

JOHNS HOPKINS UNIVERSITY, INSTITUTIONAL RESEARCH

ANNUAL DIVERSITY REPORT

JOHNS HOPKINS UNIVERSITY

2012-2013

UNIVERSITY PLANNING SERIES
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INSTITUTIONAL RESEARCH
GARLAND HALL 130
3400 N. CHARLES STREET
BALTIMORE, MD 21218-2688
PHONE 410-516-4107
FAX 410-516-3859

ANNUAL DIVERSITY REPORT

JOHNS HOPKINS UNIVERSITY

Each year we examine the diversity of Johns Hopkins University, considering the annual change in the representation of women and minorities in all academic divisions of the university. The Annual Diversity Reports provide a series of data tables that illustrate the diversity of faculty, staff, and students in each academic division. The reports show the current number and proportion of women and minorities among the full-time employees and all students at Johns Hopkins. Tables included in the reports show the diversity of faculty by rank and tenure status, the diversity of staff by type of job, and the diversity of students by level of instruction in fall 2012.

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

In fall 2010 new federal guidelines for collecting and reporting race and ethnicity information became effective. Under the new guidelines, there are now two variables for race and ethnicity so that Hispanic ethnicity can be separated from the racial categories. Individuals also have the option to identify more than one race, if they choose to indicate mixed racial background. A set of trumping rules is provided in order to produce an unduplicated count for federal reports. These rules give precedence to Hispanic ethnicity over any race and groups multi-racial non-Hispanic individuals into a “two or more races” category. The two or more races category is not included in this report, but it is used for federal reporting.

In this report, three variables are being reported on; Hispanic ethnicity, race (for non-Hispanic individuals) and under-represented minorities. Under-represented minorities include American Indian/Alaska Native, Pacific Islander/Native Hawaiian, Black and Hispanic. Internal reports utilize trumping rules that maximize the identification of these small minority groups so that anyone who identified with these groups is counted, even if they also indicated another race or ethnicity. International individuals are also identified under a category of Non-Resident Alien. A Non-Resident Alien is a person who is not a U.S. citizen or national, and is in the country on a visa or temporary basis. Non-Resident Aliens are identified first when race and ethnicity are to be reported on, and put in their own category, before race and ethnicity data are tabulated.

The appendix on “Reporting Conventions” that follows includes definitions for the terms used to classify individuals by gender, ethnicity, and type of job. The diversity figures for faculty and staff at Johns Hopkins University are based on data from SAP. Administrators in each division have helped to review and correct the faculty data. The diversity figures for students are based on data provided by the divisional Registrars. The Annual Diversity Reports reconcile with the official university census for fall 2012, including 21,000 students and 15,000 full-time faculty and staff.

JOHNS HOPKINS UNIVERSITY

KEY INDICATORS 2010-2012

UNIVERSITY TOTALS			
FACULTY			
<i>full-time faculty</i>	2010	2011	2012
BY RANK	<i>counts</i>		
FULL	924	943	973
ASSOCIATE	632	654	666
ASSISTANT	1044	1102	1145
Subtotal	2600	2699	2784
INSTRUCTOR	303	294	236
LECTURER	133	149	165
NO RANK	821	843	927
Subtotal	1257	1286	1328
Total	3857	3985	4112
BY TENURE STATUS	<i>counts</i>		
TENURED	941	967	992
TENURE TRACK	1718	1799	1813
Subtotal	2659	2766	2805
NON-TENURE TRACK	1198	1219	1307
Total	3857	3985	4112
STAFF			
	2010	2011	2012
<i>full-time staff</i>	<i>counts</i>		
EXECUTIVE	754	743	1335
PROFESSIONAL	4496	4768	4316
TECHNICAL	1491	1459	1703
Subtotal	6741	6970	7354
CLERICAL	3037	3081	2901
SKILLED CRAFTS	128	130	127
SERVICE/MTN	512	495	521
Subtotal	3677	3706	3549
Total	10418	10676	10903
STUDENTS			
	2010	2011	2012
<i>all students (FT and PT)</i>	<i>counts</i>		
UNDERGRADUATE	5935	5980	6153
GRADUATE	14547	14555	14207
PROFESSIONAL	463	455	479
POST-DOCTORAL	147	149	162
Total	21092	21139	21001
HR reclassified jobs effective fall 2012, see staff section within Appendix for details			

KEY INDICATORS 2010-2012

FEMALE							
FACULTY							
<i>full-time faculty</i>	2010	2011	2012		2010	2011	2012
BY RANK	<i>counts</i>				<i>percents</i>		
FULL	196	206	222		21.2%	21.8%	22.8%
ASSOCIATE	208	223	246		32.9%	34.1%	36.9%
ASSISTANT	486	505	517		46.6%	45.8%	45.2%
Subtotal	890	934	985		34.2%	34.6%	35.4%
INSTRUCTOR	158	153	130		52.1%	52.0%	55.1%
LECTURER	85	92	97		63.9%	61.7%	58.8%
NO RANK	384	422	435		46.8%	50.1%	46.9%
Subtotal	627	667	662		49.9%	51.9%	49.8%
Total	1517	1601	1647		39.3%	40.2%	40.1%
BY TENURE STATUS	<i>counts</i>				<i>percents</i>		
TENURED	197	208	218		20.9%	21.5%	22.0%
TENURE TRACK	706	748	769		41.1%	41.6%	42.4%
Subtotal	903	956	987		34.0%	34.6%	35.2%
NON-TENURE TRACK	614	645	660		51.3%	52.9%	50.5%
Total	1517	1601	1647		39.3%	40.2%	40.1%
STAFF							
<i>full-time staff</i>	2010	2011	2012		2010	2011	2012
EXECUTIVE	<i>counts</i>				<i>percents</i>		
EXECUTIVE	482	488	871		63.9%	65.7%	65.2%
PROFESSIONAL	3064	3226	2973		68.1%	67.7%	68.9%
TECHNICAL	980	967	1152		65.7%	66.3%	67.6%
Subtotal	4526	4681	4996		67.1%	67.2%	67.9%
CLERICAL	2693	2739	2600		88.7%	88.9%	89.6%
SKILLED CRAFTS	2	2	2		1.6%	1.5%	1.6%
SERVICE/MTN	208	200	206		40.6%	40.4%	39.5%
Subtotal	2903	2941	2808		79.0%	79.4%	79.1%
Total	7429	7622	7804		71.3%	71.4%	71.6%
STUDENTS							
<i>all students (FT and PT)</i>	2010	2011	2012		2010	2011	2012
UNDERGRADUATE	<i>counts</i>				<i>percents</i>		
UNDERGRADUATE	2993	2982	3116		50.4%	49.9%	50.6%
GRADUATE	7640	7486	7208		52.5%	51.4%	50.7%
PROFESSIONAL	223	225	224		48.2%	49.5%	46.8%
POST-DOCTORAL	80	84	92		54.4%	56.4%	56.8%
Total	10936	10777	10640		51.8%	51.0%	50.7%

