USA Academic Affairs Faculty
New Hires by Rank and Race
1/1/18-12/31/18

	Academic Affairs				Total
	Associate Professor	Assistant Professor	Instructor	Total	
Asian	2	7	0	9	9
Black - Non Hispanic	0	1	0	1	1
Caucasian - Non Hispa	2	14	6	22	22
Two or more Races	0	0	1	1	1
Total	4	22	7	33	33

*Nursing and Allied Health are included in the Academic Affairs counts.

USA College of Medicine Faculty
New Hires by Rank and Race
1/1/18-12/31/18

	College of Medicine					Total
	Professor	Associate Professor	Assistant Professor	Instructor	Total	
Asian	0	0	6	0	6	6
Black - Non Hispanic	0	0	1	2	3	3
Caucasian - Non Hispa	3	3	9	2	17	17
Two or more Races	0	0	1	0	1	1
Unknown	0	0	1	0	1	1
Total	3	3	18	4	28	28

USA Mitchell Cancer Institute Faculty
New Hires by Rank and Race
1/1/18-12/31/18

	Mitchell Cancer Institute		Total
	Assistant Professor	Total	
Asian	2	2	2
Caucasian - Non Hispa	1	1	1
Total	3	3	3

All USA Faculty New Hires by Rank and Race
1/1/18-12/31/18

	Professor	Associate Professor	Assistant Professor	Instructor	Total
Asian	0	2	15	0	17
Black - Non Hispanic	0	0	2	2	4
Caucasian - Non Hispa	3	5	24	8	40
Two or more Races	0	0	1	1	2
Unknown	0	0	1	0	1
Total	3	7	43	11	64

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RACIAL ANALYSIS OF NEW HIRES - CAMPUS AND HOSPITALS
JANUARY 1, 2018 - DECEMBER 31, 2018

