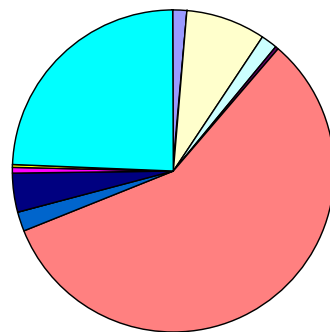


Women and Yale University: A View from 2007 *2002 plus 5*

The Women Faculty Forum
Yale University

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

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

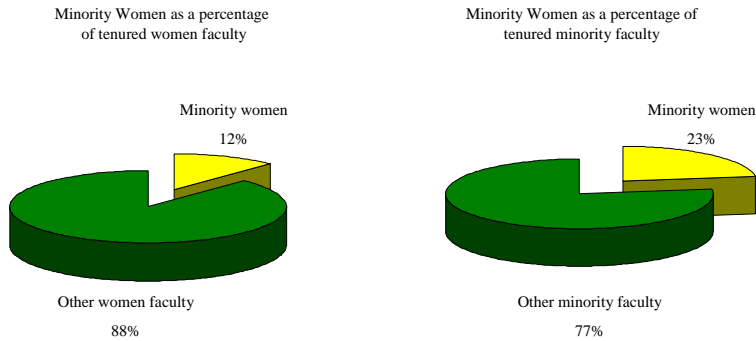


	Percent	Number
Black M	1.39%	26
Native AmM	0.00%	0
Asian M	8.07%	151
Hspanic M	1.55%	29
Multi-race M	0.27%	5
White M	57.75%	1081
Black W	1.82%	34
Native AmW	0.11%	2
Asian W	3.79%	71
Hspanic W	0.48%	9
Multi-race W	0.37%	7
White W	24.41%	457
Total Men	69%	1292
Total Women	31%	580
Total (All)	100%	1872

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 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 Women 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 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

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 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 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 Headcounts by Gender and FAS Dept./Prof. School

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

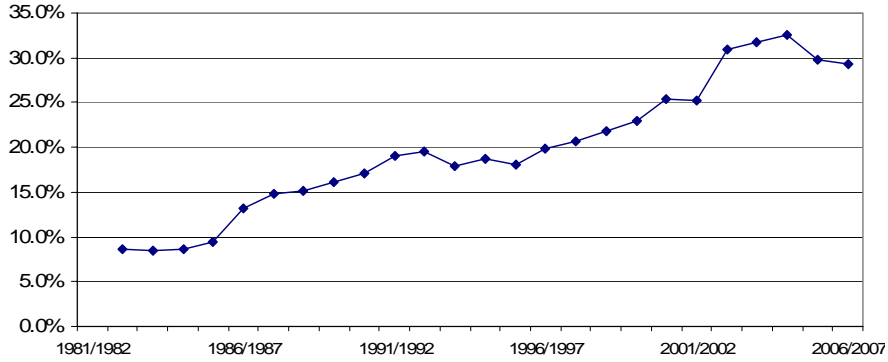
Number of Women/Number of Total (% Women of total)

	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 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 Headcounts by Gender and FAS Dept./Prof. School

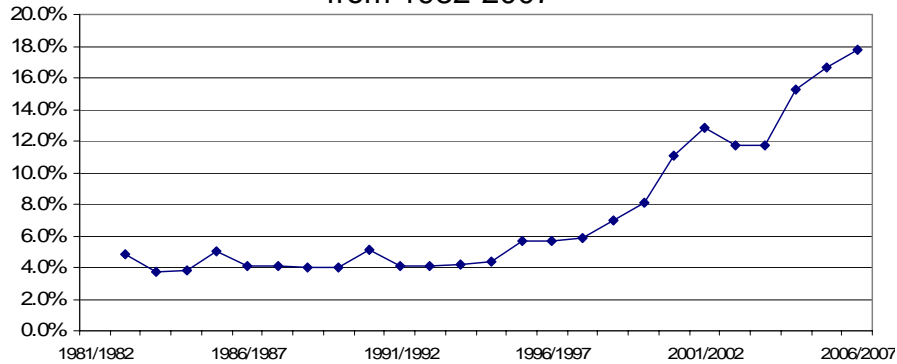
Humanities Division: Tenured Women Faculty from 1982-2007



