

Hire Year: (Multiple values)

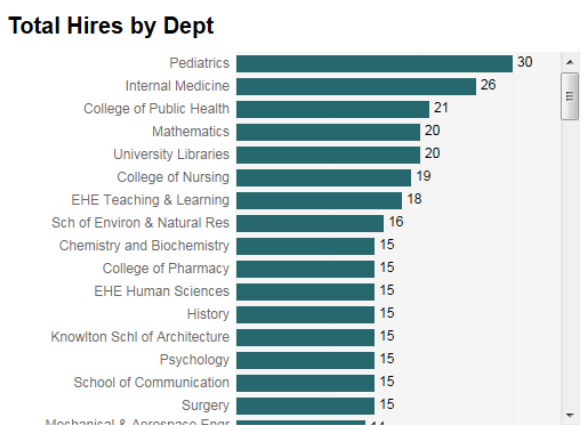
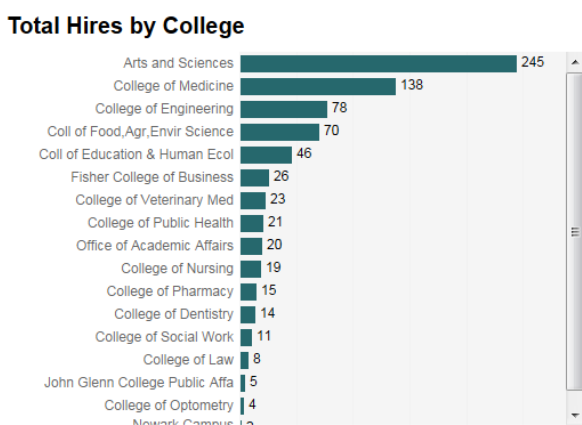
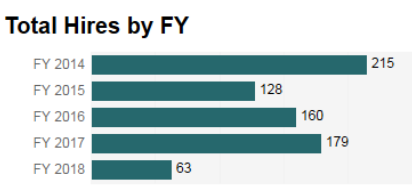
Hire Rank: (All)

Os Campus: COL

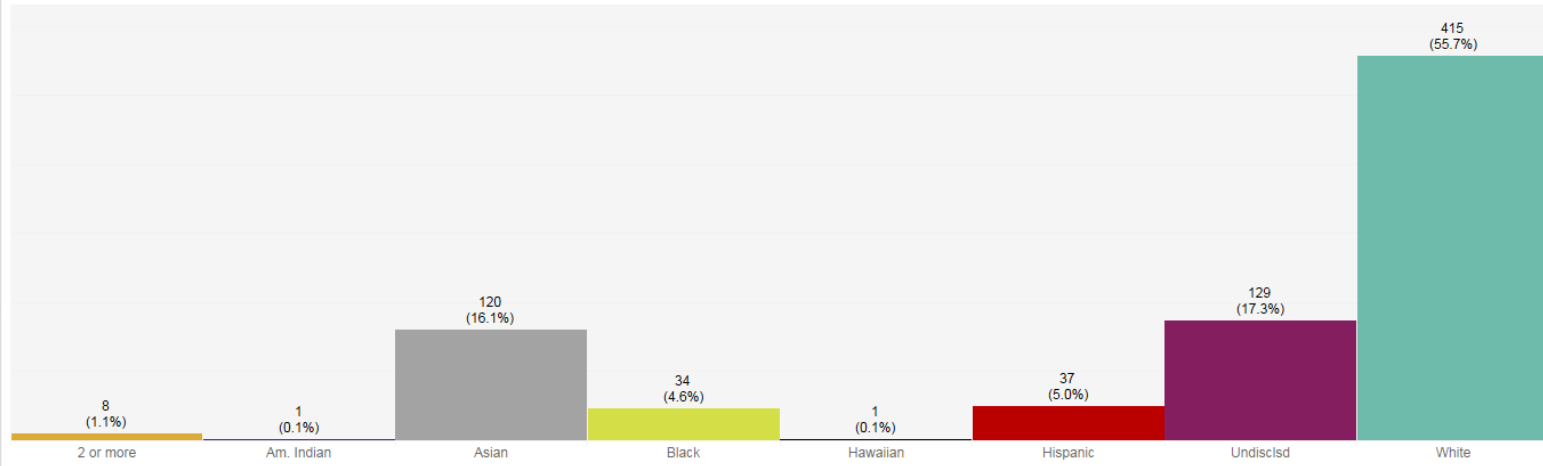
TIU College: (All)

