



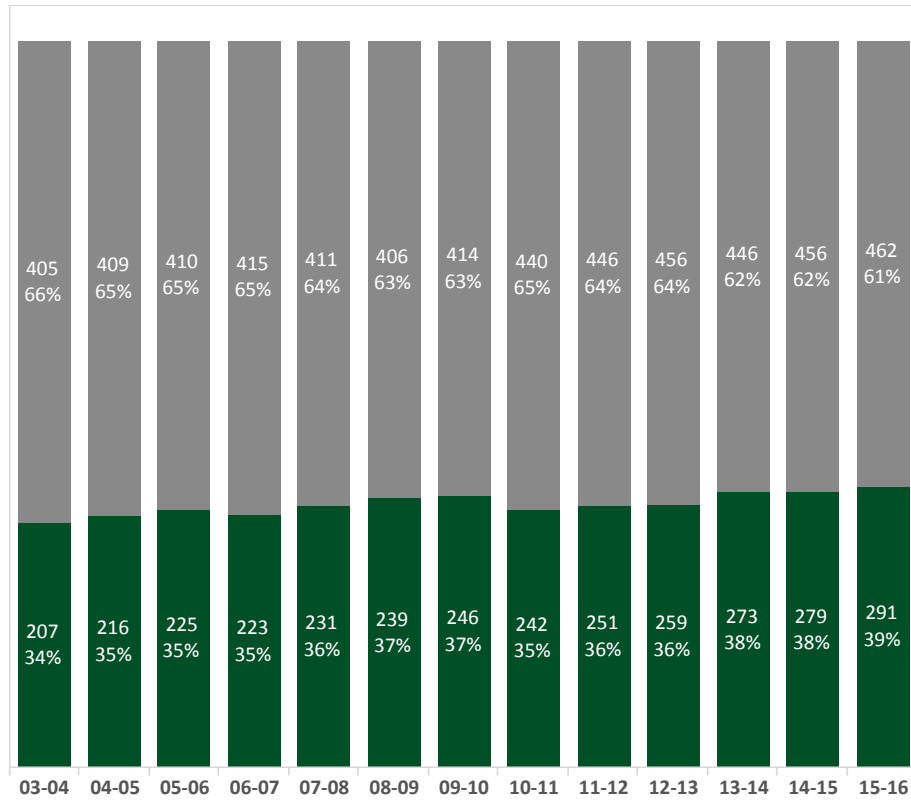
# Tenure-Related Faculty Demographics

2005-06 to 2015-16

Includes tenure-track and tenured faculty

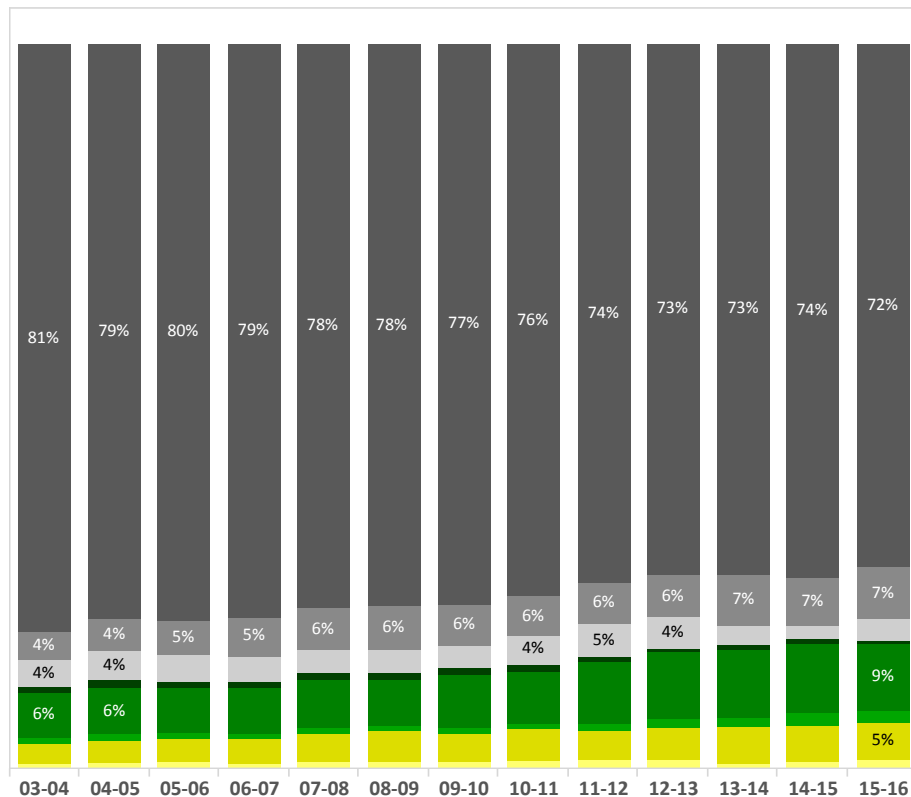
## Gender

- Male
