

Women and Men Faculty Yale University

A View of 2016-2017

wff YALE WOMEN FACULTY FORUM



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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, Men, and Yale University: The View*, which is a report compiled every 5 years on the demographic data of men and women faculty at Yale. Reports dating back to 2002 can be found on our website: wff.yale.edu. 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

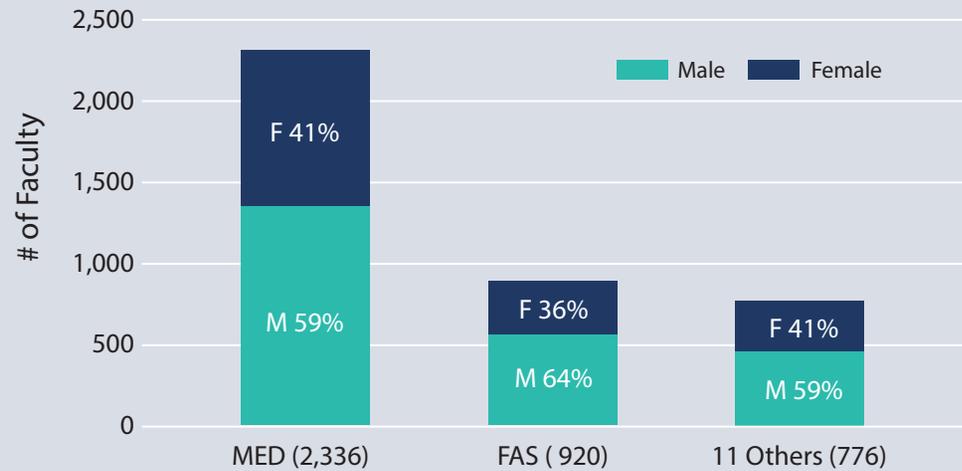
- The proportion of women with named professorships in Public Health (45%), Law (35%), and Divinity (31%) is much higher than named professors in Medicine (17%), FES (14%), Management (12%).
- Under-representation of women as Sterling professors (14%).

E. Graduate Students and Postdoctoral Fellows

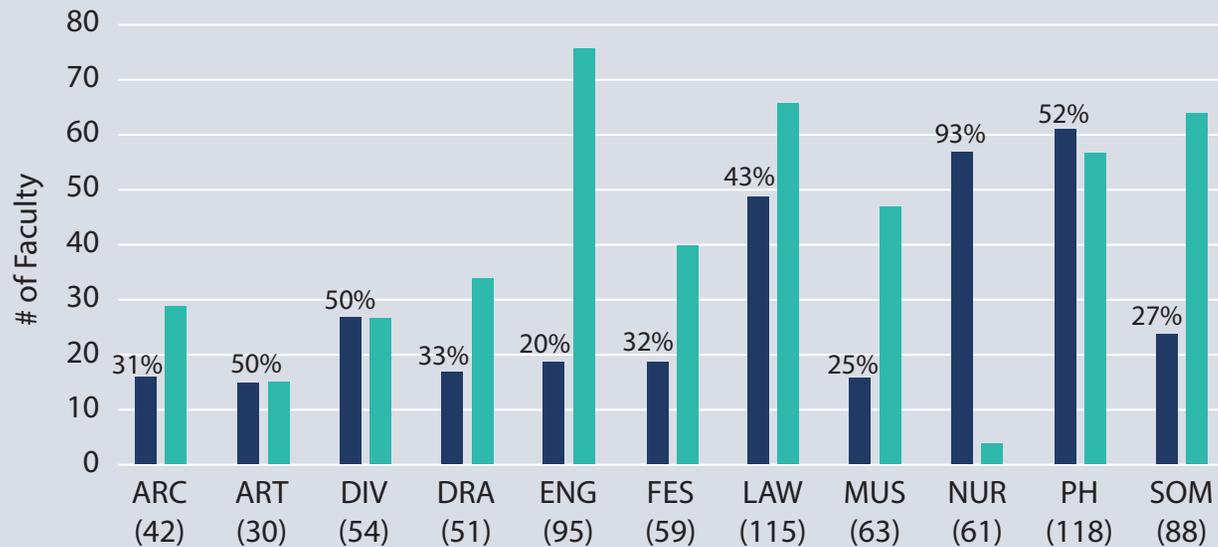
- Percent woman graduate students university-wide has been 44-48% since 2001-02.
- School of Management has increased the percent graduate woman from 27% (2001-02) to 40% today.
- Percent women postdoctoral fellows university-wide is 41%.

A.1. Total Faculty by Gender and School

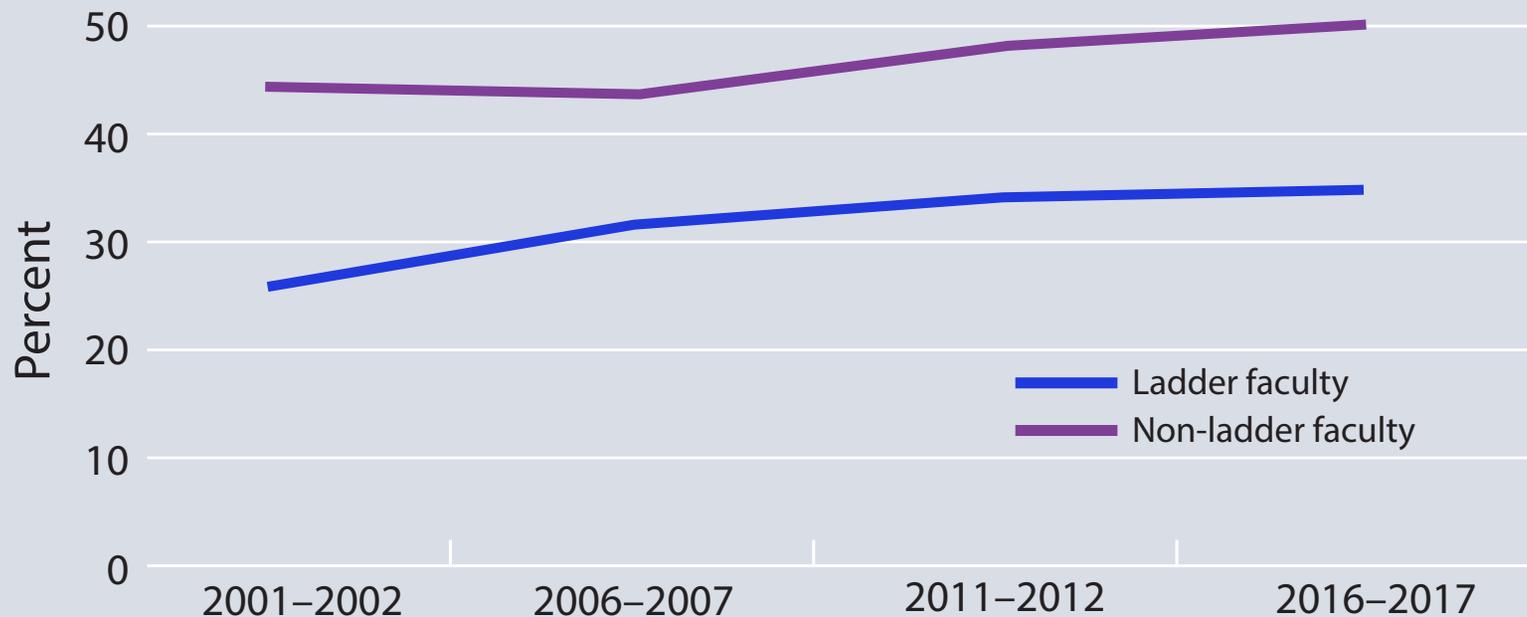
Of 4032 faculty, 58% are in MED (YSM); 23% FAS; 19% in other schools; FTE>50%



