

JHU Report on Staff Composition

Data: 2023/2024

Publication: Fall 2024



JOHNS HOPKINS
UNIVERSITY



Table of Contents

I.	Introduction.....	3
II.	Report Highlights.....	3
III.	Identity Demographics	3
	Methodology	4
	Terminology.....	4
IV.	Staff Composition	6
	Staff in 2023	7
	Gender	7
	Race and Ethnicity.....	10
	Intersections of Race/Ethnicity and Gender of Staff Employees	13
	Staff from 2013 - 2023.....	14
	Gender	14
	Race and Ethnicity.....	15
	Staff by Academic Division/Administrative Unit (2019, 2021, 2023).....	16
	Academic and Business Centers.....	16
	Bloomberg School of Public Health.....	19
	Carey Business School.....	22
	Krieger School of Arts and Sciences	25
	Peabody Institute.....	28
	School of Advanced International Studies	31
	School of Education	34
	School of Medicine	37
	School of Nursing.....	40
	Sheridan Libraries and University Museums.....	43
	University Administration	46
	University Student Services	49
	Whiting School of Engineering.....	52
V.	Peer Institution Comparison.....	55
VI.	JHU's Ongoing Commitment	55
VII.	Appendix.....	57
	Appendix A: Staff Composition by Employee Job Subgroups	57
	Appendix B: Institutional Peer Group Comparisons	60
	Staff Employee Headcount	60
	List of Public and Private AAU Universities	64



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

- The percentage of female staff employees at JHU has remained steady at 72% between 2013 and 2023 ([Chart 5](#)).
 - By employee job group, the percentage of female staff has slightly increased in the Managerial (67% in 2013 to 70% in 2023), Executive/Administrative (53% in 2013 to 56% in 2023), and Skilled Crafts (1% in 2013 to 4% in 2023) job groups. Within the Administrative Support job group, the percentage of female staff has slightly decreased (90% in 2013 to 88% in 2023).
- The percentage of Hispanic or Latino, American Indian or Alaska Native, Black or African American, or Native Hawaiian or Other Pacific Islander staff at JHU has increased from 28% in 2013 to 33% in 2023, with increased diversity in every job group ([Chart 6](#)).
 - By employee job group, the percentage of Hispanic or Latino, American Indian or Alaska Native, Black or African American, or Native Hawaiian or Other Pacific Islander staff has significantly increased in the Executive/ Administrative (9% in 2013 to 22% in 2023), Skilled Crafts (23% in 2013 to 35% in 2023), Administrative Support (41% in 2013 to 53% in 2023), and Tech/Para-Professional (31% in 2013 to 41% in 2023) job groups.
- When compared to its institutional peers, JHU employed a higher proportion of female, Black or African American, American Indian or Alaska Native, and U.S. Nonresident (international) staff than its Ivy Plus peer group in Fall 2022 ([Table B1](#)).

III. Identity Demographics

The goal of this report is to provide accurate data about JHU’s staff 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.

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

Methodology

Staff employees at JHU work across several academic divisions and large administrative units. This report includes full-time staff only and disaggregates demographic information by division/unit, where possible.

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

Historical data in this report covers the time between November 1, 2019 and November 1, 2021, a period dominated by the COVID-19 pandemic when thousands of JHU staff members were impacted by furloughs or reductions in force. While most staff have returned to pre-pandemic roles, some academic divisions as well as university administration conducted a reduction in force when the university was impacted by the pandemic. This report notes where this impacted divisional/unit staff counts.

Terminology

Gender

Staff 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 staff to identify as "female" or "male", as most mandated reporting requirements define gender within this binary. For such reporting, staff who declined to identify as either male or female are apportioned (or recoded) as male or female based on the known proportions of staff employees.

Race and Ethnicity

At the time of employment application, staff members voluntarily self-report their ethnic and racial identities in accordance with mandated federal reporting guidelines.² Staff may also update their ethnicity and racial identities in SAP. First, all staff 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 guidelines

² <https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-collecting-data-for-reporting-purposes>



state the following: (1) if a staff 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 staff member self identifies as Hispanic or Latino, they are reported as Hispanic/Latino, regardless of their response to the race question; and (3) staff 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 Staff 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 staff 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 non-staff composition reports.

Employee Job Group

With hundreds of departments, dozens of job families, and over 1,100 job codes, Johns Hopkins University staff employee jobs are sorted into seven employee groups, which are used in reporting to the federal Equal Employment Opportunity Commission (EEOC). In alphabetical order, these seven employee groups are:

- Administrative Support
- Executive/Administrative
- Managerial
- Professional
- Service
- Skilled Crafts
- Technical/Paraprofessional

Within each of the seven EEOC employee job groups utilized by JHU Human Resources, job subgroups allow further disaggregation of roles within the most common functional areas of the university. [Appendix A](#) details those subgroups.

Academic Division / Administrative Unit

Staff employees 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 and Business 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



- Sheridan Libraries and University Museums
- University Administration
- University Student Services
- Whiting School of Engineering

The Applied Physics Laboratory (APL) categorizes staff in ways different than the rest of the university. For this reason, APL is not included in this report.

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 in the Faculty Composition Report and reported in the Staff Composition Report as an executive/administrative staff member in University Administration.

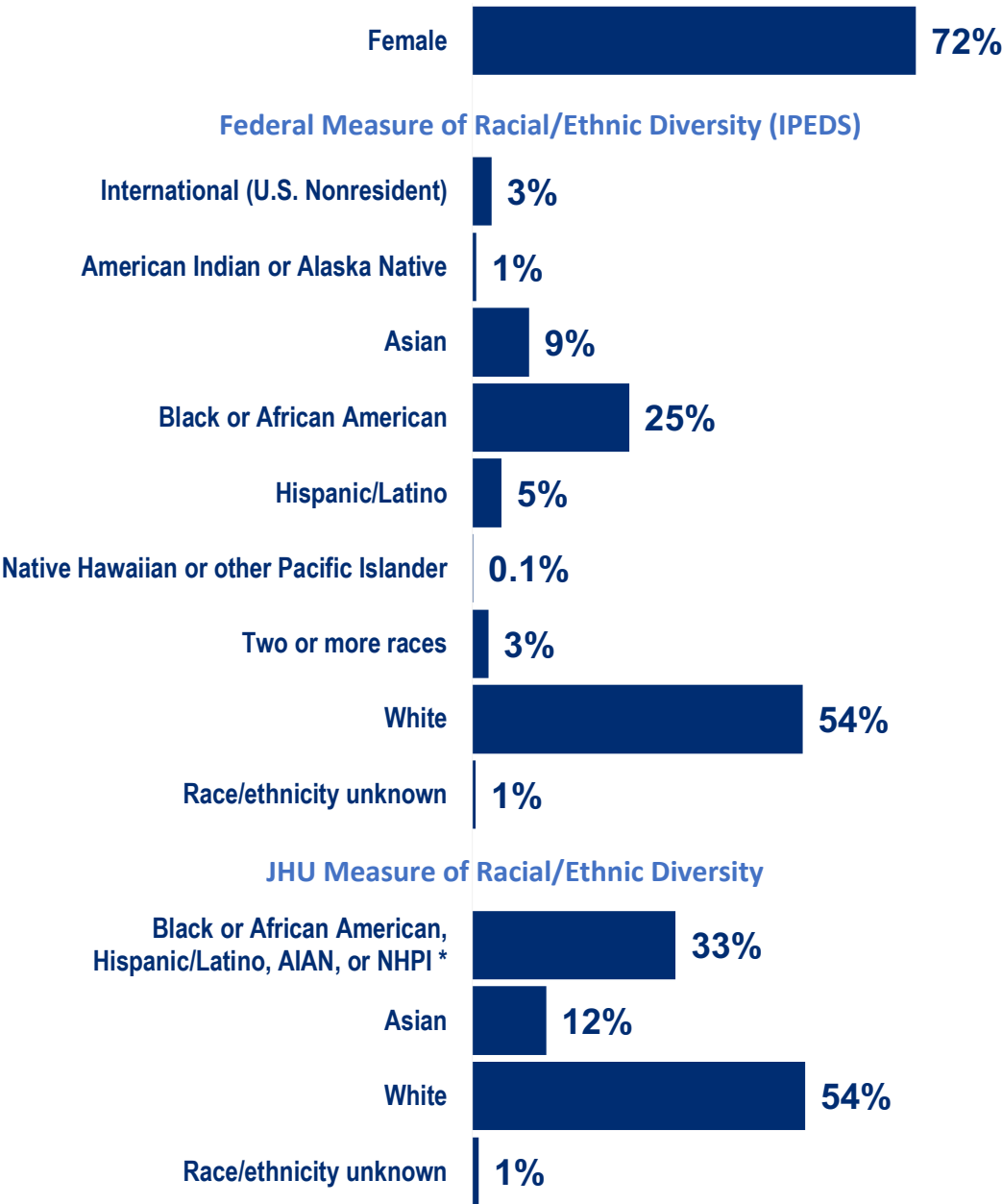


IV. Staff Composition

Staff in 2023

In fall 2023, full-time staff employees comprised 72% female staff and 25% Black or African American staff ([Chart 1](#)).

Chart 1. 2023 Full-Time Staff Diversity Metrics
(N = 13,305)



The remainder of this report presents data on full-time staff employees for each of the university's nine academic divisions and four key business centers, disaggregated by employee job groups.

* Abbreviation of American Indian or Alaska Native (AIAN) and Native Hawaiian or other Pacific Islander (NHPI)



Gender

At JHU, 72% of staff employed in fall 2023 were female ([Table 1](#)). When disaggregated by academic division and key business centers, the division/administrative unit with the highest percentage of female staff was the School of Education (80%) and the area with the lowest proportion was the Peabody Institute (51%).

Table 1. Full-Time Staff Composition by Academic Division/Administrative Unit (2023)
Gender

Division	Total N	Female N	Female %
JHU	13,305	9,531	72%
Academic Centers	756	522	69%
Bloomberg School of Public Health	1,523	1,104	72%
Carey Business School	209	148	71%
Krieger School of Arts and Sciences	480	324	68%
Peabody Institute	119	61	51%
School of Advanced International Studies	102	69	68%
School of Education	192	154	80%
School of Medicine	6,632	5,210	79%
School of Nursing	168	131	78%
Sheridan Libraries and Museums	151	96	64%
University Administration	1,884	975	52%
University Student Services	660	447	68%
Whiting School of Engineering	429	290	68%

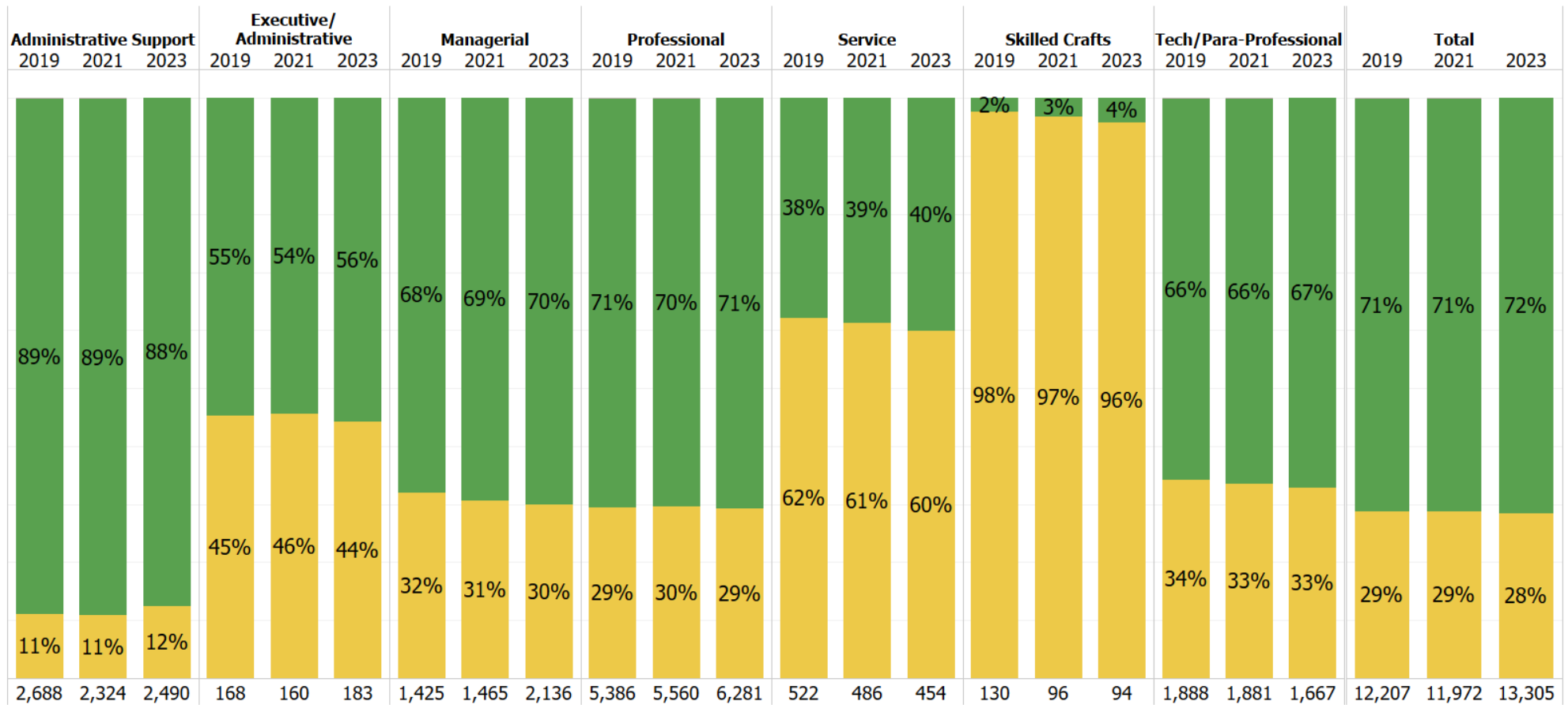
Note: Staff with unknown gender, race, and ethnicity are included in total counts and denominators of percentage calculations; however these columns are suppressed owing to space considerations.

As shown in [Chart 2](#), when disaggregated by employee job group, in fall 2023 the percentage of female Staff employees ranged from a low of 4% in Skilled Crafts roles to a high of 88% in Administrative Support roles. Over the past four years, the percentage of female staff at JHU has held steady overall, increasing from 71% in 2019 to 72% in 2023 ([Chart 2](#)). By employee job group, the proportion of female staff has slightly increased among Managerial (68% in 2019 to 70% in 2023), Service (38% in 2019 to 40% in 2023), and Skilled Crafts (2% in 2019 to 4% in 2023) job groups. All other job groups held steady, mirroring the overall growth, changing by only one percentage point between 2019 and 2023. More detailed information on the gender composition of the staff population in each academic division/key administrative unit, disaggregated by employee job group, is described in a later section of this report.



**Chart 2. Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023**

Legend





Race and Ethnicity³

At JHU, 33% of full-time staff employed in fall 2023 were Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander and 12% of full-time staff were Asian ([Table 2](#)). When disaggregated by academic division and key business centers, the division/administrative unit with the highest percentage of Asian staff was the Bloomberg School of Public Health (15%) and the area with the lowest proportion was the Peabody Institute (4%). The division/administrative unit with the highest percentage of staff who identified as Black or African American, Hispanic or Latino, American Indian or Alaska Native (AIAN), or Native Hawaiian or Other Pacific Islander (NHPI) was University Student Services (43%); the area with the lowest proportion was Sheridan Libraries and Museums (13%).

Table 2. Full-Time Staff Composition by Academic Division/Administrative Unit (2023)
Race and Ethnicity

Division	Total N	Asian N	Asian %	Black or African American, Hispanic/Latino, AIAN, or NHPI N	Black or African American, Hispanic/Latino, AIAN, or NHPI %
JHU	13,305	1,582	12%	4,456	33%
Academic Centers	756	83	11%	214	28%
Bloomberg School of Public Health	1,523	226	15%	551	36%
Carey Business School	209	14	7%	69	33%
Krieger School of Arts and Sciences	480	42	9%	123	26%
Peabody Institute	119	5	4%	41	34%
School of Advanced International Studies	102	12	12%	31	30%
School of Education	192	12	6%	49	26%
School of Medicine	6,632	939	14%	2,239	34%
School of Nursing	168	18	11%	69	41%
Sheridan Libraries and Museums	151	8	5%	19	13%
University Administration	1,884	145	8%	666	35%
University Student Services	660	44	7%	287	43%
Whiting School of Engineering	429	34	8%	98	23%

Note: Staff 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.

As shown in [Chart 3](#), when disaggregated by employee job group, in fall 2023 the percentage of full-time Staff employees who identified as Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander ranged from a low of 22% in Executive/ Administrative roles to a high of 83% in Service roles. The percentage of full-time Asian staff employees ranged from a low of 4% in Administrative Support roles to a high of 18% in Tech/Para-Professional roles.

³ JHU Staff Composition Reports employ a collective measure of racial and ethnic diversity different from other composition reports to assess JHU's progress in eliminating systemic barriers to institutional employment for historically excluded racial and ethnic groups regardless of residency status (e.g., U.S. resident or U.S. nonresident). A staff 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.

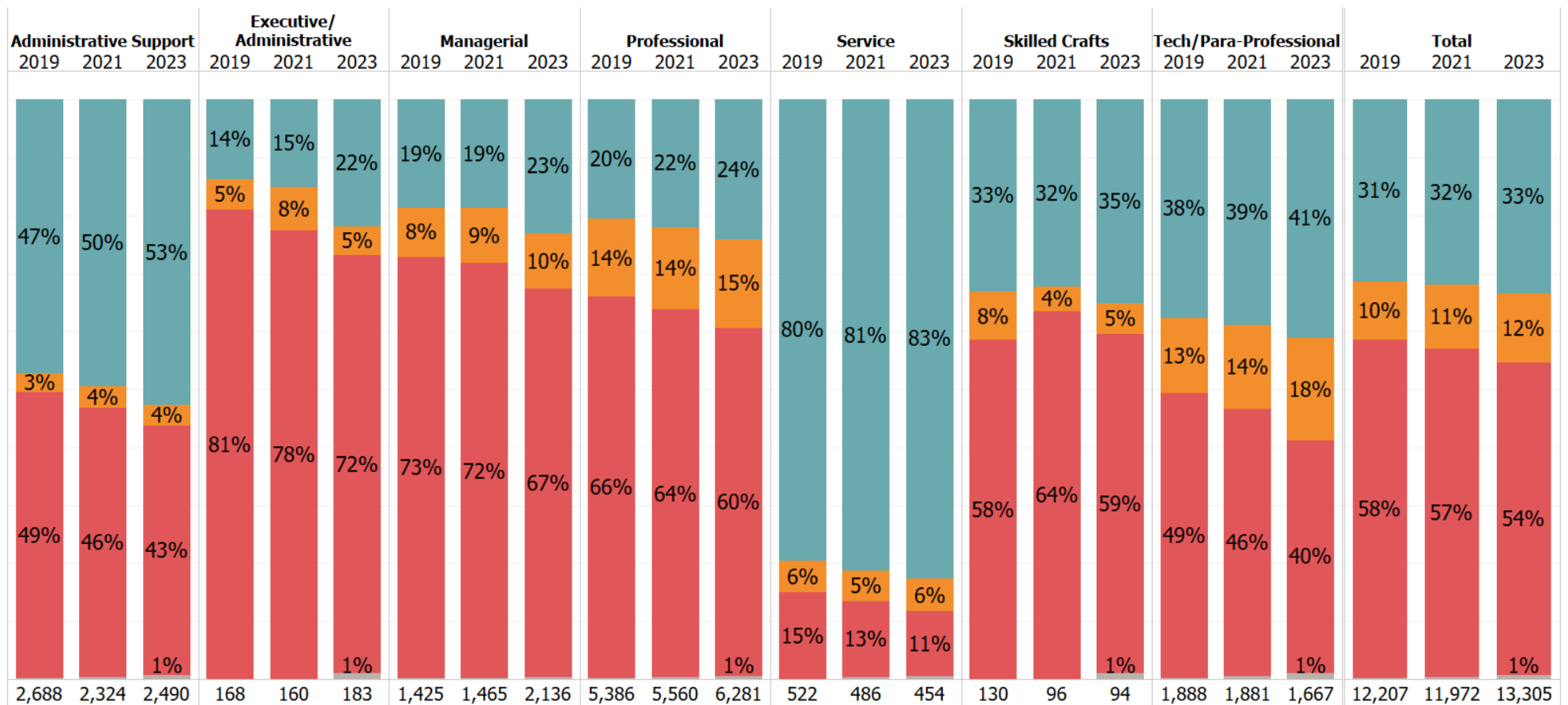
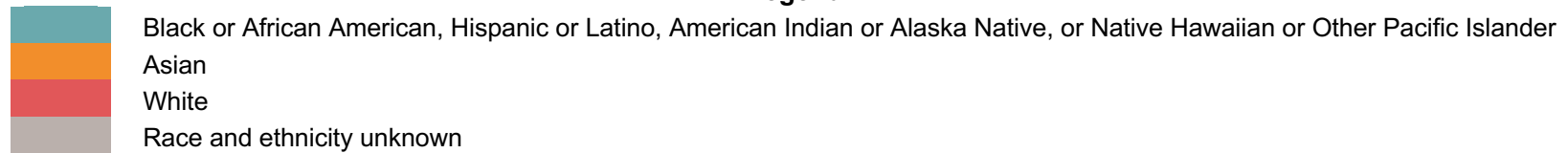


By employee job group, the proportion of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander full-time staff has notably increased among Executive/Administrative (14% in 2019 to 22% in 2023), Managerial (19% in 2019 to 23% in 2023), Professional (20% in 2019 to 24% in 2023), and Administrative Support (47% in 2019 to 53% in 2023) job groups. All other job groups increased, but by one to three percentage points. More information on the racial/ethnic composition of the full-time staff population in each academic division/key administrative unit, disaggregated by employee job group, is described in a later section of this report.



