



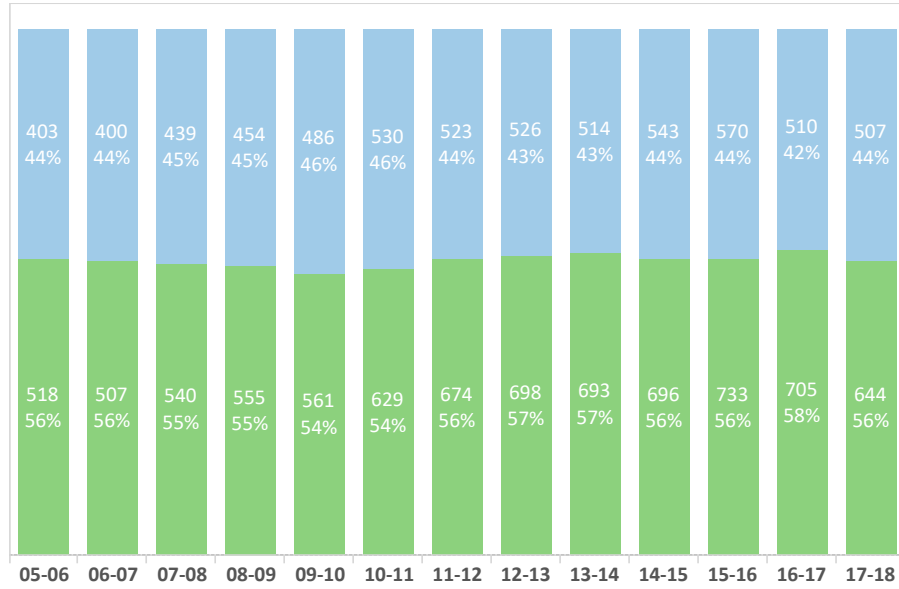
Tenure-Related Faculty Demographics

2005-06 to 2017-18

Includes tenure-track and tenured faculty

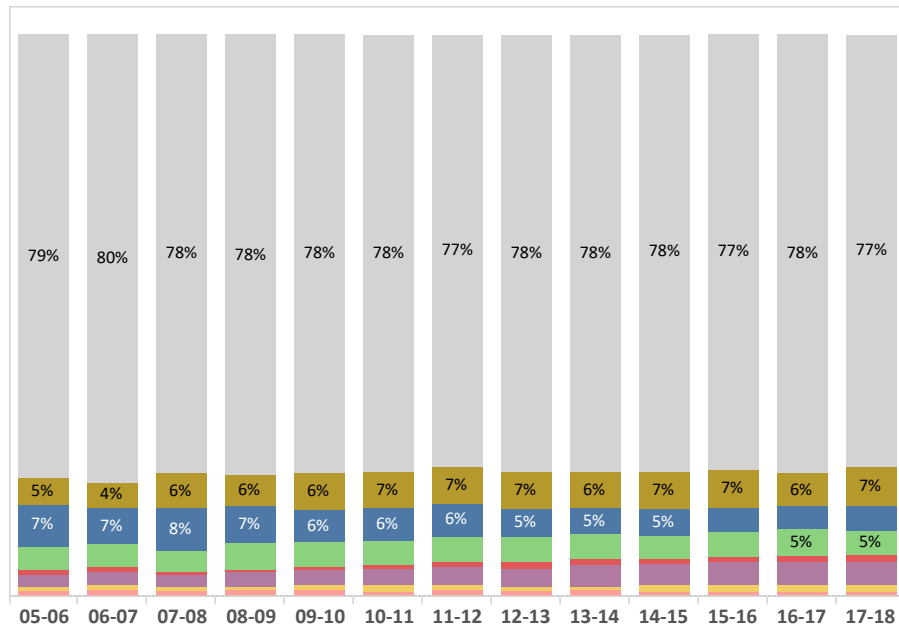
Gender

- 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
- Native Hawaiian or Other Pacific Isl..