- Female



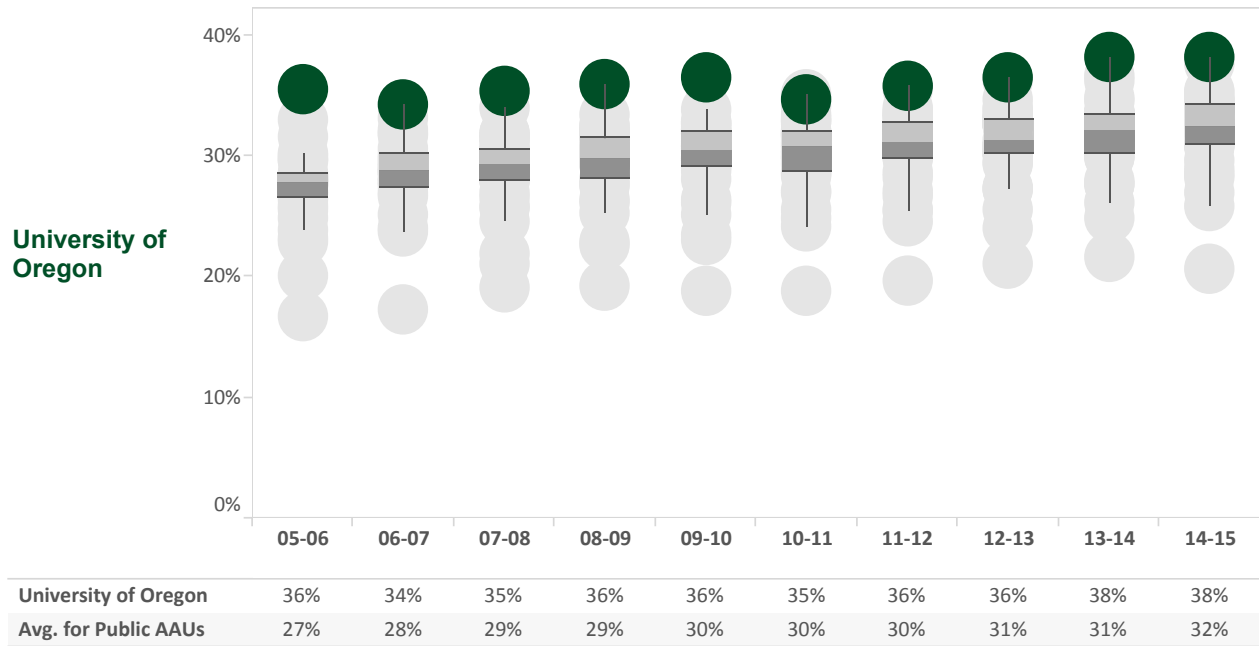
## Race/Ethnicity

- White
- Race/Ethnicity Unknown
- International
- American Indian/Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Two or more races

