

# JHU Report on Faculty Composition

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## I. Background

Johns Hopkins remains deeply committed to the dignity of and equity for all persons. Fostering an academic environment with a rich diversity of people, backgrounds, experiences, and thought is central to our mission of education, research, and service, as well as our commitment to freedom of inquiry and expression. The [Roadmap on Diversity and Inclusion](#), first released in the spring of 2016, acknowledges that effort to recruit and retain a diverse faculty body is a key facet of our vision. In order to track progress and remain accountable to the Johns Hopkins community, three Faculty Composition Reports, guided by the vision expressed in the *Roadmap*, were published over the intervening years.

Beginning in the summer of 2020, with the input of working groups and the Roadmap Task Force, the *Roadmap* was reassessed and revitalized, culminating in the publication of [The Second JHU Roadmap on Diversity, Equity, and Inclusion](#) in fall 2021. This evaluation and renewal of the *Roadmap* have served to recommit Hopkins to DEI principles and have also motivated methodology changes in the analysis of the most recent faculty composition data collected in fall 2021. For purposes of this report, those changes are: the use of federally mandated race/ethnic identity categories, the use of the term “underrepresented group (URG)” as a collective measure of diversity, and the fractional allocation of joint appointments, such as the Bloomberg Distinguished Professors, that span departments. These changes better align JHU’s internal assessment of faculty composition with required federal reporting and improve our ability to benchmark against peers’ diversity data.

As an institution JHU recognizes that there are a variety of facets of individual identity that contribute to the diversity of our faculty. While our commitment to diversity encompasses all facets of identity, our ability to quantitatively assess diversity metrics is limited to the demographic data collected in our HR system. As such, in this analysis we report on faculty composition by gender, race/ethnic identity, and residency status. We firmly believe that this detailed data will advance our efforts to measure our progress in faculty diversity over time, better assess our opportunities for growth, and be more strategic about faculty recruitment, advancement, and retention.

In addition to the methodological changes that have been incorporated in the current report, the *Second Roadmap* calls for a broadening of the composition reports to be more reflective of various dimensions of diversity—beyond race/ethnicity and sex—represented on our campus. We plan to work with constituent groups to determine which categories of information to collect and incorporate in future reports. This more granular information landscape will better inform our efforts to measure our progress in faculty diversity. Some of the categories that have been discussed with different constituent groups include ability status, religious diversity, gender identity and representation, and veteran/military status. We also plan to reassess the language describing these categories to reflect more accurate and nuanced understandings of identity. We understand that broadening our reporting in this way will require a great deal of additional sensitivity, including developing strategies for anonymous self-identification of groups and identities via periodic climate surveys with data collection protocols evolving and tracking progress at the leadership and managerial levels.



## Report Highlights

Since 2020, we have continued to press forward, making meaningful progress on our faculty diversity efforts and embedding these values in the *Second Roadmap on Diversity, Equity, and Inclusion*. This report's key findings include:

- Between the censuses of fall 2015 and fall 2021, representation of women and faculty in Underrepresented Groups (URGs)<sup>1</sup> has increased. Representation of women faculty has increased by 4.3 percentage points, while that of URG members has increased by 3.2 percentage points.
- In that six-year period, the proportion of women faculty has increased from 42.0% to 46.3%. Among professorial faculty, the proportion of women has increased from 37.4% to 41.7% an increase of 4.3 percentage points.
- During the last four years, women's professorial faculty representation has increased by 3.2 percentage points. This is commensurate with increases among our Ivy Plus and AAU peers.<sup>2</sup>
- During the 2015-21 six-year period, the proportion of faculty in Underrepresented Groups has increased from 8% to 11.2%. Among professorial faculty, the proportion of faculty in URGs has increased from 7.8% to 10.7%.
- Increases in representation of Hispanic/Latino and Black professorial faculty at Hopkins have kept pace—or have slightly outpaced—increases among our Ivy Plus and AAU peers.

## II. Report Nomenclature

### Terminology and Descriptions Used

The goal of this report is to provide accurate data about JHU's faculty composition to assist in identifying areas for improvement and tracking progress. It details composition data regarding gender and race/ethnic identity, sourced from JHU's HR system. By necessity, this report also includes aggregated measures of diversity, fully recognizing that these measures are inherently limited in many ways and do not do justice to the salience of individual experiences.

### Gender Composition

Within JHU's HR system, gender is treated as a binary variable with the option for faculty to identify as female or male. As such we do not have data to account for faculty who do not identify within a gender binary. However, every faculty member is accounted for in the faculty count. Faculty members who decline to identify as either female or male are apportioned within each division based on the known proportion of faculty who identified as female or male.<sup>3</sup>

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<sup>1</sup> See definition of Underrepresented Group, or URG, in the Report Nomenclature section below.

<sup>2</sup> More specific peer information is not included in this public-facing report.

<sup>3</sup> In the fall 2021 census, there are two faculty members whose gender identification is unspecified in the HR system. Based on their respective divisions, these two faculty members were assigned female within the census.



Additionally, the terminology of female and male aligns more accurately with the definition of sex than the definition of gender. As such, within this report, we use the terms “women” and “men” with the acknowledgment that these labels do not necessarily describe the experience of gender by each individual faculty member.

## Measures of Residency

Faculty who are not citizens or nationals of the United States and who are in this country on a visa or temporary basis are referred to as International (Int'l) faculty in this report. This category does not include faculty who have obtained U.S. permanent residency.

## Measures of Ethnic and Racial Identity

In accordance with federally mandated reporting guidelines, JHU employees self-select both their *ethnic identity*—defined as a binary, Hispanic/Latino or Not Hispanic/Latino—and their *racial identity* from one or more of the following five categories; Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander, and White. Faculty who are non-Hispanic and identify with two or more racial identities are counted as Two or More Races.

We employ one collective measure of diversity: belonging to an Underrepresented Group, or URG. A faculty member belongs to a URG if they—*regardless of residency status*—identify with one or more of the descriptions Hispanic/Latino, Black or African American, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander.<sup>4</sup> Therefore, an equivalent definition of URG identity is anyone non-Hispanic/Latino who also does not identify as only white; only Asian; only white and Asian.

The use of the term “underrepresented groups” (URG) is aligned with JHU’s *Second Roadmap on Diversity* and our recommitment to inclusive language; in the context of this report, it reflects specificity and accuracy in naming which groups are underrepresented within our faculty body.

## Joint Appointments

In this report, the joint appointments of Bloomberg Distinguished Professors (BDPs) are allocated across departments and divisions as fractional amounts per contract. Additionally, Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department.

The use of federally mandated race/ethnic identity categories in this report, the use of term URG as a collective measure of diversity, and the fractional allocation of joint appointments are substantial changes relative to the methodology employed in the three faculty composition reports created in support of *Roadmap 1.0*. These methodological changes are detailed in Appendix A.<sup>5</sup>

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<sup>4</sup> Hence, International faculty who identify in this way are included in their departments’ and divisions’ URG measures

<sup>5</sup> In previous reports for faculty data from 2015, 2017, and 2019 the term “underrepresented minorities” (URM) was used instead of URG but their definitions are exactly the same.



### III. Faculty Diversity by Division and Department

#### Faculty Composition: Fall 2021 Census

This report presents data about All Faculty (all JHU-paid employees who have faculty status) and Full-time Professorial Faculty, a subset of All Faculty. Data about All Faculty is organized by division, and data about full-time (FT) professorial faculty is organized by division<sup>6</sup> and department. [Table 1](#) details the full data for faculty representation by gender and race/ethnic identity broken out by division and rank. [Table 2](#) details the representation by gender and race/ethnic identity of FT professorial faculty within departments.<sup>7</sup>

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<sup>6</sup> In this report, Arts and Sciences (AS) is shown as comprising three subdivisions: AS Humanities, AS Natural Sciences, and AS Social Sciences, and the School of Medicine comprises Basic Sciences, Clinical and Other Subdivisions; the term division is used to refer to divisions and/or subdivisions.

<sup>7</sup> The Carey Business School, School of Education, SAIS, School of Nursing, and Peabody do not have departments; in this report, depending on context, those divisions are also included in departmental-level analyses.



