

Office of Institutional Effectiveness

**Faculty Profile by
College and Area of Instruction
Fall 2012-Fall 2016**

(Based on: THECB CBM008 & CBM004 Certified Reports)

University of Houston  Clear Lake

Please click on your desired selection below to go directly to the corresponding page

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

Please click on your desired selection below to go directly to the corresponding page

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 2012-Fall 2016
5-Year Trend Faculty Demographics

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

Mean and Median Age	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	45	44	45	44	43	43	42	40	43	41

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Rank		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor		63	8.8	60	8.0	63	7.7	63	7.1	63	7.1	0	0.0	0	0.0
Associate Professor		96	13.4	95	12.6	102	12.4	105	11.8	108	12.1	12	12.5	3	2.9
Assistant Professor		72	10.1	68	9.1	79	9.6	91	10.2	94	10.5	22	30.6	3	3.3
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		280	39.2	290	38.6	305	37.1	312	35.1	305	34.2	25	8.9	-7	-2.2
Teaching Assistant		204	28.5	238	31.7	273	33.2	318	35.8	321	36.1	117	57.4	3	0.9
UHCL Total		715	100.0	751	100.0	822	100.0	889	100.0	891	100.0	176	24.6	2	0.2

Faculty by Tenure Status		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Tenure		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty		484	67.7	528	70.3	578	70.3	630	70.9	626	70.3	142	29.3	-4	-0.6
Tenured faculty		158	22.1	154	20.5	165	20.1	167	18.8	164	18.4	6	3.8	-3	-1.8
Tenure-track faculty		73	10.2	69	9.2	79	9.6	92	10.3	101	11.3	28	38.4	9	9.8
UHCL Total		715	100.0	751	100.0	822	100.0	889	100.0	891	100.0	176	24.6	2	0.2

Faculty by FT/PT Status		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
FT/PT Status		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time		231	32.3	223	29.7	244	29.7	259	29.1	265	29.7	34	14.7	6	2.3
Part-time		484	67.7	528	70.3	578	70.3	630	70.9	626	70.3	142	29.3	-4	-0.6
UHCL Total		715	100.0	751	100.0	822	100.0	889	100.0	891	100.0	176	24.6	2	0.2

University of Houston-Clear Lake
Office of Institutional Effectiveness
Total UHCL - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	446	62.4	443	59.0	428	52.1	433	48.7	432	48.5	-14	-3.1	-1	-0.2
Black	34	4.8	36	4.8	40	4.9	48	5.4	42	4.7	8	23.5	-6	-12.5
Hispanic	46	6.4	56	7.5	53	6.4	70	7.9	74	8.3	28	60.9	4	5.7
Asian	57	8.0	58	7.7	69	8.4	76	8.5	76	8.5	19	33.3	0	0.0
American Indian or Alaskan Native	2	0.3	3	0.4	2	0.2	2	0.2	1	0.1	-1	-50.0	-1	-50.0
International	120	16.8	146	19.4	218	26.5	245	27.6	246	27.6	126	105.0	1	0.4
Unknown	1	0.1	1	0.1	2	0.2	3	0.3	6	0.7	5	500.0	3	100.0
Hawaiian / Pacific Islander	0	0.0	0	0.0	1	0.1	1	0.1	1	0.1	1	n/a	0	0.0
Multi-Racial	9	1.3	8	1.1	9	1.2	11	1.2	13	1.5	4	44.4	2	18.2
UHCL Total	715	100.1	751	100.0	822	100.0	889	100.0	891	100.0	176	24.6	2	0.2

Faculty by Gender	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	383	53.6	413	55.0	431	52.4	453	51.0	464	52.1	81	21.1	11	2.4
Male	332	46.4	338	45.0	391	47.6	436	49.0	427	47.9	95	28.6	-9	-2.1
UHCL Total	715	100.0	751	100.0	822	100.0	889	100.0	891	100.0	176	24.6	2	0.2

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Business Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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

Mean and Median Age	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	54	55	55	55	54	54	53	52	53	52

Faculty by Rank	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	18	18.9	16	16.8	16	16.2	13	13.3	16	16.5	-2	-11.1	3	23.1
Associate Professor	25	26.3	26	27.4	29	29.3	28	28.6	26	26.8	1	4.0	-2	-7.1
Assistant Professor	14	14.7	12	12.6	12	12.1	16	16.3	18	18.6	4	28.6	2	12.5
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	38	40.0	41	43.2	42	42.4	41	41.8	37	38.1	-1	-2.6	-4	-9.8
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
BUS Total	95	99.9	95	100.0	99	100.0	98	100.0	97	100.0	2	2.1	-1	-1.0

Faculty by Tenure Status	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	38	40.0	41	43.2	42	42.4	41	41.8	37	38.1	-1	-2.6	-4	-9.8
Tenured faculty	43	45.3	42	44.2	45	45.5	41	41.8	41	42.3	-2	-4.7	0	0.0
Tenure-track faculty	14	14.7	12	12.6	12	12.1	16	16.3	19	19.6	5	35.7	3	18.8
BUS Total	95	100.0	95	100.0	99	100.0	98	100.0	97	100.0	2	2.1	-1	-1.0

Faculty by FT/PT Status	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	57	60.0	54	56.8	57	57.6	57	58.2	60	61.9	3	5.3	5	5.3
Part-time	38	40.0	41	43.2	42	42.4	41	41.8	37	38.1	-1	-2.6	-3	-9.8
BUS Total	95	100.0	95	100.0	99	100.0	98	100.0	97	100.0	2	2.1	-1	-1.0

