

**Annual Report on University of Nevada, Reno  
Faculty Demography  
September 30, 2004**

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TABLE 1  
Demographic Summary  
UNIVERSITY OF NEVADA, RENO  
**Academic & Administrative Faculty**  
**College/Unit by Percent Gender and Ethnicity**  
September 30, 2004

UNIT	CURRENT ACADEMIC FACULTY							CURRENT ADMINISTRATIVE FACULTY						
	Female		Male		URG		Total	Female		Male		URG		Total
#	%	#	%	#	%	#		%	#	%	#	%	#	
ABNR	18	26.9%	49	73.1%	14	20.9%	67	6	33.3%	12	66.7%	2	11.1%	18
AVPH								6	66.7%	3	33.3%	1	11.1%	9
B&F								7	46.7%	8	53.3%	3	20.0%	15
BUDN	14	25.0%	42	75.0%	10	17.9%	56	12	48.0%	13	52.0%	2	8.0%	25
COOP	21	52.5%	19	47.5%	4	10.0%	40	6	46.2%	7	53.8%	1	7.7%	13
CXS								19	61.3%	12	38.7%	1	3.2%	31
DAR								26	81.3%	6	18.8%	2	6.3%	32
EDDN	29	54.7%	24	45.3%	6	11.3%	53	12	66.7%	6	33.3%	2	11.1%	18
ENDN	7	10.1%	62	89.9%	22	31.9%	69	5	50.0%	5	50.0%	0	0.0%	10
ENRO								19	79.2%	5	20.8%	7	29.2%	24
FSRV								1	7.7%	12	92.3%	0	0.0%	13
GRAD								0	0.0%	3	100.0%	0	0.0%	3
HCDN	55	75.3%	18	24.7%	5	6.8%	73	34	75.6%	11	24.4%	7	15.6%	45
ICA								19	30.2%	44	69.8%	10	15.9%	63
JOUR	7	58.3%	5	41.7%	1	8.3%	12	0	0.0%	2	100.0%	1	50.0%	2
LADN	83	42.1%	114	57.9%	17	8.6%	197	4	57.1%	3	42.9%	0	0.0%	7
MDDN	77	35.5%	140	64.5%	49	22.6%	217	41	68.3%	19	31.7%	7	11.7%	60
PBA								5	38.5%	8	61.5%	1	7.7%	13
PRES			1	100.0%			1	3	50.0%	3	50.0%	1	16.7%	6
PROV	7	70.0%	3	30.0%	1	10.0%	10	25	71.4%	10	28.6%	7	20.0%	35
SCDN	31	18.9%	133	81.1%	11	6.7%	164	9	47.4%	10	52.6%	3	15.8%	19
SL								10	83.3%	2	16.7%	2	16.7%	12
SS								16	59.3%	11	40.7%	9	33.3%	27
SSS								8	72.7%	3	27.3%	5	45.5%	11
VPAF								2	66.7%	1	33.3%	0	0.0%	3
VPIT	16	66.7%	8	33.3%	2	8.3%	24	19	29.7%	45	70.3%	8	12.5%	64
VPMC								5	83.3%	1	16.7%	3	50.0%	6
VPR	0	0.0%	2	100.0%	0	0.0%	2	11	40.7%	16	59.3%	5	18.5%	27
VPST								2	100.0%	0	0.0%	0	0.0%	2
<b>TOTAL</b>	<b>365</b>	<b>37.1%</b>	<b>620</b>	<b>62.9%</b>	<b>142</b>	<b>14.4%</b>	<b>985</b>	<b>332</b>	<b>54.2%</b>	<b>281</b>	<b>45.8%</b>	<b>90</b>	<b>14.7%</b>	<b>613</b>

URG= underrepresented ethnic group

Source: HRIS\_F0410\_EMPLOYEE\_FACTS\_UNR

TABLE 2  
Revised Hiring Summary  
UNIVERSITY OF NEVADA, RENO  
**Academic & Administrative Faculty**  
**College/Unit by Percent Gender and Ethnicity**  
October 1, 2003-September 30, 2004

UNIT	ACADEMIC HIRES							ADMINISTRATIVE HIRES						
	Female		Male		URG		Total	Female		Male		URG		Total
	#	%	#	%	#	%		#	%	#	%	#	%	
ABNR	0	0.0%	5	100.0%	3	60.0%	5	1	50.0%	1	50.0%	0	0.0%	2
AVPH								1	50.0%	1	50.0%	0	0.0%	2
B&F														
BUDN	1	20.0%	4	80.0%	2	40.0%	5	2	100.0%	0	0.0%	0	0.0%	2
COOP								0	0.0%	1	100.0%	0	0.0%	1
CXS								1	25.0%	3	75.0%	1	25.0%	4
DAR								7	100.0%	0	0.0%	0	0.0%	7
EDDN	7	100.0%	0	0.0%	2	28.6%	7	1	100.0%	0	0.0%	0	0.0%	1
ENDN	1	25.0%	3	75.0%	3	75.0%	4							
ENRO								4	66.7%	2	33.3%	4	66.7%	6
FSRV								0	0.0%	1	100.0%		0.0%	1
GRAD														
HCDN	7	77.8%	2	22.2%	1	11.1%	9	2	50.0%	2	50.0%	0	0.0%	4
ICA								6	42.9%	8	57.1%	3	21.4%	14
JOUR								0	0.0%	1	100.0%	0	0.0%	1
LADN	5	38.5%	8	61.5%	1	7.7%	13							
MDDN	7	36.8%	12	63.2%	7	36.8%	19	4	50.0%	4	50.0%	1	12.5%	8
PBA								0	0.0%	1	100.0%	0	0.0%	1
PRES														
PROV								5	71.4%	2	28.6%	2	28.6%	7
SCDN	1	7.7%	12	92.3%	1	7.7%	13	2	100.0%	0	0.0%	2	100.0%	2
SL								1	100.0%	0	0.0%	0	0.0%	1
SS								2	66.7%	1	33.3%	1	33.3%	3
SSS								1	100.0%	0	0.0%	1	100.0%	1
VPAF														
VPIT	2	100.0%	0	0.0%		0.0%	2	6	40.0%	9	60.0%	1	6.7%	15
VPMC								1	100.0%	0	0.0%	1	100.0%	1
VPR	0	0.0%	1	100.0%		0.0%	1	0	0.0%	3	100.0%	1	33.3%	3
VPST														
<b>TOTAL</b>	<b>31</b>	<b>39.7%</b>	<b>47</b>	<b>60.3%</b>	<b>20</b>	<b>25.6%</b>	<b>78</b>	<b>47</b>	<b>54.0%</b>	<b>40</b>	<b>46.0%</b>	<b>18</b>	<b>20.7%</b>	<b>87</b>

URG= underrepresented ethnic group

Source: HRIS\_F0410\_EMPLOYEE\_FACTS\_UNR

TABLE 3  
**Demographic Summary**  
 UNIVERSITY OF NEVADA, RENO  
**Academic & Administrative Faculty, Ethnicity by Unit**  
 September 30, 2004

UNIT	CURRENT ACADEMIC FACULTY												TOTAL	
	W		AI		AS		BK		HISP		TOTAL		URG	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ABNR	53	77.9%	2	2.9%	9	13.2%	1	1.5%	3	4.4%	68	6.9%	15	22.1%
BUDN	46	82.1%			8	14.3%			2	3.6%	56	5.7%	10	17.9%
COOP	36	92.3%	2	5.1%					1	2.6%	39	4.0%	3	7.7%
EDDN	47	88.7%			3	5.7%	2	3.8%	1	1.9%	53	5.4%	6	11.3%
ENDN	47	68.1%	1	1.4%	18	26.1%	1	1.4%	2	2.9%	69	7.0%	22	31.9%
HCDN	68	93.2%	1	1.4%			1	1.4%	3	4.1%	73	7.4%	5	6.8%
JOUR	11	91.7%					1	8.3%			12	1.2%	1	8.3%
LADN	180	91.4%	1	0.5%	3	1.5%	2	1.0%	11	5.6%	197	20.0%	17	8.6%
MDDN	168	77.4%			37	17.1%	6	2.8%	6	2.8%	217	22.0%	49	22.6%
PRES	1	100.0%									1	0.1%	0	0.0%
PROV	9	90.0%							1	10.0%	10	1.0%	1	10.0%
SCDN	153	93.3%			9	5.5%	1	0.6%	1	0.6%	164	16.6%	11	6.7%
VPIT	22	91.7%			2	8.3%					24	2.4%	2	8.3%
VPR	2	100.0%									2	0.2%	0	0.0%
<b>TOTAL</b>	<b>843</b>	<b>85.6%</b>	<b>7</b>	<b>0.7%</b>	<b>89</b>	<b>9.0%</b>	<b>15</b>	<b>1.5%</b>	<b>31</b>	<b>3.1%</b>	<b>985</b>	<b>100.0%</b>	<b>142</b>	<b>14.4%</b>

