



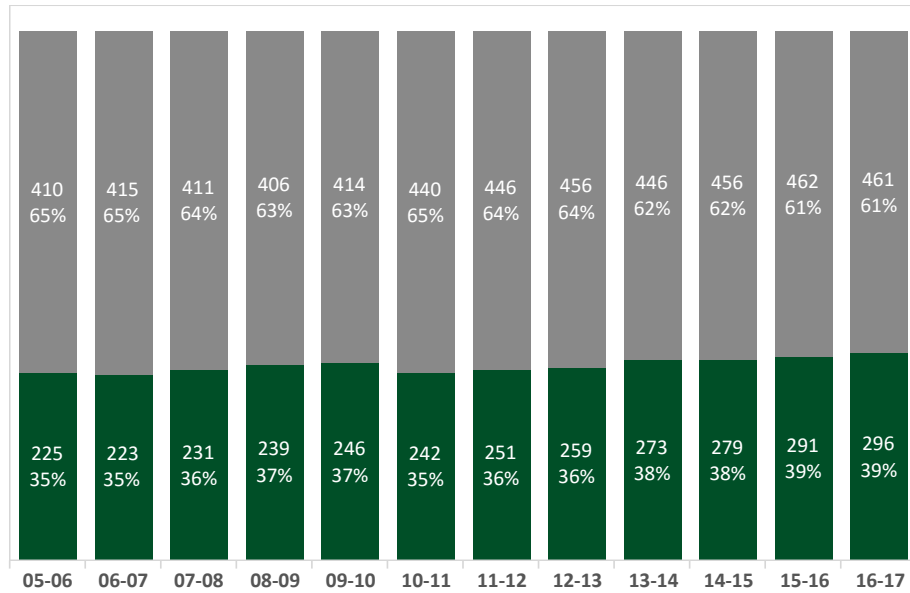
Tenure-Related Faculty Demographics

2005-06 to 2016-17

Includes tenure-track and tenured faculty

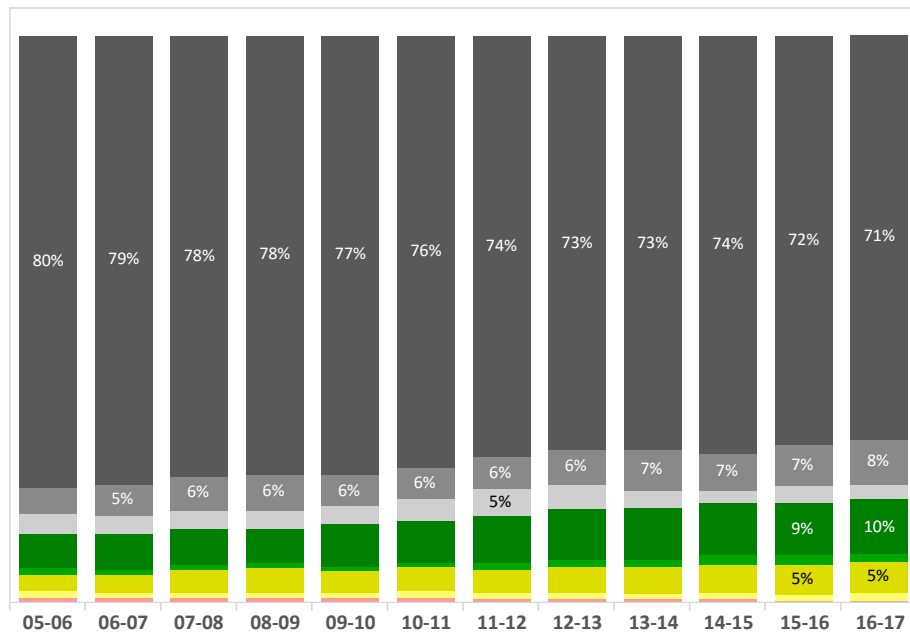
Gender

- Male
- Female



Race/Ethnicity

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



Faculty of Color as a Percentage of all Tenure-related Faculty

| | 05-06 | 06-07 | 07-08 | 08-09 | 09-10 | 10-11 | 11-12 | 12-13 | 13-14 | 14-15 | 15-16 | 16-17 |
|-------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Asian | 39 6% | 40 6% | 41 6% | 41 6% | 49 7% | 50 7% | 59 9% | 66 9% | 67 9% | 70 10% | 70 9% | 74 10% |
| Black or African American | 6 1% | 5 1% | 6 1% | 5 1% | 5 1% | 5 1% | 7 1% | 8 1% | 10 1% | 12 2% | 12 2% | 11 1% |
| Hispanic or Latino | 20 3% | 21 3% | 25 4% | 27 4% | 26 4% | 29 4% | 28 4% | 33 5% | 35 5% | 37 5% | 39 5% | 41 5% |
| Two or more races | 6 1% | 5 1% | 6 1% | 6 1% | 6 1% | 8 1% | 8 1% | 8 1% | 5 1% | 7 1% | 9 1% | 10 1% |
| Total Faculty of Color | 71 11% | 71 11% | 78 12% | 79 12% | 86 13% | 92 14% | 102 15% | 115 16% | 117 16% | 126 17% | 130 17% | 136 18% |

