



UNIVERSITY
· OF ·
COLORADO
AT COLORADO SPRINGS

Diversity Report Data
2008-2009

University of Colorado at Colorado Springs

Undergraduate Fall Headcount Enrollment by Ethnicity

Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008
Asian American	292	308	288	284	297	298	303	306
African American	193	198	209	235	223	223	226	232
Latino	450	450	496	532	559	567	590	643
American Indian	58	68	65	57	64	55	55	53
White/Unknown	4,226	4,574	4,793	4,872	4,955	4,938	5,032	5,235
International	31	51	24	25	21	22	28	29
Total:	5,250	5,649	5,875	6,005	6,119	6,103	6,234	6,498

Graduate Fall Headcount Enrollment by Ethnicity

Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008
Asian American	66	68	72	71	70	69	59	57
African American	57	55	77	61	43	65	51	43
Latino	97	109	104	104	96	104	100	114
American Indian	11	10	12	10	15	12	7	5
White/Unknown	1,272	1,429	1,426	1,337	1,196	1,166	1,218	1,249
International	100	87	54	41	28	28	24	23
Total:	1,603	1,758	1,745	1,624	1,448	1,444	1,459	1,491

Enrollment of Pell Recipients

	2001	2002	2003	2004	2005	2006	2007	2008
Total UG pell recipients enrolled		1,547	1,719	1,735	1,696	1,661	1,793	1,343
% of Total UG Enrollment	0%	27%	29%	29%	28%	27%	29%	21%

Enrollment of First Generation Students*

	2001	2002	2003	2004	2005	2006	2007	2008
Total UG First Generation Enrolled	-	-	2,468	2,402	2,448	2,258	2,494	2,404
% of Total UG Enrollment			42%	40%	40%	37%	40%	37%

* First generation defined as an undergraduate with neither parent possessing a 4-year degree. UCCS estimate based on student surveys and FAFSA.

Enrollment of Students with Disabilities

Students formally registered with the office of disability services (or equivalent office)

Fall 2008	
Number	274
Percent of all undergrads	4%

Baccalaureate Degrees Awarded by Ethnicity

Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008
Asian American	53	42	49	47	44	57	43	58
African American	38	39	25	37	31	41	45	32
Latino	52	73	74	61	65	110	85	90
American Indian	5	11	10	12	10	9	13	9
White/Unknown	598	723	732	843	869	918	926	976
International	9	1	5	6	7	7	4	1
Total:	755	889	895	1,006	1,026	1,142	1,116	1,166

Graduate Degrees Awarded by Ethnicity

Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008
Asian American	17	13	19	19	22	20	23	17
African American	10	10	13	22	18	16	11	21
Latino	22	19	26	23	27	28	37	31
American Indian	3	2	1	3	3	11	3	2
White/Unknown	354	343	382	475	460	413	416	423
International	13	24	24	24	24	13	10	9
Total:	419	411	465	566	554	501	500	503

Degrees Awarded by Ethnicity, 2008

Ethnicity	Bachelors	Masters	Doctoral	Total
Asian American	58	15	2	75
African American	32	21	-	53
Latino	90	31	-	121
American Indian	9	2	-	11
White/Unknown	976	418	5	1,399
International	1	9	-	10
Total:	1,166	496	7	1,669

* 2008 = summer and fall of 2007 plus spring 2008

Baccalaureate Degrees Awarded to Pell Recipients*

	2001	2002	2003	2004	2005	2006	2007	2008
	272	350	347	392	423	445	438	450
% of Total Baccalaureate Degrees	36%	39%	39%	39%	41%	39%	39%	39%

* count if student was ever a Pell recipient

**Undergraduate Graduation Rates by Ethnicity
Five Year History**

Ethnicity	1996	1997	1998	1999	2000	2001	2002
Undergraduate Cohort*							
Asian American	19	26	28	34	33	39	34
African American	14	14	11	22	20	15	20
Latino	22	30	45	53	46	43	52
American Indian	4	3	6	4	5	2	2
White	257	367	399	444	462	449	527
Unknown	8	15	14	14	26	29	28
International	-	6	3	2	3	4	5
<i>Total</i>	324	461	506	573	595	581	668
<i>Minority Total</i>	59	73	90	113	104	99	108
Graduated in 6 Yrs							
Asian American	10	7	9	18	12	15	20
African American	2	7	3	8	3	5	7
Latino	10	10	13	12	18	18	22
American Indian	2	-	2	-	1	1	-
White	85	125	138	173	190	174	222
Unknown	3	4	8	6	11	9	15
International	-	2	-	1	1	2	2
<i>Total</i>	112	155	173	218	236	224	288
<i>Minority Total</i>	24	24	27	38	34	39	49
% Graduated in 6 Yrs							
Asian American	53%	27%	32%	53%	36%	38%	59%
African American	14%	50%	27%	36%	15%	33%	35%
Latino	45%	33%	29%	23%	39%	42%	42%
American Indian	50%	0%	33%	0%	20%	50%	0%
White	33%	34%	35%	39%	41%	39%	42%
Unknown	38%	27%	57%	43%	42%	31%	54%
International	-	33%	0%	50%	33%	50%	40%
<i>Total</i>	35%	34%	34%	38%	40%	39%	43%
<i>Minority Total</i>	41%	33%	30%	34%	33%	39%	45%

* Cohorts are full-time degree-seeking first-time students (reg type = FRF) entering in the Fall semester.

1. Freshman Applications, Admits, and Enrollments

Ethnicity/Year	Apps	Admits	Enrolled
Asian American			
2004	176	113	49
2005	172	114	49
2006	216	139	52
2007	203	125	70
2008	236	149	56
African American			
2004	144	77	39
2005	165	87	35
2006	164	88	36
2007	186	88	39
2008	223	109	39
Latino			
2004	303	185	92
2005	361	237	102
2006	410	244	100
2007	409	259	119
2008	534	314	126
American Indian			
2004	41	27	9
2005	40	23	12
2006	39	28	7
2007	36	21	6
2008	54	27	11
White/Unknown/Other			
2004	2,392	1,707	797
2005	2,557	1,813	850
2006	2,667	1,832	801
2007	2,753	1,901	779
2008	3,331	2,411	926
Total			
2004	3,056	2,109	986
2005	3,295	2,274	1,048
2006	3,496	2,331	996
2007	3,587	2,394	1,013
2008	4,378	3,010	1,158
Minority Total			
2004	664	402	189
2005	738	461	198
2006	829	499	195
2007	834	493	234
2008	1,047	599	232

2. RESIDENT Freshman Applications, Admits, and Enrollments

Apps	Admits	Enrolled
102	77	45
114	83	42
127	97	49
133	96	64
134	100	51
97	60	35
114	78	34
107	64	31
123	73	36
136	88	37
231	162	83
270	204	94
300	208	94
291	204	111
348	243	111
17	14	9
21	12	8
15	12	7
17	10	6
28	18	9
1,605	1,281	728
1,775	1,411	778
1,702	1,321	718
1,722	1,338	714
1,999	1,655	834
2,052	1,594	900
2,294	1,788	956
2,251	1,702	899
2,286	1,721	931
2,645	2,104	1,042
447	313	172
519	377	178
549	381	181
564	383	217
646	449	208

Freshman Retention Rates by Ethnicity

Ethnicity	2001	2002	2003	2004	2005	2006	2007
First-Year Student Cohorts*							
Asian American	54	48	44	49	46	52	70
African American	19	26	25	37	34	36	39
Latino	66	73	81	85	98	100	119
American Indian	7	6	7	10	10	7	6
White	623	722	714	750	790	752	725
Other/Unknown	36	38	43	31	45	43	50
International	5	6	4	2	3	6	4
Total	810	919	918	964	1,026	996	1,013
Minority Total	146	153	157	181	188	195	234
Number Retained**							
Asian American	32	32	27	27	33	30	49
African American	12	20	14	20	22	21	27
Latino	39	53	49	54	53	66	82
American Indian	7	3	3	7	4	6	4
White	383	472	485	516	499	516	513
Other/Unknown	23	28	27	14	31	29	34
International	3	5	4	2	3	6	3
Total	499	613	609	640	645	674	712
Minority Total	90	108	93	108	112	123	162
Percent Retained							
Asian American	59%	67%	61%	55%	72%	58%	70%
African American	63%	77%	56%	54%	65%	58%	69%
Latino	59%	73%	60%	64%	54%	66%	69%
American Indian	100%	50%	43%	70%	40%	86%	67%
White	61%	65%	68%	69%	63%	69%	71%
Other/Unknown	64%	74%	63%	45%	69%	67%	68%
International	60%	83%	100%	100%	100%	100%	75%
Total	62%	67%	66%	66%	63%	68%	70%
Minority Total	62%	71%	59%	60%	60%	63%	69%

* Entering frosh (FRF, FRO, FRN) in Fall term counted at census.

