

### 1) FALL 2015 CENSUS GROUP DEFINITIONS

**Tenure Track Group A** is the Probationary and Tenured faculty group used for previous periods prior to 2007. Consists of Probationary and Tenured members of Bargaining Unit 3 (non-Retired, non-Administrative, non-Athletics) who had at least one assignment in Job Code 2360 or 2361 (Instructional Faculty AY or Instructional Faculty 12mo) as of the first day of the given Fall semester. **This definition excludes Full-Time Department Chairs, Grant-Related Tenured Instructional Faculty, Librarians, SSPARs, and Probationary/Tenured FERP Faculty.**

**Tenure-Track Group B** was defined in Fall 2007 to include all types of Tenure Track faculty except Athletics. Consists of the following non-Administrative members of Bargaining Unit 3: Tenure-Track Instructional Faculty (2360 or 2361 assignments and *no other assignments*), Part-Time and Full-Time Tenured Department Chairs, Grant-Related Tenured Instructional Faculty, Tenure-Track Librarians, Tenure-Track SSPARs and All FERPs (i.e. Fall Only, Spring Only and Academic Year)

**ALL ETHNICITY DEFINITIONS, REGARDLESS** of reporting group, are based on PIMS/HCM Definitions.

Category "Native American" includes American Indians and Native Alaskans.

Category "Black" has been renamed to "Black or African American".

Filipino, Japanese, Asian Indian and Korean are grouped with "Asian" (see PIMS Chart for details).

Prior to 2009, "Pacific Islander" was grouped with "Asian". As of 2009, "Pacific Islander" is a separate reporting category.

Category "Other Non-White" is replaced with "Not Specified".

"Other Non-White" (pre-2007) is included in "Persons of Color" figures. New Category "Not Specified" (post-2007) IS NOT included in "Persons of Color" figures.

Category "Hispanic" has been renamed to "Hispanic/Latino".

**"Full-Time Lecturers"** is defined as follows:

Total timebase on all Fall assignments in Job Codes 2358 and 2359 (Lecturer AY or Lecturer 12mo) is 1.0, regardless of departments, funding sources, or duties performed.

**"Part-Time Lecturers"** is defined as follows:

Members of Bargaining Unit 3 with Fall assignments in Job Codes 2358 or 2359 (Lecturer 12mo or Lecturer AY) who do not meet the definition of "Full-Time Lecturer".

For **Head Counts by Rank**, "Group A" is the group used for previous periods. Consists of the same group defined as "Tenure Track Group A" above. This definition excludes Full-Time Department Chairs, Grant-Related Instructional Faculty, Librarians, SSPARs, and FERP Faculty.

For **Head Counts by Rank**, "Group B" consists of the same group defined as "Tenure Track Group B" above.

Assistant Librarians and SSPARs (Range I) are grouped with Assistant Professors.

Associate Librarians and SSPARs (Range II) are grouped with Associate Professors.

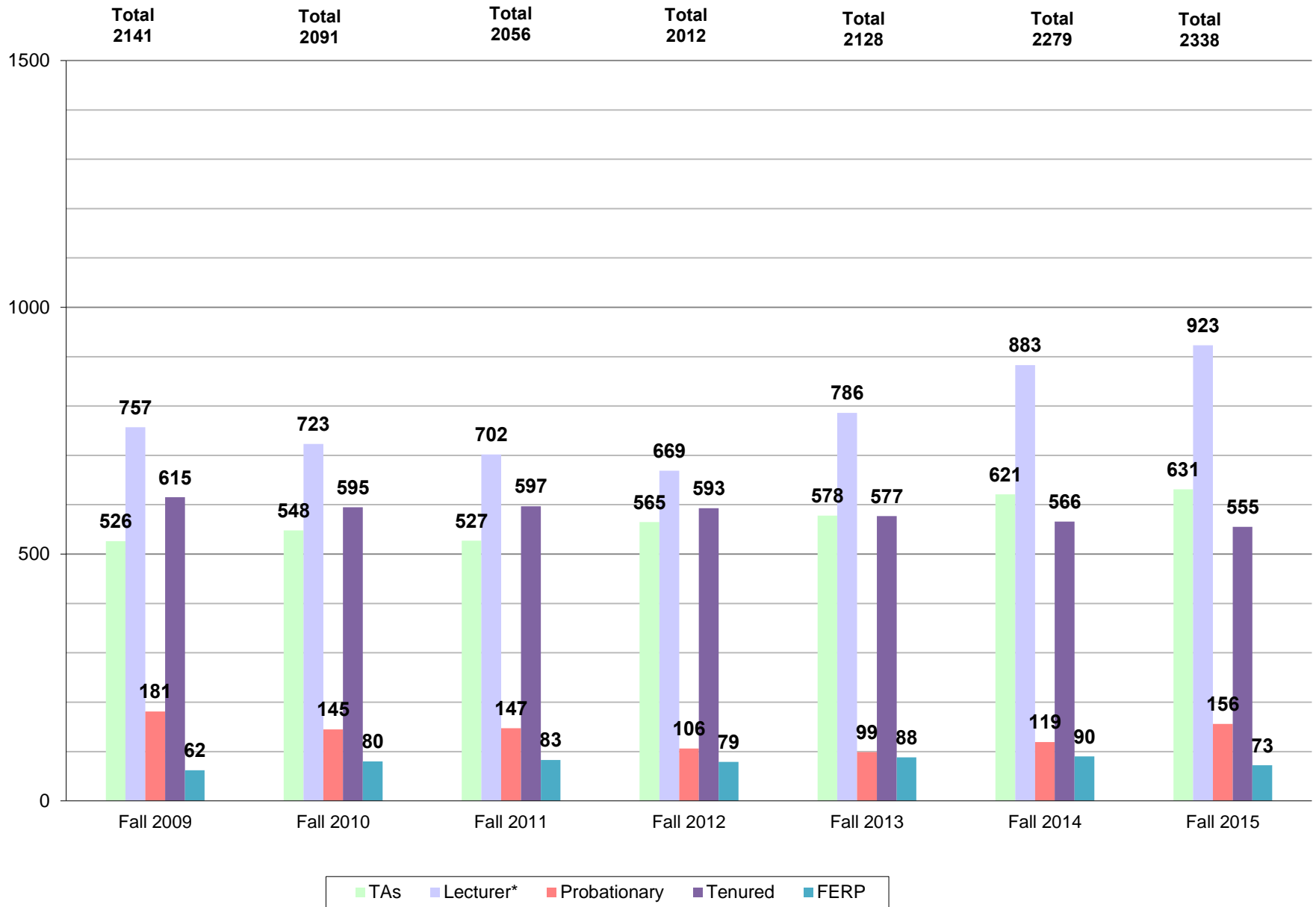
Librarians and SSPARs (Range III) are grouped with Professors.

