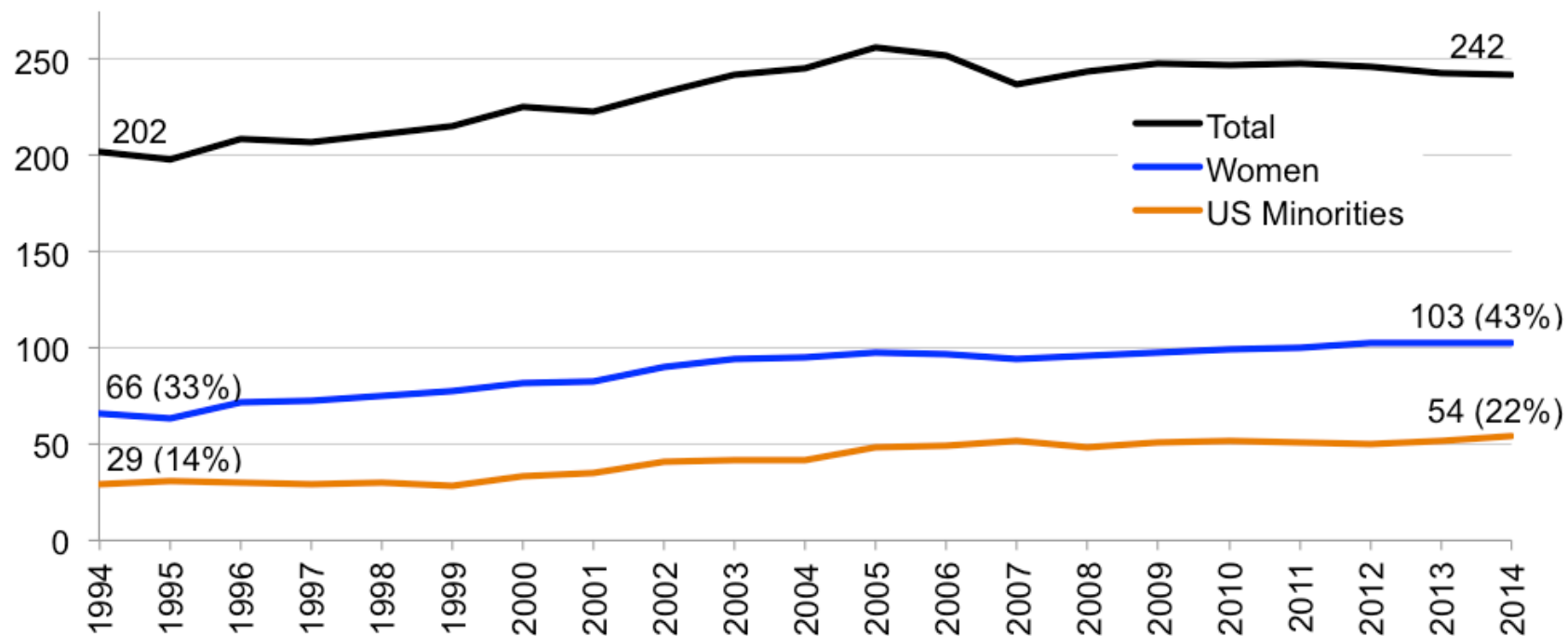


Report to the Faculty

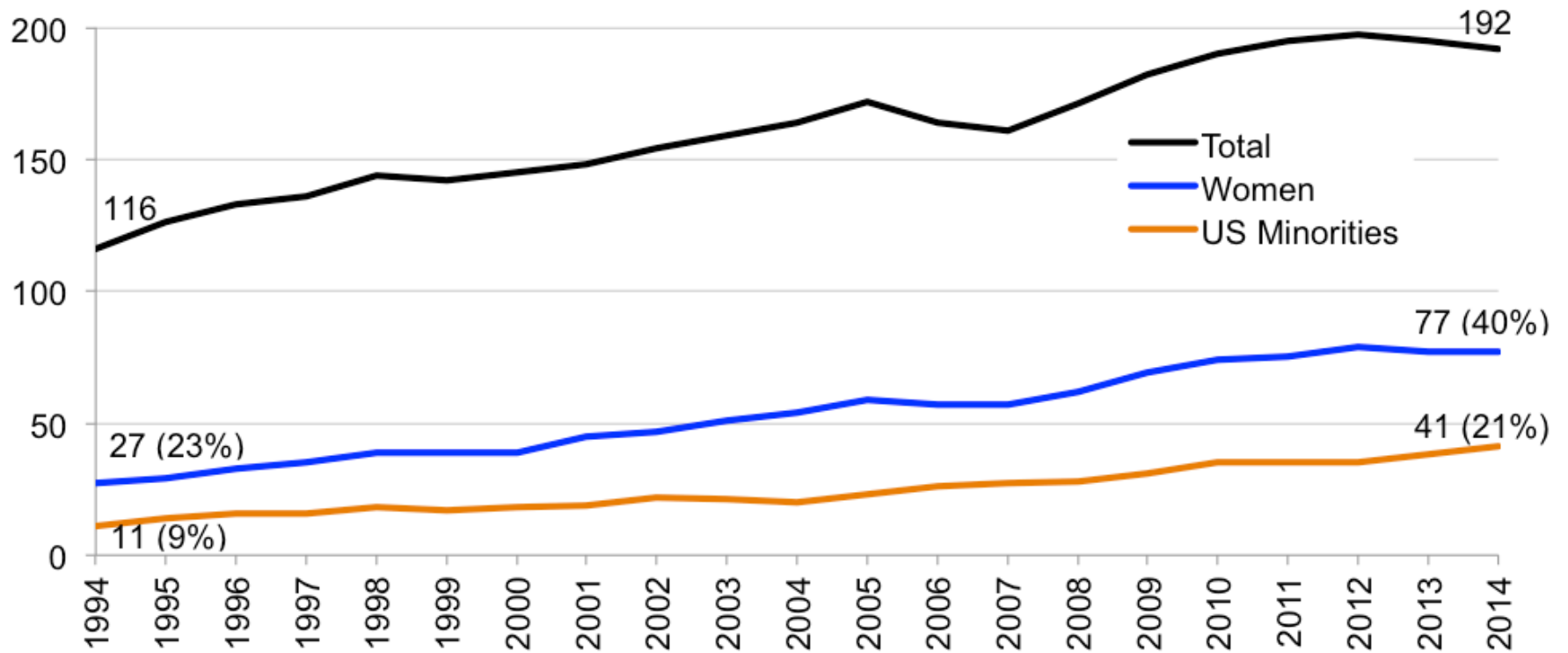
Spring 2015

