Hiring & Retention: Under-Represented Minority (URM) Faculty

Figure 1. Pew Research Center, U.S. Population Projections, by Race, 2005 – 2050

Figure 2. U.S. Doctoral Degree Recipients by Race, 1987 - 2007

Figure 3. Current and Potential Distribution of UD Full Time T/TT Faculty

To reach potential target, 1/5 (21%) of all hires would need to be URM (7% Hispanic; 14% black). In the last 5 years, 12% of our hires were URM (4% Hispanic; 8% black). We would, thus, need to almost double the hiring rate of URM faculty.

What about the women?
- Currently 36% of all UD FT T/TT faculty are female.
- Current hiring rate is 46% F.

Suppose UD desires to reach 45% female (FT, T/TT) by 2025: Roughly 3/5 hires must be female.

Notes
1. Under-Represented Minorities (URM) in U.S. today: Black and Hispanic, but not Asian nor White
2. With respect to all reported UD data, Hispanic = Hispanic + Multi-Ethnic Hispanic
3. 0.6% of the sample chose not to specify their race.

Sources
- Survey of Earned Doctorates Fact Sheet [https://mail.google.com/mail/u/1?pli=1#sent/14d77c738724c43d?projector=1]
- UD OIRE Diversity Data, 2015