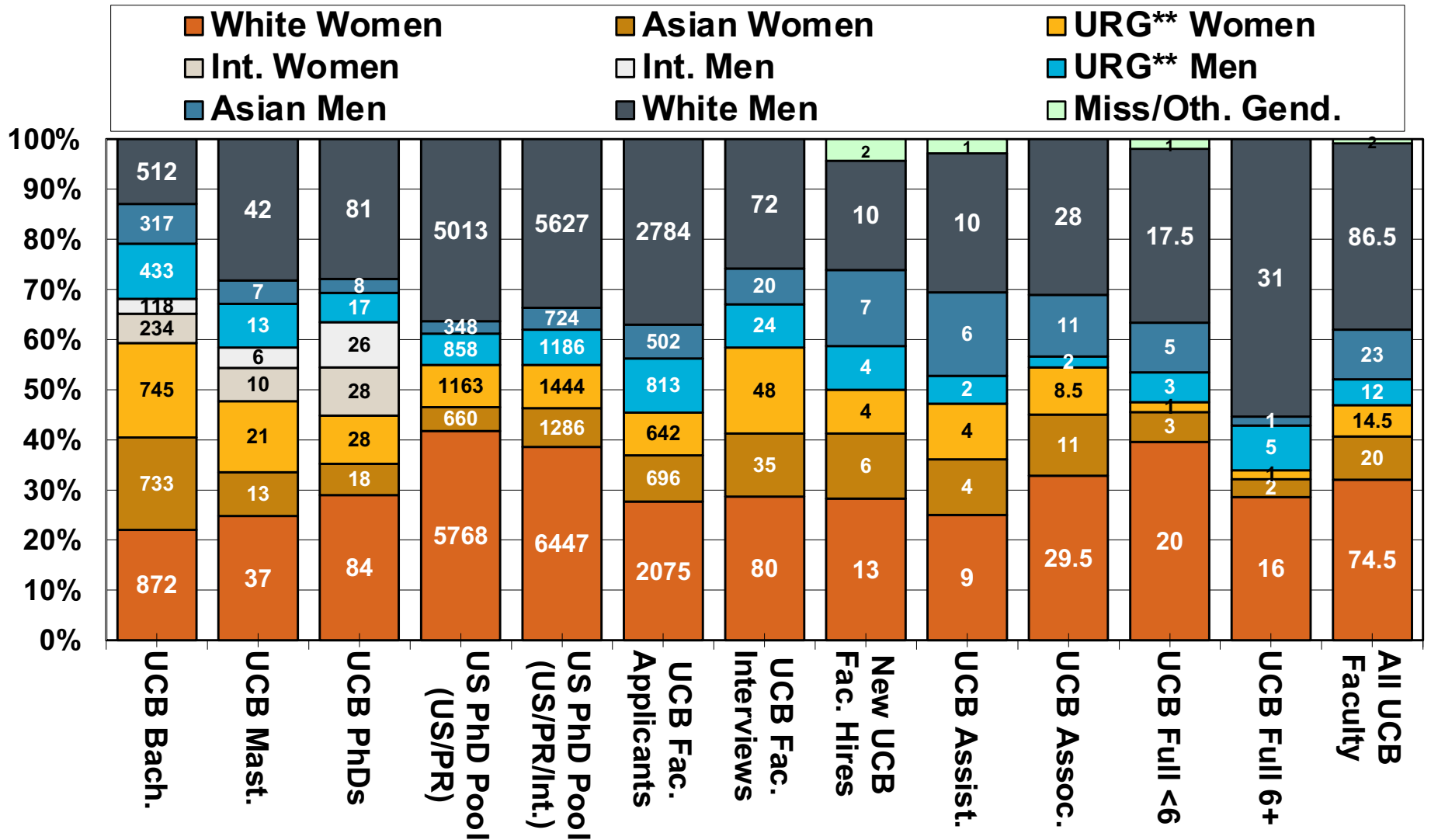# UCB L&S Div. of Arts & Humanities

Equity Benchmarks

Prepared by Office for Faculty Equity & Welfare
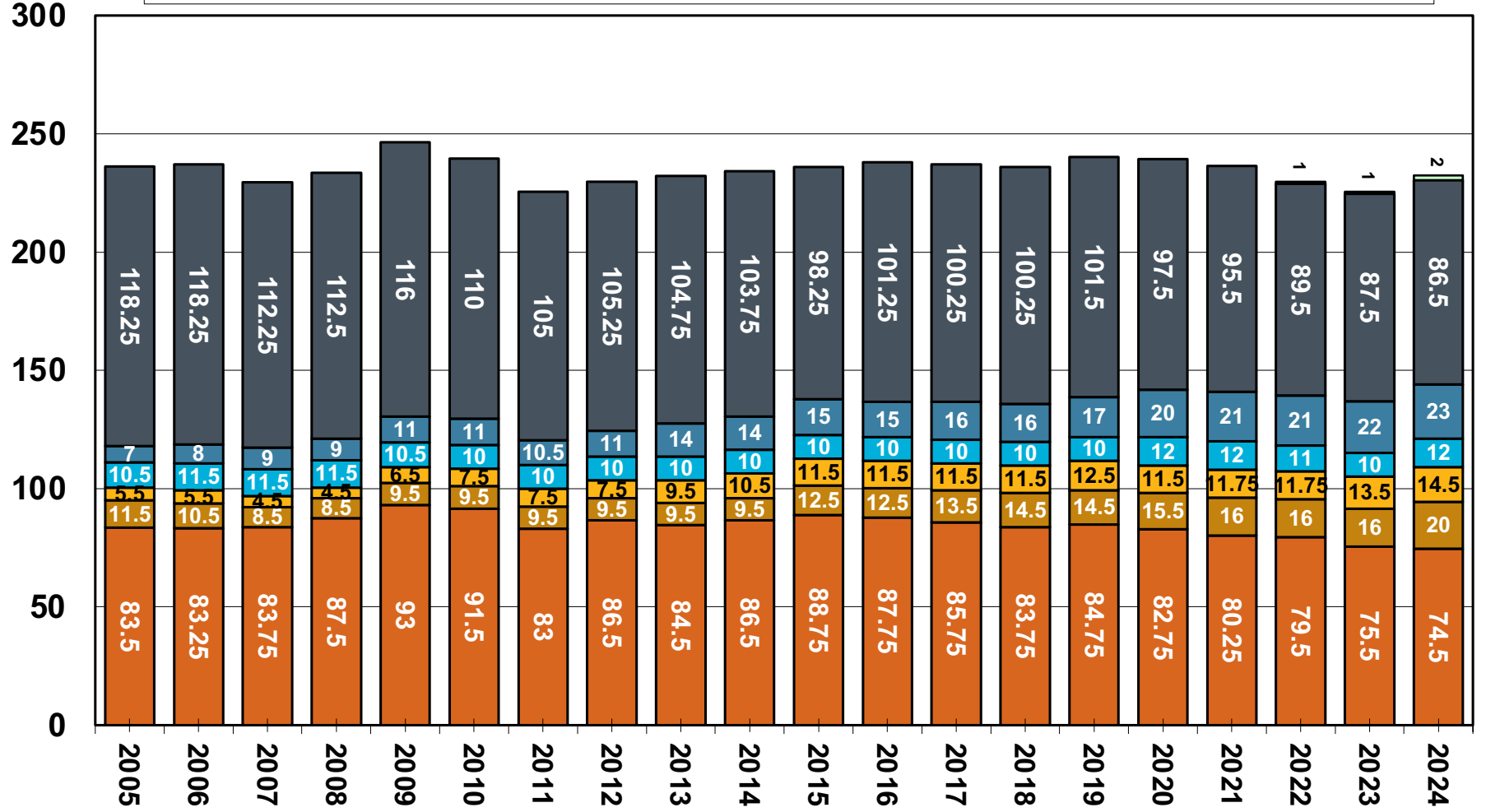**September 2024**

UCB L&S Div. of Arts & Humanities, Diversity Pipeline*, April 2024

Legend:
- White Women
- Asian Women
- URG** Women
- Int. Women
- Int. Men
- URG** Men
- Asian Men
- White Men
- Miss/Oth. Gend.

