

**Annual Report on Faculty Demography
University of Nevada, Reno, September 30, 2005**

Prepared by Michael S. Coray
Special Assistant to the President for Diversity

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Note: This year's report contains 2 summary tables and a series of 19 demographic tables. In a departure from previous reports each faculty (and their respective subsets) now include a table depicting "White Non-Hispanic Faculty." The source of all data in this report is HRIS_F0510_EMPLOYEE_FACTS_UNR.

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TABLE 1
Hiring Summary
 UNIVERSITY OF NEVADA, RENO
Academic & Administrative Faculty
College/Unit by Percent Gender and Ethnicity
 October 1, 2004--September 30, 2005

UNIT	ACADEMIC HIRES							ADMINISTRATIVE HIRES							GRAND TOTAL	% TOTAL
	Female		Male		URG		Total	Female		Male		URG		Total		
	#	%	#	%	#	%		#	%	#	%	#	%			
College of Agriculture	6	66.7%	3	33.3%	1	11.1%	9			1	100.0%			1	10	6.8%
Asst. VP-Human Resources								1	100.0%					1	1	0.7%
Business & Finance								3	100.0%			1	33.3%	3	3	2.0%
College of Business			4	100.0%	2	50.0%	4							4	4	2.7%
Cooperative Extension	3	75.0%	1	25.0%			4	3	60.0%	2	40.0%			5	9	6.1%
Continuing Education								1	50.0%	1	50.0%			2	2	1.4%
VP, Development & Alumni								5	83.3%	1	16.7%	2	33.3%	6	6	4.1%
College of Education	1	100.0%			1	100.0%	1	1	100.0%					1	2	1.4%
College of Engineering	1	100.0%			1	100.0%	1							1	1	0.7%
Fire Science								1	33.3%	2	66.7%			3	3	2.0%
College of Human & Comm. Scier	9	75.0%	3	25.0%	4	33.3%	12	3	60.0%	2	40.0%			5	17	11.5%
Intercollegiate Athletics							0	5	41.7%	7	58.3%	3	25.0%	12	12	8.1%
School of Journalism			2	100.0%		0.0%	2							0	2	1.4%
College of Liberal Arts	4	33.3%	8	66.7%			12	2	100.0%					2	14	9.5%
Library	1	100.0%					1							1	1	0.7%
School of Medicine	5	29.4%	12	70.6%	5	29.4%	17	5	62.5%	3	37.5%	2	25.0%	8	25	16.9%
Planning, Budget & Analysis										1	100.0%			1	1	0.7%
President								2	50.0%	2	50.0%			4	4	2.7%
Provost	1	100.0%					1	1	25.0%	3	75.0%	1	25.0%	4	5	3.4%
College of Science	1	14.3%	6	85.7%	3	42.9%	7	1	50.0%	1	50.0%			2	9	6.1%
Student Life								1	50.0%	1	50.0%			2	2	1.4%
Student Support Services								2	40.0%	3	60.0%	1	20.0%	5	5	3.4%
VP, Information Technology								3	33.3%	6	66.7%	2	22.2%	9	9	6.1%
VP, Marketing & Communication								1	100.0%					1	1	0.7%
TOTAL	32	45.1%	39	54.9%	17	23.9%	71	41	53.2%	36	46.8%	12	15.6%	77	148	100.0%

URG= underrepresented ethnic group

TABLE 2
UNIVERSITY OF NEVADA, RENO
Academic & Administrative Faculty
College/Unit by Percent Gender and Ethnicity
October 1, 2004--September 30, 2005

UNIT	ACADEMIC FACULTY							ADMINISTRATIVE FACULTY							GRAND TOTAL	% TOTAL
	Female		Male		URG		Total	Female		Male		URG		Total		
	#	%	#	%	#	%		#	%	#	%	#	%			
College of Agriculture	23	33.8%	45	66.2%	14	20.6%	68	3	17.6%	14	82.4%	1	5.9%	17	85	5.1%
Asst. VP-Human Resources								8	72.7%	3	27.3%	1	9.1%	11	11	0.7%
Business & Finance								10	58.8%	7	41.2%	3	17.6%	17	17	1.0%
College of Business	14	25.9%	40	74.1%	11	20.4%	54	12	48.0%	13	52.0%	2	8.0%	25	79	4.8%
Cooperative Extension	22	53.7%	19	46.3%	3	7.3%	41	8	47.1%	9	52.9%	1	5.9%	17	58	3.5%
Continuing Education								16	57.1%	12	42.9%	1	3.6%	28	28	1.7%
VP, Development & Alumni								25	75.8%	8	24.2%	4	12.1%	33	33	2.0%
College of Education	29	55.8%	23	44.2%	7	13.5%	52	14	66.7%	7	33.3%	2	9.5%	21	73	4.4%
College of Engineering	8	11.4%	62	88.6%	21	30.0%	70	5	71.4%	2	28.6%			7	77	4.6%
Enrollment Services								17	77.3%	5	22.7%	8	36.4%	22	22	1.3%
Fire Science								3	18.8%	13	81.3%			16	16	1.0%
Graduate School								2	25.0%	6	75.0%			8	8	0.5%
College of Human & Comm. Sciences	54	76.1%	17	23.9%	8	11.3%	71	36	72.0%	14	28.0%	9	18.0%	50	121	7.3%
Intercollegiate Athletics								21	30.9%	47	69.1%	14	20.6%	68	68	4.1%
School of Journalism	6	50.0%	6	50.0%			12			2	100.0%	1	50.0%	2	14	0.8%
College of Liberal Arts	84	42.9%	112	57.1%	17	8.7%	196	8	72.7%	3	27.3%			11	207	12.5%
Library	17	68.0%	8	32.0%	2	8.0%	25			2	100.0%	1	50.0%	2	27	1.6%
School of Medicine	80	34.2%	154	65.8%	54	23.1%	234	45	69.2%	20	30.8%	9	13.8%	65	299	18.0%
Planning, Budget & Analysis								3	30.0%	7	70.0%			10	10	0.6%
Police Services										2	100.0%	1	50.0%	2	2	0.1%
President			1	100.0%			1	5	55.6%	4	44.4%	1	11.1%	9	10	0.6%
Provost	7	77.8%	2	22.2%	1	11.1%	9	24	63.2%	14	36.8%	8	21.1%	38	47	2.8%
College of Science	28	17.0%	137	83.0%	13	7.9%	165	10	40.0%	15	60.0%	5	20.0%	25	190	11.4%
Student Life								12	80.0%	3	20.0%	2	13.3%	15	15	0.9%
Student Support Services								19	59.4%	13	40.6%	9	28.1%	32	32	1.9%
Student Success Services								8	66.7%	4	33.3%	5	41.7%	12	12	0.7%
VP, Admin. & Finance								1	50.0%	1	50.0%			2	2	0.1%
VP, Information Technology								19	27.5%	50	72.5%	11	15.9%	69	69	4.2%
VP, Marketing & Communication								7	87.5%	1	12.5%	2	25.0%	8	8	0.5%
VP, Research			1	100.0%			1	8	42.1%	11	57.9%	5	26.3%	19	20	1.2%
VP, Student Services								2	100.0%					2	2	0.1%
TOTAL	372	37.2%	627	62.8%	151	15.1%	999	351	52.9%	312	47.1%	106	16.0%	663	1662	100.0%