HR reclassified jobs effective fall 2012, see staff section within Appendix for details

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KEY INDICATORS 2010-2012

UNDER-REPRESENTED MINORITIES						
FACULTY						
<i>full-time faculty</i>	2010	2011	2012	2010	2011	2012
BY RANK	<i>counts</i>			<i>percents</i>		
FULL	42	43	46	4.5%	4.6%	4.7%
ASSOCIATE	30	35	40	4.7%	5.4%	6.0%
ASSISTANT	91	104	109	8.7%	9.4%	9.5%
Subtotal	163	182	195	6.3%	6.7%	7.0%
INSTRUCTOR	31	37	18	10.2%	12.6%	7.6%
LECTURER	7	9	10	5.3%	6.0%	6.1%
NO RANK	43	49	54	5.2%	5.8%	5.8%
Subtotal	81	95	82	6.4%	7.4%	6.2%
Total	244	277	277	6.3%	7.0%	6.7%
BY TENURE STATUS	<i>counts</i>			<i>percents</i>		
TENURED	42	44	46	4.5%	4.6%	4.6%
TENURE TRACK	129	154	144	7.5%	8.6%	7.9%
Subtotal	171	198	190	6.4%	7.2%	6.8%
NON-TENURE TRACK	73	79	87	6.1%	6.5%	6.7%
Total	244	277	277	6.3%	7.0%	6.7%
STAFF						
<i>full-time staff</i>	2010	2011	2012	2010	2011	2012
EXECUTIVE	<i>counts</i>			<i>percents</i>		
EXECUTIVE	100	97	195	13.3%	13.1%	14.6%
PROFESSIONAL	674	742	694	15.0%	15.6%	16.1%
TECHNICAL	412	427	510	27.6%	29.3%	29.9%
Subtotal	1186	1266	1399	17.6%	18.2%	19.0%
CLERICAL	1212	1211	1158	39.9%	39.3%	39.9%
SKILLED CRAFTS	32	32	29	25.0%	24.6%	22.8%
SERVICE/MTN	422	401	400	82.4%	81.0%	76.8%
Subtotal	1666	1644	1587	45.3%	44.4%	44.7%
Total	2852	2910	2986	27.4%	27.3%	27.4%
STUDENTS						
<i>all students (FT and PT)</i>	2010	2011	2012	2010	2011	2012
UNDERGRADUATE	<i>counts</i>			<i>percents</i>		
UNDERGRADUATE	899	912	1003	15.1%	15.3%	16.3%
GRADUATE	2070	1838	1743	14.2%	12.6%	12.3%
PROFESSIONAL	49	67	75	10.6%	14.7%	15.7%
POST-DOCTORAL	10	12	15	6.8%	8.1%	9.3%
Total	3028	2829	2836	14.4%	13.4%	13.5%
Under-represented minorities - includes racial and ethnic groups American Indian/Alaska Native, black, Pacific Islander, and Hispanic.						
HR reclassified jobs effective fall 2012, see staff section within Appendix for details						

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TABLE 1 - GENDER OF FULL-TIME FACULTY BY RANK, FALL 2012

	FEMALE		MALE		Total	
	Count	Row N %	Count	Row N %	Count	Row N %
FULL	222	22.8%	751	77.2%	973	100.0%
ASSOC	246	36.9%	420	63.1%	666	100.0%
ASST	517	45.2%	628	54.8%	1145	100.0%
Subtotal	985	35.4%	1799	64.6%	2784	100.0%
INSTR	130	55.1%	106	44.9%	236	100.0%
LECT	97	58.8%	68	41.2%	165	100.0%
NO RANK	435	46.9%	492	53.1%	927	100.0%
Subtotal	662	49.8%	666	50.2%	1328	100.0%
Total	1647	40.1%	2465	59.9%	4112	100.0%

TABLE 2 - GENDER OF FULL-TIME FACULTY BY TENURE STATUS, FALL 2012

	FEMALE		MALE		Total	
	Count	Row N %	Count	Row N %	Count	Row N %
TENURED	218	22.0%	774	78.0%	992	100.0%
TENURE TRACK	769	42.4%	1044	57.6%	1813	100.0%
Subtotal	987	35.2%	1818	64.8%	2805	100.0%
NOT TENURE TRACK	660	50.5%	647	49.5%	1307	100.0%
Total	1647	40.1%	2465	59.9%	4112	100.0%

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TABLE 3A - RACE OF FULL-TIME FACULTY BY RANK, FALL 2012

	AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
	Count	Count	Count	Count	Count	Count	Count	Count	Count
FULL	1	20	0	21	87	835	5	25	973
ASSOC	1	26	1	28	115	500	11	12	666
ASST	4	63	2	69	221	734	81	40	1145
Subtotal	6	109	3	118	423	2069	97	77	2784
INSTR	3	13	0	16	51	149	18	2	236
LECT	0	5	0	5	17	126	12	5	165
NO RANK	5	34	0	39	204	535	134	15	927
Subtotal	8	52	0	60	272	810	164	22	1328
Total	14	161	3	178	695	2879	261	99	4112

TABLE 3B - RACE OF FULL-TIME FACULTY BY RANK, FALL 2012

	AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
FULL	0.1%	2.1%	0.0%	2.2%	8.9%	85.8%	0.5%	2.6%	100.0%
ASSOC	0.2%	3.9%	0.2%	4.2%	17.3%	75.1%	1.7%	1.8%	100.0%
ASST	0.3%	5.5%	0.2%	6.0%	19.3%	64.1%	7.1%	3.5%	100.0%
Subtotal	0.2%	3.9%	0.1%	4.2%	15.2%	74.3%	3.5%	2.8%	100.0%
INSTR	1.3%	5.5%	0.0%	6.8%	21.6%	63.1%	7.6%	0.8%	100.0%
LECT	0.0%	3.0%	0.0%	3.0%	10.3%	76.4%	7.3%	3.0%	100.0%
NO RANK	0.5%	3.7%	0.0%	4.2%	22.0%	57.7%	14.5%	1.6%	100.0%
Subtotal	0.6%	3.9%	0.0%	4.5%	20.5%	61.0%	12.3%	1.7%	100.0%
Total	0.3%	3.9%	0.1%	4.3%	16.9%	70.0%	6.3%	2.4%	100.0%

