JOHNS HOPKINS UNIVERSITY

Report on **Faculty Composition**

Summer 2020

Contents

Background

The long-term excellence of Johns Hopkins continues to depend on a vibrant academic environment that includes and supports diverse people, experiences, and thought. Our faculty stand at the core of this environment and thus the recruitment, retention, and advancement of individuals from diverse backgrounds is key to this priority.

The university published its first Report on Faculty Composition in 2016 based on data from the November 2015 census conducted by the Office of Institutional Research (OIR). That report presented a clear baseline for gender, minority, and underrepresented minority (URM) representation at the divisional and departmental levels. The next faculty report, published in spring 2019, was based on a November 2017 faculty census. This 2020 update summarizes data from the November 2019 faculty census, which was also conducted by OIR and validated by all divisions. It examines the progress we have made since the 2015 census driven by funding and support for focused diversity initiatives at each of the university's divisions. The opportunity to compare the 2019 and 2015 censuses and examine four-year trends helps smooth out some of the short-term variations that inevitably enter into comparisons made over shorter durations.

Faculty diversity is a cornerstone of the university's *Roadmap on Diversity and Inclusion*. This biennial report underscores the *Roadmap's* themes of transparency and accountability to our university community for the work we are doing in this area. We firmly believe that this kind of 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 and retention.

Executive Summary

The university's Faculty Diversity Initiative (FDI) was launched in November 2015. A guiding principle of the FDI and the university's *Roadmap on Diversity and Inclusion*, published in November 2016, is a commitment to monitor and report publicly on the university's progress on diversity. As Johns Hopkins enters the fifth and final year of this first iteration of the FDI, this report helps us take stock of the progress made by providing data from the 2019 faculty census and offering comparisons to the 2015 and 2017 censuses.

From the data presented in this report it is clear that, through the life of the initiative, important gains have been made. During a period of faculty growth—14% growth in professorial faculty and 11% growth overall since fall 2015—female and underrepresented minority (URM) faculty representation grew faster, reducing historical imbalances in those two areas of faculty diversity. In particular, the proportions of female, Black, Hispanic, minority, and URM faculty increased over that time period. This increase in faculty diversity occurred in seven of Hopkins' nine academic divisions.

Other findings, detailed in this report, include the following:

- From 2015 to 2019, female representation among the faculty increased from 42% to 45% and URM representation increased from 8% to 10% (see Table 3).
- Across multiple divisions, JHU has seen improvements in underrepresented minority (URM) faculty representation, female faculty representation, and transparency in reporting from departments that have few or no URM faculty (see Figures D and E; Tables 8a and 8b).
- Gains in URM representation from 2015 to 2019 are similar among professorial and non-professorial faculty (see Figure B; Tables 3 and 4).
- Hopkins's faculty diversity compares favorably to that of its Ivy Plus peers, all of which have their own robust faculty diversity initiatives and vie for similar candidates from the available pipelines and pools (see Table 5a).
- The adoption of systems and tools to measure and track faculty diversity, and the accompanying managerial and cultural changes in the divisions, have led to these recent successes and have the promise to be enduring.

Faculty Diversity: Divisional and Departmental Data, Fall 2019 and Historical

Throughout this report, references will be made to counts and percentages that are available, in tabular and chart form, in the Tables and Charts section. In particular:

- The **Notes** presented with the tables are necessary for interpretation of the presented data.
- **Table 1** is a November 2019 snapshot of faculty composition by division. It includes all faculty, with full-time professorial faculty categorized by rank. Every faculty member is counted in *one* racial/ethnic category, per self-identification in the university's HR system and the precedence rule described in Note 5.
- **Table 2** is also a November 2019 snapshot. It starts with the professorial faculty population of Table 1 and shows how they are distributed among the departments of the four divisions that have departments. Also, the data are grouped by sub-division in Arts & Sciences (Natural Sciences, Social Sciences and Humanities) and in Medicine (Basic Sciences and Clinical Sciences).
- **Table 3** is similar in population and layout to Table 1 except that it provides trend data from three censuses on female, minority, and underrepresented minority proportions among all faculty.
- **Table 4** is similar in layout to Table 2. It excludes Peabody and provides trend data from three censuses on female, minority, and underrepresented minority professorial faculty.
- **Tables 5-8b**, based on faculty census data, present analyses that illustrate specific issues highlighted in this report.
- **Charts 1-4** present gender and URM information from Tables 1 and 2 in a way that facilitates divisional comparisons.
- **Charts 5-8** extend the divisional comparisons by including information from previous FCRs and allowing both longitudinal and divisional comparisons.

In fall 2019, for the first time, the Peabody Institute created professorial ranks among its full-time conservatory faculty. This history and recent change are reflected in Table 3 where there are no 2015 or 2017 data for Peabody by professorial rank, but 2019 professorial data are available. For the same reason, Peabody is excluded from Table 4. Accordingly, in this report, discussion of professorial faculty trends will exclude Peabody.

Additionally, before assessing faculty composition as of fall 2019 and changes since fall 2015, it is worth noting that our nine academic divisions vary widely in size of faculty. As a result, the effect of a particular change on demographic proportions—for example, hiring one more female faculty member—varies a great deal too. The division with the smallest faculty population is the School of Nursing with 100 faculty, of whom 75 are professorial; the division with the largest is the School of Medicine, with 2,954 faculty, of whom 2,320 are professorial. Nursing faculty comprise about 2% of the university's faculty, and Medicine's about 57%. Accordingly, a percent improvement of any metric in Medicine is harder to achieve or sustain and has a bigger impact on overall university metrics.

FEMALE REPRESENTATION

An available benchmark for the purposes of institutional comparison is the faculty diversity among our Ivy Plus peers, as gleaned from publicly available sources. Table 5a shows that, based on a fall 2018 common data source comparing the Ivy Plus, our proportion of women among full-time instructional faculty, 43%, is second only to Columbia University's, 44%.

Taking a longitudinal view, at Johns Hopkins, female representation has increased between 2015 and 2019, both among all full-time faculty (42% to 45%) and also among professorial full-time faculty (37% to 41%)(see Charts 6 and 7 and Figure A below). As with all diversity metrics, there is substantial divisional variation around this overall upward trend.

Figure A: Female Representation Among Faculty

University	Full-time Faculty			Full-time Professorial Faculty		
	All	Female		All	Female	
	N	N	%	N	N	%
Fall 2015	4,663	1,957	*42*	3,022	1,130	*37*
Fall 2017	4,887	2,160	*44*	3,186	1,278	*40*
Fall 2019	5,180	2,339	*45*	3,380	1,392	*41*

Note: Peabody excluded in all temporal comparisons related to Professorial Faculty.

This figure shows an improvement in female representation, but requires additional context. In particular, the following questions arise: What is the equilibrium mix we are aiming for? And how are female-majority divisions or departments to be viewed? Tables 5a-5c provide a few benchmarks to inform this discussion. Table 5a, based on fall 2018 data reported in IPEDS on the composition of instructional faculty among Ivy Plus peers, shows a female representation range from 27% to 44%, with JHU at 43% female. Table 5b, based on IPEDS 2017-18 data, focuses on the pipeline to faculty positions—i.e., doctoral degree completions—and shows that 47% of doctorates awarded at AAU institutions that year were awarded to women. On the other hand, Table 5c, sourced from the AAU data exchanges, points to a female professorial representation of about 28%. (As intuition would suggest, all of these data, when further analyzed, show substantial variation in female representation based on field or discipline.) Triangulating among these different benchmarks and factoring in JHU's vision to be a leader on these dimensions, we take the view that a 45% to 55% band provides a reasonably narrow but flexible goal for gender mix.

Female Representation Among All Faculty

At the university, there has been a steady increase in the proportion of female faculty, from 42% in 2015, to 44% in 2017, to 45% in 2019. This pattern of steady increase is also reflected in the percentage of females in each of those years within four divisions in particular: **The Krieger School of Arts and Sciences** (38% to 41% to 42%), **SAIS** (27% to 31% to 33%), **Medicine** (40% to 42% to 43%), and **Peabody** (35% to 37% to 38%). (See Chart 5.)

In three divisions, the majority of faculty are women: **Nursing** (88%), the **School of Education** (72%), and the **Bloomberg School of Public Health** (60%). A continuing decline since 2015 in the proportion of female faculty in Nursing (94% to 93% to 88%) reflects its intentional diversity efforts focused on the recruitment and hiring of male faculty. At Education, the high proportion of women faculty is now back to its 2015 level (72% to 78% to 72%) and at Public Health, the proportion has continued to increase (57% to 58% to 60%).

Public Health, **Education**, and **SAIS** are three divisions where the faculties are more than 50% non-professorial. Based on the data in Table 1, **Public Health** has a total of 768 faculty, of whom 346 (45%) are professorial and 418 (54%) are full-time but hold non-professorial titles. In **Education**, there are 122 faculty, of whom 59 (48%) are professorial and 62 (51%) are full-time other rank. And in **SAIS**, there are 107 faculty, of whom 47 (44%) are professorial and 59 (55%) are full-time other rank. Accordingly, overall faculty composition in these divisions is weighted towards the non-professorial faculty composition.

At the **Whiting School of Engineering**, the 2019 proportion of female faculty saw a substantial increase from 2015 to 2017 and then remained flat in 2019 (19% to 26% to 26%). And, at the **Carey Business School**, the proportion has declined to marginally below the 2015 level (32% to 34% to 31%).

Female Representation Among Professorial Faculty

The 2019 census data indicates a continuing uptick in the proportion of women among the university's professorial faculty: 37% in 2015, 40% in 2017, and 41% in 2019. (See Chart 7.)

In **Arts and Sciences**, overall, the proportion of female professorial faculty has increased from 31% in 2015 to 32% in 2017 to 33% in 2019 (see Table 4). This is reflected in steady increases for the same years in Natural Sciences (25% to 26% to 27%) and Humanities (37% to 38% to 40%), which help offset a slight dampening in the Social Sciences (32% to 34% to 33%) as seen in Chart 7. In the **Natural Sciences**, with every department having 10 or more professorial faculty in 2019, the Biology department and the Earth and Planetary Sciences department have made the most substantial strides, both increasing the number of professorial faculty and also the proportion of professorial women. In the **Humanities**, five of 10 departments have 10 or more professorial faculty in 2019; among them, English and History have made meaningful strides, increasing both the number of professorial faculty and also the proportion of professorial women. Among the **Social Sciences** departments, the Political Science department displays the same dual-positive trend since 2015 on professorial faculty and female professorial faculty.

Paralleling the increase in their female faculty overall, **SAIS** and **Medicine** saw an increase in their female professorial faculty: SAIS from 17% to 26% to 28% and Medicine from 37% to 40% to 41%. At SAIS, despite an almost flat professorial count since 2015, the proportion of female professorial faculty has risen from 17% to 28%. This indicates that replacement hiring has tilted towards reducing the gender imbalance. In Medicine, the overall uptrend is reflected both in the Basic Sciences and in the Clinical Sciences.

Of the divisions where there is a female majority among all faculty, **Nursing** and **Education** also have a female majority among the professorial faculty. In those schools, the female professorial faculty trends mirror the female faculty trends: a steady decline in Nursing (94% to 89% to 88%) and in Education (69% to 67% to 63%). At **Public Health**, the proportion of professorial female faculty has ticked upward to almost equal representation (43% to 47% to 49%) and is now in the 45%-55% band.

At **Engineering**, the proportion of female professorial faculty continued to increase, albeit from a small base (16% to 20% to 21%). And, at the Carey Business School, the proportion reverted to the 2015 level (30% to 33% to 30%).

Departmental Progress in Female Professorial Faculty Representation

Table 6 lists departments that have at least 10 professorial faculty and whose percentage of female professorial faculty is more than the university average of 41%. Most of those departments' percentages of female professorial faculty are also 60% or less, except for three in **Medicine** (Gynecology and Obstetrics, Pediatrics, and Physical Medicine and Rehabilitation) and two in Public Health (Health, Behavior, and Society and Population, Family, and Reproductive Health), where the proportions range between 64% and 80%.

Among the divisions that have departmental structures, in fall 2019 every department had female professorial faculty (see Table 4). The lowest proportions are 6% in each of **Engineering**'s Applied Math & Sciences (AMS) and Computer Science departments and 7% in Materials Science and Engineering. All three also have seen their proportions drop since 2015. Another department with a single-digit female professorial proportion is Chemistry, which has lost representation in this demographic when looking at 2015, 2017, and 2019 (16% to 10% to 9%).

