

**University of Houston-Clear Lake**  
**Office of Institutional Effectiveness**  
**Faculty Profile by College and Area of Instruction Fall 2015-Fall 2019**

Source: THECB CBM008 & CBM004 Certified Reports

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**UHCL Summary**

**BUS Summary - Age Mean & Median, Rank, Tenure Status, Part-time/Full-time Status, Ethnicity, and Gender breakouts for BUS**

**BUS: Faculty by Area of Instruction, Faculty Age Mean and Median**

**BUS: Faculty by Rank**

**BUS: Faculty by Tenure Status**

**BUS: Faculty by Full-time/Part-time Status**

**BUS: Faculty by Ethnicity**

**BUS: Faculty by Gender**

**COE Summary - Age Mean & Median, Rank, Tenure Status, Part-time/Full-time Status, Ethnicity, and Gender breakouts for COE**

**COE: Faculty by Area of Instruction, Faculty Age Mean and Median**

**COE: Faculty by Rank**

**COE: Faculty by Tenure Status**

**COE: Faculty by Full-time/Part-time Status**

**COE: Faculty by Ethnicity**

**COE: Faculty by Gender**

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**HSH Summary - Age Mean & Median, Rank, Tenure Status, Part-time/Full-time Status, Ethnicity, and Gender breakouts for HSH**

**HSH: Faculty by Area of Instruction, Faculty Age Mean and Median**

**HSH: Faculty by Rank**

**HSH: Faculty by Tenure Status**

**HSH: Faculty by Full-time/Part-time Status**

**HSH: Faculty by Ethnicity**

**HSH: Faculty by Gender**

**CSE Summary - Age Mean & Median, Rank, Tenure Status, Part-time/Full-time Status, Ethnicity, and Gender breakouts for CSE**

**CSE: Faculty by Area of Instruction, Faculty Age Mean and Median**

**CSE: Faculty by Rank**

**CSE: Faculty by Tenure Status**

**CSE: Faculty by Full-time/Part-time Status**

**CSE: Faculty by Ethnicity**

**CSE: Faculty by Gender**

**Data Definitions**

**University of Houston-Clear Lake**  
**Office of Institutional Effectiveness**  
**Total UHCL - Fall 2015-Fall 2019**

These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	42	40	43	41	44	43	44	42	43	41

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	63	7.1	63	7.1	68	8.5	65	8.3	68	8.2	5	7.9	3	4.6
Associate Professor	105	11.8	108	12.1	105	13.2	100	12.8	96	11.6	-9	-8.6	-4	-4.0
Assistant Professor	91	10.2	94	10.5	94	11.8	88	11.3	82	9.9	-9	-9.9	-6	-6.8
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	312	35.1	305	34.2	289	36.3	264	33.8	279	33.7	-33	-10.6	15	5.7
Teaching Assistant	318	35.8	321	36.1	240	30.2	265	33.9	302	36.5	-16	-5.0	37	14.0
<b>UHCL Total</b>	<b>889</b>	<b>100.0</b>	<b>891</b>	<b>100.0</b>	<b>796</b>	<b>100.0</b>	<b>782</b>	<b>100.0</b>	<b>827</b>	<b>100</b>	<b>-62</b>	<b>-7.0</b>	<b>45</b>	<b>5.8</b>

Faculty by Tenure Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	630	70.9	626	70	529	66	529	67.6	581	70.3	-49	-7.8	52	9.8
Tenured faculty	167	18.8	164	18	166	21	161	20.6	162	19.6	-5	-3.0	1	0.6
Tenure-track faculty	92	10.3	101	11	101	13	92	11.8	84	10.2	-8	-8.7	-8	-8.7
<b>UHCL Total</b>	<b>889</b>	<b>100.0</b>	<b>891</b>	<b>100.0</b>	<b>796</b>	<b>100.0</b>	<b>782</b>	<b>100.0</b>	<b>827</b>	<b>100.0</b>	<b>-62</b>	<b>-7.0</b>	<b>45</b>	<b>5.8</b>

Faculty by FT/PT Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	259	29.1	265	29.7	267	33.5	253	32.4	246	29.7	-13	-5.0	-7	-2.8
Part-time	630	70.9	626	70.3	529	66.5	529	67.6	581	70.3	-49	-7.8	52	9.8
<b>UHCL Total</b>	<b>889</b>	<b>100.0</b>	<b>891</b>	<b>100.0</b>	<b>796</b>	<b>100.0</b>	<b>782</b>	<b>100.0</b>	<b>827</b>	<b>100.0</b>	<b>-62</b>	<b>-7.0</b>	<b>45</b>	<b>5.8</b>

**University of Houston-Clear Lake**  
**Office of Institutional Effectiveness**  
**Total UHCL - Fall 2015-Fall 2019**

These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	433	48.7	432	48.5	431	54.3	420	53.7	442	53	9	2.1	22	5.2
Black	48	5.4	42	4.7	44	5.5	39	5.0	54	7	6	12.5	15	38.5
Hispanic	70	7.9	74	8.3	76	9.5	101	12.9	105	13	35	50.0	4	4.0
Asian	76	8.5	76	8.5	76	9.5	80	10.2	85	10	9	11.8	5	6.3
American Indian or Alaskan Native	2	0.2	1	0.1	1	0.1	0	0.0	1	0	-1	-50.0	1	n/a
International	245	27.6	246	27.6	148	18.6	117	15.0	113	14	-132	-53.9	-4	-3.4
Unknown	3	0.3	6	0.7	9	1.1	9	1.2	9	1	6	200.0	0	0.0
Hawaiian / Pacific Islander	1	0.1	1	0.1	1	0.1	2	0.3	2	0	1	100.0	0	0.0
Multi-Racial	11	1.2	13	1.5	10	1.3	14	1.8	16	2	5	45.5	2	14.3
<b>UHCL Total</b>	<b>889</b>	<b>100.0</b>	<b>891</b>	<b>100.0</b>	<b>796</b>	<b>100.0</b>	<b>782</b>	<b>100.0</b>	<b>827</b>	<b>100</b>	<b>-62</b>	<b>-7.0</b>	<b>45</b>	<b>5.8</b>

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	453	51.0	464	52.1	434	54.5	446	57.0	486	58.8	33	7.3	40	9.0
Male	436	49.0	427	47.9	362	45.5	336	43.0	341	41.2	-95	-21.8	5	1.5
<b>UHCL Total</b>	<b>889</b>	<b>100.0</b>	<b>891</b>	<b>100.0</b>	<b>796</b>	<b>100.0</b>	<b>782</b>	<b>100.0</b>	<b>827</b>	<b>100</b>	<b>-62</b>	<b>-7.0</b>	<b>45</b>	<b>5.8</b>

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Business Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	53	52	53	52	54	53	54	53	53	52

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	13	13.3	16	16.5	18	20.5	16	19.0	16	20.0	3	23.1	0	0.0
Associate Professor	28	28.6	26	26.8	21	23.9	22	26.2	20	25.0	-8	-28.6	-2	-9.1
Assistant Professor	16	16.3	18	18.6	14	15.9	13	15.5	13	16.3	-3	-18.8	0	0.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	41	41.8	37	38.1	35	39.7	33	39.3	31	38.8	-10	-24.4	-2	-6.1
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BUS Total</b>	<b>98</b>	<b>100.0</b>	<b>97</b>	<b>100.0</b>	<b>88</b>	<b>100.0</b>	<b>84</b>	<b>100.0</b>	<b>80</b>	<b>100.0</b>	<b>-18</b>	<b>-18.4</b>	<b>-4</b>	<b>-4.8</b>

Faculty by Tenure Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	41	41.8	37	38.1	35	39.8	33	39.3	31	38.8	-10	-24.4	-2	-6.1
Tenured faculty	41	41.8	41	42.3	38	43.2	38	45.2	36	45.0	-5	-12.2	-2	-5.3
Tenure-track faculty	16	16.3	19	19.6	15	17.0	13	15.5	13	16.3	-3	-18.8	0	0.0
<b>BUS Total</b>	<b>98</b>	<b>100.0</b>	<b>97</b>	<b>100.0</b>	<b>88</b>	<b>100.0</b>	<b>84</b>	<b>100.0</b>	<b>80</b>	<b>100.0</b>	<b>-18</b>	<b>-18.4</b>	<b>-4</b>	<b>-4.8</b>

Faculty by FT/PT Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	57	58.2	60	61.9	53	60.2	51	60.7	49	61.3	-8	-14.0	10	-3.9
Part-time	41	41.8	37	38.1	35	39.8	33	39.3	31	38.8	-10	-24.4	6	-6.1
<b>BUS Total</b>	<b>98</b>	<b>100.0</b>	<b>97</b>	<b>100.0</b>	<b>88</b>	<b>100.0</b>	<b>84</b>	<b>100.0</b>	<b>80</b>	<b>100.0</b>	<b>-18</b>	<b>-18.4</b>	<b>-4</b>	<b>-4.8</b>

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	65	66.3	63	64.9	55	62.4	52	61.9	49	61.3	-16	-24.6	-3	-5.8
Black	8	8.2	8	8.2	7	8.0	6	7.1	7	8.8	-1	-12.5	1	16.7
Hispanic	3	3.1	3	3.1	3	3.4	3	3.6	3	3.8	0	0.0	0	0.0
Asian	16	16.3	16	16.5	16	18.2	15	17.9	16	20.0	0	0.0	1	6.7
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	4	4.1	5	5.2	5	5.7	6	7.1	4	5.0	0	0.0	-2	-33.3
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	2	2.0	2	2.1	2	2.3	2	2.4	1	1.3	-1	-50.0	-1	-50.0
<b>BUS Total</b>	<b>98</b>	<b>100.0</b>	<b>97</b>	<b>100.0</b>	<b>88</b>	<b>100.0</b>	<b>84</b>	<b>100.0</b>	<b>80</b>	<b>100.0</b>	<b>-18</b>	<b>-18.4</b>	<b>-4</b>	<b>-4.8</b>

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	35	35.7	36	37.1	34	38.6	31	36.9	33	41.3	-2	-5.7	2	6.5
Male	63	64.3	61	62.9	54	61.4	53	63.1	47	58.8	-16	-25.4	-6	-11.3
<b>BUS Total</b>	<b>98</b>	<b>100.0</b>	<b>97</b>	<b>100.0</b>	<b>88</b>	<b>100.0</b>	<b>84</b>	<b>100.0</b>	<b>80</b>	<b>100.0</b>	<b>-18</b>	<b>-18.4</b>	<b>-4</b>	<b>-4.8</b>

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Business Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Area of Instruction	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT Accounting	23	21.3	20	18.9	19	18.7	21	20.8	18	20.2	-5	-21.7	-3	-14.3
Air Force ROTC	n/a	n/a	n/a	n/a	1	1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
BAPA Business and Public Administration	2	1.9	2	1.9	5	4.9	8	7.9	5	5.6	3	150.0	-3	-37.5
DSCI Decision Sciences	8	7.4	8	7.5	6	5.9	6	5.9	5	5.6	-3	-37.5	-1	-16.7
ECON Economics	3	2.8	5	4.7	3	2.9	3	3.0	3	3.4	0	0.0	0	0.0
ENVR Environmental Mgmt	3	2.8	3	2.8	3	2.9	2	2.0	2	2.2	-1	-33.3	0	0.0
FINC Finance	9	8.3	9	8.5	8	7.8	8	7.9	8	9.0	-1	-11.1	0	0.0
HADM Healthcare Administration	9	8.3	10	9.4	10	9.8	9	8.9	7	7.9	-2	-22.2	-2	-22.2
HMRS Human Resource Mgmt	4	3.7	4	3.8	4	3.9	3	3.0	3	3.4	-1	-25.0	0	0.0
ISAM Information Systems Administration and Mgmt	16	14.8	17	16	15	14.7	15	14.9	14	15.7	-2	-12.5	-1	-6.7
LEGL Legal Studies	7	6.5	7	6.6	5	4.9	5	5.0	5	5.6	-2	-28.6	0	0.0
MGMT Management	19	17.6	17	16	19	18.7	16	15.8	15	16.9	-4	-21.1	-1	-6.3
MKTG Marketing	5	4.6	4	3.9	4	3.9	5	5.0	4	4.5	-1	-20.0	-1	-20.0
<b>College Total</b>	<b>108</b>	<b>100.0</b>	<b>106</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>89</b>	<b>100.0</b>	<b>-19</b>	<b>-17.6</b>	<b>-12</b>	<b>-11.9</b>

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ACCT Accounting	50	50	51	51	51	49	52	52	51	50
Air Force ROTC	n/a	n/a	n/a	n/a	58	58	n/a	n/a	n/a	n/a
BAPA Business and Public Administration	69	69	51	51	51	51	58	57	54	52
DSCI Decision Sciences	63	63	61	60	64	65	58	59	55	56
ECON Economics	47	39	49	40	36	35	37	36	38	37
ENVR Environmental Mgmt	59	56	54	57	55	58	59	59	60	60
FINC Finance	56	61	57	62	55	56	54	50	55	51
HADM Healthcare Administration	55	58	59	60	59	61	57	55	57	55
HMRS Human Resource Mgmt	49	52	45	43	57	58	55	54	56	55
ISAM Information Systems Administration and Mgmt	51	47	51	45	52	50	53	51	53	50
LEGL Legal Studies	50	54	54	57	51	56	52	57	49	47
MGMT Management	55	58	54	49	56	53	57	53	57	50
MKTG Marketing	52	54	49	53	58	58	57	57	60	60
<b>College Mean and Median Age</b>	<b>55</b>	<b>55</b>	<b>53</b>	<b>52</b>	<b>54</b>	<b>53</b>	<b>55</b>	<b>53</b>	<b>54</b>	<b>52</b>

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College of Business Summary Fall 2015-Fall 2019

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Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT Accounting</b>														
Professor	3	15.0	5	25.0	5	26.3	5	23.8	5	27.8	2	66.7	0	0.0
Associate Professor	5	25.0	3	15.0	2	10.5	4	19.0	1	5.6	-4	-80.0	-3	-75.0
Assistant Professor	6	30.0	6	30.0	6	31.6	6	28.6	6	33.3	0	0.0	0	0.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	9	45.0	6	30.0	6	31.6	6	28.6	6	33.3	-3	-33.3	0	0.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>23</b>	<b>115.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-5</b>	<b>-21.7</b>	<b>-3</b>	<b>-14.3</b>
<b>Air Force ROTC</b>														
Professor	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Associate Professor	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Assistant Professor	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Instructor	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other Faculty	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Teaching Assistant	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>BAPA Business and Public Administration</b>														
Professor	1	50.0	1	20.0	2	40.0	2	25.0	0	0.0	-1	-100.0	-2	-100.0
Associate Professor	0	0.0	0	0.0	2	40.0	4	50.0	3	60.0	3	n/a	-1	-25.0
Assistant Professor	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0	0	n/a	0	n/a
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	1	50.0	0	0.0	0	0.0	2	25.0	2	40.0	1	100.0	0	0.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>40.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>150.0</b>	<b>-3</b>	<b>-37.5</b>
<b>DSCI Decision Sciences</b>														
Professor	2	25.0	2	33.3	2	33.3	1	16.7	1	20.0	-1	-50.0	0	0.0
Associate Professor	2	25.0	1	16.7	1	16.7	1	16.7	2	40.0	0	0.0	1	100.0
Assistant Professor	1	12.5	1	16.7	1	16.7	2	33.3	1	20.0	0	0.0	-1	-50.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	3	37.5	4	66.7	2	33.3	2	33.3	1	20.0	-2	-66.7	-1	-50.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>133.3</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-3</b>	<b>-37.5</b>	<b>-1</b>	<b>-16.7</b>
<b>ECON Economics</b>														
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Associate Professor	3	60.0	3	100.0	2	66.7	2	66.7	2	66.7	-1	-33.3	0	0.0



Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Assistant Professor	0	0.0	1	33.3	1	33.3	1	33.3	1	33.3	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>3</b>	<b>60.0</b>	<b>5</b>	<b>166.7</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>ENVR</b>	<b>Environmental Mgmt</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	1	33.3	2	66.7	2	66.7	1	50.0	1	50.0	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	66.7	1	33.3	1	33.3	1	50.0	1	50.0	-1	-50.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>-1</b>	<b>-33.3</b>	<b>0</b>	<b>0.0</b>
<b>FINC</b>	<b>Finance</b>														
	Professor	1	11.1	1	12.5	1	12.5	1	12.5	1	12.5	0	0.0	0	0.0
	Associate Professor	5	55.6	5	62.5	5	62.5	5	62.5	5	62.5	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	33.3	3	37.5	2	25.0	2	25.0	2	25.0	-1	-33.3	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>112.5</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-1</b>	<b>-11.1</b>	<b>0</b>	<b>0.0</b>
<b>HADM</b>	<b>Healthcare Administration</b>														
	Professor	2	20.0	2	20.0	3	30.0	3	33.3	3	42.9	1	50.0	0	0.0
	Associate Professor	2	20.0	2	20.0	1	10.0	2	22.2	1	14.3	-1	-50.0	-1	-50.0
	Assistant Professor	1	10.0	1	10.0	1	10.0	1	11.1	0	0.0	-1	-100.0	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	4	40.0	5	50.0	5	50.0	3	33.3	3	42.9	-1	-25.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>9</b>	<b>90.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-2</b>	<b>-22.2</b>	<b>-2</b>	<b>-22.2</b>
<b>HMRS</b>	<b>Human Resource Mgmt</b>														
	Professor	0	0.0	1	25.0	2	50.0	1	33.3	1	33.3	1	n/a	0	0.0
	Associate Professor	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a
	Assistant Professor	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	25.0	2	50.0	2	50.0	2	66.7	2	66.7	1	100.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Professor	1	5.9	1	6.7	2	13.3	3	20.0	3	21.4	2	200.0	0	0.0
	Associate Professor	4	23.5	4	26.7	3	20.0	2	13.3	1	7.1	-3	-75.0	-1	-50.0

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Assistant Professor	2	11.8	2	13.3	1	6.7	1	6.7	1	7.1	-1	-50.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	9	52.9	10	66.7	9	60.0	9	60.0	9	64.3	0	0.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>16</b>	<b>94.1</b>	<b>17</b>	<b>113.3</b>	<b>15</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-2</b>	<b>-12.5</b>	<b>-1</b>	<b>-6.7</b>
<b>LEGL</b>	<b>Legal Studies</b>														
	Professor	0	0.0	1	20.0	1	20.0	1	20.0	1	20.0	1	n/a	0	0.0
	Associate Professor	1	14.3	2	40.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Assistant Professor	2	28.6	2	40.0	2	40.0	2	40.0	2	40.0	0	0.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	4	57.1	2	40.0	2	40.0	2	40.0	2	40.0	-2	-50.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>140.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-2</b>	<b>-28.6</b>	<b>0</b>	<b>0.0</b>
<b>MGMT</b>	<b>Management</b>														
	Professor	3	17.6	3	15.8	3	15.8	3	18.8	2	13.3	-1	-33.3	-1	-33.3
	Associate Professor	6	35.3	5	26.3	5	26.3	6	37.5	4	26.7	-2	-33.3	-2	-33.3
	Assistant Professor	3	17.6	4	21.1	2	10.5	1	6.3	3	20.0	0	0.0	2	200.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	7	41.2	5	26.3	9	47.4	6	37.5	6	40.0	-1	-14.3	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>19</b>	<b>111.8</b>	<b>17</b>	<b>89.5</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-4</b>	<b>-21.1</b>	<b>-1</b>	<b>-6.3</b>
<b>MKTG</b>	<b>Marketing</b>														
	Professor	2	50.0	2	50.0	2	50.0	2	40.0	2	50.0	0	0.0	0	0.0
	Associate Professor	1	25.0	1	25.0	1	25.0	2	40.0	1	25.0	0	0.0	-1	-50.0
	Assistant Professor	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	25.0	0	0.0	1	25.0	1	20.0	1	25.0	0	0.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>5</b>	<b>125.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-1</b>	<b>-20.0</b>	<b>-1</b>	<b>-20.0</b>
	<b>College Total</b>	<b>108</b>		<b>106</b>		<b>102</b>		<b>101</b>		<b>89</b>		<b>-19</b>		<b>-12</b>	

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Business Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Tenure Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT Accounting</b>														
Non-tenured faculty	9	39.1	6	30.0	6	31.6	6	28.6	6	33.3	-3	-33.3	0	0.0
Tenured faculty	8	34.8	8	40.0	7	36.8	9	42.9	6	33.3	-2	-25.0	-3	-33.3
Tenure-track faculty	6	26.1	6	30.0	6	31.6	6	28.6	6	33.3	0	0.0	0	0.0
<b>subtotal</b>	<b>23</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-5</b>	<b>-21.7</b>	<b>-3</b>	<b>-14.3</b>
<b>Air Force ROTC</b>														
Non-tenured faculty	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Tenured faculty	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Tenure-track faculty	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>BAPA Business and Public Administration</b>														
Non-tenured faculty	1	50.0	0	0.0	0	0.0	2	25.0	2	40.0	1	100.0	0	0.0
Tenured faculty	1	50.0	1	50.0	4	80.0	6	75.0	3	60.0	2	200.0	-3	-50.0
Tenure-track faculty	0	0.0	1	50.0	1	20.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>150.0</b>	<b>-3</b>	<b>-37.5</b>
<b>DSCI Decision Sciences</b>														
Non-tenured faculty	3	37.5	4	50.0	2	33.3	2	33.3	1	20.0	-2	-66.7	-1	-50.0
Tenured faculty	4	50.0	3	37.5	3	50.0	2	33.3	3	60.0	-1	-25.0	1	50.0
Tenure-track faculty	1	12.5	1	12.5	1	16.7	2	33.3	1	20.0	0	0.0	-1	-50.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-3</b>	<b>-37.5</b>	<b>-1</b>	<b>-16.7</b>
<b>ECON Economics</b>														
Non-tenured faculty	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Tenured faculty	3	100.0	3	60.0	2	66.7	2	66.7	2	66.7	-1	-33.3	0	0.0
Tenure-track faculty	0	0.0	1	20.0	1	33.3	1	33.3	1	33.3	1	n/a	0	0.0
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>ENVR Environmental Mgmt</b>														
Non-tenured faculty	2	66.7	1	33.3	1	33.3	1	50.0	1	50.0	-1	-50.0	0	0.0
Tenured faculty	1	33.3	1	33.4	1	33.3	1	50.0	1	50.0	0	0.0	0	0.0
Tenure-track faculty	0	0.0	1	33.3	1	33.3	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>-1</b>	<b>-33.3</b>	<b>0</b>	<b>0.0</b>
<b>FINC Finance</b>														
Non-tenured faculty	3	33.3	3	33.3	2	25.0	2	25.0	2	25.0	-1	-33.3	0	0.0
Tenured faculty	6	66.7	6	66.7	6	75.0	6	75.0	6	75.0	0	0.0	0	0.0
Tenure-track faculty	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-1</b>	<b>-11.1</b>	<b>0</b>	<b>0.0</b>

