

# **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

*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).*

# Table of Contents

	Slides
Executive Summary	2-6
Overview of Women at Yale	7-10
Distribution of Women Ladder Faculty, university-wide and by FAS divisions and professional schools	11-33
Change in Number and Percent of women from 2001-02 to 2006-07	34-44
Distribution of Tenured Faculty by race and gender	45-59
Rate of Change in Percentage of Tenured and Non-Tenured (term) Women Faculty in the FAS Divisions and School of Medicine from 1982-2007	60-77
Women as Department and Program Chairs, , Sterling Professors, and Directors of Studies	78-82
Women in the Administration and in Service to the University	83-88
Women and University Lecture Series and Fellowships	89
Women and University Honors, Prizes, and Awards	90
Women as Percentage of Enrolled Students	91-98
Women as Percentage of Degree Recipients	99-100
Index of Tables and Figures	101-103
Report Data Collection, Sources, and Review	104

## 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)

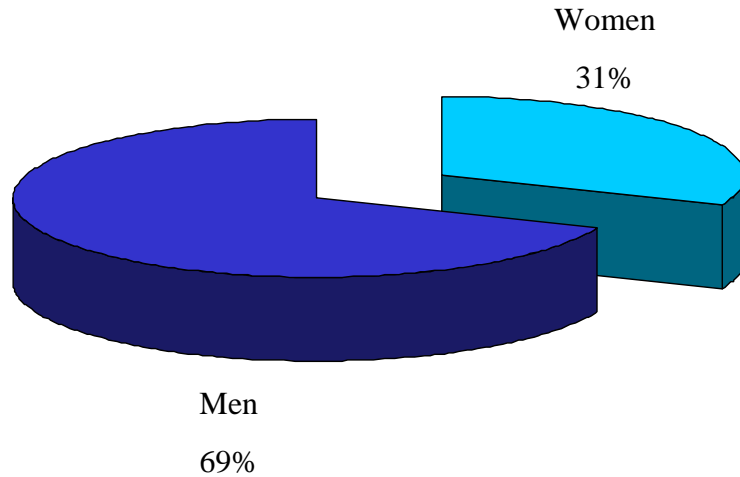
	Yale College Students	Graduate Students of Arts & Sciences	Divinity School	FES	Law	SOM	Medicine (MD students)	EPH (MPH students)	Nursing
2006- 2007	2598/5275 (49%)	1216/2580 (47%)	175/349 (50%)	142/262 (54%)	318/667 (48%)	160/450 (36%)	235/442 (53%)	177/229 (77%)	269/283 (95%)
2001- 2002	2592/5253 (49%)	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.

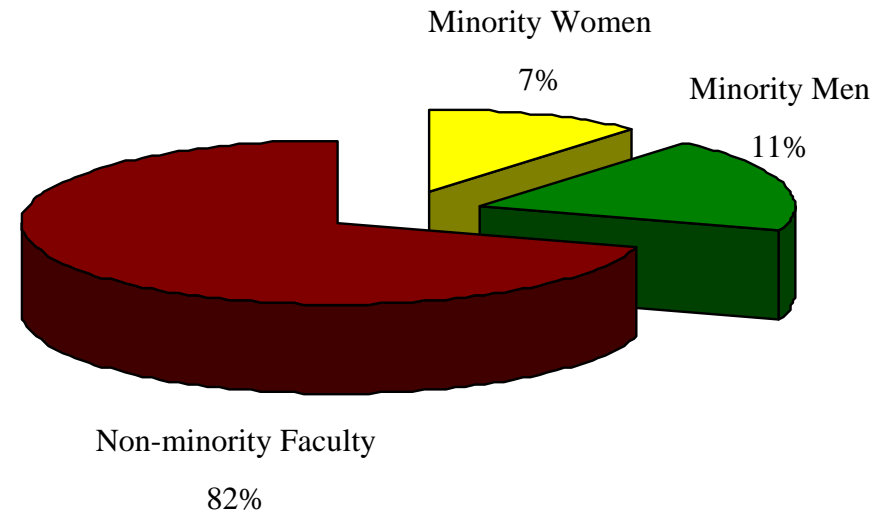
**Source:** Office for Institutional Research Student Enrollment by School, 1984-85 to 2006-07

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

Percent of women on the ladder faculty



Percent of minority women on the ladder faculty

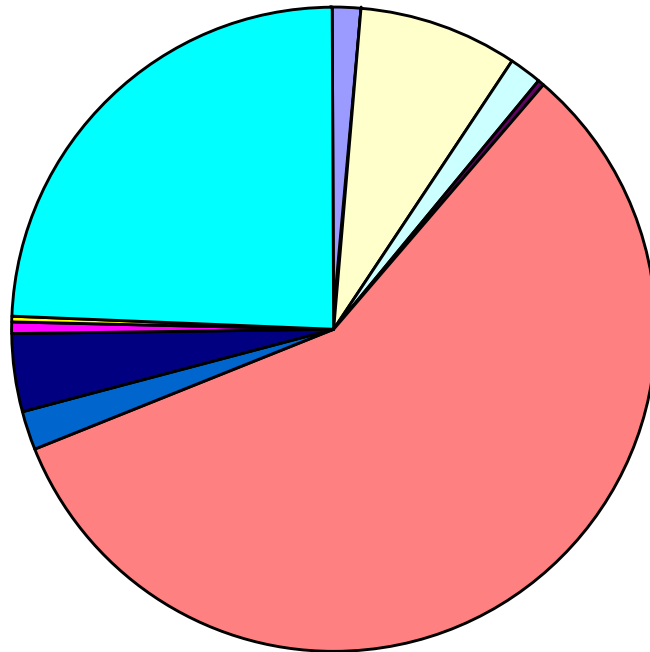


**Note:** Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors, 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
<b>Total Men</b>	<b>69%</b>	<b>1292</b>
<b>Total Women</b>	<b>31%</b>	<b>580</b>
<b>Total (All)</b>	<b>100%</b>	<b>1872</b>

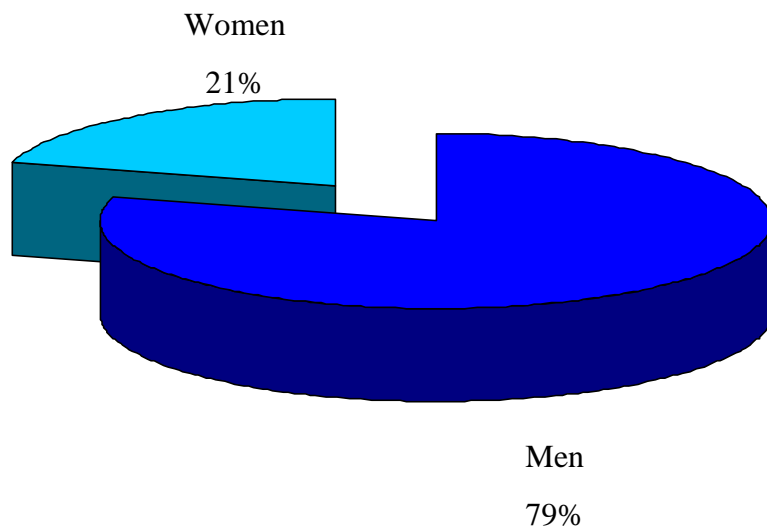
**Note:** Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors,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

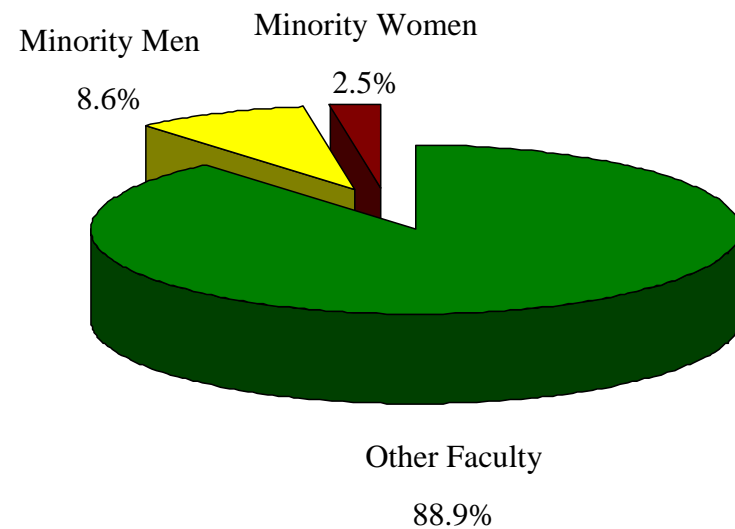
**Source:** Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

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

Women as a percentage of all tenured faculty



Minority Women as a percentage of all tenured faculty



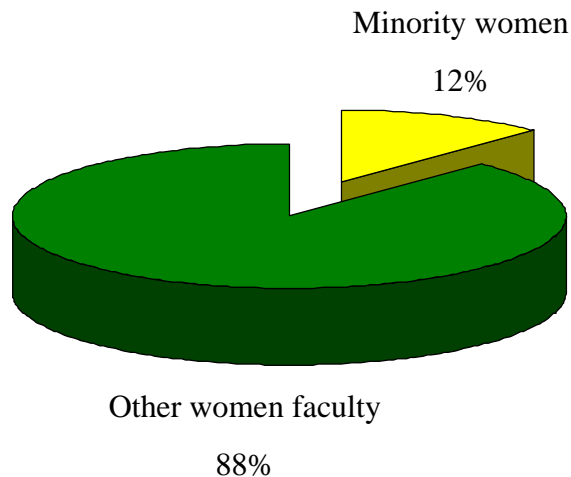
**Note:** Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors,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

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

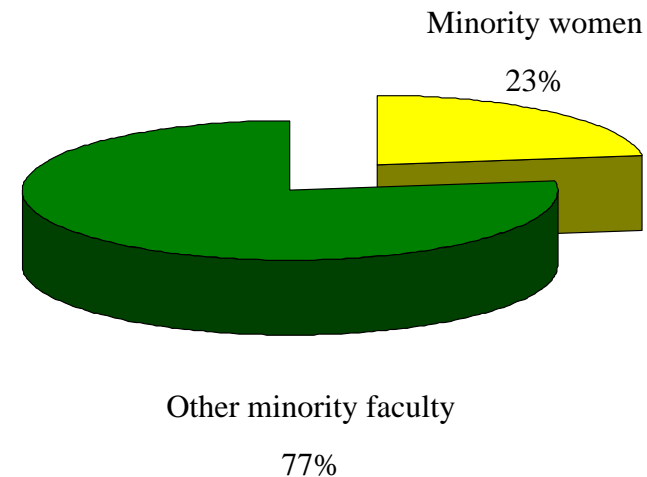
**Source:** Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

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

Minority Women as a percentage of tenured women faculty



Minority Women as a percentage of tenured minority faculty

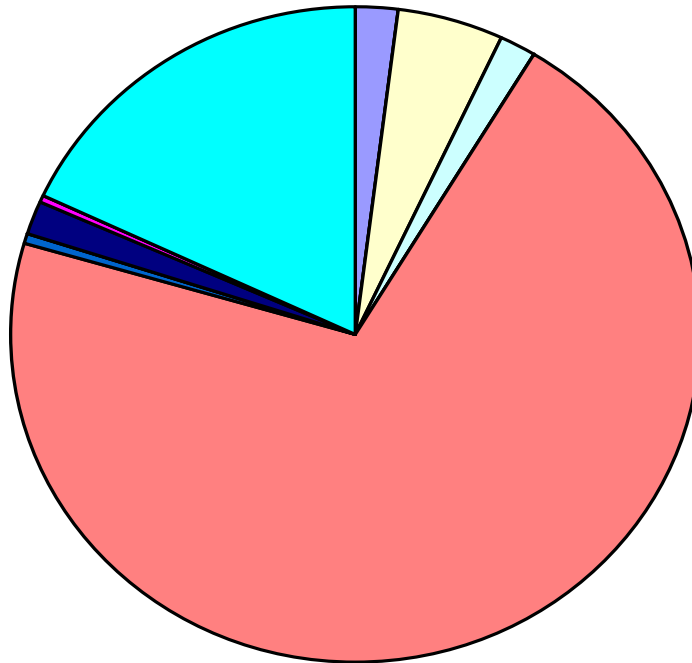


**Note:** Faculty includes all tenured (tenured professors, tenured assoc. professors, tracked faculty in Medicine and Nursing without fixed terms) and term professors (non-tenured associate professors, asst. professors, instructors, all convertible appointments, Gibbs Instructors and Assistant Professors,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



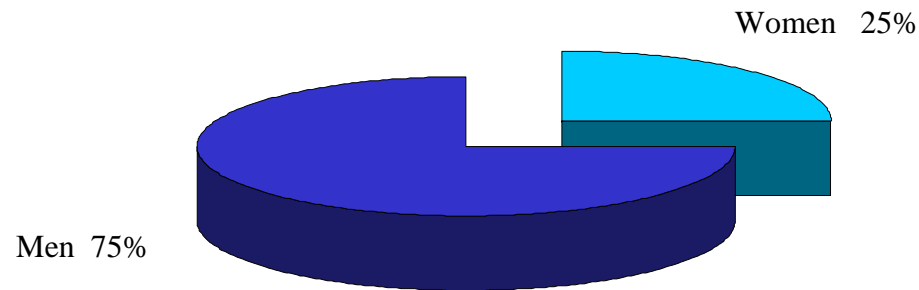
	Percent	Number
Black M	1.88%	17
Native Am M	0.00%	0
Asian M	5.19%	47
Hispanic M	1.55%	14
Multi-race M	0.00%	0
White M	70.75%	641
Black W	0.55%	5
Native Am W	0.11%	1
Asian W	1.55%	14
Hispanic W	0.33%	3
Multi-race W	0.00%	0
White W	18.10%	164
<b>Total tenured Men</b>	<b>79%</b>	<b>719</b>
<b>Total tenured Women</b>	<b>21%</b>	<b>187</b>
<b>Total tenured (All)</b>	<b>100%</b>	<b>906</b>

**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.

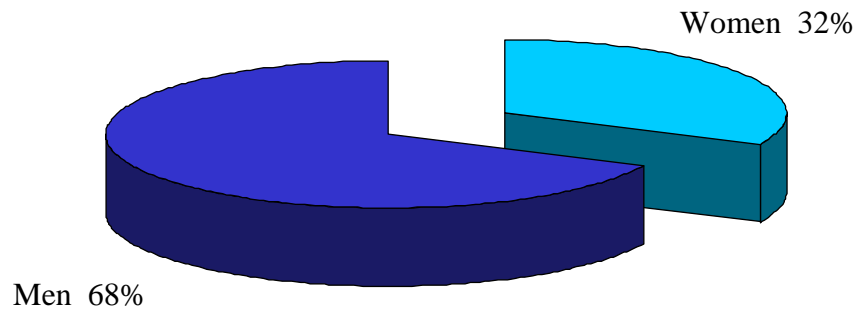
**Source:** Office of Institutional Research, University-Wide Headcounts, Race by Sex 2006-2007

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

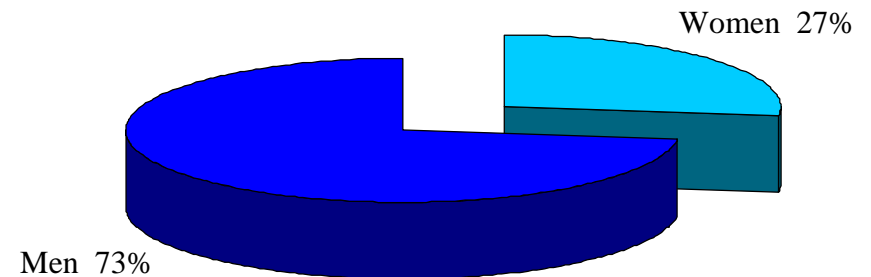
**Yale (FAS only)**



**Harvard (Arts & Science only)**



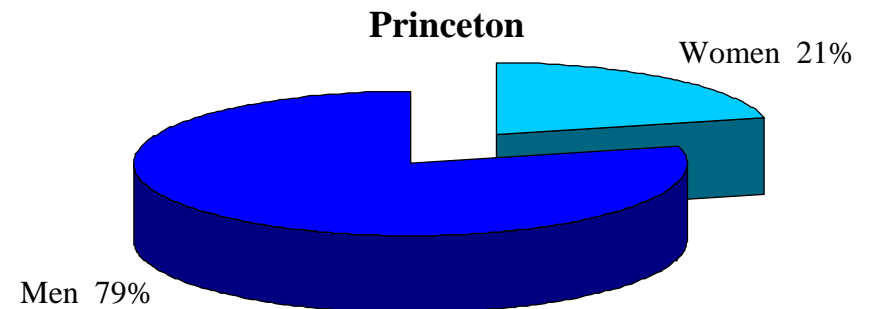
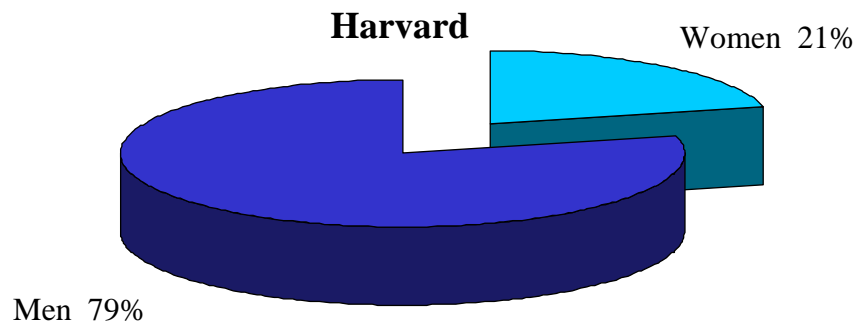
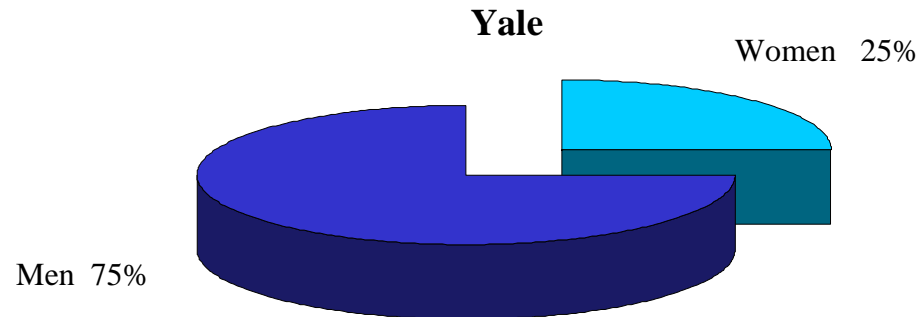
**Princeton (FT instructional faculty)**



