

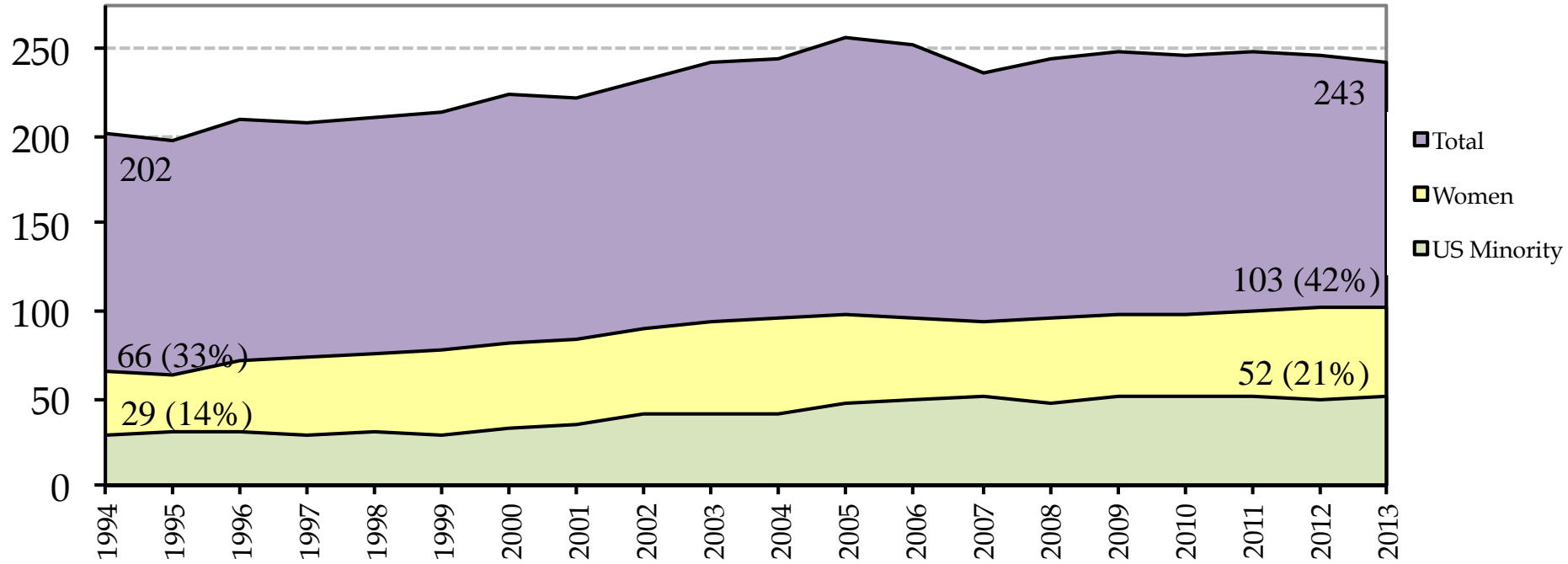
Counting the Faculty

Faculty Meeting

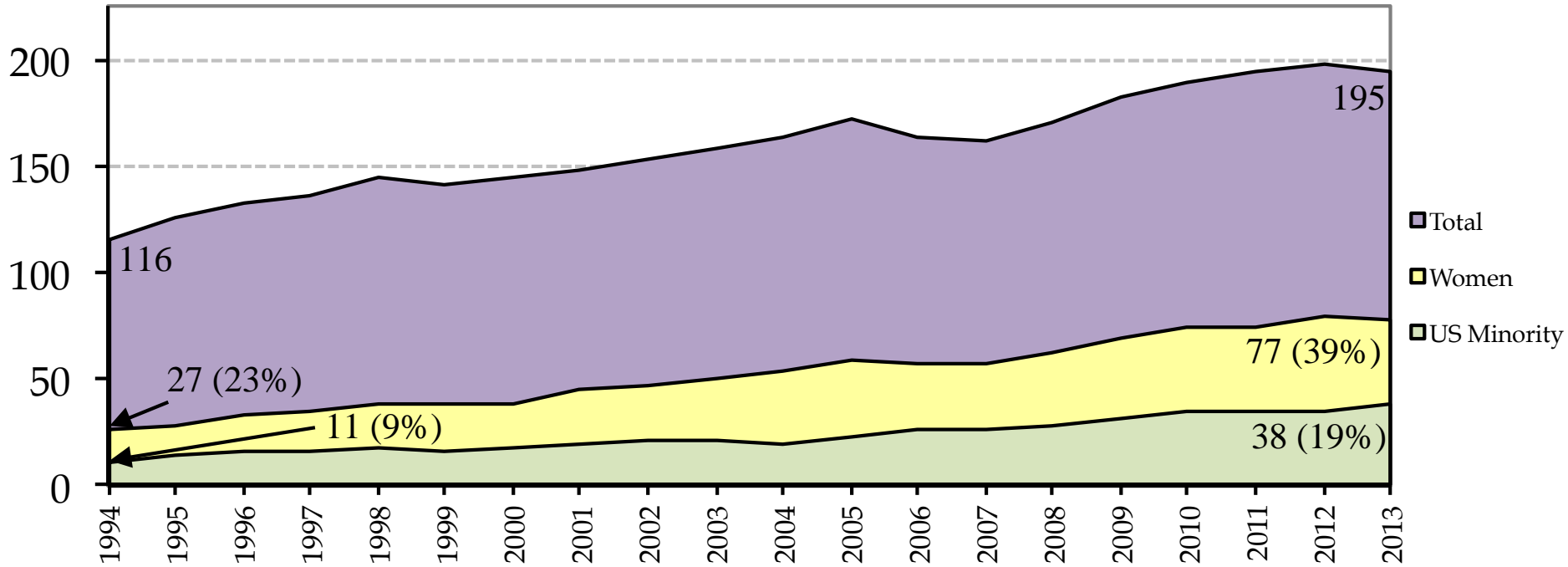
