Q. What would it take for UD to reach 6.2% Black (N=62) & 5.3% (N=53) Hispanic T/TT Faculty by 2027?*
Assuming 100% retention, we would need to hire 20 Black faculty and 16 Hispanic faculty in the next 10 years. Assuming the same average retention as in last 5 years, we would need to hire 50 Black & 24 Hispanic faculty. - Thus, 12.2% of all hires would need to be Black faculty; 5.9% would need to be Hispanic faculty.

For comparison, over the last 5 years, 6.8% of our T/TT hires were Black and 4.4% were Hispanic.

Q. What would it take for UD to reach 6.6% Black (N=66) & 7.2% (N=72) Hispanic T/TT Faculty by 2027? *
If we assume same average retention as in last 5 years, we would need to hire 54 Black & 43 Hispanic faculty. 13.2% of all hires would need to be Black and 10.5% would need to be Hispanic – totaling almost ¼ of all hires.

Q. Women currently make up 38.11% of UD’s T/TT faculty; what would it take to reach 50% female by 2027?
We have lost 71 T/TT female faculty over last 5 years. (average of 142 female faculty over 10 years). We would need to hire 285 female T/TT faculty; this is 69.5% of all hires.

* See back for hiring and retention data (by race and ethnicity) over last five years plus sample calculation.
Appendix.

Current & Future UD Full Time T/TT Faculty Demographics by Primary Race/Ethnicity (OIRE)

<table>
<thead>
<tr>
<th>UD T/TT Faculty 2017</th>
<th>Hires 2013-17</th>
<th>Departures 2013-17</th>
<th>5-Year Net</th>
<th>10 Yr</th>
<th>T/TT Faculty 2027</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>Retirement</td>
<td>Other</td>
<td>Total</td>
</tr>
<tr>
<td>White</td>
<td>707</td>
<td>75.1%</td>
<td>100</td>
<td>-100</td>
<td>-38</td>
</tr>
<tr>
<td>Asian</td>
<td>151</td>
<td>16.0%</td>
<td>46</td>
<td>-3</td>
<td>-12</td>
</tr>
<tr>
<td>Black</td>
<td>42</td>
<td>4.5%</td>
<td>14</td>
<td>-3</td>
<td>-12</td>
</tr>
<tr>
<td>Hisp.</td>
<td>37</td>
<td>3.9%</td>
<td>9</td>
<td>-1</td>
<td>-3</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>0.5%</td>
<td>36</td>
<td>0</td>
<td>-2</td>
</tr>
<tr>
<td>Total</td>
<td>942</td>
<td>100%</td>
<td>205</td>
<td>-107</td>
<td>-67</td>
</tr>
</tbody>
</table>

Source: Office of Institutional Research and Effectiveness

Sample Calculation, Black Faculty

Q. How many Black faculty would we need to hire over the next ten years to get to 6.2%?

Projected T/TT Faculty Size in 2027. (Based on hiring rate over last 5 years), N = 1004

6.2% of 1004 = ~ 62

We currently have 42 black faculty.

If we assume no loss of black faculty, we would need to hire 20.

If we assume similar retention as over last 5 years, we would need to make up for the loss of 30 black faculty.

This would mean that we would need to hire 50 black faculty in 10 years to reach 6.2%.

Sources


UD’s Office of Institutional Research Facts and Figures