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

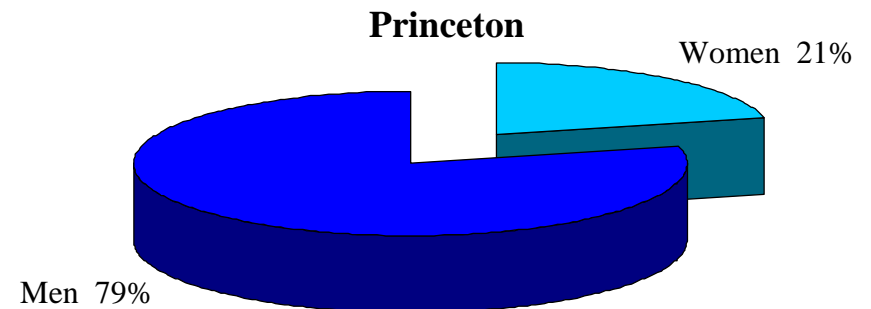
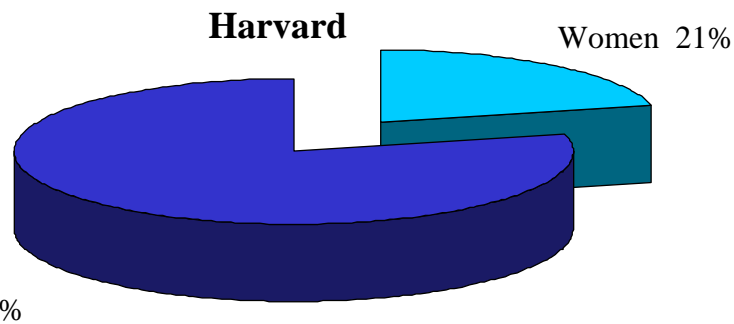
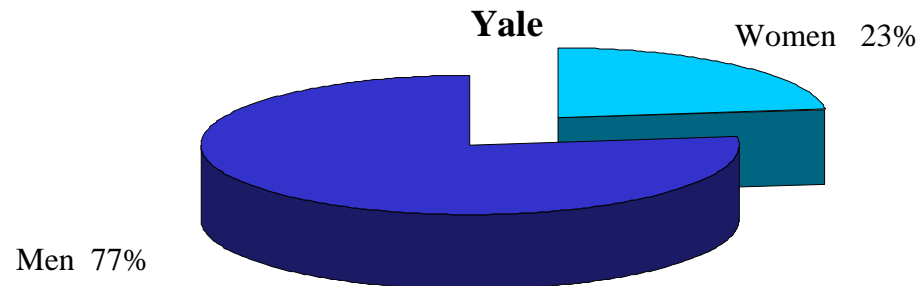
**Source:** Harvard 2006 Online Fact Book, Arts & Science Faculty; Princeton Common Data Set 2005-2006, Full-time Instructional Faculty

## 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

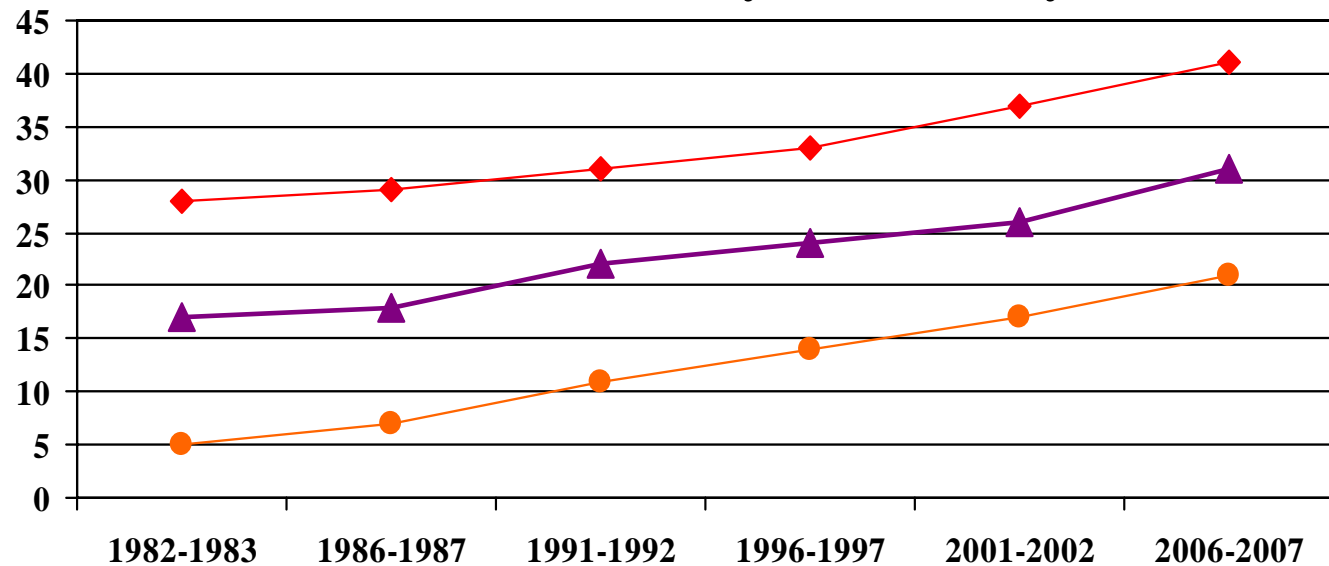
Percent of Women on the Faculty, University wide  
(excluding the Yale School of Nursing):  
Comparison with Harvard and Princeton, 2000






**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



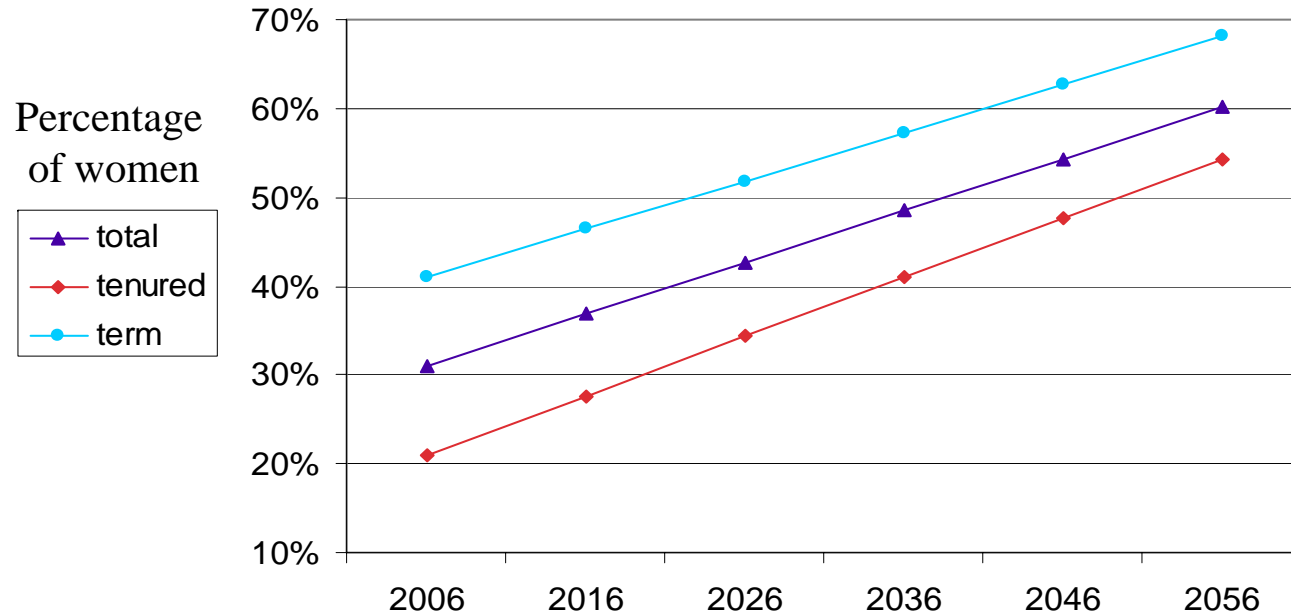
	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
<b>Women Faculty</b> 						
# of Women/Total # of Faculty	242/1399	266/1442	327/1512	370/1572	444/1646	580/1872
% Women of Total	17%	18%	22%	24%	26%	31%
<b>Tenured Women Faculty</b> 						
# of Ten. Women/ Total # of Tenured Faculty	35/654	49/682	78/721	108/780	144/836	187/906
% Women of Total	5%	7%	11%	14%	17%	21%
<b>Term Women Faculty</b> 						
# 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%.

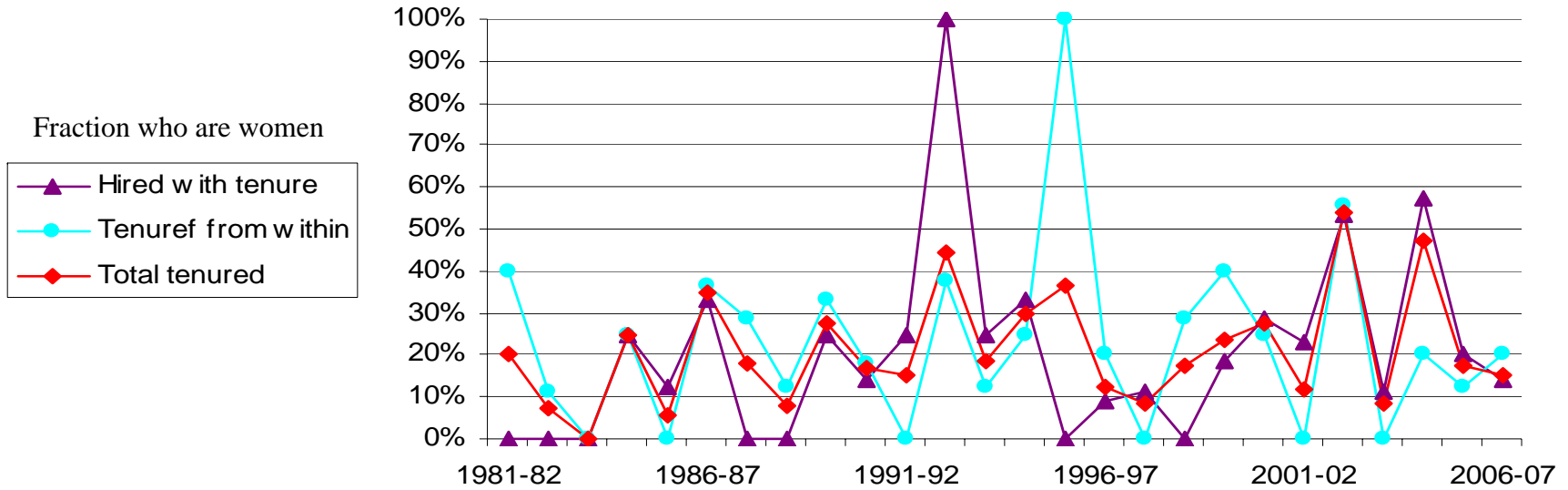
## Yale Women Faculty, Tenured and Term (Non-Tenured), as a Percentage of Total Faculty, University-wide, with extrapolation of rate of change



	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
<b>Women Hired with Tenure</b>						
# 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%
<b>Women Tenured from within</b>						
# 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%
<b>Total Tenured Women Faculty</b>						
# 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

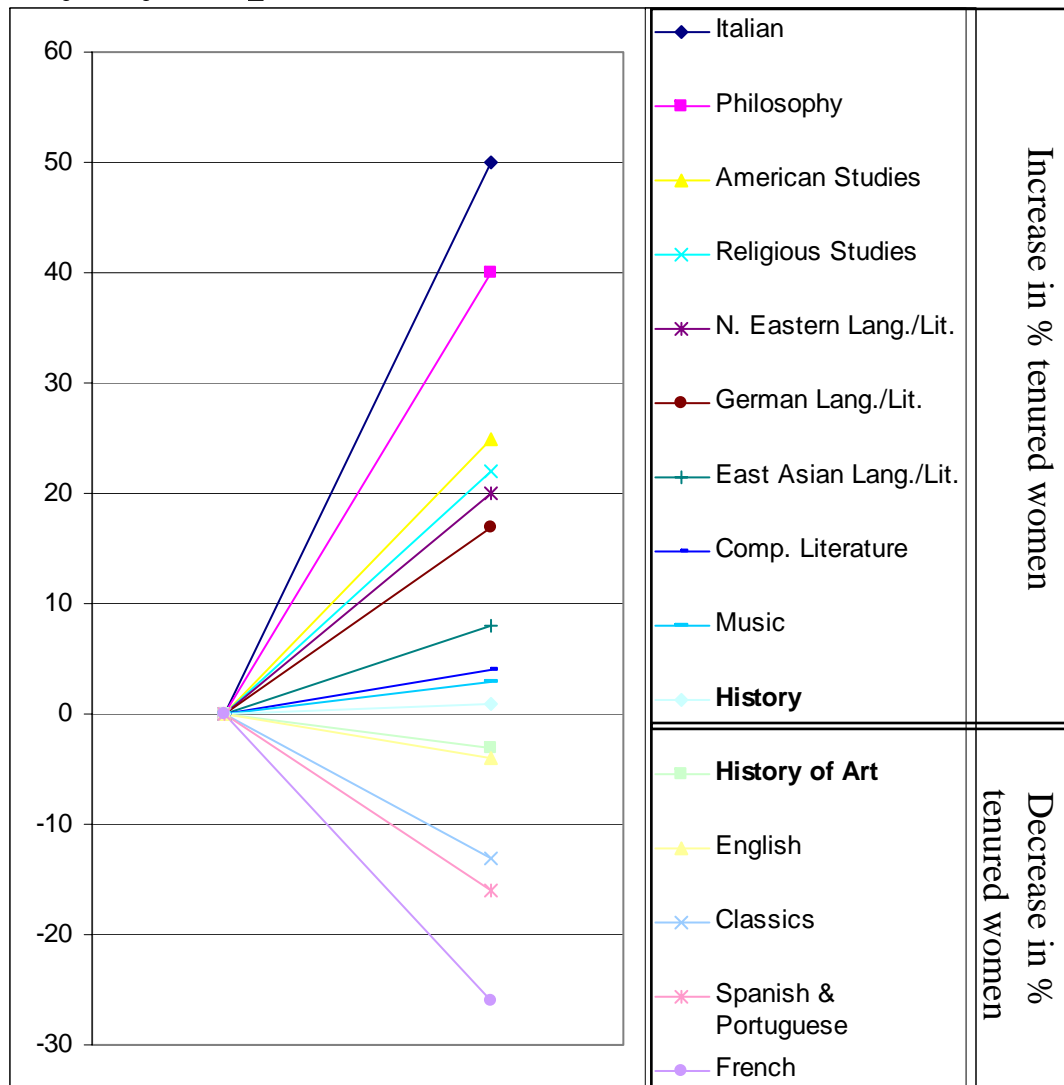
(breakouts by change in number and percent are shown in the following graphs)

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%)	<b>MCDB</b>	2/18 (11%)	<b>Classics</b>	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
<b>EEB</b>	0/5 (0%)	Chemistry	1/15 (7%)	<b>French</b>	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%)	<b>History of Art</b>	3/10 (30%)	<i>Philosophy</i>	4/10 (40%)		
Mechanical Eng.	0/4 (0%)	<i>Forestry &amp; Environ-</i>	1/17 (6%)	<b>Music</b>	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%)	<b>Music</b>	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%)	<b>EEB</b>	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%)		
<b>Astronomy</b>	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<sup>35</sup> Faculty by department, Humanities (see next graph for change in number)

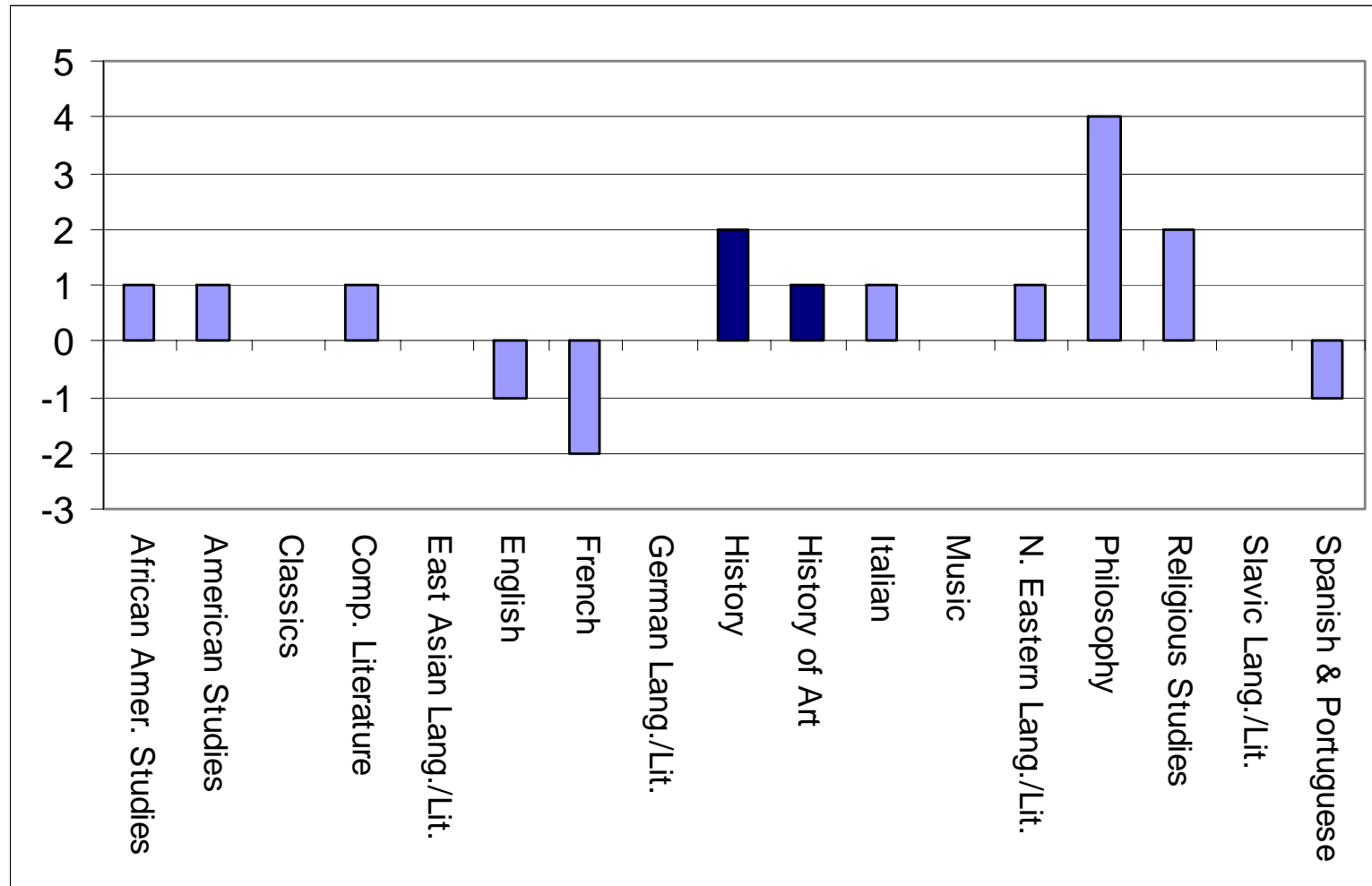


No change in % tenured women  
Slavic Lang./Lit.  
African Amer. Studies

**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. )

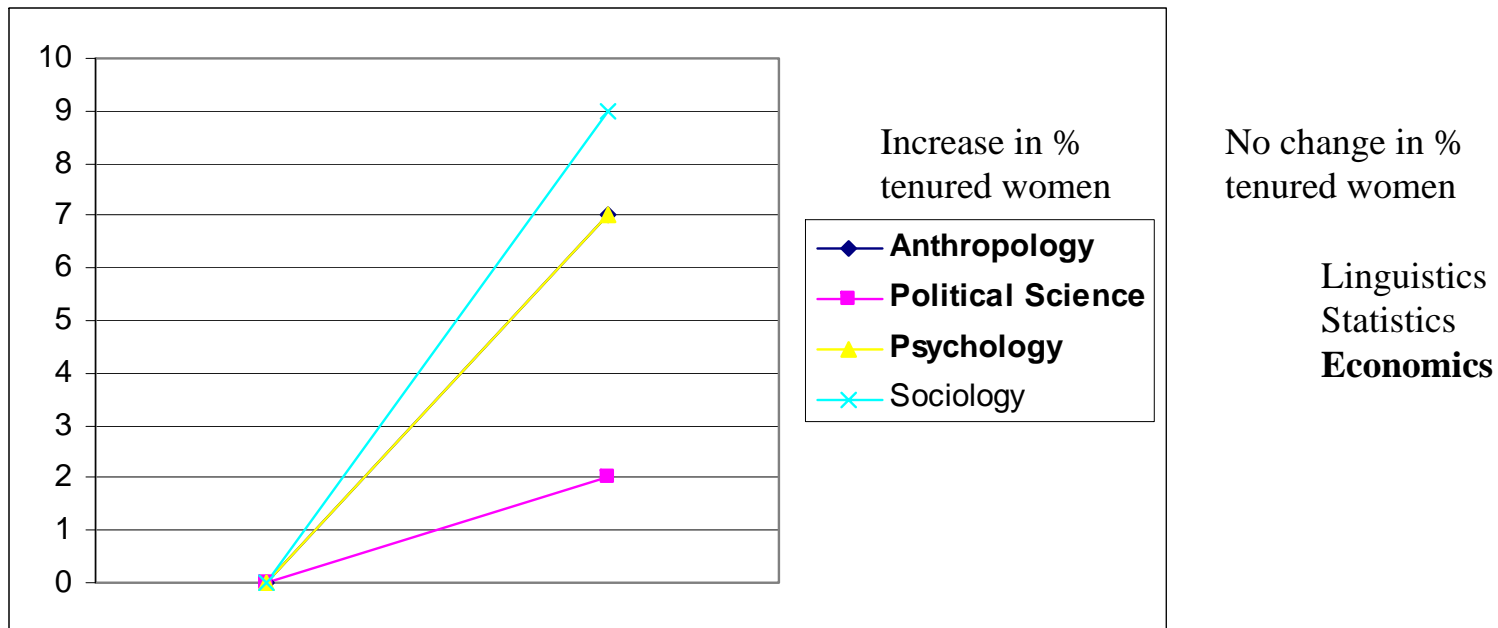
## Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Humanities

(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.

