

FROM THE PRESIDENT AND PROVOST

The following report describes Penn's progress in recruiting, retaining and improving the climate for minority faculty since the publication of the last update to the *Progress Report on Minority Equity* on December 7, 2010.

– Amy Gutmann, President
– Vincent Price, Provost

Progress Report on Minority Equity

Background

In 2005, a joint faculty-administration committee conducted the first comprehensive review of the status of minority standing faculty at Penn (*Almanac*, May 3, 2005).¹ Since then, the University has periodically updated the original report (*Almanac*, December 4, 2007 and December 7, 2010). The 2007 and 2010 reports document slow but steady progress in the recruitment and retention of minority faculty.

Each update to the *Progress Report on Minority Equity* (and the parallel *Progress Report on Gender Equity*) focuses on faculty census data, recruitment and retention data and major diversity initiatives. The current update also reflects a new context: commencing in the academic year 2012, Penn has taken major new steps to strengthen its diversity and inclusion initiatives under our *Action Plan for Faculty Diversity and Excellence* (*Almanac*, July 12, 2011). Key goals of the *Plan*—including creation of individual School diversity plans, new pipeline programs, new Presidential Term Professors, other enhanced financial commitments and far greater communication of diversity efforts—have already moved forward with significant success. Also important, Penn has strongly underscored its commitment to inclusion at the highest levels in its recently announced Penn Compact 2020 (*Almanac*, August 27, 2013). The University has announced that its strategic focus for this decade will be on three major cornerstone goals: inclusion, innovation and impact.

This update also benefits from a more nuanced profile of Penn's standing faculty, particularly those who self-identify as Hispanic/Latino(a), as a result of changes to federal regulations which modified racial and ethnic classifications. Tables showing historical data were re-constructed.²

Summary

Overall trends with respect to minority faculty are positive. From 2009 to 2012, the proportion of faculty who are members of minority groups, including those who are members of underrepresented minority groups, increased in 11 of 12 Schools (Social Policy and Practice, with a total of 21 faculty, has one of the highest percentages of minority faculty and on balance decreased by approximately one person) (see Table 1). Equally important, the recruitment rate for minority faculty exceeded the departure rate as well as the recruitment and departure rates for non-minority faculty (see Table 4a). Absolute progress over this period is strong and presages well for the future. As of fall 2011, other institutions also accelerated their progress toward increasing the diversity of their professoriate. Increasing faculty diversity remains an area for improvement (see Table 5).

¹ Minority faculty are those who identify with one or more of the following races or ethnicities: Hispanic/Latino(a), African American/Black, Asian/Pacific Islander and Native American/Alaskan Native. Underrepresented minority faculty are those who identify as Hispanic/Latino(a), African American/Black and/or Native American/Alaskan Native.

² Beginning in fall 2010, faculty were asked to self-identify using the two-part question provided by federal guidelines. The first question is whether one is Hispanic/Latino(a). The second is to which of five race categories one belongs and includes the option to select multiple races. To provide the most accurate data, tables for this report were regenerated based on the most recent information available for faculty members. For example, if an individual updated his or her self-identification since fall 2010, his or her race/ethnicity has been restated in all tables showing longitudinal data, to reflect this most recent information. These tables, all designated as “b” versions of the tables, are included in an online appendix at: www.upenn.edu/almanac/volumes/v60/n16/minorityequityappendix.pdf In addition, Table 4 of the 2010 Progress Report on Minority Equity was based on four years of data rather than three (from November 30, 2005 to November 30, 2009 were included in those tables rather than from November 30, 2006 to November 30, 2009) and is also republished in the online appendix.

Key highlights of this update include:

- From fall 2009 to fall 2012, the percentage of Penn's standing faculty³ who are members of minority groups increased to 20.5% from 18.3% (see Table 1). In fall 2012, 3.0% of Penn faculty identified as Hispanic/Latino/a (an increase of 0.5 percentage points from fall 2009); 3.2% as African American/Black (an increase of 0.1 percentage points); 0.0% as Native American/Alaskan Native;⁴ 13.9% as Asian/Pacific Islander (an increase of 1.5 percentage points); and 0.4% as of two or more races (an increase of 0.1 percentage points).⁵ (See Tables 2a and 2b).
- The percentage of Penn faculty who are underrepresented minorities increased to 6.4% from 5.7% (see Tables 3a and 3b). This change, while modest, is a positive development, particularly in light of the fact that the 2010 *Progress Report on Minority Equity* reported a “plateau” in proportions of underrepresented minority faculty (see *Almanac*, December 7, 2010).
- The Schools of Engineering and Applied Science (36.2%), Social Policy and Practice (28.6%), Education (26.5%) and Dental Medicine (26.1%) have the largest percentages of minority faculty (see Table 1).
- All Schools except the School of Social Policy and Practice increased the percentage of minorities on their faculties between 2009 and fall 2012. The largest increases occurred in Education (5.4 percentage points), Annenberg (5.2 percentage points), Nursing (4.9 percentage points) and Design (4.4 percentage points) (see Table 1).
- Between fall 2009 and fall 2012, 31.6% of faculty members who were recruited to Penn self-identified as minorities and 11.3% as underrepresented minorities. During this period, 17.6% of faculty who left the University were minorities, and 6.6% were underrepresented minorities (see Tables 4a and 4b).

