

**Women and Yale University:
A View from 2002**

The Women Faculty Forum
Yale University

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Note: This version of the report focuses mainly on women faculty at the University.

Executive Summary

The Women Faculty Forum (WFF), which has undertaken a number of programs during the past two years, decided it was important to learn about the current status of women in the University and the changes that have occurred over the last two decades. Over the past year, the WFF collected information from the Provost's Office, the Office for Equal Opportunity Programs, the Office of Institutional Research, and various Yale publications on the participation and representation of women in the different areas of the University. The analyses presented in this report focus on areas including: the current and historical distribution of women faculty across the University and within the FAS divisions and professional schools; the number of women who hold endowed Professorships, have participated in endowed Lectureship and lead University departments, programs, and research institutes. The final sections of the report examine the numbers of women who hold senior administrative positions and have received University awards and honorary degrees. Some of the key highlights of this report are summarized below:

Distribution of Women Ladder Faculty, University-wide

- Over the last twenty years the number of total women faculty has increased by 10%. Women comprised less than one fifth of the total faculty in 1982; by 2001-2002 they formed over one quarter of the faculty.
- The average rate of change for women faculty in this period was an increase of about .5% every year. If other variables were to remain constant and this rate of change stable over time, women would become half of the total faculty in the middle of the 21st century.
- In 2001-2002, women made up over one-quarter of the total faculty, while minority women made up 4% of the total faculty.
- In 2001-2002, women made up less than one fifth of the total tenured faculty; minority women made up 2% of the tenured faculty.
- In 2001-2002, minority women made up less than one tenth of the tenured women faculty; minority women made up less than one fifth of the tenured minority faculty.
- In 2001-2002, women made up 36% of all new faculty appointments and 21% of those tenured internally.
- In 2001-2002, women held slightly over one sixth of the endowed professorships and one tenth of the Sterling professorships.

Women as Department Chairs, Leaders of Research Centers

- In 2001-2002, women chaired slightly over one tenth of the departments and one fifth of programs in the combined faculty of Arts and Science and the School of Medicine.
- In 2001-2002, women served as directors of one quarter of Yale's research centers.

Women and University Lecture Series and Fellowships

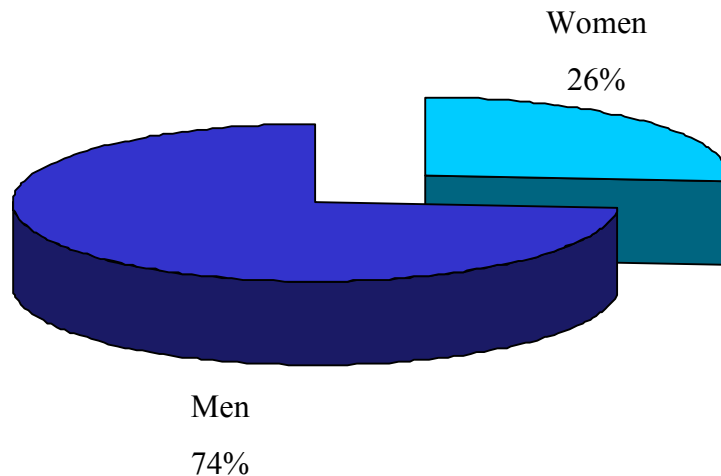
- From 1971 to 2002 one of the fourteen Devane lectures was given by a woman; almost one fifth of the Tercentennial lectures were given by women.
- From 1982-2002 nearly one sixth of the Storrs lectures were given by women.
- Since 1982 four of the seventy-four Chubb fellows have been women.

Women in University Administration

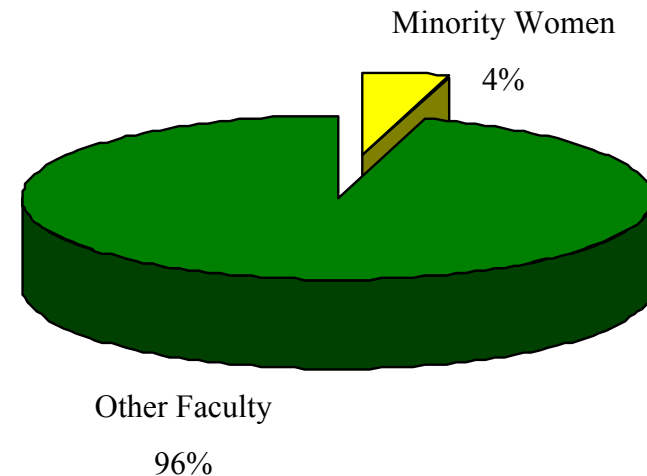
- In 2001-2002, four of the sixteen members of the Yale Corporation were women; in 2002-2003 six of the sixteen members are women.
- Since 1982 the number of women serving as University officers has increased from zero to three.
- In 2002-2003 women serve as University Librarian, Director of the Beinecke Library and, Director of the Yale Center for British Art.

Yale 2001-2002: Distribution of women faculty, University-wide

Percent of women on the faculty



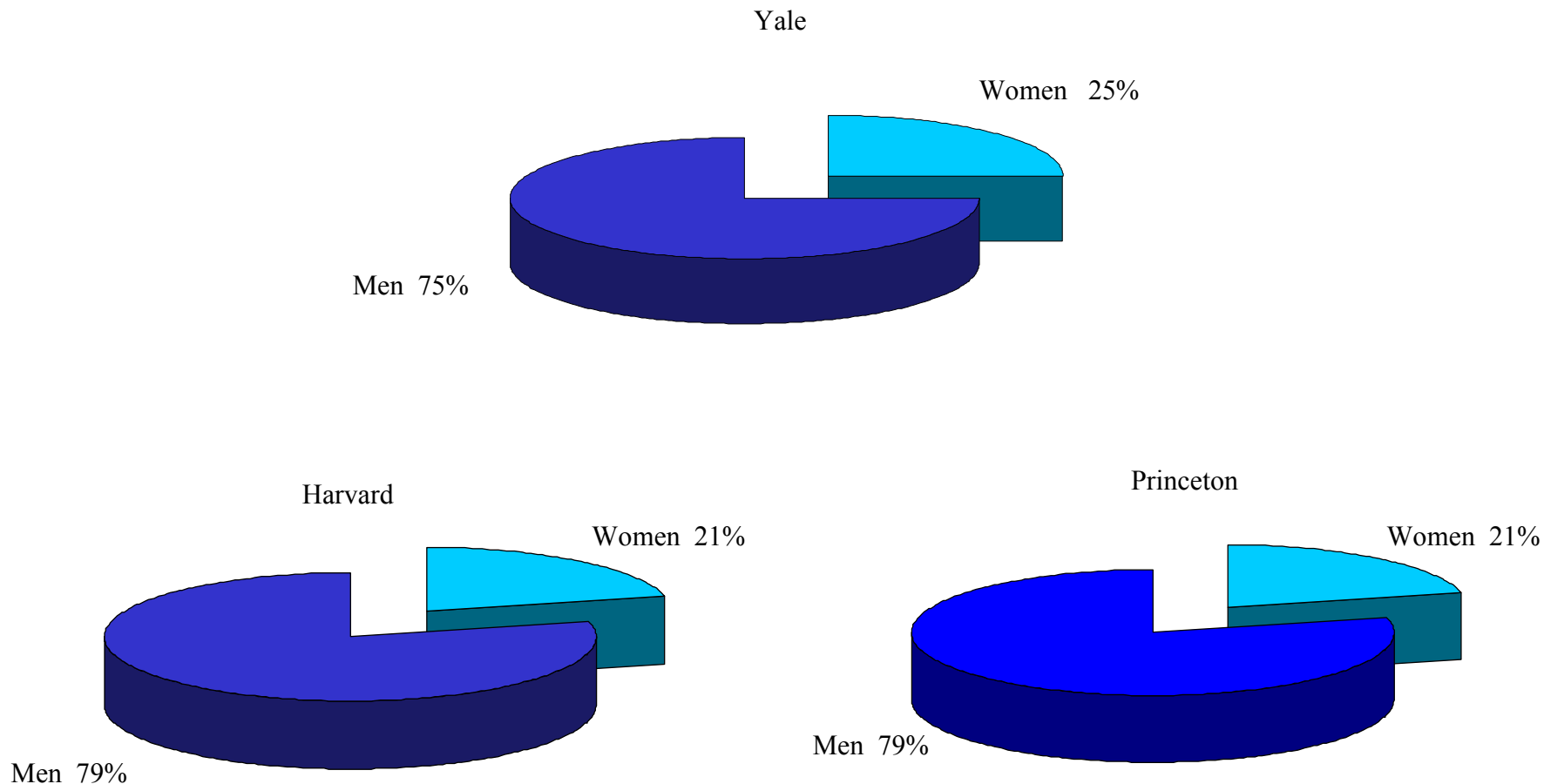
Percent of minority women on the faculty



Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors, and tracked faculty in Medicine and Nursing). Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty with administrative appointments (e.g., Provost, Residential College Master) are not included here. Also, there are some non-ladder faculty (e.g., adjunct, postdoctorates, etc.) who have appointments but they are not considered Yale employees (i.e., they do not receive a Yale paycheck). Those people are not included here.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

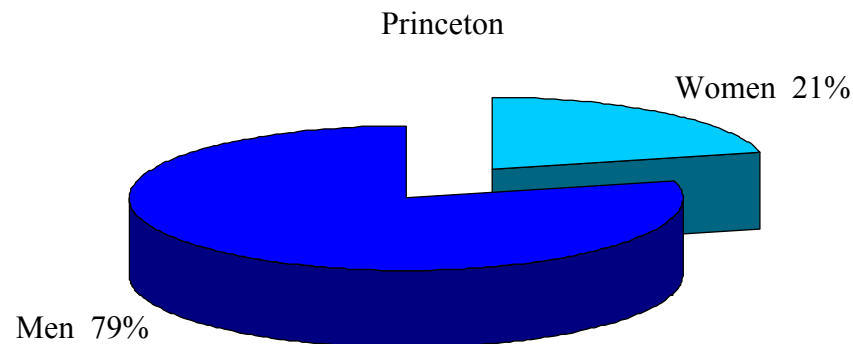
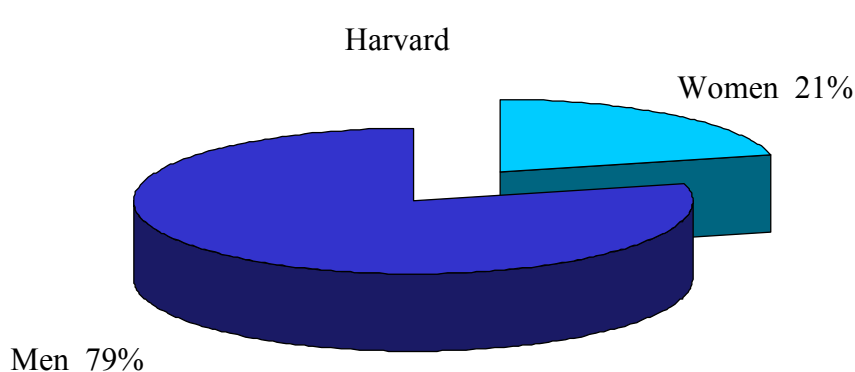
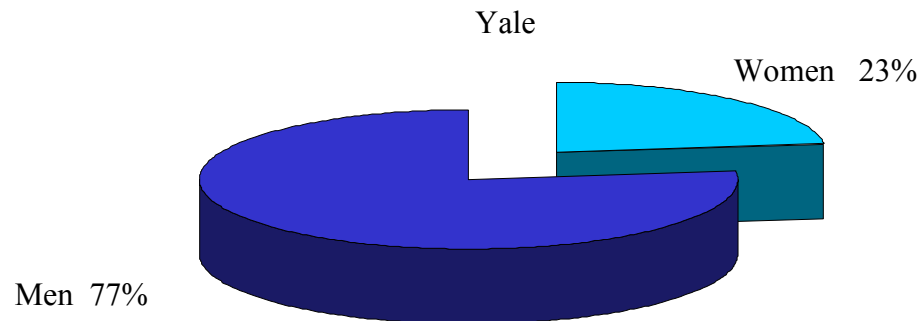
Percent of women on the faculty, University wide: Comparison with Harvard and Princeton, 2000



Note: 2000 is the latest updated year in the annual Harvard study on faculty diversity.

Source: Demographic Survey of Faculty at Select Institutions, 1999-2000. Harvard University Office of the Asst. to the President, Equal Opportunity Programs

Percent of women on the faculty, University wide
(excluding the Yale School of Nursing):
Comparison with Harvard and Princeton, 2000

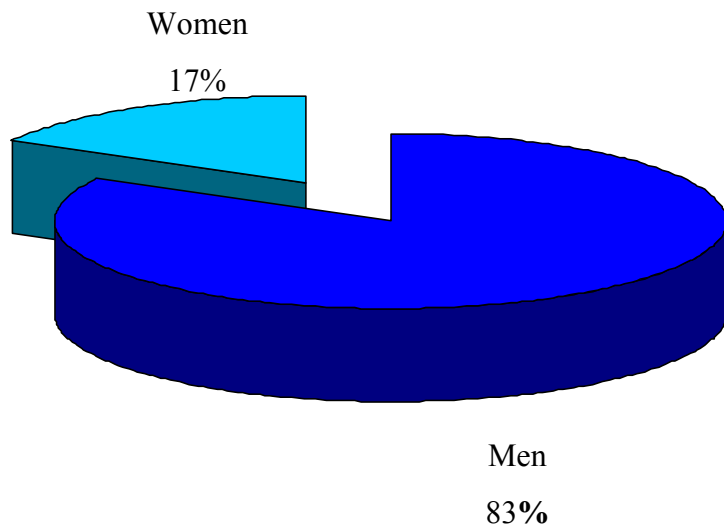


Note: All of the tenured and most of the term faculty in the Yale School of Nursing are women. Since Harvard and Princeton do not have a school of nursing, it has been excluded for this particular comparison.

