

UIC

The University of Illinois at Chicago

Affirmative Action

Academic

Administrator Report

Campus, College, and

Major Division with

Profiles of New Hires from

Fall 1995 through Fall 1999

Prepared by the

Office for Access and Equity and

Data Resources and Institutional Analysis

July 2000

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Introduction

The following report shows the proportional representation of academic administrators and professionals by race-ethnic group and gender, comparisons of these groups to target percentages of representation within professional disciplines, and group hiring patterns over a five-year period by major campus divisions and colleges. Campus and campus officer summaries have also been provided.

The Availability Percentage (Avail. %) is the estimated percentage of a group's representation within an occupational field or discipline from which UIC is likely to recruit. Three important notes about Avail. %s:

- 1) The Avail. % has been determined **through consultation and in collaboration with** college and unit representatives. Relevant statistical source information may include: degree holders on the faculty of universities and colleges, recent doctorates or masters awarded in the field, graduate enrollments, promotional opportunity on campus, etc. The discipline estimates for these major campus divisions and colleges have been combined from individual department estimates.
- 2) The Avail. % **serves as a gauge** to compare UIC's representation by field to overall group representation in the field at comparable institutions or settings. It is a tool for comparison; it is not a hiring quota.
- 3) Based on the Latino Employment Committee recommendation, the Avail. % of overall group representation of Hispanic academic professionals is designated at 8.3%. As stated above, the Avail. of Hispanic academic professionals is a tool for comparison; it is not a hiring quota.

This report incorporates a *Number Under Availability (# Under)* which is a numerical expression of any under-representation of a targeted group or groups, that is, the difference between the Avail. % and the October 1999 percentage of representation in UIC academic administrator units. The *# Under* serves as a specific means of comparing UIC's representation of women and minorities by field to overall group representation in the field. Again, it is not a quota. Each hiring decision serves as an opportunity for the hiring unit to decrease any deficiency in representation.

Each page of the Report has three components

- 1) a summary comparing **academic administrator counts from the payrolls of October 1994 and October 1999 by race and gender**, for vice chancellors, deans, and directors (*Academic Administrators*) as well as for non-managerial academic professionals (*Academic Professionals*).

2) a comparison of **current academic administrators to target academic administrators** with number needed to reach target percentage representation. Current values are derived from October 1999 academic administrator counts from part one; target percentages for women and minorities are determined by the process noted above, # Under figures by simple computation.

3) a summary of new academic administrator hires over the five-year period from fall 1995 through fall 1999 by gender and race. *These are aggregated from payroll data derived by comparing one October's employment file to the next.*

Academic administrator counts are from October 1994 and 1999 extracts of the University's paymaster database. Included are individuals who appear for the first time because they are newly hired, have changed from temporary or visiting status, Civil Service to academic, or part-time to 50% or more time.

Information is provided for the current academic year in the "Comparative Academic Staff Counts" and "Target Academic Staff" sections and counts of academic staff hires are done by academic year rather than fiscal year.

The major-unit/college format was chosen because more detailed analyses produced data too diffuse to be useful. In all summaries, executives are included with their respective units, for example, the Provost and Vice Chancellor for Academic Affairs with "Provost and VCAA (General)," the Dean of the College of Liberal Arts and Sciences with the page for that college. Units reporting to the Chancellor and each Vice Chancellor are listed to the left of these administrative units' pages. Where a department or administrative unit number has changed during the 1994-1999 period, we have recorded so that the Report reflects only current department and unit codes.

The tables use the five racial/ethnic categories that have been specified for reporting purposes in accordance with federal guidelines:

American Indian or Alaskan Native. Persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

White, not of Hispanic origin. Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black, not of Hispanic origin. Persons having origins in any of the black racial groups of Africa.

Asian or Pacific Islander. Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

Hispanic. Persons with Mexican, Puerto Rican, Cuban, Central or South American Spanish-speaking cultures.

UIC LATINO STATEMENT OF COMMITMENT

In keeping with its mission as a public institution which provides quality education in a diverse urban setting, the University of Illinois at Chicago seeks to provide greater access and improved opportunities for Latinos of the Chicago area. This initiative builds upon UIC's progress achieved in the representation of Latinos in its student body and is part of its continuing efforts to work with surrounding communities to advance common interests. Specifically, the University of Illinois at Chicago commits to the following:

1. eliminate manifest imbalances and attain a fair representation of Latinos in all areas of its Civil Service workforce by establishing a goal of 16% for the total number of Latino employees within the next 5 years;
2. eliminate manifest imbalances in its workforce after annual review of its entire workforce with particular concern for the fair representation of Latinos employed as academic professionals (consonant with their availability in the Chicago-area workforce); and
3. award of purchasing contracts for goods and services equal to 12% of the expenditure goal as stated in the University's compliance plan filed annually with the Business Enterprise Program for Minorities, Females, and Persons with Disabilities established under the State of Illinois Central Management Services. The University goal for the Chicago Campus is approximately \$2.5 million annually.

The campus is also committed to the correction of manifest imbalances in employment or contracting for African-Americans, as well as other groups, as defined by applicable law.

It should be understood that UIC enters into this commitment in good faith, with the intention of fulfilling its goals as projected from previous indicators, and will make every effort to achieve its goals. However unanticipated and significant changes in the campus' economic or employment conditions will require reassessment.

Furthermore, nothing in this initiative should be construed to abrogate our responsibilities to adhere to state and federal laws by which the University is bound , as well as abiding by existing University policies.

An implementation plan will be developed. It should address issues of monitoring and will include the input of monitoring groups on campus. It will also identify the nature of the involvement of community groups in the process of recruitment and will seek the involvement of such groups. The Office for Access and Equity will monitor progress to assure that manifest imbalances are corrected and to inform campus officials of any needed corrections.

