



Report on the Faculty

Composition and Demographics of Vanderbilt University Employed Faculty Members

November 2019

**The Office of Faculty Affairs and
the Office for Planning and
Institutional Effectiveness in
the Office of the Provost**

Report on the Faculty, Fall 2019

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Notes on Faculty Data

Data Sources:

The faculty snapshot as of November 1, 2019 is provided by the Office for Planning and Institutional Effectiveness (PIE).

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).

Person 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 Faculty Affairs at vpf@vanderbilt.edu.

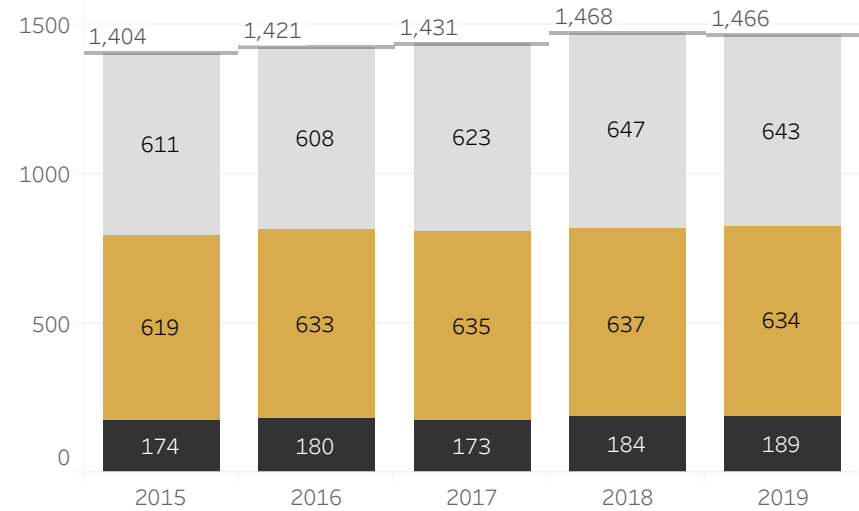
Report on the Faculty: School

1.A. Tenure, tenure-track, and non-tenure track appointments have increased from 2015 to 2019.

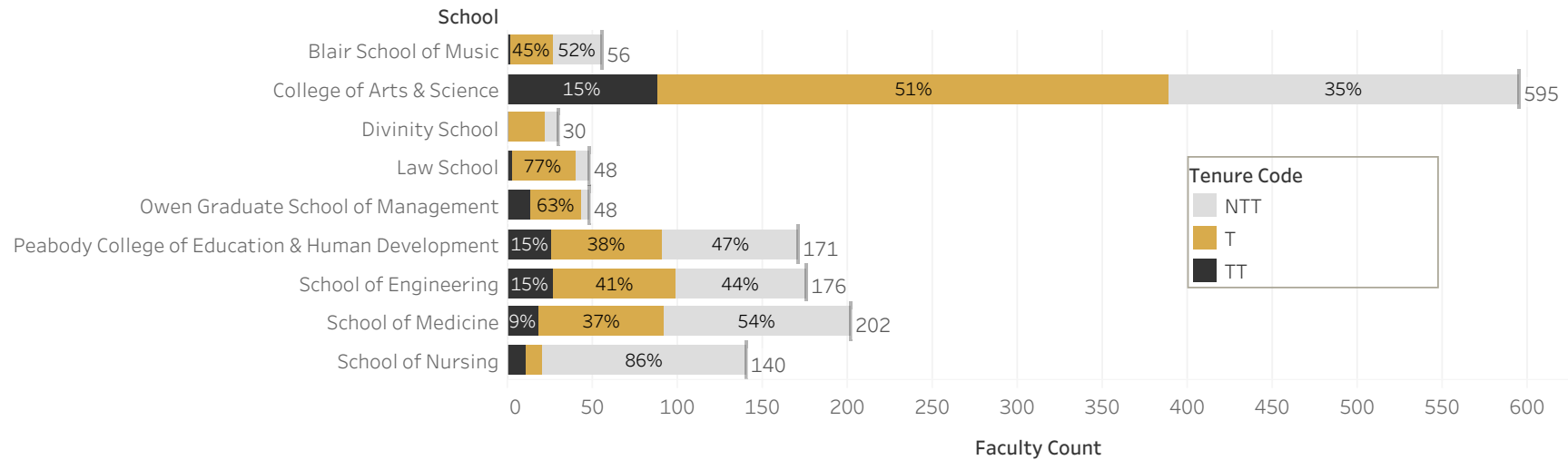
Of all full-time faculty members in November 2019:

