



The View

2021-2022

The Women Faculty Forum Yale University

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Section AA: Introduction



Introduction

We present the **View of status of women and men faculty at Yale**. The newest data present a snapshot of faculty in fall 2021, as is reported by Yale's Office of Institutional Research (OIR).

In 2002, the Women Faculty Forum (WFF) published its first report on the status of women faculty at Yale at that time and the progress made in the preceding two decades. Women made up only 26% of the total faculty while 'minority women' made up 4%. Among tenured faculty, 17% were women, with 'minority women' comprising 2%. Since then, Yale has made much progress. Today, 41% of ladder faculty are women.

WFF has long advocated for more transparency and better availability of data, and we now have access to much of the data published here through the Office of Institutional Research's website, <https://oir.yale.edu>. Our understanding of gender is evolving: the university has added new gender categories, non-binary and 'choose not to answer.' In addition, we include data that can provide a more nuanced sense of the intersectionality of gender and race.

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Introduction (continued)

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The number of women in leadership roles at Yale and elsewhere is slowly but steadily increasing. At Yale, the fraction of department chairs who are women and gender minorities in FAS increased from 11% in 2001 to 37% in 2021. We note promising improvements in female representation among school Deans and Heads of Colleges, and within the Provost's Office. However, the number of women who hold prestigious named and Sterling Professorships remains stubbornly low, increasing only from 48 (16%) and 3 (10%) respectively in 2001 to 128 (28%) and 6 (17%) in 2021.

What is not included in this report is information on salary, start-up funds, space, and access to other resources, such as research funds and support staff.

Indeed, there is still much work to be done.



New to the View Since 2017

Since the last report, there are changes in the ways we report gender. We now include the category of “non-binary/did not disclose” in the report

Workday information was implemented since last report which makes the data more centralized.

[Office of Institutional Research](#) website data is now accessible on their website. The website also hosts data visualization which can be queried and filtered to some degree.

[Belonging at Yale](#) Initiative centralizes Yale's activities to enhance diversity, support equity, and promote inclusion under the President's office.

Addition of new category “Continuing” in addition to “Tenure” and “Term” to describe the faculty.



The View in 2021: Points of Concern

Across all schools, significantly more those who identified as male than female and non-binary/did not disclose (ENBY-U) faculty hold tenured positions. In the Medical school it is 14% vs. 6%, in FAS it is 79% vs. 65%, and in the professional schools it is 76% vs. 57%.

We note a decrease in female Pacific/Hawaiian and multiracial research faculty, of which there were very few to begin with.

There remains poor female and ENBY-U representation among department chairs university-wide. Especially of note, as the largest unit at Yale, is the poor female representation among department chairs and section chiefs at the School of Medicine.

The number of women and ENBY-U faculty in prestigious named or Sterling professorships remains low (134 women vs. 357 men).

We note a reduction in graduation rates among female and underrepresented minority PhD students, potentially demonstrating a disproportionate impact of the COVID-19 pandemic.



Recommendations

Develop leadership pipeline by mentoring, training, and advocating for women and those with marginalized or underrepresented identities. Establish effective mentoring and sponsorship programs.

Continue the focus on promoting and supporting people and DEI initiatives at Yale, especially for those who cross the intersection of gender and race. Centralized DEI initiative through the Belonging at Yale Initiative with reliance of localized department-level DEI initiatives are good first steps toward institutional change.

Continue to support open access to demographic data within the university, made available by the Office of Institutional Research (OIR) and its website. This includes improved transparency in salary, space, and other resources available to its faculty.

We recommend Yale consider updating its use of “male” and “female” to “man” and “woman” in OIR/Workday to better reflect the greater understanding of the [difference between sex and gender identity](#). Consider also separating “Non-binary” and “did not disclose” for better data collection.



The View in 2021: Positive Highlights

There is a notable increase in female representation among leaders including school Deans, Heads of Colleges, the Provost's Office, and the Medical School academic leadership (see Sec. C).

We see improvements in female representation among ladder faculty in the Medical School in Asian/Asian American, Black/African American, and Hispanic/Latino groups.

All schools show small to moderate improvements in female graduate student representation.

Transparency and availability of data: While a more granular data would allow us to carry out a better analysis of the faculty demographics, most of the data used in the View is now accessible on the websites hosted by the [Office of Institutional Research](#) and [Provost's Office](#).

[Belonging at Yale](#) Initiative centralizes Yale's activities to enhance diversity, support equity, and promote inclusion under the President's office.



Abbreviations

Terminology

- OIR: Office of Institutional Research
- ENBY-U: Non-binary or did not disclose
- UM: Underrepresented minority

School and Division Abbreviations

- ARC: School of Architecture
- DIV: School of Divinity
- DRA: School of Drama
- ENG: School of Engineering
- ENV: School of Forestry and Environmental Studies
- MED: School of Medicine
- MUS: School of Music
- NUR: School of Nursing
- PH: School of Public Health
- SOM: School of Management
- FAS: Faculty of Arts and Sciences



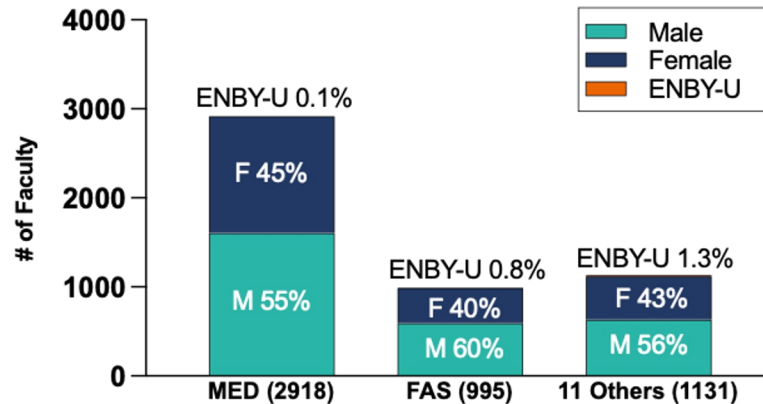
Definitions

- **Ladder:** Tenured or tenure-track faculty, including assistant, associate, and full professor ranks
 - **Tenured Faculty:** ladder faculty who are not eligible for traditional tenure. These include the ladder tracks in Medicine that are not eligible for tenure, the clinical tracks in Law and Nursing, and all undifferentiated Assistant Professors in Medicine
 - **Term Faculty:** Ladder faculty who have yet to receive tenure
- **Continuing:** Ladder faculty who are not eligible for traditional tenure. These include the ladder tracks in Medicine that are not eligible for tenure, the clinical tracks in Law and Nursing, and all undifferentiated Assistant Professors in Medicine
- **Non-ladder:** Faculty who are not on tenure track, including instructional and research faculty. These include all lecturers, lectors, instructors, adjunct faculty, Professors of the Practice, and Gibbs Assistant Professors, research scientists and research scholars.

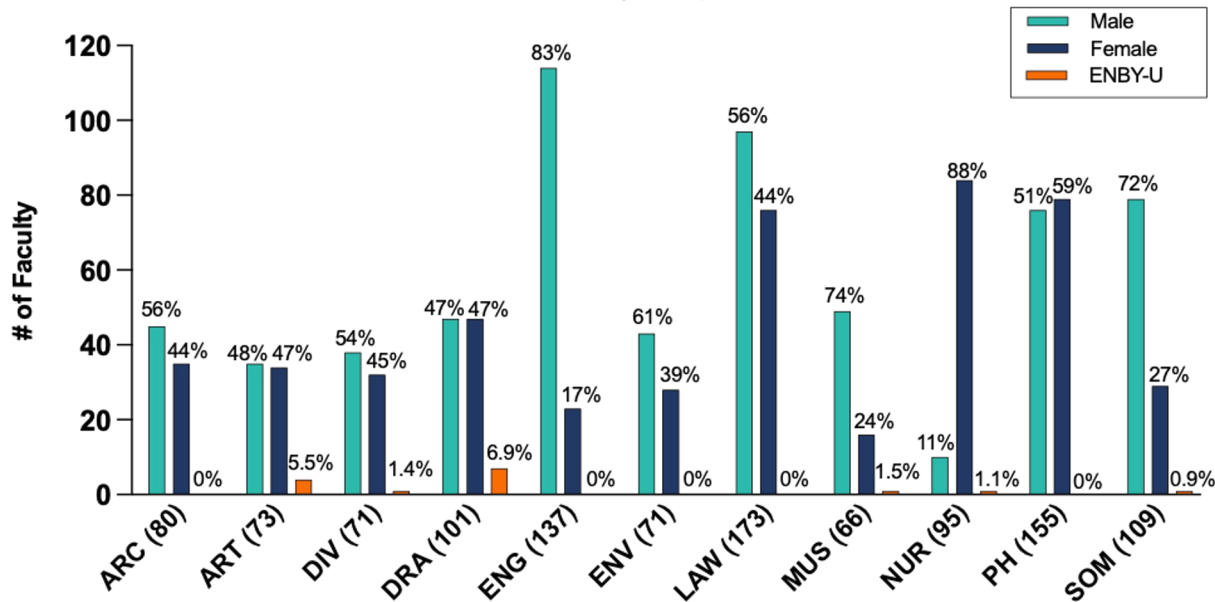


Section A: Yale Faculty, Current and Historical

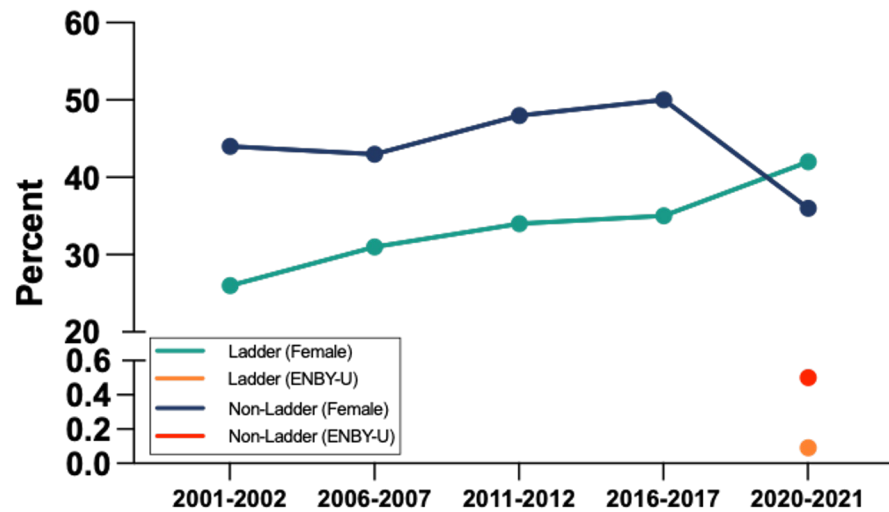
A.1. Total Faculty by Gender and School, 2021



