

## Representation of Groups at NEIU

	Chicago*	NEIU Undergrads**	Gap	All Admin., Faculty & Staff***	Gap	Tenured/ Tenure Track Faculty***	Gap	Educational Administrators***	Gap
Total Population	2,716,462	6,390		1,297		206		45	
Hispanic	29.0%	37.5%	+8.5	18.2%	-10.8	11.2%	-17.8	19%	-10
Native American/Alaska Native	0.3%	0.2%	-1	0.3%	0	.5%	+2	0%	-0.3
Asian	6.7%	8.4%	+1.7	9.6%	+2.9	16.5%	+9.8	4.8%	-1.9
African-American/Black	29.8%	11.1%	-18.7	14.5%	-15.3	9.2%	-20.6	11.9%	-17.9
Hawaiian/Pacific Islander	0%	0.2%	+2	0%	0	0%	0	0%	0
White	49.9%	27.8%	-27.8	48.7%	+1.2	58.7%	+8.8	59.5%	+9.6
Multiracial	2.8%	2.0%	+8	0.5%	-2.3	0%	-2.8	0%	-2.8
Nonresident	-	2.7%				1%			
Unknown	-	10%		7.3%				4.8%	

### DISCUSSION PROMPTS

What data are we currently collecting on representation of faculty, staff, and administration? a. Are these data available to key campus areas involved with hiring? b. Are these data disaggregated by race/ethnicity, tenure track, and academic status?

1. What data are we currently collecting on how Latinx, African American, Native American, and Asian/PI candidates proceed through the hiring process? a. Are these data available to search committees? b. Is it used by the search committee?
2. How might these data help us identify problem areas in our hiring process?
3. Does our campus/district operate on assumptions about the diversity of our faculty as opposed to evidence in the form of demographic data? a. What info does your campus need to understand the diversity of your faculty? b. Is there a distinction between Latinxs and other groups?
4. How can we make regular discussions of disaggregated data an integral part of the hiring process?

DATA SOURCES: \* American Community Survey (Census update) 1 Year Estimates, Table CP05, 2017; \*\* NEIU Office of Institutional Research Data Digest Fall 2018; \*\*\* NEIU Office of Institutional Research