

**Wayne State University  
Full-Time Faculty  
2003  
Business Administration**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Accounting	5	1	4.3%	20.0%	15.7%	0	6.8%	0.0%	-6.8%	0	1.9%	0.0%	-1.9%	0	0.7%	0.0%	-0.7%	0	43.5%	0.0%	-43.5%
Finance/ Business Economics	6	1	2.6%	16.7%	14.1%	1	17.0%	16.7%	-0.3%	1	1.5%	16.7%	15.2%	0	0.2%	0.0%	-0.2%	1	21.3%	16.7%	-4.6%
Information Systems & Manufacturing	7	0	4.3%	0.0%	-4.3%	2	14.5%	28.6%	14.1%	0	2.4%	0.0%	-2.4%	0	0.6%	0.0%	-0.6%	2	30.3%	28.6%	-1.7%
Management	7	0	6.1%	0.0%	-6.1%	1	7.1%	14.3%	7.2%	0	2.5%	0.0%	-2.5%	0	0.7%	0.0%	-0.7%	2	37.1%	28.6%	-8.5%
Marketing	10	0	4.4%	0.0%	-4.4%	0	11.4%	0.0%	-11.4%	0	2.6%	0.0%	-2.6%	0	0.7%	0.0%	-0.7%	0	29.7%	0.0%	-29.7%

AVBL Data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED Data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Education**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Administration & Organization Studies	6	2	8.8%	33.3%	24.5%	0	3.5%	0.0%	-3.5%	0	3.3%	0.0%	-3.3%	0	0.8%	0.0%	-0.8%	3	70.3%	50.0%	-20.3%
Kinesiology, Health & Sports Studies	13	0	4.8%	0.0%	-4.8%	1	4.2%	7.7%	3.5%	0	2.9%	0.0%	-2.9%	0	0.7%	0.0%	-0.7%	3	51.7%	23.1%	-28.6%
Teacher Education	20	4	12.8%	20.0%	7.2%	1	1.7%	5.0%	3.3%	2	4.0%	10.0%	6.0%	1	1.0%	5.0%	4.0%	9	58.2%	45.0%	-13.2%
Theoretical Behavioral Foundations	10	1	6.6%	10.0%	3.4%	1	3.1%	10.0%	6.9%	0	5.1%	0.0%	-5.1%	0	0.7%	0.0%	-0.7%	2	67.2%	20.0%	-47.2%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Engineering**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Biomechanics Center	4	0	1.7%	0.0%	-1.7%	0	17.4%	0.0%	-17.4%	0	2.6%	0.0%	-2.6%	0	0.4%	0.0%	-0.4%	2	28.6%	50.0%	21.4%
Chemical Engineering & Materials Science	11	1	2.2%	9.1%	6.9%	3	20.3%	27.3%	7.0%	1	2.8%	9.1%	6.3%	0	0.3%	0.0%	-0.3%	2	21.6%	18.2%	-3.4%
Civil & Environmental Engineering	9	0	2.8%	0.0%	-2.8%	4	19.8%	44.4%	24.6%	0	4.0%	0.0%	-4.0%	0	0.3%	0.0%	-0.3%	2	16.4%	22.2%	5.8%
Electrical & Computer Engineering	19	0	2.7%	0.0%	-2.7%	12	26.0%	63.2%	37.2%	0	2.8%	0.0%	-2.8%	0	0.2%	0.0%	-0.2%	1	11.4%	5.3%	-6.1%
Engineering Technology	7	1	2.6%	14.3%	11.7%	3	25.7%	42.9%	17.2%	0	2.7%	0.0%	-2.7%	0	0.3%	0.0%	-0.3%	1	10.6%	14.3%	3.7%
Industrial & Manufacturing Engineering	9	2	5.2%	22.2%	17.0%	4	19.8%	44.4%	24.6%	0	3.5%	0.0%	-3.5%	0	0.5%	0.0%	-0.5%	1	24.5%	11.1%	-13.4%
Mechanical Engineering	15	1	2.3%	6.7%	4.4%	5	23.1%	33.3%	10.2%	0	2.5%	0.0%	-2.5%	0	0.4%	0.0%	-0.4%	0	9.8%	0.0%	-9.8%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University**  