**Number enrolled in subsequent fall

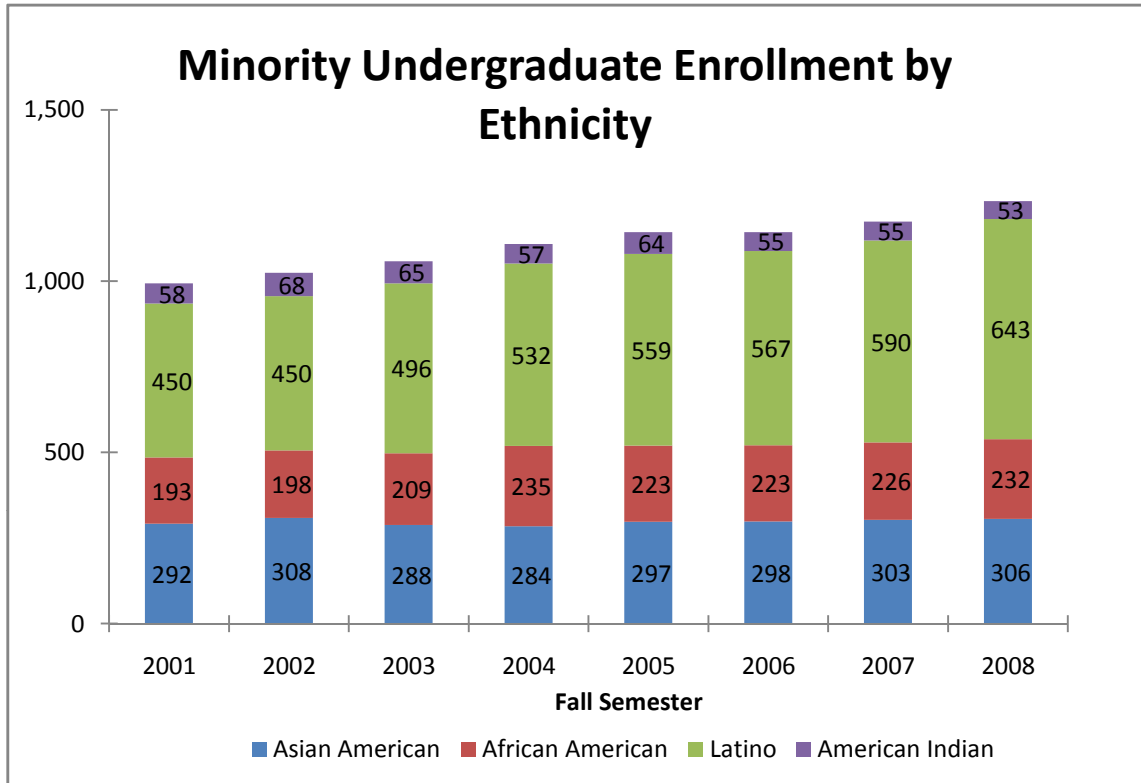
Freshman Retention Rates of Pell Recipients

	2001	2002	2003	2004	2005	2006	2007
First-Year Student Cohorts*	151	185	198	221	215	219	230
Number Retained**	98	122	124	148	145	150	155
Percent Retained	65%	66%	63%	67%	67%	68%	67%

* First-Time freshmen (FRF, FRO, FRN) w/Pell entering Fall term

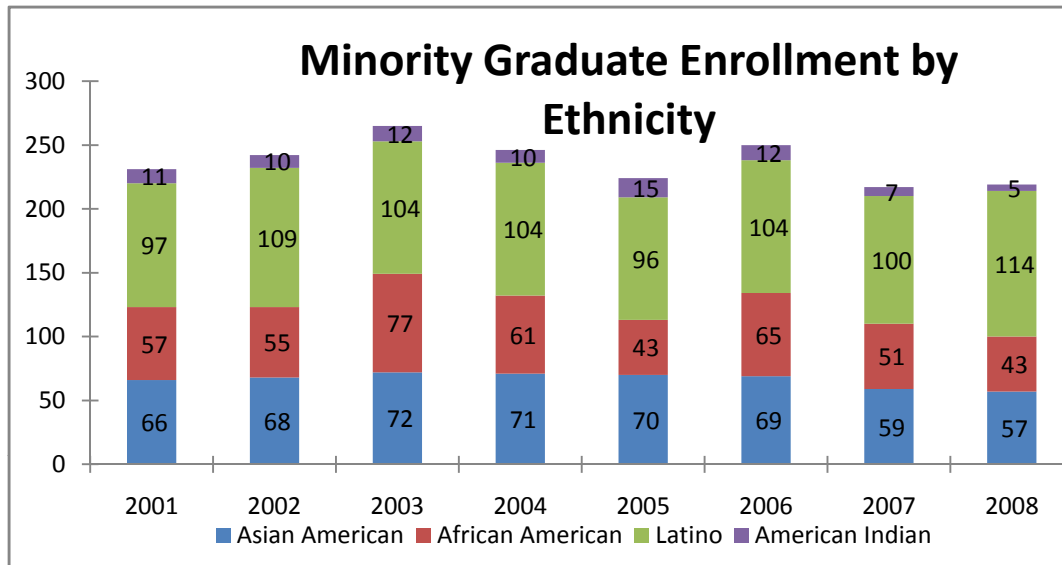
**Number enrolled in subsequent fall

**University of Colorado at Colorado Springs
Undergraduate Fall Headcount Enrollment by Ethnicity**



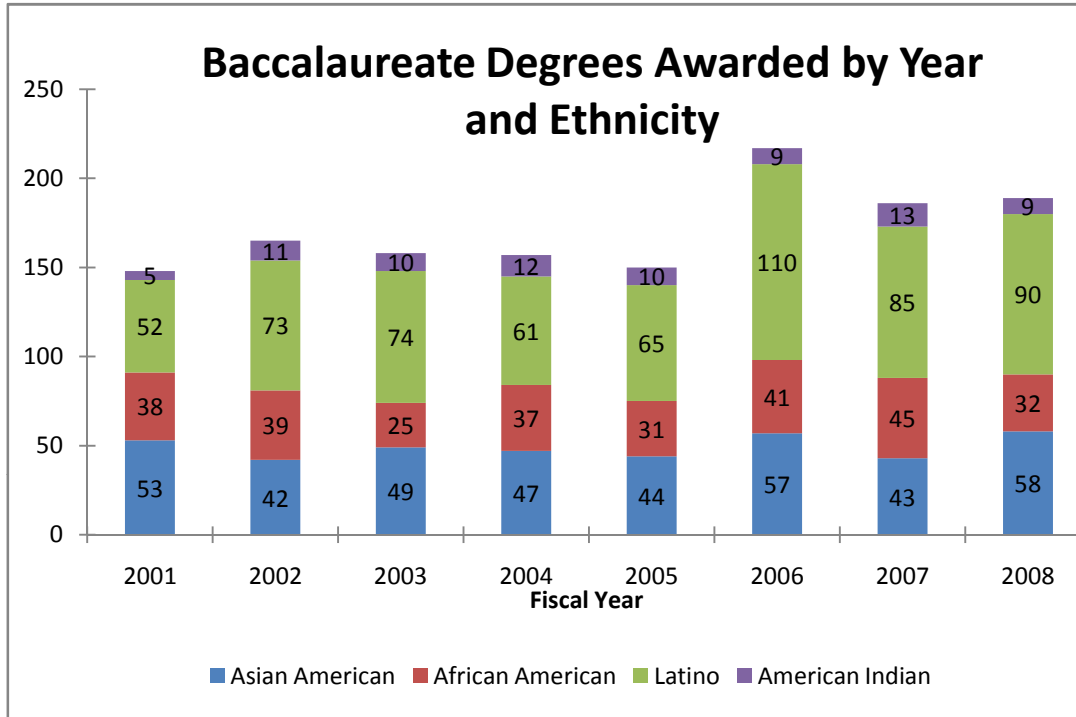
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Asian American	292	308	288	284	297	298	303	306
African American	193	198	209	235	223	223	226	232
Latino	450	450	496	532	559	567	590	643
American Indian	58	68	65	57	64	55	55	53
White/Unknown	4,226	4,574	4,793	4,872	4,955	4,938	5,032	5,235
International	31	51	24	25	21	22	28	29
Total Enrollment	5,250	5,649	5,875	6,005	6,119	6,103	6,234	6,498
Minority Total	993	1,024	1,058	1,108	1,143	1,143	1,174	1,234
Minority as % of Total	18.9%	18.1%	18.0%	18.5%	18.7%	18.7%	18.8%	19%