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**TABLE 4A - ETHNICITY OF FULL-TIME FACULTY BY RANK,
FALL 2012**

	HISPANIC	NOT HISPANIC	NRA	Total
	Count	Count	Count	Count
FULL	25	943	5	973
ASSOC	12	643	11	666
ASST	40	1024	81	1145
Subtotal	77	2610	97	2784
INSTR	2	216	18	236
LECT	5	148	12	165
NO RANK	15	778	134	927
Subtotal	22	1142	164	1328
Total	99	3752	261	4112

**TABLE 4B - ETHNICITY OF FULL-TIME FACULTY BY RANK,
FALL 2012**

	HISPANIC	NOT HISPANIC	NRA	Total
	Row N %	Row N %	Row N %	Row N %
FULL	2.6%	96.9%	0.5%	100.0%
ASSOC	1.8%	96.5%	1.7%	100.0%
ASST	3.5%	89.4%	7.1%	100.0%
Subtotal	2.8%	93.8%	3.5%	100.0%
INSTR	0.8%	91.5%	7.6%	100.0%
LECT	3.0%	89.7%	7.3%	100.0%
NO RANK	1.6%	83.9%	14.5%	100.0%
Subtotal	1.7%	86.0%	12.3%	100.0%
Total	2.4%	91.2%	6.3%	100.0%

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**TABLE 5A - UNDER-REPRESENTED MINORITY
FULL-TIME FACULTY BY RANK, FALL 2012**

	URM	NOT-URM	NRA	Total
	Count	Count	Count	Count
FULL	46	922	5	973
ASSOC	40	615	11	666
ASST	109	955	81	1145
Subtotal	195	2492	97	2784
INSTR	18	200	18	236
LECT	10	143	12	165
NO RANK	54	739	134	927
Subtotal	82	1082	164	1328
Total	277	3574	261	4112

**TABLE 5B - UNDER-REPRESENTED MINORITY
FULL-TIME FACULTY BY RANK, FALL 2012**

	URM	NOT-URM	NRA	Total
	Row N %	Row N %	Row N %	Row N %
FULL	4.7%	94.8%	0.5%	100.0%
ASSOC	6.0%	92.3%	1.7%	100.0%
ASST	9.5%	83.4%	7.1%	100.0%
Subtotal	7.0%	89.5%	3.5%	100.0%
INSTR	7.6%	84.7%	7.6%	100.0%
LECT	6.1%	86.7%	7.3%	100.0%
NO RANK	5.8%	79.7%	14.5%	100.0%
Subtotal	6.2%	81.5%	12.3%	100.0%
Total	6.7%	86.9%	6.3%	100.0%

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TABLE 6A - RACE OF FULL-TIME FACULTY BY TENURE STATUS, FALL 2012

	AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
	Count	Count	Count	Count	Count	Count	Count	Count	Count
TENURED	1	20	0	21	91	848	7	25	992
TENURE TRACK	5	85	3	93	363	1202	104	51	1813
Subtotal	6	105	3	114	454	2050	111	76	2805
NOT TENURE TRACK	8	56	0	64	241	829	150	23	1307
Total	14	161	3	178	695	2879	261	99	4112

TABLE 6B - RACE OF FULL-TIME FACULTY BY TENURE STATUS, FALL 2012

	AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
TENURED	0.1%	2.0%	0.0%	2.1%	9.2%	85.5%	0.7%	2.5%	100.0%
TENURE TRACK	0.3%	4.7%	0.2%	5.1%	20.0%	66.3%	5.7%	2.8%	100.0%
Subtotal	0.2%	3.7%	0.1%	4.1%	16.2%	73.1%	4.0%	2.7%	100.0%
NOT TENURE TRACK	0.6%	4.3%	0.0%	4.9%	18.4%	63.4%	11.5%	1.8%	100.0%
Total	0.3%	3.9%	0.1%	4.3%	16.9%	70.0%	6.3%	2.4%	100.0%

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**TABLE 7A - ETHNICITY OF FULL-TIME FACULTY BY TENURE STATUS,
FALL 2012**

	HISPANIC	NOT HISPANIC	NRA	Total
	Count	Count	Count	Count
TENURED	25	960	7	992
TENURE TRACK	51	1658	104	1813
Subtotal	76	2618	111	2805
NOT TENURE TRACK	23	1134	150	1307
Total	99	3752	261	4112

**TABLE 7B - ETHNICITY OF FULL-TIME FACULTY BY TENURE STATUS,
FALL 2012**

	HISPANIC	NOT HISPANIC	NRA	Total
	Row N %	Row N %	Row N %	Row N %
TENURED	2.5%	96.8%	0.7%	100.0%
TENURE TRACK	2.8%	91.5%	5.7%	100.0%
Subtotal	2.7%	93.3%	4.0%	100.0%
NOT TENURE TRACK	1.8%	86.8%	11.5%	100.0%
Total	2.4%	91.2%	6.3%	100.0%

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**TABLE 8A - UNDER-REPRESENTED MINORITY
FULL-TIME FACULTY BY TENURE STATUS, FALL 2012**

	URM	NOT-URM	NRA	Total
	Count	Count	Count	Count
TENURED	46	939	7	992
TENURE TRACK	144	1565	104	1813
Subtotal	190	2504	111	2805
NOT TENURE TRACK	87	1070	150	1307
Total	277	3574	261	4112

**TABLE 8B - UNDER-REPRESENTED MINORITY
FULL-TIME FACULTY BY TENURE STATUS, FALL 2012**

	URM	NOT-URM	NRA	Total
	Row N %	Row N %	Row N %	Row N %
TENURED	4.6%	94.7%	0.7%	100.0%
TENURE TRACK	7.9%	86.3%	5.7%	100.0%
Subtotal	6.8%	89.3%	4.0%	100.0%
NOT TENURE TRACK	6.7%	81.9%	11.5%	100.0%
Total	6.7%	86.9%	6.3%	100.0%

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TABLE 9 - GENDER OF FULL-TIME STAFF BY JOB TYPE, FALL 2012

	FEMALE		MALE		Total	
	Count	Row N %	Count	Row N %	Count	Row N %
EXECUTIVE	871	65.2%	464	34.8%	1335	100.0%
PROFESSIONAL	2973	68.9%	1343	31.1%	4316	100.0%
TECHNICAL	1152	67.6%	551	32.4%	1703	100.0%
Subtotal	4996	67.9%	2358	32.1%	7354	100.0%
CLERICAL	2600	89.6%	301	10.4%	2901	100.0%
SKILLED CRAFTS	2	1.6%	125	98.4%	127	100.0%
SERVICE/MTN	206	39.5%	315	60.5%	521	100.0%
Subtotal	2808	79.1%	741	20.9%	3549	100.0%
Total	7804	71.6%	3099	28.4%	10903	100.0%