**Full-Time Faculty**  
**2003**  
**Fine, Performing and Communication Arts**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Art and Art History	24	2	2.4%	8.3%	5.9%	0	12.8%	0.0%	-12.8%	1	4.5%	4.2%	-0.3%	0	0.4%	0.0%	-0.4%	8	53.2%	33.3%	-19.9%
Communication	14	2	7.9%	14.3%	6.4%	0	4.6%	0.0%	-4.6%	0	3.2%	0.0%	-3.2%	0	0.5%	0.0%	-0.5%	6	54.0%	42.9%	-11.1%
Dance	2	0	3.1%	0.0%	-3.1%	0	9.7%	0.0%	-9.7%	0	3.1%	0.0%	-3.1%	0	0.0%	0.0%	0.0%	1	81.3%	50.0%	-31.3%
Music	13	2	3.2%	15.4%	12.2%	0	16.6%	0.0%	-16.6%	0	4.8%	0.0%	-4.8%	0	0.7%	0.0%	-0.7%	4	48.2%	30.8%	-17.4%
Theatre	11	1	3.2%	9.1%	5.9%	0	1.9%	0.0%	-1.9%	0	3.4%	0.0%	-3.4%	0	0.4%	0.0%	-0.4%	2	55.7%	18.2%	-37.5%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Law**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Law Instructional Units	27	4	7.1%	14.8%	7.7%	1	2.9%	3.7%	0.8%	0	2.6%	0.0%	-2.6%	0	0.7%	0.0%	-0.7%	7	32.1%	25.9%	-6.2%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Liberal Arts**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Africana Studies	4	4	4.9%	100.0%	95.1%	0	5.6%	0.0%	-5.6%	0	3.5%	0.0%	-3.5%	0	0.6%	0.0%	-0.6%	1	50.1%	25.0%	-25.1%
Anthropology	8	1	3.2%	12.5%	9.3%	0	4.5%	0.0%	-4.5%	0	4.4%	0.0%	-4.4%	0	1.4%	0.0%	-1.4%	3	57.8%	37.5%	-20.3%
Classics, Greek & Latin	5	0	4.1%	0.0%	-4.1%	0	3.6%	0.0%	-3.6%	0	6.5%	0.0%	-6.5%	0	0.4%	0.0%	-0.4%	3	44.5%	60.0%	15.5%
Criminal Justice	4	0	8.4%	0.0%	-8.4%	0	6.7%	0.0%	-6.7%	0	4.2%	0.0%	-4.2%	0	0.8%	0.0%	-0.8%	0	57.6%	0.0%	-57.6%
Economics	11	0	3.9%	0.0%	-3.9%	5	14.0%	45.5%	31.5%	0	3.5%	0.0%	-3.5%	0	0.1%	0.0%	-0.1%	2	28.9%	18.2%	-10.7%
English	34	2	3.7%	5.9%	2.2%	0	4.2%	0.0%	-4.2%	2	3.1%	5.9%	2.8%	0	0.5%	0.0%	-0.5%	15	59.3%	44.1%	-15.2%
German & Slavic Studies	4	1	2.0%	25.0%	23.0%	0	4.9%	0.0%	-4.9%	0	5.1%	0.0%	-5.1%	0	0.4%	0.0%	-0.4%	1	59.4%	25.0%	-34.4%
History	16	2	3.7%	12.5%	8.8%	0	3.4%	0.0%	-3.4%	0	3.6%	0.0%	-3.6%	0	0.5%	0.0%	-0.5%	6	38.3%	37.5%	-0.8%
Near Eastern & Asian Studies	4	1	2.5%	25.0%	22.5%	0	16.1%	0.0%	-16.1%	0	4.3%	0.0%	-4.3%	0	0.3%	0.0%	-0.3%	2	59.2%	50.0%	-9.2%
Philosophy	9	0	1.9%	0.0%	-1.9%	0	3.2%	0.0%	-3.2%	0	3.5%	0.0%	-3.5%	0	0.6%	0.0%	-0.6%	1	27.6%	11.1%	-16.5%
Political Science	15	1	7.3%	6.7%	-0.6%	0	5.7%	0.0%	-5.7%	0	3.4%	0.0%	-3.4%	0	0.5%	0.0%	-0.5%	4	35.5%	26.7%	-8.8%
Romance Languages	16	0	2.0%	0.0%	-2.0%	0	5.0%	0.0%	-5.0%	4	15.6%	25.0%	9.4%	0	0.3%	0.0%	-0.3%	8	64.6%	50.0%	-14.6%
Sociology	8	2	8.3%	25.0%	16.7%	0	7.5%	0.0%	-7.5%	0	4.3%	0.0%	-4.3%	0	0.9%	0.0%	-0.9%	4	56.1%	50.0%	-6.1%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
