



# Diversity Profile

Emory University Composition Statistics



EMORY  
UNIVERSITY



*Prepared by the Offices of Community and Diversity, Equal Opportunity Programs, and Institutional Research and Effectiveness*

# Table of Contents

Introduction .....	2
Faculty Diversity .....	4
Staff Diversity .....	20
Student Diversity .....	32
Diversity Timeline .....	47
Appendix .....	50

## Introduction

Emory is a diverse community, whose members work collaboratively for positive transformation in the world through courageous leadership in teaching, research, scholarship, health care, and social action. There are many divisions, offices, and people within the Emory community who help the University fulfill its vision of becoming an inquiry-driven, ethically engaged, destination university by providing leadership, encouragement, and guidance to increase our institutional capacity for self-reflection, community building, and pluralism and to enhance practices of access, equity, and inclusion. The offices of Community and Diversity, Equal Opportunity Programs, and Institutional Research have collaborated to publish the Diversity Profile to look at how the composition of the Emory community has changed as we work toward that vision.

The Diversity Profile is a demographic census of Emory faculty and staff from 1998–2009 and of Emory students from 2000–2009. It features data on race/ethnicity, gender, and age and describes trends across the University. Other data highlight administrative and academic divisions. Like the Academic Profile, a yearly report that provides academic and administrative leaders with information for academic divisions, the Diversity Profile offers insight into our learning and working community. The Diversity Profile is intended to present information about the community; it is not intended to provide planning recommendations for the future diversity of Emory. Diversity can be defined in many ways. The profile does not provide data on all aspects of diversity present on campus. This is in no way a statement about the significance of disability, political affiliation, religion, sexual orientation, or socioeconomic status within the community but rather a reflection on the limitations of the data and conventions used in our data reporting systems.

The Diversity Profile provides raw data from a range of sources including Emory Human Resources and the Office of the Registrar. The reporting standards of the federal government are used as the infrastructure for the profile because such statistics are reported annually and readily available. The profile

contains a series of tables and charts that are accompanied by a set of bullet points that highlight particular aspects of the data.

Emory's community is constantly changing. In its 174-year history, Emory has transformed from a small, regional college into a thriving, internationally recognized university. The Diversity Profile uses data to reveal some of the transformation that has occurred within the past decade. To provide a more full picture of the change that has taken place and of the broader diversity within the Emory community, the Diversity Profile contains a timeline that highlights significant events contributing to the current climate of the campus. Future versions of the Diversity Profile will include information about religion, sexual identity, and other aspects of diversity that inform Emory's community.



# Faculty Diversity

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**FACULTY TABLE OF CONTENTS**

Table 1. Total 1998–2008 Full-Time Faculty by Race/Ethnicity. . . . . 6

Table 2. Total 1998–2008 Full-Time Faculty by Gender . . . . . 6

Table 3. 1998–2008 Non-Tenure Track Full-Time Faculty by Race/Ethnicity . . . . . 7

Table 4. 1998–2008 Non-Tenure Track Full-Time Faculty by Gender. . . . . 7

Table 5. 1998–2008 Tenured Full-Time Faculty by Race/Ethnicity . . . . . 8

Table 6. 1998–2008 Tenured Full-Time Faculty by Gender. . . . . 8

Table 7. 1998–2008 Tenure Track, Not Tenured Full-Time Faculty by Race/Ethnicity . . . . . 9

Table 8. 1998–2008 Tenure Track, Not Tenured Full-Time Faculty by Gender . . . . . 9

Figure 1. 2008–2009 Full-Time Faculty Distribution by Race/Ethnicity . . . . . 10

Table 9. 2008–2009 Full-Time Faculty Distribution by Academic Division and Race/Ethnicity. . . . . 11

Figure 2. 2008–2009 Full-Time Faculty Distribution by Gender . . . . . 12

Table 10. 2008–2009 Full-Time Faculty Distribution by Academic Division and Gender . . . . . 12

Figure 3. 2008–2009 Full-Time Faculty Distribution by Age . . . . . 13

Table 11. 2008–2009 Full-Time Faculty Distribution by Academic Division and Age . . . . . 13

Table 12. 2008–2009 Full-Time Faculty Distribution by Academic Division and Tenure Status . . . . . 14

Table 13. 2008–2009 Full-Time Faculty Distribution by Race/Ethnicity and Tenure Status . . . . . 15

Table 14. 2008–2009 Full-Time Faculty Distribution by Gender and Tenure Status . . . . . 16

Table 15. 2008–2009 Full-Time Faculty Distribution by Age and Tenure Status. . . . . 16

Table 16. 2008–2009 Full-Time Faculty Distribution by Academic Division, Gender, and Race/Ethnicity . . . . . 17

Table 17. 2008–2009 Full-Time Faculty Distribution by Academic Division and Citizenship. . . . . 18

Table 18. 2008–2009 Full-Time Faculty (Non-U.S. Citizen) Distribution by Academic Division and Race/Ethnicity . . . . 19

## TEN-YEAR TRENDS IN FACULTY COMPOSITION

Table 1. 1998–2008 Total Full-Time Faculty by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	384	414	466	499	534	559	609	658	672	725	791
Asian/Pacific Islander	182	208	255	274	294	329	363	382	410	437	477
Black	146	143	145	145	159	152	160	175	165	188	204
Hispanic	52	60	63	76	75	72	79	94	88	92	100
Native American	4	3	3	4	6	6	7	7	9	8	10
<b>White</b>	1,670	1,667	1,692	1,732	1,749	1,812	1,824	1,994	1,892	1,967	2,136
Other	2	–	–	–	–	–	–	1	–	–	18
<b>Total</b>	<b>2,056</b>	<b>2,081</b>	<b>2,158</b>	<b>2,231</b>	<b>2,283</b>	<b>2,371</b>	<b>2,433</b>	<b>2,653</b>	<b>2,564</b>	<b>2,692</b>	<b>2,945</b>

- Minorities were 18.7% of faculty in 1998 and 26.9% in 2008.
- Asian/Pacific Islanders were 8.9% of all faculty in 1998 and 16.2% in 2008; Blacks were 7.1% in 1998 and 6.9% in 2008; Hispanics were 2.5% in 1998 and 3.4% in 2008; Whites were 81.2% in 1998 and 72.5% in 2008.
- The number of Asian/Pacific Islander faculty was 162.0% higher in 2008 than in 1998; the number of Hispanic faculty was 92.3% higher; the number of Black faculty was 39.7% higher; the number of White faculty was 27.9% higher.
- One-third of Emory's minority faculty were non-U.S. citizens in 2008. (See table 18.)

Table 2. 1998–2008 Total Full-Time Faculty by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	655	650	684	737	765	820	839	973	893	965	1,068
Male	1,401	1,431	1,474	1,494	1,518	1,551	1,594	1,680	1,671	1,727	1,877
<b>Total</b>	<b>2,056</b>	<b>2,081</b>	<b>2,158</b>	<b>2,231</b>	<b>2,283</b>	<b>2,371</b>	<b>2,433</b>	<b>2,653</b>	<b>2,564</b>	<b>2,692</b>	<b>2,945</b>

- Females were 31.9% of all faculty in 1998 and 36.3% in 2008.
- The number of female faculty was 63.1% higher in 2008 than in 1998; the number of male faculty was 34.0% higher.

Table 3. 1998–2008 Non-Tenure Track Full-Time Faculty by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	243	270	322	341	366	383	433	476	475	515	559
Asian/Pacific Islander	113	132	179	179	193	221	259	276	290	306	328
Black	96	97	99	108	117	111	115	128	121	142	153
Hispanic	31	39	42	51	51	46	53	68	59	63	73
Native American	3	2	2	3	5	5	6	4	5	4	5
<b>White</b>	784	824	849	907	923	967	984	1,138	1,031	1,065	1,181
Other	2	–	–	–	–	–	–	1	–	–	17
<b>Total</b>	<b>1,029</b>	<b>1,094</b>	<b>1,171</b>	<b>1,248</b>	<b>1,289</b>	<b>1,350</b>	<b>1,417</b>	<b>1,615</b>	<b>1,506</b>	<b>1,580</b>	<b>1,757</b>

- Minorities were 23.6% of all non-tenure track faculty in 1998 and 31.8% in 2008.
- Asian/Pacific Islanders were 11.0% of all non-tenure track faculty in 1998 and 18.7% in 2008; Blacks were 9.3% in 1998 and 8.7% in 2008; Hispanics were 3.0% in 1998 and 4.2% in 2008; Whites were 76.2% in 1998 and 67.2% in 2008.
- The number of Asian/Pacific Islander non-tenure track faculty was 190% higher in 2008 than in 1998; the number of Hispanic non-tenure track faculty was 135% higher; the number of Black non-tenure track faculty was 59.0% higher; the number of White non-tenure track faculty was 50.6% higher.

Table 4. 1998–2008 Non-Tenure Track Full-Time Faculty by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	402	415	449	488	507	544	572	697	608	649	731
Male	627	679	722	760	782	806	845	918	898	931	1,026
<b>Total</b>	<b>1,029</b>	<b>1,094</b>	<b>1,171</b>	<b>1,248</b>	<b>1,289</b>	<b>1,350</b>	<b>1,417</b>	<b>1,615</b>	<b>1,506</b>	<b>1,580</b>	<b>1,757</b>

- Females were 39.1% all non-tenure track faculty in 1998 and 41.6% in 2008.
- The number of female non-tenure track faculty was 81.8% higher in 2008 than in 1998; the number of male non-tenure track faculty was 63.6% higher.

Table 5. 1998–2008 Tenured Full-Time Faculty by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	79	81	80	84	89	94	100	110	121	122	134
Asian/Pacific Islander	35	40	41	46	50	52	54	57	68	70	79
Black	28	27	25	21	23	24	30	34	33	33	36
Hispanic	15	13	13	16	15	17	15	17	17	16	16
Native American	1	1	1	1	1	1	1	2	3	3	3
<b>White</b>	646	633	620	612	616	639	631	657	662	684	740
Other	–	–	–	–	–	–	–	–	–	–	–
<b>Total</b>	<b>725</b>	<b>714</b>	<b>700</b>	<b>696</b>	<b>705</b>	<b>733</b>	<b>731</b>	<b>767</b>	<b>783</b>	<b>806</b>	<b>874</b>

- Minorities were 10.9% of all tenured faculty in 1998 and 15.3% in 2008.
- Asian/Pacific Islanders were 4.8% of all tenured faculty in 1998 and 9.0% in 2008; Blacks were 3.9% in 1998 and 4.1% in 2008; Hispanics were 2.1% in 1998 and 1.8% in 2008; Whites were 89.1% in 1998 and 84.7% in 2008.
- The number of Asian/Pacific Islander tenured faculty was 126% higher in 2008 than in 1998; the number of Hispanic tenured faculty was 66.7% higher; the number of Black tenured faculty was 28.6% higher; the number of White tenured faculty was 14.6% higher.

