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2004-2005 Diversity Application Goals

Please note that it is the vision of Case Western Reserve University to have a diverse teaching and learning environment, and to seek exceptional faculty from all backgrounds. We strive to include exceptional women and People of Color in our candidate pools, with the end result of hiring the most qualified person possible for the position, regardless of race or gender.

With that in mind, attached are the Revised Diversity Application Goals for 2004-2005 for all schools, excluding the Medical School. You will see the percentage of women and Minorities in the discipline, compared to Case faculty numbers.

Case Faculty Numbers are based on 2003 full time regular faculty before 6/24/03. Source of discipline statistics: *Professional Women and Minorities: A Total Human Resources Data Compendium*, 14th edition, July 2002, Commission on Professionals in Science and Technology. The numbers were compiled from weighted averages of total PhD's in each discipline 1995-2000

College of Arts & Sciences
Case School of Engineering
Weatherhead School of Management
Case Professional Schools (Dental Medicine, Law, Nursing, MSASS)

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VISITORS AND DELIVERIES

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College of Arts & Sciences

Case Department

% of Discipline

Anthropology

50% Women
16% African American (2)
0% Hispanic American
0% Native American

56% Women
2.9% African American
3.6% Hispanic American
1% Native American

Art History & Art

40% women (4)
0% Under-represented
Minorities

69% Women
no data for Under-represented Minorities

Classics

33% women (1)
0% Under-represented
Minorities

43% Women
no data for Under-represented Minorities

Communication Sciences

66% women (4)
0% Under-represented
Minorities

63% Women
6% African American
3% Hispanic American
.29% Native American

English

38% Women
6% African American (1)

57% Women
no data for Under-represented Minorities

History

43% Women
7% African American (1)

38% Women
no data for Under-represented Minorities

Modern Languages

68% Women
5% Hispanic (1)

55% Women
no data for Under-represented Minorities

Music

30% women
0% Under-represented
Minorities

41% Women
no data for Under-represented Minorities

Philosophy

67% Women
0% Under-represented
Minorities

27% women
no data for Under-represented Minorities

Case Department	% of Discipline
Political Science Women 38% African American 0% Hispanic American 0%	Women 34% African American 5% Hispanic American 3%
Psychology Women 36% African American 7% (1) Hispanic American 0%	Women 66% African American 5% Hispanic American 6%
Religion Women 25% 0% Under-represented Minorities	Women 26% no data for Under-represented Minorities
Sociology Women 50% 0% Under-represented Minorities	Women 53% African American 6% Hispanic American 3%
Theater & Dance Women 50% 0% Under-represented Minorities	Women 48% no data for Under-represented Minorities
Astronomy Women 33% (1) 0% Under-represented Minorities	Women 23% no data for Under-represented Minorities
Biology Women 25% (5) African American 5% (1) Hispanic American 0%	Women 43% African American 2% Hispanic American 3%
Chemistry Women 14% (3) African American 0% Hispanic American 5% (1) 0% Native American	Women 30% African American 3% Hispanic American 3% Native American .46%
Geological Sciences Women 16% (1) 0% Under-represented Minorities	Women 23% African American 1% Hispanic American 3% Native American .54%

Case Department

% of Discipline

Mathematics

Women 13% (2)
African American 0%
Hispanic American 6% (1)
Native American 0%

Women 27%
African American 1.6%
Hispanic American 2.6%
Native American .25 %

Physics

Women 10% (2)
0% Under-represented
Minorities

Women 13%
African American 1%
Hispanic American 1%

Statistics

Women 50% (3)
0% Under-represented
Minorities

Women 30%
no data for Under-represented Minorities

Case School of Engineering

Case Department

% of Field

Biomedical Engineering

Women 5% (1)
0% Under-represented
Minority

Women 27%
African American 2%
Hispanic American 1%
Native American .2%

Chemical Engineering

Women 8% (1)
African-American 8% (1)

Women 19%
African American 1.44%
Hispanic American 1.49%
Native American .26%

Civil Engineering

Women 10% (1)
Hispanic American 10% (1)

Women 15%
African American 1%
Hispanic American 2%
Native American .17%

**Electrical Engineering
and Computer Science**

Women 7% (2)
Hispanic American 3.44%

Women 11%
Hispanic American 1.42%
African American 1.85%
Native American .12%

Case Department	% of Field
Macromolecular Science Women 21% (3) 0% Underrepresented Minority	Women 19% African American 1.44% Hispanic American 1.45% Native American .26%
Materials Science and Engineering 0% Women 0% Under-represented Minorities	Women 17% African American 1.1% Hispanic American 1.6% Native American .13%
Mechanical and Aerospace Engineering 11.76% Women (2) 0% Under-represented Minority	Women 9.7% African American 1.44% Hispanic American 1.4% Native American .17%

Weatherhead School of Management

Case Department	% of Field
Accountancy Women 20% (2) 0% Under-represented Minority	Women 40% no data for under-represented Minorities
Banking and Finance 0% Women 0% Under-represented Minority	Women 18% no data for under-represented Minorities
Marketing and Policy Studies Women 18% (4) Hispanic American 4.5% (1)	Women 31% no data for under-represented Minorities
Economics Women 27% 0% Under-represented Minority	Women 25% African American 2% Hispanic American 1.89% Native American .05%
Information Systems Women 20% (2) 0% Under-represented Minority	Women 24% No data for under-represented Minorities

Case Department**% of Field****Operations**

Women 10%
 0% Under-represented
 Minority

Women 22%
 no data for under-represented Minorities

Organizational Behavior

Women 46% (6)
 African American 15% (2)

Women 52%
 no data for under-represented Minorities

Case Professional Schools**Case Department****% of Field****Dental Medicine**

Women 24% (16)
 African American 9% (6)
 Hispanic American 3% (2)
 Native American 0%

Women 37%
 African American 4.62%
 Hispanic American 4.24%
 Native American .47%

Law

Women 25% (11)
 African American 4.5% (2)
 Hispanic American 0%
 Native Americans 0%

Women 44%
 African American 7%
 Hispanic American 5%
 Native Americans 0.8%

Nursing

Women 90% (48)
 African American 5.6%
 Hispanic American 0%
 Native American 0%

Women 95%
 African American 5%
 Hispanic American 2%
 Native American 0.63%

Mandel School of Applied Social Science

Women 41% (12)
 African American 10% (3)

Women 69%
 no data for under-represented Minorities