

JOHNS HOPKINS UNIVERSITY, INSTITUTIONAL RESEARCH

# ANNUAL DIVERSITY REPORT

JOHNS HOPKINS UNIVERSITY

2009-2010

UNIVERSITY PLANNING SERIES  
IR 2010-010  
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# ANNUAL DIVERSITY REPORT

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Each year we examine the diversity of Johns Hopkins University, considering the change in the representation of women and minorities in all academic divisions of the university. The Annual Diversity Reports provide a series of tables that illustrate the diversity of faculty, staff, and students in each academic division. The reports show the current number and proportion of women and minorities among the full-time employees and all students at Johns Hopkins. Tables included in the reports show the diversity of faculty by rank and tenure status, the diversity of staff by type of job, and the diversity of students by time status (full-time, part-time) and academic level (undergraduate, graduate) in fall 2009.

Discussion and analysis of diversity issues for the university as a whole requires a common language and set of rules for classifying and counting individuals. This report follows the national standard used for reporting demographics to government and other agencies that collect data on higher education. This approach makes it possible to draw comparisons across the academic and administrative divisions of the university. This single lens also allows us to see the diversity of Johns Hopkins as others see it. Data are collected at the same time each year, with an established census point in September for student enrollment and in November for faculty and staff.

The appendix on “Reporting Conventions” that follows includes definitions for the terms used to classify individuals by ethnicity, and type of job. The diversity figures for faculty and staff at Johns Hopkins University are based on data from SAP. Administrators in each division have helped to review and correct the faculty data. HR Shared Services helped to coordinate the review process and edit data in SAP during the spring term 2010. The diversity figures for students are based on data from ISIS, the student information system. The divisional Registrars maintain this student information.

The Annual Diversity Reports reconcile with the official university census for fall 2009, including 20,000 students and nearly 14,000 full-time faculty and staff.

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## KEY INDICATORS 2009-2010

FACULTY		
<i>full-time faculty</i>	FEMALE	MINORITY
BY RANK		
FULL	20.7%	13.0%
ASSOCIATE	33.5%	17.6%
ASSISTANT	44.6%	26.0%
Subtotal	33.3%	19.3%
INSTRUCTOR	51.0%	27.6%
LECTURER	66.1%	14.0%
NO RANK	48.8%	24.1%
Subtotal	51.1%	24.0%
BY TENURE STATUS		
TENURED	20.4%	13.0%
TENURE TRACK	40.0%	24.9%
Subtotal	32.9%	20.6%
NON TENURE TRACK	52.8%	21.2%
TOTAL	39.0%	20.8%
STAFF		
<i>full-time staff</i>	FEMALE	MINORITY
EXECUTIVE	62.9%	16.6%
PROFESSIONAL	68.4%	22.6%
TECHNICAL	67.6%	39.0%
Subtotal	67.6%	25.6%
CLERICAL	88.3%	43.1%
SKILLED CRAFTS	1.6%	34.6%
SERVICE/MTN	42.2%	87.9%
Subtotal	79.0%	49.0%
TOTAL	71.8%	34.1%
STUDENTS		
<i>all students (FT and PT)</i>	FEMALE	MINORITY
UNDERGRADUATE	49.7%	34.9%
GRADUATE	53.1%	22.2%
PROFESSIONAL	48.1%	45.8%
POST DOCTORAL	50.7%	14.9%
TOTAL	52.0%	26.4%

small cells = \*, not applicable = na

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### A. FACULTY

1. Gender of full-time faculty by rank
2. Gender of full-time faculty by tenure status
3. Ethnicity of full-time faculty by rank
4. Ethnicity of full-time faculty by tenure status

### B. STAFF

5. Gender of full-time staff by type of job
6. Ethnicity of full-time staff by type of job

### C. STUDENTS

7. gender of student enrollment by time status and academic level
8. ethnicity of student enrollment by time status and academic level
9. gender of new students by time status and academic level
10. ethnicity of new students by time status and academic level

Percentage of full-time faculty, staff, and students that are female or minority.  
Minorities include Black, Hispanic, Asian, and American Indian.  
Minorities include American citizens and permanent residents.

