

# Gender and the Yale Faculty: A View of the Data

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# Gender and the Yale Faculty: A View of the Data

Presentation by Emily Stark (Yale Women Faculty Forum)

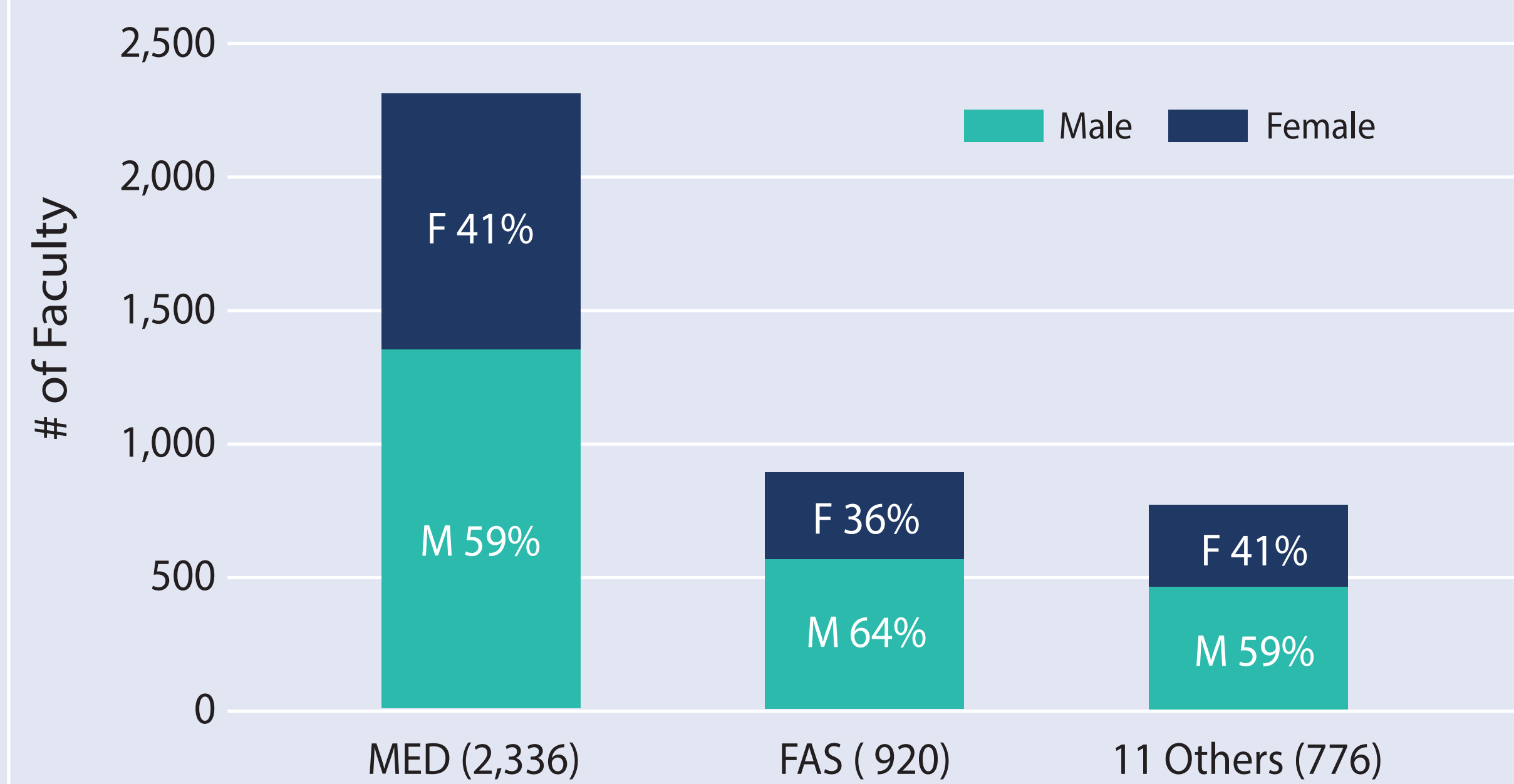


From "Women & Men Faculty Yale University: A View of 2016-17," co-authored by Paula Kavathas & Nancy Ruther, Dec. 4, 2017