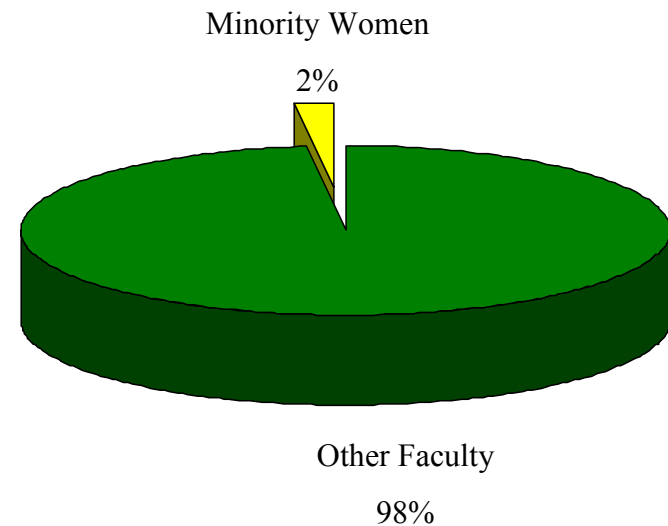
Source: Demographic Survey of Faculty at Select Institutions, 1999-2000. Harvard University Office of the Asst. to the President, Equal Opportunity Programs

Yale 2001-2002: Distribution of women on tenured faculty, University-wide

Women as a percentage of all tenured faculty



Minority Women as a percentage of all tenured faculty

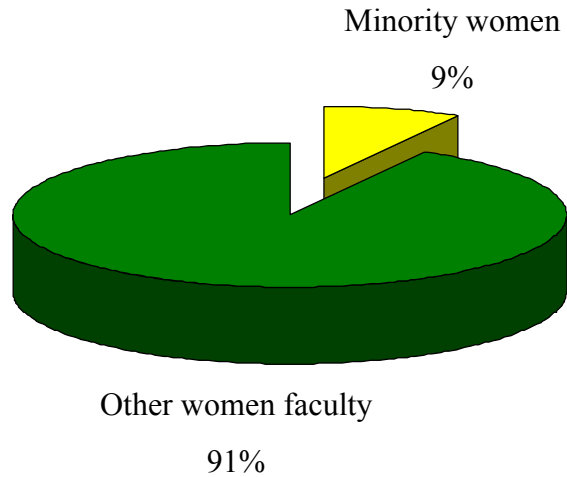


Note: Tenured faculty includes all tenured professors, tenured assoc. professors, and tracked faculty in Medicine and Nursing without fixed terms.

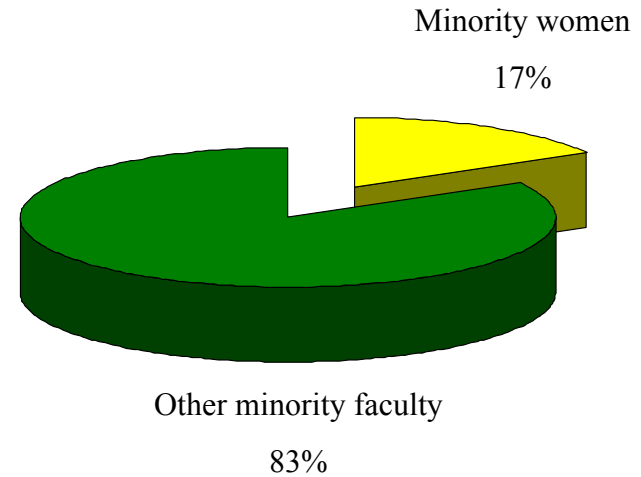
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

Yale 2001-2002: Distribution of tenured minority women faculty, University-wide

Minority Women as a percentage of tenured women faculty



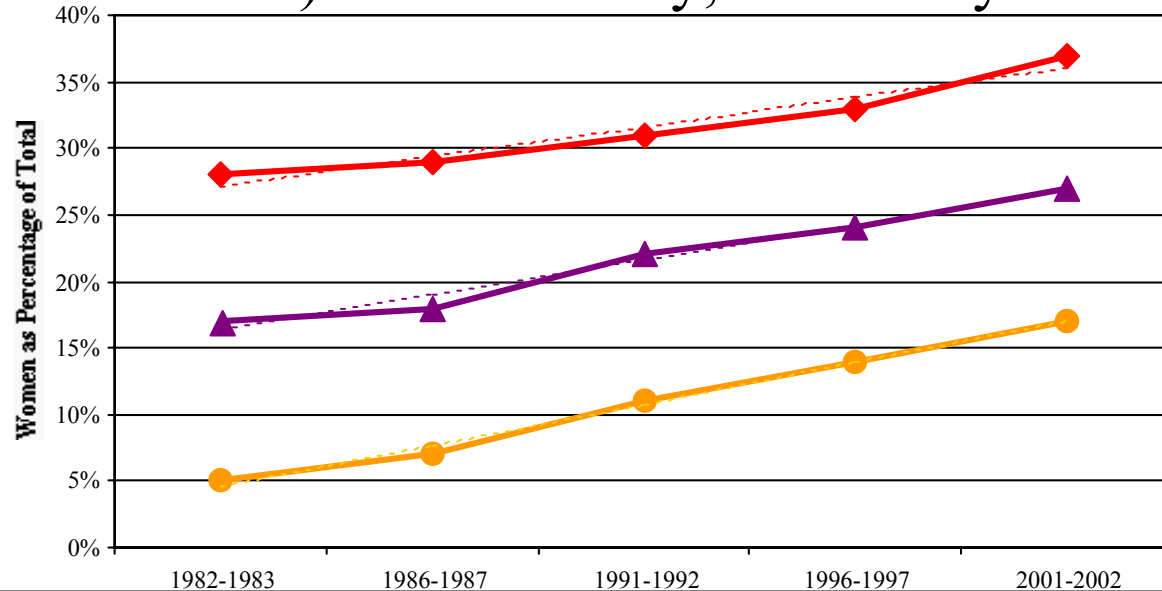
Minority Women as a percentage of tenured minority faculty



Note: Tenured faculty includes all tenured professors, tenured assoc. professors, and tracked faculty in Medicine and Nursing without fixed terms.




Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

Yale 1982-2002: Women faculty, tenured women faculty, and term (non tenured) women faculty, University-wide



Percentage by year

Trend line

	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002
Women Faculty 					
# of Women/Total # of Faculty	242/1399	266/1442	327/1512	370/1572	444/1646
% Women of Total	17%	18%	22%	24%	26%
Tenured Women Faculty 					
# of Ten. Women/ Total # of Tenured Faculty	35/654	49/682	78/721	108/780	144/836
% Women of Total	5%	7%	11%	14%	17%
Term Women Faculty 					
# of Term Women/Total # of Term Faculty	207/745	217/760	249/791	262/792	300/810
% Women of Total	28%	29%	31%	33%	37%

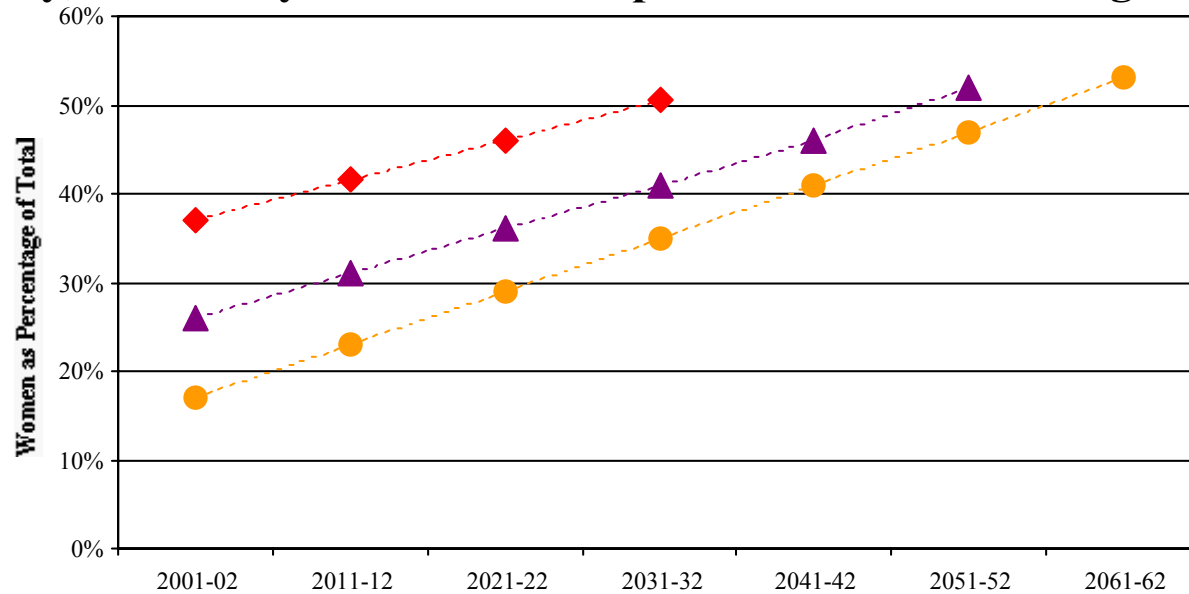
Note: See slide 4 for explanation of tenured and term faculty counts.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

Yale 1982-2002: Average Rate of Change for Women faculty, tenured women faculty, and term (non tenured) women faculty, university-wide

- Women Faculty: 17% of the total faculty in 1982; in 2001, 26% of the total faculty were women. The percentage of women faculty has increased, on average, at a rate of .5% every year (or approximately 1% every 2 years).
- Tenured Women Faculty: 5% of the total tenured faculty in 1982; in 2001, 17% of the total tenured faculty were women. The percentage of tenured women faculty has increased, on average, at a rate of .6% every year (or approximately 1.2 % every two years).
- Term Women Faculty: 28% of the total term faculty in 1982; in 2001, 37% of the total term faculty were women. The percentage of term women faculty has increased, on average, at a rate of .45% every year.

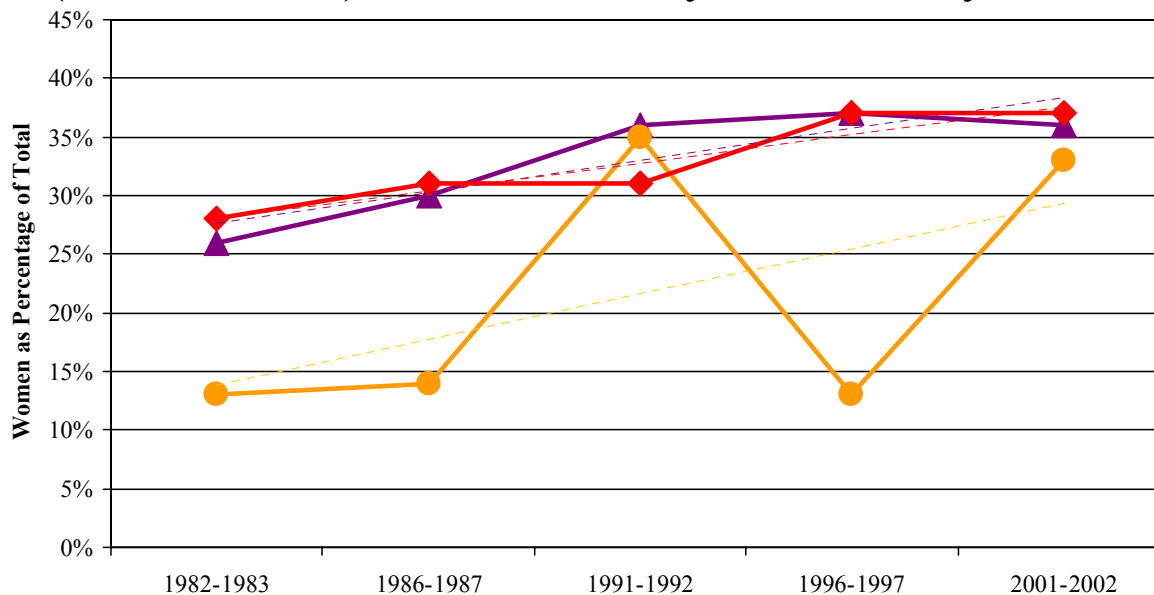
Yale women faculty, tenured women faculty, and term (non tenured) women faculty, University wide with extrapolation of rate of change



Women Faculty							
% Women of Total		26%	31%	36%	41%	46%	51%
Tenured Women Faculty							
% Women of Total		17%	23%	29%	35%	41%	47%
Term Women Faculty							
% Women of Total		37%	41.5%	46%	50.1%		

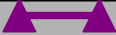


Note: These extrapolations are based on the rate of change explained in the previous slide.

