

JHU Report on Faculty Composition

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JOHNS HOPKINS
UNIVERSITY



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I. Introduction

Fostering an academic environment with a rich diversity of people, backgrounds, experiences, and thought is integral to the mission of Johns Hopkins University. Important to supporting our efforts are the monitoring and sharing of data that reflects those who make up our university community.¹ As shared in the *Second JHU Roadmap on Diversity, Equity, and Inclusion*, “Over the course of our first JHU Roadmap, the university and its divisions established a firm commitment to maintain a granular transparency around key metrics, including the diversity of our faculty, staff, and students, and to shine a light on our institution at all levels, to recognize progress and illuminate shortcomings. With this next phase of the Roadmap, we are extending further our commitment to transparency and accountability as a foundation for the future.” This composition report serves as a valuable accountability tool that enables us to assess progress over time.

II. Report Highlights

- At JHU, 48% of all faculty and 44% of full-time professorial faculty employed in fall 2023 were female.
 - The representation of female faculty at JHU has increased from 42.0% in 2015 to 48.4% in 2023.
- At JHU, 12% of all faculty and 11% of full-time professorial faculty employed in fall 2023 were from underrepresented groups (URG).
 - The representation of faculty from underrepresented groups (URG) at JHU has increased from 8.0% in 2015 to 11.8% in 2023.
- When compared to its institutional peers, JHU employed a higher proportion of female, American Indian or Alaska Native, Asian, and Black or African American professorial faculty than its Ivy Plus peer group in fall 2022.

III. Identity Demographics

The goal of this report is to provide accurate data about JHU’s faculty composition to assist in identifying areas of opportunity and tracking progress. It details composition data for gender, race, and ethnicity, as sourced from JHU’s data systems. This section details how and when data are collected and prepared for this report.

Data limitations: As an institution that receives federal funds (grants, financial aid, etc.), JHU is required to collect and report summary demographic data on gender, race, and ethnicity to the federal government. Federal requirements define the data collection methodology and terminology, which limits institutional ability to provide detailed demographic information on our affiliates. JHU fully recognizes that federal data requirements and institutional policies and information systems do not reflect the multifaceted identities of our affiliates and is actively working to update institutional

¹ Johns Hopkins University, consistent with federal law, does not making hiring decisions on the basis of race, color, religion, sex or national origin.



data collection practices and systems to more wholly reflect our institution's rich diversity.

Methodology

Faculty employees at JHU work within several academic divisions and large administrative units. This report disaggregates demographic information by division/unit and academic department², where applicable.

A census on November 1 of each year establishes faculty employment counts. This data reflects a point-in-time assessment of the JHU faculty population, in compliance with federal reporting requirements to the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS). In the faculty census, each faculty member is counted only once and is assigned to an organizational unit and their role is assigned a rank and tenure status. In addition to each faculty member's employment status, their self-reported gender, residency, race, and ethnicity reflects information in institutional systems as of this census date.

Methodological changes: Owing to changes in external reporting requirements established in fall 2022, the Provost's Office enacted a methodological change in the analysis of the most recent faculty composition data collected in fall 2023. For the purposes of this report, the change is: teaching and practice rank faculty who were categorized in the fall 2021 Faculty Composition Report as non-professorial (e.g., "FT: Other" or "PT: All") are now categorized as instructional professorial according to their rank (e.g., Assistant, Associate, Full) in the fall 2023 report. More detail on this methodological change and its impact is available in the following sections of the report: Terminology–Faculty, Faculty from 2015-2023, and Appendix C.

Terminology

Gender

Faculty employees may self-report their gender at the time of employment application. Once hired, they may update their legal sex and gender in SAP, the university's administrative information system. Within SAP, gender is treated as a binary variable with the option for faculty to identify as "female" or "male", as most mandated reporting requirements define gender within this binary. For such reporting, faculty who declined to identify as either male or female are apportioned (or recoded) as male or female based on the known proportions of faculty employees.

Race and Ethnicity

At the time of employment application, faculty members voluntarily self-report their ethnic and racial identities in accordance with mandated federal reporting guidelines.³ Faculty may also update their ethnicity and racial identities in SAP. First, all faculty members are asked their ethnic identity, defined as either "Hispanic/Latino" or "Not Hispanic/Latino". Next, they are asked to select their racial identity from one or more of the following five categories: "American Indian or Alaska Native", "Asian", "Black or African American", "Native Hawaiian or Other Pacific Islander", or "White". Federal

² Carey Business School, School of Advanced International Studies, School of Education, School of Nursing, and the Peabody Institute do not have academic departments.

³ <https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-collecting-data-for-reporting-purposes>



guidelines state the following: (1) if a faculty member is a U.S. Nonresident (with international residency status), they are reported as U.S. Nonresident, regardless of their responses to the race and ethnicity questions; (2) if a faculty member self identifies as Hispanic or Latino, they are reported as Hispanic/Latino, regardless of their response to the race question; and (3) faculty who are U.S. residents, self-identify as not Hispanic/Latino, and select more than one racial identity category are grouped in a reporting category called “Two or More Races”.

JHU Faculty Composition Reports employ a collective measure of racial and ethnic diversity to assess JHU’s progress in eliminating systemic barriers to institutional employment for historically excluded racial and ethnic groups regardless of residency status (i.e., U.S. resident or U.S. nonresident). A faculty member is included in this measure if they self-identified with one or more of the following groups: Hispanic/Latino, American Indian or Alaska Native (AIAN), Black or African American, or Native Hawaiian or Other Pacific Islander (NHPI), irrespective of international status. Note this measure is slightly different from student composition reports as employee residency status fluctuates year to year as a faculty member who may be U.S. nonresident one year can and does become a U.S. resident in the next year.

Academic Division / Administrative Unit

Employees with faculty status work in a variety of organizational units at JHU. The academic divisions and key administrative units shared in this report, in alphabetical order, are:

- Academic Centers
- Bloomberg School of Public Health
- Carey Business School
- Krieger School of Arts and Sciences
- Peabody Institute
- School of Advanced International Studies
- School of Education
- School of Medicine
- School of Nursing
- Whiting School of Engineering

In two academic divisions, faculty data is presented in primary subspecialties. Within the Krieger School of Arts and Sciences, faculty data is presented in: humanities, natural sciences, and social sciences. In the School of Medicine, faculty data is presented for basic sciences, clinical, and all other areas.

Faculty

In this report, faculty are JHU-paid⁴ employees⁵ who have faculty status and are full-time or part-time. In addition, the report shares information on a subset of all faculty – full-time instructional professorial faculty, i.e., those in full-time tenure-stream faculty positions and, *new in the fall 2023 report*, teaching and practice rank faculty in full-time non-tenure-stream positions (e.g., Associate

⁴ Paid in SAP, JHU’s enterprise resource planning system.

⁵ Active or leave with pay employee status.



Teaching Professor, Professor of Practice). Preparatory faculty in Peabody are excluded.

Administrators with Faculty Status

Owing to their complex campus roles, senior academic administrators with faculty status (e.g., president, provost, vice provosts, deans) are counted as executive/administrative staff in the Staff Composition Report and *are also counted* as full-time professorial faculty in the Faculty Composition Report in their faculty appointment's academic division. As an example, the provost is a full-time employee and is reported in the Faculty Composition Report as a tenured, full professor in the Physics & Astronomy department in the Krieger School of Arts and Sciences *and* reported in the Staff Composition Report as an executive/administrative staff member in University Administration.

Joint Faculty Appointments

In this report, the joint appointments of Bloomberg Distinguished Professors (BDPs) are allocated across departments and divisions as fractional amounts per contract. Additionally, Biomedical Engineering (BME)⁶ and Environmental Health and Engineering (EHE)⁷ faculty members are each counted only within their primary-appointed department. The Applied Physics Laboratory (APL) faculty appointments are not reported.

⁶ Biomedical Engineering spans two divisions, Whiting School of Engineering and the School of Medicine.

⁷ Environmental Health and Engineering spans two divisions, Bloomberg School of Public Health and Whiting School of Engineering.



IV. Faculty Composition

Faculty in 2023

In fall 2023, the faculty⁸ comprised 48% female and 12% faculty from underrepresented groups (URG) ([Chart 1](#)). Full-time professorial faculty⁹ comprised 44% female and 11% faculty from underrepresented groups (URG). [Table 1](#) and [Table 2](#) provide divisional composition of all faculty and full-time professorial faculty.

Chart 1. 2023 Faculty Diversity Metrics

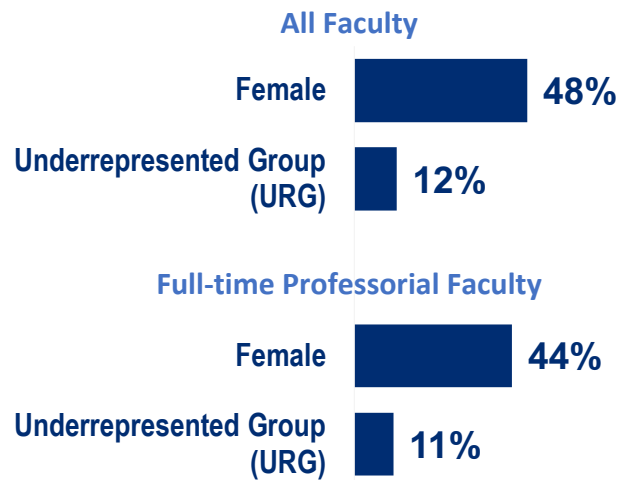


Table 1. Composition of All Faculty at JHU by Division and Demographic Category (%), Fall 2023

Division	Total N	Female N	Female %	URG N	URG %
JHU	5,373.15	2,600.80	48%	633.00	12%
Academic Centers	30.25	15.25	50%	3.00	10%
Bloomberg School of Public Health	852.05	570.40	67%	138.00	16%
Carey Business School	111.15	38.15	34%	7.00	6%
Krieger School of Arts and Sciences	619.95	281.15	45%	66.25	11%
Peabody Institute	109.80	43.00	39%	14.00	13%
School of Advanced International Studies	67.15	21.00	31%	8.75	13%
School of Education	79.00	51.70	65%	18.50	23%
School of Medicine	3,017.55	1,377.35	46%	314.40	10%
School of Nursing	117.85	109.60	93%	27.10	23%
Whiting School of Engineering	368.40	93.20	25%	36.00	10%

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.

⁸ All faculty are JHU-paid employees who have faculty status. In addition, the report shares information on a subset of all faculty – full-time professorial faculty, i.e., those in tenure-stream faculty positions and, new to the fall 2023 report, teaching and practice rank faculty in non-tenure-stream positions.

⁹ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.



Table 2. Composition of Full-Time Professorial Faculty at JHU
By Division and Demographic Category (%), Fall 2023

Division	Total N	Female N	Female %	URG N	URG %
JHU	3,700.15	1,636.80	44%	404.00	11%
Academic Centers	10.25	7.25	71%	1.00	10%
Bloomberg School of Public Health	333.25	181.60	55%	49.00	15%
Carey Business School	98.15	33.15	34%	6.00	6%
Krieger School of Arts and Sciences - Humanities	134.25	68.75	51%	21.00	16%
Krieger School of Arts and Sciences - Natural Sciences	153.95	47.40	31%	7.00	5%
Krieger School of Arts and Sciences - Social Sciences	83.75	34.00	41%	11.25	13%
Peabody Institute	78.80	27.00	34%	10.00	13%
School of Advanced International Studies	46.15	11.00	24%	4.75	10%
School of Education	56.00	32.70	58%	15.50	28%
School of Medicine - Basic Science	134.05	45.35	34%	8.00	6%
School of Medicine - Clinical	2,284.50	1,015.00	44%	237.40	10%
School of Medicine - Other	12.00	5.00	42%	1.00	8%
School of Nursing	85.85	80.60	94%	14.10	16%
Whiting School of Engineering	189.20	48.00	25%	18.00	10%

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.



Gender

At JHU, 48% of all faculty¹⁰ and 44% of full-time professorial faculty¹¹ employed in fall 2023 were female.

When disaggregated by academic division and key administrative unit, the division/ administrative unit with the highest percentage of female faculty was the School of Nursing (93%) and the area with the lowest proportion was the Whiting School of Engineering (25%) ([Chart 2](#)).

Looking only at professorial faculty, the School of Nursing had the highest percentage of female faculty (94%) and the area with the lowest proportion was the School of Advanced International Studies (24%). ([Chart 3](#)).

[Appendix A](#) ([Table A1](#) and [Table A2](#)) provides more detailed information on the gender composition of all faculty and the subset of full-time professorial faculty in each academic division by academic department in fall 2023.¹² Table A1 also shares divisional level detail on full-time professorial faculty composition at ranks of assistant, associate, and full professor. At JHU, 29% of full-time, professorial faculty at the rank of full were female; at associate, 47% were female; and at the rank of assistant professor, 55% were female.

To benchmark progress, the institution monitors the proportion of female, full-time professorial faculty within individual academic departments (and divisions without departments) over time. The benchmark established for underrepresentation is when the proportion of female, full-time professorial faculty is less than the university average. At the level of individual departments, 40% (27 of 68) of departments with at least 10 FT professorial faculty members exceeded the university's average (44.2%) with regard to representation of female, full-time professorial faculty members ([Table 3](#)).

In 2023, the proportion of female, full-time professorial faculty was less than 25% in fourteen academic departments (with at least 10 full-time professorial faculty) ([Table 4](#)). Given methodological changes to the institutional definition of full-time professorial faculty between the 2021 and 2023 Faculty Composition Reports, caution must be taken in understanding historical trends. These fourteen academic departments were also on this list in 2021, and twelve of them were on the list in 2019.

¹⁰ All faculty are JHU-paid employees who have faculty status. In addition, the report shares information on a subset of all faculty – full-time instructional professorial faculty, i.e., those in tenure-stream faculty positions and, new to the fall 2023 report, teaching and practice rank faculty in non-tenure-stream positions.

¹¹ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.

¹² Academic divisions without academic departments are reported at the divisional level.