URG= underrepresented ethnic group

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 CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF		HIRED AFTER 7/1/1999	% OF		HIRED AFTER 7/1/2002	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#	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 (although the data above is fictive). 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-F 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. Column G includes new hires. Simultaneously, columns D-F allow us to assess increasingly recent patterns of faculty representation along each demographic characteristic.

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

Column G (New Hires)

This column is constructed differently for the preceding columns. The percentages cited here reflect the percent of the specific cohort of new hires and each set of demographic characteristics (rows labeled female, male, total, etc.) will total 100% for each cohort.

To illustrate from the fictive Table 1 above (Total Academic and Administrative Faculty), column G indicates that the 78 female new hires account for 47.3% of all new hires.

TABLE 1
 UNIVERSITY OF NEVADA, RENO
TOTAL ACADEMIC & ADMINISTRATIVE FACULTY
September 30, 2005
 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)	
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
FEMALE	723	43.5%	26	3.7%	365	50.5%	358	49.5%	221	30.6%	72	48.6%
MALE	939	56.5%	38	4.2%	531	56.5%	408	43.5%	252	26.8%	76	51.4%
TOTAL	1662	100.0%	64	4.0%	896	53.9%	766	46.1%	473	28.5%	148	100.0%
RACE/ETHNICITY												
WHITE	1405	84.5%	39	2.9%	804	57.2%	601	42.8%	367	26.1%	114	77.0%
AMERICAN INDIAN	6	0.4%	-5	-45.5%	2	33.3%	4	66.7%	2	33.3%	1	0.7%
ASIAN/PACIFIC ISL.	134	8.1%	14	11.7%	52	38.8%	82	61.2%	53	39.6%	17	11.5%
BLACK/AFRICAN AMERICAN	46	2.8%	10	27.8%	11	23.9%	35	76.1%	23	50.0%	6	4.1%
HISPANIC/LATINO	71	4.3%	6	9.2%	27	38.0%	44	62.0%	28	39.4%	10	6.8%
TOTAL URG	257	15.5%	25	10.8%	92	35.8%	165	64.2%	106	41.2%	34	23.0%
TENURE STATUS												
TENURED	490	29.5%	1	0.2%	451	92.0%	39	8.0%	17	3.5%	4	2.7%
ELIGIBLE	167	10.0%	-8	-4.6%	13	7.8%	154	92.2%	106	63.5%	27	18.2%
NOT ELIGIBLE	1005	60.5%	71	7.6%	432	43.0%	573	57.0%	350	34.8%	117	79.1%
RANK/RANGE**												
O(I) or 1	151	9.1%	7	4.9%	44	29.1%	107	70.9%	61	40.4%	21	14.2%
O(II) or 2	391	23.5%	41	11.7%	121	30.9%	270	69.1%	164	41.9%	56	37.8%
O(III) or 3	213	12.8%	-5	-2.3%	126	59.2%	87	40.8%	51	23.9%	14	9.5%
O(IV) or 4	152	9.1%	12	8.6%	86	56.6%	66	43.4%	40	26.3%	16	10.8%
II or 5	208	12.5%	6	3.0%	54	26.0%	154	74.0%	107	51.4%	29	19.6%
III or 6	250	15.0%	7	2.9%	200	80.0%	50	20.0%	28	11.2%	7	4.7%
IV or 7	280	16.8%	-2	-0.7%	254	90.7%	26	9.3%	16	5.7%	4	2.7%
NO RANGE (NR)	17	1.0%	-2	-10.5%	11	64.7%	6	35.3%	6	35.3%	1	0.7%