Yale 1982-2002: New appointments of tenured women faculty, and term (non tenured) women faculty, University-wide



Percentage by year

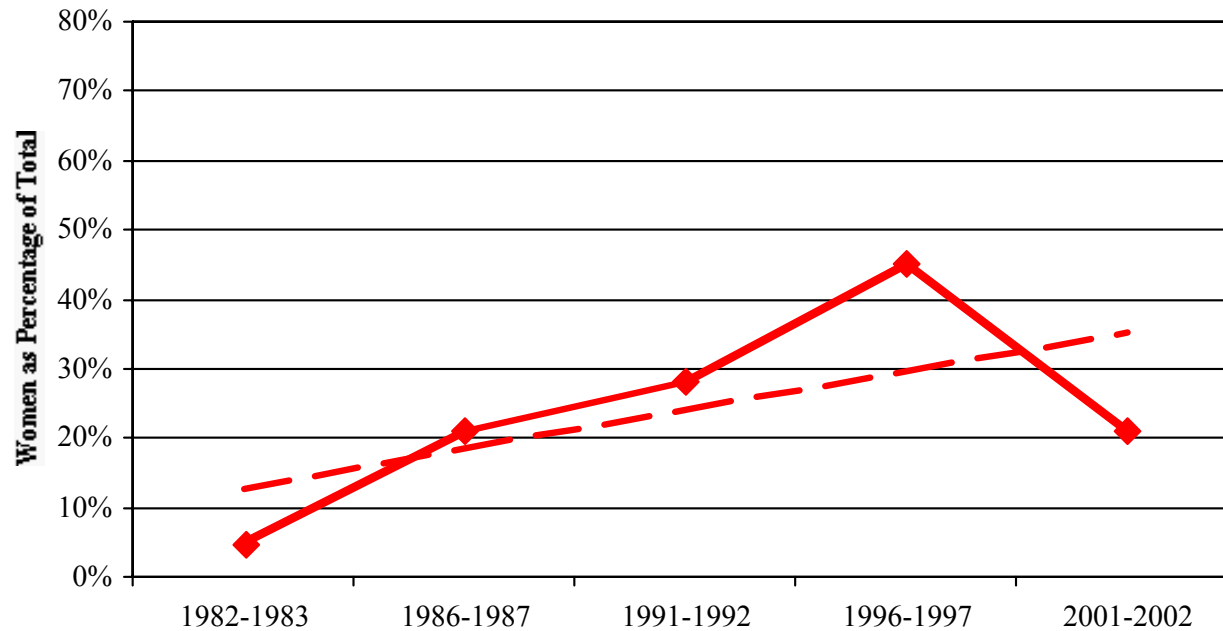
Trend line

Women Faculty 					
# of Women Appointed/Total # of Faculty Appointed Appointed % Women of Total Appointed	31/117 26%	43/145 30%	40/110 36%	48/131 37%	49/136 36%
Tenured Women Faculty 					
# of Ten. Women Appointed/ Total # of Ten. Fac. Appointed % Women of Total	1/8 13%	2/14 14%	6/17 35%	2/16 13%	8/24 33%
Term Women Faculty 					
# of Term Women Appointed/Total # of Term Fac. Appointed % Women of Total	30/109 28%	41/131 31%	34/93 37%	46/115 40%	41/112 37%

Note: See slide 4 for explanation of tenured and term faculty counts.

Source: Office of Equal Opportunity Programs, Numbers and Percentages of Women-Ladder Faculty, 1982-2002

Yale 1982-2002: Internal promotions of women faculty, University wide



Women internally promoted					
# of Women Tenured/Total # of faculty tenured % Women of Total	1/19 5%	5/24 21%	5/18 28%	9/20 45%	6/28 21%

Source: Office of Equal Opportunity Programs, Numbers and Percentages of Women-Ladder Faculty, 1982-2002

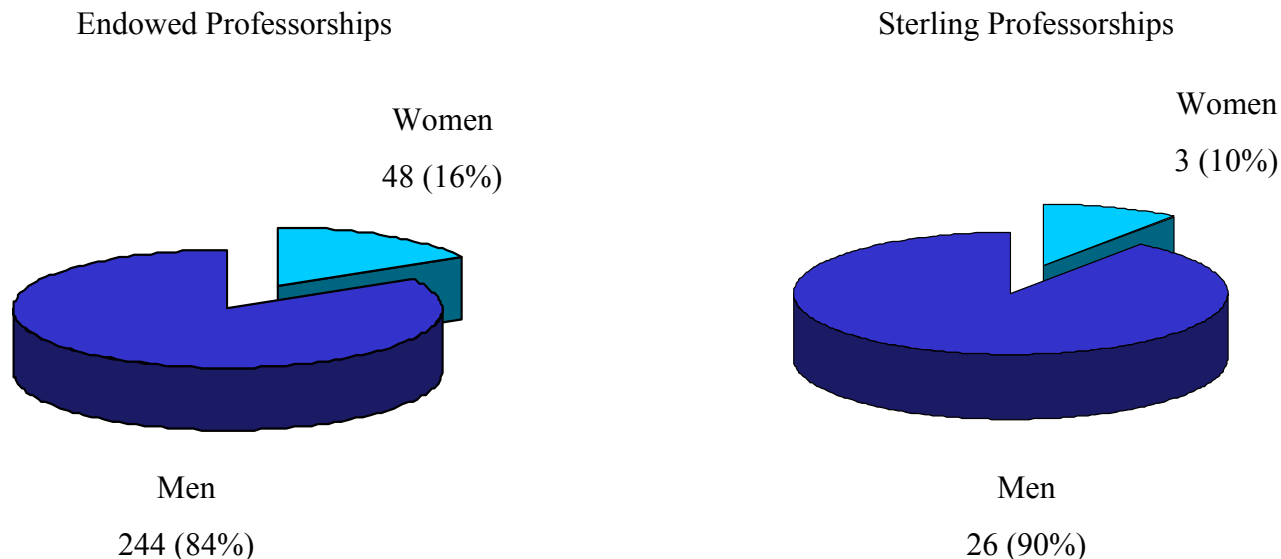
Yale 1982-2002: Average Rate of Change in Absolute Number of Female Hires (tenure and term) and Internal Promotions

- New term hires: There is an average upward trend in the absolute number of women hired into term positions since 1982. Each year, the number of women hired into term track positions has increased, on average, by 0.36.
- New tenure hires: the absolute number of women who are hired for tenure track positions has risen significantly over time. On average, the number of women hired into term positions has increased, on average, by 0.23 each year since 1982.
- Internal promotions: There is also an average upward trend in the number of women promoted to tenure each year. Since 1982, the number of women promoted has increased, on average, by 0.17.

Yale 1982-2002: Average Rate of Change in Percentage of Female Hires (tenure and term) and Internal Promotions

- New term hires: The percentage of women who are hired for term positions has risen significantly over time. On average, the percentage of women hired into term positions has increased, on average, by 0.54% each year since 1982.
- New tenure hires: There is an average upward trend in the percentage of women (relative to men) hired into tenured positions since 1982. Each year, the percentage of women hired into tenure track positions has increased, on average, by 0.82%.
- Internal promotions: There is also an average upward trend in the percentage of women promoted to tenure each year, relative to men. Since 1982, the percentage of women promoted has increased, on average, by 0.85%.

Yale 2001-2002: Distribution of Women in Endowed and Sterling Professorships



Women hold endowed professorships in 7 of the 12 schools at Yale: Yale College and Graduate School of Arts and Sciences, School of Medicine, Law School, School of Nursing, School of Divinity, and the School of Management. Men hold endowed professorships in 11 of the 12 schools (everything but the School of Nursing).

In the past 15 years, 3 additional women (not included in the current count) have also held the Sterling Professorship, the University's highest faculty chair. Since 1991, 5 of the 29 appointments to Sterling Professorships have been women, or 17% of the total.

Note: The Dean of the School of Architecture is the only person in the school with an endowed professorship.

Source: Endowed Professorships, November 2001-Yale Department of Human Resources, Total Compensation Unit, Yale Office of the President (for historical data on Sterling professorships)

Yale 2001-2002: Distribution of Women Faculty in the FAS by divisional and tenure status

Number of Women/Number of Total (% Women of total)

	Tenured	Term	Adjunct	Other	Visitor	Research
Humanities	31/122 (25%)	49/100 (49%)	2/7 (29%)	88/143 (62%)	1/11 (11%)	1\2 (50%)
Social Sciences	10/76 (13%)	22/68 (32%)	1\2 (50%)	8/30 (26%)	3/19 (16%)	9/15 (60%)
Physical Sciences	6/116 (5%)	10/52 (19%)	0/5 (0%)	5/10 (50%)	1/5 (20%)	9/60 (15%)
Biological Sciences	7/40 (18%)	3/20 (15%)	0/0	5/7 (71%)	0/3 (0%)	20/40 (50%)

Note: See slide 4 for explanation of Tenured and Term appointments.

"Adjunct" includes all categories of adjunct faculty.

"Other" includes all non-ladder appointments, such as, lector, lecturer, acting instructor, critic, visiting critic, emeritus faculty teaching as a lecturer, Professor and AOP of the Practice, the title of clinician, and voluntary clinical faculty who are on the payroll.

"Visitor" includes all categories of visiting faculty, such as visiting professor, visiting associate professor, visiting assistant professor, visiting lecturer, etc.

"Research" includes all types of research appointments, such as, senior research scientist, associate in research, research associate, research staff, visiting research scientist/scholar, and Professor and AOP Adjunct of Research.

Source: Office for Institutional Research Fall 2001 Headcounts by Gender and FAS Dept./Prof. School

Yale 2001-2002: Distribution of Women Faculty in the Humanities, by tenure status

Number of Women/Number of Total (% Women of total)

	Tenured	Term	Adjunct	Other	Visitor	Research
African Amer. Studies	1/1 (100%)	0/0	1/1 (100%)	0/1 (0%)	0/0	0/0
American Studies	0/5 (0%)	4/5 (80%)	1/1 (100%)	0/0	0/0	0/0
Classics	1/3 (33%)	3/7 (43%)	0/0	1/3 (33%)	0/0	1/1 (100%)
Comp. Literature	1/4 (25%)	3/5 (60%)	0/0	4/7 (57%)	0/1 (0%)	0/0
East Asian Lang./Lit.	1/4 (25%)	0/2 (0%)	0/0	8/19 (42%)	0/0	0/0
English	9/23 (39%)	11/21 (52%)	0/3 (0%)	12/21 (57%)	0/0	0/0
French	3/7 (43%)	3/6 (50%)	0/0	11/16 (69%)	0/0	0/0
German Lang./Lit.	2/4 (50%)	0/3 (0%)	0/0	4/7 (57%)	0/1 (0%)	0/0
History	6/29 (21%)	5/15 (33%)	0/0	5/8 (63%)	1/4 (25%)	0/1 (0%)
History of Art	2/6 (33%)	6/7 (86%)	0/0	2/4 (50%)	0/0	0/0
Italian	0/2 (0%)	3/3 (100%)	0/0	6/6 (100%)	0/1 (0%)	0/0
Music	1/7 (14%)	2/6 (33%)	0/2 (0%)	3/5 (60%)	0/0	0/0
N. Eastern Lang./Lit.	0/5 (0%)	1/2 (50%)	0/0	4/5 (80%)	0/1 (0%)	0/0
Philosophy	0/5 (0%)	2/6 (33%)	0/0	0/6 (0%)	0/0	0/0
Religious Studies	0/9 (0%)	2/4 (50%)	0/0	1/2 (50%)	0/3 (0%)	0/0
Slavic Lang./Lit.	0/2 (0%)	1/3 (33%)	0/0	6/9 (66%)	0/0	0/0
Spanish & Portuguese	4/6 (66%)	3/5 (60%)	0/0	21/24 (88%)	0/0	0/0

Yale 2001-2002: Distribution of Women Faculty in the Social Sciences, by tenure status

Number of Women/Number of Total (% Women of total)

	Tenured	Term	Adjunct	Other	Visitor	Research
Anthropology	1/9 (11%)	2/9 (22%)	0/0	0/1 (0%)	0/3 (0%)	0/0
Economics	1/27 (4%)	3/12 (25%)	0/0	2/7 (29%)	3/10 (30%)	0/3 (0%)
Linguistics	0/4 (0%)	4/5 (80%)	1/1 (100%)	1/1 (100%)	0/0	0/0
Political Science	3/13 (23%)	7/19 (37%)	0/1 (0%)	4/16 (25%)	0/5 (0%)	1/1 (100%)
Psychology	4/13 (31%)	3/12 (25%)	0/0	0/1 (0%)	0/0	8/11 (73%)
Sociology	1/6 (16%)	3/8 (38%)	0/0	1/4 (25%)	0/1 (0%)	0/0
Statistics	0/4 (0%)	0/3 (0%)	0/0	0/0	0/0	0/0

Note: See previous page for explanation of the groupings

Source: Office for Institutional Research Fall 2001 Headcounts by Gender and Prof. School

Yale 2001-2002: Distribution of Women Faculty in the Biological Sciences, by tenure status

Number of Women/Number of Total (% Women of total)

	Tenured	Term	Adjunct	Other	Visitor	Research
EEB	1/8 (13%)	1/3 (33%)	0/0	2/2 (100%)	0/0	4/4 (100%)
MCDB	3/19 (16%)	1/8 (13%)	0/0	2/3 (66%)	0/0	6/15 (40%)
MB&B	3/13 (23%)	1/9 (11%)	0/0	1/2 (50%)	0/3 (0%)	10/21 (48%)

Note: See previous page for explanation of the groupings

Source: Office for Institutional Research Fall 2001 Headcounts by Gender and Prof. School

Yale 2001-2002: Distribution of Women Faculty in the Physical Sciences, by tenure status

Number of Women/Number of Total (% Women of total)