Table 1: Fall 2021 All Faculty

Division	Category	Total	Women		International		Hispanic/Latino		Black or African American		American Indian or Alaska		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races		URG	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Centers	FT: Full Professor	6.75	4.75	70.4													6.75	100.0				
	FT: Associate Professor	1	1	100.0													1	100.0				
	FT: Assistant Professor	3	2	66.7					1	33.3							2	66.7			1	33.3
	Total Professional	10.75	7.75	72.1					1	9.3							9.75	90.7			1	9.3
	FT: Other	15	5	33.3			1	6.7					2	13.3			12	80.0			1	6.7
Total Faculty		25.75	12.75	49.5			1	3.9	1	3.9			2	7.8			21.75	84.5			2	7.8
Arts & Sciences	FT: Full Professor	189.7	50.15	26.4	1	0.5	5	2.6	6	3.2			16.5	8.7			159.2	83.9	2	1.1	12	6.3
	FT: Associate Professor	62.75	31.5	50.2			2.25	3.6	6	9.6			11	17.5			43.5	69.3			8.25	13.1
	FT: Assistant Professor	66.5	29.5	44.4	12	18.0	4	6.0	5	7.5			7	10.5			35.5	53.4	3	4.5	11	16.5
	Total Professional	318.95	111.15	34.8	13	4.1	11.25	3.5	17	5.3			34.5	10.8			238.2	74.7	5	1.6	31.25	9.8
	FT: Other	269	146	54.3	33	12.3	16	5.9	8	3.0			29	10.8	1	0.4	180	66.9	2	0.7	30	11.2
Total Faculty		607.95	264.15	43.4	46	7.6	27.25	4.5	26	4.3			64.5	10.6	1	0.2	436.2	71.7	7	1.2	62.25	10.2
Business	FT: Full Professor	31.65	9.65	30.5					2	6.3			11	34.8			18.65	58.9			2	6.3
	FT: Associate Professor	26	5	19.2					1	3.8			12	46.2			13	50.0			1	3.8
	FT: Assistant Professor	31	12	38.7	9	29.0	2	6.5	1	3.2			4	12.9			15	48.4			3	9.7
	Total Professional	88.65	26.65	30.1	9	10.2	2	2.3	4	4.5			27	30.5			46.65	52.6			6	6.8
	FT: Other	17	6	35.3					2	11.8			2	11.8			13	76.5			2	11.8
Total Faculty		105.65	32.65	30.9	9	8.5	2	1.9	6	5.7			29	27.4			59.65	56.5			8	7.6
Education	FT: Full Professor	15.3	5	32.7					1.8	11.8							12.5	81.7	1	6.5	2.8	18.3
	FT: Associate Professor	15	13	86.7					3	20.0			1	6.7			11	73.3			3	20.0
	FT: Assistant Professor	27	17	63.0	1	3.7	2	7.4	5	18.5			1	3.7			16	59.3	1	3.7	7	25.9
	Total Professional	57.3	35	61.1	1	1.7	2	3.5	9.8	17.1			2	3.5			39.5	68.9	2	3.5	12.8	22.3
	FT: Other	54	43	79.6			3	5.6	15	27.8			3	5.6			33	61.1			18	33.3
Total Faculty		113.3	80	70.6	1	0.9	5	4.4	24.8	21.9			5	4.4			74.5	65.8	2	1.8	30.8	27.2
Engineering	FT: Full Professor	87.2	11	12.6			2	2.3	2	2.3			14.75	16.9			68.45	78.5			4	4.6
	FT: Associate Professor	32	9	28.1			1	3.1	1	3.1			10	31.3			20	62.5			2	6.3
	FT: Assistant Professor	46	12	26.1	9	19.6	1	2.2	5	10.9			13	28.3			18	39.1			8	17.4
	Total Professional	165.2	32	19.4	9	5.4	4	2.4	8	4.8			37.75	22.9			106.45	64.4			14	8.5
	FT: Other	152	42	27.6	24	15.8	4	2.6	5	3.3	2	1.3	29	19.1			87	57.2	1	0.7	16	10.5
Total Faculty		329.2	75	22.8	33	10.0	9	2.7	13	3.9	2	0.6	67.75	20.6			203.45	61.8	1	0.3	31	9.4
SAIS	FT: Full Professor	20.9	2.5	12.0	2	9.6							2	9.6			15.9	76.1	1	4.8	2	9.6
	FT: Associate Professor	7.25	1.5	20.7			1.75	24.1									5.5	75.9			1.75	24.1
	FT: Assistant Professor	13.5	5.5	40.7	3	22.2							5	37.0			5.5	40.7				
	Total Professional	41.65	9.5	22.8	5	12.0	1.75	4.2					7	16.8			26.9	64.6	1	2.4	3.75	9.0
	FT: Other	35	8	22.9	5	14.3	2	5.7	1	2.9			6	17.1			21	60.0			3	8.6
Total Faculty		80.65	20.5	25.4	11	13.6	3.75	4.6	1	1.2			13	16.1			50.9	63.1	1	1.2	6.75	8.4
Medicine	FT: Full Professor	650.05	173.45	26.6	3	0.5	21.2	3.3	16.2	2.5	1	0.2	107.3	16.5			496.35	76.4	5	0.8	39.4	6.1
	FT: Associate Professor	603	237	39.3	10	1.7	22	3.6	22	3.6	1	0.2	147	24.4	1	0.2	386	64.0	14	2.3	53	8.8
	FT: Assistant Professor	1082	570	52.7	58	5.4	52	4.8	69	6.4	1	0.1	284	26.2			594	54.9	24	2.2	143	13.2
	Total Professional	2335.05	980.45	42.0	71	3.0	95.2	4.1	107.2	4.6	3	0.1	538.3	23.1	1	0.0	1476.35	63.2	43	1.8	235.4	10.1
	FT: Other	564	290	51.4	95	16.8	29	5.1	18	3.2			171	30.3			244	43.3	7	1.2	59	10.5
Total Faculty		2937.05	1288.2	43.9	166	5.7	124.2	4.2	127.2	4.3	3	0.1	715.3	24.4	1	0.0	1750.35	59.6	50	1.7	296.4	10.1
Nursing	FT: Full Professor	13.85	11.6	83.8					0.1	0.7			1	7.2			12.75	92.1			0.1	0.7
	FT: Associate Professor	15	13	86.7			2	13.3	1	6.7			4	26.7			8	53.3			3	20.0
	FT: Assistant Professor	47	43	91.5	3	6.4	2	4.3	8	17.0	1	2.1	3	6.4			30	63.8			11	23.4
	Total Professional	75.85	67.6	89.1	3	4.0	4	5.3	9.1	12.0	1	1.3	8	10.5			50.75	66.9			14.1	18.6
	FT: Other	14	12	85.7			1	7.1	4	28.6	1	7.1					8	57.1			6	42.9
Total Faculty		136.85	122.6	89.6	6	4.4	7	5.1	21.1	15.4	3	2.2	11	8.0			88.75	64.9			31.1	22.7
Peabody	FT: Full Professor	36	9	25.0			2	5.6	1	2.8			5	13.9			28	77.8			3	8.3
	FT: Associate Professor	14	4	28.6									1	7.1			13	92.9				
	FT: Assistant Professor	23	10	43.5	2	8.7			5	21.7							16	69.6			6	26.1
	Total Professional	73	23	31.5	2	2.7	2	2.7	6	8.2			6	8.2			57	78.1			9	12.3
	FT: Other	12	7	58.3					3	15.0			3	25.0			9	75.0				
Total Faculty		179	71	39.7	3	1.7	7	3.9	18	10.1			16	8.9			134	74.9	1	0.6	27	15.1
Public Health	FT: Full Professor	162.75	64	39.3	1	0.6	6.8	4.2	6.9	4.2			18.45	11.3			128.6	79.0	1	0.6	13.7	8.4
	FT: Associate Professor	80	45	56.3	4	5.0	2	2.5	7	8.8			8	10.0			58	72.5	1	1.3	10	12.5
	FT: Assistant Professor	77	54	70.1	6	7.8	4	5.2	12	15.6			12	15.6			38	49.4	5	6.5	20	26.0
	Total Professional	319.75	163	51.0	11	3.4	12.8	4.0	25.9	8.1			38.45	12.0			224.6	70.2	7	2.2	43.7	13.7
	FT: Other	453	324	71.5	58	12.8	16	3.5	25	5.5	10	2.2	79	17.4			262	57.8	3	0.7	67	14.8
Total Faculty		778.75	491	63.0	69	8.9	28.8	3.7	50.9	6.5	10	1.3	118.45	15.2			491.6	63.1	10	1.3	110.7	14.2
University	FT: Full Professor	1214.15	340.8	28.1	7	0.6	37	3.0	36	3.0	1	0.1	176	14.5			947.15	78.0	10	0.8	79	6.5
	FT: Associate Professor	856	360	42.1	14	1.6	31	3.6	41	4.8	1	0.1	194	22.7	1	0.1	559	65.3	15	1.8	82	9.6
	FT: Assistant Professor	1416	755	53.3	103	7.3	67	4.7	111	7.8	2	0.1	329	23.2			770	54.4	33	2.3	210	14.8
	Total Professional	3486.35	1455.8	41.8	124	3.6	135	3.9	188	5.4	4	0.1	699	20.1	1	0.0	2276.15	65.3	58	1.7	371	10.6
	All Others	1761	959	54.5	217	12.3	78	4.4	93	5.3	13	0.7	340	19.3	1	0.1	1005	57.1	14	0.8	224	12.7
Total Faculty		5247.45	2414.8	46.0	341	6.5	213	4.1	281	5.4	17	0.3	1039	19.8	2	0.0	3281.15	62.5	72	1.4	595	11.3