Table 6. 1998–2008 Tenured Full-Time Faculty by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	151	147	152	152	159	175	175	190	186	207	229
Male	574	567	548	544	546	558	556	577	597	599	645
<b>Total</b>	<b>725</b>	<b>714</b>	<b>700</b>	<b>696</b>	<b>705</b>	<b>733</b>	<b>731</b>	<b>767</b>	<b>783</b>	<b>806</b>	<b>874</b>

- Females were 20.8% of all tenured faculty in 1998 and 26.2% in 2008.
- The number of female tenured faculty was 51.7% higher in 2008 than in 1998; the number of male tenured faculty was 12.4% higher.

Table 7. 1998–2008 Tenure Track, Not Tenured Full-Time Faculty by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	62	63	67	74	79	82	76	72	76	88	98
Asian/Pacific Islander	34	36	41	49	51	56	50	48	52	61	70
Black	22	19	19	16	19	17	15	14	11	13	15
Hispanic	6	8	7	9	9	9	11	9	12	13	11
Native American	–	–	–	–	–	–	–	1	1	1	2
<b>White</b>	240	210	223	213	210	206	209	194	199	218	215
Other	–	–	–	–	–	–	–	–	–	–	1
<b>Total</b>	<b>302</b>	<b>273</b>	<b>290</b>	<b>287</b>	<b>289</b>	<b>288</b>	<b>285</b>	<b>267</b>	<b>275</b>	<b>306</b>	<b>314</b>

- Minorities were 20.5% of all tenure track faculty in 1998 and 31.2% in 2008.
- Asian/Pacific Islanders were 11.3% of all tenure track faculty in 1998 and 22.3% in 2008; Blacks were 7.3% of all tenure track faculty in 1998 and 4.8% in 2008; Hispanics were 2.0% of all tenure track faculty in 1998 and 3.5% in 2008; Whites were 79.5% of all tenure track faculty in 1998 and 68.5% in 2008.
- The number of Asian/Pacific Islander tenure track faculty was 106% higher in 2008 than in 1998; the number of Hispanic tenure track faculty was 83.3% higher; the number of Black tenure track faculty was 46.7% lower; the number of White tenure track faculty was 10.4% lower.

Table 8. 1998–2008 Tenure Track, Not Tenured Full-Time Faculty by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	102	88	96	97	99	101	92	87	99	109	108
Male	200	185	194	190	190	187	193	180	176	197	206
<b>Total</b>	<b>302</b>	<b>273</b>	<b>290</b>	<b>287</b>	<b>289</b>	<b>288</b>	<b>285</b>	<b>267</b>	<b>275</b>	<b>306</b>	<b>314</b>

- Females were 33.8% of all tenure track faculty in 1998 and 34.4% in 2008.
- The number of female tenure track faculty was 5.9% higher in 2008 than in 1998; the number of male tenure track faculty was 3.0% higher.

**2008–2009 FULL-TIME FACULTY COMPOSITION**

Figure 1. 2008–2009 Full-Time Faculty Distribution by Race/Ethnicity

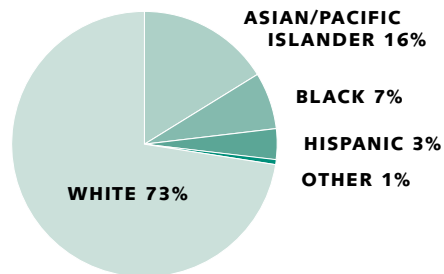
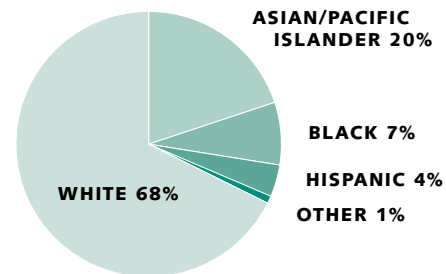
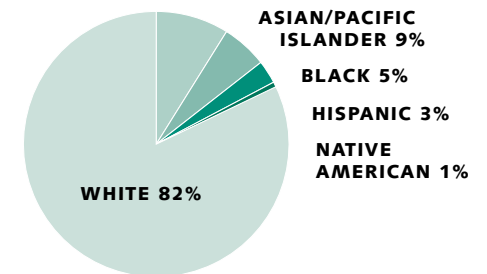
**ALL FACULTY (N=2,945)****MEDICAL (N=1,955)****NON MEDICAL (N=990)**

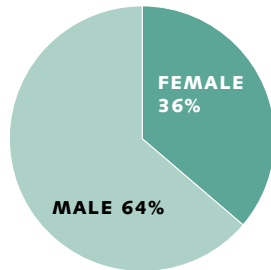
Table 9. 2008–2009 Full-Time Faculty Distribution by Academic Division and Race/Ethnicity

	Asian/Pacific Islander	Black	Hispanic	Native American	White	Other	Total
<b>Medical</b>	389	149	72	4	1,323	18	1,955
School of Medicine	389	149	72	4	1,323	18	1,955
<b>Non Medical</b>	88	55	28	6	813	–	990
Candler School of Theology	1	7	1	–	45	–	54
Emory College of Arts and Sciences	35	27	17	4	458	–	541
Goizueta Business School	17	3	3	1	61	–	85
Nell Hodgson Woodruff School of Nursing	1	4	–	–	35	–	40
Oxford College	4	1	1	–	47	–	53
Rollins School of Public Health	19	6	3	–	99	–	127
School of Law	2	4	–	1	51	–	58
Yerkes National Primate Research Center	9	3	3	–	17	–	32
<b>Total</b>	<b>477</b>	<b>204</b>	<b>100</b>	<b>10</b>	<b>2,136</b>	<b>18</b>	<b>2,945</b>

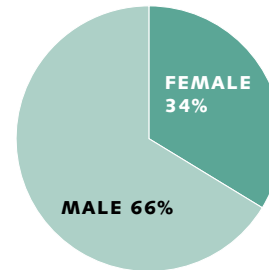
- The School of Medicine employed 66.4% of faculty; 81.6% of Asian/Pacific Islander faculty, 73.0% of Black faculty, 72.0% of Hispanic faculty, and 40.0% of Native American faculty.
- In the School of Medicine, 19.9% of faculty were Asian/Pacific Islander, 7.6% were Black, and 3.7% were Hispanic; outside the School of Medicine 8.9% of faculty were Asian/Pacific Islander, 5.6% were Black, and 2.8% were Hispanic.
- Within the academic divisions, the percentage of minority faculty was the highest in Yerkes National Primate Research Center (46.9%), followed by the School of Medicine (31.4%) and Goizueta Business School (28.2%); the percentage of White faculty was the highest in Oxford College (88.7%), followed by the School of Law (87.9%), and Nell Hodgson Woodruff School of Nursing (87.5%).

Figure 2. 2008–2009 Full-Time Faculty Distribution by Gender

ALL FACULTY (N=2,945)



MEDICAL (N=1,955)



NON MEDICAL (N=990)

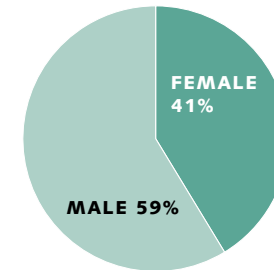


Table 10. 2008–2009 Full-Time Faculty Distribution by Academic Division and Gender

	Female	Male	Total
<b>Medical</b>	659	1,296	1,955
School of Medicine	659	1,296	1,955
<b>Non Medical</b>	409	581	990
Candler School of Theology	18	36	54
Emory College of Arts and Sciences	209	332	541
Goizueta Business School	21	64	85
Nell Hodgson Woodruff School of Nursing	38	2	40
Oxford College	26	27	53
Rollins School of Public Health	56	71	127
School of Law	26	32	58
Yerkes National Primate Research Center	15	17	32
<b>Total</b>	<b>1,068</b>	<b>1,877</b>	<b>2,945</b>

- The School of Medicine employed 61.7% of all female faculty and 69.0% of all male faculty.
- Within the academic divisions, the percentage of female faculty was the highest at the Nell Hodgson Woodruff School of Nursing (95.0%), followed by Oxford College (49.1%) and Yerkes National Primate Research Center (46.9%); the percentage of male faculty was highest at Goizueta Business School (75.3%), followed by Candler School of Theology (66.7%) and the School of Medicine (66.3%).

Figure 3. 2008–2009 Full-Time Faculty Distribution by Age

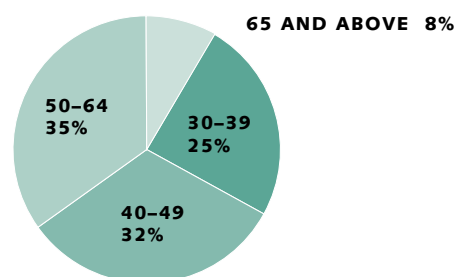
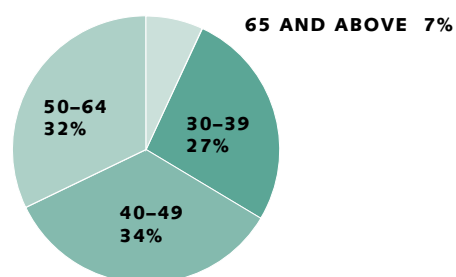
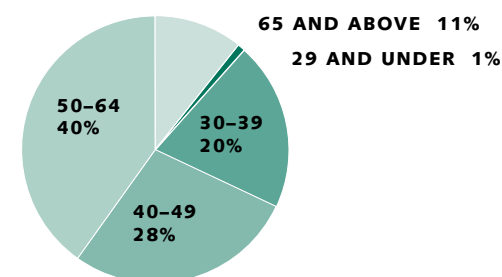
**ALL FACULTY (N=2,945)****MEDICAL (N=1,955)****NON MEDICAL (N=990)**

Table 11. 2008–2009 Full-Time Faculty Distribution by Academic Division and Age

	29 and under	30-39	40-49	50-64	65 and above	Total
<b>Medical</b>	1	521	670	628	135	1,955
School of Medicine	1	521	670	628	135	1,955
<b>Non Medical</b>	9	202	276	397	106	990
Candler School of Theology	–	5	16	26	7	54
Emory College of Arts and Sciences	7	94	151	215	74	541
Goizueta Business School	–	25	28	29	3	85
Nell Hodgson Woodruff School of Nursing	–	4	8	21	7	40
Oxford College	1	15	12	23	2	53
Rollins School of Public Health	1	37	32	50	7	127
School of Law	–	13	19	20	6	58
Yerkes National Primate Research Center	–	9	10	13	–	32
<b>Total</b>	<b>10</b>	<b>723</b>	<b>946</b>	<b>1,025</b>	<b>241</b>	<b>2,945</b>

- Two-thirds of the faculty were between 40 and 64.
- In three academic divisions, more than 50% of the faculty were 50 or above: Nell Hodgson Woodruff School of Nursing (70.0%), Candler School of Theology (61.1%), Emory College of Arts and Sciences (53.4%).

