



UNIVERSITY OF WASHINGTON

2008-09 New Faculty Hires Report

This report provides information about the gender, ethnicity, and overall make-up of the 285 new professorial rank faculty members who were hired for the 2008-09 academic year. Faculty members hired from December 1, 2007 through November 30, 2008 are included in this report.

By rank, the 285 new faculty hires breakdown as follows:

Professors 40 (14.0%)

Professor	17
Professor (WOT)	20
Research Professor	2
Acting Professor	1

Associate Professors 24 (8.4%)

Associate Professor	5
Associate Professor (WOT)	12
Research Associate Professor	7

Assistant Professors 221 (77.6%)

Assistant Professor	85
Assistant Professor (WOT)	105
Research Assistant Professor	24
Acting Assistant Professor (pending receipt of Ph.D.)	7

The largest number of new hires was made in the School of Medicine, 163 (57.2%). The other school/college/campus distribution is as follows:

Arts and Sciences	39 (13.70%)
Built Environments	8 (2.80%)
Business	7 (2.50%)
Dentistry	5 (1.70%)
Education	3 (1.00%)
Engineering	10 (3.50%)
Forest Resources	1 (0.35%)
Information	2 (0.70%)
Law	0 (0.00%)
Nursing	2 (0.70%)

Ocean and Fishery Sciences	2 (0.70%)
Pharmacy	1 (0.35%)
Public Affairs	1 (0.35%)
Public Health	15 (5.30%)
Social Work	1 (0.35%)
UW Bothell	11 (3.90%)
UW Tacoma	14 (4.90%)

The overall gender distribution of the new faculty hires is 122 (42.8%) female and 163 (57.2%) male. Table 1 shows the distribution of new faculty hires by professorial rank and gender.

Table 1
Distribution of New Hires by Professorial Rank and Gender
2008-09

Professorial Rank	Female	Male
Professor	9 (7.30%)	31 (19.1%)
Associate Professor	10 (8.10%)	14 (8.60%)
Assistant Professor	104 (84.6%)	117 (72.2%)
Total	123 (100.0%)	162 (100.0%)

Table 2 shows the gender distribution of new faculty hires over the past ten years.

Table 2
Gender Distribution of New Hires
1999-2009

Academic Year	Total Hires	Female	Male
2008-09	285	123 (43.2%)	162 (56.8%)
2007-08	249	102 (41.0%)	147 (59.0%)
2006-07	249	94 (37.8%)	155 (62.2%)
2005-06	220	98 (44.5%)	122 (55.5%)
2004-05	198	69 (35.0%)	129 (65.0%)
2003-04	148	62 (42.0%)	86 (58.0%)
2002-03	156	62 (40.0%)	94 (60.0%)
2001-02	167	61 (36.5%)	106 (63.5%)
2000-01	184	68 (37.0%)	116 (63.0%)
1999-00	152	62 (41.0%)	90 (59.0%)

The overall ethnic distribution of new hires is 162 (56.8%) White, 76 (26.7%) faculty of color, and 47 (16.5%) race not reported. Of the faculty of color, 60 (78.9%) are Asian, 10 (13.2%) are Black, and 6 (7.9%) are Hispanic. Table 3 shows the distribution of new faculty hires by professorial rank and ethnicity.

Table 3
Distribution of New Hires by Professorial Rank and Ethnicity
2008-09

Professorial Rank	White (W)	Faculty of Color	Asian (A)	Black (B)	Hispanic (H)	American Indian (AI)	Multi-Racial	Not Reported
Professor (40)	29 (72.5%)	5 (12.5%)	5 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	6(15.0%)
Associate Professor (24)	12 (50.0%)	5 (20.8%)	4 (80.0%)	1(20.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	7(29.2%)
Assistant Professor (221)	121 (54.7%)	66 (29.9%)	51 (77.3%)	9(13.7%)	6 (9.0%)	0 (0.0%)	0 (0.0%)	34 (15.4%)
Total (285)	162 (56.8%)	76 (26.7%)	60 (78.9%)	10(13.2%)	6 (7.9%)	0 (0.0%)	0 (0.0%)	47 (16.5%)

Table 4 shows the ethnic distribution of new faculty hires over the past ten years. Note that Individuals have the ability to change their own profile at any time.

Table 4
Ethnic Distribution of New Hires
1999-2008

Academic Year	Total	White	Faculty of Color	Asian	Black	Hispanic	American Indian	Multi-Racial	Not Reported
08-09	285	162 (56.8%)	76 (26.7%)	60 (78.9%)	10 (13.2%)	6 (7.9%)	0 (0.0%)	0 (0.0%)	47 (16.5%)
07-08	249	157 (63.1%)	72 (28.9%)	51 (20.5%)	6 (2.4%)	9 (3.6%)	1 (0.4%)	5 (2.0%)	20 (8.0%)
06-07	249	167 (67.1%)	66 (26.5%)	46 (18.5%)	4 (1.6%)	7 (2.8%)	1 (0.4%)	8 (3.2%)	16 (6.4%)
05-06	220	150 (68.2%)	50 (22.7%)	33 (15.0%)	7 (3.2%)	5 (2.3%)	0 (0.0%)	5 (2.3%)	20 (9.1%)
04-05	198	145 (73.2%)	53 (26.8%)	39 (19.7%)	7 (3.5%)	7 (3.5%)	0 (0.0%)	NA	NA
03-04	148	115 (77.7%)	33 (22.3%)	26 (17.6%)	2 (1.4%)	3 (2.0%)	2 (1.4%)	NA	NA
02-03	156	112 (71.8%)	44 (28.2%)	31 (19.9%)	5 (3.2%)	7 (4.5%)	1 (1.6%)	NA	NA
01-02	167	132 (79.0%)	35 (21.0%)	26 (15.6%)	3 (1.8%)	4 (2.4%)	2 (1.2%)	NA	NA
00-01	184	145 (78.8%)	39 (21.2%)	33 (17.9%)	2 (1.1%)	2 (1.1%)	2 (1.1%)	NA	NA
99-00	152	98 (64.5%)	54 (35.5%)	37 (24.3%)	10 (6.6%)	6 (3.9%)	1 (0.7%)	NA	NA

The international profile of these new faculty hires includes 30 non-U.S. citizens who are working at the University on temporary work visas. They represent 10.5% of the new professorial faculty hires and come from 19 different nations, adding another dimension of diversity.

Table 5 shows the international profile of new faculty hires over the past seven years.

Table 5
Non – U.S. Citizen New Hires
2002-2008

Academic Year	Number Non-U.S. Citizens	Number of Countries	Percentage of New Hires
2008-09	30	19	10.5%
2007-08	29	14	11.6%
2006-07	45	23	18.0%
2005-06	31	16	14.0%
2004-05	15	11	7.6%
2003-04	19	14	12.8%
2002-03	17	12	10.1%

In addition to the 285 new professorial faculty members, 30 full-time Lecturers and 8 full-time Senior Lecturers were hired. In sum, 323 new full-time faculty members were hired, when all ranks, including the full-time Lecturer ranks, are included.