Williams

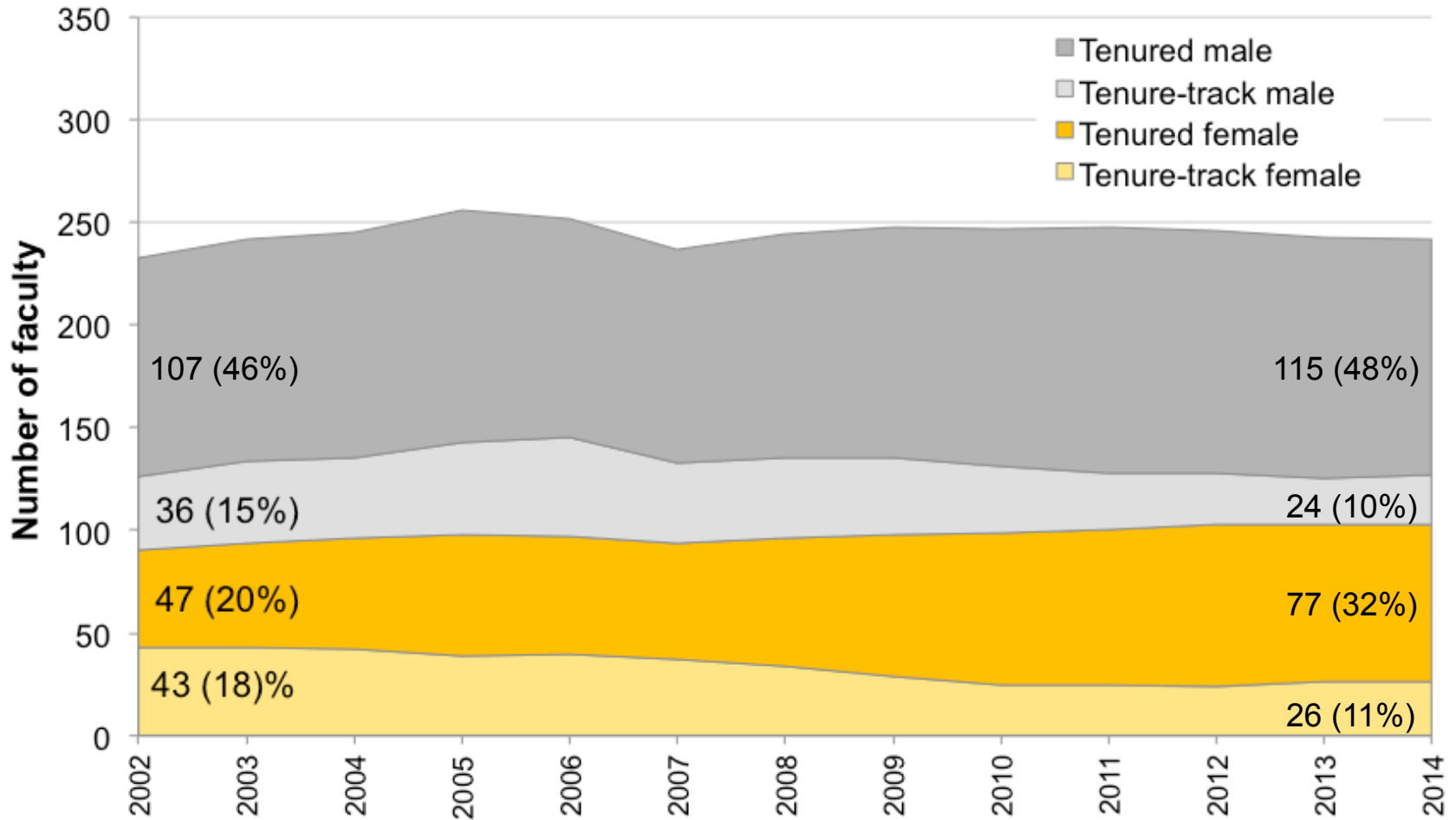
Full-Time, Tenured and Tenure-Track Faculty by Race and Gender



