

# Employee Diversity Statistics

## Faculty and Staff

Employee Category	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		Percent Change in Headcount		Change in Percentage Pts	
	N	%	N	%	N	%	N	%	N	%	Fall 2019 to 2023		Fall 2019 to 2023	
<b>Full-Time Faculty</b>	134	100%	131	100%	120	100%	122	100%	134	100%				
<b>Race/Ethnicity (IPEDS)</b>														
Faculty of Color	18	13%	18	14%	17	14%	17	14%	19	14%	5.6%	▲	0.7%	■
Black	6	4%	6	5%	5	4%	5	4%	6	4%	0.0%	■	0.0%	■
Hispanic/Latino/a	4	3%	5	4%	7	6%	6	5%	7	5%	75.0%	▲	2.2%	▲
Asian	6	4%	6	5%	5	4%	6	5%	6	4%	0.0%	■	0.0%	■
American Indian or Native Alaskan	1	1%	0	0%	0	0%	0	0%	0	0%	-100.0%	▼	-0.7%	■
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Two or more races	1	1%	1	1%	0	0%	0	0%	0	0%	-100.0%	▼	-0.7%	■
White (Non-Hispanic)	112	84%	109	83%	98	82%	97	80%	100	75%	-10.7%	▼	-9.0%	▼
International (Foreign)	4	3%	4	3%	5	4%	7	6%	14	10%	250.0%	▲	7.5%	▲
Unknown	0	0%	0	0%	0	0%	1	1%	1	1%	--		--	
<b>Tenure Status</b>														
Tenured	83	62%	82	63%	77	64%	77	63%	77	57%	-7.2%	▼	-4.5%	▼
Pre-Tenure	35	26%	31	24%	30	25%	24	20%	29	22%	-17.1%	▼	-4.5%	▼
Not Tenure Track	16	12%	18	14%	13	11%	21	17%	28	21%	75.0%	▲	9.0%	▲
<b>Gender</b>														
Men	67	50%	66	50%	59	49%	61	50%	63	47%	-6.0%	▼	-3.0%	▼
Women	67	50%	65	50%	61	51%	61	50%	71	53%	6.0%	▲	3.0%	▲
<b>Part-Time Faculty**</b>	49	100%	52	100%	55	100%	61	100%	51	100%	**excludes staff teaching			
<b>Race/Ethnicity</b>														
Faculty of Color	6	12%	7	13%	5	9%	5	8%	8	16%	33.3%	▲	3.4%	▲
Black	1	2%	2	4%	1	2%	2	3%	5	10%	400.0%	▲	7.8%	▲
Hispanic/Latino/a	1	2%	1	2%	1	2%	1	2%	2	4%	100.0%	▲	1.9%	■
Asian	4	8%	3	6%	3	5%	2	3%	1	2%	-75.0%	▼	-6.2%	▼
American Indian or Native Alaskan	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Two or more races	0	0%	1	2%	0	0%	0	0%	0	0%	--		--	
White (Non-Hispanic)	42	86%	44	85%	49	89%	52	85%	38	75%	-9.5%	▼	-11.2%	▼
International (Foreign)	1	2%	1	2%	1	2%	4	7%	0	0%	-100.0%	▼	-2.0%	▼
Unknown	0	0%	0	0%	0	0%	0	0%	5	10%	--		--	
<b>Gender</b>														
Men	17	35%	22	42%	22	40%	23	38%	23	45%	35.3%	▲	10.4%	▲
Women	32	65%	30	58%	33	60%	38	62%	28	55%	-12.5%	▼	-10.4%	▼
<b>Full-Time Exempt Staff</b>	170	100%	168	100%	164	100%	185	100%	172	100%				
<b>Race/Ethnicity</b>														
Staff of Color	30	18%	30	18%	34	21%	35	19%	42	24%	40.0%	▲	6.8%	▲
Black	18	11%	17	10%	22	13%	21	11%	26	15%	44.4%	▲	4.5%	▲
Hispanic/Latino/a	7	4%	8	5%	7	4%	8	4%	9	5%	28.6%	▲	1.1%	■
Asian	4	2%	4	2%	5	3%	5	3%	6	3%	50.0%	▲	1.1%	■
American Indian or Native Alaskan	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Two or more races	1	1%	1	1%	0	0%	1	1%	1	1%	0.0%	■	0.0%	■
White (Non-Hispanic)	136	80%	134	80%	127	77%	148	80%	127	74%	-6.6%	▼	-6.2%	▼
International (Foreign)	4	2%	4	2%	3	2%	1	1%	2	1%	-50.0%	▼	-1.2%	■
Unknown	0	0%	0	0%	0	0%	1	1%	1	1%	--		--	
<b>Gender</b>														
Men	70	41%	72	43%	67	41%	69	37%	59	34%	-15.7%	▼	-6.9%	▼
Women	100	59%	96	57%	97	59%	116	63%	113	66%	13.0%	▲	6.9%	▲
<b>Full-Time Non-Exempt Staff</b>	81	100%	76	100%	71	100%	79	100%	68	100%				
<b>Race/Ethnicity</b>														
Staff of Color	37	46%	34	45%	35	49%	35	44%	32	47%	-13.5%	▼	1.4%	■
Black	34	42%	30	39%	29	41%	30	38%	26	38%	-23.5%	▼	-3.7%	▼
Hispanic/Latino/a	1	1%	1	1%	3	4%	2	3%	2	3%	100.0%	▲	1.7%	■
Asian	2	2%	2	3%	2	3%	2	3%	1	1%	-50.0%	▼	-1.0%	■
American Indian or Native Alaskan	0	0%	0	0%	0	0%	1	1%	1	1%	--		--	
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Two or more races	0	0%	1	1%	1	1%	0	0%	2	3%	--		--	
White (Non-Hispanic)	44	54%	42	55%	36	51%	42	53%	35	51%	-20.5%	▼	-2.9%	▼
International (Foreign)	0	0%	0	0%	0	0%	1	1%	1	1%	--		--	
Unknown	0	0%	0	0%	0	0%	1	1%	0	0%	--		--	
<b>Gender</b>														
Men	37	46%	32	42%	32	45%	35	44%	32	47%	-13.5%	▼	1.4%	■
Women	44	54%	44	58%	39	55%	44	56%	36	53%	-18.2%	▼	-1.4%	■
<b>Contractual Staff</b>	55	100%	55	100%	45	100%	44	100%	49	100%				
<b>Race/Ethnicity</b>														
Staff of Color	7	13%	5	9%	3	7%	4	9%	5	10%	-28.6%	▼	-2.5%	▼
Black	3	5%	2	4%	2	4%	2	5%	3	6%	0.0%	■	0.7%	■
Hispanic/Latino/a	2	4%	2	4%	1	2%	1	2%	2	4%	0.0%	■	0.4%	■
Asian	2	4%	1	2%	0	0%	1	2%	0	0%	-100.0%	▼	-3.6%	▼
American Indian or Native Alaskan	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Native Hawaiian or Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
Two or more races	0	0%	0	0%	0	0%	0	0%	0	0%	--		--	
White (Non-Hispanic)	48	87%	50	91%	42	93%	39	89%	36	73%	-25.0%	▼	-13.8%	▼
International (Foreign)	0	0%	0	0%	0	0%	1	2%	2	4%	--		--	
Unknown	0	0%	0	0%	0	0%	0	0%	6	12%	--		--	
<b>Gender</b>														
Men	20	36%	20	36%	15	33%	13	30%	16	33%	-20.0%	▼	-3.7%	▼
Women	35	64%	35	64%	30	67%	31	70%	33	67%	-5.7%	▼	3.7%	▲