

**New Hires to the Tenure System By Sex, Race/Ethnicity and School/College
Academic Years 2019-20 to 2023-24**

	2019-20		2020-21		2021-22*		2022-23		2023-24	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Campus Total	70		52		20		45		54	
Sex										
Women	34	49%	30	58%	12	60%	25	56%	33	61%
Men	36	51%	22	42%	8	40%	20	44%	21	39%
Race/Ethnicity										
Underrepresented Minority	6	13%	4	12%	5	38%	10	32%	6	16%
Other Minority	8	17%	5	15%	-	-	4	13%	11	30%
White	33	70%	25	74%	8	62%	17	55%	20	54%
International	21		17		6		14		14	
Unknown	2		1		1		-		3	
School/College										
Humanities and Fine Arts	14	20%	7	13%	5	25%	10	22%	8	15%
Information and Computer Sciences	1	1%	7	13%	2	10%	4	9%	10	19%
Natural Sciences	14	20%	7	13%	2	10%	5	11%	12	22%
Social and Behavioral Sciences	9	13%	17	33%	2	10%	6	13%	4	7%
Education	3	4%	1	2%	1	5%	-	-	5	9%
Engineering	12	17%	3	6%	3	15%	7	16%	5	9%
Management	7	10%	4	8%	4	20%	7	16%	3	6%
Nursing	4	6%	1	2%	1	5%	3	7%	1	2%
Public Health and Health Sciences	6	9%	5	10%	1	5%	3	7%	6	11%

* Recruitment was limited due to the COVID-19 pandemic.

Note 1. Excludes faculty hired with administrative appointments. Includes faculty hired part-time.

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.