Distribution of faculty in 11 professional schools



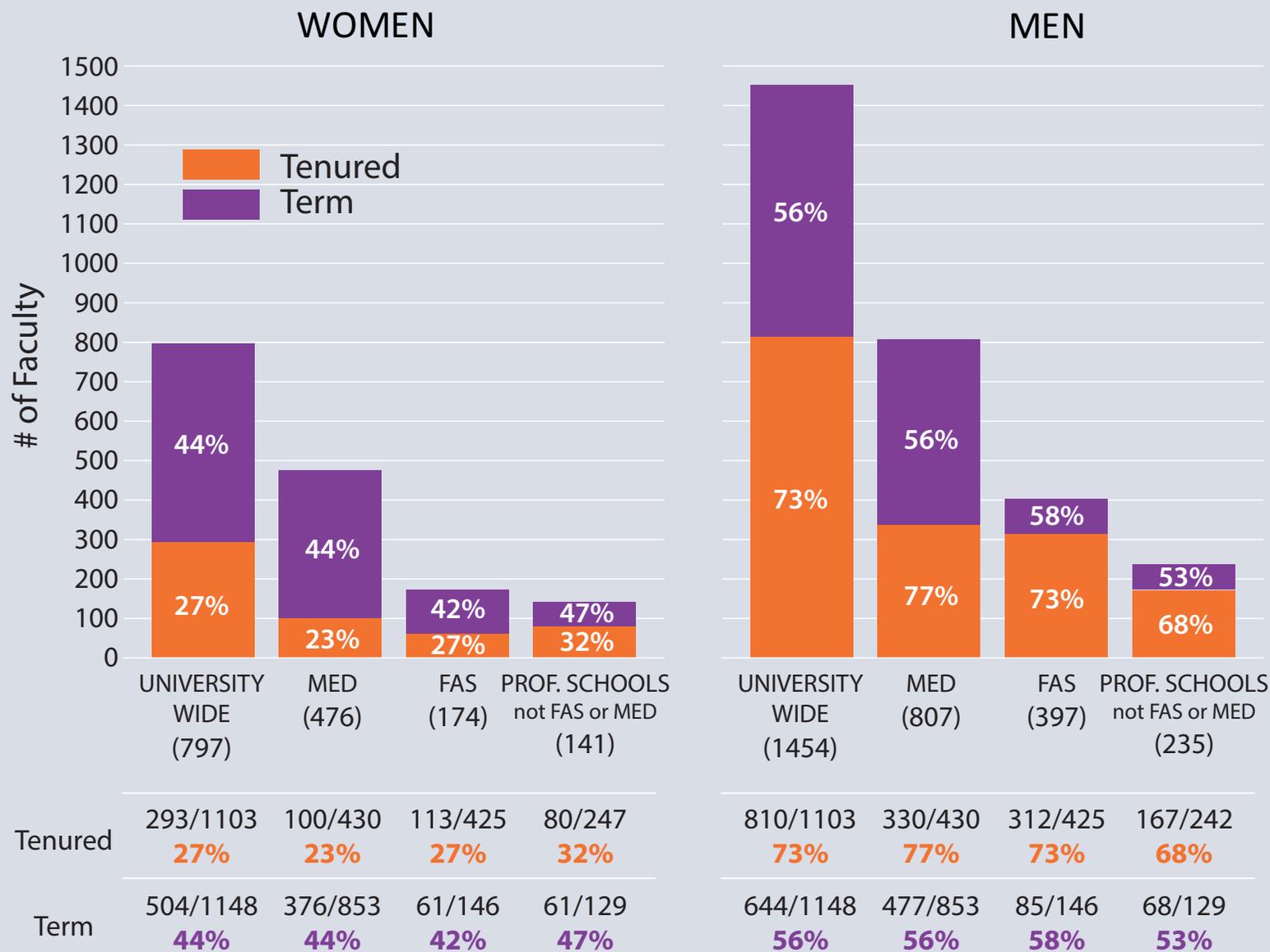
A.2. Women Faculty, Ladder and Non-Ladder University-Wide (2001–2017)



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.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				
Surgery	69	19	0-9 %			
Cell Biology	22	18				
Urology	11	9				
Microbial Pathogenesis	6	0				

