



Report on the Faculty:

Composition and Demographics of
Provost Reporting Vanderbilt
University Employed Faculty
Members

November 2018

Vanderbilt University

Office of the Vice Provost for Faculty
Affairs

Report on the Faculty, Fall 2018

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Notes on Faculty Data

Data Sources:

The faculty snapshot as of November 1, 2018 is provided by the Vanderbilt Institutional Research Group (VIRG).

Faculty Headcount:

Faculty counts are based on full-time and full-status partial-load, Vanderbilt University employed faculty members. VUMC-employed faculty are not included.

College/School:

College and school-level data is based on primary appointment only. Colleges and schools are only those that report to the Provost.

Race/Ethnicity:

Race/ethnicity data are based on voluntary employee self-identification at the time of hire. Reported categories include:

- American Indian or Alaska Native (Not Latinx)
- Asian (Not Latinx)
- Black or African American (Not Latinx)
- Hispanic/Latinx
- Native Hawaiian or Pacific Islander (Not Latinx)
- Two or More Races
- White (may include faculty who did not identify race).

Faculty of Color is defined as American Indian/Alaska Native, Asian, Black/African-American, Hispanic/Latinx, and Native Hawaiian/Pacific Islander.

Classification and Relation to Tenure:

The professoriate includes the following tracks: Tenured (T), Tenure- Track (TT), and Non-Tenure Track (NTT). Faculty members with appointments other than assistant professor, associate professor, and professor are grouped and listed as "Instructor/Lecturer".

If you have questions, please contact the Office of the Vice Provost for Faculty Affairs at vpf@vanderbilt.edu.

Faculty Composition: Line, School, and Title

As of November 1, 2018, there are 1,468 active, full-time faculty members in the Vanderbilt University professoriate.

Of this number, 43.94% are tenured, 12.53% are tenure-track, and 43.53% are non-tenure track by primary affiliation (Table 1.A).

All lines combined, 26.63% of faculty members hold the assistant professor title; 20.78% hold the associate professor title; and 33.99% hold the title of professor. 18.60% of faculty hold the title of instructor, which includes titles such as lecturer, writer in residence, etc.

The Law School and the Owen Graduate School of Management have the lowest percentages of non-tenure track faculty (Figure 1.B).

