

A National Analysis of **MINORITIES**
in Science and Engineering Faculties
at Research Universities

by

Dr. Donna J. Nelson
and
Christopher N. Brammer

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EXECUTIVE SUMMARY*by Dr. Donna Nelson and Christopher N. Brammer*

The first national and most comprehensive demographic analysis to date of tenured and tenure track faculty in the top 100 departments of science and engineering disciplines shows that minorities and women are significantly underrepresented. There are relatively few tenured and tenure-track underrepresented minority (URM) faculty in these research university departments, even though a growing number and percentage of minorities are completing their Ph.D.s. Qualified minorities are not going to faculties of many science and engineering disciplines. However, in some engineering disciplines, there is a better match between the percentage of URMs in recent Ph.D. attainment versus among assistant professors. The percentage of URMs in science and engineering B.S. attainment generally continues to increase, but they are likely to find themselves without the minority faculty needed for optimal role models and mentors.

There are few minority full professors in the physical sciences and engineering disciplines studied; the highest percentage of all URMs combined among full professors is less than 5% (chemical engineering). Comparing the representation of URMs among assistant professors in the top 50 departments, versus those in the next group of 50, gives mixed results; in engineering, the top 50 departments have higher percentages of URMs, while the top 50 chemistry, math, and computer science departments have much lower representations of URMs. In each discipline except biological sciences, the percentage of White males in top 50 departments is about equal to or greater than in the next group of 50.

URM women faculty, especially “full” professors, are almost nonexistent in physical sciences and engineering departments at research universities. Surprisingly, most of the few female minority full professors in those disciplines were not born in the U.S.

In most disciplines studied, the percentage of URMs among recent Ph.D. recipients is significantly above their percentage among assistant professors; exceptions include civil engineering and mechanical engineering. In the top 50 departments of chemistry and math, the percentage of Hispanic and Native American faculty among assistant professors is lower than among associate professors, revealing a decline in hiring these minorities. In contrast, in all disciplines studied, the highest percentage of female faculty is at the level of assistant professor, as a result of increased recent hiring of women.

In most disciplines, URM faculty are so few that a

minority student can get a B.S. or Ph.D. without being taught by or having access to a URM professor in that discipline. However, there is a disproportionate number of White male professors as role models for White male students. For example, in 2005, 16.7% of the students graduating with a B.S. in chemistry were URMs, but in 2007, only 3.9% of faculty at the top 100 chemistry departments were URMs. For females, those data are 51.7% and 13.7%, respectively. In contrast, the corresponding percentages for White males are 37.4% and 74.2%, respectively. While the percentages of women and of URMs in science and engineering Ph.D. attainment have increased in recent years, the White men still dominate the corresponding faculties.

A cycle is perpetuated. Minorities are less likely to enter and remain in science and engineering when they lack mentors and role models. In most science and engineering disciplines, the percentage of URMs among faculty recently hired is not comparable to that of recent minority Ph.D.s. and is far below that of recent BS recipients. This results in fewer minority faculty to act as role models for minority students. Minority students observe this in the course of sampling the educational environment. If minority professors are not hired, treated fairly, and retained, minority students perceive that they will experience the same. This will not encourage them to persist in that discipline.

Trends in data for women are very similar to those observed for URMs, but more obvious due to greater magnitudes. Therefore, the most useful comparisons may be those for representation of women across disciplines. For example, in the top 100 departments, the representation of females among professors in chemistry, versus astronomy or earth sciences, is lower at each rank. The ratios of chemistry: astronomy: earth science are 21.2%: 25.3%: 28.2% for assistant professors, and 13.7%: 15.8%: 16.5% for professors of all ranks combined. However, the representation of female students in chemistry is and has been higher than that of astronomy or earth sciences for years (51.7%: 42.4%: 41.9% for B.S. in 2005, and 32.4%: 22.7%: 31.8% average for Ph.D.s in 1996 – 2005). Astronomy and earth science may have desirable hiring practices which could be used by other disciplines.

Using these data to identify points of strength and challenge for each discipline could guide the search for programs, resources, and attitudes which are responsible for the results. We hope this will facilitate the transfer of good practices among disciplines.

Introduction

The U.S. faces impending national, international, and global crises that will require the expertise and effort of scientists and engineers, such as the energy challenge, environmental issues, globalization of our economy, national security considerations, and the technological industries' impending "Great Crew Change." [1] In order for these crises to be addressed with consideration of U.S. values, culture, and interests, there must be adequate participation of U.S. scientists and engineers. U.S. scientists and engineers will embody these traits due to their U.S. life experiences and will convey them while addressing these crises. Simultaneously, the U.S. science and engineering work force is aging; "baby boomer" scientists and engineers are leaving the U.S. work force. The increasing need for scientists and engineers who imprint U.S. values, culture, and interests, combined with the increasing loss of current U.S. scientists and engineers, creates a critical situation. Therefore, the need for transferring U.S. values, culture, and interests while developing solutions to the national, international, and global crises, will grow more critical with time.

In order for U.S. citizens to enter the scientific work force, they must acquire necessary knowledge and skills, usually by passing through U.S. educational institutions. In planning the education of our future scientific work force, an essential consideration is the changing demographics of our population, which will constitute the pool from which future U.S. scientists and engineers will be drawn and the constituents who future U.S. scientists and engineers will serve. The U.S. population is increasing in Blacks, Hispanics, and Native Americans, known collectively as underrepresented minorities (URMs). Also, the women's share of the general U.S. work force continues to increase. Together, URMs and women constitute almost two-thirds of the U.S. population; as their representations increase in the work force, underutilizing their talent and potential in science and engineering is not only impractical, but also detrimental to the nation's future success. It is important that U.S. educational institutions are able to accommodate the needs of this large segment of our population, so that those citizens will be fully

represented in the U.S. scientific work force. In this way, diverse talents of U.S. URMs and women, will be included in formulating solutions to these crises.

Because the values, culture, and interests of scientists and engineers in leadership positions will greatly influence solutions to our national, international, and global crises, it is important that URMs and women be represented among those leaders. An education from a highly-ranked university is often a credential for such a leadership position; most U.S. science and engineering leaders passed through highly-ranked educational institutions. Therefore, it is desirable to explore the degree to which the highest ranking U.S. academic science and engineering departments are prepared to serve U.S. URM and women students. This will influence whether U.S. URMs and women will be among the U.S. scientists and engineers who will lead the development of solutions to the crises mentioned above.

Simple measures of these departments' accommodation of and appeal to URM and women students can be made by assessing the representations of URMs and women at points along the academic pipeline. We report herein the results of comparing the shares held by underrepresented groups at pertinent points in academia, by discipline. These comparisons are: (1) recent B.S. recipients versus faculty, in order to gauge same-race or same-gender mentors and role models for the students; (2) recent Ph.D. recipients versus assistant professors, in order to gauge utilization of the faculty hiring pool; (3) faculty distributions by rank, in order to gauge overall progress toward faculty diversification; and (4) in some disciplines, URM faculty rank versus year and country of each degree, in order to explore effects of being a native-born U.S. citizen.

"Underrepresented minorities are projected to constitute almost 32% of the American population by 2020, outnumbering White males (30.1%). [2] Therefore, proactive steps should be taken now in order to insure the proportionate inclusion of such a large part of the U.S. population in science and engineering, throughout all levels of academia."

**Dr. Donna J. Nelson, Associate Professor,
University of Oklahoma**

General Methods

Our data were gathered by surveying the top 100 departments in each of fifteen science and engineering disciplines, as ranked by the National Science Foundation (NSF) according to research funds expended.[3] Each department chair was asked to provide the gender, race/ethnicity, and rank of each tenured or tenure track faculty member. Data from chairs were entered into tables, which are provided in the Appendix. A URL to posted tabulated data was emailed to respondents, with a request that they report any desired changes, and requested changes were made. Details of our methodology are given in a separate section at the end of this report. The rationale for the unusual grouping of disciplines used herein is detailed in the section on “Females.”

Alternate Solutions

An obvious source of U.S. scientists and engineers is future generations of U.S. citizens. Many programs focus on increasing the interest of students, ranging from pre-college to kindergarten, in science and engineering. This is an extremely worthy goal for long-term solutions. However, it is not a practical solution for the critical immediate need for U.S. scientists and engineers, which we face due to the impending “Great Crew Change”; there simply is not enough time. The Independent Petroleum Association of America estimated that by 2010 40% of their skilled professionals will reach retirement age (Figure 1).[1] The “Great Crew Change” will be over before the younger students could receive the education and/or experience they need to become leaders in science and engineering.

Another solution to meet U.S. needs for

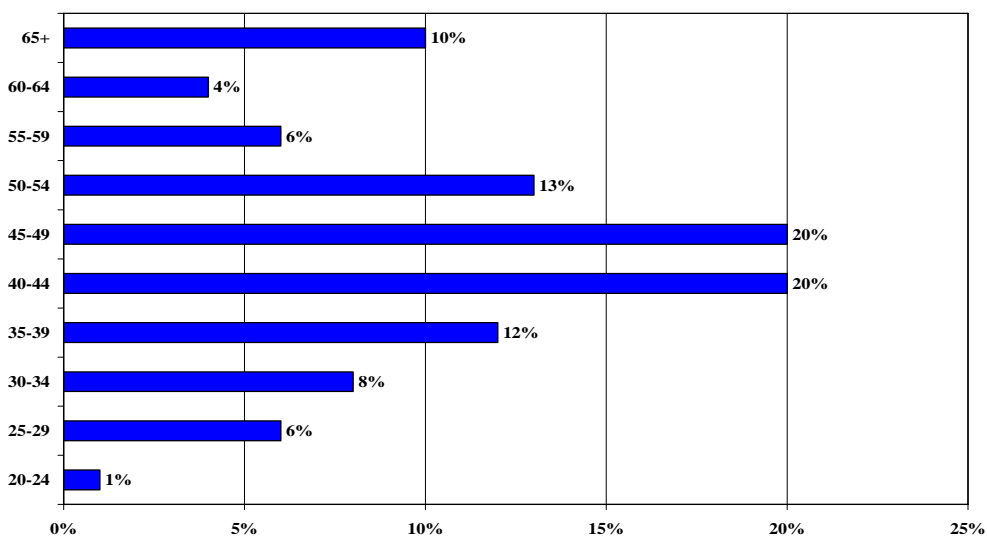
scientists and engineers is to import them. This solution does offer a way to increase the diversity of our science and engineering work force. This is being proposed and encouraged by many professional organizations through a variety of programs and activities. However, excessive reliance on this solution can create a different problem. If people from overseas become a majority of U.S. scientists and engineers, then U.S. women and minorities will continue to be underrepresented in science and engineering. Also, this will not guarantee that those scientists and engineers will embody U.S. values, culture, and interests to the same extent as native U.S. citizens; thus predominantly using this solution will not insure that U.S. values, culture, and interests will be imprinted on solutions to the above crises. Similarly, exporting technological jobs and the related technological development will diminish the influence of U.S. values, culture, and interests.

The above alternate solutions address the problem of insufficient scientists and engineers in the U.S. However, they do not fulfill the need for scientists and engineers who will transfer U.S. values, culture, and interests while developing solutions to critical national, international, and global crises. Underutilization of segments of our society combined with our aging scientific work force, will exacerbate this need.[4] Thus, we (1) have increased need for U.S. scientists, (2) face increased incipient retirements, and (3) will need to recruit U.S. replacements with a greater share of underrepresented groups than ever before. If U.S. scientists and engineers are to meet these future scientific demands, then the U.S. will need to find a way to produce those scientists and engineers.

“If the proportion of Blacks and Hispanics among chemists doesn't keep up with the proportion of these groups in the general population, who's going to do chemistry in the future?”

Paul Walter, Past President, American Chemical Society; Past President, American Association of University Professors [5]

Figure 1. Oil and Gas Workforce Age Distribution [1c]



I. Disparity Between Representations of URMs in Academia versus the U.S. Population

A Person Like Me

Although the representation of Blacks, Hispanics, and Native Americans in the 2006 U.S. population was estimated [6] to be 12.8%, 14.8%, and 1.1%, respectively, their representation at almost each point in academia is lower. If the URM representation among U.S. professors is noticeably less than in the general population, especially at higher levels in academia, this can influence URM students' self-esteem [7] and the evaluation which URMs make of their own likelihood to receive appropriate rewards and reach higher levels in academia.[8]

Our data (See Appendix.) reveal that few science and engineering departments have more than a single URM faculty member. As a result, minority faculty can feel isolated or marginalized, and attempts at change made by URMs can make little or no difference.[9] Some URM faculty have reported being overwhelmed with advising numerous minority student organizations and token assignments on multiple committees.[10] Some minority professors cite a hostile working environment as their biggest job-related concern. [10] It has been reported that negative office politics can have more detrimental impacts than outright acts of discrimination.[10] Students sample this environment while pursuing their degrees; if URM students' mentors and role models are struggling instead of thriving, then URM students perceive that they will struggle similarly if they continue to those same levels in academia.[8]

Glacial URM Faculty and Promotion Increases

As seen in Table 1, the few minority faculty members present in academia are usually concentrated in the lower ranks, chiefly as assistant professors. For example, in sociology all URMs combined represent 19.2% of assistant professors (newest hires), 11.1% of associate professors, and 10.8% of "full" professors in FY2007. In only 3 of the 15 disciplines surveyed in FY2007 are the majority of URM faculty at the rank of associate professor. In no discipline surveyed was the highest percentage of URMs at the rank of "full" professor. The opposite is true for White males.

Consequently, a relatively large proportion of minority faculty members lack tenure. Without job security or a critical mass, most minority faculty members lack the capability or leverage to change the environment greatly within their discipline.[10] Many URM faculty feel they have worked too hard to reach their current position to risk losing their job, no matter how alienating or unfavorable their environment.[11] Tenure is given and denied by other faculty members, giving untenured faculty little incentive to challenge the status quo.[11]

The slow promotion rate of URM faculty has significant consequences. It results in consistently low numbers of tenured minority faculty members, and therefore it impedes progress in improving the environment of minority faculty members.[10] Moreover, only 5 of the 9 engineering and physical sciences disciplines increased their representations of URM professors from FY2002 [12] to FY2007.

Table 1. URM Professors (Black, Hispanic, Native American) by Rank and Year at the Top 50

Discipline	FY2002*				FY2007			
	Assistant	Associate	Full	All Ranks	Assistant	Associate	Full	All Ranks
Chemistry	2.8%	7.5%	2.3%	3.2%	4.7%	5.4%	3.0%	3.7%
Math	6.0%	4.6%	3.0%	3.6%	2.3%	2.7%	2.2%	2.3%
Computer Science	2.1%	1.7%	1.3%	1.6%	3.1%	2.9%	1.9%	2.5%
Astronomy**	5.5%	4.0%	1.6%	2.5%	3.3%	2.1%	2.0%	2.2%
Physics	5.2%	2.8%	2.0%	2.6%	4.4%	2.2%	2.0%	2.5%
Chemical Eng.	3.4%	8.2%	4.2%	4.9%	7.7%	6.8%	4.7%	5.6%
Civil Eng.	9.3%	4.8%	3.9%	5.4%	10.5%	8.0%	4.4%	6.6%
Electrical Eng.	5.4%	8.2%	2.2%	4.3%	4.3%	4.6%	3.0%	3.6%
Mechanical Eng.	7.0%	5.4%	2.4%	3.9%	8.1%	5.3%	2.8%	4.3%
Economics	6.6%	4.4%	3.4%	4.3%	10.9%	5.7%	3.7%	5.7%
Political Science	8.0%	9.8%	4.5%	6.9%	8.3%	8.3%	5.4%	6.9%
Sociology	14.8%	12.4%	6.6%	10.1%	19.2%	11.1%	10.8%	12.9%
Psychology	12.0%	9.4%	3.1%	6.3%	12.5%	8.0%	4.5%	7.1%
Biological Sciences	5.7%	3.0%	2.1%	3.0%	6.5%	4.4%	2.5%	3.8%
Earth Sciences		not available			5.4%	5.4%	2.0%	3.4%

*Chemistry and astronomy data are for FY2003. **Top 40 departments in FY2007

II. Increase in URMs Among Ph.D. Recipients

Between the years 1986-1995 and 1996-2005, the percentage of Ph.D. recipients who are URMs increased by about 2.5%, a growth rate below that of females (5.9%). This increase in representation among Ph.D. recipients is much less than the 7% increase in URM representation in the U.S. population from 1980-2000 (18.8 % to 25.9%).[2] Most of this 7% increase can be attributed to a rise in the Hispanic population (from 6.4% to 12.6%).[2]

The cause of this slow growth in Ph.D. attainment is only partly revealed by comparing the representation of URMs among B.S. recipients in 2000 versus Ph.D. recipients in 2005 (Table 3). On average, URM representation in Ph.D. attainment drops from that in B.S. attainment by a factor of 2 to 3. This trend suggests that more efforts and programs should be directed at strengthening the pipeline at this transition. In none of the disciplines surveyed was the representation of URMs among Ph.D. recipients larger than among B.S. recipients.

Table 2. Percentage of Ph.D.s Earned, by Race and Decade, in Science and Engineering Disciplines

Discipline	Black		Hispanic		Native		Asian		Female		White Male	
	1986-1995	1996-2005	1986-1995	1996-2005	1986-1995	1996-2005	1986-1995	1996-2005	1986-1995	1996-2005	1986-1995	1996-2005
Chemistry	1.7	3.5	3.2	3.4	0.4	0.6	11.4	12.8	26.3	32.4	62.6	55.3
Math	1.5	2.5	2.3	3.3	0.2	0.3	13.9	12.4	22.5	28.7	64.1	58.7
Computer Science	1.1	3.2	1.5	2.9	0.3	0.5	16.7	19.0	19.8	21.2	64.2	59.9
Astronomy	0.7	0.9	2.1	2.8	0.3	0.4	5.9	7.2	15.2	22.7	77.9	68.6
Physics	1.0	2.0	2.5	2.9	0.2	0.3	13.6	13.2	10.8	14.3	75.0	70.8
Chemical Eng.	1.8	3.2	2.5	3.9	0.3	0.6	18.1	17.9	17.1	23.7	64.4	58.5
Civil Eng.	2.3	3.3	3.7	4.4	0.3	0.5	17.9	16.5	12.7	22.0	65.6	58.6
Electrical Eng.	1.9	3.8	2.2	3.7	0.2	0.4	25.2	26.2	8.6	12.3	64.8	59.1
Mechanical Eng.	1.3	1.5	1.8	1.9	0.2	0.3	23.1	24.5	7.3	8.4	68.2	66.0
Economics	4.0	3.9	2.6	4.3	0.2	0.2	10.1	13.6	25.7	30.2	61.4	55.1
Political Science	7.5	8.0	3.3	4.0	0.3	0.7	5.1	5.2	32.8	38.9	55.3	51.0
Sociology	6.8	9.5	4.8	5.9	0.6	1.0	6.1	6.6	53.4	60.8	37.2	29.9
Psychology	3.9	5.8	3.9	6.3	0.5	0.8	2.3	4.3	59.1	67.8	37.0	27.5
Biological Sciences	1.8	3.0	2.7	4.2	0.3	0.6	9.8	14.7	39.6	46.3	51.9	42.2
Earth Sciences	0.2*	1.4	1.9*	3.4	-*	0.7	18.6*	7.4	22.5*	31.8	62.1*	59.5

*Data are for 1995 only.

Table 3. URMs Among Degree Recipients and All Professors

Discipline	B.S.		Ph.D. 2005	Top 50 Faculty	
	2000	2005		FY2002	FY2007
Chemistry	17.0%	16.7%	8.5%	3.2%	3.7%
Math	14.4%	13.1%	9.1%	3.6%	2.3%
Computer Sci	17.6%	20.6%	6.5%	1.6%	2.5%
Astronomy	6.4%	8.6%	4.5%	2.4%	2.2%
Physics	9.5%	10.3%	5.6%	2.6%	2.5%
Chemical Engr	14.2%	14.7%	11.0%	4.9%	5.6%
Civil Engr	14.0%	14.3%	8.2%	5.4%	6.6%
Electrical Engr	15.8%	16.1%	9.5%	4.3%	3.6%
Mechanical Engr	12.5%	11.5%	8.9%	3.9%	4.3%
Economics	12.4%	13.1%	10.7%	4.3%	5.7%
Political Science	20.1%	20.8%	13.9%	6.9%	6.9%
Sociology	27.0%	28.7%	19.2%	10.1%	12.9%
Psychology	20.1%	21.6%	13.4%	6.3%	7.1%
Biological Sci	15.5%	16.5%	9.6%	3.0%	3.8%
Earth Sciences	5.4%	6.6%	6.7%	na	3.4%

“If we engage the talent — with its beauty and the beautiful minds — of all of our young people in science and engineering studies and professions — we will address our national self-interest. And, we will have acknowledged the value inherent in talent and inherent in diversity.”

**Shirley Ann Jackson,
Ph.D., President,
Rensselaer
Polytechnic Institute
[13]**

III. URM^s Among Ph.D. Recipients (Hiring Pool) versus Assistant Professors (Recent Hires)

Comparing representations of URM^s, shows a disparity between their representations among 1996 – 2005 Ph.D. recipients (the hiring pool) versus FY2007 assistant professors (faculty most recently hired) at the top 100 departments of most disciplines (Table 4). Sociology is a noteworthy exception to this, with a representation among assistant professors well above that among Ph.D. recipients for both Blacks (11.7% versus 9.5%) and Hispanics (7.6% versus 5.9%). However, in the engineering disciplines surveyed, the representation of URM^s among assistant professors at the top 50 departments was generally comparable to or greater than among Ph.D. recipients. In chemistry, math, and computer science, the opposite was the case, with a representation of URM^s at higher-ranked departments below that of lower-ranked ones. In most disciplines the representation of URM^s decreases at higher professorial ranks (Table 1).

Other interesting differences among disciplines emerge from Table 4. Astronomy has no Black or Native American assistant professors. Among physical sciences, engineering, and social sciences disciplines, only electrical engineering reported

Native American assistant professors in the top 50 departments, and only half of these disciplines have a Native American assistant professor in a lower-ranked department.

The above reveals two reasons for grouping the physical sciences and engineering disciplines as shown: chemistry, math, and computer science in one group, and engineering disciplines in another group, along with (marginally) astronomy and physics. These reasons are (1) the agreement between URM representations among Ph.D. recipients versus assistant professors and (2) the different distributions of URM^s among the top 50 departments versus the top 100 departments.

"Black students are hesitant to pursue a field where no leaders of the same race have been before. You need to see faculty achieving in these fields to go into those fields. There needs to be a synergy between (increasing) black faculty and black students...which will generate more and more students."

Dr. Arlie Petters, Professor, Duke University [8]

Table 4. Racial Distribution of Ph.D.s (1996-2005) versus Assistant Professors (FY2007)

Discipline	Black			Hispanic			Native American		
	% Ph.D.s	% Asst. Profs.		% Ph.D.s	% Asst. Profs.		% Ph.D.s	% Asst. Profs.	
		Top 100	Top 50		Top 100	Top 50		Top 100	Top 50
Chemistry	3.5%	3.4%	2.0%	3.4%	2.8%	2.7%	0.6%	0.4%	-
Math	2.5%	2.3%	1.4%	3.3%	2.4%	0.9%	0.3%	0.3%	-
Computer Science	3.2%	1.8%	1.3%	2.9%	1.8%	1.8%	0.5%	-	-
Astronomy	0.9%	-	-	2.8%	3.3%	3.3%	0.4%	-	-
Physics	2.0%	1.2%	1.6%	2.9%	3.3%	3.0%	0.3%	-	-
Chemical Eng.	3.2%	2.3%	3.0%	3.9%	4.6%	4.7%	0.6%	0.8%	-
Civil Eng.	3.3%	3.2%	3.2%	4.4%	5.9%	7.2%	0.5%	-	-
Electrical Eng.	3.8%	1.9%	2.3%	3.7%	1.6%	1.8%	0.4%	0.1%	0.2%
Mechanical Eng.	1.5%	3.0%	3.4%	1.9%	3.7%	4.7%	0.3%	0.2%	-
Economics	3.9%	1.7%	1.9%	4.3%	8.9%	8.9%	0.2%	-	-
Political Science	8.0%	5.6%	3.6%	4.0%	5.2%	4.7%	0.7%	0.5%	-
Sociology	9.5%	11.7%	12.0%	5.9%	7.6%	7.1%	1.0%	-	-
Psychology	5.8%	4.8%	5.8%	6.3%	5.1%	5.1%	0.8%	1.3%	1.1%
Biological	3.0%	1.8%	2.0%	4.2%	4.3%	4.3%	0.6%	0.1%	0.2%
Earth Sciences	1.4%	0.8%	1.0%	3.4%	3.8%	3.9%	0.7%	1.1%	0.5%

IV. URM's Among B.S. recipients (Mentees) versus Faculty (Mentors and Role Models)

Perpetuating a Cycle

Demographics of a faculty impact the ethnic composition of the student population.[14] Dearth of minority faculty at a university or in a discipline discourages minority students from selecting that university or discipline, since most students are comfortable in environments that include people with backgrounds and characteristics similar to theirs.[14] In addition, a university's lack of minority faculty has an adverse effect on the success of its minority students. Without professors of similar backgrounds to mentor them, many URM students feel alienated and unsupported.[15]

Our data reveal that the disparity between faculty versus student body racial / ethnic compositions is increasing. There is concern that commitment to URM students has eroded [16] and that URM undergraduate enrollments are dropping in science and engineering.[17] Nevertheless, overall URM representation at the undergraduate level is still outpacing that of the faculty (Table 3). As a result, faculty who mentor and advise URM undergraduates are predominantly White male professors. For example, in psychology, White males received 16.3% of B.S. degrees in 2005 and 27.5% of the 1996–2005 Ph.D.s, but constituted 56.8% of the faculty in FY2007 (Table 14.) In the same field, URM's received 21.6% of the 2005 B.S. degrees and 12.9% of the 1996–2005 Ph.D.s, but only constituted 6.9% of the top 100 FY2007 faculty (Table 5). Thus, the imbalance is present at both undergraduate and graduate levels. Also, URM's in computer science received 20.6% of the 2005 B.S. degrees, 6.6% of the Ph.D.s between the

years of 1996-2005, but only comprise 2.8% of the top 100 faculty in FY2007 (Table 7).

The quantity and quality of interactions between same-race and same-gender faculty and graduate students are reported to be higher and more closely related to the future success of those students.[18] Non-minority students are also impacted by the absence of minority faculty.[14] They are deprived of an education diverse in thoughts and ideas that results from a faculty diverse in background and culture.[14] A university's lack of minority faculty sends a message to its students that minorities have no place in academia, thereby perpetuating a cycle of marginalization and discrimination.[14]

Thus, the presence of science and engineering minority faculty is a crucial factor in encouraging and ensuring the continued interest of young minorities in science and engineering. Their presence is equally important to ensure that (1) current minority students, who are majoring in the fields of science and engineering, graduate and (2) some of those students become professors themselves, thus serving as mentors and as successful examples to future generations of minorities.

“The underrepresentation of minorities in academe is not a new problem, but efforts to address this issue over the past 10 or more years have had little or no impact.”

Stanley C. Israel, Chair, American Chemical Society Board Task Force on Minorities in Academe [19]

Table 5. Racial Distribution of B.S. Recipients (2005) versus Faculty (FY 2007)

Discipline	% B.S. Degrees	Black % Faculty		% B.S. Degrees	Hispanic % Faculty		% B.S. Degrees	Native American % Faculty	
		Top 100	Top 50		Top 100	Top 50		Top 100	Top 50
Chemistry	8.3%	1.5%	1.3%	7.7%	2.1%	2.2%	0.7%	0.3%	0.2%
Math	6.4%	1.5%	0.9%	6.1%	1.7%	1.3%	0.6%	0.1%	0.0%
Computer Science	12.5%	0.9%	0.7%	7.5%	1.8%	1.8%	0.6%	0.0%	-
Astronomy	1.4%	1.0%	1.0%	6.1%	1.2%	1.2%	1.1%	-	-
Physics	4.5%	0.7%	0.8%	4.9%	1.8%	1.7%	0.9%	0.1%	0.0%
Chemical Eng.	6.3%	2.1%	2.3%	7.7%	3.3%	3.2%	0.7%	0.2%	0.1%
Civil Eng.	3.8%	1.8%	1.8%	9.8%	4.3%	4.7%	0.8%	-	-
Electrical Eng.	7.3%	1.7%	2.1%	8.4%	1.7%	1.5%	0.5%	0.0%	0.0%
Mechanical Eng.	3.9%	1.9%	2.0%	7.1%	2.0%	2.3%	0.5%	0.1%	0.1%
Economics	6.4%	1.8%	1.7%	6.3%	4.0%	4.0%	0.4%	0.1%	0.1%
Political Science	10.3%	4.2%	4.1%	9.7%	2.9%	2.7%	0.7%	0.2%	0.1%
Sociology	17.0%	7.9%	7.9%	10.7%	5.2%	4.7%	1.0%	0.4%	0.2%
Psychology	11.4%	3.4%	3.1%	9.5%	3.1%	3.6%	0.7%	0.4%	0.4%
Biological	8.0%	1.4%	1.2%	7.6%	2.5%	2.4%	0.8%	0.2%	0.2%
Earth Sciences	1.8%	0.9%	1.1%	4.1%	2.3%	2.1%	0.7%	0.4%	0.2%

V. Analysis of Data for Underrepresented Groups

Blacks

In only four disciplines (chemical engineering, 2.1%; political science, 4.2%; sociology, 7.9%; psychology, 3.4%), did Blacks constitute over 2% of FY2007 professors at top 100 departments. Upon omitting the lower-ranked 50 departments, representation of Blacks among all professors generally increased for engineering disciplines and decreased for chemistry, math, and computer

science. Sociology had the highest percentage of Blacks among faculty and degree recipients.

The representation of Blacks among all professors versus among recent B.S. recipients, a measure of same-race mentors and role models, is generally more disparate in chemistry, computer science, math, and life sciences. The change in B.S. recipients from 2004 to 2005 ranged from a 0.5% drop (chemistry) to a 0.4% increase (sociology and

Table 6. Blacks in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	8.8%	8.3%	1.7%	3.5%	3.4%	1.6%	1.0%	1.5%
Math	6.3%	6.4%	1.5%	2.5%	2.3%	2.1%	1.1%	1.5%
Computer Sci	12.4%	12.5%	1.1%	3.2%	1.8%	1.2%	0.3%	0.9%
Astronomy**	1.1%	1.4%	0.7%	0.9%	-	2.1%	1.0%	1.0%
Physics	4.5%	4.5%	1.0%	2.0%	1.2%	0.6%	0.5%	0.7%
Chemical Engr	6.5%	6.3%	1.8%	3.2%	2.3%	3.1%	1.6%	2.1%
Civil Engr	3.7%	3.8%	2.3%	3.3%	3.2%	2.6%	0.8%	1.8%
Electrical Engr	7.7%	7.3%	1.9%	3.8%	1.9%	2.2%	1.3%	1.7%
Mechanical Engr	3.8%	3.9%	1.3%	1.5%	3.0%	2.5%	1.3%	1.9%
Economics	6.6%	6.4%	4.0%	3.9%	1.7%	2.9%	1.4%	1.8%
Political Science	10.2%	10.3%	7.5%	8.0%	5.6%	4.6%	3.2%	4.2%
Sociology	16.6%	17.0%	6.8%	9.5%	11.7%	8.2%	5.9%	7.9%
Psychology	11.0%	11.4%	3.9%	5.8%	4.8%	4.5%	2.4%	3.4%
Biological Sci	8.4%	8.0%	1.8%	3.0%	1.8%	2.0%	0.9%	1.4%
Earth Sciences	1.8%	1.8%	0.2%***	1.4%	0.8%	1.5%	0.7%	0.9%

*Blacks were 12.8% of the 2006 US population. **Top 40 departments. ***1995 data only.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
2.0%	1.4%	1.1%	1.3%	5.2%	1.7%	0.8%	1.9%	Chemistry
1.4%	0.8%	0.9%	0.9%	3.5%	3.8%	1.5%	2.4%	Math
1.3%	1.1%	0.3%	0.7%	2.5%	1.4%	0.2%	1.2%	Computer Sci
-	2.1%	1.0%	1.0%	not available				Astronomy**
1.6%	0.4%	0.6%	0.8%	0.5%	0.8%	0.4%	0.5%	Physics
3.0%	3.4%	1.8%	2.3%	1.1%	2.8%	1.2%	1.6%	Chemical Engr
3.2%	2.7%	0.8%	1.8%	3.0%	2.2%	0.7%	1.8%	Civil Engr
2.3%	3.0%	1.6%	2.1%	1.2%	1.0%	0.6%	0.9%	Electrical Engr
3.4%	2.5%	1.3%	2.0%	2.4%	2.5%	1.3%	1.9%	Mechanical Engr
1.9%	2.5%	1.3%	1.7%	1.5%	3.3%	1.6%	1.9%	Economics
3.6%	4.8%	4.1%	4.1%	8.5%	4.3%	1.6%	4.3%	Political Science
12.0%	7.1%	6.5%	7.9%	11.2%	9.6%	5.1%	7.9%	Sociology
5.8%	2.7%	2.2%	3.1%	3.6%	6.7%	2.7%	3.9%	Psychology
2.0%	1.3%	0.8%	1.2%	1.6%	2.9%	1.1%	1.6%	Biological Sci
1.0%	2.2%	0.7%	1.1%	0.6%	0.5%	0.8%	0.7%	Earth Sciences

psychology). Blacks in astronomy received a much lower percentage of B.S. degrees (1.4%) than Hispanics (6.1%), almost at the level of Native Americans (1.1%). Following a general trend for URMs (Table 7), there is a dramatic decrease between the representations of Blacks among B.S. recipients versus Ph.D. recipients in all disciplines.

Comparing Blacks among assistant professors

versus recent Ph.D. recipients of top 50 engineering disciplines gives a better match than by using the second tier of departments; the reverse is true in chemistry, math, and computer science. Contrasting the past two decades of Ph.D. recipients, the representation of Blacks has increased in all disciplines except economics, where there was a marginal decrease.

Table 7. All URM Groups Combined in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	17.0%	16.7%	5.3%	7.5%	6.6%	5.3%	2.7%	3.9%
Math	12.2%	13.1%	4.0%	6.1%	5.0%	4.0%	2.6%	3.3%
Computer Sci	20.7%	20.6%	2.9%	6.6%	3.6%	3.3%	2.0%	2.8%
Astronomy**	10.2%	8.6%	3.1%	4.1%	3.3%	2.1%	2.0%	2.2%
Physics	10.0%	10.3%	3.7%	5.2%	4.5%	3.0%	1.9%	2.5%
Chemical Engr	13.9%	14.7%	4.6%	7.7%	7.7%	6.3%	4.6%	5.6%
Civil Engr	14.0%	14.3%	6.3%	8.2%	9.1%	7.1%	4.3%	6.1%
Electrical Engr	16.8%	16.1%	4.3%	7.9%	3.7%	4.4%	2.8%	3.3%
Mechanical Engr	11.5%	11.5%	3.3%	3.7%	6.9%	5.0%	2.7%	4.1%
Economics	13.1%	13.1%	6.8%	8.4%	10.6%	5.9%	3.8%	5.8%
Political Science	20.0%	20.8%	11.1%	12.7%	11.3%	8.1%	4.5%	7.3%
Sociology	28.0%	28.7%	12.2%	16.4%	19.3%	13.2%	10.8%	13.5%
Psychology	21.2%	21.6%	8.3%	12.9%	11.2%	9.3%	4.0%	6.9%
Biological Sci	16.7%	16.5%	4.8%	7.8%	6.3%	5.1%	2.7%	4.1%
Earth Sciences	6.2%	6.6%	2.1%***	5.5%	5.7%	5.4%	2.4%	3.7%

*URMs were 28.0% of 2006 US population. **Top 40 departments. ***1995 data.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
4.7%	5.4%	3.0%	3.7%	9.0%	5.2%	2.2%	4.3%	Chemistry
2.3%	2.7%	2.2%	2.3%	8.4%	5.8%	3.2%	4.8%	Math
3.1%	2.9%	1.9%	2.5%	4.3%	3.8%	2.1%	3.2%	Computer Sci
3.3%	2.1%	2.0%	2.2%	not available				Astronomy**
4.6%	2.2%	2.0%	2.5%	4.6%	4.0%	1.6%	2.6%	Physics
7.7%	6.8%	4.7%	5.6%	7.7%	5.5%	4.5%	5.4%	Chemical Engr
10.5%	8.0%	4.4%	6.6%	6.7%	5.5%	4.0%	5.2%	Civil Engr
4.3%	4.6%	3.0%	3.6%	2.5%	4.1%	2.2%	2.8%	Electrical Engr
8.1%	5.3%	2.8%	4.3%	4.8%	4.6%	2.4%	3.5%	Mechanical Engr
10.9%	5.7%	3.7%	5.7%	10.3%	6.2%	3.9%	6.0%	Economics
8.3%	8.3%	5.4%	6.9%	15.4%	7.8%	2.9%	7.9%	Political Science
19.2%	11.1%	10.8%	12.9%	19.5%	16.1%	10.8%	14.5%	Sociology
12.0%	8.0%	4.7%	7.1%	9.7%	11.0%	3.3%	6.8%	Psychology
6.5%	4.4%	2.5%	3.8%	6.0%	6.1%	3.1%	4.5%	Biological Sci
5.4%	5.4%	2.0%	3.4%	6.0%	5.3%	2.9%	4.1%	Earth Sciences

Hispanics

Hispanics generally are the largest segment of URM professors (Tables 8 versus 7) in physical sciences and engineering. In astronomy, physics, and engineering disciplines, the representation of Hispanics among top 100 assistant professors is generally higher than among recent Ph.D. recipients. The highest representation is not consistently at one professorial rank, but in the top 50 departments of chemistry and math, it is at associate professor, indicating a decline in hiring.