Table 3. Departments* with Percentage of Female Full-time Professorial Faculty Exceeding Overall University Average (44.2%), Fall 2023

Division	Department	Total	Female		Exceeded Overall University Average	
		N	N	%	2021	2019
Academic Centers	Berman Institute of Bioethics	10.25	7.25	70.7	✓	
Arts & Sciences - Humanities	History	26.75	14.00	52.3	✓	
	History of Art	11.00	7.00	63.6		✓
	Modern Languages & Literatures	24.00	17.00	70.8	✓	
	Writing Seminars	14.00	8.00	57.1		
Arts & Sciences - Social Sciences	Sociology	18.75	10.25	54.7	✓	✓
Education		56.00	32.70	58.4	✓	✓
Engineering	Biomedical Engineering	17.70	8.50	48.0		
Medical Basic Science	Molecular and Comparative Pathobiology	14.20	9.20	64.8	✓	✓
	Physiology	11.00	5.00	45.5		
Medicine Clinical	Anesthesiology & Critical Care Medicine	175.35	79.35	45.3		✓
	Dermatology	26.00	13.00	50.0	✓	✓
	Genetic Medicine	30.00	17.00	56.7	✓	✓
	Gynecology & Obstetrics	73.00	57.00	78.1	✓	✓
	Medicine	600.20	270.10	45.0	✓	✓
	Pediatrics	172.80	113.80	65.9	✓	✓
	Physical Medicine & Rehabilitation	41.20	26.00	63.1	✓	✓
	Psychiatry & Behavioral Sciences	153.00	77.00	50.3	✓	✓
Nursing		85.85	80.60	93.9	✓	✓
Public Health	Biochemistry & Molecular Biology	14.00	6.80	48.6		
	Environmental Health & Engineering	35.00	17.00	48.6	✓	
	Epidemiology	61.40	32.00	52.1	✓	✓
	Health Policy & Management	46.05	21.70	47.1	✓	✓
	Health, Behavior & Society	25.30	18.30	72.3	✓	✓
	International Health	59.60	35.00	58.7	✓	✓
	Mental Health	22.40	15.80	70.5	✓	✓
	Population, Family & Reproductive Health	24.00	19.00	79.2	✓	✓
University		3,700.15	1,636.80	44.2	41.8	40.9

Note: Only includes departments (and divisions without departments) with at least 10 full-time professorial faculty. Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.



**Table 4. Departments* with Percentage of Female Full-time Professorial Faculty
Less than 25%, Fall 2023**

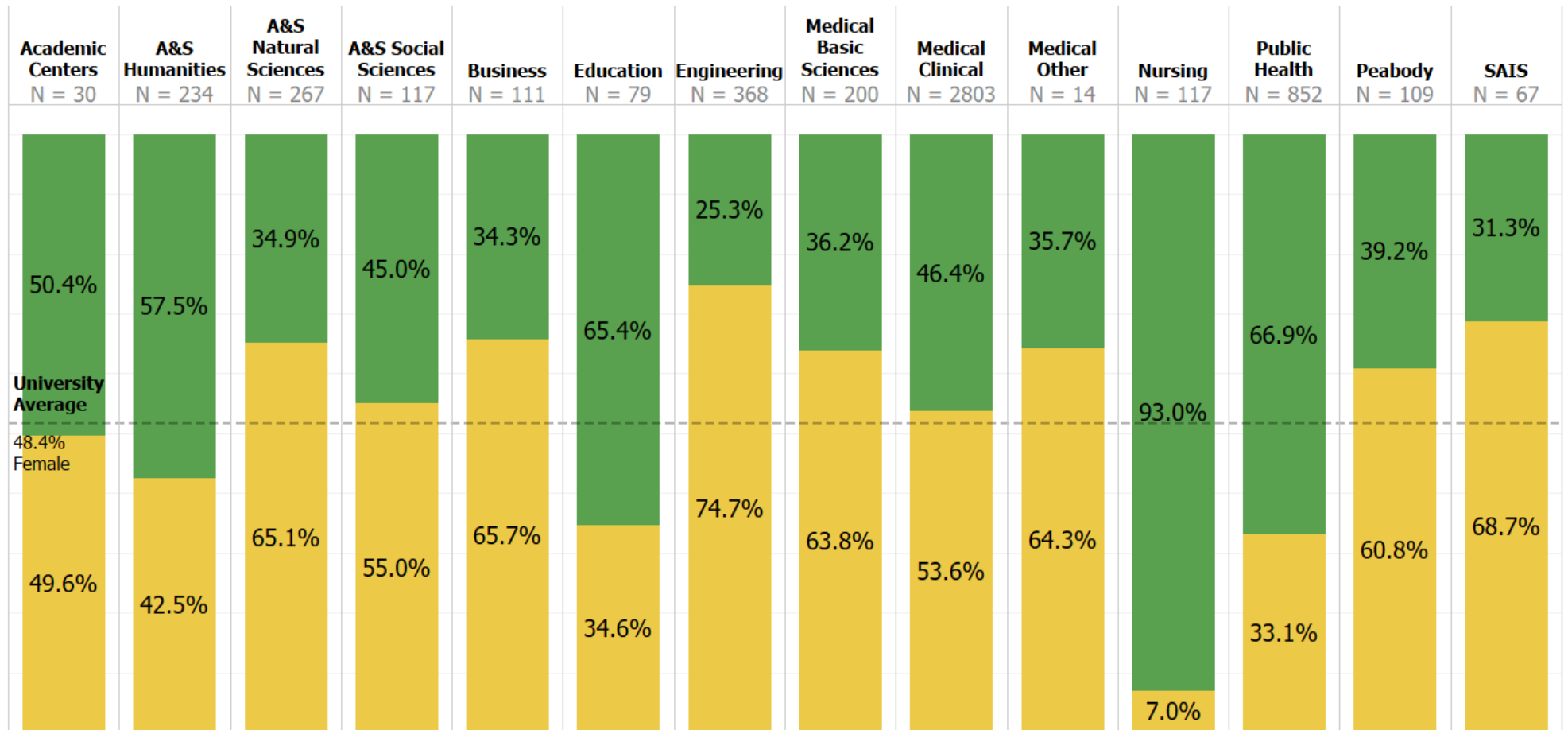
Division	Department	Total	Female		Fewer than 25% Female FT Prof Faculty	
		N	N	%	2021	2019
Arts & Sciences - Natural Sciences	Chemistry	22.00	3.00	13.6	✓	✓
	Physics & Astronomy	34.30	6.00	17.5	✓	✓
Arts & Sciences - Social Sciences	Economics	21.25	4.00	18.8	✓	✓
Engineering	Applied Mathematics & Statistics	18.50	4.00	21.6	✓	✓
	Computer Science	29.95	6.00	20.0	✓	✓
	Electrical & Computer Engineering	25.25	6.00	23.8	✓	✓
	Environmental Health & Engineering	14.50	3.00	20.7	✓	
	Materials Science & Engineering	19.00	4.00	21.1	✓	✓
	Mechanical Engineering	28.75	5.00	17.4	✓	✓
Medicine - Basic Science	Biomedical Engineering	25.75	3.00	11.7	✓	✓
Medicine - Clinical	Neurological Surgery	45.00	7.00	15.6	✓	✓
	Orthopaedic Surgery	47.30	8.30	17.5	✓	✓
	Urology	31.25	6.00	19.2	✓	✓
SAIS		46.15	11.00	23.8	✓	
University		3,700.15	1,636.80	44.2	41.8	40.9

Note: Only includes departments (and divisions without departments) with at least 10 full-time professorial faculty. Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.



Chart 2. All Faculty Composition by Academic Division
By Gender (%), Fall 2023

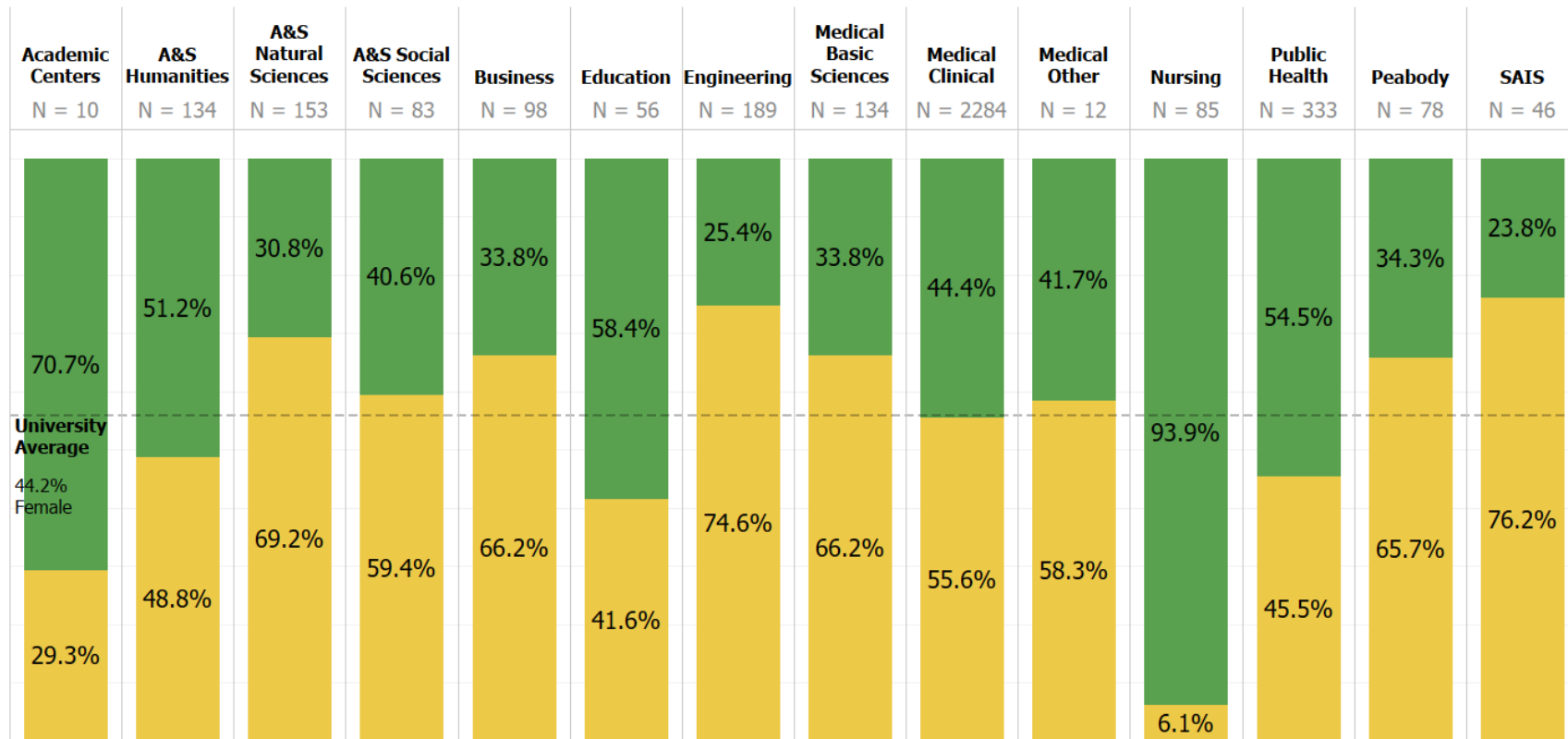
Legend





**Chart 3. Full-Time Professorial Faculty¹³ Composition by Academic Division
By Gender (%), Fall 2023**

Legend



¹³ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.



Residency, Race, and Ethnicity¹⁴

At JHU, 12% of all faculty¹⁵ and 11% of full-time professorial faculty¹⁶ employed in fall 2023 were from underrepresented groups (URG), meaning they self-identified with one or more of the following racial/ethnic groups: Hispanic/Latino, American Indian or Alaska Native, Black or African American, or Native Hawaiian or Other Pacific Islander, regardless of their residency status.

When disaggregated by academic division and key administrative unit, the division/administrative unit with the highest percentage of faculty from underrepresented groups (URG) was the School of Education (23%) and the area with the lowest proportion was the School of Medicine Basic Sciences (5.5%) ([Chart 4](#)).

Looking only at full-time professorial faculty, when disaggregated by academic division/administrative unit, the School of Education (28%) has the highest percentage of full-time professorial faculty from underrepresented groups (URG) and the area with the lowest proportion was the School of Arts and Sciences – Natural Sciences (4.5%). ([Chart 5](#)).

[Appendix A](#) provides more detailed information on the residency, race, and ethnic composition of all faculty ([Table A1](#)) and the subset of full-time professorial faculty ([Table A2](#)) in each academic division by academic department in fall 2023.¹⁷ Table A1 also shares divisional level detail on full-time professorial faculty composition at the ranks of assistant, associate, and full professor. At JHU, 7% of full-time, professorial faculty at the rank of full were from underrepresented groups (URG); at associate, 11% were URG; and at the rank of assistant professor, 15% were URG.

To benchmark progress, the institution monitors the proportion of full-time professorial faculty from underrepresented groups (URG) within individual academic departments (and divisions without departments) over time. The benchmark established for underrepresentation is when the proportion of URG full-time professorial faculty is less than the university average. At the level of individual departments, 40% (27 of 68) departments with at least 10 full-time professorial faculty members exceeded the university's average (10.9%) with regard to representation of full-time professorial faculty from underrepresented groups (URG) ([Table 5](#)).

In 2023, ten academic departments (with at least 10 full-time professorial faculty) had *no* full-time professorial faculty from underrepresented groups (URG) ([Table 6](#)). Given methodological changes to the institutional definition of full-time professorial faculty between the 2021 and 2023 Faculty Composition Reports, caution must be taken in understanding historical trends. Of the ten academic

¹⁴ JHU employee composition reports employ a collective measure of racial and ethnic diversity, "Underrepresented Group (URG)", to assess JHU's progress in eliminating systemic barriers to institutional access for faculty from historically excluded racial and ethnic groups, regardless of residency status. A faculty member is included in the URG measure if they self-identified with one or more of the following groups: Hispanic/Latino, American Indian or Alaska Native, Black or African American, or Native Hawaiian or Other Pacific Islander, regardless of their residency status.

¹⁵ All faculty are JHU-paid employees who have faculty status. In addition, the report shares information on a subset of all faculty – full-time professorial faculty, i.e., those in tenure-stream faculty positions and, new in the fall 2023 report, teaching and practice rank faculty in non-tenure-stream positions.

¹⁶ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.

¹⁷ Academic divisions without academic departments are reported at the divisional level.



departments, eight were also on this list in 2021 (and seven of them on the 2019 list).

