

The View: 2002–2017

One of the core activities of the Women Faculty Forum 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. Enclosed are all four iterations of *The View* since WFF began producing the report in 2002.

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**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

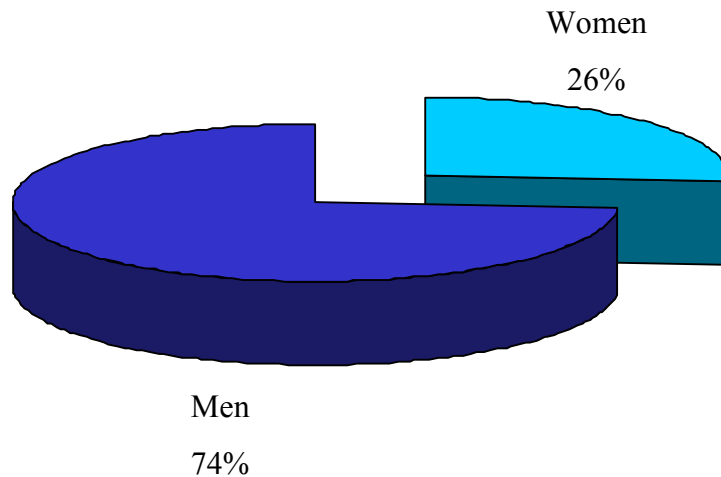
- From 1971 to 2002 one of the fourteen Devane lectures was given by a woman; almost one fifth of the Tercentennial lectures were given by women.
- From 1982-2002 nearly one sixth of the Storrs lectures were given by women.
- Since 1982 four of the seventy-four Chubb fellows have been women.

Women in University Administration

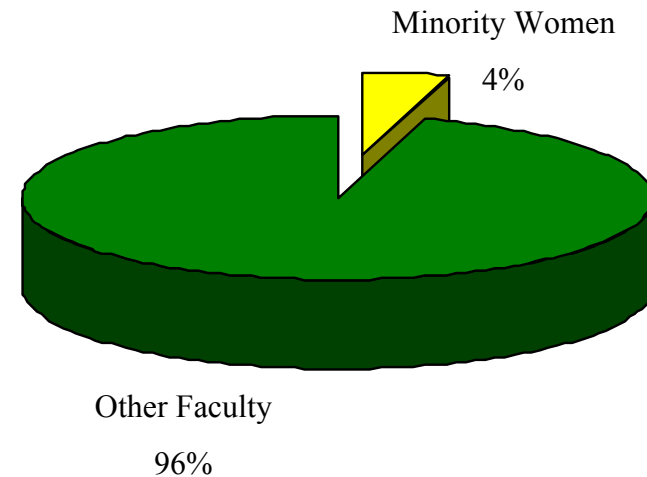
- In 2001-2002, four of the sixteen members of the Yale Corporation were women; in 2002-2003 six of the sixteen members are women.
- Since 1982 the number of women serving as University officers has increased from zero to three.
- In 2002-2003 women serve as University Librarian, Director of the Beinecke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



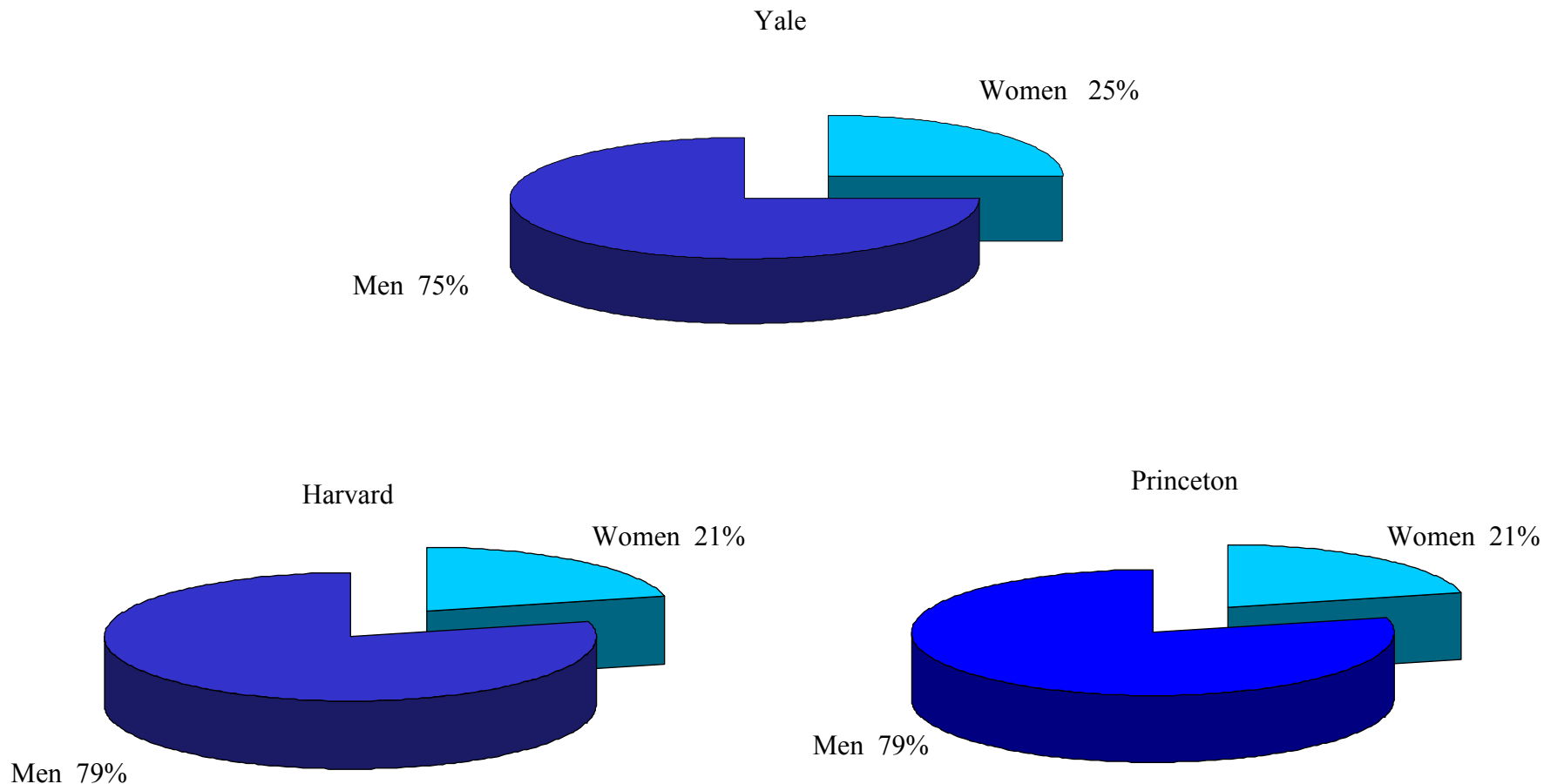
Percent of minority women on the faculty



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

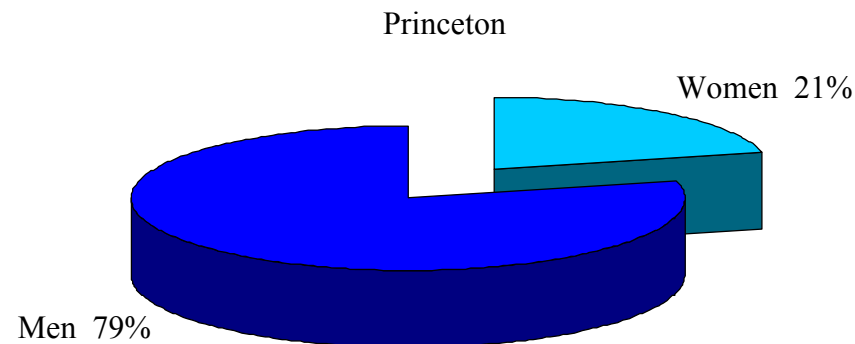
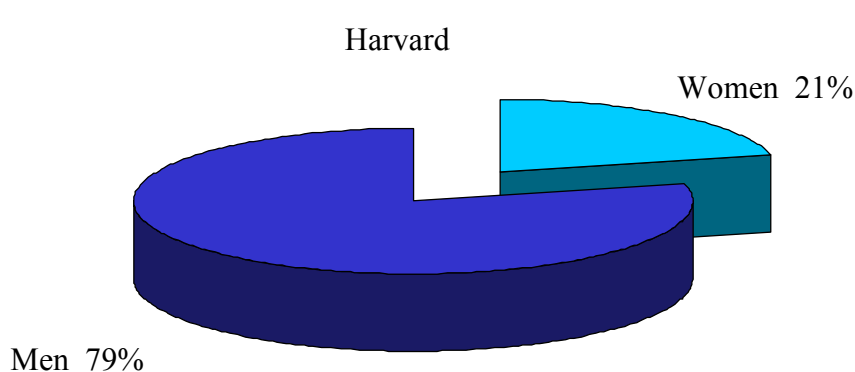
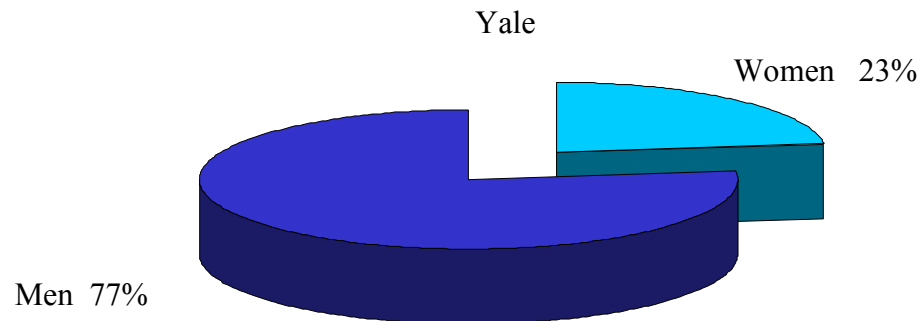
Percent of women on the faculty, University wide: Comparison with Harvard and Princeton, 2000



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

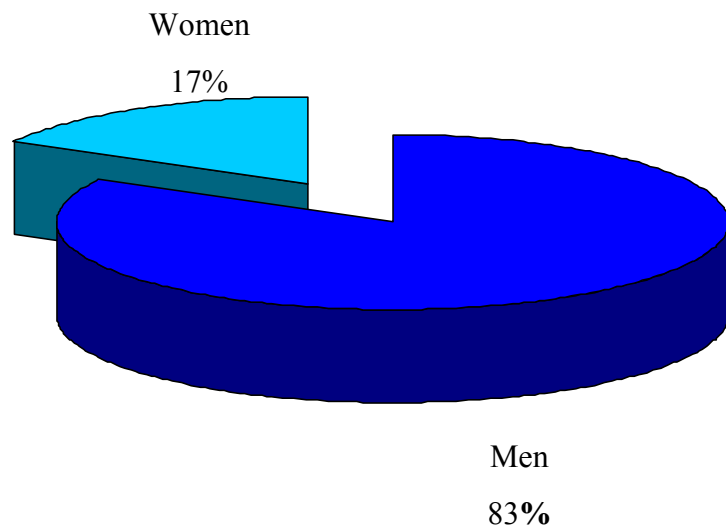


Note: All of the tenured and most of the term faculty in the Yale School of Nursing are women. Since Harvard and Princeton do not have a school of nursing, it has been excluded for this particular comparison.

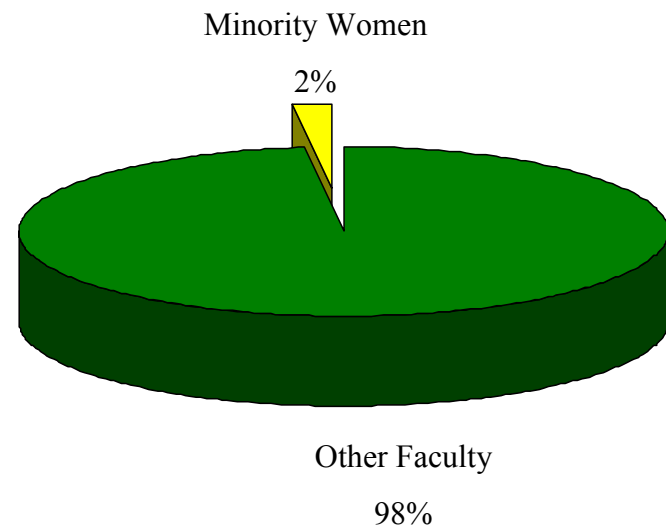
Source: Demographic Survey of Faculty at Select Institutions, 1999-2000. Harvard University Office of the Asst. to the President, Equal Opportunity Programs

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

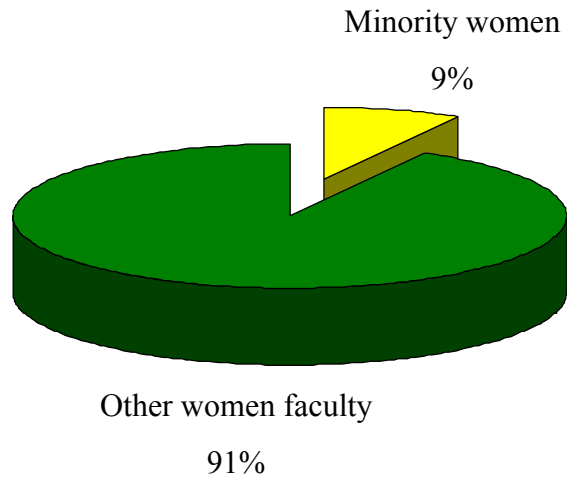


Note: Tenured faculty includes all tenured professors, tenured assoc. professors, and tracked faculty in Medicine and Nursing without fixed terms.

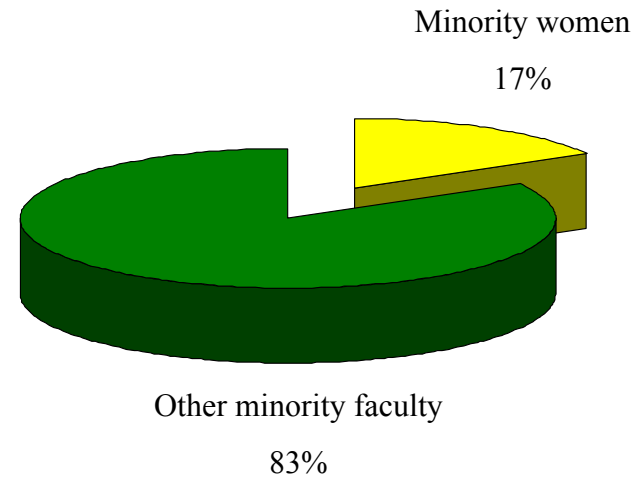
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2002

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

Minority Women as a percentage of tenured women faculty



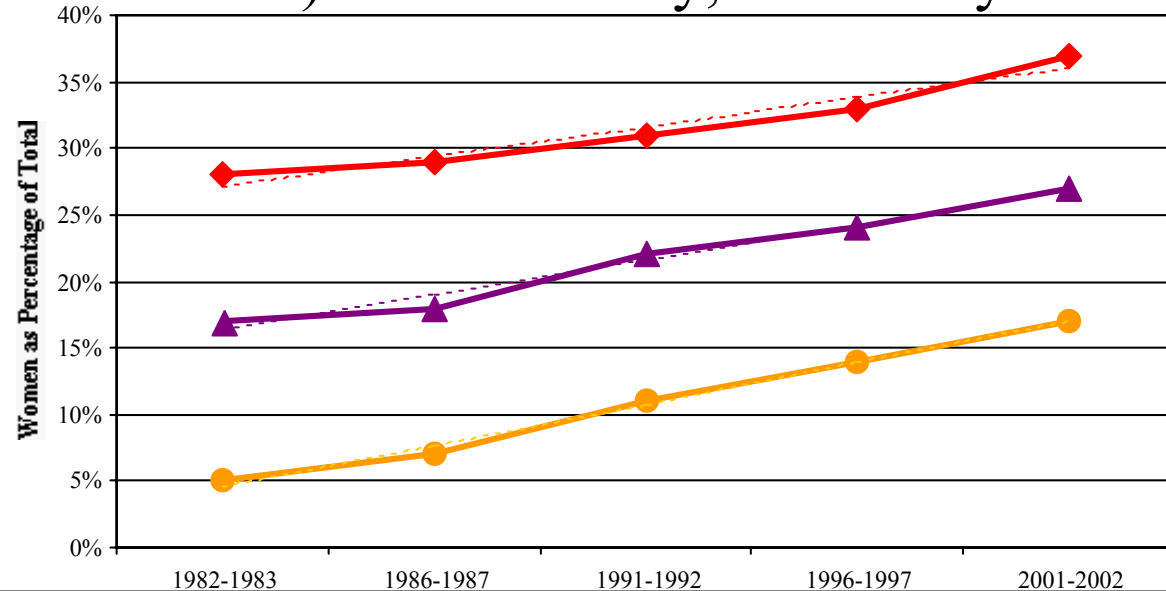
Minority Women as a percentage of tenured minority faculty



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%

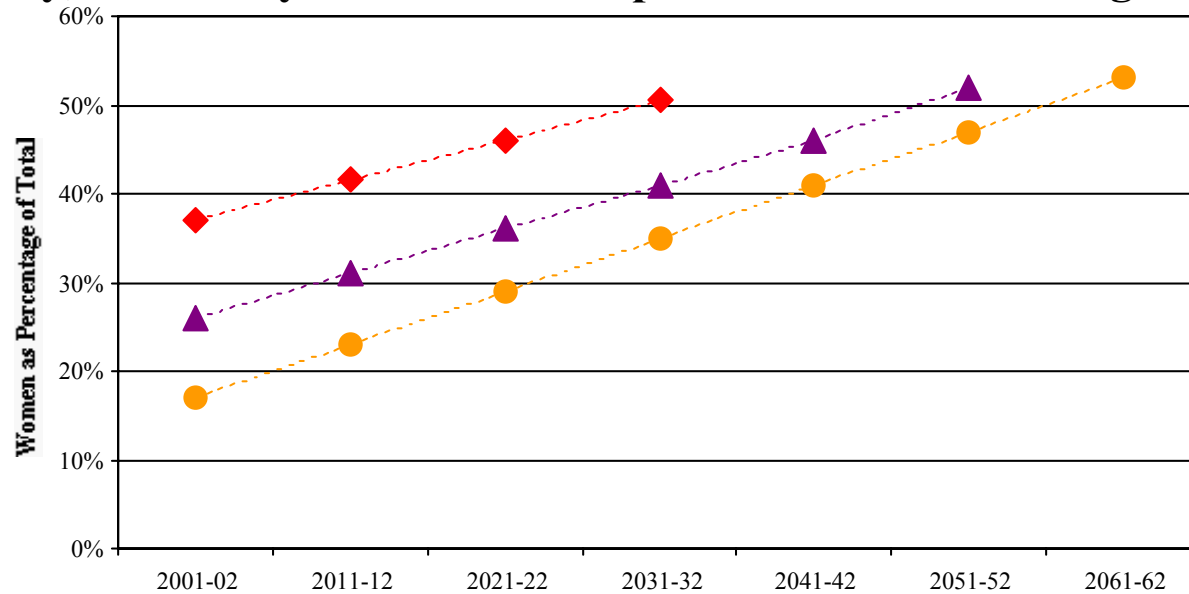
Note: See slide 4 for explanation of tenured and term faculty counts.

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.

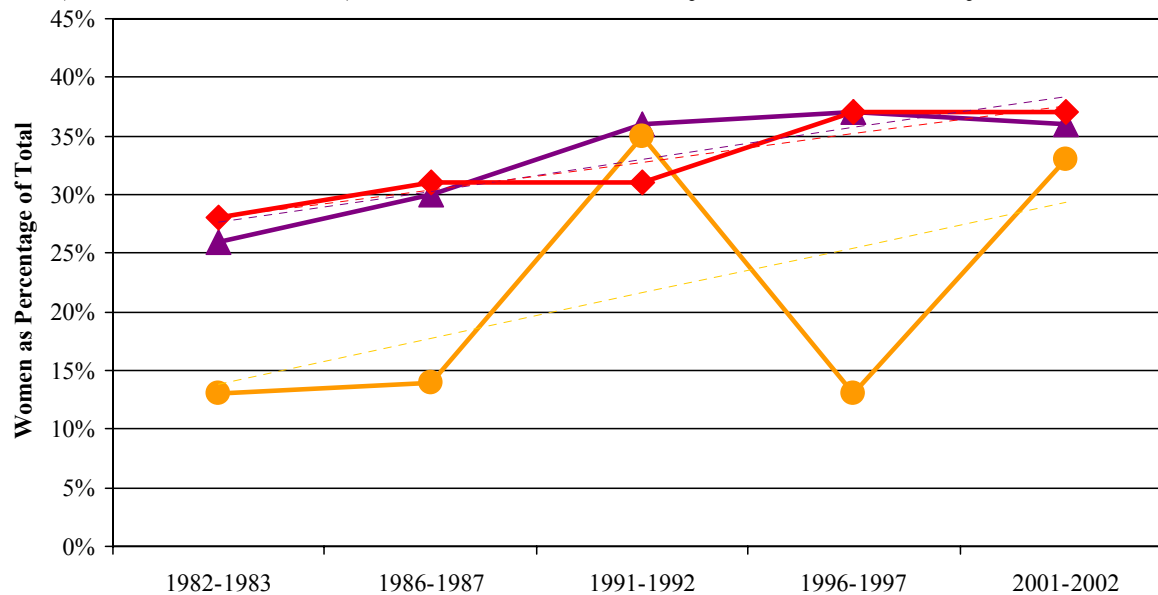
Yale women faculty, tenured women faculty, and term (non tenured) women faculty, University wide with extrapolation of rate of change



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

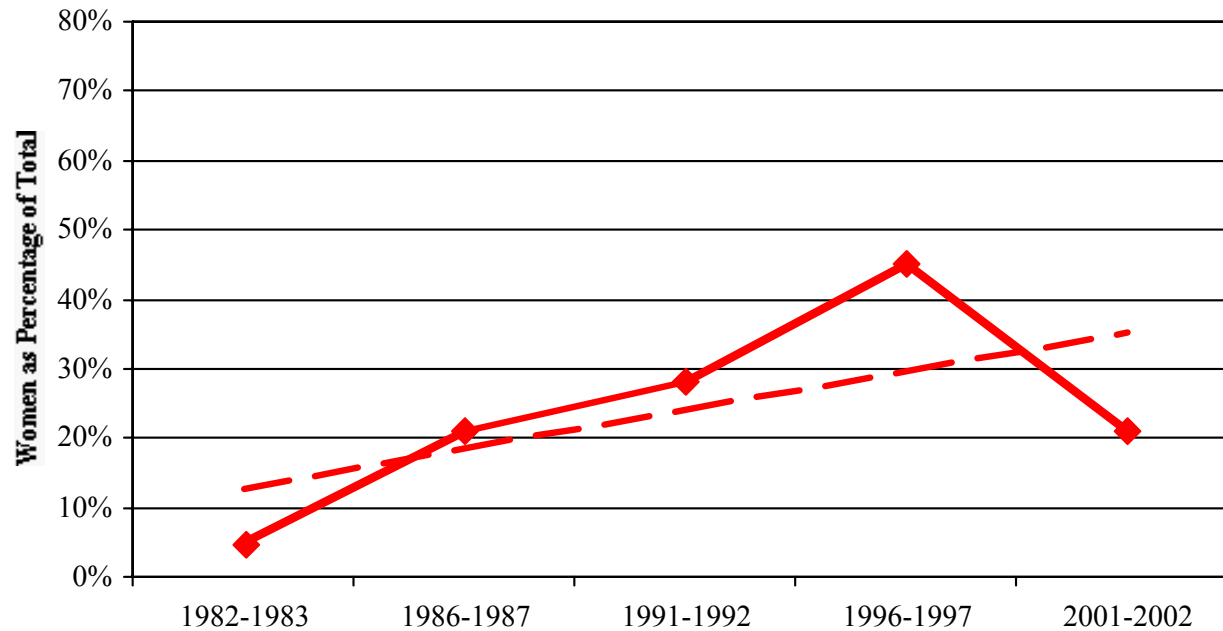


Women Faculty	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002
# of Women Appointed/Total # of Faculty Appointed	31/117	43/145	40/110	48/131	49/136
Appointed % Women of Total Appointed	26%	30%	36%	37%	36%
Tenured Women Faculty					
# of Ten. Women Appointed/ Total # of Ten. Fac. Appointed	1/8	2/14	6/17	2/16	8/24
% Women of Total	13%	14%	35%	13%	33%
Term Women Faculty					
# of Term Women Appointed/Total # of Term Fac. Appointed	30/109	41/131	34/93	46/115	41/112
% Women of Total	28%	31%	37%	40%	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

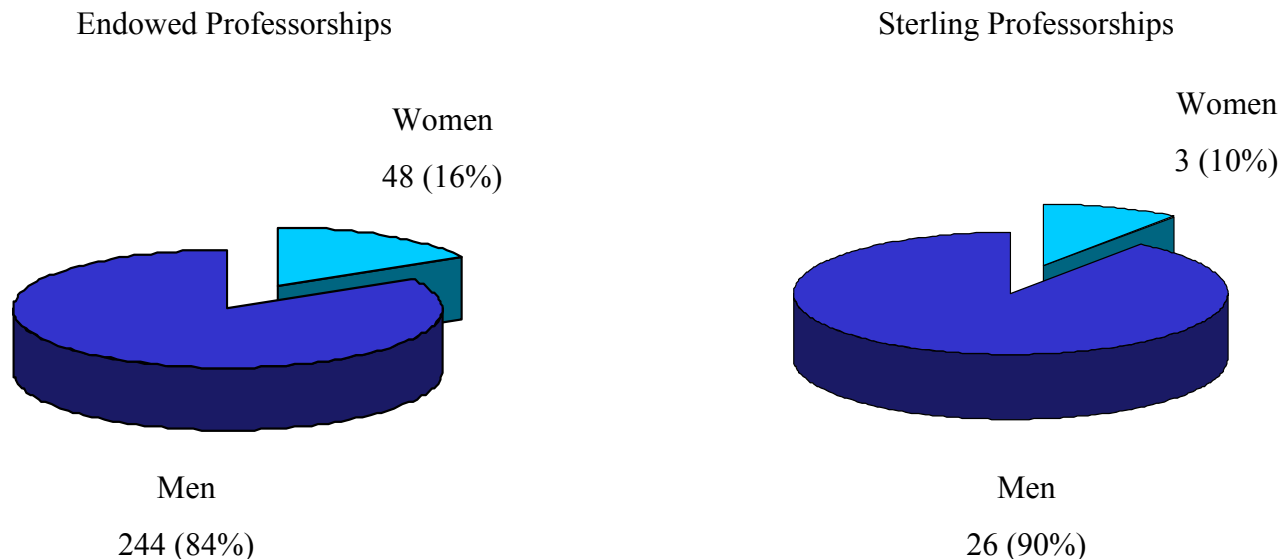
Yale 1982-2002: Average Rate of Change in Absolute Number of Female Hires (tenure and term) and Internal Promotions

- 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)

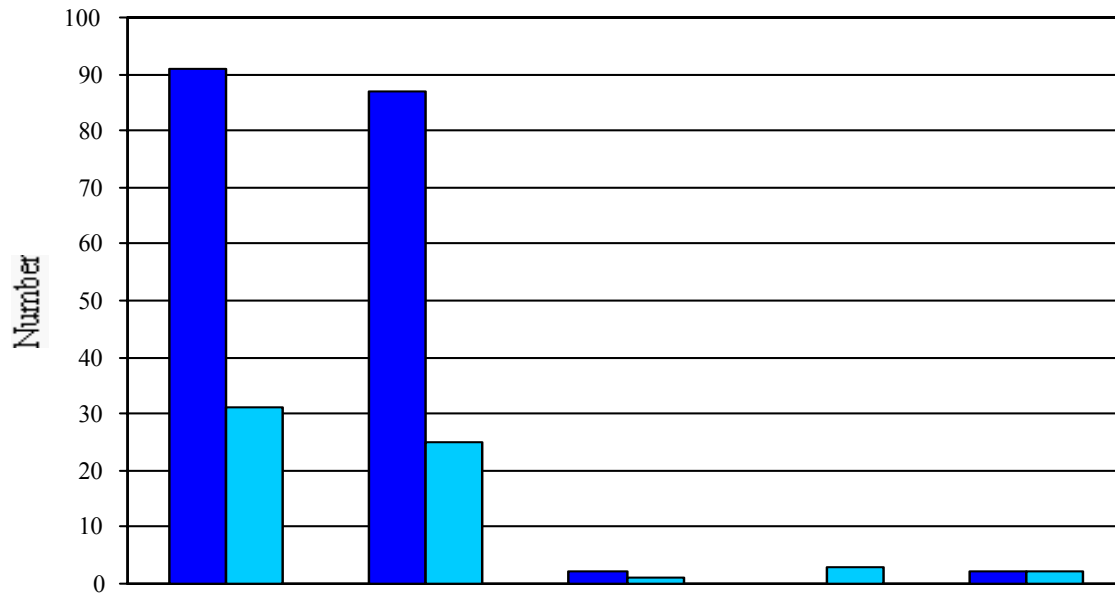
	Tenured	Term	Adjunct	Other	Visitor	Research
Astronomy	0/6 (0%)	2/3 (66%)	0/0	0/1 (0%)	0/0	0/2 (0%)
Chemistry	1/18 (6%)	1/5 (20%)	0/0	3/5 (60%)	0/0	1/4 (25%)
Computer Science	2/11 (18%)	0/5 (0%)	0/1 (0%)	0/0	0/0	1/9 (11%)
Applied Physics	0/6 (0%)	0/2 (0%)	0/0	0/0	0/1 (0%)	0/1 (0%)
Chemical Eng.	1/5 (20%)	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)

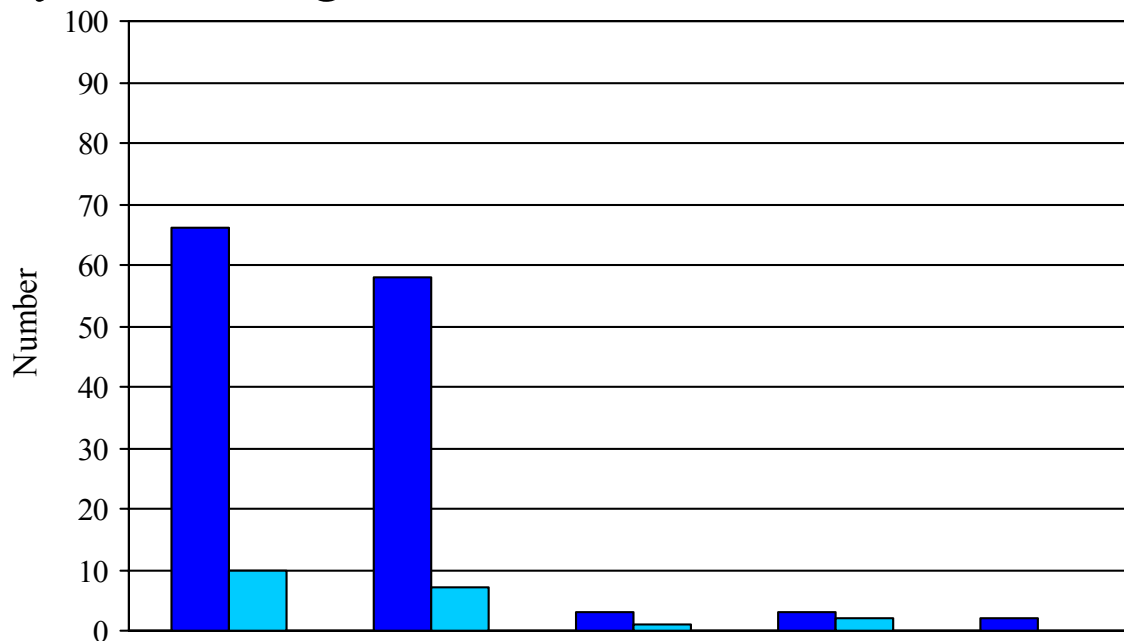
	Tenured	Term	Adjunct	Other	Visitor	Research
Architecture	1/4 (25%)	1/2 (50%)	4/12 (33%)	11/33 (33%)	2/5 (40%)	0/0
Art	3/6 (50%)	1/4 (25%)	1/5 (20%)	9/23 (39%)	0/0	0/0
Divinity	4/15 (27%)	3/9 (33%)	0/1 (0%)	3/11 (27%)	1/2 (50%)	2/2 (100%)
Drama	0/0	0/0	10/26 (38%)	5/9 (56%)	3/15 (20%)	0/0
Forestry	0/12 (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



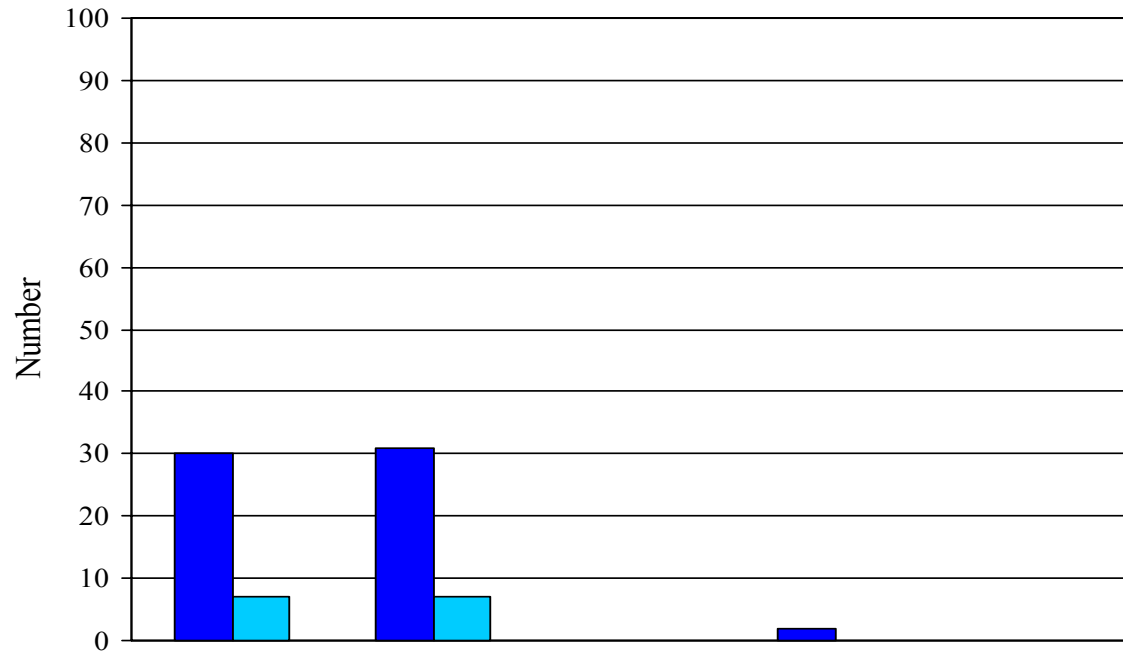
	Total	White	Black	Asian	Hispanic
Men	91	87	2	0	2
% of tenured faculty in the division	74%	71%	2%	0%	2%
Women	31	25	1	3	2
% of tenured faculty in the division	26%	20%	.8%	2%	2%



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%

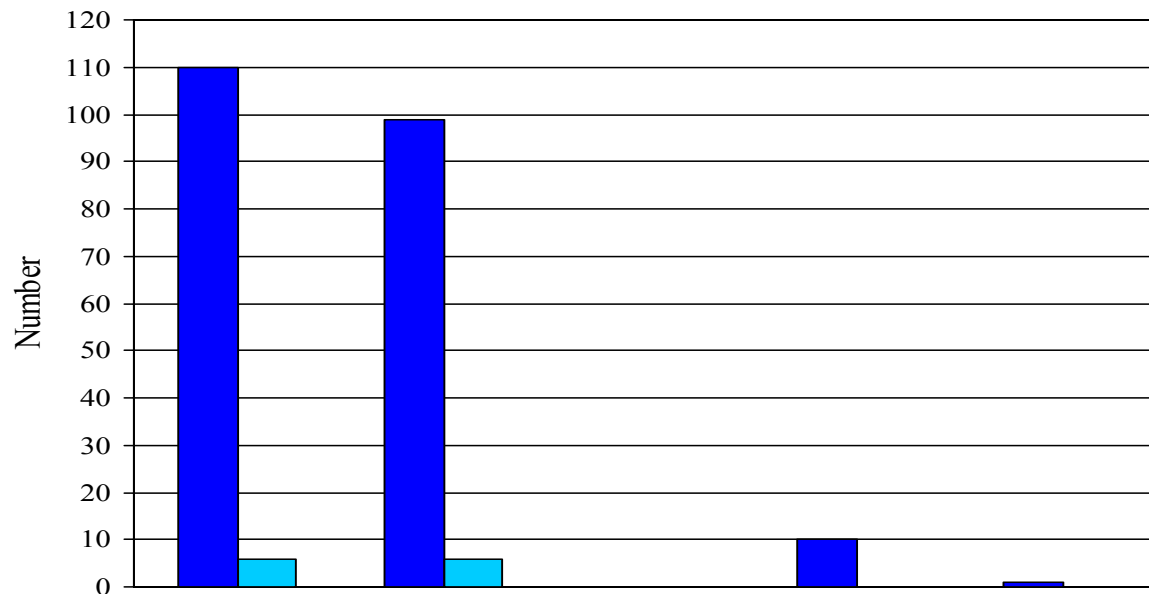
Yale 2001-2002: Distribution of tenured faculty by race and gender, Biological Sciences Division





	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

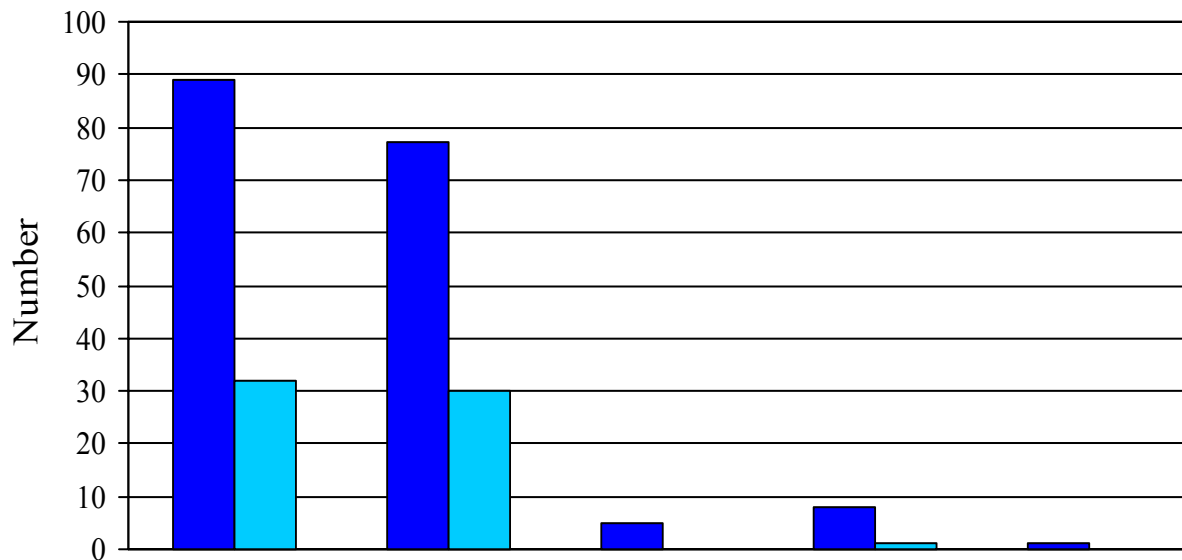
Yale 2001-2002: Distribution of tenured faculty by race and gender, Physical Sciences Division





	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)



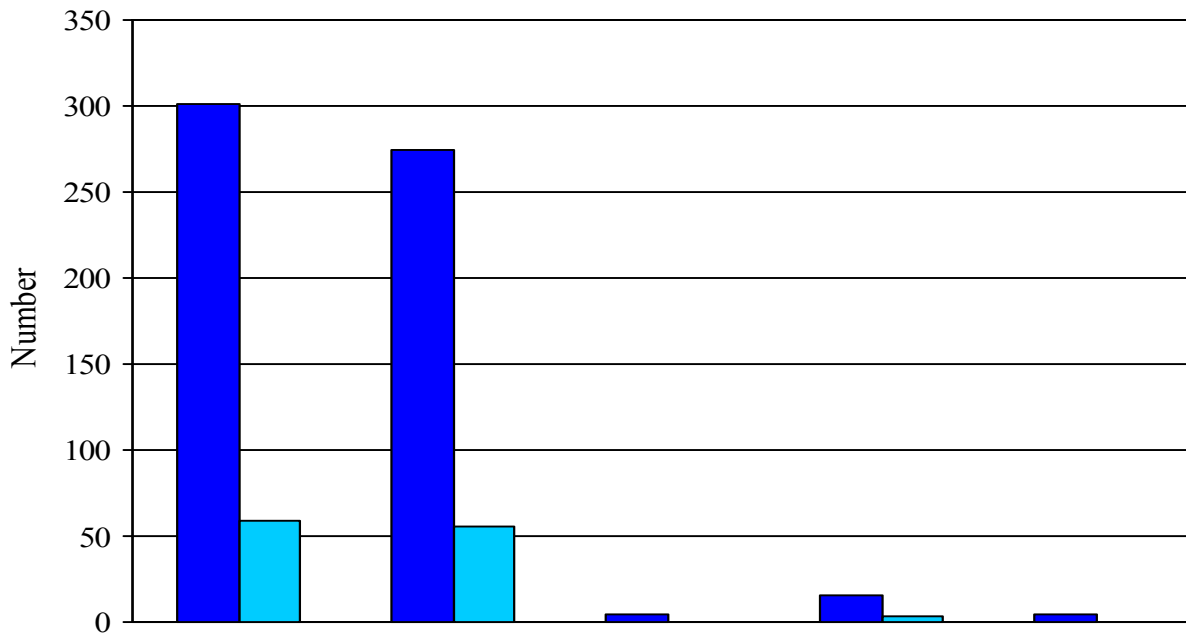
	Total	White	Black	Asian	Hispanic
Men 	91	77	5	8	1
% of tenured faculty in the schools	75%	63%	4%	7%	.8%
.....					
Women 	31	30	0	1	0
% of tenured faculty in the schools	25%	25%	0%	.8%	0%



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

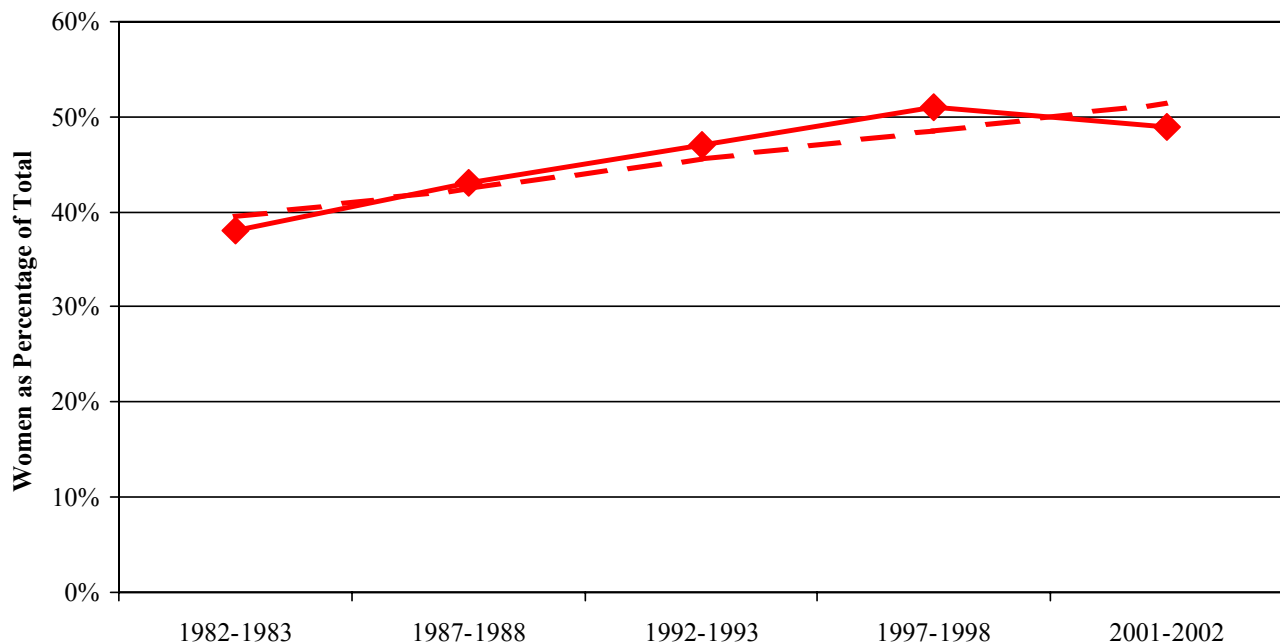
Yale 2001-2002: Distribution of tenured faculty by race and gender, School of Medicine



	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

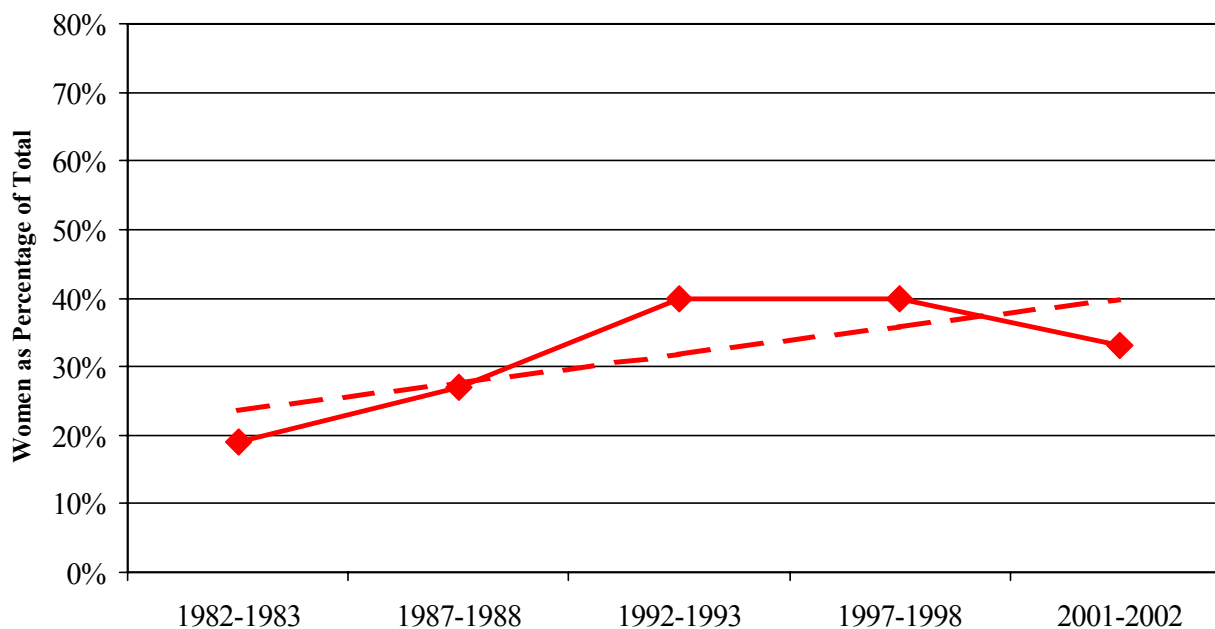
Humanities Division: Term (Non Tenured) Women Faculty from 1982-2002



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

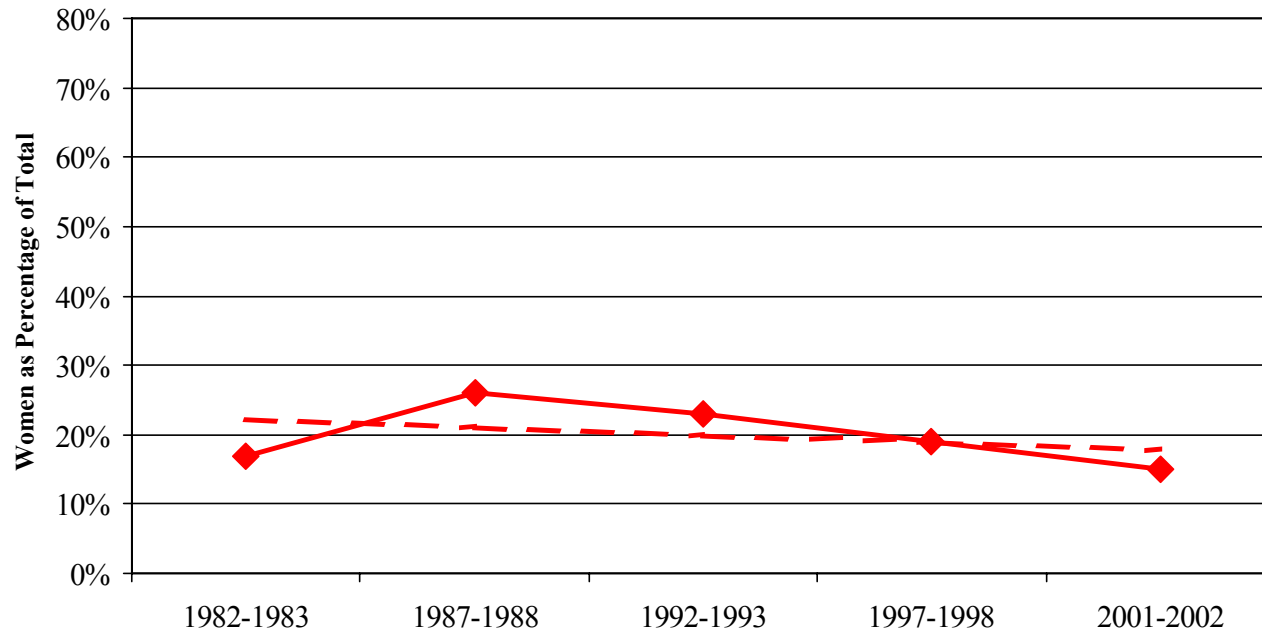
Social Sciences Division: Term (Non Tenured) Women Faculty from 1982-2002



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

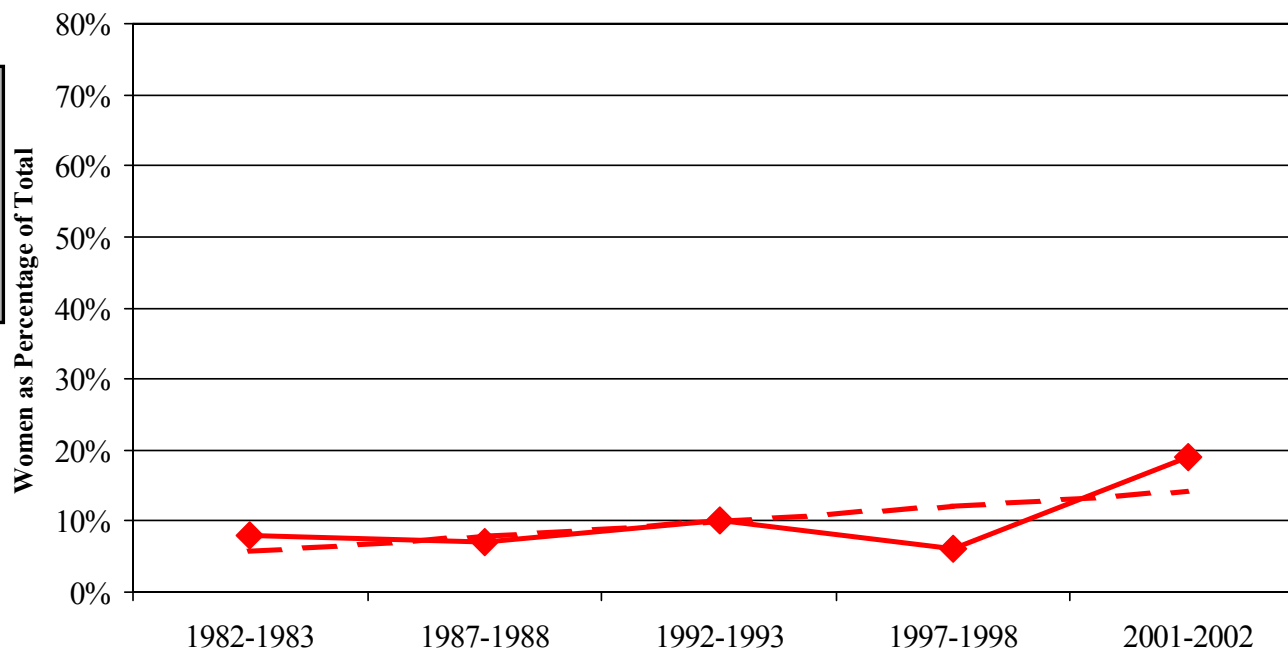


Women: Current Term Pool					
# of Women/Total # in pool	3/18	5/19	6/26	4/21	3/20
% Women of Total	17%	26%	23%	19%	15%

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

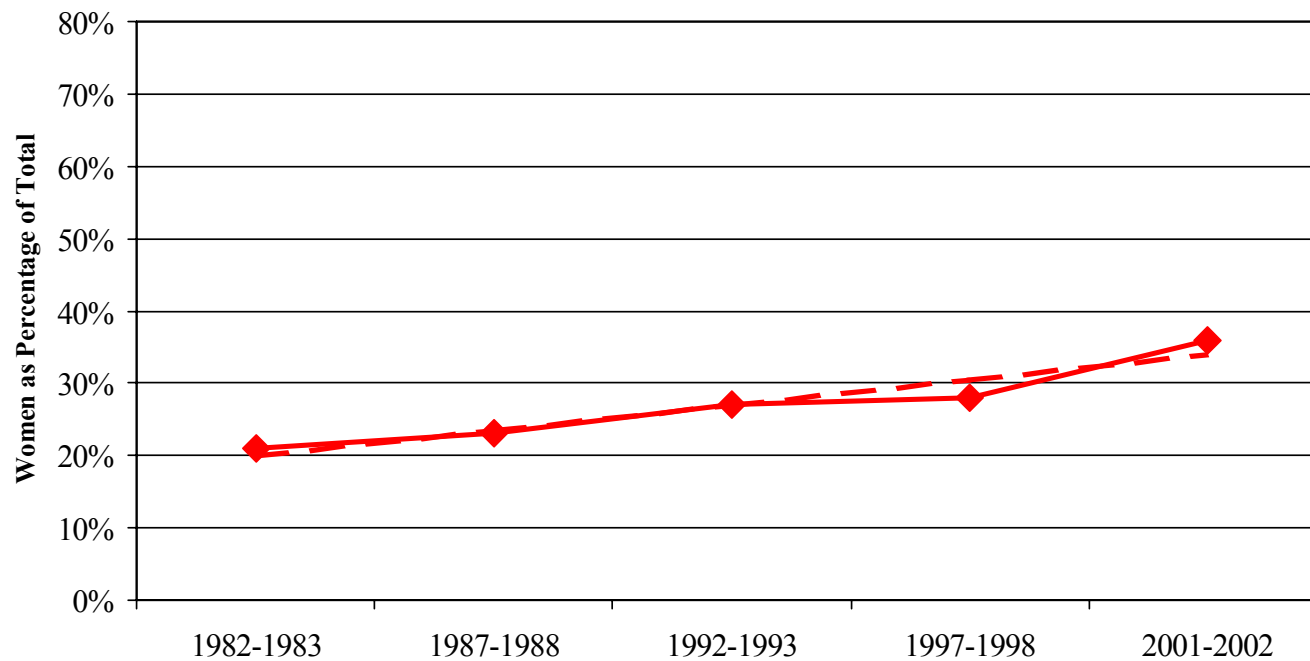
Physical Sciences Division: Term (Non Tenured) Women Faculty from 1982-2002