TABLE 3  
**Demographic Summary**  
 UNIVERSITY OF NEVADA, RENO  
**Academic & Administrative Faculty, Ethnicity by Unit**  
 September 30, 2004

UNIT	CURRENT ADMINISTRATIVE FACULTY											TOTAL		
	W		AI		AS		BK		HISP		TOTAL		URG	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ABNR	16	88.9%			1	5.6%			1	5.6%	18	1.8%	2	11.1%
AVPH	8	88.9%					1	11.1%			9	0.9%	1	11.1%
B&F	12	80.0%	1	6.7%	2	13.3%					15	1.5%	3	20.0%
BUDN	23	92.0%					1	4.0%	1	4.0%	25	2.5%	2	8.0%
COOP	12	92.3%					1	7.7%			13	1.3%	1	7.7%
CXS	30	96.8%					1	3.2%			31	3.1%	1	3.2%
DAR	30	93.8%			2	6.3%					32	3.2%	2	6.3%
EDDN	16	88.9%			1	5.6%			1	5.6%	18	1.8%	2	11.1%
ENDN	10	100.0%								0.0%	10	1.0%	0	0.0%
ENRO	17	70.8%	1	4.2%	2	8.3%	1	4.2%	3		24	2.4%	7	29.2%
FSRV	13	100.0%									13	1.3%	0	0.0%
GRAD	3	100.0%									3	0.3%	0	0.0%
HCDN	38	84.4%	1	2.2%	3	6.7%			3	6.7%	45	4.6%	7	15.6%
ICA	53	84.1%			2	3.2%	6	9.5%	2	3.2%	63	6.4%	10	15.9%
JOUR	1	50.0%					1	50.0%			2	0.2%	1	50.0%
LADN	7	100.0%									7	0.7%	0	0.0%
MDDN	53	88.3%			4	6.7%			3	5.0%	60	6.1%	7	11.7%
PBA	12	92.3%							1	7.7%	13	1.3%	1	7.7%
PRES	5	83.3%					1				6	0.6%	1	16.7%
PROV	28	80.0%			3	8.6%			4	11.4%	35	3.6%	7	20.0%
SCDN	16	84.2%			1	5.3%			2	10.5%	19	1.9%	3	15.8%
SL	10	83.3%							2	16.7%	12	1.2%	2	16.7%
SS	18	66.7%			2	7.4%	2	7.4%	5	18.5%	27	2.7%	9	33.3%
SSS	6	54.5%	1	9.1%			4	36.4%			11	1.1%	5	45.5%
VPAF	3	100.0%									3	0.3%	0	0.0%
VPIT	56	87.5%			5	7.8%	1	1.6%	2	3.1%	64	6.5%	8	12.5%
VPMC	3	50.0%			1	16.7%			2	33.3%	6	0.6%	3	50.0%
VPR	22	81.5%			2	7.4%	1	3.7%	2	7.4%	27	2.7%	5	18.5%
VPST	2	100.0%									2	0.2%	0	0.0%
<b>TOTAL</b>	<b>523</b>	<b>85.3%</b>	<b>4</b>	<b>0.7%</b>	<b>31</b>	<b>5.1%</b>	<b>21</b>	<b>3.4%</b>	<b>34</b>	<b>5.5%</b>	<b>613</b>	<b>62.2%</b>	<b>90</b>	<b>14.7%</b>

URG= underrepresented ethnic group

Source: HRIS\_F0410\_EMPLOYEE\_FACTS\_UNR

### Reader's Guide to Summary Tables 4 & 5

Summary Tables 4 & 5 are designed to display the net differences in gender and ethnic predominance within the academic and administrative faculties along the entire range of demographic characteristics included in the Demographic Profiles. These characteristics include ethnicity, tenure status, rank or range.

In these tables each population (female, male, white, color) was standardized to allow a comparison of populations of varying size. The total N of each population = 100%. The figures cited in each data cell are the **net differences** between the two values being compared. This net difference is the product of subtracting the percent of women (or faculty of color) from the percent of men (or white faculty) in each cell. The results allowed the predominance of women and faculty of color, respectively, to be highlighted by **bolded negative numbers** for easy identification. The decision to use negative numbers is a matter of personal preference.

Each characteristic is identified in subdivided row (White). Each row subdivision is a specific time period (columns A-E), based on the date of hire of the current faculty. The raw data from which columns B & C are derived are equal to the total in column A. For that reason the percentages in columns B & C (Before and After) are reverse negative images. The raw data in columns D & E are derived from the data in column C.

Illustration: The "White" value in Race/Ethnicity

Summary Table 4: Demographic Characteristics by Gender Predominance

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>Race/Ethnicity</b>	<b>Current</b>	<b>Before 7/1/98</b>	<b>After 7/1/98</b>	<b>After 7/1.2001</b>	<b>New Hires</b>
White	2.78%	7.84%	<b>-7.84%</b>	<b>-3.28%</b>	<b>-0.91%</b>

The 2.78% in column A indicates among current faculty, the white male segment is 2.78% greater than the white female segment (86.6-83.8=2.78). For the populations hired more than six years ago (column B), male predominance is 7.84% (66.7-58.8=7.84). In each subsequent hiring period—indicated by bolded negative percentages) white females predominate over white males. The **-0.91%** in column E demonstrates the narrow margin of female predominance.

## Time Periods

The time periods which head each column are not as arbitrary as they may appear. Columns B-E delineate specific stages in the institutional lives of tenure track academic faculty. They may have less relevance for administrative faculty. Column B includes current faculty who have been here more than six years; column C includes those who have been here less than six years; column D includes those with 3 or fewer years of service; and column E includes new hires. Simultaneously, columns C-E allow us to assess increasingly recent patterns of faculty representation along each demographic characteristic.

The specific day of July 1 is used because it is the most frequent annual hire date for academic faculty. Administrative faculty are hired year-round.

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### Sources:

Summary Table 4, "Demographic Characteristics by Gender Predominance," is derived from Demographic Profile Tables 3 & 4 (Female and Male Academic Faculty) and Tables 9 & 10 (Female and Male Administrative Faculty).

Summary Table 5, "Demographic Characteristics by Ethnic Predominance," is derived from Demographic Profile Tables 5 (Academic Faculty of Color) and a derivative of Table 2 (Academic Faculty) which depicts white faculty only. The comparison of Administrative faculty, similarly, used Demographic Profile Table 11 and a derivative of Table 8.