Chart 3. Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend



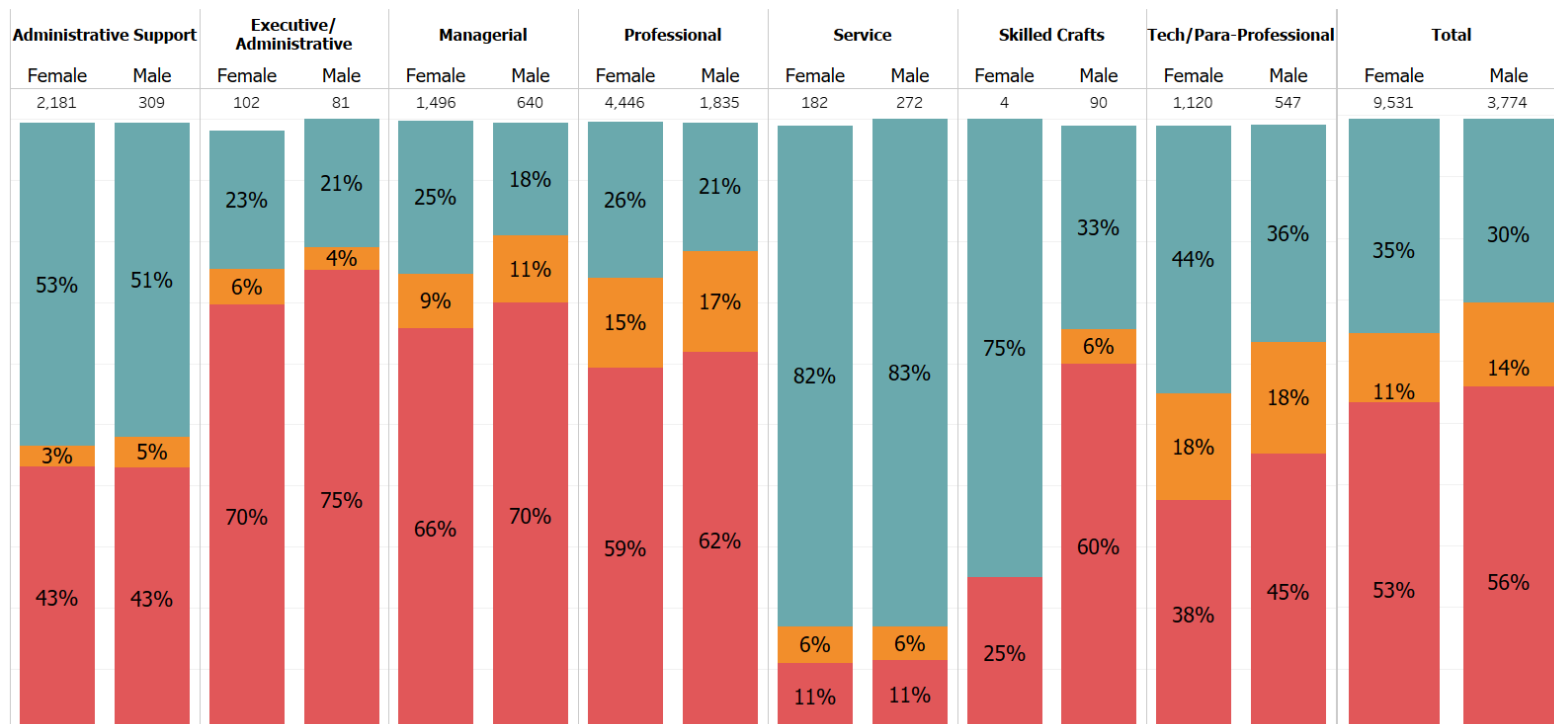
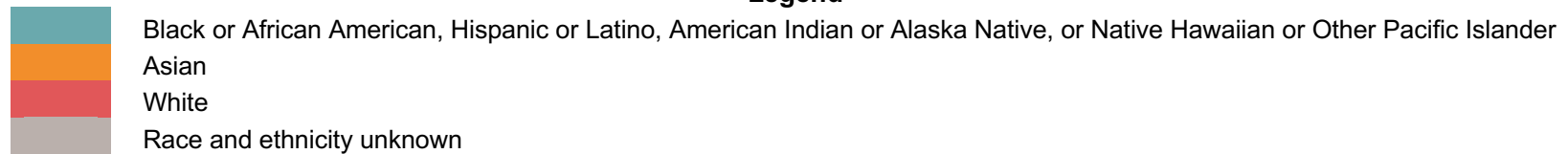


Intersections of Race/Ethnicity and Gender of Staff Employees

First provided in the 2021 report, a more detailed breakdown of the intersection of gender and race/ethnicity data by employee job group offers an opportunity for a nuanced understanding of the multiple identities full-time staff employees hold ([Chart 4](#)). As demonstrated elsewhere in this report, Hispanic /Latino, American Indian or Alaska Native, Black or African American, or Native Hawaiian or Other Pacific Islander staff are underrepresented in Executive/Administrative, Managerial, and Professional job roles; when gender is also considered, they represent a smaller proportion of male staff than female staff in these three job groups.

Chart 4. Full-Time Staff Composition by Employee Job Group (2023)
Intersection of Gender and Race/Ethnicity

Legend



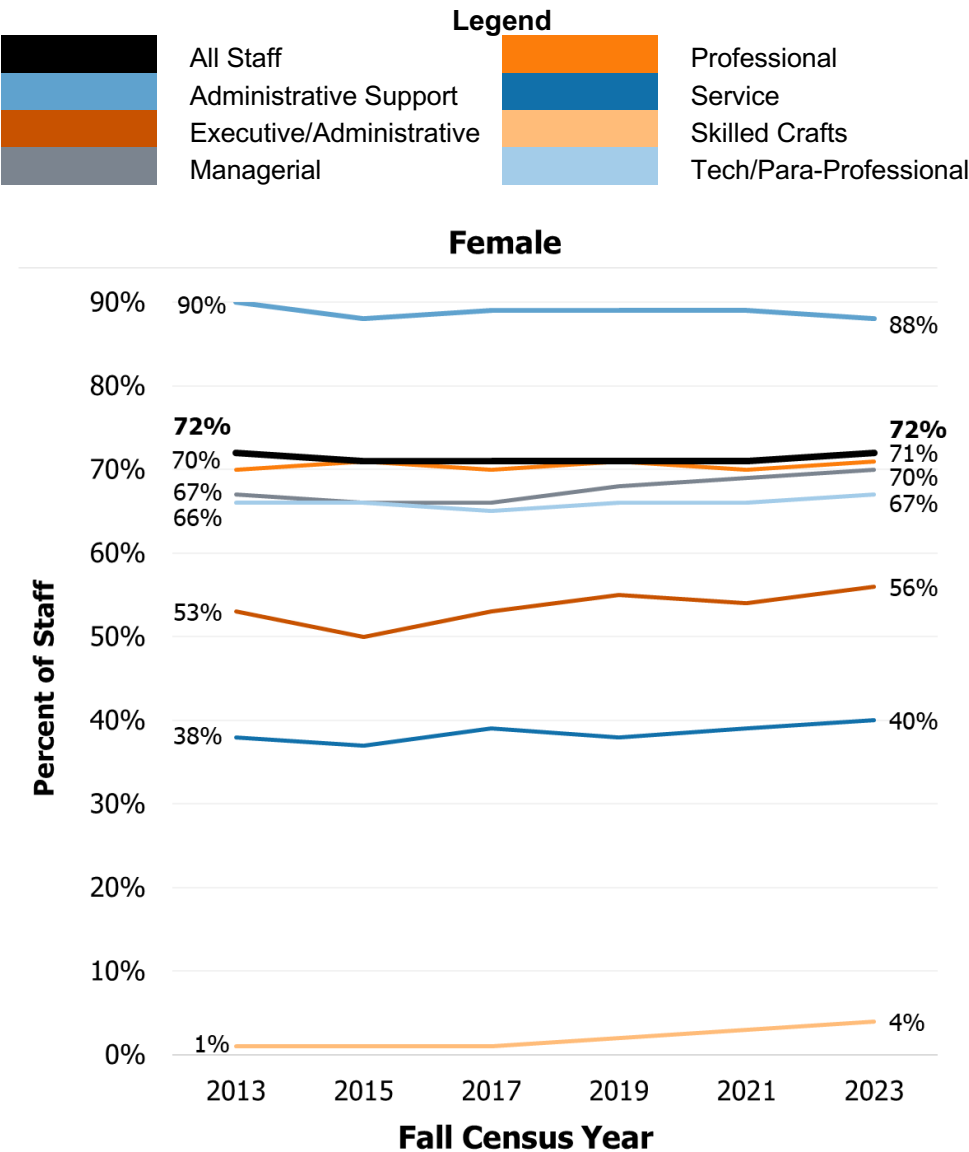


Staff from 2013 - 2023

Gender

The percentage of female full-time staff employees at JHU has remained steady at 72% between 2013 and 2023 ([Chart 5](#)). By employee job group, the proportion of female full-time staff has slightly increased in the Managerial (67% in 2013 to 70% in 2023), Executive/Administrative (53% in 2013 to 56% in 2023), and Skilled Crafts (1% in 2013 to 4% in 2023) job groups. Within the Administrative Support job group, the percentage of female full-time staff has slightly decreased (90% in 2013 to 88% in 2023).

Chart 5. Trends in Full-Time Staff Composition
By Gender and Employee Job Group, 2013-2023

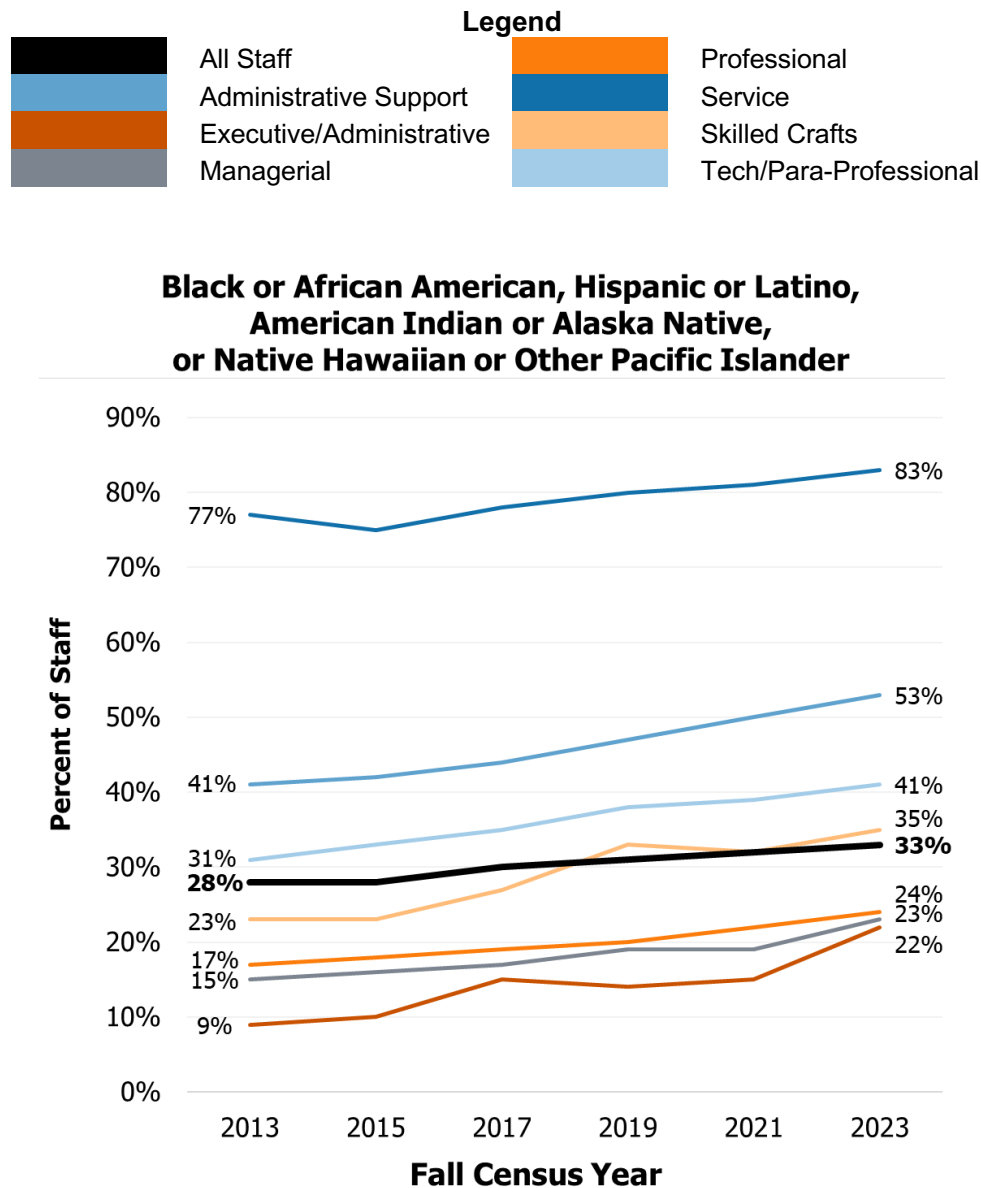




Race and Ethnicity⁴

The proportion of Hispanic or Latino, American Indian or Alaska Native, Black or African American, or Native Hawaiian or Other Pacific Islander full-time staff at JHU has increased from 28% in 2013 to 33% in 2023, with growth in every job group ([Chart 6](#)). By employee job group, the percentage has significantly increased in the Executive/ Administrative (9% in 2013 to 22% in 2023), Skilled Crafts (23% in 2013 to 35% in 2023), Administrative Support (41% in 2013 to 53% in 2023), and Tech/Para-Professional (31% in 2013 to 41% in 2023) job groups.

**Chart 6. Trends in Full-Time Staff Composition
By Race and Ethnicity and Employee Job Group, 2013-2023**



⁴ JHU Staff Composition Reports employ a collective measure of racial and ethnic diversity different from other composition reports – a staff 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.



Staff by Academic Division/Administrative Unit (2019, 2021, 2023)

Gender, race, and ethnicity representation within each of JHU's academic divisions and select key business areas⁵ are presented, in alphabetical order, from Academic & Business Centers to the Whiting School of Engineering. Owing to rounding, some chart columns may not total 100%.

Academic and Business Centers⁶

The data presented below illustrates gender and racial and ethnic representation across all Academic and Business Centers, as compared to the university ([Table 3](#)). Two charts present historical gender ([Chart 7](#)) and racial and ethnic ([Chart 8](#)) composition across all Academic and Business Centers by employee job group. Note there was a 15% reduction in staff between 2017 and 2021, which resulted in some shifts in representation in the historical data. The percentage of female staff within Academic and Business Centers has averaged 70% between 2019 and 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 25% in 2019 to 28% in 2023 and the percentage of Asian staff has also increased (from 8% in 2019 to 11% in 2023).

Table 3. Trends in Academic and Business Centers Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Academic Centers	2019	689	474	69	58	8	169	25
	2021	673	483	72	64	10	185	27
	2023	756	522	69	83	11	214	28
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.

⁵ The Applied Physics Laboratory (APL) categorizes staff in ways different than the rest of the university. For this reason, APL is not included in this report.

⁶ Academic Centers consist of organizations such as JHPIEGO, the Berman Institute of Bioethics, the Center for Talented Youth (CTY), and others. Note that APL is not included in these data.



**Chart 7. Academic and Business Centers Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023**

Legend

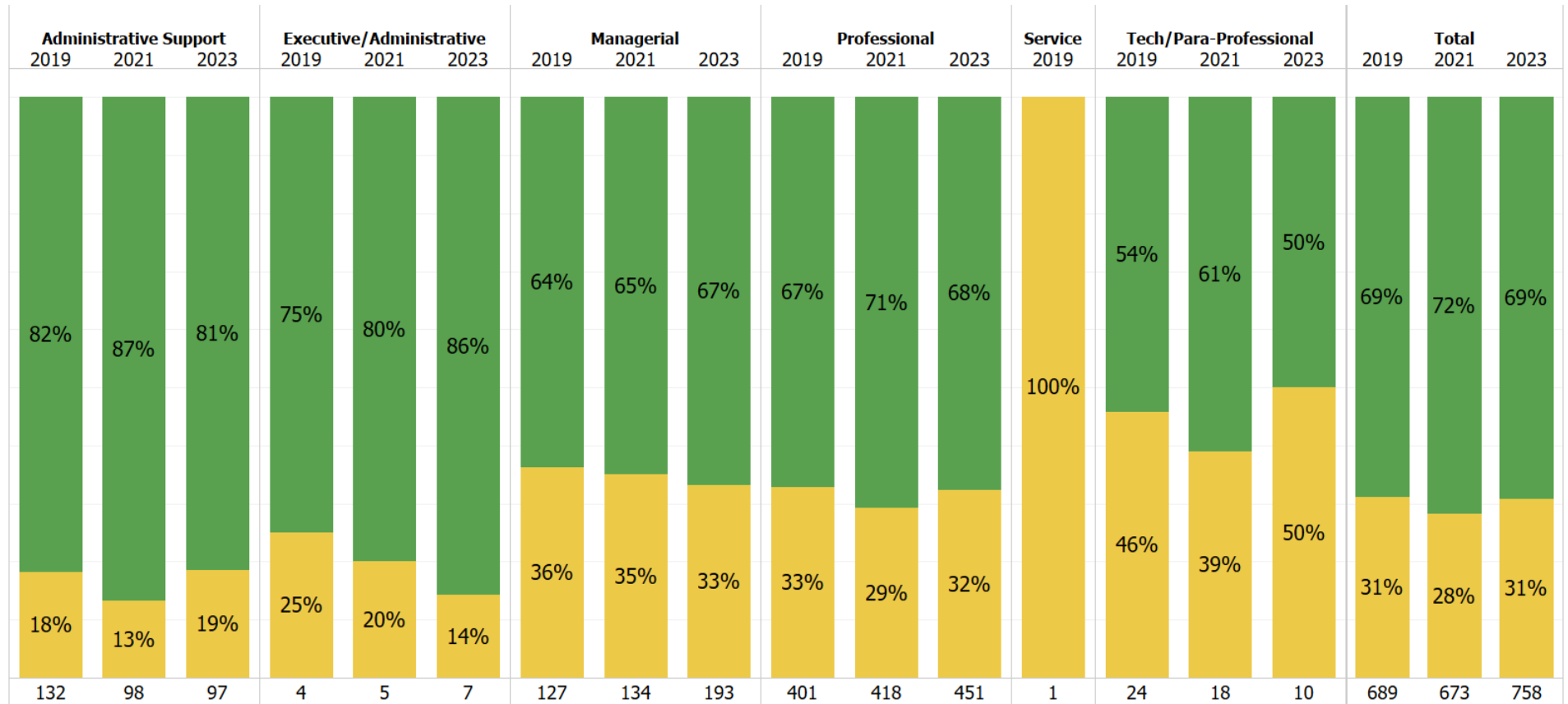
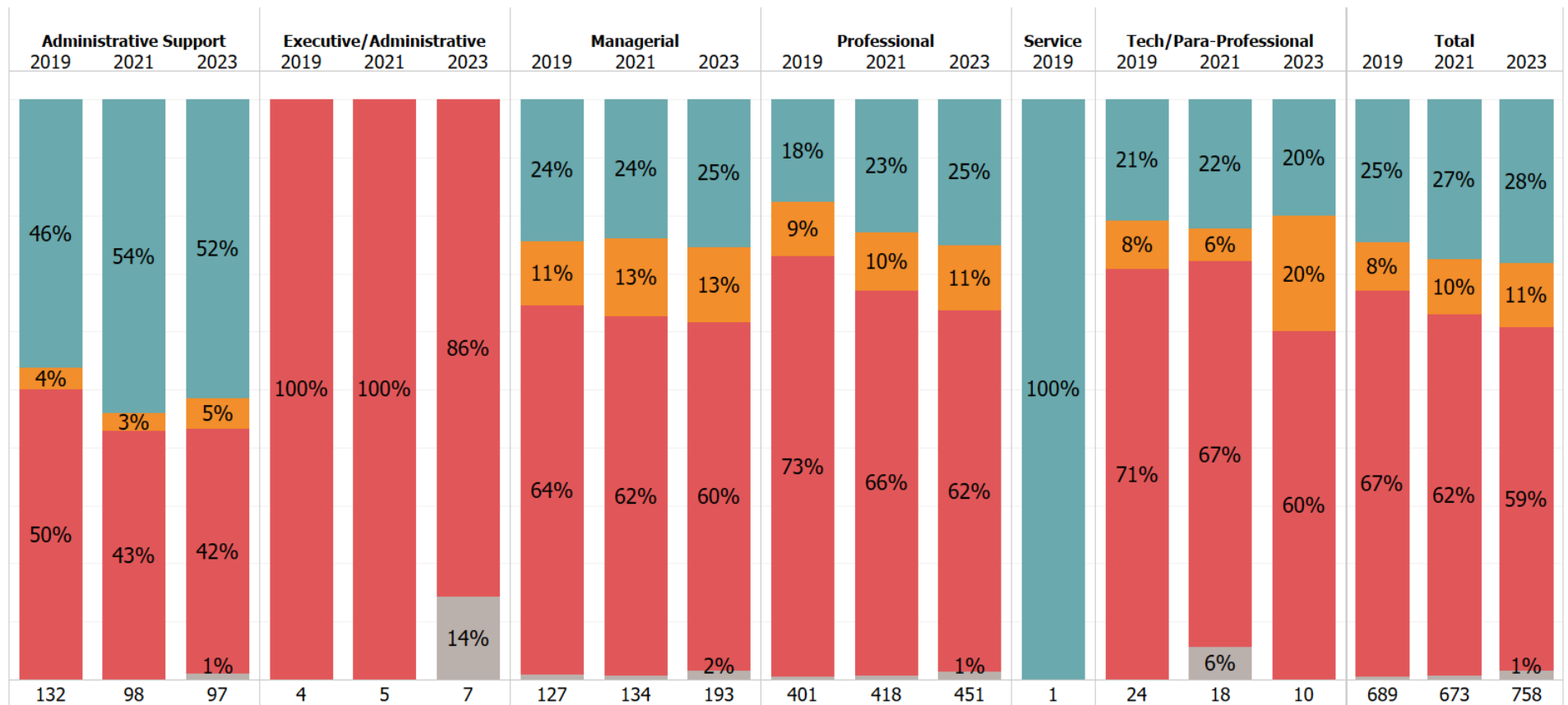
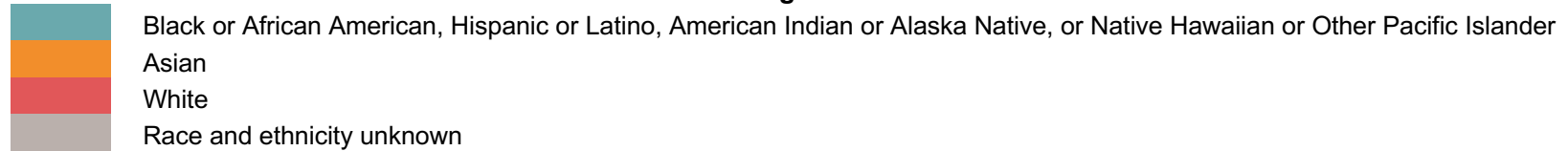




Chart 8. Academic and Business Centers Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





Bloomberg School of Public Health

The data presented below illustrates gender and racial and ethnic representation across the Bloomberg School of Public Health, as compared to the university ([Table 4](#)). Two charts present historical gender ([Chart 9](#)) and racial and ethnic ([Chart 10](#)) composition across the Bloomberg School of Public Health by employee job group. The percentage of female staff within the Bloomberg School of Public Health has averaged 72% between 2019 and 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 34% in 2019 to 36% in 2023 and the percentage of Asian staff has also increased (from 12% in 2019 to 15% in 2023).