**Table 2: Fall 2021 Full-time Professorial Faculty**

Division	Department	Total	Women		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races		URG	
			N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Centers	Academic Centers Total Professorial	10.75	7.75	72.1						1	9.3						9.75	90.7			1	9.3
A&S Humanities	Classics	8	4	50.0	1	12.5								1	12.5		6	75.0				
	Comparative Thought and Literature	5	3	60.0	1	20.0	1	20.0					1	20.0		2	40.0			1	20.0	
	English	12	4	33.3					2.5	20.8			1	8.3		9	70.8			2.5	20.8	
	History	28	13	46.4					6.5	23.2			1	3.6		21	73.2			6.5	23.2	
	History of Art	9	4	44.4	1	11.1										8	88.9					
	History of Science & Technology	7	3	42.9	1	14.3	1	14.3								5	71.4			1	14.3	
	Modern Languages & Literatures	17	9	52.9	1	5.9	2	11.8	1	5.9						13	76.5			4	23.5	
	Near Eastern Studies	8	2	25.0												8	100.0					
	Philosophy	12.25	2.75	22.5					1	8.2						11	91.8			1	8.2	
	Writing Seminars	9	5	55.6					1	11.1						8	88.9			1	11.1	
A&S Natural Sciences	Humanities Total Professorial	115.25	49.75	43.2	5	4.3	4	3.5	12	10.4			4	3.5		90	78.3			17	14.8	
	Biology	22.6	6	26.6	1	4.4	2	8.9					3.7	16.2		15	66.2	1	4.4	2	8.9	
	Biophysics	8	5	62.5				1	12.5				1	12.5		6	75.0			1	12.5	
	Chemistry	21	2	9.5	1	4.8	1	4.8					2	9.5		17	81.0			1	4.8	
	Cognitive Sciences	8.5	4	47.1												9	100.0					
	Earth and Planetary Sciences	13.8	5.8	42.0	1	7.3							1	7.3		11	78.3	1	7.3			
	Mathematics	17.5	4	22.9	1	5.7							3	17.1		14	77.1					
	Physics & Astronomy	29.3	4	13.7	1	3.4			2	6.8			2	6.8		24	82.9			2	6.8	
	Psychological & Brain Sciences	16.25	6.6	40.6			1	6.2					3.9	23.7		10	64.0	1	6.2	1	6.2	
	Natural Sciences Total Professorial	136.95	37.4	27.3	5	3.7	5	3.7	2	1.5			17	12.1		105	77.0	3	2.2	7	5.1	
A&S Social Sciences	Anthropology	7	4	57.1			1	14.3					4	57.1		2	28.6			1	14.3	
	Economics	19.25	3	15.6	3	15.6	0.3	1.3					4	20.8		12	62.3			1.25	6.5	
	Political Science	27.5	10.5	38.2			1	3.6	2	7.3			3	10.9		21	76.4	0.5	1.8	3.5	12.7	
	Sociology	13	6.5	50.0					1	7.7			3	23.1		8	57.7	1.5	11.5	1.5	11.5	
	Social Sciences Total Professorial	66.75	24	36.0	3	4.5	2.3	3.4	3	4.5			14	21.0		43	63.7	2	3.0	7.25	10.9	
	Arts & Sciences Total Professorial	318.95	111.2	34.9	13	4.1	11	3.5	17	5.3			35	10.8		238.2	74.7	5	1.6	31.25	9.8	
Business	Business Total Professorial	88.65	26.65	30.1	9	10.2	2	2.3	4	4.5			27	30.5		46.65	52.6			6	6.8	
Education	Education Total Professorial	57.3	35	61.1	1	1.8	2	3.5	9.8	17.1			2	3.5		39.5	68.9	2	3.5	12.8	22.3	
Engineering	Applied Mathematics and Statistics	17.5	2	11.4	1	5.7			1	5.7			3	17.1		13	71.4			2	11.4	
	Biomedical Engineering	15.7	5.5	35.0	1	6.4	2	12.7	1	6.4			2	12.7		10	61.8			4	25.5	
	Chemical and Biomolecular Engineering	19.05	5.5	28.9									4	21.0		15	79.0					
	Civil and Systems Engineering	12	3	25.0	3	25.0							2	16.7		7	58.3					
	Computer Science	25.95	3	11.6	2	7.7							7	27.0		17	65.3					
	Electrical and Computer Engineering	23.75	5	21.1	1	4.2	2	8.4	3	12.6			5.8	24.2		12	50.5			5	21.1	
	Environmental Health and Engineering	12.5	2	16.0									1	8.0		12	92.0					
	Materials Science and Engineering	13	2	15.4	1	7.7			1	7.7			2	15.4		9	69.2			1	7.7	
	Mechanical Engineering	25.75	4	15.5					2	7.8			11	42.7		13	49.5			2	7.8	
	Engineering Total Professorial	165.2	32	19.4	9	5.5	4	2.4	8	4.8			38	22.9		106	64.4			14	8.5	
SAIS	SAIS Total Professorial	41.65	9.5	22.8	5	12.0	1.8	4.2					7	16.8		26.9	64.6	1	2.4	3.75	9.0	
Med Basic Sciences	Biological Chemistry	12.35	5	40.5									1	8.1		11	91.9					
	Biomedical Engineering	28.75	3	10.4	2	7.0			1	3.5			9.3	32.2		17	57.4			1	3.5	
	Biophysics and Biophysical Chemistry	8	2	25.0									4	50.0		4	50.0					
	Cell Biology	14	6	42.9									5	35.7		9	64.3					
	History of Medicine	6	2	33.3												5	83.3	1	16.7	1	16.7	
	Molecular and Comparative Pathology	12	7	58.3					1	8.3			1	8.3		10	83.3			1	8.3	
	Molecular Biology and Genetics	6.1	1	16.4	1	16.4							0.4	5.7		5	77.9			1	16.4	
	Neuroscience	26.9	6.4	23.8			1	3.7					4.2	15.4		22	80.9			1	3.7	
	Pharmacology and Molecular Sciences	9	3	33.3			1	11.1	1	11.1			3	33.3		4	44.4			2	22.2	
	Physiology	11	4	36.4									4	36.4		7	63.6					
Med Clinical	Basic Sciences Total Professorial	134.10	39.4	29.4	3	2.2	2	1.5	3	2.2			32	23.7		93	69.6	1	0.8	7	5.2	
	Anesthesiology and Critical Care Medicine	168.35	68.35	40.6	2	1.2	4	2.4	6	3.6			37	22.0		115	68.5	4	2.4	12	7.1	
	Dermatology	27	14	51.9			2	7.4	1	3.7			9	33.3		15	55.6			3	11.1	
	Emergency Medicine	43	14	32.6					3	7.0			9	20.9		29	67.4	2	4.7	3	7.0	
	Genetic Medicine	27	15	55.6			2	7.4					4	14.8		21	77.8			2	7.4	
	Gynecology and Obstetrics	68	52	76.5					12	17.7			11	16.2	1	1.5	42	61.8	2	2.9	13	19.1
	Medicine	575.1	247.1	43.0	21	3.7	18	3.2	33	5.8			138	24.0		350	60.8	15	2.6	63.6	11.1	
	Neurological Surgery	38	5	13.2	1	2.6	2	5.3					9	23.7		24	63.2	2	5.3	3	7.9	
	Neurology	139.2	52.2	37.5	8	5.8	11	7.9	4	2.9			24	17.2		92	66.2			16	11.5	
	Oncology	149.95	56	37.4	7	4.7	9	6.0	4.8	3.2	1	0.7	32	21.0		96	63.8	1	0.7	17.8	11.9	
	Ophthalmology	99	41	41.4	4	4.0	2	2.0	4	4.0			33	33.3		56	56.6			7	7.1	
	Orthopedic Medicine	51.3	10.3	20.1					3	5.9			18	35.1		30	59.1			3	5.9	
	Otolaryngology - Head and Neck Surgery	61	19	31.2	2	3.3	2	3.3	1	1.6			20	32.8		34	55.7	2	3.3	4	6.6	
	Pathology	99	45	45.5	4	4.0	7	7.1	2	2.0	1	1.0	19	19.2		63	63.6	3	3.0	11	11.1	
	Pediatrics	156.8	99.8	63.7	2	1.3	11	7.0	11	7.0			27	17.2		101	64.3	5	3.2	24	15.3	
	Physical Medicine and Rehabilitation	37	23	62.2				4	10.8				8	21.6		25	67.6			4	10.8	
	Plastic and Reconstructive Surgery	24	6	25.0	3	12.5	1	4.2	1	4.2			1	4.2		17	70.8	1	4.2	3	12.5	
	Psychiatry and Behavioral Sciences	141	73	51.8			10	7.1	6	4.3			19	13.5		105	74.5	1	0.7	16	11.4	
	Radiation Oncology and Molecular Sciences	33	10	30.3	1	3.0	2	6.1	1	3.0			11	33.3		17	51.5	1	3.0	3	9.1	
	Radiology and Radiological Science	120	49	40.8	12	10.0	2	1.7	2	1.7			48	40.0		55	45.8	1	0.8	4	3.3	
	Surgery	104	30	28.9	1	1.0	3	2.9	8	7.7	1	1.0	22	21.2		67	64.4	2	1.9	14	13.5	
	Urology	28.25	6	21.2					1	3.5			7	24.8		20	71.7			1	3.5	
		Clinical Total Professorial	2189.95	935.8	42.7	68	3.1	92	4.2	104	4.8	3	0.1	506	23.1	1	0.1	1374	62.7	42	1.9	227.4
Med Other	Art as Applied to Medicine	7	3	42.9			1	14.3					1	14.3		5	71.4			1	14.3	
	Functional Anatomy and Evolution	4	2	50.0												4	100.0					
	Med Other Total Professorial	11	5	45.5			1	9.1					1	9.1		9	81.8			1	9.1	
	Medicine Total Professorial																					





## Composition of JHU Faculty by Gender

Across the university, 46.0% of all faculty and 41.8% of FT professorial faculty are women. The proportion of women varies substantially across divisions and also across departments within a division. Highlighting this variation, [Charts 1](#) and [2](#) summarize the representation of all women faculty and FT professorial women faculty across JHU's divisions.