Summary Table 4A  
**Demographic Characteristic by Gender Predominance**  
 (Percent Women - Percent Men)

Positive number = % of female predominance

**Negative number = % of male predominance**

Hiring Periods B-E are subsets of Column A

**Academic Faculty, 2004**

	A	B	C	D	E
Hiring Period	Current	Before 7/1/98	After 7/1/98	After 7/1/2000	New Hires
<b>Gender</b>	<b>-25.89%</b>	<b>-10.38%</b>	10.38%	5.12%	0.91%
<b>RACE/ETHNICITY</b>					
WHITE	<b>-2.78%</b>	<b>-7.84%</b>	7.84%	3.28%	1.51%
AMERICAN INDIAN	0.61%	<b>-8.33%</b>	8.33%	50.00%	75.00%
ASIAN/PACIFIC ISL.	0.01%	<b>-14.88%</b>	14.88%	12.07%	<b>-6.98%</b>
BLACK/AFRICAN AMERICAN	1.50%	5.56%	<b>-5.56%</b>	16.67%	<b>-33.33%</b>
HISPANIC/LATINO	0.66%	<b>-43.59%</b>	43.59%	<b>-2.56%</b>	<b>-3.42%</b>
<b>TOTAL UNDER-REPRESENTED</b>	<b>2.78%</b>	<b>-20.58%</b>	20.58%	12.74%	<b>-3.80%</b>
<b>TENURE STATUS</b>					
TENURED	<b>-21.85%</b>	<b>-0.88%</b>	0.88%	0.96%	1.65%
ELIGIBLE	4.85%	5.69%	<b>-5.69%</b>	<b>-7.15%</b>	<b>-8.15%</b>
NOT ELIGIBLE	17.00%	2.42%	<b>-2.42%</b>	<b>-4.25%</b>	<b>-2.70%</b>
<b>RANK</b>					
O(I)	6.47%	2.29%	<b>-2.29%</b>	<b>-2.06%</b>	5.95%
O(II)	9.93%	<b>-3.35%</b>	3.35%	0.36%	<b>-4.52%</b>
O(III)	3.19%	15.63%	<b>-15.63%</b>	<b>-12.23%</b>	<b>-5.26%</b>
O(IV)	<b>-1.89%</b>	37.04%	<b>-37.04%</b>	<b>-22.22%</b>	<b>-11.11%</b>
II	3.78%	3.89%	<b>-3.89%</b>	<b>-7.06%</b>	<b>-7.60%</b>
III	1.08%	<b>-2.59%</b>	2.59%	4.83%	<b>-1.30%</b>
IV	<b>-22.56%</b>	3.45%	<b>-3.45%</b>	<b>-0.70%</b>	3.89%

**Administrative Faculty, 2004**

	A	B	C	D	E
Hiring Period	Current	Before 7/1/98	After 7/1/98	After 7/1/2000	New Hires
<b>GENDER</b>	<b>8.32%</b>	0.42%	<b>-0.42%</b>	<b>-0.59%</b>	<b>-0.08%</b>
<b>RACE/ETHNICITY</b>					
WHITE	<b>-2.80%</b>	1.10%	<b>-1.10%</b>	<b>-1.24%</b>	<b>-0.62%</b>
AMERICAN INDIAN	0.55%	<b>-100.00%</b>	100.00%	100.00%	66.67%
ASIAN/PACIFIC ISL.	1.45%	3.51%	<b>-3.51%</b>	<b>-4.82%</b>	7.46%
BLACK/AFRICAN AMERICAN	<b>-2.87%</b>	7.14%	<b>-7.14%</b>	<b>-7.14%</b>	<b>-21.43%</b>
HISPANIC/LATINO	3.67%	9.17%	<b>-9.17%</b>	7.50%	10.83%
<b>TOTAL UNDER-REPRESENTED</b>	<b>2.80%</b>	<b>-0.36%</b>	0.36%	0.97%	1.84%
<b>TENURE STATUS</b>					
TENURED	<b>-3.69%</b>	0.00%	0.00%	0.00%	0.00%
NOT ELIGIBLE	3.69%	1.71%	<b>-1.71%</b>	<b>-1.43%</b>	<b>-0.21%</b>
<b>RANGE</b>					
1	<b>-0.98%</b>	<b>-4.34%</b>	4.34%	<b>-0.56%</b>	21.91%
2	2.94%	6.02%	<b>-6.02%</b>	<b>-2.59%</b>	<b>-0.70%</b>
3	8.49%	<b>-2.29%</b>	2.29%	<b>-1.69%</b>	<b>-6.56%</b>
4	0.44%	5.34%	<b>-5.34%</b>	<b>-7.24%</b>	<b>-4.63%</b>
5	<b>-7.94%</b>	9.52%	<b>-9.52%</b>	0.00%	5.71%
6	1.01%	<b>-27.78%</b>	27.78%	31.75%	0.00%
7	<b>-1.15%</b>	27.50%	<b>-27.50%</b>	<b>-17.50%</b>	<b>-10.00%</b>
NO RANGE	<b>-2.82%</b>	<b>-35.90%</b>	35.90%	17.95%	17.95%

Derived from HRIS\_F0410\_EMPLOYEE\_FACTS\_UNR

Columns B+C=A

Summary Table 5  
**Demographic Characteristic by Ethnic Predominance**  
 (Percent White - Percent FOC)  
 Positive number = % of White predominance  
**Negative number = % of FOC predominance**  
 Hiring Periods B-E are subsets of Column A  
**Academic Faculty, 2004**

	A	B	C	D	E
Hiring Period	Current	Before 7/1/98	After 7/1/98	After 7/1/2000	New Hires
% of Total	71.17%	22.97%	-22.97%	-38.04%	-18.76%
<b>TENURE STATUS</b>					
TENURED	21.89%	-3.77%	3.77%	-2.39%	0.47%
ELIGIBLE	-15.45%	7.69%	-7.69%	-31.35%	-45.92%
NOT ELIGIBLE	-6.44%	16.90%	-16.90%	-41.03%	-24.31%
<b>RANK</b>					
0(I)	2.56%	30.22%	-30.22%	-54.22%	2.33%
0(II)	-9.35%	7.68%	-7.68%	-38.57%	2.20%
0(III)	-2.98%	18.97%	-18.97%	-37.93%	-10.00%
0(IV)	3.45%	62.86%	-62.86%	-71.43%	8.57%
II	-13.24%	7.02%	-7.02%	-33.33%	-38.33%
III	5.53%	15.08%	-15.08%	-25.85%	-7.44%
IV	14.04%	-7.82%	7.82%	5.35%	1.23%

**Administrative Faculty, 2004**

	A	B	C	D	E
Hiring Period	Current	Before 7/1/98	After 7/1/98	After 7/1/2000	New Hires
% of Total	-14.68%	16.73%	-16.73%	-38.52%	-7.50%
<b>TENURE STATUS</b>					
TENURED	2.6%	-24.0%	24.0%	12.0%	12.0%
NOT ELIGIBLE	-2.56%	16.91%	-16.91%	-39.20%	-86.75%
<b>RANGE</b>					
1	-1.55%	6.00%	-6.00%	-30.00%	26.00%
2	-12.59%	8.52%	-8.52%	-38.85%	-32.58%
3	0.57%	13.14%	-13.14%	-31.54%	-21.33%
4	8.16%	7.60%	-7.60%	-26.55%	-2.40%
5	5.65%	63.83%	-63.83%	-78.72%	17.02%
6	-0.81%	13.16%	-13.16%	-23.68%	0.00%
7	-0.47%	46.67%	-46.67%	-53.33%	-5.56%
NO RANGE	1.03%	8.82%	-8.82%	-32.35%	12.09%

Derived from HRIS\_F0410\_EMPLOYEE\_FACTS\_UNR

**FOC = Faculty of Color**

Columns B+C=A; Columns B&C should be reverse mirror images

## Reader's Guide to the Demographic Profiles

### Layout of the Tables

**Table 1: Total Academic and Administrative Faculty**

GENDER	A		B	C	D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET	% NET	HIRED	HIRED	HIRED	HIRED	HIRED	HIRED	HIRING	
	#	%	CHANGE	CHANGE	BEFORE	AFTER	AFTER	AFTER	AFTER	ACTIVITY		
			FROM	FROM	7/1/1998	7/1/1998	7/1/2001	7/1/2001	7/1/2001	10/1/03-9/30/04		
			2003	2003	% OF	% OF	% OF	% OF	% OF	#	%	
			#	%	CURRENT	CURRENT	CURRENT	CURRENT	CURRENT			
FEMALE	697	43.6%	52	8.1%	352	50.5%	345	49.5%	199	28.6%	78	47.3%
MALE	901	56.4%	57	6.8%	529	58.7%	372	41.3%	221	24.5%	87	52.7%
TOTAL	1598	100.0%	109	7.3%	881	55.1%	717	44.9%	420	26.3%	165	100.0%

The Demographic Profiles depict several key characteristics of the faculty: gender, ethnicity, tenure status, and rank or range.

