

# Tenured and Tenure-Track Faculty Headcount by Rank and Race/Ethnicity<sup>1</sup>

(for Fall in Academic Years 2003-04 through 2012-13)

|                 |  | 2003-04     | 2004-05     | 2005-06     | 2006-07     | 2007-08     | 2008-09     | 2009-10      | 2010-11      | 2011-12      | 2012-13      |
|-----------------|--|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|
| Dean            | American Indian or Alaska Native                   | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | Asian, Hawaiian or Pacific Islander                | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | Black or African American                          | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | Hispanic or Latino                                 | 0           | 0           | 0           | 0           | 0           | 0           | 1            |              |              |              |
|                 | White and Other                                    | 2           | 3           | 3           | 3           | 3           | 3           | 2            |              |              |              |
|                 | American Indian or Alaska Native                   |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Asian  |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Black or African American                          |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Hispanic or Latino                                 |             |             |             |             |             |             |              | 1            | 1            | 1            |
|                 | Native Hawaiian or Other Pacific Islander          |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | White  |             |             |             |             |             |             |              | 2            | 2            | 2            |
|                 | Two or More Races                                  |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Unknown  |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | <b>Subtotal</b>                                    | <b>2</b>    | <b>3</b>    | <b>3</b>    | <b>3</b>    | <b>3</b>    | <b>3</b>    | <b>3</b>     | <b>3</b>     | <b>3</b>     | <b>3</b>     |
| Department Head | <b>Minority</b>                                    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>1</b>     | <b>1</b>     | <b>1</b>     | <b>1</b>     |
|                 | <i>Percent Minority</i>                            | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>33.3%</i> | <i>33.3%</i> | <i>33.3%</i> | <i>33.3%</i> |
|                 | <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>1</b>     | <b>1</b>     | <b>1</b>     | <b>1</b>     |
|                 | <i>Percent Underrepresented Minority (URM)</i>     | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>33.3%</i> | <i>33.3%</i> | <i>33.3%</i> | <i>33.3%</i> |
|                 |  |             |             |             |             |             |             |              |              |              |              |
| Department Head | American Indian or Alaska Native                   | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | Asian, Hawaiian or Pacific Islander                | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | Black or African American                          | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | Hispanic or Latino                                 | 0           | 0           | 0           | 0           | 0           | 0           | 0            |              |              |              |
|                 | White and Other                                    | 2           | 2           | 2           | 2           | 2           | 2           | 2            |              |              |              |
|                 | American Indian or Alaska Native                   |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Asian  |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Black or African American                          |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Hispanic or Latino                                 |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | Native Hawaiian or Other Pacific Islander          |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | White  |             |             |             |             |             |             |              | 1            | 1            | 1            |
|                 | Two or More Races                                  |             |             |             |             |             |             |              | 1            | 1            | 1            |
|                 | Unknown  |             |             |             |             |             |             |              | 0            | 0            | 0            |
|                 | <b>Subtotal</b>                                    | <b>2</b>    | <b>2</b>    | <b>2</b>    | <b>2</b>    | <b>2</b>    | <b>2</b>    | <b>2</b>     | <b>2</b>     | <b>2</b>     | <b>2</b>     |
|                 | <b>Minority</b>                                    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>     | <b>1</b>     | <b>1</b>     | <b>1</b>     |
|                 | <i>Percent Minority</i>                            | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i>  | <i>50.0%</i> | <i>50.0%</i> | <i>50.0%</i> |
|                 | <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     |
|                 | <i>Percent Underrepresented Minority (URM)</i>     | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  |

<sup>1</sup>The race/ethnicity counts include international faculty.

<sup>2</sup>Underrepresented Minority includes any indication of American Indian or Alaska Native, Black or African American, Hispanic or Latino, or Native Hawaiian/Other Pacific Islanders, including a break out of those from the Two or More Races category.