**University of Colorado at Colorado Springs
Graduate Fall Headcount Enrollment by Ethnicity**



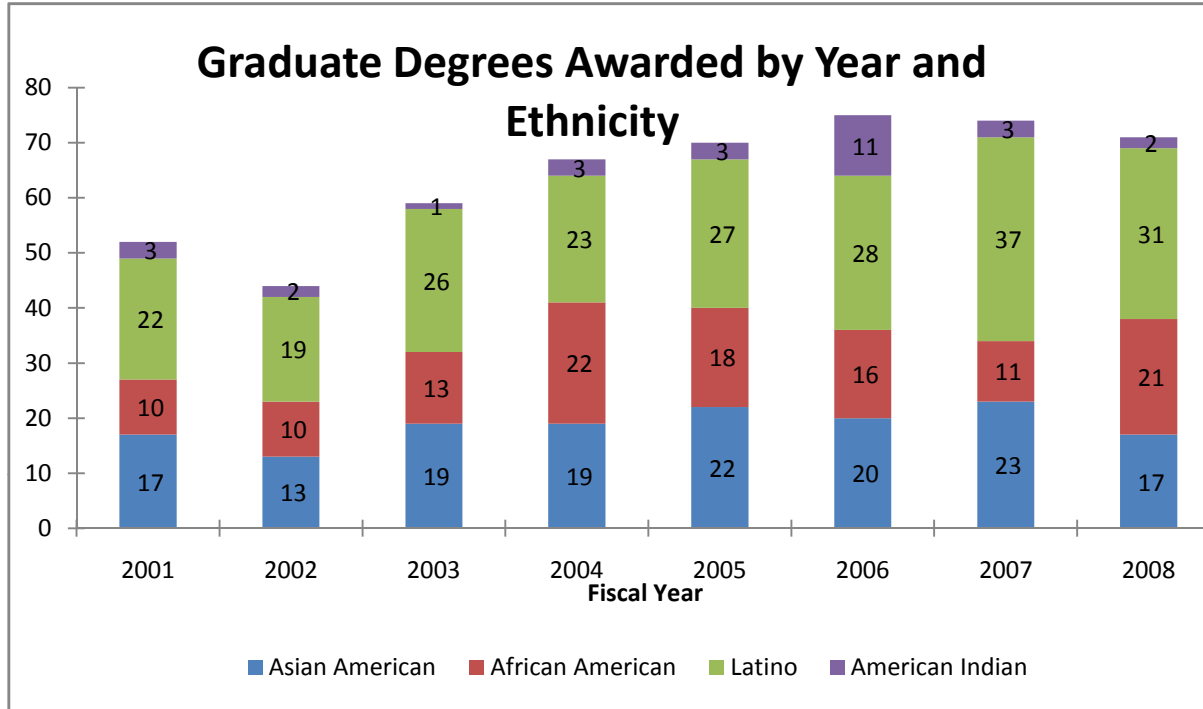
Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008
Asian American	66	68	72	71	70	69	59	57
African American	57	55	77	61	43	65	51	43
Latino	97	109	104	104	96	104	100	114
American Indian	11	10	12	10	15	12	7	5
White/Unknown	1,272	1,429	1,426	1,337	1,196	1,166	1,218	1,249
International	100	87	54	41	28	28	24	23
Total Enrollment	1,603	1,758	1,745	1,624	1,448	1,444	1,459	1,491
Minority Total	231	242	265	246	224	250	217	219
Minority as % of Total	14.4%	13.8%	15.2%	15.1%	15.5%	17.3%	14.9%	14.7%

**University of Colorado at Colorado Springs
Baccalaureate Degrees Awarded by Ethnicity**



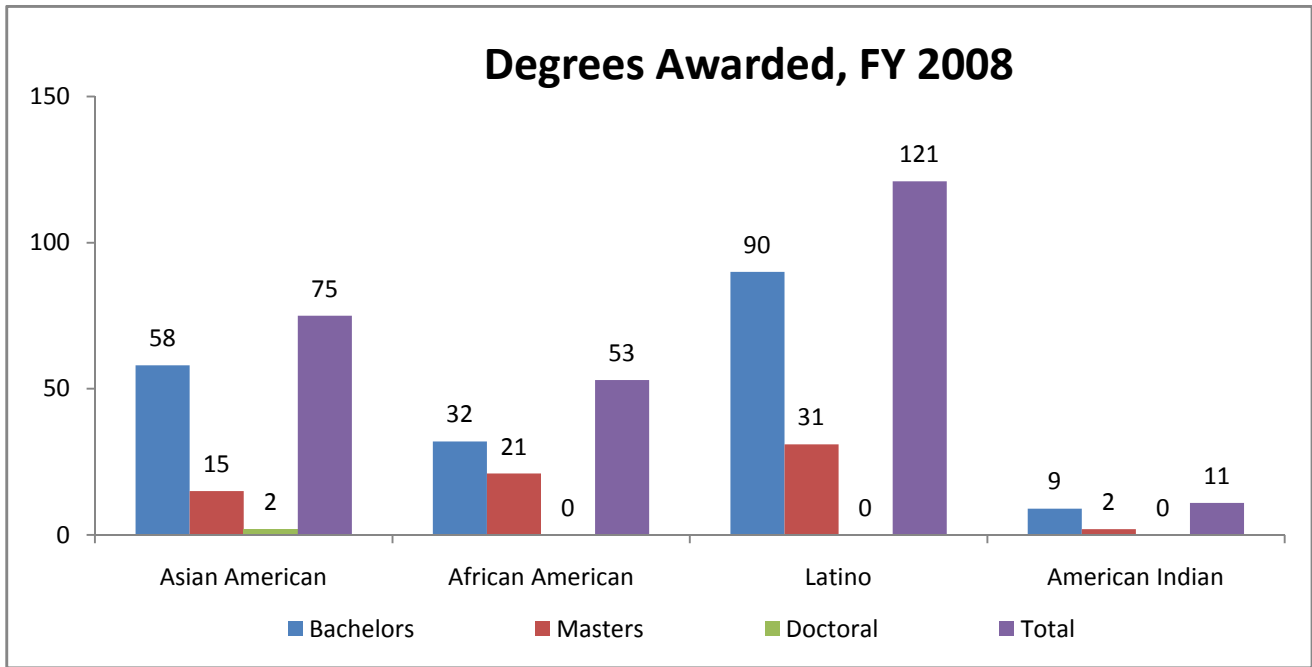
Ethnicity	2001	2002	2003	2004	2005	2006	2007	2008
Asian American	53	42	49	47	44	57	43	58
African American	38	39	25	37	31	41	45	32
Latino	52	73	74	61	65	110	85	90
American Indian	5	11	10	12	10	9	13	9
White/Unknown	598	723	732	843	869	918	926	976
International	9	1	5	6	7	7	4	1
Total Degrees Awarded	755	889	895	1,006	1,026	1,142	1,116	1,166
Minority Total	148	165	158	157	150	217	186	189
Minority as % of Total	20%	19%	18%	16%	15%	19%	17%	16%

**University of Colorado at Colorado Springs
Graduate Degrees Awarded by Ethnicity**



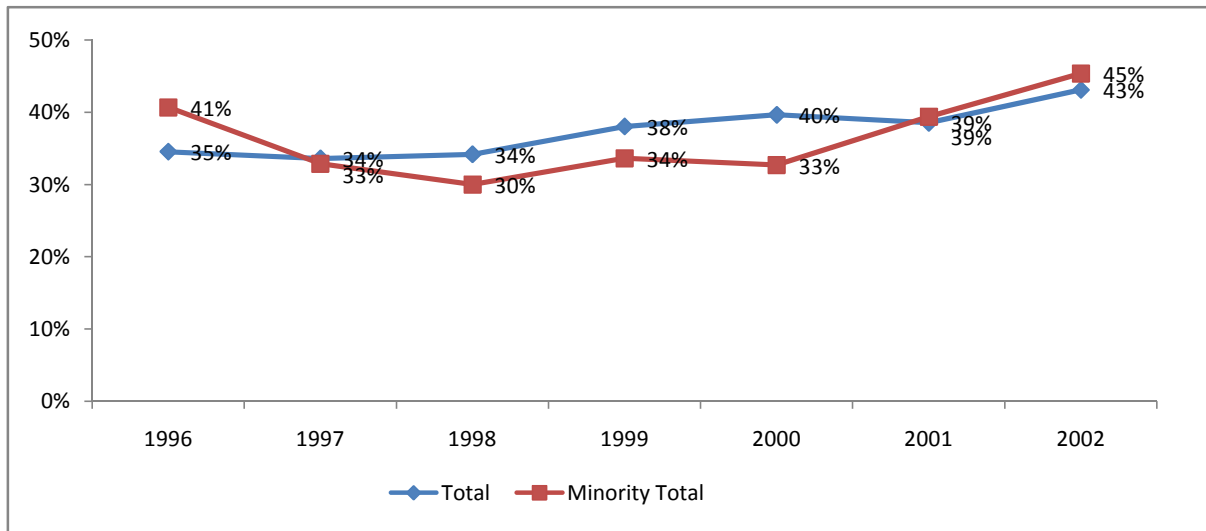
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Asian American	17	13	19	19	22	20	23	17
African American	10	10	13	22	18	16	11	21
Latino	22	19	26	23	27	28	37	31
American Indian	3	2	1	3	3	11	3	2
White/Unknown	354	343	382	475	460	413	416	423
International	13	24	24	24	24	13	10	9
Total Degrees Awarded	419	411	465	566	554	501	500	503
Minority Total	52	44	59	67	70	75	74	71
Minority as % of Total	12%	11%	13%	12%	13%	15%	15%	14%

