

**The University of Arizona  
Diversity Profile of Faculty  
10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:   | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Agriculture &amp; Life Sciences</b> | <b>184</b> | <b>181</b> | <b>161</b> | <b>180</b> | <b>176</b> | <b>175</b> | <b>179</b> | <b>186</b> | <b>192</b> | <b>198</b> | <b>193</b> |
| <b>Tenured</b>                                    | <b>130</b> | <b>125</b> | <b>112</b> | <b>124</b> | <b>126</b> | <b>128</b> | <b>125</b> | <b>122</b> | <b>119</b> | <b>121</b> | <b>117</b> |
| Female  | 24         | 23         | 24         | 24         | 28         | 29         | 26         | 24         | 23         | 24         | 23         |
| Male  | 106        | 102        | 88         | 100        | 98         | 99         | 99         | 98         | 96         | 97         | 94         |
| <b>Tenure Eligible</b>                            | <b>26</b>  | <b>28</b>  | <b>22</b>  | <b>24</b>  | <b>20</b>  | <b>15</b>  | <b>18</b>  | <b>26</b>  | <b>32</b>  | <b>30</b>  | <b>31</b>  |
| Female  | 7          | 10         | 7          | 8          | 7          | 4          | 5          | 7          | 10         | 13         | 13         |
| Male  | 19         | 18         | 15         | 16         | 13         | 11         | 13         | 19         | 22         | 17         | 18         |
| <b>Non Tenure Eligible</b>                        | <b>28</b>  | <b>28</b>  | <b>27</b>  | <b>32</b>  | <b>30</b>  | <b>32</b>  | <b>36</b>  | <b>38</b>  | <b>41</b>  | <b>47</b>  | <b>45</b>  |
| Female  | 10         | 6          | 12         | 16         | 15         | 14         | 14         | 16         | 17         | 21         | 19         |
| Male  | 18         | 22         | 15         | 16         | 15         | 18         | 22         | 22         | 24         | 26         | 26         |
| <b>% Tenure-Track</b>                             | <b>85%</b> | <b>85%</b> | <b>83%</b> | <b>82%</b> | <b>83%</b> | <b>82%</b> | <b>80%</b> | <b>80%</b> | <b>79%</b> | <b>76%</b> | <b>77%</b> |
| % Tenured   | 71%        | 69%        | 70%        | 69%        | 72%        | 73%        | 70%        | 66%        | 62%        | 61%        | 61%        |
| % Tenure Eligible                                 | 14%        | 15%        | 14%        | 13%        | 11%        | 9%         | 10%        | 14%        | 17%        | 15%        | 16%        |
| <b>% Female</b>                                   | <b>22%</b> | <b>22%</b> | <b>27%</b> | <b>27%</b> | <b>28%</b> | <b>27%</b> | <b>25%</b> | <b>25%</b> | <b>26%</b> | <b>29%</b> | <b>28%</b> |
| % Tenured Female                                  | 13%        | 13%        | 15%        | 13%        | 16%        | 17%        | 15%        | 13%        | 12%        | 12%        | 12%        |
| % Tenure Eligible Female                          | 4%         | 6%         | 4%         | 4%         | 4%         | 2%         | 3%         | 4%         | 5%         | 7%         | 7%         |
| % Non Tenure Eligible Female                      | 5%         | 3%         | 7%         | 9%         | 9%         | 8%         | 8%         | 9%         | 9%         | 11%        | 10%        |

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|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Architecture &amp; Landscape Architecture</b> | <b>33</b>  | <b>32</b>  | <b>33</b>  | <b>39</b>  | <b>37</b>  | <b>36</b>  | <b>38</b>  | <b>40</b>  | <b>37</b>  | <b>41</b>  | <b>34</b>  |
| <b>Tenured</b>  | <b>16</b>  | <b>13</b>  | <b>11</b>  | <b>13</b>  | <b>10</b>  | <b>11</b>  | <b>10</b>  | <b>12</b>  | <b>13</b>  | <b>14</b>  | <b>12</b>  |
| Female  | 3          | 2          | 2          | 3          | 2          | 2          | 2          | 2          | 3          | 4          | 4          |
| Male  | 13         | 11         | 9          | 10         | 8          | 9          | 8          | 10         | 10         | 10         | 8          |
| <b>Tenure Eligible</b>                                      | <b>2</b>   | <b>4</b>   | <b>6</b>   | <b>6</b>   | <b>8</b>   | <b>10</b>  | <b>8</b>   | <b>8</b>   | <b>7</b>   | <b>4</b>   | <b>1</b>   |
| Female  | 1          | 2          | 3          | 2          | 2          | 3          | 2          | 2          | 2          | 1          | 1          |
| Male  | 1          | 2          | 3          | 4          | 6          | 7          | 6          | 6          | 5          | 3          | 0          |
| <b>Non Tenure Eligible</b>                                  | <b>15</b>  | <b>15</b>  | <b>16</b>  | <b>20</b>  | <b>19</b>  | <b>15</b>  | <b>20</b>  | <b>20</b>  | <b>17</b>  | <b>23</b>  | <b>21</b>  |
| Female  | 2          | 3          | 4          | 4          | 6          | 6          | 8          | 9          | 7          | 7          | 8          |
| Male  | 13         | 12         | 12         | 16         | 13         | 9          | 12         | 11         | 10         | 16         | 13         |
| <b>% Tenure-Track</b>                                       | <b>55%</b> | <b>53%</b> | <b>52%</b> | <b>49%</b> | <b>49%</b> | <b>58%</b> | <b>47%</b> | <b>50%</b> | <b>54%</b> | <b>44%</b> | <b>38%</b> |
| % Tenured   | 48%        | 41%        | 33%        | 33%        | 27%        | 31%        | 26%        | 30%        | 35%        | 34%        | 35%        |
| % Tenure Eligible   | 6%         | 13%        | 18%        | 15%        | 22%        | 28%        | 21%        | 20%        | 19%        | 10%        | 3%         |
| <b>% Female</b>   | <b>18%</b> | <b>22%</b> | <b>27%</b> | <b>23%</b> | <b>27%</b> | <b>31%</b> | <b>32%</b> | <b>33%</b> | <b>32%</b> | <b>29%</b> | <b>38%</b> |
| % Tenured Female  | 9%         | 6%         | 6%         | 8%         | 5%         | 6%         | 5%         | 5%         | 8%         | 10%        | 12%        |
| % Tenure Eligible Female                                    | 3%         | 6%         | 9%         | 5%         | 5%         | 8%         | 5%         | 5%         | 5%         | 2%         | 3%         |
| % Non Tenure Eligible Female                                | 6%         | 9%         | 12%        | 10%        | 16%        | 17%        | 21%        | 23%        | 19%        | 17%        | 24%        |

