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**Recruitment Committee Composition**

- **Gender:** Women: 47%, Men: 53%
- **Race/Ethnicity:** People of Color (PoC): 25%, URM: 30%
- **Rank:** Associate or Full Professor: 45%, Assistant Professor: 55%

**Notes:**
- Recruitment Committee composition data is available only since 2011: 86 recruitment committees operated during the years 2008-2010 and 126 operated 2011-2013, so the data on committee composition accounts for 59.4% of all committees that operated 2008-2013.
- "NA" Denotes that committee composition data are not available for any searches at this rank for this college/school.
- People of Color include African Americans, Native Americans, Hispanics, Asians, and Asian Americans.
- URM, underrepresented minorities, include African Americans, Native Americans, and Hispanic Americans.