Distribution of faculty in 11 professional schools



A.2. Ladder and Non-Ladder: University-Wide (2001–2022)

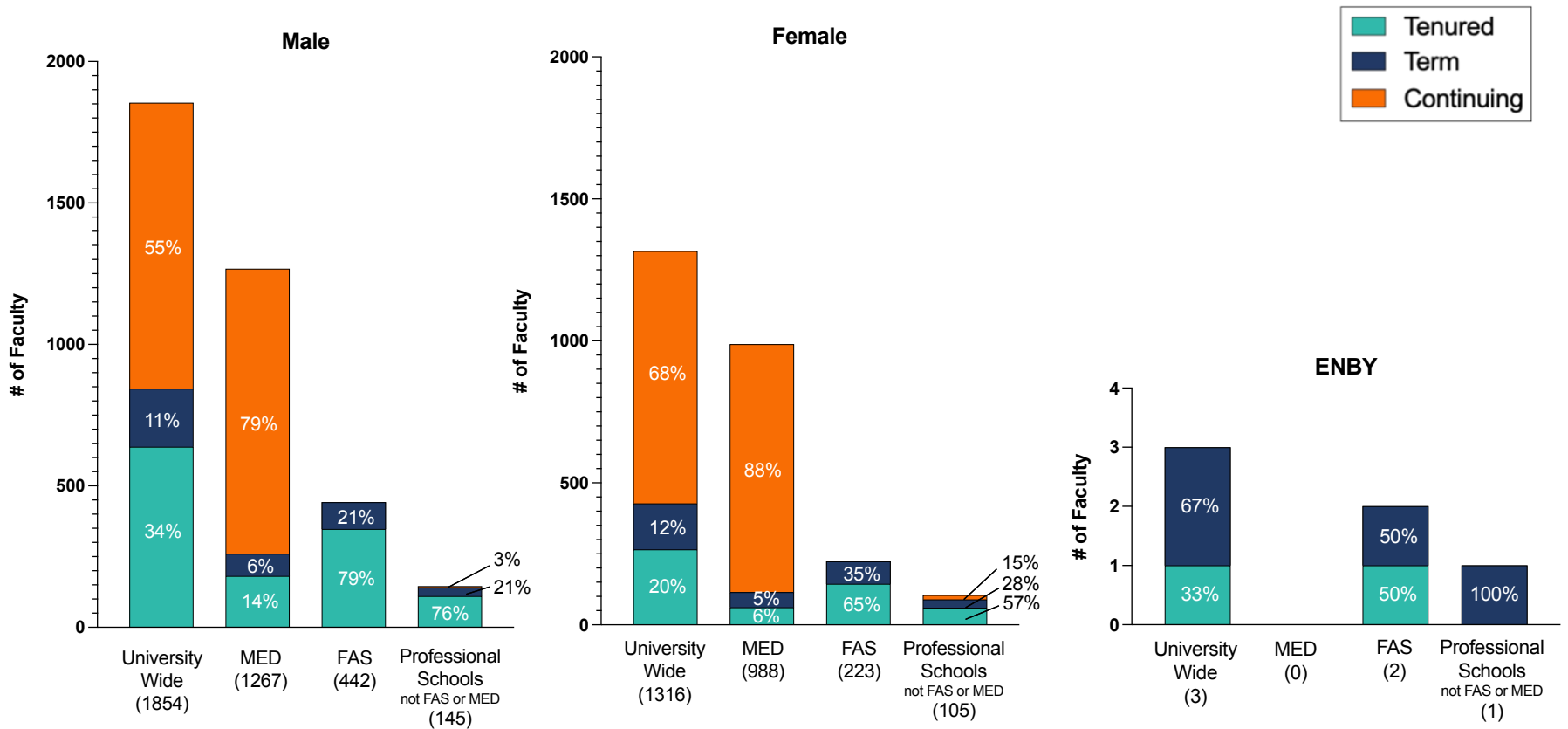


	2001-2002 (Female/Total)	2006-2007 (Female/Total)	2011-2012 (Female/Total)	2016-2017 (Female/Total)	2020-2021 (Female/Total)	2020-2021 (ENBY-U/Total)
Ladder	444/1646 27%	580/1872 31%	754/2187 34%	797/2251 35%	1241/3020 41%	1316/3020 0.1%
Non-Ladder	341/781 44%	389/907 43%	455/950 48%	476/947 50%	390/927 42%	2/927 0.2%

Ladder: Tenure-track faculty, including assistant, associate, and full professor ranks
 Non-Ladder: Faculty that are not on tenure track, including instructional/research faculty



A.3. Ladder Faculty by Gender: Tenured, Term, Continuing (2022)



A.4.a. Faculty of Arts and Sciences Departments & Programs

Ladder faculty by primary appointment

% Female, % Non-Binary-Unknown

FAS Departments or Programs	Total	% ENBY-U	% Fem		FAS Departments or Programs	Total	% ENBY-U	% Fem		
Italian Language and Literature	3	-	100	70-100%	Mol. Biophysics & Biochemistry	25	-	28	20-39%	
Woman's, Gender, and Sexuality St.	7	-	71		Ecology and Evolutionary Biology	15	-	27		
History of Art	17	-	71		Philosophy	19	5	26		
Slavic Languages and Literatures	6	-	67	Spanish and Portuguese	4	-	25			
Linguistics	8	-	63	German	4	-	25			
American Studies	11	-	55	Earth and Planetary Sciences	20	-	25			
Comparative Literature	10	-	50	Chemistry	24	-	21			
African American Studies	8	13	50	Physics	34	-	21			
Religious Studies	14	-	50	Statistics	11	-	18	0-19%		
English	34	-	47	Economics	47	-	17			
Anthropology	24	-	46	Near Eastern Lang.s & Civilizations	7	-	14			
Psychology	27	-	44	Mathematics	15	-	13			
Classics	9	-	44	Engineering Departments						
East Asian Languages and Lit.	5	-	40		Total	% ENBY-U	% Fem			
Sociology	15	-	40	30-49%	Mechanical Engineering	13	-	23	20-25%	
Political Science	41	-	39	Molecular, Cellular & Dev. Biology	26	-	31			
History	49	-	39	Chemical Engineering	15	-	20			
French	8	-	38	Music	10	-	20			
Astronomy	12	-	33		Computer Science	26	-	19	0-19%	
Applied Physics	10	-	30		Electrical Engineering	12	-	17		
					Applied Physics	13	-	15		

* Similar table for School of Medicine was included in 2016-2017's View. Unfortunately, we did not have data at the department level for this year. We will be working with the OIR to make it publicly available.



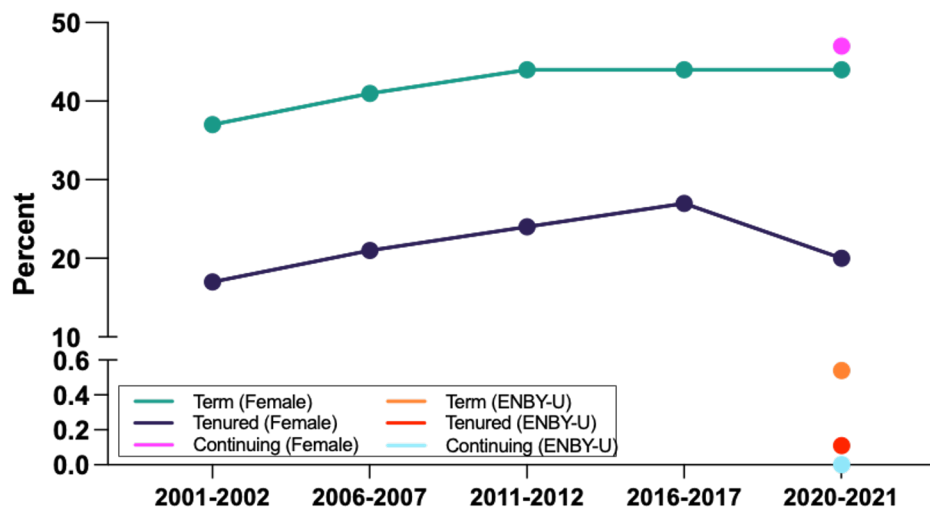
A.4.b. Faculty of Medicine and Public Health Departments

Ladder faculty by primary appointment

% Female, %Non-Binary/Unknown

Division	Female	ENBY-U	Total	%Fem	%ENBY-U
Yale Employees					
Basic Science Departments	46	-	155	29.7	-
Clinical Departments	822	-	1852	44.4	-
School of Public Health	45	-	95	47.4	-
Yale Non-Employees					
Basic Science Departments	-	-	2	-	-
Clinical Departments	75	-	151	49.7	-

