Message from the Chancellor

Vanderbilt University is a leader in research, teaching and service to humanity, as well as one of the most creative, vibrant and relevant educational institutions in the nation. Who we are, what we teach and what we discover must be firmly anchored in our mission, values and deep commitments. As such, we take much pride in each member of our remarkable university, offering everyone the freedom to thrive and to feel that this truly is a place where all are engaged at the core of campus life. Our Vanderbilt family is composed of extraordinary students, faculty and staff, all woven into the rich tapestry that binds us together. In fact, it is these individuals who make us great, and it is imperative that we cultivate and empower the various gifts available among them. We know that diversity not only fosters a stronger, more dynamic community, but also makes us smarter, better and more robust as a world-class institution. Vanderbilt is steadfast and determined to innovate in seeking bold solutions to building a learning environment that values difference and develops the incredible potential found in all who join us. We have made substantial strides in our dedication to creating a diverse, welcoming and inclusive Vanderbilt for all, but there is still important work ahead. We are committed to excellence on this effort, and I welcome your engagement as we navigate our holistic vision of the future. I look forward to our continued, shared journey of discovery and transformation. Together, we are Vanderbilt.

Nicholas S. Zeppos
Chancellor

Message from the Vice Chancellor

Vanderbilt University is a top research institution devoted to cultivating world-class standards for equity, diversity and inclusion in higher education. We provide students with the opportunity to receive an excellent education while working with outstanding scholars, faculty and staff. We hold that respectfully engaging our students on issues of inequality, difference and inclusivity early in their academic careers is critical to achieving excellence for the duration of the education process at Vanderbilt and beyond. Therefore, a key philosophy of Vanderbilt is inclusive excellence. We want to expand our culture of excellence by being inclusive in all our actions, transparent in all our efforts, and intrepid in all our goals. We strongly believe the excellence we achieve is a direct result of bringing a wide diversity of life experiences, talents, backgrounds and ideas to our approaches to problem-solving and innovation, as we collectively engage in scholarly and social activities. Moreover, our efforts to achieve diversity and inclusion must reflect the excellence and accountability on which we pride ourselves. Our commitment to achieving excellence in diversity and inclusion should be showcased in all our efforts: as faculty who teach inclusively while contributing sound scholarship to the academy, as staff who provide support and services that are vital to the efficacy of Vanderbilt, and as students who critically engage themes of equity. All members of our community—students, faculty and staff—matter and have a voice in creating an exciting and empowering Vanderbilt University.

George C. Hill, Ph.D.
Distinguished Professor of Molecular Physiology and Biophysics
Professor of Medicine, Health and Society
Vice Chancellor for Equity, Diversity and Inclusion
Chief Diversity Officer
A Community of Scholarship, Dedication and Service

In giving $1 million in 1873 to found a university, Cornelius Vanderbilt envisioned an institution that would “contribute to strengthening the ties that should exist between all sections of our common country.” Today, Vanderbilt University is an internationally recognized center for scholarly research, informed and creative teaching, and service to the community and society at large. It attracts students, faculty and staff from across the country and around the world. In this invigorating atmosphere of scholarship, students tailor their education to meet their goals, and researchers collaborate to address the complex questions affecting our health, culture and society. In addition to their work on campus, Vanderbilt students, faculty and staff are active participants in Nashville’s vibrant community life.

As a leader in research, teaching and service to humanity, Vanderbilt is focused on ensuring our community values difference and develops the potential of all who join it. In August 2015, Chancellor Nicholas S. Zeppos stated that issues of diversity and inclusion are his top priorities. His vision is for faculty, staff and students of every race, color, ethnicity, nationality, socioeconomic status, sexual orientation, gender identity, gender expression, religion, military status, disability, age, belief and cultural background to feel empowered and connected to their Vanderbilt community. In addition to the students, faculty, staff and alumni who live out these values daily, the Chancellor’s Committee on Diversity, Inclusion and Community; George C. Hill, the university’s first vice chancellor for equity, diversity and inclusion and chief diversity officer; and the provost and other vice chancellors support the chancellor’s endeavors.