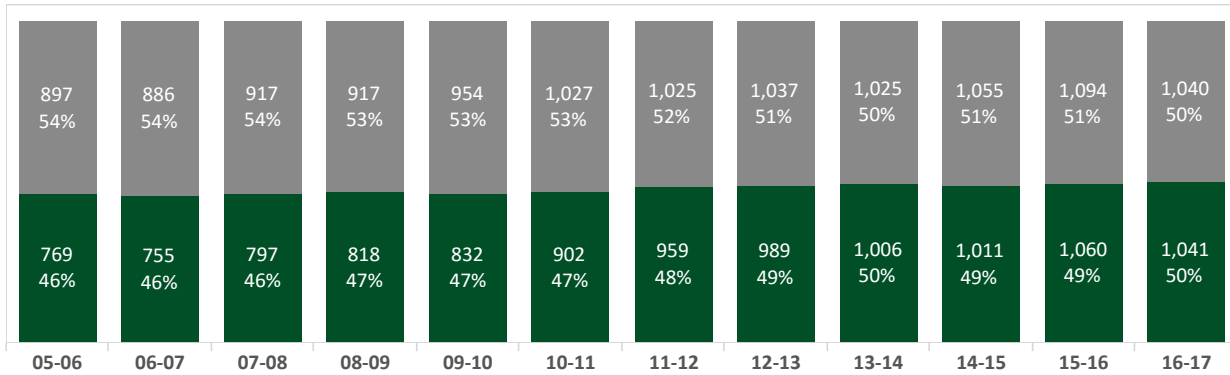


All Faculty Demographics

2005-06 to 2016-17

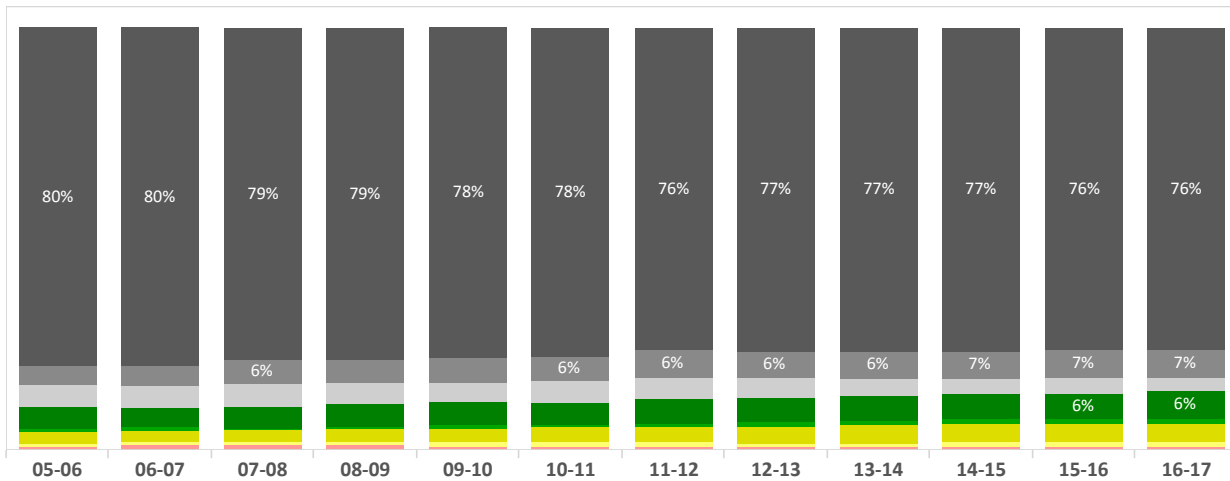
Gender

- Male
- Female



Race/Ethnicity

- White
- Race/Ethnicity Unknown
- International
- Asian
- Black or African American
- Hispanic or Latino
- Two or more races
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander



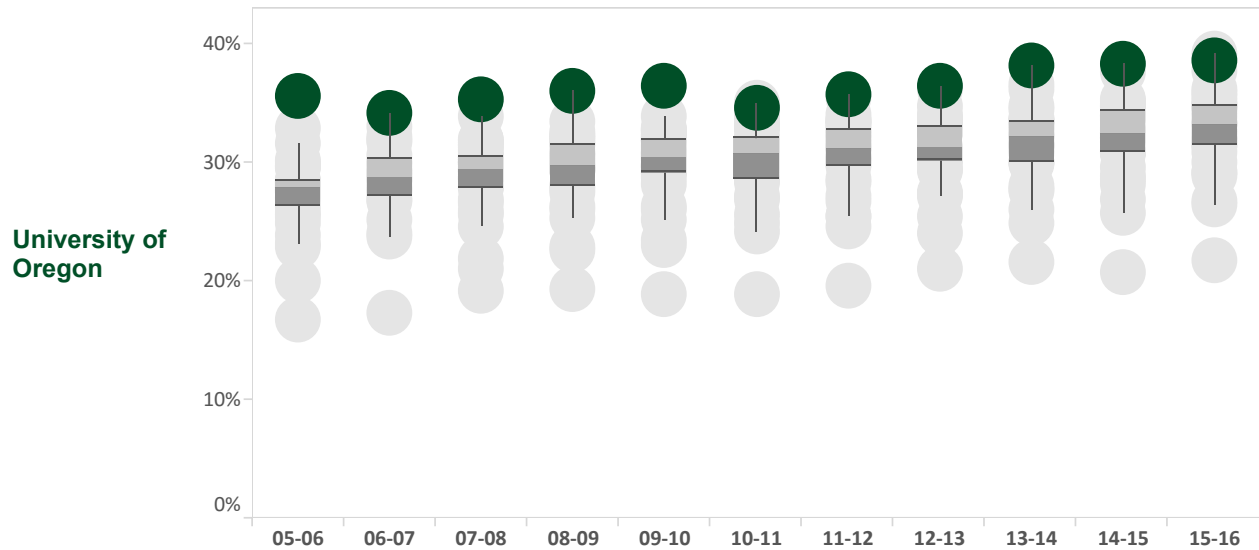
Faculty of Color as a Percentage of all Faculty

Includes NTTF

| | 05-06 | 06-07 | 07-08 | 08-09 | 09-10 | 10-11 | 11-12 | 12-13 | 13-14 | 14-15 | 15-16 | 16-17 |
|---|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Asian | 81 5% | 78 5% | 82 5% | 92 5% | 98 6% | 105 5% | 117 6% | 123 6% | 124 6% | 120 6% | 129 6% | 134 6% |
| Black or African American | 16 1% | 16 1% | 11 1% | 11 1% | 12 1% | 11 1% | 18 1% | 20 1% | 22 1% | 25 1% | 26 1% | 24 1% |
| Hispanic or Latino | 41 2% | 44 3% | 47 3% | 55 3% | 59 3% | 64 3% | 69 4% | 79 4% | 86 4% | 88 4% | 92 4% | 93 4% |
| Native Hawaiian or Other Pacific Islander | 1 0% | | | 2 0% | 1 0% | 2 0% | 2 0% | 1 0% | 1 0% | 2 0% | 3 0% | 2 0% |
| Two or more races | 12 1% | 13 1% | 14 1% | 13 1% | 16 1% | 22 1% | 21 1% | 17 1% | 13 1% | 20 1% | 25 1% | 23 1% |
| Total Faculty of Color | 151 9% | 151 9% | 154 9% | 173 10% | 186 11% | 204 11% | 227 12% | 240 12% | 246 12% | 255 12% | 275 13% | 276 13% |