TIU Dept: (All)

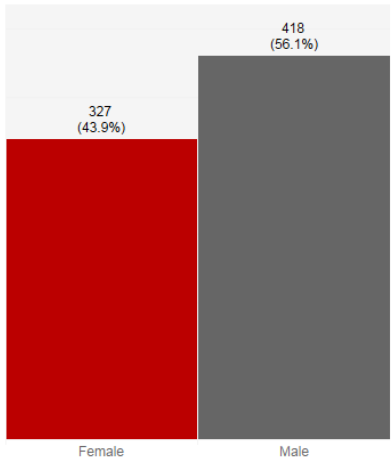
Track: Tenure Track Faculty



Hires - By Race/Ethnicity



Hires - By Gender



For definitions and more information about the dashboard visit:
<https://osu.datacookbook.com/institution/reports/22284/versions/27022>

Institutional Data Classification: Internal (S2)
 For questions contact: hr-data-help@osu.edu

Tenure Track Faculty Promotion, Tenure, and Retention Outcomes By Race/Ethnicity

Hire Year: (Multiple values)

Hire Rank: (All)

Os Campus: COL

TIU College: (All)

TIU Dept: (All)

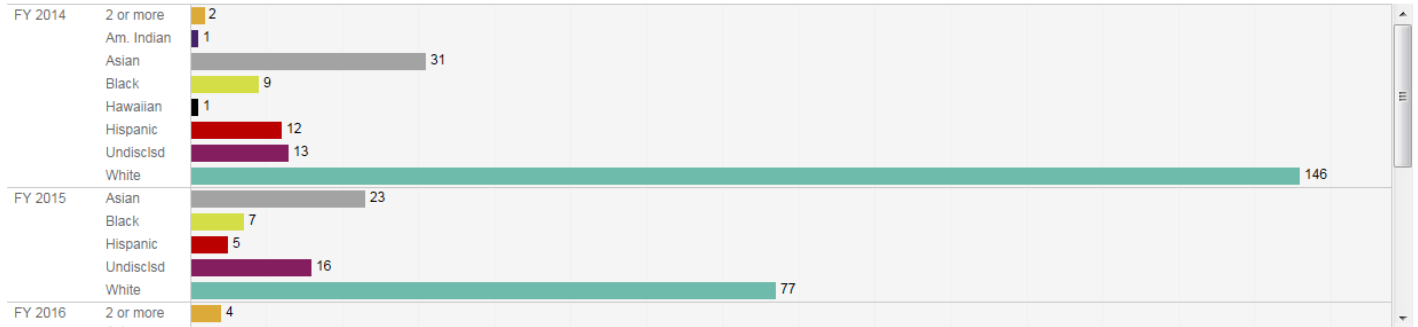
Gender: All

Track: Tenure Track Faculty

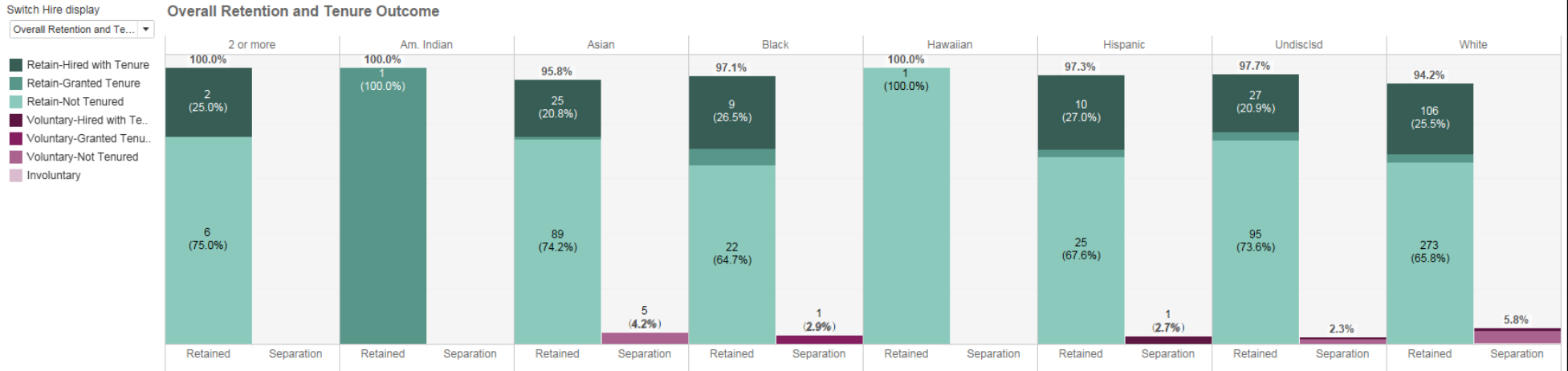