April 16, 2014

Williams

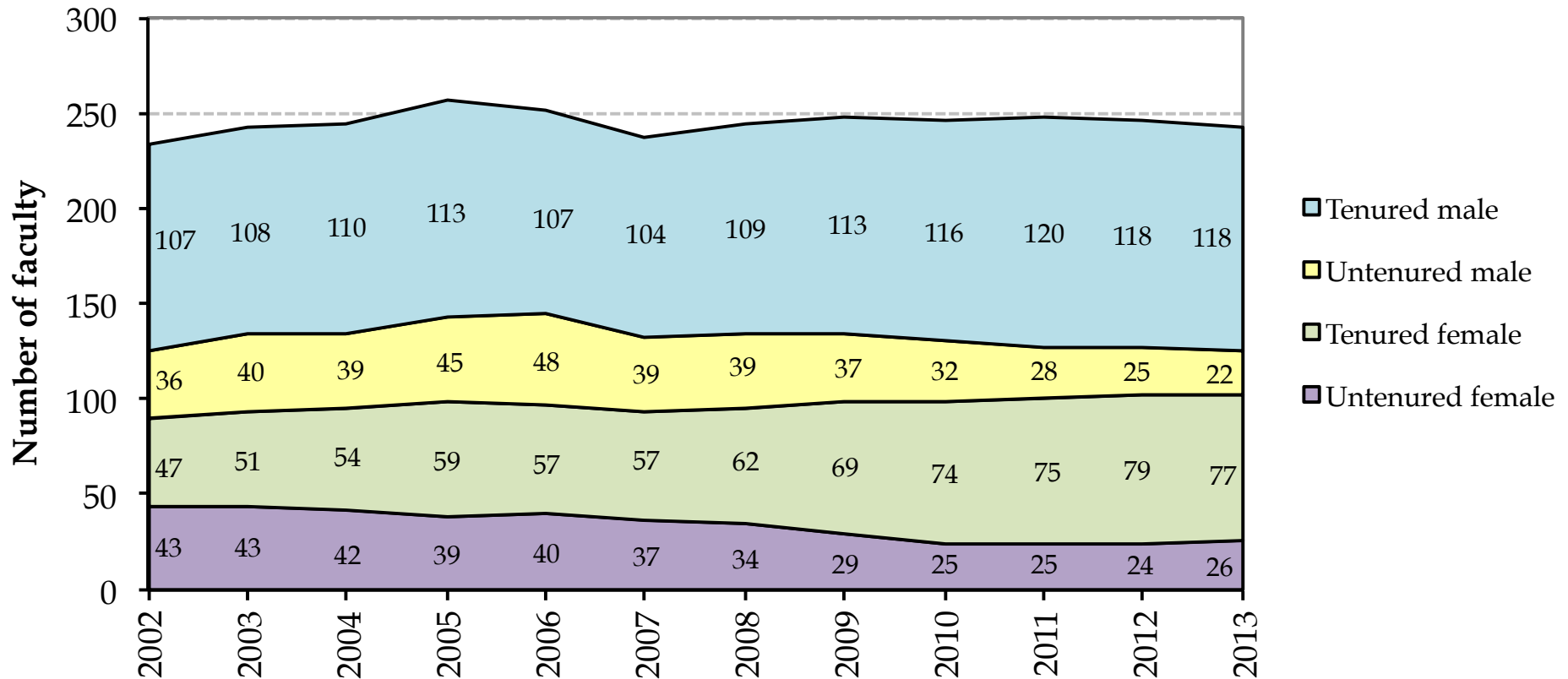
Full-Time, Tenured and Tenure-Track Faculty by Race and Gender