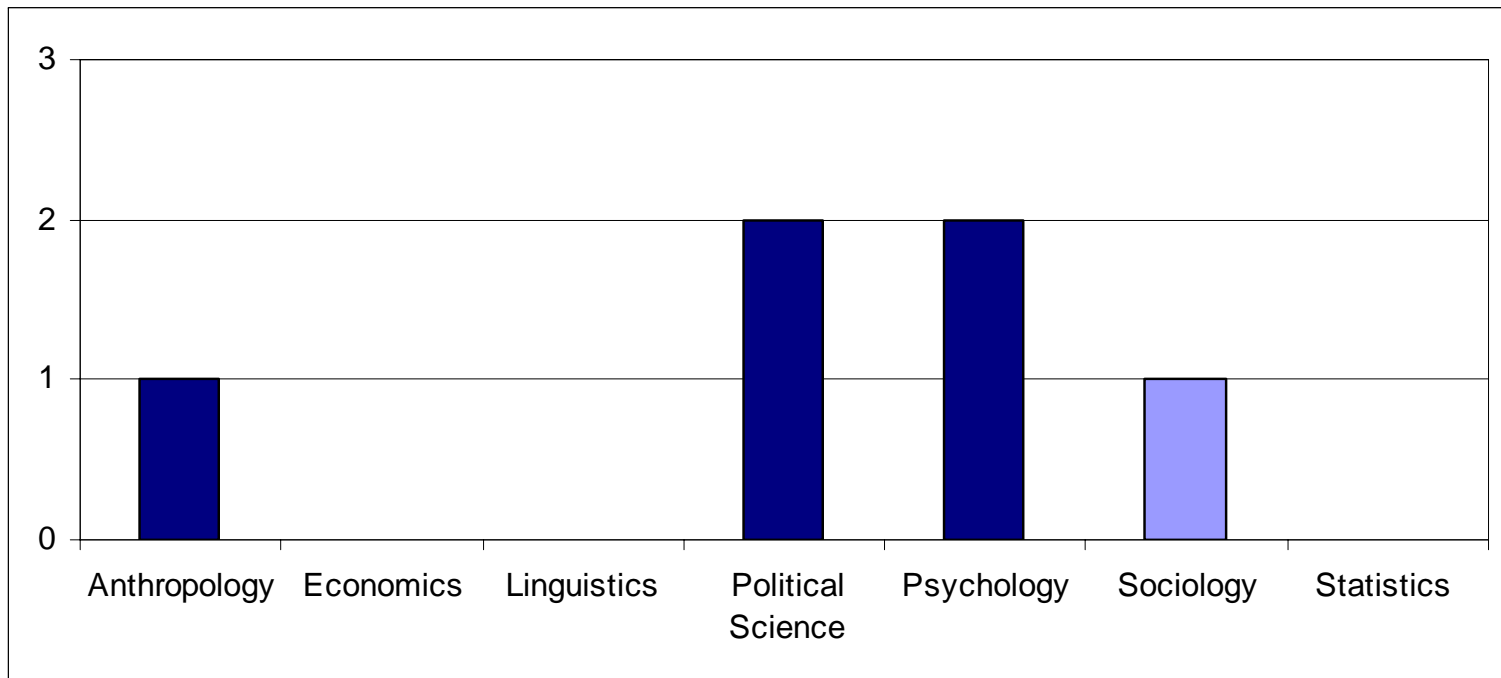
# Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Social Sciences (see next graph for change in number)



**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

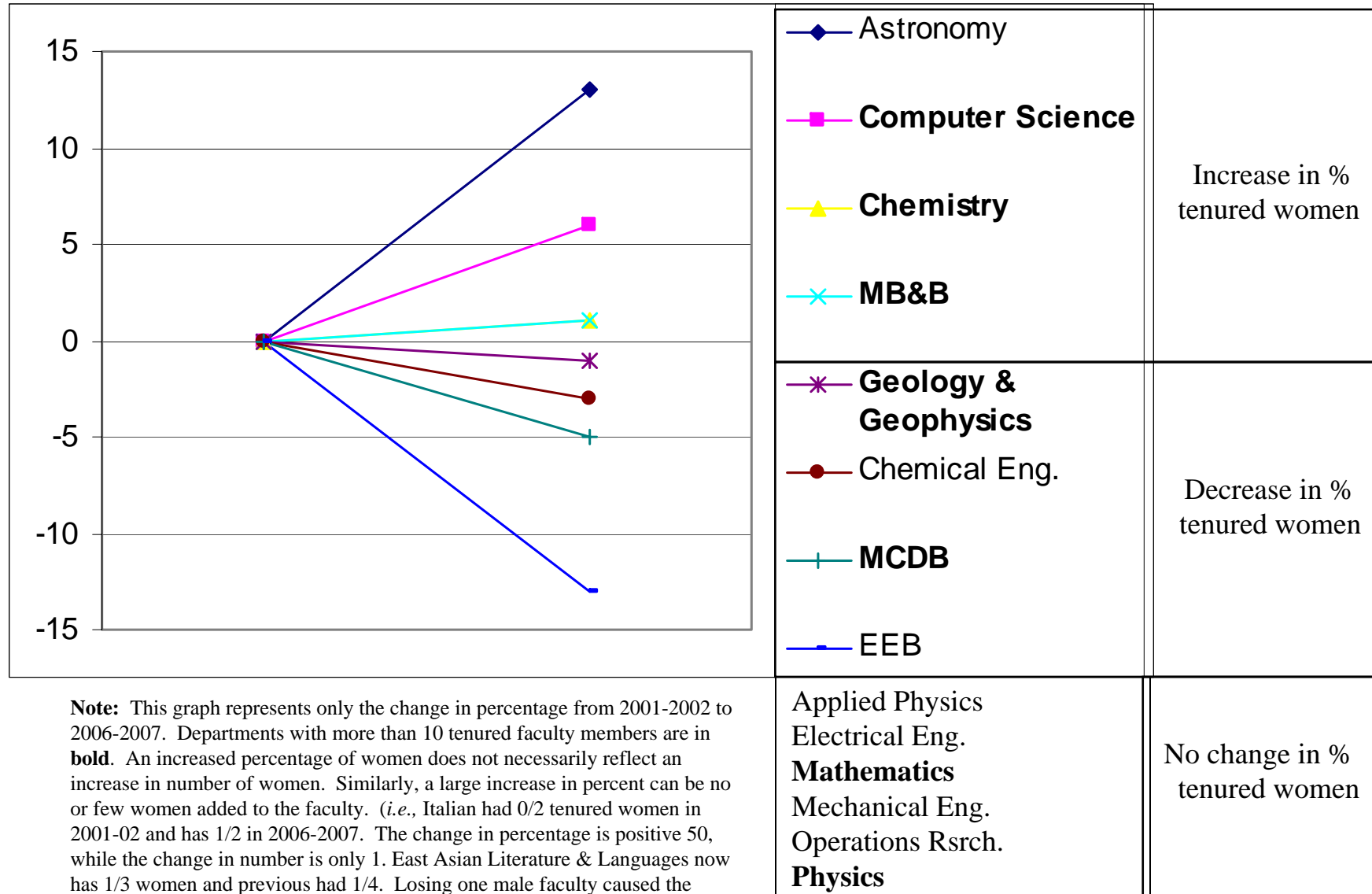
(see previous graph for change in percent)



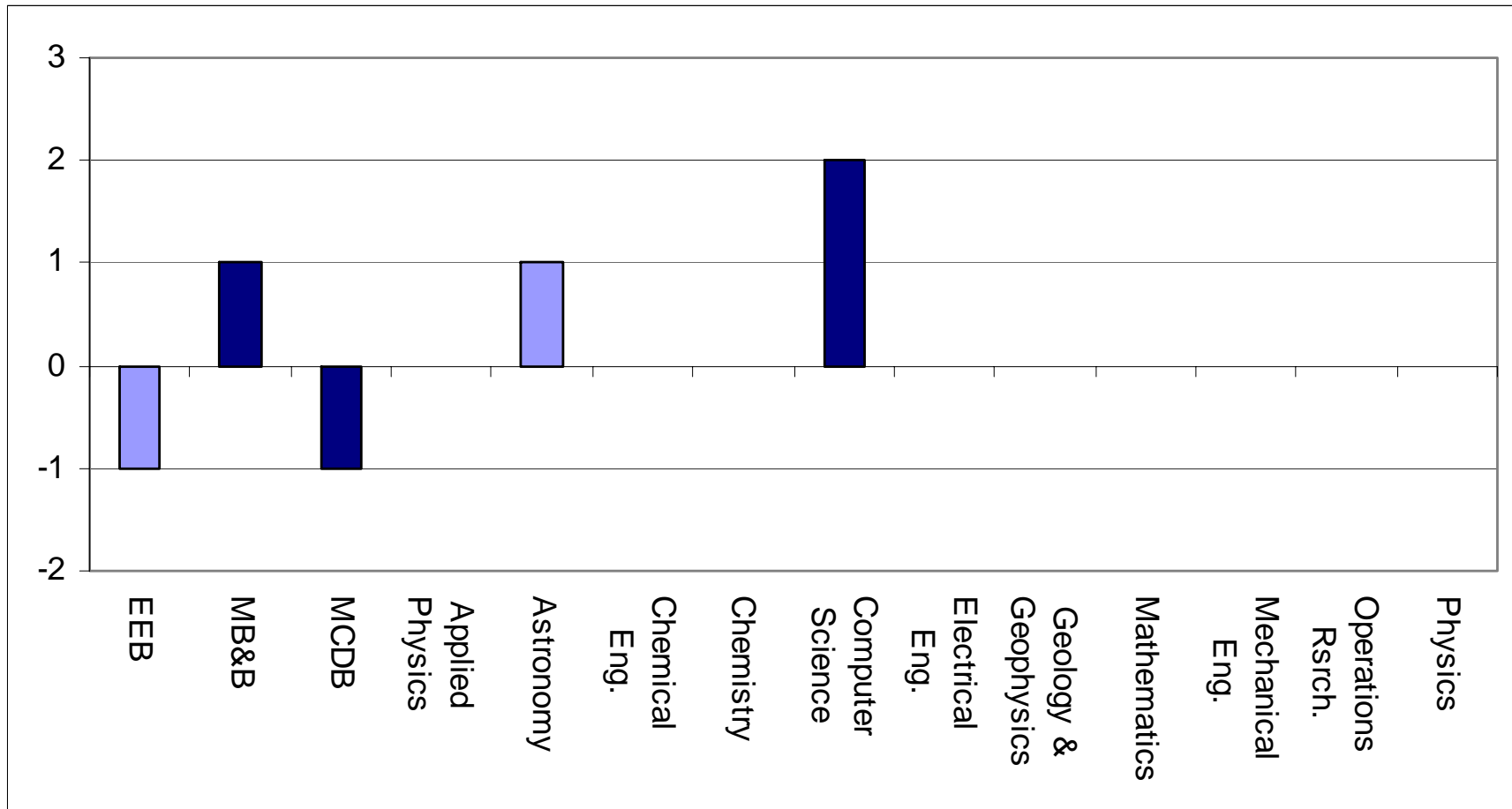
**Note:** This graph represents only the change in number from 2001-2002 to 2006-2007. Departments with more than 10 tenured faculty members are represented with a darker bar. No bar indicates that department had no net change in number of tenured women from 2001-2002 to 2006-2007.

# 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)



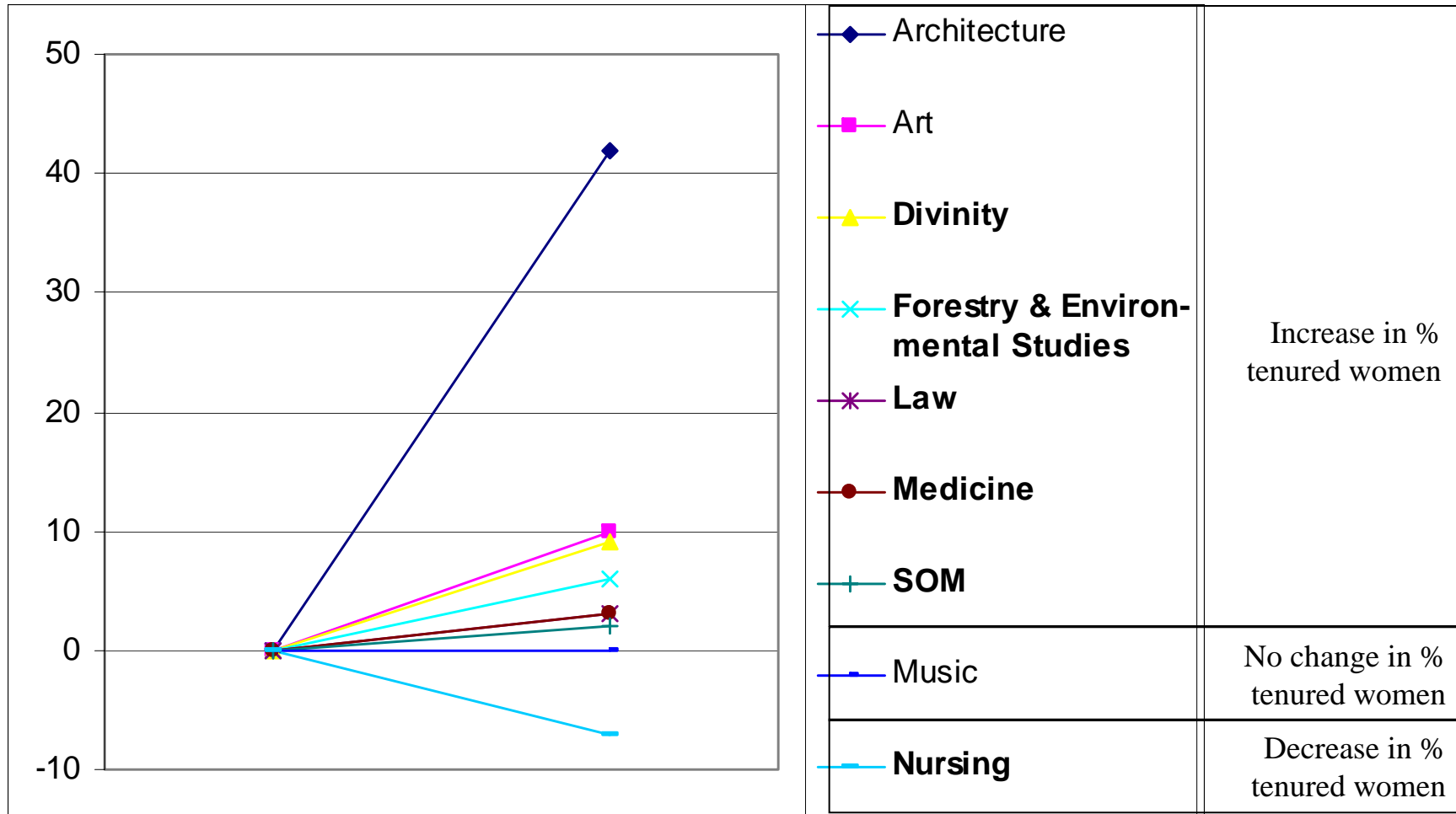
## Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Biological & Physical Sciences (see previous graph for change in percent)



**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

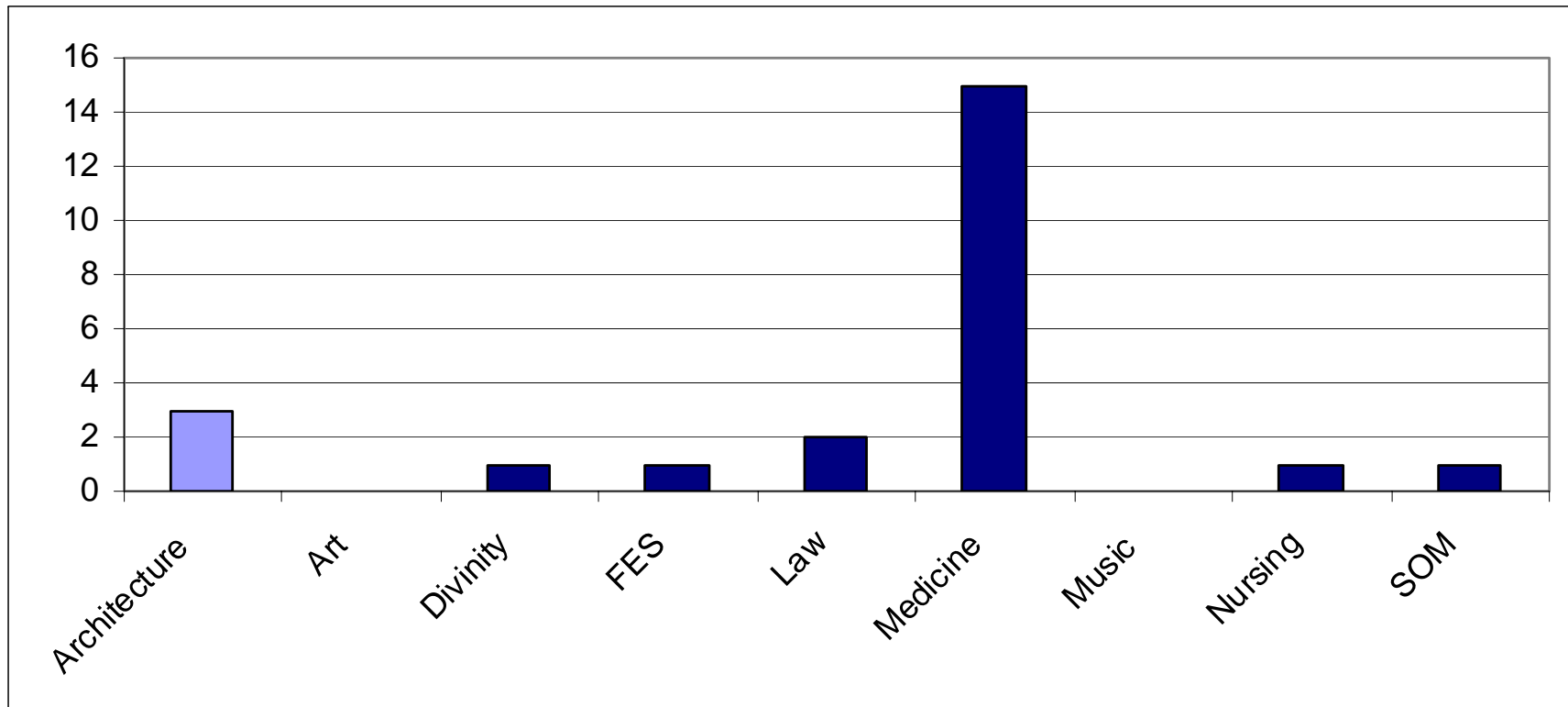
(see next graph for change in number)