Categories (x-axis): UCB Bach., UCB Mast., UCB PhDs, US PhD Pool (US/PR), US PhD Pool (US/PR/Int.), UCB Fac. Applicants, UCB Fac. Interviews, New UCB Fac. Hires, UCB Assist., UCB Assoc., UCB Full <6, UCB Full 6+, All UCB Faculty

Sources: UCB Degree File, AY 2019-20--2023-24; Survey of Earned Doctorates, 2016-2020; Faculty Applicant System, 2015-16--2023-24; Faculty Personnel Records, AY2019-20--AY2023-24 (Spring). Faculty FTE data as of 4/30/2024.

*All data (degrees, pool, & faculty FTE) are cut to decanal level. UCB degree data does not supply race/ethn. for Int. students. Unknown gender/race/ethn. are excluded from pool/applicant analysis. Includes multiple appointments and part-time faculty. **URG=African Am./African/Black, Native American, & Hispanic.
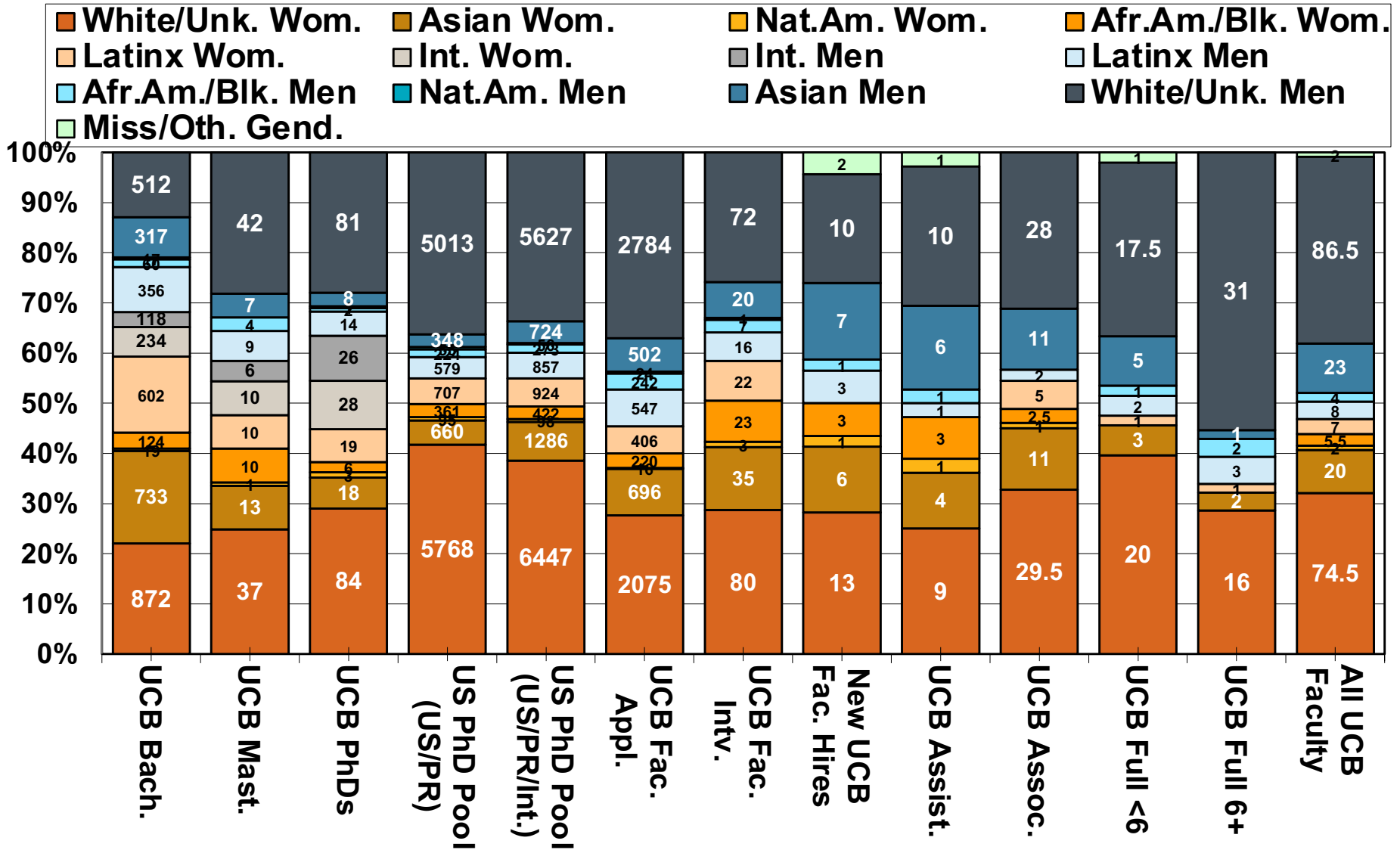
UCB Faculty L&S Div. of Arts & Humanities*, Spring 2005-2024