**University of Colorado at Colorado Springs
Degrees Awarded by Ethnicity
Fiscal Year 2008**



	Bachelors	Masters	Doctoral	Total
Asian American	58	15	2	75
African American	32	21	0	53
Latino	90	31	0	121
American Indian	9	2	0	11
White/Unknown	976	418	5	1,399
International	1	9	0	10
Minority Total	189	69	2	260
Total	1,166	496	7	1,669

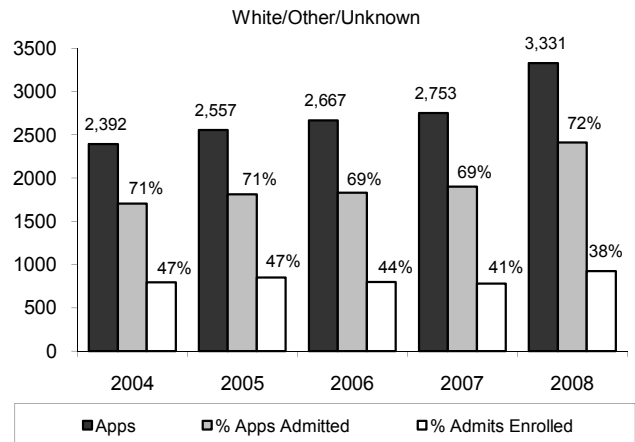
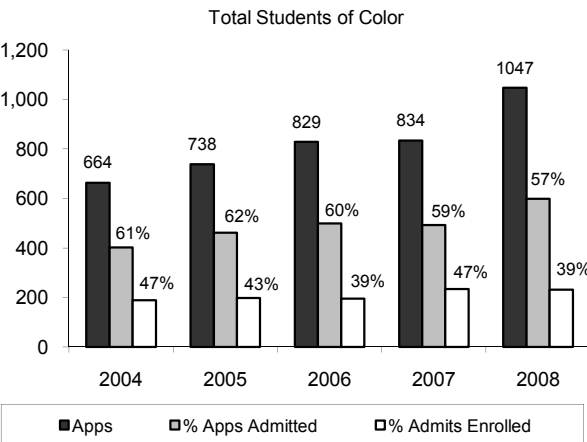
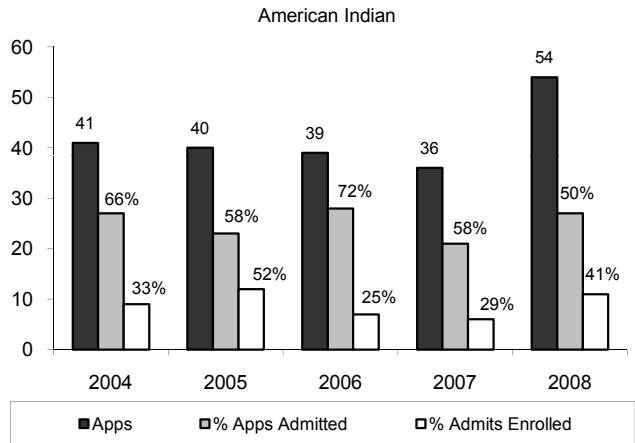
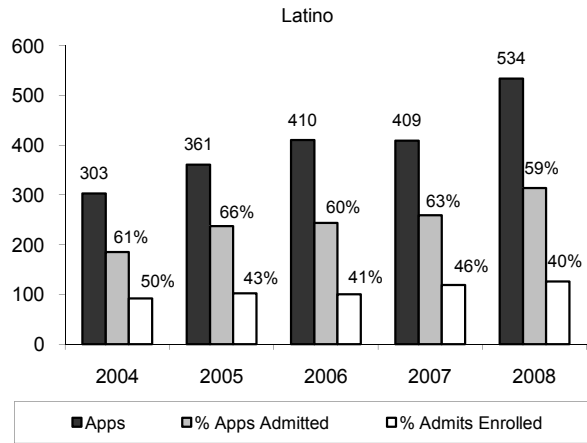
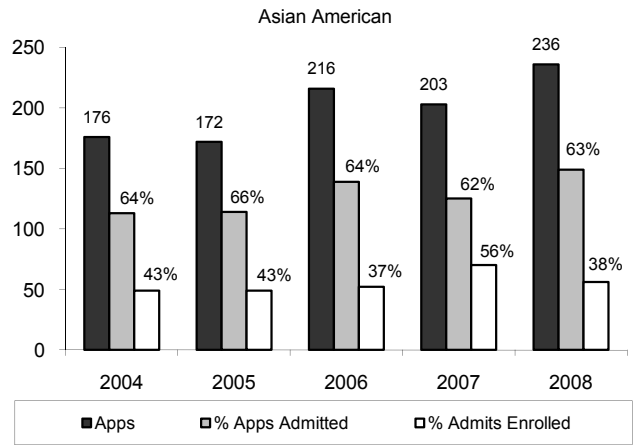
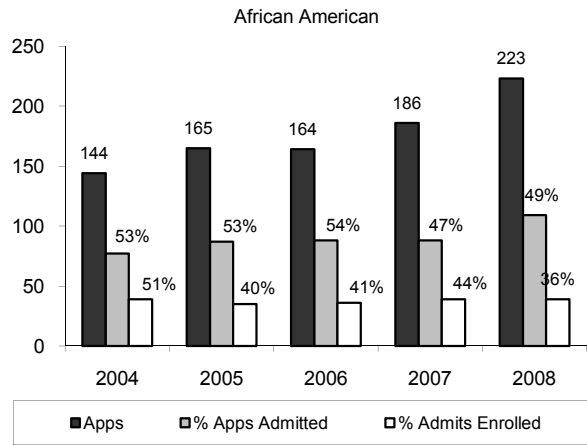
**University of Colorado at Colorado Springs
Undergraduate Six-Year Graduation Rates by Ethnicity**



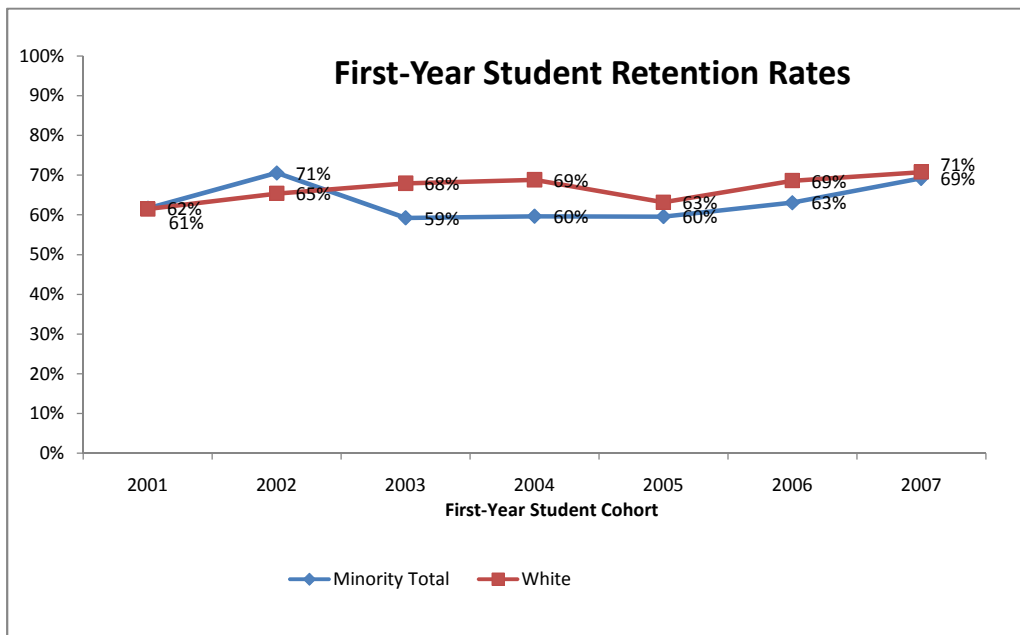
Ethnicity	1996	1997	1998	1999	2000	2001	2002
Undergraduate Cohort*							
Asian American	19	26	28	34	33	39	34
African American	14	14	11	22	20	15	20
Latino	22	30	45	53	46	43	52
American Indian	4	3	6	4	5	2	2
White	257	367	399	444	462	449	527
Unknown	8	15	14	14	26	29	28
International	0	6	3	2	3	4	5
Total	324	461	506	573	595	581	668
Minority Total	59	73	90	113	104	99	108
% Graduated in 6 Yrs							
Asian American	53%	27%	32%	53%	36%	38%	59%
African American	14%	50%	27%	36%	15%	33%	35%
Latino	45%	33%	29%	23%	39%	42%	42%
American Indian	50%	0%	33%	0%	20%	50%	0%
White	33%	34%	35%	39%	41%	39%	42%
Unknown	38%	27%	57%	43%	42%	31%	54%
International	-	33%	0%	50%	33%	50%	40%
Total	35%	34%	34%	38%	40%	39%	43%
Minority Total	41%	33%	30%	34%	33%	39%	45%

* Cohorts include first-time first-year full-time students entering in the Fall semester.