May 10, 1998

For additional information or assistance with the equal opportunity, affirmative action, and harassment policies and procedures of the University of Illinois at Chicago, please contact:

Office for Access and Equity
(MC 602)
717 Marshfield Avenue Building
809 South Marshfield Avenue
Chicago, IL 60612-7207
(312) 996-8670

U I C
UNIVERSITY OF ILLINOIS
AT CHICAGO

UIC CAMPUS TOTALS

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>		<u>%</u>
Black	66	(54)	207	(134)	273	(188)	13.2%	(14.1%)	
Asian/Pacific Islander	19	(8)	188	(104)	207	(112)	10.0%	(8.4%)	
Hispanic	30	(11)	108	(76)	138	(87)	6.7%	(6.5%)	
Am Indian/Alask Nat	3	(1)	8	(7)	11	(8)	0.5%	(0.6%)	
All Minorities	118	(74)	511	(321)	629	(395)	30.4%	(29.6%)	
White	384	(241)	1057	(697)	1441	(938)	69.6%	(70.4%)	
Men	246	(172)	525	(380)	771	(552)	37.2%	(41.4%)	
Women	256	(143)	1043	(638)	1299	(781)	62.8%	(58.6%)	
Total	502	(315)	1568	(1018)	2070	(1333)	100.0%	(100.0%)	

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin.</u>	<u>Acad. Prof</u>	<u>Total</u>	<u>%</u>
Black	26	233	259	13.7%
Asian/Pacific Islander	8	251	259	13.7%
Hispanic	10	105	115	6.1%
Am Indian/AlaSkNat	1	0	1	0.1%
All Minorities	45	589	634	33.6%
White	152	1099	1251	66.4%
Men	83	5661	649	34.40%
Women	114	1122	1236	65.6%
Total	197	1688	1885	100.0%

UIC - CHICAGO ONLY TOTALS:

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	65	(52)	207	(134)	272	(186)	13.9%	(14.8%)
Asian/Pacific Islander	16	(7)	184	(102)	200	(109)	10.2%	(8.7%)
Hispanic	30	(11)	108	(76)	138	(87)	7.0%	(6.9%)
Am Indian/Alask Nat	3	(1)	8	(7)	11	(8)	0.6%	(0.6%)
All Minorities	114	(71)	507	(319)	621	(390)	31.7%	(31.0%)
White	345	(216)	993	(654)	1338	(870)	68.3%	(69.0%)
Men	217	(152)	503	(363)	720	(515)	36.8%	(40.9%)
Women	242	(135)	997	(610)	1239	(745)	63.2%	(59.1%)
Total	459	(287)	1500	(973)	1959	(1260)	100.0%	(100.0%)

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin.</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	26	232	258	14.4%
Asian/Pacific Islander	7	242	249	13.9%
Hispanic	10	105	115	6.4%
Am Indian/Alask Nat	1	0	1	0.1%
All Minorities	44	579	623	34.7%
White	140	1034	1174	65.3%
Men	76	545	621	34.6%
Women	108	1068	1176	65.4%
Total	184	1613	1797	100.0%

UIC - DSCC & SITES TOTALS:

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	1	(2)	0	(0)	1	(2)	0.9%	(2.7%)
Asian/Pacific Islander	3	(1)	4	(2)	7	(3)	6.3%	(4.1%)
Hispanic	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	4	(3)	4	(2)	8	(5)	7.2%	(6.8%)
White	39	(25)	64	(43)	103	(68)	92.8%	(93.2%)
Men	29	(20)	22	(17)	51	(37)	45.9%	(50.7%)
Women	14	(8)	46	(28)	60	(36)	54.1 %	(49.3%)
Total	43	(28)	68	(45)	111	(73)	100.0%	(100.0%)

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin.</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	1	1	1.1%
Asian/Pacific Islander	1	9	10	11.4%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	1	10	1	12.5%
White	12	65	77	87.5%
Men	7	21	28	31.8%
Women	6	54	60	68.2%
Total	13	75	88	100.0%

University of Illinois at Chicago

1999 – 2000 SUMMARY OF #S UNDER IN MAJOR ADMINISTRATIVE UNITS

Unit	Academic Administrators				Academic Professionals			
	Women	Minorities	Blacks	Hispanics	Women	Minorities	Blacks	Hispanics
CHICAGO								
Chancellor	6	3		1		1		1
Provost & VCAA General	5	2	1			9	6	2
VCAA Support Services	3						2	
Vice Chancellor for Administration	11	4		1	2	1	1	
Vice Chancellor for Health Services				1				1
University of Illinois Hospital/Clinics								3
Vice Chancellor for Research	1	1	1			1	3	1
Vice Chancellor for Student Affairs	7							
College of Architecture & Art		1				1	1	
College of Business Administration						1	1	
College of Dentistry	2	1	1		2	2	1	
College of Education								
College of Engineering						3	3	
College of Health and Human Development Sciences	1					2	7	
College of Liberal Arts and Science	6	3		1		7	3	3
College of Medicine at Chicago	1	3		1			6	17
College of Nursing		1				1	1	
College of Pharmacy	1	1				6	3	4
School of Public Health								
Jane Addams College of Social Work								1
College of Urban Planning & Public				1				

Affairs								
University Library								1
Chicago Total #s Under by Employee Type	44	20	3	6	4	35	38	34
DSCC & OTHER SITES								
Division of Specialized Care for Children	1	1				1	1	
College of Medicine at Peoria	4	1	1	1		2	1	2
College of Medicine at Rockford	5	2	1	1		6	3	2
College of Medicine at Urbana	1	1				6	3	2
DSCC/Sites Total #s Under by Employee Type	11	5	2	2		15	8	6
Campus Total #s Under by Employee Type	55	25	5	8	4	50	46	40

Chancellor Units:

Office of the Chancellor

Associate Chancellor for Development

Office for Access and Equity

Faculty Senate

Office of Institutional Advancement

Office of Community Relations

University Police

UIC Office of Public Affairs

Publications Services

Intercollegiate Athletics

Associate Chancellor for Special Programs

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	<u>%</u>
Black	4	(4)	10	(6)	14	(10)	15.6%	(14.1%)
Asian/Pacific Islander	0	(0)	1	(1)	1	(1)	1.1 %	(1.4%)
Hispanic	1	(1)	3	(1)	4	(2)	4.4%	(2.8%)
Am Indian/Alask Nat	1	(0)	0	(0)	1	(0)	1.1%	(0.0%)
All Minorities	6	(5)	14	(8)	20	(13)	22.2%	(18.3%)
White	37	(28)	33	(30)	70	(58)	77.8%	(81.7%)
Men	22	(13)	19	(17)	41	(30)	45.6%	(42.3%)
Women	21	(20)	28	(21)	49	(41)	54.4%	(57.7%)
Total	43	(33)	47	(38)	90	(71)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	9.3%	8.7%	0	21.3%	14.2%	0
Asian/Pacific Islander	0.0%			2.1%		
Hispanic	2.3%	5.1%	1	6.4%	8.3%	1
Am Indian/Alask Nat	2.3%			0.0%		
All Minorities	14.0%	21.6%	3	29.8%	31.9%	1
White	86.0%			70.2%		
Men	51.2%			40.4%		
Women	48.8%	63.0%	6	59.6%	48.6%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	4	11	15	17.0%
Asian/Pacific Islander	0	2	2	2.3%
Hispanic	0	6	6	6.8%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	4	19	23	26.1%
White	24	41	65	73.9%
Men	14	25	39	44.3%
Women	14	35	49	55.7%
Total	28	60	88	100.0%

