

# Women and Men Faculty Yale University

A View of 2016-2017





Paula B. Kavathas

**WFF Chair (2013–2017)**

Professor, Laboratory Medicine and Immunobiology

Nancy L. Ruther

Associate Director and Lecturer, The MacMillan Center (retired)

# Table of Contents

## Table of Contents

### Recommendations

### Introduction

### Abbreviations

### Highlights of Findings

#### A. Yale Faculty, Current and Historical (pp. 9–17)

1. Total by Gender and School, 2016–2017
2. Women: Ladder and Non-Ladder **University-Wide** (2002–2017)
3. Ladder by Gender: Tenured vs. Term (2017)
4. Women by Department and Program by School
  - a. FAS Departments and Programs
  - b. Medicine and Public Health Departments
5. Trend in Term and Tenured Women
  - a. University Wide
  - b. School of Medicine
  - c. Faculty of Arts and Sciences
  - d. Other Professional Schools

#### B. Faculty Race, Ethnicity, and Gender (2012–2017) (pp. 18–23)

1. a. Trends in Teaching Faculty
  - b. Tables: Teaching Faculty
2. a. Trends in Tenured Ladder Faculty
  - b. Tables: Tenured Ladder Faculty
3. a. Trends in Term Ladder Faculty
  - b. Tables: Term Ladder Faculty

#### C. Women Faculty in Leadership (pp. 24–32)

1. Deans in All Schools over Thirty Years (1982–2017)
2. Department Chairs by School: FAS, MED, ENG, PH (2017)
3. 2017 Leadership
  - a. University Wide Leadership
  - b. Provost Office Leadership
  - c. Medical School Leadership
  - d. Faculty of Arts and Sciences Leadership
  - e. Major Centers and Institutes Leadership for MED and FAS
  - f. Heads of College
  - g. Medical School Section Chiefs

#### D. Women Faculty Special Recognition (pp. 33–35)

1. Named Professorships by School (2017)
2. Sterling Chairs by School (2017)
3. Trends in Sterling Chairs (2002–2017)

#### E. Women as Graduate Students and Post Doctoral Fellows (pp. 36–38)

1. Trends in Enrolled Graduate Students by School (2002–2017)
2. Trends in PhD Graduates by URM Group and Nationality (2006–2016)
3. Postdoctoral Appointees by URM Group (2017)

#### Appendix (pp. 39–41)

- A. List of Names for Table C.3.b and C.3.d
- B. YSM Organizational Chart with Names for Table C.3.c
- C. List of Names for Chairs at YSM and YSPH and Names for Table C.3.e

#### Acknowledgments (p. 42)

# Recommendations

Based on the findings in this report, the areas for prioritizing actions are the following:

1. Create plans with benchmarks to increase women faculty in departments and programs that currently have low numbers of women faculty.
2. Institute more effective efforts to attain faculty diversity through hiring and retention.
3. Correct leadership imbalances for heads of institutes and chairs at YSM.
4. Take serious steps to address the lack of gender parity in named professorships, especially Sterling Professors.
5. Reconsider the honor of a named professorship for faculty guilty of sexual misconduct or other serious violations of conduct\*.

\* Specific data are not in the report.

# Introduction

One of the core activities of the WFF is the production of *Women, Men, and Yale University: The View*, which is a report compiled every 5 years on the demographic data of men and women faculty at Yale. Reports dating back to 2002 can be found on our website: [wff.yale.edu](http://wff.yale.edu). The WFF collected information from the Office of Faculty Administrative Services, the Office of Institutional Research, and the Office for Postdoctoral Affairs. This data is a snapshot of the academic year 2016-2017. While achieving true gender equity has many dimensions, it is important to have a clear understanding of the composition of our faculty and how that has changed over time.

The findings of *The View from 2017* belong in the context of a series of structural changes at Yale University over the past five years that contribute to a widespread effort to foster gender equity and to recruit, retain, and support a more diverse faculty at Yale.

One of the most salient changes since the last report was the creation of the School of Engineering and Applied Science, and the School of Public Health. The School of Public Health had been a department of epidemiology and public health within the Yale Medical School (YSM). Engineering had been the Council of Engineering within the Faculty of Arts and Sciences (FAS). In addition, in July 2014, the university created a unified FAS structure with Professor Tamar Gendler as the inaugural dean.

Two new organizations were created among the faculty to increase their voices on campus. In 2015-2016 was the inaugural year of the FAS Senate. The 22 member elected Senate represents and is the voice of faculty from all ranks and divisions within FAS. In September 2015 the YSM Faculty Advisory Council (FAC) was established composed of representatives from each of the 28 departments to provide a forum to bring new ideas and concerns from a range of faculty to the Dean's office.

# Introduction (cont.)

In February 2014, a Diversity Summit Visiting Committee evaluated the state of diversity on the campus and submitted recommendations which were released to the community in the fall. These included a recommendation for a chief diversity officer. In response, the position of Deputy Provost for Faculty Development was renamed to include the word diversity and Professor Richard Bribiescas was appointed in January 2015. Given the size of the university, need was perceived for additional individuals whose job would focus on diversity. In 2016, Professor Kathryn Lofton was named the inaugural FAS Deputy Dean for Diversity and Faculty Development. In January 2017, YSM welcomed Dr. Darin A. Latimore as the YSM's inaugural Deputy Dean for Diversity.

## **Abbreviations used in this document**

ARC: School of Architecture

ART: School of Art

DIV: Yale Divinity School

DRA: Yale School of Drama

EEB: Ecology & Evolutionary Biology

ENG: Yale School of Engineering and Applied Science

FAS: Faculty of Arts and Sciences

FES: Yale School of Forestry and Environmental  
Studies

LAW: Yale Law School

SOM: Yale School of Management

YSM or MED: Yale School of Medicine

MUS: Yale School of Music

NELC: Near Eastern Languages & Civilizations

NUR: Yale School of Nursing

YSPH: Yale School of Public Health

# Highlights of Findings

## A. Yale Faculty, Current and Historical

- The proportion of women faculty in the two largest schools, YSM and FAS is 41% and 36% respectively. Some schools have >40% women (YSPH, Law, Divinity) whereas others have <30% (SOM, Engineering, Music).
- Over half of the departments and programs in FAS and YSM have at least 33% women on the faculty. However, those with <10% faculty are Applied Physics, EEB, Math, NELC, Urology, and Microbial Pathogenesis. Those with <20% are Physics, MB&B, Economics, Statistics, Chemistry, Surgery and Cell Biology.
- In YSPH all five departments have more than 33% women faculty whereas none do for ENG.
- The women faculty percentage has increased in last 16 years from 37% to 44% and tenured women from 17% to 27% university-wide.
- The proportion of women in non-ladder tracks (now called instructional and research tracks) ((50%) vs. ladder track (35%) university-wide has not changed in the last five years.

## B. Faculty by Race, Ethnicity, and Gender

- Within the categories of Asian, African-American, Latino/Hispanic, there is not a substantial change from 2012 to 2017 in both tenured and overall teaching faculty.

# Highlights of Findings (cont.)

## C. Women in Leadership

- Gender equality achieved in proportion of women Deans and Heads of College.
- Proportion of women Chairs in YSPH and FAS reflect composition of faculty whereas proportion of women chairs in YSM is low (11%) .
- Women in Administrative Leadership is 33-46%.
- Women leading centers or institutes is low (8%)

## D. Special Recognition

- The proportion of women with named professorships in Public Health (45%), Law (35%), and Divinity (31%) is much higher than named professors in Medicine (17%), FES (14%), Management (12%).
- Under-representation of women as Sterling professors (14%).

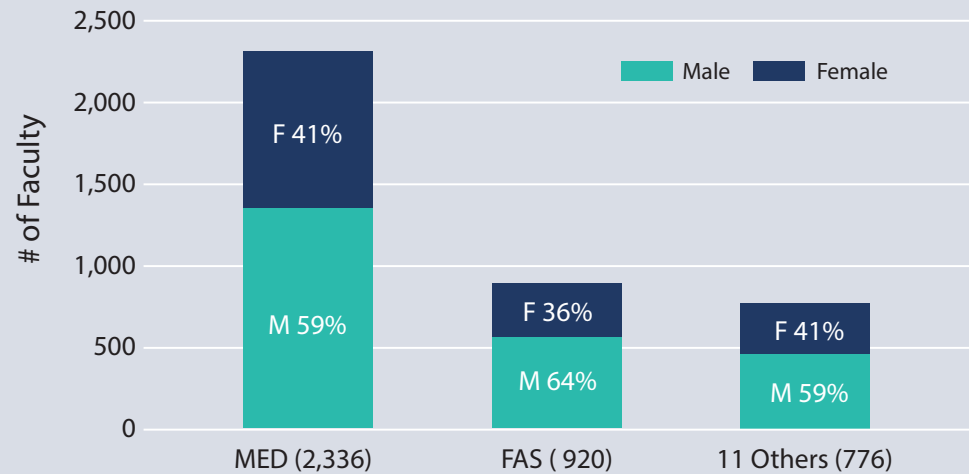
## E. Graduate Students and Postdoctoral Fellows

- Percent woman graduate students university-wide has been 44-48% since 2001-02.
- School of Management has increased the percent graduate woman from 27% (2001-02) to 40% today.
- Percent women postdoctoral fellows university-wide is 41%.