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**TABLE 1 - GENDER OF FULL-TIME FACULTY BY RANK, FALL 2009.**

	FEMALE		MALE		Total	
	Count	Row N %	Count	Row N %	Count	Row N %
FULL	188	20.7%	721	79.3%	909	100.0%
ASSOC	200	33.5%	397	66.5%	597	100.0%
ASST	446	44.6%	553	55.4%	999	100.0%
Subtotal	834	33.3%	1671	66.7%	2505	100.0%
INSTR	157	51.0%	151	49.0%	308	100.0%
LECT	80	66.1%	41	33.9%	121	100.0%
NO RANK	369	48.8%	387	51.2%	756	100.0%
Subtotal	606	51.1%	579	48.9%	1185	100.0%
Total	1440	39.0%	2250	61.0%	3690	100.0%

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**TABLE 2 - GENDER OF FULL-TIME FACULTY BY TENURE STATUS, FALL 2009.**

	FEMALE		MALE		Total	
	Count	Row N %	Count	Row N %	Count	Row N %
TENURED	187	20.4%	731	79.6%	918	100.0%
TENURE TRACK	656	40.0%	985	60.0%	1641	100.0%
Subtotal	843	32.9%	1716	67.1%	2559	100.0%
NOT TENURE TRACK	597	52.8%	534	47.2%	1131	100.0%
Total	1440	39.0%	2250	61.0%	3690	100.0%

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**TABLE 3A - ETHNICITY OF FULL-TIME FACULTY BY RANK, FALL 2009.**

	AMER INDIAN	BLACK	ASIAN, PACIFIC	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	MISSING	UNKNOWN	Total
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
FULL	1	21	75	21	118	780	9	0	2	909
ASSOC	0	12	84	9	105	480	11	0	1	597
ASST	2	56	180	22	260	668	67	0	4	999
Subtotal	3	89	339	52	483	1928	87	0	7	2505
INSTR	2	23	48	12	85	195	26	0	2	308
LECT	0	1	12	4	17	96	8	0	0	121
NO RANK	3	26	145	8	182	457	117	0	0	756
Subtotal	5	50	205	24	284	748	151	0	2	1185
Total	8	139	544	76	767	2676	238	0	9	3690

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**TABLE 3B - ETHNICITY OF FULL-TIME FACULTY BY RANK, FALL 2009.**

	AMER INDIAN	BLACK	ASIAN, PACIFIC	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	MISSING	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
FULL	.1%	2.3%	8.3%	2.3%	13.0%	85.8%	1.0%	.0%	.2%	100.0%
ASSOC	.0%	2.0%	14.1%	1.5%	17.6%	80.4%	1.8%	.0%	.2%	100.0%
ASST	.2%	5.6%	18.0%	2.2%	26.0%	66.9%	6.7%	.0%	.4%	100.0%
Subtotal	.1%	3.6%	13.5%	2.1%	19.3%	77.0%	3.5%	.0%	.3%	100.0%
INSTR	.6%	7.5%	15.6%	3.9%	27.6%	63.3%	8.4%	.0%	.6%	100.0%
LECT	.0%	.8%	9.9%	3.3%	14.0%	79.3%	6.6%	.0%	.0%	100.0%
NO RANK	.4%	3.4%	19.2%	1.1%	24.1%	60.4%	15.5%	.0%	.0%	100.0%
Subtotal	.4%	4.2%	17.3%	2.0%	24.0%	63.1%	12.7%	.0%	.2%	100.0%
Total	.2%	3.8%	14.7%	2.1%	20.8%	72.5%	6.4%	.0%	.2%	100.0%

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**TABLE 4A - ETHNICITY OF FULL-TIME FACULTY BY TENURE STATUS, FALL 2009.**

