Affirmative Action Report: New Hires at Assistant Professor Level, Fall 1990

For the past several years we have reviewed faculty hiring patterns to gain a better understanding of some of the opportunities for, and obstacles to, achieving good representation of women and minorities on the Penn faculty. The resultant tables contain information about Penn, information about the pool of available Ph.D.s, and the first estimate of possible faculty composition by race and sex had our new hires strictly reflected the available pool.

As in earlier years, the full report consists of three tables for each department. "Table A—Current Standing Faculty 1990"—shows the distribution of standing faculty by rank, race, and sex as of *Fall 1990*. And "Table C—All New Hires by Rank: 1982-1990"—shows actual new faculty by race and sex, both junior and senior level, hired during the period in question.

The presentation that follows is summarized from "Table B—Hiring Practices: Assistant Professor"—which consists of several parts. First, we obtained counts, by race and sex, of all assistant professors hired during the period from Fall 1982 to Fall 1990. These were derived from the official records in the Deputy Provost's Office, with verification of the most recent year by each individual school. Next, we obtained the best information we could about U.S. production of advanced degrees, usually Ph.D.s, in the disciplines most closely associated with each department. Using the "availability" data and the number of new hires during the period, we calculated the hypothetical distribution of the newly-hired faculty by race and sex and compared that with the actual distribution of new assistant professors.

Assume, for example, that there were 1,000 doctorates awarded in a given discipline from 1981 to 1989, of which 300 were earned by women and 700 by men; if Penn's department associated with that discipline hired 20 assistant professors during the period July 1982 to July 1991, our calculations would have expected 6 women (30 percent) and 14 men (70 percent).

While we put a great deal of effort into obtaining, validating, and tabulating the data for these reports, we recognize some inherent shortcomings in our approach. For this reason, we call our estimates "first approximations." We wish to outline some of the strengths and weaknesses of the report below, so that you can keep them in mind as you use the tables.

- Penn faculty data include both U.S. and non-U.S. citizens. In fact, a number of minority faculty, particularly those classified as Asian, are not citizens. The availability data provide racial breakdowns only for U.S. citizens.
- Clearly, Penn does not hire its young faculty from the entire pool of new Ph.D.s in the U.S. Because it is impossible to obtain data on an institution-by-institution basis, we cannot focus our analysis on those schools, here or abroad, where we tend to recruit faculty in various fields.
- Departments often recruit new faculty in particular sub-specialities in order to strengthen or round out their existing faculties. The availability data are general, and we cannot assume that the racial and gender distributions of Ph.D.s in sub-specialities are necessarily proportional to the discipline as a whole.
- Our payroll/personnel records include only those who actually accept appointments at Penn. We have no information about affirmative action efforts in terms of applicants or rejected offers.
- For some Penn departments we had disciplinary data that are only approximate matches; for example, we used anthropology as a surrogate for Folklore and Folklife.
- For some Penn departments, we are unable even to provide an appropriate substitute; these departments are included without "proportional" hiring patterns.
- In the clinical area of Medicine, our data source provides a distribution of actual M.D.s employed in U.S. medical school faculties in 1991. Even these data are sparse, and hence some clinical areas are omitted from our reports. In addition, some availability data in certain areas have been included at the end of the report in order to detail trends and proportions (Fine Arts M.A.s and Ph.D.s, students enrolled in Clinical Dentistry departments, and Medical School and Veterinary School graduates).

Despite these caveats and exceptions, many of the availability data we provide are useful for understanding the volume of advanced degrees awarded to women and minorities in various fields during the last few years. These should provide an approximate basis for assessing the recent affirmative action efforts of Penn departments.

The full Affirmative Action Report is available for each school in the office of its dean. Copies are also available from the Office of the Provost.