University Libraries**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Library & Information Science	9	0	10.4%	0.0%	-10.4%	0	7.6%	0.0%	-7.6%	0	4.5%	0.0%	-4.5%	0	0.6%	0.0%	-0.6%	4	72.8%	44.4%	-28.4%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Medicine**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Anatomy	18	1	2.8%	5.6%	2.8%	2	12.4%	11.1%	-1.3%	2	4.1%	11.1%	7.0%	0	0.0%	0.0%	0.0%	3	50.4%	16.7%	-33.7%
Anesthesiology	1	0	3.8%	0.0%	-3.8%	0	14.8%	0.0%	-14.8%	0	3.8%	0.0%	-3.8%	0	0.1%	0.0%	-0.1%	0	28.2%	0.0%	-28.2%
Biochemistry	19	0	2.4%	0.0%	-2.4%	2	16.7%	10.5%	-6.2%	0	3.5%	0.0%	-3.5%	0	0.4%	0.0%	-0.4%	3	39.8%	15.8%	-24.0%
Cancer Institute	16	0	3.3%	0.0%	-3.3%	6	11.3%	37.5%	26.2%	0	4.0%	0.0%	-4.0%	0	0.1%	0.0%	-0.1%	7	29.7%	43.8%	14.1%
Community Medicine	3	0	5.2%	0.0%	-5.2%	0	8.0%	0.0%	-8.0%	0	2.7%	0.0%	-2.7%	0	0.1%	0.0%	-0.1%	2	42.3%	66.7%	24.4%
Ctr. Health Eff. Res.	1	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A
Ctr. Molec Med & Gen	7	0	2.5%	0.0%	-2.5%	0	16.2%	0.0%	-16.2%	0	3.4%	0.0%	-3.4%	0	0.4%	0.0%	-0.4%	1	43.4%	14.3%	-29.1%
Emergency Medicine	4	0	4.7%	0.0%	-4.7%	0	7.3%	0.0%	-7.3%	0	5.4%	0.0%	-5.4%	0	0.2%	0.0%	-0.2%	0	25.9%	0.0%	-25.9%
Family Medicine	5	0	5.5%	0.0%	-5.5%	1	6.1%	20.0%	13.9%	0	5.0%	0.0%	-5.0%	0	0.3%	0.0%	-0.3%	3	38.7%	60.0%	21.3%
Imm & Microbiology	16	0	2.3%	0.0%	-2.3%	5	18.1%	31.3%	13.2%	0	3.4%	0.0%	-3.4%	0	0.4%	0.0%	-0.4%	3	44.9%	18.8%	-26.2%
Internal Medicine	37	3	3.2%	8.1%	4.9%	6	13.1%	16.2%	3.1%	1	3.9%	2.7%	-1.2%	0	0.1%	0.0%	-0.1%	5	27.0%	13.5%	-13.5%
Neurology	10	0	1.3%	0.0%	-1.3%	2	10.9%	20.0%	9.1%	0	3.3%	0.0%	-3.3%	0	0.1%	0.0%	-0.1%	2	27.2%	20.0%	-7.2%
Neurosurgery	1	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	1	N / A	100.0%	N / A	0	N / A	0.0%	N / A	1	N / A	100.0%	N / A
OB/Gyn	16	0	6.6%	0.0%	-6.6%	1	8.3%	6.3%	-2.1%	0	4.8%	0.0%	-4.8%	0	0.1%	0.0%	-0.1%	0	40.4%	0.0%	-40.4%
Ophthalmology	7	0	1.7%	0.0%	-1.7%	2	14.6%	28.6%	14.0%	0	3.1%	0.0%	-3.1%	0	0.1%	0.0%	-0.1%	0	24.9%	0.0%	-24.9%
Otolaryngology	7	1	2.2%	14.3%	12.1%	0	10.0%	0.0%	-10.0%	0	1.8%	0.0%	-1.8%	0	0.0%	0.0%	0.0%	3	20.7%	42.9%	22.2%
Pathology	15	1	1.4%	6.7%	5.3%	7	14.7%	46.7%	32.0%	0	4.1%	0.0%	-4.1%	0	0.0%	0.0%	0.0%	5	29.2%	33.3%	4.1%
Pediatrics	27	0	3.4%	0.0%	-3.4%	12	10.9%	44.4%	33.5%	0	5.0%	0.0%	-5.0%	0	0.1%	0.0%	-0.1%	6	43.2%	22.2%	-21.0%
Pharmacology	14	0	2.4%	0.0%	-2.4%	3	17.2%	21.4%	4.2%	1	3.3%	7.1%	3.8%	0	0.4%	0.0%	-0.4%	3	44.4%	21.4%	-23.0%
Physiology	16	2	2.5%	12.5%	10.0%	2	15.1%	12.5%	-2.6%	0	3.6%	0.0%	-3.6%	0	0.4%	0.0%	-0.4%	2	43.0%	12.5%	-30.5%