Trends in Faculty Composition

Faculty Census by School

Overall proportions of Penn's standing faculty who are members of minority groups have increased steadily from 12.8% of the University's standing faculty in 2000 to 20.5% in 2012 (see Table 1).

The percentage of minority faculty in 11 of 12 Schools increased from 2009 to 2012 (see Table 1, and note comment about the strong minority representation in Social Policy & Practice).⁶ The highest increases in minority faculty occurred in Education (5.4 percentage points), Annenberg (5.2 percentage points), Nursing (4.9 percentage points) and Design (4.4 percentage points). During that period, the percentage of minority faculty in the Perelman School of Medicine, which accounts for over half of the University's standing faculty, significantly grew from 19.0 to 21.3%.⁷ Percentages of minority faculty in the 12 Schools continue to vary, from 36.2% in Engineering to 9.4% in Veterinary Medicine.

³ The term “standing faculty” refers to those faculty who are tenured, tenure-track or clinician-educators.

⁴ As of fall 2012, four standing faculty members self-identified in some proportion as Native American/Alaskan Native. Two of these individuals also identified themselves as Hispanic/Latino(a) (and were therefore included in that figure), a third as being of “two or more races” (and was included in that figure) and the fourth, solely as Native American/Alaskan Native.

⁵ While the Department of Education collects detailed race/ethnicity data, it is reported in mutually exclusive categories: Hispanic identity of any race, single race identifications of other races and two or more races. This report follows the federal reporting methodology. Also see footnote 2.

⁶ The proportion of minority faculty in Social Policy & Practice decreased to 28.6% from 31.8%; however, the School's faculty continues to be among the most diverse on campus.

⁷ Between 2006 and 2009, three Penn schools—Annenberg, GSE and SDM—experienced a more than two percentage point loss in minority faculty. During the same interval, four Penn schools—Law, SAS, SP2 and Wharton—made gains of more than two percentage points in the proportion of minority faculty members.

FROM THE PRESIDENT AND PROVOST

Census by Rank

As of fall 2009, Penn's faculty was 2.5% Hispanic/Latino/a, 3.1% African American/Black, 12.4% Asian/Pacific Islander and 0.3% two or more races. By fall 2012, these proportions had increased to 3.0% Hispanic/Latino(a) (increase of 0.5 percentage points), 3.2% African American/Black (increase of 0.1 percentage points), 13.9% Asian/Pacific Islander (increase of 1.5 percentage points) and 0.4% two or more races (increase of 0.1 percentage points) (see Tables 2a and 2b).

Percentages of minorities and underrepresented minorities increased at every standing faculty rank since the last update. In fall 2009, 10.0% of professors, 19.0% of associate professors and 29.6% of assistant professors were racial and/or ethnic minorities. By fall 2012, these percentages had increased to 11.9%, 22.3% and 33.6%, respectively. Similarly, percentages of underrepresented minority professors rose to 3.8% from 3.7%; associate professors to 7.4% from 6.7%; and assistant professors to 10.0% from 7.6% (see Tables 2a and 2b).

Retention and Turnover

Hiring of both minority and underrepresented minority faculty at Penn outpaced departures between 2009 and 2012. Specifically, 31.6% of new faculty recruitments identified as racial and/or ethnic minorities, compared to 17.6% of departures. Of newly recruited faculty, 11.3% are underrepresented minorities, compared to 6.6% of those who departed during that period (see Table 4a). This trend occurred in 11 of 12 Schools, the only exception being Social Policy and Practice, where there was one net minority faculty departure.

Peer Comparisons

While Penn has accelerated its progress toward increasing the diversity of its faculty, peer institutions have also done so. While this report relies on fall 2012 data, the most recent available peer comparison is as

of fall 2011. The comparison with 17 peer institutions⁸ in Table 5 shows a range of 1.8% to 4.4% for Hispanic/Latino(a) faculty, with Penn ranked seventeenth at 2.0%; a range of 1.8% to 4.1% for African/American/Black faculty, with Penn ranked twelfth at 3.0%; a range of 6.3% to 14.8% for Asian/Pacific Islander faculty, with Penn ranked seventh at 12.2%; a range of 0.0% to 0.7% for Native American/Alaskan Native faculty, with Penn ranked tenth at 0.1%; and a range of 0.0% to 1.5% for mixed-race faculty, with Penn ranked eleventh at 0.3%.

Minorities in Leadership Positions

Since the last update, the appointments of Professor Anita L. Allen (Law) as Vice Provost for Faculty and Professor John Jackson (SAS/Annenberg) as Senior Advisor to the Provost for Diversity enhanced the diversity of Penn's central administration. Numerous administrative and department chair appointments in the Schools have also increased the diversity of the central leadership. In the Annenberg School, Professor John Jackson was appointed Associate Dean for Administration. In the School of Arts and Sciences, Professor Eve Troutt Powell was appointed Associate Dean for Graduate Studies and Professor Barbara Savage was appointed Chair of the Department of Africana Studies. The Perelman School of Medicine appointed Professor Eve Higginbotham as its inaugural Vice Dean for Diversity and Inclusion, Professor Horace DeLisser as Associate Dean for Diversity and Inclusion and Professor Roy Hamilton as Assistant Dean for Diversity and Inclusion.

The proportion of minorities among deans, department chairs and center directors reporting to the Provost have also increased, to 11.5% in fall 2012 from 9.8% in fall 2010 and 2011. Similarly, the proportions of un-

⁸ Note that these peer comparisons included only tenured and tenure-track faculty, not clinician-educators, and the proportions in the peer comparison therefore do not match standing faculty headcounts in other parts of the report.