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|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Education</b>  | <b>106</b> | <b>105</b> | <b>110</b> | <b>116</b> | <b>114</b> | <b>116</b> | <b>115</b> | <b>120</b> | <b>116</b> | <b>112</b> | <b>116</b> |
| <b>Tenured</b>               | <b>56</b>  | <b>51</b>  | <b>48</b>  | <b>46</b>  | <b>43</b>  | <b>44</b>  | <b>39</b>  | <b>39</b>  | <b>40</b>  | <b>38</b>  | <b>39</b>  |
| Female                       | 26         | 22         | 21         | 21         | 20         | 22         | 18         | 17         | 17         | 17         | 19         |
| Male                         | 30         | 29         | 27         | 25         | 23         | 22         | 21         | 22         | 23         | 21         | 20         |
| <b>Tenure Eligible</b>       | <b>11</b>  | <b>10</b>  | <b>14</b>  | <b>18</b>  | <b>18</b>  | <b>17</b>  | <b>15</b>  | <b>14</b>  | <b>14</b>  | <b>17</b>  | <b>17</b>  |
| Female                       | 7          | 4          | 7          | 8          | 9          | 8          | 7          | 8          | 9          | 12         | 14         |
| Male                         | 4          | 6          | 7          | 10         | 9          | 9          | 8          | 6          | 5          | 5          | 3          |
| <b>Non Tenure Eligible</b>   | <b>39</b>  | <b>44</b>  | <b>48</b>  | <b>52</b>  | <b>53</b>  | <b>55</b>  | <b>61</b>  | <b>67</b>  | <b>62</b>  | <b>57</b>  | <b>60</b>  |
| Female                       | 26         | 27         | 29         | 35         | 35         | 34         | 41         | 44         | 41         | 38         | 42         |
| Male                         | 13         | 17         | 19         | 17         | 18         | 21         | 20         | 23         | 21         | 19         | 18         |
| <b>% Tenure-Track</b>        | <b>63%</b> | <b>58%</b> | <b>56%</b> | <b>55%</b> | <b>54%</b> | <b>53%</b> | <b>47%</b> | <b>44%</b> | <b>47%</b> | <b>49%</b> | <b>48%</b> |
| % Tenured                    | 53%        | 49%        | 44%        | 40%        | 38%        | 38%        | 34%        | 33%        | 34%        | 34%        | 34%        |
| % Tenure Eligible            | 10%        | 10%        | 13%        | 16%        | 16%        | 15%        | 13%        | 12%        | 12%        | 15%        | 15%        |
| <b>% Female</b>              | <b>56%</b> | <b>50%</b> | <b>52%</b> | <b>55%</b> | <b>56%</b> | <b>55%</b> | <b>57%</b> | <b>58%</b> | <b>58%</b> | <b>60%</b> | <b>65%</b> |
| % Tenured Female             | 25%        | 21%        | 19%        | 18%        | 18%        | 19%        | 16%        | 14%        | 15%        | 15%        | 16%        |
| % Tenure Eligible Female     | 7%         | 4%         | 6%         | 7%         | 8%         | 7%         | 6%         | 7%         | 8%         | 11%        | 12%        |
| % Non Tenure Eligible Female | 25%        | 26%        | 26%        | 30%        | 31%        | 29%        | 36%        | 37%        | 35%        | 34%        | 36%        |

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|-------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>College of Engineering</b> | <b>173</b>  | <b>162</b>  | <b>165</b>  | <b>164</b>  | <b>169</b>  | <b>151</b>  | <b>165</b>  | <b>164</b>  | <b>168</b>  | <b>173</b>  | <b>173</b>  |
| <b>Tenured</b>                | <b>121</b>  | <b>113</b>  | <b>110</b>  | <b>107</b>  | <b>108</b>  | <b>101</b>  | <b>98</b>   | <b>94</b>   | <b>98</b>   | <b>99</b>   | <b>102</b>  |
| Female                        | 6           | 6           | 6           | 6           | 7           | 7           | 7           | 7           | 6           | 7           | 8           |
| Male                          | 115         | 107         | 104         | 101         | 101         | 94          | 91          | 87          | 92          | 92          | 94          |
| <b>Tenure Eligible</b>        | <b>15</b>   | <b>22</b>   | <b>26</b>   | <b>27</b>   | <b>28</b>   | <b>26</b>   | <b>26</b>   | <b>27</b>   | <b>30</b>   | <b>32</b>   | <b>29</b>   |
| Female                        | 3           | 3           | 4           | 5           | 4           | 3           | 3           | 4           | 9           | 8           | 7           |
| Male                          | 12          | 19          | 22          | 22          | 24          | 23          | 23          | 23          | 21          | 24          | 22          |
| <b>Non Tenure Eligible</b>    | <b>37</b>   | <b>27</b>   | <b>29</b>   | <b>30</b>   | <b>33</b>   | <b>24</b>   | <b>41</b>   | <b>43</b>   | <b>40</b>   | <b>42</b>   | <b>42</b>   |
| Female                        | 4           | 5           | 4           | 5           | 6           | 6           | 6           | 8           | 4           | 3           | 3           |
| Male                          | 33          | 22          | 25          | 25          | 27          | 18          | 35          | 35          | 36          | 39          | 39          |
| <b>% Tenure-Track</b>         | <b>79%</b>  | <b>83%</b>  | <b>82%</b>  | <b>82%</b>  | <b>80%</b>  | <b>84%</b>  | <b>75%</b>  | <b>74%</b>  | <b>76%</b>  | <b>76%</b>  | <b>76%</b>  |
| % Tenured                     | 70%         | 70%         | 67%         | 65%         | 64%         | 67%         | 59%         | 57%         | 58%         | 57%         | 59%         |
| % Tenure Eligible             | 9%          | 14%         | 16%         | 16%         | 17%         | 17%         | 16%         | 16%         | 18%         | 18%         | 17%         |
| <b>% Female</b>               | <b>8%</b>   | <b>9%</b>   | <b>8%</b>   | <b>10%</b>  | <b>10%</b>  | <b>11%</b>  | <b>10%</b>  | <b>12%</b>  | <b>11%</b>  | <b>10%</b>  | <b>10%</b>  |
| % Tenured Female              | 3%          | 4%          | 4%          | 4%          | 4%          | 5%          | 4%          | 4%          | 4%          | 4%          | 5%          |
| % Tenure Eligible Female      | 2%          | 2%          | 2%          | 3%          | 2%          | 2%          | 2%          | 2%          | 5%          | 5%          | 4%          |
| % Non Tenure Eligible Female  | 2%          | 3%          | 2%          | 3%          | 4%          | 4%          | 4%          | 5%          | 2%          | 2%          | 2%          |

