

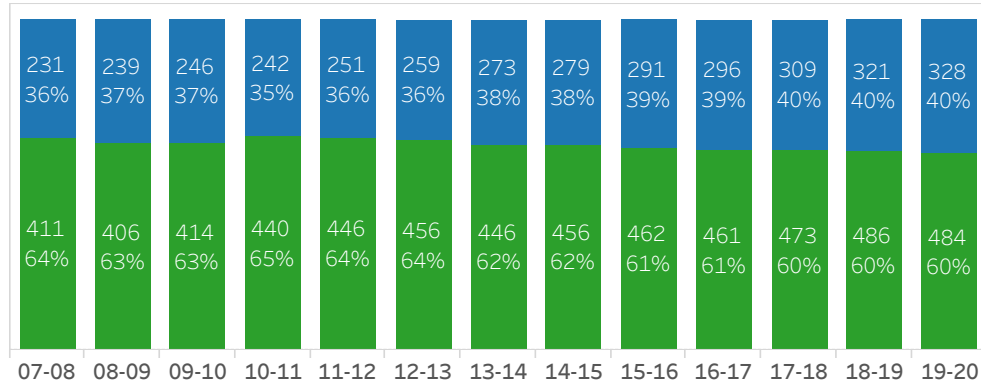


Tenure-Related Faculty Demographics

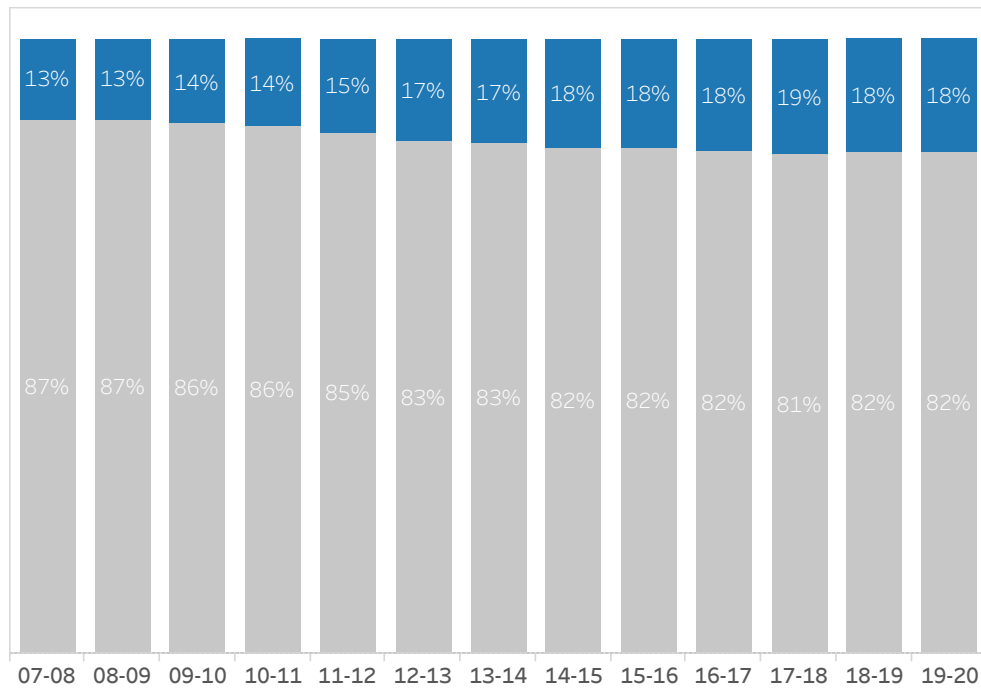
2007-08 to 2019-20

Includes tenure-track and tenured faculty

Gender
 Female
 Male



Faculty of Color
 Faculty of Color
 Other



Faculty of Color as a Percentage of all Tenure-related

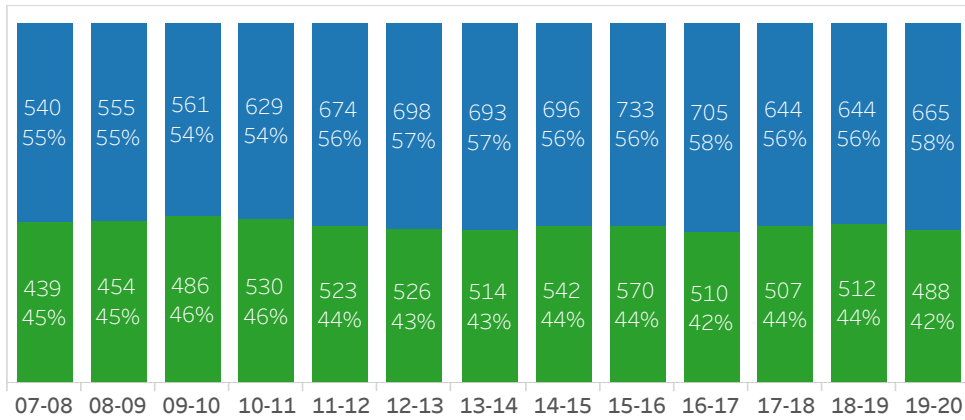
	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
American Indian or Alaska Native	0.9%	0.9%	0.8%	0.9%	0.7%	0.6%	0.7%	0.7%	0.4%	0.4%	0.4%	0.4%	0.4%
Asian	6.4%	6.4%	7.4%	7.3%	8.5%	9.2%	9.3%	9.5%	9.3%	9.8%	9.3%	9.0%	9.0%
Black or African American	0.9%	0.8%	0.8%	0.7%	1.0%	1.1%	1.4%	1.6%	1.6%	1.5%	2.2%	2.1%	2.2%
Hispanic or Latino	3.9%	4.2%	3.9%	4.3%	4.0%	4.6%	4.9%	5.0%	5.2%	5.4%	5.4%	5.7%	5.5%
Two or more races	0.9%	0.9%	0.9%	1.2%	1.1%	1.1%	0.7%	1.0%	1.2%	1.3%	1.4%	1.2%	1.4%