Table 1. Trends in Minority Standing Faculty Representation by Home School including Nonresident Aliens, through Fall 2012

	Percent Minority													
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012 vs. 2009
Total University	12.8%	14.0%	14.7%	14.9%	15.6%	16.0%	16.7%	17.3%	17.5%	18.3%	18.7%	19.8%	20.5%	2.2%
Annenberg	13.3%	14.3%	12.5%	12.5%	12.5%	11.8%	11.1%	11.1%	5.6%	5.3%	5.6%	5.6%	10.5%	5.2%
Arts & Sciences	10.6%	11.2%	11.8%	11.9%	12.7%	13.2%	14.1%	15.1%	16.0%	16.7%	17.7%	18.2%	18.7%	2.0%
Dental Medicine	23.0%	25.0%	26.4%	25.0%	27.3%	26.5%	28.0%	28.0%	27.7%	25.0%	23.9%	24.4%	26.1%	1.1%
Design	16.1%	16.1%	17.2%	16.1%	14.3%	15.2%	16.1%	13.3%	12.1%	15.6%	16.7%	17.7%	20.0%	4.4%
Education	12.1%	18.9%	18.4%	20.5%	20.5%	23.8%	23.7%	23.8%	24.4%	21.1%	25.0%	25.0%	26.5%	5.4%
Engineering	25.5%	28.7%	25.7%	27.0%	30.1%	28.7%	30.6%	31.1%	31.4%	33.0%	34.9%	34.0%	36.2%	3.2%
Law	13.9%	14.6%	15.9%	14.3%	11.9%	11.6%	13.0%	15.6%	14.3%	16.3%	16.7%	17.0%	17.8%	1.5%
Nursing	4.3%	4.2%	6.5%	6.5%	9.6%	10.2%	9.4%	13.2%	12.7%	13.0%	13.0%	14.0%	17.9%	4.9%
<u>Perelman School</u>														
of Medicine	13.2%	14.5%	15.2%	15.6%	16.0%	16.7%	17.5%	18.0%	18.0%	19.0%	19.3%	20.8%	21.3%	2.3%
<u>Social Policy &</u>														
Practice	27.3%	31.6%	31.6%	23.5%	22.2%	30.0%	28.6%	30.0%	31.8%	31.8%	30.0%	35.3%	28.6%	-3.2%
<u>Veterinary</u>														
Medicine	4.8%	4.8%	7.0%	6.7%	8.2%	9.7%	9.1%	9.0%	8.8%	9.2%	7.9%	8.7%	9.4%	0.2%
Wharton	11.1%	11.5%	13.6%	14.1%	15.0%	13.9%	14.2%	13.9%	15.7%	15.6%	16.0%	17.1%	17.2%	1.6%

Data Source: Fall Employee Census

Minority includes those that identify with one or more of the following race/ethnicities: Hispanic/Latino(a); African American/Black; Asian/Pacific Islander; Native American/Alaskan Native

URM includes those that identify with one or more of the following race/ethnicities: Hispanic/Latino(a); African American/Black; Native American/Alaskan Native

derrepresented minority faculty in the same administrative positions has risen to 3.5% in fall 2012 from 2.7% in fall 2010 and 2011. At the time of this publication, four dean searches are underway and each search includes a designated advocate for diversity, similar to the diversity search advisors now included in all standing faculty searches under the *Action Plan for Faculty Diversity and Excellence*. The President and Provost charged every Consultative Committee with providing them with a strong and diverse short list of candidates; and they selected search firms to support each Consultative Committee by taking account of their prior track records of success in identifying and placing diverse candidates in high-level administrative positions.

Faculty Survey Results

In fall 2011, the University conducted a faculty survey (aggregate results can be viewed at www.upenn.edu/ir/Faculty2011.html). Although overall minority faculty members generally reported high levels of satisfaction, those reported by non-minority faculty members were higher. Eighty-one percent of non-minority faculty members and 73 percent of minority faculty members reported being either “satisfied” or “very satisfied.” Both minority and non-minority respondents reported that they were satisfied with opportunities to collaborate with faculty in other departments and that their department chairs created collegial and supportive environments. Minority respondents were slightly more likely to report having been mentored (82% compared to 77%), and there were no differences between minority and non-minority faculty regarding their perceptions of the helpfulness of formal and informal mentoring (84% of minority faculty who reported receiving informal mentoring agreed that it was helpful and 64% responded similarly for formal mentoring). Estimates of the hours worked for minority and non-minority faculty members were similar, as were perceptions of the reasonableness of workloads.

Minority faculty members were slightly less likely to report that they were able to navigate the “unwritten” rules for faculty members. In addition, minority faculty were more likely to feel excluded from informal networks and to report having to work harder than colleagues to be perceived as a legitimate scholar. They were also slightly less likely to respond that departments and Schools were making genuine efforts to recruit and retain women and minority faculty. These findings represent areas for improvement and further study, as we look forward to continuing our efforts to enhance the climate for all Penn faculty members.

Recent University Initiatives

New Initiatives

- Under the *Action Plan for Faculty Diversity and Excellence*, the University committed \$50 million to diversity initiatives, matched by \$50 million from the Schools. Expenditures to date, which will be discussed in a mid-term update on the *Plan*, are on track to meet and exceed these goals.