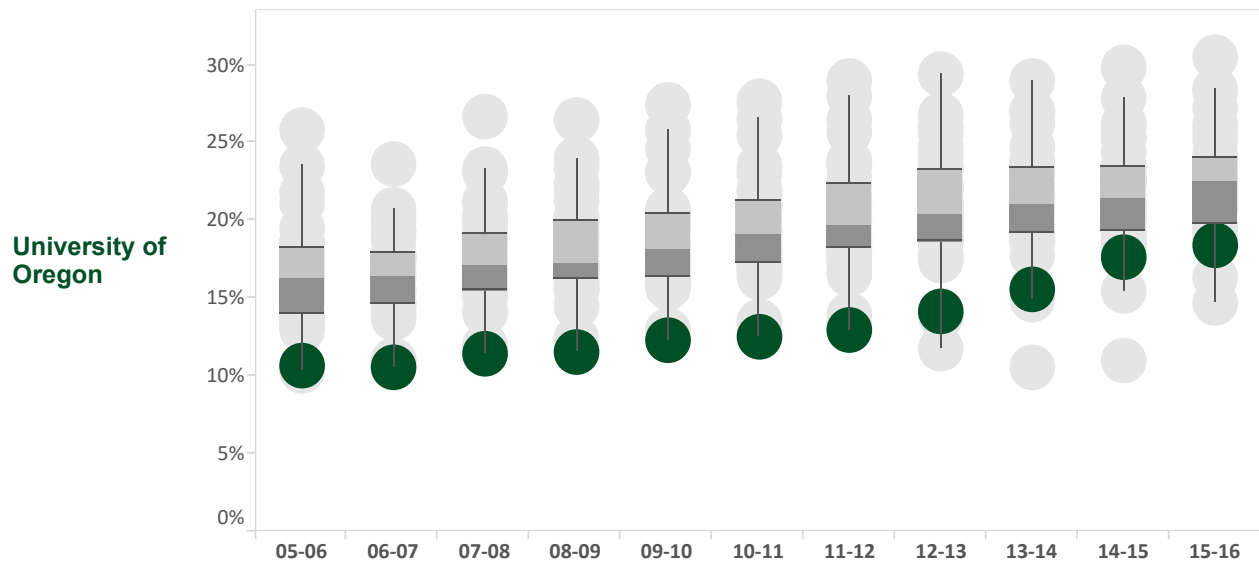
AAU Faculty Demographics Comparisons

Women Faculty at Public AAUs



| | | | | | | | | | | | |
|-----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| University of Oregon | 36% | 34% | 35% | 36% | 36% | 35% | 36% | 36% | 38% | 38% | 39% |
| Avg. for Public AAUs | 27% | 28% | 29% | 29% | 30% | 30% | 30% | 31% | 31% | 32% | 33% |