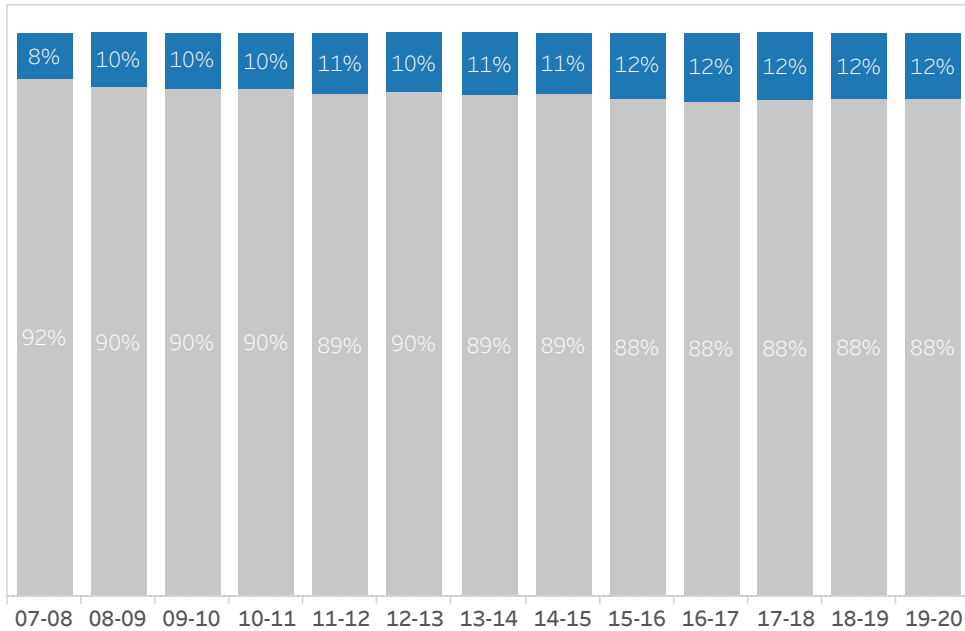
NTTF Faculty Demographics

2007-08 to 2019-20

Gender
 Female
 Male



Faculty of Color
 Faculty of Color
 Other



Faculty of Color as a Percentage of all NTTF

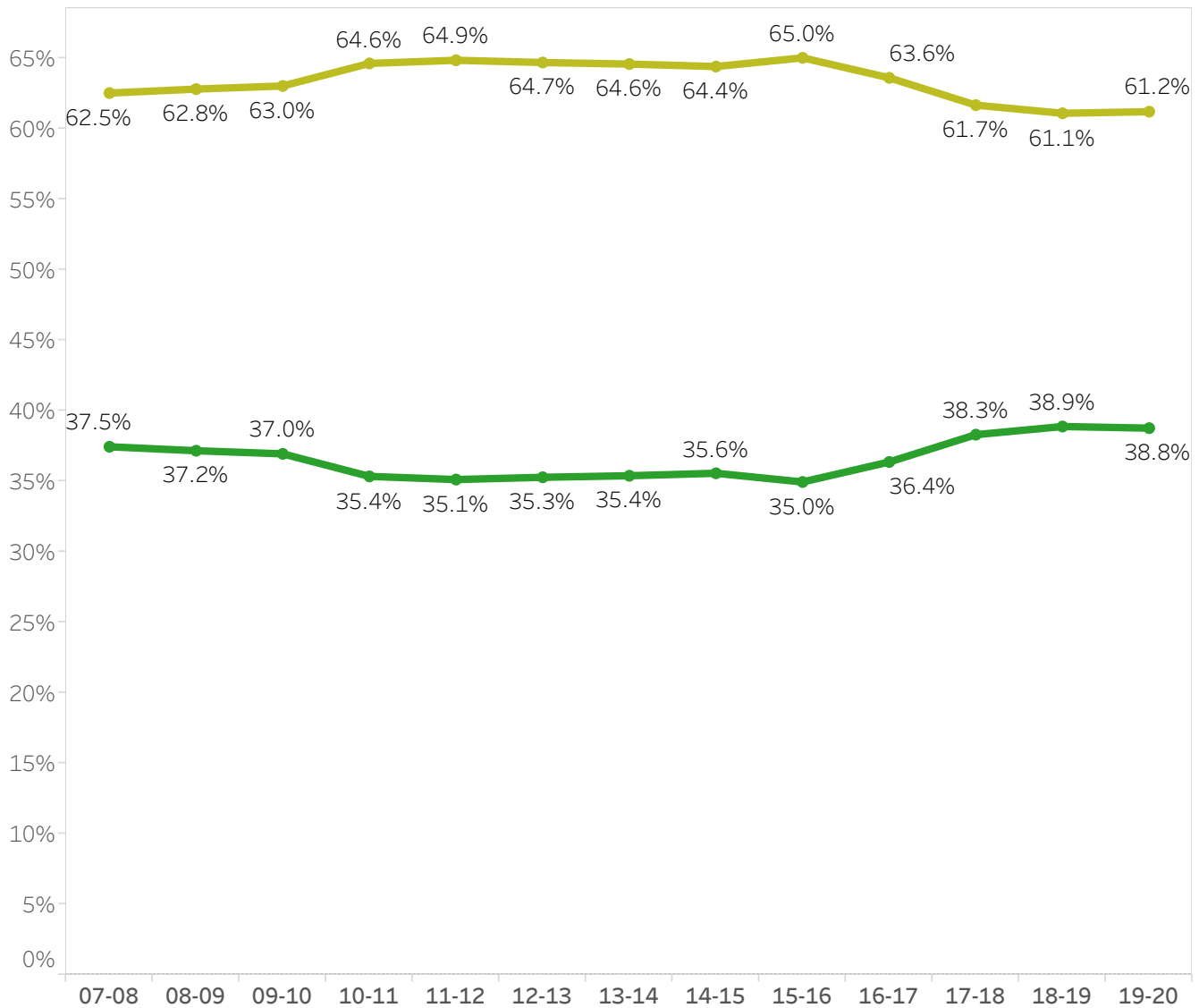
	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
American Indian or Alaska Native	1.0%	0.9%	1.0%	0.8%	0.9%	0.8%	1.0%	0.8%	0.7%	0.8%	0.5%	0.4%	0.3%
Asian	3.9%	4.8%	4.4%	4.5%	4.5%	4.4%	4.4%	3.9%	4.4%	4.9%	4.7%	4.7%	4.9%
Black or African American	0.5%	0.5%	0.6%	0.5%	0.8%	1.0%	1.0%	1.1%	1.1%	1.1%	1.0%	1.0%	1.0%
Hispanic or Latino	1.9%	2.5%	2.8%	2.8%	3.1%	3.4%	3.9%	3.8%	3.9%	4.1%	4.1%	4.1%	4.1%
Native Hawaiian or Other Pacific Islander		0.2%	0.1%	0.2%	0.2%	0.1%	0.1%	0.2%	0.2%	0.2%	0.2%	0.3%	0.2%
Two or more races	0.8%	0.7%	1.0%	1.2%	1.1%	0.7%	0.7%	1.1%	1.2%	1.1%	1.4%	1.3%	1.0%

Ratio of Tenure-Related to Non-Tenure Faculty

	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
Tenure-Related	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%	807 38.9%	812 38.8%

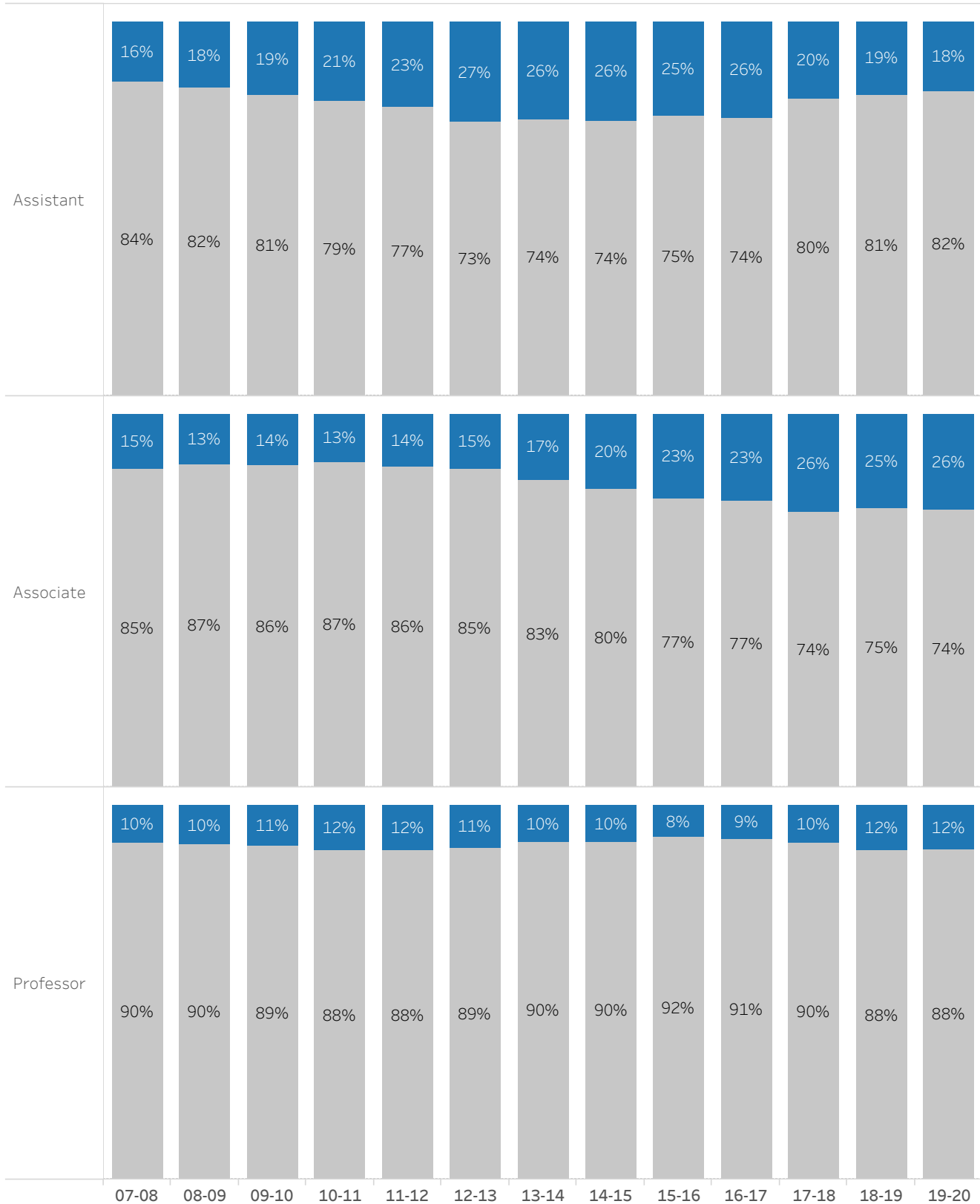
Non-Tenure Faculty	1,072 62.5%	1,090 62.8%	1,126 63.0%	1,247 64.6%	1,287 64.9%	1,311 64.7%	1,312 64.6%	1,331 64.4%	1,401 65.0%	1,324 63.6%	1,259 61.7%	1,268 61.1%	1,282 61.2%
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■ Tenure-Related
■ Non-Tenure Faculty