University of Colorado at Colorado Springs
Fall Freshman Applications, Acceptances and Enrollments
By Ethnicity

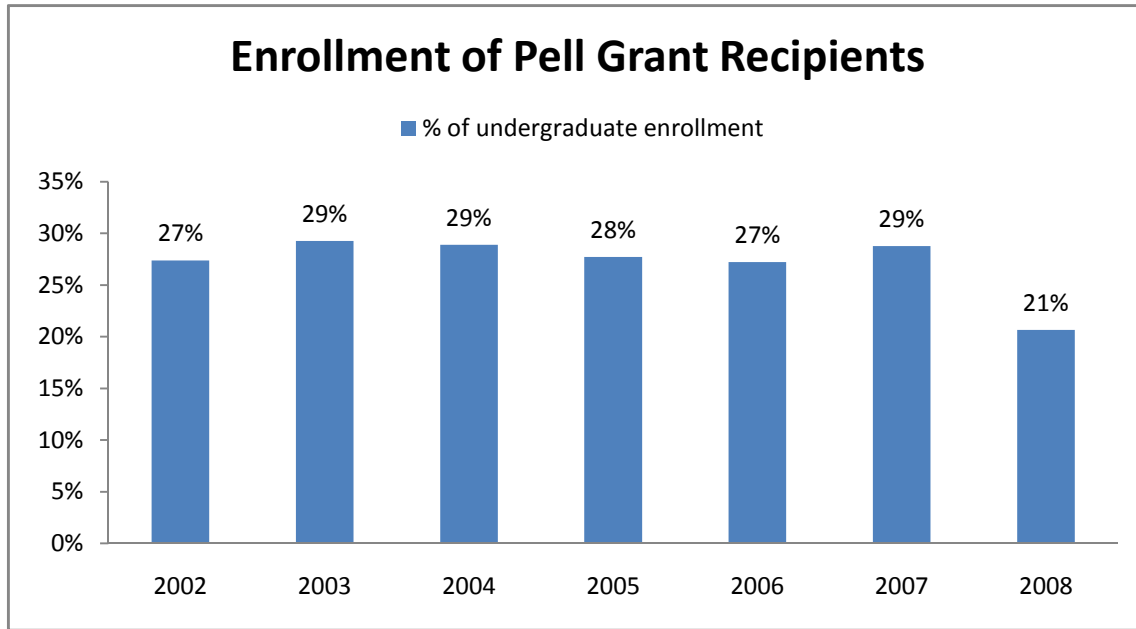


**University of Colorado at Colorado Springs
Freshman Retention Rates by Ethnicity**



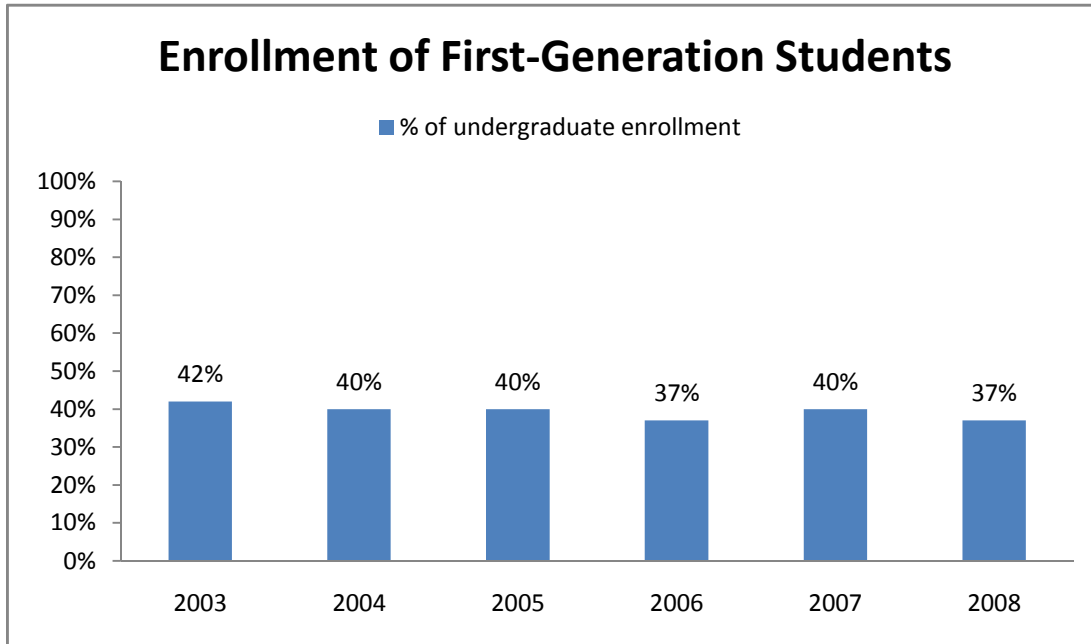
Ethnicity	First-Year Student Cohorts							Percent Enrolled One Year Out						
	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
Asian American	54	48	44	49	46	52	70	59%	67%	61%	55%	72%	58%	70%
African American	19	26	25	37	34	36	39	63%	77%	56%	54%	65%	58%	69%
Latino	66	73	81	85	98	100	119	59%	73%	60%	64%	54%	66%	69%
American Indian	7	6	7	10	10	7	6	100%	50%	43%	70%	40%	86%	67%
Minority Total	146	153	157	181	188	195	234	62%	71%	59%	60%	60%	63%	69%
White	623	722	714	750	790	752	790	61%	65%	68%	69%	63%	69%	71%
Other/Unknown	36	38	43	31	45	43	45	64%	74%	63%	45%	69%	67%	68%
International	5	6	4	2	3	6	3	60%	83%	100%	100%	100%	100%	75%
Total	810	919	918	964	1026	996	1013	62%	67%	66%	66%	63%	68%	70%

**University of Colorado at Colorado Springs
Enrollment of Pell Grant Recipients**



	2001	2002	2003	2004	2005	2006	2007	2008
Total UG pell recipients enrolled	-	1,547	1,719	1,735	1,696	1,661	1,793	1,343
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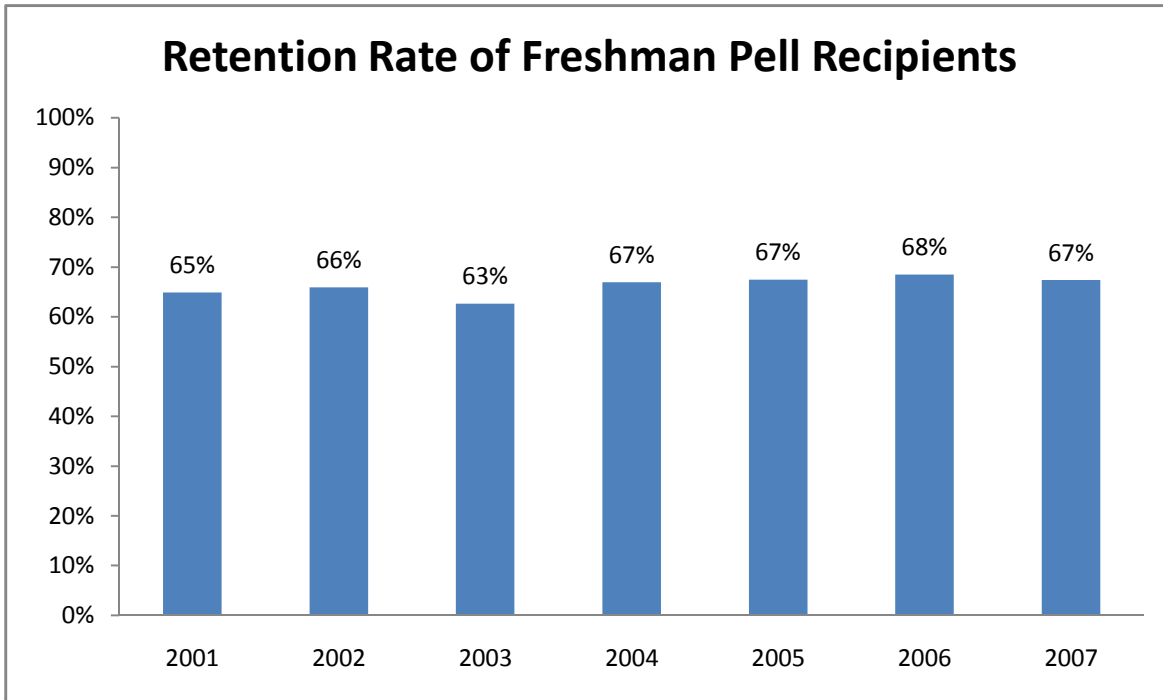
**University of Colorado at Colorado Springs
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% of Total UG Enrollment	-	-	42%	40%	40%	37%	40%	37%