Table 5. Departments* with Percentage of Full-time Professorial Faculty from Underrepresented Groups (URG) Exceeding Overall University Average (10.9%), Fall 2023

Division	Department	Total	URG		Exceeded Overall University Average	
		N	N	%	2021	2019
Arts & Sciences Humanities	English	14.50	3.75	25.9	✓	✓
	History	26.75	7.25	27.1	✓	✓
	Modern Languages & Literatures	24.00	4.00	16.7	✓	✓
	Philosophy	16.25	2.00	12.3		
	Writing Seminars	14.00	3.00	21.4	--	--
Arts & Sciences Social Sciences	Political Science	35.75	4.75	13.3	✓	✓
	Sociology	18.75	2.25	12.0	✓	✓
Education		56.00	15.50	27.7	✓	✓
Engineering	Applied Mathematics & Statistics	18.50	4.00	21.6	✓	
	Biomedical Engineering	17.70	3.00	16.9	✓	✓
	Electrical & Computer Engineering	25.25	6.00	23.8	✓	✓
	Materials Science & Engineering	19.00	3.00	15.8		
Medicine - Clinical	Dermatology	26.00	3.00	11.5	✓	✓
	Gynecology & Obstetrics	73.00	14.00	19.2	✓	✓
	Medicine	600.20	69.60	11.6	✓	✓
	Pediatrics	172.80	25.00	14.5	✓	✓
	Physical Medicine & Rehabilitation	41.20	5.00	12.1	✓	✓
	Surgery	115.00	17.00	14.8	✓	
Nursing		85.85	14.10	16.4	✓	✓
Peabody		78.80	10.00	12.7	✓	✓
Public Health	Biochemistry & Molecular Biology	14.00	2.00	14.3		
	Environmental Health & Engineering	35.00	4.00	11.4	✓	
	Epidemiology	61.40	13.40	21.8	✓	✓
	Health Policy & Management	46.05	8.20	17.8	✓	✓
	Health, Behavior & Society	25.30	4.30	17.0	✓	✓
	International Health	59.60	8.00	13.4	✓	✓
	Mental Health	22.40	4.30	19.2	✓	
University		3,700.15	404.00	10.9	10.6	9.9

Note: Only includes departments (and divisions without departments) with at least 10 full-time professorial faculty. The department of Writing Seminars had fewer than ten full-time professorial faculty in 2021-22 and 2019-2020. Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting School of Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.



Table 6. Departments* with No Full-time Professorial Faculty from Underrepresented Groups (URG), Fall 2023

Division	Department	Total	URG		No URG FT Prof Faculty	
		N	N	%	2021	2019
Arts & Sciences - Humanities	History of Art	11.00	0.00	--		✓
Arts & Sciences - Natural Sciences	Earth & Planetary Science	14.80	0.00	--	✓	✓
	Mathematics	19.50	0.00	--	✓	✓
Engineering	Chemical & Biomolecular Engineering	19.05	0.00	--	✓	✓
	Civil & Systems Engineering	12.50	0.00	--	✓	✓
	Computer Science	29.95	0.00	--	✓	✓
	Environmental Health & Engineering	14.50	0.00	--	✓	
Medicine - Basic Science	Cell Biology	14.75	0.00	--	✓	✓
	Physiology	11.00	0.00	--	✓	✓
Medicine - Clinical	Plastic and Reconstructive Surgery	26.00	0.00	--		
University		3,700.15	404.00	10.9	10.6	9.9

Note: Only includes departments (and divisions without departments) with at least 10 full-time professorial faculty. Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.

While JHU Faculty Composition Reports employ a collective measure of racial and ethnic diversity, “underrepresented groups,” regardless of residency status (i.e., U.S. resident or U.S. nonresident), it is also important to understand our international faculty. Residency status fluctuates year to year as faculty who may be U.S. nonresident one year can and do become a U.S. resident in the next year. [Appendix A](#) provides more detailed information on the international status of all faculty ([Table A1](#)) by faculty status and rank, as well as the subset of full-time professorial faculty ([Table A2](#)) in each academic division by academic department in fall 2023.¹⁸

At JHU, 7% of all faculty¹⁹ and 3% of full-time professorial faculty²⁰ employed in fall 2023 were international (e.g., U.S. nonresident). When disaggregated by academic division and key administrative unit, the division/administrative unit with the highest percentage of international faculty was the School of Engineering (14%) ([Chart 6](#)). Looking only at full-time professorial faculty, when disaggregated by academic division/ administrative unit, the School of Advanced International Studies (11%) had the highest percentage of international full-time professorial faculty ([Chart 7](#)).

Among the 372 international faculty, 176 (47%) are female and 60 (16%) are from underrepresented groups (URG). Among the 113 international full-time professorial faculty, 50 (44%) are female and 21 (19%) are URG.

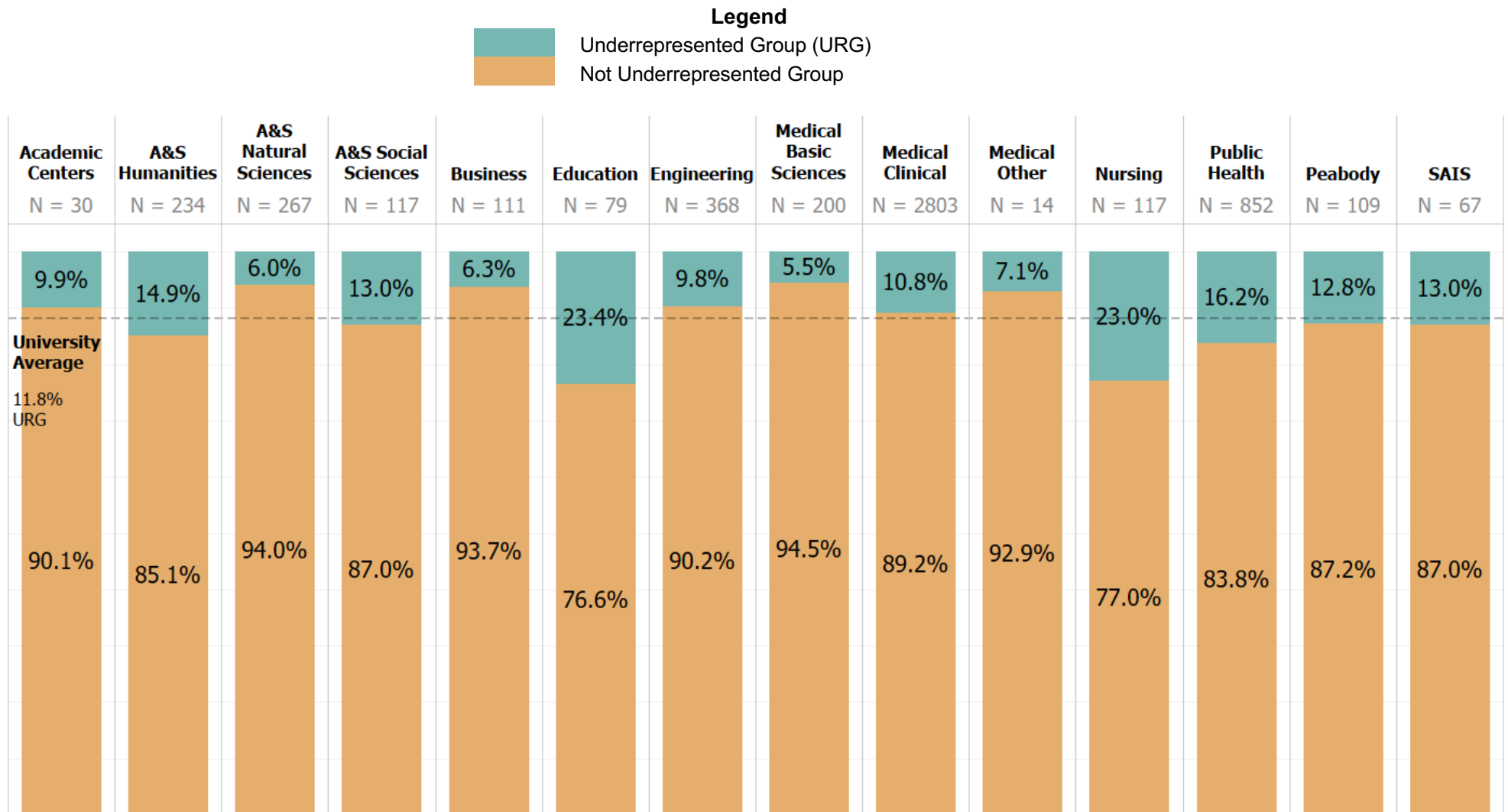
¹⁸ Academic divisions without academic departments are reported at the divisional level.

¹⁹ All faculty are JHU-paid employees who have faculty status. In addition, the report shares information on a subset of all faculty – full-time instructional professorial faculty, i.e., those in tenure-stream faculty positions and, new to the fall 2023 report, teaching and practice rank faculty in non-tenure-stream positions.

²⁰ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.



Chart 4. All Faculty Composition by Academic Division
By Underrepresented Group (URG) Membership (%), Fall 2023

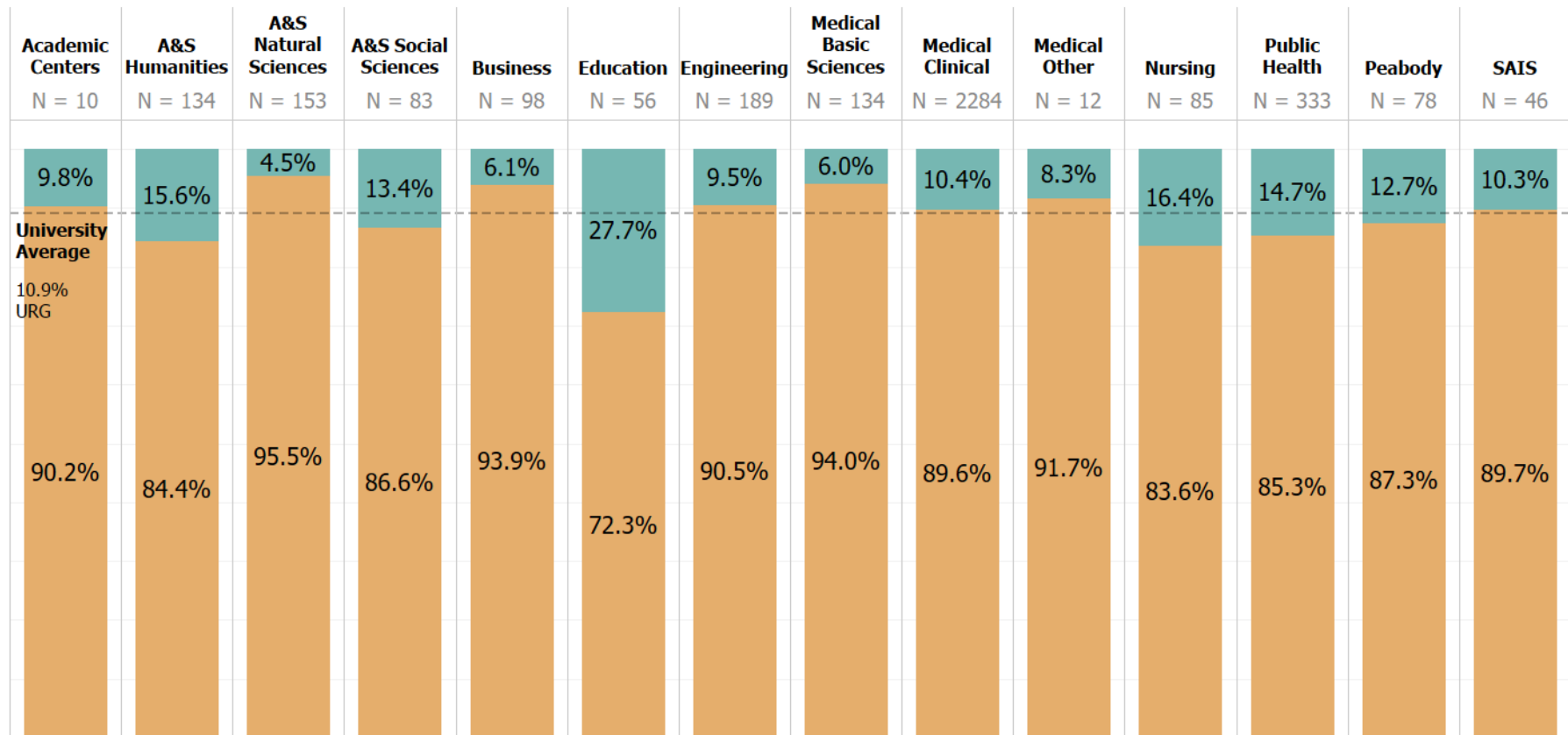
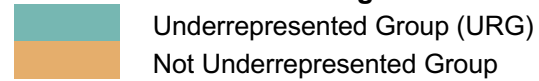


Note: The category of Underrepresented Group (URG) includes faculty who, regardless of residency status, identify with one or more of the following races and ethnicities: Hispanic/Latino, American Indian or Alaska Native, Black or African American, and Native Hawaiian or Other Pacific Islander.