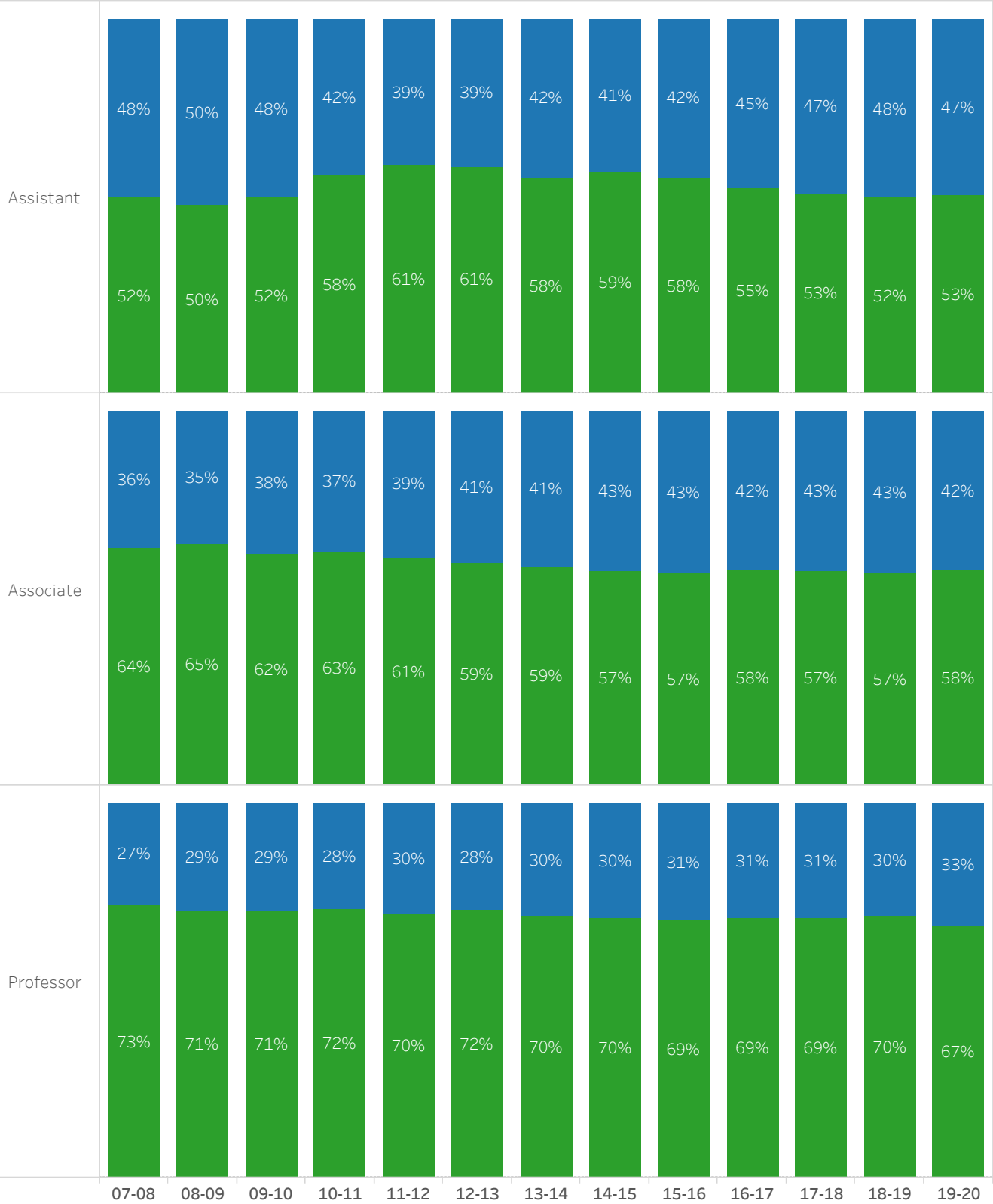
Tenure-related Faculty of Color by Rank

Faculty of Color
■ Faculty of Color
■ Other



Female Tenure-related Faculty by Rank

Gender
■ Female
■ Male



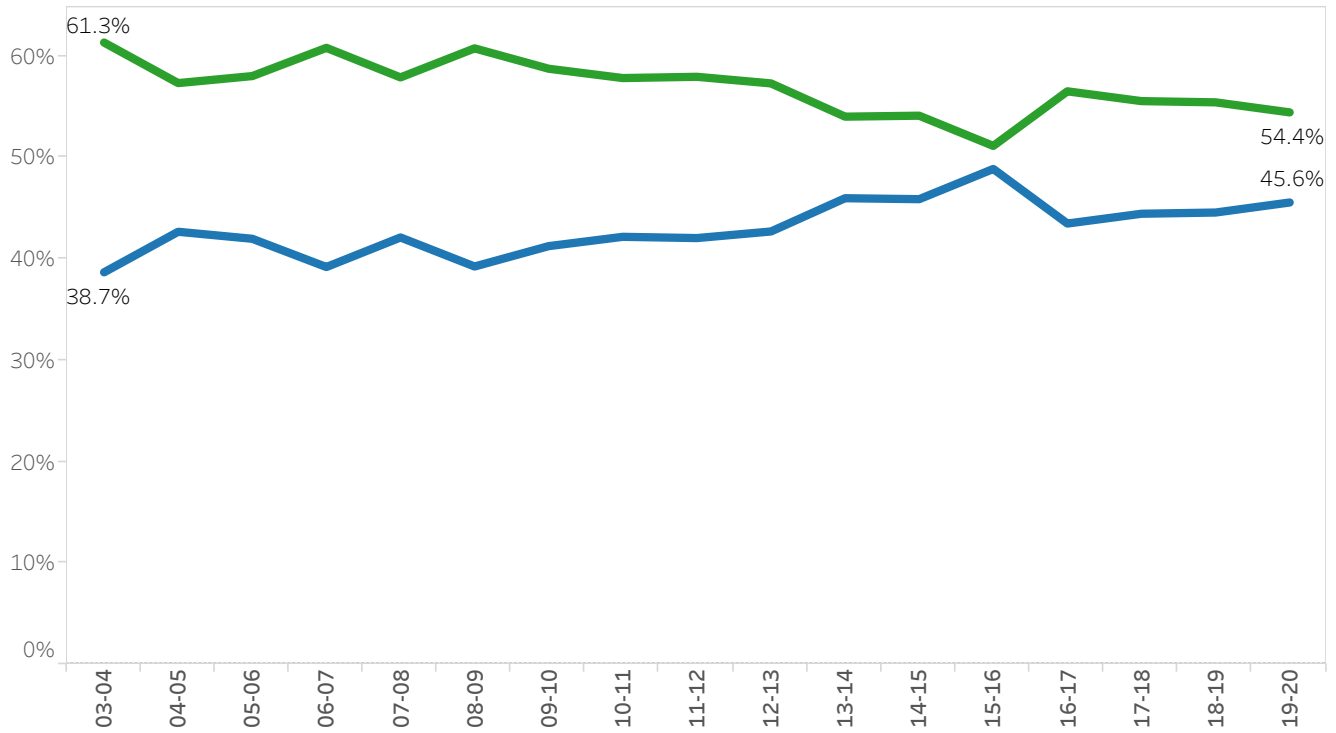
Faculty by Type in the Schools and Colleges

		07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
CAS - Humanities	Tenure-Related	108 46.8%	114 46.5%	114 41.9%	115 39.4%	120 36.7%	120 37.3%	127 37.6%	128 36.8%	129 37.7%	123 40.9%	124 44.1%	126 45.0%	128 46.5%
	Non-Tenure Faculty	123 53.2%	131 53.5%	158 58.1%	177 60.6%	207 63.3%	202 62.7%	211 62.4%	220 63.2%	213 62.3%	178 59.1%	157 55.9%	154 55.0%	147 53.5%
CAS - Natural Science	Tenure-Related	174 60.0%	171 60.0%	174 58.8%	181 57.3%	181 55.5%	181 53.6%	183 53.8%	188 55.3%	193 54.1%	195 59.6%	207 58.6%	216 57.4%	215 51.6%
	Non-Tenure Faculty	116 40.0%	114 40.0%	122 41.2%	135 42.7%	145 44.5%	157 46.4%	157 46.2%	152 44.7%	164 45.9%	132 40.4%	146 41.4%	160 42.6%	202 48.4%
CAS - Social Science	Tenure-Related	115 76.2%	117 75.5%	117 70.5%	122 72.2%	124 72.1%	133 71.9%	131 74.0%	135 74.6%	133 71.1%	132 68.8%	141 76.6%	149 77.2%	148 77.1%
	Non-Tenure Faculty	36 23.8%	38 24.5%	49 29.5%	47 27.8%	48 27.9%	52 28.1%	46 26.0%	46 25.4%	54 28.9%	60 31.3%	43 23.4%	44 22.8%	44 22.9%
Design	Tenure-Related	76 48.4%	79 47.6%	80 50.3%	83 42.8%	88 46.3%	89 43.8%	87 45.5%	85 42.1%	88 40.7%	92 39.8%	90 40.5%	92 40.5%	90 43.9%
	Non-Tenure Faculty	81 51.6%	87 52.4%	79 49.7%	111 57.2%	102 53.7%	114 56.2%	104 54.5%	117 57.9%	128 59.3%	139 60.2%	132 59.5%	135 59.5%	115 56.1%
Education	Tenure-Related	30 11.2%	32 11.5%	37 14.3%	32 11.3%	36 12.0%	42 14.2%	39 14.2%	37 14.3%	38 12.6%	47 15.6%	51 18.0%	50 17.6%	49 17.1%
	Non-Tenure Faculty	238 88.8%	246 88.5%	221 85.7%	251 88.7%	263 88.0%	254 85.8%	235 85.8%	222 85.7%	263 87.4%	255 84.4%	232 82.0%	234 82.4%	238 82.9%
Honors College	Tenure-Related	11 68.8%	10 62.5%	11 64.7%	12 66.7%	13 72.2%	13 68.4%	14 56.0%	13 56.5%	12 52.2%	13 50.0%	14 58.3%	12 52.2%	11 55.0%
	Non-Tenure Faculty	5 31.3%	6 37.5%	6 35.3%	6 33.3%	5 27.8%	6 31.6%	11 44.0%	10 43.5%	11 47.8%	13 50.0%	10 41.7%	11 47.8%	9 45.0%
Journalism	Tenure-Related	19 38.0%	19 38.0%	20 38.5%	21 38.9%	23 41.1%	25 39.1%	25 37.9%	33 40.2%	36 46.8%	34 45.3%	31 44.9%	35 50.7%	37 54.4%
	Non-Tenure Faculty	31 62.0%	31 62.0%	32 61.5%	33 61.1%	33 58.9%	39 60.9%	41 62.1%	49 59.8%	41 53.2%	41 54.7%	38 55.1%	34 49.3%	31 45.6%
Law	Tenure-Related	28 48.3%	25 45.5%	25 43.9%	28 46.7%	27 45.0%	28 43.8%	27 39.7%	28 43.8%	26 40.0%	27 41.5%	27 40.3%	26 39.4%	28 35.9%
	Non-Tenure Faculty	30 51.7%	30 54.5%	32 56.1%	32 53.3%	33 55.0%	36 56.3%	41 60.3%	36 56.3%	39 60.0%	38 58.5%	40 59.7%	40 60.6%	50 64.1%
LCB	Tenure-Related	38 50.0%	34 46.6%	36 45.6%	42 45.7%	41 44.1%	40 42.6%	38 38.8%	39 41.5%	46 43.0%	45 44.6%	46 40.7%	50 40.7%	52 43.0%
	Non-Tenure Faculty	38 50.0%	39 53.4%	43 54.4%	50 54.3%	52 55.9%	54 57.4%	60 61.2%	55 58.5%	61 57.0%	56 55.4%	67 59.3%	73 59.3%	69 57.0%
Music & Dance	Tenure-Related	40 48.8%	41 53.9%	43 58.9%	43 56.6%	41 50.0%	42 51.9%	45 57.0%	45 54.2%	45 53.6%	44 56.4%	46 59.7%	44 57.1%	47 58.8%
	Non-Tenure Faculty	42 51.2%	35 46.1%	30 41.1%	33 43.4%	41 50.0%	39 48.1%	34 43.0%	38 45.8%	39 46.4%	34 43.6%	31 40.3%	33 42.9%	33 41.3%

