5 Year Growth Plan

• Hire 250 net new faculty by 2020-21
  – 2015-16, 1250 faculty
    » 16-17, hired 76, 38 replacement, 38 net gain
    » 17-18, hired 68, 35 replacement, 33 net gain
    » 18-19, hired 91, 54 replacement, 37 net gain
  – 2020-21, 1500 faculty
    » Up to 4 yrs, ~42 replacement/yr, 142 new
      250
Challenge in moving needle on faculty diversity

- Current URM faculty, 18-19, 9.5% (130/1358)
  - If 25% of remaining hires are URM, 12% (186/1500)
  - If 50% of remaining hires are URM, 16% (242/1500)

- Current female faculty, 18-19, 37% (502/1358)
  - If 60% of remaining hires are women, 42% (637/1500)
  - If 75% of remaining hires are women, 45% (672/1500)

*Assumptions: complete in 2 years, gender/ethnicity of current faculty does not change
• To move the needle we must be intentional
  – generate applicant pools that reflect national availability
  – value contributions to inclusive excellence
    • Hiring, merit and promotion
  – use and develop pipeline programs for underrepresented groups
  – establish mentoring programs to support faculty/future faculty from underrepresented groups