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|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Fine Arts</b>  | <b>150</b> | <b>147</b> | <b>150</b> | <b>153</b> | <b>146</b> | <b>148</b> | <b>162</b> | <b>156</b> | <b>160</b> | <b>164</b> | <b>156</b> |
| <b>Tenured</b>               | <b>83</b>  | <b>82</b>  | <b>83</b>  | <b>80</b>  | <b>81</b>  | <b>83</b>  | <b>85</b>  | <b>87</b>  | <b>88</b>  | <b>88</b>  | <b>88</b>  |
| Female                       | 31         | 31         | 32         | 32         | 31         | 34         | 35         | 37         | 39         | 38         | 38         |
| Male                         | 52         | 51         | 51         | 48         | 50         | 49         | 50         | 50         | 49         | 50         | 50         |
| <b>Tenure Eligible</b>       | <b>22</b>  | <b>32</b>  | <b>35</b>  | <b>33</b>  | <b>31</b>  | <b>33</b>  | <b>32</b>  | <b>28</b>  | <b>25</b>  | <b>23</b>  | <b>26</b>  |
| Female                       | 12         | 16         | 21         | 19         | 16         | 17         | 17         | 16         | 12         | 9          | 12         |
| Male                         | 10         | 16         | 14         | 14         | 15         | 16         | 15         | 12         | 13         | 14         | 14         |
| <b>Non Tenure Eligible</b>   | <b>45</b>  | <b>33</b>  | <b>32</b>  | <b>40</b>  | <b>34</b>  | <b>32</b>  | <b>45</b>  | <b>41</b>  | <b>47</b>  | <b>53</b>  | <b>42</b>  |
| Female                       | 18         | 14         | 19         | 19         | 19         | 19         | 23         | 20         | 19         | 25         | 22         |
| Male                         | 27         | 19         | 13         | 21         | 15         | 13         | 22         | 21         | 28         | 28         | 20         |
| <b>% Tenure-Track</b>        | <b>70%</b> | <b>78%</b> | <b>79%</b> | <b>74%</b> | <b>77%</b> | <b>78%</b> | <b>72%</b> | <b>74%</b> | <b>71%</b> | <b>68%</b> | <b>73%</b> |
| % Tenured                    | 55%        | 56%        | 55%        | 52%        | 55%        | 56%        | 52%        | 56%        | 55%        | 54%        | 56%        |
| % Tenure Eligible            | 15%        | 22%        | 23%        | 22%        | 21%        | 22%        | 20%        | 18%        | 16%        | 14%        | 17%        |
| <b>% Female</b>              | <b>41%</b> | <b>41%</b> | <b>48%</b> | <b>46%</b> | <b>45%</b> | <b>47%</b> | <b>46%</b> | <b>47%</b> | <b>44%</b> | <b>44%</b> | <b>46%</b> |
| % Tenured Female             | 21%        | 21%        | 21%        | 21%        | 21%        | 23%        | 22%        | 24%        | 24%        | 23%        | 24%        |
| % Tenure Eligible Female     | 8%         | 11%        | 14%        | 12%        | 11%        | 11%        | 10%        | 10%        | 8%         | 5%         | 8%         |
| % Non Tenure Eligible Female | 12%        | 10%        | 13%        | 12%        | 13%        | 13%        | 14%        | 13%        | 12%        | 15%        | 14%        |

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|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Humanities</b> | <b>220</b> | <b>230</b> | <b>218</b> | <b>221</b> | <b>232</b> | <b>230</b> | <b>218</b> | <b>216</b> | <b>234</b> | <b>239</b> | <b>254</b> |
| <b>Tenured</b>               | <b>105</b> | <b>102</b> | <b>101</b> | <b>102</b> | <b>111</b> | <b>111</b> | <b>108</b> | <b>105</b> | <b>108</b> | <b>103</b> | <b>102</b> |
| Female                       | 34         | 36         | 35         | 37         | 43         | 44         | 40         | 39         | 41         | 40         | 41         |
| Male                         | 71         | 66         | 66         | 65         | 68         | 67         | 68         | 66         | 67         | 63         | 61         |
| <b>Tenure Eligible</b>       | <b>28</b>  | <b>33</b>  | <b>32</b>  | <b>38</b>  | <b>35</b>  | <b>28</b>  | <b>20</b>  | <b>21</b>  | <b>21</b>  | <b>22</b>  | <b>32</b>  |
| Female                       | 16         | 13         | 12         | 15         | 16         | 14         | 10         | 12         | 12         | 12         | 14         |
| Male                         | 12         | 20         | 20         | 23         | 19         | 14         | 10         | 9          | 9          | 10         | 18         |
| <b>Non Tenure Eligible</b>   | <b>87</b>  | <b>95</b>  | <b>85</b>  | <b>81</b>  | <b>86</b>  | <b>91</b>  | <b>90</b>  | <b>90</b>  | <b>105</b> | <b>114</b> | <b>120</b> |
| Female                       | 53         | 59         | 47         | 51         | 51         | 54         | 48         | 46         | 61         | 59         | 72         |
| Male                         | 34         | 36         | 38         | 30         | 35         | 37         | 42         | 44         | 44         | 55         | 48         |
| <b>% Tenure-Track</b>        | <b>60%</b> | <b>59%</b> | <b>61%</b> | <b>63%</b> | <b>63%</b> | <b>60%</b> | <b>59%</b> | <b>58%</b> | <b>55%</b> | <b>52%</b> | <b>53%</b> |
| % Tenured                    | 48%        | 44%        | 46%        | 46%        | 48%        | 48%        | 50%        | 49%        | 46%        | 43%        | 40%        |
| % Tenure Eligible            | 13%        | 14%        | 15%        | 17%        | 15%        | 12%        | 9%         | 10%        | 9%         | 9%         | 13%        |
| <b>% Female</b>              | <b>47%</b> | <b>47%</b> | <b>43%</b> | <b>47%</b> | <b>47%</b> | <b>49%</b> | <b>45%</b> | <b>45%</b> | <b>49%</b> | <b>46%</b> | <b>50%</b> |
| % Tenured Female             | 15%        | 16%        | 16%        | 17%        | 19%        | 19%        | 18%        | 18%        | 18%        | 17%        | 16%        |
| % Tenure Eligible Female     | 7%         | 6%         | 6%         | 7%         | 7%         | 6%         | 5%         | 6%         | 5%         | 5%         | 6%         |
| % Non Tenure Eligible Female | 24%        | 26%        | 22%        | 23%        | 22%        | 23%        | 22%        | 21%        | 26%        | 25%        | 28%        |

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|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Medicine</b>   | <b>463</b> | <b>470</b> | <b>475</b> | <b>467</b> | <b>506</b> | <b>522</b> | <b>550</b> | <b>580</b> | <b>590</b> | <b>609</b> | <b>634</b> |
| <b>Tenured</b>               | <b>185</b> | <b>185</b> | <b>179</b> | <b>178</b> | <b>176</b> | <b>178</b> | <b>176</b> | <b>179</b> | <b>183</b> | <b>180</b> | <b>172</b> |
| Female                       | 21         | 21         | 23         | 23         | 26         | 28         | 29         | 30         | 33         | 35         | 33         |
| Male                         | 164        | 164        | 156        | 155        | 150        | 150        | 147        | 149        | 150        | 145        | 139        |
| <b>Tenure Eligible</b>       | <b>57</b>  | <b>52</b>  | <b>52</b>  | <b>46</b>  | <b>53</b>  | <b>55</b>  | <b>52</b>  | <b>55</b>  | <b>58</b>  | <b>56</b>  | <b>66</b>  |
| Female                       | 21         | 21         | 18         | 18         | 19         | 23         | 21         | 28         | 28         | 27         | 28         |
| Male                         | 36         | 31         | 34         | 28         | 34         | 32         | 31         | 27         | 30         | 29         | 38         |
| <b>Non Tenure Eligible</b>   | <b>221</b> | <b>233</b> | <b>244</b> | <b>243</b> | <b>277</b> | <b>289</b> | <b>322</b> | <b>346</b> | <b>349</b> | <b>373</b> | <b>396</b> |
| Female                       | 86         | 94         | 104        | 105        | 116        | 116        | 122        | 139        | 139        | 146        | 151        |
| Male                         | 135        | 139        | 140        | 138        | 161        | 173        | 200        | 207        | 210        | 227        | 245        |
| <b>% Tenure-Track</b>        | <b>52%</b> | <b>50%</b> | <b>49%</b> | <b>48%</b> | <b>45%</b> | <b>45%</b> | <b>41%</b> | <b>40%</b> | <b>41%</b> | <b>39%</b> | <b>38%</b> |
| % Tenured                    | 40%        | 39%        | 38%        | 38%        | 35%        | 34%        | 32%        | 31%        | 31%        | 30%        | 27%        |
| % Tenure Eligible            | 12%        | 11%        | 11%        | 10%        | 10%        | 11%        | 9%         | 9%         | 10%        | 9%         | 10%        |
| <b>% Female</b>              | <b>28%</b> | <b>29%</b> | <b>31%</b> | <b>31%</b> | <b>32%</b> | <b>32%</b> | <b>31%</b> | <b>34%</b> | <b>34%</b> | <b>34%</b> | <b>33%</b> |
| % Tenured Female             | 5%         | 4%         | 5%         | 5%         | 5%         | 5%         | 5%         | 5%         | 6%         | 6%         | 5%         |
| % Tenure Eligible Female     | 5%         | 4%         | 4%         | 4%         | 4%         | 4%         | 4%         | 5%         | 5%         | 4%         | 4%         |
| % Non Tenure Eligible Female | 19%        | 20%        | 22%        | 22%        | 23%        | 22%        | 22%        | 24%        | 24%        | 24%        | 24%        |