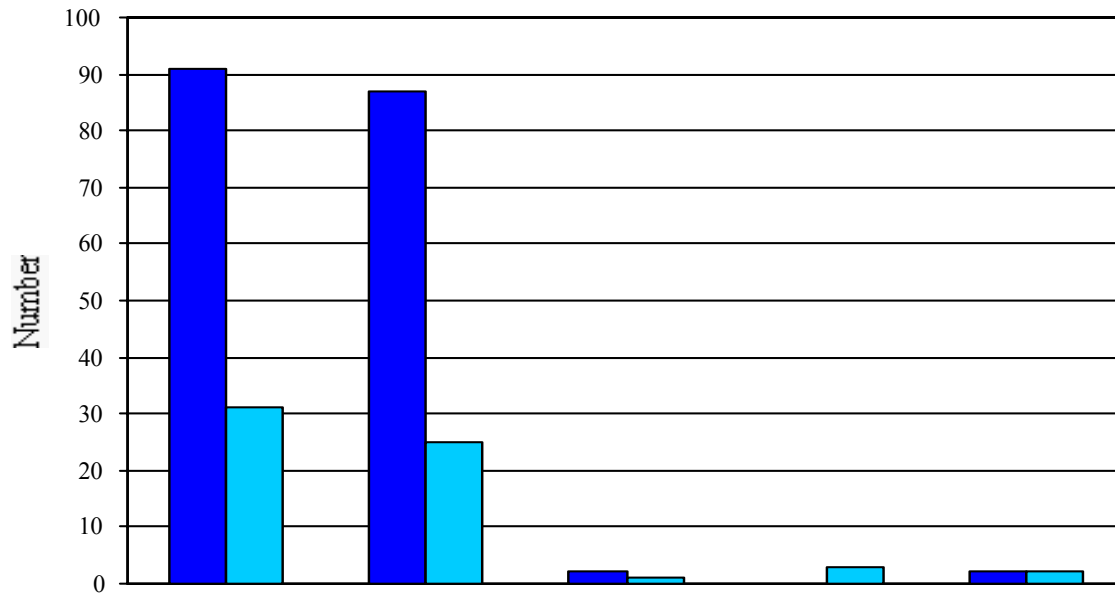
	Tenured	Term	Adjunct	Other	Visitor	Research
Astronomy	0/6 (0%)	2/3 (66%)	0/0	0/1 (0%)	0/0	0/2 (0%)
Chemistry	1/18 (6%)	1/5 (20%)	0/0	3/5 (60%)	0/0	1/4 (25%)
Computer Science	2/11 (18%)	0/5 (0%)	0/1 (0%)	0/0	0/0	1/9 (11%)
Applied Physics	0/6 (0%)	0/2 (0%)	0/0	0/0	0/1 (0%)	0/1 (0%)
Chemical Eng.	1/5 (20%)	0/3 (0%)	0/0	1/1 (100%)	0/0	1/4 (25%)
Electrical Eng.	0/8 (0%)	2/6 (33%)	0/2 (0%)	0/1 (0%)	0/0	2/3 (66%)
Mechanical Eng.	0/8 (0%)	1/4 (25%)	0/0	1/1 (100%)	0/0	1/3 (33%)
Geology & Geophysics	1/15 (7%)	1/3 (33%)	0/1 (0%)	0/0	0/0	0/7 (0%)
Mathematics	0/16 (0%)	3/12 (25%)	0/1 (0%)	0/1 (0%)	1/3 (33%)	0/0
Operations Rsrch.	0/1 (0%)	0/0	0/0	0/0	0/0	0/0
Physics	1/22 (5%)	0/9 (0%)	0/0	0/0	0/1 (0%)	3/27 (11%)

Yale 2001-2002: Distribution of Women Faculty in the Professional Schools, by tenure status

Number of Women/ Number of Total (% Women)

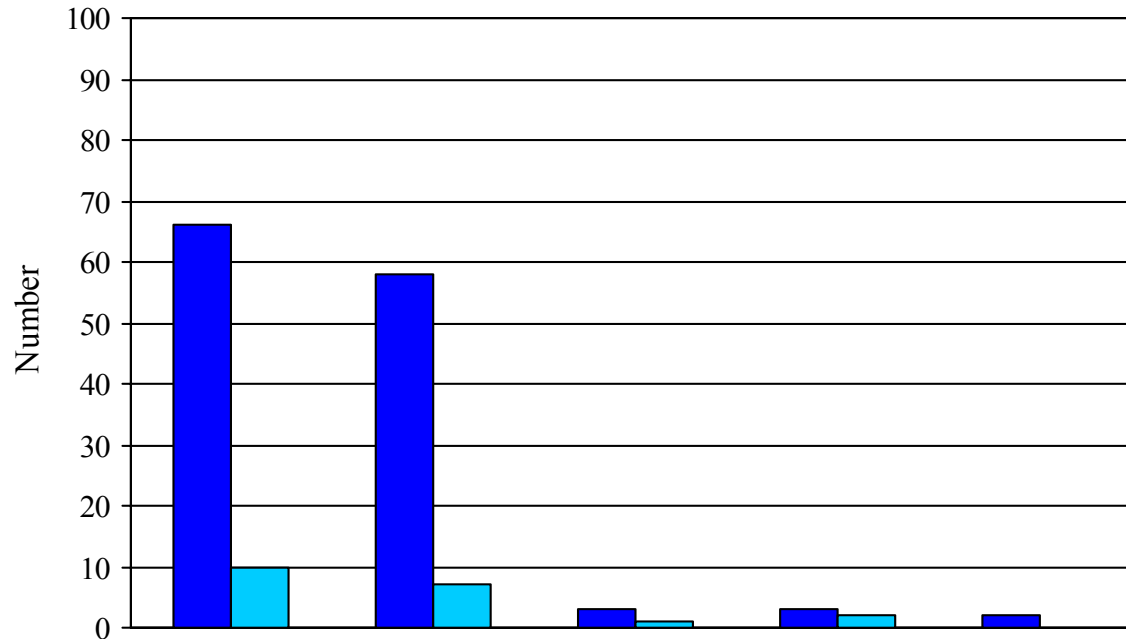
	Tenured	Term	Adjunct	Other	Visitor	Research
Architecture	1/4 (25%)	1/2 (50%)	4/12 (33%)	11/33 (33%)	2/5 (40%)	0/0
Art	3/6 (50%)	1/4 (25%)	1/5 (20%)	9/23 (39%)	0/0	0/0
Divinity	4/15 (27%)	3/9 (33%)	0/1 (0%)	3/11 (27%)	1/2 (50%)	2/2 (100%)
Drama	0/0	0/0	10/26 (38%)	5/9 (56%)	3/15 (20%)	0/0
Forestry	0/12 (0%)	3/8 (38%)	0/2 (0%)	7/12 (58%)	0/0	1/6 (17%)
Law	9/45 (20%)	0/2 (0%)	0/3 (0%)	3/17 (18%)	3/11 (27%)	9/13 (69%)
Medicine	59/360 (16%)	183/504 (36%)	0/5 (0%)	96/214 (45%)	2/10 (20%)	152/361 (42%)
Music	0/2 (0%)	0/0	8/34 (24%)	2/14 (14%)	0/3 (0%)	1/1 (100%)
Nursing	12/12 (100%)	20/23 (87%)	0/0	38/38 (100%)	0/0	2/4 (50%)
SOM	2/26 (8%)	5/18 (28%)	0/4 (0%)	2/6 (33%)	0/3 (0%)	0/2 (0%)

Yale 2001-2002: Distribution of tenured faculty by race and gender, Humanities Division



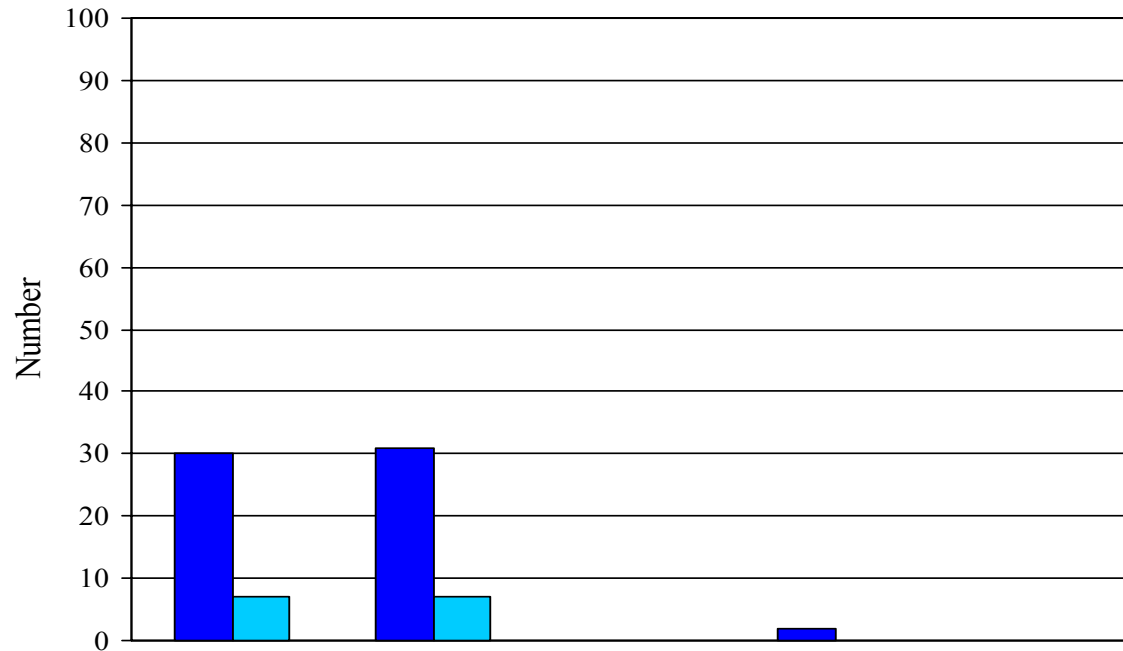
	Total	White	Black	Asian	Hispanic
Men	91	87	2	0	2
% of tenured faculty in the division	74%	71%	2%	0%	2%
Women	31	25	1	3	2
% of tenured faculty in the division	26%	20%	.8%	2%	2%



Yale 2001-2002: Distribution of tenured faculty by race and gender, Social Sciences Division



	Total	White	Black	Asian	Hispanic
Men	66	58	3	3	2
% of tenured faculty in the division	87%	76%	4%	4%	3%
Women	10	7	1	2	0
% of tenured faculty in the division	13%	9%	1%	3%	0%

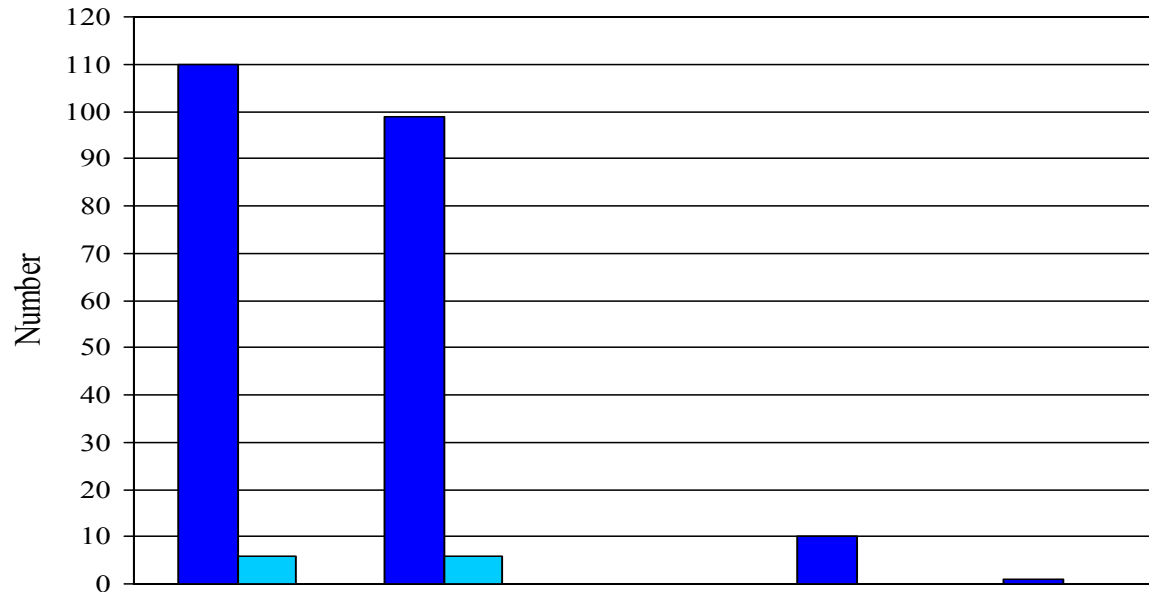
Yale 2001-2002: Distribution of tenured faculty by race and gender, Biological Sciences Division





	Total	White	Black	Asian	Hispanic
Men 	33	31	0	2	0
% of tenured faculty in the division	82%	78%		5%	
.....					
Women 	7	7	0	0	0
% of tenured faculty in the division	18%	18%		0%	