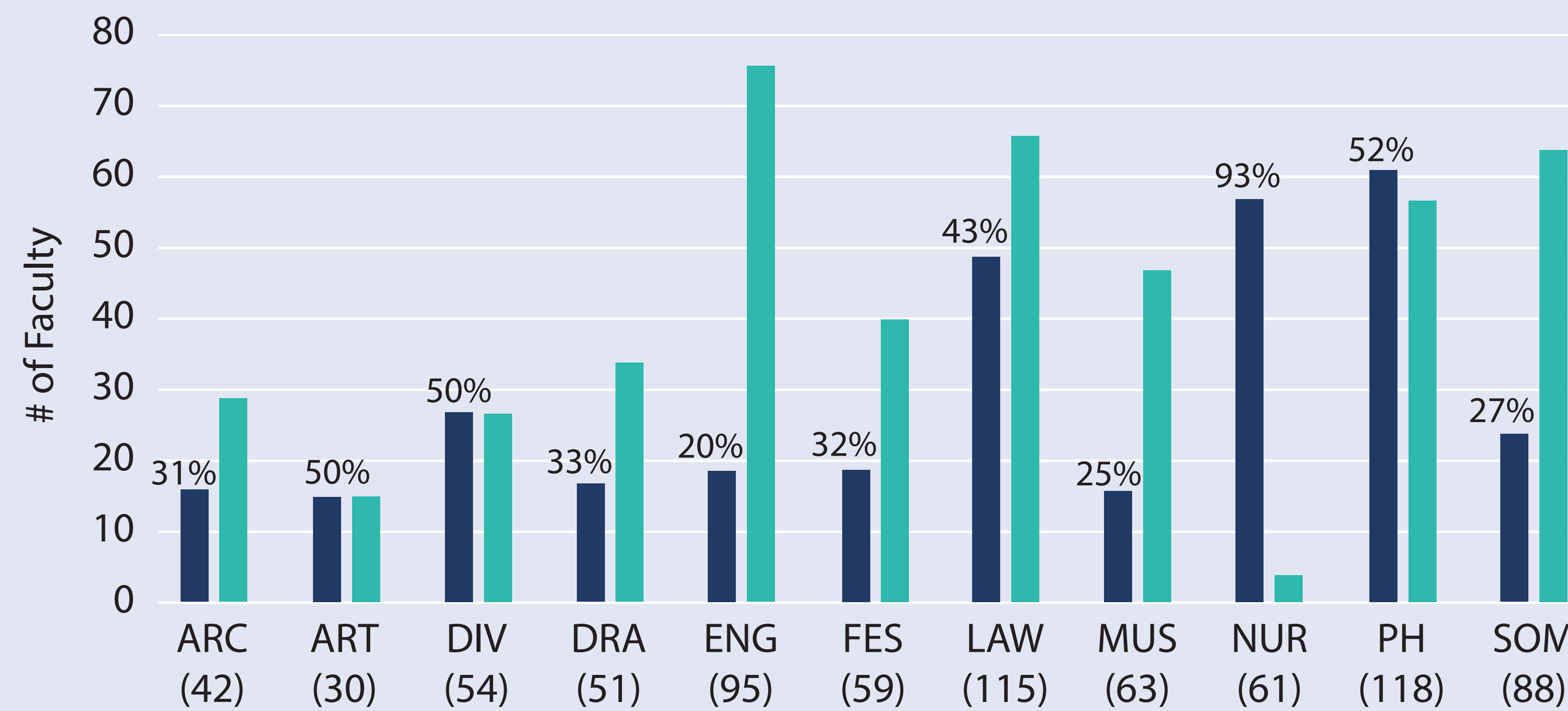
Every five years, the Women Faculty Forum compiles the demographics of the University's faculty in a report called "The View." The findings of *The View of 2016-2017* belong in the context of a series of structural changes at Yale over the past five years that contribute to a widespread effort to foster gender equity and to recruit, retain, and support a more diverse faculty.

While the achieving true gender equity has many dimensions, it is important to have a clear understanding of the composition of the University's faculty and how it has changed over time. By looking at these demographics, we can see where the University has fulfilled its intentions to strengthen faculty diversity and where there is still room for improvement.

