

Racial/Ethnic and Gender Composition Tenured/Tenure-Track Faculty Employed (Full-Time)

| Counted in Fall | Recruiting/ Employment Cycle | Total Hired* | # | % | # Minority | % Minority | # | % | # Black/ African American | % Black/ African American | # Asian | % Asian | # | % |
|--------------------|---------------------------------|--------------|------------|--------------|------------|--------------|----------|-------------|---------------------------------|---------------------------------|-----------|--------------|-----------|-------------|
| | | | Female | Female | | Indian | Indian | Hispanic | Hispanic | | | | | |
| 2011 | AY 10-11 | 19 | 12 | 63.2% | 3 | 15.8% | 0 | 0.0% | 3 | 15.8% | 0 | 0.0% | 0 | 0.0% |
| 2010 | AY 09-10 | 30 | 11 | 36.7% | 8 | 26.7% | 0 | 0.0% | 2 | 6.7% | 3 | 10.0% | 3 | 10.0% |
| 2009 | AY 08-09 | 26 | 12 | 46.2% | 3 | 11.5% | 0 | 0.0% | 0 | 0.0% | 3 | 11.5% | 0 | 0.0% |
| 2008 | AY 07-08 | 28 | 15 | 53.6% | 11 | 39.3% | 0 | 0.0% | 5 | 17.9% | 6 | 21.4% | 0 | 0.0% |
| 2007 | AY 06-07 | 32 | 13 | 40.6% | 7 | 21.9% | 0 | 0.0% | 1 | 3.2% | 3 | 9.4% | 3 | 9.4% |
| 2006 | AY 05-06 | 27 | 16 | 59.3% | 9 | 33.3% | 0 | 0.0% | 2 | 7.4% | 6 | 22.2% | 1 | 3.7% |
| 2005 | AY 04-05 | 30 | 15 | 50.0% | 7 | 23.3% | 0 | 0.0% | 1 | 3.3% | 4 | 13.3% | 2 | 6.7% |
| 2004 | AY 03-04 | 23 | 11 | 47.8% | 9 | 39.1% | 0 | 0.0% | 2 | 8.7% | 5 | 21.7% | 2 | 8.7% |
| 2003 | AY 02-03 | 26 | 14 | 53.8% | 2 | 7.7% | 0 | 0.0% | 1 | 3.8% | 1 | 3.8% | 0 | 0.0% |
| 2002 | AY 01-02 | 23 | 14 | 60.9% | 5 | 21.7% | 1 | 4.3% | 1 | 4.3% | 3 | 13.0% | 0 | 0.0% |
| 2001 | AY 00-01 | 31 | 12 | 38.7% | 6 | 19.4% | 1 | 3.2% | 3 | 9.7% | 1 | 3.2% | 1 | 3.2% |
| 2000 | AY 99-00 | 36 | 11 | 30.6% | 4 | 11.1% | 0 | 0.0% | 1 | 2.8% | 2 | 5.6% | 1 | 2.8% |
| TOTALS | | 331 | 156 | 47.1% | 74 | 22.4% | 2 | 0.6% | 22 | 6.6% | 37 | 11.2% | 13 | 3.9% |

Broad Aspirational Recruitment Goals for FY12:¹
 Female: 46.1% - 52.1%
 All Minorities: 21.0% - 36.8%
 Native American: 0.3% - 0.5%
 African-American or Black: 5.0% - 6.4%
 Asian: 8.3% - 25.9%
 Hispanic: 5.5% - 5.8%

¹FY12 Aspirational Recruitment Goals are based on data from the *Doctorate Recipients from U.S. Universities: Summary Report 2009* that was published by the National Science Foundation and five other federal agencies in December 2010 (<http://www.nsf.gov/statistics/nsf11306/>). The data is drawn from the Survey of Earned Doctorates. The range reflects the upper and lower bound of each group's percentage of All Doctorate Recipients and also each demographic group's percentage of U.S. Citizen and Permanent Resident Doctorate Recipients for a two year data period.

Note: The annual Affirmative Action Plan reflects more narrowly tailored calculations of availability and recruitment goals for specific employee groups as is expected by the Office of Federal Contract Compliance Programs, U.S. Department of Labor.

*Includes tenure-track faculty and department chairpersons employed in the four colleges and the library recruited through external searches.

Office of Civil Rights and Diversity