## Tenured and Tenure-Track Faculty Headcount by Rank and Race/Ethnicity<sup>1</sup>

(for Fall in Academic Years 2003-04 through 2012-13 - continued)

|                     |  | 2003-04      | 2004-05     | 2005-06     | 2006-07     | 2007-08      | 2008-09      | 2009-10      | 2010-11      | 2011-12      | 2012-13      |
|---------------------|--|--------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Professor           | American Indian or Alaska Native                   | 0            | 0           | 0           | 0           | 0            | 0            | 0            |              |              |              |
|                     | Asian, Hawaiian or Pacific Islander                | 0            | 0           | 0           | 0           | 0            | 1            | 1            |              |              |              |
|                     | Black or African American                          | 0            | 0           | 0           | 0           | 0            | 0            | 0            |              |              |              |
|                     | Hispanic or Latino                                 | 0            | 0           | 0           | 0           | 0            | 0            | 0            |              |              |              |
|                     | White and Other                                    | 14           | 12          | 13          | 16          | 17           | 17           | 20           |              |              |              |
|                     | American Indian or Alaska Native                   |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | Asian  |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | Black or African American                          |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | Hispanic or Latino                                 |              |             |             |             |              |              |              | 0            | 0            | 1            |
|                     | Native Hawaiian or Other Pacific Islander          |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | White  |              |             |             |             |              |              |              | 20           | 16           | 17           |
|                     | Two or More Races                                  |              |             |             |             |              |              |              | 1            | 1            | 1            |
|                     | Unknown  |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | <b>Subtotal</b>                                    | <b>14</b>    | <b>12</b>   | <b>13</b>   | <b>16</b>   | <b>17</b>    | <b>18</b>    | <b>21</b>    | <b>21</b>    | <b>17</b>    | <b>19</b>    |
|                     | <b>Minority</b>                                    | <b>0</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>     | <b>1</b>     | <b>1</b>     | <b>1</b>     | <b>1</b>     | <b>2</b>     |
|                     | <i>Percent Minority</i>                            | <i>0.0%</i>  | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i>  | <i>5.6%</i>  | <i>4.8%</i>  | <i>4.8%</i>  | <i>5.9%</i>  | <i>10.5%</i> |
|                     | <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>0</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>1</b>     | <b>1</b>     | <b>2</b>     |
|                     | <i>Percent Underrepresented Minority (URM)</i>     | <i>0.0%</i>  | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>4.8%</i>  | <i>5.9%</i>  | <i>10.5%</i> |
| Associate Professor | American Indian or Alaska Native                   | 0            | 0           | 0           | 0           | 0            | 0            | 1            |              |              |              |
|                     | Asian, Hawaiian or Pacific Islander                | 2            | 2           | 0           | 0           | 2            | 2            | 2            |              |              |              |
|                     | Black or African American                          | 0            | 0           | 0           | 0           | 0            | 0            | 0            |              |              |              |
|                     | Hispanic or Latino                                 | 0            | 0           | 0           | 0           | 0            | 0            | 0            |              |              |              |
|                     | White and Other                                    | 17           | 19          | 21          | 20          | 17           | 17           | 14           |              |              |              |
|                     | American Indian or Alaska Native                   |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | Asian  |              |             |             |             |              |              |              | 2            | 2            | 3            |
|                     | Black or African American                          |              |             |             |             |              |              |              | 0            | 1            | 1            |
|                     | Hispanic or Latino                                 |              |             |             |             |              |              |              | 0            | 1            | 1            |
|                     | Native Hawaiian or Other Pacific Islander          |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | White  |              |             |             |             |              |              |              | 14           | 14           | 15           |
|                     | Two or More Races                                  |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | Unknown  |              |             |             |             |              |              |              | 0            | 0            | 0            |
|                     | <b>Subtotal</b>                                    | <b>19</b>    | <b>21</b>   | <b>21</b>   | <b>20</b>   | <b>19</b>    | <b>19</b>    | <b>17</b>    | <b>16</b>    | <b>18</b>    | <b>20</b>    |
|                     | <b>Minority</b>                                    | <b>2</b>     | <b>2</b>    | <b>0</b>    | <b>0</b>    | <b>2</b>     | <b>2</b>     | <b>3</b>     | <b>2</b>     | <b>4</b>     | <b>5</b>     |
|                     | <i>Percent Minority</i>                            | <i>10.5%</i> | <i>9.5%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>10.5%</i> | <i>10.5%</i> | <i>17.6%</i> | <i>12.5%</i> | <i>22.2%</i> | <i>25.0%</i> |
|                     | <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>0</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>     | <b>0</b>     | <b>1</b>     | <b>0</b>     | <b>2</b>     | <b>2</b>     |
|                     | <i>Percent Underrepresented Minority (URM)</i>     | <i>0.0%</i>  | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i> | <i>0.0%</i>  | <i>0.0%</i>  | <i>5.9%</i>  | <i>0.0%</i>  | <i>11.1%</i> | <i>10.0%</i> |

<sup>1</sup>The race/ethnicity counts include international faculty.