**Chart 1: Fall 2021 Percent Women, All Faculty**



**Chart 2: Fall 2021 Percent Women, FT Professorial Faculty**



At the level of individual departments, 24 of 76 departments with at least 10 FT professorial faculty members exceeded the university's average with regard to representation of FT professorial women faculty members. Those 24 departments are listed in [Table 3](#).



**Table 3:** Departments\* with Percentage of Women FT Professorial Faculty That Exceeds the University's Overall Percentage (41.8%), Fall 2021

Division	Department	Total Professorial Faculty	% Women
Academic Centers	<i>Bioethics</i>	10.75	72.1
A&S Humanities	<i>History</i>	28	46.4
	<i>Modern Languages &amp; Literatures</i>	17	52.9
A&S Natural Sciences	<i>Earth and Planetary Sciences</i>	13.8	42.0
A&S Social Sciences	<i>Sociology</i>	13	50.0
Education	<i>School of Education</i>	57.3	61.1
Med Basic Sciences	<i>Cell Biology</i>	14	42.9
	<i>Molecular and Comparative Pathobiology</i>	12	58.3
Med Clinical	<i>Dermatology</i>	27	51.9
	<i>Genetic Medicine</i>	27	55.6
	<i>Gynecology and Obstetrics</i>	68	76.5
	<i>Medicine</i>	575.1	43.0
	<i>Pathology</i>	99	45.5
	<i>Pediatrics</i>	156.8	63.6
	<i>Physical Medicine and Rehabilitation</i>	37	62.2
	<i>Psychiatry and Behavioral Sciences</i>	141	51.8
Nursing	<i>School of Nursing</i>	75.85	89.1
Public Health	<i>Environmental Health and Engineering</i>	34	50.0
	<i>Epidemiology</i>	63.4	48.9
	<i>Health Policy and Management</i>	34.25	44.4
	<i>Health, Behavior and Society</i>	24.3	75.3
	<i>International Health</i>	54.6	54.9
	<i>Mental Health</i>	24.7	62.8
	<i>Population, Family and Reproductive Health</i>	22	77.3

\* Includes only departments with at least 10 FT professorial faculty

## Representation of International Faculty

As shown in [Tables 1](#) and [2](#), international faculty members are counted within their own category when assessing representation of disaggregated racial and ethnic identities.<sup>8</sup> Since international faculty constitute a varied—and often substantial—number and proportion of faculty across departments and divisions, it is helpful to understand the spread in their representation across the university.

Across the university, 6.5% of all faculty and 3.6% of FT professorial faculty are international. Among 341 international faculty, 125 (36.6%) are women, and 50 (14.7%) identify as members of URGs. Among 124 International FT professorial faculty, 48 (38.7%) are women, and 19 (15.3%) identify as members of URGs.

[Table 4a](#) and [4b](#) list the divisions whose proportions of international faculty and international FT professorial faculty are above the university averages.

<sup>8</sup> However, international faculty who additionally self-identify with an underrepresented race/ethnic identity are included in URG.



**Table 4a:** Divisions with percent International faculty that exceeds the university average (6.5%), Fall 2021

<b>Division</b>	<b>Total Faculty (N)</b>	<b>% International</b>
SAIS	80.65	13.6%
Med Basic Sciences	216.1	13.0%
Engineering	329.2	10.0%
A&S Natural Sciences	261.95	9.9%
A&S Social Sciences	95.75	9.4%
Public Health	778.75	8.9%
Business	105.65	8.5%

**Table 4b:** Divisions with percent FT Professorial International faculty that exceeds the university average (3.6%), Fall 2021

<b>Division</b>	<b>FT Professorial Faculty (N)</b>	<b>% International</b>
SAIS	41.65	12.0%
Business	88.65	10.2%
Engineering	165.2	5.4%
A&S Social Sciences	66.75	4.5%
A&S Humanities	115.25	4.3%
Nursing	75.85	4.0%
A&S Natural Science	136.95	3.7%

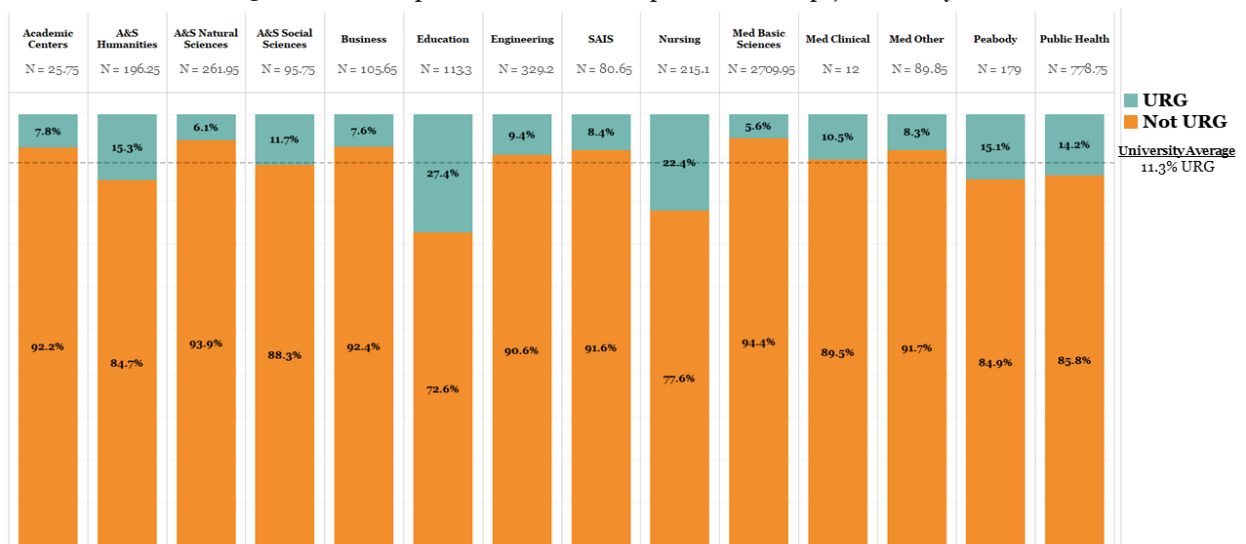


## Composition of JHU Faculty by Race/Ethnic Identity

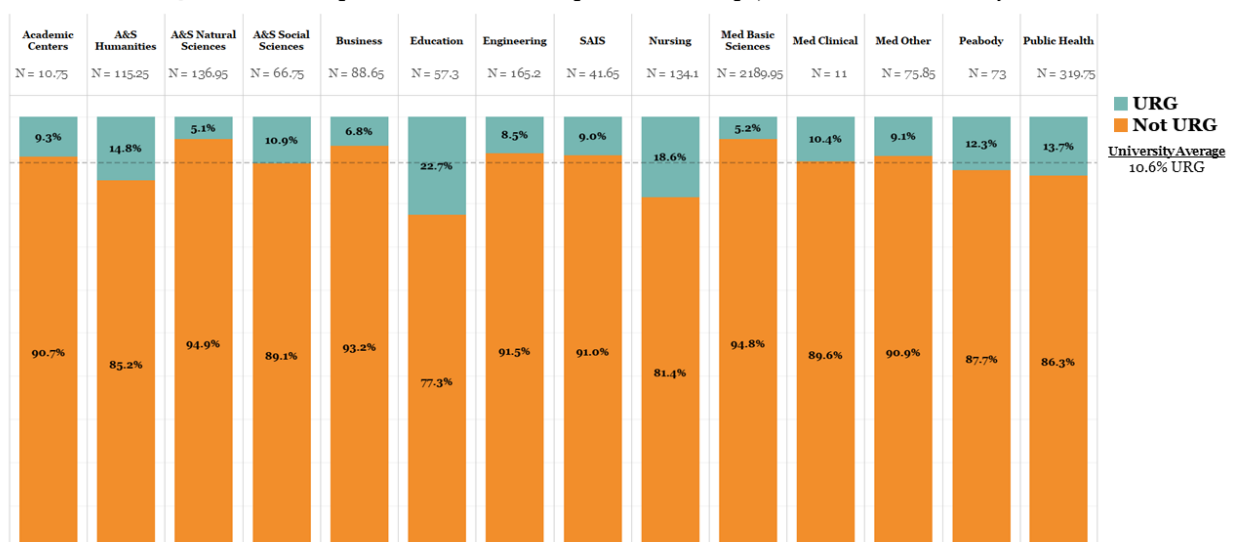
As with faculty composition by gender, the faculty composition by race/ethnic identity varies substantially among departments and divisions of the university.