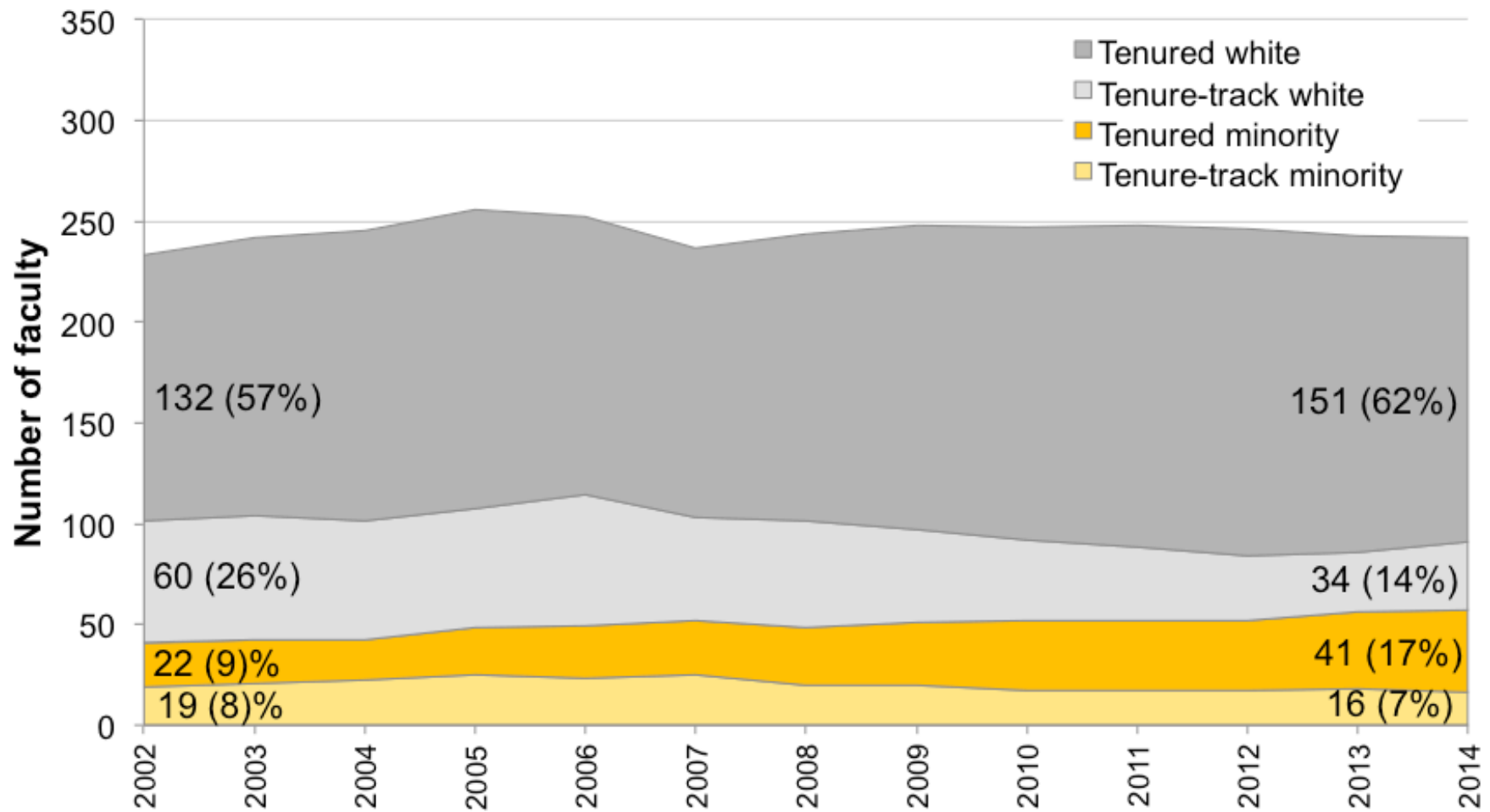
Full-Time, Tenured Faculty by Race and Gender