— Michael Aiken, Provost

University of Pennsylvania Standing Faculty
New Hires at Assistant Professor Rank, 1982-91
National PhD Pool 1981-89: Proportional Representation by Gender and Race

Department	New Hires 1982-1991 Men	Women	Proportional Representation Men	Women	New Hires 1982-91 White	Hispanic	Asian	Black	Proportional Representation White	Hispanic	Asian	Black	US Ph.D Pool 1981-89 Total
Arts & Sciences: Humanities													
American Civilization	1	1	1.3	0.7	1	0	0	1	1.8	0.0	0.0	0.1	2645
Art History	1	3	1.2	2.8	4	0	0	0	3.8	0.1	0.1	0.0	1269
Classical Studies	2	0	1.3	0.8	2	0	0	0	2.0	0.0	0.0	0.0	480
English	15	8	10.3	12.7	21	0	0	2	21.9	0.3	0.3	0.5	6183
Folklore & Folklife	2	1	1.6	1.4	2	0	0	1	2.8	0.1	0.1	0.1	3145
German	0	1	0.4	0.6	1	0	0	0	1.0	0.0	0.0	0.0	687
History	4	2	4.1	1.9	4	1	0	1	5.6	0.1	0.1	0.2	5241
Linguistics	5	1	2.9	3.1	5	0	1	0	5.5	0.2	0.2	0.1	1610
Music	4	1	3.4	1.6	4	0	1	0	4.8	0.1	0.1	0.1	4059
Oriental Studies	5	3	4.9	3.1	8	0	0	0	6.8	0.1	1.1	0.0	294
Philosophy	4	1	3.9	1.1	5	0	0	0	4.8	0.1	0.1	0.1	2198
Religious Studies	1	0	0.8	0.2	1	0	0	0	0.9	0.0	0.0	0.0	1635
Romance Languages	2	4	2.2	3.8	5	1	0	0	4.6	1.2	0.0	0.1	2719
Slavic Languages	0	1	0.5	0.5	1	0	0	0	1.0	0.0	0.0	0.0	219
South Asia Studies	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0.0	157
Arts & Sciences: Social Sciences													
Anthropology	6	3	4.7	4.3	9	0	0	0	8.4	0.3	0.2	0.2	3145
Economics	29	1	25.0	5.0	24	1	5	0	27.7	0.4	1.3	0.6	7218
History & Sociology of Science	0	1	0.6	0.4	1	0	0	0	1.0	0.0	0.0	0.0	205
Political Science	10	1	8.3	2.7	10	0	0	1	10.0	0.2	0.3	0.5	3769
Regional Science	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0.0	8254
Sociology	5	5	5.6	4.4	8	0	0	2	8.9	0.3	0.3	0.5	4471
Arts & Sciences: Natural Sciences													
Astronomy	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0.0	450
Biology	7	1	5.5	2.5	8	0	0	0	7.5	0.1	0.3	0.1	9598
Chemistry	7	1	6.5	1.5	7	0	1	0	7.4	0.1	0.4	0.1	11768
Geology	3	0	2.4	0.6	3	0	0	0	2.9	0.0	0.0	0.0	1122
Mathematics	15	0	12.8	2.2	10	1	4	0	14.1	0.2	0.6	0.1	3898
Physics	14	1	13.8	1.2	12	0	2	1	14.1	0.1	0.6	0.1	6935
Psychology	7	4	5.7	5.3	11	0	0	0	10.2	0.3	0.1	0.4	20713
Wharton													
Accounting	13	2	11.0	4.0	12	0	3	0	13.9	0.1	0.7	0.4	1150
Decision Science	10	2	9.9	2.1	10	0	2	0	10.7	0.1	1.0	0.1	1246
Finance	19	1	17.4	2.6	17	0	3	0	17.7	0.2	1.9	0.2	902
Health Care Systems	1	0	NA	NA	1	0	0	0	NA	NA	NA	NA	1788
Insurance	3	2	NA	NA	5	0	0	0	NA	NA	NA	NA	0
Legal Studies	11	0	9.8	1.2	10	0	0	1	10.5	0.1	0.3	0.1	234
Management	14	6	16.4	3.6	15	0	4	1	18.6	0.3	0.9	0.2	1258
Marketing	6	2	5.8	2.2	6	0	2	0	7.4	0.1	0.4	0.1	773
Public Policy & Management	4	0	2.5	1.5	2	0	2	0	3.6	0.1	0.1	0.2	503
Statistics	5	0	4.0	1.0	2	0	3	0	4.5	0.1	0.3	0.1	1117
Engineering													
Bioengineering	3	0	2.5	0.5	2	0	1	0	2.7	0.1	0.2	0.0	706
Chemical Engineering	2	1	2.7	0.3	3	0	0	0	2.6	0.0	0.3	0.0	4005
Computer & Info. Science	13	1	12.8	1.2	6	0	7	1	12.3	0.0	1.7	0.1	697
Systems	3	1	3.8	0.2	2	0	2	0	3.6	0.1	0.3	0.0	3909
Electrical Engineering	4	2	5.8	0.2	3	1	2	0	5.3	0.1	0.6	0.0	5898
Materials Science	3	1	3.5	0.5	4	0	0	0	3.6	0.0	0.4	0.0	1707
Mechanical Engineering	5	0	4.8	0.2	3	1	1	0	4.5	0.0	0.5	0.0	3931
Nursing School	0	35	1.3	33.7	34	0	0	1	32.9	0.3	0.4	1.3	1645

