### Percent of Rank, Female

<table>
<thead>
<tr>
<th>Rank</th>
<th>ISU</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>14%</td>
<td>24%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>31%</td>
<td>38%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>40%</td>
<td>45%</td>
</tr>
<tr>
<td>Total Faculty</td>
<td>26%</td>
<td>35%</td>
</tr>
</tbody>
</table>
Distribution by Sex & Rank

Females: National
- Full: 44%
- Associate: 32%
- Assistant: 25%

Females: ISU
- Full: 38%
- Associate: 39%
- Assistant: 24%

Males: National
- Full: 28%
- Associate: 43%
- Assistant: 28%

Males: ISU
- Full: 20%
- Associate: 29%
- Assistant: 51%
Of the male/female faculty, what % are Tenured, TT, and NTT?
Of the Tenured, TT, and NTT faculty, what % are males/females?
## Percent of Rank, Persons of Color

<table>
<thead>
<tr>
<th>Rank</th>
<th>Asian</th>
<th>URM</th>
<th>ISU</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td></td>
<td></td>
<td>12.5%</td>
<td>11%</td>
</tr>
<tr>
<td>Asian</td>
<td>10%</td>
<td></td>
<td>10%</td>
<td>6%</td>
</tr>
<tr>
<td>URM</td>
<td>2.5%</td>
<td></td>
<td>2.5%</td>
<td>5%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td></td>
<td></td>
<td>19.5%</td>
<td>14%</td>
</tr>
<tr>
<td>Asian</td>
<td>14%</td>
<td></td>
<td>14%</td>
<td>6%</td>
</tr>
<tr>
<td>URM</td>
<td>5.4%</td>
<td></td>
<td>5.4%</td>
<td>8%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td></td>
<td></td>
<td>23.5%</td>
<td>18%</td>
</tr>
<tr>
<td>Asian</td>
<td>17.4%</td>
<td></td>
<td>17.4%</td>
<td>8%</td>
</tr>
<tr>
<td>URM</td>
<td>6.2%</td>
<td></td>
<td>6.2%</td>
<td>10%</td>
</tr>
<tr>
<td>Total Faculty</td>
<td></td>
<td></td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Asian</td>
<td>12.6%</td>
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<td>12.6%</td>
<td>4%</td>
</tr>
<tr>
<td>URM</td>
<td>4.4%</td>
<td></td>
<td>4.4%</td>
<td>13%</td>
</tr>
</tbody>
</table>
Employment Status, Race, ISU

- Tenured:
  - White: 59%
  - Asian: 57%
  - URM: 43%
- TT:
  - White: 29%
  - Asian: 27%
  - URM: 17%
- NTT:
  - White: 24%
  - Asian: 13%
  - URM: 30%
Employment Status, Race, ISU

- Tenured:
  - White: 59%
  - Asian: 44%
  - African American: 50%
  - Hispanic: 29%
  - Native American: 13%

- TT:
  - White: 29%
  - Asian: 25%
  - African American: 30%
  - Hispanic: 20%
  - Native American: 13%

- NTT:
  - White: 31%
  - Asian: 30%
  - African American: 30%
  - Hispanic: 24%
  - Native American: 13%