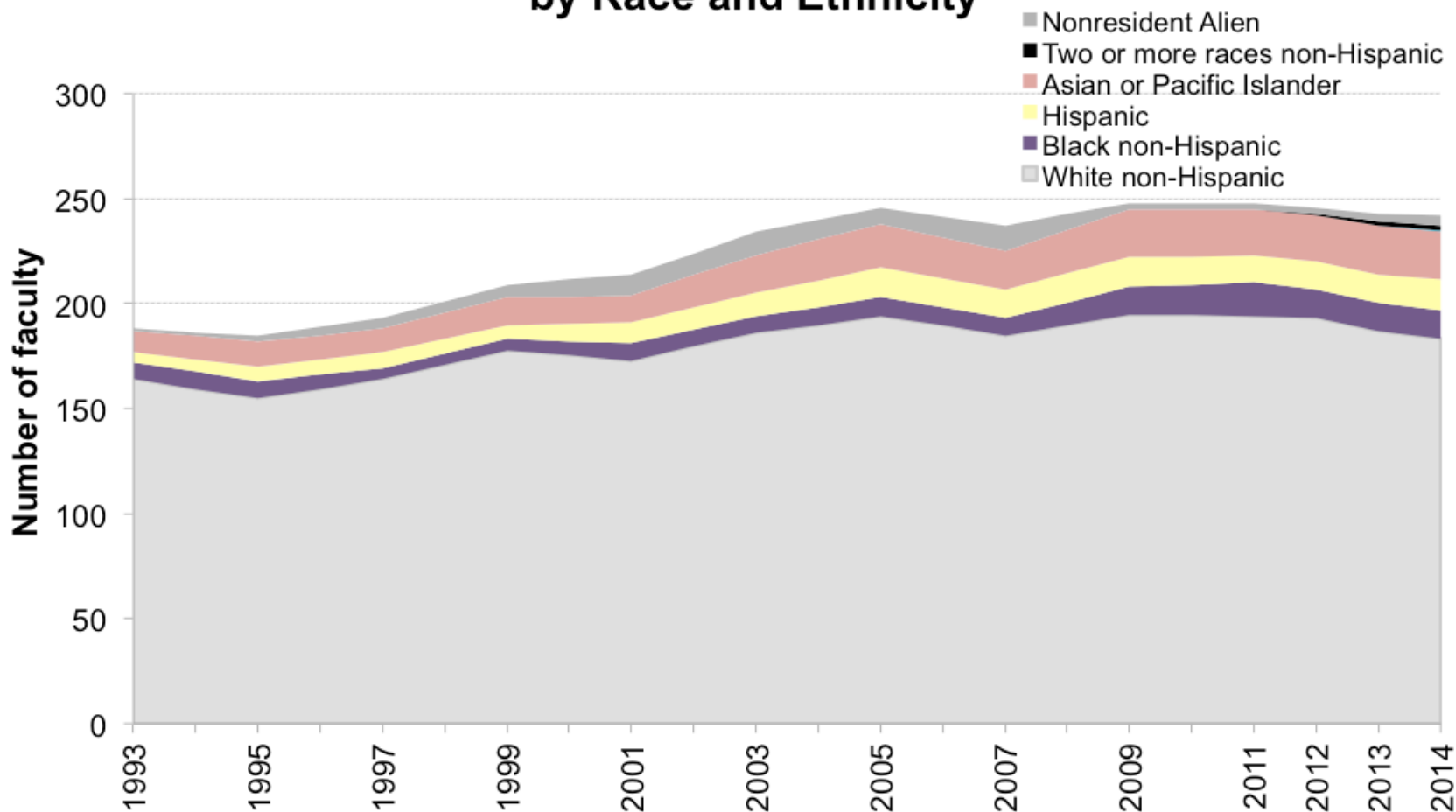
Full-Time Tenured and Tenure-Track Faculty by Rank and Sex



Full-Time Tenured and Tenure-Track Faculty by Rank and Race



Full-Time, Tenured and Tenure-Track Faculty by Race and Ethnicity



Source: IPEDS Human Resources survey, 1993-2014.