Faculty of Color as a Percentage of all Tenure-related

	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	6.2%	6.3%	6.4%	6.4%	7.5%	7.4%	8.5%	9.3%	9.4%	9.6%	9.3%	9.8%
Black or African American	1.0%	0.8%	0.9%	0.8%	0.8%	0.7%	1.0%	1.1%	1.4%	1.6%	1.6%	1.5%
Hispanic or Latino	3.2%	3.3%	3.9%	4.2%	4.0%	4.3%	4.0%	4.6%	4.9%	5.1%	5.2%	5.4%
Two or more races	1.0%	0.8%	0.9%	0.9%	0.9%	1.2%	1.2%	1.1%	0.7%	1.0%	1.2%	1.3%
Total Faculty of Color	11.3%	11.2%	12.3%	12.4%	13.1%	13.6%	14.7%	16.2%	16.4%	17.3%	17.3%	18.0%

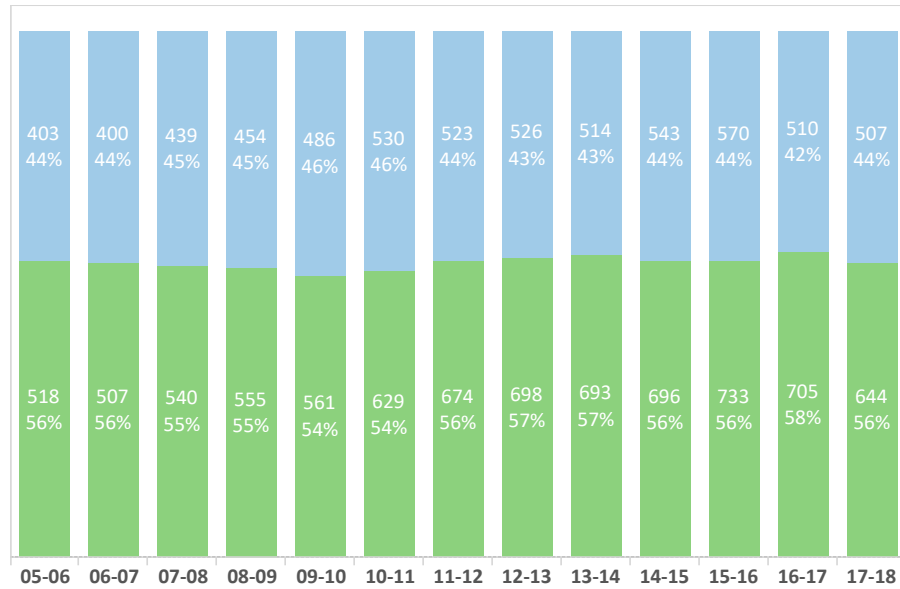


NTTF Faculty Demographics

2005-06 to 2017-18

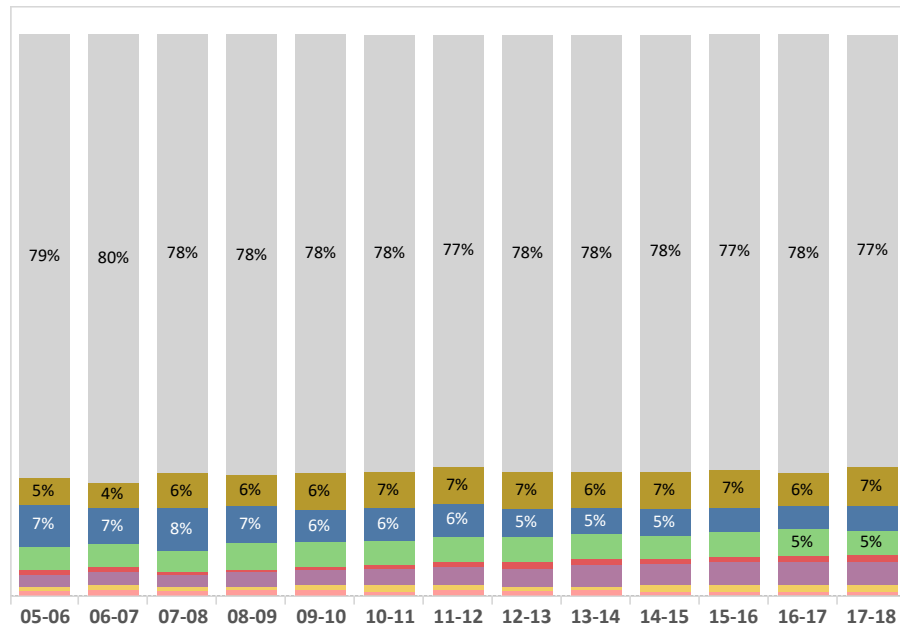
Gender

- 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 Isl..