Focusing further on STEM fields, where hiring and retention challenges tend to be the greatest, **Natural Sciences** overall displays a slight increase over the four-year period (25% to 26% to 27%) with growth over four years in Biology (25% to 27% to 31%), Earth and Planetary Sciences (18% to 36% to 40%), and Physics & Astronomy (8% to 14% to 12%), and all three departments also increasing their counts of professorial faculty over the same period. In Engineering overall (16% to 20% to 21%), growth is seen in departments other than AMS, Computer Science, and Mechanical Engineering. In **Medicine's Basic Sciences**, among departments with at least 10 faculty, Biophysics and Biophysical Chemistry dropped on this metric (30% to 30% to 20%), as did Cell Biology (54% to 50% to 47%) and, marginally, Neuroscience (26% to 25% to 24%). All of **Medicine's Clinical Sciences** departments have at least 10 professorial faculty and most show gains in professorial female representation since 2015, with the exception of the female-dominated field of Gynecology & Obstetrics (82% to 78% to 77%) and a marginal reduction in Radiation Oncology (40% to 38% to 39%). In **Public Health**, all of the departments saw an increase since 2015.

MINORITY AND UNDERREPRESENTED MINORITY (URM) REPRESENTATION

Using standard IPEDS definitions, the URM group is composed of individuals who self-identify as Black or African American, Hispanic, American Indian, Hawaiian or other Pacific Islanders. The minority group is composed of individuals who self-identify either as one of the URMs or as Asian.

First, Table 5a indicates that among our Ivy Plus peers, and based on a common fall 2018 data source, our 9% proportion of URM among full-time instructional faculty matches that of Columbia University and Dartmouth College and is second only to 10% at Brown University.

Next, we consider our progress as a university between the fall 2015 and the fall 2019 census. (See Figure B below.) There is positive news: Despite an 11% growth in the size of the faculty between 2015 and 2019 and an almost 12% growth in the professorial faculty at the university, proportions of Black faculty, Hispanic faculty, minorities and URMs have generally increased over the four-year period. However, the proportions of Black and Hispanic faculty (who comprise the major portion of the URM category) have remained relatively small, in the 3% to 6% range.

Figure B: Minority and URM Representation Among Faculty

Full-time Faculty: University									
	All	Hispanic		Black		Minority		URM	
	N	N	%	N	%	N	%	N	%
Fall 2015	4,663	166	*4*	186	*4*	1,389	*30*	372	*8*
Fall 2017	4,887	169	*3*	238	*5*	1,555	*32*	425	*9*
Fall 2019	5,180	199	*4*	300	*6*	1,764	*34*	534	*10*

Full-time Professorial Faculty: University									
	All	Hispanic		Black		Minority		URM	
	N	N	%	N	%	N	%	N	%
Fall 2015	3,022	106	*4*	124	*4*	831	*27*	236	*8*
Fall 2017	3,186	116	*4*	159	*5*	956	*30*	286	*9*
Fall 2019	3,380	127	*4*	187	*6*	1,068	*32*	333	*10*

Note: Peabody excluded in all temporal comparisons related to Professorial Faculty.

Minority and Underrepresented Minority (URM) Faculty

Overall, the proportion of faculty that self-identified as being members of minority racial and ethnic groups increased from 30% in 2015, to 32% in 2017, to 34% in 2019 (see Table 3). Increases in minority representation since 2015 are noted in all divisions except **Business**. **Nursing** has the most notable increase in minority faculty proportion (16% in 2015 to 23% in 2019). **Medicine** made the biggest contribution to the university's increase on this dimension: It has almost 60% of the university's faculty and its faculty grew by almost 7% over the period. Even so, its minority proportion increased from 35% to 38%.

As of fall 2019, individuals who identify as Asian, and are therefore part of the minority group, comprise 24% of all faculty at the university (see Table 1). Divisions that report a similar or higher proportion of Asian faculty than the university average are: **Business** (39%), **Medicine** (28%) and **Engineering** (24%), with the most influential contribution from Medicine due to the relatively large size of its faculty.

Overall, 10% of faculty reported being members of a URM (see Chart 3). This is up from 8% in 2015 (see Chart 6) and represents a net increase of 162 URM faculty members, even after retirements and departures during the four-year period have been accounted for. Increases in URM faculty representation since 2015 are noted in all divisions except **Business**. Once again, **Nursing** has the most notable increase in URM faculty proportion (10% in 2015 to 23% in 2019). **Education**'s URM faculty proportion rose from 12% in 2015 to 19% in 2019 and at **Public Health**, it increased from 9% to 13%. While **SAIS** and **Medicine** show a URM increase, it is marginal, about 1% in each division over four years.

Taking a look at the largest racial or ethnic groups among URMs, faculty identifying as Black or African American comprise 6% of the university (see Table 1). Divisions that have higher proportions of this demographic group are **Education** (16%), **Nursing** (16%), **Peabody** (11%) and **Public Health** (8%). At the other five divisions, this proportion ranges from 1% at **SAIS** to 6% at **Business**.

Faculty identifying as Hispanic comprise 4% of the university. Divisions that have higher proportions of this demographic group are **Public Health** (8%), **SAIS** (6%), **Arts and Sciences** (5%), and **Nursing** (5%). At the other five divisions, the proportion of Hispanic faculty is 2% at **Peabody** and at **Education**, 3% at **Business,** and 4% at **Engineering** and at **Medicine**.

Minority and Underrepresented Minority (URM) Professorial Faculty

Overall, the proportion of professorial faculty that self-identified as being members of minority racial and ethnic groups increased from 27% in 2015 to 30% in 2017 to 32% in 2019 (see Table 4). Increases in minority professorial faculty representation since 2015 are noted in all divisions except **Business** (where it still remains over 50%). **Nursing** has the most notable increase in minority professorial faculty proportion (19% in 2015 to 33% in 2019). **Medicine** made the biggest contribution to the university's increase on this dimension: It has over 67% of the university's professorial faculty and its professorial faculty grew by more than 11% over the period. Even so, its minority proportion increased from 30% to 34%.

As of fall 2019, faculty identifying as Asian, who are part of the minority group, make up 22% of all professorial faculty at the university (see Table 2). Divisions that report a similar or higher proportion of professorial Asian faculty than the university average are: **Business** (41%), **Medicine** (24%) and **Engineering** (23%), with the most prominent contribution from Medicine, due to the relatively large size of its faculty.

Overall, 10% of professorial faculty reported being members of a URM in 2019, similar to the URM representation among all faculty. This is up from 8% in 2015 (see Chart 8) and represents a net increase of 99 URM professorial faculty members, after accounting for retirements and departures during the four-year period. Increases in URM representation since 2015 among professorial faculty are noted in all divisions except **Business**. **Nursing** has seen a notable increase in URM professorial faculty proportion from 13% in 2015 to 21% in 2019. **Public Health**'s URM professorial faculty proportion rose from 9% in 2015 to 13% in 2019.

Professorial faculty identifying as Black or African American, which is the largest racial and ethnic group among URMs, make up 6% of faculty at the university (see Table 2). Divisions that have higher proportions of this demographic group are **Business** (7%), **Education** (15%), **Nursing** (15%), **Peabody** (10%) and **Public Health** (8%). At the other four divisions, this proportion ranges from none at **SAIS** to 5% at **Medicine**.

Professorial faculty identifying as Hispanic comprise 4% of faculty at the university, and among the divisions, there is little variation on this metric. Only **Nursing**, with 5% Hispanic professorial faculty, has a higher proportion of this demographic group. **Arts and Sciences, Engineering, SAIS, Medicine**, and **Public Health** have 4% and **Business**, **Education** and **Peabody** each have slightly less than 4% Hispanic professorial faculty.

Departmental Progress in URM Professorial Faculty Representation

In Table 7, we highlight the 20 departments that have at least 10 professorial faculty each and whose URM professorial proportions in fall 2019 exceed the JHU average of 10%. The fall 2017 census had the same number of departments meeting that criteria, so, while five on the fall 2017 list have dropped out, five departments have also entered the count in 2019. They are Economics and Political Science in Arts and Sciences, Biomedical Engineering in Engineering, and Molecular and Comparative Pathobiology and the department of Medicine in Medicine. Note that Business, Education, and SAIS do not have departmental structures and Peabody has 16

small departments that are consolidated for the purposes of this report. Their professorial URM proportions are 10% at Business, 17% at Education 17%, 6% at SAIS, and 13% at Peabody.

As of fall 2019, four divisions have among them 11 departments that, despite having 10 or more professorial faculty each, do not have any professorial faculty who self-identify as URMs (see Table 8a), and 10 of those 11 are STEM departments. However, looking back at recent history, only five of that set of 11 have not had URM professorial faculty in any of the last three faculty censuses of 2015, 2017, and 2019 (see Table 8b). Keeping in mind that the hiring of professorial faculty occurs episodically, Table 8b also provides the number of professorial new hires in those five departments between January 2016 and November 2019.

While the Earth and Planetary Sciences department at Arts and Sciences hired seven professorial faculty and the Chemical and Biomolecular Engineering department at Engineering hired six in that period, none of those were URM. The other three departments hired three or fewer professorial faculty during that time, and had more limited opportunities to increase their URM proportions among professorial faculty. One additional note about the 18 new hires in Table 8b: While the focus of this section is on URM representation, there were nine women among that set: five in Earth and Planetary Sciences and four in Chemical and Biomolecular Engineering, accounting for much of the solid growth in female representation in those departments.

DIVERSITY AMONG PROFESSORIAL FACULTY IN ACADEMIC LEADERSHIP

Professorial faculty are called upon to serve in a variety of academic leadership roles in their departments or divisions, or at the university level. A diversity of experiences and viewpoints among the academic leadership group can be a driving force in our aspirations to be a welcoming and inclusive institution for diverse faculty, students, and staff.

Figure C below shows that, as of the November 2019 census, there are 113 professorial faculty serving in senior leadership positions of president, provost, vice-provost, dean, vice dean and department chair (or 'department director' in Medicine). Of this group, 34 are women (30%), 22 are minority (19%) and 12 are URM (11%).

Figure C: Academic Leadership: Professorial Faculty Composition

	Total	Female	American Indian	Asian	Black	Hispanic	Native Hawaiian	White	URM
President/Provost	2			1				1	
Vice Provosts	6	2						6	
Deans	9	3			1			8	1
Vice Deans	24	8		1		1		22	1
Chairs	72	21		8	4	6		54	10
Grand Total	113	34		10	5	7		91	12

Notes:

1. SOM does not have "chairs"; department heads are "directors."
2. The following divisions do not have chairs or chair-equivalent positions: CBS, SAIS, SOE, SON.
3. Numbers reflect composition as of 11/1/2019.
4. Staff members who do not hold faculty positions also serve in academic leadership positions and including them would result in female proportion of 31%; and Minority 19%; and URM 10%.

So, while the proportion of female representation among this group (30%) falls outside of our target 45%-55% band, it exceeds 26%, the proportion of female full professors at the university as a whole (see Table 1). The latter is a relevant benchmark since, generally, tenured full professors serve in these leadership positions.

The terms for leadership positions typically range from three to five years and, in practice, are often reviewed and renewed for multiple terms. Continuity and stability in leadership benefits the university in many ways and, indeed, is essential to the implementation and ongoing support of long-term diversity initiatives and plans. Therefore, an increase in diversity among the university leadership will necessarily be incremental in the short-to-medium term, with noticeable change occurring as leadership positions come open and qualified and diverse candidates are identified and nominated to fill them.

Moving Forward

The goals of the Faculty Diversity Initiative, as laid out in the initial FDI progress report, are:

1. We will make progress in increasing diversity among faculty ranks universitywide
2. Faculty hiring and retention rates will better reflect the composition of the availability pools of exceptional and diverse faculty in all fields
3. Faculty members will report a strong sense of belonging and that JHU's climate is welcoming and engaging regardless of their background
4. The university will monitor and report on its progress in meeting its diversity goals

As we look ahead to the next Faculty Diversity Initiative, we take stock of the momentum we have built from the current Initiative and the gaps now brought to our attention as a result of regular monitoring, measurement, and temporal comparisons.

GOALS FOR MEASURING AND INCREASING DIVERSITY

As we committed in our last faculty composition report, we continue to track our growth rates for women and URM faculty relative to overall faculty growth rates, and on this dimension, our census-to-census gains are sustained over the span of the current initiative.

Figure D below shows that, during a period when the university's faculty grew by 11% (from fall 2015 to fall 2019), female faculty grew by 20% and URM faculty grew by 44%, thereby reducing historical imbalances in those two areas of diversity among the faculty. Also, as indicated by the double starred rows, the same effect is observed in seven of Hopkins' nine academic divisions, including its largest division, Medicine. And, in Nursing, the slower increase in female faculty served to appropriately reduce their overrepresentation in that division. Nursing has also achieved impressive gains in URM faculty proportions, more than tripling URM faculty counts.