**-43.9% held non-tenure track appointments,
-43.2% held tenured appointments, and
-12.9% held tenure track appointments.**

1.A. All Faculty by Tenure Status, 2015-2019



1.B. All Faculty by School, November 2019



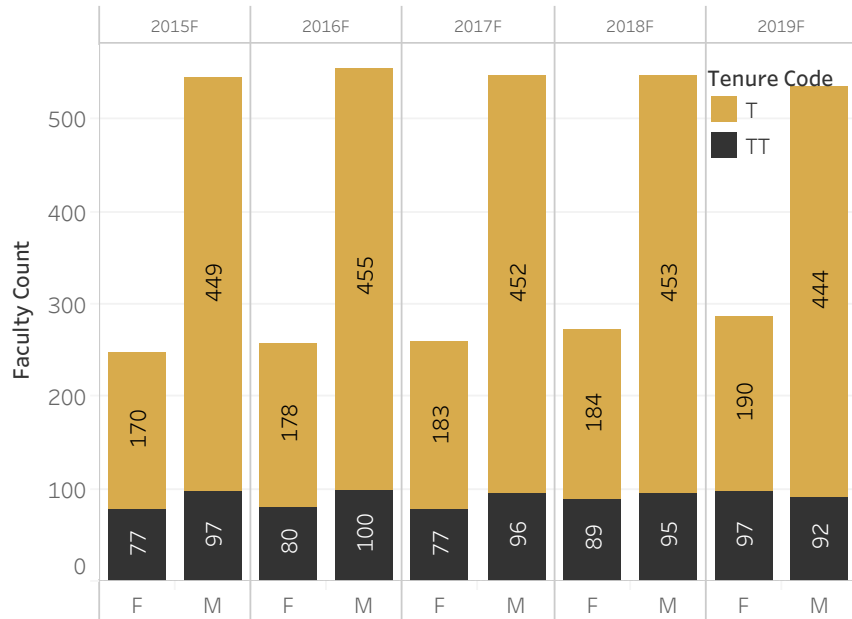
Report on the Faculty: Gender

From 2015 to 2019, the composition of the tenure stream faculty has shifted, as presented in Figures 2.B. and 2.C. Women increased as a percentage from 31% to 35%.

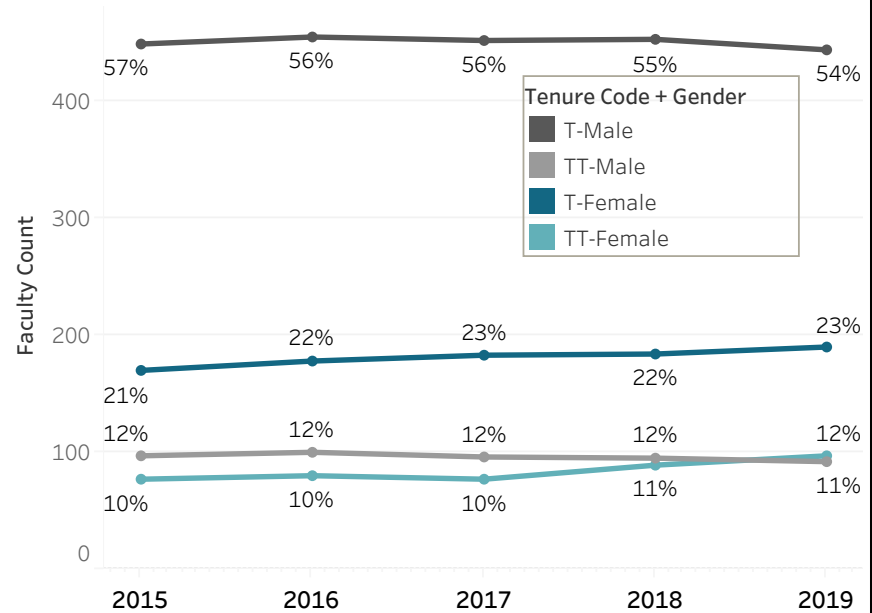
2.A. Tenure Status and Gender, November 2019