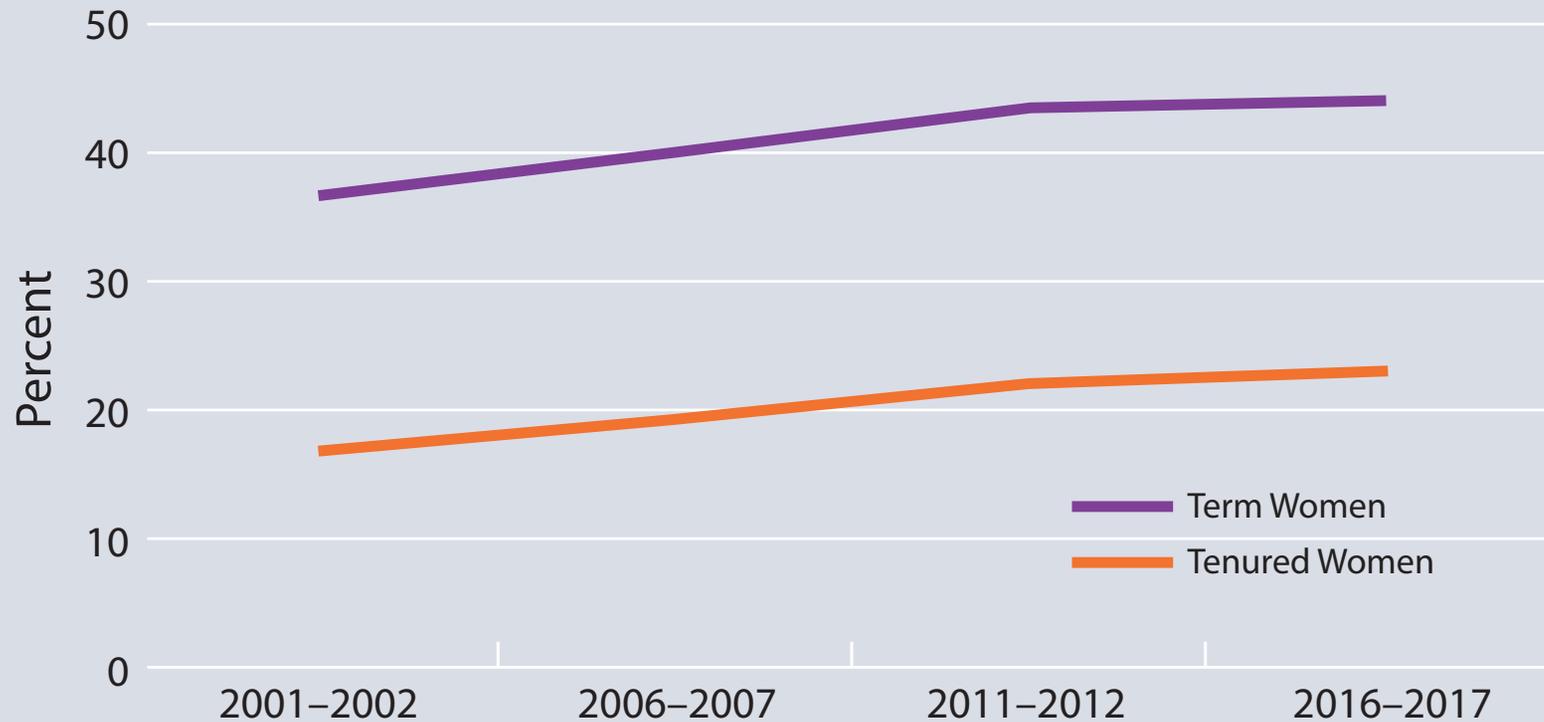
*YSM Includes faculty in the traditional, clinician educator, clinician scholar, and investigator tracks

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



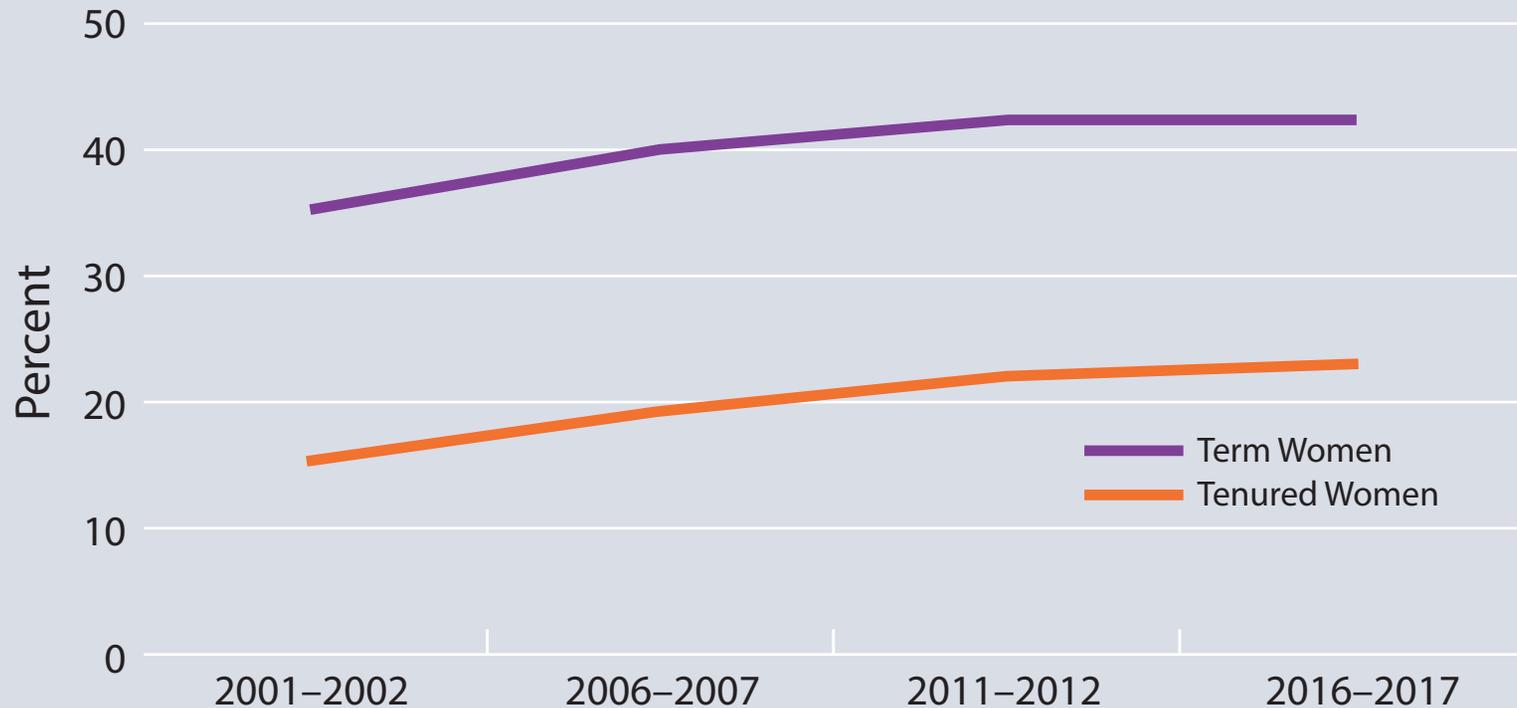
Term	300/810 37%	393/966 41%	510/1171 44%	504/1148 44%
Tenured	144/836 17%	187/906 21%	244/1016 24%	293/1103 27%
Total Ladder	444/1646 26%	580/1872 31%	754/2187 34%	797/2251 35%