Faculty Demographics by School / College

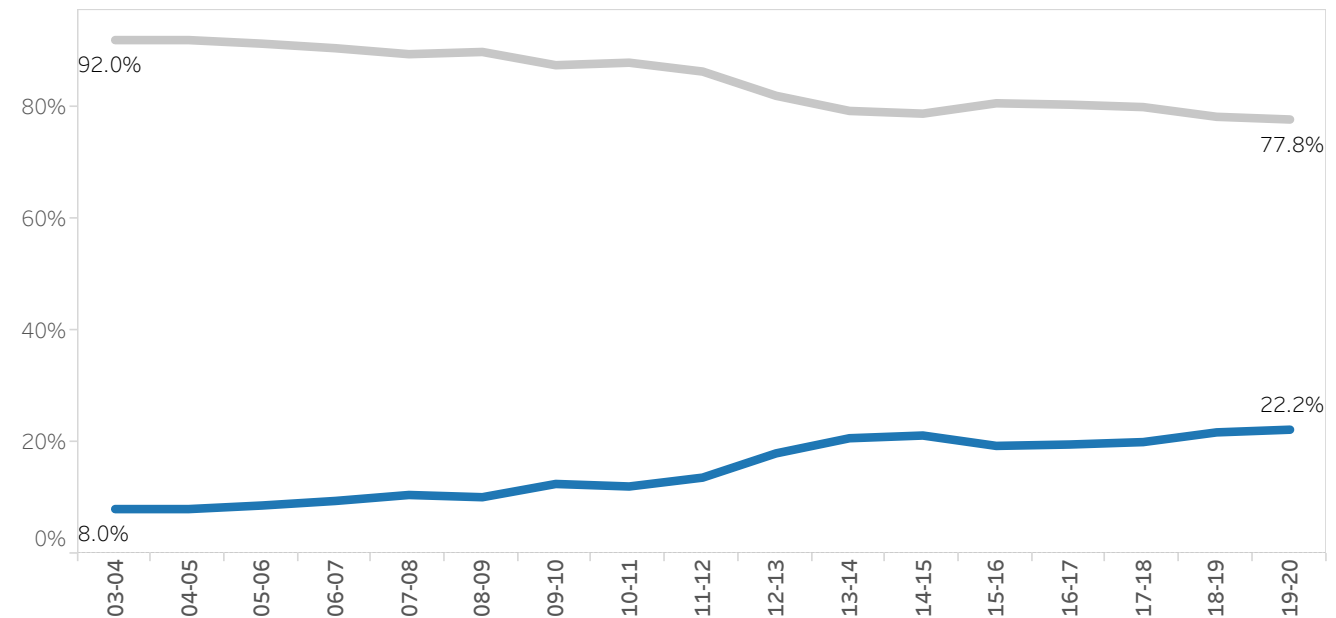
Sex
 Female
 Male

Tenure-related Faculty in College of Design by Gender



Faculty of Color
 Faculty of Color
 Other

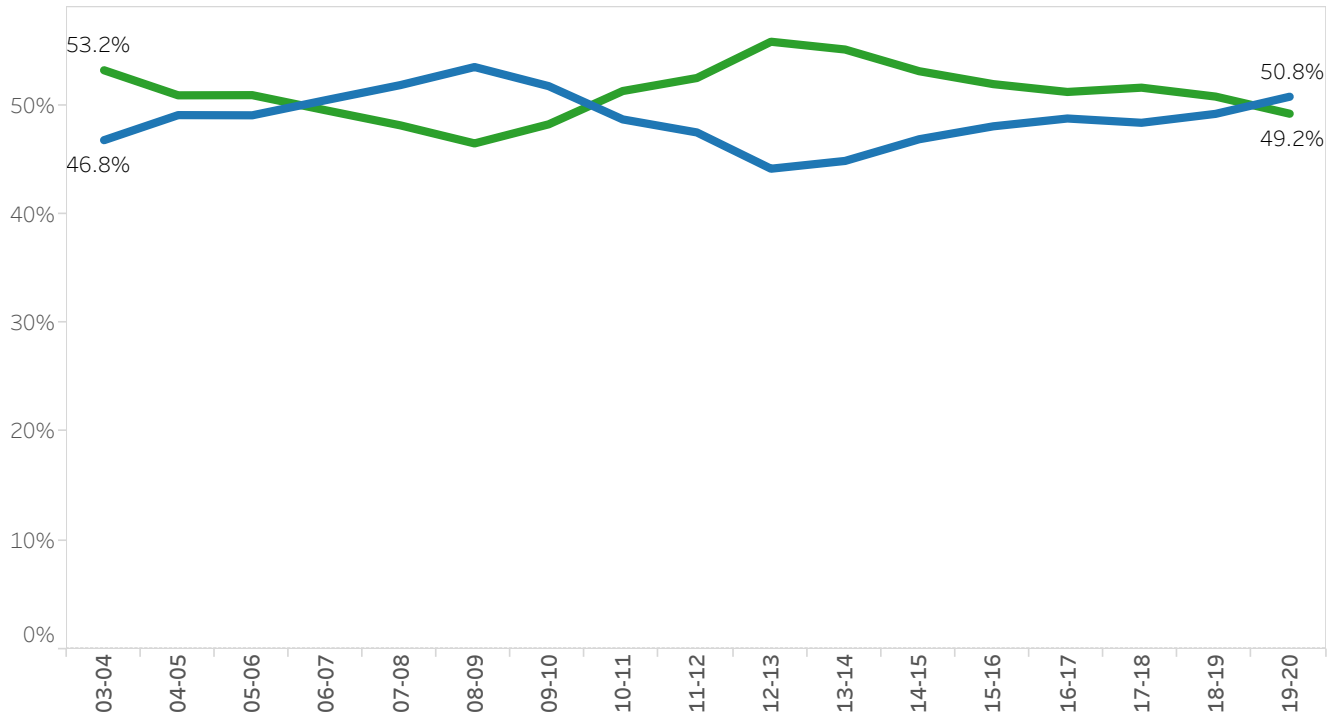
Tenure-related Faculty in College of Design by Faculty of Color



Faculty Demographics by School / College

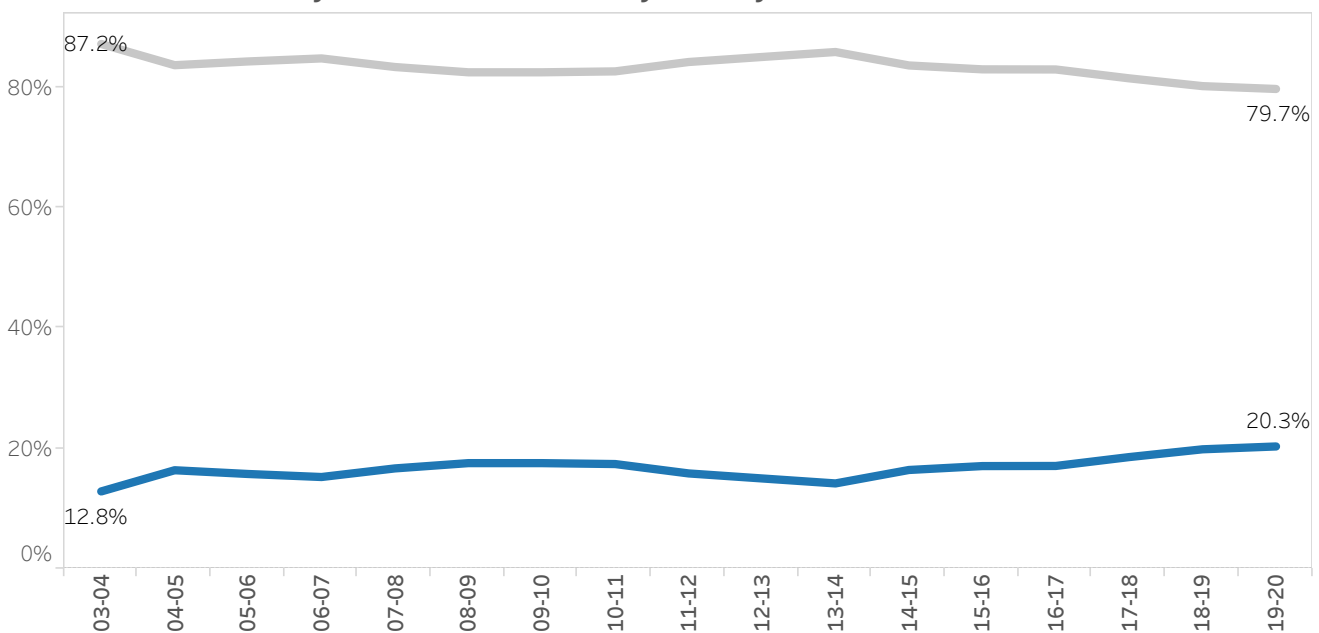
Sex
 Female
 Male

Tenure-related Faculty in CAS- Humanities by Gender



Faculty of Color
 Faculty of Color
 Other

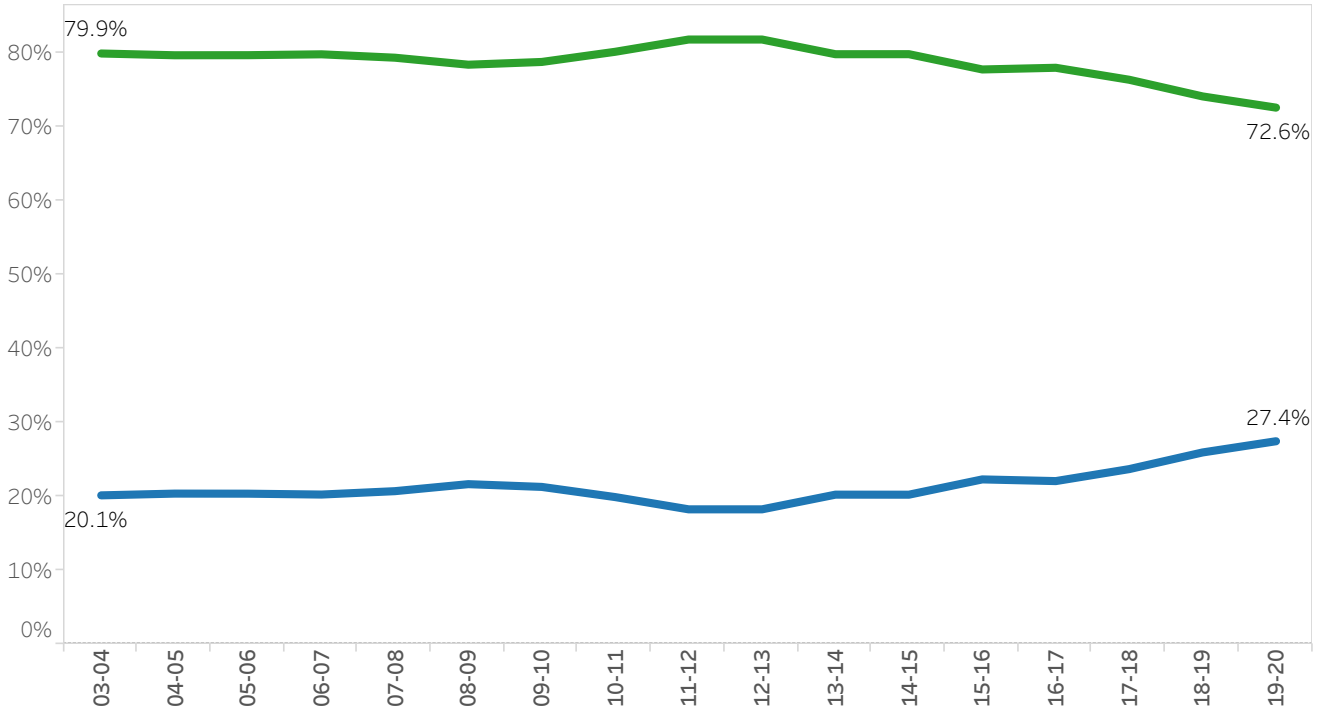
Tenure-related Faculty in CAS- Humanities by Faculty of Color