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| Fall:                        | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Nursing</b>    | <b>59</b>  | <b>59</b>  | <b>53</b>  | <b>54</b>  | <b>53</b>  | <b>56</b>  | <b>62</b>  | <b>59</b>  | <b>62</b>  | <b>67</b>  | <b>70</b>  |
| <b>Tenured</b>               | <b>15</b>  | <b>15</b>  | <b>12</b>  | <b>15</b>  | <b>15</b>  | <b>13</b>  | <b>12</b>  | <b>12</b>  | <b>13</b>  | <b>14</b>  | <b>13</b>  |
| Female                       | 15         | 15         | 12         | 15         | 15         | 13         | 12         | 12         | 13         | 14         | 13         |
| Male                         | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          |
| <b>Tenure Eligible</b>       | <b>8</b>   | <b>8</b>   | <b>8</b>   | <b>9</b>   | <b>9</b>   | <b>10</b>  | <b>10</b>  | <b>9</b>   | <b>7</b>   | <b>7</b>   | <b>6</b>   |
| Female                       | 8          | 8          | 8          | 9          | 9          | 10         | 10         | 9          | 7          | 7          | 5          |
| Male                         | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 1          |
| <b>Non Tenure Eligible</b>   | <b>36</b>  | <b>36</b>  | <b>33</b>  | <b>30</b>  | <b>29</b>  | <b>33</b>  | <b>40</b>  | <b>38</b>  | <b>42</b>  | <b>46</b>  | <b>51</b>  |
| Female                       | 34         | 33         | 31         | 29         | 27         | 30         | 34         | 34         | 38         | 42         | 47         |
| Male                         | 2          | 3          | 2          | 1          | 2          | 3          | 6          | 4          | 4          | 4          | 4          |
| <b>% Tenure-Track</b>        | <b>39%</b> | <b>39%</b> | <b>38%</b> | <b>44%</b> | <b>45%</b> | <b>41%</b> | <b>35%</b> | <b>36%</b> | <b>32%</b> | <b>31%</b> | <b>27%</b> |
| % Tenured                    | 25%        | 25%        | 23%        | 28%        | 28%        | 23%        | 19%        | 20%        | 21%        | 21%        | 19%        |
| % Tenure Eligible            | 14%        | 14%        | 15%        | 17%        | 17%        | 18%        | 16%        | 15%        | 11%        | 10%        | 9%         |
| <b>% Female</b>              | <b>97%</b> | <b>95%</b> | <b>96%</b> | <b>98%</b> | <b>96%</b> | <b>95%</b> | <b>90%</b> | <b>93%</b> | <b>94%</b> | <b>94%</b> | <b>93%</b> |
| % Tenured Female             | 25%        | 25%        | 23%        | 28%        | 28%        | 23%        | 19%        | 20%        | 21%        | 21%        | 19%        |
| % Tenure Eligible Female     | 14%        | 14%        | 15%        | 17%        | 17%        | 18%        | 16%        | 15%        | 11%        | 10%        | 7%         |
| % Non Tenure Eligible Female | 58%        | 56%        | 58%        | 54%        | 51%        | 54%        | 55%        | 58%        | 61%        | 63%        | 67%        |

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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:                             | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|-----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Optical Science</b> | <b>49</b>  | <b>47</b>  | <b>45</b>  | <b>45</b>  | <b>45</b>  | <b>50</b>  | <b>57</b>  | <b>55</b>  | <b>57</b>  | <b>58</b>  | <b>52</b>  |
| <b>Tenured</b>                    | <b>20</b>  | <b>18</b>  | <b>21</b>  | <b>24</b>  | <b>19</b>  | <b>20</b>  | <b>21</b>  | <b>18</b>  | <b>19</b>  | <b>20</b>  | <b>21</b>  |
| Female                            | 1          | 1          | 1          | 1          | 1          | 1          | 1          | 1          | 1          | 1          | 1          |
| Male                              | 19         | 17         | 20         | 23         | 18         | 19         | 20         | 17         | 18         | 19         | 20         |
| <b>Tenure Eligible</b>            | <b>8</b>   | <b>7</b>   | <b>6</b>   | <b>5</b>   | <b>8</b>   | <b>11</b>  | <b>11</b>  | <b>12</b>  | <b>11</b>  | <b>8</b>   | <b>6</b>   |
| Female                            | 0          | 0          | 0          | 0          | 0          | 1          | 2          | 1          | 1          | 1          | 1          |
| Male                              | 8          | 7          | 6          | 5          | 8          | 10         | 9          | 11         | 10         | 7          | 5          |
| <b>Non Tenure Eligible</b>        | <b>21</b>  | <b>22</b>  | <b>18</b>  | <b>16</b>  | <b>18</b>  | <b>19</b>  | <b>25</b>  | <b>25</b>  | <b>27</b>  | <b>30</b>  | <b>25</b>  |
| Female                            | 1          | 2          | 2          | 0          | 1          | 2          | 1          | 1          | 1          | 1          | 1          |
| Male                              | 20         | 20         | 16         | 16         | 17         | 17         | 24         | 24         | 26         | 29         | 24         |
| <b>% Tenure-Track</b>             | <b>57%</b> | <b>53%</b> | <b>60%</b> | <b>64%</b> | <b>60%</b> | <b>62%</b> | <b>56%</b> | <b>55%</b> | <b>53%</b> | <b>48%</b> | <b>52%</b> |
| % Tenured                         | 41%        | 38%        | 47%        | 53%        | 42%        | 40%        | 37%        | 33%        | 33%        | 34%        | 40%        |
| % Tenure Eligible                 | 16%        | 15%        | 13%        | 11%        | 18%        | 22%        | 19%        | 22%        | 19%        | 14%        | 12%        |
| <b>% Female</b>                   | <b>4%</b>  | <b>6%</b>  | <b>7%</b>  | <b>2%</b>  | <b>4%</b>  | <b>8%</b>  | <b>7%</b>  | <b>5%</b>  | <b>5%</b>  | <b>5%</b>  | <b>6%</b>  |
| % Tenured Female                  | 2%         | 2%         | 2%         | 2%         | 2%         | 2%         | 2%         | 2%         | 2%         | 2%         | 2%         |
| % Tenure Eligible Female          | 0%         | 0%         | 0%         | 0%         | 0%         | 2%         | 4%         | 2%         | 2%         | 2%         | 2%         |
| % Non Tenure Eligible Female      | 2%         | 4%         | 4%         | 0%         | 2%         | 4%         | 2%         | 2%         | 2%         | 2%         | 2%         |