URG = UNDERREPRESENTED ETHNIC GROUPS

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

TABLE 2
ACADEMIC FACULTY
September 30, 2005
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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
GENDER												
FEMALE	372	37.2%	7	1.9%	200	53.8%	172	46.2%	103	27.7%	31	43.7%
MALE	627	62.8%	7	1.1%	395	63.0%	232	37.0%	148	23.6%	40	56.3%
TOTAL	999	100.0%	14	1.4%	595	59.6%	404	40.4%	251	25.1%	71	100.0%
RACE/ETHNICITY												
WHITE	848	84.9%	5	0.6%	537	63.3%	311	36.7%	188	22.2%	53	74.6%
AMERICAN INDIAN	5	0.5%	-2	-28.6%	1	20.0%	4	80.0%	2	40.0%	1	1.4%
ASIAN/PACIFIC ISL.	96	9.6%	7	7.9%	40	41.7%	56	58.3%	38	39.6%	11	15.5%
BLACK/AFRICAN AMERICAN	18	1.8%	3	20.0%	3	16.7%	15	83.3%	11	61.1%	2	2.8%
HISPANIC/LATINO	32	3.2%	1	3.2%	14	43.8%	18	56.3%	12	37.5%	4	5.6%
TOTAL URG	151	15.1%	9	6.3%	58	38.4%	93	61.6%	63	41.7%	18	25.4%
TENURE STATUS												
TENURED	462	46.2%	0	0.0%	427	92.4%	35	7.6%	13	2.8%	3	4.2%
ELIGIBLE	167	16.7%	-8	-4.6%	13	7.8%	154	92.2%	106	63.5%	27	38.0%
NOT ELIGIBLE	370	37.0%	22	6.3%	155	41.9%	215	58.1%	132	35.7%	41	57.7%
OTHER	999	100.0%	14	1.4%	595	59.6%	404	40.4%	251	25.1%	71	100.0%
RANK												
0(I)	92	9.2%	8	9.5%	34	37.0%	58	63.0%	36	39.1%	15	21.1%
0(II)	170	17.0%	13	8.3%	51	30.0%	119	70.0%	72	42.4%	20	28.2%
0(III)	67	6.7%	-5	-6.9%	45	67.2%	22	32.8%	12	17.9%	3	4.2%
0(IV)	41	4.1%	5	13.9%	25	61.0%	16	39.0%	12	29.3%	3	4.2%
II	148	14.8%	-4	-2.6%	18	12.2%	130	87.8%	89	60.1%	23	32.4%
III	223	22.3%	3	1.4%	185	83.0%	38	17.0%	18	8.1%	4	5.6%
IV	258	25.8%	-6	-2.3%	237	91.9%	21	8.1%	12	4.7%	3	4.2%

TABLE 3
ACADEMIC FACULTY OF COLOR

September 30, 2005

Gender and Ethnic Group

By Hire Date

Female and Underrepresented Group Faculty Highlighted

GENDER	A		B NET CHANGE FROM 2004 #	C % NET CHANGE FROM 2004 %	D		E		F (subset of E)		G (subset of F)	
	CURRENT #	%			HIRED BEFORE 7/1/1999 #	% OF CURRENT	HIRED AFTER 7/1/1999 #	% OF CURRENT	HIRED AFTER 7/1/2002 #	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05 #	%
FEMALE	61	40.4%	2	3.4%	21	34.4%	40	65.6%	26	42.6%	6	33.3%
MALE	90	59.6%	7	8.4%	37	41.1%	53	58.9%	37	41.1%	12	66.7%
TOTAL	151	100.0%	9	6.3%	58	38.4%	93	61.6%	63	41.7%	18	100.0%
RACE/ETHNICITY												
AMERICAN INDIAN	5	3.3%	-2	-28.6%	1	20.0%	4	80.0%	2	40.0%	1	5.6%
ASIAN/PACIFIC ISL.	96	63.6%	7	7.9%	40	41.7%	56	58.3%	38	39.6%	11	61.1%
BLACK/AFRICAN AMERICAN	18	11.9%	3	20.0%	3	16.7%	15	83.3%	11	61.1%	2	11.1%
HISPANIC/LATINO	32	21.2%	1	3.2%	14	43.8%	18	56.3%	12	37.5%	4	22.2%
TOTAL URG	151	100.0%	9	6.3%	58	38.4%	93	61.6%	63	41.7%	18	100.0%
TENURE STATUS												
TENURED	43	28.5%	3	7.5%	37	86.0%	6	14.0%	3	7.0%	2	11.1%
ELIGIBLE	40	26.5%	-4	-9.1%	2	5.0%	38	95.0%	28	70.0%	6	33.3%
NOT ELIGIBLE	68	45.0%	10	17.2%	19	27.9%	49	72.1%	32	47.1%	10	55.6%
RANK												
0(I)	16	10.6%	7	77.8%	3	18.8%	13	81.3%	10	62.5%	3	16.7%
0(II)	38	25.2%	4	11.8%	8	21.1%	30	78.9%	18	47.4%	7	38.9%
0(III)	11	7.3%	-3	-21.4%	6	54.5%	5	45.5%	4	36.4%	0	0.0%
0(IV)	3	2.0%	2	200.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%
II	35	23.2%	-3	-7.9%	2	5.7%	33	94.3%	26	74.3%	6	33.3%
III	27	17.9%	2	8.0%	18	66.7%	9	33.3%	3	11.1%	0	0.0%
IV	21	13.9%	0	0.0%	19	90.5%	2	9.5%	2	9.5%	2	11.1%

TABLE 4
WHITE NON-HISPANIC ACADEMIC FACULTY

September 30, 2005

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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
FEMALE	311	36.7%	5	1.6%	179	57.6%	132	42.4%	77	24.8%	25	47.2%
MALE	537	63.3%	0	0.0%	358	66.7%	179	33.3%	111	20.7%	28	52.8%
TOTAL	848	100.0%	5	1.0%	537	63.3%	311	36.7%	188	22.2%	53	100.0%
TENURE STATUS												
TENURED	419	49.4%	-3	-0.7%	390	93.1%	29	6.9%	10	2.4%	1	1.9%
ELIGIBLE	127	15.0%	-4	-3.1%	11	8.7%	116	91.3%	78	61.4%	21	39.6%
NOT ELIGIBLE	302	35.6%	12	4.1%	136	45.0%	166	55.0%	100	33.1%	31	58.5%
RANGE												
0(I)	76	9.0%	1	1.3%	31	40.8%	45	59.2%	26	34.2%	12	22.6%
0(II)	132	15.6%	9	7.3%	43	32.6%	89	67.4%	54	40.9%	13	24.5%
0(III)	56	6.6%	-2	-3.4%	39	69.6%	17	30.4%	8	14.3%	3	5.7%
0(IV)	38	4.5%	3	8.6%	23	60.5%	15	39.5%	12	31.6%	3	5.7%
II	113	13.3%	-1	-0.9%	16	14.2%	97	85.8%	63	55.8%	17	32.1%
III	196	23.1%	1	0.5%	167	85.2%	29	14.8%	15	7.7%	4	7.5%
IV	237	27.9%	-6	-2.5%	218	92.0%	19	8.0%	10	4.2%	1	1.9%