Faculty Demographics by School / College

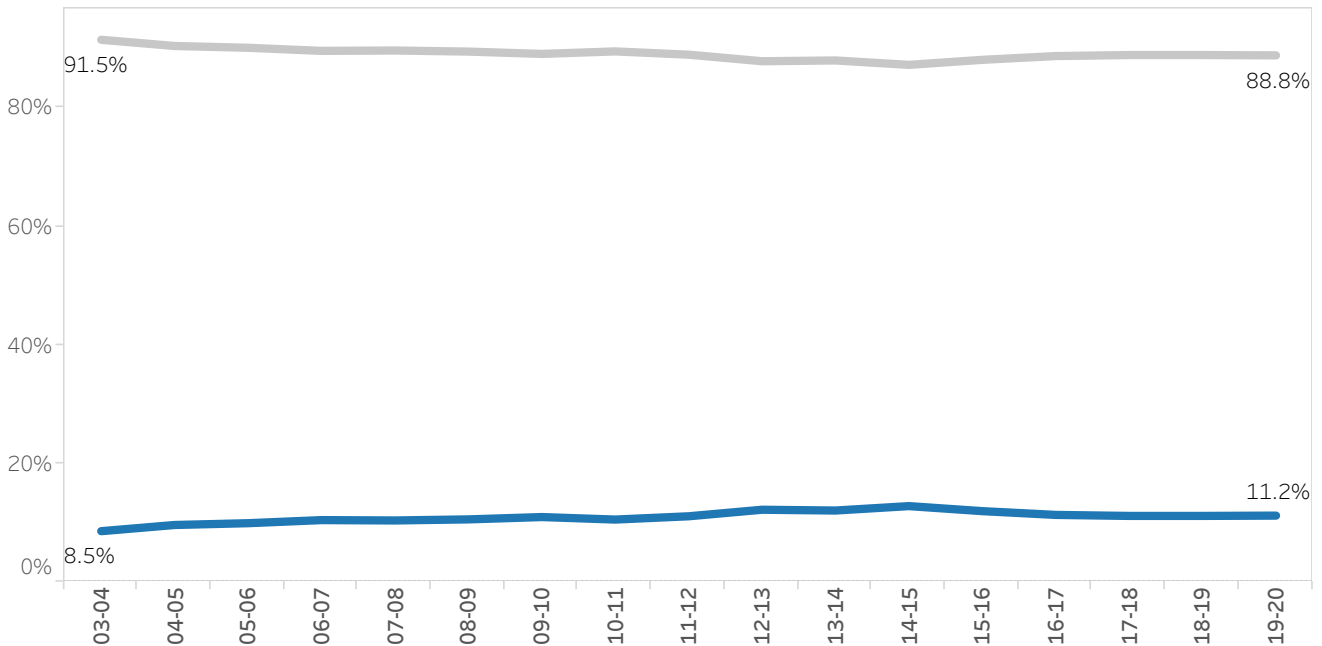
Sex
■ Female
■ Male

Tenure-related Faculty in CAS - Natural Sciences by Gender



Faculty of Color
■ Faculty of Color
■ Other

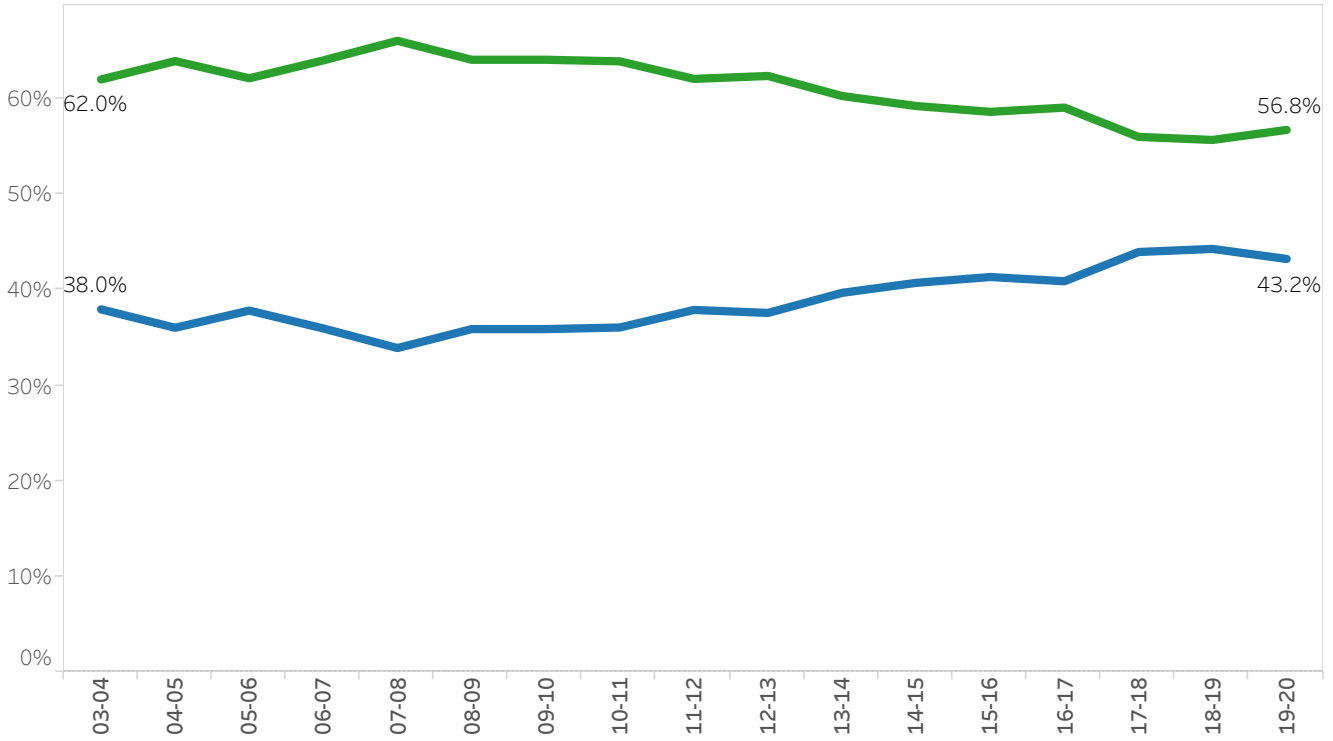
Tenure-related Faculty in CAS - Natural Sciences by Faculty of Color