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

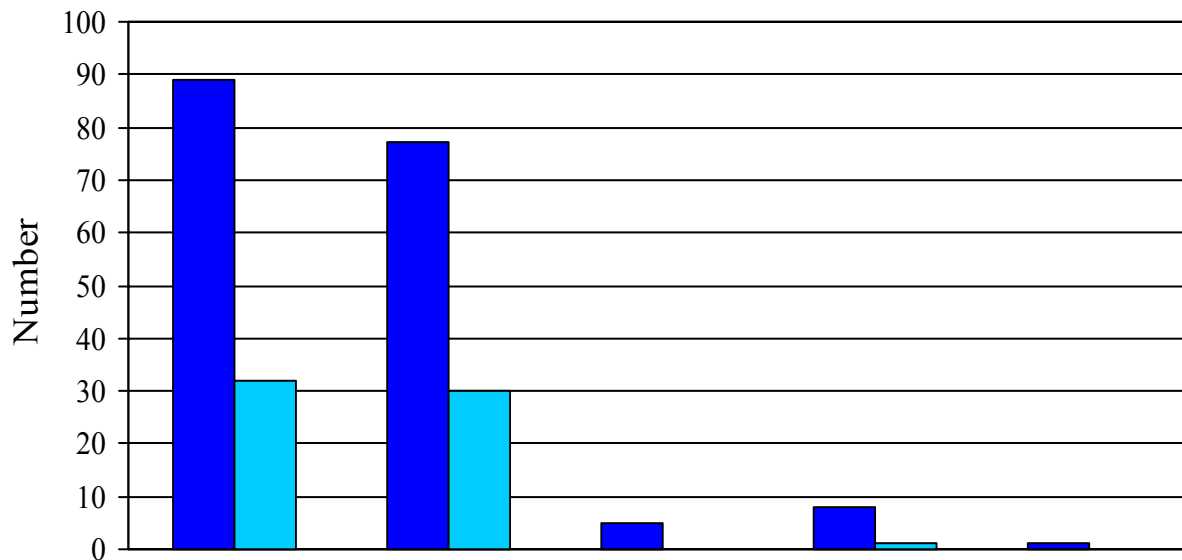
Yale 2001-2002: Distribution of tenured faculty by race and gender, Physical Sciences Division





	Total	White	Black	Asian	Hispanic
Men 	110	99	0	10	1
% of tenured faculty in the division	95%	85%		9%	.9%
.....					
Women 	6	6	0	0	0
% of tenured faculty in the division	5%	5%		0%	0%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

Yale 2001-2002: Distribution of tenured faculty by race and gender, Professional Schools (excl. Medicine)



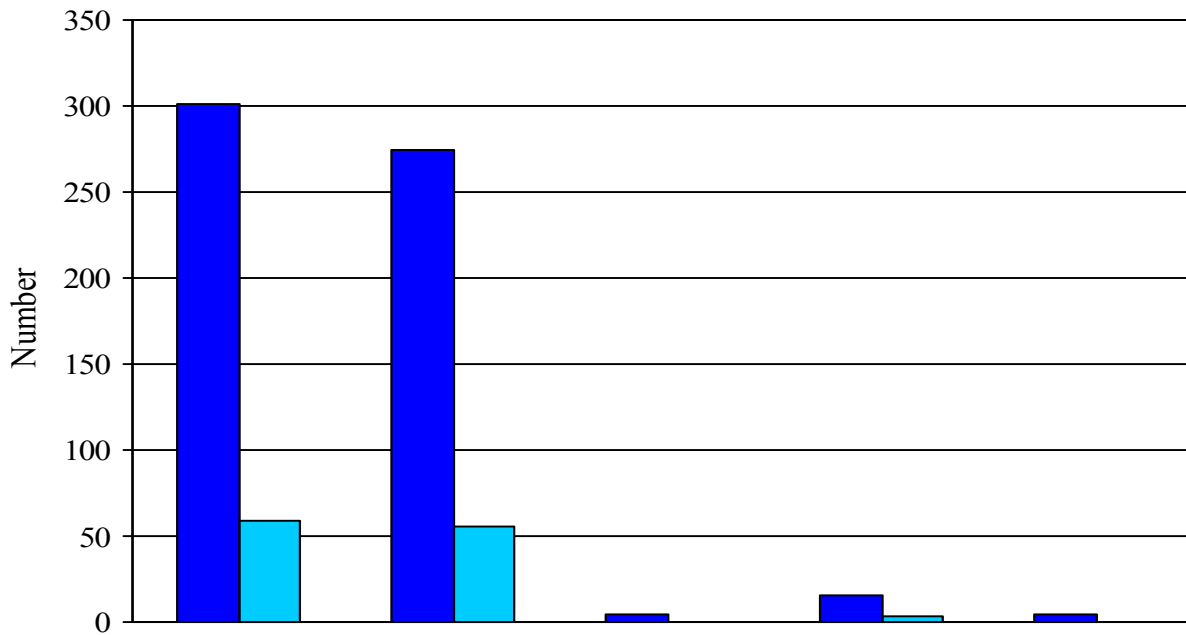
	Total	White	Black	Asian	Hispanic
Men 	91	77	5	8	1
% of tenured faculty in the schools	75%	63%	4%	7%	.8%
Women 	31	30	0	1	0
% of tenured faculty in the schools	25%	25%	0%	.8%	0%



Notes: Professional schools includes: Architecture, Art, Divinity, Forestry, Law, Management, Music, Nursing.

Data on the School of Medicine is separated from the other professional schools by the Office of Institutional Research.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

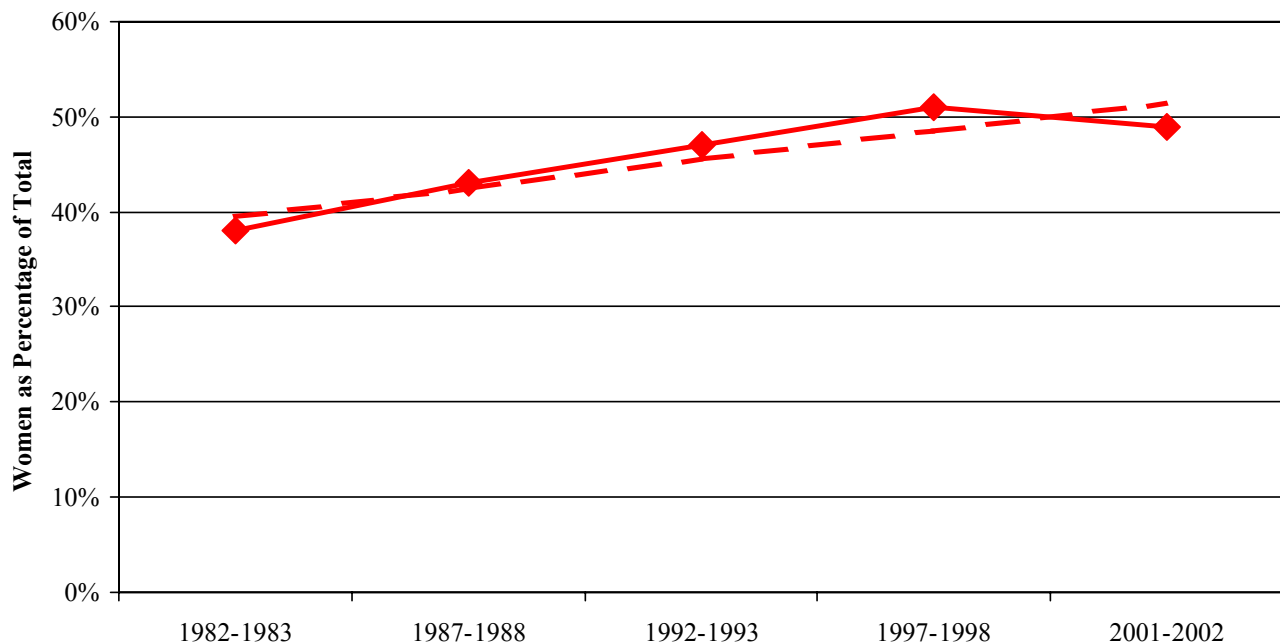
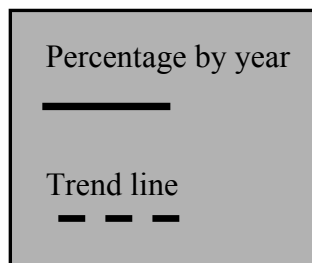
Yale 2001-2002: Distribution of tenured faculty by race and gender, School of Medicine



	Total	White	Black	Asian	Hispanic
Men 	301	275	5	16	5
% of tenured faculty in the division	84%	76%	1%	4%	1%
.....					
Women 	59	56	0	3	0
% of tenured faculty in the division	16%	16%	0%	.8%	0%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

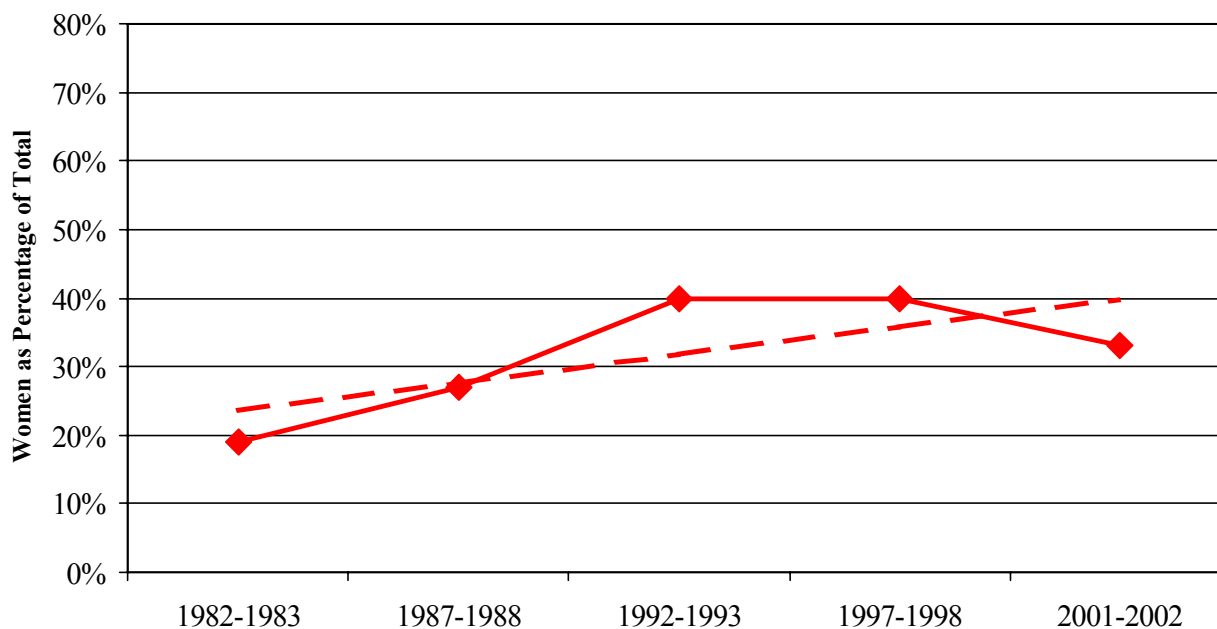
Humanities Division: Term (Non Tenured) Women Faculty from 1982-2002



Women: Current Term Pool					
# of Women/Total # in pool	51/135	53/123	54/114	50/98	49/100
% Women of Total	38%	43%	47%	51%	49%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

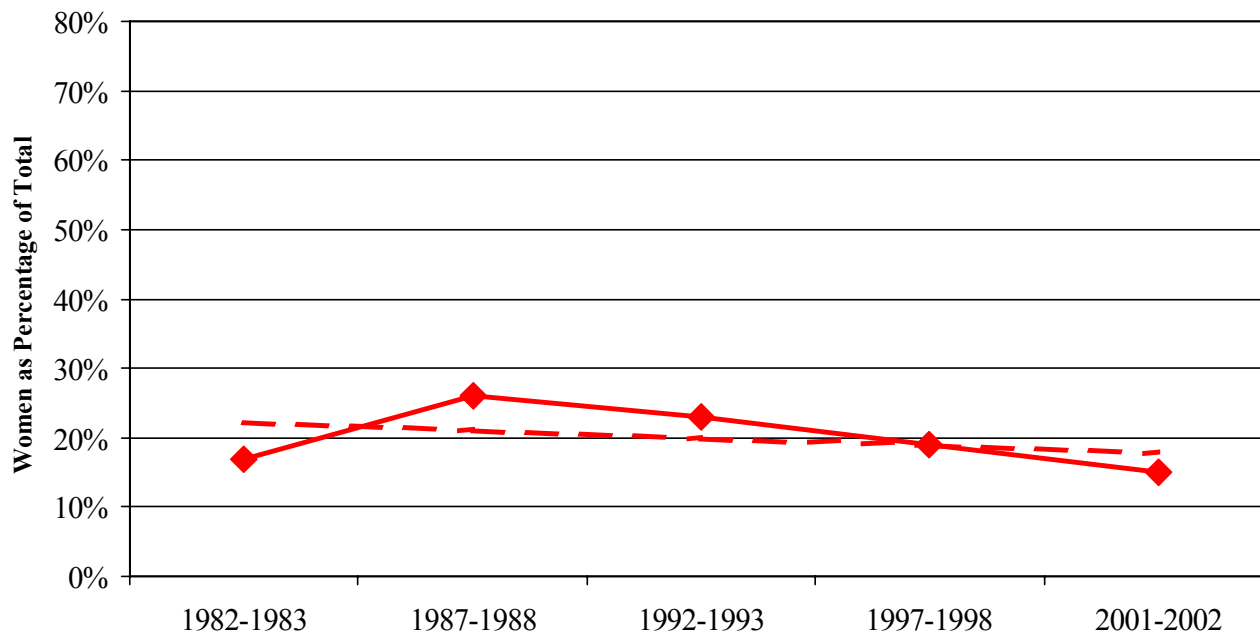
Social Sciences Division: Term (Non Tenured) Women Faculty from 1982-2002



Women: Current Term Pool					
# of Women/Total # in pool	12/63	17/63	23/40	25/62	22/68
% Women of Total	19%	27%	35%	40%	33%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