In astronomy, all URM assistant professors but no associate professors are Hispanic.

Hispanics follow the general trend for URMs, showing a higher representation among B.S. recipients than Ph.D. recipients in all disciplines. Nevertheless, in the past two decades Hispanic representation among Ph.D. recipients has increased in all disciplines studied. Although this trend is encouraging, their representation at all points lags far behind their 14.8% of the total 2006 estimated U.S. population.

Table 8. Hispanics in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	7.6%	7.7%	3.2%	3.4%	2.8%	2.9%	1.6%	2.1%
Math	5.5%	6.1%	2.3%	3.3%	2.4%	1.8%	1.5%	1.7%
Computer Sci	7.4%	7.5%	1.5%	2.9%	1.8%	1.9%	1.8%	1.8%
Astronomy**	8.7%	6.1%	2.1%	2.8%	3.3%	-	1.0%	1.2%
Physics	5.0%	4.9%	2.5%	2.9%	3.3%	2.3%	1.3%	1.8%
Chemical Engr	6.7%	7.7%	2.5%	3.9%	4.6%	3.1%	2.9%	3.3%
Civil Engr	9.6%	9.8%	3.7%	4.4%	5.9%	4.6%	3.5%	4.3%
Electrical Engr	8.6%	8.4%	2.2%	3.7%	1.6%	2.2%	1.4%	1.7%
Mechanical Engr	7.1%	7.1%	1.8%	1.9%	3.7%	2.4%	1.3%	2.0%
Economics	6.0%	6.3%	2.6%	4.3%	8.9%	2.9%	2.3%	4.0%
Political Science	8.9%	9.7%	3.3%	4.0%	5.2%	3.4%	1.3%	2.9%
Sociology	10.5%	10.7%	4.8%	5.9%	7.6%	4.3%	4.4%	5.2%
Psychology	9.4%	9.5%	3.9%	6.3%	5.1%	4.4%	1.6%	3.1%
Biological Sci	7.6%	7.6%	2.7%	4.2%	4.3%	2.6%	1.8%	2.5%
Earth Sciences	3.6%	4.1%	1.9%***	3.4%	3.8%	3.4%	1.5%	2.3%

*Hispanics were 14.8% of the 2006 US population. **Top 40 departments. ***1995 data only.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
2.7%	3.6%	1.7%	2.2%	3.0%	2.1%	1.4%	1.9%	Chemistry
0.9%	1.7%	1.4%	1.3%	4.3%	2.0%	1.7%	2.3%	Math
1.8%	1.8%	1.7%	1.8%	1.8%	2.1%	1.9%	1.9%	Computer Sci
3.3%	-	1.0%	1.2%	not available				Astronomy**
3.0%	1.4%	1.4%	1.7%	4.1%	3.2%	1.1%	2.0%	Physics
4.7%	3.4%	2.7%	3.2%	4.4%	2.8%	3.3%	3.4%	Chemical Engr
7.2%	5.2%	3.6%	4.7%	3.7%	3.3%	3.3%	3.4%	Civil Engr
1.8%	1.6%	1.4%	1.5%	1.2%	3.1%	1.6%	1.9%	Electrical Engr
4.7%	2.5%	1.5%	2.3%	1.8%	2.1%	0.9%	1.4%	Mechanical Engr
8.9%	3.3%	2.2%	4.0%	8.8%	2.4%	2.3%	4.0%	Economics
4.7%	3.2%	1.4%	2.7%	5.8%	3.6%	1.3%	3.2%	Political Science
7.1%	4.1%	3.9%	4.7%	8.3%	4.6%	5.1%	5.8%	Sociology
5.1%	4.6%	2.5%	3.6%	4.5%	4.1%	0.6%	2.4%	Psychology
4.3%	2.6%	1.6%	2.4%	4.4%	2.5%	1.9%	2.7%	Biological Sci
3.9%	2.9%	1.2%	2.1%	3.6%	4.3%	1.9%	2.8%	Earth Sciences

Native Americans

In this report, the category Native Americans includes Alaskan Natives, Native Hawaiians, and Pacific Islanders. Native Americans have the lowest representation at all but one point – assistant professors in the second tier of earth sciences departments (1.8%), where they surpass Blacks (0.6%). Among students, only astronomy 2005 B.S. recipients match the U.S. population (1.1%). In the top 50 departments, psychology assistant professors have the highest Native American representation at 1.1%; in the next 50 departments, four disciplines

surpass 1.1%. The only Native American assistant professor in top 50 physical sciences and engineering disciplines is in electrical engineering, indicating a 7-year hiring lapse in the others. In astronomy and in civil engineering, there is no Native American professor at any rank.

Except in psychology, Native Americans follow the URM trend, in which representation among B.S. recipients is greater than or equal to Ph.D. recipients. Comparing the past two decades of Ph.D. attainment reveals that their representation increased in each discipline.

Table 9. Native Americans, Alaskans, Hawaiians, Pacific Islanders in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	0.6%	0.7%	0.4%	0.6%	0.4%	0.8%	0.1%	0.3%
Math	0.5%	0.6%	0.2%	0.3%	0.3%	0.1%	-	0.1%
Computer Sci	0.9%	0.6%	0.3%	0.5%	-	0.1%	-	0.0%
Astronomy**	0.4%	1.1%	0.3%	0.4%	-	-	-	-
Physics	0.5%	0.9%	0.2%	0.3%	-	0.2%	0.0%	0.1%
Chemical Engr	0.6%	0.7%	0.3%	0.6%	0.8%	-	0.1%	0.2%
Civil Engr	0.7%	0.8%	0.3%	0.5%	-	-	-	-
Electrical Engr	0.5%	0.5%	0.2%	0.4%	0.1%	-	-	0.0%
Mechanical Engr	0.6%	0.5%	0.2%	0.3%	0.2%	0.2%	0.1%	0.1%
Economics	0.5%	0.4%	0.2%	0.2%	-	0.2%	0.1%	0.1%
Political Science	0.8%	0.7%	0.3%	0.7%	0.5%	0.2%	-	0.2%
Sociology	0.9%	1.0%	0.6%	1.0%	-	0.8%	0.4%	0.4%
Psychology	0.8%	0.7%	0.5%	0.8%	1.3%	0.5%	-	0.4%
Biological Sci	0.7%	0.8%	0.3%	0.6%	0.1%	0.6%	0.1%	0.2%
Earth Sciences	0.8%	0.7%	- ***	0.7%	1.1%	0.4%	0.2%	0.4%

*These groups = 1.1% of 2006 US population. **Top 40 departments. ***1995 data.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
-	0.4%	0.2%	0.2%	0.9%	1.3%	-	0.5%	Chemistry
-	0.2%	-	0.0%	0.6%	-	-	0.1%	Math
-	-	-	-	-	0.3%	-	0.1%	Computer Sci
-	-	-	-	not available				Astronomy**
-	0.4%	-	0.0%	-	-	0.1%	0.1%	Physics
-	-	0.2%	0.1%	2.2%	-	-	0.4%	Chemical Engr
-	-	-	-	-	-	-	-	Civil Engr
0.2%	-	-	0.0%	-	-	-	-	Electrical Engr
-	0.3%	-	0.1%	0.6%	-	0.2%	0.2%	Mechanical Engr
-	-	0.1%	0.1%	-	0.5%	-	0.1%	Economics
-	0.3%	-	0.1%	1.2%	-	-	0.3%	Political Science
-	-	0.4%	0.2%	-	1.8%	0.5%	0.8%	Sociology
1.1%	0.7%	-	0.4%	1.6%	0.3%	-	0.5%	Psychology
0.2%	0.5%	0.1%	0.2%	-	0.7%	0.1%	0.2%	Biological Sci
0.5%	0.4%	0.1%	0.2%	1.8%	0.5%	0.2%	0.6%	Earth Sciences

Asians

Asians constitute only 4.4% of the estimated 2006 U.S. population,[6] compared to that of Blacks or Hispanics, which are 12.8% and 14.8% respectively. Asians have a higher representation at almost every point in academia than in the U.S. population, so although they are a minority group, they are not considered URM.

Asians have reached critical mass (generally regarded as 15% to 30%) at every faculty rank in some physical sciences and engineering disciplines, with others very near that mark (Table 10). In most disciplines examined, the representation of Asians decreases with rank, with the representation being much higher among assistant professors. The highest Asian representation among faculty of all ranks is found in engineering, computer science, and math. Asian faculty outnumber female faculty at almost every point in the physical sciences and engineering, with the exceptions of astronomy and “full” professors in chemistry. Asians outweigh White males among assistant professors in the second tier of computer science (45.2% versus 40.5% respectively) and electrical engineering (45.9% versus 43.0% respectively) departments.

Although Asians have attained critical mass

among faculty in several disciplines, they have done so among B.S. recipients in only two disciplines studied herein – electrical engineering and economics. Comparing their representation among recent B.S. recipients versus among all faculty might lead to the initial impression that Asian American students have a good supply of same-race mentors and role models.

The percentage of Asians among Ph.D. recipients during 1996 – 2005 is quite high; electrical engineering has the highest percentage at 26.2%. Psychology has the lowest percentage at 4.3%, about the representation of Asians in the U.S. population. Comparing average percentages for each of the past two decades, Asians among Ph.D. recipients have increased or remained about constant in nearly all disciplines surveyed. Similar to white males, the percentage of Asians among recent Ph.D. recipients about equaled or exceeded that among recent B.S. recipients in almost all disciplines studied. In two disciplines, physics and civil engineering, the percentage of Asians among Ph.D. recipients was more than double that among B.S. recipients and in mechanical engineering, it was more than triple.

Table 10. Asians in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	11.2%	11.2%	11.4%	12.8%	22.2%	12.9%	6.3%	10.5%
Math	10.0%	10.6%	13.9%	12.4%	29.2%	17.6%	12.7%	16.6%
Computer Sci	15.6%	14.3%	16.7%	19.0%	38.0%	24.3%	22.6%	27.1%
Astronomy**	6.8%	7.5%	5.9%	7.2%	8.8%	16.5%	4.4%	7.1%
Physics	6.0%	6.3%	13.6%	13.2%	14.2%	15.5%	12.1%	13.0%
Chemical Engr	11.3%	11.2%	18.1%	17.9%	26.2%	17.6%	15.1%	17.8%
Civil Engr	5.7%	6.4%	17.9%	16.5%	23.8%	15.8%	15.2%	17.3%
Electrical Engr	22.6%	23.8%	25.2%	26.2%	41.5%	23.0%	25.4%	28.4%
Mechanical Engr	7.0%	7.9%	23.1%	24.5%	33.4%	25.4%	23.8%	26.0%
Economics	18.7%	18.6%	10.1%	13.6%	24.9%	13.4%	8.8%	13.6%
Political Science	6.7%	7.0%	5.1%	5.2%	9.2%	6.1%	3.1%	5.6%
Sociology	6.3%	6.9%	6.1%	6.6%	11.3%	6.4%	3.3%	6.1%
Psychology	5.6%	6.0%	2.3%	4.3%	9.2%	5.9%	2.5%	4.8%
Biological Sci	12.9%	14.0%	9.8%	14.7%	20.6%	13.3%	8.2%	12.3%
Earth Sciences	2.3%	2.3%	18.6%***	7.4%	12.5%	8.6%	4.0%	6.6%

*Asians were 4.4% of the 2006 US population. **Top 40 departments. ***1995 data only.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
23.7%	12.6%	5.7%	10.1%	20.2%	13.3%	7.2%	11.2%	Chemistry
32.6%	19.2%	11.9%	16.6%	24.9%	15.3%	14.1%	16.7%	Math
32.7%	20.3%	20.8%	23.7%	45.2%	29.6%	25.8%	32.3%	Computer Sci
8.8%	16.5%	4.4%	7.1%	not available				Astronomy**
12.3%	15.5%	11.1%	11.9%	17.4%	15.5%	13.9%	14.8%	Physics
27.8%	14.4%	11.7%	15.3%	23.1%	22.0%	22.9%	22.7%	Chemical Engr
23.5%	15.7%	12.4%	15.5%	24.4%	15.9%	22.8%	21.2%	Civil Engr
39.1%	23.6%	25.0%	27.8%	45.9%	22.1%	26.3%	29.7%	Electrical Engr
35.1%	24.4%	22.3%	25.1%	30.3%	26.9%	27.1%	27.6%	Mechanical Engr
20.4%	13.1%	7.3%	11.5%	30.3%	13.8%	10.8%	16.3%	Economics
9.9%	6.4%	3.2%	5.8%	8.1%	5.7%	2.9%	5.2%	Political Science
9.0%	5.1%	2.9%	4.9%	14.1%	8.3%	4.1%	7.8%	Sociology
10.8%	7.8%	2.6%	5.6%	7.5%	3.5%	2.4%	3.8%	Psychology
21.3%	14.8%	8.2%	12.6%	19.7%	11.2%	8.2%	11.7%	Biological Sci
9.9%	10.1%	4.7%	6.8%	15.7%	6.4%	2.9%	6.3%	Earth Sciences

However, the above analyses of data for Asians can be misleading, due to confusion surrounding U.S. native born citizen versus immigrant status. Although foreign-born Asians are a valuable source of diversity in America's institutions of higher education, recent immigrants cannot possess the life experiences of Asian-American native U.S. citizens. Many foreign-born Asians obtain their B.S. degree in the U.S.,[2] which evidences some U.S. life experiences. However, many obtain their Ph.D. degree in the U.S. after having obtained their undergraduate degree in their home country.[20] As a result, among U.S. Ph.D. recipients, presumably the main hiring pool for professors and postdoctoral assistants at U.S. universities, Asians are becoming predominantly foreign-born, instead of native-born. For example, in 2005, foreign nationals made up 90% of the Asian science and engineering postdoctoral assistants in the U.S.[21] Our own surveys of national origin at the top 50 department faculties in chemistry (FY2003) and in chemical engineering (FY2002), which included data disaggregation by national origin, revealed that

63% and 72%, respectively, of Asian faculty received their B.S. degrees overseas. When only Asian-Americans who obtained their B.S. degrees in the U.S. were considered, their representations among all faculty were much closer to that in the general U.S. population. When their representations among assistant professors were compared to those of Asian Americans among Ph.D. recipients in chemistry and in chemical engineering, Asian Americans were underrepresented slightly in both disciplines.

“Now more than ever, the nation’s changing demographics demand that we include all of our citizens in science and engineering education and careers. For the U.S. to benefit from the diverse talents of all its citizens, we must grow the pipeline of qualified, underrepresented minority engineers and scientists to fill positions in industry and academia.”

Dr. Irving P. McPhail, Executive Vice President and COO, National Action Council for Minorities in Engineering (NACME). [24]

Women

The grouping of disciplines in the tables in this report reflects natural patterns found in the representation of women across disciplines. Generally, the natural grouping of disciplines which results from the patterns in data for women is also found in URM data. Grouping in URM data is harder to discern, because the numbers are much smaller and differences are more subtle. However, examining the patterns in the data for women facilitates recognizing patterns in the data for URMs. Grouping the disciplines on the basis of strengths and weaknesses is helpful, because it will facilitate identifying solutions to problems and enable limited resources to be better focused.

We previously grouped disciplines according to the patterns formed naturally by data [22], but the grouping in this report is slightly different than that used previously [12]. The change results from fine-tuning our assessments based on new data, increasing the number of criteria, and comparing the patterns observed for females versus those observed for URMs. These patterns are observed via four assessments of our data: (1) Does the discipline have a critical mass of women? A group attains critical mass when it reaches a representation of 15% – 30% [12]; here, this is determined by the percentage in the column labeled “all” in Table 11. (2) What is the supply of same-gender mentors and role models for female undergraduates? This is calculated by comparing the representation of women among “all” professors versus recent B.S. recipients. (3) What is the

utilization of the discipline’s female Ph.D. recipients during the past decade? This is calculated by comparing the representation of women among its recent hires (assistant professors) versus Ph.D. recipients over the last decade. Using the last decade provides for assistant professors who came up for tenure during their seventh year in FY2007 and previously held a 3-year postdoctoral position. (4) What is the discipline’s increase in representation of females among faculty over time? These data are found in Table 12.

Data for female professors in FY2007 (Table 11) reveal that women faculty have achieved critical mass in social sciences, life sciences, and astronomy. Other disciplines in physical sciences and engineering are approaching this achievement, but based on (1) the proximity to the 15% goal and (2) the increases shown in the 5 years between FY2002 and FY2007 (Table 12), only computer science inspires confidence that its women faculty will also achieve critical mass in the next 5 years. Nevertheless, math, civil engineering, and chemical engineering are also reasonable prospects.

In FY2007, some disciplines still offered their undergraduates few women faculty role models and mentors, although women took about half of their 2005 B.S. degrees in them (Table 11): chemistry, 51.7% of B.S. recipients versus 13.7% of all professors; math, 44.9% versus 12.9%; astronomy, 42.4% versus 15.8%. This shows a deficiency in the number of same-gender role models and mentors for female undergraduates in these disciplines.

There are large disparities between women’s

Table 11. Women in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	51.0%	51.7%	26.3%	32.4%	21.2%	19.6%	9.7%	13.7%
Math	46.1%	44.9%	22.5%	28.7%	26.8%	18.4%	7.1%	12.9%
Computer Sci	24.7%	22.0%	19.8%	21.2%	20.0%	11.6%	10.3%	13.2%
Astronomy**	41.5%	42.4%	15.2%	22.7%	25.3%	21.6%	12.3%	15.8%
Physics	21.6%	21.1%	10.8%	14.3%	16.8%	13.4%	6.1%	9.1%
Chemical Engr	35.6%	36.7%	17.1%	23.7%	24.2%	17.6%	7.3%	12.6%
Civil Engr	24.1%	23.9%	12.7%	22.0%	24.7%	14.5%	7.1%	13.0%
Electrical Engr	14.0%	12.9%	8.6%	12.3%	15.5%	12.5%	5.7%	9.5%
Mechanical Engr	13.7%	13.2%	7.3%	8.4%	18.0%	11.9%	4.4%	8.8%
Economics	32.5%	31.5%	25.7%	30.2%	30.8%	20.3%	8.7%	16.3%
Political Science	51.1%	51.0%	32.8%	38.9%	37.0%	29.3%	17.6%	26.1%
Sociology	71.5%	70.5%	53.4%	60.8%	56.1%	45.7%	28.2%	39.8%
Psychology	77.8%	77.8%	59.1%	67.8%	48.5%	43.9%	29.5%	37.3%
Biological Sci	62.5%	62.2%	39.6%	46.3%	35.0%	30.0%	17.4%	24.4%
Earth Sciences	42.1%	41.9%	22.5%***	31.8%	28.2%	20.9%	11.3%	16.5%

*Females were 50.7% of the 2006 US population. **Top 40 departments. ***1995 data only.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
21.7%	21.3%	9.7%	13.7%	20.6%	17.6%	9.9%	13.8%	Chemistry
28.0%	15.5%	7.2%	12.1%	25.2%	22.5%	6.9%	14.1%	Math
19.5%	11.3%	11.5%	13.5%	20.8%	12.0%	8.0%	12.8%	Computer Sci
25.3%	21.6%	12.3%	15.8%	not available				Astronomy**
17.5%	12.6%	6.8%	9.5%	15.6%	14.3%	4.9%	8.6%	Physics
23.7%	17.8%	8.3%	12.9%	25.3%	17.4%	4.9%	12.1%	Chemical Engr
25.3%	14.3%	7.1%	12.7%	23.8%	14.8%	7.0%	13.8%	Civil Engr
14.5%	14.1%	6.2%	9.7%	17.4%	10.2%	4.5%	9.1%	Electrical Engr
18.2%	12.0%	4.9%	9.0%	17.6%	11.8%	3.3%	8.4%	Mechanical Engr
30.7%	16.0%	8.5%	15.1%	31.0%	25.2%	9.0%	17.8%	Economics
35.9%	30.1%	17.4%	25.6%	38.6%	28.1%	17.9%	26.8%	Political Science
57.9%	45.6%	28.0%	39.7%	53.7%	45.9%	28.6%	39.8%	Sociology
44.9%	41.9%	29.9%	36.0%	52.9%	46.5%	28.9%	39.0%	Psychology
36.0%	30.9%	17.7%	24.8%	33.9%	28.7%	16.9%	23.9%	Biological Sci
28.6%	21.7%	10.6%	16.1%	27.7%	19.7%	12.4%	17.1%	Earth Sciences

shares of recent Ph.D.s versus assistant professors in some disciplines. The most notable is chemistry (32.4% recent Ph.D. recipients versus 21.2% assistant professors, giving 65% utilization), psychology (67.8% versus 48.5%, giving 72% utilization), and biological sciences (46.3% versus 35.0%, giving 76% utilization). In all other disciplines studied, the representation of women among assistant professors is over 88% of women among Ph.D. recipients (1996 – 2005). Although chemistry, psychology, and biological sciences have quite large representations of women in their hiring pools (32.4%, 67.8%, and 46.3% respectively), the underutilization is not merely a consequence of a large hiring pool. Other disciplines with high representations of women in their hiring pools have high utilizations, such as sociology (where women are 60.8% of recent Ph.D. recipients versus 56.1% of assistant professors, giving 92% utilization), political science (38.9% versus 37.0%, giving 95% utilization), and earth sciences (31.8% versus 28.2%, giving 88.7%).

The above utilizations disagree with those inferred from data contained in the figures of a recent report [23], in which chemistry is represented as having ~100% utilization. The explanation for the disagreement is threefold, based on information contained in the notes of the figures [23]: (1) Data labeled “chemistry” were data for chemistry and chemical engineering combined. As shown in our Table 11, these two disciplines have opposite trends in their data for women. Chemistry is high in degree attainment by women, while chemical engineering is low. Nevertheless, they have about equal representations of women among assistant

professors. The opposite trends displayed by these disciplines contraindicates grouping them; this would be illogical for data-driven analyses. (2) Assistant professors were included only if they obtained their Ph.D.s in the U.S.[23], but our data include all assistant professors, regardless of national origin. Excluding professors who took Ph.D.s overseas introduces a large error into some disciplines. For example, in our national origin analyses of chemistry (FY2003), we found that 15% of the assistant professors had received their Ph.D.s from overseas, and few of these were female. This approximation causes a rather large positive error in that representation [23] of women among chemistry assistant professors, skewing the utilization results high. (3) Those data [23] were samples gathered from U.S. Ph.D. recipients, so they are expected to be different from our data, which represent populations.

The representation of women among Ph.D. recipients is higher on average during the more recent decade (1996 – 2005) than the previous one (1986 – 1995), in all disciplines examined. The general increase in the representation of women among assistant professors from FY2002 to FY2007 reflects this increase in females among Ph.D. recipients (Table 12), although the magnitude of the former is less than expected.

Some disciplines show a remarkable increase in the representation of women between FY2002 and FY2007 (Table 12), especially at the assistant professor level. Most notable are computer science and economics, with astonishing increases of ~9% and ~21% respectively. Other disciplines show only marginal improvement (political science and

Table 12. Female Professors by Rank and Year at Top 50 Departments

Discipline	FY2002*				FY2007			
	Assistant	Associate	Full	All Ranks	Assistant	Associate	Full	All Ranks
Chemistry	21.5%	20.5%	7.6%	12.1%	21.7%	21.3%	9.7%	13.7%
Math	19.6%	13.2%	4.6%	8.3%	28.0%	15.5%	7.2%	12.1%
Computer Sci	10.8%	14.4%	8.3%	10.6%	19.5%	11.3%	11.5%	13.5%
Electrical Engr	10.9%	9.8%	3.8%	6.5%	14.5%	14.1%	6.2%	9.7%
Mechanical Engr	15.7%	8.9%	3.2%	6.7%	18.2%	12.0%	4.9%	9.0%
Physics	11.2%	9.4%	5.2%	6.6%	17.5%	12.6%	6.8%	9.5%
Civil Engr	22.3%	11.5%	3.5%	9.8%	25.3%	14.3%	7.1%	12.7%
Chemical Engr	21.4%	19.2%	4.4%	10.5%	23.7%	17.8%	8.3%	12.9%
Astronomy**	20.2%	15.7%	9.8%	12.4%	25.3%	21.6%	12.3%	15.8%
Economics	19.0%	16.3%	7.2%	11.5%	30.7%	16.0%	8.5%	15.1%
Political Science	36.5%	28.6%	13.9%	23.5%	35.9%	30.1%	17.4%	25.6%
Sociology	52.3%	42.7%	24.3%	35.8%	57.9%	45.6%	28.0%	39.7%
Psychology	45.4%	40.1%	26.7%	33.5%	44.9%	41.9%	29.9%	36.0%
Biological Sci	30.4%	24.7%	14.7%	20.1%	36.0%	30.9%	17.7%	24.8%
Earth Sciences	not available				28.6%	21.7%	10.6%	16.1%

*Chemistry and astronomy data are for FY2003. **Top 40 departments

chemistry). Four disciplines increased the share of women at the “full” professor rank by $\geq 3.5\%$: chemical engineering, civil engineering, political science, and sociology.

The value of survey populations is most obvious when analyzing the data in Table 13. These numbers are headcount, rather than percentages; they are single-digit in most disciplines, especially the physical sciences and engineering. These numbers are so small that it would be impossible to obtain meaningful results,

disaggregated by race/ethnicity, gender, and rank, without having data for all departments surveyed (the whole populations); numbers this small would not survive the statistical treatment, which would be necessary if they were samples. “Full” professors are so few that we collected an approximation of national origin information for them. A number sign (#) designates a “full” professor who received her B.S. degree outside the U.S.; an asterisk (*) designates a “full” professor who received her B.S. degree inside the U.S.

Table 13. Female URM Professors in Top 50 Departments

Discipline	Black		Hispanic		Nat Am	
	all	full	all	full	all	full
Chemistry	4		9	**#	0	
Math	4	###	9	#####	0	
Computer Sci	3	*	3		0	
Astronomy	2	#	1	#	0	
Physics	1		5	#	0	
Chemical Engr	4	**	6	#	0	
Civil Engr	5		8	*#	0	
Electrical Engr	8	*	3	*#	0	
Mechanical Engr	5		7	#	1	
TOTAL	36	5*, 3#	51	4*, 13#	1	
Economics	5	**	8	*	0	
Political Science	20	*****#	8	#	0	
Sociology	42	13*	18	**#	0	
Psychology	30	*****	30	*****#	3	
Biological Sci	16	***	27	***	2	
Earth Sciences	2	#	3	*	0	
GRAND TOTAL	151	35*, 5#	145	15*, 18#	6	

*Received B.S. in U.S.; #Received B.S. outside U.S.

The data in Table 13 reveal that the number of Black female professors in physical sciences and engineering is near zero. The vast majority of Hispanic female “full” professors in physical sciences and engineering are from overseas. Although one might assume that being a native of the country in which one works would give one an advantage, apparently this is not always the case. There are sufficiently more URM females in the social sciences and the life sciences, so that their total for all the top 50 departments of a discipline combined, occasionally is two-digit instead of single digit. No tenured female Native American “full” professor in a top 50 department of any discipline was reported.

White Males

There is generally an increase in representation of White males, as one proceeds across Table 14 from left to right, so that they have the lowest representation among B.S. recipients and the highest representation among “full” professors. In some cases, the representation of White males among “full” professors is double or triple that among B.S. recipients. Thus, White male undergraduates enjoy the advantage of being in a sea of same-gender and same-race role models and mentors, while pursuing their degrees. This trend holds, regardless of whether 50 or 100 departments are considered.

There are a few disciplines in which a hysteresis in the smooth general trend is observed. For example, in math there is a drop in White male representation from 58.7% Ph.D. attainment to 48.6% assistant professors and in computer science, from 59.9% to 47.1%. This could lead to the conclusion that in these disciplines, White male Ph.D.s in the hiring pool are not being fully utilized. However, except for sociology assistant professors, the representation of White males among professors of all ranks in all disciplines is higher than their

representation in the U.S. population.

In disciplines which display the above significant decrease in White males from Ph.D. attainment to assistant professor, there is a corresponding increase in the representation of Asians among assistant professors (Table 10), which accounts for the majority of the shortfall. The one exception is mechanical engineering, in which the ~17% drop (66.0% – 48.8%) is offset by a corresponding ~9% increase in Asians (24.5% to 33.4%) and ~10% in women (8.4% to 18%).

“The bottom line of the story: There is a pathway through sciences, through the education system. At each stage of the pathway, we’re losing critical talent. This is not good given the changing demographics. The faculty is looking less like the student body as the student body becomes more diverse.”

Dr. Shirley Malcom, Director of Education and Human Resources, American Association for the Advancement of Science.[25]

Table 14. White Males in the Academic Pipeline*

Discipline	Students				Departments 1 - 100 FY2007			
	BS2004	BS2005	PhD86-95	PhD96-05	asst	assoc	prof	all
Chemistry	37.7%	37.4%	62.6%	55.3%	56.6%	66.5%	81.9%	74.3%
Math	42.3%	41.9%	64.1%	58.7%	48.6%	63.5%	79.2%	70.6%
Computer Sci	51.6%	54.2%	64.2%	59.9%	47.1%	64.4%	66.6%	60.9%
Astronomy**	49.4%	52.0%	77.9%	68.6%	65.9%	66.0%	83.0%	77.6%
Physics	66.9%	66.6%	75.0%	70.8%	67.8%	71.3%	81.2%	77.3%
Chemical Engr	50.5%	49.5%	64.4%	58.5%	52.3%	63.1%	73.8%	67.5%
Civil Engr	62.6%	62.4%	65.6%	58.6%	49.9%	65.4%	73.9%	66.2%
Electrical Engr	54.8%	54.9%	64.8%	59.1%	46.5%	63.8%	67.9%	62.2%
Mechanical Engr	71.7%	71.3%	68.2%	66.0%	48.8%	60.8%	70.0%	63.7%
Economics	49.5%	49.7%	61.4%	55.1%	46.2%	65.2%	80.1%	69.0%
Political Science	38.5%	38.2%	55.3%	51.0%	51.2%	61.4%	76.2%	65.3%
Sociology	18.9%	19.5%	37.2%	29.9%	30.1%	43.0%	61.3%	48.7%
Psychology	16.4%	16.3%	37.0%	27.5%	42.5%	49.7%	66.1%	56.8%
Biological Sci	27.5%	27.5%	51.9%	42.2%	45.4%	56.2%	73.4%	62.9%
Earth Sciences	54.0%	54.1%	62.1%***	59.5%	57.2%	67.7%	83.1%	74.9%

*White males were ~39.7% of 2006 US population. **Top 40 departments. ***1995 data only.

Departments 1 - 50 FY2007				Departments 51 - 100 FY2007				Discipline
asst	assoc	prof	all	asst	assoc	prof	all	
55.9%	66.1%	82.0%	74.8%	57.5%	67.0%	81.7%	73.4%	Chemistry
47.8%	65.7%	80.5%	72.5%	49.6%	60.4%	76.8%	67.6%	Math
51.9%	68.7%	67.3%	63.8%	40.5%	58.8%	65.5%	56.5%	Computer Sci
65.9%	66.0%	83.0%	77.6%	not available				Astronomy**
68.2%	72.3%	81.6%	78.0%	67.0%	70.1%	80.5%	76.1%	Physics
51.5%	65.8%	76.2%	69.6%	53.8%	59.6%	68.6%	63.4%	Chemical Engr
48.7%	64.8%	76.6%	67.9%	51.8%	66.5%	66.5%	62.6%	Civil Engr
48.4%	61.9%	67.5%	62.2%	43.0%	66.7%	68.8%	62.2%	Electrical Engr
47.0%	61.1%	71.0%	64.3%	52.1%	60.5%	67.8%	62.8%	Mechanical Engr
49.5%	68.0%	81.5%	71.4%	42.1%	61.9%	78.3%	65.9%	Economics
53.6%	60.0%	75.6%	65.7%	47.9%	63.3%	77.1%	64.8%	Political Science
31.2%	45.3%	61.8%	50.2%	28.8%	39.9%	60.5%	46.7%	Sociology
44.1%	51.2%	65.2%	57.3%	40.6%	47.7%	67.3%	56.0%	Psychology
43.8%	55.2%	73.5%	62.7%	47.3%	57.7%	73.4%	63.2%	Biological Sci
59.1%	66.1%	83.5%	75.5%	54.8%	70.2%	82.5%	74.2%	Earth Sciences

Conclusion

Impending global crises and U.S. demographic changes require the U.S. to develop its intellectual capital fully, especially in the areas of science and engineering, in order to maintain its global leadership and economic strength. As U.S. population demographic changes continue and make their way through our educational system, they will directly affect thinking and practices regarding science and engineering education in the United States, the future of science and engineering professions, and the need for diversity in the science and engineering work force. The data herein provide one measure of our preparedness to meet these challenges and to groom a balanced representation of our U.S. citizens not only to participate in, but also to lead, the imminent “Great Crew Change” in science and engineering.

Our data reveal that URMs among our science and engineering faculty are shockingly underrepresented despite increased general growth in their representation among B.S. and Ph.D. recipients. As expected, compared to their share of the U.S. population, URMs are underrepresented at almost every point in the academic pipeline. In most disciplines, there is a drop in representation at each point measured, with a gradual decrease up to the rank of “full” professor, where the lowest representation is found; this reflects an increase in recent hiring in those disciplines. However, in some disciplines, the representation of Blacks,

Hispanics, or Native Americans, among assistant professors (the most recently hired rank) is lowest and occasionally zero.

“The educational system is less and less responsive to our underrepresented minority populations as the degree stakes go up. And universities’ interpretation and implementation of so-called diversity do virtually nothing to help. The rate at which the minority population is growing is outpacing the rate at which we are improving our effectiveness in educating these students. We know a lot about what works. We just don’t use what we know. If we don’t bring our domestic minority populations into the science pipeline, the U.S. will lose its technological leadership -- and soon.”

Dr. Richard A. Tapia, University Professor of Mathematics, Maxfield and Oshman Professor in Engineering, Rice University. [26]

Methodology

In order to investigate the race/ethnicity, rank, and gender of faculty, we surveyed top research departments of fifteen science and engineering disciplines. For each discipline, we selected all pertinent departments in each university that ranked in the top 100 according to the most recent National Science Foundation annual report on academic research expenditures available at the time of data collection. The top 100 departments were different for each discipline. Over 90% of the departments in our sample are located in universities classified in either the Doctoral/Research Universities-Extensive category or the Doctoral/Research Universities-Intensive category of the Carnegie Classification of Institutions of Higher Education. For each of the top 100 departments in research expenditures, department chairs were asked to report the race/ethnicity (Asian, Black, White, Hispanic, and Native American), rank (assistant, associate, and professor) and the gender of tenured and tenure-track faculty for fiscal year 2007. In a limited number of instances, data were unavailable from department chairs and were collected instead from other sources, such as department websites and published directories.