University of Pennsylvania Standing Faculty
New Hires at Assistant Professor Rank, 1982-91
National PhD Pool 1981-89: Proportional Representation by Gender and Race

Department	New Hires 1982-1991 Men	Women	Proportional Representation Men	Women	New Hires 1982-91 White	Hispanic	Asian	Black	Proportional Representation White	Hispanic	Asian	Black	US Ph.D Pool 1981-89 Total
Grad. Sch. of Education	3	11	6.7	7.3	9	0	1	4	12.4	0.4	0.2	1.0	61022
School of Social Work	2	2	1.6	2.4	3	1	0	0	3.4	0.1	0.1	0.4	1949
Annenberg School	1	2	1.7	1.3	2	0	1	0	2.7	0.1	0.1	0.1	1891
Graduate School of Fine Arts													
Architecture	3	2	*	*	5	0	0	0	*	*	*	*	*
City Planning	2	0	*	*	2	0	0	0	*	*	*	*	*
Fine Arts	0	0	*	*	0	0	0	0	*	*	*	*	*
Landscape Architecture	3	1	*	*	4	0	0	0	*	*	*	*	*
Law School	11	7	12.9	5.1	18	0	0	0	16.1	0.4	0.2	1.4	810
Medical School: Basic Sciences													
Anatomy	2	1	1.9	1.1	3	0	0	0	2.9	0.0	0.1	0.0	999
Biochem. & Biophysics	5	1	4.2	1.8	4	0	2	0	5.5	0.1	0.3	0.1	6330
Human Genetics	4	2	3.3	2.7	6	0	0	0	5.6	0.1	0.3	0.1	1050
Microbiology	5	0	3.2	1.8	5	0	0	0	4.6	0.1	0.2	0.1	2242
Pharmacology	9	0	6.1	2.9	9	0	0	0	8.3	0.1	0.5	0.1	2199
Physiology	2	0	1.4	0.6	1	1	0	0	1.9	0.0	0.1	0.0	2334
Medical School: Clinical Sciences													
Anesthesia	45	17	47.7	14.3	58	1	2	1	50.4	1.7	8.8	1.2	2706
Dermatology	4	4	6.1	1.9	8	0	0	0	6.9	0.3	0.5	0.2	371
Medicine	97	35	109.8	22.2	123	2	4	3	115.8	3.2	10.5	2.6	13712
Neurology	25	2	22.3	4.7	24	1	2	0	23.9	0.7	2.2	0.2	1672
Obstetrics & Gynecology	30	21	37.9	13.1	47	0	1	3	42.7	1.8	4.2	2.4	2383
Ophthalmology	10	4	12.0	2.0	14	0	0	0	12.4	0.3	1.1	0.2	1062
Orthopedic Surgery	23	0	21.0	2.0	21	0	2	0	21.2	0.4	1.1	0.3	775
Otorhinolaryngology	8	0	6.5	1.5	7	0	1	0	7.4	0.1	0.5	0.0	575
Pathology	33	12	35.1	9.9	44	1	0	0	38.6	1.0	4.8	0.6	1172
Pediatrics	57	32	59.1	29.9	84	0	2	3	76.9	2.9	7.2	2.2	5889
Physical Medicine	4	4	5.3	2.7	5	0	3	0	6.5	0.1	1.0	0.3	557
Psychiatry	37	11	36.0	12.0	42	0	5	1	42.5	1.5	2.6	1.4	5098
Radiology	36	17	43.9	9.1	47	2	2	2	44.1	1.7	6.3	0.9	3876
Radiation Oncology	25	8	27.3	5.7	29	0	2	2	27.4	1.0	3.9	0.6	3876
Surgery	33	6	35.7	3.3	36	0	2	1	34.7	1.1	2.4	0.8	5137
Dental School: Basic Sciences													
Biochemistry	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0.0	5551
Histology, Embriol., Anatomy	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0.0	1575
Microbiology	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0.0	0.0	2915
Pathology	2	0	1.4	0.6	2	0	0	0	1.8	0.0	0.1	0.0	924
Dental School: Clinical Sciences													
Clinical Departments	19	7	*	*	22	1	1	2	*	*	*	*	*
Veterinary School: Basic Sciences													
Animal Biology	3	0	2.6	0.4	3	0	0	0	2.9	0.0	0.0	0.0	220
Pathobiology	6	3	6.1	2.9	7	0	1	1	8.3	0.1	0.5	0.2	924
Veterinary School: Clinical Studies													
New Bolton Center	14	6	*	*	18	0	2	0	*	*	*	*	*
Philadelphia	13	14	*	*	27	0	0	0	*	*	*	*	*