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Ethnic Origin	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	75	78.9	73	76.8	74	74.7	65	66.3	63	64.9	-12	-16.0	-2	-3.1
Black	4	4.2	4	4.2	5	5.1	8	8.2	8	8.2	4	100.0	0	0.0
Hispanic	1	1.1	2	2.1	4	4.0	3	3.1	3	3.1	2	200.0	0	0.0
Asian	11	11.6	13	13.7	13	13.1	16	16.3	16	16.5	5	45.5	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	2	2.1	1	1.1	1	1.0	4	4.1	5	5.2	3	150.0	1	25.0
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	2	2.1	2	2.1	2	2.0	2	2.0	2	2.1	0	0.0	0	0.0
BUS Total	95	100.0	95	100.0	99	99.9	98	100.0	97	100.0	2	2.1	-1	-1.0

Faculty by Gender	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Gender	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	29	30.5	28	29.5	34	34.3	35	35.7	36	37.1	7	24.1	1	2.9
Male	66	69.5	67	70.5	65	65.7	63	64.3	61	62.9	-5	-7.6	-2	-3.2
BUS Total	95	100.0	95	100.0	99	100.0	98	100.0	97	100.0	2	2.1	-1	-1.0

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Business Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting	20	18.3	21	19.6	23	20.5	23	21.3	20	18.9	0	0.0	-3	-13.0
BAPA	Business and Public Administration	3	2.8	3	2.8	2	1.8	2	1.9	2	1.9	-1	-33.3	0	0.0
DSCI	Decision Sciences	7	6.4	9	8.4	7	6.3	8	7.4	8	7.5	1	14.3	0	0.0
ECON	Economics	4	3.7	3	2.8	3	2.7	3	2.8	5	4.7	1	25.0	2	66.7
ENVR	Environmental Mgmt	3	2.7	3	2.8	4	3.6	3	2.8	3	2.8	0	0.0	0	0.0
FINC	Finance	11	10.1	9	8.4	9	8.5	9	8.3	9	8.5	-2	-18.2	0	0.0
HADM	Healthcare Administration	12	11.0	10	9.3	10	8.9	9	8.3	10	9.4	-2	-16.7	1	11.1
HMRS	Human Resource Mgmt	4	3.7	4	3.7	4	3.6	4	3.7	4	3.8	0	0.0	0	0.0
ISAM	Information Systems Administration and Mgmt	11	10.1	11	10.5	15	13.7	16	14.8	17	16	6	54.5	1	6.3
LEGL	Legal Studies	6	5.5	7	6.5	8	7.1	7	6.5	7	6.6	1	16.7	0	0.0
MGMT	Management	23	21.1	21	19.6	22	19.7	19	17.6	17	16	-6	-26.1	-2	-10.5
MKTG	Marketing	5	4.6	6	5.6	4	3.6	5	4.6	4	3.9	-1	-20.0	-1	-20.0
College Total		109	100.0	107	100.0	111	100.0	108	100.0	106	100.0	-3	-2.8	-2	-1.9

Mean and Median Age		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
Area		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ACCT	Accounting	56	56	54	50	51	50	50	50	51	51
BAPA	Business and Public Administration	67	69	68	70	68	68	69	69	51	51
DSCI	Decision Sciences	61	63	61	64	62	65	63	63	61	60
ECON	Economics	49	50	45	37	46	38	47	39	49	40
ENVR	Environmental Mgmt	56	53	57	54	53	55	59	56	54	57
FINC	Finance	53	58	54	59	55	60	56	61	57	62
HADM	Healthcare Administration	50	46	52	53	53	54	55	58	59	60
HMRS	Human Resource Mgmt	54	57	55	58	48	51	49	52	45	43
ISAM	Information Systems Administration and Mgmt	52	58	53	59	51	48	51	47	51	45
LEGL	Legal Studies	60	61	60	59	61	63	50	54	54	57
MGMT	Management	56	56	57	57	57	58	55	58	54	49
MKTG	Marketing	50	51	51	51	56	55	52	54	49	53
College Mean and Median Age		55	57	56	56	55	55	55	55	53	53

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Business Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	Professor	5	25.0	4	19.0	4	17.4	3	13.0	5	25.0	0	0.0	2	66.7
	Associate Professor	6	30.0	7	33.3	5	21.7	5	21.7	3	15.0	-3	-50.0	-2	-40.0
	Assistant Professor	3	15.0	2	9.5	3	13.0	6	26.1	6	30.0	3	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	6	30.0	8	38.1	11	47.8	9	39.1	6	30.0	0	0.0	-3	-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
	subtotal	20	100.0	21	100.0	23	100.0	23	100.0	20	100.0	0	0.0	-3	-13.0
BAPA	Business and Public Administration														
	Professor	2	66.7	2	66.7	1	50.0	1	50.0	1	50.0	-1	-50.0	0	0.0
	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	1	50.0	1	n/a	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	1	33.3	1	33.3	1	50.0	1	50.0	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
	subtotal	3	100.0	3	100.0	2	100.0	2	100.0	2	100.0	-1	-33.3	0	0.0
DSCI	Decision Sciences														
	Professor	2	28.6	2	22.2	2	28.6	2	25.0	2	25.0	0	0.0	0	0.0
	Associate Professor	1	14.3	2	22.2	2	28.6	2	25.0	1	12.5	0	0.0	-1	-50.0
	Assistant Professor	1	14.3	1	11.1	1	14.3	1	12.5	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	3	42.9	4	44.4	2	28.6	3	37.5	4	50.0	1	33.3	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
	subtotal	7	100.0	9	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ECON	Economics														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	2	50.0	2	66.7	2	66.7	3	100.0	3	60.0	1	50.0	0	0.0
	Assistant Professor	1	25.0	1	33.3	1	33.3	0	0.0	1	20.0	0	0.0	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	1	25.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	1	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
	subtotal	4	100.0	3	100.0	3	100.0	3	100.0	5	100.0	1	25.0	2	66.7