Provost & Vice Chancellor for Academic Affairs

General Units:

Office of the Vice Chancellor for Academic Affairs

Academic Computing and Communications Center

Resource Administration

Honors College

Study Abroad

Office of Video Communications

Office of External Education

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	3	(1)	4	(4)	7	(5)	6.9%	(7.0%)
Asian/Pacific Islander	3	(1)	5	(5)	8	(6)	7.8%	(8.5%)
Hispanic	2	(0)	3	(2)	5	(2)	4.9%	(2.8%)
Am Indian/Alask Nat	0	(0)	0	(1)	0	(1)	0.0%	(1.4%)
All Minorities	8	(2)	12	(12)	20	(14)	19.6%	(19.7%)
White	37	(18)	45	(39)	82	(57)	80.4%	(80.3%)
Men	22	(12)	23	(21)	45	(33)	44.1%	(46.5%)
Women	23	(8)	34	(30)	57	(38)	55.9%	(53.5%)
Total	45	(20)	57	(51)	102	(71)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	6.7%	8.9%	1	7.0%	17.2%	6
Asian/Pacific Islander	6.7%			8.8%		
Hispanic	4.4%	5.2%	0	5.3%	8.3%	2
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	17.8%	21.9%	2	21.1%	36.4%	9
White	82.2%			78.9%		
Men	48.9%			40.4%		
Women	51.1%	62.9%	5	59.6%	48.0%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	2	2	3.2%
Asian/Pacific Islander	0	6	6	9.7%
Hispanic	1	4	5	8.1 %
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	1	12	13	21.0%
White	4	45	49	79.0%
Men	2	25	27	43.5%
Women	3	32	35	56.5%
Total	5	57	62	100.0%

Provost & Vice Chancellor for Academic Affairs

Support Services Units:

Office of Women's Affairs

Office of Gay, Lesbian, and Bisexual Concerns

African-American Cultural Center

Cintron-Ortiz Latino Cultural Center

Latin American Recruitment Educational Services

Urban Health Program

VCAA SUPPORT SERVICES

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	<u>%</u>
Black	4	(2)	0	(1)	4	(3)	21.1%	(21.4%)
Asian/Pacific Islander	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Hispanic	4	(3)	9	(8)	13	(11)	68.4%	(78.6%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	8	(5)	9	(9)	17	(14)	89.5%	(100.0%)
White	1	(0)	1	(0)	2	(0)	10.5%	(0.0%)
Men	6	(4)	2	(5)	8	(9)	42.1%	(64.3%)
Women	3	(1)	8	(4)	11	(5)	57.9%	(35.7%)
Total	9	(5)	10	(9)	19	(14)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	44.4%	8.4%	0	0.0%	19.0%	2
Asian/Pacific Islander	0.0%			0.0%		
Hispanic	44.4%	6.7%	0	90.0%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	88.9%	26.7%	0	90.0%	38.7%	0
White	11.1%			10.0%		
Men	66.7%			20.0%		
Women	33.3%	65.7%	3	80.0%	62.3%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	1	0	1	10.0%
Asian/Pacific Islander	0	0	0	0.0%
Hispanic	0	8	8	80.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	1	8	9	90.0%
White	0	1	1	10.0%
Men	0	2	2	20.0%
Women	1	7	8	80.0%
Total	1	9	10	100.0%

Vice Chancellor for Administration Units:
Office of the Vice Chancellor for Administration
Associate Vice Chancellor for Administration
 Administrative Support
 Environmental Health and Safety
 Campus Parking
 Physical Plant Administration
 Building Operations
 Building Maintenance
 Trucks and Cars
 Capital Programs
 University Health Services
 Office of Facilities Planning

VC ADMINISTRATION

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(3)	1	(0)	3	(3)	7.7%	(7.3%)
Asian/Pacific Islander	0	(1)	1	(2)	1	(3)	2.6%	(7.3%)
Hispanic	0	(0)	1	(2)	1	(2)	2.6%	(4.9%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	2	(4)	3	(4)	5	(8)	12.8%	(19.5%)
White	24	(17)	10	(16)	34	(33)	87.2%	(80.5%)
Men	22	(16)	8	(10)	30	(26)	76.9%	(63.4%)
Women	4	(5)	5	(10)	9	(15)	23.1%	(36.6%)
Total	26	(21)	13	(20)	39	(41)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	7.7%	7.9%	0	7.7%	14.9%	1
Asian/Pacific Islander	0.0%			7.7%		
Hispanic	0.0%	5.7%	1	7.7%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	7.7%	24.6%	4	23.1%	34.2%	1
White	92.3%			76.9%		
Men	84.6%			61.5%		
Women	15.4%	56.3%	11	38.5%	50.1%	2
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	1	1	2	10.0%
Asian/Pacific Islander	0	1	1	5.0%
Hispanic	0	1	1	5.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	1	3	4	20.0%
White	10	6	16	80.0%
Men	9	4	13	65.0%
Women	2	5	7	35.0%
Total	11	9	20	100.0%

Vice Chancellor for Health Affairs Units:
Office of the Vice Chancellor for Health Affairs
Austin Health Center
Mile Square Health Center
Managed Care
Medical Center Marketing
HMO Plan Trust

VC HEALTH AFFAIRS

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(4)	5	(6)	7	(10)	20.0%	(43.5%)
Asian/Pacific Islander	0	(0)	1	(1)	1	(1)	2.9%	(4.3%)
Hispanic	0	(0)	1	(0)	1	(0)	2.9%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	2	(4)	7	(7)	9	(11)	25.7%	(47.8%)
White	10	(7)	16	(5)	26	(12)	74.3%	(52.2%)
Men	5	(3)	8	(2)	13	(5)	37.1 %	(21.7%)
Women	7	(8)	15	(10)	22	(18)	62.9%	(78.3%)
Total	12	(11)	23	(12)	35	(23)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual%</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	16.7%	6.2%	0	21.7%	11.7%	0
Asian/Pacific Islander	0.0%			4.3%		
Hispanic	0.0%	4.3%	1	4.3%	8.3%	1
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	16.7%	16.3%	0	30.4%	8.5%	0
White	83.3%			69.6%		
Men	41.7%			34.8%		
Women	58.3%	53.9%	0	65.2%	63.2%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	1	5	6	18.8%
Asian/Pacific Islander	0	2	2	6.3%
Hispanic	0	1	1	3.1%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	1	8	9	28.1%
White	4	19	23	71.9%
Men	2	9	11	34.4%
Women	3	18	21	65.6%
Total	5	27	32	100.0%

