

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

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A. Summaries

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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
TOTAL	365	37.1%	620	62.9%	142	14.4%	985	332	54.2%	281	45.8%	90	14.7%	613

URG= underrepresented ethnic group

Source: HRIS_F0410_EMPLOYEE_FACTS_UNR

TABLE 2
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	0	0.0%	5	100.0%	3	60.0%	5
AVPH														
B&F														
BUDN	1	20.0%	4	80.0%	2	40.0%	5	1	20.0%	4	80.0%	2	40.0%	5
COOP														
CXS														
DAR														
EDDN	7	100.0%	0	0.0%	2	28.6%	7	7	100.0%	0	0.0%	2	28.6%	7
ENDN	1	25.0%	3	75.0%	3	75.0%	4	1	25.0%	3	75.0%	3	75.0%	4
ENRO														
FSRV														
GRAD														
HCDN	7	77.8%	2	22.2%	1	11.1%	9	7	77.8%	2	22.2%	1	11.1%	9
ICA														
JOUR														
LADN	5	38.5%	8	61.5%	1	7.7%	13	5	38.5%	8	61.5%	1	7.7%	13
MDDN	7	36.8%	12	63.2%	7	36.8%	19	7	36.8%	12	63.2%	7	36.8%	19
PBA														
PRES														
PROV														
SCDN	1	7.7%	12	92.3%	1	7.7%	13	1	7.7%	12	92.3%	1	7.7%	13
SL														
SS														
SSS														
VPAF														
VPIT	2	100.0%	0	0.0%		0.0%	2	2	100.0%	0	0.0%	0	0.0%	2
VPMC														
VPR	0	0.0%	1	100.0%		0.0%	1	0	0.0%	1	100.0%	0	0.0%	1
VPST														
TOTAL	31	39.7%	47	60.3%	20	25.6%	78	31	39.7%	47	60.3%	20	25.6%	78

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%
TOTAL	843	85.6%	7	0.7%	89	9.0%	15	1.5%	31	3.1%	985	100.0%	142	14.4%

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%
TOTAL	523	85.3%	4	0.7%	31	5.1%	21	3.4%	34	5.5%	613	62.2%	90	14.7%

URG= underrepresented ethnic group

Source: HRIS_F0410_EMPLOYEE_FACTS_UNR

B. Demographic Profiles by Gender, Ethnicity, Tenure Status and Rank/Range

- Table 1: Total Faculty
- Table 2: Academic Faculty
- Table 3: Female Academic Faculty
- Table 4: Male Academic Faculty
- Table 5: Academic Faculty of Color
- Table 6: Female Academic Faculty of Color
- Table 7: Male Academic Faculty of Color
- Table 8: Administrative Faculty
- Table 9: Female Administrative Faculty
- Table 10: Male Administrative Faculty
- Table 11: Administrative Faculty of Color
- Table 12: Female Administrative Faculty of Color
- Table 13: Male Administrative Faculty of Color

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	#	%		
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%		
RACE/ETHNICITY														
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%		
TOTAL UNDER-REPRESENTED	232	14.5%	38	19.6%	87	37.5%	145	62.5%	89	21.2%	38	23.0%		
TENURE STATUS														
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%		
RANK/RANGE**														
0(I) or 1	144	9.0%	15	11.6%	41	4.7%	103	14.4%	65	15.5%	29	17.6%		
0(II) or 2	350	21.9%	38	12.2%	115	13.1%	235	32.8%	127	30.2%	53	32.1%		
0(III) or 3	218	13.6%	9	4.3%	126	14.3%	92	12.8%	50	11.9%	23	13.9%		
0(IV) or 4	140	8.8%	17	13.8%	87	9.9%	53	7.4%	28	6.7%	7	4.2%		
II or 5	202	12.6%	31	18.1%	50	5.7%	152	21.2%	105	25.0%	38	23.0%		
III or 6	243	15.2%	-3	-1.2%	193	21.9%	50	7.0%	24	5.7%	7	4.2%		
IV or 7	282	17.6%	0	0.0%	258	29.3%	24	3.3%	17	4.0%	4	2.4%		
NO RANGE (NR)	19	1.2%	2	11.8%	11	1.2%	8	1.1%	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			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GENDER														
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	67.7%	221	32.3%	133	19.5%	47	60.3%		
TOTAL	985	100.0%	53	5.7%	596	60.5%	389	39.5%	230	23.4%	78	100.0%		
RACE/ETHNICITY														
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	25.6%		
TENURE STATUS														
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%		
RANK														
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	% NET	HIRED	% OF	HIRED	% OF	HIRED	% OF	HIRING			
	#	%	CHANGE	CHANGE	BEFORE	CURRENT	AFTER	CURRENT	AFTER	CURRENT	#	%		
FEMALE	365	--	18	5.2%	197	54.0%	168	46.0%	97	26.6%	31	--		
RACE/ETHNICITY														
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%		
TOTAL UNDER-REPRESENTED	59	16.2%	6	11.3%	17	28.8%	42	71.2%	26	44.1%	7	30.0%		
TENURE STATUS														
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%		
RANK														
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

