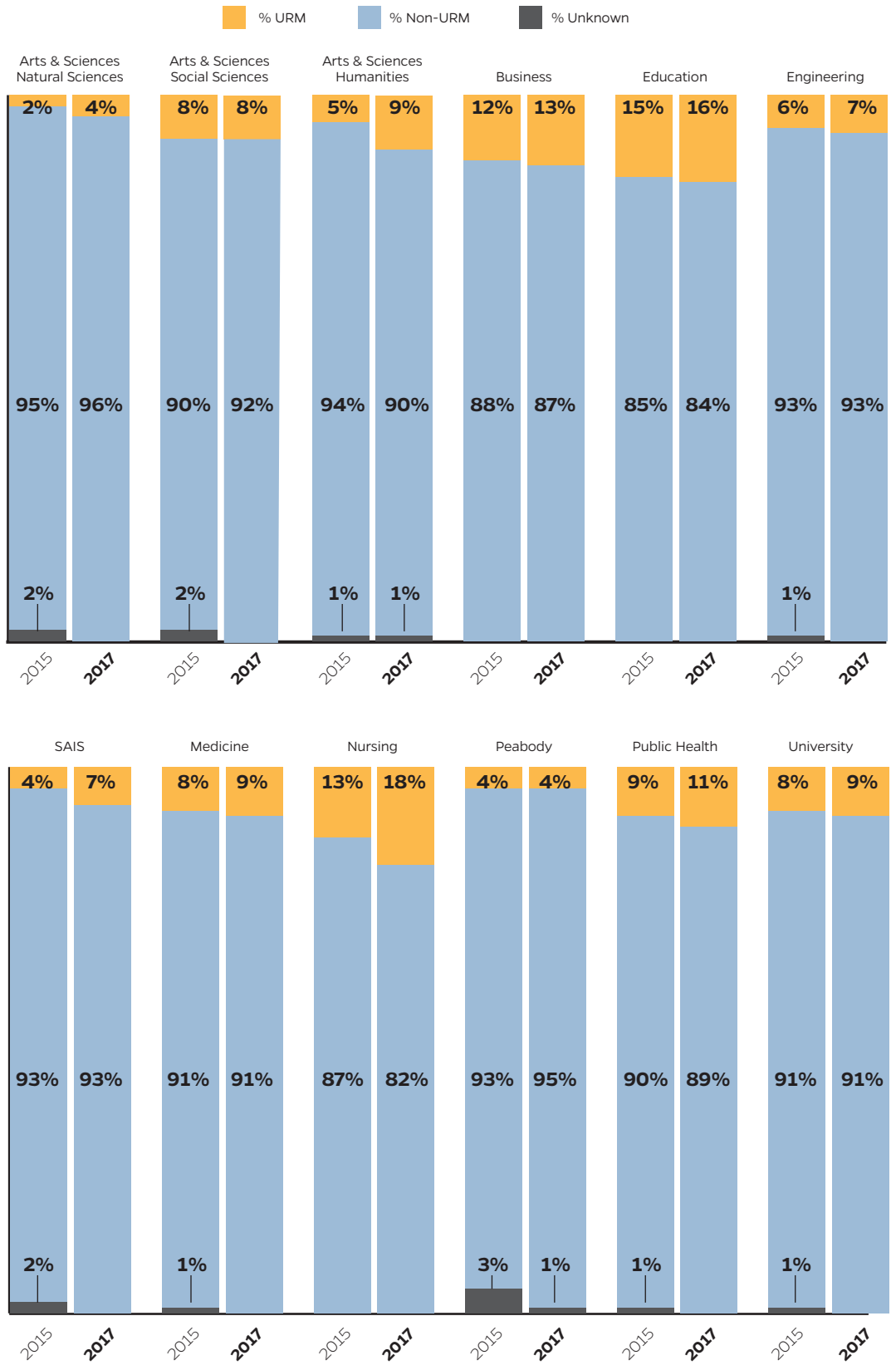
At the associate professor rank, growth in the percentage of minority faculty was noted in our four largest divisions: Medicine increased from 28% to 33%, Arts and Sciences from 33% to 36%, Public Health from 27% to 29%, and Engineering from 25% to 31%. Three of our four largest divisions reported increased percentages of minority faculty at the assistant professor rank: Medicine increased from 38% to 40%, Public Health from 28% to 30%, and Engineering from 42% to 46%. Arts and Sciences remained stable at 21%.

Overall, 9% of professorial faculty reported being members of URM groups, an increase from 8% in our 2015 census. Nearly every division demonstrated a sound increase in percentage of URM professorial faculty from the 2015 census, ranging from Education (15% to 16%, a 7% increase) to Nursing (13% to 18%, a 38% increase). Peabody full-time professorial URM faculty remained stable at 4%. Table 4 displays these data.

At the full professor rank, two of our four largest divisions showed slight increases in the percentage of underrepresented minority faculty: Public Health from 6% to 8% and Arts and Sciences from 3% to 5%. Engineering and Medicine each showed slight decreases, from 4% to 3% and from 5% to 4%, respectively. At the associate professor rank, two of our four largest divisions showed increased percentages of underrepresented minority faculty: Medicine from 7% to 8% and Arts and Sciences from 10% to 19%. Engineering minority full professor composition increased from 21% to 22% (a 5% increase), while Medicine and Public Health remained stable at 18% and 17%, respectively (see Table 3).

Figure 4

Underrepresented Minority Composition: Professorial Faculty



* Some columns do not equal 100% because the numbers were rounded to the nearest percent.

At the assistant professor rank, three of our four largest divisions showed an increase in underrepresented minority faculty: Engineering from 10% to 15%, Public Health from 13% to 17%, and Medicine from 11% to 12%. Arts and Sciences remained stable at 4%.

Minority and underrepresented minority representation in academic leadership positions lags behind female representation. Only 1 of 9 university deans (11%) self-identifies as URM, 13 of 93 chairs (14%) self-identify as a minority, and 7 of 93 chairs (7.5%) self-identify in the underrepresented minority demographic. It is noteworthy to mention that there are no minority or underrepresented minority faculty at the vice provost level of academic leadership (see Table 5).

Departmental Progress in Female Professorial Faculty Representation

Departmental shifts in female professorial faculty proportions offer opportunities for us to determine where initiatives have demonstrated success, as well as where a tailored approach to female professorial faculty hiring and retention might be more beneficial. All departments reported female professorial representation. Table 4 displays professorial faculty data comparing 2015 to 2017 census numbers specific to: overall professorial faculty counts; female professorial faculty counts; minority professorial faculty counts; and underrepresented minority professorial faculty counts.

