

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)

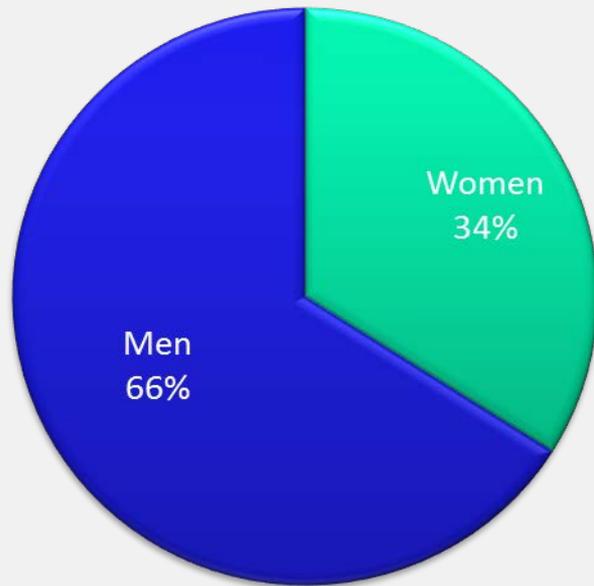
Note: Only schools with more than 100 female students are included in the overview. All professional schools are in the section of the report on student enrollment.

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

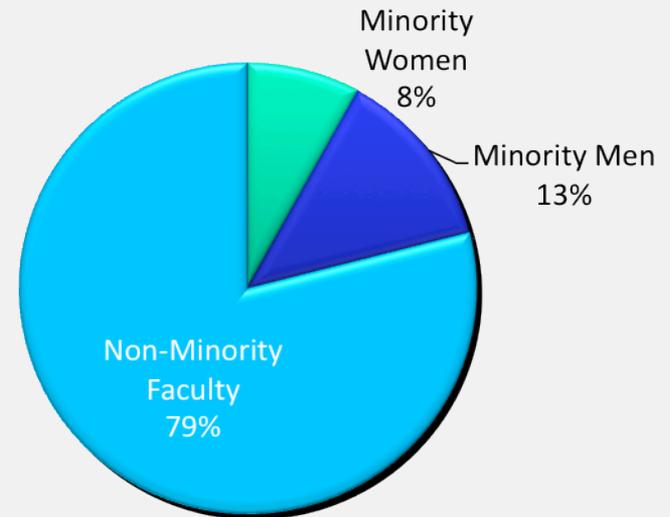
Women as Faculty Members

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

Percent of women on ladder faculty



Percent of minority men and women on ladder faculty

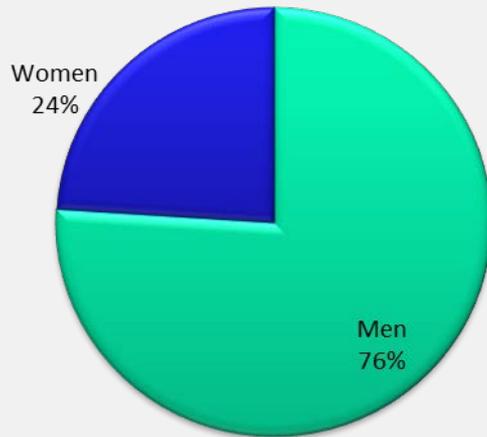


Note: Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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.

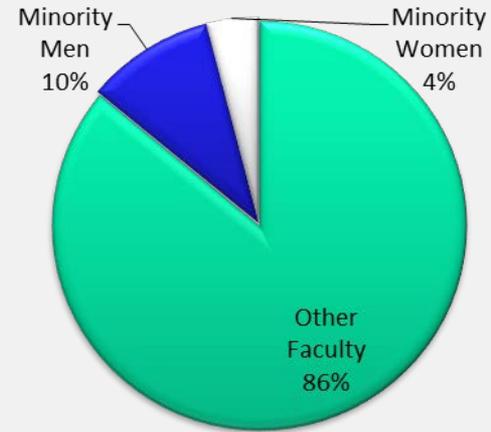
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 2011-2012: OIR W105

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

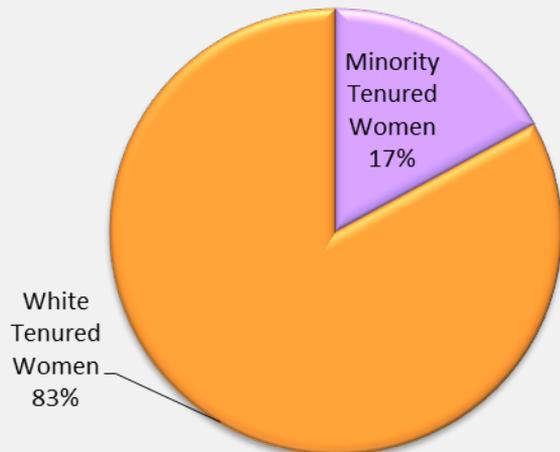
Women as a percentage of all tenured faculty



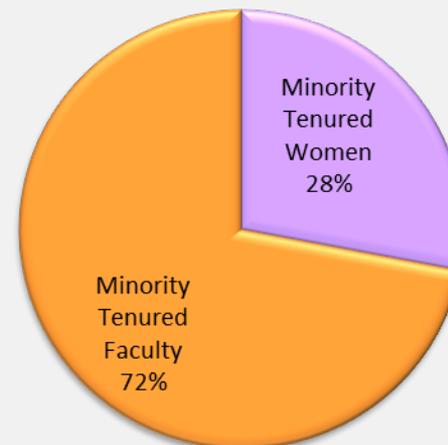
Minority Women as a percentage of all tenured faculty