**Newly Appointed Faculty** Ethnicity and Gender figures are based on tenure-track faculty members whose initial appointment date was within the Fall or when data is available, the Spring semester of the given academic year. Figures prior to 2007/2008 include Assistant, Associate, Full Professors, and full-time Department Chairs.

Figures for 2007/2008 and beyond include all **Tenure Track Group B** members (see definition above).

**"Full-Time Equivalent Faculty"** is based on timebase, prior to deductions for sabbaticals, assigned time, and other non-teaching assignments. The figures do not include Librarians, Unit 3 coaches or counselors, or full-time Department Chairs. Part-time Department Chairs are included, but only the portion of their timebase that pertains to the non-Chair portion of their assignments.

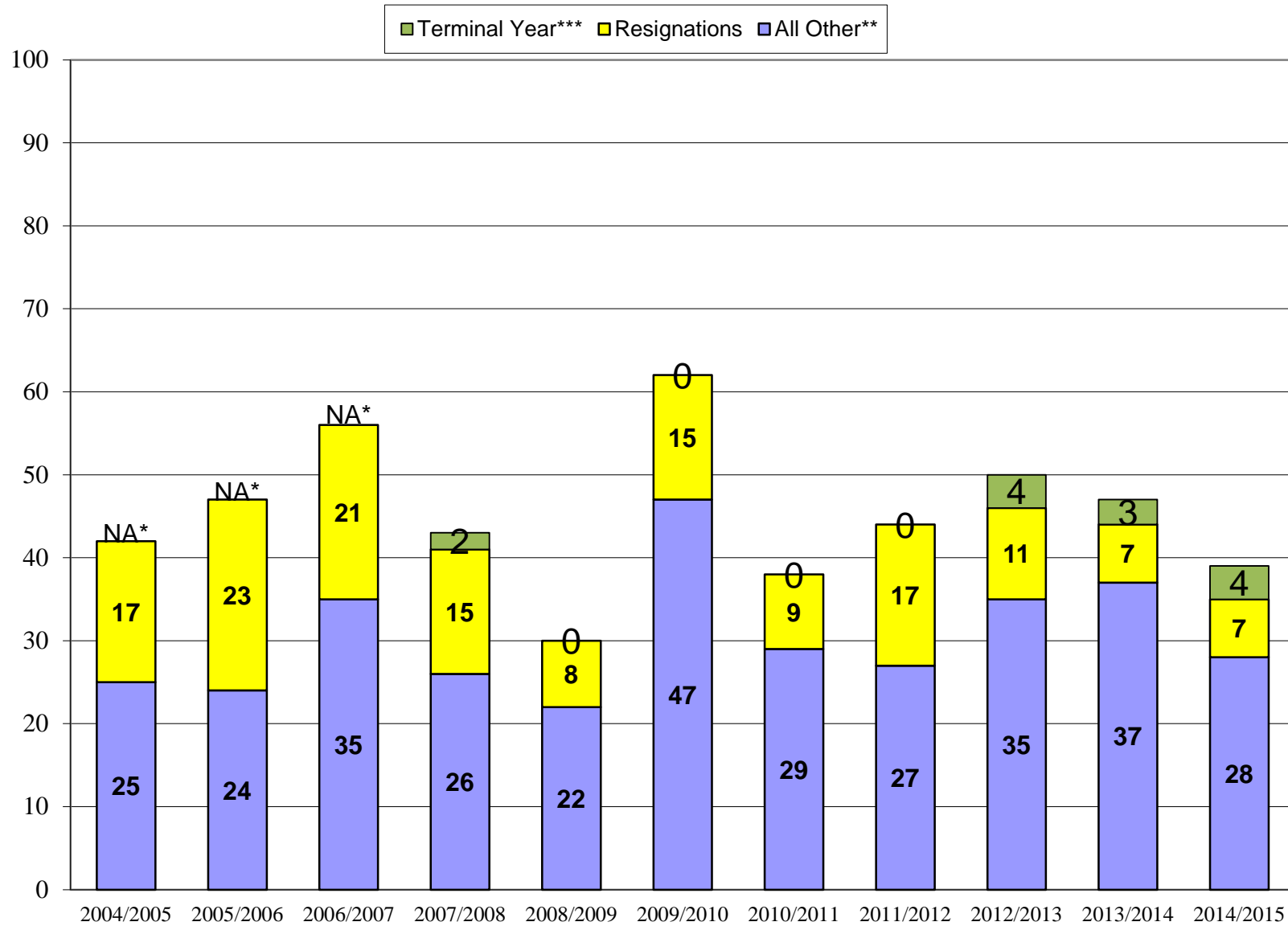
**"Searches"** is defined as the number of Tenure-Track faculty position searches that were authorized by the Provost, which if filled, would be anticipated to start in the academic year indicated. **"Appointments"** is defined as the number of those searches that were actually filled. The figures DO NOT include Deans. In some cases, a small number of appointments for the filled positions are delayed to the next academic year.