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

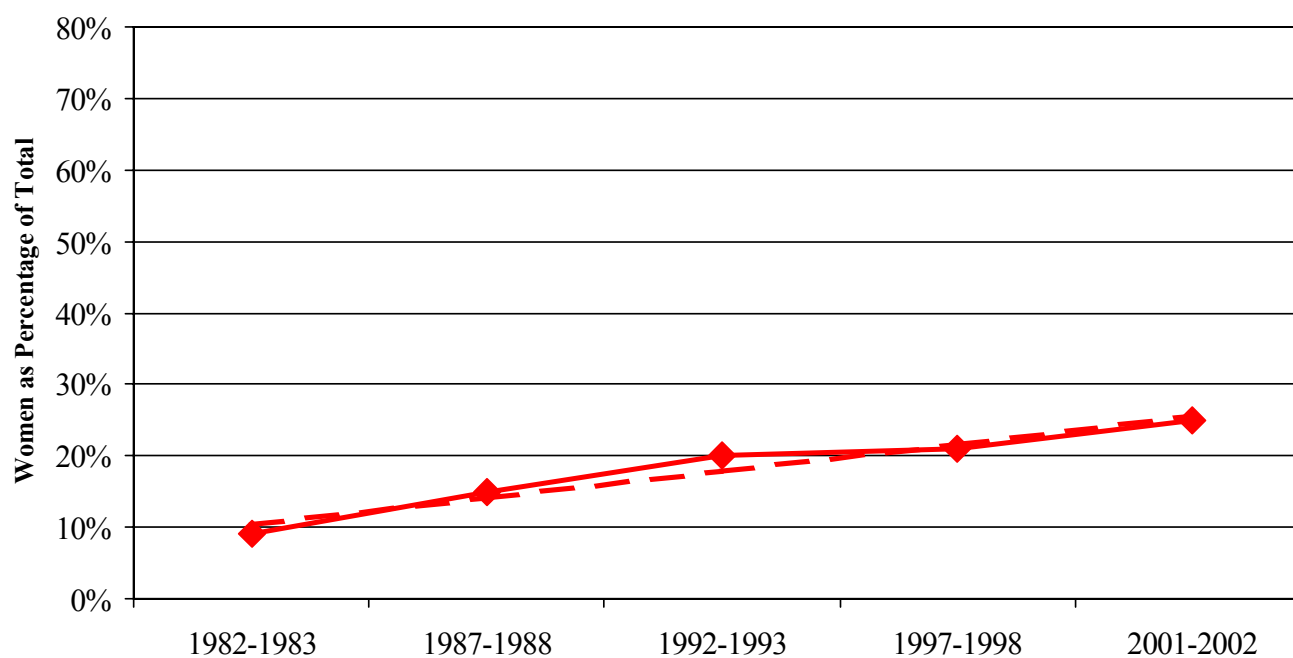


Women: Current Term Pool					
# of Women/Total # in pool	74/350	93/401	123/451	130/459	183/504
% Women of Total	21%	23%	27%	28%	36%

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

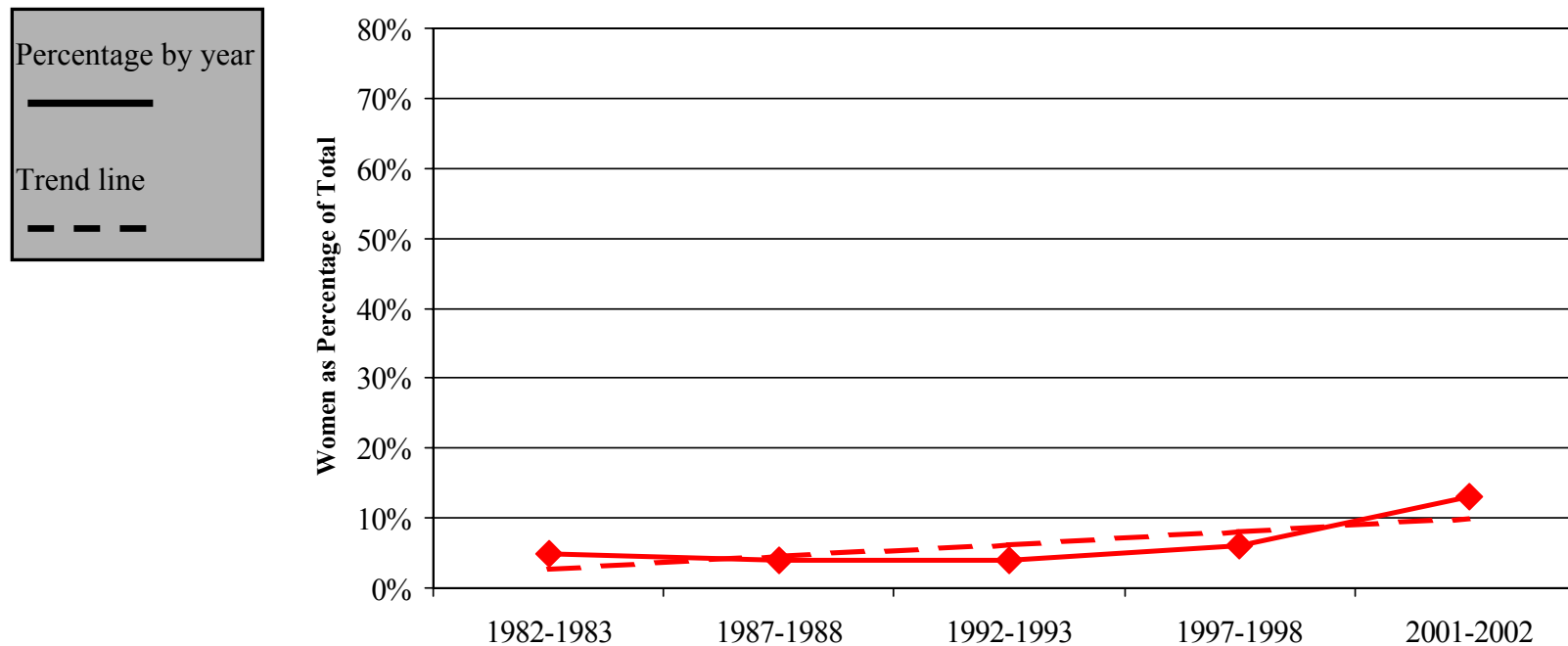
Humanities Division: Tenured Women Faculty from 1982-2002



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

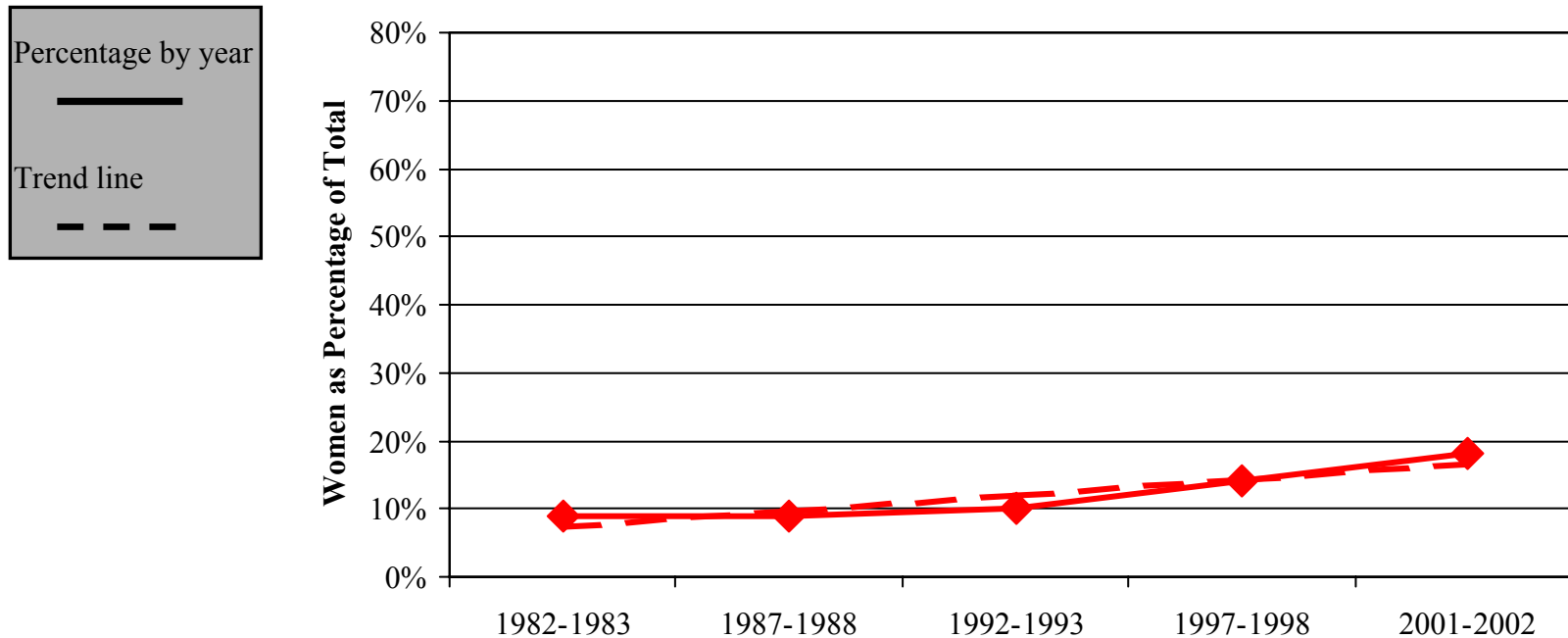
Social Sciences Division: Tenured Women Faculty from 1982-2002



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

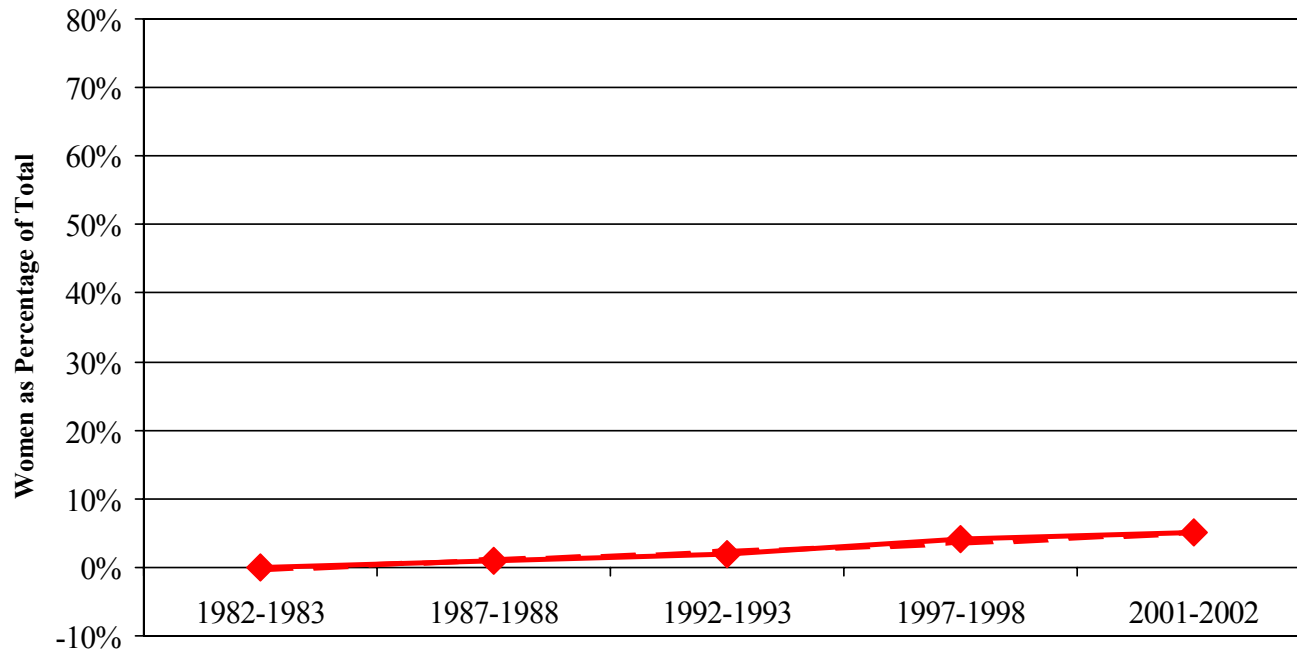
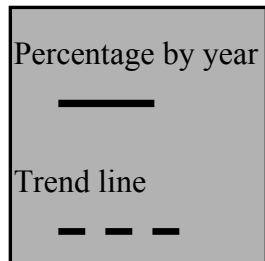
Biological Sciences Division: Tenured Women Faculty from 1982-2002



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

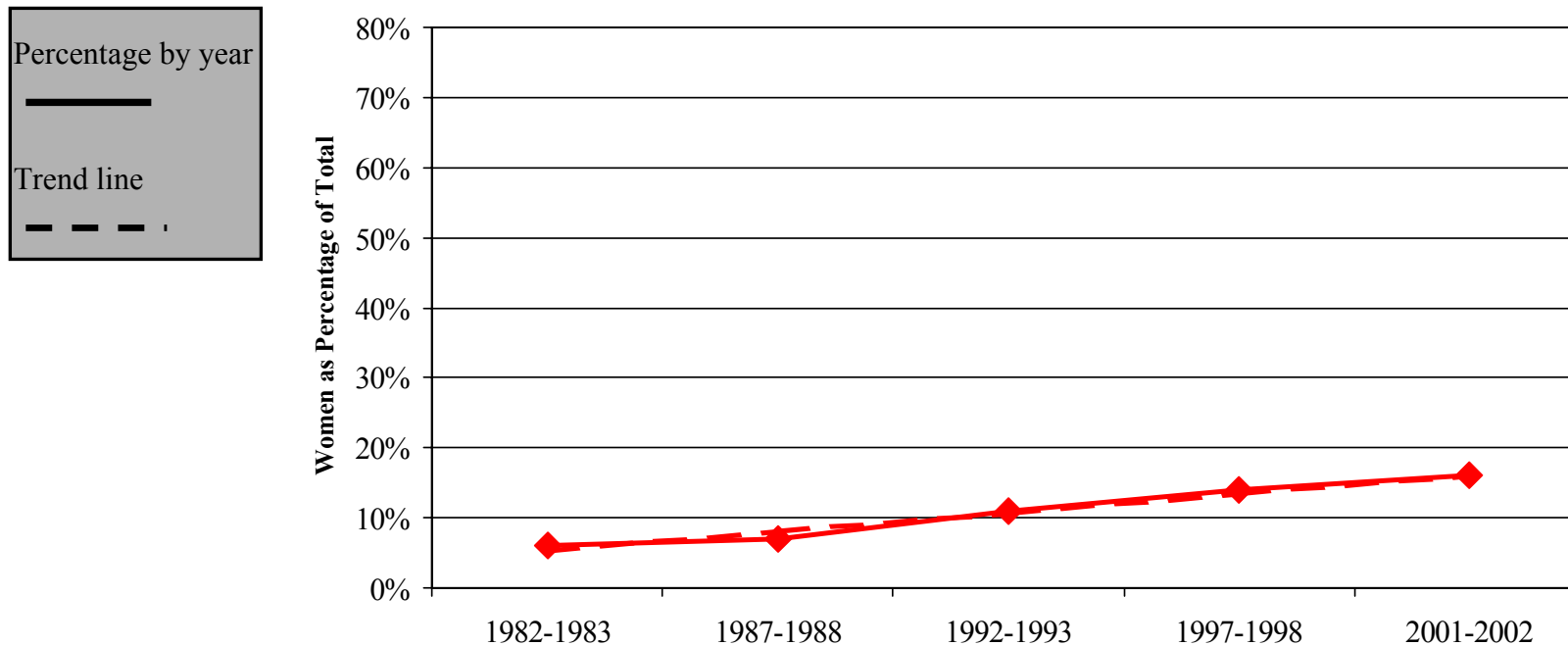
Physical Sciences Division: Tenured Women Faculty from 1982-2002



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%).

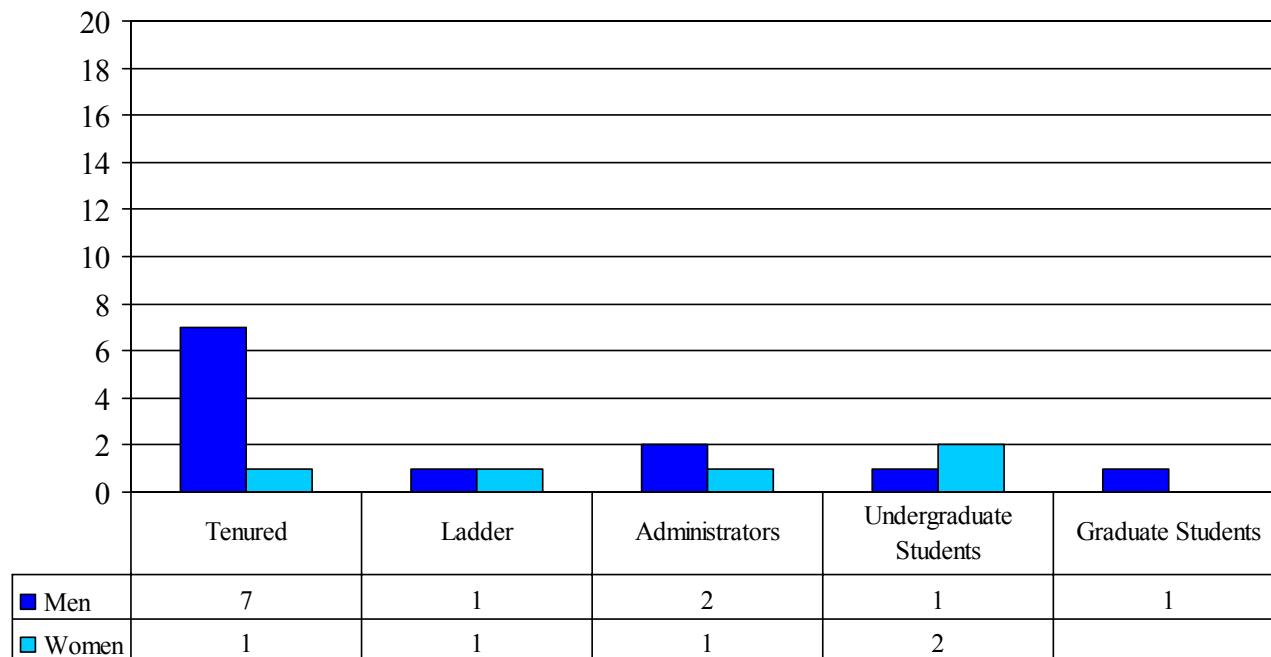
The Storrs Lecture is a course of lectures dealing with fundamental problems of law and jurisprudence. These lectures are given by an American or foreign jurist or scholar who is not ordinarily a member of the regular faculty of the Yale Law School.

- 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

Women, Men, and Yale University: A View from 2007

2002 plus 5

**The Women Faculty Forum
Yale University**

Principal Author: Cindy Tobery, WFF Director of Programs & Projects

Special thanks to the following for their contribution to data collection, presentation, and/or analyses in this report: Leilani Baxter (Office of Institutional Research), Robert Burger (Office of the Provost), Hannah Brueckner (WFF Council Member, Professor of Sociology), Lisa Campbell (WFF research assistant), John Goldin (Office of Institutional Research), Christine Slaughter (WFF research assistant), and Jessica Svendsen (WFF research assistant).

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Executive Summary

In 2002, the Women Faculty Forum (WFF) published a report on the current status of women in the University and the changes that had occurred in the previous two decades. This report provides a 5 year update. WFF collected information on the different areas of the University with help from the Provost's Office, the Office of Institutional Research, and various Yale publications and other resources. The analyses presented focus on the current and historical distribution of women faculty across the University and within the divisions of FAS and at professional schools; the number of women who lead University departments & programs; the number of women who hold senior administrative positions; and the number who have received University awards and honorary degrees. We also include data on distribution of women among students and employees.

Some of the key highlights of this report are summarized on the following pages. The charts following the summary give an overview of what has changed in the past 5 years.

Executive Summary (continued)

Distribution of Women Ladder Faculty, University-wide

- Over the last twenty-five years the number of total women faculty (tenured and not tenured) has increased by about 15%. Women comprised less than one fifth of the total faculty in 1982; by 2001-2002 women were over one-quarter of the faculty, and by 2006-2007 women are almost one-third of the faculty.
- The average rate of change for women faculty in this period (1985-2007) was an increase of about 0.58% every year. If this rate of change were to remain stable over time, women would become half of the total faculty in academic year 2038-2039. The average rate of change from 1982-2002 was 0.5%; based on this rate, women would not have become half of the total faculty until 2048-49.
- In 2006-2007, women are almost one-third of the total faculty (31%, they were 26% in '01-'02); minority women are 11% of the total faculty (they were 4% in '01-'02).
- In 2006-2007, women are over one-fifth of the total tenured faculty (21%, they were 17% in '01-'02); minority women are 2.5% of the tenured faculty (they were 2% in '01-'02).
- In 2006-2007, minority women are over one-tenth of the tenured women faculty (12%, they were 9% in '01-'02); minority women are over one-fifth of the tenured minority faculty (23%, they were 17% in '01-'02).

Women and Tenure

- Women are 14% (3/21) of external faculty hired into Arts & Sciences with tenure at Yale in 2006-07, they were 23% (3/13) in 2001-02.
- In 2006-2007, women are 20% (1/5) of FAS faculty tenured from within, they were 0% (0/12) in 2001-02.

Executive Summary (continued)

Women as Department Chairs, Directors Undergraduate & Graduate of Studies

- In 2006-2007, women chair slightly over one tenth of the departments and 13% of programs in the faculty of Arts and Science. Women chair 16% of the professional schools and associated departments and 31% of professional school programs. 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 2006-2007, women serve as Director of Graduate Studies (DGS) in 26% of departments and as Director of Undergraduate Studies (DUS) in 16% of departments.

Women in University Administration

- In 2006-2007, six of the sixteen members of the Yale Corporation are women. In 2001-2002, four of the sixteen members of the Yale Corporation were women
- Since 1982 the number of women serving as University officers has increased from zero out of 5 in 1982 to three out of 7 in 2002 and to four out of 7 in 2007.

Women and University Lecture Series and Fellowships

- From 1971 to 2007 two of the eighteen DeVane lectures were given by women (1998 and 2004); almost one fifth of the Tercentennial lectures in 2001 were given by women.
- Since 1982 seventeen of the eighty-eight Chubb fellows have been women. Women were three out of fourteen (21%) of the fellows in the past 5 years.

Executive Summary (continued)

Women as Leaders of Research Centers

- In 2006-2007, women serve as directors of almost one third (31%) of Yale's centers. In 2001-2002, women served as directors of one quarter of Yale's research centers.
- In 2006-2007, women serve as associate or executive directors of over one fifth (21%) of Yale's centers.
- In 2006-2007 women serve as University Librarian and Director of the Yale Center for British Art, two of the eight senior administrative positions appointed by the Corporation upon the President's recommendation. In 2002-2003 women served in these two positions and also as Director of the Beinecke Library.

Women as Enrolled Students

- In 2006-2007, women are approximately 49% of students enrolled in Yale College. Enrollment of women had been increasing until 1997-98 when women approached 50% and have continued to be about half of all enrolled undergraduate students.
- In 2006-2007, women are 47% of students enrolled in the Graduate School of Arts & Sciences. Enrollment of women has been increasing from 1986-87 to 2006-07 at an average rate of 0.45% per year.

Women Degree Recipients

- In 2005-2006, women received 44% of doctorate degrees awarded by the Graduate School of Arts & Sciences. The total number of women receiving PhDs has increased from 1981-82 to 2005-06, although there has been variability among the divisions.
- Nationally, the percentage of women receiving PhDs in humanities, social sciences, and life sciences has been increasing from 1981-82 to 2004-05. The percentage of women receiving PhDs in physical sciences and engineering has also been increasing, but with little change from 2001-02 to 2004-05. (2004-05 is most recent year available.)

Executive Summary (continued)

A caveat – collection of relevant data remains difficult

Creating this report has been challenging for many reasons. The Office for Institutional Research has faculty demographic data (race, gender, rank, department), much of which is available online; however, trying to update information based on what was collected by our office 5 years ago has required clarification of what is available. Other units, such as the Office of the Provost and Office for Equal Opportunity Programs, have some additional data, but recording and reporting methods are not consistent across offices, and the methods chosen depend on individuals in the office. Some of the classifications of faculty are more appropriate for some departments and schools than others. Demographic data are provided by the department and some inconsistencies in reporting have been noticed. As headcounts account for each individual once and only once, people with joint appointments are listed in only one department, regardless of how the positions are funded or what department an individual may see as the primary department. FAS data are more readily available than professional school data beyond summaries and headcounts. As of this report, data on new hires, tenures, and promotions for the professional schools were not available through a central source. Much of the data on administrative leadership and honors come from University websites and are not reported on by a centralized office.

Most of what is available, and thus presented here, gives a snapshot at one particular point in time. These numbers by themselves do not show the comings and goings of individuals; therefore, tracking faculty is much more difficult. There has not been a consistent institutional approach to measuring and reporting on gender and racial equity or for tracking progress in recruiting and retaining women and minorities. Moreover, only data on faculty currently at Yale are available, without information on people who chose not to come to Yale or those who left. (In contrast, Harvard reports annually of the number of women they tried to hire and how many accepted.)

The data presented here ought to be routinely collected and organized by a central University office and made publicly available. We recommend that an advisory committee at the provostial level reviews the collection and publication of institutional data and considers reconfiguring the kind and nature of data collected.

To the extent that there are errors in this report, they reflect the challenges described above.

2001-2002, 2006-2007: Overview of Women at Yale

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

	Ladder Faculty	Non-Ladder Faculty	Post-doctoral Trainees	Enrolled Students – University-wide	Managerial & Professional Employees	Clerical & Technical Employees	Service & Maintenance Employees
2006-2007	580/1872 (31%)	389/907 (43%)	246/653 (38%)	5699/11416 (50%)	2504/3900 (64%)	2568/3326 (77%)	412/1140 (36%)
2001-2002	444/1646 (26%)	341/781 (44%)	179/514 (35%)	5471/11126 (49%)	2144/3401 (63%)	2390/3048 (78%)	349/1059 (33%)

Note: Ladder 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 Assistant Professors, 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., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office of Institutional Research, Employee Sex and Race University Summary September 30, 2000-2006, Student Enrollment by School, 1984-85 to 2006-07

2001-2002, 2006-2007: Overview of Women on the Faculty at Yale

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

	Total University-wide		Faculty of Arts & Science		Professional Schools (excluding Medicine)		Medical School	
	Tenured	Term	Tenured	Term	Tenured	Term	Tenured	Term
2006-2007	187/906 (21%)	393/966 (41%)	72/389 (19%)	89/240 (37%)	41/136 (30%)	42/77 (55%)	74/381 (19%)	262/649 (40%)
2001-2002	144/836 (17%)	300/810 (37%)	54/354 (15%)	84/240 (35%)	31/122 (25%)	33/66 (50%)	59/360 (16%)	183/504 (36%)

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2001, 2006 Headcounts by Gender and FAS Dept./Prof. School

2001-2002, 2006-2007: Overview of Women in the Faculty of Arts & Science at Yale

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

	Humanities		Social Sciences		Physical Sciences		Biological Sciences	
	Tenured	Term	Tenured	Term	Tenured	Term	Tenured	Term
2006-2007	41/140 (29%)	46/95 (48%)	16/90 (18%)	25/60 (42%)	9/119 (8%)	11/61 (18%)	6/40 (15%)	7/24 (29%)
2001-2002	31/122 (25%)	49/100 (49%)	10/76 (13%)	22/68 (32%)	6/116 (5%)	10/52 (19%)	7/40 (18%)	3/20 (15%)

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2001, 2006 Headcounts by Gender and FAS Dept./Prof. School

2001-2002, 2006-2007: Overview of Women as Enrolled Students at Yale

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

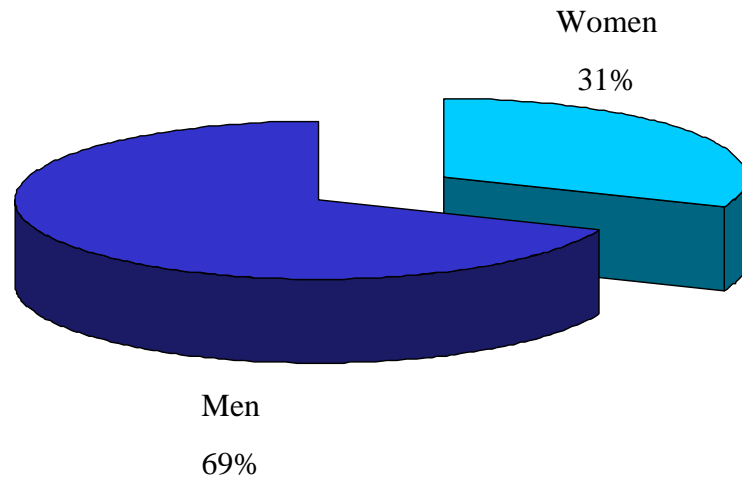
	Yale College Students	Graduate Students of Arts & Sciences	Divinity School	FES	Law	SOM	Medicine (MD students)	EPH (MPH students)	Nursing
2006- 2007	2598/5275 (49%)	1216/2580 (47%)	175/349 (50%)	142/262 (54%)	318/667 (48%)	160/450 (36%)	235/442 (53%)	177/229 (77%)	269/283 (95%)
2001- 2002	2592/5253 (49%)	1064/2334 (46%)	163/359 (45%)	157/285 (55%)	302/644 (47%)	117/427 (27%)	217/470 (46%)	175/234 (75%)	262/282 (93%)

Note: Only schools with more than 100 female students are included in the overview. All professional schools are in the section of the report on student enrollment.

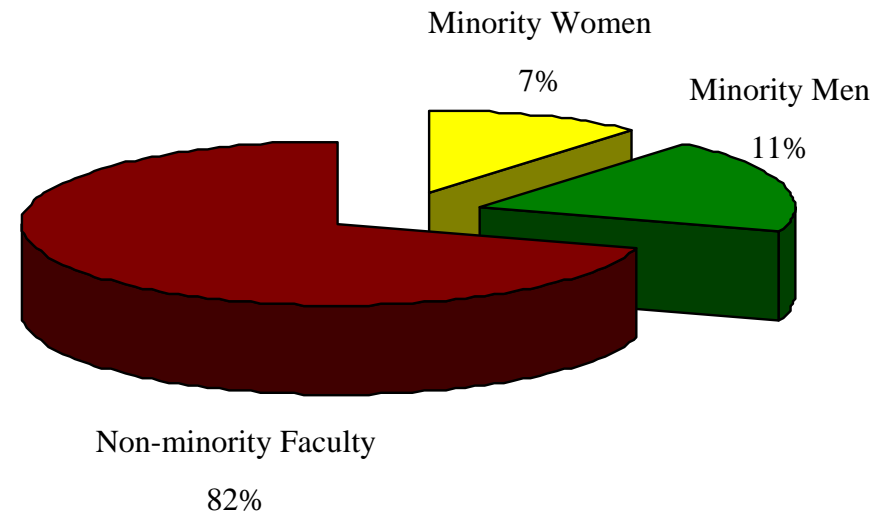
Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 2006-2007: Distribution of Women Faculty, University-wide

Percent of women on the ladder faculty



Percent of minority women on the ladder faculty

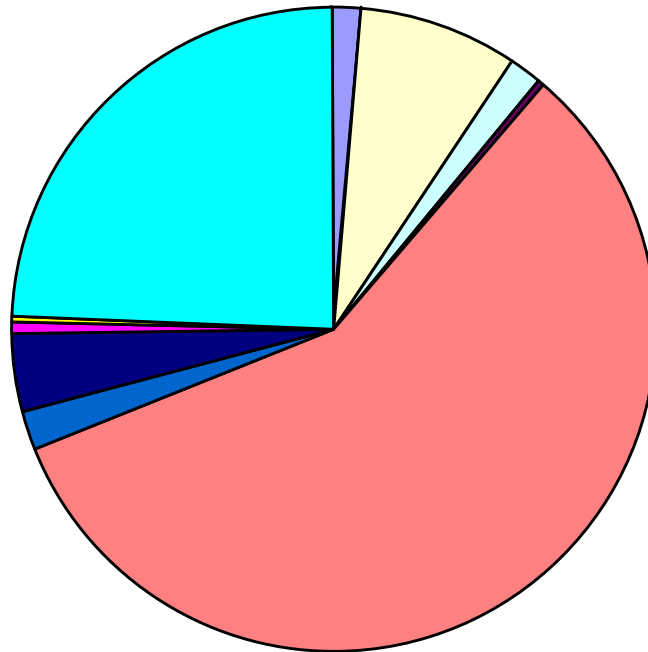


Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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., President, Provosts, deans and directors of museums) are not included here. Residential College Masters are included. 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. Howard Hughes investigators are included.

Minority includes any faculty identified as non-White (Black, Hispanic, Native American, Asian, Multi-race). OIR tables are broken down into these categories.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

Yale 2006-2007: Distribution of Minority Faculty, University-wide



	Percent	Number
Black M	1.39%	26
Native AmM	0.00%	0
Asian M	8.07%	151
Hispanic M	1.55%	29
Multi-race M	0.27%	5
White M	57.75%	1081
Black W	1.82%	34
Native AmW	0.11%	2
Asian W	3.79%	71
Hispanic W	0.48%	9
Multi-race W	0.37%	7
White W	24.41%	457
Total Men	69%	1292
Total Women	31%	580
Total (All)	100%	1872

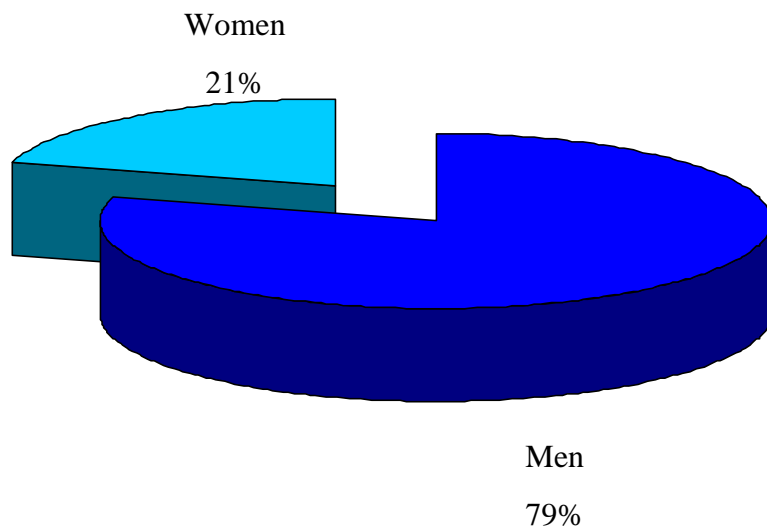
Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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., President, Provosts, deans and directors of museums) are not included here. Residential College Masters are included. 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. Howard Hughes investigators are included.

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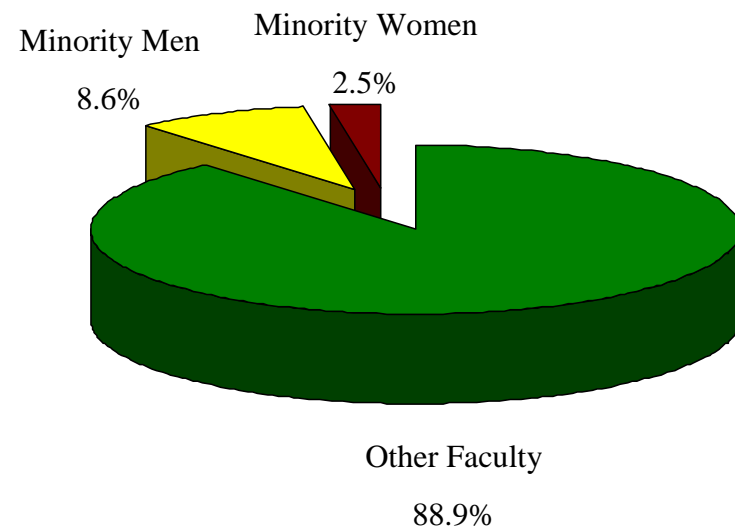
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

Yale 2006-2007: 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



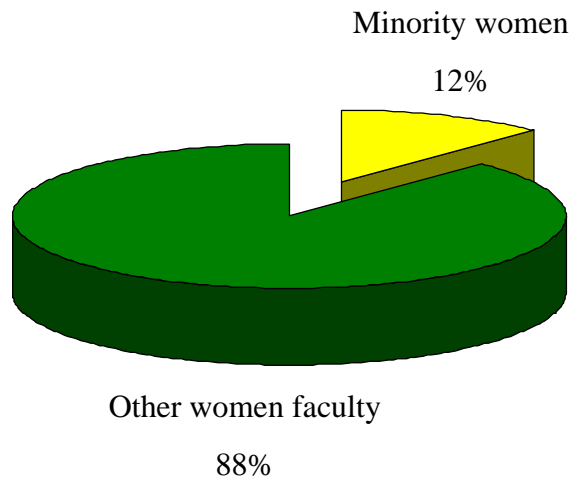
Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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., President, Provosts, deans and directors of museums) are not included here. Residential College Masters are included. 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. Howard Hughes investigators are included.

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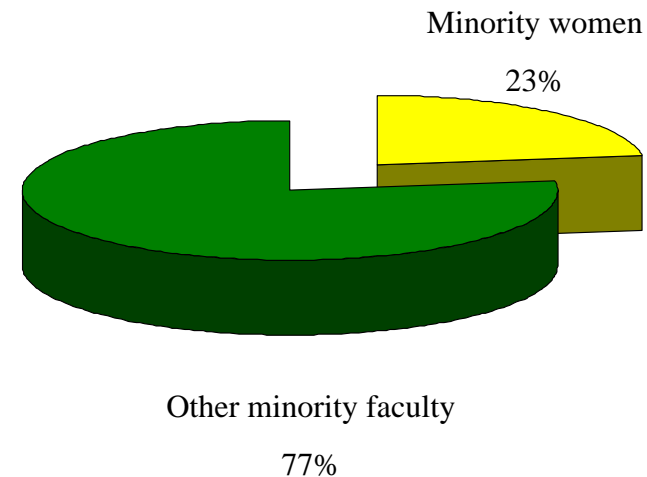
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

Yale 2006-2007: 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

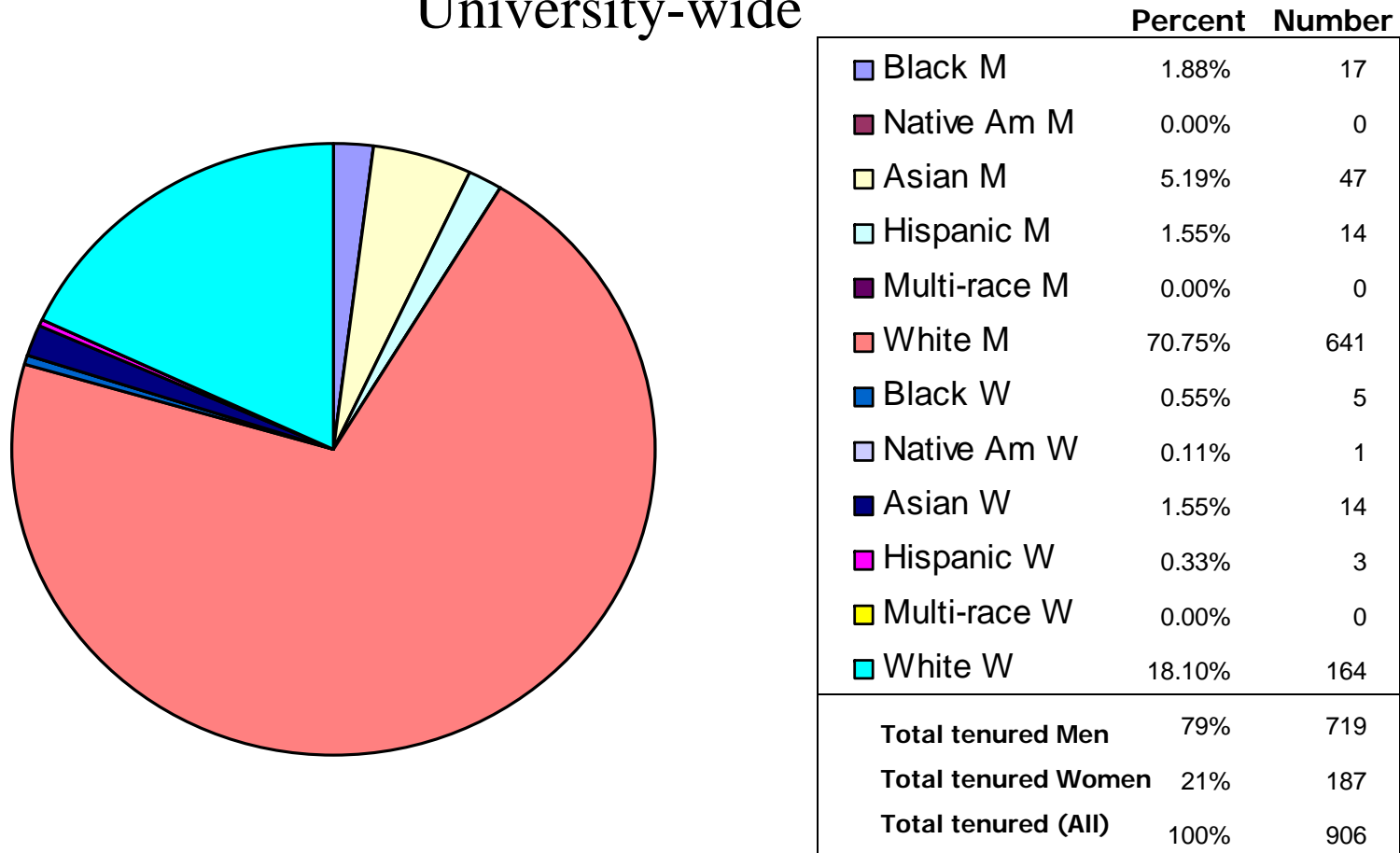


Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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., President, Provosts, deans and directors of museums) are not included here. Residential College Masters are included. 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. Howard Hughes investigators are included.

Minority includes any faculty identified as non-White (Black, Hispanic, Native American, Asian, Multi-race). OIR tables are broken down into these categories.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

Yale 2006-2007: Distribution of Tenured Minority Faculty, University-wide



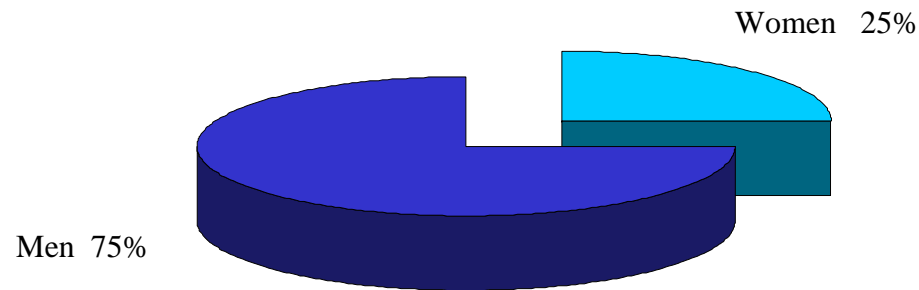
Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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., President, Provosts, deans and directors of museums) are not included here. Residential College Masters are included. 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. Howard Hughes investigators are included.

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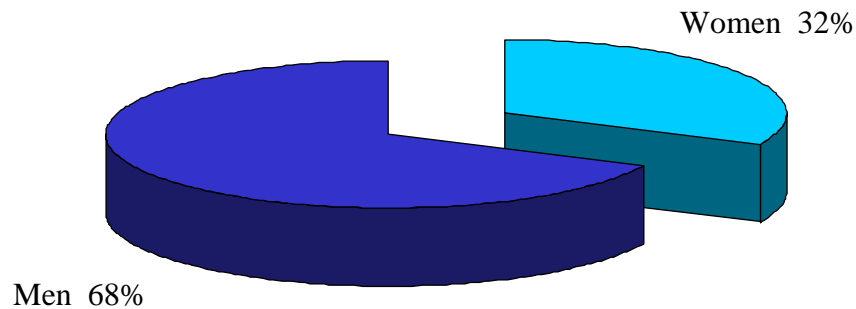
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

Percent of Women on the Arts & Science Faculty: Comparison with Harvard and Princeton, 2005-2006

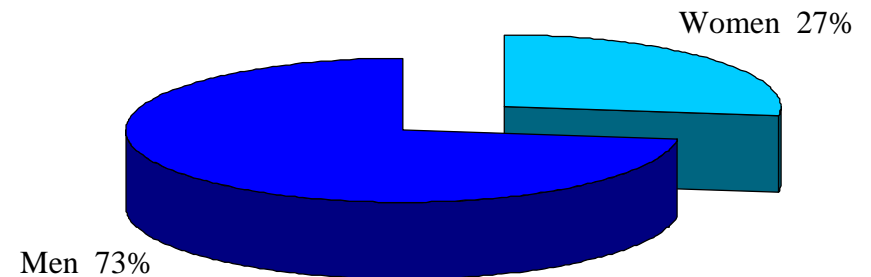
Yale (FAS only)



Harvard (Arts & Science only)



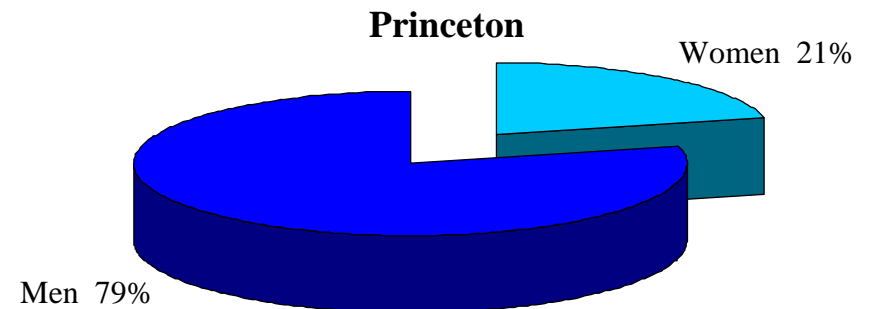
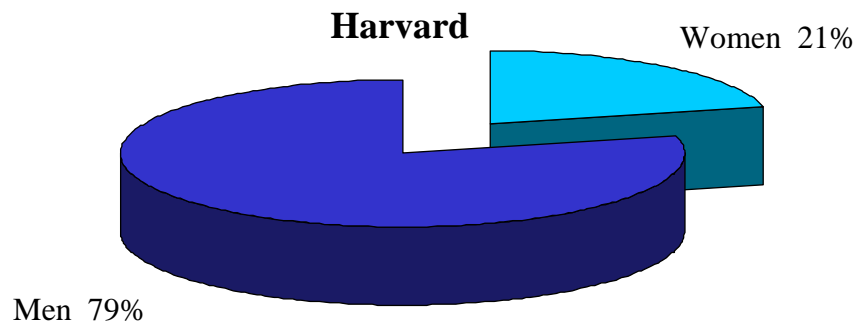
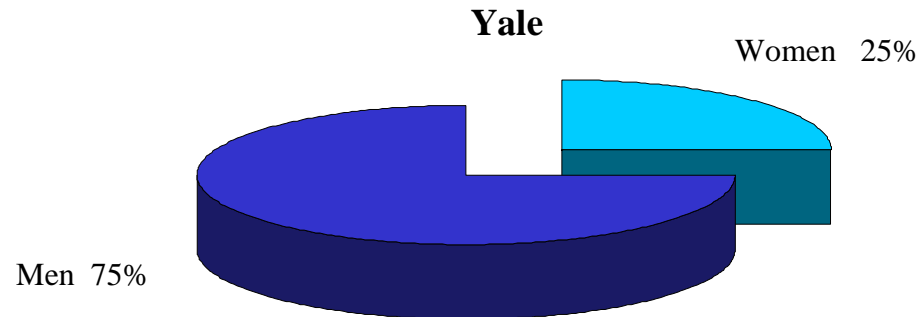
Princeton (FT instructional faculty)



Note: 2005-2006 is the latest year with data available on the Harvard and Princeton websites

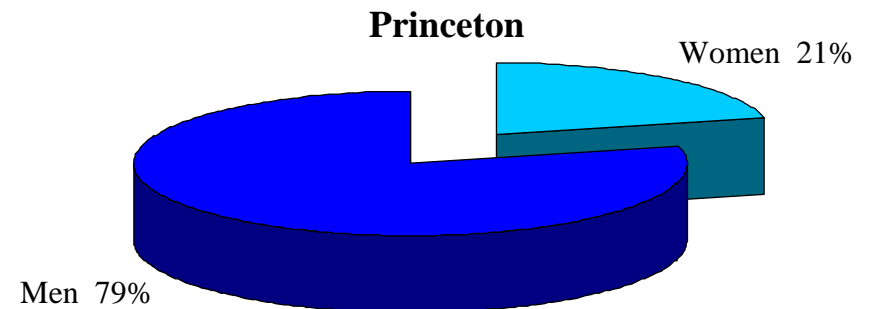
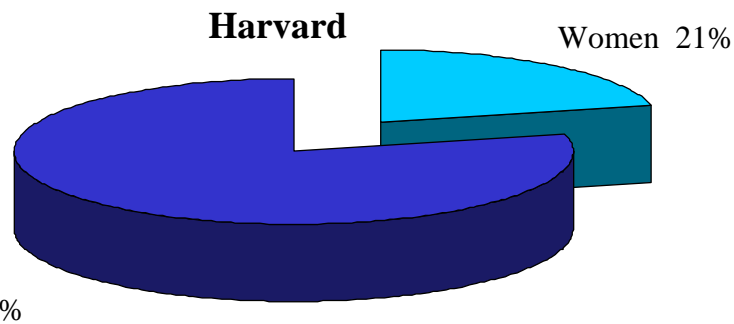
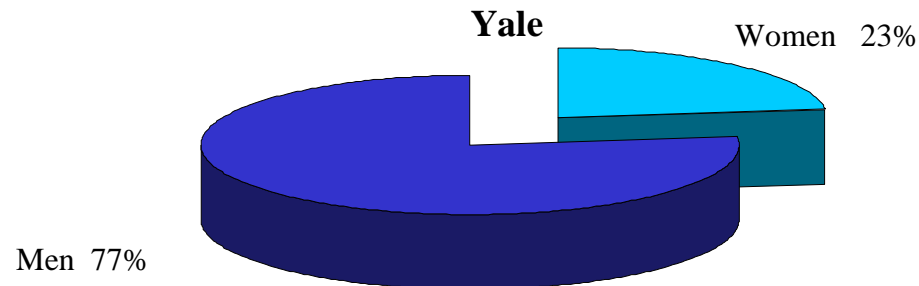
Source: Harvard 2006 Online Fact Book, Arts & Science Faculty; Princeton Common Data Set 2005-2006, Full-time Instructional Faculty

Percent of Women on the Faculty, University wide: Comparison with Harvard and Princeton, 2000



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

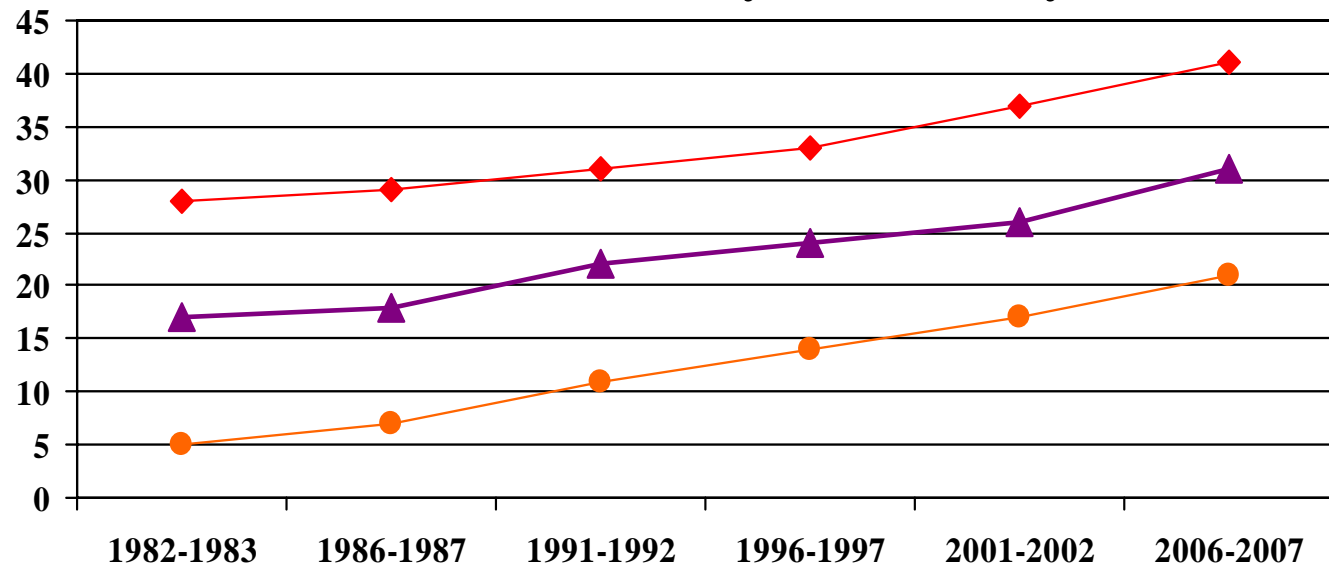
Percent of Women on the Faculty, University wide
(excluding the Yale School of Nursing):
Comparison with Harvard and Princeton, 2000






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 1982-2007: Women Faculty, Tenured Women Faculty, and Term (Non-Tenured) Women Faculty, University-wide



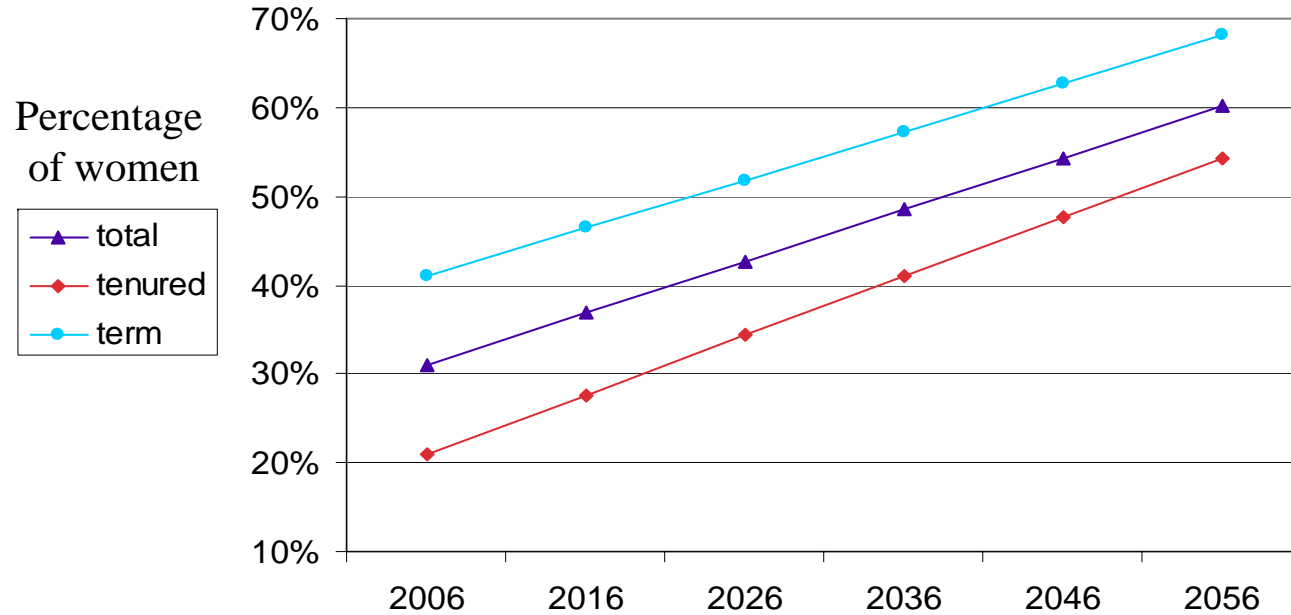
	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Women Faculty 						
# of Women/Total # of Faculty	242/1399	266/1442	327/1512	370/1572	444/1646	580/1872
% Women of Total	17%	18%	22%	24%	26%	31%
Tenured Women Faculty 						
# of Ten. Women/ Total # of Tenured Faculty	35/654	49/682	78/721	108/780	144/836	187/906
% Women of Total	5%	7%	11%	14%	17%	21%
Term Women Faculty 						
# of Term Women/Total # of Term Faculty	207/745	217/760	249/791	262/792	300/810	393/966
% Women of Total	28%	29%	31%	33%	37%	41%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

Yale 1982-2007: Average Rate of Change for Women Faculty, Tenured and Term (Non-Tenured), university-wide

- **Women Faculty:** From 2001-02 to 2006-07, the percentage of women faculty increased from 26% (444/1646) to 31% (580/1872). Women were 17% (242/1399) of the total faculty in 1982-1983. The percentage of women faculty has increased, on average, at a rate of 0.58% every year (or approximately 1.2% every 2 years) from 1982-2007. The average rate of change from 1982-2002 was 0.5%.
- **Tenured Women Faculty:** From 2001-02 to 2006-07, the percentage of tenured women faculty increased from 17% (144/836) to 21% (187/906). Women were 5% of the total tenured faculty in 1982-1983. The percentage of tenured women faculty has increased, on average, at a rate of .67% every year (or approximately 1.3 % every two years) from 1982-2007. The average rate of change for tenured women from 1982-2002 was 0.6%.
- **Term Women Faculty:** From 2001-02 to 2006-07, the percentage of term women faculty increased from 37% (300/810) to 41% (393/966). Women were 28% of the total term faculty in 1982-1983. The percentage of term women faculty has increased, on average, at a rate of .54% every year (or approximately 1.1 % every two years) from 1982-2007. The average rate of change for term women from 1982-2002 was 0.45%.