- Race/Ethnicity
- 2 or more
 - Am. Indian
 - Asian
 - Black
 - Hawaiian
 - Hispanic
 - Undiscisd
 - White

Total Hires:
719

Total Hires by FY



By Hire Cohort



For definitions and more information about the dashboard visit: <https://osu.datacookbook.com/institution/reports/22284/versions/27022>

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Tenure Track Faculty Promotion, Tenure, and Retention Outcomes By Race/Ethnicity

Hire Year: (Multiple values) Race/Ethnicity: 2 or more, Am. Indian, Asian, Black, Hawaiian, Hispanic, Undisclsd, White

Hire Rank: (All)

Os Campus: COL

TIU College: (All)

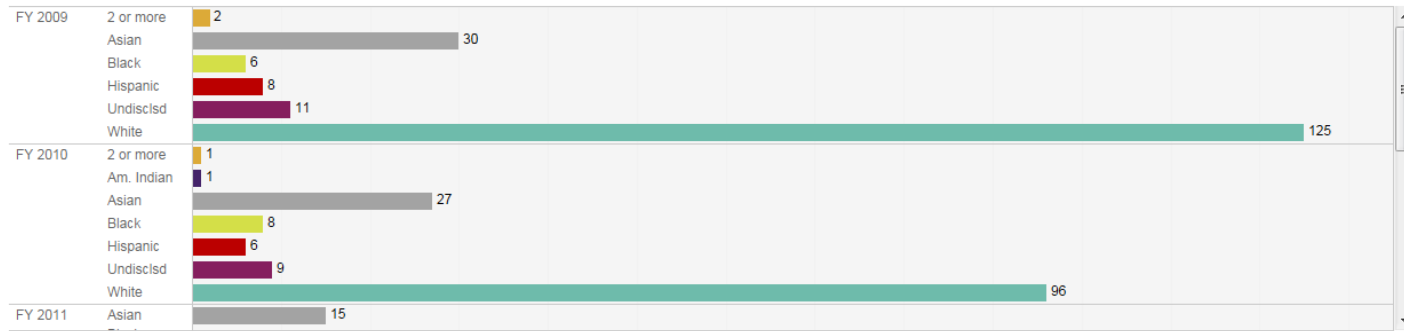
TIU Dept: (All)