Tenure Track Group B for Probationary, Tenured  
See Definitions

\* Part-Time and Full-Time Lecturers Combined

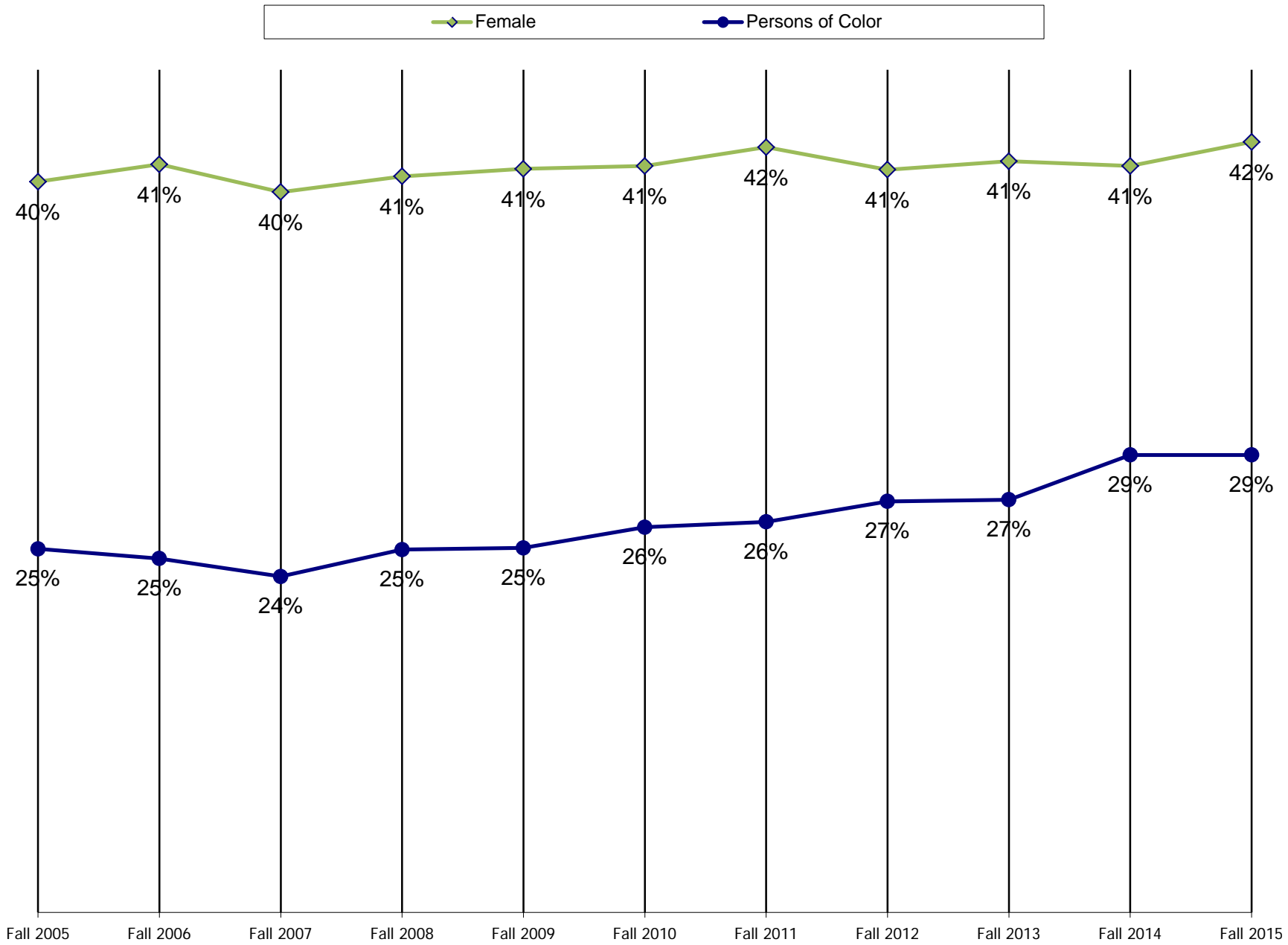
Reporting Date: October 2015  
Data Source: FIN/HCM, ASIR for TA's, PS for Lecturers