Faculty of Color at Public AAUs

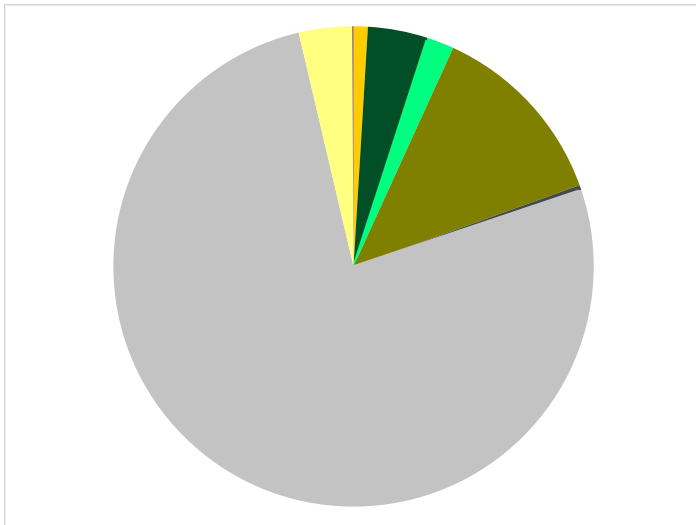


| | | | | | | | | | | | |
|-----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| University of Oregon | 11% | 11% | 11% | 12% | 12% | 13% | 13% | 14% | 16% | 18% | 18% |
| Avg. for Public AAUs | 17% | 17% | 18% | 18% | 19% | 20% | 20% | 21% | 21% | 22% | 23% |

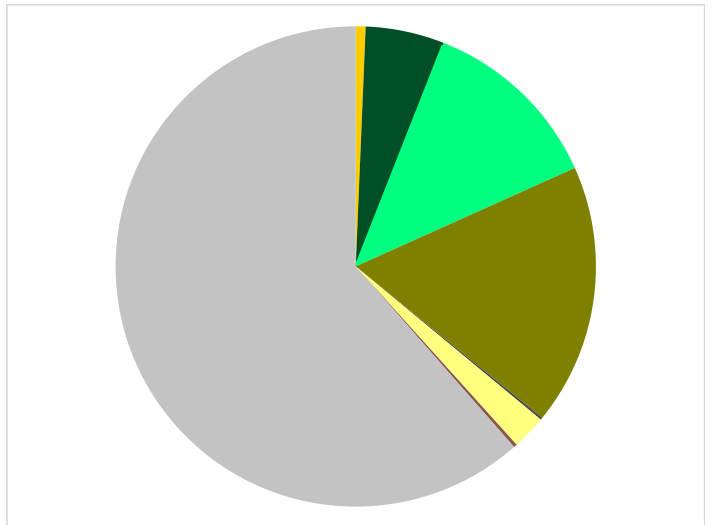
Note: Comparison only includes tenure-related faculty. The box and whisker plot is used as a reference to help understand the density of the data shown. The "box" represents half of the schools (50% of the data). The line in the middle of the box is the median--exactly half of the schools are above this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

