

Key Points

- Since 1998, 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 29% 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 include:
 - WISELI search committee training.
 - Strategic Hiring Initiative, which provides funds for hiring under-represented faculty. Over 60 minority faculty have been hired through SHI since 1997.



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