Responses to Questions Asked of All Applicants

Applicants By Race

Position Title	Section 1 Question #1 Hispanic/Latino			Section 2 Question #2 Race of Applicants							Total Applicants	Section 3 Races if Identifying as Multiracial				
	Yes	No	DNI H/L	W	B	AI / AN	NH / PI	A	Multi	DNI Race		W	B	AI / AN	NH / PI	A
Director, Clinical Research	0	62	0	33	15	1	0	7	2	4	62	2	0	1	0	1
Director, Counseling and Testing Services	0	19	1	6	12	0	0	0	0	2	20	0	0	0	0	0
Manager, MCI Specialty Pharmacy	0	15	1	12	1	0	0	0	0	3	16	0	0	0	0	0
Associate Director, Housing Operations*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Chief Compliance Officer	5	110	3	72	28	0	0	2	4	12	118	3	2	1	0	2
Nurse Manager	0	8	0	5	2	0	0	0	0	1	8	0	0	0	0	0
Nurse Manager	0	52	0	28	13	0	0	0	0	11	52	0	0	0	0	0
Manager, Database Administration	1	64	1	28	23	0	0	5	0	10	66	0	0	0	0	0
Assistant Vice President, Medical Affairs/Associate Dean, COM Diversity and Inclusion	0	25	1	9	13	0	0	0	1	3	26	0	1	1	0	0
Director, Patient Relations	3	126	0	64	48	0	0	2	3	12	129	2	1	3	0	0
Associate Director, Housing Residence Education	1	79	4	42	31	1	1	0	1	8	84	1	0	1	0	0
Manager, Data Center Operations and Facilities*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Director, New Student Recruitment*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Director, Counseling and Testing Services**																
Assistant Director, Enrollment Services	3	82	0	35	36	0	0	3	2	9	85	2	0	2	0	0
Director, New Student Orientation and Special Events	0	63	0	37	16	1	1	0	0	8	63	0	0	0	0	0
Director, Operations	9	386	7	229	101	4	0	5	11	52	402	9	4	7	0	6
Nurse Administrator*	0	4	0	1	3	0	0	0	0	0	4	0	0	0	0	0
MCI Administrator, Clinical Operations	0	5	0	3	2	0	0	0	0	0	5	0	0	0	0	0
Chief Diversity and Inclusion Officer	5	262	2	68	158	6	1	4	5	27	269	3	2	3	1	1
Associate Director, Alumni Relations	2	93	1	61	21	2	0	1	2	9	96	2	1	1	0	0
Nurse Administrator*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Chief Medical Officer**																
Assistant Athletic Director, Facilities and Operations	6	112	1	91	17	0	0	1	2	8	119	2	1	1	0	0
Director of Development, Mitchell Cancer Institute	1	41	0	32	8	0	0	0	0	2	42	0	0	0	0	0
Director, Center for Continuing Education & Conference Services	3	246	2	142	73	2	0	2	8	24	251	7	3	5	0	1
Director, Housing	0	16	0	4	11	0	0	0	0	1	16	0	0	0	0	0
Manager, Information Technology - CSHI	3	40	1	29	4	0	0	2	0	9	44	0	0	0	0	0
Manager, Network Field Services*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Manager, Learning Technology Services*	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Manager, Accreditation and Patient Safety - Oncology	2	14	0	7	5	0	0	0	3	1	16	1	2	2	0	1
Director, Academic Advising - MCOB	0	104	2	42	47	1	0	1	5	10	106	3	3	5	0	0
College of Medicine Data Officer	0	16	0	6	9	0	0	0	1	0	16	1	0	0	0	1
Integration Architect*	0	4	1	1	1	0	0	0	1	2	5	1	0	0	0	1
Director, Operations - Orthopaedics	3	40	0	25	10	0	0	0	2	6	43	2	0	1	0	1
Director, Health System Charge Services	2	16	0	9	7	0	0	0	1	1	18	0	1	1	0	0
Assistant Vice President, Research	1	72	2	48	6	0	0	7	7	7	75	7	1	4	2	2
Assistant Director, Housing	1	45	3	26	20	0	1	0	1	1	49	1	1	0	0	0
Director, Clinical Information Services*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Director of Anesthesia Services	0	14	0	7	5	0	0	1	1	0	14	1	0	0	0	1
Director, Respiratory Therapy	3	18	0	16	4	0	0	0	0	1	21	0	0	0	0	0
Associate Vice President for USA Health Marketing and Communications	5	96	2	68	19	0	0	8	0	8	103	0	0	0	0	0
Director, Healthcare Leadership Initiatives	1	5	1	3	1	0	0	1	0	2	7	0	0	0	0	0
Assistant Chief, USA HIPAA Compliance Officer/HIPAA Security*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Project Manager, Community Health	0	6	0	2	3	0	0	1	0	0	6	0	0	0	0	0
Director, South Alabama Research and Inservice Center (SARIC)	1	34	0	18	12	0	0	0	0	5	35	0	0	0	0	0
Associate Director, Marketing and Communications - MCOB*	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Director, Environmental Services	2	30	0	17	11	0	0	1	2	1	32	1	2	2	1	1
Manager, Practice Operations	0	45	1	26	17	0	0	0	1	2	46	1	0	1	0	0
Director, Health System Patient Access Services	1	61	1	23	33	0	0	0	1	6	63	1	0	1	0	0
Associate Director, USA Medical Affairs Development	0	58	0	34	19	2	0	1	0	2	58	0	0	0	0	0
Director, Operations - Radiology and Emergency Department*	0	5	0	4	0	0	0	0	1	0	5	1	0	0	1	0
Director of Development, Medical Affairs and Alumni Relations	0	32	0	21	8	0	0	1	0	2	32	0	0	0	0	0
Nurse Manager, Transfer Center*	0	2	0	1	0	0	0	0	0	1	2	0	0	0	0	0

