

**The University of Arizona**  
**Diversity Profile of Tenure-Track Faculty**  
**10-Year Trend of Headcounts by Rank, Gender and by Race/Ethnicity**

<b>Faculty Rank</b>	<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>Professor</b>		<b>798</b>	<b>804</b>	<b>801</b>	<b>794</b>	<b>794</b>	<b>797</b>	<b>820</b>	<b>828</b>	<b>840</b>	<b>826</b>	<b>821</b>
Female		111	125	135	138	142	156	170	173	177	178	182
Male		687	679	666	656	652	641	650	655	663	648	639
% Female		14%	16%	17%	17%	18%	20%	21%	21%	21%	22%	22%
American Indian/Alaskan Native		10	11	10	10	9	9	9	8	9	8	8
Asian/Pacific Islander		38	39	42	42	42	42	46	48	49	52	53
Black, non-Hispanic		1	2	4	7	7	8	9	11	11	13	12
Hispanic		25	27	26	29	31	33	28	34	33	32	34
White, non-Hispanic		720	717	712	696	696	698	714	714	722	703	699
Non-Resident Alien		0	2	4	4	3	3	5	6	5	5	2
% American Indian/Alaskan Native		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		5%	5%	5%	5%	5%	5%	6%	6%	6%	6%	7%
% Black, non-Hispanic		0%	0%	1%	1%	1%	1%	1%	1%	1%	2%	1%
% Hispanic		<u>3%</u>	<u>3%</u>	<u>3%</u>	<u>4%</u>	<u>4%</u>	<u>4%</u>	<u>3%</u>	<u>4%</u>	<u>4%</u>	<u>4%</u>	<u>4%</u>
% Minority		9%	10%	10%	11%	11%	12%	11%	12%	12%	13%	13%
% White, non-Hispanic		91%	90%	89%	88%	88%	88%	88%	87%	87%	86%	87%
% Non-Resident Alien		0%	0%	1%	1%	0%	0%	1%	1%	1%	1%	0%
Unknown Race/Ethnicity <sup>3</sup>		4	6	3	6	6	4	9	7	11	13	13

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<b>Associate Professor</b>		<b>480</b>	<b>457</b>	<b>438</b>	<b>441</b>	<b>430</b>	<b>437</b>	<b>419</b>	<b>426</b>	<b>437</b>	<b>458</b>	<b>462</b>
Female		166	154	148	153	157	161	153	160	160	173	171
Male		314	303	290	288	273	276	266	266	277	285	291
% Female		35%	34%	34%	35%	37%	37%	37%	38%	37%	38%	37%
American Indian/Alaskan Native		3	1	1	2	3	3	3	3	4	4	6
Asian/Pacific Islander		25	26	25	27	25	28	27	30	33	34	40
Black, non-Hispanic		13	12	11	10	10	11	10	8	7	6	6
Hispanic		20	22	20	20	19	19	20	21	24	25	32
White, non-Hispanic		412	386	368	363	359	358	342	345	346	359	342
Non-Resident Alien		3	5	9	10	7	10	8	7	6	7	6
% American Indian/Alaskan Native		1%	0%	0%	0%	1%	1%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		5%	6%	6%	6%	6%	7%	7%	7%	8%	8%	9%
% Black, non-Hispanic		3%	3%	3%	2%	2%	3%	2%	2%	2%	1%	1%
% Hispanic		<u>4%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>4%</u>	<u>4%</u>	<u>5%</u>	<u>5%</u>	<u>6%</u>	<u>6%</u>	<u>7%</u>
% Minority		13%	13%	13%	14%	13%	14%	15%	15%	16%	16%	19%
% White, non-Hispanic		87%	85%	85%	84%	85%	83%	83%	83%	82%	83%	79%
% Non-Resident Alien		1%	1%	2%	2%	2%	2%	2%	2%	1%	2%	1%
Unknown Race/Ethnicity <sup>3</sup>		4	5	4	9	7	8	9	12	17	23	30