Table 4. Trends in Bloomberg School of Public Health Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Bloomberg School of Public Health	2019	1,360	985	72	162	12	466	34
	2021	1,345	970	72	201	15	448	33
	2023	1,523	1,104	72	226	15	551	36
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 9. Bloomberg School of Public Health Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

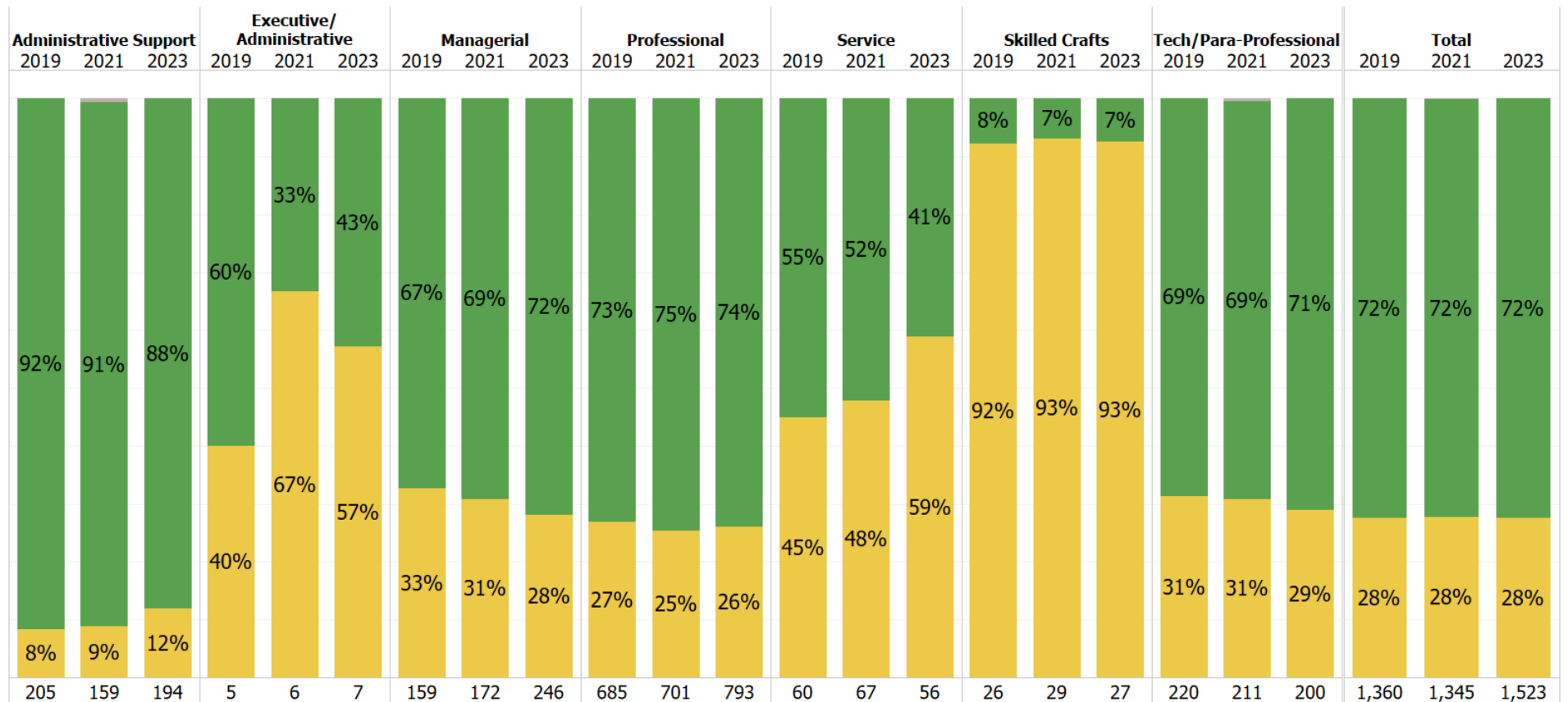
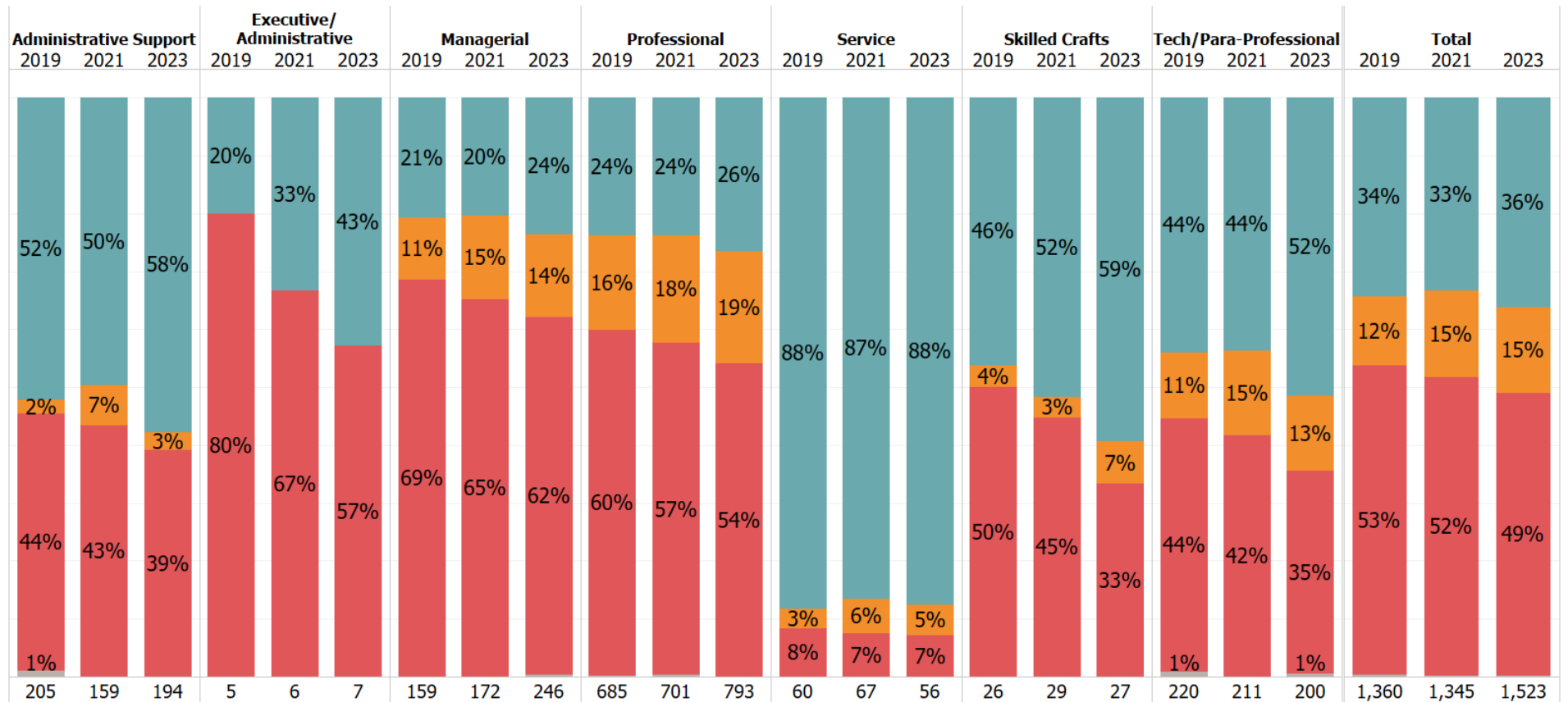
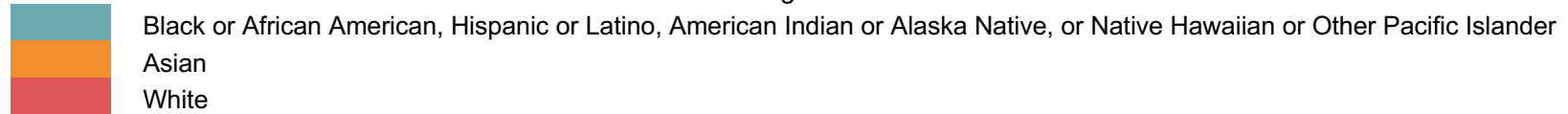




Chart 10. Bloomberg School of Public Health Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





Carey Business School

The data presented below illustrates gender and racial and ethnic representation across the Carey Business School, as compared to the university ([Table 5](#)). Two charts present historical gender ([Chart 11](#)) and racial and ethnic ([Chart 12](#)) composition across the Carey Business School by employee job group. The percentage of female staff within the Carey Business School has held steady at 71% between 2019 and 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 23% in 2019 to 33% in 2023 and the percentage of Asian staff has also increased (from 5% in 2019 to 7% in 2023).

Table 5. Trends in Carey Business School Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

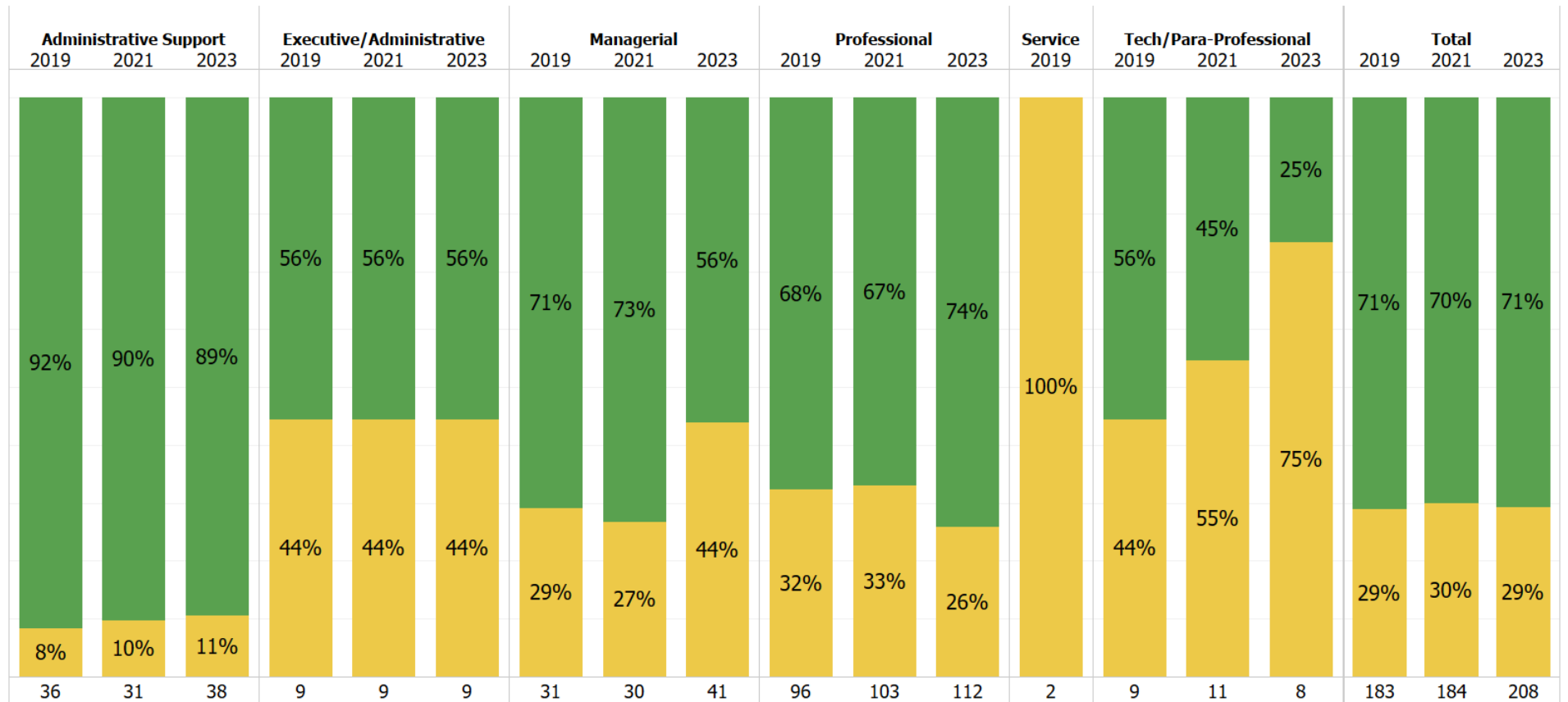
Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Carey Business School	2019	183	130	71	10	5	43	23
	2021	184	129	70	11	6	59	32
	2023	209	148	71	14	7	69	33
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 11. Carey Business School Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend





Krieger School of Arts and Sciences

The data presented below illustrates gender and racial and ethnic representation across the Krieger School of Arts and Sciences, as compared to the university ([Table 6](#)). Two charts present historical gender ([Chart 13](#)) and racial and ethnic ([Chart 14](#)) composition across the Krieger School of Arts and Sciences by employee job group. The percentage of female staff within the Krieger School of Arts and Sciences has ranged from 67% between 2019 to 68% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 23% in 2019 to 26% in 2023 and the percentage of Asian staff has, post-pandemic, returned to 2019 levels at 9%.

Table 6. Trends in Krieger School of Arts and Sciences Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Krieger School of Arts and Sciences	2019	452	305	67	40	9	102	23
	2021	457	297	65	32	7	117	26
	2023	480	324	68	42	9	123	26
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 13. Krieger School of Arts and Sciences Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

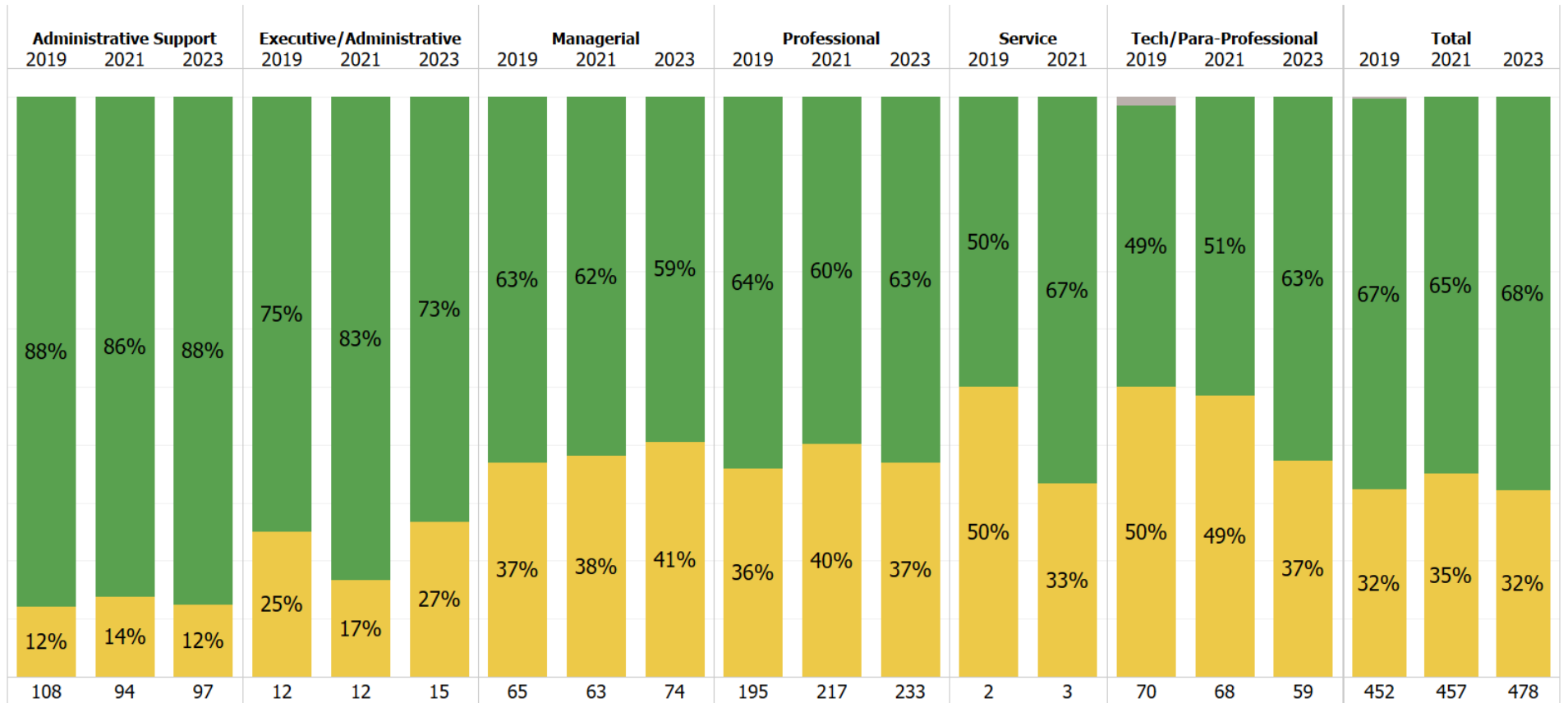
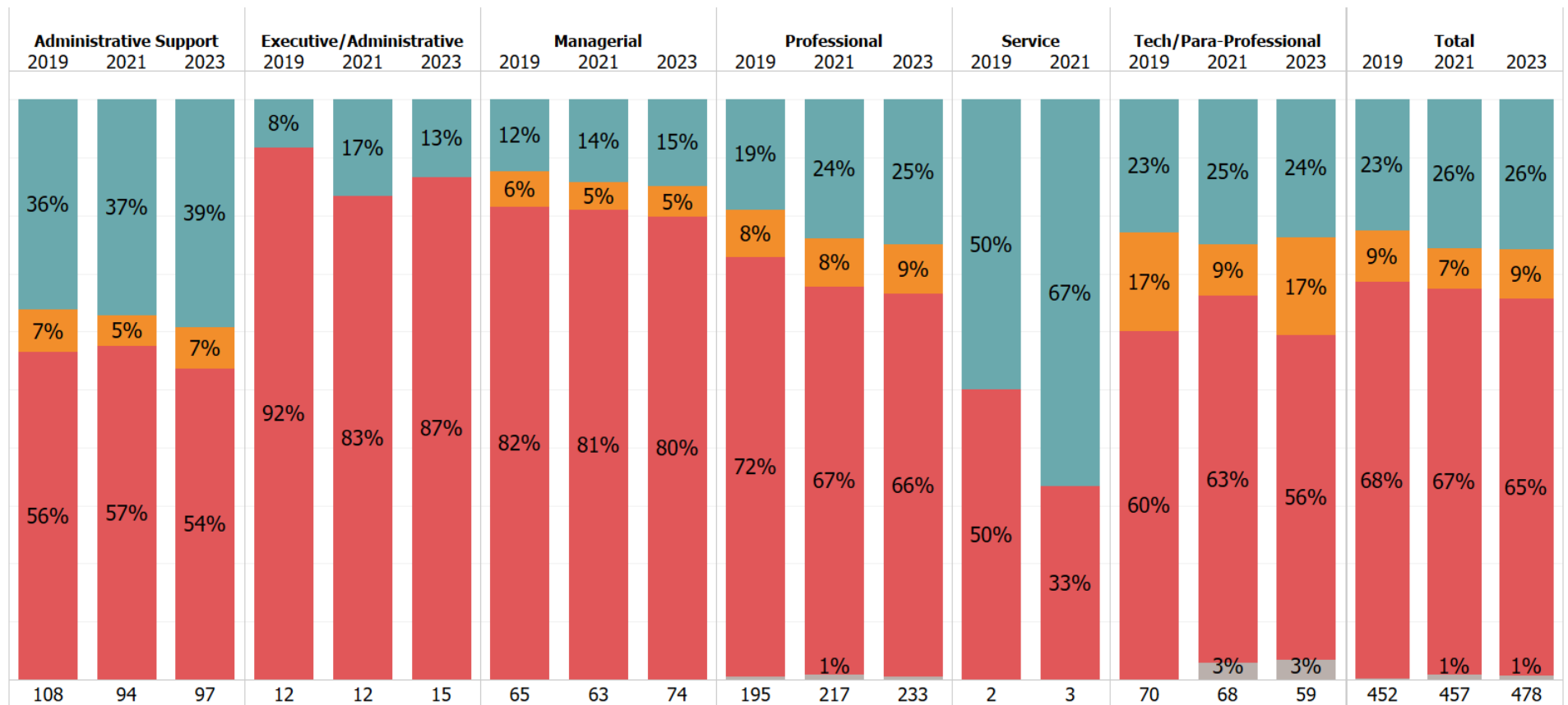
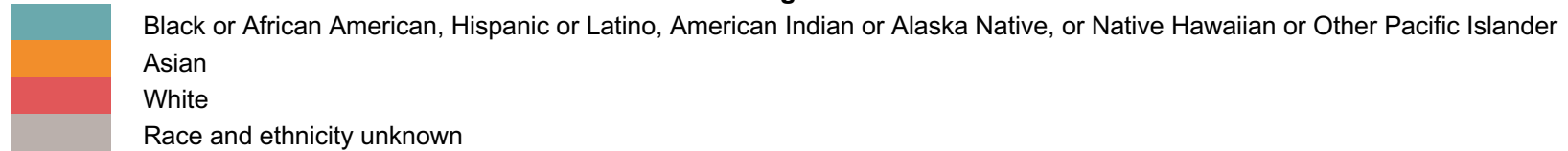




Chart 14. Krieger School of Arts and Sciences Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





Peabody Institute

The data presented below illustrates gender and racial and ethnic representation across the Peabody Institute, as compared to the university ([Table 7](#)). Two charts present historical gender ([Chart 15](#)) and racial and ethnic ([Chart 16](#)) composition across the Peabody Institute by employee job group. The percentage of female staff within the Peabody Institute has decreased between 2019 and 2023, from 55% to 51%. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 25% in 2019 to 34% in 2023 and the percentage of Asian staff has remained steady at 4%.