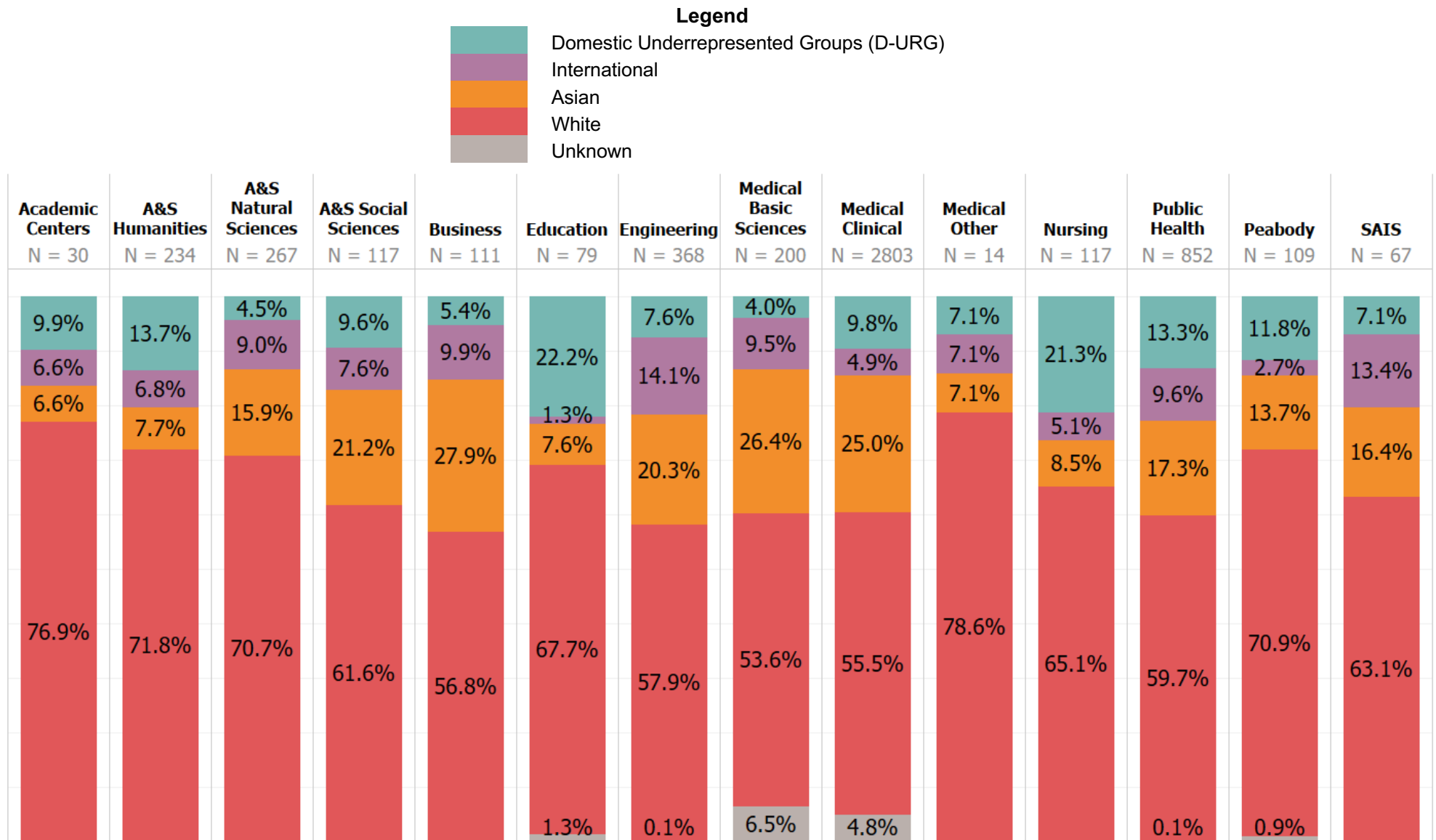
**Chart 5. Full-time Professorial Faculty²¹ Composition by Academic Division
By Underrepresented Group (URG) Membership (%), Fall 2023**

Legend

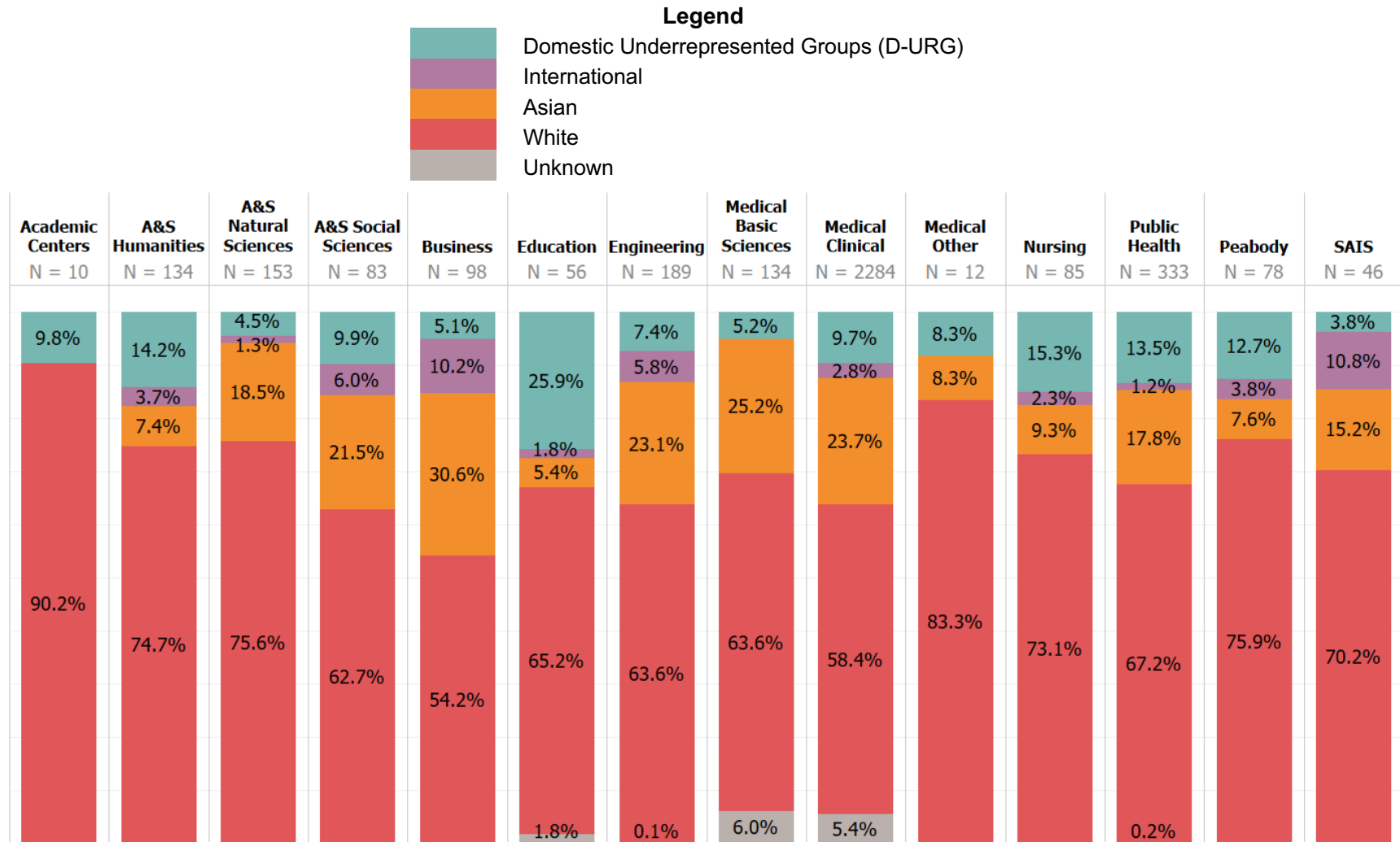


Note: The category of Underrepresented Group (URG) includes faculty who, regardless of residency status, identify with one or more of the following races and ethnicities: Hispanic/Latino, American Indian or Alaska Native, Black or African American, and Native Hawaiian or Other Pacific Islander.

²¹ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.

**Chart 6.** All Faculty Composition by Academic Division and by International Status (%), Fall 2023

Note: The category of International includes all U.S. Nonresidents, regardless of their self-reported race and ethnicity. Domestic Underrepresented Group (D-URG) category includes U.S. resident faculty who, identify with one or more of the following races and ethnicities: Hispanic/Latino, American Indian or Alaska Native, Black or African American, and Native Hawaiian or Other Pacific Islander.


Chart 7. Full-time Professorial Faculty²² Composition by Academic Division and by International Status (%), Fall 2023


Note: The category of International includes all U.S. Nonresidents, regardless of their self-reported race and ethnicity. Domestic Underrepresented Group (D-URG) includes U.S. resident faculty who, identify with one or more of the following races and ethnicities: Hispanic/Latino, American Indian or Alaska Native, Black or African American, and Native Hawaiian or Other Pacific Islander.

²² Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.



Faculty from 2015 - 2023

Trends in gender, racial, and ethnic composition of all faculty at the university level from 2015-2023 are reported below. Owing to the substantial change²³ in the definition of full-time professorial faculty between this 2023 report and the 2021 report, as well as the substantial changes²⁴ between the 2021 faculty composition report and past reports (2015, 2017, and 2019), it is not possible to accurately compare trends in gender, racial, and ethnic composition of faculty within divisions and departments over time, nor is it possible to compare the trends of full-time professorial faculty from prior years to 2023.

Between fall 2015 and fall 2023, JHU's total faculty size grew by fifteen percent, from 4,663 to 5,373.15. Each census has marked an increase in the percentage of female faculty and URG faculty ([Table 7](#)). The representation of female faculty at JHU has increased from 42.0% in 2015 to 48.4% in 2023 and the representation of faculty from underrepresented groups (URG) at JHU has increased from 8.0% in 2015 to 11.8% in 2023 ([Chart 8](#)).

**Table 7. Composition of All JHU Faculty
By Demographic Category, 2015-2023**

Census Year	All Faculty N	Female %	URG %
2015	4,663.00	42.0%	8.0%
2017	4,887.00	44.2%	8.7%
2019	5,180.00	45.2%	10.3%
2021	5,247.15	46.0%	11.3%
2023	5,373.15	48.4%	11.8%

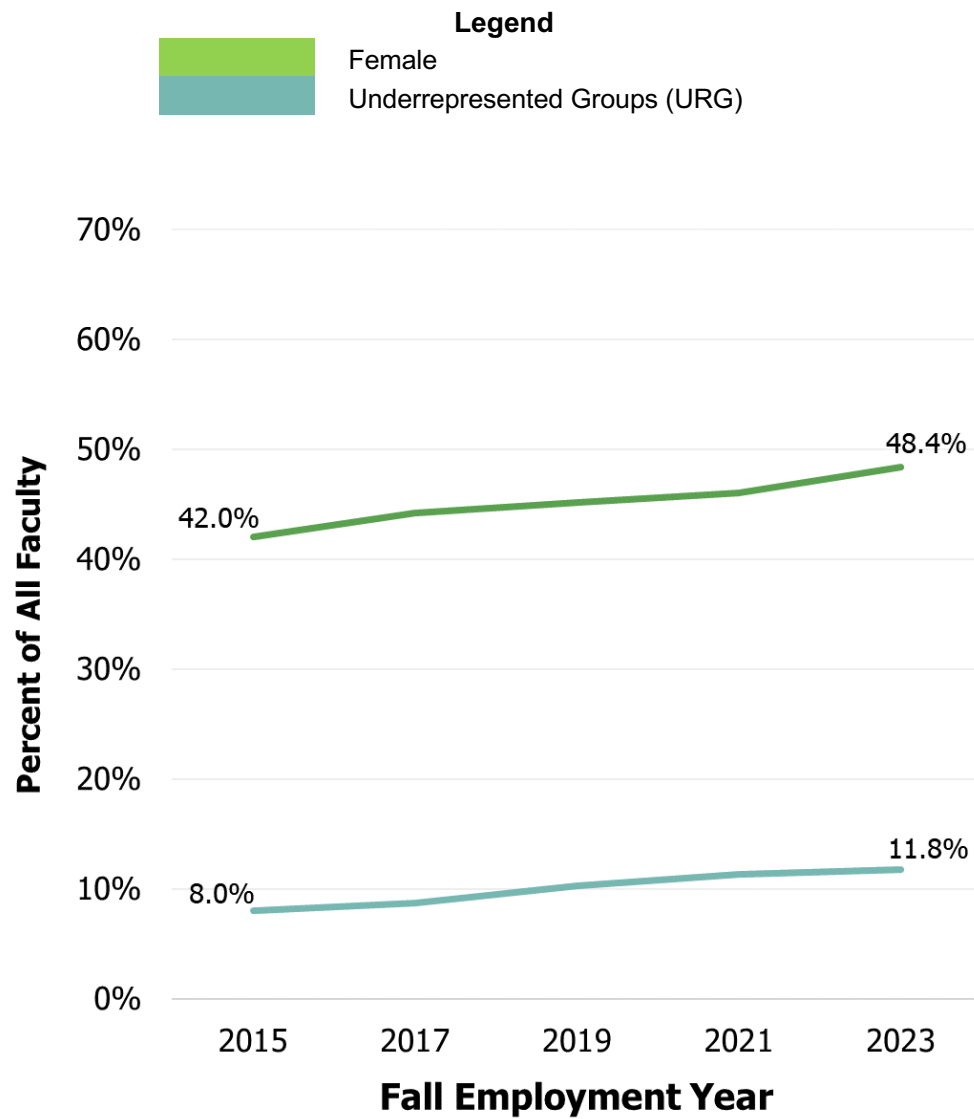
Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.

²³ Owing to changes in external reporting requirements established in fall 2022, the Provost's Office enacted a methodological change in the analysis of the most recent faculty composition data collected in fall 2023. For the purposes of this report, the change is: teaching and practice rank faculty who were categorized in prior Faculty Composition Reports as non-professorial (e.g., "FT: Other" or "PT:All") are now categorized as instructional professorial according to their rank (e.g., Assistant, Associate, Full) in the fall 2023 report. The impact of these changes is further detailed in Appendix C.

²⁴ The methodological changes are described in the 2021 Faculty Composition Report, available on the Provost's website: <https://provost.jhu.edu/reports/>.



Chart 8. Trends in All JHU Faculty Composition
By Demographic Category, 2015-2023





V. Peer Institution Comparison

Benchmarking against peer institutions offers a valuable, but lagging²⁵, metric to assess institutional progress and monitor changes over time at a national level. Using data from IPEDS, the gender, race, and ethnicity composition of JHU's professorial²⁶ faculty employees in fall 2022, by demographic group, is compared to three reference groups: Ivy Plus, AAU private universities, and AAU public universities in [Table 8](#).²⁷ Professorial faculty counts are only available at the university level. When compared to its institutional peers, JHU employed a higher proportion of female, American Indian or Alaska Native, Asian, and Black or African American professorial faculty than its Ivy Plus peer group in fall 2022.

Table 8. Composition of Professorial Faculty at JHU and Select Peer Groups
By Demographic Category (%), Fall 2022

	Female	Inter- national	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Unknown Race/ Ethnicity
JHU	42.0	4.0	0.2	20.4	5.3	4.0	0.0	60.9	1.7	3.5
Ivy+	38.5	4.4	0.1	16.6	4.8	4.6	0.0	65.3	1.4	2.9
AAU Private	39.8	4.0	0.2	16.6	4.6	4.9	0.0	65.9	1.3	2.5
AAU Public	41.8	4.4	0.3	16.6	3.7	5.6	0.1	63.6	1.2	4.5

[Appendix B](#) provides more detail of the faculty composition, charting the distribution of institutions within each peer group, with JHU as primary reference. In addition, [Table B1](#) is disaggregated by professorial faculty rank; [Table B2](#), by professorial faculty tenure status. When compared to its institutional peers, JHU employed a similar proportion of female professorial faculty at all three ranks and a higher proportion of Asian professorial faculty at all three ranks than its Ivy Plus peer group in fall 2022. With respect to tenure line comparisons, JHU employed a higher proportion of female tenure-track professorial faculty and a higher proportion of Black or African American non-tenure-track professional faculty than its Ivy Plus peer group in fall 2022.