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	620	--	35	6.0%	399	64.4%	221	35.6%	133	21.5%	47	--		
RACE/ETHNICITY														
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%		
TOTAL UNDER-REPRESENTED	83	13.4%	16	23.9%	41	49.4%	42	50.6%	26	31.3%	13	27.7%		
TENURE STATUS														
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%		
RANK														
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, 2003

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			
	#	%									#	%		
FEMALE	59	41.5%	6	11.3%	17	28.8%	42	71.2%	26	44.1%	7	35.0%		
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%		
RACE/ETHNICITY														
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%		
TOTAL UNDER-REPRESENTED	142	100.0%	22	18.3%	58	40.8%	84	59.2%	52	36.6%	20	100.0%		
TENURE STATUS														
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%		
RANK														
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, 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)	
	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	
	#	%	#	%	#		#		#		#	%
FEMALE	59	--	6	11.3%	17	28.8%	42	71.2%	26	44.1%	7	--
RACE/ETHNICITY												
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%
TOTAL UNDER-REPRESENTED	59	100.0%	6	11.3%	17	28.8%	42	71.2%	26	44.1%	7	100.0%
TENURE STATUS												
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%
RANK												
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, 2003
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	--		
RACE/ETHNICITY														
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%		
TOTAL UNDER-REPRESENTED	83	100.0%	16	23.9%	41	49.4%	42	50.6%	26	31.3%	13	100.0%		
TENURE STATUS														
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%		
RANK														
O(I)	3	3.6%	1	50.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%		
O(II)	18	21.7%	4	28.6%	5	27.8%	13	72.2%	7	38.9%	2	15.4%		
O(III)	7	8.4%	2	40.0%	4	57.1%	3	42.9%	2	28.6%	2	15.4%		
O(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, 2003

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			
	#	%									#	%	#	%
FEMALE	332	54.2%	34	11.4%	155	52.0%	177	59.4%	102	34.2%	47	54.0%		
MALE	281	45.8%	22	8.5%	130	50.2%	151	58.3%	88	34.0%	40	46.0%		
TOTAL	613	100.0%	56	10.1%	285	51.2%	328	58.9%	190	34.1%	87	100.0%		
RACE/ETHNICITY														
WHITE	523	85.3%	42	8.7%	256	53.2%	267	55.5%	153	31.8%	69	79.3%		
AMERICAN INDIAN	4	0.7%	2	100.0%	1	50.0%	3	150.0%	3	150.0%	2	2.3%		
ASIAN/PACIFIC ISL.	31	5.1%	6	24.0%	11	44.0%	20	80.0%	12	48.0%	4	4.6%		
BLACK/AFRICAN AMERICAN	21	3.4%	4	23.5%	8	47.1%	13	76.5%	10	58.8%	6	6.9%		
HISPANIC/LATINO	34	5.5%	4	13.3%	9	30.0%	25	83.3%	12	40.0%	6	6.9%		
UNKNOWN	0	0.0%	-2	-100.0%				0.0%		0.0%		0.0%		
TOTAL UNDER-REPRESENTED	90	14.7%	16	21.6%	29	39.2%	61	82.4%	37	50.0%	18	20.7%		
TENURE STATUS														
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	51.0%	322	62.2%	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%		
RANGE														
1	60	9.8%	-2	-3.2%	9	14.5%	51	82.3%	35	56.5%	13	14.9%		
2	193	31.5%	21	12.2%	64	37.2%	129	75.0%	73	42.4%	36	41.4%		
3	146	23.8%	11	8.1%	79	58.5%	67	49.6%	39	28.9%	21	24.1%		
4	104	17.0%	13	14.3%	65	71.4%	39	42.9%	18	19.8%	4	4.6%		
5	50	8.2%	12	31.6%	30	78.9%	20	52.6%	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	68.4%	5	26.3%	4	21.1%	1	1.1%		
NO RANGE	19	3.1%	2	11.8%	11	64.7%	8	47.1%	4	23.5%	4	4.6%		