- The University launched a campus-wide Diversity at Penn website (<http://diversity.upenn.edu>) to highlight diversity initiatives, inclusion efforts and extraordinary faculty achievements.

- As also provided by the *Action Plan*, all Penn Schools have developed and are implementing individual plans to increase the excellence and diversity of their faculties: http://diversity.upenn.edu/programs/academic/diversity_offices_school_specific_initiatives%20and%20student_organizations

- All 12 Schools have appointed diversity search advisors, who are designated to play an active role in faculty searches and recruitments. A recent informal survey of the diversity search advisors indicated high levels of familiarity with search processes and policies and generally positive feedback.

- As part of the *Action Plan*, the University began awarding Presidential Term Professorships to outstanding scholars, of any rank, who contribute to faculty eminence through diversity across the University. To date, there have been four such appointments, two in PSOM and two in SAS.

- The *Action Plan* established pre-doctoral fellowships for diverse scholars in the social sciences and humanities. To date, six pre-doctoral fellows have been appointed under the program.

- As previously noted, the University administered a faculty survey in collaboration with the Faculty Senate and the Council of Deans during the 2011-2012 academic year. Many of the questions were designed to assess the climate for minority faculty at Penn and the findings of the survey, some of which are included here, continue to be the subject of conversations among senior leaders of the University and the Faculty Senate.

- The establishment of a Department of Africana Studies in the School of Arts and Sciences, in addition to promoting scholarship and teaching in a vibrant academic field, represents an important development in the recruitment, retention and climate for minority faculty, particularly African American faculty and faculty members whose research relates directly to Africa and the African diaspora. Ten faculty members have primary appointments in the Department of Africana Studies, and 33 hold secondary appointments. Professor Barbara Savage serves as Department Chair.

- The School of Arts and Sciences successfully recruited Professor Margaret Bruchac, a leading Native American scholar who will pursue initiatives in this vital area across the University.

- In 2012, the University trustees awarded a posthumous honorary professorship to W.E.B. Du Bois, a preeminent sociologist who taught at Penn early in his distinguished career. Dr. Du Bois was the first African American to earn a doctorate at Harvard. Although he taught briefly at Penn in 1896 before going on to an illustrious career as a scholar, Dr. Du Bois was not offered professorial appointment because of the prevalent racial prejudice of the time. See www.upenn.edu/spotlights/honoring-web-du-bois-scholarship

Updates to Continuing Initiatives

- Since 2005, Penn has participated in the MIT 9 group, an Ivy-Plus collaboration aimed at advancing the recruitment and retention of women and minorities in science, technology, engineering and mathematics. Penn will host the group’s spring 2014 meeting.

- Two of the five Penn Integrates Knowledge professors appointed since fall 2009 are minorities.

- Of the 21 faculty members admitted to the Penn Fellows program since the last update, five are minorities. Contribution to diversity in its many dimensions continues to be a criterion for admission to this University-sponsored faculty leadership program. More information about the program can be found at: <http://provost.upenn.edu/penn-fellows>

- The Faculty Opportunity Fund (FOF) provides a financial subsidy to Schools for the hiring and retention of faculty members who can contribute to the diversity and excellence of Penn. University funding from the FOF has been enhanced as part of the *Action Plan for Faculty Diversity and Excellence*, which extended the maximum term for funding from two years to five years.

- Penn continues to participate in the New Jersey-Eastern Pennsylvania-Delaware regional higher education recruitment consortium (HERC), designed in large part to broaden faculty searches to enhance recruitment of minority group members and address challenges faced by dual career academic couples.

- Since fall 2008, the Office of the Provost has offered workshops on effective faculty searches to search committee members and other faculty members, with a focus on unconscious bias. These workshops have continued every year, supplemented by new data, enhanced materials and broader outreach.

- During the 2011-2012 academic year, the University began to co-sponsor professional development opportunities through programs such as HERS (Higher Education Resource Services), ELAM (Executive Leadership in Academic Medicine), ELATE (Executive Leadership in Academic Technology and Engineering) and the Harvard Institute for Educational Management.

- The Provost and Vice Provost for Faculty work closely with all twelve deans to help advance diversity initiatives, including closely monitoring data on faculty composition, hiring, promotion, retention and other areas.

- The University continues to award Postdoctoral Fellowships for Academic Diversity to promising scholars and educators from diverse groups.

Moving Forward

The progress reported in this update results from countless individual efforts across the University. We thank the Penn community for these efforts, and we are committed to continuing these gains and to accelerating our progress in advancing the eminence and diversity of Penn’s outstanding faculty. We welcome suggestions and invite further dialogue.