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

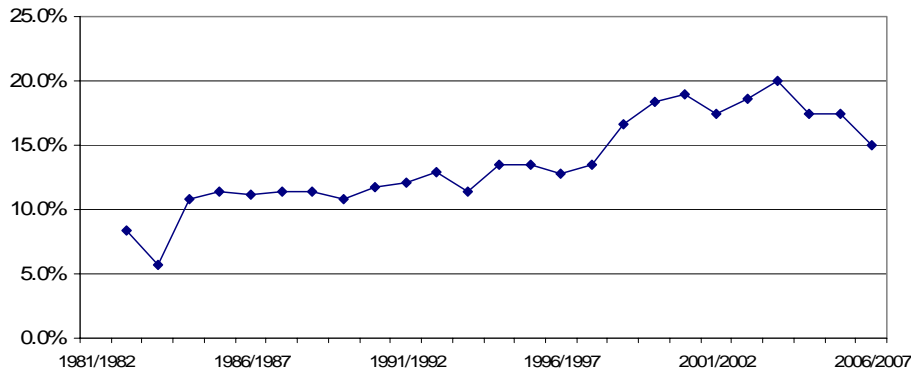
Social Sciences Division: Tenured Women Faculty from 1982-2007



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

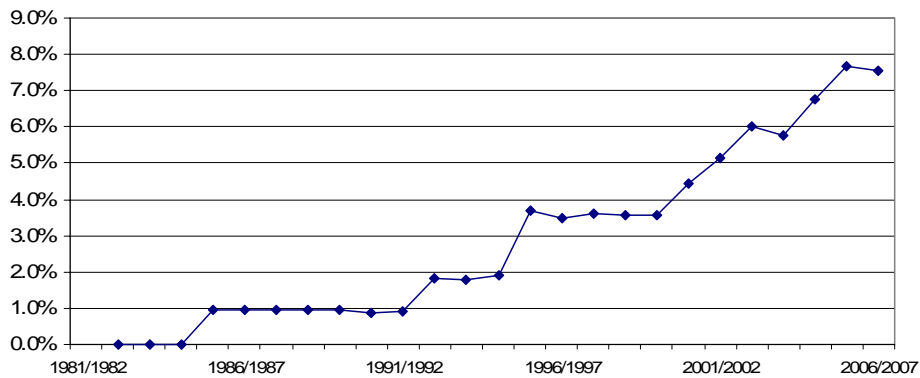
Biological Sciences Division: Tenured Women Faculty from 1982-2007



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

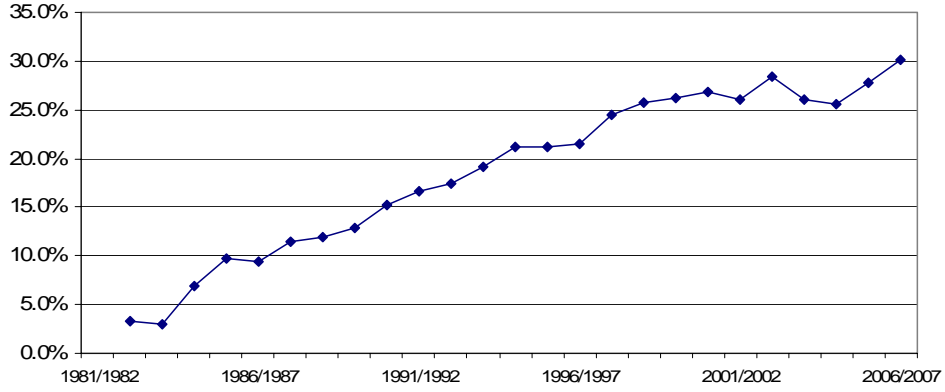
Physical Sciences Division: Tenured Women Faculty from 1982-2007



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

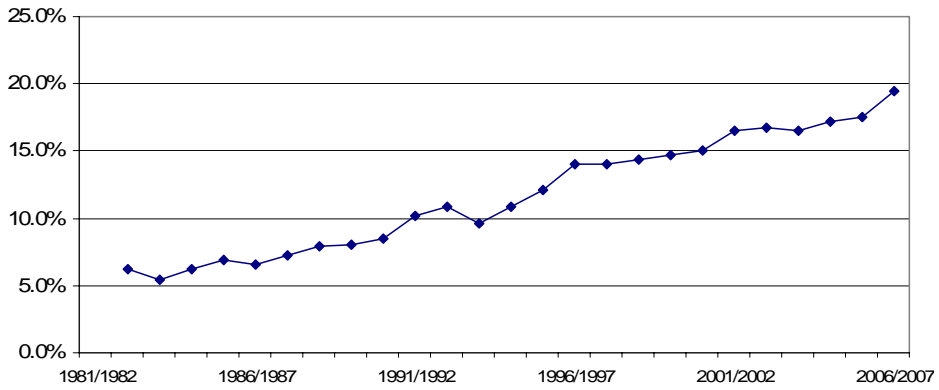
Professional Schools (not Medicine): Tenured Women Faculty from 1982-2007