²⁵ Comparison data is always at least one year old, owing to the lag between institutional data submissions to IPEDS and the public release of federal data. More detailed information is shared in Appendix B.

²⁶ In IPEDS reporting, professorial faculty are those with a *primary* appointment as rank faculty (Professor, Associate Professor, or Assistant Professor) regardless of tenure status, including instruction, research, and public service. IPEDS faculty data may exclude some employees with faculty status who serve as Executive/Administrative staff.

²⁷ The Association of American Universities (AAU) is an organization of US and Canadian research universities; membership includes 69 public and private US universities and two Canadian universities. Please see Appendix B for comparison group lists. Data is not included for the two Canadian universities as they do not participate in IPEDS. Comparison to AAU public institutions is included for completeness, recognizing the mission and admission patterns vary considerably between public and private schools.



VI. JHU's Ongoing Commitment

The changing demographic trends of the faculty population reflected in this composition report are a demonstration of the university's commitment to inclusive excellence and attracting and retaining a diverse workforce.

The JHU Report on Faculty Composition is used to raise awareness of the composition of the university's faculty population, monitor JHU's progress toward our goals, and determine where continued attention and progress are needed to attract, retain, and advance a talented, diverse workforce. This report will be produced biannually, in line with the Roadmap's guiding principles, which include transparency as a driving force in our sustained progress, ensuring that people across our community have access to information that will drive our decisions, locally and globally.



VII. Appendix

Appendix A: Faculty Appointments by Division and Department (2023)

Table A1a. All Faculty Composition by Faculty Category and Division (2023)
(with disaggregated IPEDS race and ethnicity categories)

Division	Faculty Category	Total	Female		URG		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Centers	FT: Full Professor	7.25	5.25	72.4															7.25	100.0		
	FT: Associate Professor	1.00																	1.00	100.0		
	FT: Assistant Professor	2.00	2.00	100.0	1.00	50.0					1.00	50.0							1.00	50.0		
	Total - FT Professorial	10.25	7.25	70.7	1.00	9.8					1.00	9.8							9.25	90.2		
	FT: Additional	19.00	7.00	36.8	2.00	10.5	2.00	10.5	1.00	5.3	1.00	5.3			2.00	10.5			13.00	68.4		
	PT: All	1.00	1.00	100.0															1.00	100.0		
	Total - All Faculty	30.25	15.25	50.4	3.00	9.9	2.00	6.6	1.00	3.3	2.00	6.6			2.00	6.6			23.25	76.9		
Arts & Sciences	FT: Full Professor	196.95	59.15	30.0	11.25	5.7	1.00	0.5	2.25	1.1	8.00	4.1			22.50	11.4			161.20	81.8	2.00	1.0
	FT: Associate Professor	101.50	52.50	51.7	13.00	12.8	1.00	1.0	4.00	3.9	8.00	7.9			14.00	13.8	1.00	1.0	72.50	71.4	1.00	1.0
	FT: Assistant Professor	73.50	38.50	52.4	15.00	20.4	10.00	13.6	8.00	10.9	3.00	4.1			13.00	17.7			35.50	48.3	4.00	5.4
	Total - FT Professorial	371.95	150.15	40.4	39.25	10.6	12.00	3.2	14.25	3.8	19.00	5.1			49.50	13.3	1.00	0.3	269.20	72.4	7.00	1.9
	FT: Additional	225.00	119.00	52.9	27.00	12.0	35.00	15.6	12.00	5.3	8.00	3.6			27.00	12.0	1.00	0.4	141.00	62.7	1.00	0.4
	PT: All	23.00	12.00	52.2			2.00	8.7							1.00	4.3			20.00	87.0		
	Total - All Faculty	619.95	281.15	45.4	66.25	10.7	49.00	7.9	26.25	4.2	27.00	4.4			77.50	12.5	2.00	0.3	430.20	69.4	8.00	1.3
Business	FT: Full Professor	41.15	12.15	29.5	2.00	4.9					2.00	4.9			14.00	34.0			25.15	61.1		
	FT: Associate Professor	26.00	8.00	30.8			1.00	3.8							11.00	42.3			14.00	53.8		
	FT: Assistant Professor	31.00	13.00	41.9	4.00	12.9	9.00	29.0	2.00	6.5	1.00	3.2			5.00	16.1			14.00	45.2		
	Total - FT Professorial	98.15	33.15	33.8	6.00	6.1	10.00	10.2	2.00	2.0	3.00	3.1			30.00	30.6			53.15	54.2		
	FT: Additional	13.00	5.00	38.5	1.00	7.7	1.00	7.7			1.00	7.7			1.00	7.7			10.00	76.9		
	PT: All	0.00																				
	Total - All Faculty	111.15	38.15	34.3	7.00	6.3	11.00	9.9	2.00	1.8	4.00	3.6			31.00	27.9			63.15	56.8		
University	FT: Full Professor	1,275.15	374.80	29.4	88.00	6.9	7.00	0.5	39.00	3.1	41.00	3.2	2.00	0.2	203.00	15.9	0.00	0.0	931.15	73.0	10.00	0.8
	FT: Associate Professor	958.00	450.00	47.0	103.00	10.8	12.00	1.3	38.00	4.0	56.00	5.8	2.00	0.2	199.00	20.8	3.00	0.3	598.00	62.4	17.00	1.8
	FT: Assistant Professor	1,467.00	812.00	55.4	213.00	14.5	94.00	6.4	79.00	5.4	106.00	7.2	2.00	0.1	329.00	22.4	0.00	0.0	767.00	52.3	32.00	2.2
	Total - FT Professorial	3,700.15	1,636.80	44.2	404.00	10.9	113.00	3.1	156.00	4.2	203.00	5.5	6.00	0.2	731.00	19.8	3.00	0.1	2,296.15	62.1	59.00	1.6
	FT: Additional	1,563.00	910.00	58.2	219.00	14.0	256.00	16.4	82.00	5.2	71.00	4.5	16.00	1.0	317.00	20.3	3.00	0.2	786.00	50.3	16.00	1.0
	PT: All	110.00	54.00	49.1	10.00	9.1	3.00	2.7	1.00	0.9	7.00	6.4	0.00	0.0	12.00	10.9	0.00	0.0	82.00	74.5	3.00	2.7
	Total - All Faculty	5,373.15	2,600.80	48.4	633.00	11.8	372.00	6.9	239.00	4.4	281.00	5.2	22.00	0.4	1,060.00	19.7	6.00	0.1	3,164.15	58.9	78.00	1.5

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.



Table A1b. All Faculty Composition by Faculty Category and Division (2023)
(with disaggregated IPEDS race and ethnicity categories)

Division	Faculty Category	Total	Female		URG		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Education	FT: Full Professor	13.00	4.70	36.2	4.50	34.6			1.00	7.7	2.50	19.2							8.50	65.4	1.00	7.7
	FT: Associate Professor	17.00	15.00	88.2	4.00	23.5	1.00	5.9			4.00	23.5							12.00	70.6		
	FT: Assistant Professor	26.00	13.00	50.0	7.00	26.9			1.00	3.8	6.00	23.1			1.00	3.8			16.00	61.5	1.00	3.8
	Total - FT Professorial	56.00	32.70	58.4	15.50	27.7	1.00	1.8	2.00	3.6	12.50	22.3			1.00	1.8			36.50	65.2	2.00	3.6
	FT: Additional	20.00	17.00	85.0	3.00	15.0			1.00	5.0	2.00	10.0			1.00	5.0			15.00	75.0	1.00	5.0
	PT: All	3.00	2.00	66.7															2.00	66.7	1.00	33.3
	Total - All Faculty	79.00	51.70	65.4	18.50	23.4	1.00	1.3	3.00	3.8	14.50	18.4			2.00	2.5			53.50	67.7	4.00	5.1
Engineering	FT: Full Professor	88.20	13.00	14.7	4.00	4.5			2.00	2.3	2.00	2.3			17.75	20.1			66.25	75.1		
	FT: Associate Professor	50.00	18.00	36.0	4.00	8.0			2.00	4.0	2.00	4.0			9.00	18.0			37.00	74.0		
	FT: Assistant Professor	51.00	17.00	33.3	10.00	19.6	11.00	21.6	2.00	3.9	4.00	7.8			16.00	31.4			17.00	33.3	1.00	2.0
	Total - FT Professorial	189.20	48.00	25.4	18.00	9.5	11.00	5.8	6.00	3.2	8.00	4.2			42.75	22.6			120.25	63.6	1.00	0.5
	FT: Additional	167.20	43.20	25.8	16.00	9.6	40.00	23.9	6.00	3.6	5.00	3.0	1.00	0.6	29.00	17.3			85.20	51.0	1.00	0.6
	PT: All	12.00	2.00	16.7	2.00	16.7	1.00	8.3	1.00	8.3	1.00	8.3			1.00	8.3			8.00	66.7		
	Total - All Faculty	368.40	93.20	25.3	36.00	9.8	52.00	14.1	13.00	3.5	14.00	3.8	1.00	0.3	72.75	19.7			213.45	57.9	2.00	0.5
Medicine	FT: Full Professor	674.55	185.35	27.5	41.40	6.1	2.00	0.3	24.20	3.6	14.20	2.1	1.00	0.1	115.30	17.1			469.85	69.7	7.00	1.0
	FT: Associate Professor	632.00	269.00	42.6	62.00	9.8	8.00	1.3	28.00	4.4	29.00	4.6	1.00	0.2	152.00	24.1	1.00	0.2	366.00	57.9	14.00	2.2
	FT: Assistant Professor	1124.00	611.00	54.4	143.00	12.7	55.00	4.9	58.00	5.2	71.00	6.3	2.00	0.2	267.00	23.8			593.00	52.8	21.00	1.9
	Total - FT Professorial	2430.55	1,065.35	43.8	246.40	10.1	65.00	2.7	110.20	4.5	114.20	4.7	4.00	0.2	534.30	22.0	1.00	0.0	1,428.85	58.8	42.00	1.7
	FT: Additional	549.00	291.00	53.0	64.00	11.7	92.00	16.8	32.00	5.8	17.00	3.1	1.00	0.2	167.00	30.4			216.00	39.3	8.00	1.5
	PT: All	38.00	21.00	55.3	4.00	10.5					3.00	7.9			3.00	7.9			30.00	78.9	1.00	2.6
	Total - All Faculty	3017.55	1,377.35	45.6	314.40	10.4	157.00	5.2	142.20	4.7	134.20	4.4	5.00	0.2	704.30	23.3	1.00	0.0	1,674.85	55.5	51.00	1.7
University	FT: Full Professor	1,275.15	374.80	29.4	88.00	6.9	7.00	0.5	39.00	3.1	41.00	3.2	2.00	0.2	203.00	15.9	0.00	0.0	931.15	73.0	10.00	0.8
	FT: Associate Professor	958.00	450.00	47.0	103.00	10.8	12.00	1.3	38.00	4.0	56.00	5.8	2.00	0.2	199.00	20.8	3.00	0.3	598.00	62.4	17.00	1.8
	FT: Assistant Professor	1,467.00	812.00	55.4	213.00	14.5	94.00	6.4	79.00	5.4	106.00	7.2	2.00	0.1	329.00	22.4	0.00	0.0	767.00	52.3	32.00	2.2
	Total - FT Professorial	3,700.15	1,636.80	44.2	404.00	10.9	113.00	3.1	156.00	4.2	203.00	5.5	6.00	0.2	731.00	19.8	3.00	0.1	2,296.15	62.1	59.00	1.6
	FT: Additional	1,563.00	910.00	58.2	219.00	14.0	256.00	16.4	82.00	5.2	71.00	4.5	16.00	1.0	317.00	20.3	3.00	0.2	786.00	50.3	16.00	1.0
	PT: All	110.00	54.00	49.1	10.00	9.1	3.00	2.7	1.00	0.9	7.00	6.4	0.00	0.0	12.00	10.9	0.00	0.0	82.00	74.5	3.00	2.7
	Total - All Faculty	5,373.15	2,600.80	48.4	633.00	11.8	372.00	6.9	239.00	4.4	281.00	5.2	22.00	0.4	1,060.00	19.7	6.00	0.1	3,164.15	58.9	78.00	1.5

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.