Tenure.. Status	Census Term / Gender 2019F	
	F	M
NTT FT	56%	44%
T FT	30%	70%
TT FT	51%	49%
Grand Total	44%	56%

2.B. Tenured and Tenure-Track Faculty, Gender, 2015-2019



2.C. Tenure/Tenure-Track Faculty and Gender, 2015-2019



Report on the Faculty: Race and Gender

3. Race, Gender, and Tenure Status Intersectionality

Tenure Code (group)	Status	Race	Census Term / Gender 2019F		Total
			F	M	
NTT	FT	Faculty of Color	9%	7%	16%
		N/A	6%	7%	12%
		White	41%	30%	72%
		Total	56%	44%	100%
T & TT	FT	Faculty of Color	7%	11%	18%
		N/A	5%	4%	9%
		White	23%	50%	73%
		Total	35%	65%	100%
Grand Total			44%	56%	100%

Race, Ethnicity, and Gender Data Limitations

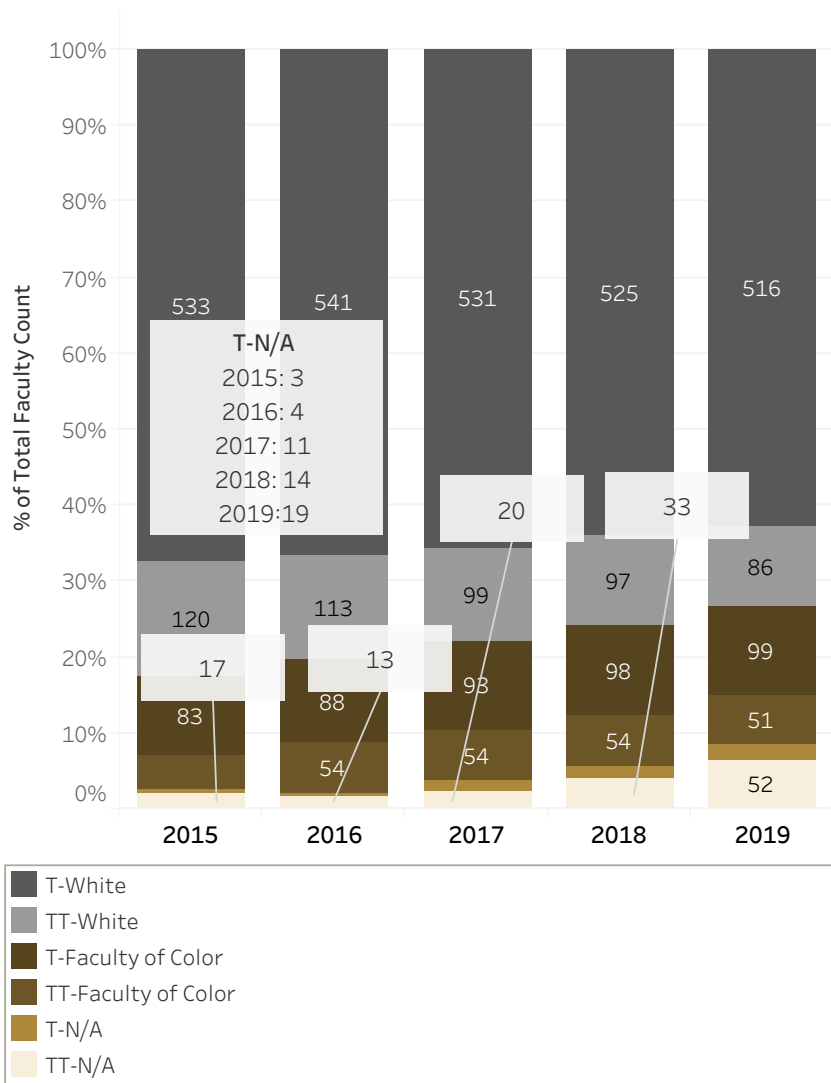
Departmental Representatives enter demographic data into the Faculty Information System. Although faculty members self-identify their race/ethnicity, some error can be attributed to this indirect reporting.

Gender is represented on a binary scale.