Together, five of our schools—Arts and Sciences, Engineering, Medicine, Nursing, and Public Health—had 76 departments with at least one faculty member during the 2017 census; Museums & Society, in the School of Arts and Sciences, and Nanomedicine, in the School of Medicine, did not report any faculty during the 2015 or 2017 census periods. Among those departments with faculty, 45 (59%) reported increased numbers of female professorial faculty, eight (11%) reported decreased numbers of female professorial faculty, and 23 (30%) reported no change in the number of female professorial faculty (see Table 4). Twenty-eight of 76 departments (37%) reported percentages of female professorial faculty that exceeded the overall university percentage of female professorial faculty (40%); these departments are housed within Arts and Sciences, Medicine, Nursing, and Public Health. Figure 5 depicts departments that reported at least 10 faculty in the 2017 census, by division, whose female faculty composition exceeded 40%.

Four of our schools—Business, Education, SAIS, and Peabody—do not have departmental structures; each school reported increased numbers of female professorial faculty.

Departments with Percentage of Female Faculty
That Exceeds Johns Hopkins' Female Professorial Average (40%)

Figure 5

Division	Department	Total Professorial Faculty	% Female
Arts and Sciences	Psychological & Brain Sciences	15	47%
	Sociology	15	60%
	German & Romance Lang & Literature	18	50%
Medicine	Cell Biology	14	50%
	Molecular and Comparative Pathobiology	15	47%
	Anesthesiology & Critical Care Medicine	162	41%
	Dermatology	20	65%
	Gynecology and Obstetrics	63	78%
	Medicine	510	43%
	Pediatrics	164	61%
	Physical Medicine and Rehabilitation	21	48%
	Psychiatry and Behavioral Sciences	130	48%
Nursing	Acute and Chronic Care	32	94%
	Community – Public Health	24	83%
Public Health	Epidemiology	59	47%
	Health Policy and Management	41	49%
	Health, Behavior, and Society	28	75%
	International Health	52	52%
	Mental Health	23	52%
	Population, Family, and Reproductive Health	20	70%

* Inclusive of departments that reported 10 or more professorial faculty

Departmental Progress in URM Professorial Faculty Representation

Departmental shifts in URM professorial faculty proportions offer opportunities for us to determine where initiatives have shown success, as well as where a tailored approach to URM professorial faculty hiring and retention might be more beneficial.

Among the 76 departments reported during the 2017 census, 32 (42%) reported increased numbers of URM professorial faculty, 13 (17%) reported decreased numbers of professorial faculty, and 17 (22%) reported no change in the number of URM professorial faculty. Fourteen (18%) departments did not report URM professorial faculty at the 2015 or the 2017 faculty census. Figure 7 lists departments, by division, which reported no URM professorial faculty during the 2015 or 2017 faculty census periods, as well as the total professorial faculty in the department. Twenty-five of 76 departments (33%) reported percentages of URM professorial faculty that exceeded the overall university percentage of URM professorial faculty (9%); these departments are housed within Arts and Sciences, Engineering, Medicine, Nursing, and Public Health. Figure 6 depicts departments that reported at least 10 faculty in the 2017 census, by division, whose URM faculty composition exceeded 9%. Four of our schools—Business, Education, SAIS, and Peabody—do not have departmental structures; all but Peabody reported increased proportion of URM professorial faculty.

JHU Departments* With Percentage of URM Professorial Faculty
That Exceeds Johns Hopkins URM Professorial Average (9%),

Figure 6

Division	Department	Total Professorial Faculty	% URM
Arts and Sciences	Sociology	15	13%
	English	13	23%
	German & Romance Lang & Literature	18	11%
	History	26	12%
Engineering	Electrical and Computer Engineering	21	24%
	Materials Science and Engineering	14	14%
Medicine	Biophysics and Biophysical Chemistry	10	30%
	Dermatology	20	20%
	Emergency Medicine	41	10%
	Gynecology and Obstetrics	63	22%
	Neurology	134	10%
	Pediatrics	164	13%
	Physical Medicine and Rehabilitation	21	14%
Nursing	Acute and Chronic Care	32	13%
	Community – Public Health	24	25%
Public Health	Epidemiology	59	19%
	Health Policy and Management	41	10%
	Health, Behavior, and Society	28	18%
	International Health	52	13%
	Molecular Biology and Immunology	28	14%

* Inclusive of departments that reported 10 or more professorial faculty

JHU Departments* Without URM Professorial Faculty Representation at the 2015 or 2017 Census Periods, by Division

Figure 7

Division	Department	Total Professorial Faculty
Arts and Sciences	Earth & Planetary Sciences	14
	Mathematics	19
Engineering	Chemical and Biomolecular Engineering	18
Medicine	Biological Chemistry	16
	Cell Biology*	14

*Inclusive of departments that reported 10 or more professorial faculty

Female professorial faculty representation: Earth & Planetary Sciences (36%); Mathematics (21%); Chemical and Biomolecular Engineering (33%); Biological Chemistry (31%); Cell Biology (50%)

Moving Forward: Ongoing and Future Initiatives to Drive Greater Change

While we are encouraged by our improvement, we recognize that our efforts to increase faculty diversity must continue in order to support and amplify our current momentum in making meaningful change. What follows is information about ongoing initiatives that have fostered our success in increasing faculty diversity, as well as suggested future initiatives that have the potential to amplify our momentum.

Ongoing Initiatives

Faculty Diversity Initiative

Key to our faculty composition efforts is the Faculty Diversity Initiative (FDI), a five-year, \$25 million program, developed in fall 2015 as a multifaceted approach to enhancing diversity in faculty recruitment and retention. Garnering the support of all our deans, the FDI had two overarching goals: (1) to reorient faculty search and hiring practices to ensure that searches extend beyond our customary networks to include previously unaccessed and more diverse sources of talented candidates; and (2) to provide resources to support and sustain a more diverse faculty community. To that end, divisions have pledged to ensure that faculty search committee members undergo implicit bias training and each committee is assigned a diversity advocate.

The Target of Opportunity Program (TOP) is a component of the FDI that has most directly supported faculty diversity. TOP provides funding to support the hiring of faculty to positions that were not part of planned faculty searches. The funding that was set aside for TOP was to support approximately 30 such hires over five years. To date we have hired 19 new full-time professorial faculty through this program. In addition, FDI funds have supported 19 visiting faculty appointments, and 23 postdoctoral fellows in training for faculty positions.

To improve diversity in faculty hiring, the FDI also encouraged the adoption of Interfolio in faculty searches across all divisions. The Interfolio platform enables automatic posting to several internet job advertising sites where we have institutional memberships, allowing unlimited postings and reducing costs to the university. As Interfolio transitions from pilot to full deployment, the Provost's Office will be advocating for the continued enhancement of applicant pool reviews, intentional recruitment efforts ensuring the inclusiveness of candidate slates, and appropriate tracking of final faculty placements. The Interfolio platform provides an opportunity to demonstrate accountability regarding Hopkins' progress in attracting and hiring the best available candidates.

