

Abbreviated Institutional Master Plan for the San Francisco Urban Program
Westmont College Urban Program, San Francisco, CA.
June 3, 2002

The Westmont College Urban Program began operations in San Francisco in 1972, and has operated continuously in the city since that time. The program moved to 3016 Jackson Street in 1978, when its original location at Lone Mountain College was taken over by the University of San Francisco, and has remained there into 2002.

The Urban Program of Westmont College will occupy a site area of less than one acre, and hereby states that it does not anticipate any future expansion of its program. The planned occupancy of 301 Lyon Street would involve no expansion or external changes to the structure. This statement is made pursuant to S304.5 of the San Francisco Planning Code.

The program is an extension of Westmont College in Santa Barbara, a small undergraduate liberal arts institution. The purpose of the Urban Program is to bring students to the city for a semester to work in an internship in the area of their undergraduate major, to study urban issues and to learn about the life experiences of people different from themselves.

With an average of 25 to 30 students participating in the program each semester, over 1000 students have been through the program since it began. Since each student spends three days a week at his or her internship during a thirteen-week semester, this represents over 400,000 hours of community service provided to the city.

The institution does not currently own any real property in the City and County of San Francisco. Attached, as Exhibit A, is the higher education staff information for the college, filed by Westmont College with the Equal Employment Opportunity Commission on November 1, 2001.

Program Description

Participants in the program are liberal arts undergraduates from all parts of the country, mostly southern California. The average age of the students is traditional college age, between 19 and 22. Projected use for the facility at 301 Lyon Street will be

25 to 30 students during each 15-week semester in the fall and spring. Participants come from a wide range of academic majors, and work for three days each week at an unpaid internship in an area related to their major. A majority of the students are involved in social service and human service organizations, while others work in areas such as business, communications, journalism, fine arts, and political science. On Tuesday and Thursday afternoon students are often out in the city doing field and library research. Students meet on Tuesday and Thursday mornings to explore urban issues, or discuss questions related to their internship experience.

The program is served by three full time faculty who have responsibility for teaching, advising, administration and mentoring of students. Faculty-student relationships are an important aspect of the experience, and much of the interaction between faculty and students takes place in individual conferences or in small groups.

Facility Characteristics of 301 Lyon Street

A self-contained site that can provide comprehensive services, including living space for students, food service, offices for faculty, meeting areas and common space, is essential for the living-learning environment of the program. The proposed living area for students in the facility at 301 Lyon would be identical to that of the current bed and breakfast, a total of 12 rooms. Of this number, four of these rooms are on the third floor, six on the second floor, and two on the basement level of the facility. The design of the building provides each room with its own bathroom. The first floor consists of six rooms, and includes a kitchen, a dining room, a manager's apartment that will be used as an office, a library that will also be an office, a reception area and a parlor. Food service will be provided by a caterer in the dining room on the first floor. The group would use the first floor parlor and the dining area for a few hours of meetings each Tuesday and Thursday morning. The building has a total of 18 rooms, with a total square footage of 6300 square feet.

Parking for 301 Lyon Street is provided in a one-car garage on the property. The bed and breakfast that currently uses the facility also leases five spaces in the parking lot

of Mercy Senior Housing on the other side of Lyon Street. This same arrangement would also be available for the San Francisco Urban Program.

Impact on the Community

As described above, a substantial amount of community service has been performed by students since the program began. A large number have also returned to the city after graduation to play a role in organizations at which they interned during their semester in the city.

Relations with the surrounding neighborhood during the twenty-four years at the 3016 Jackson Street site have been cordial. Women students have regularly provided child-care services for families in the area. The proposed use of the building at 301 Lyon Street would be very similar to the previous use as a bed and breakfast inn, since all of the rooms that currently have a residential use will continue to be used in this manner. The traffic and parking impact on the community would be less than the current use, since there would be just two times each semester when students are moving in or out, and approximately one third of the students fly to San Francisco and take a shuttle to the facility. All of the residence rooms are fully furnished, which further reduces the impact of students moving in and out. The program also places strict limits on the number of students who are allowed to bring automobiles to the city. That number is currently four.