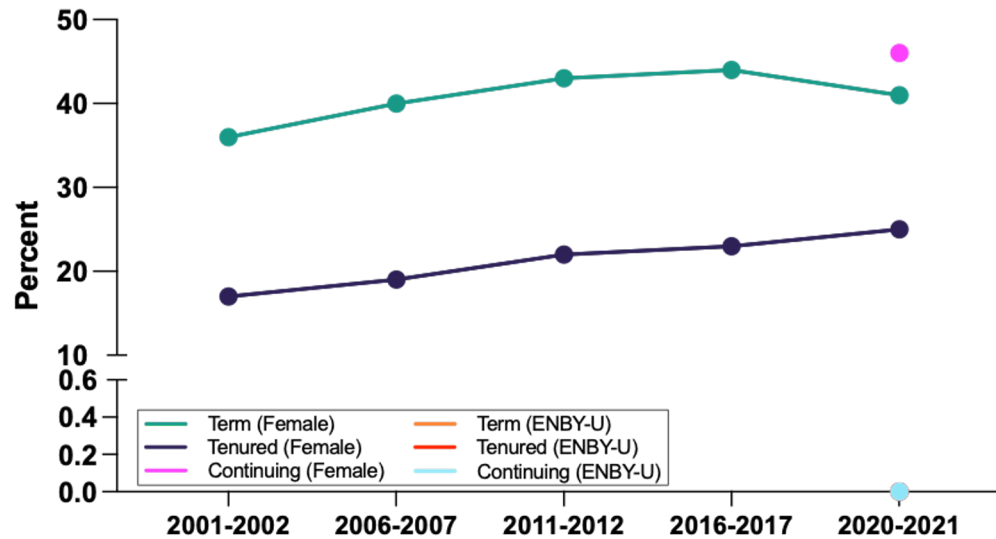
A.5.a. Trend in Term and Tenured Female and Non-Binary/Unknown Faculty, University-Wide (2001–2021)



	2001-2002 (Female/Total)	2006-2007 (Female/Total)	2011-2012 (Female/Total)	2016-2017 (Female/Total)	2020-2021 (Female/Total)	2020-2021 (ENBY-U/Total)
Term	300/810 37%	393/966 41%	510/1171 44%	504/1148 44%	162/369 44%	2/369 0.54%
Tenured	144/836 17%	187/906 21%	244/1016 24%	293/1103 27%	265/904 29%	1/904 0.11%
Continuing	-	-	-	-	889/1900 47%	0/1900 0.00%
Total Ladder	444/1646 27%	580/1872 31%	754/2187 34%	797/2251 35%	1316/3173 41%	3/3173 0.09%

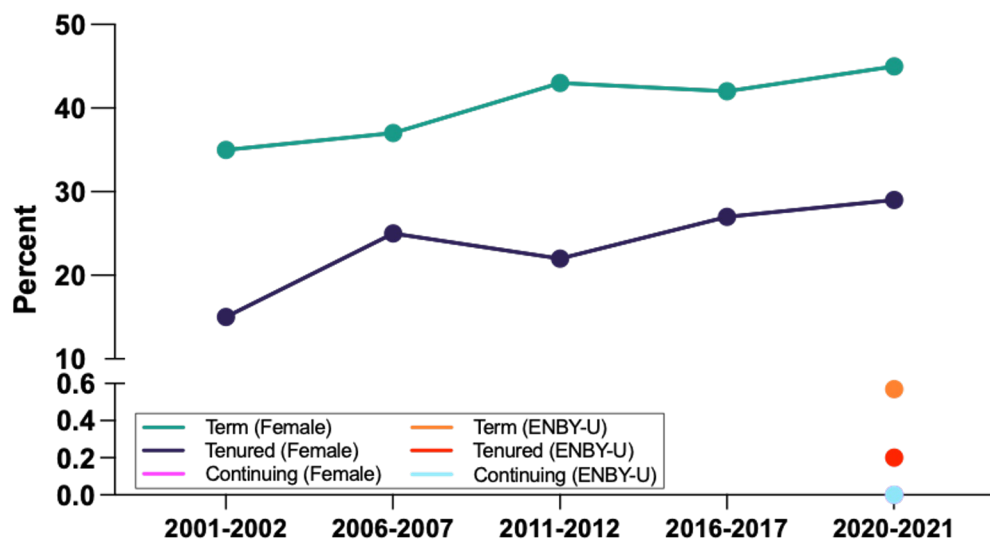


A.5.b. Trend in Term and Tenured Female and Non-Binary/Unknown Faculty, School of Medicine (2001–2021)



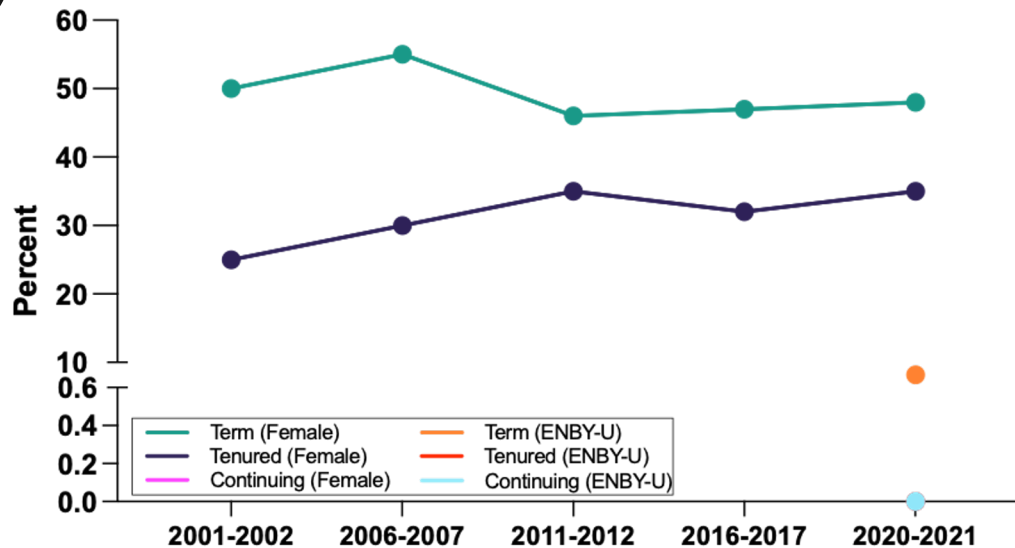
	2001-2002 (Female/Total)	2006-2007 (Female/Total)	2011-2012 (Female/Total)	2016-2017 (Female/Total)	2020-2021 (Female/Total)	2020-2021 (ENBY-U/Total)
Term	183/504 36%	262/649 40%	327/762 43%	376/853 44%	54/133 41%	0/133 0.00%
Tenured	60/363 17%	74/381 19%	94/421 22%	100/430 23%	61/242 25%	0/242 0.00%
Continuing	-	-	-	-	873/1880 46%	0/1880 0.00%
Total Ladder	243/867 28%	336/1030 33%	421/1183 36%	476/1283 37%	988/2255 44%	0/2255 0.00%

A.5.c. Trend in Term and Tenured Female and Non-Binary/Unknown Faculty, FAS (2001–2021)



	2001-2002 (Female/Total)	2006-2007 (Female/Total)	2011-2012 (Female/Total)	2016-2017 (Female/Total)	2020-2021 (Female/Total)	2020-2021 (ENBY-U/Total)
Term	84/240 35%	89/240 37%	98/227 43%	61/146 42%	79/175 45%	1/175 0.57%
Tenured	54/354 15%	72/289 25%	99/445 22%	113/425 27%	144/492 29%	1/492 0.20%
Continuing	-	-	-	-	0/0 -	0/0 -
Total Ladder	138/594 23%	161/629 26%	197/672 29%	174/571 30%	223/667 33%	2/667 0.0%

A.5.d. Trend in Term and Tenured Female and Non-Binary/Unknown Faculty, Other Professional Schools (2001–2021)



	2001-2002 (Female/Total)	2006-2007 (Female/Total)	2011-2012 (Female/Total)	2016-2017 (Female/Total)	2020-2021 (Female/Total)	2020-2021 (ENBY-U/Total)
Term	33/66 50%	42/77 55%	36/79 46%	61/129 47%	29/61 48%	1/61 1.64%
Tenured	31/122 25%	41/136 30%	48/137 35%	80/247 32%	60/170 35%	0/170 0.00%
Continuing	-	-	-	-	16/20 80%	0/20 0.00%
Total Ladder	64/188 34%	83/213 39%	84/216 39%	141/376 38%	105/251 42%	1/251 0.40%



Section B:

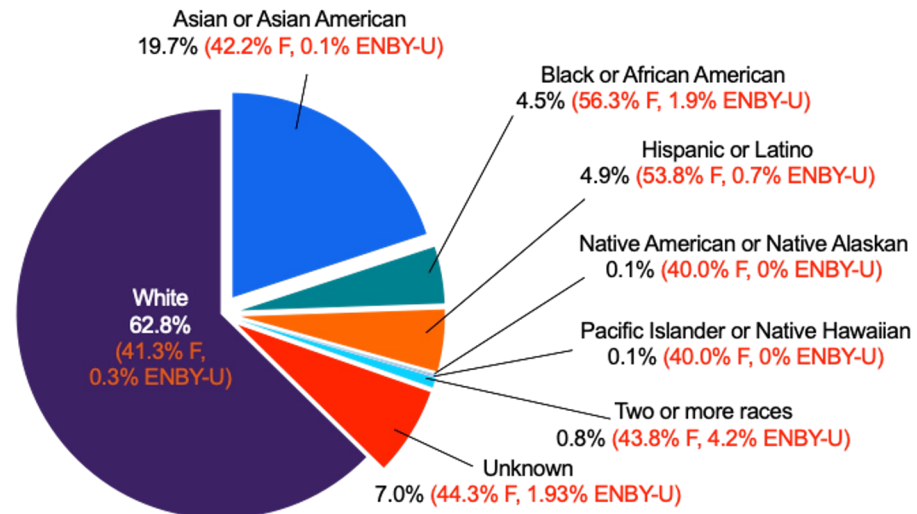
Faculty Race, Ethnicity, and Gender

B.1.a. Trends in All Faculty by Race, Ethnicity

% Female and %Non-Binary/Unknown of Each Group



2016-2017 (ENBY-U data not collected)