If a university had both a math department and a department of statistics or applied mathematics, then we included both departments in the math survey; these are designated in the Appendix math tables by #. These additional departments were sufficiently few that we were able to gather data for the full population in math. In biological sciences and in earth sciences, we surveyed all pertinent departments of each university (sometimes over 15 departments per university); in these two disciplines, the number of departments was so high that we did not attempt to gather information from all departments for each university.

In each discipline, some departments did not respond or declined to participate; in these cases, we gathered the information from the departmental website, so that we had the full population, rather than a sample. Universities for which departmental data were gathered from a source other than the chair(s) or the(ir) designee(s) are marked in the Appendix tables by **.

In cases in which the NSF listed fewer than 100 departments for a discipline, we surveyed all that were provided. For example, NSF ranked only 40 astronomy departments. Engineering disciplines and social sciences disciplines each had been grouped by NSF, and the research expenditures of the group were used to rank the top 100

universities. This caused an occasional sub-disciplinary department to be included among the top 100, even though it had no research expenditures reported (or might not even exist). We omitted those departments. Therefore, although it was still possible to sort and rank research funding expenditures by sub-discipline, some sub-disciplines have fewer than 100 departments, as seen in the Appendix tables.

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Biographical Sketch

Dr. Donna Nelson, associate professor of chemistry at Oklahoma University, obtained her Ph.D. in chemistry at UT-Austin with MJS Dewar, did her postdoctorate at Purdue with HC Brown, and joined OU in 1983. She has over 90 publications and several honors, including NSF ADVANCE Leadership Award, SACNAS Distinguished Scientist, Women's eNews "21 Leaders for the 21st Century", AAAS Fellow, Guggenheim Award, NOW "Woman of Courage", Ford Fellow, Sigma Xi Faculty Research Award, NSF Creativity Extension, and many keynote talks.

She researches three global challenges – energy, environment, and scientific work force development, and frequently speaks on their interrelationship. Her chemical research involves functionalizing single walled carbon nanotubes (SWNTs), with applications in energy research and technology development, and yielded the first COSY NMR spectrum of covalently functionalized SWNTs in solution.

For more information about Dr. Donna Nelson, please visit her web site at <http://chem.ou.edu/~djn/djn.html>.

Contact Information

Dr. Donna Nelson
Department of Chemistry
University of Oklahoma
Norman, OK 73072
djnelson@ou.edu 405-325-2288

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Appendix

This includes tables of data on tenured/tenure-track faculty at the top 100 departments of fifteen science and engineering disciplines by race/ethnicity, by gender, and by rank. There are two tables for each discipline except astronomy. The first table gives data for departments 1 – 50, and the second table gives data for departments 51 – 100.

There are separate columns for race/ethnicity, and within each race/ethnicity category, there are separate columns for rank. This gives the disaggregation by race/ethnicity and rank.

Data for females are given at each point in the table. In each data entry, the number after the decimal point shows the number of people that are female. For example the total number of tenured and tenure track faculty in the top 50 chemistry departments in FY2007 is 1691.232; this means there are 1691 people, 232 of whom are female.

Data are provided for faculty with appointments in departments of the following disciplines:

Table 1	Chemistry
Table 2	Mathematics
Table 3	Computer Science
Table 4	Astronomy
Table 5	Physics
Table 6	Chemical Engineering
Table 7	Civil Engineering
Table 8	Electrical Engineering
Table 9	Mechanical Engineering
Table 10	Economics
Table 11	Political Science
Table 12	Sociology
Table 13	Psychology
Table 14	Biological Sciences
Table 15	Earth Sciences

Permission and Suggested Citation

Permission to use the data in this report, in the original Nelson Diversity Surveys report,[12] and in the Appendix tables herein is granted, provided (1) this report is cited as the source and (2) no charge or fee is associated with anything based on the data in this report, without permission from Donna Nelson. An appropriate formal citation to this report would contain the following information, in any format: Dr. Donna J. Nelson and Christopher N. Brammer. “A National Analysis of Minorities in Science and Engineering Faculties at Research Universities.” Diversity in Science Association and University of Oklahoma, Norman, OK. October 31, 2007;http://chem.ou.edu/~djn/diversity/Faculty_Tables_FY07/FinalReport07.html. However, similarly to the report of our FY2002 data, this report may be more casually referred to simply as The 2007 Nelson Diversity Surveys.

Addendum

An expanded version of Table 3 for URMs and a comparable table for women (Table 15) were used at the National Press Club briefing and the Capitol Hill briefing on October 31, 2007. They were added to this report as a result of requests made at those briefings. These tables enable a direct comparison of increases made by URMs and women, at different points in the academic pipeline, during 5 year periods.

In 2010, bar graphs comparing the FY2007 data reported herein versus data collected in FY2002 and FY2005 were added; these data are at http://chem.ou.edu/~djn/diversity/Faculty_Tables_FY07/FinalReport07.html. Groups examined are females, Blacks, Hispanics, Native Americans, Asians, and White males. These enable tracking changes in faculty demographics over this 5-year period.

This final report of the 2007 faculty survey is available at:
http://chem.ou.edu/~djn/diversity/Faculty_Tables_FY07/FinalReport07.html

Table 1. Tenured/Tenure Track Faculty at the Top 50 Chemistry Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		
UC San Francisco	11	1,001	5,001	-	-	-	1	-	-	1	-	-	-	-	-	19,002	
UC Berkeley	38,006	7,001	3	1	-	1	-	-	-	-	-	2	-	-	-	52,007	
UT Austin	27,001	6,001	6	-	-	0	-	-	-	-	-	3,002	-	-	-	43,004	
California Inst Tech	20,002	1	1	-	-	1	-	-	-	1	-	1,001	-	-	-	27,004	
Pennsylvania St	15,002	6,001	5,003	-	-	0	-	-	-	2	-	-	-	-	-	28,006	
Harvard	13,001	1	2	-	-	0	-	-	-	1	-	-	-	-	-	22,002	
IL Urbana-Champaign	26,004	4,001	6,001	-	-	0	-	-	-	1	-	-	-	-	-	38,006	
MIT	19,003	4,001	4,001	-	-	0	-	-	-	1	-	-	-	-	-	30,006	
Cornell	22,002	4	3	1	-	1	-	-	-	1	-	1,001	-	-	-	36,002	
UCLA	34,006	5,001	3,002	1	-	1	-	-	-	1	-	2,001	-	-	-	48,010	
UC San Diego	33,006	-	12	2,001	-	45,006	-	-	-	3	-	4,001	-	-	-	56,008	
Texas A&M	33,004	3	4	-	-	40,004	2	-	-	2	-	3,001	-	-	-	46,005	
Washington	27,002	2,001	5	-	-	34,004	1	-	-	1	-	2,001	-	-	-	42,004	
Stanford	14,001	3	2,001	-	-	19,002	-	-	-	-	-	-	-	-	-	22,002	
Massachusetts	10,001	6,001	2,001	-	-	18,003	-	-	-	2,001	-	2	-	-	-	22,004	
Northwestern	23,001	2,001	1	-	-	26,002	-	-	-	-	-	1	-	-	-	28,003	
Wisconsin Madison	26,002	2	6,002	-	-	34,004	-	-	-	-	-	1	-	-	-	40,004	
Rutgers	27,006	4,002	4	1	-	35,008	1	-	-	1,001	-	5	-	-	-	40,010	
North Carolina	23,002	8,002	1	-	-	32,004	-	-	-	-	-	1	-	-	-	35,005	
Indiana	14	4,002	4	-	-	22,002	-	-	-	-	-	1	-	-	-	30,002	
Colorado	23,003	1,001	8,001	-	-	32,005	-	-	-	2	-	1	-	-	-	37,005	
Michigan	17,001	7,002	11,004	1	-	35,007	1	-	-	-	-	1	-	-	-	38,007	
Georgia Tech	21,001	9,001	5,002	-	-	35,004	-	-	-	1	-	-	-	-	-	40,004	
Ohio St	20,003	5	4	-	-	29,003	-	-	-	1,001	-	6	-	-	-	38,004	
Florida St	14,002	9,001	6,001	-	-	29,004	-	-	-	-	-	2	-	-	-	35,006	
Utah	21,002	3	4,001	-	-	28,003	-	-	-	1,001	-	2	-	-	-	31,005	
Louisiana St	19,001	6,001	4,001	1	-	29,003	1	-	-	-	-	1	-	-	-	32,004	
Michigan St	20,002	10,001	2	-	-	32,003	1	-	-	-	-	1	-	-	-	36,003	
Pittsburgh	11	8,002	7,001	-	-	26,003	-	-	-	-	-	2	-	-	-	38,004	
Florida	24,001	13,002	5,002	-	-	42,005	-	-	-	-	-	2,002	-	-	-	52,011	
Purdue	29,004	8,003	4,001	1	-	41,008	1	-	-	1,001	-	3	-	-	-	46,006	
Princeton	19	2,002	3	-	-	24,002	-	-	-	-	-	2,001	-	-	-	25,002	
Pennsylvania	22,002	4,001	3	-	-	29,003	-	-	-	-	-	1	-	-	-	33,004	
Minnesota	22,002	8,001	4,002	-	-	34,005	-	-	-	1	-	1,001	-	-	-	38,005	
SUNY Buffalo	22,001	3	4,001	-	-	29,002	-	-	-	-	-	2	-	-	-	34,003	
Johns Hopkins	13	2	4,002	-	-	19,002	-	-	-	1	-	1,001	-	-	-	19,002	
Arizona St	25,001	7,001	8,004	-	-	40,006	-	-	-	1,001	-	3	-	-	-	46,008	
Virginia Polytech	16,003	7	3	-	-	26,003	-	-	-	-	-	3	-	-	-	29,003	
Notre Dame	18	5,002	5,002	1	-	28,004	1	-	-	-	-	2	-	-	-	33,004	
UC Irvine	30,001	3,001	6,003	1	-	39,005	1	-	-	-	-	4	-	-	-	46,007	
Arizona	17,005	3	3	-	-	23,005	-	-	-	1	-	2	-	-	-	30,006	
SUNY Stony Brook	15,003	4,002	2,001	1	-	21,006	1	-	-	-	-	1	-	-	-	28,006	
South Carolina	15,001	1	9,002	-	-	25,003	-	-	-	-	-	2,001	-	-	-	28,004	
Akron	10,002	3	1	-	-	14,002	-	-	-	-	-	1	-	-	-	18,002	
Rice	13,001	-	6,001	-	-	19,002	-	-	-	-	-	2	-	-	-	20,002	
Chicago	13,001	3	2	-	-	18,001	-	-	-	-	-	1,001	-	-	-	24,002	
Delaware	15,001	7,002	3	-	-	25,003	-	-	-	-	-	1	-	-	-	29,004	
MD College Park	23,005	7,001	6,001	-	-	36,007	-	-	-	1	-	1	-	-	-	41,008	
Southern California	15,001	4,001	1,001	-	-	20,003	-	-	-	1	-	2	-	-	-	27,003	
Virginia	21,001	2	2,001	-	-	25,002	-	-	-	-	-	-	-	-	-	25,002	
Chemistry Total	1018,103	227,044	214,047	1459,194	13	4,003	6,001	23,004	19,003	10,003	8,003	37,009	64,002	35,009	71,014	170,025	1692,232
Percent within race	70%	16%	15%	100%	57%	17%	26%	100%	51%	27%	22%	100%	38%	21%	42%	100%	100%
Percent of grand total	60.2%	13.4%	12.6%	86.2%	0.8%	0.2%	0.4%	1.4%	1.1%	0.6%	0.5%	2.2%	3.8%	2.1%	4.2%	10.0%	0.2%
Females in column	10.1%	19.4%	22.0%	13.3%	0%	75.0%	16.7%	17.4%	15.8%	30.0%	37.5%	24.3%	3.1%	25.7%	19.7%	14.7%	0%

*By chemical research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/diversity/top50.html>

Table 1-B. Tenured/Tenure Track Faculty at Chemistry Departments No. 51 - 100 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
UT MDA Cancer Ctr.	5.001	5.002	2	12.003												4.001	16.004
UC Davis	21.008	7	4	32.008												6.002	38.010
Yale	16.001	1	2.001	19.002												0	20.002
Georgia	16	5	2	23												0	27.001
North Carolina St	13	5	5.001	23.001												1.001	28.003
Southern Mississippi	6.001	3	4.001	13.002												3.001	18.002
Oklahoma	14	4.001	3.001	21.002												1	26.004
Emory	15		6.001	21.001												1.001	23.001
UC Santa Cruz	11.001	3.001	2	16.002												0	22.002
Washington St. Louis	16.001	2	7.002	25.003												0	25.003
Colorado St	18.004	5	3.001	26.005												0	29.006
Columbia New York		2.001	3.001	5.002												1	8.002
UC Santa Barbara	24.002	4.001	5	33.003												2.002	35.005
Washington St	13.003	3	2.001	18.004												0	20.004
Illinois Chicago	6	3	4	13												0	18.001
Wayne State	14.002	3.001	6.001	23.004												0	26.004
Boston College	13.002	1	4	18.002												0	20.002
Mississippi St	5	3	3.001	11.001												0	14.003
Iowa St	17.002	2.001	4.001	23.004												0	29.006
CUNY Hunter C	11.003			11.003												0	18.006
New Mexico St	7	3.001	2.002	12.003												2	16.003
Clemson	10.001	5.001	6.001	21.003												0	24.003
Arkansas	11.001	4	1	16.001												0	21.001
Boston U**	14	5.001	4.001	23.002												0	26.002
Kentucky	13.001	3.001	2	18.002												3	26.003
Brown	15	2.001	2	19.001												0	24.002
Duke	13.001	4	5.001	22.002												0	26.002
Houston	11	2	3	16												0	25.001
Nebraska	12.001	4	1	17.001												0	22.001
New York	8.001	2	2	12.001												0	19.001
North Dakota St	4	5	2	11												0	15.001
Montana St	8.001	8.003	2	18.004												1	19.004
Maryland Baltimore Co	8	5.002	4.002	17.004												0	18.004
Alabama Huntsville	8	3.001	3	14.001												0	15.001
Iowa	7.001	12.003	6.001	25.005												0	27.005
Carnegie Mellon	8	6.001	3.002	17.003												0	22.003
Oklahoma St	8	4	4	16												0	16
Tennessee	18.001	3.001	3	24.002												0	29.004
UC Riverside	13.001	3	2	18.001												0	25.003
UT Dallas	6	6.001	4	16.002												0	16.001
Case Western Reserve	12.001	3.001	2	17.002												0	18.003
Virginia Commonwealth	9.004	2.001	2	13.005												0	15.005
Rockefeller**	9.001	3	1	13.001												0	14.001
Oregon	14.003	4.002	4.001	22.006												0	23.006
Vanderbilt	15	5.001	5.001	25.002												0	26.002
Cincinnati	18.001	4.001	4.002	26.004												0	28.005
Kansas	14.002	4.001	8.003	26.006												0	27.006
Texas Tech	11.001	5	5.001	21.002												0	26.003
Maine	6.001	6.001	1	13.002												0	13.002
Tufts	6.001	4.001	1	11.002												0	14.002
Chemistry Total	570.056	190.034	165.031	925.121	5	4	12.004	21.004	9.001	5.001	7.002	21.004	45.005	31.005	47.011	123.021	1095.151
Percent within race	62%	21%	18%	700%	24%	19%	57%	700%	43%	24%	33%	700%	37%	25%	38%	100%	700%
Percent of grand total	52.1%	17.4%	15.1%	84.5%	0.5%	0.4%	1.1%	1.9%	0.8%	0.5%	0.6%	1.9%	4.1%	2.8%	4.3%	11.2%	0.5%
Females in column	9.8%	17.9%	18.8%	13.1%	0%	0%	33.3%	19.0%	11.1%	20.0%	28.6%	19.0%	11.1%	16.1%	23.4%	17.1%	20.0%

*By chemical research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 2. Tenured/Tenure Track Faculty at the Top 50 Math & Statistics Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Johns Hopkins**#	21	1,001	5,001	27,002	-	-	-	-	-	3,001	1	2	6,001	-	-	0	33,003
George Washington**#	10,001	5,001	3,001	18,003	-	-	-	-	-	5	1	4	10	-	-	0	28,003
UT MDA Cancer Ctr.	10,002	5	1	16,002	-	-	-	-	-	4,002	1,001	6,001	11,004	-	-	0	27,006
North Carolina St#	36,003	10,002	13,004	59,009	6,002	-	2,001	-	2,001	13	4	8,004	25,004	-	-	0	92,016
UT Austin	28,002	3,001	6,001	37,004	-	-	5,001	1	6,001	-	-	2	2	-	-	0	45,005
Boston College	7,002	11,001	1	19,003	-	-	-	-	-	-	1	1	2	-	-	0	21,003
Rutgers**#	60,001	10,001	8,004	78,006	-	-	-	1	1	9,001	2	3	14,001	-	-	0	93,007
Texas A&M**#	61,004	22,002	15,003	98,009	-	-	-	-	1	8,002	4	8,006	20,008	-	-	0	119,017
Iowa S#	33,003	13,002	10,004	56,009	-	-	1,001	-	1,001	6	8	8,005	22,005	-	-	0	79,015
Pennsylvania S#	36,001	10,002	10,004	56,007	2	1,001	3,001	-	0	9,001	3,002	5,002	17,005	-	-	0	76,013
New York**	35	8,001	5,001	48,002	-	-	-	-	-	2	2	4	8	-	-	0	56,002
Ohio S#	50,003	10,001	8,004	68,008	-	-	-	-	-	13,001	2	7,005	22,006	-	-	0	91,014
UC Berkeley#	67,009	3	7,001	77,01	-	-	-	-	-	4,001	1	2,001	7,002	-	-	0	84,012
Brown#	15,001	4	-	19,001	-	-	-	-	-	1,001	1	1,001	2,002	-	-	0	21,003
Georgia Tech**	21	6	7,002	34,002	1	-	1	-	1	4	5	2	11	-	-	0	47,002
Georgia#	24,004	11,003	5	40,007	-	-	-	-	-	5	3	4,001	12,001	-	-	0	52,008
UCLA#	43	9,001	-	52,001	-	-	-	-	-	7,001	2	3,001	12,002	-	-	0	64,003
Stanford#	26,002	3	4	33,002	-	-	-	-	-	3	1	1	5	-	-	0	38,002
Minnesota#	51,001	10,001	7,002	68,004	-	-	2	-	2	6	4	2	12	-	-	0	82,004
SUNY Stony Brook	18,002	6	6,002	30,004	-	-	-	-	-	2,001	1	-	3,001	-	-	0	30,004
MD College Park**#	52,001	9	4	65,001	1	1	2	-	0	2,001	1	-	3,001	-	-	0	70,002
Arizona	26,002	14,001	8,001	48,004	-	-	0	-	0	4,001	5	2,001	11,002	-	-	1	63,007
MIT	47,002	8	5,001	60,003	-	-	-	-	-	1	-	-	1	-	-	0	62,003
Wisconsin Madison#	42,002	8	8,003	58,005	-	-	1	-	1,001	8	5,002	3	16,002	-	-	0	76,008
Chicago**#	33,002	2	11,002	46,004	-	-	2	-	0	4,001	-	2	2	-	-	0	48,004
Illinois Chicago**	35,001	7,002	5,002	47,005	-	-	-	-	-	4	1	1,001	6,001	-	-	0	56,008
Kentucky	20	5,002	4	29,002	-	-	-	-	-	14,001	5,002	11,004	30,007	-	-	0	35,003
Purdue**#	45,003	7,002	9,005	61,010	1	1	2	-	0	3	2,001	1	6,001	-	-	0	95,017
Washington#	43,003	11,002	7,004	61,009	-	-	0	-	2,001	2	-	-	2,001	-	-	0	69,011
Southern California**	25,001	2	9	36,001	-	-	0	-	0	2	1	3	6	-	-	0	42,001
Princeton	27,001	-	4,002	31,003	-	-	0	-	0	5,001	-	4,001	9,002	-	-	0	40,005
Michigan#	53,005	9,002	13,004	75,011	-	-	2	-	1	7,001	1	3	11,001	-	-	0	89,012
George Mason#	19,002	10,003	2	31,005	-	-	0	-	0	-	2	1	3	-	-	0	34,005
Illinois Urb Champaign**#	37,001	19,002	15	71,003	-	-	0	-	0	4,001	2	9,002	15,003	-	-	0	86,006
Florida#	30,002	21,002	8,002	59,006	1	-	1	-	1	5,001	1	2,001	8,002	-	-	0	69,008
Indiana#	31	11,003	3,001	45,004	-	-	0	-	1	5	1	-	6	-	-	0	52,004
Naval Postgrad School	6	5	1,001	12,001	-	-	0	-	1	1,001	1,001	1,001	3,002	-	-	0	16,003
Cornell	29,002	3,001	4,001	36,004	-	-	0	-	0	2	1	1	4	-	-	0	40,004
Rice**#	19,002	2	2,001	23,003	-	-	0	-	0	-	1	-	1	-	-	0	24,003
Michigan St#	34,006	9,003	8,003	51,012	-	-	0	-	0	16	4,002	9,001	29,003	-	-	0	80,015
UC San Diego	35,003	2	5,001	42,004	1,001	-	1,001	-	0	3,001	6,001	1,001	10,002	-	-	0	53,007
Carnegie Mellon**#	33,002	6,001	4	43,003	-	-	0	-	0	1	1	1,001	3,001	-	-	0	46,004
Colorado St#	21,001	11,003	7,002	39,006	-	-	0	-	0	-	1	2	3	-	-	0	42,006
Rockefeller**	9	-	-	9	-	-	0	-	0	-	-	-	0	-	-	0	9
Pennsylvania**	22,001	3,001	-	25,002	-	-	0	-	0	1	-	-	1	-	-	0	26,002
Memphis	10,001	1	6,001	17,002	1	-	1,001	1,001	2,002	4	1,001	1	6,001	-	-	0	26,005
Texas A&M Corpus Christi	1	4,002	1,001	6,003	-	-	2,001	1	4,001	-	1	-	1	-	-	0	11,004
Colorado#	21,003	7,002	7,001	35,006	-	-	1	-	1	-	2	1	3	-	-	0	42,006
Nebraska**	20,003	9,002	4,002	33,007	-	-	-	-	0	1	1	-	2	-	-	0	35,007
UC Davis**#	31,003	8,003	1,001	40,007	-	-	0	-	1	9,002	-	8,003	17,005	-	-	0	58,012
Math/Statistics Total	1508,096	373,059	286,076	2,167,231	15,003	4	6,001	25,004	24,006	8,002	4,001	36,009	143,045	443,080	0	1	2,672,324
Percent within race	70%	17%	13%	100%	60%	16%	24%	100%	67%	22%	11%	100%	32%	100%	0%	100%	100%
Percent of grand total	56.4%	14.0%	10.7%	81.1%	0.6%	0.1%	0.2%	0.9%	0.9%	0.3%	0.1%	1.3%	5.4%	16.6%	0%	0.0%	100%
Females in grand total	6.4%	15.8%	26.6%	10.7%	20.0%	0%	16.7%	16.0%	20.0%	25.0%	25.0%	25.0%	31.5%	18.1%	0%	0%	12.1%

*By math research expenditures FY2002, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair.
 # Includes data from more than one type of math department. Reference: "The Nelson Diversity Surveys", Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 2-B. Tenured/Tenure Track Faculty at Math & Statistics Departments No. 51-100 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
low#	27	7,003	3,003	37,006	-	1	-	2	-	1	1,001	5	17,001	-	-	0	57,007
New Jersey Inst Tech	10,001	11,001	6	27,002	1	1,001	-	2,001	-	4	4	4	12	-	-	0	42,003
Western Michigan#	16,004	9,005	3,001	28,010	-	-	-	0	-	3,001	1	2	6,001	-	-	0	35,011
Florida St#	25,002	9,001	9,001	43,004	-	-	-	0	-	5	3,001	4,001	12,002	-	-	0	56,006
Massachusetts Amherst	14	6	9,001	29,001	1	1,001	-	2,001	-	1	1	4,002	6,002	-	-	0	38,004
Virginia Tech**#	35,001	9,001	7,002	51,004	2	-	-	0	-	5,001	1	1	7,001	-	-	0	60,005
South Carolina#	23,002	8	7,003	38,005	-	-	-	0	-	3	1	4,001	8,001	-	-	0	47,007
UC Irvine**#	18,002	6,002	3	27,004	-	-	-	0	-	10,001	1	2	13,001	-	-	0	40,005
Harvard#	17	-	14,005	31,005	-	-	-	1	-	6,001	1	4,001	11,002	-	-	0	43,007
Morgan St	-	-	-	0	1	3	-	0	-	-	2,001	1	3,001	-	-	0	7,001
Tulane	11,001	4	1,001	16,002	-	-	-	2	-	1	1	1	3	-	-	0	21,002
SUNY Buffalo	15,002	7	7	29,002	1	-	-	0	-	4	2	3,002	9,002	-	-	0	39,004
Boston U	16,002	8,002	6	30,004	-	-	-	0	-	1	1	-	2	-	-	0	32,004
Rensselaer Polytechnic	13,003	3	-	16,003	2	-	-	0	-	3	-	1,001	4,001	-	-	0	22,004
Duke#	22	5,001	4	31,001	1	-	-	0	-	1	-	4,002	5,002	-	-	0	37,003
Arizona St	24,004	16,004	5,003	45,011	-	-	-	2	-	1	-	4,004	5,004	-	-	0	52,015
Pittsburgh#	18	7,001	8,001	33,002	-	-	-	1	-	3	1	2,001	6,001	-	-	0	40,003
Utah	29,001	4,001	3,001	36,003	-	-	-	1	-	2	3	1	6	-	-	0	43,003
North Carolina Chapel Hill	21,002	2	5,001	28,003	1	-	-	0	-	1	1	1	3	-	-	0	32,003
New Haven	4	1	-	5	-	-	-	0	-	2	-	-	2	-	-	0	7
Clemson	15,002	8,001	8,004	31,007	-	-	-	1	-	2	2,001	6	10,001	-	-	0	43,008
Louisiana St	33	3,001	10,001	46,002	1	-	-	0	-	-	2	-	2	-	-	0	51,002
Vermont	12,001	1	5	18,001	-	-	-	0	-	3	-	-	3	-	-	0	22,001
New Mexico**	19,001	5,002	2,001	26,004	-	-	-	1	-	-	2,001	-	2,001	-	-	0	29,005
Northwestern	19,001	4,001	4	27,002	-	-	-	0	-	2	-	-	2	-	-	0	29,002
Mississippi St	5	7,003	4,002	16,005	-	1,001	-	0	-	4	1	3,003	8,003	-	-	0	25,009
California St Dominguez	2	-	-	2	-	-	-	0	-	-	-	-	0	-	-	0	2
Oregon St#	19,001	9,007	4,002	32,010	-	-	-	1	-	1	1,001	2,002	4,003	-	-	0	37,013
Notre Dame	18,002	10,001	1,001	29,004	-	-	-	2	-	6,001	-	2	8,001	-	-	0	39,005
Jackson State	1	-	1	2	2	-	-	0	-	1	3,001	1	5,001	-	-	0	16,002
Missouri Columbia**	27,002	7,003	-	34,005	-	-	-	0	-	4,001	3	1	8,001	-	-	0	42,006
UC Santa Barbara#	22,001	7,003	4	33,004	1	-	-	0	-	4,001	1	-	5,001	-	-	0	43,006
San Diego St	6	5,002	7,004	18,006	-	-	-	2	-	2	2,001	-	4,001	-	-	0	27,007
Columbia New York**#	23,001	3	14,004	40,005	-	-	-	1	-	5	2,001	5	12,001	-	-	0	53,006
San Jose St	21,006	2,002	4,001	27,009	-	-	-	0	-	3	2,001	1	6,001	-	-	0	33,010
Ithaca	4	7,001	1	12,001	-	-	-	0	-	-	-	-	0	-	-	0	13,001
Wake Forest	9,001	3	3,001	15,002	-	-	-	1,001	-	-	-	-	0	-	-	0	16,003
Montana St Bozeman	13	9,003	3,001	25,004	-	-	-	0	-	-	-	-	0	-	-	0	25,004
Houston**	12,001	9	6,001	27,002	-	-	-	0	-	5	-	-	5	-	-	0	32,002
Yale**	12	-	12,002	24,002	-	-	-	0	-	-	-	2	2	-	-	0	26,002
Tennessee	19,001	4,001	-	23,002	-	-	-	0	-	5	1	-	6	-	-	0	29,002
Vanderbilt	15	5,001	12,001	32,002	-	-	-	0	-	3,001	1	4	8,001	-	-	0	40,003
Wisconsin Milwaukee	12	11,002	5,001	28,003	-	-	-	1	-	2	3	-	5	-	-	0	34,003
Norfolk St	1	1	-	2	1	3	2	6	-	-	2	2,001	6,001	-	-	0	14
Kansas St#	18	6	4,001	28,001	-	-	-	0	-	2	2	2,001	6,001	-	-	0	39,005
Cal Tech	12	1	1,001	14,001	-	-	-	0	-	2,001	-	-	2,001	-	-	0	16,002
Louisiana Lafayette	4	1,001	1	6,001	-	-	-	1	-	5,001	-	3,001	8,002	-	-	0	15,003
Portland St	10,003	4	4,002	18,005	-	-	-	1	-	2	2	1	5	-	-	0	25,005
Montana**	10,001	7,002	3,002	20,005	-	-	-	0	-	-	-	-	0	-	-	0	21,005
US Naval Academy**	26,003	12,005	7,003	45,011	-	-	-	0	-	-	-	-	0	-	-	0	45,011
Math/Statistics Total	777,055	273,064	230,059	1,280,178	14	13,001	12,002	39,003	16	7,003	15,004	86,022	272,042	0	0	2	1,631,230
Percent within race	61%	21%	18%	100%	36%	33%	31%	100%	42%	18%	39%	19%	32%	0%	0%	100%	100%
Percent of grand total	47.6%	16.7%	14.1%	78.5%	0.9%	0.8%	0.7%	2.4%	1.0%	0.4%	0.9%	3.2%	5.3%	0%	0%	0.1%	100%
Females in column	7.1%	23.4%	25.7%	13.9%	0%	7.7%	16.7%	7.7%	0%	42.9%	26.7%	18.4%	15.4%	0%	0%	0%	14.1%

*By math research expenditures FY2002, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair.
Includes data from more than one type of math department. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 3. Tenured/Tenure Track Faculty at the Top 50 Computer Science Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Illinois Urb Champ	14.002	9.001	15.001	-	-	-	3	-	-	3.001	2.001	5	-	-	-	10.002	
Carnegie Mellon	28.003	8.002	7.001	-	-	-	-	-	-	6.001	2	1	-	-	-	9.001	
Southern California	11.001	11.001	2.001	-	-	-	-	-	-	1	1	1.001	-	-	-	3.001	
UC San Diego	19.002	8	6.001	-	-	-	-	-	-	10	-	6	-	-	-	16	
Johns Hopkins	7	5.001	12.001	-	-	-	-	-	-	1	-	-	-	-	-	1	
Georgia Tech**	5.002	6.002	8.002	-	-	-	-	-	-	7	6.001	5	-	-	-	18.001	
MIT	28.006	12	6.003	1	1	1	-	-	-	6	1	-	-	-	-	7	
Pennsylvania St	8.001	7	4.002	-	-	-	-	-	-	4.001	5.001	3	-	-	-	12.002	
UT Austin	22.002	5.001	8.001	-	-	-	-	-	-	7.001	2	2.001	-	-	-	11.002	
MD College Park	22.003	8	7.001	-	-	-	-	-	-	6	2	4.001	-	-	-	12.001	
Cornell	15.002	6	7	-	-	-	-	-	-	-	1.001	1.001	-	-	-	2.002	
Ohio St	1	8	4.001	-	-	-	-	-	-	9	5	5.001	-	-	-	19.001	
Stanford	18.002	8	9	-	-	-	-	-	-	2	1	2	-	-	-	5.001	
Hawaii Manoa	7.002	4.001	6.004	-	-	-	-	-	-	4.001	1	2.002	-	-	-	7.003	
Oregon Health&Sci*	4	1	7.001	-	-	-	-	-	-	1.001	1.001	2.001	-	-	-	2.001	
Utah	15.001	5.001	5	-	-	-	-	-	-	1	-	3	-	-	-	4	
Purdue	17.002	5.001	7.003	-	-	-	-	-	-	5	4	5	-	-	-	14	
UCLA	18.002	2	6	-	-	-	-	-	-	4.001	2	2	-	-	-	8.001	
Massachusetts Amherst	16.003	10.001	6	-	-	-	-	-	-	1	3	5.001	-	-	-	9.001	
Naval Postgrad School	4.001	7	6	-	-	-	-	-	-	2.001	2	3.002	-	-	-	4.001	
Virginia Tech	6	12.001	3	-	-	-	-	-	-	1	-	-	-	-	-	4.001	
Minnesota	9.001	6.001	6	-	-	-	-	-	-	2	2.001	3.002	-	-	-	7.003	
Wisconsin Madison	17.002	4.002	5	-	-	-	-	-	-	9	1	8.001	-	-	-	18.001	
Tennessee	10	4.001	1	-	-	-	-	-	-	3	1	6.001	-	-	-	10.001	
Alaska Fairbanks	2.001	4	1	-	-	-	-	-	-	-	-	1	-	-	-	1	
Indiana	18	7.001	3.002	1	1.001	2.001	-	-	-	-	-	2.001	-	-	-	2.001	
UC Irvine	26.010	7.003	7.001	-	-	-	1	1.001	-	4	1.001	7.003	-	-	-	12.004	
California Inst Tech**	7	2	2	-	-	-	-	-	-	4.001	-	2.001	-	-	-	4.001	
UC Santa Barbara	9.001	4.001	5.001	-	-	-	-	-	-	8	-	2.001	-	-	-	10.001	
Mississippi St	5.004	5	3	-	-	-	-	-	-	1	4	5	-	-	-	5	
Michigan**	23.002	11	8.002	-	-	-	-	-	-	5	4.001	3.001	-	-	-	12.002	
Columbia New York	19.003	4	5.001	-	-	-	-	-	-	1	3	-	-	-	-	4	
Rice	8.002	4	4	-	-	-	-	-	-	1	-	-	-	-	-	4	
SUNY Buffalo	3	4	2	-	-	-	-	-	-	6.001	5.001	2	-	-	-	13.002	
NC Chapel Hill	13	3	-	-	-	-	-	-	-	4.001	2.001	2.001	-	-	-	8.003	
Chicago	13	2.001	3.001	-	-	-	-	-	-	2	-	-	-	-	-	2	
Alabama Huntsville	3.001	4.001	3.001	-	-	-	-	-	-	1	1	1	-	-	-	3	
Rutgers	19.001	12	3.001	-	-	-	2	1	1	1	1	1	-	-	-	1	
Princeton	14.002	4.001	6.001	-	-	-	-	-	-	1	-	-	-	-	-	1	
Illinois Chicago	4	18.003	1.001	-	-	-	-	-	-	4	-	1	-	-	-	5	
Pennsylvania	10.001	3	8.002	1	-	-	-	-	-	5	-	3	-	-	-	8	
Florida St	7.001	4	-	-	-	-	-	-	-	1	2	4	-	-	-	7	
New York**	8.001	5	4	-	-	-	-	-	-	4	-	2.001	-	-	-	6.001	
Colorado	13.002	7.001	5.003	-	-	-	-	-	-	1	2	1	-	-	-	3	
Virginia**	10.002	6	6.001	-	-	-	-	-	-	1	1.001	2	-	-	-	4.001	
Texas A&M	13.002	5	6.001	1.001	-	2.001	-	-	-	3	3	7.001	-	-	-	13.001	
Brown	15.001	2	6.002	-	-	-	-	-	-	-	1	-	-	-	-	1	
Nebraska	6	4.001	2.001	-	-	-	-	-	-	3	2	5.001	-	-	-	10.001	
SUNY Stony Brook**	5	3.001	8.002	-	-	-	-	-	-	8	5.001	4.001	-	-	-	17.002	
Syracuse	3	2.001	-	-	-	-	-	-	-	2	1	1	-	-	-	4	
Computer Science Total	597.077	292.031	247.047	2.001	4	5.002	13	7.001	7.002	27.003	161.011	77.011	126.024	364.046	0	0	1538.207
Percent within race	53%	26%	22%	18%	36%	45%	48%	26%	26%	100%	44%	21%	35%	100%	0%	0%	0%
Percent of grand total	38.8%	19.0%	16.1%	0.1%	0.3%	0.3%	0.7%	0.8%	0.5%	1.8%	10.5%	5.0%	8.2%	23.7%	0%	0%	0%
Females in column	12.9%	10.6%	19.0%	50.0%	0%	40.0%	27.3%	0%	14.3%	28.6%	6.8%	14.3%	19.0%	12.6%	0%	0%	0%