Gender: All

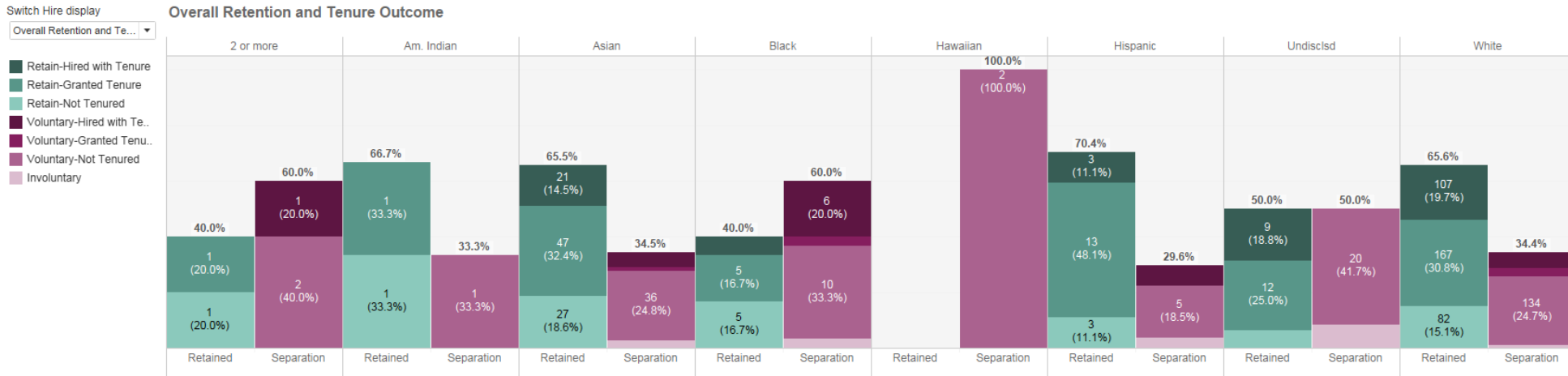
Track: Tenure Track Faculty

Total Hires: 767

Total Hires by FY



By Hire Cohort



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Faculty Outcomes by Rank & Race Ethnicity¹

1. Assistant Professor Promotion & Retention: 2008-2018² Hires

Promotion	Asian		Black		Hispanic		Other ¹		White		Grand Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Same rank as hire	1	0.5%	1	2%					12	15.9%	14	1.1%
Assistant to Associate	51	23.9%	12	24%	15	29.4%	22	11%	244	32.3%	344	27.1%
Assistant to Associate to Professor	8	3.8%	1	2%	3	5.9%	2	1%	14	1.9%	28	2.2%
Assistant - left without promotion	47	22.1%	11	22%	6	11.8%	27	13.5%	162	21.4%	255	20.1%
Assistant currently within Retention Period	106	49.8%	25	50%	27	52.9%	147	73.5%	324	42.9%	629	49.5%
Grand Total	213	16.8%	50	3.9%	51	4.0%	200	15.7%	756	59.5%	1270	100%

¹Includes American Indian, Hawaiian, 2 More Races and Undisclosed

- Hispanic Assistant Professors hired between 2008 and 2018 were less likely to be promoted to Associate than White Assistant Professors but somewhat more than all groups combined.
- Hispanic Assistant Professors hired between 2008 and 2018 were more likely to be promoted to full than any other group but with an N of only 3.
- Hispanic Assistant Professors hired between 2008 and 2018 were much less likely to have left the university without a promotion than any other group.
- Hispanic Assistant Professors hired between 2008 and 2018 are more likely than any other group to currently be within their retention period, e.g., relatively recently hired.

¹ Source: OSU HR/Office of Institutional Research and Planning

² Fiscal years; 2018 is the 2017-2018 academic and fiscal years.

2. Associate Professor Promotions: 2008-2018 Hires

Promotion	Asian		Black		Hispanic		Other ¹		White		Grand Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Same rank as hire	37	74%	7	87.5%	9	90%	34	91.9%	84	72.4%	171	77.4%
Assistant to Associate									3	2.6%	3	1.4%
Associate to Professor	13	26%	1	12.5%	1	10%	2	5.4%	29	25%	46	20.8%
Assistant currently within Retention Period							1	2.7%			1	0.5%
Grand Total	50	22.6%	8	3.6%	10	4.5%	37	16.7%	116	52.5%	221	100%

¹Includes American Indian, Hawaiian, 2 More Races and Undisclosed

- Hispanic faculty hired at the Associate rank between 2008 and 2018 were more likely to still be in that rank than other groups
- Conversely, they were less likely to have been promoted to Full Professor, albeit with an N of only 2.