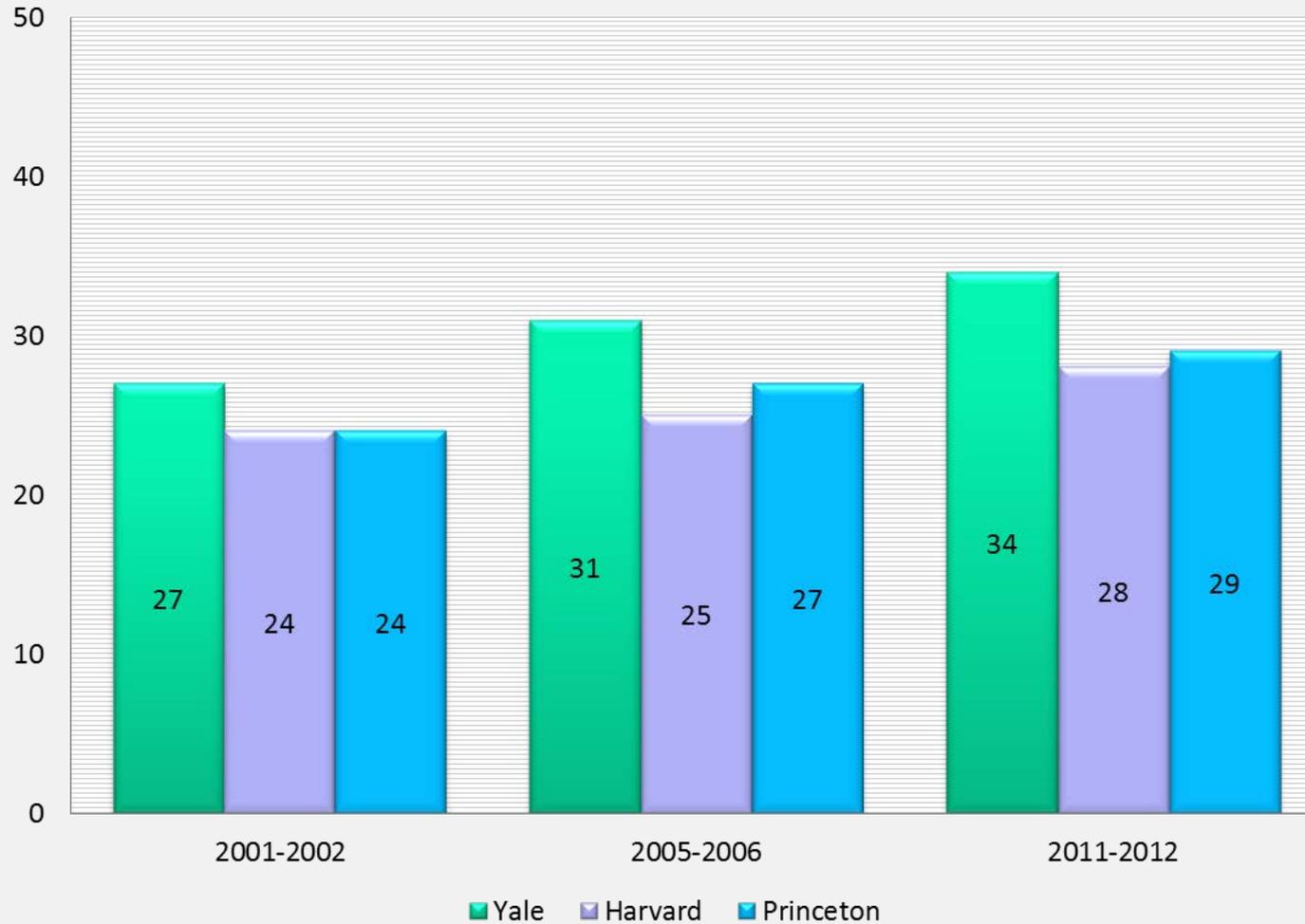
Minority Women as a percentage of tenured women faculty



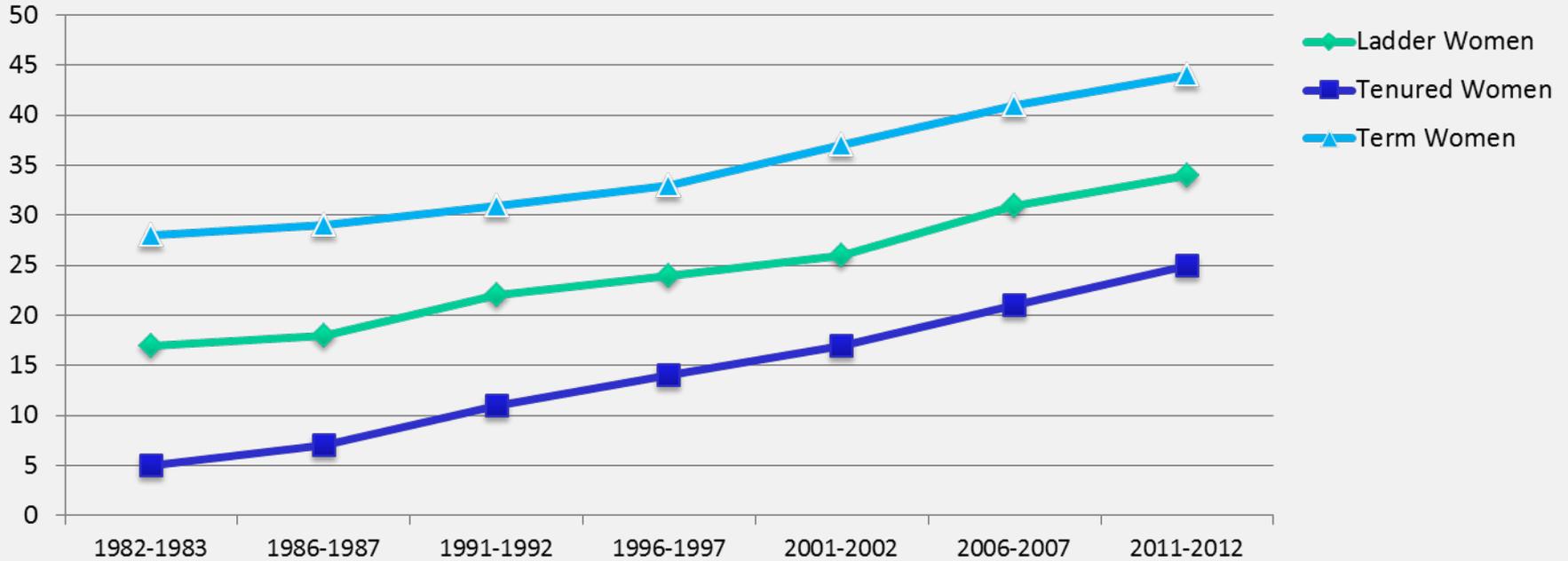
Minority Women as a percentage of minority tenured faculty



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



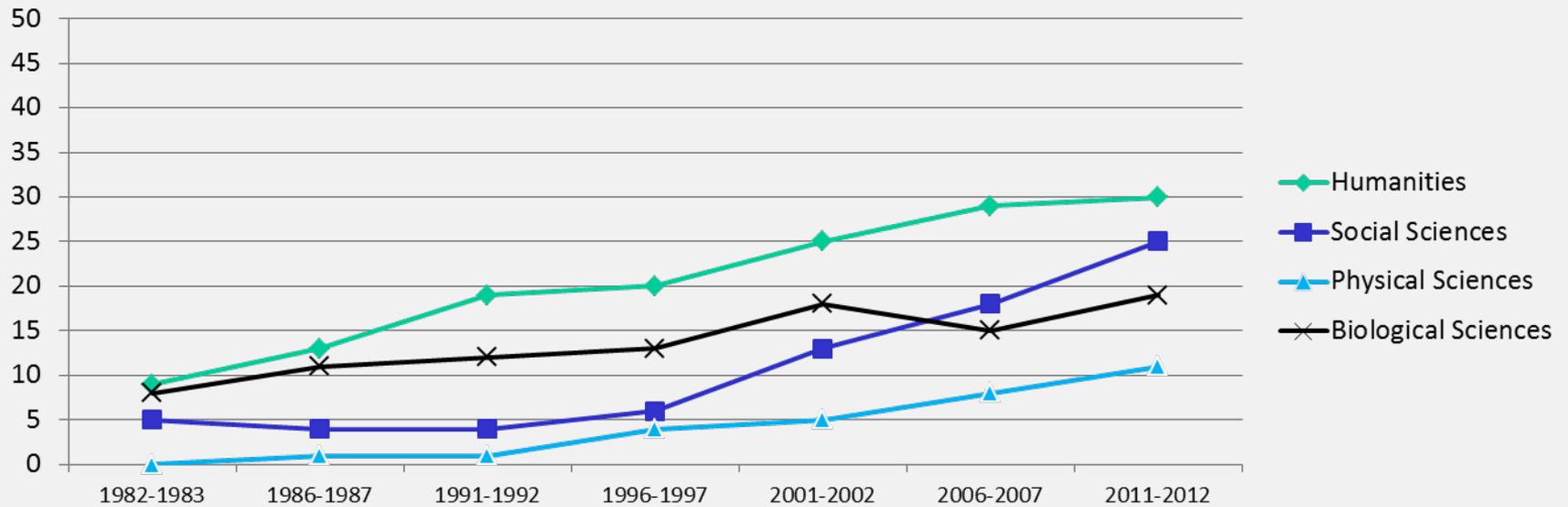
Tenured and Term Women Faculty, percent University-Wide (1982-2007)