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TABLE 10A - RACE OF FULL-TIME STAFF BY JOB TYPE, FALL 2012

	AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
	Count	Count	Count	Count	Count	Count	Count	Count	Count
EXECUTIVE	4	165	2	171	75	1056	9	24	1335
PROFESSIONAL	28	578	7	613	409	3043	170	81	4316
TECHNICAL	24	435	6	465	141	970	82	45	1703
Subtotal	56	1178	15	1249	625	5069	261	150	7354
CLERICAL	30	1080	6	1116	79	1659	4	43	2901
SKILLED CRAFTS	0	24	0	24	13	85	0	5	127
SERVICE/MTN	2	381	2	385	30	89	2	15	521
Subtotal	32	1485	8	1525	122	1833	6	62	3548
Total	88	2663	23	2774	747	6902	267	213	10903

TABLE 10B - RACE OF FULL-TIME STAFF BY JOB TYPE, FALL 2012

	AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
EXECUTIVE	0.3%	12.4%	0.1%	12.8%	5.6%	79.1%	0.7%	1.8%	100.0%
PROFESSIONAL	0.6%	13.4%	0.2%	14.2%	9.5%	70.5%	3.9%	1.9%	100.0%
TECHNICAL	1.4%	25.5%	0.4%	27.3%	8.3%	57.0%	4.8%	2.6%	100.0%
Subtotal	0.8%	16.0%	0.2%	17.0%	8.5%	68.9%	3.5%	2.0%	100.0%
CLERICAL	1.0%	37.2%	0.2%	38.5%	2.7%	57.2%	0.1%	1.4%	100.0%
SKILLED CRAFTS	0.0%	18.9%	0.0%	18.9%	10.2%	66.9%	0.0%	3.9%	100.0%
SERVICE/MTN	0.4%	73.1%	0.4%	73.9%	5.8%	17.1%	0.4%	2.9%	100.0%
Subtotal	0.9%	41.9%	0.2%	43.0%	3.4%	51.7%	0.2%	1.7%	100.0%
Total	0.8%	24.4%	0.2%	25.4%	6.9%	63.3%	2.4%	1.9%	100.0%

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TABLE 11A - ETHNICITY OF FULL-TIME STAFF BY JOB TYPE, FALL 2012

	HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
	Count	Count	Count	Count	Count
EXECUTIVE	24	1302	9	0	1335
PROFESSIONAL	81	4065	170	0	4316
TECHNICAL	45	1576	82	0	1703
Subtotal	150	6943	261	0	7354
CLERICAL	42	2854	4	1	2901
SKILLED CRAFTS	5	122	0	0	127
SERVICE/MTN	15	504	2	0	521
Subtotal	62	3480	6	1	3549
Total	212	10423	267	1	10903

TABLE 11B - ETHNICITY OF FULL-TIME STAFF BY JOB TYPE, FALL 2012

	HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
	Row N %	Row N %	Row N %	Row N %	Row N %
EXECUTIVE	1.8%	97.5%	0.7%	0.0%	100.0%
PROFESSIONAL	1.9%	94.2%	3.9%	0.0%	100.0%
TECHNICAL	2.6%	92.5%	4.8%	0.0%	100.0%
Subtotal	2.0%	94.4%	3.5%	0.0%	100.0%
CLERICAL	1.4%	98.4%	0.1%	0.0%	100.0%
SKILLED CRAFTS	3.9%	96.1%	0.0%	0.0%	100.0%
SERVICE/MTN	2.9%	96.7%	0.4%	0.0%	100.0%
Subtotal	1.7%	98.1%	0.2%	0.0%	100.0%
Total	1.9%	95.6%	2.4%	0.0%	100.0%

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**TABLE 12A - UNDER-REPRESENTED MINORITY
FULL-TIME STAFF BY JOB TYPE, FALL 2012**

	URM	NOT-URM	NRA	MISSING	Total
	Count	Count	Count	Count	Count
EXECUTIVE	195	1131	9	0	1335
PROFESSIONAL	694	3452	170	0	4316
TECHNICAL	510	1111	82	0	1703
Subtotal	1399	5694	261	0	7354
CLERICAL	1158	1738	4	1	2901
SKILLED CRAFTS	29	98	0	0	127
SERVICE/MTN	400	119	2	0	521
Subtotal	1587	1955	6	1	3549
Total	2986	7649	267	1	10903

**TABLE 12B - UNDER-REPRESENTED MINORITY
FULL-TIME STAFF BY JOB TYPE, FALL 2012**

	URM	NOT-URM	NRA	MISSING	Total
	Row N %	Row N %	Row N %	Row N %	Row N %
EXECUTIVE	14.6%	84.7%	0.7%	0.0%	100.0%
PROFESSIONAL	16.1%	80.0%	3.9%	0.0%	100.0%
TECHNICAL	29.9%	65.2%	4.8%	0.0%	100.0%
Subtotal	19.0%	77.4%	3.5%	0.0%	100.0%
CLERICAL	39.9%	59.9%	0.1%	0.0%	100.0%
SKILLED CRAFTS	22.8%	77.2%	0.0%	0.0%	100.0%
SERVICE/MTN	76.8%	22.8%	0.4%	0.0%	100.0%
Subtotal	44.7%	55.1%	0.2%	0.0%	100.0%
Total	27.4%	70.2%	2.4%	0.0%	100.0%

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**TABLE 13 - GENDER OF STUDENT ENROLLMENT BY TIME STATUS
AND ACADEMIC LEVEL, FALL 2012**

		FEMALE		MALE		Total	
		Count	Row N %	Count	Row N %	Count	Row N %
FULL-TIME	UNDERGRADUATE	3026	50.5%	2970	49.5%	5996	100.0%
	GRADUATE	3448	52.0%	3180	48.0%	6628	100.0%
	PROFESSIONAL	224	46.8%	255	53.2%	479	100.0%
	POST DOCTORAL	90	56.2%	70	43.8%	160	100.0%
	Total	6788	51.2%	6475	48.8%	13263	100.0%
PART-TIME	UNDERGRADUATE	90	57.3%	67	42.7%	157	100.0%
	GRADUATE	3760	49.6%	3819	50.4%	7579	100.0%
	PROFESSIONAL	0	0.0%	0	0.0%	0	0.0%
	POST DOCTORAL	2	100.0%	0	0.0%	2	100.0%
	Total	3852	49.8%	3886	50.2%	7738	100.0%
Total	UNDERGRADUATE	3116	50.6%	3037	49.4%	6153	100.0%
	GRADUATE	7208	50.7%	6999	49.3%	14207	100.0%
	PROFESSIONAL	224	46.8%	255	53.2%	479	100.0%
	POST DOCTORAL	92	56.8%	70	43.2%	162	100.0%
	Total	10640	50.7%	10361	49.3%	21001	100.0%