**Charts 3** and **4** summarize race/ethnic composition of all faculty and FT professorial faculty by division. In these charts and in all other analyses in this section, the category of URG includes all faculty, regardless of residency status, who identify with one or more of Hispanic/Latino, Black or African American, American Indian or Alaska Native, and/or Hawaiian or Other Pacific Islander. For a more detailed breakout of non-URG faculty demographics, see **Charts B1** and **B2** in **Appendix B**.

**Chart 3: Fall 2021 Proportion from Under-represented Groups, All Faculty**



**Chart 4: Fall 2021 Proportion from Under-represented Groups, FT Professorial Faculty**





At the level of individual departments, 29 of the 76 departments with more than 10 FT professorial faculty members exceed the university's representation of FT professorial faculty from URGs. Those 29 departments are listed in [Table 5](#). Nine of the 76 departments had no URG FT professorial faculty; those departments are listed in [Table 6](#). Relative to the Fall 2019 report, this is an improvement from the eleven departments previously reported. Three departments now have URG professorial faculty: Cognitive Science, History of Art, and Biochemistry and Molecular Biology. Of concern, however, is that eight of the nine departments identified in Table 6 were also identified previously. Environmental Health and Engineering is a new addition.

**Table 5:** Departments\* with Percentage of URG FT Professorial Faculty That Exceeds the University's Overall Percentage (10.6%), Fall 2021

Subdivision	Department	Total FT Professorial Faculty	% URG
A&S Humanities	<i>Modern Languages &amp; Literatures</i>	17	23.5
	<i>History</i>	28	23.2
	<i>English</i>	12	20.8
A&S Social Sciences	<i>Political Science</i>	27.5	12.7
	<i>Sociology</i>	13	11.5
Education	<i>School of Education</i>	57.3	22.3
Engineering	<i>Biomedical Engineering</i>	15.7	25.5
	<i>Electrical and Computer Engineering</i>	23.8	21.1
	<i>Applied Mathematics and Statistics</i>	17.5	11.4
Med Clinical	<i>Dermatology</i>	27	11.1
	<i>Gynecology and Obstetrics</i>	68	19.1
	<i>Medicine</i>	575.1	11.1
	<i>Neurology</i>	139.2	11.5
	<i>Oncology</i>	149.95	11.9
	<i>Pathology</i>	99	11.1
	<i>Pediatrics</i>	156.8	15.3
	<i>Physical Medicine and Rehabilitation</i>	37	10.8
	<i>Plastic and Reconstructive Surgery</i>	24	12.5
	<i>Psychiatry and Behavioral Sciences</i>	141	11.4
Nursing	<i>Surgery</i>	104	13.5
	<i>School of Nursing</i>	74.6	18.8
Peabody	<i>Peabody Conservatory</i>	73	12.3
Public Health	<i>Epidemiology</i>	63.4	19.6
	<i>Health, Behavior and Society</i>	24.3	17.7
	<i>Health Policy and Management</i>	34.25	15.2
	<i>International Health</i>	54.6	14.7
	<i>Mental Health</i>	24.7	12.1
	<i>Environmental Health and Engineering</i>	34	11.8
	<i>Molecular Microbiology and Immunology</i>	24.65	11.4

\* Includes only departments with at least 10 FT professorial faculty

**Table 6:** Departments\* without URG FT Professorial Faculty, Fall 2021

<b>Subdivision</b>	<b>Department</b>	<b>Total FT Professorial Faculty</b>
A&S Natural Sciences	<i>Earth and Planetary Sciences</i>	13.8
	<i>Mathematics</i>	17.5
Engineering	<i>Chemical and Biomolecular Engineering</i>	19.05
	<i>Civil and Systems Engineering</i>	12
	<i>Computer Science</i>	25.95
	<i>Environmental Health and Engineering</i>	12.5
Med Basic Sciences	<i>Biological Chemistry</i>	12.35
	<i>Cell Biology</i>	14
	<i>Physiology</i>	11

\* Includes only departments with at least 10 FT professorial faculty



## IV. Benchmarking Faculty Composition

The methodology used in this faculty composition report allows for benchmarking and comparison to groups of peer institutions. The primary source of benchmarking data is the Human Resources dataset in IPEDS.<sup>9</sup> IPEDS data is only available at the university level (i.e., not broken out by divisions or departments).

In [Table 7](#), using data from IPEDS, we compare JHU's FT professorial faculty composition, broken out by gender and race/ethnic identity, to the average composition among three reference groups: the Ivy Plus,<sup>10</sup> AAU private universities, and AAU public universities. In general, our professorial faculty composition is similar to that of the peer groups included here with a few exceptions. JHU's percentage of women faculty is a few points higher, Hispanic/Latino faculty is slightly lower, representation of Black or African American faculty is about a point higher, and representation of Asian faculty is about four points higher than among these peer groups.

For a more detailed comparison of faculty composition, see [Appendix D](#), which presents box plots showing JHU's position in the distribution of percentage composition within the Ivy Plus, AAU Private, and AAU Public reference groups.

**Table 7: Full-Time Professorial Faculty Composition (%):**  
JHU and Peer Group Averages Fall 2020/2021

	Women	Int'l	Hispanic / Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Unknown
<b>JHU</b>	<b>41.8</b>	<b>3.6</b>	<b>3.9</b>	<b>5.4</b>	<b>0.1</b>	<b>20.1</b>	<b>0.0</b>	<b>65.3</b>	<b>1.7</b>	<b>0.2</b>
<b>Ivy Plus</b>	36.7	4.0	4.1	4.2	0.1	15.9	0.0	68.2	1.1	2.3
<b>AAU Private</b>	38.3	3.9	4.2	4.2	0.1	15.7	0.0	68.5	1.2	2.1
<b>AAU Public</b>	39.7	5.1	4.9	3.4	0.3	15.7	0.1	65.7	1.1	3.8

**Note:** JHU data as of Fall 2021; Peer group data is as of Fall 2020

<sup>9</sup> IPEDS <https://nces.ed.gov/ipeds/> is the Integrated Postsecondary Education Data System. It is a system of interrelated surveys conducted annually by the U.S. Department of Education's National Center for Education Statistics (NCES).

<sup>10</sup> For the purposes of this report, the Ivy Plus group comprises the eight Ivies (Brown, Columbia, Cornell, Dartmouth, Harvard, Penn, Princeton, and Yale) plus Chicago, Duke, JHU, MIT, and Stanford, for a total of 13 universities.





## V. Historical Trends

A composition report such as this one naturally raises the question about historical trends within JHU that could provide temporal context to the statistics presented here. Owing to the substantial methodology changes adopted in this first faculty report for *Roadmap 2.0* (and described in Appendix A), we cannot accurately compare the composition of women and faculty from URGs within divisions and departments to that of past faculty censuses of fall 2015, 2017, and 2019. However, we can report on trends in representation of women and faculty from URGs at the *level of whole university*, as shown in [Tables 8a](#) and [8b](#).

<b>Table 8a: Proportion of Women Faculty, JHU 2015-2021</b>				
	All Faculty		FT Professorial	
	Total Faculty	% Women	Total Faculty	% Women
Fall 2015	4663	42.0%	3022	37.4%
Fall 2017	4887	44.2%	3186	40.1%
Fall 2019	5180	45.2%	3380	41.2%
Fall 2021	5247.15	46.0%	3486.15	41.8%

<b>Table 8b: Proportion of Faculty in URGs, JHU 2015-2021</b>				
	All Faculty		FT Professorial	
	Total Faculty	% in URGs	Total Faculty	% in URGs
Fall 2015	4663	8.0%	3022	7.8%
Fall 2017	4887	8.7%	3186	9.0%
Fall 2019	5180	10.3%	3380	9.9%
Fall 2021	5247.15	11.3%	3486.15	10.6%

Between fall 2015 and fall 2021, JHU's total faculty size grew from 4,663 to 5,219, an increase of 11.9%, and its FT professorial faculty grew from 3,022 to 3,485, an increase of 15.3%. During this six-year period, each biannual census has marked an increase in the percentage of faculty who are women and the percentage of faculty who are from URGs. Between fall 2015 and fall 2021, the representation of women faculty has increased from 42.0% to 46.3%, and that of FT professorial women faculty has grown from 37.4% to 41.7%. In that same time frame, the percentage of URG faculty has increased from 8.0% to 11.2%, and the percentage of URG FT professorial faculty has increased from 7.8% to 10.7%.

How do the JHU trends depicted in [Tables 8a](#) and [8b](#) compare with trends among our peers over a similar time period? Within the limitations of the format and granularity of the available datasets, we can provide the data snapshots shown in [Tables 9a](#) and [9b](#). [Table 9a](#) shows that representation of women among FT professorial faculty increased by 3 to 3.5 percentage points both at JHU and among these particular peer groups.