* First generation defined as an undergraduate with no parent possessing a 4-year degree. UCCS estimate based on student surveys and FAFSA.

**University of Colorado at Colorado Springs
Retention Rates of Freshman Pell Recipients**



Freshman Retention Rates of Pell Recipients

	2001	2002	2003	2004	2005	2006	2007
First-Year Student Cohorts*	151	185	198	221	215	219	230
Number Retained**	98	122	124	148	145	150	155
Percent Retained	65%	66%	63%	67%	67%	68%	67%

* First-Time freshmen (FRF, FRO, FRN) w/Pell entering Fall term

**Number enrolled in subsequent fall

Faculty Diversity as of November, 2008*

Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer. Indian	Asian	Latino	Unknown	White
Regular Faculty	353	183	52%	170	48%	38	11%	6	2	15	15	14	301
Tenured & Tenure Track	222	92	41%	130	59%	25	11%	4	1	11	9	10	187
Full Professor	84	16	19%	68	81%	7	8%	1	0	3	3	1	76
Associate Professor	62	32	52%	30	48%	6	10%	2	1	0	3	2	54
Assistant Professor	76	44	58%	32	42%	12	16%	1	0	8	3	7	57
Non-Tenure Track	131	91	69%	40	31%	13	10%	2	1	4	6	4	114
Sr. Instructor	36	24	67%	12	33%	5	14%	1	1	0	3	0	31
Instructor	89	62	70%	27	30%	8	9%	1	0	4	3	4	77
Clinical Instructor^	6	5	83%	1	17%	0	0%	0	0	0	0	0	6
Research Faculty	28	15	54%	13	46%	3	11%	0	0	1	2	3	22
Research Profs and Instructors	6	3	50%	3	50%	0	0%	0	0	0	0	0	6
Research Associate	2	0	0%	2	100%	0	0%	0	0	0	0	1	1
Professional Research Assistants	20	12	60%	8	40%	3	15%	0	0	1	2	2	15
Other Faculty	272	143	53%	129	47%	30	11%	6	2	4	18	30	212
Lecturers	254	133	52%	121	48%	28	11%	6	2	4	16	27	199
Adjunct/Adjoint/Visiting Profs	14	10	71%	4	29%	2	14%	0	0	0	2	2	10
Other (assistants, advisors, fac dir)	4	0	0%	4	100%	0	0%	0	0	0	0	1	3
Total	653	341	52%	312	48%	71	11%	12	4	20	35	47	535

* Corresponds to Fall 2008 IPEDS HR data collection.

** Unduplicated count. An individual is counted once and categorized according to their "highest" position.

^ Includes one Assistant Professor, Clinical

IR Note: used "IPEDSHRNov08.xlsx"

Faculty Diversity as of November, 2008*

Faculty Type** Category	Total	Asian			Black			Latino			American Indian			White			Unknown		
		F	M	% F	F	M	% F	F	M	% F	F	M	% F	F	M	% F	F	M	% F
Regular Faculty	353	8	7	53%	4	2	67%	9	6	60%	2	0	100%	150	151	50%	10	4	71%
Tenured & Tenure Track	222	5	6	45%	3	1	75%	4	5	44%	1	0	100%	72	115	39%	7	3	70%
Full Professor	84	0	3	0%	1	0	100%	1	2	33%	0	0	--	14	62	18%	0	1	0%
Associate Professor	62	0	0	--	2	0	100%	2	1	67%	1	0	100%	25	29	46%	2	0	100%
Assistant Professor	76	5	3	63%	0	1	0%	1	2	33%	0	0	--	33	24	58%	5	2	71%
Non-Tenure Track	131	3	1	75%	1	1	50%	5	1	83%	1	0	100%	78	36	68%	3	1	75%
Sr. Instructor	36	0	0	--	1	0	--	3	0	100%	1	0	100%	19	12	61%	0	0	--
Instructor	89	3	1	75%	0	1	0%	2	1	67%	0	0	--	54	23	70%	3	1	75%
Clinical Instructor^	6	0	0	--	0	0	--	0	0	--	0	0	--	5	1	83%	0	0	--
Research Faculty	28	1	0	100%	0	0	--	2	0	300%	0	0	300%	12	10	55%	0	3	0%
Research Profs and Instructors	6	0	0	--	0	0	--	0	0	--	0	0	--	3	3	50%	0	0	--
Research Associate	2	0	0	--	0	0	--	0	0	--	0	0	--	0	1	0%	0	1	0%
Professional Research Assistants	20	1	0	100%	0	0	--	2	0	100%	0	0	--	9	6	60%	0	2	0%
Other Faculty	272	1	3	25%	4	2	67%	13	5	72%	1	1	50%	112	100	53%	12	18	40%
Lecturers	254	1	3	25%	4	2	67%	12	4	75%	1	1	50%	104	95	52%	11	16	41%
Adjunct/Adjoint/Visiting Profs	14	0	0	--	0	0	--	1	1	50%	0	0	--	8	2	80%	1	1	50%
Other (assistants, advisors, fac dir)	4	0	0	--	0	0	--	0	0	--	0	0	--	0	3	0%	0	1	0%
Total	653	10	10	50%	8	4	67%	24	11	69%	3	1	75%	274	261	51%	22	25	47%

* Corresponds to Fall 2008 IPEDS HR data collection.

** Unduplicated count. An individual is counted once and categorized according to their "highest" position.

^ Includes one Assistant Professor, Clinical

IR Note: used "IPEDSHRNov08.xlsx"

Faculty Diversity by College as of November, 2008*

College of Letters, Arts, & Sciences

Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer.				
									Indian	Asian	Latino	Unknown	White
Regular Faculty	216	116	54%	100	46%	25	12%	4	1	8	12	9	182
Tenured & Tenure Track	124	51	41%	73	59%	15	12%	3	0	5	7	5	104
Full Professor	48	11	23%	37	77%	2	4%	0	0	1	1	0	46
Associate Professor	37	19	51%	18	49%	5	14%	2	0	0	3	2	30
Assistant Professor	39	21	54%	18	46%	8	21%	1	0	4	3	3	28
Non-Tenure Track	92	65	71%	27	29%	10	11%	1	1	3	5	4	78
Sr. Instructor	25	16	64%	9	36%	4	16%	1	1	0	2	0	21
Instructor	66	49	74%	17	26%	6	9%	0	0	3	3	4	56
Clinical Instructor^	1	0	0%	1	100%	0	0%	0	0	0	0	0	1
Research Faculty	15	10	67%	5	33%	2	13%	0	0	1	1	1	12
Research Profs and Instructors	3	1	33%	2	67%	0	0%	0	0	0	0	0	3
Research Associate	1	0	0%	1	100%	0	0%	0	0	0	0	1	0
Professional Research Assistants	11	9	82%	2	18%	2	18%	0	0	1	1	0	9
Other Faculty	115	58	50%	57	50%	12	10%	2	0	2	8	14	89
Lecturers	112	57	51%	55	49%	12	11%	2	0	2	8	14	86
Adjunct/Adjoint/Visiting Profs	2	1	50%	1	50%	0	0%	0	0	0	0	0	2
Other (assistants, advisors, fac dir)	1	0	0%	1	100%	0	0%	0	0	0	0	0	1
Total	346	184	53%	162	47%	39	11%	6	1	11	21	24	283