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENVR	Environmental Mgmt														
	Professor	1	33.3	1	33.3	1	25.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	1	33.3	1	33.3	1	25.0	1	33.3	2	66.7	1	100.0	1	100.0
	Assistant Professor	0	0.0	0	0.0	1	25.0	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	33.3	1	33.3	1	25.0	2	66.7	1	33.3	0	0.0	-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
	subtotal	3	100.0	3	100.0	4	100.0	3	100.0	3	100.0	0	0.0	0	0.0
FINC	Finance														
	Professor	2	18.2	1	11.1	1	11.1	1	11.1	1	11.1	-1	-50.0	0	0.0
	Associate Professor	4	36.4	4	44.4	5	55.6	5	55.6	5	55.6	1	25.0	0	0.0
	Assistant Professor	2	18.2	1	11.1	0	0.0	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	0.0	0	n/a	0	n/a
	Other Faculty	3	27.3	3	33.3	3	33.3	3	33.3	3	33.3	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
	subtotal	11	100.0	9	100.0	9	100.0	9	100.0	9	100.0	-2	-18.2	0	0.0
HADM	Healthcare Administration														
	Professor	2	16.7	2	20.0	2	20.0	2	22.2	2	20	0	0.0	0	0.0
	Associate Professor	3	25.0	2	20.0	2	20.0	2	22.2	2	20	-1	-33.3	0	0.0
	Assistant Professor	1	8.3	1	10.0	1	10.0	1	11.1	1	10	0	0.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	n/a	0	n/a
	Other Faculty	6	50.0	5	50.0	5	50.0	4	44.4	5	50	-1	-16.7	1	25.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	n/a	0	n/a
	subtotal	12	100.0	10	100.0	10	100.0	9	100.0	10	100.0	-2	-16.7	1	11.1
HMRS	Human Resource Mgmt														
	Professor	1	25.0	1	25.0	0	0.0	0	0.0	1	25	0	0.0	1	n/a
	Associate Professor	2	50.0	2	50.0	2	50.0	2	50.0	0	0	-2	-100.0	-2	-100.0
	Assistant Professor	0	0.0	0	0.0	1	25.0	1	25.0	1	25	1	n/a	0	0.0
	Instructor	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	1	25.0	1	25.0	1	25.0	2	50	1	100.0	1	100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	n/a	0	n/a
	subtotal	4	100.0	4	100.0	4	100.0	4	100.0	4	100.0	0	0.0	0	0.0
ISAM	Information Systems Administration and Mgmt														
	Professor	2	18.2	2	13.3	2	12.5	1	6.3	1	5.9	-1	-50.0	0	0.0
	Associate Professor	3	27.3	3	20.0	4	25.0	4	25.0	4	23.5	1	33.3	0	0.0
	Assistant Professor	1	9.1	1	6.7	3	18.8	2	12.5	2	11.8	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	5	45.5	5	33.3	6	37.5	9	56.3	10	58.8	5	100.0	1	11.1
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	11	100.0	11	100.0	15	100.0	16	100.0	17	100.0	6	54.5	1	6.3

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
LEGL	Legal Studies														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	14.3	1	n/a	1	n/a
	Associate Professor	2	33.3	2	28.6	2	25.0	1	14.3	2	28.6	0	0.0	1	100.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	2	28.6	2	28.6	2	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	4	66.7	5	71.4	6	75.0	4	57.1	2	28.6	-2	-50.0	-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
	subtotal	6	100.0	7	100.0	8	100.0	7	100.0	7	100.0	1	16.7	0	0.0
MGMT	Management														
	Professor	3	13.0	3	14.3	3	13.6	3	15.8	3	17.6	0	0.0	0	0.0
	Associate Professor	4	17.4	4	19.0	6	27.3	6	31.6	5	29.4	1	25.0	-1	-16.7
	Assistant Professor	5	21.7	4	19.0	3	13.6	3	15.8	4	23.5	-1	-20.0	1	33.3
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	11	47.8	10	47.6	10	45.5	7	36.8	5	29.4	-6	-54.5	-2	-28.6
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	23	100.0	21	100.0	22	100.0	19	100.0	17	100.0	-6	-26.1	-2	-10.5
MKTG	Marketing														
	Professor	2	40.0	3	50.0	2	50.0	2	40.0	2	50.0	0	0.0	0	0.0
	Associate Professor	1	20.0	1	16.7	1	25.0	1	20.0	1	25.0	0	0.0	0	0.0
	Assistant Professor	1	20.0	1	16.7	0	0.0	1	20.0	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	1	20.0	1	16.7	1	25.0	1	20.0	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
	subtotal	5	100.0	6	100.0	4	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
College Total		109		107		111		108		106		-3.0		-2	