**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.

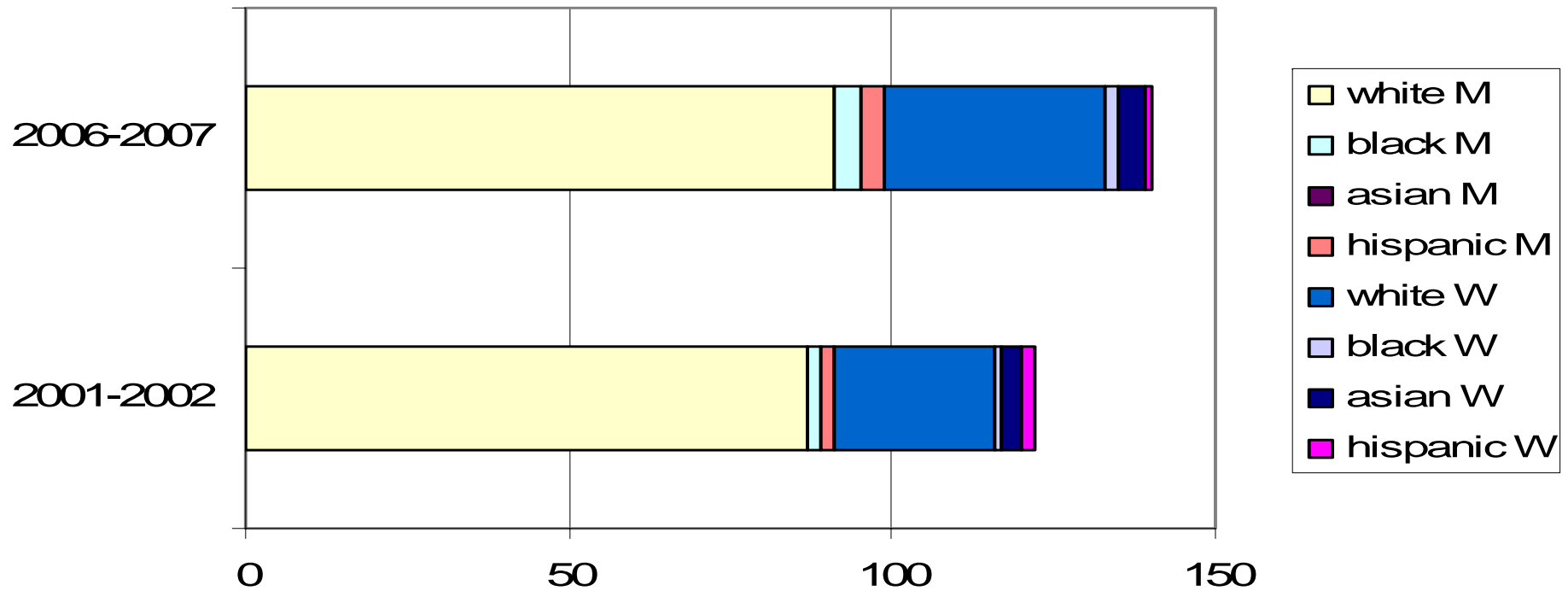
## Yale 2001-2002, 2006-2007 Comparison: Changes in Percent of Tenured Women

- 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)

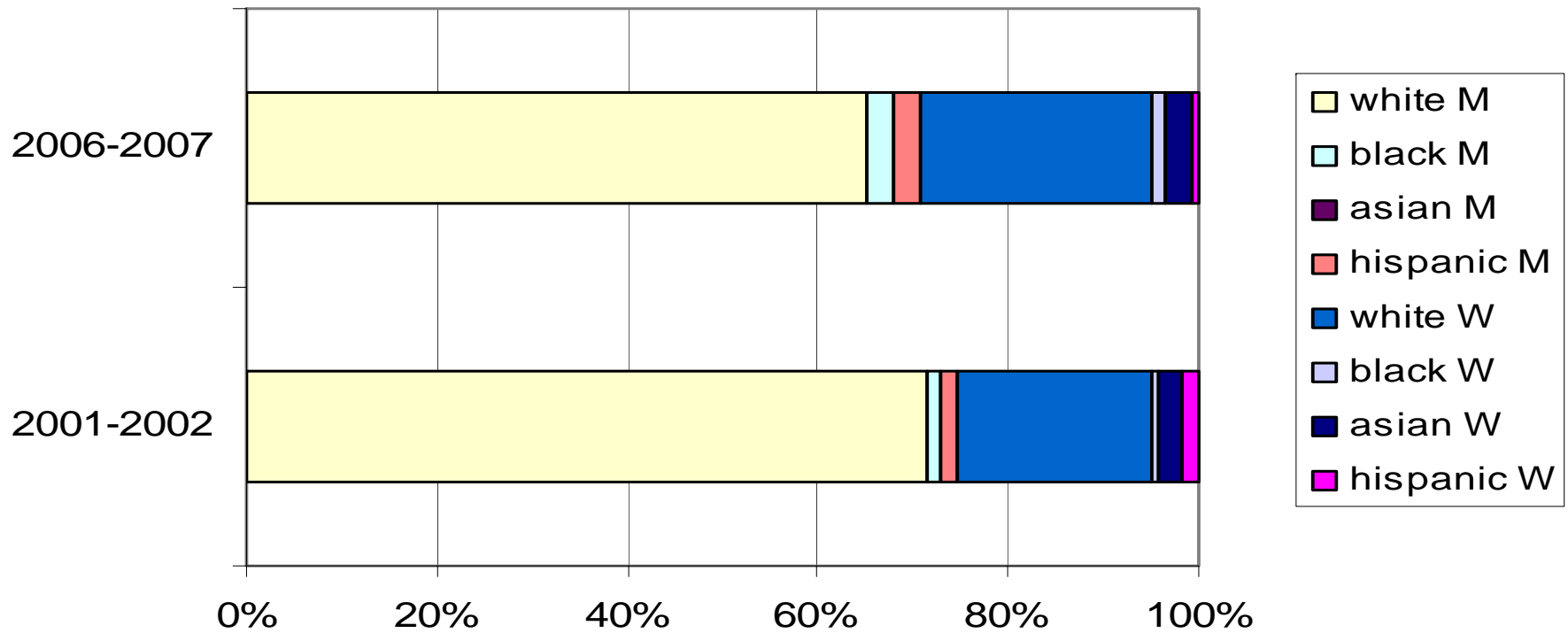


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	91 (64%)	4 (3%)	0 (0%)	4 (3%)	34 (24%)	2 (1%)	4 (3%)	1 (1%)
2001-2002	87 (71%)	2 (2%)	0 (0%)	2 (2%)	25 (20%)	1 (1%)	3 (2%)	2 (2%)

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)

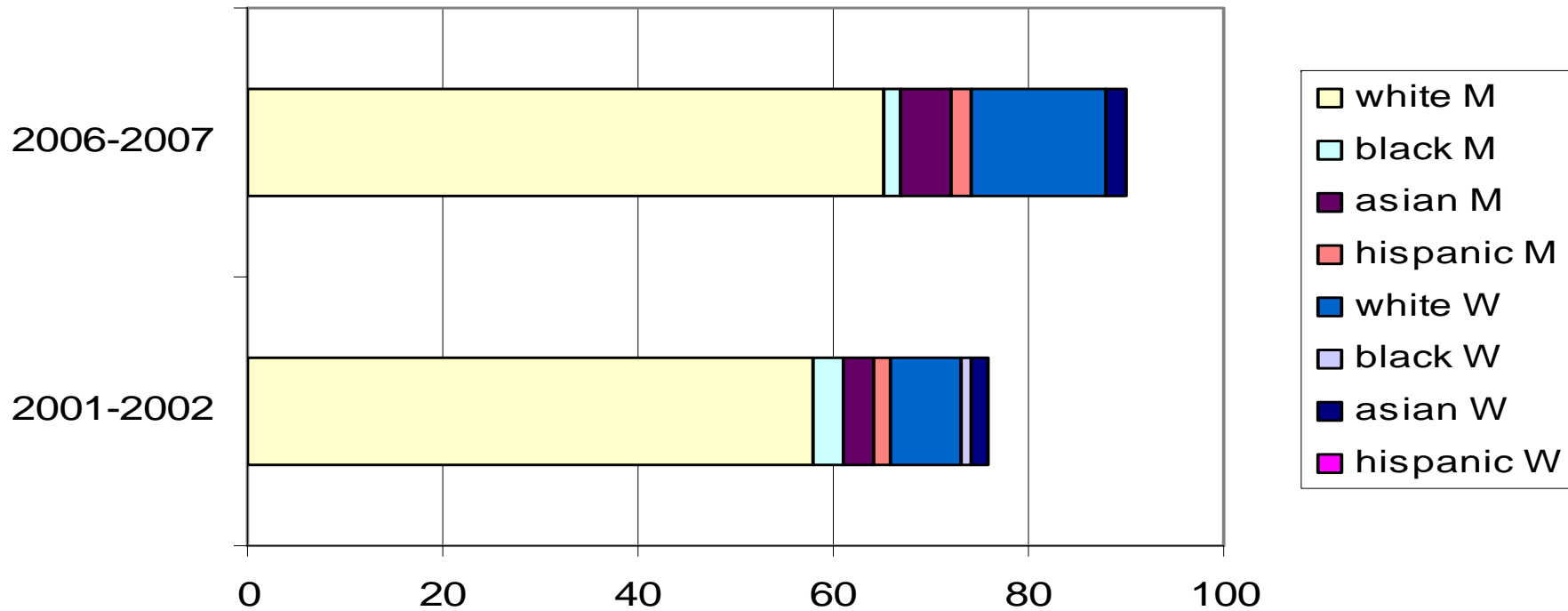


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	91 (64%)	4 (3%)	0 (0%)	4 (3%)	34 (24%)	2 (1%)	4 (3%)	1 (1%)
2001-2002	87 (71%)	2 (2%)	0 (0%)	2 (2%)	25 (20%)	1 (1%)	3 (2%)	2 (2%)

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)

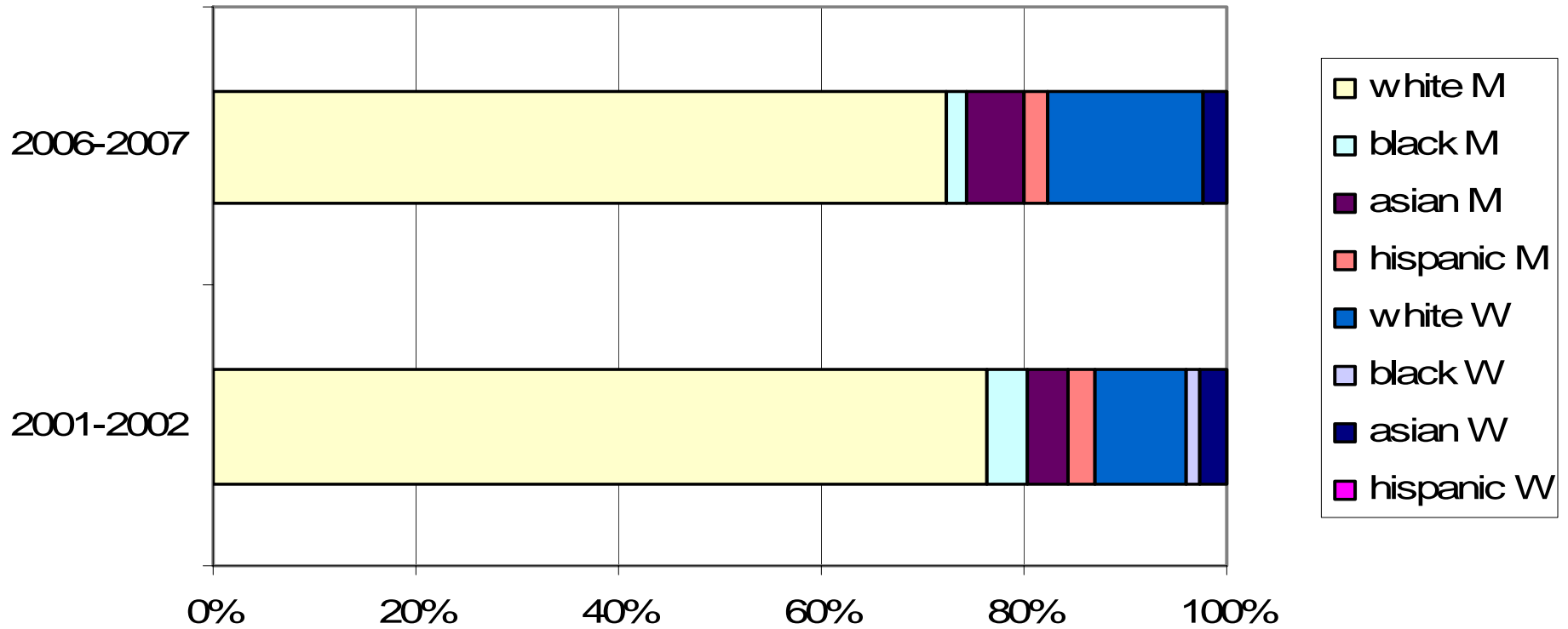


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	65 (72%)	2 (2%)	5 (6%)	2 (2%)	14 (16%)	0 (0%)	2 (2%)	0 (0%)
2001-2002	58 (76%)	3 (4%)	3 (4%)	2 (3%)	7 (9%)	1 (1%)	2 (3%)	0 (0%)

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)

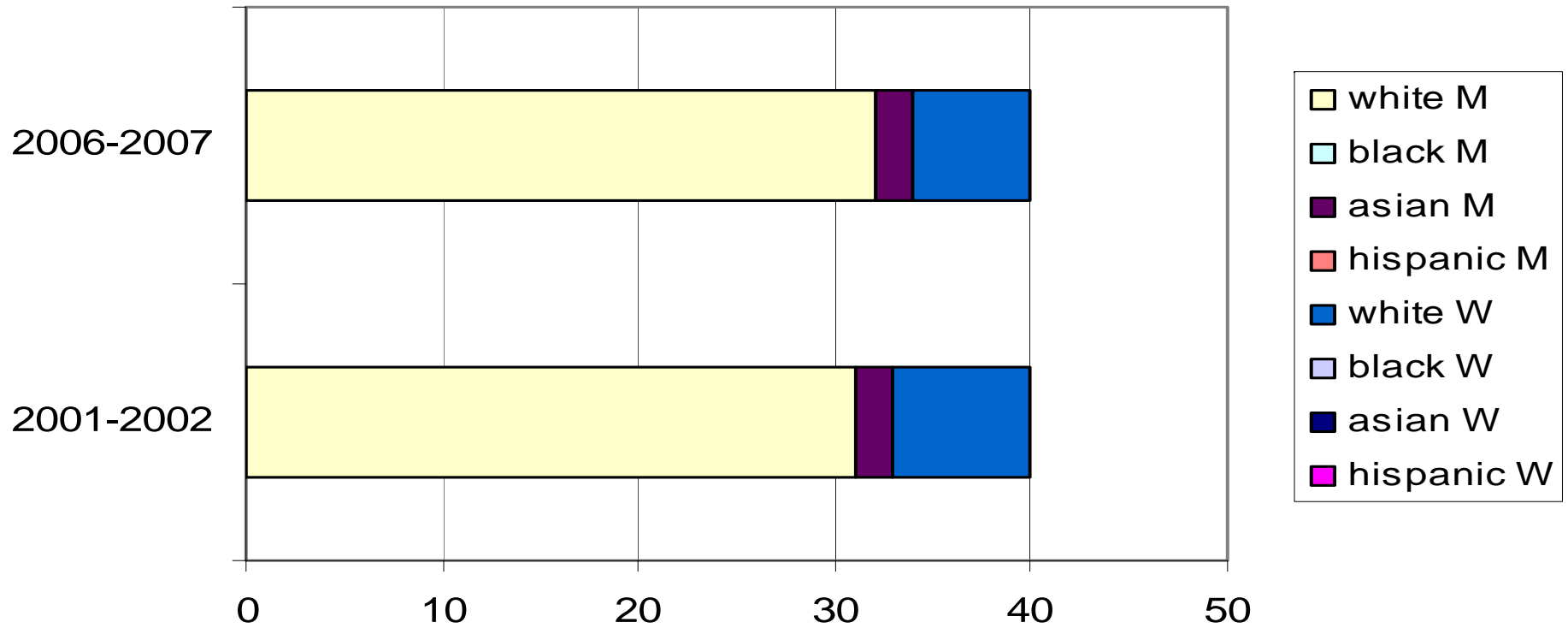


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	65 (72%)	2 (2%)	5 (6%)	2 (2%)	14 (16%)	0 (0%)	2 (2%)	0 (0%)
2001-2002	58 (76%)	3 (4%)	3 (4%)	2 (3%)	7 (9%)	1 (1%)	2 (3%)	0 (0%)

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)

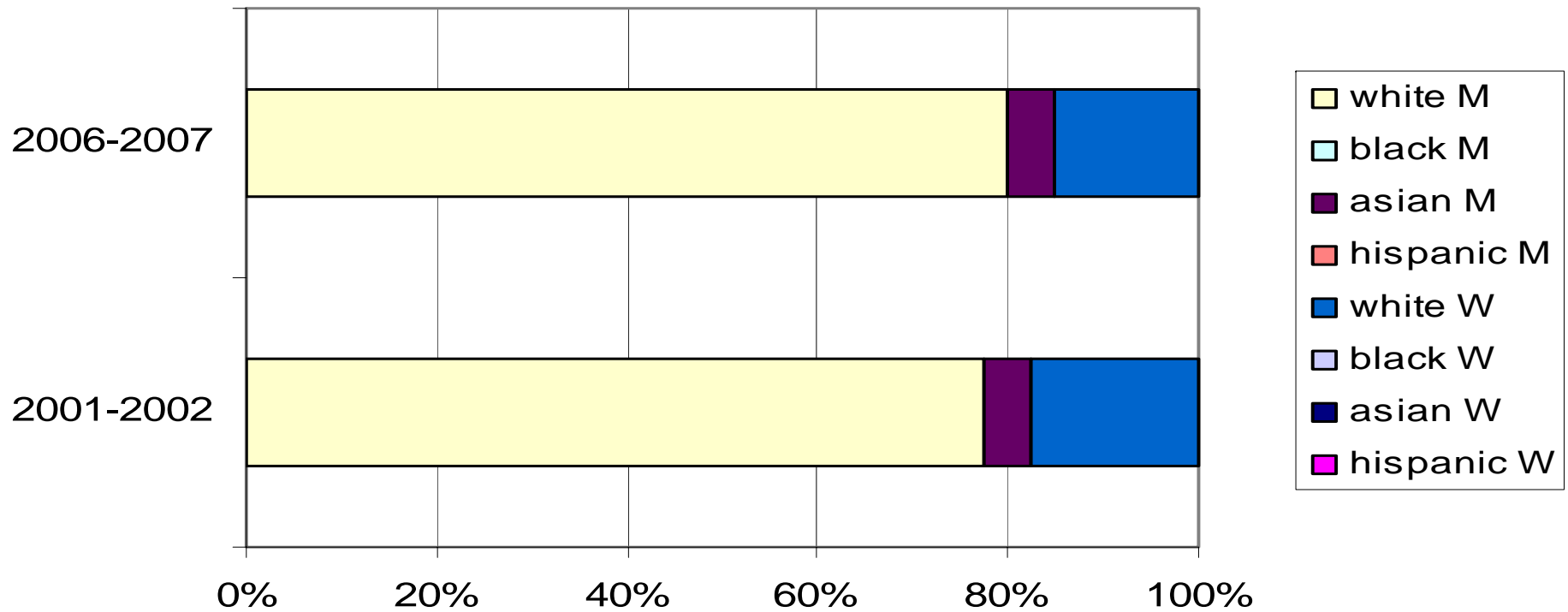


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	32 (80%)	0 (0%)	2 (5%)	0 (0%)	6 (15%)	0 (0%)	0 (0%)	0 (0%)
2001-2002	31 (78%)	0 (0%)	2 (5%)	0 (0%)	7 (18%)	0 (0%)	0 (0%)	0 (0%)