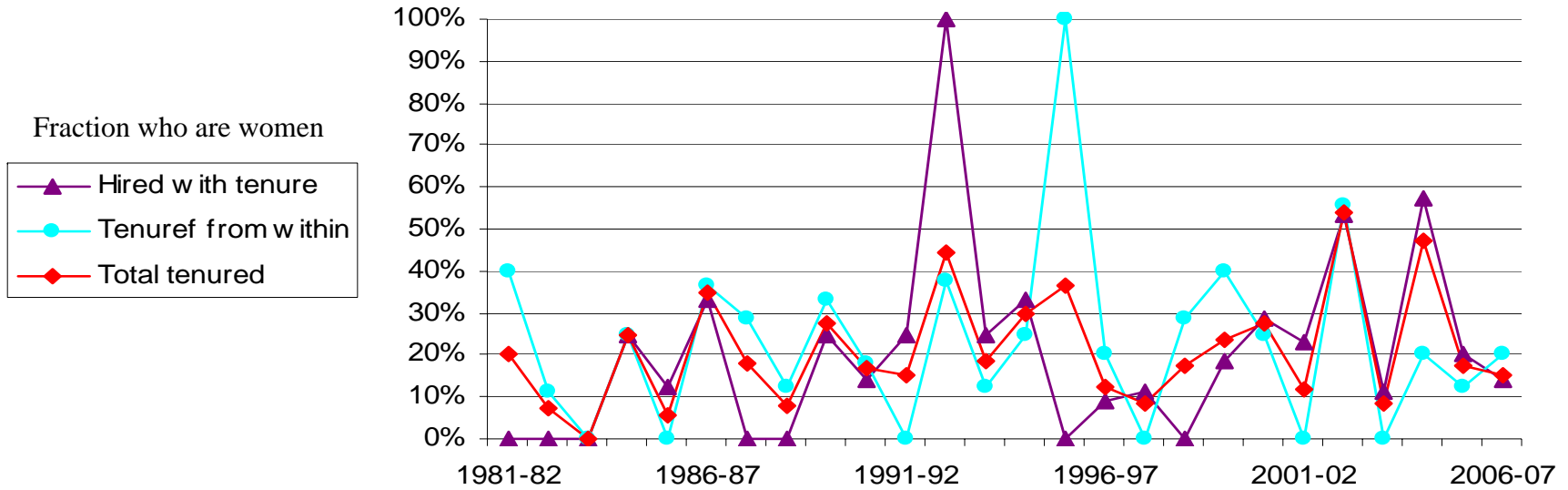
Yale Women Faculty, Tenured and Term (Non-Tenured), as a Percentage of Total Faculty, University-wide, with extrapolation of rate of change



	2006	2016	2026	2036	2046	2056
Women Faculty						
% Women of Total	31%	37%	43%	49%	54%	60%
Tenured Women Faculty						
% Women of Total	21%	28%	34%	41%	48%	54%
Term Women Faculty						
% Women of Total	41%	46%	52%	57%	63%	68%

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

Yale 1982-2007: Women Hired with Tenure and Women Tenured from Within - FAS ONLY



	1981-82	1986-87	1991-92	1996-97	2001-2002	2006-2007
Women Hired with Tenure						
# of Ten. Women Appointed/ Total # of Ten. Fac. Appointed	0/2	3/9	2/8	1/11	3/13	3/21
% Women of Total	0%	33%	25%	9%	23%	14%
Women Tenured from within						
# of Ten. Women Promoted/ Total # of Ten. Fac. Promoted	2/5	4/11	0/5	1/5	0/12	1/5
% Women of Total	40%	36%	0%	20%	0%	20%
Total Tenured Women Faculty						
# of Ten. Women / Total # of Ten. Fac.	2/10	7/20	2/13	2/16	3/25	4/26
% Women of Total	20%	35%	15%	13%	12%	15%

Source: Office of the Provost, Senior Faculty 1980-2007

Yale 2006-2007: 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	41/140 (29%)	46/95 (48%)	5/13 (38%)	96/161 (60%)	1/8 (13%)	0/0
Social Sciences	16/90 (18%)	25/60 (42%)	0/1 (0%)	13/27 (48%)	1/14 (7%)	7/11 (64%)
Physical Sciences	9/119 (8%)	11/61 (18%)	0/8 (0%)	2/14 (14%)	0/4 (0%)	8/49 (16%)
Biological Sciences	6/40 (15%)	7/24 (29%)	0/0	6/7 (86%)	0/0	25/64 (39%)

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. “**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. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and FAS Dept./Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Humanities, by tenure status (descending order)

	Tenured	Term	Adjunct	Other	Visitor	Research
History	8/36 (22%)	6/14 (43%)	0/0	4/12 (33%)	0/1 (0%)	0/0
Philosophy	4/10 (40%)	2/7 (29%)	0/0	0/1 (0%)	0/1 (0%)	0/0
English	8/23 (35%)	10/19 (53%)	2/5 (40%)	11/26 (42%)	0/1 (0%)	0/0
Spanish & Portuguese	3/6 (50%)	0/4 (0%)	0/0	22/24 (92%)	0/0	0/0
History of Art	3/10 (30%)	6/7 (86%)	0/0	0/2 (0%)	0/0	0/0
African Amer. Studies	2/2 (100%)	1/1 (100%)	0/0	3/3 (100%)	0/0	0/0
German Lang./Lit.	2/3 (67%)	1/2 (50%)	0/0	3/6 (50%)	0/1 (0%)	0/0
Comp. Literature	2/7 (29%)	2/5 (40%)	0/0	0/2 (0%)	0/0	0/0
Religious Studies	2/9 (22%)	1/5 (20%)	0/0	0/2 (0%)	0/0	0/0
Italian	1/2 (50%)	1/1 (100%)	0/0	5/8 (63%)	1/1 (100%)	0/0
East Asian Lang./Lit.	1/3 (33%)	1/3 (33%)	0/0	15/23 (65%)	0/0	0/0
American Studies	1/4 (25%)	4/4 (100%)	1/1 (100%)	0/0	0/0	0/0
Classics	1/5 (20%)	2/4 (50%)	0/1 (0%)	2/3 (67%)	0/1 (0%)	0/0
N. Eastern Lang./Lit.	1/5 (20%)	2/3 (67%)	0/0	6/12 (50%)	0/0	0/0
French	1/6 (17%)	2/4 (50%)	0/0	13/16 (69%)	0/1 (0%)	0/0
Music	1/6 (17%)	2/6 (33%)	0/2 (0%)	4/9 (44%)	0/1 (0%)	0/0
Slavic Lang./Lit.	0/3 (0%)	2/4 (50%)	0/1 (0%)	5/7 (71%)	0/0	0/0
Film	0/0	1/2 (50%)	0/0	1/3 (33%)	0/0	0/0
Theater studies	0/0	0/0	2/3 (67%)	2/2 (100%)	0/0	0/0

Yale 2006-2007: Distribution of Women Faculty in the Humanities, by tenure status (alphabetical order)

	Tenured	Term	Adjunct	Other	Visitor	Research
African Amer. Studies	2/2 (100%)	1/1 (100%)	0/0	3/3 (100%)	0/0	0/0
American Studies	1/4 (25%)	4/4 (100%)	1/1 (100%)	0/0	0/0	0/0
Classics	1/5 (20%)	2/4 (50%)	0/1 (0%)	2/3 (67%)	0/1 (0%)	0/0
Comp. Literature	2/7 (29%)	2/5 (40%)	0/0	0/2 (0%)	0/0	0/0
East Asian Lang./Lit.	1/3 (33%)	1/3 (33%)	0/0	15/23 (65%)	0/0	0/0
English	8/23 (35%)	10/19 (53%)	2/5 (40%)	11/26 (42%)	0/1 (0%)	0/0
Film	0/0	1/2 (50%)	0/0	1/3 (33%)	0/0	0/0
French	1/6 (17%)	2/4 (50%)	0/0	13/16 (69%)	0/1 (0%)	0/0
German Lang./Lit.	2/3 (67%)	1/2 (50%)	0/0	3/6 (50%)	0/1 (0%)	0/0
History	8/36 (22%)	6/14 (43%)	0/0	4/12 (33%)	0/1 (0%)	0/0
History of Art	3/10 (30%)	6/7 (86%)	0/0	0/2 (0%)	0/0	0/0
Italian	1/2 (50%)	1/1 (100%)	0/0	5/8 (63%)	1/1 (100%)	0/0
Music	1/6 (17%)	2/6 (33%)	0/2 (0%)	4/9 (44%)	0/1 (0%)	0/0
N. Eastern Lang./Lit.	1/5 (20%)	2/3 (67%)	0/0	6/12 (50%)	0/0	0/0
Philosophy	4/10 (40%)	2/7 (29%)	0/0	0/1 (0%)	0/1 (0%)	0/0
Religious Studies	2/9 (22%)	1/5 (20%)	0/0	0/2 (0%)	0/0	0/0
Slavic Lang./Lit.	0/3 (0%)	2/4 (50%)	0/1 (0%)	5/7 (71%)	0/0	0/0
Spanish & Portuguese	3/6 (50%)	0/4 (0%)	0/0	22/24 (92%)	0/0	0/0
Theater studies	0/0	0/0	2/3 (67%)	2/2 (100%)	0/0	0/0

Yale 2006-2007: Distribution of Women Faculty in the Social Sciences, by tenure status (descending order)

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

	Tenured	Term	Adjunct	Other	Visitor	Research
Psychology	6/16 (38%)	5/10 (50%)	0/0	1/3 (33%)	0/0	7/10 (70%)
Political Science	5/20 (25%)	6/17 (35%)	0/1 (0%)	6/12 (50%)	0/4 (0%)	0/1 (0%)
Sociology	2/8 (25%)	5/8 (63%)	0/0	0/3 (0%)	0/0	0/0
Anthropology	2/11 (18%)	2/8 (25%)	0/0	2/3 (67%)	0/0	0/0
Economics	1/28 (4%)	3/9 (33%)	0/0	2/4 (50%)	1/10 (10%)	0/0
Statistics	0/3 (0%)	1/5 (20%)	0/0	0/0	0/0	0/0
Linguistics	0/4 (0%)	3/3 (100%)	0/0	2/2 (100%)	0/0	0/0

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. “**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. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and FAS Dept./Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Social Sciences, by tenure status (alphabetical order)

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

	Tenured	Term	Adjunct	Other	Visitor	Research
Anthropology	2/11 (18%)	2/8 (25%)	0/0	2/3 (67%)	0/0	0/0
Economics	1/28 (4%)	3/9 (33%)	0/0	2/4 (50%)	1/10 (10%)	0/0
Linguistics	0/4 (0%)	3/3 (100%)	0/0	2/2 (100%)	0/0	0/0
Political Science	5/20 (25%)	6/17 (35%)	0/1 (0%)	6/12 (50%)	0/4 (0%)	0/1 (0%)
Psychology	6/16 (38%)	5/10 (50%)	0/0	1/3 (33%)	0/0	7/10 (70%)
Sociology	2/8 (25%)	5/8 (63%)	0/0	0/3 (0%)	0/0	0/0
Statistics	0/3 (0%)	1/5 (20%)	0/0	0/0	0/0	0/0

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. “**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. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and FAS Dept./Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Biological Sciences, by tenure status (descending order)

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

	Tenured	Term	Adjunct	Other	Visitor	Research
MB&B	4/17 (24%)	2/9 (22%)	0/0	1/1 (100%)	0/0	9/33 (27%)
MCDB	2/18 (11%)	2/8 (25%)	0/0	3/4 (75%)	0/0	14/29 (48%)
EEB	0/5 (0%)	3/7 (43%)	0/0	2/2 (100%)	0/0	2/2 (100%)

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. “**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. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and FAS Dept./Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Biological Sciences, by tenure status (alphabetical order)

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

	Tenured	Term	Adjunct	Other	Visitor	Research
EEB	0/5 (0%)	3/7 (43%)	0/0	2/2 (100%)	0/0	2/2 (100%)
MCDB	2/18 (11%)	2/8 (25%)	0/0	3/4 (75%)	0/0	14/29 (48%)
MB&B	4/17 (24%)	2/9 (22%)	0/0	1/1 (100%)	0/0	9/33 (27%)

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. “**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. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and FAS Dept./Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Physical Sciences, by tenure status (descending order)

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

	Tenured	Term	Adjunct	Other	Visitor	Research
Computer Science	4/17 (24%)	0/2 (0%)	0/2 (0%)	0/1 (0%)	0/1 (0%)	1/5 (20%)
Chemical Eng.	1/6 (17%)	0/3 (0%)	0/3 (0%)	0/1 (0%)	0/2 (0%)	0/3 (0%)
Astronomy	1/8 (13%)	1/2 (50%)	0/0	0/1 (0%)	0/1 (0%)	2/6 (33%)
Chemistry	1/15 (7%)	1/4 (25%)	0/0	2/6 (33%)	0/0	0/3 (0%)
Geology & Geophysics	1/17 (6%)	1/6 (17%)	0/0	0/0	0/0	1/4 (25%)
Physics	1/22 (5%)	3/11 (27%)	0/0	0/1	0/0 (0%)	1/19 (5%)
Operations Rsrch.	0/1 (0%)	0/0	0/0	0/0	0/0	0/0
BME	0/1 (0%)	1/3 (33%)	0/0	0/0	0/0	1/1 (100%)
Mechanical Eng.	0/4 (0%)	1/8 (13%)	0/0	0/0	0/0	1/1 (100%)
Electrical Eng.	0/7 (0%)	1/8 (13%)	0/2 (0%)	0/0	0/0	1/1 (100%)
Applied Physics	0/8 (0%)	0/1 (0%)	0/0	0/0	0/0	0/3 (0%)
Mathematics	0/13 (0%)	2/13 (15%)	0/1 (0%)	0/4 (0%)	0/0	0/3 (0%)

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Physical Sciences, by tenure status (alphabetical order)

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

	Tenured	Term	Adjunct	Other	Visitor	Research
Applied Physics	0/8 (0%)	0/1 (0%)	0/0	0/0	0/0	0/3 (0%)
Astronomy	1/8 (13%)	1/2 (50%)	0/0	0/1 (0%)	0/1 (0%)	2/6 (33%)
BME	0/1 (0%)	1/3 (33%)	0/0	0/0	0/0	1/1 (100%)
Chemistry	1/15 (7%)	1/4 (25%)	0/0	2/6 (33%)	0/0	0/3 (0%)
Computer Science	4/17 (24%)	0/2 (0%)	0/2 (0%)	0/1 (0%)	0/1 (0%)	1/5 (20%)
Chemical Eng.	1/6 (17%)	0/3 (0%)	0/3 (0%)	0/1 (0%)	0/2 (0%)	0/3 (0%)
Electrical Eng.	0/7 (0%)	1/8 (13%)	0/2 (0%)	0/0	0/0	1/1 (100%)
Mechanical Eng.	0/4 (0%)	1/8 (13%)	0/0	0/0	0/0	1/1 (100%)
Geology & Geophysics	1/17 (6%)	1/6 (17%)	0/0	0/0	0/0	1/4 (25%)
Mathematics	0/13 (0%)	2/13 (15%)	0/1 (0%)	0/4 (0%)	0/0	0/3 (0%)
Operations Rsrch.	0/1 (0%)	0/0	0/0	0/0	0/0	0/0
Physics	1/22 (5%)	3/11 (27%)	0/0	0/1	0/0 (0%)	1/19 (5%)

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Professional Schools, by tenure status (descending order)

Number of Women/ Number of Total (% Women)

	Tenured	Term	Adjunct	Other	Visitor	Research
Medicine	74/381 (19%)	262/649 (40%)	0/0	106/219 (48%)	5/13 (38%)	200/456 (44%)
Nursing	13/14 (93%)	25/26 (96%)	0/0	43/45 (96%)	0/0	1/3 (33%)
Law	11/48 (23%)	1/4 (25%)	0/2 (0%)	9/39 (23%)	0/1 (0%)	9/14 (64%)
Divinity	5/14 (36%)	6/11 (55%)	0/2 (0%)	7/20 (35%)	0/4 (0%)	1/1 (100%)
Architecture	4/6 (67%)	2/6 (33%)	0/8 (0%)	10/34 (29%)	0/4 (0%)	0/0
Art	3/5 (60%)	1/3 (33%)	0/6 (0%)	9/22 (41%)	0/0	0/0
SOM	3/29 (10%)	4/21 (19%)	0/3 (0%)	2/12 (17%)	0/0	0/0
Inst. Sacred Music	1/1 (100%)	0/0	1/4 (25%)	1/6 (17%)	0/3 (0%)	0/0
Forestry & Environmental Studies	1/17 (6%)	3/6 (50%)	1/7 (14%)	5/16 (31%)	0/3 (0%)	3/8 (38%)
Music	0/2 (0%)	0/0	6/27 (22%)	7/24 (29%)	0/2 (0%)	0/0
Drama	0/0	0/0	10/30 (33%)	21/38 (55%)	0/2 (0%)	0/0

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and Prof. School

Yale 2006-2007: Distribution of Women Faculty in the Professional Schools, by tenure status (alphabetical order)

Number of Women/ Number of Total (% Women)

	Tenured	Term	Adjunct	Other	Visitor	Research
Architecture	4/6 (67%)	2/6 (33%)	0/8 (0%)	10/34 (29%)	0/4 (0%)	0/0
Art	3/5 (60%)	1/3 (33%)	0/6 (0%)	9/22 (41%)	0/0	0/0
Divinity	5/14 (36%)	6/11 (55%)	0/2 (0%)	7/20 (35%)	0/4 (0%)	1/1 (100%)
Drama	0/0	0/0	10/30 (33%)	21/38 (55%)	0/2 (0%)	0/0
Forestry & Environmental Studies	1/17 (6%)	3/6 (50%)	1/7 (14%)	5/16 (31%)	0/3 (0%)	3/8 (38%)
Law	11/48 (23%)	1/4 (25%)	0/2 (0%)	9/39 (23%)	0/1 (0%)	9/14 (64%)
Medicine	74/381 (19%)	262/649 (40%)	0/0	106/219 (48%)	5/13 (38%)	200/456 (44%)
Music	0/2 (0%)	0/0	6/27 (22%)	7/24 (29%)	0/2 (0%)	0/0
Inst. Sacred Music	1/1 (100%)	0/0	1/4 (25%)	1/6 (17%)	0/3 (0%)	0/0
Nursing	13/14 (93%)	25/26 (96%)	0/0	43/45 (96%)	0/0	1/3 (33%)
SOM	3/29 (10%)	4/21 (19%)	0/3 (0%)	2/12 (17%)	0/0	0/0

Source: Office for Institutional Research Fall 2006 Headcounts by Gender and Prof. School

Yale 2001-2002, 2006-2007: Number and Percent of Women as Tenured Faculty, by department and division

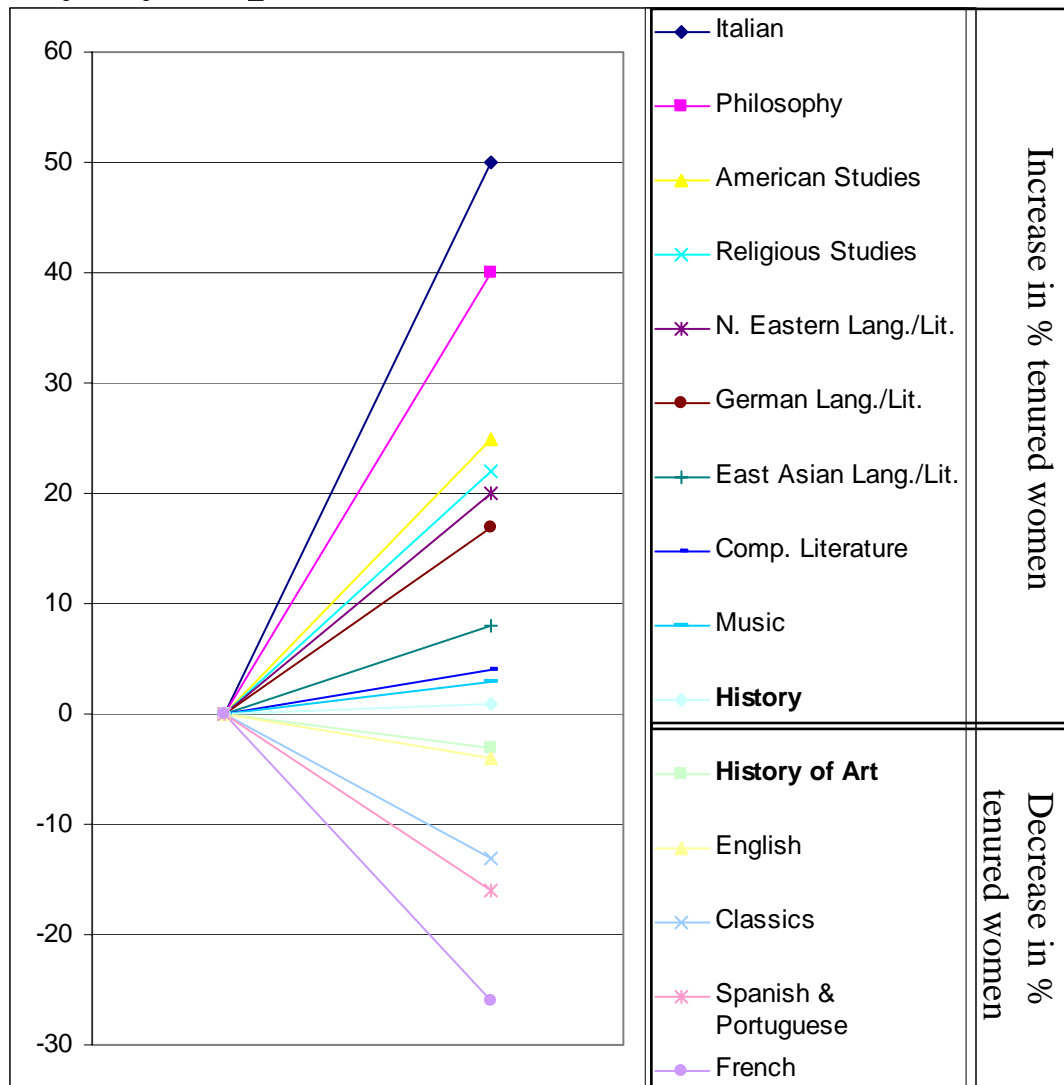
(breakouts by change in number and percent are shown in the following graphs)

Tenured, 2006		0% < 15%		15-30%		>30%		None	
Slavic Lang./Lit.	0/3 (0%)	Economics	1/28 (4%)	<i>American Studies</i>	1/4 (25%)	African Amer. Stud	2/2 (100%)	Film	0/0
Linguistics	0/4 (0%)	MCDB	2/18 (11%)	Classics	1/5 (20%)	<i>East Asian Lang./Lit</i>	1/3 (33%)	Theater stu	0/0
Statistics	0/3 (0%)	<i>Astronomy</i>	1/8 (13%)	Comp. Literature	2/7 (29%)	English	8/23 (35%)	Drama	0/0
EEB	0/5 (0%)	Chemistry	1/15 (7%)	French	1/6 (17%)	German Lang./Lit.	2/3 (67%)		
Applied Physics	0/8 (0%)	Geology & Geophys	1/17 (6%)	History	8/36 (22%)	<i>Italian</i>	1/2 (50%)		
Electrical Eng.	0/7 (0%)	Physics	1/22 (5%)	History of Art	3/10 (30%)	<i>Philosophy</i>	4/10 (40%)		
Mechanical Eng.	0/4 (0%)	<i>Forestry & Environ-</i>	1/17 (6%)	Music	1/6 (17%)	Spanish & Portug	3/6 (50%)		
Mathematics	0/13 (0%)	SOM	3/29 (10%)	<i>N. Eastern Lang./Lit</i>	1/5 (20%)	Psychology	6/16 (38%)		
Operations Rsrch	0/1 (0%)			<i>Religious Studies</i>	2/9 (22%)	<i>Architecture</i>	4/6 (67%)		
BME	0/1 (0%)			<i>Anthropology</i>	2/11 (18%)	Art	3/5 (60%)		
Music	0/2 (0%)			Political Science	5/20 (25%)	<i>Divinity</i>	5/14 (36%)		
				Sociology	2/8 (25%)	Inst. Sacred Music	1/1 (100%)		
				MB&B	4/17 (24%)	Nursing	13/14 (93%)		
				Computer Science	4/17 (24%)				
				Chemical Eng.	1/6 (17%)				
				Law	11/48 (23%)				
				Medicine	74/381 (19%)				
Tenured, 2001		0% < 15%		15-30%		>30%		None	
<i>American Studies</i>	0/5 (0%)	Music	1/7 (14%)	Comp. Literature	1/4 (25%)	African Amer. Stud	1/1 (100%)	Drama	0/0
<i>Italian</i>	0/2 (0%)	<i>Anthropology</i>	1/9 (11%)	<i>East Asian Lang./Lit</i>	1/4 (25%)	Classics	1/3 (33%)		
<i>N. Eastern Lang./Lit</i>	0/5 (0%)	Economics	1/27 (4%)	History	6/29 (21%)	English	9/23 (39%)		
<i>Philosophy</i>	0/5 (0%)	EEB	1/8 (13%)	Political Science	3/13 (23%)	French	3/7 (43%)		
<i>Religious Studies</i>	0/9 (0%)	Chemistry	1/18 (6%)	Sociology	1/6 (16%)	German Lang./Lit.	2/4 (50%)		
<i>Slavic Lang./Lit.</i>	0/2 (0%)	Geology & Geophys	1/15 (7%)	MCDB	3/19 (16%)	History of Art	2/6 (33%)		
<i>Linguistics</i>	0/4 (0%)	Physics	1/22 (5%)	MB&B	3/13 (23%)	Spanish & Portug	4/6 (66%)		
Statistics	0/4 (0%)	SOM	2/26 (8%)	Computer Science	2/11 (18%)	Psychology	4/13 (31%)		
Astronomy	0/6 (0%)			Chemical Eng.	1/5 (20%)	Art	3/6 (50%)		
Applied Physics	0/6 (0%)			Architecture	1/4 (25%)	Nursing	12/12 (100%)		
Electrical Eng.	0/8 (0%)			Divinity	4/15 (27%)				
Mechanical Eng.	0/8 (0%)			Law	9/45 (20%)				
Mathematics	0/16 (0%)			Medicine	59/360 (16%)				
Operations Rsrch	0/1 (0%)								
Forestry & Enviro	0/12 (0%)								
Music	0/2 (0%)								

Yellow = Humanities
 Green = Social Sciences
 Light blue = Biological Sciences
 Dark blue = Physical Sciences
 White = Professional Schools

Note: Departments/schools listed in bold have moved to a lower range since 2001, those in italics have moved to a higher range.

Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Humanities (see next graph for change in number)

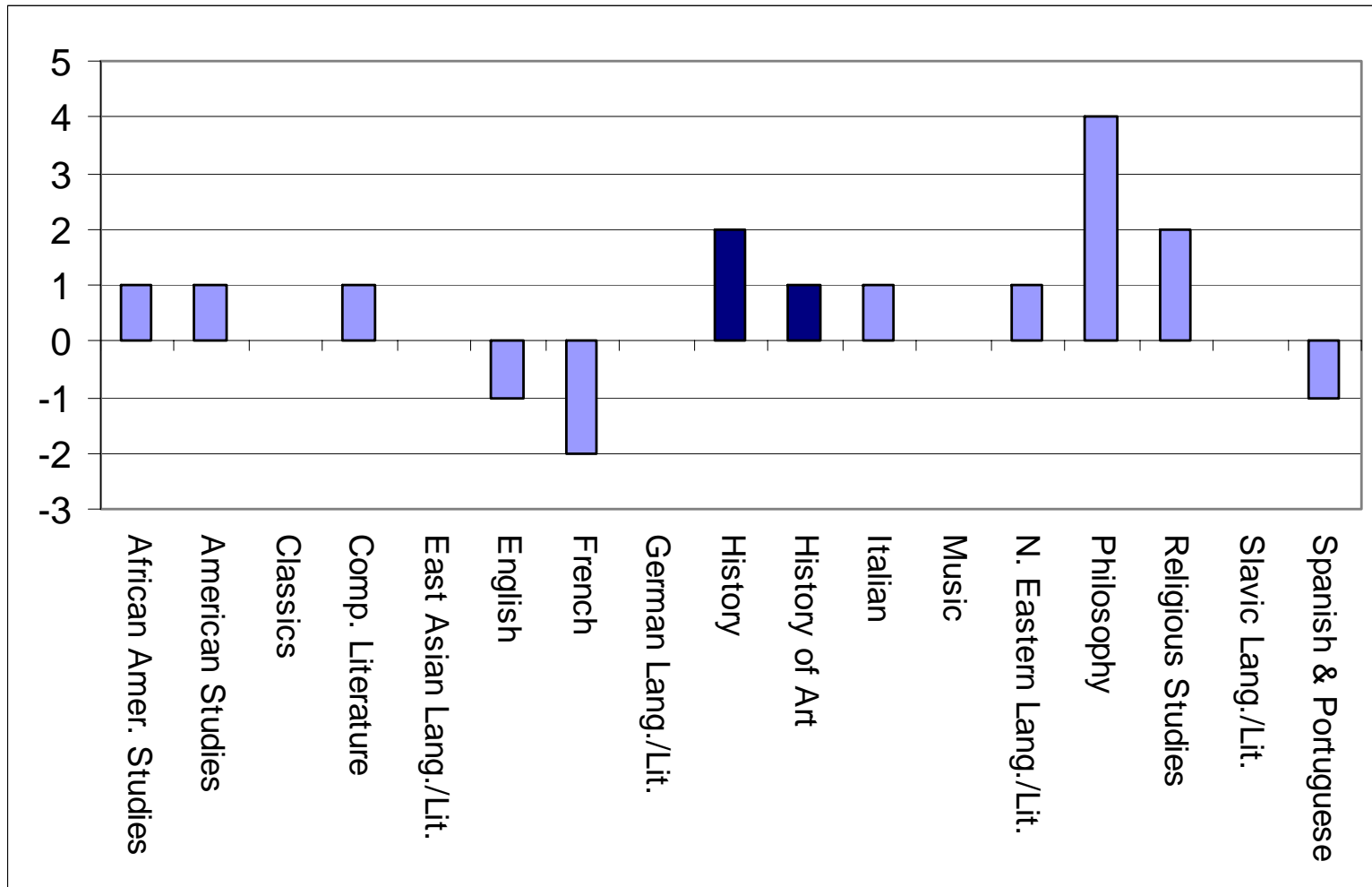


No change in % tenured women
 Slavic Lang./Lit.
 African Amer. Studies

Note: This graph represents only the change in percentage from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are in **bold**. An increased percentage of women does not necessarily reflect an increase in number of women. Similarly, a large increase in percent can be no or few women added to the faculty. (*i.e.*, Italian had 0/2 tenured women in 2001-02 and has 1/2 in 2006-07. The change in percentage is positive 50, while the change in number is only 1. East Asian Literature & Languages now has 1/3 women and previous had 1/4. Losing one male faculty caused the change in percent women to be positive 8.)

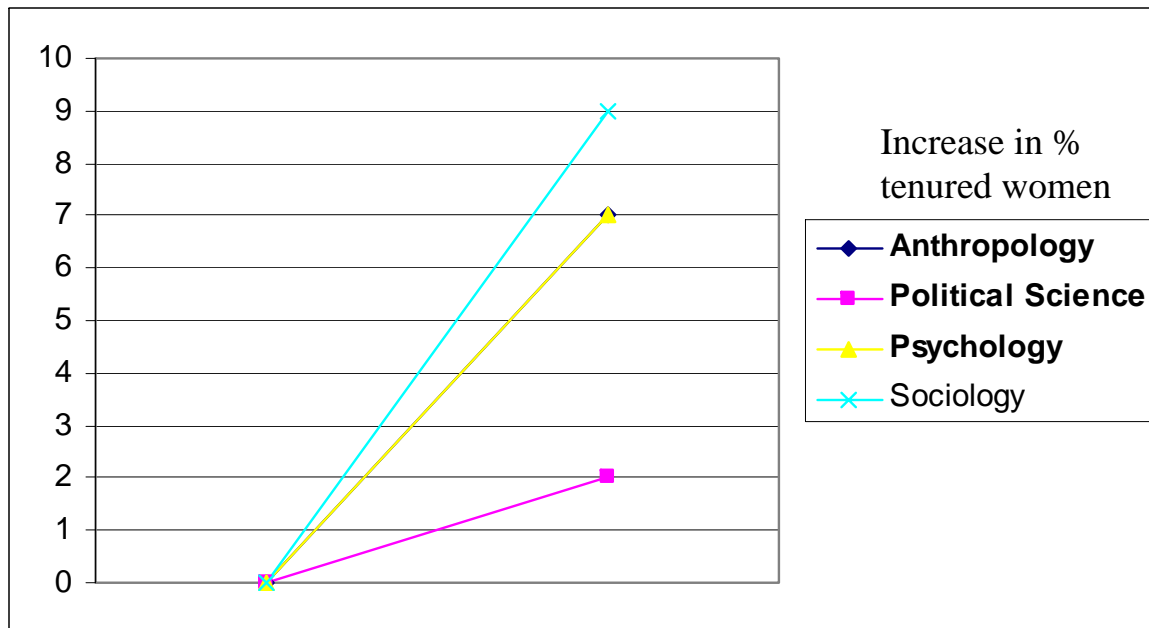
Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Humanities

(see previous graph for change in percent)



Note: This graph represents only the change in number from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are represented with a darker bar. No bar indicates that department had no net change in number of tenured women from 2001-2002 to 2006-2007.

Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Social Sciences (see next graph for change in number)

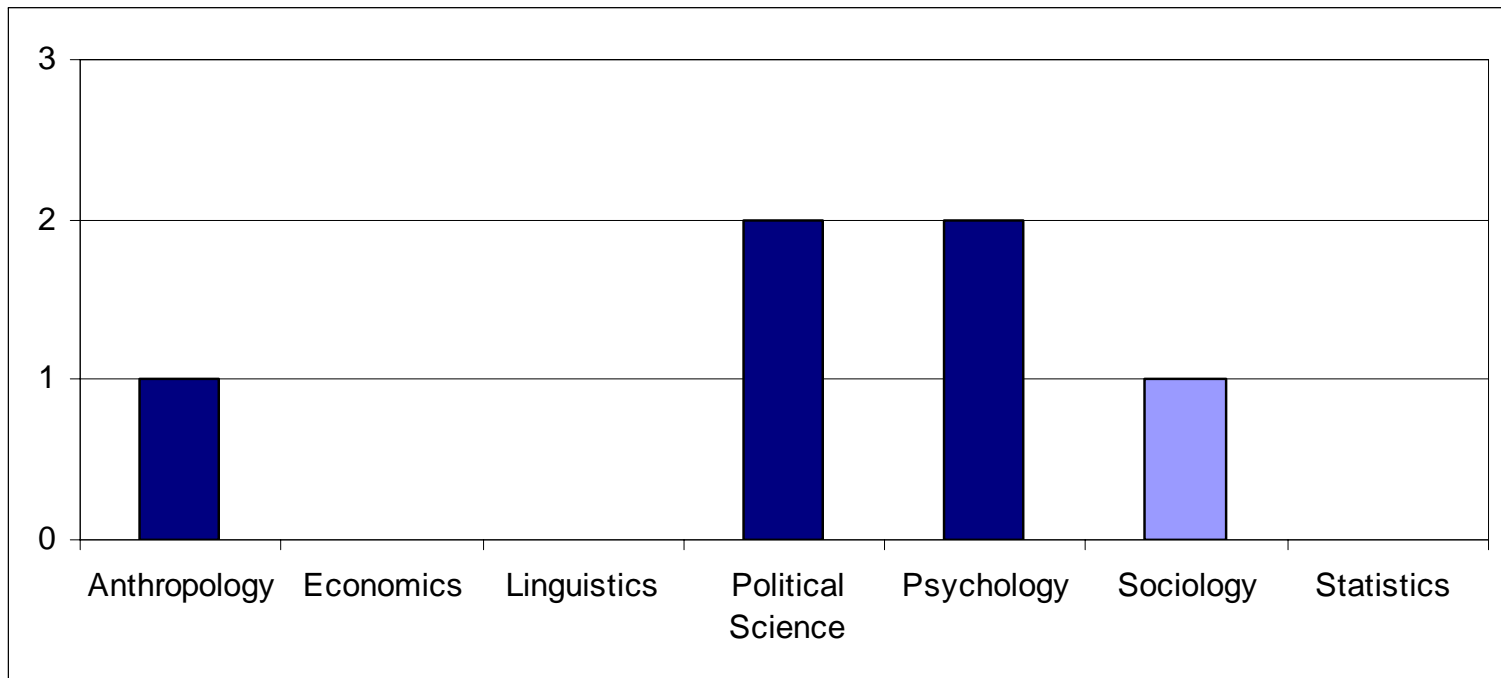


No change in %
tenured women

Linguistics
Statistics
Economics

Note: This graph represents only the change in percentage from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are in **bold**. An increased percentage of women does not necessarily reflect an increase in number of women. Similarly, a large increase in percent can be no or few women added to the faculty. (*i.e.*, Italian had 0/2 tenured women in 2001-02 and has 1/2 in 2006-2007. The change in percentage is positive 50, while the change in number is only 1. East Asian Literature & Languages now has 1/3 women and previous had 1/4. Losing one male faculty caused the change in percent women to be positive 8.)

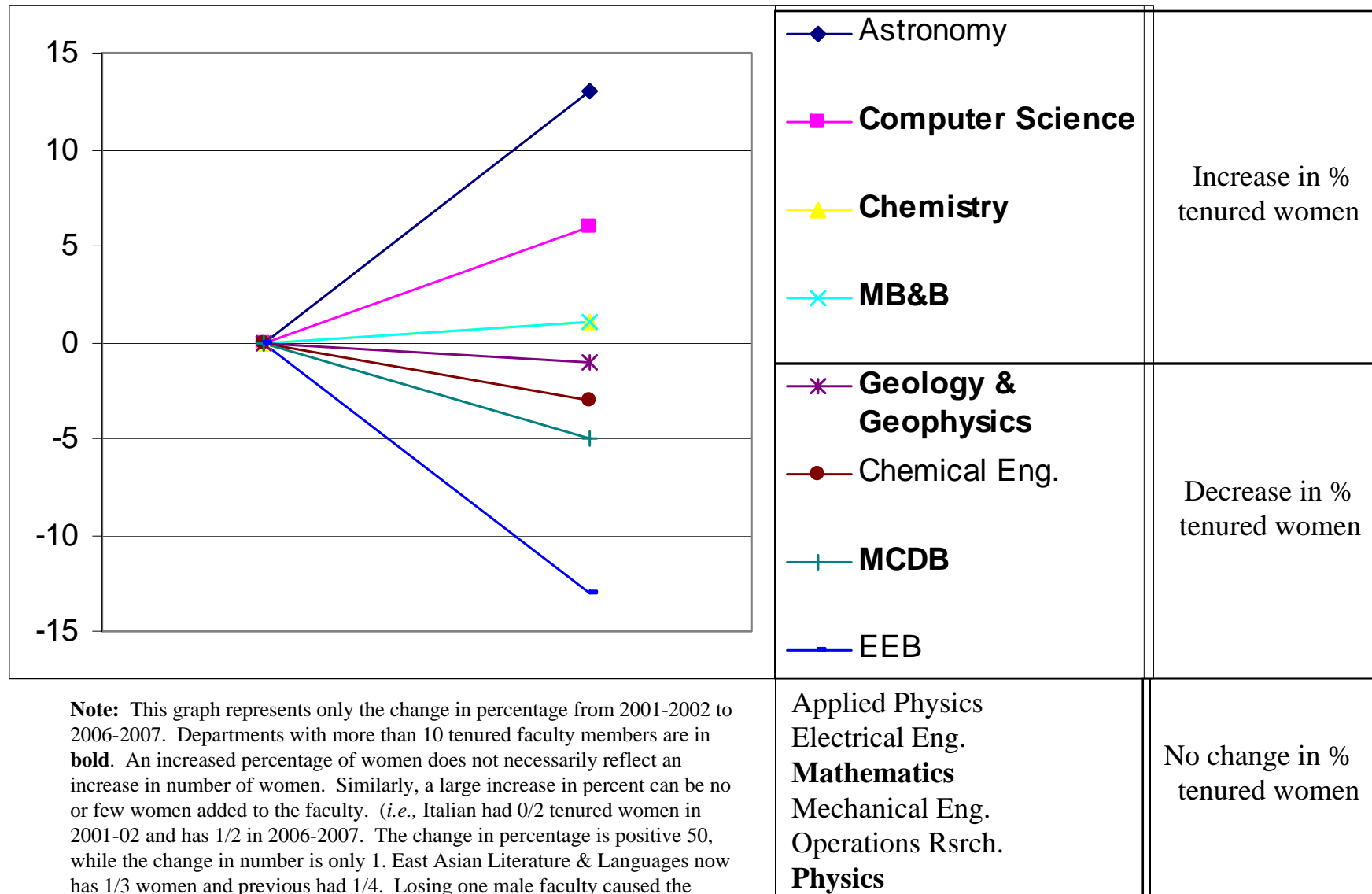
Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Social Sciences (see previous graph for change in percent)



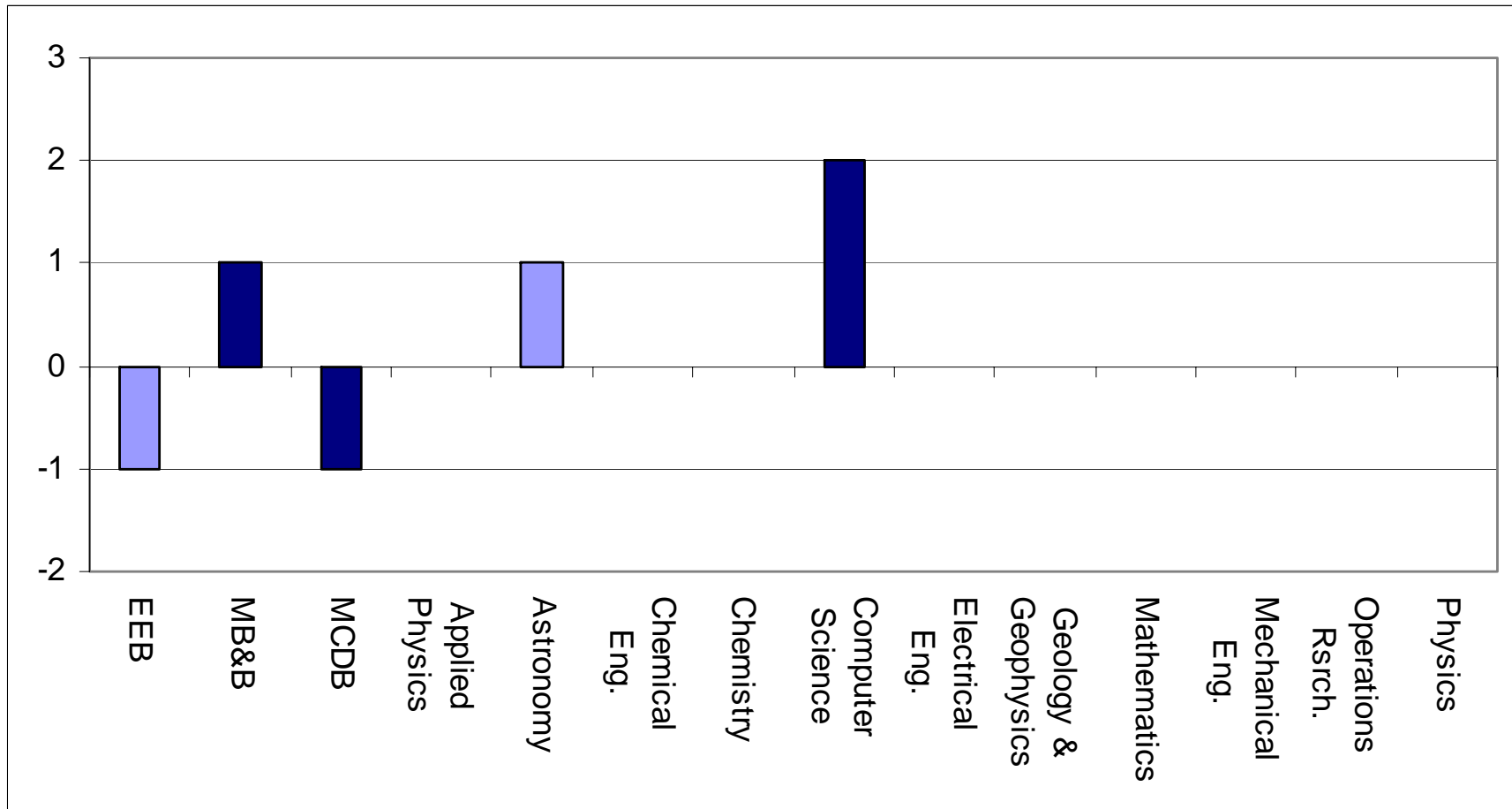
Note: This graph represents only the change in number from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are represented with a darker bar. No bar indicates that department had no net change in number of tenured women from 2001-2002 to 2006-2007.

Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Biological & Physical Sciences

(see next graph for change in number)



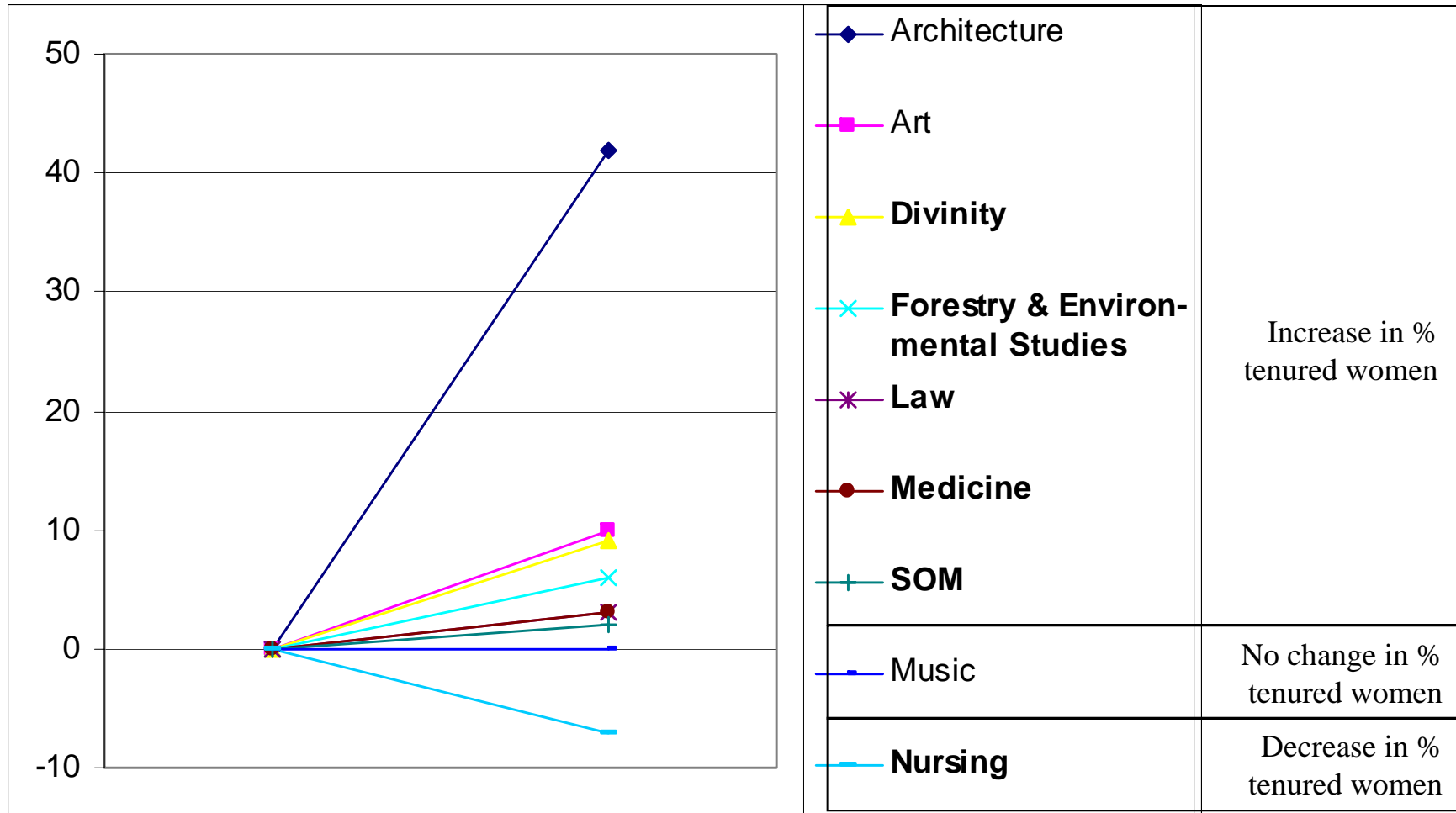
Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Biological & Physical Sciences (see previous graph for change in percent)



Note: This graph represents only the change in number from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are represented with a darker bar. No bar indicates that department had no net change in number of tenured women from 2001-2002 to 2006-2007.

Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty in the Professional Schools

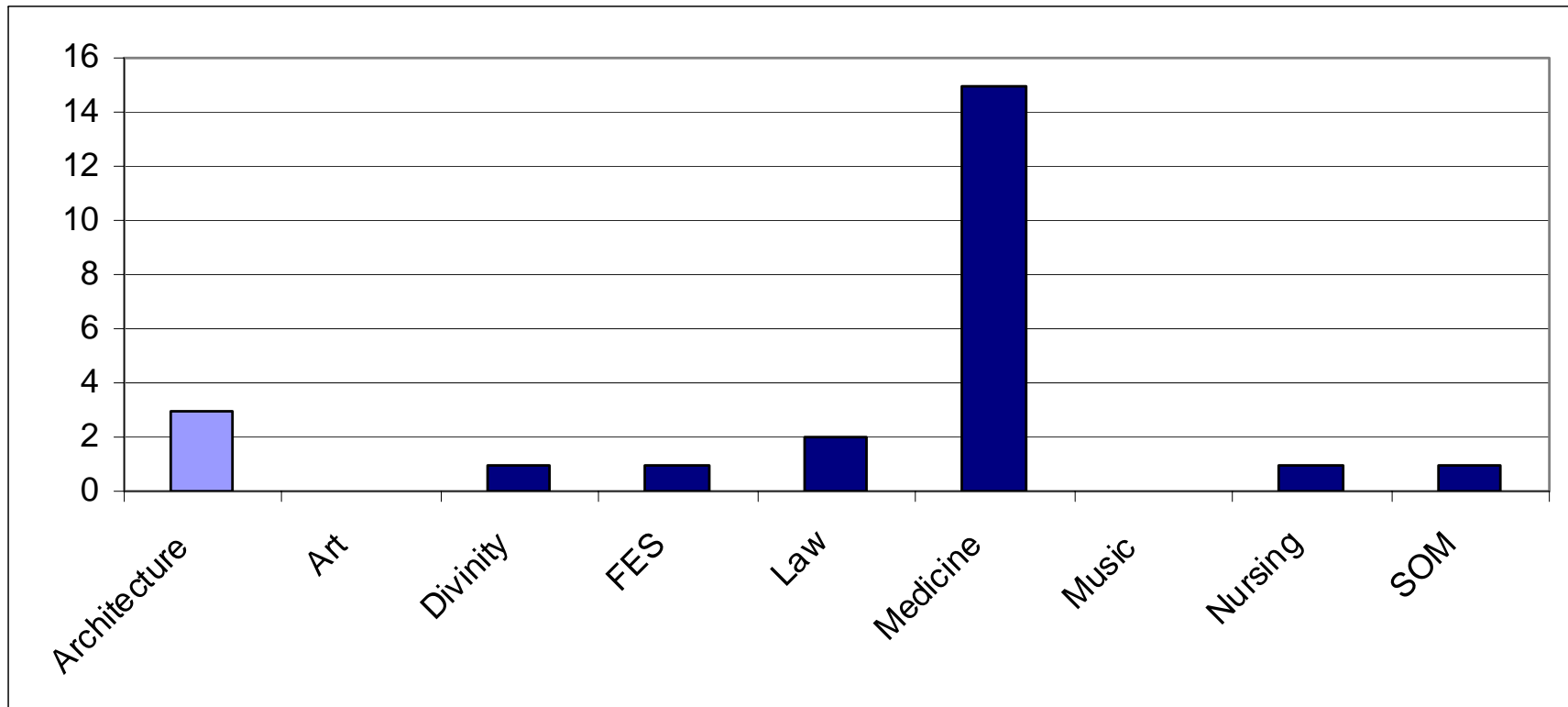
(see next graph for change in number)



Note: This graph represents only the change in percentage from 2001-2002 to 2006-2007. Schools with more than 10 tenured faculty members are in **bold**. An increased percentage of women does not necessarily reflect an increase in number of women. Similarly, a large increase in percent can be no or few women added to the faculty. (*i.e.*, Italian had 0/2 tenured women in 2001-02 and has 1/2 in 2006-2007. The change in percentage is positive 50, while the change in number is only 1. East Asian Literature & Languages now has 1/3 women and previous had 1/4. Losing one male faculty caused the change in percent women to be positive 8.)

Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty in the Professional Schools

(see previous graph for change in percent)



Note: This graph represents only the change in number from 2001-2002 to 2006-2007. Schools with more than 10 tenured faculty members are represented with a darker bar. No bar indicates that department had no net change in number of tenured women from 2001-2002 to 2006-2007.