University of Houston-Clear Lake
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5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	Non-tenured faculty	6	30.0	8	38.1	11	47.8	9	39.1	6	30	0	0.0	-3	-33.3
	Tenured faculty	11	55.0	11	52.4	9	39.1	8	34.8	8	40	-3	-27.3	0	0.0
	Tenure-track faculty	3	15.0	2	9.5	3	13.0	6	26.1	6	30	3	100.0	0	0.0
	subtotal	20	100.0	21	100.0	23	100.0	23	100.0	20	100.0	0	0.0	-3	-13.0
BAPA	Business and Public Administration														
	Non-tenured faculty	1	33.3	1	33.3	1	50.0	1	50.0	0	0	-1	-100.0	-1	-100.0
	Tenured faculty	2	66.7	2	66.7	1	50.0	1	50.0	1	50	-1	-50.0	0	0.0
	Tenure-track faculty	0	0.0	0	0.0	0	0.0	0	0.0	1	50	1	n/a	1	n/a
	subtotal	3	100.0	3	100.0	2	100.0	2	100.0	2	100.0	-1	-33.3	0	0.0
DSCI	Decision Sciences														
	Non-tenured faculty	3	42.9	4	44.4	2	28.6	3	37.5	4	50	1	33.3	1	33.3
	Tenured faculty	3	42.9	4	44.4	4	57.1	4	50.0	3	37.5	0	0.0	-1	-25.0
	Tenure-track faculty	1	14.3	1	11.1	1	14.3	1	12.5	1	12.5	0	0.0	0	0.0
	subtotal	7	100.0	9	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ECON	Economics														
	Non-tenured faculty	1	25.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	1	n/a
	Tenured faculty	2	50.0	2	66.7	2	66.7	3	100.0	3	60.0	1	50.0	0	0.0
	Tenure-track faculty	1	25.0	1	33.3	1	33.3	0	0.0	1	20.0	0	0.0	1	n/a
	subtotal	4	100.0	3	100.0	3	100.0	3	100.0	5	100.0	1	25.0	2	66.7
ENVR	Environmental Mgmt														
	Non-tenured faculty	1	33.3	1	33.3	1	25.0	2	66.7	1	33.3	0	0.0	-1	-50.0
	Tenured faculty	2	66.7	2	66.7	2	50.0	1	33.3	1	33.4	-1	-50.0	0	0.0
	Tenure-track faculty	0	0.0	0	0.0	1	25.0	0	0.0	1	33.3	1	n/a	1	n/a
	subtotal	3	100.0	3	100.0	4	100.0	3	100.0	3	100.0	0	0.0	0	0.0
FINC	Finance														
	Non-tenured faculty	3	27.3	3	33.3	3	33.3	3	33.3	3	33.3	0	0.0	0	0.0
	Tenured faculty	6	54.5	5	55.6	6	66.7	6	66.7	6	66.7	0	0.0	0	0.0
	Tenure-track faculty	2	18.2	1	11.1	0	0.0	0	0.0	0	0	-2	-100.0	0	n/a
	subtotal	11	100.0	9	100.0	9	100.0	9	100.0	9	100.0	-2	-18.2	0	0.0

Faculty by Tenure		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HADM Healthcare Administration															
	Non-tenured faculty	6	50.0	5	50.0	5	50.0	4	44.4	5	50	-1	-16.7	1	25.0
	Tenured faculty	5	41.7	4	40.0	4	40.0	4	44.4	4	40	-1	-20.0	0	0.0
	Tenure-track faculty	1	8.3	1	10.0	1	10.0	1	11.1	1	10	0	0.0	0	0.0
	subtotal	12	100.0	10	100.0	10	100.0	9	100.0	10	100.0	-2	-16.7	1	11.1
HMRS Human Resource Mgmt															
	Non-tenured faculty	1	25.0	1	25.0	1	25.0	1	25.0	2	50	1	100.0	1	100.0
	Tenured faculty	3	75.0	3	75.0	2	50.0	2	50.0	1	25	-2	-66.7	-1	-50.0
	Tenure-track faculty	0	0.0	0	0.0	1	25.0	1	25.0	1	25	1	n/a	0	0.0
	subtotal	4	100.0	4	100.0	4	100.0	4	100.0	4	100.0	0	0.0	0	0.0
ISAM Information Systems Administration and Mgmt															
	Non-tenured faculty	5	45.5	5	45.5	6	40.0	9	56.3	10	58.8	5	100.0	1	11.1
	Tenured faculty	5	45.5	5	45.5	6	40.0	5	31.3	5	29.4	0	0.0	0	0.0
	Tenure-track faculty	1	9.1	1	9.1	3	20.0	2	12.5	2	11.8	1	100.0	0	0.0
	subtotal	11	100.0	11	100.0	15	100.0	16	100.0	17	100.0	6	54.5	1	6.3
LEGL Legal Studies															
	Non-tenured faculty	4	66.7	5	71.4	6	75.0	4	57.1	2	28.6	-2	-50.0	-2	-50.0
	Tenured faculty	2	33.3	2	28.6	2	25.0	1	14.3	3	42.9	1	50.0	2	200.0
	Tenure-track faculty	0	0.0	0	0.0	0	0.0	2	28.6	2	28.5	2	n/a	0	0.0
	subtotal	6	100.0	7	100.0	8	100.0	7	100.0	7	100.0	1	16.7	0	0.0
MGMT Management															
	Non-tenured faculty	11	47.8	10	47.6	10	45.5	7	36.8	5	29.4	-6	-54.5	-2	-28.6
	Tenured faculty	7	30.4	7	33.3	9	40.9	9	47.4	8	47.1	1	14.3	-1	-11.1
	Tenure-track faculty	5	21.7	4	19.0	3	13.6	3	15.8	4	23.5	-1	-20.0	1	33.3
	subtotal	23	100.0	21	100.0	22	100.0	19	100.0	17	100.0	-6.0	-26.1	-2.0	-10.5
MKTG Marketing															
	Non-tenured faculty	1	20.0	1	16.7	1	25.0	1	20.0	0	0	-1	-100.0	-1	-100.0
	Tenured faculty	3	60.0	4	66.7	3	75.0	3	60.0	3	75	0	0.0	0	0.0
	Tenure-track faculty	1	20.0	1	16.7	0	0.0	1	20.0	1	25	0	0.0	0	0.0
	subtotal	5	100.0	6	100.0	4	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
College Total		109		107		111		108		106		-3.0		-2.0	