Each profile has the layout depicted above. The right-most column identifies the demographic characteristic. Each row depicts the total universe of faculty who display that characteristic. The rows are subdivided into columns A-G, and the data cells in each column depict the total universe of the demographic characteristic that fits the column criterion.

In all cases, the totals # in columns D + E should equal the total # in column A. Columns F & G are subsets of column E.

### **The Time Period Columns (D-G)**

The time periods which head these columns are not as arbitrary as they may appear. Columns D-G identify specific stages in the institutional lives of tenure track academic faculty. They may have less relevance for administrative faculty. Column D includes current faculty who have been here more than six years; column E includes those who have been here less than six years; column F includes those with 3 or fewer years of service; and column G includes new hires. Simultaneously, columns D-G allow us to assess increasingly recent patterns of faculty representation along each demographic characteristic.

The specific day of July 1 is used because it is the most frequent annual hire date for academic faculty. Administrative faculty are hired year-round.

### **Column G (New Hires)**

This column is constructed differently for the two varieties of demographic profiles: Type I--tables depict both female and male faculty. Type II--tables depict a single population.

Type I tables include:

- Table 1: Total Academic and Administrative Faculty
- Table 2: Academic Faculty
- Table 5: Academic Faculty of Color
- Table 8: Administrative Faculty
- Table 11: Administrative Faculty of Color

In type I tables column G depicts females and males as a number and percent of **total hires**.

Type II tables include:

- Table 3: Female Academic Faculty
- Table 4: Male Academic Faculty
- Table 6: Female Academic Faculty of Color
- Table 7: Male Academic Faculty of Color
- Table 9: Female Administrative Faculty
- Table 10: Male Administrative Faculty
- Table 12: Female Administrative Faculty of Color
- Table 13: Male Administrative Faculty of Color

In type II tables column G depicts total hires as a number and percent of the **current population**.

TABLE 1  
 UNIVERSITY OF NEVADA, RENO  
**TOTAL ACADEMIC & ADMINISTRATIVE FACULTY**  
**September 30, 2004**  
 Gender and Ethnic Group  
 By Hire Date  
 Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE	% NET CHANGE	HIRED BEFORE	% OF	HIRED AFTER	% OF	HIRED AFTER	% OF	HIRING ACTIVITY			
	#	%	FROM 2003	FROM 2003	7/1/1998	CURRENT	7/1/1998	CURRENT	7/1/2001	CURRENT	#	%		
<b>FEMALE</b>	<b>697</b>	<b>43.6%</b>	<b>52</b>	<b>8.1%</b>	<b>352</b>	<b>50.5%</b>	<b>345</b>	<b>49.5%</b>	<b>199</b>	<b>28.6%</b>	<b>78</b>	<b>47.3%</b>		
MALE	901	56.4%	57	6.8%	529	58.7%	372	41.3%	221	24.5%	87	52.7%		
<b>TOTAL</b>	<b>1598</b>	<b>100.0%</b>	<b>109</b>	<b>7.3%</b>	<b>881</b>	<b>55.1%</b>	<b>717</b>	<b>44.9%</b>	<b>420</b>	<b>26.3%</b>	<b>165</b>	<b>100.0%</b>		
<b>RACE/ETHNICITY</b>														
WHITE	1366	85.5%	73	5.6%	794	58.1%	572	41.9%	331	78.8%	127	77.0%		
AMERICAN INDIAN	11	0.7%	3	37.5%	3	27.3%	8	72.7%	5	1.2%	2	1.2%		
ASIAN/PACIFIC ISL.	120	7.5%	20	20.0%	49	40.8%	71	59.2%	43	10.2%	16	9.7%		
BLACK/AFRICAN AMERICAN	36	2.3%	9	33.3%	11	30.6%	25	69.4%	19	4.5%	11	6.7%		
HISPANIC/LATINO	65	4.1%	6	10.2%	24	36.9%	41	63.1%	22	5.2%	9	5.5%		
UNKNOWN	0	0.0%	-2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>232</b>	<b>14.5%</b>	<b>38</b>	<b>19.6%</b>	<b>87</b>	<b>37.5%</b>	<b>145</b>	<b>62.5%</b>	<b>89</b>	<b>21.2%</b>	<b>38</b>	<b>23.0%</b>		
<b>TENURE STATUS</b>														
TENURED	489		3	0.6%	444	91.9%	45	8.1%	15	3.6%	2	1.2%		
ELIGIBLE	175		19	12.2%	22	12.6%	153	87.4%	113	26.9%	38	23.0%		
NOT ELIGIBLE	934		118	14.5%	415	44.4%	519	55.6%	292	69.5%	122	73.9%		
OTHER	0	0.0%	-25	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Unknown	0	0.0%	-4	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANK/RANGE**</b>														
0(I) or 1	144	9.0%	15	11.6%	41	28.5%	103	71.5%	65	15.5%	29	17.6%		
0(II) or 2	350	21.9%	38	12.2%	115	32.9%	235	67.1%	127	30.2%	53	32.1%		
0(III) or 3	218	13.6%	9	4.3%	126	57.8%	92	42.2%	50	11.9%	23	13.9%		
0(IV) or 4	140	8.8%	17	13.8%	87	62.1%	53	37.9%	28	6.7%	7	4.2%		
II or 5	202	12.6%	31	18.1%	50	24.8%	152	75.2%	105	25.0%	38	23.0%		
III or 6	243	15.2%	-3	-1.2%	193	79.4%	50	20.6%	24	5.7%	7	4.2%		
IV or 7	282	17.6%	0	0.0%	258	91.5%	24	8.5%	17	4.0%	4	2.4%		
NO RANGE (NR)	19	1.2%	2	11.8%	11	57.9%	8	42.1%	4	1.0%	4	2.4%		

Source for all tables: HRIS\_F0410\_EMPLOYEE\_FACTS\_UNR

\*\*The is no relationship between ranks and ranges. They are matched here in descending order for convenience.

TABLE 2  
**ACADEMIC FACULTY**  
**September 30, 2004**  
Gender and Ethnic Group  
By Hire Date

Female and Underrepresented Group Faculty Highlighted

	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003	% NET CHANGE FROM 2003	HIRED BEFORE 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/2000	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04			
	#	%	#	%	#		#		#		#	%	#	%
<b>GENDER</b>														
FEMALE	365	37.1%	18	5.2%	197	54.0%	168	46.0%	97	26.6%	31	39.7%		
MALE	620	62.9%	35	6.0%	399	64.4%	221	35.6%	133	21.5%	47	60.3%		
TOTAL	985	100.0%	53	5.7%	596	60.5%	389	39.5%	230	23.4%	78	100.0%		
<b>RACE/ETHNICITY</b>														
WHITE	843	85.6%	31	3.8%	538	63.8%	305	36.2%	178	21.1%	58	74.4%		
AMERICAN INDIAN	7	0.7%	1	16.7%	2	28.6%	5	71.4%	2	28.6%	0	0.0%		
ASIAN/PACIFIC ISL.	89	9.0%	14	18.7%	38	42.7%	51	57.3%	31	34.8%	12	15.4%		
BLACK/AFRICAN AMERICAN	15	1.5%	5	50.0%	3	20.0%	12	80.0%	9	60.0%	5	6.4%		
HISPANIC/LATINO	31	3.1%	2	6.9%	15	48.4%	16	51.6%	10	32.3%	3	3.8%		
TOTAL UNDER-REPRESENTED	142	14.4%	22	18.3%	58	40.8%	84	59.2%	52	36.6%	20	14.1%		
<b>TENURE STATUS</b>														
TENURED	462	46.9%	1	0.2%	423	91.6%	39	8.4%	12	5.2%	2	2.6%		
ELIGIBLE	175	17.8%	19	12.2%	22	12.6%	153	87.4%	113	49.1%	38	48.7%		
NOT ELIGIBLE	348	35.3%	50	16.8%	151	43.4%	197	56.6%	105	45.7%	38	48.7%		
OTHER	0	0.0%	-15	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
UNKNOWN	0	0.0%	-2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANK</b>														
0(I)	84	8.5%	17	25.4%	32	38.1%	52	61.9%	30	13.0%	16	20.5%		
0(II)	157	15.9%	17	12.1%	51	32.5%	106	67.5%	54	23.5%	17	21.8%		
0(III)	72	7.3%	-2	-2.7%	47	65.3%	25	34.7%	11	4.8%	2	2.6%		
0(IV)	36	3.7%	4	12.5%	22	61.1%	14	38.9%	10	4.3%	3	3.8%		
II	152	15.4%	19	14.3%	20	13.2%	132	86.8%	95	41.3%	30	38.5%		
III	220	22.3%	-3	-1.3%	179	81.4%	41	18.6%	17	7.4%	7	9.0%		
IV	264	26.8%	1	0.4%	245	92.8%	19	7.2%	13	5.7%	3	3.8%		