The college has a staff person who lives on-site, and is responsible for supervision and discipline of students. College policy forbidding alcohol and drugs, and smoking in college housing is enforced by this staff member. This staff person also has authority over the students on matters of noise and general conduct, and any serious problems in this area are brought to the attention of the director of the program. This staff person will also serve as a liaison with the immediate neighborhood and address any neighborhood concerns related to the program.

Future Plans

Under its Conditional Use Authorization at its current site at 3016 Jackson Street, the program now serves 25 to 30 students each fall and spring semester. Fall term runs

from approximately September 1 to December 15, and spring term from around January 8 to May 1. The college plans to maintain the same maximum number of students and the calendar for the school year at the proposed 301 Lyon Street location. The program also plans to operate an internship program with a reduced number of students during the summer. .

Conclusion

The Westmont College Urban Program has made significant contributions to the City of San Francisco during its 30 years of operation. Students have provided a very large number of hours of volunteer service to the community. At the same time, they have had the opportunity to learn about the city and participate in its life.

The impact of the program on traffic and noise in the current neighborhood has been minimal, and probably less than other uses of the building would produce. The presence of on-site staff allows for greater control over the residents of the building than would otherwise be possible. Plans for occupying the facility at 301 Lyon Street call for a continuation of the same pattern of use, which for the past twenty-four years has allowed the program to operate without disturbance to its neighbors in the Pacific Heights neighborhood.

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Cler/sec - men

Full-time clerical and secretarial employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total men
Nonresident alien						
Black, non-Hispanic			1			1
American Indian/Alaska Native						
Asian/Pacific Islander		1				1
Hispanic						
White, non-Hispanic						
Race/ethnicity unknown						
Grand total		1	1			2
Prior year						3

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Cler/sec - women

Full-time clerical and secretarial employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total women
Nonresident alien						
Black, non-Hispanic						
American Indian/Alaska Native						
Asian/Pacific Islander			1			1
Hispanic			4			4
White, non-Hispanic	4	28		8		40
Race/ethnicity unknown						
Grand total	4	33	8			45
Prior year						45

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Skilled crafts - men

Full-time skilled crafts employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total men
Nonresident alien						
Black, non-Hispanic				1		1
American Indian/Alaska Native						
Asian/Pacific Islander						
Hispanic		2	1	1		5
White, non-Hispanic	2		4	2		8
Race/ethnicity unknown						
Grand total		4	6	3	1	14
Prior year						12

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Skilled crafts - women

Full-time skilled crafts employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total women
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- Nonresident alien
- Black, non-Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic
- Race/ethnicity unknown
- Grand total
- Prior year

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Serv/maint - men

Full-time service/maintenance employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total men
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- Nonresident alien
- Black, non-Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic
- Race/ethnicity unknown
- Grand total
- Prior year

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Serv/maint - women

Full-time service/maintenance employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total women
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- Nonresident alien
- Black, non-Hispanic
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic
- White, non-Hispanic
- Race/ethnicity unknown
- Grand total
- Prior year

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Employees by Assigned Position - Full-time non-medical

Headcount of full-time employees (non-medical) by faculty status and primary function/occupational activity

Employees as of November 1, 2001	Faculty status		Without faculty status	Subtotal
	Tenured	On tenure track		
Primarily instruction	53	17	15	85
Instruction/research/public service	0	0	0	0
Primarily research	0	0	0	0
Primarily public service	0	0	0	0
Executive/administrative/managerial	0	0	16	16
Other administrative	0	0	2	2
Other professionals	0	0	9	9
Technical/paraprofessional	0	0	0	0
Clerical and secretarial	0	0	0	0
Skilled crafts	0	0	0	0
Service/maintenance	0	0	0	0
Total non-medical	53	17	12	112

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Employees by Assigned Position - Part-time non-medical

Headcount of part-time employees (non-medical) by faculty status and primary function/occupational activity