**The University of Arizona  
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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:                        | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Pharmacy</b>   | <b>39</b>  | <b>39</b>  | <b>44</b>  | <b>42</b>  | <b>44</b>  | <b>43</b>  | <b>39</b>  | <b>43</b>  | <b>41</b>  | <b>40</b>  | <b>46</b>  |
| <b>Tenured</b>               | <b>20</b>  | <b>20</b>  | <b>22</b>  | <b>21</b>  | <b>22</b>  | <b>23</b>  | <b>23</b>  | <b>22</b>  | <b>22</b>  | <b>21</b>  | <b>25</b>  |
| Female                       | 3          | 3          | 4          | 4          | 4          | 4          | 4          | 3          | 3          | 4          | 5          |
| Male                         | 17         | 17         | 18         | 17         | 18         | 19         | 19         | 19         | 19         | 17         | 20         |
| <b>Tenure Eligible</b>       | <b>9</b>   | <b>9</b>   | <b>7</b>   | <b>7</b>   | <b>10</b>  | <b>9</b>   | <b>9</b>   | <b>10</b>  | <b>10</b>  | <b>10</b>  | <b>8</b>   |
| Female                       | 5          | 3          | 1          | 2          | 1          | 2          | 2          | 3          | 3          | 4          | 3          |
| Male                         | 4          | 6          | 6          | 5          | 9          | 7          | 7          | 7          | 7          | 6          | 5          |
| <b>Non Tenure Eligible</b>   | <b>10</b>  | <b>10</b>  | <b>15</b>  | <b>14</b>  | <b>12</b>  | <b>11</b>  | <b>7</b>   | <b>11</b>  | <b>9</b>   | <b>9</b>   | <b>13</b>  |
| Female                       | 5          | 7          | 8          | 8          | 8          | 7          | 3          | 6          | 5          | 3          | 6          |
| Male                         | 5          | 3          | 7          | 6          | 4          | 4          | 4          | 5          | 4          | 6          | 7          |
| <b>% Tenure-Track</b>        | <b>74%</b> | <b>74%</b> | <b>66%</b> | <b>67%</b> | <b>73%</b> | <b>74%</b> | <b>82%</b> | <b>74%</b> | <b>78%</b> | <b>78%</b> | <b>72%</b> |
| % Tenured                    | 51%        | 51%        | 50%        | 50%        | 50%        | 53%        | 59%        | 51%        | 54%        | 53%        | 54%        |
| % Tenure Eligible            | 23%        | 23%        | 16%        | 17%        | 23%        | 21%        | 23%        | 23%        | 24%        | 25%        | 17%        |
| <b>% Female</b>              | <b>33%</b> | <b>33%</b> | <b>30%</b> | <b>33%</b> | <b>30%</b> | <b>30%</b> | <b>23%</b> | <b>28%</b> | <b>27%</b> | <b>28%</b> | <b>30%</b> |
| % Tenured Female             | 8%         | 8%         | 9%         | 10%        | 9%         | 9%         | 10%        | 7%         | 7%         | 10%        | 11%        |
| % Tenure Eligible Female     | 13%        | 8%         | 2%         | 5%         | 2%         | 5%         | 5%         | 7%         | 7%         | 10%        | 7%         |
| % Non Tenure Eligible Female | 13%        | 18%        | 18%        | 19%        | 18%        | 16%        | 8%         | 14%        | 12%        | 8%         | 13%        |

**The University of Arizona  
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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:                        | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Science</b>    | <b>375</b> | <b>378</b> | <b>384</b> | <b>390</b> | <b>368</b> | <b>361</b> | <b>389</b> | <b>394</b> | <b>413</b> | <b>427</b> | <b>427</b> |
| <b>Tenured</b>               | <b>234</b> | <b>233</b> | <b>222</b> | <b>211</b> | <b>201</b> | <b>197</b> | <b>206</b> | <b>213</b> | <b>216</b> | <b>221</b> | <b>220</b> |
| Female                       | 33         | 35         | 33         | 27         | 29         | 27         | 31         | 32         | 31         | 33         | 33         |
| Male                         | 201        | 198        | 189        | 184        | 172        | 170        | 175        | 181        | 185        | 188        | 187        |
| <b>Tenure Eligible</b>       | <b>33</b>  | <b>38</b>  | <b>47</b>  | <b>64</b>  | <b>68</b>  | <b>72</b>  | <b>64</b>  | <b>64</b>  | <b>70</b>  | <b>62</b>  | <b>56</b>  |
| Female                       | 8          | 10         | 11         | 14         | 13         | 16         | 11         | 13         | 18         | 16         | 15         |
| Male                         | 25         | 28         | 36         | 50         | 55         | 56         | 53         | 51         | 52         | 46         | 41         |
| <b>Non Tenure Eligible</b>   | <b>108</b> | <b>107</b> | <b>115</b> | <b>115</b> | <b>99</b>  | <b>92</b>  | <b>119</b> | <b>117</b> | <b>127</b> | <b>144</b> | <b>151</b> |
| Female                       | 38         | 39         | 41         | 47         | 37         | 37         | 38         | 39         | 48         | 51         | 59         |
| Male                         | 70         | 68         | 74         | 68         | 62         | 55         | 81         | 78         | 79         | 93         | 92         |
| <b>% Tenure-Track</b>        | <b>71%</b> | <b>72%</b> | <b>70%</b> | <b>71%</b> | <b>73%</b> | <b>75%</b> | <b>69%</b> | <b>70%</b> | <b>69%</b> | <b>66%</b> | <b>65%</b> |
| % Tenured                    | 62%        | 62%        | 58%        | 54%        | 55%        | 55%        | 53%        | 54%        | 52%        | 52%        | 52%        |
| % Tenure Eligible            | 9%         | 10%        | 12%        | 16%        | 18%        | 20%        | 16%        | 16%        | 17%        | 15%        | 13%        |
| <b>% Female</b>              | <b>21%</b> | <b>22%</b> | <b>22%</b> | <b>23%</b> | <b>21%</b> | <b>22%</b> | <b>21%</b> | <b>21%</b> | <b>23%</b> | <b>23%</b> | <b>25%</b> |
| % Tenured Female             | 9%         | 9%         | 9%         | 7%         | 8%         | 7%         | 8%         | 8%         | 8%         | 8%         | 8%         |
| % Tenure Eligible Female     | 2%         | 3%         | 3%         | 4%         | 4%         | 4%         | 3%         | 3%         | 4%         | 4%         | 4%         |
| % Non Tenure Eligible Female | 10%        | 10%        | 11%        | 12%        | 10%        | 10%        | 10%        | 10%        | 12%        | 12%        | 14%        |