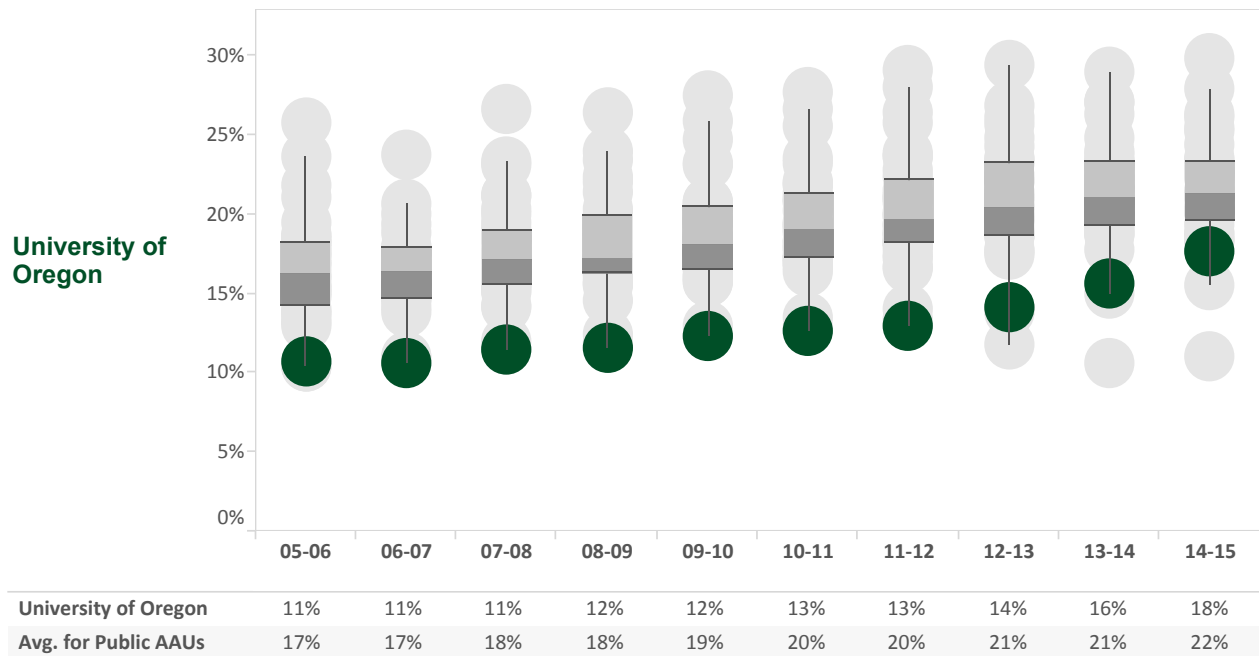


# AAU Faculty Demographics Comparisons

## Women Faculty at Public AAUs



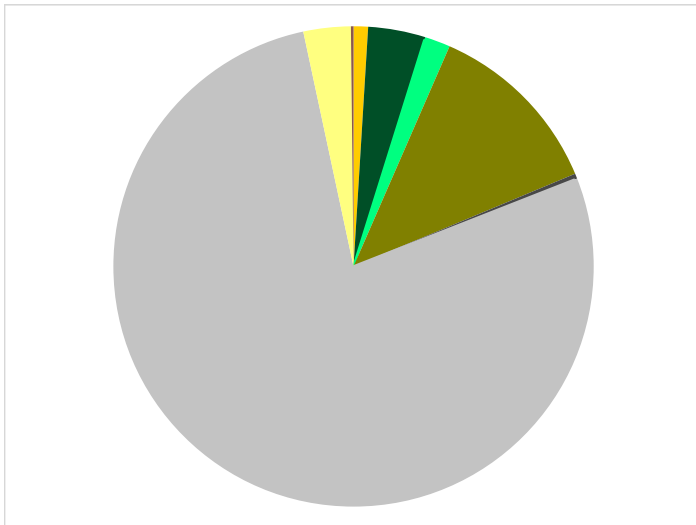
## Faculty of Color at Public AAUs



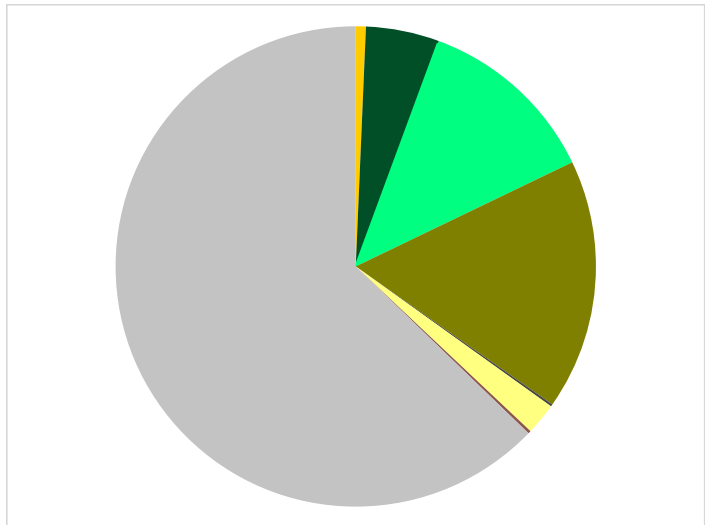
Note: Comparison only includes tenure-related faculty. The box and whisker plot is used as a reference to help understand the density of the data shown. The "box" represents half of the schools (50% of the data). The line in the middle of the box is the median--exactly half of the schools are above this line and half are below this line.

# National, State and University Demographics

## State of Oregon Demographics 2014



## United States Demographics 2014



### Race/Ethnicity

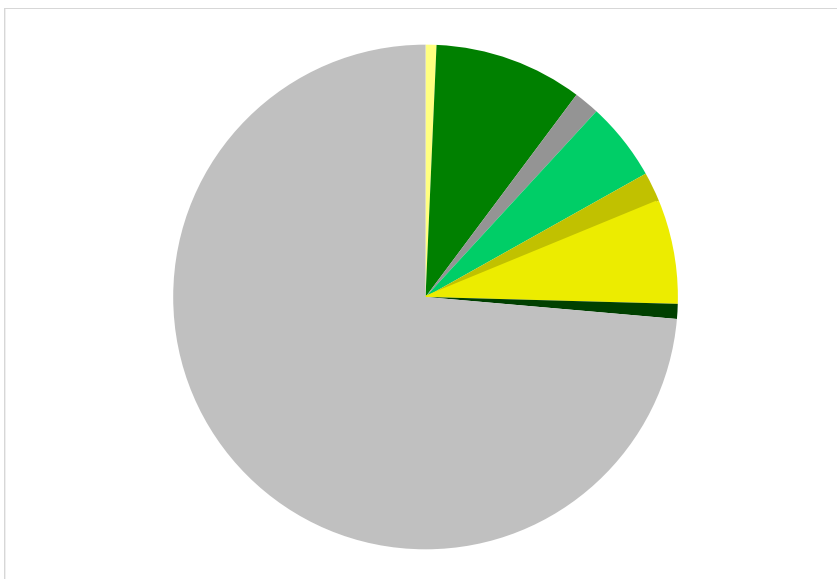
### State of Oregon

Race/Ethnicity	N	%
American Indian or Alaska Nati..	37,699	1.0%
Asian	149,886	3.8%
Black or African American	67,305	1.7%
Hispanic	473,729	12.1%
Native Hawaiian/ Pacific Island..	13,942	0.4%
White	3,027,597	77.6%
Two or More Races	124,051	3.2%
Other	6,134	0.2%

### United States

Race/Ethnicity	N	%
American Indian or Alaska Nati..	2,082,768	0.7%
Asian	15,536,209	4.9%
Black or African American	38,460,598	12.2%
Hispanic	53,070,096	16.9%
Native Hawaiian/ Pacific Island..	493,155	0.2%
White	197,159,492	62.8%
Two or More Races	6,692,885	2.1%
Other	611,881	0.2%