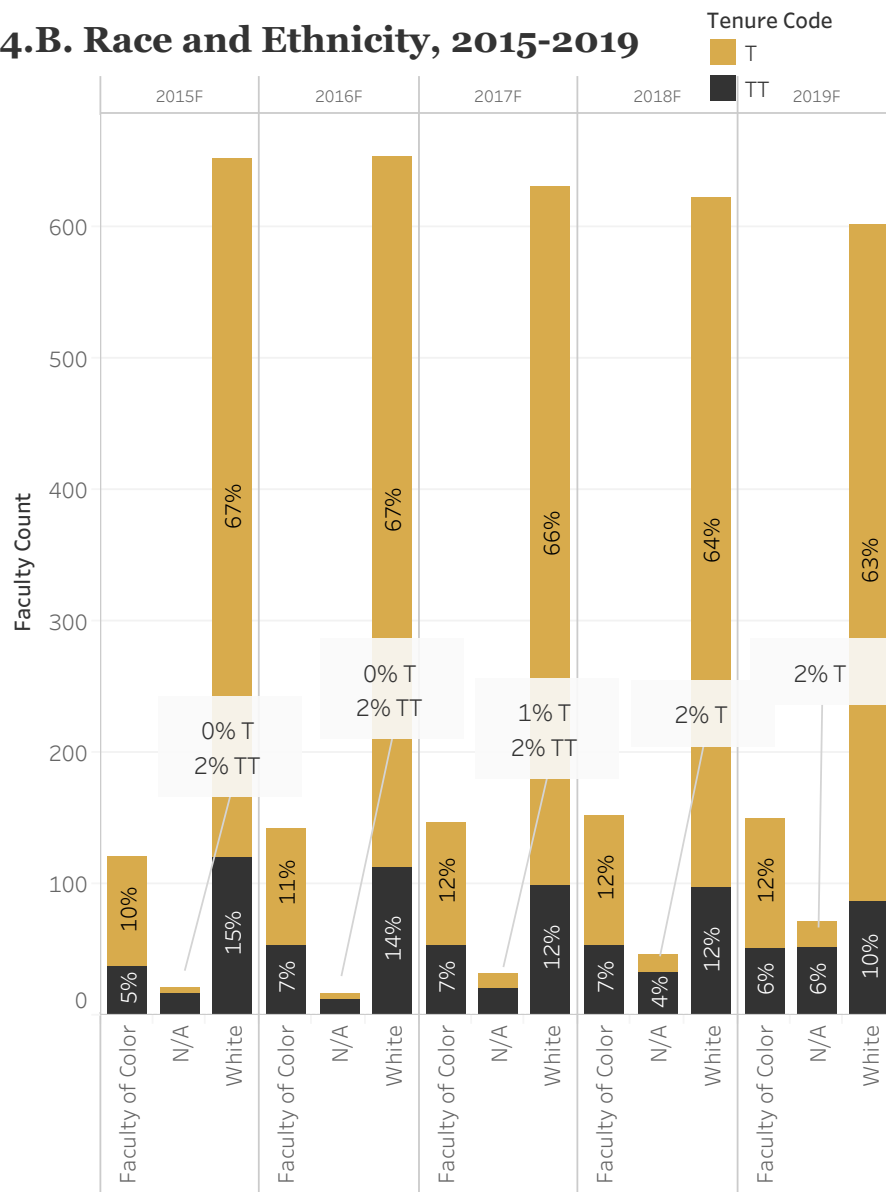
Faculty of Color

In this report, all but White are brought together as People of Color. This includes faculty who have identified as Hispanic; American Indian or Alaskan Native; Asian; Black or African American; Native Hawaiian or other Pacific Islander; or Two or more races. Data is not available according to this classification for all faculty, and others are identified as N/A in this report.