<sup>2</sup>Underrepresented Minority includes any indication of American Indian or Alaska Native, Black or African American, Hispanic or Latino, or Native Hawaiian/Other Pacific Islanders, including a break out of those from the Two or More Races category.

## Tenured and Tenure-Track Faculty Headcount by Rank and Race/Ethnicity<sup>1</sup>

(for Fall in Academic Years 2003-04 through 2012-13 - continued)

|                     |  | 2003-04      | 2004-05      | 2005-06      | 2006-07      | 2007-08      | 2008-09      | 2009-10      | 2010-11       | 2011-12      | 2012-13      |
|---------------------|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| Assistant Professor | American Indian or Alaska Native                   | 0            | 0            | 0            | 0            | 0            | 0            | 0            |               |              |              |
|                     | Asian, Hawaiian or Pacific Islander                | 1            | 1            | 1            | 2            | 5            | 5            | 4            |               |              |              |
|                     | Black or African American                          | 3            | 2            | 2            | 2            | 1            | 1            | 1            |               |              |              |
|                     | Hispanic or Latino                                 | 2            | 2            | 2            | 1            | 2            | 2            | 2            |               |              |              |
|                     | White and Other                                    | 12           | 14           | 10           | 14           | 14           | 11           | 12           |               |              |              |
|                     | American Indian or Alaska Native                   |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | Asian  |              |              |              |              |              |              |              | 3             | 3            | 2            |
|                     | Black or African American                          |              |              |              |              |              |              |              | 1             | 0            | 0            |
|                     | Hispanic or Latino                                 |              |              |              |              |              |              |              | 2             | 0            | 0            |
|                     | Native Hawaiian or Other Pacific Islander          |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | White  |              |              |              |              |              |              |              | 9             | 10           | 8            |
|                     | Two or More Races                                  |              |              |              |              |              |              |              | 1             | 1            | 1            |
|                     | Unknown  |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | <b>Subtotal</b>                                    | <b>18</b>    | <b>19</b>    | <b>15</b>    | <b>19</b>    | <b>22</b>    | <b>19</b>    | <b>19</b>    | <b>16</b>     | <b>14</b>    | <b>11</b>    |
|                     | <b>Minority</b>                                    | <b>6</b>     | <b>5</b>     | <b>5</b>     | <b>5</b>     | <b>8</b>     | <b>8</b>     | <b>7</b>     | <b>7</b>      | <b>4</b>     | <b>3</b>     |
|                     | <i>Percent Minority</i>                            | <i>33.3%</i> | <i>26.3%</i> | <i>33.3%</i> | <i>26.3%</i> | <i>36.4%</i> | <i>42.1%</i> | <i>36.8%</i> | <i>43.8%</i>  | <i>28.6%</i> | <i>27.3%</i> |
|                     | <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>5</b>     | <b>4</b>     | <b>4</b>     | <b>3</b>     | <b>3</b>     | <b>3</b>     | <b>3</b>     | <b>3</b>      | <b>0</b>     | <b>0</b>     |
|                     | <i>Percent Underrepresented Minority (URM)</i>     | <i>27.8%</i> | <i>21.1%</i> | <i>26.7%</i> | <i>15.8%</i> | <i>13.6%</i> | <i>15.8%</i> | <i>15.8%</i> | <i>18.8%</i>  | <i>0.0%</i>  | <i>0.0%</i>  |
| Instructor          | American Indian or Alaska Native                   | 0            | 0            | 0            | 0            | 0            | 0            | 0            |               |              |              |
|                     | Asian, Hawaiian or Pacific Islander                | 0            | 0            | 0            | 0            | 0            | 0            | 0            |               |              |              |
|                     | Black or African American                          | 0            | 0            | 0            | 0            | 0            | 0            | 0            |               |              |              |
|                     | Hispanic or Latino                                 | 0            | 0            | 0            | 0            | 0            | 0            | 0            |               |              |              |
|                     | White and Other                                    | 1            | 0            | 0            | 0            | 0            | 0            | 0            |               |              |              |
|                     | American Indian or Alaska Native                   |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | Asian  |              |              |              |              |              |              |              | 1             | 0            | 0            |
|                     | Black or African American                          |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | Hispanic or Latino                                 |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | Native Hawaiian or Other Pacific Islander          |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | White  |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | Two or More Races                                  |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | Unknown  |              |              |              |              |              |              |              | 0             | 0            | 0            |
|                     | <b>Subtotal</b>                                    | <b>1</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>1</b>      | <b>0</b>     | <b>0</b>     |
|                     | <b>Minority</b>                                    | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>1</b>      | <b>0</b>     | <b>0</b>     |
|                     | <i>Percent Minority</i>                            | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>100.0%</i> | <i>0.0%</i>  | <i>0.0%</i>  |
|                     | <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>     |
|                     | <i>Percent Underrepresented Minority (URM)</i>     | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>  | <i>0.0%</i>   | <i>0.0%</i>  | <i>0.0%</i>  |

<sup>1</sup>The race/ethnicity counts include international faculty.