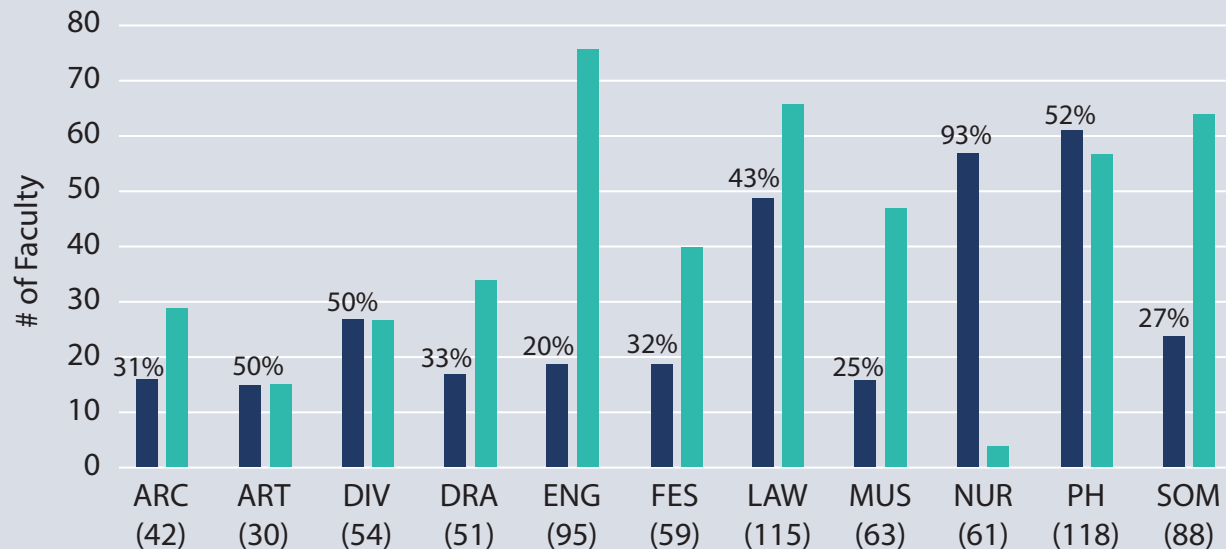


# A.1. Total Faculty by Gender and School

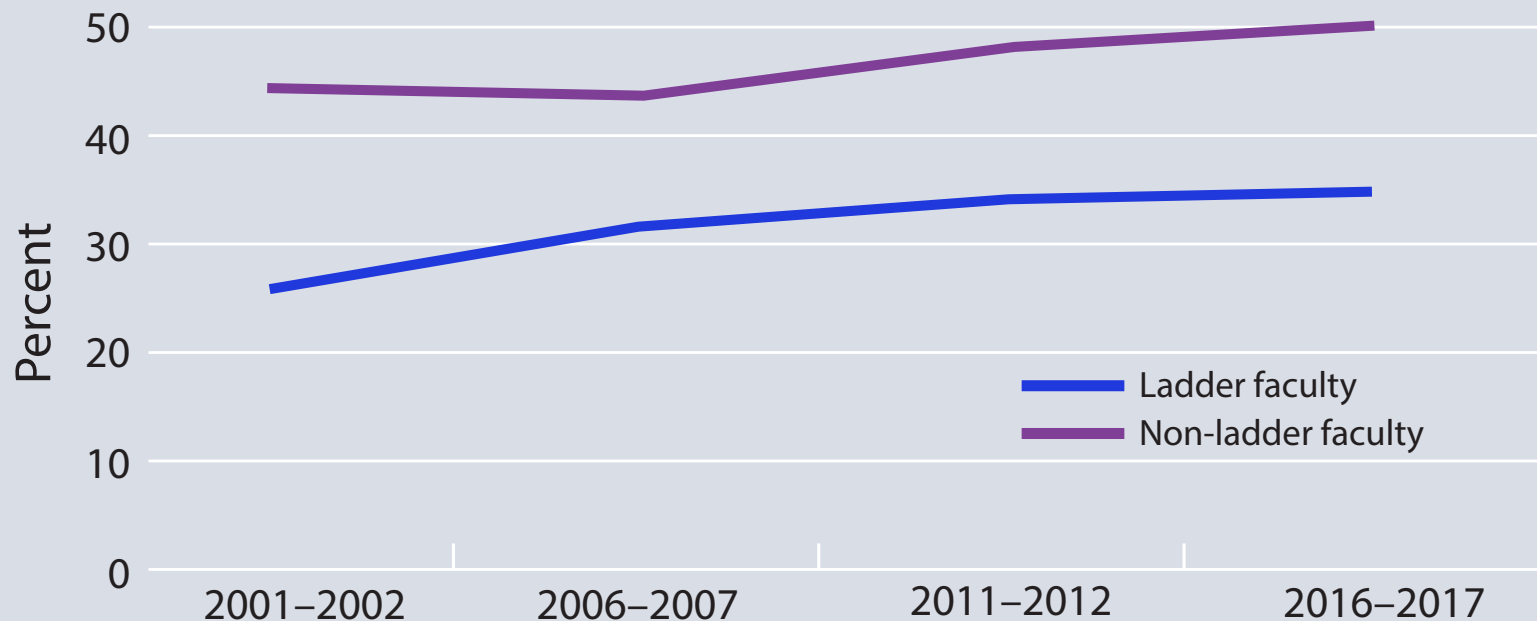
*Of 4032 faculty, 58% are in MED (YSM); 23% FAS; 19% in other schools; FTE>50%*



*Distribution of faculty in 11 professional schools*



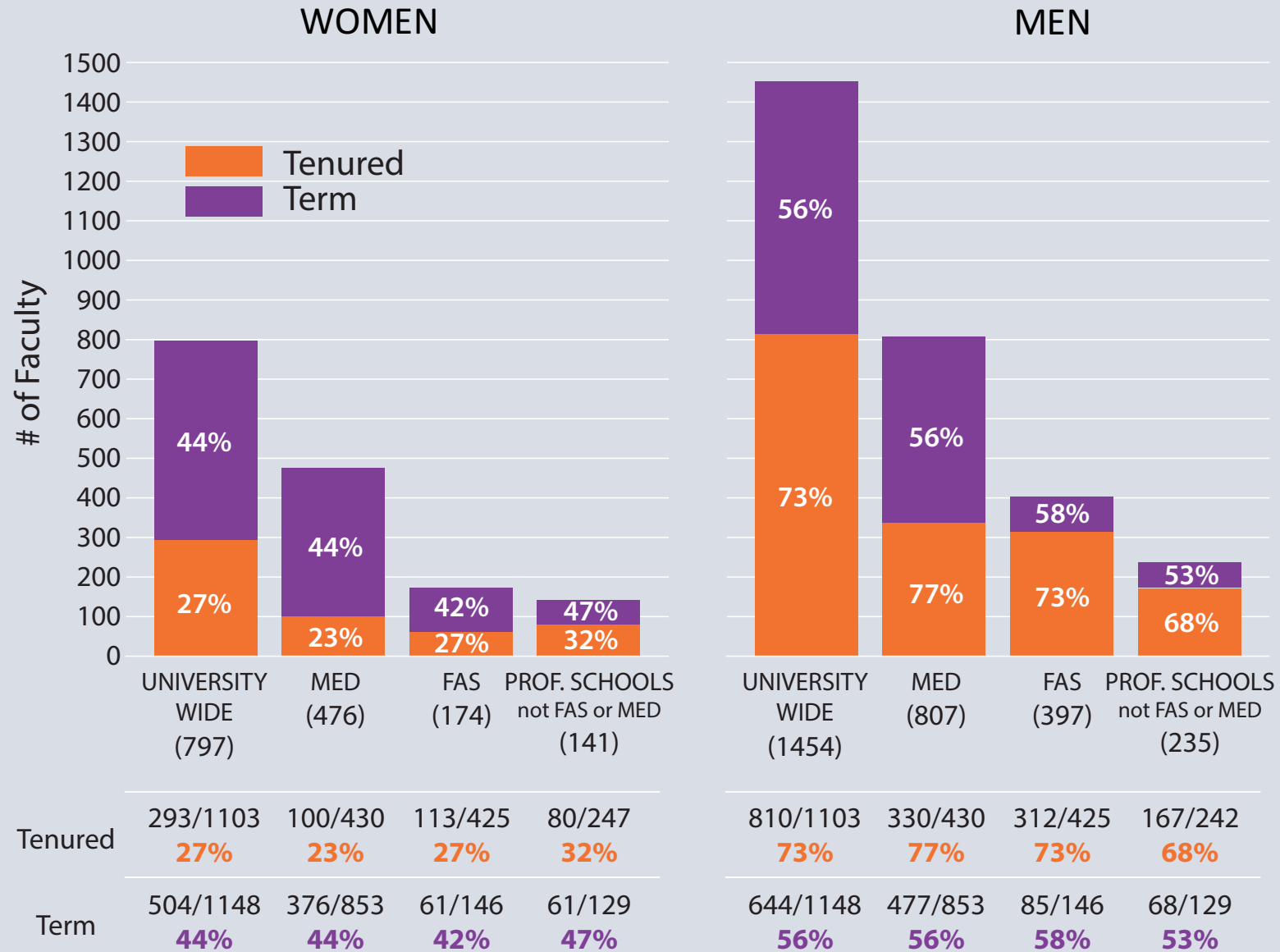
## A.2. Women Faculty, Ladder and Non-Ladder University-Wide (2001–2017)



|            |                        |                        |                        |                        |
|------------|------------------------|------------------------|------------------------|------------------------|
| Ladder     | 444/1646<br><b>26%</b> | 580/1872<br><b>31%</b> | 754/2187<br><b>34%</b> | 797/2251<br><b>35%</b> |
| Non-Ladder | 341/781<br><b>44%</b>  | 389/907<br><b>43%</b>  | 455/950<br><b>48%</b>  | 476/947<br><b>50%</b>  |

Non-ladder in 2016-17 included: Artist, Clinical, Critic, Instructor, and all ranks of Lecturer, Lector/Sr. Lector, Prof of Practice, Adjunct and Visiting Professor. Non-ladder faculty was renamed 7.2017 to be instructional faculty and research faculty

## A.3. Ladder Faculty by Gender, Tenured vs. Term (2016-2017)



### A.4.a. Faculty of Arts and Sciences

#### Departments & Programs (% Female)

(Ladder faculty by primary appointment)

| FAS Department or Program              | Total | % Female |  | FAS Department or Program           | Total | % Female |
|--|-------|----------|--|-------------------------------------|-------|----------|
| History of Art                         | 18    | 67       | 50–70 %                                | Geology and Geophysics              | 23    | 26       |
| Italian Language and Literature        | 3     | 67       |  | Sociology                           | 16    | 25       |
| Women’s, Gender, and Sexuality Studies | 3     | 67       |  | Music                               | 13    | 23       |
| Comparative Literature                 | 8     | 63       |  | Philosophy                          | 18    | 22       |
| American Studies                       | 13    | 62       |  | Physics                             | 29    | 17       |
| Spanish and Portuguese                 | 5     | 60       |  | Molecular Biophysics & Biochemistry | 25    | 16       |
| Slavic Languages and Literatures       | 6     | 50       |  | Economics                           | 44    | 16       |
| East Asian Languages and Literatures   | 7     | 43       | Statistics                             | 7                                   | 14    |          |
| English                                | 35    | 43       | Chemistry                              | 25                                  | 12    |          |
| Psychology                             | 27    | 41       | Applied Physics                        | 11                                  | 9     |          |
| African American Studies               | 5     | 40       | Ecology and Evolutionary Biology       | 12                                  | 8     |          |
| Classics                               | 10    | 40       | Mathematics                            | 12                                  | 8     |          |
| German                                 | 5     | 40       | Near Eastern Languages & Civilizations | 6                                   | 0     |          |
| Linguistics                            | 8     | 38       |  |                                     |       |          |
| Religious Studies                      | 16    | 38       |  |                                     |       |          |
| Political Science                      | 36    | 36       |  |                                     |       |          |
| Anthropology                           | 23    | 35       |  |                                     |       |          |
| History                                | 46    | 35       |  |                                     |       |          |
| Astronomy                              | 12    | 33       |  |                                     |       |          |
| Molecular, Cellular & Dev. Biology     | 28    | 32       |  |                                     |       |          |
| French                                 | 10    | 30       |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       |          |
|  |       |          |  |                                     |       | </       |