	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

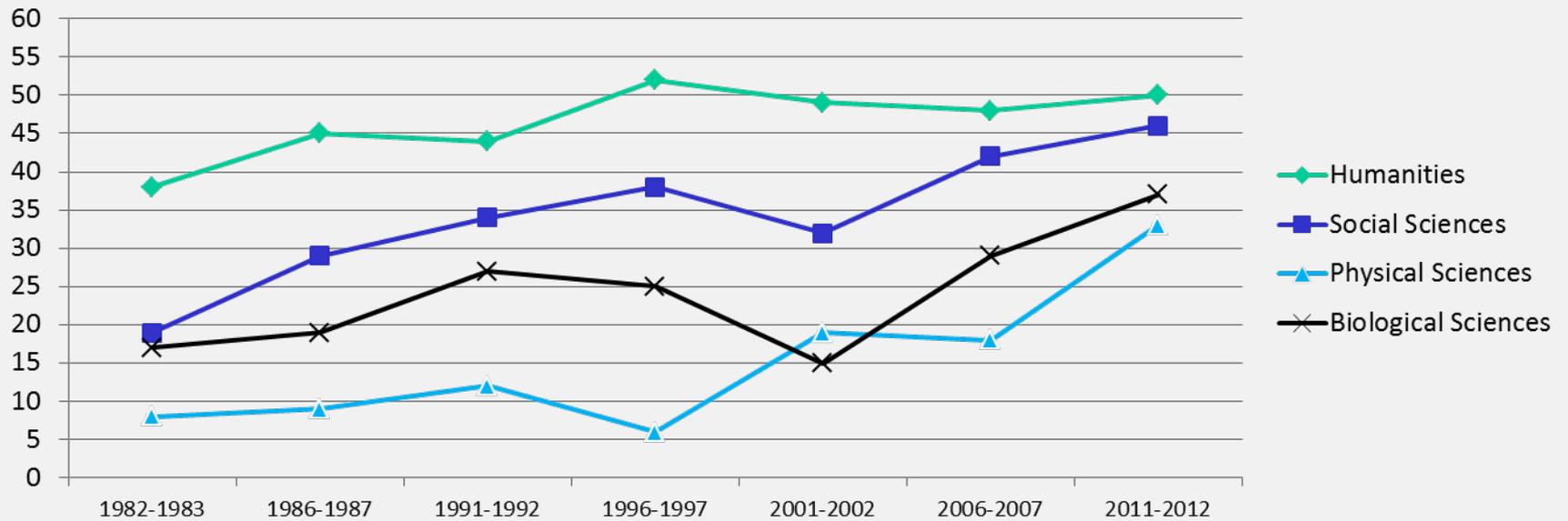
Tenured Women Faculty in FAS by percent (1982-2012)



	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

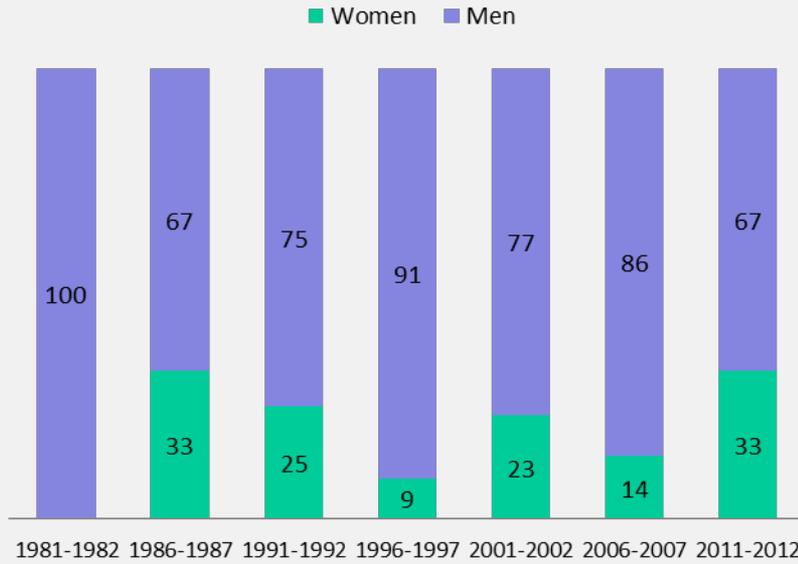
Term Women Faculty in FAS by percent (1982-2012)



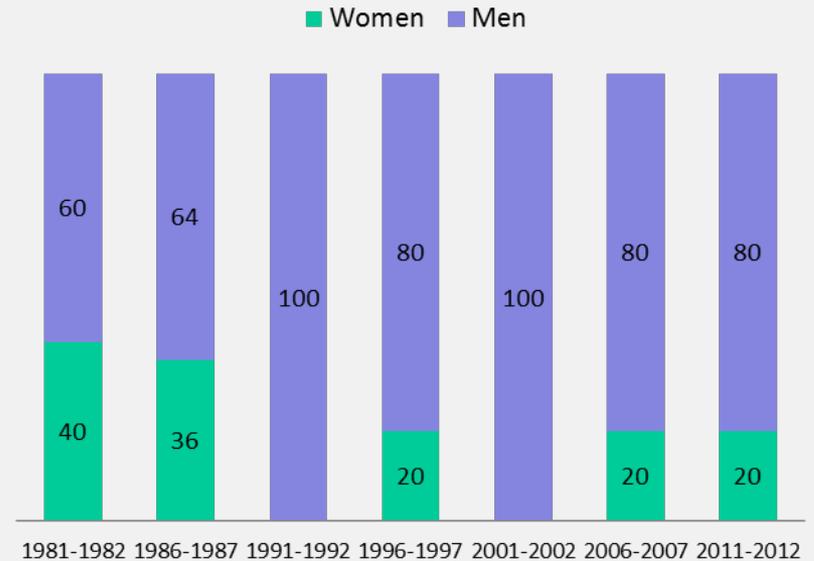
	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007	2011-2012
Humanities	50/131 38%	57/128 45%	49/112 44%	55/105 52%	49/100 49%	46/95 48%	37/74 50%
Social Sciences	13/67 19%	19/66 29%	22/64 34%	24/63 38%	22/68 32%	25/60 42%	33/71 46%
Physical Sciences	5/67 8%	6/70 9%	8/69 12%	3/50 6%	10/52 19%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