	AMER INDIAN	BLACK	ASIAN, PACIFIC	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	MISSING	UNKNOWN	Total
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
TENURED	1	19	79	20	119	790	8	0	1	918
TENURE TRACK	4	75	288	41	408	1131	96	0	6	1641
Subtotal	5	94	367	61	527	1921	104	0	7	2559
NOT TENURE TRACK	3	45	177	15	240	755	134	0	2	1131
Total	8	139	544	76	767	2676	238	0	9	3690

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**TABLE 4B - ETHNICITY OF FULL-TIME FACULTY BY TENURE STATUS, FALL 2009.**

	AMER INDIAN	BLACK	ASIAN, PACIFIC	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	MISSING	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
TENURED	.1%	2.1%	8.6%	2.2%	13.0%	86.1%	.9%	.0%	.1%	100.0%
TENURE TRACK	.2%	4.6%	17.6%	2.5%	24.9%	68.9%	5.9%	.0%	.4%	100.0%
Subtotal	.2%	3.7%	14.3%	2.4%	20.6%	75.1%	4.1%	.0%	.3%	100.0%
NOT TENURE TRACK	.3%	4.0%	15.6%	1.3%	21.2%	66.8%	11.8%	.0%	.2%	100.0%
Total	.2%	3.8%	14.7%	2.1%	20.8%	72.5%	6.4%	.0%	.2%	100.0%

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**TABLE 5 - GENDER OF FULL-TIME STAFF BY JOB TYPE, FALL 2009.**

	FEMALE		MALE		OTHER		Total	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
EXECUTIVE	454	62.9%	268	37.1%	0	.0%	722	100.0%
PROFESSIONAL	2944	68.4%	1358	31.6%	0	.0%	4302	100.0%
TECHNICAL	984	67.6%	472	32.4%	0	.0%	1456	100.0%
Subtotal	4382	67.6%	2098	32.4%	0	.0%	6480	100.0%
CLERICAL	2699	88.3%	357	11.7%	0	.0%	3056	100.0%
SKILLED CRAFTS	2	1.6%	125	98.4%	0	.0%	127	100.0%
SERVICE/MTN	213	42.2%	292	57.8%	0	.0%	505	100.0%
Subtotal	2914	79.0%	774	21.0%	0	.0%	3688	100.0%
Total	7296	71.8%	2872	28.2%	0	.0%	10168	100.0%

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**TABLE 6A - ETHNICITY OF FULL-TIME STAFF, FALL 2009.**

	AMER INDIAN	BLACK	ASIAN, PACIFIC	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	MISSING	UNKNOWN	Total
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
EXECUTIVE	2	75	31	12	120	589	10	0	3	722
PROFESSIONAL	20	533	351	67	971	3143	176	0	12	4302
TECHNICAL	15	378	147	28	568	803	81	0	4	1456
Subtotal	37	986	529	107	1659	4535	267	0	19	6480
CLERICAL	43	1123	103	49	1318	1690	38	0	10	3056
SKILLED CRAFTS	0	24	15	5	44	82	0	0	1	127
SERVICE/MTN	2	402	26	14	444	54	1	0	6	505
Subtotal	45	1549	144	68	1806	1826	39	0	17	3688
Total	82	2535	673	175	3465	6361	306	0	36	10168

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**TABLE 6B - ETHNICITY OF FULL-TIME STAFF, FALL 2009.**

	AMER INDIAN	BLACK	ASIAN, PACIFIC	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	MISSING	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
EXECUTIVE	.3%	10.4%	4.3%	1.7%	16.6%	81.6%	1.4%	.0%	.4%	100.0%
PROFESSIONAL	.5%	12.4%	8.2%	1.6%	22.6%	73.1%	4.1%	.0%	.3%	100.0%
TECHNICAL	1.0%	26.0%	10.1%	1.9%	39.0%	55.2%	5.6%	.0%	.3%	100.0%
Subtotal	.6%	15.2%	8.2%	1.7%	25.6%	70.0%	4.1%	.0%	.3%	100.0%
CLERICAL	1.4%	36.7%	3.4%	1.6%	43.1%	55.3%	1.2%	.0%	.3%	100.0%
SKILLED CRAFTS	.0%	18.9%	11.8%	3.9%	34.6%	64.6%	.0%	.0%	.8%	100.0%
SERVICE/MTN	.4%	79.6%	5.1%	2.8%	87.9%	10.7%	.2%	.0%	1.2%	100.0%
Subtotal	1.2%	42.0%	3.9%	1.8%	49.0%	49.5%	1.1%	.0%	.5%	100.0%
Total	.8%	24.9%	6.6%	1.7%	34.1%	62.6%	3.0%	.0%	.4%	100.0%