Table 7. Trends in Peabody Institute Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Peabody Institute	2019	113	62	55	4	4	28	25
	2021	118	58	49	4	3	34	29
	2023	119	61	51	5	4	41	34
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 15. Peabody Institute Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

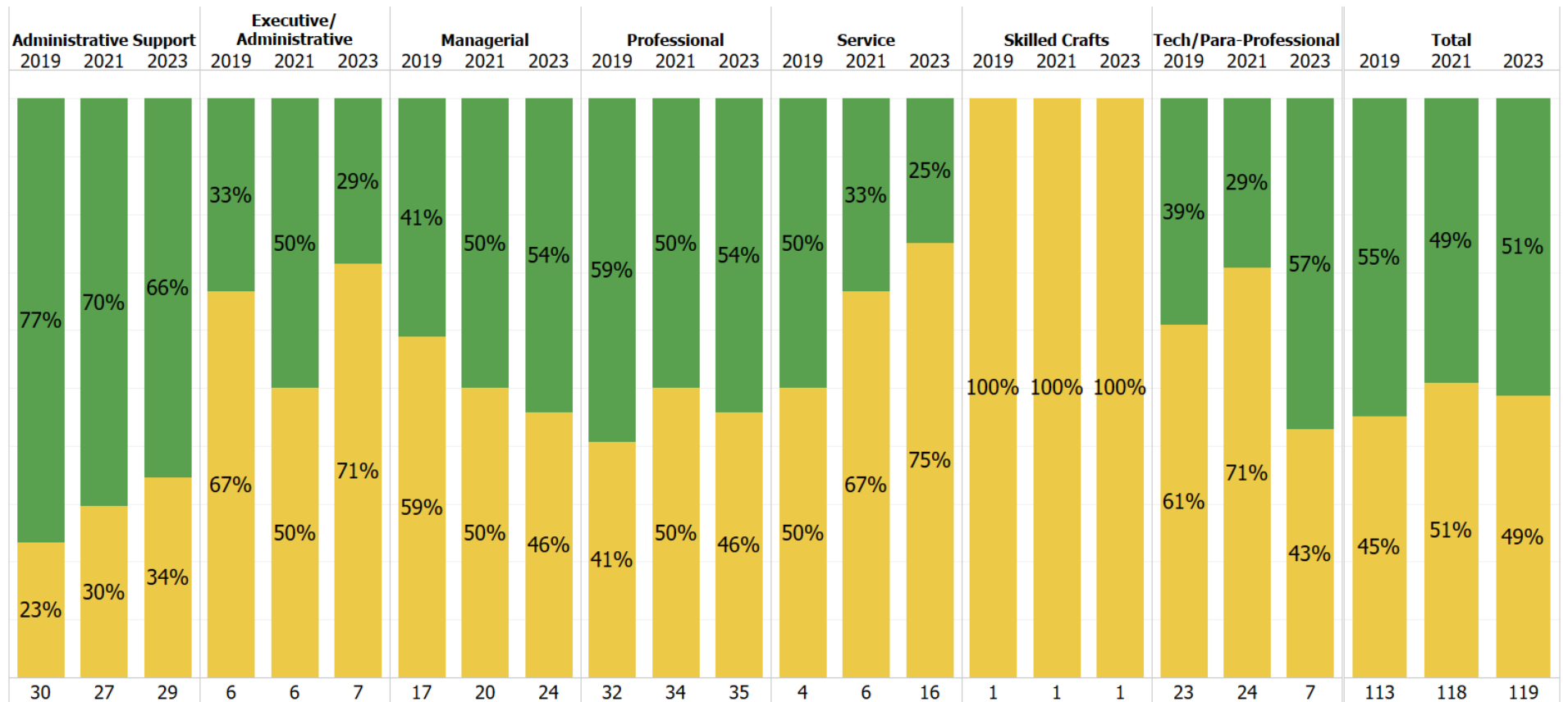
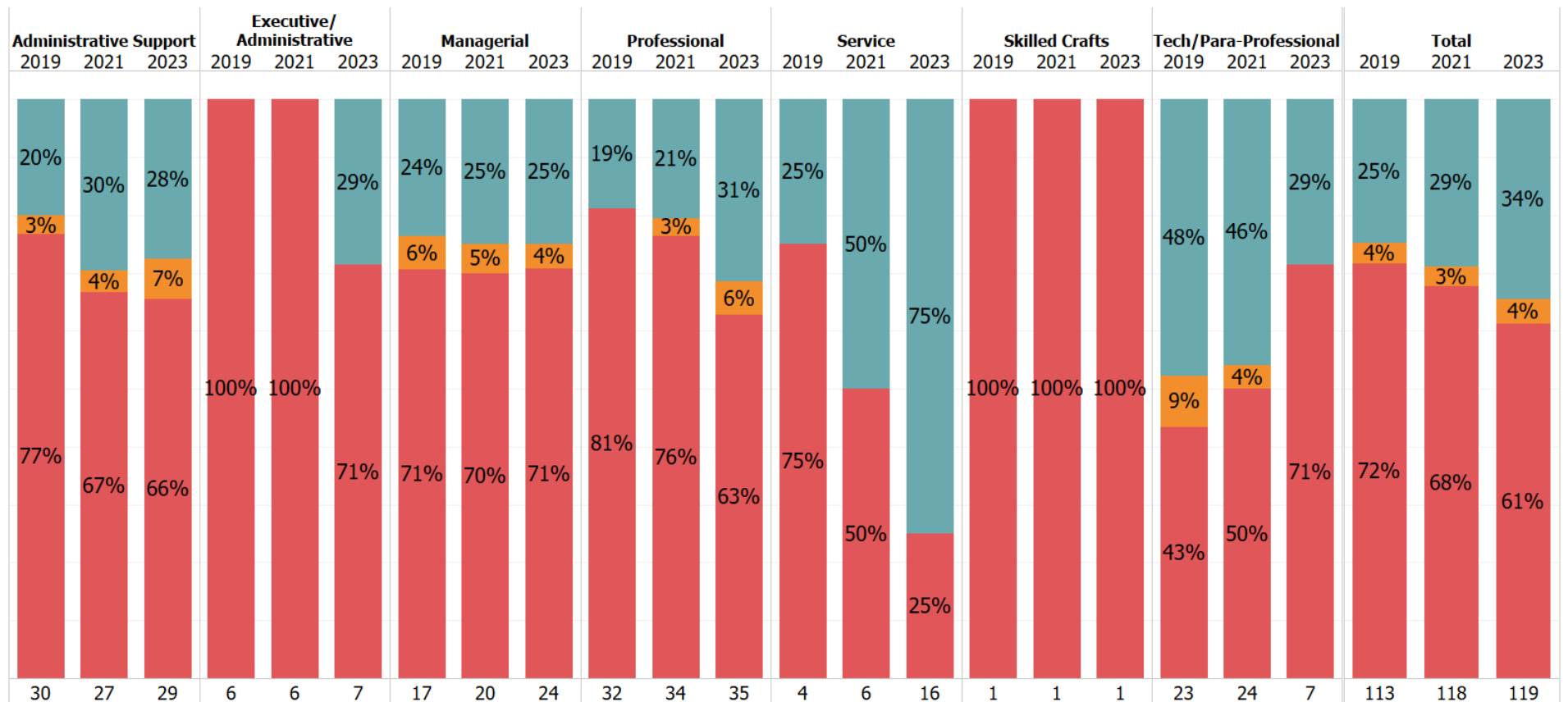
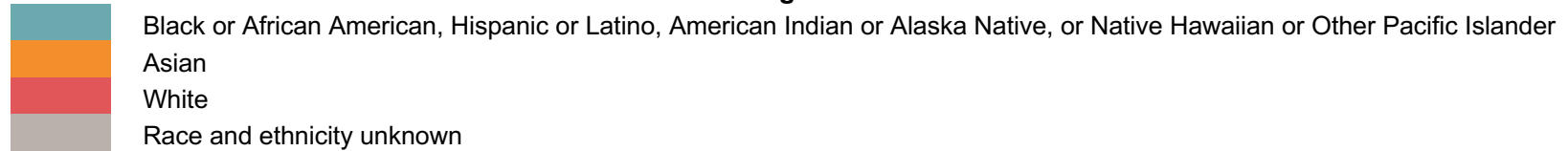




Chart 16. Peabody Institute Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





School of Advanced International Studies

The data presented below illustrates gender and racial and ethnic representation across SAIS, as compared to the university ([Table 8](#)). Two charts present historical gender ([Chart 17](#)) and racial and ethnic ([Chart 18](#)) composition across SAIS by employee job group. The percentage of female staff within SAIS increased from 64% in 2019 to 68% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has decreased from 32% in 2019 to 30% in 2023 and the percentage of Asian staff has remained steady, averaging 12%.

Table 8. Trends in SAIS Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
School of Advanced International Studies	2019	149	96	64	18	12	48	32
	2021	108	70	65	12	11	31	29
	2023	102	69	68	12	12	31	30
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



**Chart 17. SAIS Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023**

Legend

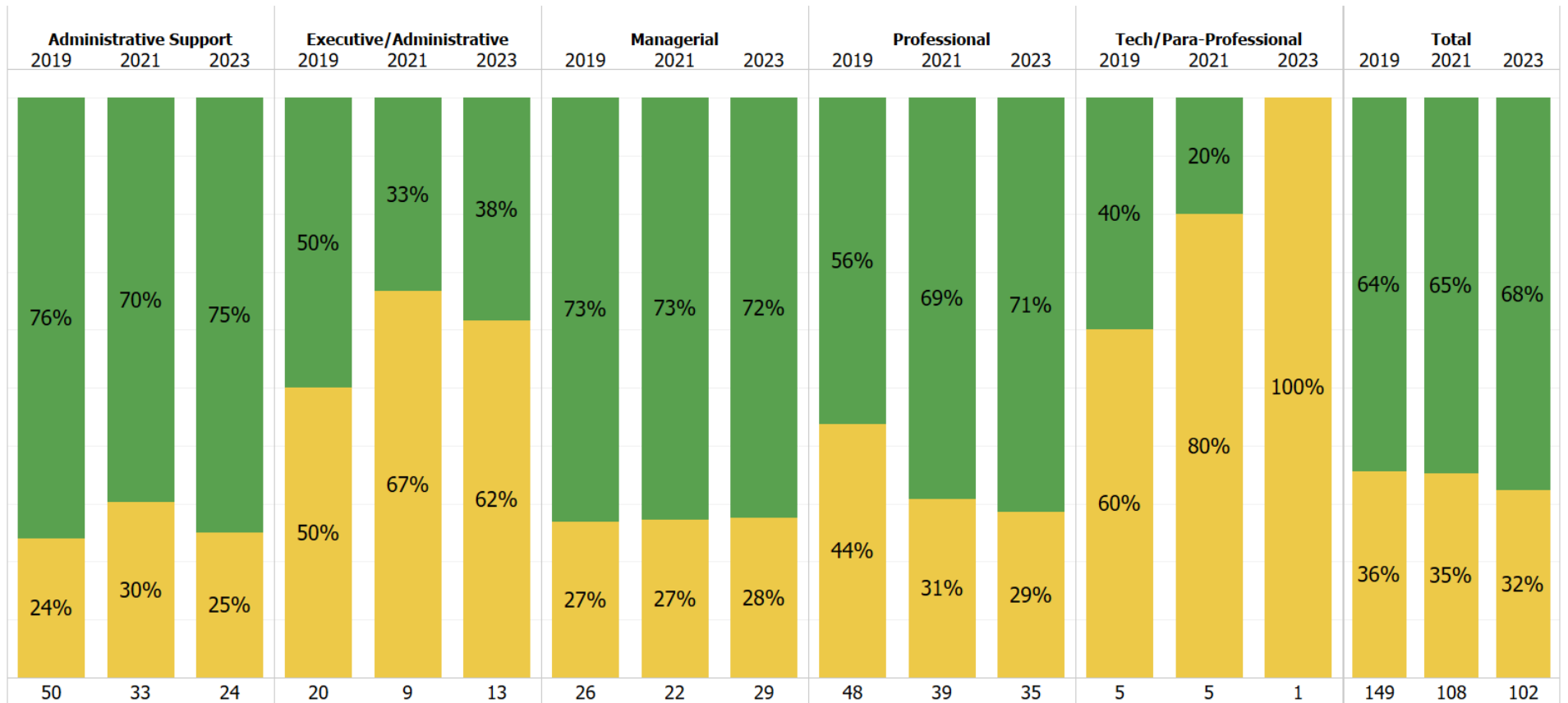
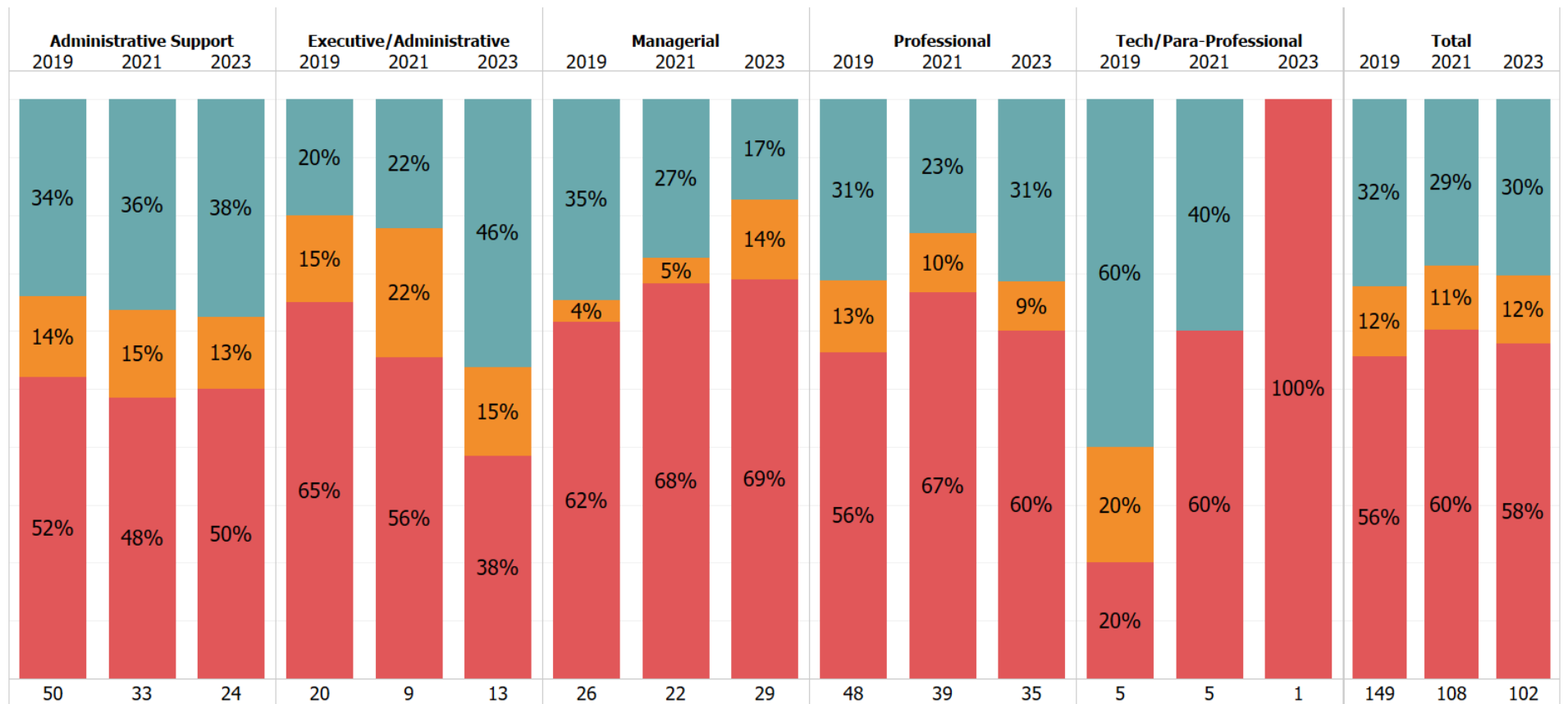
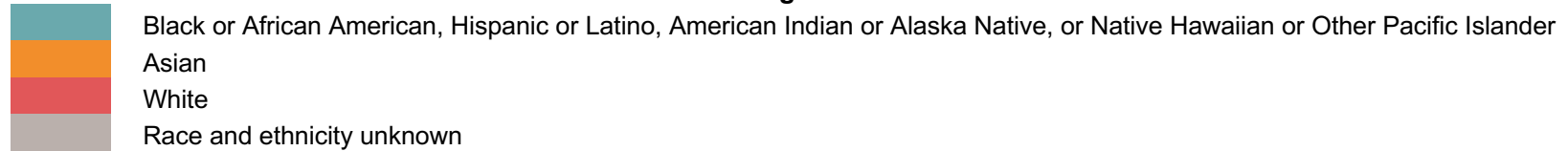




Chart 18. SAIS Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





School of Education

The data presented below illustrates gender and racial and ethnic representation across the School of Education, as compared to the university ([Table 9](#)). Two charts present historical gender ([Chart 19](#)) and racial and ethnic ([Chart 20](#)) composition across the School of Education by employee job group. Note there was a 22% reduction in staff between 2017 and 2021, which resulted in some shifts in representation in the historical data. The percentage of female staff within the School of Education has slightly increased from 78% in 2019 to 80% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 22% in 2019 to 26% in 2023 and the percentage of Asian staff has averaged 6%-7% between 2019 and 2023.