Faculty by Tenure		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>HADM</b>	<b>Healthcare Administration</b>														
	Non-tenured faculty	4	44.4	5	50.0	5	50.0	3	33.3	3	42.9	-1	-25.0	0	0.0
	Tenured faculty	4	44.4	4	40.0	4	40.0	5	55.6	4	57.1	0	0.0	-1	-20.0
	Tenure-track faculty	1	11.1	1	10.0	1	10.0	1	11.1	0	0.0	-1	-100.0	-1	-100.0
	<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-2</b>	<b>-22.2</b>	<b>-2</b>	<b>-22.2</b>
<b>HMRS</b>	<b>Human Resource Mgmt</b>														
	Non-tenured faculty	1	25.0	2	50.0	2	50.0	2	66.7	2	66.7	1	100.0	0	0.0
	Tenured faculty	2	50.0	1	25.0	2	50.0	1	33.3	1	33.3	-1	-50.0	0	0.0
	Tenure-track faculty	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Non-tenured faculty	9	56.3	10	58.8	9	60.0	9	60.0	9	64.3	0	0.0	0	0.0
	Tenured faculty	5	31.3	5	29.4	5	33.3	5	33.3	4	28.6	-1	-20.0	-1	-20.0
	Tenure-track faculty	2	12.5	2	11.8	1	6.7	1	6.7	1	7.1	-1	-50.0	0	0.0
	<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-2</b>	<b>-12.5</b>	<b>-1</b>	<b>-6.7</b>
<b>LEGL</b>	<b>Legal Studies</b>														
	Non-tenured faculty	4	57.1	2	28.6	2	40.0	2	40.0	2	40.0	-2	-50.0	0	0.0
	Tenured faculty	1	14.3	3	42.9	1	20.0	1	20.0	1	20.0	0	0.0	0	0.0
	Tenure-track faculty	2	28.6	2	28.5	2	40.0	2	40.0	2	40.0	0	0.0	0	0.0
	<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-2.0</b>	<b>-28.6</b>	<b>0.0</b>	<b>0.0</b>
<b>MGMT</b>	<b>Management</b>														
	Non-tenured faculty	7	36.8	5	29.4	9	47.4	6	37.5	6	40.0	-1	-14.3	0	0.0
	Tenured faculty	9	47.4	8	47.1	8	42.1	9	56.3	6	40.0	-3	-33.3	-3	-33.3
	Tenure-track faculty	3	15.8	4	23.5	2	10.5	1	6.3	3	20.0	0	0.0	2	200.0
	<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-4</b>	<b>-21.1</b>	<b>-1</b>	<b>-6.3</b>
<b>MKTG</b>	<b>Marketing</b>														
	Non-tenured faculty	1	20.0	0	0.0	1	25.0	1	20.0	1	25.0	0	0.0	0	0.0
	Tenured faculty	3	60.0	3	75.0	3	75.0	4	80.0	3	75.0	0	0.0	-1	-25.0
	Tenure-track faculty	1	20.0	1	25.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-1</b>	<b>-20.0</b>	<b>-1</b>	<b>-20.0</b>
	<b>College Total</b>	<b>108</b>		<b>106</b>		<b>102</b>		<b>101</b>		<b>89</b>		<b>-19</b>		<b>-12</b>	

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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by FT/PT	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT Accounting</b>														
Full-time	14	60.9	14	70.0	13	68.4	15	71.4	12	66.7	-2	-14.3	-3	-20.0
Part-time	9	39.1	6	30.0	6	31.6	6	28.6	6	33.3	-3	-33.3	0	0.0
<b>subtotal</b>	<b>23</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-5</b>	<b>-21.7</b>	<b>-3</b>	<b>-14.3</b>
<b>Air Force ROTC</b>														
Full-time	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Part-time	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>BAPA Business and Public Administration</b>														
Full-time	1	50.0	2	100	5	100.0	6	75.0	3	60.0	2	200.0	-3	-50.0
Part-time	1	50.0	0	0	0	0.0	2	25.0	2	40.0	1	100.0	0	0.0
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>150.0</b>	<b>-3</b>	<b>-37.5</b>
<b>DSCI Decision Sciences</b>														
Full-time	5	62.5	4	50	4	66.7	4	66.7	4	80.0	-1	-20.0	0	0.0
Part-time	3	37.5	4	50	2	33.3	2	33.3	1	20.0	-2	-66.7	-1	-50.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-3</b>	<b>-37.5</b>	<b>-1</b>	<b>-16.7</b>
<b>ECON Economics</b>														
Full-time	3	100.0	4	80	3	100.0	3	100.0	3	100.0	0	0.0	0	0.0
Part-time	0	0.0	1	20	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>ENVR Environmental Mgmt</b>														
Full-time	1	33.3	2	66.7	2	66.7	1	50.0	1	50.0	0	0.0	0	0.0
Part-time	2	66.7	1	33.3	1	33.3	1	50.0	1	50.0	-1	-50.0	0	0.0
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>-1</b>	<b>-33.3</b>	<b>0</b>	<b>0.0</b>
<b>FINC Finance</b>														
Full-time	6	66.7	6	66.7	6	75.0	6	75.0	6	75.0	0	0.0	0	0.0
Part-time	3	33.3	3	33.3	2	25.0	2	25.0	2	25.0	-1	-33.3	0	0.0
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-1</b>	<b>-11.1</b>	<b>0</b>	<b>0.0</b>
<b>HADM Healthcare Administration</b>														
Full-time	5	55.6	5	50	5	50.0	6	66.7	4	57.1	-1	-20.0	-2	-33.3
Part-time	4	44.4	5	50	5	50.0	3	33.3	3	42.9	-1	-25.0	0	0.0
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-2</b>	<b>-22.2</b>	<b>-2</b>	<b>-22.2</b>
<b>HMRS Human Resource Mgmt</b>														
Full-time	3	75.0	5	71.4	2	50.0	1	33.3	1	33.3	-2	-66.7	0	0.0
Part-time	1	25.0	2	28.6	2	50.0	2	66.7	2	66.7	1	100.0	0	0.0

Faculty by FT/PT		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Full-time	7	43.8	7	41.2	6	40.0	6	40.0	5	35.7	-2	-28.6	-1	-16.7
	Part-time	9	56.3	10	58.8	9	60.0	9	60.0	9	64.3	0	0.0	0	0.0
	<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-2</b>	<b>-12.5</b>	<b>-1</b>	<b>-6.7</b>
<b>LEGL</b>	<b>Legal Studies</b>														
	Full-time	3	42.9	5	71.4	3	60.0	3	60.0	3	60.0	0	0.0	0	0.0
	Part-time	4	57.1	2	28.6	2	40.0	2	40.0	2	40.0	-2	-50.0	0	0.0
	<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-2</b>	<b>-28.6</b>	<b>0</b>	<b>0.0</b>
<b>MGMT</b>	<b>Management</b>														
	Full-time	12	63.2	12	70.6	10	52.6	10	62.5	9	60.0	-3	-25.0	-1	-10.0
	Part-time	7	36.8	5	29.4	9	47.4	6	37.5	6	40.0	-1	-14.3	0	0.0
	<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-4</b>	<b>-21.1</b>	<b>-1</b>	<b>-6.3</b>
<b>MKTG</b>	<b>Marketing</b>														
	Full-time	4	80.0	4	100.0	3	75.0	4	80.0	3	75.0	-1	-25.0	-1	-25.0
	Part-time	1	20.0	0	0.0	1	25.0	1	20.0	1	25.0	0	0.0	0	0.0
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-1</b>	<b>-20.0</b>	<b>-1</b>	<b>-20.0</b>
	<b>College Total</b>	<b>108</b>		<b>106</b>		<b>102</b>		<b>101</b>		<b>89</b>		<b>-19</b>		<b>-12</b>	

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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT Accounting</b>															
White	11	47.8	9	45.0	7	36.8	10	47.6	8	44.4	-3	-27.3	-2	-20.0	
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hispanic	2	8.7	1	5.0	1	5.3	1	4.8	0	0.0	-2	-100.0	-1	-100.0	
Asian	7	30.4	7	35.0	8	42.1	7	33.3	8	44.4	1	14.3	1	14.3	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	3	13.0	3	15.0	3	15.8	3	14.3	2	11.1	-1	-33.3	-1	-33.3	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>23</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-5</b>	<b>-21.7</b>	<b>-3</b>	<b>-14.3</b>	
<b>Air Force ROTC</b>															
White	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Black	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hispanic	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Asian	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
International	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Unknown	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Multi-Racial	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>BAPA Business and Public Administration</b>															
White	2	100.0	2	100.0	3	60.0	6	75.0	3	60.0	1	50.0	-3	-50.0	
Black	0	0.0	0	0.0	2	40.0	1	12.5	1	20.0	1	n/a	0	0.0	
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	0	0.0	0	0.0	0	0.0	1	12.5	1	20.0	1	n/a	0	0.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>150.0</b>	<b>-3</b>	<b>-37.5</b>	
<b>DSCI Decision Sciences</b>															
White	6	75.0	6	75.0	4	66.7	3	50.0	2	40.0	-4	-66.7	-1	-33.3	

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	2	25.0	2	25.0	2	33.3	2	33.3	2	40.0	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	1	16.7	1	20.0	1	n/a	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-3</b>	<b>-37.5</b>	<b>-1</b>	<b>-16.7</b>
<b>ECON Economics</b>														
White	3	100.0	4	80.0	2	66.7	2	66.7	3	100.0	0	0.0	1	50.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	20.0	1	33.3	1	33.3	0	0.0	0	n/a	-1	-100.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>ENVR Environmental Mgmt</b>														
White	3	100.0	3	100.0	3	100.0	2	100.0	2	100.0	-1	-33.3	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>-1</b>	<b>-33.3</b>	<b>0</b>	<b>0.0</b>
<b>FINC Finance</b>														
White	9	100.0	9	100.0	8	100.0	7	87.5	7	87.5	-2	-22.2	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	1	12.5	1	12.5	1	n/a	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a



Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-1</b>	<b>-11.1</b>	<b>0</b>	<b>0.0</b>
<b>HADM Healthcare Administration</b>														
White	7	77.8	8	80.0	8	80.0	6	66.7	5	71.4	-2	-28.6	-1	-16.7
Black	1	11.1	1	10.0	1	10.0	2	22.2	1	14.3	0	0.0	-1	-50.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	1	11.1	1	10.0	1	10.0	1	11.1	1	14.3	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-2</b>	<b>-22.2</b>	<b>-2</b>	<b>-22.2</b>
<b>HMRS Human Resource Mgmt</b>														
White	4	100.0	4	100.0	4	100.0	3	100.0	3	100.0	-1	-25.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>ISAM Information Systems Administration and Mgmt</b>														
White	6	37.5	7	41.2	7	46.7	8	53.3	7	50.0	1	16.7	-1	-12.5
Black	1	6.3	1	5.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Hispanic	1	6.3	1	5.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Asian	7	43.8	7	41.1	7	46.7	6	40.0	6	42.9	-1	-14.3	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	1	6.3	1	5.9	1	6.7	1	6.7	1	7.1	0	0.0	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-2</b>	<b>-12.5</b>	<b>-1</b>	<b>-6.7</b>
<b>LEGL Legal Studies</b>														
White	3	42.9	4	57.1	2	40.0	2	40.0	2	40.0	-1	-33.3	0	0.0
Black	3	42.9	2	28.6	2	40.0	2	40.0	3	60.0	0	0.0	1	50.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	1	14.3	1	14.3	1	20.0	1	20.0	0	0.0	-1	-100.0	-1	-100.0
<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-2</b>	<b>-28.6</b>	<b>0</b>	<b>0.0</b>
<b>MGMT Management</b>														
White	15	78.9	12	70.6	13	68.4	12	75.0	10	66.7	-5	-33.3	-2	-16.7
Black	3	15.8	3	17.6	3	15.8	2	12.5	2	13.3	-1	-33.3	0	0.0
Hispanic	0	0.0	1	5.9	1	5.3	1	6.3	2	13.3	2	n/a	1	100.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	1	5.3	1	5.9	2	10.5	1	6.3	1	6.7	0	0.0	0	0.0
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-4</b>	<b>-21.1</b>	<b>-1</b>	<b>-6.3</b>
<b>MKTG Marketing</b>														
White	4	80.0	3	75.0	3	75.0	3	60.0	3	75.0	-1	-25.0	0	0.0
Black	1	20.0	1	25.0	1	25.0	2	40.0	1	25.0	0	0.0	-1	-50.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-1</b>	<b>-20.0</b>	<b>-1</b>	<b>-20.0</b>
<b>College Total</b>	<b>108</b>		<b>106</b>		<b>102</b>		<b>101</b>		<b>89</b>		<b>-19</b>		<b>-12</b>	

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Business Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT Accounting</b>															
Female	13	56.5	12	60.0	9	47.4	9	42.9	9	50.0	-4	-30.8	0	0.0	
Male	10	43.5	8	40.0	10	52.6	12	57.1	9	50.0	-1	-10.0	-3	-25.0	
<b>subtotal</b>	<b>23</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-5</b>	<b>-21.7</b>	<b>-3</b>	<b>-14.3</b>	
<b>Air Force ROTC</b>															
Female	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Male	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>BAPA Business and Public Administration</b>															
Female	1	50.0	2	100	0	0.0	1	12.5	3	60.0	2	200.0	2	200.0	
Male	1	50.0	0	0.0	5	100.0	7	87.5	2	40.0	1	100.0	-5	-71.4	
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>150.0</b>	<b>-3</b>	<b>-37.5</b>	
<b>DSCI Decision Sciences</b>															
Female	2	25.0	2	25.0	2	33.3	3	50.0	3	60.0	1	50.0	0	0.0	
Male	6	75.0	6	75.0	4	66.7	3	50.0	2	40.0	-4	-66.7	-1	-33.3	
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-3</b>	<b>-37.5</b>	<b>-1</b>	<b>-16.7</b>	
<b>ECON Economics</b>															
Female	0	0.0	1	20.0	1	33.3	1	33.3	1	33.3	1	n/a	0	0.0	
Male	3	100.0	4	80.0	2	66.7	2	66.7	2	66.7	-1	-33.3	0	0.0	
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>ENVR Environmental Mgmt</b>															
Female	2	66.7	2	66.7	2	66.7	2	100.0	2	100.0	0	0.0	0	0.0	
Male	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	-1	-100.0	0	n/a	
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>-1</b>	<b>-33.3</b>	<b>0</b>	<b>0.0</b>	
<b>FINC Finance</b>															
Female	2	22.2	2	22.2	3	37.5	2	25.0	2	25.0	0	0.0	0	0.0	
Male	7	77.8	7	77.8	5	62.5	6	75.0	6	75.0	-1	-14.3	0	0.0	
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-1</b>	<b>-11.1</b>	<b>0</b>	<b>0.0</b>	
<b>HADM Healthcare Administration</b>															
Female	4	44.4	5	50.0	4	40.0	4	44.4	3	42.9	-1	-25.0	-1	-25.0	
Male	5	55.6	5	50.0	6	60.0	5	55.6	4	57.1	-1	-20.0	-1	-20.0	
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-2</b>	<b>-22.2</b>	<b>-2</b>	<b>-22.2</b>	
<b>HMRS Human Resource Mgmt</b>															

Faculty by Gender		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Female	2	50.0	3	75.0	2	50.0	2	66.7	2	66.7	0	0.0	0	0.0
	Male	2	50.0	1	25.0	2	50.0	1	33.3	1	33.3	-1	-50.0	0	0.0
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Female	2	12.5	2	11.8	2	13.3	2	13.3	2	14.3	0	0.0	0	0.0
	Male	14	87.5	15	88.2	13	86.7	13	86.7	12	85.7	-2	-14.3	-1	-7.7
	<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-2</b>	<b>-12.5</b>	<b>-1</b>	<b>-6.7</b>
<b>LEGL</b>	<b>Legal Studies</b>														
	Female	3	42.9	3	42.9	3	60.0	3	60.0	4	80.0	1	33.3	1	33.3
	Male	4	57.1	4	57.1	2	40.0	2	40.0	1	20.0	-3	-75.0	-1	-50.0
	<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>		<b>-2</b>	<b>-28.6</b>	<b>0</b>	<b>0.0</b>
<b>MGMT</b>	<b>Management</b>														
	Female	7	36.8	8	47.1	9	47.4	7	43.8	7	46.7	0	0.0	0	0.0
	Male	12	63.2	9	52.9	10	52.6	9	56.3	8	53.3	-4	-33.3	-1	-11.1
	<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-4</b>	<b>-21.1</b>	<b>-1</b>	<b>-6.3</b>
<b>MKTG</b>	<b>Marketing</b>														
	Female	2	40.0	1	25.0	2	50.0	3	60.0	2	50.0	0	0.0	-1	-33.3
	Male	3	60.0	3	75.0	2	50.0	2	40.0	2	50.0	-1	-33.3	0	0.0
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-1</b>	<b>-20.0</b>	<b>-1</b>	<b>-20.0</b>
	<b>College Total</b>	<b>108</b>		<b>106</b>		<b>102</b>		<b>101</b>		<b>89</b>		<b>-19</b>		<b>-12</b>	

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These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	54	56	55	57	56	59	55	54	56	56

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	8	6.5	9	7.3	9	7.8	10	8.4	11	8.5	3	37.5	1	10.0
Associate Professor	19	15.3	19	15.4	19	16.4	17	14.3	15	11.5	-4	-21.1	-2	-11.8
Assistant Professor	12	9.7	13	10.6	15	12.9	13	10.9	11	8.5	-1	-8.3	-2	-15.4
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	84	67.7	81	65.9	73	62.9	79	66.4	93	71.5	9	10.7	14	17.7
Teaching Assistant	1	0.8	1	0.8	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>COE Total</b>	<b>124</b>	<b>100.0</b>	<b>123</b>	<b>100.0</b>	<b>116</b>	<b>100.0</b>	<b>119</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>6</b>	<b>4.8</b>	<b>11</b>	<b>9.2</b>

Faculty by Tenure Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	85	68.5	82	66.7	73	62.9	79	66.4	93	71.5	8	9.4	14	17.7
Tenured faculty	27	21.8	27	22.0	26	22.4	25	21.0	25	19.2	-2	-7.4	0	0.0
Tenure-track faculty	12	9.7	14	11.3	17	14.7	15	12.6	12	9.2	0	0.0	-3	-20.0
<b>COE Total</b>	<b>124</b>	<b>100.0</b>	<b>123</b>	<b>100.0</b>	<b>116</b>	<b>100.0</b>	<b>119</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>6</b>	<b>4.8</b>	<b>11</b>	<b>9.2</b>

Faculty by FT/PT Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2017 vs. Fall 2018 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	39	31.5	41	33.3	43	37.1	40	33.6	37	28.5	-2	-5.1	-12	-7.5
Part-time	85	68.5	82	66.7	73	62.9	79	66.4	93	71.5	8	9.4	-7	17.7
<b>COE Total</b>	<b>124</b>	<b>100.0</b>	<b>123</b>	<b>100.0</b>	<b>116</b>	<b>100.0</b>	<b>119</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>6</b>	<b>4.8</b>	<b>11</b>	<b>9.2</b>

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Ethnic Origin													
White	87	70.2	88	71.6	86	74.2	84	70.6	88	67.7	1	1.1	4	4.8
Black	14	11.3	15	12.2	12	10.3	12	10.1	14	10.8	0	0.0	2	16.7
Hispanic	18	14.5	15	12.2	12	10.3	16	13.4	19	14.6	1	5.6	3	18.8
Asian	1	0.8	2	1.6	3	2.6	3	2.5	3	2.3	2	200.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	1	n/a
Unknown	2	1.6	1	0.8	1	0.9	2	1.7	3	2.3	1	50.0	1	50.0
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	2	1.6	2	1.6	2	1.7	2	1.7	2	1.5	0	0.0	0	0.0
<b>COE Total</b>	<b>124</b>	<b>100.0</b>	<b>123</b>	<b>100.0</b>	<b>116</b>	<b>100.0</b>	<b>119</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>6</b>	<b>4.8</b>	<b>11</b>	<b>9.2</b>

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Gender													
Female	104	83.9	104	84.6	96	82.8	98	82.4	109	83.8	5	4.8	11	11.2
Male	20	16.1	19	15.4	20	17.2	21	17.6	21	16.2	1	5.0	0	0.0
<b>SOE Total</b>	<b>124</b>	<b>100.0</b>	<b>123</b>	<b>100.0</b>	<b>116</b>	<b>100.0</b>	<b>119</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>6</b>	<b>4.8</b>	<b>11</b>	<b>9.2</b>

**University of Houston-Clear Lake**  
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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Area of Instruction	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision	5	3.3	6	3.9	7	4.7	5	3.1	5	3.0	0	0.0	0	0.0
COUN Counseling	8	5.3	10	6.6	9	6.0	8	5.0	6	3.6	-2	-25.0	-2	-25.0
ECED Early Childhood Education	12	7.9	11	7.2	10	6.7	10	6.3	12	7.2	0	0.0	2	20.0
EDCI Curriculum & Instruction	5	3.3	5	3.3	8	5.4	11	6.9	10	6.0	n/a	n/a	-1	-9.1
EDLS Educational Leadership	26	17.1	23	15.1	22	14.8	24	15.1	26	15.7	0	0.0	2	8.3
EDUC Education	9	5.9	5	3.3	8	5.4	9	5.7	10	6.0	1	11.1	1	11.1
INST Instructional Technology	8	5.3	13	8.6	12	8.1	14	8.8	13	7.8	5	62.5	-1	-7.1
LLLS Literacy, Language, and Library Science	16	10.5	17	11.2	14	9.4	14	8.8	15	9.0	-1	-6.3	1	7.1
SILC Studies in Language and Culture	13	8.6	15	9.9	11	7.4	14	8.8	14	8.4	1	7.7	0	0.0
SPED Special Education	6	3.9	6	3.9	8	5.4	10	6.3	10	6.0	4	66.7	0	0.0
TCED Teacher Education	44	28.9	41	27.0	40	26.8	40	25.2	42	25.3	-2	-4.5	2	5.0
<b>College Total</b>	<b>152</b>	<b>100</b>	<b>152</b>	<b>100</b>	<b>149</b>	<b>100</b>	<b>159</b>	<b>100.0</b>	<b>163</b>	<b>100.0</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>3</b>

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ADSU Administration and Supervision	49	49	53	55	54	59	57	60	58	61
COUN Counseling	48	45	48	47	51	51	51	51	55	54
ECED Early Childhood Education	55	57	53	53	53	52	52	50	55	53
EDCI Curriculum & Instruction	52	47	55	51	54	54	55	53	55	55
EDLS Educational Leadership	55	59	57	61	56	55	54	52	54	52
EDUC Education	54	55	58	56	56	55	57	62	56	50
INST Instructional Technology	50	47	50	47	50	48	49	48	48	49
LLLS Literacy, Language, and Library Science	55	58	56	58	56	59	53	53	51	50
SILC Studies in Language and Culture	50	46	49	46	53	51	51	51	51	53
SPED Special Education	56	56	52	48	57	58	58	57	60	59
TCED Teacher Education	56	58	59	59	60	61	60	61	61	63
<b>College Mean and Median Age</b>	<b>54</b>	<b>56</b>	<b>55</b>	<b>57</b>	<b>56</b>	<b>58</b>	<b>55</b>	<b>54</b>	<b>56</b>	<b>55</b>

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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU Administration and Supervision</b>															
Professor	0	0.0	1	16.7	0	0.0	0	0.0	0	40.0	0	n/a	0	n/a	
Associate Professor	3	60.0	3	50.0	3	42.9	2	40.0	2	20.0	-1	-33.3	0	0.0	
Assistant Professor	0	0.0	0	0.0	2	28.6	1	20.0	1	0.0	1	n/a	0	0.0	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	40.0	0	n/a	0	n/a	
Other Faculty	2	40.0	2	33.3	2	28.6	2	40.0	2	0.0	0	0.0	0	0.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	16.7	0	n/a	0	n/a	
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>COUN Counseling</b>															
Professor	1	12.5	1	10.0	1	11.1	1	12.5	1	0.0	n/a	n/a	n/a	n/a	
Associate Professor	0	0.0	2	20.0	2	22.2	3	37.5	0	33.3	n/a	n/a	n/a	n/a	
Assistant Professor	2	25.0	1	10.0	2	22.2	2	25.0	2	0.0	n/a	n/a	n/a	n/a	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	50.0	n/a	n/a	n/a	n/a	
Other Faculty	5	62.5	6	60.0	4	44.4	2	25.0	3	0.0	n/a	n/a	n/a	n/a	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>ECED Early Childhood Education</b>															
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a	
Associate Professor	2	16.7	2	18.2	3	30.0	3	30.0	4	8.3	2	100.0	1	33.3	
Assistant Professor	3	25.0	3	27.3	2	20.0	2	20.0	1	0.0	-2	-66.7	-1	-50.0	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	58.3	0	n/a	0	n/a	
Other Faculty	7	58.3	6	54.5	5	50.0	5	50.0	7	0.0	0	0.0	2	40.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	30.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>20.0</b>	
<b>EDCI Curriculum &amp; Instruction</b>															
Professor	1	20.0	1	20.0	2	25.0	3	27.3	3	40.0	n/a	n/a	0	0.0	
Associate Professor	3	60.0	1	20.0	4	50.0	4	36.4	4	10.0	n/a	n/a	0	0.0	
Assistant Professor	1	20.0	2	40.0	2	25.0	3	27.3	1	0.0	n/a	n/a	-2	-66.7	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	20.0	n/a	n/a	0	n/a	
Other Faculty	0	0.0	1	20.0	0	0.0	1	9.1	2	0.0	n/a	n/a	1	100.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	30.8	n/a	n/a	0	n/a	
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>-1</b>	<b>-9.1</b>	



Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>EDLS</b>	<b>Educational Leadership</b>														
	Professor	7	26.9	6	26.1	7	31.8	7	29.2	8	30.8	1	14.3	1	14.3
	Associate Professor	11	42.3	10	43.5	9	40.9	10	41.7	8	15.4	-3	-27.3	-2	-20.0
	Assistant Professor	2	7.7	3	13.0	4	18.2	5	20.8	4	0.0	2	100.0	-1	-20.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	23.1	0	n/a	0	n/a
	Other Faculty	6	23.1	4	17.4	2	9.1	2	8.3	6	0.0	0	0.0	4	200.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	50.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>8.3</b>
<b>EDUC</b>	<b>Education</b>														
	Professor	4	44.4	3	60.0	3	37.5	5	55.6	5	0.0	1	25.0	0	0.0
	Associate Professor	0	0.0	2	40.0	2	25.0	1	11.1	0	20.0	0	n/a	-1	-100.0
	Assistant Professor	1	11.1	0	0.0	1	12.5	0	0.0	2	0.0	1	100.0	2	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	30.0	0	n/a	0	n/a
	Other Faculty	4	44.4	0	0.0	2	25.0	3	33.3	3	0.0	-1	-25.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	7.7	0	n/a	0	n/a
	<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>1</b>	<b>11.1</b>	<b>1</b>	<b>11.1</b>
<b>INST</b>	<b>Instructional Technology</b>														
	Professor	1	12.5	1	7.7	1	8.3	1	7.1	1	7.7	0	0.0	0	0.0
	Associate Professor	2	25.0	2	15.4	1	8.3	1	7.1	1	7.7	-1	-50.0	0	0.0
	Assistant Professor	0	0.0	1	7.7	1	8.3	1	7.1	1	0.0	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	76.9	0	n/a	0	n/a
	Other Faculty	5	62.5	9	69.2	9	75.0	11	78.6	10	0.0	5	100.0	-1	-9.1
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>	<b>-1</b>	<b>-7.1</b>
<b>LLLS</b>	<b>Literacy, Language, and Library Science</b>														
	Professor	2	12.5	2	11.8	1	7.1	1	7.1	0	0.0	-2	-100.0	-1	-100.0
	Associate Professor	1	6.3	0	0.0	0	0.0	0	0.0	0	6.7	-1	-100.0	0	n/a
	Assistant Professor	2	12.5	2	11.8	3	21.4	2	14.3	1	0.0	-1	-50.0	-1	-50.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	93.3	0	n/a	0	n/a
	Other Faculty	11	68.8	12	70.6	10	71.4	11	78.6	14	0.0	3	27.3	3	27.3
	Teaching Assistant	0	0.0	1	5.8	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-1</b>	<b>-6.3</b>	<b>1</b>	<b>7.1</b>

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>SILC</b>	<b>Studies in Language and Culture</b>														
	Professor	2	15.4	2	13.3	2	18.2	2	14.3	2	7.1	0	0.0	0	0.0
	Associate Professor	2	15.4	2	13.3	2	18.2	2	14.3	1	7.1	-1	-50.0	-1	-50.0
	Assistant Professor	0	0.0	2	13.3	1	9.1	1	7.1	1	0.0	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	71.4	0	n/a	0	n/a
	Other Faculty	8	61.5	9	60.1	6	54.5	9	64.3	10	0.0	2	25.0	1	11.1
	Teaching Assistant	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>1</b>	<b>7.7</b>	<b>0</b>	<b>0.0</b>
<b>SPED</b>	<b>Special Education</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	20.0	0	n/a	0	n/a
	Associate Professor	1	16.7	1	16.7	2	25.0	2	20.0	2	0.0	1	100.0	0	0.0
	Assistant Professor	2	33.3	3	50.0	1	12.5	0	0.0	0	0.0	-2	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	80.0	0	n/a	0	n/a
	Other Faculty	3	50.0	2	33.3	5	62.5	8	80.0	8	0.0	5	166.7	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	2.4	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>4</b>	<b>66.7</b>	<b>0</b>	<b>0.0</b>
<b>TCED</b>	<b>Teacher Education</b>														
	Professor	0	0.0	0	0.0	1	2.5	1	2.5	1	11.9	1	n/a	0	0.0
	Associate Professor	5	11.4	7	17.1	6	15.0	7	17.5	5	4.8	0	0.0	-2	-28.6
	Assistant Professor	2	4.5	1	2.4	1	2.5	1	2.5	2	0.0	0	0.0	1	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	81.0	0	n/a	0	n/a
	Other Faculty	37	84.1	33	80.5	32	80.0	31	77.5	34	0.0	-3	-8.1	3	9.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	13.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>44</b>	<b>100.0</b>	<b>41</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>	<b>-2</b>	<b>-4.5</b>	<b>2</b>	<b>5.0</b>
	<b>College Total</b>	<b>152</b>		<b>152</b>		<b>149</b>		<b>159</b>		<b>163</b>		<b>11</b>		<b>4</b>	

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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Tenure Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU Administration and Supervision</b>														
Non-tenured faculty	2	40.0	2	33.3	2	28.6	2	40.0	2	40.0	0	0.0	0	0.0
Tenured faculty	3	60.0	4	66.7	3	42.9	2	40.0	2	20.0	-1	-33.3	0	0.0
Tenure-track faculty	0	0.0	0	0.0	2	28.6	1	20.0	1	50.0	1	n/a	0	0.0
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>COUN Counseling</b>														
Non-tenured faculty	5	62.5	6	60.0	4	44.4	2	25.0	3	16.7	-2	-40.0	1	50.0
Tenured faculty	1	12.5	2	20.0	2	22.2	3	37.5	1	33.3	0	0.0	-2	-66.7
Tenure-track faculty	2	25.0	2	20.0	3	33.3	3	37.5	2	58.3	0	0.0	-1	-33.3
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-2</b>	<b>-25.0</b>
<b>ECED Early Childhood Education</b>														
Non-tenured faculty	7	58.3	6	54.5	5	50.0	5	50.0	7	33.3	0	0.0	2	40.0
Tenured faculty	2	16.7	2	18.2	3	30.0	3	30.0	4	8.3	2	100.0	1	33.3
Tenure-track faculty	3	25.0	3	27.3	2	20.0	2	20.0	1	20.0	-2	-66.7	-1	-50.0
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>20.0</b>
<b>EDCI Curriculum &amp; Instruction</b>														
Non-tenured faculty	0	0.0	1	20.0	0	0.0	1	9.1	2	60.0	n/a	n/a	1	100.0
Tenured faculty	4	80.0	2	40.0	6	75.0	7	63.6	6	20.0	n/a	n/a	-1	-14.3
Tenure-track faculty	1	20.0	2	40.0	2	25.0	3	27.3	2	23.1	n/a	n/a	-1	-33.3
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>-1</b>	<b>-9.1</b>
<b>EDLS Educational Leadership</b>														
Non-tenured faculty	6	23.1	4	17.4	2	9.1	2	8.3	6	61.5	0	0.0	4	200.0
Tenured faculty	18	69.2	16	69.6	16	72.7	16	66.7	16	15.4	-2	-11.1	0	0.0
Tenure-track faculty	2	7.7	3	13.0	4	18.2	6	25.0	4	30.0	2	100.0	-2	-33.3
<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>8.3</b>
<b>EDUC Education</b>														
Non-tenured faculty	4	44.4	0	0.0	2	25.0	3	33.3	3	50.0	46	1150.0	47	1566.7
Tenured faculty	4	44.4	5	100.0	5	62.5	6	66.7	5	20.0	1	25.0	-1	-16.7
Tenure-track faculty	1	11.1	0	0.0	1	12.5	0	0.0	2	76.9	1	100.0	2	n/a
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>1</b>	<b>11.1</b>	<b>1</b>	<b>11.1</b>

Faculty by Tenure		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>INST</b>	<b>Instructional Technology</b>														
	Non-tenured faculty	5	62.5	9	69.2	9	75.0	11	78.6	10	15.4	5	100.0	-1	-9.1
	Tenured faculty	3	37.5	3	23.1	2	16.7	2	14.3	2	7.7	-1	-33.3	0	0.0
	Tenure-track faculty	0	0.0	1	7.7	1	8.3	1	7.1	1	93.3	1	n/a	0	0.0
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>	<b>-1</b>	<b>-7.1</b>
<b>LLLS</b>	<b>Literacy, Language, and Library Science</b>														
	Non-tenured faculty	11	68.8	13	76.5	10	71.4	11	78.6	14	0.0	3	27.3	3	27.3
	Tenured faculty	3	18.8	2	11.8	1	7.1	1	7.1	0	6.7	-3	-100.0	-1	-100.0
	Tenure-track faculty	2	12.5	2	11.7	3	21.4	2	14.3	1	33.3	-1	-50.0	-1	-50.0
	<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-1</b>	<b>-6.3</b>	<b>1</b>	<b>7.1</b>
<b>SILC</b>	<b>Studies in Language and Culture</b>														
	Non-tenured faculty	9	69.2	9	60.0	6	54.5	9	64.3	10	21.4	1	11.1	1	11.1
	Tenured faculty	4	30.8	4	26.7	4	36.4	4	28.6	3	7.1	-1	-25.0	-1	-25.0
	Tenure-track faculty	0	0.0	2	13.3	1	9.1	1	7.1	1	80.0	1	n/a	0	0.0
	<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>1</b>	<b>7.7</b>	<b>0</b>	<b>0.0</b>
<b>SPED</b>	<b>Special Education</b>														
	Non-tenured faculty	3	50.0	2	33.3	5	62.5	8	80.0	8	20.0	5	166.7	0	0.0
	Tenured faculty	1	16.7	1	16.7	2	25.0	2	20.0	2	0.0	1	100.0	0	0.0
	Tenure-track faculty	2	33.3	3	50.0	1	12.5	0	0.0	0	81.0	-2	-100.0	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>4</b>	<b>66.7</b>	<b>0</b>	<b>0.0</b>
<b>TCED</b>	<b>Teacher Education</b>														
	Non-tenured faculty	37	84.1	33	80.5	32	80.0	31	77.5	34	11.9	-3	-8.1	3	9.7
	Tenured faculty	5	11.4	7	17.1	6	15.0	7	17.5	5	7.1	0	0.0	-2	-28.6
	Tenure-track faculty	2	4.5	1	2.4	2	5.0	2	5.0	3	60.2	1	50.0	1	50.0
	<b>subtotal</b>	<b>44</b>	<b>100.0</b>	<b>41</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>	<b>-2</b>	<b>-4.5</b>	<b>2</b>	<b>5.0</b>
	<b>College Total</b>	<b>152</b>		<b>152</b>		<b>149</b>		<b>159</b>		<b>163</b>		<b>11</b>		<b>4</b>	

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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by FT/PT	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU Administration and Supervision</b>														
Full-time	3	60.0	4	66.7	5	71.4	3	60.0	3	60.0	0	0.0	0	0.0
Part-time	2	40.0	2	33.3	2	28.6	2	40.0	2	40.0	0	0.0	0	0.0
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>COUN Counseling</b>														
Full-time	3	37.5	4	40.0	5	55.6	6	75.0	3	50.0	0	0.0	-3	-50.0
Part-time	5	62.5	6	60.0	4	44.4	2	25.0	3	50.0	-2	-40.0	1	50.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-2</b>	<b>-25.0</b>
<b>ECED Early Childhood Education</b>														
Full-time	5	41.7	5	45.5	5	50.0	5	50.0	5	41.7	0	0.0	0	0.0
Part-time	7	58.3	6	54.5	5	50.0	5	50.0	7	58.3	0	0.0	2	40.0
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>20.0</b>
<b>EDCI Curriculum &amp; Instruction</b>														
Full-time	5	100.0	4	80.0	8	100.0	10	90.9	8	80.0	n/a	n/a	-2	-20.0
Part-time	0	0.0	1	20.0	0	0.0	1	9.1	2	20.0	n/a	n/a	1	100.0
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>-1</b>	<b>-9.1</b>
<b>EDLS Educational Leadership</b>														
Full-time	20	76.9	19	82.6	20	90.9	22	91.7	20	76.9	0	0.0	-2	-9.1
Part-time	6	23.1	4	17.4	2	9.1	2	8.3	6	23.1	0	0.0	4	200.0
<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>8.3</b>
<b>EDUC Education</b>														
Full-time	5	55.6	5	100.0	6	75.0	6	66.7	7	70.0	2	40.0	1	16.7
Part-time	4	44.4	0	0.0	2	25.0	3	33.3	3	30.0	-1	-25.0	0	0.0
<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>1</b>	<b>11.1</b>	<b>1</b>	<b>11.1</b>
<b>INST Instructional Technology</b>														
Full-time	3	37.5	4	30.8	3	25.0	3	21.4	3	23.1	0	0.0	0	0.0
Part-time	5	62.5	9	69.2	9	75.0	11	78.6	10	76.9	5	100.0	-1	-9.1
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>	<b>-1</b>	<b>-7.1</b>
<b>LLLS Literacy, Language, and Library Science</b>														
Full-time	5	31.3	4	23.5	4	28.6	3	21.4	1	6.7	-4	-80.0	-2	-66.7
Part-time	11	68.8	13	76.5	10	71.4	11	78.6	14	93.3	3	27.3	3	27.3
<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-1</b>	<b>-6.3</b>	<b>1</b>	<b>7.1</b>
<b>SILC Studies in Language and Culture</b>														
Full-time	4	30.8	6	40.0	5	45.5	5	35.7	4	28.6	0	0.0	-1	-20.0
Part-time	9	69.2	9	60.0	6	54.5	9	64.3	10	71.4	1	11.1	1	11.1

Faculty by FT/PT Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>1</b>	<b>7.7</b>	<b>0</b>	<b>0.0</b>
<b>SPED Special Education</b>														
Full-time	3	50.0	4	66.7	3	37.5	2	20.0	2	20.0	-1	-33.3	0	0.0
Part-time	3	50.0	2	33.3	5	62.5	8	80.0	8	80.0	5	166.7	0	0.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>4</b>	<b>66.7</b>	<b>0</b>	<b>0.0</b>
<b>TCED Teacher Education</b>														
Full-time	7	15.9	8	19.5	8	20.0	9	22.5	8	19.0	1	14.3	-1	-11.1
Part-time	37	84.1	33	80.5	32	80.0	31	77.5	34	81.0	-3	-8.1	3	9.7
<b>subtotal</b>	<b>44</b>	<b>100.0</b>	<b>41</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>	<b>-2</b>	<b>-4.5</b>	<b>2</b>	<b>5.0</b>
<b>College Total</b>	<b>152</b>		<b>152</b>		<b>149</b>		<b>159</b>		<b>163</b>		<b>11</b>		<b>4</b>	

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Office of Institutional Effectiveness  
College of Education Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU Administration and Supervision</b>															
White	2	40.0	3	50.0	4	57.1	4	80.0	4	80.0	2	100.0	0	0.0	
Black	2	40.0	2	33.3	1	14.3	0	0.0	0	0.0	-2	-100.0	0	n/a	
Hispanic	0	0.0	0	0.0	1	14.3	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	1	20.0	1	16.7	1	14.3	1	20.0	1	20.0	0	0.0	0	0.0	
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>COUN Counseling</b>															
White	4	50.0	5	50.0	5	55.6	5	62.5	3	50.0	-1	-25.0	-2	-40.0	
Black	1	12.5	1	10.0	1	11.1	1	12.5	0	0.0	-1	-100.0	-1	-100.0	
Hispanic	3	37.5	3	30.0	2	22.2	1	12.5	2	33.3	-1	-33.3	1	100.0	
Asian	0	0.0	1	10.0	1	11.1	1	12.5	1	16.7	1	n/a	0	0.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-2</b>	<b>-25.0</b>	
<b>ECED Early Childhood Education</b>															
White	9	75.0	9	81.8	7	70.0	6	60.0	9	75.0	0	0.0	3	50.0	
Black	1	8.3	1	9.1	2	20.0	2	20.0	2	16.7	1	100.0	0	0.0	
Hispanic	1	8.3	0	0.0	0	0.0	1	10.0	0	0.0	-1	-100.0	-1	-100.0	
Asian	1	8.3	1	9.1	1	10.0	1	10.0	1	8.3	0	0.0	0	0.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>20.0</b>	
<b>EDCI Curriculum &amp; Instruction</b>															
White	5	100.0	5	100.0	8	100.0	11	100.0	10	100.0	n/a	n/a	-1	-9.1	

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>-1</b>	<b>-9.1</b>
<b>EDLS</b>	<b>Educational Leadership</b>														
	White	17	65.4	17	73.9	17	77.3	18	75.0	20	76.9	3	17.6	2	11.1
	Black	5	19.2	1	4.3	1	4.5	1	4.2	2	7.7	-3	-60.0	1	100.0
	Hispanic	3	11.5	4	17.5	3	13.6	4	16.7	3	11.5	0	0.0	-1	-25.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	1	3.8	1	4.3	1	4.5	1	4.2	1	3.8	0	0.0	0	0.0
	<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>8.3</b>
<b>EDUC</b>	<b>Education</b>														
	White	8	88.9	5	100.0	6	75.0	7	77.8	6	60.0	-2	-25.0	-1	-14.3
	Black	0	0.0	0	0.0	1	12.5	1	11.1	1	10.0	1	n/a	0	0.0
	Hispanic	1	11.1	0	0.0	1	12.5	1	11.1	2	20.0	1	100.0	1	100.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	1	10.0	1	n/a	1	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>1</b>	<b>11.1</b>	<b>1</b>	<b>11.1</b>
<b>INST</b>	<b>Instructional Technology</b>														
	White	8	100.0	11	84.6	11	91.7	12	85.7	10	76.9	2	25.0	-2	-16.7
	Black	0	0.0	2	15.4	0	0.0	0	0.0	1	7.7	1	n/a	1	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	1	7.1	1	7.7	1	n/a	0	0.0
	Asian	0	0.0	0	0.0	1	8.3	1	7.1	1	7.7	1	n/a	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a



Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>	<b>-1</b>	<b>-7.1</b>
<b>LLLS Literacy, Language, and Library Science</b>														
White	14	87.5	14	82.4	11	78.6	11	78.6	11	73.3	-3	-21.4	0	0.0
Black	1	6.3	2	11.7	2	14.3	2	14.3	3	20.0	2	200.0	1	50.0
Hispanic	1	6.3	1	5.9	1	7.1	1	7.1	1	6.7	0	0.0	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-1</b>	<b>-6.3</b>	<b>1</b>	<b>7.1</b>
<b>SILC Studies in Language and Culture</b>														
White	3	23.1	4	26.7	3	27.3	2	14.3	2	14.3	-1	-33.3	0	0.0
Black	1	7.7	2	13.3	2	18.2	4	28.6	3	21.4	2	200.0	-1	-25.0
Hispanic	9	69.2	9	60.0	6	54.5	8	57.1	8	57.1	-1	-11.1	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	1	7.1	1	n/a	1	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>1</b>	<b>7.7</b>	<b>0</b>	<b>0.0</b>
<b>SPED Special Education</b>														
White	3	50.0	4	66.7	5	62.5	8	80.0	8	80.0	5	166.7	0	0.0
Black	1	16.7	1	16.7	1	12.5	0	0.0	0	0.0	-1	-100.0	0	n/a
Hispanic	1	16.7	0	0.0	1	12.5	1	10.0	1	10.0	0	0.0	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	1	16.7	1	16.6	1	12.5	1	10.0	1	10.0	0	0.0	0	0.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>4</b>	<b>66.7</b>	<b>0</b>	<b>0.0</b>
<b>TCED Teacher Education</b>														
White	34	77.3	34	82.9	35	87.5	33	82.5	33	78.6	-1	-2.9	0	0.0
Black	6	13.6	5	12.2	3	7.5	3	7.5	3	7.1	-3	-50.0	0	0.0
Hispanic	2	4.5	1	2.5	1	2.5	2	5.0	3	7.1	1	50.0	1	50.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	2	4.5	1	2.4	1	2.5	2	5.0	3	7.1	1	50.0	1	50.0
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>44</b>	<b>100.0</b>	<b>41</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>	<b>-2</b>	<b>-4.5</b>	<b>2</b>	<b>5.0</b>
<b>College Total</b>	<b>152</b>		<b>152</b>		<b>149</b>		<b>159</b>		<b>163</b>		<b>11</b>		<b>4</b>	

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Education Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Gender		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU</b>	<b>Administration and Supervision</b>														
	Female	1	20.0	1	16.7	1	14.3	1	20.0	0	0.0	-1	-100.0	-1	-100.0
	Male	4	80.0	5	83.3	6	85.7	4	80.0	5	100.0	1	25.0	1	25.0
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>COUN</b>	<b>Counseling</b>														
	Female	7	87.5	8	80.0	6	66.7	6	75.0	4	66.7	-3	-42.9	-2	-33.3
	Male	1	12.5	2	20.0	3	33.3	2	25.0	2	33.3	1	100.0	0	0.0
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-2</b>	<b>-25.0</b>
<b>ECED</b>	<b>Early Childhood Education</b>														
	Female	12	100.0	11	100.0	10	100.0	10	100.0	12	100.0	0	0.0	2	20.0
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>20.0</b>
<b>EDCI</b>	<b>Curriculum &amp; Instruction</b>														
	Female	5	100.0	5	100.0	8	100.0	11	100.0	10	100.0	n/a	n/a	-1	-9.1
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>-1</b>	<b>-9.1</b>
<b>EDLS</b>	<b>Educational Leadership</b>														
	Female	18	69.2	17	73.9	17	77.3	17	70.8	19	73.1	1	5.6	2	11.8
	Male	8	30.8	6	26.1	5	22.7	7	29.2	7	26.9	-1	-12.5	0	0.0
	<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>26</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>8.3</b>
<b>EDUC</b>	<b>Education</b>														
	Female	5	55.6	3	60.0	5	62.5	5	55.6	6	60.0	1	20.0	1	20.0
	Male	4	44.4	2	40.0	3	37.5	4	44.4	4	40.0	0	0.0	0	0.0
	<b>subtotal</b>	<b>9</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>1</b>	<b>11.1</b>	<b>1</b>	<b>11.1</b>
<b>INST</b>	<b>Instructional Technology</b>														
	Female	8	100.0	10	76.9	9	75.0	11	78.6	11	84.6	3	37.5	0	0.0
	Male	0	0.0	3	23.1	3	25.0	3	21.4	2	15.4	2	n/a	-1	-33.3
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>5</b>	<b>62.5</b>	<b>-1</b>	<b>-7.1</b>

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>LLLS Literacy, Language, and Library Science</b>															
Female	15	93.8	16	94.1	14	100.0	14	100.0	15	100.0	0	0.0	1	7.1	
Male	1	6.3	1	5.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a	
<b>subtotal</b>	<b>16</b>	<b>100.0</b>	<b>17</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>-1</b>	<b>-6.3</b>	<b>1</b>	<b>7.1</b>	
<b>SILC Studies in Language and Culture</b>															
Female	12	92.3	15	100.0	11	100.0	14	100.0	14	100.0	2	16.7	0	0.0	
Male	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a	
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>1</b>	<b>7.7</b>	<b>0</b>	<b>0.0</b>	
<b>SPED Special Education</b>															
Female	4	66.7	5	83.3	6	75.0	8	80.0	8	80.0	4	100.0	0	0.0	
Male	2	33.3	1	16.7	2	25.0	2	20.0	2	20.0	0	0.0	0	0.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>4</b>	<b>66.7</b>	<b>0</b>	<b>0.0</b>	
<b>TCED Teacher Education</b>															
Female	42	95.5	39	95.1	38	95.0	37	92.5	39	92.9	-3	-7.1	2	5.4	
Male	2	4.5	2	4.9	2	5.0	3	7.5	3	7.1	1	50.0	0	0.0	
<b>subtotal</b>	<b>44</b>	<b>100.0</b>	<b>41</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>	<b>-2</b>	<b>-4.5</b>	<b>2</b>	<b>5.0</b>	
<b>College Total</b>	<b>152</b>		<b>152</b>		<b>149</b>		<b>159</b>		<b>163</b>		<b>11</b>		<b>4</b>		

University of Houston-Clear Lake  
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These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	48	46	48	46	47	45	47	44	47	44