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<b>Assistant Professor</b>		<b>284</b>	<b>298</b>	<b>301</b>	<b>322</b>	<b>330</b>	<b>329</b>	<b>321</b>	<b>335</b>	<b>347</b>	<b>335</b>	<b>339</b>
Female		126	124	125	134	128	130	122	138	147	143	155
Male		158	174	176	188	202	199	199	197	200	192	184
% Female		44%	42%	42%	42%	39%	40%	38%	41%	42%	43%	46%
American Indian/Alaskan Native		3	3	4	2	1	3	5	5	4	3	4
Asian/Pacific Islander		14	14	14	13	14	22	22	26	31	37	40
Black, non-Hispanic		9	6	5	3	1	2	2	2	1	1	5
Hispanic		16	20	21	22	23	23	20	21	26	26	27
White, non-Hispanic		216	223	219	221	224	212	201	196	198	186	183
Non-Resident Alien		23	26	29	40	43	45	46	60	51	45	37
% American Indian/Alaskan Native		1%	1%	1%	1%	0%	1%	2%	2%	1%	1%	1%
% Asian/Pacific Islander		5%	5%	5%	4%	5%	7%	7%	8%	10%	12%	14%
% Black, non-Hispanic		3%	2%	2%	1%	0%	1%	1%	1%	0%	0%	2%
% Hispanic		<u>6%</u>	<u>7%</u>	<u>7%</u>	<u>7%</u>	<u>8%</u>	<u>7%</u>	<u>7%</u>	<u>7%</u>	<u>8%</u>	<u>9%</u>	<u>9%</u>
% Minority		15%	15%	15%	13%	13%	16%	17%	17%	20%	22%	26%
% White, non-Hispanic		77%	76%	75%	73%	73%	69%	68%	63%	64%	62%	62%
% Non-Resident Alien		8%	9%	10%	13%	14%	15%	16%	19%	16%	15%	13%
Unknown Race/Ethnicity <sup>3</sup>		3	6	9	21	24	22	25	25	36	37	43

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<b>Instructors/Lecturers</b>		<b>12</b>	<b>10</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
Female		2	3	2	2	2	2	1	1	0	0	0
Male		10	7	6	5	4	4	4	4	3	0	0
% Female		17%	30%	25%	29%	33%	33%	20%	20%	0%	-	-
American Indian/Alaskan Native		0	0	0	0	1	1	1	0	1	0	0
Asian/Pacific Islander		0	0	0	0	0	0	0	0	0	0	0
Black, non-Hispanic		0	0	0	0	0	0	0	0	0	0	0
Hispanic		2	2	2	2	1	1	1	1	1	0	0
White, non-Hispanic		10	8	6	5	4	3	3	4	1	0	0
Non-Resident Alien		0	0	0	0	0	1	0	0	0	0	0
% American Indian/Alaskan Native		0%	0%	0%	0%	17%	17%	20%	0%	33%	-	-
% Asian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%	0%	-	-
% Black, non-Hispanic		0%	0%	0%	0%	0%	0%	0%	0%	0%	-	-
% Hispanic		<u>17%</u>	<u>20%</u>	<u>25%</u>	<u>29%</u>	<u>17%</u>	<u>17%</u>	<u>20%</u>	<u>20%</u>	<u>33%</u>	-	-
% Minority		17%	20%	25%	29%	33%	33%	40%	20%	67%	-	-
% White, non-Hispanic		83%	80%	75%	71%	67%	50%	60%	80%	33%	-	-
% Non-Resident Alien		0%	0%	0%	0%	0%	17%	0%	0%	0%	-	-
Unknown Race/Ethnicity <sup>3</sup>		0	0	0	0	0	0	0	0	0	0	0

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<b>All Tenure Track Faculty</b>		<b>1,574</b>	<b>1,569</b>	<b>1,548</b>	<b>1,564</b>	<b>1,560</b>	<b>1,569</b>	<b>1,565</b>	<b>1,594</b>	<b>1,627</b>	<b>1,619</b>	<b>1,622</b>
Female		405	406	410	427	429	449	446	472	484	494	508
Male		1,169	1,163	1,138	1,137	1,131	1,120	1,119	1,122	1,143	1,125	1,114
% Female		26%	26%	26%	27%	28%	29%	28%	30%	30%	31%	31%
American Indian/Alaskan Native		16	15	15	14	14	16	18	16	18	15	18
Asian/Pacific Islander		77	79	81	82	81	92	95	104	113	123	133
Black, non-Hispanic		23	20	20	20	18	21	21	21	19	20	23
Hispanic		63	71	69	73	74	76	69	77	84	83	93
White, non-Hispanic		1,358	1,334	1,305	1,285	1,283	1,271	1,260	1,259	1,267	1,248	1,224
Non-Resident Alien		26	33	42	54	53	59	59	73	62	57	45
% American Indian/Alaskan Native		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
% Asian/Pacific Islander		5%	5%	5%	5%	5%	6%	6%	7%	7%	8%	9%
% Black, non-Hispanic		1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
% Hispanic		<u>4%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>5%</u>	<u>6%</u>
% Minority		11%	12%	12%	12%	12%	13%	13%	14%	15%	16%	17%
% White, non-Hispanic		87%	86%	85%	84%	84%	83%	83%	81%	81%	81%	80%
% Non-Resident Alien		2%	2%	3%	4%	3%	4%	4%	5%	4%	4%	3%
Unknown Race/Ethnicity <sup>3</sup>		11	17	16	36	37	34	43	44	64	73	86

Notes:

1. Data does not include employees on leave without pay.
2. Minority includes American Indian/Alaskan Native, Asian/Pacific Islander, Black non-Hispanic, Hispanic.
3. Employees with Unknown Race/Ethnicity are included in total headcounts and male/female percentage calculations, but are excluded from the minority, white and non-resident alien percentages which are based upon the known population only.
4. 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.