

**Institutional Indicators of Diversity
for Faculty in Medicine, Science, and
Engineering Fields
at the University of Michigan: AY2008**



FOR PUBLIC RELEASE

Data are aggregated by college (Engineering; Literature, Science, and the Arts; and Medical School) or across the six additional schools/divisions (Dentistry, Information, Kinesiology, Natural Resources and Environment, Pharmacy, and Public Health), in this version for public release, in order to protect individual identities.

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**INSTITUTIONAL INDICATORS OF DIVERSITY
FOR FACULTY IN MEDICINE, SCIENCE, AND ENGINEERING FIELDS
AT THE UNIVERSITY OF MICHIGAN: AY2008¹**

A. INTRODUCTION

The ADVANCE indicator data reported here are for the 2007-2008 academic year (AY2008). In this report, we discuss faculty in Science, Technology, Engineering, and Mathematics (STEM) fields, by gender and race/ethnicity, at the University of Michigan for AY2008.

We report on all STEM faculty (regular instructional, primary research, and regular clinical tracks) with budgeted appointments (i.e., greater than 0% time equivalence) in STEM departments in the College of Engineering² (CoE), the College of Literature, Science, and the Arts' Division of Natural Sciences³ (LSA), and the Medical School's Basic Science and Clinical departments⁴ (MED). In addition, we report on science faculty members in six additional schools⁵ that house science faculty at the University of Michigan, including the School of Dentistry, School of Information, School of Kinesiology, School of Natural Resources and Environment, College of Pharmacy, and School of Public Health. Faculty members in these schools were determined to be scientists by assessing the field of study in which they received their highest degree (see Appendix I for a listing of which fields of study were included). For those highest degrees that might comprise research in both science and non-science areas, we evaluated the individual cases and included faculty based on their research foci.

For each College or School, we included faculty from the regular instructional (tenure), primary research, and regular clinical tracks. We included faculty with the titles of assistant, associate, and full professor; assistant, associate, and research scientist/professor⁶; and assistant, associate, and clinical professor, respectively. Lecturers, instructors, research investigators, and supplemental faculty were not included. Faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment.

Following this section of the report are tables presenting all of the indicators. In extracting data from the University's databases, we used an effective date of March 1, 2008. However, since we were attempting to reflect conditions in effect during AY2008, these data were verified by the individual Colleges and Schools to ensure we did not exclude any faculty who may have been present in Fall 2007 and not in Winter 2008. The data liaisons in each academic unit also ensured that we included all additional positions (e.g., administrative positions) held during either semester.

For changes in status such as new hires and terminations/retirements, the effective dates used were between March 1, 2007, and March 1, 2008. That is, we report on faculty members who started their instructional tenure track position or who left their position between these dates. While this means that the data for new hires and terminations/retirements do not match exactly with the academic year, the date parameters were selected to facilitate the reconciliation of changes in the number of faculty from AY2007 to AY2008. With regard to faculty

¹ This report was prepared by Janet E. Malley and Keith Rainwater of the ADVANCE Program staff.

² Engineering (CoE): Aerospace Engineering; Atmospheric, Oceanic & Space Sciences; Biomedical Engineering; Chemical Engineering; Civil & Environmental Engineering; Electrical Engineering & Computer Science; Industrial & Operations Engineering; Materials Science & Engineering; Mechanical Engineering; Naval Architecture & Marine Engineering; Nuclear Engineering & Radiological Sciences.

³ Literature, Science, and the Arts Division of Natural Sciences (LSA): Astronomy; Chemistry; Ecology & Evolutionary Biology; Geological Sciences; Mathematics; Molecular, Cellular & Developmental Biology; Physics; Statistics.

⁴ Medical School Basic Science departments (MED): Biological Chemistry; Cell & Developmental Biology; Human Genetics; Microbiology & Immunology; Pharmacology; Molecular & Integrative Physiology. Clinical departments: Anesthesiology, Dermatology, Emergency Medicine, Family Medicine, Internal Medicine, Neurology, Neurosurgery, Obstetrics and Gynecology, Ophthalmology and Visual Sciences, Orthopaedic Surgery, Otolaryngology, Pathology, Pediatrics and Communicable Diseases, Physical Medicine and Rehabilitation, Psychiatry, Radiation Oncology, Radiology, Surgery, and Urology.

⁵ Since the composition of the School of Nursing is importantly different from that of other Schools with scientists, we excluded Nursing from the annual indicator reports prepared for the National Science Foundation. Beginning next year (with the AY2009 indicators), ADVANCE will report on Nursing faculty with funded appointments on the regular instructional (tenure), primary research, and regular clinical tracks.

⁶ On the research track, faculty may be appointed to two different paths: research scientist classifications include research scientist, associate research scientist, and assistant research scientist; and research professor classifications include research professor, research associate professor, and research assistant professor. For our purposes, faculty members at each rank are considered together (regardless of title).

promotions, we report faculty whose promotions were effective in AY2008 (and thus were reviewed in the previous academic year, AY2007).

Beginning next year (with the AY2009 indicators), ADVANCE will report on all faculty from the regular instructional (tenure), primary research, and regular clinical tracks, including both STEM and non-STEM fields.

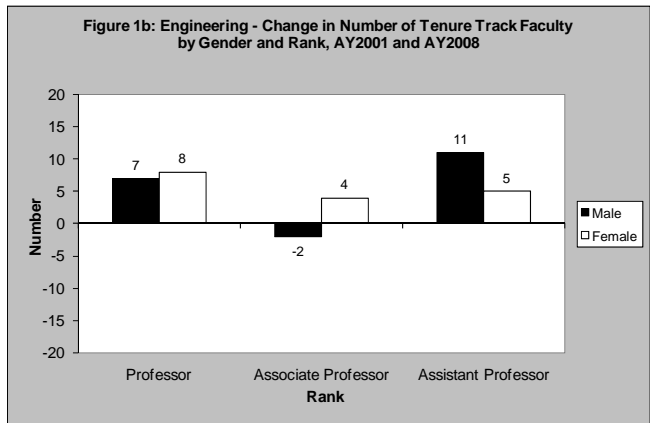
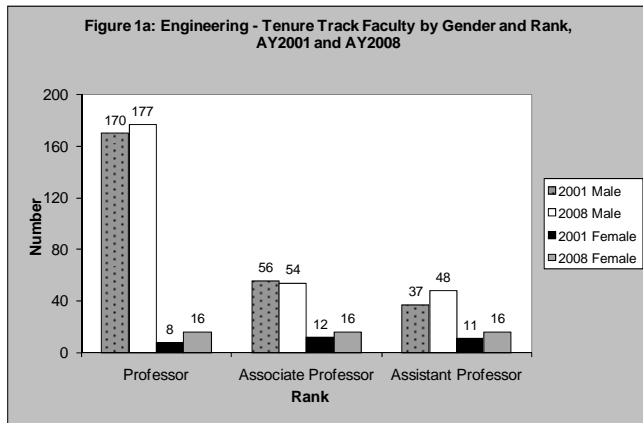
B. INSTRUCTIONAL (TENURE) TRACK FACULTY

OVERVIEW

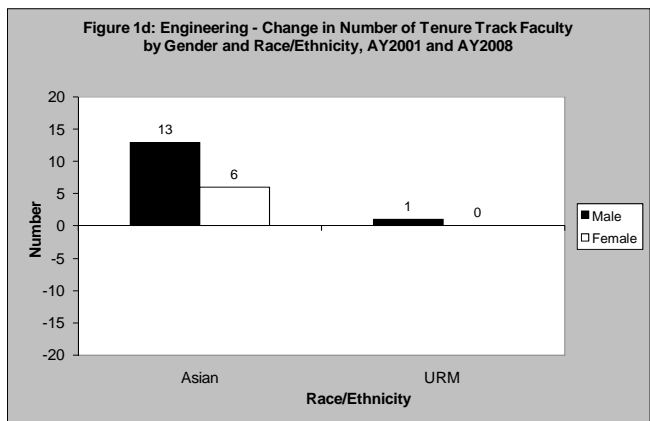
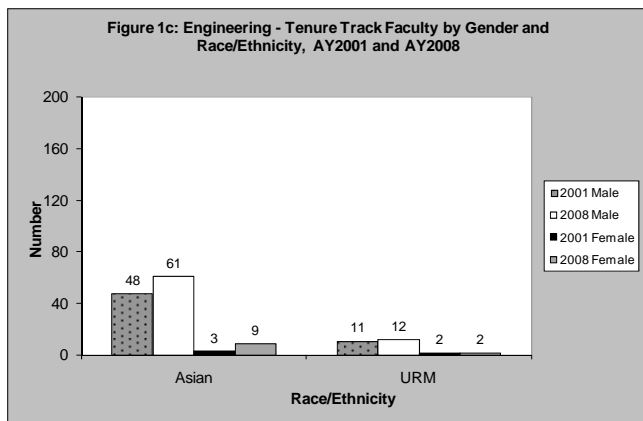
In this section we discuss the faculty appointment counts, by gender and race/ethnicity, for STEM regular instructional (tenure) track faculty in Engineering, LSA, Medicine and the six smaller schools and compare data for AY2008 with data for AY2001 (when we first began compiling this information). We only have data from AY2008 for the Medical School clinical departments. The percentages reported here are based on the number of faculty in each department (i.e., appointment count), and not based on time equivalents (FTE). Head counts are easier to conceptualize, and in most cases do not differ significantly from the FTE allocation.

COLLEGE OF ENGINEERING

In the College of Engineering, the overall proportion of women on the regular instructional track increased from 11% in AY2001 to 15% in AY2008; see Figures 1a-b. The number of women increased by 55% (from 31 to 48), and the number of men increased by 6% (from 263 to 279) from AY2001 to AY2008; see Table 1. While the percentage of female faculty at each rank is slightly higher than in AY2001, the small proportion of female faculty continues to be particularly evident at the (full) professor level, where only 8% (16 of 193) of the faculty were women, up from 4% (8 of 178) in AY2001. Women comprised 23% (16 of 70) of associate professors and 25% (16 of 64) of assistant professors in AY2008, increases from 18% and 23%, respectively, in AY2001.



With regard to race/ethnicity, the composition of the faculty remained relatively stable when comparing AY2001 to AY2008: the representation of white faculty decreased slightly from 78% to 74% (see Figures 1c-d); Asian/Asian American faculty increased from 17% to 21%; and the representation of underrepresented minority faculty was stable at 4%. In terms of net change from AY2001 to AY2008, the number of white faculty increased by 13, Asian/Asian American faculty by 19, and underrepresented minority faculty by 1. In a pattern similar to female faculty, Asian/Asian American faculty comprised a lesser percentage of the faculty at the highest ranks: 28% (18 of 64) of assistant professors, 24% (17 of 70) of associate professors, and 18% (35 of 193) of professors in AY2008. In contrast, while underrepresented minority (URM) faculty comprised 10% (7 of 70) of associate professors, only 2% (1 of 64) of assistant professors and 3% (6 of 193) of professors were URM faculty.

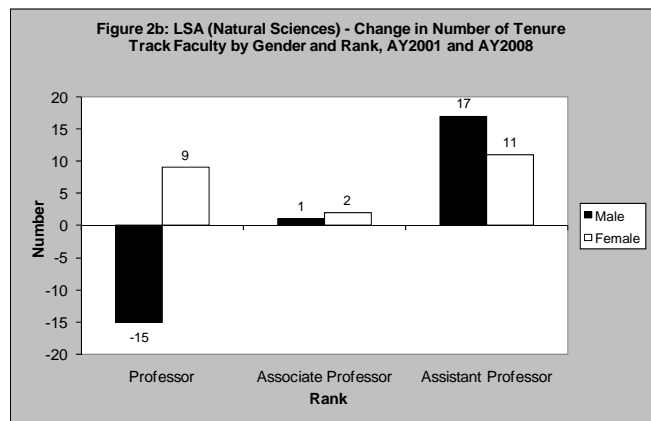
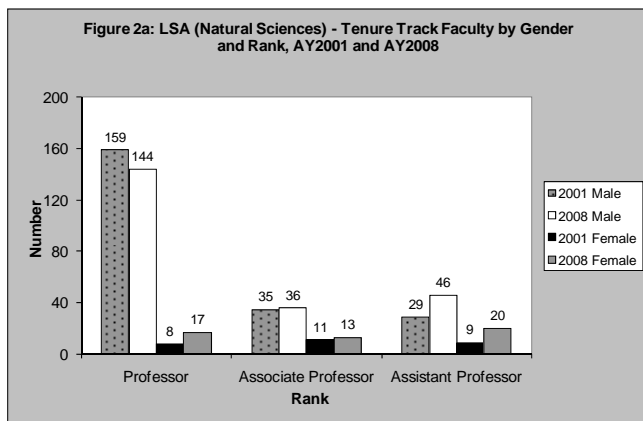


Within gender, 19% (9 of 48) of female and 22% (61 of 279) of male regular instructional faculty were Asian/Asian American, and only 4% (2 of 48 and 11 of 279) of both genders were underrepresented minority faculty. For both women and men, the proportion of Asian/Asian American faculty decreased from assistant professor to professor. Whereas female underrepresented minority faculty were present in the lower ranks (6%, or 1, of female assistant professors and 6%, or 1, of female associate professors) and not represented at the rank of professor, male underrepresented minority faculty comprised 11% (6 of 54) of male associate professors, 3% (5 of 177) of male professors, and were not represented at the rank of assistant professor.

In AY2008, 20% (n=4) of new hires were women and 80% (n=16) were men; 25% (n=5) of these hires were Asian/Asian American men, 55% (n=11) were white men, and the remaining 20% (n=4) were white women (see Table 14). No underrepresented minority faculty were hired in AY2008. At the same time, the College of Engineering lost 1 white female and 10 males (3 Asian/Asian American, 1 underrepresented minority, and 6 white) to retirements or other terminations (see Table 19). In terms of faculty promotion⁷, 16 faculty were reviewed for promotions (see Table 24): 3 white female faculty members and 9 male faculty members (1 Asian/Asian American, 1 underrepresented minority, and 7 white faculty) were promoted; 4 male faculty were denied promotion (1 from assistant professor to associate professor, and 3 from associate professor to professor), including 1 Asian/Asian American and 3 white faculty members.