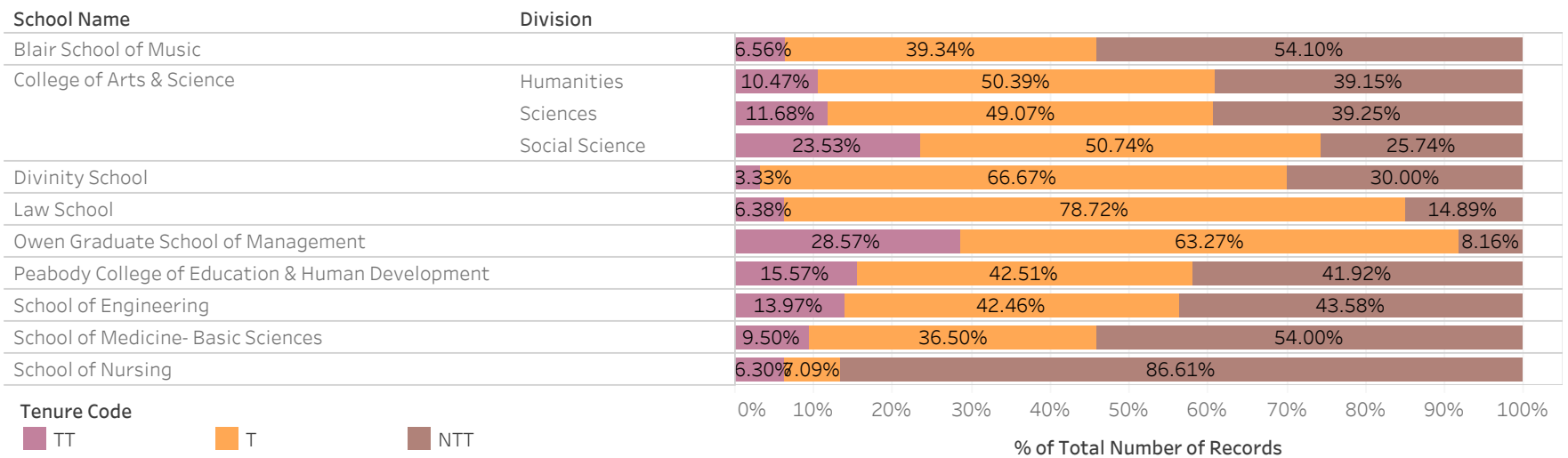
Tenure Code Abbreviations

T-Tenured
 TT-Tenure-Track
 NTT- Non-Tenure Track

1.A. All Faculty, Line and Title

Faculty Title	Tenure Code			Grand Total
	T	TT	NTT	
Assistant Professor		12.06%	14.58%	26.63%
Associate Professor	14.17%	0.48%	6.13%	20.78%
Professor	29.77%		4.22%	33.99%
Instructors/Lecturers			18.60%	18.60%
University Total	43.94%	12.53%	43.53%	100.00%

1.B. All Faculty, School and Line



Faculty Composition: Gender, Line, and Title

Women account for 43.17% of the Fall 2018 professoriate, and men account for 56.83% (Table 2.A).

Women's representation is highest among Instructors/Lecturers (63.97%), and lowest among Professors (28.26%) (Table 2.B).

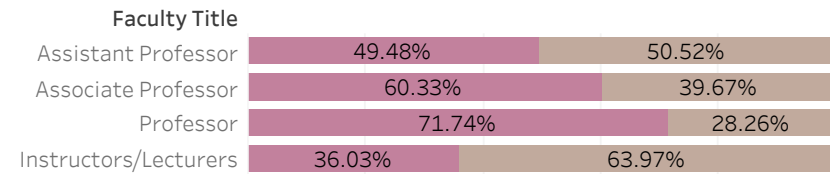
Women are approximately 30% of all tenured faculty, 49% of tenure-track faculty, and 55% of non-tenure track faculty (Table 2.C).



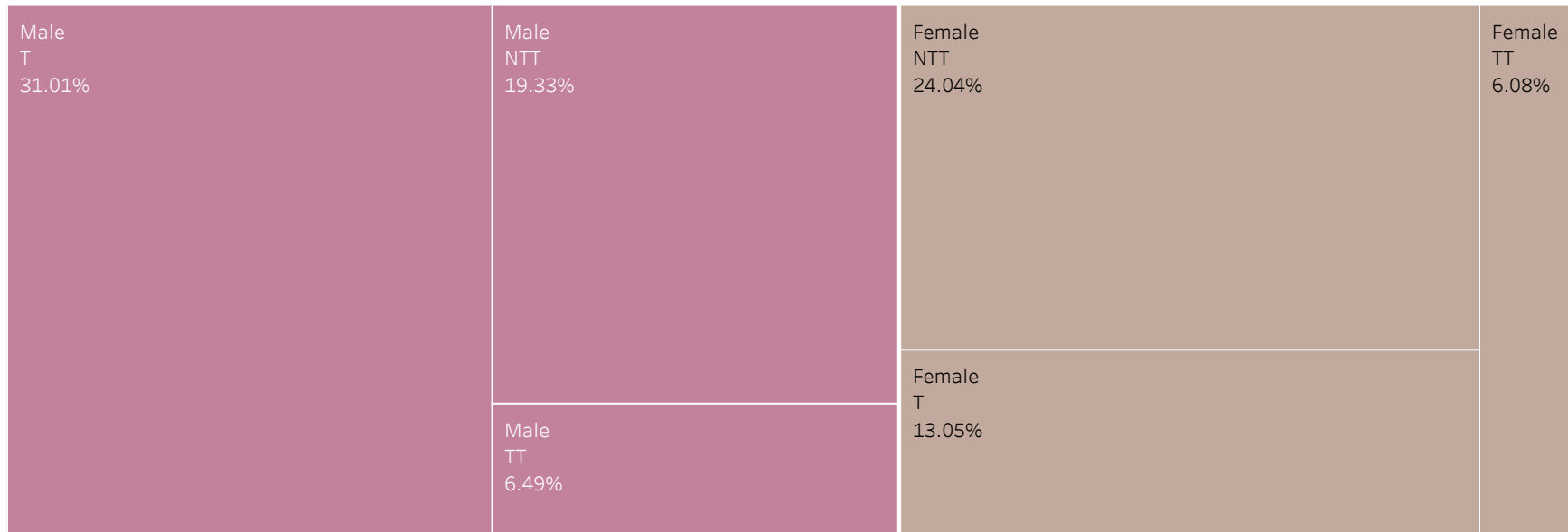
2.A. Gender Composition Percentage Total by Line