Figure D: Faculty Composition by Division

Division	All Faculty				Female Faculty				URM Faculty				
	N 2015	N 2017	N 2019	% Change 2015-19	N 2015	N 2017	N 2019	% Change 2015-19	N 2015	N 2017	N 2019	% Change 2015-19	
Arts & Sciences	566	545	616	***9***	215	224	257	***20***	36	37	55	***53***	**
Business	75	95	109	*45*	24	32	34	*42*	9	12	10	*11*	
Education	75	107	122	***63***	54	83	88	***63***	9	19	23	***156***	**
Engineering	272	391	397	***46***	51	100	104	***104***	13	22	33	***154***	**
SAIS	99	112	107	***8***	27	35	35	***30***	6	8	8	***33***	**
Medicine	2,761	2,861	2,954	*7*	1,114	1,200	1,268	***14***	226	235	276	***22***	**
Nursing	67	83	100	***49***	63	77	88	*40*	7	15	23	***229***	*
Peabody	160	156	185	***16***	56	57	70	***25***	9	10	25	***178***	**
Public Health	633	706	768	***21***	359	408	458	***28***	58	78	103	***78***	**
University	4,663	4,887	5,180	***11***	1,957	2,160	2,339	***20***	372	425	534	***44***	**

* Division's gain in either proportion of Female Faculty or proportion of URM faculty outpaces percentage increase in faculty 2015-19.

** Division's gains in proportion of Female Faculty and proportion of URM faculty outpace percentage increase in faculty 2015-19.

Additionally, some of the major trends in overall faculty diversity growth hold true even if we narrow the focus to professorial faculty, as Figure E below shows. The university's professorial faculty grew by 14%, from fall 2015 to fall 2019, and over the same period, female faculty grew by 25% and URM faculty grew by 43%, so the profile of our professorial faculty continues to bend towards greater diversity. Excluding Peabody from this analysis because it did not have professorial ranks until 2019, six of our remaining eight divisions display the same improving trend on both dimensions of diversity. And Nursing has brought faculty gender composition more into balance over these reporting periods by increasing its male professorial proportion substantially.

Figure E: Professorial Faculty Composition by Division

Division	Professorial Faculty				Female Professorial Faculty				URM Professorial Faculty				
	N 2015	N 2017	N 2019	% Change 2015-19	N 2015	N 2017	N 2019	% Change 2015-19	N 2015	N 2017	N 2019	% Change 2015-19	
Arts & Sciences	295	314	336	***14***	90	101	110	***22***	13	21	25	***92***	**
Business	60	75	88	*47*	18	25	26	*44*	7	10	9	*29*	
Education	52	58	59	***13***	36	39	37	*3*	8	9	10	***25***	*
Engineering	162	210	226	***40***	26	43	48	***85***	10	15	18	***80***	**
SAIS	46	42	47	***2***	8	11	13	***63***	2	3	3	***50***	**
Medicine	2,089	2,192	2,320	***11***	779	661	954	***22***	171	190	222	***30***	**
Nursing	47	56	75	***60***	44	50	66	*50*	6	10	16	***167***	*
Public Health	309	339	346	***12***	132	158	169	***28***	29	37	45	***55***	**
University	3,022	3,186	3,380	***12***	1,130	1,278	1,392	***23***	236	286	333	***41***	**

Note: Peabody excluded from temporal comparisons related to Professorial Faculty.

* Division's gain in either proportion of female professorial faculty or proportion of URM professorial faculty outpaces percentage increase in professorial faculty 2015-19.

** Division's gains in proportion of female professorial faculty and proportion of URM professorial faculty outpace percentage increase in professorial faculty 2015-19.

It is clear that JHU has seen a positive impact on the composition of faculty at the professorial and non-professorial levels, owing in part to systemic adjustments regarding hiring practices.

This report and the two released previously fulfill an important goal of the Faculty Diversity Initiative. Throughout the life of the initiative, JHU has seen improvements in URM representation, female representation, and transparency around reporting on divisions that have few, or no, URM faculty.

Additionally, with the aim of enhancing our understanding not only from the counts and percentages, but also from faculty sentiment, JHU partnered with the FutureWork Institute to administer a survey to departed URM faculty and to conduct a focus group with junior faculty members from Medicine, Nursing and Public Health to gain insight into the experiences of URM faculty in the context of culture and climate. Also, JHU engaged the COACHE survey to gain information specifically about climate. Combining both of these mechanisms, we have identified areas that call for our renewed commitment: increasing opportunities for advancement, improving the climate around diversity and inclusion, and creating more effective work-life balance.

In response, and as first steps in addressing culture and environment, all divisions have plans that specifically focus on diversity in faculty hiring and most have dedicated assistant deans for diversity and inclusion. Strategies included in the divisional diversity plans range from diversity advocates on hiring committees and unconscious

bias training for all search committee members to completion of a final search activities summary/report for all faculty searches.

Reporting as we are in the midst of an unprecedented worldwide crisis, new realities await us on all fronts. However, our university is also excited to welcome a new chief diversity officer this summer who will work with the provost to create a vision that includes shaping and shepherding the next FDI against this backdrop. The hard work that lies ahead will build on the focused efforts made during the initial FDI: funding for diversity and inclusion officers; training for faculty search committees in the divisions; specific accountability for casting wide searches; and inviting a diverse and representative pool, aided by investment in and use of a faculty search portal.

The fundamentals are in place and we have to continue to build on the momentum, believing as we do that a diverse and inclusive professoriate is the backbone of a world-class institution for learning and research.

Tables and Charts

Notes:

1. Faculty data from November 1, 2019 OIR HR Census; includes deans and executives with faculty appointments.
2. Only faculty on JHU SAP payroll with status of "Active", "LOA with Pay", or "LOA without Pay" as of Nov 1, 2019 are counted in the census.
3. FT= full-time; PT= part-time; ADJ = adjunct (Only for Peabody Conservatory, no other casual/limited faculty are included).
4. Bloomberg Distinguished Professors (BDPs and BDAPs), Biomedical Engineering faculty, and Environmental Health and Engineering faculty are included in multiple divisional counts but are unduplicated in divisional subtotals and university totals.
5. Faculty who indicated more than one racial/ethnic identity in the JHU personnel system are categorized using the following precedence rule: Hispanic/Latino > Native Hawaiian or Other Pacific Islander > American Indian or Alaska Native > Black or African American > Asian > White.
6. URM or "underrepresented minority" faculty include those who identify as Hispanic/Latino, Black or African American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander; the "minority" category includes those who identify as Asian and URMs.
7. 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 US permanent residents.

Table 1: Fall 2019 Faculty Composition by Division and Rank

Division	Rank	Total	Female		Hispanic		Black		American Indian		Asian		Native Hawaiian		White		Minority		URM	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Arts & Sciences	FT: Full Professor	195	51	*26*	5	*3*	6	*3*			21	*11*			163	*84*	32	*16*	11	*6*
	FT: Associate Professor	60	24	*40*	4	*7*	4	*7*			9	*15*			43	*72*	17	*28*	8	*13*
	FT: Assistant Professor	81	35	*43*	3	*4*	3	*4*			16	*20*			59	*73*	22	*27*	6	*7*
	Total Professorial	336	110	*33*	12	*4*	13	*4*			46	*14*			265	*79*	71	*21*	25	*7*
	FT: Other Rank	263	137	*52*	19	*7*	8	*3*	1	*0*	42	*16*	2	*1*	191	*73*	72	*27*	30	*11*
	PT: All	17	10	*59*							2	*12*			15	*88*	2	*12*		
	Arts & Sciences Total	616	257	*42*	31	*5*	21	*3*	1	*0*	90	*15*	2	*0*	471	*76*	145	*24*	55	*9*
Business	FT: Full Professor	18	4	*22*			1	*6*			6	*33*			11	*61*	7	*39*	1	*6*
	FT: Associate Professor	35	9	*26*			3	*9*			16	*46*			16	*46*	19	*54*	3	*9*
	FT: Assistant Professor	35	13	*37*	3	*9*	2	*6*			14	*40*			16	*46*	19	*54*	5	*14*
	Total Professorial	88	26	*30*	3	*3*	6	*7*			36	*41*			43	*49*	45	*51*	9	*10*
	FT: Other Rank	20	8	*40*			1	*5*			5	*25*			14	*70*	6	*30*	1	*5*
	PT: All	1									1	*100*					1	*100*		
	Business Total	109	34	*31*	3	*3*	7	*6*			42	*39*			57	*52*	52	*48*	10	*9*
Education	FT: Full Professor	18	8	*44*			2	*11*							16	*89*	2	*11*	2	*11*
	FT: Associate Professor	14	12	*86*			3	*21*							11	*79*	3	*21*	3	*21*
	FT: Assistant Professor	27	17	*63*	1	*4*	4	*15*			3	*11*			19	*70*	8	*30*	5	*19*
	Total Professorial	59	37	*63*	1	*2*	9	*15*			3	*5*			46	*78*	13	*22*	10	*17*
	FT: Other Rank	62	50	*81*	2	*3*	10	*16*	1	*2*	4	*6*			45	*73*	17	*27*	13	*21*
	PT: All	1	1	*100*											1	*100*				
	Education Total	122	88	*72*	3	*2*	19	*16*	1	*1*	7	*6*			92	*75*	30	*25*	23	*19*
Engineering	FT: Full Professor	119	14	*12*	2	*2*	2	*2*			23	*19*			92	*77*	27	*23*	4	*3*
	FT: Associate Professor	43	14	*33*	1	*2*	2	*5*			9	*21*			31	*72*	12	*28*	3	*7*
	FT: Assistant Professor	64	20	*31*	5	*8*	6	*9*			21	*33*			32	*50*	32	*50*	11	*17*
	Total Professorial	226	48	*21*	8	*4*	10	*4*			53	*23*			155	*69*	71	*31*	18	*8*
	FT: Other Rank	163	55	*34*	9	*6*	5	*3*			41	*25*			108	*66*	55	*34*	14	*9*
	PT: All	8	1	*13*			1	*13*			2	*25*			5	*63*	3	*38*	1	*13*
	Engineering Total	397	104	*26*	17	*4*	16	*4*			96	*24*			268	*68*	129	*32*	33	*8*
SAIS	FT: Full Professor	21	3	*14*					1	*5*	2	*10*			18	*86*	3	*14*	1	*5*
	FT: Associate Professor	9	3	*33*	2	*22*					1	*11*			6	*67*	3	*33*	2	*22*
	FT: Assistant Professor	17	7	*41*							6	*35*			11	*65*	6	*35*		
	Total Professorial	47	13	*28*	2	*4*			1	*2*	9	*19*			35	*74*	12	*26*	3	*6*
	FT: Other Rank	59	22	*37*	4	*7*	1	*2*			11	*19*			43	*73*	16	*27*	5	*8*
	PT: All	1													1	*100*				
	SAIS Total	107	35	*33*	6	*6*	1	*1*	1	*1*	20	*19*			79	*74*	28	*26*	8	*7*
Medicine	FT: Full Professor	651	156	*24*	19	*3*	15	*2*	3	*0*	104	*16*			510	*78*	141	*22*	37	*6*
	FT: Associate Professor	614	244	*40*	28	*5*	24	*4*	2	*0*	166	*27*	2	*0*	392	*64*	222	*36*	56	*9*
	FT: Assistant Professor	1,055	554	*53*	45	*4*	77	*7*	6	*1*	288	*27*	1	*0*	638	*60*	417	*40*	129	*12*
	Total Professorial	2,320	954	*41*	92	*4*	116	*5*	11	*0*	558	*24*	3	*0*	1,540	*66*	780	*34*	222	*10*
	FT: Other Rank	591	294	*50*	19	*3*	31	*5*	2	*0*	272	*46*	1	*0*	266	*45*	325	*55*	53	*9*
	PT: All	43	20	*47*	1	*2*					10	*23*			32	*74*	11	*26*	1	*2*
	Medicine Total	2,954	1,268	*43*	112	*4*	147	*5*	13	*0*	840	*28*	4	*0*	1,838	*62*	1,116	*38*	276	*9*
Nursing	FT: Full Professor	22	18	*82*			3	*14*			1	*5*			18	*82*	4	*18*	3	*14*
	FT: Associate Professor	12	10	*83*	1	*8*					5	*42*			6	*50*	6	*50*	1	*8*
	FT: Assistant Professor	41	38	*93*	3	*7*	8	*20*	1	*2*	3	*7*			26	*63*	15	*37*	12	*29*
	Total Professorial	75	66	*88*	4	*5*	11	*15*	1	*1*	9	*12*			50	*67*	25	*33*	16	*21*
	FT: Other Rank	24	21	*88*	1	*4*	5	*21*	1	*4*	1	*4*			16	*67*	8	*33*	7	*29*
	PT: All	1	1	*100*											1	*100*				
	Nursing Total	100	88	*88*	5	*5*	16	*16*	2	*2*	10	*10*			67	*67*	33	*33*	23	*23*
Peabody	FT: Full Professor	37	10	*27*	2	*5*	1	*3*			6	*16*			28	*76*	9	*24*	3	*8*
	FT: Associate Professor	15	5	*33*							1	*7*			14	*93*	1	*7*		
	FT: Assistant Professor	19	7	*37*			6	*32*							13	*68*	6	*32*	6	*32*
	Total Professorial	71	22	*31*	2	*3*	7	*10*			7	*10*			55	*77*	16	*23*	9	*13*
	FT: Other Rank	17	6	*35*			1	*6*			2	*12*			14	*82*	3	*18*	1	*6*
	PT: All	9	4	*44*							1	*11*			8	*89*	1	*11*		
	ADJ: Conservatory	88	38	*43*	2	*2*	12	*14*	1	*1*	4	*5*			69	*78*	19	*22*	15	*17*
	Peabody Total	185	70	*38*	4	*2*	20	*11*	1	*1*	14	*8*			146	*79*	39	*21*	25	*14*
Public Health	FT: Full Professor	182	65	*36*	8	*4*	7	*4*			21	*12*			146	*80*	36	*20*	15	*8*
	FT: Associate Professor	83	43	*52*	2	*2*	7	*8*	1	*1*	10	*12*			63	*76*	20	*24*	10	*12*
	FT: Assistant Professor	81	61	*75*	3	*4*	15	*19*	1	*1*	12	*15*	1	*1*	49	*60*	32	*40*	20	*25*
	Total Professorial	346	169	*49*	13	*4*	29	*8*	2	*1*	43	*12*	1	*0*	258	*75*	88	*25*	45	*13*
	FT: Other Rank	418	287	*69*	19	*5*	31	*7*	7	*2*	106	*25*			255	*61*	163	*39*	57	*14*
	PT: All	4	2	*50*			1	*25*			1	*25*			2	*50*	2	*50*	1	*25*
	Public Health Total	768	458	*60*	32	*4*	61	*8*	9	*1*	150	*20*	1	*0*	515	*67*	253	*33*	103	*13*
University	FT: Full Professor	1,193	316	*26*	34	*3*	32	*3*	4	*0*	169	*14*			954	*80*	239	*20*	70	*6*
	FT: Associate Professor	861	356	*41*	36	*4*	42	*5*	3	*0*	212	*25*	2	*0*	566	*66*	295	*34*	83	*10*
	FT: Assistant Professor	1,397	742	*53*	59	*4*	120	*9*	8	*1*	361	*26*	2	*0*	847	*61*	550	*39*	189	*14*
	Total Professorial	3,451	1,414	*41*	129	*4*	194	*6*	15	*0*	742	*22*	4	*0*	2,367	*69*	1,084	*31*	342	*10*
	All Others	1,732	927	*54*	71	*4*	106	*6*	13	*1*	488	*28*	3	*0*	1,051	*61*	681	*39*	193	*11*
	University Total	5,180	2,339	*45*	199	*4*	300	*6*	28	*1*	1,230	*24*	7	*0*	3,416	*66*	1,764	*34*	534	*10*