\*Assistant Professors, Associate Professors, Professors, and Librarians

\*\*Retired, Entered FERP, Deceased

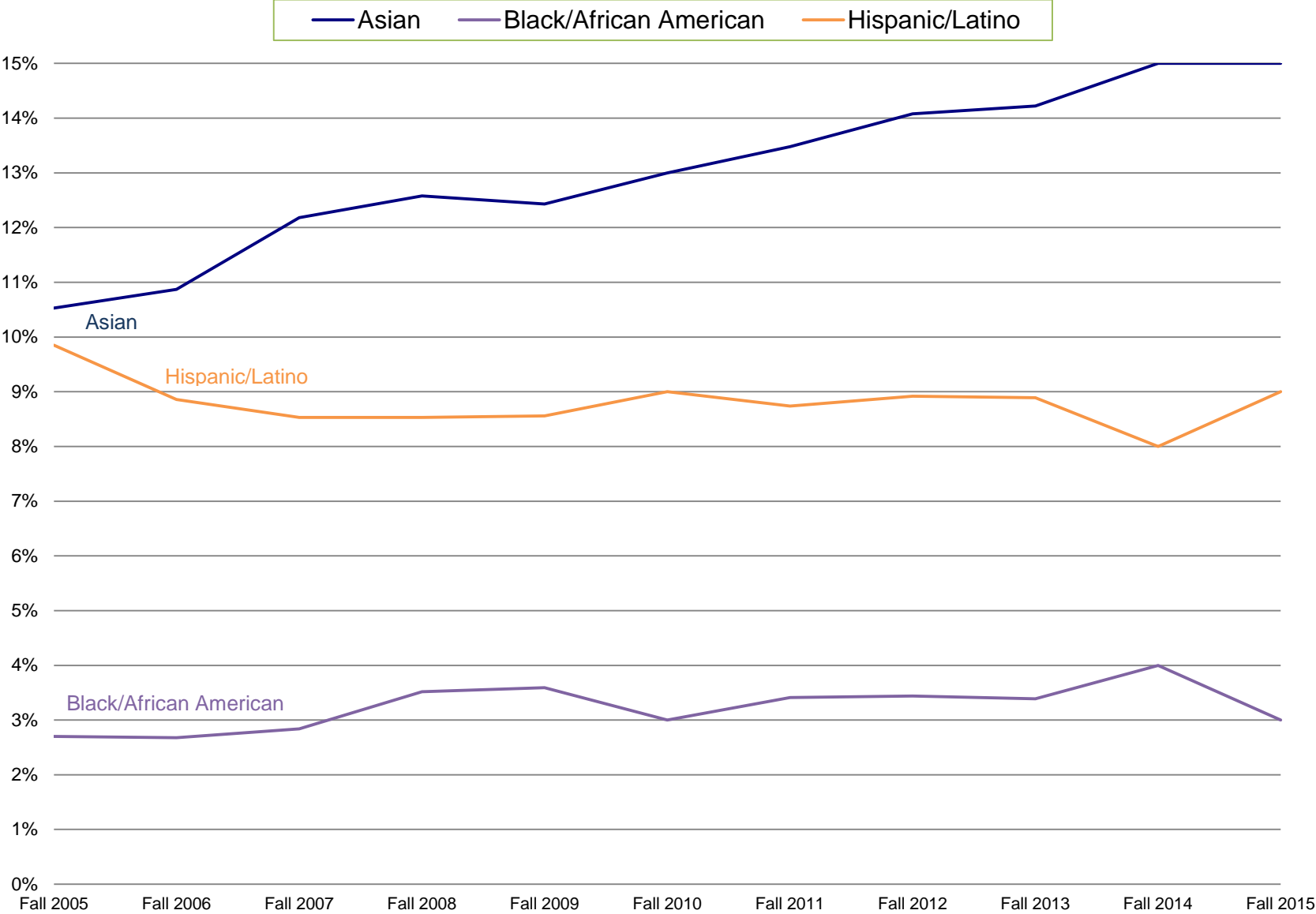
\*NA= Data not available



College	GENDER		ETHNICITY								TOTAL	Percentage by College
	M	F	Asian	Black or African American	Filipino	Hispanic or Latino	Mexican American	Native American	Unknown or Not Specified	White		
Arts and Letters	89	80	21	8		19		4	8	109	169	25.53%
Business Administration	36	22	22	1		2			1	32	58	8.76%
Education	13	47	6	9		10		1	1	33	60	9.06%
Engineering	48	7	18	3		4				30	55	8.31%
Health and Human Services	28	45	16	1		4			2	50	73	11.03%
Imperial Valley Campus	7	8				7		1	1	6	15	2.27%
Professional Studies and Fine Arts	54	35	7	1		8		1	5	67	89	13.44%
Sciences	105	38	15			8			2	118	143	21.60%
<b>TOTALS</b>	<b>380</b>	<b>282</b>	105	23	0	62	0	7	20	445	662	100.00%

Percentages	ALL	Arts&Let	BA	Edu	Eng	HHS	IVC	PSFA	Sci
%Male	57.40%	52.66%	62.07%	21.67%	87.27%	38.36%	46.67%	60.67%	73.43%
%Female	42.60%	47.34%	37.93%	78.33%	12.73%	61.64%	53.33%	39.33%	26.57%
%POC	29.76%	30.77%	43.10%	43.33%	45.45%	28.77%	53.33%	19.10%	16.08%
%AfrA/BI	3.47%	4.73%	1.72%	15.00%	5.45%	1.37%	0.00%	1.12%	0.00%
%Hispanic (Including Mex-Ame)	9.37%	11.24%	3.45%	16.67%	7.27%	5.48%	46.67%	8.99%	5.59%
%Asian (including Filipino)	15.86%	12.43%	37.93%	10.00%	32.73%	21.92%	0.00%	7.87%	10.49%
%Amind	1.06%	2.37%	0.00%	1.67%	0.00%	0.00%	6.67%	1.12%	0.00%
%Other	3.02%	4.73%	1.72%	1.67%	0.00%	2.74%	6.67%	5.62%	1.40%
%White	67.22%	64.50%	55.17%	55.00%	54.55%	68.49%	40.00%	75.28%	82.52%

Total Faculty 662 \*



Tenure Track Group A  
See Definitions

Reporting Date: October 2015  
Data Sources: FIN/HCM

Fall 2005		
Arts and Letters	187	25.24%
Business Administration	67	9.04%
Education	85	11.47%
Engineering	41	5.53%
Health and Human Services	69	9.31%
Imperial Valley Campus	22	2.97%
Prof. Stud. & Fine Arts	118	15.92%
Sciences	152	20.51%
<b>All University</b>	<b>741</b>	<b>100.00%</b>

Fall 2006		
Arts and Letters	193	25.91%
Business Administration	64	8.59%
Education	82	11.01%
Engineering	47	6.31%
Health and Human Services	60	8.05%
Imperial Valley Campus	23	3.09%
Prof. Stud. & Fine Arts	124	16.64%
Sciences	152	20.40%
<b>All University</b>	<b>745</b>	<b>100.00%</b>

Fall 2007A		
Arts and Letters	200	27.06%
Business Administration	59	7.98%
Education	81	10.96%
Engineering	49	6.63%
Health and Human Services	58	7.85%
Imperial Valley Campus	21	2.84%
Prof. Stud. & Fine Arts	117	15.83%
Sciences	154	20.84%
<b>All University</b>	<b>739</b>	<b>100.00%</b>

Fall 2007B		
Arts and Letters	233	26.03%
Business Administration	75	8.38%
Education	94	10.50%
Engineering	56	6.26%
Health and Human Services	69	7.71%
Imperial Valley Campus	24	2.68%
Library and Information Access	26	2.91%
Prof. Stud. & Fine Arts	131	14.64%
Sciences	187	20.89%
<b>All University</b>	<b>895</b>	<b>100.00%</b>

