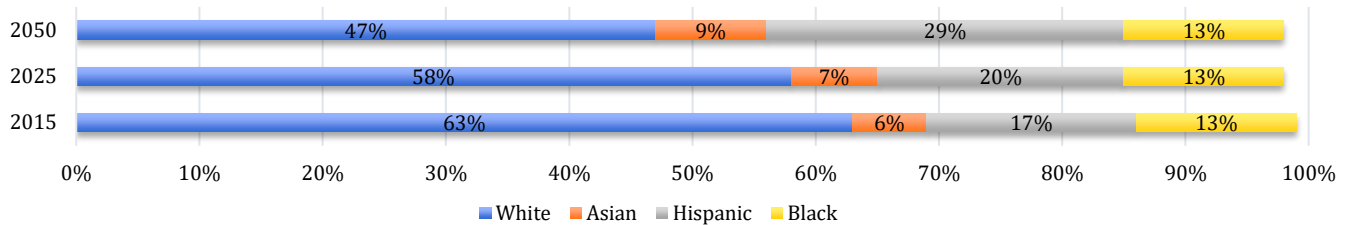


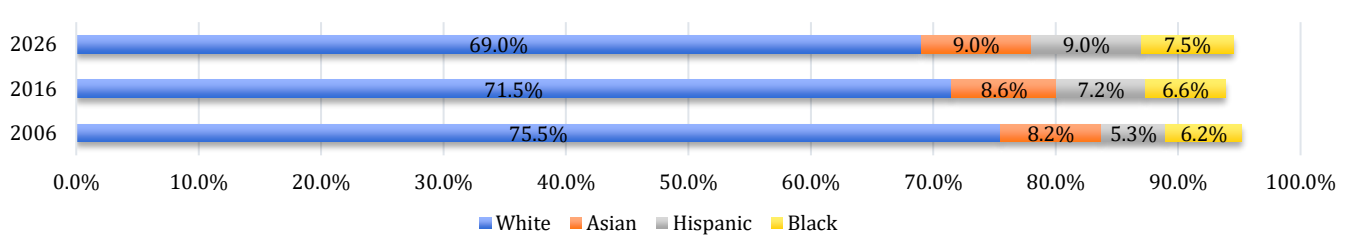
UD Faculty Diversity & Hiring: 2017 and Projected

Summer 2018

Pew Research Center US Population Projection - by IPEDs Race/Ethnicity

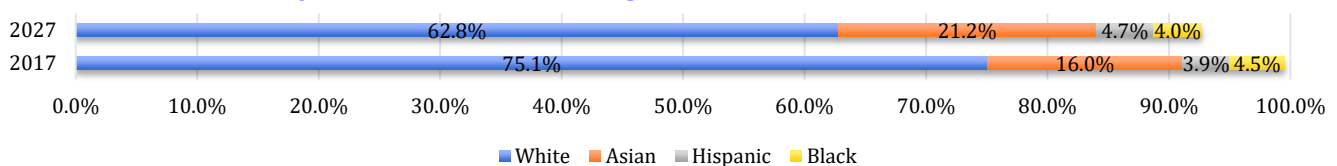


US PhD Completions & Projection by IPEDs Race/Ethnicity



UD Current & Projected* Full Time T/TT Faculty by Primary Race/Ethnicity

2027 Projection Assumes Similar Hiring & Retention Rates Over Time as in Last 5 Years



Q. What would it take for UD to reach 6.2% Black (N=62) & 5.3% (N=53) Hispanic T/TT Faculty by 2027?*

Assuming 100% retention, we would need to hire 20 Black faculty and 16 Hispanic faculty in the next 10 years. Assuming the same average retention as in last 5 years, we would need to hire 50 Black & 24 Hispanic faculty. - Thus, 12.2 % of all hires would need to be Black faculty; 5.9% would need to be Hispanic faculty. For comparison, over the last 5 years, 6.8% of our T/TT hires were Black and 4.4% were Hispanic.

Q. What would it take for UD to reach 6.6% Black (N=66) & 7.2% (N=72) Hispanic T/TT Faculty by 2027? *

If we assume same average retention as in last 5 years, we would need to hire 54 Black & 43 Hispanic faculty. 13.2 % of all hires would need to be Black and 10.5% would need to be Hispanic – totaling almost ¼ of all hires.

Q. Women currently make up 38.11% of UD's T/TT faculty; what would it take to reach 50% female by 2027?

We have lost 71 T/TT female faculty over last 5 years. (average of 142 female faculty over 10 years). We would need to hire 285 female T/TT faculty; this is 69.5% of all hires.

* See back for hiring and retention data (by race and ethnicity) over last five years plus sample calculation.

Appendix.

Current & Future UD Full Time T/TT Faculty Demographics by Primary Race/Ethnicity (OIRE)

UD T/TT Faculty 2017	Hires		Departures 2013-17			5-Year Net	10 Yr	T/TT Faculty 2027		
	N	%	2013-17	Retirement	Other	Total	Gain/Loss	Est.G/L	N	%
White	707	75.1%	100	-100	-38	-138	-38	-76	631	62.8%
Asian	151	16.0%	46	-3	-12	-15	31	62	213	21.2%
Black	42	4.5%	14	-3	-12	-15	-1	-2	40	4.0%
Hisp.	37	3.9%	9	-1	-3	-4	5	10	47	4.7%
Other	5	0.5%	36	0	-2	-2	34	68	73	7.3%
Total	942	100%	205	-107	-67	-174	31	62	1004	100%

Source: Office of Institutional Research and Effectiveness

Sample Calculation, Black Faculty

Q. How many Black faculty would we need to hire over the next ten years to get to 6.2%?

Projected T/TT Faculty Size in 2027. (Based on hiring rate over last 5 years), N = **1004**

6.2% of 1004 = ~ 62

We currently have 42 black faculty.

If we assume no loss of black faculty, we would need to hire 20.

If we assume similar retention as over last 5 years, we would need to make up for the loss of 30 black faculty.

This would mean that we would need to hire 50 black faculty in 10 years to reach 6.2%.

Sources

PEW Research Center. <http://www.pewhispanic.org/2008/02/11/us-population-projections-2005-2050/>

NSF, Survey of Earned Doctorates, Doctoral Degree Recipients (2016), <https://www.nsf.gov/statistics/srvydoctorates/#tabs-2>

UD's Office of Institutional Research Facts and Figures