Table A1c. All Faculty Composition by Faculty Category and Division (2023)
(with disaggregated IPEDS race and ethnicity categories)

Division	Faculty Category	Total	Female		URG		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Nursing	FT: Full Professor	12.85	10.60	82.5	0.10	0.8					0.10	0.8			1.00	7.8			11.75	91.4		
	FT: Associate Professor	23.00	22.00	95.7	5.00	21.7			1.00	4.3	3.00	13.0	1.00	4.3	4.00	17.4			14.00	60.9		
	FT: Assistant Professor	50.00	48.00	96.0	9.00	18.0	2.00	4.0	2.00	4.0	6.00	12.0			3.00	6.0			37.00	74.0		
	Total - FT Professorial	85.85	80.60	93.9	14.10	16.4	2.00	2.3	3.00	3.5	9.10	10.6	1.00	1.2	8.00	9.3			62.75	73.1		
	FT: Additional	30.00	28.00	93.3	13.00	43.3	4.00	13.3	3.00	10.0	7.00	23.3	2.00	6.7	2.00	6.7			12.00	40.0		
	PT: All	2.00	1.00	50.0															2.00	100.0		
	Total - All Faculty	117.85	109.60	93.0	27.10	23.0	6.00	5.1	6.00	5.1	16.10	13.7	3.00	2.5	10.00	8.5			76.75	65.1		
Peabody	FT: Full Professor	38.80	9.00	23.2	3.00	7.7	1.00	2.6	2.00	5.2	1.00	2.6			5.00	12.9			29.80	76.8		
	FT: Associate Professor	19.00	6.00	31.6	3.00	15.8					3.00	15.8			1.00	5.3			15.00	78.9		
	FT: Assistant Professor	21.00	12.00	57.1	4.00	19.0	2.00	9.5	1.00	4.8	3.00	14.3							15.00	71.4		
	Total - FT Professorial	78.80	27.00	34.3	10.00	12.7	3.00	3.8	3.00	3.8	7.00	8.9			6.00	7.6			59.80	75.9		
	FT: Additional	7.00	4.00	57.1	1.00	14.3					1.00	14.3			2.00	28.6			4.00	57.1		
	PT: All	24.00	12.00	50.0	3.00	12.5					2.00	8.3			6.00	25.0			14.00	58.3	1.00	4.2
	Total - All Faculty	109.80	43.00	39.2	14.00	12.8	3.00	2.7	3.00	2.7	10.00	9.1			14.00	12.8			77.80	70.9	1.00	0.9
Public Health	FT: Full Professor	174.25	71.60	41.1	19.00	10.9	1.00	0.6	6.80	3.9	11.20	6.4	1.00	0.6	25.45	14.6			128.00	73.5		
	FT: Associate Professor	82.00	58.00	70.7	11.00	13.4	1.00	1.2	2.00	2.4	7.00	8.5			8.00	9.8	1.00	1.2	61.00	74.4	2.00	2.4
	FT: Assistant Professor	77.00	52.00	67.5	19.00	24.7	2.00	2.6	5.00	6.5	11.00	14.3			19.00	24.7			35.00	45.5	5.00	6.5
	Total - FT Professorial	333.25	181.60	54.5	49.00	14.7	4.00	1.2	13.80	4.1	29.20	8.8	1.00	0.3	52.45	15.7	1.00	0.3	224.00	67.2	7.00	2.1
	FT: Additional	512.80	385.80	75.2	88.00	17.2	78.00	15.2	25.00	4.9	28.00	5.5	12.00	2.3	82.00	16.0	2.00	0.4	280.80	54.8	5.00	1.0
	PT: All	6.00	3.00	50.0	1.00	16.7					1.00	16.7			1.00	16.7			4.00	66.7		
	Total - All Faculty	852.05	570.40	66.9	138.00	16.2	82.00	9.6	38.80	4.6	58.20	6.8	13.00	1.5	135.45	15.9	3.00	0.4	508.80	59.7	12.00	1.4
SAIS	FT: Full Professor	28.15	4.00	14.2	2.75	9.8	2.00	7.1	0.75	2.7					2.00	7.1			23.40	83.1		
	FT: Associate Professor	6.50	1.50	23.1	1.00	15.4					1.00	15.4							5.50	84.6		
	FT: Assistant Professor	11.50	5.50	47.8	1.00	8.7	3.00	26.1							5.00	43.5			3.50	30.4		
	Total - FT Professorial	46.15	11.00	23.8	4.75	10.3	5.00	10.8	1.75	3.8					7.00	15.2			32.40	70.2		
	FT: Additional	20.00	10.00	50.0	4.00	20.0	4.00	20.0	2.00	10.0	1.00	5.0			4.00	20.0			9.00	45.0		
	PT: All	1.00																	1.00	100.0		
	Total - All Faculty	67.15	21.00	31.3	8.75	13.0	9.00	13.4	3.75	5.6	1.00	1.5			11.00	16.4			42.40	63.1		
University	FT: Full Professor	1,275.15	374.80	29.4	88.00	6.9	7.00	0.5	39.00	3.1	41.00	3.2	2.00	0.2	203.00	15.9	0.00	0.0	931.15	73.0	10.00	0.8
	FT: Associate Professor	958.00	450.00	47.0	103.00	10.8	12.00	1.3	38.00	4.0	56.00	5.8	2.00	0.2	199.00	20.8	3.00	0.3	598.00	62.4	17.00	1.8
	FT: Assistant Professor	1,467.00	812.00	55.4	213.00	14.5	94.00	6.4	79.00	5.4	106.00	7.2	2.00	0.1	329.00	22.4	0.00	0.0	767.00	52.3	32.00	2.2
	Total - FT Professorial	3,700.15	1,636.80	44.2	404.00	10.9	113.00	3.1	156.00	4.2	203.00	5.5	6.00	0.2	731.00	19.8	3.00	0.1	2,296.15	62.1	59.00	1.6
	FT: Additional	1,563.00	910.00	58.2	219.00	14.0	256.00	16.4	82.00	5.2	71.00	4.5	16.00	1.0	317.00	20.3	3.00	0.2	786.00	50.3	16.00	1.0
	PT: All	110.00	54.00	49.1	10.00	9.1	3.00	2.7	1.00	0.9	7.00	6.4	0.00	0.0	12.00	10.9	0.00	0.0	82.00	74.5	3.00	2.7
	Total - All Faculty	5,373.15	2,600.80	48.4	633.00	11.8	372.00	6.9	239.00	4.4	281.00	5.2	22.00	0.4	1,060.00	19.7	6.00	0.1	3,164.15	58.9	78.00	1.5

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.



Table A2a. Full-time Professorial Faculty Composition by Academic Division and Department (2023)
(with disaggregated IPEDS race and ethnicity categories)

Division	Department	Total	Female		URG		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Centers	Academic Centers Total	10.25	7.25	70.7	1.00	9.8	0.00	---	0.00	---	1.00	9.8	0.00	---	0.00	---	0.00	---	9.25	90.2	0.00	---
Arts & Sciences Humanities	Classics	7.75	3.00	38.7			1.00	12.9							1.00	12.9			5.75	74.2		
	Comparative Thought & Literature	5.00	3.00	60.0	1.00	20.0	1.00	20.0							1.00	20.0			2.00	40.0		
	English	14.50	6.00	41.4	3.75	25.9			1.00	6.9	2.75	19.0			2.00	13.8			8.75	60.3		
	History	26.75	14.00	52.3	7.25	27.1					7.25	27.1			1.00	3.7			18.50	69.2		
	History of Art	11.00	7.00	63.6											1.00	9.1			10.00	90.9		
	History of Science & Technology	6.00	3.00	50.0			1.00	16.7											5.00	83.3		
	Modern Languages & Literatures	24.00	17.00	70.8	4.00	16.7	1.00	4.2	2.00	8.3	1.00	4.2			1.00	4.2			19.00	79.2		
	Near Eastern Studies	9.00	3.00	33.3			1.00	11.1											7.00	77.8	1.00	11.1
	Philosophy	16.25	4.75	29.2	2.00	12.3			1.00	6.2	1.00	6.2							14.25	87.7		
	Writing Seminars	14.00	8.00	57.1	3.00	21.4					1.00	7.1			1.00	7.1	1.00	7.1	10.00	71.4	1.00	7.1
	KSAS Humanities Total	134.25	68.75	51.2	21.00	15.6	5.00	3.7	5.00	3.7	13.00	9.7	0.00	---	8.00	6.0	1.00	0.7	100.25	74.7	2.00	1.5
Arts & Sciences Natural Sciences	Biology	23.60	9.00	38.1	2.00	8.5			2.00	8.5					4.65	19.7			15.95	67.6	1.00	4.2
	Biophysics	7.00	4.00	57.1	1.00	14.3			1.00	14.3									6.00	85.7		
	Chemistry	22.00	3.00	13.6	1.00	4.5			1.00	4.5					4.00	18.2			17.00	77.3		
	Cognitive Science	9.50	5.00	52.6											1.00	10.5			8.50	89.5		
	Earth & Planetary Science	14.80	5.80	39.2			1.00	6.8							1.00	6.8			11.80	79.7	1.00	6.8
	Mathematics	19.50	6.00	30.8											5.00	25.6			14.50	74.4		
	Physics & Astronomy	34.30	6.00	17.5	2.00	5.8	1.00	2.9			2.00	5.8			5.00	14.6			26.30	76.7		
	Psychological & Brain Sciences	23.25	8.60	37.0	1.00	4.3			1.00	4.3					4.85	20.9			16.40	70.5	1.00	4.3
	KSAS Natural Sciences Total	153.95	47.40	30.8	7.00	4.5	2.00	1.3	5.00	3.2	2.00	1.3	0.00	---	25.50	16.6	0.00	---	116.45	75.6	3.00	1.9
	Anthropology	8.00	5.00	62.5	3.00	37.5	2.00	25.0	2.00	25.0					3.00	37.5			1.00	12.5		
	Economics	21.25	4.00	18.8	1.25	5.9	3.00	14.1	0.25	1.2					5.00	23.5			13.00	61.2		
Arts & Sciences Social Sciences	Political Science	35.75	14.75	41.3	4.75	13.3			2.00	5.6	2.00	5.6			4.00	11.2			27.00	75.5	0.75	2.1
	Sociology	18.75	10.25	54.7	2.25	12.0					2.00	10.7			4.00	21.3			11.50	61.3	1.25	6.7
	KSAS Social Sciences Total	83.75	34.00	40.6	11.25	13.4	5.00	6.0	4.25	5.1	4.00	4.8	0.00	---	16.00	19.1	0.00	---	52.50	62.7	2.00	2.4
	Kreiger School of Arts & Sciences Total	371.95	150.15	40.4	39.25	10.6	12.00	3.2	14.25	3.8	19.00	5.1	0.00	---	49.50	13.3	1.00	0.3	269.20	72.4	7.00	1.9
Business	Carey Business School Total	98.15	33.15	33.8	6.00	6.1	10.00	10.2	2.00	2.0	3.00	3.1	0.00	---	30.00	30.6	0.00	--	53.15	54.2	0.00	---
Education	School of Education Total	56.00	32.70	58.4	15.50	27.7	1.00	1.8	2.00	3.6	12.50	22.7	0.00	---	1.00	1.8	0.00	--	36.50	66.4	2.00	3.6
University Total		3,700.15	1,636.80	44.2	404.00	10.9	113.00	3.2	156.00	4.4	203.00	5.7	6.00	0.2	731.00	20.5	3.00	0.1	2,296.15	64.4	59.00	1.7

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.



Table A2b. Full-time Professorial Faculty Composition by Academic Division and Department (2023)
(with disaggregated IPEDS race and ethnicity categories)

Division	Department	Total	Female		URG		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Engineering	Applied Mathematics & Statistics	18.50	4.00	21.6	4.00	21.6	3.00	16.2	1.00	5.4	1.00	5.4			4.00	21.6			9.50	51.4		
	Biomedical Engineering	17.70	8.50	48.0	3.00	16.9	1.00	5.7	1.00	5.7	1.00	5.7			3.00	17.1			11.50	65.7		
	Center for Leadership Education (CLE)	4.00	2.00	50.0															4.00	100.0		
	Chemical & Biomolecular Engineering	19.05	5.50	28.9											6.00	31.5			13.05	68.5		
	Civil & Systems Engineering	12.50	4.00	32.0			2.00	16.0							2.00	16.0			8.50	68.0		
	Computer Science	29.95	6.00	20.0			2.00	6.7							6.00	20.0			20.95	69.9	1.00	3.3
	Electrical & Computer Engineering	25.25	6.00	23.8	6.00	23.8	1.00	4.0	3.00	11.9	3.00	11.9			4.75	18.8			13.50	53.5		
	Environmental Health & Engineering	14.50	3.00	20.7											2.00	13.8			12.50	86.2		
	Materials Science & Engineering	19.00	4.00	21.1	3.00	15.8	2.00	10.5	1.00	5.3	1.00	5.3			4.00	21.1			11.00	57.9		
	Mechanical Engineering	28.75	5.00	17.4	2.00	7.0					2.00	7.0			11.00	38.3			15.75	54.8		
	Whiting School of Engineering Total	189.20	48.00	25.4	18.00	9.5	11.00	5.8	6.00	3.2	8.00	4.2	0.00	---	42.75	22.6	0.00	---	120.25	63.6	1.00	0.5
Nursing	School of Nursing Total	85.85	80.60	93.9	14.10	16.4	2.00	2.3	3.00	3.5	9.10	10.6	1.00	1.2	8.00	9.3	0.00	---	62.75	73.1	0.00	---
Peabody	Peabody Institute Total	78.80	27.00	34.3	10.00	12.7	3.00	3.8	3.00	3.8	7.00	8.9	0.00	---	6.00	7.6	0.00	---	59.80	75.9	0.00	---
Public Health	Biochemistry & Molecular Biology	14.00	6.80	48.6	2.00	14.3			1.00	7.1	1.00	7.1			5.80	41.4			6.20	44.3		
	Biostatistics	22.05	8.00	36.3	1.00	4.5									5.65	25.9	1.00	4.6	15.20	69.6		
	Environmental Health & Engineering	35.00	17.00	48.6	4.00	11.4			2.00	5.7	1.00	2.9			5.00	14.3			26.00	74.3	1.00	2.9
	Epidemiology	61.40	32.00	52.1	13.40	21.8	3.00	4.9	5.00	8.1	7.40	12.1			13.00	21.2			31.00	50.5	2.00	3.3
	Health Policy & Management	46.05	21.70	47.1	8.20	17.8			1.00	2.2	7.20	15.6			4.00	8.7			33.85	73.5		
	Health, Behavior & Society	25.30	18.30	72.3	4.30	17.0			1.00	4.0	3.30	13.0			2.00	7.9			19.00	75.1		
	International Health	59.60	35.00	58.7	8.00	13.4			2.00	3.4	3.00	5.0	1.00	1.7	12.00	20.1			38.60	64.8	3.00	5.0
	Mental Health	22.40	15.80	70.5	4.30	19.2					4.30	19.7			1.00	4.6			16.50	75.7		
	Molecular Microbiology & Immunology	23.45	8.00	34.1	1.80	7.7	1.00	4.3	1.80	7.7					1.00	4.3			19.65	83.8		
	Population, Family & Reproductive Health	24.00	19.00	79.2	2.00	8.3					2.00	8.3			3.00	12.5			18.00	75.0	1.00	4.2
	Bloomberg School of Public Health Total	333.25	181.60	54.5	49.00	14.7	4.00	1.2	13.80	4.2	29.20	8.8	1.00	0.3	52.45	15.8	1.00	0.3	224.00	67.4	7.00	2.1
SAIS	SAIS Total	46.15	11.00	23.8	4.75	10.3	5.00	10.8	1.75	3.8	0.00	---	0.00	---	7.00	15.2	0.00	---	32.40	70.2	0.00	---
University Total		3,700.15	1,636.80	44.2	404.00	10.9	113.00	3.2	156.00	4.4	203.00	5.7	6.00	0.2	731.00	20.5	3.00	0.1	2,296.15	64.4	59.00	1.7

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.