National, State and University Demographics

State of Oregon Demographics 2015



United States Demographics 2015



Race/Ethnicity

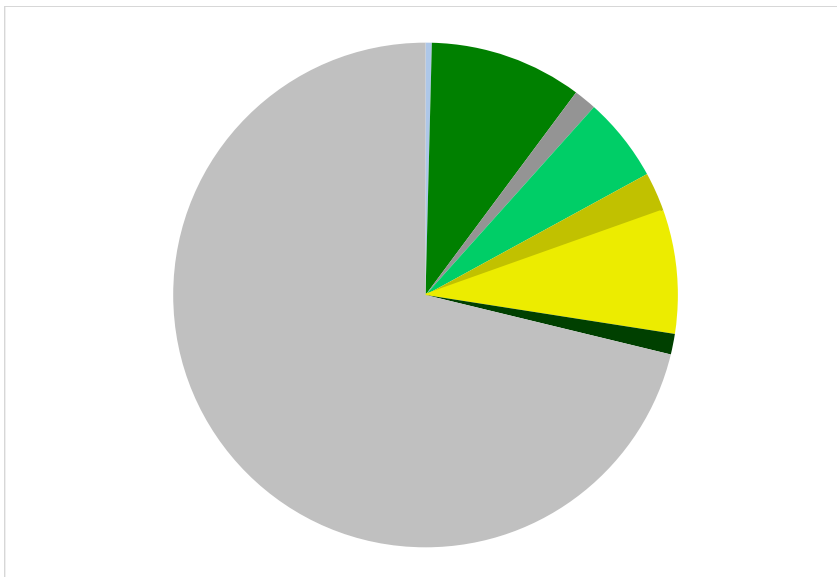
State of Oregon

| Race/Ethnicity | N | % |
|-----------------------------------|-----------|-------|
| American Indian or Alaska Nati.. | 37,993 | 0.9% |
| Asian | 162,545 | 4.0% |
| Black or African American | 73,428 | 1.8% |
| Hispanic | 511,898 | 12.7% |
| Native Hawaiian/ Pacific Island.. | 13,359 | 0.3% |
| White | 3,082,611 | 76.5% |
| Two or More Races | 144,053 | 3.6% |
| Other | 3,090 | 0.1% |

United States

| Race/Ethnicity | N | % |
|-----------------------------------|-------------|-------|
| American Indian or Alaska Nati.. | 2,069,645 | 0.6% |
| Asian | 17,081,093 | 5.3% |
| Black or African American | 39,597,600 | 12.3% |
| Hispanic | 56,496,122 | 17.6% |
| Native Hawaiian/ Pacific Island.. | 502,876 | 0.2% |
| White | 197,534,496 | 61.5% |
| Two or More Races | 7,437,680 | 2.3% |
| Other | 699,309 | 0.2% |