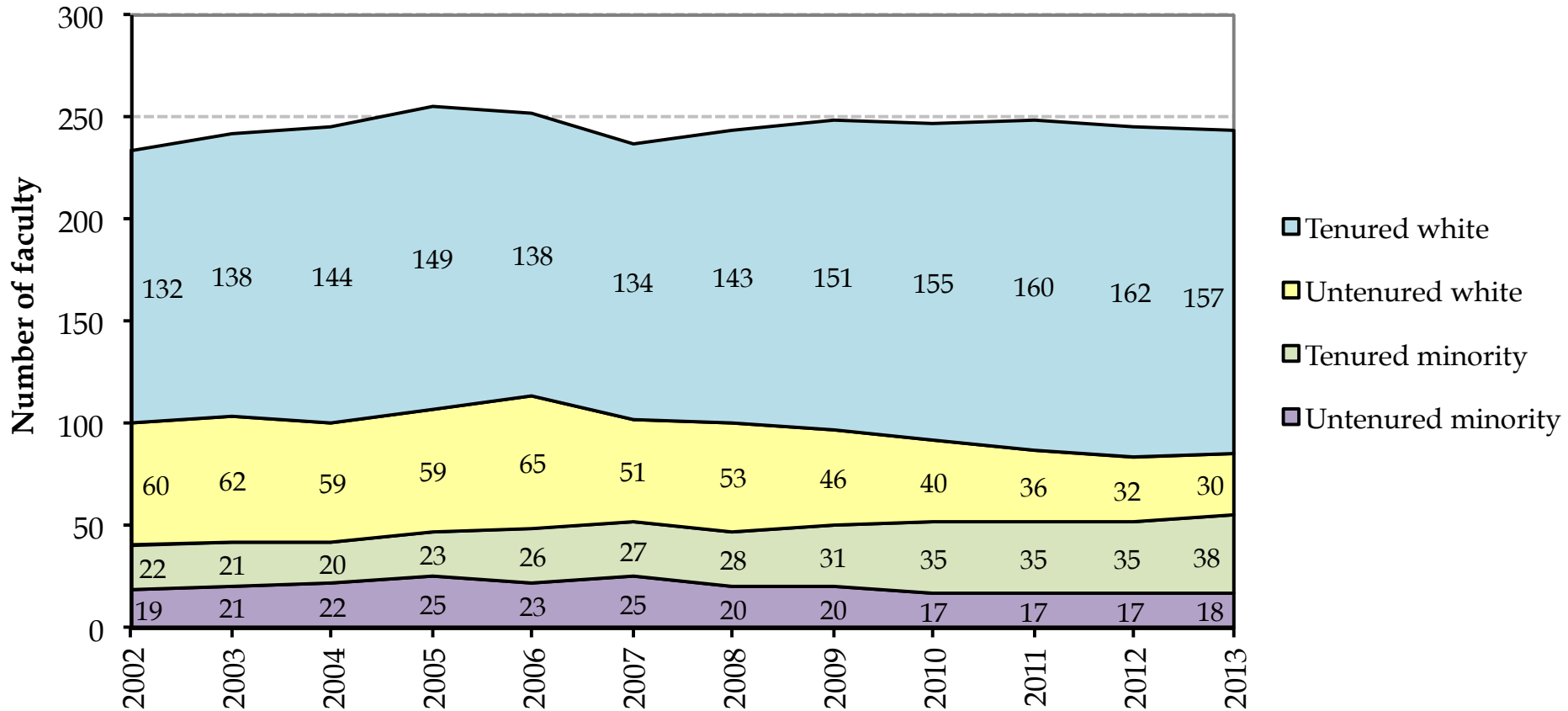
Full-Time, Tenured Faculty by Race and Gender