## A.4.b. Faculty of Medicine and Public Health

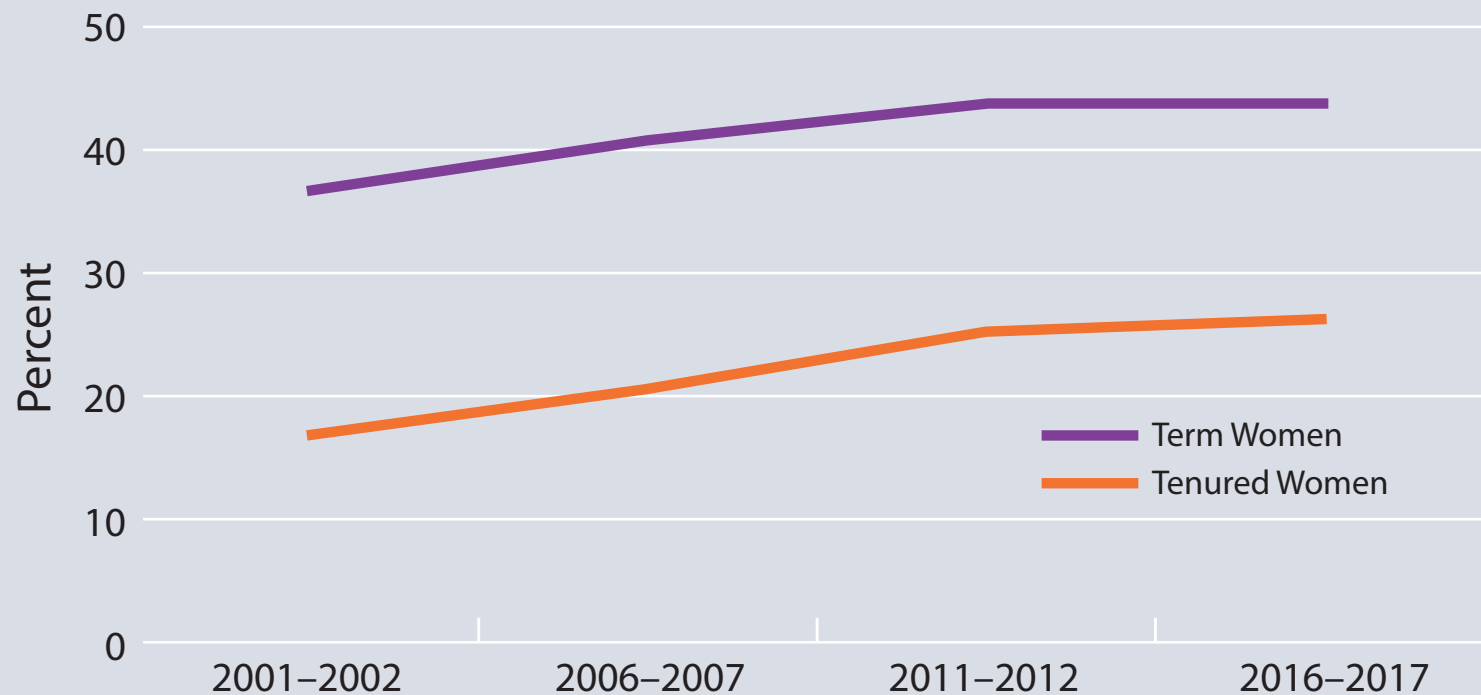
### Departments (% Female)

(Ladder faculty by primary appointment)

| YSM Departments                           | Total | % Female |         | YSPH Departments                   | Total | % Female |
|---|-------|----------|---------|------------------------------------|-------|----------|
| Obstetrics, Gynec & Reproductive Services | 48    | 65       | 50-70 % | Chronic Disease Epidemiology       | 31    | 71       |
| History of Medicine                       | 4     | 50       |         | Environmental Health Sciences      | 10    | 60       |
| Pediatrics                                | 114   | 47       |         | Health Policy and Management       | 17    | 53       |
| Psychiatry                                | 137   | 46       |         | Biostatistics                      | 32    | 41       |
| Ophthalmology and Visual Science          | 16    | 44       | 30-49 % | Epidemiology of Microbial Diseases | 28    | 39       |
| Internal Medicine                         | 303   | 40       |         |                                    |       |          |
| Anesthesiology                            | 88    | 40       |         |                                    |       |          |
| Pathology                                 | 48    | 40       |         |                                    |       |          |
| Emergency Medicine (Dept.)                | 39    | 38       |         |                                    |       |          |
| Dermatology                               | 21    | 38       |         |                                    |       |          |
| Genetics                                  | 24    | 38       |         |                                    |       |          |
| Laboratory Medicine                       | 16    | 38       |         |                                    |       |          |
| Child Study Center                        | 30    | 37       |         |                                    |       |          |
| Orthopaedics and Rehabilitation           | 28    | 32       |         |                                    |       |          |
| Therapeutic Radiology                     | 22    | 32       |         |                                    |       |          |
| Cellular and Molecular Physiology         | 17    | 29       | 10-29 % |                                    |       |          |
| Neurology (Dept.)                         | 51    | 27       |         |                                    |       |          |
| Comparative Medicine                      | 15    | 27       |         |                                    |       |          |
| Radiology and Biomedical Imaging (MMRC)   | 81    | 26       |         |                                    |       |          |
| Immunobiology                             | 17    | 24       |         |                                    |       |          |
| Neurosurgery                              | 22    | 23       |         |                                    |       |          |
| Neuroscience                              | 14    | 21       |         |                                    |       |          |
| Pharmacology                              | 19    | 21       |         |                                    |       |          |
| Surgery                                   | 69    | 19       |         |                                    |       |          |
| Cell Biology                              | 22    | 18       |         |                                    |       |          |
| Urology                                   | 11    | 9        | 0-9 %   |                                    |       |          |
| Microbial Pathogenesis                    | 6     | 0        |         |                                    |       |          |

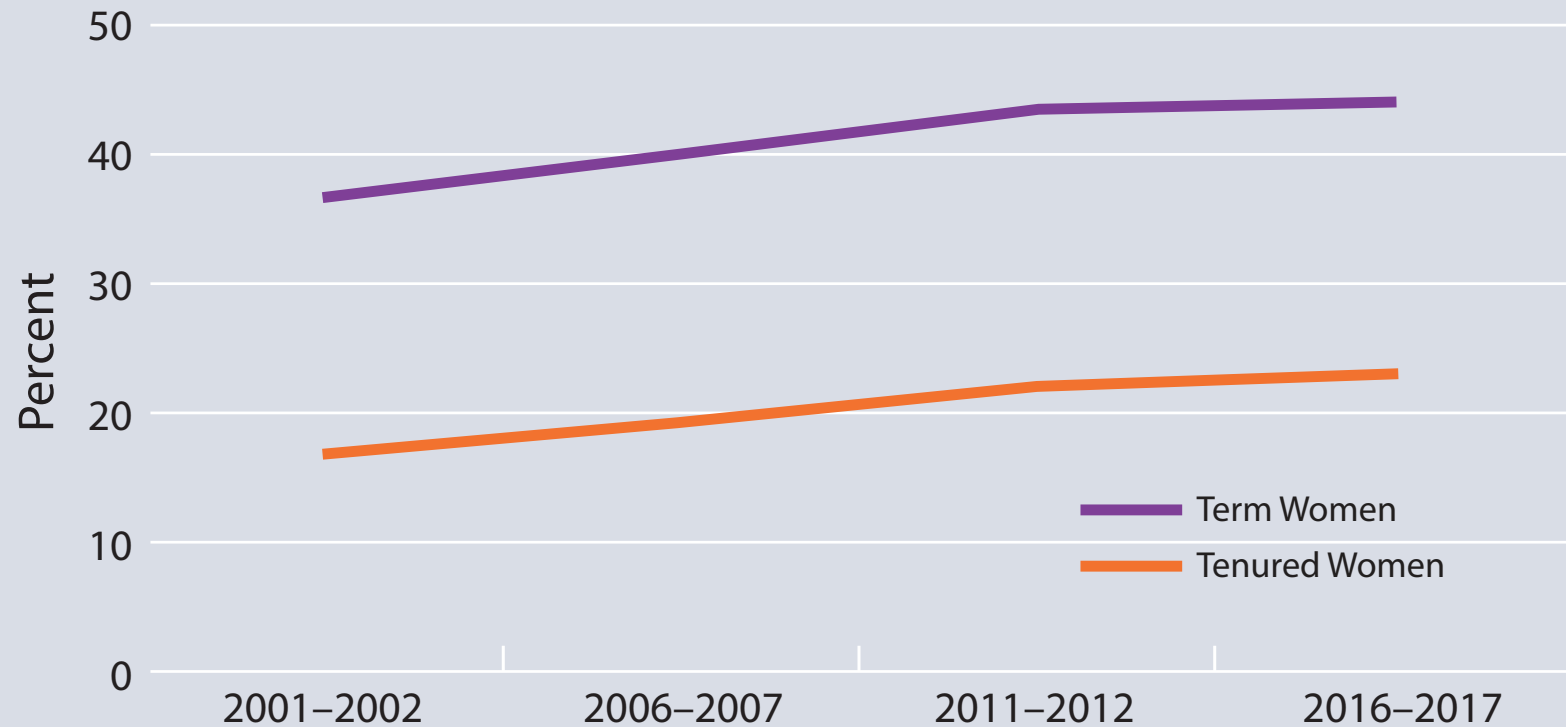
\*YSM Includes faculty in the traditional, clinician educator, clinician scholar, and investigator tracks

## A.5.a. Trend in Term and Tenured Women Faculty, University-Wide (2002–2017)



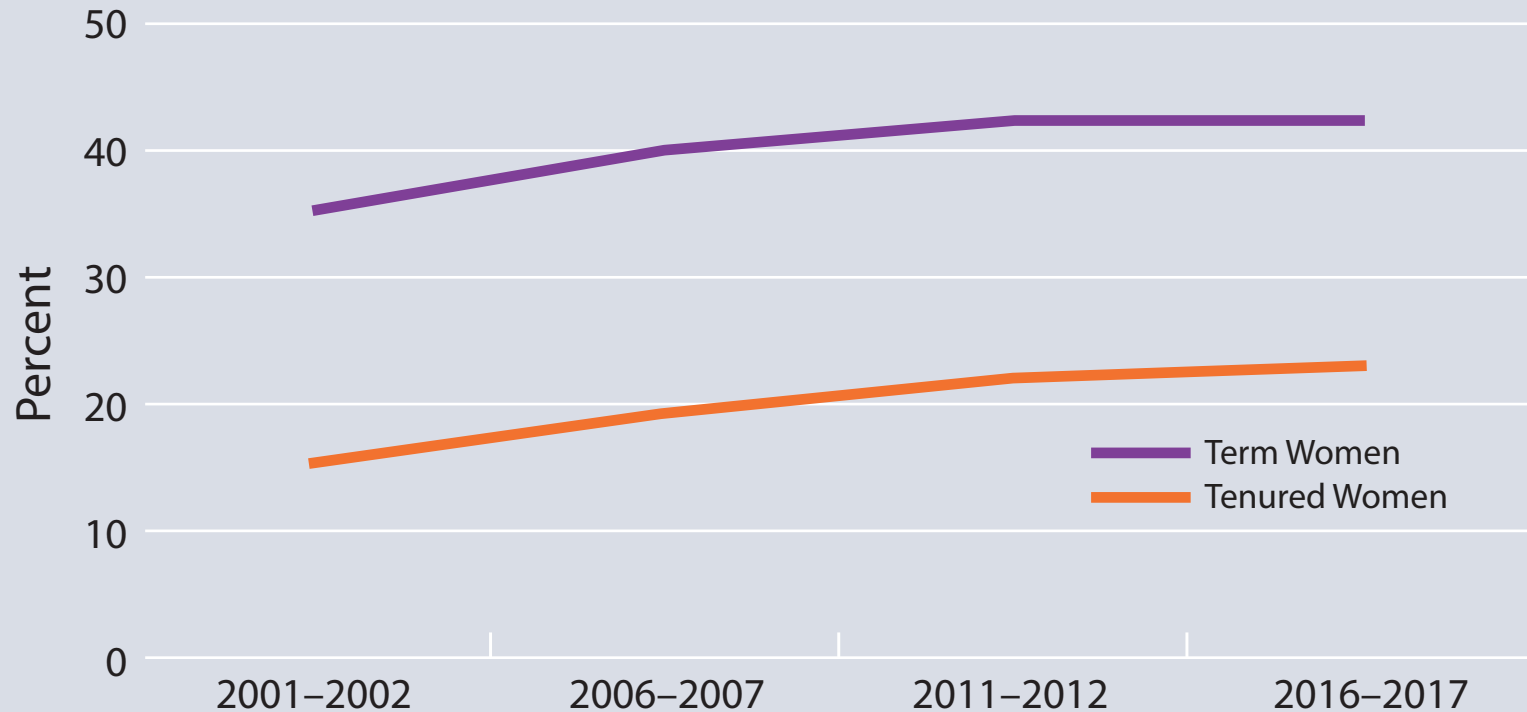
|              |                        |                        |                        |                        |
|--------------|------------------------|------------------------|------------------------|------------------------|
| Term         | 300/810<br><b>37%</b>  | 393/966<br><b>41%</b>  | 510/1171<br><b>44%</b> | 504/1148<br><b>44%</b> |
| Tenured      | 144/836<br><b>17%</b>  | 187/906<br><b>21%</b>  | 244/1016<br><b>24%</b> | 293/1103<br><b>27%</b> |
| Total Ladder | 444/1646<br><b>26%</b> | 580/1872<br><b>31%</b> | 754/2187<br><b>34%</b> | 797/2251<br><b>35%</b> |