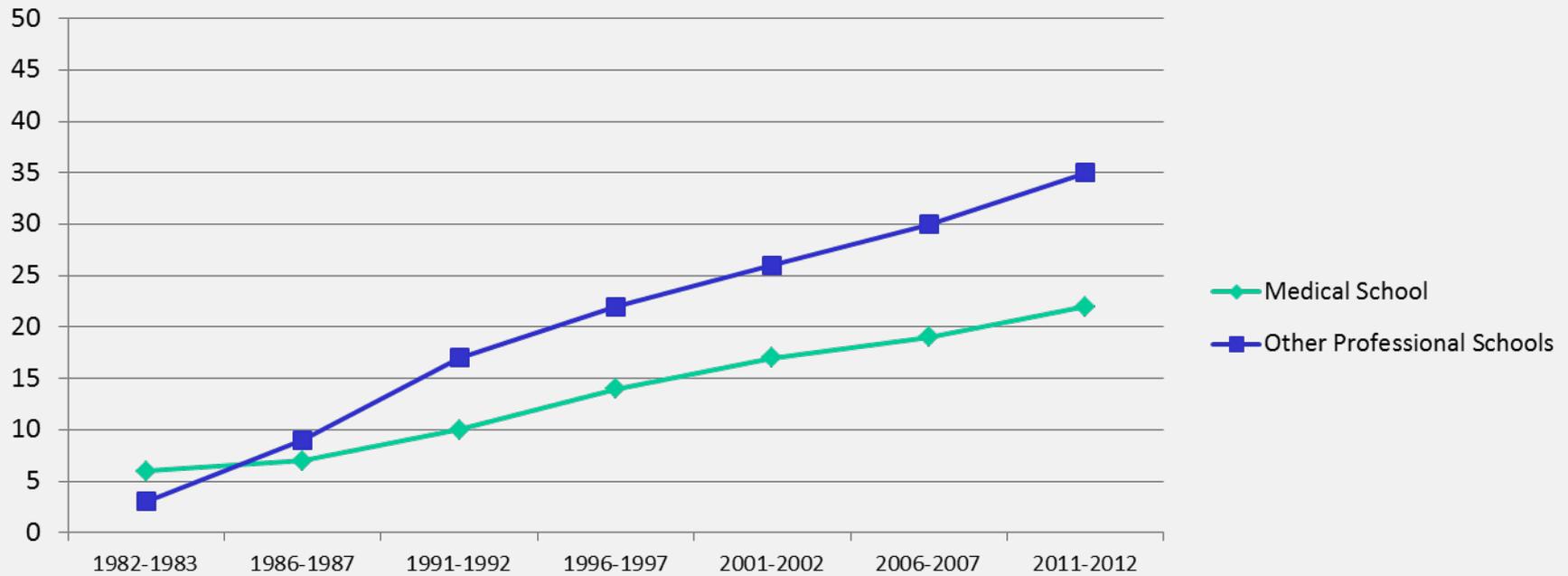
Faculty Tenured from Within (by percent)



	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

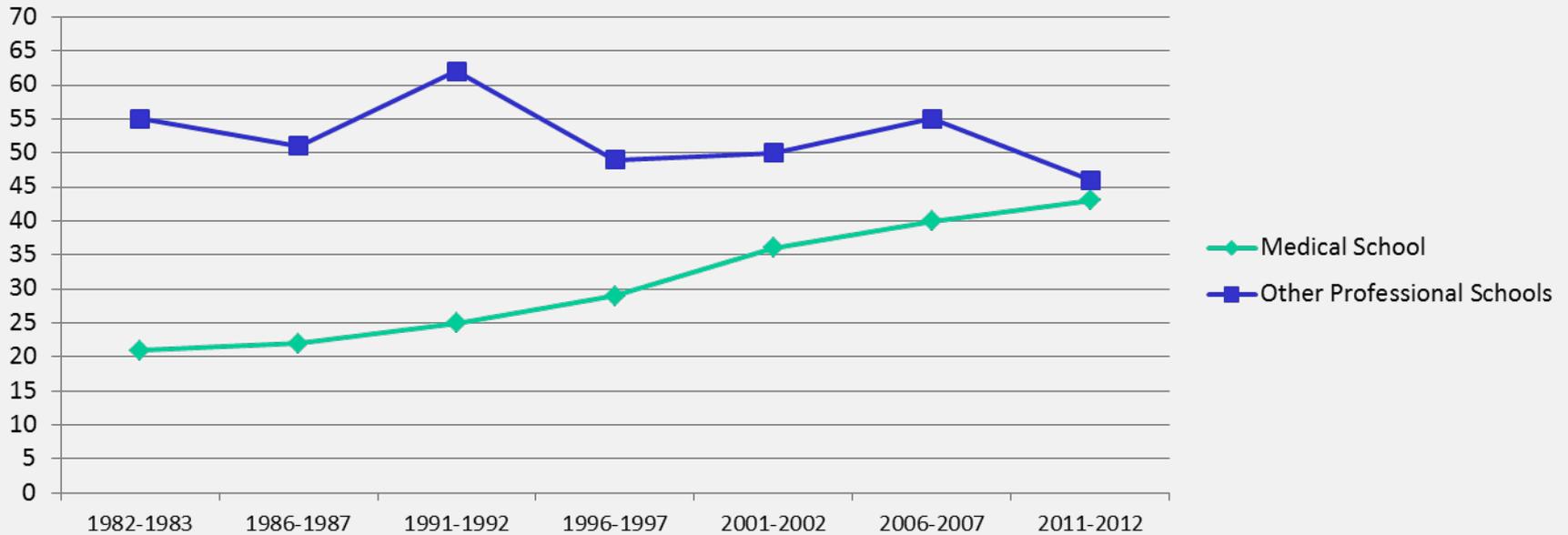
Tenured Women Faculty in Yale Professional Schools by percent (1982-2012)



	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)

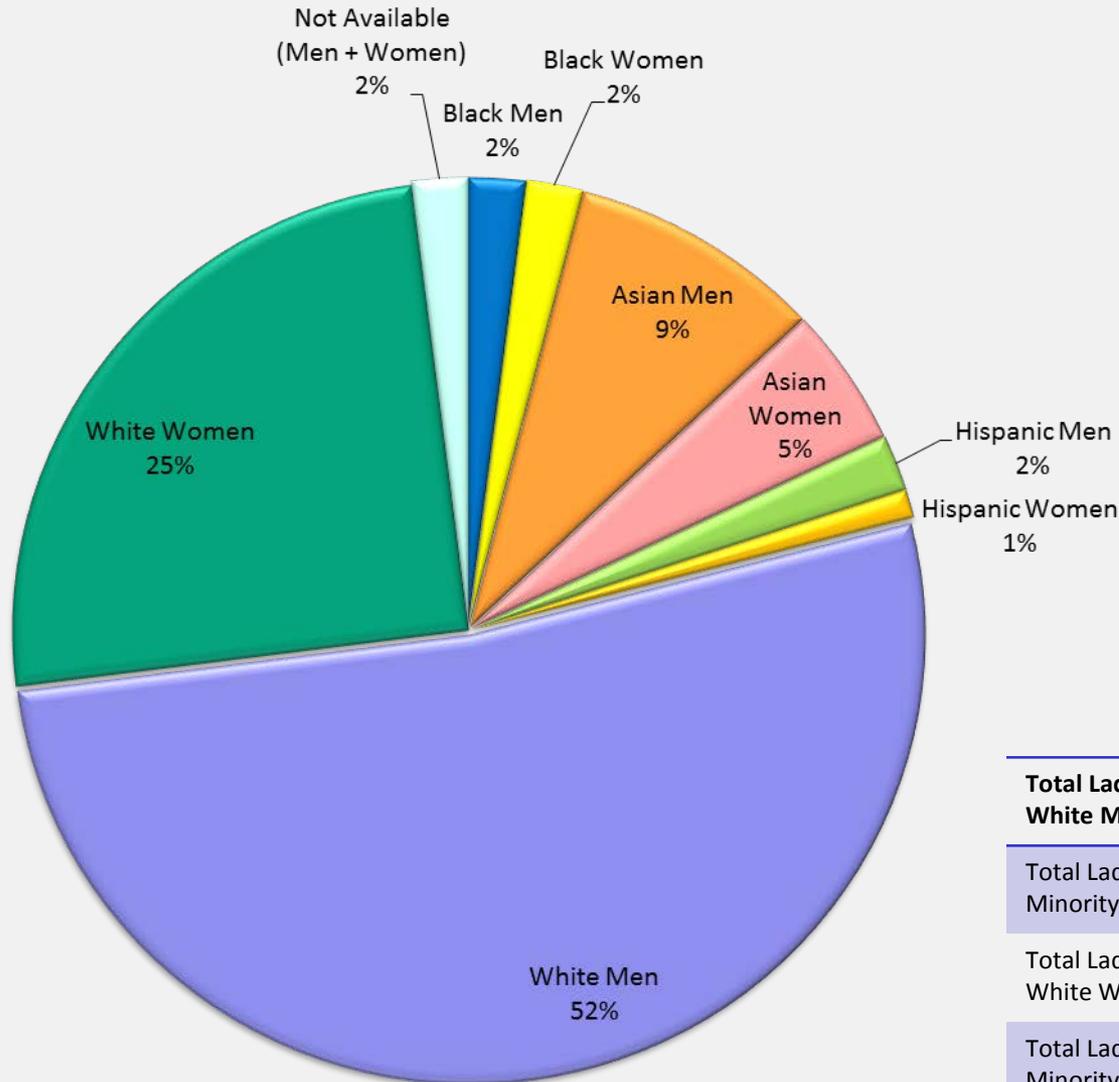
	Tenured	Term	Adjunct	Other	Visitor	Research
Architecture	4/5	1/5	0/8	9/37	3/12	0/0
Art	2/4	2/4	0/4	12/28	0/0	0/0
Divinity	7/17	4/10	0/1	11/23	1/2	2/4
Drama	0/0	0/0	13/35	24/43	0/0	0/0
Forestry & Environmental Studies	2/17	2/7	1/5	8/17	0/2	3/9
Law	14/45	0/3	0/1	10/51	0/4	18/27
Medicine	97/434	376/865	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