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	14	7.5	13	6.8	12	6.2	13	7.2	11	6.0	-3	-21.4	-2	-15.4
Associate Professor	28	15.1	32	16.8	33	16.9	34	18.8	34	18.6	6	21.4	0	0.0
Assistant Professor	41	22.0	35	18.3	41	21.0	38	21.0	33	18.0	-8	-19.5	-5	-13.2
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	102	54.8	106	55.5	102	52.3	87	48.1	94	51.4	-8	-7.8	7	8.0
Teaching Assistant	1	0.5	5	2.6	7	3.6	9	5.0	11	6.0	10	1000.0	2	22.2
<b>HSH Total</b>	<b>186</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>195</b>	<b>100.0</b>	<b>181</b>	<b>100.0</b>	<b>183</b>	<b>100.0</b>	<b>-3</b>	<b>-1.6</b>	<b>2</b>	<b>1.1</b>

Faculty by Tenure Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	103	55.4	111	58.1	109	55.9	96	53.0	105	57.4	2	1.9	9	9.4
Tenured faculty	42	22.6	41	21.5	42	21.5	45	24.9	44	24.0	2	4.8	-1	-2.2
Tenure-track faculty	41	22.0	39	20.4	44	22.6	40	22.1	34	18.6	-7	-17.1	-6	-15.0
<b>HSH Total</b>	<b>186</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>195</b>	<b>100.0</b>	<b>181</b>	<b>100.0</b>	<b>183</b>	<b>100.0</b>	<b>-3</b>	<b>-1.6</b>	<b>2</b>	<b>1.1</b>

Faculty by FT/PT Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	83	44.6	80	41.9	86	44.1	85	47.0	78	42.6	-5	-6.0	-42	-8.2
Part-time	103	55.4	111	58.1	109	55.9	96	53.0	105	57.4	2	1.9	-39	9.4
<b>HSH Total</b>	<b>186</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>195</b>	<b>100.0</b>	<b>181</b>	<b>100.0</b>	<b>183</b>	<b>100.0</b>	<b>-3</b>	<b>-1.6</b>	<b>2</b>	<b>1.1</b>

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	138	74.2	138	72.3	145	74.5	129	71.3	129	70.5	-9	-6.5	0	0.0
Black	17	9.1	10	5.2	11	5.6	11	6.1	16	8.7	-1	-5.9	5	45.5
Hispanic	13	7.0	20	10.5	18	9.2	21	11.6	15	8.2	2	15.4	-6	-28.6
Asian	8	4.3	11	5.8	8	4.1	7	3.9	9	4.9	1	12.5	2	28.6
American Indian or Alaskan Native	1	0.5	1	0.5	1	0.5	0	0.0	0	0.0	-1	-100.0	0	n/a
International	3	1.6	4	2.1	3	1.5	3	1.7	3	1.6	0	0.0	0	0.0
Unknown	1	0.5	1	0.5	2	1.0	2	1.1	4	2.2	3	300.0	2	100.0
Hawaiian / Pacific Islander	1	0.5	1	0.5	1	0.5	1	0.6	1	0.5	0	0.0	0	0.0
Multi-Racial	4	2.2	5	2.6	6	3.1	7	3.9	6	3.3	2	50.0	-1	-14.3
<b>HSB Total</b>	<b>186</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>195</b>	<b>100.0</b>	<b>181</b>	<b>100.0</b>	<b>183</b>	<b>100.0</b>	<b>-3</b>	<b>-1.6</b>	<b>2</b>	<b>1.1</b>

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	110	59.1	112	58.6	116	59.5	109	60.2	117	63.9	7	6.4	8	7.3
Male	76	40.9	79	41.4	79	40.5	72	39.8	66	36.1	-10	-13.2	-6	-8.3
<b>HSB Total</b>	<b>186</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>195</b>	<b>100.0</b>	<b>181</b>	<b>100.0</b>	<b>183</b>	<b>100.0</b>	<b>-3</b>	<b>-1.6</b>	<b>2</b>	<b>1.1</b>

**University of Houston-Clear Lake  
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**College of Human Science and Humanities Summary Fall 2015-Fall 2019**

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Area of Instruction Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology	8	3.4	8	3.3	9	3.6	9	4.1	6	2.7	-2	-25.0	-3	-33.3
ARTS Arts	19	8.1	21	8.6	20	8.1	19	8.6	18	8.2	-1	-5.3	-1	-5.3
Behavioral Sciences	n/a	n/a	n/a	n/a	3	1	n/a	n/a	1	0.5	n/a	n/a	n/a	n/a
COMM Communication	15	6.4	13	5.3	14	5.6	11	5.0	11	5.0	-4	-26.7	0	0.0
CRCL Cross-Cultural Studies	7	3.0	6	2.5	6	2.4	5	2.3	4	1.8	-3	-42.9	-1	-20.0
CRIM Criminology	19	8.1	19	7.8	16	6.5	11	5.0	12	5.5	-7	-36.8	1	9.1
DMST Digital Media Studies	6	2.5	7	2.9	6	2.4	5	2.3	4	1.8	-2	-33.3	-1	-20.0
Exercise and Health Sciences	n/a	n/a	n/a	n/a	5	2	4	1.8	5	2.3	n/a	n/a	1	25.0
GEOG Geography	3	1.3	6	2.5	3	1.2	1	0.5	3	1.4	0	0.0	2	200.0
HIST History	11	4.7	3	1.2	10	4.0	10	4.5	11	5.0	0	0.0	1	10.0
HLTH Health	10	4.2	11	4.5	14	5.6	13	5.9	15	6.8	5	50.0	2	15.4
SA Study Abroad	n/a	n/a	n/a	n/a	n/a	n/a	1	0.5	n/a	n/a	n/a	n/a	n/a	n/a
HUMN Humanities	8	3.4	11	4.5	9	3.6	9	4.1	7	3.2	-1	-12.5	-2	-22.2
LITR Literature	8	3.4	10	4.1	8	3.2	8	3.6	7	3.2	-1	-12.5	-1	-12.5
NURS Nursing	4	1.7	7	2.9	3	1.2	3	1.4	3	1.4	n/a	n/a	0	0.0
PHIL Philosophy	1	0.4	3	1.2	2	0.8	2	0.9	1	0.5	0	0.0	-1	-50.0
POLS Political Science	2	0.8	1	0.4	4	1.6	2	0.9	3	1.4	1	50.0	1	50.0
PSLD Public Service Leadership	2	0.8	4	1.6	2	0.8	3	1.4	3	1.4	1	50.0	0	0.0
PSYC Psychology	55	23.3	2	0.8	57	23.0	54	24.4	52	23.7	-3	-5.5	-2	-3.7
*SLIS School Library and Information Science	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	1.8	n/a	n/a	n/a	n/a
SOCI Sociology	21	8.9	56	23.0	19	7.7	9	4.1	7	3.2	-14	-66.7	-2	-22.2
SPAN Spanish	1	0.4	19	7.8	n/a	n/a	1	0.5	1	0.5	n/a	n/a	n/a	n/a
SWRK Social Work	11	4.7	1	0.4	8	3.2	13	5.9	13	5.9	2	18.2	0	0.0
WMST Women's Studies	6	2.5	10	4.1	8	3.2	6	2.7	5	2.3	-1	-16.7	-1	-16.7
WRIT Writing	19	8.1	4	1.6	22	8.9	22	10.0	23	10.5	4	21.1	1	4.5
<b>College Total</b>	<b>236</b>	<b>100.0</b>	<b>222</b>	<b>91.0</b>	<b>248</b>	<b>100.0</b>	<b>221</b>	<b>100.0</b>	<b>219</b>	<b>100.0</b>	<b>-17</b>	<b>-7.2</b>	<b>-2</b>	<b>-0.9</b>

\*SLIS (School Library and Information Science) has been added as of Fall 2019

Mean and Median Age		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ANTH	Anthropology	46	44	45	45	44	45	42	41	43	45
ARTS	Arts	45	41	47	45	46	45	47	47	49	49
	Behavioral Sciences	n/a	n/a	n/a	n/a	38	34	n/a	n/a	36	36
COMM	Communication	47	48	49	51	50	51	48	51	49	52
CRCL	Cross-Cultural Studies	47	44	42	43	47	47	47	59	44	46
CRIM	Criminology	48	46	48	47	48	46	45	42	45	43
DMST	Digital Media Studies	46	48	48	49	51	51	53	53	57	57
	Exercise and Health Sciences	n/a	n/a	n/a	n/a	49	42	48	42	45	42
GEOG	Geography	51	47	51	49	54	50	50	50	42	40
HIST	History	49	46	52	48	53	52	54	53	52	50
HLTH	Health	49	47	53	54	48	46	47	45	46	45
SA	Study Abroad	n/a	n/a	n/a	n/a	n/a	n/a	59	59	n/a	n/a
HUMN	Humanities	49	50	50	48	48	46	49	47	50	50
LITR	Literature	49	49	45	45	51	51	49	43	52	48
NURS	Nursing	54	57	48	42	51	57	52	58	53	59
PHIL	Philosophy	63	63	50	56	55	55	58	58	67	67
POLS	Political Science	41	41	64	64	41	42	44	44	50	44
PSLD	Public Service Leadership	51	51	38	41	37	37	41	40	42	41
PSYC	Psychology	46	44	52	52	43	39	42	40	40	39
SLIS	School Library and Information Science*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	65	65
SOCI	Sociology	47	46	45	41	49	49	47	49	44	50
SPAN	Spanish	64	64	49	49	n/a	n/a	67	67	68	68
SWRK	Social Work	46	46	65	65	44	42	44	43	44	43
WMST	Women's Studies	43	39	48	49	50	46	50	45	48	45
WRIT	Writing	50	51	55	53	53	54	55	55	52	49
<b>College Mean and Median Age</b>		<b>47</b>	<b>46</b>	<b>51</b>	<b>47</b>	<b>47</b>	<b>46</b>	<b>47</b>	<b>45</b>	<b>49</b>	<b>49</b>

\*SLIS (School Library and Information Science) has been added as of Fall 2019



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These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH Anthropology</b>														
Professor	0	0.0	0	0.0	0	0.0	1	11.1	1	16.7	1	n/a	0	0.0
Associate Professor	2	25.0	2	25.0	2	22.2	1	11.1	1	16.7	-1	-50.0	0	0.0
Assistant Professor	1	12.5	1	12.5	1	11.1	2	22.2	1	0.0	0	0.0	-1	-50.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	50.0	0	n/a	0	n/a
Other Faculty	5	62.5	5	62.5	6	66.7	5	55.6	3	0.0	-2	-40.0	-2	-40.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-3</b>	<b>-33.3</b>
<b>ARTS Arts</b>														
Professor	1	5.3	0	0.0	0	0.0	0	0.0	0	27.8	-1	-100.0	0	n/a
Associate Professor	2	10.5	1	4.8	2	10.0	2	10.5	5	16.7	3	150.0	3	150.0
Assistant Professor	4	21.1	5	23.8	6	30.0	5	26.3	3	0.0	-1	-25.0	-2	-40.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	55.6	0	n/a	0	n/a
Other Faculty	12	63.2	15	71.4	12	60.0	12	63.2	10	0.0	-2	-16.7	-2	-16.7
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-1</b>	<b>-5.3</b>	<b>-1</b>	<b>-5.3</b>
<b>Behavioral Sciences</b>														
Professor	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	0	100.0	n/a	n/a	n/a	n/a
Associate Professor	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	1	0.0	n/a	n/a	n/a	n/a
Assistant Professor	n/a	n/a	n/a	n/a	2	66.7	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Instructor	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Other Faculty	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Teaching Assistant	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>COMM Communication</b>														
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	27.3	0	n/a	0	n/a
Associate Professor	2	13.3	2	15.4	2	14.3	2	18.2	3	18.2	1	50.0	1	50.0
Assistant Professor	4	26.7	4	30.8	4	28.6	3	27.3	2	0.0	-2	-50.0	-1	-33.3
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	54.5	0	n/a	0	n/a
Other Faculty	9	60.0	7	53.8	8	57.1	6	54.5	6	0.0	-3	-33.3	0	0.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>15</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>-4</b>	<b>-26.7</b>	<b>0</b>	<b>0.0</b>
<b>CRCL Cross-Cultural Studies</b>														
Professor	1	14.3	0	0.0	0	0.0	2	40.0	0	75.0	-1	-100.0	-2	-100.0
Associate Professor	4	57.1	3	50.0	4	66.7	2	40.0	3	25.0	-1	-25.0	1	50.0

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Assistant Professor		1	14.3	2	33.3	2	33.3	1	20.0	1	0.0	0	0.0	0	0.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		1	14.3	1	16.7	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	8.3	0	n/a	0	n/a
<b>subtotal</b>		<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-3</b>	<b>-42.9</b>	<b>-1</b>	<b>-20.0</b>
<b>CRIM Criminology</b>															
Professor		2	10.5	1	5.3	1	6.3	1	9.1	1	8.3	-1	-50.0	0	0.0
Associate Professor		2	10.5	2	10.5	2	12.5	1	9.1	1	16.7	-1	-50.0	0	0.0
Assistant Professor		2	10.5	1	5.3	2	12.5	2	18.2	2	0.0	0	0.0	0	0.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	66.7	0	n/a	0	n/a
Other Faculty		13	68.4	15	78.9	11	68.8	7	63.6	8	0.0	-5	-38.5	1	14.3
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>		<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>-7</b>	<b>-36.8</b>	<b>1</b>	<b>9.1</b>
<b>DMST Digital Media Studies</b>															
Professor		0	0.0	0	0.0	0	0.0	0	0.0	0	75.0	0	n/a	0	n/a
Associate Professor		2	33.3	3	42.9	3	50.0	2	40.0	3	0.0	1	50.0	1	50.0
Assistant Professor		3	50.0	3	42.9	2	33.3	2	40.0	0	0.0	-3	-100.0	-2	-100.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	25.0	0	n/a	0	n/a
Other Faculty		1	16.7	1	14.2	1	16.7	1	20.0	1	0.0	0	0.0	0	0.0
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>		<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-1</b>	<b>-20.0</b>
<b>EXHS Exercise and Health Sciences</b>															
Professor		n/a	n/a	0	0.0	0	0.0	0	0.0	0	20.0	n/a	n/a	0	n/a
Associate Professor		n/a	n/a	1	16.7	2	40.0	1	25.0	1	60.0	n/a	n/a	0	0.0
Assistant Professor		n/a	n/a	1	16.7	2	40.0	2	50.0	3	0.0	n/a	n/a	1	50.0
Instructor		n/a	n/a	0	0.0	0	0.0	0	0.0	0	20.0	n/a	n/a	0	n/a
Other Faculty		n/a	n/a	3	50.0	1	20.0	1	25.0	1	0.0	n/a	n/a	0	0.0
Teaching Assistant		n/a	n/a	1	16.6	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
<b>subtotal</b>		<b>n/a</b>	<b>n/a</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>25.0</b>
<b>GEOG Geography</b>															
Professor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Associate Professor		1	33.3	1	33.3	1	33.3	1	100.0	0	0.0	-1	-100.0	-1	-100.0
Assistant Professor		1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
Other Faculty		1	33.3	1	33.4	2	66.7	0	0.0	3	0.0	2	200.0	3	n/a
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	18.2	0	n/a	0	n/a
<b>subtotal</b>		<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>200.0</b>
<b>HIST History</b>															
Professor		2	18.2	2	18.2	2	20.0	2	20.0	2	27.3	0	0.0	0	0.0
Associate Professor		3	27.3	3	27.3	3	30.0	4	40.0	3	9.1	0	0.0	-1	-25.0

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Assistant Professor	2	18.2	2	18.2	2	20.0	1	10.0	1	0.0	-1	-50.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	45.5	0	n/a	0	n/a
	Other Faculty	4	36.4	4	36.3	3	30.0	3	30.0	5	0.0	1	25.0	2	66.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>10.0</b>
<b>HLTH</b>	<b>Health</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	6.7	0	n/a	0	n/a
	Associate Professor	1	10.0	1	9.1	2	14.3	1	7.7	1	20.0	0	0.0	0	0.0
	Assistant Professor	1	10.0	1	9.1	1	7.1	2	15.4	3	0.0	2	200.0	1	50.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	73.3	0	n/a	0	n/a
	Other Faculty	8	80.0	8	72.7	11	78.6	10	76.9	11	0.0	3	37.5	1	10.0
	Teaching Assistant	0	0.0	1	9.1	0	0.0	0	0.0	0	14.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>5</b>	<b>50.0</b>	<b>2</b>	<b>15.4</b>
<b>HUMN</b>	<b>Humanities</b>														
	Professor	0	0.0	0	0.0	0	0.0	2	22.2	1	57.1	1	n/a	-1	-50.0
	Associate Professor	4	50.0	3	30.0	3	33.3	4	44.4	4	14.3	0	0.0	0	0.0
	Assistant Professor	2	25.0	4	40.0	3	33.3	2	22.2	1	0.0	-1	-50.0	-1	-50.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	14.3	0	n/a	0	n/a
	Other Faculty	2	25.0	3	30.0	3	33.3	1	11.1	1	0.0	-1	-50.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	28.6	0	n/a	0	n/a
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-2</b>	<b>-22.2</b>
<b>SA</b>	<b>Study Abroad</b>														
	Professor	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a
	Associate Professor	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Assistant Professor	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Instructor	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Other Faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Teaching Assistant	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>LITR</b>	<b>Literature</b>														
	Professor	2	25.0	2	28.6	2	25.0	2	25.0	2	42.9	0	0.0	0	0.0
	Associate Professor	3	37.5	2	28.6	3	37.5	2	25.0	3	0.0	0	0.0	1	50.0
	Assistant Professor	2	25.0	2	28.6	2	25.0	3	37.5	0	0.0	-2	-100.0	-3	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	28.6	0	n/a	0	n/a
	Other Faculty	1	12.5	1	14.2	1	12.5	1	12.5	2	0.0	1	100.0	1	100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-1</b>	<b>-12.5</b>
<b>NURS</b>	<b>Nursing</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	n/a	n/a	0	n/a

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
Assistant Professor	1	25.0	1	33.3	1	33.3	1	33.3	1	0.0	n/a	n/a	0	0.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	66.7	n/a	n/a	0	n/a
Other Faculty	3	75.0	2	66.7	2	66.7	2	66.7	2	0.0	n/a	n/a	0	0.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	n/a	n/a	0	n/a
<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
<b>PHIL Philosophy</b>														
Professor	1	100.0	1	100.0	1	50.0	1	50.0	1	0.0	0	0.0	0	0.0
Associate Professor	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	n/a	-1	-100.0
Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-1</b>	<b>-50.0</b>
<b>POLS Political Science</b>														
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Associate Professor	1	50.0	1	25.0	1	25.0	1	50.0	0	33.3	-1	-100.0	-1	-100.0
Assistant Professor	1	50.0	1	25.0	1	25.0	1	50.0	1	0.0	0	0.0	0	0.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	66.7	0	n/a	0	n/a
Other Faculty	0	0.0	2	50.0	2	50.0	0	0.0	2	0.0	2	n/a	2	n/a
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>		<b>1</b>	<b>50.0</b>	<b>1</b>	<b>50.0</b>
<b>PSLD Public Service Leadership</b>														
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
Other Faculty	2	100.0	2	100.0	2	100.0	3	100.0	3	0.0	1	50.0	0	0.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	5.8	0	n/a	0	n/a
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>0</b>	<b>0.0</b>
<b>PSYC Psychology</b>														
Professor	5	9.1	5	8.9	4	7.0	4	7.4	3	23.1	-2	-40.0	-1	-25.0
Associate Professor	9	16.4	12	21.4	11	19.3	12	22.2	12	26.9	3	33.3	0	0.0
Assistant Professor	15	27.3	13	23.2	15	26.3	16	29.6	14	0.0	-1	-6.7	-2	-12.5
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	23.1	0	n/a	0	n/a
Other Faculty	25	45.5	22	39.4	20	35.1	13	24.1	12	21.2	-13	-52.0	-1	-7.7
Teaching Assistant	1	1.8	4	7.1	7	12.3	9	16.7	11	0.0	10	1000.0	2	22.2
<b>subtotal</b>	<b>55</b>	<b>100.0</b>	<b>56</b>	<b>100.0</b>	<b>57</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>52</b>	<b>100.0</b>	<b>-3</b>	<b>-5.5</b>	<b>-2</b>	<b>-3.7</b>
<b>*SLIS School Library and Information Science</b>														
Professor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Associate Professor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	50.0	n/a	n/a	n/a	n/a

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Assistant Professor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0.0	n/a	n/a	n/a	n/a
	Instructor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	50.0	n/a	n/a	n/a	n/a
	Other Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0.0	n/a	n/a	n/a	n/a
	Teaching Assistant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	14.3	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>4</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>SOCI</b>	<b>Sociology</b>														
	Professor	3	14.3	3	15.8	1	5.3	1	11.1	1	42.9	-2	-66.7	0	0.0
	Associate Professor	1	4.8	2	10.5	2	10.5	2	22.2	3	0.0	2	200.0	1	50.0
	Assistant Professor	5	23.8	3	15.8	3	15.8	1	11.1	0	0.0	-5	-100.0	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	42.9	0	n/a	0	n/a
	Other Faculty	12	57.1	11	57.9	13	68.4	5	55.6	3	0.0	-9	-75.0	-2	-40.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-14</b>	<b>-66.7</b>	<b>-2</b>	<b>-22.2</b>
<b>SPAN</b>	<b>Spanish</b>														
	Professor	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Associate Professor	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Assistant Professor	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Instructor	0	0.0	0	0.0	n/a	n/a	0	0.0	0	100.0	n/a	n/a	n/a	n/a
	Other Faculty	1	100.0	1	100.0	n/a	n/a	1	100.0	1	0.0	n/a	n/a	n/a	n/a
	Teaching Assistant	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>SWRK</b>	<b>Social Work</b>														
	Professor	2	18.2	2	20.0	1	12.5	1	7.7	0	15.4	-2	-100.0	-1	-100.0
	Associate Professor	0	0.0	1	10.0	1	12.5	1	7.7	2	30.8	2	n/a	1	100.0
	Assistant Professor	4	36.4	2	20.0	3	37.5	2	15.4	4	0.0	0	0.0	2	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	46.2	0	n/a	0	n/a
	Other Faculty	5	45.5	5	50.0	3	37.5	7	53.8	6	7.7	1	20.0	-1	-14.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	2	15.4	1	40.0	1	n/a	-1	-50.0
	<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>2</b>	<b>18.2</b>	<b>0</b>	<b>0.0</b>
<b>WMST</b>	<b>Womens Studies</b>														
	Professor	2	33.3	1	25.0	2	25.0	1	16.7	2	60.0	0	0.0	1	100.0
	Associate Professor	0	0.0	1	25.0	3	37.5	2	33.3	3	0.0	3	n/a	1	50.0
	Assistant Professor	3	50.0	0	0.0	2	25.0	2	33.3	0	0.0	-3	-100.0	-2	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	16.7	2	50.0	1	12.5	1	16.7	0	0.0	-1	-100.0	-1	-100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-1</b>	<b>-16.7</b>	<b>-1</b>	<b>-16.7</b>
<b>WRIT</b>	<b>Writing</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	8.7	0	n/a	0	n/a
	Associate Professor	2	10.5	2	9.5	2	9.1	2	9.1	2	13.0	0	0.0	0	0.0

Faculty by Rank Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Assistant Professor	4	21.1	4	19.0	4	18.2	4	18.2	3	0.0	-1	-25.0	-1	-25.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	78.3	0	n/a	0	n/a
Other Faculty	13	68.4	15	71.5	16	72.7	16	72.7	18	0.0	5	38.5	2	12.5
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	6.4	0	n/a	0	n/a
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>4</b>	<b>21.1</b>	<b>1</b>	<b>4.5</b>
<b>College Total</b>	<b>228</b>		<b>236</b>		<b>248</b>		<b>221</b>		<b>219</b>		<b>-9</b>		<b>-2</b>	