Faculty Demographics by School / College

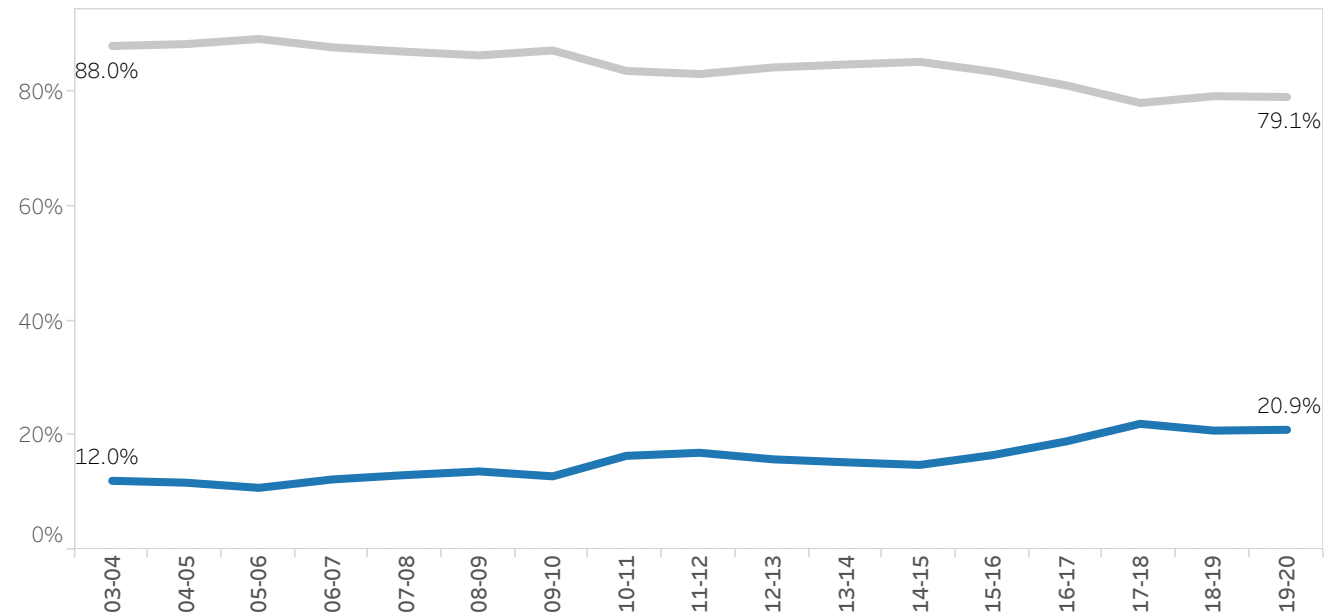
Sex
■ Female
■ Male

Tenure-related Faculty in CAS - Social Sciences by Gender



Faculty of Color
■ Faculty of Color
■ Other

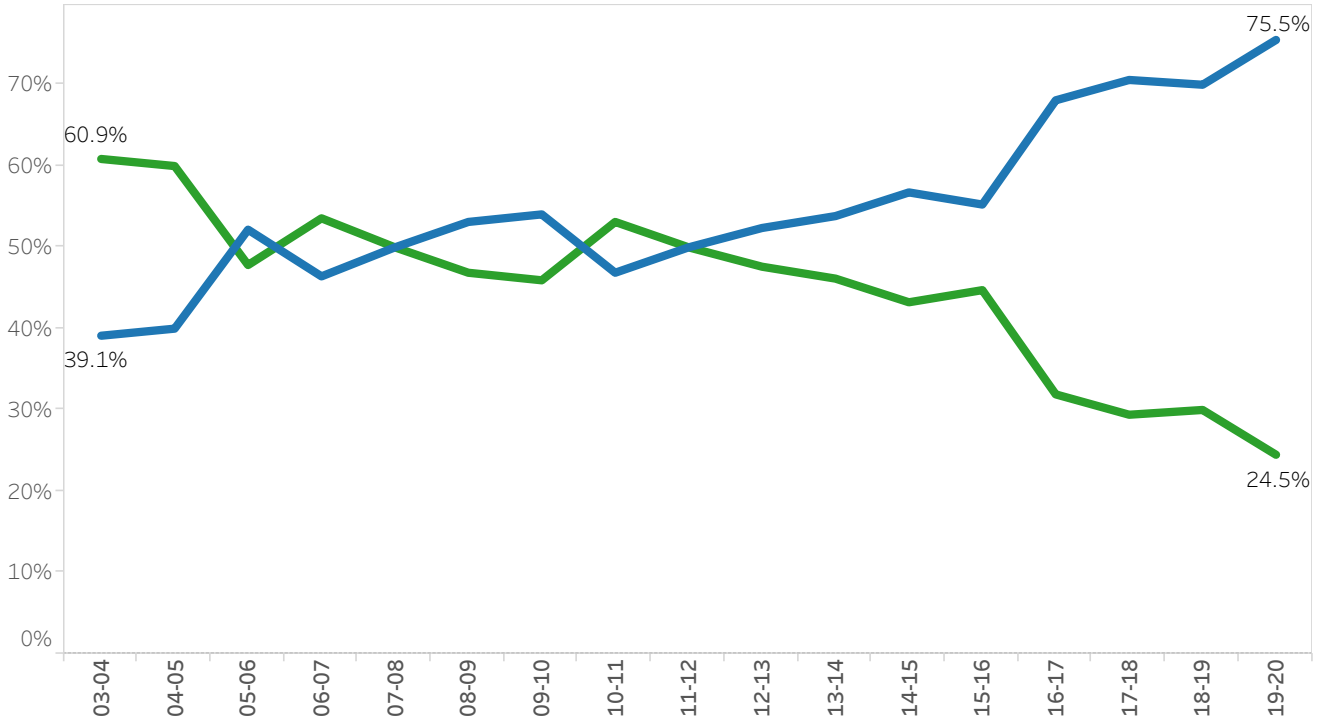
Tenure-related Faculty in CAS - Social Sciences by Faculty of Color



Faculty Demographics by School / College

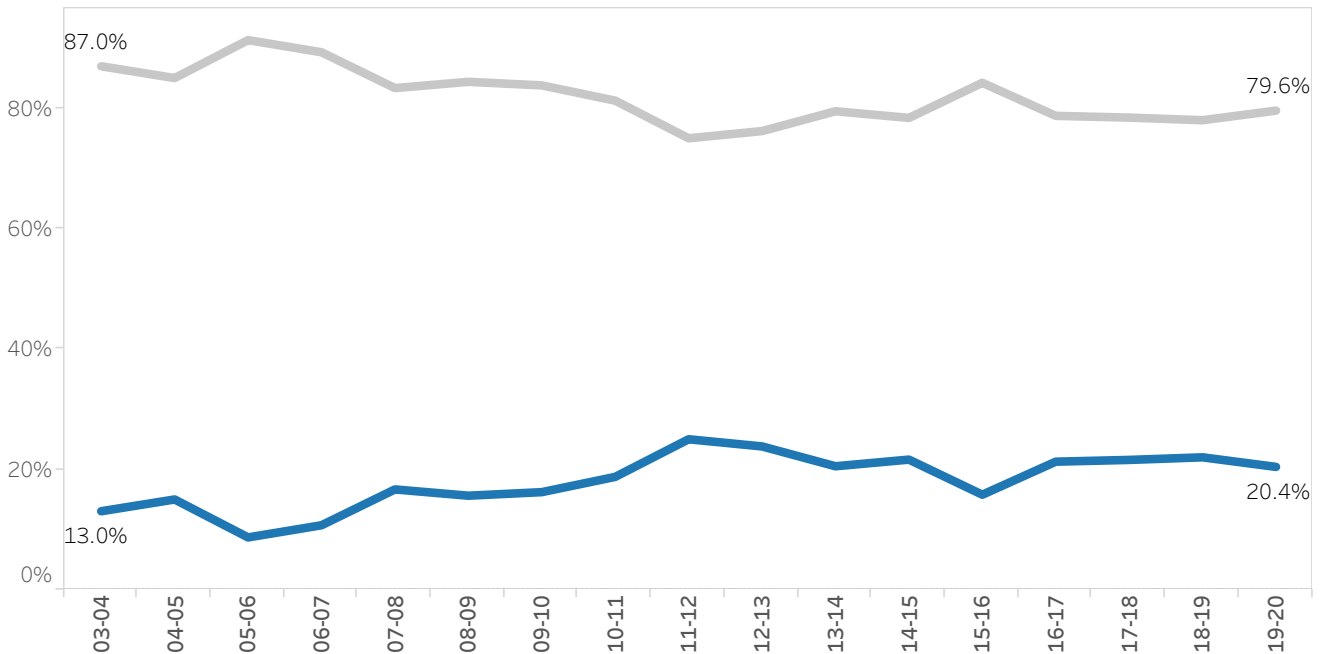
Sex
■ Female
■ Male

Tenure-related Faculty in College of Education by Gender



Faculty of Color
■ Faculty of Color
■ Other

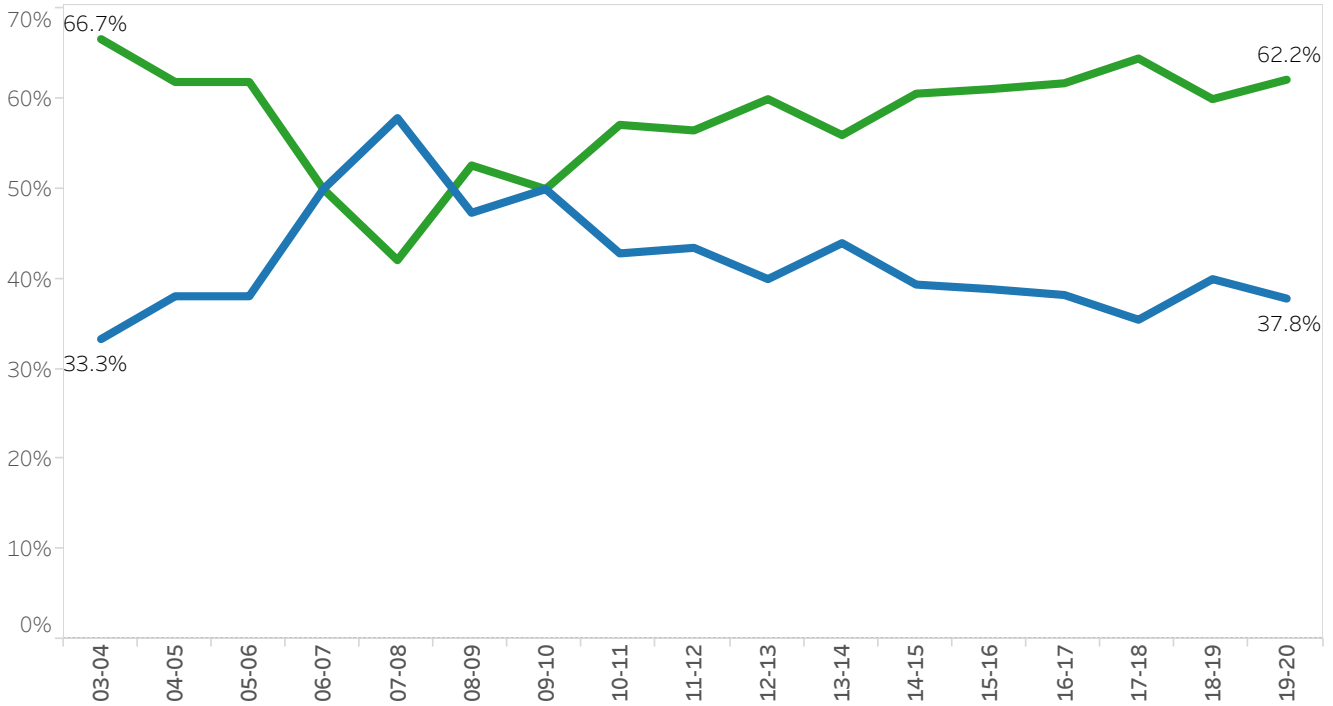
Tenure-related Faculty in College of Education by Faculty of Color