HOSPITAL & AMBULATORY SERVICES

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>	<u>%</u>	<u>%</u>
Black	9	(2)	39	(11)	48	(13)	15.0% (9.0%)
Asian/Pacific Islander	5	(2)	34	(17)	39	(19)	12.2% (13.1%)
Hispanic	5	(1)	18	(3)	23	(4)	7.2% (2.8%)
Am Indian/Alask Nat	0	(0)	1	(1)	1	(1)	0.3% (0.7%)
All Minorities	19	(5)	92	(32)	111	(37)	34.8% (25.5%)
White	43	(29)	165	(79)	208	(108)	65.2% (74.5%)
Men	22	(20)	85	(48)	107	(68)	33.5% (46.9%)
Women	40	(14)	172	(63)	212	(77)	66.5% (53.1%)
Total	62	(34)	257	(111)	319	(145)	100.0% (100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	14.5%	6.4%	0	15.2%	11.5%	0
Asian/Pacific Islander	8.1%			13.2%		
Hispanic	8.1%	4.1%	0	7.0%	8.3%	3
Am Indian/Alask Nat	0.0%			0.4%		
All Minorities	30.6%	18.4%	0	35.8%	29.2%	0
White	69.4%			64.2%		
Men	35.5%			33.1%		
Women	64.5%	47.3%	0	66.9%	51.6%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	5	32	37	13.1%
Asian/Pacific Islander	3	38	41	14.5%
Hispanic	2	9	11	3.9%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	10	79	89	31.6%
White	24	169	193	68.4%
Men	10	86	96	34.0%
Women	24	162	186	66.0%
Total	34	248	282	100.0%

DIV SPECIALIZED CARE FOR CHILDREN

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	1	(1)	0	(0)	1	(1)	7.7%	(6.7%)
Asian/Pacific Islander	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Hispanic	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	1	(1)	0	(0)	1	(1)	7.7%	(6.7%)
White	8	(9)	4	(5)	12	(14)	92.3%	(93.3%)
Men	4	(5)	2	(1)	6	(6)	46.2%	(40.0%)
Women	5	(5)	2	(4)	7	(9)	53.8%	(60.0%)
Total	9	(10)	4	(5)	13	(15)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	11.1%	7.0%	0	0.0%	18.9%	1
Asian/Pacific Islander	0.0%			0.0%		
Hispanic	0.0%	4.4%	0	0.0%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	11.1%	20.4%	1	0.0%	34.6%	1
White	88.9%			100.0%		
Men	44.4%			50.0%		
Women	55.6%	71.2%	1	50.0%	50.7%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	0	0	0.0%
Asian/Pacific Islander	0	2	2	11.8%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	2	2	11.8%
White	3	12	15	88.2%
Men	1	3	4	23.5%
Women	2	11	13	76.5%
Total	3	14	17	100.0%

Vice Chancellor for Research Units:
Office of the Vice Chancellor for Research
Softech
Intellectual Property Office
Center for Research on Women and Gender
Kellogg International Center for Health Leadership Development
Research Resources Center
Protection from Research Risks
Biologic Resources Laboratory
Graduate College Administration
Research Services

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	1	(1)	2	(3)	3	(4)	4.8%	(11.8%)
Asian/Pacific Islander	0	(0)	8	(2)	8	(2)	12.9%	(5.9%)
Hispanic	3	(0)	2	(2)	5	(2)	8.1%	(5.9%)
Am Indian/Alask Nat	1	(0)	0	(0)	1	(0)	1.6%	(0.0%)
All Minorities	5	(1)	12	(7)	17	(8)	27.4%	(23.5%)
White	17	(10)	28	(16)	45	(26)	72.6%	(76.5%)
Men	11	(5)	21	(12)	32	(17)	51.6%	(50.0%)
Women	11	(6)	19	(11)	30	(17)	48.4%	(50.0%)
Total	22	(11)	40	(23)	62	(34)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	4.5%	8.6%	1	5.0%	12.5%	3
Asian/Pacific Islander	0.0%			20.0%		
Hispanic	13.6%	6.4%	0	5.0%	8.3%	1
Am Indian/Alask Nat	4.5%			0.0%		
All Minorities	22.7%	25.9%	1	30.0%	32.3%	1
White	77.3%			70.0%		
Men	50.0%			52.5%		
Women	50.0%	56.6%	1	47.5%	47.4%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95-through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	1	3	4	9.8%
Asian/Pacific Islander	0	8	8	19.5%
Hispanic	1	4	5	12.2%
Am Indian/Alask Nat	1	0	1	2.4%
All Minorities	3	15	18	43.9%
White	4	19	23	56.1%
Men	4	16	20	48.8%
Women	3	18	21	51.2%
Total	7	34	41	100.0%

Vice Chancellor for Student Affairs Units:

Office of the Vice Chancellor for Student Affairs

Dean of Student Affairs

Office of Admissions

Registration and Records

Systems and Services

Student Ombudsperson

Student Health Programs

African-American Academic Network

Upward Bound

Student Counseling

Career Placement Services

President's Award Program

Student Financial Aid

Foreign Student-Staff Affairs

University Services

Children's Center

Pavilion

Housing

Illini Union

Chicago Circle Center

Recreation

Urban Health Program

Native American Support Program

VC STUDENT AFFAIRS

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	20	(17)	36	(28)	56	(45)	30.4%	(27.6%)
Asian/Pacific Islander	1	(0)	6	(4)	7	(4)	3.8%	(2.5%)
Hispanic	8	(2)	14	(15)	22	(17)	12.0%	(10.4%)
Am Indian/Alask Nat	1	(1)	2	(2)	3	(3)	1.6%	(1.8%)
All Miinorities	30	(20)	58	(49)	88	(69)	47.8%	(42.3%)
White	38	(43)	58	(51)	96	(94)	52.2%	(57.7%)
Men	30	(30)	37	(42)	67	(72)	36.4%	(44.2%)
Women	38	(33)	79	(58)	117	(91)	63.6%	(55.8%)
Total	68	(63)	116	(100)	184	(163)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	29.4%	15.3%	0	31.0%	26.1%	0
Asian/Pacific Islander	1.5%			5.2%		
Hispanic	11.8%	12.1%	0	12.1%	8.3%	0
Am Indian/Alask Nat	1.5%			1.7%		
All Miinorities	44.1%	35.2%	0	50.0%	42.0%	0
White	55.9%			50.0%		
Men	44.1 %			31.9%		
Women	55.9%	66.5%	7	68.1%	58.4%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	8	45	53	31.2%
Asian/Pacific Islander	2	12	14	8.2%
Hispanic	4	19	23	13.5%
Am Indian/Alask Nat	0	0	0	0.0%
All Miinorities	14	76	90	52.9%
White	16	64	80	47.1%
Men	11	39	50	29.4%
Women	19	101	120	70.6%
Total	30	140	170	100.0%