Hiring Summaries for Women and Faculty of Color

Female Hiring

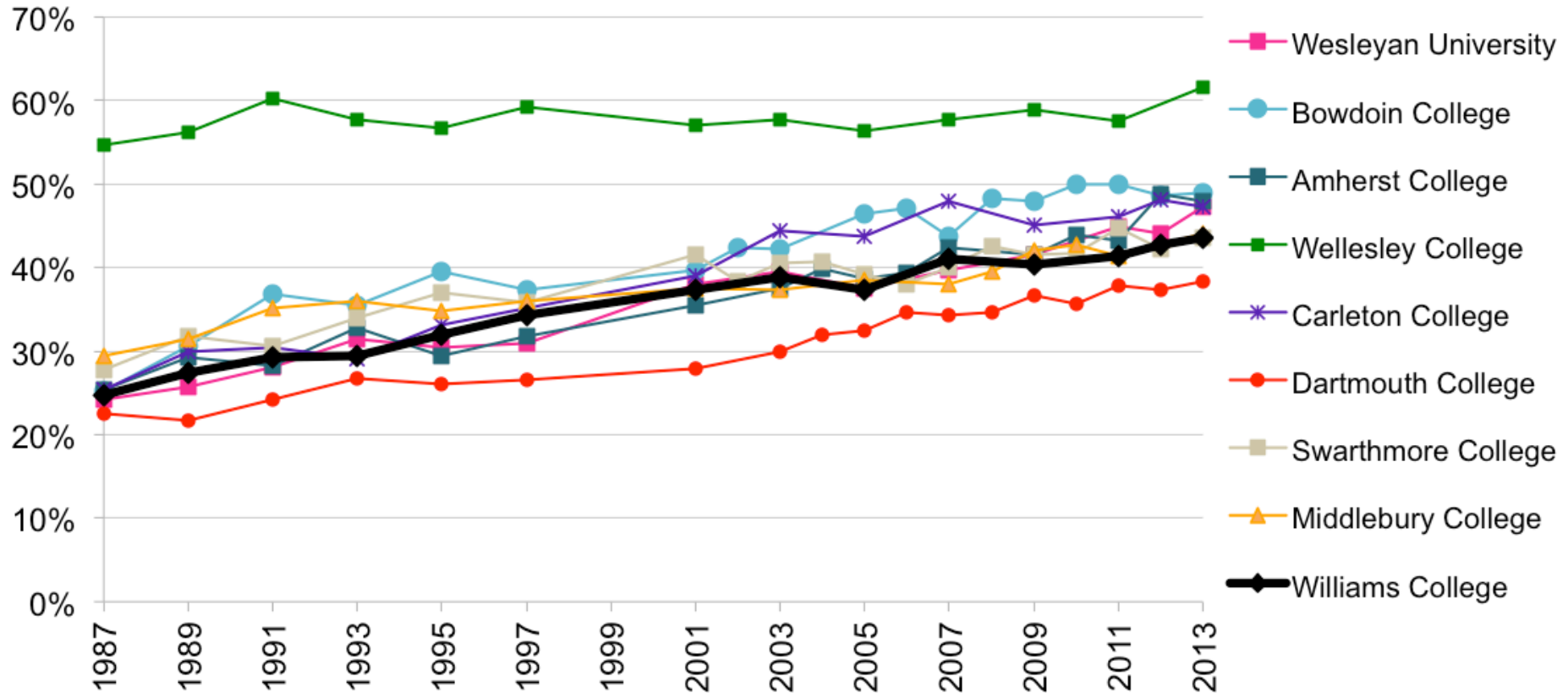
	2001-02 for 2002-03	2002-03 for 2003-04	2003-04 for 2004-05	2004-05 for 2005-06	2005-06 for 2006-07	2006-07 for 2007-08	2007-08 for 2008-09	2008-09 for 2009-10	2009-10 for 2010-11	2010-11 for 2011-12	2011-12 for 2012-13	2012-13 for 2013-14
Division I	5/6 83%	1/6 17%	1/5 20%	0/4 0%	1/2 50%	1/1 100%	0/1 0%	0/2 0%	0/0 0%	0/0 0%	1/1 100%	3/3 100%
Division II	4/9 44%	5/12 42%	2/4 50%	5/8 63%	3/5 60%	2/5 40%	3/7 43%	1/4 25%	2/3 67%	1/2 50%	2/4 50%	5/5 100%
Division III	2/5 40%	3/5 60%	1/3 33%	0/3 0%	1/3 33%	1/1 100%	0/4 0%	2/2 100%	1/1 100%	0/1 0%	2/3 67%	3/4 75%
Programs	na	na	na	1/2 50%	2/3 67%	1/1 100%	0/2 0%	1/1 100%	0/1 0%	3/4 75%	0/1 0%	0/0 0%
Athletics	2/2 100%	1/3 33%	0/1 0%	0/0 0%	1/1 100%	1/2 50%	0/3 0%	2/2 100%	0/2 0%	2/3 67%	2/2 100%	0/3 0%
TOTALS	13/22 59%	10/26 38%	4/13 31%	6/17 35%	8/14 57%	6/10 60%	3/17 18%	6/11 55%	3/7 43%	6/10 60%	7/11 64%	11/15 73%

