

## 5 Year Comparison with Underrepresentation

### College of Liberal Arts and Sciences

#### 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	610	100%		357	100%	335	100%	
Women	247	40%		210	59%	140	42%	51
Black	31	5%		29	8%	23	7%	8
Hispanic	43	7%		32	9%	30	9%	12
Other	48	8%	-	40	11%	26	8%	-

#### 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	19	100%		9	100%	5	100%	
Women	9	47%	63%	4	44%	1	20%	3
Black	2	11%	9%	0	0%	0	0%	0
Hispanic	0	0%	7%	0	0%	0	0%	1
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	84	100%		100	100%	66	100%	
Women	62	74%	57%	83	83%	44	67%	0
Black	11	13%	15%	14	14%	10	15%	1
Hispanic	7	8%	8%	6	6%	2	3%	0
Other	8	10%	-	12	12%	5	8%	-

#### 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	411	100%		124	100%	147	100%	
Women	126	31%	57%	54	44%	36	24%	46
Black	17	4%	15%	10	8%	8	5%	6
Hispanic	26	6%	8%	15	12%	16	11%	9
Other	29	7%	-	12	10%	12	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	96	100%		124	100%	117	100%	
Women	50	52%	57%	69	56%	59	50%	2
Black	1	1%	15%	5	4%	5	4%	1
Hispanic	10	10%	8%	11	9%	12	10%	2
Other	11	11%	-	16	13%	9	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	507	100%		248	100%	264	100%	
Women	176	35%	57%	123	50%	95	36%	48
Black	18	4%	15%	15	6%	13	5%	7
Hispanic	36	7%	8%	26	10%	28	11%	11
Other	40	8%	-	28	11%	21	8%	-

## 5 Year Comparison with Underrepresentation

### FACULTY BY DEPARTMENT

Liberal Arts and Science - Admin								
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	0	100%		1	100%	0	0%	
Women	0	0%	42%	0	0%	0	0%	0
Black	0	0%	8%	0	0%	0	0%	0
Hispanic	0	0%	7%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
Liberal Arts and Science - Admin - Non-tenured				NONE				

LAS Social Science Research								
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	0	100%		0	0%	0	0%	
Women	0	0%	35%	0	0%	0	0%	0
Black	0	0%	5%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
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	0	100%		1	100%	1	100%	
Women	0	0%	40%	1	100%	1	100%	0
Black	0	0%	6%	0	0%	0	0%	0
Hispanic	0	0%	5%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

African American Studies								
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	10	100%		7	100%	7	100%	
Women	7	70%	43%	6	86%	1	14%	0
Black	8	0%	4%	5	71%	6	86%	0
Hispanic	0	0%	6%	0	0%	0	0%	1
Other	1	10%	-	1	14%	0	0%	-
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	1	100%		1	100%	0	0%	
Women	1	100%	45%	1	100%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	6%	0	0%	0	0%	0
Other	1	100%	-	1	100%	0	0%	-

Anthropology								
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	14	100%		7	100%	9	100%	
Women	3	21%	40%	2	29%	2	22%	3
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	1
Other	0	0%	-	0	0%	1	11%	-

### 5 Year Comparison with Underrepresentation

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	5	100%		3	100%	2	100%	
Women	1	20%	42%	1	33%	0	0%	1
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

Biological Sciences								
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	34	100%		10	100%	11	100%	
Women	11	32%	38%	6	60%	0	0%	2
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	3	9%	3%	2	20%	0	0%	1
Other	1	3%	-	1	10%	1	9%	-

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	11	100%		8	100%	9	100%	
Women	4	36%	39%	3	38%	1	11%	0
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	1	9%	3%	1	13%	3	33%	0
Other	1	9%	-	2	25%	1	11%	-

Chemistry								
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	21	100%		4	100%	8	100%	
Women	1	5%	24%	0	0%	1	13%	4
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	1	13%	1
Other	4	19%	-	0	0%	1	13%	-

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%		5	100%	3	100%	
Women	2	25%	23%	1	20%	1	33%	0
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	0	0%	3%	1	20%	1	33%	0
Other	2	25%	-	1	20%	0	0%	-

Classics								
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	8	100%		3	100%	2	100%	
Women	2	25%	56%	2	67%	1	50%	3
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	2%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

