

The background image is a grayscale photograph of the Tower of the Americas, a tall, tiered monument, rising behind a large, multi-story university building with many windows. The scene is set against a sky with scattered clouds. A semi-transparent geometric pattern of overlapping triangles is layered over the entire image. In the foreground, at the base of the tower, is a stone monument featuring the university's crest and the text "College of the Year 1997-1998".

EMPLOYEES

Employee Characteristics

Table 27: Employees by Occupational Category

Occupational Category	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Executive/Administrative/Managerial	230	237	248	250	249	8.3%
Faculty: Full-Time Instructional	539	548	535	534	539	0.0%
Faculty: Other than Full-Time Instructional	97	95	88	92	82	-15.5%
Support/Service	417	449	476	442	427	2.4%
Clerical/Secretarial	208	200	184	171	156	-25.0%
Technical & Paraprofessional	60	59	60	59	48	-20.0%
Skilled Craft	59	59	49	49	44	-25.4%
Service/Maintenance	124	120	115	121	117	-5.6%
University Total	1,734	1,767	1,755	1,718	1,662	-4.2%

Table 28: Employees by Gender and Ethnicity

Occupational Category, Gender, & Ethnicity	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Executive/Administrative/Managerial						
Female						
African American	111	118	124	123	132	18.9%
Asian or Pacific Islander	3	3	3	2	1	-66.7%
Hispanic	1	2	1	1	1	0.0%
Non-Resident Alien	1	1	2	1	1	0.0%
White	8	8	7	7	7	-12.5%
Female Total	124	132	137	134	142	14.5%
Male						
African American	82	81	82	83	77	-6.1%
Asian or Pacific Islander	3	2	4	4	4	33.3%
Hispanic	1	1	2	3	3	200.0%
Non-Resident Alien	2	2	3	3	4	100.0%
White	18	19	20	23	19	5.6%
Male Total	106	105	111	116	107	0.9%
Executive/Administrative/Managerial Total	230	237	248	250	249	8.3%
Faculty: Full-Time Instructional						
Female						
African American	188	187	180	173	171	-9.0%
American Indian or Native Alaskan	0	0	1	1	1	0.0%
Asian or Pacific Islander	8	7	8	9	7	-12.5%
Hispanic	10	9	5	7	7	-30.0%
Non-Resident Alien	15	19	21	23	23	53.3%
White	29	36	35	33	37	27.6%
Female Total	250	258	250	246	246	-1.6%
Male						
African American	167	160	159	160	156	-6.6%
American Indian or Native Alaskan	0	0	0	0	0	0.0%
Asian or Pacific Islander	18	19	19	23	24	33.3%
Hispanic	9	8	8	9	10	11.1%
Non-Resident Alien	31	35	33	33	40	29.0%
White	64	68	66	63	63	-1.6%
Male Total	289	290	285	288	293	1.4%
Faculty: Full-Time Instructional Total	539	548	535	534	539	0.0%

Occupational Category, Gender, & Ethnicity	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Faculty: Other than Full-Time Instructional						
Female						
African American	44	42	40	42	41	-6.8%
Asian or Pacific Islander	2	2	2	2	2	0.0%
Hispanic	0	0	0	1	1	0.0%
Non-Resident Alien	4	7	6	5	4	0.0%
White	3	5	3	4	3	0.0%
<i>Female Total</i>	53	56	51	54	51	-3.8%
Male						
African American	24	20	14	14	11	-54.2%
Asian or Pacific Islander	7	8	8	9	8	14.3%
Hispanic	1	1	1	1	1	0.0%
Non-Resident Alien	6	6	10	9	7	16.7%
White	6	4	4	5	4	-33.3%
<i>Male Total</i>	44	39	37	38	31	-29.5%
Faculty: Other than Full-Time Instructional Total	97	95	88	92	82	-15.5%
Support/Service						
Female						
African American	240	263	288	261	256	6.7%
American Indian or Native Alaskan	1	1	1	1	0	-100.0%
Asian or Pacific Islander	6	5	5	6	7	16.7%
Hispanic	3	5	5	4	4	33.3%
Non-Resident Alien	8	11	10	10	7	-12.5%
White	19	19	17	19	18	-5.3%
<i>Female Total</i>	277	304	326	301	292	5.4%
Male						
African American	107	110	113	112	113	5.6%
American Indian or Native Alaskan	0	0	0	0	0	0.0%
Asian or Pacific Islander	2	2	2	2	1	-50.0%
Hispanic	1	2	3	2	2	100.0%
Non-Resident Alien	12	11	10	7	4	-66.7%
White	18	20	22	18	15	-16.7%
<i>Male Total</i>	140	145	150	141	135	-3.6%
Support/Service Total	417	449	476	442	427	2.4%
Clerical/Secretarial						
Female						
African American	168	163	145	133	120	-28.6%
American Indian or Native Alaskan	0	0	0	0	0	0.0%
Hispanic	1	1	2	2	3	200.0%
Non-Resident Alien	2	2	2	2	1	-50.0%
White	10	8	9	7	5	-50.0%
<i>Female Total</i>	181	174	158	144	129	-28.7%
Male						
African American	25	24	24	26	25	0.0%
American Indian or Native Alaskan	0	0	0	0	0	0.0%
Hispanic	0	0	0	0	0	0.0%
Non-Resident Alien	0	0	0	0	1	0.0%
White	2	2	2	1	1	-50.0%
<i>Male Total</i>	27	26	26	27	27	0.0%
Clerical/Secretarial Total	208	200	184	171	156	-25.0%