Table 2: Fall 2019 Full-time Professorial Faculty by Division and Department

Division	Department	Total	Female		Hispanic		Black		American Indian		Asian		Native Hawaiian		White		Minority		URM	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
AS Natural Sciences	Biology	29	9	31	2	7					8	28			19	66	10	34	2	7
	Biophysics	10	5	50	1	10					2	20			7	70	3	30	1	10
	Chemistry	22	2	9	1	5					3	14			18	82	4	18	1	5
	Cognitive Science	11	4	36											11	100				
	Earth & Planetary Sciences	15	6	40							1	7			14	93	1	7		
	Mathematics	17	4	24							4	24			13	76	4	24		
	Physics & Astronomy	33	4	12			1	3			3	9			29	88	4	12	1	3
	Psychological & Brain Sciences	19	7	37	1	5					5	26			13	68	6	32	1	5
	Natural Sciences Professorial	154	41	27	5	3	1	1			26	17			122	79	32	21	6	4
AS Social Sciences	Anthropology	9	5	56	1	11					4	44			4	44	5	56	1	11
	Economics	19	2	11	2	11					5	26			12	63	7	37	2	11
	Political Science	27	9	33			3	11			3	11			21	78	6	22	3	11
	Sociology	15	8	53			2	13			3	20			10	67	5	33	2	13
	Social Sciences Professorial	69	23	33	3	4	4	6			15	22			47	68	22	32	7	10
AS Humanities	Classics	7	2	29											7	100				
	Comparative Thought and Literature	6	4	67	1	17					3	50			2	33	4	67	1	17
	English	13	4	31			3	23			1	8			9	69	4	31	3	23
	German & Romance Lang & Literatures	17	9	53	2	12	1	6							14	82	3	18	3	18
	History	26	10	38			3	12			1	4			22	85	4	15	3	12
	History of Art	10	5	50											10	100				
	History of Science, Medicine, and Technology	7	3	43	1	14									6	86	1	14	1	14
	Near Eastern Studies	8	2	25											8	100				
	Philosophy	14	3	21			1	7							13	93	1	7	1	7
	Writing Seminars	8	4	50			1	13							7	88	1	13	1	13
	Humanities Professorial	114	46	40	4	4	8	7			5	4			97	85	17	15	12	11
	Arts & Sciences Professorial Total	336	110	33	12	4	13	4			46	14			265	79	71	21	25	7
Business																				
	Business Professorial	88	26	30	3	3	6	7			36	41			43	49	45	51	9	10
Education																				
	Education Professorial	59	37	63	1	2	9	15			3	5			46	78	13	22	10	17
Engineering	Applied Mathematics and Statistics	18	1	6			1	6			3	17			14	78	4	22	1	6
	Biomedical Engineering	41	6	15	4	10	1	2			10	24			26	63	15	37	5	12
	Chemical and Biomolecular Engineering	19	7	37							2	11			17	89	2	11		
	Civil Engineering	11	3	27							3	27			8	73	3	27		
	Computer Science	31	2	6							9	29			22	71	9	29		
	Electrical and Computer Engineering	22	5	23	2	9	3	14			5	23			12	55	10	45	5	23
	Environmental Health and Engineering	47	19	40	2	4	2	4			6	13			37	79	10	21	4	9
	Materials Science and Engineering	14	1	7			1	7			4	29			9	64	5	36	1	7
	Mechanical Engineering	25	4	16			2	8			11	44			12	48	13	52	2	8
	Engineering Professorial	226	48	21	8	4	10	4			53	23			155	69	71	31	18	8
SAIS																				
	SAIS Professorial	47	13	28	2	4			1	2	9	19			35	74	12	26	3	6

Table 2 (continued): Fall 2019 Full-time Professorial Faculty by Division and Department

Division	Department	Total	Female		Hispanic		Black		American Indian		Asian		Native Hawaiian		White		Minority		URM	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Med Basic Sciences	Art as Applied to Medicine	7	3	43	1	14									6	86	1	14	1	14
	Biological Chemistry	14	5	36							1	7			13	93	1	7		
	Biomedical Engineering	41	6	15	4	10	1	2			10	24			26	63	15	37	5	12
	Biophysics and Biophysical Chemistry	10	2	20	1	10	1	10			5	50			3	30	7	70	2	20
	Cell Biology	15	7	47							6	40			9	60	6	40		
	Functional Anatomy and Evolution	5	1	20											5	100				
	Health Sciences Informatics	3	2	67											3	100				
	History of Medicine	7	3	43											7	100				
	Molecular and Comparative Pathobiology	15	8	53	1	7	1	7			1	7			12	80	3	20	2	13
	Molecular Biology and Genetics	8	2	25							1	13			7	88	1	13		
	Neuroscience	29	7	24	1	3					5	17			23	79	6	21	1	3
	Pharmacology and Molecular Sciences	7	1	14	1	14					2	29			4	57	3	43	1	14
	Physiology	11	4	36							4	36			7	64	4	36		
	Basic Sciences Professorial	171	51	30	9	5	3	2			34	20			125	73	46	27	12	7
Med Clinical	Anesthesiology and Critical Care Medicine	178	77	43	2	1	10	6			40	22			126	71	52	29	12	7
	Dermatology	26	15	58	1	4	2	8			8	31			15	58	11	42	3	12
	Emergency Medicine	43	14	33			4	9			11	26			28	65	15	35	4	9
	Genetic Medicine	20	11	55	2	10					2	10			16	80	4	20	2	10
	Gynecology and Obstetrics	62	48	77	2	3	9	15			9	15	2	3	40	65	22	35	13	21
	Medicine	536	224	42	20	4	37	7	2	0	139	26			338	63	198	37	59	11
	Neurological Surgery	39	5	13	1	3					12	31			26	67	13	33	1	3
	Neurology	138	55	40	11	8	6	4			25	18			96	70	42	30	17	12
	Oncology	139	47	34	8	6	4	3	1	1	37	27			89	64	50	36	13	9
	Ophthalmology	107	43	40	3	3	5	5	2	2	31	29			66	62	41	38	10	9
	Orthopaedic Surgery	51	10	20			2	4			16	31			33	65	18	35	2	4
	Otolaryngology-Head and Neck Surgery	70	23	33	2	3	1	1	1	1	20	29			46	66	24	34	4	6
	Pathology	101	43	43	5	5	2	2	1	1	26	26			67	66	34	34	8	8
	Pediatrics	157	100	64	11	7	14	9	1	1	25	16			106	68	51	32	26	17
	Physical Medicine and Rehabilitation	32	21	66	4	13					6	19			22	69	10	31	4	13
	Plastic Surgery	25	5	20			1	4			3	12			21	84	4	16	1	4
	Psychiatry and Behavioral Sciences	134	66	49	5	4	6	4	1	1	18	13			104	78	30	22	12	9
	Radiation Oncology and Molecular Radiation Sciences	33	13	39	2	6					14	42			17	52	16	48	2	6
	Radiology and Radiological Science	130	52	40	2	2	1	1	2	2	56	43	1	1	68	52	62	48	6	5
	Surgery	98	26	27	2	2	8	8			21	21			67	68	31	32	10	10
	Urology	32	6	19			1	3			5	16			26	81	6	19	1	3
	Clinical Professorial	2,150	903	42	83	4	113	5	11	1	524	24	3	0	1,416	66	734	34	210	10
	Medicine Professorial Total	2,320	954	41	92	4	116	5	11	0	558	24	3	0	1,540	66	780	34	222	10
Nursing																				
	Nursing Professorial	75	66	88	4	5	11	15	1	1	9	12			50	67	25	33	16	21
Peabody																				
	Peabody Professorial	71	22	31	2	3	7	10			7	10			55	77	16	23	9	13
Public Health	Biochemistry and Molecular Biology	14	4	29							4	29			10	71	4	29		
	Biostatistics	25	6	24							5	20	1	4	19	76	6	24	1	4
	Environmental Health and Engineering	48	19	40	2	4	2	4			6	13			38	79	10	21	4	8
	Epidemiology	64	30	47	4	6	9	14			10	16			41	64	23	36	13	20
	Health Policy and Management	39	19	49	2	5	4	10			3	8			30	77	9	23	6	15
	Health, Behavior and Society	25	20	80			5	20			3	12			17	68	8	32	5	20
	International Health	56	31	55	2	4	5	9	2	4	6	11			41	73	15	27	9	16
	Mental Health	22	12	55			2	9							20	91	2	9	2	9
	Molecular Microbiology and Immunology	28	10	36	3	11					2	7			23	82	5	18	3	11
	Population, Family and Reproductive Health	25	18	72			2	8			4	16			19	76	6	24	2	8
	Public Health Professorial	346	169	49	13	4	29	8	2	1	43	12	1	0	258	75	88	25	45	13
University	**Professorial Total**	3,451	1,414	41	129	4	194	6	15	0	742	22	4	0	2,367	69	1,084	31	342	10