### 5 Year Comparison with Underrepresentation

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	3	100%		6	100%	4	100%	
Women	2	67%	53%	3	50%	1	25%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	0	0%	-	1	17%	0	0%	-

#### Criminal Justice

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	11	100%		3	100%	4	100%	
Women	6	55%	42%	3	100%	0	0%	0
Black	1	9%	9%	1	33%	0	0%	0
Hispanic	1	9%	3%	1	33%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

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	0	100%		1	100%	3	100%	
Women	0	0%	44%	0	0%	0	0%	0
Black	0	0%	9%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

#### English

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	41	100%		11	100%	16	100%	
Women	15	37%	56%	4	36%	5	31%	8
Black	1	2%	4%	2	18%	1	6%	1
Hispanic	2	5%	2%	2	18%	1	6%	0
Other	2	5%	-	1	9%	1	6%	-

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	19	100%		49	100%	61	100%	
Women	14	74%	53%	32	65%	40	66%	0
Black	0	0%	3%	4	8%	4	7%	1
Hispanic	0	0%	3%	2	4%	4	7%	1
Other	1	5%	-	5	10%	4	7%	-

#### Earth & Environmental Sciences

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	10	100%		4	100%	4	100%	
Women	2	20%	24%	1	25%	0	0%	0
Black	0	0%	1%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	0	0%	-	0	0%	1	25%	-

**Earth & Environmental Sciences Non-tenured**

**NONE**

### 5 Year Comparison with Underrepresentation

<b>Latin American Studies</b>								
<b>Tenured &amp; 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	5	100%		4	100%	5	100%	
Women	5	100%	43%	3	75%	1	20%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	5	100%	6%	4	100%	3	60%	0
Other	0	0%	-	0	0%	0	0%	-
<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	0	100%		0	100%	1	100%	
Women	0	0%	45%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	6%	0	0%	1	100%	0
Other	0	0%	-	0	0%	0	0%	-

<b>German</b>								
<b>Tenured &amp; 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	8	100%		6	100%	4	100%	
Women	6	75%	63%	4	67%	3	75%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	13%	0	0%	0	0%	1
Other	0	0%	-	0	0%	0	0%	-
<b>German Non-tenured</b>				<b>NONE</b>				

<b>History</b>								
<b>Tenured &amp; 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	33	100%		10	100%	10	100%	
Women	8	24%	30%	5	50%	4	40%	2
Black	1	3%	4%	1	10%	0	0%	0
Hispanic	1	3%	2%	0	0%	1	10%	0
Other	0	0%	-	0	0%	0	0%	-
<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	0	100%		2	100%	4	100%	
Women	0	0%	34%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

<b>Humanities</b>								
<b>Humanities Tenured &amp; Tenure-track</b>				<b>NONE</b>				
<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	0	0%		0	0%	1	100%	
Women	0	0%	0%	0	0%	1	100%	0
Black	0	0%	0%	0	0%	0	0%	0
Hispanic	0	0%	0%	0	0%	0	0%	0
Other	0	0%	-	0	0%	1	100%	-

### 5 Year Comparison with Underrepresentation

Interdisciplinary Studies								
Interdisciplinary Studies Tenured & Tenure-track				NONE				
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	1	100%		2	100%	0	0%	
Women	1	100%	46%	2	100%	0	0%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	7%	0	0%	0	0%	0
Other	1	100%	-	1	50%	0	0%	-

Mathematics								
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	58	100%		9	100%	15	100%	
Women	4	7%	27%	1	11%	0	0%	12
Black	0	0%	3%	0	0%	0	0%	1
Hispanic	1	2%	4%	0	0%	0	0%	1
Other	8	14%	-	3	33%	3	20%	-

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	19	100%		22	100%	11	100%	
Women	7	37%	24%	9	41%	4	36%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	1
Other	3	16%	-	4	18%	1	9%	-

Inst. for Math & Science Educ								
Inst. for Math & Science Educ Tenured & Tenure-Track				NONE				
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	1	100%		0	100%	1	100%	
Women	1	100%	24%	0	0%	1	100%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

Philosophy								
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	18	100%		4	100%	5	100%	
Women	6	33%	25%	1	25%	2	40%	0
Black	2	0%	2%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	2	11%	-	1	25%	0	0%	-