*By computer science research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf0323/tables.htm#r7, numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 3-B. Tenured/Tenure Track Faculty at Computer Science Departments No. 51 - 100 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Iowa St	5.001	4	9.001	-	-	0	1	-	-	3	7.001	6.002	16.003	-	-	0	26.004
Arizona	3	4	2	-	-	0	-	-	-	2	1	2.001	5.001	-	-	0	14.001
Washington St. Louis	6.001	5	8.001	-	-	0	-	-	-	1	2	3	6	-	-	0	25.002
Yale	16.004	1	17.004	-	-	0	-	-	-	1	1	-	2	-	-	0	19.004
Arizona St	8.001	1	7.001	-	-	0	-	1.001	-	8	6	11.001	25.001	-	-	0	42.004
Wright St	5	1	7	-	-	0	-	-	-	4	3	2	9	-	-	0	16
Louisiana Lafayette**	2	3.001	2	-	-	0	-	-	-	3	2	1	6	-	-	0	13.001
Maryland Baltimore County	8.001	3.001	1	-	-	0	-	-	-	4	2	-	6	-	-	0	18.002
Duke	6.001	5	4	-	-	0	-	-	-	1	2.001	2	5.001	-	-	0	20.002
Houston**	6	4.001	4.001	-	-	0	-	-	-	5	3	4.001	12.001	-	-	0	27.003
George Mason	4	7.002	1	-	-	0	1	-	-	1	3.001	3.001	7.002	-	-	0	20.004
North Carolina St	12.001	12.001	5.001	-	-	0	-	1.001	-	2	2.002	6.001	10.003	-	-	0	40.007
Michigan St	5.001	5	1	-	-	0	-	-	-	4.001	3	5.002	12.003	-	-	0	23.004
Rockefeller**	9	1	10	-	-	0	-	-	-	-	1	-	1	-	-	0	11
Stevens Inst of Tech	3.001	6.001	2.002	-	-	0	-	-	-	-	-	1.001	1.001	-	-	0	12.005
Dartmouth**	7.001	3.001	4	-	-	0	-	-	-	1	2	1	2	-	-	0	16.002
Kentucky	9.001	5	3.001	-	-	0	-	-	-	2	2	1	5	-	-	0	22.002
West Florida	3	3	5.003	-	-	0	-	-	-	-	-	1.001	1.001	-	-	0	12.004
New Jersey Tech	6	7	3	-	-	1	-	-	-	3	4	2.001	9.001	-	-	0	26.001
SUNY Albany**	3	6.001	1	-	-	0	-	-	-	2	1.001	-	3.001	-	-	0	13.002
Florida Int**	4.001	3	3	-	-	0	-	-	-	4	4	2	10	-	-	0	20.001
US Air Force Academy	9.003	4	1	-	-	0	-	-	-	-	-	-	-	-	-	0	13
Tulsa	3.001	-	-	-	-	0	-	-	-	-	1.001	2	3.001	-	-	0	17.004
UC Davis	13	4.001	4.001	-	-	0	-	-	-	2	-	-	3.001	-	-	0	8.001
Rochester	6	2	2	-	-	0	-	-	-	8	2	3.001	13.001	-	-	0	34.003
Northwestern	9.001	5	2	-	-	0	-	-	-	3.001	1	1	5.001	-	-	0	15.001
New Mexico	4.001	4	3	-	-	0	-	-	-	3	-	4.001	7.001	-	-	0	23.002
North Carolina Charlotte	6	5.002	7.002	-	-	0	1	-	-	1	1	1	2	-	-	0	15.002
Florida	7	4.001	4	-	-	0	-	-	-	2.001	1	7.002	10.003	-	-	0	30.008
Pittsburgh	8.001	2.001	4.001	-	-	0	-	-	-	4	3.001	-	7.001	-	-	0	23.002
Jackson State**	-	-	1	-	-	0	1	-	-	1	-	3	4	-	-	0	19.003
Louisiana St**	4.001	1.001	4.001	-	-	0	-	-	-	2	2	3	7	-	-	0	16.003
UT Dallas	4	8.002	4.001	-	-	0	-	-	-	10.001	10.001	7.002	27.004	-	-	0	44.007
Kansas St	3	4.001	-	-	-	0	-	-	-	-	1	1	2	-	-	0	9.001
UC Riverside**	10	4	4.001	-	-	0	-	-	-	3	1	1	5	-	-	0	23.001
Georgia**	3	5.001	3.002	-	-	0	-	-	-	5	1	4	10	-	-	0	21.003
Connecticut	5	3	3	-	-	0	-	-	-	2	-	6.004	8.004	-	-	0	19.004
George Washington**	8.002	-	3.002	-	-	0	-	-	-	4.001	3	1.001	8.002	-	-	0	19.006
Boston	6	6.001	3	-	-	0	-	-	-	1	1	1	2	-	-	0	17.001
Alabama	3	4.001	2	-	-	0	-	-	-	1	1	2.001	3.001	-	-	0	12.002
New Mexico St	1	2	3.001	-	-	0	-	-	-	1	2	3.001	6.001	-	-	0	16.001
James Madison	5	6.001	2	-	-	0	1	-	-	-	-	1	1	-	-	0	42.002
UC Berkeley	29.002	8	4	-	-	0	-	-	-	-	-	-	-	-	-	0	17.005
Oregon St	4	2	4.004	-	-	0	-	-	-	1	1.001	3	5.001	-	-	0	14.001
Noire Dame	3	1	4	-	-	0	-	-	-	2	1	4	7	-	-	0	20.001
North Dakota State	2	2	2.001	-	-	0	-	-	-	2	2	1.001	3.001	-	-	0	16.002
UC Santa Cruz	9	3	3	-	-	0	1	-	-	-	-	-	-	-	-	0	17.001
Florida Tech**	4.001	5	2.001	-	-	0	-	-	-	2	2	1	3	-	-	0	20.001
Wayne State	4	5.001	2	-	-	0	-	-	-	-	-	1	5	-	-	0	17.001
Computer Science Total	305.028	194.023	141.028	640.079	1.001	4	7.002	12.003	8	6.002	5	19.002	109.005	86.010	126.028	321.043	993.127
Percent within race	48%	30%	22%	100%	8%	33%	58%	100%	42%	32%	26%	100%	34%	27%	39%	100%	100%
Percent of grand total	30.7%	19.5%	14.2%	64.5%	0.1%	0.4%	0.7%	1.2%	0.8%	0.6%	0.5%	1.9%	11.0%	8.7%	12.7%	32.3%	0.1%
Females in column	9.2%	11.9%	19.9%	12.3%	100%	0%	28.6%	25.0%	0%	33.3%	0%	10.5%	4.6%	11.6%	22.2%	13.4%	0%

*By computer science research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf032323/tables.htm#rd7, numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 4. Tenured/Tenure Track Faculty at the Top 40 Astronomy Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
Arizona	16.003	8.001	1	-	-	0	1	-	1	1	-	2	-	-	0	28.004
Johns Hopkins	14.001	-	14.001	-	-	0	-	-	-	-	-	0	-	-	0	14.001
UC Santa Cruz	17.003	2	1.001	-	-	0	-	-	1	3	-	3	-	-	0	24.004
Chicago	26	6.001	2	-	-	0	-	-	-	-	1.001	1.001	-	-	0	35.002
Cornell	20.001	2	3.001	-	-	0	-	-	1	-	-	1	-	-	0	26.002
Colorado	14.001	4.001	4.001	-	-	0	-	-	-	-	-	0	-	-	0	22.003
Hawaii Manoa	24.004	3	2	-	-	0	-	-	-	2.001	1	1	1	1	4.001	33.005
MIT	13.002	1.001	5	-	-	0	-	-	1	1.001	1	1	-	-	0	23.002
UT Austin	14.001	2	2	-	-	1.001	1	-	-	1.001	-	2.001	-	-	0	20.004
Penn State	10.001	2	2	-	-	0	-	-	-	-	-	0	-	-	0	16.002
Maryland College Park	9.001	5	1	-	-	0	-	-	-	-	-	0	-	-	0	15.001
UC Berkeley	11.001	1	2	-	-	1	1	-	1	1.001	1	2.001	-	-	0	17.002
Massachusetts Amherst	9.002	4.002	2	-	-	0	-	-	-	3	1	4	-	-	0	19.004
CA Institute of Tech.	11.003	-	2.001	-	-	0	-	-	-	1	-	2	-	-	0	15.004
Wisconsin	5.002	3.001	3.001	-	-	1	-	-	-	1	-	0	-	-	0	12.004
Columbia New York	9.002	4.002	7.002	-	-	0	-	-	-	-	2.001	2.001	-	-	0	22.007
Columbia San Diego	9.002	-	3	-	-	0	-	-	-	1	-	1	-	-	0	13.002
Princeton	14.002	-	2.001	-	-	0	-	-	-	-	-	0	-	-	0	16.003
Illinois Urbana-Champaign	5	4	3	-	-	12	-	-	-	1.001	-	1	-	-	0	14.001
Ohio St	9.001	3.001	3.001	-	-	15.003	-	-	-	1	1.001	2.001	-	-	0	17.004
Harvard	14.001	1	2	-	-	17.001	1	-	-	1	1.001	2.001	-	-	0	20.002
Washington	8.002	1.001	2	-	-	11.003	-	-	-	-	-	0	-	-	0	11.003
Florida	9.001	4.001	1	-	-	14.002	-	-	-	1	-	1	-	-	0	16.002
SUNY Stony Brook	7	-	1	-	-	8	-	-	-	-	-	0	-	-	0	9
Minnesota	8.001	-	-	-	-	8.001	1	-	-	-	1.001	1.001	-	-	0	10.002
Virginia	9	1	2.001	-	-	12.001	-	-	-	1	-	2	-	-	0	14.001
Michigan	5	8.004	-	-	-	13.004	-	-	-	-	-	0	-	-	0	14.005
Pittsburgh	4.001	2	-	-	-	6.001	-	-	-	-	-	0	-	-	0	6.001
Rochester	7.001	1.001	-	-	-	8.002	-	-	-	-	-	0	-	-	0	8.002
Iowa	2	2	1.001	-	-	5.001	-	-	-	-	-	0	-	-	0	5.001
New Mexico St	4	2	2.001	-	-	8.001	-	-	-	-	-	0	-	-	0	8.001
Yale	7	1	-	-	-	8	-	-	-	1.001	1.001	2.002	-	-	0	10.002
Indiana	5.002	1	1.001	-	-	7.003	-	-	-	-	-	0	-	-	0	7.003
Boston	11	3.001	1.001	-	-	15.002	-	-	-	1	-	1	-	-	0	16.002
Arizona St	4	1	1	-	-	6	-	-	-	1.001	1.001	1.001	-	-	0	7.001
Rice	1	2	4	-	-	7	-	-	-	1	-	1	-	-	0	8
Southern California	2	1.001	-	-	-	3.001	-	-	-	-	-	0	-	-	0	3.001
Case Western Reserve	3.001	-	1.001	-	-	4.002	-	-	-	-	-	0	-	-	0	4.002
Delaware	9	1	2	-	-	12	-	-	-	1	-	1	-	-	0	14.001
MS State	2	-	1.001	-	-	3.001	-	-	-	-	-	0	-	-	0	3.001
Astronomy Total	380.043	79.015	80.020	4.001	2.001	0	6.002	4.001	0	3	7.001	18.005	16.005	8.003	42.013	594.094
Percent within race	70%	15%	15%	67%	33%	0%	100%	57%	0%	43%	100%	43%	38%	19%	100%	0%
Percent of grand total	64.0%	13.3%	13.5%	0.7%	0.3%	0%	1.0%	0.7%	0%	0.5%	1.2%	3.0%	2.7%	1.3%	7.1%	100%
Females in column	11.3%	19.0%	25.0%	25.0%	50.0%	0%	33.3%	25.0%	0%	0%	14.3%	27.8%	31.2%	37.5%	31.0%	15.8%

*By astronomy research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females.

Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 5. Tenured/Tenure Track Faculty at the Top 50 Physics Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
California Inst Tech	49,003	6,001	61,005	-	-	-	-	-	-	5,002	1	-	-	-	-	67,007
UC Berkeley	30,003	9,002	45,006	-	-	-	-	-	-	9	1	3	-	-	-	59,006
MIT	37,003	13	68,005	-	-	-	-	-	-	4	1	2	-	-	-	76,005
Johns Hopkins	11,001	-	18,002	-	-	-	-	-	-	3	-	-	-	-	-	21,002
Cornell	28,001	4	7,001	-	-	-	-	-	-	4	1,001	-	-	-	-	45,003
Michigan St	39,001	6,001	9,002	-	-	-	-	-	-	4	-	1	-	-	-	60,005
UT Austin	40,001	3,001	4,001	-	-	-	-	-	-	5	1	3,001	-	-	-	57,004
UCLA	44,004	5	8,001	-	-	-	-	-	-	4	-	1	-	-	-	62,005
Florida St	19	5,002	11,001	2	-	-	-	-	-	1	5	-	-	-	-	45,004
MD College Park	45,003	5,001	7,002	1	-	-	-	-	-	13	1,001	2,001	-	-	-	76,008
Indiana	26,001	4	10,002	-	-	-	-	-	-	1	-	-	-	-	-	41,003
Pennsylvania St	21,002	3	9,003	-	-	-	-	-	-	8,001	-	3,001	-	-	-	47,007
Central Florida**	13	7	10,001	-	-	-	-	-	-	5,002	1	2	-	-	-	39,003
Illinois Urb-Cham	39,001	10,004	9,001	1	-	-	-	-	-	4	1	2	-	-	-	65,007
Wisconsin Madison	33,004	2	10,002	-	-	-	-	-	-	3,001	3	2	-	-	-	53,007
Colorado	26,003	5	8,002	-	-	-	-	-	-	3	1	-	-	-	-	43,005
UC San Diego	27,001	1	3	-	-	-	-	-	-	3	-	-	-	-	-	37,001
Florida	28	8	5,002	-	-	-	-	-	-	3,001	1	3	-	-	-	49,003
SUNY Stony Brook	38,001	4,001	5	-	-	-	-	-	-	2	-	1	-	-	-	52,003
Mississippi	5	3	4	-	-	-	-	-	-	-	-	-	-	-	-	12
Michigan	25,003	8	6	1	-	-	-	-	-	2,001	1	1	-	-	-	47,004
Rutgers	40,004	5	7,001	-	-	-	-	-	-	5,001	2	-	-	-	-	60,006
Pennsylvania	20,001	3	4,004	1	-	-	-	-	-	2,001	3	2	-	-	-	36,006
Texas A&M	38,003	5	5,001	-	-	-	-	-	-	4	2	1	-	-	-	56,004
Harvard**	43,005	-	5,001	-	-	-	-	-	-	2	2,001	-	-	-	-	53,007
Princeton	24,002	2	8,001	-	-	-	-	-	-	2	-	2	-	-	-	38,003
Ohio St	34	6	7,001	-	-	-	-	-	-	9,002	1	2	-	-	-	59,003
Washington	34,003	6,001	3	-	-	-	-	-	-	-	1	-	-	-	-	45,004
North Carolina St	22,002	9,002	5,002	-	-	-	-	-	-	-	1	-	-	-	-	37,007
UC Santa Barbara	35,002	5,002	3	-	-	-	-	-	-	-	-	-	-	-	-	45,004
Duke	11	4,001	6,001	1	-	-	-	-	-	3	3,001	2,001	-	-	-	30,004
Minnesota	26,002	8	6	-	-	-	-	-	-	2	1	-	-	-	-	44,002
Chicago	24,001	-	5,001	-	-	-	-	-	-	3,001	1	2,001	-	-	-	36,004
Stanford	22,003	3,002	3,001	-	-	-	-	-	-	3	-	1	-	-	-	33,006
UC Irvine	19,001	7,001	12,002	-	-	-	-	-	-	5,001	1	-	-	-	-	44,005
Yale	22,001	2,001	9,002	1	-	-	-	-	-	4	1	-	-	-	-	36,004
Northeastern	11	4	5,002	-	-	-	-	-	-	1	-	-	-	-	-	26,002
Georgia Tech	15	6	7,002	-	-	-	-	-	-	2,001	-	2	-	-	-	32,003
Iowa	18,001	1	4	-	-	-	-	-	-	1,001	-	-	-	-	-	25,002
Tennessee	24,001	1	5,001	1	-	-	-	-	-	3,001	-	-	-	-	-	36,003
Montana St Bozeman	8	5,001	1	-	-	-	-	-	-	1,001	-	1,001	-	-	-	16,003
Wayne State	12,001	6	2	-	-	-	-	-	-	3	-	-	-	-	-	28,002
Illinois Inst Tech	9	3	2,001	-	-	-	-	-	-	5,001	1	2	-	-	-	14,001
UC Santa Cruz	13,001	2	1	-	-	-	-	-	-	2	-	1	-	-	-	19,001
Vanderbilt	19,001	4	4,001	-	-	-	-	-	-	7,002	2	-	-	-	-	29,002
Kansas St	12	1	6,001	-	-	-	-	-	-	2	1,001	-	-	-	-	28,003
Nebraska	12	5,001	4	-	-	-	-	-	-	2	-	-	-	-	-	25,002
Notre Dame	25,004	5	6,001	-	-	-	-	-	-	-	-	1	-	-	-	37,005
Washington St	7	4,002	2	-	-	-	-	-	-	2	1	-	-	-	-	16,002
Brown	11	6,001	5,002	-	-	-	-	-	-	2	1	1	-	-	-	26,003
Physics Total	1233,075	229,028	304,055	9	1	5,001	15,001	20,001	4,002	11,002	35,005	157,020	43,005	45,006	245,031	2062,195
Percent within race	70%	13%	17%	60%	7%	33%	100%	57%	11%	31%	100%	64%	18%	18%	100%	100%
Percent of grand total	59.8%	11.1%	14.7%	0.4%	0.0%	0.2%	0.7%	1.0%	0.2%	0.5%	1.7%	7.6%	2.1%	2.2%	11.9%	0.0%
Females in column	6.1%	12.2%	18.1%	0%	0%	20.0%	6.7%	5.0%	50.0%	18.2%	14.3%	12.7%	11.6%	13.3%	12.7%	0%

*By physics research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 5-B. Tenured/Tenure Track Faculty at Physics Departments No. 51 - 100 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
New Jersey Inst Tech	6	2	4,001	1	-	1	-	-	-	-	-	-	-	-	-	18,001
Northwestern	15,001	3,001	20,002	-	-	0	1,001	-	1,001	5	1,001	-	5	-	6,001	27,004
Rice	17,002	4	25,002	-	-	0	-	-	-	3	-	2,001	-	-	5,001	30,003
Louisiana St	20	6	5,001	-	-	0	2,001	1	5,001	2	-	1	-	-	3	40,002
Illinois Chicago	9	7,001	4,001	-	-	0	-	-	1	2	1,001	-	-	-	3,001	24,003
Purdue	29,002	4,001	11,001	-	-	0	-	-	1	3	2	-	-	-	6	51,004
Nevada Reno	5	4,001	10,001	-	-	0	-	-	-	-	-	-	-	-	0	11,001
Rochester	44,003	4,002	31,005	-	-	0	-	-	-	-	-	-	-	-	0	51,005
Boston	21	4	29	-	-	0	1	1	2	3,002	3,002	-	-	-	6,004	37,004
Washington St Louis	18	1	22	-	-	0	-	-	-	2	-	2,001	-	-	4,001	26,001
Carnegie Mellon	23,001	5,001	28,002	-	-	0	-	-	-	1	-	-	-	-	1	30,003
Virginia	16	6,001	27,001	-	-	0	-	-	-	2	2	2,001	-	-	6,001	33,002
Pittsburgh	10	10,001	21,001	-	-	0	-	-	-	1	1,001	-	-	-	3,001	24,002
CUNY City College	14,002	2	18,002	-	-	0	1	1	2	4	2	1	-	-	7	27,002
Columbia	19,002	6,001	28,003	-	-	0	-	-	-	1	2	-	-	-	3	31,003
MA Lowell	10	2	13	-	-	0	-	-	-	4	1	1	-	-	6	19
Utah	16	5	27	-	-	0	-	-	1	1	1	-	-	-	2	30
NC Chapel Hill	16,002	2	4,001	-	-	0	-	-	1	5	1	-	-	-	6	29,003
Oklahoma	14,001	9,002	25,003	-	-	0	-	-	1	1	2,001	-	-	-	3,001	29,004
Colorado School Mines	7	3	12	-	-	0	-	-	-	-	1	-	-	-	1	13
Hawaii Manoa	10	2	14	-	-	0	-	-	-	3	-	-	-	-	3	17
Northern Illinois	8,003	6	31,003	-	-	0	-	-	-	2	2	1	-	-	3	21,003
MA Amherst	14,001	4	23,001	-	-	0	-	-	-	3	1	-	-	-	4	27,001
UC Davis	25	6,002	34,003	-	-	0	-	-	1	7,002	1	1	1	-	9,002	44,005
Fisk	2	-	2	1	1	2	-	-	-	-	1	-	-	-	1	5
Catholic America	5	2	8	-	-	0	-	-	-	-	2	-	-	-	2	10
Alabama Huntsville	7	1	11	-	-	0	-	-	-	2	-	-	-	-	2	13
Clensons	12	4,001	23,003	-	-	0	-	-	-	1	-	1	2	-	2	25,003
SUNY Buffalo	7	1,001	8,002	-	-	0	-	-	-	1	-	-	-	-	2	29,003
Col of William&Mary	18,001	3,001	28,003	-	-	0	-	-	-	7	-	5	12	-	1	29,003
Arizona	13,001	5	25,002	-	-	0	-	-	-	3	2	2,001	-	-	7,001	32,003
Arizona St	21	7,002	32,004	-	-	0	-	-	-	2	-	-	-	-	2	34,004
New Mexico	18,001	3,001	28,003	-	-	0	-	-	-	1	1	-	-	-	2	28,003
Ohio	9,001	5	21,002	-	-	0	-	-	-	2	-	-	-	-	0	26,003
Idaho St	5	4,001	3,001	-	-	0	-	-	2,001	3,001	-	-	-	-	0	12,002
Florida International	7	8,002	16,002	-	-	0	-	-	-	1	-	3	4	-	0	20,002
Georgia	8	5	3,002	-	-	0	-	-	-	2	2	3	7	-	0	23,002
Mississippi St	2	-	1,001	-	-	0	-	-	-	-	-	-	-	-	0	3,001
Lehigh	11	4	17	-	-	0	-	-	-	2	-	-	-	-	2	19
Arkansas	7	2,001	11,001	-	-	0	-	-	-	5,001	-	2,001	7,002	-	0	18,003
Case Western	16,001	1	17,001	-	-	0	-	-	-	1	1	1,001	3,001	-	0	20,002
Kentucky	16	2,001	20,002	-	-	0	-	-	-	5	1	-	6	-	0	26,002
Iowa St	20,001	6,001	33,002	-	-	0	-	-	-	2	2	1	3	-	0	38,002
South Carolina	12	5	3,001	-	-	0	-	-	-	5	1,001	-	6,001	-	0	26,002
Oregon	16	6	4,001	-	-	0	-	-	-	4	-	1	5	-	0	31,001
Toledo	13,002	2	17,002	-	-	0	-	-	1,001	1	2	1	4	-	0	22,003
Oklahoma St	12,001	2	17,001	-	-	0	-	-	-	5,001	-	2,002	7,003	-	0	25,004
Connecticut	19,001	7	28,002	1	-	1	-	-	-	3	1	1	5	-	0	34,002
Kansas	11,001	4	19,001	-	-	0	-	-	-	2,001	-	-	2,001	-	0	21,002
Naval Postgrad School	6,001	6	12,001	-	-	0	-	-	1	1	1	-	2	-	0	15,001
Physics Total	679,032	202,026	170,024	3	2	1,001	9	8,003	9,001	26,004	112,007	39,007	38,008	189,022	1	1273,109
Percent within race	65%	19%	16%	50%	33%	17%	35%	31%	35%	100%	59%	21%	20%	100%	0%	100%
Percent of grand total	53.3%	15.9%	13.4%	0.2%	0.2%	0.1%	0.7%	0.6%	0.7%	2.0%	8.8%	3.1%	3.0%	14.8%	0.1%	100%
Females in grand total	4.7%	12.9%	14.1%	0%	0%	100%	0%	37.5%	11.1%	15.4%	6.3%	17.9%	21.1%	11.6%	0%	8.6%

*By physics research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf0323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 6. Tenured/Tenure Track Faculty at the Top 50 Chemical Engineering Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		
Purdue	11	3	2,001	1	1	1	1	1	1	6,001	1	1	1	1	1	8,001	0
Texas A&M	9	1	5,001	2,001	1	3,001	2,001	1	6,002	1	1	1	1	1	1	7,002	0
MIT	19,001	3	22,001	1,001	1,001	2,002	0	0	0	2	1	1	1	1	1	4	0
Pennsylvania St	8,001	3,001	14,002	1,001	1,001	0	0	0	0	0	0	0	0	0	0	2,001	0
North Carolina St	14,001	4,004	19,005	1,001	1,001	0	0	0	0	0	0	0	0	0	0	0	0
GA Tech**	17	6	3,001	26,001	0	0	0	0	0	5	2,001	2,001	2,001	2,001	2,001	9,002	0
Clemson	3	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0
UT Austin	15	1	2,001	18,001	0	0	0	0	0	1	1	2,001	2,001	2,001	4,001	0	0
Johns Hopkins	4,001	2	4,002	10,003	0	0	0	0	0	1	1	2	2	2	2	0	0
Princeton	13,001	2	15,001	1,001	1,001	0	0	0	0	2	2	2	2	2	2	0	0
Minnesota	24,002	1	7,002	32,004	0	0	0	0	0	0	0	0	0	0	0	0	0
Stanford	6,001	1	7,001	1,001	1,001	0	0	0	0	1	1,001	2,001	2,001	2,001	4,002	0	0
Wisconsin	9,001	5	3	17,001	0	0	0	0	0	1	1	1	1	1	1	0	0
Michigan	11,002	1	5,001	17,003	1	1,001	2,001	0	0	2	2	2,001	2,001	2,001	4,001	0	0
Delaware	12	2,002	3	17,002	1	2	1	1	1	2	2	1,001	1,001	1,001	3,001	0	0
Michigan St	12	4,002	3	19,002	2	2	0	0	0	0	2,001	1	1	1	3,001	1	0
Arizona St	3	3	3	9	1	1	0	0	0	1	1	1	1	1	1	0	0
UC Davis	23,006	3,001	26,007	0	0	0	0	0	0	1	1	3,002	3,002	4,002	0	0	
South Carolina	9	4	4,001	17,001	0	0	0	0	0	1	1	1	1	1	0	0	
Ohio St	10,002	1	1,001	11,003	1	1	0	0	0	4	1	1	1	1	5	0	
Illinois Urb-Cham	9,001	1	3	13,001	0	0	0	0	0	1	1	1	1	1	2	0	
UC Berkeley	12,002	2	1,001	15,003	0	0	0	0	0	0	0	0	0	0	0	0	
Louisiana St	8,001	6,001	1	15,002	0	0	0	0	0	1	1	1	1	1	1	0	
NM Inst. Mining&Tech	1	1	2	0	0	0	0	0	0	0	1,001	1,001	1,001	1,001	0	0	
Cal Tech	9,003	1	1,001	11,004	1	1	0	0	0	2	1	1	1	1	3	0	
UC Santa Barbara	14,001	2	16,001	0	0	0	0	0	0	1	1	1	1	2	0	0	
Utah	6,001	5,001	2	13,002	0	0	0	0	0	0	1	1	1	1	0	0	
Mississippi St	4	3,001	4,003	11,004	0	0	0	0	0	0	1	1	1	1	0	0	
Arizona	6,001	4	10,001	0	0	0	0	0	0	2	1,001	1,001	1,001	1,001	0	0	
Houston**	10	4	2	16	0	0	0	0	0	1	1	2	2	2	7	0	
West Virginia	4	2	2	8	0	0	0	0	0	4	4	4	4	4	0	0	
Northwestern	9,002	2	13,002	0	0	0	0	0	0	1	1	1	1	1	1	0	
Colorado	12,001	1,001	4,002	17,004	0	0	0	0	0	1	1	1	1	1	2	0	
Ohio	4	3,001	7,001	0	0	0	0	0	0	0	1,001	1,001	1,001	1,001	0	0	
Pittsburgh	9,001	3,001	3	15,002	0	0	0	0	0	0	0	0	0	0	0	0	
Carnegie Mellon	13,001	3	2,001	18,002	0	0	0	0	0	1	1	1	1	1	1	0	
Washington	7,001	3	10,001	0	0	0	0	0	0	1	1	1	1	1	2	0	
Kansas St	7,001	1	2,002	10,003	0	0	0	0	0	1	1	1,001	1,001	1,001	2,001	0	
Nebraska	6,001	3	9,001	0	0	0	0	0	0	1	1,001	1,001	1,001	1,001	0	0	
CO School of Mines	9,001	2	1	12,001	0	0	0	0	0	1	1,001	1,001	1,001	1,001	0	0	
Cornell	7,001	2	4	13,001	1	1	1	1	1	1	1	1	1	1	2	0	
VA Polytechnic	4	3,001	2	9,001	0	0	0	0	0	2	1,001	1,001	1,001	1,001	3,001	0	
UC Los Angeles	9	1	1	10	0	0	0	0	0	3,001	3,001	3,001	3,001	4,001	0	0	
Massachusetts Amherst	7	3,002	3	13,002	0	0	0	0	0	1	1	1	1	1	1	0	
Florida	8,001	1	4	13,001	0	0	0	0	0	3	2	4	4	4	9	0	
Connecticut	4	1	2	7	1	1	0	0	0	1	1	3	3	3	0	0	
Rensselaer Polytechnic	8	1	1,001	9,001	1	1	0	0	0	2	2	2	2	2	0	0	
New Jersey Tech	11	1	1	12	1	1	2	2	2	2	2	2	2	2	4	0	
Pennsylvania	5	2	2	9	1	1	0	0	0	1	1	1	1	1	1	0	
Auburn	9,001	1	4	14,001	0	0	0	0	0	3	1,001	1,001	1,001	1,001	4,001	0	
Chemical Eng Total	463,041	115,019	109,022	687,082	10,002	5	5,002	20,004	15,001	5,002	8,003	28,006	65,002	21,005	47,013	133,020	1
Percent within race	67%	17%	16%	100%	50%	25%	25%	100%	54%	18%	29%	100%	49%	16%	35%	100%	0%
Percent of grand total	53.3%	13.2%	12.5%	79.1%	1.2%	0.6%	0.6%	2.3%	1.7%	0.6%	0.9%	3.2%	7.5%	2.4%	5.4%	15.3%	0%
Females in column	8.9%	16.5%	20.2%	11.9%	20.0%	0%	40.0%	20.0%	6.7%	40.0%	37.5%	21.4%	3.1%	23.8%	27.7%	15.0%	0%

*By chemical engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06233/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 6-B. Tenured/Tenure Track Faculty at Chemical Engineering Departments No. 51 - 87 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Iowa	5	1	3,002	-	1,001	-	1,001	-	-	-	-	-	-	-	-	1	11,003
Missouri Columbia	1	3	1	-	-	-	0	-	-	-	-	-	-	-	-	5	10
Dayton	6	1	-	-	-	-	0	-	-	-	-	-	-	-	-	2	9
Vanderbilt	4	3,001	2,001	-	-	-	0	-	-	-	-	-	-	-	-	0	9,002
UC Irvine	5,002	-	3	-	-	-	0	-	1,001	-	-	-	-	-	-	6,001	15,004
Iowa St	7,001	3	3,001	-	1	-	1	-	-	-	-	-	-	-	-	1,001	16,003
Alabama	5	6,001	1	-	-	-	0	-	-	-	-	-	-	-	-	0	12,001
New Mexico	5,001	1	3,002	-	-	-	0	-	-	-	-	-	-	-	-	2	12,003
Colorado St	7	-	-	-	-	-	0	-	-	-	-	-	-	-	-	2	9
Virginia	8,001	-	2	1	-	-	0	-	-	-	-	-	-	-	-	0	12,001
Columbia New York	5	-	2,001	-	-	-	0	-	-	-	-	-	-	-	-	2	9,001
SUNY Buffalo	7	3	3	-	-	-	0	-	-	-	-	-	-	-	-	2	15
Michigan Tech	4	6,002	1	-	-	-	0	-	-	-	-	-	-	-	-	3	14,002
Case Western Reserve	9	-	3,001	-	-	-	1	-	-	-	-	-	-	-	-	1	14,001
Rutgers	4	4,001	-	-	-	-	0	-	1,001	-	-	-	-	-	-	4	14,002
Cincinnati	3	-	1	-	-	-	0	-	-	-	-	-	-	-	-	8,001	12,001
Southern California	9	-	3	-	-	-	0	-	-	-	-	-	-	-	-	1	23,001
Kentucky**	3,001	2,001	3	-	-	-	0	-	-	-	-	-	-	-	-	3	11,002
Lehigh	6,001	-	2	-	-	-	1	-	-	-	-	-	-	-	-	0	15,002
Drexel	4	4,001	4	-	-	-	0	-	-	-	-	-	-	-	-	0	12,001
Washington St	4,001	-	-	-	-	-	0	-	-	-	-	-	-	-	-	3	7,001
Brown**	7	-	-	-	-	-	0	-	-	-	-	-	-	-	-	2	9
Oklahoma St	5	3,001	-	-	-	-	0	-	-	-	-	-	-	-	-	1	11,002
Woods Hole Ocean. Inst.	7	8,002	8,004	-	-	-	0	-	-	-	-	-	-	-	-	1	24,006
MD College Park	6,001	3,001	1	-	-	-	0	-	-	-	-	-	-	-	-	3	13,002
South Florida	4	3	2	-	-	-	0	-	1,001	-	-	-	-	-	-	4	15,001
Rice	5	1	2,001	-	-	-	0	-	-	-	-	-	-	-	-	3,001	12,002
Tennessee	8	6	-	-	-	-	0	-	-	-	-	-	-	-	-	3,002	17,002
Illinois Chicago	4	2	1	-	-	-	0	-	-	-	-	-	-	-	-	1	9
Rochester	2	1	1	-	-	-	0	-	-	-	-	-	-	-	-	4	8
Florida St	2	1	2	-	-	-	0	-	-	-	-	-	-	-	-	3	13,001
New Mexico St	5	2,001	-	-	-	-	0	-	-	-	-	-	-	-	-	6	8,001
Oregon St	4	6,002	1	-	-	-	0	-	-	-	-	-	-	-	-	2	13,002
North Dakota	1	2	3	-	-	-	0	-	-	-	-	-	-	-	-	0	6
New Hampshire	3	-	-	-	-	-	0	-	-	-	-	-	-	-	-	3	7,001
Alabama Huntsville	1	2	1,001	-	-	-	0	-	-	-	-	-	-	-	-	2	7,001
Missouri Rolla	3,001	2	1	-	-	-	0	-	-	-	-	-	-	-	-	2	12,002
Chemical Eng Total	178,010	79,014	63,014	3	3,001	1	7,001	8,001	3	4,003	15,004	56,001	24,004	21,005	2,001	107,010	445,054
Percent within race	56%	25%	20%	43%	14%	100%	100%	53%	20%	27%	100%	55%	24%	21%	100%	100%	100%
Females in grand total	40.0%	17.8%	14.2%	0.7%	0.7%	1.6%	3.4%	1.8%	0.9%	3.4%	12.6%	5.4%	4.7%	22.7%	0.4%	22.7%	0.4%
Females in column	5.6%	17.7%	22.2%	0%	33.3%	0%	14.3%	12.5%	0%	75.0%	16.7%	1.8%	16.7%	23.8%	9.9%	9.9%	50.0%