TABLE 5
FEMALE ACADEMIC FACULTY
September 30, 2005
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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
FEMALE	372	100.0%	7	1.9%	200	53.8%	172	46.2%	103	27.7%	31	100.0%
RACE/ETHNICITY												
WHITE	311	83.6%	5	1.6%	179	57.6%	132	42.4%	77	24.8%	25	80.6%
AMERICAN INDIAN	4	1.1%	0	0.0%	1	25.0%	3	75.0%	2	50.0%	1	3.2%
ASIAN/PACIFIC ISL.	33	8.9%	0	0.0%	13	39.4%	20	60.6%	15	45.5%	3	9.7%
BLACK/AFRICAN AMERICAN	7	1.9%	-2	-22.2%	2	28.6%	5	71.4%	3	42.9%	0	0.0%
HISPANIC/LATINO	17	4.6%	4	30.8%	5	29.4%	12	70.6%	6	35.3%	2	6.5%
TOTAL URG	61	16.4%	2	3.4%	21	34.4%	40	65.6%	26	42.6%	6	19.4%
TENURE STATUS												
TENURED	128	34.4%	7	5.8%	116	90.6%	12	9.4%	5	3.9%	0	0.0%
ELIGIBLE	72	19.4%	-4	-5.3%	8	11.1%	64	88.9%	41	56.9%	11	35.5%
NOT ELIGIBLE	172	46.2%	4	2.4%	76	44.2%	96	55.8%	57	33.1%	20	64.5%
RANK												
O(I)	50	13.4%	4	8.7%	19	38.0%	31	62.0%	20	40.0%	9	29.0%
O(II)	82	22.0%	1	1.2%	25	30.5%	57	69.5%	35	42.7%	11	35.5%
O(III)	28	7.5%	-6	-17.6%	20	71.4%	8	28.6%	2	7.1%	0	0.0%
O(IV)	12	3.2%	3	33.3%	12	100.0%	0	0.0%	0	0.0%	0	0.0%
II	65	17.5%	0	0.0%	10	15.4%	55	84.6%	36	55.4%	9	29.0%
III	90	24.2%	6	7.1%	73	81.1%	17	18.9%	8	8.9%	2	6.5%
IV	45	12.1%	-1	-2.2%	41	91.1%	4	8.9%	2	4.4%	0	0.0%

TABLE 6
FEMALE ACADEMIC FACULTY OF COLOR
September 30, 2005

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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
FEMALE	61	100.0%	2	3.4%	21	34.4%	40	65.6%	26	42.6%	6	100.0%
RACE/ETHNICITY												
AMERICAN INDIAN	4	6.6%	0	0.0%	1	25.0%	3	75.0%	2	50.0%		
ASIAN/PACIFIC ISL.	33	54.1%	0	0.0%	13	39.4%	20	60.6%	15	45.5%	1	16.7%
BLACK/AFRICAN AMERICAN	7	11.5%	-2	-22.2%	2	28.6%	5	71.4%	3	42.9%	3	50.0%
HISPANIC/LATINO	17	27.9%	4	30.8%	5	29.4%	12	70.6%	6	35.3%	2	33.3%
TOTAL URG	61	100.0%	2	3.4%	21	34.4%	40	65.6%	26	42.6%	6	100.0%
TENURE STATUS												
TENURED	12	19.7%	1	9.1%	10	83.3%	2	16.7%	1	8.3%	0	0.0%
ELIGIBLE	18	29.5%	-1	-5.3%	0	0.0%	18	100.0%	12	66.7%	2	33.3%
NOT ELIGIBLE	31	50.8%	2	6.9%	11	35.5%	20	64.5%	13	41.9%	4	66.7%
RANK												
O(I)	7	11.5%	1	16.7%	1	14.3%	6	85.7%	5	71.4%	1	16.7%
O(II)	17	27.9%	1	6.3%	6	35.3%	11	64.7%	6	35.3%	3	50.0%
O(III)	6	9.8%	-1	-14.3%	3	50.0%	3	50.0%	2	33.3%	0	0.0%
O(IV)	1	1.6%	1	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
II	17	27.9%	-1	-5.6%	0	0.0%	17	100.0%	12	70.6%	2	33.3%
III	9	14.8%	1	12.5%	6	66.7%	3	33.3%	1	11.1%	0	0.0%
IV	4	6.6%	0	0.0%	4	100.0%		0.0%	0	0.0%	0	0.0%

TABLE 7
FEMALE WHITE NON-HISPANIC ACADEMIC FACULTY
September 30, 2005
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)	
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
FEMALE	311	100.0%	5	1.6%	179	57.6%	132	42.4%	77	24.8%	25	100.0%
TENURE STATUS												
TENURED	116	37.3%	6	5.5%	106	91.4%	10	8.6%	4	3.4%	0	0.0%
ELIGIBLE	54	17.4%	-3	-5.3%	8	14.8%	46	85.2%	29	53.7%	9	36.0%
NOT ELIGIBLE	141	45.3%	2	1.4%	65	46.1%	76	53.9%	44	31.2%	16	64.0%
RANGE												
O(I)	43	13.8%	3	7.5%	18	41.9%	25	58.1%	15	34.9%	8	32.0%
O(II)	65	20.9%	0	0.0%	19	29.2%	46	70.8%	29	44.6%	8	32.0%
O(III)	22	7.1%	-5	-18.5%	17	77.3%	5	22.7%	0	0.0%	0	0.0%
O(IV)	11	3.5%	2	22.2%	11	100.0%	0	0.0%	0	0.0%	0	0.0%
II	48	15.4%	1	2.1%	10	20.8%	38	79.2%	24	50.0%	7	28.0%
III	81	26.0%	5	6.6%	67	82.7%	14	17.3%	7	8.6%	2	8.0%
IV	41	13.2%	-1	-2.4%	37	90.2%	4	9.8%	2	4.9%	0	0.0%