FROM THE PRESIDENT AND PROVOST

**Table 2a. Race/Ethnicity Breakdown of Standing Faculty by Home School and Rank including Nonresident Aliens
Fall 2012**

	Hispanic/ Latino(a) of any race	African American/ Black	Native American/ Alaskan Native	Asian/ Pacific Islander	White	Two or more races	Total Minority	Total URM	Total Faculty
Total University									
Professor	1.3%	2.3%	0.1%	8.1%	88.1%	0.1%	142	45	1,198
Associate Professor	3.8%	3.6%	0.0%	14.3%	77.7%	0.6%	142	47	636
Assistant Professor	5.3%	4.3%	0.0%	23.3%	66.4%	0.7%	236	70	703
All Ranks	3.0%	3.2%	0.0%	13.9%	79.5%	0.4%	520	162	2,537
Annenberg									
Professor	0.0%	7.1%	0.0%	0.0%	92.9%	0.0%	1	1	14
Associate Professor	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	1	-	2
Assistant Professor	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	-	-	3
Arts & Sciences									
Professor	1.1%	3.8%	0.0%	6.9%	88.1%	0.0%	31	13	261
Associate Professor	7.3%	3.3%	0.0%	12.2%	76.4%	0.8%	29	13	123
Assistant Professor	11.0%	7.3%	0.0%	14.6%	67.1%	0.0%	27	15	82
Dental Medicine									
Professor	0.0%	0.0%	0.0%	12.5%	87.5%	0.0%	3	-	24
Associate Professor	6.3%	6.3%	0.0%	18.8%	68.8%	0.0%	5	2	16
Assistant Professor	33.3%	16.7%	0.0%	16.7%	33.3%	0.0%	4	3	6
Design									
Professor	0.0%	7.1%	0.0%	7.1%	85.7%	0.0%	2	1	14
Associate Professor	20.0%	0.0%	0.0%	0.0%	80.0%	0.0%	1	1	5
Assistant Professor	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	4	-	16
Education									
Professor	0.0%	6.3%	0.0%	6.3%	81.3%	6.3%	3	2	16
Associate Professor	0.0%	15.4%	0.0%	15.4%	69.2%	0.0%	4	2	13
Assistant Professor	0.0%	20.0%	0.0%	0.0%	60.0%	20.0%	2	2	5
Engineering									
Professor	3.0%	0.0%	0.0%	22.7%	74.2%	0.0%	17	2	66
Associate Professor	9.1%	9.1%	0.0%	31.8%	45.5%	4.5%	12	4	22
Assistant Professor	11.8%	0.0%	0.0%	41.2%	47.1%	0.0%	9	2	17
Law									
Professor	0.0%	7.3%	2.4%	4.9%	85.4%	0.0%	6	4	41
Associate Professor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-
Assistant Professor	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%	2	1	4
Nursing									
Professor	0.0%	4.5%	0.0%	4.5%	90.9%	0.0%	2	1	22
Associate Professor	0.0%	5.0%	0.0%	10.0%	85.0%	0.0%	3	1	20
Assistant Professor	0.0%	28.6%	0.0%	0.0%	64.3%	7.1%	5	4	14
Perelman School of Medicine									
Professor	1.6%	1.6%	0.0%	7.9%	88.9%	0.0%	62	18	560
Associate Professor	2.8%	2.8%	0.0%	14.3%	79.6%	0.6%	73	20	357
Assistant Professor	3.8%	3.3%	0.0%	27.2%	65.3%	0.4%	156	34	449
Social Policy & Practice									
Professor	0.0%	0.0%	0.0%	9.1%	90.9%	0.0%	1	-	11
Associate Professor	0.0%	25.0%	0.0%	25.0%	50.0%	0.0%	2	1	4
Assistant Professor	16.7%	16.7%	0.0%	16.7%	50.0%	0.0%	3	2	6
Veterinary Medicine									
Professor	1.9%	0.0%	0.0%	7.7%	90.4%	0.0%	5	1	52
Associate Professor	0.0%	0.0%	0.0%	5.6%	94.4%	0.0%	2	-	36
Assistant Professor	3.4%	0.0%	0.0%	6.9%	86.2%	3.4%	4	1	29
Wharton									
Professor	0.0%	1.7%	0.0%	6.0%	92.3%	0.0%	9	2	117
Associate Professor	2.6%	5.3%	0.0%	18.4%	73.7%	0.0%	10	3	38
Assistant Professor	5.6%	2.8%	0.0%	19.4%	72.2%	0.0%	20	6	72

Data Source: Fall Employee Census

Minority includes those that identify with one or more of the following race/ethnicities:
Hispanic/Latino(a); African American/Black; Asian/Pacific Islander; Native American/Alaskan Native

URM includes those that identify with one or more of the following race/ethnicities:
Hispanic/Latino(a); African American/Black; Native American/Alaskan Native

**Table 3a. Race/Ethnicity Breakdown: Standing Faculty by Home School, Acad. Division, and Dep't including Nonresident Aliens
Fall 2012**