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

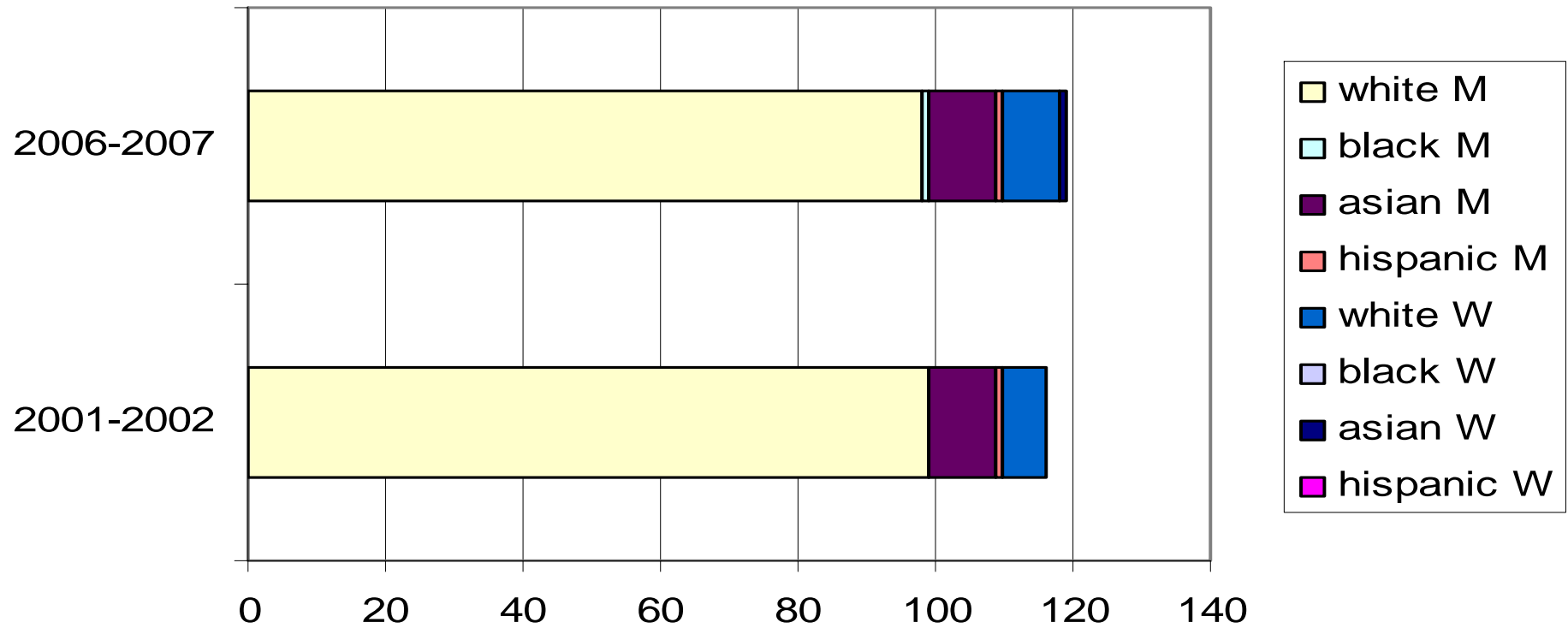
(see previous graph for number)



	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

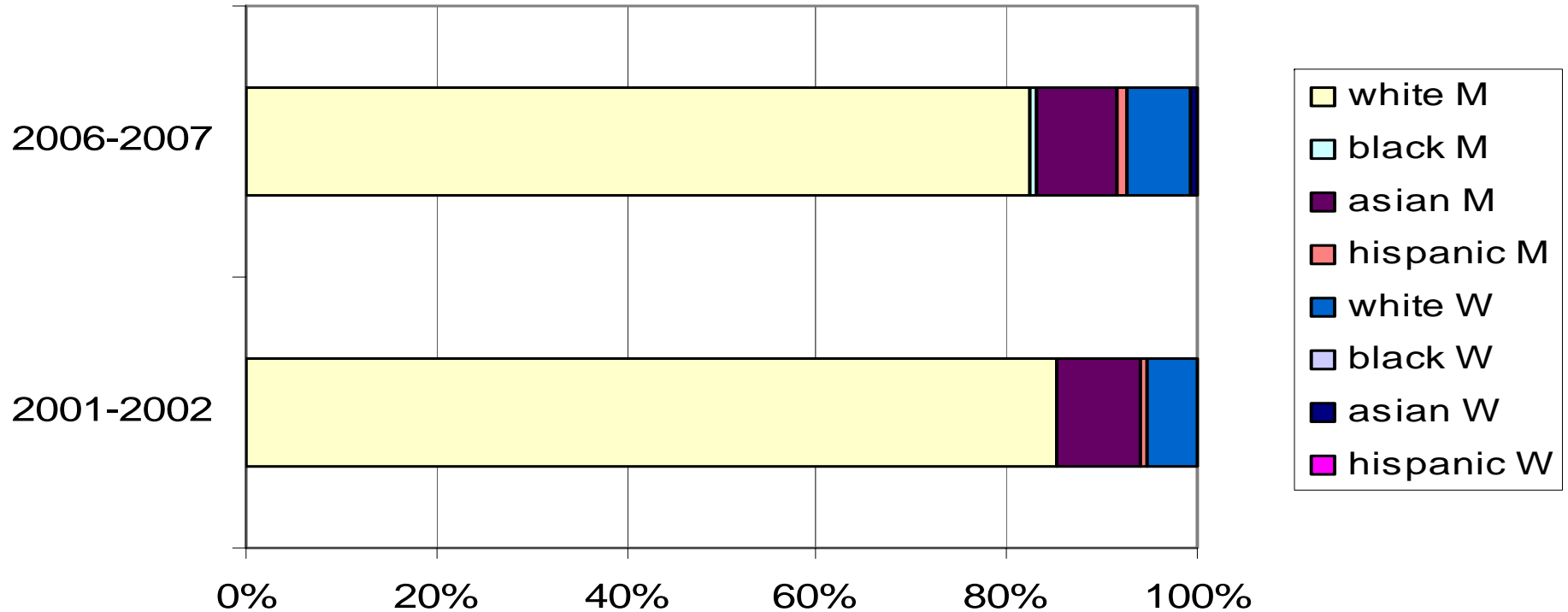
## Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Physical Sciences Division (see next graph for percent)



	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)

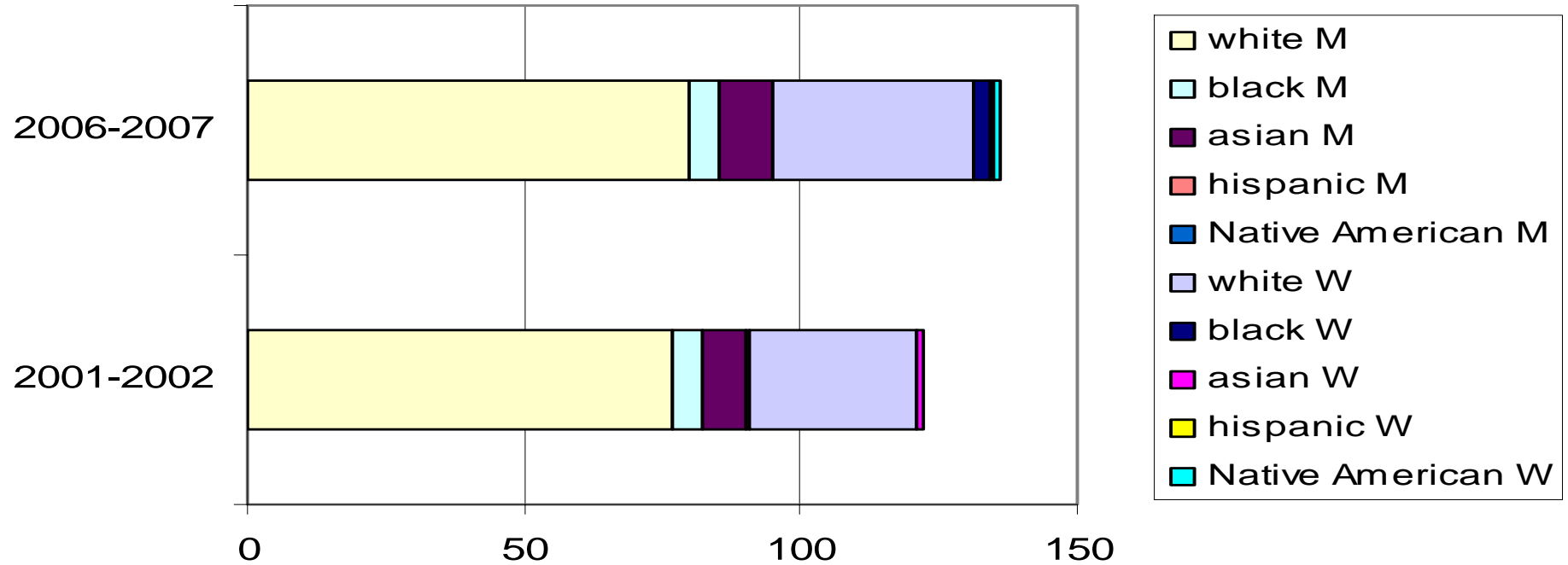


	Men				Women			
	White	Black	Asian	Hispanic	White	Black	Asian	Hispanic
2006-2007	98 (82%)	1 (1%)	10 (8%)	1 (1%)	8 (7%)	0 (0%)	1 (1%)	0 (0%)
2001-2002	99 (85%)	0 (0%)	10 (9%)	1 (1%)	6 (5%)	0 (0%)	0 (0%)	0 (0%)

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)

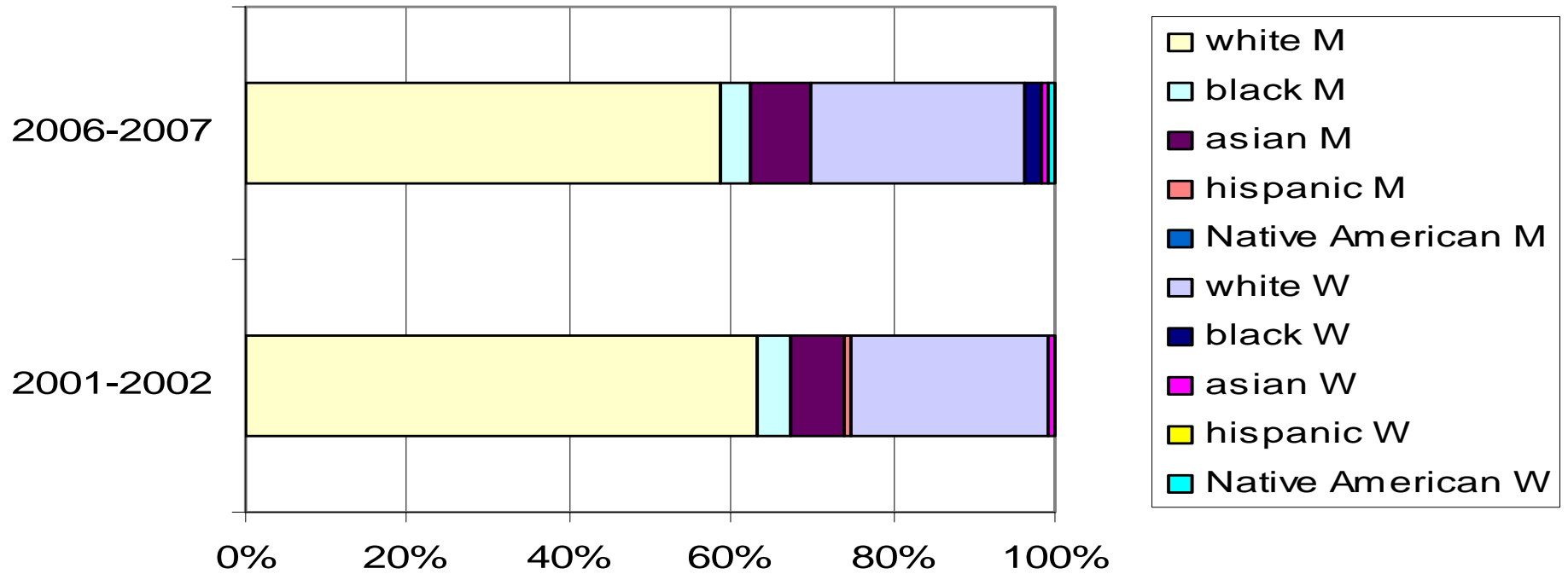
(see next graph for percent)



	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%)

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

(see previous graph for number)

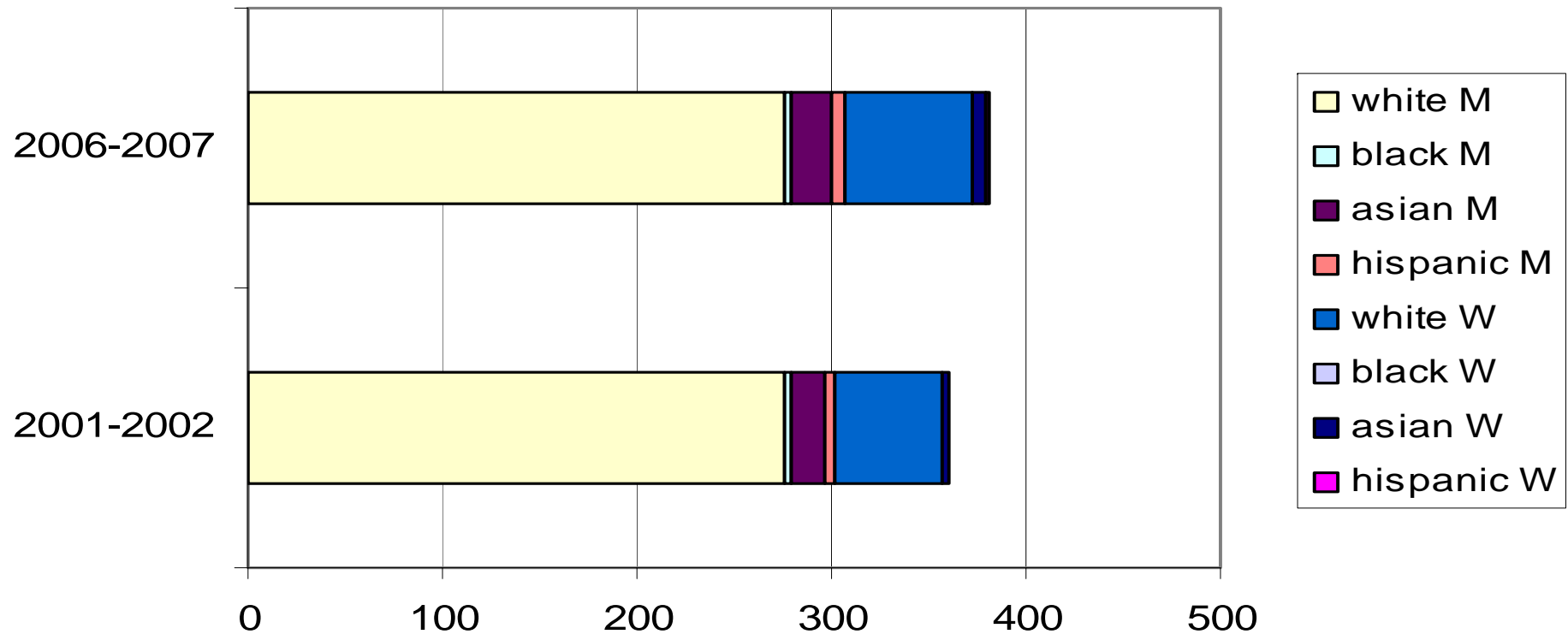


	Men					Women				
	White	Black	Asian	Hispanic	Native Am.	White	Black	Asian	Hispanic	Native Am.
2006-2007	80 (59%)	5 (4%)	10 (7%)	0 (0%)	0 (0%)	36 (26%)	3 (2%)	1 (1%)	0 (0%)	1 (1%)
2001-2002	77 (63%)	5 (4%)	8 (7%)	1 (1%)	0 (0%)	30 (25%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)

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

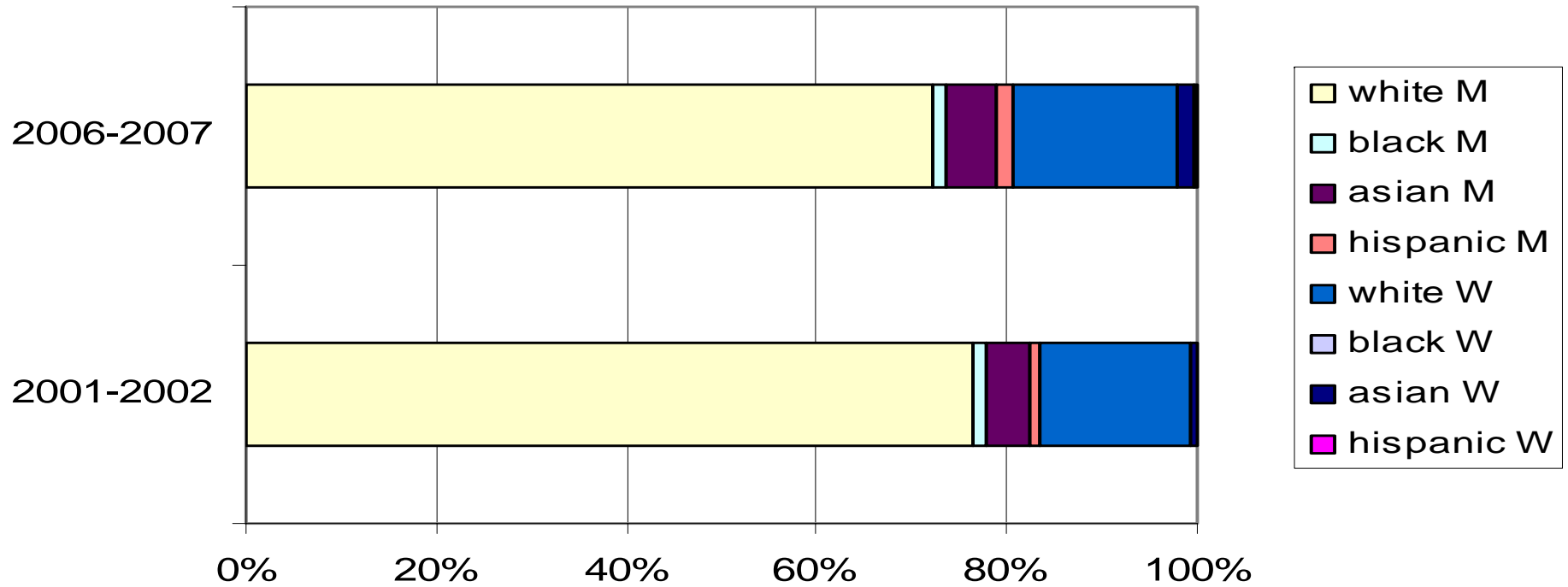
(see next graph for percent)



	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

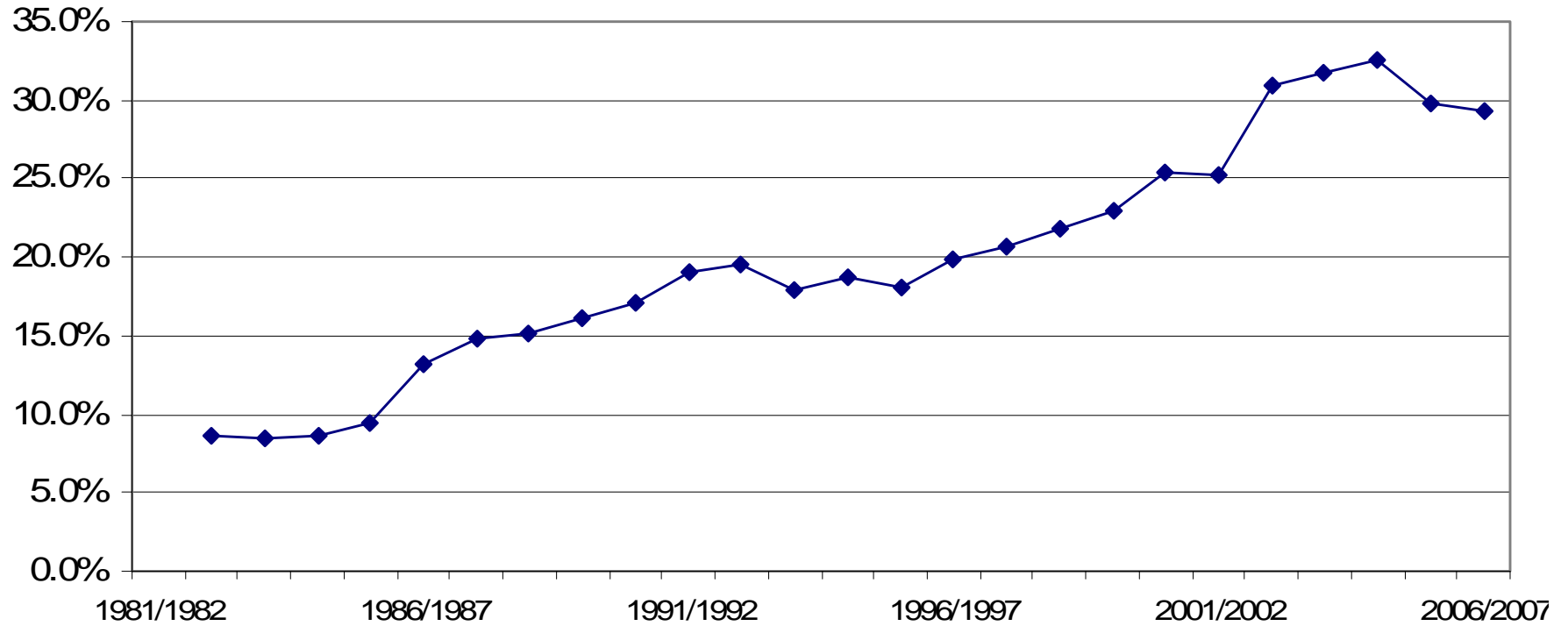
### Professional Schools (excluding Medicine)

- 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.