\*SLIS (School Library and Information Science) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Human Science and Humanities Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Tenure	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH Anthropology</b>														
Non-tenured faculty	5	62.5	5	62.5	6	66.7	5	55.6	3	33.3	-2	-40.0	-2	-40.0
Tenured faculty	2	25.0	2	25.0	2	22.2	2	22.2	2	16.7	0	0.0	0	0.0
Tenure-track faculty	1	12.5	1	12.5	1	11.1	2	22.2	1	55.6	0	0.0	-1	-50.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-3</b>	<b>-33.3</b>
<b>ARTS Arts</b>														
Non-tenured faculty	12	63.2	15	71.4	12	60.0	12	63.2	10	27.8	-2	-16.7	-2	-16.7
Tenured faculty	3	15.8	1	4.8	2	10.0	2	10.5	5	16.7	2	66.7	3	150.0
Tenure-track faculty	4	21.1	5	23.8	6	30.0	5	26.3	3	0.0	-1	-25.0	-2	-40.0
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-1</b>	<b>-5.3</b>	<b>-1</b>	<b>-5.3</b>
<b>Behavioral Sciences</b>														
Non-tenured faculty	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	100.0	n/a	n/a	n/a	n/a
Tenured faculty	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	1	0.0	n/a	n/a	n/a	n/a
Tenure-track faculty	n/a	n/a	n/a	n/a	2	66.7	n/a	n/a	0	54.5	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>COMM Communication</b>														
Non-tenured faculty	9	60.0	7	53.8	8	57.1	6	54.5	6	27.3	-3	-33.3	0	0.0
Tenured faculty	2	13.3	2	15.4	2	14.3	2	18.2	3	18.2	1	50.0	1	50.0
Tenure-track faculty	4	26.7	4	30.8	4	28.6	3	27.3	2	0.0	-2	-50.0	-1	-33.3
<b>subtotal</b>	<b>15</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>-4</b>	<b>-26.7</b>	<b>0</b>	<b>0.0</b>
<b>CRCL Cross-Cultural Studies</b>														
Non-tenured faculty	1	14.3	1	16.7	0	0.0	0	0.0	0	75.0	-1	-100.0	0	n/a
Tenured faculty	5	71.4	3	50.0	4	66.7	4	80.0	3	25.0	-2	-40.0	-1	-25.0
Tenure-track faculty	1	14.3	2	33.3	2	33.3	1	20.0	1	66.7	0	0.0	0	0.0
<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-3</b>	<b>-42.9</b>	<b>-1</b>	<b>-20.0</b>
<b>CRIM Criminology</b>														
Non-tenured faculty	13	68.4	15	78.9	11	68.8	7	63.6	8	16.7	-5	-38.5	1	14.3
Tenured faculty	4	21.1	2	10.5	2	12.5	1	9.1	2	16.7	-2	-50.0	1	100.0
Tenure-track faculty	2	10.5	2	10.6	3	18.8	3	27.3	2	25.0	0	0.0	-1	-33.3
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>-7</b>	<b>-36.8</b>	<b>1</b>	<b>9.1</b>
<b>DMST Digital Media Studies</b>														
Non-tenured faculty	1	16.7	1	14.2	1	16.7	1	20.0	1	75.0	0	0.0	0	0.0
Tenured faculty	2	33.3	3	42.9	3	50.0	2	40.0	3	0.0	1	50.0	1	50.0
Tenure-track faculty	3	50.0	3	42.9	2	33.3	2	40.0	0	20.0	-3	-100.0	-2	-100.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-1</b>	<b>-20.0</b>

Faculty by Tenure	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>EXHS Exercise and Health Sciences</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	1	20.0	1	25.0	1	20.0	n/a	n/a	n/a	n/a	
Tenured faculty	n/a	n/a	n/a	n/a	2	40.0	1	25.0	1	60.0	n/a	n/a	n/a	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	2	40.0	2	50.0	3	100.0	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>GEOG Geography</b>															
Non-tenured faculty	1	33.3	1	33.4	2	66.7	0	0.0	3	0.0	2	200.0	3	n/a	
Tenured faculty	1	33.3	1	33.3	1	33.3	1	100.0	0	0.0	-1	-100.0	-1	-100.0	
Tenure-track faculty	1	33.3	1	33.3	0	0.0	0	0.0	0	45.5	-1	-100.0	0	n/a	
<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>200.0</b>	
<b>HIST History</b>															
Non-tenured faculty	4	36.4	4	36.4	3	30.0	3	30.0	5	45.5	1	25.0	2	66.7	
Tenured faculty	5	45.5	5	45.4	5	50.0	6	60.0	5	9.1	0	0.0	-1	-16.7	
Tenure-track faculty	2	18.2	2	18.2	2	20.0	1	10.0	1	73.3	-1	-50.0	0	0.0	
<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>10.0</b>	
<b>HLTH Health</b>															
Non-tenured faculty	8	80.0	9	81.8	11	78.6	10	76.9	11	6.7	3	37.5	1	10.0	
Tenured faculty	1	10.0	1	9.1	2	14.3	1	7.7	1	20.0	0	0.0	0	0.0	
Tenure-track faculty	1	10.0	1	9.1	1	7.1	2	15.4	3	14.3	2	200.0	1	50.0	
<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>5</b>	<b>50.0</b>	<b>2</b>	<b>15.4</b>	
<b>SA Study Abroad</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	
Tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>HUMN Humanities</b>															
Non-tenured faculty	2	25.0	3	30.0	3	33.3	1	11.1	1	71.4	-1	-50.0	0	0.0	
Tenured faculty	4	50.0	3	30.0	3	33.3	6	66.7	5	14.3	1	25.0	-1	-16.7	
Tenure-track faculty	2	25.0	4	40.0	3	33.3	2	22.2	1	28.6	-1	-50.0	-1	-50.0	
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-2</b>	<b>-22.2</b>	
<b>LITR Literature</b>															
Non-tenured faculty	1	12.5	1	14.2	1	12.5	1	12.5	2	57.1	1	100.0	1	100.0	
Tenured faculty	4	50.0	3	42.9	4	50.0	3	37.5	4	14.3	0	0.0	1	33.3	
Tenure-track faculty	3	37.5	3	42.9	3	37.5	4	50.0	1	66.7	-2	-66.7	-3	-75.0	
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-1</b>	<b>-12.5</b>	
<b>NURS Nursing</b>															
Non-tenured faculty	0	0.0	3	75.0	2	66.7	2	66.7	2	0.0	2	n/a	0	0.0	
Tenured faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a	
Tenure-track faculty	2	100.0	1	25.0	1	33.3	1	33.3	1	0.0	-1	-50.0	0	0.0	
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>0</b>	<b>0.0</b>	



Faculty by Tenure	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>PHIL Philosophy</b>															
Non-tenured faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a	
Tenured faculty	1	100.0	1	100.0	2	100.0	2	100.0	1	0.0	0	0.0	-1	-50.0	
Tenure-track faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	66.7	0	n/a	0	n/a	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-1</b>	<b>-50.0</b>	
<b>POLS Political Science</b>															
Non-tenured faculty	0	0.0	2	50	2	50.0	0	0.0	2	0.0	2	n/a	2	n/a	
Tenured faculty	2	100.0	1	25	1	25.0	1	50.0	0	33.3	-2	-100.0	-1	-100.0	
Tenure-track faculty	0	0.0	1	25	1	25.0	1	50.0	1	100.0	1	n/a	0	0.0	
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>1</b>	<b>50.0</b>	
<b>PSLD Public Service Leadership</b>															
Non-tenured faculty	2	100.0	2	100.0	2	100.0	3	100.0	3	0.0	1	50.0	0	0.0	
Tenured faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Tenure-track faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	44.2	0	n/a	0	n/a	
<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>0</b>	<b>0.0</b>	
<b>PSYC Psychology</b>															
Non-tenured faculty	26	47.3	26	46.4	27	47.4	22	40.7	23	28.8	-3	-11.5	1	4.5	
Tenured faculty	14	25.5	15	26.8	14	24.6	16	29.6	15	26.9	1	7.1	-1	-6.3	
Tenure-track faculty	15	27.3	15	26.8	16	28.1	16	29.6	14	50.0	-1	-6.7	-2	-12.5	
<b>subtotal</b>	<b>55</b>	<b>100.0</b>	<b>56</b>	<b>100.0</b>	<b>57</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>52</b>	<b>100.0</b>	<b>-3</b>	<b>-5.5</b>	<b>-2</b>	<b>-3.7</b>	
<b>SOCI Sociology</b>															
Non-tenured faculty	12	57.1	11	57.9	13	68.4	5	55.6	3	57.1	-9	-75.0	-2	-40.0	
Tenured faculty	4	19.0	5	26.3	3	15.8	3	33.3	4	0.0	0	0.0	1	33.3	
Tenure-track faculty	5	23.8	3	15.8	3	15.8	1	11.1	0	100.0	-5	-100.0	-1	-100.0	
<b>subtotal</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-14</b>	<b>-66.7</b>	<b>-2</b>	<b>-22.2</b>	
<b>*SLIS School Library and Information Science</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0.0	n/a	n/a	n/a	n/a	
Tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	50.0	n/a	n/a	n/a	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	42.9	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>4</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>SPAN Spanish</b>															
Non-tenured faculty	1	100.0	1	100.0	n/a	n/a	1	100.0	1	0.0	n/a	n/a	n/a	n/a	
Tenured faculty	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a	
Tenure-track faculty	0	0.0	0	0.0	n/a	n/a	0	0.0	0	53.8	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>SWRK Social Work</b>															
Non-tenured faculty	5	45.5	5	50.0	3	37.5	9	69.2	7	15.4	2	40.0	-2	-22.2	
Tenured faculty	2	18.2	3	30.0	2	25.0	2	15.4	2	30.8	0	0.0	0	0.0	
Tenure-track faculty	4	36.4	2	20.0	3	37.5	2	15.4	4	0.0	0	0.0	2	100.0	
<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>2</b>	<b>18.2</b>	<b>0</b>	<b>0.0</b>	

Faculty by Tenure Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>WMST Womens Studies</b>														
Non-tenured faculty	1	16.7	2	50.0	1	12.5	1	16.7	0	100.0	-1	-100.0	-1	-100.0
Tenured faculty	2	33.3	2	50.0	5	62.5	3	50.0	5	0.0	3	150.0	2	66.7
Tenure-track faculty	3	50.0	0	0.0	2	25.0	2	33.3	0	78.3	-3	-100.0	-2	-100.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-1</b>	<b>-16.7</b>	<b>-1</b>	<b>-16.7</b>
<b>WRIT Writing</b>														
Non-tenured faculty	13	68.4	15	71.4	16	72.7	16	72.7	18	8.7	5	38.5	2	12.5
Tenured faculty	2	10.5	2	9.5	2	9.1	2	9.1	2	13.0	0	0.0	0	0.0
Tenure-track faculty	4	21.1	4	19.1	4	18.2	4	18.2	3	51.1	-1	-25.0	-1	-25.0
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>4</b>	<b>21.1</b>	<b>1</b>	<b>4.5</b>
<b>College Total</b>	<b>236</b>		<b>243</b>		<b>248</b>		<b>221</b>		<b>219</b>		<b>-17</b>		<b>-2</b>	

\*SLIS (School Library and Information Science) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Human Science and Humanities Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by FT/PT	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH Anthropology</b>														
Full-time	3	37.5	3	37.5	3	33.3	4	44.4	3	50.0	0	0.0	-1	-25.0
Part-time	5	62.5	5	62.5	6	66.7	5	55.6	3	44.4	-2	-40.0	-2	-40.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-3</b>	<b>-33.3</b>
<b>ARTS Arts</b>														
Full-time	7	36.8	6	28.6	8	40.0	7	36.8	8	55.6	1	14.3	1	14.3
Part-time	12	63.2	15	71.4	12	60.0	12	63.2	10	100.0	-2	-16.7	-2	-16.7
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-1</b>	<b>-5.3</b>	<b>-1</b>	<b>-5.3</b>
<b>Behavioral Sciences</b>														
Full-time	n/a	n/a	n/a	n/a	3	100.0	n/a	n/a	1	0.0	n/a	n/a	n/a	n/a
Part-time	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	45.5	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>COMM Communication</b>														
Full-time	6	40.0	6	46.2	6	42.9	5	45.5	5	54.5	-1	-16.7	0	0.0
Part-time	9	60.0	7	53.8	8	57.1	6	54.5	6	100.0	-3	-33.3	0	0.0
<b>subtotal</b>	<b>15</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>-4</b>	<b>-26.7</b>	<b>0</b>	<b>0.0</b>
<b>CRCL Cross-Cultural Studies</b>														
Full-time	6	85.7	5	83.3	6	100.0	5	100.0	4	0.0	-2	-33.3	-1	-20.0
Part-time	1	14.3	1	16.7	0	0.0	0	0.0	0	33.3	-1	-100.0	0	n/a
<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-3</b>	<b>-42.9</b>	<b>-1</b>	<b>-20.0</b>
<b>CRIM Criminology</b>														
Full-time	6	31.6	4	21.1	5	31.3	4	36.4	4	66.7	-2	-33.3	0	0.0
Part-time	13	68.4	15	78.9	11	68.8	7	63.6	8	75.0	-5	-38.5	1	14.3
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>-7</b>	<b>-36.8</b>	<b>1</b>	<b>9.1</b>
<b>DMST Digital Media Studies</b>														
Full-time	5	83.3	6	85.7	5	83.3	4	80.0	3	25.0	-2	-40.0	-1	-25.0
Part-time	1	16.7	1	14.3	1	16.7	1	20.0	1	80.0	0	0.0	0	0.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-1</b>	<b>-20.0</b>
<b>EXHS Exercise and Health Sciences</b>														
Full-time	n/a	n/a	n/a	n/a	4	80.0	3	75.0	4	20.0	n/a	n/a	n/a	n/a
Part-time	n/a	n/a	n/a	n/a	1	20.0	1	25.0	1	0.0	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>GEOG Geography</b>														
Full-time	2	66.7	2	66.7	1	33.3	1	100.0	0	100.0	-2	-100.0	-1	-100.0
Part-time	1	33.3	1	33.3	2	66.7	0	0.0	3	54.5	2	200.0	3	n/a

Faculty by FT/PT		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>200.0</b>
<b>HIST</b>	<b>History</b>														
	Full-time	7	63.6	7	63.6	7	70.0	7	70.0	6	45.5	-1	-14.3	-1	-14.3
	Part-time	4	36.4	4	36.4	3	30.0	3	30.0	5	26.7	1	25.0	2	66.7
	<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>10.0</b>
<b>HLTH</b>	<b>Health</b>														
	Full-time	2	20.0	2	18.2	3	21.4	3	23.1	4	73.3	2	100.0	1	33.3
	Part-time	8	80.0	9	81.8	11	78.6	10	76.9	11	85.7	3	37.5	1	10.0
	<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>5</b>	<b>50.0</b>	<b>2</b>	<b>15.4</b>
<b>SA</b>	<b>Study Abroad</b>														
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a
	Part-time	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>HUMN</b>	<b>Humanities</b>														
	Full-time	6	75.0	7	70.0	6	66.7	8	88.9	6	14.3	0	0.0	-2	-25.0
	Part-time	2	25.0	3	30.0	3	33.3	1	11.1	1	71.4	-1	-50.0	0	0.0
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100</b>	<b>-1</b>	<b>-12.5</b>	<b>-2</b>	<b>-22.2</b>
<b>LITR</b>	<b>Literature</b>														
	Full-time	7	87.5	6	85.7	7	87.5	7	87.5	5	28.6	-2	-28.6	-2	-28.6
	Part-time	1	12.5	1	14.3	1	12.5	1	12.5	2	33.3	1	100.0	1	100.0
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-1</b>	<b>-12.5</b>
<b>NURS</b>	<b>Nursing</b>														
	Full-time	1	25.0	1	33.3	1	33.3	1	33.3	1	66.7	0	0.0	0	0.0
	Part-time	3	75.0	2	66.7	2	66.7	2	66.7	2	100.0	-1	-33.3	0	0.0
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>PHIL</b>	<b>Philosophy</b>														
	Full-time	1	100.0	1	100.0	2	100.0	2	100.0	1	0.0	0	0.0	-1	-50.0
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-1</b>	<b>-50.0</b>
<b>POLS</b>	<b>Political Science*</b>														
	Full-time	2	100.0	2	50.0	2	50.0	2	100.0	1	66.7	-1	-50.0	-1	-50.0
	Part-time	0	0.0	2	50.0	2	50.0	0	0.0	2	0.0	2	n/a	2	n/a
	<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>1</b>	<b>50.0</b>
<b>PSLD</b>	<b>Public Service Leadership</b>														
	Full-time	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
	Part-time	2	100.0	2	100.0	2	100.0	3	100.0	3	55.8	1	50.0	0	0.0
	<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>0</b>	<b>0.0</b>
<b>PSYC</b>	<b>Psychology</b>														
	Full-time	29	52.7	30	53.6	30	52.6	32	59.3	29	44.2	0	0.0	-3	-9.4
	Part-time	26	47.3	26	46.4	27	47.4	22	40.7	23	50.0	-3	-11.5	1	4.5

Faculty by FT/PT	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>subtotal</b>	<b>55</b>	<b>100.0</b>	<b>56</b>	<b>100.0</b>	<b>57</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>52</b>	<b>100.0</b>	<b>-3</b>	<b>-5.5</b>	<b>-2</b>	<b>-3.7</b>
<b>*SLIS School Library and Information Science</b>														
Full-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	50.0	n/a	n/a	n/a	n/a
Part-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	57.1	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>4</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>SOCI Sociology</b>														
Full-time	9	42.9	8	42.1	6	31.6	4	44.4	4	42.9	-5	-55.6	0	0.0
Part-time	12	57.1	11	57.9	13	68.4	5	55.6	3	0.0	-9	-75.0	-2	-40.0
<b>subtotal</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-14</b>	<b>-66.7</b>	<b>-2</b>	<b>-22.2</b>
<b>SPAN Spanish</b>														
Full-time	0	0.0	0	0.0	n/a	n/a	0	0.0	0	100.0	n/a	n/a	n/a	n/a
Part-time	1	100.0	1	100.0	n/a	n/a	1	100.0	1	46.2	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>SWRK Social Work</b>														
Full-time	6	54.5	5	50.0	5	62.5	4	30.8	6	53.8	0	0.0	2	50.0
Part-time	5	45.5	5	50.0	3	37.5	9	69.2	7	100.0	2	40.0	-2	-22.2
<b>sub-total</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>2</b>	<b>18.2</b>	<b>0</b>	<b>0.0</b>
<b>WMST Womens Studies</b>														
Full-time	5	83.3	2	50.0	7	87.5	5	83.3	5	0.0	0	0.0	0	0.0
Part-time	1	16.7	2	50.0	1	12.5	1	16.7	0	21.7	-1	-100.0	-1	-100.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-1</b>	<b>-16.7</b>	<b>-1</b>	<b>-16.7</b>
<b>WRIT Writing</b>														
Full-time	6	31.6	6	28.6	6	27.3	6	27.3	5	78.3	-1	-16.7	-1	-16.7
Part-time	13	68.4	15	71.4	16	72.7	16	72.7	18	48.9	5	38.5	2	12.5
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>4</b>	<b>21.1</b>	<b>1</b>	<b>4.5</b>
<b>College Total</b>	<b>236</b>		<b>243</b>		<b>248</b>		<b>221</b>		<b>219</b>		<b>-17</b>		<b>-2</b>	

\*SLIS (School Library and Information Science) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Human Science and Humanities Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH Anthropology</b>														
White	4	50.0	4	50.0	4	44.4	6	66.7	3	33.3	-1	-25.0	-3	-50.0
Black	2	25.0	2	25.0	3	33.3	2	22.2	2	0.0	0	0.0	0	0.0
Hispanic	1	12.5	0	0.0	0	0.0	0	0.0	0	16.7	-1	-100.0	0	n/a
Asian	1	12.5	2	25.0	2	22.2	1	11.1	1	0.0	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	72.2	0	n/a	0	n/a
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-3</b>	<b>-33.3</b>
<b>ARTS Arts</b>														
White	14	73.7	14	66.7	15	75.0	14	73.7	13	5.6	-1	-7.1	-1	-7.1
Black	1	5.3	1	4.8	1	5.0	1	5.3	1	16.7	0	0.0	0	0.0
Hispanic	3	15.8	4	19.0	3	15.0	3	15.8	3	0.0	0	0.0	0	0.0
Asian	1	5.3	1	4.7	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	5.6	0	n/a	0	n/a
International	0	0.0	1	4.8	1	5.0	1	5.3	1	0.0	1	n/a	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-1</b>	<b>-5.3</b>	<b>-1</b>	<b>-5.3</b>
<b>Behavioral Sciences</b>														
White	n/a	n/a	n/a	n/a	3	100.0	n/a	n/a	1	0.0	n/a	n/a	n/a	n/a
Black	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Hispanic	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Asian	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
International	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Unknown	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Multi-Racial	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	0	63.6	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>COMM Communication</b>														
White	9	60.0	8	61.5	9	64.3	7	63.6	7	0.0	-2	-22.2	0	0.0

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	2	13.3	1	7.7	1	7.1	0	0.0	0	9.1	-2	-100.0	0	n/a
	Asian	1	6.7	1	7.7	1	7.1	1	9.1	1	0.0	0	0.0	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	18.2	0	n/a	0	n/a
	International	2	13.3	2	15.4	2	14.3	2	18.2	2	0.0	0	0.0	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	9.1	0	n/a	0	n/a
	Multi-Racial	1	6.7	1	7.7	1	7.1	1	9.1	1	75.0	0	0.0	0	0.0
	<b>subtotal</b>	<b>15</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>-4</b>	<b>-26.7</b>	<b>0</b>	<b>0.0</b>
<b>CRCL</b>	<b>Cross-Cultural Studies</b>														
	White	5	71.4	5	83.3	5	83.3	5	100.0	3	25.0	-2	-40.0	-2	-40.0
	Black	1	14.3	1	16.7	1	16.7	0	0.0	1	0.0	0	0.0	1	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-3</b>	<b>-42.9</b>	<b>-1</b>	<b>-20.0</b>
<b>CRIM</b>	<b>Criminology</b>														
	White	8	42.1	9	47.3	7	43.8	4	36.4	4	25.0	-4	-50.0	0	0.0
	Black	8	42.1	4	21.1	3	18.8	2	18.2	3	25.0	-5	-62.5	1	50.0
	Hispanic	1	5.3	4	21.1	2	12.5	3	27.3	3	16.7	2	200.0	0	0.0
	Asian	1	5.3	2	10.5	3	18.8	2	18.2	2	0.0	1	100.0	0	0.0
	American Indian or Alaskan Native	1	5.3	0	0.0	1	6.3	0	0.0	0	0.0	-1	-100.0	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	50.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>-7</b>	<b>-36.8</b>	<b>1</b>	<b>9.1</b>
<b>DMST</b>	<b>Digital Media Studies</b>														
	White	2	33.3	3	42.9	3	50.0	2	40.0	2	0.0	0	0.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	16.7	1	14.3	1	16.7	0	0.0	0	25.0	-1	-100.0	0	n/a
	Asian	1	16.7	1	14.3	1	16.7	1	20.0	1	0.0	0	0.0	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	25.0	0	n/a	0	n/a
	International	2	33.3	2	28.5	1	16.7	2	40.0	1	0.0	-1	-50.0	-1	-50.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-1</b>	<b>-20.0</b>
<b>EXHS</b>	<b>Exercise and Health Sciences</b>														
	White	n/a	n/a	n/a	n/a	5	100.0	4	100.0	5	0.0	n/a	n/a	n/a	n/a
	Black	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Hispanic	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Asian	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	American Indian or Alaskan Native	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	International	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Unknown	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Multi-Racial	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	33.3	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>GEOG</b>	<b>Geography</b>														
	White	2	66.7	2	66.7	2	66.7	1	100.0	1	0.0	-1	-50.0	0	0.0
	Black	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	-1	-100.0	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	66.7	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	2	0.0	2	n/a	2	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>200.0</b>
<b>HIST</b>	<b>History</b>														
	White	11	100.0	11	100.0	10	100.0	10	100.0	11	0.0	0	0.0	1	10.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	93.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>10.0</b>
<b>HLTH</b>	<b>Health</b>														
	White	9	90.0	10	90.9	13	92.9	11	84.6	14	0.0	5	55.6	3	27.3
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	10.0	1	9.1	1	7.1	2	15.4	0	0.0	-1	-100.0	-2	-100.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a



Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	6.7	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	1	n/a	1	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	85.7	0	n/a	0	n/a
<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>5</b>	<b>50.0</b>	<b>2</b>	<b>15.4</b>
<b>SA Study Abroad</b>														
White	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Black	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Hispanic	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a
Asian	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
International	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Unknown	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Multi-Racial	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>HUMN Humanities</b>														
White	7	87.5	8	80.0	7	77.8	8	88.9	6	0.0	-1	-14.3	-2	-25.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	1	11.1	0	0.0	0	14.3	0	n/a	0	n/a
Asian	1	12.5	1	10.0	1	11.1	1	11.1	1	0.0	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	85.7	0	n/a	0	n/a
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-2</b>	<b>-22.2</b>
<b>LITR Literature</b>														
White	7	87.5	6	85.7	7	87.5	6	75.0	6	0.0	-1	-14.3	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	14.3	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	1	n/a	1	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	1	12.5	1	14.3	1	12.5	1	12.5	0	0.0	-1	-100.0	-1	-100.0
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	1	12.5	0	0.0	0	n/a	-1	-100.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-1</b>	<b>-12.5</b>
<b>NURS Nursing</b>														

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	White	0	0.0	0	0.0	0	0.0	0	0.0	0	66.7	0	n/a	0	n/a
	Black	3	75.0	2	66.7	2	66.7	2	66.7	2	0.0	-1	-33.3	0	0.0
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	Multi-Racial	1	25.0	1	33.3	1	33.3	1	33.3	1	100.0	0	0.0	0	0.0
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>PHIL</b>	<b>Philosophy</b>														
	White	1	100.0	1	100.0	1	50.0	2	100.0	1	0.0	0	0.0	-1	-50.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-1</b>	<b>-50.0</b>
<b>POLS</b>	<b>Political Science</b>														
	White	0	0.0	1	25.0	1	25.0	0	0.0	1	33.3	1	n/a	1	n/a
	Black	1	50.0	1	25.0	1	25.0	1	50.0	1	0.0	0	0.0	0	0.0
	Hispanic	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	International	1	50.0	1	25.0	1	25.0	1	50.0	1	0.0	0	0.0	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>1</b>	<b>50.0</b>
<b>PSLD</b>	<b>Public Service Leadership</b>														
	White	1	50.0	1	50.0	0	0.0	0	0.0	0	33.3	-1	-100.0	0	n/a
	Black	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	1	n/a	0	0.0
	Hispanic	1	50.0	1	50.0	1	50.0	1	33.3	1	0.0	0	0.0	0	0.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	33.3	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	1	50.0	1	33.3	1	69.2	1	n/a	0	0.0
	<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>0</b>	<b>0.0</b>
<b>PSYC</b>	<b>Psychology</b>														
	White	43	78.2	42	75.0	45	78.9	39	72.2	36	7.7	-7	-16.3	-3	-7.7
	Black	3	5.5	1	1.8	1	1.8	2	3.7	4	9.6	1	33.3	2	100.0
	Hispanic	5	9.1	6	10.7	6	10.5	7	13.0	5	7.7	0	0.0	-2	-28.6
	Asian	3	5.5	5	8.9	2	3.5	2	3.7	4	0.0	1	33.3	2	100.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	1.9	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	1	1.8	1	1.9	1	1.9	1	n/a	0	0.0
	Hawaiian / Pacific Islander	1	1.8	1	1.8	1	1.8	1	1.9	1	1.9	0	0.0	0	0.0
	Multi-Racial	0	0.0	1	1.8	1	1.8	2	3.7	1	25.0	1	n/a	-1	-50.0
	<b>subtotal</b>	<b>55</b>	<b>100.0</b>	<b>56</b>	<b>100.0</b>	<b>57</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>52</b>	<b>100.0</b>	<b>-3</b>	<b>-5.5</b>	<b>-2</b>	<b>-3.7</b>
<b>*SLIS</b>	<b>School Library and Information Science</b>														
	White	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	75.0	n/a	n/a	n/a	n/a
	Black	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	0.0	n/a	n/a	n/a	n/a
	Hispanic	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Asian	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	American Indian or Alaskan Native	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	International	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Unknown	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Multi-Racial	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	100.0	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>4</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>SOCI</b>	<b>Sociology</b>														
	White	10	47.6	14	73.7	11	57.9	8	88.9	7	0.0	-3	-30.0	-1	-12.5
	Black	6	28.6	0	0.0	2	10.5	1	11.1	0	0.0	-6	-100.0	-1	-100.0
	Hispanic	2	9.5	3	15.7	3	15.8	0	0.0	0	0.0	-2	-100.0	0	n/a
	Asian	2	9.5	1	5.3	1	5.3	0	0.0	0	0.0	-2	-100.0	0	n/a
	American Indian or Alaskan Native	1	4.8	1	5.3	1	5.3	0	0.0	0	0.0	-1	-100.0	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	1	5.3	0	0.0	0	100.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-14</b>	<b>-66.7</b>	<b>-2</b>	<b>-22.2</b>
<b>SPAN</b>	<b>Spanish</b>														
	White	1	100.0	1	100.0	n/a	n/a	1	100.0	1	0.0	n/a	n/a	n/a	n/a
	Black	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Hispanic	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
Asian	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
International	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
Unknown	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a
Multi-Racial	0	0.0	0	0.0	n/a	n/a	0	0.0	0	69.2	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>SWRK Social Work</b>														
White	11	100.0	8	80.0	6	75.0	9	69.2	9	0.0	-2	-18.2	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	23.1	0	n/a	0	n/a
Hispanic	0	0.0	2	20.0	1	12.5	3	23.1	3	7.7	3	n/a	0	0.0
Asian	0	0.0	0	0.0	0	0.0	1	7.7	1	0.0	1	n/a	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	0	n/a	0	n/a
<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>13</b>	<b>100</b>	<b>2</b>	<b>18.2</b>	<b>0</b>	<b>0.0</b>
<b>WMST Womens Studies</b>														
White	5	83.3	2	50.0	6	75.0	5	83.3	5	0.0	0	0.0	0	0.0
Black	1	16.7	1	25.0	0	0.0	1	16.7	0	0.0	-1	-100.0	-1	-100.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	1	25.0	1	12.5	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	82.6	0	n/a	0	n/a
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100</b>	<b>-1</b>	<b>-16.7</b>	<b>-1</b>	<b>-16.7</b>
<b>WRIT Writing</b>														
White	16	84.2	17	81.0	18	81.8	18	81.8	19	0.0	3	18.8	1	5.6
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	8.7	0	n/a	0	n/a
Hispanic	1	5.3	2	9.5	2	9.1	2	9.1	2	0.0	1	100.0	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	8.7	0	n/a	0	n/a
Multi-Racial	2	10.5	2	9.5	2	9.1	2	9.1	2	71.2	0	0.0	0	0.0
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>4</b>	<b>21.1</b>	<b>1</b>	<b>4.5</b>

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
College Total	236		243		248		221		219		-17		-2	

\*SLIS (School Library and Information Science) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Human Science and Humanities Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH Anthropology</b>														
Female	7	87.5	5	62.5	7	77.8	7	77.8	5	16.7	-2	-28.6	-2	-28.6
Male	1	12.5	3	37.5	2	22.2	2	22.2	1	55.6	0	0.0	-1	-50.0
<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>-2</b>	<b>-25.0</b>	<b>-3</b>	<b>-33.3</b>
<b>ARTS Arts</b>														
Female	11	57.9	12	57.1	11	55.0	10	52.6	10	44.4	-1	-9.1	0	0.0
Male	8	42.1	9	42.9	9	45.0	9	47.4	8	100.0	0	0.0	-1	-11.1
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>-1</b>	<b>-5.3</b>	<b>-1</b>	<b>-5.3</b>
<b>Behavioral Sciences</b>														
Female	n/a	n/a	n/a	n/a	2	66.7	n/a	n/a	1	63.6	n/a	n/a	n/a	n/a
Male	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>COMM Communication</b>														
Female	12	80.0	10	76.9	11	78.6	7	63.6	7	36.4	-5	-41.7	0	0.0
Male	3	20.0	3	23.1	3	21.4	4	36.4	4	50.0	1	33.3	0	0.0
<b>subtotal</b>	<b>15</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>-4</b>	<b>-26.7</b>	<b>0</b>	<b>0.0</b>
<b>CRCL Cross-Cultural Studies</b>														
Female	3	42.9	4	66.7	2	33.3	3	60.0	2	50.0	-1	-33.3	-1	-33.3
Male	4	57.1	2	33.3	4	66.7	2	40.0	2	50.0	-2	-50.0	0	0.0
<b>subtotal</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-3</b>	<b>-42.9</b>	<b>-1</b>	<b>-20.0</b>
<b>CRIM Criminology</b>														
Female	9	47.4	10	52.6	10	62.5	6	54.5	6	50.0	-3	-33.3	0	0.0
Male	10	52.6	9	47.4	6	37.5	5	45.5	6	50.0	-4	-40.0	1	20.0
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>-7</b>	<b>-36.8</b>	<b>1</b>	<b>9.1</b>
<b>DMST Digital Media Studies</b>														
Female	3	50.0	4	57.1	3	50.0	3	60.0	2	50.0	-1	-33.3	-1	-33.3
Male	3	50.0	3	42.9	3	50.0	2	40.0	2	40.0	-1	-33.3	0	0.0
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-1</b>	<b>-20.0</b>
<b>EXHS Exercise and Health Sciences</b>														
Female	n/a	n/a	n/a	n/a	1	20.0	1	25.0	2	60.0	n/a	n/a	n/a	n/a
Male	n/a	n/a	n/a	n/a	4	80.0	3	75.0	3	33.3	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>GEOG Geography</b>														
Female	2	66.7	2	66.7	2	66.7	0	0.0	1	66.7	-1	-50.0	1	n/a
Male	1	33.3	1	33.3	1	33.3	1	100.0	2	36.4	1	100.0	1	100.0

Faculty by Gender		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	<b>subtotal</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>200.0</b>
<b>HIST</b>	<b>History</b>														
	Female	3	27.3	3	27.3	2	20.0	2	20.0	4	63.6	1	33.3	2	100.0
	Male	8	72.7	8	72.7	8	80.0	8	80.0	7	40.0	-1	-12.5	-1	-12.5
	<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>10.0</b>
<b>HLTH</b>	<b>Health</b>														
	Female	4	40.0	4	36.4	5	35.7	4	30.8	6	60.0	2	50.0	2	50.0
	Male	6	60.0	7	63.6	9	64.3	9	69.2	9	71.4	3	50.0	0	0.0
	<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>5</b>	<b>50.0</b>	<b>2</b>	<b>15.4</b>
<b>SA</b>	<b>Study Abroad</b>														
	Female	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	n/a	n/a	n/a	n/a	n/a	n/a
	Male	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>HUMN</b>	<b>Humanities</b>														
	Female	7	87.5	7	70.0	8	88.9	5	55.6	5	28.6	-2	-28.6	0	0.0
	Male	1	12.5	3	30.0	1	11.1	4	44.4	2	57.1	1	100.0	-2	-50.0
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-2</b>	<b>-22.2</b>
<b>LITR</b>	<b>Literature</b>														
	Female	4	50.0	3	42.9	4	50.0	4	50.0	4	42.9	0	0.0	0	0.0
	Male	4	50.0	4	57.1	4	50.0	4	50.0	3	100.0	-1	-25.0	-1	-25.0
	<b>subtotal</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-1</b>	<b>-12.5</b>	<b>-1</b>	<b>-12.5</b>
<b>NURS</b>	<b>Nursing</b>														
	Female	4	100.0	3	100.0	3	100.0	3	100.0	3	100.0	-1	-25.0	0	0.0
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-1</b>	<b>-25.0</b>	<b>0</b>	<b>0.0</b>
<b>PHIL</b>	<b>Philosophy</b>														
	Female	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	1	100.0	1	100.0	1	50.0	2	100.0	1	33.3	0	0.0	-1	-50.0
	<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-1</b>	<b>-50.0</b>
<b>POLS</b>	<b>Political Science</b>														
	Female	0	0.0	2	50.0	2	50.0	0	0.0	1	66.7	1	n/a	1	n/a
	Male	2	100.0	2	50.0	2	50.0	2	100.0	2	100.0	0	0.0	0	0.0
	<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>1</b>	<b>50.0</b>
<b>PSLD</b>	<b>Public Service Leadership</b>														
	Female	2	100.0	2	100.0	2	100.0	3	100.0	3	69.2	1	50.0	0	0.0
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>50.0</b>	<b>0</b>	<b>0.0</b>
<b>PSYC</b>	<b>Psychology</b>														
	Female	30	54.5	34	60.7	34	59.6	37	68.5	36	30.8	6	20.0	-1	-2.7
	Male	25	45.5	22	39.3	23	40.4	17	31.5	16	100.0	-9	-36.0	-1	-5.9

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>subtotal</b>	<b>55</b>	<b>100.0</b>	<b>56</b>	<b>100.0</b>	<b>57</b>	<b>100.0</b>	<b>54</b>	<b>100.0</b>	<b>52</b>	<b>100.0</b>	<b>-3</b>	<b>-5.5</b>	<b>-2</b>	<b>-3.7</b>	
<b>*SLIS School Library and Information Science</b>															
Female	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	57.1	n/a	n/a	n/a	n/a	
Male	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>4</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>SOCI Sociology</b>															
Female	15	71.4	11	57.9	10	52.6	3	33.3	4	42.9	-11	-73.3	1	33.3	
Male	6	28.6	8	42.1	9	47.4	6	66.7	3	100.0	-3	-50.0	-3	-50.0	
<b>subtotal</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>-14</b>	<b>-66.7</b>	<b>-2</b>	<b>-22.2</b>	
<b>SPAN Spanish</b>															
Female	1	100.0	1	100.0	n/a	n/a	1	100.0	1	76.9	n/a	n/a	n/a	n/a	
Male	0	0.0	0	0.0	n/a	n/a	0	0.0	0	0.0	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>SWRK Social Work</b>															
Female	6	54.5	4	40.0	5	62.5	9	69.2	10	23.1	4	66.7	1	11.1	
Male	5	45.5	6	60.0	3	37.5	4	30.8	3	100.0	-2	-40.0	-1	-25.0	
<b>subtotal</b>	<b>11</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>2</b>	<b>18.2</b>	<b>0</b>	<b>0.0</b>	
<b>WMST Womens Studies</b>															
Female	6	100.0	4	100.0	7	87.5	6	100.0	5	78.3	-1	-16.7	-1	-16.7	
Male	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>-1</b>	<b>-16.7</b>	<b>-1</b>	<b>-16.7</b>	
<b>WRIT Writing</b>															
Female	15	78.9	18	85.7	17	77.3	17	77.3	18	21.7	3	20.0	1	5.9	
Male	4	21.1	3	14.3	5	22.7	5	22.7	5	63.9	1	25.0	0	0.0	
<b>subtotal</b>	<b>19</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>4</b>	<b>21.1</b>	<b>1</b>	<b>4.5</b>	
<b>College Total</b>	<b>236</b>		<b>243</b>		<b>248</b>		<b>221</b>		<b>219</b>		<b>-17</b>		<b>-2</b>		

\*SLIS (School Library and Information Science) has been added as of Fall 2019



University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Science and Engineering Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.

Mean and Median Age	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	52	52	51	51	50	50	52	51	52	52

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	18	14.0	17	12.6	17	13.2	20	18.3	22	19.6	4	22.2	2	10.0
Associate Professor	28	21.7	30	22.2	29	22.5	26	23.9	23	20.5	-5	-17.9	-3	-11.5
Assistant Professor	22	17.1	27	20.0	24	18.6	23	21.1	25	22.3	3	13.6	2	8.7
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	61	47.3	61	45.2	59	45.7	40	36.7	42	37.5	-19	-31.1	2	5.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>CSE Total</b>	<b>129</b>	<b>100.0</b>	<b>135</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>112</b>	<b>100.0</b>	<b>-17</b>	<b>-13.2</b>	<b>3</b>	<b>2.8</b>

Faculty by Tenure Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	61	47.3	61	45.2	59	45.7	40	36.7	42	37.5	-19	-31.1	2	5.0
Tenured faculty	45	34.9	45	33.3	44	34.1	46	42.2	45	40.2	0	0.0	-1	-2.2
Tenure-track faculty	23	17.8	29	21.5	26	20.2	23	21.1	25	22.3	2	8.7	2	8.7
<b>CSE Total</b>	<b>129</b>	<b>100.0</b>	<b>135</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>112</b>	<b>100.0</b>	<b>-17</b>	<b>-13.2</b>	<b>3</b>	<b>2.8</b>

Faculty by FT/PT Status	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	68	52.7	74	54.8	70	54.3	69	63.3	70	62.5	2	2.9	-7	1.4
Part-time	61	47.3	61	45.2	59	45.7	40	36.7	42	37.5	-19	-31.1	-3	5.0
<b>CSE Total</b>	<b>129</b>	<b>100.0</b>	<b>135</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>112</b>	<b>100.0</b>	<b>-17</b>	<b>-13.2</b>	<b>3</b>	<b>2.8</b>

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	75	58.1	76	56.3	73	56.6	59	54.1	64	57.1	-11	-14.7	5	8.5
Black	3	2.3	3	2.2	3	2.3	1	0.9	1	0.9	-2	-66.7	0	0.0
Hispanic	7	5.4	8	5.9	8	6.2	6	5.5	9	8.0	2	28.6	3	50.0
Asian	36	27.9	38	28.2	37	28.7	35	32.1	31	27.7	-5	-13.9	-4	-11.4
American Indian or Alaskan Na	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	7	5.4	10	7.4	8	6.2	7	6.4	7	6.3	0	0.0	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0	0	n/a	-1	-100.0
Multi-Racial	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>CSE Total</b>	<b>129</b>	<b>100.0</b>	<b>135</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>112</b>	<b>100.0</b>	<b>-17</b>	<b>-13.2</b>	<b>3</b>	<b>2.8</b>

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	32	24.8	34	25.2	36	27.9	30	27.5	28	25.0	-4	-12.5	-2	-6.7
Male	97	75.2	101	74.8	93	72.1	79	72.5	84	75.0	-13	-13.4	5	6.3
<b>CSE Total</b>	<b>129</b>	<b>100.0</b>	<b>135</b>	<b>100.0</b>	<b>129</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>112</b>	<b>100.0</b>	<b>-17</b>	<b>-13.2</b>	<b>3</b>	<b>2.8</b>

**University of Houston-Clear Lake**  
**Office of Institutional Effectiveness**  
**College of Science and Engineering Summary Fall 2015-Fall 2019**

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Area of Instruction Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR Astronomy and Space Science	1	0.6	4	2.2	3	1.7	3	2.0	1	0.7	0	0.0	-2	-66.7
BIOL Biology	25	14.7	22	12.4	21	12.2	19	12.6	20	13.6	-5	-20.0	1	5.3
BIOT Biotechnology	6	3.5	8	4.5	8	4.7	7	4.6	7	4.8	1	16.7	0	0.0
CENG Computer Engineering	13	7.6	16	9.0	16	9.3	11	7.3	9	6.1	-4	-30.8	-2	-18.2
CHEM Chemistry	17	10.0	18	10.1	15	8.7	16	10.6	14	9.5	-3	-17.6	-2	-12.5
CINF Computer Information Systems	6	3.5	7	3.9	9	5.2	8	5.3	9	6.1	3	50.0	1	12.5
CSCI Computer Science	26	15.3	25	14.0	24	14.0	19	12.6	16	10.9	-10	-38.5	-3	-15.8
EMGT Engineering Management	4	2.4	7	3.9	5	2.9	4	2.6	4	2.7	0	0.0	0	0.0
Pre-Engineering	n/a	n/a	n/a	n/a	1	0.6	3	2.0	3	2.0	n/a	n/a	n/a	n/a
ENSC Environmental Science	6	3.5	7	3.9	6	3.5	5	3.3	7	4.8	1	16.7	2	40.0
GEOG Geology	6	3.5	5	2.8	5	2.9	6	4.0	4	2.7	-2	-33.3	-2	-33.3
INDH Industrial Hygiene and Safety	5	2.9	4	2.2	5	2.9	5	3.3	n/a	n/a	n/a	n/a	n/a	n/a
ITEC Information Technology	5	2.9	6	3.4	6	3.5	7	4.6	7	4.8	2	40.0	0	0.0
MATH Mathematics	17	10.0	19	10.7	20	11.6	14	9.3	19	12.9	2	11.8	5	35.7
Meachanical Engineering	n/a	n/a	n/a	n/a	1	0.6	3	2.0	5	3.4	n/a	n/a	2	66.7
NCB Integrated Reading and Writing	n/a	n/a	n/a	n/a	n/a	n/a	1	0.7	1	0.7	n/a	n/a	0	0.0
NCB Math	n/a	n/a	n/a	n/a	n/a	n/a	1	0.7	1	0.7	n/a	n/a	0	0.0
*OSAH Occupational Safety and Health	n/a	n/a	n/a	n/a	n/a	n/a	n	n	3	2.0	n/a	n/a	n/a	n/a
PHYS Physics	10	5.9	10	5.6	10	5.8	6	4.0	8	5.4	-2	-20.0	2	33.3
SENG Systems Engineering	6	3.5	7	3.9	4	2.3	4	2.6	3	2.0	-3	-50.0	-1	-25.0
STAT Statistics	5	2.9	4	2.2	5	2.9	5	3.3	5	3.4	0	0.0	0	0.0
SWEN Software Engineering	12	7.1	9	5.1	8	4.7	4	2.6	4	2.7	-8	-66.7	0	0.0
<b>College Total</b>	<b>170</b>	<b>100.0</b>	<b>178</b>	<b>99.8</b>	<b>172</b>	<b>100.0</b>	<b>151</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>	<b>-20</b>	<b>-11.8</b>	<b>-1</b>	<b>-0.7</b>

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

Mean and Median Age		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ASTR	Astronomy and Space Science	58	58	48	48	42	39	51	52	40	40
BIOL	Biology	53	52	54	53	53	54	51	55	53	56
BIOT	Biotechnology	49	45	54	56	50	47	52	51	54	57
CENG	Computer Engineering	56	57	51	55	50	51	51	57	53	58
CHEM	Chemistry	51	51	52	50	50	49	50	51	49	49
CINF	Computer Information Systems	50	52	48	43	50	50	55	58	49	48
CSCI	Computer Science	53	55	52	54	52	53	56	58	56	60
EMGT	Engineering Management	49	47	48	49	45	38	40	38	41	39
	Pre-Engineering	n/a	n/a	n/a	n/a	56	56	52	55	41	41
ENSC	Environmental Science	53	54	53	52	54	56	51	54	56	55
GEOG	Geology	49	48	44	45	45	46	53	52	57	57
INDH	Industrial Hygiene and Safety	55	54	53	52	54	54	55	54	n/a	n/a
ITEC	Information Technology	49	49	51	52	55	57	58	60	58	61
MATH	Mathematics	50	54	50	51	49	48	48	45	48	50
	Meachanical Engineering	n/a	n/a	n/a	n/a	61	61	47	42	45	41
	NCB Integrated Reading and Writing	n/a	n/a	n/a	n/a	n/a	n/a	34	34	43	43
	NCB Math	n/a	n/a	n/a	n/a	n/a	n/a	39	39	40	40
	*OSAH Occupational Safety and Health	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	57	51
PHYS	Physics	51	48	45	46	45	47	48	48	51	49
SENG	Systems Engineering	54	51	53	55	59	61	55	53	62	67
STAT	Statistics	50	46	45	43	42	38	53	49	44	42
SWEN	Software Engineering	55	55	54	55	57	59	63	60	66	64
<b>College Mean and Median Age</b>		<b>52</b>	<b>53</b>	<b>52</b>	<b>53</b>	<b>51</b>	<b>51</b>	<b>52</b>	<b>52</b>	<b>52</b>	<b>52</b>