Provost & Vice Chancellor for Academic Affairs College Units:

College of Architecture and the Arts

College of Business Administration

College of Dentistry

College of Education

College of Engineering

College of Health and Human Development Sciences

College of Liberal Arts & Sciences

College of Medicine-Chicago

College of Medicine-Peoria

College of Medicine-Rockford

College of Medicine-Urbana

College of Nursing

College of Pharmacy

School of Public Health

Jane Addams College of Social Work

College of Urban Planning & Public Affairs

Library

COLLEGE OF ARCHITECTURE AND THE ART

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>	<u>Acad. Prof.</u>			<u>Total</u>		<u>%</u>	
Black	0	(0)	1	(1)	1	(1)	5.3%	(7.7%)
Asian/Pacific Islander	0	(0)	2	(0)	2	(0)	10.5%	(0.0%)
Hispanic	0	(0)	1	(2)	1	(2)	5.3%	(15.4%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	0	(0)	4	(3)	4	(3)	21.1%	(23.1%)
White	5	(5)	10	(5)	15	(10)	78.9%	(76.9%)
Men	2	(2)	3	(1)	5	(3)	26.3%	(23.1%)
Women	3	(3)	11	(7)	14	(10)	73.7%	(76.9%)
Total	5	(5)	14	(8)	19	(13)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	7.8%	0	7.1%	14.5%	1
Asian/Pacific Islander	0.0%			14.3%		
Hispanic	0.0%	6.5%	0	7.1%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	0.0%	24.8%	1	28.6%	33.8%	1
White	100.0%			71.4%		
Men	40.0%			21.4%		
Women	60.0%	63.3%	0	78.6%	59.3%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	0	0	0.0%
Asian/Pacific Islander	0	1	1	14.3%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	1	1	14.3%
White	1	5	6	85.7%
Men	0	1	1	14.3%
Women	1	5	6	85.7%
Total	1	6	7	100.0%

COLLEGE OF BUSINESS ADMINISTRATION

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(2)	1	(3)	3	(5)	8.3%	(31.3%)
Asian/Pacific Islander	2	(0)	1	(0)	3	(0)	8.3%	(0.0%)
Hispanic	2	(0)	1	(1)	3	(1)	8.3%	(6.3%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	6	(2)	3	(4)	9	(6)	25.0%	(37.5%)
White	18	(7)	9	(3)	27	(10)	75.0%	(62.5%)
Men	7	(4)	3	(1)	10	(5)	27.8%	(31.3%)
Women	17	(5)	9	(6)	26	(11)	72.2%	(68.8%)
Total	24	(9)	12	(7)	36	(16)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	8.3%	7.8%	0	8.3%	16.9%	1
Asian/Pacific Islander	8.3%			8.3%		
Hispanic	8.3%	5.8%	0	8.3%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	25.0%	24.7%	0	25.0%	36.1%	1
White	75.0%			75.0%		
Men	29.2%			25.0%		
Women	70.8%	57.2%	0	75.0%	51.8%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	0	0	0.0%
Asian/Pacific islander	1	2	3	10.3%
Hispanic	1	0	1	3.4%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	2	2	4	13.8%
White	10	15	25	86.2%
Men	4	6	10	34.5%
Women	8	11	19	65.5%
Total	12	17	29	100.0%

COLLEGE OF DENTISTRY

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	<u>%</u>
Black	0	(1)	1	(1)	1	(2)	3.7%	(13.3%)
Asian/Pacific Islander	0	(0)	2	(1)	2	(1)	7.4%	(6.7%)
Hispanic	1	(0)	2	(3)	3	(3)	11.1%	(20.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	1	(1)	5	(5)	6	(6)	22.2%	(40.0%)
White	6	(0)	15	(9)	21	(9)	77.8%	(60.0%)
Men	5	(1)	9	(7)	14	(8)	51.9%	(53.3%)
Women	2	(0)	11	(7)	13	(7)	48.1%	(46.7%)
Total	7	(1)	20	(14)	27	(15)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	7.6%	1	5.0%	9.2%	1
Asian/Pacific Islander	0.0%			10.0%		
Hispanic	14.3%	5.9%	0	10.0%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	14.3%	25.4%	1	25.0%	35.6%	2
White	85.7%			75.0%		
Men	71.4%			45.0%		
Women	28.6%	60.6%	2	55.0%	62.6%	2
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	0	0	0.0%
Asian/Pacific Islander	0	7	7	38.9%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	7	7	38.9%
White	3	8	11	61.1%
Men	2	7	9	50.0%
Women	1	8	9	50.0%
Total	3	15	18	100.0%

COLLEGE OF EDUCATION

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(2)	11	(5)	13	(7)	31.0%	(36.8%)
Asian/Pacific Islander	1	(0)	0	(1)	1	(1)	2.4%	(5.3%)
Hispanic	1	(0)	4	(4)	5	(4)	11.9%	(21.1%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	4	(2)	15	(10)	19	(12)	45.2%	(63.2%)
White	6	(4)	17	(3)	23	(7)	54.8%	(36.8%)
Men	3	(2)	11	(5)	14	(7)	33.3%	(36.8%)
Women	7	(4)	21	(8)	28	(12)	66.7%	(63.2%)
Total	10	(6)	32	(13)	42	(19)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	20.0%	11.7%	0	34.4%	15.4%	0
Asian/Pacific Islander	10.0%			0.0%		
Hispanic	10.0%	4.7%	0	12.5%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	40.0%	20.0%	0	46.9%	31.9%	0
White	60.0%			53.1%		
Men	30.0%			34.4%		
Women	70.0%	69.8%	0	65.6%	48.0%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	3	14	17	36.2%
Asian/Pacific Islander	0	0	0	0.0%
Hispanic	0	2	2	4.3%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	3	16	19	40.4%
White	4	24	28	59.6%
Men	2	17	19	40.40/6
Women	5	23	28	59.6%
Total	7	40	47	100.0%