Minority Hiring

	2001-02 for 2002-03	2002-03 for 2003-04	2003-04 for 2004-05	2004-05 for 2005-06	2005-06 for 2006-07	2006-07 for 2007-08	2007-08 for 2008-09	2008-09 for 2009-10	2009-10 for 2010-11	2010-11 for 2011-12	2011-12 for 2012-13	2012-13 for 2013-14
Division I	4/6 67%	0/6 0%	1/5 20%	2/4 50%	1/2 50%	0/1 0%	1/1 100%	0/2 0%	0/0 0%	0/0 0%	0/1 0%	1/3 33%
Division II	2/9 22%	3/12 25%	0/4 0%	2/8 25%	0/5 0%	1/5 20%	2/7 29%	1/4 25%	1/3 33%	0/2 0%	2/4 50%	3/5 60%
Division III	1/5 20%	1/5 20%	0/3 0%	0/3 0%	0/3 0%	0/1 0%	2/4 50%	2/2 100%	1/1 100%	0/1 0%	2/3 67%	0/4 0%
Programs	na	na	na	2/2 100%	2/3 67%	0/1 0%	2/2 100%	1/1 100%	1/1 100%	2/4 50%	0/1 0%	0/0 0%
Athletics	0/2 0%	0/3 0%	0/1 0%	0/0 0%	0/1 0%	0/2 0%	1/3 33%	0/2 0%	1/2 50%	0/3 0%	1/2 50%	1/3 33%
TOTALS	7/22 32%	4/26 15%	1/13 8%	6/17 35%	3/14 21%	1/10 10%	8/17 47%	4/11 36%	4/7 57%	2/10 20%	5/11 45%	5/15 33%

Source: Office of the Dean of the Faculty

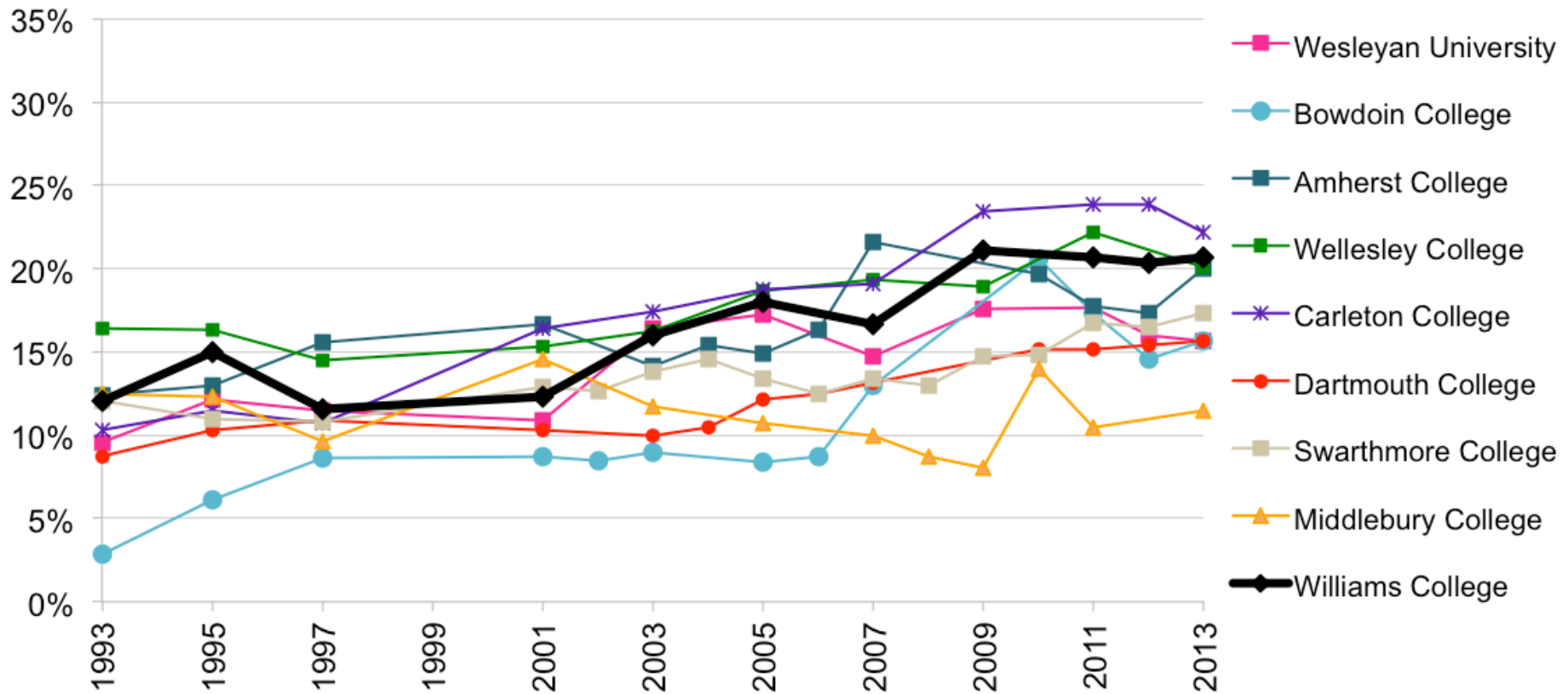
Women as a % of Full-Time Instructional Staff