2021-2022

B.1.b. Tables of Trends in All Faculty by Race, Ethnicity, Gender % Female and Non-Binary/Unknown

2016-2017*	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	17.3	369	-	576	1945	39.0	-
Black or African American	3.0	85	-	78	163	52.2	-
Hispanic or Latino	3.2	90	-	86	176	51.1	-
Native American or Native Alaskan	0.1	1	-	5	6	17.0	-
Pacific Islander or Native Hawaiian	0.2	4	-	6	10	40.0	-
Two or More Races (non-Hispanic or Latino)	0.3	10	-	8	18	55.6	-
Unknown	11.3	285	-	333	618	46.1	-
White	64.5	1355	-	2160	3515	38.6	-

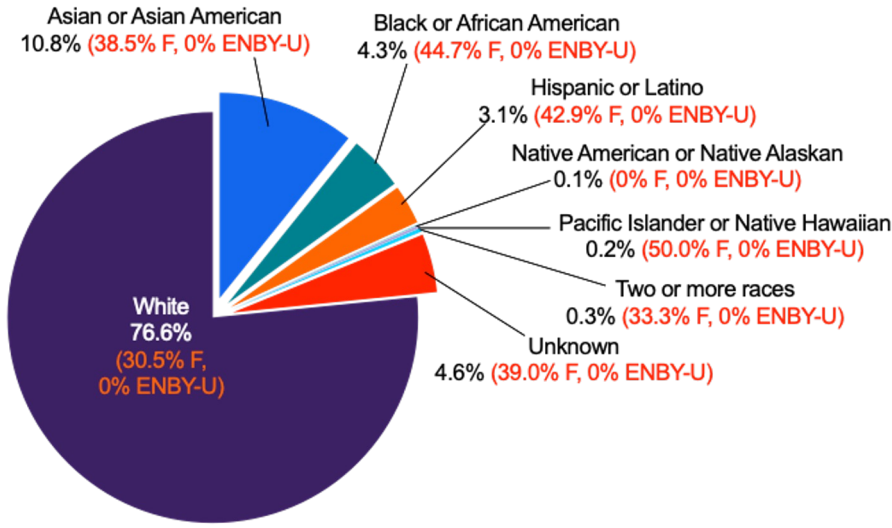
2021-2022	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	19.7	490	1	670	1161	42.2	0.1
Black or African American	4.5	151	5	112	268	56.3	1.9
Hispanic or Latino	4.9	156	2	132	290	53.8	0.7
Native American or Native Alaskan	0.1	2	0	3	5	40.0	0
Pacific Islander or Native Hawaiian	0.1	2	0	3	5	40.0	0
Two or More Races (non-Hispanic or Latino)	0.8	21	11	25	48	43.8	4.2
Unknown	7.0	184	2	223	415	44.3	1.9
White	62.8	1529	8	2161	3701	41.3	0.3

*For 2016-2017, no option of ENBY-U given in data collection.

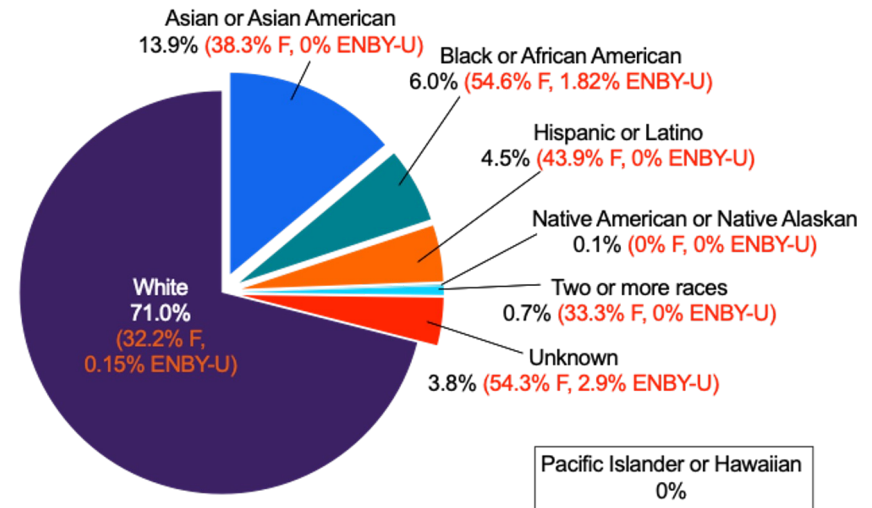


B.2.a. Trends in Ladder Faculty (Outside Medicine) by Race, Ethnicity

% Female and %Non-Binary/Unknown of Each Group



2016-2017 (ENBY-U data not collected)



2021-2022

B.2.b. Tables of Trends in Ladder Faculty (Outside Medicine) by Race, Ethnicity, Gender

% Female and Non-Binary/Unknown

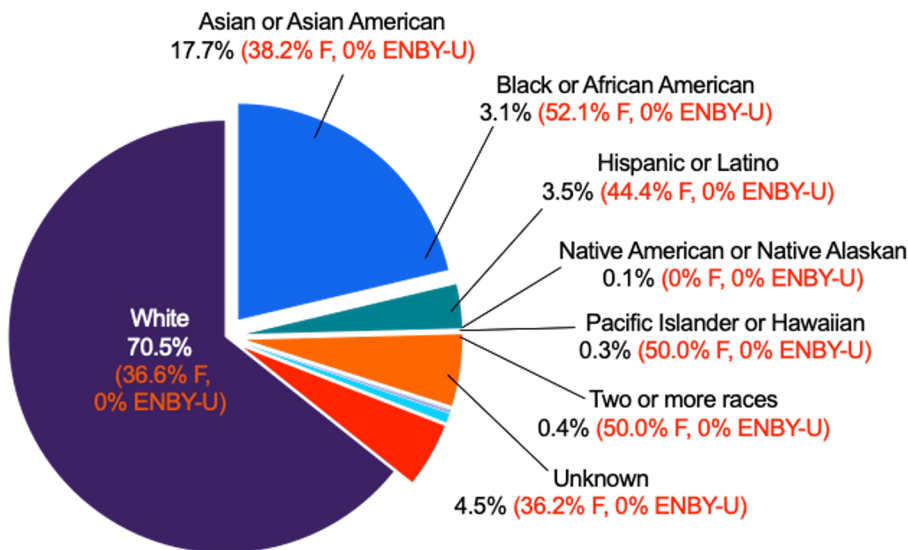
2016-2017	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	10.8	37	-	59	96	38.5	-
Black or African American	4.3	17	-	21	38	44.72	-
Hispanic or Latino	3.1	12	-	16	28	42.9	-
Native American or Native Alaskan	0.1	0	-	1	1	0	-
Pacific Islander or Native Hawaiian	0.2	1	-	1	2	40.0	-
Two or More Races (non-Hispanic or Latino)	0.3	10	-	8	18	50.0	-
Unknown	4.6	16	-	25	41	39.0	-
White	76.6	208	-	475	683	30.5	-

2021-2022	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	13.9	49	0	79	128	38.3	0
Black or African American	6.0	30	1	24	55	54.6	1.8
Hispanic or Latino	4.5	18	0	23	41	43.9	0
Native American or Native Alaskan	0.1	0	0	1	1	0	0
Pacific Islander or Native Hawaiian	0	0	0	0	0	-	-
Two or More Races (non-Hispanic or Latino)	0.7	2	0	4	6	33.3	0
Unknown	3.8	19	1	15	35	54.3	2.7
White	71.0	210	1	4411	652	32.2	0.2

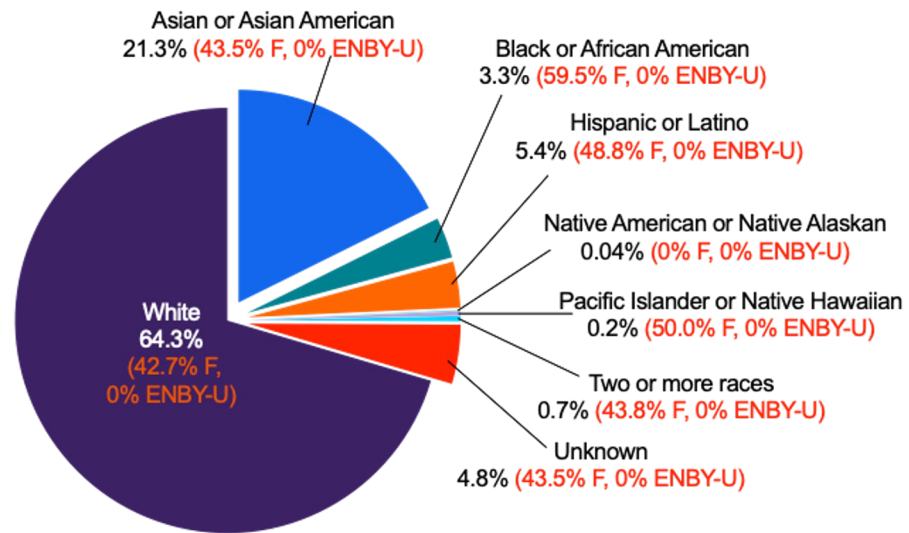
*For 2016-2017, no option of ENBY-U given in data collection.