Table 12. 2008–2009 Full-Time Faculty Distribution by Academic Division and Tenure Status

	Non-Tenure Track	Tenure Track, Not Tenured	Tenured	Total
<b>Medical</b>	1,463	167	325	1,955
School of Medicine	1,463	167	325	1,955
<b>Non Medical</b>	294	147	549	990
Candler School of Theology	15	4	35	54
Emory College of Arts and Sciences	119	76	346	541
Goizueta Business School	26	22	37	85
Nell Hodgson Woodruff School of Nursing	27	3	10	40
Oxford College	9	14	30	53
Rollins School of Public Health	48	25	54	127
School of Law	23	1	34	58
Yerkes National Primate Research Center	27	2	3	32
<b>Total</b>	<b>1,757</b>	<b>314</b>	<b>874</b>	<b>2,945</b>

- Of all faculty, 40.3% were tenure track and tenured; within the School of Medicine, 25.2% of faculty were tenure track and tenured; outside the School of Medicine 70.3% of faculty were tenure track and tenured.
- The distribution of medical faculty was 74.8% non-tenure track, 8.5% tenure track, and 16.6% tenured.
- The distribution of non-medical faculty was 29.7% non-tenure track, 14.8% tenure track, and 55.5% tenured.

Table 13. 2008–2009 Full-Time Faculty Distribution by Race/Ethnicity and Tenure Status

	Non-Tenure Track	Tenure Track, Not Tenured	Tenured	Total
<b>Minority</b>	559	98	134	791
Asian/Pacific Islander	328	70	79	477
Black	153	15	36	204
Hispanic	73	11	16	100
Native American	5	2	3	10
<b>White</b>	1,181	215	740	2,136
Other	17	1	–	18
<b>Total</b>	<b>1,757</b>	<b>314</b>	<b>874</b>	<b>2,945</b>

- Most faculty were non-tenure track (59.7%).
- Of the non-tenure track faculty, 18.7% were Asian Pacific Islander, 8.7% were Black, 4.2% were Hispanic, and 67.2% were White.
- Of the tenure track faculty, 22.3% were Asian/Pacific Islander, 4.1% were Black, 3.5% were Hispanic, and 68.5% were White.
- Of the tenured faculty, 9.0% were Asian/Pacific Islander, 4.1% were Black, 1.8% were Hispanic, and 84.7% were White.

Table 14. 2008–2009 Full-Time Faculty Distribution by Gender and Tenure Status

	Non-Tenure Track	Tenure Track, Not Tenured	Tenured	Total
Female	731	108	229	1,068
Male	1,026	206	645	1,877
<b>Total</b>	<b>1,757</b>	<b>314</b>	<b>874</b>	<b>2,945</b>

- Females were 36.3% of all faculty, 41.6% of non-tenure track faculty, 34.4% of tenure track faculty, and 26.2% of tenured faculty.

Table 15. 2008–2009 Full-Time Faculty Distribution by Age and Tenure Status

	Non-Tenure Track	Tenure Track, Not Tenured	Tenured	Total
29 and under	4	6	–	10
30–39	530	161	32	723
40–49	606	123	217	946
50–64	546	22	457	1,025
65 and above	71	2	168	241
<b>Total</b>	<b>1,757</b>	<b>314</b>	<b>874</b>	<b>2,945</b>

- Non-tenure track faculty were evenly distributed among the age groups 30–39 (30.2%), 40–49 (34.5%), and 50–64 (31.1%).
- Of tenure track and tenured faculty, 40.3% were 50–54 and 14.3% were 65 and above.

Table 16. 2008–2009 Full-Time Faculty Distribution by Academic Division, Gender, and Race/Ethnicity

	Female							Female Total	Male						Male Total	Total
	Asian/ Pacific Islander	Black	Hispanic	Native American	White	Other	Asian/ Pacific Islander		Black	Hispanic	Native American	White	Other			
<b>Medical</b>	130	90	21	1	411	6	659	259	59	51	3	912	12	1,296	1,955	
School of Medicine	130	90	21	1	411	6	659	259	59	51	3	912	12	1,296	1,955	
<b>Non Medical</b>	34	29	9	2	335	–	409	54	26	19	4	478	–	581	990	
Candler School of Theology	1	2	–	–	15	–	18	–	5	1	–	30	–	36	54	
Emory College of Arts and Sciences	15	13	3	1	177	–	209	20	14	14	3	281	–	332	541	
Goizueta Business School	4	2	1	–	14	–	21	13	1	2	1	47	–	64	85	
Nell Hodgson Woodruff School of Nursing	1	4	–	–	33	–	38	–	–	–	–	2	–	2	40	
Oxford College	2	–	1	–	23	–	26	2	1	–	–	24	–	27	53	
Rollins School of Public Health	7	5	1	–	43	–	56	12	1	2	–	56	–	71	127	
School of Law	–	2	–	1	23	–	26	2	2	–	–	28	–	32	58	
Yerkes Na- tional Primate Research Center	4	1	3	–	7	–	15	5	2	–	–	10	–	17	32	
<b>Total</b>	<b>164</b>	<b>119</b>	<b>30</b>	<b>3</b>	<b>746</b>	<b>6</b>	<b>1,068</b>	<b>313</b>	<b>85</b>	<b>70</b>	<b>7</b>	<b>1,390</b>	<b>12</b>	<b>1,877</b>	<b>2,945</b>	

- Of all faculty, 5.6% were Asian/Pacific Islander females, 4.0% were Black females, 1.0% were Hispanic females, 25.3% were White females, 10.6% were Asian/Pacific Islander males, 2.9% were Black males, 2.4% were Hispanic males, and 47.2% were White males.
- Within the School of Medicine, 19.7% of female faculty and 20.0% of male faculty were Asian/Pacific Islander, 13.7% of female faculty and 4.6% of male faculty were Black, 3.2% of female faculty and 3.9% of male faculty were Hispanic, and 62.4% of female faculty and 70.4% of male faculty were White.
- Outside the School of Medicine, 8.3% of female faculty and 9.3% of male faculty were Asian/Pacific Islander, 7.1% of female faculty and 4.5% of male faculty were Black, 2.2% of female faculty and 3.3% of male faculty were Hispanic, and 81.9% of female faculty and 82.3% of male faculty were White.

Table 17. 2008–2009 Full-Time Faculty Distribution by Academic Division and Citizenship

	Permanent Resident	Temporary Visa	U.S. Citizen	Total
<b>Medical</b>	202	109	1,644	1,955
School of Medicine	202	109	1,644	1,955
<b>Non Medical</b>	67	65	858	990
Candler School of Theology	–	5	49	54
Emory College of Arts and Sciences	37	39	465	541
Goizueta Business School	6	9	70	85
Nell Hodgson Woodruff School of Nursing	–	–	40	40
Oxford College	5	2	46	53
Rollins School of Public Health	11	9	107	127
School of Law	2	–	56	58
Yerkes National Primate Research Center	6	1	25	32
<b>Total</b>	<b>269</b>	<b>174</b>	<b>2,502</b>	<b>2,945</b>

- Of all faculty, 9.1% were permanent residents, 5.9% were on temporary visas, and 85.0% were U.S. citizens.

Table 18. 2008–2009 Full-Time Faculty (Non-U.S. Citizen) Distribution by Academic Division and Race/Ethnicity

	Asian/Pacific Islander	Black	Hispanic	Native American	White	Other	Total
<b>Medical</b>	154	22	30	–	104	1	311
School of Medicine	154	22	30	–	104	1	311
<b>Non Medical</b>	43	1	7	3	78	–	132
Candler School of Theology	–	1	–	–	4	–	5
Emory College of Arts and Sciences	17	–	4	2	53	–	76
Goizueta Business School	6	–	2	1	6	–	15
Nell Hodgson Woodruff School of Nursing	–	–	–	–	–	–	–
Oxford College	4	–	–	–	3	–	7
Rollins School of Public Health	10	–	1	–	9	–	20
School of Law	–	–	–	–	2	–	2
Yerkes National Primate Research Center	6	–	–	–	1	–	7
<b>Total</b>	<b>197</b>	<b>23</b>	<b>37</b>	<b>3</b>	<b>182</b>	<b>1</b>	<b>443</b>

- Of the non-U.S. citizen faculty, 44.5% were Asian/Pacific Islander, 5.2% were Black, 8.4% were Hispanic, and 41.1% were White.
- Among the non-U.S. citizen faculty, 30 countries were represented. Countries of citizenship for Emory faculty include: Algeria, Australia, Bangladesh, Barbados, Brazil, Canada, China, Columbia, Denmark, Germany, Greece, India, Israel, Italy, Japan, Lebanon, Mexico, Moldova, the Netherlands, New Zealand, Pakistan, Peru, Russia, Serbia, South Africa, South Korea, Spain, Syrian Arab Republic, Ukraine, and the United Kingdom.