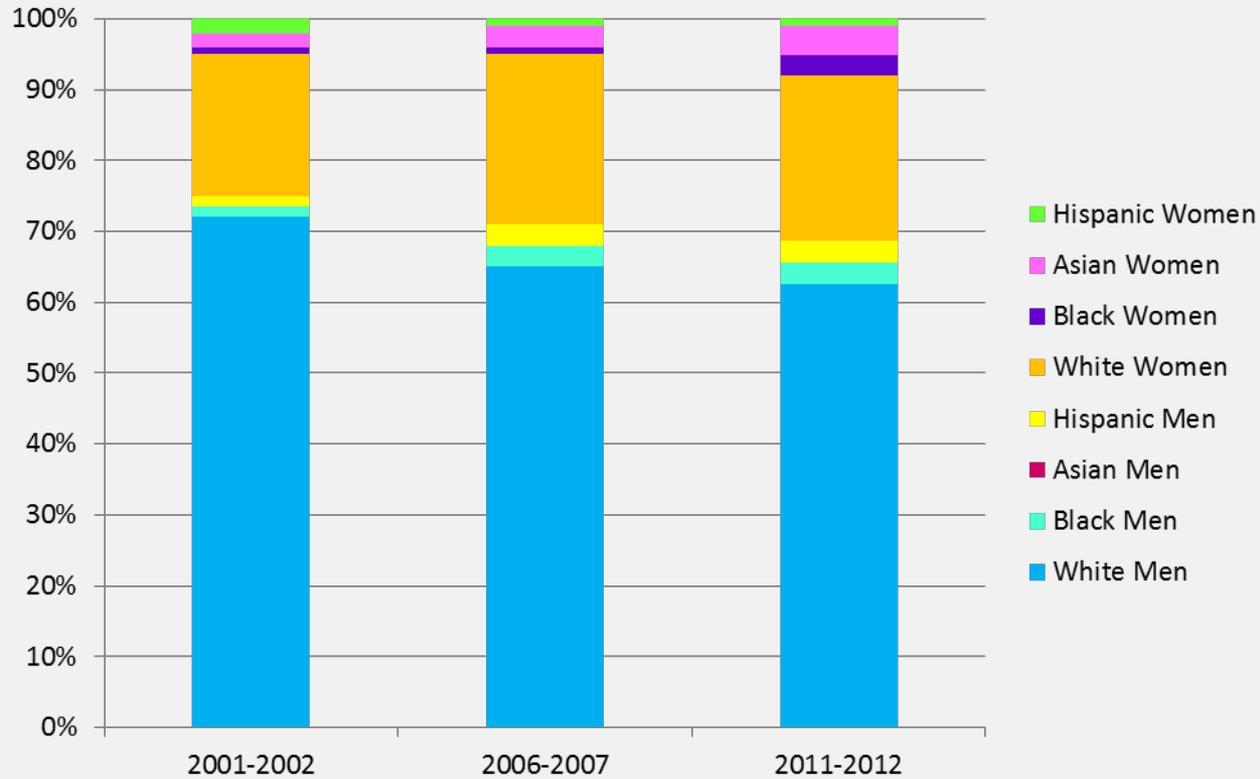
Distribution of Minority Ladder Faculty, University-Wide (2011-2012)*



**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%

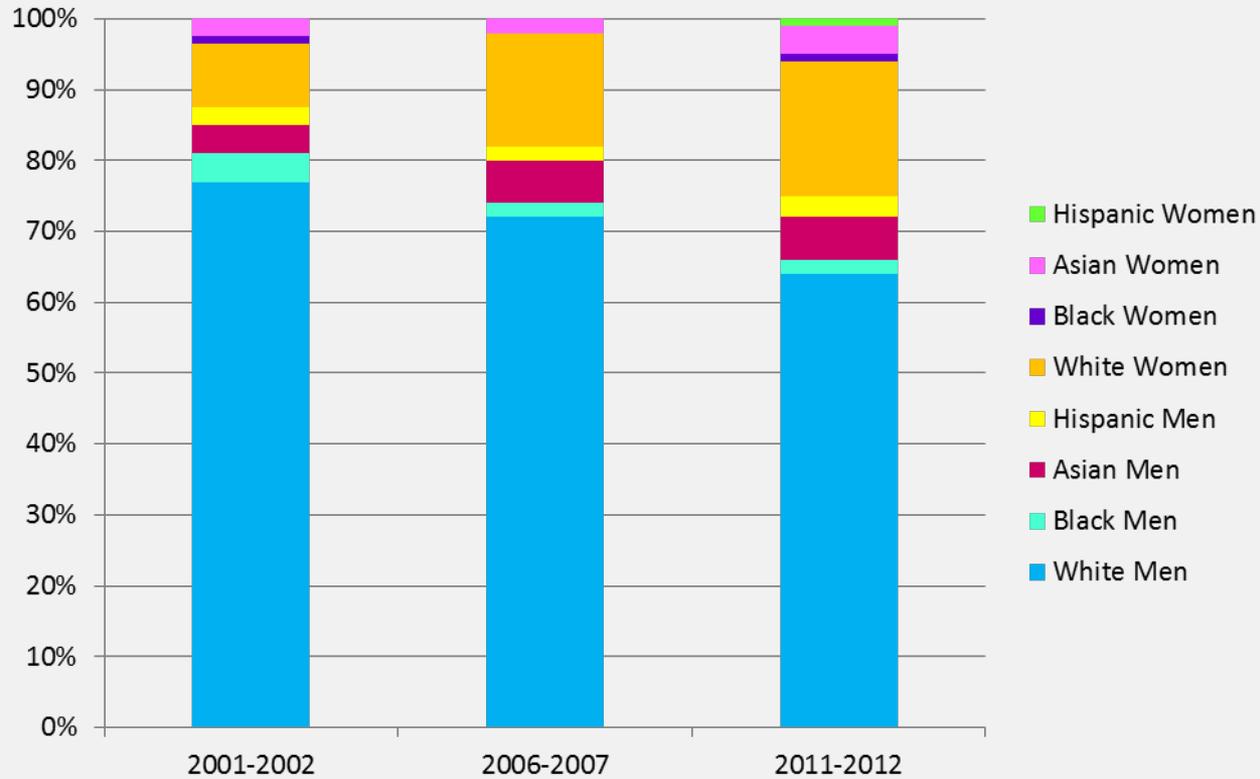
Number of Tenured Faculty by Race and Gender: Humanities Division, 2002-2012



	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).