TABLE 8
MALE ACADEMIC FACULTY
September 30, 2005

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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
MALE	627	100.0%	7	1.1%	395	63.0%	232	37.0%	148	23.6%	40	100.0%
RACE/ETHNICITY												
WHITE	537	85.6%	0	0.0%	358	66.7%	179	33.3%	111	20.7%	28	70.0%
AMERICAN INDIAN	1	0.2%	-2	-66.7%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	63	10.0%	7	12.5%	27	42.9%	36	57.1%	23	36.5%	8	20.0%
BLACK/AFRICAN AMERICAN	11	1.8%	5	83.3%	1	9.1%	10	90.9%	8	72.7%	2	5.0%
HISPANIC/LATINO	15	2.4%	-3	-16.7%	9	60.0%	6	40.0%	6	40.0%	2	5.0%
TOTAL URG	90	14.4%	7	8.4%	37	41.1%	53	58.9%	37	41.1%	12	30.0%
TENURE STATUS												
TENURED	334	53.3%	-7	-2.1%	311	93.1%	23	6.9%	8	2.4%	3	7.5%
ELIGIBLE	95	15.2%	-4	-4.0%	5	5.3%	90	94.7%	65	68.4%	16	40.0%
NOT ELIGIBLE	198	31.6%	18	10.0%	79	39.9%	119	60.1%	75	37.9%	21	52.5%
RANK												
O(I)	42	6.7%	4	10.5%	15	35.7%	27	64.3%	16	38.1%	6	15.0%
O(II)	88	14.0%	12	15.8%	26	29.5%	62	70.5%	37	42.0%	9	22.5%
O(III)	39	6.2%	1	2.6%	25	64.1%	14	35.9%	10	25.6%	3	7.5%
O(IV)	29	4.6%	2	7.4%	13	44.8%	16	55.2%	12	41.4%	3	7.5%
II	83	13.2%	-4	-4.6%	8	9.6%	75	90.4%	53	63.9%	14	35.0%
III	133	21.2%	-3	-2.2%	112	84.2%	21	15.8%	10	7.5%	2	5.0%
IV	213	34.0%	-5	-2.3%	196	92.0%	17	8.0%	10	4.7%	3	7.5%

TABLE 9
MALE ACADEMIC FACULTY OF COLOR
SEPTEMBER 30, 2003

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)		
GENDER	CURRENT		NET CHANGE FROM 2004 #	% NET CHANGE FROM 2004 %	HIRED BEFORE 7/1/1999		HIRED AFTER 7/1/1999		HIRED AFTER 7/1/2002		HIRING ACTIVITY 10/1/04-9/30/05	
	#	%			#	% OF CURRENT	#	% OF CURRENT	#	% OF CURRENT	#	%
MALE	90	100.0%	7	8.4%	37	41.1%	53	58.9%	37	41.1%	12	100.0%
RACE/ETHNICITY												
AMERICAN INDIAN	1	1.1%	-2	-66.7%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	63	70.0%	7	12.5%	27	42.9%	36	57.1%	23	36.5%	8	66.7%
BLACK/AFRICAN AMERICAN	11	12.2%	5	83.3%	1	9.1%	10	90.9%	8	72.7%	2	16.7%
HISPANIC/LATINO	15	16.7%	-3	-16.7%	9	60.0%	6	40.0%	6	40.0%	2	16.7%
TOTAL URG	90	100.0%	7	8.4%	37	41.1%	53	58.9%	37	41.1%	12	100.0%
TENURE STATUS												
TENURED	31	34.4%	2	6.9%	27	87.1%	4	12.9%	2	6.5%	2	16.7%
ELIGIBLE	22	24.4%	-3	-12.0%	2	9.1%	20	90.9%	16	72.7%	4	33.3%
OTHER	53	58.9%	7	8.4%	29	54.7%	24	45.3%	18	34.0%	6	50.0%
RANK												
O(I)	9	10.0%	2	18.0%	2	22.2%	7	77.8%	5	55.6%	2	16.7%
O(II)	21	23.3%	3	16.7%	2	9.5%	19	90.5%	12	57.1%	0	0.0%
O(III)	3	3.3%	-4	-57.1%	3	100.0%	2	66.7%	2	66.7%	0	0.0%
O(IV)	2	2.2%	1	100.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
II	18	20.0%	-2	-10.0%	2	11.1%	16	88.9%	14	77.8%	4	33.3%
III	18	20.0%	1	5.9%	12	66.7%	6	33.3%	2	11.1%	4	33.3%
IV	17	18.9%	0	0.0%	15	88.2%	2	11.8%	2	11.8%	2	16.7%

TABLE 10
MALE WHITE NON-HISPANIC ACADEMIC FACULTY
September 30, 2005
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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
MALE	537	100.0%	0	0.0%	258	48.0%	179	33.3%	111	20.7%	28	100.0%
TENURE STATUS												
TENURED	303	56.4%	-9	-2.9%	284	93.7%	19	6.3%	6	2.0%	1	3.6%
ELIGIBLE	73	13.6%	-1	-1.4%	3	4.1%	70	95.9%	49	67.1%	12	42.9%
NOT ELIGIBLE	161	30.0%	10	6.6%	71	44.1%	90	55.9%	56	34.8%	15	53.6%
RANGE												
0(I)	33	6.1%	-2	-5.7%	13	39.4%	20	60.6%	11	33.3%	4	14.3%
0(II)	67	12.5%	9	15.5%	24	35.8%	43	64.2%	25	37.3%	5	17.9%
0(III)	34	6.3%	3	9.7%	22	64.7%	12	35.3%	8	23.5%	3	10.7%
0(IV)	27	5.0%	1	3.8%	12	44.4%	15	55.6%	12	44.4%	3	10.7%
II	65	12.1%	-2	-3.0%	6	9.2%	59	90.8%	39	60.0%	10	35.7%
III	115	21.4%	-4	-3.4%	100	87.0%	15	13.0%	8	7.0%	2	7.1%
IV	196	36.5%	-5	-2.5%	181	92.3%	15	7.7%	8	4.1%	1	3.6%

