



Permanent Full-Time Faculty by Race/Ethnicity

Tenure Status	2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		2020	
Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Tenured																						
American Indian or Alaskan Native	3	0.2%	2	0.1%	5	0.4%	5	0.4%	4	0.3%	5	0.3%	5	0.4%	5	0.3%	7	0.5%	7	0.5%	7	0.5%
Asian	100	7.2%	103	7.5%	106	7.7%	115	8.4%	116	8.5%	131	9.1%	135	9.5%	144	10.1%	157	10.9%	151	10.6%	148	10.4%
Black or African-American	55	3.9%	56	4.1%	55	4.0%	61	4.5%	60	4.4%	66	4.6%	65	4.6%	69	4.8%	67	4.7%	67	4.7%	69	4.8%
Hispanic of any race	27	1.9%	29	2.1%	32	2.3%	39	2.8%	44	3.2%	48	3.3%	48	3.4%	47	3.3%	52	3.6%	55	3.9%	60	4.2%
Native Hawaiian or Pacific Islander	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
White	1,207	86.5%	1,188	86.0%	1,178	85.4%	1,147	83.7%	1,132	83.3%	1,179	82.2%	1,160	81.7%	1,158	80.9%	1,141	79.6%	1,102	77.6%	1,127	79.0%
Two or more races	4	0.3%	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%	7	0.5%
Race/Ethnicity Unknown	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.1%	2	0.1%	30	2.1%	9	0.6%
Subtotal	1,396	100.0%	1,381	100.0%	1,380	100.0%	1,370	100.0%	1,359	100.0%	1,435	100.0%	1,420	100.0%	1,432	100.0%	1,434	100.0%	1,420	100.0%	1,427	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%	4	1.0%	4	0.9%	2	0.5%
Asian	70	16.1%	80	17.8%	84	18.4%	76	16.5%	78	16.6%	75	15.9%	79	16.8%	67	15.3%	65	15.4%	63	14.8%	71	16.5%
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%	31	7.1%	34	8.1%	32	7.5%	36	8.4%
Hispanic of any race	30	6.9%	26	5.8%	27	5.9%	26	5.6%	31	6.6%	29	6.1%	31	6.6%	30	6.8%	33	7.8%	35	8.2%	38	8.8%
Native Hawaiian or Pacific Islander	-	-	-	-	-	-	-	-	1	0.2%	-	-	-	-	-	-	1	0.2%	1	0.2%	1	0.2%
White	296	67.9%	306	68.2%	303	66.3%	312	67.7%	316	67.1%	322	68.1%	312	66.4%	297	67.7%	268	63.7%	258	60.4%	245	57.0%
Two or more races	1	0.2%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	4	0.8%	3	0.6%	5	1.1%	6	1.4%	7	1.6%	9	2.1%
Race/Ethnicity Unknown	-	-	-	-	-	-	-	-	-	-	-	-	3	0.6%	5	1.1%	10	2.4%	27	6.3%	28	6.5%
Subtotal	436	100.0%	449	100.0%	457	100.0%	461	100.0%	471	100.0%	473	100.0%	470	100.0%	439	100.0%	421	100.0%	427	100.0%	430	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%	11	0.6%	11	0.6%	9	0.5%
Asian	170	9.3%	183	10.0%	190	10.3%	191	10.4%	194	10.6%	206	10.8%	214	11.3%	211	11.3%	222	12.0%	214	11.6%	219	11.8%
Black or African-American	91	5.0%	88	4.8%	94	5.1%	103	5.6%	99	5.4%	106	5.6%	103	5.4%	100	5.3%	101	5.4%	99	5.4%	105	5.7%
Hispanic of any race	57	3.1%	55	3.0%	59	3.2%	65	3.5%	75	4.1%	77	4.0%	79	4.2%	77	4.1%	85	4.6%	90	4.9%	98	5.3%
Native Hawaiian or Pacific Islander	-	-	-	-	-	-	-	-	1	0.1%	-	-	-	-	-	-	1	0.1%	1	0.1%	1	0.1%
White	1,503	82.0%	1,494	81.6%	1,481	80.6%	1,459	79.7%	1,448	79.1%	1,501	78.7%	1,472	77.9%	1,455	77.8%	1,409	76.0%	1,360	73.6%	1,372	73.9%
Two or more races	5	0.3%	4	0.2%	5	0.3%	4	0.2%	4	0.2%	10	0.5%	10	0.5%	13	0.7%	14	0.8%	15	0.8%	16	0.9%
Race/Ethnicity Unknown	-	-	-	-	-	-	-	-	-	-	-	-	3	0.2%	6	0.3%	12	0.6%	57	3.1%	37	2.0%
Subtotal	1,832	100.0%	1,830	100.0%	1,837	100.0%	1,831	100.0%	1,830	100.0%	1,908	100.0%	1,890	100.0%	1,871	100.0%	1,855	100.0%	1,847	100.0%	1,857	100.0%
Fixed Term																						
American Indian or Alaskan Native	3	0.2%	2	0.1%	1	0.1%	4	0.2%	4	0.2%	6	0.3%	7	0.4%	9	0.4%	9	0.4%	8	0.4%	7	0.3%
Asian	158	10.8%	165	10.8%	165	10.9%	172	10.6%	185	11.3%	210	11.3%	217	11.1%	218	10.8%	231	11.0%	224	10.2%	241	10.8%
Black or African-American	64	4.4%	71	4.7%	71	4.7%	75	4.6%	80	4.9%	92	5.0%	97	4.9%	93	4.6%	100	4.8%	114	5.2%	121	5.4%
Hispanic of any race	48	3.3%	47	3.1%	52	3.4%	63	3.9%	67	4.1%	89	4.8%	91	4.6%	92	4.6%	96	4.6%	106	4.8%	103	4.6%
Native Hawaiian or Pacific Islander	-	-	1	0.1%	2	0.1%	3	0.2%	3	0.2%	2	0.1%	2	0.1%	2	0.1%	3	0.1%	2	0.1%	2	0.1%
White	1,187	80.9%	1,230	80.7%	1,219	80.3%	1,296	80.0%	1,285	78.8%	1,440	77.8%	1,530	78.1%	1,572	78.0%	1,615	77.0%	1,590	72.5%	1,625	72.9%
Two or more races	4	0.3%	8	0.5%	8	0.5%	8	0.5%	6	0.4%	7	0.4%	6	0.3%	9	0.4%	16	0.8%	22	1.0%	26	1.2%
Race/Ethnicity Unknown	3	0.2%	-	-	-	-	-	-	-	-	5	0.3%	10	0.5%	21	1.0%	27	1.3%	128	5.8%	103	4.6%
Subtotal	1,467	100.0%	1,524	100.0%	1,518	100.0%	1,621	100.0%	1,630	100.0%	1,851	100.0%	1,960	100.0%	2,016	100.0%	2,097	100.0%	2,194	100.0%	2,228	100.0%