Biological Sciences Division: Term (Non Tenured) Women Faculty from 1982-2002

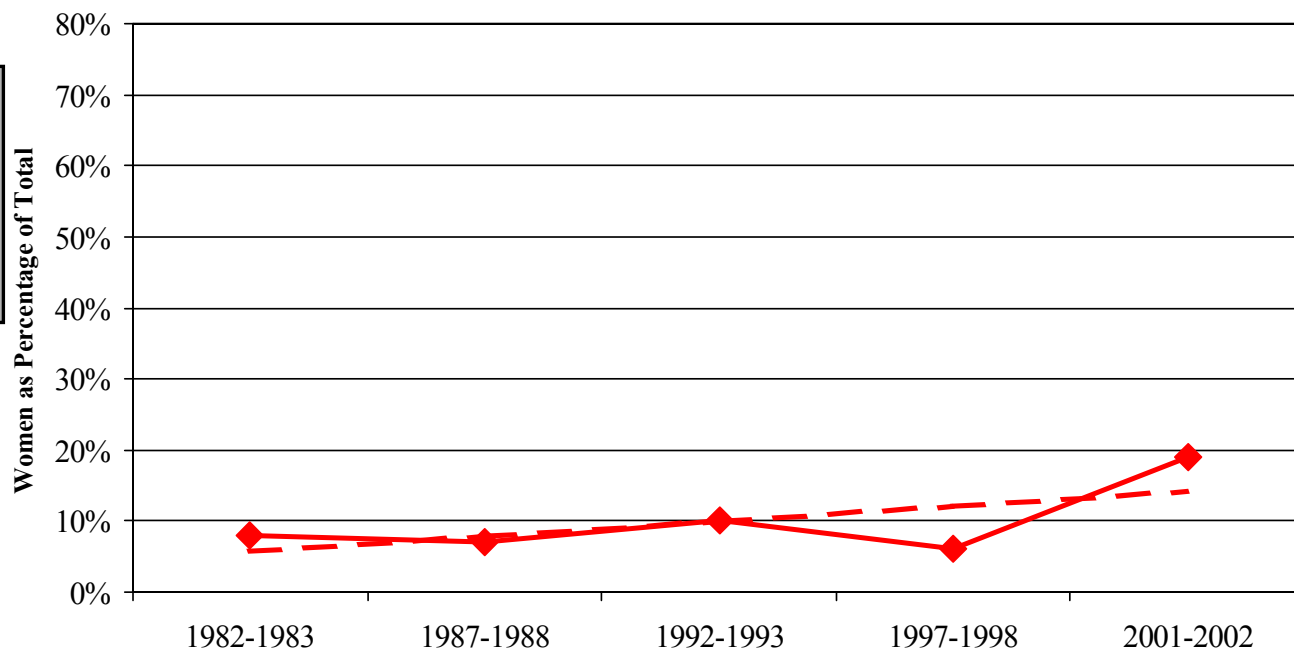


Women: Current Term Pool					
# of Women/Total # in pool	3/18	5/19	6/26	4/21	3/20
% Women of Total	17%	26%	23%	19%	15%

Note: MB&B is a department in both Medicine and FAS. All MB&B faculty, including Howard Hughes faculty, are included with FAS in this table.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

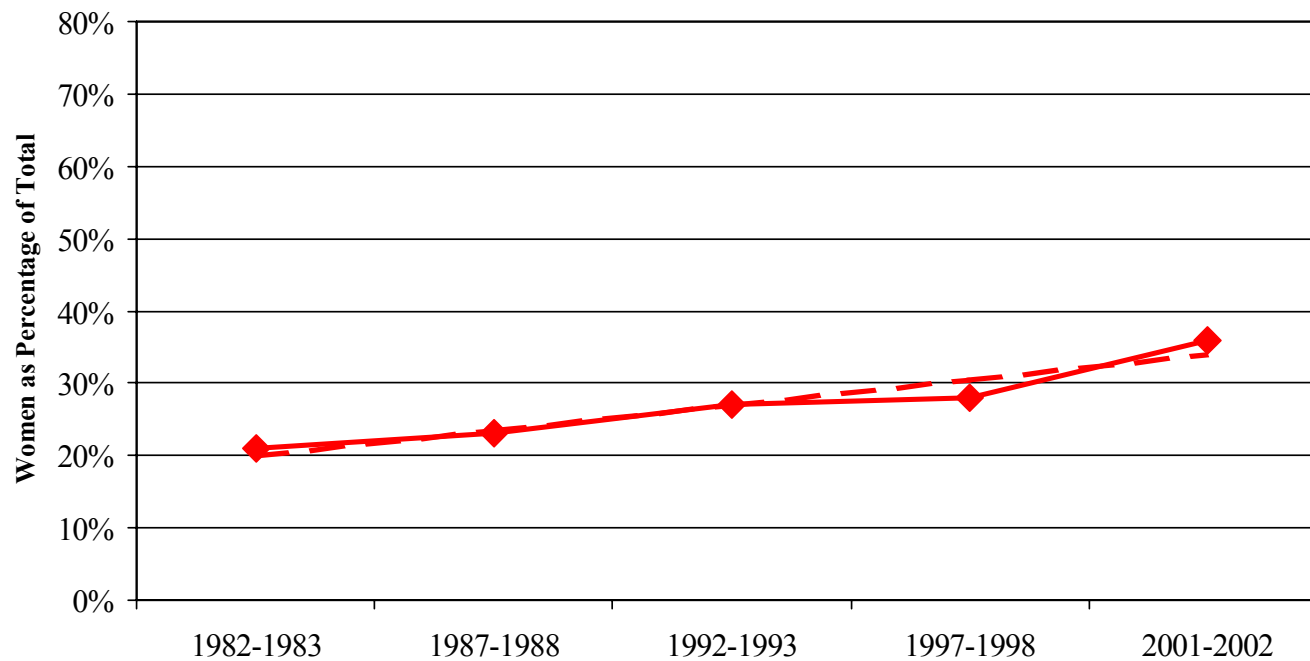
Physical Sciences Division: Term (Non Tenured) Women Faculty from 1982-2002



Women: Current Term Pool					
# of Women/Total # in pool	5/67	5/73	6/61	3/52	10/52
% Women of Total	8%	7%	10%	6%	19%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

School of Medicine: Term (Non Tenured) Women Faculty from 1982-2002

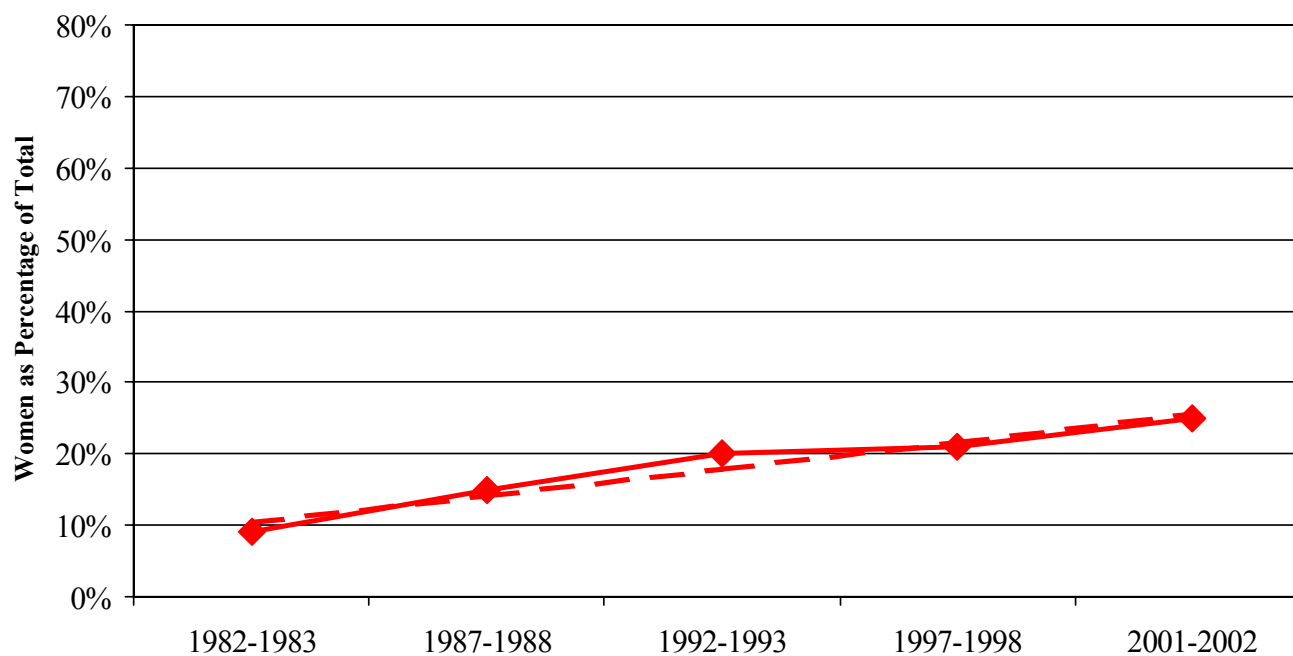


Women: Current Term Pool					
# of Women/Total # in pool	74/350	93/401	123/451	130/459	183/504
% Women of Total	21%	23%	27%	28%	36%

Note: MB&B is a department in both Medicine and FAS. All MB&B faculty, including Howard Hughes faculty, are included with FAS in this table and are not included in the totals for Medicine.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

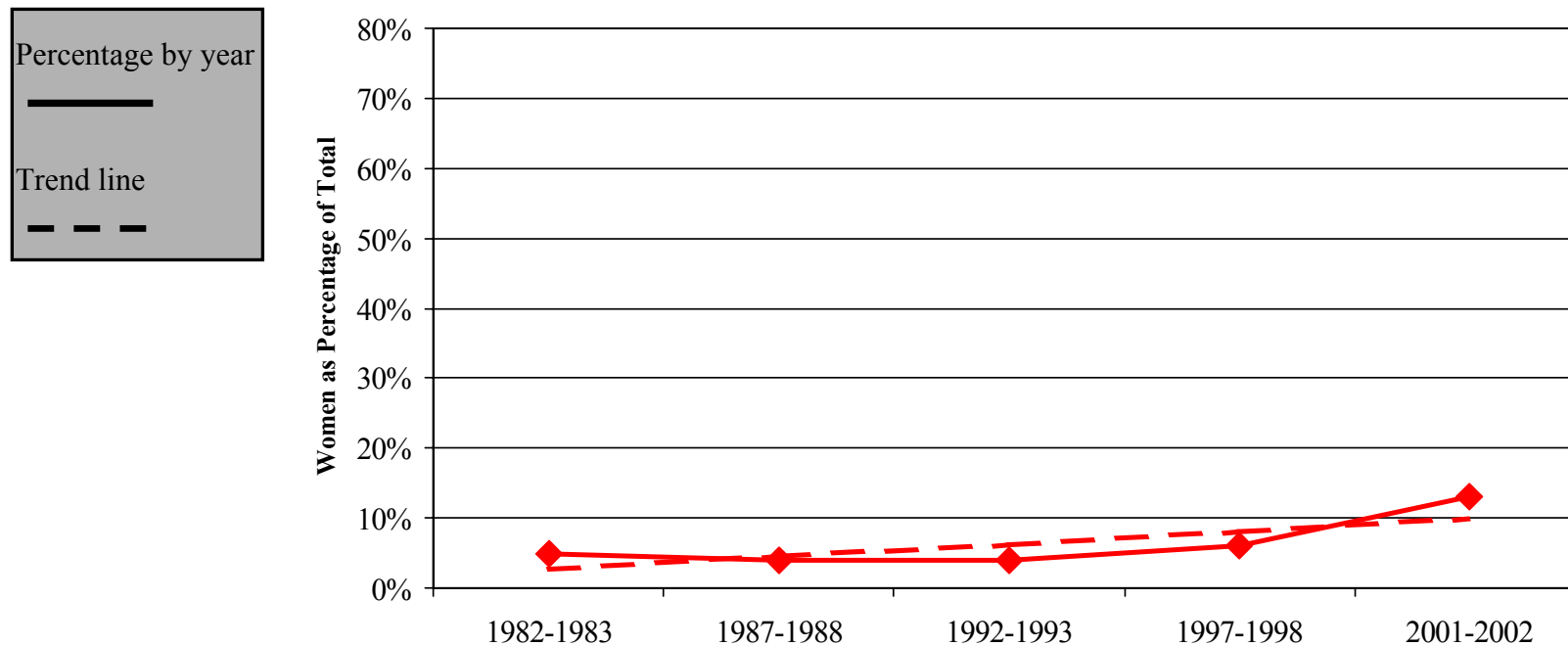
Humanities Division: Tenured Women Faculty from 1982-2002



Women: Current Tenured Pool					
# of Women/Total # in pool	11/127	20/131	25/127	27/127	31/122
% Women of Total	9%	15%	20%	21%	25%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