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

Division	Rank	Total			Female						Minority						URM					
		2015	2017	2019	2015		2017		2019		2015		2017		2019		2015		2017		2019	
		N	N	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Arts & Sciences	FT: Full Professor	170	176	195	47	*28*	46	*26*	51	*26*	14	*8*	21	*12*	32	*16*	5	*3*	8	*5*	11	*6*
	FT: Associate Professor	48	53	60	15	*31*	18	*34*	24	*40*	16	*33*	19	*36*	17	*28*	5	*10*	10	*19*	8	*13*
	FT: Assistant Professor	77	85	81	28	*36*	37	*44*	35	*43*	16	*21*	18	*21*	22	*27*	3	*4*	3	*4*	6	*7*
	FT: Other Rank	228	208	263	110	*48*	115	*55*	137	*52*	55	*24*	45	*22*	72	*27*	20	*9*	16	*8*	30	*11*
	PT: All	43	23	17	15	*35*	8	*35*	10	*59*	11	*26*	2	*9*	2	*12*	3	*7*				
	Arts & Sciences Total	566	545	616	215	*38*	224	*41*	257	*42*	112	*20*	105	*19*	145	*24*	36	*6*	37	*7*	55	*9*
Business	FT: Full Professor	13	14	18	3	*23*	3	*21*	4	*22*	5	*38*	6	*43*	7	*39*	1	*8*	1	*7*	1	*6*
	FT: Associate Professor	11	17	35	3	*27*	5	*29*	9	*26*	6	*55*	9	*53*	19	*54*	1	*9*	2	*12*	3	*9*
	FT: Assistant Professor	36	44	35	12	*33*	17	*39*	13	*37*	23	*64*	28	*64*	19	*54*	5	*14*	7	*16*	5	*14*
	FT: Other Rank	15	19	20	6	*40*	7	*37*	8	*40*	4	*27*	5	*26*	6	*30*	2	*13*	2	*11*	1	*5*
	PT: All		1	1											1	*100*						
	Business Total	75	95	109	24	*32*	32	*34*	34	*31*	38	*51*	48	*51*	52	*48*	9	*12*	12	*13*	10	*9*
Education	FT: Full Professor	16	16	18	8	*50*	7	*44*	8	*44*	2	*13*	2	*13*	2	*11*	2	*13*	2	*13*	2	*11*
	FT: Associate Professor	12	15	14	10	*83*	12	*80*	12	*86*	2	*17*	3	*20*	3	*21*	2	*17*	3	*20*	3	*21*
	FT: Assistant Professor	24	27	27	18	*75*	20	*74*	17	*63*	5	*21*	6	*22*	8	*30*	4	*17*	4	*15*	5	*19*
	FT: Other Rank	19	47	62	15	*79*	42	*89*	50	*81*	3	*16*	13	*28*	17	*27*	1	*5*	10	*21*	13	*21*
	PT: All	4	2	1	3	*75*	2	*100*	1	*100*												
	Education Total	75	107	122	54	*72*	83	*78*	88	*72*	12	*16*	24	*22*	30	*25*	9	*12*	19	*18*	23	*19*
Engineering	FT: Full Professor	94	116	119	8	*9*	12	*10*	14	*12*	20	*21*	25	*22*	27	*23*	4	*4*	4	*3*	4	*3*
	FT: Associate Professor	16	29	43	5	*31*	9	*31*	14	*33*	4	*25*	9	*31*	12	*28*	1	*6*	1	*3*	3	*7*
	FT: Assistant Professor	52	65	64	13	*25*	22	*34*	20	*31*	22	*42*	30	*46*	32	*50*	5	*10*	10	*15*	11	*17*
	FT: Other Rank	104	172	163	25	*24*	56	*33*	55	*34*	32	*31*	59	*34*	55	*34*	2	*2*	6	*3*	14	*9*
	PT: All	6	9	8			1	*11*	1	*13*	1	*17*	3	*33*	3	*38*	1	*17*	1	*11*	1	*13*
	Engineering Total	272	391	397	51	*19*	100	*26*	104	*26*	79	*29*	126	*32*	129	*32*	13	*5*	22	*6*	33	*8*
SAIS	FT: Full Professor	31	21	21	4	*13*	3	*14*	3	*14*	4	*13*	2	*10*	3	*14*	1	*3*	1	*5*	1	*5*
	FT: Associate Professor	5	6	9	2	*40*	3	*50*	3	*33*	1	*20*	2	*33*	3	*33*	1	*20*	1	*17*	2	*22*
	FT: Assistant Professor	10	15	17	2	*20*	5	*33*	7	*41*	4	*40*	5	*33*	6	*35*			1	*7*		
	FT: Other Rank	49	61	59	19	*39*	23	*38*	22	*37*	15	*31*	18	*30*	16	*27*	4	*8*	5	*8*	5	*8*
	PT: All	4	9	1			1	*11*														
	SAIS Total	99	112	107	27	*27*	35	*31*	35	*33*	24	*24*	27	*24*	28	*26*	6	*6*	8	*7*	8	*7*
Medicine	FT: Full Professor	576	612	651	124	*22*	140	*23*	156	*24*	103	*18*	112	*18*	141	*22*	29	*5*	26	*4*	37	*6*
	FT: Associate Professor	562	581	614	201	*36*	218	*38*	244	*40*	159	*28*	190	*33*	222	*36*	42	*7*	46	*8*	56	*9*
	FT: Assistant Professor	951	998	1,055	454	*48*	520	*52*	554	*53*	361	*38*	402	*40*	417	*40*	100	*11*	118	*12*	129	*12*
	FT: Other Rank	606	600	591	304	*50*	287	*48*	294	*50*	312	*51*	315	*53*	325	*55*	53	*9*	45	*8*	53	*9*
	PT: All	66	70	43	31	*47*	35	*50*	20	*47*	18	*27*	16	*23*	11	*26*	2	*3*			1	*2*
	Medicine Total	2,761	2,861	2,954	1,114	*40*	1,200	*42*	1268	*43*	953	*35*	1,035	*36*	1,116	*38*	226	*8*	235	*8*	276	*9*
Nursing	FT: Full Professor	12	18	22	11	*92*	16	*89*	18	*82*	1	*8*	4	*22*	4	*18*	1	*8*	3	*17*	3	*14*
	FT: Associate Professor	14	8	12	13	*93*	7	*88*	10	*83*	3	*21*	3	*38*	6	*50*	1	*7*	1	*13*	1	*8*
	FT: Assistant Professor	21	30	41	20	*95*	27	*90*	38	*93*	5	*24*	9	*30*	15	*37*	4	*19*	6	*20*	12	*29*
	FT: Other Rank	20	25	24	19	*95*	25	*100*	21	*88*	2	*10*	6	*24*	8	*33*	1	*5*	5	*20*	7	*29*
	PT: All		2	1			2	*100*	1													
	Nursing Total	67	83	100	63	*94*	77	*93*	88	*88*	11	*16*	22	*27*	33	*33*	7	*10*	15	*18*	23	*23*
Peabody	FT: Full Professor			37					10	*27*					9	*24*					3	*8*
	FT: Associate Professor			15					5	*33*					1	*7*						
	FT: Assistant Professor			19					7	*37*					6	*32*					6	*32*
	FT: Other Rank	70	75	17	23	*33*	27	*36*	6	*35*	8	*11*	9	*12*	3	*18*	3	*4*	3	*4*	1	*6*
	PT: Conservatory	12	8	9	5	*42*	3	*38*	4	*44*	3	*25*	1	*13*	1	*11*	1	*8*				
	ADJ: Conservatory	78	73	88	28	*36*	27	*37*	38	*43*	6	*8*	12	*16*	19	*22*	5	*6*	7	*10*	15	*17*
	Peabody Total	160	156	185	56	*35*	57	*37*	70	*38*	17	*11*	22	*14*	39	*21*	9	*6*	10	*6*	25	*14*
Public Health	FT: Full Professor	155	180	182	47	*30*	62	*34*	65	*36*	26	*17*	31	*17*	36	*20*	10	*6*	14	*8*	15	*8*
	FT: Associate Professor	74	75	83	38	*51*	37	*49*	43	*52*	20	*27*	22	*29*	20	*24*	9	*12*	9	*12*	10	*12*
	FT: Assistant Professor	80	84	81	47	*59*	59	*70*	61	*75*	22	*28*	25	*30*	32	*40*	10	*13*	14	*17*	20	*25*
	FT: Other Rank	305	360	418	212	*70*	247	*69*	287	*69*	89	*29*	119	*33*	163	*39*	29	*10*	41	*11*	57	*14*
	PT: All	19	7	4	15	*79*	3	*43*	2	*50*	2	*11*	1	*14*	2	*50*					1	*25*
	Public Health Total	633	706	768	359	*57*	408	*58*	458	*60*	159	*25*	198	*28*	253	*33*	58	*9*	78	*11*	103	*13*
University Total	FT: Full Professor	1,044	1,089	1,193	250	*24*	276	*25*	316	*26*	167	*16*	186	*17*	239	*20*	51	*5*	53	*5*	70	*6*
	FT: Associate Professor	736	766	861	287	*39*	304	*40*	356	*41*	209	*28*	251	*33*	295	*34*	61	*8*	72	*9*	83	*10*
	FT: Assistant Professor	1,242	1,331	1,397	593	*48*	698	*52*	742	*53*	455	*37*	519	*39*	550	*39*	131	*11*	161	*12*	189	*14*
	All Others	1,641	1,701	1,732	827	*50*	882	*52*	927	*54*	558	*34*	599	*35*	681	*39*	129	*8*	139	*8*	193	*11*
	University Total	4,663	4,887	5,180	1,957	*42*	2,160	*44*	2,339	*45*	1,389	*30*	1,555	*32*	1,764	*34*	372	*8*	425	*9*	534	*10*

Table 4: Historical Trends in Full-time Professorial Faculty by Division and Department

Division	Department	Total			Female						Minority						URM					
		2015	2017	2019	2015		2017		2019		2015		2017		2019		2015		2017		2019	
		N	N	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
AS Natural Sciences	Biology	24	26	29	6	25	7	27	9	31	6	25	9	35	10	34	1	4	2	8	2	7
	Biophysics	10	9	10	5	50	5	56	5	50	2	20	2	22	3	30	1	10	1	11	1	10
	Chemistry	19	21	22	3	16	2	10	2	9	1	5	3	14	4	18			1	5	1	5
	Cognitive Science	8	8	11	4	50	3	38	4	36	2	25										
	Earth & Planetary Sciences	11	14	15	2	18	5	36	6	40	1	9	1	7	1	7						
	Mathematics	17	19	17	4	24	4	21	4	24	3	18	4	21	4	24						
	Physics & Astronomy	26	29	33	2	8	4	14	4	12	1	4	3	10	4	12			1	3	1	3
	Psychological & Brain Sciences	13	15	19	6	46	7	47	7	37	3	23	4	27	6	32	1	8	1	7	1	5
	Natural Sciences Professorial	128	140	154	32	25	37	26	41	27	19	15	26	19	32	21	3	2	6	4	6	4
AS Social Sciences	Anthropology	8	9	9	5	63	5	56	5	56	5	63	5	56	5	56	1	13	1	11	1	11
	Economics	18	17	19	2	11	2	12	2	11	6	33	6	35	7	37	1	6	1	6	2	11
	Political Science	24	24	27	6	25	7	29	9	33	3	13	3	13	6	22	2	8	2	8	3	11
	Sociology	13	15	15	7	54	9	60	8	53	4	31	5	33	5	33	1	8	2	13	2	13
	Social Sciences Professorial	63	64	69	20	32	22	34	23	33	18	29	18	28	22	32	5	8	5	8	7	10
AS Humanities	Classics	6	7	7	1	17	2	29	2	29												
	Comparative Thought and Literature	7	4	6	4	57	3	75	4	67	3	43	3	75	4	67	1	14	1	25	1	17
	English	11	13	13	3	27	4	31	4	31	2	18	4	31	4	31	1	9	3	23	3	23
	German & Romance Lang & Literature	15	18	17	9	60	9	50	9	53	2	13	2	11	3	18	2	13	2	11	3	18
	History	20	26	26	6	30	9	35	10	38	1	5	4	15	4	15			3	12	3	12
	History of Art	8	9	10	4	50	4	44	5	50												
	History of Science, Medicine, and Technology	7	7	7	3	43	3	43	3	43	1	14	1	14	1	14	1	14	1	14	1	14
	Near Eastern Studies	8	7	8	1	13	1	14	2	25												
	Philosophy	12	13	14	3	25	3	23	3	21			1	8	1	7			1	8	1	7
	Writing Seminars	10	8	8	4	40	4	50	4	50					1	13					1	13
	Humanities Professorial	104	110	114	38	37	42	38	46	40	9	9	14	13	17	15	5	5	10	9	12	11
	Arts & Sciences Professorial Total	295	314	336	90	31	101	32	110	33	46	16	58	18	71	21	13	4	21	7	25	7
Business	**Business Professorial**	60	75	88	18	30	25	33	26	30	34	57	43	57	45	51	7	12	10	13	9	10
Education	**Education Professorial**	52	58	59	36	69	39	67	37	63	9	17	11	19	13	22	8	15	9	16	10	17
Engineering	Applied Mathematics and Statistics	13	18	18	1	8	1	6	1	6	2	15	4	22	4	22			1	6	1	6
	Biomedical Engineering	32	31	41	3	9	4	13	6	15	11	34	10	32	15	37	3	9	2	6	5	12
	Chemical and Biomolecular Engineering	15	18	19	4	27	6	33	7	37	3	20	3	17	2	11						
	Civil Engineering	10	8	11	2	20	1	13	3	27	4	40	3	38	3	27	1	10				
	Computer Science	24	30	31	2	8	2	7	2	6	7	29	9	30	9	29	1	4	1	3		
	Electrical and Computer Engineering	20	21	22	4	20	5	24	5	23	6	30	9	43	10	45	3	15	5	24	5	23
	Environmental Health and Engineering	13	49	47	4	31	18	37	19	40	1	8	9	18	10	21			2	4	4	9
	Materials Science and Engineering	14	14	14	2	14	2	14	1	7	3	21	5	36	5	36	1	7	2	14	1	7
	Mechanical Engineering	21	23	25	4	19	4	17	4	16	9	43	12	52	13	52	1	5	2	9	2	8
	Engineering Professorial	162	210	226	26	16	43	20	48	21	46	28	64	30	71	31	10	6	15	7	18	8
SAIS	**SAIS Professorial**	46	42	47	8	17	11	26	13	28	9	20	9	21	12	26	2	4	3	7	3	6

