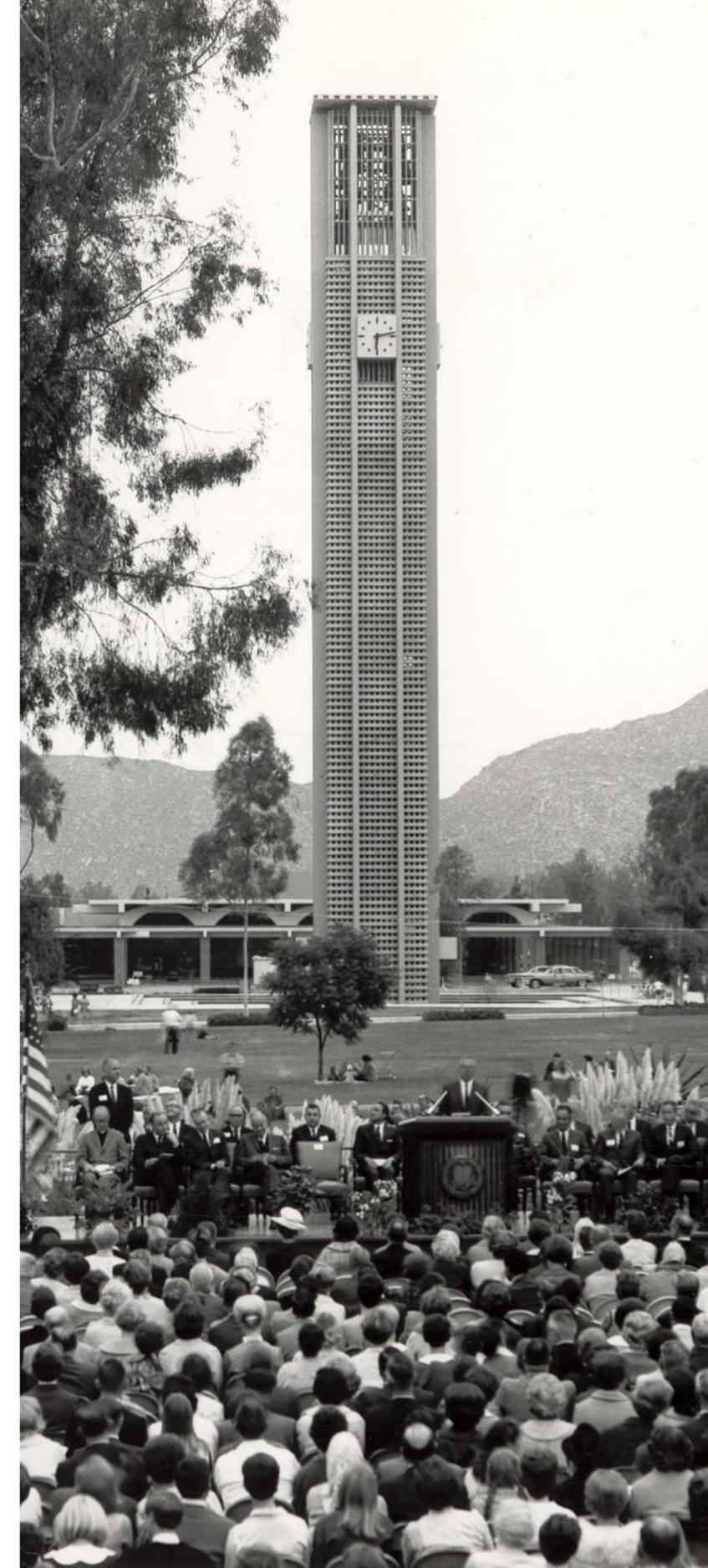