Faculty of Color as a Percentage of all 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	4.3%	3.9%	3.9%	4.8%	4.4%	4.5%	4.6%	4.4%	4.4%	3.9%	4.4%	4.9%
Black or African American	1.0%	1.1%	0.5%	0.5%	0.6%	0.5%	0.8%	1.0%	1.0%	1.1%	1.1%	1.1%
Hispanic or Latino	2.1%	2.3%	2.0%	2.5%	2.8%	2.8%	3.1%	3.5%	3.9%	3.8%	3.9%	4.1%
Native Hawaiian or Other Pacific Islander	0.1%			0.2%	0.1%	0.2%	0.2%	0.1%	0.1%	0.2%	0.2%	0.2%
Two or more races	0.7%	0.9%	0.8%	0.7%	1.0%	1.2%	1.1%	0.7%	0.7%	1.1%	1.2%	1.1%
Total Faculty of Color	8.1%	8.2%	7.2%	8.7%	8.9%	9.2%	9.8%	9.7%	10.1%	10.0%	10.9%	11.4%

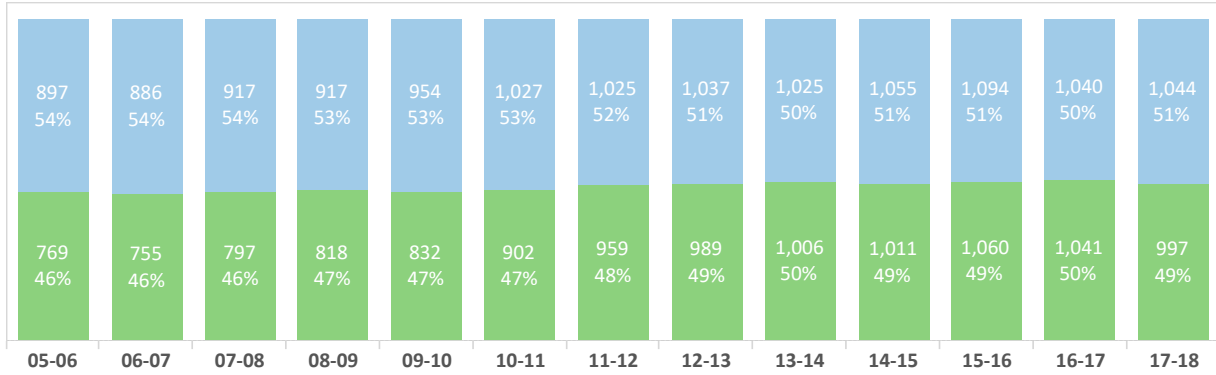


All Faculty Demographics

2005-06 to 2017-18

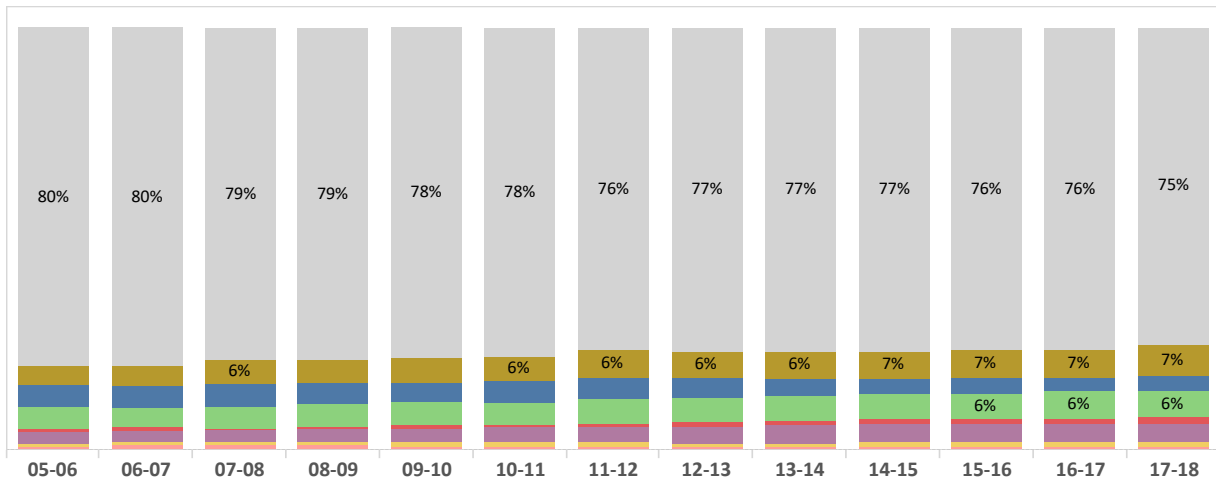
Gender

- Male
- Female



Race/Ethnicity