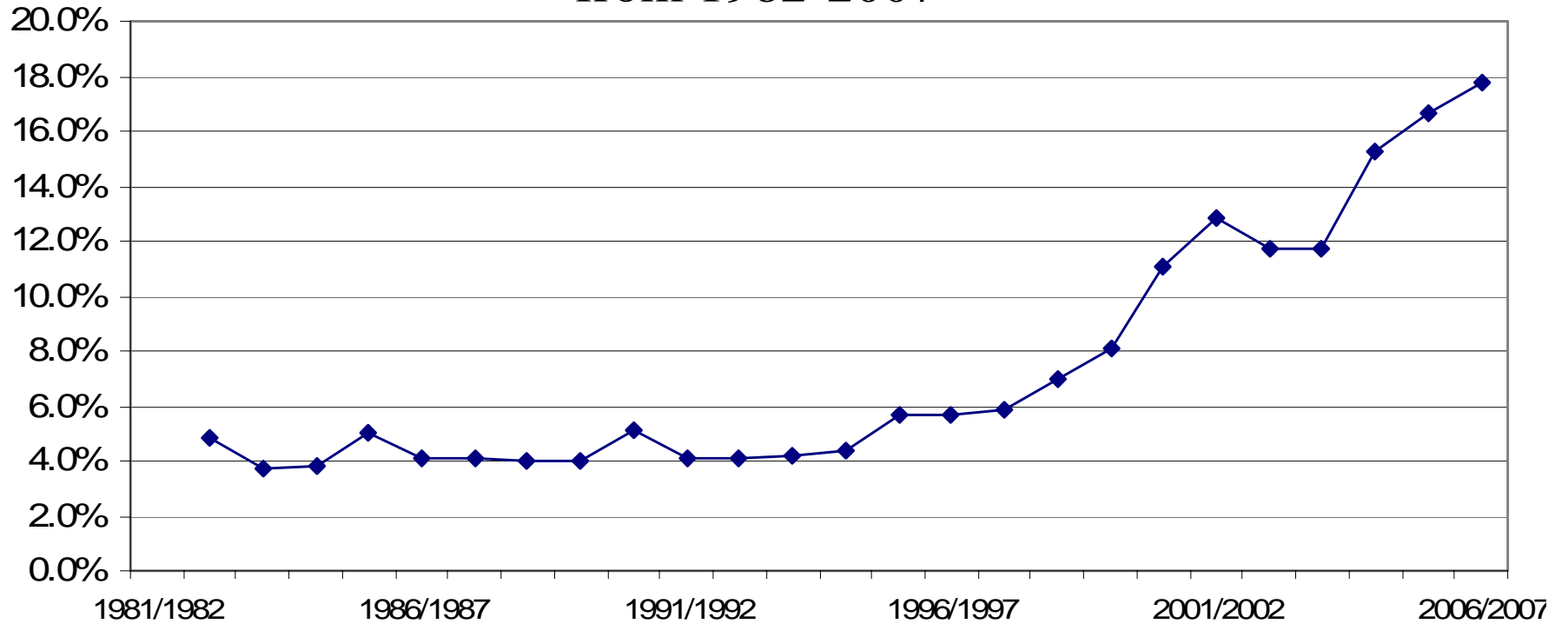
## Humanities Division: Tenured Women Faculty from 1982-2007



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

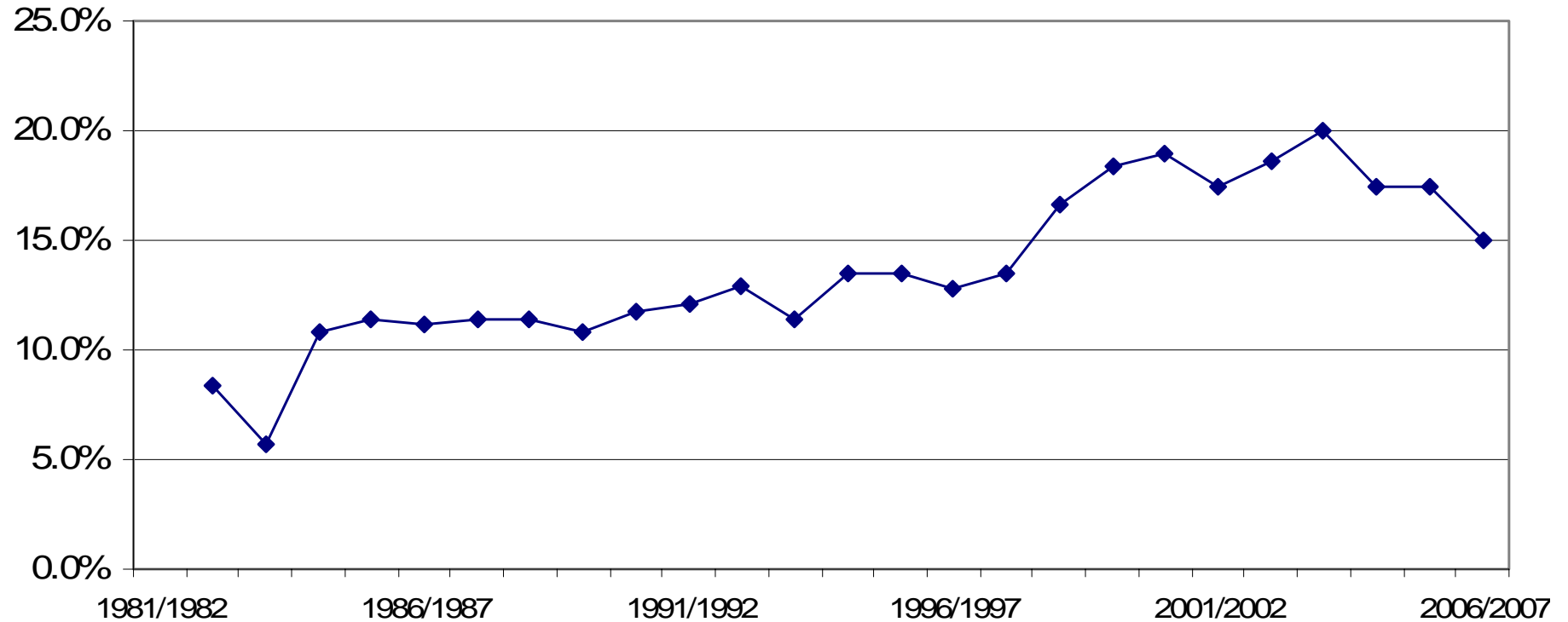
## Social Sciences Division: Tenured Women Faculty from 1982-2007



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

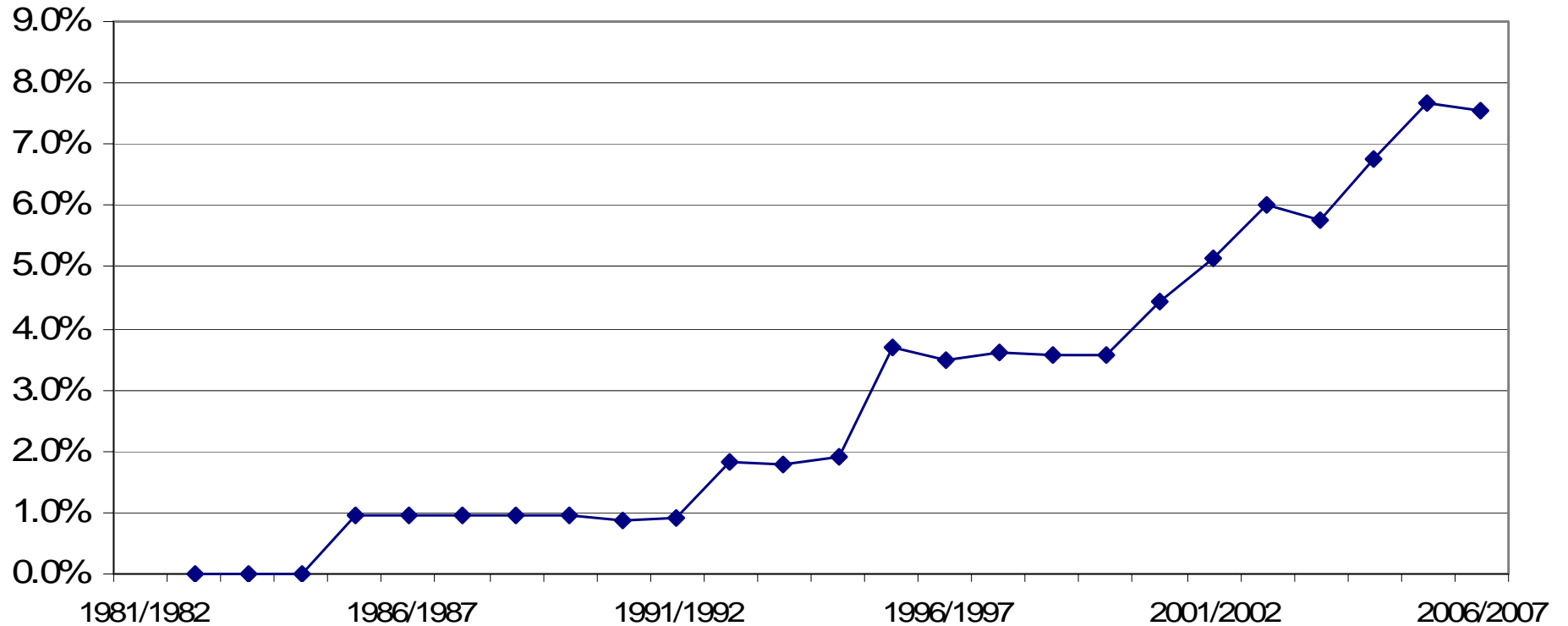
## Biological Sciences Division: Tenured Women Faculty from 1982-2007



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

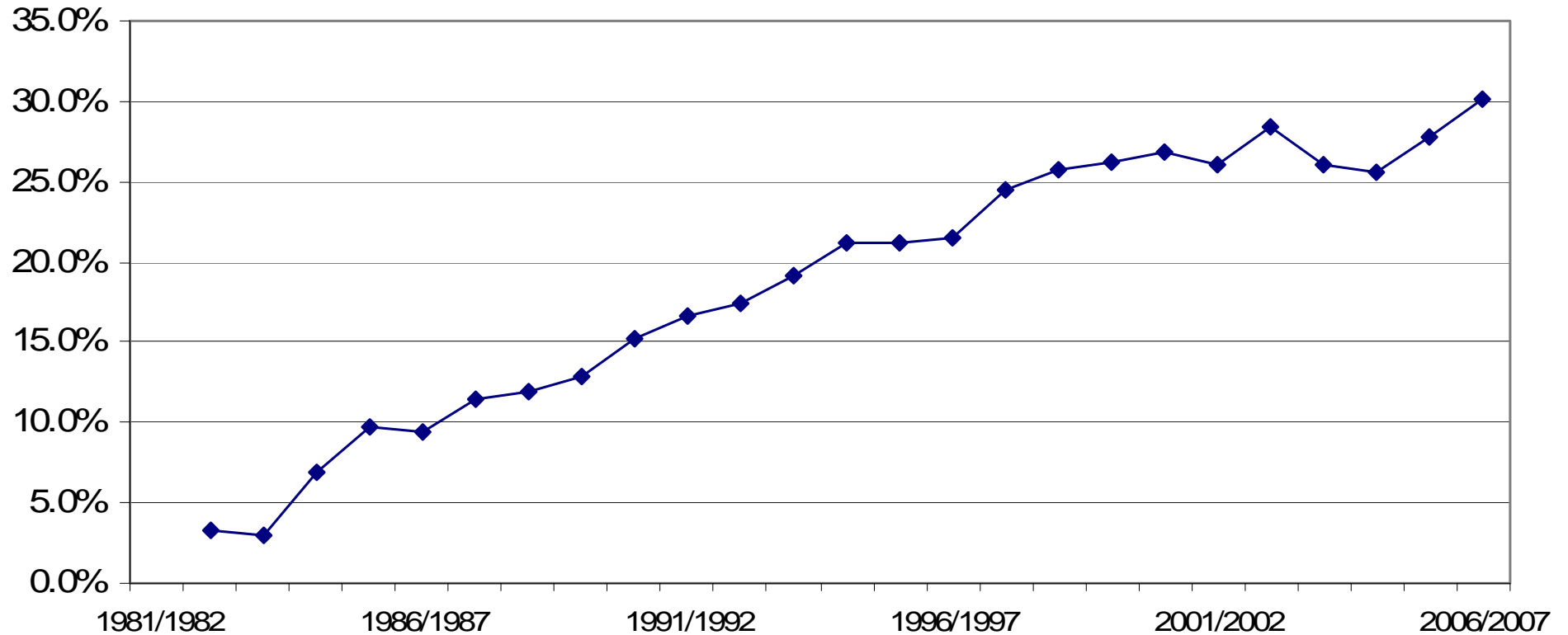
## Physical Sciences Division: Tenured Women Faculty from 1982-2007



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

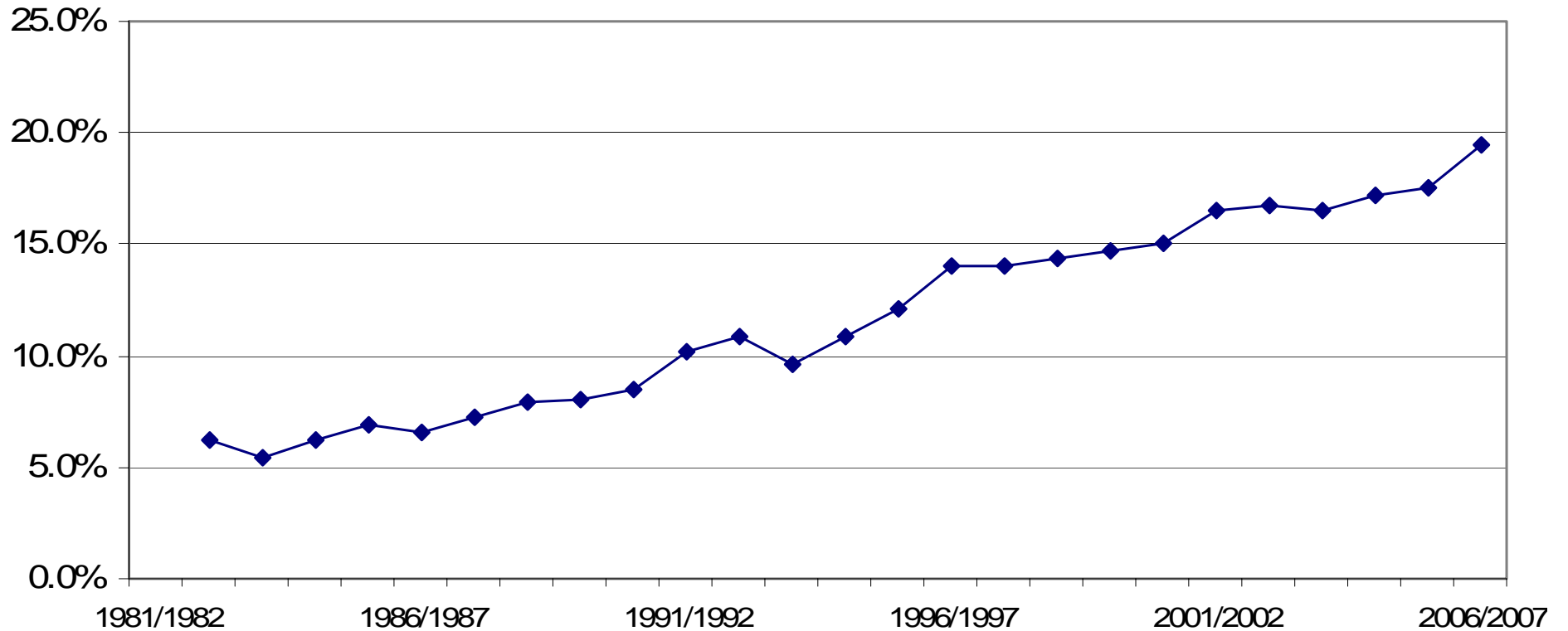
## Professional Schools (not Medicine): Tenured Women Faculty from 1982-2007



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

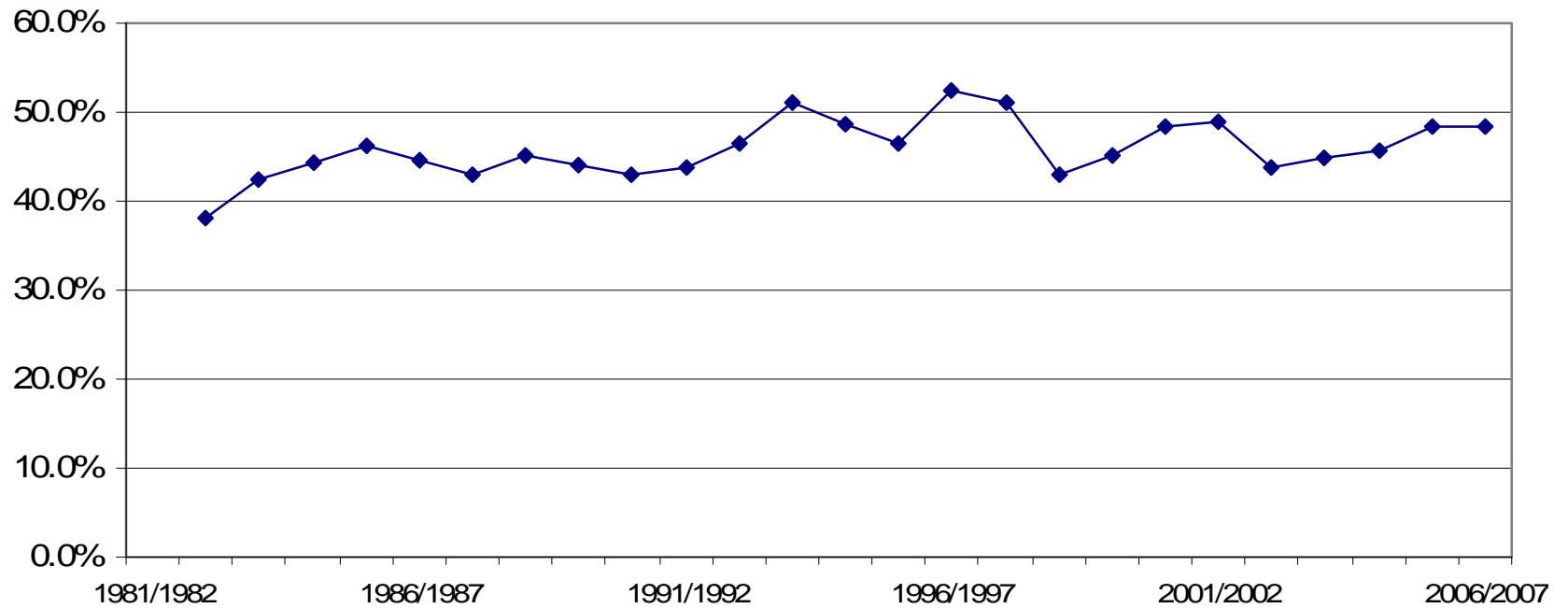
•Women are 19% of the total tenured faculty in the medical school at Yale in 2006-2007. Women were 17% in 2001-02, 14% in 1996-97, and 6% in 1982-83. The average rate of change in percentage of tenured women in the medical school is 0.54% from 1982 to 2007.