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	1	100%		0	100%	0	0%	
Women	0	0%	26%	0	0%	0	0%	0
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

### 5 Year Comparison with Underrepresentation

<b>Physics</b>								
<b>Tenured &amp; 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	25	100%		7	100%	10	100%	
Women	2	8%	13%	1	14%	1	10%	1
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	2	8%	3%	1	14%	3	30%	0
Other	5	20%	-	2	29%	1	10%	-
<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	6	100%		2	100%	3	100%	
Women	0	0%	13%	0	0%	0	0%	1
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	1	17%	3%	1	50%	0	0%	0
Other	1	17%	-	0	0%	2	67%	-

<b>Political Science</b>								
<b>Tenured &amp; 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	18	100%		6	100%	5	100%	
Women	7	39%	29%	3	50%	1	20%	0
Black	0	0%	6%	0	0%	0	0%	1
Hispanic	0	0%	4%	0	0%	0	0%	1
Other	1	6%	-	1	17%	1	20%	-
<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	3	100%		0	100%	0	0%	
Women	1	33%	31%	0	0%	0	0%	0
Black	1	33%	6%	0	0%	0	0%	0
Hispanic	1	33%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

<b>Psychology</b>								
<b>Tenured &amp; 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	29	100%		9	100%	9	100%	
Women	10	34%	56%	3	33%	2	22%	6
Black	1	3%	6%	0	0%	0	0%	1
Hispanic	1	3%	4%	0	0%	1	11%	0
Other	1	3%	-	0	0%	0	0%	-
<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	5	100%		6	100%	1	100%	
Women	3	60%	60%	3	50%	1	100%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	1	20%	5%	1	17%	0	0%	0
Other	1	20%	-	1	17%	0	0%	-

### 5 Year Comparison with Underrepresentation

<b>Slavic &amp; Baltic Lang Lit</b>								
<b>Tenured &amp; 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	8	100%		0	100%	2	100%	
Women	5	63%	63%	0	0%	0	0%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	13%	0	0%	0	0%	1
Other	0	0%	-	0	0%	0	0%	-
<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	2	100%		0	100%	0	0%	
Women	2	100%	58%	0	0%	0	0%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	14%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

<b>Sociology</b>								
<b>Tenured &amp; 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%		4	100%	4	100%	
Women	7	35%	40%	2	50%	2	50%	1
Black	3	15%	5%	1	25%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	1
Other	2	10%	-	1	25%	1	25%	-

**Sociology Non-tenured** **NONE**

<b>Spanish, French, Italian &amp; Port</b>								
<b>Tenured &amp; 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	22	100%		6	100%	12	100%	
Women	12	55%	63%	2	33%	6	50%	2
Black	0	0%	3%	0	0%	0	0%	1
Hispanic	9	41%	13%	5	83%	6	50%	0
Other	0	0%	-	0	0%	0	0%	-

<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	11	100%		16	100%	10	100%	
Women	11	100%	58%	13	81%	8	80%	0
Black	0	0%	3%	1	6%	0	0%	0
Hispanic	6	55%	14%	5	31%	2	20%	0
Other	0	0%	-	0	0%	0	0%	-

<b>Communications</b>								
<b>Tenured &amp; 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	9	100%		5	100%	3	100%	
Women	3	33%	42%	2	40%	2	67%	1
Black	0	0%	6%	0	0%	1	33%	1
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	1	11%	-	0	0%	0	0%	-

### 5 Year Comparison with Underrepresentation

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	0	100%		0	100%	2	100%	
Women	0	0%	44%	0	0%	0	0%	0
Black	0	0%	6%	0	0%	1	50%	0
Hispanic	0	0%	3%	0	0%	1	50%	0
Other	0	0%	-	0	0%	0	0%	-

#### Inst. for the Humanities

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	5	100%		0	100%	0	0%	
Women	1	20%	48%	0	0%	0	0%	1
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	1	20%	6%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

**Inst. for the Humanities Non-tenured**

**NONE**

#### Women's Studies

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	4	100%		4	100%	1	100%	
Women	3	75%	44%	3	75%	1	100%	0
Black	0	0%	5%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	1	25%	-	1	25%	0	0%	-

**Women's Studies Non-tenured**

**NONE**