Fall 2008A		
Arts and Letters	196	26.42%
Business Administration	63	8.49%
Education	76	10.24%
Engineering	52	7.01%
Health and Human Services	69	9.30%
Imperial Valley Campus	18	2.43%
Prof. Stud. & Fine Arts	116	15.63%
Sciences	152	20.49%
<b>All University</b>	<b>742</b>	<b>100.00%</b>

Fall 2008B		
Arts and Letters	217	24.41%
Business Administration	76	8.55%
Education	94	10.57%
Engineering	55	6.19%
Health and Human Services	79	8.89%
Imperial Valley Campus	22	2.47%
Library and Information Access	25	2.81%
Prof. Stud. & Fine Arts	131	14.74%
Sciences	179	20.13%
Student Affairs	11	1.24%
<b>All University</b>	<b>889</b>	<b>100.00%</b>

Fall 2009A		
Arts and Letters	188	25.97%
Business Administration	60	8.29%
Education	76	10.50%
Engineering	49	6.77%
Health and Human Services	69	9.53%
Imperial Valley Campus	17	2.35%
Prof. Stud. & Fine Arts	115	15.88%
Sciences	150	20.72%
<b>All University</b>	<b>724</b>	<b>100.00%</b>

Fall 2009B		
Arts and Letters	203	23.66%
Business Administration	74	8.62%
Education	93	10.84%
Engineering	52	6.06%
Health and Human Services	79	9.21%
Imperial Valley Campus	21	2.45%
Library and Information Access	24	2.80%
Prof. Stud. & Fine Arts	127	14.80%
Sciences	175	20.40%
Student Affairs	10	1.17%
<b>All University</b>	<b>858</b>	<b>100.00%</b>

Fall 2010 A		
Arts and Letters	174	25.93%
Business Administration	58	8.64%
Education	68	10.13%
Engineering	46	6.86%
Health and Human Services	65	9.69%
Imperial Valley Campus	17	2.53%
Prof. Stud. & Fine Arts	99	14.75%
Sciences	144	21.46%
<b>All University</b>	<b>671</b>	<b>100.00%</b>

Fall 2010 B		
Arts and Letters	194	23.66%
Business Administration	71	8.66%
Education	86	10.49%
Engineering	50	6.10%
Health and Human Services	74	9.02%
Imperial Valley Campus	21	2.56%
Library and Information Access	25	3.05%
Prof. Stud. & Fine Arts	118	14.39%
Sciences	171	20.85%
Student Affairs	10	1.22%
<b>All University</b>	<b>820</b>	<b>100.00%</b>

Fall 2011 A		
Arts and Letters	183	27.11%
Business Administration	54	8.00%
Education	71	10.52%
Engineering	45	6.67%
Health and Human Services	74	10.96%
Imperial Valley Campus	16	2.37%
Prof. Stud. & Fine Arts	92	13.63%
Sciences	140	20.74%
<b>All University</b>	<b>675</b>	<b>100.00%</b>

Fall 2011 B		
Arts and Letters	202	24.43%
Business Administration	70	8.46%
Education	88	10.64%
Engineering	50	6.05%
Health and Human Services	88	10.64%
Imperial Valley Campus	20	2.42%
Library and Information Access	24	2.90%
Prof. Stud. & Fine Arts	107	12.94%
Sciences	167	20.19%
Student Affairs	11	1.33%
<b>All University</b>	<b>827</b>	<b>100.00%</b>

Fall 2012 A		
Arts and Letters	171	26.76%
Business Administration	55	8.61%
Education	64	10.02%
Engineering	46	7.20%
Health and Human Services	70	10.95%
Imperial Valley Campus	15	2.35%
Prof. Stud. & Fine Arts	86	13.46%
Sciences	132	20.66%
<b>All University</b>	<b>639</b>	<b>100.00%</b>

Fall 2012 B		
Arts and Letters	191	24.55%
Business Administration	68	8.74%
Education	77	9.90%
Engineering	50	6.43%
Health and Human Services	85	10.93%
Imperial Valley Campus	18	2.31%
Library and Information Access	18	2.31%
Prof. Stud. & Fine Arts	102	13.11%
Sciences	159	20.44%
Student Affairs	10	1.29%
<b>All University</b>	<b>778</b>	<b>100.00%</b>

Fall 2013 A		
Arts and Letters	170	27.46%
Business Administration	52	8.40%
Education	61	9.85%
Engineering	42	6.79%
Health and Human Services	67	10.82%
Imperial Valley Campus	14	2.26%
Prof. Stud. & Fine Arts	82	13.25%
Sciences	131	21.16%
<b>All University</b>	<b>619</b>	<b>100.00%</b>

Fall 2013 B		
Arts and Letters	191	24.55%
Business Administration	67	8.61%
Education	71	9.13%
Engineering	48	6.17%
Health and Human Services	84	10.80%
Imperial Valley Campus	17	2.19%
Library and Information Access	17	2.19%
Prof. Stud. & Fine Arts	100	12.85%
Sciences	159	20.44%
Student Affairs	10	1.29%
<b>All University</b>	<b>764</b>	<b>98.20%</b>

