

Diversity Update 2006 – Faculty/Staff edition
Miami University
January 2007

Maintaining a diverse faculty and staff is fundamental to Miami's progress toward inclusive excellence. This annual report highlights data concerning the ethnic and gender diversity of Miami employees which complements those provided in the student edition of Diversity Update 2006. Data regarding other important aspects of diversity are not yet routinely gathered from faculty and staff.

The data reported here support the following observations:

- Approximately 15% of tenure-eligible faculty is ethnically diverse and this has been the case for the past 5 years.
- The ethnic diversity of Miami faculty compares favorably to national figures for public institutions (~16%) and national figures for all full-time faculty (~15%).
- Since 2001, the percentage of ethnically-diverse new hires has ranged from 10% to 37%. New hires from underrepresented groups are more likely to be Asian- or African-American than Latina(o) or American Indian.
- The Turnover Quotient (TQ) is an indicator of whether newly hired underrepresented-minority faculty are replacing ethnically-diverse faculty who have left (regardless of the reason for their departure). For the time period 1998-2002, TQ=20; for 2002-2006, TQ=87.50. If TQ=0, all newly-hired ethnically-diverse faculty add to the existing diversity. If TQ=100, most new hires simply replaced ethnically-diverse faculty who left the institution. The average campus TQ=58.¹ These findings suggest that in recent years more newly hired ethnically-diverse faculty have replaced those who have left due to retirement or for other reasons.
- Although proportions vary across divisions, 7.5% of all Miami employees are ethnically diverse. Finance and Business and University Advancement are less ethnically diverse than other units at Miami.
- Overall, women make up 54% of Miami employees. They constitute over ¾ of employees in Student Affairs and University Advancement.
- Since 1999, the percentage of new hires among tenure-eligible faculty who were women has ranged from 34% to 61%. Across three campuses, 45.6% of faculty are women.

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Assistant to the President for Institutional Diversity
Associate Provost

¹ Smith, DG & Moreno, JF (2006, September 29). Hiring the next generation of professors: Will myths remain excuses? Chronicle of Higher Education, B22.

Table 1: New Faculty Hires – Tenure-Track & Tenured - All campuses

Year	Female	Male	Total	% Female	% Ethnically Diverse
1999	14	9	23	61%	
2000	23	25	48	48%	
2001	22	31	53	42%	23%
2002	18	25	43	42%	37%
2003	26	29	55	47%	25%
2004	20	38	58	34%	21%
2005	28	32	60	47%	10%
2006	20	30	50	40%	22%

Table 2: Faculty Hires by Ethnicityⁱⁱ – 2001-2005-All campuses

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>
African-American	5	4	1	3	4	4
American Indian			1			
Asian/Pacific Islander	6	7	10	6	0	6
Hispanic	1	5	2	3	2	1
Total	12/53	16/43	14/55	12/58	6/60	11/50

Table 3: Tenured/Tenure-Eligible Faculty by Ethnicity

	<u>1997</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>
TOTAL MIAMI UNIVERSITY								
Total T/TE faculty	740	725	736	744	761	775	779	764
African American	28	33	37	43	42	41	41	43
	3.8%	4.6%	5.0%	5.8%	5.5%	5.3%	5.3%	5.6%
Asian-American	31	38	42	45	47	52	48	51
	4.2%	5.2%	5.7%	6.0%	6.2%	6.7%	6.2%	6.7%
Hispanic	11	14	17	19	18	20	18	16
	1.5%	1.9%	2.3%	2.6%	2.4%	2.6%	2.3%	2.1%
American Indian	2	2	2	2	4	4	3	4
	0.3%	0.3%	0.3%	0.3%	0.5%	0.5%	0.4%	0.5%
Total ethnically diverse	72	87	98	109	111	117	110	114
	9.7%	12.0%	13.3%	14.7%	14.6%	15.1%	14.1%	14.9%
OXFORD CAMPUS								
Total T/TE faculty	648	640	648	654	661	674	683	669