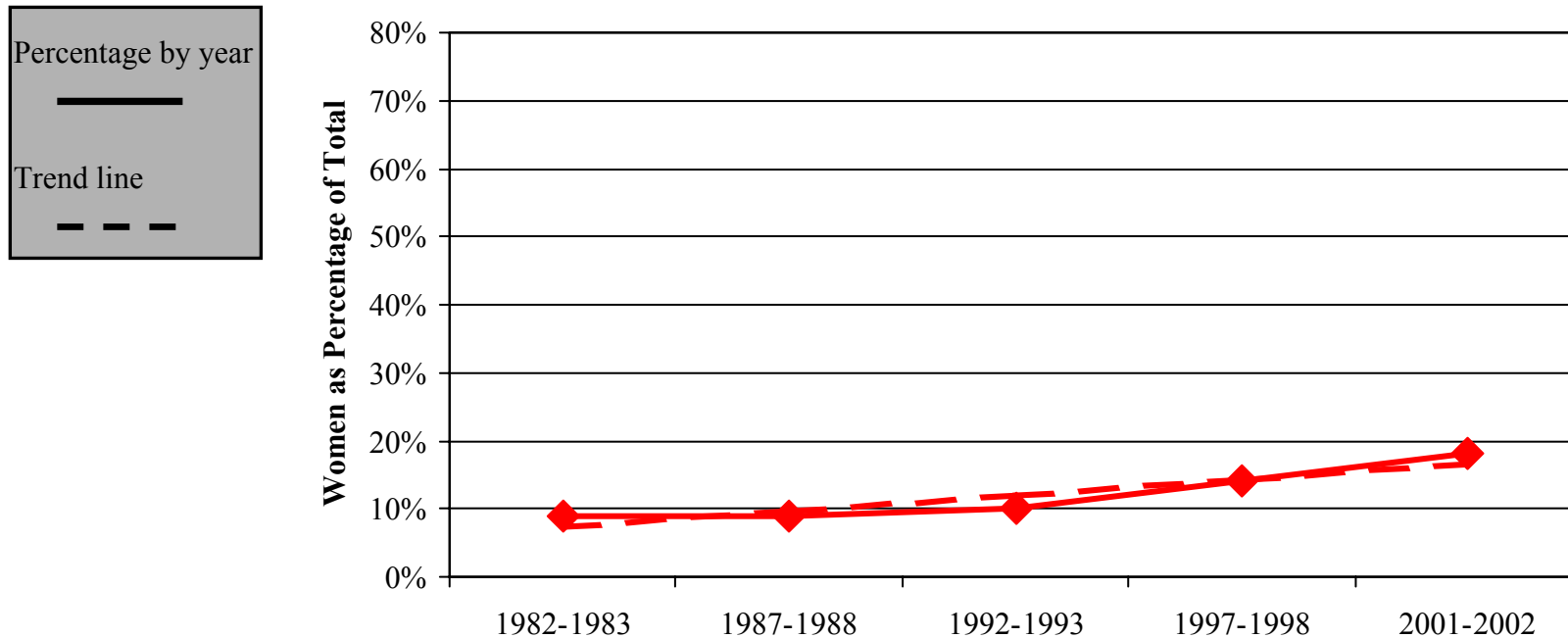
Social Sciences Division: Tenured Women Faculty from 1982-2002



Women: Current Tenured Pool					
# of Women/Total # in pool	4/77	3/71	3/70	4/67	10/76
% Women of Total	5%	4%	4%	6%	13%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

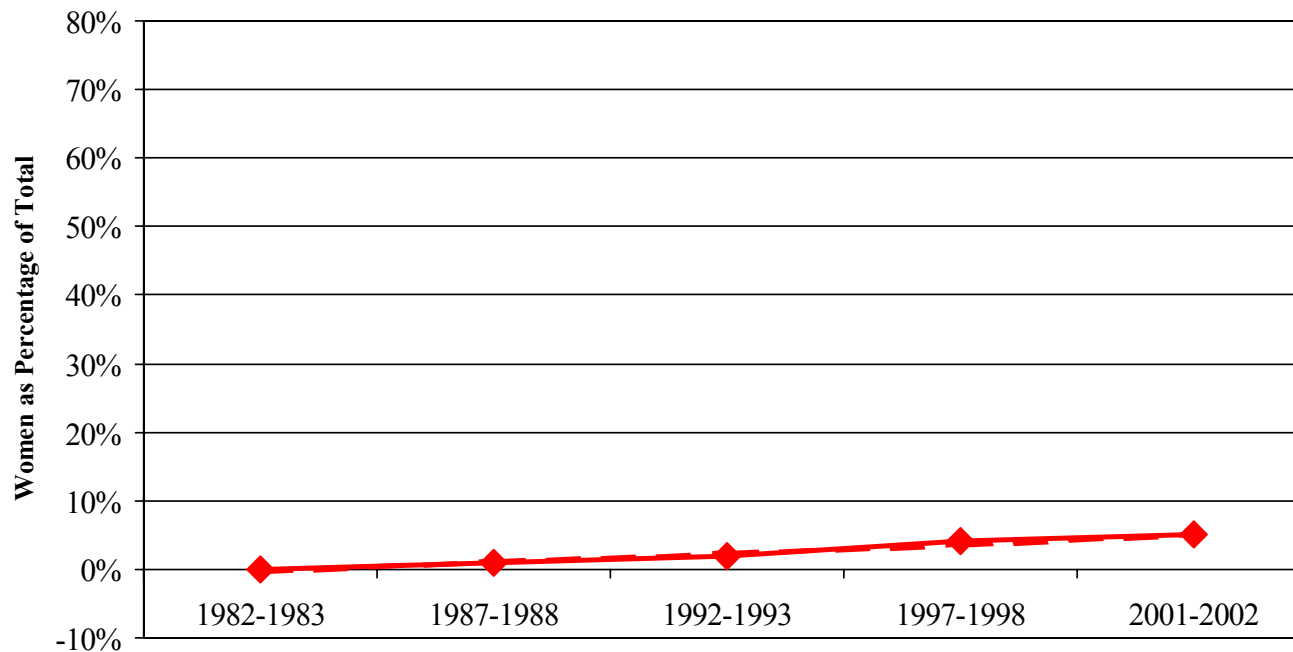
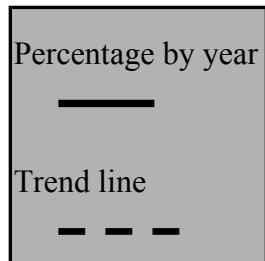
Biological Sciences Division: Tenured Women Faculty from 1982-2002



Women: Current Tenured Pool					
# of Women/Total # in pool	3/35	3/34	3/30	5/37	7/40
% Women of Total	9%	9%	10%	14%	18%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

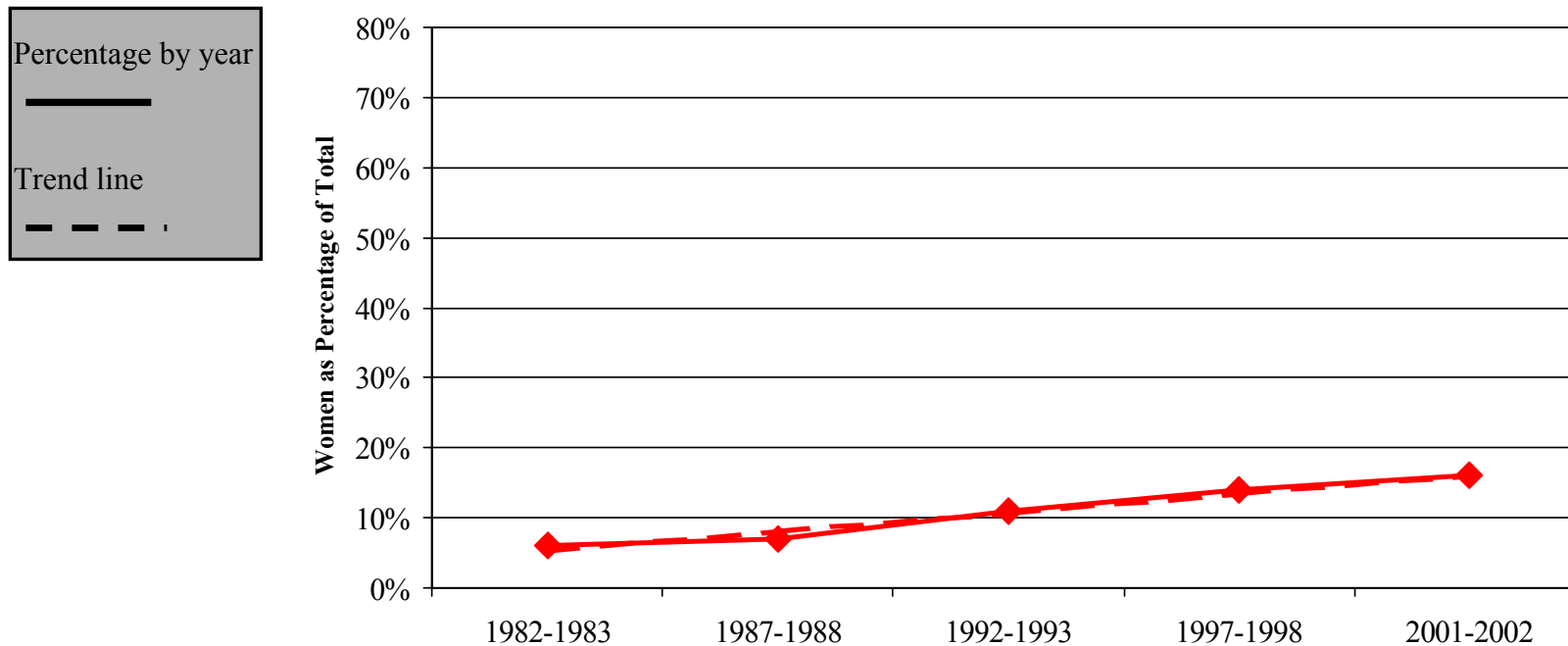
Physical Sciences Division: Tenured Women Faculty from 1982-2002



Women: Current Tenured Pool					
# of Women/Total # in pool	0/101	1/103	2/109	4/108	6/116
% Women of Total	0%	1%	2%	4%	5%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

School of Medicine: Tenured Women Faculty from 1982-2002



Women: Current Tenured Pool					
# of Women/Total # in pool	14/222	18/247	30/274	47/334	59/360
% Women of Total	6%	7%	11%	14%	16%

Yale 1982-2002: Average Rate of Change in Percentage of Women and Men in the Non Tenured (term) Faculty in the Humanities and Social Sciences

Humanities

- Women: 38% of the total term faculty in the humanities in 1982; in 2001 49% of the total pool were women. The percentage of women has increased, on average, at a rate of 0.4% per year (or approximately 1% every two years).
- Men: 62% of the total term faculty in the humanities in 1982; in 2001 51% of the total were men. The percentage of men has decreased, on average, at a rate of 0.4% per year (or approximately 1% every two years).

Social Sciences

- Women: 19% of the total term faculty in the social sciences in 1982; in 2001 33% of the total were women. The percentage of women has increased, on average, at a rate of 0.95% per year.
- Men: 81% of the total term faculty in the social sciences in 1982; in 2001 67% of the total were men. The percentage of men has decreased, on average, at a rate of 0.9% per year.

Yale 1982-2002: Average Rate of Change in Percentage of Women and Men in the Non Tenured (term) Faculty in the Biological and Physical Sciences, and the School of Medicine

Biological Sciences

- Women: 17% of the total term faculty in the biological sciences in 1982; in 2001, 15% (or 3 out of 20) of total were women. Over the years, the percentage of women in the biological sciences has fluctuated a great deal, from a high of 35% to a low of 5%. Overall, the rate of change for women in the biological sciences effectively translates into zero net change.
- Men: 83% of the total term faculty in the biological sciences in 1982; in 2001 85% of the total were men. The percentage of men has increased, on average, at a rate of 0.2% per year.

Physical Sciences

- Women: 8% of the total term faculty in the physical sciences in 1982; in 2001 19% of the total were women. The percentage of women has increased, on average, at a rate of 0.04% per year.
- Men: 93% of the total term faculty in the physical sciences in 1982; in 2001 81% of the total were men. The percentage of men has decreased, on average, at a rate of 0.07% per year.

Medical School

- Women: 21% of the total term faculty in the medical school in 1982; in 2001 36% of the total were women. The percentage of women has increased, on average, at a rate of 0.8% per year.
- Men: 79% of the total term faculty in the medical school in 1982; in 2001 64% of the total were men. The percentage of men has decreased, on average, at a rate of 0.8% per year.

Yale 1982-2002: Average Rate of Change in Percentage of Women and Men in the Tenured Faculty in the Humanities and Social Sciences

Humanities

- Women: 9% of the tenured faculty in 1982; in 2001, 25% of the tenured faculty were women. The percentage of tenured women in the Humanities has increased, on average, at a rate of 0.86% per year (or approximately 2.5% every three years).

Social Sciences

- Women: 5% of the tenured faculty in 1982; in 2001, 13% (or 10 out of 76) of the tenured faculty were women. The percentage of tenured women in the Social Sciences has increased, on average, at a rate of 0.31% per year (or approximately less than 1% every two years).

Yale 1982-2002: Average Rate of Change in Percentage of Women and Men in the Tenured Faculty in the Biological and Physical Sciences and the Medical School

Biological Sciences

•Women: 9% of tenured faculty in the biological sciences in 1982; in 2001, 18% (or 7 out of 40) of the tenured faculty were women. The percentage of tenured women in the biological sciences has increased, on average, at a rate of 0.53% per year (or approximately 1% every two years).

Physical Sciences

•Women: 0% of the tenured faculty in the physical sciences from 1982 until 1984, and until 1992 they comprised only 1% of the pool of tenured faculty. In 2001, only 5%, or 6, of the tenured faculty were women, compared to 110 tenured male professors. Measuring from 1982, the percentage of tenured women in the physical sciences has increased, on average, at a rate of 0.28% per year (or approximately 1% every four years).

Medical School

•Women: 6% of the tenured faculty in the physical sciences in 1982; in 2001, 16% (or 59 out of 360) of the tenured faculty were women. The percentage of tenured women in the biological sciences has increased, on average, at a rate of 0.56% per year (or approximately 1% every two years).

Yale 2001-2002: Women as Faculty Chairs of University Departments

Women chair 7 of the 65 departments in the Yale Faculty of Arts and Sciences and the School of Medicine (11% of the total). They serve as the director of graduate studies in 2 of the 4 departments in the School of Art (there are no chairs). The other professional schools do not have departments.