* Because the figures in these areas are both limited and inconsistent with those which comprise the national pools reflected in the bulk of this report, we have not made similar calculations for proportional representation. See notes, page IV.

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. Schools and 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 (1982-87).*

School of Arts & Sciences

Penn Department	Department Used from Availability Data
American Civilization	American Studies, History (American)
Classical Studies	Classics
Folklore & Folklife	Anthropology
History and Soc. of Science	History of Science
History	History: American, European, General, Other
Oriental Studies	Chinese, Japanese, Hebrew, Arabic
Regional Science	Economics, Geography
Romance Languages	French, German, Italian, Spanish
South Asia Studies	Chinese, Japanese

Wharton School

Penn Department	Department Used from Availability Data
Decision Sciences	Information Science and Systems, Operations Research
Finance	Banking and Finance
Health Care Systems	Public Health, Public Policy
Legal Studies	Law, Jurisprudence(82-89)
Management	Business and Management, General & Other

School of Engineering

Penn Department	Department Used from Availability Data
Systems	Systems Engineering, Civil Engineering

Dental School

Availability Data Source for Clinical Departments (used in appendix to the full report): *Supplement 2 to the Annual Report 88/89,* American Dental Association. Figures reflect enrollees in Advanced Dental Education Programs, 1983 to 1988

Penn Department	Departments Used from Availability Data
Clinical Departments include:	
Dental Care	
Endodontics	
Oral Medicine	Dental Public Health, Endodontics,
Oral Surgery and Pharmacology	Oral and Maxillary Surgery, Oral Pathology,
Orthodontics	Orthodontics, Pedodontics, Periodontics, and Prosthodontics
Periodontics	
Restorative Dentistry	

Law School

Availability Data Source: Association of American Law Schools Teaching Registry. The figures reflect students who register with this Association and thereby express an interest in the teaching of law.

Medical School

Penn Department	Department Used from Availability Data
Human Genetics	Human and Animal Genetics
Medicine Department	Internal Medicine
Microbiology	Epidemiology, Parisitology, Bacteriology (1983-1987) Microbiology/Bacteriology & Parasitology (1981-1982, after 1987)
Otorhinolaryngology	Otolaryngology
Pathology	Human and Animal Pathology
Pharmacology	Human and Animal Pharmacology
Physiology	Human and Animal Physiology
Radiation Oncology	Radiology

Veterinary School

Availability Data Source for Clinical Departments (used in appendix to the full report): *Comparative Data Summary Reports, 1981-88,* American Veterinary Medical Association. Figures reflect graduates from veterinary medical school programs.

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