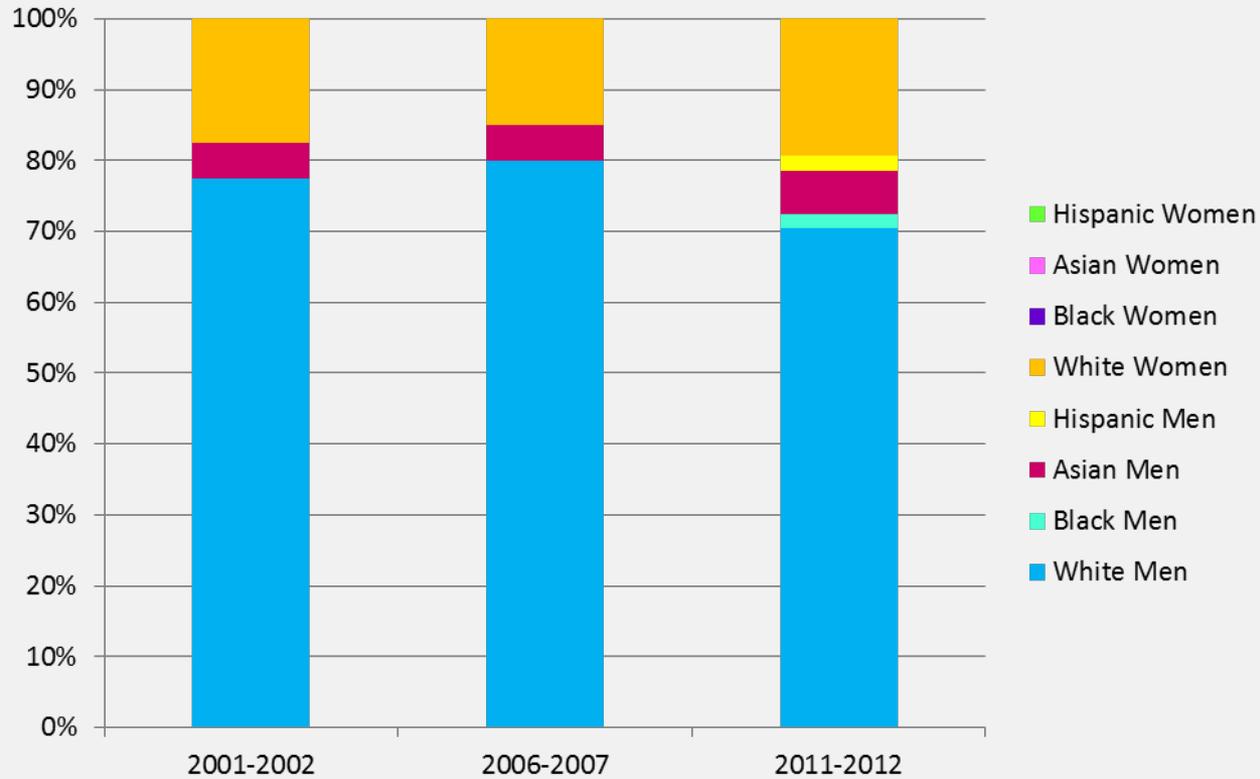
Number of Tenured Faculty by Race and Gender: Social Sciences Division, 2002-2012



	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).

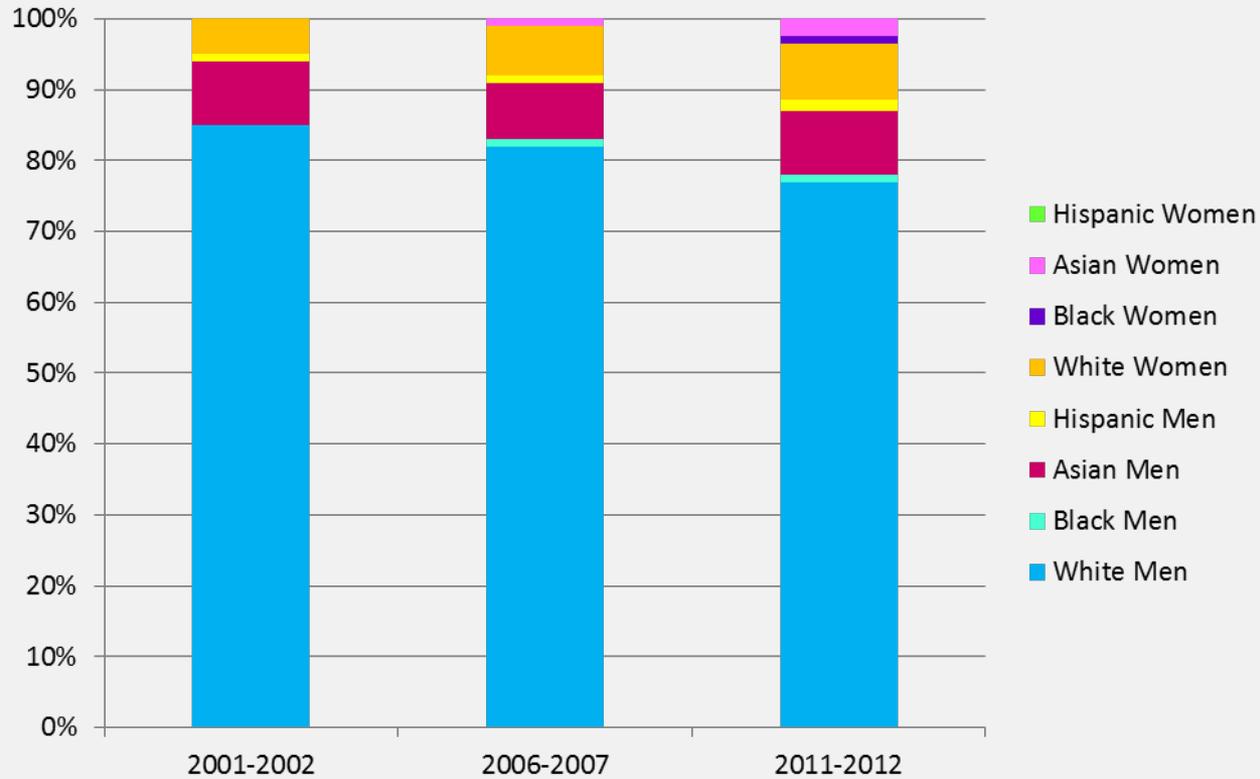
Number of Tenured Faculty by Race and Gender: Biological Sciences Division, 2002-2012



	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%)