Yale 2001-2002, 2006-2007 Comparison: Changes in Percent of Tenured Women

- Increase in percentage of women
 - Humanities: Italian, Philosophy, American Studies, Religious Studies, N. Eastern Lang./Lit., German Lang./Lit., East Asian Lang./Lit., Comp. Literature, Music
 - Social Sciences: Anthropology, Political Science, Psychology, Sociology
 - Biological & Physical Sciences: Astronomy, Computer Science, Chemistry, MB&B
 - Professional Schools: Architecture, Art, Divinity, Forestry & Environmental Studies, Law, Medicine, SOM

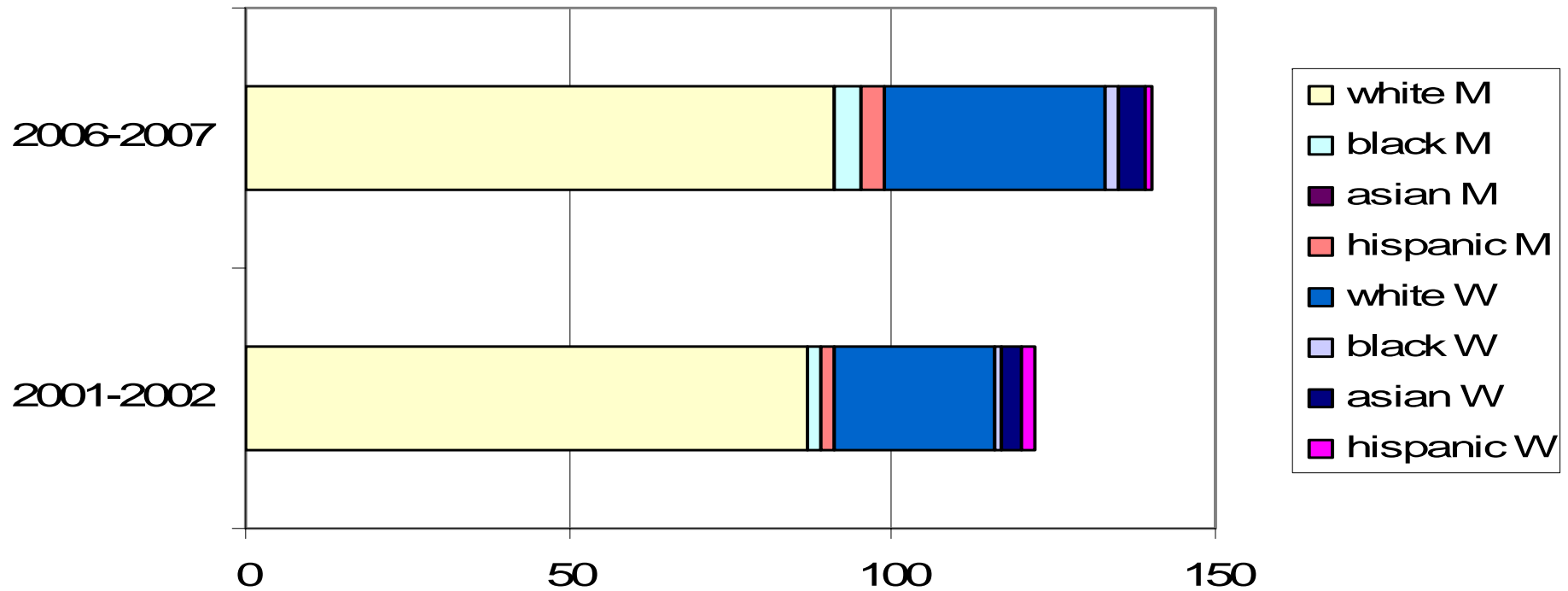
- No change in percentage of women
 - Humanities: Slavic Lang./Lit. and African Amer. Studies
 - Social Sciences: Linguistics, Statistics, Economics
 - Physical Sciences: Applied Physics, Electrical Eng., Mathematics, Mechanical Eng. , Operations Research., Physics
 - Professional School: Music

- Decrease in percentage of women
 - Humanities: History, History of Art, English, Classics, Spanish & Portuguese, French
 - Biological & Physical Sciences: Geology & Geophysics, Chemical Eng., MCDB, EEB
 - Professional School: Nursing

Yale 2001-2002, 2006-2007 Comparison: Changes in Number of Tenured Women

- Increase in number of women
 - Humanities: Philosophy, History, Religious Studies, African Amer. Studies, American Studies, Comp. Literature, History of Art, Italian, N. Eastern Lang./Lit.
 - Social Sciences: Anthropology, Political Science, Psychology, Sociology
 - Biological & Physical Sciences: Computer Science, MB&B, Astronomy
 - Professional Schools: Architecture, Art, Divinity, Forestry & Environmental Studies, Law, Medicine, SOM, Nursing
- No change in number of women
 - Humanities: Classics, East Asian Lang./Lit., German Lang./Lit., Music, Slavic Lang./Lit.
 - Social Sciences: Linguistics, Statistics, Economics
 - Physical Sciences: Applied Physics, Chemical Eng., Chemistry, Electrical Eng., Geology & Geophysics, Mathematics, Mechanical Eng., Operations Research., Physics
 - Professional Schools: Art and Music
- Decrease in number of women
 - Humanities: English, Spanish & Portuguese, French
 - Biological Sciences: MCDB and EEB

Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Humanities Division (see next graph for percent)

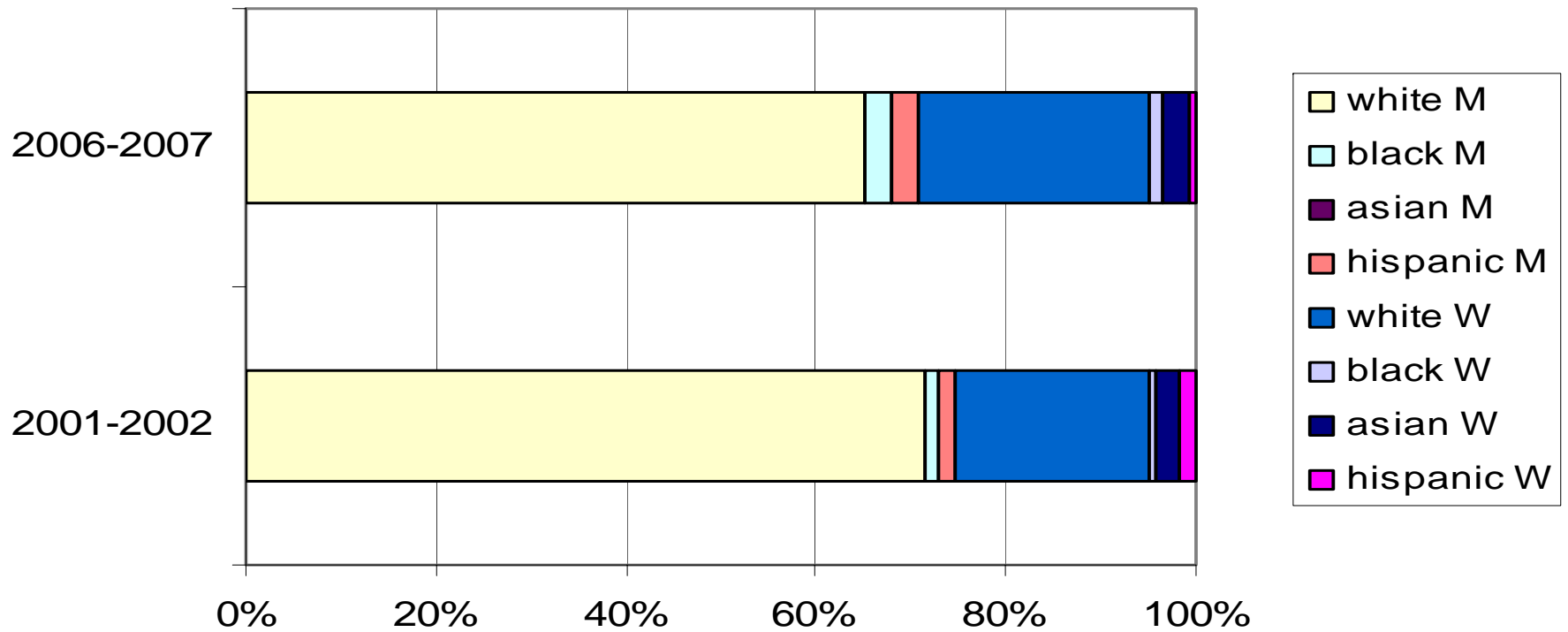


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	91 (64%)	4 (3%)	0 (0%)	4 (3%)	34 (24%)	2 (1%)	4 (3%)	1 (1%)
2001-2002	87 (71%)	2 (2%)	0 (0%)	2 (2%)	25 (20%)	1 (1%)	3 (2%)	2 (2%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Humanities Division

(see previous graph for number)

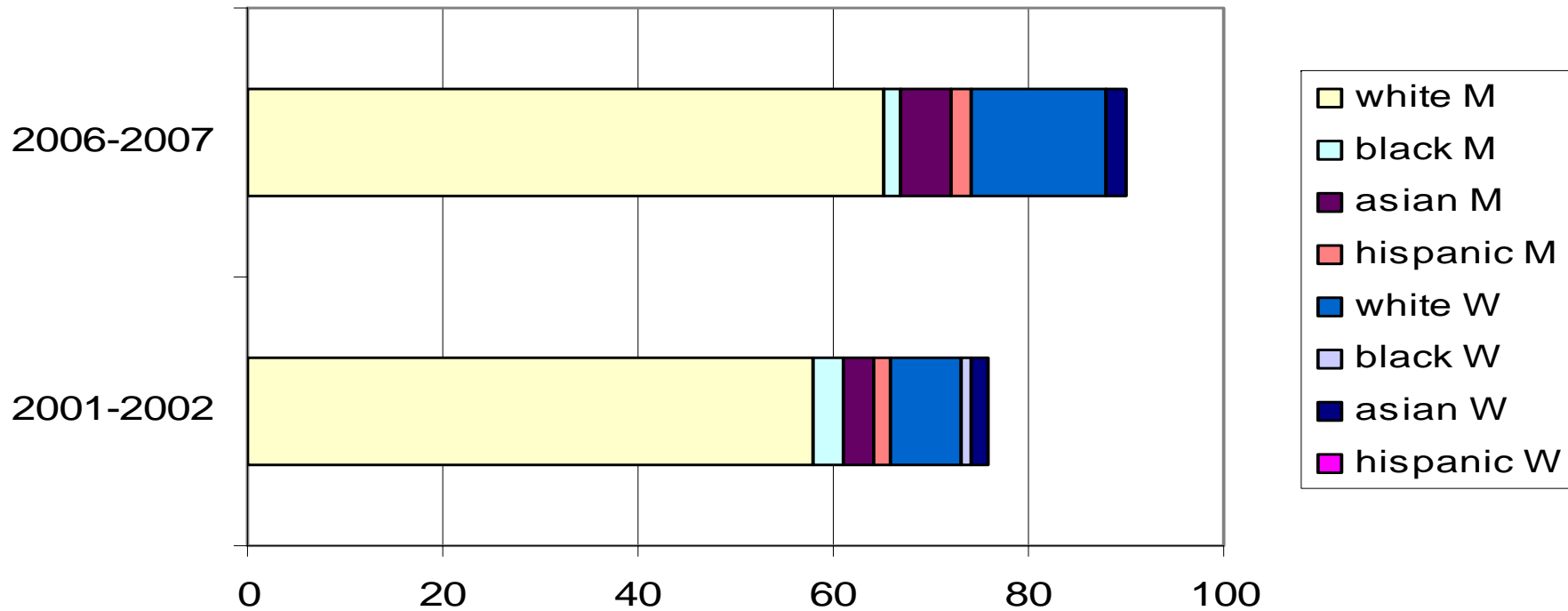


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	91 (64%)	4 (3%)	0 (0%)	4 (3%)	34 (24%)	2 (1%)	4 (3%)	1 (1%)
2001-2002	87 (71%)	2 (2%)	0 (0%)	2 (2%)	25 (20%)	1 (1%)	3 (2%)	2 (2%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Social Sciences Division

(see next graph for percent)

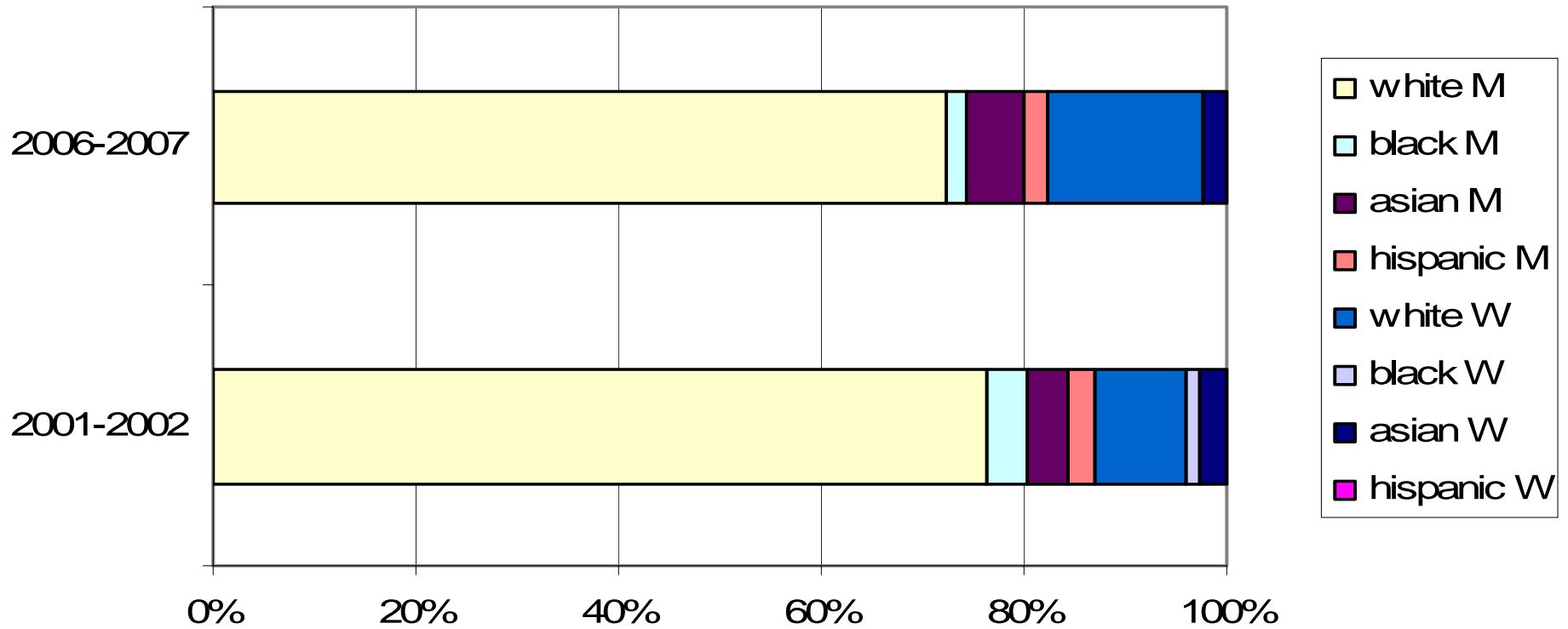


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	65 (72%)	2 (2%)	5 (6%)	2 (2%)	14 (16%)	0 (0%)	2 (2%)	0 (0%)
2001-2002	58 (76%)	3 (4%)	3 (4%)	2 (3%)	7 (9%)	1 (1%)	2 (3%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Social Sciences Division

(see previous graph for number)

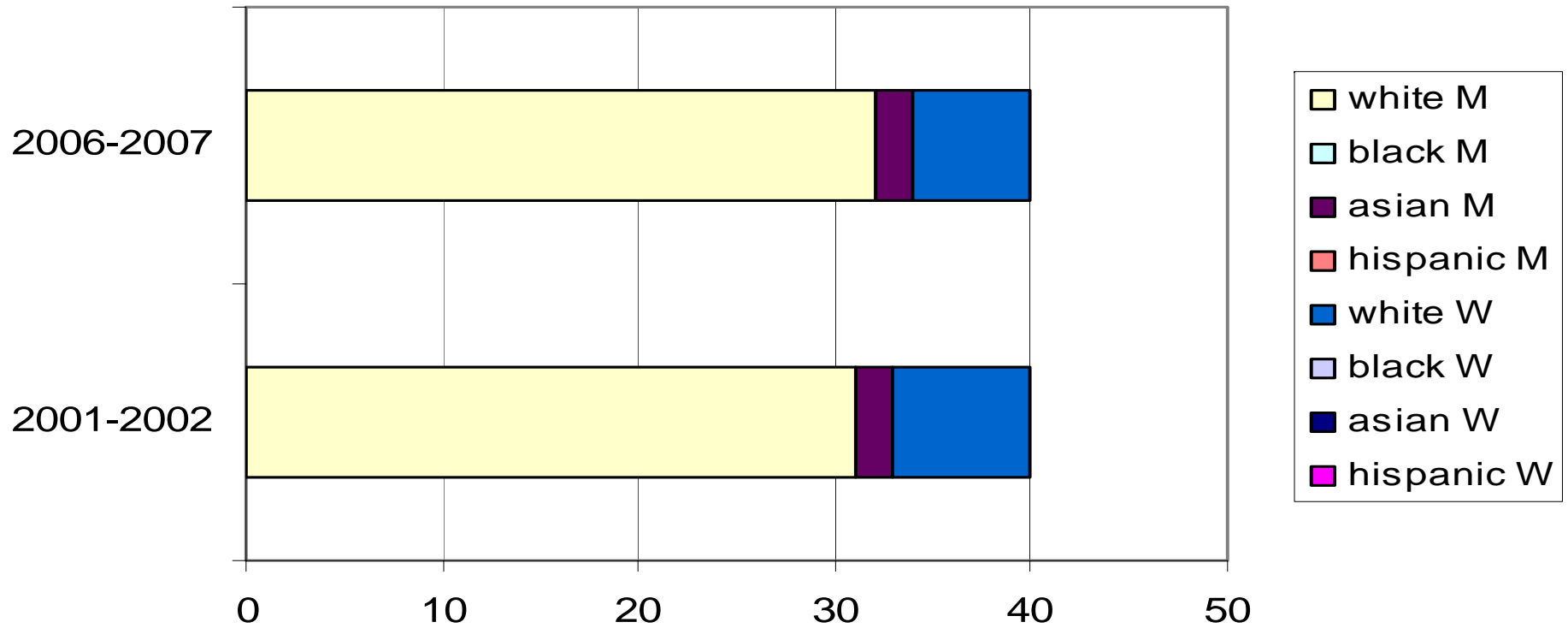


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	65 (72%)	2 (2%)	5 (6%)	2 (2%)	14 (16%)	0 (0%)	2 (2%)	0 (0%)
2001-2002	58 (76%)	3 (4%)	3 (4%)	2 (3%)	7 (9%)	1 (1%)	2 (3%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Biological Sciences Division

(see next graph for percent)

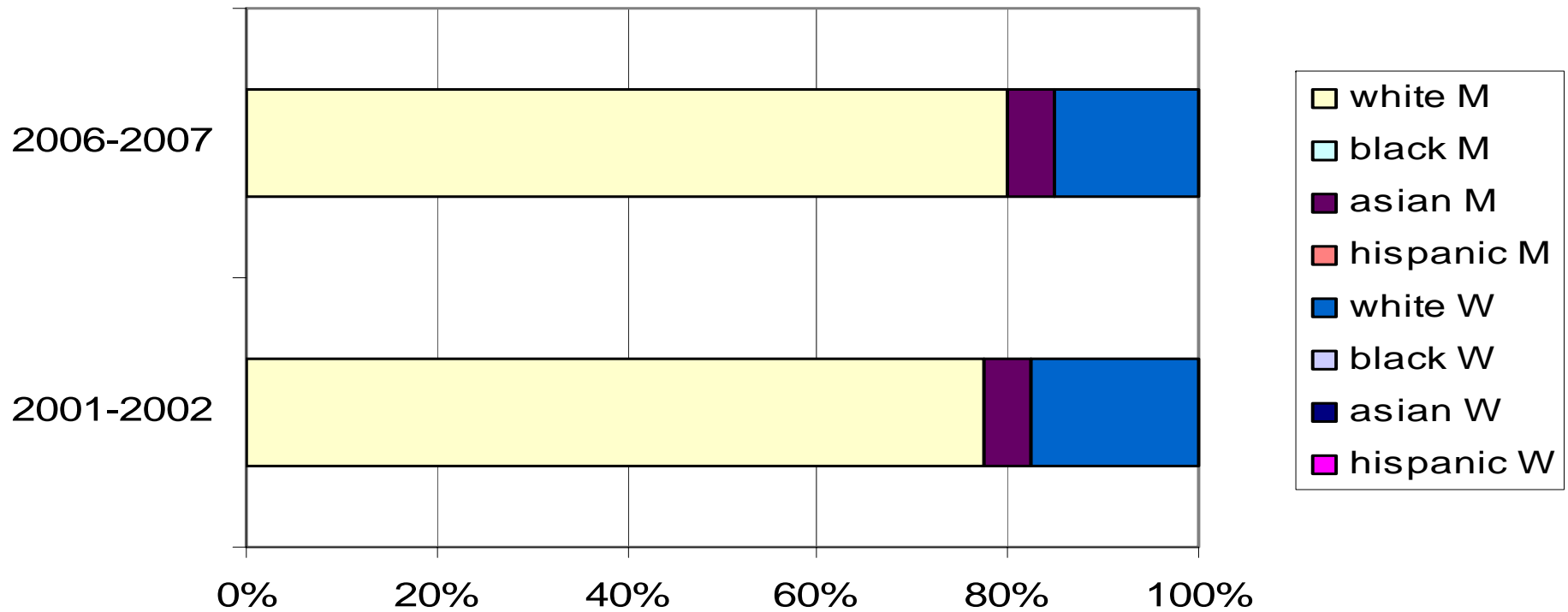


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	32 (80%)	0 (0%)	2 (5%)	0 (0%)	6 (15%)	0 (0%)	0 (0%)	0 (0%)
2001-2002	31 (78%)	0 (0%)	2 (5%)	0 (0%)	7 (18%)	0 (0%)	0 (0%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Biological Sciences Division

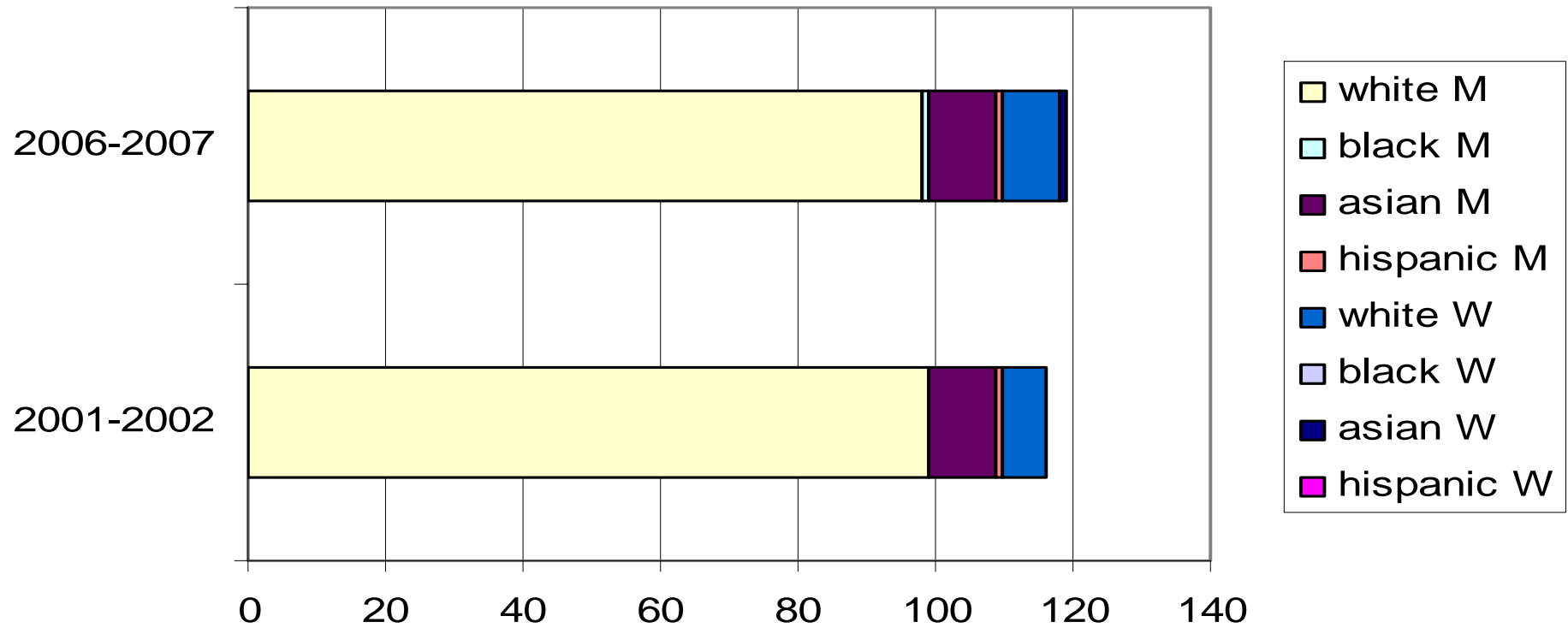
(see previous graph for number)



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	32 (80%)	0 (0%)	2 (5%)	0 (0%)	6 (15%)	0 (0%)	0 (0%)	0 (0%)
2001-2002	31 (78%)	0 (0%)	2 (5%)	0 (0%)	7 (18%)	0 (0%)	0 (0%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

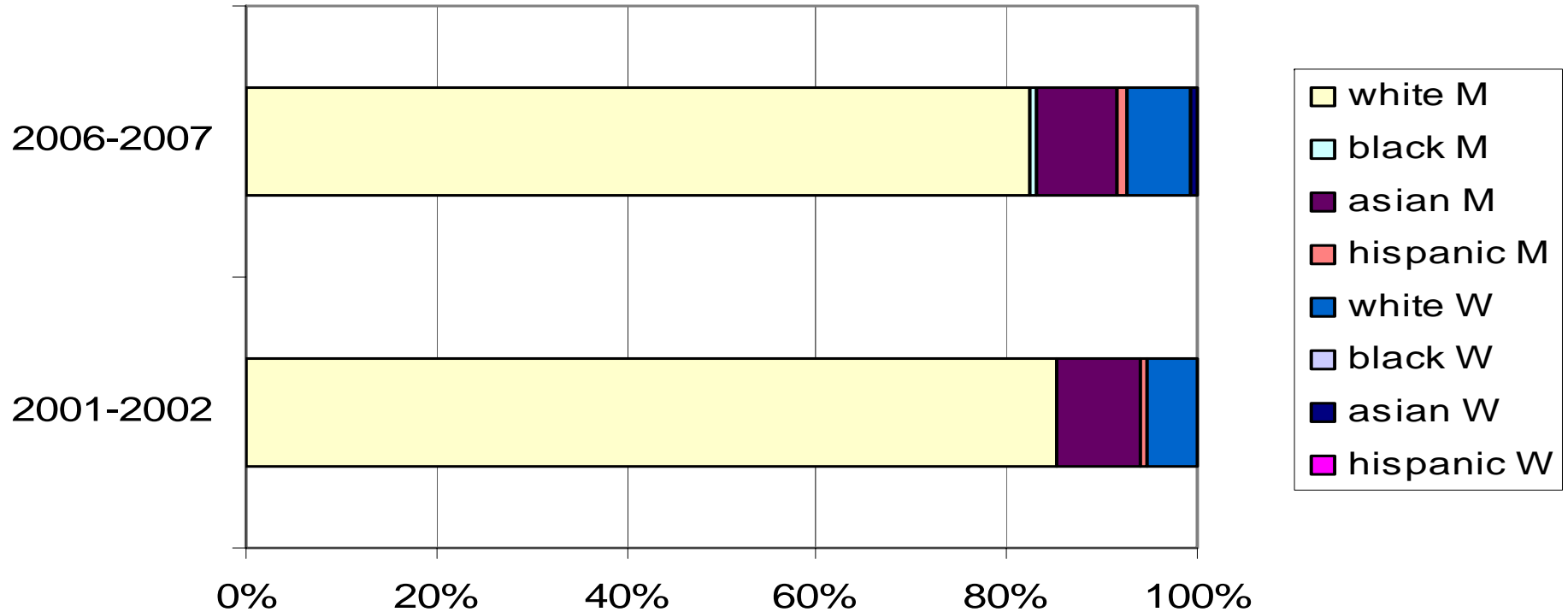
Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Physical Sciences Division (see next graph for percent)



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	98 (82%)	1 (1%)	10 (8%)	1 (1%)	8 (7%)	0 (0%)	1 (1%)	0 (0%)
2001-2002	99 (85%)	0 (0%)	10 (9%)	1 (1%)	6 (5%)	0 (0%)	0 (0%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Physical Sciences Division (see previous graph for number)

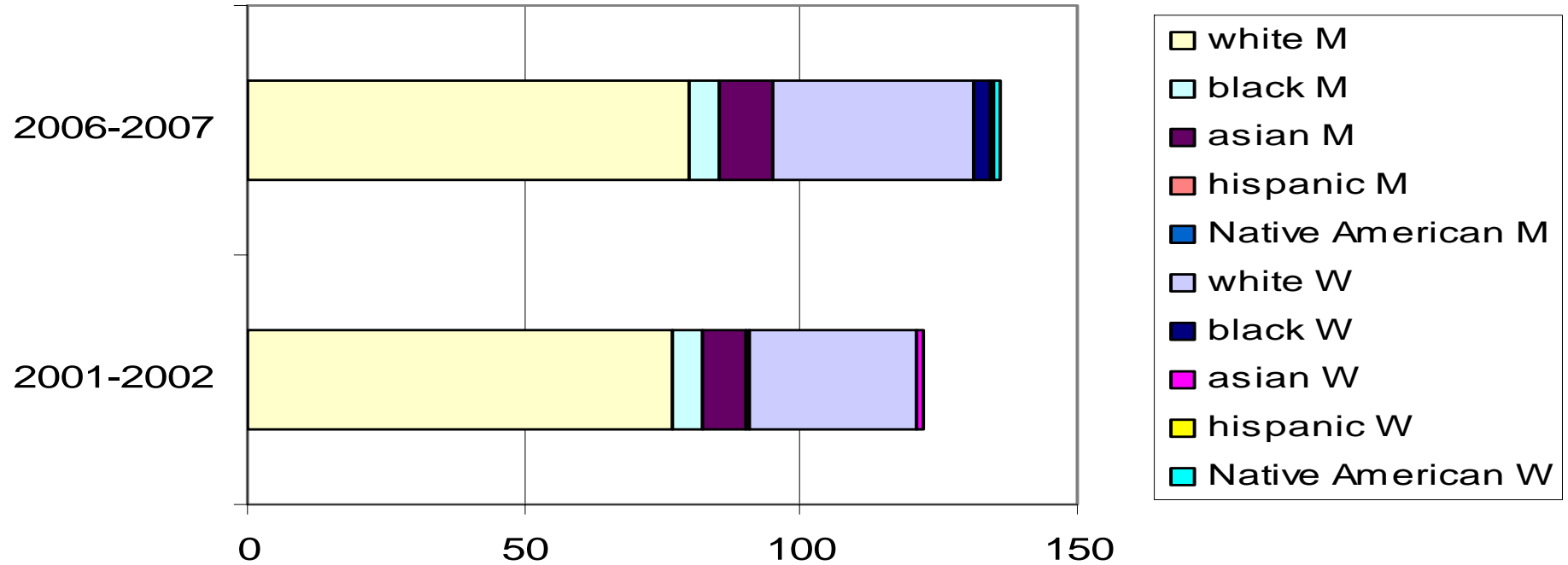


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	98 (82%)	1 (1%)	10 (8%)	1 (1%)	8 (7%)	0 (0%)	1 (1%)	0 (0%)
2001-2002	99 (85%)	0 (0%)	10 (9%)	1 (1%)	6 (5%)	0 (0%)	0 (0%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Professional Schools (excl. Medicine)

(see next graph for percent)

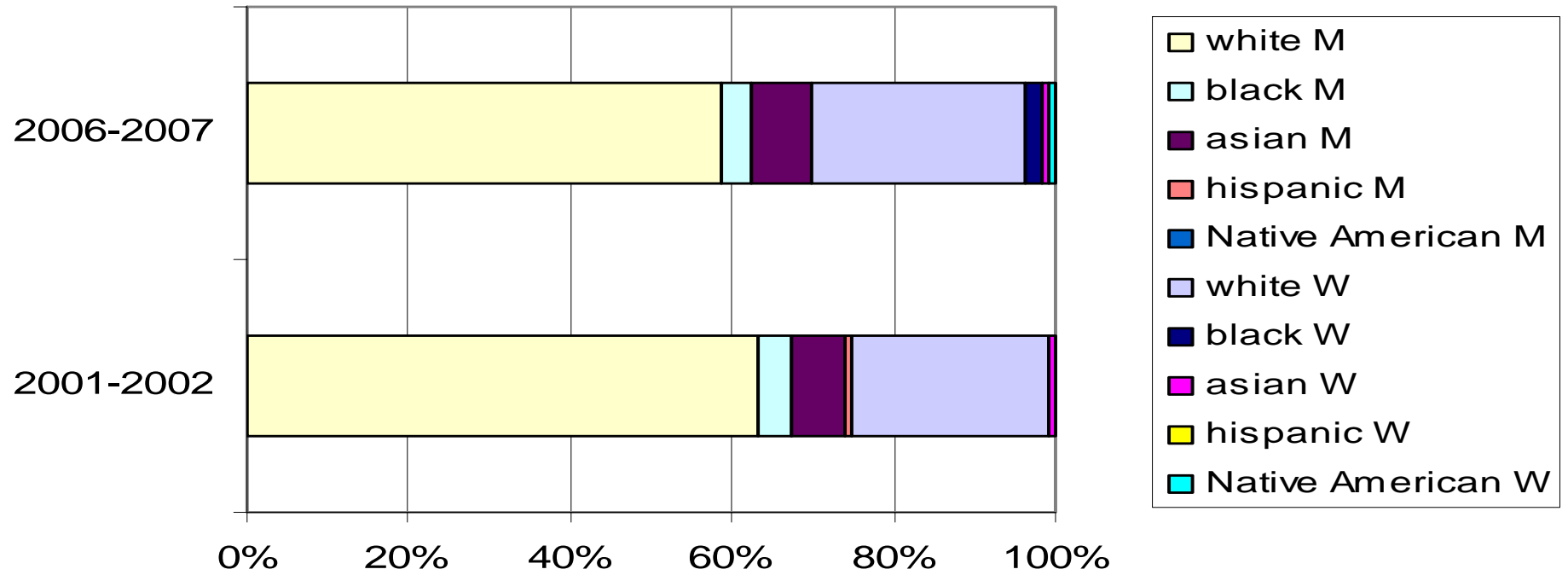


	Men					Women				
	White	Black	Asian	Hispanic	Native Am.	White	Black	Asian	Hispanic	Native Am.
2006-2007	80 (59%)	5 (4%)	10 (7%)	0 (0%)	0 (0%)	36 (26%)	3 (2%)	1 (1%)	0 (0%)	1 (1%)
2001-2002	77 (63%)	5 (4%)	8 (7%)	1 (1%)	0 (0%)	30 (25%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Professional Schools (excl. Medicine)

(see previous graph for number)

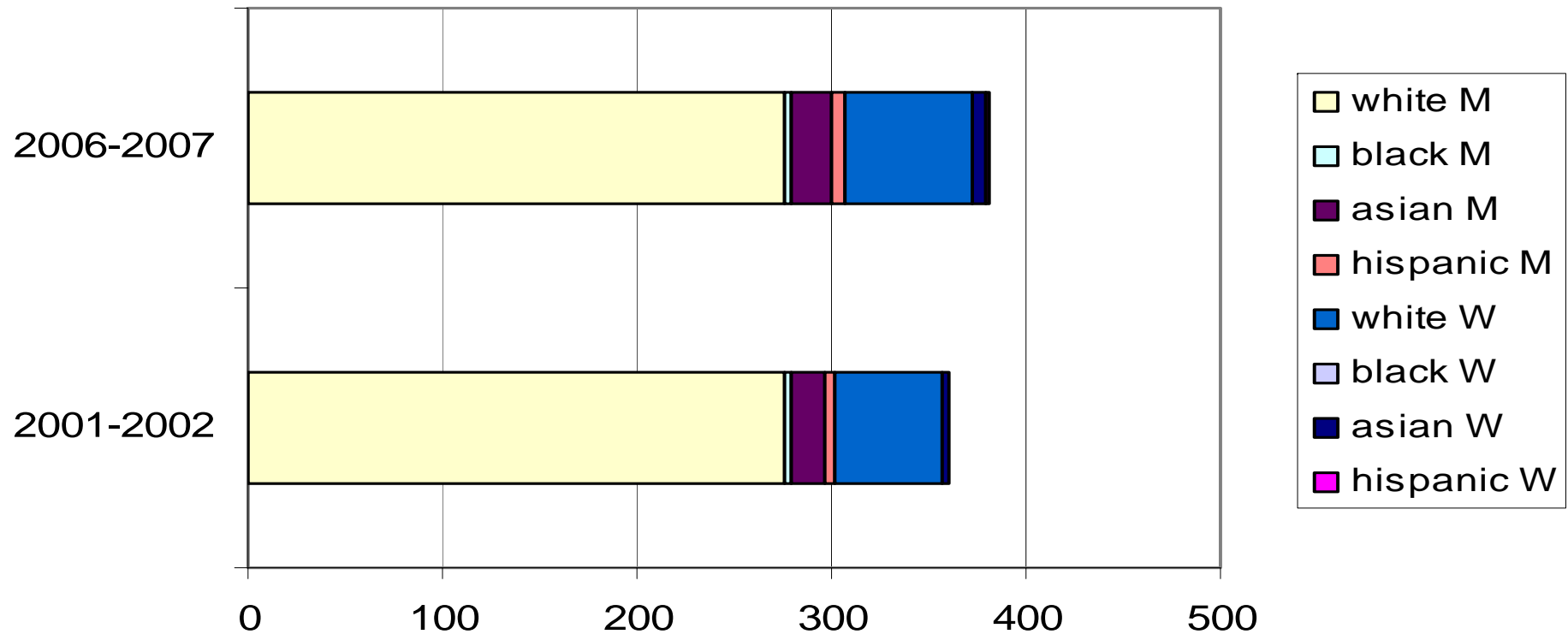


	Men					Women				
	White	Black	Asian	Hispanic	Native Am.	White	Black	Asian	Hispanic	Native Am.
2006-2007	80 (59%)	5 (4%)	10 (7%)	0 (0%)	0 (0%)	36 (26%)	3 (2%)	1 (1%)	0 (0%)	1 (1%)
2001-2002	77 (63%)	5 (4%)	8 (7%)	1 (1%)	0 (0%)	30 (25%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, School of Medicine

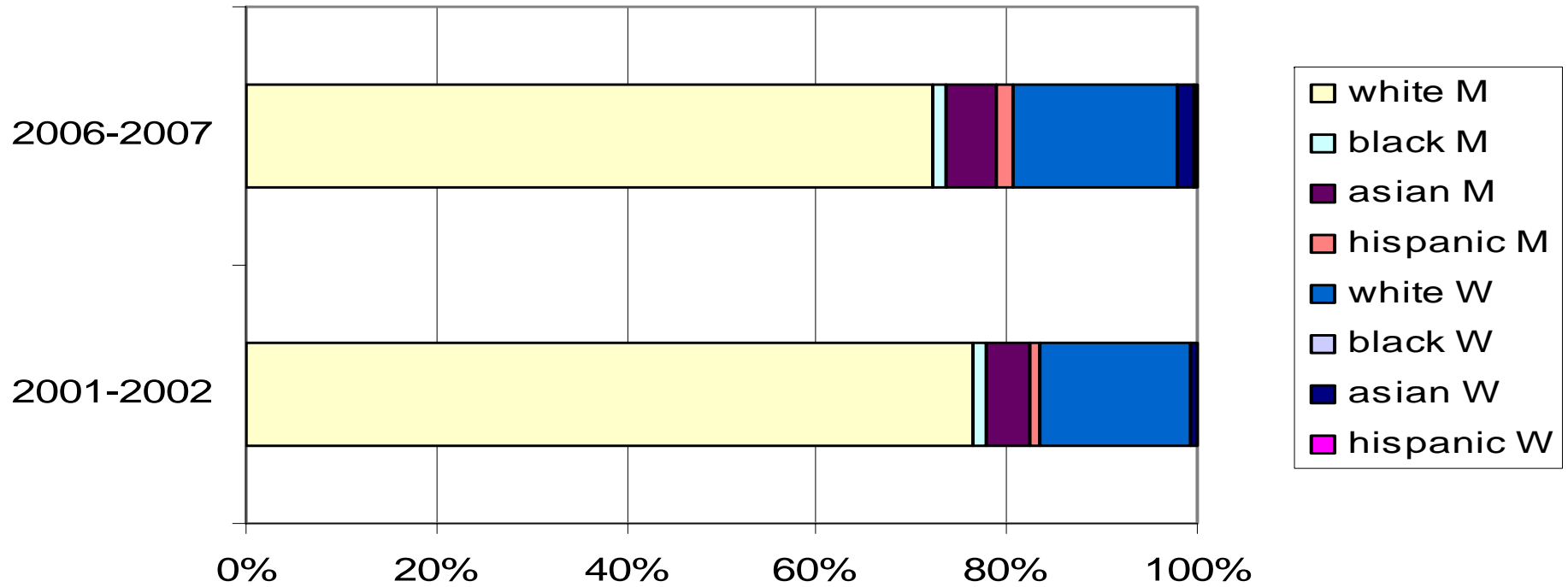
(see next graph for percent)



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	275 (72%)	5 (1%)	20 (5%)	7 (2%)	66 (17%)	0 (0%)	6 (2%)	2 (1%)
2001-2002	275 (76%)	5 (1%)	16 (4%)	5 (1%)	56 (16%)	0 (0%)	3 (1%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, School of Medicine (see previous graph for number)



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	275 (72%)	5 (1%)	20 (5%)	7 (2%)	66 (17%)	0 (0%)	6 (2%)	2 (1%)
2001-2002	275 (76%)	5 (1%)	16 (4%)	5 (1%)	56 (16%)	0 (0%)	3 (1%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 2001-2002, 2006-2007 Comparison: Changes in Percent of Tenured Faculty by race and gender

Humanities

- Women have increased in both number (31 to 41) and percent (25% to 29%) of tenured faculty in the humanities from 2001-2002 to 2006-2007. Non-white faculty have increased in both number (10 to 15) and percent (8% to 11%) as well; however that only indicates one more minority woman, with no change in the percent of minority women.

Social Sciences

- Women have increased in both number (10 to 16) and percent (13% to 18%) of tenured faculty in the social science from 2001-2002 to 2006-2007. The number of non-white faculty stayed the same (11) and the percentage decreased (14% to 12%), with both number (3 to 2) and percent (4% to 2%) of non-white women decreasing (indicating an increase of one non-white man).

Yale 2001-2002, 2006-2007 Comparison: Changes in Percent of Tenured Faculty by race and gender

Biological Sciences

- Women have decreased in both number (7 to 6) and percent (18% to 15%) of tenured faculty in the biological sciences from 2001-2002 to 2006-2007. The number of non-white faculty has remained at 2 men, no women. Asians are not considered a minority in science, and if only the underrepresented minorities are considered, biological sciences have none.

Physical Sciences

- Women have increased in both number (6 to 9) and percent (5% to 8%) of tenured faculty in the physical sciences from 2001-2002 to 2006-2007. Non-white faculty have also increased in both number (11 to 13) and percent (9% to 11%), which includes one additional non-white woman. However, Asians are not considered a minority in science and if only the underrepresented minorities are considered, the increase in both number and percent is from 1 to 2, which does not include women in either year.

Yale 2001-2002, 2006-2007 Comparison: Changes in Percent of Tenured Faculty by race and gender

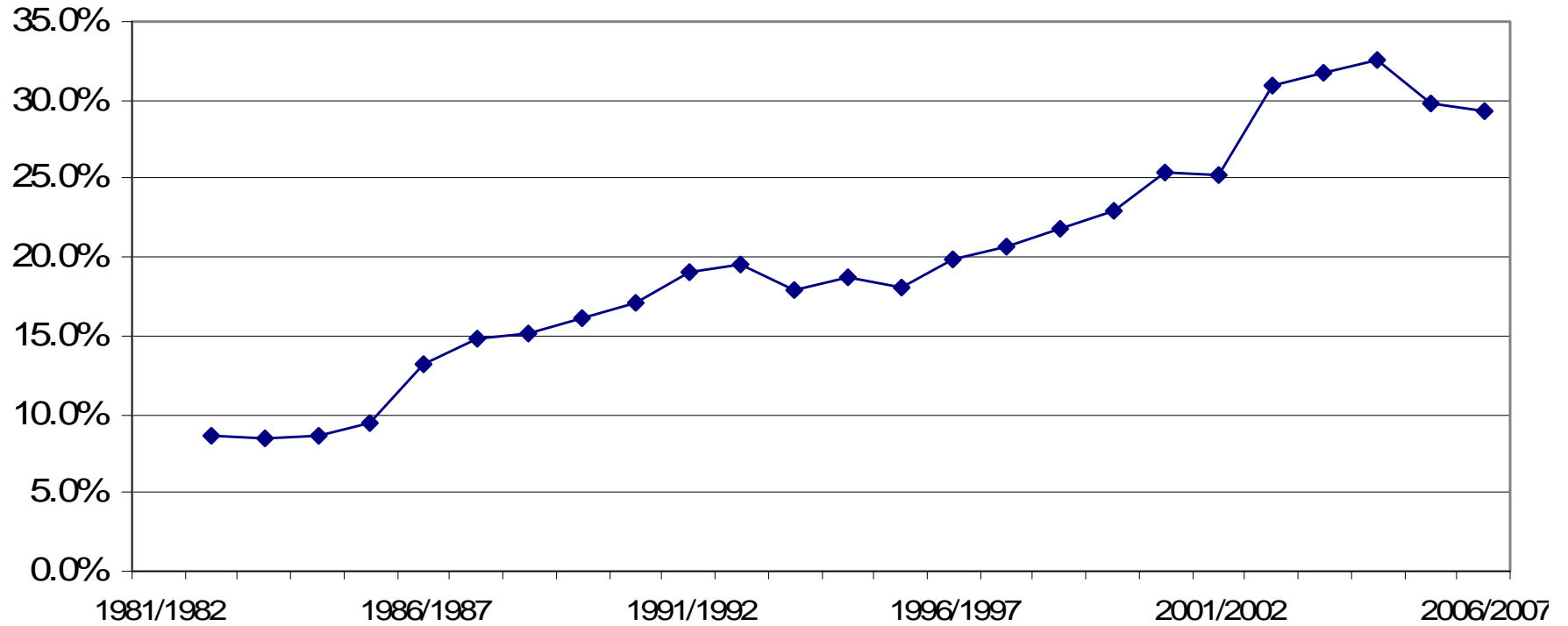
Professional Schools (excluding Medicine)

- Women have increased in both number (32 to 41) and percent (26% to 30%) of tenured faculty in the professional schools from 2001-2002 to 2006-2007. Non-white faculty have also increased in both number (15 to 20) and percent (0.8% to 3.7%), which includes four additional non-white women.

Medical School

- Women have increased in both number (60 to 74) and percent (17% to 19%) of tenured faculty in the school of medicine from 2001-2002 to 2006-2007. Non-white faculty have also increased in both number (29 to 40) and percent (0.8% to 2.1%), which includes five additional non-white women. However, Asians are not considered a minority in science and if only the underrepresented minorities are considered, the increase in number is 4 rather than 11, which includes 2 underrepresented minority women.

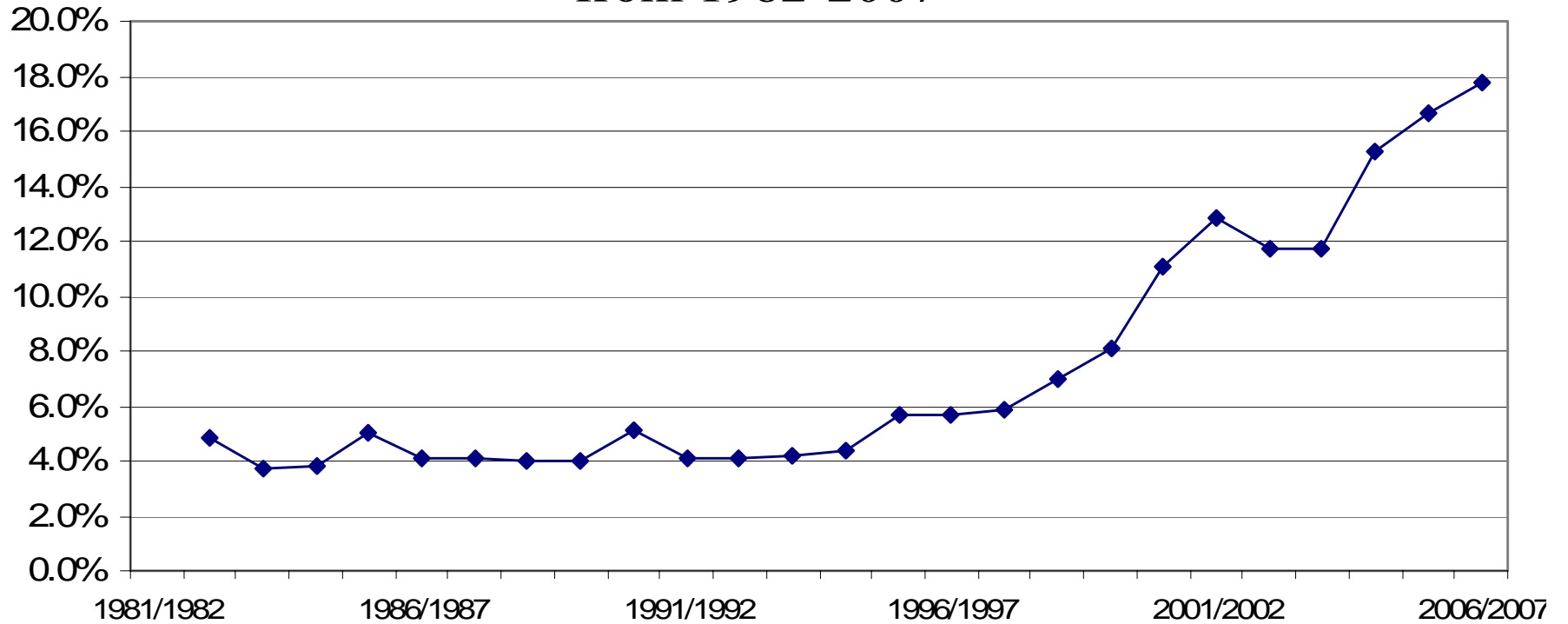
Humanities Division: Tenured Women Faculty from 1982-2007



Women: Tenured	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # tenured	11/127	17/129	26/137	26/131	32/127	41/140
% Women of Total	9%	13%	19%	20%	25%	29%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

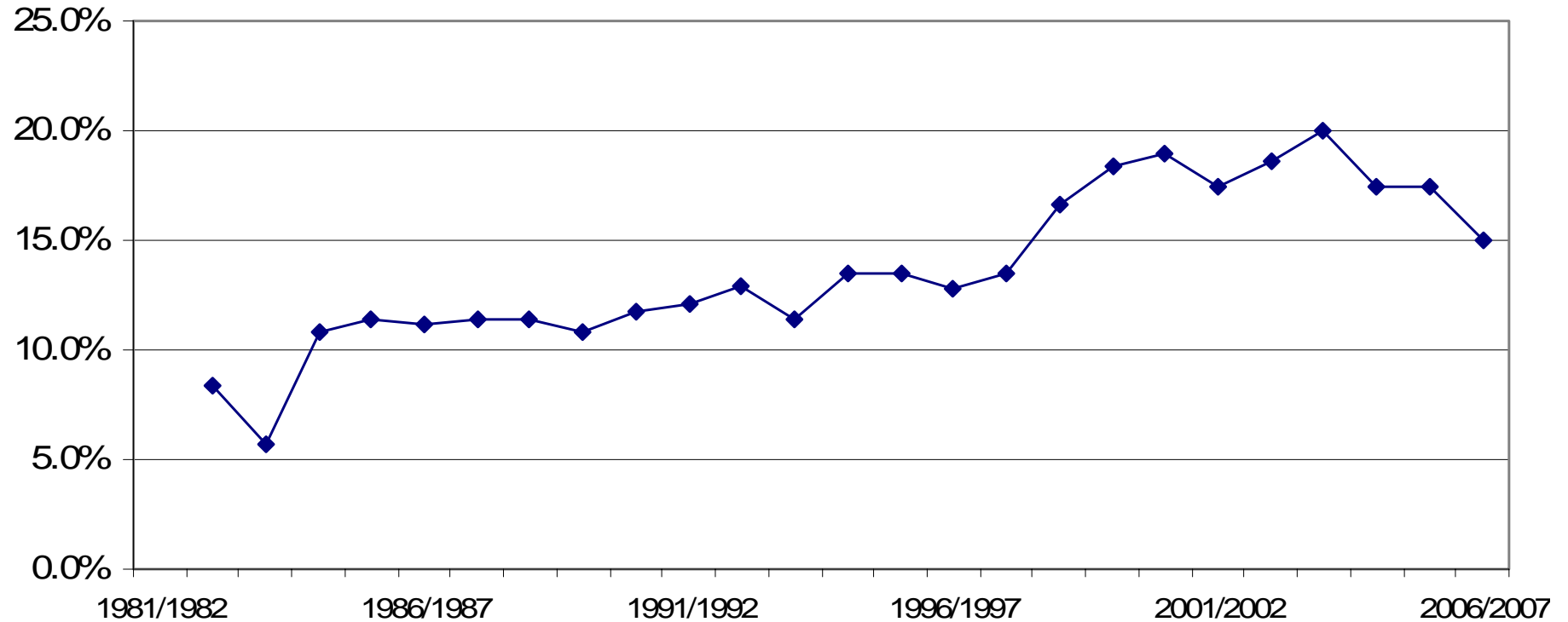
Social Sciences Division: Tenured Women Faculty from 1982-2007



Women: Tenured	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # tenured	4/82	3/74	3/73	4/71	10/78	16/90
% Women of Total	5%	4%	4%	6%	13%	18%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

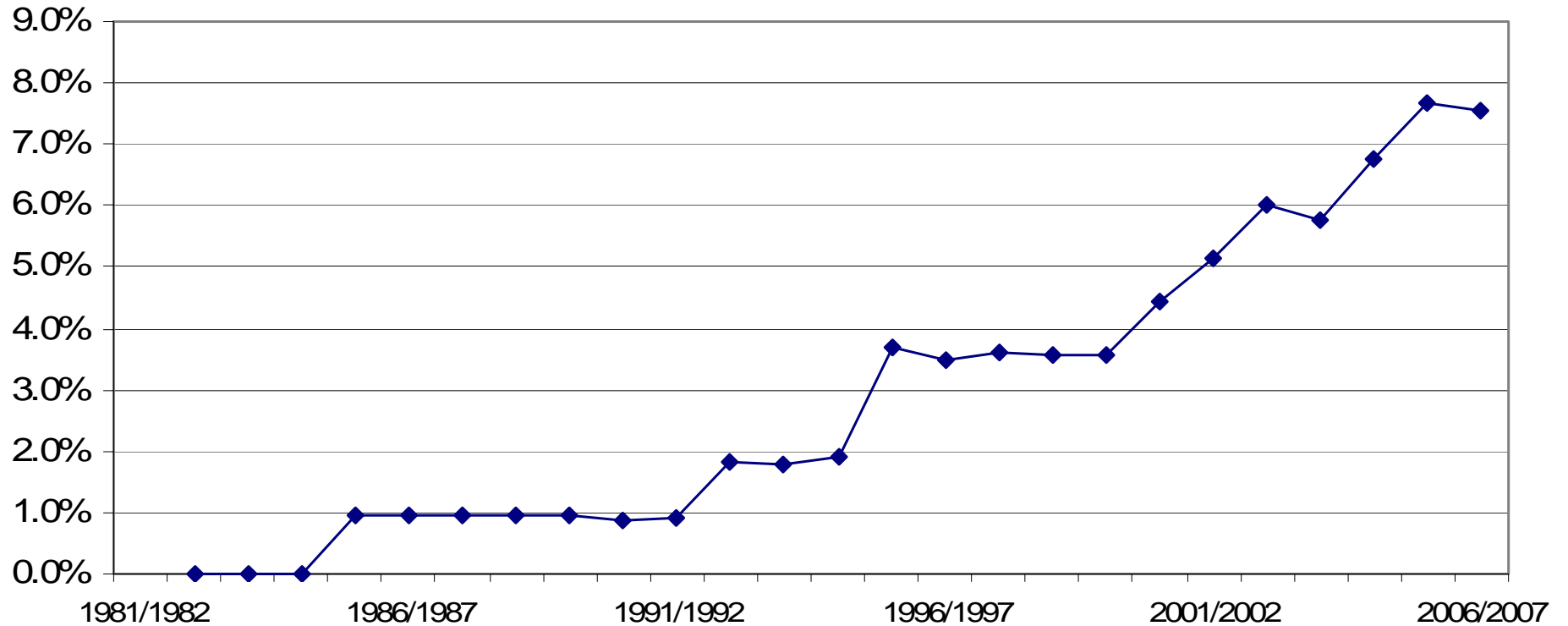
Biological Sciences Division: Tenured Women Faculty from 1982-2007



Women: Tenured	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # tenured	3/36	4/36	4/33	5/39	7/40	6/40
% Women of Total	8%	11%	12%	13%	18%	15%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

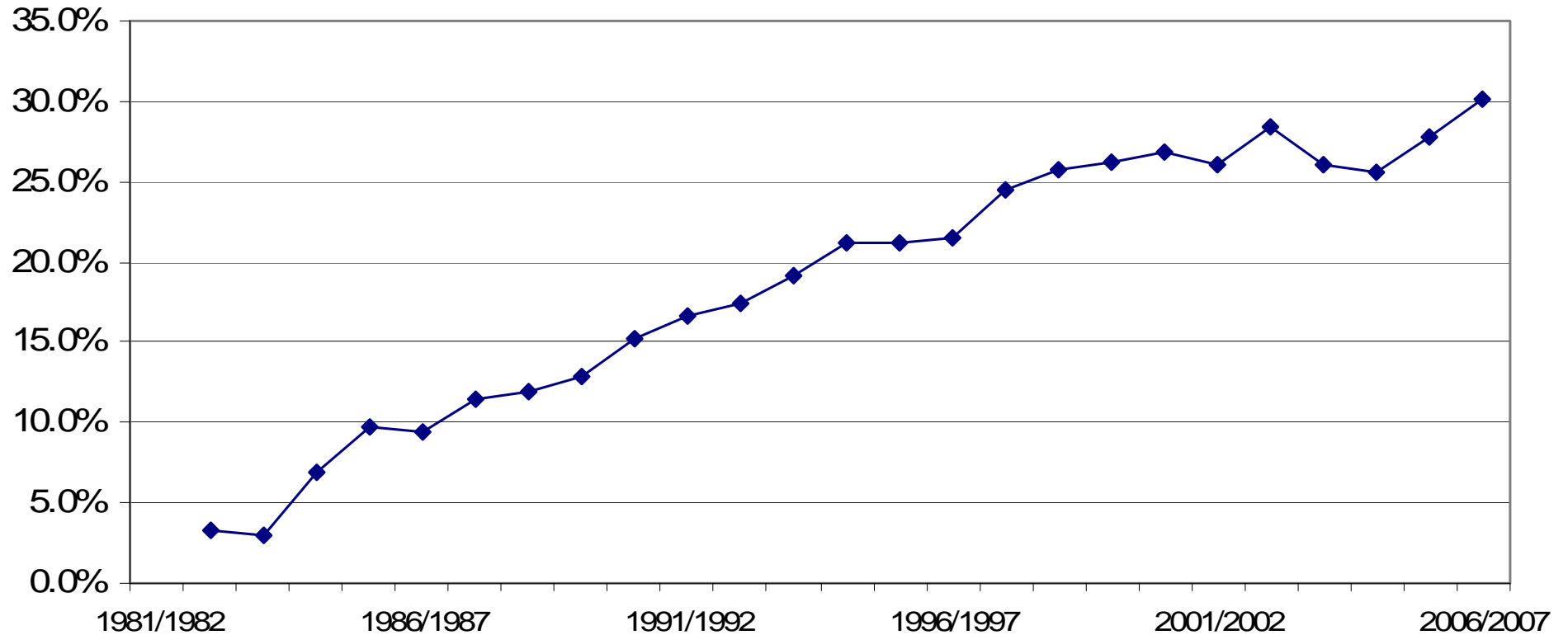
Physical Sciences Division: Tenured Women Faculty from 1982-2007



Women: Tenured	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # tenured	0/103	1/104	1/109	4/115	6/117	9/119
% Women of Total	0%	1%	1%	4%	5%	8%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

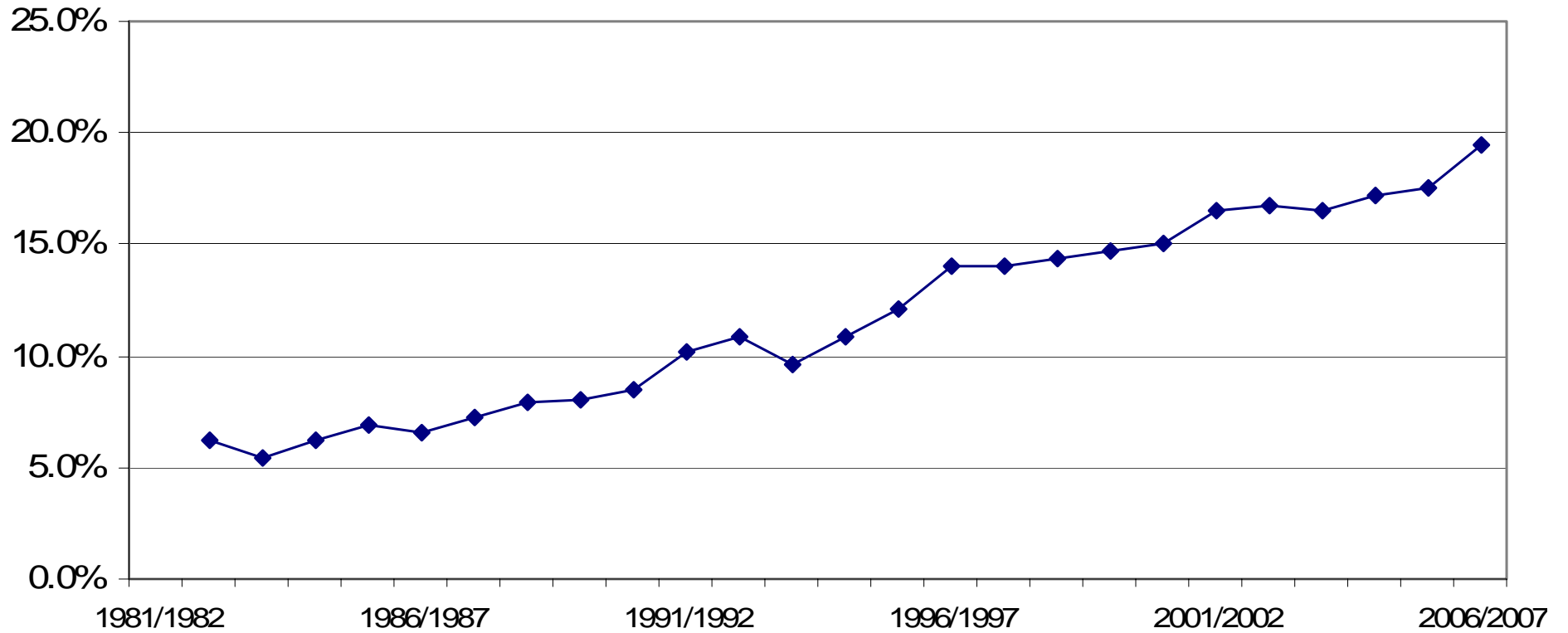
Professional Schools (not Medicine): Tenured Women Faculty from 1982-2007



Women: Tenured	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # tenured	3/93	10/107	17/102	23/107	32/123	41/136
% Women of Total	3%	9%	17%	22%	26%	30%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

School of Medicine: Tenured Women Faculty from 1982-2007



Women: Tenured	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # tenured	14/224	16/244	28/276	46/328	60/363	74/381
% Women of Total	6%	7%	10%	14%	17%	19%

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

Yale 1982-2007: Average Rate of Change in Percentage of Women in the Tenured Faculty in the Humanities and Social Sciences; Yale in relation to the national pool

Humanities

- Women are 29% of the total tenured faculty in the humanities at Yale in 2006-2007. Women were 15% in 2001-02, 25% in 1996-97, and 9% in 1982-83. The average rate of change in percentage of tenured women in the Humanities is 0.83% from 1982 to 2007, indicating a general increase, though not monotonic.
 - To be tenured in 2006-2007, a PhD was likely obtained a decade earlier, thus approximating the potential pool of tenured faculty. Nationwide in 1997, women received 48% of the doctorates in humanities awarded by US universities.