Source: IPEDS Data Center

Williams

US Minorities as a % of Full-Time Instructional Staff

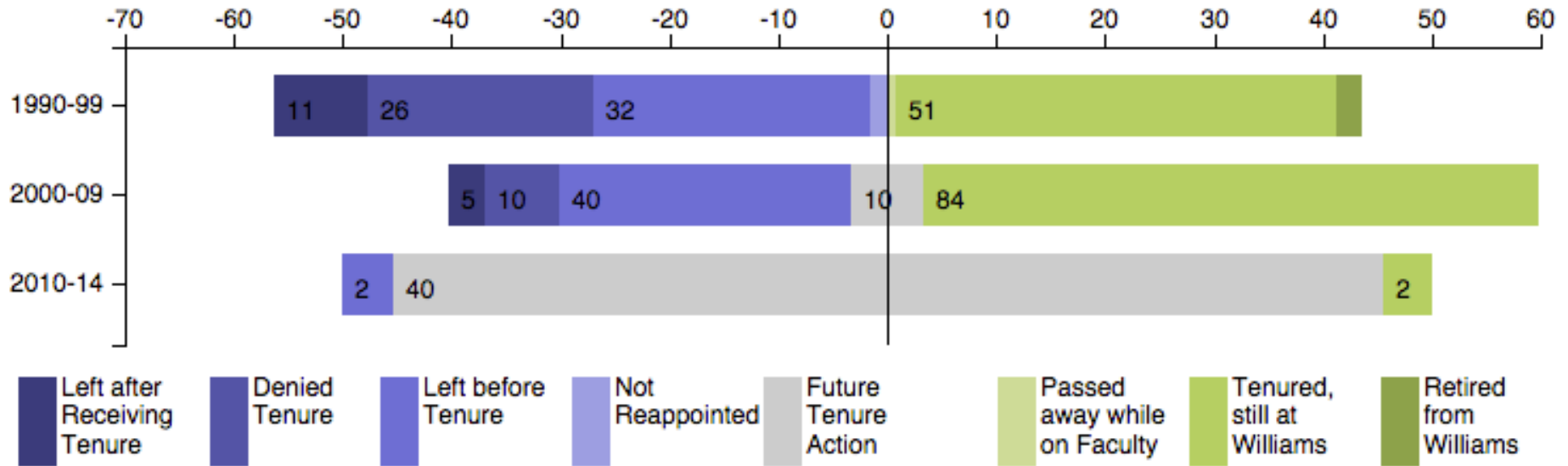


Source: IPEDS Data Center

Williams

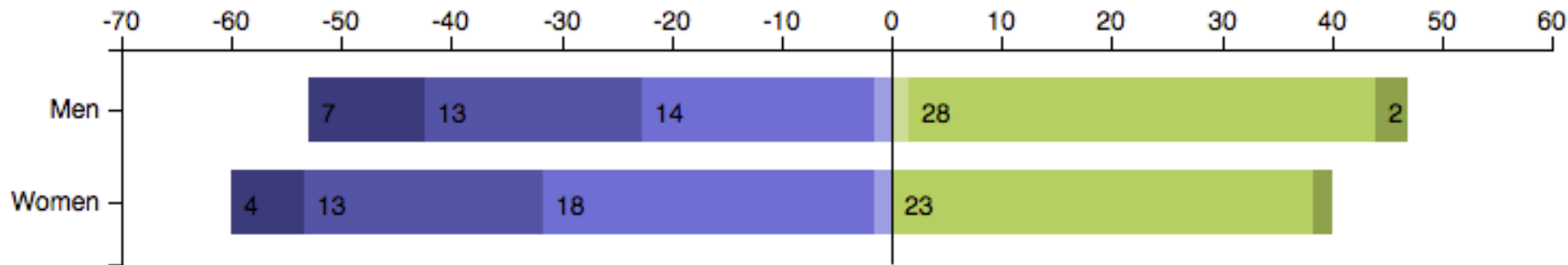
Faculty Retention

All Tenure-Track Faculty Hired 1990-2014

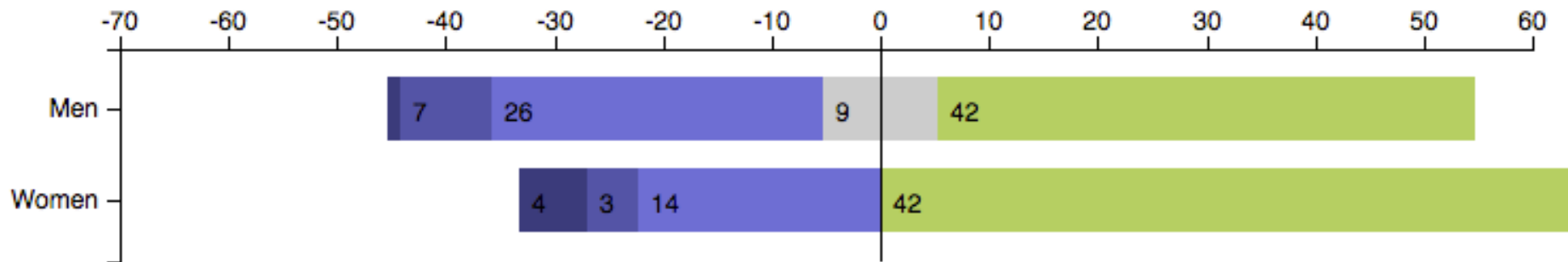


Tenure-Track Faculty by Sex

1990-1999 — 66 Men, 61 Women hired



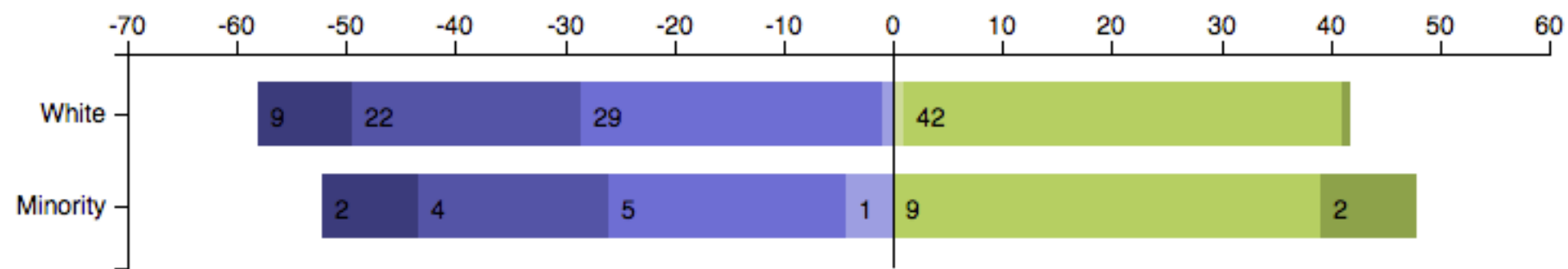
2000-2009 — 85 Men, 63 Women hired