Table 4 (continued): Historical Trends in Full-time Professorial Faculty by Division and Department

Division	Department	Total			Female						Minority						URM					
		2015	2017	2019	2015		2017		2019		2015		2017		2019		2015		2017		2019	
		N	N	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Med Basic Sciences	Art as Applied to Medicine	6	6	7	2	33	2	33	3	43	1	17	1	17	1	14	1	17	1	17	1	14
	Biological Chemistry	17	16	14	5	29	5	31	5	36	2	12	2	13	1	7						
	Biomedical Engineering	31	31	41	3	10	4	13	6	15	11	35	10	32	15	37	3	10	2	6	5	12
	Biophysics and Biophysical Chemistry	10	10	10	3	30	3	30	2	20	6	60	7	70	7	70	3	30	3	30	2	20
	Cell Biology	13	14	15	7	54	7	50	7	47	4	31	5	36	6	40						
	Functional Anatomy and Evolution	5	5	5			1	20	1	20												
	Health Sciences Informatics	3	3	3	1	33	2	67	2	67												
	History of Medicine	8	7	7	3	38	3	43	3	43												
	Molecular and Comparative Pathobiology	12	15	15	5	42	7	47	8	53	1	8	1	7	3	20	1	8	1	7	2	13
	Molecular Biology and Genetics	9	9	8	2	22	1	11	2	25	2	22	1	11	1	13						
	Neuroscience	27	28	29	7	26	7	25	7	24	4	15	4	14	6	21	1	4	1	4	1	3
	Pharmacology and Molecular Sciences	10	8	7	2	20	1	13	1	14	3	30	2	25	3	43	1	10			1	14
	Physiology	11	12	11	3	27	4	33	4	36	3	27	4	33	4	36	1	9				
	Basic Sciences Professorial	162	164	171	43	27	47	29	51	30	37	23	37	23	46	27	11	7	8	5	12	7
Med Clinical	Anesthesiology and Critical Care Medicine	147	162	178	59	40	66	41	77	43	49	33	53	33	52	29	13	9	14	9	12	7
	Dermatology	19	20	26	10	53	13	65	15	58	10	53	11	55	11	42	4	21	4	20	3	12
	Emergency Medicine	45	41	43	14	31	13	32	14	33	15	33	14	34	15	35	6	13	4	10	4	9
	Genetic Medicine			20					11	55					4	20					2	10
	Gynecology and Obstetrics	57	63	62	47	82	49	78	48	77	20	35	24	38	22	35	10	18	14	22	13	21
	Medicine	484	510	536	192	40	218	43	224	42	156	32	182	36	198	37	42	9	47	9	59	11
	Neurological Surgery	37	35	39	3	8	5	14	5	13	14	38	15	43	13	33	3	8	1	3	1	3
	Neurology	110	134	138	38	35	52	39	55	40	30	27	38	28	42	30	11	10	14	10	17	12
	Oncology	118	124	139	36	31	37	30	47	34	33	28	38	31	50	36	5	4	8	6	13	9
	Ophthalmology	100	103	107	36	36	40	39	43	40	36	36	34	33	41	38	12	12	8	8	10	9
	Orthopaedic Surgery	45	47	51	6	13	9	19	10	20	15	33	15	32	18	35	1	2	2	4	2	4
	Otolaryngology-Head and Neck Surgery	60	60	70	19	32	22	37	23	33	22	37	20	33	24	34	6	10	2	3	4	6
	Pathology	97	102	101	36	37	41	40	43	43	26	27	33	32	34	34	8	8	9	9	8	8
	Pediatrics	154	164	157	87	56	100	61	100	64	39	25	44	27	51	32	15	10	21	13	26	17
	Physical Medicine and Rehabilitation	17	21	32	6	35	10	48	21	66	5	29	6	29	10	31	2	12	3	14	4	13
	Plastic and Reconstructive Surgery	19	21	25	2	11	4	19	5	20	3	16	3	14	4	16			1	5	1	4
	Psychiatry and Behavioral Sciences	141	130	134	65	46	62	48	66	49	25	18	30	23	30	22	9	6	12	9	12	9
	Radiation Oncology and Molecular Radiation Sciences	25	29	33	10	40	11	38	13	39	9	36	13	45	16	48	2	8	2	7	2	6
	Radiology and Radiological Science	127	137	130	42	33	51	37	52	40	51	40	60	44	62	48	4	3	6	4	6	5
	Surgery	93	96	98	23	25	23	24	26	27	21	23	29	30	31	32	5	5	9	9	10	10
	Urology	32	30	32	5	16	6	20	6	19	7	22	5	17	6	19	2	6	1	3	1	3
	Clinical Professorial	1,927	2,028	2,150	736	38	614	30	903	42	586	30	667	33	734	34	160	8	182	9	210	10
	Medicine Professorial Total	2,089	2,192	2,320	779	37	661	30	954	41	623	30	704	32	780	34	171	8	190	9	222	10
Nursing	**Nursing Professorial**	47	56	75	44	94	50	89	66	88	9	19	16	29	25	33	6	13	10	18	16	21
Public Health	Biochemistry and Molecular Biology	17	14	14	3	18	4	29	4	29	4	24	3	21	4	29	1	6				
	Biostatistics	22	25	25	4	18	5	20	6	24	4	18	6	24	6	24			1	4	1	4
	Environmental Health Sciences	36	49	48	12	33	18	37	19	40	7	19	9	18	10	21	1	3	2	4	4	8
	Epidemiology	53	59	64	23	43	28	47	30	47	13	25	19	32	23	36	7	13	11	19	13	20
	Health Policy and Management	40	41	39	18	45	20	49	19	49	9	23	9	22	9	23	5	13	4	10	6	15
	Health, Behavior, and Society	27	28	25	19	70	21	75	20	80	6	22	7	25	8	32	4	15	5	18	5	20
	International Health	48	52	56	23	48	27	52	31	55	13	27	12	23	15	27	3	6	7	13	9	16
	Mental Health	22	23	22	11	50	12	52	12	55	2	9	2	9	2	9	2	9	2	9	2	9
	Molecular Microbiology and Immunology	24	28	28	5	21	9	32	10	36	6	25	6	21	5	18	5	21	4	14	3	11
	Population, Family, and Reproductive Health	20	20	25	14	70	14	70	18	72	4	20	5	25	6	24	1	5	1	5	2	8
	Public Health Professorial	309	339	346	132	43	158	47	169	49	68	22	78	23	88	25	29	9	37	11	45	13
University	**Professorial Total**	3,092	3,261	3,451	1,153	37	1,305	40	1,414	41	839	27	965	30	1,084	31	239	8	289	9	342	10

Table 5a: Fall 2018 Full-time Instructional Faculty

University	% Female	% URM
Brown	*35*	*10*
Chicago	*37*	*7*
Columbia	*44*	*9*
Cornell	*37*	*8*
Dartmouth	*36*	*9*
Duke	*41*	*6*
Harvard	*35*	*8*
JHU	***43***	***9***
MIT	*27*	*7*
Princeton	*35*	*8*
Stanford	*39*	*7*
UPenn	*37*	*8*
Yale	*40*	*7*
Median among Ivy Plus	***37***	***8***

Notes:

1. Peer data is from the Integrated Postsecondary Education Data System (IPEDS).

2. Full-time Instructional staff, as defined by IPEDS, comprises staff who are either (a) primarily instruction or (b) instruction combined with research and public service.

3. Research staff excluded.

Table 5b: Doctorates Awarded AY 2017-18 at AAU Universities

	All	Female		URM	
	N	N	%	N	%
AAU Private	8,303	3,844	*46*	621	*7*
AAU Public	17,321	8,160	*47*	1,339	*8*
All AAU	25,624	12,004	*47*	1,960	*8*

Source: IPEDS

Table 5c: Professorial Faculty AY 2017-18 at AAU Universities

	All	Female		URM	
	N	N	%	N	%
AAU Private	9,704	2,624	*27*	707	*7*
AAU Public	15,517	4,463	*29*	749	*5*
All AAU	25,221	7,087	*28*	1,456	*6*

Source: AAUDE

Table 6: Departments* with Percentage of Female Professorial Faculty That Exceeds the University's Overall Percentage (41%), Fall 2019

Division	Department	Total Professorial Faculty	% Female
Arts & Sciences	Biophysics	10	*50*
	German & Romance Lang & Literatures	17	*53*
	History of Art	10	*50*
	Sociology	15	*53*
Medicine	Anesthesiology and Critical Care Medicine	178	*43*
	Cell Biology	15	*47*
	Dermatology	26	*58*
	Genetic Medicine	20	*55*
	Gynecology and Obstetrics	62	*77*
	Medicine	536	*42*
	Molecular and Comparative Pathobiology	15	*53*
	Pathology	101	*43*
	Pediatrics	157	*64*
	Physical Medicine and Rehabilitation	32	*66*
	Psychiatry and Behavioral Sciences	134	*49*
Public Health	Epidemiology	64	*47*
	Health Policy and Management	39	*49*
	Health, Behavior and Society	25	*80*
	International Health	56	*55*
	Mental Health	22	*55*
	Population, Family and Reproductive Health	25	*72*

* Excluding any department that has fewer than 10 professorial faculty

Table 7: Departments* with Percentage of URM Professorial Faculty That Exceeds the University's Overall Percentage (10%), Fall 2019

Division	Department	Total Professorial Faculty	% URM
Arts & Sciences	Economics	19	*11*
	English	13	*23*
	German & Romance Lang & Literatures	17	*18*
	History	26	*12*
	Political Science	27	*11*
	Sociology	15	*13*
Engineering	Biomedical Engineering	41	*12*
	Electrical and Computer Engineering	22	*23*
Medicine	Biomedical Engineering	41	*12*
	Biophysics and Biophysical Chemistry	10	*20*
	Dermatology	26	*12*
	Gynecology and Obstetrics	62	*21*
	Molecular and Comparative Pathobiology	15	*13*
	Neurology	138	*12*
	Physical Medicine and Rehabilitation	32	*13*
Public Health	Epidemiology	64	*20*
	Health Policy and Management	39	*15*
	Health, Behavior and Society	25	*20*
	International Health	56	*16*
	Molecular Microbiology and Immunology	28	*11*

* Excluding any department that has fewer than 10 professorial faculty

Table 8a: Departments* without URM Professorial Faculty by Division, Fall 2019

Division	Department	Total Professorial Faculty
Arts & Sciences	Cognitive Science	11
	Earth and Planetary Sciences	15
	History of Art	10
	Mathematics	17
Engineering	Chemical and Biomolecular Engineering	19
	Civil Engineering	11
	Computer Science	31
Medicine	Biological Chemistry	14
	Cell Biology	15
	Physiology	11
Public Health	Biochemistry and Molecular Biology	14

* Excluding any department that has fewer than 10 professorial faculty in Fall 2019

Table 8b: Departments* without URM Professorial Faculty Representation at the 2015, 2017 and 2019 Census, by Division

Division	Department	Non-URM	Professorial New Hires: Jan 2016 - Nov 2019 (Still employed Nov 19)
Arts & Sciences	Earth and Planetary Sciences	15	7
	Mathematics	17	3
Engineering	Chemical and Biomolecular Engineering	19	6
Medicine	Biological Chemistry	14	0
	Cell Biology	15	2

* Excluding any department that has fewer than 10 professorial faculty in Fall 2019

