

A. UNM SOM Faculty Diversity Trends

	2002 (n=497)	2016 (n=876)	2017 (n=910)
Hispanic	9.0%	12.8%	13.3%
Native American	1.0%	0.6%	0.7%
African American	0.6%	1.8%	1.2%
Female	36.6%	45.0%	51.2%

Since 2002, the UNM SOM has doubled the number of faculty and increased the percentage of female, Hispanic, and African American faculty. Although the number of Native American faculty has increased, the percentage remained unchanged since 2002. ^{1, 2}

B. UNM SOM Faculty Diversity Tracking

Annually, Faculty data will be obtained from the UNM human resources department to track diversity trends in full time SOM faculty, SOM senior administrative staff, and total applicants, offers and rejected offers to SOM faculty and senior administrative staff positions.

Footnotes:

1. Sources: 2002 and 2016, UNM Banner system extracted for AIME Report; 2017 UNM SOM human resources system extracted for the 2017 LCME report.

2. Since 2002, changes to the UNM race/ethnicity self-report structure have been instated in accordance with changes national standards. First, faculty now first self-identify if “Hispanic” then identify their race (e.g. White, Native American, etc.). Second, faculty are now able to identify more than one race. Previously, only one primary race/ethnicity could be reported, and the choice include Hispanic.

Given the large percentage of native New Mexicans with mixed Hispanic/Native American heritage, it is likely these changes have impacted the actual count of Native American and Hispanic faculty identified in the 2016 and 2017 data. The extent of the impact is unknown.