*By chemical engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 7. Tenured/Tenure Track Faculty at the Top 50 Civil Engineering Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
Texas A&M	28.001	13.003	17.002	58.006	1	-	1	2	2.001	3	1	2.001	6.001	-	-	0
UC Berkeley	24.001	6.001	3.002	33.004	4.001	1	-	5.001	2	1	-	4	-	-	-	0
Illinois Urb Champ	21.001	11.001	12.001	44.003	3	-	-	3	-	-	1	4.001	5.001	-	-	0
Virginia Tech	22.002	11.002	3.001	36.005	2.001	4	-	6.001	1	1	1.001	3.001	3.001	-	-	0
Purdue	15.002	11	6.002	32.004	1	1	2	3.001	5.001	5.001	6.001	3.001	14.003	-	-	0
UT Austin	25.001	10.004	10.003	45.008	-	1	1	2	3	1	1	-	2	-	-	0
Pennsylvania St	13.001	6.002	7.001	26.004	-	1	2.002	3.002	-	1	-	3	1	-	-	0
Florida**	7	15.001	9	31.001	-	-	-	0	-	5	3	1.001	8.001	-	-	0
SUNY Buffalo	11	3	-	14	-	-	-	1	1	4	3	1.001	8.001	-	-	0
Minnesota	18.003	11.001	3.001	32.005	-	-	-	1	1	-	-	2	2	-	-	0
South Florida	2	5.002	3	10.002	-	1.001	1.001	2	2	3	3	1	7	-	-	0
Iowa	9.002	8.002	2	19.004	-	-	-	0	-	4	-	4.002	8.002	-	-	0
UC Davis	16.003	5	1	22.003	-	-	-	1	1	4	-	-	1	-	-	0
MIT	26.003	3	4	33.003	1	-	-	1	1	1	-	-	1	-	-	0
Georgia Tech	24.001	14.002	8.003	46.006	-	2.001	1	3.001	-	-	-	-	0	-	-	0
Arizona St	17.001	3.001	2	22.002	-	1.001	-	1.001	-	2	-	1.001	1.001	-	-	0
Johns Hopkins	1	2.001	1	4.001	-	-	0	0	-	2	2	3.001	7.001	-	-	0
Tennessee	6	4	1	11	-	-	-	0	-	1	-	-	1	-	-	0
Iowa St	11	8.001	7.001	26.002	-	-	-	0	-	2	2	3.001	7.001	-	-	0
Michigan	13.001	4.001	6.002	23.004	-	1.001	-	1.001	-	1	3.001	-	4.001	-	-	0
Louisiana St	8.001	6	1	15.001	-	-	-	0	-	1	4	6	11	-	-	0
Stanford	13.001	5.003	5.002	23.006	-	-	-	2	2	2	2	2.001	5.001	-	-	0
Arizona	4	2	-	6	-	-	-	0	-	3	-	-	2	-	-	0
Clemson	7	2	7.001	16.001	-	1	1	1	1	1	1	2	4	-	-	0
Utah	4	4.001	3	11.001	-	-	-	0	-	2	2	2.001	5.001	-	-	0
Kentucky	10.001	2	2	14.001	-	1	1	1	-	1	1	1	3	-	-	0
Colorado St	17.001	5	5.001	27.002	-	-	-	0	-	2	2	1	5.001	-	-	0
North Carolina St	15.001	5	3	23.001	-	-	-	3	-	2	1	1	3	-	-	0
Washington	18.003	3	7.004	28.007	-	1	-	1	-	3	8	1	12	-	-	0
Rensselaer Polytech	3.001	6.001	1	10.002	-	-	-	0	-	-	1	-	1	-	-	0
Cornell**	16.002	5	3.002	24.004	1	-	1	3.001	-	2	1.001	2	2	-	-	0
New Jersey Tech**	11.002	3	-	14.002	-	1.001	-	0	-	1	-	1	2	-	-	0
Nebraska	10	7.001	2.001	19.002	-	-	-	0	-	6	2.001	2	8.001	-	-	0
MD College Park	12.002	7.001	4.002	23.005	1	-	-	1	-	2	1	-	3	-	-	0
Ohio St	10.001	8.002	5.002	23.005	1	-	-	1	-	1	-	-	1	-	-	0
Lehigh	9.001	1	2.001	12.002	-	-	-	0	-	5	1	1	2	-	-	0
Colorado	15	6.001	1.001	22.002	-	-	-	1	1	4	1	3	8	-	-	0
Delaware	9.001	3	4.001	16.002	-	1	-	0	-	1	-	-	1	-	-	0
Cincinnati	8	7	2.001	17.001	-	-	-	0	-	1	-	3.002	4.002	-	-	0
UC Irvine	7.001	4.001	2.001	13.003	-	-	-	0	-	3.001	3.001	-	6.002	-	-	0
Wisconsin Madison	14.001	3	3.001	20.002	-	-	-	0	-	2	1	1.001	4.001	-	-	0
Massachusetts	8	2	3.001	13.001	-	-	-	0	-	1	1	1	3	-	-	0
Connecticut	5	4.001	1	10.001	-	1	1	2.001	-	-	-	3.002	6.003	-	-	0
New Hampshire	5.001	4.001	2.002	11.004	-	-	-	1	-	-	-	-	0	-	-	0
Rutgers	10.002	3	2.002	15.004	-	-	-	0	-	2	1	-	3	-	-	0
Cal Tech	3	-	-	3	-	-	-	0	-	-	-	-	0	-	-	0
Michigan Tech	11.001	10.002	2.001	23.004	-	-	-	0	-	-	-	3	3	-	-	0
Southern California	16	1	1.001	18.001	-	-	-	0	-	4	1	-	5	-	-	0
Northwestern**	15.001	4.001	2.001	21.003	-	-	-	1	1	1	1	1	2	-	-	0
Missouri Columbia	4	3.001	3	10.001	-	-	-	0	-	2	2	1	5	-	-	0
Civil Eng Total	606.048	278.042	183.048	1067.138	6	10.004	9.001	25.005	26.002	19.001	20.005	65.008	90.002	57.005	65.016	212.023
Percent within race	57%	26%	17%	100%	24%	40%	36%	100%	40%	29%	31%	100%	42%	27%	31%	100%
Percent of grand total	44.3%	20.3%	13.4%	77.9%	0.4%	0.7%	0.7%	1.8%	1.9%	1.4%	1.5%	4.7%	6.6%	4.2%	4.7%	15.5%
Females in column	7.9%	15.1%	26.2%	12.9%	0%	40.0%	11.1%	20.0%	7.7%	5.3%	25.0%	12.3%	2.2%	8.8%	24.6%	10.8%

*By civil engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf0323/tables/hm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 7-B. Tenured/Tenure Track Faculty at Civil Engineering Departments No. 51-90 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
Oregon St	6	8,002	4	-	-	0	-	-	-	2	1	1	-	-	-	0
Central Florida	10,001	3	2	1,001	-	1,001	-	-	-	3	1	1	-	-	-	0
West Virginia	3	5	2	-	-	0	-	-	-	5	-	-	-	-	-	0
New Mexico St	4,001	2	1,001	-	-	0	1	1	1	2	1	1	-	-	-	0
Washington St	8	4	6,002	-	-	0	-	-	-	2	2	2	-	-	-	0
Princeton	8	1,001	-	-	-	0	1	-	1,001	-	-	1,001	-	-	-	0
Mississippi St	4	4	2	-	-	0	-	-	-	-	1	1	-	-	-	0
Virginia	6	3,001	-	-	-	0	-	-	-	1	-	1	-	-	-	0
UCLA	4	1	6,002	-	-	0	-	-	-	3	-	1,001	-	-	-	0
George Washington	5,004	2,001	1	-	-	0	-	-	-	-	-	-	-	-	-	0
Auburn	6,001	8	5,002	-	-	0	-	-	-	1	2	-	-	-	-	0
Michigan St	2	4	7,003	-	-	0	-	-	-	4	3	2	-	-	-	0
Missouri Rolla	6	6	2	-	-	0	2	2	-	-	4	4	-	-	-	0
Carnegie Mellon	5	6,003	1	-	-	0	1	1	-	-	1	1	-	-	-	0
Illinois Chicago**	5	2	2	-	-	0	-	-	-	5	1	2,001	-	-	-	0
Vanderbilt	5	3	2,001	-	-	0	-	-	-	-	-	2	-	-	-	0
Kansas St	3	5	3,001	-	-	0	-	-	-	3	1	1,001	-	-	-	0
Alabama	8	6,001	1	-	-	0	-	-	-	2	-	2	-	-	-	0
New Mexico	8	2,001	3,001	-	-	0	-	-	-	2	-	1	-	-	-	0
Duke	6	7	4,001	-	-	0	2,001	-	-	2	-	1,001	-	-	-	0
Ohio	2,002	3	8,002	-	-	0	-	-	-	2	2	-	-	-	-	0
Florida St**	1	1,001	3,001	1	2	5	-	-	-	1	1	2,001	-	-	-	0
Dartmouth C**	6	3,001	1	-	-	0	-	-	-	-	-	-	-	-	-	0
Oklahoma St	6	5,001	1	-	-	0	-	-	-	1	1	2	-	-	-	0
Alabama Huntsville	2	2,001	1,001	-	-	0	-	-	-	-	-	-	-	-	-	0
South Carolina	1	5,001	6,001	-	-	0	-	-	-	2	2	-	-	-	-	0
Drexel	7,001	3	4,002	-	-	0	-	-	-	1	2,001	1,001	-	-	-	0
Brown	3	1,001	-	-	-	0	-	-	-	-	-	-	-	-	-	0
Woods Hole Ocean Inst	12,003	14,002	8,002	-	-	0	-	-	-	2	1,001	-	-	-	-	0
Rice	5	1	2,001	-	-	0	-	-	-	2	-	1,001	-	-	-	0
Pennsylvania**	10,002	-	-	-	-	0	-	-	-	2	-	1,001	-	-	-	0
Utah St	11	7,001	5,002	-	-	0	-	-	-	1	1	1	-	-	-	0
Pittsburgh	2	3	4,001	-	-	0	-	-	-	1	2,001	-	-	-	-	0
Houston**	1	4,001	3,001	-	-	0	-	-	-	4	2	-	-	-	-	0
Old Dominion	3	1,001	1	-	-	0	-	-	-	6	1,001	-	-	-	-	0
Dayton	2,002	1,001	4	-	-	0	-	-	-	-	-	-	-	-	-	0
Columbia NY	6,001	1	1	-	-	0	-	-	-	-	1	1	-	-	-	0
Case Western	5	1	1,001	-	-	0	-	-	-	1	-	1	-	-	-	0
US Air Force Acad	2	3	9,001	-	-	0	-	-	-	-	-	3,001	-	-	-	0
North Dakota	-	2	2	-	-	0	-	-	-	1	-	1	-	-	-	0
Civil Eng Total	199,018	143,022	113,028	2	4,001	5	11,001	9,001	6	6,001	21,002	29,004	40,010	131,014	0	0
Percent within race	44%	31%	25%	18%	36%	45%	100%	43%	29%	29%	100%	22%	31%	100%	0%	0%
Percent of grand total	32.2%	23.1%	18.3%	0.3%	0.6%	0.8%	1.8%	1.5%	1.0%	1.0%	3.4%	10.0%	4.7%	6.5%	21.2%	0%
Females in cohort	9.0%	15.4%	24.8%	0%	25.0%	0%	9.1%	11.1%	0%	16.7%	9.5%	0%	13.8%	25.0%	10.7%	0%

*By civil engineering research expenditures FY2004. NSF, www.nsf.gov/statistics/nsf0323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 8. Tenured/Tenure Track Faculty at the Top 50 Electrical Engineering Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Johns Hopkins**	11	-	1	1	1	1	1	-	-	1	1	1	3	1	1	5	0
Georgia Tech	43,002	26,003	8	77,005	1	4,001	1	1	1	2	2	2	13,001	3,001	5,002	21,004	0
UC Berkeley	19,001	6,001	6	31,002	-	0	-	-	-	1	1	1	8,002	-	-	8,002	0
Pennsylvania St**	22,002	8,001	2	32,003	-	0	-	-	-	1	1	1	10,001	3,002	1	14,003	0
Michigan	28	8,003	7,001	43,004	2	1	2	1	1	2	2	2	4,001	3,001	3	10,002	0
Illinois Urb Champ**	8	5,002	4	17,002	1	1	2	-	-	0	0	0	4	3	3	7	0
UC San Diego**	17,001	3	7,001	27,002	-	0	-	-	-	0	0	0	14	3	2	19	0
Purdue	37,004	10	7,002	54,006	1	1	1	-	-	0	0	12	5,001	13,001	30,002	0	
MIT	38,004	8,001	7,001	53,006	2	1	3	1	1	1	1	9	6,001	1,001	16,002	0	
UC Santa Barbara	29,002	6	10,001	45,003	-	0	0	-	-	0	0	10	2,001	7	19,001	0	
Southern California	27,002	1	1	29,002	-	0	0	-	-	0	0	9,001	3	-	12,001	0	
Virginia Tech	22,002	5	3	30,002	1	1	1	1	1	1	1	12,001	7	7,001	26,002	0	
Stanford	29,001	9,001	7,001	45,003	1	1	2	1	1	2	2	12,001	3	3	14,001	0	
Washington	16,004	9,001	6,002	31,007	-	0	0	-	-	0	0	7	1,001	-	8,001	0	
Princeton	13,001	1,001	3	17,002	-	0	0	-	-	0	0	10,001	2	2,001	12,002	0	
UCLA	24,002	1	5,001	30,003	-	0	0	-	-	0	0	16	2	3	21	0	
Carnegie Mellon	26,001	5,001	2	33,002	2	2	2	-	-	0	0	8	2	5,002	15,002	0	
Mississippi St	11,002	5,001	6	22,003	-	0	0	-	-	0	0	-	-	2,001	2,001	0	
Drexel**	13,001	4,001	6,001	23,003	1	1	1	1	1	1	1	2	3,001	4	9,001	0	
Vanderbilt**	17	7	5,002	29,002	-	0	0	-	-	0	0	3	1	4,001	8,001	0	
Arizona**	15,001	9,002	8,001	32,004	-	0	0	-	-	0	0	2	2	6,002	8,002	0	
Ohio St	23,003	11,001	3	37,004	-	0	0	-	-	0	0	5	1	2	14,001	0	
Maryland College Park	36	7,001	7,002	50,003	1	1	1	1	1	1	1	7	5,001	2	12,001	0	
Cornell	16	5,002	7,003	28,005	-	0	0	-	-	0	0	4	2	2	8	0	
Arizona St	17,001	13,003	6,001	36,005	1	1	1	1	1	1	1	11,002	2	5	18,002	0	
North Carolina St	22,001	5	7	34,001	1	1,001	3,001	1,001	1,001	1,001	1,001	5,001	6,001	6,001	11,002	0	
Old Dominion	4	5,001	2	11,001	-	0	0	-	-	0	0	5	2	4	11	0	
South Carolina	2	4	1,001	7,001	-	0	0	-	-	0	0	3	1	5	8	0	
Wisconsin Madison	24,001	7,001	2,002	33,004	-	0	0	-	-	0	0	2	2	6,002	11,002	0	
New Hampshire	6	4	-	10	-	0	0	-	-	0	0	1	-	2,001	3,001	0	
Rutgers	10,001	3,001	5,001	18,003	1	1,001	2,001	1	1	2	2	7,001	4	6,001	17,002	0	
Florida	13	5	5	23	-	0	0	-	-	0	0	8,001	2	2	10,001	0	
UC Irvine	11	6	11,002	28,002	-	0	0	-	-	0	0	3	-	3	6	0	
Delaware	10	3,001	5	18,001	1	1	1	1	1	1	1	2	2	2	4	0	
Clemson	11,001	8	6,001	25,002	-	0	0	-	-	0	0	5	1,001	1	7,001	0	
Massachusetts Amherst**	10,001	11	4	25,003	-	0	0	-	-	0	0	2	1	2	5	0	
Rice	13,002	1	6,001	20,003	-	0	0	-	-	0	0	2	1	2	5	0	
Duke	11,002	4,001	6,002	21,005	-	0	0	-	-	0	0	3	1,001	3,001	6,001	0	
Virginia	10,001	3,001	2	15,002	1	1	1	1	1	1	1	1	1	3,001	5,001	0	
South Florida**	13	4	2	19	-	0	0	-	-	0	0	1	2	2	5	0	
Texas A&M	23,002	6	8,001	37,003	1,001	1,001	4,001	1	1	4,001	1	6,001	3	11,001	20,002	0	
Minnesota	26	11,001	3	40,001	-	0	0	-	-	0	0	1	2	2	5	0	
West Virginia**	7	8,002	7,002	22,004	-	0	0	-	-	0	0	5	3	3	11	0	
UC Davis	13,001	1	4	18,001	1	1	1	1	1	1	1	4	2,001	3,001	9,002	1	
Cincinnati**	11	7,002	4	22,002	-	0	0	-	-	0	0	6	3	-	9	0	
Florida St	3	4,002	4	11,002	1	1	2	1	1	2	2	3	4,001	2,001	9,002	0	
Michigan St**	13	5,001	6,001	24,002	-	0	0	-	-	0	0	4,001	4	7	15,001	0	
Cal Tech	8,001	2	-	10,001	-	0	0	-	-	0	0	2	-	2,001	4,001	0	
Iowa St	7,001	9,001	4	20,002	-	0	0	-	-	0	0	8	7	13,001	28,001	0	
Electrical Eng Total	838,052	311,043	250,036	1,399,131	19,001	13,004	10,003	42,008	16,002	7	8,001	31,003	291,017	102,014	173,024	566,055	1
Percent within race	60%	22%	18%	700%	45%	31%	24%	100%	52%	23%	26%	100%	51%	18%	31%	100%	100%
Females in grand total	41.1%	15.3%	12.3%	68.6%	0.9%	0.6%	0.5%	2.1%	0.8%	0.3%	0.4%	1.5%	14.3%	5.0%	8.5%	27.8%	0.0%
Females in column	6.2%	13.8%	14.4%	9.4%	5.3%	30.8%	30.0%	19.0%	12.5%	0%	12.5%	9.7%	5.8%	13.7%	13.9%	9.7%	0%

*By electrical engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 8-B. Tenured/Tenure Track Faculty at Electrical Engineering Departments No. 51-98 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst		Tot
Central Florida	6	2	2	10	-	-	-	0	-	-	-	0	5,001	3	3	11,001	0
Tennessee**	5	3	5	13	-	-	-	0	-	-	-	0	2	3,001	4,001	9,002	0
New Jersey Inst Tech	12	6,001	1	19,001	-	-	-	0	-	1	1	1	6	2,001	3	11,001	0
Northwestern	9,001	5	2	16,001	-	-	-	0	-	-	-	0	3	-	4,001	7,001	0
Colorado St	5	4	1	10	-	-	-	0	3,001	-	-	3,001	5	-	1	6	0
New Mexico St	3	4	1,001	8,001	-	-	-	0	2	1	-	3	2	3	2	7	0
Washington St	4	4	-	8	1	-	-	1	1	-	-	1	5,001	1	3	9,001	0
Colorado	17,001	10,001	8,001	35,003	-	-	-	0	-	-	-	0	1,001	-	2	3,001	0
Missouri Rolla	9,002	8	5,001	22,003	-	-	-	0	-	-	-	0	4	2	3,001	9,001	0
SUNY Stony Brook	5	6,001	4,001	15,002	1	-	-	1	-	-	-	0	5,001	3,001	1,001	9,003	0
Brown	7	2,001	3,001	12,002	-	-	-	0	-	1	-	1	1	-	-	1	0
Boston U**	16	14,003	5,001	35,004	1	-	-	1	1	-	-	1	4	1	4,001	9,001	0
Dartmouth**	3,001	6,001	2	11,002	-	-	-	0	-	-	-	0	-	-	-	0	0
Alabama Huntsville**	11	4,002	3,001	18,003	-	-	-	0	-	-	-	0	4	1	1	6	0
Woods Hole Ocean Inst	9	6,001	2,001	17,002	-	-	-	0	-	-	-	0	-	2	2,001	4,001	0
Rensselaer Polytechnic	14	4	6,003	24,003	-	-	-	0	-	6	4	3,001	13,001	-	-	0	0
Case Western Reserve**	8,001	6	2	16,001	-	-	-	0	1	2	3	2,001	7,001	-	-	0	0
Illinois Chicago	4	5	1,001	10,001	-	-	-	0	-	7,001	4	5,001	16,002	-	-	0	0
Columbia New York	9,001	4	4,001	17,002	-	-	-	0	-	3	-	3	-	-	-	0	0
Connecticut	7	1	3,001	11,001	-	1	-	1	-	5	1,001	4,001	10,002	-	-	0	0
Missouri Columbia	8,001	3	4,001	15,002	-	-	-	0	-	3,001	2,001	2	14,002	-	-	0	0
Auburn	14	4	-	18	-	-	-	0	-	3,001	1	4,001	4,001	-	-	0	0
New Mexico	12	6,001	5,001	23,002	-	-	-	0	-	3,001	1	4,001	4,001	-	-	0	0
UC Santa Cruz	4	4	1	9	-	-	-	0	-	1	-	1	5	1,001	4,001	10,002	0
Nebraska	8	8	1	17	-	-	-	0	-	3	1	6,001	10,001	-	-	0	0
Oklahoma St**	8	6	1	15	-	-	-	0	-	1	1	1	3	1	2	6	0
Kentucky	8	5,001	4	17,001	-	1,001	-	1,001	-	1	2	3	3,001	3,001	8,001	8,001	0
Oregon St	7,002	2	1	10,002	-	-	-	0	-	2	2	4,002	8,002	-	-	0	0
Lehigh	10	1	1,001	12,001	-	-	-	0	-	2	2	4,002	8,002	-	-	0	0
Rochester	8	2,001	5,001	15,002	-	1	-	1	-	1	-	2	3	3,001	8,001	8,001	0
Houston	13	7,003	4	24,003	-	-	-	0	-	2	2	4,002	8,002	-	-	0	0
George Washington	12,001	3	3,001	18,002	-	-	-	0	-	4	1	3,001	8,001	-	-	0	0
Utah St	5,001	3	2	10,001	-	-	-	0	-	1	-	1	5,001	-	-	7,001	0
SUNY Buffalo	10	3,001	3	16,001	-	-	-	0	-	2	-	5,001	7,001	-	-	0	0
Pittsburgh	7	4	1	12	-	-	-	0	-	5	-	3	8	-	-	0	0
Pennsylvania	12	5,002	2	19,002	-	-	-	0	-	2	-	7,001	9,001	-	-	0	0
Utah	7,001	3	4	14,001	-	-	-	0	-	3	1	3,001	7,001	-	-	0	0
Louisiana St	5	4	1	10	-	1,001	-	1,001	-	7	1	7	15	-	-	0	0
Michigan Tech	5,001	5	1	11,001	-	-	-	0	-	3,001	5,001	8,002	-	-	-	0	0
Alabama	2	4	2	8	-	-	-	0	-	2	3,001	5,001	-	-	-	0	0
Iowa**	11	4	3	18	-	-	-	0	-	4	1	2	7	-	-	0	0
Ohio	7	9	2	18	-	-	-	0	-	1	-	1	2	-	-	0	0
New Mexico Inst Mining**	2	5	1	8	-	-	-	0	-	1	-	1	3	-	-	0	0
Dayton	3	4	-	7	-	-	-	0	-	3	1	4	-	-	-	0	0
Kansas St	5	2,001	-	7,001	-	-	-	0	-	1	1	2	-	-	-	0	0
Wichita State	2	3	1	6	-	-	-	0	-	1	1	2	-	-	-	0	0
US Air Force Acad**	3	1	9,001	13,001	-	-	-	0	-	1	1	2	-	-	-	0	0
North Dakota	1	3	3,001	7,001	-	-	-	0	-	-	-	-	-	-	-	0	0
Electrical Eng Total	362,014	217,021	125,021	704,056	3	3,001	3,001	9,002	8,001	9	3	20,001	133,008	65,008	111,020	309,036	0
Percent within race	51%	31%	18%	700%	33%	33%	33%	100%	40%	45%	15%	100%	43%	21%	36%	700%	0%
Percent of grand total	34.7%	20.8%	12.0%	67.6%	0.3%	0.3%	0.3%	0.9%	0.8%	0.9%	0.3%	1.9%	12.8%	6.2%	10.7%	29.2%	0%
Females in column	3.9%	9.7%	16.8%	8.0%	0%	33.3%	33.3%	22.2%	12.5%	0%	0%	5.0%	6.0%	12.3%	18.0%	11.7%	0%

*By electrical engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. ** At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djnm/diversity/top50.html>

Table 9. Tenured/Tenure Track Faculty at the Top 50 Mechanical Engineering Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Johns Hopkins	10.002	2.001	1	13.003	0	0	0	0	0	2	1.001	3	6.001	-	-	0	19.004
Rochester	12.001	1.001	-	13.002	0	0	0	0	0	1	-	1	2	-	-	0	15.002
Pennsylvania St	28.002	5.001	5.001	38.004	1	1	1	1	1	10	-	2.001	12.001	-	-	0	52.005
Michigan	20.002	7.004	6.002	33.008	1	1	1	1	1	11.001	6	2	19.001	-	-	0	53.009
Georgia Tech	30	15.001	6	51.001	1	2.001	4.001	1	1	13.001	3	3.001	19.002	-	-	0	75.004
MIT	46.002	11.001	5.002	62.005	1	1	2	1	1.001	9	3.001	2.002	14.003	-	-	0	80.009
Stanford**	20	5	7.002	32.002	1	1	1	1	1	4	-	2.001	6.001	-	-	0	40.003
Virginia Tech	17.002	14.001	5.002	36.005	1	1.001	1.001	1	1	2	1	1	4	-	-	0	42.006
Purdue	28.003	13	6.001	47.004	1	1	1	1	1	4	3	2	9	-	-	0	59.005
Florida St	6	2	2	10	1	1.001	3.001	1	1	4	1	1	6	-	-	0	21.001
UCLA	17.002	-	4	21.002	0	0	0	0	0	8	-	2	10	-	-	0	31.002
Texas A&M	18.001	8	5	31.001	0	0	0	0	0	1	6.001	6.001	20.002	-	-	0	54.004
Utah St**	4.001	4	5	13.001	0	0	0	0	0	3	2	3.001	8.001	-	-	0	16.001
Illinois Urb Champ	27.001	8	8.001	43.002	1	1	1	1	1	3	1	3	7	-	-	0	53.003
Arizona**	12	2	3.001	17.001	0	0	0	0	0	3	1	3	7	-	-	0	24.001
MD College Park**	13	13.003	1	27.003	0	0	0	0	0	11	5	3.001	19.001	-	-	0	47.004
UT Austin	26.002	8.001	7.002	41.005	1	1.001	2.001	1	2	3	3	-	6	-	-	0	52.006
Mississippi St	10	2.001	3	15.001	0	0	0	0	0	9.001	1	2	12.001	-	-	0	19.001
Ohio St	21	6	4.001	31.001	1	1	1	1	1	4	-	4	8	-	-	0	45.002
Dayton	6	4	3.001	13.001	0	0	0	0	0	5	-	3	8	-	-	0	17.001
West Virginia**	14	1	5	20	0	0	0	0	0	3	3	-	6	-	-	0	32.003
Minnesota	22.002	1.001	2	25.003	1	1	1	1	1	1	2	7	10	-	-	0	32
Clemson**	10	5	6	21	1	1	1	1	1	3	2	2.001	5.001	-	-	0	33.004
UC Davis	20.001	2	4.002	26.003	2	2	2	2	2	6.001	2	1	9.001	-	-	0	33.004
Arizona St	7	2.001	4	13.001	0	0	0	0	0	7	3	4	14	-	-	0	23.002
Michigan Tech	6	12.003	4	22.003	0	0	0	0	0	5.002	2	3.001	10.003	-	-	0	37.003
SUNY Buffalo	11.001	2	2	15.001	0	0	0	0	0	1	1	1	3	-	-	0	25.004
SUNY Buffalo	13.001	2.001	5.001	20.003	1	1	1	1	1	5	1	4.002	10.002	-	-	0	32.005
Rensselaer Polytech	24.004	7.001	1	32.005	0	0	0	0	0	5	1.001	2	8.001	-	-	0	42.007
UC San Diego	4	-	1	5	0	0	0	0	0	5	2	2	9	-	-	0	14
Iowa	14	3	1	18	0	0	0	0	0	2	1	1	3	-	-	0	23
UC Irvine	18.001	4.001	7.001	29.003	0	0	0	0	0	2	2	1	3	-	-	0	32.003
Wisconsin Madison	13.001	2	1	16.001	0	0	0	0	0	4.001	4.002	2	10.003	-	-	0	27.004
Northwestern	3	2	3	8	0	0	0	0	0	4	1	1.001	5.001	-	-	0	14.001
South Florida**	16	9	2	27	1	1	1	1	1	7	2	7	16	-	-	0	38.001
Michigan St	3	1	1	5	0	0	0	0	0	2	2	1	5	-	-	0	26.001
Rutgers**	8	3	3	14	0	0	0	0	0	2	1	2	5	-	-	0	12.001
Pennsylvania	5	3	4	12	1	1	1	1	1	4	4	4	12	-	-	0	19
Connecticut	10.001	1	7.001	18.002	0	0	0	0	0	2	2	-	2	-	-	0	26
Louisiana St	6	3	3.002	12.002	0	0	0	0	0	5	2	3.002	10.002	-	-	0	21.003
Carnegie Mellon	9	5.002	1	15.002	1	1	1	1	1	2	2	2	9	-	-	0	22.004
Delaware	7	4	3.001	14.001	0	0	0	0	0	1	1	1	2	-	-	0	25.002
Washington	12	5.002	-	17.002	0	0	0	0	0	3	1	1	5	-	-	0	16.001
Alabama Huntsville	11	10.001	1.001	22.002	1	1	1	1	1	4	3	2.001	9.001	-	-	0	23.003
Brown	11.001	9	2.001	22.002	0	0	0	0	0	1	2	2	3	-	-	0	33.003
North Carolina St	10	4.001	1	15.001	0	0	0	0	0	1.001	1.001	1.001	3.001	-	-	0	26.003
Virginia	15.001	3	2.001	20.002	0	0	0	0	0	1.001	1	1	2	-	-	0	18.002
Colorado St***	14.001	9.002	2.001	25.004	0	0	0	0	0	1	1	1	2	-	-	0	23.003
Illinois Chicago	6.001	6.001	3.001	15.003	0	0	0	0	0	4	4	4	8	-	-	0	27.004
Dartmouth	700.037	251.033	168.029	1119.099	12	9.002	10.003	31.005	14.001	9	14.006	37.007	208.008	87.007	104.016	399.031	1587.143
Iowa St	63%	22%	15%	100%	39%	29%	32%	100%	38%	24%	38%	100%	52%	22%	26%	100%	100%
Mechanical Eng Total	44.1%	15.8%	10.6%	70.5%	0.8%	0.6%	0.6%	2.0%	0.9%	0.6%	0.9%	2.3%	13.1%	5.5%	6.6%	25.1%	0.1%
Percent within race	5.3%	13.1%	17.3%	8.8%	0%	22.2%	30.0%	16.1%	7.1%	0%	42.9%	18.9%	3.8%	8.0%	15.4%	7.8%	100%
Females in column	**At least some data are from sources other than																

*By mechanical engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html

Table 9-B. Tenured/Tenure Track Faculty at Mechanical Engineering Departments No. 51-94 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
MA Amherst**	12	3	5,001	-	-	-	1,001	-	-	3	1	2	-	-	-	6	27,002
Colorado	7	5,003	2,001	1	-	1	-	-	-	4	-	3,001	-	-	-	7,001	22,005
Missouri Rolla	13	5	1	1	-	19	-	-	-	9	-	2	-	-	11	31	31
South Carolina**	5	6,001	3	-	-	14,001	-	-	-	3	1	-	-	-	-	4	18,001
Woods Hole Ocean Inst	19,001	8,003	5,001	-	-	32,005	-	-	-	1	2,001	1	-	-	-	4,001	36,006
Auburn	9	5	3	-	-	17	-	-	-	8	1	3	-	-	-	12	30
Cincinnati**	5	5	-	-	-	10	-	-	-	6,001	6	4	-	-	-	16,001	26,001
Drexel**	6	-	5,002	-	-	11,002	-	-	-	6	5	2	-	-	-	13	25,003
Duke	7	4	6,002	-	-	17,002	-	-	-	2	1	-	-	-	-	3	20,002
Cal Tech	12,002	-	1,001	-	-	13,003	-	-	-	3	-	-	-	-	-	3	17,003
New Jersey Inst Tech**	7	1	-	1	-	8	-	-	-	3	3	-	-	-	-	6	15
Oklahoma St	9	3	4	-	-	16	-	-	-	4	1	-	-	-	-	5	22
Utah	8	3,001	8,002	-	-	19,003	-	-	-	5	5	2	-	-	-	12	20,003
Missouri Columbia**	1	4	4	-	-	9	-	-	-	5	1	3,001	-	-	-	9,001	26,003
Kentucky	10	4,001	2	-	-	16,001	-	-	-	4	1	-	-	-	-	5	16,003
Case Western Reserve	7,001	2,001	1,001	-	-	10,003	-	-	-	2	-	-	-	-	-	2,001	34,003
UC Santa Barbara	21,001	7,001	2	-	-	30,002	-	-	-	2	1	2	-	-	-	5	16,001
Nebraska	5,001	5	1	-	-	11,001	-	-	-	2	-	-	-	-	-	2	25
Lehigh	19	3	1	-	-	23	-	-	-	-	-	-	-	-	-	0	18,003
Washington St	7,001	2	2	-	-	11,001	-	-	-	2	3,002	2	-	-	-	7,002	16,002
SUNY Stony Brook	1	3	2,001	-	-	6,001	-	-	-	2	6,001	1	-	-	-	9,001	10,001
Vanderbilt	4,001	1	2	-	-	7,001	-	-	-	2	-	1	-	-	-	3	12,002
US Air Force Academy**	3	3	6,002	-	-	12,002	-	-	-	-	-	-	-	-	-	0	30,002
Cornell	15	7,002	4	-	-	26,002	-	-	-	1	5,001	1	-	-	-	7,001	23,001
Kansas St**	10	5	1	-	-	16	-	-	-	3	2	1	-	-	-	6	18
Houston**	9	2	1	-	-	12	-	-	-	7	6	2	-	-	-	15	28,001
Central Florida**	4	4	2,001	1	1	10,001	-	-	-	2,001	-	-	-	-	-	3,001	16,002
Rice**	9	-	2,001	1	-	11,001	-	-	-	2	1	1	-	-	-	4	15,003
Pittsburgh	3	5,002	2,001	-	-	10,003	-	-	-	1	-	-	-	-	-	3,001	19,004
Oregon St	3,001	9,002	3	-	-	15,003	-	-	-	1	1	3,002	-	-	-	4,002	25,003
Boston**	8	11,001	2	-	-	21,001	-	-	-	-	1,001	-	-	-	-	1,001	13,001
New Hampshire	8	3	1	-	-	12	-	-	-	-	-	-	-	-	-	6	11
Old Dominion**	-	3	-	2	-	3	-	-	-	6	-	-	-	-	-	6	18,001
Alabama	4	6,001	4	-	-	14,001	-	-	-	2	2	-	-	-	-	3	12,001
Columbia**	3	1	4,001	-	-	8,001	-	-	-	2	1	1	-	-	-	4	11,001
Ohio	4	4	1,001	-	-	9,001	-	-	-	2	-	-	-	-	-	2	16
New Mexico	6	4	3	-	-	13	-	-	-	1	-	-	-	-	-	1	12,001
George Washington	6	1	1	-	-	8	-	-	-	3	-	1,001	-	-	-	4,001	16
New Mexico St	4	6	1	-	-	11	-	-	-	2	2	-	-	-	-	4	26,001
Southern California	18	1	3,001	-	-	22,001	-	-	-	2	2	-	-	-	-	4	11
North Dakota	1	2	2	-	-	5	-	-	-	3	-	-	-	-	-	3	9
Wichita State**	2	2	2	-	-	6	-	-	-	2	1	2	-	-	-	5	11
UC Berkeley	3,003	2	1,001	-	-	6,004	-	-	-	1	8,001	1,001	-	-	-	9,002	16,006
New Mexico Inst Mining**	1	3	1	-	-	5	-	-	-	-	-	1	-	-	-	1	6
Mechanical Eng Total	318,012	163,019	107,021	6	6,001	4,001	16,002	4	5,001	3	12,001	122,003	64,007	50,007	236,017	854,072	
Percent within race	54%	28%	18%	37%	38%	25%	100%	33%	42%	25%	100%	52%	27%	21%	100%	100%	
Percent of grand total	37.2%	19.1%	12.5%	0.7%	0.7%	0.5%	1.9%	0.5%	0.6%	0.4%	1.4%	14.3%	7.5%	5.9%	27.6%	0.2%	
Females in column	3.8%	11.7%	19.6%	0%	16.7%	25.0%	12.5%	0%	20.0%	0%	8.3%	2.5%	10.9%	14.0%	7.2%	0%	