# Staff Diversity

**STAFF TABLE OF CONTENTS**

Table 19. 1998–2008 Full-Time Staff Distribution by Race/Ethnicity . . . . . 22

Table 20. 1998–2008 Full-Time Staff Distribution by Gender . . . . . 22

Table 21. 1998–2008 Full-Time Executive/Administrative Managerial (EAM) Staff Distribution by Race/Ethnicity. . . . . 23

Table 22. 1998–2008 Full-Time Executive/Administrative Managerial (EAM) Staff Distribution by Gender . . . . . 23

Table 23. 1998–2008 Full-Time Non-Executive/Administrative Managerial (Non-EAM) Staff Distribution by Race/Ethnicity. . . . . 24

Table 24. 1998–2008 Full-Time Non-Executive/Administrative Managerial (Non-EAM) Staff Distribution by Gender . . . . . 24

Figure 4. 2008–2009 Full-Time Staff Distribution by Division and Race/Ethnicity . . . . . 25

Table 25. 2008–2009 Full-Time Staff Distribution by Division and Race/Ethnicity . . . . . 26

Figure 5. 2008–2009 Full-Time Staff Distribution by Division and Gender . . . . . 27

Figure 6. 2008–2009 Full-Time Staff Distribution by Division and Age . . . . . 27

Table 26. 2008–2009 Full-Time Staff Distribution by Division and Gender . . . . . 28

Table 27. 2008–2009 Full-Time Staff Distribution by Division and Age. . . . . 29

Table 28. 2008–2009 Full-Time Staff Distribution by Division and Citizenship Status. . . . . 30

Table 29. 2008–2009 Full-Time Staff Distribution (Non-U.S. Citizens) by Division and Race/Ethnicity . . . . . 31

### TEN-YEAR TRENDS FOR STAFF COMPOSITION

Table 19. 1998–2008 Full-Time Staff Distribution by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	1,572	1,741	1,920	2,097	2,161	2,240	2,361	2,568	2,561	2,676	2,774
Asian/Pacific Islander	179	214	226	274	304	318	356	409	422	456	468
Black	1,323	1,446	1,604	1,715	1,740	1,797	1,872	2,013	1,996	2,071	2,152
Hispanic	62	72	81	101	109	112	120	134	133	138	142
Native American	8	9	9	7	8	13	13	12	10	11	12
<b>White</b>	2,459	2,465	2,592	2,711	2,749	2,767	2,682	3,096	2,840	3,021	3,055
Other	12	–	–	–	–	1	–	1	9	31	33
<b>Total</b>	<b>4,043</b>	<b>4,206</b>	<b>4,512</b>	<b>4,808</b>	<b>4,910</b>	<b>5,008</b>	<b>5,043</b>	<b>5,665</b>	<b>5,410</b>	<b>5,728</b>	<b>5,862</b>

- Minorities were 39.0% of all staff in 1998 and 47.6% in 2008.
- Blacks were 32.8% of all staff in 1998 and 36.9% in 2008; Asian/Pacific Islanders were 4.4% in 1998 and 8.0% in 2008; Hispanics were 1.5% in 1998 and 2.4% in 2008; Whites were 61.0% in 1998 and 52.4% in 2008.
- The number of Asian/Pacific Islander staff was 161.0% higher in 2008 than in 1998; the number of Hispanic staff was 129.0% higher; the number of Black staff was 62.7% higher; the number of White staff was 24.2% higher.
- Of Emory's minority staff, 14.8% were non-U.S. citizens in 2008. (See table 29.)

Table 20. 1998–2008 Full-Time Staff Distribution by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	2,679	2,810	3,018	3,189	3,267	3,313	3,315	3,774	3,571	3,765	3,880
Male	1,364	1,396	1,494	1,619	1,643	1,695	1,728	1,891	1,839	1,963	1,982
<b>Total</b>	<b>4,043</b>	<b>4,206</b>	<b>4,512</b>	<b>4,808</b>	<b>4,910</b>	<b>5,008</b>	<b>5,043</b>	<b>5,665</b>	<b>5,410</b>	<b>5,728</b>	<b>5,862</b>

- Females were 66.3% of all staff in 1998 and 66.2% in 2008.
- The number of female staff was 44.8% higher in 2008 than in 1998; the number of male staff was 45.3% higher.

Table 21. 1998–2008 Full-Time Executive/Administrative Managerial (EAM) Staff Distribution by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	57	74	92	94	102	115	127	157	162	188	192
Asian/Pacific Islander	3	4	6	5	6	5	11	21	29	35	35
Black	51	65	80	84	87	102	108	123	118	140	144
Hispanic	1	3	3	4	8	8	8	13	15	13	13
Native American	2	2	3	1	1	–	–	–	–	–	–
<b>White</b>	402	429	455	484	466	479	531	624	637	712	688
Other	–	–	–	–	–	–	–	–	2	3	3
<b>Total</b>	<b>459</b>	<b>503</b>	<b>547</b>	<b>578</b>	<b>568</b>	<b>594</b>	<b>658</b>	<b>781</b>	<b>801</b>	<b>903</b>	<b>883</b>

- Minorities were 12.4% of Executive/Administrative Managerial (EAM) staff in 1998 and 21.8% in 2008.
- Blacks were 11.1% of EAM staff in 1998 and 16.4% in 2008; Asian/Pacific Islanders were 0.7% in 1998 and 4.0% in 2008; Hispanics were 0.2% in 1998 and 1.5% in 2008; Whites were 87.6% in 1998 and 78.2% in 2008.

Table 22. 1998–2008 Full-Time Executive/Administrative Managerial (EAM) Staff Distribution by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	226	262	294	323	321	342	374	463	483	552	547
Male	233	241	253	255	247	252	284	318	318	351	336
<b>Total</b>	<b>459</b>	<b>503</b>	<b>547</b>	<b>578</b>	<b>568</b>	<b>594</b>	<b>658</b>	<b>781</b>	<b>801</b>	<b>903</b>	<b>883</b>

- Females were 49.2% of all EAM staff in 1998 and 61.9% in 2008.
- The number of female EAM staff was 142.0% higher in 2008 than in 1998; the number of male EAM staff was 50.7% higher.

Table 23. 1998–2008 Full-Time Non-Executive/Administrative Managerial (Non-EAM) Staff Distribution by Race/Ethnicity

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	1,515	1,667	1,828	2,003	2,059	2,126	2,234	2,411	2,399	2,488	2,582
Asian/Pacific Islander	176	210	220	269	298	313	345	388	393	421	433
Black	1,272	1,381	1,524	1,631	1,653	1,695	1,764	1,890	1,878	1,931	2,008
Hispanic	61	69	78	97	101	104	112	121	118	125	129
Native American	6	7	6	6	7	13	13	12	10	11	12
<b>White</b>	2,057	2,036	2,137	2,227	2,283	2,288	2,151	2,472	2,203	2,309	2,367
Other	12	–	–	–	–	1	–	1	7	28	30
<b>Total</b>	<b>3,584</b>	<b>3,703</b>	<b>3,965</b>	<b>4,230</b>	<b>4,342</b>	<b>4,414</b>	<b>4,385</b>	<b>4,884</b>	<b>4,609</b>	<b>4,825</b>	<b>4,979</b>

- Minorities were 42.3% of all non-EAM staff in 1998 and 51.9% in 2008.
- Blacks were 35.5% of non-EAM staff in 1998 and 40.3% in 2008; Asian/Pacific Islanders were 4.9% of non-EAM staff in 1998 and 8.7% in 2008; Hispanics were 1.7% of non-EAM staff in 1998 and 2.6% in 2008; Whites were 57.4% of non-EAM staff in 1998 and 47.5% in 2008.
- The number of Asian/Pacific Islander non-EAM staff was 146.0% higher in 2008 than in 1998; the number of Hispanic non-EAM staff was 111.0% times higher; the number of Black non-EAM staff was 57.9% higher; the number of White non-EAM staff was 15.1% higher.

Table 24. 1998–2008 Full-Time Non-Executive/Administrative Managerial (Non-EAM) Staff Distribution by Gender

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	2,453	2,548	2,724	2,866	2,946	2,971	2,941	3,311	3,088	3,213	3,333
Male	1,131	1,155	1,241	1,364	1,396	1,443	1,444	1,573	1,521	1,612	1,646
<b>Total</b>	<b>3,584</b>	<b>3,703</b>	<b>3,965</b>	<b>4,230</b>	<b>4,342</b>	<b>4,414</b>	<b>4,385</b>	<b>4,884</b>	<b>4,609</b>	<b>4,825</b>	<b>4,979</b>

- Females were 68.5% of non-EAM staff in 1998 and 66.9% in 2008.
- The number of female non-EAM staff was 35.9% higher in 2008 than in 1998; the number of male non-EAM staff was 45.5% higher.

**2008–2009 STAFF COMPOSITION**

Figure 4. 2008–2009 Full-Time Staff Distribution by Division and Race/Ethnicity

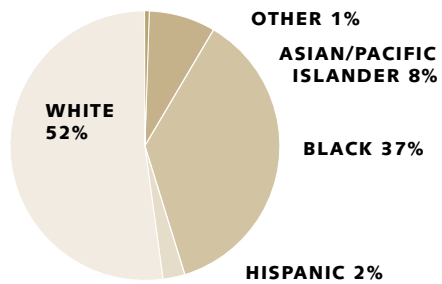
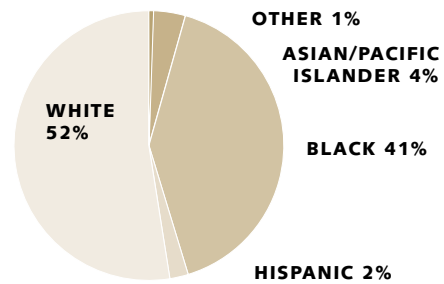
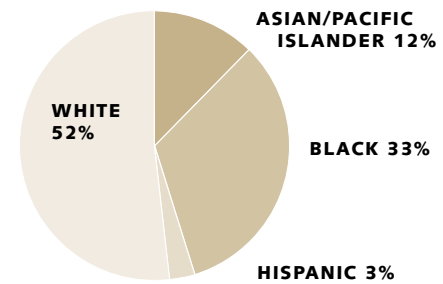
**ALL STAFF (N=5,862)****ADMINISTRATIVE (N=2,815)****ACADEMIC (N=3,047)**

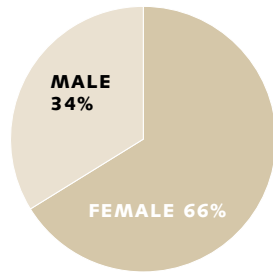
Table 25. 2008–2009 Full-Time Staff Distribution by Division and Race/Ethnicity