Table 9. Trends in School of Education Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
School of Education	2019	181	142	78	12	7	40	22
	2021	176	139	79	13	7	39	22
	2023	192	154	80	12	6	49	26
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 19. School of Education Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

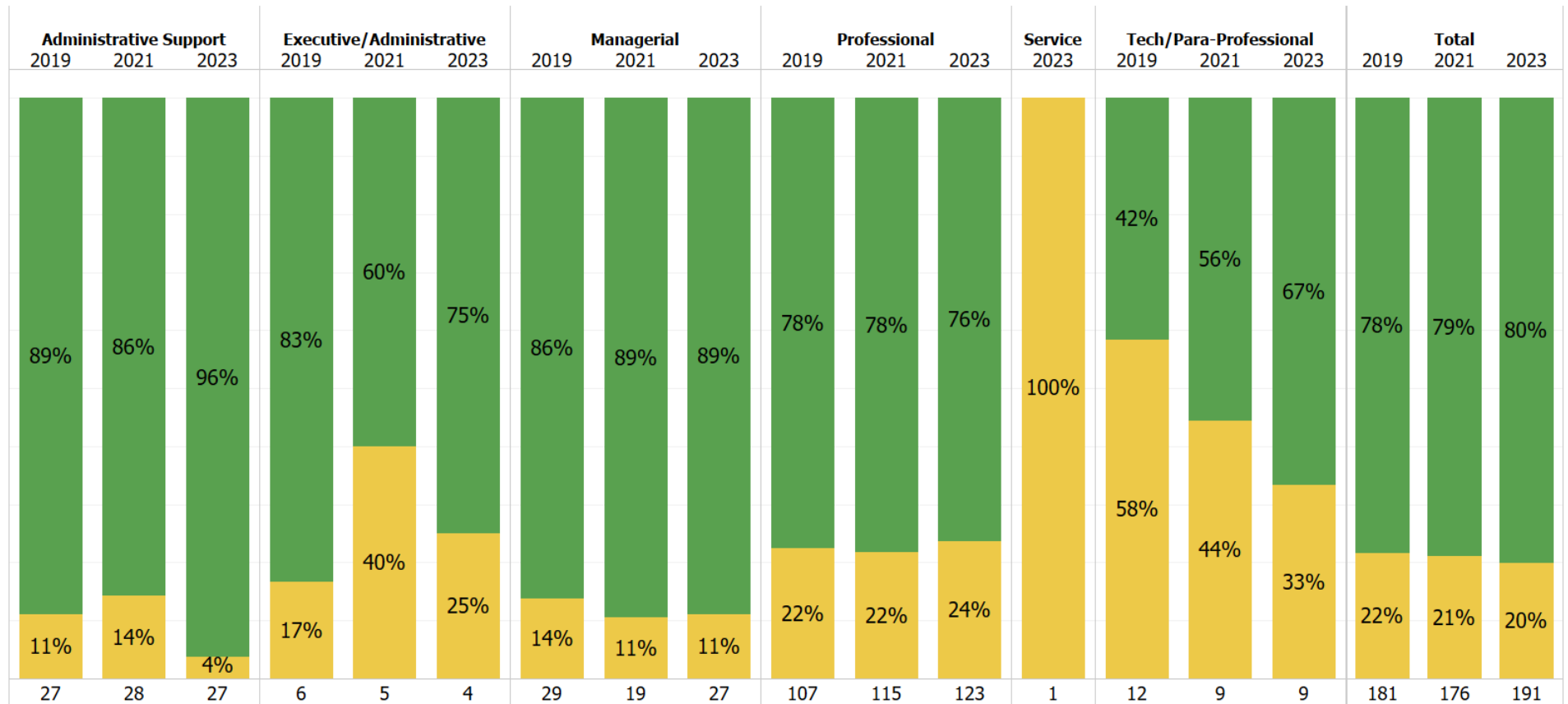
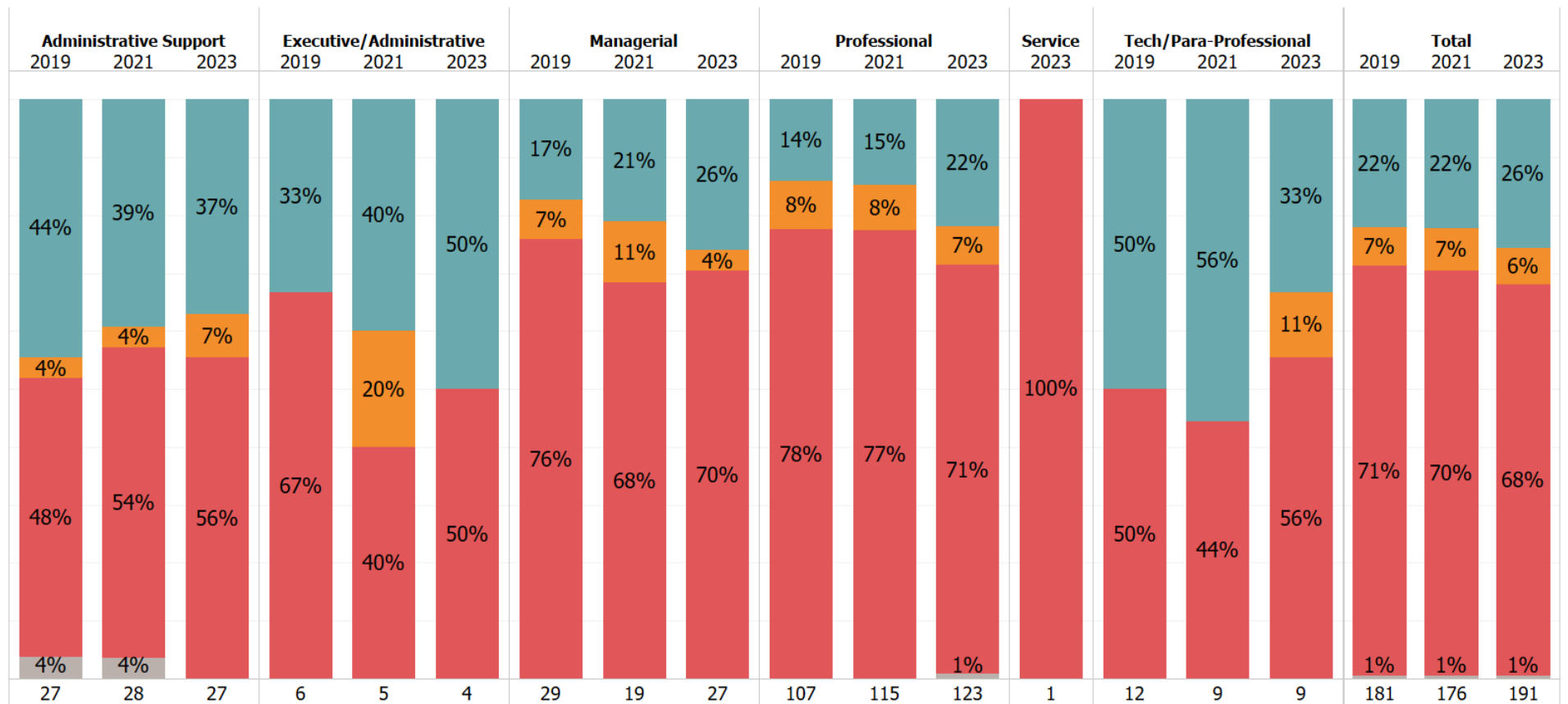
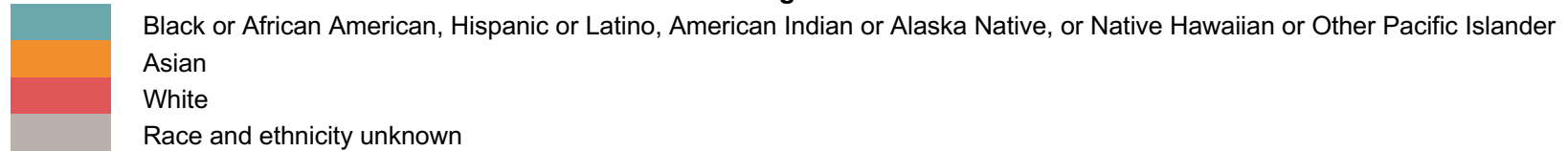




Chart 20. School of Education Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





School of Medicine

The data presented below illustrates gender and racial and ethnic representation across the School of Medicine, as compared to the university ([Table 10](#)). Two charts present historical gender ([Chart 21](#)) and racial and ethnic ([Chart 22](#)) composition across the School of Medicine by employee job group. The percentage of female staff within the School of Medicine has increased slightly from 77% in 2019 to 79% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 32% in 2019 to 34% in 2023 and the percentage of Asian staff has also increased (from 12% in 2019 to 14% in 2023).

Table 10. Trends in School of Medicine Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
School of Medicine	2019	6,501	5,036	77	760	12	2,090	32
	2021	6,228	4,835	78	789	13	2,034	33
	2023	6,632	5,210	79	939	14	2,239	34
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 21. School of Medicine Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

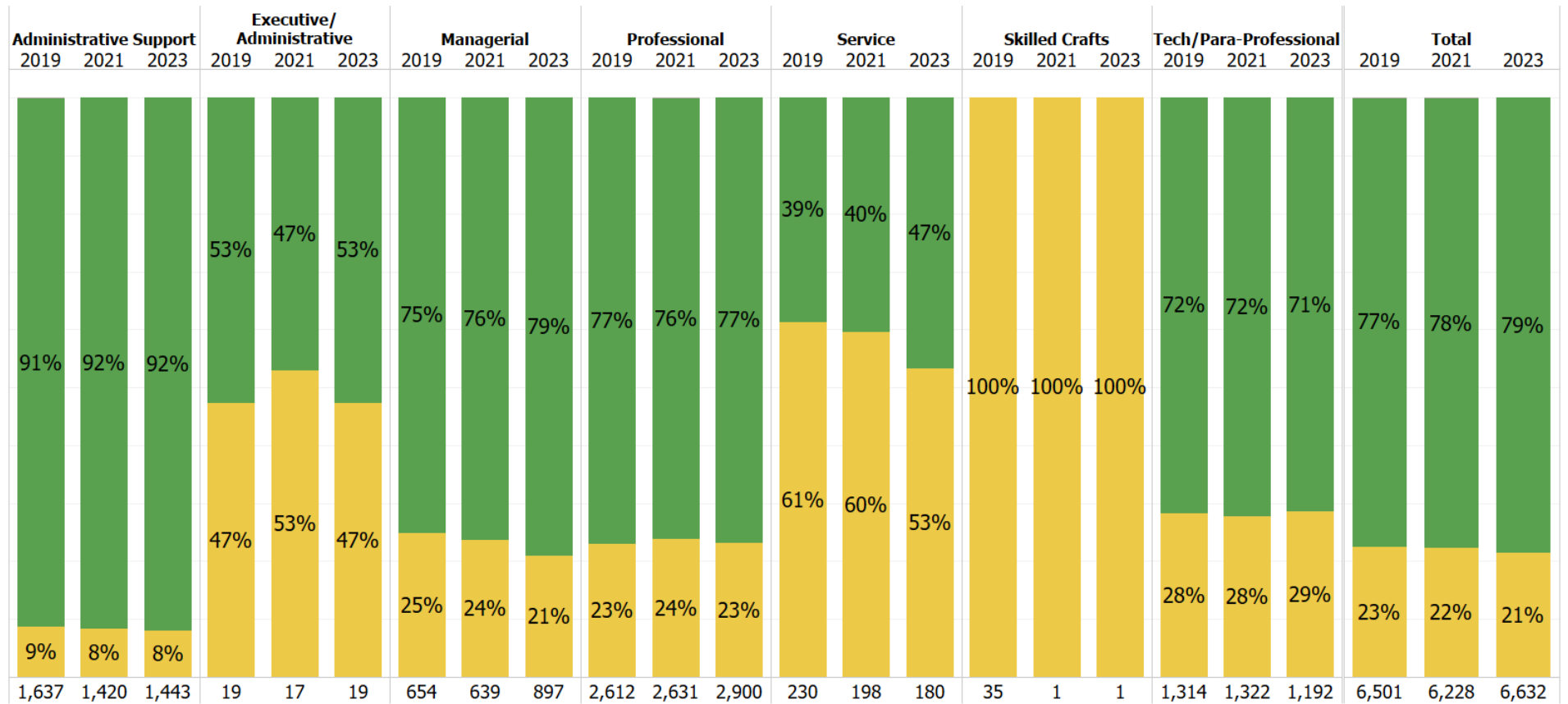
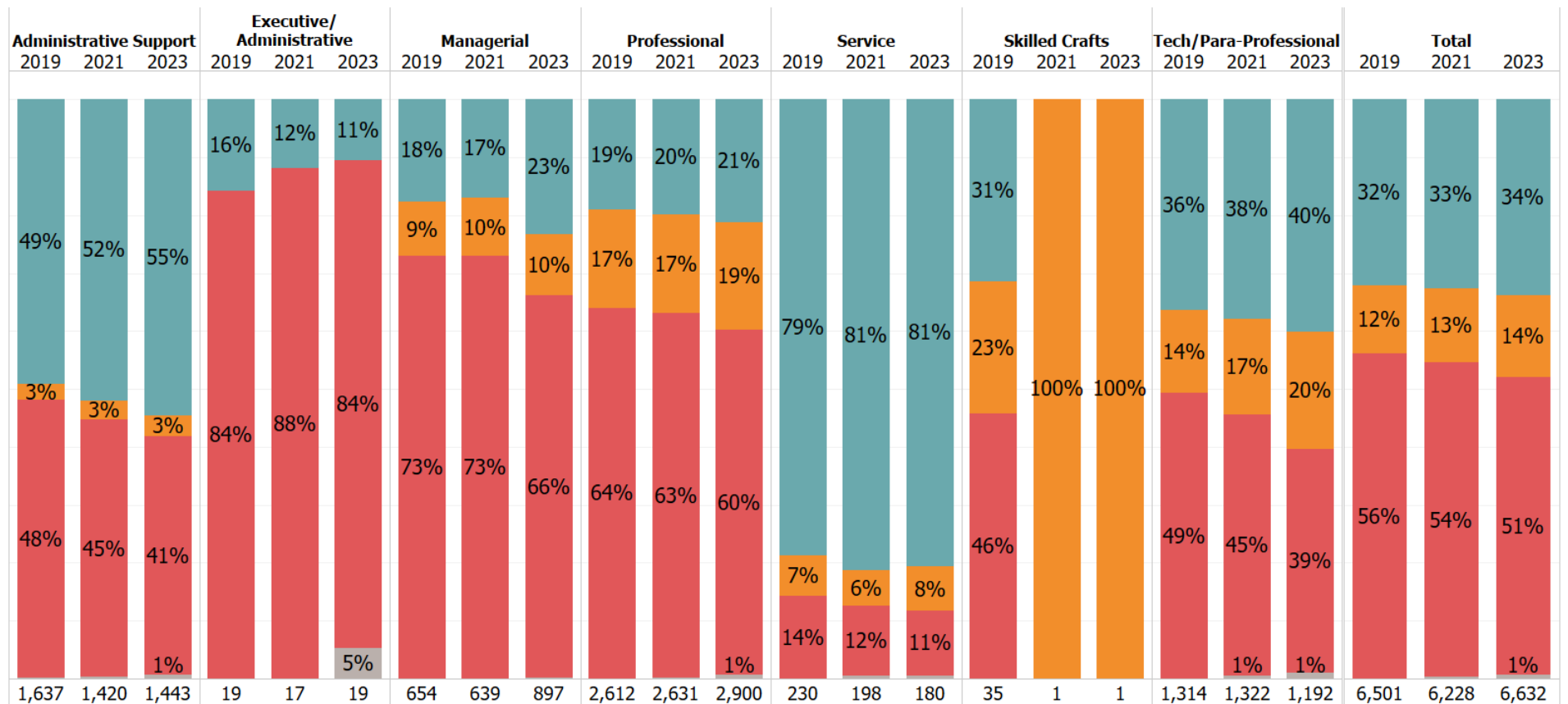
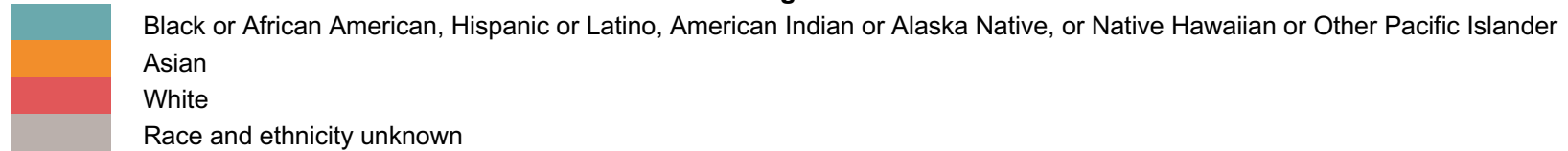




Chart 22. School of Medicine Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





School of Nursing

The data presented below illustrates gender and racial and ethnic representation across the School of Nursing, as compared to the university ([Table 11](#)). Two charts present historical gender ([Chart 23](#)) and racial and ethnic ([Chart 24](#)) composition across the School of Nursing by employee job group. The percentage of female staff within the School of Nursing has decreased slightly from 79% in 2019 to 78% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has increased from 36% in 2019 to 41% in 2023 and the percentage of Asian staff has also increased (from 9% in 2019 to 11% in 2023).

Table 11. Trends in School of Nursing Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
School of Nursing	2019	128	101	79	12	9	46	36
	2021	139	110	79	14	10	51	37
	2023	168	131	78	18	11	69	41
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 23. School of Nursing Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

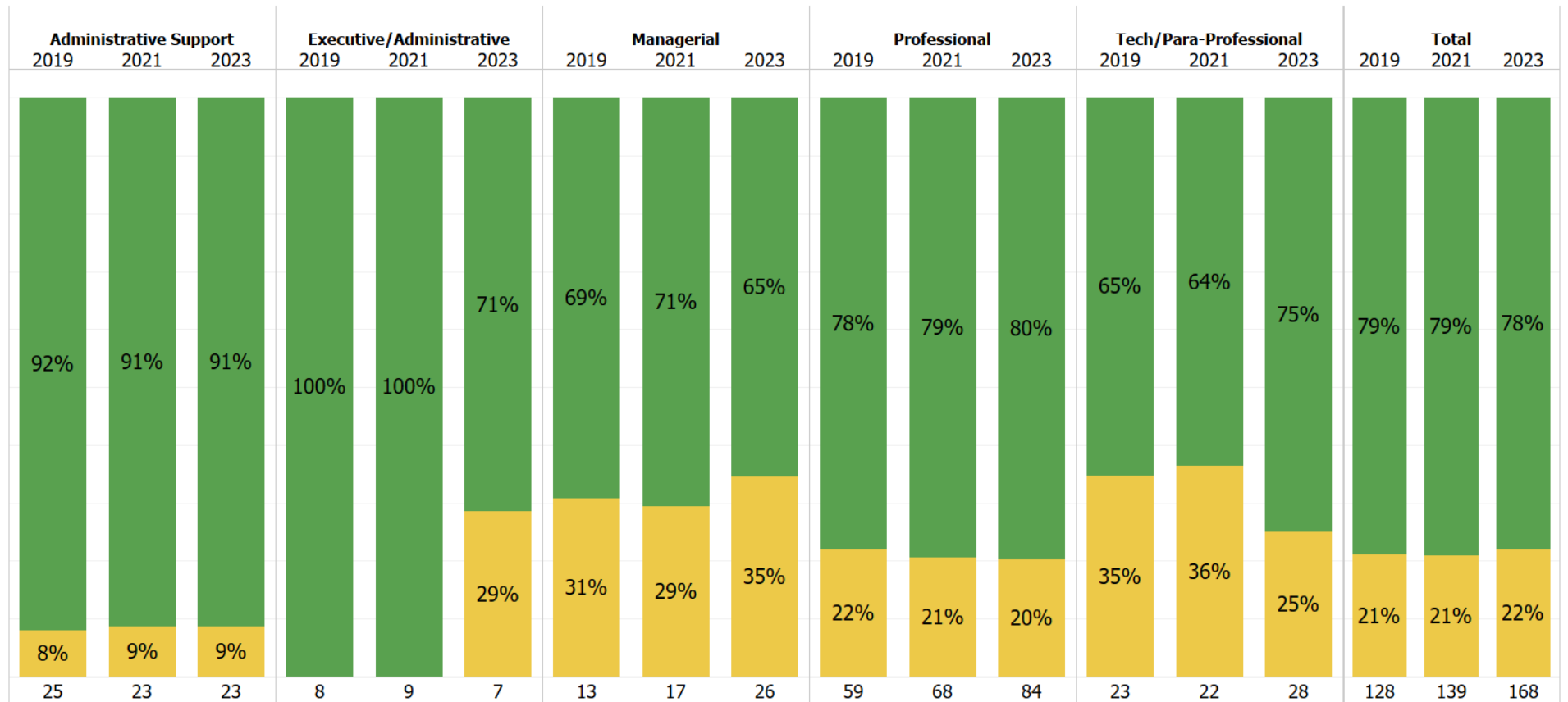
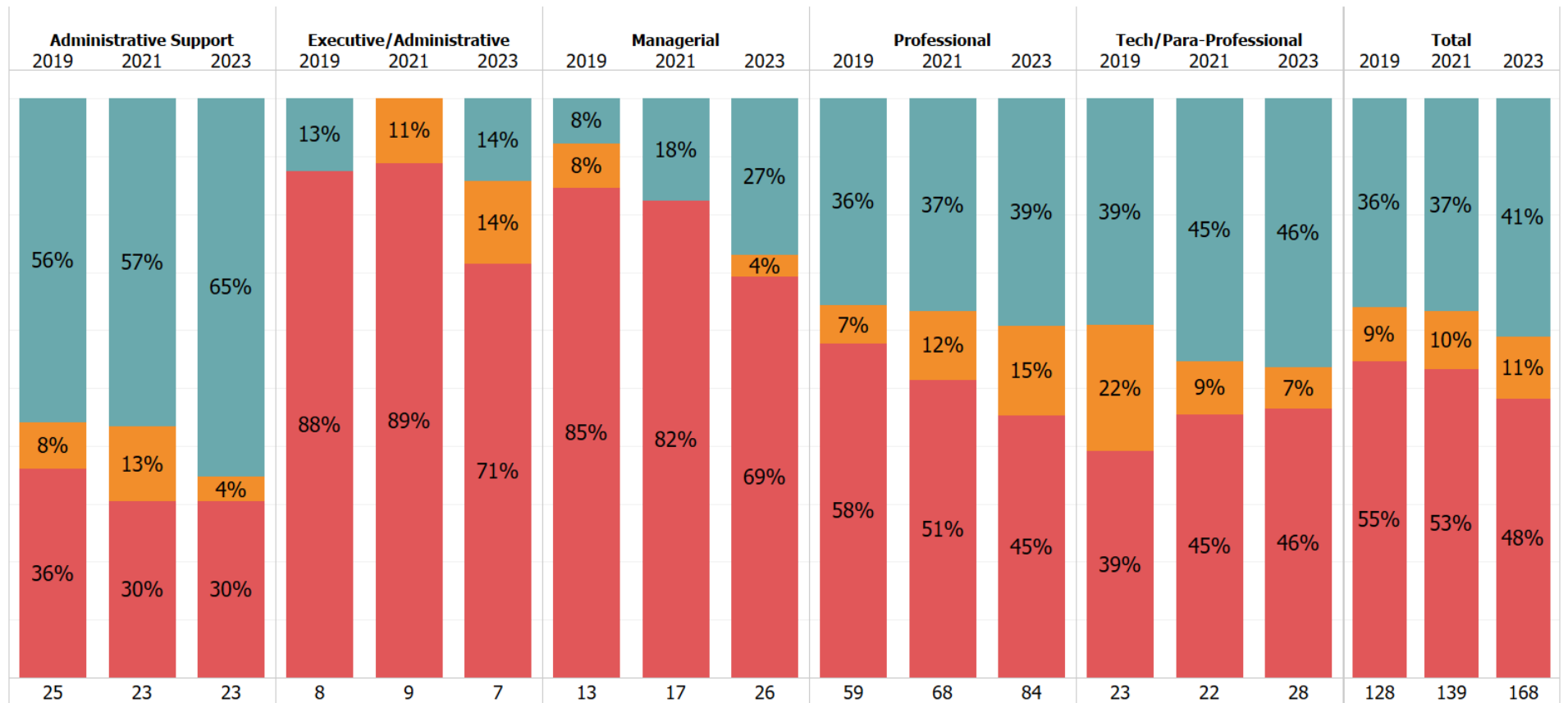
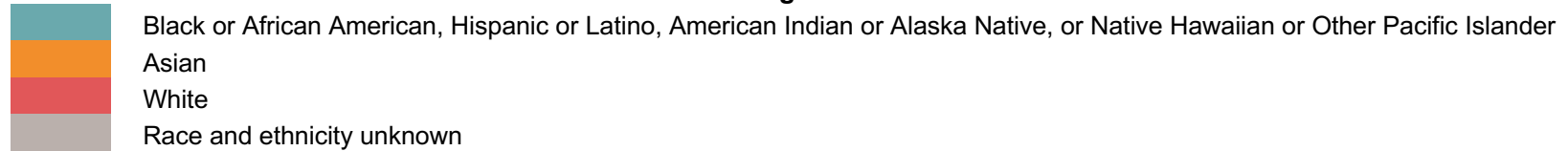




Chart 24. School of Nursing Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





Sheridan Libraries and University Museums

The data presented below illustrates gender and racial and ethnic representation across all Sheridan Libraries and University Museums, as compared to the university ([Table 12](#)). Two charts present historical gender ([Chart 25](#)) and racial and ethnic ([Chart 26](#)) composition across all Sheridan Libraries and University Museums by employee job group. The percentage of female staff within Sheridan Libraries and University Museums has increased from 58% in 2019 to 64% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has remained steady between 2019 and 2023, averaging 13%, and the percentage of Asian staff has also remained steady, averaging 5%.