When recruiting a faculty member who is part of a dual-career couple, Johns Hopkins is increasingly working to identify options for the partner/spouse. This may include a second faculty position that the partner/spouse is interested in and qualified for, or a position in reasonable commuting distance. To address this ongoing challenge, Hopkins created and filled a position to support dual-career faculty couples. Research has shown that dual-career couples are not only more common in recent decades, but that dual-career searches more frequently affect women and minority faculty candidates.

Deans and divisional leadership continue to review division-specific diversity action plans. These action plans detail the qualitative efforts of the divisions specific to faculty recruitment and retention and are published on the [Faculty Affairs website](#).

To support and broaden the pipeline of diverse faculty, the FDI's Provost's Postdoctoral Fellowship has supported 23 talented scholars since 2015. In 2018, 64 candidates applied for the eight available positions. In addition, Johns Hopkins faculty members continued to promote and mentor doctoral graduates as they gained faculty positions here and at other peer institutions.

Johns Hopkins University Roadmap on Diversity and Inclusion

The [2018 Roadmap Progress Report](#) identified URM faculty retention as a key concern following an uptick in departures among URM professorial faculty in 2017. In response to these URM departures, the university established a set of priority initiatives. It piloted a centralized URM faculty exit survey, and conducted a series of climate-pulse listening sessions with a sampling of URM junior faculty; these two initiatives were facilitated by an independent third party. Data trends also helped shape our approach to the COACHE faculty satisfaction survey, administered in spring 2018. In September 2018, we shared analyses of those data, specific to junior faculty mentoring, with deans and department chairs; additional analyses of the COACHE data are ongoing.

Future Initiatives

As Hopkins enters the fourth year of the five-year FDI, we continue to evaluate efforts that have demonstrated progress in improving faculty diversity, particularly attuned to improving and extending successful innovative strategies.

Monitoring Faculty Diversity and Overall Growth Trends

Overall faculty numbers increased from 4,663 in 2015 to 4,887 in 2017 (224, 5% increase). During the same time period, female faculty grew from 1,957 to 2,160 (203, 10% increase); minority faculty grew from 1,389 to 1,555 (166, 12%); and URM faculty grew from 372 to 425 (53, 14%). Percentage growth for female, minority and URM faculty, therefore, surpassed overall percentage faculty growth.

With the exception of Nursing (whose faculty is more than 90% female), all divisions demonstrated greater percent growth in female faculty than in their respective overall faculty growth. Further, all but one division (Business) demonstrated greater percent growth in URM faculty than in their respective overall faculty. Figure 8 depicts growth in overall, female, and URM faculty by division and universitywide.

Overall, professorial faculty grew from 3,022 in 2015 to 3,186 in 2017 (164, 5%). During the same time period, growth in female professorial faculty went from 1,130 to 1,278 (148, 13%); minority professorial faculty went from 839 to 965 (126, 15%); and URM professorial faculty went from 243 to 286 (43, 18%). Percentage growth in female, minority, and URM professorial faculty surpassed that of overall percent professorial faculty. With the exception of Nursing and Education (whose professorial faculty are 89% and 67% female, respectively), divisions showed percentage growth in female professorial faculty that surpassed their respective overall percent professorial faculty growth. Further, all divisions showed percentage growth in URM professorial faculty that surpassed their respective overall percent professorial faculty growth.

We will continue to review trends to watch how our growth rates for women and URM faculty compare with growth rates for our overall faculty. In addition, while this report measures neither growth in representation of women of color nor faculty who self-identify as LGBTQ and/or non-binary gender, we will explore current best practices in these areas.

Johns Hopkins Faculty Growth and Percentage Change, by Division, Gender, and URM Status (2015 to 2017)

Figure 8

Division	Total Faculty		Growth in Total Faculty, N (%)	Female Faculty		Growth in Female Faculty, N (%)	URM Faculty		Growth in URM Faculty, N (%)
	2015 N	2017 N		2015 N	2017 N		2015 N	2017 N	
Arts & Sciences	566	545	-21 (-4%)	215	224	9 (4%)	36	37	1 (3%)
Business	75	95	20 (27%)	24	32	8 (33%)	9	12	3 (3%)
Education	75	107	32 (43%)	54	83	29 (54%)	9	19	10 (111%)
Engineering	272	391	119 (46%)	51	100	49 (96%)	13	22	9 (69%)
SAIS	99	112	13 (13%)	27	35	8 (30%)	6	8	2 (33%)
Medicine	2761	2861	100 (4%)	1114	1200	86 (8%)	226	235	9 (4%)
Nursing	67	83	16 (24%)	63	77	14 (22%)	7	15	8 (114%)
Peabody	160	156	-4 (-3%)	56	57	1 (2%)	9	10	1 (11%)
Public Health	633	706	73 (12%)	359	408	49 (14%)	58	78	20 (34%)
JHU - Total	4663	4887	224 (5%)	1957	2160	203 (10%)	372	425	53 (14%)

Johns Hopkins Professorial Faculty Growth and Percentage Change, by Division*, Gender, and URM Status (2015 to 2017)

Figure 9

Division	Professorial Faculty		Growth in Professorial Faculty, N (%)	Female Professorial Faculty		Growth in Female Professorial Faculty, N (%)	URM Professorial Faculty		Growth in URM Professorial Faculty, N (%)
	2015 N	2017 N		2015 N	2017 N		2015 N	2017 N	
Arts & Sciences	295	314	19 (6%)	90	101	11 (12%)	13	21	8 (62%)
Business	60	75	15 (25%)	18	25	7 (39%)	7	10	3 (43%)
Education	52	58	6 (12%)	36	39	3 (8%)	8	9	1 (13%)
Engineering	162	210	48 (30%)	26	43	17 (65%)	10	15	5 (50%)
SAIS	46	42	-4 (-9%)	8	11	3 (38%)	2	3	1 (50%)
Medicine	2089	2191	102 (5%)	779	878	99 (13%)	171	190	19 (11%)
Nursing	47	56	9 (19%)	44	50	6 (14%)	6	10	4 (67%)
Public Health	309	339	30 (10%)	132	158	26 (20%)	29	37	8 (28%)
JHU — Total	3022	3186	164 (5%)	1130	1278	148 (13%)	243	286	43 (18%)

Note: *Peabody does not have professorial faculty

Faculty Mentoring

The COACHE faculty satisfaction survey identified two areas that faculty consistently endorsed as important and in need of improvement: (1) mentoring of junior faculty, and (2) opportunities for leadership development for midcareer faculty. While most divisions have been assigning mentors to junior faculty, we must do more to improve.

