

Table I  
University of California Systemwide  
Headcount of Faculty Search Committee Members by Ethnicity by Gender For STEM Positions  
FY 2011-2012

Ethnicity	Total Headcount	% of Headcount	% of STEM Faculty Systemwide*	Headcount of Female	% of Female	Headcount of Male	% of Male	Headcount of Unknown/ Unspecified Gender	% of Unknown/ Unspecified Gender	% of Total
African-American	28	2.0%	0.8%	8	28.6%	20	71.4%	0	0.0%	100.0%
American-Indian	4	0.3%	0.3%	2	50.0%	2	50.0%	0	0.0%	100.0%
Asian	236	16.8%	20.2%	62	26.3%	174	73.7%	0	0.0%	100.0%
Hispanic	90	6.4%	4.0%	27	30.0%	63	70.0%	0	0.0%	100.0%
Unk/Other	31	2.2%	0.0%	4	12.9%	15	48.4%	12	38.7%	100.0%
White	1,014	72.3%	74.7%	296	29.2%	718	70.8%	0	0.0%	100.0%
<b>TOTAL</b>	<b>1,403</b>	<b>100.0%</b>	<b>100.0%</b>	<b>399</b>	<b>28.4%</b>	<b>992</b>	<b>70.7%</b>	<b>12</b>	<b>0.9%</b>	<b>100.0%</b>

Notes:

1. Systemwide, the search committees worked with the following position pools: Ladder & Equivalent Rank, Tenured and Tenure-eligible (professorial series, lecturers with security of employment (LSOE) or potential security of employment (PSOE)).
2. Data covers 192 STEM faculty searches.
3. STEM includes NSF fields Biological Sciences, Computer & Information Science & Engineering, Education and Human Resources, Engineering, Environmental Research & Education Geosciences, International Science & Engineering, Mathematical & Physical Sciences, Social, Behavioral & Economic Sciences, Cyberinfrastructure, Polar Programs as well as UC Health Sciences.

**Legend: Ethnic Group Abbreviations Used in Data Summaries:**

Asian (Chinese/Chinese American, Filipino/Pilipino, Japanese/Japanese American, Native Hawaiian or Other Pacific Islander, Pakistani/East Indian and Other Asian)

American-Indian (American Indian/Native American/Alaska Native)

African-American (Black/African American [Not of Hispanic Origin])

Hispanic (Hispanic/Latino [Mexican/Mexican American/Chicano, Latin American/Latino, Other Spanish/Spanish American])

White (Non-Hispanic)

Unk/Other (Unknown, other, declined to state)

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Table 2  
 University of California Systemwide  
 Headcount by Ethnicity of the Faculty Applicants/Interviewees/Hires  
 During the Recruitment Stages for STEM Positions **Successfully Filled**  
 FY 2011-12

Applicant Pool-Stage One			Interviewees-Stage Two			Hires-Stage Three			Melt % Hires/Applicants
Ethnicity	Number	% of Total	Ethnicity	Number	% of Total	Ethnicity	Number	% of Total	
African-Amer.	356	2.1%	African-Amer.	23	2.7%	African-Amer.	7	4.5%	2.0%
Amer.-Indian	24	0.1%	Amer.-Indian	4	0.5%	Amer.-Indian	0	0.0%	0.0%
Asian	4,470	26.7%	Asian	192	22.8%	Asian	34	22.1%	0.8%
Hispanic	743	4.4%	Hispanic	52	6.2%	Hispanic	11	7.1%	1.5%
Unk/Other	4,746	28.4%	Unk/Other	159	18.9%	Unk/Other	22	14.3%	0.5%
White	6,392	38.2%	White	411	48.9%	White	80	51.9%	1.3%
<b>TOTAL</b>	<b>16,731</b>	<b>100.0%</b>	<b>TOTAL</b>	<b>841</b>	<b>100.0%</b>	<b>TOTAL</b>	<b>154</b>	<b>100.0%</b>	<b>0.9%</b>

Notes:

1. Systemwide, the search committees worked with the following position pools: Ladder & Equivalent Rank, Tenured and Tenure-eligible (professorial series, lecturers with security of employment (LSOE) or potential security of employment (PSOE)).
2. STEM includes NSF fields Biological Sciences, Computer & Information Science & Engineering, Education and Human Resources, Engineering, Environmental Research & Education Geosciences, International Science & Engineering, Mathematical & Physical Sciences, Social, Behavioral & Economic Sciences, Cyberinfrastructure, Polar Programs as well as UC Health Sciences.

**Legend: Ethnic Group Abbreviations Used in Data Summaries:**

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