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



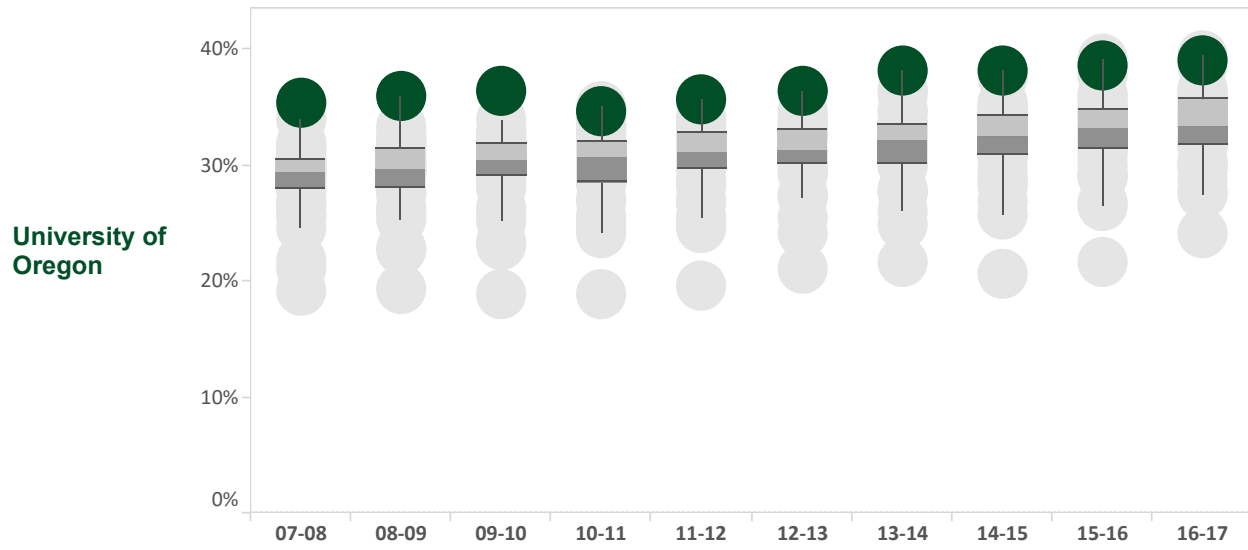
Faculty of Color as a Percentage of all Faculty

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	17-18
Asian	4.9%	4.8%	4.8%	5.4%	5.5%	5.5%	5.9%	6.1%	6.2%	5.9%	6.0%	6.5%	6.2%
Black or African American	1.0%	1.0%	0.6%	0.6%	0.7%	0.6%	0.9%	1.0%	1.1%	1.2%	1.2%	1.2%	1.4%
Hispanic or Latino	2.5%	2.7%	2.8%	3.2%	3.3%	3.3%	3.5%	3.9%	4.3%	4.3%	4.3%	4.5%	4.4%
Native Hawaiian or Other Pacific Islander	0.1%			0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%
Two or more races	0.7%	0.8%	0.8%	0.8%	0.9%	1.1%	1.1%	0.8%	0.6%	1.0%	1.2%	1.1%	1.3%
Total Faculty of Color	9.1%	9.3%	9.1%	10.1%	10.5%	10.7%	11.5%	11.9%	12.2%	12.4%	12.8%	13.3%	13.4%