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



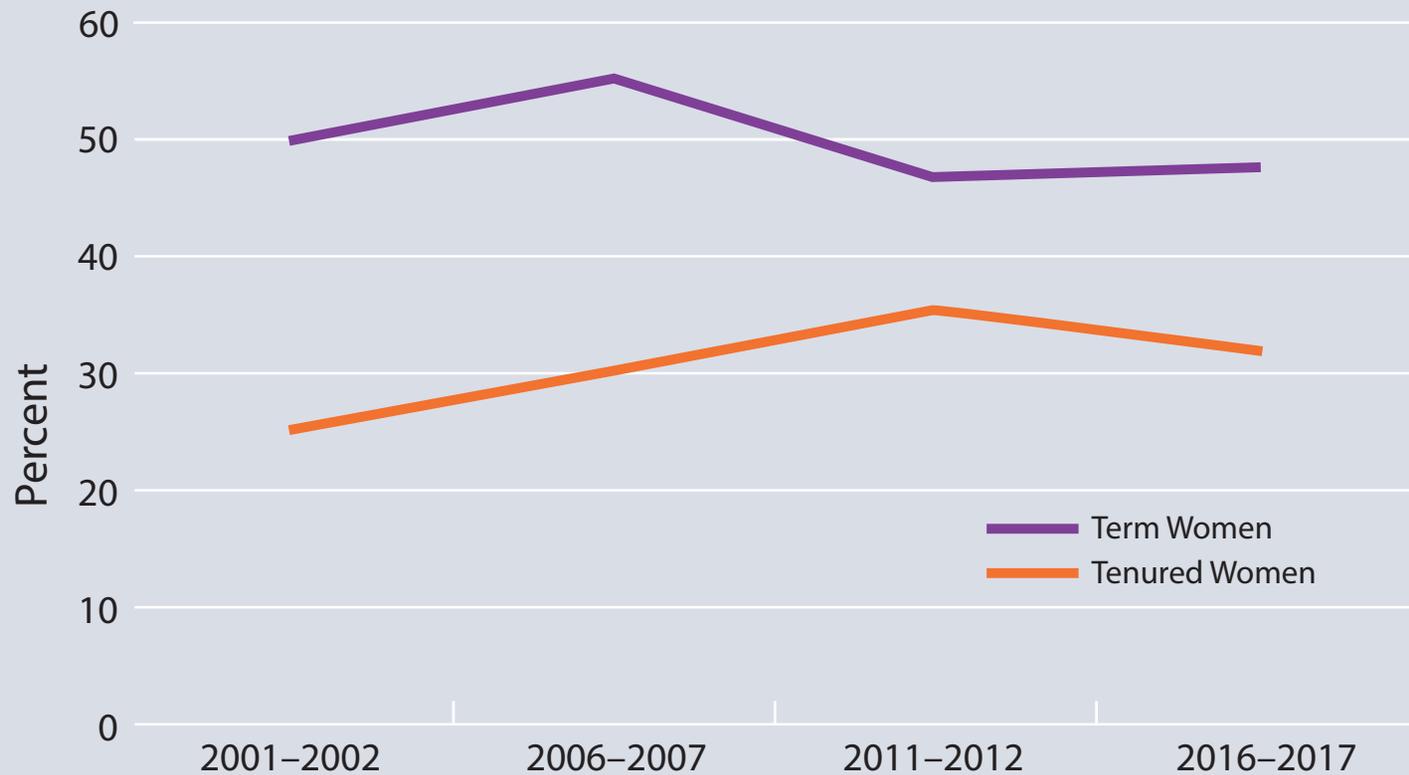
Term	183/504 36%	262/649 40%	327/762 43%	376/853 44%
Tenured	60/363 17%	74/381 19%	94/421 22%	100/430 23%

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



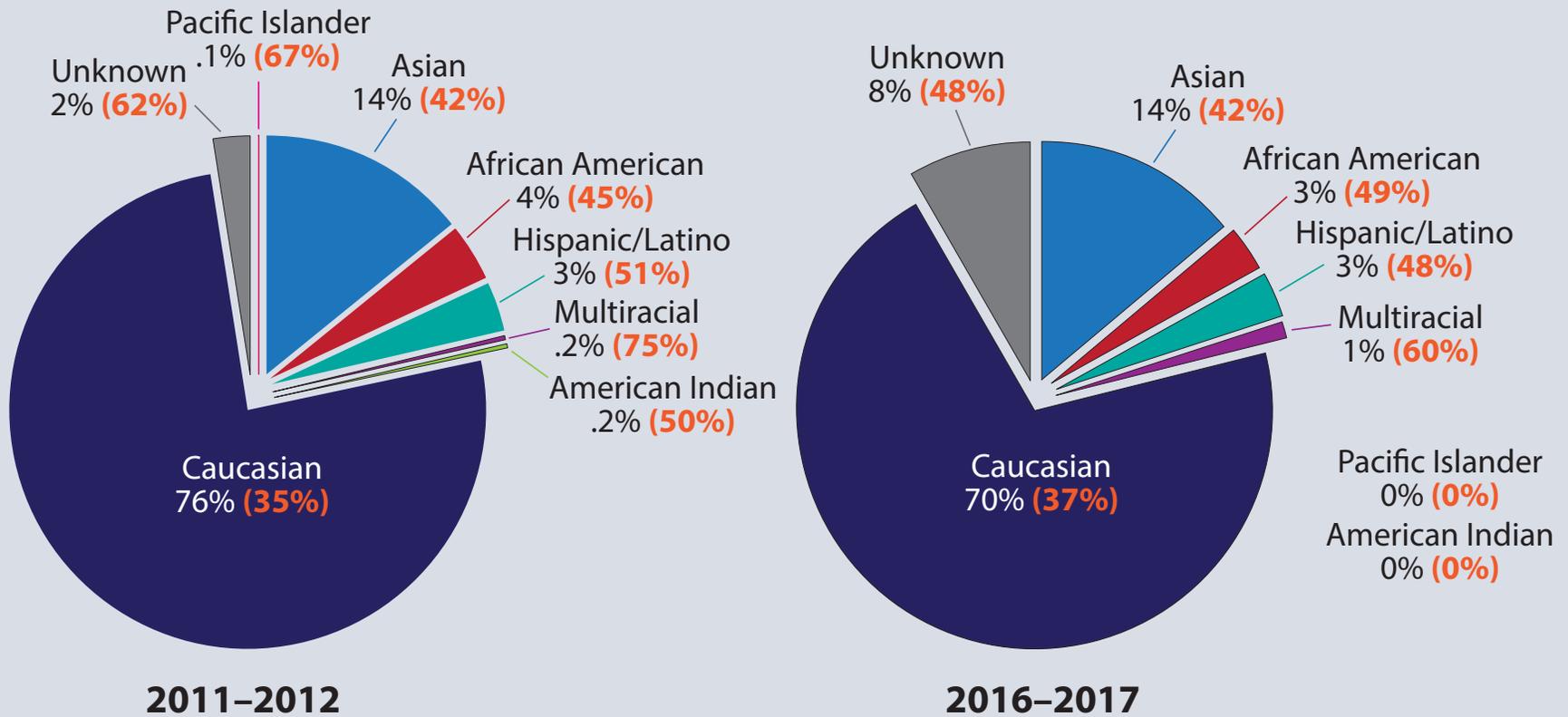
Term	84/240 35%	89/240 37%	98/227 42%	61/146 42%
Tenured	54/354 15%	72/389 19%	99/445 22%	113/425 27%

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)

