

Outcomes of Danforth Campus Tenured and Tenure Track Faculty Searches

At the end of each academic year, Danforth Campus Deans submit a report to the Provost detailing the faculty searches conducted that year including, for each position, the search committee, the number of applications received, the number of invitations to campus, the number of offers and the number of offers accepted, by gender and underrepresented race/ethnicity status. The accumulated data allow us to track progress towards increasing faculty gender and ethnic diversity across time, and to understand yield patterns across schools.

The graphs below show that most Danforth schools had strong yield on offers to underrepresented minorities, about the same or slightly higher than overall yield, in aggregated 5-year results. Numbers in parentheses indicate the 5-year total hires by each school.



The following pages contain detail for each school, by year.

Faculty Searches Danforth Campus - 2012-13 through 2016-17

	Searches 2012-13					Searches 2013-14					Searches 2014-15					Searches 2015-16					Searches 2016-17					5-Year Totals Summary				
	Summary - Danforth Campus					Summary - Danforth Campus					Summary - Danforth Campus					Summary - Danforth Campus					Summary - Danforth Campus					Summary - Danforth Campus				
	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM
12	49					35					34					45					51					214				
Target of Opportunity Searches	9	4	5	0	4	4	2	1	0	1	2	0	2	0	0	5	4	1	0	2	9	6	3	0	4	28	16	12	0	11
Applicants	5884	3808	1627	449	NA	4717	3424	1097	196	NA	3856	2665	1058	133	NA	4571	3022	1399	150	NA	4965	3210	1324	431	NA	23993	16129	6505	1359	NA
% of total applicants		65%	28%	8%			73%	23%	4%			69%	27%	3%			66%	31%	3%			65%	27%	9%			67%	27%	6%	
Invitations to campus	236	133	103		20	180	113	67		13	182	116	66		15	173	99	74		26	183	105	78		21	954	566	388		95
% of total invited		56%	44%		8%		63%	37%		7%		64%	36%		8%		57%	43%		15%		57%	43%		11%		59%	41%		10%
Offers	69	36	33		9	58	40	18		9	56	37	19		7	60	34	26		13	84	49	35		13	327	196	131		51
% of total offers		52%	48%		13%		69%	31%		16%		66%	34%		13%		57%	43%		22%		58%	42%		15%		60%	40%		16%
Hires	41	20	21		6	39	29	10		7	33	22	11		5	36	21	15		9	51	31	20		8	200	123	77		35
% of total hires		49%	51%		15%		74%	26%		18%		67%	33%		15%		58%	42%		25%		61%	39%		16%		62%	39%		18%
Yield rate (hires as % offers)	59%	56%	64%		67%	67%	73%	56%		78%	59%	59%	58%		71%	60%	62%	58%		69%	61%	63%	57%		62%	61%	63%	59%		69%

- Notes:
1. Target of Opportunity (TOO) means any candidate that surfaces other than in response to an advertised open position; includes spousal hires.
 2. Underrepresented minorities include Black or African American, Hispanic, American Indian, Alaska Native, Native Hawaiian, Pacific Islander and persons with multiple categories that include one or more of these.

