

**APPENDIX I**

**BIG TEN INSTITUTION FACULTY BY RACE/ETHNICITY IN SIX DEPARTMENTS/SCHOOLS:  
BIOLOGY, BUSINESS, EDUCATION, ENGLISH, HISTORY, AND PSYCHOLOGY**

**BIOLOGY DEPARTMENTS**

Table I-1. Faculty in Big Ten biology departments by race/ethnicity, 2001-2002

Big Ten institution	African American	American Indian and Alaska Native	Asian American	Latino	Caucasian	Other or undisclosed	Total faculty	Total minority faculty	Percent minority faculty	Total underrepresented minority faculty	Percent underrepresented minority faculty
Indiana University	0	0	5	1	43	0	49	6	12.2%	1	2.0%
Michigan State University	1	1	6	1	52	0	61	9	14.8	3	4.9
Northwestern University	0	0	3	1	21	0	25	4	16.0	1	4.0
Ohio State University	0	0	9	1	93	5	108	10	9.3	1	0.9
Pennsylvania State University	N/A	N/A	N/A	N/A	N/A	N/A	58	13	22.4	N/A	N/A
Purdue University	N/A	N/A	N/A	N/A	N/A	N/A	49	3	6.1	N/A	N/A
University of Illinois	0	0	8	0	43	0	51	8	15.7	0	0.0
University of Michigan	0	0	5	1	33	0	39	6	15.4	1	2.6
University of Minnesota	0	1	5	0	77	1	84	6	7.1	1	1.2
University of Wisconsin	1	0	1	1	46	1	50	3	6.0	2	4.0
Total	2	2	42	6	408	7	574	68	11.8	10	1.7

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NOTE: The biology department faculty data in Table I-1 and Figures I-1 and I-2 are from 2001-2002, except for Indiana University (2002-2003) and Pennsylvania State University (1999-2000). Indiana University and the University of Michigan did not report the number of Caucasian faculty; these numbers were derived by subtracting the total minority faculty from the total faculty for these two institutions. Biology department faculty data by ethnicity were not available for Pennsylvania State University or Purdue University, and no data were available for the University of Iowa. For the institutions that have more than one biology-related department (Michigan State University, Pennsylvania State University, University of Illinois, University of Michigan, and University of Wisconsin), departments were included in this analysis if they cover areas of study that are similar to the areas of study available within Indiana University's biology department. Indiana University's biology department includes the following areas of study: animal behavior, biochemistry, cell biology, developmental biology, ecology, evolution, genetics, microbiology, molecular biology, and plant biology. Michigan State University faculty data are from the departments of Biochemistry, Molecular Biology, Plant Biology; the Kellogg Biological Station; and the Plant Research Laboratory. Pennsylvania State University faculty data are from the departments of Biology and Biochemistry/Molecular Biology. University of Illinois faculty data are from the departments of Cell and Structural Biology, Plant Biology, Microbiology, and Biochemistry. University of Michigan faculty data are from the departments of Biology; Ecology and Evolutionary Biology; and Molecular, Cellular, and Developmental Biology. University of Wisconsin faculty data are from the department of Biochemistry in the College of Agricultural and Life Sciences and the department of Botany in the College of Letters and Science.