Employees as of November 1, 2001	Faculty status		Without faculty status	Subtotal	Graduate assistants
	Tenured	On tenure track			
Primarily instruction	0	0	41	41	0
Instruction/research/public service	0	0	0	0	0
Primarily research	0	0	0	0	0
Primarily public service	0	0	0	0	0
Executive/administrative/managerial	0	0	0	0	0
Other administrative	0	0	0	0	0
Other professionals	0	0	0	1	0
Technical/paraprofessional	0	0	0	0	0
Clerical and secretarial	0	0	0	0	0
Skilled crafts	0	0	0	0	0
Service/maintenance	0	0	0	0	0
Total	0	0	42	42	0

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Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part A - Fall Staff - 9/10 month contracts - men

Full-time faculty on 9/10-month contracts by salary class intervals and race/ethnicity - men

Men	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and over	Total men
Nonresident alien	0	0	0	0	0	0	0	0
Black, non-Hispanic American Indian/Alaska Native	0	0	0	1	0	0	0	1
Asian/Pacific Islander	0	0	1	0	2	0	0	3
Hispanic	0	0	0	1	0	0	0	1
White, non-Hispanic	0	1	10	22	22	0	0	55
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Grand total	0	1	11	24	24	0	0	60
Total from prior year								60

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part A - Fall Staff - 9/10 month contracts - women

Full-time faculty on 9/10-month contracts by salary class intervals and race/ethnicity - women

Women	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and over	Total women
Nonresident alien	0	0	0	0	0	0	0	0
Black, non-Hispanic American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0
Hispanic	0	0	1	0	0	0	0	1
White, non-Hispanic	0	0	14	9	1	0	0	24
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Grand total	0	0	15	9	1	0	0	25
Total from prior year								25

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part A - Fall Staff - Totals

Total full-time faculty by gender and race/ethnicity

	Men	Women
Nonresident alien		
Black, non-Hispanic	1	
American Indian/Alaska Native		
Asian/Pacific Islander	3	
Hispanic	1	1
White, non-Hispanic	55	24
Race/ethnicity unknown		
Grand total	60	25
Total from prior year	60	25

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Exec/adm/mgr - men

Full-time executive/administrative and managerial employees by salary class intervals and race/ethnicity - men

Men	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and over	Total men
Nonresident alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic			3	3	6	4	4	20
Race/ethnicity unknown								
Grand total			3	3	6	4	4	20
Prior year								20

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Exec/adm/mgr - women

Full-time executive/administrative and managerial employees by salary class intervals and race/ethnicity - women

Women	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 Total	and women over
Nonresident alien							1	1
Black, non-Hispanic American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic				4	1			5
Race/ethnicity unknown								
Grand total				4	1		1	6
Prior year								9

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Other adm - men

Full-time other administrative employees by salary class intervals and race/ethnicity - men

Men	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 Total	and men over
Nonresident alien								
Black, non-Hispanic American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic					1			1
White, non-Hispanic		1	2		1			4
Race/ethnicity unknown								
Grand total		1	3		1			5

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Other adm - women

Full-time other administrative employees by salary class intervals and race/ethnicity - women

Women	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 Total	and women over
Nonresident alien								
Black, non-Hispanic American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic	1	4	4	3				12
Race/ethnicity unknown								
Grand total	1	4	4	3				12

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Other prof - men

Full-time other professional employees by salary class intervals and race/ethnicity - men

Men	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 Total	and men over
Nonresident alien	1							1
Black, non-Hispanic American Indian/Alaska Native	1							1
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic	4	5	2	2	2	1		15
Race/ethnicity unknown								
Grand total	6	5	2	2	2	1		18
Prior year								19

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Other prof - women

Full-time other professional employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	30,000-39,999	40,000-49,999	50,000-54,999	65,000-79,999	80,000-99,999	100,000 and over	Total women
Nonresident alien								
Black, non-Hispanic American Indian/Alaska Native			2					2
Asian/Pacific Islander		1	1					2
Hispanic								
White, non-Hispanic	5	5	6	2				18
Race/ethnicity unknown								
Grand total	5	6	9	2				22
Prior year								24

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Tech/para - men

Full-time technical and paraprofessional employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total men
Nonresident alien						
Black, non-Hispanic						
American Indian/Alaska Native						
Asian/Pacific Islander						
Hispanic			1	1		2
White, non-Hispanic				5	2	7
Race/ethnicity unknown						
Grand total			1	6	2	9
Prior year						8