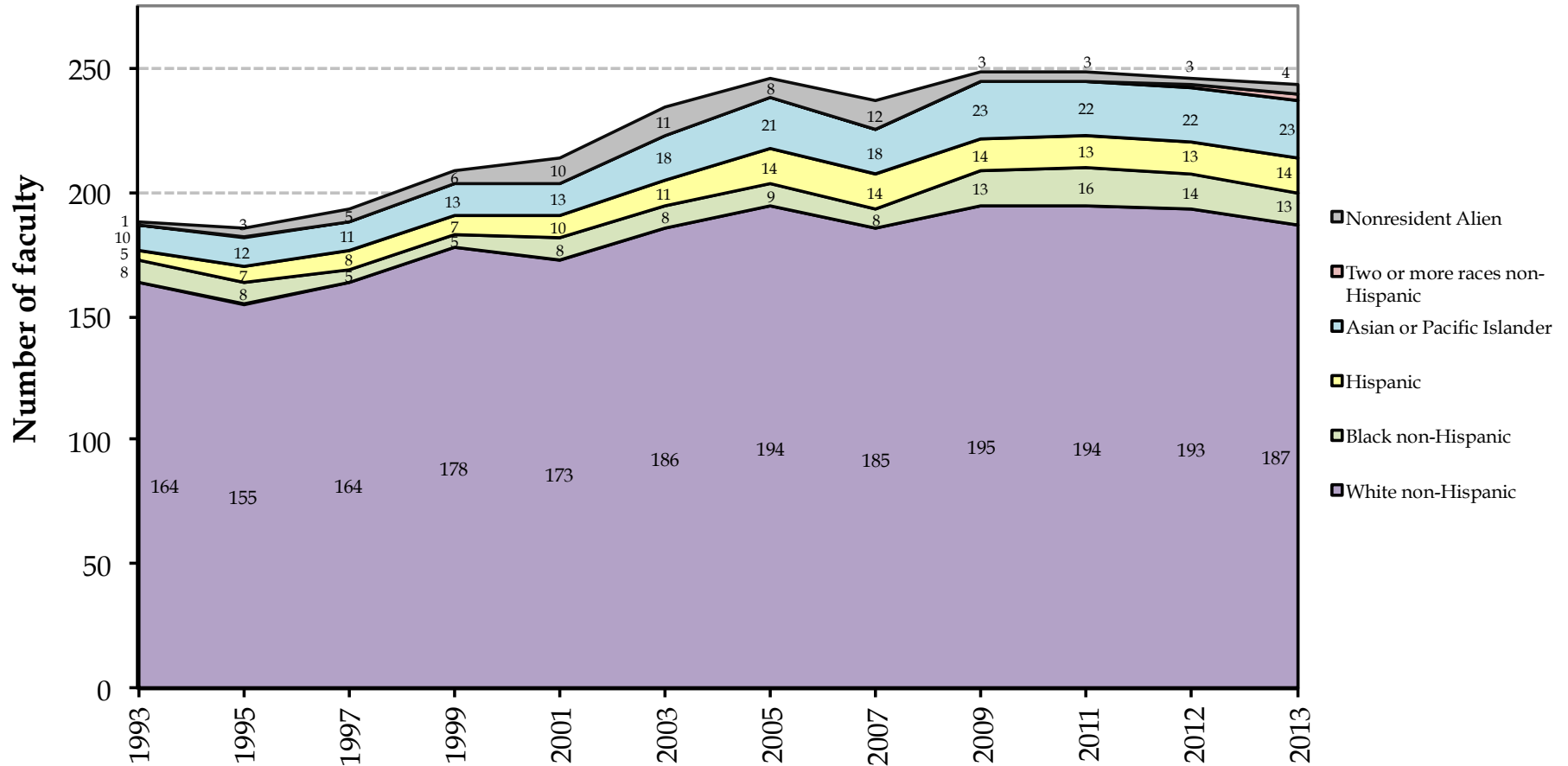
Tenured and Tenure-Track Faculty by Rank and Gender (FT teaching headcount over time)



Tenured and Tenure-Track Faculty by Rank and Race (FT teaching headcount over time)



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



Source: IPEDS Human Resources report, 1993-2013.