4.A. Intersection of Tenure Status and Race/Ethnicity



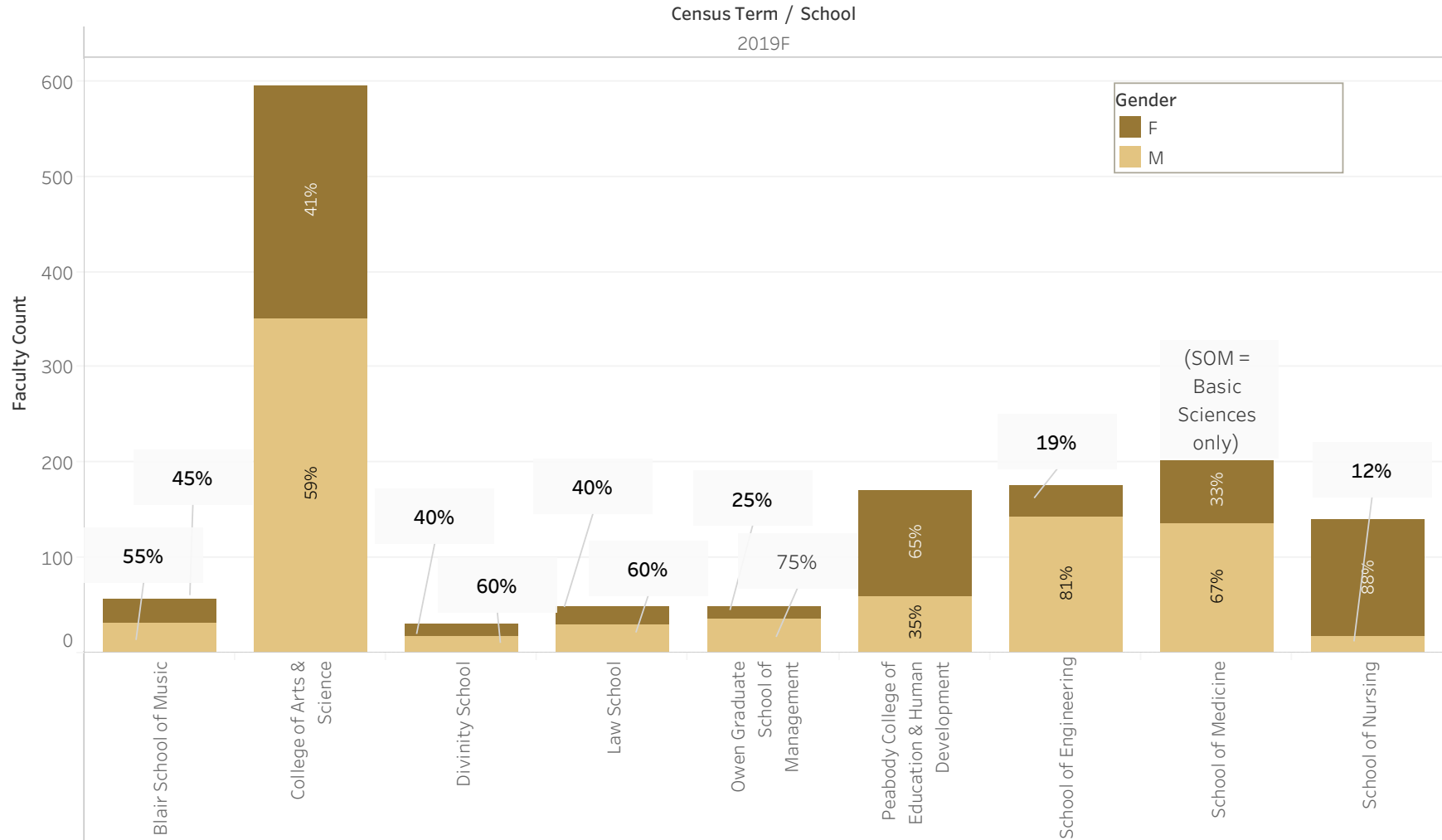
4.B. Race and Ethnicity, 2015-2019



Report on the Faculty: Gender and School

In 2019, male faculty make up the majority of the faculty in every school except the Peabody College of Education & Human Development and the School of Nursing.