TABLE 3  
**FEMALE ACADEMIC FACULTY**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003 #	% NET CHANGE FROM 2003 %	HIRED BEFORE 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/2000 #	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04 #	%		
	#	%												
<b>FEMALE</b>	<b>365</b>	<b>--</b>	<b>18</b>	<b>5.2%</b>	<b>197</b>	<b>54.0%</b>	<b>168</b>	<b>46.0%</b>	<b>97</b>	<b>26.6%</b>	<b>31</b>	<b>8.5%</b>		
<b>RACE/ETHNICITY</b>														
WHITE	306	83.8%	12	4.1%	180	58.8%	126	41.2%	71	23.2%	24	77.4%		
AMERICAN INDIAN	4	1.1%	1	33.3%	1	25.0%	3	75.0%	2	50.0%	3	9.7%		
ASIAN/PACIFIC ISL.	33	9.0%	2	6.5%	11	33.3%	22	66.7%	14	42.4%	3	9.7%		
BLACK/AFRICAN AMERICAN	9	2.5%	3	50.0%	2	22.2%	7	77.8%	6	66.7%	0	0.0%		
HISPANIC/LATINO	13	3.6%	0	0.0%	3	23.1%	10	76.9%	4	30.8%	1	3.2%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>59</b>	<b>16.2%</b>	<b>6</b>	<b>11.3%</b>	<b>17</b>	<b>28.8%</b>	<b>42</b>	<b>71.2%</b>	<b>26</b>	<b>44.1%</b>	<b>7</b>	<b>30.0%</b>		
<b>TENURE STATUS</b>														
TENURED	121	33.2%	4	3.4%	110	90.9%	11	9.1%	4	3.3%	2	6.5%		
ELIGIBLE	76	20.8%	2	2.7%	12	15.8%	64	84.2%	46	60.5%	13	41.9%		
NOT ELIGIBLE	168	46.0%	24	16.7%	75	44.6%	93	55.4%	47	28.0%	16	51.6%		
OTHER	0	0.0%	-12	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANK</b>														
O(I)	46	12.6%	10	27.8%	18	39.1%	28	60.9%	16	34.8%	10	32.3%		
O(II)	81	22.2%	5	6.6%	25	30.9%	56	69.1%	28	34.6%	7	22.6%		
O(III)	34	9.3%	-1	-2.9%	25	73.5%	9	26.5%	3	8.8%	0	0.0%		
O(IV)	9	2.5%	0	0.0%	8	88.9%	1	11.1%	1	11.1%	0	0.0%		
II	65	17.8%	2	3.2%	10	15.4%	55	84.6%	38	58.5%	10	32.3%		
III	84	23.0%	-1	-1.2%	67	79.8%	17	20.2%	9	10.7%	2	6.5%		
IV	46	12.6%	4	9.5%	44	95.7%	2	4.3%	2	4.3%	2	6.5%		
NR	0	0.0%	-1	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		

TABLE 4  
**MALE ACADEMIC FACULTY**  
**September 30, 2004**  
Gender and Ethnic Group  
By Hire Date

Female and Underrepresented Group Faculty Highlighted

	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003 #	% NET CHANGE FROM 2003 %	HIRED BEFORE 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/2000 #	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04			
	#	%									#	%		
MALE	620	--	35	6.0%	399	64.4%	221	35.6%	133	21.5%	47	7.6%		
<b>RACE/ETHNICITY</b>														
WHITE	537	86.6%	19	3.7%	358	66.7%	179	33.3%	107	19.9%	34	72.3%		
AMERICAN INDIAN	3	0.5%	0	0.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%		
ASIAN/PACIFIC ISL.	56	9.0%	12	27.3%	27	48.2%	29	51.8%	17	30.4%	9	19.1%		
BLACK/AFRICAN AMERICAN	6	1.0%	2	50.0%	1	16.7%	5	83.3%	3	50.0%	2	4.3%		
HISPANIC/LATINO	18	2.9%	2	12.5%	12	66.7%	6	33.3%	6	33.3%	2	4.3%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>83</b>	<b>13.4%</b>	<b>16</b>	<b>23.9%</b>	<b>41</b>	<b>49.4%</b>	<b>42</b>	<b>50.6%</b>	<b>26</b>	<b>31.3%</b>	<b>13</b>	<b>27.7%</b>		
<b>TENURE STATUS</b>														
TENURED	341	55.0%	-3	-0.9%	313	91.8%	28	8.2%	8	2.3%	0			
ELIGIBLE	99	16.0%	17	20.7%	10	10.1%	89	89.9%	67	67.7%	25	53.2%		
NOT ELIGIBLE	180	29.0%	26	16.9%	76	42.2%	104	57.8%	58	32.2%	22	46.8%		
OTHER	0	0.0%	-3	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANK</b>														
0(I)	38	6.1%	7	22.6%	14	36.8%	24	63.2%	14	36.8%	6	12.8%		
0(II)	76	12.3%	12	18.8%	26	34.2%	50	65.8%	26	34.2%	10	21.3%		
0(III)	38	6.1%	-1	-2.6%	22	57.9%	16	42.1%	8	21.1%	2	4.3%		
0(IV)	27	4.4%	4	17.4%	14	51.9%	13	48.1%	9	33.3%	3	6.4%		
II	87	14.0%	17	24.3%	10	11.5%	77	88.5%	57	65.5%	20	42.6%		
III	136	21.9%	-2	-1.4%	112	82.4%	24	17.6%	8	5.9%	5	10.6%		
IV	218	35.2%	-2	-0.9%	201	92.2%	17	7.8%	11	5.0%	1	2.1%		