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5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT Accounting															
	Full-time	14	70.0	13	61.9	12	52.2	14	60.9	14	70.0	0	0.0	0	0.0
	Part-time	6	30.0	8	38.1	11	47.8	9	39.1	6	30.0	0	0.0	-3	-33.3
	subtotal	20	100.0	21	100.0	23	100.0	23	100.0	20	100.0	0	0.0	-3	-13.0
BAPA Business and Public Administration															
	Full-time	2	66.7	2	66.7	1	50.0	1	50.0	2	100	0	0.0	1	100.0
	Part-time	1	33.3	1	33.3	1	50.0	1	50.0	0	0	-1	-100.0	-1	-100.0
	subtotal	3	100.0	3	100.0	2	100.0	2	100.0	2	100.0	-1	-33.3	0	0.0
DSCI Decision Sciences															
	Full-time	4	57.1	5	55.6	5	71.4	5	62.5	4	50	0	0.0	-1	-20.0
	Part-time	3	42.9	4	44.4	2	28.6	3	37.5	4	50	1	33.3	1	33.3
	subtotal	7	100.0	9	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ECON Economics															
	Full-time	3	75.0	3	100.0	3	100.0	3	100.0	4	80	1	33.3	1	33.3
	Part-time	1	25.0	0	0.0	0	0.0	0	0.0	1	20	0	0.0	1	n/a
	subtotal	4	100.0	3	100.0	3	100.0	3	100.0	5	100.0	1	25.0	2	66.7
ENVR Environmental Mgmt															
	Full-time	2	66.7	2	66.7	3	75.0	1	33.3	2	66.7	0	0.0	1	100.0
	Part-time	1	33.3	1	33.3	1	25.0	2	66.7	1	33.3	0	0.0	-1	-50.0
	subtotal	3	100.0	3	100.0	4	100.0	3	100.0	3	100.0	0	0.0	0	0.0
FINC Finance															
	Full-time	8	72.7	6	66.7	6	66.7	6	66.7	6	66.7	-2	-25.0	0	0.0
	Part-time	3	27.3	3	33.3	3	33.3	3	33.3	3	33.3	0	0.0	0	0.0
	subtotal	11	100.0	9	100.0	9	100.0	9	100.0	9	100.0	-2	-18.2	0	0.0
HADM Healthcare Administration															
	Full-time	6	50.0	5	50.0	5	50.0	5	55.6	5	50	-1	-16.7	0	0.0
	Part-time	6	50.0	5	50.0	5	50.0	4	44.4	5	50	-1	-16.7	1	25.0
	subtotal	12	100.0	10	100.0	10	100.0	9	100.0	10	100.0	-2	-16.7	1	11.1
HMRS Human Resource Mgmt															
	Full-time	3	75.0	3	75.0	3	75.0	3	75.0	5	71.4	2	66.7	2	66.7
	Part-time	1	25.0	1	25.0	1	25.0	1	25.0	2	28.6	1	100.0	1	100.0
	subtotal	4	100.0	4	100.0	4	100.0	4	100.0	7	100.0	3	75.0	3	75.0

Faculty by FT/PT		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ISAM Information Systems Administration and Mgmt															
	Full-time	6	54.5	6	54.5	9	60.0	7	43.8	7	41.2	1	16.7	0	0.0
	Part-time	5	45.5	5	45.5	6	40.0	9	56.3	10	58.8	5	100.0	1	11.1
	subtotal	11	100.0	11	100.0	15	100.0	16	100.0	17	100.0	6	54.5	1	6.3
LEGL Legal Studies															
	Full-time	2	33.3	2	28.6	2	25.0	3	42.9	5	71.4	3	150.0	2	66.7
	Part-time	4	66.7	5	71.4	6	75.0	4	57.1	2	28.6	-2	-50.0	-2	-50.0
	subtotal	6	100.0	7	100.0	8	100.0	7	100.0	7	100.0	1	16.7	0	0.0
MGMT Management															
	Full-time	12	52.2	11	52.4	12	54.5	12	63.2	12	70.6	0	0.0	0	0.0
	Part-time	11	47.8	10	47.6	10	45.5	7	36.8	5	29.4	-6	-54.5	-2	-28.6
	subtotal	23	100.0	21	100.0	22	100.0	19	100.0	17	100.0	-6	-26.1	-2	-10.5
MKTG Marketing															
	Full-time	4	80.0	5	83.3	3	75.0	4	80.0	4	100.0	0	0.0	0	0.0
	Part-time	1	20.0	1	16.7	1	25.0	1	20.0	0	0.0	-1	-100.0	-1	-100.0
	subtotal	5	100.0	6	100.0	4	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
College Total												-3		-2	

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Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT Accounting															
	White	13	65.0	12	57.1	13	56.5	11	47.8	9	45.0	-4	-30.8	-2	-18.2
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	5.0	2	9.5	3	13.0	2	8.7	1	5.0	0	0.0	-1	-50.0
	Asian	5	25.0	6	28.6	6	26.1	7	30.4	7	35.0	2	40.0	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	5.0	1	4.8	1	4.3	3	13.0	3	15.0	2	200.0	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
	subtotal	20	100.0	21	100.0	23	100.0	23	100.0	20	100.0	0	0.0	-3	-13.0
BAPA Business and Public Administration															
	White	3	100.0	3	100.0	2	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
	subtotal	3	100.0	3	100.0	2	100.0	2	100.0	2	100.0	-1	-33.3	0	0.0
DSCI Decision Sciences															
	White	6	85.7	7	77.8	6	85.7	6	75.0	6	75.0	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	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	2	22.2	1	14.3	2	25.0	2	25.0	1	100.0	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
	subtotal	7	100.0	9	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ECON Economics															

