Permanent Full-Time Faculty by Race/Ethnicity

Tenure Status	Race/Ethnicity	2010 #	2010 %	2011 #	2011 %	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %
Tenured																					
	American Indian or Alaskan Native	3	0.2%	2	0.1%	5	0.4%	5	0.4%	4	0.3%	5	0.4%	5	0.4%	5	0.4%	7	0.5%	7	0.5%
	Asian	99	7.2%	102	7.5%	104	7.6%	114	8.5%	116	8.7%	130	9.2%	134	9.6%	141	10.1%	153	10.9%	151	10.9%
	Black or African-American	55	4.0%	56	4.1%	55	4.0%	61	4.5%	60	4.5%	66	4.7%	65	4.7%	67	4.8%	65	4.6%	67	4.8%
	Hispanic of any race	26	1.9%	29	2.1%	32	2.3%	39	2.9%	44	3.3%	48	3.4%	47	3.4%	47	3.4%	51	3.6%	54	3.9%
	Native Hawaiian or Pacific Islander	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	White	1,194	86.5%	1,175	86.0%	1,164	85.3%	1,127	83.5%	1,111	83.0%	1,155	81.9%	1,136	81.4%	1,125	80.3%	1,097	78.4%	1,072	77.2%
	Two or more races	1	0.1%	3	0.2%	4	0.3%	3	0.2%	3	0.2%	6	0.4%	7	0.5%	8	0.6%	8	0.6%	8	0.6%
	Race/Ethnicity Unknown	3	0.2%	-	-	-	-	-	-	-	-	1	0.1%	1	0.1%	8	0.6%	18	1.3%	30	2.2%
	Subtotal	**1,381**	**100.0%**	**1,367**	**100.0%**	**1,364**	**100.0%**	**1,349**	**100.0%**	**1,338**	**100.0%**	**1,411**	**100.0%**	**1,395**	**100.0%**	**1,401**	**100.0%**	**1,399**	**100.0%**	**1,389**	**100.0%**
Tenure Track																					
	American Indian or Alaskan Native	3	0.7%	4	0.9%	3	0.7%	4	0.9%	5	1.1%	3	0.6%	4	0.9%	4	0.9%	3	0.7%	4	0.9%
	Asian	68	15.6%	80	17.8%	84	18.4%	76	16.5%	78	16.6%	74	15.7%	73	15.6%	61	13.9%	57	13.5%	63	14.8%
	Black or African-American	36	8.3%	32	7.1%	39	8.5%	42	9.1%	39	8.3%	40	8.5%	38	8.1%	30	6.8%	33	7.8%	32	7.5%
	Hispanic of any race	29	6.7%	26	5.8%	27	5.9%	26	5.6%	31	6.6%	29	6.1%	31	6.6%	26	5.9%	28	6.7%	35	8.2%
	Native Hawaiian or Pacific Islander	-	-	-	-	-	-	-	-	1	0.2%	-	-	-	-	-	-	1	0.2%	1	0.2%
	White	295	67.8%	306	68.2%	303	66.3%	312	67.7%	315	67.0%	318	67.4%	299	63.9%	268	61.0%	237	56.3%	258	60.4%
	Two or more races	-	-	1	0.2%	1	0.2%	1	0.2%	1	0.2%	4	0.8%	2	0.4%	2	0.5%	4	1.0%	7	1.6%
	Race/Ethnicity Unknown	4	0.9%	-	-	-	-	-	-	-	-	4	0.8%	21	4.5%	48	10.9%	58	13.8%	27	6.3%
	Subtotal	**435**	**100.0%**	**449**	**100.0%**	**457**	**100.0%**	**461**	**100.0%**	**470**	**100.0%**	**472**	**100.0%**	**468**	**100.0%**	**439**	**100.0%**	**421**	**100.0%**	**427**	**100.0%**