3. Associate Professor Overall Retention & Tenure: 2008-2018 Hires

	Hired with Tenure				Granted Tenure				Not Tenured				Involuntary		Total	
	Retained		Voluntary		Retained		Voluntary		Retained		Voluntary		N	%	N	%
	N	%	N	%	N	%	N	%	N	%	N	%				
Asian	42	44.2%	18	18.9%	12	12.6%	12	12.6%	5	5.3%	5	5.3%	1	1.1%	95	12.7%
Black	6	21.4%	15	53.6%	1	3.6%	2	7.1%	1	3.6%	2	7.1%	1	3.6%	28	3.7%
Hispanic	6	28.6%	10	47.6%	3	14.3%	2	9.5%							21	2.8%
White	163	32.3%	128	25.4%	45	8.9%	135	26.8%	8	1.6%	13	2.6%	12	2.4%	504	67.5%
Other¹	34	34.3%	24	24.2%	3	3.0%	24	24.2%	6	6.1%	2	2.0%	6	6.1%	99	13.3%
Total	251	33.6%	195	26.1%	64	8.6%	175	23.4%	20	2.7%	22	2.9%	20	2.7%	747	100%

¹Includes American Indian, Hawaiian, 2 More Races and Undisclosed

- Hispanic faculty hired at the Associate rank with tenure between 2008 and 2018 were less likely than White faculty and faculty overall.
- Almost half of these faculty left voluntarily, a proportion surpassed only by Black faculty.
- Hispanic faculty hired at the Associate rank between 2008 and 2018 and granted tenure were more likely to have been retained than other groups.

4. Full Professor Overall Retention & Tenure: 2008-2018 Hires

	Hired with Tenure				Granted Tenure				Not Tenured				Involuntary		Total	
	Retained		Voluntary		Retained		Voluntary		Retained		Voluntary		N	%	N	%
	N	%	N	%	N	%	N	%	N	%	N	%				
Asian	32	45.1%	37	52.1%	1	1.4%							1	1.4%	71	8.3%
Black	13	43.4%	17	56.7%											30	3.5%
Hispanic	9	64.3%	4	28.6%			1	7.1%							14	1.6%
White	285	43.0%	352	53.1%	2	0.3%	7	1.1%	4	0.6%	2	0.3%	11	1.7%	663	77.9%
Other¹	34	46.6%	38	52.1%	1	1.4%									73	8.6%
Total	373	43.8%	448	52.6%	4	0.5%	8	0.9%	4	0.5%	2	0.2%	12	1.4%	851	100%

¹Includes American Indian, Hawaiian, 2 More Races and Undisclosed

- Hispanic Full professors hired with tenure between 2008 and 2018 were more likely to be retained than any other group.

5. Academic Leadership-Fall 2017 Snapshot

Rank	Hispanic ³				Total ⁴			
	Male		Female		Male		Female	
	N	%	N	%	N	%	N	%
Dean/Interim Dean	1		1					
Senior Associate Dean			1					
Associate Dean	2							
Chair			1					
Total⁵	3	2.3%	3	6.1%	129		49	

- There were six Hispanic faculty in academic leadership positions in fall 2017.
- Hispanic males represent 2.3% of male academic leaders
- Hispanic females represent 6.1% of female academic leaders