College of Business

Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer.				
									Indian	Asian	Latino	Unknown	White
Regular Faculty	35	10	29%	25	71%	0	0%	0	0	0	0	0	35
Tenured & Tenure Track	26	7	27%	19	73%	0	0%	0	0	0	0	0	26
Full Professor	12	0	0%	12	100%	0	0%	0	0	0	0	0	12
Associate Professor	8	4	50%	4	50%	0	0%	0	0	0	0	0	8
Assistant Professor	6	3	50%	3	50%	0	0%	0	0	0	0	0	6
Non-Tenure Track	9	3	33%	6	67%	0	0%	0	0	0	0	0	9
Sr. Instructor	3	1	33%	2	67%	0	0%	0	0	0	0	0	3
Instructor	6	2	33%	4	67%	0	0%	0	0	0	0	0	6
Clinical Instructor^	0	0	--	0	--	0	--	0	0	0	0	0	0
Research Faculty	0	0	--	0	--	0	--	0	0	0	0	0	0
Research Profs and Instructors	0	0	--	0	--	0	--	0	0	0	0	0	0
Research Associate	0	0	--	0	--	0	--	0	0	0	0	0	0
Professional Research Assistants	0	0	--	0	--	0	--	0	0	0	0	0	0
Other Faculty	23	2	9%	21	91%	2	9%	1	0	0	1	3	18
Lecturers	22	2	9%	20	91%	2	9%	1	0	0	1	3	17
Adjunct/Adjoint/Visiting Profs	0	0	--	0	--	0	--	0	0	0	0	0	0
Other (assistants, advisors, fac dir)	1	0	0%	1	100%	0	0%	0	0	0	0	0	1
Total	58	12	21%	46	79%	2	3%	1	0	0	1	3	53

College of Engineering and Applied Sciences

Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer.				
									Indian	Asian	Latino	Unknown	White
Regular Faculty	34	5	15%	29	85%	5	15%	0	0	4	1	2	27
Tenured & Tenure Track	28	3	11%	25	89%	4	14%	0	0	3	1	2	22
Full Professor	14	0	0%	14	100%	3	21%	0	0	2	1	1	10
Associate Professor	6	0	0%	6	100%	0	0%	0	0	0	0	0	6
Assistant Professor	8	3	38%	5	63%	1	13%	0	0	1	0	1	6
Non-Tenure Track	6	2	33%	4	67%	1	17%	0	0	1	0	0	5
Sr. Instructor	1	1	100%	0	0%	0	0%	0	0	0	0	0	1
Instructor	5	1	20%	4	80%	1	20%	0	0	1	0	0	4
Clinical Instructor^	0	0	--	0	--	0	--	0	0	0	0	0	0
Research Faculty	1	0	0%	1	100%	0	0%	0	0	0	0	1	0
Research Profs and Instructors	0	0	--	0	--	0	--	0	0	0	0	0	0
Research Associate	0	0	--	0	--	0	--	0	0	0	0	0	0
Professional Research Assistants	1	0	0%	1	100%	0	0%	0	0	0	0	1	0
Other Faculty	21	2	10%	19	90%	2	10%	0	1	1	0	3	16
Lecturers	21	2	10%	19	90%	2	10%	0	1	1	0	3	16
Adjunct/Adjoint/Visiting Profs	0	0	--	0	--	0	--	0	0	0	0	0	0
Other (assistants, advisors, fac dir)	0	0	--	0	--	0	--	0	0	0	0	0	0
Total	56	7	13%	49	88%	7	13%	0	1	5	1	6	43

Beth-El College of Nursing and Health Sciences

Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer.				
									Indian	Asian	Latino	Unknown	White
Regular Faculty	29	26	90%	3	10%	2	7%	1	0	1	0	0	27
Tenured & Tenure Track	18	16	89%	2	11%	1	6%	0	0	1	0	0	17
Full Professor	3	3	100%	0	0%	0	0%	0	0	0	0	0	3
Associate Professor	3	3	100%	0	0%	0	0%	0	0	0	0	0	3
Assistant Professor	12	10	83%	2	17%	1	8%	0	0	1	0	0	11
Non-Tenure Track	11	10	91%	1	9%	1	9%	1	0	0	0	0	10
Sr. Instructor	0	0	--	0	--	0	--	0	0	0	0	0	0
Instructor	6	5	83%	1	17%	1	17%	1	0	0	0	0	5
Clinical Instructor^	5	5	100%	0	0%	0	0%	0	0	0	0	0	5
Research Faculty	2	2	100%	0	0%	0	0%	0	0	0	0	0	2
Research Profs and Instructors	2	2	100%	0	0%	0	0%	0	0	0	0	0	2
Research Associate	0	0	--	0	--	0	--	0	0	0	0	0	0
Professional Research Assistants	0	0	--	0	--	0	--	0	0	0	0	0	0
Other Faculty	44	34	77%	10	23%	5	11%	0	1	1	3	6	33
Lecturers	43	34	79%	9	21%	5	12%	0	1	1	3	5	33
Adjunct/Adjoint/Visiting Profs	0	0	--	0	--	0	--	0	0	0	0	0	0
Other (assistants, advisors, fac dir)	1	0	0%	1	100%	0	0%	0	0	0	0	1	0
Total	75	62	83%	13	17%	7	9%	1	1	2	3	6	62

College of Education

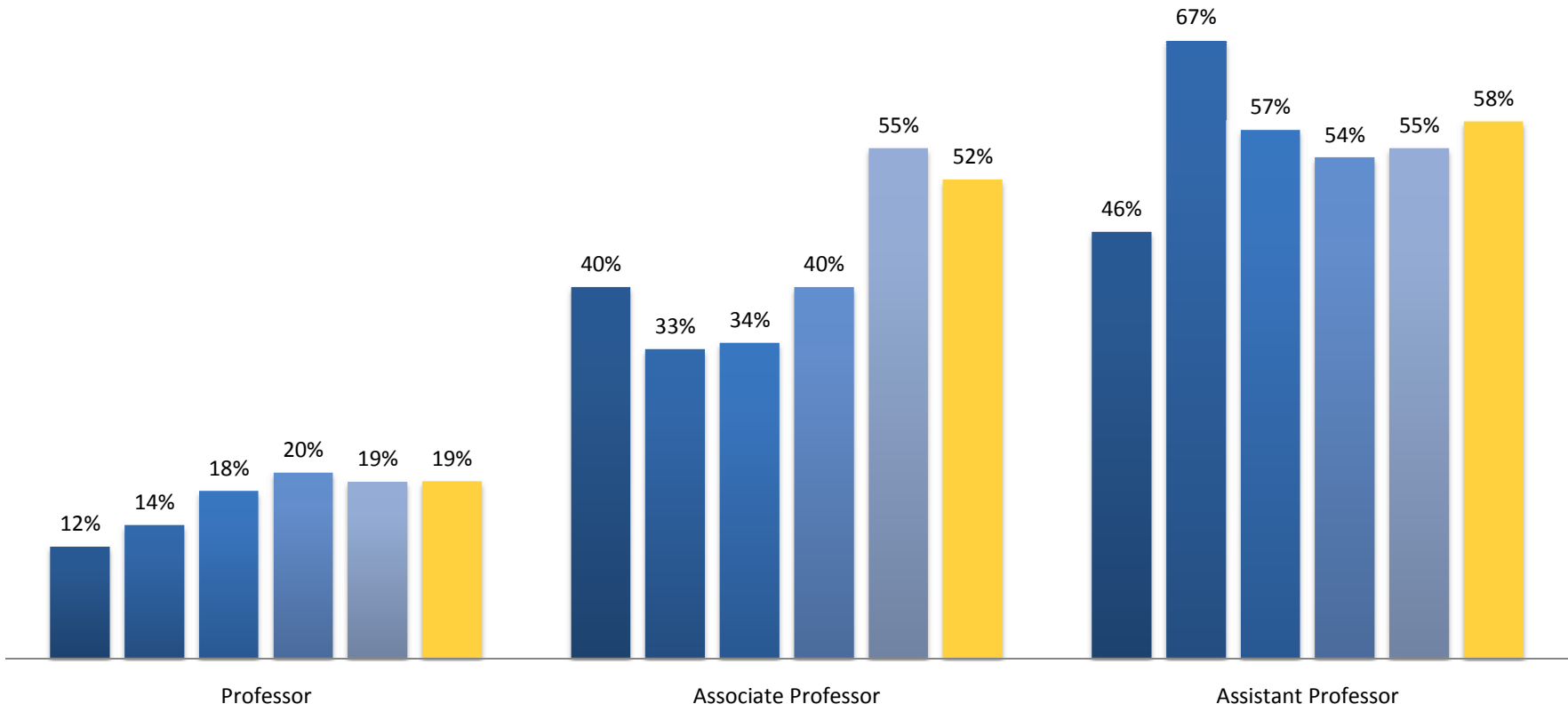
Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer.				Unknown	White
									Indian	Asian	Latino			
Regular Faculty	27	17	63%	10	37%	4	15%	1	1	1	1	3	20	
Tenured & Tenure Track	18	10	56%	8	44%	4	22%	1	1	1	1	3	11	
Full Professor	5	2	40%	3	60%	2	40%	1	0	0	1	0	3	
Associate Professor	5	3	60%	2	40%	1	20%	0	1	0	0	0	4	
Assistant Professor	8	5	63%	3	38%	1	13%	0	0	1	0	3	4	
Non-Tenure Track	9	7	78%	2	22%	0	0%	0	0	0	0	0	9	
Sr. Instructor	4	3	75%	1	25%	0	0%	0	0	0	0	0	4	
Instructor	5	4	80%	1	20%	0	0%	0	0	0	0	0	5	
Clinical Instructor^	0	0	--	0	--	0	--	0	0	0	0	0	0	
Research Faculty	2	2	100%	0	0%	0	0%	0	0	0	0	0	2	
Research Profs and Instructors	0	0	--	0	--	0	--	0	0	0	0	0	0	
Research Associate	0	0	--	0	--	0	--	0	0	0	0	0	0	
Professional Research Assistants	2	2	100%	0	0%	0	0%	0	0	0	0	0	2	
Other Faculty	54	39	72%	15	28%	8	15%	2	0	0	6	3	43	
Lecturers	43	31	72%	12	28%	6	14%	2	0	0	4	1	36	
Adjunct/Adjoint/Visiting Profs	11	8	73%	3	27%	2	18%	0	0	0	2	2	7	
Other (assistants, advisors, fac dir)	0	0	--	0	--	0	--	0	0	0	0	0	0	
Total	83	58	70%	25	30%	12	14%	3	1	1	7	6	65	