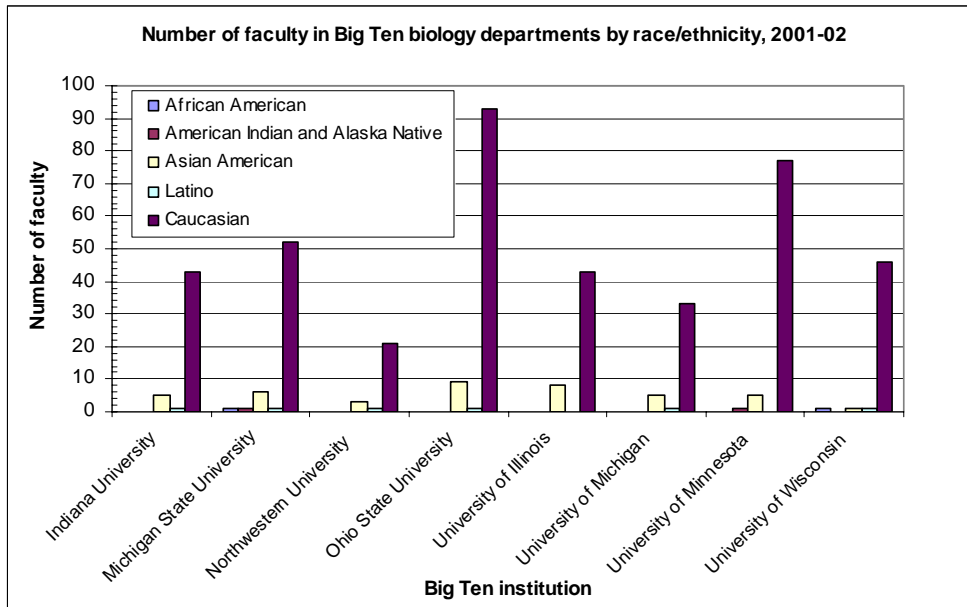
SOURCE: The following is a list of the sources and types of data in the Appendix I tables and figures. **Indiana University:** The 2001-2002 data are from the Office of the Vice Chancellor for Academic Affairs and Dean of Faculties; and the 2002-2003 data are tenure track and tenure, full-time faculty from the Office of Affirmative Action and Equal Opportunity *Affirmative Action Plan October 2002 to September 2003* <<http://www.indiana.edu/~affirm/pdf/Plan03.pdf>>. **Michigan State University:** The data refer to tenure system faculty and are from the Office for Affirmative Action, Compliance, and Monitoring. **Northwestern University:** The data refer to tenure track and tenure faculty and are from the Office of Administration and Planning, Institutional Research. **Ohio State University:** The 2001-2002 data are tenure track faculty from the Office of Minority Affairs. The 2002-2003 data are non-clinical, tenure track and tenure faculty from the Office of Human Resources Management Information Analysis and Reporting *Annual Diversity Data 2002*. **Pennsylvania State University:** The 1999-2000 data are tenure track and tenure faculty from the Affirmative Action Office *Affirmative Action Plan 1999-2000* <<http://www.psu.edu/dept/aaoffice/plan99-00/aaplan.htm>>. **Purdue University:** The data refer to minority faculty and are from the Affirmative Action Office *Affirmative Action Plan 2003* <<http://www.purdue.edu/humanrel/aa0/PDF/AAPlan03.pdf>>. **University of Illinois:** The data refer to tenure track and tenure faculty and are from the Office of Equal Opportunity and Access <[http://www.eoa.uiuc.edu/admin\\_section.html](http://www.eoa.uiuc.edu/admin_section.html)>. **University of Iowa:** The data refer to tenure track faculty and are from the Office of Affirmative Action. **University of Michigan:** The data refer to tenure and tenure track faculty and are from the Human Resources and Affirmative Action, Records and Information Services *Affirmative Action Workforce Analysis*. **University of Minnesota:** The data refer to faculty of color and are from the Office for Multicultural and Academic Affairs. **University of Wisconsin:** The data refer to tenure track and tenure faculty and are from the Office of Budget, Planning, and Analysis.

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BIOLOGY DEPARTMENTS

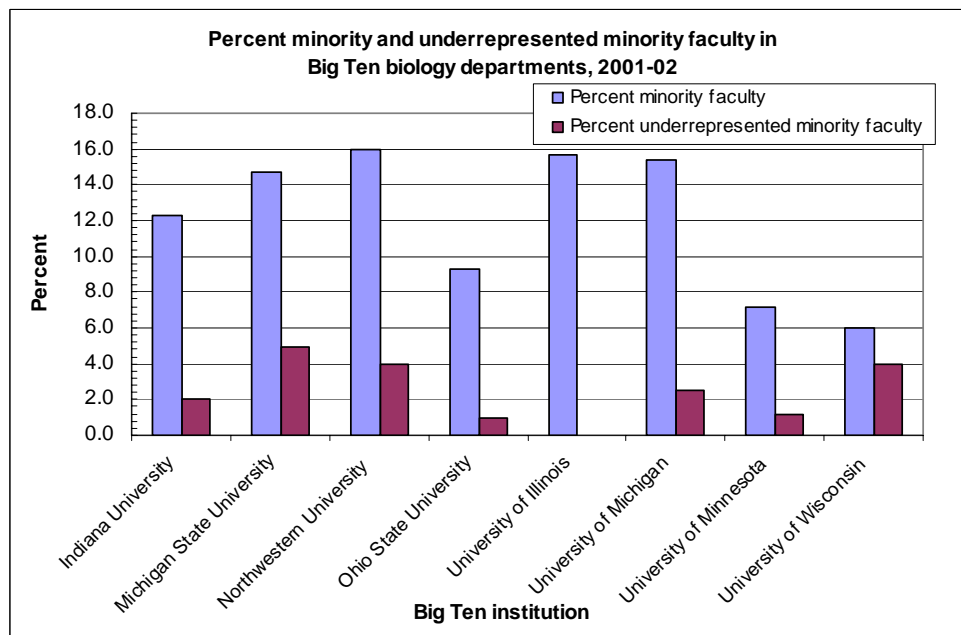
Figure I-1



SOURCE: See the sources for Table I-1.

BIOLOGY DEPARTMENTS

Figure I-2



SOURCE: See the sources for Table I-1.