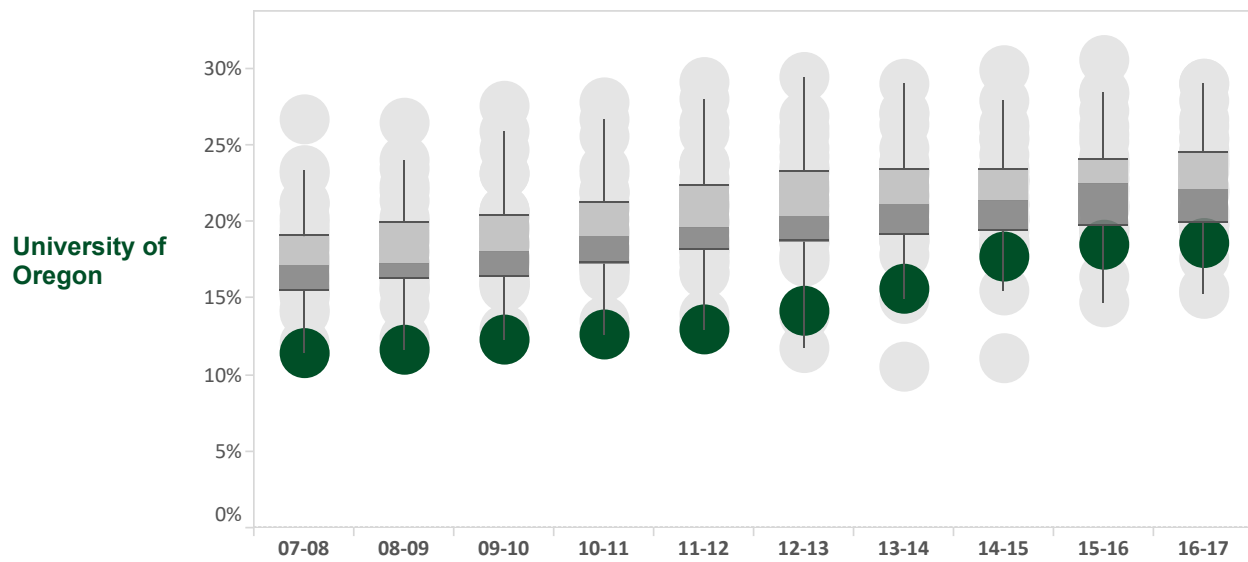
AAU Faculty Demographics Comparisons

Women Faculty at Public AAUs



University of Oregon	35%	36%	36%	35%	36%	36%	38%	38%	39%	39%
Avg. for Public AAUs	29%	29%	30%	30%	30%	31%	31%	32%	33%	33%

Faculty of Color at Public AAUs

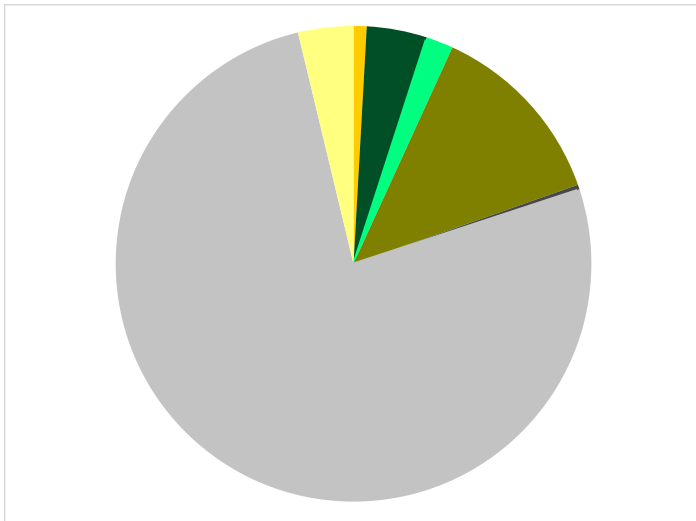


University of Oregon	11%	12%	12%	13%	13%	14%	16%	18%	18%	19%
Avg. for Public AAUs	18%	18%	19%	20%	20%	21%	21%	22%	23%	23%

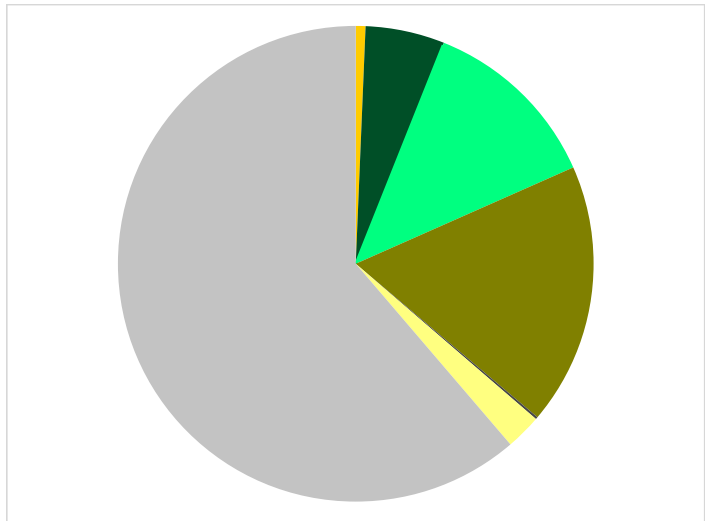
Note: Comparison only includes tenure-related faculty. The box and whisker plot is used as a reference to help understand the density of the data shown. The "box" represents half of the schools (50% of the data). The line in the middle of the box is the median--exactly half of the schools are above this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