B.3.a. Trends in Ladder Faculty (Medicine) by Race, Ethnicity

% Female and %Non-Binary/Unknown of Each Group



2016-2017 (ENBY-U data not collected)



2021-2022

B.3.b. Tables of Trends in Ladder Faculty (Medicine) by Race, Ethnicity, Gender

% Female and Non-Binary/Unknown

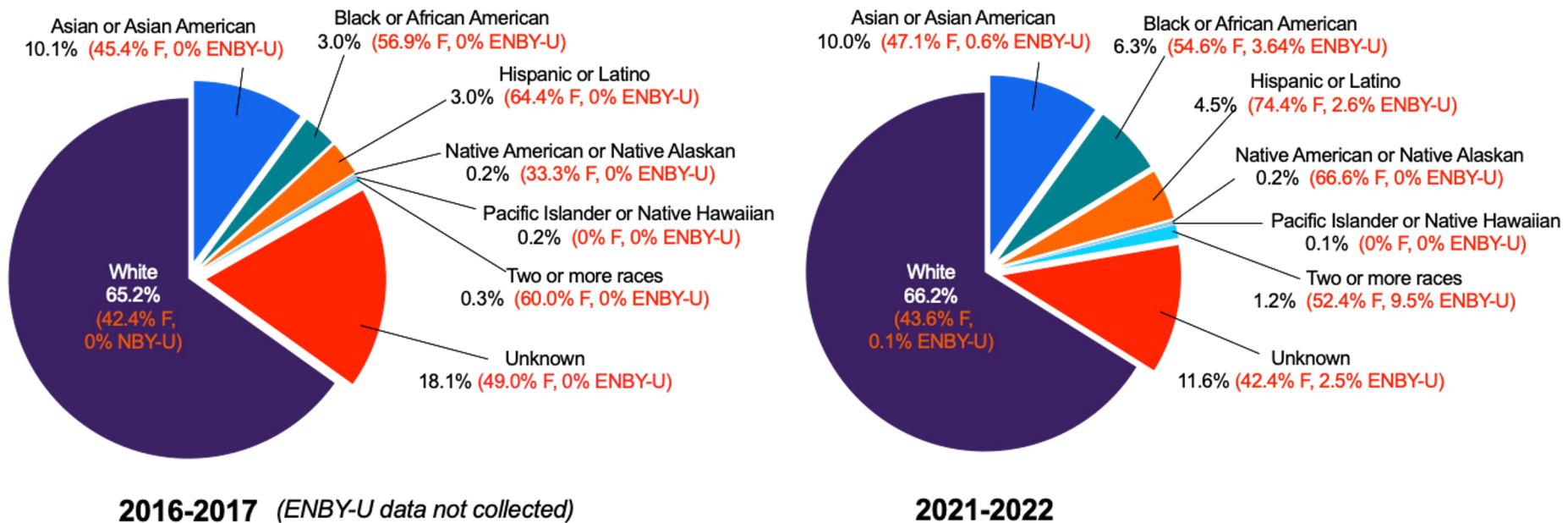
2016-2017	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	17.7	105	-	170	275	38.2	-
Black or African American	3.1	25	-	23	48	52.1	-
Hispanic or Latino	3.5	24	-	30	54	44.4	-
Native American or Native Alaskan	0.06	0	-	1	1	0	-
Pacific Islander or Native Hawaiian	0.3	2	-	2	4	50.0	-
Two or More Races (non-Hispanic or Latino)	0.4	3	-	3	6	50.0	-
Unknown	4.5	25	-	44	69	36.2	-
White	70.5	400	-	693	1093	36.6	-

2021-2022	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	21.3	209	0	271	480	43.5	0
Black or African American	3.3	44	0	30	74	59.5	0
Hispanic or Latino	5.4	59	0	62	121	48.8	0
Native American or Native Alaskan	0.04	0	0	1	1	0	0
Pacific Islander or Native Hawaiian	0.2	2	0	2	4	50	0
Two or More Races (non-Hispanic or Latino)	0.7	7	0	9	16	43.8	0
Unknown	4.8	47	0	61	108	43.5	0
White	64.3	988	0	1267	1451	42.7	0

*For 2016-2017, no option of ENBY-U given in data collection.

B.4.a. Trends in Teaching Faculty* by Race, Ethnicity

% Female and %Non-Binary/Unknown of Each Group



*Teaching Faculty refers to Non-Ladder, Instructional

B.4.b. Tables of Trends in Teaching Faculty by Race, Ethnicity, Gender

% Female and Non-Binary/Unknown

2016-2017	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	10.1	89	-	107	196	45.4	-
Black or African American	3.0	33	-	25	58	56.9	-
Hispanic or Latino	3.0	38	-	21	59	64.4	-
Native American or Native Alaskan	0.2	1	-	2	1	33.0	-
Pacific Islander or Native Hawaiian	0.2	0	-	3	3	0	-
Two or More Races (non-Hispanic or Latino)	0.3	3	-	2	5	60.0	-
Unknown	18.1	172	-	179	351	49.0	-
White	65.2	536	-	536	1264	42.4	-

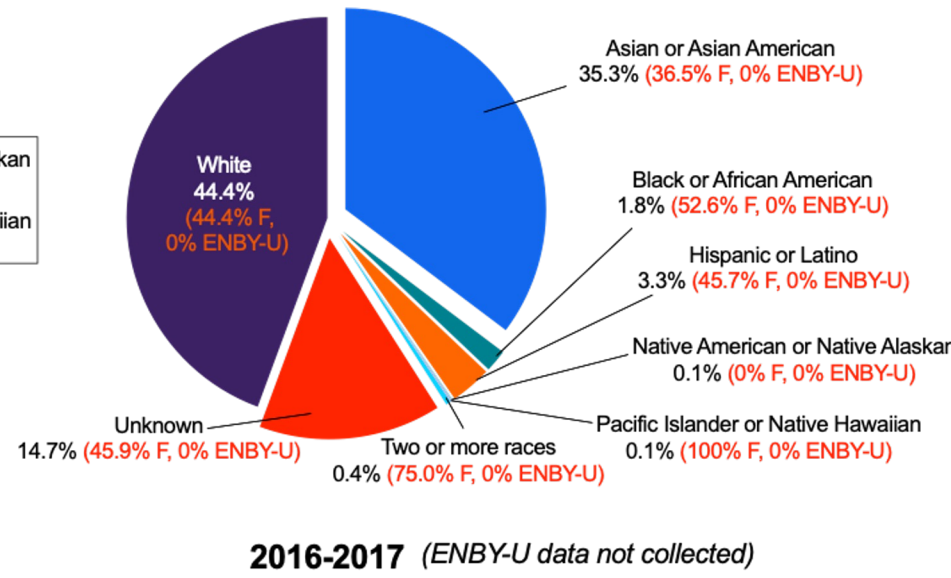
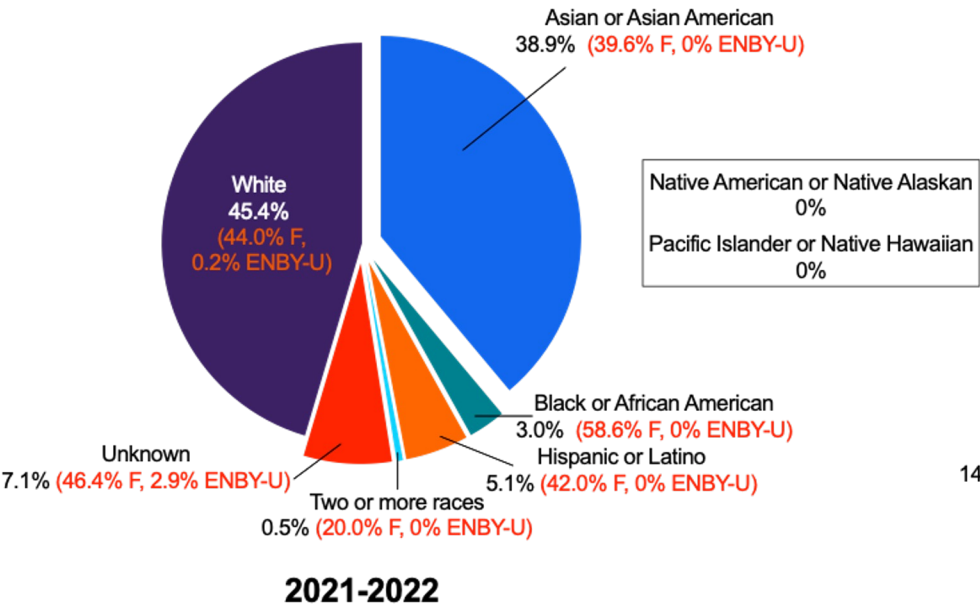
2021-2022	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	10.0	82	1	91	174	47.1	0.6
Black or African American	6.3	60	4	46	110	54.6	3.6
Hispanic or Latino	4.5	58	2	18	78	74.3	2.6
Native American or Native Alaskan	0.2	2	0	1	3	67	0
Pacific Islander or Native Hawaiian	0.1	0	0	1	1	0	0
Two or More Races (non-Hispanic or Latino)	1.2	11	2	8	21	52.4	9.5
Unknown	11.6	86	5	112	203	42.4	2.5
White	66.2	803	9	642	1155	43.6	0.8

*For 2016-2017, no option of ENBY-U given in data collection.



