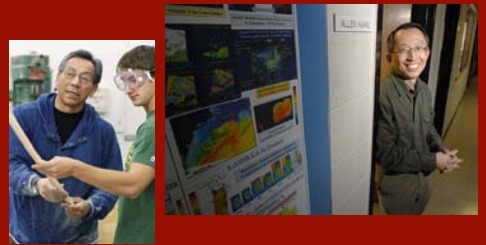


# Key Points

- Since 1997, minorities as a percent of staff have increased for all categories of staff: faculty, classified, academic, and executive/admin
- Minority faculty new hires have increased from about 8% to 24% over the past 25 years – that rate is above the 21% of all new PhDs granted to minorities nationally
- About 2/3 of assistant professors are promoted to tenure within 9 years. Minority assistant professors are promoted at a slightly lower rate (about 60%)
- Initiatives to improve hiring and retention of minority faculty:
  - WISELI search committee training
  - Strategic Hiring Initiative, which provides funds for hiring under-represented faculty; over 50 minority faculty have been hired through SHI since 1997



# Goal 5: Increase Faculty, Staff, and Administrators of Color