COLLEGE OF LSA (Natural Sciences)

The overall composition of faculty in the College of LSA Division of Natural Sciences in AY2008 was 18% female (n=50) and 82% male (n=226), compared to 11% (n=28) and 89% (n=223), respectively, in AY2001 (see Table 3 and Figures 2a-b). In contrast to the smaller percentage increase in the number of men (1%, 223 to 226), the number of female faculty on the regular instructional track increased by 79% (28 to 50). The gender disparity in AY2008 was the greatest at the highest rank of professor: only 11% (n=17) of professors were women; however, this was more than twice the percentage of women professors in AY2001 (5%, n=8). At the associate professor level, 27% (n=13) of the faculty were women, up slightly from 24% (n=11) in AY2001, and at the assistant professor level, 30% (n=20) of the faculty were women, compared to 24% in AY2001.

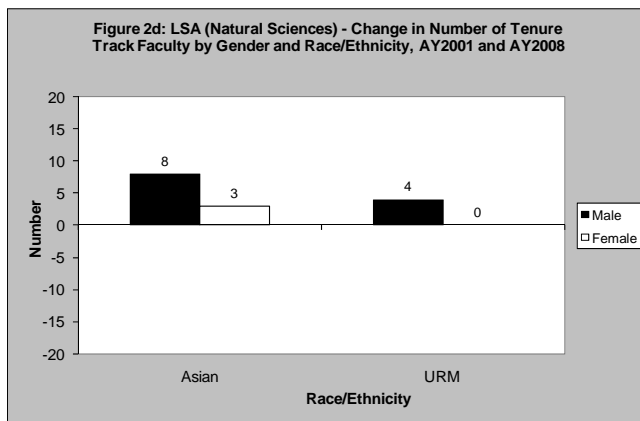
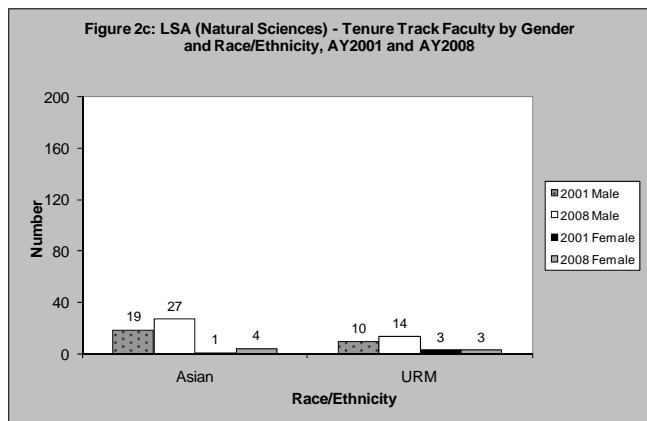


As in the College of Engineering, the racial/ethnic composition of the regular instructional faculty remained relatively stable from AY2001 to AY2008. The number of faculty increased from AY2001 to AY2008 by 10 white faculty, 11 Asian/Asian American faculty, and 4 underrepresented minority faculty; see Figures 2c-d. Asian/Asian American faculty had a larger presence at the associate professor level (22% or 11 of 49) than at the assistant professor and professor levels (9% at each level; 6 of 66 and 14 of 161, respectively). Underrepresented minority faculty comprised a comparable proportion of faculty at each level: 8% (or 5 of 66) at assistant professor, 6% (or 3 of 49) at associate professor, and 6% (or 10 of 161) at professor.

Eight percent of female faculty (4 of 50) and 12% of male faculty (27 of 226) were Asian/Asian American; 6% of both female and male faculty were underrepresented minority faculty (3 of 50 and 14 of 226, respectively). The percentage of female faculty who were Asian/Asian American ranged from 5% (n=1) at the assistant professor level to 12% (n=2) at the professor level. Asian/Asian American faculty comprised 28% of male faculty at the associate professor level (n=10). A total of 3 female underrepresented minority faculty had appointments to the

⁷ With regard to faculty promotions, we report faculty whose promotions were effective in AY2008 (and thus were reviewed in the previous academic year, AY2007).

regular instructional track in the Natural Sciences – two associate professors and 1 professor, comprising 15% and 6% of female faculty at each rank, respectively. Male underrepresented minority faculty comprised 11% (5 of 46) of male assistant professors, 3% (1 of 36) of male associate professors, and 6% (9 of 144) of male professors.



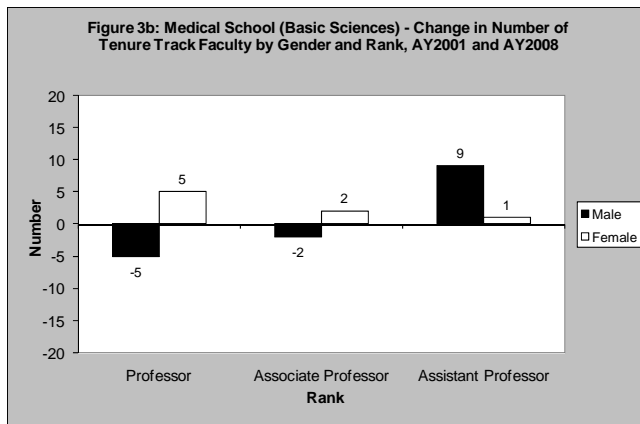
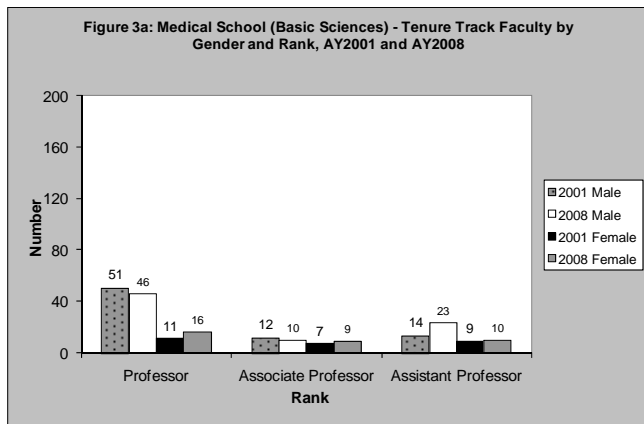
In AY2008, women comprised 29% (n=4) and men comprised 71% (n=10) of new hires in LSA Natural Sciences Division (see Table 15). Of these, 86% (n=12) were white, 7% (n=1) were Asian/Asian American, and 7% (n=1) were underrepresented minorities; the Asian/Asian American and underrepresented minority new hires were both men. During the same academic year, 3 women and 12 men retired or were terminated from the Natural Sciences (see Table 20). Of these 15 faculty members, 80% (n=12) were white, 13% were underrepresented minority faculty, and 7% were Asian/Asian American (including 1 female URM, 1 male URM, and 1 male Asian/Asian American, each representing 7%). In terms of faculty promotions⁸ (see Table 25), 21 faculty were reviewed for promotion: 3 female faculty (2 underrepresented minority faculty and 1 Asian/Asian American faculty) and 16 male faculty (12 white faculty and 4 Asian/Asian American faculty) were promoted from assistant to associate or from associate to full. Two male faculty (one white, one from an underrepresented minority) were denied tenure.

MEDICAL SCHOOL (Basic Sciences)

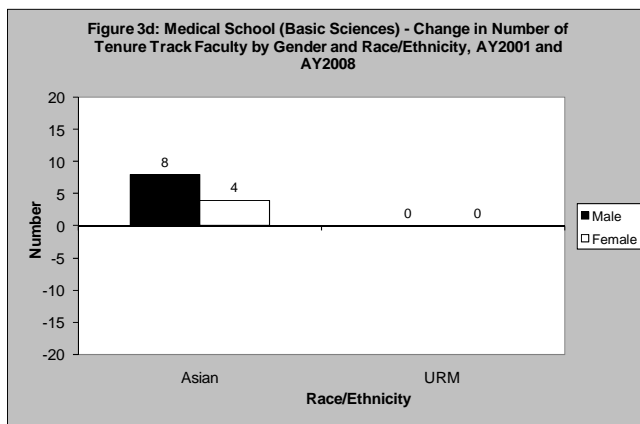
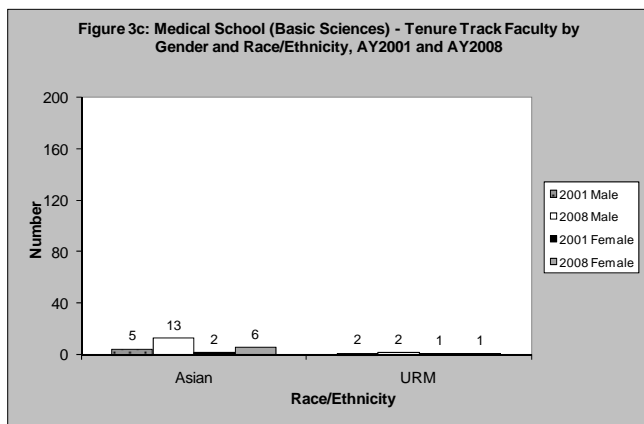
The Basic Science departments in the Medical School were comprised of 31% (n=35) women and 69% (n=79) men in AY2008 (see Table 5 and Figures 3a-b). The number of female faculty increased by 30% (27 to 35) from AY2001 to AY2008, and the number of male faculty increased by 3% (77 to 79) during the same period. Female faculty comprised the greatest proportion of the faculty at the associate professor level (47%; 9 of 19); 30% (10 of 33) of assistant professors and 26% (16 of 62) of professors were women. Compared to AY2001, this represents an increase in the percentage of female faculty at the associate professor (from 37% to 47%) and professor levels (from 18% to 26%), and a decrease in the percentage of female faculty at the assistant professor level (from 39% to 30%).

From AY2001 to AY2008, the number of white faculty in the Medical School's basic science departments decreased by 2 (from 90% to 81%), Asian/Asian American faculty increased by 12 (increased from 7% to 17%), and the number of underrepresented minority faculty remained stable at 3 (3%); see Figures 3c-d. A majority of Asian/Asian American faculty were at the assistant professor level, where they comprised 36% of the faculty (12 of 33); the remaining Asian/Asian American faculty made up 16% (3 of 19) of associate professors and 6% (4 of 62) of professors. Only 6% (n=2) of assistant professors and 5% (n=1) of associate professors were from underrepresented minorities. No underrepresented minority faculty held appointments as professors.

⁸ With regard to faculty promotions, we report faculty whose promotions were effective in AY2008 (and thus were reviewed in the previous academic year, AY2007).



Comparable proportions of female and male faculty were Asian/Asian American (17% and 16%, respectively), and 3% of both women and men were underrepresented minority faculty. A total of 6 Asian/Asian American female faculty held appointments on the regular instructional track, comprising 30% (n=3) of female assistant professors, 11% (n=1) of female associate professors, and 13% (n=2) of female professors. The proportion of male faculty who were Asian/Asian American decreased from the assistant professor level (39%; 9 of 23) to professor (4%; 2 of 46). Only one female faculty member (an associate professor) and two male faculty members (both assistant professors) were underrepresented minority faculty.



In AY2008, 33% (n=1) of new hires to the regular instructional track were women and 67% (n=2) were men, including two Asian/Asian American faculty members (one woman and one man) and one white male faculty member (see Table 16). Only one faculty member, a white male, left U-M due to retirement or termination during AY2008 (see Table 21). A total of 5 faculty were reviewed for promotion⁹ (see Table 26): 2 white females were promoted (one from assistant professor to associate professor, the other from associate professor to professor), 2 males (an Asian/Asian American and a white faculty member) were promoted from associate professor to professor, and 1 male underrepresented minority faculty member was denied tenure.

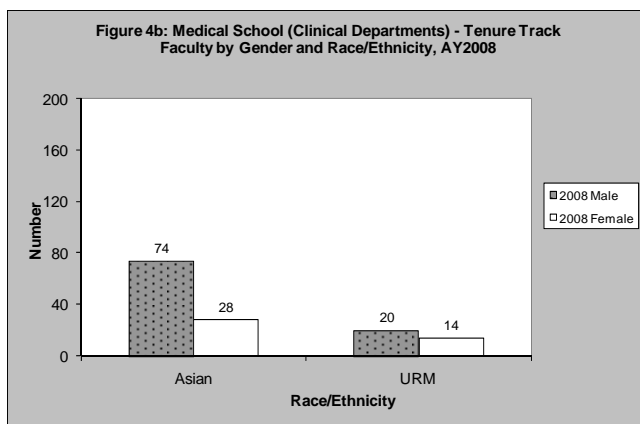
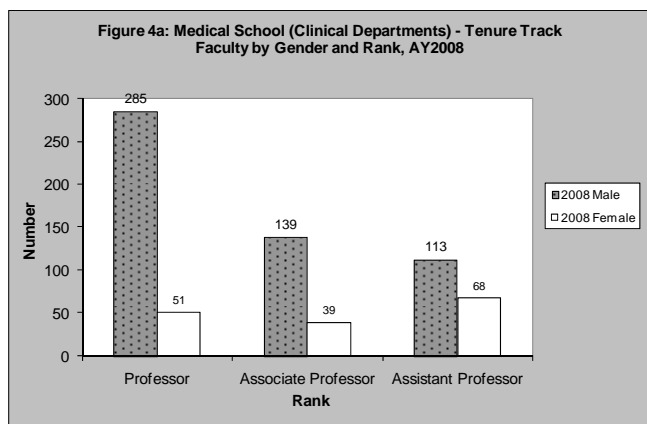
MEDICAL SCHOOL (Clinical Departments)

In AY2008, women comprised 23% (n=158) and men 77% (n=537) of the regular instructional track faculty in the Medical School's clinical departments; see Figures 4a. Data were not available for AY2001; see Table 8. A majority of the female faculty were at the lowest rank of assistant professor, where they comprised 38% (n=68 of 181) of faculty at this level. The proportion of women is substantially lower at the associate professor (22%, n=39 of 178) and at the full professor levels (15%, n=51 of 336).