National, State and University Demographics

State of Oregon Demographics 2016



United States Demographics 2016



Race/Ethnicity

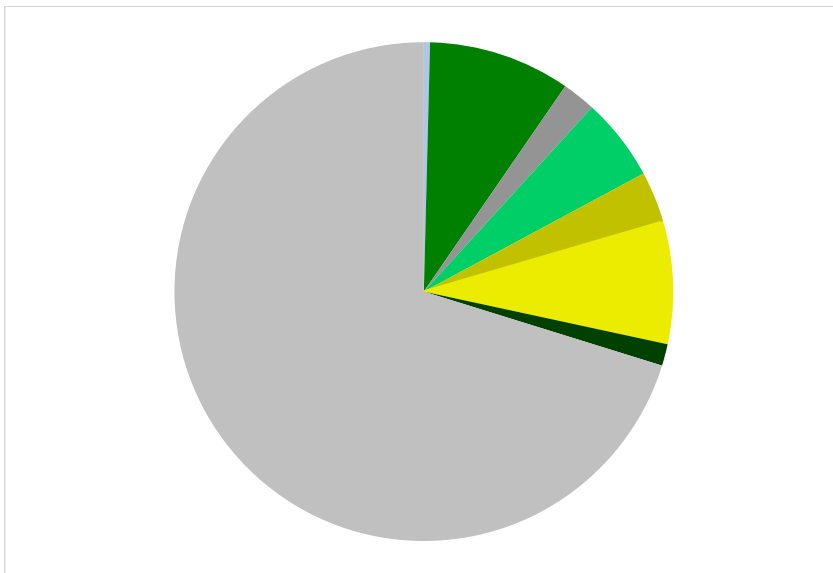
State of Oregon

Race/Ethnicity	N	%
American Indian or Alaska Nati..	36,097	0.9%
Asian	167,053	4.0%
Black or African American	75,516	1.8%
Hispanic	522,568	12.7%
Native Hawaiian/ Pacific Island..	13,830	0.3%
White	3,119,464	76.5%
Two or More Races	152,976	3.6%

United States

Race/Ethnicity	N	%
American Indian or Alaska Nati..	2,125,635	0.6%
Asian	17,345,193	5.3%
Black or African American	39,717,127	12.3%
Hispanic	57,398,719	17.6%
Native Hawaiian/ Pacific Island..	533,675	0.2%
White	#####	61.5%
Two or More Races	7,769,441	2.3%