TABLE 5  
**ACADEMIC FACULTY OF COLOR**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003 #	% NET CHANGE FROM 2003 %	HIRED BEFORE 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/2000 #	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04			
	#	%									#	%		
<b>FEMALE</b>	<b>59</b>	<b>41.5%</b>	<b>6</b>	<b>11.3%</b>	<b>17</b>	<b>28.8%</b>	<b>42</b>	<b>71.2%</b>	<b>26</b>	<b>44.1%</b>	<b>7</b>	<b>35.0%</b>		
MALE	83	58.5%	16	23.9%	41	49.4%	42	50.6%	26	31.3%	13	65.0%		
TOTAL	142	100.0%	22	18.3%	58	40.8%	84	59.2%	52	36.6%	20	100.0%		
<b>RACE/ETHNICITY</b>														
AMERICAN INDIAN	7	4.9%	1	16.7%	2	28.6%	5	71.4%	2	28.6%	0	0.0%		
ASIAN/PACIFIC ISL.	89	62.7%	14	18.7%	38	42.7%	51	57.3%	31	34.8%	12	60.0%		
BLACK/AFRICAN AMERICAN	15	10.6%	5	50.0%	3	20.0%	12	80.0%	9	60.0%	5	25.0%		
HISPANIC/LATINO	31	21.8%	2	6.9%	15	48.4%	16	51.6%	10	32.3%	3	15.0%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>142</b>	<b>100.0%</b>	<b>22</b>	<b>18.3%</b>	<b>58</b>	<b>40.8%</b>	<b>84</b>	<b>59.2%</b>	<b>52</b>	<b>36.6%</b>	<b>20</b>	<b>100.0%</b>		
<b>TENURE STATUS</b>														
TENURED	40	28.2%	-2	-4.8%	38	95.0%	2	5.0%	1	2.5%	0	0.0%		
ELIGIBLE	44	31.0%	11	33.3%	3	6.8%	41	93.2%	32	72.7%	13	65.0%		
NOT ELIGIBLE	58	40.8%	14	31.8%	17	29.3%	41	70.7%	19	32.8%	7	35.0%		
OTHER	0	0.0%	-1	-100.0%		0.0%		0.0%		0.0%		0.0%		
<b>RANK</b>														
0(I)	9	6.3%	5	125.0%	1	11.1%	8	88.9%	4	44.4%	3	15.0%		
0(II)	34	23.9%	5	-100.0%	9	26.5%	25	73.5%	11	32.4%	2	10.0%		
0(III)	14	9.9%	2	16.7%	7	50.0%	7	50.0%	4	28.6%	2	10.0%		
0(IV)	1	0.7%	1	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%		
II	38	26.8%	11	40.7%	3	7.9%	35	92.1%	28	73.7%	11	55.0%		
III	25	17.6%	-3	-10.7%	17	68.0%	8	32.0%	5	20.0%	2	10.0%		
IV	21	14.8%	2	10.5%	21	100.0%	0	0.0%	0	0.0%	0	0.0%		
NR	0	0.0%	-1	-100.0%		0.0%		0.0%		0.0%		0.0%		

TABLE 6  
**FEMALE ACADEMIC FACULTY OF COLOR**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

	A		B	C	D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003	% NET CHANGE FROM 2003	HIRED BEFORE 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/2000	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04	
	#	%	#	%	#		#		#		#	%
<b>GENDER</b>	<b>59</b>	<b>--</b>	<b>6</b>	<b>11.3%</b>	<b>17</b>	<b>28.8%</b>	<b>42</b>	<b>71.2%</b>	<b>26</b>	<b>44.1%</b>	<b>7</b>	<b>11.9%</b>
<b>RACE/ETHNICITY</b>												
AMERICAN INDIAN	4	6.8%	1	33.3%	1	25.0%	3	75.0%	2	50.0%	0	0.0%
ASIAN/PACIFIC ISL.	33	55.9%	2	6.5%	11	33.3%	22	66.7%	14	42.4%	3	42.9%
BLACK/AFRICAN AMERICAN	9	15.3%	3	50.0%	2	22.2%	7	77.8%	6	66.7%	3	42.9%
HISPANIC/LATINO	13	22.0%	0	0.0%	3	23.1%	10	76.9%	4	30.8%	1	14.3%
<b>TOTAL UNDER-REPRESENTED</b>	<b>59</b>	<b>100.0%</b>	<b>6</b>	<b>11.3%</b>	<b>17</b>	<b>28.8%</b>	<b>42</b>	<b>71.2%</b>	<b>26</b>	<b>44.1%</b>	<b>7</b>	<b>100.0%</b>
<b>TENURE STATUS</b>												
TENURED	11	18.6%	-1	-8.3%	10	90.9%	1	9.1%	1	9.1%	0	0.0%
ELIGIBLE	19	32.2%	2	11.8%	0	0.0%	19	100.0%	15	78.9%	4	57.1%
NOT ELIGIBLE	29	49.2%	6	26.1%	7	24.1%	22	75.9%	10	34.5%	3	42.9%
OTHER	0	0.0%	-1	-100.0%		0.0%		0.0%		0.0%		0.0%
<b>RANK</b>												
0(I)	6	10.2%	4	200.0%	0	0.0%	6	100.0%	4	66.7%	3	42.9%
0(II)	16	27.1%	1	6.7%	4	25.0%	12	75.0%	4	25.0%	0	0.0%
0(III)	7	11.9%	0	0.0%	3	42.9%	4	57.1%	2	28.6%	0	0.0%
0(IV)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
II	18	30.5%	3	20.0%	0	0.0%	18	100.0%	14	77.8%	4	57.1%
III	8	13.6%	-2	-20.0%	6	75.0%	2	25.0%	2	25.0%	0	0.0%
IV	4	6.8%	1	33.3%	4	100.0%	0	0.0%	0	0.0%	0	0.0%
NR	0	0.0%	-1	-100.0%		0.0%		0.0%		0.0%		0.0%

TABLE 7  
**MALE ACADEMIC FACULTY OF COLOR**  
**September 30, 2004**  
Gender and Ethnic Group  
By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003	% NET CHANGE FROM 2003	HIRED BEFORE 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/2000	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04			
	#	%	#	%	#	%	#	%	#	%	#	%		
MALE	83	--	16	23.9%	41	49.4%	42	50.6%	26	31.3%	13	15.7%		
<b>RACE/ETHNICITY</b>														
AMERICAN INDIAN	3	3.6%	0	0.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%		
ASIAN/PACIFIC ISL.	56	67.5%	12	27.3%	27	48.2%	29	51.8%	17	30.4%	9	69.2%		
BLACK/AFRICAN AMERICAN	6	7.2%	2	50.0%	1	16.7%	5	83.3%	3	50.0%	2	15.4%		
HISPANIC/LATINO	18	21.7%	2	12.5%	12	66.7%	6	33.3%	6	33.3%	2	15.4%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>83</b>	<b>100.0%</b>	<b>16</b>	<b>23.9%</b>	<b>41</b>	<b>49.4%</b>	<b>42</b>	<b>50.6%</b>	<b>26</b>	<b>31.3%</b>	<b>13</b>	<b>100.0%</b>		
<b>TENURE STATUS</b>														
TENURED	29	34.9%	-1	-3.3%	28	96.6%	1	3.4%	0	0.0%	0	0.0%		
ELIGIBLE	25	30.1%	9	56.3%	3	12.0%	22	88.0%	17	68.0%	9	69.2%		
NOT ELIGIBLE	29	34.9%	8	38.1%	10	34.5%	19	65.5%	9	31.0%	4	30.8%		
OTHER		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANK</b>														
0(I)	3	3.6%	1	50.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%		
0(II)	18	21.7%	4	28.6%	5	27.8%	13	72.2%	7	38.9%	2	15.4%		
0(III)	7	8.4%	2	40.0%	4	57.1%	3	42.9%	2	28.6%	2	15.4%		
0(IV)	1	1.2%	1	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%		
II	20	24.1%	8	66.7%	3	15.0%	17	85.0%	14	70.0%	7	53.8%		
III	17	20.5%	-1	-5.6%	11	64.7%	6	35.3%	3	17.6%	2	15.4%		
IV	17	20.5%	1	6.3%	17	100.0%	0	0.0%	0	0.0%	0	0.0%		

