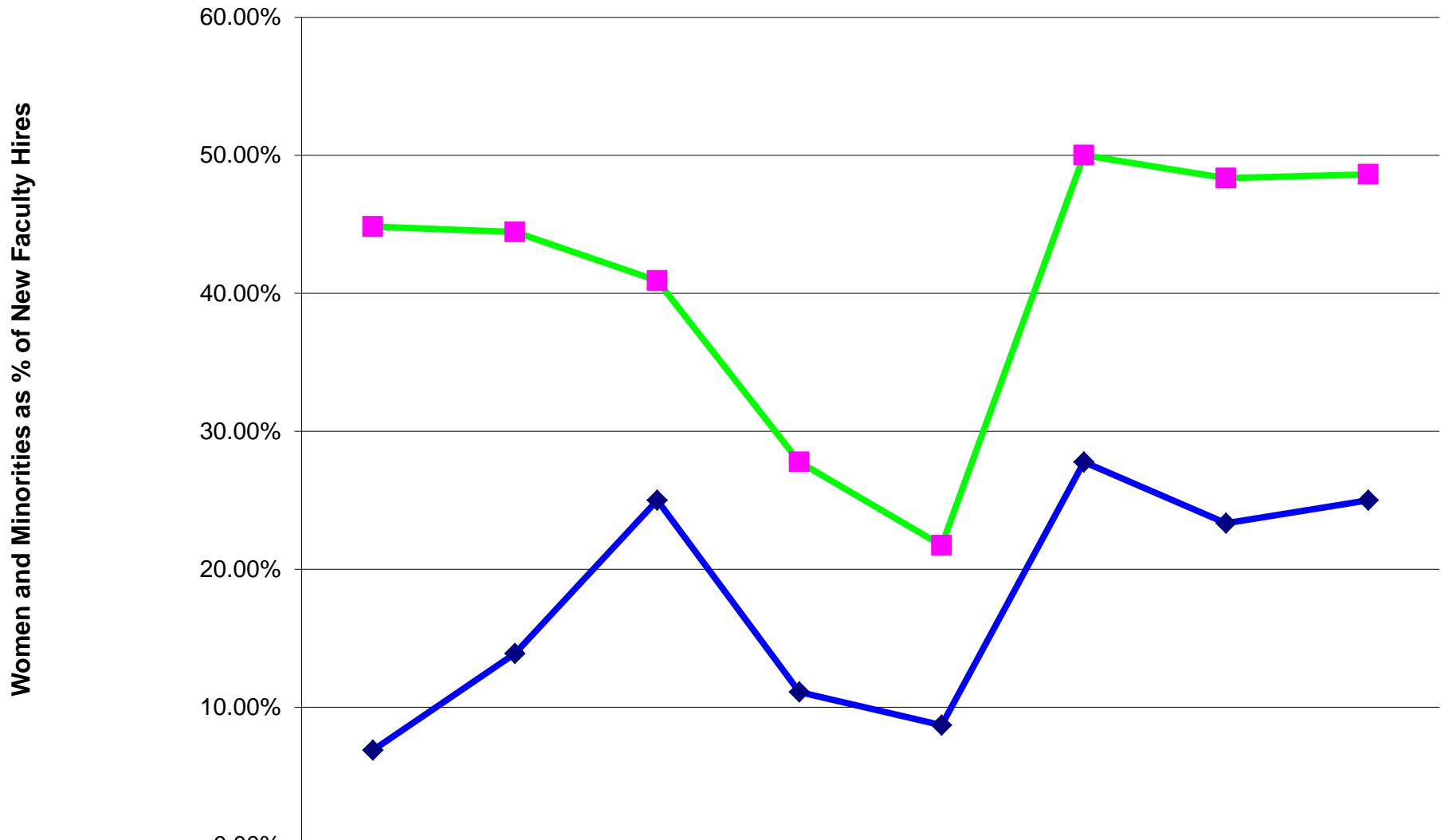


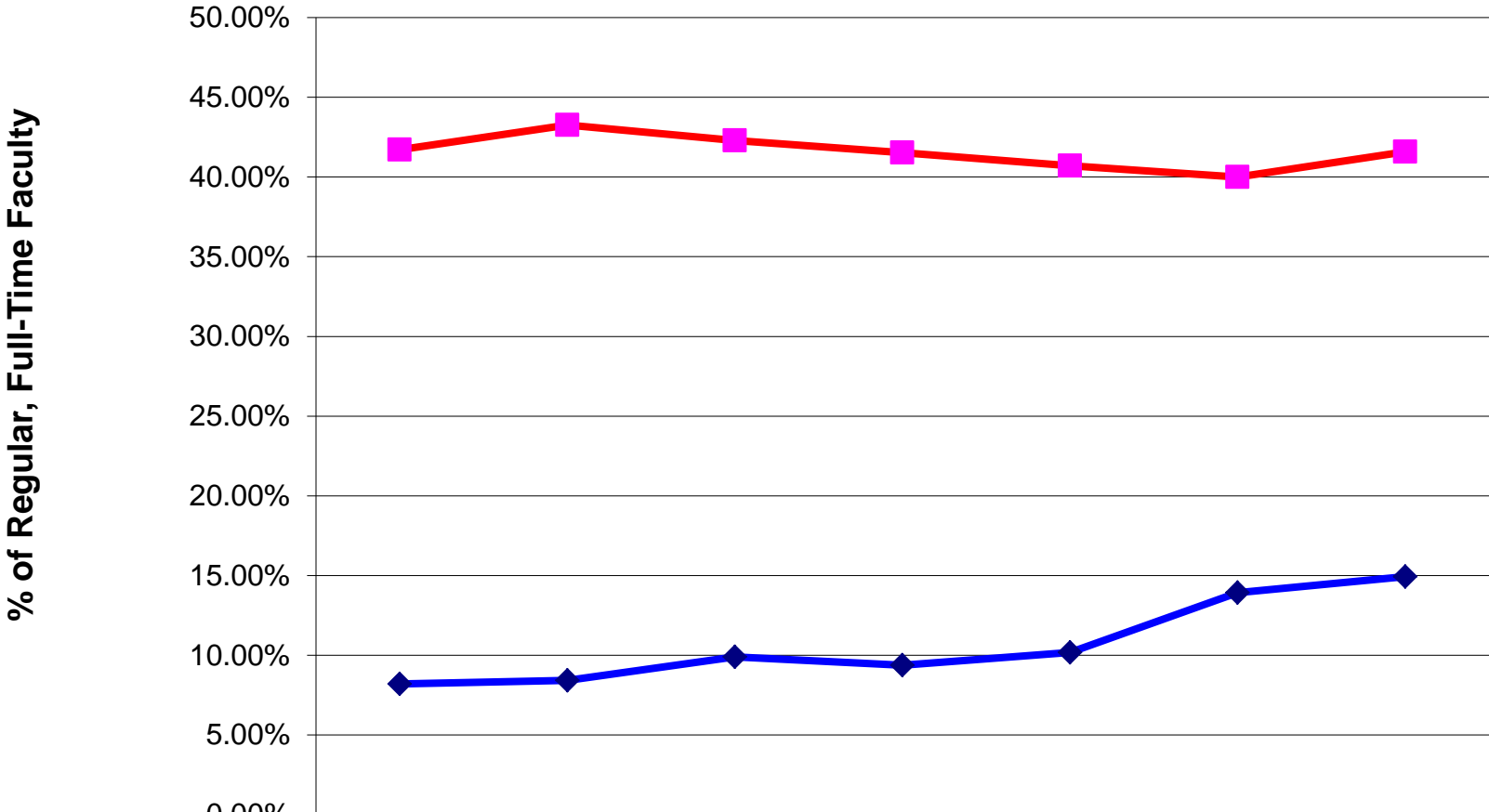
Trends in New Hires of Faculty by Race and Gender, By Academic Years, 1999 - 2006 (Data for 2006 are preliminary)