B.5.a. Trends in Research Faculty* by Race, Ethnicity

% Female and %Non-Binary/Unknown of Each Group



*Research Faculty refers to Non-Ladder, Research

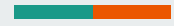
B.5.b. Tables of Trends in Research Faculty by Race, Ethnicity, Gender

% Female and Non-Binary/Unknown

2016-2017*	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	35.3	138	-	240	378	36.5	-
Black or African American	1.8	10	-	9	19	52.6	-
Hispanic or Lation	3.3	16	-	19	35	45.7	-
Native American or Native Alaskan	0.1	0	-	1	1	0	-
Pacific Islander or Native Hawaiian	0.1	1	-	0	1	100	-
Two or More Races (non-Hispanic or Latino)	0.4	3	-	1	4	75	-
Unknown	14.7	72	-	85	157	45.9	-
White	44.4	211	-	264	475	44.4	-

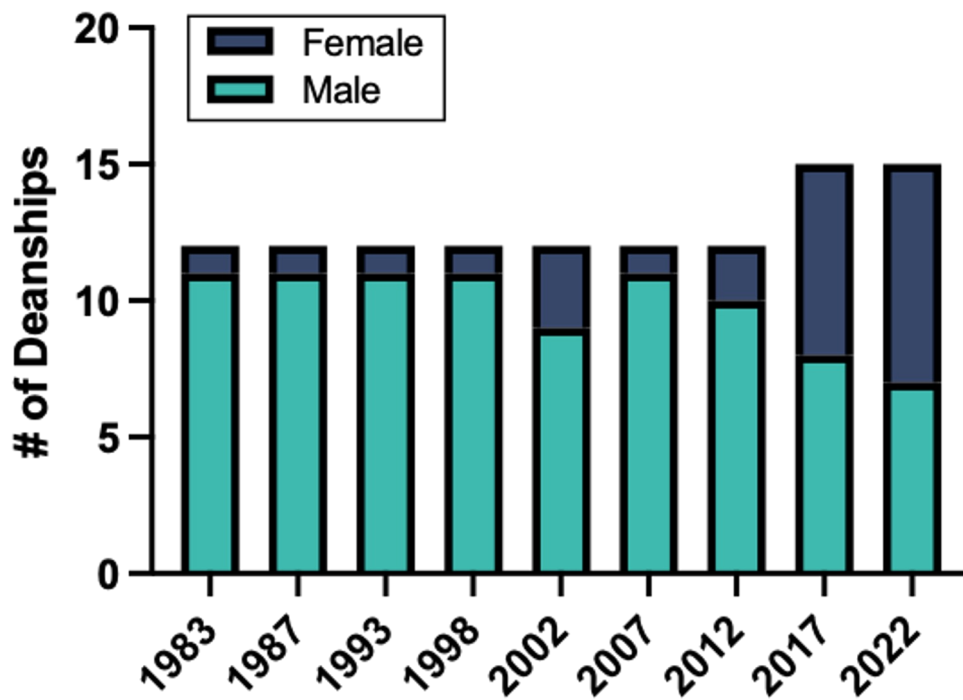
2021-2022	% UM	Female	ENBY-U	Male	Total	% Female	%ENBY-U
Asian or Asian American	38.9	150	0	229	379	39.6	0
Black or African American	3.0	17	0	12	29	58.6	0
Hispanic or Lation	5.1	21	0	29	50	42.0	0
Native American or Native Alaskan	0	0	0	0	0	-	-
Pacific Islander or Native Hawaiian	0	0	0	0	0	-	-
Two or More Races (non-Hispanic or Latino)	0.5	1	0	4	5	20.0	0
Unknown	7.1	32	2	35	69	46.4	2.9
White	45.4	195	1	247	443	44.0	0.23

*For 2016-2017, no option of ENBY-U given in data collection.



Section C: Women Faculty in Leadership

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



	2021-2022
Female	<ul style="list-style-type: none"> • Architecture • Art • Environment • FAS • GSAS • Law • Medicine • Nursing
Male	<ul style="list-style-type: none"> • Divinity • Drama • Engineering • Management • Music • Public Health • Yale College
ENBY	N/A

Note: No ENBY individuals were able to be identified, due to methodology

C.2.a. Department Chairs by School and Gender

School	Female	ENBY	Male	Total	% Female	% ENBY
Medicine	4	-	23	28	14	0
Public Health	1	-	5	6	17	0
Faculty of Arts & Sciences	17	-	29	46	37	0
Engineering	-	-	6	6	0	0
Total	26	0	72	98	27	0

Note: For FAS, see A.4.a for a list of departments
 For Medicine, see an appendix for a full list of departments.



C.2.b FAS and Department Chairs excluding Engineering by Division and Gender

School	Female	ENBY	Male	Total	% Female	% ENBY
Humanities and Cross-Divisional	9	-	16	25	36	0
Social Science	2	-	5	7	29	0
Science	3	-	5	8	38	0
Engineering	-	-	6	6	0	0
Additional Programs	3	-	3	6	50	0
Total	17	0	29	52	33	0

C.3.a. Summary of University Wide Leadership by Gender

Leadership	Female	ENBY	Male	Total	% Female	% ENBY
Provost Office	10	-	9	19	53	0
Medical School	13	-	10	23	57	0
Faculty of Arts & Sciences	6	-	6	12	50	0
Institutes & Centers	10	-	9	19	53	0
Heads of College	7	-	7	14	50	0
Medical School Section Chiefs	6	-	22	28	21	0
Total	52	0	63	115	45	0

C.3.b. Provost Office Leadership by Gender

	2021-2022
Female	<ul style="list-style-type: none"> • Vice Provost • Chief of Staff and Associate Provost Strat Init • Vice Provost for Collections and Scholarly Comm • Associate Provost for Postdoc Affair • Assoc Provost & Chief of Staff • Vice Provost for Health Aff & Acad Int, Title IX Coordinator • Associate Provost for Health Aff & Acad Int • Senior Associate Provost for Research Admin • Associate Provost Research (2)
Male	<ul style="list-style-type: none"> • Provost • Vice Provost, Acad Resources • Vice President for Global Strategy + Vice Provost Acad Init • Vice Provost for Postdoc Affairs • Vice Provost, Faculty Dev & Div • Assistant Provost for Acad Int • Vice Provost for Research • Associate Provost Science Init • Associate VP for Strategic and Analytics
ENBY	N/A

C.3.c. Medical School Leadership by Gender

	2021-2022
Female	<ul style="list-style-type: none"> • Dean • Chief of Staff • Assoc VP, University Development • Director of Med Development and Alum Affairs • Director of MD-PhD program • Assoc Dean - Comm • Deputy Dean - Academic Affairs • Deputy Dean - Education • Deputy Dean 1 - Student Research • Deputy Dean 2 - Student Research • Director of Physician Associate program • Deputy General Counsel for Health • Assistant VP, Employee Relations and Staff
Male	<ul style="list-style-type: none"> • Assoc Dean - Veteran Affairs • Deputy Dean - Research (Clinical) • Deputy Dean - Research (Basic Sci Dept) • Deputy Dean - Diversity and Inclusion • Deputy Dean - Clinical Affairs & CEO Yale Medicine • Deputy Dean -Finance & Admin • Deputy Dean - Professionalism and Leadership • Director of Medical Library • Executive Director, YSM Finance and Admin • Dean of School of Public Health
ENBY	NA



C.3.d. Faculty of Arts & Sciences Leadership by Gender

	2021-2022
Female	<ul style="list-style-type: none"> • Dean of FAS • Chief of Staff • Dean of Humanities • Dean of Science • Dean of Academic Affairs • Chief of Staff
Male	<ul style="list-style-type: none"> • Dean of Social Science • Chair, Physical Sciences and Engineering Advisory Committee • Chair, Biological Sciences Area Committee • Dean of Diversity and Faculty Development • Dean of Faculty Affairs, Senior Associate Dean • Senior Associate Dean
ENBY	NA

C.3.e. Major Institutes and Center's Leadership by Gender

	2021-2022
Female	MED - Cellular Neuroscience (co-director) - Cancer Center FAS - Whitney Humanities Center
Male	MED: <ul style="list-style-type: none"> ● Cellular Neuroscience (co-director) ● Human Translational Immunology ● Vascular Biology ● Clinical Investigation (co-director) ● Clinical Investigation (co-director) ● Stem Cell Center FAS: <ul style="list-style-type: none"> ● Macmillan Center Intl & Area Studies ● Inst for Social and Policy Studies ● Yale Institute for Biospheric Studies
ENBY	NA



C.3.f. Heads of Colleges by Gender

	Female	ENBY	Male	Total	% Female	% ENBY
Heads of Colleges	7	-	7	14	50	0



C.3.g. Medical School Section Chiefs by Gender

Section	Female	ENBY	Male	Total	% Female	% ENBY
Internal Medicine	2	-	9	11	22	0
Surgery	3	-	7	10	30	0
Pediatrics	1	-	5	6	17	0
Cancer Center	-	-	1	1	0	0
Total	6	0	22	28	21	0



Section D: Women Faculty Special Recognition

D.1. Named Professorships by Gender and School

School	Female	ENBY	Male	Total	% Female	% ENBY
Art	1	-	-	1	100	0
Nursing	2	-	-	2	100	0
Architecture	2	-	1	3	67	0
Divinity	6*	-	3	9	66	0
Music	1	-	1	2	50	0
Law	13	-	24	37	35	0
Medicine	36	-	87	123	29	0
FAS	57	1	151	209	27	0.5
Environment	3	-	13	16	19	0
Public Health	3	-	13	16	19	0
Engineering	2	-	14	16	13	0
Management	3	-	20	23	13	0
Total	128	1	327	456	28	0.2

} 50-100%
 } 30-49%
 } 10-29%

*Institute of Sacred Music is considered to be part of both Divinity and Music. For this table, it is incorporated into Divinity, thus raising the number from 5 to 6.