## 2015-16 Tenure-Related Faculty



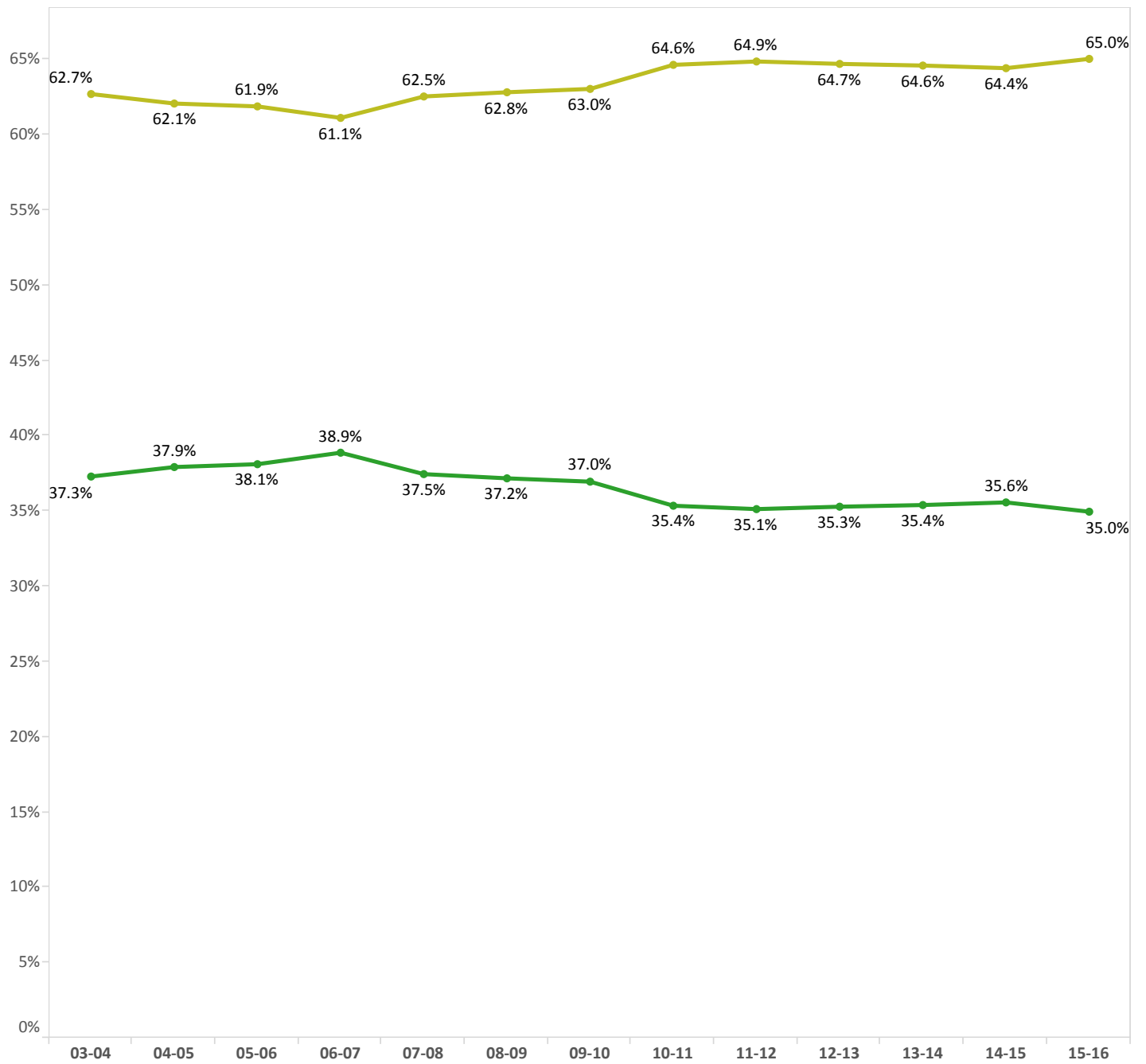
### Race/Ethnicity

Race/Ethnicity	N	%
Amer. Ind./ Alaska Native	3	0.4%
Asian	70	9.3%
Black or African American	12	1.6%
Hispanic or Latino	39	5.2%
International	23	3.1%
Race/ethnicity unknown	54	7.2%
Two or more races	9	1.2%
White	543	72.1%