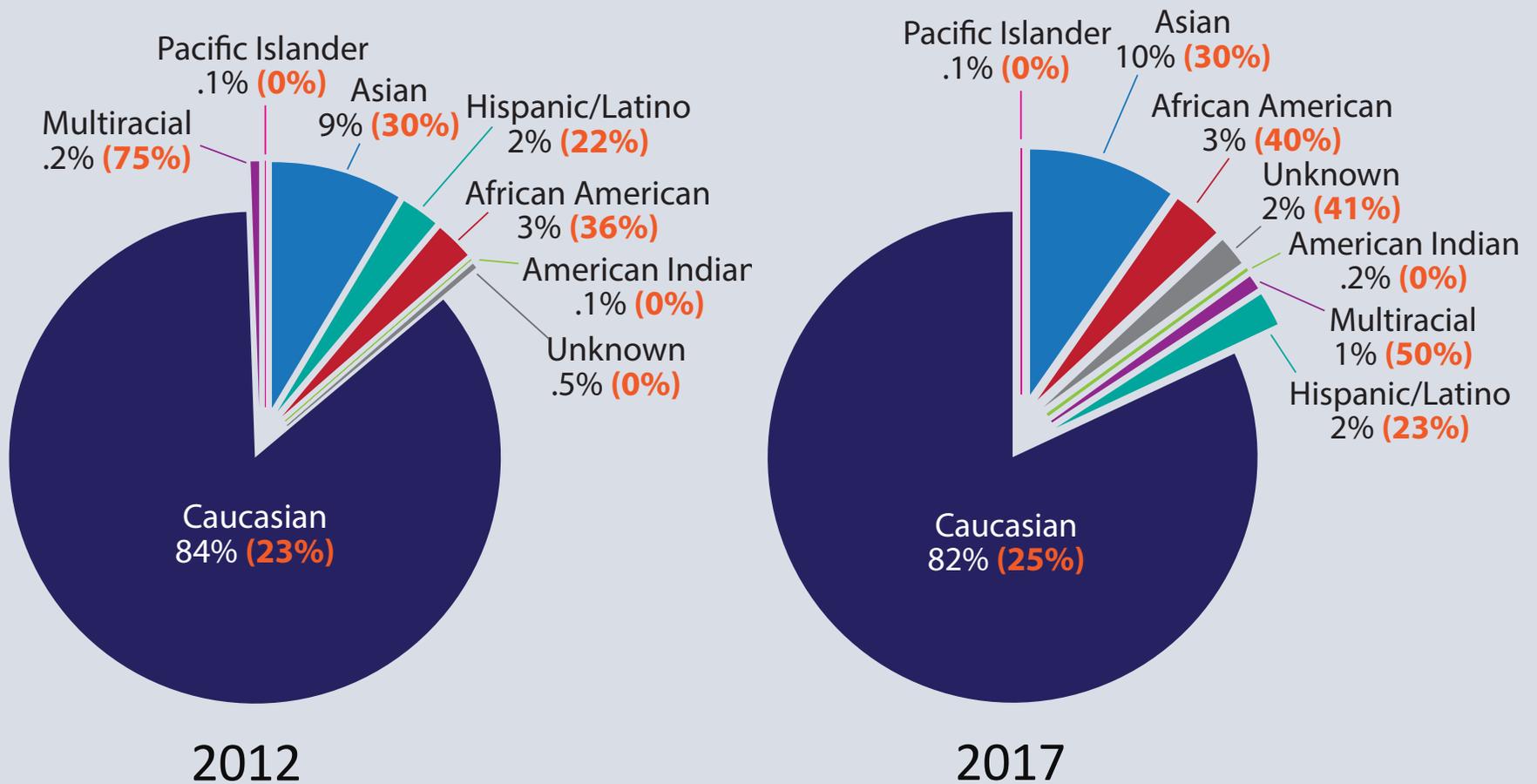
2012

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%

2017

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

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



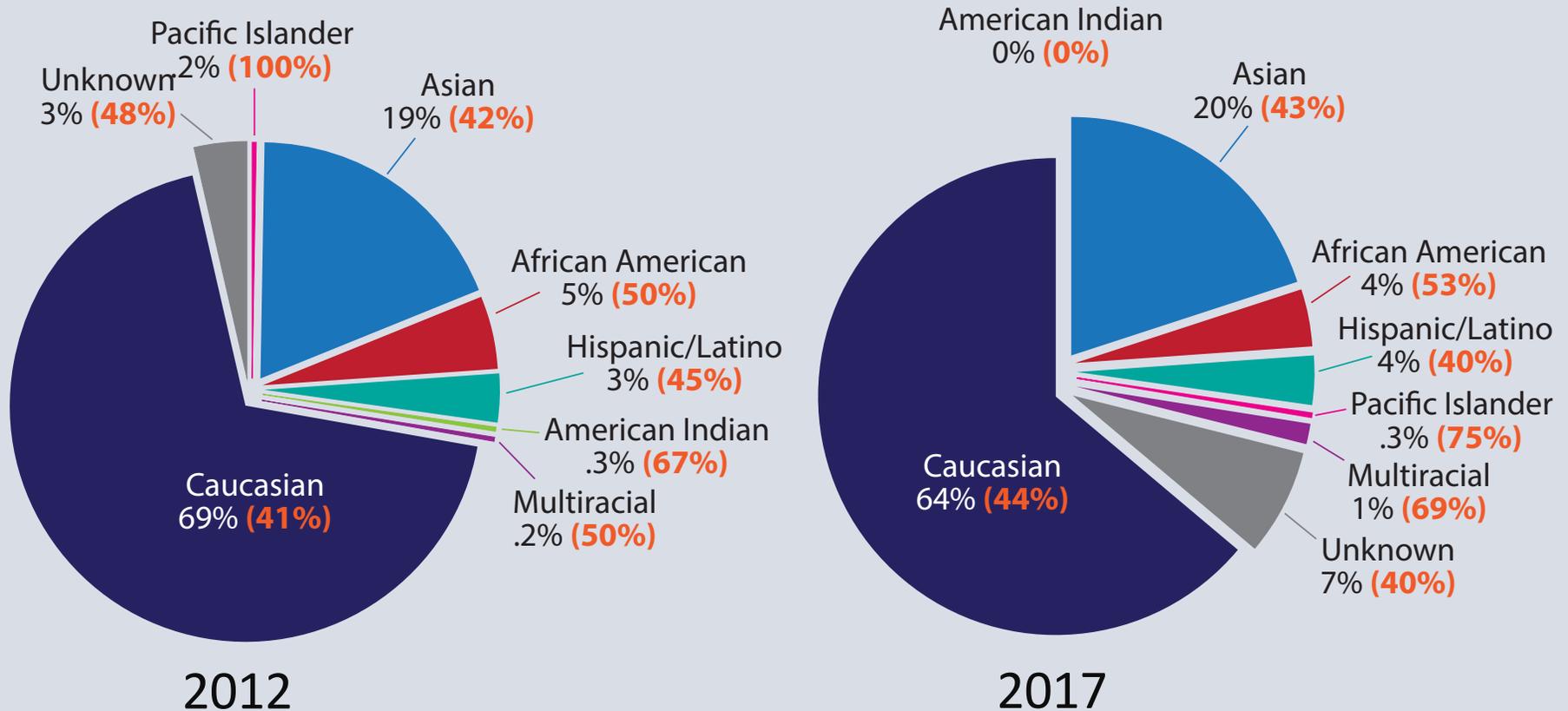
B.2.b. Tables of Trends in Tenured Ladder Faculty by Race, Ethnicity, Gender, % Female (2012 vs. 2017)