African American	23	28	32	37	36	37	36	37
	3.5%	4.4%	4.9%	5.7%	5.4%	5.5%	5.3%	5.5%
Asian-American	25	32	37	40	42	46	42	46
	3.9%	5.0%	5.7%	6.1%	6.4%	6.8%	6.1%	6.9%
Hispanic	11	13	16	18	17	19	17	16
	1.7%	2.0%	2.5%	2.8%	2.6%	2.8%	2.5%	2.4%
American Indian	2	2	2	2	2	2	2	2
	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%
Total ethnically diverse	61	75	87	97	97	104	97	101
	9.4%	11.7%	13.4%	14.8%	14.7%	15.4%	14.2%	15.1%

HAMILTON CAMPUS

Total T/TE faculty	44	40	41	41	50	49	49	50
African American	2	3	3	3	3	1	2	3
	4.5%	7.5%	7.3%	7.3%	6.0%	2.0%	4.1%	6.0%
Asian-American	4	4	3	2	2	3	3	3
	9.1%	10.0%	7.3%	4.9%	4.0%	6.1%	6.1%	6.0%
Hispanic	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian	0	0	0	0	1	1	1	1
	0.0%	0.0%	0.0%	0.0%	2.0%	2.0%	2.0%	2.0%
Total ethnically diverse	6	7	6	5	6	5	6	7
	13.6%	17.5%	14.6%	12.2%	12.0%	10.2%	12.2%	14.0%

MIDDLETOWN CAMPUS

Total T/TE faculty	48	45	47	49	50	52	47	45
African American	3	2	2	3	3	3	3	3
	6.3%	4.4%	4.3%	6.1%	6.0%	5.8%	6.4%	6.7%
Asian-American	2	2	2	3	3	3	3	2
	4.2%	4.4%	4.3%	6.1%	6.0%	5.8%	6.4%	4.4%
Hispanic	0	1	1	1	1	1	1	0
	0.0%	2.2%	2.1%	2.0%	2.0%	1.9%	2.1%	0.0%
American Indian	0	0	0	0	1	1	0	1
	0.0%	0.0%	0.0%	0.0%	2.0%	1.9%	0.0%	2.2%
Total ethnically diverse	5	5	5	7	8	8	7	6
	10.4%	11.1%	10.6%	14.3%	16.0%	15.4%	14.9%	13.3%

Table 4: Ethnic Diversity of Miami Employees – all campuses

Division	2005		2006	
	N	Pct	N	Pct
Academic Affairs				
Faculty	151	10.6%	159	10.5%
Staff	65	7.9%	67	7.8%
Finance & Business	47	3.5%	46	3.3%
IT Services	12	7.0%	13	7.0%
President	19	9.0%	23	10.0%
Student Affairs	15	11.6%	18	12.6%
University Advancement	5	6.6%	4	5.2%
All University	314	7.5%	330	7.5%

All Employees (for Percents)

Division	2005	2006
Academic Affairs		
Faculty	1418	1515
Staff	828	857
Finance & Business	1348	1401
IT Services	171	185
President	211	230
Student Affairs	129	143
University Advancement	76	77
All University	4181	4408

Table 5: Female Employees – All campuses

Division	2005		2006	
	N	Pct	N	Pct
Academic Affairs				
Faculty	617	43.5%	691	45.6%
Staff	573	69.2%	588	68.6%
Finance & Business	711	52.7%	744	53.1%
IT Services	77	45.0%	81	43.8%
President	91	43.1%	108	47.0%
Student Affairs	101	78.3%	109	76.2%
University Advancement	57	75.0%	58	75.3%
All University	2227	53.3%	2379	54.0%

All Employees (for Percents)

Division	2005	2006
Academic Affairs		
Faculty	1418	1515
Staff	828	857
Finance & Business	1348	1401
IT Services	171	185
President	211	230
Student Affairs	129	143
University Advancement	76	77
All University	4181	4408

ⁱⁱ The figures in these tables include all faculty who are U.S. citizens regardless of their place of birth. International faculty who retain their citizenship elsewhere (i.e. Non-residents) are not included in these numbers.