Psychiatry	15	0	3.3%	0.0%	-3.3%	1	7.2%	6.7%	-0.5%	1	4.0%	6.7%	2.7%	0	0.2%	0.0%	-0.2%	2	36.8%	13.3%	-23.5%
Radiation Oncology	7	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	1	N / A	14.3%	N / A
Radiology	3	0	2.1%	0.0%	-2.1%	1	14.0%	33.3%	19.3%	0	3.7%	0.0%	-3.7%	0	0.1%	0.0%	-0.1%	1	23.5%	33.3%	9.8%
Surgery	14	0	2.9%	0.0%	-2.9%	2	10.3%	14.3%	4.0%	1	3.8%	7.1%	3.3%	0	0.2%	0.0%	-0.2%	2	13.6%	14.3%	0.7%
Urology	2	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	1	N / A	50.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Nursing**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Adult Health	12	0	5.0%	0.0%	-5.0%	0	3.0%	0.0%	-3.0%	0	1.8%	0.0%	-1.8%	0	0.9%	0.0%	-0.9%	11	96.0%	91.7%	-4.3%
Family & Community	12	3	5.0%	25.0%	20.0%	0	3.0%	0.0%	-3.0%	0	1.8%	0.0%	-1.8%	0	0.9%	0.0%	-0.9%	12	96.0%	100.0%	4.0%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Pharmacy and Allied Health**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Clinical Laboratory Science	1	0	3.5%	0.0%	-3.5%	0	15.7%	0.0%	-15.7%	0	3.2%	0.0%	-3.2%	0	0.4%	0.0%	-0.4%	1	51.0%	100.0%	49.0%
Dean's Office Pharmacy / Allied Hlth	2	0	4.7%	0.0%	-4.7%	0	12.1%	0.0%	-12.1%	0	3.3%	0.0%	-3.3%	0	0.4%	0.0%	-0.4%	0	53.8%	0.0%	-53.8%
Occupational & Environmentla Health	2	0	4.2%	0.0%	-4.2%	1	9.9%	50.0%	40.1%	0	3.3%	0.0%	-3.3%	0	0.3%	0.0%	-0.3%	1	54.8%	50.0%	-4.8%
Occupational Therapy	2	1	5.3%	50.0%	44.7%	0	10.6%	0.0%	-10.6%	0	2.7%	0.0%	-2.7%	0	0.2%	0.0%	-0.2%	2	58.3%	100.0%	41.7%
Pharmaceutical Science	11	1	2.8%	9.1%	6.3%	3	16.1%	27.3%	11.2%	0	3.2%	0.0%	-3.2%	0	0.4%	0.0%	-0.4%	0	37.8%	0.0%	-37.8%
Pharmacy Practice	9	0	4.4%	0.0%	-4.4%	1	28.1%	11.1%	-17.0%	0	2.9%	0.0%	-2.9%	0	0.4%	0.0%	-0.4%	5	44.3%	55.6%	11.3%
Physical Therapy	2	0	4.1%	0.0%	-4.1%	0	7.8%	0.0%	-7.8%	0	2.9%	0.0%	-2.9%	0	0.3%	0.0%	-0.3%	0	50.9%	0.0%	-50.9%
Physician Assistant Studies	1	0	3.7%	0.0%	-3.7%	0	14.0%	0.0%	-14.0%	0	3.9%	0.0%	-3.9%	0	0.4%	0.0%	-0.4%	0	48.3%	0.0%	-48.3%

AVBL data obtained from the National Opinon Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Research and Graduate Studies**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Institute for Chemical Toxicology	8	0	N / A	0.0%	N / A	3	N / A	37.5%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	1	N / A	12.5%	N / A
Institute of Gerontology	4	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	2	N / A	50.0%	N / A
Institute for Manufacturing Research	4	0	2.3%	0.0%	-2.3%	7	19.4%	175.0%	#####	0	2.8%	0.0%	-2.8%	0	0.3%	0.0%	-0.3%	1	18.6%	25.0%	6.4%
