

Hiring of Senate Faculty at UCR for AY17-18 thru AY22-23

Hiring Window Profile: Percentage representation of new hires (excluding Unknown columns)

FOC: Faculty of Color

URM: Faculty of Color other than East Asian

Overall Profile: College/School Profiles as of Fall 2023

Green shading highlights relative gains in FOC, URM, and Female faculty

College	Ethnicity Group				Gender Group			Total
	FOC	URM	White	Unknown	Male	Female	Unknown	
BCOE	21	4	22	8	32	19	0	51
Hiring Window Profile	48.8%	9.3%	51.1%		62.7%	37.2%		
Overall Profile	50.7%	3.0%	49.3%		82.2%	17.8%		
BUS	9	2	7	2	15	3	0	18
Hiring Window Profile	56.3%	12.5%	43.8%		83.3%	16.7%		
Overall Profile	52.4%	2.4%	47.6%		78.6%	21.4%		
CHASS	48	30	23	9	31	46	3	80
Hiring Window Profile	67.6%	42.2%	32.4%		40.2%	59.8%		
Overall Profile	44.4%	23.8%	55.6%		52.2%	47.8%		
CNAS	29	11	33	6	40	28	0	68
Hiring Window Profile	46.8%	17.7%	53.2%		58.8%	41.2%		
Overall Profile	39.5%	10.0%	60.5%		68.2%	31.8%		
SOE	11	4	3	2	7	8	1	16
Hiring Window Profile	78.6%	28.6%	21.4%		46.7%	53.3%		
Overall Profile	64.5%	29.0%	35.5%		46.9%	53.1%		
SOM	6	2	12	4	13	9	0	22
Hiring Window Profile	33.3%	11.1%	66.7%		59.1%	40.9%		
Overall Profile	48.3%	13.8%	51.7%		62.1%	37.9%		
SPP	4	3	2	0	2	4	0	6
Hiring Window Profile	66.7%	50.0%	33.3%		33.3%	66.7%		
Current Overall Profile	40.0%	20.0%	60.0%		66.7%	33.3%		
Total	128	56	102	31	140	117	4	261
Hiring Window Profile	55.7%	24.3%	44.3%		54.4%	45.6%		
Overall Profile	44.6%	15.1%	55.4%		63.8%	36.2%		