## A.5.b. Trend in Term and Tenured Women Faculty, School of Medicine (2002–2017)



|         |                |                |                |                |
|---------|----------------|----------------|----------------|----------------|
| Term    | 183/504<br>36% | 262/649<br>40% | 327/762<br>43% | 376/853<br>44% |
| Tenured | 60/363<br>17%  | 74/381<br>19%  | 94/421<br>22%  | 100/430<br>23% |

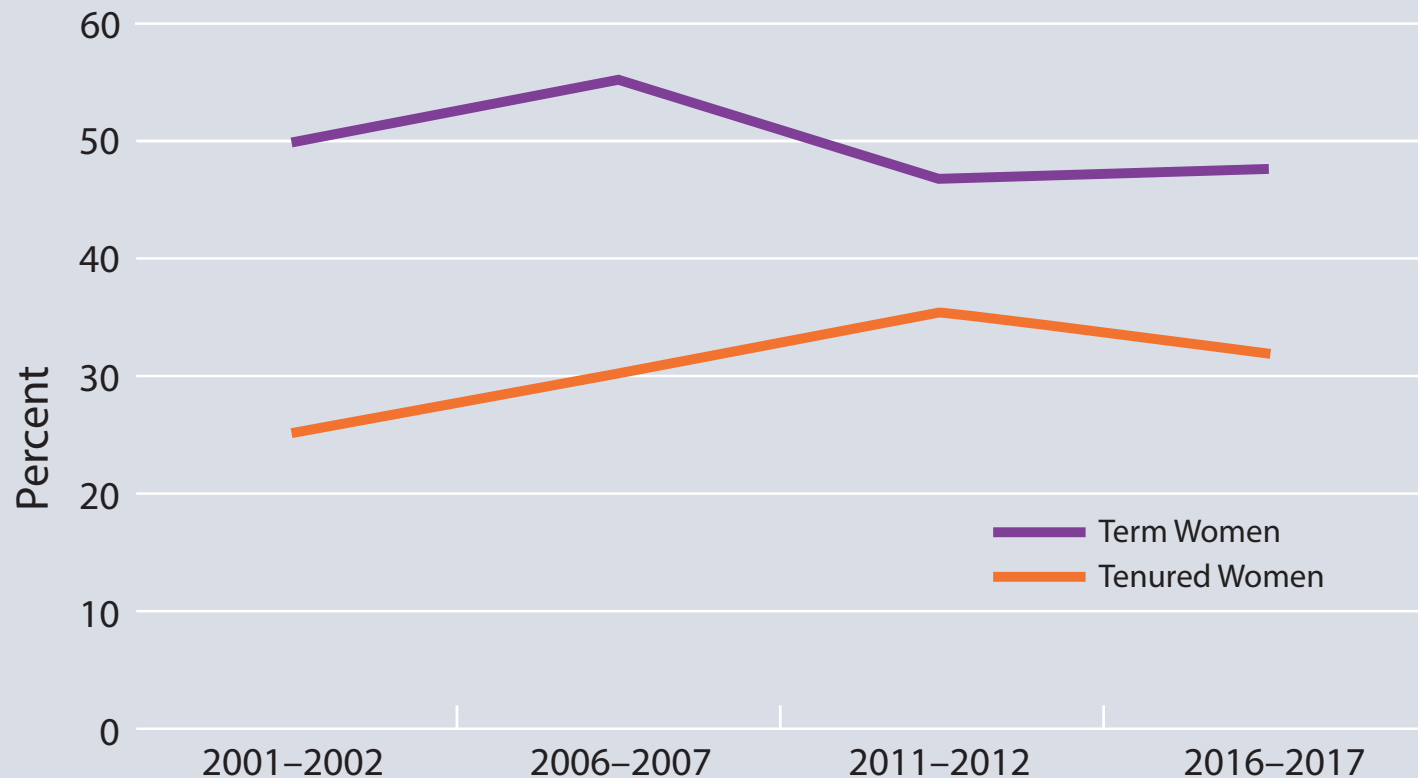
## A.5.c. Trend in Term and Tenured Women Faculty, FAS (2002–2017)



|         |               |               |               |                |
|---------|---------------|---------------|---------------|----------------|
| Term    | 84/240<br>35% | 89/240<br>37% | 98/227<br>42% | 61/146<br>42%  |
| Tenured | 54/354<br>15% | 72/389<br>19% | 99/445<br>22% | 113/425<br>27% |

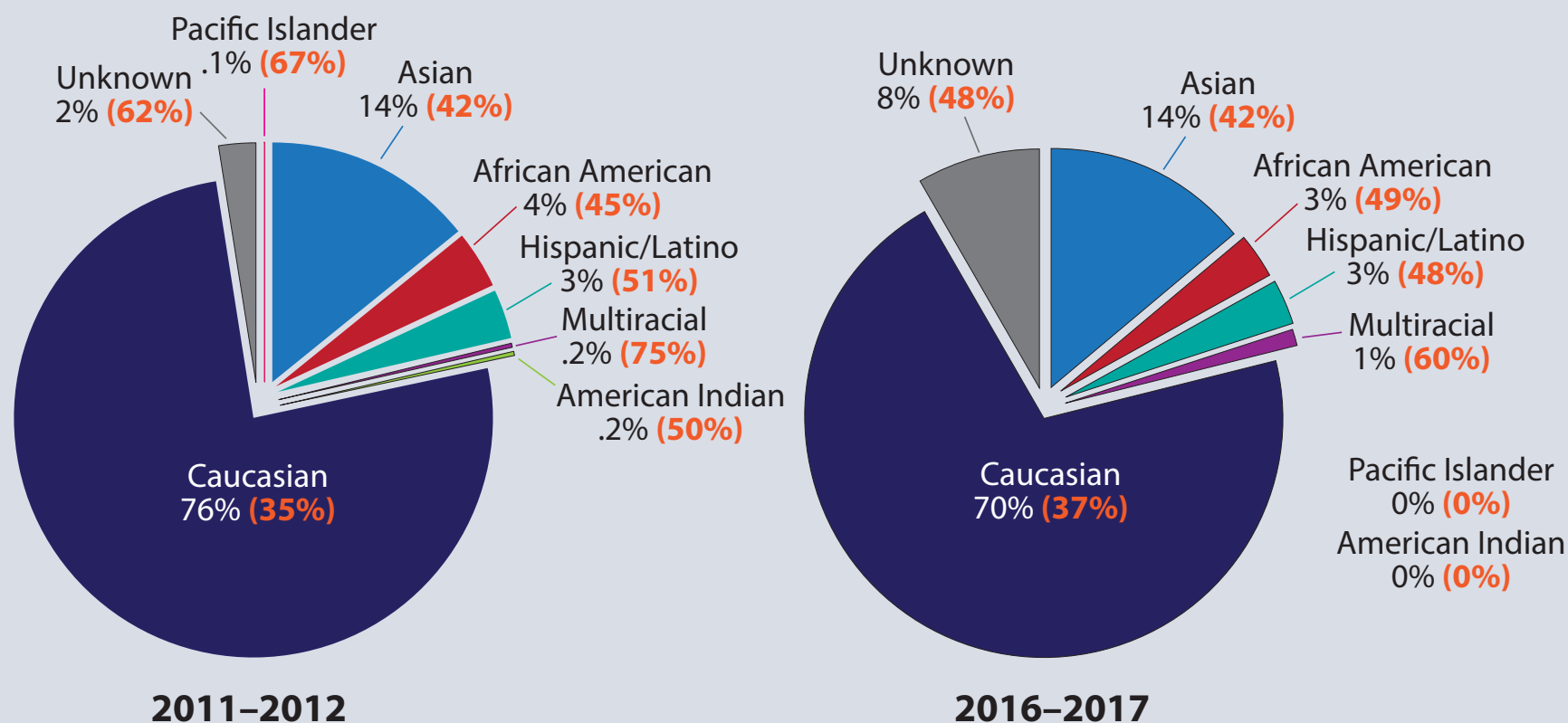


## A.5.d. Trend in Term and Tenured Women Faculty, Other Professional Schools (2002–2017)



|         |               |               |               |               |
|---------|---------------|---------------|---------------|---------------|
| Term    | 33/66<br>50%  | 42/77<br>55%  | 36/79<br>46%  | 61/129<br>47% |
| Tenured | 31/122<br>25% | 41/136<br>30% | 48/137<br>35% | 80/247<br>32% |

## B.1.a. Trends in Teaching Faculty by Race, Ethnicity, Gender % Female of Each Group (2012 vs. 2017)



\*Teaching Faculty includes all ladder and non-ladder ranks with appointments  $\geq 0.5$  FTE; does not include research appointments. Nomenclature as in data source.