As stated in our [Principles of Faculty Mentoring](#), we are committed to providing mentoring to all junior and midcareer faculty, with the expressed goals to support, facilitate, and enhance the development of faculty throughout the early and middle stages of their careers. Following a September 2018 meeting of deans and department leaders from across the institution to discuss support and mentorship for junior faculty, the deans and the office of the Vice Provost for Faculty Affairs have begun working with every department to develop specific mentoring plans for junior faculty. These plans, which add to earlier divisional plans targeting a broader swath of faculty, emphasize developing a group of mentors—rather than a single individual—for junior faculty members, as this allows them to tap into a variety of perspectives, resources, and professional networks. The “mentoring committee” approach has been shown to be particularly helpful for URM and women junior faculty.

Faculty Retention and Campus Climate

Hopkins aspires to remain competitive for acquiring top talent, a place where faculty from all backgrounds can find their academic home, and an environment that allows all faculty to reach their full potential. This will include addressing the challenges of retention, campus climate, and leadership development. As Hopkins and our peer schools have found over the past several decades, financial commitments alone are not sufficient to meet these aspirations.

We will keep our community apprised of this work, which will include regular progress updates on the *Roadmap*.

Data from the Faculty Composition Report will be posted publicly on the website of the [Office of the Provost website](#), ensuring easy access to this information, in the firm belief that transparency is a vital tool in attaining and maintaining our aims in the long term.

Table 1: Faculty Composition by Division and Rank

DIVISION	RANK	TOTAL		FEMALE		Hispanic		Black		Amer Indian		Asian		Haw, Pacific		White		Unknown		MINORITY		URM	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Arts & Sciences	FT: Full Professor	176	46	26	5	3	3	2	13	7		13	7		155	88		21	12	8	5		
	FT: Associate Professor	53	18	34	4	8	6	11	9	17		9	17		34	64		19	36	10	19		
	FT: Assistant Professor	85	37	44	1	1	1	1	1	1	1	15	18		66	78	1	1	18	21	3	4	
	Total Professorial	314	101	32	10	3	10	3	1	0	37	12		0	0	255	81	1	0	58	18	21	7
	FT: Other Rank	208	115	55	11	5	4	2	1	0	29	14			162	78	1	0	45	22	16	8	
	PT: All	23	8	35							2	9			21	91			2	9			
	Arts & Sciences Total	545	224	41	21	4	14	3	2	0	68	12		0	0	438	80	2	0	105	19	37	7
Business	FT: Full Professor	14	3	21			1	7	5	36		5	36		8	57			6	43	1	7	
	FT: Associate Professor	17	5	29	1	6	1	6	7	41		7	41		8	47			9	53	2	12	
	FT: Assistant Professor	44	17	39	3	7	4	9	21	48		21	48		16	36			28	64	7	16	
	Total Professorial	75	25	33	4	5	6	8	0	0	33	44		0	0	32	43	0	0	43	57	10	13
	FT: Other Rank	19	7	37			2	11			3	16			14	74			5	26	2	11	
	PT: All	1													1	100							
	Business Total	95	32	34	4	4	8	8	0	0	36	38		0	0	47	49	0	0	48	51	12	13
Education	FT: Full Professor	16	7	44			2	13							14	88			2	13	2	13	
	FT: Associate Professor	15	12	80			3	20							12	80			3	20	3	20	
	FT: Assistant Professor	27	20	74	1	4	3	11			2	7			21	78			6	22	4	15	
	Total Professorial	58	39	67	1	2	8	14	0	0	2	3		0	0	47	81	0	0	11	19	9	16
	FT: Other Rank	47	42	89			10	21			3	6			34	72			13	28	10	21	
	PT: All	2	2	100							0	0			2	100							
	Education Total	107	83	78	1	1	18	17	0	0	5	5		0	0	83	78	0	0	24	22	19	18
Engineering	FT: Full Professor	116	12	10	2	2	2	2	21	18		21	18		91	78			25	22	4	3	
	FT: Associate Professor	29	9	31			1	3	8	28		8	28		20	69			9	31	1	3	
	FT: Assistant Professor	65	22	34	3	5	7	11			20	31			35	54			30	46	10	15	
	Total Professorial	210	43	20	5	2	10	5	0	0	49	23		0	0	146	70	0	0	64	30	15	7
	FT: Other Rank	172	56	33	5	3	1	1			53	31			113	66			59	34	6	3	
	PT: All	9	1	11	1	11					2	22			6	67			3	33	1	11	
	Engineering Total	391	100	26	11	3	11	3	0	0	104	27		0	0	265	68	0	0	126	32	22	6
SAIS	FT: Full Professor	21	3	14					1	5	1	5			19	90			2	10	1	5	
	FT: Associate Professor	6	3	50	1	17					1	17			4	67			2	33	1	17	
	FT: Assistant Professor	15	5	33	1	7					4	27			10	67			5	33	1	7	
	Total Professorial	42	11	26	2	5			1	2	6	14		0	0	33	79	0	0	9	21	3	7
	FT: Other Rank	61	23	38	4	7	1	2			13	21			43	70			18	30	5	8	
	PT: All	9	1	11											9	100							
	SAIS Total	112	35	31	6	5	1	1			19	17		0	0	85	76	0	0	27	24	8	7
Medicine	FT: Full Professor	612	140	23	15	2	10	2	1	0	86	14			500	82			112	18	26	4	
	FT: Associate Professor	581	218	38	23	4	21	4			144	25	2	0	391	67			190	33	46	8	
	FT: Assistant Professor	998	520	52	45	5	69	7	4	0	284	28			595	60	1	0	402	40	118	12	
	Total Professorial	2191	878	40	83	4	100	5	5	0	514	23	2	0	1486	68	1	0	704	32	190	9	
	FT: Other Rank	600	287	48	18	3	25	4	2	0	270	45			285	48			315	53	45	8	
	PT: All	70	35	50							16	23			54	77			16	23			
	Medicine Total	2861	1200	42	101	4	125	4	7	0	800	28	2	0	1825	64	1	0	1035	36	235	8	
Nursing	FT: Full Professor	18	16	89			3	17			1	6			14	78			4	22	3	17	
	FT: Associate Professor	8	7	88	1	13					2	25			5	63			3	38	1	13	
	FT: Assistant Professor	30	27	90	1	3	5	17			3	10			21	70			9	30	6	20	
	Total Professorial	56	50	89	2	4	8	14	0	0	6	11		0	0	40	71	0	0	16	29	10	18
	FT: Other Rank	25	25	100			4	16	1	4	1	4			19	76			6	24	5	20	
	PT: All	2	2	100											2	100							
	Nursing Total	83	77	93	2	2	12	14	1	1	7	8		0	0	61	73	0	0	22	27	15	18
Peabody Conservatory	FT: Conservatory	75	27	36	2	3	1	1			6	8			65	87	1	1	9	12	3	4	
	PT: Conservatory	8	3	38							1	13			7	88			1	13			
	ADJ: Conservatory	73	27	37	1	1	5	7	1	1	5	7			61	84			12	16	7	10	
	Peabody Total	156	57	37	3	2	6	4	1	1	12	8		0	0	133	85	1	1	22	14	10	6
Public Health	FT: Full Professor	180	62	34	8	4	6	3	17	9		17	9		149	83			31	17	14	8	
	FT: Associate Professor	75	37	49	3	4	6	8			13	17			53	71			22	29	9	12	
	FT: Assistant Professor	84	59	70			12	14	1	1	11	13	1	1	58	69	1	1	25	30	14	17	
	Total Professorial	339	158	47	11	3	24	7	1	0	41	12	1	0	260	77	1	0	78	23	37	11	
	FT: Other Rank	360	247	69	14	4	25	7	1	0	78	22	1	0	240	67	1	0	119	33	41	11	
	PT: All	7	3	43							1	14			6	86			1	14			
	Public Health Total	706	408	58	25	4	49	7	2	0	120	17	2	0	506	72	2	0	198	28	78	11	
University	FT: Full Professor	1089	276	25	28	3	23	2	2	0	133	12			903	83			186	17	53	5	
	FT: Associate Professor	766	304	40	33	4	37	5			179	23	2	0	515	67			251	33	72	9	
	FT: Assistant Professor	1331	698	52	55	4	99	7	6	0	358	27	1	0	809	61	3	0	519	39	161	12	
	Total Professorial	3186	1278	40	116	4	159	5	8	0	670	21	3	0	2227	70	3	0	956	30	286	9	
	Other Ranks	1701	882	52	53	3	79	5	6	0	460	27	1	0	1099	65	3	0	599	35	139	8	
University Total	4887	2160	44	169	3	238	5	14	0	1130	23	4	0	3326	68	6	0	1555	32	425	9		