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**TABLE 7 - GENDER OF STUDENT ENROLLMENT BY TIME STATUS AND ACADEMIC LEVEL, FALL 2009**

		FEMALE		MALE		Total	
		Count	Row N %	Count	Row N %	Count	Row N %
FULL-TIME	UNDERGRADUATE	2881	49.8%	2907	50.2%	5788	100.0%
	GRADUATE	3309	53.3%	2900	46.7%	6209	100.0%
	PROFESSIONAL	231	48.1%	249	51.9%	480	100.0%
	POST DOCTORAL	66	50.0%	66	50.0%	132	100.0%
	Total	6487	51.4%	6122	48.6%	12609	100.0%
PART-TIME	UNDERGRADUATE	65	45.1%	79	54.9%	144	100.0%
	GRADUATE	4089	52.9%	3639	47.1%	7728	100.0%
	PROFESSIONAL	0	.0%	0	.0%	0	.0%
	POST DOCTORAL	2	100.0%	0	.0%	2	100.0%
	Total	4156	52.8%	3718	47.2%	7874	100.0%
Total	UNDERGRADUATE	2946	49.7%	2986	50.3%	5932	100.0%
	GRADUATE	7398	53.1%	6539	46.9%	13937	100.0%
	PROFESSIONAL	231	48.1%	249	51.9%	480	100.0%
	POST DOCTORAL	68	50.7%	66	49.3%	134	100.0%
	Total	10643	52.0%	9840	48.0%	20483	100.0%

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**TABLE 8A - ETHNICITY OF STUDENT ENROLLMENT BY TIME STATUS AND ACADEMIC LEVEL, FALL 2009**

		AMER INDIAN	BLACK	ASIAN	HISPANIC	Subtotal Minority	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Count	Count	Count	Count	Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	28	382	1230	382	2022	2835	450	481	5788
	GRADUATE	15	347	618	208	1188	2454	1805	762	6209
	PROFESSIONAL	3	38	162	17	220	244	16	0	480
	POST DOCTORAL	0	7	8	4	19	44	68	1	132
	Total	46	774	2018	611	3449	5577	2339	1244	12609
PART-TIME	UNDERGRADUATE	1	33	12	3	49	70	6	19	144
	GRADUATE	23	842	741	298	1904	4037	465	1322	7728
	PROFESSIONAL	0	0	0	0	0	0	0	0	0
	POST DOCTORAL	0	1	0	0	1	0	1	0	2
	Total	24	876	753	301	1954	4107	472	1341	7874
Total	UNDERGRADUATE	29	415	1242	385	2071	2905	456	500	5932
	GRADUATE	38	1189	1359	506	3092	6491	2270	2084	13937
	PROFESSIONAL	3	38	162	17	220	244	16	0	480
	POST DOCTORAL	0	8	8	4	20	44	69	1	134
	Total	70	1650	2771	912	5403	9684	2811	2585	20483

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**TABLE 8B - ETHNICITY OF STUDENT ENROLLMENT BY TIME STATUS AND ACADEMIC LEVEL, FALL 2009**