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%

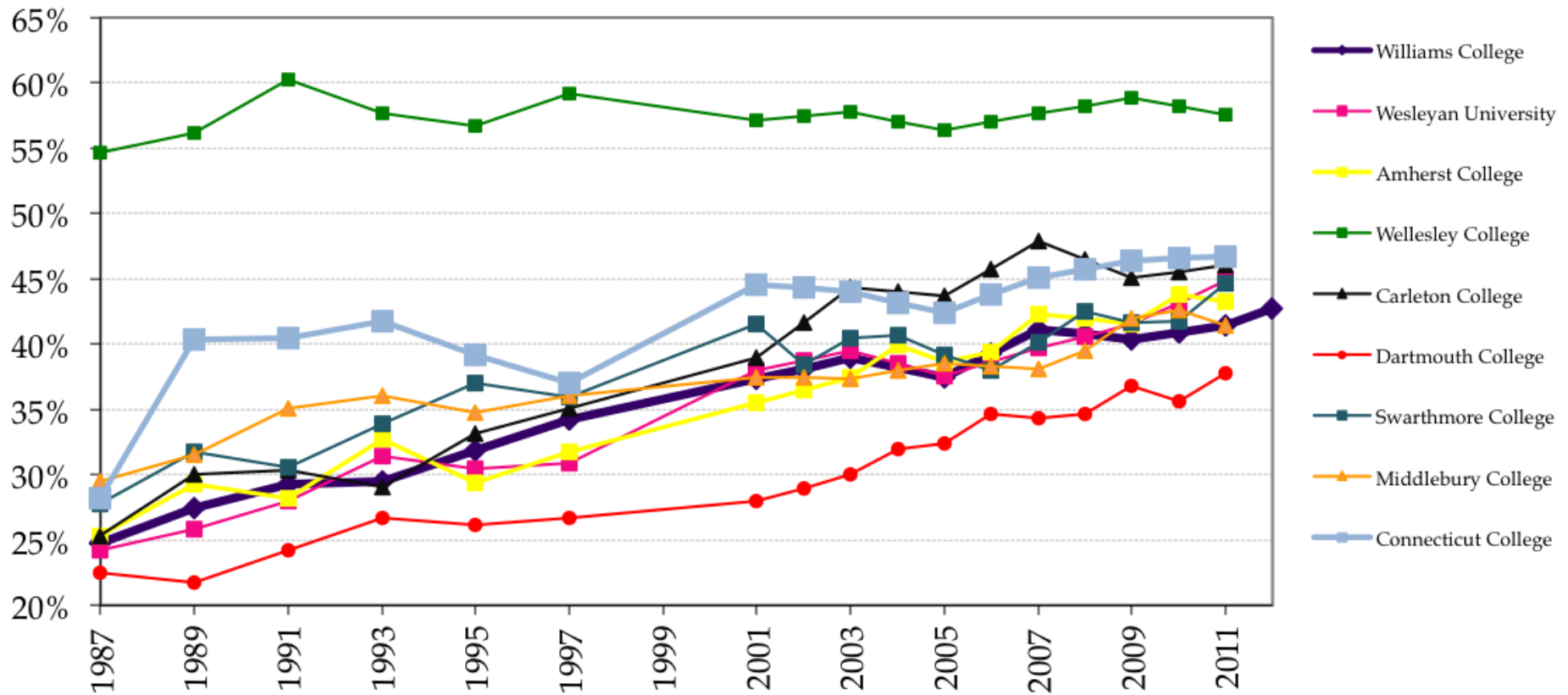
Minority Hiring

	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 Faculty

Williams and Peers, Trend

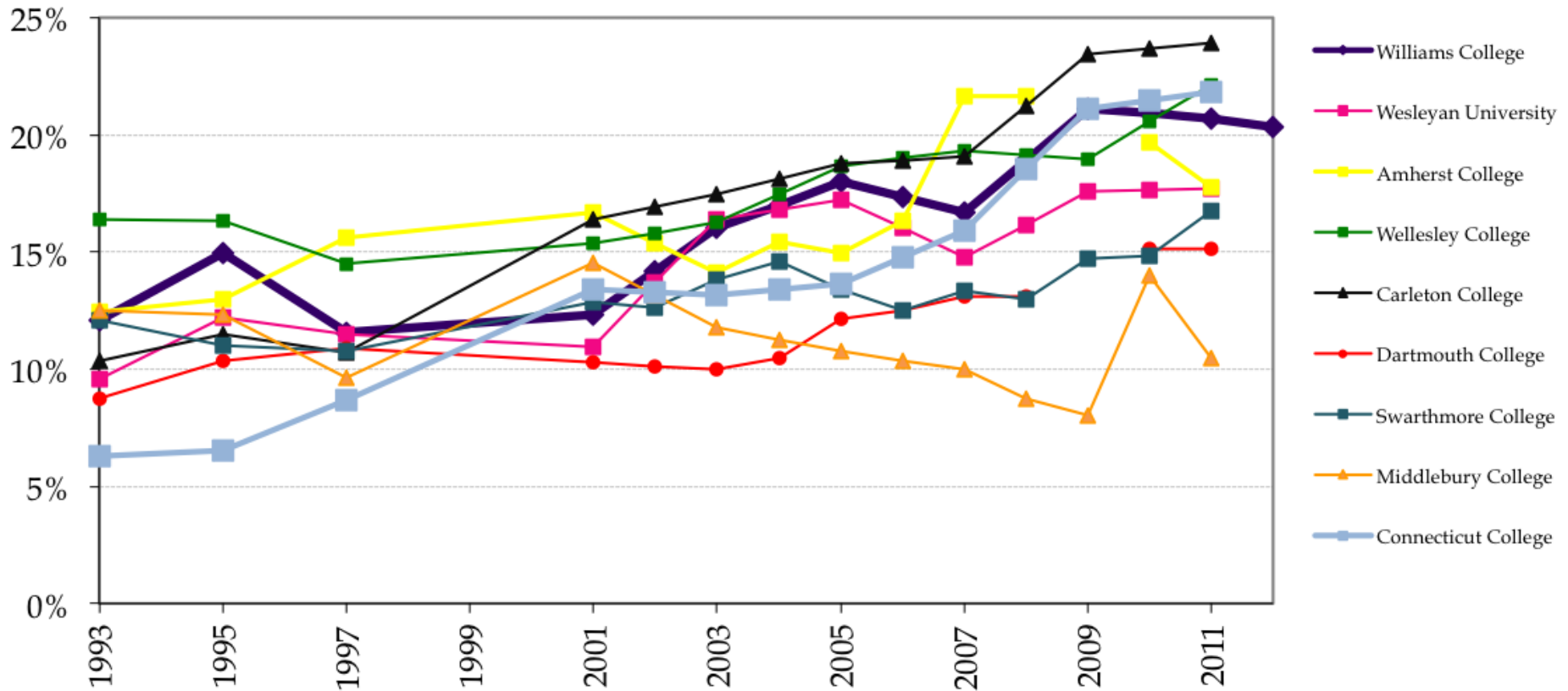


Source: IPEDS peer analysis system

Williams