<sup>2</sup>Underrepresented Minority includes any indication of American Indian or Alaska Native, Black or African American, Hispanic or Latino, or Native Hawaiian/Other Pacific Islanders, including a break out of those from the Two or More Races category.

## Tenured and Tenure-Track Faculty Headcount by Rank and Race/Ethnicity<sup>1</sup>

(for Fall in Academic Years 2003-04 through 2012-13 - continued)

|  | 2003-04   | 2004-05   | 2005-06   | 2006-07   | 2007-08   | 2008-09   | 2009-10   | 2010-11   | 2011-12   | 2012-13   |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total Faculty                                      |           |           |           |           |           |           |           |           |           |           |
| American Indian or Alaska Native                   | 0         | 0         | 0         | 0         | 0         | 0         | 1         |           |           |           |
| Asian, Hawaiian or Pacific Islander                | 3         | 3         | 1         | 2         | 7         | 8         | 7         |           |           |           |
| Black or African American                          | 3         | 2         | 2         | 2         | 1         | 1         | 1         |           |           |           |
| Hispanic or Latino                                 | 2         | 2         | 2         | 1         | 2         | 2         | 3         |           |           |           |
| White and Other                                    | 48        | 50        | 49        | 55        | 53        | 50        | 50        |           |           |           |
| American Indian or Alaska Native                   |           |           |           |           |           |           |           | 0         | 0         | 0         |
| Asian  |           |           |           |           |           |           |           | 6         | 5         | 5         |
| Black or African American                          |           |           |           |           |           |           |           | 1         | 1         | 1         |
| Hispanic or Latino                                 |           |           |           |           |           |           |           | 3         | 2         | 3         |
| Native Hawaiian or Other Pacific Islander          |           |           |           |           |           |           |           | 0         | 0         | 0         |
| White  |           |           |           |           |           |           |           | 46        | 43        | 43        |
| Two or More Races                                  |           |           |           |           |           |           |           | 3         | 3         | 3         |
| Unknown  |           |           |           |           |           |           |           | 0         | 0         | 0         |
| <b>Subtotal</b>                                    | <b>56</b> | <b>57</b> | <b>54</b> | <b>60</b> | <b>63</b> | <b>61</b> | <b>62</b> | <b>59</b> | <b>54</b> | <b>55</b> |
| <b>Minority</b>                                    | <b>8</b>  | <b>7</b>  | <b>5</b>  | <b>5</b>  | <b>10</b> | <b>11</b> | <b>12</b> | <b>13</b> | <b>11</b> | <b>12</b> |
| Percent Minority                                   | 14.3%     | 12.3%     | 9.3%      | 8.3%      | 15.9%     | 18.0%     | 19.4%     | 22.0%     | 20.4%     | 21.8%     |
| <b>Underrepresented Minority (URM)<sup>2</sup></b> | <b>5</b>  | <b>4</b>  | <b>4</b>  | <b>3</b>  | <b>3</b>  | <b>3</b>  | <b>5</b>  | <b>5</b>  | <b>4</b>  | <b>5</b>  |
| Percent Underrepresented Minority (URM)            | 8.9%      | 7.0%      | 7.4%      | 5.0%      | 4.8%      | 4.9%      | 8.1%      | 8.5%      | 7.4%      | 9.1%      |
| <b>Total</b>                                       | <b>56</b> | <b>57</b> | <b>54</b> | <b>60</b> | <b>63</b> | <b>61</b> | <b>62</b> | <b>59</b> | <b>54</b> | <b>55</b> |

<sup>1</sup>The race/ethnicity counts include international faculty.

<sup>2</sup>Underrepresented Minority includes any indication of American Indian or Alaska Native, Black or African American, Hispanic or Latino, or Native Hawaiian/Other Pacific Islanders, including a break out of those from the Two or More Races category.