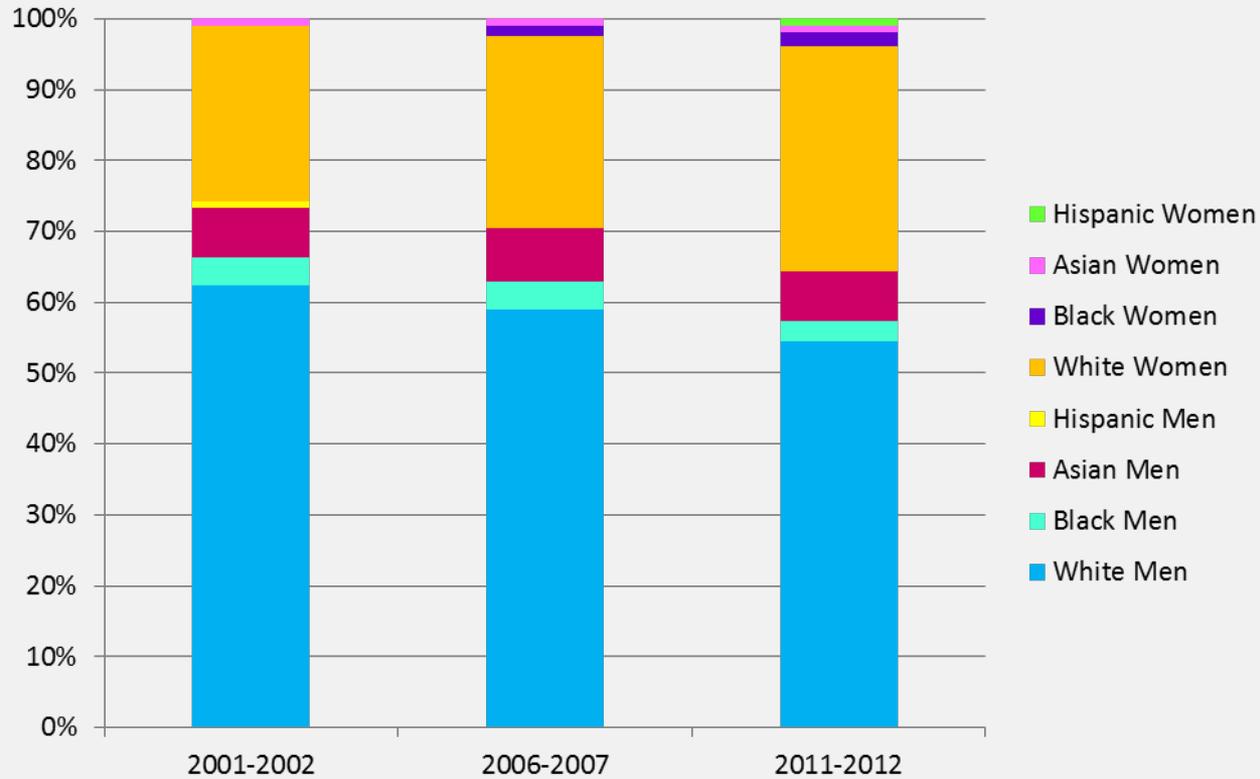
Source: Office of Institutional Research, University-Wide Headcounts, Race by Sex 1982-2007; OIR W105. Total numbers may not equal 100% because other small percentages of less than 1% each come from categories not listed (Native American, Native Hawaiian/Pacific Islander, Two or More Races, and Not Available).

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



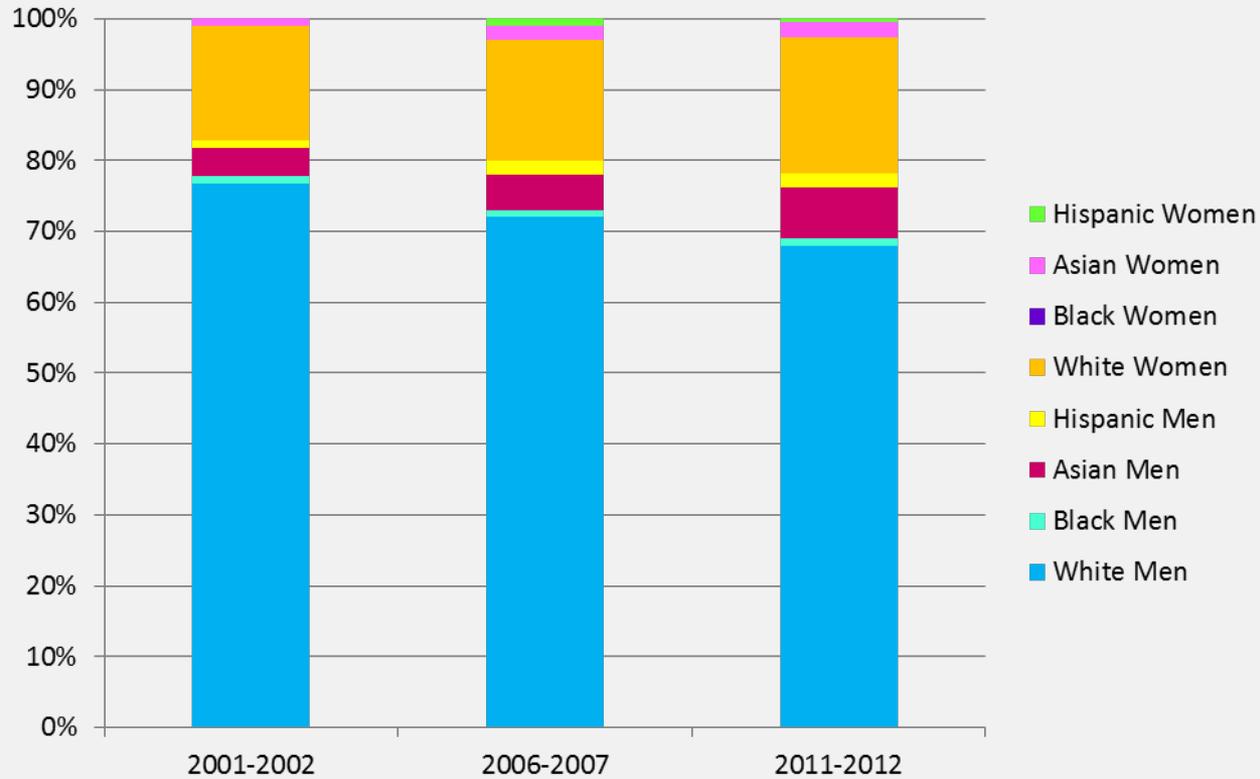
	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2011-2012	97 (77%)	1 (1%)	12 (9.5%)	2 (1.5%)	10 (8%)	1 (1%)	3 (2%)	0 (0%)
2006-2007	98 (82%)	1 (1%)	10 (8%)	1 (1%)	8 (7%)	0 (0%)	1 (1%)	0 (0%)
2001-2002	100 (85%)	0 (0%)	10 (9%)	1 (1%)	6 (5%)	0 (0%)	0 (0%)	0 (0%)

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

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)