Legend:
- ■ White Women
- ■ Asian Women
- ■ URG** Women
- ■ URG** Men
- ■ Asian Men
- ■ White Men
- ■ Miss/Oth. Gend.

Year	White Women	Asian Women	URG** Women	URG** Men	Asian Men	White Men	Miss/Oth. Gend.
2005	83.5	11.5	5.5	10.5	7	118.25	
2006	83.25	10.5	5.5	11.5	8	118.25	
2007	83.75	8.5	4.5	11.5	9	112.25	
2008	87.5	8.5	4.5	11.5	9	112.5	
2009	93	9.5	6.5	10.5	11	116	
2010	91.5	9.5	7.5	10	11	110	
2011	83	9.5	7.5	10	10.5	105	
2012	86.5	9.5	7.5	10	11	105.25	
2013	84.5	9.5	9.5	10	14	104.75	
2014	86.5	9.5	10.5	10	14	103.75	
2015	88.75	12.5	11.5	10	15	98.25	
2016	87.75	12.5	11.5	10	15	101.25	
2017	85.75	13.5	11.5	10	16	100.25	
2018	83.75	14.5	11.5	10	16	100.25	
2019	84.75	14.5	12.5	10	17	101.5	
2020	82.75	15.5	11.5	12	20	97.5	
2021	80.25	16	11.75	12	21	95.5	
2022	79.5	16	11.75	11	21	89.5	1
2023	75.5	16	13.5	10	22	87.5	1
2024	74.5	20	14.5	12	23	86.5	2

UCB L&S Div. of Arts & Humanities, Diversity Pipeline*, April 2024

Legend:
- White/Unk. Wom.
- Asian Wom.
- Nat.Am. Wom.
- Afr.Am./Blk. Wom.
- Latinx Wom.
- Int. Wom.
- Int. Men
- Latinx Men
- Afr.Am./Blk. Men
- Nat.Am. Men
- Asian Men
- White/Unk. Men
- Miss/Oth. Gend.

Categories (x-axis): UCB Bach., UCB Mast., UCB PhDs, US PhD Pool (US/PR), US PhD Pool (US/PR/Int.), UCB Fac. Appl., UCB Fac. Intv., New UCB Fac. Hires, UCB Assist., UCB Assoc., UCB Full <6, UCB Full 6+, All UCB Faculty

Sources: UCB Degree File, AY 2019-20--2023-24; Survey of Earned Doctorates, 2016-2020; Faculty Applicant System, 2015-16--2023-24; Faculty Personnel Records, AY2019-20--AY2023-24 (Spring). Faculty FTE data as of 4/30/2024.

*All data (degrees, pool, & faculty FTE) are cut to decanal level. UCB degree data does not supply race/ethn. for Int. students. Unknown gender/race/ethn. are excluded from pool/applicant analysis. Includes multiple appointments and part-time faculty. For multi-ethnic faculty, the primary ethnicity is used.

UCB Faculty L&S Div. of Arts & Humanities*, Spring 2005-2024

Legend:
- White/Unk. Wom.
- Asian Wom.
- Nat.Am. Wom.
- Afr.Am./Blk. Wom.
- Latinx Wom.
- Latinx Men
- Afr.Am./Blk. Men
- Nat.Am. Men
- Asian Men
- White/Unk. Men
- Miss/Oth. Gend.