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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:   | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>College of Social and Behavioral Science</b> | <b>283</b> | <b>288</b> | <b>300</b> | <b>296</b> | <b>297</b> | <b>309</b> | <b>321</b> | <b>331</b> | <b>331</b> | <b>339</b> | <b>356</b> |
| <b>Tenured</b>                                  | <b>171</b> | <b>170</b> | <b>172</b> | <b>167</b> | <b>167</b> | <b>165</b> | <b>168</b> | <b>172</b> | <b>172</b> | <b>175</b> | <b>178</b> |
| Female  | 58         | 56         | 57         | 59         | 56         | 57         | 61         | 66         | 67         | 73         | 76         |
| Male  | 113        | 114        | 115        | 108        | 111        | 108        | 107        | 106        | 105        | 102        | 102        |
| <b>Tenure Eligible</b>                          | <b>48</b>  | <b>52</b>  | <b>51</b>  | <b>50</b>  | <b>52</b>  | <b>56</b>  | <b>66</b>  | <b>67</b>  | <b>65</b>  | <b>61</b>  | <b>62</b>  |
| Female  | 19         | 22         | 25         | 29         | 32         | 36         | 41         | 42         | 36         | 30         | 30         |
| Male  | 29         | 30         | 26         | 21         | 20         | 20         | 25         | 25         | 29         | 31         | 32         |
| <b>Non Tenure Eligible</b>                      | <b>64</b>  | <b>66</b>  | <b>77</b>  | <b>79</b>  | <b>78</b>  | <b>88</b>  | <b>87</b>  | <b>92</b>  | <b>94</b>  | <b>103</b> | <b>116</b> |
| Female  | 28         | 29         | 33         | 42         | 45         | 48         | 43         | 55         | 52         | 54         | 62         |
| Male  | 36         | 37         | 44         | 37         | 33         | 40         | 44         | 37         | 42         | 49         | 54         |
| <b>% Tenure-Track</b>                           | <b>77%</b> | <b>77%</b> | <b>74%</b> | <b>73%</b> | <b>74%</b> | <b>72%</b> | <b>73%</b> | <b>72%</b> | <b>72%</b> | <b>70%</b> | <b>67%</b> |
| % Tenured                                       | 60%        | 59%        | 57%        | 56%        | 56%        | 53%        | 52%        | 52%        | 52%        | 52%        | 50%        |
| % Tenure Eligible                               | 17%        | 18%        | 17%        | 17%        | 18%        | 18%        | 21%        | 20%        | 20%        | 18%        | 17%        |
| <b>% Female</b>                                 | <b>37%</b> | <b>37%</b> | <b>38%</b> | <b>44%</b> | <b>45%</b> | <b>46%</b> | <b>45%</b> | <b>49%</b> | <b>47%</b> | <b>46%</b> | <b>47%</b> |
| % Tenured Female                                | 20%        | 19%        | 19%        | 20%        | 19%        | 18%        | 19%        | 20%        | 20%        | 22%        | 21%        |
| % Tenure Eligible Female                        | 7%         | 8%         | 8%         | 10%        | 11%        | 12%        | 13%        | 13%        | 11%        | 9%         | 8%         |
| % Non Tenure Eligible Female                    | 10%        | 10%        | 11%        | 14%        | 15%        | 16%        | 13%        | 17%        | 16%        | 16%        | 17%        |

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| Fall:                              | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>Eller College of Management</b> | <b>118</b> | <b>118</b> | <b>128</b> | <b>130</b> | <b>118</b> | <b>129</b> | <b>137</b> | <b>134</b> | <b>133</b> | <b>140</b> | <b>147</b> |
| <b>Tenured</b>                     | <b>57</b>  | <b>55</b>  | <b>53</b>  | <b>49</b>  | <b>48</b>  | <b>52</b>  | <b>56</b>  | <b>60</b>  | <b>58</b>  | <b>62</b>  | <b>65</b>  |
| Female                             | 10         | 11         | 11         | 13         | 10         | 12         | 13         | 14         | 12         | 12         | 11         |
| Male                               | 47         | 44         | 42         | 36         | 38         | 40         | 43         | 46         | 46         | 50         | 54         |
| <b>Tenure Eligible</b>             | <b>22</b>  | <b>20</b>  | <b>25</b>  | <b>28</b>  | <b>25</b>  | <b>27</b>  | <b>27</b>  | <b>25</b>  | <b>26</b>  | <b>28</b>  | <b>24</b>  |
| Female                             | 8          | 8          | 7          | 8          | 6          | 5          | 5          | 6          | 8          | 8          | 11         |
| Male                               | 14         | 12         | 18         | 20         | 19         | 22         | 22         | 19         | 18         | 20         | 13         |
| <b>Non Tenure Eligible</b>         | <b>39</b>  | <b>43</b>  | <b>50</b>  | <b>53</b>  | <b>45</b>  | <b>50</b>  | <b>54</b>  | <b>49</b>  | <b>49</b>  | <b>50</b>  | <b>58</b>  |
| Female                             | 11         | 16         | 16         | 19         | 18         | 17         | 22         | 23         | 21         | 23         | 25         |
| Male                               | 28         | 27         | 34         | 34         | 27         | 33         | 32         | 26         | 28         | 27         | 33         |
| <b>% Tenure-Track</b>              | <b>67%</b> | <b>64%</b> | <b>61%</b> | <b>59%</b> | <b>62%</b> | <b>61%</b> | <b>61%</b> | <b>63%</b> | <b>63%</b> | <b>64%</b> | <b>61%</b> |
| % Tenured                          | 48%        | 47%        | 41%        | 38%        | 41%        | 40%        | 41%        | 45%        | 44%        | 44%        | 44%        |
| % Tenure Eligible                  | 19%        | 17%        | 20%        | 22%        | 21%        | 21%        | 20%        | 19%        | 20%        | 20%        | 16%        |
| <b>% Female</b>                    | <b>25%</b> | <b>30%</b> | <b>27%</b> | <b>31%</b> | <b>29%</b> | <b>26%</b> | <b>29%</b> | <b>32%</b> | <b>31%</b> | <b>31%</b> | <b>32%</b> |
| % Tenured Female                   | 8%         | 9%         | 9%         | 10%        | 8%         | 9%         | 9%         | 10%        | 9%         | 9%         | 7%         |
| % Tenure Eligible Female           | 7%         | 7%         | 5%         | 6%         | 5%         | 4%         | 4%         | 4%         | 6%         | 6%         | 7%         |
| % Non Tenure Eligible Female       | 9%         | 14%        | 13%        | 15%        | 15%        | 13%        | 16%        | 17%        | 16%        | 16%        | 17%        |

**The University of Arizona  
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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:                                | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|--------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>James E Rogers College of Law</b> | <b>46</b>  | <b>46</b>  | <b>43</b>  | <b>43</b>  | <b>43</b>  | <b>41</b>  | <b>43</b>  | <b>43</b>  | <b>46</b>  | <b>49</b>  | <b>46</b>  |
| <b>Tenured</b>                       | <b>19</b>  | <b>18</b>  | <b>19</b>  | <b>24</b>  | <b>24</b>  | <b>24</b>  | <b>24</b>  | <b>23</b>  | <b>25</b>  | <b>26</b>  | <b>25</b>  |
| Female                               | 4          | 3          | 4          | 6          | 6          | 6          | 6          | 8          | 9          | 10         | 10         |
| Male                                 | 15         | 15         | 15         | 18         | 18         | 18         | 18         | 15         | 16         | 16         | 15         |
| <b>Tenure Eligible</b>               | <b>8</b>   | <b>8</b>   | <b>7</b>   | <b>5</b>   | <b>5</b>   | <b>5</b>   | <b>4</b>   | <b>5</b>   | <b>7</b>   | <b>8</b>   | <b>7</b>   |
| Female                               | 6          | 5          | 5          | 3          | 3          | 3          | 2          | 1          | 1          | 2          | 2          |
| Male                                 | 2          | 3          | 2          | 2          | 2          | 2          | 2          | 4          | 6          | 6          | 5          |
| <b>Non Tenure Eligible</b>           | <b>19</b>  | <b>20</b>  | <b>17</b>  | <b>14</b>  | <b>14</b>  | <b>12</b>  | <b>15</b>  | <b>15</b>  | <b>14</b>  | <b>15</b>  | <b>14</b>  |
| Female                               | 9          | 10         | 7          | 10         | 7          | 8          | 8          | 8          | 7          | 9          | 9          |
| Male                                 | 10         | 10         | 10         | 4          | 7          | 4          | 7          | 7          | 7          | 6          | 5          |
| <b>% Tenure-Track</b>                | <b>59%</b> | <b>57%</b> | <b>60%</b> | <b>67%</b> | <b>67%</b> | <b>71%</b> | <b>65%</b> | <b>65%</b> | <b>70%</b> | <b>69%</b> | <b>70%</b> |
| % Tenured                            | 41%        | 39%        | 44%        | 56%        | 56%        | 59%        | 56%        | 53%        | 54%        | 53%        | 54%        |
| % Tenure Eligible                    | 17%        | 17%        | 16%        | 12%        | 12%        | 12%        | 9%         | 12%        | 15%        | 16%        | 15%        |
| <b>% Female</b>                      | <b>41%</b> | <b>39%</b> | <b>37%</b> | <b>44%</b> | <b>37%</b> | <b>41%</b> | <b>37%</b> | <b>40%</b> | <b>37%</b> | <b>43%</b> | <b>46%</b> |
| % Tenured Female                     | 9%         | 7%         | 9%         | 14%        | 14%        | 15%        | 14%        | 19%        | 20%        | 20%        | 22%        |
| % Tenure Eligible Female             | 13%        | 11%        | 12%        | 7%         | 7%         | 7%         | 5%         | 2%         | 2%         | 4%         | 4%         |
| % Non Tenure Eligible Female         | 20%        | 22%        | 16%        | 23%        | 16%        | 20%        | 19%        | 19%        | 15%        | 18%        | 20%        |