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



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

2012

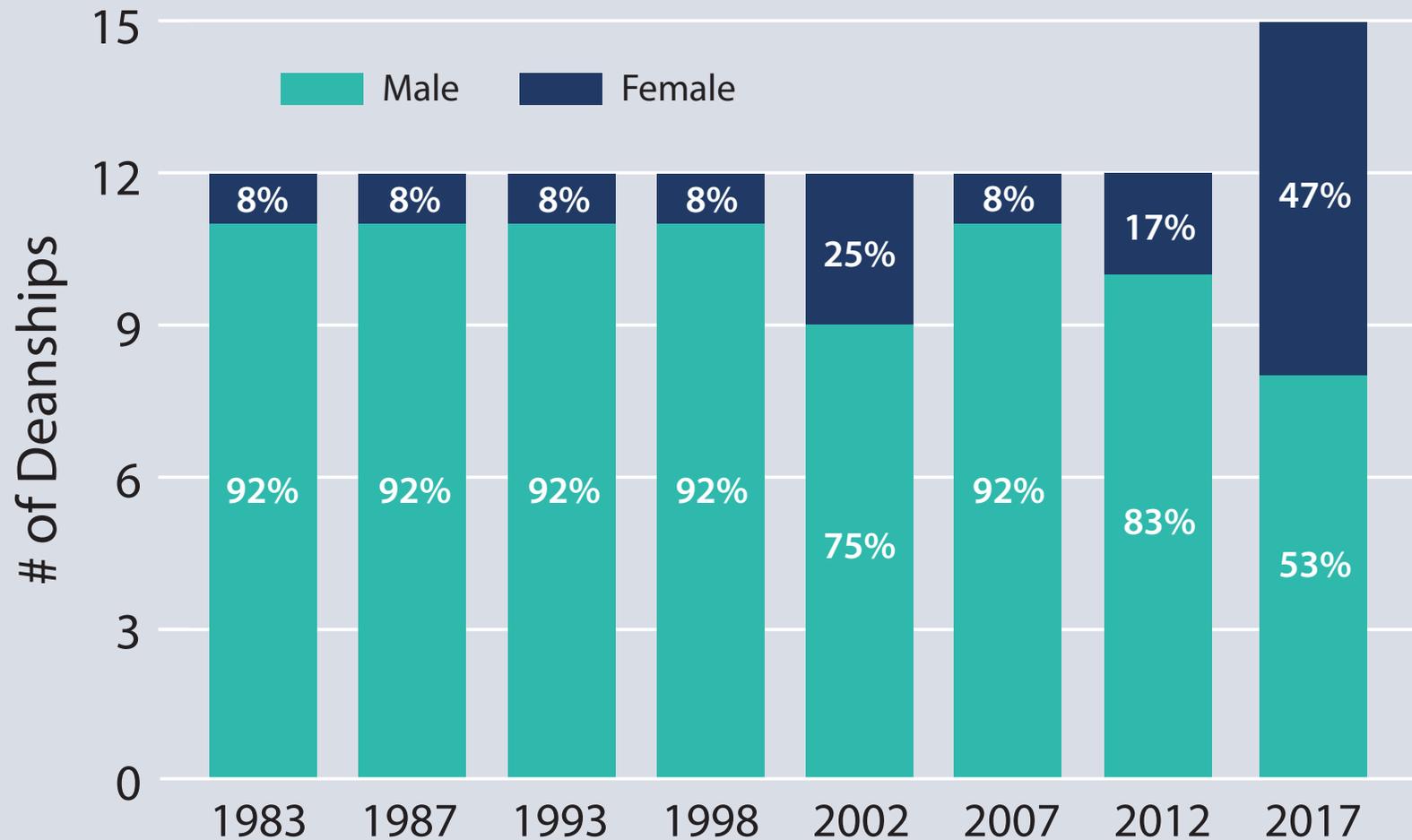
Ladder/Term	Female	Male	Term	% Term	% Female
Caucasian	274	398	672	68.8%	41%
Blank/Unknown	16	17	33	3.4%	48%
Native Hawaiian or Other Pacific Islander	2	0	2	0.2%	100%
Asian	76	106	182	18.6%	42%
Black or African American	25	25	50	5.1%	50%
Hispanic or Latino	15	18	33	3.4%	45%
Multiracial	1	1	2	0.2%	50%
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	4	10	14	28%
Dean		1		
Chief of Staff		1		
Special Advisor to Dean		1		
AssocVP University Level; Director of MED Level & 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		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		1	1	0
Total	6	25	31	19%