	Asian/Pacific Islander	Black	Hispanic	Native American	White	Other	Total
<b>Administrative Divisions</b>	108	1,152	56	6	1,477	16	2,815
Executive Vice President, Finance and Administration	40	743	35	2	553	6	1,379
Executive Vice President, Health Affairs/CEO Health Sciences Center	15	82	3	–	133	2	235
President of the University	30	204	11	1	521	5	772
Provost and Executive Vice President for Academic Affairs	23	123	7	3	270	3	429
<b>Academic Divisions</b>	360	1,000	86	6	1,578	17	3,047
Candler School of Theology	1	11	1	–	31	–	44
Emory College of Arts and Sciences	21	76	10	–	201	1	309
Goizueta Business School	9	36	1	–	55	–	101
Laney Graduate School	–	21	–	–	15	–	36
Nell Hodgson Woodruff School of Nursing	1	18	1	–	16	–	36
Oxford College	2	18	–	–	62	–	82
Rollins School of Public Health	20	79	6	1	142	2	250
School of Law	6	25	1	–	39	–	71
School of Medicine	262	617	52	4	860	13	1,808
Yerkes National Primate Research Center	38	99	14	1	157	1	310
<b>Total</b>	<b>468</b>	<b>2,152</b>	<b>142</b>	<b>12</b>	<b>3,055</b>	<b>33</b>	<b>5,862</b>

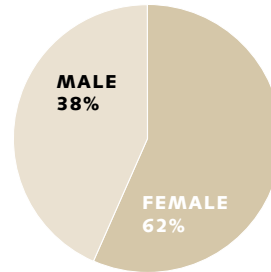
- In every division, more than 20% of staff were Black, and in three divisions more than 50% of staff were Black: EVP, Finance and Administration (53.9%), Laney Graduate School (58.3%), and Nell Hodgson Woodruff School of Nursing (50.0%).
- In the School of Medicine, 14.5% of staff were Asian/Pacific Islander.
- In every division, less than 5% of staff were Hispanic.

Figure 5. 2008–2009 Full-Time Staff Distribution by Division and Gender

ALL STAFF (N=5,862)



ADMINISTRATIVE (N=2,815)



ACADEMIC (N=3,047)

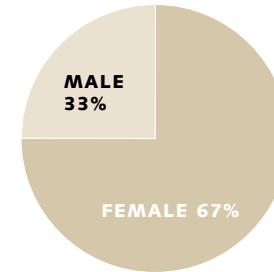
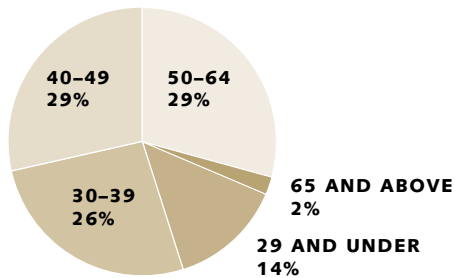
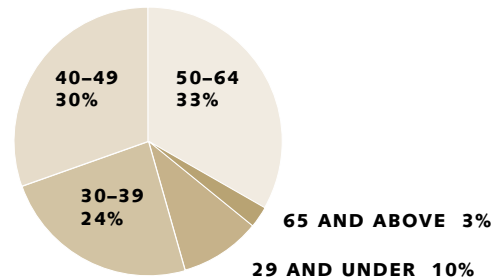


Figure 6. 2008–2009 Full-Time Staff Distribution by Division and Age

ALL STAFF (N=5,862)



ADMINISTRATIVE (N=2,815)



ACADEMIC (N=3,047)

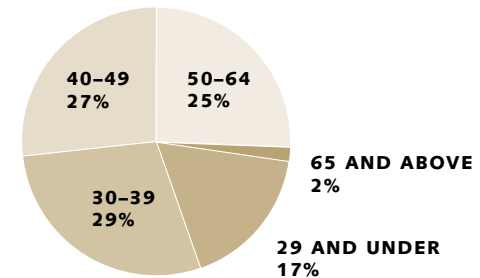


Table 26. 2008–2009 Full-Time Staff Distribution by Division and Gender

	Female	Male	Total
<b>Administrative Divisions</b>	1,594	1,221	2,815
Executive Vice President, Finance and Administration	602	777	1,379
Executive Vice President, Health Affairs/CEO Health Sciences Center	169	66	235
President of the University	532	240	772
Provost and Executive Vice President for Academic Affairs	291	138	429
<b>Academic Divisions</b>	2,286	761	3,047
Candler School of Theology	26	18	44
Emory College of Arts and Sciences	218	91	309
Goizueta Business School	83	18	101
Laney Graduate School	32	4	36
Nell Hodgson Woodruff School of Nursing	29	7	36
Oxford College	65	17	82
Rollins School of Public Health	207	43	250
School of Law	49	22	71
School of Medicine	1,389	419	1,808
Yerkes National Primate Research Center	188	122	310
<b>Total</b>	<b>3,880</b>	<b>1,982</b>	<b>5,862</b>

- In every division except one, more than 50% of staff were female.
- Female staff ranged from 43.7% in EVP, Finance and Administration to 88.9% in Laney Graduate School.

Table 27. 2008–2009 Full-Time Staff Distribution by Division and Age

	29 and under	30–39	40–49	50–64	65 and above	Total
<b>Administrative Divisions</b>	274	675	856	937	73	2,815
Executive Vice President, Finance and Administration	107	288	461	482	41	1,379
Executive Vice President, Health Affairs/CEO Health Sciences Center	28	72	59	72	4	235
President of the University	98	210	210	239	15	772
Provost and Executive Vice President for Academic Affairs	41	105	126	144	13	1,379
<b>Academic Divisions</b>	528	872	816	779	52	3,047
Candler School of Theology	8	11	9	15	1	44
Emory College of Arts and Sciences	50	81	93	76	9	309
Goizueta Business School	17	35	27	22	–	101
Laney Graduate School	2	8	13	12	1	36
Nell Hodgson Woodruff School of Nursing	6	11	9	9	7	36
Oxford College	2	27	17	24	12	82
Rollins School of Public Health	8	10	8	12	–	36
School of Law	10	18	18	23	2	71
School of Medicine	317	510	479	470	32	1,808
Yerkes National Primate Research Center	64	95	76	70	5	310
<b>Total</b>	<b>802</b>	<b>1,547</b>	<b>1,672</b>	<b>1,716</b>	<b>125</b>	<b>5,862</b>

- Most staff were evenly distributed among the age groups 30–39 (26.4%), 40–49 (28.5%), and 50–64 (29.3%).

Table 28. 2008–2009 Full-Time Staff Distribution by Division and Citizenship Status

	Permanent Resident	Temporary Visa	U.S. Citizen	Total
<b>Administrative Division</b>	86	32	2,697	2,815
Executive Vice President, Finance and Administration	42	8	1,329	1,379
Executive Vice President, Health Affairs/CEO Health Sciences Center	5	7	223	235
President of the University	24	10	738	772
Provost and Executive Vice President for Academic Affairs	15	7	407	429
<b>Academic Division</b>	231	168	2,648	3,047
Candler School of Theology	–	1	43	44
Emory College of Arts and Sciences	18	8	283	309
Goizueta Business School	3	2	96	101
Laney Graduate School	2	–	34	36
Nell Hodgson Woodruff School of Nursing	3	1	32	36
Oxford College	–	1	81	82
Rollins School of Public Health	7	8	235	250
School of Law	–	–	71	71
School of Medicine	152	127	1,529	1,808
Yerkes National Primate Research Center	46	20	244	310
<b>Total</b>	<b>317</b>	<b>200</b>	<b>5,345</b>	<b>5,862</b>

- Of all staff, 5.4% were permanent residents, 3.4% were on temporary visas, and 91.2% were U.S. citizens.

Table 29. 2008–2009 Full-Time Staff Distribution (Non-U.S. Citizens) by Division and Race/Ethnicity

	Asian/Pacific Islander	Black	Hispanic	White	Other	Total
<b>Administrative Divisions</b>	37	37	18	23	3	118
Executive Vice President, Finance and Administration	11	18	15	5	1	50
Executive Vice President, Health Affairs/CEO Health Sciences Center	7	2	–	2	1	12
President of the University	8	13	3	10	–	34
Provost and Executive Vice President for Academic Affairs	11	4	–	6	1	22
<b>Academic Divisions</b>	213	76	30	79	1	399
Candler School of Theology	–	–	–	1	–	1
Emory College of Arts and Sciences	11	2	–	13	–	26
Goizueta Business School	4	–	–	1	–	5
Laney Graduate School	–	1	–	1	–	2
Nell Hodgson Woodruff School of Nursing	–	2	–	2	–	4
Oxford College	–	–	–	1	–	1
Rollins School of Public Health	6	2	2	5	–	15
School of Law	–	–	–	–	–	–
School of Medicine	173	40	19	46	1	279
Yerkes National Primate Research Center	19	29	9	9	–	66
<b>Total</b>	<b>250</b>	<b>113</b>	<b>48</b>	<b>102</b>	<b>4</b>	<b>517</b>

- Of the non-U.S. citizen staff, 48.4% were Asian/Pacific Islander, 21.9% were Black, 9.3% were Hispanic, and 19.7% were White.
- Among the non-U.S. citizen staff, 51 countries were represented. Countries of citizenship for Emory staff include: Antigua and Barbuda, Argentina, Austria, Bahamas, Bangladesh, Belarus, Belgium, Benin, Brazil, Burkina Faso, Canada, China, Columbia, Costa Rica, Ecuador, Egypt, Ethiopia, Finland, France, Georgia, Germany, Ghana, Grenada, Hong Kong, India, Iraq, Jamaica, Japan, Lebanon, Malaysia, Mexico, the Netherlands, Nigeria, North Korea, Philippines, Poland, Russia, Saint Lucia, Sierra Leone, South Korea, Spain, Sudan, Syrian Arab Republic, Taiwan, Thailand, Trinidad and Tobago, Turkey, Uganda, the United Kingdom, Venezuela, and Vietnam.