Sources: UCB Faculty Personnel Records, Spring 2005-2024. Faculty FTE data as of 4/30/2024.
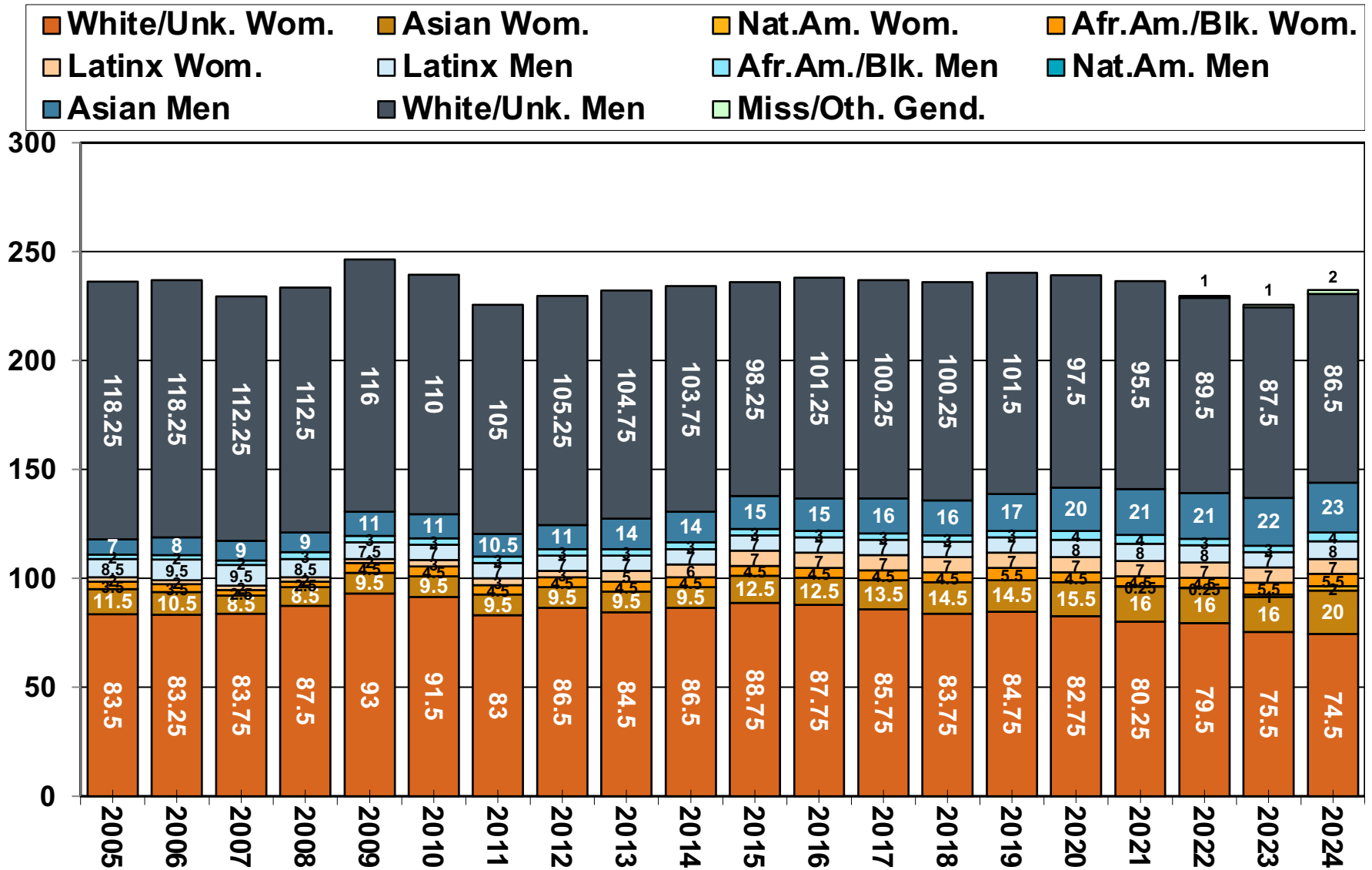
*Includes multiple appointment & part-time faculty. For multi-ethnic faculty, the primary ethnicity is used.