Social Sciences

- Women are 18% of the total tenured faculty in the social sciences at Yale in 2006-2007. Women were 13% in 2001-02, 6% in 1996-97, and 5% in 1982-83. The percentage of tenured women in the Social Sciences has increased, on average, at a rate of 0.54% per year from 1982-2007; the percentage was essentially unchanged from 1982-1995 with more of an increase seen during the past 10 years.
 - To be tenured in 2006-2007, a PhD was likely obtained a decade earlier, thus approximating the potential pool of tenured faculty. Nationwide in 1997, women received 53% of the doctorates in social sciences awarded by US universities.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007.

National statistics – National Opinion Research Center Survey of Earned Doctorates 2002.

Note: The percentage of women receiving PhDs 10 years earlier roughly approximate the pool of potential tenured faculty

Yale 1982-2007: Average Rate of Change in Percentage of Women in the Tenured Faculty in the Biological and Physical Sciences; Yale in relation to the national pool

Biological Sciences

•Women are 15% of the total tenured faculty in the biological sciences at Yale in 2006-2007. Women were 18% in 2001-2002, 13% in 1996-1997, and 8% in 1982-83. The average rate of change in percentage of tenured women in the biological sciences from 1982 to 2007 is 0.25%, indicating a general increase, but not monotonic and including a decrease during the last 4 years.

–To be tenured in 2006-2007, a PhD was likely obtained a decade earlier, thus approximating the potential pool of tenured faculty. Nationwide in 1997, women received 45% of the doctorates in life sciences awarded by US universities.

Physical Sciences

•Women are 8% of the tenured faculty in the physical sciences at Yale in 2006-2007 (9 of the tenured faculty are women, compared to 110 tenured male professors)., in 2001-2002, women were 5% and in 1996-97, they were 4%. Women were 0% of the tenured faculty in the physical sciences at Yale from 1982-83 until 1984, and until 1992 they comprised only 1% of the pool of tenured faculty. Measuring from 1982-83 to 2006-07, the average rate of change in percentage of tenured women in the physical sciences is 0.33%.

–To be tenured in 2006-2007, a PhD was likely obtained a decade earlier, thus approximating the potential pool of tenured faculty. Nationwide in 1997, women received 22% and 12% of the doctorates in physical sciences and engineering, respectively, awarded by US universities.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007.

National statistics – National Opinion Research Center Survey of Earned Doctorates 2002.

Note: The percentage of women receiving PhDs 10 years earlier roughly approximate the pool of potential tenured faculty

Yale 1982-2007: Average Rate of Change in Percentage of Women in the Tenured Faculty in the Medical School and Other Professional Schools

Professional Schools (not Medicine)

•Women are 30% of the total tenured faculty in the professional schools (excluding medicine) at Yale in 2006-2007. Women were 26% in 2001-02, 22% in 1996-97, and 3% in 1982-83. The average rate of change in percentage of tenured women in the professional schools is 1.3% from 1982 to 2007.

Medical School

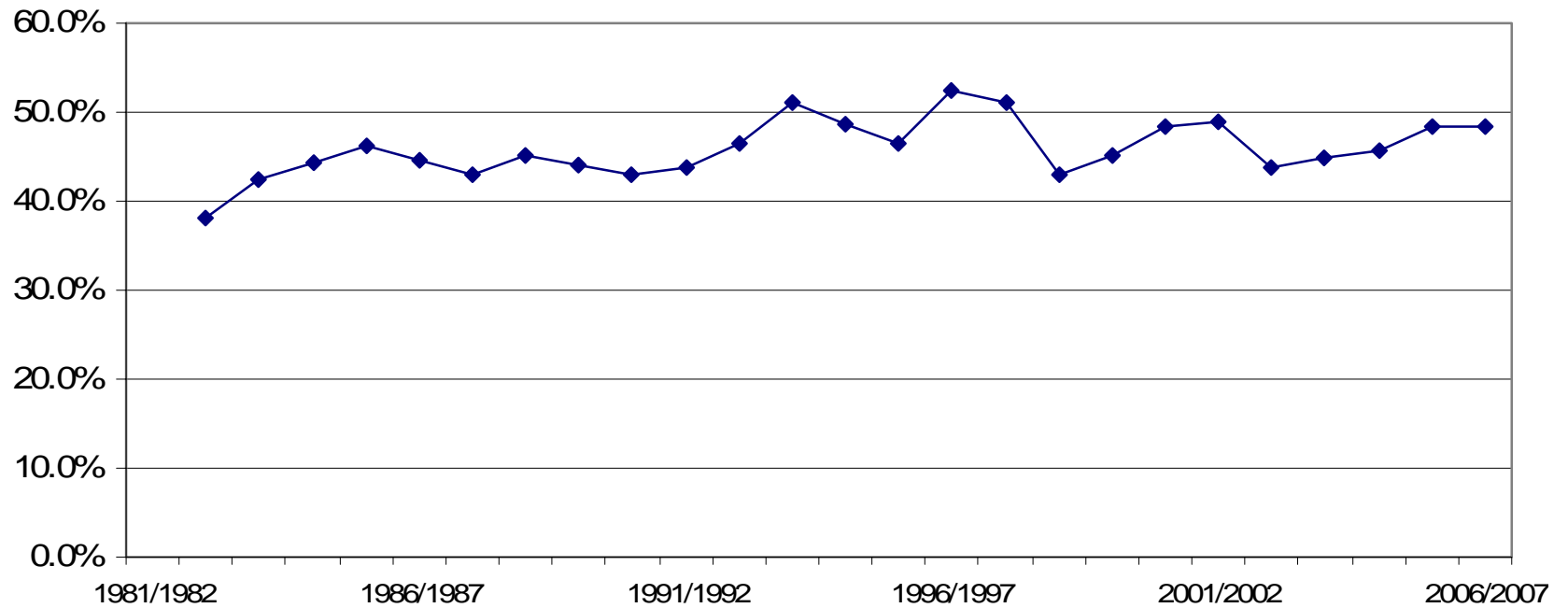
•Women are 19% of the total tenured faculty in the medical school at Yale in 2006-2007. Women were 17% in 2001-02, 14% in 1996-97, and 6% in 1982-83. The average rate of change in percentage of tenured women in the medical school is 0.54% from 1982 to 2007.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007.

National statistics – National Opinion Research Center Survey of Earned Doctorates 2002.

Note: The percentage of women receiving PhDs 10 years earlier roughly approximate the pool of potential tenured faculty

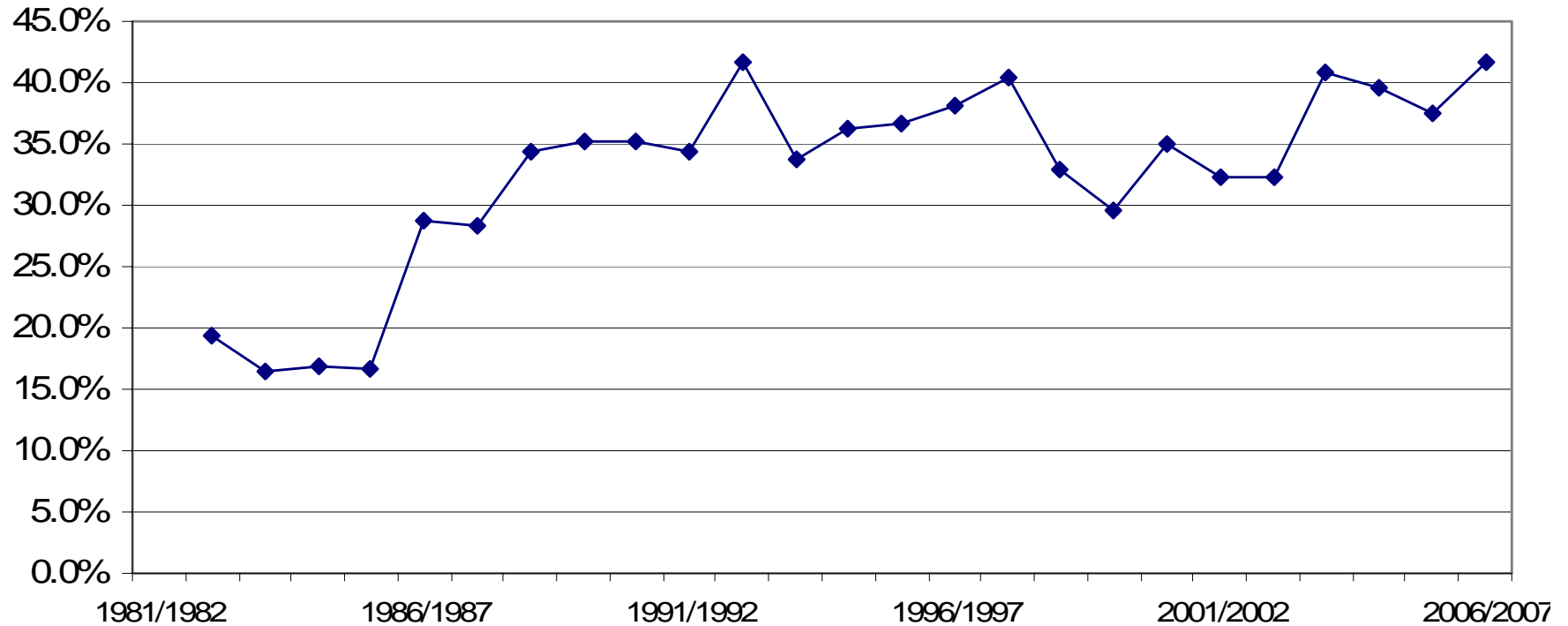
Humanities Division: Term (Non-Tenured) Women Faculty from 1982-2007



Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	50/131	57/128	49/112	55/105	49/100	46/95
% Women of Total	38%	45%	44%	52%	49%	48%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

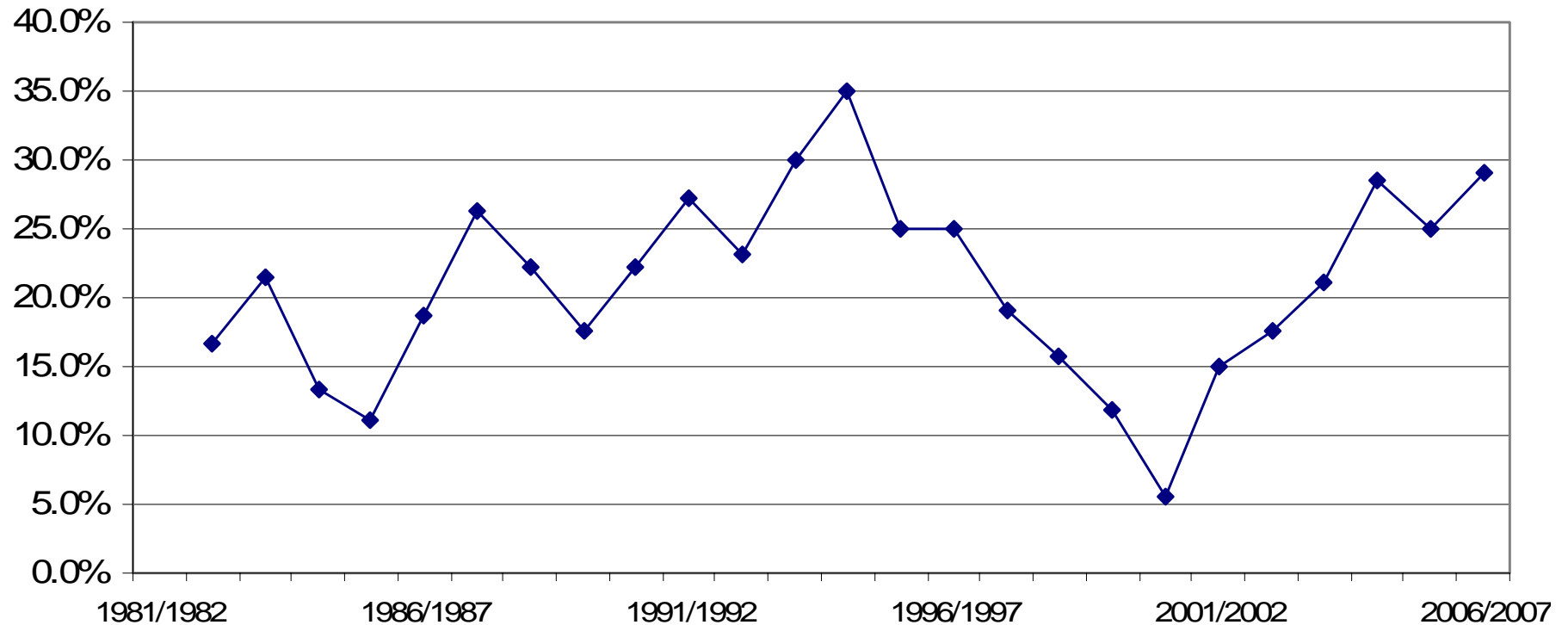
Social Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007



Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	13/67	19/66	22/64	24/63	22/68	25/60
% Women of Total	19%	29%	34%	38%	32%	42%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Biological Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007

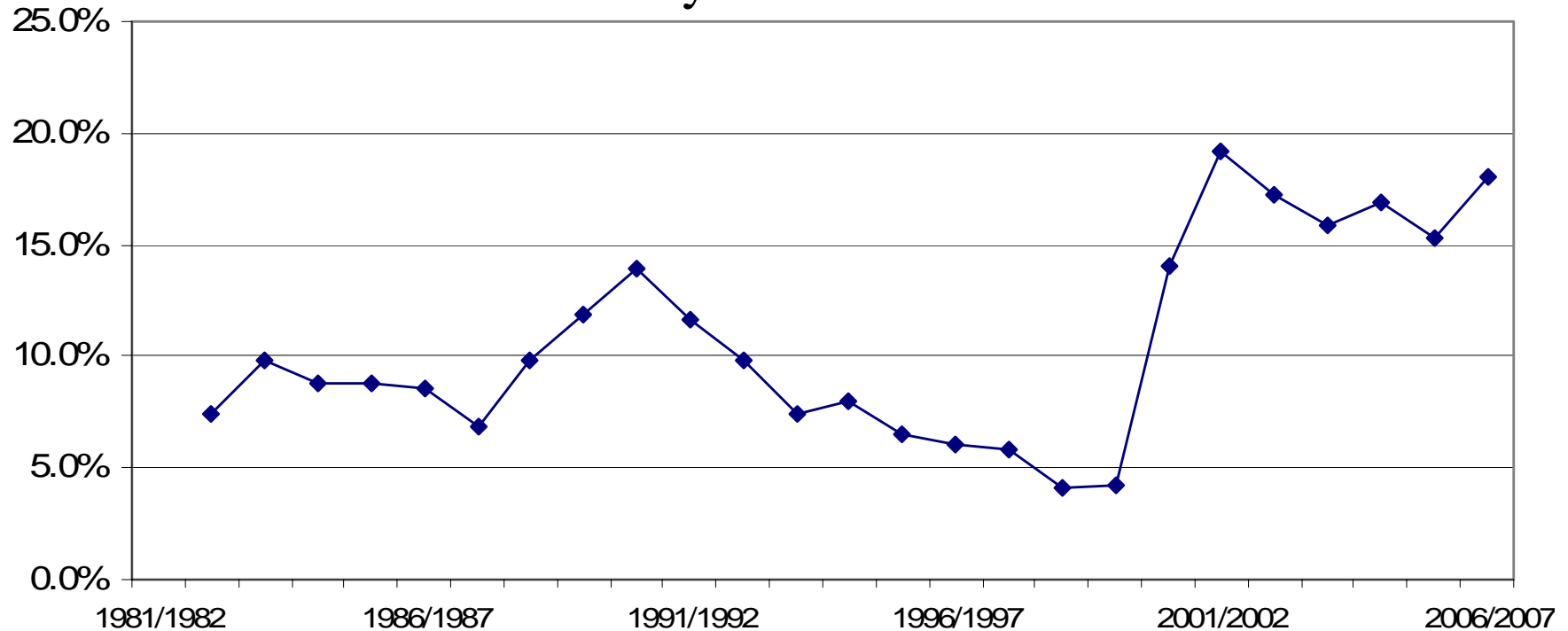


Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	3/18	3/16	6/22	5/20	3/20	7/24
% Women of Total	17%	19%	27%	25%	15%	29%

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 1982-2007

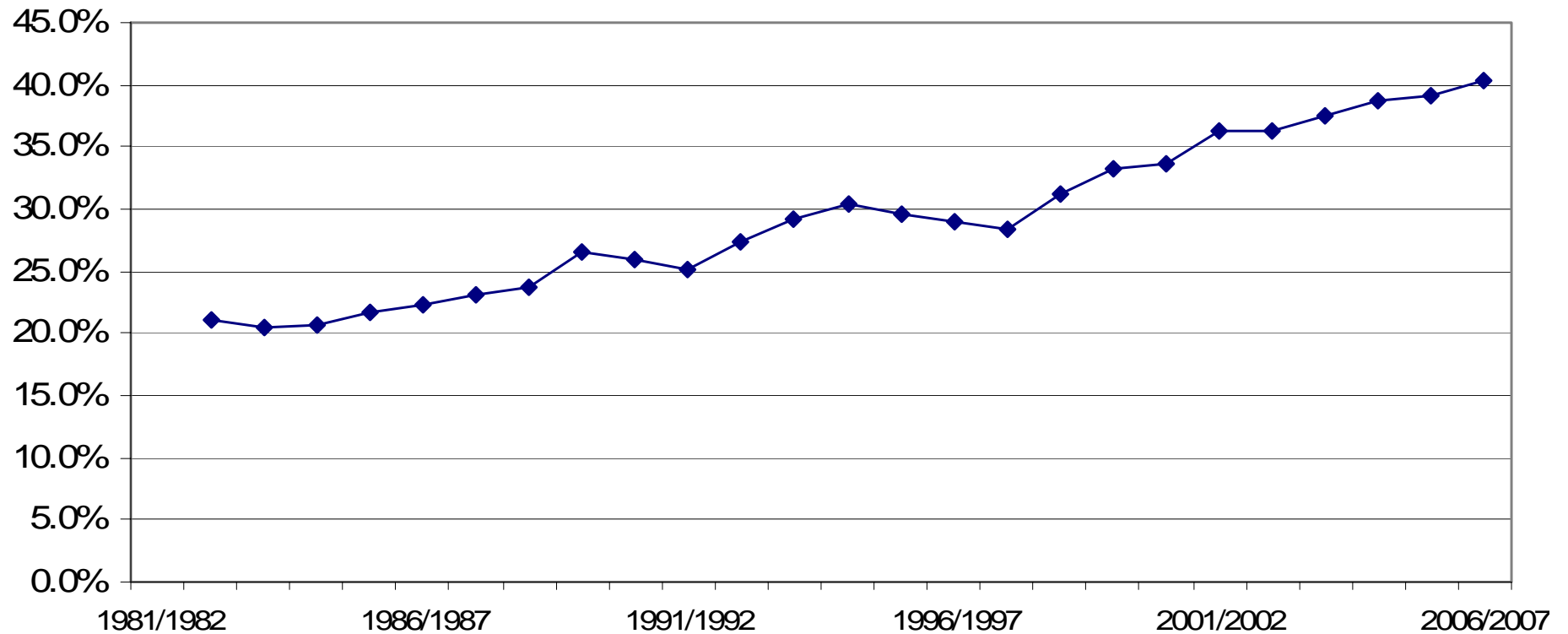
Physical Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007



Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	5/67	6/70	8/69	3/50	10/52	11/61
% Women of Total	8%	9%	12%	6%	19%	18%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

School of Medicine: Term (Non-Tenured) Women Faculty from 1982-2007

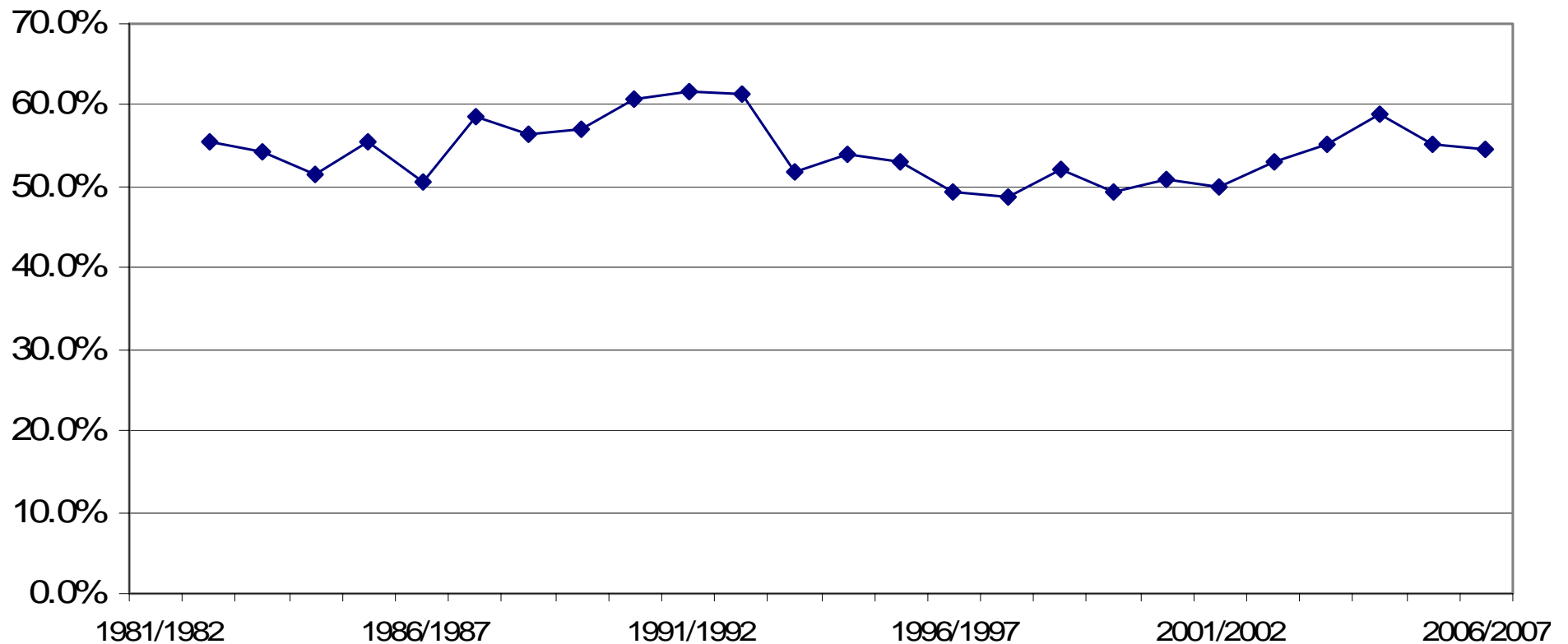


Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	74/350	88/393	109/435	139/481	183/504	262/649
% Women of Total	21%	22%	25%	29%	36%	40%

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 1982-2007

Professional Schools (not Medicine): Term (Non-Tenured) Women Faculty from 1982-2007



Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	62/112	44/87	55/89	36/73	33/66	42/77
% Women of Total	55%	51%	62%	49%	50%	55%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007

Yale 1982-2007: Average Rate of Change in Percentage of Women in the Non-Tenured (term) Faculty in the Humanities and Social Sciences; Yale in relation to the national pool

Humanities

- Women are 48% of the total term faculty in the humanities at Yale in 2006-2007. Women were 49% in 2001-02, 52% in 1996-97, and 38% in 1982-83. The percentage of women has increased, on average, at a rate of 0.42% per year from 1982 to 2007 but has been essentially unchanged for the last 10 years, and roughly comparable to the availability of women in the pool.
- PhDs awarded 2-5 years earlier are considered to be the potential pool for term faculty.
 - In 2005, women received 51% of the doctorates in humanities awarded by US universities.
 - In 2002, women received 50% of the doctorates in humanities awarded by US universities.

Social Sciences

- Women are 42% of the total term faculty in the social sciences at Yale in 2006-2007. Women were 32% in 2001-02, 38% in 1996-97, and 19% in 1982-83. The percentage of women has increased, on average, at a rate of 0.96% per year from 1982 to 2007, though not monotonically.
- PhDs awarded 2-5 years earlier are considered to be the potential pool for term faculty.
 - In 2005, women received 56% of the doctorates in social sciences awarded by US universities.
 - In 2002, women received 55% of the doctorates in social sciences awarded by US universities.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007.

National statistics – National Opinion Research Center Survey of Earned Doctorates 2002, 2005.

Note: The percentage of women receiving PhDs 1 and 5 years earlier roughly approximate the pool of potential term faculty

Yale 1982-2007: Average Rate of Change in Percentage of Women the Non-Tenured (term) Faculty in the Biological and Physical Sciences; Yale in relation to the national pool

Biological Sciences

- Women are 29% of the total term faculty in the biological sciences at Yale in 2006-2007. Women were 15% in 2001-02, 25% in 1996-97, and 17% in 1982-83. The average rate of change in percentage of women is 0.50% from 1982 to 2007. 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%.
- PhDs awarded 2-5 years earlier are considered to be the potential pool for term faculty.
 - In 2005, women received 51% of the doctorates in life sciences awarded by US universities.
 - In 2002, women received 48% of the doctorates in life sciences awarded by US universities.

Physical Sciences

- Women are 18% of the total term faculty in the physical sciences at Yale in 2006-2007. Women were 19% in 2001-02, 6% in 1996-97, and 8% in 1982-83. The average rate of change in percentage of women is 0.42% from 1982 to 2007, indicating a general increase, though not monotonic. In fact, the percentage was decreasing through the 90s, then jumped to a high of 19% in 2001-02.
- PhDs awarded 2-5 years earlier are considered to be the potential pool for term faculty.
 - In 2005, women received 26% and 18% of the doctorates in physical sciences and engineering, respectively, awarded by US universities.
 - In 2002, women received 27% and 18% of the doctorates in physical sciences and engineering, respectively, awarded by US universities.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007.

National statistics – National Opinion Research Center Survey of Earned Doctorates 2002, 2005.

Note: The percentage of women receiving PhDs 1 and 5 years earlier roughly approximate the pool of potential term faculty

Yale 1982-2007: Average Rate of Change in Percentage of Women the Non-Tenured (term) Faculty in the School of Medicine and Other Professional Schools

Professional Schools (not Medicine)

•Women are 55% of the total term faculty in the professional schools (excluding medicine) at Yale in 2006-2007. Women were 50% in 2001-02, 49% in 1996-97, and 55% in 1982-83. Based on 1982 to 2007, the average rate of change in percentage of term women in the professional schools is 0, indicating the percentage has remained constant overall, fluctuating from 49-62% during this time period.

Medical School

•Women are 40% of the total term faculty in the medical school at Yale in 2006-2007. Women were 36% in 2001-02, 29% in 1996-97, and 21% in 1982-83. The percentage of women has increased, on average, at a rate of 0.79% per year from 1982 to 2007.

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007.

National statistics – National Opinion Research Center Survey of Earned Doctorates 2002 , 2005.

Note: The percentage of women receiving PhDs 1 and 5 years earlier roughly approximate the pool of potential term faculty

Yale 2006-2007: Women as Faculty Chairs of University Departments

FAS Departments Chaired by Women (4 out of 37, 11% total)

Classical Languages and Literatures
 Germanic Languages and Literatures
 Psychology
 Spanish and Portuguese

FAS Departments Chaired by Men (33 out of 37, 89% total)

African American Studies	History of Art
Anthropology	Italian Language and Literature
Applied Physics	Linguistics
Astronomy	Mathematics
Biomedical Engineering	Mechanical Engineering
Chemical Engineering	Molecular Biophysics and Biochemistry
Chemistry	Molecular, Cellular and Developmental Biology
Comparative Literature	Music
Computer Science	Music
East Asian Languages and Literatures	Near Eastern Languages and Civilizations
Ecology and Evolutionary Biology	Philosophy
Economics	Physics
Electrical Engineering	Political Science
English	Religious Studies
French	Slavic Languages and Literature
Geology and Geophysics	Sociology
History	Statistics

Professional Schools and Departments Chaired by Women (5 out of 34, 15% total)

School of Art: Graphic Design DGS	Medicine: Anesthesiology
School of Art: Sculpture DGS	Medicine: Pediatrics
	School of Nursing

Professional Schools and Departments Chaired by Men (29 out of 34, 85% total)

School of Medicine:	
▪ Cell Biology	▪ Neurobiology
▪ Cellular and Molecular Physiology	▪ Neurology
▪ Comparative Medicine	▪ Neurosurgery
▪ Dermatology	▪ Obstetrics, Gyn. & Rep. Sciences
▪ Diagnostic Radiology	▪ Ophthalmology and Visual Science
▪ Genetics	▪ Orthopedics and Rehabilitation
▪ Immunobiology	▪ Pathology
▪ Internal Medicine	▪ Pharmacology
▪ Laboratory Medicine	▪ Surgery
▪ Microbial Pathology	▪ Therapeutic Radiology
Divinity School	School of Forestry and Environmental Studies
Law School	School of Management
School of Art: Painting, Printmaking DGS	School of Medicine
School of Art: Photography DGS	School of Music
School of Architecture	School of Public Health
School of Drama	

Yale 2006-2007: Women as Faculty Chairs of University Programs

FAS Programs Chaired by Women (6 out of 45, 13.3% total)

College Seminar Program
 Directed Studies
 Ethics, Politics and Economics
 Lesbian and Gay Studies
 South Asian Studies
 Women's, Gender, and Sexuality Studies

FAS Programs Chaired by Men (39 out of 45, 86.6% total)

African American Studies	History of Science, History of Medicine
African Studies	Humanities
Agrarian Studies	Institution for Social and Policy Studies
American Studies	International and Area Studies
Anthropology	International and Development Economics
Applied Mathematics	International Relations
Archaeological Studies	International Studies
Art	Islamic Studies
British Studies	Judaic Studies Program
Cognitive Science	Latin American Studies
Economics and Mathematics	Medieval Studies Program
Electrical Engineering and Cognitive Science	Microbiology Program
Engineering	Operations Research
Engineering and Applied Science	Renaissance Studies
Environmental Engineering	Russian and European Studies
Environmental Studies	Southeast Asia Studies
Epidemiology and Public Health	Teacher Preparation and Placement
Ethnicity, Race, and Migration	Theater Studies
Film Studies	Urban Studies
Hellenic Studies	

Professional School Programs Chaired by Women (8 out of 26, 30.7% total)

School of Medicine:

- Epilepsy
- International Health Program
- Physician Associate Program
- Women's Health Research

School of Public Health

- Epidemiology of Microbial Diseases
- Health Management
- Health Policy and Administration
- Social and Behavioral Sciences

Professional School Programs Chaired by Men (18 out of 26, 69.3%)

School of Medicine:

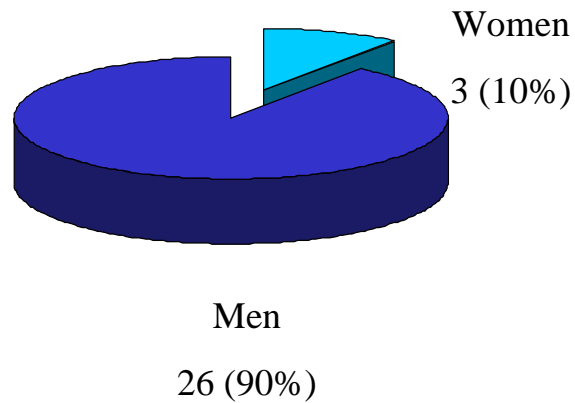
- Biological and biomedical Sciences
- Cellular Neuroscience, Neurodegeneration and Repair
- Clinical Scholars Program
- Comparative Medicine
- Computational Biology and Bioformatics
- Continuing Medical Education
- History of Medicine
- Humanities in Medicine
- Immunobiology
- Investigative Medicine
- MD/PhD Program
- Microbiology Pathogenesis
- Neuroscience Program
- Occupational and Environmental Medicine

School of Public Health

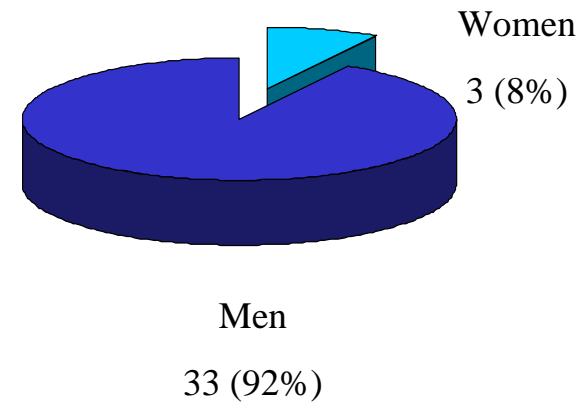
- Biostatistics
- Chronic Disease Epidemiology
- Environmental Health Sciences
- Global Health

Yale 2001-2002, 2006-2007: Distribution of Women in Sterling Professorships

Sterling Professorships 2001-2002



Sterling Professorships 2006-2007



Originally, the maximum number of Sterling Professorships authorized by the Yale Corporation was 27. However, at the President's request, that number was increased to 29 in 2001-02 and 36 in 2006-07. In the past 5 years, one female Sterling Professor has retired, and one woman has been named a Sterling Professor. During the past 20 years, 3 additional women (not included in the current count) held Sterling Professorships.

Yale 2006-2007: Women as Directors of Graduate Studies and Undergraduate Studies in GSAS and Yale College

Departments with Women as DGS (9 out of 34, 26% total)

Comparative Literature
English
Germanic Languages & Literatures
History
Italian Language & Literature
Molecular, Cellular & Developmental Biology
Psychology
Slavic Languages and Literature
Spanish and Portuguese
Philosophy (spring)

Departments with Men as DGS (25 out of 34, 74% total)

Anthropology	History of Art
Applied Physics*	Linguistics
Biomedical Engineering*	Mathematics
Chemical Engineering*	Mechanical Engineering*
Chemistry	Molecular Biophysics & Biochemistry
Classical Languages & Literatures	Music, Dept of
Computer Science	Near Eastern Languages & Civilizations
East Asian Languages & Literatures	Physics
Ecology & Evolutionary Biology	Political Science
Economics	Religious Studies
Electrical Engineering*	Sociology
French	Statistics
Geology & Geophysics	Philosophy (fall)

* Same person is DGS for these 5 departments

Departments with Women as DUS (6 out of 37, 16% total)

Classical Languages & Literatures
French
History of Art
Italian Language & Literature
Near Eastern Languages & Civilizations
Psychology

Departments with Men as DUS (31 out of 37, 84% total)

Anthropology	Literature
Applied Physics	Mathematics
Astronomy	Mechanical Engineering
Biomedical Engineering	Molecular Biophysics & Biochemistry
Chemical Engineering	Molecular, Cellular & Devel. Biology
Chemistry	Music, Dept of
Computer Science	Philosophy
East Asian Languages & Literatures	Physics
Ecology & Evolutionary Biology	Political Science
Economics	Portuguese
Electrical Engineering	Religious Studies
English	Slavic Languages and Literature
Geology & Geophysics	Sociology
Germanic Languages & Literatures	Spanish and Portuguese
History	Statistics
Linguistics	

Yale 2001-02 and 2006-07: Women as Faculty Chairs, Professional School Deans, and Directors of Studies

- In both 2002 and 2007, women chaired 4 (11%) of the departments in FAS. A woman chaired Germanic languages and literatures in both 2001-2002 and 2006-2007. Women also chair Classical languages and literatures, Psychology, and Spanish & Portuguese in 2006-2007. In 2001-2002, women also chaired African American Studies, Chemical Engineering, and English. Biomedical Engineering became a department in 2003 and has a male chair in 2006-2007.
- In 2006-2007, women chair 2 (9%) of the 22 departments in the School of Medicine – Anesthesiology and Pediatrics. In 2001-2002, Anesthesiology was the only department chaired by a woman.
- In 2006-2007 as in 2001-2002, the only professional school with a female dean is the School of Nursing.
- In 2006-2007 as in 2001-2002, women are DGS of 2 of the 4 areas of studies in the School of Art – Graphic Design and Sculpture. Men are DGS of Painting & Printmaking and Photography.
- In Yale College and the Graduate School of Arts & Sciences, women are listed as DGS in 9 out of 34 (26%) of the departments listed (not including philosophy which had a male DGS in fall and female in spring); women are DUS in 6 out of 37 (26%) of the departments listed.

Yale 2006-2007: University Institutes and Centers, Directors' List

Men serve as directors of 87 of Yale's 126 (69% total) institutes and centers.
These programs span the humanities, social sciences, medicine, and the sciences.

Men Serving as Director

Beinecke Rare Book and Manuscript Library
Benjamin Franklin Papers
Bone Center
Boyer Center for Molecular Medicine
Bush Center in Child Development and Social Policy
Center for Advancement of Perioperative Health
Center for Biodiversity Conservation and Science
Center for Children's Surgical Research
Center for Combustion Studies
Center for Computational Vision and Control
Center for Earth Observation (CEO)
Center for Environmental Law and Policy
Center for Genes and Behavior
Center for Interdisciplinary Research on AIDS (CIRA)
Center for Laser Diagnostics
Center for Medical Informatics
Center for Microelectronic Materials and Structures
Center for Neuroscience and Regeneration Research
Center for Perinatal, Pediatric and Environmental Epidemiology
Center for Religion and American Life at Yale
Center for Sleep Medicine
Center for Structural Biology
Center of Statistical Genomics and Proteomics
China Law Center
Child Study Center
Collection of Musical Instruments
Comer School of Development Program
Committee on Canadian Studies
Council on African Studies
Council on Latin American Studies
Council for Southeast Asian Studies
Cowles Foundation for Research in Economics
Digital Media Center for the Arts (DMCA)

Economic Growth Center
Emerging Infections Program
Engineering
General Clinical Research Center
Gilder Lehrman Center for the Study of Slavery, Resistance and Abolition
Haskins Laboratories
Hixon Center for Urban Ecology
Howard Lamar Center
Human Genetics
Human Translational Immunology
Information Society Project
Institute for Biospheric Studies
Institute for Sacred Music
Institution for Social and Policy Studies
International Center for Finance
Joseph Slifka Center for Jewish Life at Yale
Kavli Institute for Neuroscience
Keck Foundation Biotechnology Resources
Liver Center
Mouse Metabolic Phenotyping Center
National Center for Children Exposed to Violence
Nursing Research Initiatives
Office of International Affairs
Office of Undergraduate Admissions
Orville H. Schell Jr. Center for International Human Rights
PACE Center
Peabody Museum of Natural History

Prevention Research Center
PVA – EPVA Center
Rudd Center for Food Policy and Obesity
Social Science Statistical Laboratory
Stem Cell Biology Program
Student Financial Services
The Kamusi Project *Online Swahili Dictionary*
The Work of Jonathan Edwards
Theoretical Nuclear Physics Group
Undergraduate Career Services
United Nations Studies
University Health Services
Vascular Biology and Transplantation
Whitney and Betty Macmillan Center for International and Area Studies
Writing Center
Yale Art Gallery
Yale Cancer Center
Yale Center for Clinical Investigation
Yale Center for Faith and Culture
Yale Center for Media Initiatives
Yale Center for the Study of Globalization
Yale-China Association
Yale Forest Forum
Yale Institute for Biospheric Studies
Yale Summer Session
Yale University Press
Yale World Fellows Program

Yale 2006-2007: University Institutes and Centers, Directors' List

Women serve as directors at 39 of Yale's 126 centers and institutes (31% of total), not including the Women Faculty Forum. These programs span the humanities, social sciences, medicine, and the sciences.

Women Serving as Director

Afro-American Cultural Center	Dwight Hall
Aging Program	E. Coli Genetic Stock Center
Asian American Cultural Center	European Studies Council
Cancer Prevention and Control Research Program	Industrial Environmental Management Program
Center for Astronomy and Astrophysics	International Education and Fellowship Programs
Center for Coastal and Watershed Systems	International Students and Scholars
Center for Genomics and Proteomics	Latino Cultural Center (La Casa)
Center for Health Policy and Ethics	Occupational and Environmental Medicine Program
Center for Language Study	Office of International health
Center for Nicotine and Tobacco Use Research at Yale (CENTURY)	Resource Office on Disabilities
Center for Public Health Preparedness	South Asian Studies Council
Center for Self and Family Management of Vulnerable Populations	Specialized Center of Research on Women's Health (SCOR)
Center for the Study of Corp. Law	Tropical Resources Institute
Chronic Illness Care	Urban Resources Initiative
Claude D. Pepper Older Americans Independence Center	Whitney Humanities Center
Connecticut Women's Health Project	Women's Health Research
Council on East Asian Studies	Yale Center for British Art
Council on Middle East Studies	Yale Center for Parliamentary History
	Yale College Publications Office
	Yale/Howard Partnership Center of Reducing Health Disparities
	Yale University Library

Yale 2006-2007: University Institutes and Centers, Associate or Executive Directors' List

Women serve as associate or executive directors at 25 of Yale's 119 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 Astronomy and Astrophysics
 Center for International Security Studies
 Center for Language Study
 Center for Medical Informatics
 Center for Neuroscience and Regeneration Research
 Digital Media Center for the Arts (DMCA)
 E. Coli Genetic Stock Center
 Emerging Infections Program
 General Clinical Research Center
 Haskins Laboratories
 Howard Lamar Center
 Human Translational Immunology
 Information Society Project
 International Center for Finance
 International Students and Scholars
 Keck Foundation Biotechnology Resources
 Liver Center
 Orville H. Schell Jr. Center for International Human Rights
 PVA-EPVA Center
 The Work of Jonathan Edwards
 United Nations Studies
 Yale Center for Faith and Culture

Women serving as Associate or Executive Dir.

Benjamin Franklin Papers
 Bush Center in Child Development and Social Policy
 Center For Environmental Law and Policy
 Center for Interdisciplinary Research on AIDS (CIRA)
 Center for the Study of Corp. Law
 China Law Center
 Chronic Illness Care
 Connecticut Women's Health Project
 Council on African Studies
 Cowles Foundation for Research in Economics
 Hixon Center for Urban Ecology
 Institute for Biospheric Studies
 Institute of Sacred Music
 Joseph Slifka Center for Jewish Life at Yale
 Office of Undergraduate Admissions
 PACE Center
 Rudd Center for Food Policy and Obesity
 Stem Cell Biology Program
 Student Financial Services
 Whitney and Betty Macmillan Center for International and Area Studies
 Yale Center for the Study of Globalization
 Yale-China Association
 Yale World Fellows Program
 Yale/Howard Partnership Center of Reducing Health Disparities
 Yale Summer Session

Yale 2006-2007: Women in Administration Provosts, Deans, and Masters

	Provost Office	Yale College	Graduate School Arts & Sciences	Professional School Deans	Residential College Masters	Residential College Deans
Women	Associate Provost Deputy Provost (3) Assistant Provost	Associate Dean (4) Assistant Dean (5)	Associate Dean Assistant Dean (2)	Nursing	Berkeley Saybrook Silliman Trumbull	Ezra Stiles Morse Trumbull
Men	Provost Associate Provost Deputy Provost (2) Assistant Provost	Dean Deputy Dean Associate Dean (3) Assistant Dean (4)	Dean Associate Dean Assistant Dean (2)	Architecture Divinity Drama Forestry & Environmental Studies Law Management Medicine Music Public Health	Branford Calhoun Davenport Ezra Stiles Morse Timothy Dwight Jonathan Edwards Pierson	Berkeley Branford Calhoun Davenport Timothy Dwight Jonathan Edwards Pierson Saybrook Silliman

Source: Yale College, Yale Graduate School of Arts & Sciences, and Yale Provost's Office Websites

Yale 1982-2007: Women in University Administration

	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002	2006-2007
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	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	Beinecke Library 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, 2006

Yale 1982-2007: Women in University Administration

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

	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002	2006-2007
Corporation Members	3/16 (19%)	5/16 (31%)	3/16 (19%)	5/16 (31%)	4/16 (25%)	6/16 (39%)
University Officers	0/5	2/6 (33%)	3/6 (50%)	3/6 (50%)	3/7 (43%)	4/7 (57%)
Deans of Schools	1/12 (8%)	1/12 (8%)	1/12 (8%)	1/12 (8%)	3/12 (25%)	1/12 (8%)
College Masters	2/12 (17%)	2/12 (17%)	1/12 (8%)	2/12 (17%)	3/12 (25%)	4/12 (33%)

Source: Yale University Directory 1982, 1986, 1992, 1997, 2001, 2006 Yale Manuscripts and Archives Corporation Files

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 over a year or semester, and some years did not have a DeVane lecturer.

From 1971 to 2007, the semester-long DeVane Lectures were given by a single individual 18 times; twice by a woman (1998, 2004).

In the spring and 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 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, 88 individuals have served as Chubb fellows. Seventeen of the fellows were women (19%).
- From 2002-2007, 3/14 (21%) of Chubb Fellows were women

Source: Yale Offices of the President & of the Registrar; Timothy Dwight College, Chubb Fellowship Coordinator

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, 62 medals have been awarded. Six women have received the medal (10% of total). Women received the award in 1985, 1990, 1991, 1995 (2), and 1996.

The Wilbur Cross Medals are conferred annually by the Graduate School Alumni Association to alumni who have distinguished achievements in scholarship, teaching, academic administration, and public service.

- Since 1982, 128 medals have been awarded. Thirty-three medals have been conferred on women (26% of total). Women have received 21 medals since 1995 and 9 from 2002-2006.

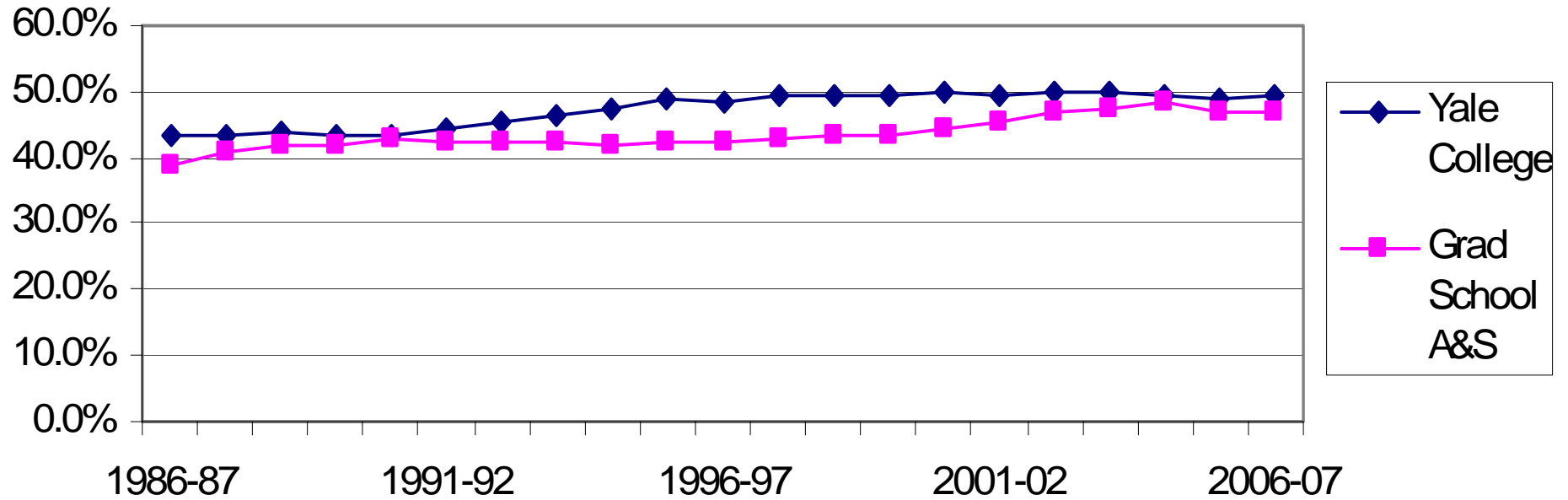
Honorary degrees are awarded each year at commencement.

- From 1982- 2007, 326 honorary degrees have been awarded. Women have received 78 degrees (24% of total).

- Women received 20% (2/10) of the honorary degrees in 2007, 38% (3/5) in 2006, and 30% (3/10) in 2002. The percentage of women receiving honorary degrees in any given year has varied from 8% to 46%, with women receiving a third or more of the degrees in 8 of the last 30 years.