Faculty Demographics by School / College

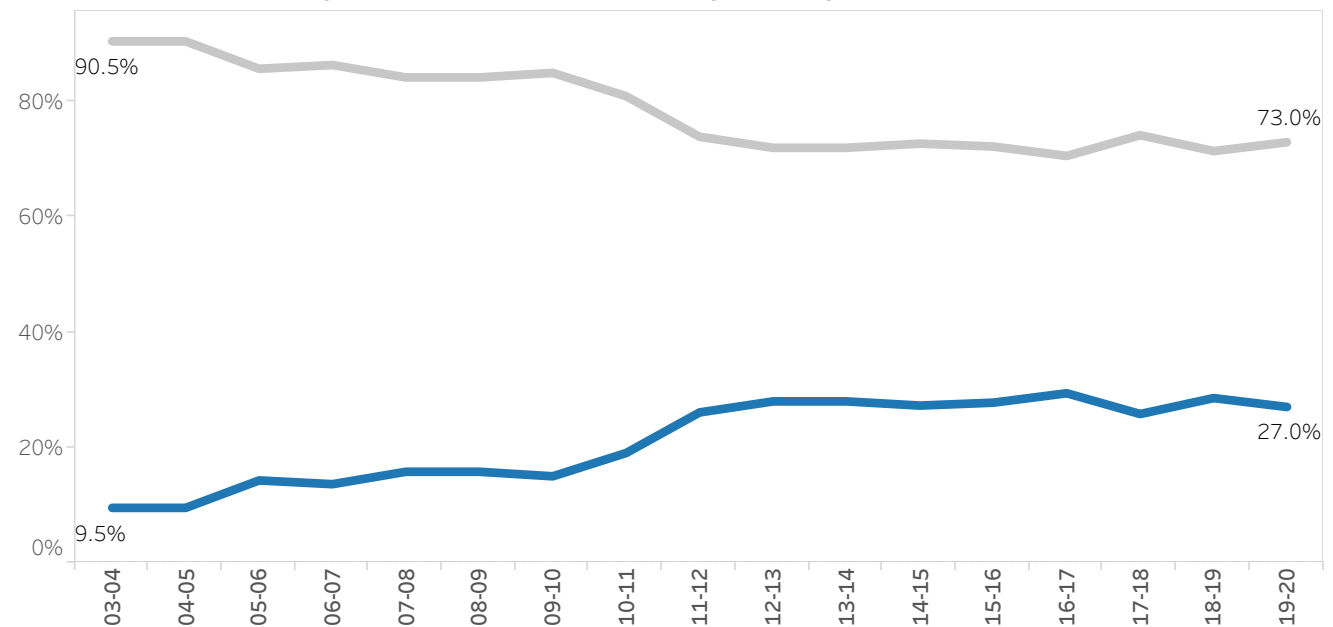
Sex
■ Female
■ Male

Tenure-related Faculty in School of Journalism by Gender



Faculty of Color
■ Faculty of Color
■ Other

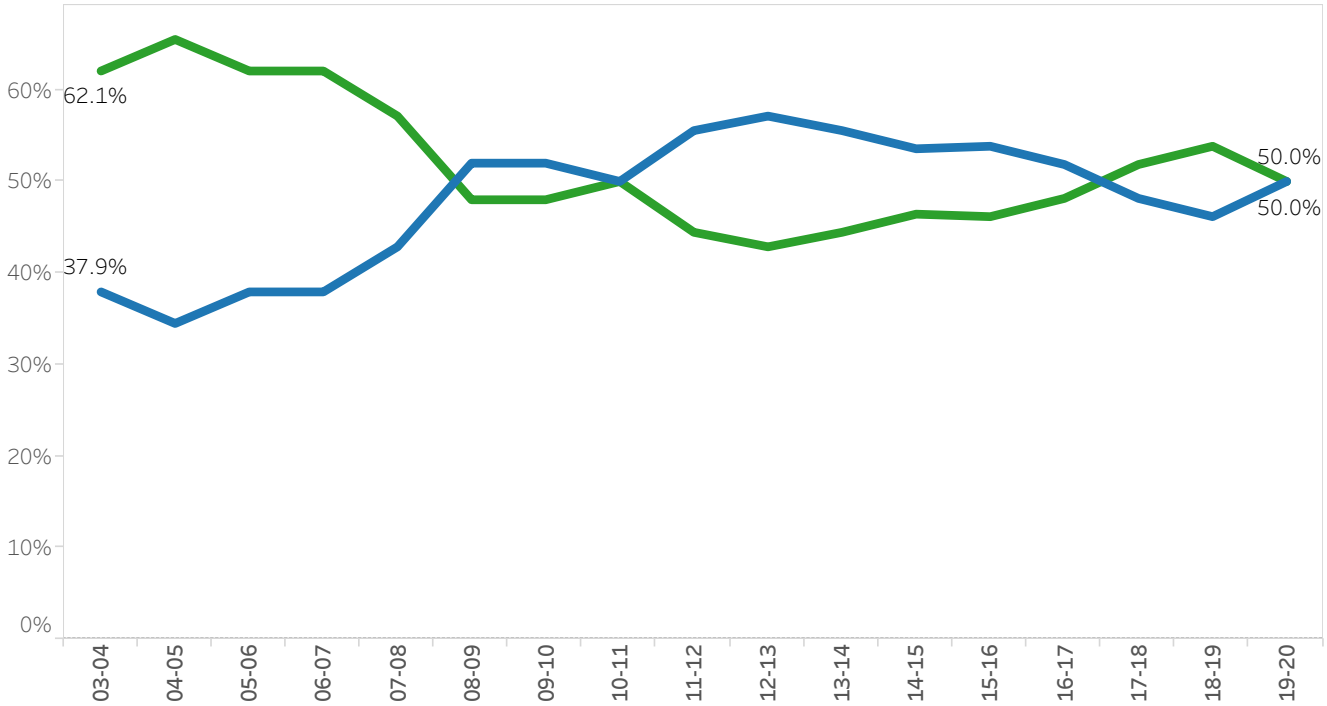
Tenure-related Faculty in School of Journalism by Faculty of Color



Faculty Demographics by School / College

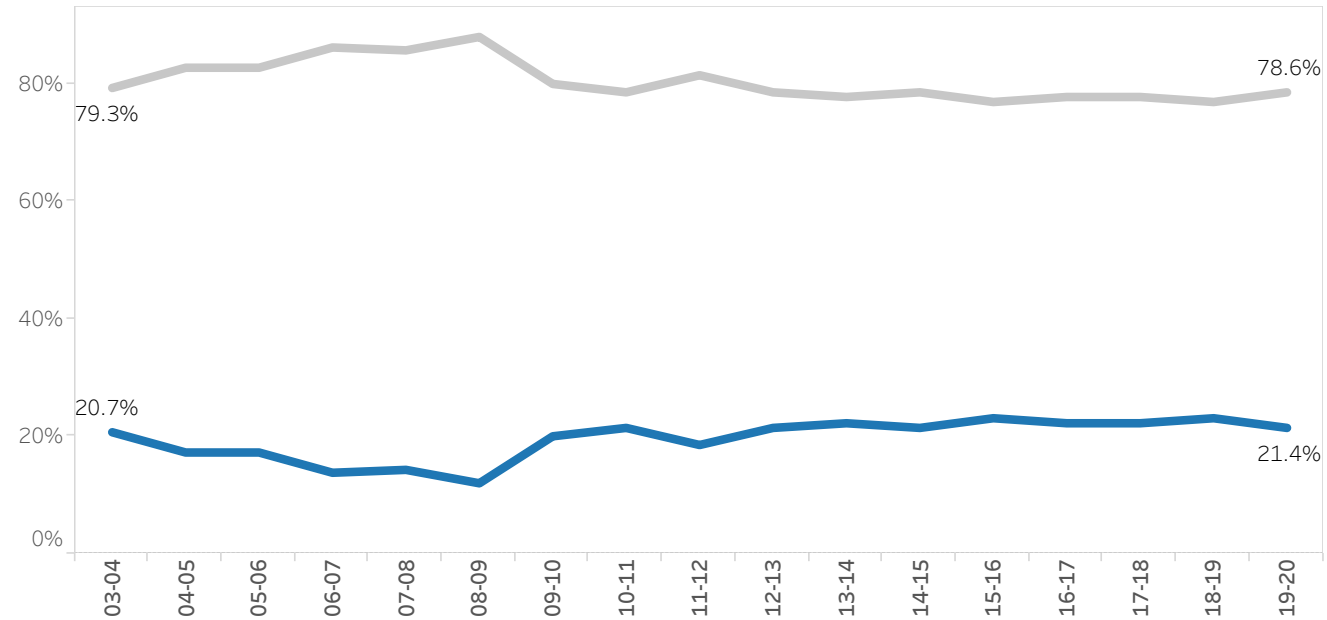
Sex
■ Female
■ Male

Tenure-related Faculty in School of Law by Gender



Faculty of Color
■ Faculty of Color
■ Other

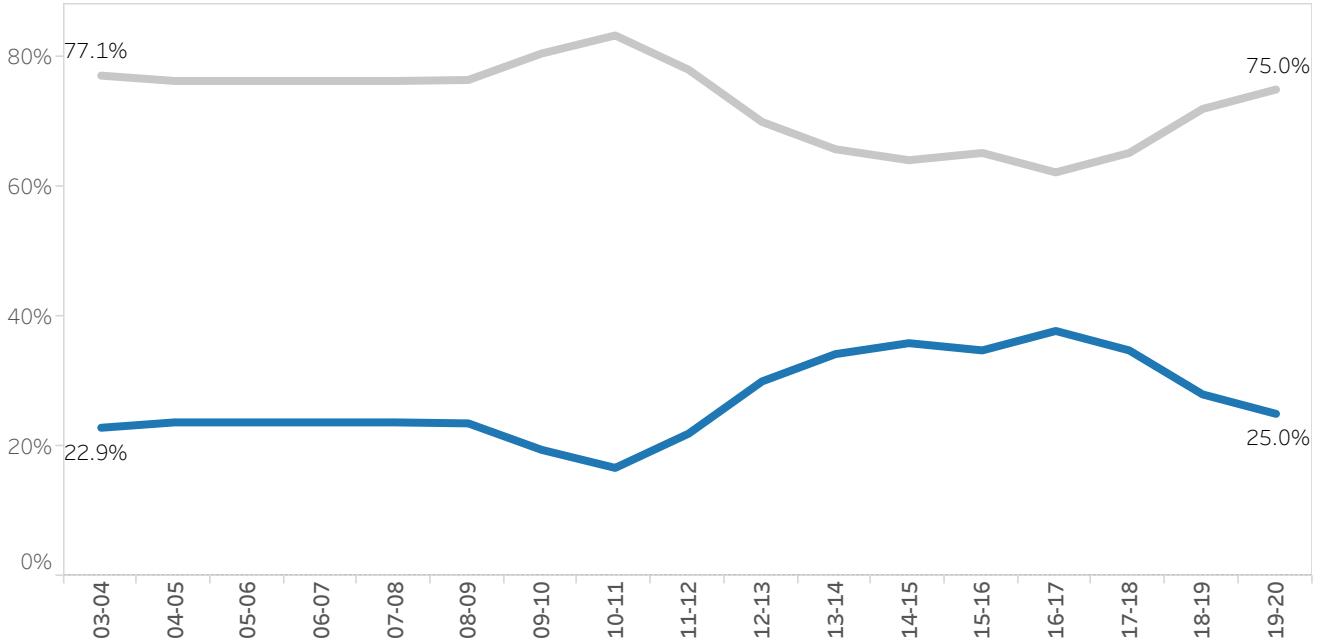
Tenure-related Faculty in School of Law by Faculty of Color