Faculty Searches by School

	Searches 2012-13					Searches 2013-14					Searches 2014-15					Searches 2015-16					Searches 2016-17					5-Year Totals Summary				
	Arts & Sciences					Arts & Sciences					Arts & Sciences					Arts & Sciences					Arts & Sciences					Arts & Sciences				
	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM
Searches (inclu TOO)	32					14					20					22					32					120				
Target of Opportunity Searches	4	1	3		2	1		1			2		2			3	2	1		1	7	5	2		4	17	8	9		7
Applicants	4175	2401	1327	447	466	2406	1598	622	186	365	2099	1401	605	93	59	2779	1743	895	141	170	2945	1755	835	355	136	14404	8898	4284	1222	
% of total applicants		58%	32%				66%	26%				67%	29%				63%	32%				60%	28%				62%	30%		
Invitations to campus	146	80	66		10	62	38	24		11	82	51	31		8	82	42	40		11	85	44	41		12	457	255	202		52
% of total invited		55%	45%		7%		61%	39%		18%		62%	38%		10%		51%	49%		13%		52%	48%		14%		56%	44%		11%
Offers	45	24	21		3	18	12	6		6	31	22	9		6	29	14	15		5	41	21	20		9	164	93	71		29
% of total offers		53%	47%		7%		67%	33%		33%		71%	29%		19%		48%	52%		17%		51%	49%		22%		57%	43%		18%
Hires	31	16	15		3	14	10	4		5	18	14	4		4	18	9	9		3	27	14	13		6	108	63	45		21
% of total hires		52%	48%		10%		71%	29%		36%		78%	22%		22%		50%	50%		17%		52%	48%		22%		58%	42%		19%
Yield rate (hires as % offers)	69%	67%	71%		100%	78%	83%	67%		83%	58%	64%	44%		67%	62%	64%	60%		60%	66%	67%	65%		67%	66%	68%	63%		72%
	Brown School					Brown School					Brown School					Brown School					Brown School									
Searches (inclu TOO)	1					3					0					6					1					11				
Target of Opportunity Searches	1	1			1	2	2			1	0					0					1					3	3	0		2
Applicants	0					63	17	45	1		0					261	112	143	6		160	56	68	36	30	484	185	256	43	
% of total applicants							27%	71%									43%	55%				35%	43%				38%	53%		
Invitations to campus	4	3	1		2	13	5	8			0					14	5	9		6	11	4	7		4	42	17	25		12
% of total invited		75%	25%		50%		38%	62%		0%							36%	64%		43%		36%	64%		36%		40%	60%		29%
Offers	1	1			1	5	2	3		1	0					5	3	2		3	4	2	2		3	15	8	7		8
% of total offers		100%	0%		100%		40%	60%		20%							60%	40%		60%		50%	50%		75%		53%	47%		53%
Hires	0	0				4	2	2		1	0					3	2	1		3	2	2			2	9	6	3		6
% of total hires							50%	50%		25%							67%	33%		100%		100%	0%		100%		67%	33%		67%
Yield rate (hires as % offers)	0%	0%			0%	80%	100%	67%		100%																60%	75%	43%		75%

Faculty Searches By School (cont'd)