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

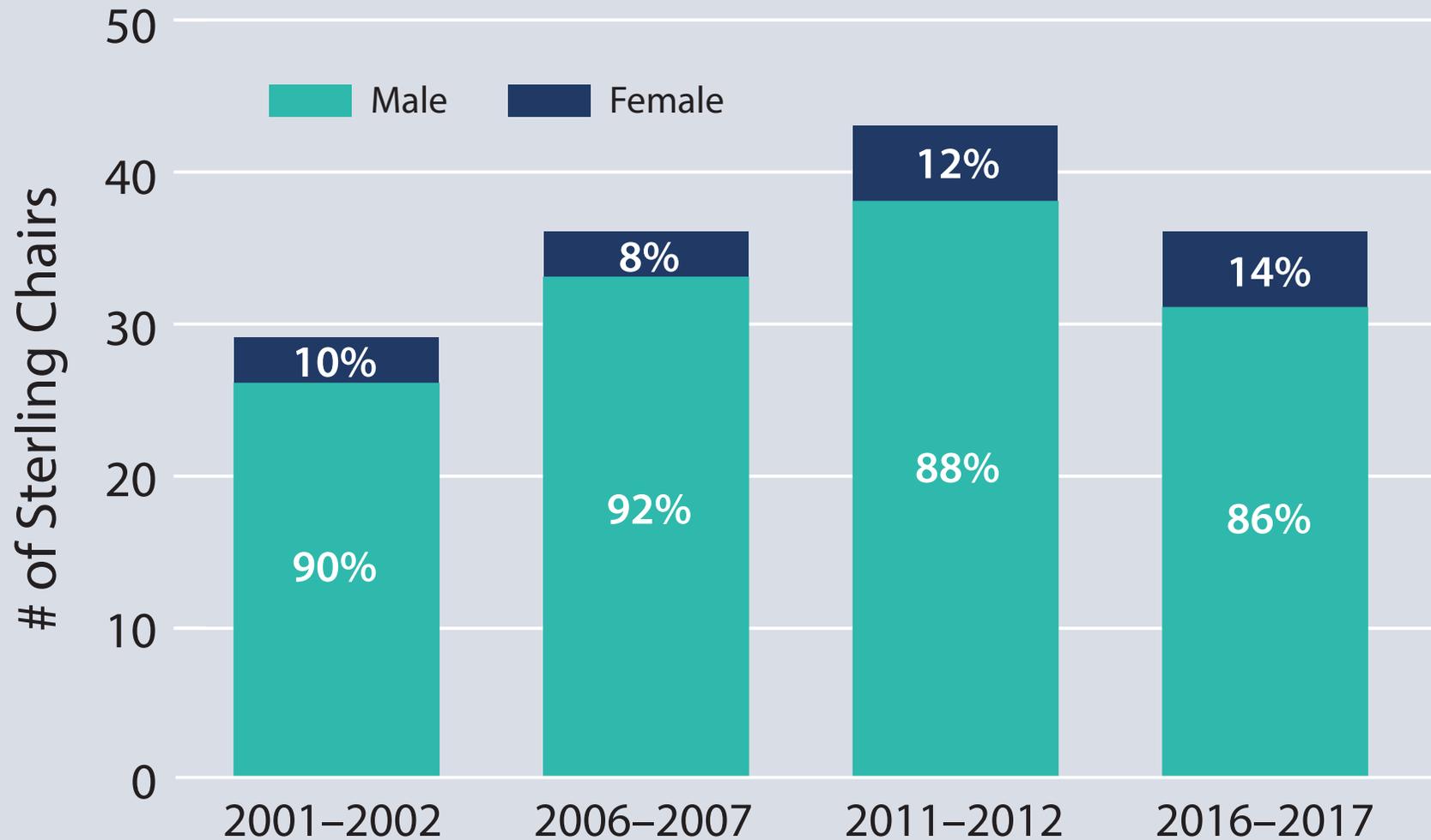
School	Female	Male	Total	% Female	Cohorts
Art	2	0	2	100%	50–100%
Nursing	7	0	7	100%	
Public Health	5	6	11	45%	30–49%
Law	16	30	46	35%	
Architecture	1	2	3	33%	
Divinity	5	11	16	31%	10–29%
Engineering & Applied Science	5	19	24	21%	
FAS	39	157	196	20%	
Medicine	19	94	113	17%	
Forestry & Environmental Studies	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 his or her field. They are funded with an endowment created in 1918 by John W. Sterling.

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

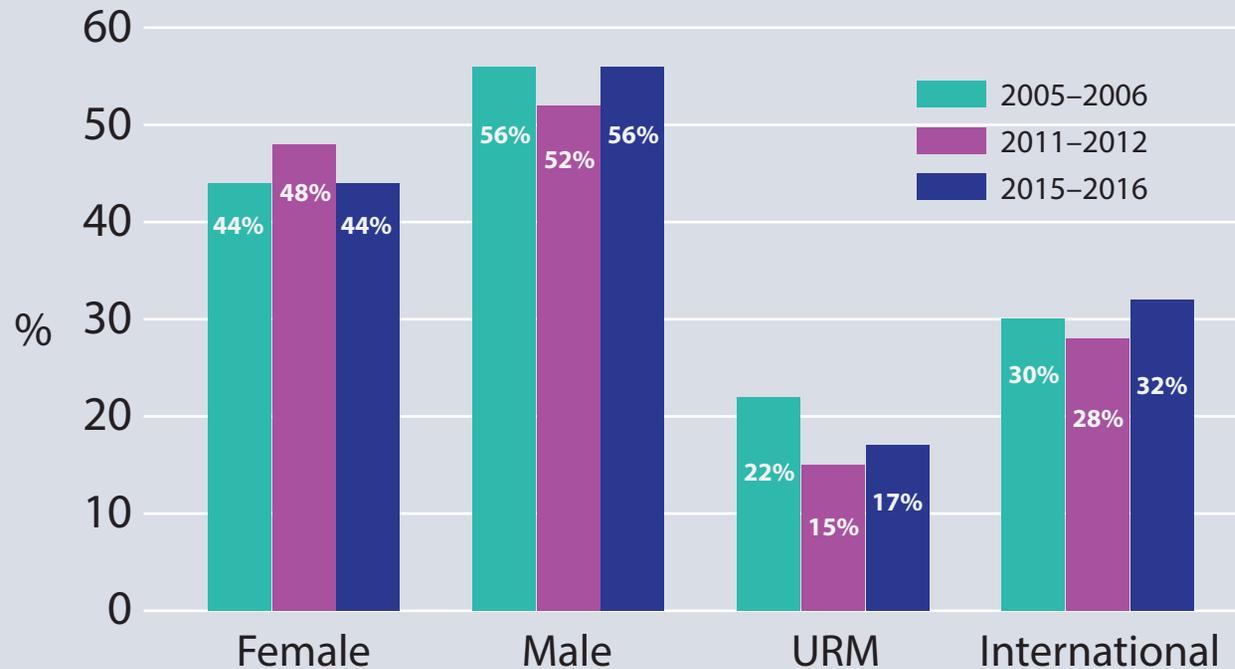


E.1. Trends in Enrolled Graduate Students by Gender and School*, % Female (2002–2017)

	2001–2002	2006–2007	2011–2012	2016–2017
School	# Female/# Total	# Female/# Total	# Female/# Total	# Female/# Total
Graduate Arts & Sciences	1064/2334 (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

