Report to the Faculty

Spring 2015
Full-Time, Tenured Faculty by Race and Gender

- **Total**: 116 (1994), 192 (2014)
- **Women**: 27 (23%) (1994), 77 (40%) (2014)
- **US Minorities**: 11 (9%) (1994), 41 (21%) (2014)
Full-Time Tenured and Tenure-Track Faculty by Rank and Race

- Tenured white
- Tenure-track white
- Tenured minority
- Tenure-track minority

Year | Tenured white | Tenure-track white | Tenured minority | Tenure-track minority
-----|---------------|--------------------|------------------|---------------------
2002 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2003 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2004 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2005 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2006 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2007 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2008 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2009 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2010 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2011 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2012 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2013 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |
2014 | 132 (57%)     |                    | 22 (9%)          | 19 (8%)             |

Year | Tenured white | Tenure-track white | Tenured minority | Tenure-track minority
-----|---------------|--------------------|------------------|---------------------
2002 | 151 (62%)     |                    | 41 (17%)         | 16 (7%)             |
2003 | 151 (62%)     |                    | 41 (17%)         | 16 (7%)             |
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2013 | 151 (62%)     |                    | 41 (17%)         | 16 (7%)             |
2014 | 151 (62%)     |                    | 41 (17%)         | 16 (7%)             |
Full-Time, Tenured and Tenure-Track Faculty by Race and Ethnicity

## Hiring Summaries for Women and Faculty of Color

### Female Hiring

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</thead>
<tbody>
<tr>
<td>Division I</td>
<td>4/6 83%</td>
<td>1/6 17%</td>
<td>1/5 20%</td>
<td>0/4 0%</td>
<td>1/2 50%</td>
<td>1/1 100%</td>
<td>0/1 0%</td>
<td>0/2 0%</td>
<td>0/0 0%</td>
<td>0/0 0%</td>
<td>1/1 100%</td>
<td>3/3 100%</td>
</tr>
<tr>
<td>Division II</td>
<td>2/9 22%</td>
<td>3/12 25%</td>
<td>1/3 33%</td>
<td>2/2 100%</td>
<td>0/0 0%</td>
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<td>0/1 0%</td>
<td>0/1 0%</td>
<td>2/3 67%</td>
<td>3/3 100%</td>
</tr>
<tr>
<td>Division III</td>
<td>1/5 20%</td>
<td>1/5 20%</td>
<td>0/3 0%</td>
<td>2/3 67%</td>
<td>0/1 0%</td>
<td>2/1 100%</td>
<td>0/0 0%</td>
<td>1/1 100%</td>
<td>0/1 0%</td>
<td>3/4 75%</td>
<td>0/1 0%</td>
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<td>Athletics</td>
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<td>1/3 33%</td>
<td>0/2 0%</td>
<td>1/2 50%</td>
<td>0/3 0%</td>
<td>1/2 50%</td>
<td>0/3 0%</td>
<td>1/3 33%</td>
</tr>
<tr>
<td>TOTALS</td>
<td>13/22 59%</td>
<td>10/26 38%</td>
<td>4/13 31%</td>
<td>8/14 57%</td>
<td>6/10 60%</td>
<td>3/17 18%</td>
<td>6/11 55%</td>
<td>3/7 43%</td>
<td>6/10 60%</td>
<td>7/11 64%</td>
<td>11/15 73%</td>
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### Minority Hiring

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<tr>
<td>Division I</td>
<td>5/6 83%</td>
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<td>0/0 0%</td>
<td>1/1 100%</td>
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</tr>
<tr>
<td>TOTALS</td>
<td>7/22 32%</td>
<td>4/26 15%</td>
<td>1/13 8%</td>
<td>6/17 35%</td>
<td>3/14 21%</td>
<td>1/10 10%</td>
<td>8/17 47%</td>
<td>4/11 36%</td>
<td>4/7 57%</td>
<td>2/10 20%</td>
<td>5/11 45%</td>
<td>5/15 33%</td>
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Source: Office of the Dean of the Faculty

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**Williams**
US Minorities as a % of Full-Time Instructional Staff

Source: IPEDS Data Center
Faculty Retention

All Tenure-Track Faculty Hired 1990-2014

- 1990-99: 11 Left after Receiving Tenure, 26 Denied Tenure, 32 Left before Tenure, 51 Total
- 2000-09: 5 Left after Receiving Tenure, 10 Denied Tenure, 40 Left before Tenure, 84 Total
- 2010-14: 2 Left after Receiving Tenure, 40 Denied Tenure, 2 Total

Legend:
- Left after Receiving Tenure
- Denied Tenure
- Left before Tenure
- Not Reappointed
- Future Tenure Action
- Passed away while on Faculty
- Tenured, still at Williams
- Retired from Williams
Tenure-Track Faculty by Race & Ethnicity

1990-1999 — 104 White faculty, 23 Minority faculty hired

- White: 9 Left after Receiving Tenure, 22 Denied Tenure, 29 Left before Tenure, 42 Not Reappointed, 60 Future Tenure Action, 42 Passed away while on Faculty, 42 Tenured, still at Williams, 42 Retired from Williams
- Minority: 2 Left after Receiving Tenure, 4 Denied Tenure, 5 Left before Tenure, 9 Not Reappointed, 24 Passed away while on Faculty, 24 Tenured, still at Williams, 24 Retired from Williams

2000-2009 — 107 White faculty, 41 Minority faculty hired

- White: 5 Left after Receiving Tenure, 8 Denied Tenure, 29 Left before Tenure, 5 Not Reappointed, 60 Future Tenure Action, 60 Passed away while on Faculty, 60 Tenured, still at Williams, 60 Retired from Williams
- Minority: 2 Left after Receiving Tenure, 10 Denied Tenure, 5 Left before Tenure, 24 Not Reappointed, 24 Passed away while on Faculty, 24 Tenured, still at Williams, 24 Retired from Williams