Table A2c. Full-time Professorial Faculty Composition by Academic Division and Department (2023)
(with disaggregated IPEDS race and ethnicity categories)

Division	Department	Total	Female		URG		International		Hispanic/ Latino		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		White		Two or more races	
		N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Medicine Basic Science	Biological Chemistry	12.35	5.00	40.5	1.00	8.1					1.00	9.7			1.00	9.7			8.35	80.7		
	Biomedical Engineering	25.75	3.00	11.7	1.00	3.9					1.00	4.6			7.25	33.3			13.50	62.1		
	Biophysics and Biophysical Chemistry	10.00	3.00	30.0	1.00	10.0			1.00	10.0					5.00	50.0			4.00	40.0		
	Cell Biology	14.75	5.75	39.0											5.00	36.4			8.75	63.6		
	History of Medicine	6.00	2.00	33.3	1.00	16.7									1.00	16.7			4.00	66.7	1.00	16.7
	Molecular and Comparative Pathobiology	14.20	9.20	64.8	1.00	7.0					1.00	7.0			1.00	7.0			12.20	85.9		
	Molecular Biology and Genetics	5.10	1.00	19.6	1.00	19.6			1.00	19.6					0.35	6.9			3.75	73.5		
	Neuroscience	25.90	7.40	28.6	1.00	3.9			1.00	4.0					4.15	16.7			19.75	79.3		
	Pharmacology and Molecular Sciences	9.00	4.00	44.4	1.00	11.1			1.00	11.1					3.00	33.3			5.00	55.6		
	Physiology	11.00	5.00	45.5											5.00	45.5			6.00	54.5		
	SOM Basic Science Total	134.05	45.35	33.8	8.00	6.0	0.00	---	4.00	3.2	3.00	2.4	0.00	---	32.75	26.0	0.00	---	85.30	67.7	1.00	0.8
Medicine Clinical	Anesthesiology & Critical Care Medicine	175.35	79.35	45.3	17.00	9.7	3.00	1.8	5.00	3.0	10.00	6.0			40.00	24.2			105.35	63.7	2.00	1.2
	Dermatology	26.00	13.00	50.0	3.00	11.5	1.00	4.2	2.00	8.3	1.00	4.2			7.00	29.2			13.00	54.2		
	Emergency Medicine	45.00	16.00	35.6	4.00	8.9			1.00	2.4	3.00	7.1			7.00	16.7			30.00	71.4	1.00	2.4
	Genetic Medicine	30.00	17.00	56.7	3.00	10.0			2.00	6.9	1.00	3.4			4.00	13.8			22.00	75.9		
	Gynecology & Obstetrics	73.00	57.00	78.1	14.00	19.2			2.00	2.9	11.00	15.7			9.00	12.9	1.00	1.4	45.00	64.3	2.00	2.9
	Medicine	600.20	270.10	45.0	69.60	11.6	17.00	3.0	25.20	4.4	39.40	6.8			138.00	24.0			339.60	58.9	17.00	3.0
	Neurological Surgery	45.00	7.00	15.6	3.00	6.7	1.00	2.6	3.00	7.7					10.00	25.6			25.00	64.1		
	Neurology	140.20	58.20	41.5	15.00	10.7	5.00	4.0	10.00	7.9	4.00	3.2			25.00	19.8			82.20	65.1		
	Oncology Center	150.20	62.25	41.4	15.80	10.5	8.00	5.7	8.00	5.7	5.80	4.1	1.00	0.7	30.55	21.6			86.85	61.5	1.00	0.7
	Ophthalmology	99.00	38.00	38.4	8.00	8.1	3.00	3.3	4.00	4.3	3.00	3.3			34.00	37.0			48.00	52.2		
	Orthopaedic Surgery	47.30	8.30	17.5	3.00	6.3					3.00	6.6			15.00	33.1			26.30	58.1	1.00	2.2
	Otolaryngology	56.00	17.00	30.4	4.00	7.1	3.00	6.0	1.00	2.0	2.00	4.0	1.00	2.0	10.00	20.0			32.00	64.0	1.00	2.0
	Pathology	100.00	43.00	43.0	9.00	9.0	4.00	4.3	5.00	5.4	2.00	2.2	1.00	1.1	22.00	23.7			57.00	61.3	2.00	2.2
	Pediatrics	172.80	113.80	65.9	25.00	14.5	4.00	2.4	14.00	8.4	9.00	5.4			27.00	16.3			105.80	63.8	6.00	3.6
	Physical Medicine & Rehabilitation	41.20	26.00	63.1	5.00	12.1			3.00	7.7	2.00	5.1			6.00	15.3			28.20	71.9		
	Plastic and Reconstructive Surgery	26.00	9.00	34.6			2.00	7.7							6.00	23.1			17.00	65.4	1.00	3.8
	Psychiatry & Behavioral Sciences	153.00	77.00	50.3	13.00	8.5			8.00	5.3	4.00	2.6	1.00	0.7	22.00	14.6			114.00	75.5	2.00	1.3
	Radiation Oncology & Molecular Radiation Sciences	41.00	12.00	29.3	3.00	7.3	3.00	8.1	2.00	5.4	1.00	2.7			12.00	32.4			18.00	48.6	1.00	2.7
	Radiology & Radiological Science	117.00	49.00	41.9	4.00	3.4	8.00	7.3	2.00	1.8	2.00	1.8			44.00	40.0			54.00	49.1		
	Surgery	115.00	36.00	31.3	17.00	14.8	3.00	2.7	7.00	6.4	7.00	6.4			24.00	21.8			67.00	60.9	2.00	1.8
	Urology	31.25	6.00	19.2	2.00	6.4			1.00	3.4	1.00	3.4			8.00	27.4			17.25	59.0	2.00	6.8
	SOM Clinical Total	2,284.50	1,015.00	44.4	237.40	10.4	65.00	3.0	105.20	4.9	111.20	5.1	4.00	0.2	500.55	23.2	1.00	0.05	1,333.55	61.7	41.00	1.9
Medicine Other	Art as Applied to Medicine	7.00	3.00	42.9	1.00	14.3			1.00	14.3					1.00	14.3			5.00	71.4		
	Functional Anatomy & Evolution	5.00	2.00	40.0															5.00	100.0		
	SOM Additional Total	12.00	5.00	41.7	1.00	8.3	0.00	---	1.00	8.3	0.00	---	0.00	---	1.00	8.3	0.00	---	10.00	83.3	0.00	---
	School of Medicine Total	2,430.55	1,065.35	43.8	246.40	10.1	65.00	2.7	110.20	4.5	114.20	4.7	4.00	0.2	534.30	22.0	1.00	0.04	1,428.85	58.8	42.00	1.7
University Total		3,700.15	1,636.80	44.2	404.00	10.9	113.00	3.2	156.00	4.4	203.00	5.7	6.00	0.2	731.00	20.5	3.00	0.1	2,296.15	64.4	59.00	1.7

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations. Biomedical Engineering (BME) and Environmental Health and Engineering (EHE) faculty members are each counted only within their primary-appointed department; BME department spans Whiting Engineering and the School of Medicine and EHE department spans Bloomberg School of Public Health and the Whiting School of Engineering.



Appendix B: Institutional Peer Group Comparisons

Full-time Professorial Faculty Headcount²⁸

Table B1. Composition of Professorial Faculty²⁹ at JHU and Select Peer Groups
By Faculty Rank and Demographic Category (%), Fall 2022

		Count (N)	Female	Inter- national	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Unknown Race/ Ethnicity
JHU	Professors	1,144	27.8	0.9	0.3	16.3	2.9	3.1	0.0	73.0	0.6	3.0
	Associate Professors	859	43.4	1.5	0.0	21.7	5.4	4.0	0.1	62.3	1.6	3.5
	Assistant Professors	1,423	52.6	8.1	0.2	23.0	7.2	4.8	0.0	50.2	2.5	3.9
Ivy+	Professors	11,938	28.0	1.6	0.1	13.7	3.5	3.3	0.0	74.9	0.7	2.3
	Associate Professors	5,703	43.0	2.6	0.1	18.3	5.4	5.4	0.1	63.5	1.5	3.2
	Assistant Professors	7,959	51.1	9.9	0.2	19.7	6.3	5.9	0.1	52.0	2.4	3.6
AAU Private	Professors	22,762	28.8	1.1	0.1	13.7	3.4	3.8	0.0	75.3	0.7	1.8
	Associate Professors	13,000	43.3	2.1	0.1	17.3	5.0	5.4	0.0	65.9	1.4	2.6
	Assistant Professors	18,031	51.0	8.9	0.2	19.7	5.9	5.9	0.1	54.0	2.0	3.3
AAU Public	Professors	34,321	31.6	0.8	0.3	16.2	2.6	4.7	0.1	72.0	0.7	2.7
	Associate Professors	24,085	45.2	2.2	0.4	17.3	4.0	6.0	0.1	64.2	1.7	4.5
	Assistant Professors	28,012	51.3	10.8	0.3	16.6	4.9	6.2	0.1	52.8	1.7	6.7

Note: IPEDS Fall 2022, Human Resources Survey

²⁸ Comparison data is always at least one year old, owing to the lag between institutional data submissions to IPEDS and the public release of federal data.

²⁹ In IPEDS, professorial faculty have a *primary* appointment as faculty and hold a faculty rank of Professor, Associate Professor, or Assistant Professor. IPEDS faculty data excludes those who serve as Executive/Administrative staff.



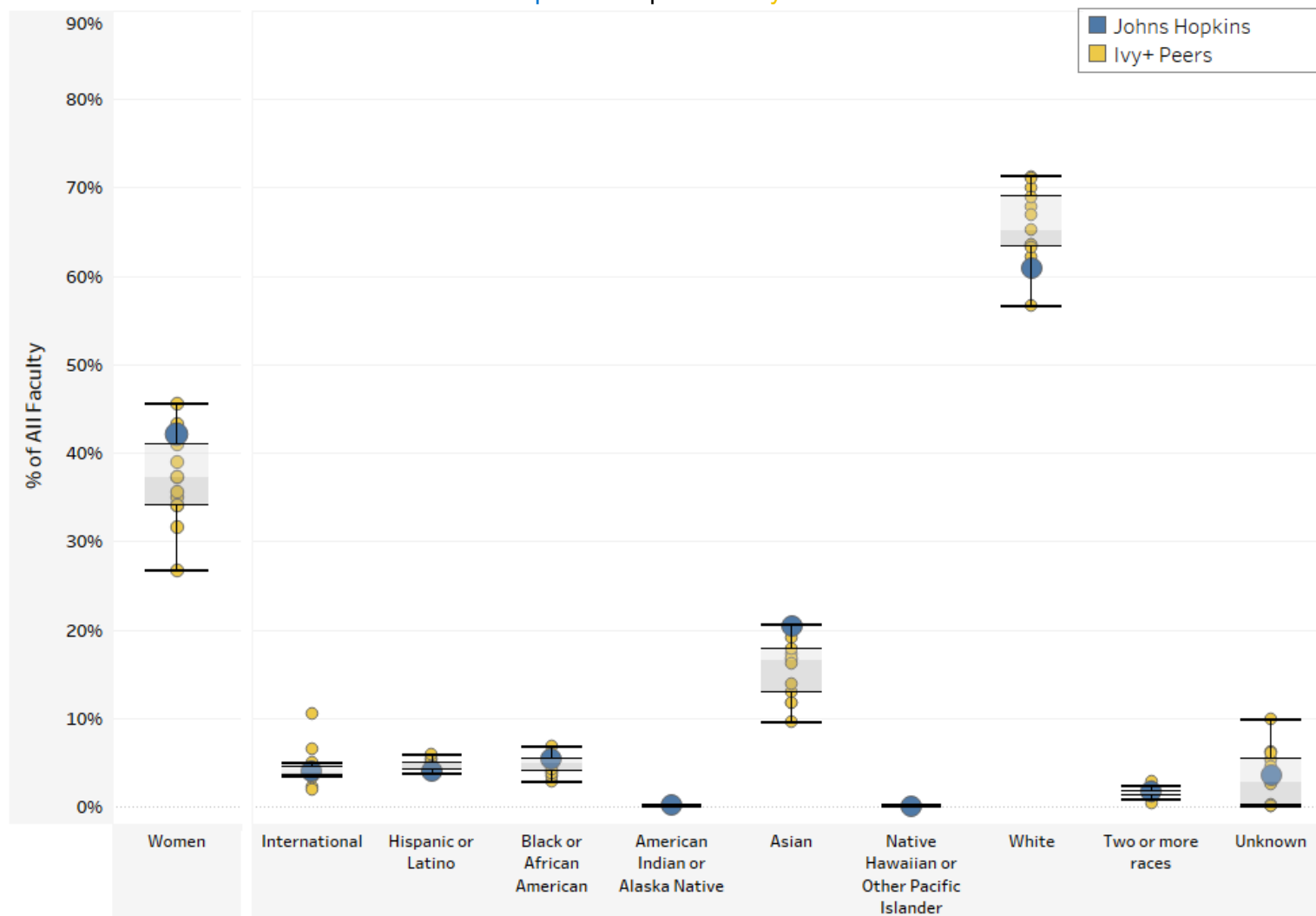
Table B2. Composition of Full-Time Professorial Faculty at JHU and Select Peer Groups
By Tenure Status and Demographic Category (%), Fall 2022

		N	Female	Inter- national	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Unknown Race/ Ethnicity
JHU	Tenured	1,146	28.8	0.5	0.3	16.3	3.1	3.1	0.0	73.0	0.6	3.0
	Tenure-Track	2,065	49.6	5.8	0.1	23.2	6.2	4.7	0.0	53.4	2.4	4.0
	Non-Tenure-Track	215	40.0	5.6	0.0	15.3	8.8	1.4	0.0	67.4	0.5	0.9
Ivy+	Tenured	12,610	29.0	1.5	0.2	13.9	3.8	3.8	0.0	73.6	0.9	2.4
	Tenure-Track	6,628	47.0	11.0	0.1	19.2	6.0	6.0	0.1	51.6	2.2	3.9
	Non-Tenure-Track	6,362	48.6	3.2	0.1	19.2	5.5	4.6	0.1	63.0	1.5	2.8
AAU Private	Tenured	24,751	30.0	1.2	0.2	14.0	3.7	4.3	0.0	73.7	1.0	2.0
	Tenure-Track	11,327	46.8	11.2	0.2	19.1	6.1	6.1	0.0	50.9	2.1	4.3
	Non-Tenure-Track	17,715	49.0	3.2	0.2	18.6	5.1	5.0	0.1	64.6	1.2	2.1
AAU Public	Tenured	44,514	34.3	1.1	0.4	16.5	3.2	5.4	0.1	69.2	1.0	3.2
	Tenure-Track	13,902	47.3	14.7	0.5	16.5	5.8	7.8	0.1	45.5	2.0	7.1
	Non-Tenure-Track	28,002	50.8	4.6	0.2	17.0	3.5	4.7	0.1	63.6	1.1	5.2