COLLEGE OF ENGINEERING

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	<u>%</u>
Black	2	(1)	0	(1)	2	(2)	5.9%	(8.7%)
Asian/Pacific Islander	1	(2)	2	(1)	3	(3)	8.8%	(13.0%)
Hispanic	1	(0)	2	(2)	3	(2)	8.8%	(8.7%)
Am Indian/Alask Nat	0	(0)	1	(0)	1	(0)	2.9%	(0.0%)
All Minorities	4	(3)	5	(4)	9	(7)	26.5%	(30.4%)
White	6	(3)	19	(13)	25	(16)	73.5%	(69.6%)
Men	6	(3)	14	(10)	20	(13)	58.8%	(56.5%)
Women	4	(3)	10	(7)	14	(10)	41.2%	(43.5%)
Total	10	(6)	24	(17)	34	(23)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	20.0%	5.0%	0	0.0%	14.1%	3
Asian/Pacific Islander	10.0%			8.3%		
Hispanic	10.0%	3.9%	0	8.3%	8.3%	0
Am Indian/Alask Nat	0.0%			4.2%		
All Minorities	40.0%	24.2%	0	20.8%	34.6%	3
White	60.0%			79.2%		
Men	60.0%			58.3%		
Women	40.0%	29.4%	0	41.7%	29.9%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	1	0	1	3.4%
Asian/Pacific Islander	1	3	4	13.8%
Hispanic	0	2	2	6.9%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	2	5	7	24.1%
White	3	19	22	75.9%
Men	3	15	18	62.1%
Women	2	9	11	37.9%
Total	5	24	29	100.0%

COLLEGE OF HEALTH & HUMAN DEVELOPMENT

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(2)	10	(5)	12	(7)	13.0%	(11.1%)
Asian/Pacific Islander	0	(0)	7	(3)	7	(3)	7.6%	(4.8%)
Hispanic	0	(0)	9	(4)	9	(4)	9.8%	(6.3%)
Am Indian/Alask Nat	0	(0)	1	(1)	1	(1)	1.1%	(1.6%)
All Minorities	2	(2)	27	(13)	29	(15)	31.5%	(23.8%)
White	7	(3)	56	(45)	63	(48)	68.5%	(76.2%)
Men	4	(4)	22	(16)	26	(20)	28.3%	(31.7%)
Women	5	(1)	61	(42)	66	(43)	71.7%	(68.3%)
Total	9	(5)	83	(58)	92	(63)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	22.2%	8.6%	0	12.0%	20.7%	7
Asian/Pacific Islander	0.0%			8.4%		
Hispanic	0.0%	4.0%	0	10.8%	8.3%	0
Am Indian/Alask Nat	0.0%			1.2%		
All Minorities	22.2%	18.4%	0	32.5%	35.2%	2
White	77.8%			67.5%		
Men	44.4%			26.5%		
Women	55.6%	64.3%	1	73.5%	54.5%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	8	8	9.5%
Asian/Pacific Islander	0	7	7	8.3%
Hispanic	0	8	8	9.5%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	23	23	27.4%
White	5	56	61	72.6%
Men	2	19	21	25.0%
Women	3	60	63	75.0%
Total	5	79	84	100.0%

COLLEGE OF LIBERAL ARTS & SCIENCES

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(2)	8	(3)	10	(5)	10.0%	(7.2%)
Asian/Pacific Islander	1	(0)	6	(4)	7	(4)	7.0%	(5.8%)
Hispanic	1	(0)	3	(2)	4	(2)	4.0%	(2.9%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	4	(2)	17	(9)	21	(11)	21.0%	(15.9%)
White	22	(9)	57	(49)	79	(58)	79.0%	(84.1%)
Men	16	(8)	20	(16)	36	(24)	36.0%	(34.8%)
Women	10	(3)	54	(42)	64	(45)	64.0%	(65.2%)
Total	26	(11)	74	(58)	100	(69)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	7.7%	8.7%	0	10.8%	14.6%	3
Asian/Pacific Islander	3.8%			8.1%		
Hispanic	3.8%	7.0%	1	4.1%	8.3%	3
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	15.4%	25.9%	3	23.0%	31.9%	7
White	84.6%			77.0%		
Men	61.5%			27.0%		
Women	38.5%	62.6%	6	73.0%	56.9%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	12	12	13.0%
Asian/Pacific Islander	0	8	8	8.7%
Hispanic	0	3	3	3.3%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	23	23	25.0%
White	3	66	69	75.0%
Men	3	24	27	29.3%
Women	0	65	65	70.7%
Total	3	89	92	100.0%

COLLEGE OF MEDICINE AT CHICAGO

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	4	(3)	40	(23)	44	(26)	9.2%	(9.8%)
Asian/Pacific Islander	0	(0)	78	(40)	78	(40)	16.4%	(15.1%)
Hispanic	1	(3)	19	(11)	20	(14)	4.2%	(5.3%)
Am Indian/Alask Nat	0	(0)	2	(1)	2	(1)	0.4%	(0.4%)
All Minorities	5	(6)	139	(75)	144	(81)	30.2%	(30.6%)
White	34	(15)	299	(169)	333	(184)	69.8%	(69.4%)
Men	19	(11)	149	(85)	168	(96)	35.2%	(36.2%)
Women	20	(10)	289	(159)	309	(169)	64.8%	(63.8%)
Total	39	(21)	438	(244)	477	(265)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	10.3%	7.5%	0	9.1%	10.5%	6
Asian/Pacific Islander	0.0%			17.8%		
Hispanic	2.6%	5.2%	1	4.3%	8.3%	17
Am Indian/Alask Nat	0.0%			0.5%		
All Minorities	12.8%	21.2%	3	31.7%	30.0%	0
White	87.2%			68.3%		
Men	48.7%			34.0%		
Women	51.3%	54.8%	1	66.0%	60.1 %	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through-Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	1	53	54	10.2%
Asian/Pacific Islander	0	110	110	20.8%
Hispanic	1	23	24	4.5%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	2	186	188	35.5%
White	15	327	342	64.5%
Men	7	167	174	32.8%
Women	10	346	356	67.2%
Total	17	513	530	100.0%