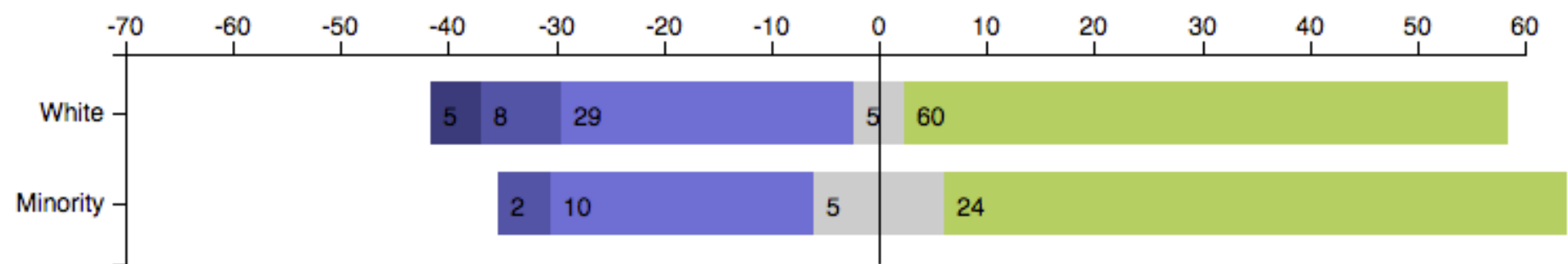
- Left after Receiving Tenure
- Denied Tenure
- Left before Tenure
- Not Reappointed
- Future Tenure Action
- Passed away while on Faculty
- Tenured, still at Williams
- Retired from Williams

Tenure-Track Faculty by Race & Ethnicity

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



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



- 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