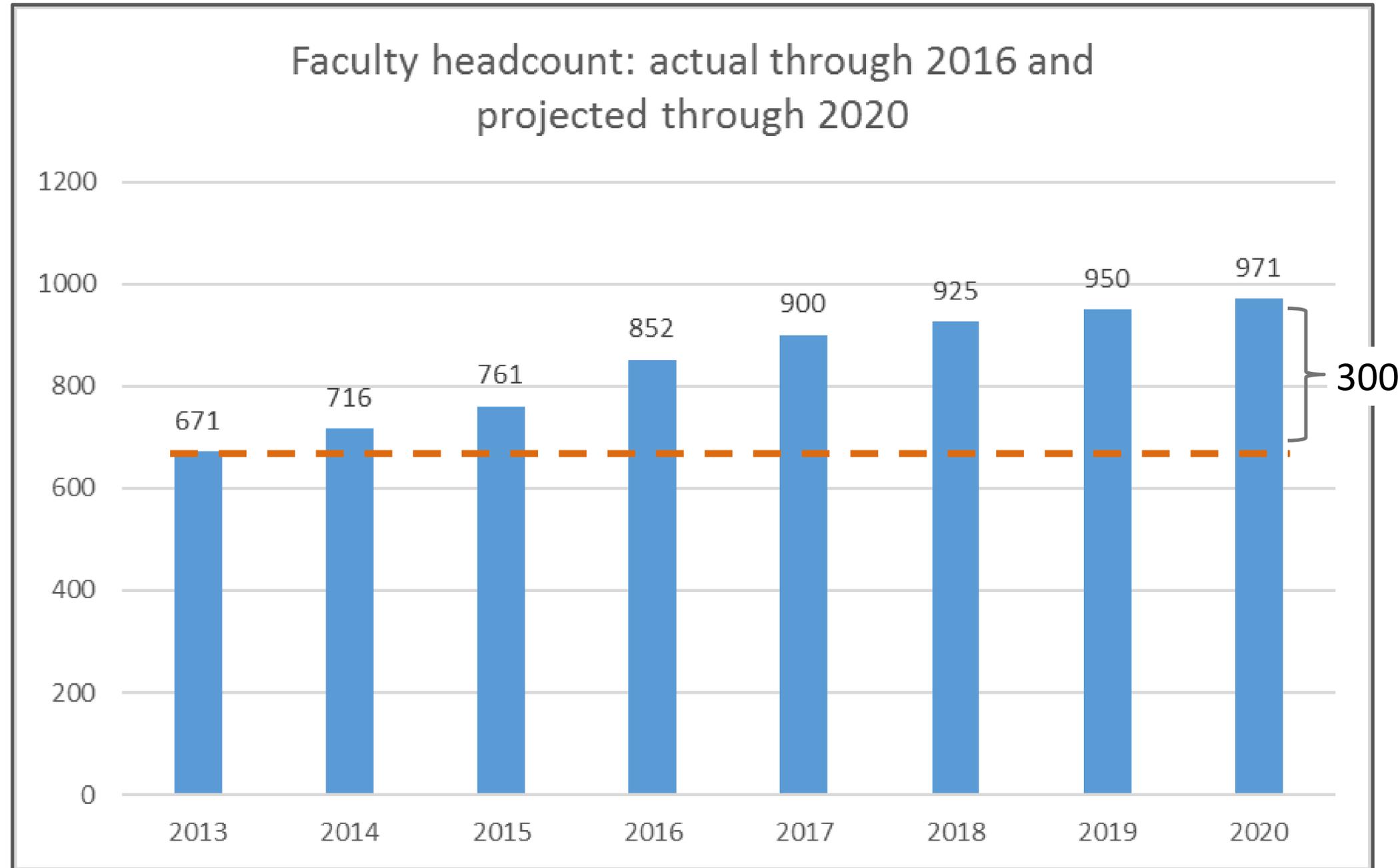