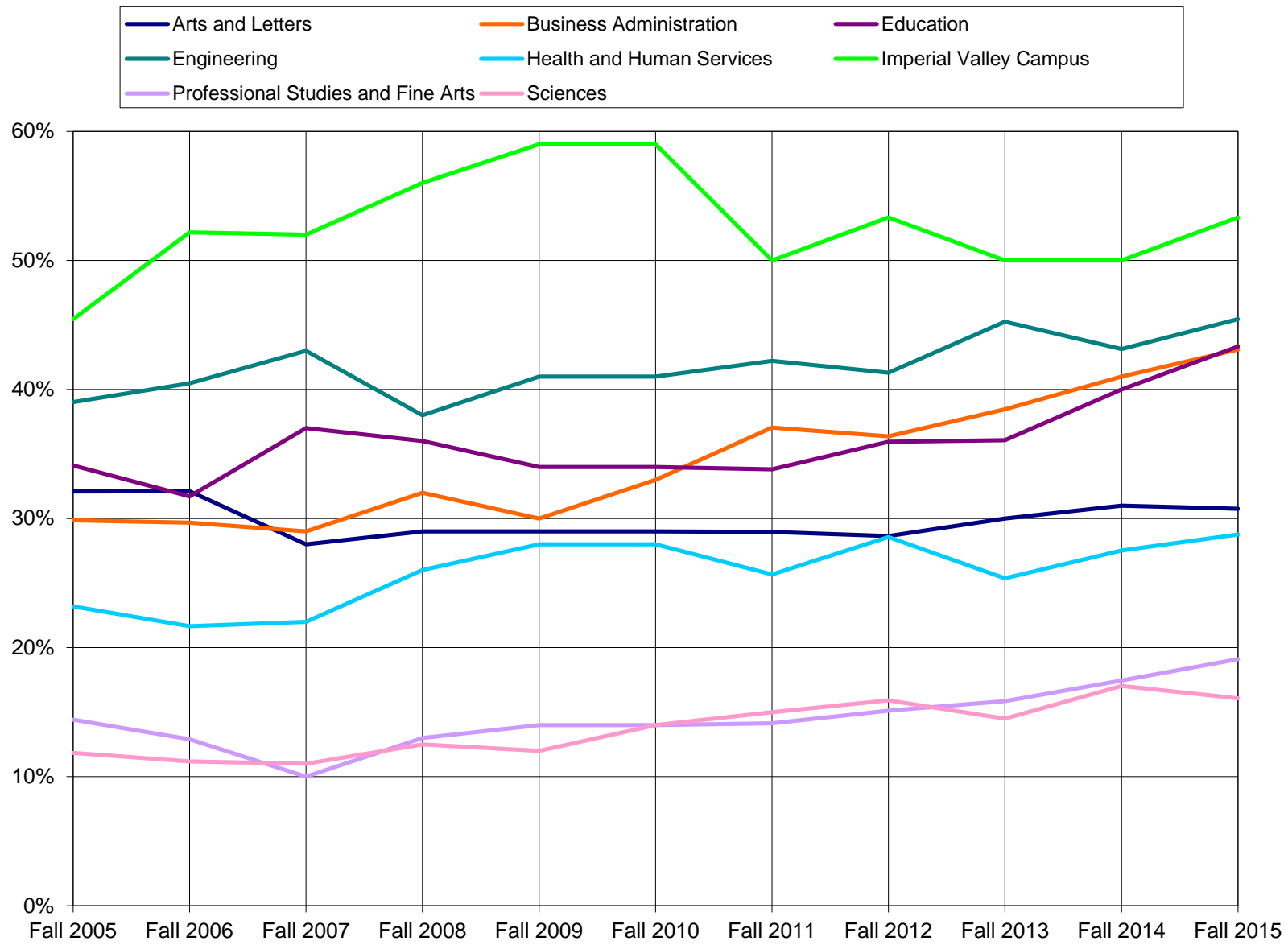


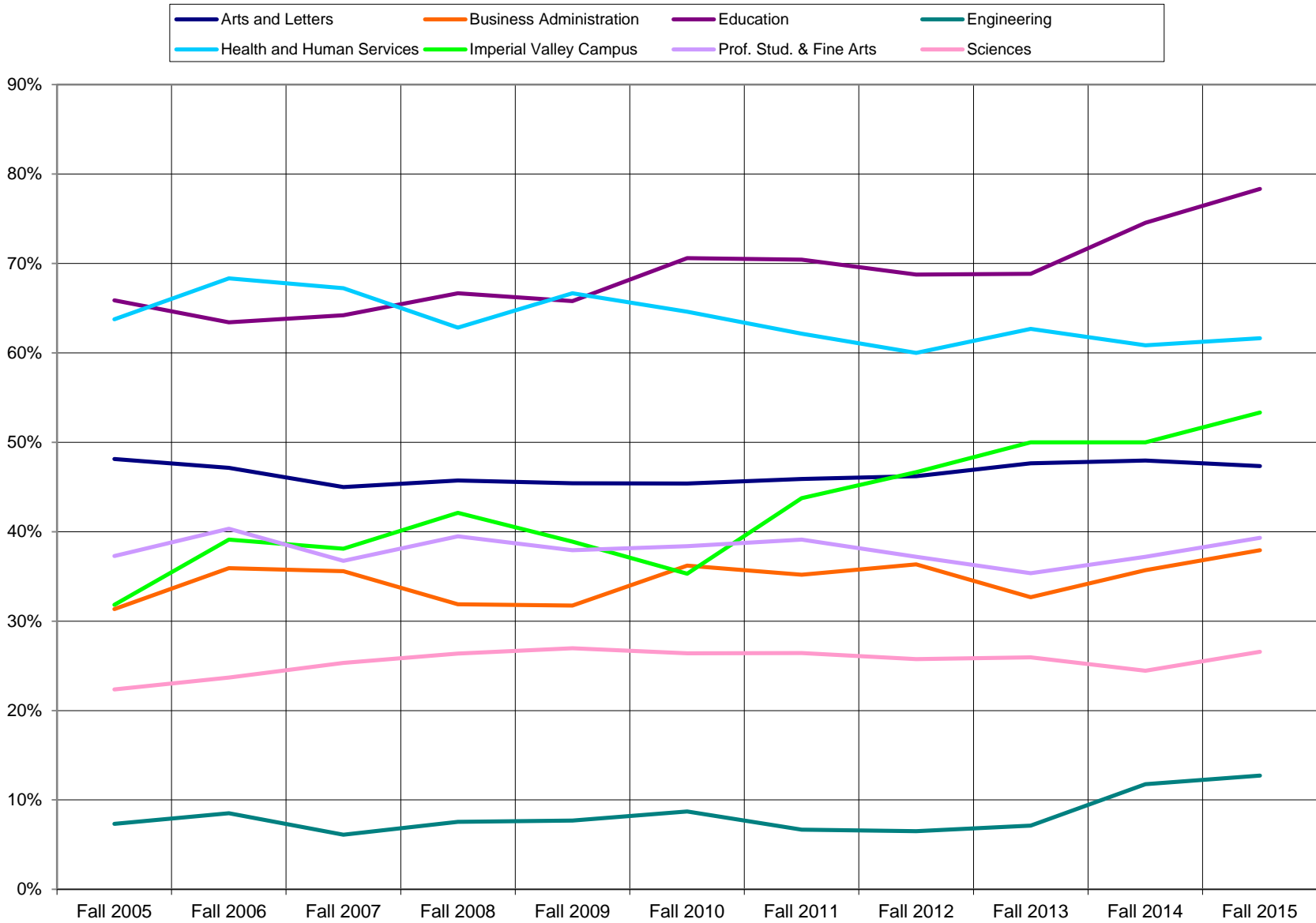
<b>Fall 2014 A</b>		
Arts and Letters	171	26.84%
Business Administration	56	8.79%
Education	55	8.89%
Engineering	51	8.01%
Health and Human Services	69	10.83%
Imperial Valley Campus	14	2.20%
Prof. Stud. & Fine Arts	86	13.50%
Sciences	135	21.19%
<b>All University</b>	<b>637</b>	<b>100.00%</b>