³ Current

⁴ Latest published Diversity Data 9/30/2015

⁵ Hispanic Percent of Total

Faculty and Instructional Staff at CIC Institutions Fall 2015⁶

1. Instructional Staff with Faculty Status

University	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Nonresident alien	Race/ethnicity unknown	Two or more races	White
Indiana University-Bloomington	0.5%	10.1%	3.9%	4.4%	0.1%	0.1%	0.1%	1.0%	80.1%
Michigan State University	0.6%	13.0%	4.8%	4.4%	0.2%	4.3%		0.5%	72.4%
Northwestern University		12.1%	4.1%	3.5%		2.9%	1.1%	0.6%	75.6%
Ohio State University-Main Campus	0.1%	11.9%	3.6%	3.3%	0.1%	7.5%	4.1%	0.7%	68.6%
Pennsylvania State University-Main Campus	0.1%	9.7%	3.6%	3.5%	0.0%	6.1%	5.2%	0.7%	71.1%
Purdue University-Main Campus	0.1%	18.1%	3.1%	3.5%		7.2%		0.9%	67.1%
Rutgers University-New Brunswick	0.1%	14.2%	3.9%	2.3%		7.0%	11.4%	0.4%	60.7%
University of Chicago		15.7%	3.5%	2.3%	0.0%	5.1%	2.4%	0.7%	70.3%
University of Illinois at Urbana-Champaign	0.3%	13.6%	4.7%	4.7%		4.0%	1.1%	0.8%	70.8%
University of Iowa	0.3%	10.9%	2.5%	3.8%		4.7%	2.5%	0.5%	74.7%
University of Maryland-College Park	0.2%	12.9%	4.5%	4.5%	0.1%	3.9%	7.7%	0.6%	65.6%
University of Michigan-Ann Arbor	0.3%	14.6%	3.3%	3.8%	0.0%	14.5%	1.1%	0.9%	61.5%
University of Minnesota-Twin Cities	0.4%	12.6%	2.2%	3.1%	0.1%	4.6%	2.1%	1.1%	73.8%
University of Nebraska-Lincoln	0.3%	12.1%	2.4%	3.6%	0.2%	3.7%		0.2%	77.6%
University of Wisconsin-Madison	0.3%	9.5%	1.9%	3.0%	0.0%	2.7%	6.2%	0.9%	75.5%

- Hispanics make up 3.3% of the Instructional Staff with Faculty Status at Ohio State.
- We are ranked 11th of 15 schools. The highest proportion is 4.7% at Illinois and the lowest 2.3% at the University of Chicago.

⁶ Source: IPEDS/Office of Institutional Research and Planning

2. Tenured/Tenure Track Faculty

University	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Nonresident alien	Race/ethnicity unknown	Two or more races	White
Indiana University-Bloomington	0.1%	11.4%	3.6%	4.5%	0.1%		0.1%	1.3%	79.1%
Michigan State University	0.8%	13.5%	4.3%	4.9%	0.2%	2.2%		0.6%	73.6%
Northwestern University		12.3%	4.2%	3.8%		2.7%	0.9%	0.7%	75.4%
Ohio State University-Main Campus	0.1%	11.4%	3.7%	3.4%	0.1%	9.0%	3.5%	0.8%	68.0%
Pennsylvania State University-Main Campus	0.2%	12.7%	4.4%	4.0%	0.1%	4.3%	5.5%	0.7%	68.0%
Purdue University-Main Campus	0.1%	18.4%	3.1%	3.6%		5.6%		0.9%	68.2%
Rutgers University-New Brunswick	0.1%	12.2%	3.1%	3.0%		6.6%	8.0%	0.3%	66.6%
University of Chicago		12.2%	2.9%	2.9%		2.7%	2.1%	1.0%	76.2%
University of Illinois at Urbana-Champaign	0.4%	15.7%	5.1%	5.2%		3.7%	1.2%	0.8%	67.9%
University of Iowa	0.3%	12.0%	2.4%	4.1%		2.3%	1.4%	0.5%	77.1%
University of Maryland-College Park	0.1%	14.8%	4.2%	3.9%	0.1%	3.3%	7.0%	0.6%	65.9%
University of Michigan-Ann Arbor	0.4%	15.1%	4.3%	4.2%	0.1%	2.1%	1.0%	1.0%	71.7%
University of Minnesota-Twin Cities	0.5%	12.6%	2.4%	2.7%	0.0%	4.0%	1.8%	1.2%	74.7%
University of Nebraska-Lincoln	0.3%	13.3%	2.4%	3.7%	0.1%	3.8%		0.2%	76.4%
University of Wisconsin-Madison	0.4%	11.3%	2.4%	3.5%	0.1%	2.7%	4.1%	1.1%	74.5%

- Hispanics make up 3.4% of the Tenured/Tenure Track faculty at Ohio State.
- We are ranked 12th of 15 schools. The highest proportion is 5.2% at Illinois and the lowest 2.7% at the University of Minnesota.