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BUSINESS SCHOOLS

Table I-2. Faculty in Big Ten business schools by race/ethnicity, 2001-2002

Big Ten institution	African American	American Indian and Alaska Native	Asian American	Latino	Caucasian	Other or undisclosed	Total faculty	Total minority faculty	Percent minority faculty	Total underrepresented minority faculty	Percent underrepresented minority faculty
Indiana University	3	0	11	0	100	0	114	14	12.3%	3	2.6%
Michigan State University	5	0	8	1	90	0	104	14	13.5	6	5.8
Northwestern University	1	0	11	3	96	2	113	15	13.3	4	3.5
Ohio State University	2	0	11	1	74	5	93	14	15.1	3	3.2
Pennsylvania State University	N/A	N/A	N/A	N/A	N/A	N/A	94	18	19.1	N/A	N/A
Purdue University	1	0	18	1	64	0	84	20	23.8	2	2.4
University of Illinois	3	1	29	0	88	0	121	33	27.3	4	3.3
University of Iowa	0	0	10	1	63	0	74	11	14.9	1	1.4
University of Michigan	4	0	26	1	72	0	103	31	30.1	5	4.9
University of Minnesota	0	0	26	1	87	1	115	27	23.5	1	0.9
University of Wisconsin	1	0	11	0	71	0	83	12	14.5	1	1.2
Total	20	1	161	9	805	8	1098	209	19.0	30	2.7

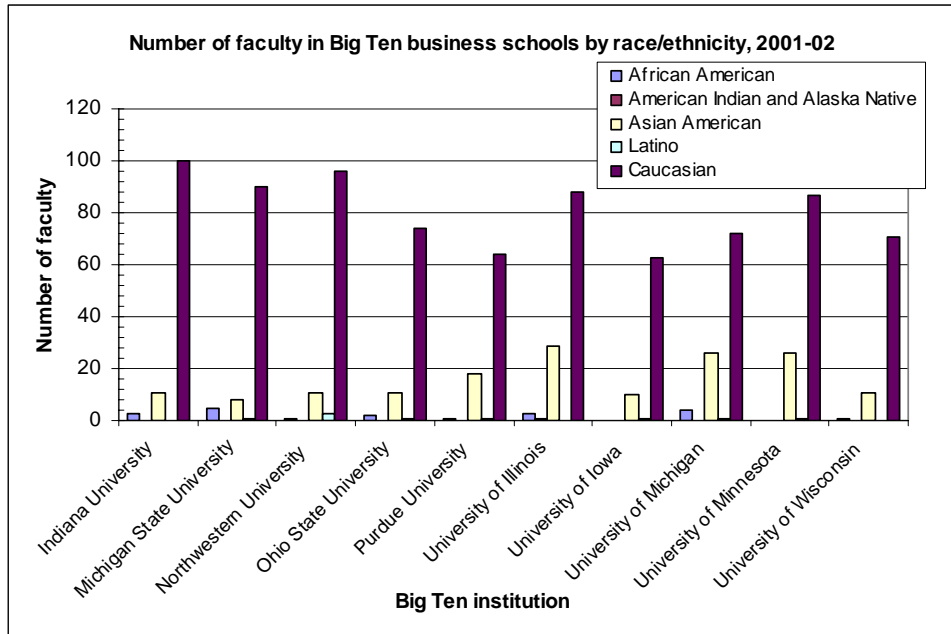
NOTE: The business school faculty data in Table I-2 and the Figures I-3 and I-4 are from 2001-2002, except for Pennsylvania State University (1999-2000). Pennsylvania State University, Purdue University, and the University of Michigan did not report the number of Caucasian faculty; these numbers were derived by subtracting the total minority faculty from the total faculty for these institutions. Business school faculty data by ethnicity were not available for Pennsylvania State University.

SOURCE: See the sources for Table I-1.

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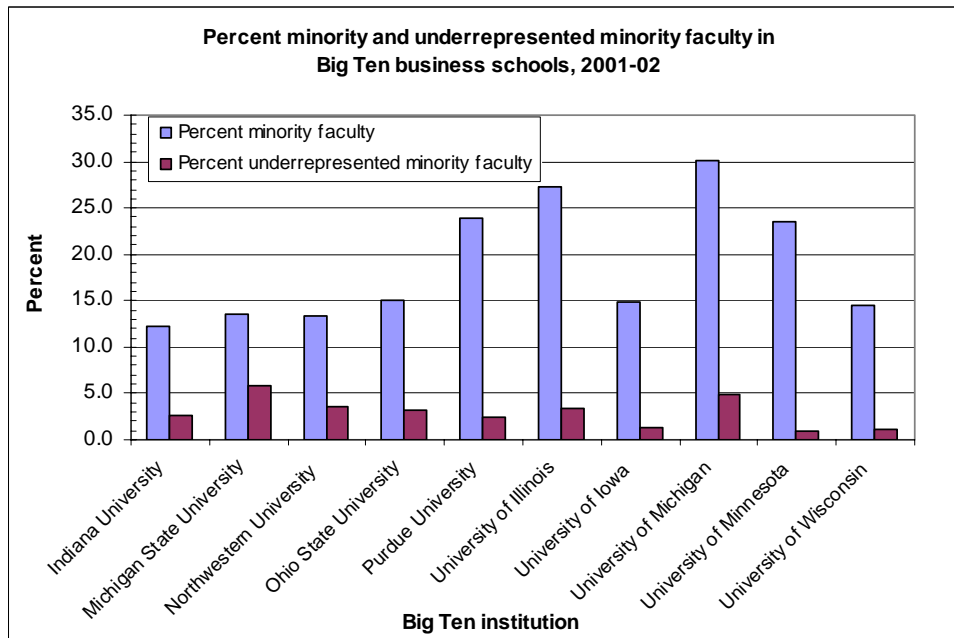
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BUSINESS SCHOOLS  
Figure I-3



SOURCE: See the sources for Table I-1.

