

## 5 Year Comparison with Underrepresentation

### Jane Addams College of Social Work

| College Summary Oct. 2002 |      |      |                     |  |  |   |   |                        |
|---------------------------|------|------|---------------------|--|--|---|---|------------------------|
|                           | 2002 | %    | % in Available Pool | # Hires from Fall 1997 through Fall 2002 | % Hires from Fall 1997 through Fall 2002 | # Terminations from Fall 1997 through Fall 2002 | % Terminations from Fall 1997 through Fall 2002 | # Under Representation |
| Total                     | 78   | 100% |                     | 80                                       | 100%                                     | 50  | 100%  |                        |
| Women                     | 48   | 62%  |                     | 50                                       | 63%                                      | 29  | 58%   | 3                      |
| Black                     | 24   | 31%  |                     | 29                                       | 36%                                      | 19  | 38%   | 2                      |
| Hispanic                  | 8    | 10%  |                     | 9  | 11%                                      | 2   | 4%  | 0                      |
| Other                     | 2    | 3%   | -                   | 3  | 4%                                       | 2   | 4%  | -                      |

| ADMINISTRATORS |      |      |                     |  |  |   |   |                        |
|----------------|------|------|---------------------|--|--|---|---|------------------------|
|                | 2002 | %    | % in Available Pool | # Hires from Fall 1997 through Fall 2002 | % Hires from Fall 1997 through Fall 2002 | # Terminations from Fall 1997 through Fall 2002 | % Terminations from Fall 1997 through Fall 2002 | # Under Representation |
| Total          | 5    | 100% |                     | 2  | 100%                                     | 2   | 100%  |                        |
| Women          | 4    | 80%  | 64%                 | 2  | 100%                                     | 1   | 50%   | 0                      |
| Black          | 3    | 60%  | 14%                 | 2  | 100%                                     | 2   | 100%  | 0                      |
| Hispanic       | 0    | 0%   | 3%                  | 0  | 0%                                       | 0   | 0%  | 0                      |
| Other          | 0    | 0%   | -                   | 0  | 0%                                       | 0   | 0%  | -                      |

| ACADEMIC PROFESSIONALS |      |      |                     |  |  |   |   |                        |
|------------------------|------|------|---------------------|--|--|---|---|------------------------|
|                        | 2002 | %    | % in Available Pool | # Hires from Fall 1997 through Fall 2002 | % Hires from Fall 1997 through Fall 2002 | # Terminations from Fall 1997 through Fall 2002 | % Terminations from Fall 1997 through Fall 2002 | # Under Representation |
| Total                  | 45   | 100% |                     | 54                                       | 100%                                     | 23  | 100%  |                        |
| Women                  | 26   | 58%  | 64%                 | 34                                       | 63%                                      | 17  | 74%   | 3                      |
| Black                  | 16   | 36%  | 15%                 | 21                                       | 39%                                      | 8   | 35%   | 0                      |
| Hispanic               | 7    | 16%  | 8%                  | 9  | 17%                                      | 2   | 9%  | 0                      |
| Other                  | 1    | 2%   | -                   | 1  | 2%                                       | 0   | 0%  | -                      |

| FACULTY - TENURED & TENURE-TRACK |      |      |                     |  |  |   |   |                        |
|----------------------------------|------|------|---------------------|--|--|---|---|------------------------|
|                                  | 2002 | %    | % in Available Pool | # Hires from Fall 1997 through Fall 2002 | % Hires from Fall 1997 through Fall 2002 | # Terminations from Fall 1997 through Fall 2002 | % Terminations from Fall 1997 through Fall 2002 | # Under Representation |
| Total                            | 20   | 100% |                     | 10                                       | 100%                                     | 13  | 100%  |                        |
| Women                            | 12   | 60%  | 64%                 | 7  | 70%                                      | 6   | 46%   | 0                      |
| Black                            | 1    | 5%   | 15%                 | 2  | 20%                                      | 7   | 54%   | 2                      |
| Hispanic                         | 1    | 5%   | 8%                  | 0  | 0%                                       | 0   | 0%  | 0                      |
| Other                            | 1    | 5%   | -                   | 1  | 10%                                      | 1   | 8%  | -                      |