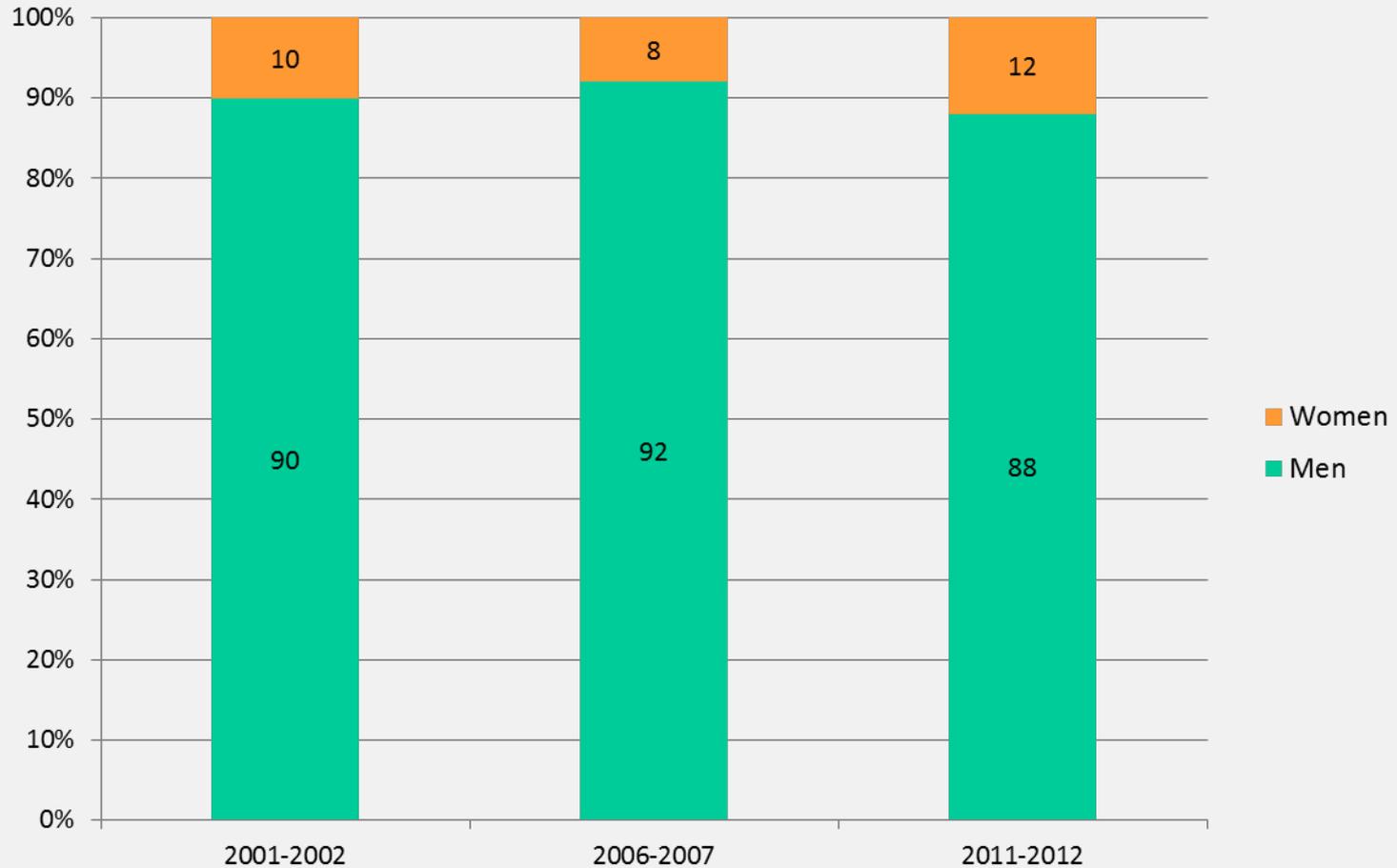
	1982-1983	1986-1987	1992-1993	1997-1998	2001-2002	2006-2007	2011-2012
Women Serving As Director		Univ. Art Gallery Univ. Librarian	Peabody Museum Univ. Art Gallery Univ. Librarian Univ. Health Services	Univ. Art Gallery	Beinecke Library Center for British Art Univ. Librarian	Center for British Art Univ.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

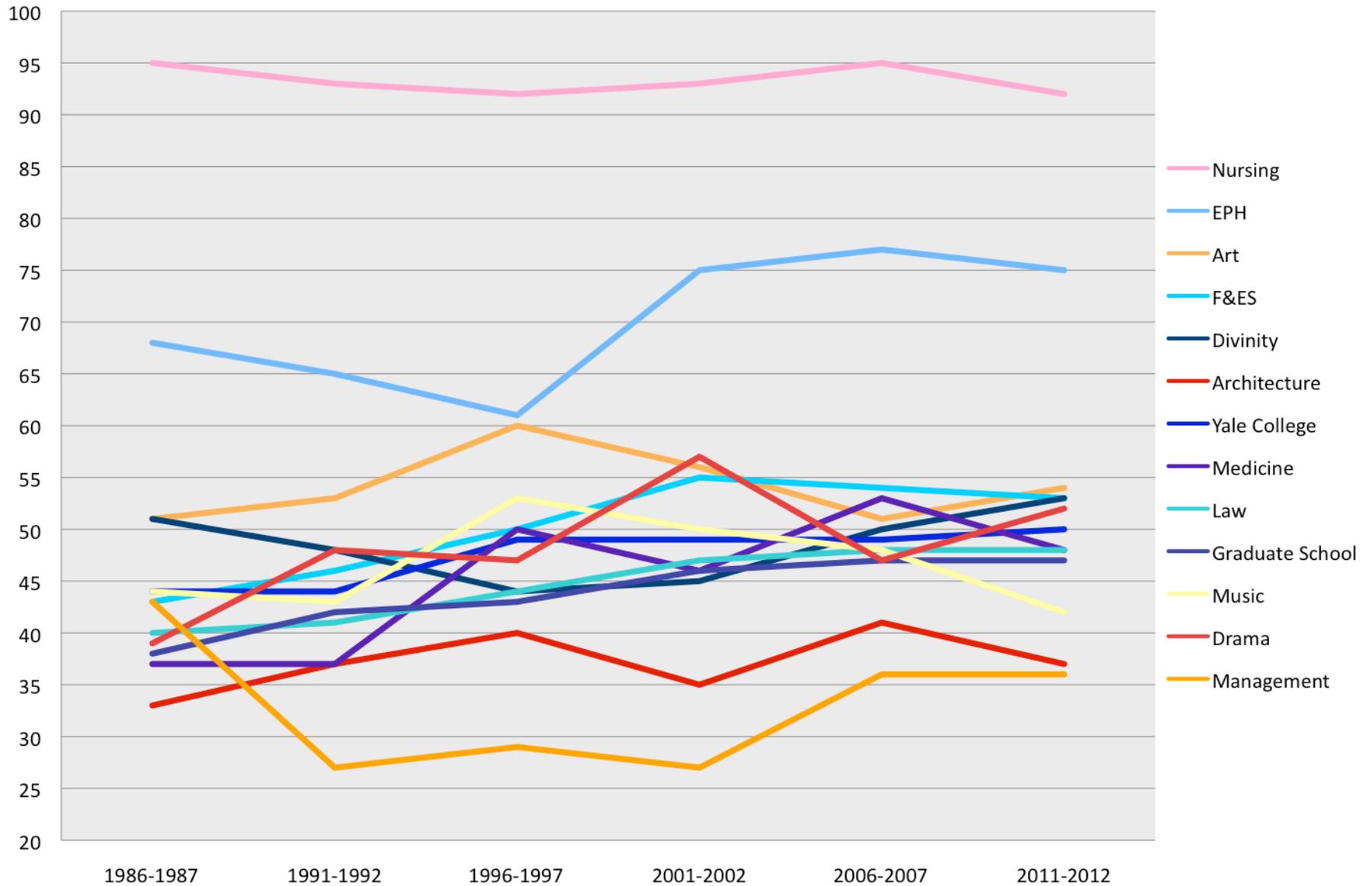
Honorary degrees

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>.

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