BUSINESS SCHOOLS  
Figure I-4



SOURCE: See the sources for Table I-1.

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EDUCATION SCHOOLS

Table I-3. Faculty in Big Ten education schools by race/ethnicity, 2001-2002

Big Ten institution	African American	American Indian and Alaska Native	Asian American	Latino	Caucasian	Other or undisclosed	Total faculty	Total minority faculty	Percent minority faculty	Total underrepresented minority faculty	Percent underrepresented minority faculty
Indiana University	9	0	1	4	71	0	85	14	16.5%	13	15.3%
Michigan State University	10	0	6	6	105	0	127	24	18.9	16	12.6
Northwestern University	2	0	0	0	20	1	23	2	8.7	2	8.7
Ohio State University	14	0	5	1	92	4	116	20	17.2	15	12.9
Pennsylvania State University	N/A	N/A	N/A	N/A	N/A	N/A	92	16	17.4	N/A	N/A
Purdue University	1	0	3	2	54	0	60	6	10.0	3	5.0
University of Illinois	13	1	6	7	67	0	94	27	28.7	21	22.3
University of Iowa	3	2	1	2	76	0	84	8	9.5	7	8.3
University of Michigan	3	0	1	2	44	0	50	6	12.0	5	10.0
University of Minnesota	6	1	4	2	108	2	123	13	10.6	9	7.3
University of Wisconsin	9	2	9	5	123	6	154	25	16.2	16	10.4
Total	70	6	36	31	760	13	1008	161	16.0	107	10.6

NOTE: The education school faculty data in Table I-3 and figures I-5 and I-6 are from 2001-2002, except for Indiana University (2002-2003) and Pennsylvania State University (1999-2000). Indiana University, Purdue University, and the University of Michigan did not report the number of Caucasian faculty; these numbers were derived by subtracting the total minority faculty from the total faculty for these three institutions. Education school faculty data by ethnicity were not available for Pennsylvania State University.

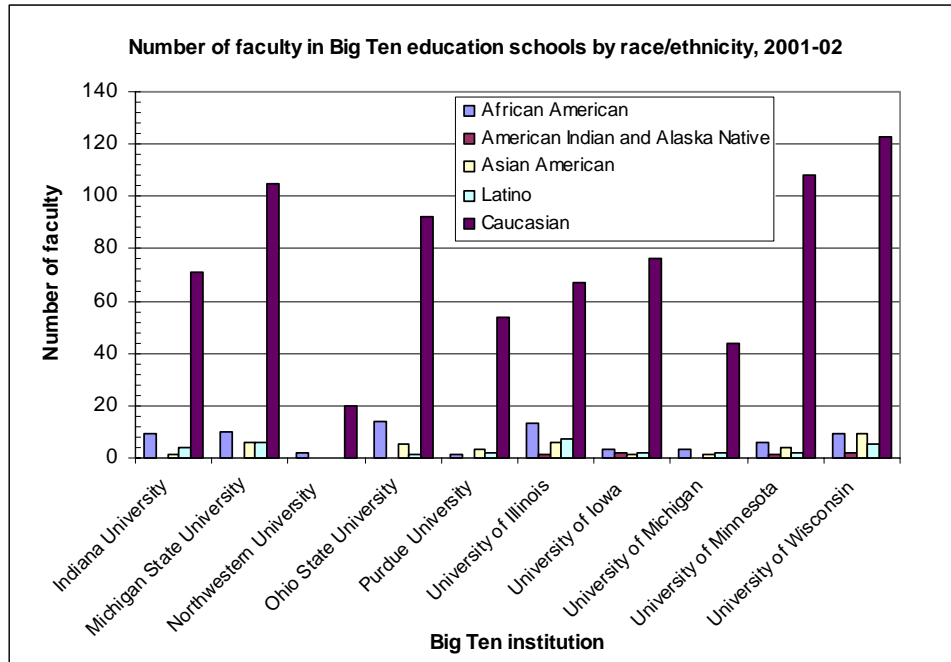
SOURCE: See the sources for Table I-1.