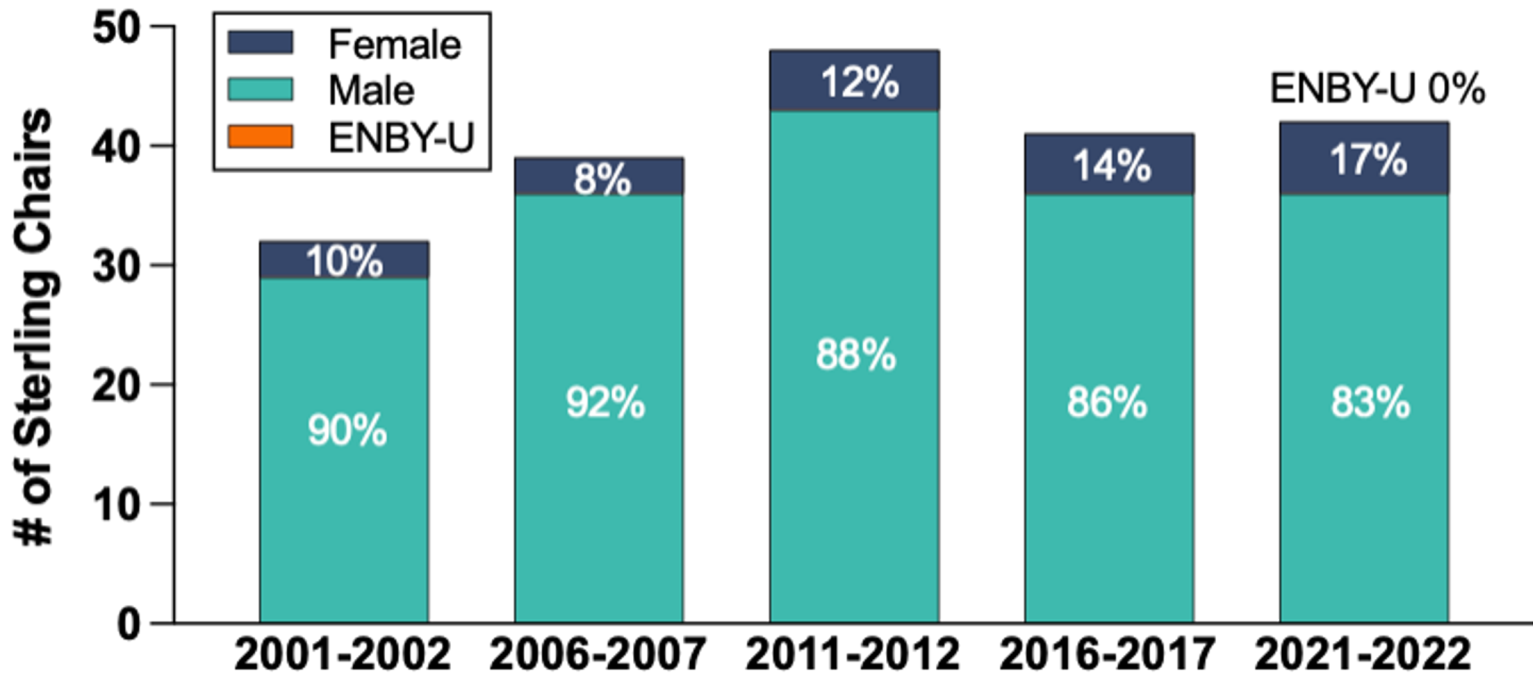


D.2. Sterling Chairs by Gender and School

School	Female	ENBY	Male	Total	% Female	% ENBY
FAS	5	-	20	25	20	0
Medicine	0*	-	4	4	0	0
Law	1	-	6	7	14	0
Divinity	-	-	-	0	-	-
Total	6	0	30	36	17	0

*Akiko Iwasaki was named as a Sterling Professor in February 2022

D.3. Trends in Sterling Chairs by Gender



Note: No ENBY-U statistics were available before 2018, 0% ENBY-U were reported 2021-2022



Section E: Women as Graduate Students and Post-Doctoral Fellows

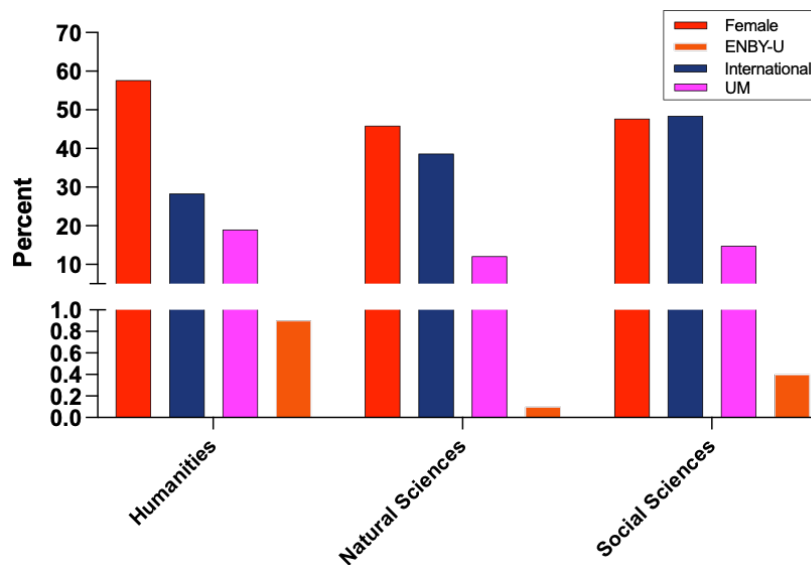
E.1. Trends in Enrolled Graduate Students by Gender and School, % Female

Schools	2001-2002 (Female/Total)	2006-2007 (Female/Total)	2011-2012 (Female/Total)	2016-2017 (Female/Total)	2021-2022 (Female/Total)
Architecture	61/172 35%	80/195 41%	77/209 37%	92/190 48%	122/220 55%
Art	67/119 56%	61/119 51%	67/124 54%	65/126 52%	67/120 56%
Divinity	163/359 45%	175/349 50%	181/341 53%	156/351 44%	161/301 53%
Drama	105/185 57%	92/195 47%	110/212 52%	87/199 44%	109/192 57%
Forestry & Environmental Studies	157/285 55%	142/262 54%	152/284 54%	189/302 63%	214/309 69%
Graduate School of Arts & Sciences	1064/2334 46%	1216/2580 47%	1323/2788 47%	1359/2890 47%	1638/3309 50%
Law	302/644 47%	318/667 48%	341/710 48%	321/684 47%	345/685 50%
Management	117/427 27%	160/450 36%	177/492 36%	331/826 40%	454/1068 43%
Medicine	217/470 46%	235/442 53%	226/468 48%	225/470 48%	223/464 48%
Music	102/204 50%	88/182 48%	81/191 42%	90/219 41%	106/226 47%
Nursing	262/282 93%	269/283 95%	290/315 92%	296/356 83%	323/378 85%
Public Health	175/234 75%	177/229 77%	169/225 75%	182/262 69%	362/496 73%

E.#. Trends for Enrolled PhD Students in GSAS by Division, % Female, ENBY-U, UM, International (2021-2022)

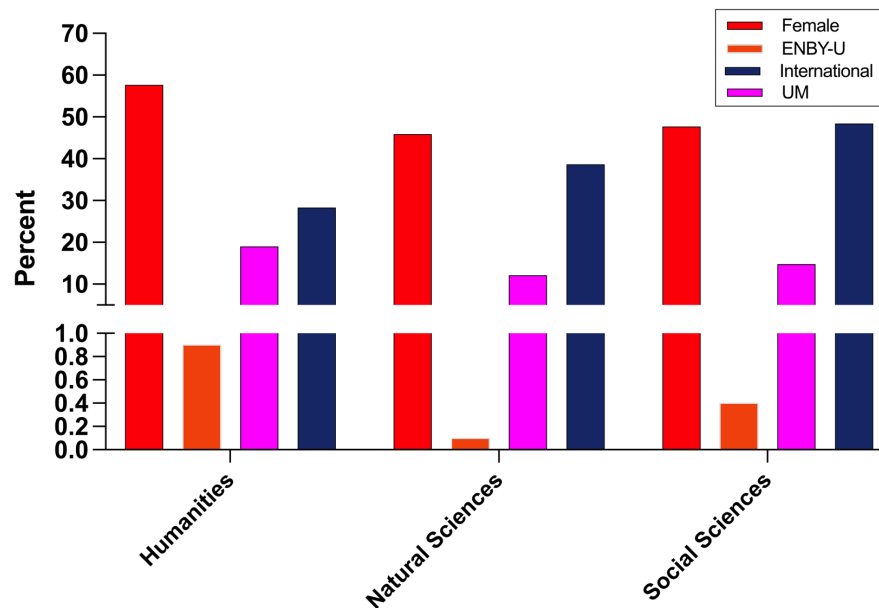
Division	2021-2022 (Female/Total)	2021-2022 (ENBY-U/Total)	2021-2022 (UM/Total)	2021-2022 (International/Total)
Humanities	388/672 57.7%	6/672 0.9%	128/672 19.0%	190/672 28.3%
Natural Sciences	827/1803 45.9%	2/1803 0.1%	219/1803 12.1%	697/1803 38.7%
Social Sciences	268/562 47.7%	2/562 0.4%	83/562 14.8%	272/562 48.4%

E.#. Trend for enrolled PhD students in GSAS by Division, Gender, UM Group, and Nationality (2021-2022)



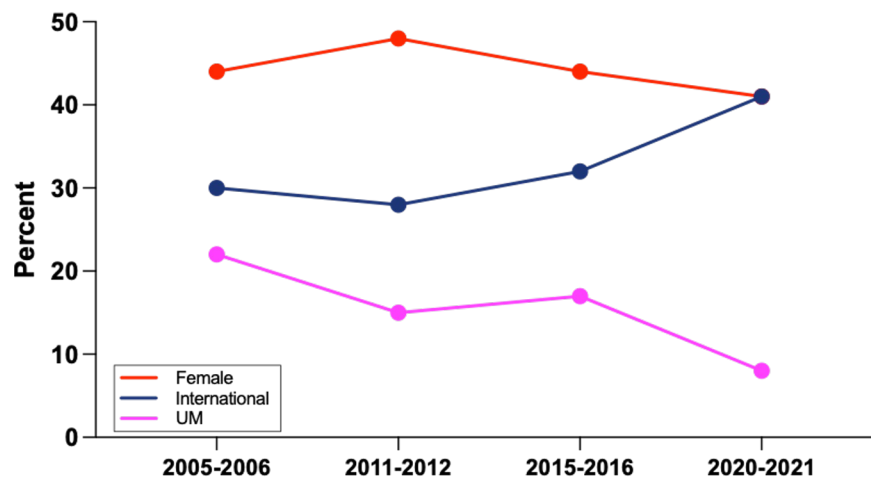
	Humanities (#/Total)	Natural Sciences (#/Total)	Social Sciences (#/Total)
Female	388/672 57.7%	827/1803 45.9%	268/562 47.7%
ENBY-U	6/672 0.9%	2/1803 0.1%	2/562 0.4%
UM	128/672 19.0%	219/1803 12.1%	83/562 14.8%
International	190/672 28.3%	697/1803 38.7%	272/562 48.4%

E.#. Trend for enrolled PhD students in GSAS by Division, Gender, UM Group, and Nationality (2021-2022)



	Humanities (#/Total)	Natural Sciences (#/Total)	Social Sciences (#/Total)
Female	388/672 57.7%	827/1803 45.9%	268/562 47.7%
ENBY-U	6/672 0.9%	2/1803 0.1%	2/562 0.4%
UM	128/672 19.0%	219/1803 12.1%	83/562 14.8%
International	190/672 28.3%	697/1803 38.7%	272/562 48.4%

E.2. Trends in PhD Graduates by Gender*, UM Group and Nationality (2006-2021)



	2005-2006 (#/Total)	2011-2012 (#/Total)	2015-2016 (#/Total)	2020-2021 (#/Total)
Female	128/294 44%	180/372 48%	176/399 44%	164/396 41%
UM	65/294 22%	56/372 15%	68/399 17%	32/396 8%
International	88/294 30%	104/372 28%	128/399 32%	162/396 41%

*Note: No ENBY-U option in the OIR data collection.