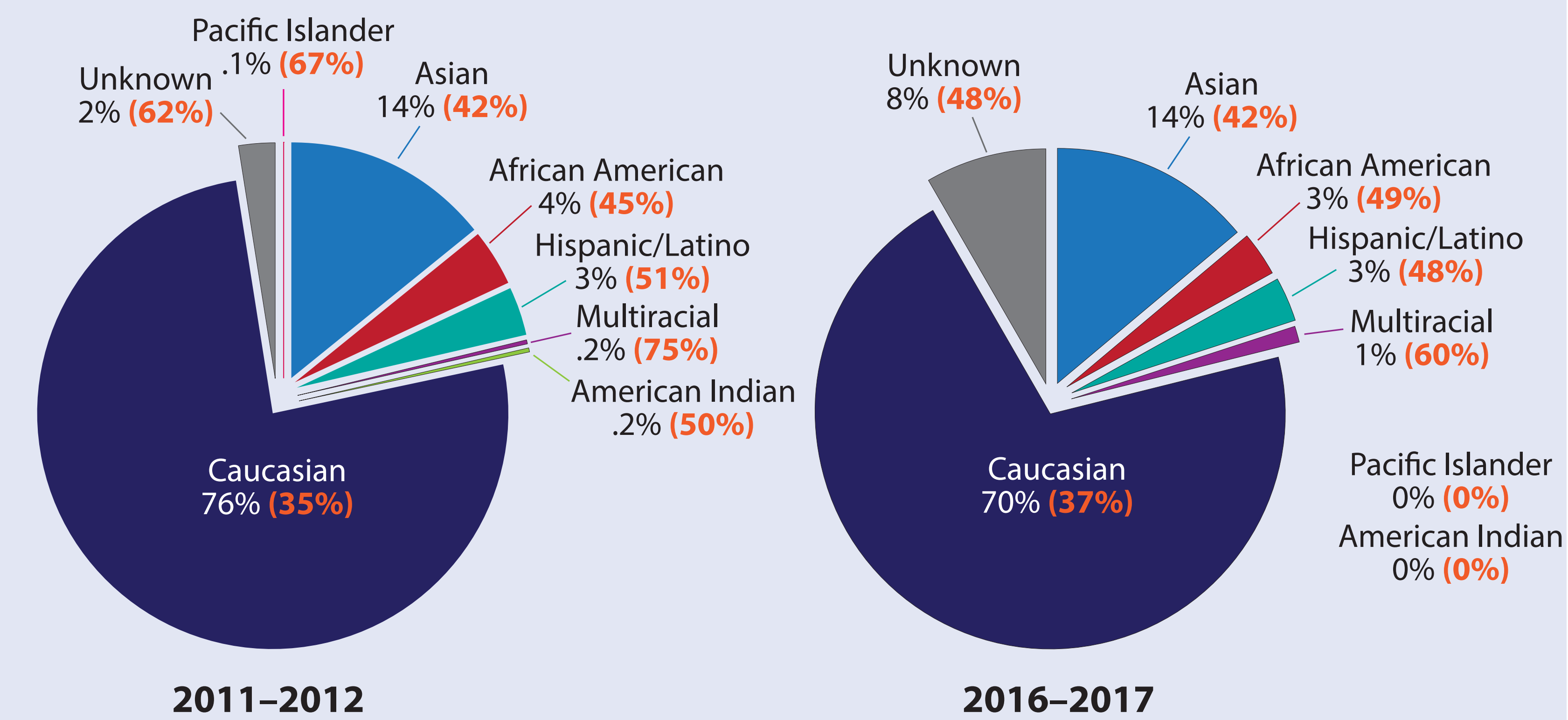
## Women and Men Faculty Throughout the University, 2016-2017