# Student Diversity



## STUDENT TABLE OF CONTENTS

Table 30. 2000–2008 Student Distribution by Race/Ethnicity . . . . .	34
Table 31. 2000–2008 Student Distribution by Gender . . . . .	34
Figure 7. 2008–2009 Student Distribution by Race/Ethnicity . . . . .	35
Table 32. 2008–2009 Student Distribution by Academic Division and Race/Ethnicity . . . . .	36
Figure 8. 2008–2009 Student Distribution by Gender. . . . .	37
Table 33. 2008–2009 Student Distribution by Academic Division and Gender . . . . .	37
Figure 9. 2008–2009 Student Distribution by Age . . . . .	38
Table 34. 2008–2009 Student Distribution by Academic Division and Age . . . . .	38
Figure 10. 2008–2009 Student Distribution by Region . . . . .	39
Table 35. 2008–2009 Mid-Atlantic Students by Academic Level and State . . . . .	40
Table 36. 2008–2009 Midwest Students by Academic Level and State . . . . .	40
Table 37. 2008–2009 New England Students by Academic Level and State . . . . .	41
Table 38. 2008–2009 Southern Students by Academic Level and State . . . . .	41
Table 39. 2008–2009 Southwest Students by Academic Level and State . . . . .	42
Table 40. 2008–2009 Students from West and Other States by Academic Level and State . . . . .	42
Table 41. 2008–2009 Students by Academic Division and Citizenship . . . . .	43
Table 42. 2008–2009 Students (Non-U.S. Citizens) by Academic Division and Race/Ethnicity. . . . .	44
Figure 11. Student Top 10 Countries of Citizenship for Non-U.S. Citizen . . . . .	45

## TEN-YEAR TRENDS IN STUDENT COMPOSITION

Table 30. 2000–2008 Student Distribution by Race/Ethnicity

	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Minority</b>	2,800	3,268	3,307	3,258	3,456	3,705	3,985	4,215	4,604
Asian/Pacific Islander	1,292	1,577	1,634	1,610	1,768	1,924	2,159	2,290	2,587
Black	1,133	1,276	1,276	1,274	1,302	1,302	1,335	1,399	1,448
Hispanic	349	386	372	350	359	431	460	495	533
Native American	26	29	25	24	27	30	31	31	36
<b>White</b>	7,669	7,556	7,415	7,265	7,353	7,380	7,267	7,041	6,933
Other	929	619	878	1,131	972	1,049	1,086	1,314	1,218
<b>Total</b>	<b>11,398</b>	<b>11,443</b>	<b>11,600</b>	<b>11,654</b>	<b>11,781</b>	<b>12,134</b>	<b>12,338</b>	<b>12,570</b>	<b>12,755</b>

- Minorities were 24.6% of all students in 2000 and 36.1% in 2008.
- Asian/Pacific Islanders were 11.3% of all students in 2000 and 20.3% in 2008; Blacks were 9.9% in 2000 and 11.4% in 2008; Hispanics were 3.1% in 2000 and 4.2% in 2008; Whites were 67.3% in 2000 and 54.4% in 2008; students who identified as Other were 8.2% in 2000 and 9.5% in 2008.
- The number of Asian/Pacific Islander students was 100% higher in 2008 than in 2000; the number of Hispanic students was 52.7% higher; the number of Black students was 27.8% higher; the number of White students was 9.6% lower; the number of students who identified as Other was 31.1% higher.
- Of Emory's minority students, 31.6% were international in 2008. (See table 42.)

Table 31. 2000–2008 Student Distribution by Gender

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Female	6,348	6,383	6,510	6,570	6,747	7,019	7,110	7,135	7,139
Male	5,050	5,060	5,090	5,084	5,034	5,115	5,228	5,435	5,616
<b>Total</b>	<b>11,398</b>	<b>11,443</b>	<b>11,600</b>	<b>11,654</b>	<b>11,781</b>	<b>12,134</b>	<b>12,338</b>	<b>12,570</b>	<b>12,755</b>

- Females were 55.7% of all students in 2000 and 56.0% in 2008.
- The number of female students was 12.5% higher in 2008 than in 2000; the number of male students was 1.1% higher.

**2008–2009 STUDENT COMPOSITION**

Figure 7. 2008–2009 Student Distribution by Race/Ethnicity

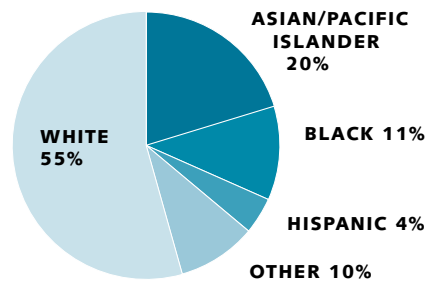
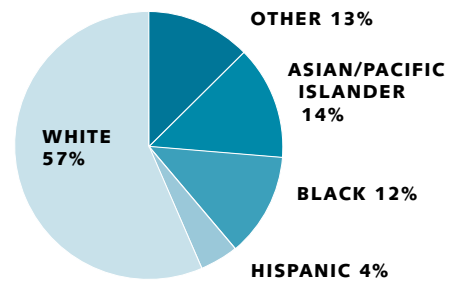
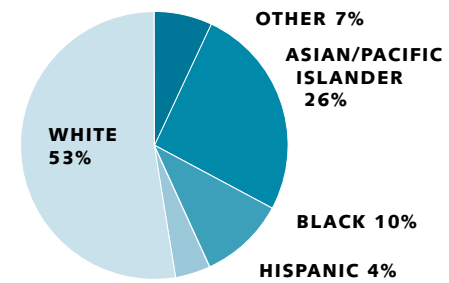
**ALL STUDENTS (N=12,755)****GRADUATE (N=5,865)****UNDERGRADUATE (N=6,890)**

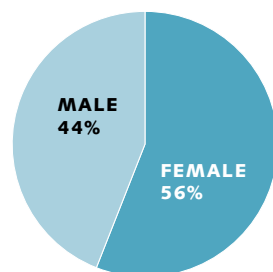
Table 32. 2008–2009 Student Distribution by Academic Division and Race/Ethnicity

	Asian/Pacific Islander	Black	Hispanic	Native American	White	Other	Total
<b>Graduate</b>	807	734	258	16	3,315	735	5,865
Candler School of Theology	32	122	3	–	314	35	506
Goizueta Business School	202	85	45	2	377	161	872
Laney Graduate School	255	184	73	3	1,125	285	1,925
Nell Hodgson Woodruff School of Nursing	13	36	2	1	94	14	160
Rollins School of Public Health	116	148	40	4	385	117	810
School of Law	80	76	64	4	408	83	715
School of Medicine: Allied Health	17	39	12	1	285	17	371
School of Medicine: MD Program	92	44	19	1	327	23	506
<b>Undergraduate</b>	1,780	714	275	20	3,618	483	6,890
Emory College of Arts and Sciences	1,361	518	203	13	2,745	374	5,214
Goizueta Business School	150	26	27	4	418	19	644
Nell Hodgson Woodruff School of Nursing	26	28	5	1	128	23	211
Oxford College	233	121	36	2	301	60	753
School of Medicine: Allied Health	10	21	4	–	26	7	68
<b>Total</b>	<b>2,587</b>	<b>1,448</b>	<b>533</b>	<b>36</b>	<b>6,933</b>	<b>1,218</b>	<b>12,755</b>

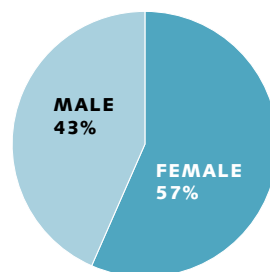
- Minorities were 40.5% of all undergraduate and 30.9% of all graduate students.
- Oxford College had the highest percentage of minority students (52.1%), followed by the School of Medicine Undergraduate Allied Health (51.5%) and Emory College of Arts and Sciences (40.2%).
- Minority students were less than 30% in the Laney Graduate School (26.8%), Nell Hodgson Woodruff School of Nursing (28.4%), and the School of Medicine Graduate Allied Health (18.6%).

Figure 8. 2008–2009 Student Distribution by Gender

ALL STUDENTS (N=12,755)



GRADUATE (N=5,865)



UNDERGRADUATE (N=6,890)

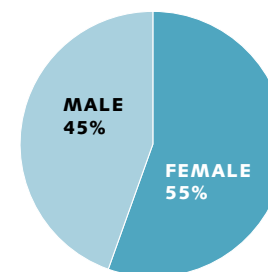


Table 33. 2008–2009 Student Distribution by Academic Division and Gender

	Female	Male	Total
<b>Graduate</b>	3,318	2,547	5,865
Candler School of Theology	258	248	506
Goizueta Business School	258	614	872
Laney Graduate School	1,165	760	1,925
Nell Hodgson Woodruff School of Nursing	151	9	160
Rollins School of Public Health	630	180	810
School of Law	345	370	715
School of Medicine: Allied Health	258	113	371
School of Medicine: MD Program	253	253	506
<b>Undergraduate</b>	3,821	3,069	6,890
Emory College of Arts and Sciences	2,876	2,338	5,214
Goizueta Business School	272	372	644
Nell Hodgson Woodruff School of Nursing	48	20	68
Oxford College	438	315	753
School of Medicine: Allied Health	187	24	211
<b>Total</b>	<b>7,139</b>	<b>5,616</b>	<b>12,755</b>

- Only Goizueta Business School and the School of Law had more male students than female students.
- The School of Medicine MD Program had an even number of female and male students.