With regard to race/ethnicity, across all ranks Asian/Asian American faculty comprised 15% (n=102) of regular instructional faculty and underrepresented minority faculty comprised 5% (n=34); see Figure 4b. Asian/Asian American faculty comprised a lesser percentage of faculty at the highest ranks: 28% (n=51 of 181) of assistant

⁹ With regard to faculty promotions, we report faculty whose promotions were effective in AY2008 (and thus were reviewed in the previous academic year, AY2007).

professors, 14% (n=25 of 178) of associate professors, and 8% (n=26 of 336) of professors. While underrepresented minority faculty comprised a comparable proportion of faculty at each rank (4% of assistant professors, 6% of associate professors, and 5% of professors), half of the underrepresented minority faculty on this track were at the highest rank (n=17); the remaining were at the associate professor (n=10) and assistant professor (n=7) ranks.



Within gender, 18% (28 of 158) of female and 14% (74 of 537) of male regular instructional faculty were Asian/Asian American, and only 9% (14 of 158) of female and 4% (20 of 537) of male faculty were underrepresented minorities. For both women and men, the proportion of faculty that were Asian/Asian American decreased from assistant professor to professor. Whereas male underrepresented minority faculty comprised 4% of male faculty at each rank, female underrepresented minority faculty comprised a high of 13% (5 of 39) of female associate professors, to a low of 4% (3 of 68) of female assistant professors.

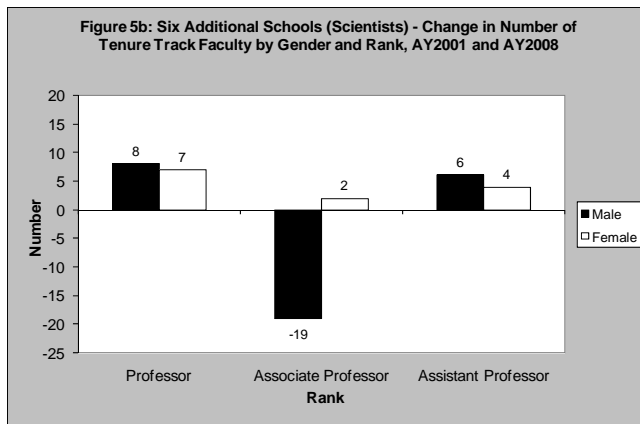
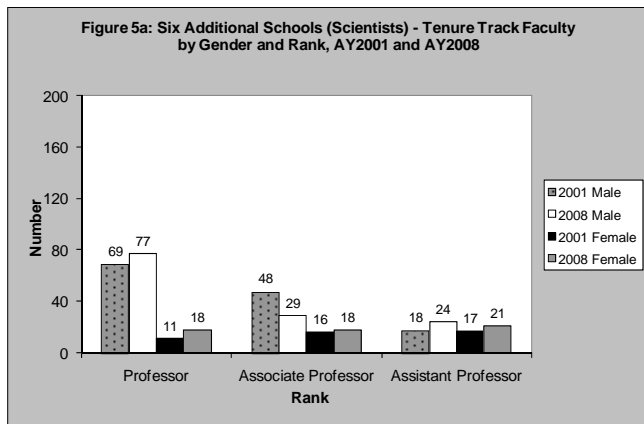
Of the new hires in AY2008, 32% (n=7) were women and 68% (n=15) were men; a majority (68%) of these hires were white (n=15), 23% (n=5) were Asian/Asian American, and the remaining 9% (n=2) were underrepresented minorities (see Table 17). At the same time, the Medical School's clinical departments lost 2 females (1 Asian/Asian American, 1 white) and 5 males (all white) to retirements or other terminations; see Table 22. In terms of faculty promotions to associate or (full) professor, a total of 34 faculty were reviewed for promotion¹⁰, including 12 females (1 Asian/Asian American, 2 underrepresented minority, and 9 white faculty) and 22 males (4 Asian/Asian American, 2 underrepresented minority, and 16 white faculty). All were promoted in AY2008 (see Table 27).

SIX ADDITIONAL SCHOOLS (Science Faculty)

In AY2008, the overall composition of science faculty across the six additional Schools was 30% (n=57) female; this reflects a slight increase from AY2001 when women comprised 25% (n=44) of regular instructional faculty in these six Schools (see Table 11; see Figures 5a-b). From AY2001 to AY2008, the number of women increased by 30% (from 44 to 57), and the number of men decreased by 4% (from 135 to 130). Looking at all six Schools by rank, the proportion of women decreases as we ascend the academic ladder: 47% (21 of 45) of assistant professors, 38% (18 of 47) of associate professors, and 19% (18 of 95) of professors were women. These figures represent an increase in the percentage of women faculty at the associate professor and professor levels from AY2001, when the figures were 25% and 14%, respectively, and a slight decrease at the assistant professor level (49% in AY2001).

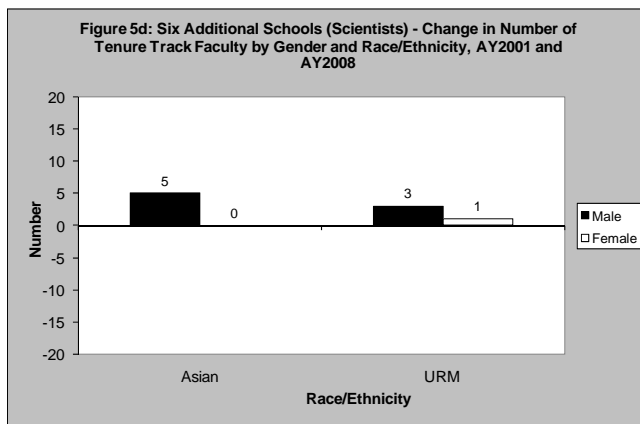
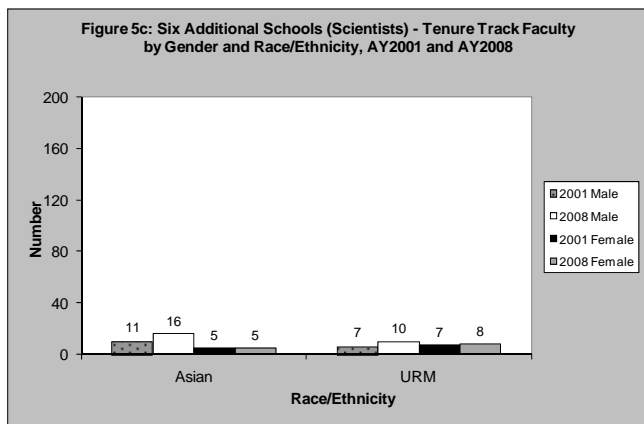
The number of white faculty in the six additional Schools decreased by 1 faculty member from AY2001 to AY2008 (83% to 79%, respectively), the number of Asian/Asian American faculty increased by 5 (9% to 11%) members, and the number of underrepresented minority faculty increased by 4 (from 8% to 10%) members; see Figures 5c-d. Similar to other units, Asian/Asian American faculty comprised the greatest proportion of faculty at the assistant professor level (20%; 9 of 45); Asian/Asian American faculty comprised 9% (4 of 47) of associate professors and 8% (8 of 95) of professors. Across the six additional Schools, underrepresented minority faculty comprised 11% (n=5) of assistant professors, 17% (n=8) of associate professors, and 5% (n=5) of professors.

¹⁰ With regard to faculty promotions, we report faculty whose promotions were effective in AY2008 (and thus were reviewed in the previous academic year, AY2007).



A larger proportion of male faculty were Asian/Asian American compared with underrepresented minority faculty (12% and 8%, respectively); the opposite was true for female faculty: 9% were Asian/Asian American and 14% were underrepresented minority faculty. The proportion of female and male Asian/Asian American faculty and male underrepresented minority faculty decrease by rank. In contrast, female underrepresented minorities comprise 28% of faculty members at the associate professor level, compared to 5% at the assistant professor and 11% at the professor levels.

In AY2008, 44% (n=4) of new hires to the regular instructional track were women and 56% (n=5) were men across the six additional Schools (see Table 18). All four female new hires were white; the five male new hires included 1 underrepresented minority, 2 Asian/Asian American, and 2 white faculty members. The six additional Schools lost 3 women (1 underrepresented minority and 2 Asian/Asian American faculty members) and 11 men (3 Asian/Asian American and 8 white faculty members) during AY2008 to retirement or other terminations (see Table 23). Nine faculty were reviewed for promotion¹¹ (see Table 28): 1 white female faculty member and 8 male faculty members (7 white faculty and 1 underrepresented minority) were promoted.



ASSOCIATE PROFESSORS, AVERAGE NUMBER OF YEARS IN RANK

Figure 6 reports the average number of years in rank by gender for associate professors for each of the academic years. The sources of the mean differences discussed below are likely varied and complex, including the fact that some men have held the rank of associate professor for at least twice as long as the most senior woman. The average number of years in rank is also sensitive to the percentage (by gender and race/ethnicity) of new hires, promotions, and terminations.

In CoE the average number of years in rank for male associate professors was consistently greater than the average for female associate professors during each of the eight academic years; comparing AY2001 to AY2008, the average number of years for male faculty was slightly lower in AY2008 and slightly higher for female associate professors. In AY2008, the average number of years at the associate professor level was

¹¹ With regard to faculty promotions, we report faculty whose promotions were effective in AY2008 (and thus were reviewed in the previous academic year, AY2007).

highest for underrepresented minority faculty (9.9), compared to 5.8 for white faculty and 3.5 for Asian/Asian American faculty (see Table 29). The same pattern holds (that is, the underrepresented minority faculty have been, on average, in the associate professor rank the longest, followed by white faculty and then Asian/Asian American faculty) when looking at race/ethnicity within gender: one underrepresented minority female has been at the associate professor rank for longer than the six underrepresented minority male faculty, on average. The data for LSA and MED basic sciences reveal fluctuations in whether men or women, in the aggregate, experienced the higher average number of years in the associate professor rank from AY2001 to AY2008. In LSA, while the average number of years for male faculty was higher in the first two years (AY2001 and AY2002), the average for women has been higher in the six most recent years. In AY2008, the average number of years in the associate professor rank for women was 5.0, compared to 3.3 for male faculty; in addition, the averages for Asian/Asian American and underrepresented minority faculty were comparable (2.7 and 2.8, respectively), and the average for white faculty was somewhat higher at 4.2 years (see Table 31). The same pattern held for female Asian/Asian American, underrepresented minority, and white faculty.

Figure 6

	CoE		LSA		MED (Basic Science)		Six Additional Sch	
	Male	Female	Male	Female	Male	Female	Male	Female
AY2001	6.3	3.7	5.1	4.5	3.1	5.6	11.3	9.1
AY2002	5.9	3.0	5.0	4.8	3.6	4.5	10.2	7.9
AY2003	6.2	3.5	4.1	6.1	5.2	4.8	9.3	5.9
AY2004	6.6	3.0	4.7	5.8	5.5	4.4	6.6	5.7
AY2005	6.7	3.6	4.6	5.5	6.0	4.5	7.2	6.2
AY2006	6.4	3.9	3.2	6.1	6.0	4.7	7.2	6.2
AY2007	5.9	4.0	3.7	5.9	6.2	5.7	9.2	6.6
AY2008	6.0	4.4	3.3	5.0	7.0	6.1	10.1	6.8

The data for MED basic science departments reveal the opposite pattern in the case of gender and race/ethnicity: the average number of years in rank for female associate professors was greater than the average for male associate professors in AY2001 and AY2002 and less than the average for male associate professors in AY2003 – AY2008. In AY2008, the average number of years in the associate professor rank for women was 6.1, compared to 7.0 for male faculty (see Table 33). The average number of years in the associate professor rank for white faculty (5.2) was half the average of Asian/Asian American and underrepresented minority faculty (11.2 and 12.5, respectively). The averages for female underrepresented minority faculty and male Asian/Asian American faculty were higher compared to the other groups within gender.

In the clinical departments, the average number of years in rank for female associate professors was lower than male associate professors in AY2008 (4.8 compared to 6.1, respectively); see Table 36. The average number of years in the associate professor rank for Asian/Asian American and underrepresented minority faculty (2.8 and 3.0, respectively) was about half of the average for white faculty (6.5). Data for earlier years was not available.

In the six smaller Schools, the average number of years in rank for male associate professors was consistently higher than the average for female associate professors from AY2001 to AY2008. In AY2008, the average for male faculty (10.1) was higher than the average for female faculty (6.8). The average number of years by race/ethnicity was highest for white faculty in AY2008: 7.3 for underrepresented minority faculty, 8.5 for Asian/Asian American faculty, and 9.2 for white faculty (see Table 39).

OVER TIME CHANGE ON THE TENURE TRACK BY GENDER

Following the procedure recommended by Frehill¹², we assessed the sex ratio of the departments in each of the Colleges and Schools for AY1996, AY2002, and AY2008¹³. (Note: AY1996 data were not available for the six additional Schools. Only AY2008 data were available for the Medical School clinical departments.) The sex ratio categories are female token, female minority, sex balanced, male minority, and male token. Following Frehill, we defined the categories as follows: female token (0-17% female); female minority (18-35% female); sex balanced (36-64% female); male minority (65-82% female); and male token (83-100% female). Ideally, successful departments would be sex balanced (that is, 36-64% female). However, consideration may need to be taken of

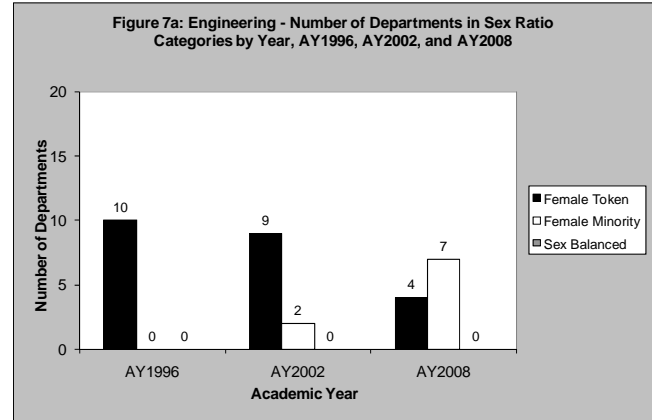
¹² Georgia Tech Conference panel presentation, "Measuring the Status of Women: Toward Cross-Institutional Analysis to Understand Institutional Transformation," April, 2004

¹³ The reader should keep in mind that due to the small number of female faculty, an addition/loss of one female will result in a larger corresponding percentage change than if that addition/loss had been one male.

the specific availability of women in the pipeline for particular fields when assessing the “success” of particular departments.