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

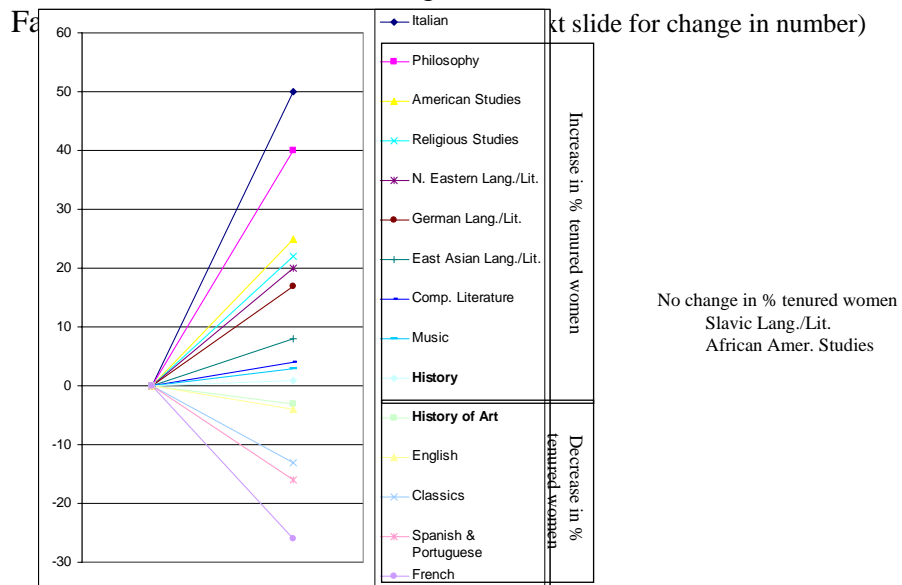
School of Medicine: Tenured Women Faculty from 1982-2007



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

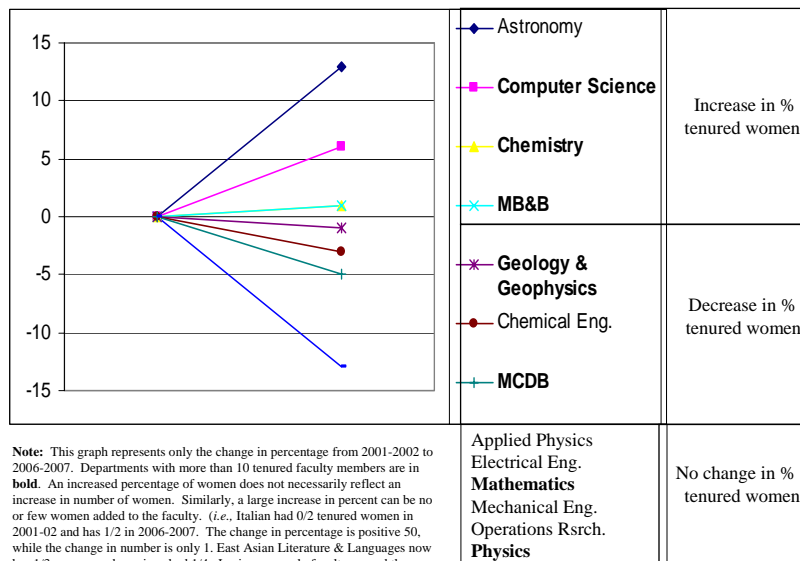
Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty



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.)

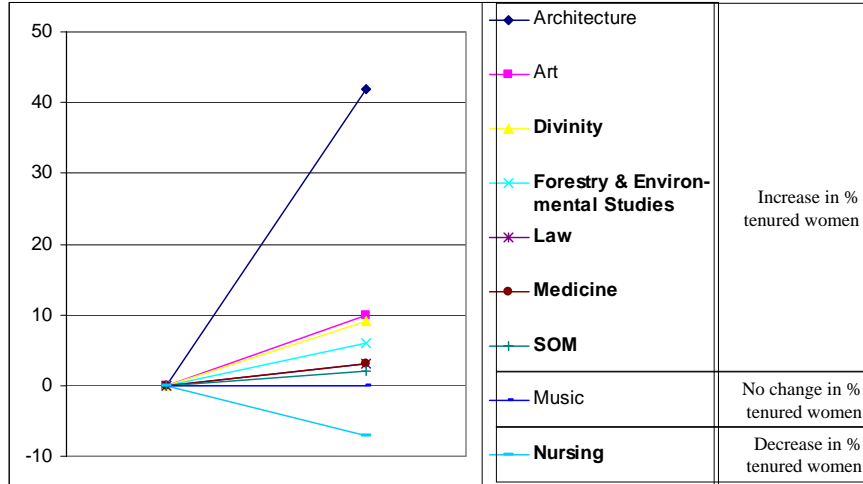
Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Biological & Physical Sciences