<b>Table 9a: Women FT Professorial Faculty, Four Years Ago and Now (%)</b>			
	<b>Fall 2016/2017</b>	<b>Fall 2020/2021</b>	<b>Change</b>
<b>JHU</b>	38.5	41.8	3.3
<b>Ivy Plus</b>	33.7	36.7	3.0
<b>AAU Private</b>	34.9	38.3	3.4
<b>AAU Public</b>	36.2	39.7	3.5

**Note:** JHU data as of Fall 2017 and Fall 2021; peer group data as of Fall 2016 and Fall 2020

Table 9b: FT Professorial Faculty; Largest Race/Ethnicity Categories Four Years Ago and Now (%)															
	International			Hispanic/ Latino			Black or African American			Asian			White		
	Fall 2016/2017	Fall 2020/2021	Chang e	Fall 2016/2017	Fall 2020/2021	Chang e	Fall 2016/2017	Fall 2020/2021	Chang e	Fall 2016/2017	Fall 2020/2021	Chang e	Fall 2016/2017	Fall 2020/2021	Chang e
JHU	3.9	3.6	-0.3	3.2	3.9	0.7	4.3	5.4	1.1	18.4	20.1	1.7	69.2	65.3	-3.9
Ivy Plus	4.0	4.0	0.0	3.4	4.1	0.7	3.8	4.2	0.4	14.2	15.9	1.7	71.7	68.2	-3.5
AAU Private	3.7	3.9	0.2	3.5	4.2	0.7	3.8	4.2	0.4	14.4	15.7	1.3	72.1	68.5	-3.6
AAU Public	5.2	5.1	-0.1	4.4	4.9	0.5	3.1	3.4	0.3	14.1	15.7	1.6	69.2	65.7	-3.5

**Note:** JHU data as of Fall 2017 and Fall 2021; peer group data as of Fall 2016 and Fall 2020

The data in [Table 9b](#) expands on the data snapshot of fall 2020-21 shown in [Table 7](#) by also providing fall 2016-17 data regarding representation of the five largest race/ethnicity categories<sup>11</sup> among FT professorial faculty. It shows that changes at JHU generally parallel the peer-group changes among International, Hispanic/Latino, Asian, and White categories. JHU's increase in the proportion of Black or African American FT professorial faculty over time, while small at 1.1 percentage points, is approximately 3 times the increase in proportion observed among the peer groups.

## VI. Moving Forward

Internal assessment of faculty composition helps JHU identify areas for improvement with regard to equitable representation of gender and underrepresented groups while also allowing JHU to track progress resulting from department and divisional policies/initiatives. Comparison to peer groups can help identify broader trends in the academic environment and point to more systemic issues within training field pipelines.

We are mindful that the *Second Roadmap* calls for a broadening of the composition reports. Some examples include collecting and presenting data to reflect the anonymous self-identification of

<sup>11</sup> The other three race/ethnicity categories—American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Two or More Races—total 1-1.5% of the distribution in any group/year combination and are currently too small for reliable measures of change over the recent four-year period.



groups and identities (such as disability, religious, LGBTQ, or veteran/military status) in addition to other measures of diversity of background, experience, viewpoints, and thought via periodic climate surveys with data collection protocols evolving and tracking progress at the leadership and managerial levels. Future reports will incorporate the improved information landscape, the better to inform our efforts to measure our progress in faculty diversity.

It is encouraging that the trends over the last six years at JHU for both gender and URG representation have had positive slopes. Representation of women faculty has increased by 4.0 percentage points, while that of URG members has increased by 3.3 percentage points. Reflecting their diversity efforts, Nursing and Education schools have both recruited more men to the faculty. Over the last four years, changes in JHU's faculty composition with regard to gender and race/ethnicity have paralleled those of peer groups, indicating an overall increased representation of women and faculty from underrepresented backgrounds. In the case of representation of Black or African American FT professorial faculty, JHU's increase has slightly exceeded that of its peers.

In addition, we are committed to providing more granular and actionable benchmarking information to our divisions whenever possible. As we consider the best practices to foster supportive faculty environments and retain talent, it may be valuable to identify JHU departments that lead with regard to inclusive culture. We hope that with these additional emphases we can further improve on these numbers and surpass our peers. Our goal is to become a leader not only in our scholarly output but also in our reflection of our society.



## VII. Appendices

### Appendix A

#### Methodology Change for 2021 Faculty Composition Report

The categories and terminology described above for this report deviate from those employed in previous faculty composition reports (FCRs.) Motivated by interrelated needs of fair representation and accountability, this report incorporates several methodological changes for the analysis of the fall 2021 faculty census. These changes better align JHU's internal assessment of faculty composition with required federal reporting and improve our ability to benchmark against peers' diversity data.

During the span of JHU's Diversity Roadmap 1.0, three FCRs were published corresponding to the faculty censuses of November 2015, 2017, and 2019. In those reports the following data principles were incorporated:

- Each Bloomberg Distinguished Professor (BDP) and each faculty member in the joint divisional departments of Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) was counted as a full headcount in each division where they held an appointment. However, these joint-appoint faculty members were unduplicated (i.e., only counted once) in divisional subtotals and university totals.
- Each faculty member was counted in one of six mutually exclusive race/ethnicity categories: Hispanic, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Pacific Islander, and White, *regardless of legal residency status*.
  - Faculty who self-identified with two or more race/ethnicity categories were assigned to only one of the six categories based on a precedence rule which prioritized Hispanic identity over all racial identities. For non-Hispanic individuals, the rule prioritized the least represented groups over groups with the most representation.
- Two groups were created as aggregated measures of diversity. The 'Minority' group included all faculty members except those identified as only White. The 'Underrepresented Minority' (or URM) group included faculty members of all race/ethnicity categories except those who identified as only White; only Asian; or multiracial White and Asian.

The advent of *Roadmap 2.0* presented an opportunity to revisit the design of the faculty composition report to better reflect its intended use by divisional and departmental leadership. In particular, this redesign facilitates benchmarking against peers' faculty diversity data. The following changes are incorporated in this Report of the Composition of the Faculty as of fall 2021:

- The joint appointments of BDPs are represented as fractional amounts per contract within the relevant departments. Additionally, BME and EHE faculty members are each counted only within their primary appointed department.
- As described above, each faculty member is counted in one of eight mutually exclusive categories: International, Hispanic/Latino, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander, White, and Two or More Races.



- We include a single aggregated measure of diversity, Underrepresented Groups (URG) to assess the representation of faculty members from race/ethnic identities that have been historically underrepresented within academic institutions. It is to be noted that the URM category in the old methodology matches the URG category of the new methodology.

As a result of these changes, departmental and divisional data in the fall 2021 report cannot be compared to data in the previous reports associated with the *Diversity Roadmap 1.0*. Overall, at the level of the whole university, trends in representation of women faculty and URM/URG faculty can be compared. In future years, more detailed longitudinal comparisons of divisional and departmental representation will be included in the faculty composition reports.

In past reports, we used the term “minority” to include all individuals encompassed under the term “underrepresented groups” and also Asian/Asian American faculty. The decision to narrow our focus in this report does not indicate a lack of appreciation for potential challenges of exclusion and discrimination that may be shared across these groups. For instance, we know that both Asian/Asian American faculty and faculty from URGs are underrepresented in academic leadership roles at Hopkins. However, with the focus in the *Roadmap* on improving in areas where we significantly lag in our numbers, we limit the scope of the term “URG” to reflect specificity and accuracy in naming groups that are underrepresented within our faculty body.

## Impact of Methodology Change

To illustrate the how these methodological changes impact assessments of faculty composition, the fall 2021 faculty census data was analyzed using both old and new data principles. [Tables A1](#) and [A2](#) summarize how the methodology change impacts the analysis of *university total* faculty composition by gender and race/ethnicity respectively.<sup>12</sup>

Using the new methodology, the total count of all faculty is 5,247.15 compared to 5,248 with the old methodology. The fractional university total arises because there are faculty that have joint appointments in the Applied Physics Lab (APL) and those APL fractions are not included in this FCR.

While these methodological changes had a small impact on the total counts of all faculty and all women faculty, the percentage of representation of women faculty was not impacted by these methodology changes. Under both the old and new methodologies, in fall 2021, women represented 46.0% of all JHU faculty and 41.8% of FT professorial faculty, as shown in [Table A1](#).

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<sup>12</sup> Comparisons to diversity metrics in past reports can only be made at the level of the full university since counts are unduplicated at university level in both methodologies. This unduplicated count feature is not available in the departmental or divisional counts in the old methodology and hence they cannot be compared with departmental and divisional counts under the new methodology.



**Table A1:** Impact of Methodology Change on Analysis of Faculty Composition by Gender, Fall 2021 Data

Old Methodology	Rank		Total N	Women N %	
Old Methodology	University Total	FT: Full Professor	1215	341	28.1
		FT: Associate Professor	855	360	42.1
		FT: Assistant Professor	1416	755	53.3
		Total Professorial	3486	1456	41.8
		All Others	1762	960	54.5
	University Total		5248	2415	46.0

New Methodology	Rank		Total N	Women N %	
New Methodology	University Total	FT: Full Professor	1214.15	340.8	28.1
		FT: Associate Professor	856	360	42.1
		FT: Assistant Professor	1416	755	53.3
		Total Professorial	3486.15	1455.8	41.8
		All Others	1761	959	54.5
	University Total		5247.15	2414.80	46.0

In contrast to measures of gender representation among university faculty, the change in methodology did have a measurable impact on the assessment of racial composition of university total faculty. With the addition of two new categories, 413 faculty members were re-categorized as International or Two or More Races, as shown in [Table A2](#) below.

