New Faculty Hires 1982-87: An Affirmative Action Study

Last year I asked the University Planning Office to undertake a study of faculty affirmative action, one that would focus on the departmental level rather than on the school level, and that would compare our faculty numbers, particularly our new hires, with the Ph.D.s available in particular fields.

The tables that follow are derived from this larger study, which is available for each school in the office of its dean. The tables present in summary form the number of *assistant professors*, by gender and race, hired by each department between fall 1982 and fall 1987; the number of assistant professors in each discipline, by gender and race, that we would have employed had we hired people in direct proportion to their numbers in a national pool; and the total number of people by discipline in the national pool.

The Ph.D. production data come from a series of detailed reports entitled *Doctorate Recipients from United States Universities*, based upon surveys of the National Research Council. (The National Research Council includes the National Science Foundation, the U.S. Department of Education, the National Institute of Health, and the National Endowment for the Humanities.) These are supplemented in some cases by data included from reports from such groups as the American Dental Association and the American Bar Association and from the Digest of Education Statistics issued by the U.S. Department of Education. The hiring data come from our personnel data base system and was reviewed and corrected by each of the twelve schools.

In most cases, the national pool is represented by the number of Ph.D.s granted between 1981 and 1986. Where Ph.D.s are not the appropriate group, we have substituted other sets. Thus, for certain fine arts disciplines we use data about masters and doctoral recipients. In the professional areas of law, dentistry, and veterinary medicine, we used the best available data about degrees granted in those fields or numbers of people involved in advanced special training programs.

The national pool data are meant to be a first approximation of the group from which Penn does its hiring. Thus the data must be reviewed with some caution. One obvious point, for example, is that Penn does not hire its young faculty from the entire pool of new Ph.D.s in the United States. While it would have been helpful to be able to show information for a subset of institutions from which given disciplines are most likely to recruit, detailed data permitting such a procedure were not available to us. We hope that the proportion of women and minorities in the national pool is not widely different from the proportion of women and minorities at select schools. Next fall we plan to choose several disciplines for an in-depth study to verify this assumption.

There are other caveats as well:

1. Departments often recruit new faculty in particular sub-specialties in order to strengthen or round out their existing faculties. The availability data are general, and we cannot assume that the gender and racial distributions of Ph.D.s in sub-specialties closely mirror the discipline as a whole; we do assume that they may represent a good estimate, however.

2. For some departments there were no comparable disciplines listed in the national reports. We selected fields we assumed would closely approximate the disciplines that constitute Penn's departments (e.g., we used Anthropology as a surrogate for Folklore and Folklife.) In these cases, we have tried to use the disciplines suggested by the schools. The substitutions used are on the back page of this insert.

3. In the fields where faculty hold degrees other than Ph.D.s we consulted a wide variety of reports to develop pool data. In many cases the sources for degrees or enrollments by gender were different from sources by race. (Commonly, the data were available for different time periods.) Wherever two different reports were used, we have included the data from each of them.

4. We have chosen to report the "proportional representation" data to the nearest tenth of a person. This is particularly necessary in order to show the small representation of minority candidates in certain fields.

Despite the caveats offered above, we believe the tables included in this report will be helpful in guiding us in our planning for affirmative action. We shall be adding hiring data for fall 1988 as soon as the lists of faculty have been verified and intend to issue an updated report each year.

Finally, I would note that these data represent the outcomes of hiring efforts in the schools and departments; they do not reflect the efforts themselves. It is impossible to capture in this report the good faith efforts of departments that have tried and failed to hire women and minorities. The data provided here are intended to serve as guideposts to help departments examine both their effort and success in recruiting and retaining women and minorities.