## Ratio of Tenure-Related to Non-Tenure Faculty

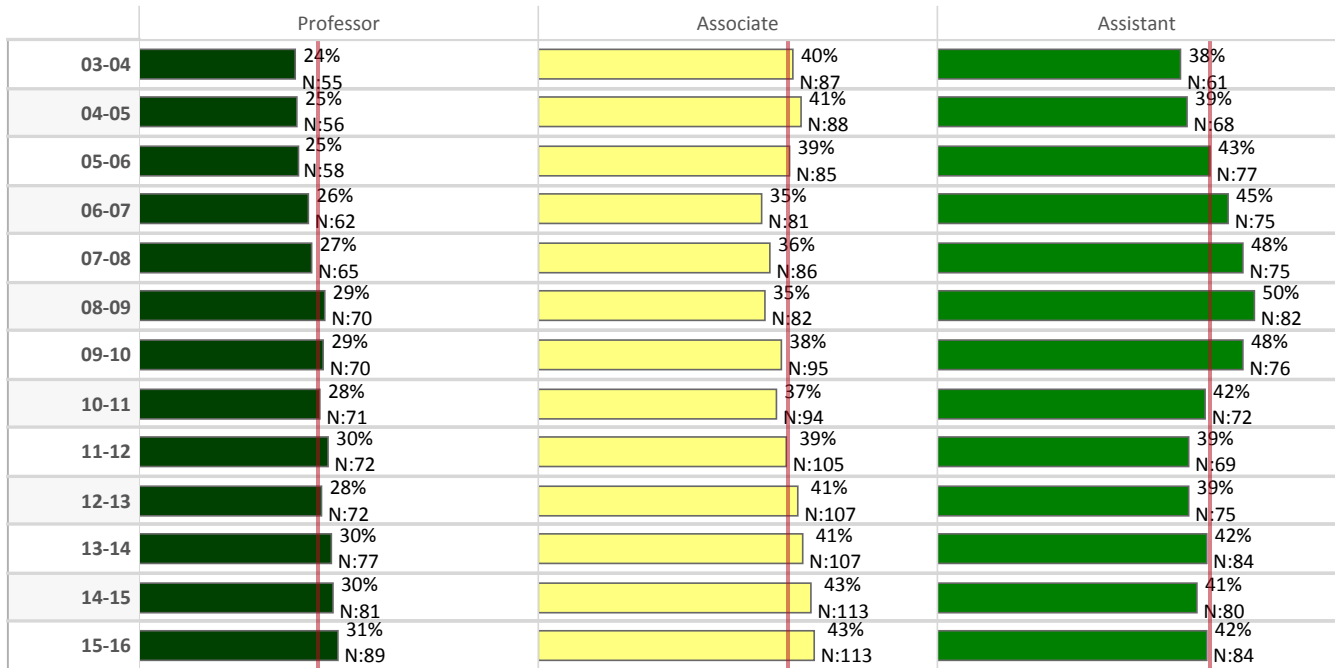
	Year													
	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	
<b>Tenure-Related</b>	612 37.3%	625 37.9%	635 38.1%	638 38.9%	642 37.5%	645 37.2%	660 37.0%	682 35.4%	697 35.1%	715 35.3%	719 35.4%	735 35.6%	753 35.0%	
<b>Non-Tenure Faculty</b>	1,029 62.7%	1,023 62.1%	1,031 61.9%	1,003 61.1%	1,072 62.5%	1,090 62.8%	1,126 63.0%	1,247 64.6%	1,287 64.9%	1,311 64.7%	1,312 64.6%	1,331 64.4%	1,401 65.0%	