2017-18 Tenure-Related Faculty



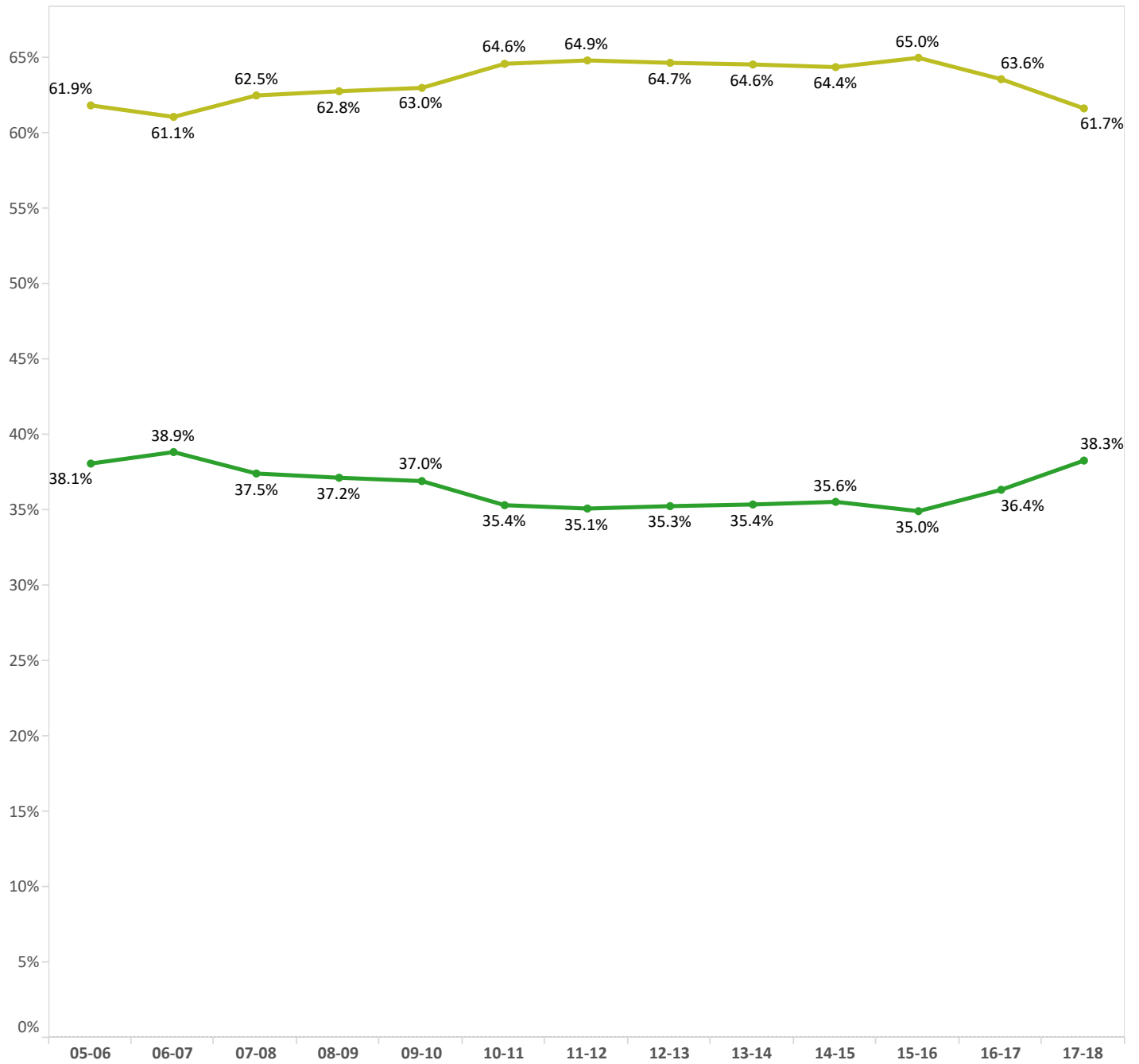
Race/Ethnicity

Race/Ethnicity	N	%
American Indian or Alaska N..	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

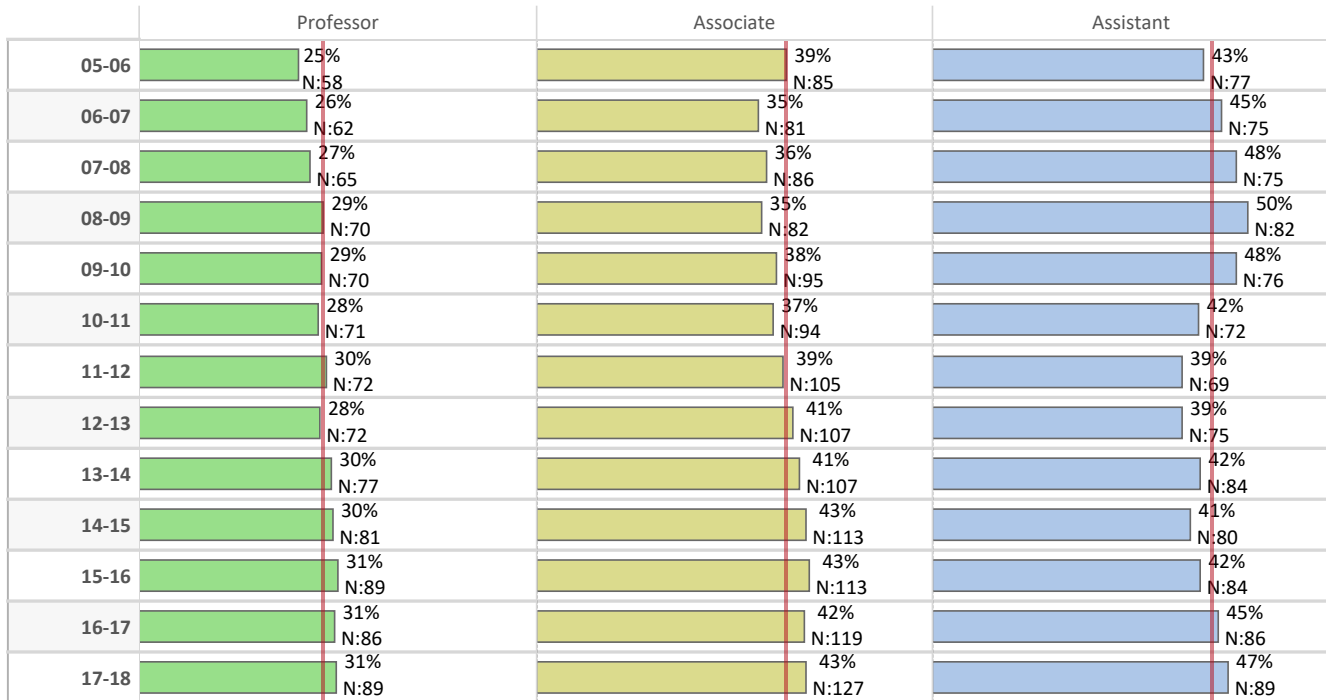
	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
Tenure-Related	635 38.1%	638 38.9%	642 37.5%	645 37.2%	660 37.0%	682 35.4%	697 35.1%	715 35.3%	719 35.4%	735 35.6%	753 35.0%	757 36.4%	782 38.3%
Non-Tenure Faculty	1,031 61.9%	1,003 61.1%	1,072 62.5%	1,090 62.8%	1,126 63.0%	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%	1,259 61.7%