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TABLE 14A - RACE OF STUDENT ENROLLMENT BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Count	Count	Count	Count	Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	73	387	21	481	1237	3347	622	309	5996
	GRADUATE	53	330	21	404	774	2897	2247	306	6628
	PROFESSIONAL	5	43	2	50	146	247	22	14	479
	POST DOCTORAL	1	10	0	11	12	51	80	6	160
	Total	132	770	44	946	2169	6542	2971	635	13263
PART-TIME	UNDERGRADUATE	3	23	1	27	18	95	7	10	157
	GRADUATE	79	708	29	816	866	4663	497	737	7579
	PROFESSIONAL	0	0	0	0	0	0	0	0	0
	POST DOCTORAL	0	1	0	1	1	0	0	0	2
	Total	82	732	30	844	885	4758	504	747	7738
Total	UNDERGRADUATE	76	410	22	508	1255	3442	629	319	6153
	GRADUATE	132	1038	50	1220	1640	7560	2744	1043	14207
	PROFESSIONAL	5	43	2	50	146	247	22	14	479
	POST DOCTORAL	1	11	0	12	13	51	80	6	162
	Total	214	1502	74	1790	3054	11300	3475	1382	21001

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TABLE 14B - RACE OF STUDENT ENROLLMENT BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	1.2%	6.5%	0.4%	8.0%	20.6%	55.8%	10.4%	5.2%	100.0%
	GRADUATE	0.8%	5.0%	0.3%	6.1%	11.7%	43.7%	33.9%	4.6%	100.0%
	PROFESSIONAL	1.0%	9.0%	0.4%	10.4%	30.5%	51.6%	4.6%	2.9%	100.0%
	POST DOCTORAL	0.6%	6.2%	0.0%	6.9%	7.5%	31.9%	50.0%	3.8%	100.0%
	Total	1.0%	5.8%	0.3%	7.1%	16.4%	49.3%	22.4%	4.8%	100.0%
PART-TIME	UNDERGRADUATE	1.9%	14.6%	0.6%	17.2%	11.5%	60.5%	4.5%	6.4%	100.0%
	GRADUATE	1.0%	9.3%	0.4%	10.8%	11.4%	61.5%	6.6%	9.7%	100.0%
	PROFESSIONAL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	POST DOCTORAL	0.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
	Total	1.1%	9.5%	0.4%	10.9%	11.4%	61.5%	6.5%	9.7%	100.0%
Total	UNDERGRADUATE	1.2%	6.7%	0.4%	8.3%	20.4%	55.9%	10.2%	5.2%	100.0%
	GRADUATE	0.9%	7.3%	0.4%	8.6%	11.5%	53.2%	19.3%	7.3%	100.0%
	PROFESSIONAL	1.0%	9.0%	0.4%	10.4%	30.5%	51.6%	4.6%	2.9%	100.0%
	POST DOCTORAL	0.6%	6.8%	0.0%	7.4%	8.0%	31.5%	49.4%	3.7%	100.0%
	Total	1.0%	7.2%	0.4%	8.5%	14.5%	53.8%	16.5%	6.6%	100.0%

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**TABLE 15A - ETHNICITY OF STUDENT ENROLLMENT BY TIME STATUS
AND ACADEMIC LEVEL, FALL 2012**

		HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
		Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	551	4684	622	139	5996
	GRADUATE	240	3922	2247	219	6628
	PROFESSIONAL	27	426	22	4	479
	POST DOCTORAL	3	73	80	4	160
	Total	821	9105	2971	366	13263
PART-TIME	UNDERGRADUATE	2	138	7	10	157
	GRADUATE	354	6119	497	609	7579
	PROFESSIONAL	0	0	0	0	0
	POST DOCTORAL	0	2	0	0	2
	Total	356	6259	504	619	7738
Total	UNDERGRADUATE	553	4822	629	149	6153
	GRADUATE	594	10041	2744	828	14207
	PROFESSIONAL	27	426	22	4	479
	POST DOCTORAL	3	75	80	4	162
	Total	1177	15364	3475	985	21001

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**TABLE 15B - ETHNICITY OF STUDENT ENROLLMENT BY TIME STATUS
AND ACADEMIC LEVEL, FALL 2012**

		HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	9.2%	78.1%	10.4%	2.3%	100.0%
	GRADUATE	3.6%	59.2%	33.9%	3.3%	100.0%
	PROFESSIONAL	5.6%	88.9%	4.6%	0.8%	100.0%
	POST DOCTORAL	1.9%	45.6%	50.0%	2.5%	100.0%
	Total	6.2%	68.6%	22.4%	2.8%	100.0%
PART-TIME	UNDERGRADUATE	1.3%	87.9%	4.5%	6.4%	100.0%
	GRADUATE	4.7%	80.7%	6.6%	8.0%	100.0%
	PROFESSIONAL	0.0%	0.0%	0.0%	0.0%	0.0%
	POST DOCTORAL	0.0%	100.0%	0.0%	0.0%	100.0%
	Total	4.6%	80.9%	6.5%	8.0%	100.0%
Total	UNDERGRADUATE	9.0%	78.4%	10.2%	2.4%	100.0%
	GRADUATE	4.2%	70.7%	19.3%	5.8%	100.0%
	PROFESSIONAL	5.6%	88.9%	4.6%	0.8%	100.0%
	POST DOCTORAL	1.9%	46.3%	49.4%	2.5%	100.0%
	Total	5.6%	73.2%	16.5%	4.7%	100.0%

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**TABLE 16A - UNDER-REPRESENTED MINORITY STUDENT ENROLLMENT BY TIME STATUS AND
ACADEMIC LEVEL, FALL 2012**

		URM	NOT URM	NRA	UNKNOWN	Total
		Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	974	4261	622	139	5996
	GRADUATE	617	3545	2247	219	6628
	PROFESSIONAL	75	378	22	4	479
	POST DOCTORAL	14	62	80	4	160
	Total	1680	8246	2971	366	13263
PART-TIME	UNDERGRADUATE	29	111	7	10	157
	GRADUATE	1126	5347	497	609	7579
	PROFESSIONAL	0	0	0	0	0
	POST DOCTORAL	1	1	0	0	2
	Total	1156	5459	504	619	7738
Total	UNDERGRADUATE	1003	4372	629	149	6153
	GRADUATE	1743	8892	2744	828	14207
	PROFESSIONAL	75	378	22	4	479
	POST DOCTORAL	15	63	80	4	162
	Total	2836	13705	3475	985	21001