**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

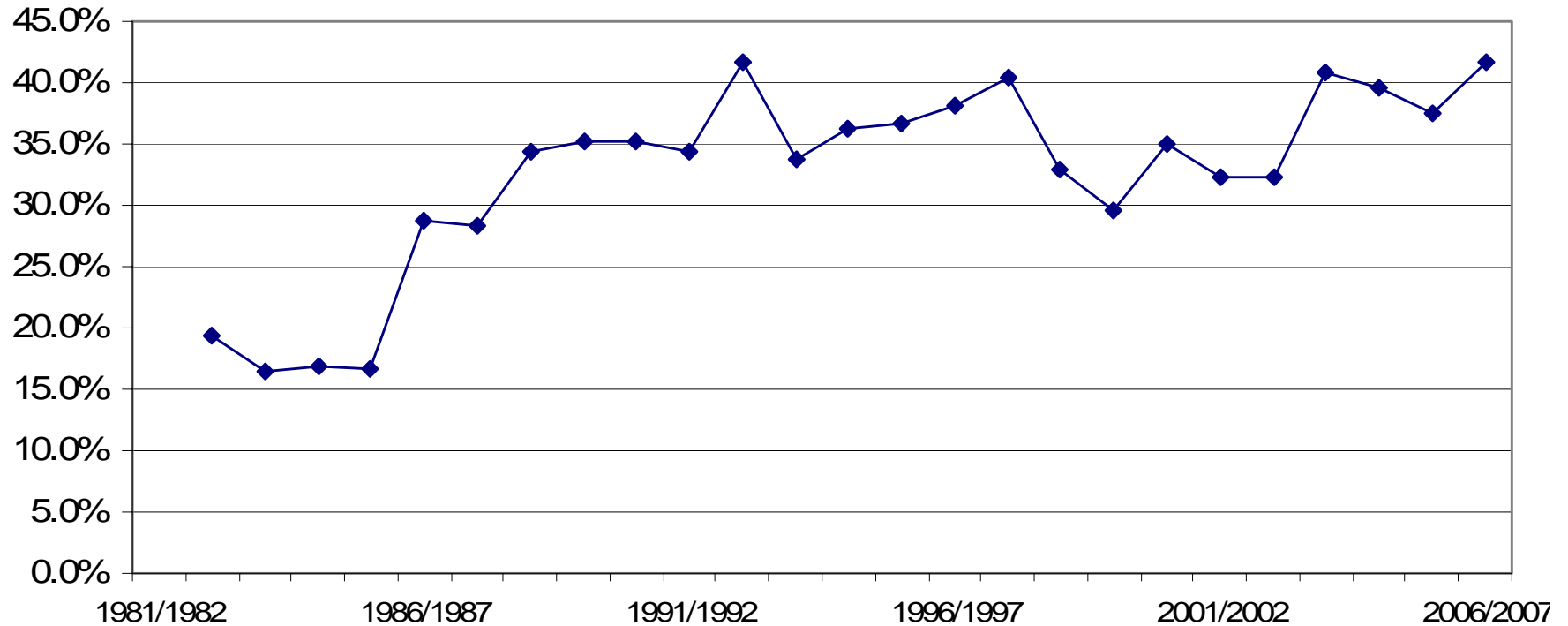
## Humanities Division: Term (Non-Tenured) Women Faculty from 1982-2007



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

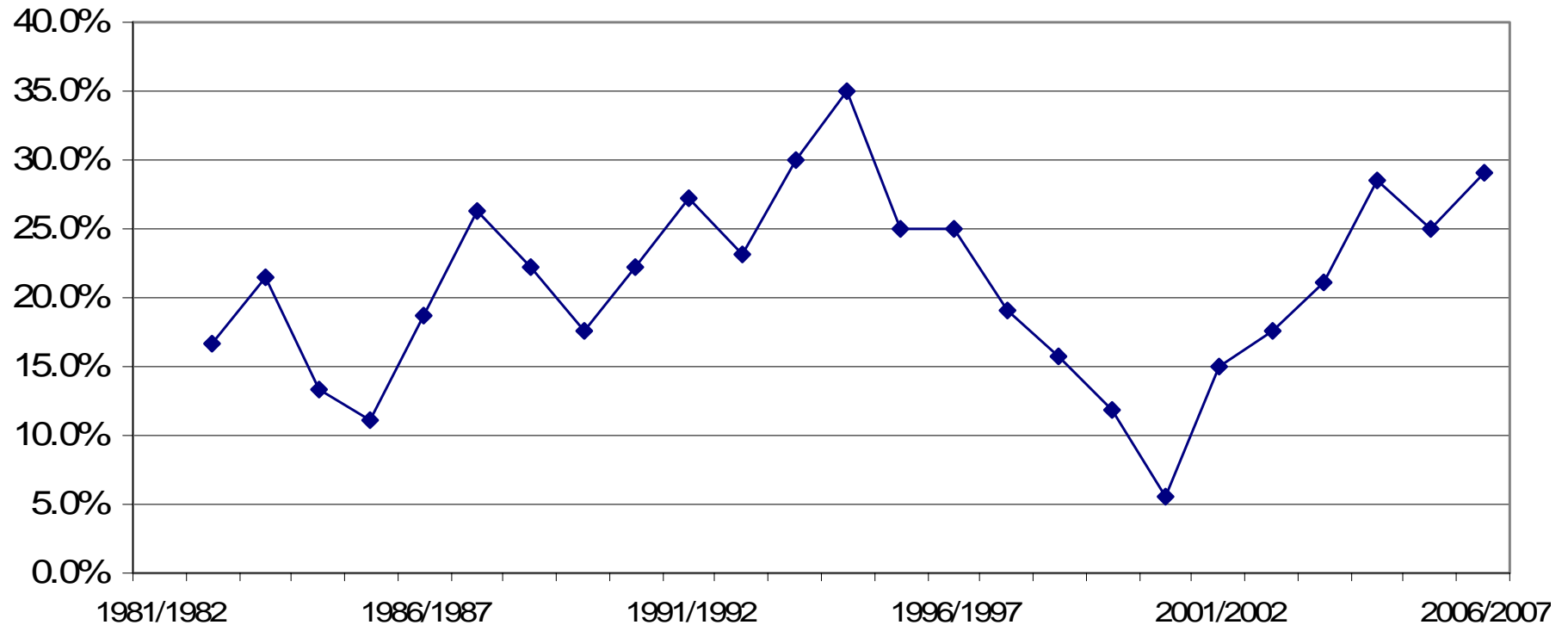
## Social Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007



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

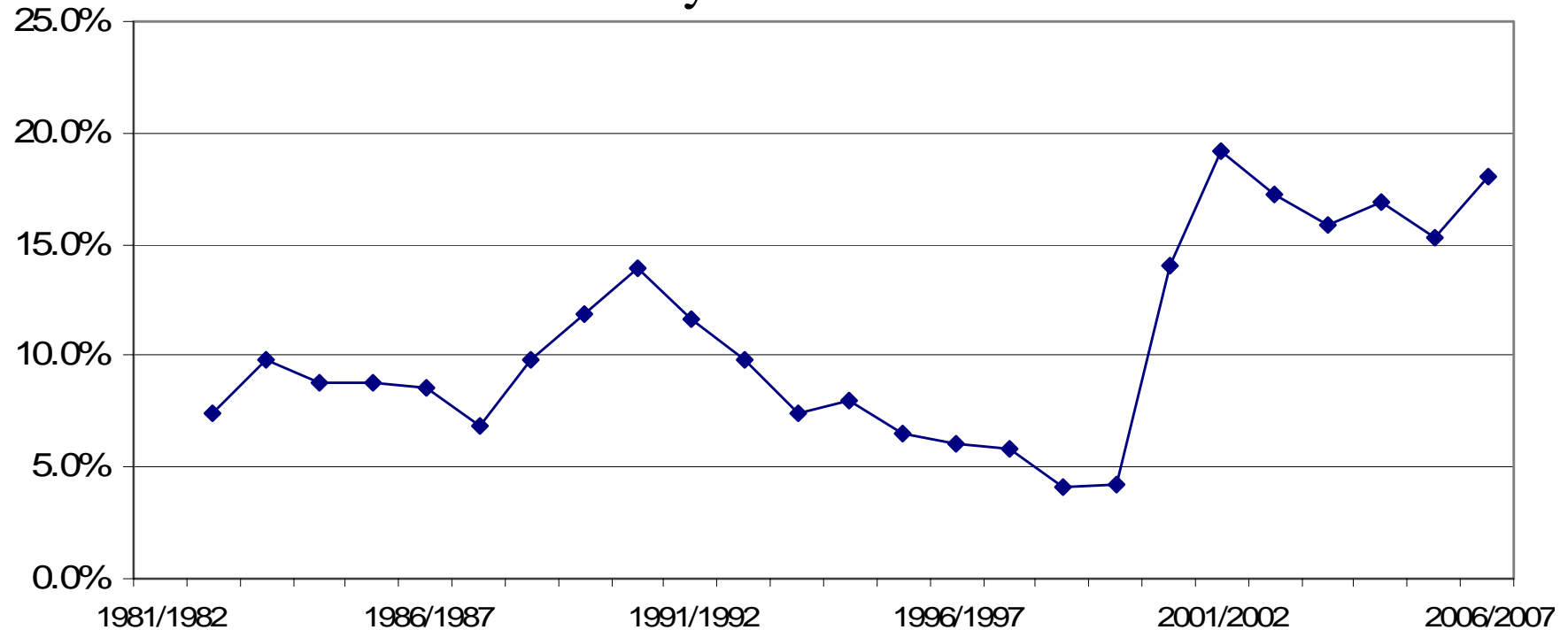


Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	3/18	3/16	6/22	5/20	3/20	7/24
% Women of Total	17%	19%	27%	25%	15%	29%

**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

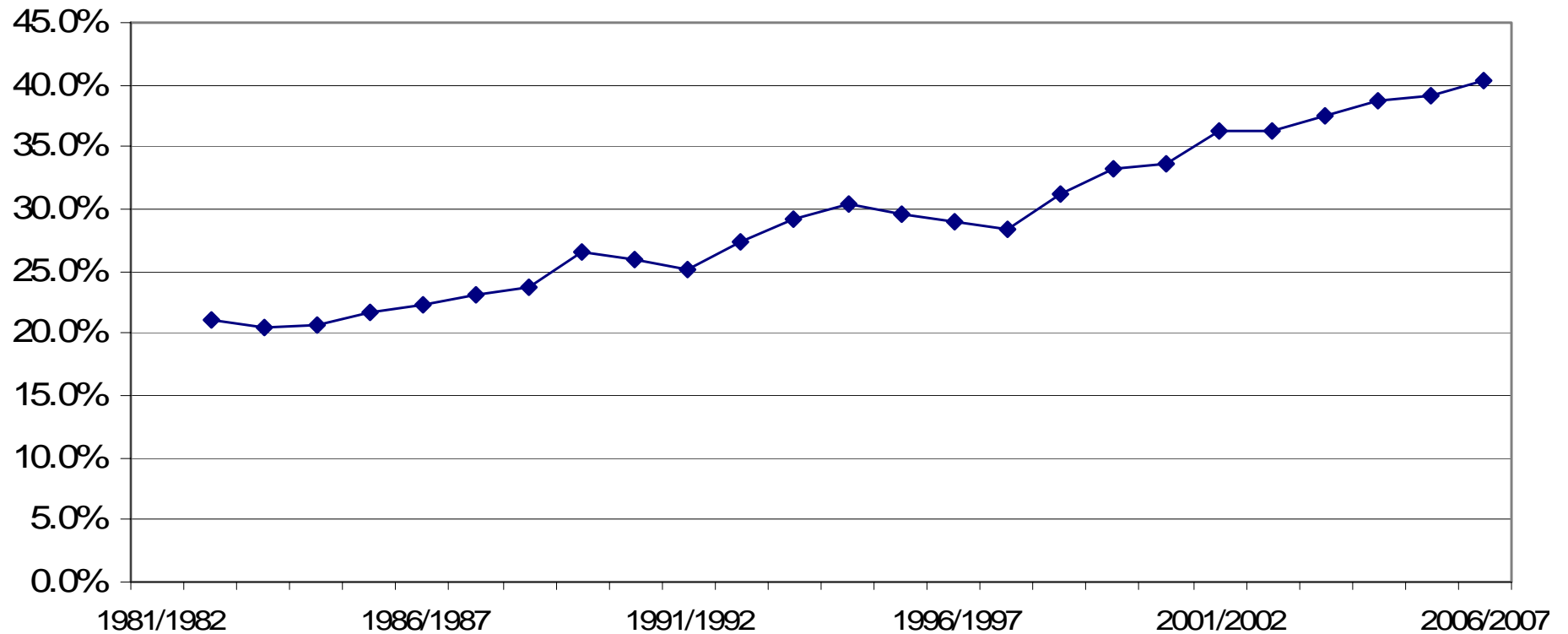
## Physical Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007



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

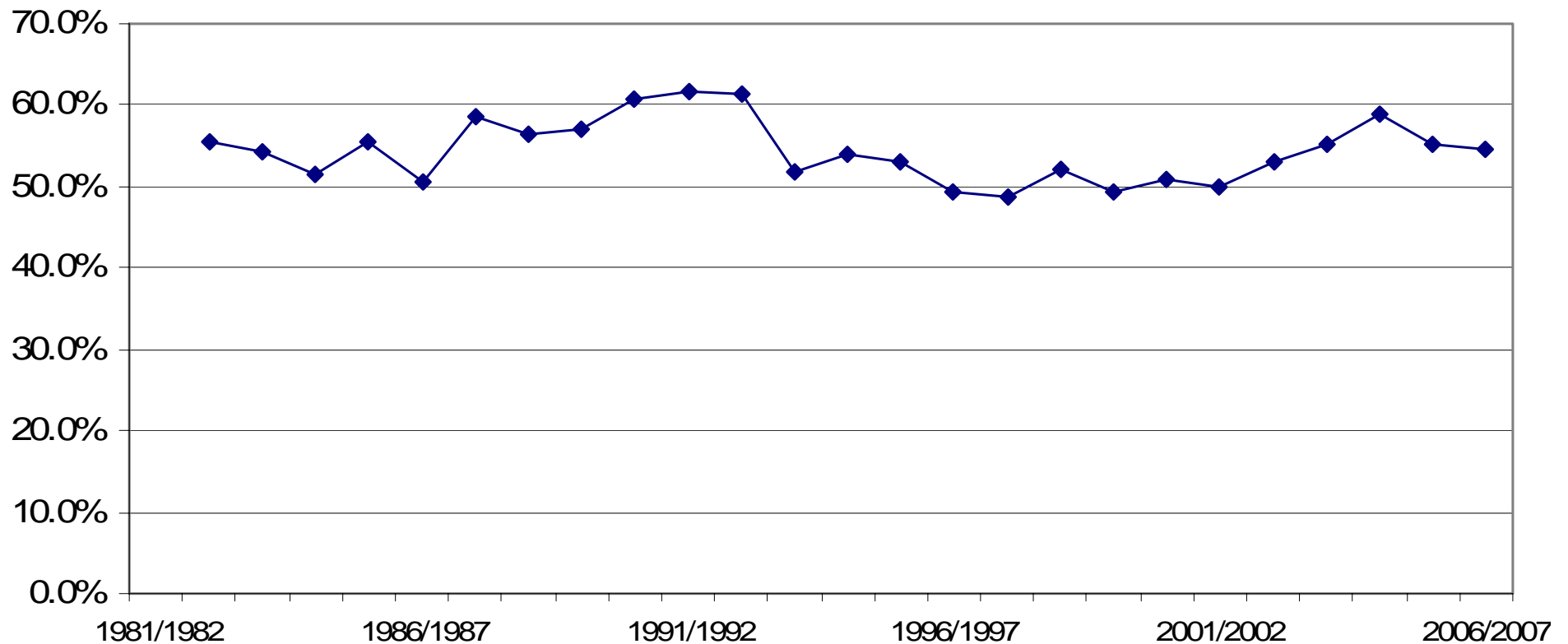


Women: Current Term	1982-1983	1986-1987	1991-1992	1996-1997	2001-2002	2006-2007
# of Women/Total # in pool	74/350	88/393	109/435	139/481	183/504	262/649
% Women of Total	21%	22%	25%	29%	36%	40%

**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:

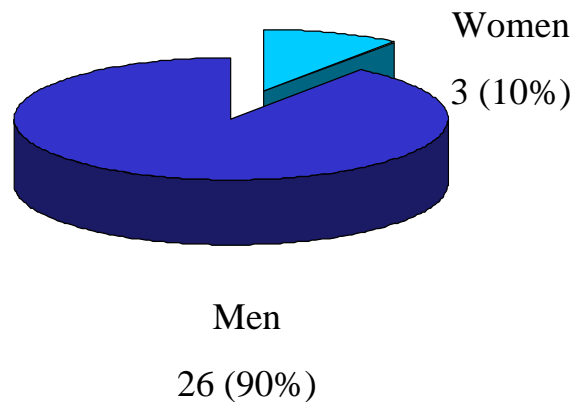
- Biological and biomedical Sciences
- Cellular Neuroscience, Neurodegeneration and Repair
- Clinical Scholars Program
- Comparative Medicine
- Computational Biology and Bioformatics
- Continuing Medical Education
- History of Medicine
- Humanities in Medicine
- Immunobiology
- Investigative Medicine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

School of Public Health

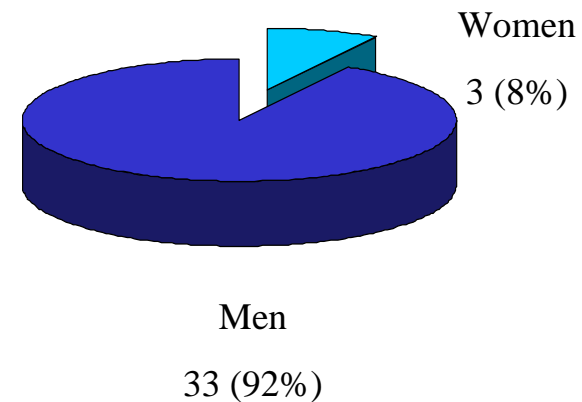
- Biostatistics
- Chronic Disease Epidemiology
- Environmental Health Sciences
- Global Health

## 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

	<b>Provost Office</b>	<b>Yale College</b>	<b>Graduate School Arts &amp; Sciences</b>	<b>Professional School Deans</b>	<b>Residential College Masters</b>	<b>Residential College Deans</b>
<b>Women</b>	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
<b>Men</b>	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
<b>Women Serving As Director</b>		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
<b>Men Serving as Director</b>	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
<b>Corporation Members</b>	3/16 (19%)	5/16 (31%)	3/16 (19%)	5/16 (31%)	4/16 (25%)	6/16 (39%)
<b>University Officers</b>	0/5	2/6 (33%)	3/6 (50%)	3/6 (50%)	3/7 (43%)	4/7 (57%)
<b>Deans of Schools</b>	1/12 (8%)	1/12 (8%)	1/12 (8%)	1/12 (8%)	3/12 (25%)	1/12 (8%)
<b>College Masters</b>	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.