(see next slide for change in number)



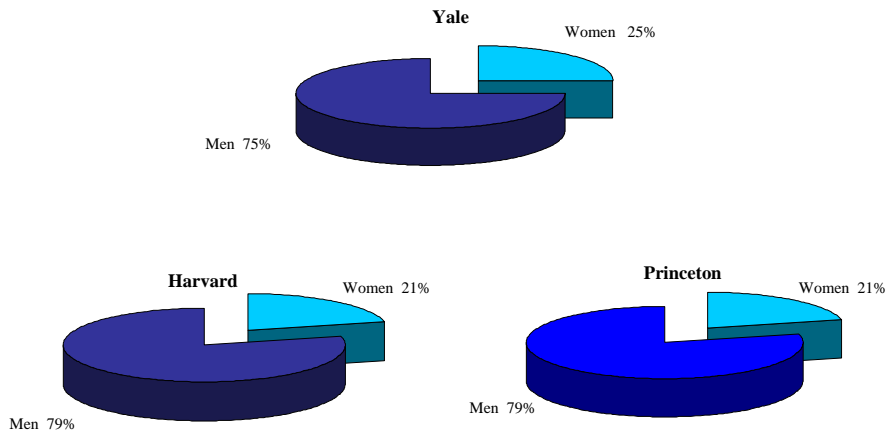
Note: This graph represents only the change in percentage from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are in **bold**. An increased percentage of women does not necessarily reflect an increase in number of women. Similarly, a large increase in percent can be no 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 Percent of Women as Tenured Faculty in the Professional Schools (see next slide for change in number)



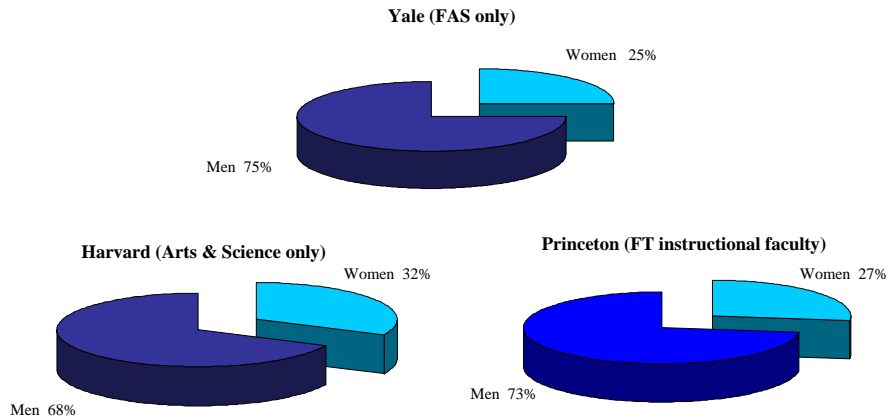
Note: This graph represents only the change in percentage from 2001-2002 to 2006-2007. Schools with more than 10 tenured faculty members are in **bold**. An increased percentage of women does not necessarily reflect an increase in number of women. Similarly, a large increase in percent can be no or few 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.)

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 Arts & Science Faculty: Comparison with Harvard and Princeton, 2005-2006



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

Executive Summary

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%, up from 26% in '01-'02); minority women are 11% of the total faculty (up from 4% in '01-'02).
- In 2006-2007, women are over one-fifth of the total tenured faculty (21%, up from 17% in '01-'02); minority women are 2.5% of the tenured faculty (up from 2% in '01-'02).
- In 2006-2007, minority women are over one-tenth of the tenured women faculty (12%, up from 9% in '01-'02); minority women are over one-fifth of the tenured minority faculty (23%, up from 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, down from 23% (3/13) in 2001-02.
- In 2006-2007, women are 20% (1/5) of FAS faculty tenured from within, up from 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 in 16% of departments.

Women in University Administration

•In 2006-2007, seven of the eighteen 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 to three in 2002 and to seven 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 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.)