Permanent Full-Time Faculty by Race/Ethnicity

Tenure Status	Race/Ethnicity	2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		2020	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
All																							
	American Indian or Alaskan Native	9	0.3%	8	0.2%	9	0.3%	13	0.4%	13	0.4%	14	0.4%	16	0.4%	18	0.5%	20	0.5%	19	0.5%	16	0.4%
	Asian	328	9.9%	348	10.4%	355	10.6%	363	10.5%	379	11.0%	416	11.1%	431	11.2%	429	11.0%	453	11.5%	438	10.8%	460	11.3%
	Black or African-American	155	4.7%	159	4.7%	165	4.9%	178	5.2%	179	5.2%	198	5.3%	200	5.2%	193	5.0%	201	5.1%	213	5.3%	226	5.5%
	Hispanic of any race	105	3.2%	102	3.0%	111	3.3%	128	3.7%	142	4.1%	166	4.4%	170	4.4%	169	4.3%	181	4.6%	196	4.9%	201	4.9%
	Native Hawaiian or Pacific Islander	-	-	1	-	2	0.1%	3	0.1%	4	0.1%	2	0.1%	2	0.1%	2	0.1%	4	0.1%	3	0.1%	3	0.1%
	White	2,690	81.5%	2,724	81.2%	2,700	80.5%	2,755	79.8%	2,733	79.0%	2,941	78.2%	3,002	78.0%	3,027	77.9%	3,024	76.5%	2,950	73.0%	2,997	73.4%
	Two or more races	9	0.3%	12	0.4%	13	0.4%	12	0.3%	10	0.3%	17	0.5%	16	0.4%	22	0.6%	30	0.8%	37	0.9%	42	1.0%
	Race/Ethnicity Unknown	3	0.1%	-	-	-	-	-	-	-	-	5	0.1%	13	0.3%	27	0.7%	39	1.0%	185	4.6%	140	3.4%
	Grand Total	3,299	100.0%	3,354	100.0%	3,355	100.0%	3,452	100.0%	3,460	100.0%	3,759	100.0%	3,850	100.0%	3,887	100.0%	3,952	100.0%	4,041	100.0%	4,085	100.0%
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%	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%	201	26.1%
	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%	35	4.5%
	Hispanic of any race	35	4.1%	43	5.1%	35	4.3%	34	4.3%	39	5.0%	29	3.5%	26	3.1%	25	3.1%	37	4.9%	44	5.6%	37	4.8%
	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%	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%	239	31.0%
	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%	23	3.0%
	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%	234	30.4%
	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%	771	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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