TABLE 8  
**ADMINISTRATIVE FACULTY**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE	% NET CHANGE	HIRED BEFORE	% OF	HIRED AFTER	% OF	HIRED AFTER	% OF	HIRING ACTIVITY			
	#	%	FROM 2003	FROM 2003	7/1/1998	CURRENT	7/1/1998	CURRENT	7/1/2000	CURRENT	10/1/03-9/30/04	#	%	
FEMALE	332	54.2%	34	11.4%	155	46.7%	177	53.3%	102	30.7%	47	54.0%		
MALE	281	45.8%	22	8.5%	130	46.3%	151	53.7%	88	31.3%	40	46.0%		
TOTAL	613	100.0%	56	10.1%	285	46.5%	328	53.5%	190	31.0%	87	100.0%		
<b>RACE/ETHNICITY</b>														
WHITE	523	85.3%	42	8.7%	256	48.9%	267	51.1%	153	31.8%	69	79.3%		
AMERICAN INDIAN	4	0.7%	2	100.0%	1	25.0%	3	75.0%	3	150.0%	2	2.3%		
ASIAN/PACIFIC ISL.	31	5.1%	6	24.0%	11	35.5%	20	64.5%	12	48.0%	4	4.6%		
BLACK/AFRICAN AMERICAN	21	3.4%	4	23.5%	8	38.1%	13	61.9%	10	58.8%	6	6.9%		
HISPANIC/LATINO	34	5.5%	4	13.3%	9	26.5%	25	73.5%	12	40.0%	6	6.9%		
UNKNOWN	0	0.0%	-2	-100.0%						0.0%		0.0%		
TOTAL UNDER-REPRESENTED	90	14.7%	16	21.6%	29	32.2%	61	67.8%	37	50.0%	18	20.7%		
<b>TENURE STATUS</b>														
TENURED	27	4.4%	0	0.0%	21	77.8%	6	22.2%	3	11.1%	3	3.4%		
ELIGIBLE	0	0.0%	0	0.0%	0		0		0	--	0	0.0%		
NOT ELIGIBLE	586	95.6%	68	13.1%	264	45.1%	322	54.9%	187	36.1%	84	96.6%		
OTHER	0	0.0%	-10	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
UNKNOWN	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANGE</b>														
1	60	9.8%	-2	-3.2%	9	15.0%	51	85.0%	35	56.5%	13	14.9%		
2	193	31.5%	21	12.2%	64	33.2%	129	66.8%	73	42.4%	36	41.4%		
3	146	23.8%	11	8.1%	79	54.1%	67	45.9%	39	28.9%	21	24.1%		
4	104	17.0%	13	14.3%	65	62.5%	39	37.5%	18	19.8%	4	4.6%		
5	50	8.2%	12	31.6%	30	60.0%	20	40.0%	10	26.3%	8	9.2%		
6	23	3.8%	0	0.0%	14	60.9%	9	39.1%	7	30.4%	0	0.0%		
7	18	2.9%	-1	-5.3%	13	72.2%	5	27.8%	4	21.1%	1	1.1%		
NO RANGE	19	3.1%	2	11.8%	11	57.9%	8	42.1%	4	23.5%	4	4.6%		

TABLE 9  
**FEMALE ADMINISTRATIVE FACULTY**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET	% NET	HIRED	% OF	HIRED	% OF	HIRED	% OF	HIRING			
GENDER	#	%	CHANGE	CHANGE	BEFORE	CURRENT	AFTER	CURRENT	AFTER	CURRENT	#	%	#	%
			FROM 2003	FROM 2003	7/1/1998		7/1/1998		7/1/2000		10/1/03-9/30/04			
<b>FEMALE</b>	<b>332</b>	<b>--</b>	<b>34</b>	<b>11.4%</b>	<b>155</b>	<b>46.7%</b>	<b>177</b>	<b>53.3%</b>	<b>102</b>	<b>30.7%</b>	<b>47</b>	<b>14.2%</b>		
<b>RACE/ETHNICITY</b>														
WHITE	279	84.0%	21	8.1%	138	49.5%	141	50.5%	80	28.7%	36	88.9%		
AMERICAN INDIAN	3	0.9%	2	200.0%	0	0.0%	3	100.0%	3	100.0%	2	0.0%		
ASIAN/PACIFIC ISL.	19	5.7%	4	26.7%	7	36.8%	12	63.2%	7	36.8%	3	3.7%		
BLACK/AFRICAN AMERICAN	7	2.1%	1	16.7%	3	42.9%	4	57.1%	3	42.9%	1	3.7%		
HISPANIC/LATINO	24	7.2%	6	33.3%	7	29.2%	17	70.8%	9	37.5%	5	3.7%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>53</b>	<b>16.0%</b>	<b>13</b>	<b>32.5%</b>	<b>17</b>	<b>32.1%</b>	<b>36</b>	<b>67.9%</b>	<b>22</b>	<b>41.5%</b>	<b>11</b>	<b>11.1%</b>		
<b>TENURE STATUS</b>														
TENURED	9	2.7%	-1	-10.0%	7	77.8%	2	22.2%	1	11.1%	1	0.0%		
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
NOT ELIGIBLE	323	97.3%	37	12.9%	148	45.8%	175	54.2%	101	31.3%	46	96.3%		
OTHER	0	0.0%	-1	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
UNKNOWN	0	0.0%	-1	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	3.7%		
<b>RANGE</b>														
1	31	9.3%	-1	-3.1%	4	12.9%	27	87.1%	18	58.1%	10	18.5%		
2	109	32.8%	11	11.2%	39	35.8%	70	64.2%	40	36.7%	20	44.4%		
3	92	27.7%	10	12.2%	49	53.3%	43	46.7%	24	26.1%	11	11.1%		
4	57	17.2%	7	14.0%	37	64.9%	20	35.1%	8	14.0%	1	14.8%		
5	15	4.5%	7	87.5%	10	66.7%	5	33.3%	3	20.0%	3	0.0%		
6	14	4.2%	1	7.7%	7	50.0%	7	50.0%	6	42.9%	0	7.4%		
7	8	2.4%	-1	-11.1%	7	87.5%	1	12.5%	1	12.5%	0	3.7%		
NO RANGE	6	1.8%	0	0.0%	2	33.3%	4	66.7%	2	33.3%	2	0.0%		

TABLE 10  
**MALE ADMINISTRATIVE FACULTY**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

	A		B	C	D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003	% NET CHANGE FROM 2003	HIRED BEFORE 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/1998	% OF CURRENT	HIRED AFTER 7/1/2000	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04	
	#	%	#	%	#		#		#		#	%
MALE	281	--	22	8.5%	130	46.3%	151	53.7%	88	34.0%	40	14.2%
<b>RACE/ETHNICITY</b>												
WHITE	244	86.8%	21	9.4%	118	48.4%	126	51.6%	73	32.7%	33	82.5%
AMERICAN INDIAN	1	0.4%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	12	4.3%	2	20.0%	4	33.3%	8	66.7%	5	50.0%	1	2.5%
BLACK/AFRICAN AMERICAN	14	5.0%	3	27.3%	5	35.7%	9	64.3%	7	63.6%	5	12.5%
HISPANIC/LATINO	10	3.6%	-2	-16.7%	2	20.0%	8	80.0%	3	25.0%	1	2.5%
UNKNOWN	0	0.0%	-2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL UNDER-REPRESENTED</b>	<b>37</b>	<b>13.2%</b>	<b>3</b>	<b>8.8%</b>	<b>12</b>	<b>32.4%</b>	<b>25</b>	<b>67.6%</b>	<b>15</b>	<b>44.1%</b>	<b>7</b>	<b>17.5%</b>
<b>TENURE STATUS</b>												
TENURED	18	6.4%	1	5.9%	14	77.8%	4	22.2%	2	11.8%	2	5.0%
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	263	93.6%	31	13.4%	116	44.1%	147	55.9%	86	37.1%	38	95.0%
OTHER	0	0.0%	-9	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UNKNOWN	0	0.0%	-1	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>RANGE</b>												
1	29	10.3%	-1	-3.3%	5	17.2%	24	82.8%	17	56.7%	3	7.5%
2	84	29.9%	10	13.5%	25	29.8%	59	70.2%	33	44.6%	16	40.0%
3	54	19.2%	1	1.9%	30	55.6%	24	44.4%	15	28.3%	10	25.0%
4	47	16.7%	6	14.6%	28	59.6%	19	40.4%	10	24.4%	3	7.5%
5	35	12.5%	5	16.7%	20	57.1%	15	42.9%	7	23.3%	5	12.5%
6	9	3.2%	-1	-10.0%	7	77.8%	2	22.2%	1	10.0%	0	0.0%
7	10	3.6%	0	0.0%	6	60.0%	4	40.0%	3	30.0%	1	2.5%
NO RANGE	13	4.6%	2	18.2%	9	69.2%	4	30.8%	2	18.2%	2	5.0%