## B.1.b. Tables of Trends in Teaching Faculty by Race, Ethnicity, Gender, % Female (2012 vs. 2017)

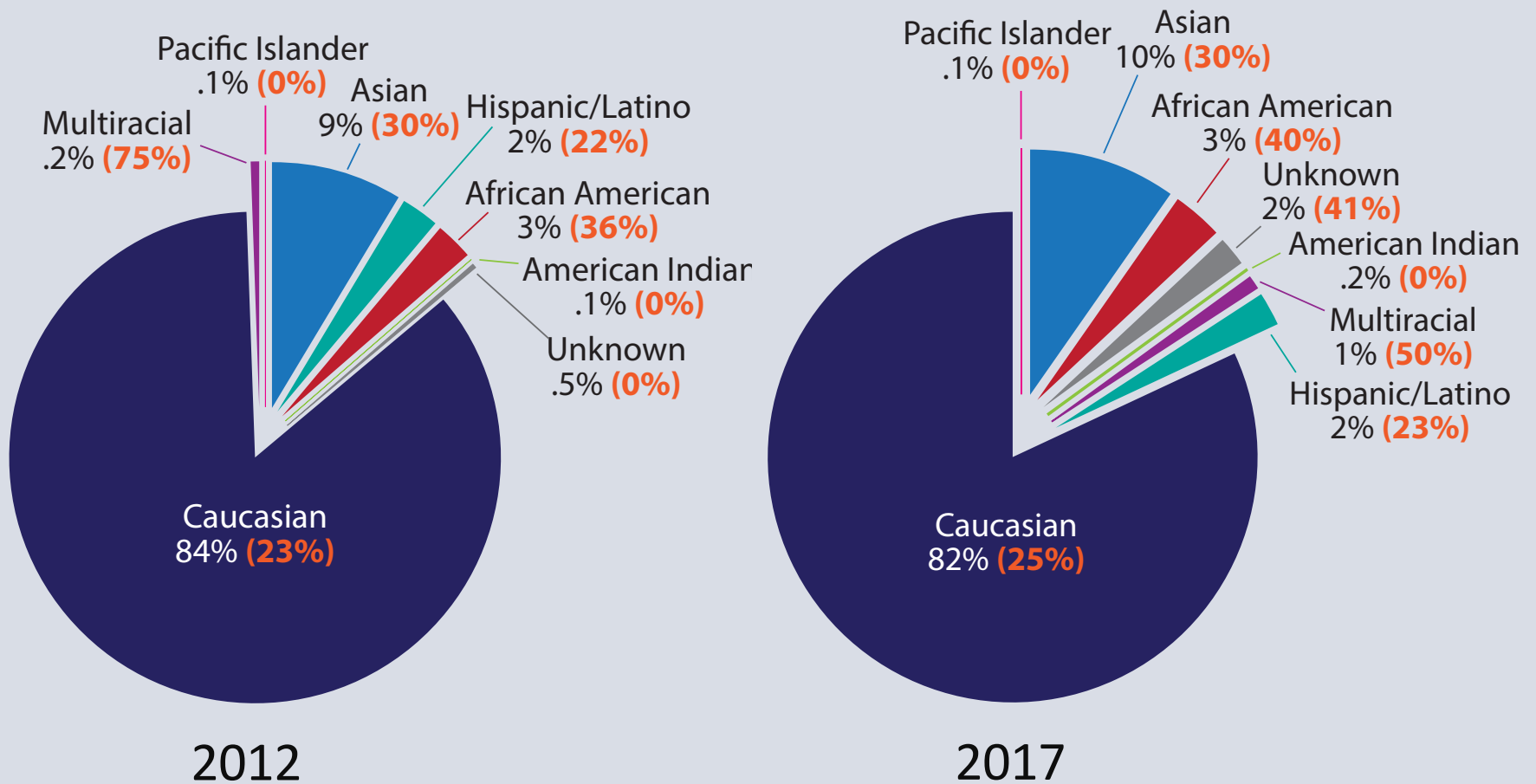
2012

| URM Group                                    | Female     | Male        | Total       | % URM         | % Female     |
|--|------------|-------------|-------------|---------------|--------------|
| Caucasian                                    | 631        | 1184        | 1815        | 75.8%         | 34.8%        |
| Blank/Unknown                                | 36         | 22          | 58          | 2.4%          | 62.1%        |
| Native Hawaiian or<br>Other Pacific Islander | 2          | 1           | 3           | 0.1%          | 66.7%        |
| Asian  | 141        | 199         | 340         | 14.2%         | 41.5%        |
| Black or<br>African American                 | 40         | 49          | 89          | 3.7%          | 44.9%        |
| Hispanic or Latino                           | 41         | 40          | 81          | 3.4%          | 50.6%        |
| Multiracial                                  | 3          | 1           | 4           | 0.2%          | 75.0%        |
| American Indian or<br>Alaskan Native         | 2          | 2           | 4           | 0.2%          | 50.0%        |
| <b>Total</b>                                 | <b>896</b> | <b>1498</b> | <b>2394</b> | <b>100.0%</b> | <b>37.4%</b> |

2017

| Female      | Male        | Total       | % URM       | % Female   |
|-------------|-------------|-------------|-------------|------------|
| 837         | 1409        | 2246        | 70%         | 37%        |
| 123         | 134         | 257         | 8%          | 48%        |
| 3           | 3           | 6           | 0%          | 50%        |
| 186         | 254         | 440         | 14%         | 42%        |
| 53          | 56          | 109         | 3%          | 49%        |
| 46          | 49          | 95          | 3%          | 48%        |
| 25          | 17          | 42          | 1%          | 60%        |
| 0           | 3           | 3           | 0%          | 0%         |
| <b>1273</b> | <b>1925</b> | <b>3198</b> | <b>100%</b> | <b>40%</b> |

## B.2.a. Trends in Tenured Ladder Faculty by Race, Ethnicity, Gender, % Female (2012 vs. 2017)



## B.2.b. Tables of Trends in Tenured Ladder Faculty by Race, Ethnicity, Gender, % Female (2012 vs. 2017)

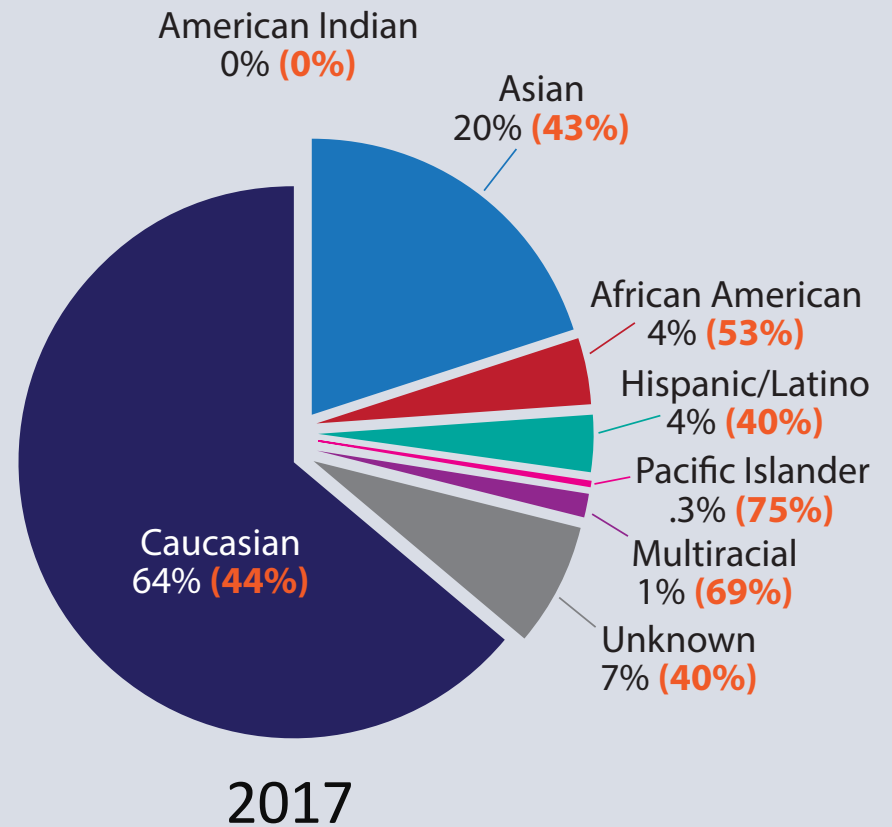
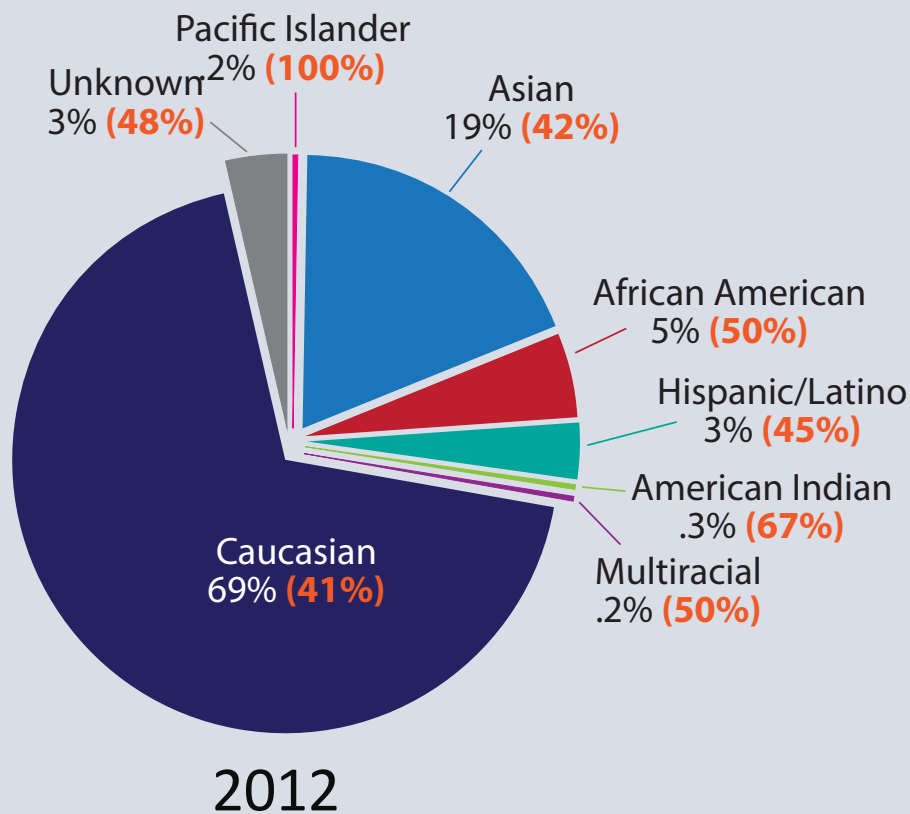
2012

| Ladder/Tenured                            | Female     | Male       | Tenured    | % Tenured     | % Female   |
|---|------------|------------|------------|---------------|------------|
| Caucasian                                 | 190        | 624        | 814        | 85.4%         | 23%        |
| Blank/Unknown                             | 0          | 5          | 5          | 0.5%          | 0%         |
| Native Hawaiian or Other Pacific Islander | 0          | 1          | 1          | 0.1%          | 0%         |
| Asian                                     | 24         | 58         | 82         | 8.6%          | 29%        |
| Black or African American                 | 9          | 16         | 25         | 2.6%          | 36%        |
| Hispanic or Latino                        | 5          | 18         | 23         | 2.4%          | 22%        |
| Multiracial                               | 2          | 0          | 2          | 0.2%          | 100%       |
| American Indian or Alaska Native          |            | 1          | 1          | 0.1%          | 0%         |
| <b>Tenured sub-total</b>                  | <b>230</b> | <b>723</b> | <b>953</b> | <b>100.0%</b> | <b>24%</b> |

2017

| Female     | Male       | Total       | % URM         | % Female     |
|------------|------------|-------------|---------------|--------------|
| 228        | 676        | 904         | 82.0%         | 25.2%        |
| 9          | 13         | 22          | 2.0%          | 40.9%        |
| 0          | 1          | 1           | 0.1%          | 0.0%         |
| 32         | 75         | 107         | 9.7%          | 29.9%        |
| 14         | 21         | 35          | 3.2%          | 40.0%        |
| 5          | 17         | 22          | 2.0%          | 22.7%        |
| 5          | 5          | 10          | 0.9%          | 50.0%        |
| 0          | 2          | 2           | 0.2%          | 0.0%         |
| <b>293</b> | <b>810</b> | <b>1103</b> | <b>100.0%</b> | <b>26.6%</b> |