2016-17 Tenure-Related Faculty



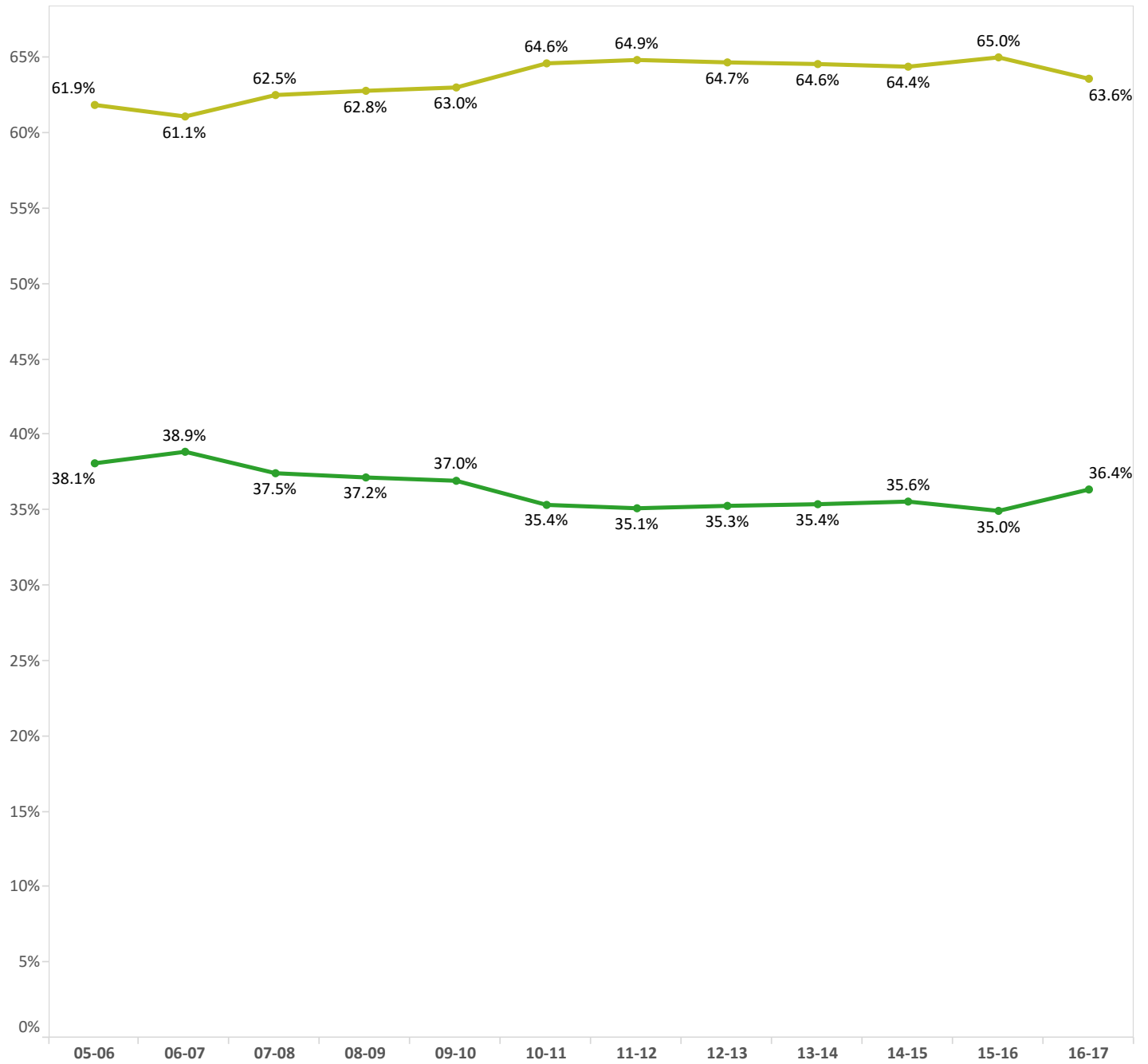
Race/Ethnicity

| Race/Ethnicity | N | % |
|--------------------------------|-----|-------|
| American Indian or Alaska Na.. | 3 | 0.4% |
| Asian | 74 | 9.8% |
| Black or African American | 11 | 1.5% |
| Hispanic or Latino | 41 | 5.4% |
| International | 19 | 2.5% |
| Race/ethnicity unknown | 60 | 7.9% |
| Two or more races | 10 | 1.3% |
| White | 539 | 71.2% |