		AMER INDIAN	BLACK	ASIAN	HISPANIC	Subtotal Minority	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	.5%	6.6%	21.3%	6.6%	34.9%	49.0%	7.8%	8.3%	100.0%
	GRADUATE	.2%	5.6%	10.0%	3.3%	19.1%	39.5%	29.1%	12.3%	100.0%
	PROFESSIONAL	.6%	7.9%	33.8%	3.5%	45.8%	50.8%	3.3%	.0%	100.0%
	POST DOCTORAL	.0%	5.3%	6.1%	3.0%	14.4%	33.3%	51.5%	.8%	100.0%
	Total	.4%	6.1%	16.0%	4.8%	27.4%	44.2%	18.6%	9.9%	100.0%
PART-TIME	UNDERGRADUATE	.7%	22.9%	8.3%	2.1%	34.0%	48.6%	4.2%	13.2%	100.0%
	GRADUATE	.3%	10.9%	9.6%	3.9%	24.6%	52.2%	6.0%	17.1%	100.0%
	PROFESSIONAL	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%
	POST DOCTORAL	.0%	50.0%	.0%	.0%	50.0%	.0%	50.0%	.0%	100.0%
	Total	.3%	11.1%	9.6%	3.8%	24.8%	52.2%	6.0%	17.0%	100.0%
Total	UNDERGRADUATE	.5%	7.0%	20.9%	6.5%	34.9%	49.0%	7.7%	8.4%	100.0%
	GRADUATE	.3%	8.5%	9.8%	3.6%	22.2%	46.6%	16.3%	15.0%	100.0%
	PROFESSIONAL	.6%	7.9%	33.8%	3.5%	45.8%	50.8%	3.3%	.0%	100.0%
	POST DOCTORAL	.0%	6.0%	6.0%	3.0%	14.9%	32.8%	51.5%	.7%	100.0%
	Total	.3%	8.1%	13.5%	4.5%	26.4%	47.3%	13.7%	12.6%	100.0%

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**TABLE 9 - GENDER OF NEW STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2009**

		FEMALE		MALE		Total	
		Count	Row N %	Count	Row N %	Count	Row N %
FULL-TIME	UNDERGRADUATE	808	49.7%	818	50.3%	1626	100.0%
	GRADUATE	946	54.0%	805	46.0%	1751	100.0%
	PROFESSIONAL	57	47.5%	63	52.5%	120	100.0%
	POST DOCTORAL	19	48.7%	20	51.3%	39	100.0%
	Total	1830	51.8%	1706	48.2%	3536	100.0%
PART-TIME	UNDERGRADUATE	3	27.3%	8	72.7%	11	100.0%
	GRADUATE	925	53.6%	801	46.4%	1726	100.0%
	POST DOCTORAL	1	100.0%	0	.0%	1	100.0%
	Total	929	53.5%	809	46.5%	1738	100.0%
Total	UNDERGRADUATE	811	49.5%	826	50.5%	1637	100.0%
	GRADUATE	1871	53.8%	1606	46.2%	3477	100.0%
	PROFESSIONAL	57	47.5%	63	52.5%	120	100.0%
	POST DOCTORAL	20	50.0%	20	50.0%	40	100.0%
	Total	2759	52.3%	2515	47.7%	5274	100.0%

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**TABLE 10A - ETHNICITY OF NEW STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2009**

		AMER INDIAN	BLACK	ASIAN	HISPANIC	Subtotal Minority	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Count	Count	Count	Count	Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	8	87	327	105	527	722	180	197	1626
	GRADUATE	4	79	202	66	351	688	549	163	1751
	PROFESSIONAL	0	11	42	5	58	58	4	0	120
	POST DOCTORAL	0	4	4	0	8	9	22	0	39
	Total	12	181	575	176	944	1477	755	360	3536
PART-TIME	UNDERGRADUATE	1	5	1	0	7	4	0	0	11
	GRADUATE	6	214	191	83	494	865	103	264	1726
	POST DOCTORAL	0	0	0	0	0	0	1	0	1
	Total	7	219	192	83	501	869	104	264	1738
Total	UNDERGRADUATE	9	92	328	105	534	726	180	197	1637
	GRADUATE	10	293	393	149	845	1553	652	427	3477
	PROFESSIONAL	0	11	42	5	58	58	4	0	120
	POST DOCTORAL	0	4	4	0	8	9	23	0	40
	Total	19	400	767	259	1445	2346	859	624	5274