Note: IPEDS Fall 2022, Human Resources Survey



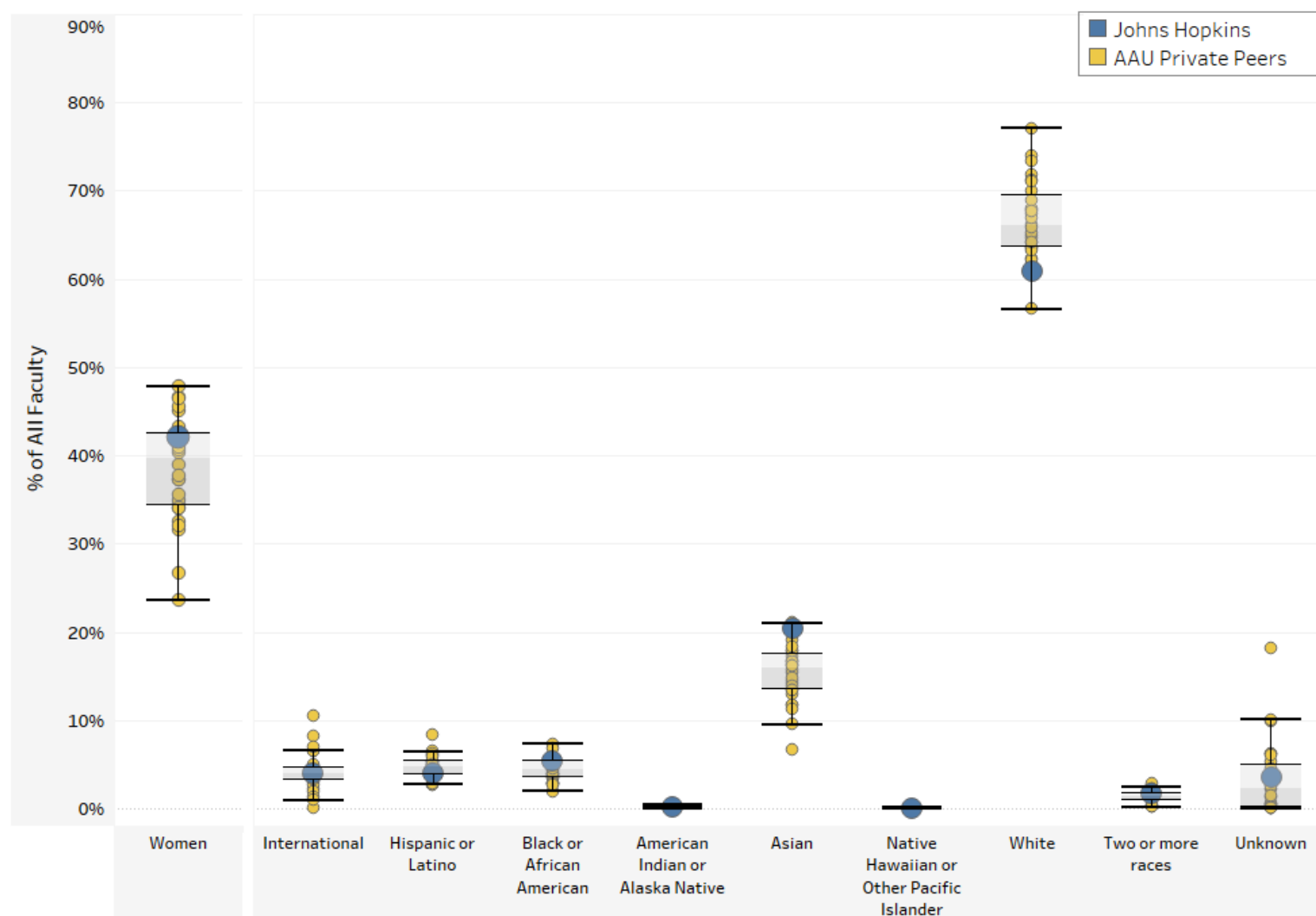
**Chart B1. Full-Time Professorial Faculty
Demographic Composition, Fall 2022**
Johns Hopkins compared to Ivy Plus Peers



Data Source: IPEDS Enrollment curated by American Association of Universities Data Exchange (AAUDE)



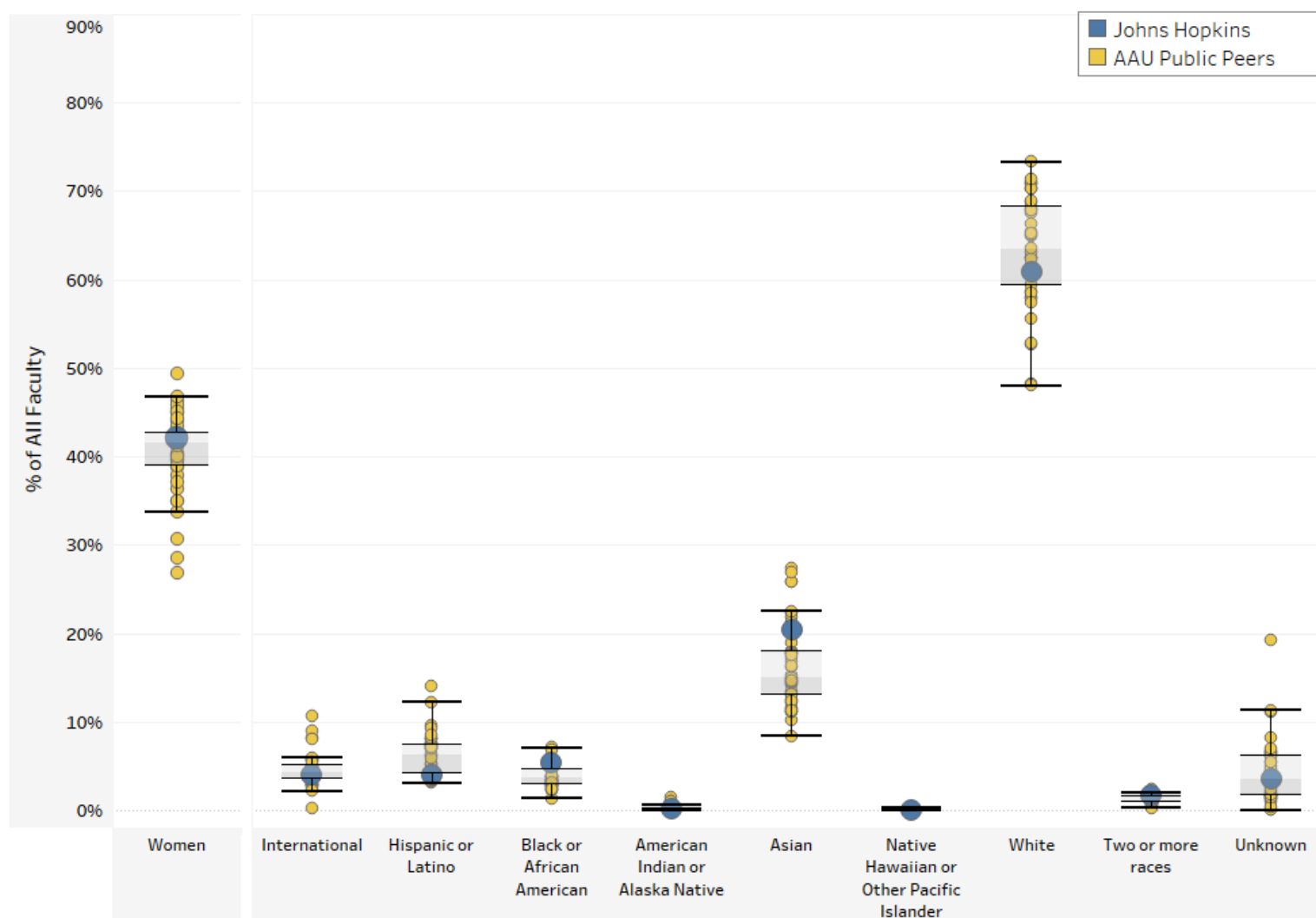
**Chart B2. Full-Time Professorial Faculty
Demographic Composition, Fall 2022**
Johns Hopkins compared to AAU Private Peers



Data Source: IPEDS Enrollment curated by American Association of Universities Data Exchange (AAUDE)



**Chart B3. Full-Time Professorial Faculty
Demographic Composition, Fall 2022**
Johns Hopkins compared to AAU Public Peers



Data Source: IPEDS Completions curated by American Association of Universities Data Exchange (AAUDE)



List of Public and Private AAU Universities

Private AAUs

Boston University
 Brandeis University
 Brown University*
 California Institute of Technology
 Carnegie Mellon University
 Case Western Reserve University
 Columbia University in the City of New York*
 Cornell University*
 Dartmouth College*
 Duke University*
 Emory University
 George Washington University
 Harvard University*
 Johns Hopkins University*
 Massachusetts Institute of Technology*
 New York University
 Northwestern University
 Princeton University*
 Rice University
 Stanford University*
 Tufts University
 Tulane University
 University of Chicago*
 University of Miami
 University of Notre Dame
 University of Pennsylvania*
 University of Rochester
 University of Southern California
 Vanderbilt University
 Washington University in St Louis
 Yale University*

Public AAUs

Arizona State University
 Georgia Institute of Technology
 Indiana University Bloomington
 Michigan State University
 The Ohio State University
 The Pennsylvania State University
 Purdue University
 Rutgers University–New Brunswick
 SUNY–Buffalo
 SUNY–Stony Brook University
 Texas A&M University, College Station
 The University of Texas at Austin
 University at Buffalo
 University of Arizona
 University of California, Berkeley
 University of California, Davis
 University of California, Irvine
 University of California, Los Angeles
 University of California, Riverside
 University of California, San Diego
 University of California, Santa Barbara
 University of California, Santa Cruz
 University of Colorado Boulder
 University of Florida
 University of Illinois Urbana-Champaign
 University of Iowa
 University of Kansas
 University of Maryland
 University of Michigan
 University of Minnesota, Twin Cities
 University of Missouri
 University of North Carolina at Chapel Hill
 University of Oregon
 University of Pittsburgh
 University of Utah
 University of Virginia
 University of Washington
 University of Wisconsin–Madison

* Denotes Ivy Plus institution



Appendix C: Methodology Change for 2023 Faculty Composition Report

The category and terminology of professorial faculty described above for the 2023 Faculty Composition Report deviates from previous faculty composition reports. This methodological change better aligns JHU's internal assessment of faculty composition with required external reporting, creates a uniform methodology across all academic divisions, and improves JHU's ability to benchmark against peer institutions' diversity data.

In previous faculty composition reports, *for all academic divisions except Carey Business School*³⁰, teaching and practice faculty ("T&P professorial") were not included in full-time professorial counts; instead they were categorized as "FT: Other" if full-time and "PT: All" if part-time. This methodology of excluding T&P professorial faculty from the full-time professorial faculty counts in the faculty composition reports provided the closest match to JHU's external reporting. As of fall 2022, however, AAUP explicitly requires the inclusion of teaching and practice professorial faculty among the professorial faculty counts. That change is incorporated into the 2023 Faculty Composition Report:

- Teaching and Practice professorial faculty are included in "FT: Professorial" in their respective professorial ranks (e.g., an Associate Teaching Professor is counted in the Associate Professor category).
 - 84 T&P professorial faculty across four academic divisions (Bloomberg School of Public Health, Krieger School of Arts and Sciences, School of Advanced International Studies, and Whiting School of Engineering) were included in FT: professorial rank categories.

As a result of this methodology change, university, divisional, and departmental data on full-time professorial faculty in the fall 2023 faculty composition report cannot be compared to data in the previous reports. At the level of the entire university, trends in gender, race, and ethnicity composition among all faculty can be compared.

To illustrate how this methodological change impacts assessments of faculty composition, the fall 2023 faculty census data was analyzed using both old and new principles. [Table C1](#) summarizes how the change in methodology impacts the analysis of *full-time professorial faculty* composition by gender, race, and ethnicity. Under both old and new methodologies, in fall 2023, JHU full-time professorial faculty³¹ comprised 44% female and 11% faculty from underrepresented groups (URG).

³⁰ In Carey Business School, teaching and practice faculty could not be separately identified and they were included in professorial faculty counts.

³¹ Full-time professorial faculty are a subset of all faculty. They are JHU-paid employees who have tenure-stream faculty positions or are teaching or practice rank faculty in non-tenure-stream positions. This subset excludes all part-time faculty, full-time research faculty regardless of rank and title, and all other types of full-time faculty positions, such as instructor or visiting faculty.

**Table C1a.** All Faculty Composition by Faculty Category and Demographic Category (2023)*Old Methodology**(Only Carey Business School Teaching and Practice Faculty categorized in "FT: Professorial categories")*

Division	Faculty Category	Total	Female		URG	
		N	N	%	N	%
University	FT: Full Professor	1,236.20	356.80	28.9	85.00	6.9
	FT: Associate Professor	916.00	422.00	46.1	101.00	11.0
	FT: Assistant Professor	1,464.00	810.00	55.3	213.00	14.5
	Total - FT Professorial	3,616.15	1,588.80	43.9	399.00	11.0
	FT: Additional	1,647.00	958.00	58.2	224.00	13.6
	PT: All	110.00	54.00	49.1	10.00	9.1
	Total - All Faculty	5,373.15	2,600.80	48.4	633.00	11.8

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.

Table C1b. All Faculty Composition by Faculty Category and Demographic Category (2023)*New Methodology**(All Teaching and Practice Faculty categorized within "FT: Professorial categories")*

Division	Faculty Category	Total	Female		URG	
		N	N	%	N	%
University	FT: Full Professor	1,275.15	374.80	29.4	88.00	6.9
	FT: Associate Professor	958.00	450.00	47.0	103.00	10.8
	FT: Assistant Professor	1,467.00	812.00	55.4	213.00	14.5
	Total - FT Professorial	3,700.15	1,636.80	44.2	404.00	10.9
	FT: Additional	1,563.00	910.00	58.2	219.00	14.0
	PT: All	110.00	54.00	49.1	10.00	9.1
	Total - All Faculty	5,373.15	2,600.80	48.4	633.00	11.8

Note: Faculty with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.