Tenured and Tenure Track																					
	American Indian or Alaskan Native	6	0.3%	6	0.3%	8	0.4%	9	0.5%	9	0.5%	8	0.4%	9	0.5%	9	0.5%	10	0.5%	11	0.6%
	Asian	167	9.2%	182	10.0%	188	10.3%	190	10.5%	194	10.7%	204	10.8%	207	11.1%	202	11.0%	210	11.5%	214	11.8%
	Black or African-American	91	5.0%	88	4.8%	94	5.2%	103	5.7%	99	5.5%	106	5.6%	103	5.5%	97	5.3%	98	5.4%	99	5.5%
	Hispanic of any race	55	3.0%	55	3.0%	59	3.2%	65	3.6%	75	4.1%	77	4.1%	78	4.2%	73	4.0%	79	4.3%	89	4.9%
	Native Hawaiian or Pacific Islander	-	-	-	-	-	-	-	-	1	0.1%	-	-	-	-	-	-	1	0.1%	1	0.1%
	White	1,489	82.0%	1,481	81.6%	1,467	80.6%	1,439	79.5%	1,426	78.9%	1,473	78.2%	1,435	77.0%	1,393	75.7%	1,334	73.3%	1,330	73.2%
	Two or more races	1	0.1%	4	0.2%	5	0.3%	4	0.2%	4	0.2%	10	0.5%	9	0.5%	10	0.5%	12	0.7%	15	0.8%
	Race/Ethnicity Unknown	7	0.4%	-	-	-	-	-	-	-	-	5	0.3%	22	1.2%	56	3.0%	76	4.2%	57	3.1%
	Subtotal	**1,816**	**100.0%**	**1,816**	**100.0%**	**1,821**	**100.0%**	**1,810**	**100.0%**	**1,808**	**100.0%**	**1,883**	**100.0%**	**1,863**	**100.0%**	**1,840**	**100.0%**	**1,820**	**100.0%**	**1,816**	**100.0%**
Fixed Term																					
	American Indian or Alaskan Native	3	0.2%	2	0.2%	1	0.1%	4	0.3%	4	0.3%	6	0.4%	6	0.4%	7	0.4%	9	0.5%	8	0.42%
	Asian	142	11.4%	150	11.5%	150	11.4%	159	11.1%	168	11.7%	190	12.0%	190	11.2%	188	10.7%	197	10.7%	208	10.86%
	Black or African-American	60	4.8%	64	4.9%	66	5.0%	72	5.0%	75	5.2%	84	5.3%	92	5.4%	85	4.9%	89	4.8%	107	5.58%
	Hispanic of any race	47	3.8%	44	3.4%	50	3.8%	61	4.3%	64	4.5%	78	4.9%	80	4.7%	79	4.5%	87	4.7%	96	5.01%
	Native Hawaiian or Pacific Islander	-	-	1	0.1%	2	0.2%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.10%
	White	987	79.2%	1,033	79.4%	1,043	79.1%	1,125	78.5%	1,114	77.7%	1,192	75.4%	1,266	74.7%	1,266	72.4%	1,317	71.5%	1,362	71.09%
	Two or more races	1	0.1%	5	0.4%	4	0.3%	6	0.4%	3	0.2%	5	0.3%	4	0.2%	7	0.4%	12	0.7%	20	1.04%
	Race/Ethnicity Unknown	6	0.5%	2	0.2%	2	0.2%	3	0.2%	2	0.1%	24	1.5%	54	3.2%	115	6.6%	130	7.1%	113	5.90%
	Subtotal	**1,246**	**100.0%**	**1,301**	**100.0%**	**1,318**	**100.0%**	**1,433**	**100.0%**	**1,433**	**100.0%**	**1,581**	**100.0%**	**1,694**	**100.0%**	**1,749**	**100.0%**	**1,843**	**100.0%**	**1,916**	**100.00%**