**Table A2:** Impact of Methodology Change on Analysis of Faculty Composition by Race, Fall 2021

Old Methodology	Rank		Total N	Hispanic/ Latino N %		Black or African American N %		American Indian or Alaska Native N %		Asian N %		Native Hawaiian or Other Pacific Islander N %		White N %		URM N %	
Old Methodology	University Total	FT: Full Professor	1215	37	3.0	40	3.3	2	0.2	184	15.1	0	0.0	952	78.4	79	6.5
		FT: Associate Professor	855	34	4.0	44	5.1	3	0.4	211	24.7	1	0.1	562	65.7	82	9.6
		FT: Assistant Professor	1416	78	5.5	123	8.7	4	0.3	406	28.7	6	0.4	798	56.4	210	14.9
		Total Professorial	3486	149	4.3	207	5.9	9	0.3	801	23.0	7	0.2	2312	66.3	371	10.7
		All Others	1762	94	5.3	108	6.1	17	1.0	482	27.4	5	0.3	1056	59.9	224	12.7
	University Total		5248	243	4.6	315	6.0	26	0.5	1283	24.4	12	0.2	3368	64.2	595	11.3

New Methodology	Rank		Total N	International N %		Hispanic/ Latino N %		Black or African American N %		American Indian or Alaska Native N %		Asian N %		Native Hawaiian or Other Pacific Islander N %		White N %		Two or more races N %		URG N %	
New Methodology	University Total	FT: Full Professor	1214.15	7	0.6	37	3.0	36	3.0	1	0.1	176	14.5	0	0.0	947.15	78.0	10	0.8	79	6.5
		FT: Associate Professor	856	14	1.6	31	3.6	41	4.8	1	0.1	194	22.7	1	0.1	559	65.3	15	1.8	82	9.6
		FT: Assistant Professor	1416	103	7.3	67	4.7	111	7.8	2	0.1	329	23.2	0	0.0	770	54.4	33	2.3	210	14.8
		Total Professorial	3486.15	124	3.6	135	3.9	188	5.4	4	0.1	699	20.1	1	0.0	2276.2	65.3	58	1.7	371	10.6
		All Others	1761	217	12.3	78	4.4	93	5.3	13	0.7	340	19.3	1	0.1	1005	57.1	14	0.8	224	12.7
	University Total		5247.15	341	6.5	213	4.1	281	5.4	17	0.3	1039	19.8	2	0.0	3281.2	62.5	72	1.4	595	11.3

By head count, the new methodology had the largest impact on the representation of Asian faculty members. Of the 1,283 faculty members identified as Asian in the old methodology, 244 (19.0%) were moved into one of the two new categories. By percentage, the new methodology had the largest impact on the representation of Native Hawaiian and Other Pacific Islander faculty members. Of the 12 faculty members identified as 'Native Hawaiian and Other Pacific Islander' in the old methodology, 10 (83.3%) were moved into one of the new identification categories, [Tables A3a](#) and [A3b](#).

**Table A3a:** Effect of Methodology Change on Racial Composition – Fall 2021: All Faculty

	All Faculty					
	Hispanic/ Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	White
Old Method (N)	243	315	26	1283	12	3368
New Method (N)	213	281	17	1039	2	3281.15
Recategorized (N)	30	34	9	244	10	86.85
Recategorized (%)	12.3%	10.8%	34.6%	19.0%	83.3%	2.6%

**Table A3b:** Effect of Methodology Change on Racial Composition – Fall 2021: Full-time Professorial Faculty

	Full-Time Professorial					
	Hispanic/ Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	White
Old Method (N)	149	207	9	801	7	2312
New Method (N)	135	188	4	699	1	2276.15
Recategorized (N)	14	19	5	102	6	35.85
Recategorized (%)	9.4%	9.2%	55.6%	12.7%	85.7%	1.6%



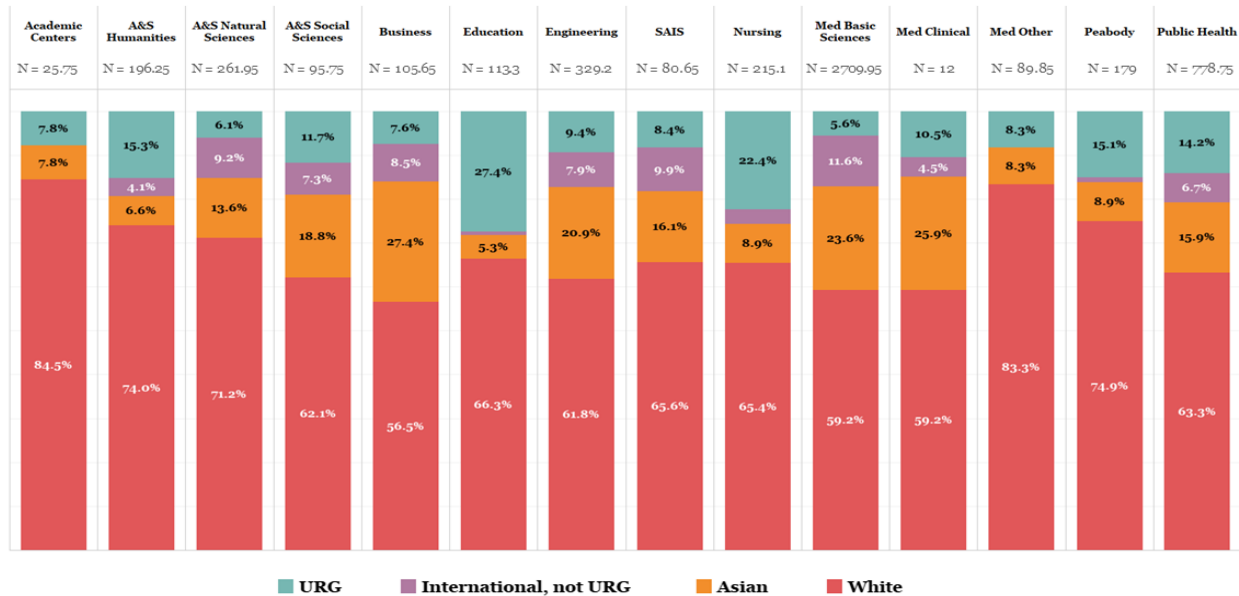


## Appendix B

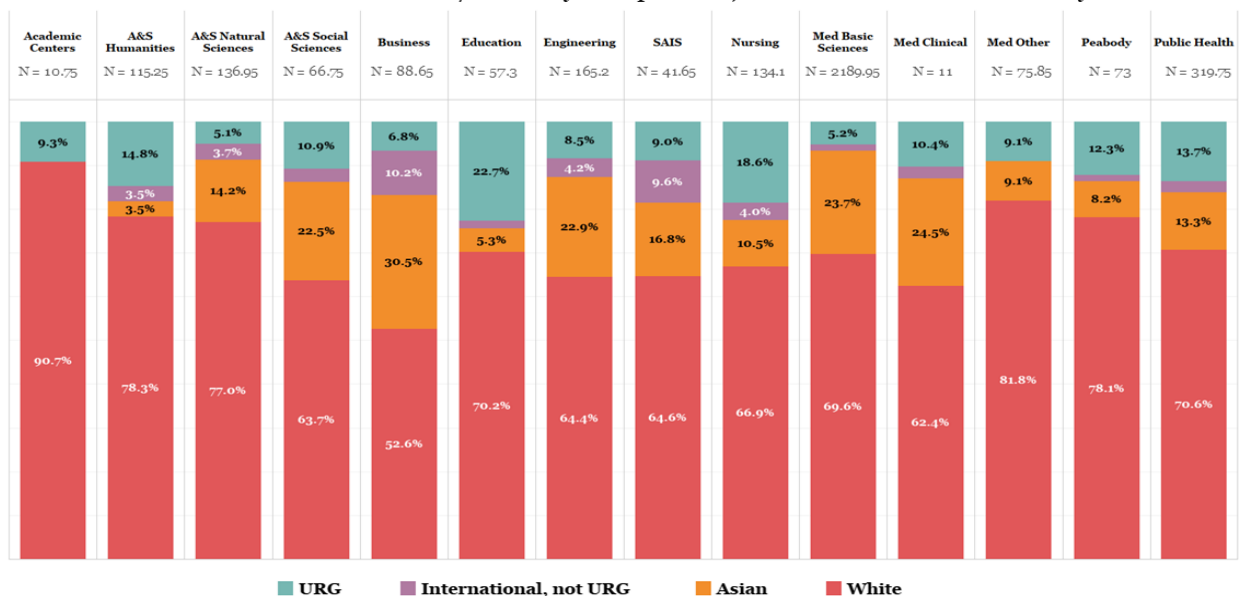
### Detailed Faculty Race/Ethnicity Breakout

The demographic representation of non-URG faculty also varies between university divisions. **Charts B1** and **B2** illustrate this divisional variation by breaking out faculty composition by URG (inclusive of International faculty) non-URG International, Asian, and White faculty proportions.