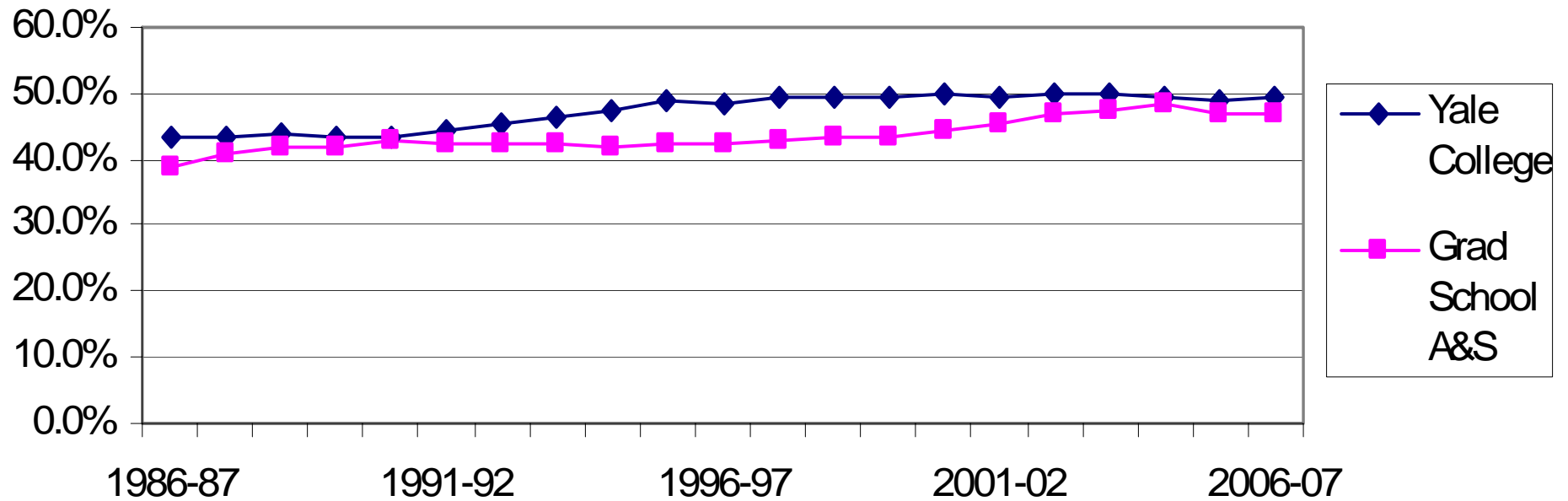
**Honorary degrees** are awarded each year at commencement.

- 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

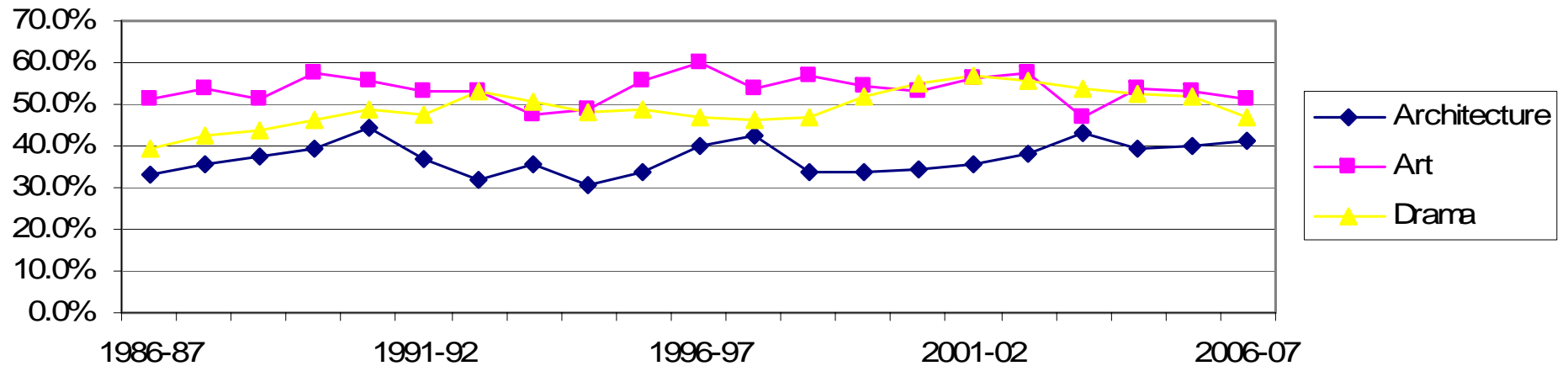


Number of Women/Number of Total (% Women of total)

	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

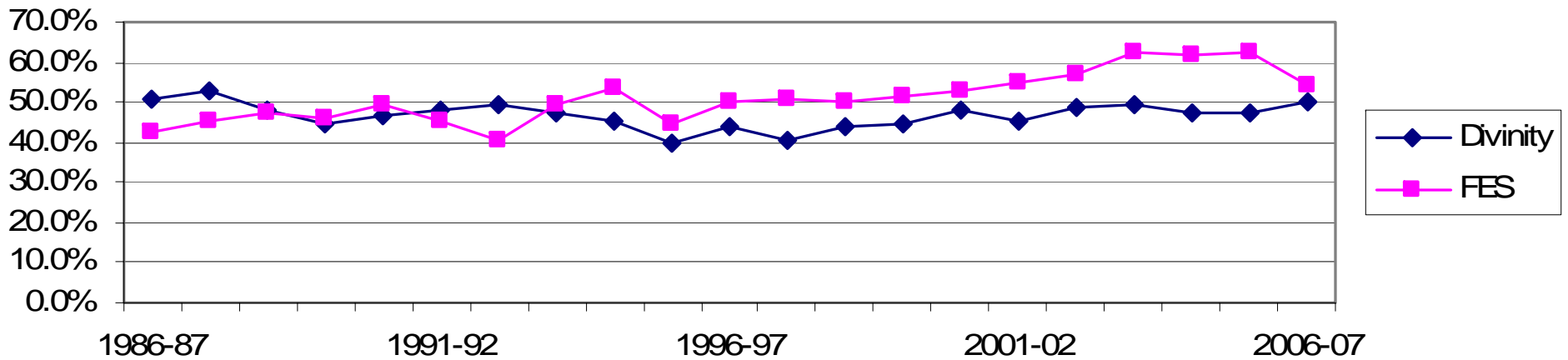


Number of Women/Number of Total (% Women of total)

	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

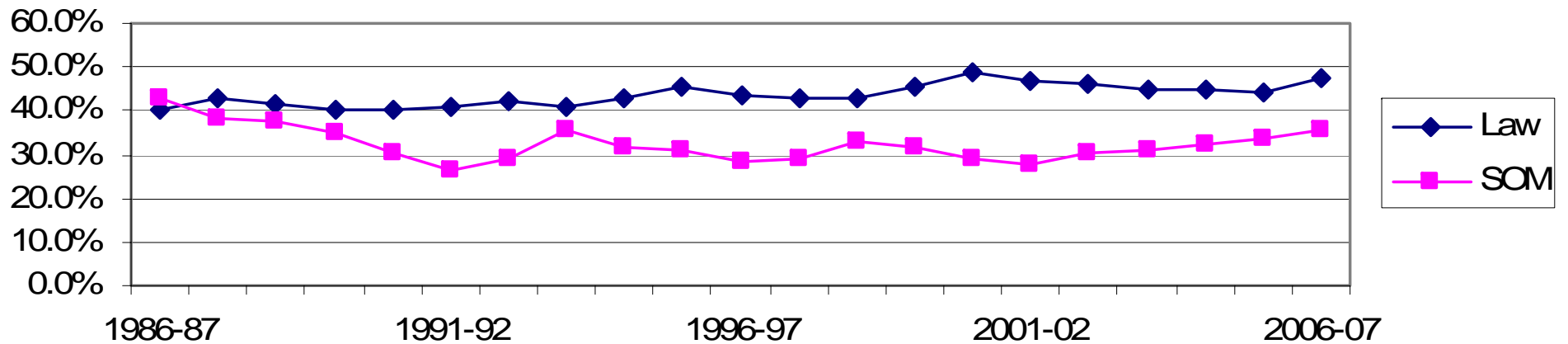


Number of Women/Number of Total (% Women of total)

	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

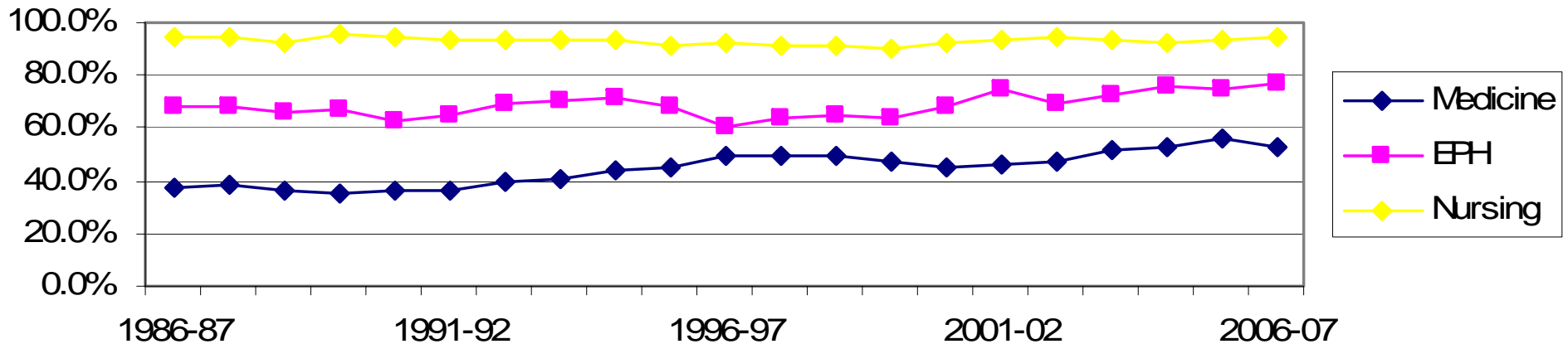


Number of Women/Number of Total (% Women of total)

	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



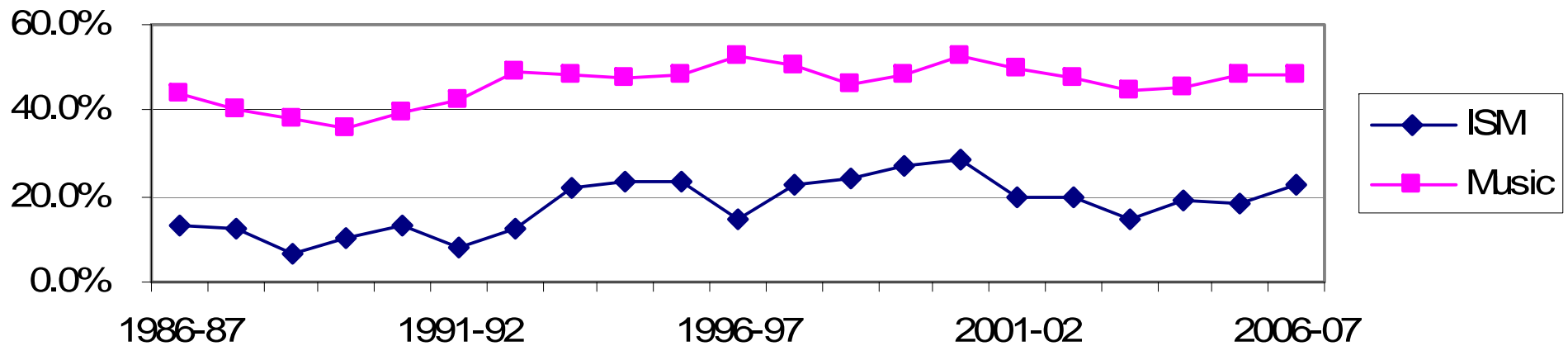
Number of Women/Number of Total (% Women of total)

	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

# Index of Tables and Figures

	Slides
Table: 2001-2002, 2006-2007: Overview of Women at Yale	7
Table: 2001-2002, 2006-2007: Overview of Women on the Faculty at Yale	8
Table: 2001-2002, 2006-2007: Overview of Women in the Faculty of Arts & Science at Yale	9
Table: 2001-2002, 2006-2007: Overview of Women as Enrolled Students at Yale	10
Figure: Yale 2006-2007: Distribution of Women Faculty, University-wide	11
Figure: Yale 2006-2007: Distribution of Minority Faculty, University-wide	12
Figure: Yale 2006-2007: Distribution of Women on Tenured Faculty, University-wide	13
Figure: Yale 2006-2007: Distribution of Tenured Minority Women Faculty, University-wide	14
Figure: Yale 2006-2007: Distribution of Tenured Minority Faculty, University-wide	15
Figure: Percent of Women on the Arts & Science Faculty: Comparison with Harvard and Princeton, 2005-2006	16
Figure: Percent of Women on the Faculty, University wide: Comparison with Harvard and Princeton, 2000	17
Figure: Percent of Women on the Faculty, University wide (excluding the Yale School of Nursing): Comparison with Harvard and Princeton, 2000	18
Figure & Table: Yale 1982-2007: Women Faculty, Tenured Women Faculty, and Term (Non-Tenured) Women Faculty, University-wide	19
Figure & Table: Yale Women Faculty, Tenured and Term (Non-Tenured), as a Percentage of Total Faculty, University-wide, with extrapolation of rate of change	21
Figure & Table: Yale 1982-2007: Women Hired with Tenure and Women Tenured from Within - FAS ONLY	22
Table: Yale 2006-2007: Distribution of Women Faculty in the FAS by divisional and tenure status	23
Table: Yale 2006-2007: Distribution of Women Faculty in the Humanities, by tenure status (descending order)	24
Table: Yale 2006-2007: Distribution of Women Faculty in the Humanities, by tenure status (alphabetical order)	25
Table: Yale 2006-2007: Distribution of Women Faculty in the Social Sciences, by tenure status (descending order)	26
Table: Yale 2006-2007: Distribution of Women Faculty in the Social Sciences, by tenure status (alphabetical order)	27
Table: Yale 2006-2007: Distribution of Women Faculty in the Biological Sciences, by tenure status (descending order)	28
Table: Yale 2006-2007: Distribution of Women Faculty in the Biological Sciences, by tenure status (alphabetical order)	29
Table: Yale 2006-2007: Distribution of Women Faculty in the Physical Sciences, by tenure status (descending order)	30
Table: Yale 2006-2007: Distribution of Women Faculty in the Physical Sciences, by tenure status (alphabetical order)	31
Table: Yale 2006-2007: Distribution of Women Faculty in the Professional Schools, by tenure status (descending order)	32
Table: Yale 2006-2007: Distribution of Women Faculty in the Professional Schools, by tenure status (alphabetical order)	33

## Index of Tables and Figures (continued)

	Slides
Table: Yale 2001-2002, 2006-2007: Number and Percent of Women as Tenured Faculty, by department and division	34
Figure: Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Humanities	35
Figure: Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Humanities	36
Figure: Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Social Sciences	37
Figure: Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Social Sciences	38
Figure: Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty by department, Biological & Physical Sciences	39
Figure: Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty by department, Biological & Physical Sciences	40
Figure: Yale 2001-2002, 2006-2007: Changes in Percent of Women as Tenured Faculty in the Professional Schools	41
Figure: Yale 2001-2002, 2006-2007: Changes in Number of Women as Tenured Faculty in the Professional Schools	42
Figure & Table: Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Humanities Division	45
Figure & Table: Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Humanities Division	46
Figure & Table: Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Social Sciences Division	47
Figure & Table: Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Social Sciences Division	48
Figure & Table: Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Biological Sciences Division	49
Figure & Table: Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Biological Sciences Division	50
Figure & Table: Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Physical Sciences Division	51
Figure & Table: Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Physical Sciences Division	52
Figure & Table: Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, Professional Schools (excl. Medicine)	53
Figure & Table: Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, Professional Schools (excl. Medicine)	54
Figure & Table: Yale 2001-2002, 2006-2007: Number of Tenured Faculty by race and gender, School of Medicine	55
Figure & Table: Yale 2001-2002, 2006-2007: Percent of Tenured Faculty by race and gender, School of Medicine	56
Figure & Table: Humanities Division: Tenured Women Faculty from 1982-2007	60
Figure & Table: Social Sciences Division: Tenured Women Faculty from 1982-2007	61
Figure & Table: Biological Sciences Division: Tenured Women Faculty from 1982-2007	62
Figure & Table: Physical Sciences Division: Tenured Women Faculty from 1982-2007	63
Figure & Table: Professional Schools (not Medicine): Tenured Women Faculty from 1982-2007	64
Figure & Table: School of Medicine: Tenured Women Faculty from 1982-2007	65

## Index of Tables and Figures (continued)

	Slides
Figure & Table: Humanities Division: Term (Non-Tenured) Women Faculty from 1982-2007	69
Figure & Table: Social Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007	70
Figure & Table: Biological Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007	71
Figure & Table: Physical Sciences Division: Term (Non-Tenured) Women Faculty from 1982-2007	72
Figure & Table: Professional Schools (not Medicine): Term (Non-Tenured) Women Faculty from 1982-2007	73
Figure & Table: School of Medicine: Term (Non-Tenured) Women Faculty from 1982-2007	74
Table: Yale 2006-2007: Women as Faculty Chairs of University Departments	78
Table: Yale 2006-2007: Women as Faculty Chairs of University Programs	79
Figure: Yale 2001-2002, 2006-2007: Distribution of Women in Sterling Professorships	80
Table: Yale 2006-2007: Women as Directors of Graduate Studies and Undergraduate Studies in GSAS and Yale College	81
Table: Yale 2006-2007: University Institutes and Centers, Directors' List – Men Serving as Director	83
Table: Yale 2006-2007: University Institutes and Centers, Directors' List – Women Serving as Director	84
Table: Yale 2006-2007: University Institutes and Centers, Associate or Executive Directors' List	85
Table: Yale 2006-2007: Women in Administration Provosts, Deans, and Masters	86
Table: Yale 1982-2007: Women in University Administration	87-88
Figure & Table: Yale 1987-2007: Women as Percentage of Enrolled Students: Yale College and Graduate School of Arts & Sciences	91
Figure & Table: Yale 1987-2007: Women as Percentage of Enrolled Students: Schools of Architecture, Art, & Drama	92
Figure & Table: Yale 1987-2007: Women as Percentage of Enrolled Students: Divinity School and School of Forestry and Environmental Studies	93
Figure & Table: Yale 1987-2007: Women as Percentage of Enrolled Students: Law School and School of Management	94
Figure & Table: Yale 1987-2007: Women as Percentage of Enrolled Students: Schools of Medicine, Public Health & Nursing	95
Figure & Table: Yale 1987-2007: Women as Percentage of Enrolled Students: Institute of Sacred Music and School of Music	96
Table: Yale 1982-2007: Women Degree Recipients: Yale College and Graduate School of Arts & Science PhDs	99
Table: 1982-2007: Women as Percentage of Doctorate Degree Recipients: National Data	100

## 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.