■ Tenure-Related
■ Non-Tenure Faculty



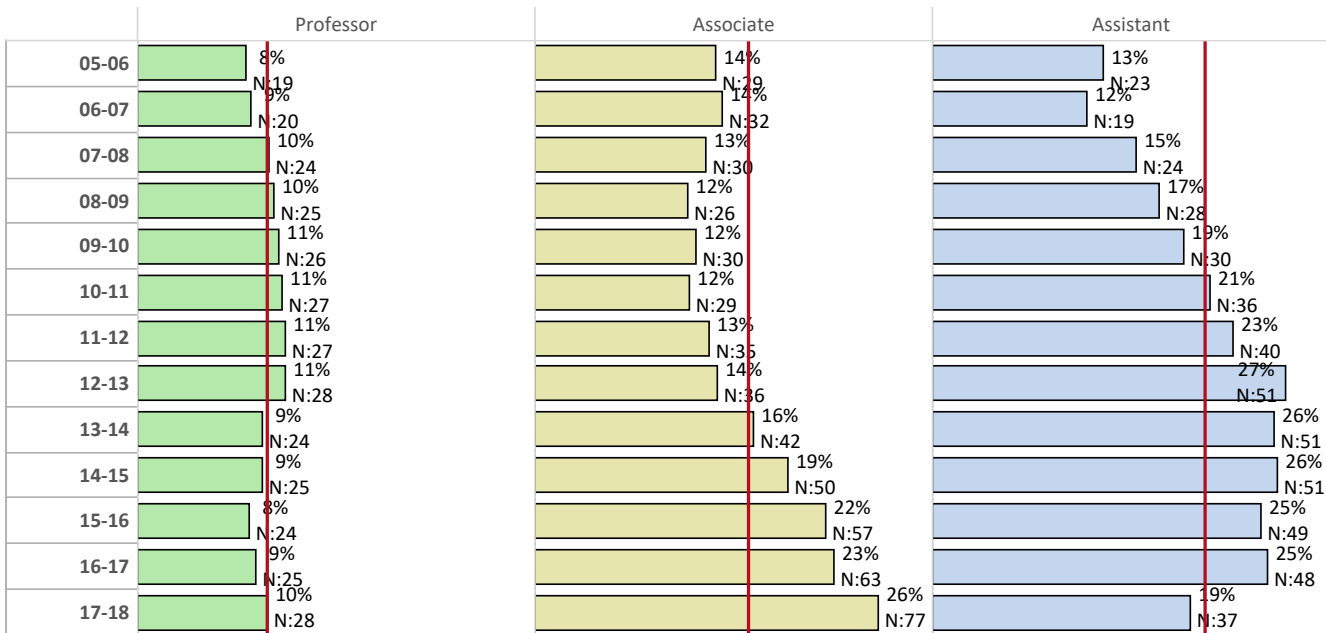
Tenure-Related Faculty by Rank 2005-06 to 2017-18

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.