Faculty Demographics by School / College

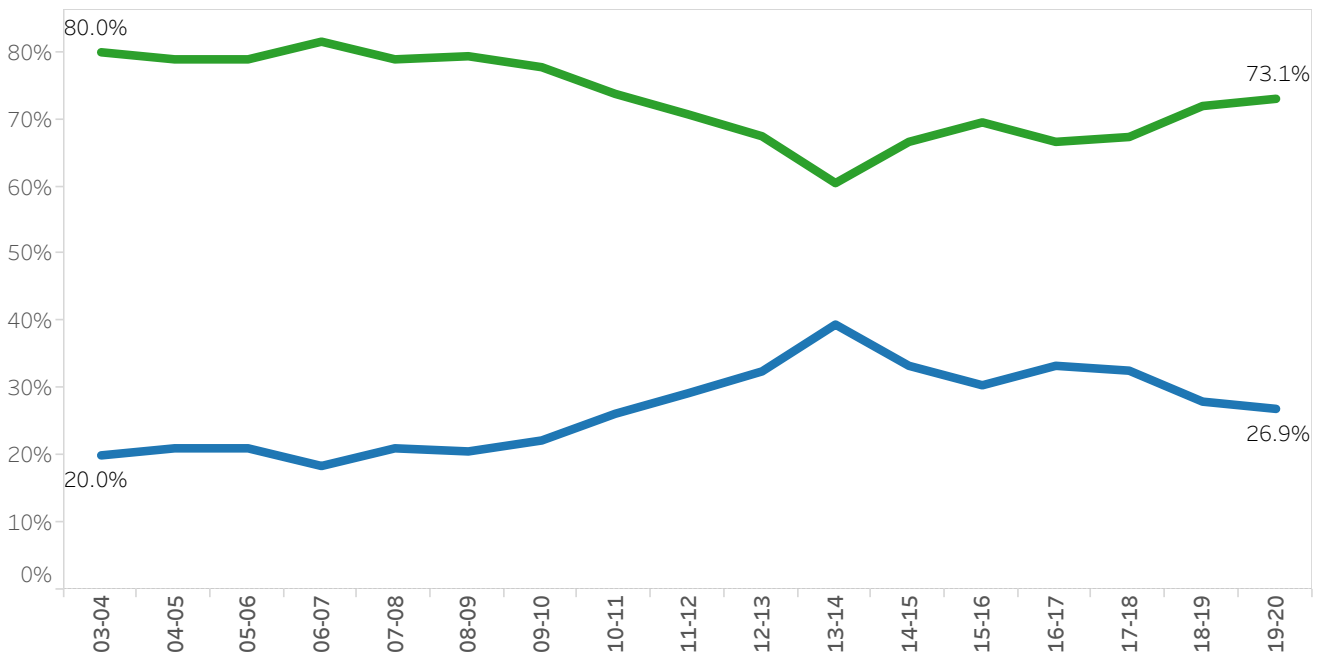
Sex
■ Female
■ Male

Tenure-related Faculty in College of Business by Faculty of Color



Faculty of Color
■ Faculty of Color
■ Other

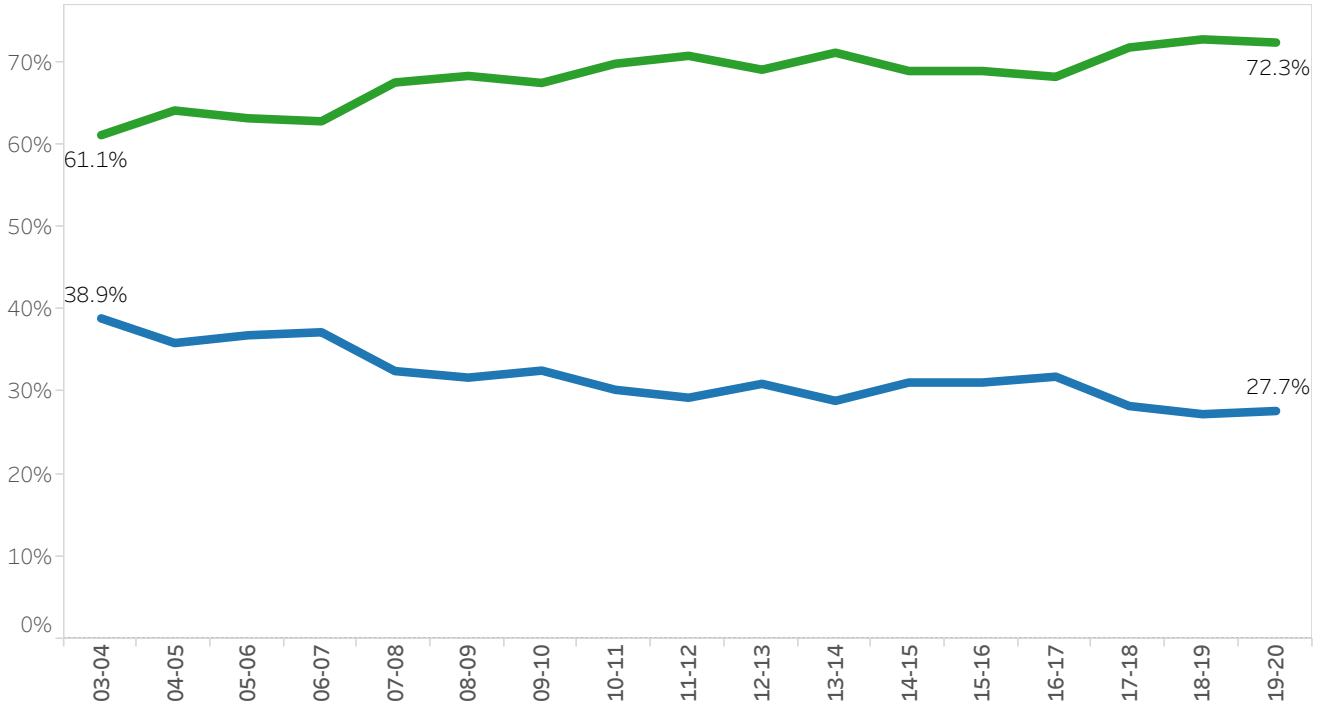
Tenure-related Faculty in College of Business by Gender



Faculty Demographics by School / College

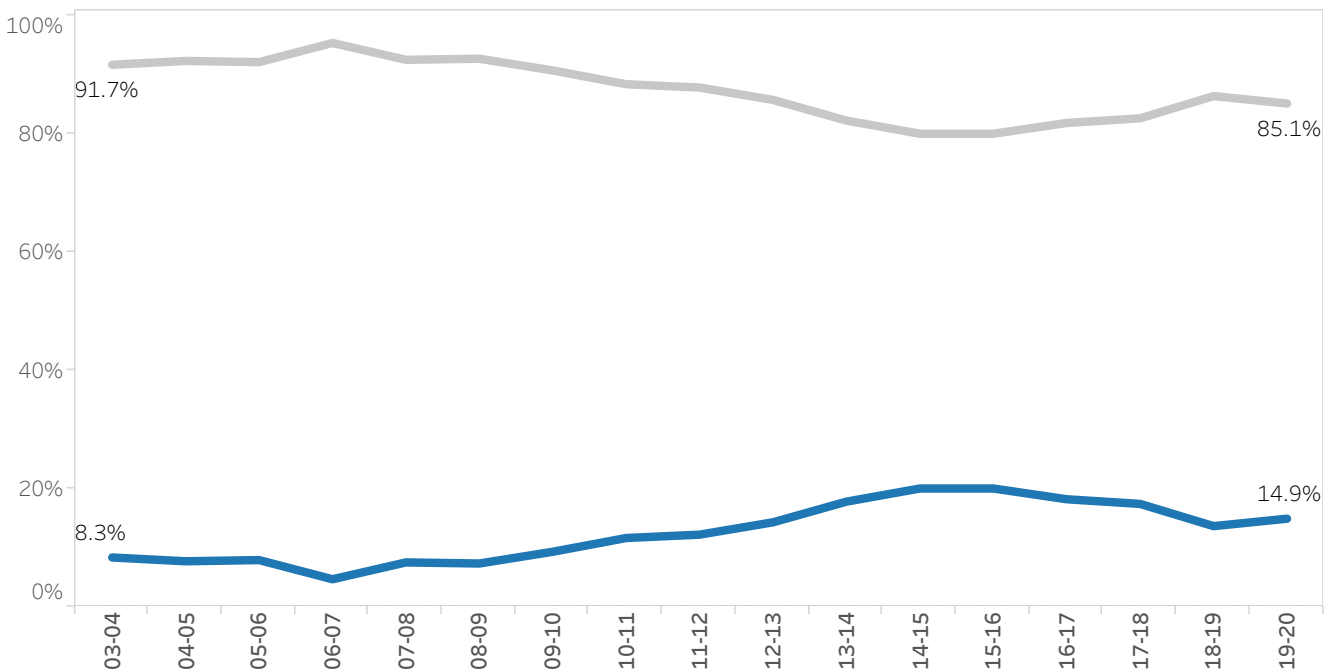
Sex
■ Female
■ Male

Tenure-related Faculty in School of Music and Dance by Gender



Faculty of Color
■ Faculty of Color
■ Other

Tenure-related Faculty in School of Music and Dance by Faculty of Color



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.