■ Tenure-Related  
■ Non-Tenure Faculty



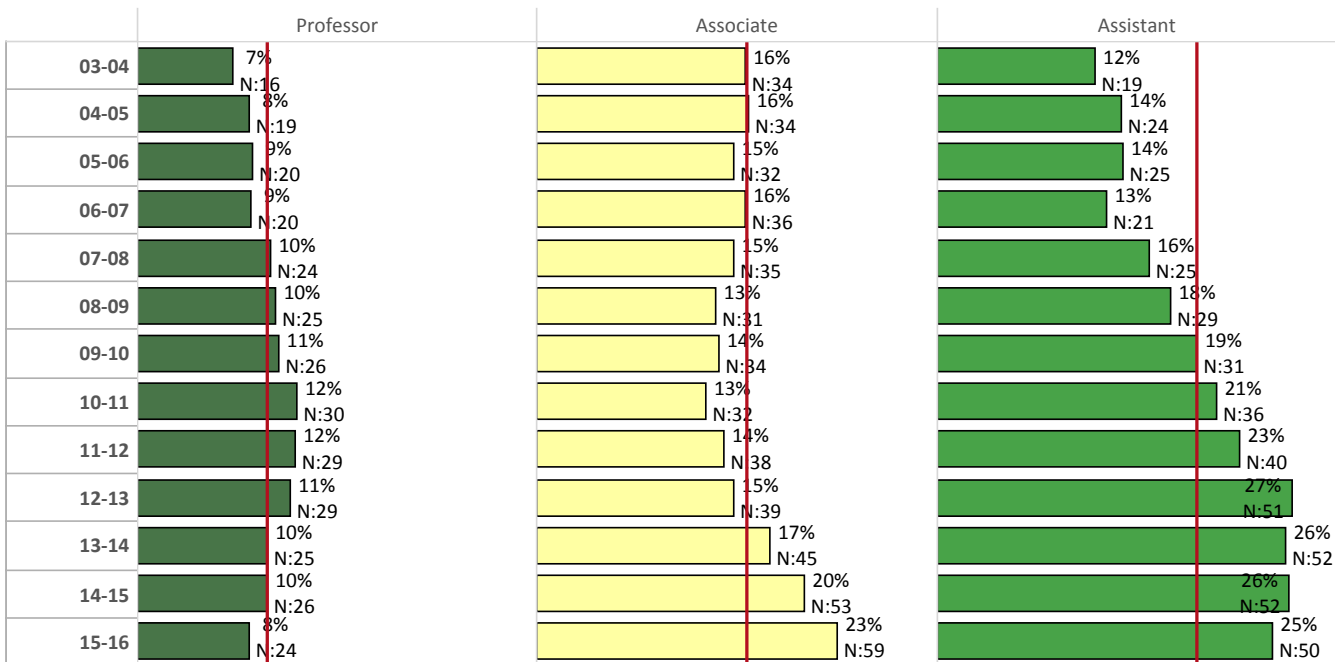
## Tenure-Related Faculty by Rank 2005-06 to 2015-16

### Female Tenure-Related Faculty



Note: Red line indicates the average over the years show. "N" is the total number of women for that group. "%" is the percent of women for that group.

### Tenure-Related Faculty of Color



Note: Red line indicates the average over the years show. "N" is the total number of color for that group. "%" is the percent of color for that group.

# Appendix

## Data Sources

The employee data used in the report is extracted from Banner during the second week of October by the Office of Institutional Research. An employee's information is based on their "primary" position at the time of the extract from Banner. The comparison to the Association of American Universities is based on data submitted to the Integrated Postsecondary Education Data System (IPEDS) as part of their Human Resources collection. For the purposes of the comparisons, only public institutions are used. The Oregon demographic data is provided by the U.S. Census Bureau.

## Definitions

### Faculty Counts

There are a small number of tenure-related faculty who work outside of the schools and colleges. The overall university counts include these individuals. In addition, there are a small number instructors who hold indefinite tenure and the counts broken out by rank exclude these faculty members.

### Tenure-related

Tenure-related faculty are those who have indefinite tenure or are in tenure-track positions. Faculty who have relinquished tenure and have moved into a retired position are not counted as tenure-related. Similarly, tenure-related faculty who currently hold an administrative position are not included in the tenure-related counts.

### Race and Ethnicity

Faculty of color include Asian, Black, Hispanic, Native American, Pacific Islander, and Multi-Ethnic (or Two or More Races). Beginning in Fall 2011, a change in federal requirements in how race and ethnicity are collected make comparisons over time problematic. The new methodology may artificially increase the number of faculty identified as Hispanic. The reporting group Asian and Pacific Islander was disaggregated into two groups: Asian and Native Hawaiian / Pacifica Islander. The category Two or More Races reflect the counts for individuals selecting more than one race category rather than the category Multi Ethnic. Because the University of Oregon has not resurveyed its employees using the updated federal guidelines, only new employees are subject to the new format. International faculty are those who have a citizenship attribute of nonresident alien or substantial presence.