Purpose of This Community Profile

This inaugural report and subsequent annual ones will provide a snapshot of the demographics of three components of the university community: students, faculty and staff. We hope it will serve as a reference tool to assist and inform those working to make Vanderbilt a more diverse community, with full inclusion and equity for all.
Fast Facts for 2015-16 Academic Year

<table>
<thead>
<tr>
<th>Undergraduate Students</th>
<th>Graduate and Professional Students</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,883 enrolled</td>
<td>5,684 enrolled</td>
<td>3,867 full-time instructors at all ranks</td>
<td>4,411 full-time and part-time University Central staff</td>
</tr>
<tr>
<td>50% are women</td>
<td>58% are women</td>
<td>883 tenured faculty members</td>
<td>58% are women</td>
</tr>
<tr>
<td>17% are under-represented minorities</td>
<td>11% of graduate students and 11% of professional students are underrepresented minorities</td>
<td>341 tenure-track faculty members</td>
<td>19% are underrepresented minorities</td>
</tr>
<tr>
<td>7% are international</td>
<td>23% of graduate students and 8% of professional students are international</td>
<td>30% of tenured and tenure-track faculty are women</td>
<td>32% have 10+ years of service</td>
</tr>
<tr>
<td>14% are Pell Grant recipients</td>
<td>Since 2006, Vanderbilt has awarded 19,029 master’s, professional and doctoral degrees.</td>
<td>15% of tenured and tenure-track faculty are members of minority groups</td>
<td></td>
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</tbody>
</table>

Vanderbilt Vignettes

- Vanderbilt students, faculty and staff benefit from resources offered by the Bishop Joseph Johnson Black Cultural Center, Margaret Cuninggim Women’s Center and K.C. Potter Center/Office of LGBTQI Life.
- Additional resources for the Vanderbilt community include the Office of International Student and Scholar Services, the Office of the University Chaplain and Religious Life, and Project Safe, the university’s center addressing power-based personal violence, among many others.
- Campus organizations such as the Disabilities Awareness Partnership and the National Student Speech Language and Hearing Association offer support to persons with different abilities. Six percent of all students are registered to receive disability-related services and/or accommodations.
- The Equal Opportunity, Affirmative Action and Disability Services Department proactively assists the university with the interpretation, understanding and application of federal and state laws which impose special obligations in the areas of equal opportunity, nondiscrimination and affirmative action. EAD develops, implements, evaluates and revises action-oriented programs aimed at promoting and valuing equity and diversity in the university’s faculty, staff and student body.
Undergraduate Students

Vanderbilt undergraduate students are a diverse group of some of the world’s most gifted young minds. Of first-year students entering in the fall of 2015, more than 20 percent came from underrepresented minority groups, 8 percent came from other countries and nearly two-thirds attended public high schools. Almost 50 percent of the class are women, and two-thirds come from outside the southern region of the country.

Opportunity Vanderbilt, launched in the fall of 2009, provides greater resources to allow students to have access to a Vanderbilt education regardless of their family’s financial background. Sixty-five percent of all Vanderbilt undergraduates receive grant and/or scholarship aid, with 69 percent of first-year undergraduates receiving such support. Moreover, 14 percent of Vanderbilt students receive Pell grants.

In the 2014–15 academic year, 44 percent of undergraduates were members of a fraternity or sorority. More women (53 percent) than men (35 percent) participated in Greek life. Fraternities and sororities make up the Interfraternity Council, Panhellenic Council and National Pan-Hellenic Council (which includes historically black organizations).

Undergraduates participate in more than 350 student organizations, ranging from the Vanderbilt Prison Project to the Association of Hispanic Students to Voices of Praise.
First-Year Student Facts
(Students Entering Fall 2015)

- 20% were members of underrepresented minority groups
- 8% were international
- 232 were National Merit Scholars and 21 were National Achievement Scholars
- 91% ranked in the top 10% of their class (of high schools that provide rank)
- 10% were first-generation college students

Note: Throughout this report, “underrepresented minority” includes those who identify as American Indian, black and Hispanic/Latino.
In fall 2015, Vanderbilt undergraduate students came from 49 countries.
Graduate and Professional Students

Vanderbilt is ranked among the top 15 of best national universities in the 2016 U.S. News and World Report “Best Colleges” report. Its graduate and professional students study the humanities, theology, creative arts, social sciences, law, medicine, nursing, management, engineering, education and human development and the natural sciences. Many graduate and professional students are also parents, veterans, second-career students and community leaders.

Compared to the undergraduate community, a greater percentage of the 5,684 graduate and professional students are women (58 percent). Eleven percent of graduate students and 11 percent of professional students identify as members of underrepresented minority groups, with no minority group making up more than 5.5 percent of this population. Overall, the graduate and professional international student population is more than four times as large (31 percent) as the international undergraduate community (7 percent).

Graduate and Professional Student Facts

- Faculty from all 10 Vanderbilt schools and colleges train graduate and professional students
- 58% are women
- 31% are international
- Of part-time students, 77% are women and 23% are men
Vanderbilt hosts several initiatives to increase the diversity of post-baccalaureate scholars.

More than 90 women and minority students in the science, technology, engineering and mathematics (STEM) fields have enrolled in graduate programs through the Fisk-Vanderbilt Master’s to Ph.D. Bridge Program. Students accepted into the program complete their master’s degree at Fisk University while receiving support to make their Ph.D. application process seamless.