Ratio of Tenure-Related to Non-Tenure Faculty

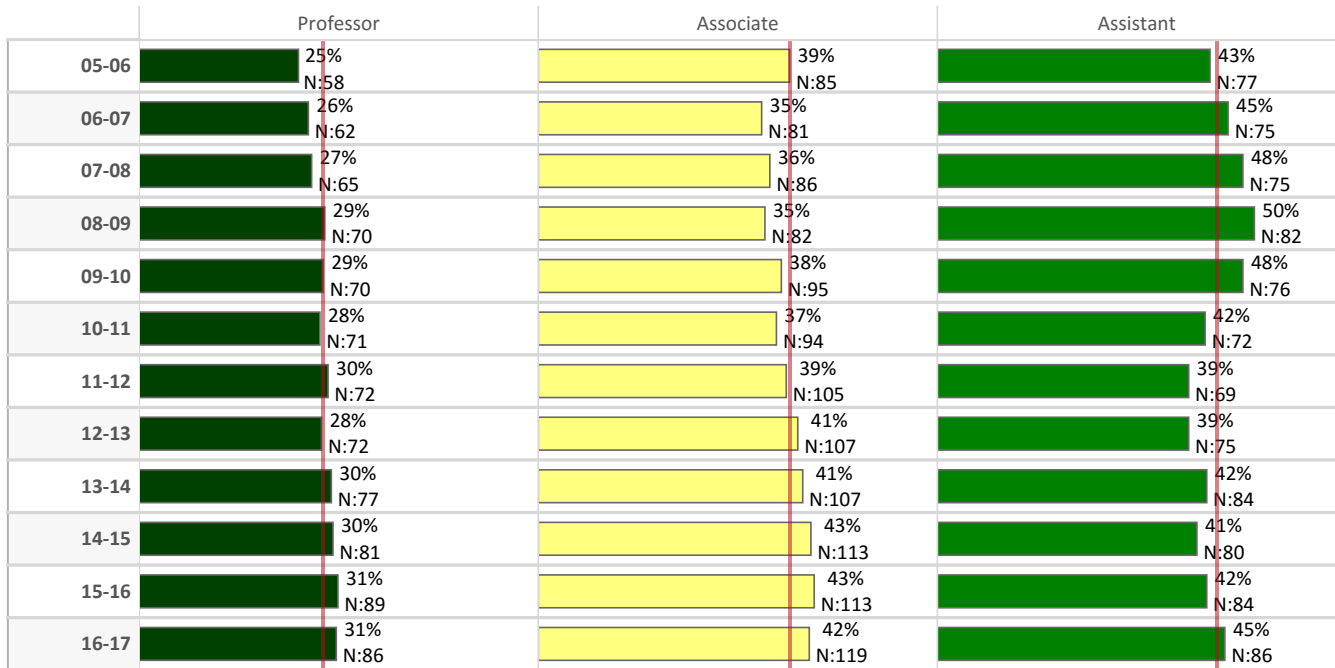
| | 05-06 | 06-07 | 07-08 | 08-09 | 09-10 | 10-11 | 11-12 | 12-13 | 13-14 | 14-15 | 15-16 | 16-17 |
|---------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Tenure-Related | 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% | 757 36.4% |
| Non-Tenure Faculty | 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% | 1,324 63.6% |