—*Michael Aiken, Provost*

University of Pennsylvania Standing Faculty
New Hires at Assistant Professor Rank, 1982-1987
National PhD Pool 1981-1986: Proportional Representation by Gender and Race

Department	New Hires 1982-1987		Proportional Representation		New Hires 1982-1987				Proportional Representation				U.S. PhD Pool 1981-1986
	Men	Women	Men	Women	White	Hispanic	Asian	Black	White	Hispanic	Asian	Black	Total
Arts & Sciences: Humanities													
American Civilization	1	1	1.3	0.7	1	0	0	1	1.9	0	0	0.1	1812
Art History	1	3	1.2	2.8	4	0	0	0	3.8	0.1	0.1	0	849
Classical Studies	2	0	1.3	0.7	2	0	0	0	2	0	0	0	318
English	6	4	4.6	5.4	9	0	0	1	9.6	0.1	0.1	0.2	4646
Folklore-Folklife	1	1	1.1	0.9	1	0	0	1	1.9	0.1	0	0	2144
German	0	0	0	0	0	0	0	0	0	0	0	0	461
History	2	2	2.8	1.2	2	1	0	1	3.7	0.1	0.1	0.1	3582
Linguistics	3	0	1.5	1.5	3	0	0	0	2.7	0.1	0.1	0.1	1056
Music	3	0	2	1	2	0	1	0	2.9	0	0	0.1	2526
Oriental Studies	4	0	2.4	1.6	4	0	0	0	3.3	0	0.7	0	169
Philosophy	2	0	1.6	0.4	2	0	0	0	2	0	0	0	1470
Religious Studies	0	0	0	0	0	0	0	0	0	0	0	0	1023
Romance Languages	0	2	0.8	1.2	2	0	0	0	1.6	0.4	0	0	1727
Slavic Languages	0	0	0	0	0	0	0	0	0	0	0	0	203
South Asia Studies	0	0	0	0	0	0	0	0	0	0	0	0	95
Arts & Sciences: Social Sciences													
Anthropology	2	3	2.6	2.4	5	0	0	0	4.7	0.1	0.1	0.1	2144
Economics	18	0	15.2	2.8	15	1	2	0	16.7	0.2	0.7	0.4	4723
Hist. & Sociol. of Sci.	0	0	0	0	0	0	0	0	0	0	0	0	139
Political Science	8	1	6.9	2.1	8	0	0	1	8.2	0.2	0.2	0.4	2541
Regional Science	0	0	0	0	0	0	0	0	0	0	0	0	84
Sociology	3	2	2.9	2.1	5	0	0	0	4.5	0.1	0.1	0.3	3164
Arts & Sciences: Natural Sciences													
Astronomy	0	0	0	0	0	0	0	0	0	0	0	0	289
Biology	3	1	2.8	1.2	4	0	0	0	3.7	0.1	0.1	0.1	8474
Chemistry	3	1	3.3	0.7	3	0	1	0	3.7	0.1	0.2	0	10552
Geology	2	0	1.7	0.3	2	0	0	0	2	0	0	0	700
Mathematics	10	0	8.5	1.5	8	1	1	0	9.4	0.1	0.4	0.1	3315
Physics	8	0	7.4	0.6	7	0	1	0	7.4	0.1	0.4	0.1	5782
Psychology	5	2	3.7	3.3	7	0	0	0	6.5	0.2	0.1	0.2	19187
Wharton*													
Accounting	9	0	6.8	2.2	7	0	2	0	8.3	0	0.4	0.3	631
Decision Science	8	1	7.7	1.3	7	0	2	0	8	0.1	0.8	0.1	849
Finance	13	0	11.7	1.3	12	0	1	0	11.5	0.1	1.3	0.1	447
Health Care Sys.	0	0	0	0	0	0	0	0	0	0	0	0	1213
Insurance	2	1			3	0	0	0					
Legal Studies	6	0	5.6	0.4	5	0	0	1	5.8	0	0.2	0	148
Management	9	4	10.9	2.1	10	0	2	1	12.2	0.2	0.5	0.1	759
Marketing	5	0	3.7	1.3	3	0	2	0	4.6	0	0.3	0.1	402
Public Policy & Mgnt.	3	0	1.9	1.1	1	0	2	0	2.7	0.1	0.1	0.1	272
Social Systems Sciences	3	0	2	1	3	0	0	0	2.7	0.1	0.1	0.1	143
Statistics	3	0	2.4	0.6	1	0	2	0	2.8	0	0.2	0	952

* Includes some ABDs hired as lecturers.