<b>Fall 2014 B</b>		
Arts and Letters	191	24.68%
Business Administration	71	9.17%
Education	66	8.53%
Engineering	54	6.98%
Health and Human Services	82	10.59%
Imperial Valley Campus	16	2.07%
Library and Information Access	19	2.45%
Prof. Stud. & Fine Arts	108	13.95%
Sciences	158	20.41%
Student Affairs	9	1.16%
<b>All University</b>	<b>774</b>	<b>100.00%</b>

<b>Fall 2015 A</b>		
Arts and Letters	169	25.53%
Business Administration	58	8.76%
Education	60	9.69%
Engineering	55	8.31%
Health and Human Services	73	11.03%
Imperial Valley Campus	15	2.27%
Prof. Stud. & Fine Arts	89	13.44%
Sciences	143	21.60%
<b>All University</b>	<b>662</b>	<b>100.00%</b>

<b>Fall 2015 B</b>		
Arts and Letters	185	23.60%
Business Administration	70	10.57%
Education	68	8.67%
Engineering	57	7.27%
Health and Human Services	84	10.71%
Imperial Valley Campus	16	2.04%
Library and Information Access	21	2.68%
Prof. Stud. & Fine Arts	107	13.65%
Sciences	166	21.17%
Student Affairs	10	1.28%
<b>All University</b>	<b>784</b>	<b>100.00%</b>





	PTL Fall 2008		FTL Fall 2008		PTL & FTL Fall 2008	
	Count	Percent	Count	Percent	Count	Percent
African American	23	2.86%	2	1.12%	25	2.55%
Asian or Pacific Islander	49	6.10%	7	3.91%	56	5.70%
Hispanic	111	13.82%	12	6.70%	123	12.53%
Native American	3	0.37%	0	0.00%	3	0.31%
Not Specified	24	2.99%	3	1.68%	27	2.75%
White	593	73.85%	155	86.59%	748	76.17%
<b>Total</b>	<b>803</b>	<b>100.00%</b>	<b>179</b>	<b>100.00%</b>	<b>982</b>	<b>100.00%</b>
Female	426	53.05%	106	59.22%	532	54.18%
Male	377	46.95%	73	40.78%	450	45.82%

	PTL Fall 2010		FTL Fall 2010		PTL & FTL Fall 2010	
	Count	Percent	Count	Percent	Count	Percent
African American	20	3.33%	0	0.00%	20	2.77%
Asian	34	5.67%	4	3.25%	38	5.26%
Hispanic/Latino	73	12.17%	9	7.32%	82	11.34%
American Indian/Alaskan	2	0.33%	1	0.81%	3	0.41%
Not Specified	35	5.83%	2	1.63%	37	5.12%
Pacific Islander	1	0.17%	0	0.00%	1	0.26%
White	435	72.50%	107	86.99%	542	74.97%
<b>Total</b>	<b>600</b>	<b>100.00%</b>	<b>123</b>	<b>100.00%</b>	<b>723</b>	<b>100.00%</b>
Female	310	51.67%	79	64.23%	389	53.80%
Male	271	45.17%	44	35.77%	315	43.57%
Not Specified Gender	19	3.17%	0		19	2.63%

	PTL Fall 2012		FTL Fall 2012		PTL & FTL Fall 2012	
	Count	Percent	Count	Percent	Count	Percent
Black/African American	26	4.68%	0	0.00%	26	3.89%
Asian	37	6.65%	3	2.65%	40	5.98%
Hispanic/Latino	65	11.69%	12	10.62%	77	11.51%
American Indian/Alaskan	3	0.54%	0	0.00%	3	0.45%
Not Specified	28	5.04%	1	0.88%	29	4.33%
Pacific Islander	1	0.18%	1	0.88%	2	0.30%
Two or More Races	2	0.36%	0	0.00%	2	0.30%
White	394	70.86%	96	84.96%	490	73.24%
<b>Total</b>	<b>556</b>	<b>100.00%</b>	<b>113</b>	<b>100.00%</b>	<b>669</b>	<b>100.00%</b>
Female	286	51.44%	75	66.37%	361	53.96%
Male	270	48.56%	38	33.63%	308	46.04%