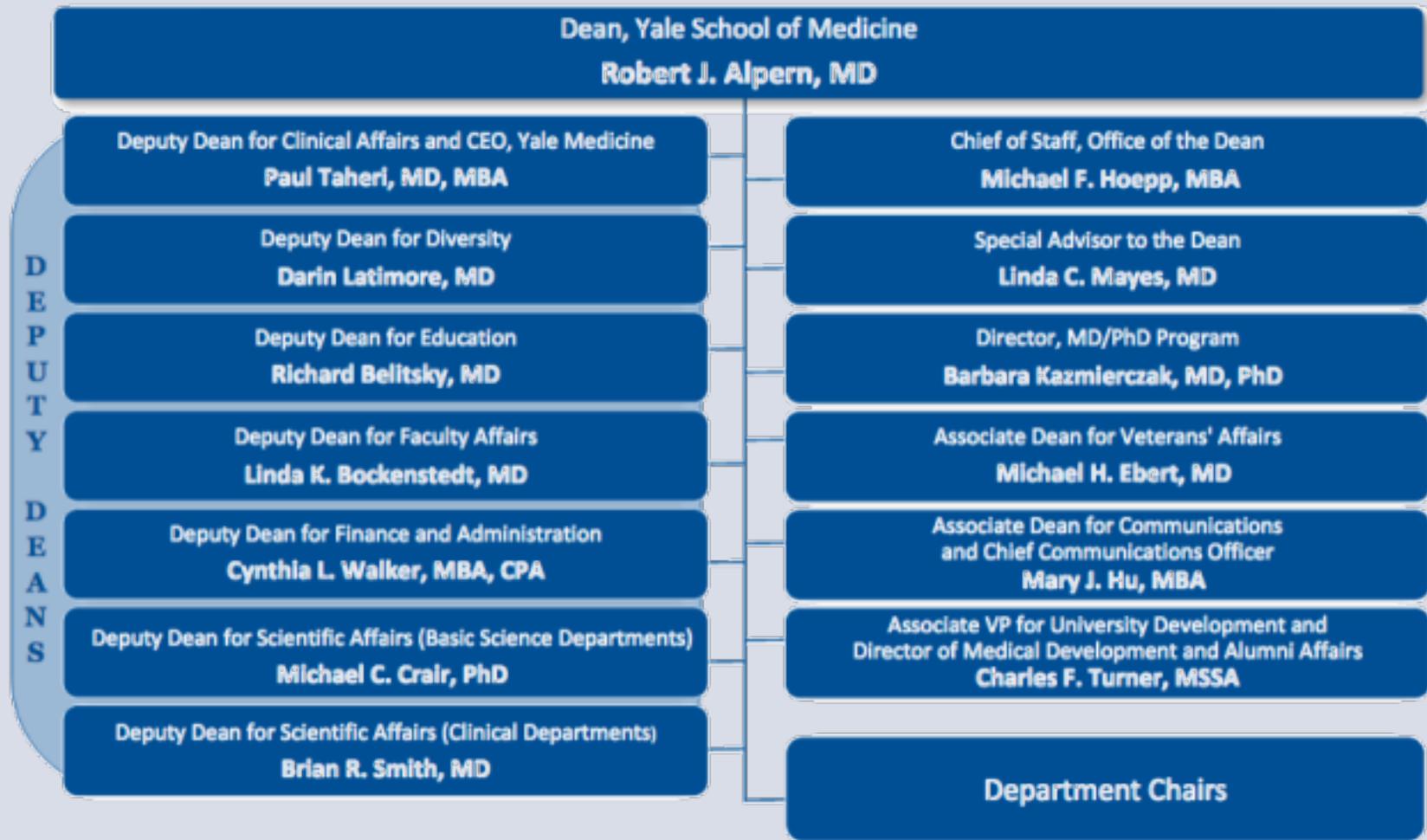
Kathryn Lofton

Chief of Staff

Bethany Zemba

Appendix B.

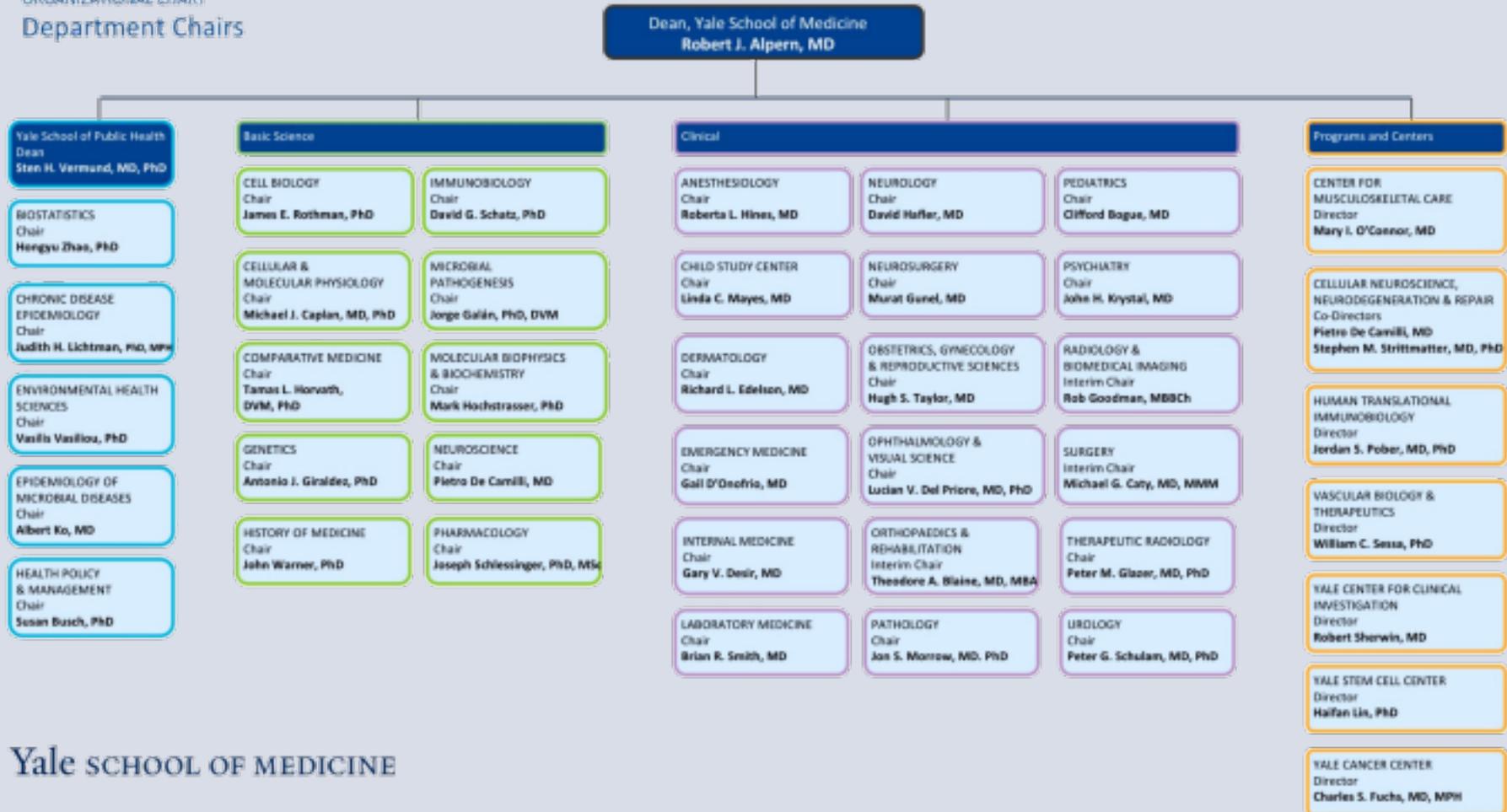
ORGANIZATIONAL CHART Office of the Dean



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).

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