FAS Departments Chaired by women (4, 11% of total)

African American Studies
Chemical Engineering
English
Germanic Languages and Literature

FAS Departments Chaired by men (32, 89% of total)

Anthropology	Math
Applied Physics	Mechanical Engineering
Astronomy	Molecular Biophysics & Biochemistry
Chemistry	Molecular Cellular & Developmental Biology
Classics	Music
Comparative Literature	Near Eastern Lang./Lit.
Computer Science	Philosophy
East Asian Lang./Lit.	Physics
Ecology/Evolutionary Biology	Political Science
Economics	Psychology
Electrical Engineering	Religious Studies
French	Slavic Lang./Lit.
Geology and Geophysics	Sociology
History	Spanish/Portuguese
History of Art	Statistics
Italian Lang./Lit.	
Linguistics	

School of Art women serving as DGS (2, 50% of total)

Graphic Design
Sculpture

School of Art men serving as DGS (2, 50% of total)

Painting/Printmaking
Photography

School of Medicine Departments Chaired by women (1, 4% of total)

Anesthesiology

School of Medicine Depts. Chaired by men (24, 96%)

Cell Biology	Neurobiology
Cellular & Molecular Physiology	Neurology
Comparative Medicine	Neurosurgery
Dermatology	Obstetrics & Gynecology
Diagnostic Radiology	Ophthalmology
Genetics	Orthopaedics & Rehabilitation
Immunobiology	Pathology
Internal Medicine	Pediatrics
Laboratory Medicine	Pharmacology
Microbial Pathogenesis	Psychiatry
	Surgery
	Therapeutic Radiology

Yale 2001-2002: Women as Faculty Chairs of University Programs

Women chair 4 of the 20 programs in the Faculty of Arts and Sciences (20% of total), and none in the School of Medicine.

FAS Programs Chaired by women (4, 20% of total)

East Asian Studies
Humanities
Judaic Studies
Women's and Gender Studies

School of Medicine Programs Chaired by men (2, 100%)

Experimental Pathology
Investigative Medicine

FAS Programs Chaired by men (16, 80% of total)

African Studies
American Studies
Archaeological Studies
Biomedical Engineering
Environmental Engineering
Environmental Studies
European Studies (includes Hellenic Studies)
Film Studies
International Affairs Council (includes Ethics, Politics, and Economics and Int'l Studies)
History of Science & Medicine
Latin American Studies
Literature
Medieval Studies
Renaissance Studies
Russian and East European Studies
Theater Studies

School of Medicine Programs Chaired by women (0, 0%) (none)

University Research Institutes and Centers, Directors' List

Women serve as directors at 15 of Yale's 61 research centers and institutes (25% of total), not including the Women Faculty Forum. These programs span the humanities, social sciences, medicine, and the sciences.

Men Serving as Director

The Boyer Center for Molecular Medicine
 Bush Center for Child Development
 Cancer Center
 Center for Combustion Studies
 Center for Earth Observation
 Center for Eating and Weight Disorders
 Center for Environmental Law & Policy
 Center for Interdisciplinary Research on AIDS
 Center for International and Area Studies
 Center for Laser Diagnostics
 Center for Media Initiatives
 Center for Medical Informatics
 Center for Neuroscience and Regeneration Res.
 Center for Sleep Medicine
 Center for Systems Science
 Center for the Study of Corp. Law
 Center for the Study of Globalization
 Center for Urban Ecology
 China Law Center
 Collection of Musical Instruments
 Comer School of Development Program
 Committee on Canadian Studies
 Council on African Studies
 Council on Latin American Studies

Council on Middle East Studies
 Council for Southeast Asian Studies
 The Digital Media Center for the Arts
 Economic Growth Center
 European Studies Council
 Gilder Lehrman Center
 Hixon Center for Urban Ecology
 Howard Lamar Center
 Information Society Project
 Institute for Biospheric Studies
 Institution for Social and Policy Studies
 International Affairs Council
 International Center for Finance
 Occupational and Environmental Medicine
 Program
 Orville H. Schell, Jr. Center for Int'l Human
 Rights
 PACE Center
 Peabody Museum of Natural History
 PVA-EPVA Center
 South Asian Studies Council
 Tropical Resources Institute
 United Nations Studies
 The World Fellows Program
 Yale Forest Forum

Women serving as Director

Center for Astronomy and Astrophysics
 Center for Excellence in Chronic Illness Care
 Center for Health Policy and Ethics
 Center for Language Study
 Center for Coastal and Watershed Systems
 Claude D. Pepper Older Americans Independence Center
 Council on East Asian Studies
 Industrial Environmental Management Program
 Institute of Sacred Music
 Office of International Health
 Urban Resources Initiative
 Whitney Humanities Center
 Women's Health Research at Yale
 Yale-China Association

University Research Institutes and Centers, Associate or Executive Directors' List

Women serve as associate or executive directors at 7 of Yale's 61 research centers and institutes, not including the Women Faculty Forum. These programs span the humanities, social sciences, medicine, and the sciences.

Men serving as Associate or Executive Dir.

Center for International Security Studies
 China Law Center
 Gilder Lehrman Center
 Howard Lamar Center
 Institute for the Advanced Study of Religion at Yale

Women serving as Associate or Executive Dir.

Center for Environmental Law & Policy
 Center for International and Area Studies
 Center for the Study of Globalization
 Claude D. Pepper Older Americans Independence Center
 Council on African Studies
 Information Society Project
 The World Fellows Program

University Lecture Series and Fellowships

The William Clyde DeVane Professorship (est. 1971) is awarded to a Yale faculty member who then gives a semester-long lecture series for the University and community. In the 1970s and early 1980s, a professor held the DeVane post for a 3-year interval. Beginning in the late 1980s, a professor started giving the DeVane lecture yearly.

- From 1971 to 2002, the semester-long DeVane Lectures were given by a single individual 14 times; once (1998) by a woman.
- In 2000-2001 and the fall of 2001, a series of 23 Yale professors and guest lecturers participated in the program, with each person giving the lecture weekly. Five of the Tercentennial lecturers were women (22%).

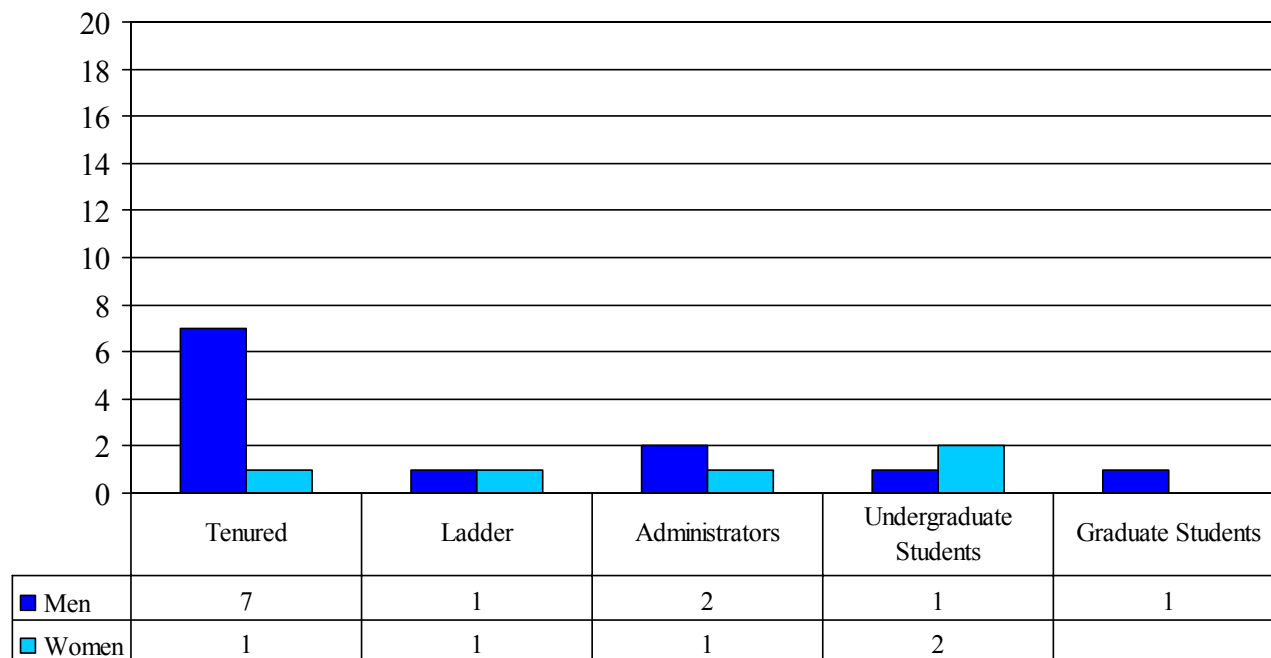
The Storrs Lecture is a course of lectures dealing with fundamental problems of law and jurisprudence. These lectures are given by an American or foreign jurist or scholar who is not ordinarily a member of the regular faculty of the Yale Law School.

- Since 1982, 13 individuals have given the Storrs Lecture. Two of the lecturers (12%) were women, in 1989 and 2002.

The Chubb Fellowship is devoted to encouraging and aiding Yale students interested in the operations of government and public service. Each year, 4-5 individuals are invited to campus for a weeklong visit to campus, which includes a public lecture. Timothy Dwight College administers the program.

- Since 1982, 74 individuals have served as Chubb fellows. Fourteen of the fellows were women (19%).

Yale 2001-2002: Composition by Gender of the Coordinating Committee of the Committee on Yale College Education (17 members)



Note: Dean Brodhead, the Chair of the Committee, is listed as an administrator for these purposes. With the exception of the three administrators, all Steering Committee members also serve on one of the four working groups.

Source: Yale Bulletin and Calendar 2002

Yale 1982-2002: Women in University Administration

Number of Women/Number of Total (% Women of total)

	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002
Corporation Members	3/16 (19%)	5/16 (31%)	3/16 (19%)	5/16 (31%)	4/16 (25%)
University Officers	0/5	2/6 (33%)	3/6 (50%)	3/6 (50%)	3/7 (43%)
Deans of Schools	1/12 (8%)	1/12 (8%)	1/12 (8%)	1/12 (8%)	3/12 (25%)
College Masters	2/12 (17%)	2/12 (17%)	1/12 (8%)	2/12 (17%)	3/12 (25%)

Yale 1982-2002: Women in University Administration

	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002
Women Serving As Director		Univ. Art Gallery Univ. Librarian	Peabody Museum Univ. Art Gallery Univ. Librarian Univ. Health Services	Univ. Art Gallery	Beinecke Library Center for British Art Univ. Librarian
Men Serving as Director	Beinecke Library Center for British Art Peabody Museum Univ. Art Gallery Univ. Chaplain Univ. Librarian Univ. Health Services Yale Univ. Press	Beinecke Library Center for British Art Peabody Museum Univ. Chaplain Univ. Health Services Yale Univ. Press	Beinecke Library Center for British Art Univ. Chaplain Yale Univ. Press	Beinecke Library Center for British Art Peabody Museum Univ. Chaplain Univ. Librarian Univ. Health Services Yale Univ. Press	Peabody Museum Univ. Art Gallery Univ. Chaplain Univ. Health Services Yale Univ. Press

Note: The Yale Corporation By-Laws lists these eight senior administrative positions as those which are “appointed by the Corporation upon the recommendation of the President.”

Source: Yale University Directory 1982, 1986, 1992, 1997, 2001

University Honors, Prizes, and Awards

The William Clyde DeVane Medals are conferred annually to one current Yale faculty member and one retired faculty member by the Yale Phi Beta Kappa chapter for distinguished scholarship and undergraduate teaching.

- Since 1978, 42 medals have been awarded. Six women have received the medal (14% of total).

The Wilbur Cross Medals are conferred annually by the Graduate School to alumni who have achieved excellence in their careers.

- Since 1982, 106 medals have been awarded. Twenty-nine medals have been conferred on women (27% of total), 16 of which have occurred since 1995.

Master's Teas

- In 2001, 59 teas were offered. Nineteen women participated in the teas (32% of total).

Honorary degrees are awarded each year at commencement.

- Since 1982, 207 honorary degrees have been awarded. Women have received 54 degrees (26% of total).

Yale 2001-2002: Depicting and Representing Women: The Iconography and Architecture at Yale

(Symbolism) “is one obvious way in which gender matters; an institution’s iconography, conception of itself and its history, and the messages that sends about who can wield authority, who matters around this place.”—From Nan Keohane’s remarks at

Gender Matters, September 20, 2001

- Sixteen portraits of distinguished alumni (such as former President George HW Bush) line the walls in Commons, the main dining hall. There are no portraits of alumnae in that space.
- In many of the college dining halls, portraits of the masters line the walls. To date, eight women have served as masters among the twelve colleges.
- The campus consists of more than four hundred buildings. We have thus far identified twelve buildings which were all or partially endowed by women donors, including the Jane Ellen Hope Winchester Building (named after the donor’s mother) and Woodbridge Hall. Six campus buildings are named after women: Helen Hadley Hall, Jane Ellen Hope Winchester Building, Mary S Harkness Memorial Auditorium, Gilder Boathouse (Virginia Gilder), and Lauder Hall.
- Yale has approximately eight pieces of public sculpture (public defined as space open to the general public). These pieces include war memorials, statues of the Yale founding fathers and the Women’s Table on Cross Campus.
- Approximately twenty other pieces of sculpture are displayed in semi-public spaces around campus, such as college and museum courtyards. These are mostly modern, abstract pieces.

Sources: *A Checklist of American Sculpture at Yale University*, Yale University Art Gallery, 1992; *The Buildings and Grounds of Yale*, 1979; Patrick Pinnell, *Yale University: the Campus Guide*, 1999