*By mechanical engineering research expenditures FY2004, NSF, www.nsf.gov/statistics/insf06323/tables.htm#rd7; numbers after decimals designate females. ** At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 10. Tenured/Tenure Track Faculty at the Top 50 Economics Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
MD College Park	18.002	5.001	5.001	28.004	1	4.001	2	6.001	1	1.001	2.001	0	0	0	37.006	
UC Berkeley	34.005	2	9.001	45.006	1	1	1	1	3	1	5	0	0	0	51.006	
Michigan**	32.005	3	9.001	44.006	1	1	1	1	2.001	2	4.001	8.002	0	0	54.008	
Georgia	9	3	2	14	1	1	1	1	1	1	2.001	2.001	0	0	17.001	
Michigan St	24.003	8.002	4	36.005	1	1.001	4.002	4.002	1	1.001	2.001	0	0	0	43.009	
Illinois Urb Champaign	12.001	3.001	3	18.002	1	1	0	0	3	4.001	7.001	0	0	0	25.003	
Missouri Columbia	6	4	4.002	14.002	1	1	1	1	2	1.001	3.001	0	0	0	17.003	
Purdue	8	6	3	17	1	1	1	1	1	3.001	4.001	0	0	0	21.001	
Wisconsin Madison	14.001	2	8.004	24.005	1	1	2	3	1	1	2	0	0	0	30.005	
Tennessee	5	4.001	3.001	12.002	1	1	1	1	1	1	3	4	0	0	16.002	
Minnesota	13.001	1	1	14.001	1	1.001	1.001	1.001	1	1	1	0	0	0	16.002	
Georgia Tech	2.001	1	4	7.001	1	1	1	1	3	3.001	5.001	0	0	0	16.003	
Cornell	11.001	4.001	5.001	20.003	1	1	1	1	3	1.001	3.001	0	0	0	28.005	
Florida	13.001	2	15.001	1	1	1	1	1	1	1	1	0	0	0	16.001	
Georgia St	8.002	9.003	10.005	27.010	1	1	1	2	1	2.001	2.001	4.002	0	0	31.010	
Washington St	18.001	5.001	3.001	26.003	1	1	1	1	1	1	2.002	3.002	0	0	32.005	
Arizona	9	3	2.001	14.001	1	1	1	1	4	2	4.001	10.001	0	0	19.003	
Ohio St	19.003	7	3	29.003	1	1	3	3	1	2	1.001	4.001	0	0	39.004	
Duke**	18.002	4	7.002	29.004	1	1	1	1	1	1	1	1	0	0	36.005	
UC Davis	14.002	10.004	3.001	27.007	1	1	1	1	1	1	1	1	0	0	29.007	
Nebraska	8	6.002	1	15.002	1	1	1	1	1	1	1	1	0	0	16.002	
Nevada Las Vegas	7	5.001	1	13.001	1	1	1	1	1	2.001	2.001	0	0	0	16.002	
Oklahoma St	19.001	2	6.002	27.003	1	1	1	1	1.001	1	2.001	0	0	0	29.004	
Louisiana St	7	2	4	13	1	1	1	1	1	1	0	0	0	0	13	
Memphis	7.002	2	2	9.002	1	1	1	1	1	1	1	3	0	0	13.002	
Iowa St	26.003	9.001	2	37.004	1	1	1	1	2	3	1	6	0	0	45.004	
Harvard	36.002	3.001	11.004	50.007	1.001	1	1	2	2	2	1.001	3.001	0	0	57.009	
Montana	4.001	1	3.002	8.003	1	1	1	1	1	1	1	0	0	0	8.003	
Carnegie Mellon	10	3	4.001	17.001	1	1	1	1	1	1.001	1.001	0	0	0	19.002	
Texas A&M	8	2.001	5.001	15.002	1	1.001	1.001	3.002	6.001	1	7.001	1	1	1	27.006	
North Carolina St	14	3	2.001	19.001	1	1	1	1	1	1	0	0	0	0	21.001	
Kentucky	11	3	3.002	17.002	1	1	1	1	1	1	1	1	0	0	19.002	
Indiana	10	2.001	4	16.001	1	1	1	1	2	2	4.002	6.002	0	0	24.003	
Princeton	29.002	2	7.002	38.004	1.001	1	1	1	5	1	6	0	0	0	48.006	
Clemson	11	4	6.002	21.002	1	1	1	1	1	2.001	2.001	0	0	0	24.003	
MIT	19.003	5	7.001	31.004	1	1	1	1	1	1.001	2.001	0	0	0	34.005	
North Dakota St	6	6.002	3	15.002	1	1	1	1	3	1.001	2.001	0	0	0	17.003	
Boston College	13	5	5.003	23.003	1	1	1	1	3	2.002	4.002	0	0	0	26.003	
Brown	14	1	6.001	21.001	1	1	1	1	2	2	2.002	4.002	0	0	28.003	
George Mason	16	8.001	1	25.001	1	1	1	1	1	1	2.002	4.002	0	0	27.001	
Arizona St	18	2	2	20	1	1	1	1	1	1	2.002	4.002	0	0	28.002	
Texas Tech	2	6.001	3	11.001	1	1	1	1	1	1	0	0	0	0	12.001	
Pennsylvania	16.001	3	9.001	28.002	1	1	1	1	1	2.001	2.001	0	0	0	32.003	
Stanford	20	1	13.005	34.005	1	1	1	1	1	1	0	0	0	0	34.005	
Connecticut	10.002	9.001	3.002	22.005	1	1	1	1	1	2	1	4	0	0	26.005	
Maine	4.004	9.001	3.003	16.008	1	1	1	1	1	1	1	1	0	0	17.008	
Pennsylvania St	14.001	3.001	3.001	20.003	1	1	1	1	2.001	2.002	1	5.003	0	0	26.006	
Virginia Tech	8.001	3.002	1	11.003	1	1	1	1	1	1	3.001	3.001	0	0	15.004	
Wayne State	7.002	1	1	8.002	1	1	1	1	1	1	4.002	5.002	0	0	13.004	
UC San Diego	21.002	3.002	11.005	35.009	1	1	1	1	1	1	1	1	0	0	36.009	
Economics Total	682.058	198.032	215.060	1095.150	10.002	6	6.003	22.005	17.001	8.001	28.006	53.008	56.004	32.006	64.027	152.037
Percent within race	62%	18%	20%	100%	45%	27%	27%	100%	32%	15%	53%	100%	37%	21%	42%	100%
Percent of grand total	51.5%	15.0%	16.3%	82.8%	0.8%	0.5%	0.5%	1.7%	1.3%	0.6%	2.1%	4.0%	4.2%	2.4%	4.8%	11.5%
Females in column	8.5%	16.2%	27.9%	13.7%	20.0%	0%	50.0%	22.7%	5.9%	12.5%	21.4%	15.1%	7.1%	18.8%	42.2%	24.3%
Percent of grand total	0.9%	1.3%	2.3%	1.1%	0.1%	0.0%	0.5%	0.3%	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%	0.2%	0.3%

*By economics research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 10-B. Tenured/Tenure Track Faculty at Economics Departments No. 51-97 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
Rutgers	18.001	7.004	2	27.005	-	-	1	-	1	2	-	1	2	-	1	3
Yale	28.001	-	-	28.001	-	-	-	-	-	0	-	-	0	-	-	2
South Carolina**	6	1.001	3.002	10.003	-	-	-	-	-	0	-	-	0	-	-	1
New York	22	5.001	7	34.001	2	-	2.001	1	1	4.001	3.001	-	2.001	2.001	2.001	5.002
Delaware	11	10.002	-	22.002	-	-	-	-	-	1	-	-	1	-	-	3.001
Northwestern	22	1	7.001	30.001	-	-	2.001	-	3.001	5.002	1	-	2.002	-	-	3.002
Columbia, New York	16.002	3	8.002	27.004	-	-	2.001	-	1	3.001	6.001	-	8.002	-	-	8.002
Oregon	9.002	3.001	3.001	15.004	-	-	-	-	1	1	-	-	1	-	1	1
UT Austin	17	3	9.002	29.002	-	-	-	-	1	2.001	-	-	2	-	-	2
New Hampshire**	6.001	4	2.001	12.002	-	-	-	-	-	0	-	-	0	-	-	1.001
Florida St	13	4	6.002	23.002	1	-	-	-	-	0	-	-	0	-	-	3
UCLA**	23.004	4.001	12.003	39.008	-	-	1	-	1	1	1	-	1	-	-	2
Oklahoma	4	4.003	3	11.003	-	-	-	-	1	1	-	-	1	-	-	2
Southern California	12	3.001	2.001	17.002	-	-	-	-	-	0	2	2	2	-	-	6
Kansas	4	7.001	1	12.001	-	-	-	-	-	0	1	1	3.001	-	-	5.001
Wisconsin Milwaukee	6	2	5.001	13.001	1	-	1	-	-	1	3	2	2.001	-	-	7.001
San Diego State	8.003	2	3.001	13.004	1	-	1	-	-	0	1	1.001	1.001	-	-	3.002
George Washington	16.001	4	1	21.001	-	-	1.001	-	2.001	3.002	1.001	-	3.002	-	-	4.003
Illinois Chicago	10.002	4	2	16.002	-	-	2.001	1.001	-	3.002	1.001	-	1.001	-	-	1.001
Mississippi St	2	4.001	4.002	10.003	-	-	-	-	-	0	-	-	0	-	-	0
Colorado	12.001	4	6.003	22.004	-	-	-	-	-	1	2	1.001	1.001	-	-	2
SUNY Stony Brook**	8	2.001	3.001	13.001	-	-	-	-	-	0	-	-	0	-	-	0
New Mexico	6.001	3.003	2.002	11.006	-	-	-	-	-	0	-	-	0	-	-	0
Central Florida**	9.001	4	1	14.001	1	-	1	1	2	1	1	-	2.002	-	-	3.001
Portland St	5.001	2.001	-	7.002	-	-	-	-	-	0	-	-	0	-	-	0
UC Irvine	7.002	1	3	11.002	-	-	-	-	-	0	-	-	0	-	-	0
Vanderbilt	16.003	4	3.001	23.004	-	-	-	-	-	0	3.001	-	3.001	-	-	2
SUNY Buffalo	5	1	1	7	-	-	-	-	-	0	-	-	0	-	-	0
Pittsburgh	12.001	4.001	6.001	22.003	-	-	-	-	-	1	2	1.001	1.001	-	-	2
Tufts	7.001	9.002	3.001	19.004	-	-	-	-	-	0	-	-	0	-	-	0
SUNY Binghamton	8	2.001	2	12.001	-	-	-	-	-	0	-	-	0	-	-	0
Washington	13.002	6.001	2.001	21.004	-	-	-	-	-	0	-	-	0	-	-	0
Notre Dame	3	-	4.002	7.002	-	-	-	-	-	0	-	-	0	-	-	0
UC Riverside	8.001	2.001	2.002	12.004	-	-	-	-	-	0	-	-	0	-	-	0
Georgetown	11.001	7.001	6.002	24.004	-	-	1.001	-	1	2.001	6	-	2.001	-	-	3
Iowa**	10.001	3	5.004	18.005	-	-	-	-	-	0	-	-	0	-	-	0
North Carolina Chapel Hill	15.001	3.001	3.002	21.004	1	-	-	-	-	0	-	-	0	-	-	0
SUNY Albany	5.001	5	4	14.001	-	-	-	-	-	0	-	-	0	-	-	0
UC Santa Barbara	19	2.001	3	24.001	-	-	-	-	-	0	-	-	0	-	-	0
Hawaii Manoa	4.001	5.002	3	12.003	-	-	-	-	-	0	-	-	0	-	-	0
Brandeis	5.001	4.001	2	11.002	-	-	-	-	-	0	-	-	0	-	-	0
Massachusetts Boston	4.002	2.002	3.002	9.006	-	-	-	-	-	0	-	-	0	-	-	0
Southern Illinois	2	4.001	1	7.001	-	-	-	-	-	0	-	-	0	-	-	0
Syracuse	10	6.002	2	18.002	-	-	-	-	-	0	-	-	0	-	-	0
Naval Postgrad School	2.001	3	2.002	7.003	-	-	-	-	-	0	-	-	0	-	-	0
Washington St. Louis**	21	2	1	24	-	-	-	-	-	0	-	-	0	-	-	0
Akron	3	3.001	1	7.001	-	-	-	-	-	0	-	-	0	-	-	0
Economics Total	483.040	168.038	155.045	806.123	9.001	7.002	4	20.003	13.006	5.001	23.005	41.012	61.004	29.012	79.031	769.047
Percent within race	60%	21%	19%	100%	45%	35%	20%	100%	32%	12%	56%	100%	36%	17%	47%	100%
Percent of grand total	46.6%	16.2%	14.9%	77.7%	0.9%	0.7%	0.4%	1.9%	1.3%	0.5%	2.2%	4.0%	5.9%	2.8%	7.6%	16.3%
Females in column	8.3%	22.6%	29.0%	15.3%	11.1%	28.6%	0%	15.0%	46.2%	20.0%	21.7%	29.3%	6.6%	41.4%	39.2%	27.8%

*By economics research expenditures FY 2004; NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 11. Tenured/Tenure Track Faculty at the Top 50 Political Science Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
Princeton**	21,003	5,002	17,006	43,011	0	0	0	0	0	2	1,001	3	6,001	0	0	49,012
Pennsylvania**	14,005	5,001	5,003	24,009	1	1	0	0	0	1	1	1	2	0	0	27,009
Duke	14,002	4,001	4,001	22,004	1,001	1	2,001	1	1	1	1	0	2	0	0	27,005
Naval Postgrad Schl**	8	8,001	9,004	25,005	0	0	1,001	0	0	0	0	0	0	0	0	26,006
Harvard	14,002	5,001	0	19,003	0	0	1,001	0	0	0	0	0	1	0	0	21,004
Michigan**	23,004	7,003	8,005	38,012	1	1	1	1	1	2,001	1,001	1,001	4,003	0	0	43,015
Indiana	16,004	2,002	8,004	26,010	3,001	2,001	2,001	0	0	1	1,001	1,001	1	0	0	30,011
MD College Park	19,001	12,004	3,001	34,006	1	1	4,001	1	1	0	0	0	1,001	0	0	39,008
Georgetown	18,001	17,002	6,003	41,006	1	1	1	1	1	1	1	1	1	0	0	44,006
Washington	14,002	11,004	3,002	28,008	0	0	0	0	0	0	0	0	2,002	0	0	31,008
Rutgers	17,003	0	6,001	23,004	0	0	0	0	0	0	0	0	0	0	0	25,006
UC Berkeley	29,004	5,002	7	41,006	0	0	0	0	0	3	3	0	6	0	0	47,006
New York**	21,002	8,003	4,001	33,006	1	1	1	0	0	1	1	0	2	0	0	36,006
Syracuse	15,005	8,002	8,003	31,010	2	1	3	1	1	1,001	1,001	0	1,001	0	0	37,011
George Washington	22,006	5,001	12,003	39,010	0	0	0	0	0	0	0	0	0	0	0	41,010
Northwestern**	10,003	10,003	7,001	27,007	0	0	0	0	0	2	1	1,001	3,001	0	0	30,008
Pennsylvania St	7,001	9,005	1,001	17,007	1	1,001	2,001	0	0	1	1	1	2	0	0	21,008
George Mason	11,001	9,005	7,001	27,007	2,002	1	3,002	0	0	1	1	1	2	0	0	32,009
SUNY Albany	7	8,003	3,001	18,004	0	0	1,001	1	1	1	1,001	1,001	2,001	0	0	22,006
Florida St	7,001	5,001	11,004	23,006	1,001	2,001	2,001	0	0	1	1	1	2	0	0	27,007
Vanderbilt	8	3,001	5,003	16,004	1,001	0	1,001	0	0	0	0	0	0	0	0	17,005
Tufts**	6,001	2,001	6,003	14,005	2,001	0	2,001	1	1,001	1	1	1	1	0	0	19,007
UC Irvine	14,003	4,002	5,001	23,006	1,001	1,001	1,001	2	1,001	2,001	2,001	1	3,001	0	0	31,010
Michigan St	15,004	3	6,002	24,006	3	3	3	1,001	1,001	1	1	1	1	0	0	29,007
Carnegie Mellon**	3	2	1	6	1,001	1,001	1,001	1	1	0	0	2,001	2,001	0	0	10,002
Wisconsin Madison	23,005	6,001	6,001	35,007	0	0	0	0	0	1	1	0	0	0	0	36,007
Georgia	3	10,002	5,001	18,003	0	0	0	0	0	0	0	0	0	0	0	18,003
Southern California	9,004	1	11,004	1	1	1	1	1	1	1,001	1,001	1	3,001	0	0	16,005
South Carolina	14,004	7,002	4,001	25,007	1	2	3	0	0	1	1,001	1,001	2,001	0	0	30,008
UC San Diego	18,002	4	7,002	29,004	1,001	1,001	1,001	3,001	4,001	1,001	2,002	3,003	1,001	0	0	37,009
Minnesota	8,003	5,001	17,008	30,012	1	1	1	0	0	0	0	1,001	1,001	0	0	32,013
Connecticut	7,002	8,002	8,004	23,008	1,001	1,001	2,002	1	1	1	1,001	1,001	2,002	0	0	26,010
UC Davis	11	9,003	4,001	24,004	0	0	0	0	0	0	0	0	0	0	0	27,006
Clemson	8,001	1	4,001	13,002	1	1	1	1	1	1	1,001	1,001	2,002	0	0	14,002
Ohio St	13,002	8,002	9,004	30,008	1	1	2	0	0	0	0	1	1	0	0	33,008
Virginia Tech	8,001	5,002	4,002	17,005	0	0	0	1	1	1	1	1	2	0	0	18,005
Iowa	11,001	8,003	3,001	22,005	0	0	0	1	1	1	1	1	2	0	0	25,005
Oklahoma	6	12,004	5,001	23,005	1	1	1	0	0	0	0	3,002	3,002	0	0	27,007
MIT	10,002	6,001	4,001	20,004	1,001	1,001	1,001	0	0	1	2,002	3,002	3,002	0	0	24,007
Kansas**	8,001	7,003	5,003	20,007	0	0	0	0	0	1,001	1,001	1,001	1,001	0	0	21,008
Texas Tech	18,005	3,001	5,002	26,008	1	1	1	1	1	1,001	1	1	3,001	0	0	15,002
Cornell	5	3,001	3,001	11,002	1	1,001	2,001	1	1	0	0	0	0	0	0	29,009
Kentucky	8,001	3,001	1	12,002	1	1	2	0	0	0	0	0	0	0	0	12,002
Nebraska	13,001	8,004	11,004	32,009	1,001	1	2,001	1	1	0	0	3,001	3,001	0	0	14,002
Notre Dame	9,002	12,006	6,002	27,010	1	1	2	0	0	0	0	1,001	1,001	0	0	39,011
Arizona St**	16,002	6,001	9,004	31,007	1,001	1	2,001	1,001	1,001	1	2,001	2,001	3,001	0	0	30,011
Texas A&M	9,006	12,004	6,001	27,011	1,001	1	1,001	1	1	0	0	0	0	0	0	38,009
Georgia Tech**	8	12	6	26	1	1	1	1	1	1	1	1	1	1	1	29,012
Washington St	4,001	5,001	6,002	15,004	1	1	1	1,001	3,001	1	1,001	1,001	3,001	0	0	19,005
Florida International	604,104	320,095	296,102	1,220,301	27,007	18,008	13,005	58,020	9,001	12,003	17,004	36,019	81,029	0	1	1,398,358
Political Science Total																
Percent within race	50%	26%	24%	100%	47%	31%	22%	100%	24%	32%	45%	44%	100%	0%	100%	100%
Percent of grand total	43.2%	22.9%	21.2%	87.3%	1.9%	1.3%	0.9%	4.1%	0.6%	0.9%	1.2%	2.7%	2.7%	0%	0.1%	0.1%
Females in column	17.2%	29.7%	34.5%	24.7%	25.9%	44.4%	38.5%	34.5%	11.1%	25.0%	23.5%	52.8%	35.8%	0%	0%	0%

*By political science research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 11-B. Tenured/Tenure Track Faculty at Political Science Departments No. 51-96 by Race/Ethnicity, by Gender, and by Rank (FY 2007)**

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst		Tot
Colorado**	8,002	5	8,005	21,007	-	-	-	0	-	-	-	0	-	-	-	0	23,007
Brown	7,001	5,001	5,002	17,004	1	-	1,001	2,001	-	1,001	-	1,001	-	-	-	0	20,006
Illinois Urb-Champaign	5	9,002	8,003	22,005	-	1,001	1	2,001	-	2,001	1,001	3,002	-	-	-	0	29,010
SUNY Binghamton**	4	5,002	4,001	13,003	1	-	-	0	-	-	-	0	-	-	-	0	14,003
Portland St	5	4,002	1,001	10,003	-	-	-	0	-	-	-	0	-	-	-	0	10,003
San Diego St	4	6,003	3,001	13,004	-	-	-	0	-	-	-	0	-	-	-	0	19,006
Memphis	2	4,001	4,003	10,004	-	-	-	0	-	-	-	0	-	-	-	0	10,004
UCLA**	29,009	11,002	4,002	44,013	2	1	-	3	-	-	-	0	-	-	-	0	42,013
Columbia	20,003	7,004	6,003	33,010	1	-	2,001	3,001	1	1,001	2,001	4,002	-	-	-	0	38,005
SUNY Stony Brook	7,001	4,001	6,001	17,003	-	-	-	0	-	-	-	0	-	-	-	0	18,003
Akron	4,001	4	3,001	11,002	-	-	-	0	-	-	-	0	-	-	-	0	11,002
Washington St Louis	9	3	7,002	19,002	-	-	1,001	1,001	-	-	-	0	-	-	-	0	22,004
Iowa St	3,001	4	2,001	9,002	-	-	-	0	-	-	-	0	-	-	-	0	12,003
New Mexico	8,004	1	3	12,004	-	-	-	0	-	-	-	0	-	-	-	0	14,005
Pittsburgh	13,002	3	5,002	21,004	-	-	-	0	1,001	-	-	2,001	-	-	-	0	23,004
NC St**	2	7,002	2	11,002	-	-	-	0	-	-	-	0	-	-	-	0	12,002
Wayne State	11,001	7,003	4,002	22,006	-	-	-	0	-	-	-	0	-	-	-	0	24,006
Louisiana St	7,001	6,001	7,002	20,004	-	-	-	0	-	-	-	0	-	-	-	0	21,004
Mississippi St**	5	3,001	4,002	12,003	-	-	-	0	-	-	-	0	-	-	-	0	12,003
Purdue	6,001	14,006	2,001	22,008	-	1	-	1	-	-	-	1	-	-	-	0	24,008
Georgia St	2,001	9,001	5,001	16,003	-	1,001	1,001	2,002	-	-	-	1,001	-	-	-	0	19,006
Arizona	10,004	3,002	4,003	17,009	-	-	-	0	-	-	-	0	-	-	-	0	19,009
Central Florida	3,001	8,002	6,002	17,005	-	-	-	0	-	2,001	2,001	2,001	-	-	-	0	22,006
Oklahoma St	7,001	7,002	3,002	17,005	-	-	-	0	-	-	-	0	-	-	-	0	18,005
Brandeis**	13,002	1	-	14,002	-	-	-	0	-	-	-	0	-	-	-	0	15,003
New Hampshire**	3,002	9,003	3,003	15,008	-	-	-	0	-	-	-	0	-	-	-	0	16,009
SUNY Buffalo**	5	2,001	5,002	12,003	-	-	-	0	-	-	-	0	-	-	-	0	12,003
UT Austin	19,002	14,001	8,001	41,004	-	1,001	5,002	6,003	-	-	-	2	-	-	-	0	51,007
MD Baltimore County**	5,001	4,001	3,001	12,003	-	1,001	1	2,001	-	-	-	0	-	-	-	0	14,004
Boston C	11,002	5,001	3,001	19,004	-	-	-	0	-	-	-	0	-	-	-	0	20,004
Florida	11	11,004	12,004	34,008	-	1,001	-	1,001	-	-	-	1,001	-	-	-	0	37,010
North Dakota St	1	2	1	4	-	-	-	0	-	-	-	0	-	-	-	0	5,001
Yale	22,005	4,001	9,002	35,008	-	-	3,003	3,003	-	-	-	1,001	-	-	-	0	40,012
Illinois Chicago	10,003	4,002	2,001	16,006	-	1	-	1	-	1,001	1	2,001	-	-	-	0	20,007
UC Santa Barbara**	10,003	5,003	3,002	18,008	-	-	-	0	-	-	-	0	-	-	-	0	18,008
Cleveland State**	2	3	3,001	8,001	-	-	-	0	-	-	-	0	-	-	-	0	9,001
Wisconsin Milwaukee	5,001	6,001	4,002	15,004	-	-	-	0	-	-	-	0	-	-	-	0	16,004
Oregon	4,001	6,002	5,002	15,005	-	-	-	0	-	-	-	0	-	-	-	0	15,005
Missouri Columbia	3	7,002	4,001	14,003	1	-	-	1	-	1	-	1	-	-	-	0	17,003
UC Riverside	3	2,001	6,002	11,003	-	-	-	0	-	-	-	0	-	-	-	0	14,004
Hawaii Manoa	8,001	5,001	-	13,002	-	-	1,001	1,001	-	2,001	1,001	3,001	-	-	2,002	2,002	22,007
Maine**	3	4,001	2	9,001	-	-	-	0	-	-	-	0	-	-	-	0	9,001
Stanford	19,002	3	6,001	28,003	-	-	-	0	-	3,001	-	3,001	-	-	-	0	34,005
MA Boston**	5,002	1,001	3,002	9,005	-	-	-	0	-	-	-	0	-	-	-	0	11,005
Delaware	10,004	4,001	5,002	19,007	-	-	-	0	-	-	-	0	-	-	-	0	24,008
Tennessee	10,001	2	5,001	17,002	-	-	-	0	-	-	-	0	-	-	-	0	19,002
Political Science Total	363,066	243,065	198,074	804,205	6	12,005	22,012	40,017	5,001	10,004	15,007	30,012	11,002	16,005	21,005	48,012	925,248
Percent within race	45%	30%	25%	100%	15%	30%	55%	100%	17%	33%	50%	100%	23%	33%	44%	100%	100%
Percent of grand total	39.2%	26.3%	21.4%	86.9%	0.6%	1.3%	2.4%	4.3%	0.5%	1.1%	1.6%	3.2%	1.2%	1.7%	2.3%	5.2%	0.3%
Females in column	18.2%	26.7%	37.4%	25.5%	0%	41.7%	54.5%	42.5%	20.0%	40.0%	46.7%	40.0%	18.2%	31.2%	23.8%	25.0%	66.7%

*By political science research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 12. Tenured/Tenure Track Faculty at the Top 50 Sociology Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	
Pennsylvania St	18,001	4,002	4,003	1	-	1	1	-	1	-	-	-	-	-	-	28,006
Iowa St	12,006	10,004	4,002	1,001	1,001	-	1,001	1,001	1,001	-	-	-	-	-	-	29,015
Michigan	15,004	5,004	5,002	2,001	2,001	2,001	1,001	1,001	1,001	1,001	1,001	2,001	1,001	1,001	1,001	33,014
Wisconsin Madison	20,005	8,002	6,005	2,001	-	2,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	41,016
NC Chapel Hill	13,005	3	3,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	1,001	22,008
Brandeis	6,002	2,001	3,003	-	-	0	-	-	-	-	-	-	-	-	-	12,007
Columbia, New York	16,003	3,003	3,001	1	-	0	1	-	0	1	-	-	1	-	-	23,007
Arizona	9,002	3,001	5,003	1	-	1	1	-	1	-	-	-	1	-	-	19,006
Pennsylvania	12,002	2,002	6,003	2	1,001	3,001	1	1,001	1	1,001	1	1	2,001	-	-	25,009
Indiana	13,005	3,002	7,003	1,001	-	1	1	1,001	1	1	1	1	2	-	-	28,011
UC Berkeley	16,007	2,001	6,003	2,001	1,001	2,001	1	1,001	2,001	1	1	1	1	-	-	29,013
Duke	12,006	1	3,002	2,001	-	2,001	2	2,001	1	1	-	-	1,001	-	-	20,009
UCLA	27,005	6,003	5,002	2	1,001	3,002	2	2,001	1	5,001	1	1	1,001	-	-	49,013
Illinois Urb-Champ	3,001	5,003	4,003	1,001	2,001	3,002	-	-	0	0	2	3	3,002	-	-	18,009
Minnesota	11,004	11,003	5,004	1	-	1,001	1	1,001	1,001	-	-	-	1,001	1,001	1,001	31,014
UT Austin	20,004	7,004	4,001	1	3,001	4,001	1	2,001	4,001	1	1	2,002	3,002	-	-	42,013
UC San Diego	11,002	7,003	4,001	1,001	1	2,001	1	1	1	1	1	1	1	-	-	28,007
Kansas	6,003	4,002	5,004	1,001	-	1	1	1,001	2,001	-	-	-	1,001	1,001	1,001	18,011
SUNY Albany	10,003	7,002	2,001	1	1,001	2,001	1	1,001	2,001	1	1,001	2,001	2,001	-	-	25,009
Wayne St	3,002	2,001	3,002	1	2,001	3,001	-	-	1,001	1,001	-	-	0	-	-	12,007
Akron	3	5,003	3,002	1,001	1,001	1,001	2	1,001	1	1	1	1	1	-	-	14,005
Colorado	12,006	2,002	6,004	-	1,001	1,001	1,001	-	1,001	-	-	-	1,001	1,001	1,001	23,015
Purdue	13,003	10,005	7,003	2,002	1,001	1,001	1,001	-	1,001	-	-	-	1,001	1,001	1,001	33,013
Delaware	11,006	5,002	3,001	2,002	1,001	3,003	3	-	3	-	-	-	1	-	-	26,012
Florida St	7,003	3,002	9,004	1,001	-	1,001	1	-	1,001	-	-	-	1	-	-	21,010
Illinois Chicago	6,002	4,003	-	1,001	1,001	2,002	1	1,001	1,001	2,002	1	1	1	-	-	15,008
George Washington	3	1,001	3,003	-	-	0	-	-	-	0	-	-	-	-	-	7,004
MD College Park	11,004	10,003	3,002	1,001	1,001	2,002	1	1,001	1,001	1	1,001	1	2,001	-	-	29,012
Southern CA	7,002	4,002	1,001	1,001	1	2,001	1,001	1	2,002	1	1	1	1	-	-	17,008
Nebraska Lincoln	6,002	3,003	3,002	-	-	0	1	-	2,001	3,001	-	-	-	-	-	15,008
Rutgers	8,004	13,007	4,002	2,001	1,001	3,002	-	-	1,001	3,002	-	-	2,002	2,002	2,002	30,017
Washington St Louis	17,004	1	8,001	1	1,001	2,001	1	1,001	2,001	0	-	-	0	-	-	28,006
Notre Dame	8,002	8,002	5,003	-	-	1	3	-	1	3	-	-	-	-	-	25,007
Michigan St	12,004	5	5,003	4,002	1	2,002	1	2,002	7,004	0	-	-	1,001	1,001	1,001	30,012
SUNY Binghamton**	10,001	2,001	1,001	1	1	2	1	1,001	2,001	2,001	1	1,001	2,001	-	-	20,006
Washington St	4	7,005	6,005	-	-	0	-	-	0	0	-	-	0	-	-	19,012
New Hampshire**	7,004	4,002	3,002	-	-	0	-	-	0	1	1	1	1	-	-	15,008
Cornell	7,001	5,003	1	1	13,004	1	1	1	1	0	1	1	1	-	-	15,004
Washington	14,005	6,003	3,001	2	1,001	3,001	2	1,001	3,001	0	-	-	1	-	-	27,010
Georgia	7,001	8,003	3,001	1	1	2	1	1	2	0	0	0	1	-	-	20,005
Oklahoma	3	5,004	3,001	1	1	1,005	-	-	2,002	2,002	-	-	0	-	-	13,007
Memphis	3	4,002	2,002	2	1	9,004	-	-	0	1	1	1	1	-	-	10,004
Tennessee	3	5,002	2,001	2	1	10,003	2	1	2	0	-	-	1,001	1,001	1,001	13,004
Maine	4	1,001	2,002	1	1	7,003	1	1	1	0	0	0	1	-	-	8,003
NC St	10,004	8,001	5,002	-	2,001	2,001	-	-	0	0	-	-	1,001	1,001	1,001	26,009
Ohio St	11,002	8,004	4,004	1,001	1,001	3,002	1	1,001	3,002	0	-	-	1	-	-	27,012
Connecticut	12,004	3,001	6,004	1	1,001	3,001	1	1,001	3,001	0	-	-	1,001	1	2,001	26,011
Texas Tech	3	4,002	1,001	-	-	0	-	-	0	1	1	1	1	-	-	10,003
Florida International	2	5,002	-	-	-	7,002	-	-	0	1,001	1,001	4,002	-	-	-	11,004
Louisiana St	5,001	4	2,001	1	-	1,002	1	-	1	1	1	2	-	-	-	15,002
Sociology Total	482,137	248,114	191,108	36,013	21,009	32,020	22,003	12,006	19,009	53,018	16,003	15,006	24,017	55,026	2	1120,445
Percent within race	52%	27%	21%	40%	24%	36%	42%	23%	36%	100%	29%	27%	44%	0%	0%	100%
Females in column	43.0%	22.1%	17.1%	3.2%	1.9%	2.9%	2.0%	1.1%	1.7%	4.7%	1.4%	1.3%	2.1%	0%	0%	100%
Females in column	28.4%	46.0%	56.5%	36.1%	42.9%	62.5%	13.6%	50.0%	47.4%	34.0%	18.8%	40.0%	70.8%	47.3%	0%	39.7%