School/ Division	Department	Hispanic/ Latino(a) of any race	African- American/ Black	Native American/ Alaskan Native	Asian/ Pacific Islander	White	Two or more races	Total Minor- ity	Total URM	Total Faculty	Pct Minor- ity	Pct URM
University Total		76	81	1	352	2,017	10	520	162	2,537	20.5%	6.4%
Annenberg												
Annenberg	Annenberg Public Policy Center	-	-	-	-	1	-	-	-	1	0.0%	0.0%
	Communication	-	1	-	1	16	-	2	1	18	11.1%	5.6%
	Subtotal for Division	-	1	-	1	17	-	2	1	19	10.5%	5.3%
Arts & Sciences												
Humanities	Africana Studies	-	-	-	-	-	-	-	-	-	-	-
	Classical Studies	-	-	-	-	14	-	-	-	14	0.0%	0.0%
	East Asian Languages & Civilizations	-	-	-	2	6	-	2	-	8	25.0%	0.0%
	English	-	4	-	5	24	1	10	4	34	29.4%	11.8%
	Germanic Languages & Literatures	-	-	-	-	6	-	-	-	6	0.0%	0.0%
	History	2	5	-	3	28	-	10	7	38	26.3%	18.4%
	History of Art	1	-	-	-	15	-	1	1	16	6.3%	6.3%
	Linguistics	-	-	-	1	10	-	1	-	11	9.1%	0.0%
	Music	1	1	-	-	10	-	2	2	12	16.7%	16.7%
	Near Eastern Languages & Civilizations	-	-	-	-	11	-	-	-	11	0.0%	0.0%
	Philosophy	-	-	-	1	12	-	1	-	13	7.7%	0.0%
	Religious Studies	-	1	-	2	3	-	3	1	6	50.0%	16.7%
	Romance Languages	6	1	-	-	10	-	7	7	17	41.2%	41.2%
	Slavic Languages & Literatures	-	-	-	-	4	-	-	-	4	0.0%	0.0%
	South Asia Studies	-	-	-	2	2	-	2	-	4	50.0%	0.0%
	Subtotal for Division	10	12	-	16	155	1	39	22	194	20.1%	11.3%
Natural Science	Biology	-	-	-	3	30	-	3	-	33	9.1%	0.0%
	Chemistry	-	-	-	4	25	-	4	-	29	13.8%	0.0%
	Earth & Environmental Science	-	-	-	-	8	-	-	-	8	0.0%	0.0%
	Mathematics	-	1	-	1	25	-	2	1	27	7.4%	3.7%
	Physics & Astronomy	-	1	-	7	26	-	8	1	34	23.5%	2.9%
	Psychology	2	-	-	1	27	-	3	2	30	10.0%	6.7%
	Subtotal for Division	2	2	-	16	141	-	20	4	161	12.4%	2.5%
Social Science	Anthropology	2	1	-	2	11	-	5	3	16	31.3%	18.8%
	Criminology	-	-	-	-	4	-	-	-	4	0.0%	0.0%
	Economics	4	-	-	5	22	-	9	4	31	29.0%	12.9%
	History & Sociology of Science	-	-	-	1	6	-	1	-	7	14.3%	0.0%
	Political Science	1	2	-	3	23	-	6	3	29	20.7%	10.3%
	Sociology	2	3	-	2	17	-	7	5	24	29.2%	20.8%
	Subtotal for Division	9	6	-	13	83	-	28	15	111	25.2%	13.5%
Dental Medicine												
Basic Science	Anatomy & Cell Biology	-	-	-	-	4	-	-	-	4	0.0%	0.0%
	Biochemistry	-	-	-	-	3	-	-	-	3	0.0%	0.0%
	Microbiology	-	-	-	1	4	-	1	-	5	20.0%	0.0%
	Pathology	-	-	-	2	4	-	2	-	6	33.3%	0.0%
	Subtotal for Division	-	-	-	3	15	-	3	-	18	16.7%	0.0%

(Table 3a continues on next page)

FROM THE PRESIDENT AND PROVOST

(Table 3a continued from page 5)

School/ Division	Department	Hispanic/ Latino(a) of any race	African- Amer- ican/ Black	Native American/ Alaskan Native	Asian/ Pacific Island- er	White	Two or more races	Total Minority	Total URM	Total Faculty	Pct Minority	Pct URM
Clinical	Endodontics	-	-	-	1	1	-	1	-	2	50.0%	0.0%
	Oral & Maxillofacial Surgery/ Pharmacology	-	-	-	2	4	-	2	-	6	33.3%	0.0%
	Oral Medicine	1	1	-	-	4	-	2	2	6	33.3%	33.3%
	Orthodontics	-	-	-	1	1	-	1	-	2	50.0%	0.0%
	Periodontics	1	-	-	-	6	-	1	1	7	14.3%	14.3%
	Preventive & Restorative Sciences	1	1	-	-	3	-	2	2	5	40.0%	40.0%
	Subtotal for Division	3	2	-	4	19	-	9	5	28	32.1%	17.9%
Design												
Design	Architecture	1	-	-	2	8	-	3	1	11	27.3%	9.1%
	City & Regional Planning	-	-	-	1	7	-	1	-	8	12.5%	0.0%
	Fine Arts	-	1	-	1	4	-	2	1	6	33.3%	16.7%
	Historic Preservation	-	-	-	-	3	-	-	-	3	0.0%	0.0%
	Landscape Architecture	-	-	-	1	6	-	1	-	7	14.3%	0.0%
	Subtotal for Division	1	1	-	5	28	-	7	2	35	20.0%	5.7%
Education												
Education	Education	-	4	-	3	25	2	9	6	34	26.5%	17.6%
	Subtotal for Division	-	4	-	3	25	2	9	6	34	26.5%	17.6%
Engineering												
Engineering	Bioengineering	-	-	-	6	10	-	6	-	16	37.5%	0.0%
	Chemical & Biomolecular Engineering	1	-	-	2	10	-	3	1	13	23.1%	7.7%
	Computer & Information Science	-	1	-	7	19	1	9	1	28	32.1%	3.6%
	Electrical & Systems Engineering	2	-	-	5	14	-	7	2	21	33.3%	9.5%
	Materials Science & Engineering	1	-	-	4	8	-	5	1	13	38.5%	7.7%
	Mechanical Engineering & Applied Mechanics	2	1	-	5	6	-	8	3	14	57.1%	21.4%
	Subtotal for Division	6	2	-	29	67	1	38	8	105	36.2%	7.6%
Law												
Law	Law	1	3	1	3	37	-	8	5	45	17.8%	11.1%
	Subtotal for Division	1	3	1	3	37	-	8	5	45	17.8%	11.1%
Nursing												
Nursing	Biobehavioral & Health Sciences	-	-	-	1	27	-	1	-	28	3.6%	0.0%
	Family & Community Health	-	6	-	2	19	1	9	6	28	32.1%	21.4%
	Subtotal for Division	-	6	-	3	46	1	10	6	56	17.9%	10.7%
Perelman School of Medicine												
Basic Science	Biochemistry & Biophysics	1	-	-	3	17	-	4	1	21	19.0%	4.8%
	Biostatistics & Epidemiology	-	3	-	14	27	-	17	3	44	38.6%	6.8%
	Cancer Biology	-	-	-	3	7	-	3	-	10	30.0%	0.0%
	Cell & Development Biology	-	-	-	2	16	-	2	-	18	11.1%	0.0%
	Genetics	-	-	-	3	10	1	4	-	14	28.6%	0.0%
	Medical Ethics & Health Policy	1	-	-	-	5	-	1	1	6	16.7%	16.7%
	Microbiology	-	1	-	5	13	-	6	1	19	31.6%	5.3%
	Neuroscience	2	-	-	3	8	-	5	2	13	38.5%	15.4%
	Pharmacology	1	-	-	1	17	-	2	1	19	10.5%	5.3%
	Physiology	1	-	-	3	14	-	4	1	18	22.2%	5.6%
	Subtotal for Division	6	4	-	37	134	1	48	10	182	26.4%	5.5%