Department	New Hires 1982-1987		Proportional Representation		New Hires 1982-1987				Proportional Representation				U.S. PhD Pool 1981-1986
	Men	Women	Men	Women	White	Hispanic	Asian	Black	White	Hispanic	Asian	Black	Total
Engineering													
Bioengineering	2	0	1.8	0.2	1	0	1	0	1.9	0	0.1	0	402
Chemical Engr.	1	0	0.9	0.1	1	0	0	0	0.9	0	0.1	0	2228
Computer & Info.	9	1	9.3	0.7	5	0	5	0	8.6	0	1.4	0	415
Dept. of Systems	3	1	3.8	0.2	2	0	2	0	3.6	0.1	0.3	0	2360
Electrical Engr.	2	1	2.9	0.1	1	1	1	0	2.7	0	0.3	0	3328
Materials Science	2	0	1.8	0.2	2	0	0	0	1.8	0	0.2	0	960
Mechanical Engr.	4	0	3.9	0.1	3	0	1	0	3.6	0	0.4	0	2128

University of Pennsylvania Standing Faculty
New Hires at Assistant Professor Rank, 1982-1987
National PhD Pool 1981-1986: Proportional Representation by Gender and Race

Department	New Hires 1982-1987 Men	Women	Proportional Representation Men	Women	New Hires 1982-1987 White	Hispanic	Asian	Black	Proportional Representation White	Hispanic	Asian	Black	U.S. PhD Pool 1981-1986 Total
Grad. Sch. of Education	3	8	5.4	5.6	7	0	1	3	9.7	0.3	0.2	0.8	41961
Nursing School	0	28	1	27	27	0	0	1	26.4	0.3	0.4	0.9	871
Social Work	1	2	1.2	1.8	2	1	0	0	2.5	0.1	0.1	0.3	1290
Annenberg School	0	1	0.6	0.4	1	0	0	0	1	0	0	0	1031
School of Fine Arts													
Architecture	3	1			4	0	0	0					(Gender) (Race)
Master's Degrees			2.9	1.1					3.6	0.1	0.1	0.2	6674 6386
Doctoral Degrees			3	1					3.5	0.1	0.2	0.2	89 182
City Planning	1	0			1	0	0	0					
Master's Degrees			0.6	0.4									3702
Doctoral Degrees			0.8	0.2									234
Fine Arts Dept.	0	0			0	0	0	0					
Master's Degrees			0	0									9422
Doctoral Degrees			0	0									192
Landscape Arch.	1	0			1	0	0	0					
Master's Degrees			0.5	0.5									1211
Doctoral Degrees			0.5	0.5									2
Law School	7	3	6.2	3.8	10	0	0	0	9	0.3	0.2	0.5	(Gender) (Race) 38142 40356
Medical School: Basic Sciences													
Anatomy	2	0	1.3	0.7	2	0	0	0	1.9	0	0.1	0	742
Biochem. & Biophysics	2	1	2.1	0.9	2	0	1	0	2.8	0	0.2	0	4205
Human Genetics	3	2	2.9	2.1	5	0	0	0	4.7	0.1	0.2	0	706
Microbiology	2	0	1.3	0.7	2	0	0	0	1.9	0	0.1	0	1183
Pharmacology	8	0	5.7	2.3	8	0	0	0	7.4	0.1	0.4	0.1	1479
Physiology	1	0	0.7	0.3	0	1	0	0	1	0	0	0	1593
Dental School: Basic Sciences													
Biochemistry	0	0	0	0	0	0	0	0	0	0	0	0	3696
Hist. Embryology, Anat.	0	0	0	0	0	0	0	0	0	0	0	0	1295
Microbiology	0	0	0	0	0	0	0	0	0	0	0	0	1943
Pathology	1	0	0.7	0.3	1	0	0	0	1	0	0	0	585
Physiology/ Pharmacology	0	0	0	0	0	0	0	0	0	0	0	0	1593
Dental School: Clinical Sciences													National Pool
Clinical Departments	8	4	9.9	2.1	11	1	0	0	9.9	0.8	1	0.3	8523
Veterinary School: Basic Sciences													
Animal Biology	2	0	1.7	0.3	2	0	0	0	2	0	0	0	147
Pathobiology	4	2	4.3	1.7	4	0	1	1	5.5	0.1	0.3	0.1	585
Veterinary School: Clinical Sciences									White		Minority		National Pool
Clinical Studies (NBC AND PHILA)	17	12	16.6	12.4	27	0	2	0	27.8		1.2		13161

