

New Hires to the Tenure System By Sex, Race/Ethnicity and School/College
Academic Years 2014-15 to 2018-19

	2014-15		2015-16		2016-17		2017-18		2018-19	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Campus Total	68		68		53		56		64	
Sex										
Women	34	50%	27	40%	27	51%	21	38%	33	52%
Men	34	50%	41	60%	26	49%	35	63%	31	48%
Race/Ethnicity										
Underrepresented Minority	3	7%	5	9%	4	8%	-	-	13	28%
Other Minority	7	15%	5	9%	11	23%	13	35%	7	15%
White	36	78%	43	81%	33	69%	24	65%	26	57%
Nonresident Alien	13		11		5		16		18	
Not Reported	9		4		-		3		-	
School/College										
Humanities and Fine Arts	18	26%	15	22%	12	23%	7	13%	13	20%
Information and Computer Science	4	6%	4	6%	4	8%	4	7%	4	6%
Natural Sciences	11	16%	9	13%	10	19%	15	27%	16	25%
Social and Behavioral Sciences	13	19%	17	25%	6	11%	9	16%	5	8%
Education	6	9%	3	4%	1	2%	-	-	4	6%
Engineering	8	12%	5	7%	7	13%	7	13%	7	11%
Management	2	3%	8	12%	7	13%	5	9%	7	11%
Nursing	1	1%	2	3%	1	2%	2	4%	-	-
Public Health and Health Sciences	5	7%	5	7%	5	9%	7	13%	8	13%

Note 1. Excludes faculty hired with administrative appointments.

Note 2. Race/Ethnicity is self-reported. Percentages are based on the number of U.S. citizens or immigrants who report race/ethnicity. Excludes non-resident alien and non-reporting.

Note 3. Underrepresented Minority (URM) includes American Indian/Alaska Native, Black/African American, Hispanic/Latino of any race, Native Hawaiian/Pacific Islander or any combination including one of these races.

Note 4. Other Minority includes faculty self-reporting as Asian or Asian and White.

Note 5. Data are based on the current organizational structure of schools and colleges. Data for previous years have been adjusted to reflect all changes.

Source: OIR HR census files.