Source: AYA Graduate Alumni List of Wilbur Cross Medalists, Yale Phi Beta Kappa DeVane Medalists, Office of Institutional Research-Honorary Degree Recipient List, Yale Bulletin & Calendar, (Volume 35, Number 30 , June 15, 2007)

Yale 1987-2007: Women as Percentage of Enrolled Students: Yale College and Graduate School of Arts & Sciences

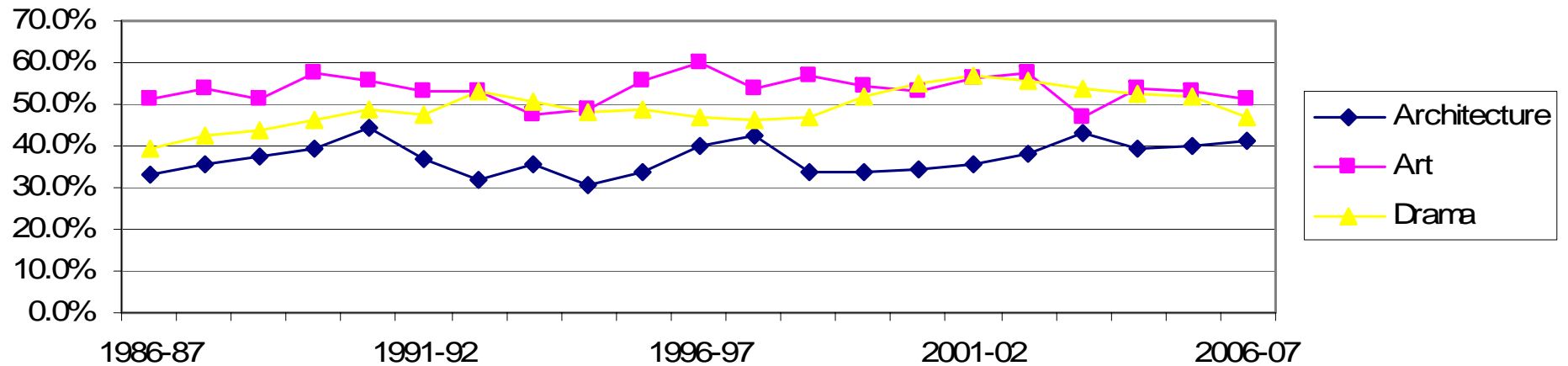


Number of Women/Number of Total (% Women of total)

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Yale College	2239/5147 (44%)	2289/5180 (44%)	2575/5296 (49%)	2592/5253 (49%)	2598/5275 (49%)
Graduate School of Arts & Sciences	935/2420 (38%)	1071/2527 (42%)	1004/2360 (43%)	1064/2334 (46%)	1216/2580 (47%)

Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 1987-2007: Women as Percentage of Enrolled Students: Schools of Architecture, Art, & Drama

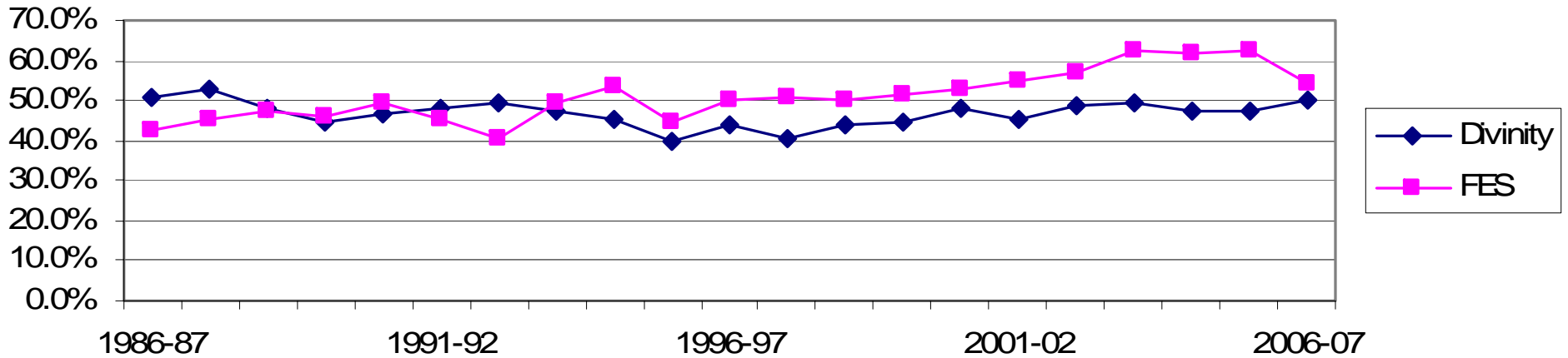


Number of Women/Number of Total (% Women of total)

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Architecture	48/144 (33%)	55/149 (37%)	63/158 (40%)	61/172 (35%)	80/195 (41%)
Art	57/111 (51%)	63/118 (53%)	71/118 (60%)	67/119 (56%)	61/119 (51%)
Drama	80/203 (39%)	95/200 (48%)	95/202 (47%)	105/185 (57%)	92/195 (47%)

Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 1987-2007: Women as Percentage of Enrolled Students: Divinity School and School of Forestry and Environmental Studies

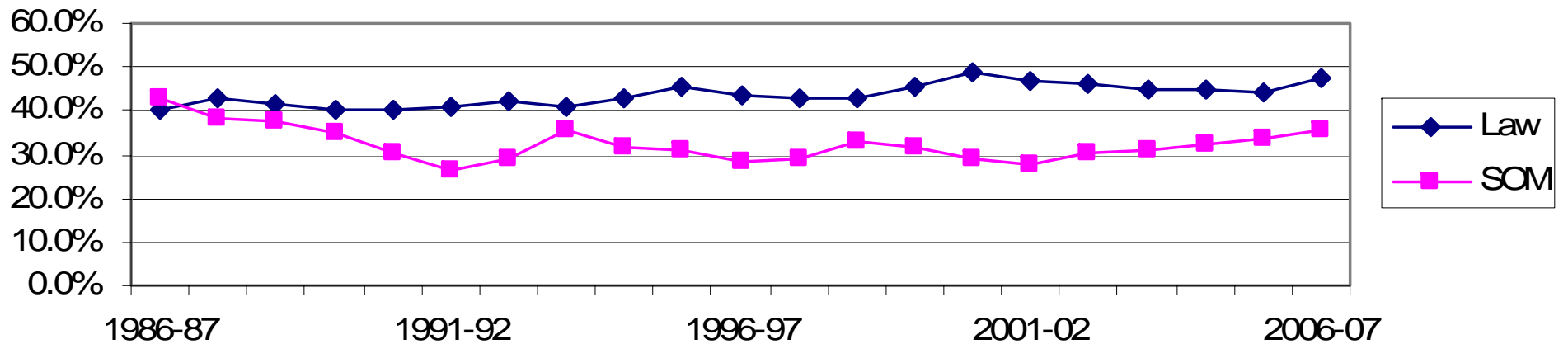


Number of Women/Number of Total (% Women of total)

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Divinity	222/435 (51%)	174/363 (48%)	120/273 (44%)	163/359 (45%)	175/349 (50%)
Forestry & Environmental Studies	56/131 (43%)	82/180 (46%)	112/223 (50%)	157/285 (55%)	142/262 (54%)

Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 1987-2007: Women as Percentage of Enrolled Students: Law School and School of Management

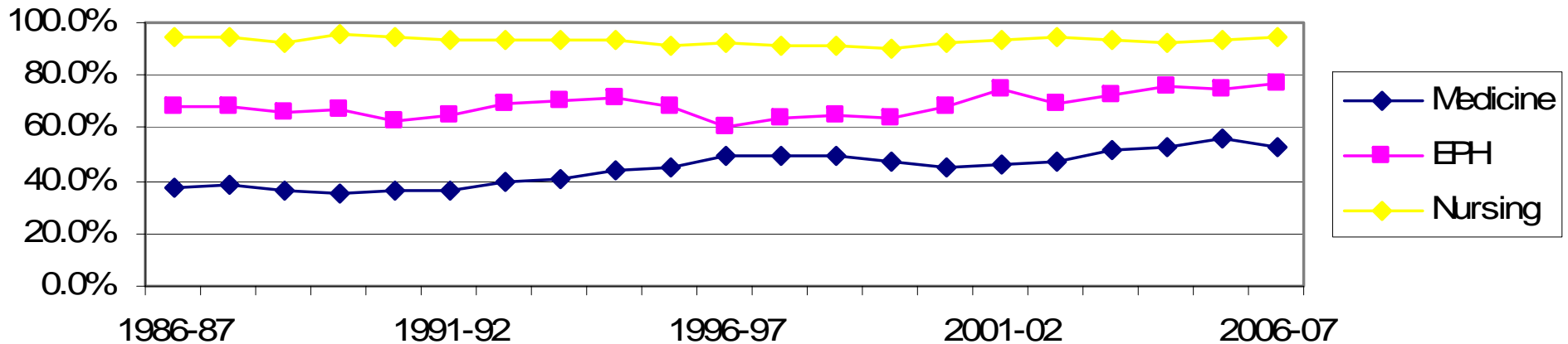


Number of Women/Number of Total (% Women of total)

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Law	238/589 (40%)	252/615 (41%)	279/641 (44%)	302/644 (47%)	318/667 (48%)
Management	157/368 (43%)	110/412 (27%)	125/437 (29%)	117/427 (27%)	160/450 (36%)

Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 1987-2007: Women as Percentage of Enrolled Students: Schools of Medicine, Public Health & Nursing



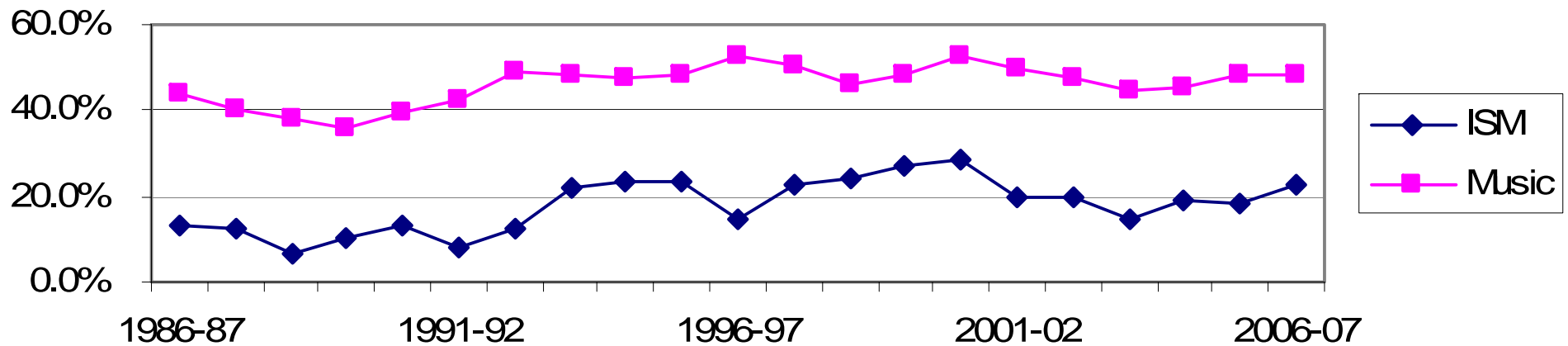
Number of Women/Number of Total (% Women of total)

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Medicine* (MD students)	166/449 (37%)	173/470 (37%)	240/481 (50%)	217/470 (46%)	235/442 (53%)
Epidemiology & Public Health* (MPH students)	146/216 (68%)	80/124 (65%)	131/215 (61%)	175/234 (75%)	177/229 (77%)
Nursing	192/203 (95%)	190/204 (93%)	240/261 (92%)	262/282 (93%)	269/283 (95%)

Note: *The numbers listed for the School of Medicine exclude the Physician Associate Program. MS and PhD degrees in EPH are offered through the Graduate School of Arts & Sciences not the School of Public Health.

Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 1987-2007: Women as Percentage of Enrolled Students: Institute of Sacred Music and School of Music



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

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
Institute of Sacred Music (Divinity School and Music School degrees)	13/27 (48%)	5/20 (25%)	11/21 (52%)	19/55 (35%)	28/67 (42%)
Music	76/173 (44%)	70/164 (43%)	101/192 (53%)	102/204 (50%)	88/182 (48%)

Source: Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

Yale 2001-2002, 2006-2007 Comparison: Changes in Percentage of Women as Enrolled Students

Increase in percentage of women

- The percentage of women as enrolled students in the Graduate School of Arts & Sciences has increased from 45.6% in 2001-02 to 47.1% in 2006-07.
- The percentage of women as enrolled students in the School of Architecture has increased from 34.6% in 2001-02 to 41.0% in 2006-07 and in the Institute of Sacred Music has increased from 34.5% in 2001-02 to 41.8% in 2006-07.
- The percentage of women as enrolled students in the School of Divinity has increased from 45.4% in 2001-02 to 50.1% in 2006-07.
- The percentage of women as enrolled students in the Law School has increased from 46.9% in 2001-02 to 47.7% in 2006-07 and in the School of Management has increased from 27.4% in 2001-02 to 35.6% in 2006-07.
- The percentage of women as enrolled students in the School of Medicine has increased from 46.2% in 2001-02 to 53.2% in 2006-07, in the School of Epidemiology and Public Health has increased from 74.8% in 2001-02 to 77.3% in 2006-07 in the School of Nursing has increased from 94.2% in 2001-02 to 95.1% in 2006-07.

No change or decrease in percentage of women

- Women made up 49.3% of students enrolled in Yale College in both 2001-02 and 2006-07.
- The percentage of women as enrolled students in the School of Art has decreased from 56.3% in 2001-02 to 51.3% in 2006-07, in the School of Drama has decreased from 56.8% in 2001-02 to 47.2% in 2006-07, and in the School of Music has decreased from 50.0% in 2001-02 to 48.4% in 2006-07.
- The percentage of women as enrolled students in the School of Forestry and Environmental Studies has decreased from 55.1% in 2001-02 to 54.2% in 2006-07.

Yale 1982-2007: Average Rates of Change in Percentage of Women as Enrolled Students

Positive rates of change

- The number of women as a percentage of enrolled students has increased in most of the schools at Yale from 1986-87 to 2006-2007. Women were 44% of enrolled students in Yale College in 1986-87 and 49% in 2006-2007; indicating an average rate of change of 0.25% per year. Women were approximately 50% of Yale College enrolled students in 1998-99, 2000-01, 2002-03, 2003-04, and 2004-05, slightly higher than the 49% in 2006-07.
- In the Graduate School of Arts & Sciences the percentage of women has increased at an average rate of 0.45% per year from 1986-87 to 2006-2007; Medicine – MD increased at a rate of 0.8%; Forestry & Environmental Studies increased at a rate of 0.55%; Epidemiology & Public Health increased at a rate of 0.45%; Architecture, Drama, and Law all increased at a rate of 0.4%; Music increased at a rate of 0.2% per year from 1986-87 to 2006-2007.

No change or negative rates of change

- The schools of Art and Nursing had an average rate of change of 0% per year from 1986-87 to 2006-2007. Enrollment of women in the School of Art has fluctuated from a low of 48% to a high of 60% during this time. Enrollment at the School of Nursing has stayed above 90% for the last 20 years.
- The Divinity School, School of Management, and Institute of Sacred Music all have a negative rate of change per year from 1986-87 to 2006-2007; however the percentage of women enrolled has fluctuated during this time the average rate of change does not present a general downward trend. The School of Management (SOM) ranges from 27-42%, with the high of 42% in 1996-97. Yale SOM has the highest percentage of female students of the top business schools in the U.S. and Europe according to a report released by the Forte Foundation in October 2006. Yale Divinity School enrollment ranges from 40-53% women; and Institute of Sacred Music ranges from 25-59%, with the smallest class sizes of any school, from 18-63 total enrolled students.

Yale 1982-2007: Women Degree Recipients: Yale College and Graduate School of Arts & Science PhDs

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

	1981-1982	1986-1987	1991-1992	1996-1997	2001-2002	2005-2006*
Yale College	479/1263 (38%)	548/1283 (43%)	564/1305 (43%)	606/1298 (47%)	621/1286 (48%)	653/1332 (49%)
PhDs Humanities	44/97 (45%)	45/77 (58%)	59/114 (52%)	49/99 (50%)	42/80 (53%)	35/77 (46%)
PhDs Social Sciences	13/71 (18%)	23/68 (34%)	21/77 (27%)	23/64 (36%)	26/63 (41%)	27/51 (53%)
PhDs Physical & Biological Sciences	25/102 (25%)	36/141 (26%)	33/135 (25%)	52/152 (34%)	49/150 (33%)	66/166 (40%)
PhDs GSAS Total	82/270 (30%)	104/286 (36%)	113/326 (35%)	124/315 (39%)	117/293 (40%)	128/294 (44%)

Source: Office for Institutional Research Graduate School Women PhDs Multi-year summary, Undergraduate degrees granted

* Note 2006-2007 data not available until after commencement

1982-2007: Women as Percentage of Doctorate Degree Recipients: National Data

	1981-1982	1986-1987	1991-1992	1996-1997	2001-2002	2004-2005**
Humanities	42%	45%	47%	48%	50%	51%
Social Sciences	37%	43%	48%	53%	55%	56%
Life Sciences	29%	35%	40%	45%	48%	51%
Physical Sciences	13%	17%	20%	22%	27%	26%
Engineering	5%	7%	9%	12%	18%	18%
Total*	32%	35%	37%	41%	45%	45%

Source: National Opinion Research Center Survey of Earned Doctorates 2002, 2005

*Education and Prof/Other Doctorates not included in this chart but are included in total

**2004-2005 is the most recent year available

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Report Data Collection, Sources, and Review

Data for this report were collected from November 2006 through June 2007 by Cindy Tobery, WFF Director of Programs and Projects, and by WFF Research Assistants under her supervision: Lisa Campbell (YC '09), Christine Slaughter (YC '07), and Jessica Svendsen (YC '09). In addition to using publicly available information about Yale, to obtain data for 2006-07, WFF received assistance from Leilani Baxter and John Goldin in the Office of Institutional Research, Robert Burger in the Office of the Provost, and Nancy Alexander, Chubb Fellow Coordinator.

The primary sources for Yale data are: Office of Institutional Research (Employee Sex and Race University Summary September 30, 2000-2006; Student Enrollment by School, 1984-85 to 2006-07; Fall 2001 and 2006 Headcounts by Gender and FAS Dept./Prof. School; University-Wide Headcounts, Race by Sex 1982-2007; Honorary Degree Recipient List; Graduate School Women PhDs Multi-year summary; Undergraduate degrees granted); Office of the Provost; Office of the President; Yale College Dean's Office; Office of the Registrar; Yale University Directory 1982, 1986, 1992, 1997, 2001, 2006; Yale University Websites (Department pages, Yale College, Graduate School of Arts & Sciences, Professional Schools, Provost's Office); Yale Alumni Magazine; Yale Bulletin & Calendar; Yale Daily News; Yale Manuscripts and Archives Corporation Files; Timothy Dwight College, Chubb Fellowship Coordinator; AYA Graduate Alumni List of Wilbur Cross Medalists; Yale Phi Beta Kappa List of DeVane Medalists.

National data for comparison were obtained from the National Opinion Research Center Survey of Earned Doctorates 2002 and 2005. Data sources for peer institutions include Harvard University Office of the Assistant to the President, Equal Opportunity Programs; Harvard 2006 Online Fact Book; Princeton Common Data Set 2005-2006; and Demographic Survey of Faculty at Select Institutions, 1999-2000.

Beginning in March of 2007, drafts of the report were circulated to members of the council and steering committees of the WFF for review. After gathering more data and making modifications, an updated version was presented to WFF Council again in May. In June of 2007, a revised draft was sent for review to the members of Yale's Offices from whom we had obtained information as well as to Kim Bottomly, Deputy Provost for Science, Technology, and Faculty Development; Emily Bakemeier, Associate Provost; Drew Days, Alfred M Rankin Professor of Law and Chair of the Minority Advisory Council; Linda Bockenstedt, Harold W Jockers Professor of Internal Medicine and Rheumatology and Director Yale School of Medicine, Office of Faculty Development; and WFF Steering members. Comments were received by several reviewers and modifications made accordingly.

Women, Men, and Yale University
A View from 2012
2002 + 10

Women Faculty Forum
Yale University

Executive Summary: How Things Look in 2011-2012

- Women represented 34% of the ladder faculty and 48% of the non-ladder faculty, while constituting 50% of the enrolled students, University-wide.
- 24% of the tenured faculty, University-wide, is women. In 2001-2002, that number was 17%, and in 2006-2007, women were 21% of the tenured faculty.
- 43% of the term faculty, University-wide, is women. In 2001-2002, that number was 37%, and in 2006-2007, women were 41% of the tenured faculty.
- 22% of the tenured faculty in the School of Medicine is women. In 2001-2002, that number was 16%, and in 2006-2007, women were 19% of the tenured faculty.
- 35% of the tenured faculty in the other professional schools is women. In 2001-2002, that number was 25%, and in 2006-2007, women were 30% of the tenured faculty.
- There continues to be variation by division in the Faculty of Arts & Sciences: in the Humanities, 30% of the tenured faculty is women; in the social sciences, 25%; in the biological sciences, 19%; and in the physical sciences, 11%.
- 43% of the non-tenured ladder faculty in the FAS is women.
- Minority women constitute 9% of the total ladder faculty and 4% of all tenured faculty, University-wide. White women represent 25% of the ladder faculty.
- 18% of FAS Department Chairs are women; 23% of Directors of Graduate Studies are women; and women comprise 24% of the Directors of Undergraduate Studies.
- Women constitute 24% of the Corporation Members and 50% of the University Officers.
- 17% of Deans of Schools are women.
- 38% of Residential College Masters are women and 42% of Residential College Deans are women.
- Women are 12% of Sterling Professors.

Overview: Where Women Are at Yale

Overview of Women at Yale

	Ladder Faculty	Non-Ladder Faculty	Post-doctoral Trainees	Enrolled Students – University-Wide	Managerial & Professional Employees	Clerical & Technical Employees	Service & Maintenance Employees
2011-2012	754/2187 (34%)	455/950 (48%)	394/987 (40%)	5970/11875 (50%)	2692/4222 (64%)	2901/3813 (76%)	435/1148 (38%)
2006-2007	580/1872 (31%)	389/907 (43%)	246/653 (38%)	5699/11416 (50%)	2504/3900 (64%)	2568/3326 (77%)	412/1140 (36%)
2001-2002	444/1646 (27%)	341/781 (44%)	179/514 (35%)	5471/11126 (49%)	2144/3401 (63%)	2390/3048 (78%)	349/1059 (33%)

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

Note: Ladder 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 Assistant Professors, and tracked faculty in Medicine and Nursing). Counts are based on the location of the primary appointments regardless of how positions are funded. Research Faculty and Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Deans and Masters and Howard Hughes investigators are included. **Source:** Office of Institutional Research, Employee Sex and Race University Summary 2011-2012, Student Enrollment by School, 1984-85 to 2006-07 OIR W010

Overview of Women on the Faculty at Yale

	Total University-Wide		Faculty of Arts & Science		Professional Schools (excluding Medicine)		Medical School	
	Tenured	Term	Tenured	Term	Tenured	Term	Tenured	Term
2011-2012	241/1003 (24%)	461/1068 (43%)	99/445 (22%)	98/227 (43%)	48/137 (35%)	36/79 (46%)	97/434 (22%)	376/865 (43%)
2006-2007	187/906 (21%)	393/966 (41%)	72/389 (19%)	89/240 (37%)	41/136 (30%)	42/77 (55%)	74/381 (19%)	262/649 (40%)
2001-2002	144/836 (17%)	300/810 (37%)	54/354 (15%)	84/240 (35%)	31/122 (25%)	33/66 (50%)	59/360 (16%)	183/504 (36%)

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

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Research Faculty and Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Deans and Masters and Howard Hughes investigators are included. **Source:** Office of Institutional Research Fall 2001, 2006, 2012 Headcounts by Gender and FAS Dept./Prof. School OIR W056

Overview of Women in the Faculty of Arts & Sciences at Yale

	Humanities		Social Sciences		Physical Sciences		Biological Sciences	
	Tenured	Term	Tenured	Term	Tenured	Term	Tenured	Term
2011-2012	49/162 (30%)	37/74 (50%)	27/109 (25%)	33/71 (46%)	14/126 (11%)	21/63 (33%)	9/48 (19%)	7/19 (37%)
2006-2007	41/140 (29%)	46/95 (48%)	16/90 (18%)	25/60 (42%)	9/119 (8%)	11/61 (18%)	6/40 (15%)	7/24 (29%)
2001-2002	31/122 (25%)	49/100 (49%)	10/76 (13%)	22/68 (32%)	6/116 (5%)	10/52 (19%)	7/40 (18%)	3/20 (15%)

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

Overview of Women as Enrolled Students at Yale

	Yale College	Graduate School of Arts & Sciences	Divinity School	Forestry & Environmental Studies	Law School	School of Management	Medicine (MD students)	School of Public Health	School of Nursing
2011-2012	2670/5322 (50%)	1323/2788 (47%)	181/341 (53%)	152/284 (54%)	341/710 (48%)	177/492 (36%)	226/468 (48%)	169/225 (75%)	290/315 (92%)
2006-2007	2598/5275 (49%)	1216/2580 (47%)	175/349 (50%)	142/262 (54%)	318/667 (48%)	160/450 (36%)	235/442 (53%)	177/229 (77%)	269/283 (95%)
2001-2002	2592/5253 (49%)	1064/2334 (46%)	163/359 (45%)	157/285 (55%)	302/644 (47%)	117/427 (27%)	217/470 (46%)	175/234 (75%)	262/282 (93%)

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

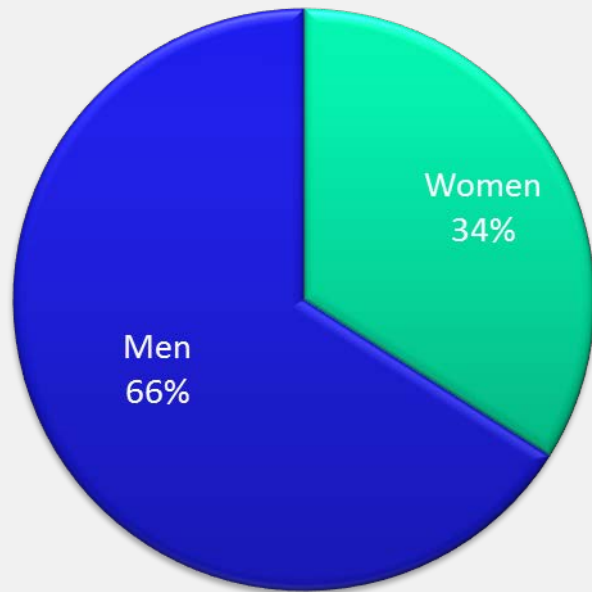
Note: Only schools with more than 100 female students are included in the overview. All professional schools are in the section of the report on student enrollment.

Source: Office of Institutional Research Student Enrollment by School, 1984-85 to 2011-2012; OIR W010

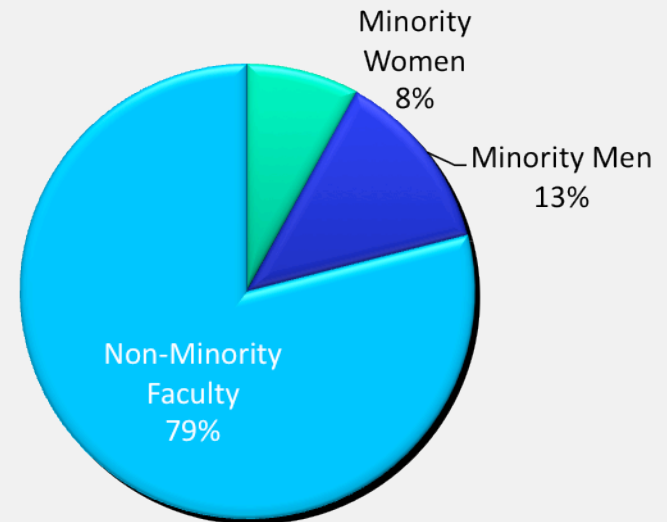
Women as Faculty Members

Distribution of Women Faculty, University-Wide (2011-2012)

Percent of women on ladder faculty



Percent of minority men and women on ladder faculty

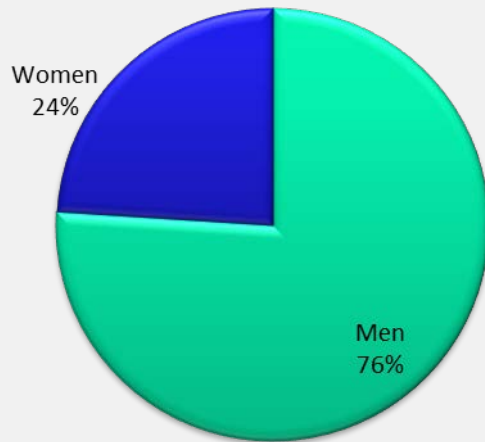


Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing). Counts are based on the location of the primary appointments regardless of how positions are funded. Research Faculty and Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Deans and Masters are included. Those people are not included here. Howard Hughes investigators are included. Minority includes any faculty identified as non-White (Black, Hispanic, Native American, Asian, Multi-race). OIR tables are broken down into these categories. "Two or More Races" as a category is not included in calculations of minority--i.e. no faculty member was counted twice for being mixed-race. "Not Available" is included in the total number of faculty; however, given the nature of the unavailable data, this offers a minor source of error in general percentage calculations.

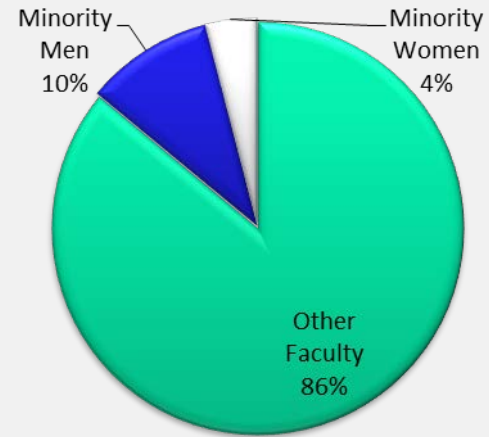
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2011-2012: OIR W105

Distribution of Women and Minority Women on Tenured Faculty, University-Wide (2011-2012)

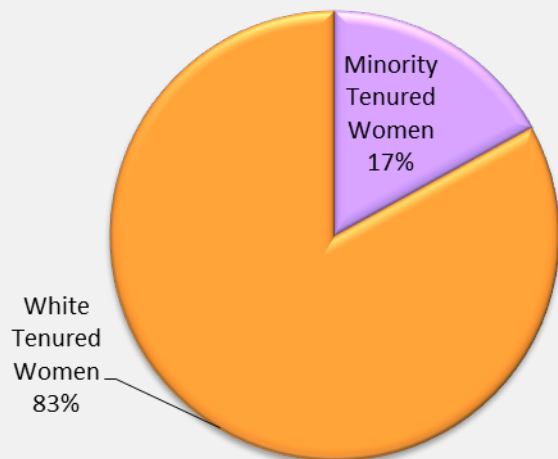
Women as a percentage of all tenured faculty



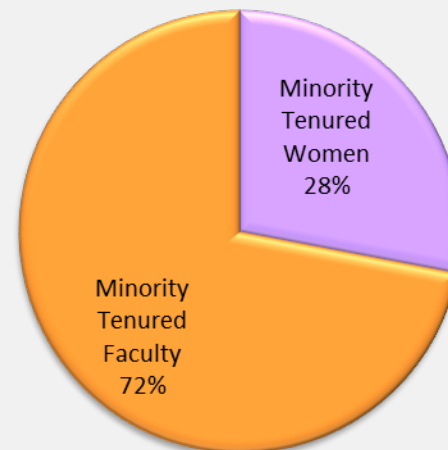
Minority Women as a percentage of all tenured faculty



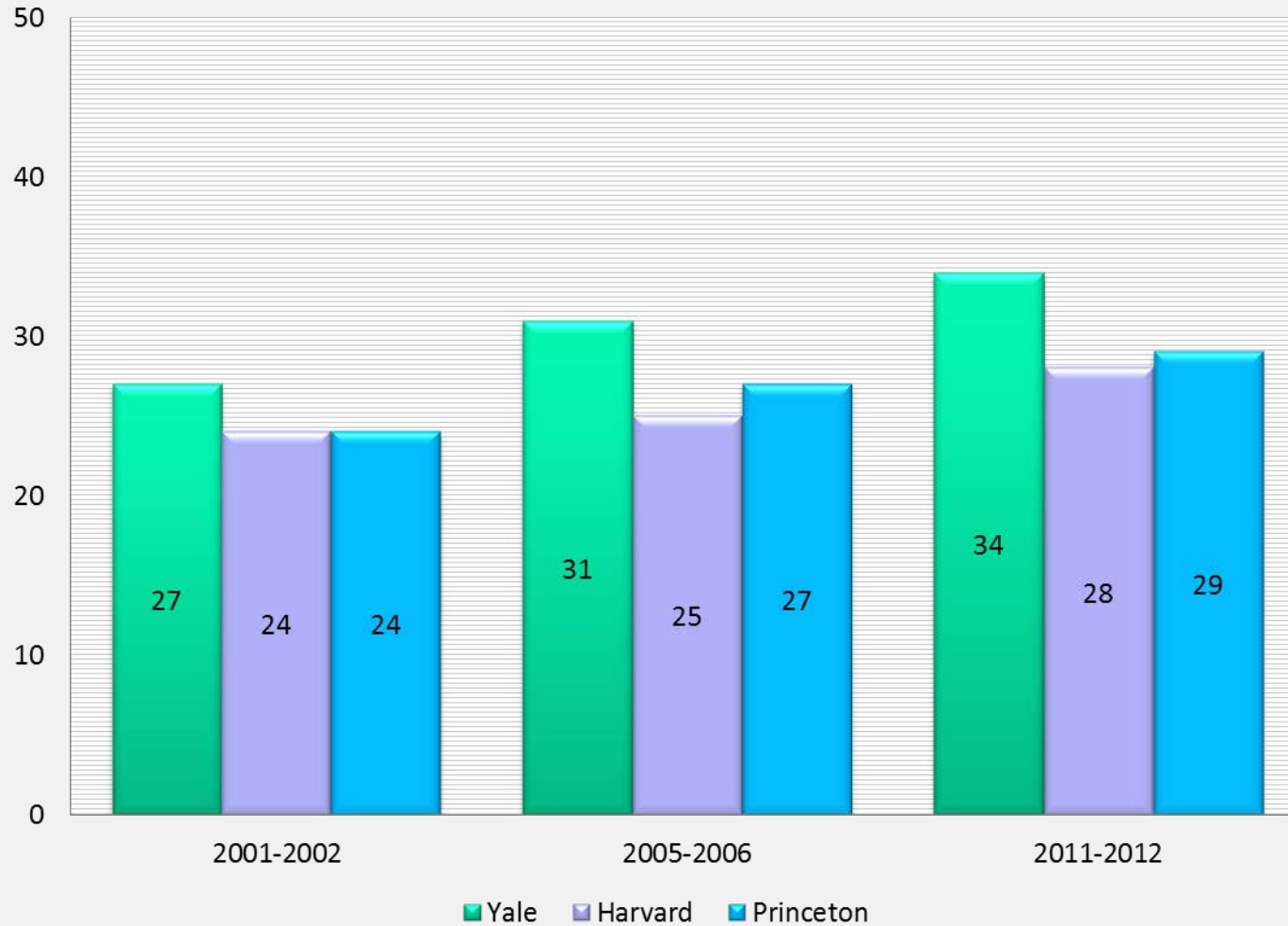
Minority Women as a percentage of tenured women faculty



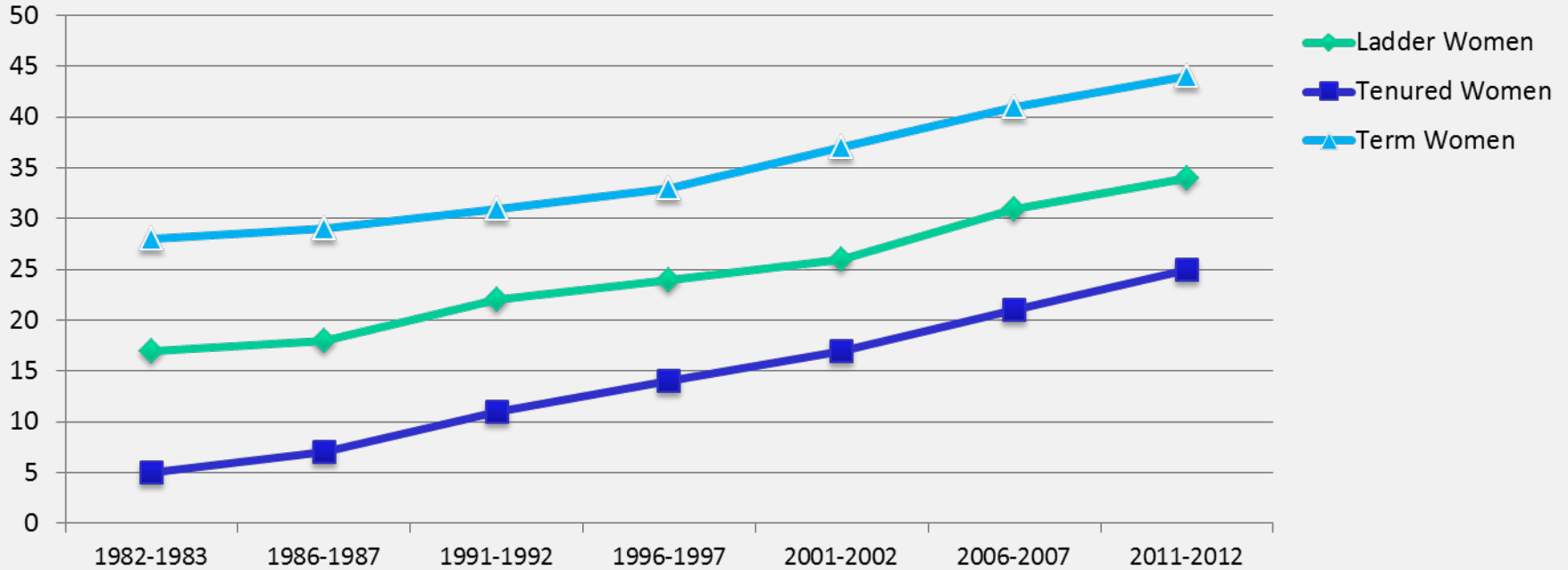
Minority Women as a percentage of minority tenured faculty



Percent of Women on Ladder Faculty, University-Wide: Comparison with Harvard and Princeton



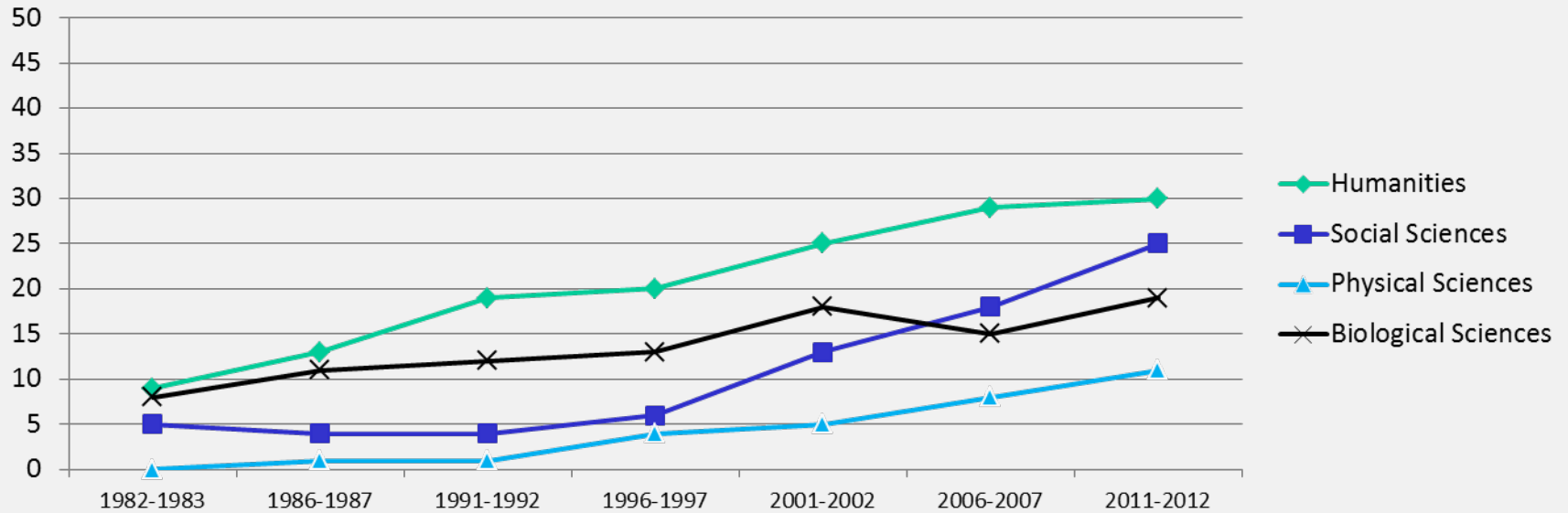
Tenured and Term Women Faculty, percent University-Wide (1982-2007)



	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012	Average Annual Rate of Change
All Ladder Women Faculty	242/1399 17%	266/1442 18%	327/1512 22%	370/1572 24%	444/1646 26%	580/1872 31%	754/2187 34%	.56%
Tenured Women Faculty	35/654 5%	49/682 7%	78/721 11%	108/780 14%	144/836 17%	187/906 21%	244/1016 24%	.66%
Term Women Faculty	207/745 28%	217/760 29%	249/791 31%	262/792 33%	300/810 37%	393/966 41%	510/1171 44%	.53%

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex; OIR W105

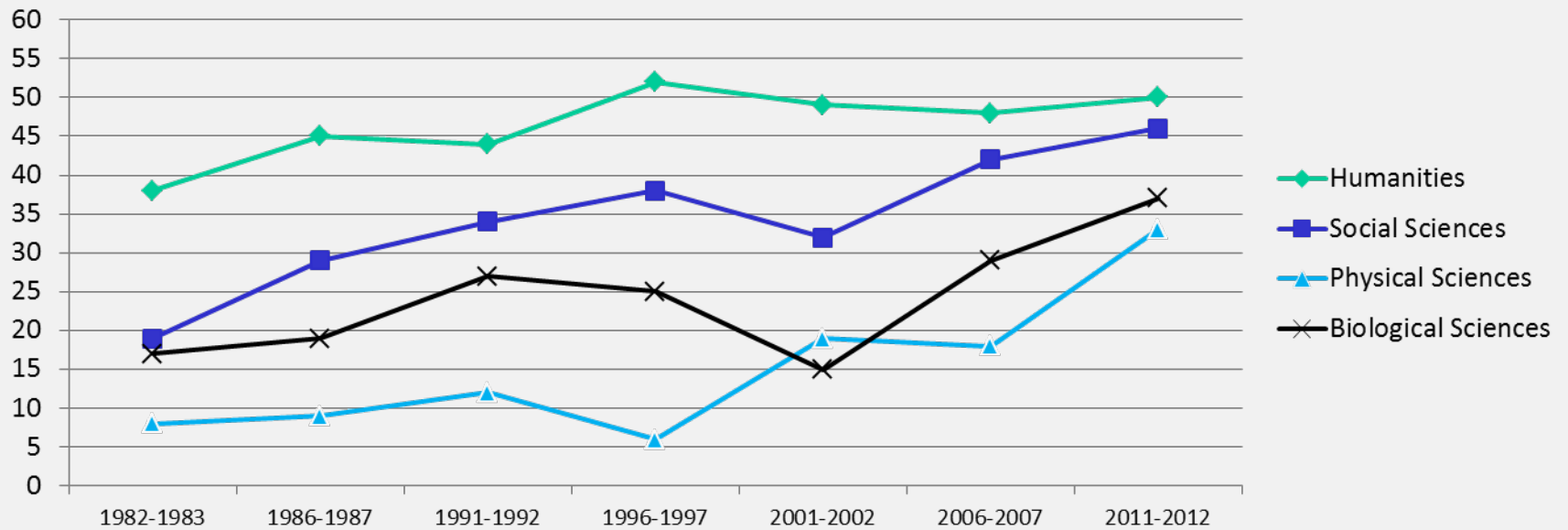
Tenured Women Faculty in FAS by percent (1982-2012)



	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012
Humanities	11/127 9%	17/129 13%	26/137 19%	26/131 20%	32/127 25%	41/140 29%	49/162 30%
Social Sciences	4/82 5%	3/74 4%	3/73 4%	4/71 6%	10/78 13%	16/90 18%	27/109 25%
Physical Sciences	0/103 0%	1/104 1%	1/109 1%	4/115 4%	6/117 5%	9/119 8%	14/126 11%
Biological Sciences	3/36 8%	4/36 11%	4/33 12%	5/39 13%	7/40 18%	6/40 15%	9/48 19%

Source: Office of Institutional Research, Faculty Detail Fall 2011: OIR W105

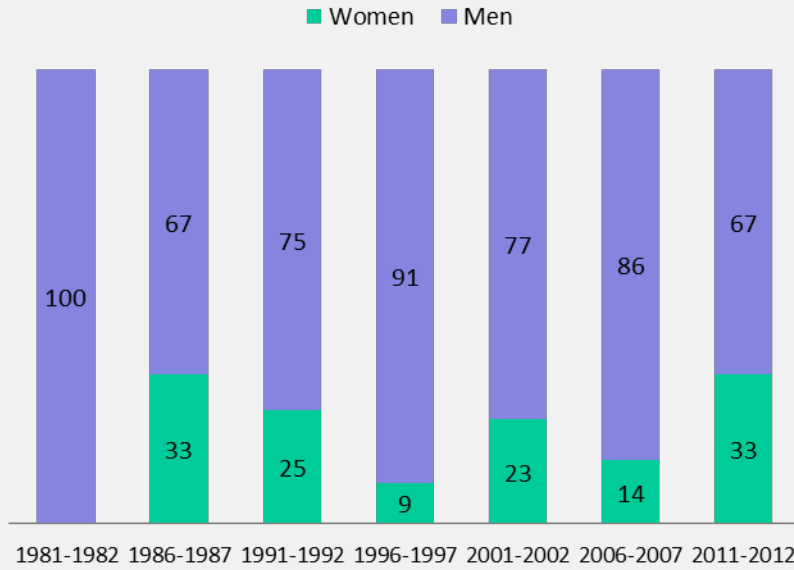
Term Women Faculty in FAS by percent (1982-2012)



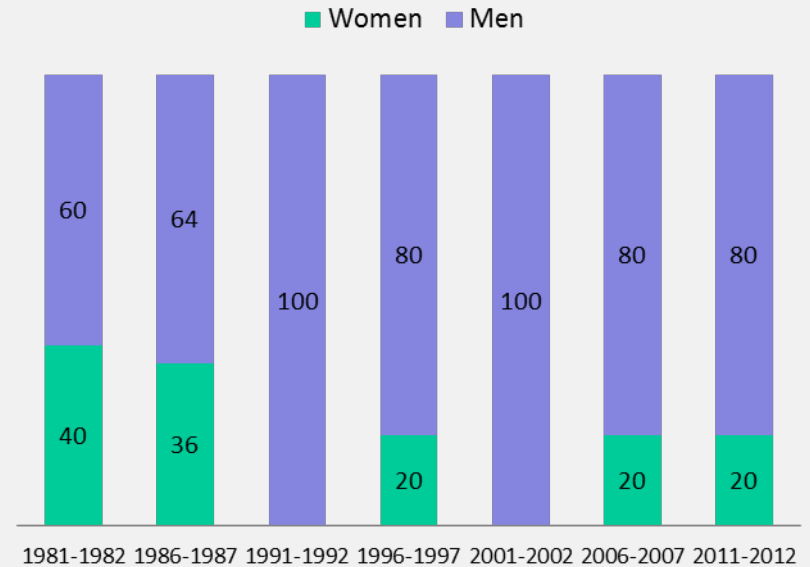
	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012
Humanities	50/131 38%	57/128 45%	49/112 44%	55/105 52%	49/100 49%	46/95 48%	37/74 50%
Social Sciences	13/67 19%	19/66 29%	22/64 34%	24/63 38%	22/68 32%	25/60 42%	33/71 46%
Physical Sciences	5/67 8%	6/70 9%	8/69 12%	3/50 6%	10/52 19%	11/61 18%	21/63 33%
Biological Sciences	3/18 17%	3/16 19%	6/22 27%	5/20 25%	3/20 15%	7/24 29%	7/19 37%

Women Hired with Tenure and Women Tenured from Within (FAS, 1982-2012)

Faculty Hired with Tenure (by percent)



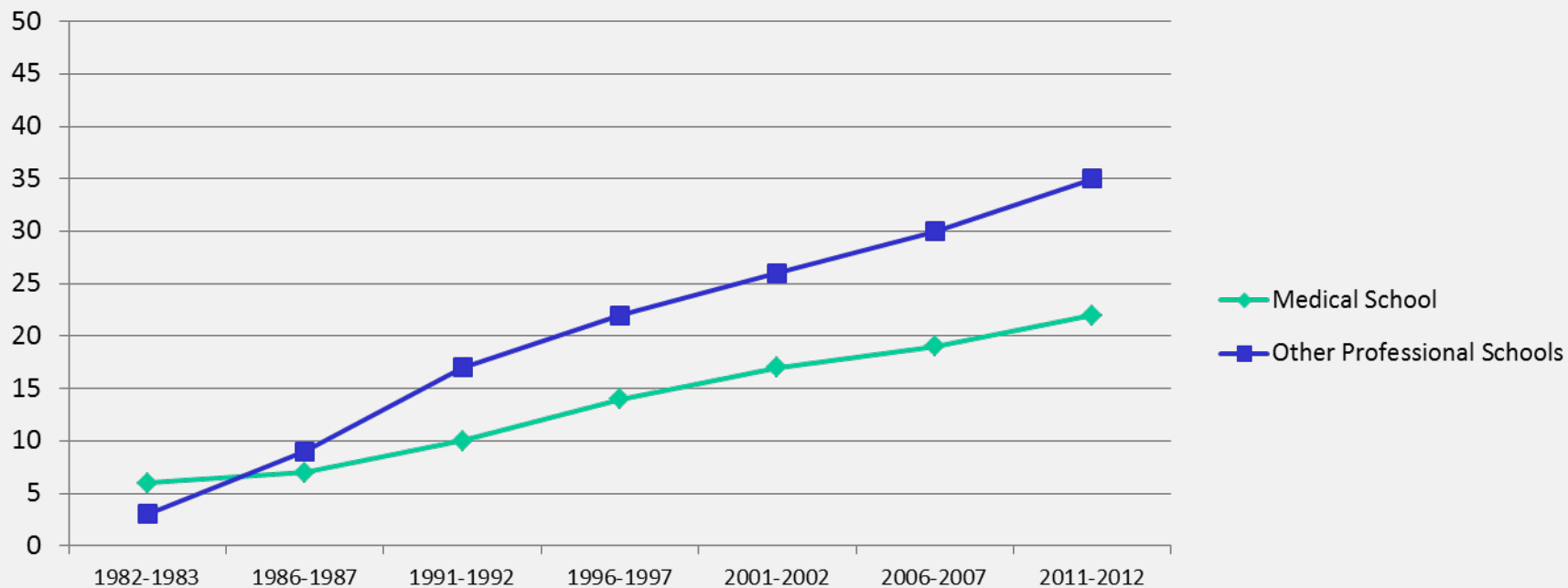
Faculty Tenured from Within (by percent)



	1981-82	1986-87	1991-92	1996-97	2001-2002	2006-2007	2011-2012
Women Hired with Tenure	0/2 0%	3/9 33%	2/8 25%	1/11 9%	3/13 23%	3/21 14%	2/6 33%
Women Tenured from Within	2/5 40%	4/11 36%	0/5 0%	1/5 20%	0/12 0%	1/5 20%	2/10 20%

Source: Office of the Provost, Senior Faculty 1980-2012

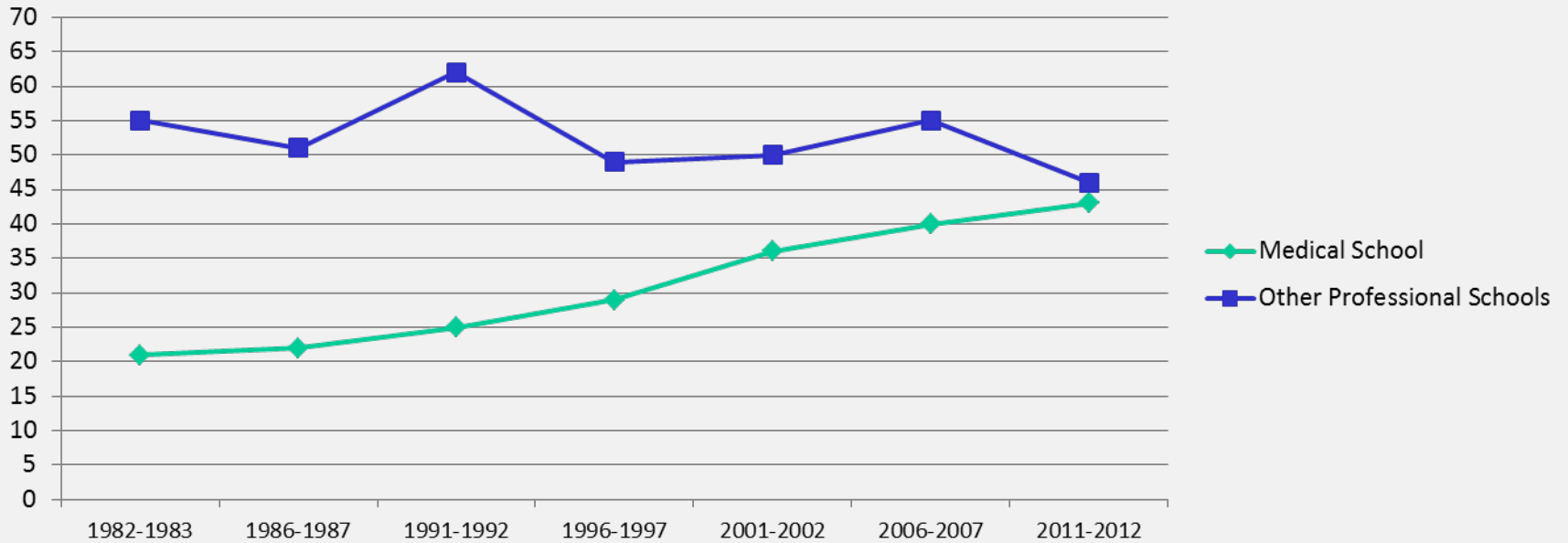
Tenured Women Faculty in Yale Professional Schools by percent (1982-2012)



	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012
Medical School	14/224 6%	16/244 7%	28/276 10%	46/328 14%	60/363 17%	74/381 19%	94/421 22%
Other Professional Schools	3/93 3%	10/107 9%	17/102 17%	23/107 22%	32/123 26%	41/136 30%	48/137 35%

Source: Office of Institutional Research, Faculty Detail Fall 2011

Term Women Faculty in Yale Professional Schools by percent (1982-2012)



	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012
Medicine	74/350 21%	88/393 22%	109/435 25%	139/481 29%	183/504 36%	262/649 40%	327/762 43%
Other Professional Schools	62/112 55%	44/87 51%	55/89 62%	36/73 49%	33/66 50%	42/77 55%	36/79 46%

Source: Office of Institutional Research, Faculty Detail Fall 2011

Distribution of Women Faculty in FAS by division and tenure status (2011-2012)

	Tenured	Term	Adjunct	Other	Visitor	Research
Humanities	49/162 (30%)	37/74 (50%)	7/14 (50%)	94/141 (67%)	1/2 (50%)	1/1 (100%)
Social Sciences	27/109 (25%)	33/71 (46%)	0/0 --	6/22 (27%)	0/2 (0%)	10/12 (83%)
Biological Sciences	9/48 (19%)	7/19 (37%)	0/0 --	6/7 (86%)	0/0 --	20/76 (26%)
Physical Sciences	14/126 (11%)	21/63 (33%)	0/4 (0%)	0/12 (0%)	1/4 (25%)	10/64 (16%)

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

Note: “**Tenured**” includes tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms. “**Term**” includes non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, and tracked faculty in Medicine and Nursing. “**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. Counts are based on the location of the primary appointments regardless of how positions are funded. Faculty members with joint appointments are only listed in one department. Faculty with administrative appointments (e.g., President, Provosts, deans and directors of museums) are not included here. Residential College Masters and Howard Hughes investigators are included.