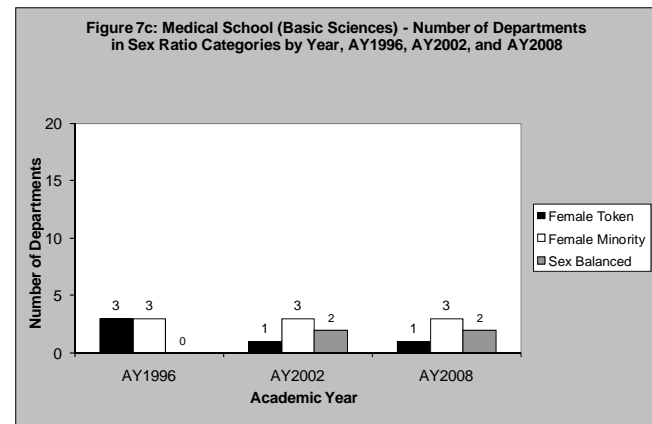
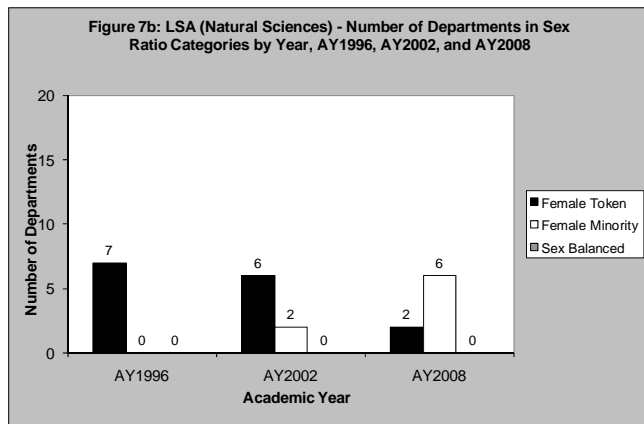
COLLEGE OF ENGINEERING

In CoE all of the departments reflected a female token sex ratio in AY1996. By AY2002 the situation had improved, with 9 departments classified as female token and 2 as female minority, and by AY2008 only 4 departments were still classified as female token; the remaining 7 were classified as female minority. The graph (Figure 7a) depicts the number of departments in each category in each of the three academic years.



COLLEGE OF LSA (Natural Sciences)

The departments in the Division of Natural Sciences also demonstrated an overall pattern of improvement in terms of sex ratios. The number of female minority departments increased from zero in AY1996 to 2 in AY2002, and then to 6 in AY2008. The remaining two departments were still classified as female token in AY2008. It should be noted that the total number of departments also increased between AY1996 and AY2002 because the biology department split into two separate departments in AY2002. Figure 7b depicts the number of departments in each sex ratio category for the three academic years.



MEDICAL SCHOOL (Basic Sciences)

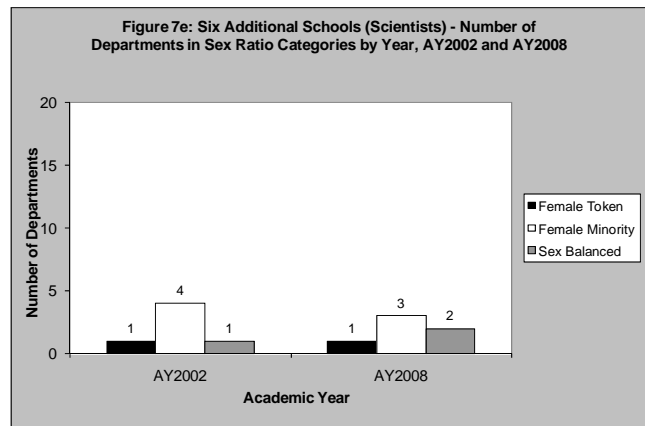
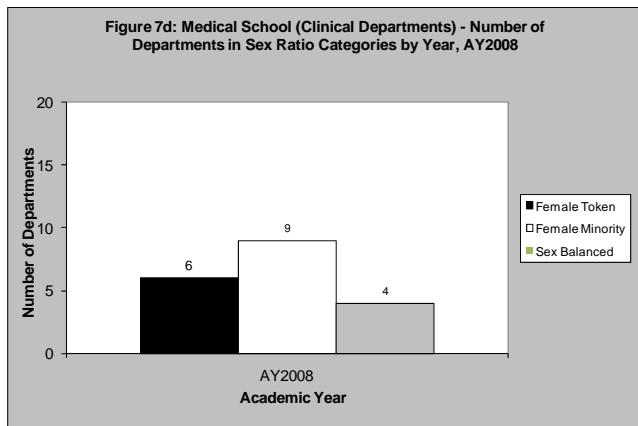
The number of basic sciences departments in the Medical School with female minority sex ratios and those with sex balanced ratios also increased and a corresponding number of departments with a female token sex ratio declined between AY1996 and AY2002 (see Figure 7c). In AY2008, 1 department was coded as female token, 3 as female minority, and 2 as sex balanced.

MEDICAL SCHOOL (Clinical Departments)

In AY2008, nearly half (n=9) of the clinical departments in the Medical School were classified as female minority; 6 were classified as female token, and the remaining 4 were sex balanced; see Figure 7d.

SIX ADDITIONAL SCHOOLS (Science Faculty)

In the six Schools the situation improved slightly between AY2002 and AY2008: in terms of the proportion of science faculty, three Schools had consistent sex ratios indicating female minorities and 1 each were consistently female token and sex balanced. The remaining School, which was coded as female minority in AY2002, reflected a sex balanced ratio in AY2008; see Figure 7e. These analyses indicate the sex ratios for the science faculty only in the six additional Schools, and do not necessarily reflect the ratios of the full faculty rosters for the Schools.



OVER TIME CHANGE ON THE TENURE TRACK BY RACE/ETHNICITY

We conducted a similar set of analyses looking at the racial/ethnic breakdown by department in each of the STEM departments for AY1996, AY2002, and AY2008. (Note: AY1996 data were not available for the six additional Schools. Only AY2008 data were available for the Medical School clinical departments.) In the University database faculty ethnicity is coded using five mutually exclusive categories (American Indian/Alaskan Native; Asian/Asian American/Pacific Islander; Black/African American; Hispanic/Latino; and white). We looked specifically at the percentage of faculty who were identified as a member of an underrepresented minority group (American Indian/Alaskan Native, Black/African American, and Hispanic/Latino) compared to all faculty in the department.

It is not completely straightforward to select cutoffs for “representativeness” of racial/ethnic minority faculty. However, using U.S. Census data as our guide, we employed 25% as an estimate of “full representation” rather than 50% or “balance” as used in the gender analyses. The basis for this figure was the 2000 U.S. Census, which reported that African Americans constituted 12% of the U.S. population, Hispanics 12%, and American Indians 1%, for a total of 25% in these underrepresented groups. Accordingly, we designated 0-9% as underrepresented ethnic/racial group token; 10-19% as underrepresented ethnic/racial group minority; and 20% and over as ethnic/racial group full representation.

In CoE, 2 departments (out of 10 in AY1996 and 11 in AY2002) were coded as minority, and the remaining departments were coded as token. The situation had worsened slightly by AY2008, when only 1 department was coded as minority, and the remaining 10 departments were coded as token.

In LSA, 1 of 7 departments in AY1996 was coded as minority, and the remaining 6 departments were coded token. In AY2002, all 8 departments were coded as token (in AY2002 the biology department split, creating an additional department in LSA’s Division of Natural Sciences). By AY2008, 3 of 8 departments were coded as minority, with the remaining departments coded as token.

In the Medical School basic science departments, although 2 of 6 departments were coded as minority in AY2002, all 6 departments were coded as token in AY1996 and AY2008. In the clinical departments, 17 departments were coded as token in AY2008; of the remaining 2 departments, 1 was coded as minority, and the other was coded as having full representation.

Last, science faculty in 3 of the six additional Schools were coded as minority, and the remaining 3 were coded as token in AY2002 and AY2008.

These data suggest that the University has not been very successful in this period either in recruiting or retaining underrepresented minority faculty in the sciences and engineering. We note that one department appeared to have full representation of both women and generally underrepresented minorities in AY2008.

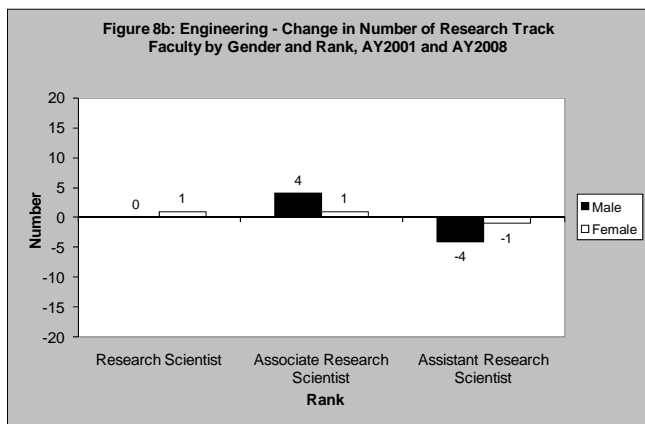
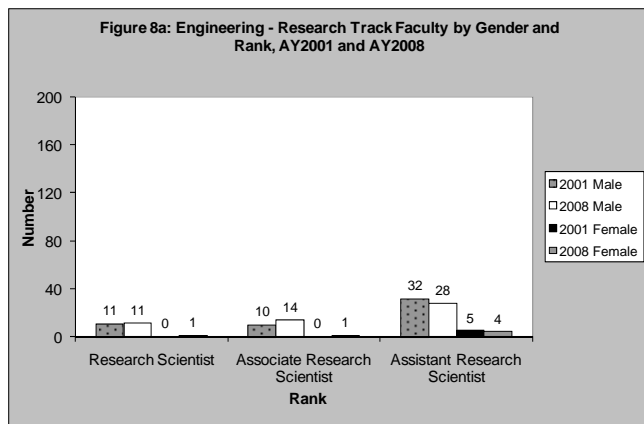
C. PRIMARY RESEARCH TRACK FACULTY

OVERVIEW

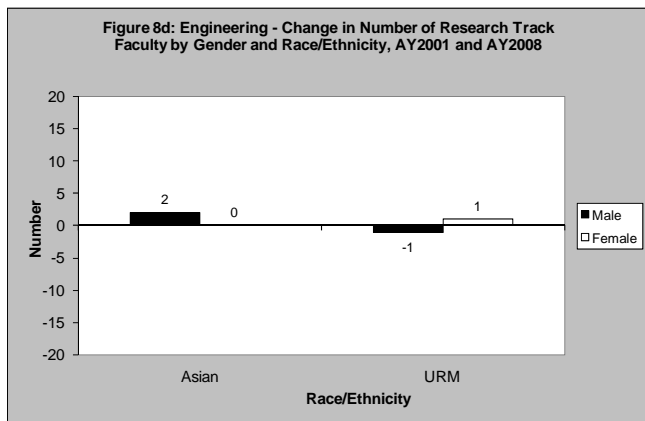
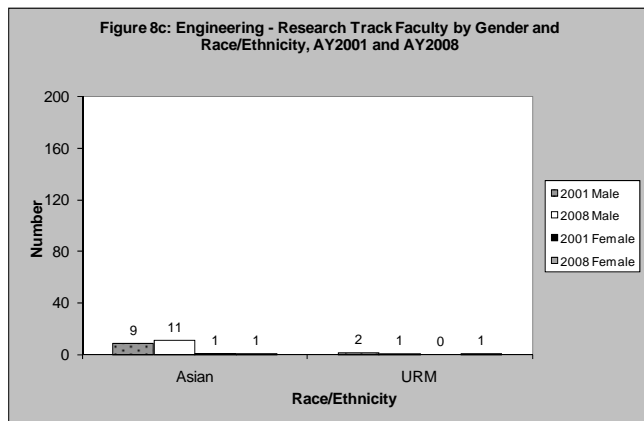
In this section we discuss faculty on the research track at the University. While there are actually two (not entirely distinct) research tracks, we do not distinguish between the tracks for this report. Thus, the ranks we consider are assistant research scientist (including assistant research professor), associate research scientist (including senior associate research scientist and associate research professor), and research scientist (including senior research scientist and research professor).

COLLEGE OF ENGINEERING

In the College of Engineering, the proportion of women on the primary research track increased slightly from 9% (n=5) in AY2001 to 10% (n=6) in AY2008 (see Table 2 and Figures 8a-b). The number of women increased by 1 (20% increased, from 5 to 6), and the number of men did not change from AY2001 to AY2008. In AY2001, all 5 women were at the assistant research scientist level (comprising 14% of faculty at that rank); women comprised a somewhat smaller percentage (13%; 4 of 32) of assistant research scientists in AY2008. The two remaining women were at the associate research scientist and research scientist levels (comprising 7% and 8% of the faculty at each rank, respectively) in AY2008.