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TABLE 16B - UNDER-REPRESENTED MINORITY STUDENT ENROLLMENT BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		URM	NOT URM	NRA	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	16.2%	71.1%	10.4%	2.3%	100.0%
	GRADUATE	9.3%	53.5%	33.9%	3.3%	100.0%
	PROFESSIONAL	15.7%	78.9%	4.6%	0.8%	100.0%
	POST DOCTORAL	8.8%	38.8%	50.0%	2.5%	100.0%
	Total	12.7%	62.2%	22.4%	2.8%	100.0%
PART-TIME	UNDERGRADUATE	18.5%	70.7%	4.5%	6.4%	100.0%
	GRADUATE	14.9%	70.6%	6.6%	8.0%	100.0%
	PROFESSIONAL	0.0%	0.0%	0.0%	0.0%	0.0%
	POST DOCTORAL	50.0%	50.0%	0.0%	0.0%	100.0%
	Total	14.9%	70.5%	6.5%	8.0%	100.0%
Total	UNDERGRADUATE	16.3%	71.1%	10.2%	2.4%	100.0%
	GRADUATE	12.3%	62.6%	19.3%	5.8%	100.0%
	PROFESSIONAL	15.7%	78.9%	4.6%	0.8%	100.0%
	POST DOCTORAL	9.3%	38.9%	49.4%	2.5%	100.0%
	Total	13.5%	65.3%	16.5%	4.7%	100.0%

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TABLE 17 - GENDER OF NEW STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		FEMALE		MALE		Total	
		Count	Row N %	Count	Row N %	Count	Row N %
FULL-TIME	UNDERGRADUATE	857	52.3%	782	47.7%	1639	100.0%
	GRADUATE	1040	53.4%	908	46.6%	1948	100.0%
	PROFESSIONAL	50	41.7%	70	58.3%	120	100.0%
	POST DOCTORAL	20	54.1%	17	45.9%	37	100.0%
	Total	1967	52.5%	1777	47.5%	3744	100.0%
PART-TIME	UNDERGRADUATE	52	77.6%	15	22.4%	67	100.0%
	GRADUATE	828	51.4%	783	48.6%	1611	100.0%
	PROFESSIONAL	0	0.0%	0	0.0%	0	0.0%
	POST DOCTORAL	1	100.0%	0	0.0%	1	100.0%
	Total	881	52.5%	798	47.5%	1679	100.0%
Total	UNDERGRADUATE	909	53.3%	797	46.7%	1706	100.0%
	GRADUATE	1868	52.5%	1691	47.5%	3559	100.0%
	PROFESSIONAL	50	41.7%	70	58.3%	120	100.0%
	POST DOCTORAL	21	55.3%	17	44.7%	38	100.0%
	Total	2848	52.5%	2575	47.5%	5423	100.0%

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TABLE 18A - RACE OF NEW STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Count	Count	Count	Count	Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	21	115	3	139	324	881	189	106	1639
	GRADUATE	17	83	9	109	241	773	756	69	1948
	PROFESSIONAL	3	15	0	18	32	59	9	2	120
	POST DOCTORAL	1	2	0	3	4	7	22	1	37
	Total	42	215	12	269	601	1720	976	178	3744
PART-TIME	UNDERGRADUATE	3	6	1	10	9	48	0	0	67
	GRADUATE	14	167	8	189	196	946	95	185	1611
	PROFESSIONAL	0	0	0	0	0	0	0	0	0
	POST DOCTORAL	0	1	0	1	0	0	0	0	1
	Total	17	174	9	200	205	994	95	185	1679
Total	UNDERGRADUATE	24	121	4	149	333	929	189	106	1706
	GRADUATE	31	250	17	298	437	1719	851	254	3559
	PROFESSIONAL	3	15	0	18	32	59	9	2	120
	POST DOCTORAL	1	3	0	4	4	7	22	1	38
	Total	59	389	21	469	806	2714	1071	363	5423

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TABLE 18B - RACE OF NEW STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	1.3%	7.0%	0.2%	8.5%	19.8%	53.8%	11.5%	6.5%	100.0%
	GRADUATE	0.9%	4.3%	0.5%	5.6%	12.4%	39.7%	38.8%	3.5%	100.0%
	PROFESSIONAL	2.5%	12.5%	0.0%	15.0%	26.7%	49.2%	7.5%	1.7%	100.0%
	POST DOCTORAL	2.7%	5.4%	0.0%	8.1%	10.8%	18.9%	59.5%	2.7%	100.0%
	Total	1.1%	5.7%	0.3%	7.2%	16.1%	45.9%	26.1%	4.8%	100.0%
PART-TIME	UNDERGRADUATE	4.5%	9.0%	1.5%	14.9%	13.4%	71.6%	0.0%	0.0%	100.0%
	GRADUATE	0.9%	10.4%	0.5%	11.7%	12.2%	58.7%	5.9%	11.5%	100.0%
	PROFESSIONAL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	POST DOCTORAL	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Total	1.0%	10.4%	0.5%	11.9%	12.2%	59.2%	5.7%	11.0%	100.0%
Total	UNDERGRADUATE	1.4%	7.1%	0.2%	8.7%	19.5%	54.5%	11.1%	6.2%	100.0%
	GRADUATE	0.9%	7.0%	0.5%	8.4%	12.3%	48.3%	23.9%	7.1%	100.0%
	PROFESSIONAL	2.5%	12.5%	0.0%	15.0%	26.7%	49.2%	7.5%	1.7%	100.0%
	POST DOCTORAL	2.6%	7.9%	0.0%	10.5%	10.5%	18.4%	57.9%	2.6%	100.0%
	Total	1.1%	7.2%	0.4%	8.6%	14.9%	50.0%	19.7%	6.7%	100.0%

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**TABLE 19A - ETHNICITY OF NEW STUDENTS BY TIME STATUS
AND ACADEMIC LEVEL, FALL 2012**

		HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
		Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	192	1207	189	51	1639
	GRADUATE	77	1065	756	50	1948
	PROFESSIONAL	10	99	9	2	120
	POST DOCTORAL	0	14	22	1	37
	Total	279	2385	976	104	3744
PART-TIME	UNDERGRADUATE	2	65	0	0	67
	GRADUATE	85	1279	95	152	1611
	PROFESSIONAL	0	0	0	0	0
	POST DOCTORAL	0	1	0	0	1
	Total	87	1345	95	152	1679
Total	UNDERGRADUATE	194	1272	189	51	1706
	GRADUATE	162	2344	851	202	3559
	PROFESSIONAL	10	99	9	2	120
	POST DOCTORAL	0	15	22	1	38
	Total	366	3730	1071	256	5423

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**TABLE 19B - ETHNICITY OF NEW STUDENTS BY TIME STATUS
AND ACADEMIC LEVEL, FALL 2012**

		HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	11.7%	73.6%	11.5%	3.1%	100.0%
	GRADUATE	4.0%	54.7%	38.8%	2.6%	100.0%
	PROFESSIONAL	8.3%	82.5%	7.5%	1.7%	100.0%
	POST DOCTORAL	0.0%	37.8%	59.5%	2.7%	100.0%
	Total	7.5%	63.7%	26.1%	2.8%	100.0%
PART-TIME	UNDERGRADUATE	3.0%	97.0%	0.0%	0.0%	100.0%
	GRADUATE	5.3%	79.4%	5.9%	9.4%	100.0%
	PROFESSIONAL	0.0%	0.0%	0.0%	0.0%	0.0%
	POST DOCTORAL	0.0%	100.0%	0.0%	0.0%	100.0%
	Total	5.2%	80.1%	5.7%	9.1%	100.0%
Total	UNDERGRADUATE	11.4%	74.6%	11.1%	3.0%	100.0%
	GRADUATE	4.6%	65.9%	23.9%	5.7%	100.0%
	PROFESSIONAL	8.3%	82.5%	7.5%	1.7%	100.0%
	POST DOCTORAL	0.0%	39.5%	57.9%	2.6%	100.0%
	Total	6.7%	68.8%	19.7%	4.7%	100.0%

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TABLE 20A - NEW UNDER-REPRESENTED MINORITY STUDENTS BY TIME STATUS AND ACADEMIC LEVEL, FALL 2012

		URM	NOT URM	NRA	UNKNOWN	Total
		Count	Count	Count	Count	Count
FULL-TIME	UNDERGRADUATE	308	1091	189	51	1639
	GRADUATE	179	963	756	50	1948
	PROFESSIONAL	28	81	9	2	120
	POST DOCTORAL	3	11	22	1	37
	Total	518	2146	976	104	3744
PART-TIME	UNDERGRADUATE	12	55	0	0	67
	GRADUATE	265	1099	95	152	1611
	PROFESSIONAL	0	0	0	0	0
	POST DOCTORAL	1	0	0	0	1
	Total	278	1154	95	152	1679
Total	UNDERGRADUATE	320	1146	189	51	1706
	GRADUATE	444	2062	851	202	3559
	PROFESSIONAL	28	81	9	2	120
	POST DOCTORAL	4	11	22	1	38
	Total	796	3300	1071	256	5423

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**TABLE 20B - NEW UNDER-REPRESENTED MINORITY STUDENTS BY TIME STATUS AND
ACADEMIC LEVEL, FALL 2012**

		URM	NOT URM	NRA	UNKNOWN	Total
		Row N %	Row N %	Row N %	Row N %	Row N %
FULL-TIME	UNDERGRADUATE	18.8%	66.6%	11.5%	3.1%	100.0%
	GRADUATE	9.2%	49.4%	38.8%	2.6%	100.0%
	PROFESSIONAL	23.3%	67.5%	7.5%	1.7%	100.0%
	POST DOCTORAL	8.1%	29.7%	59.5%	2.7%	100.0%
	Total	13.8%	57.3%	26.1%	2.8%	100.0%
PART-TIME	UNDERGRADUATE	17.9%	82.1%	0.0%	0.0%	100.0%
	GRADUATE	16.4%	68.2%	5.9%	9.4%	100.0%
	PROFESSIONAL	0.0%	0.0%	0.0%	0.0%	0.0%
	POST DOCTORAL	100.0%	0.0%	0.0%	0.0%	100.0%
	Total	16.6%	68.7%	5.7%	9.1%	100.0%
Total	UNDERGRADUATE	18.8%	67.2%	11.1%	3.0%	100.0%
	GRADUATE	12.5%	57.9%	23.9%	5.7%	100.0%
	PROFESSIONAL	23.3%	67.5%	7.5%	1.7%	100.0%
	POST DOCTORAL	10.5%	28.9%	57.9%	2.6%	100.0%
	Total	14.7%	60.9%	19.7%	4.7%	100.0%

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TABLE 21 - GENDER OF NEW FROM HIGH SCHOOL UNDERGRADUATES, FALL 2012

		FEMALE	MALE	Total
AS	Count	495	368	863
	Row N %	57.4%	42.6%	100.0%
EN	Count	153	314	467
	Row N %	32.8%	67.2%	100.0%
PY	Count	31	30	61
	Row N %	50.8%	49.2%	100.0%
Total	Count	679	712	1391
	Row N %	48.8%	51.2%	100.0%

TABLE 22 - RACE OF NEW FROM HIGH SCHOOL UNDERGRADUATES, FALL 2012

		AMER INDIAN	BLACK	PACIFIC ISLAND	Subtotal - Minority Race	ASIAN	WHITE	NON-RESIDENT ALIEN	UNKNOWN	Total
AS	Count	11	67	3	81	174	478	66	64	863
	Row N %	1.3%	7.8%	0.3%	9.4%	20.2%	55.4%	7.6%	7.4%	100.0%
EN	Count	4	32	0	36	115	238	54	24	467
	Row N %	0.9%	6.9%	0.0%	7.7%	24.6%	51.0%	11.6%	5.1%	100.0%
PY	Count	0	9	0	9	11	26	11	4	61
	Row N %	0.0%	14.8%	0.0%	14.8%	18.0%	42.6%	18.0%	6.6%	100.0%
Total	Count	15	108	3	126	300	742	131	92	1391
	Row N %	1.1%	7.8%	0.2%	9.1%	21.6%	53.3%	9.4%	6.6%	100.0%

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**TABLE 23 - ETHNICITY OF NEW FROM HIGH SCHOOL UNDERGRADUATES,
FALL 2012**

		HISPANIC	NOT HISPANIC	NRA	UNKNOWN	Total
AS	Count	117	653	66	27	863
	Row N %	13.6%	75.7%	7.6%	3.1%	100.0%
EN	Count	55	346	54	12	467
	Row N %	11.8%	74.1%	11.6%	2.6%	100.0%
PY	Count	4	44	11	2	61
	Row N %	6.6%	72.1%	18.0%	3.3%	100.0%
Total	Count	176	1043	131	41	1391
	Row N %	12.7%	75.0%	9.4%	2.9%	100.0%