### B.3.a. Trends in Term Ladder Faculty by Race, Ethnicity, Gender % Female



## B.3.b. Tables of Trends in Term Ladder Faculty by Race, Ethnicity, Gender, % Female (2012 vs. 2017)

2012

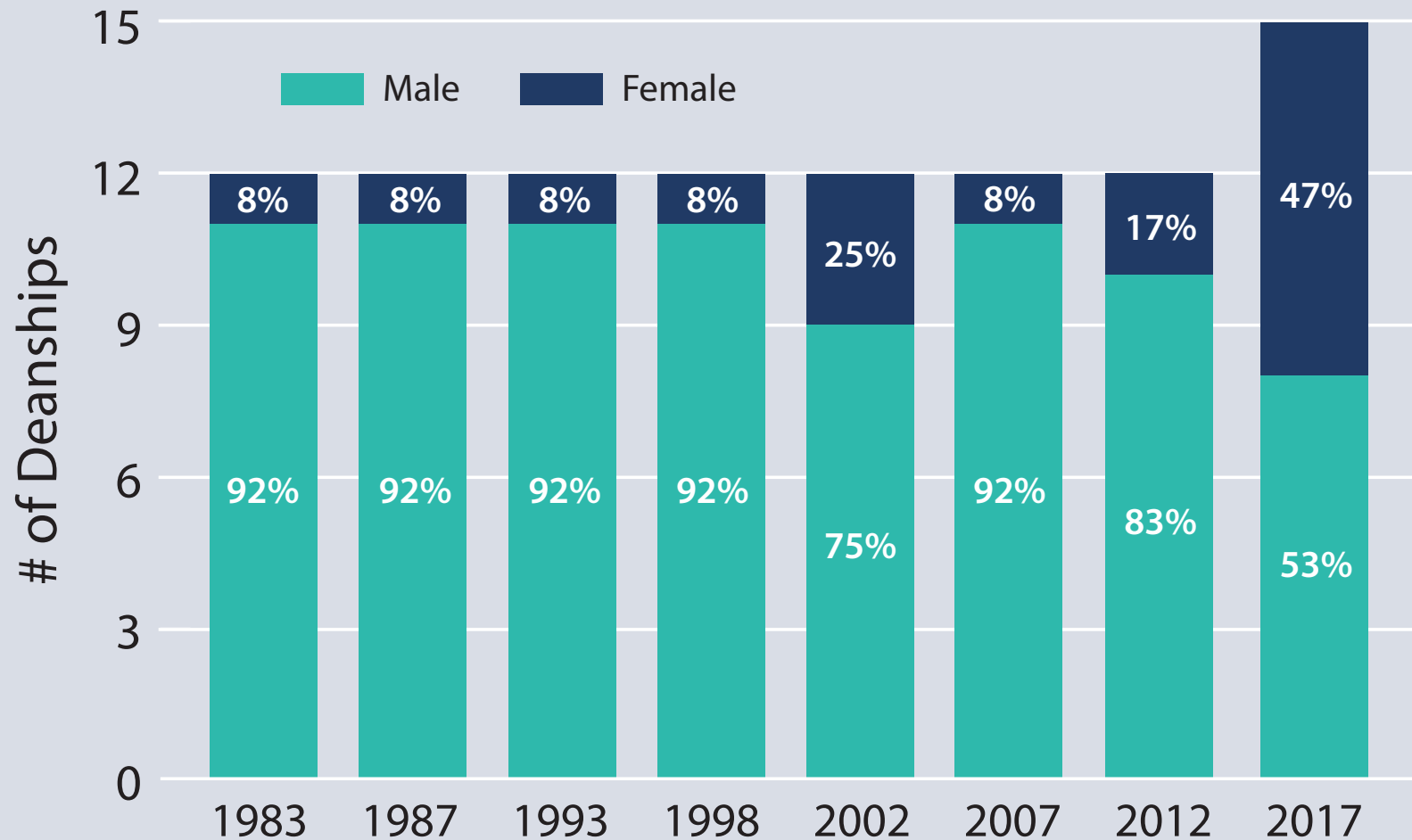
| Ladder/Term                               | Female     | Male       | Term       | % Term        | % Female   |
|---|------------|------------|------------|---------------|------------|
| Caucasian                                 | 274        | 398        | 672        | 68.8%         | 41%        |
| Blank/Unknown                             | 16         | 17         | 33         | 3.4%          | 48%        |
| Native Hawaiian or Other Pacific Islander | 2          | 0          | 2          | 0.2%          | 100%       |
| Asian                                     | 76         | 106        | 182        | 18.6%         | 42%        |
| Black or African American                 | 25         | 25         | 50         | 5.1%          | 50%        |
| Hispanic or Latino                        | 15         | 18         | 33         | 3.4%          | 45%        |
| Multiracial                               | 1          | 1          | 2          | 0.2%          | 50%        |
| American Indian or Alaska Native          | 2          | 1          | 3          | 0.3%          | 67%        |
| <b>Term sub-total</b>                     | <b>411</b> | <b>566</b> | <b>977</b> | <b>100.0%</b> | <b>42%</b> |

2017

| Female     | Male       | Total       | % URM         | % Female     |
|------------|------------|-------------|---------------|--------------|
| 320        | 412        | 732         | 63.8%         | 43.7%        |
| 32         | 49         | 81          | 7.1%          | 39.5%        |
| 3          | 1          | 4           | 0.3%          | 75.0%        |
| 98         | 132        | 230         | 20.0%         | 42.6%        |
| 24         | 21         | 45          | 3.9%          | 53.3%        |
| 16         | 24         | 40          | 3.5%          | 40.0%        |
| 11         | 5          | 16          | 1.4%          | 68.8%        |
| 0          | 0          | 0           | 0.0%          | 0.0%         |
| <b>504</b> | <b>644</b> | <b>1148</b> | <b>100.0%</b> | <b>43.9%</b> |

## C.1. Deans by Gender in All Schools over 30 Years

*12 schools 1983–2017; 15 in 2017 with Faculty of Arts & Sciences,  
School of Public Health, School of Engineering*





## C.2. Department Chairs by School and Gender (2016-2017)

| School                  | Female    | Male      | Total     | % Female   |
|-------------------------|-----------|-----------|-----------|------------|
| Public Health           | 2         | 3         | 5         | 40%        |
| Faculty Arts & Sciences | 13        | 26        | 39        | 33%        |
| Engineering             | 1         | 4         | 5         | 20%        |
| Medicine*               | 3         | 24        | 27        | 11%        |
| <b>Total</b>            | <b>18</b> | <b>56</b> | <b>76</b> | <b>24%</b> |

\*MB&B department is listed in YSM and FAS. For the purpose of this report, it is counted in FAS.

## C.3.a University Wide Leadership by Gender (2016-2017)

| Leadership                    | Female    | Male      | Total     | % Female   |
|-------------------------------|-----------|-----------|-----------|------------|
| Provost                       | 6         | 7         | 13        | 46%        |
| Medical School                | 5         | 10        | 15        | 33%        |
| Faculty of Arts & Sciences    | 5         | 6         | 11        | 45%        |
| Institutes & Centers          | 1         | 11        | 12        | 8%         |
| Heads of College              | 7         | 7         | 14        | 50%        |
| Medical School Section Chiefs | 6         | 25        | 31        | 19%        |
| <b>Total</b>                  | <b>30</b> | <b>66</b> | <b>96</b> | <b>31%</b> |

## C.3.b. Provost Office Leadership by Gender (2016-2017)

| Role   | Female   | Male     | Total     | % Female   |
|--|----------|----------|-----------|------------|
| <b>Total</b>   | <b>6</b> | <b>7</b> | <b>13</b> | <b>46%</b> |
| Provost  |          | 1        |           |            |
| Deputy Provost   | 1        |          |           |            |
| Deputy Provost, Faculty Dev & Diversity                |          | 1        |           |            |
| Assoc Provost & Chief of Staff                         | 1        |          |           |            |
| Deputy Provost, Academic Resources                     |          | 1        |           |            |
| Assoc Provost Acad Resource, Fac Devel                 | 1        |          |           |            |
| Deputy Provost, Health Affairs & Academic Integrity    | 1        |          |           |            |
| Associate Provost, Health Affairs                      | 1        |          |           |            |
| Deputy Provost, Research                               |          | 1        |           |            |
| Associate Provost, Research                            |          | 1        |           |            |
| Assistant Provost for Research                         |          | 1        |           |            |
| Univ Librarian; Dep Prov, Collections & Scholarly Comm | 1        |          |           |            |
| Deputy Provost, Teaching and Learning                  |          | 1        |           |            |

## C.3.c. Medical School Leadership by Gender (2017-2018)

| Role  | Female   | Male      | Total     | % Female   |
|---|----------|-----------|-----------|------------|
| <b>Total</b>  | <b>4</b> | <b>10</b> | <b>14</b> | <b>28%</b> |
| Dean  |          | 1         |           |            |
| Chief of Staff  |          | 1         |           |            |
| Special Advisor to Dean   |          | 1         |           |            |
| AssocVP University Devel; Director of MED<br>Devel & Alum Affairs |          | 1         |           |            |
| Director, MD-PhD Program  | 1        |           |           |            |
| Associate Dean of Communications, CCO                             | 1        |           |           |            |
| Assoc Dean-Veterans Affairs                                       |          | 1         |           |            |
| Deputy Deans  |          |           |           |            |
| Faculty Affairs   | 1        |           |           |            |
| Scientific Affairs (Clinical Depts)                               |          | 1         |           |            |
| Scientific Affairs (Basic Sci Depts)                              |          | 1         |           |            |
| Diversity   |          | 1         |           |            |
| Education   |          | 1         |           |            |
| Clinical Affairs & CEO Yale Medicine                              |          | 1         |           |            |
| Finance & Admin   | 1        |           |           |            |

## C.3.d. Faculty of Arts & Sciences Leadership by Gender (2016-2017)

| Role   | Female   | Male     | total     | % Female   |
|--|----------|----------|-----------|------------|
| <b>Total</b>   | <b>5</b> | <b>6</b> | <b>11</b> | <b>45%</b> |
| Dean   | 1        |          |           |            |
| Chief of Staff   | 1        |          |           |            |
| Dean of Humanities   | 1        |          |           |            |
| Dean of Social Sciences                                      |          | 1        |           |            |
| Chair, Physical Sciences & Engineering<br>Advisory Committee |          | 1        |           |            |
| Biological Sciences Divisions                                |          | 1        |           |            |
| Dean, Faculty Affairs; Dep Provost                           | 1        |          |           |            |
| Assoc Dean of FAS  |          | 1        |           |            |
| Sr. Assoc Dean of FAS  |          | 1        |           |            |
| Dean, Academic Affairs                                       |          | 1        |           |            |
| Dep Dean Diversity & Fac Develop                             | 1        |          |           |            |

## C.3.e. Major Institutes and Centers' Leadership by Gender (2016-2017)

| School | Center/Institute                      | Female   | Male      | Total     | % Female  |
|--------|---------------------------------------|----------|-----------|-----------|-----------|
|        | <b>Total</b>                          | <b>1</b> | <b>11</b> | <b>12</b> | <b>8%</b> |
| MED*   | Musculoskeletal                       | 1        |           |           |           |
|        | Cellular Neuroscience...              |          | 2         |           |           |
|        | Human Translational Immunology        |          | 1         |           |           |
|        | Vascular Biology                      |          | 1         |           |           |
|        | Clinical Investigation                |          | 1         |           |           |
|        | Stem Cell Center                      |          | 1         |           |           |
|        | Cancer Center                         |          | 1         |           |           |
| FAS*   | Macmillan Center Intl & Area Studies  |          | 1         |           |           |
|        | Inst for Social and Policy Studies    |          | 1         |           |           |
|        | Whitney Humanities Center             |          | 1         |           |           |
|        | Yale Institute for Biospheric Studies |          | 1         |           |           |

\* See Appendix C for names.