5. Gender by School, November 2019



6.A. Leadership and Race/Ethnicity

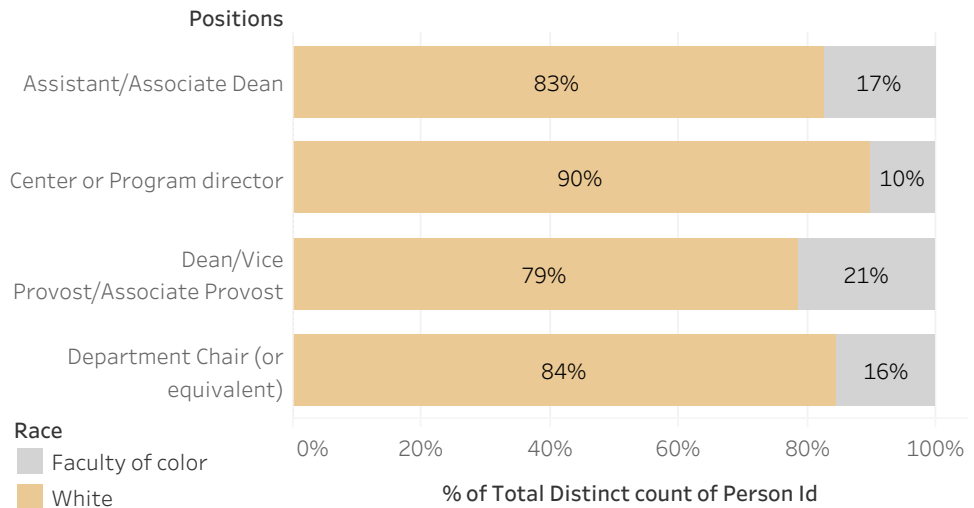
Positions	Race	
	Faculty of col..	White
Assistant/Associate Dean	8	38
Center or Program director	5	44
Dean/Vice Provost/Associate Provost	3	11
Department Chair (or equivalent)	7	38

6.B. Leadership and Gender

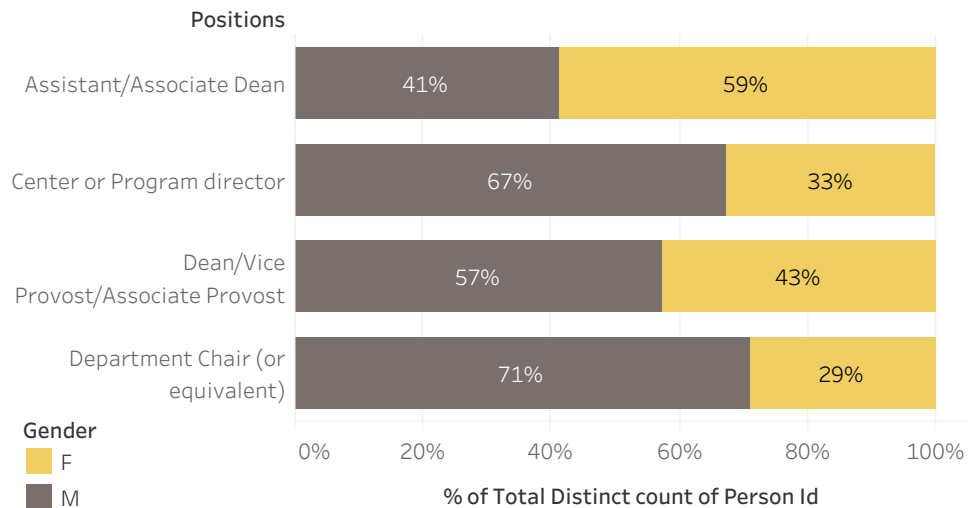
Positions	Gender	
	F	M
Assistant/Associate Dean	27	19
Center or Program director	16	33
Dean/Vice Provost/Associate Provost	6	8
Department Chair (or equivalent)	13	32

This analysis includes only full-time faculty who hold academic administrator positions with one of these titles. If a faculty member holds several positions that fall into different categories (e.g., as department chair and a center director), they will be counted once in each category.

6.C. Leadership and Race (%)