Chart 1: Fall 2019 Gender Composition, All Faculty

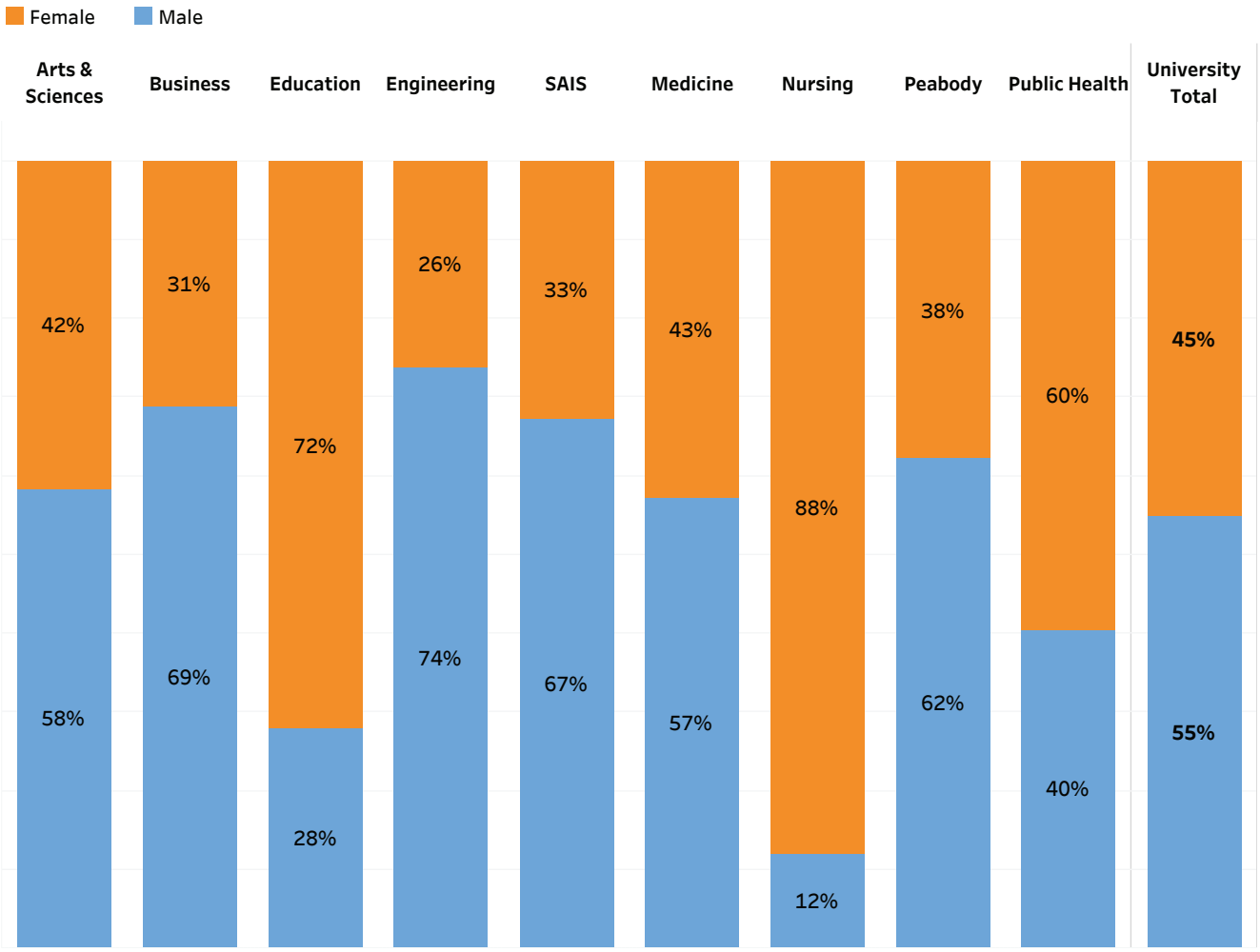

Chart 2: Fall 2019 Gender Composition, Professorial Faculty

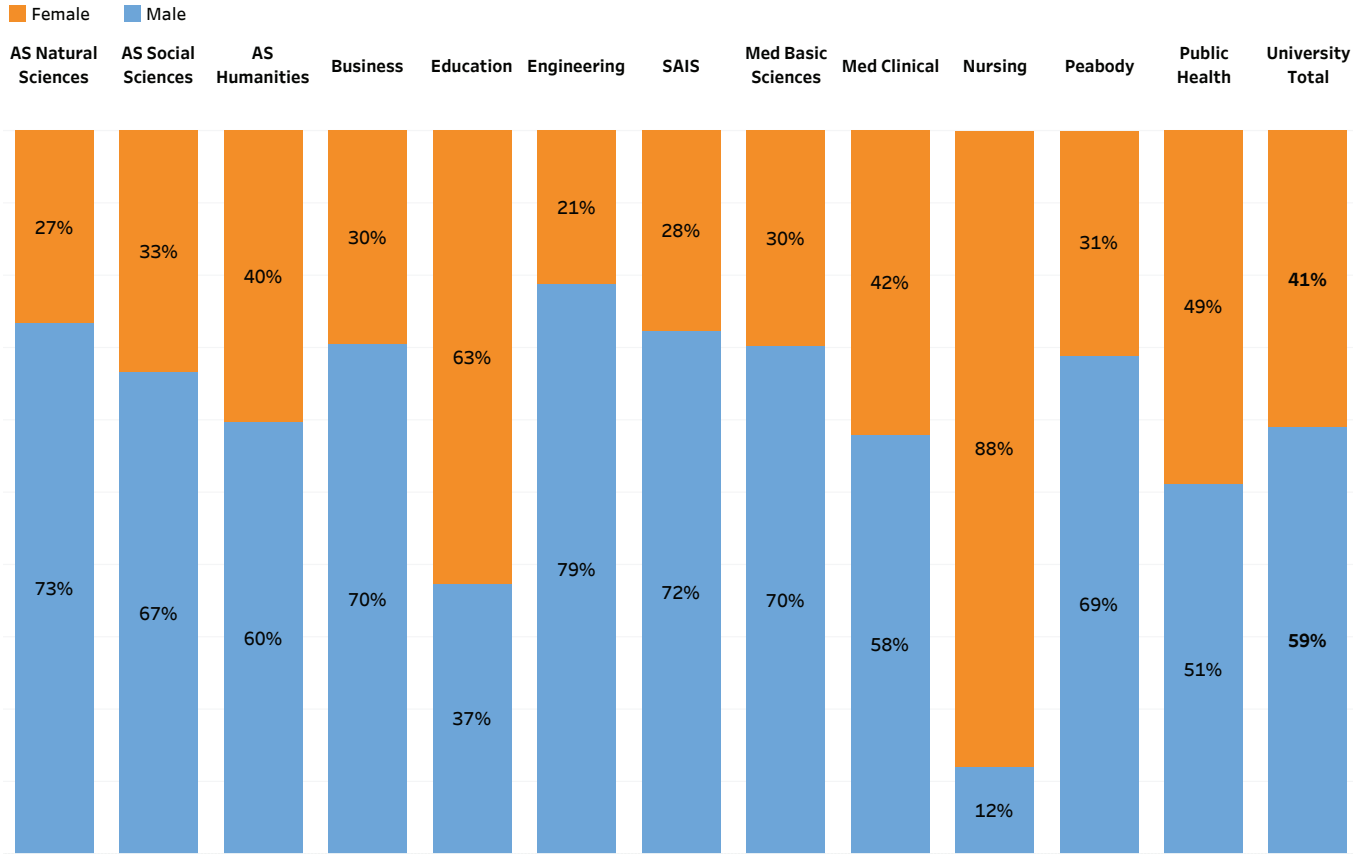

Chart 3: Fall 2019 Underrepresented Minority Composition, All Faculty

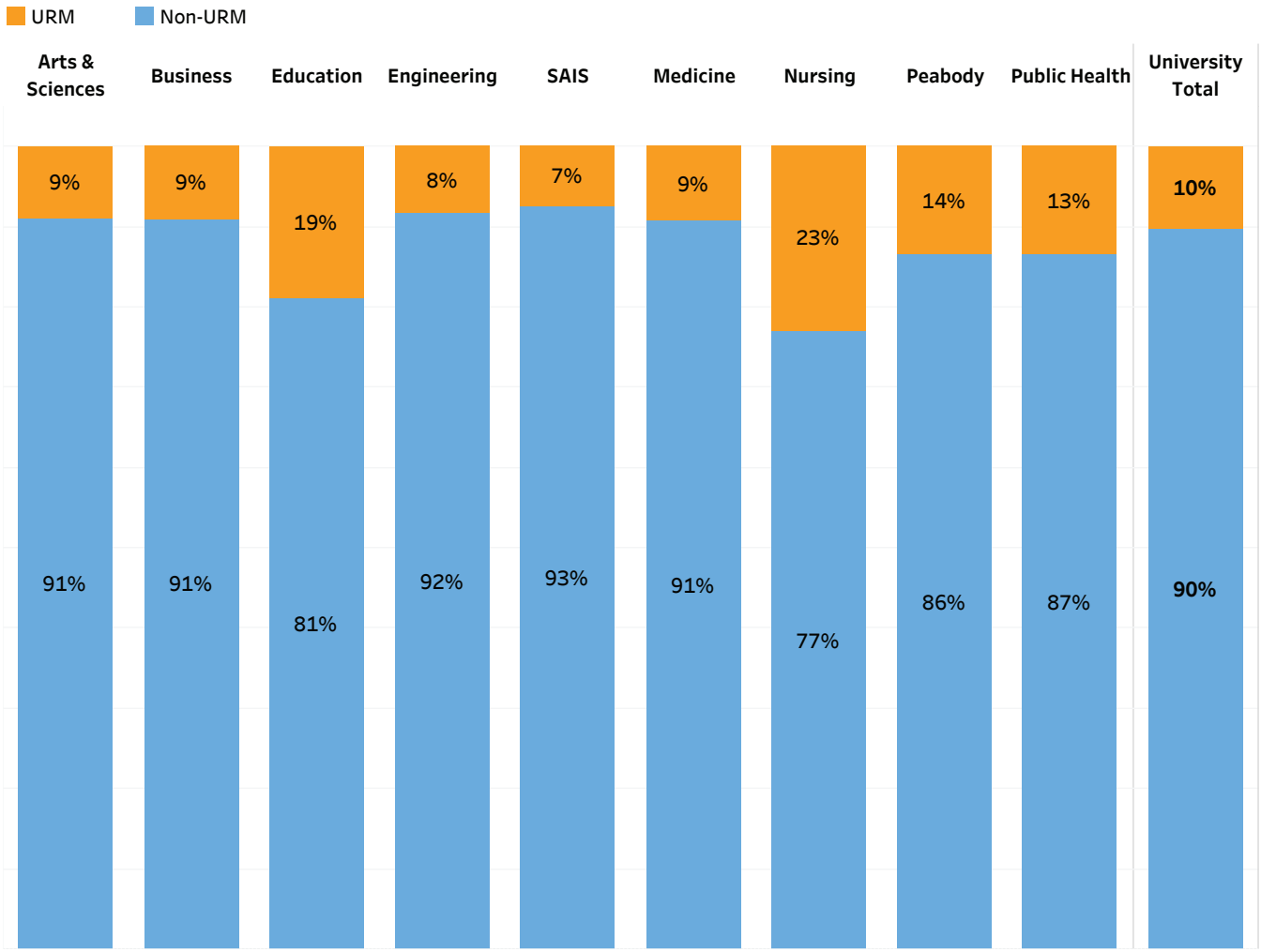

Chart 4: Fall 2019 Underrepresented Minority Composition, Professorial Faculty

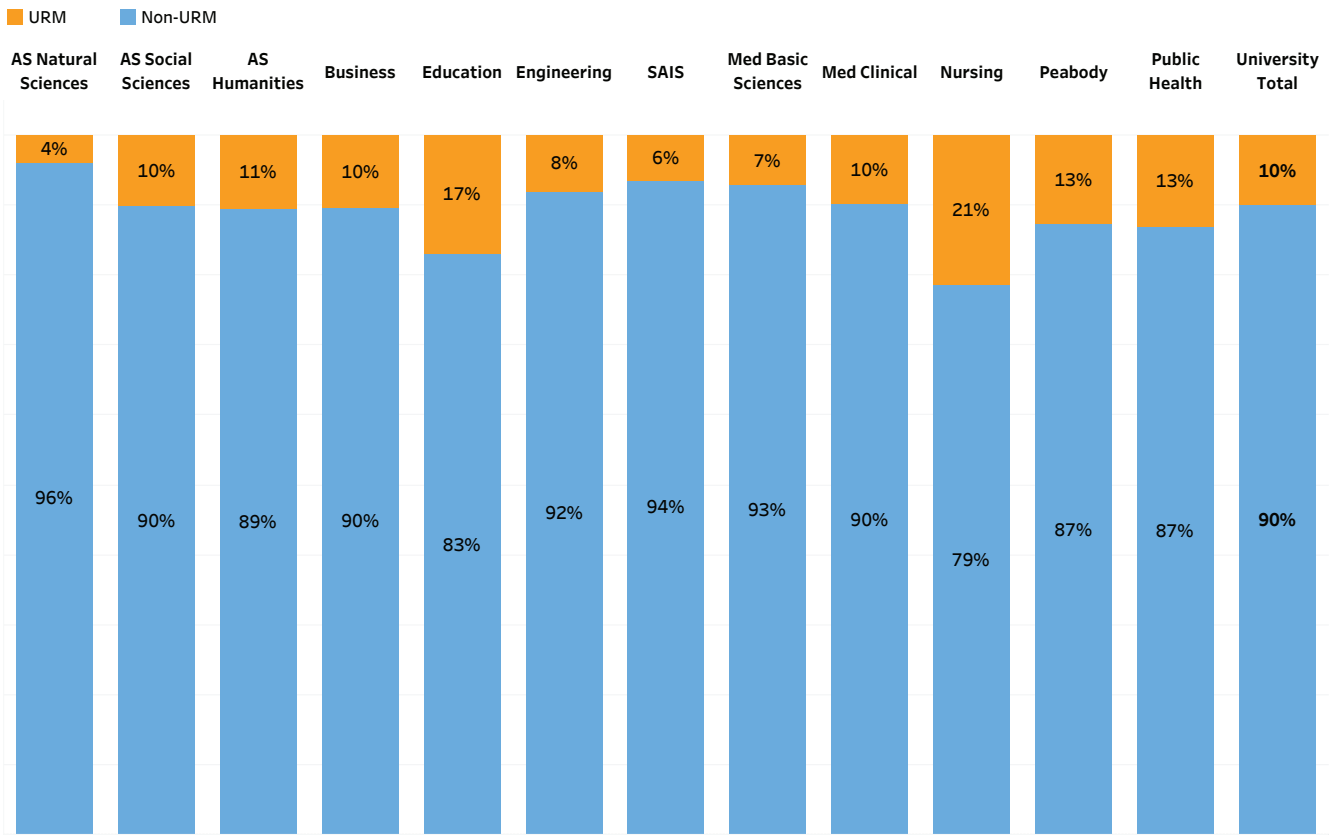