U.S. Racial Minorities as a % of Full Time Faculty

Williams and Peers, Trend

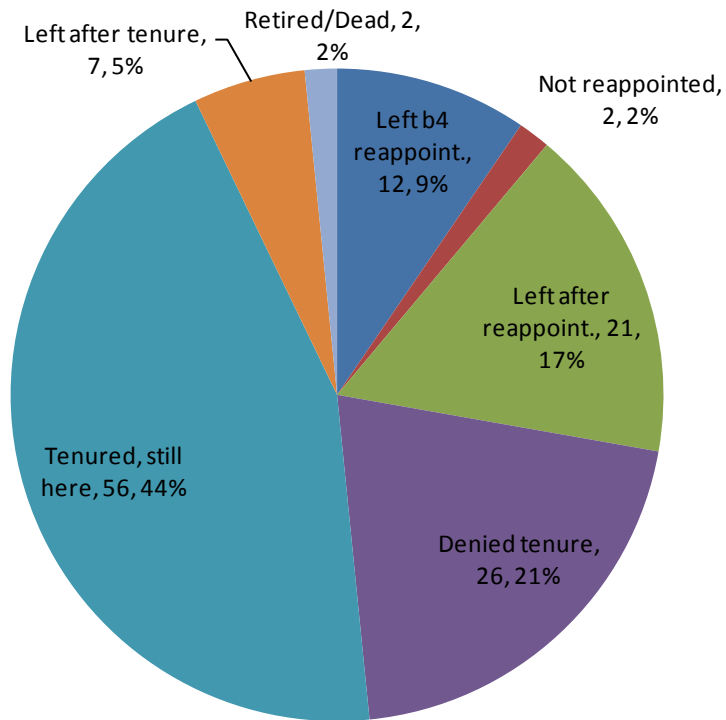


Source: IPEDS peer analysis system

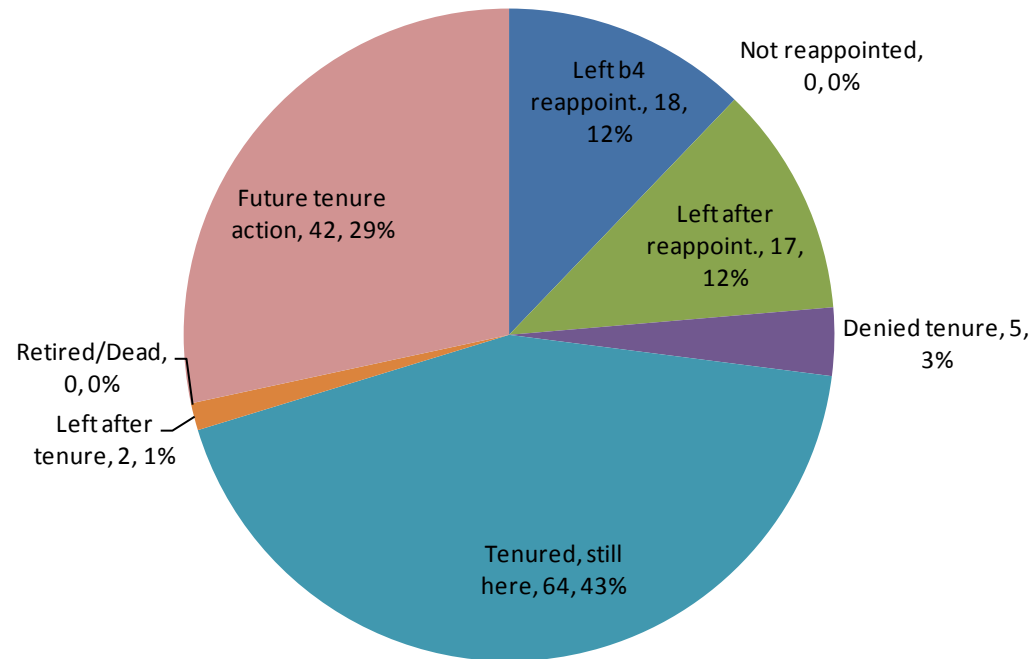
*beginning in 2010, IPEDS moved to the "2 question" race collection format, all "2 or more" respondents are counted as US minority