TABLE 11
ADMINISTRATIVE FACULTY
September 30, 2005

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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
FEMALE	351	52.9%	19	5.7%	165	47.0%	186	53.0%	118	33.6%	41	53.2%
MALE	312	47.1%	31	11.0%	136	43.6%	176	56.4%	104	33.3%	36	46.8%
TOTAL	663	100.0%	50	8.2%	301	45.4%	362	54.6%	222	33.5%	77	100.0%
RACE/ETHNICITY												
WHITE	557	84.0%	34	6.5%	267	47.9%	290	52.1%	179	32.1%	61	79.2%
AMERICAN INDIAN	1	0.2%	-3	-75.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	38	5.7%	7	22.6%	12	31.6%	26	68.4%	15	39.5%	6	7.8%
BLACK/AFRICAN AMERICAN	28	4.2%	7	33.3%	8	28.6%	20	71.4%	12	42.9%	4	5.2%
HISPANIC/LATINO	39	5.9%	5	14.7%	13	33.3%	26	66.7%	16	41.0%	6	7.8%
TOTAL URG	106	16.0%	16	17.8%	34	32.1%	72	67.9%	43	40.6%	16	20.8%
TENURE STATUS												
TENURED	28	4.2%	1	3.7%	24	85.7%	4	14.3%	4	14.3%	1	1.3%
ELIGIBLE		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	635	95.8%	49	8.4%	277	43.6%	358	56.4%	218	34.3%	76	98.7%
OTHER	663	100.0%	663	0.0%	301	45.4%	362	54.6%	222	33.5%	77	100.0%
RANGE												
1	59	8.9%	-1	-1.7%	10	16.9%	49	83.1%	25	42.4%	6	7.8%
2	221	33.3%	28	14.5%	70	31.7%	151	68.3%	92	41.6%	36	46.8%
3	146	22.0%	0	0.0%	81	55.5%	65	44.5%	39	26.7%	11	14.3%
4	111	16.7%	7	6.7%	61	55.0%	50	45.0%	28	25.2%	13	16.9%
5	60	9.0%	10	20.0%	36	60.0%	24	40.0%	18	30.0%	6	7.8%
6	27	4.1%	4	17.4%	15	55.6%	12	44.4%	10	37.0%	3	3.9%
7	22	3.3%	4	22.2%	17	77.3%	5	22.7%	4	18.2%	1	1.3%
NO RANGE	17	2.6%	-2	-10.5%	11	64.7%	6	35.3%	6	35.3%	1	1.3%

TABLE 12
ADMINISTRATIVE FACULTY OF COLOR
September 30, 2005

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)		
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
FEMALE	60	56.6%	7	13.2%	22	36.7%	38	63.3%	26	43.3%	11	68.8%
MALE	46	43.4%	9	24.3%	12	26.1%	34	73.9%	17	37.0%	5	31.3%
TOTAL	106	100.0%	16	17.8%	34	32.1%	72	67.9%	43	40.6%	16	100.0%
RACE/ETHNICITY												
AMERICAN INDIAN	1	0.9%	-3	-75.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	38	35.8%	7	22.6%	12	31.6%	26	68.4%	15	39.5%	6	37.5%
BLACK/AFRICAN AMERICAN	28	26.4%	7	33.3%	8	28.6%	20	71.4%	12	42.9%	4	25.0%
HISPANIC/LATINO	39	36.8%	5	14.7%	13	33.3%	26	66.7%	16	41.0%	6	37.5%
TOTAL URG	106	100.0%	16	17.8%	34	32.1%	72	67.9%	43	40.6%	16	100.0%
TENURE STATUS												
TENURED	2	1.9%	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%	9	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	104	98.1%	16	18.2%	32	30.8%	72	69.2%	43	41.3%	16	100.0%
OTHER	106	100.0%	16	17.8%	34	0.0%	81	0.0%	43	0.0%	16	100.0%
RANGE												
1	13	12.3%	3	30.0%	2	15.4%	11	84.6%	5	38.5%	2	12.5%
2	49	46.2%	11	28.9%	9	18.4%	40	81.6%	24	49.0%	10	62.5%
3	20	18.9%	-1	-4.8%	11	55.0%	9	45.0%	5	25.0%	0	0.0%
4	11	10.4%	2	22.2%	6	54.5%	5	45.5%	3	27.3%	2	12.5%
5	3	2.8%	0	0.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%
6	6	5.7%	2	50.0%	2	33.3%	4	66.7%	4	66.7%	2	12.5%
7	3	2.8%	0	0.0%	1	33.3%	2	66.7%	2	66.7%	0	0.0%
NO RANGE	1	0.9%	-1	-50.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%

TABLE 13
WHITE NON-HISPANIC ADMINISTRATIVE FACULTY
September 30, 2005
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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
FEMALE	291		12	4.3%	143	49.1%	148	50.9%	92	31.6%	30	49.2%
MALE	266		22	9.0%	124	46.6%	142	53.4%	87	32.7%	31	50.8%
TOTAL	557		34	6.5%	267	47.9%	290	52.1%	179	32.1%	61	100.0%
TENURE STATUS												
TENURED	26		26	6.5%	22	84.6%	4	15.4%	4	15.4%	1	1.6%
ELIGIBLE	0		0	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	531		531	6.5%	245	46.1%	286	53.9%	175	33.0%	60	98.4%
RANGE												
1	46		-4	-8.0%	8	17.4%	38	82.6%	20	43.5%	4	6.6%
2	172		17	11.0%	61	35.5%	111	64.5%	68	39.5%	26	42.6%
3	126		1	0.8%	70	55.6%	56	44.4%	34	27.0%	11	18.0%
4	100		5	5.3%	55	55.0%	45	45.0%	25	25.0%	11	18.0%
5	57		10	21.3%	34	59.6%	23	40.4%	18	31.6%	6	9.8%
6	21		2	10.5%	13	61.9%	8	38.1%	6	28.6%	1	1.6%
7	19		4	26.7%	16	84.2%	3	15.8%	2	10.5%	1	1.6%
NO RANGE	16		-1	-5.9%	10	62.5%	6	37.5%	6	37.5%	1	1.6%