**The University of Arizona  
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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:  | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>Mel &amp; Enid Zuckerman College of Public Health</b> | <b>30</b>  | <b>31</b>  | <b>33</b>  | <b>37</b>  | <b>28</b>  | <b>28</b>  | <b>30</b>  | <b>38</b>  | <b>40</b>  | <b>35</b>  | <b>41</b>  |
| <b>Tenured</b>   | <b>7</b>   | <b>8</b>   | <b>5</b>   | <b>7</b>   | <b>7</b>   | <b>7</b>   | <b>7</b>   | <b>8</b>   | <b>11</b>  | <b>12</b>  | <b>13</b>  |
| Female   | 2          | 2          | 1          | 2          | 1          | 2          | 2          | 3          | 5          | 6          | 6          |
| Male   | 5          | 6          | 4          | 5          | 6          | 5          | 5          | 5          | 6          | 6          | 7          |
| <b>Tenure Eligible</b>                                   | <b>4</b>   | <b>4</b>   | <b>4</b>   | <b>3</b>   | <b>0</b>   | <b>0</b>   | <b>1</b>   | <b>19</b>  | <b>16</b>  | <b>15</b>  | <b>18</b>  |
| Female   | 1          | 2          | 2          | 2          | 0          | 0          | 1          | 11         | 10         | 10         | 13         |
| Male   | 3          | 2          | 2          | 1          | 0          | 0          | 0          | 8          | 6          | 5          | 5          |
| <b>Non Tenure Eligible</b>                               | <b>19</b>  | <b>19</b>  | <b>24</b>  | <b>27</b>  | <b>21</b>  | <b>21</b>  | <b>22</b>  | <b>11</b>  | <b>13</b>  | <b>8</b>   | <b>10</b>  |
| Female   | 9          | 8          | 13         | 11         | 11         | 12         | 14         | 6          | 9          | 4          | 3          |
| Male   | 10         | 11         | 11         | 16         | 10         | 9          | 8          | 5          | 4          | 4          | 7          |
| <b>% Tenure-Track</b>                                    | <b>37%</b> | <b>39%</b> | <b>27%</b> | <b>27%</b> | <b>25%</b> | <b>25%</b> | <b>27%</b> | <b>71%</b> | <b>68%</b> | <b>77%</b> | <b>76%</b> |
| % Tenured  | 23%        | 26%        | 15%        | 19%        | 25%        | 25%        | 23%        | 21%        | 28%        | 34%        | 32%        |
| % Tenure Eligible  | 13%        | 13%        | 12%        | 8%         | 0%         | 0%         | 3%         | 50%        | 40%        | 43%        | 44%        |
| <b>% Female</b>  | <b>40%</b> | <b>39%</b> | <b>48%</b> | <b>41%</b> | <b>43%</b> | <b>50%</b> | <b>57%</b> | <b>53%</b> | <b>60%</b> | <b>57%</b> | <b>54%</b> |
| % Tenured Female   | 7%         | 6%         | 3%         | 5%         | 4%         | 7%         | 7%         | 8%         | 13%        | 17%        | 15%        |
| % Tenure Eligible Female                                 | 3%         | 6%         | 6%         | 5%         | 0%         | 0%         | 3%         | 29%        | 25%        | 29%        | 32%        |
| % Non Tenure Eligible Female                             | 30%        | 26%        | 39%        | 30%        | 39%        | 43%        | 47%        | 16%        | 23%        | 11%        | 7%         |

**The University of Arizona  
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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:                              | 1998       | 1999       | 2000       | 2001       | 2002       | 2003       | 2004       | 2005       | 2006       | 2007       | 2008       |
|------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>University of Arizona South</b> | <b>40</b>  | <b>41</b>  | <b>36</b>  | <b>35</b>  | <b>37</b>  | <b>54</b>  | <b>79</b>  | <b>66</b>  | <b>61</b>  | <b>63</b>  | <b>58</b>  |
| <b>Tenured</b>                     | <b>1</b>   | <b>1</b>   | <b>2</b>   | <b>2</b>   | <b>3</b>   | <b>5</b>   | <b>9</b>   | <b>9</b>   | <b>4</b>   | <b>5</b>   | <b>4</b>   |
| Female                             | 0          | 0          | 0          | 1          | 1          | 1          | 5          | 5          | 1          | 2          | 2          |
| Male                               | 1          | 1          | 2          | 1          | 2          | 4          | 4          | 4          | 3          | 3          | 2          |
| <b>Tenure Eligible</b>             | <b>11</b>  | <b>9</b>   | <b>9</b>   | <b>9</b>   | <b>8</b>   | <b>10</b>  | <b>8</b>   | <b>6</b>   | <b>7</b>   | <b>5</b>   | <b>8</b>   |
| Female                             | 5          | 4          | 5          | 4          | 4          | 6          | 4          | 2          | 3          | 3          | 5          |
| Male                               | 6          | 5          | 4          | 5          | 4          | 4          | 4          | 4          | 4          | 2          | 3          |
| <b>Non Tenure Eligible</b>         | <b>28</b>  | <b>31</b>  | <b>25</b>  | <b>24</b>  | <b>26</b>  | <b>39</b>  | <b>62</b>  | <b>51</b>  | <b>50</b>  | <b>53</b>  | <b>46</b>  |
| Female                             | 18         | 22         | 16         | 13         | 14         | 22         | 38         | 30         | 30         | 30         | 31         |
| Male                               | 10         | 9          | 9          | 11         | 12         | 17         | 24         | 21         | 20         | 23         | 15         |
| <b>% Tenure-Track</b>              | <b>30%</b> | <b>24%</b> | <b>31%</b> | <b>31%</b> | <b>30%</b> | <b>28%</b> | <b>22%</b> | <b>23%</b> | <b>18%</b> | <b>16%</b> | <b>21%</b> |
| % Tenured                          | 3%         | 2%         | 6%         | 6%         | 8%         | 9%         | 11%        | 14%        | 7%         | 8%         | 7%         |
| % Tenure Eligible                  | 28%        | 22%        | 25%        | 26%        | 22%        | 19%        | 10%        | 9%         | 11%        | 8%         | 14%        |
| <b>% Female</b>                    | <b>58%</b> | <b>63%</b> | <b>58%</b> | <b>51%</b> | <b>51%</b> | <b>54%</b> | <b>59%</b> | <b>56%</b> | <b>56%</b> | <b>56%</b> | <b>66%</b> |
| % Tenured Female                   | 0%         | 0%         | 0%         | 3%         | 3%         | 2%         | 6%         | 8%         | 2%         | 3%         | 3%         |
| % Tenure Eligible Female           | 13%        | 10%        | 14%        | 11%        | 11%        | 11%        | 5%         | 3%         | 5%         | 5%         | 9%         |
| % Non Tenure Eligible Female       | 45%        | 54%        | 44%        | 37%        | 38%        | 41%        | 48%        | 45%        | 49%        | 48%        | 53%        |