## C.3.f. Heads of Colleges by Gender and URM Group (2016-2017)

| College Head  | Female   | Male     | Total     | % Female   |
|---------------|----------|----------|-----------|------------|
| Asian         | 2        | 0        | 2         | 100%       |
| 2+ URM groups | 1        | 0        | 1         | 100%       |
| Caucasian     | 4        | 6        | 10        | 40%        |
| Unknown       |          | 1        | 1         | 0%         |
| <b>Total</b>  | <b>7</b> | <b>7</b> | <b>14</b> | <b>50%</b> |

## C.3.g. Medical School Section Chiefs by Gender (2016-2017)

| Section Chief     | Female   | Male      | Total     | % Female   |
|-------------------|----------|-----------|-----------|------------|
| Internal Medicine | 2        | 10        | 12        | 17%        |
| Surgery           | 2        | 9         | 11        | 18%        |
| Pediatrics        | 2        | 5         | 7         | 29%        |
| Cancer Center     |          | 1         | 1         | 0          |
| <b>Total</b>      | <b>6</b> | <b>25</b> | <b>31</b> | <b>19%</b> |



## D.1. Named Professorships by Gender and School (2016-2017)

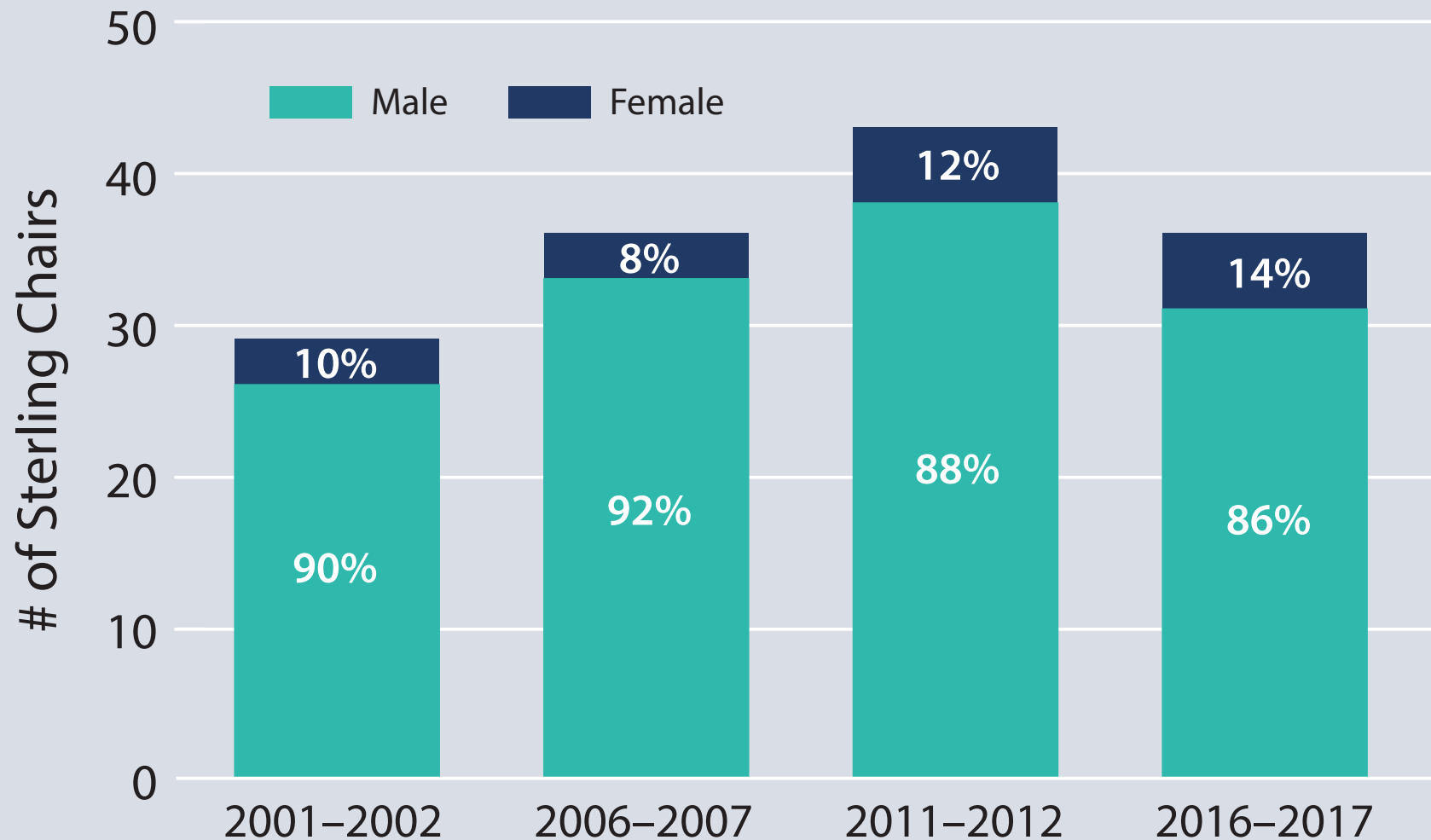
| School                           | Female     | Male       | Total      | % Female   | Cohorts |
|----------------------------------|------------|------------|------------|------------|---------|
| Art                              | 2          | 0          | 2          | 100%       | 50–100% |
| Nursing                          | 7          | 0          | 7          | 100%       |         |
| Public Health                    | 5          | 6          | 11         | 45%        | 30–49%  |
| Law                              | 16         | 30         | 46         | 35%        |         |
| Architecture                     | 1          | 2          | 3          | 33%        |         |
| Divinity                         | 5          | 11         | 16         | 31%        |         |
| Engineering & Applied Science    | 5          | 19         | 24         | 21%        | 10–29%  |
| FAS                              | 39         | 157        | 196        | 20%        |         |
| Medicine                         | 19         | 94         | 113        | 17%        |         |
| Forestry & Environmental Studies | 2          | 12         | 14         | 14%        |         |
| Management                       | 3          | 23         | 26         | 12%        |         |
| Music                            | 0          | 1          | 1          | 0%         |         |
| <b>TOTAL</b>                     | <b>104</b> | <b>355</b> | <b>459</b> | <b>23%</b> |         |

## D.2. Sterling Chairs by Gender and School (2016-2017)

| School       | Female   | Male      | Total     | % Female   |
|--------------|----------|-----------|-----------|------------|
| FAS          | 3        | 18        | 21        | 14%        |
| Medicine     | 1        | 7         | 8         | 13%        |
| Law          | 1        | 5         | 6         | 17%        |
| Divinity     |          | 1         | 1         | 0%         |
| <b>Total</b> | <b>5</b> | <b>31</b> | <b>36</b> | <b>14%</b> |

**Sterling Professor** is the highest academic rank at Yale, awarded to a tenured faculty member considered one of the best in his or her field. They are funded with an endowment created in 1918 by John W. Sterling.

## D.3. Trends in Sterling Chairs by Gender (2002 - 2017)

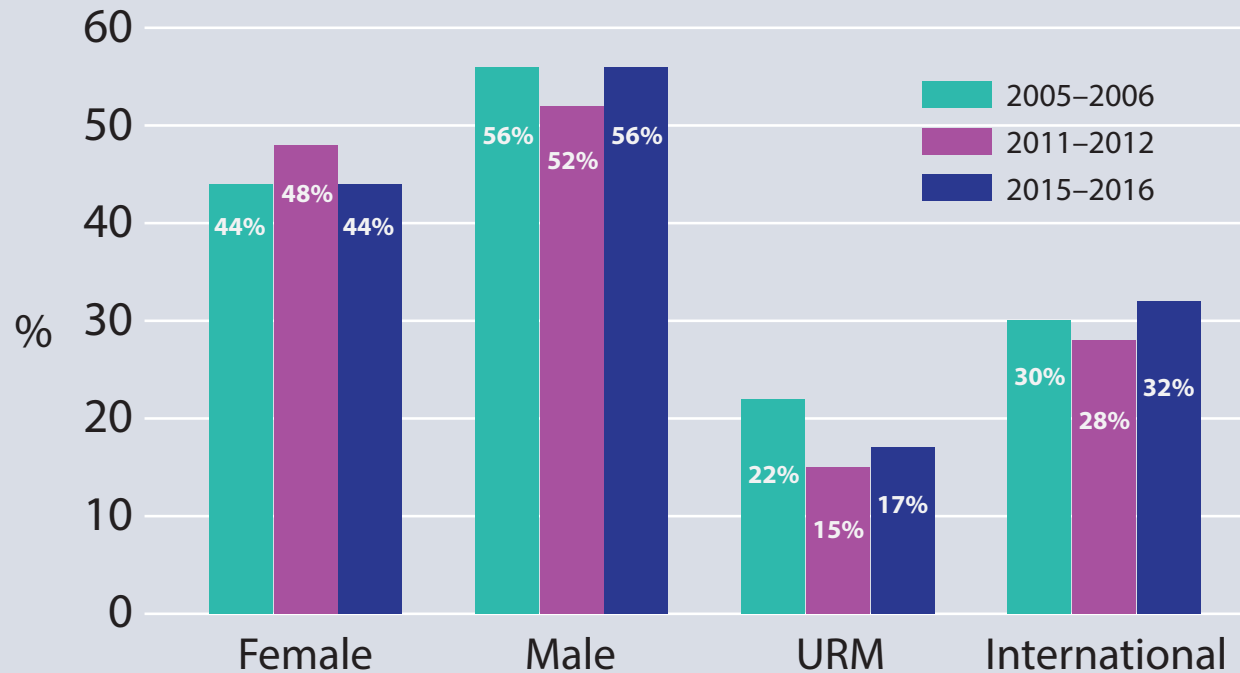


## E.1. Trends in Enrolled Graduate Students by Gender and School\*, **% Female** (2002–2017)

|                                 | 2001–2002              | 2006–2007              | 2011–2012              | 2016–2017              |
|---------------------------------|------------------------|------------------------|------------------------|------------------------|
| School                          | # Female/# Total       | # Female/# Total       | # Female/# Total       | # Female/# Total       |
| Graduate Arts & Sciences        | 1064/2334 <b>(46%)</b> | 1216/2580 <b>(47%)</b> | 1323/2788 <b>(48%)</b> | 1359/2890 <b>(47%)</b> |
| Divinity                        | 163/359 <b>(45%)</b>   | 175/349 <b>(50%)</b>   | 181/341 <b>(53%)</b>   | 156/351 <b>(44%)</b>   |
| Forestry/ Environmental Studies | 157/285 <b>(55%)</b>   | 142/262 <b>(55%)</b>   | 152/284 <b>(54%)</b>   | 189/302 <b>(63%)</b>   |
| Law                             | 302/644 <b>(47%)</b>   | 318/667 <b>(48%)</b>   | 341/710 <b>(48%)</b>   | 321/684 <b>(47%)</b>   |
| Management **                   | 117/427 <b>(27%)</b>   | 160/450 <b>(36%)</b>   | 177/492 <b>(36%)</b>   | 331/826 <b>(40%)</b>   |
| Medicine [MD students]          | 217/470 <b>(46%)</b>   | 235/442 <b>(53%)</b>   | 226/468 <b>(48%)</b>   | 225/470 <b>(48%)</b>   |
| Public Health                   | 175/234 <b>(75%)</b>   | 177/229 <b>(77%)</b>   | 169/225 <b>(75%)</b>   | 182/262 <b>(69%)</b>   |
| Nursing                         | 262/282 <b>(93%)</b>   | 269/283 <b>(95%)</b>   | 290/315 <b>(92%)</b>   | 296/356 <b>(83%)</b>   |
| Architecture                    |                        |                        |                        | 92/190 <b>(48%)</b>    |
| Art                             |                        |                        |                        | 65/126 <b>(52%)</b>    |
| Drama                           |                        |                        |                        | 87/199 <b>(56%)</b>    |
| Music                           |                        |                        |                        | 90/219 <b>(41%)</b>    |

\*Includes all post-baccalaureate degrees. \*\* Largest percent increase in females over time.