Table 12. Trends in Sheridan Libraries and University Museums Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Sheridan Libraries & University Museums	2019	154	89	58	8	5	20	13
	2021	150	91	61	10	7	23	15
	2023	151	96	64	8	5	19	13
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 25. Sheridan Libraries and University Museums Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

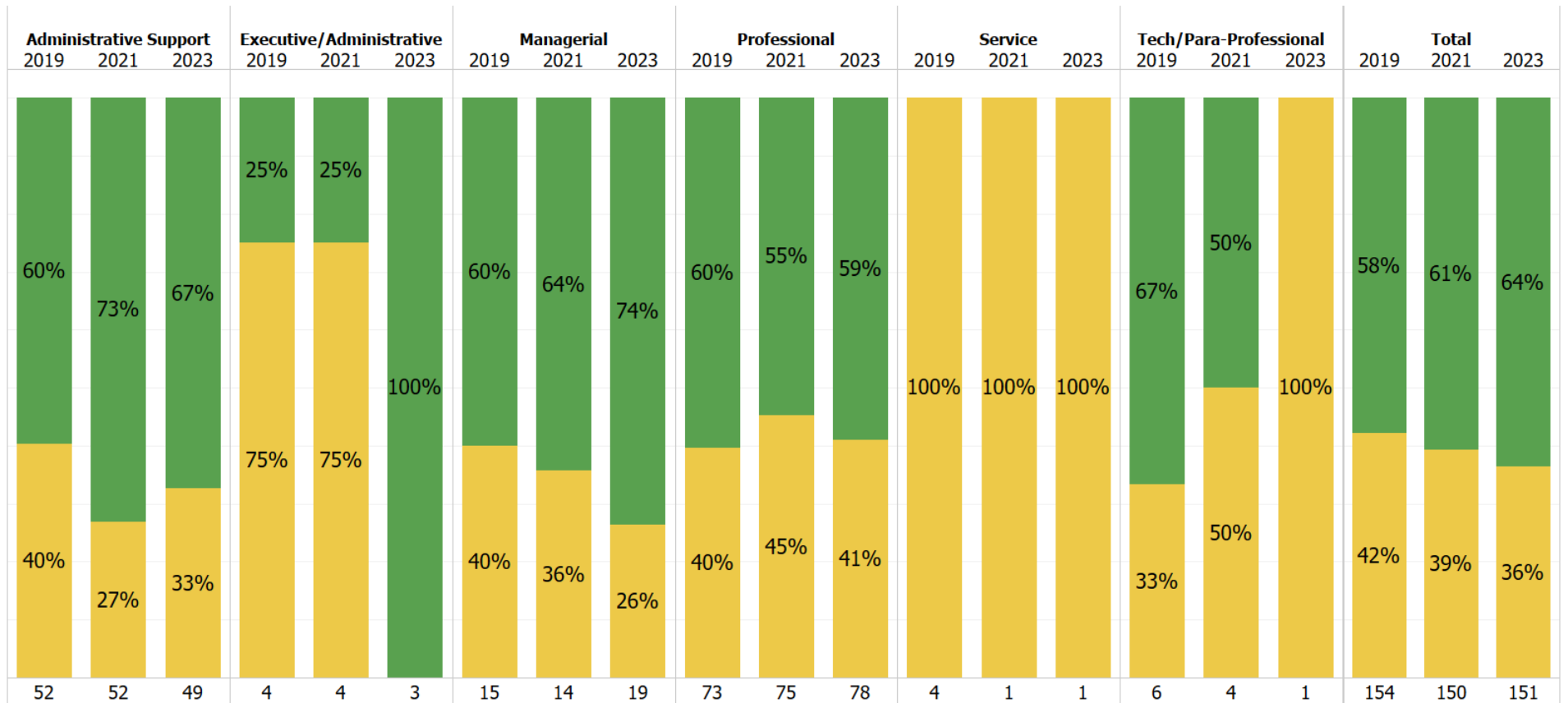
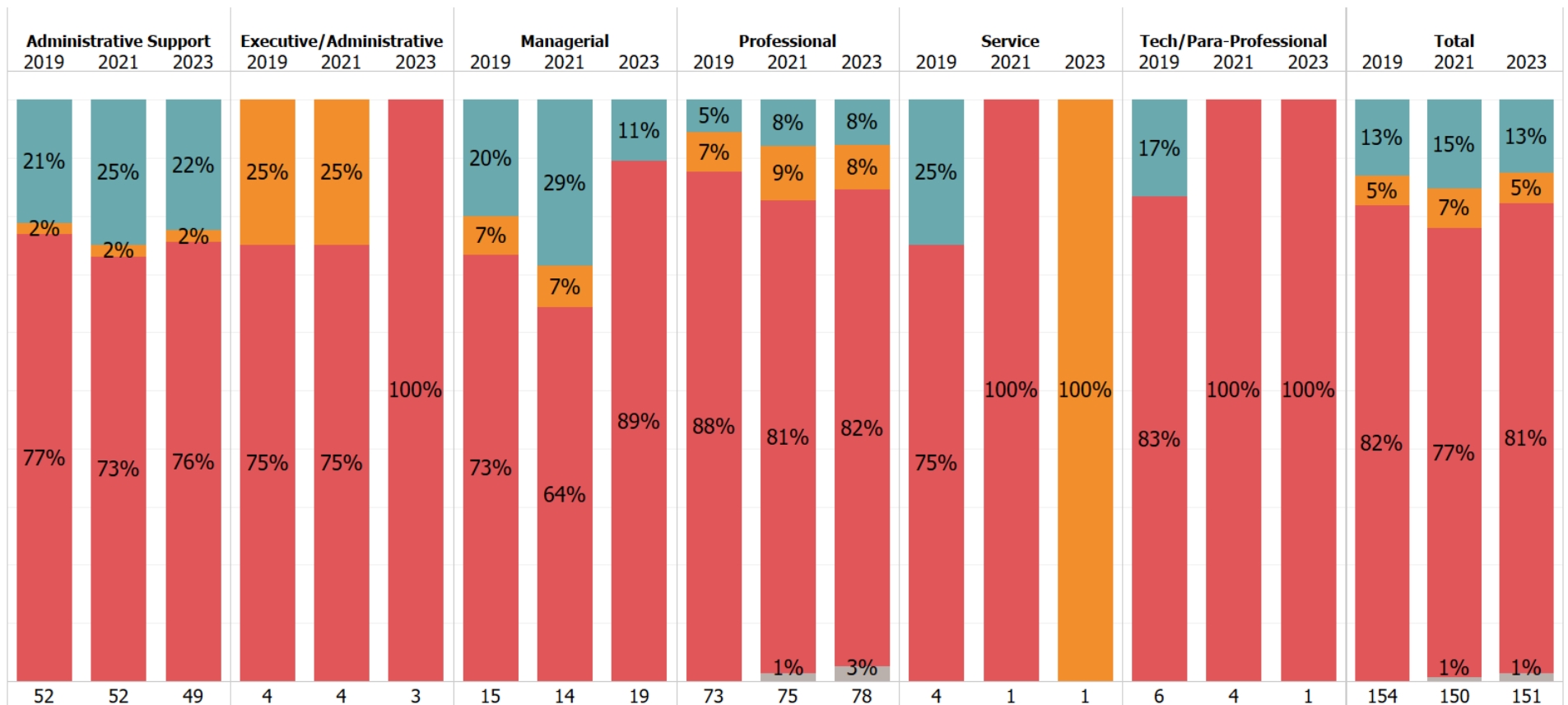
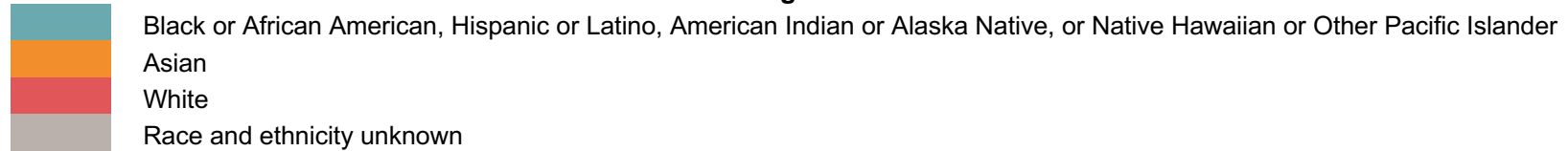




Chart 26. Sheridan Libraries and University Museums Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





University Administration

The data presented below illustrates gender and racial and ethnic representation in University Administration, as compared to the university ([Table 13](#)). Two charts present historical gender ([Chart 27](#)) and racial and ethnic ([Chart 28](#)) composition in University Administration by employee job group. The percentage of female staff within University Administration has slightly increased from 51% in 2019 to 52% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has slightly decreased from 36% in 2019 to 35% in 2023 and the percentage of Asian staff has slightly increased from 7% in 2019 to 8% in 2023.

Table 13. Trends in University Administration Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
University Administration	2019	1,589	810	51	106	7	575	36
	2021	1,566	808	52	116	7	564	36
	2023	1,884	975	52	145	8	666	35
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 27. University Administration Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

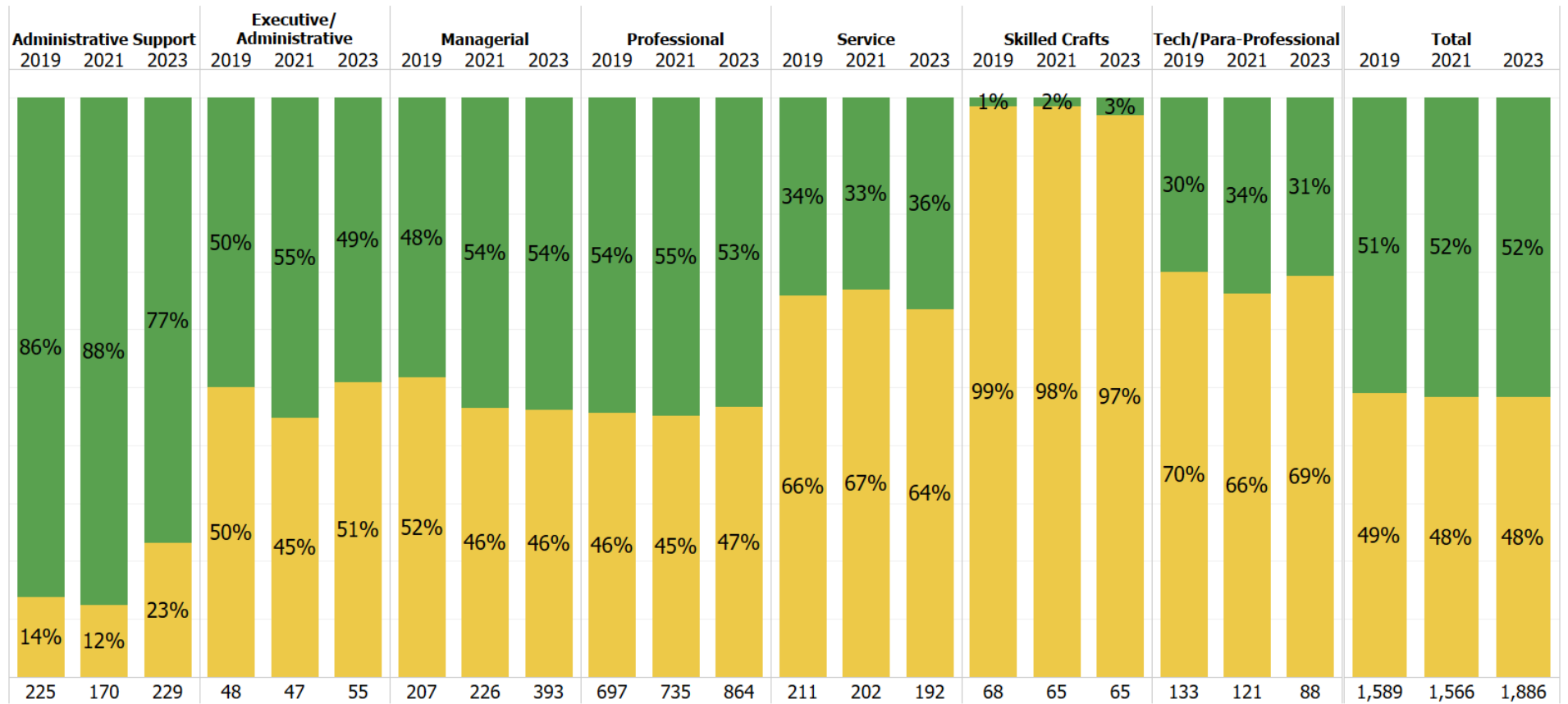
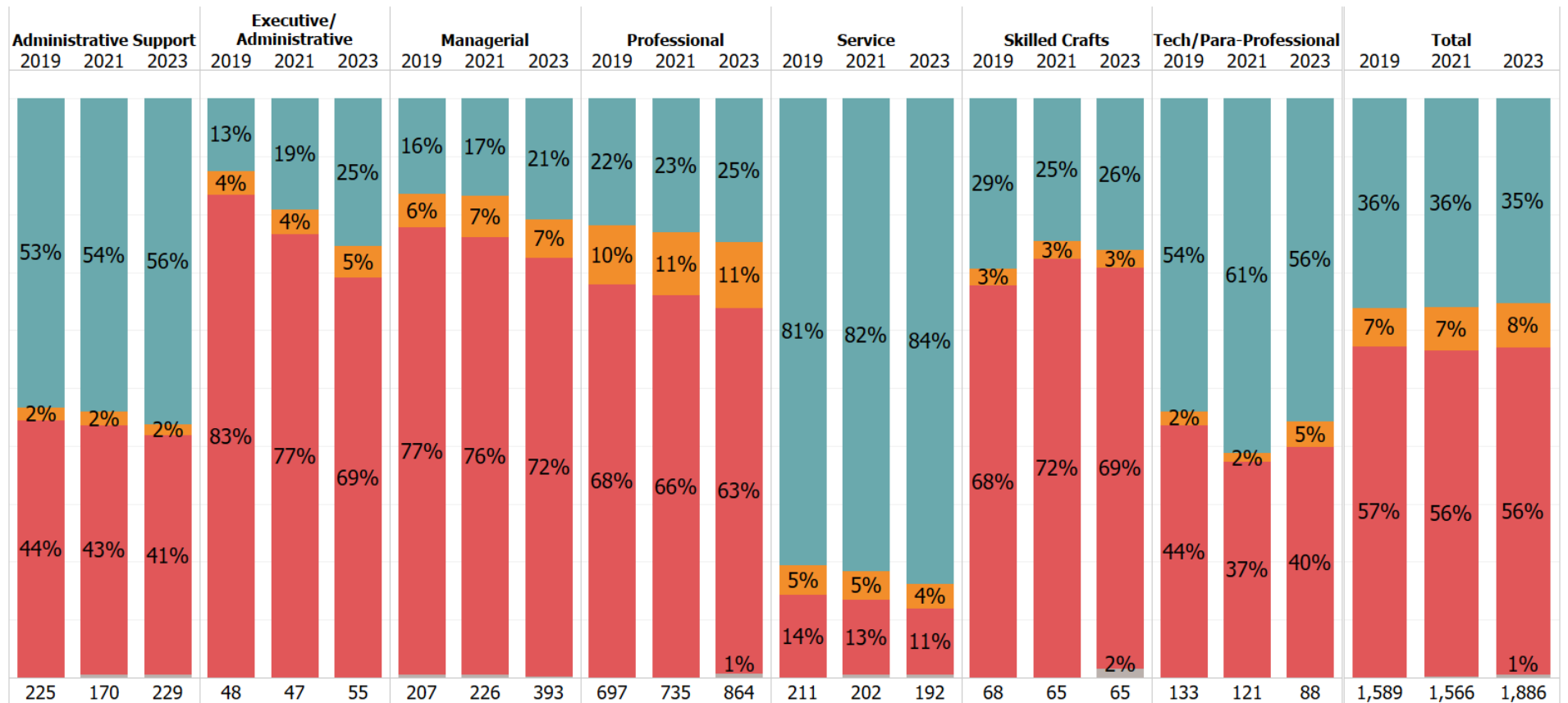
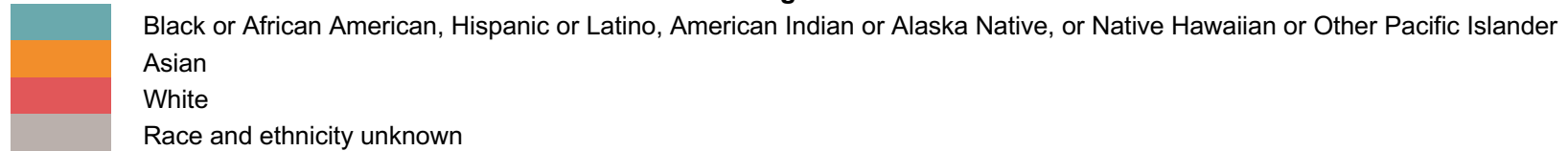




Chart 28. University Administration Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





University Student Services

The data presented below illustrates gender and racial and ethnic representation across all University Student Services, as compared to the university ([Table 14](#)). Two charts present historical gender ([Chart 29](#)) and racial and ethnic ([Chart 30](#)) composition across all University Student Services by employee job group. The percentage of female staff within University Student Services has increased from 65% in 2019 to 68% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has steadily increased, from 34% in 2019 to 43% in 2023 and the percentage of Asian staff has also increased, from 5% in 2019 to 7% in 2023.