Merrill Palmer Institute	1	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	0	N / A	0.0%	N / A	1	N / A	100.0%	N / A

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Science**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Audiology / Speech-Language Pathology	7	1	7.5%	14.3%	6.8%	1	3.8%	14.3%	10.5%	0	3.1%	0.0%	-3.1%	0	0.3%	0.0%	-0.3%	4	79.4%	57.1%	-22.3%
Biological Sciences	24	0	2.3%	0.0%	-2.3%	3	15.0%	12.5%	-2.5%	1	3.5%	4.2%	0.7%	0	0.3%	0.0%	-0.3%	3	43.4%	12.5%	-30.9%
Chemistry	25	1	2.3%	4.0%	1.7%	3	15.3%	12.0%	-3.3%	0	3.1%	0.0%	-3.1%	0	0.4%	0.0%	-0.4%	4	27.8%	16.0%	-11.8%
Computer Science	16	1	1.7%	6.3%	4.6%	5	19.6%	31.3%	11.7%	0	2.1%	0.0%	-2.1%	0	0.3%	0.0%	-0.3%	1	18.0%	6.3%	-11.8%
Geology	2	0	1.3%	0.0%	-1.3%	1	9.5%	50.0%	40.5%	0	2.9%	0.0%	-2.9%	0	0.5%	0.0%	-0.5%	0	28.2%	0.0%	-28.2%
Mathematics	35	1	1.7%	2.9%	1.2%	9	15.6%	25.7%	10.1%	1	2.6%	2.9%	0.3%	0	0.3%	0.0%	-0.3%	2	26.6%	5.7%	-20.9%
Nutrition & Food Science	7	1	2.0%	14.3%	12.3%	3	10.6%	42.9%	32.3%	0	2.3%	0.0%	-2.3%	0	N / A	0.0%	#VALUE!	2	40.6%	28.6%	-12.0%
Physics & Astronomy	27	0	1.7%	0.0%	-1.7%	6	23.2%	22.2%	-1.0%	0	3.3%	0.0%	-3.3%	0	0.3%	0.0%	-0.3%	2	21.3%	7.4%	-13.9%
Psychology	31	1	3.8%	3.2%	-0.6%	0	5.0%	0.0%	-5.0%	1	5.0%	3.2%	-1.8%	0	0.5%	0.0%	-0.5%	8	59.5%	25.8%	-33.7%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Social Work**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Social Work	16	5	10.6%	31.3%	20.7%	0	4.4%	0.0%	-4.4%	0	4.4%	0.0%	-4.4%	1	0.9%	6.3%	5.4%	9	70.8%	56.3%	-14.6%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003

**Wayne State University  
Full-Time Faculty  
2003  
Urban, Labor and Metropolitan Affairs**

Department	Total Faculty 2003	African American				Asian / Pacific Islander				Hispanic				Native American				Women			
		#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF	#	AVBL	UTILIZED	DIFF
Center for Chicano / Boricua Studies	1	0	4.4%	0.0%	-4.4%	0	2.7%	0.0%	-2.7%	1	12.2%	100.0%	87.8%	0	0.6%	0.0%	-0.6%	0	44.6%	0.0%	-44.6%
Dean's Office	8	0	5.8%	0.0%	-5.8%	0	42.8%	0.0%	-42.8%	0	3.6%	0.0%	-3.6%	0	0.5%	0.0%	-0.5%	3	42.8%	37.5%	-5.3%
Geography / Urban Planning	5	0	4.5%	0.0%	-4.5%	1	7.7%	20.0%	12.3%	0	3.1%	0.0%	-3.1%	0	0.6%	0.0%	-0.6%	3	34.7%	60.0%	25.3%
Interdisciplinary Studies	17	1	4.0%	5.9%	1.9%	1	8.0%	5.9%	-2.1%	0	3.1%	0.0%	-3.1%	0	0.5%	0.0%	-0.5%	5	42.4%	29.4%	-13.0%

AVBL data obtained from the National Opinion Research Center Survey of Earned Doctorates 1991 - 2001

UTILIZED data obtained from WSU Personnel Actions as of December 31, 2003