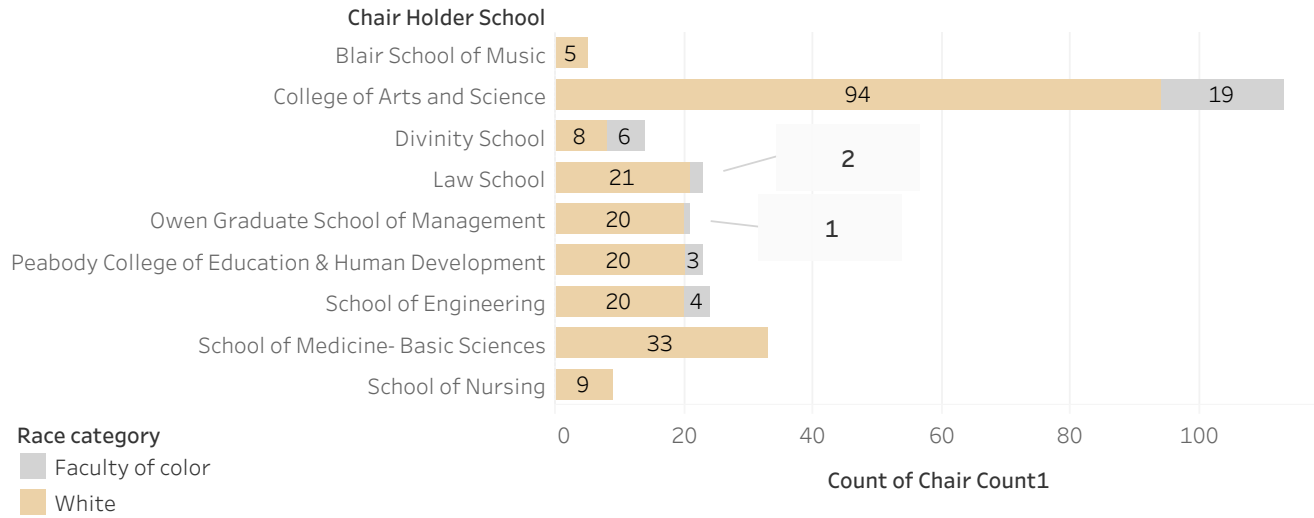
6.D. Leadership and Gender (%)



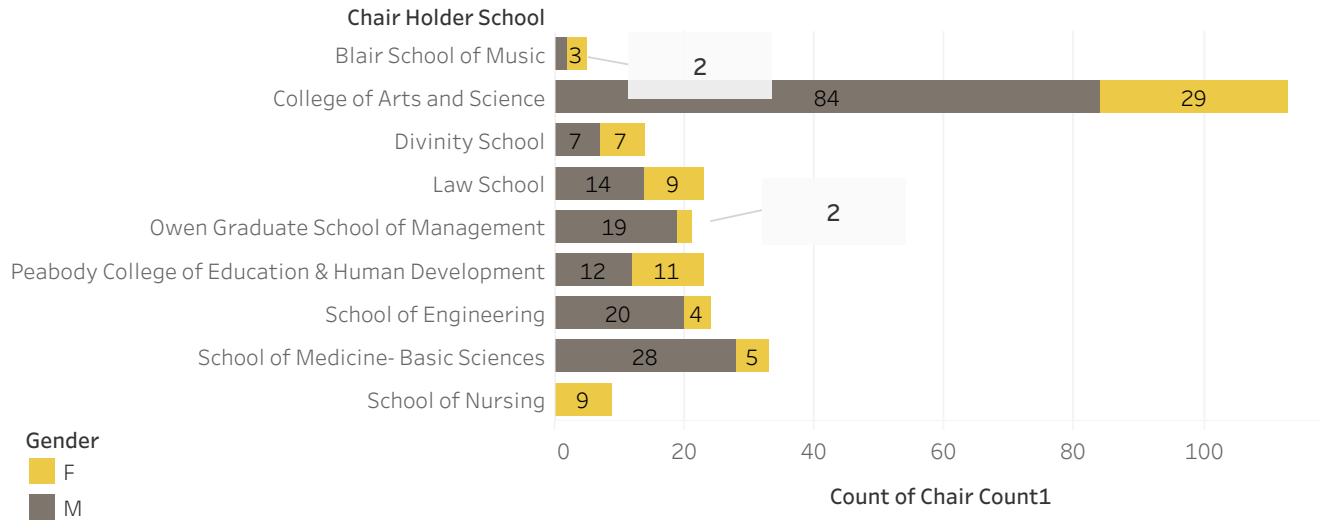
7.A. Chairholder Race/Ethnicity

Race categ..	Gender		Grand..
	F	M	
Faculty of color	13	22	35
White	66	164	230
Grand Total	79	186	265

7.B. Chair Race/Ethnicity by School



7.C. Gender by School



An endowed chair is the highest award the university can bestow on a faculty member, usually in the form of recognition (a title that is typically named according to the donor's wishes) and financial support. An endowed faculty position is supported by an annual payout from a privately funded endowment. The endowment may cover faculty salary, research and travel stipends, or other associated costs.