Gender	Tenure Code			Grand Total
	NTT	T	TT	
Male	19.33%	31.01%	6.49%	56.83%
Female	24.04%	13.05%	6.08%	43.17%
University Total	43.37%	44.06%	12.57%	100.00%

2.B. Gender Composition by Title

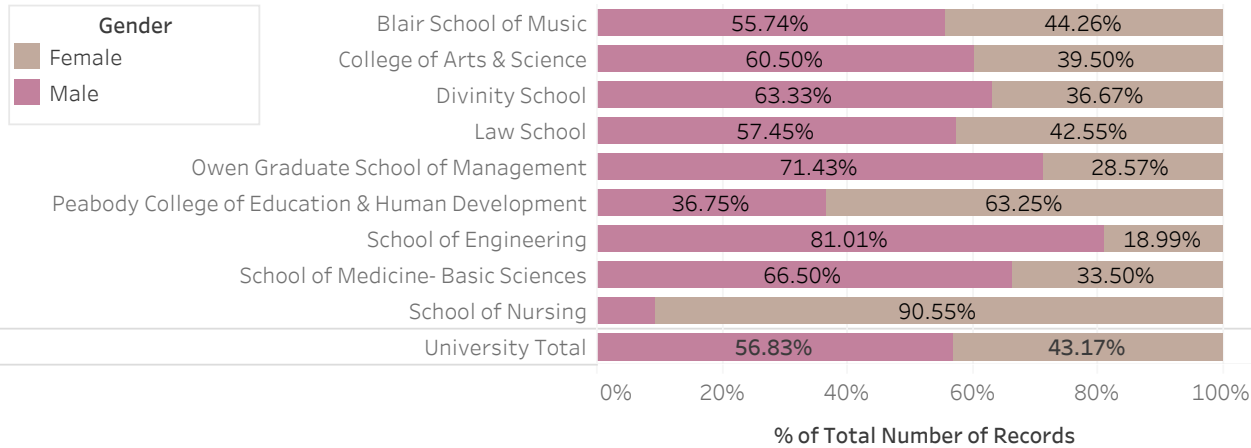


2.C. All Faculty, Gender and Line



Faculty Composition: Gender, School, and Tenure Status

3.A. Gender Composition by School



Women account for 43.17% of all University faculty. They comprise a comparable percentage of all full-time faculty in Blair School of Music, the College of Arts and Science, Divinity School, and Law School. Men account for more than two-thirds of the full-time faculty in Owen Graduate School of Management, School of Engineering, and School of Medicine-Basic Sciences (Table 3.A).