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part B - Fall Staff - Tech/para - women

Full-time technical and paraprofessional employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total women
Nonresident alien						
Black, non-Hispanic						
American Indian/Alaska Native						
Asian/Pacific Islander			1			1
Hispanic						
White, non-Hispanic				2		2
Race/ethnicity unknown						
Grand total			1	3		4
Prior year						1

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part D - Fall Staff - PT by position - men

Part-time employees by assigned position and race/ethnicity - men, page 1

Men	Faculty (instruction, research, public service)	Graduate assistants	Executive/administrative/managerial	Other administrative	Other professionals
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Nonresident alien

Black, non-Hispanic

American

Indian/Alaska

Native

Asian/Pacific

Islander

Hispanic

White, non-Hispanic

Race/ethnicity

unknown

Grand total

1

25

26

1

1

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part D - Fall Staff - PT by position - men

Part-time employees by assigned position and race/ethnicity - men, page 2

Men	Technical/paraprofessional	Clerical and secretarial	Skilled crafts	Service/maintenance	Total men
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Nonresident alien

Black, non-Hispanic

American Indian/Alaska

Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Race/ethnicity unknown

Grand total

Prior year

1

2

1

4

1

1

4

37

1

3

32

36

37

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part D - Fall Staff - PT by position - women

Part-time employees by assigned position and race/ethnicity - women, page 1

Women	Faculty (instruction, research, public service)	Graduate assistants	Executive/administrative/managerial	Other administrative	Other professionals
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Nonresident alien

Black,

non-Hispanic

American Indian/

Alaska Native

Asian/Pacific

Islander

Hispanic

White,

non-Hispanic

Race/ethnicity

unknown

Grand total

1

1

22

24

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part D - Fall Staff - PT by position - women

Part-time employees by assigned position and race/ethnicity - women, page 2

Women	Technical/paraprofessional	Clerical and secretarial	Skilled crafts	Service/maintenance	Total women
Nonresident alien					
Black, non-Hispanic American		1	1		2
Indian/Alaska Native					
Asian/Pacific Islander					1
Hispanic			1		2
White, non-Hispanic		7	9		38
Race/ethnicity unknown					
Grand total		8	11		43
Prior year					48

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part E - Total Employees

Total employees by gender and race/ethnicity

	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	1		1		1	1
Black, non-Hispanic American Indian/Alaska Native	5		3		2	5
Asian/Pacific Islander	4		5	1	1	5
Hispanic	20		11	3	2	23
White, non-Hispanic	129		102	32	38	161
Race/ethnicity unknown						
Grand total	159		122	36	43	195

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff - Faculty with tenure - men

Full-time faculty with tenure by academic rank and race/ethnicity - men

Men	Professors	Associate professors	Assistant professors	Instructors	Lecturers	Other faculty	Total
Nonresident alien							
Black, non-Hispanic American Indian/Alaska Native		1					1
Asian/Pacific Islander		2					2
Hispanic			1				1
White, non-Hispanic	36		5				42
Race/ethnicity unknown							
Grand total	36		7				43
Prior year							42

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff - Non-tenured faculty on tenure track - men

Full-time non-tenured faculty on tenure track by academic rank and race/ethnicity - men

Men	Professors	Associate professors	Assistant professors	Instructors	Lecturers	Other faculty	Total
Nonresident alien							
Black, non-Hispanic							
American Indian/Alaska Native							
Asian/Pacific Islander			1				1
Hispanic							
White, non-Hispanic	1	2	3				6
Race/ethnicity unknown							
Grand total	1	2	4				7
Prior year							10

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff - Non-tenured faculty not on tenure track - men

Full-time faculty not on tenure track/no tenure system by academic rank and race/ethnicity - men

Men	Professors	Associate professors	Assistant professors	Instructors	Lecturers	Other faculty	Total
Nonresident alien							
Black, non-Hispanic							
American Indian/Alaska Native							
Asian/Pacific Islander							
Hispanic							
White, non-Hispanic	1	3	2	1			7
Race/ethnicity unknown							
Grand total	1	3	2	1			7
Prior year							8

