

UD Faculty Diversity & Hiring: 2015 and Projected



Figure 1. Pew Research Center, U.S. Population Projections, by IPEDs Race & Ethnicity, 2005–2050

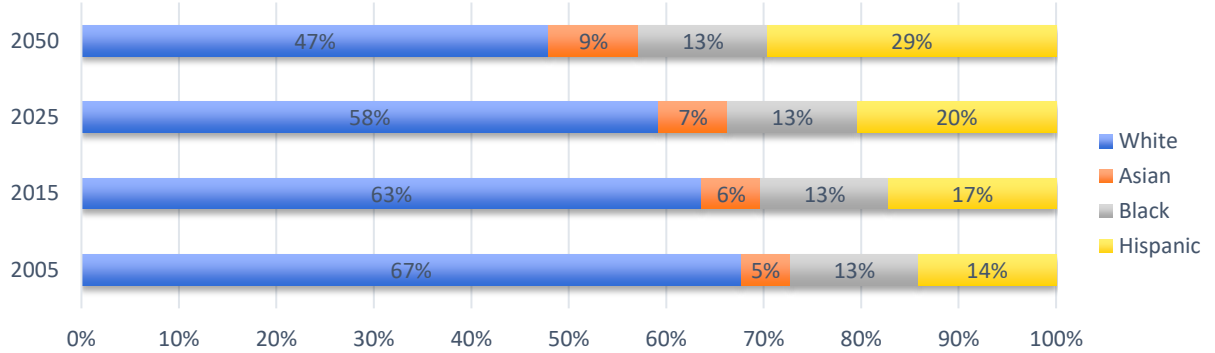


Figure 2. U.S. Doctoral Degree Recipients by Race, 1987 - 2007

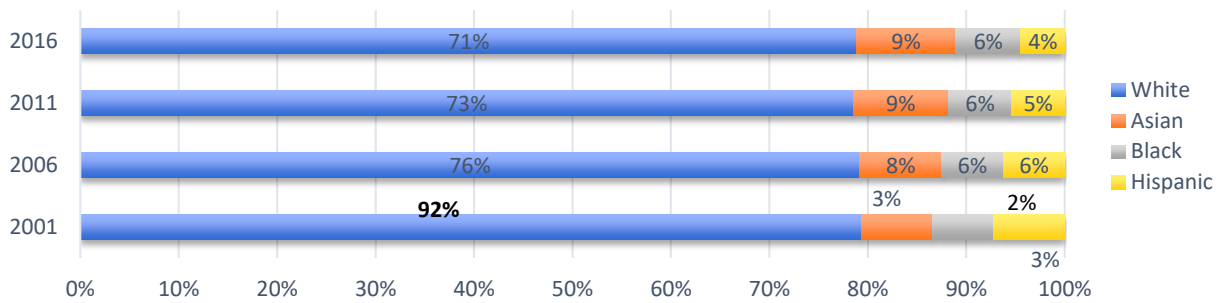
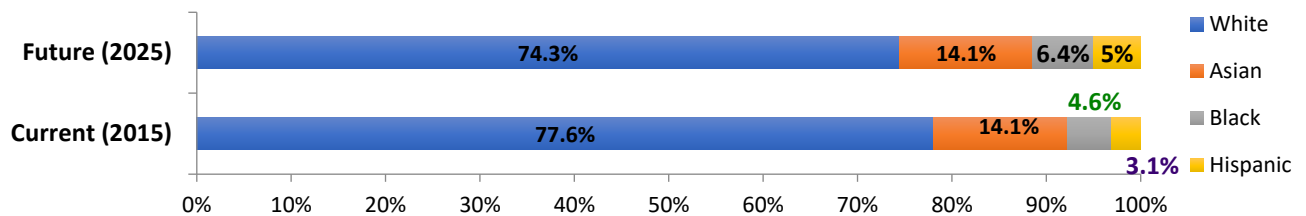


Figure 3. Current and Potential Distribution of UD Full Time T/TT Faculty^{2,3}



To reach potential distribution, 1/5 (21%) of all hires would need to be URM (7% Hispanic; 14% black)

In the last 5 years, 12% of our hires were URM (4% Hispanic; 8% black).

We would, thus, need to almost double the hiring rate of URM faculty.

What about the women?

- Currently 36% of all UD FT T/TT faculty are female.
- Current hiring rate is 46% F.

Suppose UD desires to reach 45% female (FT, T/TT) by 2025: Roughly 3/5 hires must be female.

Notes

1. Under-Represented Minorities (URM) in U.S. today: Black and Hispanic, but not Asian nor White
2. With respect to all reported UD data, Hispanic = Hispanic + Multi-Ethnic Hispanic
3. 0.6% of the sample chose not to specify their race.

Sources

- PEW Research Foundation. <http://www.pewhispanic.org/2008/02/11/us-population-projections-2005-2050/>
- Survey of Earned Doctorates Fact Sheet <https://mail.google.com/mail/u/1/?pli=1#sent/14d77c738724c43d?projector=1>
- UD OIRE Diversity Data, 2015