Table 14. Trends in University Student Services Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
University Student Services	2019	401	262	65	19	5	137	34
	2021	502	322	64	29	6	179	36
	2023	660	447	68	44	7	287	43
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 29. University Student Services Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

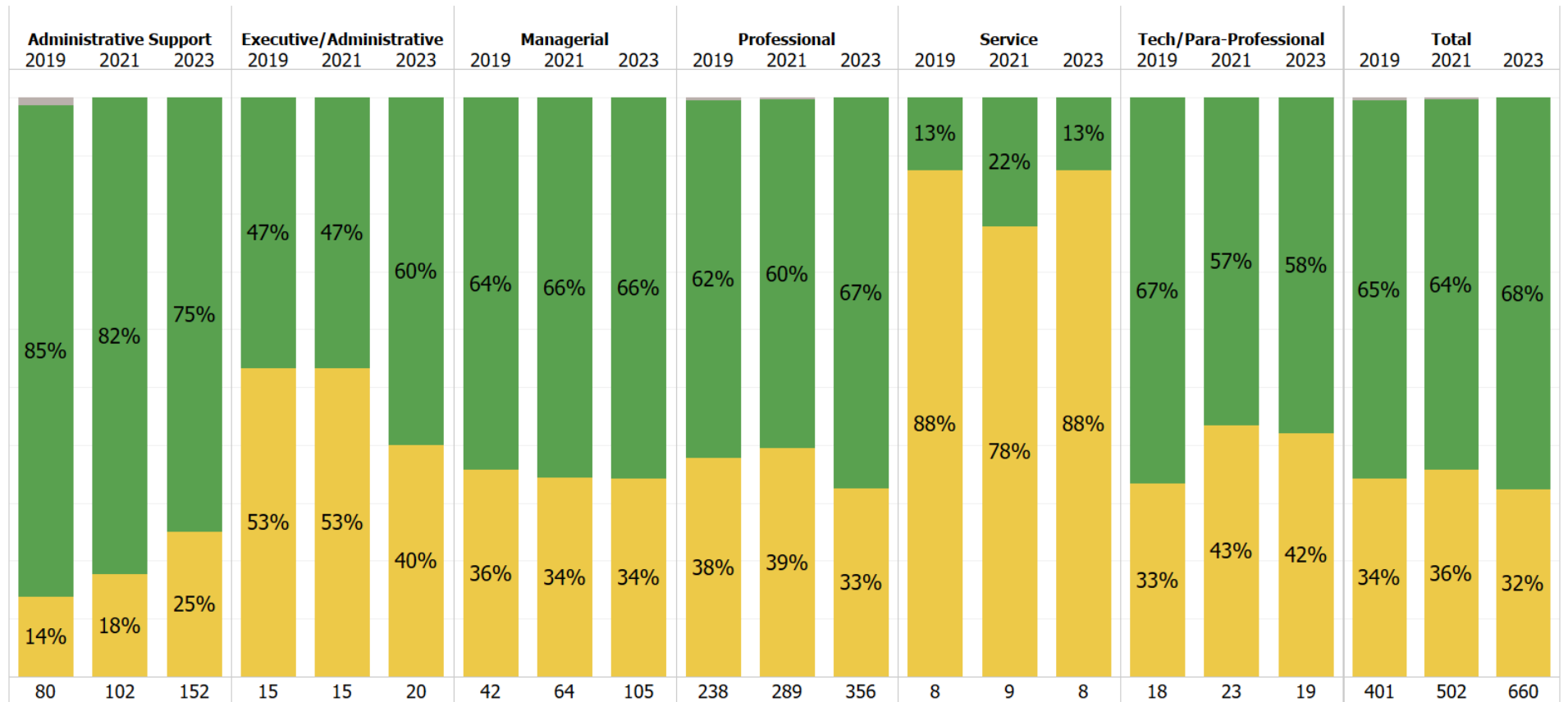
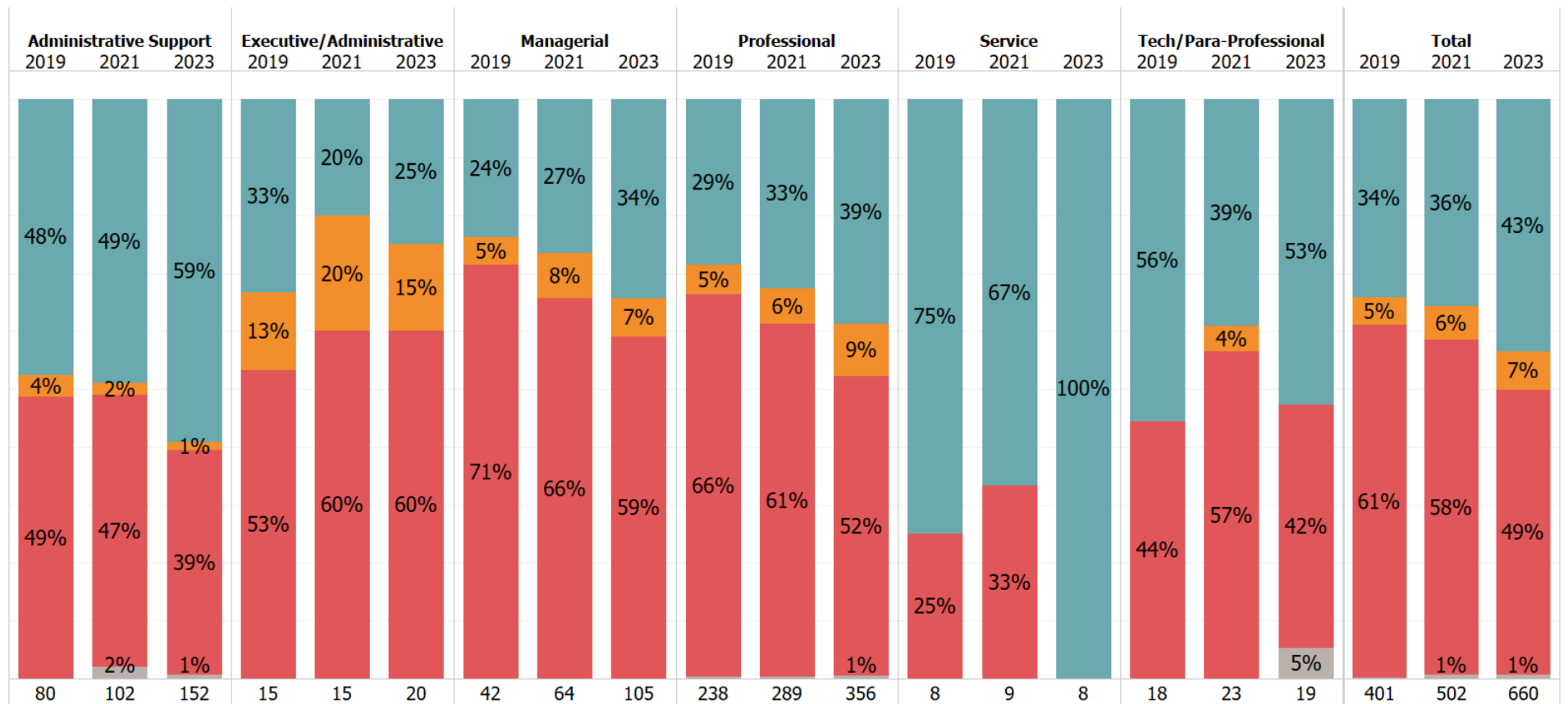
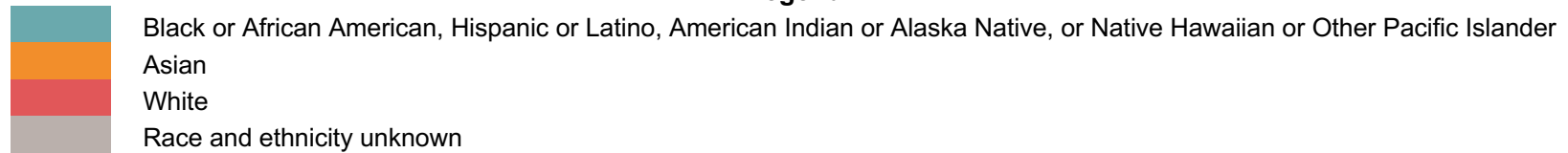




Chart 30. University Student Services Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





Whiting School of Engineering

The data presented below illustrates gender and racial and ethnic representation of staff across the Whiting School of Engineering, as compared to the university ([Table 15](#)). Two charts present historical gender ([Chart 31](#)) and racial and ethnic ([Chart 32](#)) composition across the Whiting School of Engineering by employee job group. The percentage of female staff within the Whiting School of Engineering has slightly increased from 66% in 2019 to 68% in 2023. The percentage of Black or African American, Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander staff has slightly increased, from 22% in 2019 to 23% in 2023 and the percentage of Asian staff is unchanged at 8%.

Table 15. Trends in Whiting School of Engineering Full-Time Staff Composition, 2019-2023
By Gender and Race and Ethnicity

Division	Year	Total	Female		Asian		Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander	
		N	N	%	N	%	N	%
Whiting School of Engineering	2019	307	202	66	25	8	67	22
	2021	326	214	66	27	8	68	21
	2023	429	290	68	34	8	98	23
University 2023		13,305	9,531	72	1,582	12	4,456	33

Note: Staff 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.



Chart 31. Whiting School of Engineering Full-Time Staff Composition by Employee Job Group
By Gender (%), 2019-2023

Legend

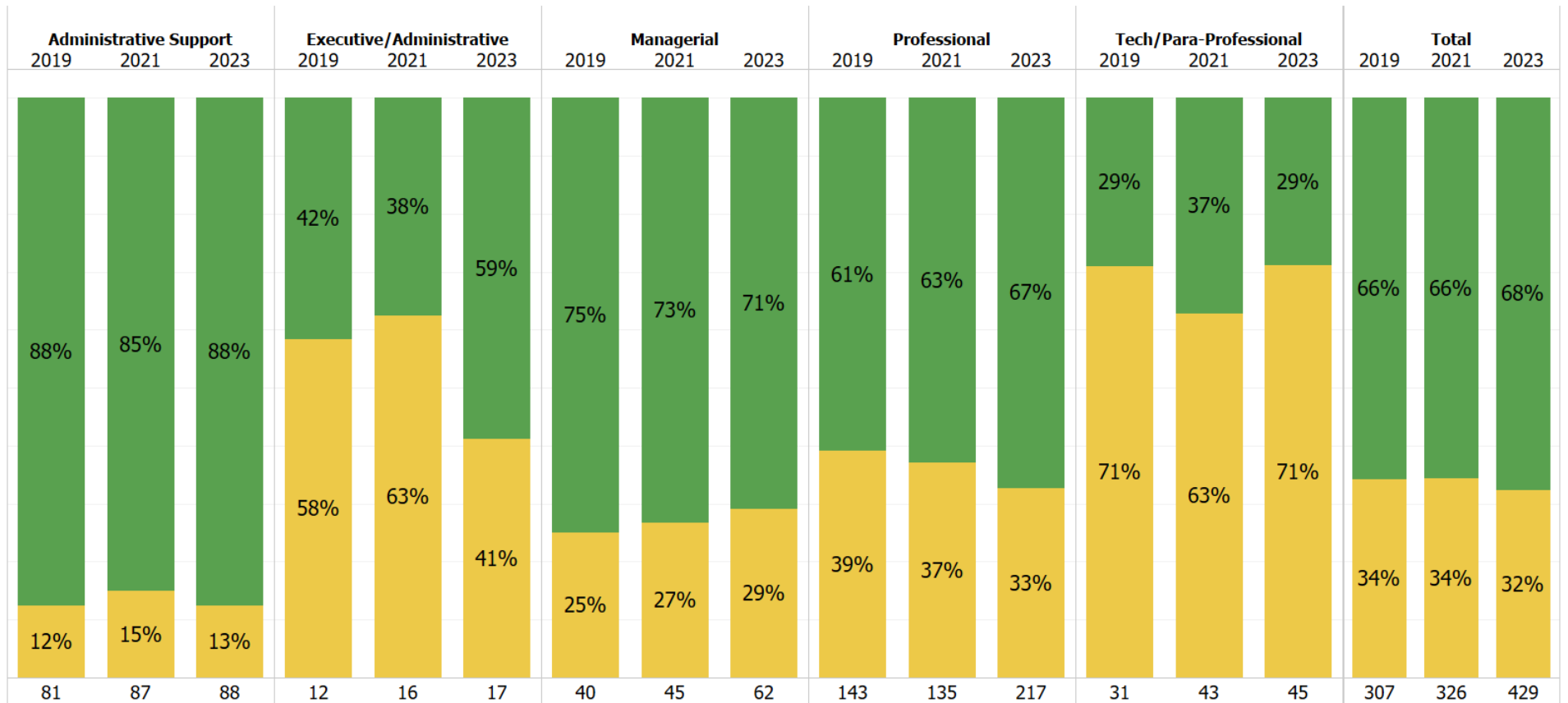
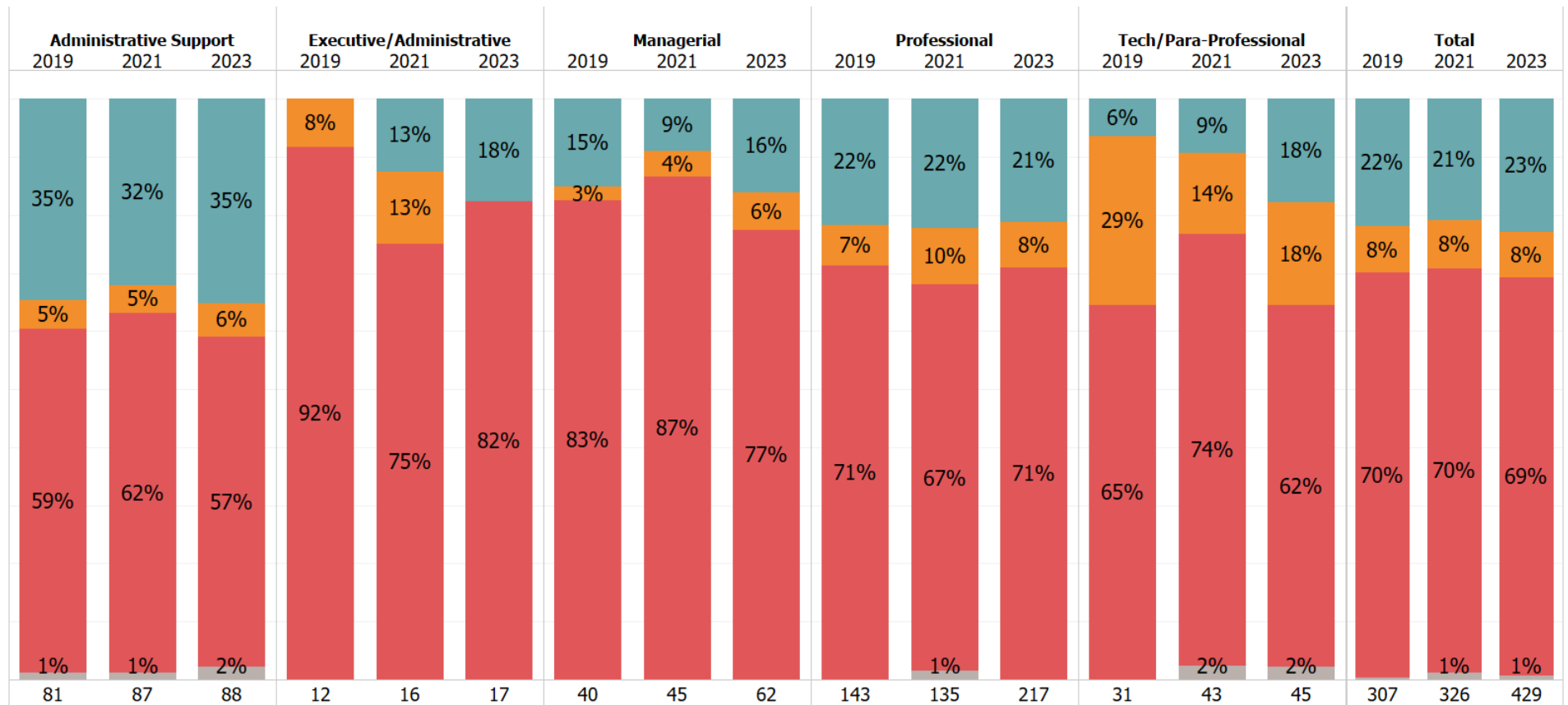
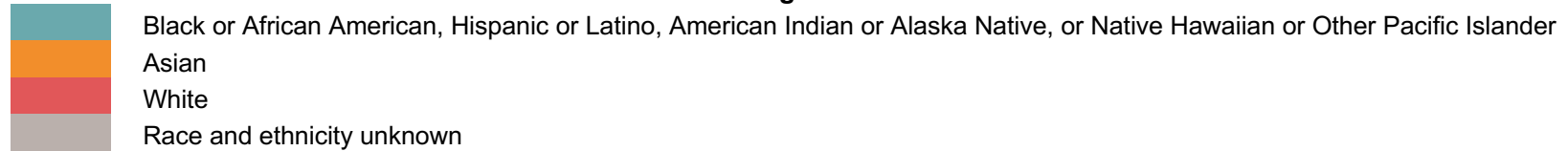




Chart 32. Whiting School of Engineering Full-Time Staff Composition by Employee Job Group
By Race and Ethnicity (%), 2019-2023

Legend





V. Peer Institution Comparison

Benchmarking against peer institutions offers a valuable, but lagging⁷, 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 full-time, non-faculty staff employees in fall 2022 – by demographic group – is compared to three reference groups: Ivy Plus, AAU private universities, and AAU public universities.⁸ Staff counts are reported at the university level only and include full-time staff from the following eleven job areas, as defined by IPEDS: Business and Financial Operations; Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media; Computer, Engineering and Science; Health Care Practitioners and Technical; Librarians, Curators, and Archivists; Management; Natural Resources, Construction, and Maintenance; Office and Administrative Support; Production, Transportation, and Material Moving; Service Occupations; Student and Academic Affairs and Other Education Services.

[Appendix B](#) provides detail of the staff composition, charting the distribution of institutions within each peer group, with JHU as primary reference.

VI. JHU's Ongoing Commitment

The changing demographic trends of the employee population reflected in this composition report are a demonstration of the university's commitment to inclusive excellence and attracting and retaining a diverse workforce. Johns Hopkins University is making strides in staff recruitment, retention, climate, and career advancement, aligning with the [Ten for One](#) strategic goal of becoming a national employer of choice—fostering a culture where every staff member thrives. Anchored by the ambitious [Career Architecture Project](#), JHU is revolutionizing how staff navigate their careers within the university. This comprehensive initiative defines every staff role across JHU, outlining clear career pathways, necessary competencies, and associated training needs to foster advancement and ensure equitable growth opportunities for all staff members.

Integral to JHU's commitment to its staff is the new [Staff Life Design Lab](#), a resource designed to help employees expand their skills and navigate their career trajectories. This project is part of JHU's broader commitment to create a supportive work environment where staff not only understand but also leverage their growth potential within the university's dynamic ecosystem. Through initiatives like these, JHU is not just addressing immediate career development needs but is also ensuring long-term job satisfaction and retention.

Supporting these structural changes, JHU has also taken significant steps to enhance staff well-being and inclusion through the establishment of the [Staff Advisory Council](#). This council plays a crucial role in shaping policies that affect staff, ensuring their voices are heard and acted upon. Additionally, the university has improved its benefits offerings, which now include enhanced healthcare navigation, increased support for

⁷ 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.

⁸ The Association of American Universities (AAU) is an organization of U.S. and Canadian research universities; membership includes 69 public and private U.S. 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.



adoption, and expanded educational opportunities, thereby enriching staff members' personal and professional lives.

Finally, the recently conducted university-wide campus climate survey provides JHU with invaluable insights into the experiences of its community members, guiding further enhancements in workplace culture. This survey, part of JHU's ongoing efforts to foster an inclusive environment, underscores the university's dedication to continuous improvement in diversity, equity, and inclusion. More information about the campus climate survey can be found on the [provost's office website](#). Through these concerted efforts, JHU not only aims to enhance the individual experiences of its staff but also to reinforce its reputation as a leading institution committed to excellence and equity in all aspects of its mission.

The JHU Report on Staff Composition is used to raise awareness of the composition of the university's staff employee 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, to ensure that people across our community have access to information that will drive our decisions, locally and globally.



VII. Appendix

Appendix A: Staff Composition by Employee Job Subgroups

Within each of the seven EEOC employee job groups utilized by JHU Human Resources, job subgroups allow further disaggregation of roles within the most common functional areas of the university. [Table A1](#) indicates how those subgroups incorporate groups more familiar to staff employees as they appear in SAP, the university's administrative software for managing HR, payroll, and other operational functions. [Table A2](#) and [Table A3](#) show trend data on staff composition by gender, race, and ethnicity by job subgroups.