NOTES
 Faculty headcount from November 2017 OIR HR Faculty Census file; includes Deans and Executives with faculty appointments.
 Bloomberg Distinguished Professors (BDPs and BDAPs), Biomedical Engineering faculty and Environmental Health & Engineering faculty are included in multiple divisional counts but unduplicated in university totals and subtotals.
 Among divisions, "University Centers" is hidden, but included in University totals. AP and EPP are rolled into Arts & Sciences and Engineering, respectively. This table excludes PY Prep.
 FT= Full Time; PT= Part Time; ADJ = Adjunct (Only for Peabody Conservatory)
 Faculty who indicated more than one racial category are categorized using the following precedence rule: Hispanic > Hawaiian or Pacific Islander > American Indian > Black or African American > Asian > White
 "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 Faculty by Division and Rank

DIVISION	DEPARTMENT	TOTAL		FEMALE		Hispanic		Black		Amer Indian		Asian		Haw, Pacific		White		Unknown		MINORITY		URM		
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
AS Natural Sciences	Biology	26	7	27	2	8						7	27			17	65			9	35	2	8	
	Biophysics	9	5	56	1	11						1	11			7	78			2	22	1	11	
	Chemistry	21	2	10	1	5						2	10			18	86			3	14	1	5	
	Cognitive Science	8	3	38												8	100							
	Earth & Planetary Sciences	14	5	36								1	7			13	93			1	7			
	Mathematics	19	4	21								4	21			15	79			4	21			
	Physics & Astronomy	29	4	14			1	3				2	7			26	90			3	10	1	3	
	Psychological & Brain Sciences	15	7	47	1	7						3	20			11	73			4	27	1	7	
	Natural Sciences Professorial	140	37	26	5	4	1	1				20	14			114	81			26	19	6	4	
	Anthropology	9	5	56	1	11						4	44			4	44			5	56	1	11	
	Economics	17	2	12							1	6				11	65			6	35	1	6	
AS Social Sciences	Political Science	24	7	29				2	8			1	4			21	88			3	13	2	8	
	Sociology	15	9	60				2	13			3	20			10	67			5	33	2	13	
	Social Sciences Professorial	64	22	34	1	2	3	5	1	2		13	20			46	72			18	28	5	8	
	Classics	7	2	29												7	100							
	English	13	4	31					3	23			1	8			9	69			4	31	3	23
	German & Romance Lang & Literature	18	9	50	2	11										16	89			2	11	2	11	
	History	26	9	35					3	12			1	4			21	81	1	4	4	15	3	12
	History of Art	9	4	44												9	100							
	History of Science	7	3	43	1	14										6	86			1	14	1	14	
	Humanities Center	4	3	75	1	25							2	50			1	25			3	75	1	25
	Near Eastern Studies	7	1	14												7	100							
Philosophy	13	3	23					1	8						12	92			1	8	1	8		
Writing Seminars	8	4	50												8	100								
Humanities Professorial	110	42	38	4	4	6	5				4	4			95	86	1	1	14	13	10	9		
Arts & Sciences Professorial	314	101	32	10	3	10	3	1	0		37	12			255	81	1	0	58	18	21	7		
Business	Business Professorial	75	25	33	4	5	6	8				33	44			32	43			43	57	10	13	
	Education Professorial	58	39	67	1	2	8	14				2	3			47	81			11	19	9	16	
Engineering	Applied Mathematics and Statistics	18	1	6			1	6				3	17			14	78			4	22	1	6	
	Biomedical Engineering	31	4	13	1	3	1	3				8	26			21	68			10	32	2	6	
	Chemical and Biomolecular Engineering	18	6	33								3	17			15	83			3	17			
	Civil Engineering	8	1	13								3	38			5	63			3	38			
	Computer Science	30	2	7	1	3						8	27			21	70			9	30	1	3	
	Electrical and Computer Engineering	21	5	24	2	10	3	14				4	19			12	57			9	43	5	24	
	Environmental Health & Engineering	49	18	37			2	4				7	14			40	82			9	18	2	4	
	Materials Science and Engineering	14	2	14	1	7	1	7				3	21			9	64			5	36	2	14	
	Mechanical Engineering	23	4	17			2	9				10	43			11	48			12	52	2	9	
	Engineering Professorial	210	43	20	5	2	10	5				49	23			146	70			64	30	15	7	
	SAIS	SAIS Professorial	42	11	26	2	5				1	2	6	14			33	79			9	21	3	7
Med Basic Sciences Professorial		164	47	29	6	4	2	1				29	18			127	77			37	23	8	5	
Med Basic Sciences	Anesthesiology and Critical Care Medicine	162	66	41	6	4	8	5				39	24			109	67			53	33	14	9	
	Dermatology	20	13	65	2	10	2	10				7	35			9	45			11	55	4	20	
	Emergency Medicine	41	13	32			4	10				10	24			4	10			14	34	4	10	
	Gynecology and Obstetrics	63	49	78	3	5	10	16				10	16			39	62			24	38	14	22	
	Medicine	510	218	43	14	3	31	6	2	0		135	26	1	2	327	64	1	0	182	36	47	9	
	Neurological Surgery	35	5	14	1	3						14	40			20	57			15	43	1	3	
	Neurology	134	52	39	10	7	4	3				24	18			96	72			38	28	14	10	
	Oncology Center	124	37	30	6	5	1	1	1	1		30	24			86	69			38	31	8	6	
	Ophthalmology	103	40	39	3	3	5	5				26	25			69	67			34	33	8	8	
	Orthopaedic Surgery	47	9	19			2	4				13	28			32	68			15	32	2	4	
	Otolaryngology-Head and Neck Surgery	60	22	37	1	2	1	2				18	30			40	67			20	33	2	3	
Med Clinical	Pathology	102	41	40	6	6	2	2		1	1	24	24			69	68			33	32	9	9	
	Pediatrics	164	100	61	9	5	12	7				23	14			120	73			44	27	21	13	
	Physical Medicine and Rehabilitation	21	10	48	3	14						3	14			15	71			6	29	3	14	
	Plastic and Reconstructive Surgery	21	4	19			1	5				2	10			18	86			3	14	1	5	
	Psychiatry and Behavioral Sciences	130	62	48	7	5	5	4				18	14			100	77			30	23	12	9	
	Radiation Oncology and Molecular Radiation Sciences	29	11	38	2	7						11	38			16	55			13	45	2	7	
	Radiology and Radiological Science	137	51	37	2	1	3	2				54	39	1	1	77	56			60	44	6	4	
	Surgery	96	23	24	2	2	6	6	1	1		20	21			67	70			29	30	9	9	
	Urology	30	6	20			1	3				4	13			25	83			5	17	1	3	
	Clinical Professorial	2028	832	41	77	4	98	5	5	0	485	24	2	0	1360	67	1	0	667	33	182	9		
	Medicine Professorial	2192	879	40	83	4	100	5	5	0	514	23	2	0	1487	68	1	0	704	32	190	9		
Nursing	Acute and Chronic Care	32	30	94	1	3	3	9				5	16			23	72			9	28	4	13	
	Community-Public Health	24	20	83	1	4	5	21				1	4			17	71			7	29	6	25	
	Nursing Professorial	56	50	89	2	4	8	14				6	11			40	71			16	29	10	18	
Peabody	Peabody FT Conservatory	75	27	36	2	3	1	1				6	8			65	87	1	1	9	12	3	4	
	Biochemistry and Molecular Biology	14	4	29								3	21			11	79			3	21			
Public Health	Biostatistics	25	5	20			2	4				5	20	1										