Library, Public Affairs, and Other Faculty

Faculty Type**	Total	Female	% F	Male	% M	Minority	% Minority	Black	Amer.				Unknown	White
									Indian	Asian	Latino			
Regular Faculty	12	9	75%	3	25%	2	17%	0	0	1	1	0	10	
Tenured & Tenure Track	8	5	63%	3	38%	1	13%	0	0	1	0	0	7	
Full Professor	2	0	0%	2	100%	0	0%	0	0	0	0	0	2	
Associate Professor	3	3	100%	0	0%	0	0%	0	0	0	0	0	3	
Assistant Professor	3	2	67%	1	33%	1	33%	0	0	1	0	0	2	
Non-Tenure Track	4	4	100%	0	0%	1	25%	0	0	0	1	0	3	
Sr. Instructor	3	3	100%	0	0%	1	33%	0	0	0	1	0	2	
Instructor	1	1	100%	0	0%	0	0%	0	0	0	0	0	1	
Clinical Instructor^	0	0	--	0	--	0	--	0	0	0	0	0	0	
Research Faculty	8	1	13%	7	88%	1	13%	0	0	0	1	1	6	
Research Profs and Instructors	1	0	0%	1	100%	0	0%	0	0	0	0	0	1	
Research Associate	1	0	0%	1	100%	0	0%	0	0	0	0	0	1	
Professional Research Assistants	6	1	17%	5	83%	1	17%	0	0	0	1	1	4	
Other Faculty	15	8	53%	7	47%	1	7%	1	0	0	0	1	13	
Lecturers	13	7	54%	6	46%	1	8%	1	0	0	0	1	11	
Adjunct/Adjoint/Visiting Profs	1	1	100%	0	0%	0	0%	0	0	0	0	0	1	
Other (assistants, advisors, fac dir)	1	0	0%	1	100%	0	0%	0	0	0	0	0	1	
Total	35	18	51%	17	49%	4	11%	1	0	1	2	2	29	

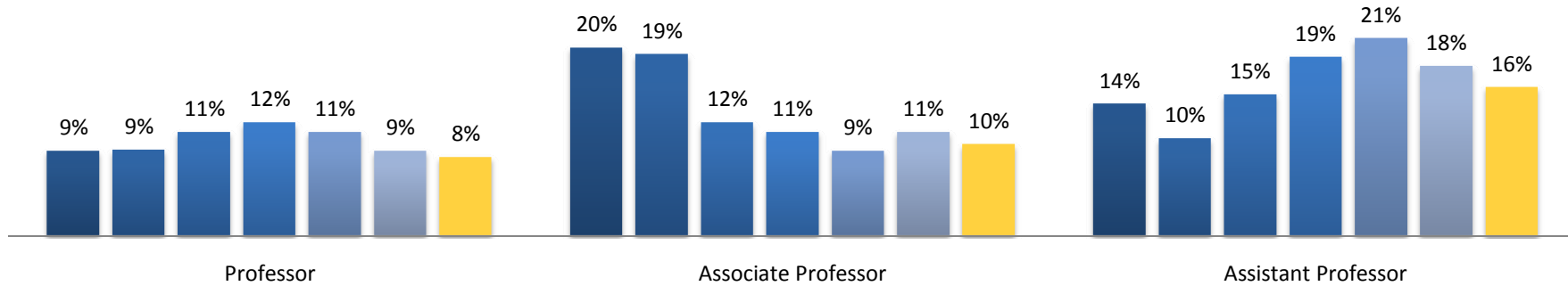
Percent Female Among T/TT Faculty

■ 1999 ■ 2001 ■ 2003 ■ 2005 ■ 2007 ■ 2008



Percent Minority Among T/TT Faculty

■ 1999 ■ 2001 ■ 2003 ■ 2005 ■ 2006 ■ 2007 ■ 2008



Employee Diversity as of November, 2008¹

Faculty Type ²	Total	Female	% F	Male	% M	Minority	% Minority	Amer.					
								Black	Indian	Asian	Latino	Unknown	White
Regular Faculty	353	183	52%	170	48%	38	11%	6	2	15	15	14	301
Tenured & Tenure Track	222	92	41%	130	59%	25	11%	4	1	11	9	10	187
Full Professor	84	16	19%	68	81%	7	8%	1	0	3	3	1	76
Associate Professor	62	32	52%	30	48%	6	10%	2	1	0	3	2	54
Assistant Professor	76	44	58%	32	42%	12	16%	1	0	8	3	7	57
Non-Tenure Track	131	91	69%	40	31%	13	10%	2	1	4	6	4	114
Sr. Instructor	36	24	67%	12	33%	5	14%	1	1	0	3	0	31
Instructor	89	62	70%	27	30%	8	9%	1	0	4	3	4	77
Clinical Instructor ³	6	5	83%	1	17%	0	0%	0	0	0	0	0	6
Research Faculty	28	15	54%	13	46%	3	11%	0	0	1	2	3	22
Research Profs and Instructors	6	3	50%	3	50%	0	0%	0	0	0	0	0	6
Research Associate	2	0	0%	2	100%	0	0%	0	0	0	0	1	1
Professional Research Assistants	20	12	60%	8	40%	3	15%	0	0	1	2	2	15
Other Faculty	272	143	53%	129	47%	30	11%	6	2	4	18	30	212
Lecturers	254	133	52%	121	48%	28	11%	6	2	4	16	27	199
Adjunct/Adjoint/Visiting Profs	14	10	71%	4	29%	2	14%	0	0	0	2	2	10
Other (advisors, fac dir)	4	0	0%	4	100%	0	0%	0	0	0	0	1	3
Professional Exempt	183	109	60%	74	40%	23	13%	5	3	5	10	5	155
Officers ⁴	15	7	47%	8	53%	5	33%	2	0	2	1	0	10
Exempt	168	102	61%	66	39%	18	11%	3	3	3	9	5	145
Administrative/Directors	84	47	56%	37	44%	7	8%	1	0	1	5	2	75
Professional	64	35	55%	29	45%	9	14%	2	3	2	2	3	52
Clerical	20	20	100%	0	0%	2	10%	0	0	0	2	0	18
Classified Staff	309	172	56%	137	44%	71	23%	22	3	10	36	7	231
Professional	128	80	63%	48	38%	24	19%	7	1	2	14	4	100
Clerical/Secretarial	93	77	83%	16	17%	18	19%	4	0	4	10	2	73
Service	88	15	17%	73	83%	29	33%	11	2	4	12	1	58
Total Employees	1,145	622	54%	523	46%	165	14%	39	10	35	81	59	921

¹ Corresponds to Fall 2008 IPEDS HR data collection.

² Unduplicated count. An individual is counted once and categorized according to their "highest" position.

³ Includes one Assistant Professor, Clinical

⁴ Chancellor, Provost, Vice Chancellors, Associate Vice Chancellors, Deans, and 1 Executive Director.

IR Note: used "IPEDSHRNov08.xlsx"

Employee Diversity, Fall 2008

■ Percent Female ■ Percent Ethnic Minority