Chart 5: Gender Distribution of All Faculty by Division, Fall 2015, 2017, 2019

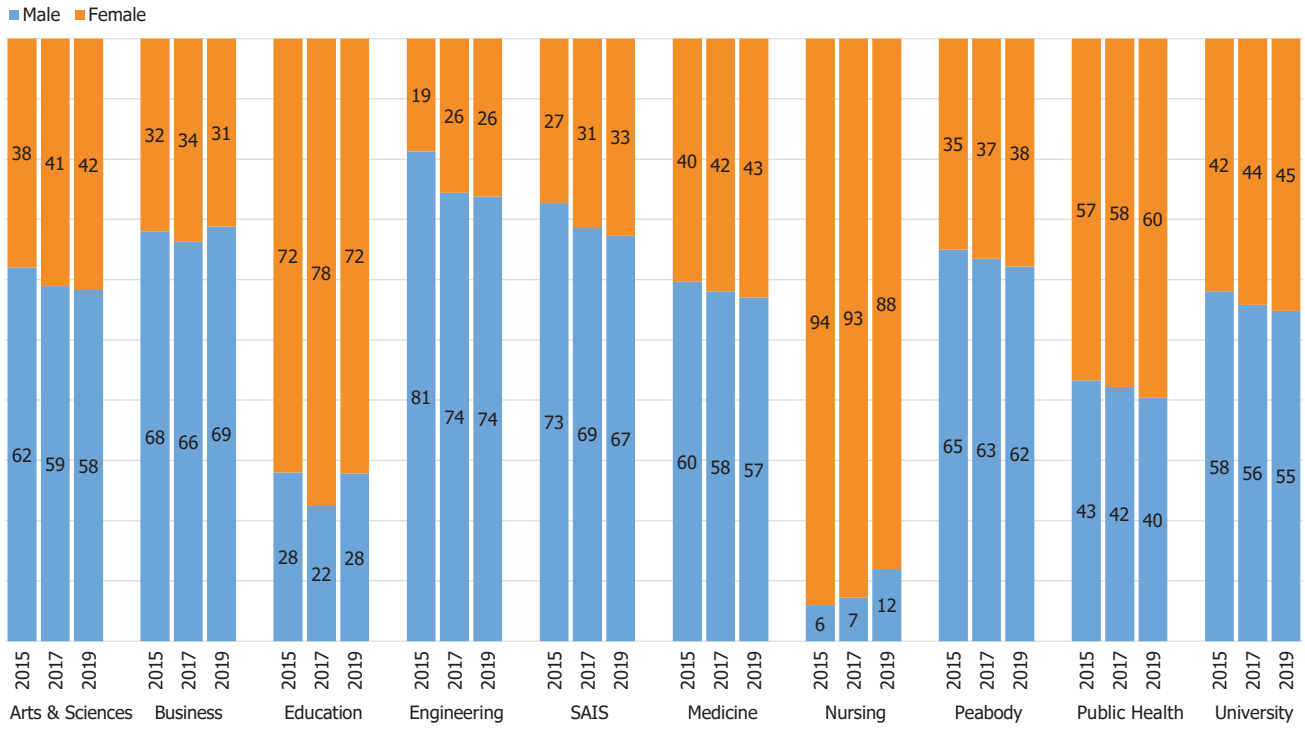

Chart 6: URM Distribution of All Faculty by Division, Fall 2015, 2017, 2019

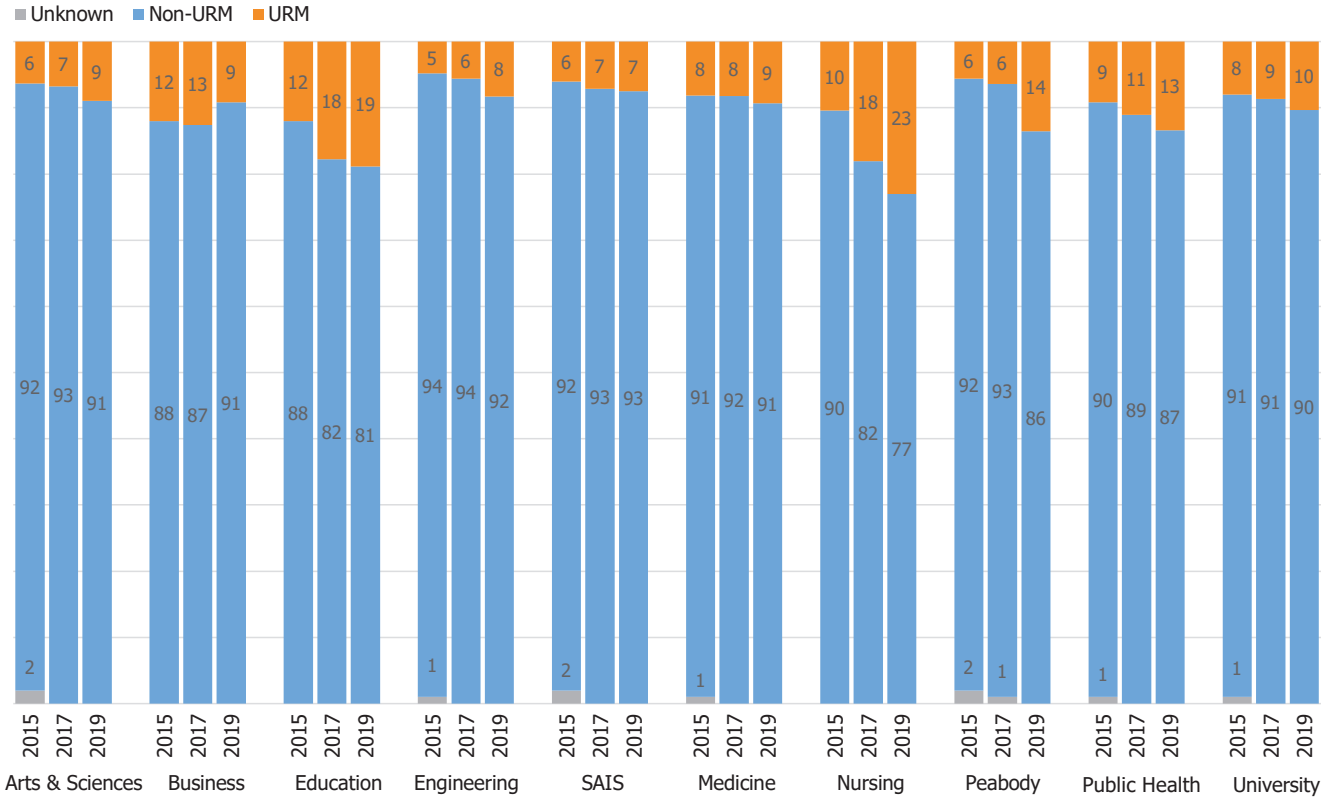

Chart 7: Gender Distribution of Professorial Faculty by Division, Fall 2015, 2017, 2019

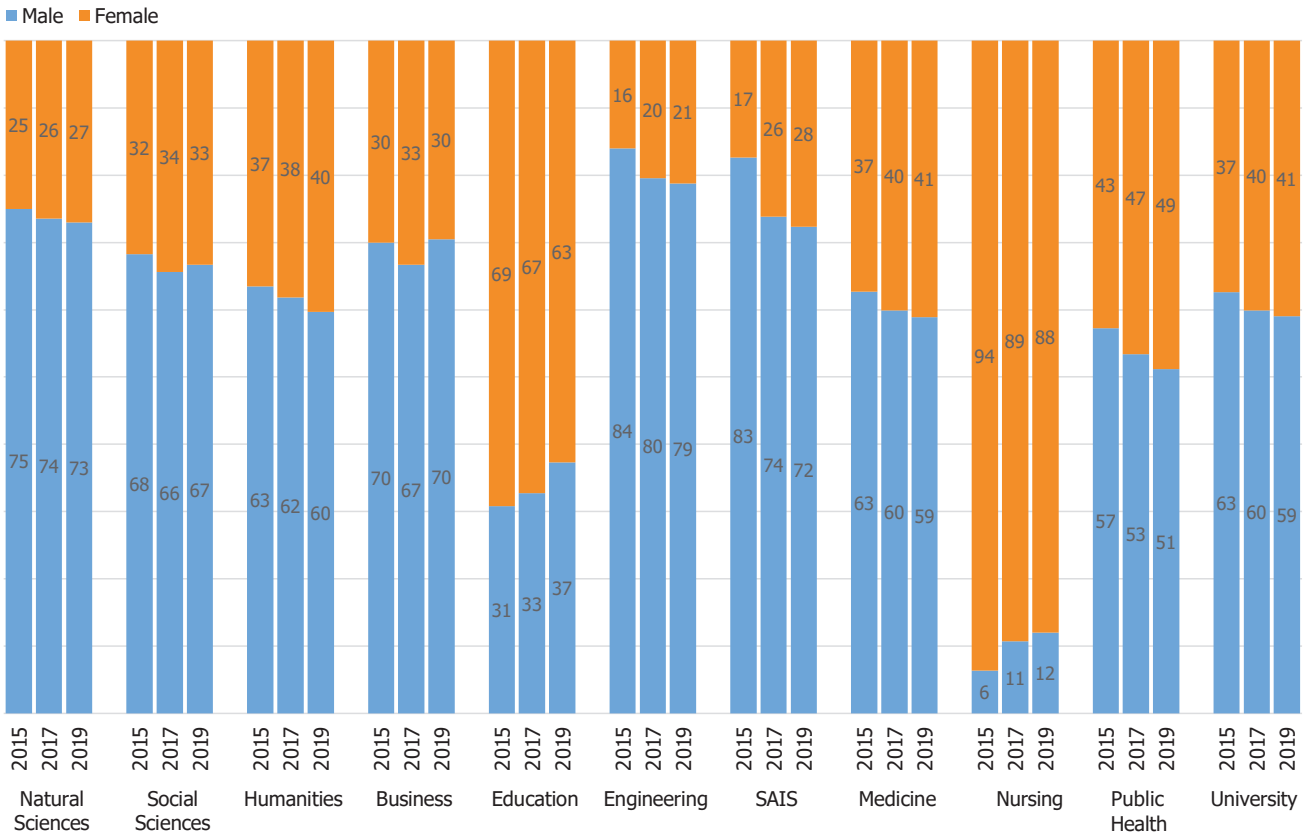

Chart 8: URM Distribution of Professorial Faculty by Division, Fall 2015, 2017, 2019