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

DIVISION	RANK	N		Female				Minority				URM					
		2015		2017		2015		2017		2015		2017		2015		2017	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%		
Arts & Sciences	FT: Full Professor	170	176	47	28	46	26	14	8	21	12	5	3	8	5		
	FT: Associate Professor	48	53	15	31	18	34	16	33	19	36	5	10	10	19		
	FT: Assistant Professor	77	85	28	36	37	44	16	21	18	21	3	4	3	4		
	FT: Other Rank	228	208	110	48	115	55	55	24	45	22	20	9	16	8		
	PT: All	43	23	15	35	8	35	11	26	2	9	3	7				
Arts & Sciences Total		566	545	215	38	224	41	112	20	105	19	36	6	37	7		
Business	FT: Full Professor	13	14	3	23	3	21	5	38	6	43	1	8	1	7		
	FT: Associate Professor	11	17	3	27	5	29	6	55	9	53	1	9	2	12		
	FT: Assistant Professor	36	44	12	33	17	39	23	64	28	64	5	14	7	16		
	FT: Other Rank	15	19	6	40	7	37	4	27	5	26	2	13	2	11		
	PT: All		1		0				0				0				
Business Total		75	95	24	32	32	34	38	51	48	51	9	12	12	13		
Education	FT: Full Professor	16	16	8	50	7	44	2	13	2	13	2	13	2	13		
	FT: Associate Professor	12	15	10	83	12	80	2	17	3	20	2	17	3	20		
	FT: Assistant Professor	24	27	18	75	20	74	5	21	6	22	4	17	4	15		
	FT: Other Rank	19	47	15	79	42	89	3	16	13	28	1	5	10	21		
	PT: All	4	2	3	75	2	100		0				0				
Education Total		75	107	54	72	83	78	12	16	24	22	9	12	19	18		
Engineering	FT: Full Professor	94	116	8	9	12	10	20	21	25	22	4	4	4	3		
	FT: Associate Professor	16	29	5	31	9	31	4	25	9	31	1	6	1	3		
	FT: Assistant Professor	52	65	13	25	22	34	22	42	30	46	5	10	10	15		
	FT: Other Rank	104	172	25	24	56	33	32	31	59	34	2	2	6	3		
	PT: All	6	9	0	0	1	11	1	17	3	33	1	17	1	11		
Engineering Total		272	391	51	19	100	26	79	29	126	32	13	5	22	6		
SAIS	FT: Full Professor	31	21	4	13	3	14	4	13	2	10	1	3	1	5		
	FT: Associate Professor	5	6	2	40	3	50	1	20	2	33	1	20	1	17		
	FT: Assistant Professor	10	15	2	20	5	33	4	40	5	33		0	1	7		
	FT: Other Rank	49	61	19	39	23	38	15	31	18	30	4	8	5	8		
	PT: All	4	9	0	0	1			0				0				
SAIS Total		99	112	27	27	35	31	24	24	27	24	6	6	8	7		
Medicine	FT: Full Professor	576	612	124	22	140	23	103	18	112	18	29	5	26	4		
	FT: Associate Professor	562	581	201	36	218	38	159	28	190	33	42	7	46	8		
	FT: Assistant Professor	951	998	454	48	520	52	361	38	402	40	100	11	118	12		
	FT: Other Rank	606	600	304	50	287	48	312	51	315	53	53	9	45	8		
	PT: All	66	70	31	47	35	50	18	27	16	23	2	3				
Medicine Total		2761	2861	1114	40	1200	42	953	35	1035	36	226	8	235	8		
Nursing	FT: Full Professor	12	18	11	92	16	89	1	8	4	22	1	8	3	17		
	FT: Associate Professor	14	8	13	93	7	88	3	21	3	38	1	7	1	13		
	FT: Assistant Professor	21	30	20	95	27	90	5	24	9	30	4	19	6	20		
	FT: Other Rank	20	25	19	95	25	100	2	10	6	24	1	5	5	20		
	PT: All		2		0	2	100		0				0				
Nursing Total		67	83	63	94	77	93	11	16	22	27	7	10	15	18		
Peabody Conservatory	FT: Conservatory	70	75	23	33	27	36	8	11	9	12	3	4	3	4		
	PT: Conservatory	12	8	5	42	3	38	3	25	1	13	1	8				
	ADJ: Conservatory	78	73	28	36	27	37	6	8	12	16	5	6	7	10		
	Peabody Total		160	156	56	35	57	37	17	11	22	14	9	6	10	6	
Public Health	FT: Full Professor	155	180	47	30	62	34	26	17	31	17	10	6	14	8		
	FT: Associate Professor	74	75	38	51	37	49	20	27	22	29	9	12	9	12		
	FT: Assistant Professor	80	84	47	59	59	70	22	28	25	30	10	13	14	17		
	FT: Other Rank	305	360	212	70	247	69	89	29	119	33	29	10	41	11		
	PT: All	19	7	15	79	3	43	2	11	1	14		0				
Public Health Total		633	706	359	57	408	58	159	25	198	28	58	9	78	11		
University Total	FT: Full Professor	1044	1089	250	24	276	25	167	16	186	17	51	5	53	5		
	FT: Associate Professor	736	766	287	39	304	40	209	28	251	33	61	8	72	9		
	FT: Assistant Professor	1242	1331	593	48	698	52	455	37	519	39	131	11	161	12		
	Other Ranks	1641	1701	827	50	882	52	558	34	599	35	129	8	139	8		
	University Total		4663	4887	1957	42	2160	44	1389	30	1555	32	372	8	425	9	