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	White	4	100.0	3	100.0	3	100.0	3	100.0	4	80.0	0	0.0	1	33.3
	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	1	20.0	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
	subtotal	4	100.0	3	100.0	3	100.0	3	100.0	5	100.0	1	25.0	2	66.7
ENVR Environmental Mgmt															
	White	3	100.0	3	100.0	4	100.0	3	100.0	3	100.0	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	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
	subtotal	3	100.0	3	100.0	4	100.0	3	100.0	3	100.0	0	0.0	0	0.0
FINC Finance															
	White	11	100.0	9	100.0	9	100.0	9	100.0	9	100.0	-2	-18.2	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	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
	subtotal	11	100.0	9	100.0	9	100.0	9	100.0	9	100.0	-2	-18.2	0	0.0
HADM Healthcare Administration															
	White	10	83.3	8	80.0	8	80.0	7	77.8	8	80.0	-2	-20.0	1	14.3
	Black	1	8.3	1	10.0	1	10.0	1	11.1	1	10.0	0	0.0	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	1	8.3	1	10.0	1	10.0	1	11.1	1	10.0	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

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 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	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
subtotal	12	100.0	10	100.0	10	100.0	9	100.0	10	100.0	-2	-16.7	1	11.1
HMRS Human Resource Mgmt														
White	4	100.0	4	100.0	4	100.0	4	100.0	4	100.0	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	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
subtotal	4	100.0	4	100.0	4	100.0	4	100.0	4	100.0	0	0.0	0	0.0
ISAM Information Systems Administration and Mgmt														
White	7	63.6	7	63.6	8	53.3	6	37.5	7	41.2	0	0.0	1	16.7
Black	0	0.0	0	0.0	0	0.0	1	6.3	1	5.9	1	n/a	0	0.0
Hispanic	0	0.0	0	0.0	1	6.7	1	6.3	1	5.9	1	n/a	0	0.0
Asian	4	36.4	4	36.4	6	40.0	7	43.8	7	41.1	3	75.0	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	6.3	1	5.9	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
subtotal	11	100.0	11	100.0	15	100.0	16	100.0	17	100.0	6	54.5	1	6.3
LEGL Legal Studies														
White	5	83.3	6	85.7	7	87.5	3	42.9	4	57.1	-1	-20.0	1	33.3
Black	0	0.0	0	0.0	0	0.0	3	42.9	2	28.6	2	n/a	-1	-33.3
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	1	16.7	1	14.3	1	12.5	1	14.3	1	14.3	0	0.0	0	0.0
subtotal	6	100.0	7	100.0	8	100.0	7	100.0	7	100.0	1	16.7	0	0.0
MGMT Management														
White	19	82.6	18	85.7	19	86.4	15	78.9	12	70.6	-7	-36.8	-3	-20.0
Black	2	8.7	2	9.5	2	9.1	3	15.8	3	17.6	1	50.0	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	1	5.9	1	n/a	1	n/a

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
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	1	4.3	0	0.0	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	1	4.3	1	4.8	1	4.5	1	5.3	1	5.9	0	0.0	0	0.0
subtotal	23	100.0	21	100.0	22	100.0	19	100.0	17	100.0	-6	-26.1	-2	-10.5
MKTG Marketing														
White	3	60.0	3	50.0	3	75.0	4	80.0	3	75.0	0	0.0	-1	-25.0
Black	1	20.0	1	16.7	1	25.0	1	20.0	1	25.0	0	0.0	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	1	20.0	2	33.3	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	0.0	0	n/a	0	n/a
subtotal	5	100.0	6	100.0	4	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
College Total	109		107		111		108		106		-3		-2	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Business Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT Accounting															
	Female	9	45.0	9	42.9	14	60.9	13	56.5	12	60.0	3	33.3	-1	-7.7
	Male	11	55.0	12	57.1	9	39.1	10	43.5	8	40.0	-3	-27.3	-2	-20.0
	subtotal	20	100.0	21	100.0	23	100.0	23	100.0	20	100.0	0	0.0	-3	-13.0
BAPA Business and Public Administration															
	Female	1	33.3	1	33.3	1	50.0	1	50.0	2	100	1	100.0	1	100.0
	Male	2	66.7	2	66.7	1	50.0	1	50.0	0	0.0	-2	-100.0	-1	-100.0
	subtotal	3	100.0	3	100.0	2	100.0	2	100.0	2	100.0	-1	-33.3	0	0.0
DSCI Decision Sciences															
	Female	1	14.3	2	22.2	2	28.6	2	25.0	2	25.0	1	100.0	0	0.0
	Male	6	85.7	7	77.8	5	71.4	6	75.0	6	75.0	0	0.0	0	0.0
	subtotal	7	100.0	9	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ECON Economics															
	Female	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0	1	n/a	1	n/a
	Male	4	100.0	3	100.0	3	100.0	3	100.0	4	80.0	0	0.0	1	33.3
	subtotal	4	100.0	3	100.0	3	100.0	3	100.0	5	100.0	1	25.0	2	66.7
ENVR Environmental Mgmt															
	Female	2	66.7	2	66.7	3	75.0	2	66.7	2	66.7	0	0.0	0	0.0
	Male	1	33.3	1	33.3	1	25.0	1	33.3	1	33.3	0	0.0	0	0.0
	subtotal	3	100.0	3	100.0	4	100.0	3	100.0	3	100.0	0	0.0	0	0.0
FINC Finance															
	Female	2	18.2	2	22.2	2	22.2	2	22.2	2	22.2	0	0.0	0	0.0
	Male	9	81.8	7	77.8	7	77.8	7	77.8	7	77.8	-2	-22.2	0	0.0
	subtotal	11	100.0	9	100.0	9	100.0	9	100.0	9	100.0	-2	-18.2	0	0.0
HADM Healthcare Administration															
	Female	5	41.7	3	30.0	3	30.0	4	44.4	5	50.0	0	0.0	1	25.0
	Male	7	58.3	7	70.0	7	70.0	5	55.6	5	50.0	-2	-28.6	0	0.0
	subtotal	12	100.0	10	100.0	10	100.0	9	100.0	10	100.0	-2	-16.7	1	11.1
HMRS Human Resource Mgmt															
	Female	1	25.0	1	25.0	2	50.0	2	50.0	3	75.0	2	200.0	1	50.0
	Male	3	75.0	3	75.0	2	50.0	2	50.0	1	25.0	-2	-66.7	-1	-50.0
	subtotal	4	100.0	4	100.0	4	100.0	4	100.0	4	100.0	0	0.0	0	0.0