Permanent Full-Time Faculty by Race/Ethnicity

Tenure Status / Race/Ethnicity	2010 #	2010 %	2011 #	2011 %	2012 #	2012 %	2013 #	2013 %	2014 #	2014 %	2015 #	2015 %	2016 #	2016 %	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %
All																				
American Indian or Alaskan Native	9	0.3%	8	0.3%	9	0.3%	13	0.4%	13	0.4%	14	0.4%	15	0.4%	16	0.4%	19	0.5%	19	0.51%
Asian	309	10.1%	332	10.7%	338	10.8%	349	10.8%	362	11.2%	394	11.4%	397	11.2%	390	10.9%	407	11.1%	422	11.31%
Black or African-American	151	4.9%	152	4.9%	160	5.1%	175	5.4%	174	5.4%	190	5.5%	195	5.5%	182	5.1%	187	5.1%	206	5.52%
Hispanic of any race	102	3.3%	99	3.2%	109	3.5%	126	3.9%	139	4.3%	155	4.5%	158	4.4%	152	4.2%	166	4.5%	185	4.96%
Native Hawaiian or Pacific Islander	-	-	1	-	2	0.1%	3	0.1%	4	0.1%	2	0.1%	2	0.1%	2	0.1%	3	0.1%	3	0.08%
White	2,476	80.9%	2,514	80.7%	2,510	80.0%	2,564	79.1%	2,540	78.4%	2,665	76.9%	2,701	75.9%	2,659	74.1%	2,651	72.4%	2,692	72.13%
Two or more races	2	0.1%	9	0.3%	9	0.3%	10	0.3%	7	0.2%	15	0.4%	13	0.4%	17	0.5%	24	0.7%	35	0.94%
Race/Ethnicity Unknown	13	0.4%	2	0.1%	2	0.1%	3	0.1%	2	0.1%	29	0.8%	76	2.1%	171	4.8%	206	5.6%	170	4.56%
Grand Total	**3,062**	**100.0%**	**3,117**	**100.0%**	**3,139**	**100.0%**	**3,243**	**100.0%**	**3,241**	**100.0%**	**3,464**	**100.0%**	**3,557**	**100.0%**	**3,589**	**100.0%**	**3,663**	**100.0%**	**3,732**	**100.00%**
Post-Doctoral Fellows																				
American Indian or Alaskan Native	1	0.1%	4	0.5%	5	0.6%	3	0.4%	2	0.3%	3	0.4%	4	0.5%	3	0.4%	1	0.1%	1	0.1%
Asian	314	36.3%	296	35.4%	275	34.1%	275	34.5%	251	31.9%	203	24.5%	216	25.4%	190	23.4%	190	24.9%	216	27.5%
Black or African-American	32	3.7%	44	5.3%	43	5.3%	46	5.8%	47	6.0%	31	3.7%	39	4.6%	30	3.7%	27	3.5%	33	4.2%
Hispanic of any race	35	4.1%	43	5.1%	35	4.3%	34	4.3%	39	5.0%	29	3.5%	26	3.4%	25	3.1%	37	4.9%	44	5.6%
Native Hawaiian or Pacific Islander	2	0.2%	5	0.6%	6	0.7%	1	0.1%	2	0.3%	-	-	1	0.1%	1	0.1%	-	-	-	-
White	475	55.0%	436	52.2%	437	54.2%	433	54.3%	439	55.9%	345	41.6%	299	35.2%	280	34.5%	252	33.1%	233	29.7%
Two or more races	-	-	2	0.2%	5	0.6%	4	0.5%	4	0.5%	7	0.8%	9	1.1%	9	1.1%	15	2.0%	17	2.2%
Race/Ethnicity Unknown	5	0.6%	5	0.6%	1	0.1%	1	0.1%	2	0.3%	211	25.5%	255	30.0%	274	33.7%	240	31.5%	241	30.7%
Grand Total	**864**	**100.0%**	**835**	**100.0%**	**807**	**100.0%**	**797**	**100.0%**	**786**	**100.0%**	**829**	**100.0%**	**849**	**100.0%**	**812**	**100.0%**	**762**	**100.0%**	**785**	**100.0%**

Definitions:

- For this report, "Faculty" were defined as full-time permanent employees with a primary appointments as faculty and a valid academic rank and tenure status of tenured, tenure track, or fixed term in the HR information system.

- Tenured and tenure-track faculty who held primary appointments to non-faculty roles (e.g., Chancellor, Provost, Vice Chancellors, Deans) in the year shown were excluded. Also excluded were EHRA professional employees who held secondary appointments as non-tenure track faculty faculty.

- Post-doctoral fellows are presented separately since they hold non-permanent appointments and are not counted as faculty.

Notes:

- This report defined and counted faculty using specific criteria applied consistently across the past decade to provide the most reliable observations of employment trends possible with available data. The counts and percentages shown here might not match those in historical documents or other published reports covering these time periods due to a variety of potential differences in methodology and data origins.

- This report includes only active and faculty on leave with pay. Faculty on leave without pay are not included.

- Post-doctoral fellows were selected from DW02 where primary ranks are (27, 28) or Personnel Data File (PDF) having JCAT CODE primary beginning with (900, 902, 904, 906, 908).

Sources: Because of a number of changes in University information systems and procedures for reporting personnel data to UNC General Administration in the past decade, multiple data sources were used to compile this report. Regardless of the original source, the data represent a "snapshot" of employees taken each October to be used for external reporting and trend analysis.

- The University's Human Resources Data Warehouse was used to produce the faculty counts for 2007 through 2014 and the post-doctoral fellows for 2007 through 2013.

- The official Personnel Data File created by UNC GA using data feeds from UNC-Chapel Hill's ConnectCarolina system served as the information source for faculty from 2015 to 2019 and for post-doctoral fellows from 2014-2019.

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