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**TABLE 10B - ETHNICITY OF NEW STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2009**

		AMER INDIAN	BLACK	ASIAN	HISPANIC	Subtotal Minority	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	.5%	5.4%	20.1%	6.5%	32.4%	44.4%	11.1%	12.1%	100.0%
	GRADUATE	.2%	4.5%	11.5%	3.8%	20.0%	39.3%	31.4%	9.3%	100.0%
	PROFESSIONAL	.0%	9.2%	35.0%	4.2%	48.3%	48.3%	3.3%	.0%	100.0%
	POST DOCTORAL	.0%	10.3%	10.3%	.0%	20.5%	23.1%	56.4%	.0%	100.0%
	Total	.3%	5.1%	16.3%	5.0%	26.7%	41.8%	21.4%	10.2%	100.0%
PART-TIME	UNDERGRADUATE	9.1%	45.5%	9.1%	.0%	63.6%	36.4%	.0%	.0%	100.0%
	GRADUATE	.3%	12.4%	11.1%	4.8%	28.6%	50.1%	6.0%	15.3%	100.0%
	POST DOCTORAL	.0%	.0%	.0%	.0%	.0%	.0%	100.0%	.0%	100.0%
	Total	.4%	12.6%	11.0%	4.8%	28.8%	50.0%	6.0%	15.2%	100.0%
Total	UNDERGRADUATE	.5%	5.6%	20.0%	6.4%	32.6%	44.3%	11.0%	12.0%	100.0%
	GRADUATE	.3%	8.4%	11.3%	4.3%	24.3%	44.7%	18.8%	12.3%	100.0%
	PROFESSIONAL	.0%	9.2%	35.0%	4.2%	48.3%	48.3%	3.3%	.0%	100.0%
	POST DOCTORAL	.0%	10.0%	10.0%	.0%	20.0%	22.5%	57.5%	.0%	100.0%
	Total	.4%	7.6%	14.5%	4.9%	27.4%	44.5%	16.3%	11.8%	100.0%

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**TABLE 11 - GENDER OF NEW FROM HIGH SCHOOL UNDERGRADUATES,  
FALL 2009**

		FEMALE	MALE	Total
AS	Count	477	426	903
	Row N %	52.8%	47.2%	100.0%
EN	Count	156	290	446
	Row N %	35.0%	65.0%	100.0%
PY	Count	32	52	84
	Row N %	38.1%	61.9%	100.0%

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**TABLE 12 - ETHNICITY OF NEW FROM HIGH SCHOOL UNDERGRADUATES, FALL 2009**

		AMER INDIAN	BLACK	ASIAN	HISPANIC	Minority Subtotal	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
AS	Count		53	186	59	298	403	81	121	903
	Row N %		5.9%	20.6%	6.5%	33.0%	44.6%	9.0%	13.4%	100.0%
EN	Count	3	22	105	30	160	172	68	46	446
	Row N %	.7%	4.9%	23.5%	6.7%	35.9%	38.6%	15.2%	10.3%	100.0%
PY	Count	1	2	12	8	23	39	12	10	84
	Row N %	1.2%	2.4%	14.3%	9.5%	27.4%	46.4%	14.3%	11.9%	100.0%

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## APPENDIX – REPORTING CONVENTIONS

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### ETHNICITY

The Annual Diversity Reports use the ethnic categories adopted by the National Center for Education Statistics. Any university that accepts Federal financial aid is required by Title IV of the Higher Education Act to report data on the ethnicity of faculty, staff, and students using this classification. Individuals are asked to name the group to which they belong or identify with. No person may be counted in more than one group.