Occupational Category, Gender, & Ethnicity	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Technical & Paraprofessional						
Female						
African American	25	25	23	21	15	-40.0%
Asian or Pacific Islander	0	0	0	1	1	0.0%
Hispanic	0	0	1	1	1	0.0%
Non-Resident Alien	1	1	1	2	2	100.0%
White	2	1	1	2	3	50.0%
<i>Female Total</i>	28	27	26	27	22	-21.4%
Male						
African American	25	23	22	20	19	-24.0%
Asian or Pacific Islander	1	0	1	1	1	0.0%
Hispanic	1	1	1	1	0	-100.0%
Non-Resident Alien	0	2	2	2	1	-50.0%
White	5	6	8	8	5	0.0%
<i>Male Total</i>	32	32	34	32	26	-18.8%
Technical & Paraprofessional Total	60	59	60	59	48	-20.0%
Skilled Craft						
Female						
African American	1	1	1	1	1	0.0%
White	0	0	0	0	0	0.0%
<i>Female Total</i>	1	1	1	1	1	0.0%
Male						
African American	51	51	42	40	37	-27.5%
White	7	7	6	8	6	-14.3%
<i>Male Total</i>	58	58	48	48	43	-25.9%
Skilled Craft Total	59	59	49	49	44	-25.4%
Service/Maintenance						
Female						
African American	44	45	45	51	49	11.4%
American Indian or Native Alaskan	0	0	0	0	0	0.0%
Hispanic	0	0	1	1	1	0.0%
Non-Resident Alien	0	0	0	0	0	0.0%
White	0	0	0	0	0	0.0%
<i>Female Total</i>	44	45	46	52	50	13.6%
Male						
African American	74	69	65	65	61	-17.6%
American Indian or Native Alaskan	0	0	0	1	0	-100.0%
Hispanic	0	0	0	0	0	0.0%
Non-Resident Alien	1	1	1	1	1	0.0%
White	5	5	3	2	5	0.0%
<i>Male Total</i>	80	75	69	69	67	-16.3%
Service/Maintenance Total	124	120	115	121	117	-5.6%

Occupational Category, Gender, & Ethnicity	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
University Total						
Female						
African American	821	844	846	805	785	-4.4%
American Indian or Native Alaskan	1	1	2	2	1	0.0%
Asian or Pacific Islander	19	17	18	20	18	-5.3%
Hispanic	15	17	15	17	18	20.0%
Non-Resident Alien	31	41	42	43	38	22.6%
White	71	77	72	72	73	2.8%
<i>Female Total</i>	958	997	995	959	933	-2.6%
Male						
African American	555	538	521	520	499	-10.1%
American Indian or Native Alaskan	0	0	0	1	0	-100.0%
Asian or Pacific Islander	31	31	34	39	38	22.6%
Hispanic	13	13	15	16	16	23.1%
Non-Resident Alien	64	68	69	62	58	-9.4%
White	125	131	131	128	118	-5.6%
<i>Male Total</i>	776	770	760	759	729	-6.1%
University Grand Total	1,734	1,767	1,755	1,718	1,662	-4.2%

Faculty Characteristics

Table 29: Faculty by Tenure Status

Tenure Status	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Tenured	307	300	295	293	298	-2.9%
Tenure Earning	115	114	102	99	88	-23.5%
Non-Tenure Earning	117	134	138	142	153	30.8%
University Total	539	548	535	534	539	0.0%