	1999	2000	2001	2002	2003	2004	2005	2006*
◆ Minorities as % of New Hires	6.90%	13.89%	25.00%	11.11%	8.70%	27.78%	23.33%	25.00%
■ Females as % of New Hires	44.83%	44.44%	40.91%	27.78%	21.74%	50.00%	48.33%	48.61%

Academic Year

Changes in Faculty Profiles By Race and Gender, 1999 - 2005 Academic Years



	1999	2000	2001	2002	2003	2004	2005
◆ Minorities as % of RFT Faculty	8.19%	8.43%	9.90%	9.38%	10.18%	13.92%	14.93%
■ Women as % of RFT Faculty	41.71%	43.26%	42.29%	41.52%	40.70%	40.00%	41.59%

Academic Years

	2001			2002			Minority
	Minority	Female	Total	Minority	Female	Total	
Administrators	1	14	34	2	15	34	3
Professor	6	31	130	6	31	139	7
Associate Professor	11	56	150	14	60	139	9
Assistant Professor	26	127	230	31	120	213	30
Instructor	2	17	15	1	11	10	1
Temp	21	63	94	6	38	111	20
Full Time Regular	45	231	525	52	222	501	47

Academic Year	Minorities as % of RFT Faculty	Women as % of RFT Faculty
1999	8.19%	41.71%
2000	8.43%	43.26%
2001	9.90%	42.29%
2002	9.38%	41.52%
2003	10.18%	40.70%
2004	13.92%	40.00%
2005	14.93%	41.59%

2003			2004			2005		
Female	Total	Minority	Female	Total	Minority	Female	Total	Minority
15	33	2	16	33	2	15	28	2
33	136	8	31	130	8	30	133	9
56	149	11	58	157	16	60	166	19
111	212	30	107	213	45	104	219	49
8	14	3	12	10	2	10	11	2
51	131	23	59	139	12	81	150	20
208	511	52	208	510	71	204	529	79