NOTES

Faculty headcount from November 2017 OIR HR Faculty Census file; includes Deans and Executives with faculty appointments.

Bloomberg Distinguished Professors (BDPs and BDAPs), Biomedical Engineering faculty and Environmental Health & Engineering faculty are included in multiple divisional counts but unduplicated in university totals and subtotals.

Among divisions, "University Centers" is hidden, but included in University totals. AP and EPP are rolled into Arts & Sciences and Engineering, respectively. This table excludes PY Prep.

"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 4: Full-Time Professorial Faculty by Division and Department

DIVISION	DEPARTMENT	N		Female				Minority				URM					
		2015		2017		2015		2017		2015		2017		2015		2017	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
AS Natural Sciences	Biology	24	26	6	25	7	27	6	25	9	35	1	4	2	8		
	Biophysics	10	9	5	50	5	56	2	20	2	22	1	10	1	11		
	Chemistry	19	21	3	16	2	10	1	5	3	14			1	5		
	Cognitive Science	8	8	4	50	3	38	2	25								
	Earth & Planetary Sciences	11	14	2	18	5	36	1	9	1	7						
	Mathematics	17	19	4	24	4	21	3	18	4	21						
	Physics & Astronomy	26	29	2	8	4	14	1	4	3	10			1	3		
	Psychological & Brain Sciences	13	15	6	46	7	47	3	23	4	27	1	8	1	7		
	Natural Sciences Professorial	128	140	32	25	37	26	19	15	26	19	3	2	6	4		
	Anthropology	8	9	5	63	5	56	5	63	5	56	1	13	1	11		
AS Social Sciences	Economics	18	17	2	11	2	12	6	33	6	35	1	6	1	6		
	Political Science	24	24	6	25	7	29	3	13	3	13	2	8	2	8		
	Sociology	13	15	7	54	9	60	4	31	5	33	1	8	2	13		
	Social Sciences Professorial	63	64	20	32	22	34	18	29	18	28	5	8	5	8		
AS Humanities	Classics	6	7	1	17	2	29										
	English	11	13	3	27	4	31	2	18	4	31	1	9	3	23		
	German & Romance Lang & Literature	15	18	9	60	9	50	2	13	2	11	2	13	2	11		
	History	20	26	6	30	9	35	1	5	4	15			3	12		
	History of Art	8	9	4	50	4	44										
	History of Science	7	7	3	43	3	43	1	14	1	14	1	14	1	14		
	Humanities Center	7	4	4	57	3	75	3	43	3	75	1	14	1	25		
	Near Eastern Studies	8	7	1	13	1	14										
	Philosophy	12	13	3	25	3	23			1	8			1	8		
	Writing Seminars	10	8	4	40	4	50										
	Humanities Professorial	104	110	38	37	42	38	9	9	14	13	5	5	10	9		
	Arts & Sciences Professorial	295	314	90	31	101	32	46	16	58	18	13	4	21	7		
	Business	Business Professorial	60	75	18	30	25	33	34	57	43	57	7	12	10	13	
Education	Education Professorial	52	58	36	69	39	67	9	17	11	19	8	15	9	16		
Engineering	Applied Mathematics and Statistics	13	18	1	8	1	6	2	15	4	22			1	6		
	Biomedical Engineering	32	31	3	9	4	13	11	34	10	32	3	9	2	6		
	Chemical and Biomolecular Engineering	15	18	4	27	6	33	3	20	3	17						
	Civil Engineering	10	8	2	20	1	13	4	40	3	38	1	10				
	Computer Science	24	30	2	8	2	7	7	29	9	30	1	4	1	3		
	Electrical and Computer Engineering	20	21	4	20	5	24	6	30	9	43	3	15	5	24		
	Environmental Health & Engineering	13	49	4	31	18	37	1	8	9	18			2	4		
	Materials Science and Engineering	14	14	2	14	2	14	3	21	5	36	1	7	2	14		
	Mechanical Engineering	21	23	4	19	4	17	9	43	12	52	1	5	2	9		
	Engineering Professorial	162	210	26	16	43	20	46	28	64	30	10	6	15	7		
SAIS	SAIS Professorial	46	42	8	17	11	26	9	20	9	21	2	4	3	7		
Med Basic Sciences	Art as Applied to Medicine	6	6	2	33	2	33	1	17	1	17	1	17	1	17		
	Biological Chemistry	17	16	5	29	5	31	2	12	2	13						
	Biomedical Engineering	31	31	3	10	4	13	11	35	10	32	3	10	2	6		
	Biophysics and Biophysical Chemistry	10	10	3	30	3	30	6	60	7	70	3	30	3	30		
	Cell Biology	13	14	7	54	7	50	4	31	5	36						
	Functional Anatomy and Evolution	5	5			1	20										
	Health Sciences Informatics	3	3	1	33	2	67										
	History of Medicine	8	7	3	38	3	43										
	Molecular and Comparative Pathobiology	12	15	5	42	7	47	1	8	1	7	1	8	1	7		
	Molecular Biology and Genetics	9	9	2	22	1	11	2	22	1	11						
	Neuroscience	27	28	7	26	7	25	4	15	4	14	1	4	1	4		
	Pharmacology and Molecular Sciences	10	8	2	20	1	13	3	30	2	25	1	10				
	Physiology	11	12	3	27	4	33	3	27	4	33	1	9				
	Basic Sciences Professorial	162	164	43	27	47	29	37	23	37	23	11	7	8	5		
	Anesthesiology and Critical Care Medicine	147	162	59	40	66	41	49	33	53	33	13	9	14	9		
	Dermatology	19	20	10	53	13	65	10	53	11	55	4	21	4	20		
	Emergency Medicine	45	41	14	31	13	32	15	33	14	34	6	13	4	10		
	Gynecology and Obstetrics	57	63	47	82	49	78	20	35	24	38	10	18	14	22		
	Neurological Surgery	37	35	3	8	5	14	14	38	15	43	3	8	1	3		
Neurology	110	134	38	35	52	39	30	27	38	28	11	10	14	10			
Oncology Center	118	124	36	31	37	30	33	28	38	31	5	4	8	6			
Ophthalmology	100	103	36	36	40	39	36	36	34	33	12	12	8	8			
Orthopaedic Surgery	45	47	6	13	9	19	15	33	15	32	1	2	2	4			
Otolaryngology-Head and Neck Surgery	60	60	19	32	22	37	22	37	20	33	6	10	2	3			
Pathology	97	102	36	37	41	40	26	27	33	32	8	8	9	9			
Pediatrics	154	164	87	56	100	61	39	25	44	27	15	10	21	13			
Physical Medicine and Rehabilitation	17	21	6	35	10	48	5	29	6	29	2	12	3	14			
Plastic and Reconstructive Surgery	19	21	2	11	4	19	3	16	3	14			1	5			
Psychiatry and Behavioral Sciences	141	130	65	46	62	48	25	18	30	23	9	6	12	9			
Radiation Oncology and Molecular Radiation Sciences	25	29	10	40	11	38	9	36	13	45	2	8	2	7			
Radiology and Radiological Science	127	137	42	33	51	37	51	40	60	44	4	3	6	4			
Surgery	93	96	23	25	23	24	21	23	29	30	5	5	9	9			
Urology	32	30	5	16	6	20	7	22	5	17	2	6	1	3			
Clinical Professorial	1927	2028	736	38	614	30	586	30	667	33	160	8	182	9			
Medicine Professorial	2089	2192	779	37	661	30	623	30	704	32	171	8	190	9			
Nursing	Acute and Chronic Care	26	32	24	92	30	94	3	12	9	28	1	4	4	13		
	Community-Public Health	21	24	20	95	20	83	6	29	7	29	5	24	6	25		
	Nursing Professorial	47	56	44	94	50	89	9	19	16	29	6	13	10	18		
Peabody Conservatory	Peabody FT Conservatory	70	75	23	33	27	36	8	11	9	12	3	4	3	4		