Distribution of faculty in 11 professional schools



## Representation of Faculty of Color Remains Stagnant

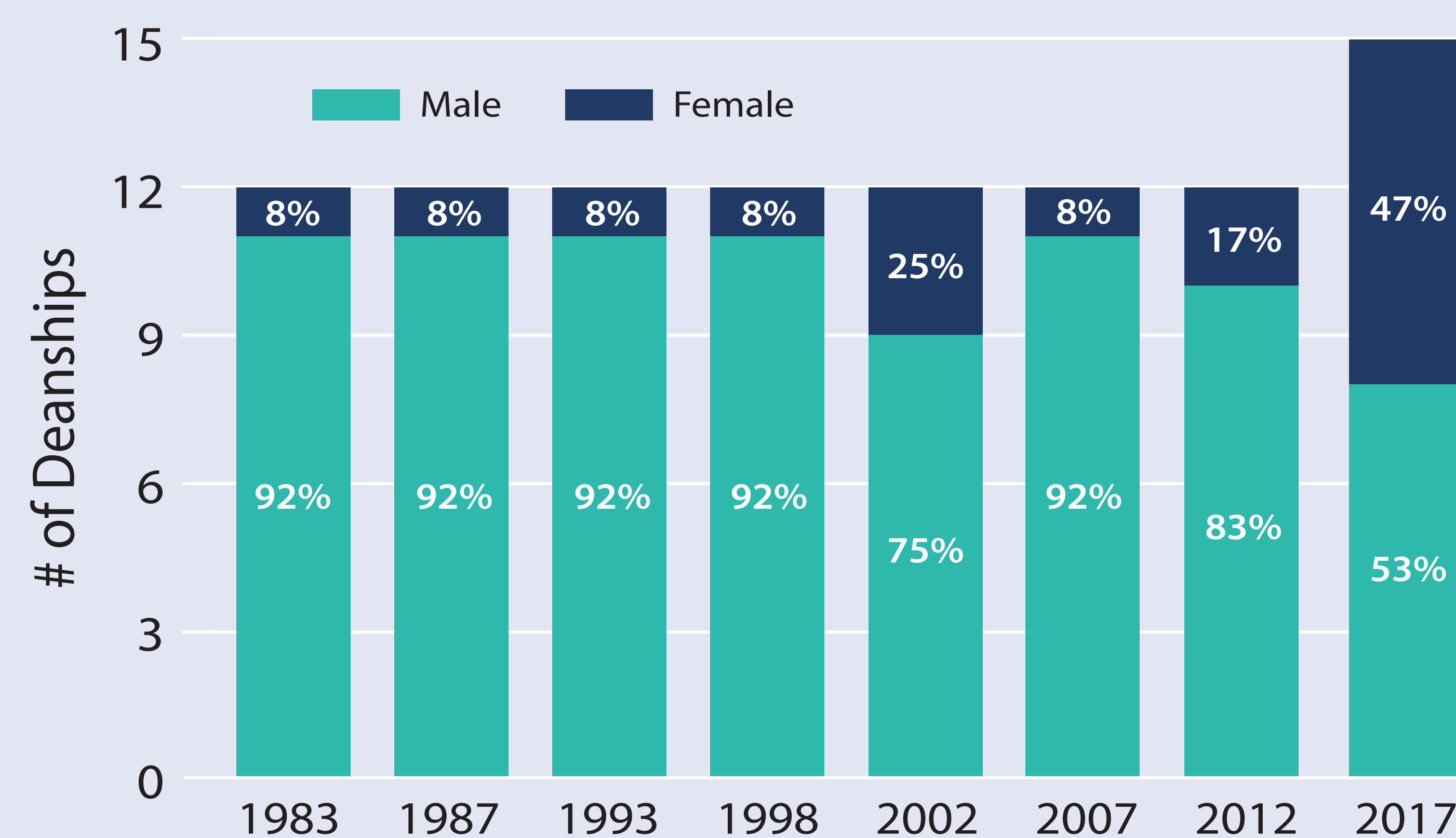


These pie charts capture the diversity profile of the University's teaching faculty and notes the percentage of women in orange (% Female). Over the five year interval, the percentage of faculty of color has either stayed the same or decreased in some respect. Furthermore, the 6% drop in Caucasian faculty on the five-year interval equates to the 6% rise in unknown.

## Highlight of the Findings

- The proportion of women faculty in the two largest schools, YSM and FAS is 41% and 36% respectively. Some schools have >40% women (YSPH, Law, Divinity) whereas others have <30% (SOM, Engineering, Music).
- Though percentage of women faculty has increased in last 16 years from 37% to 44% and from 17% to 27% for tenured women university-wide, progress has recently stagnated.
- Within the categories of Asian, African-American, Latino/Hispanic, there is not a substantial change from 2012 to 2017 in both tenured and overall teaching faculty.
- Gender parity nearly achieved in proportion of women deans; the percentage of women in Administrative Leadership is 33-46%; and women leading centers or institutes continue to be low (8%).

## 30 Years to Parity in Deanships



Since 2012, 5 women deans have been appointed to deanships previously held by men or to new positions of leadership altogether. Until these recent improvements, women deans remained scarce.

## Trajectory of Tenured Women Flattens



The graph above shows the trends of women faculty university-wide appointed to term and tenure appointments between 2002 and 2017. Though the total percentage of term and tenure women has increased overtime, the data exposes that rate of progress has actually flatlined in the last five year interval.

The Yale Women Faculty Forum (WFF) is a university-wide organization of women that fosters gender equity and diversity through policy initiatives, research, and innovative programs. WFF collected the data for this report from the Office of Faculty Administrative Services, the Office of Institutional Research, and the Office of Postdoctoral Affairs. Thanks to Mark Saba for his design help and Claire Bower for her leadership and input. A link to the full report is available via the QR code to your right.