The School of Medicine’s Initiative for Maximizing Student Diversity exists to increase the number of Ph.D.’s awarded to graduate students in biomedical research who are underrepresented in medicine. The program, funded by the National Institutes of Health, emphasizes extensive and careful mentoring at all stages. IMSD employs holistic evaluation of applicants, extensive academic support and mentoring, summer lab exposure prior to beginning course work, opportunities in translational medicine, and the development of student leadership skills. The program serves approximately 50 students in all phases of their graduate training, with an attrition rate of less than 5 percent. Graduates go on to careers in academic research, postdoctoral fellowships at leading research universities, and biopharma and other sectors.
In fall 2015, Vanderbilt graduate and professional students came from 86 countries.

<table>
<thead>
<tr>
<th>AGE RANGE</th>
<th>PERCENTAGE</th>
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<tbody>
<tr>
<td>Aged 24 and under</td>
<td>32%</td>
</tr>
<tr>
<td>Aged 25 and over</td>
<td>68%</td>
</tr>
</tbody>
</table>

**Master's and Doctoral Degrees Awarded (2006–2015)**

![Graph showing Master's and Doctoral Degrees Awarded (2006–2015)](image)

**Graduate and Professional Students Enrolled by Age (Fall 2015)**

![Map showing countries from which students came](image)
Faculty

Vanderbilt’s full-time faculty consist of 3,867 instructors at all ranks. The university has 883 tenured faculty members and 341 tenure-track faculty. Six percent of all tenured and tenure-track faculty self-identify as members of underrepresented minority groups. Six percent of non-tenure-ladder faculty identify as members of underrepresented minority groups, and 2 percent are foreign.

Members of Vanderbilt’s faculty collaboratively engage with students, colleagues and administrators campus-wide. The Faculty Senate is an elected body of 62 representatives from all schools and colleges. Members work on issues paramount to faculty, including conducting a comprehensive study of a proposal on academic freedom.

Twice a year, university leaders celebrate faculty leadership and the faculty’s contribution to the Vanderbilt community. In 2016, Chancellor Zeppos established the Joseph A. Johnson, Jr., Distinguished Leadership Professor Award, recognizing a member of the faculty for leadership in equity, diversity and inclusion.
### Percentage of Faculty at Each Rank (2015)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>21%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>19%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>38%</td>
</tr>
<tr>
<td>Instructor</td>
<td>18%</td>
</tr>
<tr>
<td>Lecturer</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

Note: Does not include upper administrators with faculty appointments (e.g., chancellor, provost) or academic deans.
Tenured and Tenure-track Faculty (2015)

PERCENTAGE OF EACH RANK WHO ARE WOMEN

Professor 21%
Associate Professor 37%
Assistant Professor 45%

Faculty Award: The first Joseph A. Johnson, Jr., Distinguished Leadership Professor Award was conferred in March 2016 on Linda J. Sealy, Ph.D., associate professor of molecular physiology and biophysics.
Staff

Vanderbilt staff members work to advance the university’s mission and serve the Vanderbilt community in countless ways. They maintain the university grounds and physical plant, manage programs and finances, support and collaborate with students and faculty, and are essential for all research initiatives. University staff number about 4,400 employees.

The University Staff Advisory Council, made up of more than 90 elected members, represents full- and part-time nonunionized staff members. The council meets twice a month and serves as an advisory group to the university’s administration on issues that are important to staff, including policies, benefits and practices.

Staff Facts

- 27% are aged 55 or older
- 32% have more than 10 years of service
Vice Chancellor George C. Hill expresses sincere appreciation to Blake Thorkelson for his ingenuity and efforts in completing this document. Vice Chancellor Hill also thanks the following for their support in the creation of the Vanderbilt Community Profile: Chancellor Nicholas S. Zeppos, Provost Susan R. Wente, Roberta Bell and the staff of the Vanderbilt Institutional Research Group, Judy K. Orr and the staff of Vanderbilt University Creative Services, and the staff of the Office of Equity, Diversity and Inclusion—Ella Butler, Omar Al Jamal, Mia Keeys, Aaditi Naik, Lisa C. Taylor, and Tiffany Terrell.

In compliance with federal law, including the provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, Vanderbilt University does not discriminate against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, military service, or genetic information in its administration of educational policies, programs, or activities, admissions policies, scholarships, and loan programs, athletic or other university-administered programs, or employment. In addition, the university does not discriminate against individuals on the basis of their sexual orientation, gender identity, or gender expression consistent with the university’s nondiscrimination policy. Inquiries or complaints should be directed to the Equal Opportunity, Affirmative Action, and Disability Services Department, Baker Building, PMB 401809, 2301 Vanderbilt Place, Nashville, TN 37240-1809. Telephone (615) 322-4705 (TDD); Fax (615) 343-4969.