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EDUCATION SCHOOLS

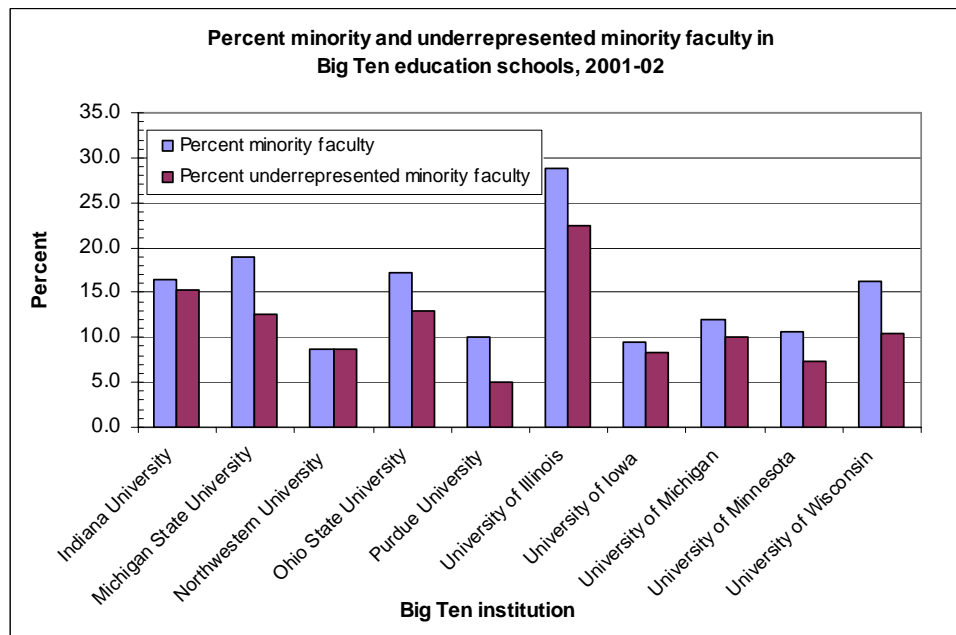
Figure I-5



SOURCE: See the sources for Table I-1.

EDUCATION SCHOOLS

Figure I-6



SOURCE: See the sources for Table I-1.

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ENGLISH DEPARTMENTS

Table I-4. Faculty in Big Ten English departments by race/ethnicity, 2001-2002

Big Ten institution	African American	American Indian and Alaska Native	Asian American	Latino	Caucasian	Other or undisclosed	Total faculty	Total minority faculty	Percent minority faculty	Total underrepresented minority faculty	Percent underrepresented minority faculty
Indiana University	3	0	2	1	41	0	47	6	12.8%	4	8.5%
Michigan State University	4	3	3	0	36	0	46	10	21.7	7	15.2
Northwestern University	1	0	1	0	27	1	30	2	6.7	1	3.3
Ohio State University	6	0	2	1	59	1	69	9	13.0	7	10.1
Pennsylvania State University	N/A	N/A	N/A	N/A	N/A	N/A	54	8	14.8	N/A	N/A
Purdue University	N/A	N/A	N/A	N/A	N/A	N/A	53	5	9.4	N/A	N/A
University of Illinois	5	0	3	1	44	0	53	9	17.0	6	11.3
University of Michigan	7	1	1	2	49	0	60	11	18.3	10	16.7
University of Minnesota	1	1	2	1	37	0	42	5	11.9	3	7.1
University of Wisconsin	3	2	2	1	44	0	52	8	15.4	6	11.5
Total	30	7	16	7	337	2	506	73	14.4	44	8.7

NOTE: The English department faculty data in Table I-4 and Figures I-7 and I-8 are from 2001-2002, except for Indiana University (2002-2003), Ohio State University (2002-2003), and Pennsylvania State University (1999-2000). Indiana University did not report the number of Caucasian faculty; this number was derived by subtracting the total minority faculty from the total faculty for this institution. English department faculty data by ethnicity were not available for Pennsylvania State University and Purdue University, and no minority faculty data were available for the University of Iowa.

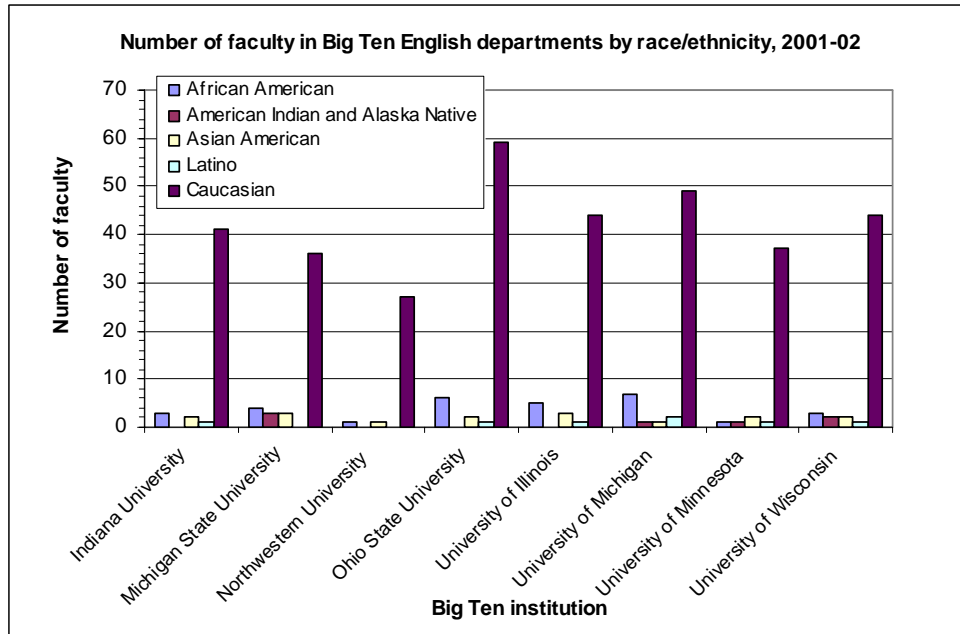
SOURCE: See the sources for Table I-1.