**TABLE 24 - NEW FROM HIGH SCHOOL UNDER-REPRESENTED MINORITY
UNDERGRADUATES, FALL 2012**

		URM	NOT URM	NRA	UNKNOWN	Total
AS	Count	187	583	66	27	863
	Row N %	21.7%	67.6%	7.6%	3.1%	100.0%
EN	Count	83	318	54	12	467
	Row N %	17.8%	68.1%	11.6%	2.6%	100.0%
PY	Count	12	36	11	2	61
	Row N %	19.7%	59.0%	18.0%	3.3%	100.0%
Total	Count	282	937	131	41	1391
	Row N %	20.3%	67.4%	9.4%	2.9%	100.0%

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APPENDIX – REPORTING CONVENTIONS

RACE AND ETHNICITY

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

The federal categories provide a consistent language for describing ethnicity and are a valuable source of information on the diversity of peer institutions. However, the federal categories are not without problems. They apply to United States citizens and permanent resident, non-citizens. The categories reflect a specific set of politically significant sub-groups within the American population. The categories are not based in scientific definitions of ethnic identity or racial origins. New rules for federal reporting put in place in 2010 expanded the number of racial and ethnic categories and allow individuals to indicate mixed race by selecting more than one category. The new categories separate the ethnicity question from the race question. It relies on a two-question format, determining first whether the individual is Hispanic or Latino, then classifying individuals who are not Hispanic into one of five races.

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

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

The ethnic categories used in this report are:

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

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

Pacific Islander – “a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands”

Asian – “a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This includes people from Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.”

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

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

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

Under-represented minority – “subgroup of those persons identified as American Indian/Alaska Native, black (non-Hispanic), Pacific Islander, or Hispanic. “

Race/ethnicity unknown – the category used to report students or employees whose race and ethnicity are not known.

[NATIONAL CENTER FOR EDUCATION STATISTICS]

ANNUAL DIVERSITY REPORT

APPENDIX – REPORTING CONVENTIONS

The new federal requirements for collecting and reporting enrollment and personnel information on race and ethnicity implemented by the U.S. Department of Education in fall 2010 changed the way we collect, store, and report the diversity of our faculty, staff, and students. The changes affect information managed by admissions, financial aid, registration, international offices, and human resources. Admission offices began to use the new approach for applications during summer 2010. The university also surveyed all students, in September 2010. The survey gave students a chance to review and update their information.

The new approach involved two major changes, giving individuals the chance to select more than one race and ethnic category and then specifying a set of rules to produce an unduplicated count for reports. Individuals are asked to respond to two questions about their identity. First, they are asked whether or not they are Hispanic. They are then given a chance to select one or more of the race categories.

The new approach splits Asian/Pacific Islander into two categories. It permits additional categories, for example to break out Hispanic or Asian. A series of trumping rules for reporting give precedence to Hispanic ethnicity over any race and will lump multi-racial, non-Hispanic individuals into a “two or more races” category. Someone who self-reports as Hispanic and Black will appear in the federal report as Hispanic. A non-Hispanic who selects American Indian and White will be reported as “two or more races”. A non-Hispanic who selects Asian and Pacific Islander will also be reported as “two or more races”. In general, these rules result in increased counts of Hispanic individuals, while reducing counts for many minority groups including Blacks and Native Americans. For this internal report, trumping rules are applied in a specific order after non-resident aliens are identified, in order to highlight the largest applicable number within the smaller minority race groups; American Indian, Pacific Islander, and Black.

The federal changes in reporting race and ethnicity also impact other regulatory, accreditation, and publishing agencies that collect diversity information about the university. It is challenging to report graduation rates and time to degree statistics for prior cohorts that entered under the old approach for race and ethnicity. It is important to remember that ethnicity data prior to 2010 cannot be directly compared to future data, given these changes. Trend tables in the front of this report show diversity figures for 2010, 2011 and 2012, calculated using the new approach.

FACULTY

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

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

The total number of faculty in this report includes all individuals employed by the university in a full-time position in November 2012. Faculty who are on sabbatical leave with pay and replacements for faculty on leave are included in the report. Faculty who are on leave without pay are not included.

STAFF

Staff positions are assigned to a job category based on job title, position classification, the nature of the work performed, and required skills, education and training. Each position is assigned to only one job category, based on the main responsibilities of the job. Only one position is reported per individual, so the report reflects an unduplicated count of the total number of employees at the university. The number of staff includes all full-time staff employed by the university as of November 2012.

ANNUAL DIVERSITY REPORT

APPENDIX – REPORTING CONVENTIONS

The 2007-08 Annual Diversity Reports were the first reports based on the faculty and staff data from the new personnel system in SAP. Faculty and staff data for the university have changed in several significant ways as a direct result of the migration of data into Hopkins One. Hopkins One uses an entirely new approach to naming job categories. Attributes like PCN, which were previously used to match Hopkins jobs to the job classification, no longer exist. Human Resources reclassified all faculty and staff positions as the university implemented SAP in 2007. Significant revisions to the SAP job code structure for all non-Bargaining Unit staff positions were made again in 2012. Many job groups and the codes within them were reclassified under a new job type. The reclassifications significantly increased, for example, the number of positions now reported as Executive. Due to the reclassification project in 2012, the total number of Executives for the university increased 80% from 743 in 2011 to 1335 in 2012. The majority of director-level jobs, such as IT and Administrative Manager, IT and Administrative Director, and Assistant Administrator are labeled as Executive positions after the 2012 reclassification, but were under the Professional category in 2011.

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

The job categories used in this report include:

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

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

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

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

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

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

STUDENTS

This report includes all full-time and part-time students enrolled at the university as of September 15, 2012. This date is the official reporting point at the beginning of the third full week of classes in the fall semester. Any student enrolled in courses creditable toward a degree or certificate is included in the total. The total thus includes both degree-seeking and non-degree seeking students, as long as they are enrolled in credit-bearing courses. The 2007-08 Annual Diversity Reports were the first reports based on the enrollment reported from the new student information system (ISIS).

There are a few specific omissions from the report. Students studying at a branch campus located in a foreign country, for example the SAIS centers in Nanjing and Bologna, are not included. Only partial student data for these two campuses is included in ISIS, as of fall 2012. Federal and state reports exclude students registered solely on foreign campuses. Students enrolled for study abroad are excluded if their enrollment is only an administrative record. Students who are only auditing classes are also excluded.