Academic Hiring Update 2017



Faculty Growth



New Cluster Searches in 2017-18

CLUSTER	NUMBER OF HIRES	LEAD COLLEGE (PARTICIPATING COLLEGES)
GREATER MEXICO & US LATINX PERSPECTIVES	1	CHASS (GSOE, SPP)
CITRUS	1	CNAS (SPP, CHASS)
MODELING OF COMPLEX BIOSYSTEMS	1	CNAS (BCOE)
ENVIRONMENTAL TOXICOLOGY	1	CNAS (BCOE)
COMPUTATIONAL MATERIALS	1	BCOE (CNAS)
PHONON/MAGNON ENGINEERED MATERIALS AND DEVICES	1	BCOE (CNAS)
SUPPLY CHAIN MANAGEMENT	2	SOBA (BCOE, SPP)
BUSINESS ANALYTICS	1	SOBA (BCOE, CHASS)
COHERENT OPTICAL CONTROL OF MATERIALS	1	CNAS (BCOE)
BREATHE	1	SOM (BCOE, SPP, CNAS)

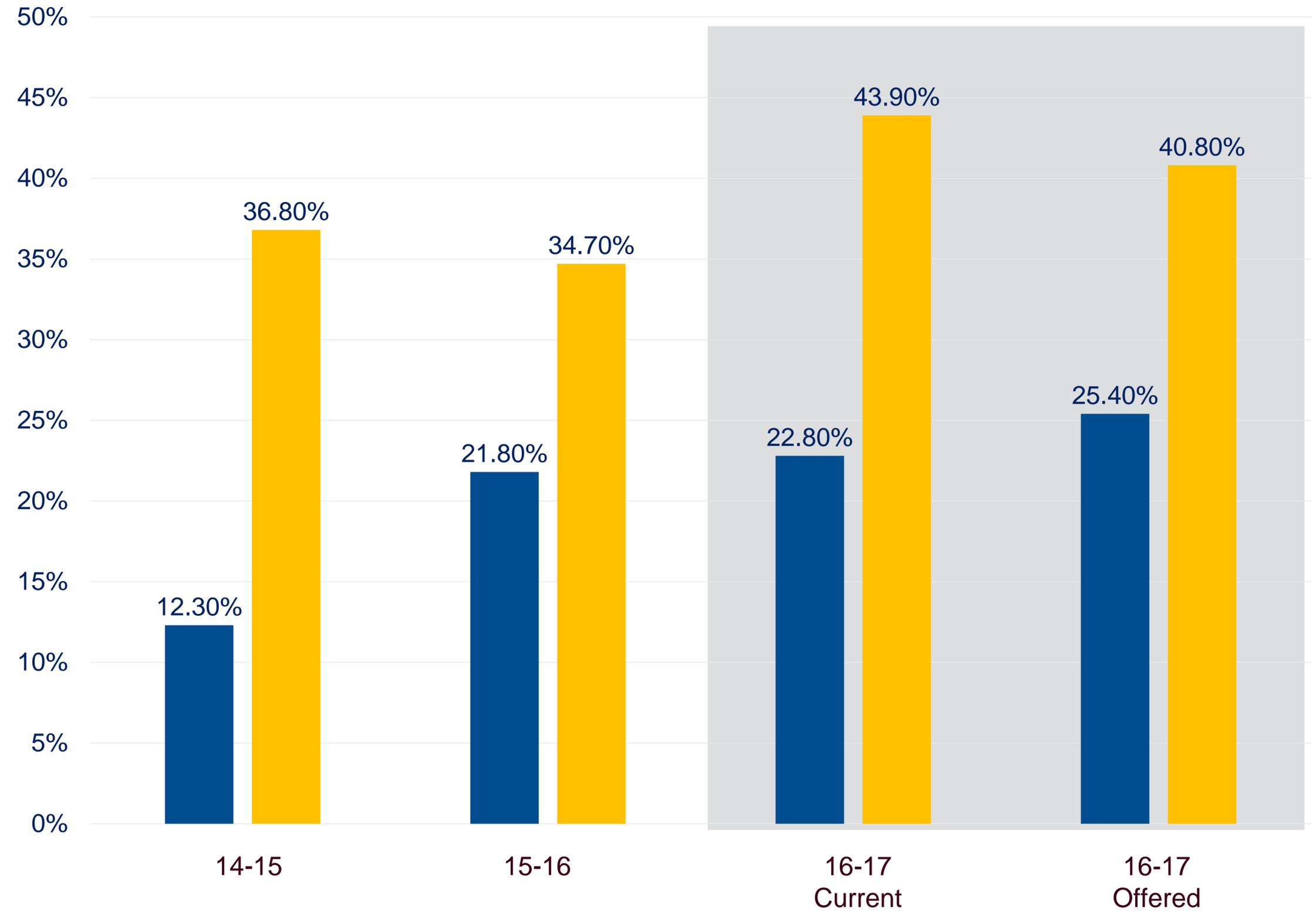


Faculty Diversity

- In 2015-16, we had a significant increase in URM hiring but a slight decrease for women.
- In 2016-17, we added to last year's increase in URM hiring and also had a significant increase in hiring women.
- The past two years appear to be the beginning of a pattern indicating that our efforts are producing good outcomes and that continued improvement is attainable.



Pattern of increase in URM ■ new faculty members and increase in 16-17 in women ■ faculty members.



Diversity Efforts

- Strong, consistent message from campus leadership
- Clusters selected, in part, for potential to diversify the faculty
- Deliberate emphasis on diversity and peer-based merit review in advertising
- Required diversity statements from all candidates and evaluation of these statements in all searches
- Required workshops for search committee members focused on incorporating diversity into the recruitment process
- Emphasized PFP/CPFP candidate pools and did not count these hires against cluster allocations (**change for 2017-18**)
- Provost's Diversity in Engineering Fellowship (**2016-17 only**)



Provost's Diversity in Engineering Fellowship