Williams

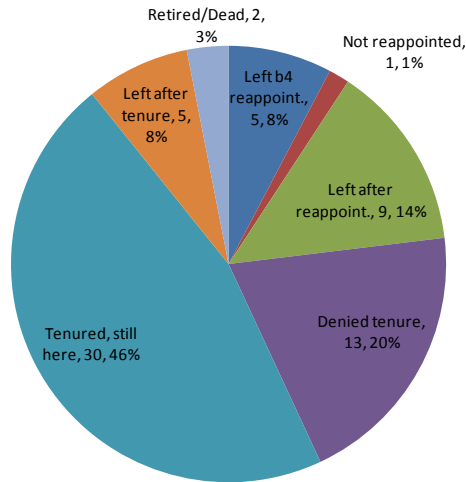
Career disposition of faculty hired in cohorts from 1990-1999



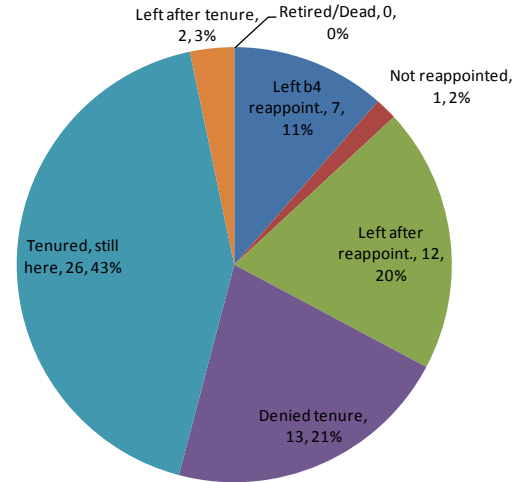
Career disposition of faculty hired in cohorts from 2000-2009



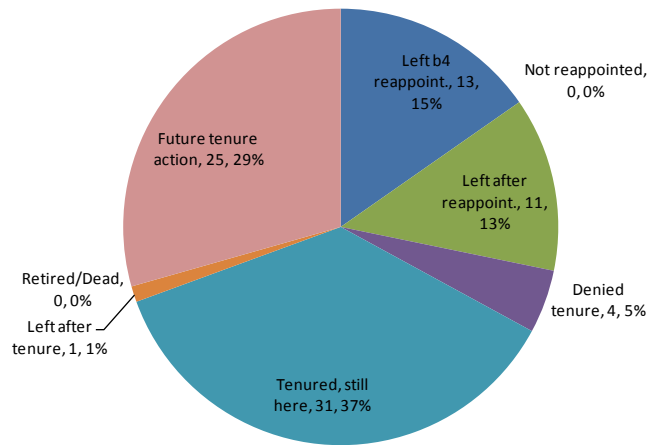
Career disposition of MALE faculty hired in cohorts from 1990-1999



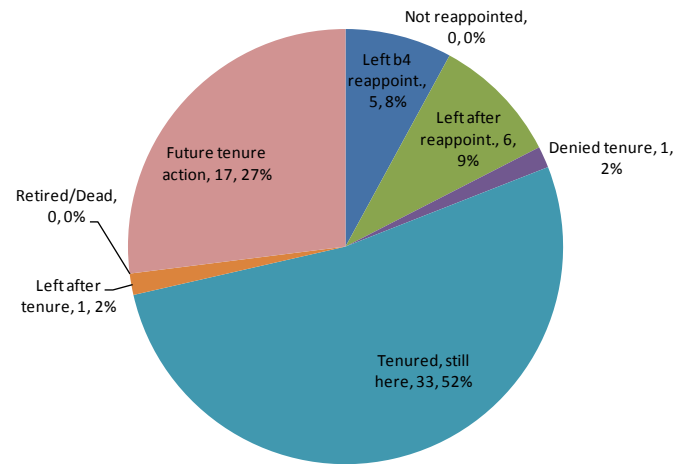
Career disposition of FEMALE faculty hired in cohorts from 1990-1999