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ENGLISH DEPARTMENTS

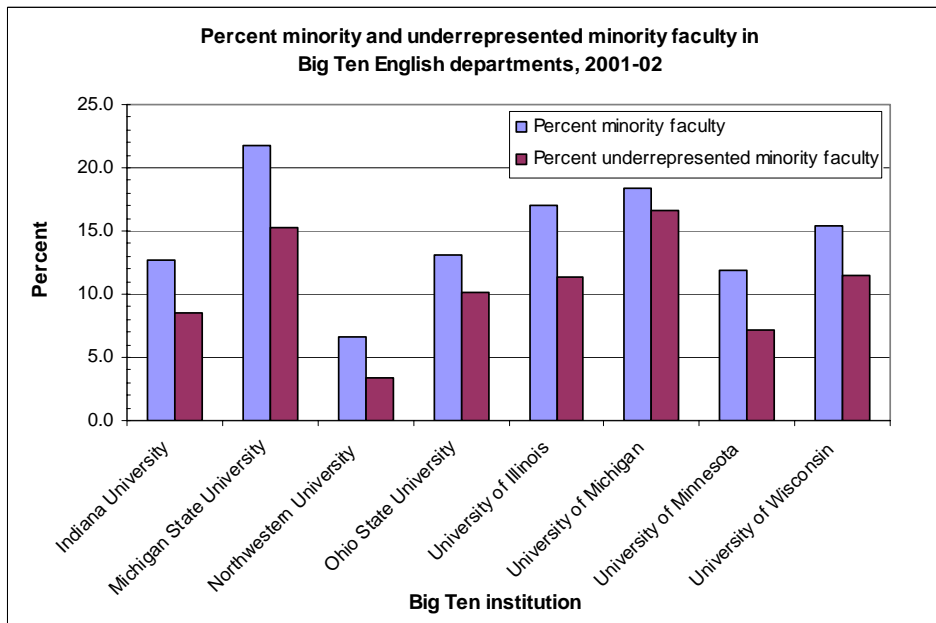
Figure I-7



SOURCE: See the sources for Table I-1.

ENGLISH DEPARTMENTS

Figure I-8



SOURCE: See the sources for Table I-1.

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HISTORY DEPARTMENTS

Table I-5. Faculty in Big Ten history departments by race/ethnicity, 2001-2002

Big Ten institution	African American	American Indian and Alaska Native	Asian American	Latino	Caucasian	Other or undisclosed	Total faculty	Total minority faculty	Percent minority faculty	Total underrepresented minority faculty	Percent underrepresented minority faculty
Indiana University	2	0	1	1	43	0	38	4	10.5%	3	7.9%
Michigan State University	3	0	2	1	37	0	43	6	14.0	4	9.3
Northwestern University	2	0	2	0	30	0	34	4	11.8	2	5.9
Ohio State University	3	0	1	0	50	0	54	4	7.4	3	5.6
Pennsylvania State University	N/A	N/A	N/A	N/A	N/A	N/A	38	4	10.5	N/A	N/A
Purdue University	N/A	N/A	N/A	N/A	N/A	N/A	31	3	9.7	N/A	N/A
University of Illinois	1	0	3	1	39	0	44	5	11.4	2	4.5
University of Michigan	5	2	4	1	45	0	57	12	21.1	8	14.0
University of Wisconsin	4	1	3	2	37	1	48	10	20.8	7	14.6
Total	20	3	16	6	281	1	387	52	13.4	29	7.5