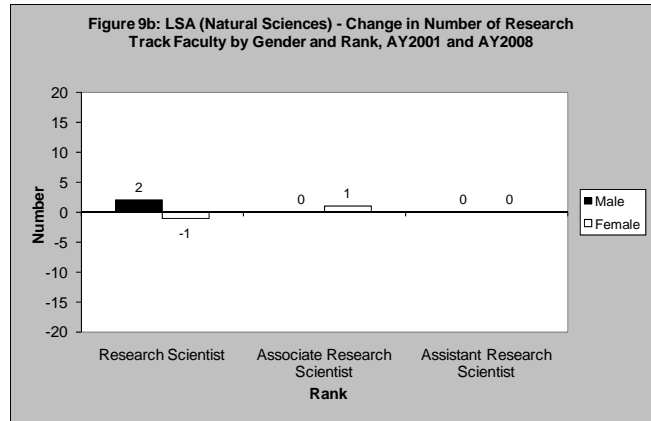
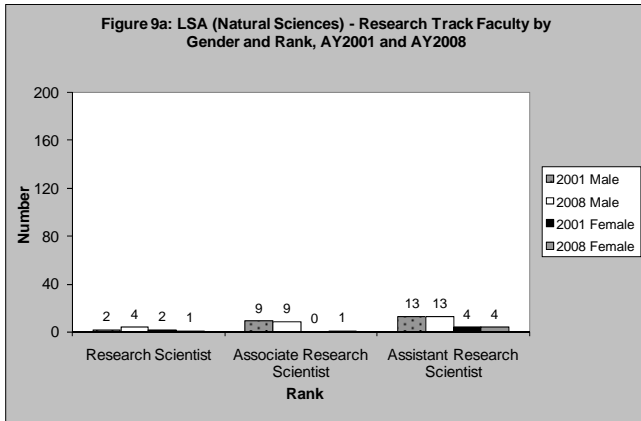


The racial/ethnic composition of the faculty on the research track also remained relatively constant from AY2001 to AY2008: the representation of white research faculty decreased slightly from 79% to 76%; the representation of Asian/Asian American research faculty increased from 17% to 20%; and the representation of underrepresented minority faculty remained stable at 3%; see Figures 8c-d. The vast majority of the Asian/Asian American research faculty were at the assistant level (comprising 31%, or 10, of faculty at this rank). The remaining 2 Asian/Asian American faculty were at the associate research scientist and research scientist levels, making up 7% and 8%, respectively, of the faculty at each rank. Of the 2 underrepresented minority faculty, one was at the assistant research scientist rank, and the other was at the associate research scientist rank. No underrepresented minority held appointments at the rank of research scientist.

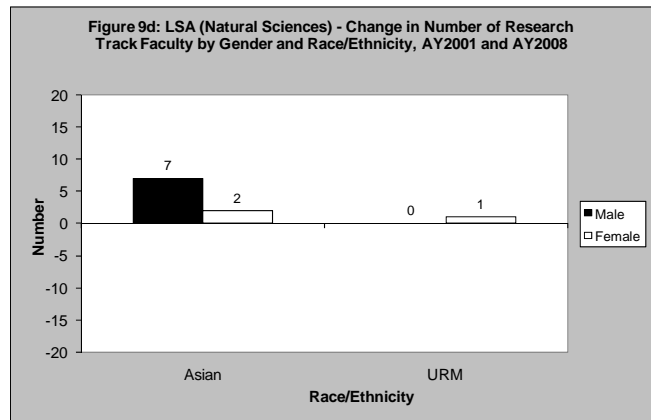
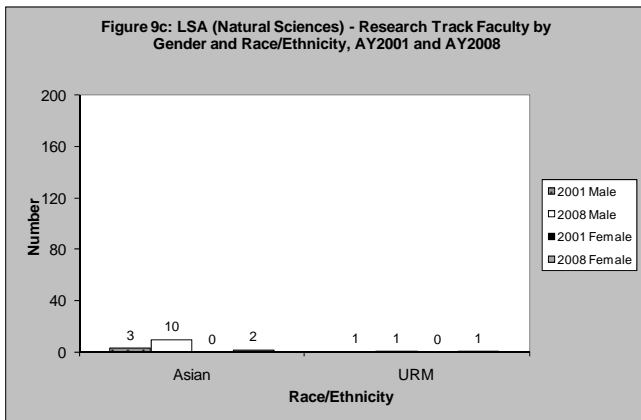


COLLEGE OF LSA (Natural Sciences)

The proportion of women on the research track in the Natural Sciences remained relatively stable from AY2001 to AY2008 (at 20% and 19%, respectively); see Table 4 and Figures 9a-b. The number of women did not change, but the number of men increased from 24 to 26 (or 8%) over this time period. Though the percentage of women at each rank changed from AY2001 to AY2008, the actual number of women remained the same at the assistant research scientist rank, increased by 1 at the associate level, and decreased by 1 at the research scientist level. Four out of 6 women were at the lowest rank – that of assistant research scientist. In AY2008, women comprised 24%, 10%, and 20% of faculty at each rank.



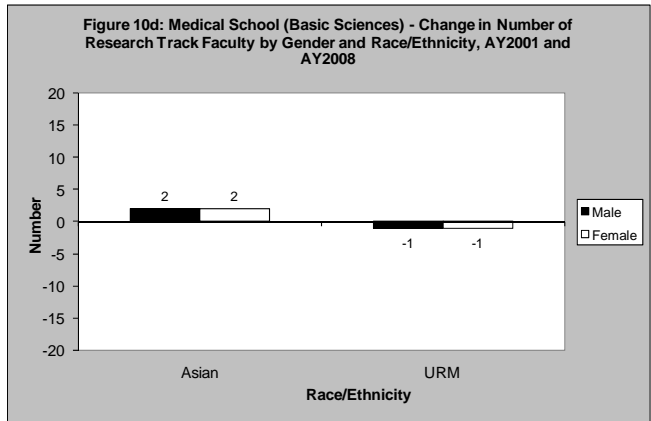
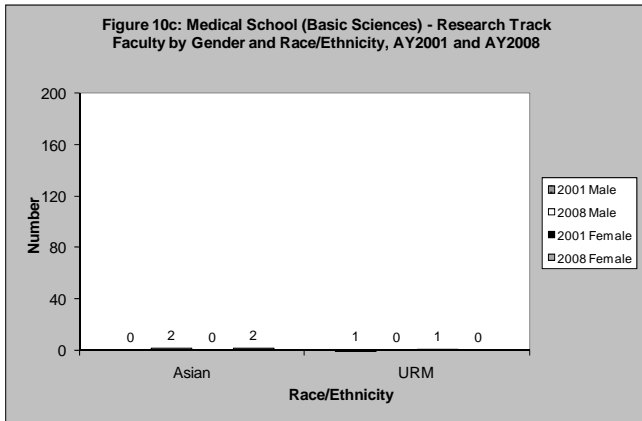
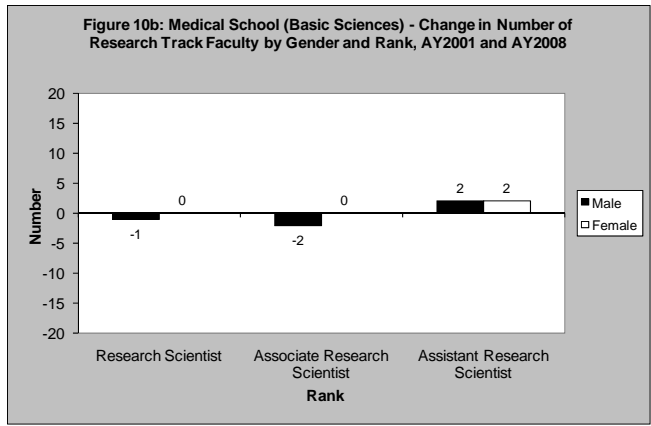
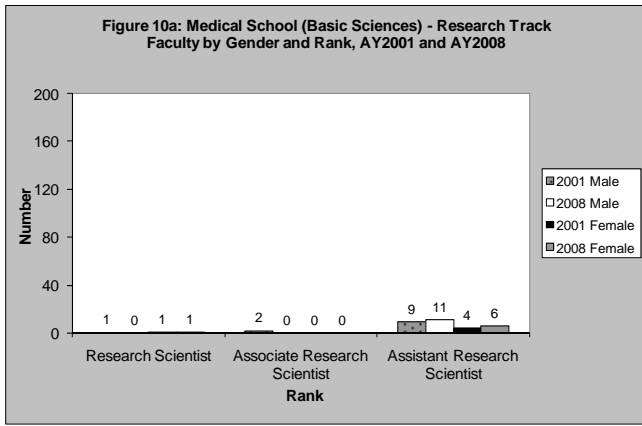
From AY2001 to AY2008, the number of white faculty decreased from 87% to 56% (from 26 to 18), Asian/Asian American faculty increased from 10% to 38% (from 3 to 12), and underrepresented minority faculty increased from 3% to 6% (from 1 to 2); see Figures 9c-d. A majority of the Asian/Asian American faculty were concentrated at the assistant research scientist rank (53%); 20% were at the levels of associate and full research scientists. Two underrepresented minority faculty, held appointments on the research track.



MEDICAL SCHOOL (Basic Sciences)

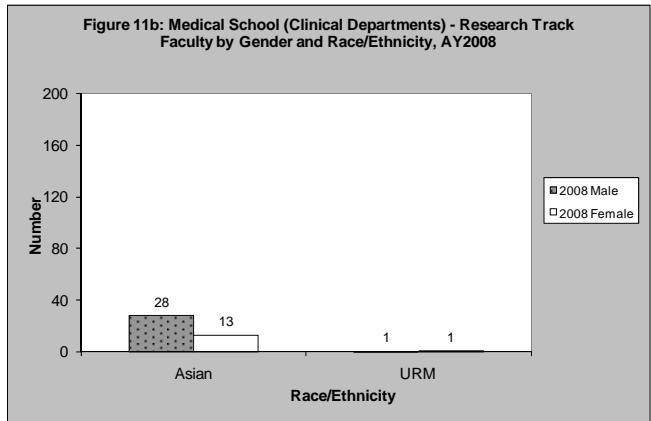
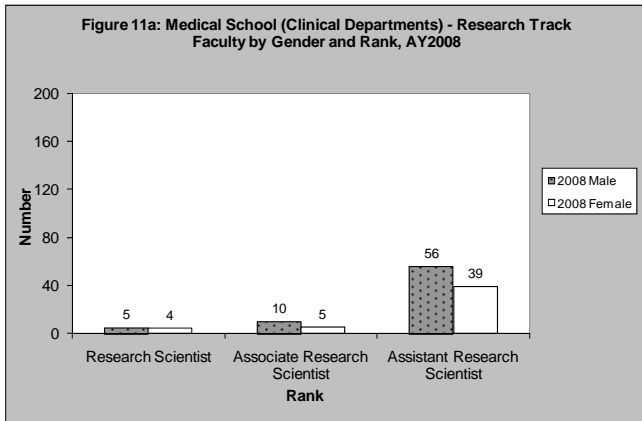
From AY2001 to AY2008, the number of faculty on the research track in the Basic Science departments increased by 1, and the proportion of women increased from 29% to 39% (see Table 6 and Figures 10a-b). Only one faculty member held the rank of research scientist; the remaining faculty were at the rank of assistant research scientist (women comprised 35%, or 6 of 17, of the faculty at this level). No faculty held appointments as associate research scientists in the Medical School Basic Sciences department.

The number of white faculty on the research track decreased by 2, Asian/Asian American faculty increased by 4, and underrepresented minority faculty decreased by 2 between AY2001 and AY2008; see Figures 10c-d. The percentage of white faculty decreased from 88% in AY2001 to 76% in AY2008 (from 15 to 14); the percentage of Asian/Asian American faculty increased from zero to 24% (from 0 to 4); and the percentage of underrepresented minority faculty decreased from 12% to zero (from 2 to 0). No Asian/Asian American faculty held appointments at the associate research scientist or research scientist levels.



MEDICAL SCHOOL (Clinical Departments)

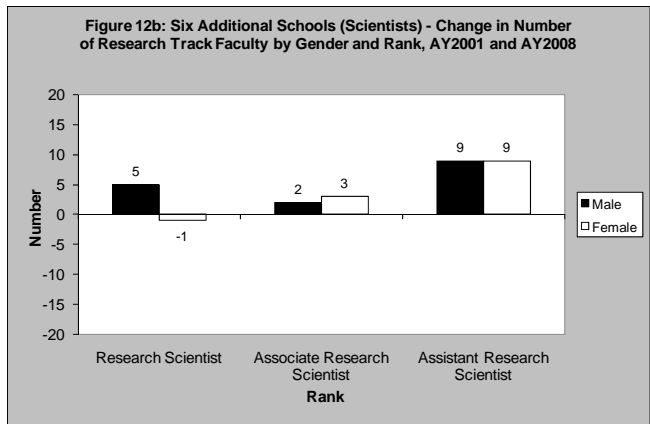
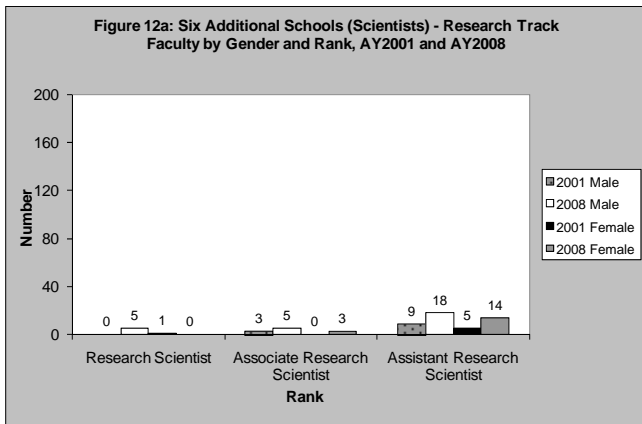
In the Medical School clinical departments, women comprised 40% (n=48) and men 60% (n=71) of faculty on the primary research track in AY2008 (see Table 9 and Figure 11a). About 80% of both female and male faculty on the primary research track were at the rank of assistant research scientist in AY2008 (81% of women and 79% of men). By rank, women comprised 41% (39 of 95) of assistant research scientists, 33% (5 of 15) of associate research scientists, and 44% (4 of 9) of research scientists. Data were not available for earlier years.