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Science and Engineering Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Rank	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR Astronomy and Space Science</b>															
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Associate Professor	1	100.0	2	50.0	1	33.3	2	66.7	0	0.0	-1	-100.0	-2	-100.0	
Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Other Faculty	0	0.0	2	50.0	2	66.7	1	33.3	1	100.0	1	n/a	0	0.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-2</b>	<b>-66.7</b>	
<b>BIOL Biology</b>															
Professor	4	16.0	4	18.2	3	14.3	3	15.8	3	15.0	-1	-25.0	0	0.0	
Associate Professor	6	24.0	7	31.8	6	28.6	5	26.3	5	25.0	-1	-16.7	0	0.0	
Assistant Professor	3	12.0	3	13.6	2	9.5	3	15.8	3	15.0	0	0.0	0	0.0	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Other Faculty	12	48.0	8	36.4	10	47.6	8	42.1	9	45.0	-3	-25.0	1	12.5	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>25</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>-5</b>	<b>-20.0</b>	<b>1</b>	<b>5.3</b>	
<b>BIOT Biotechnology</b>															
Professor	1	16.7	2	25.0	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0	
Associate Professor	3	50.0	5	62.5	5	62.5	4	57.1	4	57.1	1	33.3	0	0.0	
Assistant Professor	1	16.7	0	0.0	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Other Faculty	1	16.7	1	12.5	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>0</b>	<b>0.0</b>	
<b>CENG Computer Engineering</b>															
Professor	2	15.4	2	12.5	2	12.5	2	18.2	2	22.2	0	0.0	0	0.0	
Associate Professor	2	15.4	1	6.3	2	12.5	1	9.1	1	11.1	-1	-50.0	0	0.0	
Assistant Professor	3	23.1	5	31.2	5	31.3	5	45.5	5	55.6	2	66.7	0	0.0	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Other Faculty	6	46.2	8	50.0	7	43.8	3	27.3	1	11.1	-5	-83.3	-2	-66.7	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>-4</b>	<b>-30.8</b>	<b>-2</b>	<b>-18.2</b>	
<b>CHEM Chemistry</b>															
Professor	4	23.5	4	22.2	4	26.7	4	25.0	4	28.6	0	0.0	0	0.0	
Associate Professor	3	17.6	2	11.1	2	13.3	2	12.5	1	7.1	-2	-66.7	-1	-50.0	

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Assistant Professor	3	17.6	4	22.2	5	33.3	4	25.0	4	28.6	1	33.3	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	7	41.2	8	44.5	4	26.7	6	37.5	5	35.7	-2	-28.6	-1	-16.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-3</b>	<b>-17.6</b>	<b>-2</b>	<b>-12.5</b>
<b>CINF</b>	<b>Computer Information Systems</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	2	22.2	2	n/a	2	n/a
	Associate Professor	2	33.3	1	14.3	3	33.3	5	62.5	5	55.6	3	150.0	0	0.0
	Assistant Professor	2	33.3	4	57.1	3	33.3	0	0.0	1	11.1	-1	-50.0	1	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	33.3	2	28.6	3	33.3	3	37.5	1	11.1	-1	-50.0	-2	-66.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>3</b>	<b>50.0</b>	<b>1</b>	<b>12.5</b>
<b>CSCI</b>	<b>Computer Science</b>														
	Professor	6	23.1	5	20.0	4	16.7	5	26.3	6	37.5	0	0.0	1	20.0
	Associate Professor	5	19.2	6	24.0	7	29.2	8	42.1	6	37.5	1	20.0	-2	-25.0
	Assistant Professor	6	23.1	6	24.0	5	20.8	2	10.5	2	12.5	-4	-66.7	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	9	34.6	8	32.0	8	33.3	4	21.1	2	12.5	-7	-77.8	-2	-50.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>25</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>-10</b>	<b>-38.5</b>	<b>-3</b>	<b>-15.8</b>
<b>EMGT</b>	<b>Engineering Management</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	1	25.0	2	28.6	2	40.0	2	50.0	2	50.0	1	100.0	0	0.0
	Assistant Professor	1	25.0	2	28.6	2	40.0	2	50.0	2	50.0	1	100.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	50.0	3	42.9	1	20.0	0	0.0	0	0.0	-2	-100.0	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>7</b>	<b>100.1</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>Pre-Engineering</b>															
	Professor	n/a	n/a	n/a	n/a	0	0.0	1	33.3	0	0.0	n/a	n/a	-1	-100.0
	Associate Professor	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Assistant Professor	n/a	n/a	n/a	n/a	0	0.0	2	66.7	3	100.0	n/a	n/a	1	50.0
	Instructor	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Other Faculty	n/a	n/a	n/a	n/a	1	100.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Teaching Assistant	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
<b>ENSC</b>	<b>Environmental Science</b>														
	Professor	2	33.3	2	28.5	3	50.0	3	60.0	4	57.1	2	100.0	1	33.3
	Associate Professor	2	33.3	3	42.9	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Assistant Professor	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	n/a	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	33.3	2	28.6	3	50.0	1	20.0	3	42.9	1	50.0	2	200.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>2</b>	<b>40.0</b>
<b>GEOL</b>	<b>Geology</b>														
	Professor	1	16.7	1	20.0	1	20.0	2	33.3	2	50.0	1	100.0	0	0.0
	Associate Professor	1	16.7	1	20.0	1	20.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Assistant Professor	1	16.7	1	20.0	1	20.0	1	16.7	1	25.0	0	0.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	50.0	2	40.0	2	40.0	3	50.0	1	25.0	-2	-66.7	-2	-66.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-2</b>	<b>-33.3</b>
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Professor	0	0.0	0	0.0	1	20.0	2	40.0	n/a	n/a	n/a	n/a	n/a	n/a
	Associate Professor	2	40.0	2	50.0	1	20.0	1	20.0	n/a	n/a	n/a	n/a	n/a	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Other Faculty	3	60.0	2	50.0	3	60.0	2	40.0	n/a	n/a	n/a	n/a	n/a	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>ITEC</b>	<b>Information Technology</b>														
	Professor	0	0.0	0	0.0	1	16.7	2	28.6	2	28.6	2	n/a	0	0.0
	Associate Professor	1	20.0	1	16.7	1	16.7	1	14.3	2	28.6	1	100.0	1	100.0
	Assistant Professor	3	60.0	3	50.0	2	33.3	1	14.3	1	14.3	-2	-66.7	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	20.0	2	33.3	2	33.3	3	42.9	2	28.6	1	100.0	-1	-33.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>2</b>	<b>40.0</b>	<b>0</b>	<b>0.0</b>
<b>MATH</b>	<b>Mathematics</b>														
	Professor	2	11.8	2	10.4	2	10.0	2	14.3	2	10.5	0	0.0	0	0.0
	Associate Professor	4	23.5	4	21.1	4	20.0	3	21.4	2	10.5	-2	-50.0	-1	-33.3
	Assistant Professor	1	5.9	1	5.3	1	5.0	1	7.1	2	10.5	1	100.0	1	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	10	58.8	12	63.2	13	65.0	8	57.1	13	68.4	3	30.0	5	62.5
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>2</b>	<b>11.8</b>	<b>5</b>	<b>35.7</b>
<b>Meachanical Engineering</b>															
	Professor	n/a	n/a	n/a	n/a	1	100.0	1	33.3	1	20.0	n/a	n/a	0	0.0
	Associate Professor	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a

Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Assistant Professor		n/a	n/a	n/a	n/a	0	0.0	2	66.7	4	80.0	n/a	n/a	2	100.0
Instructor		n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
Other Faculty		n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
Teaching Assistant		n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
<b>subtotal</b>		<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>2</b>	<b>66.7</b>
<b>NCB Integrated Reading and Writing</b>															
Professor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Associate Professor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Assistant Professor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Instructor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Other Faculty		n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0
Teaching Assistant		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
<b>subtotal</b>		<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
<b>NCB Math</b>															
Professor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Associate Professor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Assistant Professor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Instructor		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
Other Faculty		n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0
Teaching Assistant		n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
<b>subtotal</b>		<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
<b>*OSAH Occupational Safety and Health</b>															
Professor		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	n/a	n/a
Associate Professor		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	n/a	n/a
Assistant Professor		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Instructor		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
Other Faculty		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	n/a	n/a
Teaching Assistant		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
<b>subtotal</b>		<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>PHYS Physics</b>															
Professor		1	10.0	1	10.0	0	0.0	1	16.7	2	25.0	1	100.0	1	100.0
Associate Professor		3	30.0	3	30.0	3	30.0	2	33.3	1	12.5	-2	-66.7	-1	-50.0
Assistant Professor		1	10.0	1	10.0	1	10.0	1	16.7	1	12.5	0	0.0	0	0.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		5	50.0	5	50.0	6	60.0	2	33.3	4	50.0	-1	-20.0	2	100.0
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>		<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-2</b>	<b>-20.0</b>	<b>2</b>	<b>33.3</b>
<b>SENG Systems Engineering</b>															
Professor		1	16.7	1	14.2	1	25.0	1	25.0	1	33.3	0	0.0	0	0.0
Associate Professor		2	33.3	2	28.6	2	50.0	2	50.0	2	66.7	0	0.0	0	0.0



Faculty by Rank		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Assistant Professor		1	16.7	1	14.3	0	0.0	1	25.0	0	0.0	-1	-100.0	-1	-100.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		2	33.3	3	42.9	1	25.0	0	0.0	0	0.0	-2	-100.0	0	n/a
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>		<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-3</b>	<b>-50.0</b>	<b>-1</b>	<b>-25.0</b>
<b>STAT Statistics</b>															
Professor		1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Associate Professor		1	20.0	1	25.0	1	20.0	1	20.0	1	20.0	0	0.0	0	0.0
Assistant Professor		1	20.0	2	50.0	1	20.0	2	40.0	2	40.0	1	100.0	0	0.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		2	40.0	1	25.0	3	60.0	2	40.0	2	40.0	0	0.0	0	0.0
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>		<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>SWEN Software Engineering</b>															
Professor		1	8.3	0	0.0	1	12.5	0	0.0	0	0.0	-1	-100.0	0	n/a
Associate Professor		4	33.3	4	44.4	4	50.0	2	50.0	2	50.0	-2	-50.0	0	0.0
Assistant Professor		3	25.0	2	22.2	1	12.5	1	25.0	1	25.0	-2	-66.7	0	0.0
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		4	33.3	3	33.4	2	25.0	1	25.0	1	25.0	-3	-75.0	0	0.0
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>		<b>12</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-8</b>	<b>-66.7</b>	<b>0</b>	<b>0.0</b>
														0	
<b>College Total</b>		<b>170</b>		<b>178</b>		<b>172</b>		<b>151</b>		<b>150</b>		<b>-20</b>		<b>-1</b>	

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Science and Engineering Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Tenure	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR Astronomy and Space Science</b>															
Non-tenured faculty	0	0.0	2	50.0	2	66.7	1	33.3	1	100.0	1	n/a	0	0.0	
Tenured faculty	1	100.0	2	50.0	1	33.3	2	66.7	0	0.0	-1	-100.0	-2	-100.0	
Tenure-track faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-2</b>	<b>-66.7</b>	
<b>BIOL Biology</b>															
Non-tenured faculty	12	48.0	8	36.4	10	47.6	8	42.1	9	45.0	-3	-25.0	1	12.5	
Tenured faculty	10	40.0	10	45.5	8	38.1	8	42.1	8	40.0	-2	-20.0	0	0.0	
Tenure-track faculty	3	12.0	4	18.1	3	14.3	3	15.8	3	15.0	0	0.0	0	0.0	
<b>subtotal</b>	<b>25</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>-5</b>	<b>-20.0</b>	<b>1</b>	<b>5.3</b>	
<b>BIOT Biotechnology</b>															
Non-tenured faculty	1	16.7	1	12.5	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0	
Tenured faculty	4	66.7	7	87.5	5	62.5	5	71.4	5	71.4	1	25.0	0	0.0	
Tenure-track faculty	1	16.7	0	0.0	2	25.0	1	14.3	1	14.3	0	0.0	0	0.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>0</b>	<b>0.0</b>	
<b>CENG Computer Engineering</b>															
Non-tenured faculty	6	46.2	8	50.0	7	43.8	3	27.3	1	11.1	-5	-83.3	-2	-66.7	
Tenured faculty	4	30.8	3	18.8	4	25.0	3	27.3	3	33.3	-1	-25.0	0	0.0	
Tenure-track faculty	3	23.1	5	31.2	5	31.3	5	45.5	5	55.6	2	66.7	0	0.0	
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>-4</b>	<b>-30.8</b>	<b>-2</b>	<b>-18.2</b>	
<b>CHEM Chemistry</b>															
Non-tenured faculty	7	41.2	8	44.4	4	26.7	6	37.5	5	35.7	-2	-28.6	-1	-16.7	
Tenured faculty	7	41.2	6	33.4	6	40.0	6	37.5	5	35.7	-2	-28.6	-1	-16.7	
Tenure-track faculty	3	17.6	4	22.2	5	33.3	4	25.0	4	28.6	1	33.3	0	0.0	
<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-3</b>	<b>-17.6</b>	<b>-2</b>	<b>-12.5</b>	
<b>CINF Computer Information Systems</b>															
Non-tenured faculty	2	33.3	2	28.6	3	33.3	3	37.5	1	11.1	-1	-50.0	-2	-66.7	
Tenured faculty	2	33.3	1	14.3	3	33.3	5	62.5	7	77.8	5	250.0	2	40.0	
Tenure-track faculty	2	33.3	4	57.1	3	33.3	0	0.0	1	11.1	-1	-50.0	1	n/a	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>3</b>	<b>50.0</b>	<b>1</b>	<b>12.5</b>	
<b>CSCI Computer Science</b>															
Non-tenured faculty	9	34.6	8	32.0	8	33.3	4	21.1	2	12.5	-7	-77.8	-2	-50.0	
Tenured faculty	11	42.3	11	44.0	11	45.8	13	68.4	12	75.0	1	9.1	-1	-7.7	
Tenure-track faculty	6	23.1	6	24.0	5	20.8	2	10.5	2	12.5	-4	-66.7	0	0.0	
<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>25</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>-10</b>	<b>-38.5</b>	<b>-3</b>	<b>-15.8</b>	

Faculty by Tenure	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>EMGT Engineering Management</b>															
Non-tenured faculty	2	50.0	3	42.8	1	20.0	0	0.0	0	0.0	-2	-100.0	0	n/a	
Tenured faculty	1	25.0	2	28.6	2	40.0	2	50.0	2	50.0	1	100.0	0	0.0	
Tenure-track faculty	1	25.0	2	28.6	2	40.0	2	50.0	2	50.0	1	100.0	0	0.0	
<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>Pre-Engineering</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	1	100.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	
Tenured faculty	n/a	n/a	n/a	n/a	0	0.0	1	33.3	0	0.0	n/a	n/a	n/a	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	0	0.0	2	66.7	3	100.0	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>ENSC Environmental Science</b>															
Non-tenured faculty	2	33.3	2	28.6	3	50.0	1	20.0	3	42.9	1	50.0	2	200.0	
Tenured faculty	4	66.7	5	71.4	3	50.0	3	60.0	4	57.1	0	0.0	1	33.3	
Tenure-track faculty	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	n/a	-1	-100.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>2</b>	<b>40.0</b>	
<b>GEOL Geology</b>															
Non-tenured faculty	3	50.0	2	40.0	2	40.0	3	50.0	1	25.0	-2	-66.7	-2	-66.7	
Tenured faculty	2	33.3	2	40.0	2	40.0	2	33.3	2	50.0	0	0.0	0	0.0	
Tenure-track faculty	1	16.7	1	20.0	1	20.0	1	16.7	1	25.0	0	0.0	0	0.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-2</b>	<b>-33.3</b>	
<b>INDH Industrial Hygiene and Safety</b>															
Non-tenured faculty	3	60.0	2	50.0	3	60.0	2	40.0	n/a	n/a	n/a	n/a	n/a	n/a	
Tenured faculty	1	20.0	1	25.0	1	20.0	3	60.0	n/a	n/a	n/a	n/a	n/a	n/a	
Tenure-track faculty	1	20.0	1	25.0	1	20.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>ITEC Information Technology</b>															
Non-tenured faculty	1	20.0	2	33.3	2	33.3	3	42.9	2	28.6	1	100.0	-1	-33.3	
Tenured faculty	1	20.0	1	16.7	2	33.3	3	42.9	4	57.1	3	300.0	1	33.3	
Tenure-track faculty	3	60.0	3	50.0	2	33.3	1	14.3	1	14.3	-2	-66.7	0	0.0	
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>2</b>	<b>40.0</b>	<b>0</b>	<b>0.0</b>	
<b>MATH Mathematics</b>															
Non-tenured faculty	10	58.8	12	63.2	13	65.0	8	57.1	13	68.4	3	30.0	5	62.5	
Tenured faculty	6	35.3	6	31.6	6	30.0	5	35.7	4	21.1	-2	-33.3	-1	-20.0	
Tenure-track faculty	1	5.9	1	5.2	1	5.0	1	7.1	2	10.5	1	100.0	1	100.0	
<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>2</b>	<b>11.8</b>	<b>5</b>	<b>35.7</b>	
<b>Meachanical Engineering</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
Tenured faculty	n/a	n/a	n/a	n/a	1	100.0	1	33.3	1	20.0	n/a	n/a	0	0.0	
Tenure-track faculty	n/a	n/a	n/a	n/a	0	0.0	2	66.7	4	80.0	n/a	n/a	2	100.0	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>2</b>	<b>66.7</b>	

Faculty by Tenure	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>NCB Integrated Reading and Writing</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0	
Tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>	
<b>NCB Math</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0	
Tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>	
<b>*OSAH Occupational Safety and Health</b>															
Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	n/a	n/a	
Tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	66.7	n/a	n/a	n/a	n/a	
Tenure-track faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	
<b>PHYS Physics</b>															
Non-tenured faculty	5	50.0	5	50.0	6	60.0	2	33.3	4	50.0	-1	-20.0	2	100.0	
Tenured faculty	4	40.0	4	40.0	3	30.0	3	50.0	3	37.5	-1	-25.0	0	0.0	
Tenure-track faculty	1	10.0	1	10.0	1	10.0	1	16.7	1	12.5	0	0.0	0	0.0	
<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-2</b>	<b>-20.0</b>	<b>2</b>	<b>33.3</b>	
<b>SENG Systems Engineering</b>															
Non-tenured faculty	2	33.3	3	42.9	1	25.0	0	0.0	0	0.0	-2	-100.0	0	n/a	
Tenured faculty	3	50.0	3	42.9	3	75.0	3	75.0	3	100.0	0	0.0	0	0.0	
Tenure-track faculty	1	16.7	1	14.2	0	0.0	1	25.0	0	0.0	-1	-100.0	-1	-100.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-3</b>	<b>-50.0</b>	<b>-1</b>	<b>-25.0</b>	
<b>STAT Statistics</b>															
Non-tenured faculty	2	40.0	1	25.0	3	60.0	2	40.0	2	40.0	0	0.0	0	0.0	
Tenured faculty	2	40.0	1	25.0	1	20.0	1	20.0	1	20.0	-1	-50.0	0	0.0	
Tenure-track faculty	1	20.0	2	50.0	1	20.0	2	40.0	2	40.0	1	100.0	0	0.0	
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>SWEN Software Engineering</b>															
Non-tenured faculty	4	33.3	3	33.4	2	25.0	1	25.0	1	25.0	-3	-75.0	0	0.0	
Tenured faculty	5	41.7	4	44.4	5	62.5	2	50.0	2	50.0	-3	-60.0	0	0.0	
Tenure-track faculty	3	25.0	2	22.2	1	12.5	1	25.0	1	25.0	-2	-66.7	0	0.0	
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-8</b>	<b>-66.7</b>	<b>0</b>	<b>0.0</b>	
<b>College Total</b>	<b>170</b>		<b>178</b>		<b>172</b>		<b>151</b>		<b>150</b>		<b>-20</b>		<b>-1</b>		

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Science and Engineering Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by FT/PT	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR Astronomy and Space Science</b>															
Full-time	1	100.0	2	50.0	1	33.3	2	66.7	0	0.0	-1	-100.0	-2	-100.0	
Part-time	0	0.0	2	50.0	2	66.7	1	33.3	1	100.0	1	n/a	0	0.0	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-2</b>	<b>-66.7</b>	
<b>BIOL Biology</b>															
Full-time	13	52.0	14	63.6	11	52.4	11	57.9	11	55.0	-2	-15.4	0	0.0	
Part-time	12	48.0	8	36.4	10	47.6	8	42.1	9	45.0	-3	-25.0	1	12.5	
<b>subtotal</b>	<b>25</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>-5</b>	<b>-20.0</b>	<b>1</b>	<b>5.3</b>	
<b>BIOT Biotechnology</b>															
Full-time	5	83.3	7	87.5	7	87.5	6	85.7	6	85.7	1	20.0	0	0.0	
Part-time	1	16.7	1	12.5	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>0</b>	<b>0.0</b>	
<b>CENG Computer Engineering</b>															
Full-time	7	53.8	8	50.0	9	56.3	8	72.7	8	88.9	1	14.3	0	0.0	
Part-time	6	46.2	8	50.0	7	43.8	3	27.3	1	11.1	-5	-83.3	-2	-66.7	
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>-4</b>	<b>-30.8</b>	<b>-2</b>	<b>-18.2</b>	
<b>CHEM Chemistry</b>															
Full-time	10	58.8	10	55.6	11	73.3	10	62.5	9	64.3	-1	-10.0	-1	-10.0	
Part-time	7	41.2	8	44.4	4	26.7	6	37.5	5	35.7	-2	-28.6	-1	-16.7	
<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-3</b>	<b>-17.6</b>	<b>-2</b>	<b>-12.5</b>	
<b>CINF Computer Information Systems</b>															
Full-time	4	66.7	5	71.4	6	66.7	5	62.5	8	88.9	4	100.0	3	60.0	
Part-time	2	33.3	2	28.6	3	33.3	3	37.5	1	11.1	-1	-50.0	-2	-66.7	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>3</b>	<b>50.0</b>	<b>1</b>	<b>12.5</b>	
<b>CSCI Computer Science</b>															
Full-time	17	65.4	17	68.0	16	66.7	15	78.9	14	87.5	-3	-17.6	-1	-6.7	
Part-time	9	34.6	8	32.0	8	33.3	4	21.1	2	12.5	-7	-77.8	-2	-50.0	
<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>25</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>-10</b>	<b>-38.5</b>	<b>-3</b>	<b>-15.8</b>	
<b>EMGT Engineering Management</b>															
Full-time	2	50.0	4	57.1	4	80.0	4	100.0	4	100.0	2	100.0	0	0.0	
Part-time	2	50.0	3	42.9	1	20.0	0	0.0	0	0.0	-2	-100.0	0	n/a	
<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>Pre-Engineering</b>															
Full-time	n/a	n/a	n/a	n/a	0	0.0	3	100.0	3	100.0	n/a	n/a	n/a	n/a	
Part-time	n/a	n/a	n/a	n/a	1	100.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	

Faculty by FT/PT		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>ENSC</b>	<b>Environmental Science</b>														
	Full-time	4	66.7	5	71.4	3	50.0	4	80.0	4	57.1	0	0.0	0	0.0
	Part-time	2	33.3	2	28.6	3	50.0	1	20.0	3	42.9	1	50.0	2	200.0
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>2</b>	<b>40.0</b>
<b>GEOL</b>	<b>Geology</b>														
	Full-time	3	50.0	3	60.0	3	60.0	3	50.0	3	75.0	0	0.0	0	0.0
	Part-time	3	50.0	2	40.0	2	40.0	3	50.0	1	25.0	-2	-66.7	-2	-66.7
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-2</b>	<b>-33.3</b>
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Full-time	2	40.0	2	50.0	2	40.0	3	60.0	n/a	n/a	n/a	n/a	n/a	n/a
	Part-time	3	60.0	2	50.0	3	60.0	2	40.0	n/a	n/a	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>ITEC</b>	<b>Information Technology</b>														
	Full-time	4	80.0	4	66.7	4	66.7	4	57.1	5	71.4	1	25.0	1	25.0
	Part-time	1	20.0	2	33.3	2	33.3	3	42.9	2	28.6	1	100.0	-1	-33.3
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>2</b>	<b>40.0</b>	<b>0</b>	<b>0.0</b>
<b>MATH</b>	<b>Mathematics</b>														
	Full-time	7	41.2	7	36.8	7	35.0	6	42.9	6	31.6	-1	-14.3	0	0.0
	Part-time	10	58.8	12	63.2	13	65.0	8	57.1	13	68.4	3	30.0	5	62.5
	<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>2</b>	<b>11.8</b>	<b>5</b>	<b>35.7</b>
	<b>Meachanical Engineering</b>														
	Full-time	n/a	n/a	n/a	n/a	1	100.0	3	100.0	5	100.0	n/a	n/a	2	66.7
	Part-time	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>2</b>	<b>66.7</b>
<b>NCB</b>	<b>Integrated Reading and Writing</b>														
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
	Part-time	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
<b>NCB</b>	<b>Math</b>														
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
	Part-time	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
<b>*OSAH</b>	<b>Occupational Safety and Health</b>														
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	66.7	n/a	n/a	n/a	n/a
	Part-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	33.3	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>PHYS</b>	<b>Physics</b>														
	Full-time	5	50.0	5	50.0	4	40.0	4	66.7	4	50.0	-1	-20.0	0	0.0
	Part-time	5	50.0	5	50.0	6	60.0	2	33.3	4	50.0	-1	-20.0	2	100.0