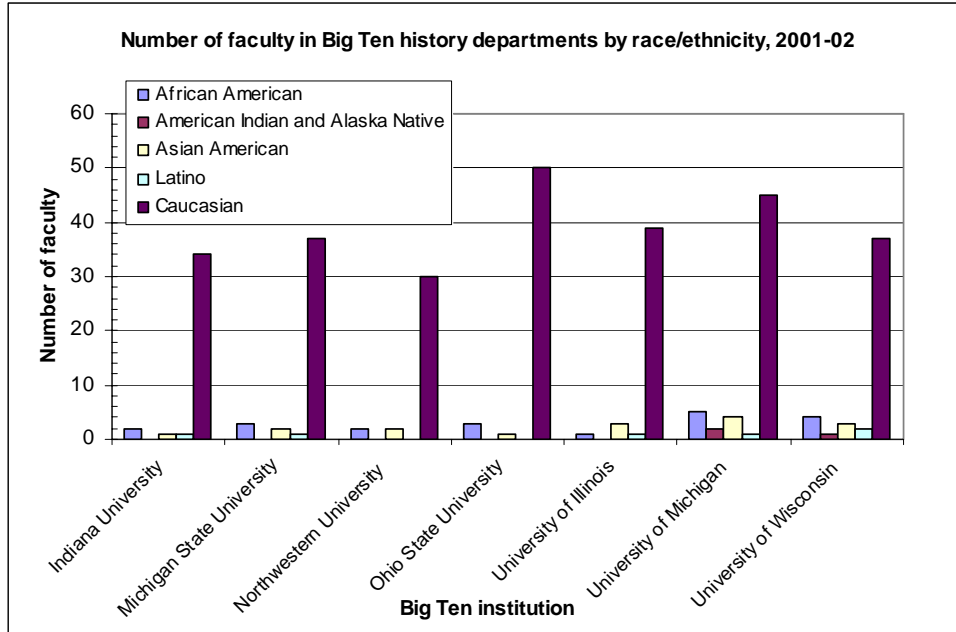
NOTE: The history department faculty data in Table I-5 and Figures I-9 and I-10 are from 2001-2002, except for Indiana University (2002-2003), Ohio State University (2002-2003), and Pennsylvania State University (1999-2000). Indiana University and the University of Michigan did not report the number of Caucasian faculty; these numbers were derived for these two universities by subtracting the number of total minority faculty from the number of total faculty. History department faculty data by ethnicity were not available for Pennsylvania State University or Purdue University, and no minority faculty data were available for the University of Iowa or the University of Minnesota.

SOURCE: See the sources for Table I-1.

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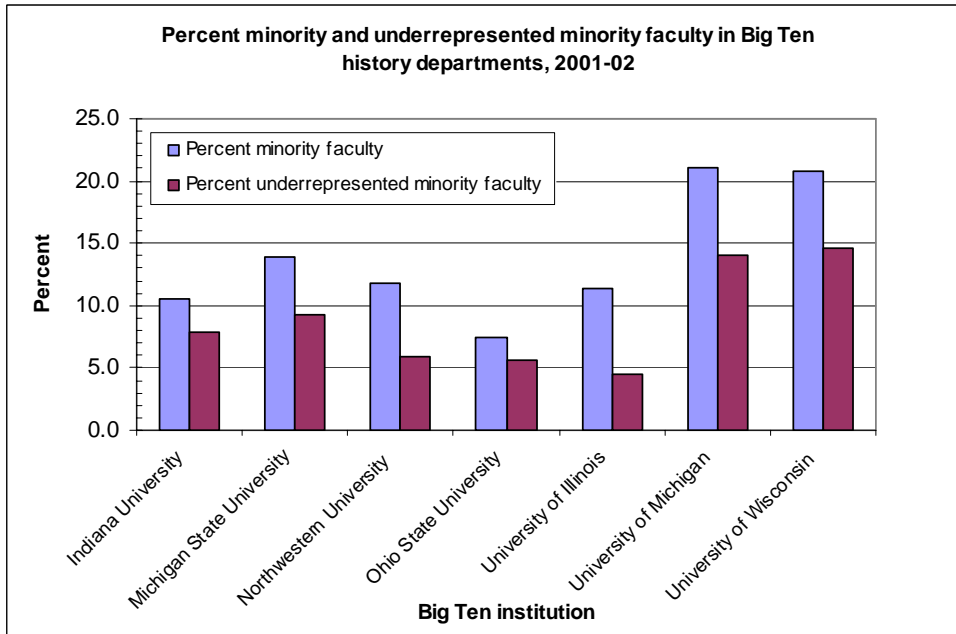
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HISTORY DEPARTMENTS  
Figure I-9



SOURCE: See the sources for Table I-1.

HISTORY DEPARTMENTS  
Figure I-10



SOURCE: See the sources for Table I-1.

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PSYCHOLOGY DEPARTMENTS  
Table I-6. Faculty in Big Ten psychology departments by race/ethnicity, 2001-2002