E.3. Post-doctoral Appointees by Gender and UM Group (race/ethnicity)

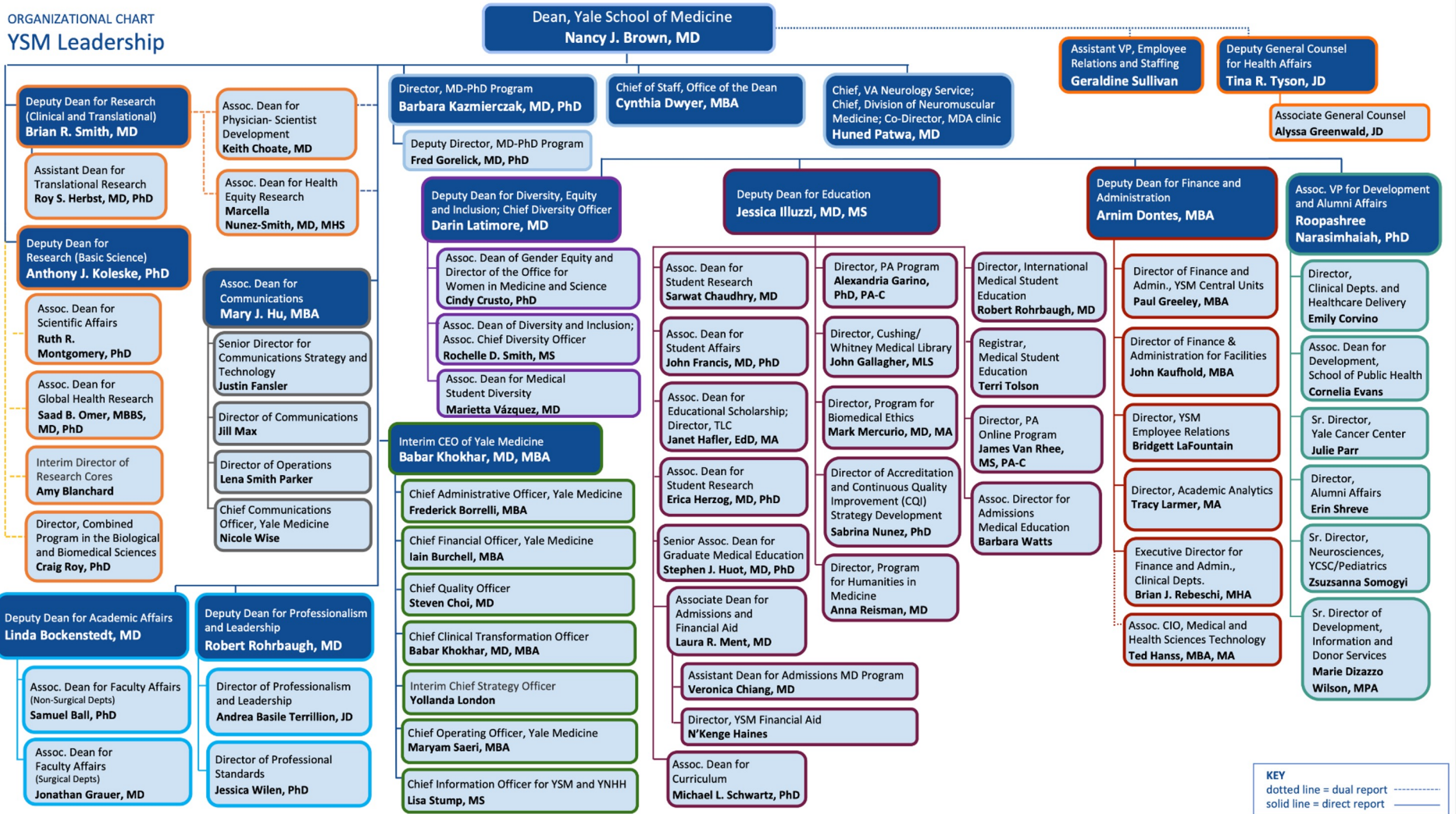
Race	Female	Male	ENBY-U	Total	% Female	% ENBY-U
Asian or Asian American	229	150	-	379	60	0
Black or African American	12	17	-	29	41	0
Hispanic or Latino	29	21	-	50	58	0
Native American or Native Alaskan	-	-	-	0	-	-
Pacific Islander or Native Hawaiian	-	-	-	0	-	-
Two or More Races (non-Hispanic or Latino)	4	1	-	5	80	0
Unknown	35	32	2	69	51	2.9
White	247	195	1	443	56	0.2
Total	556	416	3	975	57	0.3



Appendix

YSM Organizational Chart

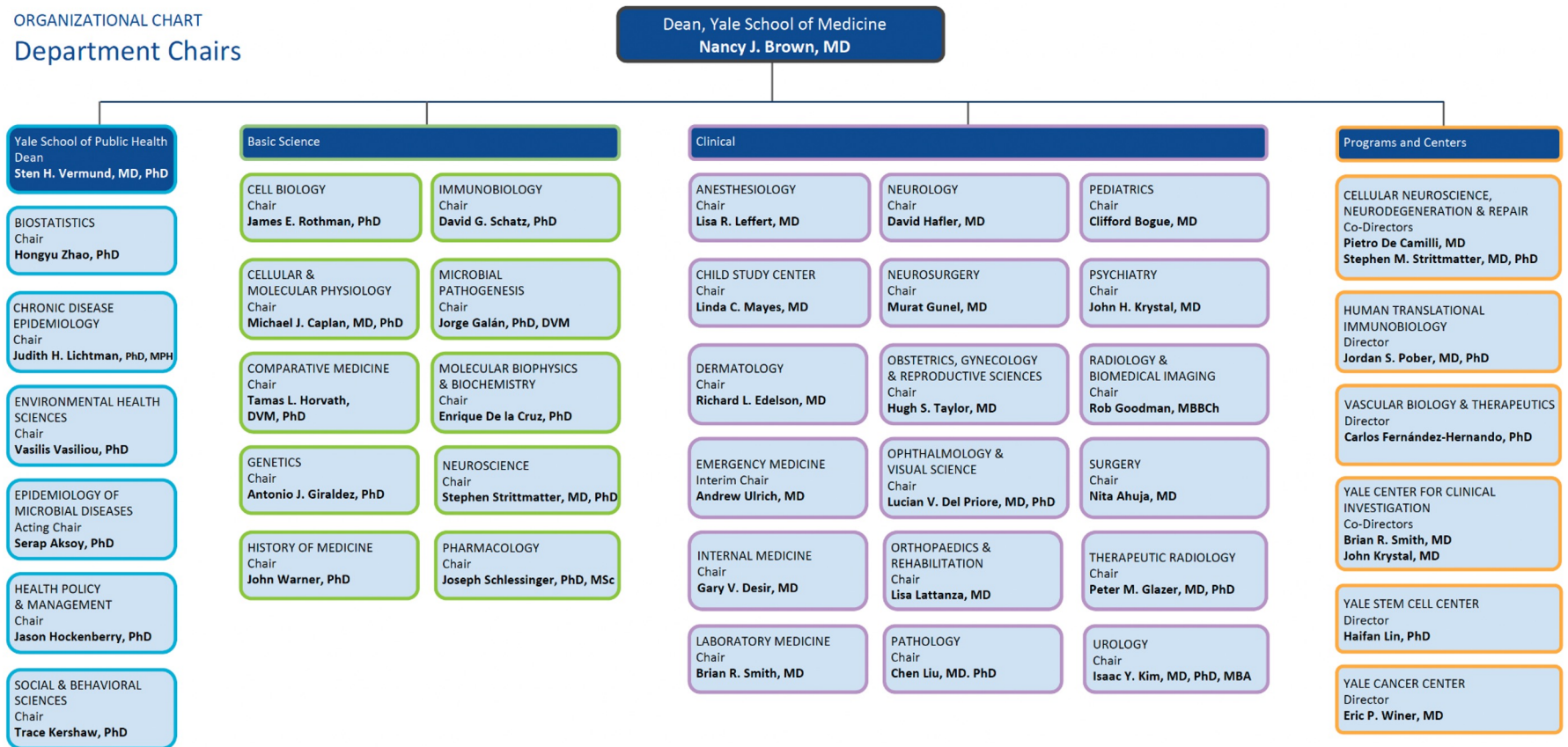
ORGANIZATIONAL CHART YSM Leadership



KEY
dotted line = dual report
solid line = direct report

YSM Department Chairs

ORGANIZATIONAL CHART Department Chairs





Resources

OIR Data Browser: <https://oir.yale.edu/data-browser>

- Faculty Demographics: <https://oir.yale.edu/data-browser/faculty-staff>
- Faculty Salary & Benefits: <https://oir.yale.edu/data-browser/faculty-staff/faculty/faculty-salary-benefits>

<https://wff.yale.edu>

<https://wff.yale.edu/resources/view-2002-2007-and-2012-status-faculty-yale>

https://wff.yale.edu/sites/default/files/files/Women_and_Yale_University_A_View_from_2002.pdf