4.4. Fewer than 1% of full-time faculty and staff retired; 18% left (mostly staff).

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Table 4.4d - Full-time Faculty Turnover Over the Last 3 Years by Ethnicity

	Total Employed		New Hires		Retirements		Departures	
	N	%	N	%	N	%	N	%
African-American	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian/Pacific Islander	23	100.0%	18	78.3%	0	0.0%	0	0.0%
Hispanic	21	100.0%	13	61.9%	0	0.0%	1	4.8%
Native American	2	100.0%	1	50.0%	0	0.0%	0	0.0%
White	110	100.0%	67	60.9%	1	0.9%	10	9.1%
Nonresident Alien	19	100.0%	15	78.9%	0	0.0%	0	0.0%
Other/Unknown	4	100.0%	4	100.0%	0	0.0%	0	0.0%
Total	**179**	**100.0%**	**118**	**65.9%**	**1**	**0.6%**	**11**	**6.1%**

Table 4.4e - Full-time Staff Turnover Over the Last 3 Years by Ethnicity

	Total Employed		New Hires		Retirements		Departures	
	N	%	N	%	N	%	N	%
African-American	31	100.0%	21	67.7%	1	3.2%	9	29.0%
Asian/Pacific Islander	70	100.0%	25	35.7%	0	0.0%	24	34.3%
Hispanic	192	100.0%	103	53.6%	0	0.0%	36	18.8%
Native American	6	100.0%	5	83.3%	0	0.0%	0	0.0%
White	376	100.0%	203	54.0%	5	1.3%	66	17.6%
Nonresident Alien	52	100.0%	30	57.7%	0	0.0%	18	34.6%
Other/Unknown	30	100.0%	17	56.7%	1	3.3%	7	23.3%
Total	**757**	**100.0%**	**404**	**53.4%**	**7**	**7.9%**	**160**	**21.1%**

Faculty is defined as ladder rank, lecturers, and adjuncts (represented and unrepresented)

Nonresident Aliens are any employee who is not a US citizen, permanent resident or refugee. Do not include their ethnicity in the other categories

Hispanics includes Mexican-American, Chicano, Latino, Cuban, Puerto Rican and South American ethnic groups.

Native American includes Alaskan Native and Hawaiian Native ethnic groups

Other/Unknown are individuals who declined to give their ethnic background or for whom we do not have ethnic information

Total employed is based on data from November employee snapshot beginning in fall 2005.

New hires based on faculty/staff hired after the fall 2005 snapshot.

Employees who left and then returned are only counted once in the total employed and new hires categories but are not counted in departures.

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