

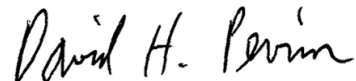
**BOARD OF TRUSTEES**  
**THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO**

May 3, 2012

**INFORMATION ITEM:** Affirmative Action Program

**BACKGROUND INFORMATION:**

This report addresses the Division of Academic Affairs' progress on recruiting and retaining ethnic minority and female faculty consistent with the goals established by the UNCG Affirmative Action Program.



David H. Perrin  
Provost and Executive Vice Chancellor

**AFFIRMATIVE ACTION PROGRAM  
 PROGRESS TOWARD GOALS 2002, 2003, 2004, 2005, 2006, 2007, 2009, 2010, 2011, 2012  
 for Professors, Associate Professors, and Assistant Professors**

**MINORITIES  
 Oct. 1, 2008**

**Oct. 1, 2002   Oct. 1, 2003   Oct. 1, 2004   Oct. 1, 2005   Oct. 1, 2006   Oct. 1, 2007   Now Jan. 1, 2009   Jan. 1, 2010   April 7, 2011   Sept 14, 2011   Jan. 1, 2012**

**Job Group**

**211 - Professors**

No. Minorities	5	5	5	9	10	10	12	22	21	21	21
No. Employed	148	150	153	165	172	184	175	194	204	192	197
Percent Minorities	3%	3%	3%	5%	6%	5%	7%	11%	10%	11%	11%

**212 - Assoc/Asst**

**Prof.-Tenured**

No. Minorities	10	12	12	17	18	24	30	45	50	51	49
No. Employed	148	151	149	154	159	183	193	224	247	244	238
Percent Minorities	7%	8%	8%	11%	11%	13%	16%	20%	20%	21%	21%

**222/223 - Assoc.**

**Asst. Prof.-**

**Not Ten./On**

**Track**

No. Minorities	32	36	42	43	44	36	50	51	33	34	37
No. Employed	161	161	188	186	173	167	162	162	133	141	142
Percent Minorities	20%	22%	22%	23%	25%	22%	31%	31%	25%	24%	26%

**Non-Tenure**

**Track Faculty**

No. Minorities						36	36	33	40	33	31
No. Employed						263	267	225	260	272	236
Percent Minorities						14%	13%	15%	15%	12%	13%

**GRAND TOTAL**

Total Minorities						106	128	151	144	139	138
Total Employees						797	797	805	844	849	813
Total %						13%	16%	19%	17%	16%	17%

**Prepared by: Benita Peace  
 4/12/2012**

**AFFIRMATIVE ACTION PROGRAM  
 PROGRESS TOWARD GOALS 2002, 2003, 2004, 2005, 2006, 2007, 2009, 2010, 2011, 2012  
 for Professors, Associate Professors, and Assistant Professors**

**FEMALES  
 Oct. 1, 2008**

**Oct. 1, 2002   Oct. 1, 2003   Oct. 1, 2004   Oct. 1, 2005   Oct. 1, 2006   Oct. 1, 2007   Now Jan. 1, 2009   Jan. 1, 2010   April 7, 2011   Sept 14, 2011   Jan. 1, 2012**

<b>Job Group</b>	<b>Oct. 1, 2002</b>	<b>Oct. 1, 2003</b>	<b>Oct. 1, 2004</b>	<b>Oct. 1, 2005</b>	<b>Oct. 1, 2006</b>	<b>Oct. 1, 2007</b>	<b>Now Jan. 1, 2009</b>	<b>Jan. 1, 2010</b>	<b>April 7, 2011</b>	<b>Sept 14, 2011</b>	<b>Jan. 1, 2012</b>
<b><u>211 - Professors</u></b>											
No. Females	35	39	44	49	49	53	49	60	66	63	65
No. Employed	148	150	153	165	172	184	175	194	204	192	197
Percent Females	24%	26%	29%	29%	28%	29%	28%	31%	32%	33%	33%
<b><u>212 - Assoc/Asst Prof.-Tenured</u></b>											
No. Females	69	70	67	71	75	89	90	109	120	121	118
No. Employed	148	151	149	154	159	183	193	224	247	244	238
Percent Females	47%	46%	45%	46%	47%	49%	47%	49%	49%	50%	50%
<b><u>222/223 - Assoc. Asst. Prof.-Not Ten./On Track</u></b>											
No. Females	83	81	96	95	86	89	94	97	79	85	87
No. Employed	161	161	188	186	173	167	162	162	133	139	142
Percent Females	52%	50%	53%	51%	50%	53%	58%	60%	59%	61%	61%
<b><u>Non-Tenure Track Faculty</u></b>											
No. Females						173	167	139	162	154	154
No. Employed						263	267	225	260	239	236
Percent Females						66%	63%	62%	62%	64%	65%
<b><u>GRAND TOTAL</u></b>											
Total Females						404	400	405	427	423	424
Total Employees						797	797	805	844	814	813
Total %						51%	50%	50%	51%	52%	52%

**Prepared by: Benita Peace  
 4/12/2012**