Table 30: Faculty by Highest Degree

Degree Level	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Bachelors	1	3	1	1	2	100.0%
DDS or DMD, Dentistry	1	1	0	0	0	-100.0%
Doctorate	342	350	350	343	337	-1.5%
DVM, Veterinary Medicine	2	2	2	1	1	-50.0%
First Professional	2	0	0	5	14	600.0%
Juris Doctor, Law	43	41	39	36	31	-27.9%
Masters	144	148	140	144	150	4.2%
MD, Medicine	1	1	1	1	1	0.0%
Pharmacy	3	2	2	3	3	0.0%
University Total	539	548	535	534	539	0.0%

Table 31: Faculty by Gender and Ethnic Origin

Gender & Ethnicity	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Professor						
Female						
African American	36	33	31	27	25	-30.6%
Asian or Pacific Islander	3	2	2	3	3	0.0%
Hispanic	1	1	1	2	2	100.0%
Non-Resident Alien	2	4	4	4	4	100.0%
White	8	10	7	8	9	12.5%
Female Total	50	50	45	44	43	-14.0%
Male						
African American	67	64	63	65	59	-11.9%
Asian or Pacific Islander	10	10	10	11	11	10.0%
Hispanic	2	2	2	2	3	50.0%
Non-Resident Alien	8	9	11	12	13	62.5%
White	26	24	20	23	20	-23.1%
Male Total	113	109	106	113	106	-6.2%
Professor Total	163	159	151	157	149	-8.6%
Associate Professor						
Female						
African American	56	58	59	62	60	7.1%
Asian or Pacific Islander	2	2	3	1	0	-100.0%
Hispanic	5	4	3	2	2	-60.0%
Non-Resident Alien	4	5	4	4	4	0.0%
White	8	12	14	14	15	87.5%
Female Total	75	81	83	83	81	8.0%

Gender & Ethnicity	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	5-yr % Change
Male						
African American	48	48	48	48	43	-10.4%
Asian or Pacific Islander	3	3	3	3	3	0.0%
Hispanic	2	1	2	4	3	50.0%
Non-Resident Alien	8	7	6	6	6	-25.0%
White	18	21	24	22	19	5.6%
<i>Male Total</i>	79	80	83	83	74	-6.3%
Associate Professor Total	154	161	166	166	155	0.6%
Assistant Professor						
Female						
African American	57	59	54	51	55	-3.5%
Asian or Pacific Islander	2	2	2	4	4	100.0%
Hispanic	2	2	0	1	1	-50.0%
Non-Resident Alien	4	4	7	10	10	150.0%
White	8	10	9	6	6	-25.0%
<i>Female Total</i>	73	77	72	72	76	4.1%
Male						
African American	39	32	34	32	33	-15.4%
Asian or Pacific Islander	4	5	5	7	8	100.0%
Hispanic	4	4	3	2	2	-50.0%
Non-Resident Alien	10	12	10	10	15	50.0%
White	16	15	13	10	14	-12.5%
<i>Male Total</i>	73	68	65	61	72	-1.4%
Assistant Professor Total	146	145	137	133	148	1.4%
Adjunct Instructor						
Female						
African American	39	37	36	33	31	-20.5%
American Indian or Native Alaskan	0	0	1	1	1	0.0%
Asian or Pacific Islander	1	1	1	1	0	-100.0%
Hispanic	2	2	1	2	2	0.0%
Non-Resident Alien	5	6	6	5	5	0.0%
White	5	4	5	5	7	40.0%
<i>Female Total</i>	52	50	50	47	46	-11.5%
Male						
African American	13	16	14	15	21	61.5%
American Indian or Native Alaskan	0	0	0	0	0	0.0%
Asian or Pacific Islander	1	1	1	2	2	100.0%
Hispanic	1	1	1	1	2	100.0%
Non-Resident Alien	5	7	6	5	6	20.0%
White	4	8	9	8	10	150.0%
<i>Male Total</i>	24	33	31	31	41	70.8%
Adjunct Instructor Total	76	83	81	78	87	14.5%
Female Total	250	258	250	246	246	-1.6%
Male Total	289	290	285	288	293	1.4%
University Total	539	548	535	534	539	0.0%

Source: Employee/OPS File from Fall 2018 to Fall 2022