Figure 9. 2008–2009 Student Distribution by Age

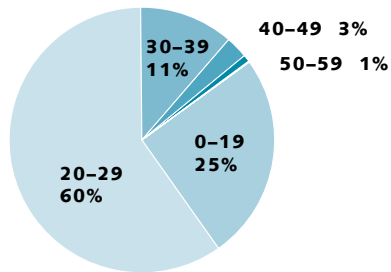
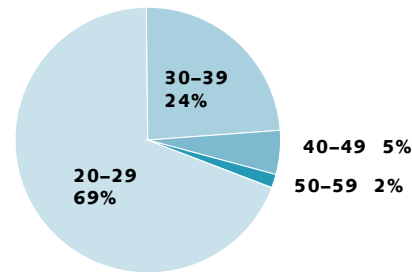
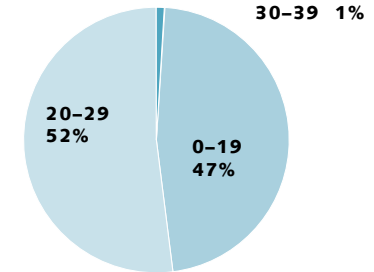
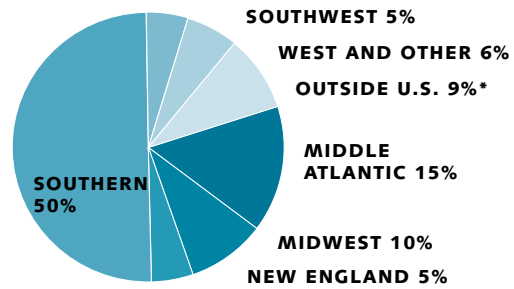
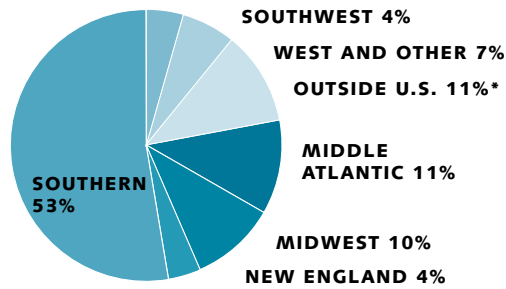
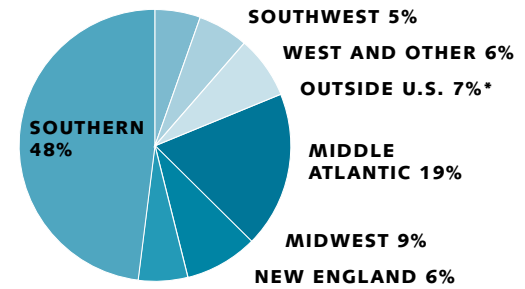
**ALL STUDENTS (N=12,755)****GRADUATE (N=5,865)****UNDERGRADUATE (N=6,890)**

Table 34. 2008–2009 Student Distribution by Academic Division and Age

	0–19	20–29	30–39	40–49	50–59	60–69	70–79	Total
<b>Graduate</b>	2	4,028	1,408	314	96	16	1	5,865
Candler School of Theology	–	286	112	60	37	11	–	506
Goizueta Business School	–	442	370	50	10	–	–	872
Laney Graduate School	1	1,249	566	86	20	3	–	1,925
Nell Hodgson Woodruff School of Nursing	–	84	49	19	7	–	1	160
Rollins School of Public Health	1	555	156	79	18	1	–	810
School of Law	–	665	44	5	1	–	–	715
School of Medicine: Allied Health	–	269	83	15	3	1	–	371
School of Medicine: MD Program	–	478	28	–	–	–	–	506
<b>Undergraduate</b>	3,212	3,581	58	30	9	–	–	6,890
Emory College of Arts and Sciences	2,477	2,720	6	7	4	–	–	5,214
Goizueta Business School	37	604	2	–	1	–	–	644
Nell Hodgson Woodruff School of Nursing	3	158	28	18	4	–	–	211
Oxford College	695	58	–	–	–	–	–	753
School of Medicine: Allied Health	–	41	22	5	–	–	–	68
<b>Total</b>	<b>3,214</b>	<b>7,609</b>	<b>1,466</b>	<b>344</b>	<b>105</b>	<b>16</b>	<b>1</b>	<b>12,755</b>

- The majority of students (59.7%) were between 20 and 29.

Figure 10. 2008–2009 Student Distribution by Region

**ALL STUDENTS (N=12,755)****GRADUATE (N=5,865)****UNDERGRADUATE (N=6,890)**

\*Student application made from outside United States.

Table 35. 2008–2009 Mid-Atlantic Students by Academic Level and State

	Graduate	Undergraduate	Total
Delaware	10	7	17
District of Columbia	42	16	58
Maryland	143	235	378
New Jersey	93	265	358
New York	250	573	823
Pennsylvania	120	185	305
<b>Total</b>	<b>658</b>	<b>1,281</b>	<b>1,939</b>

Table 36. 2008–2009 Midwest Students by Academic Level and State

	Graduate	Undergraduate	Total
Illinois	121	162	283
Indiana	52	60	112
Iowa	16	14	30
Kansas	29	24	53
Michigan	95	49	144
Minnesota	47	38	85
Missouri	47	64	111
Nebraska	21	6	27
North Dakota	2	1	3
Ohio	108	129	237
South Dakota	7	–	7
West Virginia	7	19	26
Wisconsin	46	30	76
<b>Total</b>	<b>598</b>	<b>596</b>	<b>1,194</b>

Table 37. 2008–2009 New England Students by Academic Level and State

	Graduate	Undergraduate	Total
Connecticut	38	138	176
Maine	14	19	33
Massachusetts	138	193	331
New Hampshire	14	24	38
Rhode Island	13	23	36
Vermont	10	8	18
<b>Total</b>	<b>227</b>	<b>405</b>	<b>632</b>

Table 38. 2008–2009 Southern Students by Academic Level and State

	Graduate	Undergraduate	Total
Alabama	111	103	214
Florida	319	579	898
Georgia	2,044	1,916	3,960
Kentucky	42	54	96
Louisiana	48	57	105
Mississippi	26	27	53
North Carolina	185	140	325
South Carolina	99	119	218
Tennessee	130	155	285
Virginia	148	91	239
<b>Total</b>	<b>3,152</b>	<b>3,241</b>	<b>6,393</b>

Table 39. 2008–2009 Southwest Students by Academic Level and State

	Graduate	Undergraduate	Total
Arkansas	22	16	38
Arizona	31	25	56
New Mexico	9	15	24
Oklahoma	17	28	45
Texas	181	288	469
<b>Total</b>	<b>260</b>	<b>372</b>	<b>632</b>

Table 40. 2008–2009 Students from West and U.S. Territories by Academic Level and State

	Graduate	Undergraduate	Total
Alaska	1	4	5
California	210	250	460
Colorado	31	48	79
Hawaii	9	–	9
Idaho	6	5	11
Montana	8	3	11
Nevada	8	8	16
Oregon	22	26	48
Puerto Rico	7	3	10
Utah	21	8	29
U.S. Virgin Islands	–	1	1
Washington	53	54	107
Wyoming	4	1	5
<b>Total</b>	<b>380</b>	<b>411</b>	<b>791</b>

Table 41. 2008–2009 Students by Academic Division and Citizenship

	Permanent Resident	Temporary Visa	Multiple Citizenship	U.S. Citizen	Total
<b>Graduate</b>	189	887	83	4,706	5,865
Candler School of Theology	5	59	2	440	506
Goizueta Business School	68	215	26	563	872
Laney Graduate School	49	429	6	1,441	1,925
Nell Hodgson Woodruff School of Nursing	7	1	4	148	160
Rollins School of Public Health	37	123	32	618	810
School of Law	3	41	4	667	715
School of Medicine: Allied Health	8	6	5	352	371
School of Medicine: MD Program	12	13	4	477	506
<b>Undergraduate</b>	347	549	215	5,779	6,890
Emory College of Arts and Sciences	253	385	165	4,411	5,214
Goizueta Business School	22	113	6	503	644
Oxford College	49	39	34	631	753
Nell Hodgson Woodruff School of Nursing	17	5	5	184	211
School of Medicine: Allied Health	6	7	5	50	68
<b>Total</b>	<b>536</b>	<b>1,436</b>	<b>298</b>	<b>10,485</b>	<b>12,755</b>

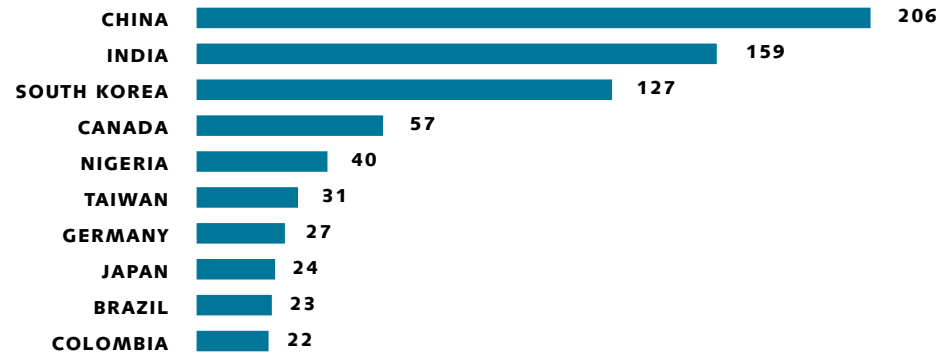
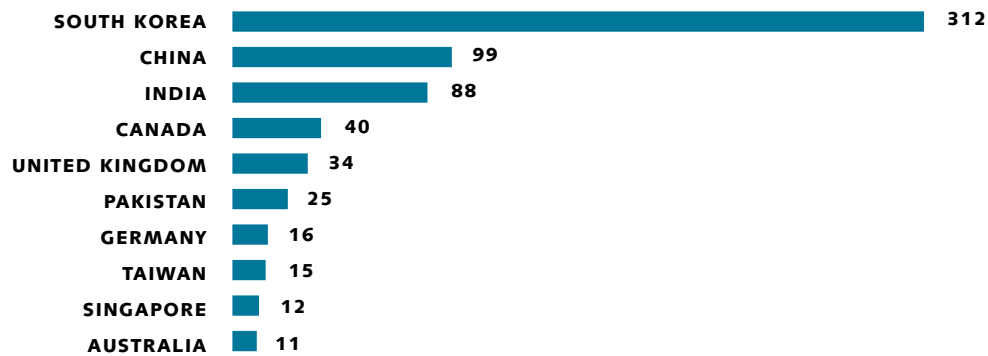
- Of all students, 4.2% were permanent residents, 11.3% were on temporary visas, 2.3% were citizens of more than one country, and 82.2% were U.S. citizens.