## E.2. Trends in PhD Graduates by Gender, URM Group and Nationality (2006–2016)



|                 | 2005–2006  | 2011–2012  | 2015–2016  |
|-----------------|------------|------------|------------|
| Female          | 128        | 180        | 176        |
| Male            | 166        | 192        | 223        |
| Total           | 294        | 372        | 399        |
| <b>% Female</b> | <b>44%</b> | <b>48%</b> | <b>44%</b> |
| % URM group     | 22%        | 15%        | 17%        |
| % International | 30%        | 28%        | 32%        |

## E.3. Post-doctoral Appointees by Gender and URM Group (2016-2017)

| Race                      | Female     | Male       | Total       | % Female   |
|---------------------------|------------|------------|-------------|------------|
| Asian                     | 163        | 290        | 453         | 36%        |
| Black or African American | 10         | 9          | 19          | 53%        |
| Hispanic or Latino        | 14         | 17         | 31          | 45%        |
| Two or More URM groups    | 34         | 29         | 63          | 54%        |
| Unknown                   | 42         | 77         | 119         | 35%        |
| Caucasian                 | 236        | 307        | 543         | 43%        |
| <b>Total</b>              | <b>499</b> | <b>729</b> | <b>1228</b> | <b>41%</b> |

# Appendix A.

## Leadership, Provost Office and FAS

### **Provost**

Benjamin Polak

### **Deputy Provosts**

Emily Bakemeier

Richard Bribiescas

Scott Strobel

Stephanie Spangler

J. Lloyd Suttle

Steven Girvin

### **Associate Provosts**

Megan Barnett

Cynthia Smith

Karen Anderson

James Slattery

### **Assistant Provost**

Lisa D'Angelo

### **University Librarian**

Susan Gibbons

### **Dean**

Tamar Gendler

### **Dean of Humanities**

Amy Hungerford

### **Dean of Social Sciences**

Alan Gerber

### **Chair, Physical Sciences & Engineering Advisory Com.**

Scott Miller

### **Biological Sciences Divisions**

Daniel DiMaio

### **Dean, Faculty Affairs; Deputy Provost**

Emily Bakemeier

### **Associate Dean of FAS**

Robert Burger

### **Sr. Associate Dean of FAS**

John Mangan

### **Dean, Academic Affairs**

Jack Dovidio

### **Deputy Dean, Diversity & Faculty Development**

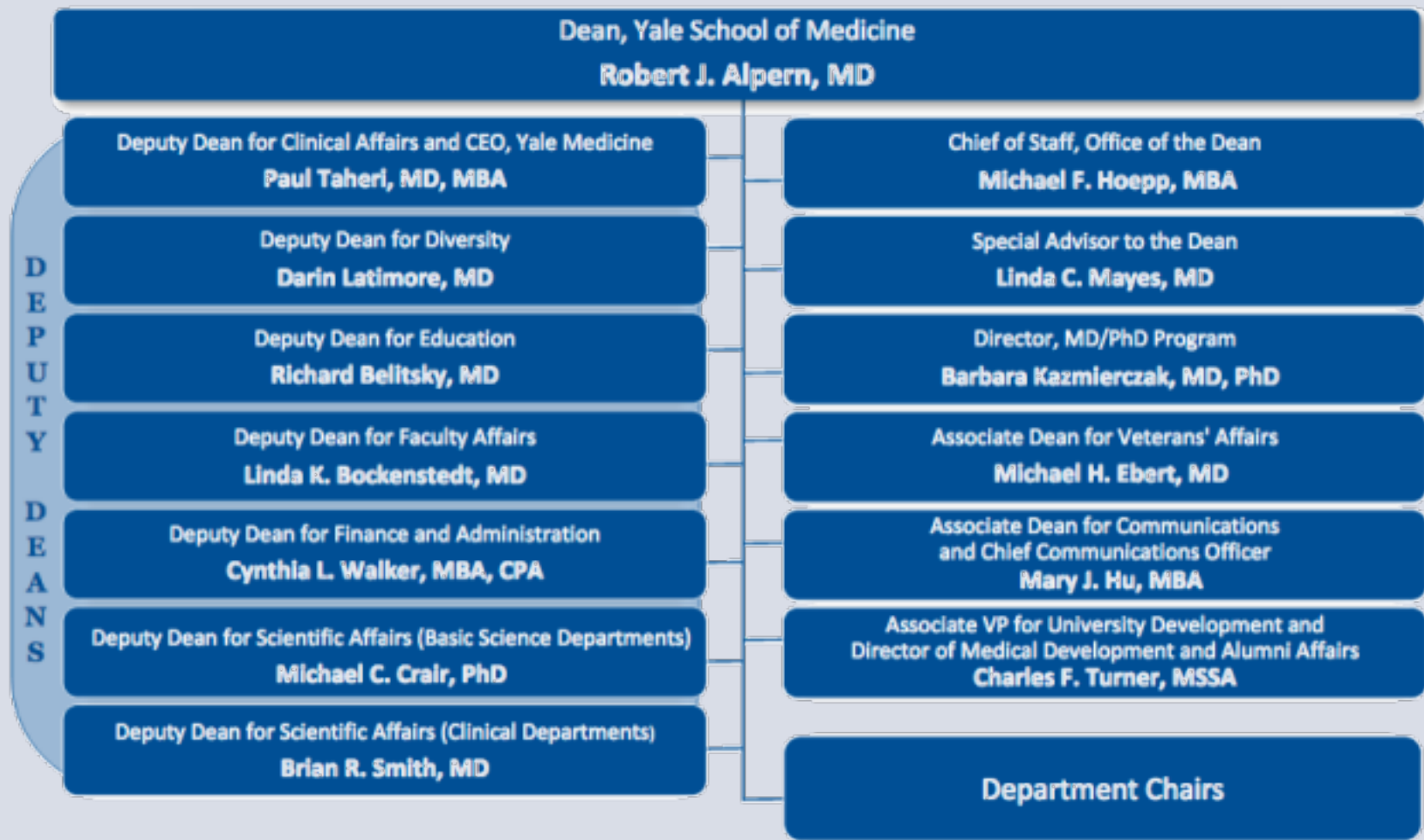
Kathryn Lofton

### **Chief of Staff**

Bethany Zemba

# Appendix B.

## ORGANIZATIONAL CHART Office of the Dean

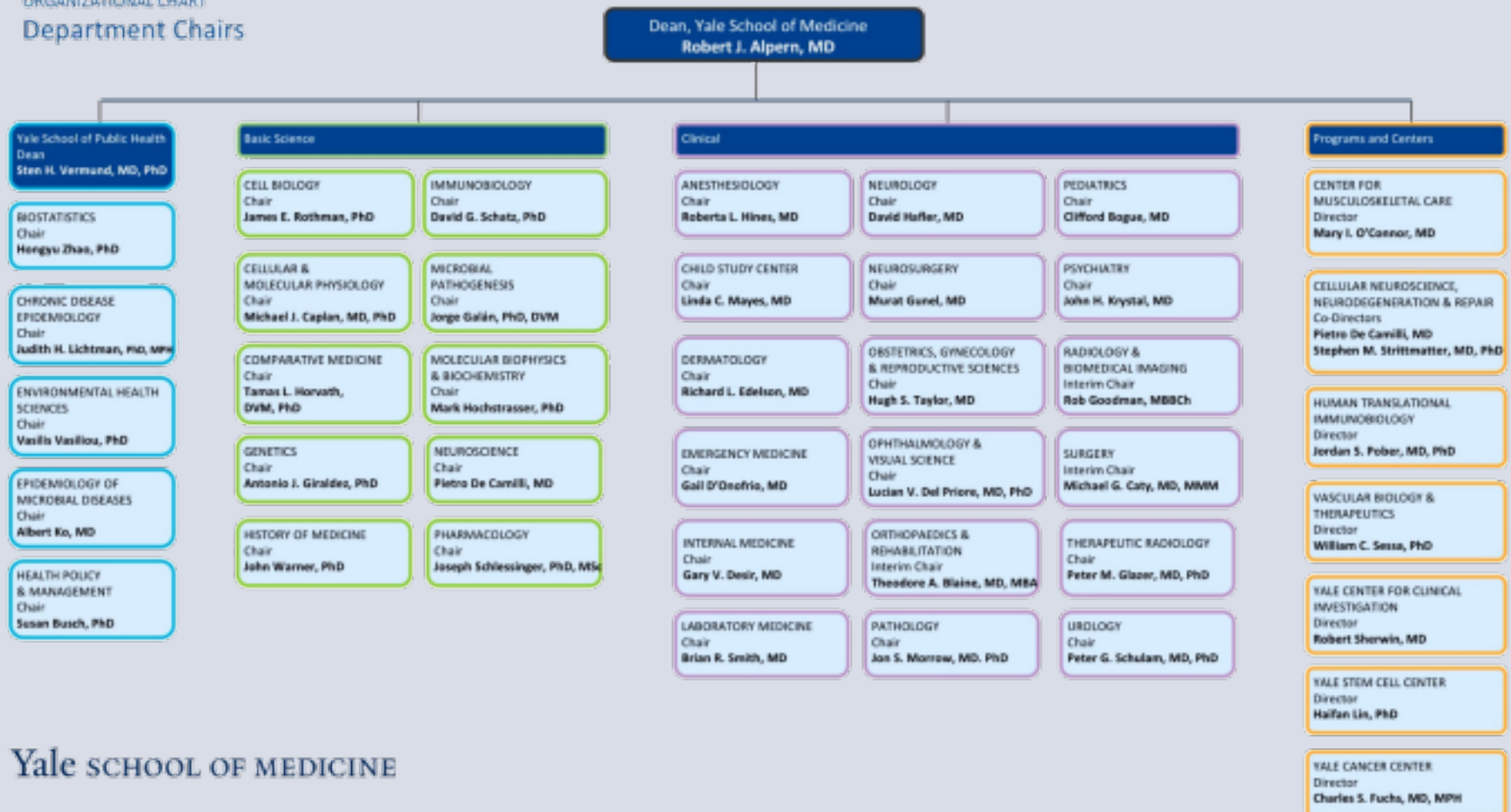




# Appendix C

## ORGANIZATIONAL CHART

### Department Chairs



Yale SCHOOL OF MEDICINE

Non-YSM Center/Institute Heads: Ian Shapiro (MM), Jacob Hacker (ISPS), Gary Tomlinson (WHC), Oswald Schmitz (YIBS).

# Acknowledgments

While the authors take responsibility for the content of the report, we would like to thank the following individuals for providing key data and guidance: John Goldin and Leilani Baxter of the Office of Institutional Research, Diane Rodrigues of Faculty Administrative Services, and Grace Lyall of the Office of Postdoctoral Affairs. Thanks also to Mark Saba from Yale ITS for designing this report and to WFF staff Talya Zemach-Bersin and Emily Stark for help collecting information and feedback.

For reading the earlier drafts of the report and their feedback, we thank Professors Claire Bower, Nina Stachenfeld, Priya Natarajan.