Table A1. Employee Job Subgroups and SAP Job Groups

Employee Job Subgroup	SAP Job Groups
Academic Services	Academic and Student Services
Administration	Administrative Support and Admin Services
Communications	Communications, Visual Arts, and Special Events
Design, Construction, & Engineering	Design/Construction, Facilities & Maintenance, Engineering & Support
Development	Development
Health Care/Clinical	Clinical Services Medical
Human Resources	Human Resources
Information Technology	Information Technology and Info Systems
Library	Library
Operations and Finance	CPA/Professional Fees Finance and Business Management Government and Community Relations Legal Purchasing and Customer Services Security Support Services Safety and Environmental Health
Research (Clinical and Nonclinical)	Laboratory (all) Animal Research/Care Research-excluding labs Research (clinical and nonclinical) Research Administration and Compliance
Senior Level Leadership	Associate Vice Presidents, Associate/Assistant Provosts, Senior Associate/Associate/Assistant Deans, Executive Directors, and Senior Advisers (those outside the classification system)
Service	Service, Bargaining Unit Service, Other
Skilled Crafts	Skilled Crafts, Bargaining Unit Skilled Crafts, Other
University Officials & Executive Leadership	President, Vice President, Provost, Vice Provosts, Deans, Vice Deans, Executive Vice Deans, CFO, Controller, Senior Vice President of Finance and Administration, and "Chief" Officers



Table A2. Composition of Full-Time Staff Employees at JHU (2019, 2021, 2023)
By Gender and Employee Job Groups and Subgroups

		Total			Female					
		2019	2021	2023	2019		2021		2023	
		N	N	N	N	%	N	%	N	%
Administrative Support	Academic Services	0	0	188	0		0		158	84%
	Administration	1,577	1,366	1,465	1,451	92%	1,248	91%	1,330	91%
	Communications	0	0	51	0		0		42	82%
	Design/Construction and Engineering	0	0	2	0		0		1	50%
	Development	0	0	57	0		0		47	82%
	Healthcare/Clinical	0	0	7	0		0		6	86%
	Human Resources	0	0	70	0		0		62	89%
	Library	0	0	49	0		0		30	61%
	Operations and Finance	493	440	497	441	89%	395	90%	437	88%
	Research (Clinical and Non-Clinical)	0	0	58	0		0		49	84%
	Service, Bargaining Unit	0	0	19	0		0		2	11%
	Other	618	518	27	498	81%	428	83%	17	63%
	Total	2,688	2,324	2,490	2,390	89%	2,071	89%	2,181	88%
Executive/ Administrative	Operations and Finance	0	0	1	0		0		1	100%
	Senior Level Leadership	117	121	139	71	61%	74	61%	84	60%
	University Officials and Executive Leadership	51	39	43	21	41%	13	33%	17	40%
	Total	168	160	183	92	55%	87	54%	102	56%
Managerial	Academic Services	162	170	268	122	75%	121	71%	186	69%
	Administration	41	39	109	34	83%	34	87%	97	89%
	Communications	68	66	99	47	69%	46	70%	75	76%
	Design/Construction and Engineering	19	20	93	2	11%	4	20%	28	30%
	Development	40	49	90	30	75%	36	73%	70	78%
	Healthcare/Clinical	74	72	135	57	77%	57	79%	114	84%
	Human Resources	47	51	66	39	83%	45	88%	56	85%
	Information Technology	136	139	167	38	28%	42	30%	53	32%
	Library	13	11	15	10	77%	9	82%	13	87%
	Operations and Finance	528	542	683	383	73%	403	74%	496	73%
	Research (Clinical and Non-Clinical)	297	306	411	206	69%	218	71%	308	75%
	Total	1,425	1,465	2,136	968	68%	1,015	69%	1,496	70%
Professional	Academic Services	566	608	692	405	72%	435	72%	515	74%
	Administration	162	200	267	137	85%	173	87%	226	85%
	Communications	298	308	358	214	72%	219	71%	253	71%
	Design/Construction and Engineering	75	71	81	21	28%	20	28%	29	36%
	Development	178	163	173	148	83%	134	82%	134	77%
	Healthcare/Clinical	1,234	1,222	1,322	1,005	81%	997	82%	1,067	81%
	Human Resources	146	138	182	121	83%	115	83%	153	84%
	Information Technology	558	593	689	144	26%	165	28%	206	30%
	Library	72	72	84	51	71%	47	65%	55	65%
	Operations and Finance	720	682	783	508	71%	490	72%	564	72%
	Research (Clinical and Non-Clinical)	1,377	1,503	1,650	1,048	76%	1,117	74%	1,244	75%
	Total	5,386	5,560	6,281	3,802	71%	3,912	70%	4,446	71%
Service	Design/Construction and Engineering	0	0	4	0		0		1	25%
	Service, Bargaining Unit	443	417	386	177	40%	163	39%	163	42%
	Other	79	69	64	21	27%	25	36%	18	28%
	Total	522	486	454	198	38%	188	39%	182	40%
Skilled Crafts	Design/Construction and Engineering	0	0	21	0		0		0	
	Skilled Crafts, Bargaining Unit	103	74	73	2	2%	2	3%	4	5%
	Other	27	22	0	1	4%	1	5%	0	
	Total	130	96	94	3	2%	3	3%	4	4%
Tech/Para-Professional	Academic Services	0	0	41	0		0		27	66%
	Administration	0	0	6	0		0		2	33%
	Communications	0	0	2	0		0		0	
	Healthcare/Clinical	287	276	278	236	82%	223	81%	238	86%
	Information Technology	0	0	133	0		0		32	24%
	Operations and Finance	0	0	4	0		0		4	100%
	Research (Clinical and Non-Clinical)	1,076	1,113	1,135	746	69%	783	70%	795	70%
	Service, Bargaining Unit	0	0	9	0		0		8	89%
	Other	525	492	59	259	49%	244	50%	14	24%
	Total	1,888	1,881	1,667	1,241	66%	1,250	66%	1,120	67%
Grand Total		12,207	11,972	13,305	8,694	71%	8,526	71%	9,531	72%

Note: Staff 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 A3. Composition of Full-Time Staff Employees at JHU (2019, 2021, 2023)
By Race and Ethnicity and Employee Job Groups and Subgroups

		Total			Asian						Black or African American, Hispanic/Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander					
		2019	2021	2023	2019		2021		2023		2019		2021		2023	
		N	N	N	N	%	N	%	N	%	N	%	N	%	N	%
Administrative Support	Academic Services	0	0	188	0		0		8	4%	0		0		83	44%
	Administration	1,577	1,366	1,465	40	3%	42	3%	49	3%	766	49%	714	52%	830	57%
	Communications	0	0	51	0		0		2	4%	0		0		19	37%
	Design/Construction and Engineering	0	0	2	0		0		0		0		0		2	100%
	Development	0	0	57	0		0		6	11%	0		0		21	37%
	Healthcare/Clinical	0	0	7	0		0		0		0		0		2	29%
	Human Resources	0	0	70	0		0		3	4%	0		0		44	63%
	Library	0	0	49	0		0		1	2%	0		0		13	27%
	Operations and Finance	493	440	497	15	3%	12	3%	13	3%	248	50%	218	50%	241	48%
	Research (Clinical and Non-Clinical)	0	0	58	0		0		5	9%	0		0		32	55%
	Service, Bargaining Unit	0	0	19	0		0		0		0		0		15	79%
Executive/ Administrative	Other	618	518	27	31	5%	32	6%	1	4%	257	42%	219	42%	11	41%
	Total	2,688	2,324	2,490	86	3%	86	4%	88	4%	1,271	47%	1,151	50%	1,313	53%
	Operations and Finance	0	0	1	0		0		1	100%	0		0		0	
	Senior Level Leadership	117	121	139	4	3%	9	7%	5	4%	18	15%	16	13%	30	22%
	University Officials and Executive Leadership	51	39	43	5	10%	3	8%	3	7%	5	10%	8	21%	10	23%
	Total	168	160	183	9	5%	12	8%	9	5%	23	14%	24	15%	40	22%
Managerial	Academic Services	162	170	268	8	5%	12	7%	20	7%	39	24%	41	24%	74	28%
	Administration	41	39	109	2	5%	2	5%	6	6%	11	27%	12	31%	52	48%
	Communications	68	66	99	3	4%	3	5%	6	6%	7	10%	11	17%	16	16%
	Design/Construction and Engineering	19	20	93	0		0		1	1%	2	11%	5	25%	44	47%
	Development	40	49	90	2	5%	2	4%	2	2%	3	8%	5	10%	12	13%
	Healthcare/Clinical	74	72	135	8	11%	7	10%	11	8%	14	19%	15	21%	25	19%
	Human Resources	47	51	66	0		0		0		18	38%	17	33%	22	33%
	Information Technology	136	139	167	17	13%	21	15%	27	16%	13	10%	13	9%	17	10%
	Library	13	11	15	0		0		0		2	15%	3	27%	2	13%
	Operations and Finance	528	542	683	33	6%	42	8%	57	8%	104	20%	104	19%	153	22%
	Research (Clinical and Non-Clinical)	297	306	411	47	16%	50	16%	74	18%	54	18%	47	15%	75	18%
Professional	Total	1,425	1,465	2,136	120	8%	139	9%	204	10%	267	19%	273	19%	492	23%
	Academic Services	566	608	692	31	5%	35	6%	45	7%	129	23%	168	28%	225	33%
	Administration	162	200	267	8	5%	10	5%	10	4%	60	37%	66	33%	96	36%
	Communications	298	308	358	16	5%	14	5%	23	6%	41	14%	49	16%	58	16%
	Design/Construction and Engineering	75	71	81	8	11%	8	11%	7	9%	5	7%	8	11%	11	14%
	Development	178	163	173	9	5%	8	5%	15	9%	20	11%	16	10%	29	17%
	Healthcare/Clinical	1,234	1,222	1,322	154	12%	150	12%	196	15%	210	17%	222	18%	254	19%
	Human Resources	146	138	182	8	5%	6	4%	10	5%	54	37%	56	41%	85	47%
	Information Technology	558	593	689	103	18%	114	19%	142	21%	78	14%	85	14%	118	17%
	Library	72	72	84	5	7%	5	7%	6	7%	4	6%	6	8%	7	8%
	Operations and Finance	720	682	783	67	9%	77	11%	96	12%	232	32%	235	34%	277	35%
	Research (Clinical and Non-Clinical)	1,377	1,503	1,650	324	24%	358	24%	404	24%	268	19%	314	21%	358	22%
Service	Total	5,386	5,560	6,281	733	14%	785	14%	954	15%	1,101	20%	1,225	22%	1,518	24%
	Design/Construction and Engineering	0	0	4	0		0		0		0		0		2	50%
	Service, Bargaining Unit	443	417	386	28	6%	25	6%	24	6%	368	83%	347	83%	325	84%
	Other	79	69	64	1	1%	1	1%	2	3%	47	59%	48	70%	48	75%
	Total	522	486	454	29	6%	26	5%	26	6%	415	80%	395	81%	375	83%
Skilled Crafts	Design/Construction and Engineering	0	0	21	0		0		0		0		0		6	29%
	Skilled Crafts, Bargaining Unit	103	74	73	10	10%	4	5%	5	7%	34	33%	25	34%	27	37%
	Other	27	22	0	1	4%	0		0		9	33%	6	27%	0	
	Total	130	96	94	11	8%	4	4%	5	5%	43	33%	31	32%	33	35%
Tech/Para-Professional	Academic Services	0	0	41	0		0		3	7%	0		0		7	17%
	Administration	0	0	6	0		0		0		0		0		1	17%
	Communications	0	0	2	0		0		1	50%	0		0		0	
	Healthcare/Clinical	287	276	278	9	3%	15	5%	21	8%	124	43%	129	47%	142	51%
	Information Technology	0	0	133	0		0		7	5%	0		0		62	47%
	Operations and Finance	0	0	4	0		0		0		0		0		1	25%
	Research (Clinical and Non-Clinical)	1,076	1,113	1,135	221	21%	237	21%	262	23%	375	35%	408	37%	444	39%
	Service, Bargaining Unit	0	0	9	0		0		0		0		0		9	100%
	Other	525	492	59	16	3%	18	4%	2	3%	212	40%	196	40%	19	32%
	Total	1,888	1,881	1,667	246	13%	270	14%	296	18%	711	38%	733	39%	685	41%
	Grand Total	12,207	11,972	13,305	1,234	10%	1,322	11%	1,582	12%	3,831	31%	3,832	32%	4,456	33%

Note: Staff 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.



Appendix B: Institutional Peer Group Comparisons

Staff Employee Headcount⁹

Table B1. Composition of Full-Time, Non-Instructional Employees at JHU and Select Peer Groups
By Demographic Category (%), Fall 2022

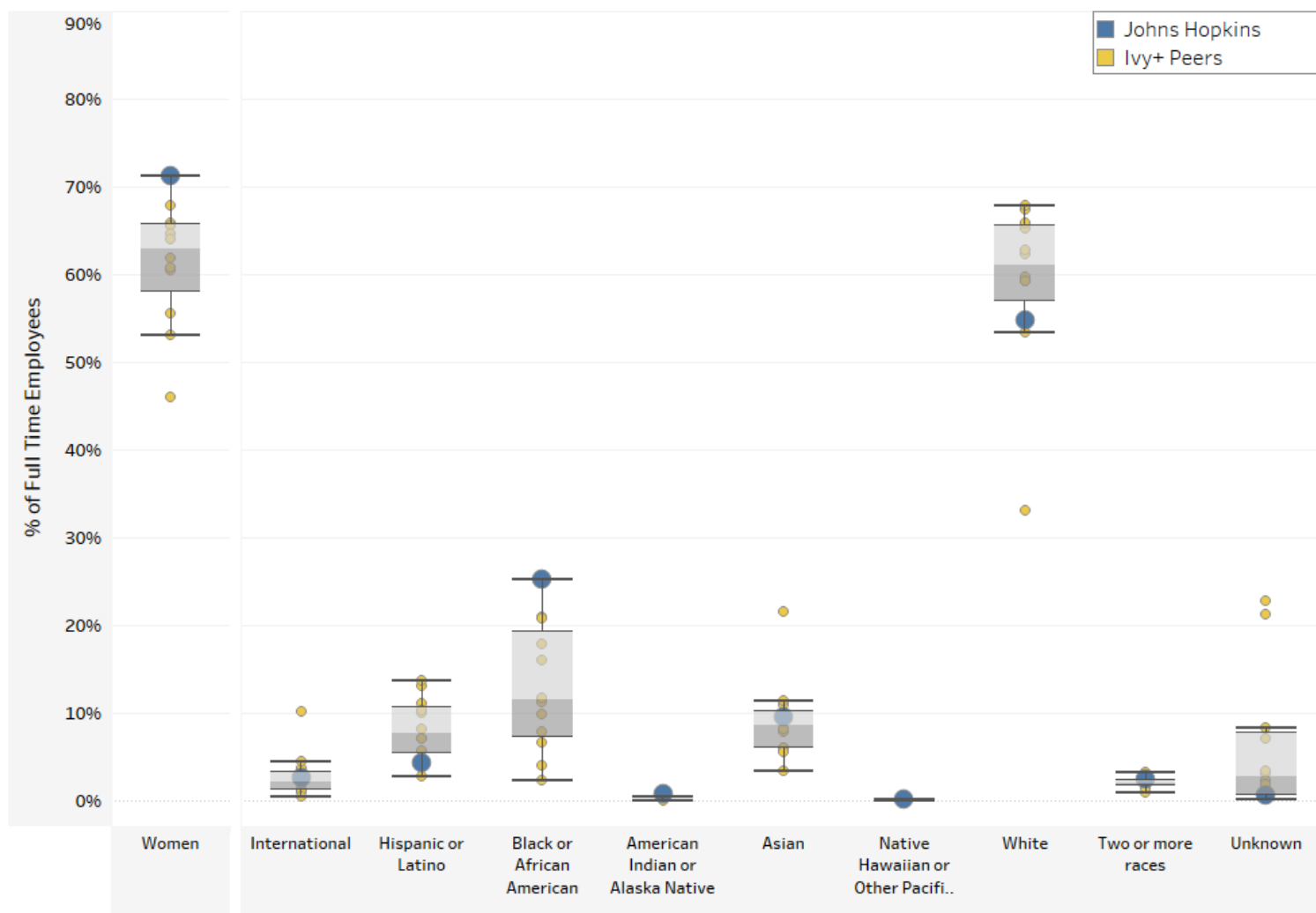
	Female	Inter- national	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Unknown Race/ Ethnicity
JHU	71.1	2.6	0.7	9.5	25.2	4.2	0.1	54.7	2.4	0.5
Ivy+	63.0	2.4	0.3	9.9	13.8	8.7	0.1	58.3	2.0	4.5
AAU Private	63.2	2.4	0.2	9.6	14.6	13.2	0.1	54.3	1.9	3.6
AAU Public	59.8	2.0	0.4	8.1	8.6	12.4	0.2	61.7	2.0	4.6

Note: IPEDS Fall 2022, Human Resources Survey

⁹ 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.



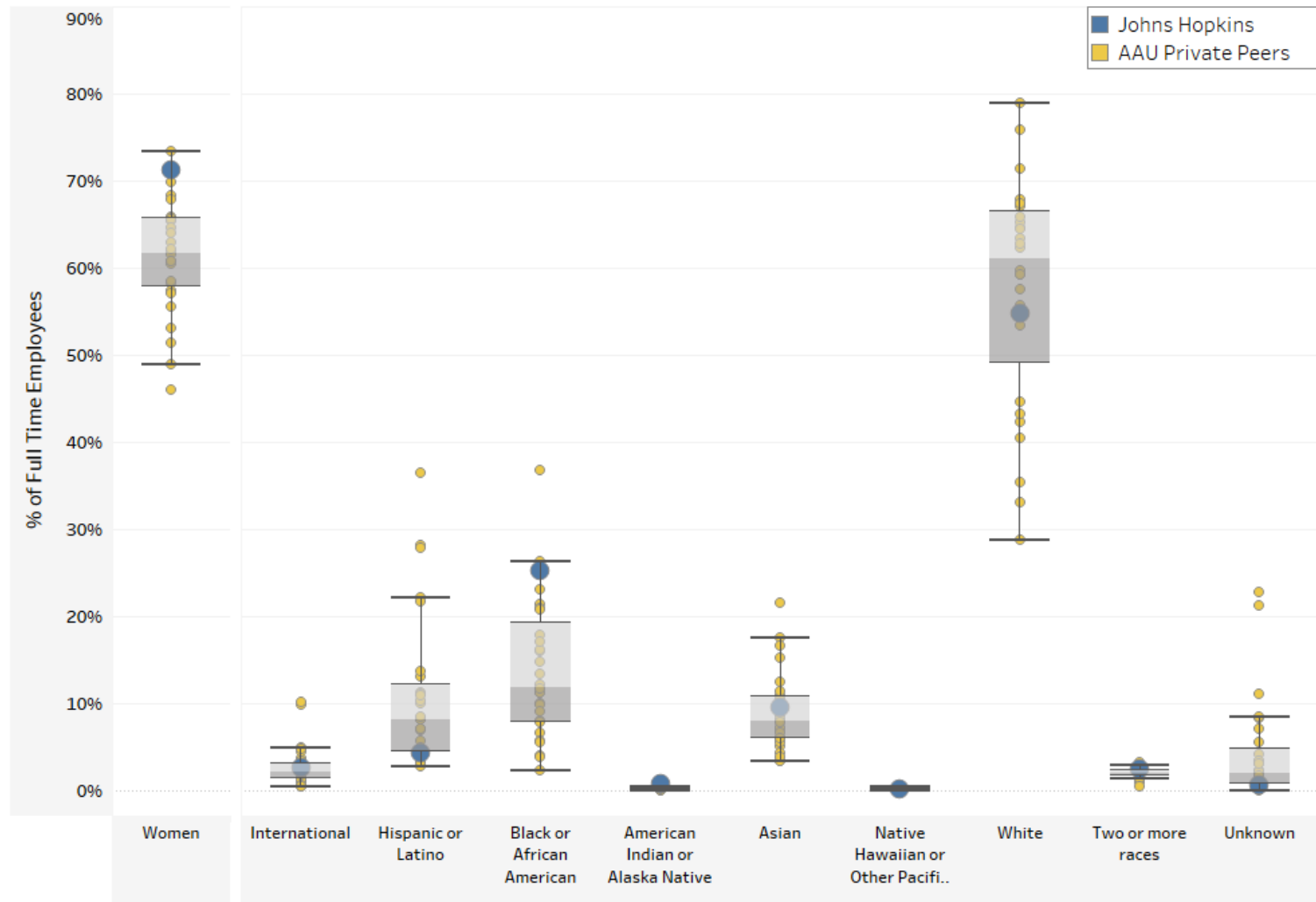
Chart B1. Full-Time Staff Employees
 Demographic Composition, Fall 2022
 Johns Hopkins compared to Ivy Plus Peers



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



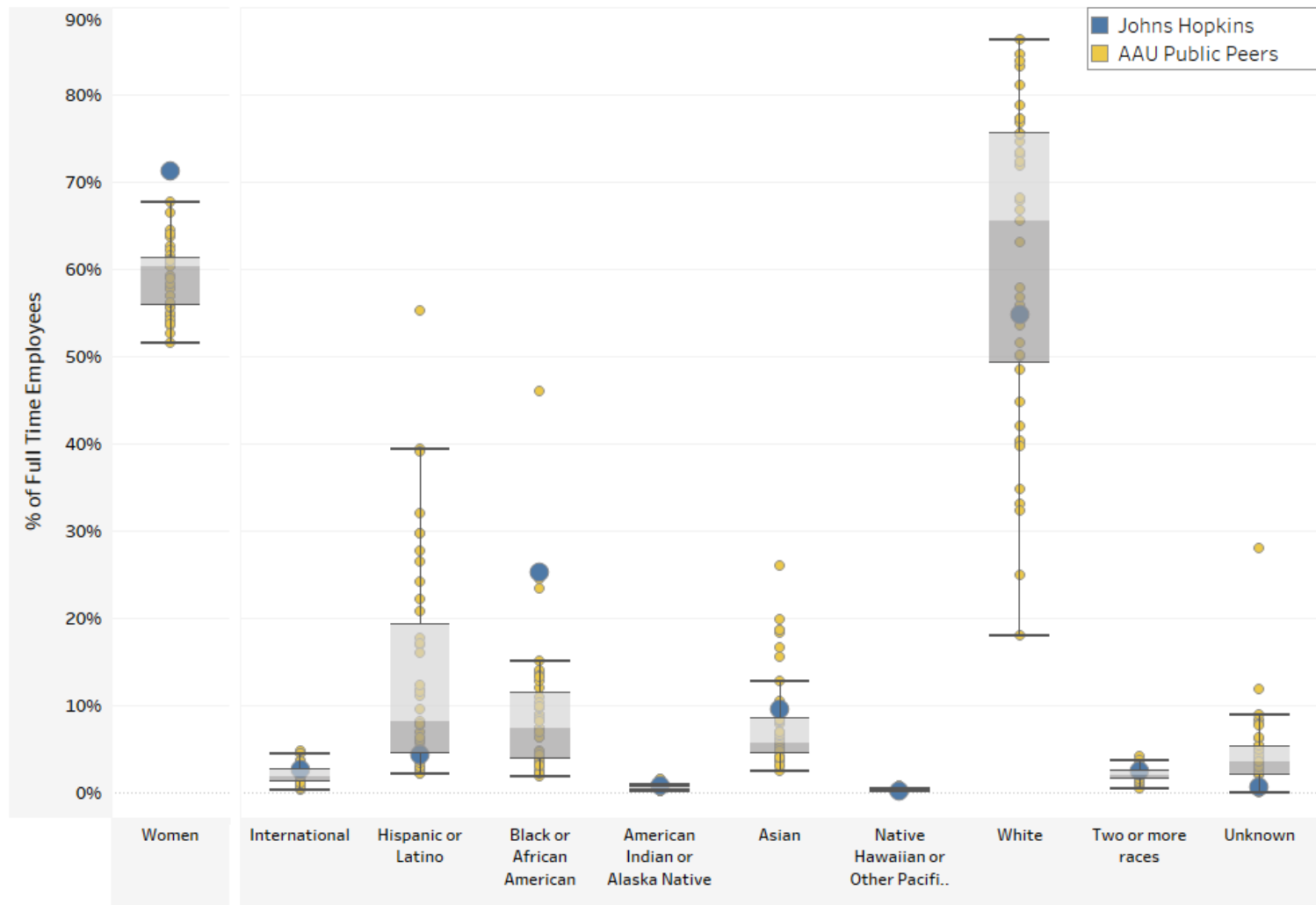
Chart B2. Full-Time Staff Employees
Demographic Composition, Fall 2022
Johns Hopkins compared to AAU Private Peers



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



Chart B3. Full-Time Staff Employees
Demographic Composition, Fall 2022
Johns Hopkins compared to AAU Public Peers



Data Source: IPEDS Enrollment 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