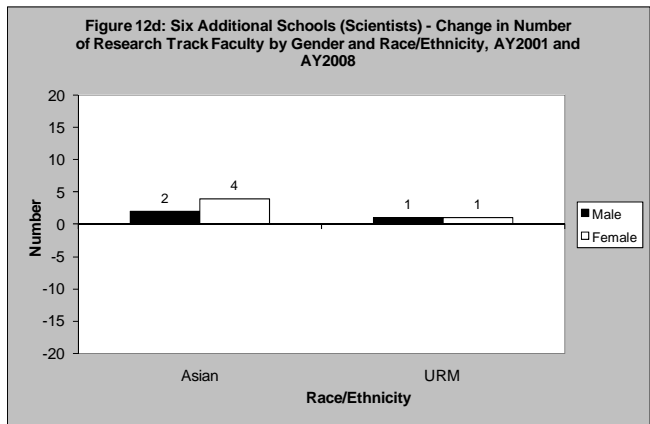
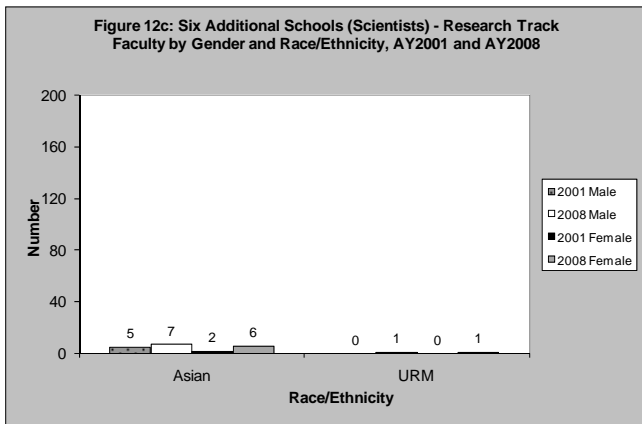
In AY2008, Asian/Asian American faculty comprised 34% (41 of 119) and underrepresented minority faculty comprised 2% (2 of 119) of faculty on the primary research track; see Figure 11b. Nearly 90% of Asian/Asian American faculty (men and women combined) were at the lowest rank of assistant research scientist. The remaining Asian/Asian American faculty were at the rank of associate research scientist. Two underrepresented minority faculty held appointments on the primary research track: one female research scientist and one male assistant research scientist.

SIX ADDITIONAL SCHOOLS (Science Faculty)

The proportion of women scientists on the research track in the six additional Schools increased from 33% (n=6) to 38% (n=17) from AY2001 to AY2008 (see Table 12 and Figures 12a-b). In AY2008, a majority of the women were at the assistant research scientist level (n=14, comprising 44% of faculty at this rank), and the remaining three women faculty were at the associate research scientist rank (making up 38% of faculty at this rank).



From AY2001 to AY2008, the number of Asian/Asian American faculty increased by 6, white faculty increased by 19, and underrepresented minority faculty increased by 2; as a result, the percentage of Asian/Asian American faculty dropped from 39% to 29% in AY2008, white faculty increased from 61% to 67%, and underrepresented minority faculty increased from 0% to 4% in AY2008 (see Figures 12c-d). With the exception of one associate research scientist, all Asian/Asian American faculty were at the rank of assistant research scientist, comprising 38% of faculty at this rank. No Asian/Asian American or underrepresented minority faculty members held the rank of research scientist in AY2008.



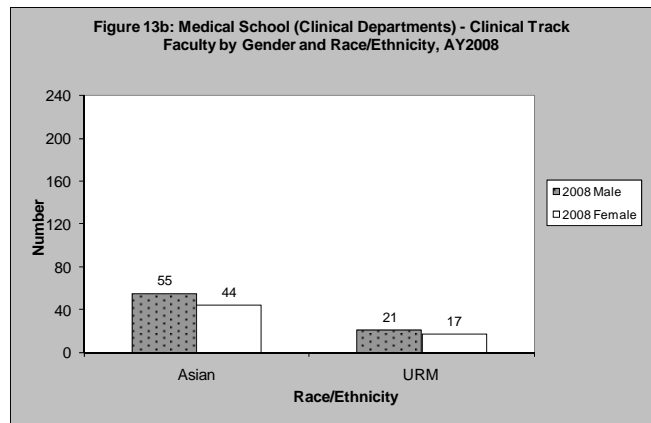
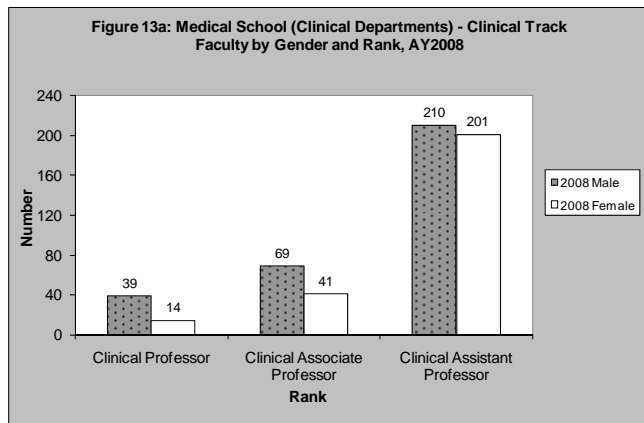
D. CLINICAL TRACK FACULTY

Here we report on the Colleges and Schools that have faculty on the clinical instructional track. In AY2008, the Medical School basic science departments had one faculty member on this track; only the Medical School clinical departments and the six additional Schools had a group of faculty members on this track.

MEDICAL SCHOOL (Clinical Departments)

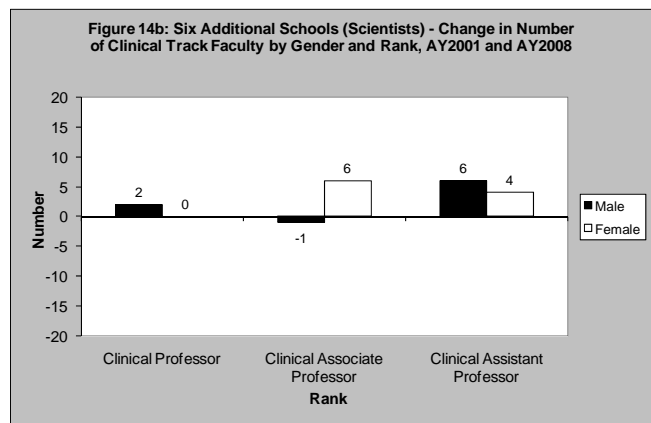
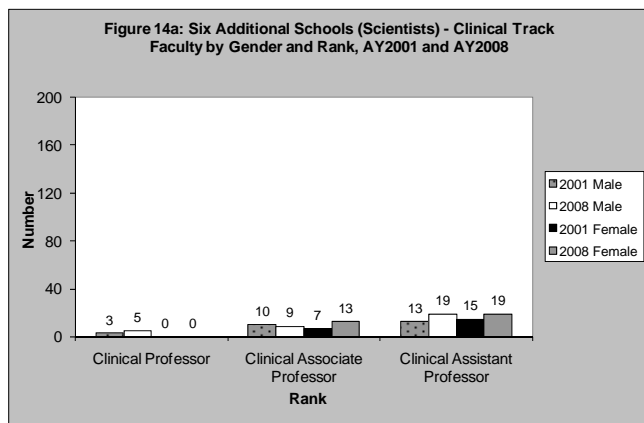
Across all ranks, women comprised 45% (n=256) and men comprised 55% (n=318) of faculty on the clinical track in AY2008 (see Table 10 and Figure 13a). A majority of both female and male faculty on this track were at the lowest rank of clinical assistant professor (79% of women and 66% of men on the clinical track were assistant research scientists). Women faculty comprised a lesser percentage of the faculty at the highest ranks of the academic ladder: 49% (201 of 411) of clinical assistant professors, 37% (41 of 110) of clinical associate professors, and 26% (14 of 53) of clinical professors were women in AY2008.

With regard to race/ethnicity in AY2008, Asian/Asian American faculty comprised 17% (99 of 574) and underrepresented minority faculty comprised only 7% (38 of 574) of faculty on the regular clinical track (see Figure 13b). The vast majority of both Asian/Asian American and underrepresented minority faculty held the rank of clinical assistant professor in AY2008. Only two Asian/Asian American faculty held the highest rank of clinical professor; no underrepresented minority faculty held this rank in AY2008.

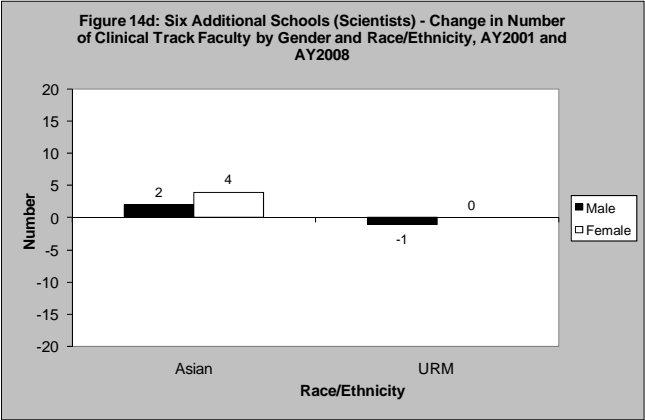
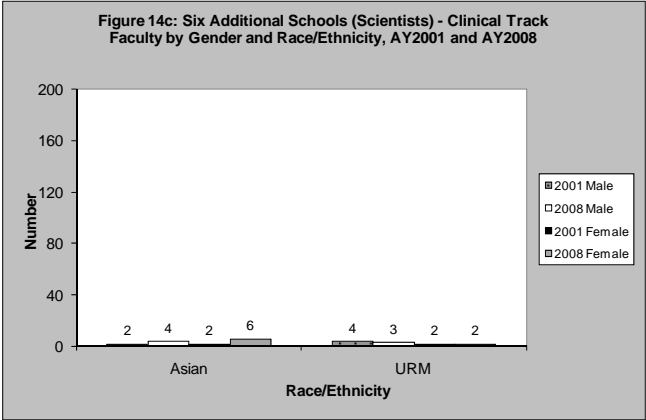


SIX ADDITIONAL SCHOOLS (Science Faculty)

In AY2008, there were 32 female clinical track faculty, representing 49% of the clinical track faculty, in the six additional Schools (see Table 13 and Figures 14a-b); this reflects a slight increase from AY2001, when women comprised 46% (n=22) of the clinical track faculty. The clinical track faculty members in science fields were concentrated at the lowest rank of clinical assistant professor. In AY2008, women comprised 50% (n=19) of clinical assistant professors and 59% (n=13) of clinical associate professors; no female faculty held the rank of clinical professor.



While the proportion of white faculty remained relatively stable from AY2001 to AY2008 (79% to 78%, respectively), the proportion of Asian/Asian American faculty increased (11% to 15%) and the proportion of underrepresented minority faculty decreased (13% to 8%); see Figures 14c-d. Asian/Asian American faculty comprised 13% (5 of 38) of clinical assistant professors and 23% (5 of 22) of clinical associate professors; underrepresented minority faculty comprised 5% (n=2) and 14% (n=3), respectively. No Asian/Asian American or underrepresented minority faculty held the rank of clinical professor.



E. ADDITIONAL APPOINTMENTS AND HONORS

In this section we discuss additional appointments of interest held by regular instructional (tenure) track faculty members. These appointments fall under two broad categories: named professorships and administrative service in leadership positions. Under named professorships, we considered the following four categories of honor (see Tables 42-46): Distinguished University Professor (to recognize exceptional scholarly achievement, national and international reputation, and superior teaching skills; a lifetime award), Collegiate Professor (for outstanding scholarship, teaching, and service), Endowed Chair, and Thurnau Professor (for excellence in teaching). Since these appointments are generally limited to professors, we only considered faculty at this highest rank.

For administrative service, we considered membership on tenure/promotion committees (see Tables 47-51) and administrative appointments (see Tables 52-56). These appointments were largely held by professors, but also by associate professors, so we considered both associate professors and professors who held these positions. We included faculty who served on either college or department level tenure/promotion committees. For administrative positions, we included those who held these positions at the university, college, or department levels.

For each type of appointment we assessed the change (or the lack thereof) in the number of women and faculty of color holding these positions from AY2001 to AY2008, and whether or not the rate of appointment for women and faculty of color was equal to that for male faculty or white faculty in AY2008. For this last question, given the very small numbers (in some cases) of both women faculty and faculty of color and available administrative appointments, we only considered categories in which the expected rate of appointment for women or faculty of color was equal to or greater than one person.

NAMED PROFESSORSHIPS COLLEGE OF ENGINEERING

Compared to AY2001, the number of male faculty with named professorships across all schools of interest increased in all four categories: a net increase of 1 Distinguished University Professor, 8 Collegiate Professors, 9 Endowed Chairs, and 14 Thurnau Professors. The number of female professors holding named professorships increased by 3 from AY2001 (1 Distinguished University Professor and 2 Endowed Chairs). From AY2001 to AY2008, the number of Asian/Asian American faculty with named professorships increased by 9, underrepresented minority faculty increased by 3, and white faculty increased by 23. Overall, male professors held named professorships at a higher rate than women (34% versus 25%, respectively) in AY2008 (see Table 42). If women held these appointments at the same rate as men, we would expect 5 women to have named professorships (compared to the 4 women who had one). In addition, both Asian/Asian American and underrepresented minority faculty held named professorships at comparable or higher rates than white faculty; no female underrepresented minority faculty held the rank of named professor in AY2008.

COLLEGE OF LSA (Natural Sciences)

In relation to AY2001, LSA reported the following changes in named professorships: a net increase of 3 male Distinguished University Professors, 2 female and 7 male Collegiate Professors, and 3 female Endowed Chairs. Overall, female faculty held named professorships at a slightly higher rate than men (29% versus 22%, respectively); though women (18%) did hold Endowed Chairs at a higher rate than men (3%), they held Distinguished University Professorships, Collegiate Professorships, and Thurnau Professorships at slightly lower levels than men (see Table 43). From AY2001 to AY2008, the number of Asian/Asian American faculty with named professorships increased by 2, underrepresented minority faculty increased by 1, and white faculty increased by 12. In AY2008, Asian/Asian American, underrepresented minority, and white faculty all held named professorships at comparable rates in AY2008.