Applicants Interviewed by Race

Position Title	Question #1 Hispanic/Latino			Question #2 Race of Applicants Interviewed							Total Interviewed	Race of Applicant Selected	Races if Identifying as Multiracial				
	Yes	No	DNI H/L	W	B	AI / AN	NH / PI	A	Multi	DNI Race			W	B	AI / AN	NH / PI	A
Director, Clinical Research	0	2	0	1	0	0	0	0	0	0	2	Position Not Filled	0	0	0	0	0
Director, Counseling and Testing Services												Position Not Filled					
Manager, MCI Specialty Pharmacy	0	0	1	0	0	0	0	0	0	1	1	Race Not Indicated	0	0	0	0	0
Associate Director, Housing Operations*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Chief Compliance Officer	0	5	0	5	0	0	0	0	0	0	5	White	0	0	0	0	0
Nurse Manager	0	1	0	0	1	0	0	0	0	0	1	Black or African American	0	0	0	0	0
Nurse Manager	0	4	0	3	0	0	0	0	0	1	4	White	0	0	0	0	0
Manager, Database Administration	0	4	0	1	0	0	0	2	0	1	4	Position Not Filled	0	0	0	0	0
Assistant Vice President, Medical Affairs/Associate Dean, COM Diversity and Inclusion	0	7	1	2	5	0	0	0	0	1	8	White	0	0	0	0	0
Director, Patient Relations	0	3	0	1	2	0	0	0	0	0	3	Black or African American	0	0	0	0	0
Associate Director, Housing Residence Education	0	4	1	4	0	0	0	0	0	1	5	Position Not Filled	0	0	0	0	0
Manager, Data Center Operations and Facilities*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Director, New Student Recruitment*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Director, Counseling and Testing Services**																	
Assistant Director, Enrollment Services	0	3	0	0	1	0	0	0	1	1	3	White, American Indian or Native American	1	0	1	0	0
Director, New Student Orientation and Special Events	0	5	0	4	1	0	0	0	0	0	5	Black or African American	0	0	0	0	0
Director, Operations	0	7	0	6	0	0	0	0	0	1	7	White (All 6 Candidates Selected)	0	0	0	0	0
Nurse Administrator*	0	3	0	1	2	0	0	0	0	0	3	Black or African American	0	0	0	0	0
MCI Administrator, Clinical Operations	0	2	0	2	0	0	0	0	0	0	2	White	0	0	0	0	0
Chief Diversity and Inclusion Officer	0	18	0	0	16	0	0	0	0	2	18	Black or African American	0	0	0	0	0
Associate Director, Alumni Relations	0	10	0	8	1	0	0	0	0	1	10	White	0	0	0	0	0
Nurse Administrator*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Chief Medical Officer**																	
Assistant Athletic Director, Facilities and Operations	0	3	0	2	1	0	0	0	0	0	3	Black or African American	0	0	0	0	0
Director of Development, Mitchell Cancer Institute	0	8	0	7	0	0	0	0	0	1	8	White	0	0	0	0	0
Director, Center for Continuing Education & Conference Services	0	4	0	2	0	0	0	0	0	2	4	Position Not Filled	0	0	0	0	0
Director, Housing	0	2	0	1	1	0	0	0	0	0	2	Black or African American	0	0	0	0	0
Manager, Information Technology - CSHI (Position Not Filled)	0	0	0	0	0	0	0	0	0	0	0	Position Not Filled	0	0	0	0	0
Manager, Network Field Services*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Manager, Learning Technology Services*	0	1	0	0	0	0	0	0	0	1	1	Race Not Indicated	0	0	0	0	0
Manager, Accreditation and Patient Safety - Oncology	0	1	0	0	0	0	0	0	0	1	1	Race Not Indicated	0	0	0	0	0
Director, Academic Advising - MCOB	0	3	0	2	0	0	0	0	0	1	3	Race Not Indicated	0	0	0	0	0
College of Medicine Data Officer	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Integration Architect*	0	1	0	0	0	0	0	0	0	1	1	Race Not Indicated	0	0	0	0	0
Director, Operations - Orthopaedics	0	6	0	5	0	0	0	0	0	1	6	White	0	0	0	0	0
Director, Health System Charge Services	0	3	0	2	0	0	0	0	0	1	3	Race Not Indicated	0	0	0	0	0
Assistant Vice President, Research	0	8	2	9	0	0	0	0	0	1	10	White	0	0	0	0	0
Assistant Director, Housing	1	1	0	1	1	0	0	0	0	0	2	Black or African American	0	0	0	0	0
Director, Clinical Information Services*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Director of Anesthesia Services	0	2	0	2	0	0	0	0	0	0	2	White	0	0	0	0	0
Director, Respiratory Therapy	1	2	0	2	1	0	0	0	0	0	3	Black or African American	0	0	0	0	0
Associate Vice President for USA Health Marketing and Communications	0	3	0	3	0	0	0	0	0	0	3	White	0	0	0	0	0
Director, Healthcare Leadership Initiatives	0	1	0	0	0	0	0	1	0	0	1	Asian	0	0	0	0	0
Assistant Chief, USA HIPAA Compliance Officer/HIPAA Security*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Project Manager, Community Health	0	1	0	0	1	0	0	0	0	0	1	Black or African American	0	0	0	0	0
Director, South Alabama Research and Inservice Center (SARIC)	0	5	0	1	3	0	0	0	0	1	5	Race Not Indicated	0	0	0	0	0
Associate Director, Marketing and Communications - MCOB*	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Director, Environmental Services	0	3	0	0	2	0	0	0	1	0	3	Black or African American	0	1	1	0	0
Manager, Practice Operations	0	1	0	1	0	0	0	0	0	0	1	White	0	0	0	0	0
Director, Health System Patient Access Services	0	6	0	3	3	0	0	0	0	0	6	Black or African American	0	0	0	0	0
Associate Director, USA Medical Affairs Development	0	10	0	8	1	0	0	0	0	1	10	White	0	0	0	0	0
Director, Operations - Radiology and Emergency Department*	0	2	0	1	0	0	0	0	1	0	2	White/Asian	1	0	0	0	1
Director of Development, Medical Affairs and Alumni Relations	0	6	0	5	1	0	0	0	0	0	6	White	0	0	0	0	0
Nurse Manager, Transfer Center*	0	2	0	1	0	0	0	0	0	1	2	White	0	0	0	0	0

*Position Filled Internally

**Search firm used to fill position. No information available.

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