| FACULTY - NON-TENURED |      |      |                     |  |  |   |   |                        |
|-----------------------|------|------|---------------------|--|--|---|---|------------------------|
|                       | 2002 | %    | % in Available Pool | # Hires from Fall 1997 through Fall 2002 | % Hires from Fall 1997 through Fall 2002 | # Terminations from Fall 1997 through Fall 2002 | % Terminations from Fall 1997 through Fall 2002 | # Under Representation |
| Total                 | 8    | 100% |                     | 14                                       | 100%                                     | 12  | 100%  |                        |
| Women                 | 6    | 75%  | 64%                 | 7  | 50%                                      | 5   | 42%   | 0                      |
| Black                 | 4    | 50%  | 15%                 | 4  | 29%                                      | 2   | 17%   | 0                      |
| Hispanic              | 0    | 0%   | 8%                  | 0  | 0%                                       | 0   | 0%  | 0                      |
| Other                 | 0    | 0%   | -                   | 1  | 7%                                       | 1   | 8%  | -                      |

| SUBTOTAL - Faculty |      |      |                     |  |  |   |   |                        |
|--------------------|------|------|---------------------|--|--|---|---|------------------------|
|                    | 2002 | %    | % in Available Pool | # Hires from Fall 1997 through Fall 2002 | % Hires from Fall 1997 through Fall 2002 | # Terminations from Fall 1997 through Fall 2002 | % Terminations from Fall 1997 through Fall 2002 | # Under Representation |
| Total              | 28   | 100% |                     | 24                                       | 100%                                     | 25  | 100%  |                        |
| Women              | 18   | 64%  | 64%                 | 14                                       | 58%                                      | 11  | 44%   | 0                      |
| Black              | 5    | 18%  | 15%                 | 6  | 25%                                      | 9   | 36%   | 2                      |
| Hispanic           | 1    | 4%   | 8%                  | 0  | 0%                                       | 0   | 0%  | 0                      |
| Other              | 1    | 4%   | -                   | 2  | 8%                                       | 2   | 8%  | -                      |

## 5 Year Comparison with Underrepresentation

### FACULTY BY DEPARTMENT

| <b>Social Work</b>              |             |          |                            |   |   |  |  |                               |
|---------------------------------|-------------|----------|----------------------------|---|---|--|--|-------------------------------|
| <b>Tenured and Tenure-track</b> | <b>2002</b> | <b>%</b> | <b>% in Available Pool</b> | <b># Hires from Fall 1997 through Fall 2002</b> | <b>% Hires from Fall 1997 through Fall 2002</b> | <b># Terminations from Fall 1997 through Fall 2002</b> | <b>% Terminations from Fall 1997 through Fall 2002</b> | <b># Under Representation</b> |
| Total                           | 20          | 100%     |                            | 10  | 100%  | 13   | 100%   |                               |
| Women                           | 12          | 60%      | 59%                        | 7   | 70%   | 6  | 46%  | 0                             |
| Black                           | 1           | 5%       | 14%                        | 2   | 20%   | 7  | 54%  | 2                             |
| Hispanic                        | 1           | 5%       | 4%                         | 0   | 0%  | 0  | 0%   | 0                             |
| Other                           | 1           | 5%       | -                          | 1   | 10%   | 1  | 8%   | -                             |
| <b>Non-tenured</b>              | <b>2002</b> | <b>%</b> | <b>% in Available Pool</b> | <b># Hires from Fall 1997 through Fall 2002</b> | <b>% Hires from Fall 1997 through Fall 2002</b> | <b># Terminations from Fall 1997 through Fall 2002</b> | <b>% Terminations from Fall 1997 through Fall 2002</b> | <b># Under Representation</b> |
| Total                           | 8           | 100%     |                            | 14  | 100%  | 12   | 100%   |                               |
| Women                           | 6           | 75%      | 65%                        | 7   | 50%   | 5  | 42%  | 0                             |
| Black                           | 4           | 50%      | 13%                        | 4   | 29%   | 2  | 17%  | 0                             |
| Hispanic                        | 0           | 0%       | 6%                         | 0   | 0%  | 0  | 0%   | 0                             |
| Other                           | 0           | 0%       | -                          | 1   | 7%  | 1  | 8%   | -                             |