Source: Office of Institutional Research 2011-2012 Headcounts by Gender and FAS Dept./Prof. School; OIR W056

Distribution of Women Faculty in the Humanities, by faculty status (2011-2012)

	Tenured	Term	Adjunct	Other	Visitor	Research
African Amer. Studies	2/2	2/3	0/0	2/2	0/0	0/0
American Studies	2/5	3/3	1/1	0/1	0/0	0/0
Classics	2/7	2/3	0/1	1/3	0/0	0/0
Comp. Literature	2/4	1/3	0/0	1/1	0/0	0/0
East Asian Lang./Lit.	3/5	0/0	0/0	17/25	0/0	0/0
English	11/27	5/14	2/4	13/23	0/1	0/0
Film	0/1	1/1	0/0	0/2	0/0	0/0
French	1/6	2/3	0/0	15/17	1/1	0/0
German Lang./Lit.	2/4	0/2	0/0	3/6	0/1	0/0
History	9/38	5/13	0/0	4/7	0/0	0/0
History of Art	3/11	5/8	0/0	0/0	0/0	0/0
Italian	1/2	1/2	0/0	3/4	0/0	0/0
Music	1/8	3/5	1/3	3/7	0/0	0/0
N. Eastern Lang./Lit.	1/6	1/1	0/0	8/13	0/0	0/0
Philosophy	3/14	1/4	0/0	0/0	0/0	1/1
Religious Studies	3/11	1/2	0/0	0/1	0/0	0/0
Slavic Lang./Lit.	0/4	2/2	0/1	5/7	0/0	0/0
Spanish & Portuguese	3/6	1/3	0/0	16/18	0/0	0/0
Theater studies	0/0	1/1	3/4	3/5	0/0	0/0

Distribution of Women Faculty in the Social Sciences, by faculty status (2011-2012)

	Tenured	Term	Adjunct	Other	Visitor	Research
Anthropology	6/16	5/11	0/0	0/1	0/0	1/1
Economics	3/32	5/13	0/0	3/8	0/0	0/0
Linguistics	2/5	4/4	0/0	1/1	0/0	0/0
Political Science	4/22	10/26	0/0	1/8	0/2	0/1
Psychology	7/18	4/6	0/0	1/3	0/0	9/11
Sociology	3/10	3/7	0/0	0/0	0/0	0/0
Statistics	0/4	2/4	0/0	0/1	0/0	0/0
Women's, Gender and Sexuality Studies	2/2	0/0	0/0	2/2	0/0	0/0

Distribution of Women Faculty in the Biological Sciences, by faculty status (2011-2012)

	Tenured	Term	Adjunct	Other	Visitor	Research
EEB	1/10	3/6	0/0	2/2	0/0	1/3
MCDB	5/21	3/6	0/0	2/3	0/0	9/30
MB&B	3/17	1/7	0/0	2/2	0/0	10/43

Number of Women/Number of Total

Distribution of Women Faculty in the Physical Sciences, by faculty status (2011-2012)

	Tenured	Term	Adjunct	Other	Visitor	Research
Applied Physics	1/8	0/0	0/0	0/0	0/0	0/4
Astronomy	3/8	1/3	0/0	0/1	0/0	3/8
BME	0/2	2/5	0/0	0/0	0/1	0/1
Chemistry	1/16	1/5	0/0	1/4	0/0	1/10
Computer Science	4/17	0/2	0/0	0/2	0/0	0/4
Chemical Eng.	1/8	1/5	0/1	0/0	0/1	1/4
Electrical Eng.	0/9	0/3	0/2	0/2	0/0	1/2
Mechanical Eng.	0/6	1/5	0/0	0/1	0/0	1/3
Geology & Geophysics	2/16	5/8	0/0	0/0	0/1	1/5
Mathematics	0/12	7/18	0/1	0/1	0/0	0/5
Operations Rsrch.	0/1	0/0	0/0	0/0	0/0	0/0
Physics	2/23	3/9	0/0	0/1	1/1	2/18

Number of Women/Number of Total

Distribution of Women Faculty in the Professional Schools, by faculty status (2011-2012)

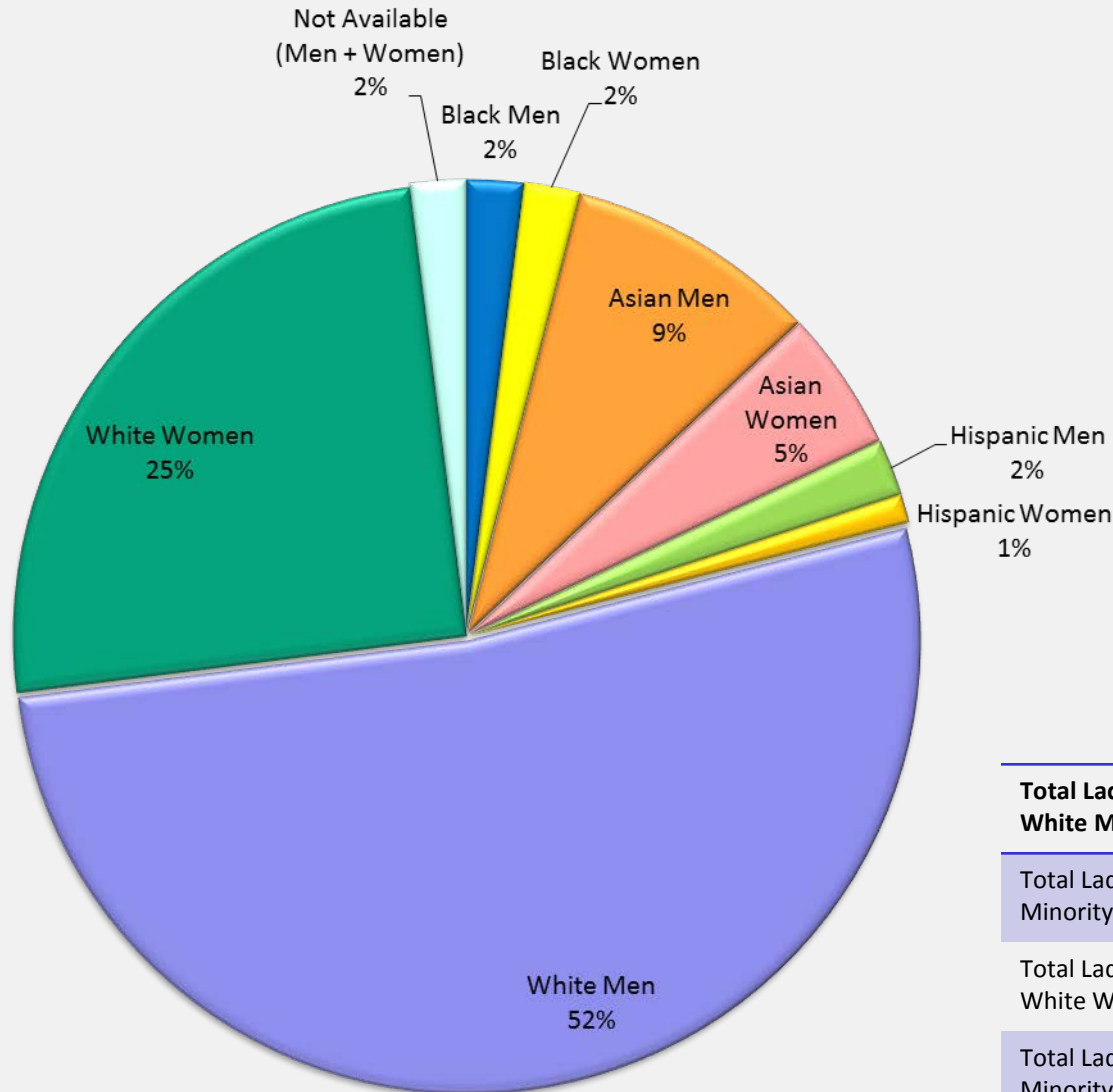
	Tenured	Term	Adjunct	Other	Visitor	Research
Architecture	4/5	1/5	0/8	9/37	3/12	0/0
Art	2/4	2/4	0/4	12/28	0/0	0/0
Divinity	7/17	4/10	0/1	11/23	1/2	2/4
Drama	0/0	0/0	13/35	24/43	0/0	0/0
Forestry & Environmental Studies	2/17	2/7	1/5	8/17	0/2	3/9
Law	14/45	0/3	0/1	10/51	0/4	18/27
Medicine	97/434	376/865	0/0	157/260	8/12	270/604
Music	0/1	0/0	2/24	8/30	0/3	0/0
Inst. Sacred Music	2/3	0/1	1/3	1/6	0/2	1/3
Nursing	14/15	18/19	0/0	35/38	0/0	4/7
SOM	3/30	9/30	0/1	3/11	0/0	1/1

Number of Women/Number of Total

Source: Office of Institutional Research, Faculty Detail Fall 2011

Race and Gender on the Yale Faculty

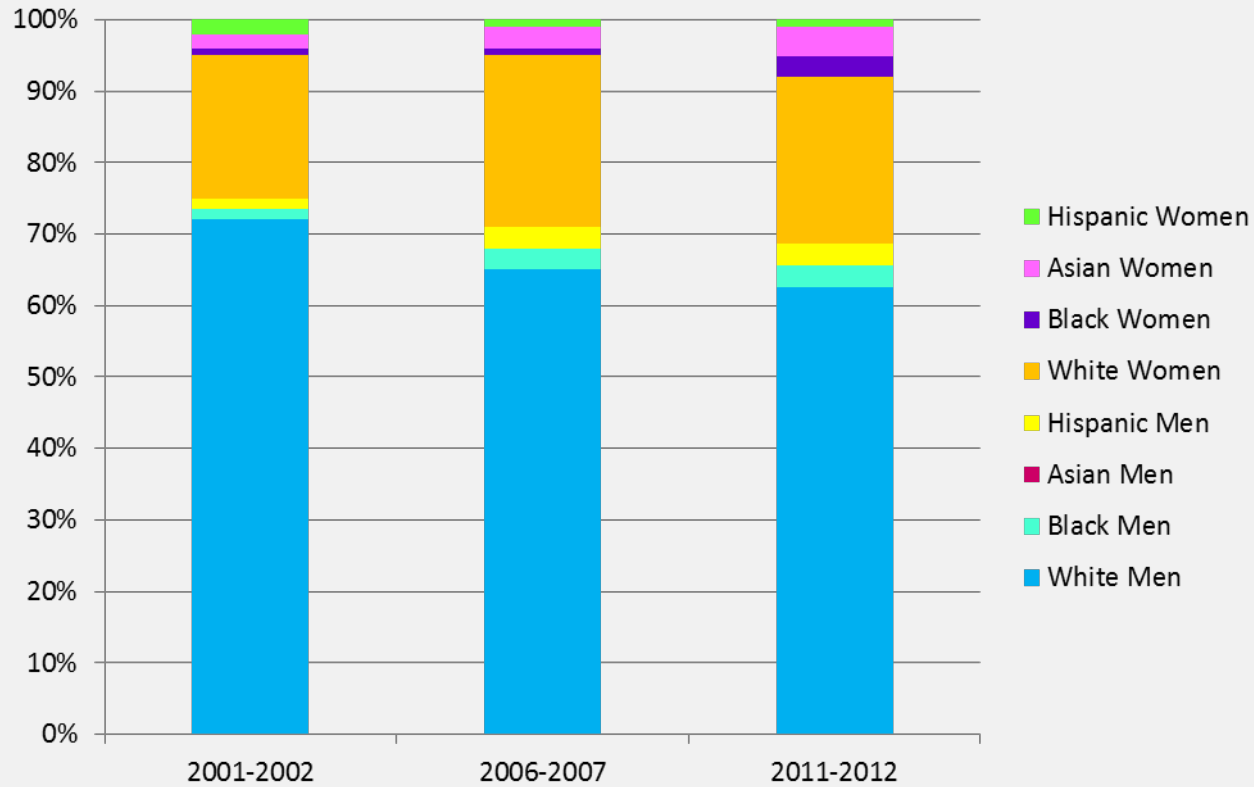
Distribution of Minority Ladder Faculty, University-Wide (2011-2012)*



**Male and Female Native American, Native Hawaiian/Pacific Islander, and Multi-Racial faculty members constitute less than 1% in each category*

	Percent of Total Ladder Faculty	
Total Ladder White Men	1127	52%
Total Ladder Minority Men	306	14%
Total Ladder White Women	554	25%
Total Ladder Minority Women	200	9%

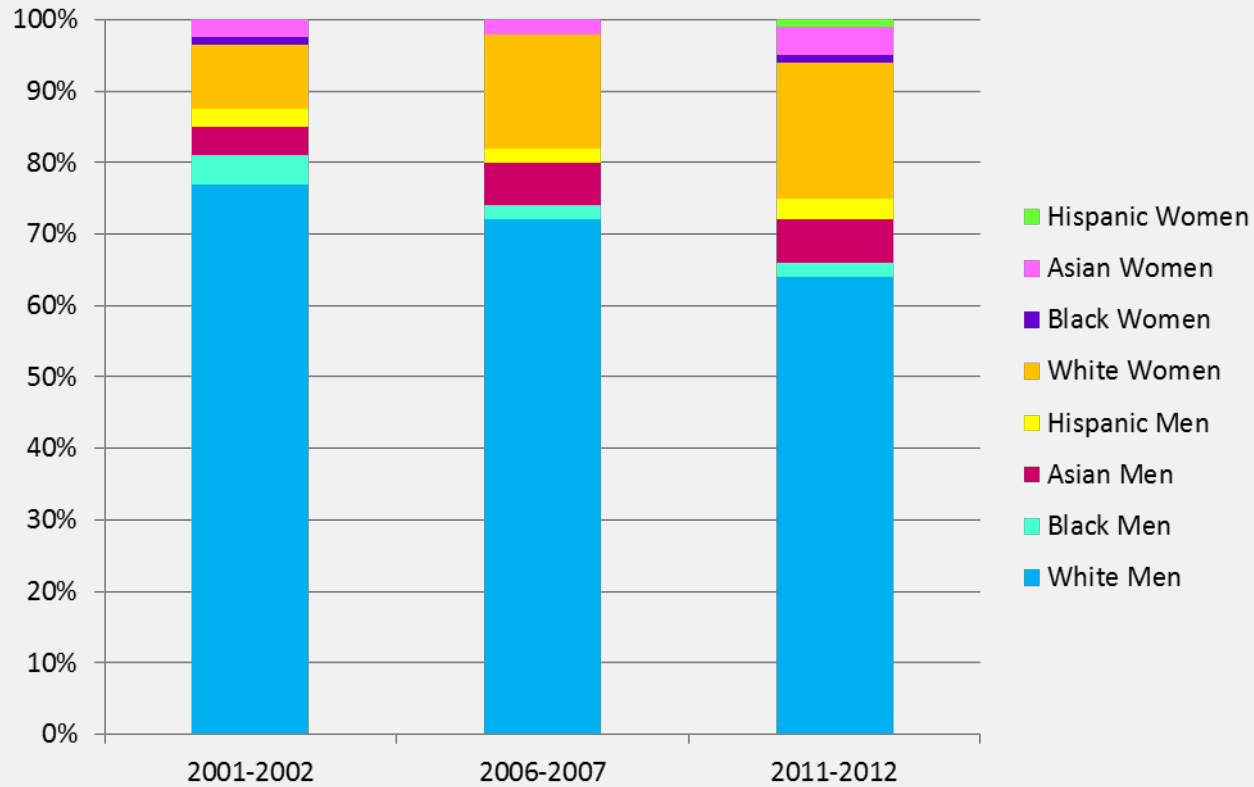
Number of Tenured Faculty by Race and Gender: Humanities Division, 2002-2012



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	101 (62%)	5 (3%)	0 (0%)	4 (3%)	37 (23%)	4 (3%)	6 (4%)	2 (1%)
2006-2007	91 (65%)	4 (3%)	0 (0%)	4 (3%)	34 (24%)	2 (1%)	4 (3%)	1 (1%)
2001-2002	91 (72%)	2 (1.5%)	0 (0%)	2 (1.5%)	26 (20%)	1 (1%)	3 (2%)	2 (2%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007; OIR W105. Total numbers may not equal 100% because other small percentages of less than 1% each come from categories not listed (Native American, Native Hawaiian/Pacific Islander, Two or More Races, and Not Available).

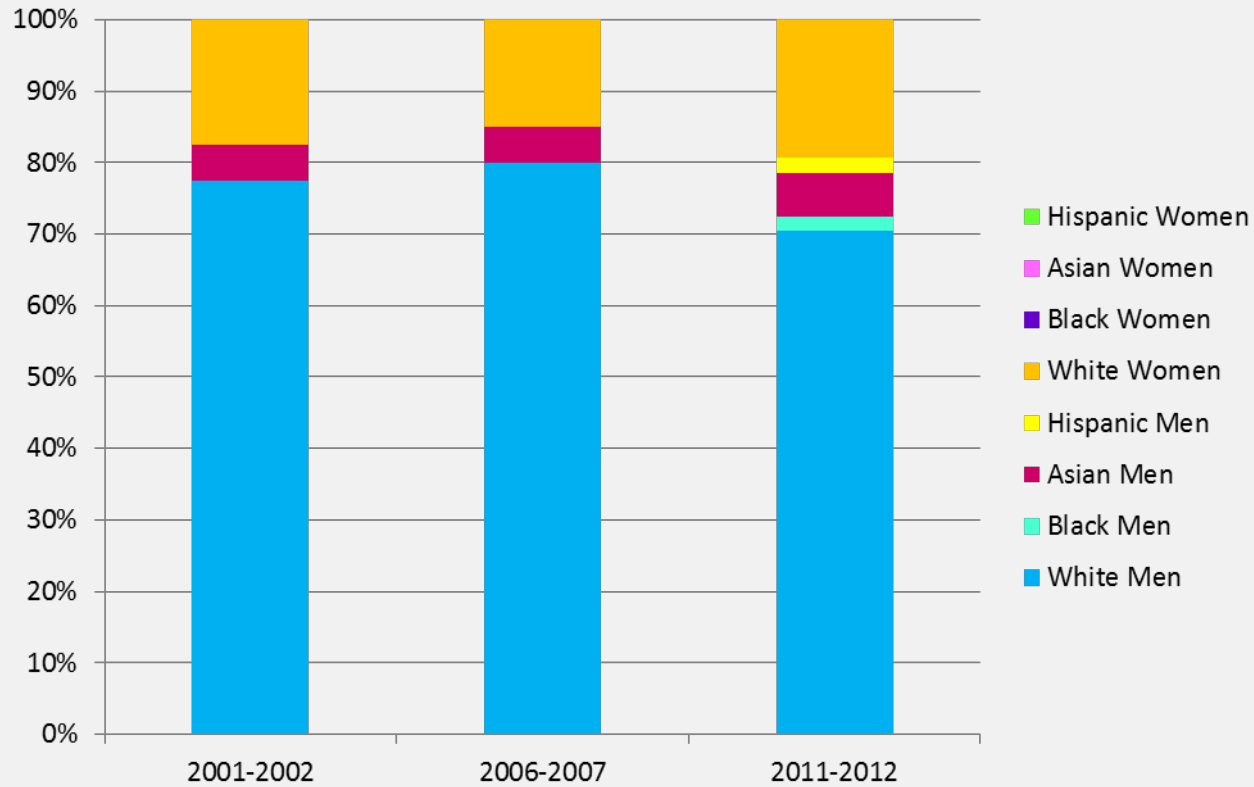
Number of Tenured Faculty by Race and Gender: Social Sciences Division, 2002-2012



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	69 (63%)	2 (2%)	6 (6%)	3 (3%)	20 (18%)	1 (1%)	4 (4%)	1 (1%)
2006-2007	65 (72%)	2 (2%)	5 (6%)	2 (2%)	14 (16%)	0 (0%)	2 (2%)	0 (0%)
2001-2002	60 (77%)	3 (4%)	3 (4%)	2 (2.5%)	7 (9%)	1 (1%)	2 (2.5%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007; OIR W105. Total numbers may not equal 100% because other small percentages of less than 1% each come from categories not listed (Native American, Native Hawaiian/Pacific Islander, Two or More Races, and Not Available).

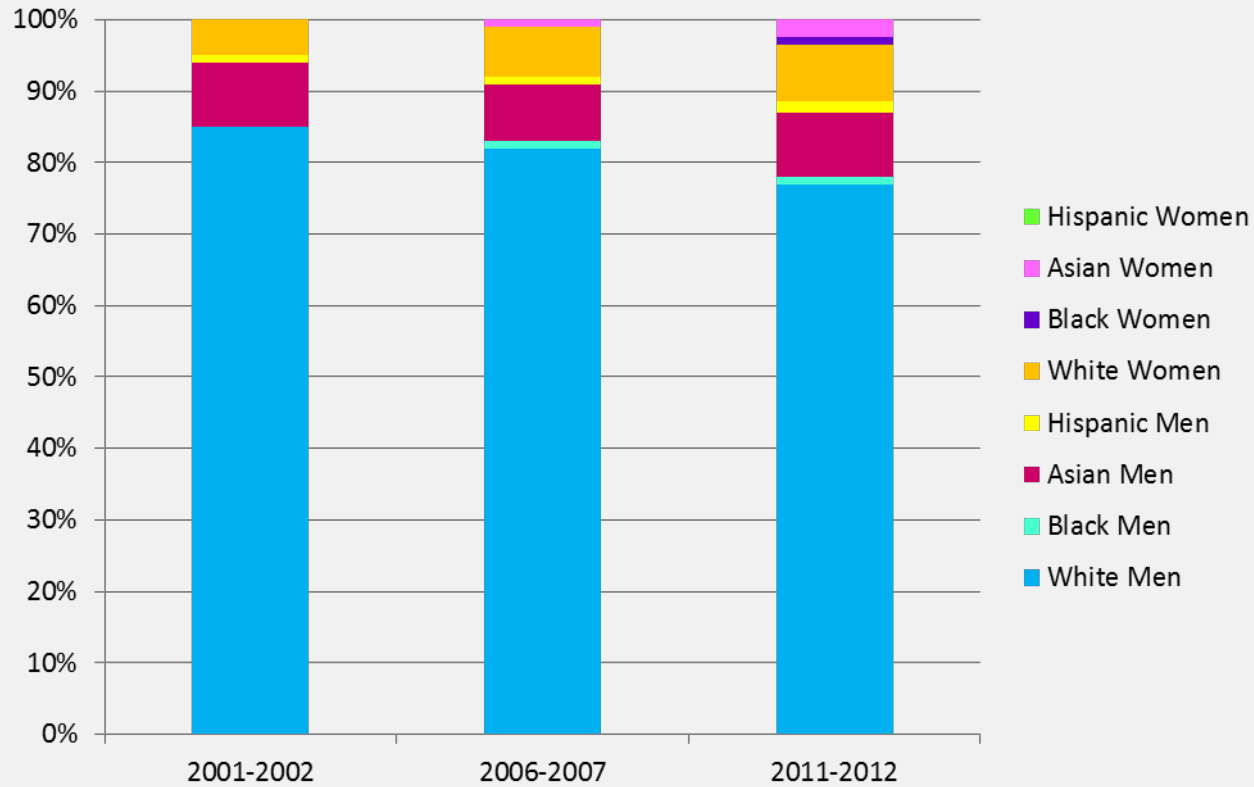
Number of Tenured Faculty by Race and Gender: Biological Sciences Division, 2002-2012



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	33 (69%)	1 (2%)	3 (6%)	1 (2%)	9 (19%)	0 (0%)	0 (0%)	0 (0%)
2006-2007	32 (80%)	0 (0%)	2 (5%)	0 (0%)	6 (15%)	0 (0%)	0 (0%)	0 (0%)
2001-2002	31 (77.5%)	0 (0%)	2 (5%)	0 (0%)	7 (17.5%)	0 (0%)	0 (0%)	0 (0%)

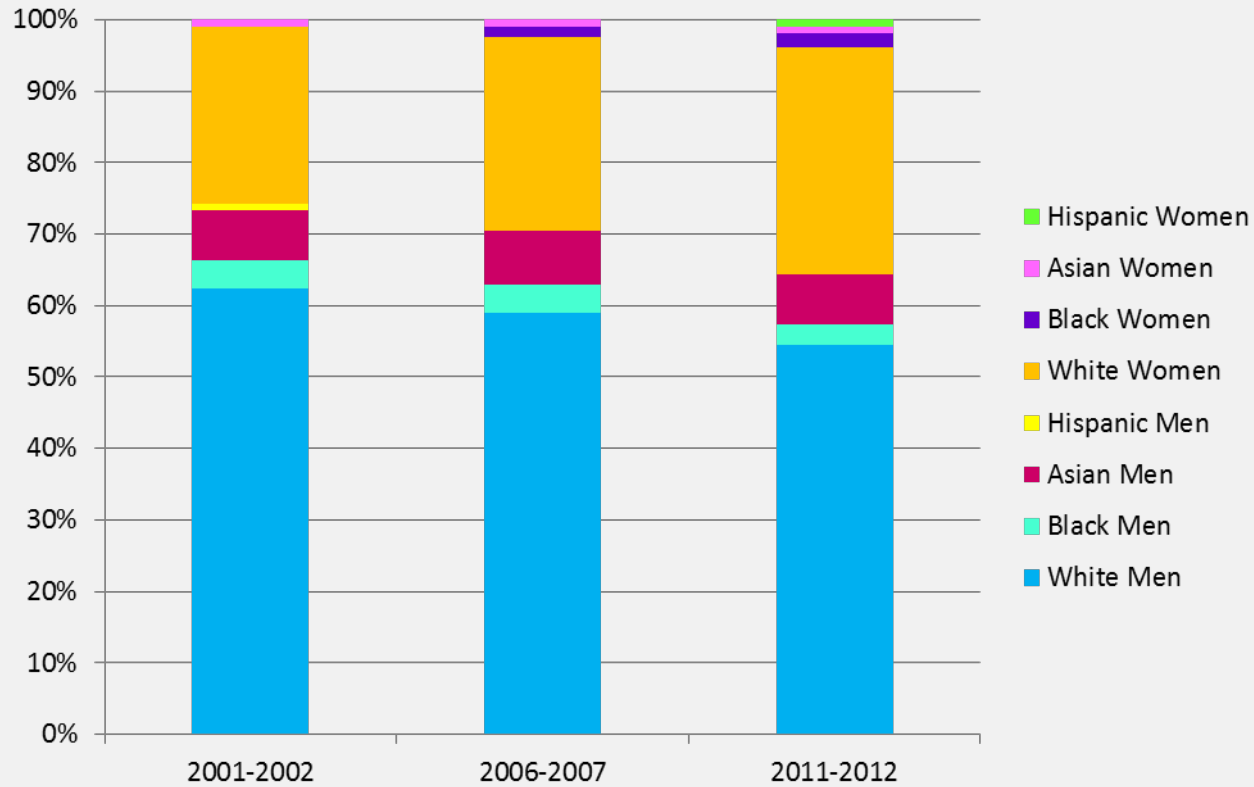
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007; OIR W105. Total numbers may not equal 100% because other small percentages of less than 1% each come from categories not listed (Native American, Native Hawaiian/Pacific Islander, Two or More Races, and Not Available).

Number of Tenured Faculty by Race and Gender: Physical Sciences Division, 2002-2012



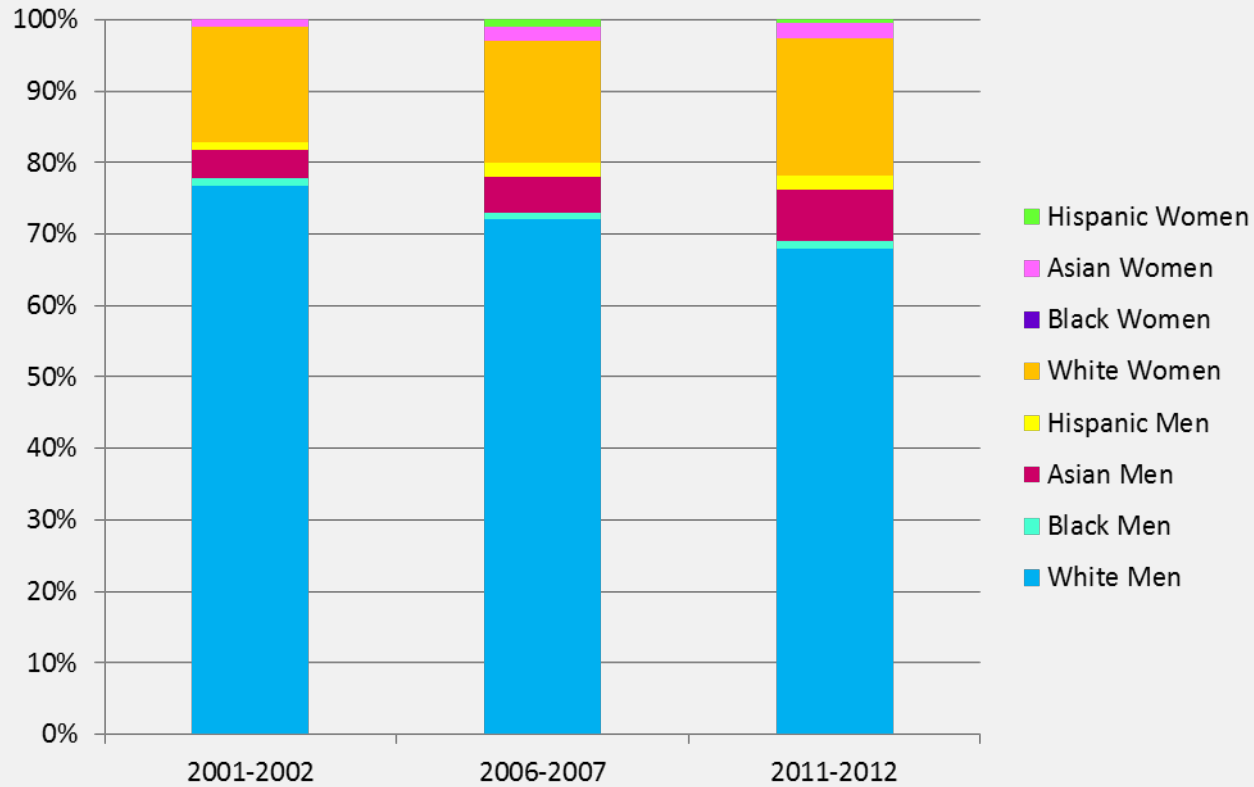
	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	97 (77%)	1 (1%)	12 (9.5%)	2 (1.5%)	10 (8%)	1 (1%)	3 (2%)	0 (0%)
2006-2007	98 (82%)	1 (1%)	10 (8%)	1 (1%)	8 (7%)	0 (0%)	1 (1%)	0 (0%)
2001-2002	100 (85%)	0 (0%)	10 (9%)	1 (1%)	6 (5%)	0 (0%)	0 (0%)	0 (0%)

Number of Tenured Faculty by Race and Gender: Professional Schools (excl. Medicine), 2002-2012



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	76 (55%)	4 (3%)	9 (7%)	0 (0%)	43 (31%)	3 (2%)	1 (1%)	1 (1%)
2006-2007	80 (59%)	5 (4%)	10 (7.5%)	0 (0%)	37 (27%)	2 (1.5%)	1 (1%)	0 (0%)
2001-2002	77 (63%)	5 (4%)	8 (7%)	1 (1%)	31 (24%)	0 (0%)	1 (1%)	0 (0%)

Number of Tenured Faculty by Race and Gender: School of Medicine, 2002-2012



	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	290 (67%)	5 (1%)	32 (7%)	9 (2%)	84 (19%)	0 (0%)	10 (2%)	2 (0.5%)
2006-2007	275 (72%)	5 (1%)	20 (5%)	7 (2%)	66 (17%)	0 (0%)	6 (2%)	2 (1%)
2001-2002	277 (76%)	5 (1%)	16 (4%)	5 (1%)	57 (16%)	0 (0%)	3 (1%)	0 (0%)

Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007; OIR W105. Total numbers may not equal 100% because other small percentages of less than %1 each come from categories not listed (Native Hawaiian, Two or More Races, and Not Available).

Women as Administrators at Yale

Faculty Chairs of Departments and Degree-Granting Programs in FAS (2011-2012)

Women as Chairs		Men as Chairs		
African American Studies African Studies Classics Computer Science History Philosophy Physics Political Science Psychology Spanish and Portuguese Women's, Gender and Sexuality Studies		American Studies Anthropology Applied Physics Archaeological Studies Astronomy Biomedical Engineering Cell Biology Cellular and Molecular Physiology Chemical & Environmental Engineering Chemistry Cognitive Science Comparative Literature East Asian Languages and Literatures Ecology and Evolutionary Biology Economics Electrical Engineering English Language and Literature	Environmental Studies Epidemiology and Public Health European and Russian Studies Experimental Pathology Film Studies Forestry & Environmental Studies French Genetics Geology and Geophysics Germanic Languages and Literatures History of Art History of Science and Medicine Immunobiology International and Development Economics International Relations Italian Language and Literature Judaic Studies Linguistics	Mathematics Mechanical Engineering & Materials Science Medieval Studies Microbiology Molecular Biophysics and Biochemistry Molecular, Cellular, and Developmental Biology Music Near Eastern Languages and Civilizations Neurobiology Religious Studies Renaissance Studies Slavic Languages and Literatures Sociology Statistics
Women Chairs	11/60 (18%)			
Men Chairs	49/60 (82%)			

Faculty Chairs of Departments and Degree-Granting Programs in Yale Professional Schools (2011-2012)

Professional School Programs Chaired by Women

School of Drama:

- Dramaturgy and Dramatic Criticism
- Directing
- Playwriting
- Stage Management

School of Medicine:

- Anesthesiology
- Yale Combined Program in the Biological and Biomedical Sciences (BBS)
- Emergency Medicine

School of Public Health

- Chronic Disease Epidemiology
- Global Health Concentration
- Health Policy and Management
- Social and Behavioral Sciences

Professional School Programs Chaired by Men

School of Drama:

- Acting
- Design
- Sound Design
- Technical Design and Production
- Theater Management

School of Engineering:

- Biomedical Engineering
- Chemical & Environmental Engineering
- Electrical Engineering
- Mechanical Engineering & Materials Science

School of Public Health:

- Advanced Professional MPH Program
- Biostatistics
- Environmental Health Sciences
- Epidemiology of Microbial Diseases
- Health Management
- Regulatory Affairs Track

School of Medicine:

- Cell Biology
- Cellular & Molecular Physiology
- Child Study Center
- YMG Administration
- Comparative Medicine
- Dermatology
- Diagnostic Radiology
- Genetics

- History of Medicine
- Immunobiology
- Internal Medicine
- Laboratory Medicine
- Microbial Pathogenesis
- Neurobiology
- Neurology
- Neurosurgery
- Obstetrics, Gynecology & Reproductive Sciences
- Ophthalmology and Visual Science
- Orthopaedics and Rehabilitation
- Pathology
- Pediatrics
- Pharmacology
- Psychiatry
- Surgery
- Therapeutic Radiology

School of Drama

School of Engineering &
Applied Science

School of Medicine

School of Public Health

4/9 (44%)

0/4 (0%)

2/28 (7%)

4/10 (40%)

Directors of Graduate Studies for Departments and Degree-Granting Programs in FAS (2011-2012)

Women as DGS (15/66 = 23%)	Men as DGS (51/66 = 77%)	
African American Studies	African Studies	Germanic Languages and Literatures
American Studies	Applied Mathematics	History of Art
Anthropology	Applied Physics	History of Science and Medicine
Comparative Literature	Archaeological Studies	International and Development Economics
East Asian Studies	Architecture	Investigative Medicine
Film Studies	Astronomy	Management
Geology and Geophysics	Biomedical Engineering	Mathematics
History	Cell Biology	Mechanical Engineering & Materials Science
Immunobiology	Cellular and Molecular Physiology	Medieval Studies
International Relations	Chemical & Environmental Engineering	Molecular Biophysics and Biochemistry
Italian Language and Literature	Chemistry	Molecular, Cellular, and Developmental Biology
Linguistics	Classics	Near Eastern Languages and Civilizations
Microbiology	Computational Biology and Bioinformatics	Neurobiology
Music	Computer Science	Neuroscience
Spanish and Portuguese	East Asian Languages and Literatures	Nursing
	Ecology and Evolutionary Biology	Pharmacology
	Economics	Philosophy
	Electrical Engineering	Physics
	Engineering & Applied Science	Political Science
	English Language and Literature	Psychology
	Epidemiology and Public Health	Religious Studies
	European and Russian Studies	Renaissance Studies
	Experimental Pathology	Slavic Languages and Literatures
	Forestry & Environmental Studies	Sociology
	French	Statistics
	Genetics	

Source: Yale Graduate School of Arts & Sciences Websites, Department Websites

Directors of Undergraduate Studies for Departments and Degree-Granting Programs in FAS (2011-2012)

Women as DUS (18/68 = 26%)

<p>African Studies American Studies (Fall) Astronomy Classics (Fall) Directed Studies East Asian Languages and Literatures (Spring) Global Affairs</p>	<p>History of Art Humanities Linguistics Near Eastern Languages and Civilizations (Spring) Psychology Public Health</p>	<p>Religious Studies Slavic Languages and Literatures Spanish Special Divisional Major Theater Studies Women's, Gender, and Sexuality Studies</p>
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Men as DUS (50/68 = 74%)

<p>African American Studies American Studies (Spring) Anthropology Applied Mathematics Applied Physics Archaeological Studies Architecture Art Biomedical Engineering Cell Biology Cellular and Molecular Physiology Chemical & Environmental Engineering Chemistry Classics (Fall) Cognitive Science Comparative Literature</p>	<p>Computational Biology and Bioinformatics Computer Science East Asian Languages and Literatures (Fall) Ecology and Evolutionary Biology Economics Electrical Engineering English Language and Literature Environmental Studies Epidemiology and Public Health Ethics, Politics and Economics Film Studies French Geology and Geophysics Germanic Languages and Literatures History History of Science and Medicine Italian Language and Literature</p>	<p>Judaic Studies Program Latin American Studies Literature Mathematics Mechanical Engineering & Materials Science Modern Middle East Studies Molecular Biophysics and Biochemistry Molecular, Cellular, and Developmental Biology Music Near Eastern Languages and Civilizations (Fall) Philosophy Physics Political Science Portuguese Sociology Statistics</p>
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Faculty Chairs of Non-Degree Granting Programs in FAS (2011-2012)

Programs Chaired by Women (6/32 = 19%)	
Ethnicity, Race, and Migration	
Fox International Fellowship Program	
Global Health Initiative	
Program on Democracy	
Teacher Preparation and Education Studies	
Yale Combined Program in the Biological and Biomedical Sciences (BBS)	
Programs Chaired by Men (26/32 = 81%)	
Accounting	Institution for Social and Policy Studies
Agrarian Studies	International Security Studies
British Studies	Islamic Studies
Cognitive Science	Lesbian, Gay, Bisexual and Transgender Studies
College Seminar Program	Media Theory and History
Directed Studies	Operations Research
Economics and Mathematics	Program on Order, Conflict, and Violence
European Union Studies Program	Quantitative Reasoning
Genocide Studies	Russian and European Studies
Georg Walter Leitner Program in International and Comparative Political Economy	South Asian Studies
Global Justice Program	Southeast Asia Studies
Hellenic Studies	Theater Studies
	Transitions to Modernity
	Urban Studies

Source: Yale University Directory, 2012

University Institutes and Centers: Men as Directors (2011-2012)

Men Serving as Directors of Centers and Institutes (87/117 = 74%)

Afro-American Cultural Center	Committee on Canadian Studies	Mouse Metabolic Phenotyping Center
Aging Program	Council on East Asian Studies	Nursing Research Initiatives
Beinecke Rare Book and Manuscript Library	Council on Middle East Studies	Orville H. Schell Jr. Center for Int. Human Rights
Bone Center	Council on Latin American and Iberian Studies	PACE Center
Boyer Center for Molecular Medicine	Council for Southeast Asian Studies	Positron Emission Tomography Center
Center for Children's Surgical Research to Slide	Cowles Foundation for Research in Economics	Prevention Research Center
Center for Clinical Investigation	Diabetes Endocrinology Research Center	Rudd Center for Food Policy and Obesity
Center for Combustion Studies	Digital Media Center for the Arts (DMCA)	Stem Cell Biology Center
Center for Earth Observation (CEO)	Dwight Hall	South Asian Studies Council
Center for Environmental Law and Policy	E. Coli Genetic Stock Center	Theoretical Nuclear Physics Group
Center for Genes and Behavior	Economic Growth Center	Tropical Resources Institute
Center for Green Chemistry and Green Engineering	Emerging Infections Program	Whitney and Betty Macmillan Center for International and Area Studies
Center for Interdisciplinary Research on AIDS	European Studies Council	Writing Center
Center for Laser Diagnostics	Gilder Lehrman Center for the Study of Slavery, Resistance and Abolition	Yale Animal Resources Center
Center for Medical Informatics	Haskins Laboratories	Yale Cancer Center
Center for Microelectronic Materials and Structures	Howard Lamar Center	Yale Center for Blood Disorders
Center for Neuroscience and Regeneration Research	Human Genetics	Yale Center for Clinical Investigation
Center for Outcomes Research & Evaluation	Information Society Project	Yale Center for Faith and Culture
Center for Perinatal, Pediatric and Environmental Epidemiology	Institute for Biospheric Studies	Yale Center for Media Initiatives
Center for Sleep Medicine	Institute for Sacred Music	Yale Center for the Study of Globalization
Center for Structural Biology	Interdisciplinary Center for Bioethics	Yale Climate and Energy Institute
Center for the Translational Neuroscience of Alcoholism	International Center for Finance	Yale Forest Forum
Center for Coastal and Watershed Systems	Jackson Institute for Global Affairs	Yale Institute for Biospheric Studies
Center of Statistical Genomics and Proteomics	Jonathan Edwards Center	Yale Institute for Nanoscience and Quantum Engineering
China Law Center	Joseph Slifka Center for Jewish Life at Yale	Yale Stem Cell Center
Child Study Center	Kavli Institute for Neuroscience	Yale Program in Cellular Neuroscience, Neurodegeneration and Repair
Claude D. Pepper Older Americans Independence Center	Keck Foundation Biotechnology Resources	Yale World Fellows Program
Collaborative Center for Statistics in Science	Liver Center	Zigler Center in Child Development and Social Policy
Collection of Musical Instruments	Magnetic Resonance Research Center	
Comer School of Development Program		

University Institutes and Centers: Women as Directors (2011-2012)

Women Serving as Director
(28/117 = 26%)

Asian American Cultural Center
Benjamin Franklin Papers
Cancer Prevention and Control Research Program
Center for Astronomy and Astrophysics
Center for Biodiversity Conservation and Science
Center for Language Study
Center for Nicotine and Tobacco Use Research at Yale
(CENTURY)
Center for Self and Family Management of Vulnerable
Populations
Center for the Study of Corp. Law
Chronic Illness Care
Connecticut Women's Health Project
Council on African Studies

Hixon Center for Urban Ecology
Human Relations Area Files
Industrial Environmental Management Program
International Students and Scholars
Latino Cultural Center (La Casa)
Occupational and Environmental Medicine Program
Resource Office on Disabilities
Social Science Statistical Laboratory
Urban Resources Initiative
Whitney Humanities Center
Women Faculty Forum
Women's Health Research
Yale Center for British Art
Yale Center for Parliamentary History
Yale Center for Scientific Teaching
Yale-China Association
Yale College Publications Office
Yale Stress Center

Source: Yale University Directory, 2012

Women in University Administration (1982-2012)

	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002	2006-2007	2011-2012
Corporation Members	3/16 (19%)	5/16 (31%)	3/16 (19%)	5/16 (31%)	4/16 (25%)	6/16 (39%)	4/17 (24%)
University Officers	0/5 (0%)	2/6 (33%)	3/6 (50%)	3/6 (50%)	3/7 (43%)	4/7 (57%)	4/8 (50%)
Deans of Schools	1/12 (8%)	1/12 (8%)	1/12 (8%)	1/12 (8%)	3/12 (25%)	1/12 (8%)	2/12 (17%)
College Masters	2/12 (17%)	2/12 (17%)	1/12 (8%)	2/12 (17%)	3/12 (25%)	4/12 (33%)	5/13 (38%)

Source: Yale University Directory 1982, 1986, 1992, 1997, 2001, 2006, 2012; Yale University Website, Yale Manuscripts and Archives Corporation Files

Women in University Administration: Provosts, Deans, and Masters (2011-2012)

	Provost Office	Yale College	Graduate School Arts & Sciences	Professional School Deans	Residential College Masters	Residential College Deans
Women	Associate Provost (1) Deputy Provost (4)	Assistant Dean (5) Associate Dean (4) Dean	Associate Dean Assistant Dean (2)	Engineering Nursing	Branford Jonathan Edwards Silliman Trumbull Calhoun (interim)	Berkeley Branford Calhoun Ezra Stiles Trumbull
Men	Assistant Provost (2) Associate Provost (2) Deputy Provost (2) Provost	Assistant Dean (4) Associate Dean (4) Deputy Dean	Associate Dean Assistant Dean (2) Dean	Architecture Art Divinity Drama F&ES Law Management Medicine Music Public Health	Berkeley Calhoun Davenport Ezra Stiles Morse Timothy Dwight Pierson Saybrook	Davenport Morse Timothy Dwight Jonathan Edwards Pierson Saybrook Silliman

Source: Yale College, Yale Graduate School of Arts & Sciences, and Yale Provost's Office Websites

Women in University Administration (1982-2012)

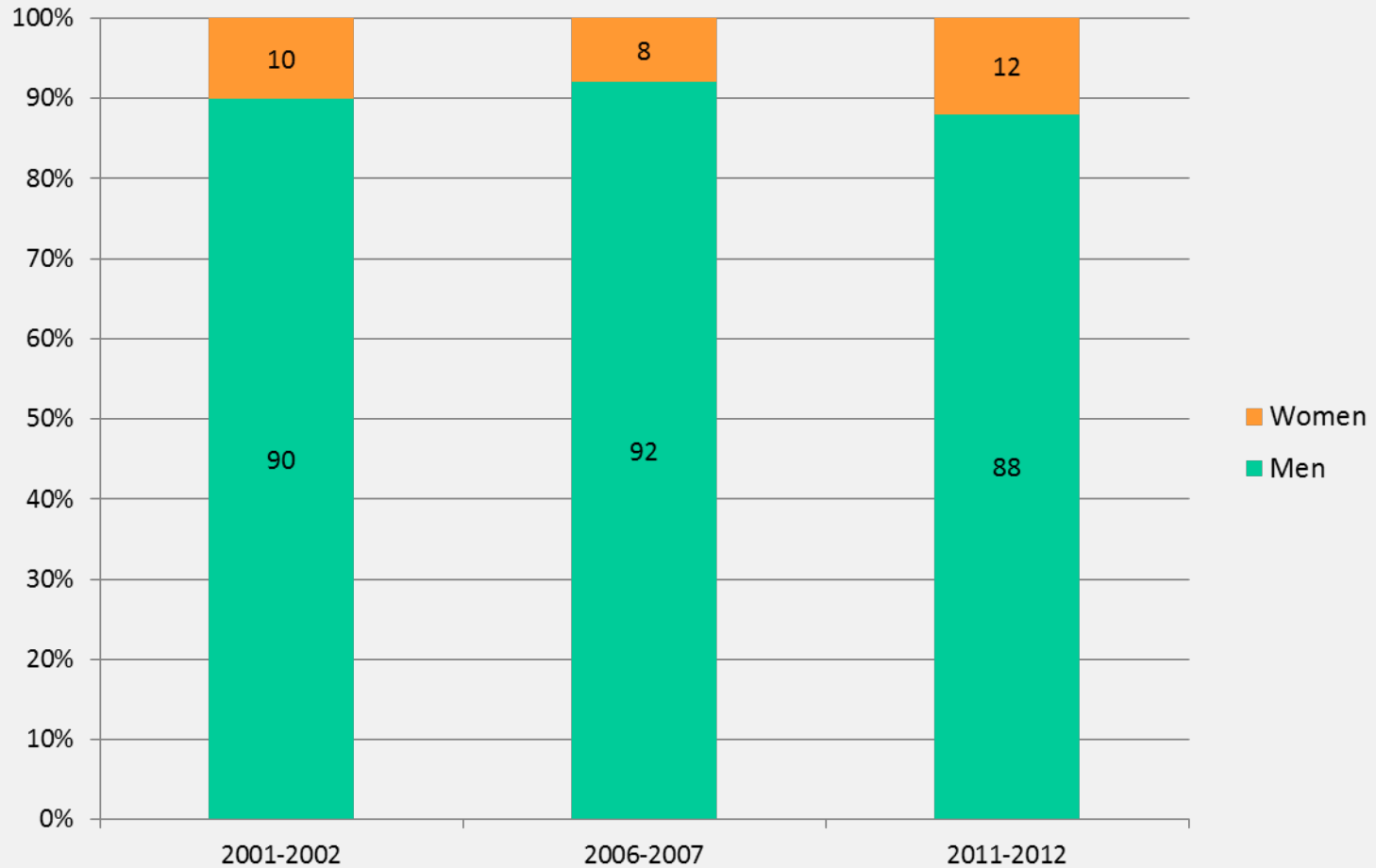
	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002	2006-2007	2011-2012
Women Serving As Director		Univ. Art Gallery Univ. Librarian	Peabody Museum Univ. Art Gallery Univ. Librarian Univ. Health Services	Univ. Art Gallery	Beinecke Library Center for British Art Univ. Librarian	Center for British Art Univ. Librarian	Center for British Art Univ. Librarian Univ. Chaplain
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	Beinecke Library Peabody Museum Univ. Art Gallery Univ. Chaplain Univ. Health Services Yale Univ. Press	Beinecke Library Peabody Museum Univ. Art Gallery 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, 2006, 2012

Women as Recipients of Honors and Awards at Yale

Women as Sterling Professors



Originally, the maximum number of Sterling Professorships authorized by the Yale Corporation was 27. However, at the President's request, that number was increased to 29 in 2001-02 and 36 in 2006-07. The number of Sterling Professors currently stands at 43. During the past 20 years, 3 additional women (not included in the current count) held Sterling Professorships.

University Lecture Series, Fellowships, Honors and Awards

The William Clyde DeVane Professorship

Awarded by the Office of the President to a Yale faculty member to give a semester-long undergraduate lecture series open to the wider University community and the general public. 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 over a year or semester, and some years did not have a DeVane lecturer.

- From 1971 to 2007, the semester-long DeVane Lectures were given by a single individual 18 times; twice by a woman (1998, 2004). From 2008 to 2012, the DeVane Lectures were given three times; once by a woman (2012).
- In the spring and 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 Chubb Fellowship

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, 101 individuals have served as Chubb fellows. Eighteen of the fellows have been women (18%).
- From 2002-2012, 7/28 (25%) of Chubb Fellows were women.

The William Clyde DeVane Medals

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 1966, 111 medals have been awarded. Seven women have received the medal (6% of total). Women received the award in 1985, 1990, 1991, 1995 (2), 1996, and 2009.

The Wilbur Cross Medals

Conferred annually by the Graduate School Alumni Association to alumni who have distinguished achievements in scholarship, teaching, academic administration, and public service.

- Since 1966, 222 medals have been awarded. Fifty-four medals have been conferred on women (24% of total).
- Women received 9/30 from 2001-2006 (30%) and 5/21 from 2007-2012 (24%).

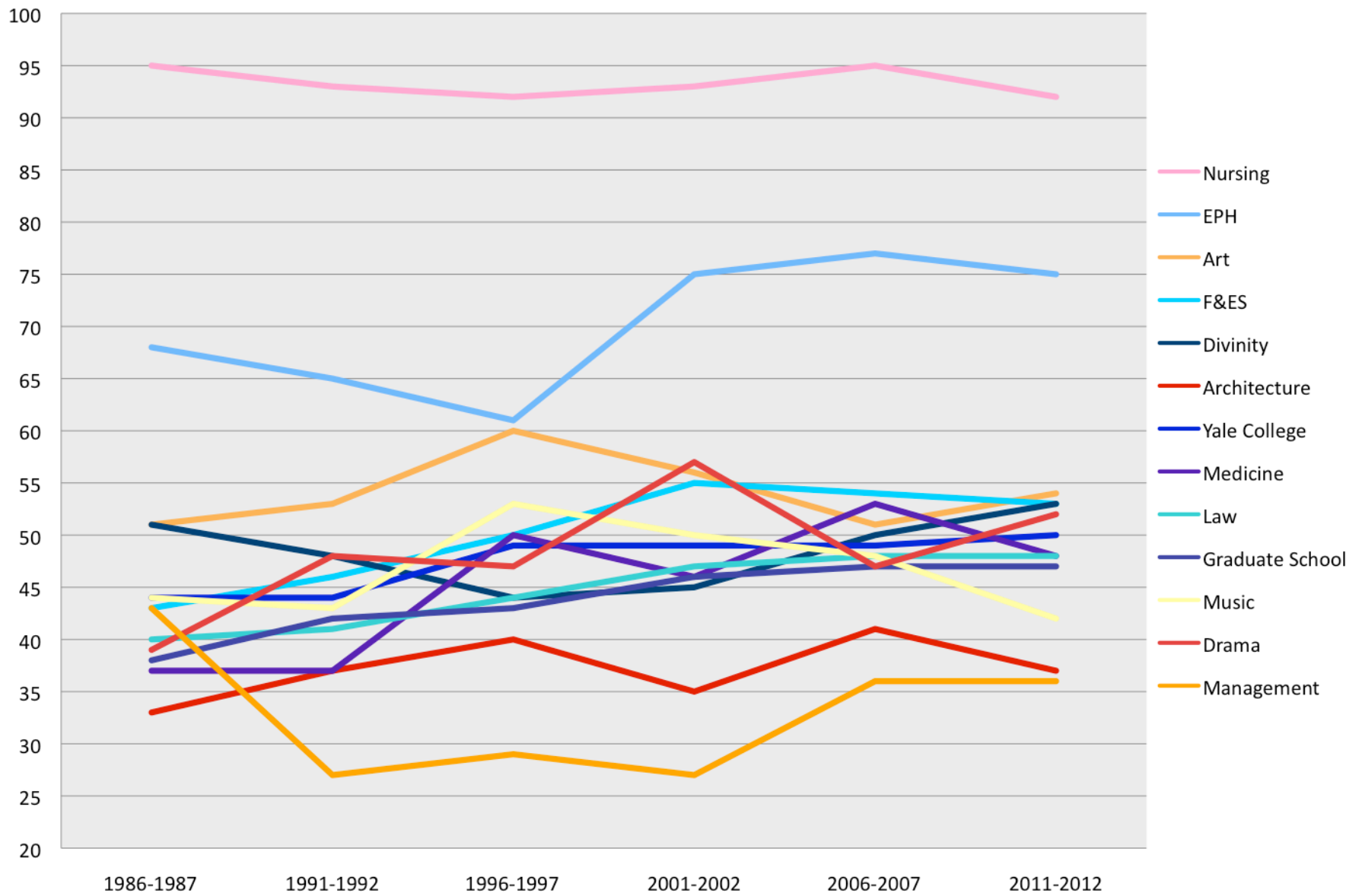
Honorary degrees

Awarded each year at commencement.

- From 1982-2012, 308 honorary degrees have been awarded. Women have received 85 degrees (28% of total).
- Women received 44% (4/9) of the honorary degrees in 2012; 20% (2/10) of the honorary degrees in 2007; and 30% (3/10) in 2002.

Women as Students at Yale

Women as Percentage of Enrolled Students (1987-2012)



Women as Percentage of Enrolled Students (1987-2012)

	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012
Yale College	2239/5147 (44%)	2289/5180 (44%)	2575/5296 (49%)	2592/5253 (49%)	2598/5275 (49%)	2670/5322 (50%)
Graduate School of Arts & Sciences	935/2420 (38%)	1071/2527 (42%)	1004/2360 (43%)	1064/2334 (46%)	1216/2580 (47%)	1323/2788 (48%)
Architecture	48/144 (33%)	55/149 (37%)	63/158 (40%)	61/172 (35%)	80/195 (41%)	77/209 (37%)
Art	57/111 (51%)	63/118 (53%)	71/118 (60%)	67/119 (56%)	61/119 (51%)	67/124 (54%)
Divinity	222/435 (51%)	174/363 (48%)	120/273 (44%)	163/359 (45%)	175/349 (50%)	181/341 (53%)
Drama	80/203 (39%)	95/200 (48%)	95/202 (47%)	105/185 (57%)	92/195 (47%)	110/212 (52%)
Epidemiology & Public Health (MPH students)	146/216 (68%)	80/124 (65%)	131/215 (61%)	175/234 (75%)	177/229 (77%)	169/225 (75%)
Forestry & Environmental Studies	56/131 (43%)	82/180 (46%)	112/223 (50%)	157/285 (55%)	142/262 (54%)	152/284 (54%)
Law	238/589 (40%)	252/615 (41%)	279/641 (44%)	302/644 (47%)	318/667 (48%)	341/710 (48%)
Management	157/368 (43%)	110/412 (27%)	125/437 (29%)	117/427 (27%)	160/450 (36%)	177/492 (36%)
Medicine (MD students)	166/449 (37%)	173/470 (37%)	240/481 (50%)	217/470 (46%)	235/442 (53%)	226/468 (48%)
Music	76/173 (44%)	70/164 (43%)	101/192 (53%)	102/204 (50%)	88/182 (48%)	81/191 (42%)
Institute of Sacred Music	13/27 (48%)	5/20 (25%)	11/21 (52%)	19/55 (35%)	28/67 (42%)	29/66 (44%)
Nursing	192/203 (95%)	190/204 (93%)	240/261 (92%)	262/282 (93%)	269/283 (95%)	290/315 (92%)

Number of Women/Number of Total (% Women of total) Source: Office of Institutional Research, Race/Ethnicity and International Student Enrollment by School; OIR W010

Women Ph.D. Recipients by division in the Graduate School of Arts & Science (1981-2012)

	1981-1982	1986-1987	1991-1992	1996-1997	2001-2002	2005-2006	2011-2012
PhDs Humanities	44/97 (45%)	45/77 (58%)	59/114 (52%)	49/99 (50%)	42/80 (53%)	35/77 (46%)	50/87 (57%)
PhDs Social Sciences	13/71 (18%)	23/68 (34%)	21/77 (27%)	23/64 (36%)	26/63 (41%)	27/51 (53%)	31/71 (44%)
PhDs Physical & Biological Sciences	25/102 (25%)	36/141 (26%)	33/135 (25%)	52/152 (34%)	49/150 (33%)	66/166 (40%)	75/167 (45%)
PhDs Total	82/270 (30%)	104/286 (36%)	113/326 (35%)	124/315 (39%)	117/293 (40%)	128/294 (44%)	156/325 (48%)

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

Source: Office of Institutional Research Graduate School Women PhDs; OIR LB 05-12

National Data: Women as Percentage of Ph.D. Degree Recipients (1980-2010)

	1980	1985	1990	1995	2000	2005	2010
Education	45%	52%	58%	62%	65%	67%	69%
Engineering	4%	6%	9%	12%	16%	18%	23%
Humanities	40%	43%	45%	48%	50%	50%	52%
Life Sciences	26%	32%	37%	42%	47%	51%	55%
Physical Sciences	12%	16%	18%	22%	24%	26%	30%
Social Sciences	35%	42%	47%	51%	55%	56%	57%
Total	30%	34%	36%	40%	44%	45%	47%

Source: Information available at <http://www.nsf.gov/statistics/sed/pdf/tab13.pdf>.

Acknowledgements:

We would like to thank the Office of Institutional Research for their help and support in creating the report. They provided almost all of the data for the report and were always available for questions. In particular, we would like to thank Rebecca Friedkin and Leilani Baxter, who have been invaluable resources and wonderful colleagues. They helped us immensely by both providing the data and reviewing the report carefully in its final form.

We would also like to thank Deputy Provost for Faculty Development at Yale, Frances Rosenbluth for her enthusiastic support of this project as well as WFF more generally, and the members of the WFF Steering Committee and Council for their review of the work, their feedback, and their continued support, energy and time.

For their editing work, we are grateful for the help from Zachary Obinna Enumah and Sally Walstrom.

Women and Men Faculty Yale University

A View of 2016-2017

wff YALE WOMEN FACULTY FORUM



Paula B. Kavathas

WFF Chair (2013–2017)

Professor, Laboratory Medicine and Immunobiology

Nancy L. Ruther

Associate Director and Lecturer, The MacMillan Center (retired)

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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 and Men Faculty, Yale University: The View*, which is a report compiled every 5 years on the demographics of the University's faculty. Reports dating back to 2002 can be found on our website: 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

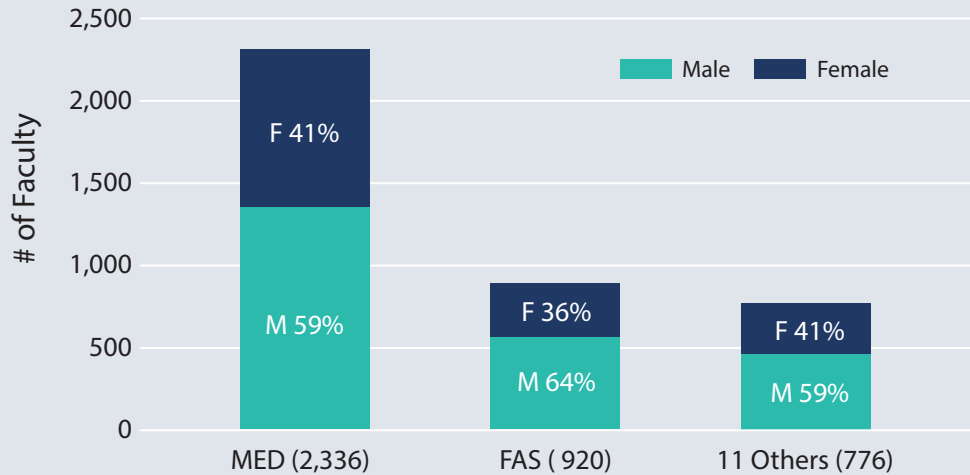
- The proportion of women with named professorships in Public Health (45%), Law (35%), and Divinity (31%) is much higher than named professors in Medicine (17%), FES (14%), Management (12%).
- Under-representation of women as Sterling professors (14%).