Faculty by Gender		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ISAM Information Systems Administration and Mgmt															
	Female	0	0.0	0	0.0	1	6.7	2	12.5	2	11.8	2	n/a	0	0.0
	Male	11	100.0	11	100.0	14	93.3	14	87.5	15	88.2	4	36.4	1	7.1
	subtotal	11	100.0	11	100.0	15	100.0	16	100.0	17	100.0	6	54.5	1	6.3
LEGL Legal Studies															
	Female	3	50.0	3	42.9	4	50.0	3	42.9	3	42.9	0	0.0	0	0.0
	Male	3	50.0	4	57.1	4	50.0	4	57.1	4	57.1	1	33.3	0	0.0
	subtotal	6	100.0	7	100.0	8	100.0	7	100.0	7	100.0	1	16.7	0	0.0
MGMT Management															
	Female	8	34.8	8	38.1	9	40.9	7	36.8	8	47.1	0	0.0	1	14.3
	Male	15	65.2	13	61.9	13	59.1	12	63.2	9	52.9	-6	-40.0	-3	-25.0
	subtotal	23	100.0	21	100.0	22	100.0	19	100.0	17	100.0	-6	-26.1	-2	-10.5
MKTG Marketing															
	Female	2	40.0	2	33.3	2	50.0	2	40.0	1	25.0	-1	-50.0	-1	-50.0
	Male	3	60.0	4	66.7	2	50.0	3	60.0	3	75.0	0	0.0	0	0.0
	subtotal	5	100.0	6	100.0	4	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
College Total		109		107		111		108		106		-3		-2	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Education Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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

Mean and Median Age	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	52	54	53	55	53	55	54	56	55	57

Faculty by Rank	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	7	6.1	6	4.7	7	5.6	8	6.5	9	7.3	2	28.6	1	12.5
Associate Professor	15	13.2	18	14.2	22	17.5	19	15.3	19	15.4	4	26.7	0	0.0
Assistant Professor	18	15.8	18	14.2	14	11.1	12	9.7	13	10.6	-5	-27.8	1	8.3
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	73	64.0	82	64.5	83	65.8	84	67.7	81	65.9	8	11.0	-3	-3.6
Teaching Assistant	1	0.9	3	2.4	0	0.0	1	0.8	1	0.8	0	0.0	0	0.0
SOE Total	114	100.0	127	100.0	126	100.0	124	100.0	123	100.0	9	7.9	-1	-0.8

Faculty by Tenure Status	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	74	64.9	85	66.9	83	65.9	85	68.5	82	66.7	8	10.8	-3	-3.5
Tenured faculty	22	19.3	24	18.9	29	23.0	27	21.8	27	22.0	5	22.7	0	0.0
Tenure-track faculty	18	15.8	18	14.2	14	11.1	12	9.7	14	11.3	-4	-22.2	2	16.7
SOE Total	114	100.0	127	100.0	126	100.0	124	100.0	123	100.0	9	7.9	-1	-0.8

Faculty by FT/PT Status	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	40	35.1	42	33.1	43	34.1	39	31.5	41	33.3	1	2.5	-6	5.1
Part-time	74	64.9	85	66.9	83	65.9	85	68.5	82	66.7	8	10.8	-18	-3.5
SOE Total	114	100.0	127	100.0	126	100.0	124	100.0	123	100.0	9	7.9	-1	-0.8

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Ethnic Origin	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	85	74.6	93	73.2	93	73.8	87	70.2	88	71.6	3	3.5	1	1.1
Black	13	11.4	13	10.2	14	11.1	14	11.3	15	12.2	2	15.4	1	7.1
Hispanic	13	11.4	19	15.0	15	11.9	18	14.5	15	12.2	2	15.4	-3	-16.7
Asian	0	0.0	0	0.0	1	0.8	1	0.8	2	1.6	2	n/a	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	1	0.8	1	0.8	2	1.6	2	1.6	1	0.8	0	0.0	-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	1.8	1	0.8	1	0.8	2	1.6	2	1.6	0	0.0	0	0.0
SOE Total	114	100.0	127	100.0	126	100.0	124	100.0	123	100.0	9	7.9	-1	-0.8

Faculty by Gender	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Gender	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	95	83.3	108	85.0	106	84.1	104	83.9	104	84.6	9	9.5	0	0.0
Male	19	16.7	19	15.0	20	15.9	20	16.1	19	15.4	0	0.0	-1	-5.0
SOE Total	114	100.0	127	100.0	126	100.0	124	100.0	123	100.0	9	7.9	-1	-0.8