The federal categories provide a consistent language for describing ethnicity and are a valuable source of information on the diversity of peer institutions. However, the federal categories are not without problems. The categories reflect a specific set of politically significant sub-groups within the American population. They apply to United States citizens and permanent resident, non-citizens. The categories are not based in scientific definitions of ethnic identity or racial origins. The federal classification mixes racial and ethnic categories. It relies on an implicit two-question format, determining first whether the individual is Hispanic or Latino and then classifying individuals who are not Hispanic into one of five races. At present, there is a limited set of categories and no way for individuals to indicate mixed ethnicity. New rules for federal reporting will change those conventions, expanding the number of racial and ethnic categories and asking people to select more than one category.

It is permissible within the federal classification to report some individuals as race/ethnicity unknown. This should only occur if the individual did not choose an ethnic category and the institution was unable to verify the ethnicity of the individual. Two practices at Johns Hopkins in the handling of data on the ethnicity of enrolled students have previously contributed to some under-reporting of diversity. Students who are classified as unknown were included in the white category. The ethnicity of students who are permanent resident, non-citizens was not reported. Permanent residents should be reported in the appropriate ethnic categories along with the United States citizens.

The 2007-08 Annual Diversity Reports were the first reports based on enrollment data from the new student records system in ISIS. This report now includes students reported as Unknown for race and ethnicity. Permanent residents are also now included in the diversity counts with United States citizens. Trends figures for diversity shifted as the divisional Registrars implemented these two changes.

The ethnic categories used in this report are:

**American Indian/Alaska Native** – “a person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition”

**Black, non-Hispanic** – “a person having origins in any of the black racial groups of Africa (except those of Hispanic origin)”

**Asian/Pacific Islander** – “a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.”

**Hispanic** – “a person of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race”

**White, non-Hispanic** – “a person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin)”

**Non-resident alien** – “a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely”

**Race/ethnicity unknown** – to be used only if the individual did not select an ethnic designation and the university was unable to verify their ethnicity.

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## APPENDIX -- REPORTING CONVENTIONS

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The U.S. Department of Education has announced final guidelines for the implementation of the new federal approach to collecting and reporting information on race and ethnicity. These required guidelines will change the way we collect, store, and report the diversity of our faculty, staff, and students. The changes affect information managed by admissions, financial aid, registration, international offices, and human resources. Universities are required to begin to report enrollment data in the new format in fall 2010.

The new approach involves two major changes, giving individuals the chance to select more than one race and ethnic category and then specifying a set of rules to produce an unduplicated count for reports. Individuals will be asked to respond to two questions about their identity. First, they will be asked whether or not they are Hispanic. Then they will be given a chance to select more than one race category. Institutions are expected to re-survey current members of the community, giving everyone a chance to self-identify within the new approach. The new approach splits Asian/Pacific Islander into two categories. It permits additional categories, for example to break out Hispanic or Asian. A series of trumping rules for reporting give precedence to Hispanic ethnicity over any race and will lump multi-racial, non-Hispanic individuals into a "two or more races" category. Someone who self-reports as Hispanic and Black will appear in the federal report as Hispanic. A non-Hispanic who selects American Indian and White will be reported as "two or more races". A non-Hispanic who selects Asian and Pacific Islander will also be reported as "two or more races". These rules are expected to reduce counts for many minority groups including Blacks and Native Americans.

The federal changes in reporting race and ethnicity will also impact other regulatory, accreditation, and publishing agencies that collect diversity information about the university. Reporting graduation rates and time to degree statistics for prior cohorts that entered under the old approach for race and ethnicity will be challenging. We worked with the Maryland Higher Education Commission (MHEC) on its strategy and timetable for complying with the new approach. It is important to note that there is latitude within the new federal guidelines for the university to adopt a different approach to diversity reporting for internal or other non-federal reports. Discussions are underway with our data exchange groups (including AAUDE and COFHE) and the college guidebook publishers (US News, College Board, and Peterson's) about possible alternative formats.