	PTL Fall 2014		FTL Fall 2014		PTL & FTL Fall 2014	
	Count	Percent	Count	Percent	Count	Percent
Black/African American	29	4.02%	0	0.00%	29	3.41%
Asian	42	5.83%	4	3.07%	46	9.11%
Hispanic/Latino	112	15.55%	12	9.23%	124	35.94%
American Indian/Alaskan	3	0.41%	0	0.00%	3	0.35%
Not Specified	34	4.72%	0	0.00%	34	4.00%
Pacific Islander	2	0.27%	2	0.15%	4	0.47%
Two or More Races	6	0.83%	0	0.00%	6	0.70%
White	492	68.33%	112	86.15%	604	71.05%
<b>Total</b>	<b>720</b>	<b>100.00%</b>	<b>130</b>	<b>100.00%</b>	<b>850</b>	<b>100.00%</b>
Female	419	58.19%	86	66.15%	505	59.41%
Male	301	41.80%	44	33.84%	345	40.58%

	PTL Fall 2009		FTL Fall 2009		PTL & FTL Fall 2009	
	Count	Percent	Count	Percent	Count	Percent
African American	16	2.61%	0	0.00%	16	2.11%
Asian	36	5.86%	5	3.50%	41	5.42%
Hispanic	77	12.54%	10	6.99%	87	11.49%
Native American	2	0.33%	1	0.70%	3	0.40%
Not Specified	15	2.44%	3	2.10%	18	2.38%
Pacific Islander	1	0.16%	1	0.70%	2	0.26%
White	467	76.06%	123	86.01%	590	77.94%
<b>Total</b>	<b>614</b>	<b>100.00%</b>	<b>143</b>	<b>100.00%</b>	<b>757</b>	<b>100.00%</b>
Female	319	51.95%	89	62.24%	408	53.90%
Male	295	48.05%	54	37.76%	349	46.10%

	PTL Fall 2011		FTL Fall 2011		PTL & FTL Fall 2011	
	Count	Percent	Count	Percent	Count	Percent
Black/African American	17	2.85%	0	0.00%	17	2.42%
Asian	37	6.20%	2	1.90%	39	5.56%
Hispanic/Latino	83	13.90%	8	7.62%	91	12.96%
American Indian/Alaskan	1	0.17%	0	0.00%	1	0.14%
Not Specified	18	3.02%	0	0.00%	18	2.56%
Pacific Islander	2	0.34%	1	0.95%	3	0.43%
Two or More Races	2	0.34%	0	0.00%	2	0.28%
White	437	73.20%	94	89.52%	531	75.64%
<b>Total</b>	<b>597</b>	<b>100.00%</b>	<b>105</b>	<b>100.00%</b>	<b>702</b>	<b>100.00%</b>
Female	317	53.10%	74	70.48%	391	55.70%
Male	279	46.73%	31	29.52%	310	44.16%
Not Specified Gender	1	0.17%	0		1	0.14%

	PTL Fall 2013		FTL Fall 2013		PTL & FTL Fall 2013	
	Count	Percent	Count	Percent	Count	Percent
Black/African American	29	4.39%	0	0.00%	29	3.69%
Asian	40	6.05%	4	3.20%	44	5.60%
Hispanic/Latino	85	12.86%	14	11.20%	99	12.60%
American Indian/Alaskan	3	0.45%	0	0.00%	3	0.38%
Not Specified	33	4.99%	0	0.00%	33	4.20%
Pacific Islander	2	0.30%	2	1.60%	4	0.51%
Two or More Races	3	0.45%	0	0.00%	3	0.38%
White	466	70.50%	105	84.00%	571	72.65%
<b>Total</b>	<b>661</b>	<b>100.00%</b>	<b>125</b>	<b>100.00%</b>	<b>786</b>	<b>100.00%</b>
Female	360	54.46%	82	65.60%	442	56.23%
Male	301	45.54%	43	34.40%	344	43.77%

	PTL Fall 2015		FTL Fall 2015		PTL & FTL Fall 2015	
	Count	Percent	Count	Percent	Count	Percent
Black/African American	32	4.07%	1	0.74%	33	3.58%
Asian	54	6.86%	8	5.88%	62	6.72%
Hispanic/Latino	126	16.01%	11	8.09%	137	14.84%
American Indian/Alaskan	7	0.89%	1	0.74%	8	0.87%
Not Specified	37	4.70%	1	0.74%	38	4.12%
Pacific Islander	1	0.13%	0	0.00%	1	0.11%
Two or More Races	8	1.02%	0	0.00%	8	0.87%
White	522	66.33%	114	83.82%	636	68.91%
<b>Total</b>	<b>787</b>	<b>100.00%</b>	<b>136</b>	<b>100.00%</b>	<b>923</b>	<b>100.00%</b>
Female	453	57.56%	89	65.44%	542	58.72%
Male	334	42.44%	47	34.56%	381	41.28%

COLLEGE	Female	Male	% Female	Female Faculty Overall	White	Asian	Black /African American	Hispanic /Latino	Native American	Other	Total	POC	%POC	POC Faculty Overall
Arts and Letters	1	1	50.00%	47.34%	1	0			0	1	2	0	0.00%	30.77%
Business Administration	0	2	0.00%	37.93%	1	1					2	1	50.00%	43.10%
Education	1	1	50.00%	78.33%	1					1	2	0	0.00%	43.33%
Engineering	0	0	0.00%	12.73%							0	0	0.00%	45.45%
Health and Human Services	1	1	50.00%	61.64%	1			1			2	1	50.00%	28.77%
Imperial Valley Campus	0	0	0.00%	53.33%							0	0	0.00%	53.33%
Professional Studies and Fine Arts	2	0	100.00%	39.33%	1		1				2	1	50.00%	19.10%
Sciences	1	0	100.00%	26.57%	1			0			1	0	0.00%	16.08%
Student Affairs	0	0	0.00%	0.00%	0						0	0	0.00%	0.00%
	6	5	54.55%	42.60%	6	1	1	1	0	2	11	3	27.27%	29.76%