*By sociology research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf0323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 12-B. Tenured/Tenure Track Faculty at Sociology Departments No. 51-97 by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst		Tot
Georgia St	4	10.006	3.002	17.008	-	-	2.002	2.002	-	-	-	1.001	1.001	-	-	2.001	21.011
UC Irvine	8.002	4.002	7.004	19.008	1	1.001	-	1.001	1	1.001	-	3.001	3.001	-	-	3.001	25.010
Georgia Tech	-	-	7.003	7.003	-	-	-	-	-	-	-	-	-	-	-	0	8.003
Carnegie Mellon**	7.001	3.001	-	10.002	1	1.001	-	1.001	-	-	-	2.001	2.001	-	-	2.001	14.004
Missouri Columbia	4.001	3.001	-	7.002	1.001	-	2.001	2.001	-	-	-	4.001	5.001	-	-	5.001	15.004
Clemson	3.001	1.001	4.003	8.005	-	-	-	0	-	-	-	-	-	-	-	0	8.005
UC Davis	11.006	7.003	3	21.009	-	-	-	2	-	-	-	1.001	1.001	-	-	2.002	26.012
Brown	6.001	7.003	3.003	16.007	1	-	-	1	-	-	-	-	-	-	-	0	17.007
New Mexico	-	-	-	0	-	-	-	0	3	-	-	1.001	4.001	-	-	0	4.001
MD Baltimore County	7.002	4.002	6.004	17.008	-	-	-	0	-	-	-	-	-	-	-	0	17.008
Northwestern	12.003	6.003	1.001	19.007	2.001	-	1.001	3.002	-	-	-	2.002	2.002	-	-	2.002	25.011
Princeton	12.003	1	3.002	16.005	1	-	-	1	3.001	-	-	1	1	-	-	1	21.006
Texas A&M	12.002	1.001	6.002	19.005	1	3.001	-	4.001	1	1	3.003	5.003	2	-	-	2	30.009
South Carolina	7.002	4.001	3.003	14.006	1	-	-	1	-	-	-	0	1	-	-	1	16.006
Nevada Las Vegas**	6	4.002	4.003	14.005	-	-	-	0	-	-	-	0	-	-	-	0	14.005
North Dakota St	5.001	-	1.001	6.002	-	-	-	0	-	-	-	0	-	-	-	0	6.002
Pittsburgh	3.001	-	2.001	5.002	-	-	2.002	2.002	-	-	-	1.001	1.001	-	-	4.004	11.008
Florida	7.001	6.004	7.003	20.008	-	-	-	1	1.001	-	-	2.001	-	-	-	0	23.009
Iowa	6.004	2	6.003	14.007	-	-	-	0	-	-	-	1.001	1	-	-	2	17.008
Wisconsin Milwaukee	3.003	6.003	3.003	12.009	-	-	-	2	-	-	-	1	3.001	-	-	4.001	20.010
MIT	5.003	1	2.001	8.004	-	-	1	1	1	2	2	3	-	-	-	0	12.004
New York	20.006	5.002	1	26.008	1	-	1.001	2.001	3.001	-	1.001	4.002	1	-	-	2	34.011
Oklahoma St	4	3.002	4.001	11.003	1.001	-	-	1.001	-	-	-	0	1	-	-	1	14.004
UC Riverside	17.002	2.002	1.001	20.005	1	-	1	2	2	-	-	2	-	-	-	1.001	25.006
Kentucky	8.001	6.004	1.001	15.006	1.001	1.001	-	2.002	-	-	-	0	1.001	-	-	1.001	18.009
Mississippi St	8	4.001	4.002	16.003	-	-	-	1	-	-	-	0	-	-	-	1	18.003
Boston C	9.003	5.003	1.001	15.007	-	-	1.001	1	-	-	-	0	-	-	-	0	18.009
SUNY Stony Brook	10.002	3	2.001	15.003	-	-	1.001	1	-	-	-	1	-	-	-	0	18.004
George Mason	4.001	6.004	4.002	14.007	1	-	-	1	-	-	-	0	-	-	-	1	15.007
San Diego St	2.002	5.002	2	9.004	1	-	-	1	-	-	-	1.001	-	-	-	0	14.007
Central Florida	3.002	8.005	5.003	16.010	-	-	-	0	-	-	-	1	-	-	-	0	17.010
Virginia Tech	9.001	5.002	1.001	15.004	-	-	4.001	5.001	-	-	-	0	-	-	-	0	20.005
Arizona St	2.001	5.004	1	8.005	-	-	-	0	1	1.001	-	2.001	-	-	-	1	11.006
Stanford	10.005	-	4.002	14.007	1	-	-	1	-	-	-	0	1	-	-	2	18.007
MA Boston	5.002	3.001	4.002	12.005	-	-	2	2	-	-	-	1	1.001	-	-	2.001	17.006
Oregon	7.003	5.002	3.001	15.006	-	-	-	0	-	-	-	1	2.001	-	-	2.001	18.007
Harvard	11.004	1	2.001	14.005	2	1.001	-	3.001	-	-	-	0	1.001	-	-	1.001	18.007
Portland St	3.001	5.001	2.002	10.004	-	1.001	-	1.001	1.001	-	-	1.001	-	-	-	0	13.006
UC Santa Barbara	16.005	3.002	1	20.007	-	1	1.001	2.001	2.001	-	2.001	4.002	1	-	-	3.001	30.012
Hawaii Manoa	6.002	3.001	1	10.003	-	-	-	0	-	-	-	0	-	-	-	0	16.006
SUNY Buffalo	3	2	6.004	11.004	-	1.001	1	2.001	-	-	-	1	-	-	-	1	15.005
Southern Illinois	3.001	3.002	2.001	8.004	1	-	2.001	3.001	-	-	-	0	-	-	-	0	11.005
Syracuse	4.003	4.002	2.002	10.007	-	1	-	1	-	-	-	1.001	1.001	-	-	2.002	14.009
Yale	9.002	2.001	4.002	15.005	-	-	2.002	2.002	-	-	-	0	-	-	-	0	17.007
Cleveland State	4.001	3.001	2.002	9.004	-	1.001	-	1.001	-	-	-	0	-	-	2.001	2.001	12.006
Vanderbilt	6.003	3.001	4.002	13.006	-	-	-	1	-	-	-	0	-	-	-	0	14.006
Georgetown	4.001	1	1.001	6.002	1.001	-	-	1.001	-	-	-	1	-	-	-	0	8.003
Sociology Total	315.091	165.078	136.077	616.246	19.005	21.010	23.011	63.026	19.003	18.003	17.008	46.014	15.006	18.007	29.014	62.027	793.316
Percent within race	51%	27%	22%	100%	30%	33%	37%	100%	41%	22%	37%	100%	24%	29%	47%	100%	100%
Percent of grand total	39.7%	20.8%	17.2%	77.7%	2.4%	2.6%	2.9%	7.9%	2.4%	1.3%	2.1%	5.8%	1.9%	2.3%	3.7%	7.8%	0.8%
Females in column	28.9%	47.3%	56.6%	39.9%	26.3%	47.6%	47.8%	41.3%	15.8%	30.0%	47.1%	30.4%	40.0%	38.9%	48.3%	43.5%	50.0%

*By sociology research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#d7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 13. Tenured/Tenure Track Faculty at the "Top 50" Psychology Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst		Tot
Wisconsin Madison	25.012	-	-	25.012	1.001	1	2.001	-	-	-	2.001	2.001	-	-	-	0	29.014
Penn St**	14.006	18.007	7.002	39.015	-	1	1	-	1	1	1.001	3.003	-	-	-	0	44.018
New York	25.008	3	6.002	34.010	-	-	0	2.001	-	-	-	0	-	-	-	0	36.011
Rochester	9.001	1.001	3.001	13.003	-	-	0	-	-	-	-	0	-	-	-	0	13.003
Illinois Urb Champ	31.008	8.002	12.005	51.015	-	1	1	-	3.001	3.001	2.001	7.004	-	-	-	0	62.020
Georgia	18.006	12.005	5.002	35.013	1.001	-	1.001	1.001	-	1.001	-	0	-	-	-	0	37.015
Connecticut	24.006	15.006	9.006	48.018	-	-	0	-	-	-	-	0	-	-	-	0	50.019
Minnesota	22.004	6.001	10.003	38.008	-	-	0	-	1.001	1.001	1	2.001	-	-	-	0	42.009
Indiana	31.006	6.001	7.001	44.008	-	-	0	-	1	1	2	2.001	-	-	-	0	48.010
UCLA	36.012	8.002	8.004	52.018	-	-	0	-	1	1	2	2.001	-	-	-	0	65.023
Georgia St.	9.003	9.006	11.007	29.016	1	1	1.001	3.001	2.001	1	3.001	0	-	-	-	0	35.018
UC Berkeley	21.007	6.003	7.004	34.014	-	-	0	1.001	1.001	1	2	1.001	-	-	-	0	42.018
Rutgers	29.009	12.004	2.002	43.015	-	-	0	-	-	-	-	0	-	-	-	0	46.016
Memphis	12	10.004	8.001	30.005	-	-	0	2.002	2.002	1	1	1	-	-	-	0	33.007
Michigan	62.022	13.004	9.004	84.030	2	3.003	1	6.003	3.001	2.001	5.003	2	2.001	1.001	1	2.001	107.041
Temple	15.006	7	7.003	29.009	1	-	1	2	-	-	-	0	-	-	-	0	33.011
Miami	16.005	7.005	3.002	26.012	-	-	0	2.007	1.001	1	2.001	2.001	-	-	-	0	30.014
Oregon Health Sci	10.003	9.004	2	21.007	-	-	0	-	1	1	1	1	-	-	-	0	21.007
Colorado	23.007	13.002	4.002	40.011	-	-	0	-	1.001	1.001	4.003	6.004	-	-	-	0	48.017
Princeton	18.006	1.001	6.001	25.008	-	-	0	1.001	-	-	-	1.001	-	-	-	0	27.010
Nebraska	15.005	3	3.002	21.007	-	-	0	2.002	1	1	2	2	-	-	-	0	26.009
Vanderbilt	11.001	6.002	4.001	21.004	-	-	0	1	-	-	-	0	-	-	-	0	25.006
San Jose St	6.002	7.004	2.001	15.007	-	-	0	-	1.001	1	2.002	1	4.002	-	-	0	20.010
San Diego St	14.007	10.006	9.004	33.017	-	-	0	-	2.001	2.002	1.001	1.001	-	-	-	0	38.021
Florida**	21.003	8.002	7.005	36.010	1.001	-	1.001	1.001	-	-	-	1	-	-	-	0	38.011
Washington	17.005	11.006	7.003	35.014	1	-	1	1	2.001	1	3	1.001	5.002	-	-	0	44.017
Arizona St**	14.005	12.005	4.002	30.012	-	-	0	-	3	3.002	1	7.002	-	-	-	0	39.015
Stanford**	15.004	1.001	10.005	26.010	1	1.001	2.001	2.001	-	-	-	1	1.001	-	-	0	29.012
Florida St	19.005	8.004	7.003	34.012	1	-	1	1	2.001	-	-	1	-	-	-	0	39.013
Yale	15.005	3.001	5.001	23.007	-	-	0	-	-	-	-	0	-	-	-	0	28.011
Harvard	15.004	2.001	5.002	22.007	-	-	0	2.002	2.002	-	-	0	-	-	-	0	26.009
UConn	10.005	10.002	3.001	23.008	1	-	1	1	-	-	1	1	3	-	-	0	28.009
UT MDA Cancer Ctr.	5.002	3.002	8.005	16.009	-	-	0	-	-	-	-	0	-	-	-	0	16.009
Carnegie Mellon	16.005	3.002	2.001	21.008	-	-	0	-	-	-	-	0	-	-	-	0	21.008
UT Austin	32.008	12.005	5.001	49.014	-	-	0	-	-	-	-	3	-	-	-	0	53.014
Alabama Birmingham	9.002	5.001	1.001	15.004	-	-	0	-	1.001	1	1.001	1	-	-	-	0	17.005
Pittsburgh	18.005	8.002	6.004	32.011	1.001	-	1.001	1.001	-	-	-	0	1.001	-	-	0	36.014
UC San Diego**	14.002	6.002	5.001	25.005	-	-	0	-	-	-	-	0	-	-	-	0	27.005
Virginia**	9.002	6.002	9.004	24.008	2	2.001	4.001	4.001	-	-	-	2	-	-	-	0	30.009
Missouri Columbia	13.003	7.003	11.003	31.009	-	-	0	-	1.001	1	1	1.001	-	-	-	0	34.011
Ohio St	25.007	9.004	7.002	41.013	1	-	1	1	-	-	-	1	-	-	-	0	45.013
Boston U	15.007	10.006	-	25.013	-	-	0	-	1	1	1	1	-	-	-	0	27.013
Illinois Chicago	12.003	9.003	3.002	24.008	-	-	0	-	1.001	1.001	2.002	0	-	-	-	0	27.011
Michigan St	27.009	9.005	6.002	42.016	1	-	1	2	-	-	-	2	-	-	-	0	50.019
Chicago**	12.002	5.001	4.001	21.004	1	-	1	1	-	-	-	1	-	-	-	0	23.004
South Carolina	18.007	6.002	11.005	35.014	-	-	0	-	-	-	-	0	-	-	-	0	39.018
CUNY Hunter College	14.006	6.004	1.001	21.011	1	1.001	2.001	2.001	1.001	-	2	2	-	-	-	0	28.015
Dartmouth	9.001	3.001	3.001	15.003	-	-	0	-	-	-	-	0	-	-	-	0	16.003
NC Chapel Hill	19.005	12.005	7.005	38.015	2.002	-	1.001	3.003	-	-	-	1	-	-	-	0	41.018
Johns Hopkins	5.001	1.001	6.002	12.004	-	-	0	-	-	-	-	0	-	-	-	0	12.004
Psychology Total	894.265	365.143	287.123	1546.531	21.006	12.009	22.015	55.030	24.008	20.011	19.011	63.030	25.009	34.017	40.017	99.043	1770.637
Percent within race	58%	24%	19%	700%	38%	22%	40%	100%	38%	32%	30%	700%	25%	34%	40%	100%	0%
Percent of grand total	50.5%	20.6%	16.2%	87.3%	1.2%	0.7%	1.2%	3.1%	1.4%	1.1%	1.1%	3.6%	1.4%	1.9%	2.3%	5.6%	0%
Females in column	29.6%	39.2%	42.9%	34.3%	28.6%	75.0%	68.2%	54.5%	33.3%	55.0%	57.9%	47.6%	36.0%	50.0%	42.5%	43.4%	0%
Percent of grand total	100%	36.0%	43%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

*By psychology research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfof.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 13-B. Tenured/Tenure Track Faculty at the "Top 51 - 100" Psychology Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst		Tot
New Mexico	6,002	5,001	9,004	20,007	-	-	-	0	-	-	-	1,001	-	-	-	1,001	23,009
Houston	12,001	7,004	7,005	26,010	-	-	-	1	-	-	-	1,001	-	-	-	1,001	28,011
Purdue	26,003	13,006	4,003	43,012	-	-	-	0	-	-	-	0	-	-	-	0	46,013
Iowa**	11,003	7,001	4,003	22,007	-	-	-	0	-	-	-	0	-	-	-	0	25,007
Cornell	15,005	4	3,001	22,006	-	-	-	0	-	-	-	0	-	-	-	0	24,007
Pennsylvania	15,004	2,002	10,004	27,010	-	-	-	0	-	-	-	0	-	-	-	0	27,010
Kentucky	11,002	10,005	1	22,007	-	-	-	0	-	-	-	0	-	-	-	0	24,009
MA Amherst**	31,011	3,003	6,004	40,018	-	-	-	1	-	-	-	1	-	-	-	1	43,019
Virginia Commonwealth	12,002	10,006	3,001	25,009	1,001	3	-	4,001	1,001	1,001	1,001	2,002	-	-	-	0	31,012
MD College Park	19,007	6,001	2,001	27,009	1	-	-	0	-	-	-	0	-	-	-	0	29,009
SUNY Buffalo**	9,002	11,003	13,005	33,010	-	-	-	0	-	-	-	0	-	-	-	0	35,011
Southern California	23,007	10,002	-	33,009	-	-	-	0	-	-	-	0	-	-	-	0	36,009
Washington St. Louis**	10,001	9,004	8,003	27,008	1	-	-	0	-	-	-	0	-	-	-	0	29,009
Hawaii Manoa	10,002	3,002	5,003	18,007	-	-	-	0	-	-	-	0	-	-	-	0	22,008
Arizona	22,008	7,004	6,002	35,014	-	-	-	0	-	-	-	0	-	-	-	0	38,016
Northwestern	13,004	5	5,002	23,006	-	-	-	0	-	-	-	0	-	-	-	0	26,008
Tufts	9,003	2,002	3,002	14,007	-	-	-	1	-	-	-	1	-	-	-	1	16,008
Teachers C Columbia	15,007	15,007	2,002	32,016	3,002	1,001	-	4,003	1,001	1,001	1,001	3,002	-	-	-	0	40,022
Notre Dame	14,005	8,003	5,004	27,012	1	-	-	1	1,001	1,001	1,001	3,002	-	-	-	0	32,015
Utah St	8,002	3,001	9,004	20,007	-	-	-	0	-	-	-	0	-	-	-	0	23,010
SUNY Binghamton	14,003	5,003	6,001	25,007	-	-	-	0	-	-	-	0	-	-	-	0	27,009
Columbia	15,005	-	-	15,005	-	-	-	1	-	-	-	1	-	-	-	1	16,005
Colorado St	13,004	6,004	8,004	27,012	-	-	-	0	-	-	-	0	-	-	-	0	31,014
Rhode Island	19,005	2,002	5,003	26,012	-	-	-	0	-	-	-	0	-	-	-	0	28,012
Wayne St	15,004	12,004	8,004	35,012	-	-	-	0	-	-	-	0	-	-	-	0	36,013
Northwestern	6,002	7	3	16,002	-	-	-	0	-	-	-	0	-	-	-	0	19,004
UC Irvine	12,007	7,007	3,002	22,016	-	-	-	0	-	-	-	0	-	-	-	0	24,017
SUNY Stony Brook	14,005	8,005	3,001	25,011	-	-	-	0	-	-	-	0	-	-	-	0	31,015
Delaware	14,003	6,002	5,004	25,009	1	-	-	1	1,001	1,001	1,001	3,002	-	-	-	0	28,010
Georgia Tech	12,004	3,001	3	18,005	-	-	-	0	-	-	-	0	-	-	-	0	19,006
Brandeis	9,002	2	5,001	16,003	-	-	-	0	-	-	-	0	-	-	-	0	17,003
South Florida	23,006	1	10,003	34,009	-	-	-	0	-	-	-	0	-	-	-	0	37,010
Louisville	12,005	6,002	3,002	21,009	-	-	-	0	-	-	-	0	-	-	-	0	23,009
Syracuse	11,003	7,001	3,002	21,006	-	-	-	0	-	-	-	0	-	-	-	0	24,009
UC Santa Barbara	17,006	5	8,003	30,009	-	-	-	0	-	-	-	0	-	-	-	0	31,010
Alabama	11,001	9,005	2,001	22,007	-	-	-	0	-	-	-	0	-	-	-	0	25,010
Virginia Tech	7	10,004	1,001	18,005	-	-	-	0	-	-	-	0	-	-	-	0	20,006
George Mason	14,006	8,002	10,004	32,012	-	-	-	0	-	-	-	0	-	-	-	0	35,013
Howard**	5,001	-	3,003	8,004	6,002	2,001	2,002	10,005	-	-	-	0	-	-	-	0	19,009
DePaul	9,004	7,004	5,004	21,012	1,001	-	-	1	1,001	2,001	1,001	4,001	-	-	-	0	28,017
Utah	15,006	7,005	7,004	29,015	-	-	-	0	-	-	-	0	-	-	-	0	34,016
Texas A&M	13,001	6,003	10,006	29,010	1	-	-	1	1,001	2,001	2,001	5,003	-	-	-	0	35,013
Brown**	9,004	4,002	1	14,006	-	-	-	0	-	-	-	0	-	-	-	0	14,006
Florida International	13,006	3,002	7,003	23,011	-	-	-	0	-	-	-	0	-	-	-	0	24,011
Emory	18,004	5,004	4,002	27,010	1	-	-	1	5,003	5,003	1,001	11,001	-	-	-	0	28,010
Rush	2,002	1	13,009	16,011	-	-	-	0	-	-	-	0	-	-	-	0	16,011
CUNY Herbert Lehman	3,001	6,003	2	11,004	-	-	-	0	-	-	-	0	-	-	-	0	14,006
Denver	9,002	3,002	5,005	17,009	-	-	-	0	-	-	-	0	-	-	-	0	18,009
Texas Christian	8	1	1,001	10,001	-	-	-	0	-	-	-	0	-	-	-	0	13,003
Missouri Kansas City	2	7,006	6,004	15,010	-	-	-	0	-	-	-	0	-	-	-	0	15,010
Psychology Total	635,183	294,130	255,130	1,184,443	18,006	23,012	11,008	52,026	5,001	14,009	14,009	33,019	16,005	12,008	23,013	51,026	1,326,518
Percent within race	53.6%	24.8%	21.5%	70.0%	34.6%	44.2%	21.2%	70.0%	15.1%	42.4%	42.4%	70.0%	31.4%	23.5%	45.1%	70.0%	100%
Percent of grand total	47.9%	22.2%	19.2%	89.3%	1.4%	1.7%	0.8%	3.9%	0.4%	1.1%	1.1%	2.5%	1.2%	0.9%	1.7%	3.8%	100%
Females in column	28.8%	44.2%	51.0%	37.4%	33.3%	52.2%	72.7%	50.0%	20.0%	64.3%	64.3%	57.6%	31.2%	66.7%	56.5%	51.0%	39.1%

*By psychology research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 14. Tenured/Tenure Track Faculty at the Top 50 Biological Sciences Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		
Baylor C Medicine	35.0008	21.0010	9.0004	65.0022			1			5.0001	9	11.0002	25.0003			91.0025	
Washington St Louis	15.0004	3.0001	3.0002	21.0007						2			2			23.0007	
Pennsylvania	42.0006	13.0005	16.0005	71.0016		1.0001				5.0001	1	3.0001	9.0002			81.0019	
Rockefeller	53.0006	8.0002	4.0001	65.0009						2	2	2	6			71.0009	
Johns Hopkins	23.0004	5.0002	3	31.0006			3			2.0001		3.0002	5.0003			40.0009	
Wisconsin**	12.0002	4.0002	6.0003	22.0007							1.0001		1.0001			23.0008	
North Carolina Chapel Hill	60.0013	13.0003	20.0008	93.0024		2.0001				6.0001	3	4.0002	13.0003			108.0028	
UT MDA Cancer Ctr.**	21.0003	13.0002	8.0002	42.0007						4.0002	6.0002	15.0002	25.0006			67.0013	
UT SW Med Ctr Dallas	43.0005	16.0002	25.0009	84.0016		1.0001		3.0003	4.0003	5.0001	6.0002	14.0005	25.0008			114.0028	
UC Davis**	39.0010	13.0006	15.0004	67.0020						5.0001	2.0001	2.0001	9.0003			76.0023	
Columbia NY	51.0012	12.0002	24.0011	87.0025						4.0002	4.0001	4	12.0003			99.0028	
Vanderbilt	51.0010	10.0003	32.0011	93.0024							2	3	5			101.0025	
Yale	87.0017	39.0016	46.0019	172.0052		1	2.0001	4.0001		1	1.0001	1	2.0001			204.0062	
Michigan	32.0004	13.0006	20.0010	65.0020						3	5.0001	4	12.0001			78.0022	
MIT	56.0014	7.0002	12.0005	75.0021				1.0001		8.0001	1	2	11.0001		1.0001	89.0023	
Nebraska	16.0003	12.0003	13.0004	41.0010			1									54.0013	
Louisiana State	26.0004	14.0003	13.0003	53.0010				1.0001		1.0001	2	5.0002	8.0003			60.0010	
Alabama Birmingham	23.0004	16.0004	13.0006	52.0014												63.0018	
Michigan State	77.0015	23.0007	23.0009	123.0031		2	2.0001	4.0001		4	3.0001	3.0001	10.0002		1	141.0034	
SUNY Albany	11.0001	5.0001	3.0002	19.0004						1.0001		5	6.0001			26.0005	
U. TX Medical Branch	175.0033	97.0036	50.0020	322.0089		6.0001	4.0003	14.0004		10.0002	6.0001	9.0002	25.0005			439.0120	
Tufts	18.0004	8.0002	3.0001	29.0007			1	1.0001		1	1.0001		2.0001			33.0009	
U. CA, Irvine	52.0008	13.0003	14.0007	79.0018		1				2	1.0001	4.0003	7.0004			104.0028	
Washington	43.0008	14.0007	6.0004	63.0019						1	1	2.0001	4.0002			74.0024	
Ohio State	30.0006	32.0006	15.0008	77.0020			2.0001	2.0001								91.0022	
Northwestern	11.0001	2.0001	1	14.0002							1.0001		1.0001			17.0003	
Georgia	75.0012	27.0008	23.0005	125.0025		1				2.0001		2.0001	4.0002			136.0029	
Mt. Sinai School of Med**	11	2	6.0004	19.0004						1	1.0001	3	5			26.0006	
Oregon Health & Sci	14.0003	9.0004	6.0002	29.0009												35.0012	
U. of Med and Dent NJ	30.0009	11.0004	9.0004	50.0017		1.0001				4	5	7.0003	16.0003		1	70.0021	
Indiana**	32.0007	16.0001	18.0004	66.0012						2.0001	1.0001	4.0002	7.0004			80.0017	
Cornell	158.0023	75.0024	19.0006	252.0053		2.0001	2	4.0001		4	4	4	12			271.0054	
Arizona	36.0003	16.0007	13.0007	65.0017						2	2	2	4			70.0017	
North Carolina State	44.0006	18.0002	23.0011	85.0019		1	1.0001	2.0001		1	3.0001	1	5.0001			92.0021	
Cincinnati	87.0014	34.0011	22.0007	143.0032		1				20.0003	10.0001	4	34.0004			180.0036	
Duke	30.0003	16.0004	8.0004	54.0011						3.0003		3	6.0003			64.0014	
Chicago	47.0007	26.0008	23.0009	96.0024						9.0002	7.0002	2	18.0004			118.0029	
Kansas	27.0005	17.0003	4.0001	48.0009						1						51.0010	
Case Western Reserve	3.0001	2.0001	5.0001	10.0003												11.0003	
Minnesota	94.0028	22.0009	2.0002	118.0039						5.0001	7.0002	1	13.0003			134.0042	
SUNY Stony Brook	35.0007	7.0005	4.0001	46.0013												49.0013	
Virginia	18.0001	7.0004	2	27.0005						1			1			28.0005	
Kentucky	23.0006	20.0006	5.0001	48.0013						2	2	1	5			55.0013	
Harvard	73.0010	20.0005	14.0003	107.0018		1				8.0003	3.0001	6.0003	17.0007			126.0026	
Illinois Urb Champ	60.0007	17.0006	29.0011	106.0024						2.0001	6.0002	5	13.0003			125.0028	
SUNY Buffalo	13.0002	6.0001	7.0003	26.0006						1	1	2	3			30.0006	
Iowa	25.0004	13.0005	13.0002	51.0011						9	3.0002		12.0002			63.0013	
Connecticut	35.0005	27.0009	9.0004	71.0018						1	2.0001		3.0001			76.0020	
Illinois Chicago	14.0005	8.0004	1	23.0009						1	3.0002		4.0002			29.0012	
U. CA, San Diego	35.0002	12.0003	17.0017	64.0022			3.0001	3.0001		4	5	5.0001	17.0001			88.0024	
Biological Sci Total	2121.0375	854.0271	679.0267	3654.0913		18.0003	14.0006	19.0007	51.0016	39.0003	28.0012	40.0012	107.0027	196.0040	156.0037	200.0051	552.0128
Percent within race	58%	23%	19%	100%		35%	27%	37%	100%	36%	26%	37%	100%	30%	50%	20%	100%
Percent of grand total	48.5%	19.5%	15.5%	83.5%		0.4%	0.3%	0.4%	1.2%	0.9%	0.6%	0.9%	2.4%	4.5%	3.6%	4.6%	12.6%
Females in column	17.7%	31.7%	39.3%	25.0%		16.7%	42.9%	36.8%	31.4%	20.4%	23.7%	25.5%	23.2%	0%	20.0%	50.0%	20.0%

*By biological sciences research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys", Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 14-B. Tenured/Tenure Track Faculty at Biological Sciences Departments No. 51-100 by Race/Ethnicity, by Gender, and by Rank (FY 2007)**

University	White			Black			Hispanic			Asian			Native American			Total					
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst						
Rutgers	102,0015	39,0012	14,0003	155,0030	1	-	-	1	1,0001	1	3,0001	18,0004	4,0002	7,0003	29,0009	-	-	-	0	188,0040	
Florida	99,0011	38,0012	44,0012	181,0035	2,0001	5,0001	2,0001	9,0003	4	3	2	9	4	6,0001	14,0001	-	-	-	0	213,0039	
MA Worcester**	24,0009	16,0003	15,0007	55,0019	-	2,0001	-	2,0001	-	-	1	1	2	-	4	-	-	-	0	62,0020	
U. C A Berkeley	80,0018	12,0004	23,0009	115,0031	1	-	-	1	2,0001	-	2,0001	10,0001	3,0001	5,0001	18,0003	-	-	-	0	136,0035	
Emory	15,0002	11,0002	4,0001	30,0005	1	-	-	1	-	-	0	1	1	4,0001	6,0001	-	-	-	0	38,0006	
Thomas Jefferson	4	2,0001	-	6,0001	-	-	0	0	-	-	0	-	2	-	-	-	-	-	0	8,0001	
Colorado	42,0009	14,0003	19,0005	75,0017	1	-	-	1	1	1	2	2	4,0001	-	6,0001	-	-	-	0	84,0018	
Rochester	11,0001	9,0005	20,0003	40,0009	-	-	0	0	-	-	0	3	5,0002	4,0002	12,0004	-	-	-	0	52,0013	
Washington State	30,0003	15,0005	11,0003	56,0011	-	-	0	0	-	-	0	4,0002	1	1	6,0002	-	-	-	0	62,0013	
New York	24,0004	16,0003	13,0002	53,0009	-	-	0	0	-	-	0	2,0001	3,0002	1,0001	6,0004	-	-	-	0	60,0013	
Tennessee	15,0004	5	11,0002	31,0006	-	-	1,0001	1,0001	-	-	0	-	-	-	-	-	-	-	0	33,0007	
TX HS, San Antonio**	27,0007	8,0006	14,0006	49,0019	-	-	1	1	-	-	0	2	2,0001	9,0003	13,0004	-	-	-	0	63,0023	
Medical U. South Carolina	33,0004	16,0006	32,0028	81,0038	1	-	-	1	-	-	0	8,0002	2,0001	4,0001	14,0004	-	-	-	0	96,0042	
Maryland Baltimore	15,0002	17,0004	10,0002	42,0008	2	-	-	2	-	-	1	1	2,0001	6	9,0001	-	-	-	0	54,0009	
Iowa State	84,0005	45,0012	28,0010	157,0027	-	-	1	1	3,0001	1	2,0001	6,0002	5,0001	2	11,0002	-	-	-	1	176,0031	
Yeshiva	11,0001	5,0005	10,0005	26,0011	-	-	0	0	-	-	0	1	1	2	4	-	-	-	0	31,0011	
Missouri Columbia	16,0002	10,0002	6,0002	32,0006	-	-	1	1	1,0001	-	3,0002	1	1	2,0001	4,0001	-	-	-	0	40,0009	
Cal Tech	28,0008	1	4,0001	33,0009	1	-	-	1	-	-	0	2	2	1	3	-	-	-	0	37,0009	
UC San Francisco	54,0017	12,0002	13,0002	79,0021	-	-	0	0	2	-	2	4	3	5,0001	12,0001	-	-	-	0	93,0022	
TX HS, Houston	11,0002	4,0001	3,0001	18,0004	-	-	0	0	-	-	0	-	1	2,0001	4,0001	-	-	-	0	22,0005	
Medical C. Wisconsin**	22,0005	16,0006	12,0005	50,0016	-	-	0	0	-	-	1,0001	5,0001	2	4,0001	11,0002	-	-	-	0	62,0019	
Pennsylvania State	30,0006	13,0001	15,0006	58,0013	1	1	3	0	-	-	0	5	3	6,0001	14,0001	-	-	-	0	75,0014	
Purdue	28,0004	6,0002	7,0002	41,0008	-	-	0	0	-	-	2	1	1	8,0002	10,0002	-	-	-	0	53,0010	
Utah	8,0002	4,0002	5,0001	17,0005	-	-	0	0	-	-	2	1	1	-	0	-	-	-	0	19,0005	
Oregon State	21,0003	11,0006	8,0005	40,0014	-	-	0	0	2	1	3	1	1	4,0001	6,0001	-	-	-	0	49,0015	
Virginia Commonwealth	8	14,0004	9,0004	31,0008	-	-	1,0001	1,0001	-	-	3,0002	-	2	2,0001	4,0001	-	-	-	0	39,0012	
Princeton	12,0002	3,0001	1,0001	16,0004	-	-	0	0	-	-	0	-	-	-	0	-	-	-	0	16,0004	
Medical C. Georgia	9,0002	4,0002	6,0002	19,0006	-	-	0	0	-	-	3	1	1	5,0003	6,0003	-	-	-	0	28,0009	
Oklahoma	21,0005	12,0003	15,0005	48,0013	-	-	0	0	1	1	2	3	-	2	5	-	-	-	0	58,0014	
Texas A&M	17,0002	12,0002	12,0003	41,0007	-	-	0	0	-	-	2	1	1	2,0001	2,0001	-	-	-	0	45,0008	
Vermont	16,0004	19,0007	9,0002	44,0013	-	-	0	0	1	-	3,0001	4,0001	-	3	3	-	-	-	0	51,0014	
New Mexico	21,0003	5	7,0001	33,0004	-	-	0	0	1,0001	1,0001	3,0003	1	1,0001	2,0001	8,0002	-	-	-	0	36,0007	
Arkansas	53,0002	13,0003	2,0001	68,0006	-	-	0	0	-	-	0	-	3,0002	3	6,0002	-	-	-	0	75,0008	
Colorado State	36,0009	17,0009	19,0008	72,0026	3	-	3	3	-	-	3	2	2	4,0001	6,0001	-	-	-	0	84,0027	
Brandeis	11,0005	4,0001	3,0001	18,0007	-	-	0	0	-	-	0	1,0001	2,0001	-	3,0002	-	-	-	0	21,0009	
Kansas State	25,0003	13,0004	14,0005	52,0012	-	-	0	0	1	-	4,0003	5,0003	5	4	10	-	-	-	0	67,0015	
Miami	21,0003	8,0001	8,0005	37,0009	-	-	0	0	2	-	2	3	5	3	11	-	-	-	0	50,0009	
Nevada Reno	10,0001	9,0003	7,0001	26,0005	-	-	0	0	1	1	1,0001	2,0001	1	1	2	-	-	-	0	31,0006	
UT Austin	71,0012	18,0004	26,0007	115,0023	-	-	0	0	2	2	4	3,0001	2	10,0004	15,0005	-	-	-	0	134,0028	
Arizona State**	52,0004	33,0011	27,0007	112,0022	-	-	0	0	1	1	2	2	4,0002	8,0001	14,0003	-	-	-	0	128,0025	
New York Medical C.	7,0002	2,0001	-	9,0003	-	-	0	0	-	-	0	6,0002	1	1	7,0002	-	-	-	0	16,0005	
SUNY HS Ctr. Brooklyn	9,0004	4,0001	6,0003	19,0008	-	-	0	0	-	-	1	1	1	5,0003	12,0003	-	-	-	0	21,0008	
Meharry Medical C.	2,0001	1,0001	1,0001	4,0003	4	8,0002	4,0002	16,0004	2	-	2	6	1	2	6,0002	-	-	-	0	34,0010	
Georgetown	17,0004	10,0004	5,0004	32,0012	-	-	0	0	-	-	1,0001	3,0002	1	2	6,0002	-	-	-	0	40,0015	
Oklahoma State	22,0005	9,0001	7,0004	38,0010	-	-	1	1	-	-	0	1	1	1	2	-	-	-	0	42,0010	
Tulane	11,0001	7,0003	5,0002	23,0006	-	-	1	1	-	-	0	2	-	2	4	-	-	-	0	26,0006	
Temple**	14,0002	4,0002	3	21,0004	-	-	0	0	-	-	0	2	2,0002	-	2,0002	-	-	-	0	25,0004	
Drexel	22,0007	12,0003	14,0007	48,0017	-	-	0	0	-	-	0	6,0001	-	6	12,0001	-	-	-	0	50,0019	
Stanford	78,0016	16,0005	19,0009	113,0030	-	-	1	2	1	1	2	2	3,0001	3,0001	8,0002	-	-	-	0	129,0031	
Maryland Biotech Inst**	12,0001	7,0001	2	21,0002	-	-	0	0	-	-	0	2	3,0001	3,0001	8,0002	-	-	-	0	29,0004	
Biological Sci Total	1411,0244	601,0182	568,0206	2,580,0632	17,0001	21,0004	12,0005	50,0010	31,0004	18,0002	34,0012	83,0018	130,0019	81,0020	151,0036	362,0075	1,0001	5	0	6,0001	3081,0736
Percent within race	55%	23%	18%	100%	34%	42%	24%	100%	37%	22%	41%	100%	36%	22%	42%	100%	17%	83%	0%	100%	
Percent of grand total	45.8%	19.5%	18.4%	83.7%	0.6%	0.7%	0.4%	1.6%	1.0%	0.6%	1.1%	2.7%	4.2%	2.6%	4.9%	11.7%	0.0%	0.2%	0%	0.2%	
Females in column	17.3%	30.3%	36.3%	24.5%	5.9%	19.0%	41.7%	20.0%	12.9%	11.1%	35.3%	21.7%	14.6%	24.7%	23.8%	20.7%	100%	0%	0%	16.7%	