National Pool Sources and Substitutions

Because the disciplines represented in some Penn departments are omitted from the National Research Council Reports, we have substituted data for related disciplines. We understand that these substitutions may not fully capture the academic direction of departments at Penn. Departments listed below include only those for which substitutions have been made. Unless otherwise indicated, the availability data source for all departments is: *Summary Report, National Research Council (1981-1986)*.

School of Arts and Sciences

Penn Department	Department Used From Availability Data
Folklore and Folklife	Anthropology
Oriental Studies	Chinese, Japanese, Hebrew, Arabic
Regional Science	Demography
South Asia Studies	Chinese, Japanese (1983-1986 only)

Wharton School:

Penn Department	Department Used From Availability Data
Decision Sciences	Information Science and Systems, Operations Research
Health Care Systems	Health Care, Health Care & Epidemiology, Public Policy Studies
Legal Studies	Law, Jurisprudence
Social Systems	Social Sciences, general

School of Engineering:

Penn Department	Department Used From Availability Data
Department of Systems	Systems Engineering, Civil Engineering

Graduate School of Fine Arts:

Availability Data Source: *Digest of Education Statistics: 1987, 1988*; U.S. Department of Education. Figures reflect both master's as well as doctoral degree recipients to account for the variations in departmental hiring requirements.

Penn Department	Department Used From Availability Data
Architecture	Architecture, for degrees by gender (1983-1986)
	Architecture and Environmental Design for degrees by race (1981, 1985)
City Planning	City, Community, and Regional Planning
Fine Arts Grad. Studies	Fine Arts, including Fine Arts General, Fine Arts Other & Painting

Dental School:

Availability Data Source for Clinical Departments: *Supplement 2 to the Annual Report 88/89*, American Dental Association. Figures reflect enrollees in Advanced Dental Education Programs, 1984 to 1986.

Penn Department	National Data
Clinical Departments include:	
Dental Auxiliary	Dental Public Health
Dental Care	Endodontics
Endodontics	Oral Pathology
FFMS	Oral and Max. Surgery
Oral Medicine	Orthodontics
Oral Surgery	Pedodontics
Orthodontics	Periodontics
Periodontics	Prosthodontics
Restorative Dentistry	

Law School:

Availability Data Source for the Law School: American Bar Association, *A Review of Legal Education in the United States, 1986*. The National Pool figure for the Race category reflects third and fourth year enrollees for 1986 at ABA approved schools. The National Pool figure for the Gender category reflects professional degrees conferred in 1986 at ABA approved schools. These figures were not broken down by race.

Medical School:

Penn Department	Department Used From Availability Data
Human Genetics	Human and Animal Genetics
Microbiology	Epidemiology, Parasitology, Bacteriology (1983-1986)
	Microbiology/Bacteriology & Parasitology (1981-1982)
Pharmacology	Human and Animal Pharmacology
Physiology	Human and Animal Physiology

Veterinary School:

Availability Data Source for Clinical Departments: *Comparative Data Summary Reports, 1981-1986*, American Veterinary Medical Association. Figures reflect graduates from veterinary medical school programs, 1981 to 1986.

Penn Department	Department Used From Availability Data
Animal Biology	Animal Breeding and Genetics (Animal Husbandry, 1981 and 1982)
Pathobiology	Human and Animal Pathology