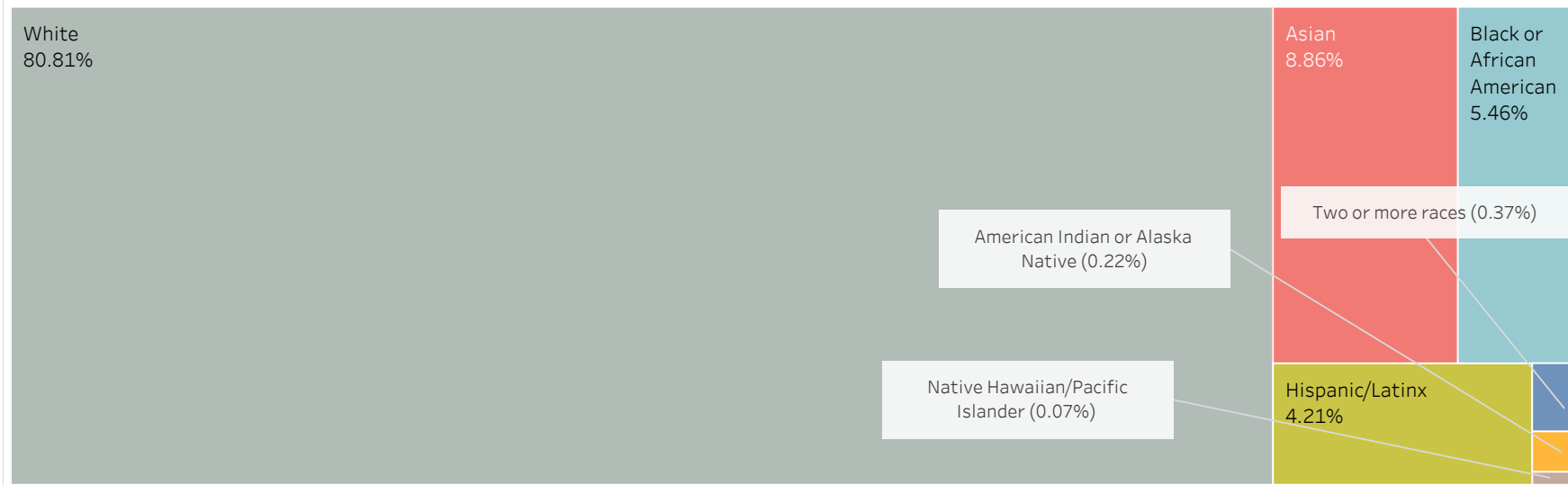
Only Peabody College of Education and Human Development and School of Nursing have more women faculty than men (Table 3.B).

3.B. Tenure Status and Gender Composition by School

Tenure Code	Blair School of Music		College of Arts & Science		Divinity School		Law School		Owen Graduate School of Management		Peabody College of Education & Human Development		School of Engineering		School of Medicine- Basic Sciences		School of Nursing	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
T	28.57%	57.14%	22.16%	56.19%	33.33%	61.90%	35.00%	57.50%	15.56%	53.33%	34.02%	39.18%	9.90%	65.35%	18.48%	60.87%	52.94%	
TT	3.57%	10.71%	10.82%	10.82%	4.76%		5.00%	2.50%	11.11%	20.00%	16.49%	10.31%	6.93%	17.82%	8.70%	11.96%	41.18%	5.88%
Total	32.14%	67.86%	32.99%	67.01%	38.10%	61.90%	40.00%	60.00%	26.67%	73.33%	50.52%	49.48%	16.83%	83.17%	27.17%	72.83%	94.12%	5.88%

Faculty Composition: Race and Ethnicity, University-Wide

5.A. All Faculty, Race and Ethnicity



University Race and Ethnicity: Faculty of Color

Approximately one in five (19.19 %) of the faculty identifies as a faculty member of color (American Indian/Alaska Native, Asian, Black/African-American, Hispanic/Latinx (regardless of race), and Native Hawaiian/Pacific Islander) (Figure 5.A).