	Searches 2012-13					Searches 2013-14					Searches 2014-15					Searches 2015-16					Searches 2016-17					5-Year Summary				
	Business					Business					Business					Business					Business					Business				
	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM	Total	Men	Women	Unknown	URM
Searches (inclu TOO)	6					11					7					8					7					39				
Target of Opportunity Searches	1	1			0	0					0					1	1				1					2	2	0		0
Applicants	572	385	187		11	1075	724	342	9	21	1307	904	363	40	40	603	415	186	2	32	625	410	210	5	31	4182	2838	1288	56	
% of total applicants		67%	33%				67%	32%				69%	28%				69%	31%				66%	34%				68%	31%		
Invitations to campus	49	26	23		4	53	33	20			72	55	17		4	38	27	11	0	4	33	17	16	0	2	245	158	87		14
% of total invited		53%	47%		8%		62%	38%		0%		76%	24%		6%		71%	29%		11%		52%	48%		6%		64%	36%		6%
Offers	11	4	7		3	18	12	6		2	14	9	5			12	10	2	0	0	9	2	7		1	64	37	27		6
% of total offers		36%	64%		27%		67%	33%		11%		64%	36%		0%		83%	17%		0%		22%	78%		11%		58%	42%		9%
Hires	6	2	4		2	7	5	2		1	7	5	2			7	6	1	0	0	5	0	5			32	18	14		3
% of total hires		33%	67%		33%		71%	29%		14%		71%	29%		0%		86%	14%		0%		0%	100%		0%		56%	44%		9%
Yield rate (hires as % offers)	55%	50%	57%		67%	39%	42%	33%		50%	50%	56%	40%			58%	60%	50%			56%	0%	71%		0%	50%	49%	52%		50%
	Engineering					Engineering					Engineering					Engineering					Engineering					Engineering				
Searches (inclu TOO)	5					5					3					6					7					26				
Target of Opportunity Searches	1		1		0	0					0					0					2	1	1			3	1	2		0
Applicants	1091	1001	90		6	1121	1048	73		34	374	315	59		10	808	679	128	1	27	1083	894	159	30	29	4477	3937	509	31	
% of total applicants		92%	8%				93%	7%				84%	16%				84%	16%				83%	15%				88%	11%		
Invitations to campus	28	20	8		1	44	34	10		2	17	5	12		2	31	20	11	0	3	46	37	9		3	166	116	50		11
% of total invited		71%	29%		4%		77%	23%		5%		29%	71%		12%		65%	35%		10%		80%	20%		7%		70%	30%		7%
Offers	8	5	3		0	14	12	2			6	4	2			11	5	6	0	4	25	22	3		0	64	48	16		4
% of total offers		63%	38%		0%		86%	14%		0%		67%	33%		0%		45%	55%		36%		88%	12%		0%		75%	25%		6%
Hires	3	2	1		0	12	10	2			3	1	2			5	2	3	0	2	13	13	0		0	36	28	8		2
% of total hires		67%	33%		0%		83%	17%		0%		33%	67%		0%		40%	60%		40%		100%	0%		0%		78%	22%		6%
Yield rate (hires as % offers)	38%	40%	33%			86%	83%	100%			50%	25%	100%			45%	40%	50%			52%	59%	0%			56%	58%	50%		0%
	Law					Law					Law					Law					Law					Law				
Searches (inclu TOO)	3					0					0					2					1					6				
Target of Opportunity Searches	1	1			0	0					0					0					1					1	1	0		
Applicants	34	19	15		5	0					0					119	72	47	0	21	17	15	2			170	106	64	0	
% of total applicants		56%	44%														61%	39%				88%	12%				62%	38%		
Invitations to campus	6	3	3		1	0					0					7	4	3		1	4	3	1			17	10	7		2
% of total invited		50%	50%		17%												57%	43%		14%		75%	25%		0%		59%	41%		12%
Offers	3	2	1		1	0					0					2	1	1			1	1	0			6	4	2		1
% of total offers		67%	33%		33%												50%	50%		0%		100%	0%		0%		67%	33%		17%
Hires	0	0	0		0	0					0					2	1	1			1	1	0			3	2	1		0
% of total hires																	50%	50%		0%		100%	0%				67%	33%		0%
Yield rate (hires as % offers)	0%	0%	0%		0%												100%	100%				100%					50%	50%		0%
	Design & Visual Arts					Design & Visual Arts					Design & Visual Arts					Design & Visual Arts					Design & Visual Arts					Design & Visual Arts				
Searches (inclu TOO)	2					2					4					1					3					12				
Target of Opportunity Searches	1		1		1	0					0					1	1			1	1					2	1	1		2
Applicants	12	2	8	2	1	52	37	15			76	45	31		8	1	1			1	135	80	50	5	11	276	165	104	7	
% of total applicants		17%	67%				71%	29%				59%	41%				100%	0%				59%	37%				60%	38%		
Invitations to campus	3	1	2		2	8	3	5			11	5	6		1	1	1			1	4		4			27	10	17		4
% of total invited		33%	67%		67%		38%	63%		0%		45%	55%		9%		100%	0%		100%		0%	100%		0%		37%	63%		15%
Offers	1		1		1	3	2	1			5	2	3		1	1	1			1	4	1	3			14	6	8		3
% of total offers		0%	100%		100%		67%	33%		0%		40%	60%		20%		100%	0%		100%		25%	75%		0%		43%	57%		21%
Hires	1		1		1	2	2				5	2	3		1	1	1			1	3	1	2			12	6	6		3
% of total hires		0%	100%		100%		100%	0%		0%		40%	60%		20%		100%	0%		100%		33%	67%		0%		50%	50%		25%
Yield rate (hires as % offers)	100%	0%	100%		100%	67%	100%	0%			100%	100%	100%			100%	100%				75%	100%				86%	100%	75%		100%