■ Tenure-Related
■ Non-Tenure Faculty



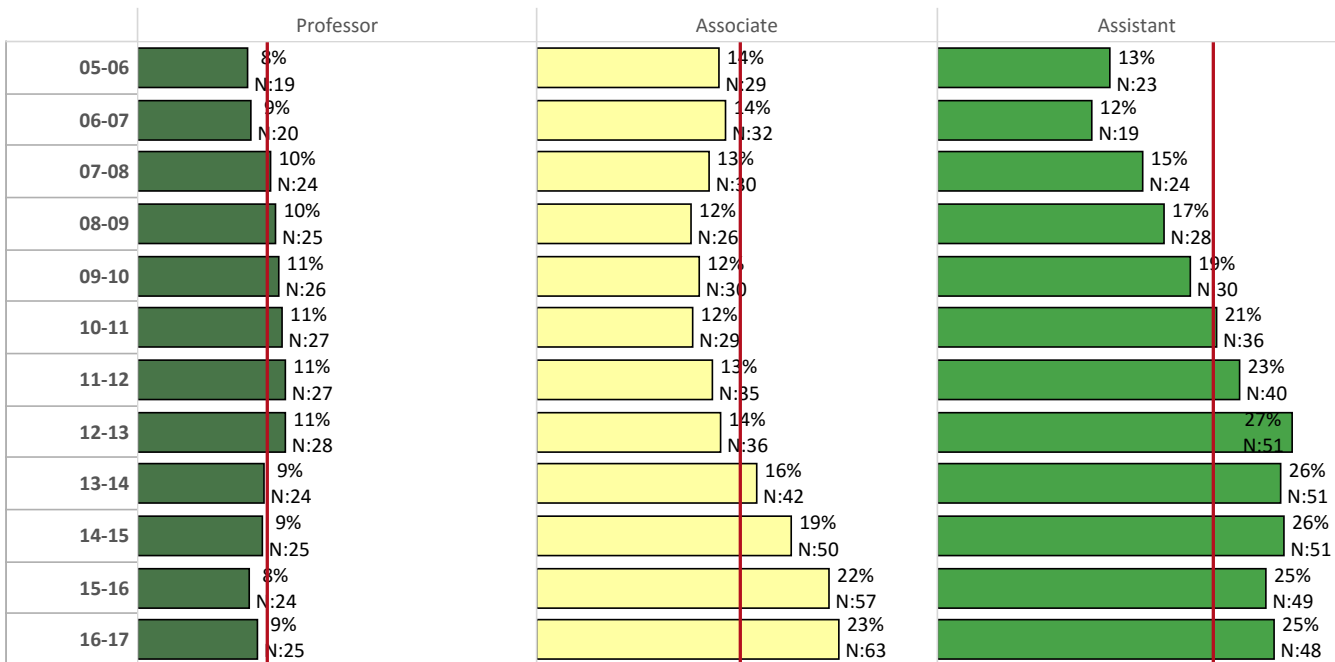
Tenure-Related Faculty by Rank 2005-06 to 2016-17

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 2010, 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 / Pacific 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.