TABLE 14
FEMALE ADMINISTRATIVE FACULTY
September 30, 2005

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)	
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
FEMALE	351	100.0%	19	5.7%	165	47.0%	186	53.0%	118	33.6%	41	100.0%
RACE/ETHNICITY												
WHITE	291	82.9%	12	4.3%	143	49.1%	148	50.9%	92	31.6%	30	73.2%
AMERICAN INDIAN	0	0.0%	-3	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	22	6.3%	3	15.8%	8	36.4%	14	63.6%	11	50.0%	4	9.8%
BLACK/AFRICAN AMERICAN	12	3.4%	5	71.4%	3	25.0%	9	75.0%	4	33.3%	2	4.9%
HISPANIC/LATINO	26	7.4%	2	8.3%	11	42.3%	15	57.7%	11	42.3%	5	12.2%
TOTAL URG	60	17.1%	7	13.2%	22	36.7%	38	63.3%	26	43.3%	11	26.8%
TENURE STATUS												
TENURED	9	2.6%	0	0.0%	7	77.8%	2	22.2%	2	22.2%	1	2.4%
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	342	97.4%	19	5.9%	158	46.2%	184	53.8%	116	33.9%	40	97.6%
OTHER	351	100.0%	351	0.0%	165	47.0%	186	53.0%	118	33.6%	41	100.0%
RANGE												
1	29	8.3%	-2	-6.5%	7	24.1%	22	75.9%	12	41.4%	3	7.3%
2	123	35.0%	14	12.8%	39	31.7%	84	68.3%	53	43.1%	21	51.2%
3	90	25.6%	-2	-2.2%	52	57.8%	38	42.2%	23	25.6%	6	14.6%
4	59	16.8%	2	3.5%	33	55.9%	26	44.1%	15	25.4%	7	17.1%
5	20	5.7%	5	33.3%	16	80.0%	4	20.0%	4	20.0%	1	2.4%
6	16	4.6%	2	14.3%	8	50.0%	8	50.0%	7	43.8%	2	4.9%
7	8	2.3%	0	0.0%	7	87.5%	1	12.5%	1	12.5%	0	0.0%
NO RANGE	6	1.7%	0	0.0%	3	50.0%	3	50.0%	3	50.0%	1	2.4%

TABLE 15
FEMALE ADMINISTRATIVE FACULTY OF COLOR
September 30, 2005
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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
FEMALE	60	100.0%	7	13.2%	22	36.7%	38	63.3%	26	43.3%	11	100.0%
RACE/ETHNICITY												
AMERICAN INDIAN	0	0.0%	-3	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	22	36.7%	3	15.8%	8	36.4%	14	63.6%	11	50.0%	4	36.4%
BLACK/AFRICAN AMERICAN	12	20.0%	5	71.4%	3	25.0%	9	75.0%	4	33.3%	2	18.2%
HISPANIC/LATINO	26	43.3%	2	8.3%	11	42.3%	15	57.7%	11	42.3%	5	45.5%
TOTAL URG	60	100.0%	7	13.2%	22	36.7%	38	63.3%	26	43.3%	11	100.0%
TENURE STATUS												
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	60	100.0%	7	13.2%	22	38.0%	38	26.0%	29	48.3%	11	100.0%
RANGE												
1	7	11.7%	2	40.0%	2	28.6%	5	71.4%	2	28.6%	2	18.2%
2	28	46.7%	5	21.7%	6	21.4%	22	78.6%	15	53.6%	7	63.6%
3	13	21.7%	-1	-7.1%	8	61.5%	5	38.5%	4	30.8%	0	0.0%
4	3	5.0%	0	0.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%
5	2	3.3%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
6	5	8.3%	2	66.7%	1	20.0%	4	80.0%	4	80.0%	2	18.2%
7	2	3.3%	0	0.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%
NO RANGE	0	0.0%	-1	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

TABLE 16
FEMALE WHITE NON-HISPANIC ADMINISTRATIVE FACULTY
September 30, 2005
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)	
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
FEMALE	291	100.0%	12	4.3%	143	49.1%	148	50.9%	92	31.6%	30	100.0%
TENURE STATUS												
TENURED	9	3.1%	0	0.0%	7	77.8%	2	22.2%	2	22.2%	1	3.3%
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	282	96.9%	12	4.4%	136	38.0%	146	26.0%	90	31.9%	29	96.7%
RANGE												
1	22	7.6%	-4	-15.4%	5	22.7%	17	77.3%	10	45.5%	1	3.3%
2	95	32.6%	9	10.5%	33	34.7%	62	65.3%	38	40.0%	14	46.7%
3	77	26.5%	-1	-1.3%	44	57.1%	33	42.9%	19	24.7%	6	20.0%
4	56	19.2%	2	3.7%	31	55.4%	25	44.6%	15	26.8%	7	23.3%
5	18	6.2%	5	38.5%	14	77.8%	4	22.2%	4	22.2%	1	3.3%
6	11	3.8%	0	0.0%	7	63.6%	4	36.4%	3	27.3%	0	0.0%
7	6	2.1%	0	0.0%	6	100.0%	0	0.0%	0	0.0%	0	0.0%
NO RANGE	6	2.1%	1	20.0%	3	50.0%	3	50.0%	3	50.0%	1	3.3%