(Table 3a continues on next page)

(Table 3a continued from page 6)

School/Division	Department	Hispanic/Latino(a) of any race	African-American/Black	Native American/Alaskan Native	Asian/Pacific Islander	White	Two or more races	Total Minority	Total URM	Total Faculty	Pct Minority	Pct URM	
Clinical	Anesthesiology and Critical Care	1	1	-	13	53	-	15	2	68	22.1%	2.9%	
	Dermatology	-	-	-	4	21	-	4	-	25	16.0%	0.0%	
	Emergency Medicine	1	2	-	1	26	-	4	3	30	13.3%	10.0%	
	Family Medicine and Community Health	-	1	-	2	7	-	3	1	10	30.0%	10.0%	
	Medicine	7	7	-	34	205	-	48	14	253	19.0%	5.5%	
	Neurology	-	-	-	9	41	1	10	1	51	19.6%	2.0%	
	Neurosurgery	2	-	-	1	16	-	3	2	19	15.8%	10.5%	
	Obstetrics and Gynecology	2	1	-	6	19	-	9	3	28	32.1%	10.7%	
	Ophthalmology	1	-	-	4	19	-	5	1	24	20.8%	4.2%	
	Orthopaedic Surgery	-	2	-	6	25	-	8	2	33	24.2%	6.1%	
	Otorhinolaryngology	-	-	-	5	21	-	5	-	26	19.2%	0.0%	
	Pathology and Laboratory Medicine	2	2	-	20	73	-	24	4	97	24.7%	4.1%	
	Pediatrics	8	4	-	24	178	2	38	13	216	17.6%	6.0%	
	Physical Medicine and Rehabilitation	-	-	-	-	5	-	-	-	5	0.0%	0.0%	
	Psychiatry	-	5	-	3	70	-	8	5	78	10.3%	6.4%	
	Radiation Oncology	1	2	-	12	24	-	15	3	39	38.5%	7.7%	
	Radiology	3	2	-	18	66	-	23	5	89	25.8%	5.6%	
	Surgery	2	1	-	18	72	-	21	3	93	22.6%	3.2%	
		Subtotal for Division	30	30	-	180	941	3	243	62	1,184	20.5%	5.2%
	Social Policy & Practice												
Social Policy	Social Policy & Practice	1	2	-	3	15	-	6	3	21	28.6%	14.3%	
	Subtotal for Division	1	2	-	3	15	-	6	3	21	28.6%	14.3%	
Veterinary Medicine													
Basic Science	Animal Biology	-	-	-	3	16	-	3	-	19	15.8%	0.0%	
	Pathobiology	1	-	-	1	25	1	3	1	28	10.7%	3.6%	
	Subtotal for Division	1	-	-	4	41	1	6	1	47	12.8%	2.1%	
Clinical	Clinical Studies-New Bolton Center	-	-	-	2	32	-	2	-	34	5.9%	0.0%	
	Clinical Studies-Philadelphia	1	-	-	2	33	-	3	1	36	8.3%	2.8%	
	Subtotal for Division	1	-	-	4	65	-	5	1	70	7.1%	1.4%	
Wharton													
Wharton	Accounting	1	-	-	2	14	-	3	1	17	17.6%	5.9%	
	Business Economics & Public Policy	2	-	-	2	16	-	4	2	20	20.0%	10.0%	
	Finance	1	-	-	3	40	-	4	1	44	9.1%	2.3%	
	Health Care	-	-	-	-	9	-	-	-	9	0.0%	0.0%	
	Legal Studies & Business Ethics	-	1	-	2	14	-	3	1	17	17.6%	5.9%	
	Management	-	1	-	6	34	-	7	1	41	17.1%	2.4%	
	Marketing	-	2	-	4	22	-	6	2	28	21.4%	7.1%	
	Operations & Information Management	1	1	-	4	18	-	6	2	24	25.0%	8.3%	
	Real Estate	-	1	-	1	6	-	2	1	8	25.0%	12.5%	
	Statistics	-	-	-	4	15	-	4	-	19	21.1%	0.0%	
		Subtotal for Division	5	6	-	28	188	-	39	11	227	17.2%	4.8%
	URM includes those that identify with one or more of the following race/ethnicities: Hispanic/Latino(a); African American/Black; Native American/Alaskan Native												