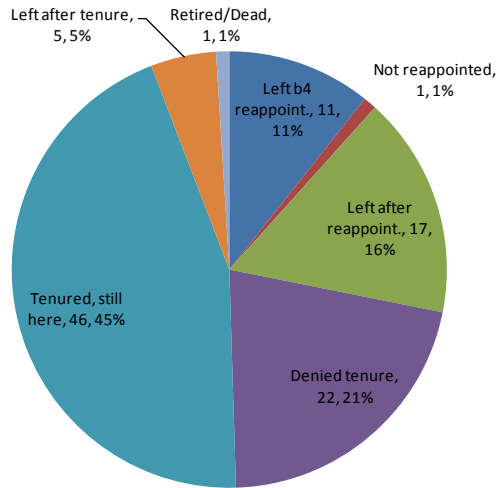
Career disposition of MALE faculty hired in cohorts from 2000-2009



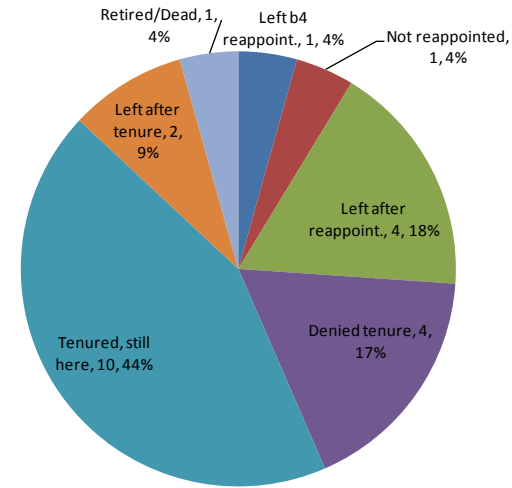
Career disposition of FEMALE faculty hired in cohorts from 2000-2009



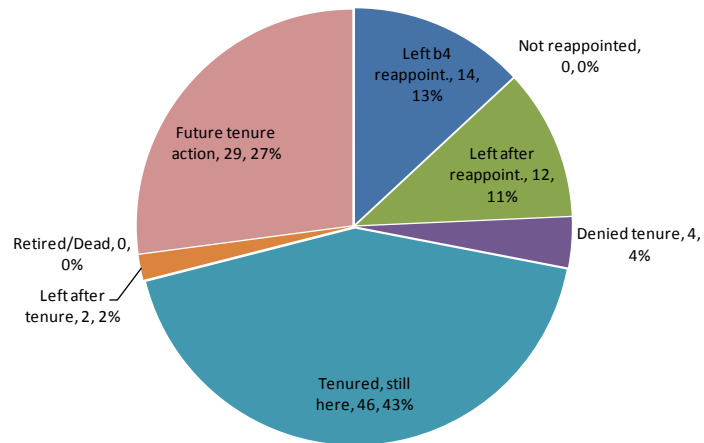
Career disposition of WHITE faculty hired in cohorts from 1990-1999



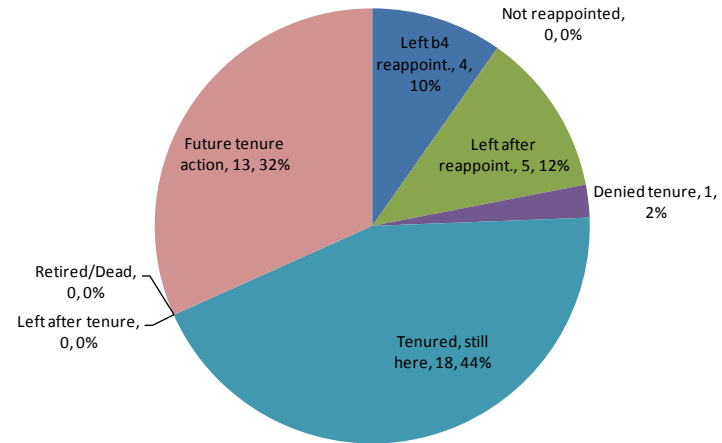
Career disposition of NON-WHITE faculty hired in cohorts from 1990-1999



Career disposition of WHITE faculty hired in cohorts from 2000-2009



Career disposition of NON-WHITE faculty hired in cohorts from 2000-2009



Williams