TABLE 11  
**ADMINISTRATIVE FACULTY OF COLOR**  
**September 30, 2004**

Gender and Ethnic Group  
 By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003 #	% NET CHANGE FROM 2003 %	HIRED BEFORE 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/2000 #	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04			
	#	%									#	%		
<b>FEMALE</b>	<b>53</b>	<b>58.9%</b>	<b>13</b>	<b>32.5%</b>	<b>17</b>	<b>32.1%</b>	<b>36</b>	<b>67.9%</b>	<b>22</b>	<b>41.5%</b>	<b>11</b>	<b>61.1%</b>		
MALE	37	41.1%	3	8.8%	12	32.4%	25	67.6%	15	40.5%	7	38.9%		
TOTAL	90	100.0%	16	21.6%	29	32.2%	61	67.8%	37	41.1%	18	100.0%		
<b>RACE/ETHNICITY</b>														
AMERICAN INDIAN	4	4.4%	2	100.0%	1	25.0%	3	75.0%	3	75.0%	2	11.1%		
ASIAN/PACIFIC ISL.	31	34.4%	6	24.0%	11	35.5%	20	64.5%	12	38.7%	4	22.2%		
BLACK/AFRICAN AMERICAN	21	23.3%	4	23.5%	8	38.1%	13	61.9%	10	47.6%	6	33.3%		
HISPANIC/LATINO	34	37.8%	4	13.3%	9	26.5%	25	73.5%	12	35.3%	6	33.3%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>90</b>	<b>100.0%</b>	<b>16</b>	<b>21.6%</b>	<b>29</b>	<b>32.2%</b>	<b>61</b>	<b>67.8%</b>	<b>37</b>	<b>41.1%</b>	<b>18</b>	<b>100.0%</b>		
<b>TENURE STATUS</b>														
TENURED	2	2.2%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%		
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
NOT ELIGIBLE	88	97.8%	18	25.7%	27	30.7%	61	69.3%	37	42.0%	18	100.0%		
OTHER	0	0.0%	-2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANGE</b>														
1	10	11.1%	-1	-9.1%	1	10.0%	9	90.0%	5	50.0%	0	0.0%		
2	38	42.2%	8	26.7%	10	26.3%	28	73.7%	19	50.0%	9	50.0%		
3	21	23.3%	7	50.0%	9	42.9%	12	57.1%	7	33.3%	6	33.3%		
4	9	10.0%	1	12.5%	5	55.6%	4	44.4%	1	11.1%	1	5.6%		
5	3	3.3%	0	0.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%		
6	4	4.4%	-1	-20.0%	2	50.0%	2	50.0%	2	50.0%	0	0.0%		
7	3	3.3%	1	50.0%	1	33.3%	2	66.7%	2	66.7%	1	5.6%		
NO RANGE	2	2.2%	1	100.0%	1	50.0%	1	50.0%	1	50.0%	1	5.6%		

TABLE 12  
**FEMALE ADMINISTRATIVE FACULTY OF COLOR**  
**September 30, 2004**  
Gender and Ethnic Group  
By Hire Date

Female and Underrepresented Group Faculty Highlighted

	A		B	C	D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003	% NET CHANGE FROM 2003	HIRED BEFORE 7/1/1998	% OF	HIRED AFTER 7/1/1998	% OF	HIRED AFTER 7/1/2000	% OF	HIRING ACTIVITY 10/1/03-9/30/04	
	#	%	#	%	#	CURRENT	#	CURRENT	#	CURRENT	#	%
<b>FEMALE</b>	<b>53</b>		<b>13</b>	<b>32.5%</b>	<b>17</b>	<b>32.1%</b>	<b>36</b>	<b>67.9%</b>	<b>22</b>	<b>41.5%</b>	<b>11</b>	<b>20.8%</b>
<b>RACE/ETHNICITY</b>												
AMERICAN INDIAN	3	5.7%	2	200.0%	0	0.0%	3	100.0%	3	100.0%	2	18.2%
ASIAN/PACIFIC ISL.	19	35.8%	4	26.7%	7	36.8%	12	63.2%	7	36.8%	3	27.3%
BLACK/AFRICAN AMERICAN	7	13.2%	1	16.7%	3	42.9%	4	57.1%	3	42.9%	1	9.1%
HISPANIC/LATINO	24	45.3%	6	33.3%	7	29.2%	17	70.8%	9	37.5%	5	45.5%
<b>TOTAL UNDER-REPRESENTED</b>	<b>53</b>	<b>100.0%</b>	<b>13</b>	<b>32.5%</b>	<b>17</b>	<b>32.1%</b>	<b>36</b>	<b>67.9%</b>	<b>22</b>	<b>41.5%</b>	<b>11</b>	<b>100.0%</b>
<b>TENURE STATUS</b>												
TENURED	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	53	100.0%	13	32.5%	17	32.1%	36	67.9%	22	41.5%	11	100.0%
<b>RANGE</b>												
1	5	9.4%	0	0.0%	1	20.0%	4	80.0%	2	40.0%	0	0.0%
2	23	43.4%	6	35.3%	7	30.4%	16	69.6%	12	52.2%	6	54.5%
3	14	26.4%	5	55.6%	6	42.9%	8	57.1%	4	28.6%	4	36.4%
4	3	5.7%	0	0.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%
5	2	3.8%	1	100.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
6	3	5.7%	0	0.0%	1	33.3%	2	66.7%	2	66.7%	0	0.0%
7	2	3.8%	0	0.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%
NO RANGE	1	1.9%	1	0.0%	0	0.0%	1	100.0%	1	100.0%	1	9.1%

TABLE 13  
**MALE ADMINISTRATIVE FACULTY OF COLOR**  
**September 30, 2004**  
Gender and Ethnic Group  
By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B		C		D		E		F (subset of E)		G (subset of F)	
	CURRENT		NET CHANGE FROM 2003 #	% NET CHANGE FROM 2003 %	HIRED BEFORE 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/1998 #	% OF CURRENT	HIRED AFTER 7/1/2000 #	% OF CURRENT	HIRING ACTIVITY 10/1/03-9/30/04			
	#	%									#	%		
MALE	37		3	8.8%	12	32.4%	25	67.6%	15	40.5%	7	18.9%		
<b>RACE/ETHNICITY</b>														
AMERICAN INDIAN	1	2.7%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%		
ASIAN/PACIFIC ISL.	12	32.4%	2	20.0%	4	33.3%	8	66.7%	5	41.7%	1	25.0%		
BLACK/AFRICAN AMERICAN	14	37.8%	3	27.3%	5	35.7%	9	64.3%	7	50.0%	5	25.0%		
HISPANIC/LATINO	10	27.0%	-2	-16.7%	2	20.0%	8	80.0%	3	30.0%	1	50.0%		
<b>TOTAL UNDER-REPRESENTED</b>	<b>37</b>	<b>100.0%</b>	<b>3</b>	<b>8.8%</b>	<b>12</b>	<b>32.4%</b>	<b>25</b>	<b>67.6%</b>	<b>15</b>	<b>40.5%</b>	<b>7</b>	<b>100.0%</b>		
<b>TENURE STATUS</b>														
TENURED	2	5.4%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%		
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
NOT ELIGIBLE	35	94.6%	5	16.7%	10	28.6%	25	71.4%	15	42.9%	7	100.0%		
OTHER	0	0.0%	-2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
<b>RANGE</b>														
1	5	13.5%	-1	-16.7%	0	0.0%	5	100.0%	3	60.0%	0	50.0%		
2	15	40.5%	2	15.4%	3	20.0%	12	80.0%	7	46.7%	3	25.0%		
3	7	18.9%	2	40.0%	3	42.9%	4	57.1%	3	42.9%	2	0.0%		
4	6	16.2%	1	20.0%	4	66.7%	2	33.3%	1	16.7%	1	0.0%		
5	1	2.7%	-1	-50.0%	0	0.0%	1	100.0%	0	0.0%	0	25.0%		
6	1	2.7%	-1	-50.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%		
7	1	2.7%	1	0.0%	0	0.0%	1	100.0%	1	100.0%	1	0.0%		
NO RANGE	1	2.7%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%		