COLLEGE OF MEDICINE AT PEORIA

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Asian/Pacific Islander	2	(1)	3	(1)	5	(2)	12.5%	(10.0%)
Hispanic	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	2	(1)	3	(1)	5	(2)	12.5%	(10.0%)
White	17	(5)	18	(13)	35	(18)	87.5%	(90.0%)
Men	14	(5)	4	(6)	18	(11)	45.0%	(55.0%)
Women	5	(1)	17	(8)	22	(9)	55.0%	(45.0%)
Total	19	(6)	21	(14)	40	(20)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	6.1%	1	0.0%	6.5%	1
Asian/Pacific Islander	10.5%			14.3%		
Hispanic	0.0%	4.3%	1	0.0%	8.3%	2
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	10.5%	16.0%	1	14.3%	25.3%	2
White	89.5%			85.7%		
Men	73.7%			19.0%		
Women	26.3%	49.1%	4	81.0%	59.6%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	0	0	0.0%
Asian/Pacific Islander	0	5	5	18.5%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	5	5	18.5%
White	2	20	22	81.5%
Men	1	5	6	22.2%
Women	1	20	21	77.8%
Total	2	25	27	100.0%

COLLEGE OF MEDICINE AT ROCKFORD

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Asian/Pacific Islander	1	(0)	1	(1)	2	(1)	6.3%	(5.3%)
Hispanic	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	1	(0)	1	(1)	2	(1)	6.3%	(5.3%)
White	11	(9)	19	(9)	30	(18)	93.8%	(94.7%)
Men	9	(9)	6	(4)	15	(13)	46.9%	(68.4%)
Women	3	(0)	14	(6)	17	(6)	53.1%	(31.6%)
Total	12	(9)	20	(10)	32	(19)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	8.2%	1	0.0%	13.9%	3
Asian/Pacific Islander	8.3%			5.0%		
Hispanic	0.0%	6.3%	1	0.0%	8.3%	2
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	8.3%	25.7%	2	5.0%	34.4%	6
White	91.7%			95.0%		
Men	75.0%			30.0%		
Women	25.0%	62.9%	5	70.0%	53.1%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95- through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	1	1	3.8%
Asian/Pacific Islander	1	1	2	7.7%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	1	2	3	11.5%
White	7	16	23	88.5%
Men	5	6	11	42.3%
Women	3	12	15	57.7%
Total	8	18	26	100.0%

COLLEGE OF MEDICINE AT URBANA

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	<u>%</u>
Black	0	(1)	0	(0)	0	(1)	0.0%	(5.3%)
Asian/Pacific Islander	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Hispanic	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	0	(1)	0	(0)	0	(1)	0.0%	(5.3%)
White	3	(2)	23	(16)	26	(18)	100.0%	(94.7%)
Men	2	(1)	10	(6)	12	(7)	46.2%	(36.8%)
Women	1	(2)	13	(10)	14	(12)	53.8%	(63.2%)
Total	3	(3)	23	(16)	26	(19)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	8.1%	0	0.0%	11.0%	3
Asian/Pacific Islander	0.0%			0.0%		
Hispanic	0.0%	5.6%	0	0.0%	8.3%	2
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	0.0%	23.6%	1	0.0%	27.5%	6
White	100.0%			100.0%		
Men	66.7%			43.5%		
Women	33.3%	60.4%	1	56.5%	53.0%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	0	0	0.0%
Asian/Pacific Islander	0	1	1	5.6%
Hispanic	0	0	0	0.0%
Am Indian/Alask.Nat	0	0	0	0.0%
All Minorities	0	1	1	5.6%
White	0	17	17	94.4%
Men	0	7	7	38.9%
Women	0	11	11	61.1%
Total	0	18	18	100.0%

COLLEGE OF NURSING

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	<u>%</u>
Black	0	(0)	2	(3)	2	(3)	7.1 %	(15.0%)
Asian/Pacific Islander	0	(0)	1	(1)	1	(1)	3.6%	(5.0%)
Hispanic	0	(0)	2	(0)	2	(0)	7.1%	(0.0%)
Am Indian/Alask Nat	0	(0)	1	(0)	1	(0)	3.6%	(0.0%)
All Minorities	0	(0)	6	(4)	6	(4)	21.4%	(20.0%)
White	4	(0)	18	(16)	22	(16)	78.6%	(80.0%)
Men	0	(0)	5	(8)	5	(8)	17.9%a	(40.0%)
Women	4	(0)	19	(12)	23	(12)	82.1%	(60.0%)
Total	4	(0)	24	(20)	28	(20)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	8.9%	0	8.3%	11.2%	1
Asian/Pacific Islander	0.0%			4.2%		
Hispanic	0.0%	4.3%	0	8.3%	8.3%	0
Am Indian/Alask Nat	0.0%			4.2%		
All Minorities	0.0%	16.9%	1	25.0%	27.3%	1
White	100.0%			75.0%		
Men	0.0%			20.8%		
Women	100.0%	76.5%	0	79.2%	81.2%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99.

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	3	3	9.1%
Asian/Pacific Islander	0	5	5	15.2%
Hispanic	0	4	4	12.1%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	12	12	36.4%
White	2	19	21	63.6%
Men	0	11	11	33.3%
Women	2	20	22	66.7%
Total	2	31	33	100.0%

COLLEGE OF PHARMACY

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	1	(0)	9	(7)	10	(7)	10.6%	(12.3%)
Asian/Pacific Islander	1	(1)	15	(10)	16	(11)	17.0%	(19.3%)
Hispanic	0	(0)	3	(2)	3	(2)	3.2%	(3.5%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	2	(1)	27	(19)	29	(20)	30.9%	(35.1%)
White	10	(7)	55	(30)	65	(37)	69.1%	(64.9%)
Men	6	(5)	22	(18)	28	(23)	29.8%	(40.4%)
Women	6	(3)	60	(31)	66	(34)	70.2%	(59.6%)
Total	12	(8)	82	(49)	94	(57)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	8.3%	3.8%	0	11.0%	15.0%	3
Asian/Pacific Islander	8.3%			18.3%		
Hispanic	0.0%	3.0%	0	3.7%	8.3%	4
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	16.7%	22.5%	1	32.9%	40.5%	6
White	83.3%			67.1%		
Men	50.0%			26.8%		
Women	50.0%	59.8%	1	73.2%	60.1 %	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through: Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	7	7	9.9%
Asian/Pacific Islander	0	19	19	26.8%
Hispanic	0	1	1	1.4%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	27	27	38.0%
White	1	43	44	62.0%
Men	0	24	24	33.8%
Women	1	46	47	66.2%
Total	1	70	71	100.0%