*By biological sciences research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Table 15. Tenured/Tenure Track Faculty at the Top 50 Earth Sciences Departments by Race/Ethnicity, by Gender, and by Rank (FY 2007)*

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst	Full	Assoc	Asst		Tot
Colorado	10.003	5	5.004	20.007	-	-	1	-	1	-	1.001	1.001	-	-	-	0	23.008
Colorado St	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	0	2
Illinois Urb Champaign	37.004	22.002	9.002	68.008	-	-	-	-	-	-	-	-	-	-	-	0	76.010
UC San Diego	75.010	3.002	5.001	83.013	-	-	2	2	4.001	6.001	2.001	2.001	-	-	-	0	92.015
Woods Hole Ocean Inst	10.003	12.004	1	23.007	-	-	-	-	-	-	-	-	-	-	-	0	25.007
UT Austin	25.001	5	2	32.001	-	-	-	-	-	-	-	-	-	-	-	1	35.001
Pennsylvania St	17.002	6	8.003	31.005	-	-	-	-	-	-	-	-	-	-	-	0	31.005
MD Baltimore County	1	5.001	3.001	9.002	-	-	-	-	-	-	-	-	-	-	-	0	10.003
New Hampshire	4.001	3.001	5.001	12.003	-	-	-	-	-	-	-	-	-	-	-	0	12.003
NC Chapel Hill	18.001	2.001	4	24.002	-	-	-	-	-	-	-	-	-	-	-	0	25.002
Nevada Las Vegas	-	3.002	2	5.002	-	-	-	-	-	-	-	-	-	-	-	0	5.002
Kansas	10.001	8.002	2	20.003	-	-	-	-	-	-	-	-	-	-	-	0	23.003
California Tech	23.002	4	7.003	34.005	-	-	-	-	-	-	-	-	-	-	-	2	36.005
Stanford	31.005	7.001	5.002	43.008	1	-	-	-	-	-	-	-	-	-	-	0	47.009
Alaska Fairbanks	2.001	1	1	4.001	-	-	-	-	-	-	-	-	-	-	-	0	5.002
Southern California	15.001	3	1	19.001	-	-	-	-	-	-	-	-	-	-	-	0	21.001
Hawaii Manoa	11	5.002	1.001	17.003	-	-	1	-	-	-	-	-	-	-	-	0	19.003
Arizona St	7.001	5.002	6.001	18.004	-	-	1	-	-	-	-	-	-	-	-	0	20.004
Maine	12	3.001	1	16.001	-	-	-	-	-	-	-	-	-	-	-	0	16.001
MIT	29.003	2.001	2	33.004	1	-	-	-	-	-	-	-	-	-	-	0	35.004
Desert Research Inst**	2	5.001	4	11.001	-	-	-	-	-	-	-	-	-	-	-	0	13.001
George Mason	1	2.001	2.001	5.002	-	-	-	-	-	-	-	-	-	-	-	0	6.002
Florida St	3	7	1.001	11.001	-	-	-	-	-	-	-	-	-	-	-	1	15.002
UC Berkeley	17.003	2.001	1	20.004	-	-	-	-	-	-	-	-	-	-	-	0	22.005
Arizona	15.001	6.001	3.001	24.003	-	-	1	2	2.001	2.001	2.001	2.001	-	-	-	0	27.003
Washington**	19.002	4.001	2	25.003	-	-	-	-	-	-	-	-	-	-	-	0	26.003
Michigan**	19.004	11.003	6.003	36.010	1	1.001	1.001	2	1	1	1	1	-	-	-	0	40.012
South Carolina	9	3	6.002	18.002	-	-	-	-	-	-	-	-	-	-	-	1	25.003
SUNY Stony Brook	10.001	-	2.001	12.002	-	-	-	-	-	-	-	-	-	-	-	0	14.002
Oklahoma	21	14.002	3	38.002	-	-	-	-	-	-	-	-	-	-	-	2	44.003
Georgia Tech	8.002	6.001	8.002	22.005	-	-	-	-	-	-	-	-	-	-	-	0	26.006
West Virginia	15.002	4	4.003	23.005	-	-	-	-	-	-	-	-	-	-	-	0	27.005
MD College Park	17.001	8.002	8.002	33.005	-	-	1	1	1	1	1	1	-	-	-	0	34.005
NM Mine and Tech	9	5.001	2.001	16.002	-	-	-	-	-	-	-	-	-	-	-	0	17.002
Utah St	3	4.001	2.001	9.002	-	-	-	-	-	-	-	-	-	-	-	0	9.002
Minnesota**	13.002	2.001	4.001	19.004	-	-	-	-	-	-	-	-	-	-	-	0	22.005
Virginia Tech	13.002	7.001	-	20.003	-	-	-	-	-	-	-	-	-	-	-	0	22.004
Louisiana St	8.001	1.001	4.001	13.003	-	-	-	-	-	-	-	-	-	-	-	0	18.004
Brown**	11.003	2	5.002	18.005	-	-	-	-	-	-	-	-	-	-	-	0	20.005
Iowa St	19	3.001	4.001	26.002	-	-	1	1	1	1	1	1	-	-	-	0	31.002
UCLA**	22.001	2.001	5.001	29.003	-	-	-	-	-	-	-	-	-	-	-	0	30.003
Wisconsin Madison	15.004	2	2	19.004	-	-	-	-	-	-	-	-	-	-	-	0	22.005
Indiana	2	4.002	2	8.002	-	-	-	-	-	-	-	-	-	-	-	0	10.002
Nevada Reno	15	2.002	-	17.002	-	-	-	-	-	-	-	-	-	-	-	0	17.002
Ohio St	15	10.003	6.003	31.006	-	-	-	-	-	-	-	-	-	-	-	0	35.006
Princeton	14.002	-	3.001	17.003	-	-	-	-	-	-	-	-	-	-	-	0	18.003
Chicago**	13	1	6.002	20.002	-	-	-	-	-	-	-	-	-	-	-	0	22.002
Washington St. Louis	10.001	4	2.002	16.003	-	-	-	-	-	-	-	-	-	-	-	0	16.003
UC Riverside	9.001	3	3.001	15.002	-	-	-	-	-	-	-	-	-	-	-	0	15.002
Missouri Rolla	4	6.002	1	11.002	2.001	1	-	-	-	-	-	-	-	-	-	0	17.004
Earth Sciences Total	688.072	234.051	172.052	1094.175	5.001	6.001	2	13.002	9.001	8.001	8.001	25.003	35.004	28.007	20.005	83.016	1218.196
Percent within race	63%	21%	16%	700%	38%	46%	15%	100%	36%	32%	32%	42%	42%	34%	24%	700%	100%
Percent of grand total	56.5%	19.2%	14.1%	89.8%	0.4%	0.5%	0.2%	1.1%	0.7%	0.7%	0.7%	2.9%	2.9%	2.3%	1.6%	6.8%	0.1%
Females in column	10.5%	21.8%	30.2%	16.0%	20.0%	16.7%	0%	15.4%	11.1%	12.5%	12.5%	12.0%	11.4%	25.0%	25.0%	19.3%	0%

*By earth sciences research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/tables.htm#rd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.: Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djm/diversity/top50.html>

Table 15-B. Tenured/Tenure Track Faculty at Earth Sciences Departments No. 51-90 by Race/Ethnicity, by Gender, and by Rank (FY 2007)**

University	White			Black			Hispanic			Asian			Native American			Total	
	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst	Tot	Full	Assoc	Asst		Tot
Memphis	8.001	3	2.002	13.003	-	-	-	1	-	-	-	2	-	-	-	2	16.003
UC Santa Barbara	16.003	3	1.001	20.004	-	-	-	1	-	-	-	1	-	-	-	2	23.004
Maryland Ctr Env. Sci**	27.003	8.002	10.005	45.010	-	-	-	-	-	-	-	0	-	-	-	4	49.010
Cornell	15.004	3	2.001	20.005	-	-	-	-	-	-	-	0	-	-	-	0	21.005
Georgia	11.001	6.002	1	18.003	1	-	-	1	-	-	-	1	-	-	-	1	21.003
Houston	12.001	6.001	4	22.002	-	-	-	-	-	-	-	0	-	-	-	0	27.003
Florida	12	12.004	7.001	31.005	-	-	-	1.001	1.001	-	-	1	-	-	-	1	34.007
Toledo	8.001	8.001	7.003	23.005	-	-	-	-	-	-	-	0	-	-	-	0	24.005
Wyoming	10.003	3	3.001	16.004	-	-	-	-	-	-	-	0	-	-	-	0	17.005
Texas A&M	21.002	6.001	7.003	34.006	-	-	-	2	1	-	-	3	1	-	-	2	39.006
Nebraska	15.002	5	4.001	24.003	-	-	-	-	-	-	-	0	-	-	-	0	25.003
UC Santa Cruz**	16.004	1	3.001	20.005	-	-	-	-	-	-	-	0	-	-	-	0	21.005
Utah	14.001	5.001	2.001	21.003	-	-	-	-	-	-	-	0	1.001	-	-	1.001	22.004
South Florida	4	4.001	6.001	14.002	-	-	-	-	-	-	-	0	-	-	-	0	15.002
North Dakota	2	5	2	9	-	-	-	-	-	-	-	0	-	-	-	0	11
Idaho	3	2.001	3	8.001	-	-	-	-	-	-	-	0	-	-	-	0	8.001
UC Davis	21.004	-	4.003	25.007	-	-	-	-	-	-	-	0	-	-	-	0	28.008
Harvard	20	1.001	2	23.001	-	-	-	-	-	-	-	0	1.001	-	-	1.001	27.003
Stevens Inst of Tech**	6	2	-	8	-	-	-	-	-	-	-	0	-	-	-	0	10
Mississippi St	4	3	7.003	14.003	-	-	-	-	-	-	-	0	-	-	-	0	16.003
Johns Hopkins	12.001	-	1	13.001	-	-	-	-	-	-	-	0	-	-	-	0	13.001
Duke	9.002	2	-	11.002	-	-	-	-	-	-	-	0	-	-	-	0	11.002
Tennessee	7	5.001	2	14.001	-	-	-	-	-	-	-	0	-	-	-	0	15.002
Oregon St	8.002	6.001	2.001	16.004	2.001	-	-	-	-	-	-	0	-	-	-	0	19.005
Rutgers	15.003	4	1	20.003	-	-	-	-	-	-	-	0	-	-	-	0	22.004
Florida International**	5.001	2.001	3.001	10.003	1	-	-	-	-	-	-	1	-	-	-	1	14.003
Puerto Rico Mayaguez	2	1	2	5	-	-	-	-	3	4.001	7.001	1	-	-	-	1	13.001
Michigan Tech	8.002	2	-	10.002	-	-	-	-	-	-	-	0	-	-	-	0	10.002
Delaware	5	5.003	2	12.003	-	-	-	-	-	-	-	0	-	-	-	0	12.003
Rhode Island	5	2.001	1	8.001	-	-	-	-	-	-	-	0	-	-	-	0	8.001
Purdue	2	4.002	2	8.002	-	-	-	-	-	-	-	0	-	-	-	0	10.002
Texas Tech	5.001	4.001	3	12.002	-	-	-	-	1	2	1	4	-	-	-	0	17.002
San Jose St	7.002	2.001	-	9.003	-	-	-	-	-	-	-	0	-	-	-	0	9.003
C William & Mary	34.005	13.003	6.002	53.010	-	-	-	-	1.001	-	-	2.001	1	1	1	3	58.011
Connecticut	13.001	6.001	4.002	23.004	-	-	-	-	1	-	-	2	-	-	-	0	26.004
Southern Mississippi	4.001	-	6	10.001	-	-	-	-	-	-	-	0	-	-	-	0	10.001
Wisconsin Milwaukee	5	1	5.003	11.003	-	-	-	-	-	-	-	0	-	-	-	0	12.003
Miami	28.001	7.001	10.002	45.004	-	-	-	-	-	-	-	1	-	-	-	1	46.004
NC Wilmington	9.003	9.002	2	20.005	-	-	-	-	-	1.001	-	4.001	-	-	-	0	25.005
Columbia	19	5.001	1.001	25.002	-	-	-	-	-	-	-	0	-	-	-	0	26.002
Earth Sciences Total	447.055	166.034	130.039	743.128	4.001	1.001	1	6.002	9.002	8.001	6.002	23.005	14.001	12.001	26.004	52.006	829.142
Percent within race	60%	22%	17%	100%	67%	17%	17%	100%	39%	35%	26%	100%	27%	23%	50%	100%	100%
Percent of grand total	53.9%	20.5%	15.7%	89.6%	0.5%	0.1%	0.1%	0.7%	1.1%	1.0%	0.7%	2.8%	1.7%	1.4%	3.1%	6.3%	100%
Females in column	12.3%	20.5%	30.0%	17.2%	25.0%	100%	0%	33.3%	22.2%	12.5%	33.3%	21.7%	7.1%	8.3%	15.4%	11.5%	20.0%

*By earth sciences research expenditures FY2004, NSF, www.nsf.gov/statistics/nsf06323/fables.htm#frd7; numbers after decimals designate females. **At least some data are from sources other than department chair. Reference: "The Nelson Diversity Surveys" Nelson, D. J.; Norman, OK, 2007; <http://cheminfo.chem.ou.edu/faculty/djn/diversity/top50.html>

Addenda. Nelson Diversity Surveys Final Report. Dr. Donna J. Nelson

Table 3. URM's Among Degree Recipients and All Professors (expanded)

Discipline	B.S.		Ph.D.		Top 50 Faculty	
	2000	2005	2000	2005	FY2002	FY2007
Chemistry	17.0%	16.7%	8.4%	8.5%	3.2%	3.7%
Math	14.4%	13.1%	5.5%	9.1%	3.6%	2.3%
Computer Sci	17.6%	20.6%	7.4%	6.5%	1.6%	2.5%
Astronomy	6.4%	8.6%	3.8%	4.5%	2.4%	2.2%
Physics	9.5%	10.3%	5.9%	5.6%	2.6%	2.5%
Chemical Engr	14.2%	14.7%	7.2%	11.0%	4.9%	5.6%
Civil Engr	14.0%	14.3%	6.3%	8.2%	5.4%	6.6%
Electrical Engr	15.8%	16.1%	6.8%	9.5%	4.3%	3.6%
Mechanical Engr	12.5%	11.5%	8.6%	8.9%	3.9%	4.3%
Economics	12.4%	13.1%	9.2%	10.7%	4.3%	5.7%
Political Science	20.1%	20.8%	12.1%	13.9%	6.9%	6.9%
Sociology	27.0%	28.7%	17.7%	19.2%	10.1%	12.9%
Psychology	20.1%	21.6%	13.3%	13.4%	6.3%	7.1%
Biological Sci	15.5%	16.5%	7.4%	9.6%	3.0%	3.8%
Earth Sciences	5.4%	6.6%	5.2%	6.7%	na	3.4%
average -->	15.5%	16.2%	8.5%	9.9%	4.5%	5.0%
5-yr increase -->	0.7%		1.4%		0.5%	
US population -->	25.7%	27.6%	=1.9% increase			

Table 15. Women Among Degree Recipients and All Professors

Discipline	B.S.		Ph.D.		Top 50 Faculty	
	2000	2005	2000	2005	FY2002	FY2007
Chemistry	47.3%	51.7%	34.0%	36.8%	12.1%	13.7%
Math	48.2%	44.9%	28.6%	27.9%	8.3%	12.1%
Computer Sci	27.7%	22.0%	18.8%	22.2%	10.6%	13.5%
Astronomy	32.7%	42.4%	25.2%	28.3%	12.4%	15.8%
Physics	21.4%	21.1%	12.0%	14.5%	6.6%	9.5%
Chemical Engr	35.7%	36.7%	26.4%	25.4%	10.5%	12.9%
Civil Engr	24.5%	23.9%	18.4%	31.3%	9.8%	12.7%
Electrical Engr	13.1%	12.9%	14.3%	14.2%	6.5%	9.7%
Mechanical Engr	13.9%	13.2%	14.1%	13.3%	6.7%	9.0%
Economics	32.3%	31.5%	28.7%	36.1%	11.5%	15.1%
Political Science	50.1%	51.0%	37.4%	44.8%	23.5%	25.6%
Sociology	70.2%	70.5%	60.2%	64.2%	35.8%	39.7%
Psychology	76.5%	77.8%	67.5%	68.8%	33.5%	36.0%
Biological Sci	58.4%	62.2%	46.6%	49.3%	20.1%	24.8%
Earth Sciences	30.6%	41.9%	30.6%	37.1%	na	16.1%
average -->	39.4%	40.1%	30.9%	34.1%	14.9%	17.9%
5-yr increase -->	0.7%		3.2%		3.0%	

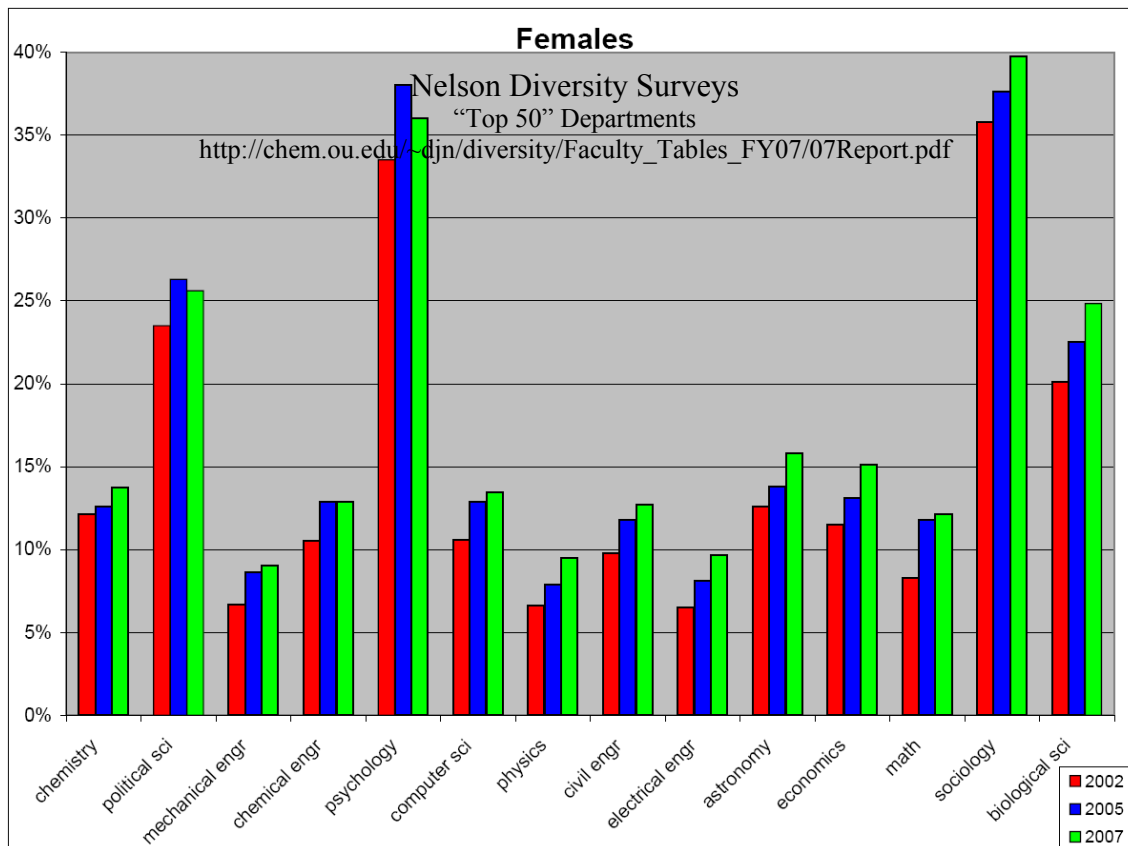


Figure A1. "Top 50" STEM female faculty representation during FY2002, FY2005, and FY2007

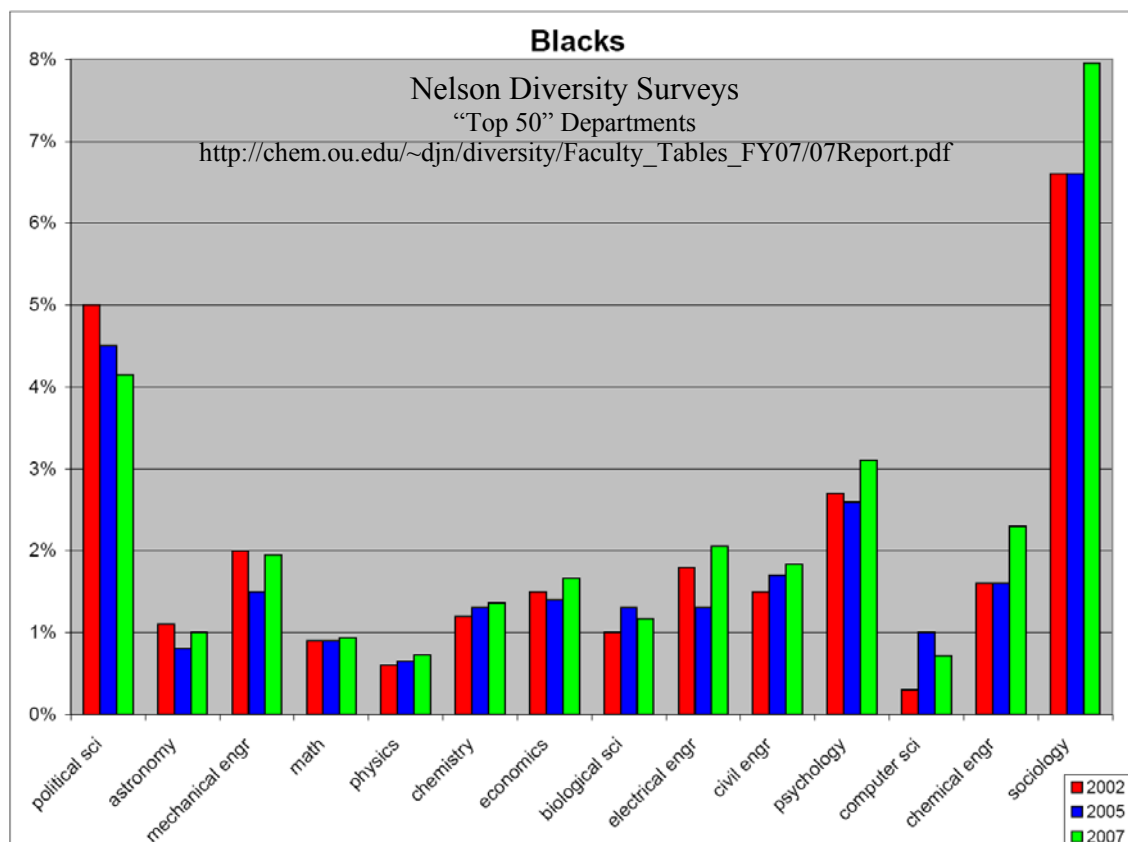


Figure A2. "Top 50" STEM Black faculty representation during FY2002, FY2005, and FY2007

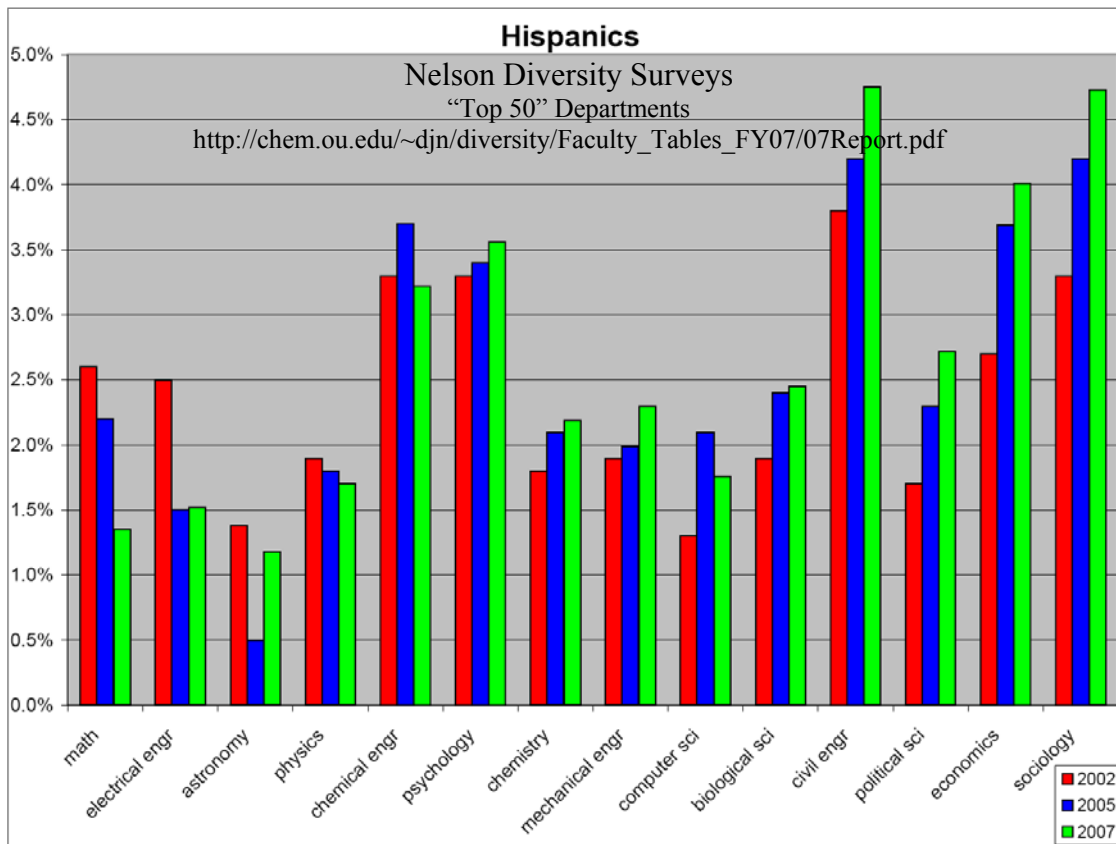


Figure A3. "Top 50" STEM Hispanic faculty representation during FY2002, FY2005, and FY2007

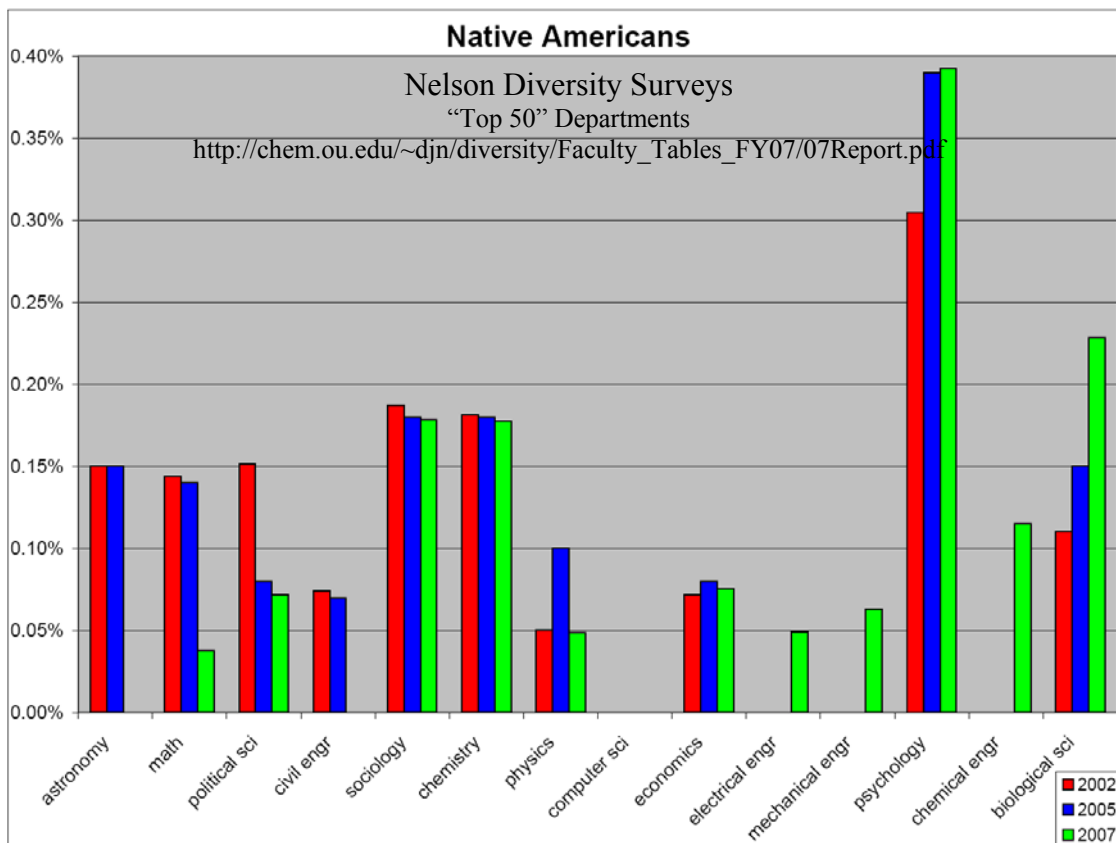


Figure A4. "Top 50" STEM Native American faculty representation, FY2002 to FY2007

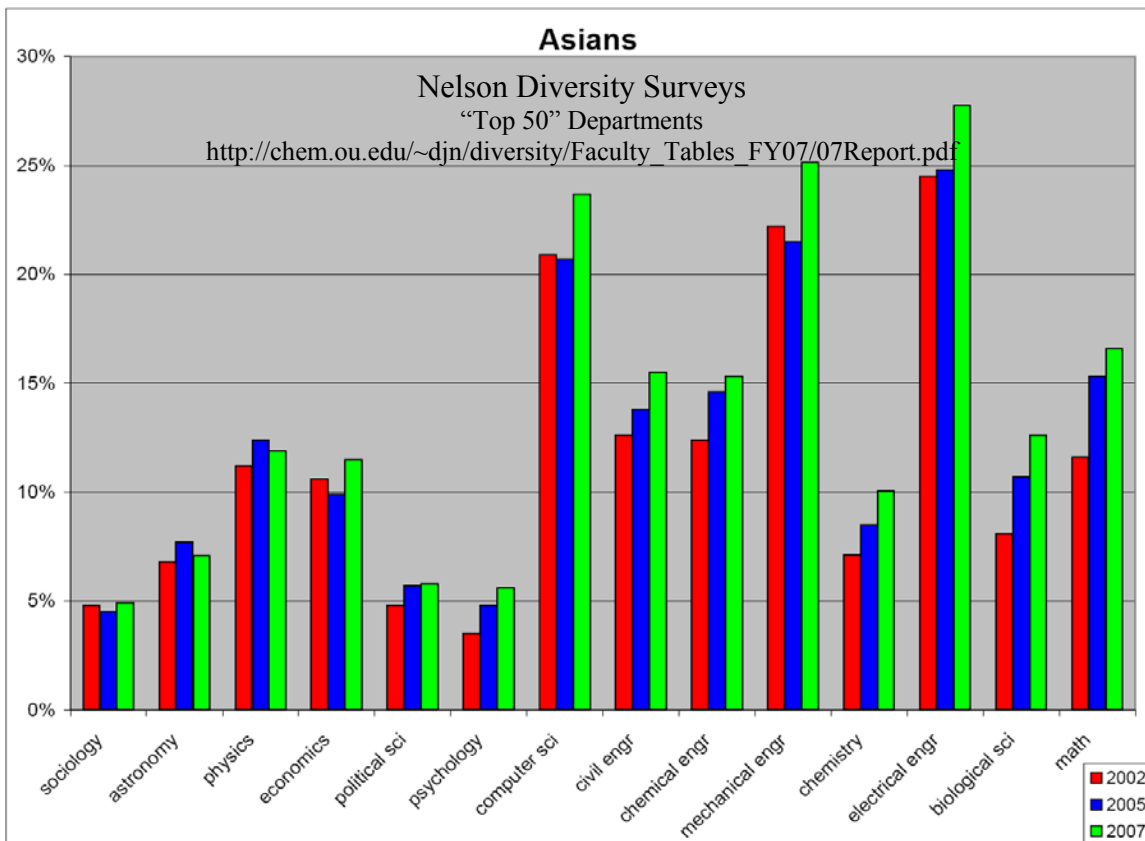


Figure A5. "Top 50" STEM Asian faculty representation, FY2002, FY2005, and FY2007

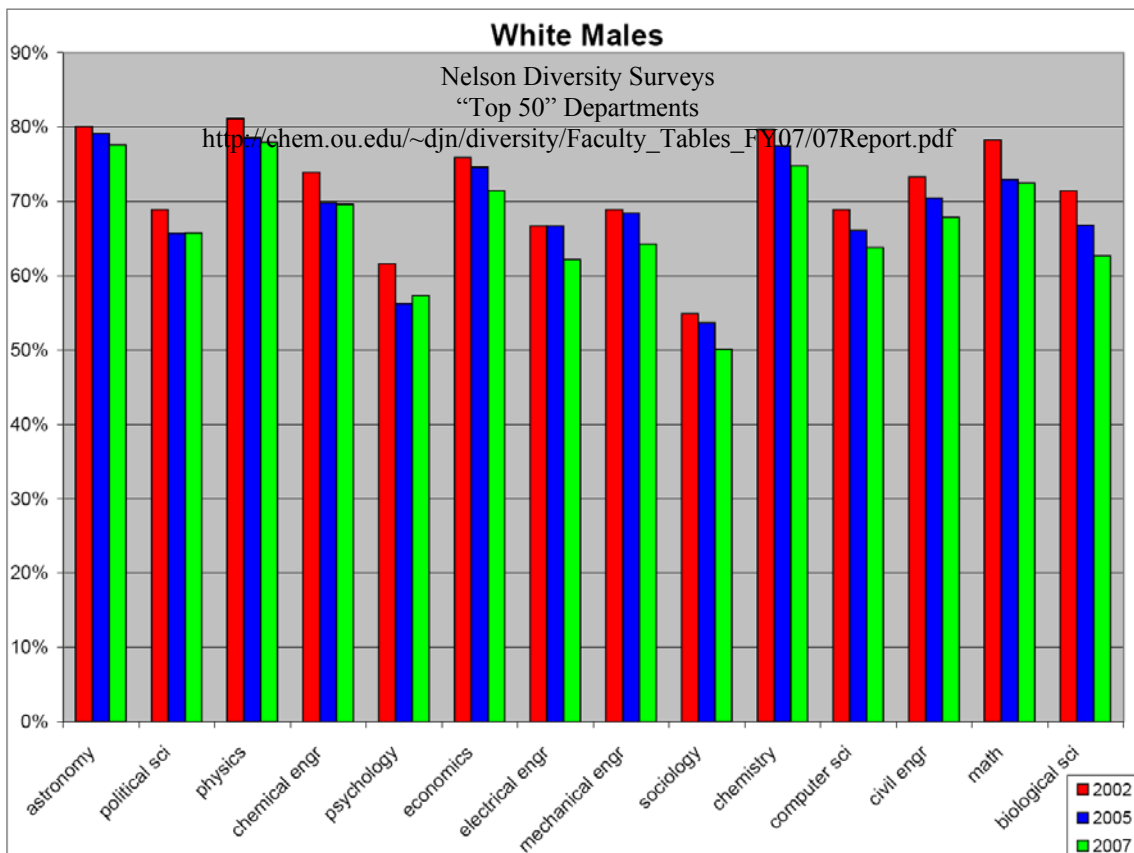


Figure A6. "Top 50" STEM White male faculty representation, FY2002, FY2005, and FY2007