### FACULTY

The term faculty in this report refers to the full-time faculty. It includes all active members of the full-time faculty, across all ranks. These individuals may hold the title of professor, associate professor, assistant professor, instructor, lecturer, or be unranked. They may hold tenure, be in a tenure track position, or be in a non-tenure track position. Department heads with faculty rank and no other administrative title are included in the total number of faculty. Faculty are assigned to a position that has a faculty job code in SAP.

Some additional members of the university executive and administrative staff may hold a faculty title. Administrators at the rank of assistant dean or any higher rank are reported as executive, administrative, and managerial staff. They are not included in the total number of faculty because their current assignment is primarily administrative. They contribute to the diversity of executive staff.

The total number of faculty in this report includes all individuals employed by the university in a full-time position in November 2009. Faculty who are on sabbatical leave with pay and replacements for faculty on leave are included in the report. Faculty who are on leave without pay are not included.

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## APPENDIX -- REPORTING CONVENTIONS

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### STAFF

Staff positions are assigned to a job category based on job title, position classification, the nature of the work performed, and required skills, education and training. Each position is assigned to only one job category, based on the main responsibilities of the job. Only one position is reported per individual, so the report reflects an unduplicated count of the total number of employees at the university. The number of staff includes all full-time staff employed by the university as of November 2009.

The 2007-08 Annual Diversity Reports were the first reports based on the faculty and staff data from the new personnel system in SAP. Faculty and staff data for the university have changed in several significant ways as a direct result of the migration of data into Hopkins One. Hopkins One uses an entirely new approach to naming job categories. Attributes like PCN, which were previously used to match Hopkins jobs to the job classification, no longer exist. Human Resources reclassified all faculty and staff positions to set up jobs in the new system. The reclassification significantly increased, for example, the number of positions now reported as Executive. The total number of Executives for the university increased seven-fold from 98 in 2006 to 722 in 2009.

We now also have the ability in SAP to store information on more than one position per person. The Annual Diversity Reports are typically based on an unduplicated count of individuals. A single position was selected as the reporting position for any individual who holds more than one position at the university. The algorithm used to designate the reporting position selected full-time over part-time positions, selected faculty over staff positions of equal time, and gave precedence to the highest paid position.

The job categories used in this report include:

**Executive, administrative and managerial** – all persons who manage the university, a department, or subdivision. Examples – President, vice presidents, deans (including assistants and associates), directors

**Other professionals** – all persons who provide academic support, student service, and institutional support. Requires a baccalaureate or higher degree or significant work experience. Examples – accountants, computer programmers, lawyers, librarians, artists, physicians.

**Technical and paraprofessionals** – positions that require specialized knowledge or skills, apprenticeship, or a two-year degree or certificate. Examples – paralegals, lab technicians, medical records.

**Clerical and secretarial** – positions that manage internal and external communication, information, and paperwork. Examples – administrative assistants, payroll clerks.

**Skilled crafts** – positions that require specific manual skills and knowledge of work processes. Examples – carpenters, printers, plant operators.

**Service/maintenance** – positions that require fewer previously acquired skills and knowledge, and that contribute to the comfort, convenience, or cleanliness of the institution. Examples – police officers, food service staff, grounds crew. [NATIONAL CENTER FOR EDUCATION STATISTICS]

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## APPENDIX -- REPORTING CONVENTIONS

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### STUDENTS

This report includes all full-time and part-time students enrolled at the university as of September 22, 2009. This date is the official reporting point at the beginning of the third full week of classes in the fall semester. Any student enrolled in courses creditable toward a degree or certificate is included in the total. The total thus includes both degree-seeking and non-degree seeking students, as long as they are enrolled in credit-bearing courses. The 2007-08 Annual Diversity Reports were the first reports based on the enrollment reported from the new student information system (ISIS).

There are a few specific omissions from the report. Students studying at a branch campus located in a foreign country, for example the SAIS centers in Nanjing and Bologna, are not included. Student data for these two campuses were not yet included in ISIS, as of fall 2009. Federal and state reports exclude students registered solely on foreign campuses. Students enrolled for study abroad are excluded if their enrollment is only an administrative record. Students who are only auditing classes are also excluded.