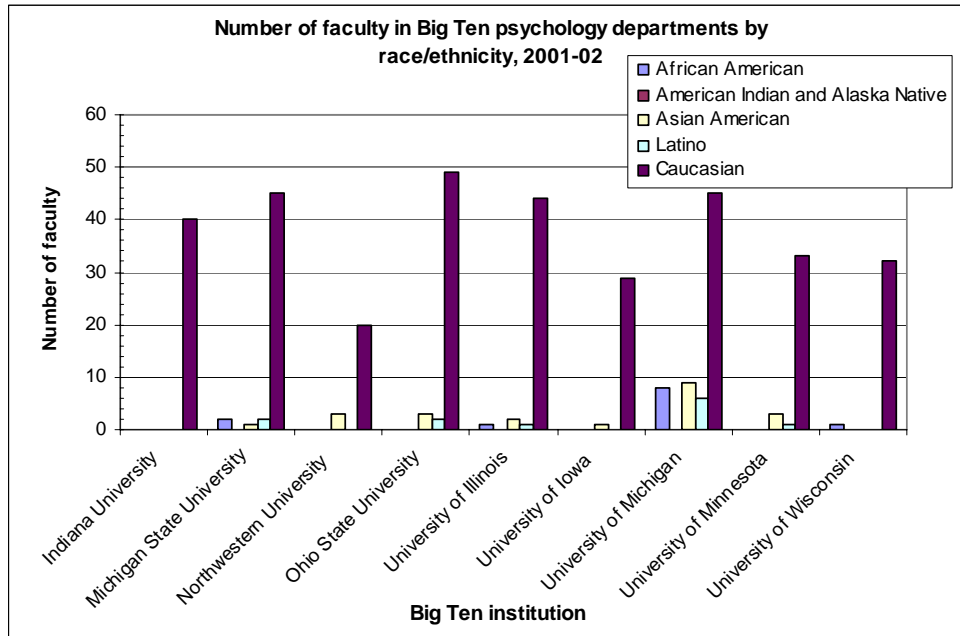
Big Ten institution	African American	American Indian and Alaska Native	Asian American	Latino	Caucasian	Other or undisclosed	Total faculty	Total minority faculty	Percent minority faculty	Total underrepresented minority faculty	Percent underrepresented minority faculty
Indiana University	0	0	0	0	40	0	40	0	0.0%	0	0.0%
Michigan State University	2	0	1	2	45	0	50	5	10.0	4	8.0
Northwestern University	0	0	3	0	20	0	23	3	13.0	0	0.0
Ohio State University	0	0	3	2	49	0	54	5	9.3	2	3.7
Pennsylvania State University	N/A	N/A	N/A	N/A	N/A	N/A	38	3	7.9	N/A	N/A
Purdue University	N/A	N/A	N/A	N/A	N/A	N/A	46	4	8.7	N/A	N/A
University of Illinois	1	0	2	1	44	0	48	4	8.3	2	4.2
University of Iowa	0	0	1	0	29	0	30	1	3.3	0	0.0
University of Michigan	8	0	9	6	45	0	68	23	33.8	14	20.6
University of Minnesota	0	0	3	1	33	0	37	4	10.8	1	2.7
University of Wisconsin	1	0	0	0	32	2	35	1	2.9	1	2.9
Total	12	0	22	12	337	2	469	53	11.3	24	5.1

NOTE: The psychology department faculty data in Table I-6 and Figures I-11 and I-12 are from 2001-2002, except for Ohio State University (2002-2003) and Pennsylvania State University (1999-2000). Pennsylvania State University, Purdue University, and the University of Michigan did not report the number of Caucasian faculty; these numbers were derived by subtracting the total minority faculty from the total faculty for these institutions. Psychology department faculty data by ethnicity were not available for Pennsylvania State University or Purdue University.

SOURCE: See the sources for Table I-1.

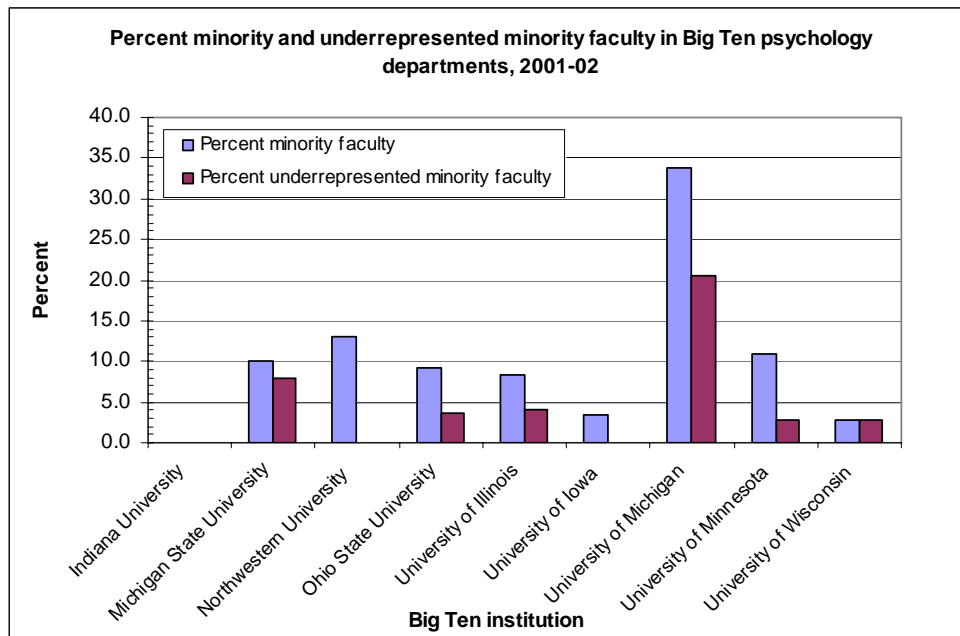
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PSYCHOLOGY DEPARTMENTS  
 Figure I-11



SOURCE: See the sources for Table I-1.

PSYCHOLOGY DEPARTMENTS  
 Figure I-12



SOURCE: See the sources for Table I-1.