Female

13

33

66

110

11

87

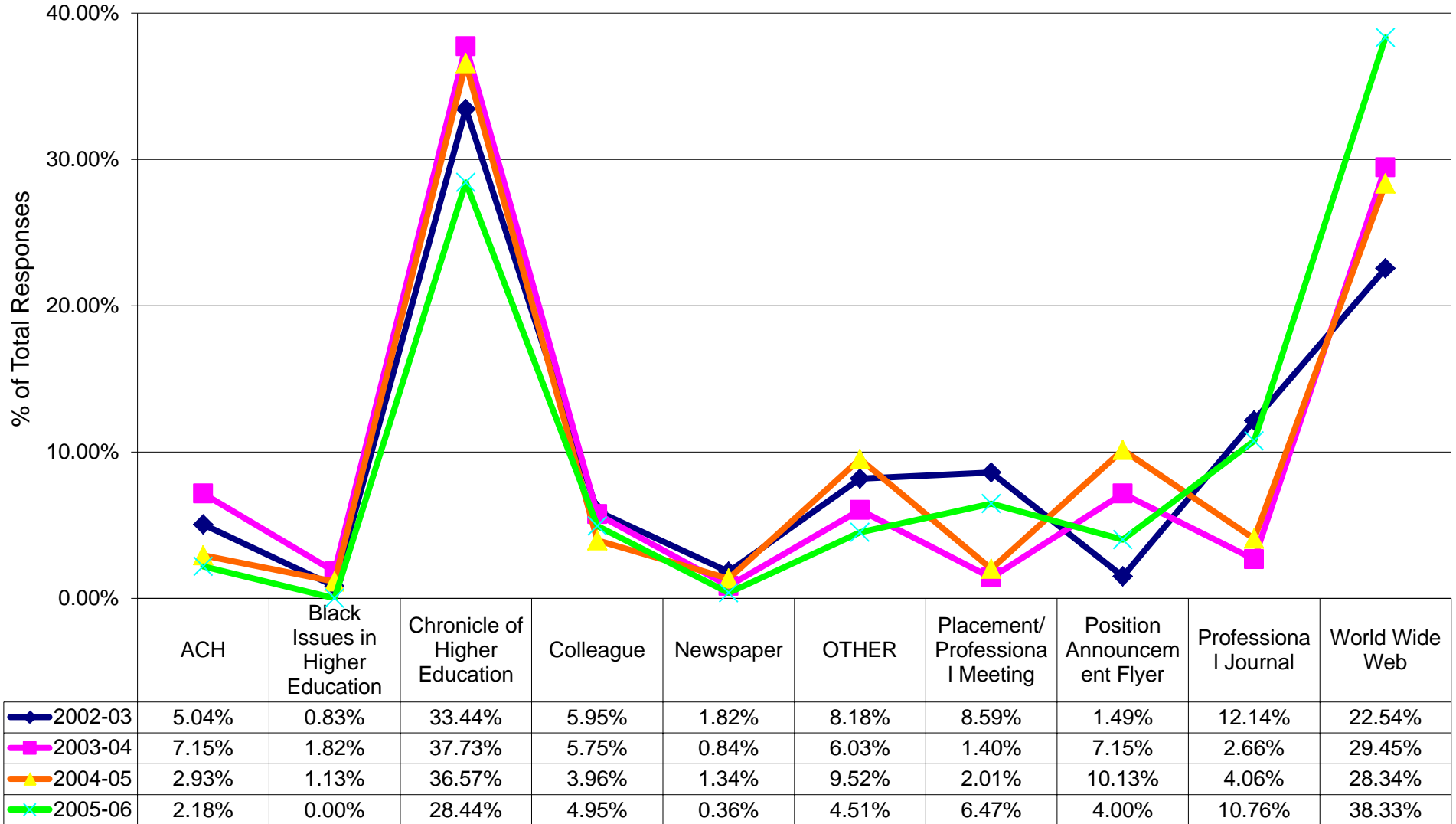
220

	Total Hires - Full Time Regular	Total Minority Hires	Total Female Hires	Minorities as % of New Hires	Females as % of New Hires
1999	29	2	13	6.90%	44.83%
2000	36	5	16	13.89%	44.44%
2001	44	11	18	25.00%	40.91%
2002	18	2	5	11.11%	27.78%
2003	23	2	5	8.70%	21.74%
2004	18	5	9	27.78%	50.00%
2005	60	14	29	23.33%	48.33%
2006*	72	18	35	25.00%	48.61%

* Preliminary Data

Recruiting Outlet For Source of Ad for Persons Completing the AA/EEO Data Cards

Outlets as % of All Responses by Academic Search Year



Advertising Outlet

Absolute Distribution

Information on Position	2002-03	2003-04	2004-05	2005-06
Applicant Clearinghouse Listing	61	51	57	30
Black Issues in Higher Education	10	13	22	0
Chronicle of Higher Education	405	269	711	391
Colleague	72	41	77	68
Newspaper	22	6	26	5
OTHER	99	43	185	62
Placement/Professional Meeting	104	10	39	89
Position Announcement Flyer	18	51	197	55
Professional Journal	147	19	79	148
World Wide Web	273	210	551	527
Totals	1211	713	1944	1375

Relative Distribution

Information on Position	2002-03	2003-04	2004-05	2005-06
ACH	5.04%	7.15%	2.93%	2.18%
Black Issues in Higher Education	0.83%	1.82%	1.13%	0.00%
Chronicle of Higher Education	33.44%	37.73%	36.57%	28.44%
Colleague	5.95%	5.75%	3.96%	4.95%
Newspaper	1.82%	0.84%	1.34%	0.36%
OTHER	8.18%	6.03%	9.52%	4.51%
Placement/Professional Meeting	8.59%	1.40%	2.01%	6.47%
Position Announcement Flyer	1.49%	7.15%	10.13%	4.00%
Professional Journal	12.14%	2.66%	4.06%	10.76%
World Wide Web	22.54%	29.45%	28.34%	38.33%