Table 42. 2008–2009 Students (Non-U.S. Citizens) by Academic Division and Race/Ethnicity

	Asian/Pacific Islander	Black	Hispanic	Native American	White	Other	Total
<b>Graduate</b>	428	109	72	–	216	334	1,159
Candler School of Theology	28	7	–	–	9	22	66
Goizueta Business School	150	14	27	–	47	71	309
Laney Graduate School	163	19	21	–	100	181	484
Nell Hodgson Woodruff School of Nursing	6	5	–	–	–	1	12
Rollins School of Public Health	46	47	13	–	29	57	192
School of Law	18	5	8	–	15	2	48
School of Medicine: Allied Health	6	5	1	–	7	–	19
School of Medicine: MD Program	11	7	2	–	9	–	29
<b>Undergraduate</b>	687	76	83	1	206	58	1,111
Emory College of Arts and Sciences	532	49	60	–	120	42	803
Goizueta Business School	61	1	9	1	67	2	141
Oxford College	79	10	10	–	14	9	122
Nell Hodgson Woodruff School of Nursing	10	10	2	–	3	2	27
School of Medicine: Allied Health	5	6	2	–	2	3	18
<b>Total</b>	<b>1,115</b>	<b>185</b>	<b>155</b>	<b>1</b>	<b>422</b>	<b>392</b>	<b>2,270</b>

- Of the non-U.S. citizen students, 49.1% were Asian/Pacific Islander, 8.1% were Black, 6.8% were Hispanic, 18.6% were White, and 17.3% identified as Other.

Figure 11. 2008–2009 Student Top 10 Countries of Citizenship for Non-U.S. Citizen

**GRADUATE STUDENTS (N=1,159)****UNDERGRADUATE STUDENTS (N=1,111)**

Notes continue on next page.

## Figure 11 notes. Top 10 Countries of Citizenship for Non-U.S. Citizen

- Graduate students come from 113 countries, and undergraduates come from 89 countries.
- Countries of citizenship for Emory graduate students include: Afghanistan, Albania, Algeria, Angola, Argentina, Australia, Austria, Bahamas, Bangladesh, Barbados, Belarus, Belgium, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Cameroon, Canada, Cayman Island, Chile, China, Colombia, Congo, Costa Rica, Cote D'Ivoire, Croatia, Cuba, Czech Republic, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Estonia, Ethiopia, Finland, France, Georgia, Germany, Ghana, Guatemala, Guyana, Haiti, Honduras, Hong Kong, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Republic of Kazakhstan, Kenya, Kuwait, Latvia, Lebanon, Lithuania, Malawi, Malaysia, Mexico, Moldova, Mozambique, Myanmar, Nepal, the Netherlands, Niger, Nigeria, Norway, North Korea, New Zealand, Pakistan, Panama, Peru, Philippines, Poland, Romania, Russia, Rwanda, Saudi Arabia, Serbia, Sierra Leone, Singapore, Spain, Sri Lanka, Saint Lucia, South Africa, South Korea, Suriname, Swaziland, Sweden, Switzerland, Taiwan, Republic of Tajikistan, Tanzania, Thailand, Trinidad and Tobago, Turkey, Turkmenistan, Uganda, the United Kingdom, Ukraine, Uruguay, Republic of Uzbekistan, Venezuela, Vietnam, and Zimbabwe.
- Countries of citizenship for Emory undergraduate students include: Algeria, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Belarus, Belgium, Belize, Bermuda, Bhutan, Bolivia, Brazil, Bulgaria, Cameroon, Canada, China, Colombia, Costa Rica, Croatia, Czech Republic, Denmark, Dominican Republic, Ecuador, El Salvador, Ethiopia, France, Germany, Ghana, Greece, Guatemala, Honduras, Hong Kong, Hungary, India, Indonesia, Iran, Iraq, Ireland, Italy, Jamaica, Japan, Jordan, Republic of Kazakhstan, Kenya, Kyrgyz Republic, Liberia, Malaysia, Mexico, Morocco, the Netherlands, Nicaragua, Nigeria, Netherland Antilles, North Korea, New Zealand, Pakistan, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Romania, Russia, Senegal, Singapore, Slovakia, Spain, Sri Lanka, South Africa, South Korea, Sudan, Sweden, Switzerland, Taiwan, Tanzania, Thailand, Trinidad and Tobago, Turkey, Uganda, the United Kingdom, Ukraine, Republic of Uzbekistan, Venezuela, Vietnam, and Zambia.

## Timeline

- 1836** Emory College is founded in Oxford, Georgia.
- 1844** The Methodist Episcopal Church asks for Board of Trustees Chairman Bishop James O. Andrew's resignation because of his ownership of slaves.
- 1880** President Atticus Haygood preaches a Thanksgiving Day sermon entitled "The New South," in which he urges Southerners to put provincialism and illiteracy behind them and to cultivate the growth of industry.
- 1882** Otto Cohan becomes the first Jewish faculty member. He teaches French and German.
- 1883** Mamie Haygood becomes the first female student to attend classes at Emory College.
- 1889** Emory's first international student Yun Ch'i-Ho arrives from Korea and enrolls in Emory College.
- 1915** Emory University moves to Atlanta.
- 1917** Eleonore Raoul enters the Lamar School of Law and becomes the first female student to officially enroll in the University.
- 1919** The first Jewish student, Benjamin Steinberg, enrolls in Emory College.
- 1929** Harris Hall opens as a residence for female nursing students.
- 1929** Evangeline Papageorge begins teaching biochemistry and clinical chemistry in the School of Medicine and becomes the first full-time female faculty member.
- 1944** Lettie Pate Whitehead Evans becomes the first woman elected to the Board of Trustees.
- 1953** Emory officially becomes a coeducational university with undergraduate women in residence.
- 1961** The Board of Trustees elects to integrate Emory University.
- 1962** Chair of the Board Henry Lumpkin Bowden wins a declaratory judgment from the Supreme Court of Georgia that overturns a segregation measure in the state constitution that eliminated property tax exemptions for private schools that attempted to integrate. As a result of this victory, Emory admits students regardless of race without losing its tax-exempt status.
- 1962** Robert W. Steele enrolls as a part-time student becoming the first Black student to attain credit.

- 1963** Emory graduates its first Black students, Verdell Bellmany and Allie Saxon, two students in the School of Nursing.
- 1969** President Sanford Atwood admits racism exists and is a problem at Emory. He founds the President's Commission on Campus Unrest and launches the University's first Affirmative Action Plan.
- 1970** After a student demonstration at Cox Hall protesting alleged discrimination against Black workers on campus, students and administrators pledged reconciliation and to work for an end to racism. As a result of this incident, staff had a formal means to have a say in campus governance through the establishment of the Employee Relations Council, later Employee Council.
- 1970** Morehouse College President Benjamin E. Mays delivers the commencement address and becomes Emory's first Black commencement speaker.
- 1971** Delores Aldridge becomes the first Black full-time faculty member and founding coordinator of the Black Studies Program, later the Department of African American Studies.
- 1971** University of California Los Angeles Vice Chancellor Rosemary Park delivers the commencement address and becomes Emory's first female commencement speaker.
- 1976** President Sanford Atwood establishes the President's Commission on the Status of Women (PCSW) to serve as an advisory body to the president on issues related to Emory University women.
- 1977** The first lesbian, gay, bisexual, and transgender student group, the Committee on Gay Education, later Emory Pride, forms.
- 1977** Ecumenical University Worship begins to provide a variety of worship experiences for the Emory community.
- 1979** President James Laney establishes the President's Commission on the Status of Minorities (PCSM) to address a wide range of minority concerns. In 2004 its name changed to the President's Commission on Race and Ethnicity (PCORE) to more accurately reflect the focus of the commission.
- 1979** A series of offices are founded that make Emory a more equitable and inclusive place. The Office of Equal Opportunity Programs is established. Minority Student Programs is established in 1979 to serve African American students at Emory. International Students and Scholars Programs is established to address the needs of international students.
- 1980** Roberto C. Goizueta becomes the first Hispanic member of the Board of Trustees and Ben Shapiro Jr. becomes the first Jewish member of the Board of Trustees.
- 1984** The Interreligious Council is formed to support the strong multi-faith presence on Emory's campus.
- 1985** The financial aid program begins to be enhanced to eventually allow Emory to offer need-blind admission.

- 1985** Bishop Earnest Newman becomes the first Black member of the Board of Trustees when he is elected as a term trustee.
- 1990** Minority Student Programs is reorganized to meet the growing needs of all students of color on campus, and its name changes to the Office of Multicultural Programs and Services in order to better reflect the population it serves.
- 1991** The Women's Center, later the Center for Women, is established.
- 1992** The Task Force on Lesbian, Gay, and Bisexual Concerns is formed to assess the campus climate for LGB people. The task force formalizes as the President's Commission on Lesbian, Gay, and Bisexual Concerns, later the President's Commission on Lesbian, Gay, Bisexual, and Transgender Concerns, most recently renamed the President's Commission on Sexuality, Gender Diversity, and Queer Equality to advise the president on issues related to queer communities at Emory.
- 1994** The Office of Disability Services and Compliance, later the Office of Disability Services, is established.
- 1997** A debate over whether to hold same-sex unions on campus arises. It is eventually decided that same-sex unions would be allowed in the University's ecumenical chapels.
- 2005** The Emory University vision statement is created to establish Emory's goal of becoming a destination university internationally recognized as an inquiry-driven, ethically engaged, and diverse community whose members work collaboratively for positive transformation in the world through courageous leadership in teaching, research, scholarship, health care, and social action.
- 2005** The Transforming Community Project is formed to engage all sectors of the Emory community in a process of discovery and dialogue about Emory's racial history, providing a context for people as they confront issues of diversity as a community. Its Community Dialogue program is later incorporated into the Office of Equal Opportunity Programs and expanded to include topics of gender, sexuality, and the Middle East Conflict.
- 2007** The Office of Community and Diversity is formed.
- 2007** The Emory Advantage Program is created to increase socioeconomic diversity of the student population.
- 2008** Emory's first rabbi, Victoria Armour-Hileman, is hired as a full-time staff member in the Office of Religious Life.

## Appendix A. Sources of Data

The 2008–2009 faculty and staff statistics are based on PeopleSoft data as of November 1, 2008, which is the official data for reporting faculty and staff data to the Integrated Postsecondary Education Data System (IPEDS). The faculty data extracted from PeopleSoft were sent for verification to human resources representatives and associate deans in each school and only corrected or verified data were included in the final report. Faculty data for School of Medicine were obtained from the SOM Faculty Database.

The student diversity data that are presented in this report are based on the date of record enrollment files produced by the Office of the Registrar. The 2008–2009 date of record enrollment file was extracted on September 17, 2008, following the deadline for schedule changes.

The 10-year faculty and staff trends rely on data assembled by the Office of Equal Opportunity Programs (EOP) Office for the Affirmative Action Plan. The 10-year student trends were generated using data from the registrar's enrollment reports.



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