TABLE 9
FEMALE ADMINISTRATIVE FACULTY
SEPTEMBER 30, 2003

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			
	#	%									#	%		
FEMALE	332	--	34	11.4%	155	52.0%	177	59.4%	102	34.2%	47	--		
RACE/ETHNICITY														
WHITE	279	84.0%	21	8.1%	138	53.5%	141	54.7%	80	31.0%	36	88.9%		
AMERICAN INDIAN	3	0.9%	2	200.0%	0	0.0%	3	300.0%	3	300.0%	2	0.0%		
ASIAN/PACIFIC ISL.	19	5.7%	4	26.7%	7	46.7%	12	80.0%	7	46.7%	3	3.7%		
BLACK/AFRICAN AMERICAN	7	2.1%	1	16.7%	3	50.0%	4	66.7%	3	50.0%	1	3.7%		
HISPANIC/LATINO	24	7.2%	6	33.3%	7	38.9%	17	94.4%	9	50.0%	5	3.7%		
TOTAL UNDER-REPRESENTED	53	16.0%	13	32.5%	17	42.5%	36	90.0%	22	55.0%	11	11.1%		
TENURE STATUS														
TENURED	9	2.7%	-1	-10.0%	7	70.0%	2	20.0%	1	10.0%	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	51.7%	175	61.2%	101	35.3%	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%		
RANGE														
1	31	9.3%	-1	-3.1%	4	12.5%	27	84.4%	18	56.3%	10	18.5%		
2	109	32.8%	11	11.2%	39	39.8%	70	71.4%	40	40.8%	20	44.4%		
3	92	27.7%	10	12.2%	49	59.8%	43	52.4%	24	29.3%	11	11.1%		
4	57	17.2%	7	14.0%	37	74.0%	20	40.0%	8	16.0%	1	14.8%		
5	15	4.5%	7	87.5%	10	125.0%	5	62.5%	3	37.5%	3	0.0%		
6	14	4.2%	1	7.7%	7	53.8%	7	53.8%	6	46.2%	0	7.4%		
7	8	2.4%	-1	-11.1%	7	77.8%	1	11.1%	1	11.1%	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, 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)	
	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	--
RACE/ETHNICITY												
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%
TOTAL UNDER-REPRESENTED	37	13.2%	3	8.8%	12	32.4%	25	67.6%	15	44.1%	7	17.5%
TENURE STATUS												
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%
RANGE												
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, 2003

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			
	#	%									#	%		
FEMALE	53	58.9%	13	32.5%	17	42.5%	36	90.0%	22	55.0%	11	61.1%		
MALE	37	41.1%	3	8.8%	12	35.3%	25	73.5%	15	44.1%	7	38.9%		
TOTAL	90	100.0%	16	21.6%	29	39.2%	61	82.4%	37	50.0%	18	100.0%		
RACE/ETHNICITY														
AMERICAN INDIAN	4	4.4%	2	100.0%	1	50.0%	3	150.0%	3	150.0%	2	11.1%		
ASIAN/PACIFIC ISL.	31	34.4%	6	24.0%	11	44.0%	20	80.0%	12	48.0%	4	22.2%		
BLACK/AFRICAN AMERICAN	21	23.3%	4	23.5%	8	47.1%	13	76.5%	10	58.8%	6	33.3%		
HISPANIC/LATINO	34	37.8%	4	13.3%	9	30.0%	25	83.3%	12	40.0%	6	33.3%		
TOTAL UNDER-REPRESENTED	90	100.0%	16	21.6%	29	39.2%	61	82.4%	37	50.0%	18	100.0%		
TENURE STATUS														
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	38.6%	61	87.1%	37	52.9%	18	100.0%		
OTHER	0	0.0%	-2	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
RANGE														
1	10	11.1%	-1	-9.1%	1	9.1%	9	81.8%	5	45.5%	0	0.0%		
2	38	42.2%	8	26.7%	10	33.3%	28	93.3%	19	63.3%	9	50.0%		
3	21	23.3%	7	50.0%	9	64.3%	12	85.7%	7	50.0%	6	33.3%		
4	9	10.0%	1	12.5%	5	62.5%	4	50.0%	1	12.5%	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	40.0%	2	40.0%	2	40.0%	0	0.0%		
7	3	3.3%	1	50.0%	1	50.0%	2	100.0%	2	100.0%	1	5.6%		
NO RANGE	2	2.2%	1	100.0%	1	100.0%	1	100.0%	1	100.0%	1	5.6%		

TABLE 12
FEMALE ADMINISTRATIVE 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)	
	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	
	#	%	#	%	#		#		#		#	%
FEMALE	53		13	32.5%	17	32.1%	36	67.9%	22	41.5%	11	--
RACE/ETHNICITY												
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%
TOTAL UNDER-REPRESENTED	53	100.0%	13	32.5%	17	32.1%	36	67.9%	22	41.5%	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	53	100.0%	13	32.5%	17	32.1%	36	67.9%	22	41.5%	11	100.0%
RANGE												
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, 2003

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	--		
RACE/ETHNICITY														
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%		
TOTAL UNDER-REPRESENTED	37	100.0%	3	8.8%	12	32.4%	25	67.6%	15	40.5%	7	100.0%		
TENURE STATUS														
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%		
RANGE														
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%		