Table 4a. Race/Ethnicity of Faculty Recruitments and Departures including Nonresident Aliens

New Faculty Recruitments Fall 2009 to Fall 2012 (3-year period)									
Rank	Hispanic/Latino(a) of any race	African-American/Black	Native American/Alaskan Native	Asian/Pacific Islander	White	Two or more races	Total Minority	Total URM	Total Faculty
Total University	24	19	-	81	273	2	126	45	399
Annenberg	-	-	-	1	2	-	1	-	3
Arts & Sciences	6	2	-	6	31	-	14	8	45
Dental Medicine	2	-	-	1	4	-	3	2	7
Design	-	-	-	2	7	-	2	-	9
Education	-	1	-	1	4	1	3	2	7
Engineering	1	-	-	4	6	-	5	1	11
Law	-	1	-	-	3	-	1	1	4
Nursing	-	3	-	1	7	-	4	3	11
Perelman School of Medicine	10	11	-	55	167	1	77	22	244
Social Policy & Practice	1	-	-	-	4	-	1	1	5
Veterinary Medicine	1	-	-	1	4	-	2	1	6
Wharton	3	1	-	9	34	-	13	4	47

Faculty Departures Fall 2009 to Fall 2012 (3-year period)									
Rank	Hispanic/Latino(a) of any race	African-American/Black	Native American/Alaskan Native	Asian/Pacific Islander	White	Two or more races	Total Minority	Total URM	Total Faculty
Total University	11	16	-	45	338	-	72	27	410
Annenberg	-	-	-	-	3	-	-	-	3
Arts & Sciences	2	-	-	6	55	-	8	2	63
Dental Medicine	1	2	-	-	6	-	3	3	9
Design	-	-	-	-	6	-	-	-	6
Education	-	2	-	-	9	-	2	2	11
Engineering	-	-	-	2	10	-	2	-	12
Law	-	-	-	1	7	-	1	-	8
Nursing	1	-	-	-	8	-	1	1	9
Perelman School of Medicine	3	10	-	29	184	-	42	13	226
Social Policy & Practice	-	2	-	-	4	-	2	2	6
Veterinary Medicine	3	-	-	-	16	-	3	3	19
Wharton	1	-	-	7	30	-	8	1	38

Data Source: Fall Employee Census
 Minority includes those that identify with one or more of the following race/ethnicities: Hispanic/Latino/a; African American/Black; Asian/Pacific Islander; Native American/Alaskan Native
 URM includes those that identify with one or more of the following race/ethnicities: Hispanic/Latino(a); African American/Black; Native American/Alaskan Native
 Counts do not include internal transfers

Table 5: Percent of Full-time Faculty by Minority Group Among Peer Universities

Fall 2011							
All Faculty	Hispanic/Latino(a) of any race	African-American/Black	Native American/Alaskan Native	Asian/Pacific Islander	Two or More Races	Total Minority	
University of Pennsylvania	17 of 18	12 of 18	10 of 18	7 of 18	11 of 18	12 of 18	17.6%
Brown University	3.0%	4.0%	0.0%	10.3%	0.8%	18.2%	
Columbia University	3.1%	3.4%	0.2%	12.4%	0.5%	19.6%	
Cornell University	2.7%	3.2%	0.5%	8.7%	0.1%	15.2%	
Dartmouth College	4.4%	3.3%	0.7%	7.0%	1.5%	17.0%	
Duke University	2.3%	3.7%	0.1%	11.8%	0.1%	17.9%	
Georgetown University	2.4%	4.1%	0.3%	6.3%	0.8%	13.9%	
Harvard University	3.2%	3.1%	0.0%	11.1%	1.0%	18.3%	
Johns Hopkins University	2.5%	3.9%	0.1%	14.8%	0.0%	21.3%	
MIT	2.8%	2.9%	0.1%	11.3%	1.0%	18.1%	
Northwestern University	3.2%	3.8%	0.0%	13.0%	0.3%	20.3%	
Princeton University	2.8%	3.5%	0.0%	8.4%	0.3%	14.9%	
Rice University	4.2%	2.0%	0.0%	10.8%	0.0%	17.0%	
Stanford University	3.6%	2.5%	0.3%	14.3%	0.0%	20.8%	
University of Chicago	3.5%	2.9%	0.0%	11.8%	0.9%	19.0%	
University of Rochester	1.8%	1.8%	0.2%	12.6%	0.3%	16.6%	
Washington University in St Louis	2.8%	2.8%	0.0%	12.8%	0.2%	18.5%	
Yale University	2.5%	4.0%	0.3%	11.3%	0.2%	18.2%	

Source: IPEDS Human Resources Survey
 Includes full-time instruction/research/public service staff reported as tenured & tenure track faculty with the ranks of Professor, Associate Professor and Assistant Professor