E. Graduate Students and Postdoctoral Fellows

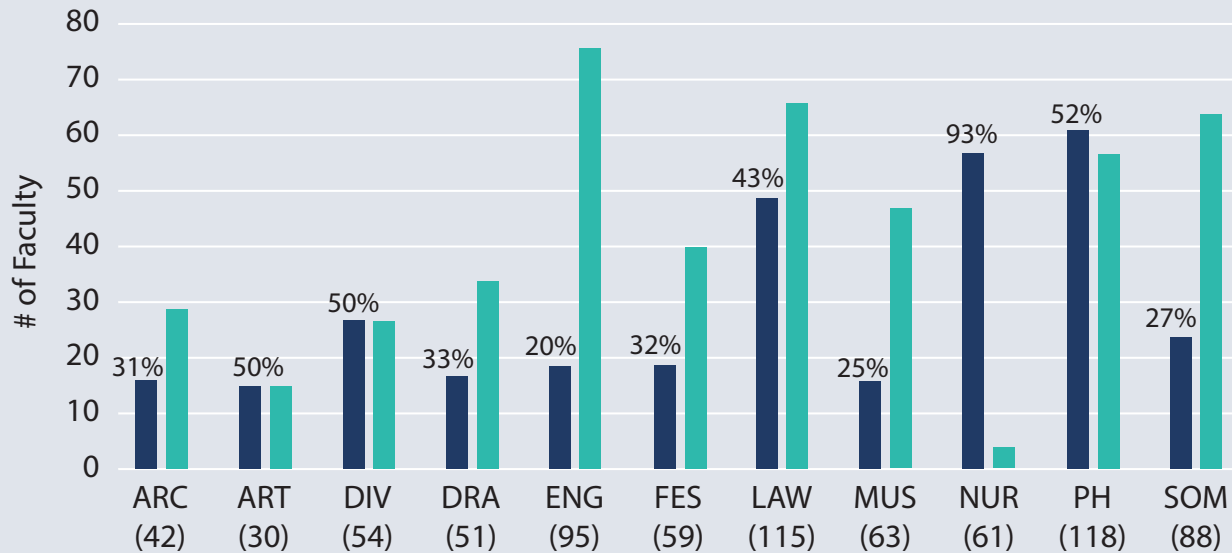
- Percent woman graduate students university-wide has been 44-48% since 2001-02.
- School of Management has increased the percent graduate woman from 27% (2001-02) to 40% today.
- Percent women postdoctoral fellows university-wide is 41%.

A.1. Total Faculty by Gender and School

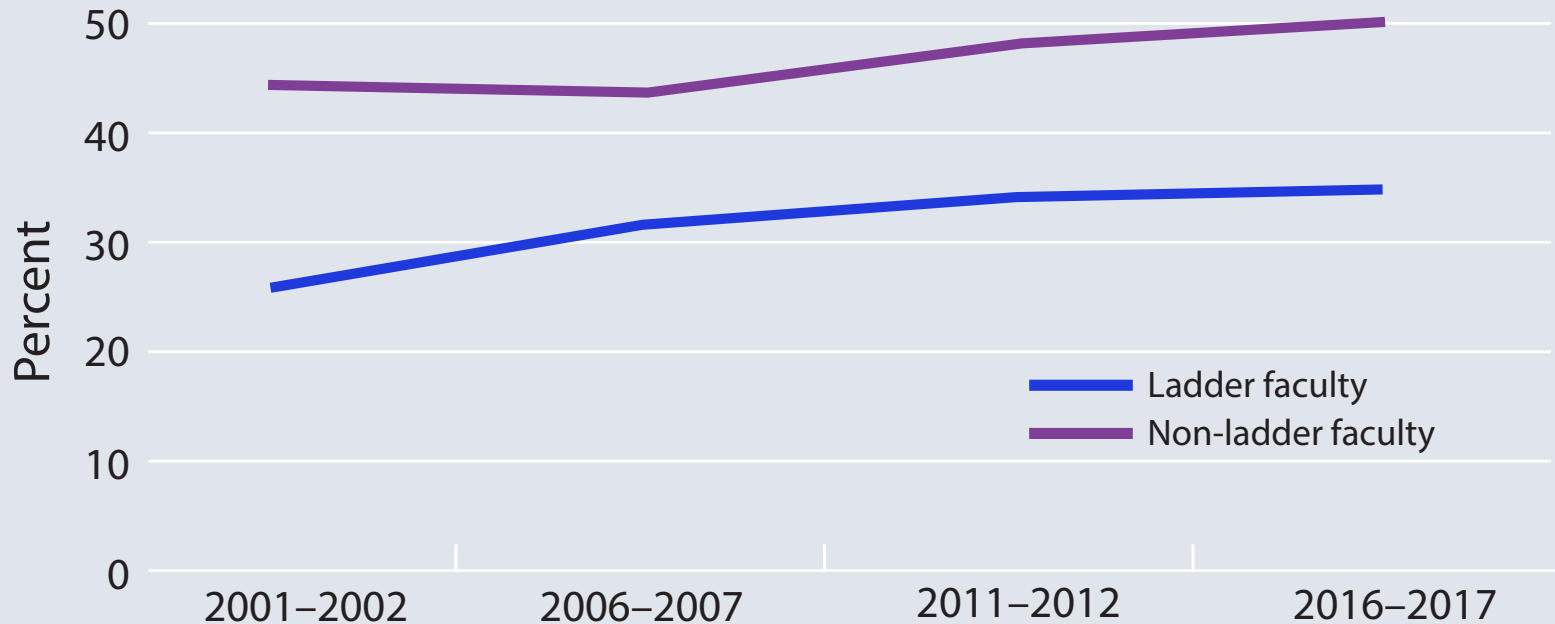
Of 4032 faculty, 58% are in MED (YSM); 23% FAS; 19% in other schools; FTE>50%



Distribution of faculty in 11 professional schools



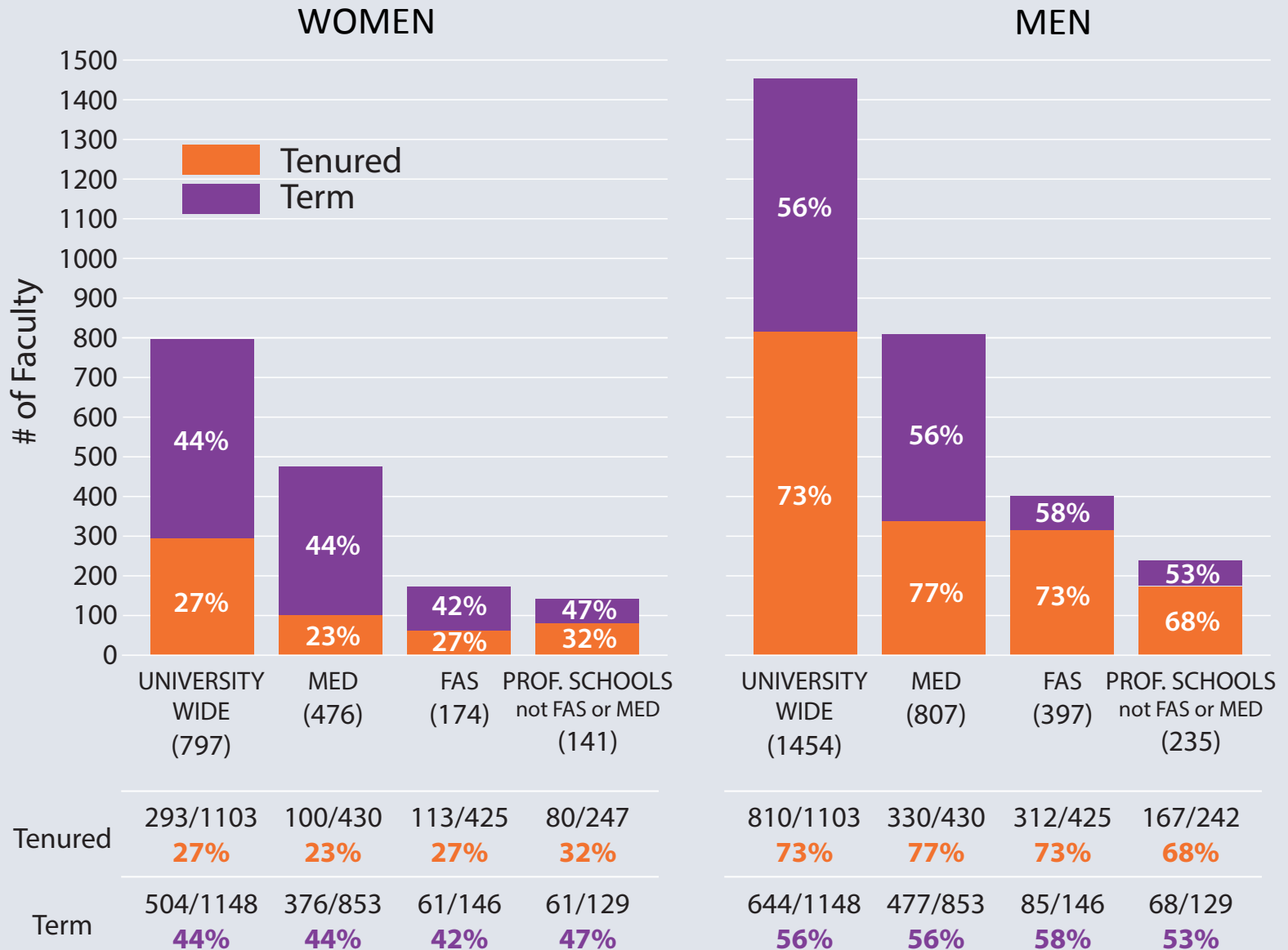
A.2. Women Faculty, Ladder and Non-Ladder University-Wide (2001–2017)



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

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	10–29 %
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	0–9 %	
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	<hr/>				
Religious Studies	16	38	Engineering Departments	Total	% Female		
Political Science	36	36	Chemical Engineering	19	26		
Anthropology	23	35	Biomedical Engineering	12	25		
History	46	35	Computer Science	29	24		
Astronomy	12	33	Mechanical Engineering	17	18		
Molecular, Cellular & Dev. Biology	28	32	Electrical Engineering	18	6		
French	10	30					

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

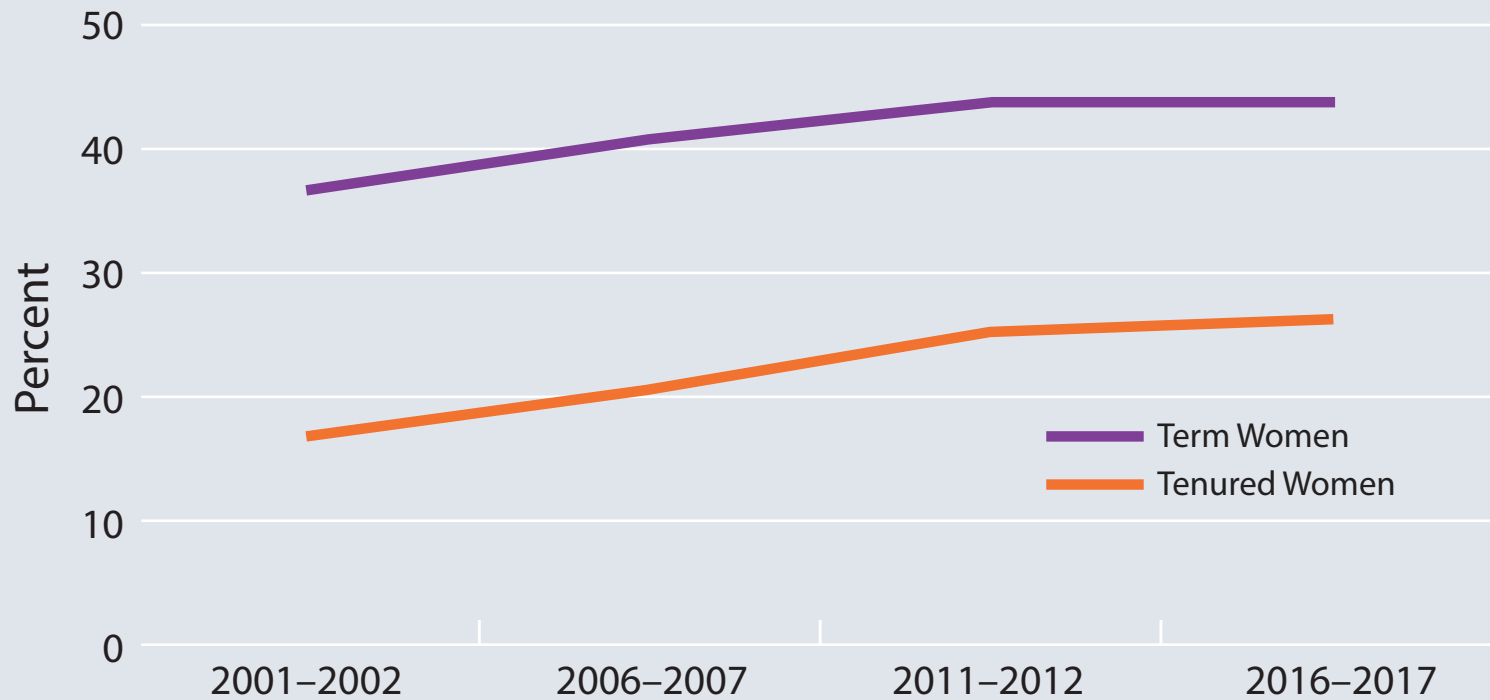
Departments (% Female)

(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	30-49 %	Health Policy and Management	17	53
Psychiatry	137	46		Biostatistics	32	41
Ophthalmology and Visual Science	16	44		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	10-29 %			
Orthopaedics and Rehabilitation	28	32				
Therapeutic Radiology	22	32				
Cellular and Molecular Physiology	17	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	0-9 %			
Surgery	69	19				
Cell Biology	22	18				
Urology	11	9				
Microbial Pathogenesis	6	0				

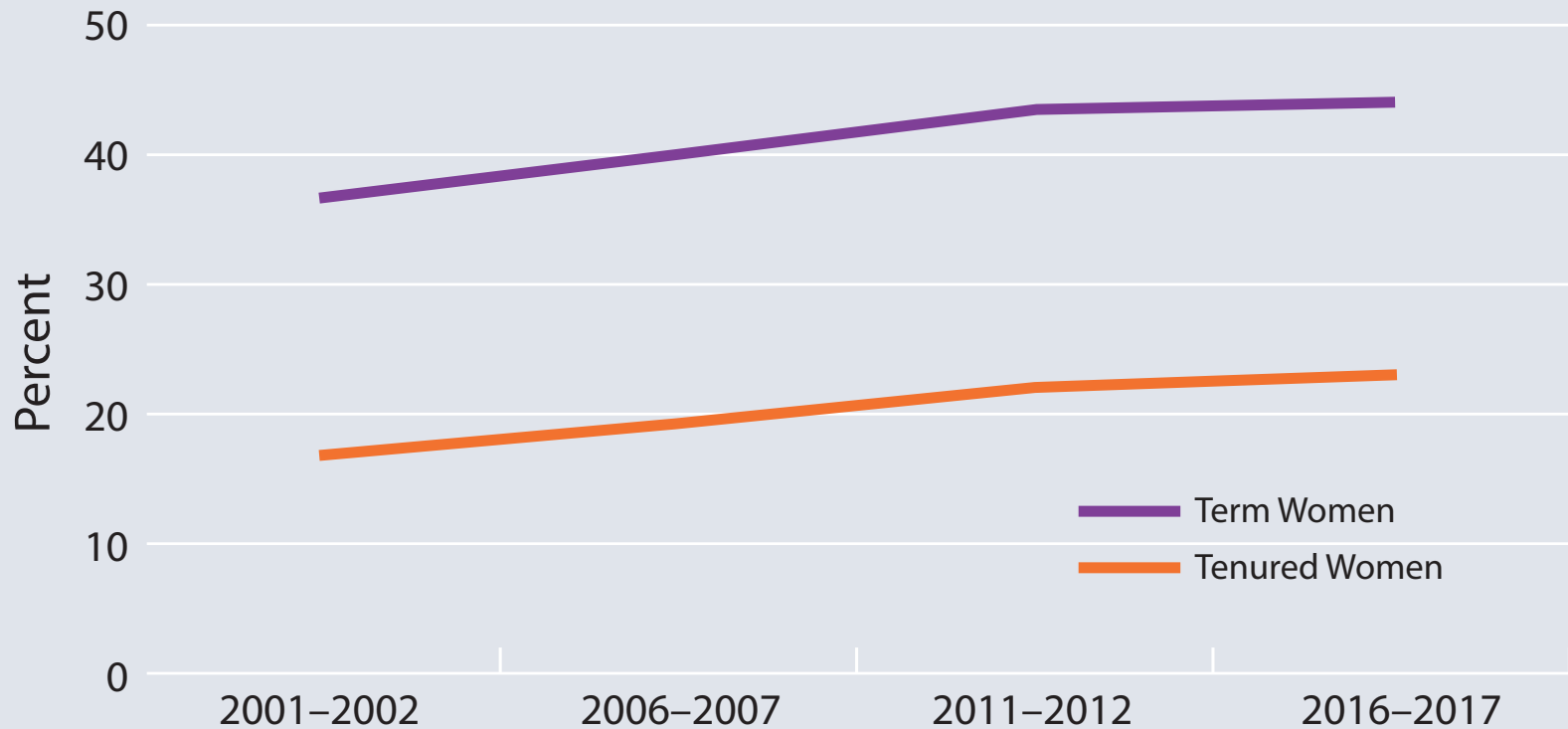
*YSM Includes faculty in the traditional, clinician educator, clinician scholar, and investigator tracks.

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



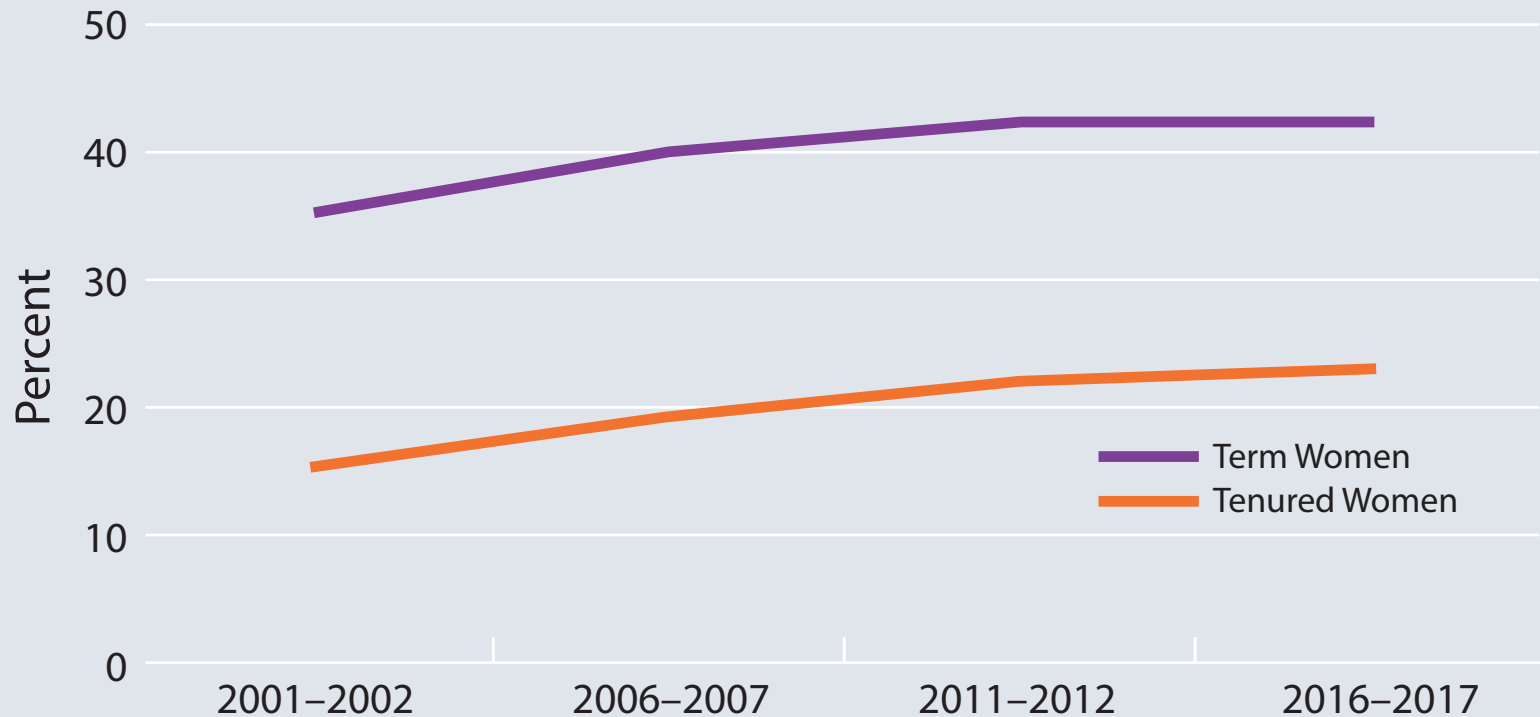
Term	300/810 37%	393/966 41%	510/1171 44%	504/1148 44%
Tenured	144/836 17%	187/906 21%	244/1016 24%	293/1103 27%
Total Ladder	444/1646 26%	580/1872 31%	754/2187 34%	797/2251 35%

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



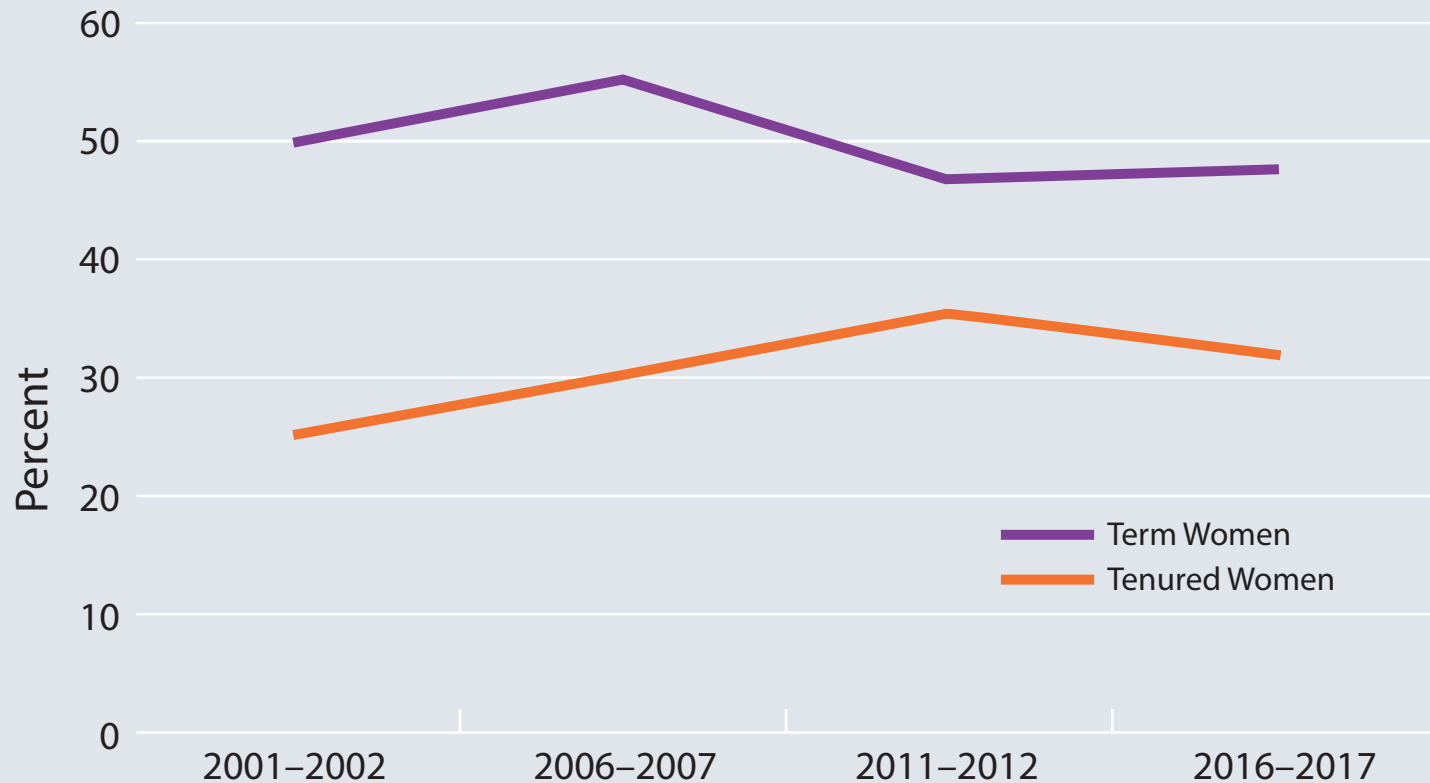
Term	183/504 36%	262/649 40%	327/762 43%	376/853 44%
Tenured	60/363 17%	74/381 19%	94/421 22%	100/430 23%

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



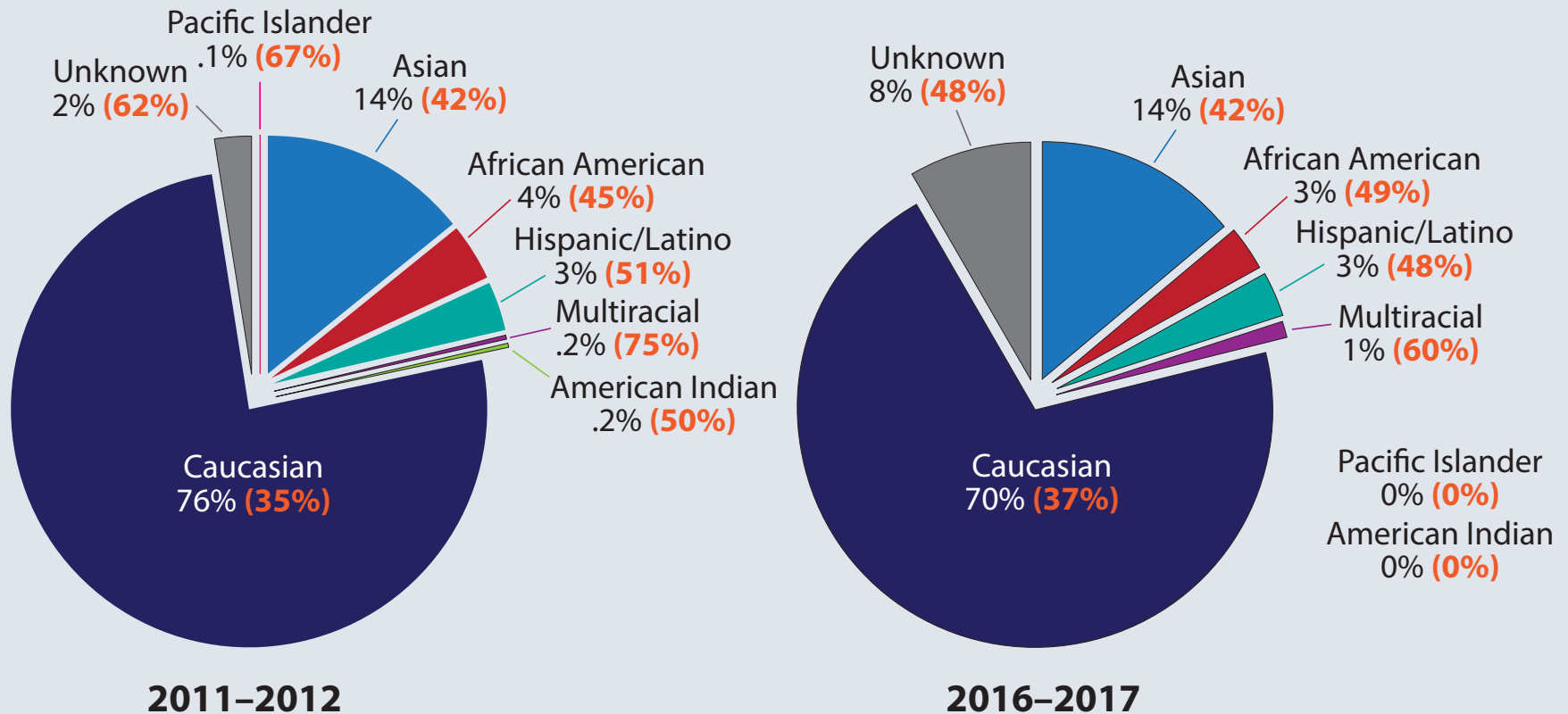
Term	84/240 35%	89/240 37%	98/227 42%	61/146 42%
Tenured	54/354 15%	72/389 19%	99/445 22%	113/425 27%

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



Term	33/66 50%	42/77 55%	36/79 46%	61/129 47%
Tenured	31/122 25%	41/136 30%	48/137 35%	80/247 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 ≥ 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)

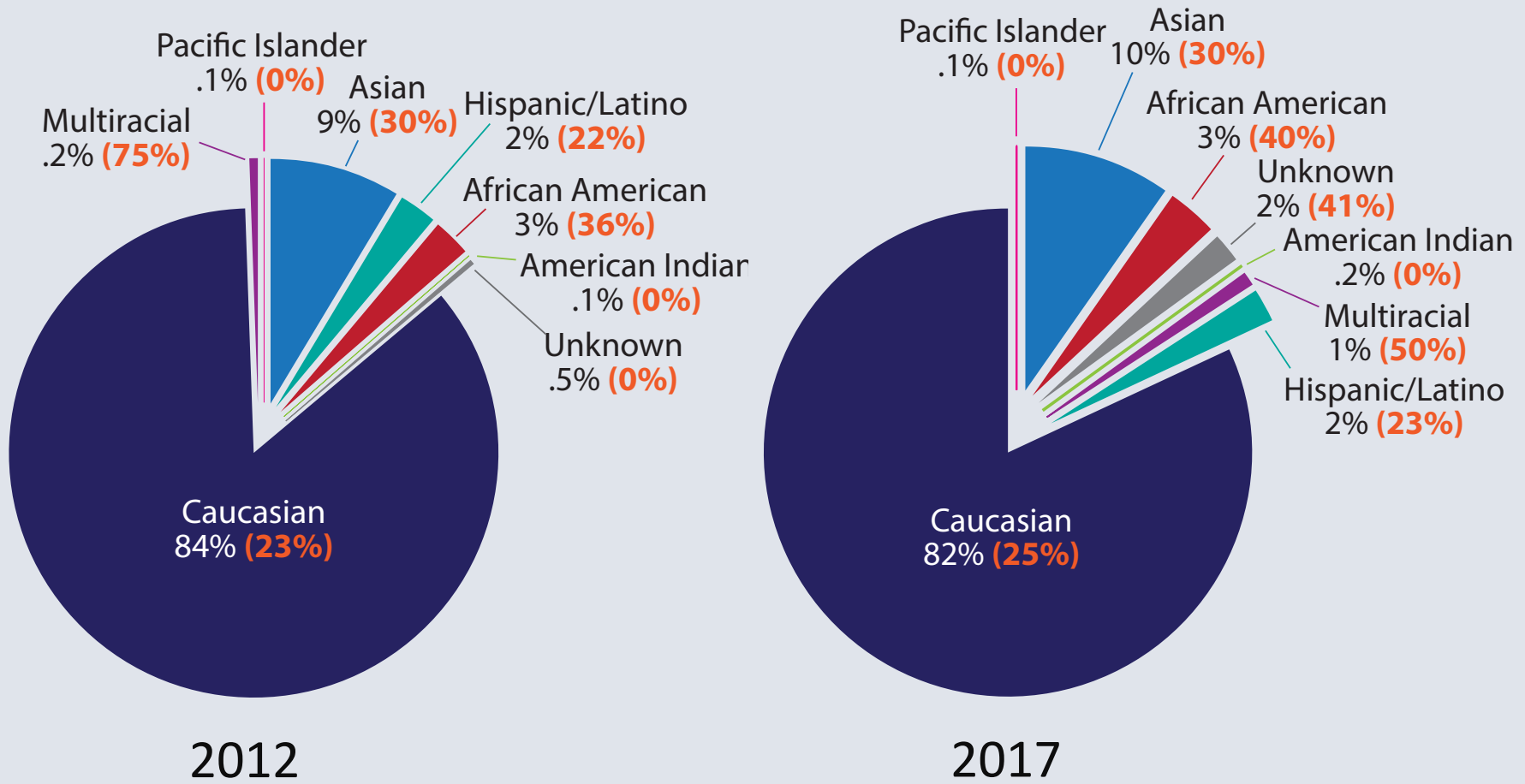
2012

2017

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 Other Pacific Islander	2	1	3	0.1%	66.7%
Asian	141	199	340	14.2%	41.5%
Black or 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 Alaskan Native	2	2	4	0.2%	50.0%
Total	896	1498	2394	100.0%	37.4%

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%
1273	1925	3198	100%	40%

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



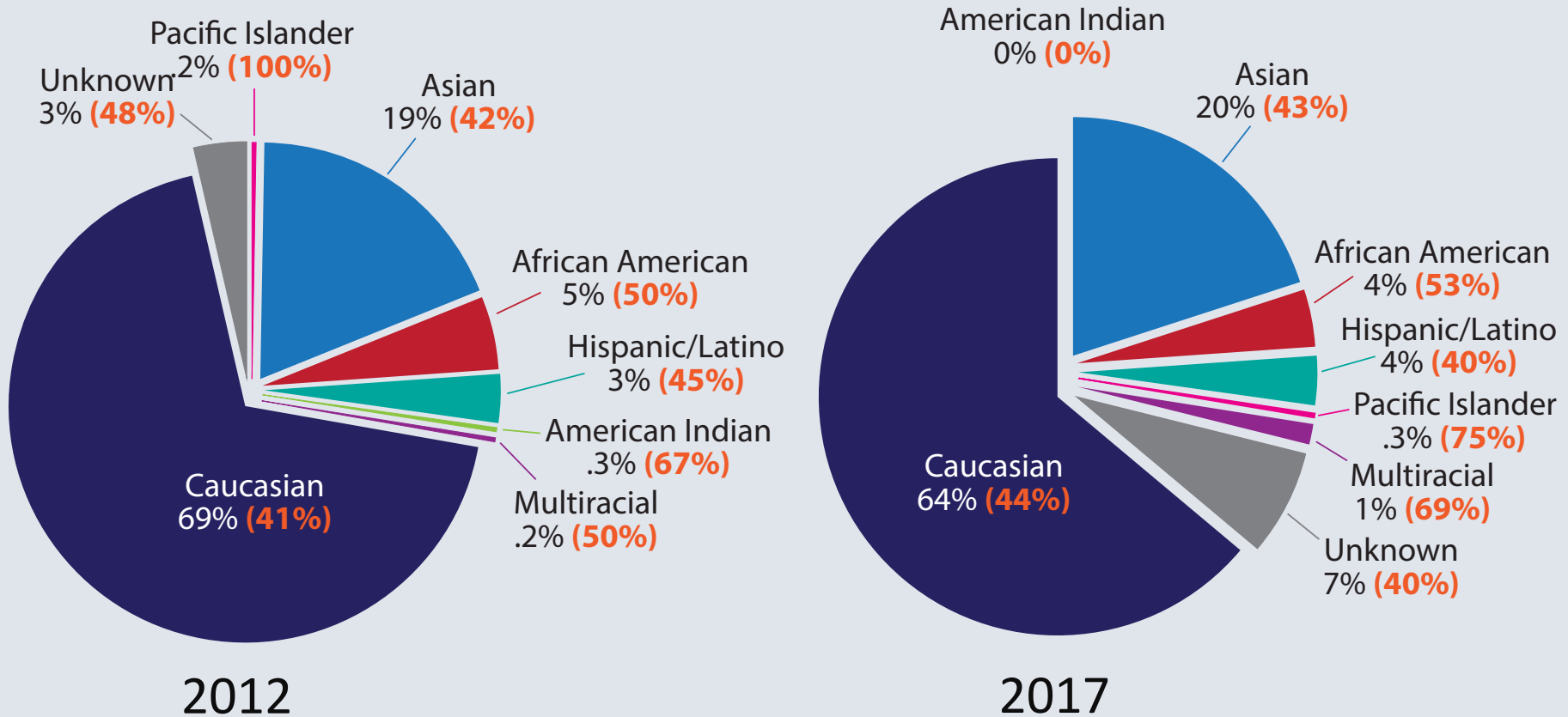
B.2.b. Tables of Trends in Tenured Ladder Faculty by Race, Ethnicity, Gender, % Female (2012 vs. 2017)

2012

2017

Ladder/Tenured	Female	Male	Tenured	% Tenured	% Female	Female	Male	Total	% URM	% Female
Caucasian	190	624	814	85.4%	23%	228	676	904	82.0%	25.2%
Blank/Unknown	0	5	5	0.5%	0%	9	13	22	2.0%	40.9%
Native Hawaiian or Other Pacific Islander	0	1	1	0.1%	0%	0	1	1	0.1%	0.0%
Asian	24	58	82	8.6%	29%	32	75	107	9.7%	29.9%
Black or African American	9	16	25	2.6%	36%	14	21	35	3.2%	40.0%
Hispanic or Latino	5	18	23	2.4%	22%	5	17	22	2.0%	22.7%
Multiracial	2	0	2	0.2%	100%	5	5	10	0.9%	50.0%
American Indian or Alaska Native		1	1	0.1%	0%	0	2	2	0.2%	0.0%
Tenured sub-total	230	723	953	100.0%	24%	293	810	1103	100.0%	26.6%

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



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

2012

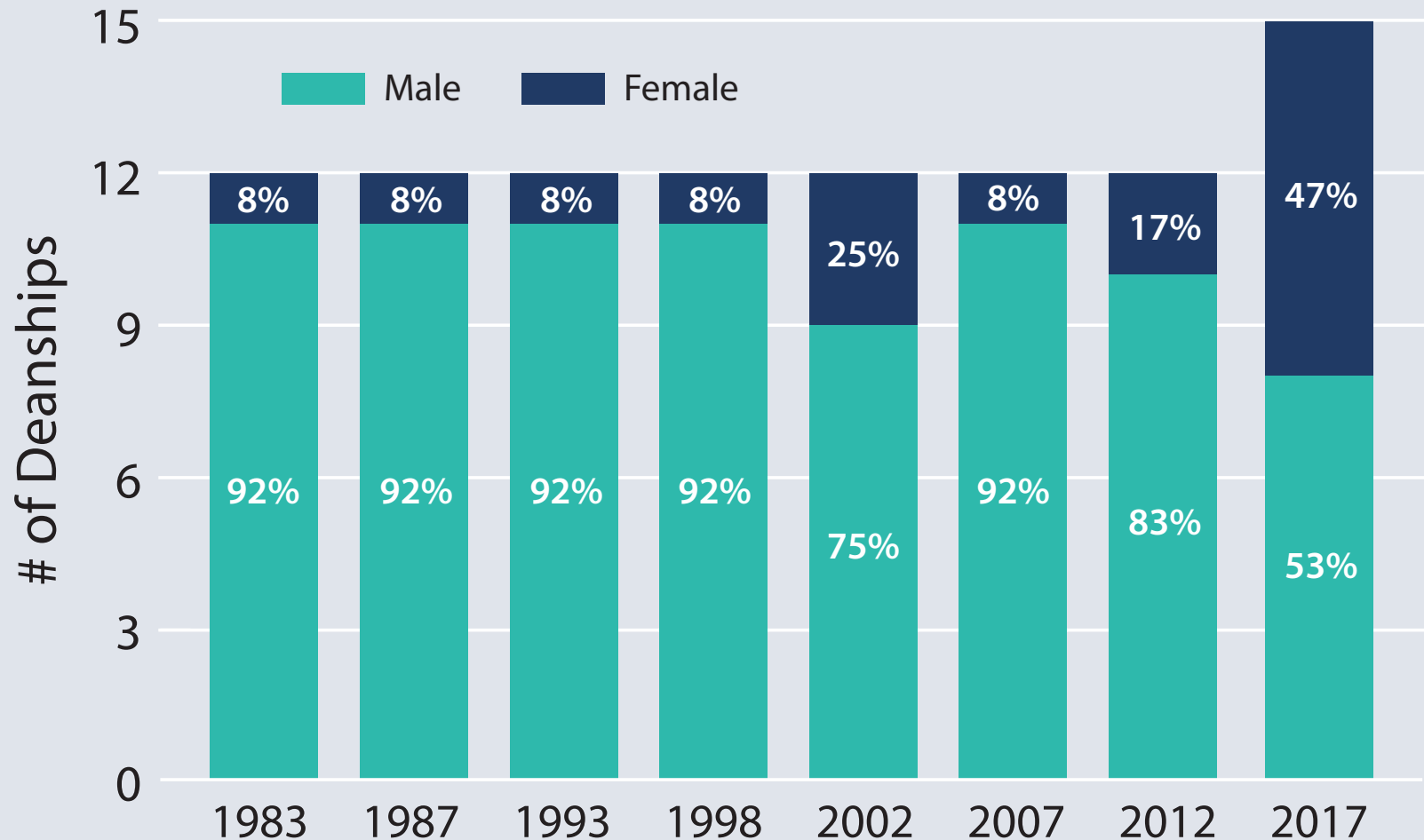
Ladder/Term	Female	Male	Term	% Term	% Female
Caucasian	274	398	672	68.8%	41%
Blank/Unknown	16	17	33	3.4%	48%
Native Hawaiian or Other Pacific Islander	2	0	2	0.2%	100%
Asian	76	106	182	18.6%	42%
Black or African American	25	25	50	5.1%	50%
Hispanic or Latino	15	18	33	3.4%	45%
Multiracial	1	1	2	0.2%	50%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

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%
504	644	1148	100.0%	43.9%

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%
Total	18	56	76	24%

*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%
Total	30	66	96	31%

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

Role	Female	Male	Total	% Female
Total	6	7	13	46%
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
Total	5	9	14	36%
Dean		1		
Chief of Staff		1		
Special Advisor to Dean	1			
Assoc VP University Level; Director of MED 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
Total	5	6	11	45%
Dean	1			
Chief of Staff	1			
Dean of Humanities	1			
Dean of Social Sciences		1		
Chair, Physical Sciences & Engineering 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
	Total	1	11	12	8%
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	0	1	1	0%
Total	7	7	14	50%

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	0	1	1	0%
Total	6	25	31	19%

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

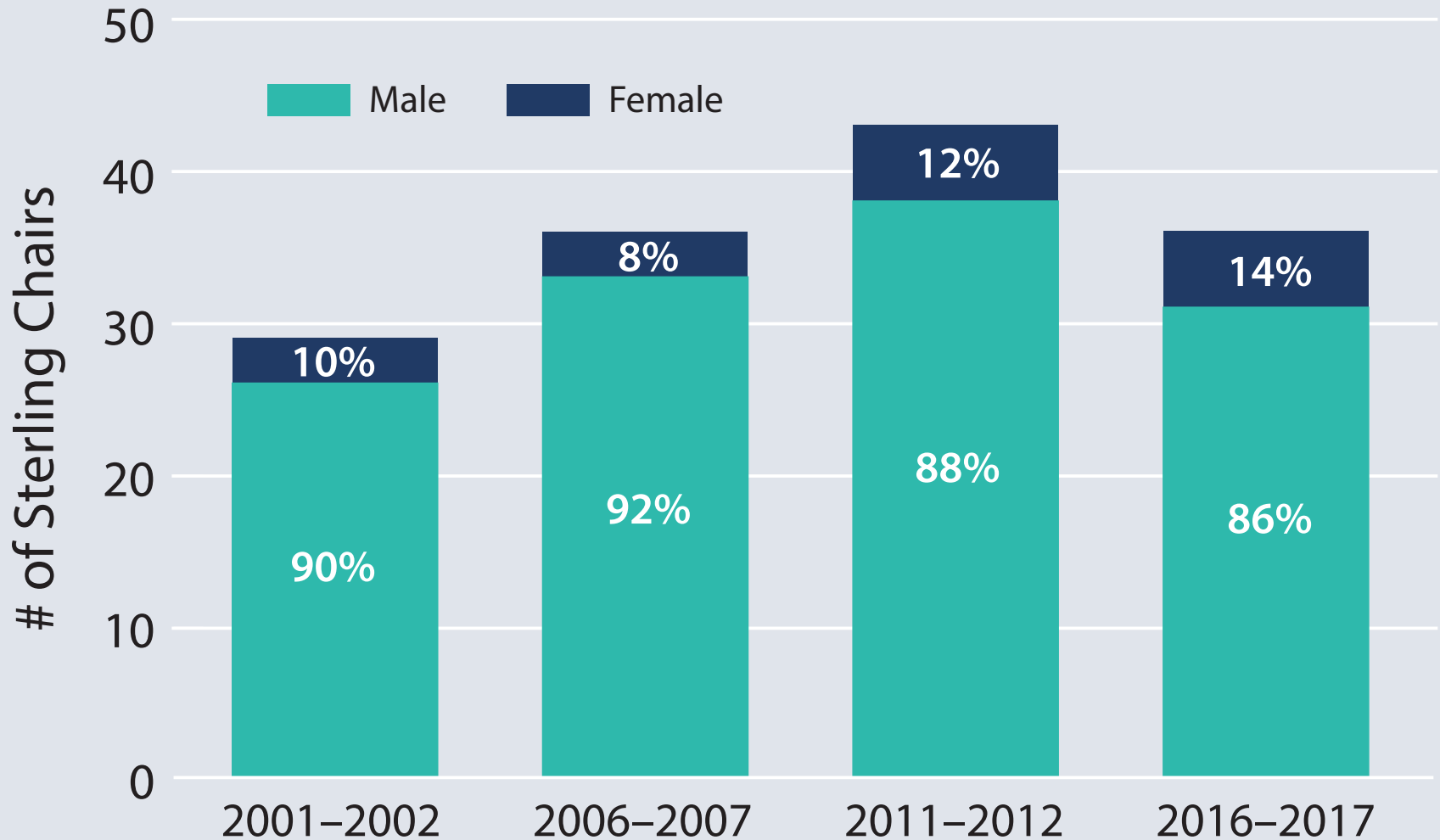
School	Female	Male	Total	% Female	Cohorts
Art	2	0	2	100%	50–100%
Nursing	7	0	7	100%	
Public Health	5	6	11	45%	30–49%
Law	16	30	46	35%	
Architecture	1	2	3	33%	
Divinity	5	11	16	31%	10–29%
Engineering & Applied Science	5	19	24	21%	
FAS	39	157	196	20%	
Medicine	19	94	113	17%	
Forestry & Environmental Studies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

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%
Total	5	31	36	14%

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

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

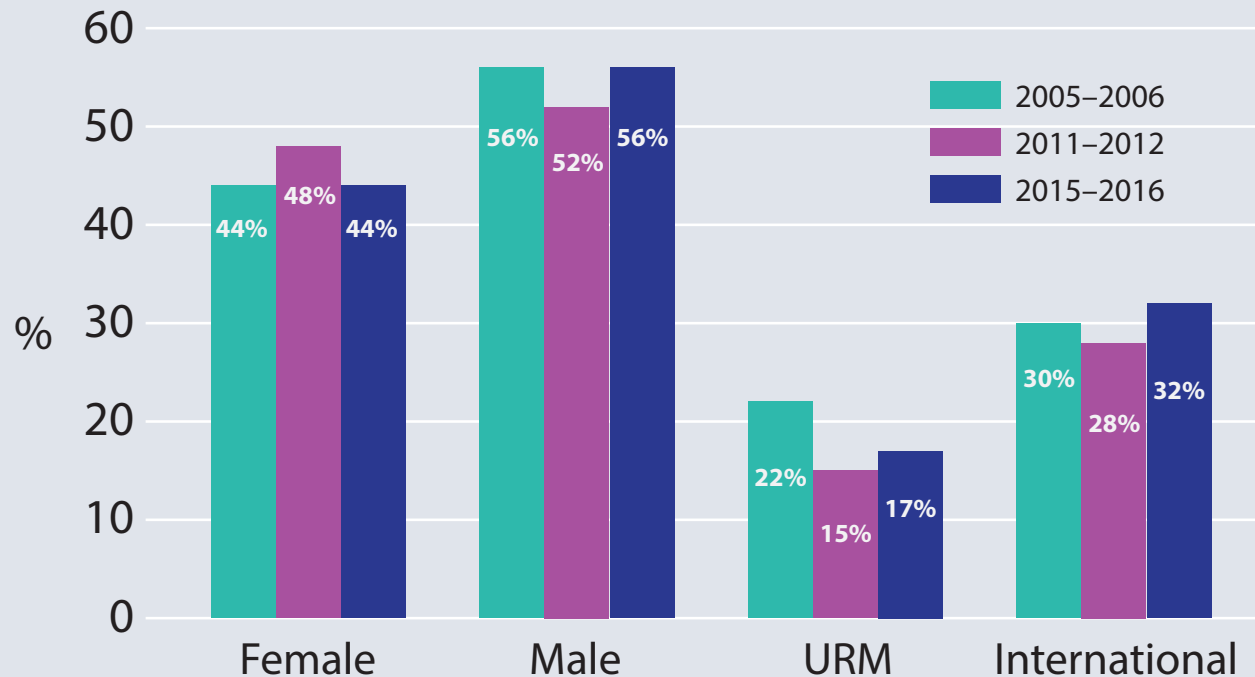


E.1. Trends in Enrolled Graduate Students by Gender and School*, % Female (2002–2017)

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

*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
% Female	44%	48%	44%
% 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%
Total	499	729	1228	41%

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

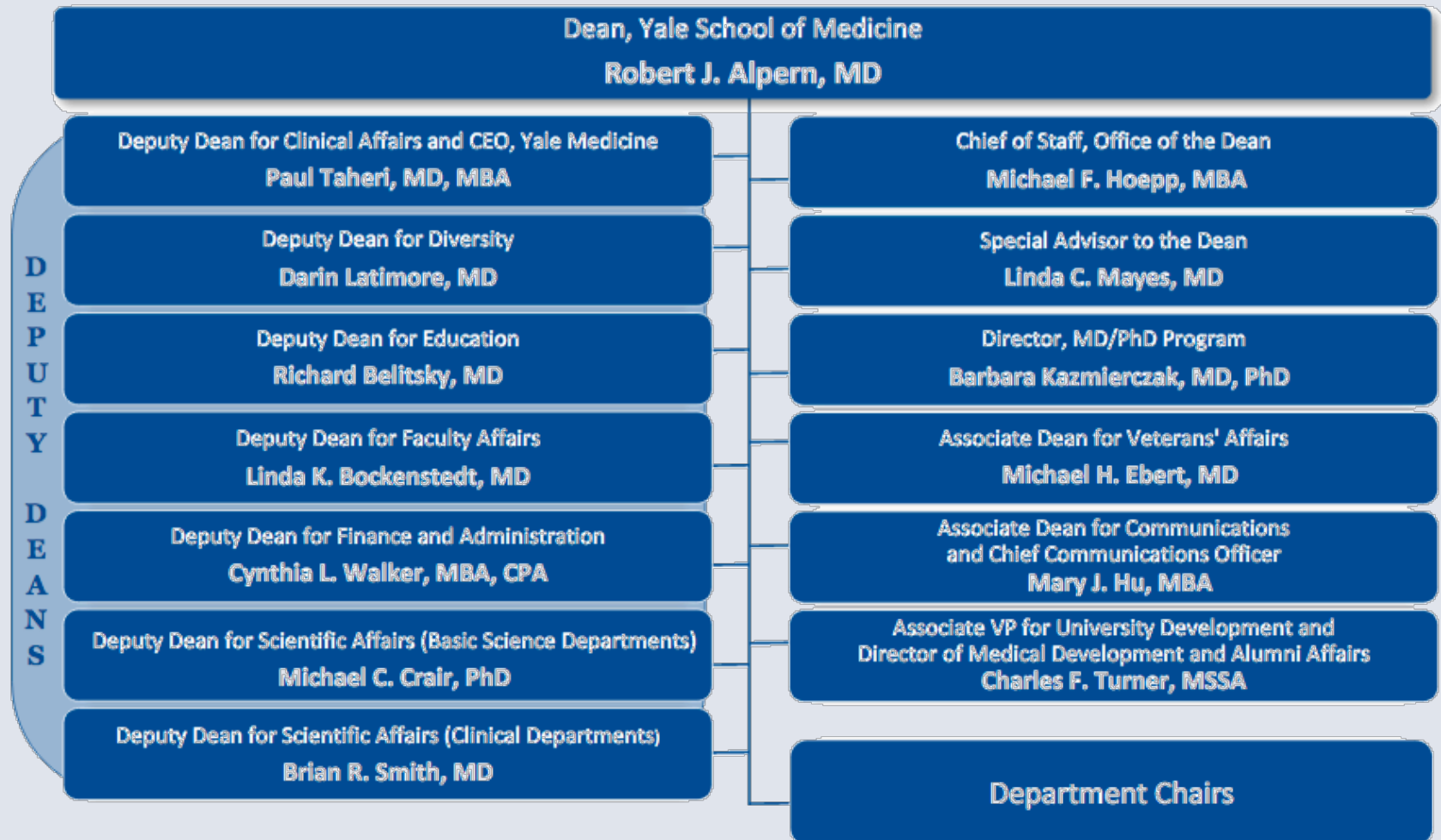
Kathryn Lofton

Chief of Staff

Bethany Zemba

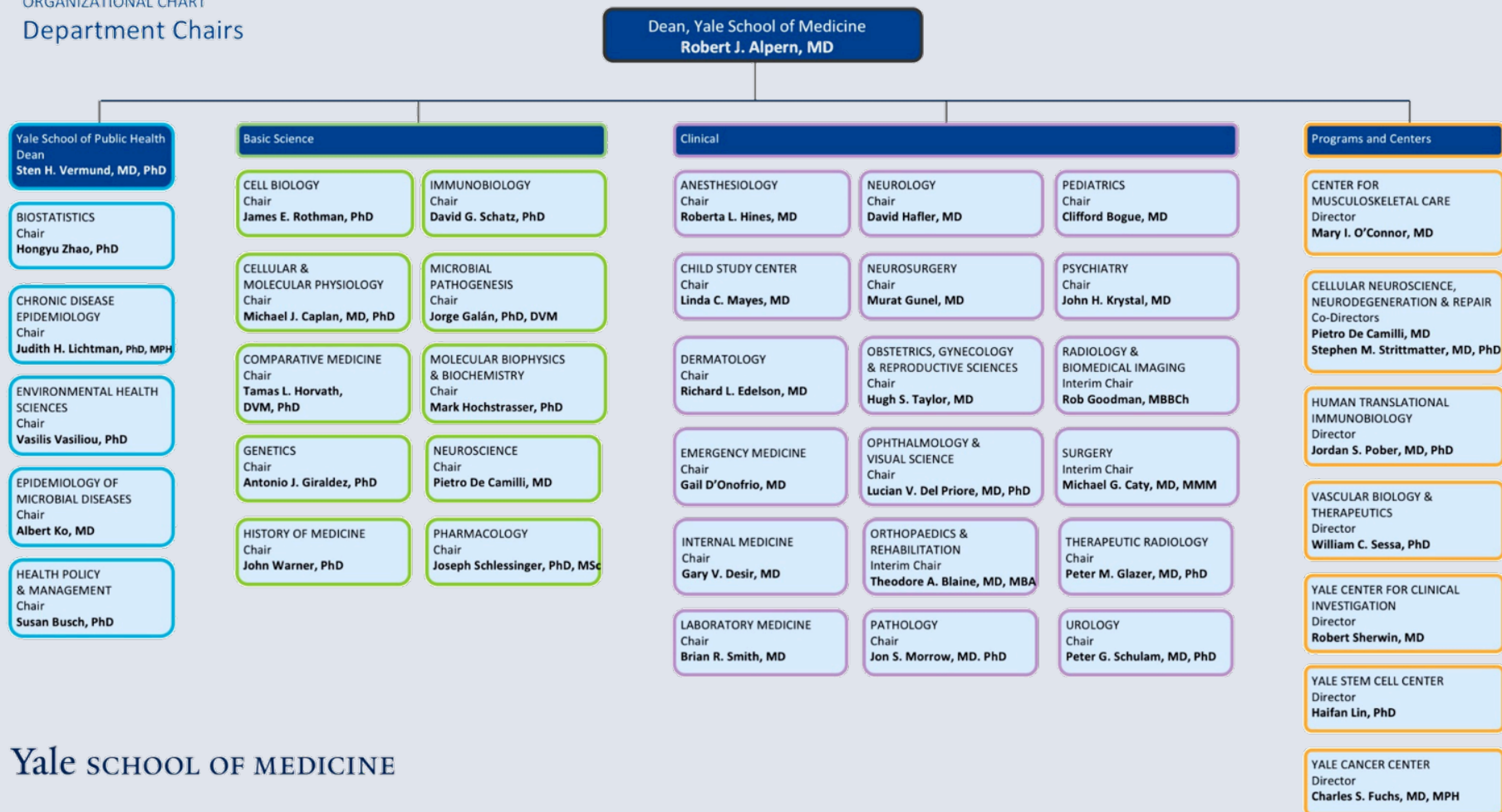
Appendix B.

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, and Priya Natarajan.

