

**New Hires to the Tenure System By Sex, Race/Ethnicity and School/College
Academic Years 2016-17 to 2020-21**

	2016-17		2017-18		2018-19		2019-20		2020-21	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Campus Total	53		56		75		70		52	
Sex										
Women	27	51%	21	38%	39	52%	34	49%	30	58%
Men	26	49%	35	63%	36	48%	36	51%	22	42%
Race/Ethnicity										
Underrepresented Minority	4	8%	-	-	13	24%	6	13%	4	12%
Other Minority	11	23%	13	33%	10	19%	8	17%	5	15%
White	33	69%	26	67%	31	57%	33	70%	25	74%
International	5		17		21		21		17	
Unknown	-		-		-		2		1	
School/College										
Humanities and Fine Arts	12	23%	7	13%	14	19%	14	20%	7	13%
Information and Computer Sciences	4	8%	4	7%	6	8%	1	1%	7	13%
Natural Sciences	10	19%	15	27%	18	24%	14	20%	7	13%
Social and Behavioral Sciences	6	11%	9	16%	6	8%	9	13%	17	33%
Education	1	2%	-	-	4	5%	3	4%	1	2%
Engineering	7	13%	7	13%	10	13%	12	17%	3	6%
Management	7	13%	5	9%	8	11%	7	10%	4	8%
Nursing	1	2%	2	4%	-	-	4	6%	1	2%
Public Health and Health Sciences	5	9%	7	13%	9	12%	6	9%	5	10%

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 international 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: UAIR HR census files.