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff - Faculty with tenure - women

Full-time faculty with tenure by academic rank and race/ethnicity - women

Women	Professors	Associate professors	Assistant professors	Instructors	Lecturers	Other faculty	Total
Nonresident alien							
Black, non-Hispanic							
American Indian/Alaska Native							
Asian/Pacific Islander							
Hispanic							
White, non-Hispanic	5	2					7
Race/ethnicity unknown							
Grand total	5	2					7
Prior year							6

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff - Non-tenured faculty on tenure track - women

Full-time non tenured faculty on tenure track by academic rank and race/ethnicity - women

Women	Professors	Associate professors	Assistant professors	Instructors	Lecturers	Other faculty	Total
Nonresident alien							
Black, non-Hispanic							
American Indian/Alaska Native							
Asian/Pacific Islander							
Hispanic			1				1
White, non-Hispanic	2		7				9
Race/ethnicity unknown							
Grand total	2		8				10
Prior year							10

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff - Non-tenured faculty not on tenure track - women

Full-time faculty not on tenure track/no tenure system by academic rank and race/ethnicity - women

Women	Professors	Associate professors	Assistant professors	Instructors	Lecturers	Other faculty	Total
Nonresident alien							
Black, non-Hispanic							
American Indian/Alaska Native							
Asian/Pacific Islander							
Hispanic							
White, non-Hispanic	3		5				8
Race/ethnicity unknown							
Grand total	3		5				8
Prior year							9

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part F - Fall Staff Survey - Totals

Total full-time faculty by gender and race/ethnicity

	Total men	Total women
Nonresident alien		
Black, non-Hispanic		1
American Indian/Alaska Native		
Asian/Pacific Islander		3
Hispanic		1
White, non-Hispanic		24
Race/ethnicity unknown		
Grand total	60	25
Prior year	60	25

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part G - Fall Staff - New Hires - men

Full-time faculty new hires by tenure status and race/ethnicity - men

Men	Tenured	On tenure track	Not on tenure track/no tenure system	Total men
Nonresident alien				
Black, non-Hispanic				
American Indian/Alaska Native				
Asian/Pacific Islander		1		1
Hispanic				
White, non-Hispanic		1		1
Race/ethnicity unknown				
Grand total		2		2

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part G - Fall Staff - New Hires - men

All other full-time new hires by position and race/ethnicity - men

Full-time between July 1 and October 31 2001	Executive/ administrative/managerial	Other administrative professionals	Other professionals	Technical/ para professional	Clerical and secretarial	Skilled and crafts	Service/ maintenance	Total men
Nonresident alien								
Black, non-Hispanic			1					1
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic	1		1			1	1	4
Race/ethnicity unknown								
Grand total	1		2			1	1	5

Institution: WESTMONT COLLEGE (125727)

User ID: P11257271

Part G - Fall Staff - New Hires - women

Full-time faculty new hires by tenure status and race/ethnicity - women

Women	Tenured	On tenure track	Not on tenure track/no tenure system	Total women
Nonresident alien				
Black, non-Hispanic				
American Indian/Alaska Native				
Asian/Pacific Islander				
Hispanic				
White, non-Hispanic				
Race/ethnicity unknown				
Grand total				

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Part G - Fall Staff - New Hires - Women

All other full-time new hires by position and race/ethnicity - women

Full-time between July 1 and October 31 2001	Executive/administrative/managerial	Other administrative/professionals	Other paraprofessional	Technical/paraprofessional	Clerical and secretarial	Skilled and crafts maintenance	Service	Total women
Nonresident alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander				1				1
Hispanic		1						1
White, non-Hispanic	1	3			8			12
Race/ethnicity unknown								
Grand total	1	4		1	8			15

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Part G - Fall Staff - New Hires - Totals

Total full-time new hires by gender and race/ethnicity

	Total men	Total women
Nonresident alien		
Black, non-Hispanic		1
American Indian/Alaska Native		
Asian/Pacific Islander	1	1
Hispanic		2
White, non-Hispanic	6	12
Race/ethnicity unknown		
Grand total	8	15
Prior year	16	15

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