MEDICAL SCHOOL (Basic Sciences)

The Medical School basic science departments reported the following changes in named professorships from AY2001 to AY2008: a net increase of 1 female and 3 male Collegiate Professors and 1 Thurnau Professor; and a net decrease of 1 female and 2 male Distinguished University Professors. Overall, male professors held named professorships at more than twice the rate of female faculty (15% and 7%, respectively); if women held named professorships at the same rate as men, at least two women would have held named professorships, which is an increase of 1 woman (see Table 44). From AY2001 to AY2008, both the number of Asian/Asian American faculty and white faculty with a named professorship increased by 1 (to 1 and 7, respectively). No

underrepresented minority faculty held the rank of professor in AY2008, therefore none were eligible for a named professorship.

MEDICAL SCHOOL (Clinical Departments)

Overall, male professors in the Medical School clinical departments held named professorships at a higher rate than female professors (29% and 20%, respectively) in AY2008; see Table 46. If women held these positions at the same rate as men, we would expect 3 female professors (up from 0) to have held Collegiate Professorships and 12 female professors (up from 9) to have held Endowed Professorships. Asian/Asian American, underrepresented minority, and white faculty held these appointments (overall) at comparable rates.

SIX ADDITIONAL SCHOOLS (Science Faculty)

Overall, female professors held named professorships at slightly higher rates than men (22% versus 17%, respectively). In addition, while no underrepresented minority scientists, held a named professorship in the six additional Schools, 63% of Asian/Asian American professors and 15% of white professors did hold such positions (see Table 45). If underrepresented minority faculty held named professorships at the same rate as white faculty, we might expect 1 underrepresented minority faculty to have a named professorship. Data from AY2001 were not compiled; therefore, we are unable to compare change over time. The figures and percentages are based on the number of male and female professors who were classified as scientists in each of the six additional Schools (based on study field and/or research foci); the gender composition of the science faculty in the six additional Schools with named professorships is not necessarily representative of the full faculty rosters for the Schools.

FACULTY LEADERSHIP: TENURE/PROMOTION COMMITTEES

COLLEGE OF ENGINEERING

Overall, in the College of Engineering, the number of women who served on all tenure/promotion committees at both the department and college levels increased by 1 and the number of men decreased by 22 from AY2001 to AY2008. In addition, the number of Asian/Asian American faculty decreased by 4, underrepresented minority faculty decreased by 2 and white faculty decreased by 15. In AY2008, female associate professors and professors served on department level tenure/promotion committees at a slightly lower rate than men (13% and 16%, respectively); see Table 47. If women served at the same rate as men, we would expect one more woman to have served on tenure/promotion committees (department or college level) in the College of Engineering (bringing the total to 5). Similarly, if underrepresented minority faculty served at the same rate as white faculty, we would expect 2 underrepresented minority faculty to have served on tenure/promotion committees, an increase of 1.

COLLEGE OF LSA (Natural Sciences)

In LSA, the number of female senior faculty who served on college level tenure/promotion committees decreased by 1 (to zero) and increased by 7 at the department level; the number of men who served at both levels increased by 4 and 32, respectively, from AY2001 to AY2008. Overall, women served on department level tenure/promotion committees at slightly lower rates than men in AY2008 (see Table 48); if women served at the same rate, we would expect to see about 14 women (up from 12) serving on tenure/promotion committees in the Natural Sciences. No women scientists served on the college level tenure/promotion committee in AY2008. Underrepresented minority faculty and Asian/Asian American faculty in science fields served on tenure/promotion committees at higher rates (67% and 48%, respectively) than white faculty (42%).

MEDICAL SCHOOL (Basic Sciences)

In relation to AY2001, there was an overall increase of 2 male senior faculty who served on tenure/promotion committees (college and department level combined). The number of women who served on these committees did not change. Overall, women served on tenure/promotion committees at a lower rate than men (52% and 79%, respectively) in AY2008; in fact, women and men served at the same rate on college level committees, but women served at a much lower rate than men on department level tenure/promotion committees (see Table 49). If women served at the same rate as men, we would expect about 20 women to have served, an increase of 7 over the 13 who served in AY2008. In addition, white faculty served at a higher rate (73%) than Asian/Asian American (57%) and underrepresented minority faculty (0%). If Asian/Asian American and underrepresented minority faculty served at the same rate as white faculty, we would expect 5 Asian/Asian American faculty and 1 underrepresented minority faculty to have served on tenure/promotion committee (regardless of level) in the Medical School Basic Sciences (an increase of 1 in both cases). In AY2008, no Asian/Asian American or underrepresented minority faculty served on college level tenure/promotion committees.

MEDICAL SCHOOL (Clinical Departments)

In the Medical School clinical departments, women and men associate professors and professors served on college level tenure/promotion committees at comparable rates (1% of women and 1% of men served on college level committees; see Table 51). At the department level, women served at a slightly higher rate than men: 19% of women and 17% of men at the associate professor and professor ranks served on department level tenure/promotion committees in AY2008. While no underrepresented minority faculty served on a college level tenure/promotion committee in AY2008, white and Asian/Asian American faculty served on these committees at comparable rates (2% of Asian/Asian American and 1% of white associate professors and professors). At the department level, white and underrepresented minority faculty served at comparable rates (18% and 19%, respectively), while only 10% of Asian/Asian American faculty held appointments on these committees. If Asian/Asian American faculty served at the same rate as white faculty, we would expect 9 Asian/Asian American faculty to have served on department level tenure/promotion committees, an increase of 4.

SIX ADDITIONAL SCHOOLS (Science Faculty)

In the six additional Schools, senior male faculty (scientists) served on tenure/promotion committees (both college and department levels) at twice the rate of female faculty (12% and 6%, respectively) in AY2008; see Table 50. If women served at the same rate as men, we would expect 4 women (up from 2) to have served on these tenure/promotion committees. The two women who did serve in AY2008 did so at the college level; no women served on department level committees. White faculty served on these committees at a slightly higher rate (11%) than Asian/Asian American (8%) and underrepresented minority faculty (8%). Data from AY2001 were not available for comparison.

FACULTY LEADERSHIP: ADMINISTRATIVE POSITIONS COLLEGE OF ENGINEERING

In CoE, the total number of male faculty with administrative appointments dropped by 2 from AY2001 to AY2008, and the total number of female faculty increased by 2 during the same time period. In addition, the number of Asian/Asian American faculty with administrative appointments increased by 1, underrepresented minority faculty increased by 2, and white faculty decreased by 3. While men held college level appointments at a higher rate than women (3% versus 0%), women held department level administrative positions at a slightly higher rate than men (13% versus 11%) in AY2008; see Table 52. Underrepresented minority and white faculty held administrative positions at comparable rates, while Asian/Asian American faculty did so at a slightly lower rate (12%). If Asian/Asian American faculty held these positions at the same rate as white faculty, we would expect a total of 7 Asian/Asian American faculty (an increase of 1) to hold administrative positions.

COLLEGE OF LSA (Natural Sciences)

In LSA, there were 5 more women and 7 more men holding administrative positions (university, college, and department levels) in AY2008 than AY2001. The number of Asian/Asian American faculty also increased by 1, underrepresented minority faculty increased by 2, and white faculty increased by 9 from AY2001 to AY2008. In AY2008, female and male senior faculty held administrative positions at a comparable rate (20% and 21%, respectively; see Table 53). In regard to race/ethnicity, 33% of underrepresented minority associate professors and professors held administrative positions, followed by white faculty at 21% and Asian/Asian American faculty at 12%. If Asian/Asian American faculty held these positions at the same rate as white faculty, we would expect a total of 5 Asian/Asian American faculty to hold administrative positions (regardless of level), an increase of 2 Asian/Asian American faculty.

MEDICAL SCHOOL (Basic Sciences)

When compared to AY2001, the number of female senior faculty with administrative appointments increased by 4 and the number of males decreased by 1. The number of Asian/Asian American and underrepresented minority faculty with administrative positions remained at zero. Women associate professors and professors held university and college level administrative positions at a higher rate than comparable men in AY2008 (see Table 54): 4% (n=1) versus 2% (n=1) at the university level, and 8% (n=2) versus 2% (n=1) at the college level. Men (13%) held department level positions at a higher rate than women (8%); if women held these positions at the same rate as men, at least 3 women would hold department level administrative positions. Overall, if Asian/Asian American faculty held an administrative position – regardless of level – at the same rate as white faculty, at least one Asian/Asian American senior faculty member would have an administrative appointment.

MEDICAL SCHOOL (Clinical Departments)

In AY2008, female and male senior faculty in the clinical departments held university level administrative positions at a comparable rate (1% of each; see Table 56); however, male faculty held administrative appointments at the college and department levels at slightly higher rates than women (3% of male senior

faculty and 2% of female senior faculty at the college level, and 9% of male senior faculty and 7% of female faculty at the department level). If women held such appointments at the same rate as men, we would expect the total number of women with college level administrative appointments to increase by 1 (to 3) and with department level appointments to increase by 2 (to 8). With regard to race/ethnicity, if Asian/Asian American and underrepresented minority faculty held administrative appointments – regardless of level – at the same rate as white faculty, we would expect the number of Asian/Asian American faculty with administrative appointments to increase from 0 to 7, and underrepresented minority faculty to double from 2 to 4. These figures exclude clinical track faculty with administrative appointments.

SIX ADDITIONAL SCHOOLS (Science Faculty)

In the six additional Schools, the number of female senior faculty (scientists) with administrative positions across all six schools increased by 5 and the number of male senior faculty remained stable from AY2001 to AY2008. The number of Asian/Asian American senior faculty with administrative positions increased by 2, white faculty increased by 3; and underrepresented minority faculty remained stable at 2 from AY2001 to AY2008. In AY2008, female associate professors and professors held administrative positions at a slightly higher rate than men (22% versus 16%, respectively); more specifically, women held college level administrative appointments at a higher rate than men (14% versus 6%) and held department level positions at a comparable rate (see Table 55). Asian/Asian American, underrepresented minority, and white faculty held these positions at comparable rates: 17%, 15%, and 18%, respectively. However, most Asian/Asian American and underrepresented minority faculty held department level administrative positions, whereas white faculty were evenly distributed at the department and college levels. No female or male associate professors or professors in science fields held university level administrative positions.

Table 1: Tenure Track Faculty by Gender and Race/Ethnicity, 2007-2008

Assistant Professors, Associate Professors, and Full Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	327	15%	21%	4%	48	19%	4%	279	22%	4%
College of LSA (Natural Sciences)	276	18%	11%	6%	50	8%	6%	226	12%	6%
Medical School (Basic Sciences)	114	31%	17%	3%	35	17%	3%	79	16%	3%
Medical School (Clinical)	695	23%	15%	5%	158	18%	9%	537	14%	4%
Six Additional Schools	187	30%	11%	10%	57	9%	14%	130	12%	8%

Assistant Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	64	25%	28%	2%	16	19%	6%	48	31%	0%
College of LSA (Natural Sciences)	66	30%	9%	8%	20	5%	0%	46	11%	11%
Medical School (Basic Sciences)	33	30%	36%	6%	10	30%	0%	23	39%	9%
Medical School (Clinical)	181	38%	28%	4%	68	22%	4%	113	32%	4%
Six Additional Schools	45	47%	20%	11%	21	10%	5%	24	29%	17%

Associate Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	70	23%	24%	10%	16	25%	6%	54	24%	11%
College of LSA (Natural Sciences)	49	27%	22%	6%	13	8%	15%	36	28%	3%
Medical School (Basic Sciences)	19	47%	16%	5%	9	11%	11%	10	20%	0%
Medical School (Clinical)	178	22%	14%	6%	39	18%	13%	139	13%	4%
Six Additional Schools	47	38%	9%	17%	18	11%	28%	29	7%	10%

Full Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	193	8%	18%	3%	16	13%	0%	177	19%	3%
College of LSA (Natural Sciences)	161	11%	9%	6%	17	12%	6%	144	8%	6%
Medical School (Basic Sciences)	62	26%	6%	0%	16	13%	0%	46	4%	0%
Medical School (Clinical)	336	15%	8%	5%	51	12%	12%	285	7%	4%
Six Additional Schools	95	19%	8%	5%	18	6%	11%	77	9%	4%

Note: Ns do not include faculty with only dry appointments in the department; faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment

Table 2: Research Track Faculty by Gender and Race/Ethnicity, 2007-2008

Assistant Research Scientists, Associate Research Scientists, and Research Scientists										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	59	10%	20%	3%	6	17%	17%	53	21%	2%
College of LSA (Natural Sciences)	32	19%	38%	6%	6	33%	17%	26	38%	4%
Medical School (Basic Sciences)	18	39%	22%	0%	7	29%	0%	11	18%	0%
Medical School (Clinical)	119	40%	34%	2%	48	27%	2%	71	39%	1%
Six Additional Schools	45	38%	29%	4%	17	35%	6%	28	25%	4%

Assistant Research Scientists										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	32	13%	31%	3%	4	25%	25%	28	32%	0%
College of LSA (Natural Sciences)	17	24%	53%	6%	4	50%	25%	13	54%	0%
Medical School (Basic Sciences)	17	35%	24%	0%	6	33%	0%	11	18%	0%
Medical School (Clinical)	95	41%	38%	1%	39	26%	0%	56	46%	2%
Six Additional Schools	32	44%	38%	6%	14	36%	7%	18	39%	6%

Associate Research Scientists										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	15	7%	7%	7%	1	0%	0%	14	7%	7%
College of LSA (Natural Sciences)	10	10%	20%	0%	1	0%	0%	9	22%	0%
Medical School (Basic Sciences)	0	--	--	--	0	--	--	0	--	--
Medical School (Clinical)	15	33%	33%	0%	5	60%	0%	10	20%	0%
Six Additional Schools	8	38%	13%	0%	3	33%	0%	5	0%	0%

Research Scientists										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
College of Engineering	12	8%	8%	0%	1	0%	0%	11	9%	0%
College of LSA (Natural Sciences)	5	20%	20%	20%	1	0%	0%	4	25%	25%
Medical School (Basic Sciences)	1	100%	0%	0%	1	0%	0%	0	--	--
Medical School (Clinical)	9	44%	0%	11%	4	0%	25%	5	0%	0%
Six Additional Schools	5	0%	0%	0%	0	--	--	5	0%	0%