TABLE 17
MALE ADMINISTRATIVE FACULTY
September 30, 2005

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)	
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
MALE	312	100.0%	31	11.0%	136	43.6%	176	56.4%	104	33.3%	36	100.0%
RACE/ETHNICITY												
WHITE	266	85.3%	22	9.0%	124	46.6%	142	53.4%	87	32.7%	31	86.1%
AMERICAN INDIAN	1	0.3%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	16	5.1%	4	33.3%	4	25.0%	12	75.0%	4	25.0%	2	5.6%
BLACK/AFRICAN AMERICAN	16	5.1%	2	14.3%	5	31.3%	11	68.8%	8	50.0%	2	5.6%
HISPANIC/LATINO	13	4.2%	3	30.0%	2	15.4%	11	84.6%	5	38.5%	1	2.8%
TOTAL URG	46	14.7%	275	743.2%	12	26.1%	34	73.9%	17	37.0%	5	13.9%
TENURE STATUS												
TENURED	19	6.1%	1	5.6%	17	89.5%	2	10.5%	2	10.5%	0	0.0%
ELIGIBLE	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NOT ELIGIBLE	293	93.9%	30	11.4%	119	40.6%	174	59.4%	102	34.8%	36	100.0%
OTHER	312	100.0%	312	#DIV/0!	136	43.6%	176	56.4%	104	33.3%	36	100.0%
RANGE												
1	30	9.6%	1	3.4%	3	10.0%	27	90.0%	13	43.3%	3	8.3%
2	98	31.4%	14	16.7%	31	31.6%	67	68.4%	39	39.8%	15	41.7%
3	56	17.9%	2	3.7%	29	51.8%	27	48.2%	16	28.6%	5	13.9%
4	52	16.7%	5	10.6%	28	53.8%	24	46.2%	13	25.0%	6	16.7%
5	40	12.8%	5	14.3%	20	50.0%	20	50.0%	14	35.0%	5	13.9%
6	11	3.5%	2	22.2%	7	63.6%	4	36.4%	3	27.3%	1	2.8%
7	14	4.5%	4	40.0%	10	71.4%	4	28.6%	3	21.4%	1	2.8%
NO RANGE	11	3.5%	-2	-15.4%	8	72.7%	3	27.3%	3	27.3%	0	0.0%

TABLE 18
MALE ADMINISTRATIVE FACULTY OF COLOR
September 30, 2005

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)	
GENDER	CURRENT		NET CHANGE FROM 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
	#	%	#	%	#		#		#		#	%
MALE	46	100.0%	9	24.3%	12	26.1%	34	73.9%	17	37.0%	5	100.0%
RACE/ETHNICITY												
AMERICAN INDIAN	1	2.2%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN/PACIFIC ISL.	16	34.8%	4	33.3%	4	25.0%	12	75.0%	4	25.0%	2	40.0%
BLACK/AFRICAN AMERICAN	16	34.8%	2	14.3%	5	31.3%	11	68.8%	8	50.0%	2	40.0%
HISPANIC/LATINO	13	28.3%	3	30.0%	2	15.4%	11	84.6%	5	38.5%	1	20.0%
TOTAL URG	46	100.0%	9	24.3%	12	26.1%	34	73.9%	17	37.0%	5	100.0%
TENURE STATUS												
TENURED	2	4.3%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
ELIGIBLE	0	0.0%	0		0							
NOT ELIGIBLE	44	95.7%	9	25.7%	10	22.7%	34	77.3%	17	38.6%	5	100.0%
RANGE												
1	6	13.0%	1	20.0%	0	0.0%	6	100.0%	3	50.0%	0	0.0%
2	21	45.7%	6	40.0%	3	14.3%	18	85.7%	9	42.9%	3	60.0%
3	7	15.2%	0	0.0%	3	42.9%	4	57.1%	1	14.3%	0	0.0%
4	8	17.4%	2	33.3%	4	50.0%	4	50.0%	3	37.5%	2	40.0%
5	1	2.2%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
6	1	2.2%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
7	1	2.2%	0	0.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%
NO RANGE	1	2.2%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%

TABLE 19
MALE WHITE NON-HISPANIC ADMINISTRATIVE FACULTY
September 30, 2005

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 2004	% NET CHANGE FROM 2004	HIRED BEFORE 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/1999	% OF CURRENT	HIRED AFTER 7/1/2002	% OF CURRENT	HIRING ACTIVITY 10/1/04-9/30/05	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
MALE	266	100.0%	22	9.0%	124	46.6%	142	53.4%	87	32.7%	31	100.0%
TENURE STATUS												
TENURED	17	6.4%	1	6.3%	15	88.2%	2	11.8%	2	11.8%	0	0.0%
ELIGIBLE	0	0.0%	0		0		0		0		0	
NOT ELIGIBLE	249	93.6%	21	9.2%	109	43.8%	140	56.2%	85	34.1%	31	100.0%
OTHER	266		22	9.0%	124	46.6%	142	53.4%	87	32.7%	31	100.0%
RANGE												
1	24	9.0%	0	0.0%	3	12.5%	21	87.5%	10	41.7%	3	9.7%
2	77	28.9%	8	11.6%	28	36.4%	49	63.6%	30	39.0%	12	38.7%
3	49	18.4%	2	4.3%	26	53.1%	23	46.9%	15	30.6%	5	16.1%
4	44	16.5%	3	7.3%	24	54.5%	20	45.5%	10	22.7%	4	12.9%
5	39	14.7%	5	14.7%	20	51.3%	19	48.7%	14	35.9%	5	16.1%
6	10	3.8%	2	25.0%	6	60.0%	4	40.0%	3	30.0%	1	3.2%
7	13	4.9%	4	44.4%	10	76.9%	3	23.1%	2	15.4%	1	3.2%
NO RANGE	10	3.8%	-2	-16.7%	7	70.0%	3	30.0%	3	30.0%	0	0.0%