<b>Faculty by FT/PT</b>	<b>Fall 2015</b>		<b>Fall 2016</b>		<b>Fall 2017</b>		<b>Fall 2018</b>		<b>Fall 2019</b>		<b>Fall 2015 vs. Fall 2019 Change</b>		<b>Fall 2018 vs. Fall 2019 Change</b>	
<b>Area</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Difference</b>	<b>% Change</b>	<b>Difference</b>	<b>% Change</b>
<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-2</b>	<b>-20.0</b>	<b>2</b>	<b>33.3</b>
<b>SENG Systems Engineering</b>														
Full-time	4	66.7	4	57.1	3	75.0	4	100.0	3	100.0	-1	-25.0	-1	-25.0
Part-time	2	33.3	3	42.9	1	25.0	0	0.0	0	0.0	-2	-100.0	0	n/a
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-3</b>	<b>-50.0</b>	<b>-1</b>	<b>-25.0</b>
<b>STAT Statistics</b>														
Full-time	3	60.0	3	75.0	2	40.0	3	60.0	3	60.0	0	0.0	0	0.0
Part-time	2	40.0	1	25.0	3	60.0	2	40.0	2	40.0	0	0.0	0	0.0
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>SWEN Software Engineering</b>														
Full-time	8	66.7	6	66.7	6	75.0	3	75.0	3	75.0	-5	-62.5	0	0.0
Part-time	4	33.3	3	33.3	2	25.0	1	25.0	1	25.0	-3	-75.0	0	0.0
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-8</b>	<b>-66.7</b>	<b>0</b>	<b>0.0</b>
<b>College Total</b>	<b>170</b>		<b>178</b>		<b>172</b>		<b>151</b>		<b>150</b>		<b>-20</b>		<b>-1</b>	

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Science and Engineering Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR Astronomy and Space Science</b>															
White	0	0.0	3	75.0	2	66.7	2	66.7	1	100.0	1	n/a	-1	-50.0	
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	1	100.0	1	25.0	1	33.3	1	33.3	0	0.0	-1	-100.0	-1	-100.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-2</b>	<b>-66.7</b>	
<b>BIOL Biology</b>															
White	17	68.0	16	72.8	14	66.7	13	68.4	15	75.0	-2	-11.8	2	15.4	
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hispanic	4	16.0	3	13.6	5	23.8	4	21.1	4	20.0	0	0.0	0	0.0	
Asian	4	16.0	3	13.6	2	9.5	2	10.5	1	5.0	-3	-75.0	-1	-50.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>25</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>-5</b>	<b>-20.0</b>	<b>1</b>	<b>5.3</b>	
<b>BIOT Biotechnology</b>															
White	3	50.0	5	62.5	4	50.0	3	42.9	3	42.9	0	0.0	0	0.0	
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hispanic	2	33.3	2	25.0	3	37.5	3	42.9	3	42.9	1	50.0	0	0.0	
Asian	1	16.7	1	12.5	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>0</b>	<b>0.0</b>	
<b>CENG Computer Engineering</b>															
White	7	53.8	7	43.7	8	50.0	5	45.5	4	44.4	-3	-42.9	-1	-20.0	



Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	4	30.8	6	37.5	6	37.5	4	36.4	3	33.3	-1	-25.0	-1	-25.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	2	15.4	3	18.8	2	12.5	2	18.2	2	22.2	0	0.0	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>-4</b>	<b>-30.8</b>	<b>-2</b>	<b>-18.2</b>
<b>CHEM</b>	<b>Chemistry</b>														
	White	7	41.2	9	50.0	5	33.3	7	43.8	6	42.9	-1	-14.3	-1	-14.3
	Black	1	5.9	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Hispanic	0	0.0	0	0.0	1	6.7	0	0.0	2	14.3	2	n/a	2	n/a
	Asian	6	35.3	7	38.9	7	46.7	7	43.8	4	28.6	-2	-33.3	-3	-42.9
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	3	17.6	2	11.1	2	13.3	2	12.5	2	14.3	-1	-33.3	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-3</b>	<b>-17.6</b>	<b>-2</b>	<b>-12.5</b>
<b>CINF</b>	<b>Computer Information Systems</b>														
	White	1	16.7	2	28.5	4	44.4	1	12.5	2	22.2	1	100.0	1	100.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	16.7	1	14.3	1	11.1	1	12.5	1	11.1	0	0.0	0	0.0
	Asian	4	66.7	3	42.9	4	44.4	6	75.0	5	55.6	1	25.0	-1	-16.7
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	1	14.3	0	0.0	0	0.0	1	11.1	1	n/a	1	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>3</b>	<b>50.0</b>	<b>1</b>	<b>12.5</b>
<b>CSCI</b>	<b>Computer Science</b>														
	White	14	53.8	14	56.0	11	45.8	8	42.1	9	56.3	-5	-35.7	1	12.5
	Black	0	0.0	0	0.0	1	4.2	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	3.8	1	4.0	1	4.2	1	5.3	1	6.3	0	0.0	0	0.0
	Asian	10	38.5	10	40.0	10	41.7	10	52.6	6	37.5	-4	-40.0	-4	-40.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	1	4.2	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Multi-Racial	1	3.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>25</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>-10</b>	<b>-38.5</b>	<b>-3</b>	<b>-15.8</b>
<b>EMGT</b>	<b>Engineering Management</b>														
	White	3	75.0	4	57.1	2	40.0	1	25.0	1	25.0	-2	-66.7	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	1	25.0	1	14.3	1	20.0	1	25.0	2	50.0	1	100.0	1	100.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	2	28.6	2	40.0	2	50.0	1	25.0	1	n/a	-1	-50.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>Pre-Engineering</b>															
	White	n/a	n/a	n/a	n/a	1	100.0	2	66.7	2	66.7	n/a	n/a	n/a	n/a
	Black	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Hispanic	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Asian	n/a	n/a	n/a	n/a	0	0.0	1	33.3	1	33.3	n/a	n/a	n/a	n/a
	American Indian or Alaskan Native	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	International	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Unknown	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Multi-Racial	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>ENSC</b>	<b>Environmental Science</b>														
	White	3	50.0	4	57.1	3	50.0	2	40.0	2	28.6	-1	-33.3	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	16.7	1	14.3	1	16.7	1	20.0	1	14.3	0	0.0	0	0.0
	Asian	2	33.3	2	28.6	2	33.3	2	40.0	4	57.1	2	100.0	2	100.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>2</b>	<b>40.0</b>
<b>GEOL</b>	<b>Geology</b>														
	White	4	66.7	3	60.0	3	60.0	3	50.0	3	75.0	-1	-25.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	2	33.3	2	40.0	2	40.0	2	33.3	1	25.0	-1	-50.0	-1	-50.0

Faculty by Ethnicity	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0	0	n/a	-1	-100.0
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-2</b>	<b>-33.3</b>
<b>INDH Industrial Hygiene and Safety</b>														
White	4	80.0	3	75.0	4	80.0	4	80.0	n/a	n/a	n/a	n/a	n/a	n/a
Black	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Hispanic	1	20.0	1	25.0	1	20.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Asian	0	0.0	0	0.0	0	0.0	1	20.0	n/a	n/a	n/a	n/a	n/a	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>ITEC Information Technology</b>														
White	2	40.0	3	49.9	3	50.0	3	42.9	3	42.9	1	50.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	1	20.0	1	16.7	1	16.7	1	14.3	1	14.3	0	0.0	0	0.0
Asian	1	20.0	1	16.7	2	33.3	3	42.9	3	42.9	2	200.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	1	20.0	1	16.7	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>2</b>	<b>40.0</b>	<b>0</b>	<b>0.0</b>
<b>MATH Mathematics</b>														
White	11	64.7	13	68.4	12	60.0	8	57.1	9	47.4	-2	-18.2	1	12.5
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	1	5.9	1	5.3	1	5.0	1	7.1	2	10.5	1	100.0	1	100.0
Asian	5	29.4	5	26.3	7	35.0	5	35.7	6	31.6	1	20.0	1	20.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	2	10.5	2	n/a	2	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>2</b>	<b>11.8</b>	<b>5</b>	<b>35.7</b>
<b>Mechanical Engineering</b>														

Faculty by Ethnicity Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change	
White	n/a	n/a	n/a	n/a	1	100.0	3	100.0	4	80.0	n/a	n/a	1	33.3	
Black	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
Hispanic	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
Asian	n/a	n/a	n/a	n/a	0	0.0	0	0.0	1	20.0	n/a	n/a	1	n/a	
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
International	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
Unknown	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
Multi-Racial	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>2</b>	<b>66.7</b>	
<b>NCB Integrated Reading and Writing</b>															
White	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0	
Black	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Hispanic	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Asian	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
International	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Unknown	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Multi-Racial	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>	
<b>NCB Math</b>															
White	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Black	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Hispanic	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0	
Asian	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
International	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Unknown	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
Multi-Racial	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a	
<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>	
<b>*OSAH Occupational Safety and Health</b>															
White	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	100.0	n/a	n/a	n/a	n/a	
Black	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
Hispanic	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
Asian	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
American Indian or Alaskan Native	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
International	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	
Unknown	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a	

Faculty by Ethnicity		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Hawaiian / Pacific Islander	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Multi-Racial	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>PHYS</b>	<b>Physics</b>														
	White	6	60.0	4	40.0	6	60.0	4	66.7	6	75.0	0	0.0	2	50.0
	Black	1	10.0	2	20.0	2	20.0	1	16.7	1	12.5	0	0.0	0	0.0
	Hispanic	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	3	30.0	3	30.0	2	20.0	1	16.7	1	12.5	-2	-66.7	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-2</b>	<b>-20.0</b>	<b>2</b>	<b>33.3</b>
<b>SENG</b>	<b>Systems Engineering</b>														
	White	6	100.0	6	85.7	4	100.0	3	75.0	3	100.0	-3	-50.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	1	14.3	0	0.0	1	25.0	0	0.0	0	n/a	-1	-100.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-3</b>	<b>-50.0</b>	<b>-1</b>	<b>-25.0</b>
<b>STAT</b>	<b>Statistics</b>														
	White	0	0.0	0	0	2	40.0	0	0.0	1	20.0	1	n/a	1	n/a
	Black	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	5	100.0	3	75	2	40.0	4	80.0	4	80.0	-1	-20.0	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	1	25	1	20.0	1	20.0	0	0.0	0	n/a	-1	-100.0
	Unknown	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>SWEN</b>	<b>Software Engineering</b>														
	White	8	66.7	5	55.6	5	62.5	3	75.0	3	75.0	-5	-62.5	0	0.0
	Black	1	8.3	1	11.1	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	2	16.7	2	22.2	2	25.0	1	25.0	1	25.0	-1	-50.0	0	0.0

Faculty by Ethnicity Area	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	1	8.3	1	11.1	1	12.5	0	0.0	0	0.0	-1	-100.0	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-8</b>	<b>-66.7</b>	<b>0</b>	<b>0.0</b>
<b>College Total</b>	<b>170</b>		<b>178</b>		<b>172</b>		<b>151</b>		<b>150</b>		<b>-20</b>		<b>-1</b>	

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

University of Houston-Clear Lake  
Office of Institutional Effectiveness  
College of Science and Engineering Summary Fall 2015-Fall 2019

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by rubric/subject for each session.

Faculty by Gender	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR Astronomy and Space Science</b>															
Female	1	100.0	1	25.0	1	33.3	1	33.3	0	0.0	-1	-100.0	-1	-100.0	
Male	0	0.0	3	75.0	2	66.7	2	66.7	1	100.0	1	n/a	-1	-50.0	
<b>subtotal</b>	<b>1</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>-2</b>	<b>-66.7</b>	
<b>BIOL Biology</b>															
Female	6	24.0	4	18.2	7	33.3	6	31.6	6	30.0	0	0.0	0	0.0	
Male	19	76.0	18	81.8	14	66.7	13	68.4	14	70.0	-5	-26.3	1	7.7	
<b>subtotal</b>	<b>25</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>-5</b>	<b>-20.0</b>	<b>1</b>	<b>5.3</b>	
<b>BIOT Biotechnology</b>															
Female	2	33.3	3	37.5	2	25.0	2	28.6	2	28.6	0	0.0	0	0.0	
Male	4	66.7	5	62.5	6	75.0	5	71.4	5	71.4	1	25.0	0	0.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>0</b>	<b>0.0</b>	
<b>CENG Computer Engineering</b>															
Female	2	15.4	2	12.5	2	12.5	2	18.2	1	11.1	-1	-50.0	-1	-50.0	
Male	11	84.6	14	87.5	14	87.5	9	81.8	8	88.9	-3	-27.3	-1	-11.1	
<b>subtotal</b>	<b>13</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>-4</b>	<b>-30.8</b>	<b>-2</b>	<b>-18.2</b>	
<b>CHEM Chemistry</b>															
Female	3	17.6	6	33.3	5	33.3	4	25.0	5	35.7	2	66.7	1	25.0	
Male	14	82.4	12	66.7	10	66.7	12	75.0	9	64.3	-5	-35.7	-3	-25.0	
<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>-3</b>	<b>-17.6</b>	<b>-2</b>	<b>-12.5</b>	
<b>CINF Computer Information Systems</b>															
Female	2	33.3	3	42.9	2	22.2	3	37.5	2	22.2	0	0.0	-1	-33.3	
Male	4	66.7	4	57.1	7	77.8	5	62.5	7	77.8	3	75.0	2	40.0	
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>3</b>	<b>50.0</b>	<b>1</b>	<b>12.5</b>	
<b>CSCI Computer Science</b>															
Female	6	23.1	5	20.0	5	20.8	4	21.1	2	12.5	-4	-66.7	-2	-50.0	
Male	20	76.9	20	80.0	19	79.2	15	78.9	14	87.5	-6	-30.0	-1	-6.7	
<b>subtotal</b>	<b>26</b>	<b>100.0</b>	<b>25</b>	<b>100.0</b>	<b>24</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>-10</b>	<b>-38.5</b>	<b>-3</b>	<b>-15.8</b>	
<b>EMGT Engineering Management</b>															
Female	1	25.0	1	14.3	1	20.0	1	25.0	1	25.0	0	0.0	0	0.0	
Male	3	75.0	6	85.7	4	80.0	3	75.0	3	75.0	0	0.0	0	0.0	
<b>subtotal</b>	<b>4</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	
<b>Pre-Engineering</b>															
Female	n/a	n/a	n/a	n/a	0	0.0	1	33.3	0	0.0	n/a	n/a	n/a	n/a	
Male	n/a	n/a	n/a	n/a	1	100.0	2	66.7	3	100.0	n/a	n/a	n/a	n/a	

Faculty by Gender		Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2015 vs. Fall 2019 Change		Fall 2018 vs. Fall 2019 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>ENSC</b>	<b>Environmental Science</b>														
	Female	2	33.3	2	28.6	2	33.3	2	40.0	3	42.9	55	2757.1	55	2757.1
	Male	4	66.7	5	71.4	4	66.7	3	60.0	4	57.1	0	0.0	1	33.3
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>1</b>	<b>16.7</b>	<b>2</b>	<b>40.0</b>
<b>GEOL</b>	<b>Geology</b>														
	Female	1	16.7	1	20.0	1	20.0	1	16.7	2	50.0	1	100.0	1	100.0
	Male	5	83.3	4	80.0	4	80.0	5	83.3	2	50.0	-3	-60.0	-3	-60.0
	<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-2</b>	<b>-33.3</b>	<b>-2</b>	<b>-33.3</b>
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Female	0	0.0	0	0.0	1	20.0	1	20.0	n/a	n/a	n/a	n/a	n/a	n/a
	Male	5	100.0	4	100.0	4	80.0	4	80.0	n/a	n/a	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>Itec</b>	<b>Information Technology</b>														
	Female	3	60.0	3	50.0	2	33.3	3	42.9	3	42.9	0	0.0	0	0.0
	Male	2	40.0	3	50.0	4	66.7	4	57.1	4	57.1	2	100.0	0	0.0
	<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>2</b>	<b>40.0</b>	<b>0</b>	<b>0.0</b>
<b>MATH</b>	<b>Mathematics</b>														
	Female	7	41.2	8	42.1	9	45.0	5	35.7	6	31.6	-1	-14.3	1	20.0
	Male	10	58.8	11	57.9	11	55.0	9	64.3	13	68.4	3	30.0	4	44.4
	<b>subtotal</b>	<b>17</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>14</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>2</b>	<b>11.8</b>	<b>5</b>	<b>35.7</b>
	<b>Mechanical Engineering</b>														
	Female	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Male	n/a	n/a	n/a	n/a	1	100.0	3	100.0	5	100.0	n/a	n/a	2	66.7
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>2</b>	<b>66.7</b>
	<b>NCB Integrated Reading and Writing</b>														
	Female	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	0	0.0	n/a	n/a	-1	-100.0
	Male	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	1	100.0	n/a	n/a	1	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
	<b>NCB Math</b>														
	Female	n/a	n/a	n/a	n/a	n/a	n/a	1	100.0	1	100.0	n/a	n/a	0	0.0
	Male	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	n/a	n/a	0	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>0</b>	<b>0.0</b>
	<b>*OSAH Occupational Safety and Health</b>														
	Female	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Male	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3	100.0	n/a	n/a	n/a	n/a
	<b>subtotal</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>3</b>	<b>100.0</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>PHYS</b>	<b>Physics</b>														
	Female	2	20.0	2	20.0	3	30.0	1	16.7	1	12.5	-1	-50.0	0	0.0
	Male	8	80.0	8	80.0	7	70.0	5	83.3	7	87.5	-1	-12.5	2	40.0



<b>Faculty by Gender</b>	<b>Fall 2015</b>		<b>Fall 2016</b>		<b>Fall 2017</b>		<b>Fall 2018</b>		<b>Fall 2019</b>		<b>Fall 2015 vs. Fall 2019 Change</b>		<b>Fall 2018 vs. Fall 2019 Change</b>	
<b>Area</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Count</b>	<b>Col %</b>	<b>Difference</b>	<b>% Change</b>	<b>Difference</b>	<b>% Change</b>
<b>subtotal</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>-2</b>	<b>-20.0</b>	<b>2</b>	<b>33.3</b>
<b>SENG Systems Engineering</b>														
Female	1	16.7	1	14.3	1	25.0	1	25.0	1	33.3	0	0.0	0	0.0
Male	5	83.3	6	85.7	3	75.0	3	75.0	2	66.7	-3	-60.0	-1	-33.3
<b>subtotal</b>	<b>6</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>-3</b>	<b>-50.0</b>	<b>-1</b>	<b>-25.0</b>
<b>STAT Statistics</b>														
Female	2	40.0	1	25.0	1	20.0	1	20.0	1	20.0	-1	-50.0	0	0.0
Male	3	60.0	3	75.0	4	80.0	4	80.0	4	80.0	1	33.3	0	0.0
<b>subtotal</b>	<b>5</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>SWEN Software Engineering</b>														
Female	4	33.3	3	33.3	2	25.0	2	50.0	2	50.0	-2	-50.0	0	0.0
Male	8	66.7	6	66.7	6	75.0	2	50.0	2	50.0	-6	-75.0	0	0.0
<b>subtotal</b>	<b>12</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>-8</b>	<b>-66.7</b>	<b>0</b>	<b>0.0</b>
<b>College Total</b>	<b>170</b>		<b>178</b>		<b>172</b>		<b>151</b>		<b>150</b>		<b>-20</b>		<b>-1</b>	

\*OSAH (Occupational Safety and Health) has been added as of Fall 2019

## Data Definitions

	Definition
<b>Total UHCL</b>	<p>These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session.</p> <p>The certified CBM008 (Faculty Report) contains all persons at the institution having faculty classification regardless of whether they taught or not. All persons who are classified as faculty and regardless of whether they taught for that term would be included in this section of the report. This section of the report displays the demographics of all persons classified as faculty for the institution.</p>

### BUS, HSH, COE, and CSE Summary

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty by session and school. The certified CBM008 (Faculty Report) contains all persons at the institution having faculty classification regardless of whether they taught or not. The certified CBM004 (Class Report) contains all classes taught for the reported term and contain the faculty of record for each class. When the CBM004 is merged to the CBM008 it results is a list of faculty who actually taught and were the faculty of record for at least one class. Therefore, any persons who are classified as faculty and did not teach a class for that term would not be included in this section of the report. The new merged file is then unduplicated by faculty SSN/EMPLID and school for each session/term. The total count (sum of the 4 colleges) could be duplicated since a faculty member could teach in more than one school. This section of the report displays the demographics of the faculty teaching in each college

### BUS, HSH, COE, and CSE (Area of Instruction, Age Mean and Median, Rank, Tenure Status, Full-time/Part-time Status, Ethnicity, and Gender)

by rubric/subject and session/term.

The certified CBM008 (Faculty Report) contains all persons at the institution having faculty classification regardless of whether they taught or not. The certified CBM004 (Class Report) contains all classes taught for the reported term and contain the faculty of record for each class. When the CBM004 is merged to the CBM008 it results in a list of faculty who actually taught and were the faculty of record for at least one class. Therefore, any persons who are classified as faculty and did not teach a class for that term would not be included in this section of the report. The new merged file was then unduplicated by faculty SSN/EMPLID, and rubric/subject for each session/term. These counts could be duplicated by school since a faculty member could teach in more than one rubric/subject. This section of the report displays the demographics of the faculty teaching in each rubric/subject.

<b>Count</b>	Headcount
<b>Col%</b>	Column Percent = $((\text{Count}/\text{School Total count}) * 100)$ ; School Total count is equal to total faculty counts by school and session
<b>Difference</b>	Latest fall count minus earliest fall count
<b>% Change</b>	$\% \text{ Change} = (\text{Difference} / \text{earliest fall count}) * 100$
<b>Rank</b>	<p>Item 7 on the CBM008 Faculty Report contains the highest academic rank of the faculty member</p> <ol style="list-style-type: none"> <li>1. Professor Include only faculty on tenure track or with tenure at the institution.</li> <li>2. Associate Professor Include only faculty on tenure track or with tenure at the institution.</li> <li>3. Assistant Professor Include only faculty on tenure track or with tenure at the institution.</li> <li>4. Instructor Include all faculty on tenure track or with tenure at your institution who do not hold the rank of assistant professor, associate professor, or professor.</li> <li>5. Other faculty Includes faculty without tenure and not on tenure track including, but not limited to, adjunct, special, visiting, emeritus, and lecturer at your institution. Also include faculty with tenure or on tenure track from another institution.</li> </ol>

6. Teaching Assistant

A graduate student who is teaching and/or assists a faculty member in teaching a class or laboratory (exclude those who only serve as graders or who are included in one of the categories above).

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<b>Tenure</b>	Item8 on the CBM008 Faculty Report - Use the institution's criteria or requirements to determine tenure status. 0. Non-tenured faculty 1. Tenured faculty 2. On tenure track faculty
<b>FT/PT Status</b>	Full-time and Part-time status is based on the Rank where a rank of 1, 2, 3, or 4 are considered Full-time and 5 and 6 are considered Part-time.
<b>Ethnicity</b>	Item11 on the CBM008 Faculty Report contains ethnic origin code indicating the ethnicity of the faculty member. 1. White-Non-Hispanic 2. Black-Non-Hispanic 3. Hispanic 4. Asian or Pacific Islander 5. American Indian or Alaskan Native 6. International 7. Unknown or Not Reported
<b>*Ethnicity New</b>	Items 38 and 39a-g on the CBM008 Faculty Report contains ethnic origin code and race <b>as of Fall 2010</b> indicating the ethnicity of the faculty member. 1. White-Non-Hispanic 2. Black-Non-Hispanic 3. Hispanic 4. Asian or Pacific Islander 5. American Indian or Alaskan Native 6. International 7. Unknown or Not Reported 8. Native Hawaiian 9. Multi Racial
<b>Gender</b>	Item9 on the CBM008 Faculty Report contains the appropriate code indicating the gender of the faculty member. M = Male F = Female

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