SCHOOL OF PUBLIC HEALTH

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(1)	15	(21)	17	(22)	17.7%	(24.4%)
Asian/Pacific Islander	0	(0)	12	(6)	12	(6)	12.5%	(6.7%)
Hispanic	0	(0)	8	(7)	8	(7)	8.3%	(7.8%)
Am Indian/Alask Nat	0	(0)	0	(1)	0	(1)	0.0%	(1.1%)
All Minorities	2	(1)	35	(35)	37	(36)	38.5%	(40.0%)
White	6	(3)	53	(51)	59	(54)	61.5%	(60.0%)
Men	2	(2)	24	(32)	26	(34)	27.1 %	(37.8%)
Women	6	(2)	64	(54)	70	(56)	72.9%	(62.2%)
Total	8	(4)	88	(86)	96	(90)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	25.0%	9.9%	0	17.0%	11.6%	0
Asian/Pacific Islander	0.0%			13.6%		
Hispanic	0.0%	3.9%	0	9.1%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	25.0%	19.9%	0	39.8%	30.9%	0
White	75.0%			60.2%		
Men	25.0%			27.3%		
Women	75.0%	58.5%	0	72.7%	44.5%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	23	23	25.6%
Asian/Pacific Islander	0	10	10	11.1 %
Hispanic	0	7	7	7.8%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	40	40	44.4%
White	3	47	50	55.6%
Men	0	22	22	24.4%
Women	3	65	68	75.6%
Total	3	87	90	100.0%

JANE ADDAMS COLLEGE OF SOCIAL WORK

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	1	(2)	4	(2)	5	(4)	33.3%	(26.7%)
Asian/Pacific Islander	0	(0)	0	(1)	0	(1)	0.0%	(6.7%)
Hispanic	0	(0)	0	(1)	0	(1)	0.0%	(6.7%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	1	(2)	4	(4)	5	(6)	33.3%	(40.0%)
White	3	(3)	7	(6)	10	(9)	66.7%	(60.0%)
Men	1	(1)	4	(1)	5	(2)	33.3%	(13.3%)
Women	3	(4)	7	(9)	10	(13)	66.7%	(86.7%)
Total	4	(5)	11	(10)	15	(15)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	25.0%	13.7%	0	36.4%	15.0%	0
Asian/Pacific Islander	0.0%			0.0%		
Hispanic	0.0%	3.4%	0	0.0%	8.3%	1
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	25.0%	21.4%	0	36.4%	32.4%	0
White	75.0%			63.6%		
Men	25.0%			36.4%		
Women	75.0%	63.9%	0	63.6%	63.5%	0
Total	100.0%			100.0%		

Academic Staff Mires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	3	3	27.3%
Asian/Pacific Islander	0	0	0	0.0%
Hispanic	0	1	1	9.1%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	4	4	36.4%
White	0	7	7	63.6%
Men	0	6	6	54.5%
Women	0	5	5	45.5%
Total	0	11	11	100.0%

COLLEGE OF URBAN PLANNING AND PUBLIC AFFAIRS

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	2	(2)	6	(0)	8	(2)	21.1%	(8.7%)
Asian/Pacific Islander	1	(0)	0	(1)	1	(1)	2.6%	(4.3%)
Hispanic	0	(1)	3	(4)	3	(5)	7.9%	(21.7%)
Am indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	3	(3)	9	(5)	12	(8)	31.6%	(34.8%)
White	9	(4)	17	(11)	26	(15)	68.4%	(65.2%)
Men	6	(6)	13	(6)	19	(12)	50.0%	(52.2%)
Women	6	(1)	13	(10)	19	(11)	50.0%	(47.8%)
Total	12	(7)	26	(16)	38	(23)	100.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	16.7%	5.8%	0	23.1%	11.5%	0
Asian/Pacific Islander	8.3%			0.0%		
Hispanic	0.0%	4.9%	1	11.5%	8.3%	0
Am Indian/Alask Nat	0.0%			0.0%		
All Minoritiesq	25.0%	20.2%	0	34.6%	29.6%	0
White	75.0%			65.4%		
Men	50.0%			50.0%		
Women	50.0%	42.0%	0	50.0%	35.0%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	8	8	20.5%
Asian/Pacific Islander	0	0	0	0.0%
Hispanic	0	2	2	5.1 %
Am indian/Alask Nat	0	0	0	0.0%
All Minorities	0	10	10	25.6%
White	2	27	29	74.40%
Men	1	18	19	48.7%
Women	1	19	20	51.3%
Total	2	37	39	100.0%

LIBRARY

Comparative Academic Staff Counts: October 1999 (October 1994)

	<u>Acad. Admin.</u>		<u>Acad. Prof.</u>		<u>Total</u>		<u>%</u>	
Black	0	(0)	2	(0)	2	(0)	18.2%	(0.0%)
Asian/Pacific Islander	0	(0)	2	(1)	2	(1)	18.2%	(10.0%)
Hispanic	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
Am Indian/Alask Nat	0	(0)	0	(0)	0	(0)	0.0%	(0.0%)
All Minorities	0	(0)	4	(1)	4	(1)	36.4%	(10.0%)
White	2	(1)	5	(8)	7	(9)	63.6%	(90.0%)
Men	0	(0)	1	(0)	1	(0)	9.1 %	(0.0%)
Women	2	(1)	8	(9)	10	(10)	90.9%	(100.0%)
Total	2	(1)	9	(9)	11	(10)	1.00.0%	(100.0%)

Actual Academic Staff Versus Target Academic Staff: October 1999

	<u>Acad. Admin.</u>			<u>Acad. Prof.</u>		
	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>	<u>Actual %</u>	<u>Avail. %</u>	<u># Under</u>
Black	0.0%	5.1%	0	22.2%	3.5%	0
Asian/Pacific Islander	0.0%			22.2%		
Hispanic	0.0%	2.7%	0	0.0%	8.3%	1
Am Indian/Alask Nat	0.0%			0.0%		
All Minorities	0.0%	11.3%	0	44.4%	15.5%	0
White	100.0%			55.6%		
Men	0.0%			11.1%		
Women	100.0%	78.6%	0	88.9%	75.2%	0
Total	100.0%			100.0%		

Academic Staff Hires from Fall 95 through Fall 99

	<u>Acad. Admin</u>	<u>Acad. Prof.</u>	<u>Total</u>	<u>%</u>
Black	0	2	2	16.7%
Asian/Pacific Islander	0	1	1	8.3%
Hispanic	0	0	0	0.0%
Am Indian/Alask Nat	0	0	0	0.0%
All Minorities	0	3	3	25.0%
White	2	7	9	75.0%
Men	0	2	2	16.7%
Women	2	8	10	83.3%