**The University of Arizona  
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10-Year Trend of Headcounts by College, Tenure Status and Gender**

| Fall:                        | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
|------------------------------|------|------|------|------|------|------|------|------|------|------|------|
| <b>Administrative Units</b>  | 44   | 51   | 42   | 48   | 46   | 44   | 51   | 42   | 49   | 51   | 51   |
| <b>Tenured</b>               | 19   | 21   | 22   | 20   | 19   | 20   | 20   | 19   | 27   | 27   | 24   |
| Female                       | 5    | 7    | 7    | 6    | 8    | 8    | 9    | 6    | 8    | 8    | 8    |
| Male                         | 14   | 14   | 15   | 14   | 11   | 12   | 11   | 13   | 19   | 19   | 16   |
| <b>Tenure Eligible</b>       | 3    | 3    | 3    | 2    | 2    | 3    | 7    | 4    | 5    | 5    | 5    |
| Female                       | 2    | 1    | 1    | 1    |      | 1    | 2    | 1    | 3    | 3    | 3    |
| Male                         | 1    | 2    | 2    | 1    | 2    | 2    | 5    | 3    | 2    | 2    | 2    |
| <b>Non Tenure Eligible</b>   | 22   | 27   | 17   | 26   | 25   | 21   | 24   | 19   | 17   | 19   | 22   |
| Female                       | 13   | 13   | 11   | 13   | 11   | 6    | 8    | 9    | 6    | 6    | 7    |
| Male                         | 9    | 14   | 6    | 13   | 14   | 15   | 16   | 10   | 11   | 13   | 15   |
| <b>% Tenure-Track</b>        | 50%  | 47%  | 60%  | 46%  | 46%  | 52%  | 53%  | 55%  | 65%  | 63%  | 57%  |
| % Tenured                    | 43%  | 41%  | 52%  | 42%  | 41%  | 45%  | 39%  | 45%  | 55%  | 53%  | 47%  |
| % Tenure Eligible            | 7%   | 6%   | 7%   | 4%   | 4%   | 7%   | 14%  | 10%  | 10%  | 10%  | 10%  |
| <b>% Female</b>              | 45%  | 41%  | 45%  | 42%  | 41%  | 34%  | 37%  | 38%  | 35%  | 33%  | 35%  |
| % Tenured Female             | 11%  | 14%  | 17%  | 13%  | 17%  | 18%  | 18%  | 14%  | 16%  | 16%  | 16%  |
| % Tenure Eligible Female     | 5%   | 2%   | 2%   | 2%   | 0%   | 2%   | 4%   | 2%   | 6%   | 6%   | 6%   |
| % Non Tenure Eligible Female | 30%  | 25%  | 26%  | 27%  | 24%  | 14%  | 16%  | 21%  | 12%  | 12%  | 14%  |

**The University of Arizona  
Diversity Profile of Faculty  
10-Year Trend of Headcounts by College, Tenure Status and Gender**

| <b>Fall:</b>                 | <b>1998</b>  | <b>1999</b>  | <b>2000</b>  | <b>2001</b>  | <b>2002</b>  | <b>2003</b>  | <b>2004</b>  | <b>2005</b>  | <b>2006</b>  | <b>2007</b>  | <b>2008</b>  |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>All Colleges</b>          | <b>2,412</b> | <b>2,425</b> | <b>2,420</b> | <b>2,460</b> | <b>2,459</b> | <b>2,493</b> | <b>2,635</b> | <b>2,667</b> | <b>2,730</b> | <b>2,805</b> | <b>2,854</b> |
| <b>Tenured</b>               | <b>1,259</b> | <b>1,230</b> | <b>1,194</b> | <b>1,190</b> | <b>1,180</b> | <b>1,182</b> | <b>1,187</b> | <b>1,194</b> | <b>1,216</b> | <b>1,226</b> | <b>1,220</b> |
| Female                       | 276          | 274          | 273          | 280          | 288          | 297          | 301          | 306          | 312          | 328          | 331          |
| Male                         | 983          | 956          | 921          | 910          | 892          | 885          | 886          | 888          | 904          | 898          | 889          |
| <b>Tenure Eligible</b>       | <b>315</b>   | <b>339</b>   | <b>354</b>   | <b>374</b>   | <b>380</b>   | <b>387</b>   | <b>378</b>   | <b>400</b>   | <b>411</b>   | <b>393</b>   | <b>402</b>   |
| Female                       | 129          | 132          | 137          | 147          | 141          | 152          | 145          | 166          | 172          | 166          | 177          |
| Male                         | 186          | 207          | 217          | 227          | 239          | 235          | 233          | 234          | 239          | 227          | 225          |
| <b>Non Tenure Eligible</b>   | <b>838</b>   | <b>856</b>   | <b>872</b>   | <b>896</b>   | <b>899</b>   | <b>924</b>   | <b>1,070</b> | <b>1,073</b> | <b>1,103</b> | <b>1,186</b> | <b>1,232</b> |
| Female                       | 365          | 387          | 397          | 427          | 427          | 438          | 471          | 493          | 505          | 522          | 567          |
| Male                         | 473          | 469          | 475          | 469          | 472          | 486          | 599          | 580          | 598          | 664          | 665          |
| <b>% Tenure-Track</b>        | <b>65%</b>   | <b>65%</b>   | <b>64%</b>   | <b>64%</b>   | <b>63%</b>   | <b>63%</b>   | <b>59%</b>   | <b>60%</b>   | <b>60%</b>   | <b>58%</b>   | <b>57%</b>   |
| % Tenured                    | 52%          | 51%          | 49%          | 48%          | 48%          | 47%          | 45%          | 45%          | 45%          | 44%          | 43%          |
| % Tenure Eligible            | 13%          | 14%          | 15%          | 15%          | 15%          | 16%          | 14%          | 15%          | 15%          | 14%          | 14%          |
| <b>% Female</b>              | <b>32%</b>   | <b>33%</b>   | <b>33%</b>   | <b>35%</b>   | <b>35%</b>   | <b>36%</b>   | <b>35%</b>   | <b>36%</b>   | <b>36%</b>   | <b>36%</b>   | <b>38%</b>   |
| % Tenured Female             | 11%          | 11%          | 11%          | 11%          | 12%          | 12%          | 11%          | 11%          | 11%          | 12%          | 12%          |
| % Tenure Eligible Female     | 5%           | 5%           | 6%           | 6%           | 6%           | 6%           | 6%           | 6%           | 6%           | 6%           | 6%           |
| % Non Tenure Eligible Female | 15%          | 16%          | 16%          | 17%          | 17%          | 18%          | 18%          | 18%          | 18%          | 19%          | 20%          |

Notes:

1. Data does not include employees on leave without pay
2. Tenure-track faculty include tenured and tenure-eligible, regular faculty and those other faculty (clinical and research) who are on the continuing track. Continuing track professionals are not included in the counts.

Source: Information Warehouse Office - fall census files.