**Chart B1: Fall 2021 Race/Ethnicity Composition, All Faculty**



**Chart B2: Fall 2021 Race/Ethnicity Composition, Full-time Professorial Faculty**





## Appendix C

### List of Public and Private AAU Universities

#### Public AAUs

Georgia Institute of Technology-Main Campus  
 Indiana University-Bloomington  
 Michigan State University  
 Ohio State University-Main Campus  
 Pennsylvania State University-Main Campus  
 Purdue University-Main Campus  
 Rutgers University-New Brunswick  
 Stony Brook University  
 Texas A & M University-College Station  
 The University of Texas at Austin  
 University at Buffalo  
 University of Arizona  
 University of California-Berkeley  
 University of California-Davis  
 University of California-Irvine  
 University of California-Los Angeles  
 University of California-San Diego  
 University of California-Santa Barbara  
 University of California-Santa Cruz  
 University of Colorado Boulder  
 University of Florida  
 University of Illinois Urbana-Champaign  
 University of Iowa  
 University of Kansas  
 University of Maryland-College Park  
 University of Michigan-Ann Arbor  
 University of Minnesota-Twin Cities  
 University of Missouri-Columbia  
 University of North Carolina at Chapel Hill  
 University of Oregon  
 University of Pittsburgh-Pittsburgh Campus  
 University of Utah \*\*

University of Virginia-Main Campus  
 University of Washington-Seattle Campus  
 University of Wisconsin-Madison

#### Private AAUs

Boston University  
 Brandeis University  
 Brown University  
 California Institute of Technology  
 Carnegie Mellon University  
 Case Western Reserve University  
 Columbia University in the City of New York  
 Cornell University  
 Dartmouth College  
 Duke University  
 Emory University  
 Harvard University  
 Johns Hopkins University  
 Massachusetts Institute of Technology  
 New York University  
 Northwestern University  
 Princeton University  
 Rice University  
 Stanford University  
 Tufts University  
 Tulane University of Louisiana  
 University of Chicago  
 University of Pennsylvania  
 University of Rochester  
 University of Southern California  
 Vanderbilt University  
 Washington University in St Louis  
 Yale University

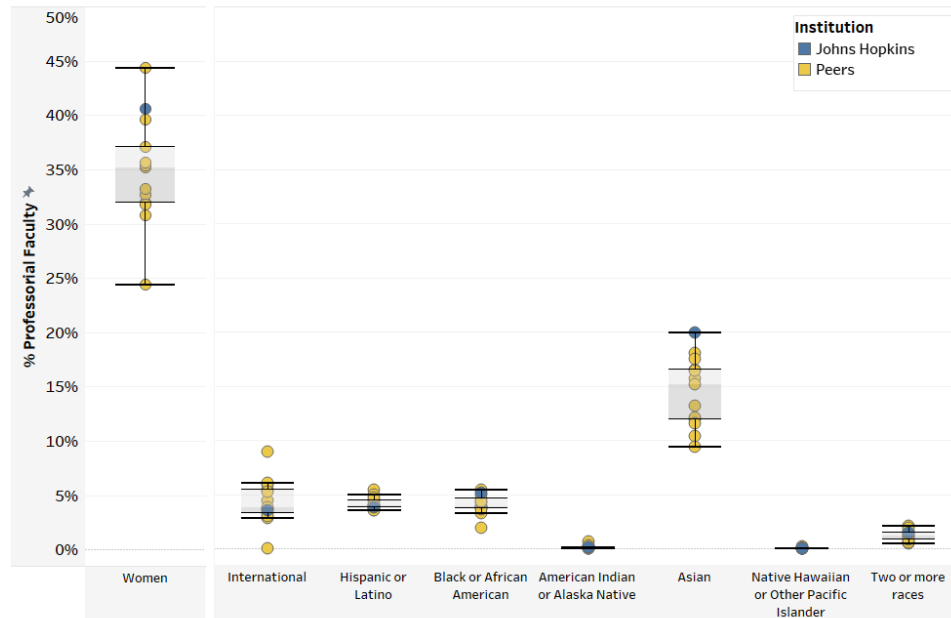
\*\* does not submit faculty profile by CIP



## Appendix D

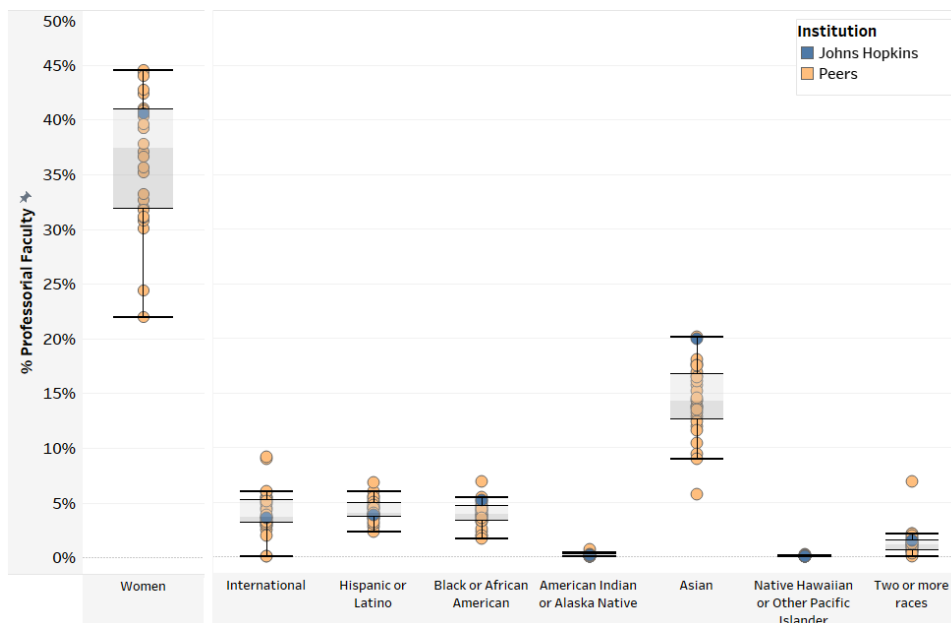
### Full-time Professorial Faculty Composition (%): JHU and Peer Groups Fall 2021

JHU Professorial Faculty Composition and Ivy + Peers, Fall 2021



The Ivy+ Cohort is comprised of 13 institutions; the eight Ivy League Institutions (Brown, Columbia, Cornell, Dartmouth, Harvard, Penn, Princeton and Yale) in addition to Chicago, Duke, JHU, MIT and Stanford.

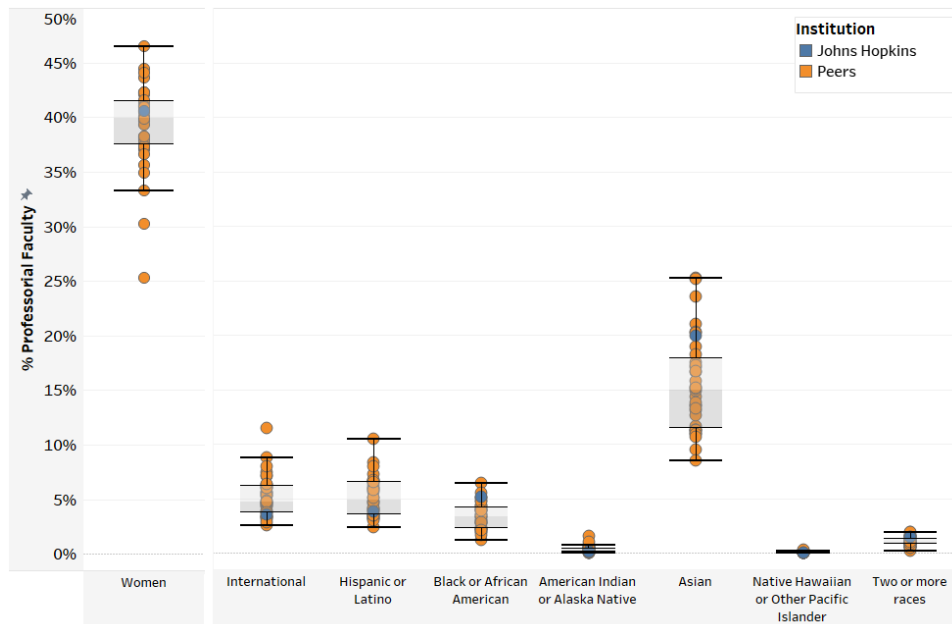
JHU Professorial Faculty Composition and AAU Private Peers, Fall 2021



The AAU Private cohort is comprised of 28 institutions listed in Appendix C



JHU Professorial Faculty Composition and AAU Public Peers, Fall 2021



The AAU Public cohort is comprised of 35 institutions listed in [Appendix C](#)