Note: Ns do not include faculty with only dry appointments in the department; faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment

Table 3: Clinical Track Faculty by Gender and Race/Ethnicity, 2007-2008

Clinical Assistant Professors, Clinical Associate Professors, and Clinical Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	574	45%	17%	7%	256	17%	7%	318	17%	7%
Six Additional Schools	65	49%	15%	8%	32	19%	6%	33	12%	9%

Clinical Associate Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	411	49%	20%	8%	201	19%	7%	210	20%	9%
Six Additional Schools	38	50%	13%	5%	19	21%	5%	19	5%	5%

Clinical Associate Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	110	37%	15%	5%	41	12%	7%	69	16%	4%
Six Additional Schools	22	59%	23%	14%	13	5%	8%	9	33%	22%

Clinical Professors										
	ALL				Female			Male		
	N	% F	% A/AA	% URM	N	% A/AA	% URM	N	% A/AA	% URM
Medical School (Clinical)	53	26%	4%	0%	14	7%	0%	39	3%	0%
Six Additional Schools	5	0%	0%	0%	0	--	--	5	0%	0%

Note: Ns do not include faculty with only dry appointments in the department; faculty with joint appointments (i.e., greater than 0% time equivalence) are counted in each unit of appointment

Table 4: Associate Professors, Average Time (in Years) in Rank by Gender and Race/Ethnicity, 2007-2008

Associate Professors											
	ALL					Female			Male		
	F	M	A/AA	URM	White	A/AA	URM	White	A/AA	URM	White
College of Engineering	4.4	6.0	3.5	9.9	5.8	2.4	11.5	4.5	3.8	9.7	6.3
College of LSA (Natural Sciences)	5.0	3.3	2.7	2.8	4.2	4.5	4.0	5.3	2.6	0.5	3.8
Medical School (Basic Sciences)	6.1	7.0	11.2	12.5	5.2	4.5	12.5	5.4	14.5		5.2
Medical School (Clinical)	4.8	6.1	2.8	3.0	6.5	3.5	2.7	5.5	2.5	3.3	6.7
Six Additional Schools	6.8	10.1	8.5	7.3	9.2	1.5	6.1	8.1	15.5	9.2	9.7

Table 5: College of Engineering - Named Professorships by Gender and Race/Ethnicity, 2007-2008

	% Female	% Male	% A/AA	% URM	% White	Females			Males		
						% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	6%	2%	3%	0%	2%	0%	--	7%	3%	0%	1%
N	1	3	1	0	3	0	0	1	1	0	2
Collegiate	6%	5%	9%	17%	4%	0%	--	7%	9%	17%	4%
N	1	9	3	1	6	0	0	1	3	1	5
Endowed	13%	18%	17%	17%	17%	50%	--	7%	15%	17%	18%
N	2	31	6	1	26	1	0	1	5	1	25
Thurnau (for teaching)	0%	10%	6%	17%	10%	0%	--	0%	6%	17%	11%
N	0	18	2	1	15	0	0	0	2	1	15
TOTAL	25%	34%	34%	50%	33%	50%	--	21%	33%	50%	34%
N	4	61	12	3	50	1	0	3	11	3	47

Table 6: College of LSA (Natural Sciences) - Named Professorships by Gender and Race/Ethnicity, 2007-2008

	% Female	% Male	% A/AA	% URM	% White	Females			Males		
						% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	0%	3%	0%	11%	2%	0%	0%	0%	0%	13%	2%
N	0	4	0	1	3	0	0	0	0	1	3
Collegiate	12%	15%	14%	11%	15%	0%	0%	14%	17%	13%	15%
N	2	22	2	1	21	0	0	2	2	1	19
Endowed	18%	3%	7%	0%	4%	50%	0%	14%	0%	0%	3%
N	3	4	1	0	6	1	0	2	0	0	4
Thurnau (for teaching)	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	1%
N	0	1	0	0	1	0	0	0	0	0	1
TOTAL	29%	22%	21%	22%	22%	50%	0%	29%	17%	25%	22%
N	5	31	3	2	31	1	0	4	2	2	27

Table 7: Medical School (Basic Sciences) - Named Professorships by Gender and Race/Ethnicity, 2007-2008

	% Female	% Male	% A/AA	% URM	% White	Females			Males		
						% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	0%	0%	--	--	0%	0%	--	0%	0%	--	0%
N	0	0	0	0	0	0	0	0	0	0	0
Collegiate	6%	9%	0%	--	9%	0%	--	7%	0%	--	9%
N	1	4	0	0	5	0	0	1	0	0	4
Endowed	0%	4%	25%	--	2%	0%	--	0%	50%	--	2%
N	0	2	1	0	1	0	0	0	1	0	1
Thurnau (for teaching)	0%	2%	0%	--	2%	0%	--	0%	0%	--	2%
N	0	1	0	0	1	0	0	0	0	0	1
TOTAL	6%	15%	25%	--	12%	0%	--	7%	50%	--	14%
N	1	7	1	0	7	0	0	1	1	0	6

Table 8: Six Additional Schools (Scientists) - Named Professorships by Gender and Race/Ethnicity, 2007-2008

	% Female	% Male	% A/AA	% URM	% White	Females			Males		
						% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	0%	1%	13%	0%	0%	0%	0%	0%	14%	0%	0%
N	0	1	1	0	0	0	0	0	1	0	0
Collegiate	17%	12%	50%	0%	10%	100%	0%	13%	43%	0%	9%
N	3	9	4	0	8	1	0	2	3	0	6
Endowed	6%	4%	0%	0%	5%	0%	0%	7%	0%	0%	4%
N	1	3	0	0	4	0	0	1	0	0	3
Thurnau (for teaching)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
N	0	0	0	0	0	0	0	0	0	0	0
TOTAL	22%	17%	63%	0%	15%	100%	0%	20%	57%	0%	13%
N	4	13	5	0	12	1	0	3	4	0	9

*Calculated as a proportion of full professors (with greater than 0 FTE) within gender
Some Professors may hold more than one title, and thus are counted once in each category.

Table 9: Medical School (Clinical Departments) - Named Professorships by Gender and Race/Ethnicity, 2007-2008

	% Female	% Male	% A/AA	% URM	% White	Females			Males		
						% A/AA	% URM	% White	% A/AA	% URM	% White
Distinguished University Professor	2%	0%	0%	0%	1%	0%	0%	3%	0%	0%	0%
<i>N</i>	1	1	0	0	2	0	0	1	0	0	1
Collegiate	0%	5%	8%	0%	4%	0%	0%	0%	10%	0%	5%
<i>N</i>	0	15	2	0	13	0	0	0	2	0	13
Endowed	18%	23%	19%	29%	22%	17%	0%	21%	20%	45%	22%
<i>N</i>	9	65	5	5	64	1	0	8	4	5	56
Thurnau (for teaching)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<i>N</i>	0	1	0	0	1	0	0	0	0	0	1
TOTAL	20%	29%	27%	29%	27%	17%	0%	23%	30%	45%	28%
<i>N</i>	10	82	7	5	80	1	0	9	6	5	71

*Calculated as a proportion of full professors (with greater than 0 FTE) within gender
 Some Professors may hold more than one title, and thus are counted once in each category.

Table 10: College of Engineering - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2007-2008

						Females			Males		
	% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
N	0	0	0	0	0	0	0	0	0	0	0
Department	13%	16%	15%	8%	16%	17%	0%	12%	15%	8%	17%
N	4	37	8	1	32	1	0	3	7	1	29
TOTAL	13%	16%	15%	8%	16%	17%	0%	12%	15%	8%	17%
N	4	37	8	1	32	1	0	3	7	1	29

Table 11: College of LSA (Natural Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2007-2008

						Females			Males		
	% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College ¹	0%	3%	0%	8%	2%	0%	0%	0%	0%	11%	3%
N	0	5	0	1	4	0	0	0	0	1	4
Department	40%	42%	48%	58%	40%	33%	67%	38%	50%	56%	40%
N	12	76	12	7	69	1	2	9	11	5	60
TOTAL	40%	45%	48%	67%	42%	33%	67%	38%	50%	67%	43%
N	12	81	12	8	73	1	2	9	11	6	64

Table 12: Medical School (Basic Sciences) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2007-2008

						Females			Males		
	% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College	4%	4%	0%	0%	4%	0%	0%	5%	0%	--	4%
N	1	2	0	0	3	0	0	1	0	0	2
Department	48%	75%	57%	0%	68%	33%	0%	52%	75%	--	75%
N	12	42	4	0	50	1	0	11	3	0	39
TOTAL	52%	79%	57%	0%	73%	33%	0%	57%	75%	--	79%
N	13	44	4	0	53	1	0	12	3	0	41

Table 13: Six Additional Schools (Scientists) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2007-2008

						Females			Males		
	% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College	6%	9%	0%	8%	9%	0%	14%	4%	0%	0%	11%
N	2	10	0	1	11	0	1	1	0	0	10
Department	0%	3%	8%	0%	2%	0%	0%	0%	11%	0%	2%
N	0	3	1	0	2	0	0	0	1	0	2
TOTAL	6%	12%	8%	8%	11%	0%	14%	4%	11%	0%	13%
N	2	13	1	1	13	0	1	1	1	0	12

Table 14: Medical School (Clinical Departments) - Tenure/Promotion Committees by Gender and Race/Ethnicity, 2007-2008

						Females			Males		
	% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
College	1%	1%	2%	0%	1%	0%	0%	2%	3%	0%	1%
N	1	5	1	0	5	0	0	1	1	0	4
Department	19%	17%	10%	19%	18%	15%	18%	20%	8%	19%	17%
N	17	70	5	5	77	2	2	13	3	3	64
TOTAL	20%	18%	12%	19%	19%	15%	18%	21%	11%	19%	18%
N	18	75	6	5	82	2	2	14	4	3	68

*Calculated as a proportion of full and associate professors (greater than 0 FTE) within gender

Some Assoc/Profs serve on both college and department committees, and thus are counted once in each category.

¹Includes voting members of the college executive committee and associate deans who are in the ADVANCE database (as holding funded appointments in the natural sciences).

Table 15: College of Engineering - Administrative Positions by Gender and Race/Ethnicity, 2007-2008

							Females			Males		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
College		0%	3%	2%	0%	3%	0%	0%	0%	2%	0%	3%
	N	0	7	1	0	6	0	0	0	1	0	6
Department		13%	11%	10%	15%	11%	17%	0%	12%	9%	17%	11%
	N	4	25	5	2	22	1	0	3	4	2	19
TOTAL		13%	14%	12%	15%	14%	17%	0%	12%	11%	17%	14%
	N	4	32	6	2	28	1	0	3	5	2	25

Table 16: College of LSA (Natural Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2007-2008

							Females			Males		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		3%	1%	0%	8%	1%	0%	0%	4%	0%	11%	1%
	N	1	2	0	1	2	0	0	1	0	1	1
College		0%	2%	0%	8%	1%	0%	0%	0%	0%	11%	1%
	N	0	3	0	1	2	0	0	0	0	1	2
Department		17%	18%	12%	17%	18%	100%	33%	4%	9%	11%	19%
	N	5	32	3	2	32	3	1	1	2	1	29
TOTAL		20%	21%	12%	33%	21%	100%	33%	8%	9%	33%	21%
	N	6	37	3	4	36	3	1	2	2	3	32

Table 17: Medical School (Basic Sciences) - Administrative Positions by Gender and Race/Ethnicity, 2007-2008

							Females			Males		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		4%	2%	0%	0%	3%	0%	0%	5%	0%	--	2%
	N	1	1	0	0	2	0	0	1	0	0	1
College		8%	2%	0%	0%	4%	0%	0%	10%	0%	--	2%
	N	2	1	0	0	3	0	0	2	0	0	1
Department		8%	13%	0%	0%	12%	0%	0%	10%	0%	--	13%
	N	2	7	0	0	9	0	0	2	0	0	7
TOTAL		20%	16%	0%	0%	19%	0%	0%	24%	0%	--	17%
	N	5	9	0	0	14	0	0	5	0	0	9

Table 18: Six Additional Schools (Scientists) - Administrative Positions by Gender and Race/Ethnicity, 2007-2008

							Females			Males		
		% Female	% Male	% A/AA	% URM	% White	% A/AA	% URM	% White	% A/AA	% URM	% White
University		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	N	0	0	0	0	0	0	0	0	0	0	0
College		14%	6%	0%	8%	9%	0%	0%	19%	0%	17%	5%
	N	5	6	0	1	10	0	0	5	0	1	5
Department		8%	10%	17%	8%	9%	0%	14%	8%	22%	0%	10%
	N	3	11	2	1	11	0	1	2	2	0	9
TOTAL		22%	16%	17%	15%	18%	0%	14%	27%	22%	17%	15%
	N	8	17	2	2	21	0	1	7	2	1	14

*Calculated as a proportion of full and associate professors (greater than 0 FTE) within gender

Table 19: Medical School (Clinical Departments) - Administrative Positions by Gender and Race/Ethnicity, 2007-2008

							Females			Males		
		%	%	%	%	%	%	%	%	%	%	
		Female	Male	% A/AA	URM	White	% A/AA	URM	White	% A/AA	URM	White
University		1%	1%	0%	4%	1%	0%	9%	0%	0%	0%	1%
	<i>N</i>	1	4	0	1	4	0	1	0	0	0	4
College		2%	3%	0%	4%	3%	0%	0%	3%	0%	6%	3%
	<i>N</i>	2	12	0	1	13	0	0	2	0	1	11
Department		7%	9%	0%	0%	11%	0%	0%	9%	0%	0%	11%
	<i>N</i>	6	40	0	0	46	0	0	6	0	0	40
TOTAL		10%	13%	0%	7%	14%	0%	9%	12%	0%	6%	15%
	<i>N</i>	9	56	0	2	63	0	1	8	0	1	55

Note: Excludes clinical track faculty with administrative appointments.

*Calculated as a proportion of full and associate professors (greater than 0 FTE) within gender