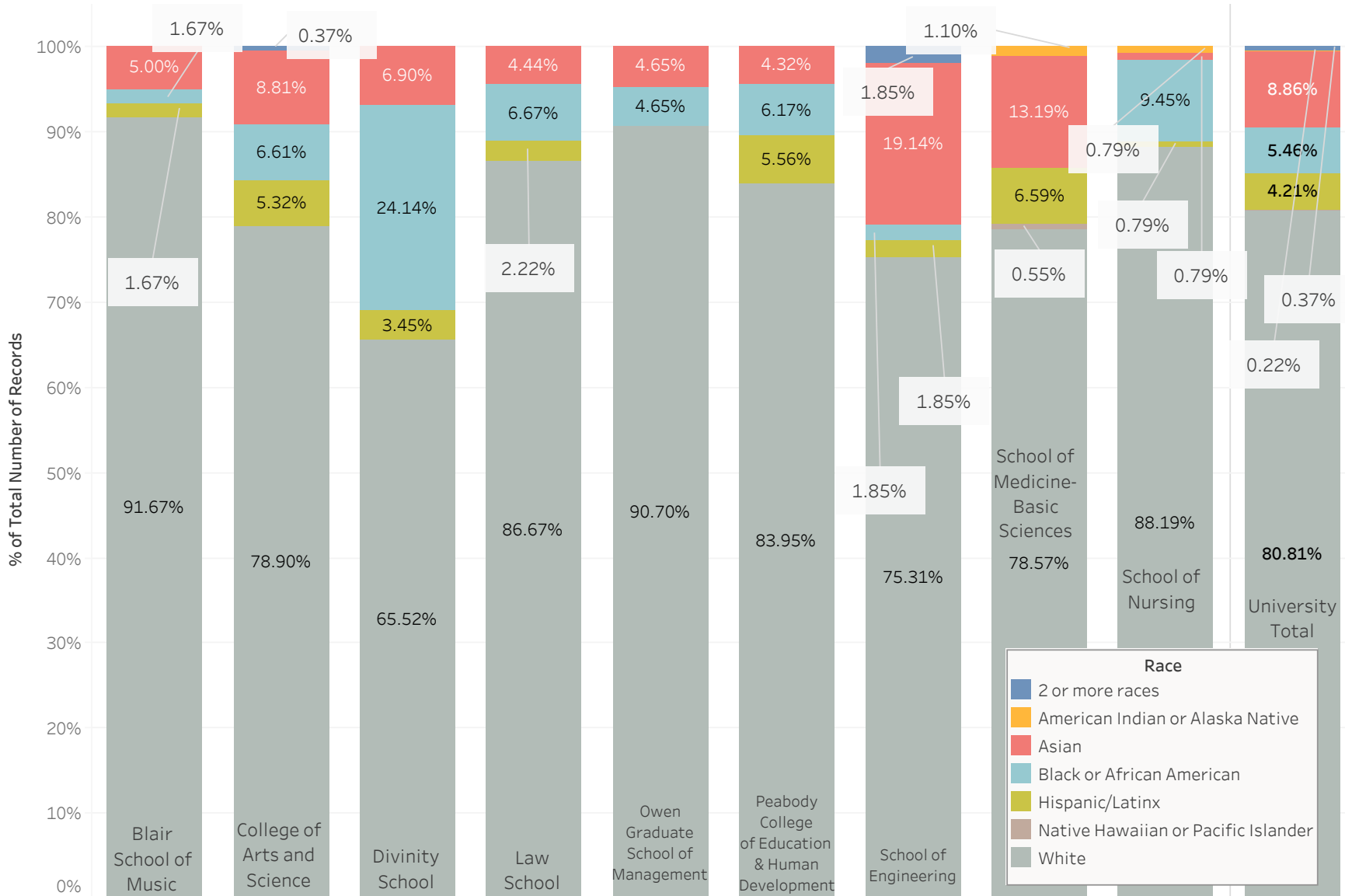
Race and Ethnicity Data: Limitations

Departmental representatives enter demographic data into the Faculty Information System. Although faculty members self-identify their race/ethnicity, some error can be attributed to this indirect reporting.

In instances where faculty members failed to specify a race, faculty records may mistakenly indicate "white" as a racial identification.

Faculty Composition: Race and Ethnicity, School Distribution

6.A. Race and Ethnicity by College/School

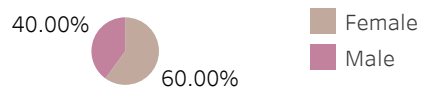


Faculty Composition: Gender Breakdown by Race

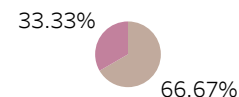
8.A. All Faculty, Intersection of Gender and Race

	2 or more races	American Indian or Alaska Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Pacific Islander	White
Female	0.22%	0.15%	3.39%	2.95%	1.92%		34.17%
Male	0.15%	0.07%	5.46%	2.51%	2.29%	0.07%	46.64%

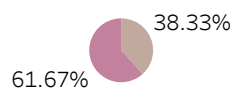
2 or More Races



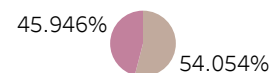
American Indian or Alaska Native



Asian



Black or African American



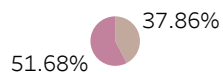
Hispanic/Latinx



Native Hawaiian or Pacific Islander



White



Female faculty of color represent 8.63% of the professoriate, and male faculty of color represent 10.55% (Table 8.A).

The accompanying pie charts illustrate gender distribution with respect to race within each race/ethnicity category.