

**USA CAMPUS FACULTY  
New Hires by Race  
01/01/09 thru 12/31/09**

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Instructor</b>	<b>Number Hired</b>	<b>Percent Hired</b>
<b>White</b>	3	3	8	0	14	64%
<b>African-American</b>	0	0	1	1	2	9%
<b>Asian</b>	0	0	3	1	4	18%
<b>Hispanic</b>	0	0	1	1	2	9%
<b>Total Hired</b>	<b>3</b>	<b>3</b>	<b>13</b>	<b>3<sup>1</sup></b>	<b>22</b>	<b>100%</b>

Source: IRPA

IRPA Source: ZPGR0091 dated 10/04/09. COM/CRI not included in count.

Data prepared by Pam Horner, Institutional Research Analyst II.

January 20, 2010

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<sup>1</sup> Data corrected in January of 2011

**USA College of Medicine**  
**New Hires by Rank and Race**  
**1/1/09 - 12/31/09**

<b>Race</b>	<b>Professor</b>	<b>Assoc. Prof.</b>	<b>Asst. Prof.</b>	<b>Instructor</b>	<b>Number Hired</b>	<b>Percent Hired</b>
White	2	2	14		18	90.0
Black						
Asian			2		2	10.0
Native American Indian/Alaskan Native						
Native Hawaiian/Pacific Islander						
Multi-Racial						
Unknown						
<b>Total Hired</b>	<b>2</b>	<b>2</b>	<b>16</b>		<b>20</b>	<b>100</b>

\* Information regarding race of applicants is not available

**RACIAL ANALYSIS OF NEW HIRES - CAMPUS AND HOSPITALS\* 01/01/09 - 12/31/09**  
 Responses to Questions Asked of All Applicants

**Applicants By Race**

**Section 1**

**Question #1**

**Hispanic / Latino**

Position Title	Question #1		
	Yes	No	DNI H/L
Project Manager, Community Health		63	10
Chief of Nursing Services, MCI	1	12	2
Director, Housing	1	54	
Director, Athletics	1	46	
Manager, Food Service MC			7
Director, Facilities Management MC			29
Manager, Food Service CW			31
Assistant Hospital Administrator CW	2	63	
Nurse Administrator CW	1	32	
Nurse Manager CW		4	

**Section 2**

**Question #2**

**Race of Applicants**

W	B	AI / ANNH / PI	A	Multi	DNI Race	Total Applicants
45	20	0	0	2	1	73
10	4					15
34	18					55
33	9					47
2						7
4	1					29
11	14			1		31
46	14	0	0	2		65
18	13	1	0	0		33
0	3	0	0	0		4

**Section 3**

Races If Identifying As Multiracial				
W	B	AI / ANNH / P	A	
	1	1		
	1	1		

**Applicants Interviewed by Race**

**Question #1**

**Hispanic/Latino**

Position Title	Question #1		
	Yes	No	DNI H/L
Project Manager, Community Health			4
Chief of Nursing Services, MCI			5
Director, Housing			3
Director, Athletics		3	
Manager, Food Service MC			7
Director, Facilities Management MC			5
Manager, Food Service CW			5
Assistant Hospital Administrator CW			N/A
Nurse Administrator CW (012103)			3
Nurse Manager CW			2

**Question #2**

**Race of Applicants Interviewed**

W	B	AI / ANNH / PI	A	Multi	DNI Race	Total Applicants
2	1					4
5						5
3						3
3						3
2					5	7
4	1					5
5						5
						N/A
1	2					3
	2					2

**Race of Applicant**

Selected
W
W
W
W
W
W
W
Position not filled
B
B

**Races If Identifying As Multiracial**

W	B	AI / ANNH / P	A

**Key:**

- DNI - Did Not Indicate
- H/L - Hispanic/Latino
- W - White
- B - Black or African American
- AI/AN - American Indian or Alaskan Native
- NH/PI - Native Hawaiian or Pacific Islander
- A - Asian
- Multi - Multiracial

\* Effective March 1, 2008, the University adapted the collection of this data in accordance with recent changes in federal law. This is the first time our reporting process has permitted job applicants to identify as Hispanic/Latino as an ethnicity and also identify one or more racial groups (for example, Hispanic/Latino and Asian); or to only identify as one or more racial groups (for example, White and Black or African-American). The analysis has three sections. Section 1 reflects the applicant response to Question No. 1 – Are you Hispanic/Latino? Section 2 is the applicant response to Question No. 2 – Which racial group or groups do you most closely identify with? Section 3 denotes the races that were indicated by those who identified as more than one race. Since applicants provide this information voluntarily, some choose not to provide it. Section 1 and Section 2 of the analysis include a column noting the number of applicants who did not provide the information (DNI).