Table 4: Full-Time Professorial Faculty by Division and Department (continued)

DIVISION	DEPARTMENT	N		Female				Minority				URM					
		2015		2017		2015		2017		2015		2017		2015		2017	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%		
	Biochemistry and Molecular Biology	17	14	3	18	4	29	4	24	3	21	1	6				
	Biostatistics	22	25	4	18	5	20	4	18	6	24			1	4		
	Environmental Health & Engineering	36	49	12	33	18	37	7	19	9	18	1	3	2	4		
	Epidemiology	53	59	23	43	28	47	13	25	19	32	7	13	11	19		
	Health Policy and Management	40	41	18	45	20	49	9	23	9	22	5	13	4	10		
	Health, Behavior, and Society	27	28	19	70	21	75	6	22	7	25	4	15	5	18		
	International Health	48	52	23	48	27	52	13	27	12	23	3	6	7	13		
	Mental Health	22	23	11	50	12	52	2	9	2	9	2	9	2	9		
	Molecular Microbiology and Immunology	24	28	5	21	9	32	6	25	6	21	5	21	4	14		
	Population, Family, and Reproductive Health	20	20	14	70	14	70	4	20	5	25	1	5	1	5		
	Public Health Professorial	309	339	132	43	158	47	68	22	78	23	29	9	37	11		
University	Professorial and Peabody FT Conservatory	3092	3261	1153	37	1305	40	839	27	965	30	239	8	289	9		

NOTES

Faculty headcount from November 2017 OIR HR Faculty Census file; includes Deans and Executives with faculty appointments.
 Bloomberg Distinguished Professors (BDPs and BDAPs), Biomedical Engineering faculty and Environmental Health & Engineering faculty are included in multiple divisional counts but unduplicated in university totals and subtotals.
 Among divisions, "University Centers" is hidden, but included in University totals. AP and EPP are rolled into Arts & Sciences and Engineering, respectively. This table excludes PY Prep.
 Faculty who indicated more than one racial category are categorized using the following precedence rule: Hispanic > Hawaiian or Pacific Islander > American Indian > Black or African American > Asian > White
 "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.
 Data for Peabody Conservatory show full-time faculty as the division does not have professorial appointments. The University Totals on Table2 will not match University Totals in Table1 due to the inclusion of Peabody Conservatory FT faculty in Table2.
 All faculty members, irrespective of visa status, have the option of indicating one or more racial/ethnic identities in the JHU personnel system. Based on the information in the system, non-resident alien faculty members have been categorized and counted in exactly the same way as those who are US citizens or permanent residents.

Table 5: Composition of JHU Deans and Department Chairs

	Total	Women	Asian	African American	Hispanic/Latino	White	URM
Deans	9	3		1		8	1
Chairs	93	23	6	5	2	80	7
Deans & Chairs Total	102	26	6	6	2	88	8
Vice Provost	5	2				5	
Percentage of Total	100%	26%	6%	6%	1%	87%	8%

Notes:

1. SOM does not have “chairs”; department heads are “directors.”
2. As of 9/15/18, two interim chairs and two interim directors are included.
3. The following divisions do not have chairs or chair-equivalent positions: CBS, SAIS, SOE, SON.
4. Numbers reflect composition as of 9/15/2018.

Table 6: Percentages of URM and Female Full-Time and Part-Time Instructional Staff, (Fall 2017) Compared to Ivy-Plus Peers

University	% URM	% Female
Brown	9%	38%
Chicago	7%	36%
Columbia	10%	44%
Cornell	8%	37%
Dartmouth	7%	38%
Duke	8%	41%
Harvard	8%	29%
JHU	9%	44%
MIT	6%	28%
Princeton	9%	37%
Stanford	6%	41%
UPenn	7%	36%
Yale	6%	40%

Notes:

1. Data from our peers is from the Integrated Postsecondary Education Data System (IPEDS).
2. The period covered is fall 2017.
3. Research staff was not included.
4. Instructional staff, as defined by IPEDS, comprises staff who are either (a) primarily instruction or (b) instruction combined with research and/or public service.