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Faculty by Area of Instruction		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU	Administration and Supervision	7	5.0	9	5.9	10	6.5	5	3.3	6	3.9	-1	-14.3	1	20.0
COUN	Counseling	11	7.9	11	7.2	10	6.5	8	5.3	10	6.6	-1	-9.1	2	25.0
ECED	Early Childhood Education	12	8.6	11	7.2	12	7.7	12	7.9	11	7.2	-1	-8.3	-1	-8.3
EDCI	Curriculum & Instruction	n/a	n/a	n/a	n/a	n/a	n/a	5	3.3	5	3.3	n/a	n/a	0	0.0
EDLS	Educational Leadership	18	12.9	22	14.5	27	17.4	26	17.1	23	15.1	5	27.8	-3	-11.5
EDUC	Education	12	8.6	11	7.2	9	5.8	9	5.9	5	3.3	-7	-58.3	-4	-44.4
INST	Instructional Technology	9	6.5	10	6.6	8	5.2	8	5.3	13	8.6	4	44.4	5	62.5
LLLS	Literacy, Language, and Library Science	13	9.4	12	7.9	14	9.0	16	10.5	17	11.2	4	30.8	1	6.3
SILC	Studies in Language and Culture	12	8.6	14	9.2	12	7.7	13	8.6	15	9.9	3	25.0	2	15.4
SPED	Special Education	5	3.6	5	3.3	5	3.2	6	3.9	6	3.9	1	20.0	0	0.0
TCED	Teacher Education	40	28.8	47	30.9	46	29.7	44	28.9	41	27.0	1	2.5	-3	-6.8
College Total		139	100.0	152	100.0	153	100.0	152	100.0	152	100.0	13	9.4	0	0.0

Mean and Median Age		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
Area		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ADSU	Administration and Supervision	53	57	50	47	48	48	49	49	53	55
COUN	Counseling	52	44	51	47	51	45	48	45	48	47
ECED	Early Childhood Education	53	56	53	55	54	56	55	57	53	53
EDCI	Curriculum & Instruction	n/a	n/a	n/a	n/a	n/a	n/a	52	47	55	51
EDLS	Educational Leadership	51	50	54	54	53	54	55	59	57	61
EDUC	Education	51	50	53	51	54	48	54	55	58	56
INST	Instructional Technology	49	43	49	45	49	46	50	47	50	47
LLLS	Literacy, Language, and Library Science	54	57	58	62	58	59	55	58	56	58
SILC	Studies in Language and Culture	48	46	48	46	46	43	50	46	49	46
SPED	Special Education	48	45	49	46	51	47	56	56	52	48
TCED	Teacher Education	55	58	55	57	56	58	56	58	59	59
College Mean and Median Age		52	54	53	55	53	55	54	56	55	57

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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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision															
Professor		1	14.3	1	11.1	0	0.0	0	0.0	1	16.7	0	0.0	1	n/a
Associate Professor		2	28.6	3	33.3	4	40.0	3	60.0	3	50.0	1	50.0	0	0.0
Assistant Professor		1	14.3	2	22.2	1	10.0	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		3	42.9	2	22.2	5	50.0	2	40.0	2	33.3	-1	-33.3	0	0.0
Teaching Assistant		0	0.0	1	11.1	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal		7	100.0	9	100.0	10	100.0	5	100.0	6	100.0	-1	-14.3	1	20.0
COUN Counseling															
Professor		2	18.2	1	9.1	2	20.0	1	12.5	1	10.0	-1	-50.0	0	0.0
Associate Professor		2	18.2	2	18.2	0	0.0	0	0.0	2	20.0	0	0.0	2	n/a
Assistant Professor		3	27.3	2	18.2	2	20.0	2	25.0	1	10.0	-2	-66.7	-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		4	36.4	6	54.5	6	60.0	5	62.5	6	60.0	2	50.0	1	20.0
Teaching Assistant		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal		11	100.0	11	100.0	10	100.0	8	100.0	10	100.0	-1	-9.1	2	25.0
ECED Early Childhood Education															
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	8.3	1	9.1	2	16.7	2	16.7	2	18.2	1	100.0	0	0.0
Assistant Professor		5	41.7	5	45.5	4	33.3	3	25.0	3	27.3	-2	-40.0	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		6	50.0	5	45.5	6	50.0	7	58.3	6	54.5	0	0.0	-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
subtotal		12	100.0	11	100.0	12	100.0	12	100.0	11	100.0	-1	-8.3	-1	-8.3
EDCI Curriculum & Instruction															
Professor		n/a	n/a	n/a	n/a	n/a	n/a	1	20.0	1	20.0	n/a	n/a	0	0.0
Associate Professor		n/a	n/a	n/a	n/a	n/a	n/a	3	60.0	1	20.0	n/a	n/a	-2	-66.7
Assistant Professor		n/a	n/a	n/a	n/a	n/a	n/a	1	20.0	2	40.0	n/a	n/a	1	100.0
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	0	0.0	1	20.0	n/a	n/a	1	n/a
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
subtotal		0	0	0	n/a	n/a	n/a	5	100.0	5	100.0	5	n/a	0	0.0

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
EDLS	Educational Leadership														
	Professor	4	22.2	5	22.7	6	22.2	7	26.9	6	26.1	2	50.0	-1	-14.3
	Associate Professor	6	33.3	8	36.4	14	51.9	11	42.3	10	43.5	4	66.7	-1	-9.1
	Assistant Professor	6	33.3	5	22.7	4	14.8	2	7.7	3	13.0	-3	-50.0	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	2	11.1	4	18.2	3	11.1	6	23.1	4	17.4	2	100.0	-2	-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
	subtotal	18	100.0	22	100.0	27	100.0	26	100.0	23	100.0	5	27.8	-3	-11.5
EDUC	Education														
	Professor	2	16.7	2	18.2	2	22.2	4	44.4	3	60.0	1	50.0	-1	-25.0
	Associate Professor	2	16.7	1	9.1	1	11.1	0	0.0	2	40.0	0	0.0	2	n/a
	Assistant Professor	2	16.7	3	27.3	2	22.2	1	11.1	0	0.0	-2	-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	6	50.0	5	45.5	4	44.4	4	44.4	0	0.0	-6	-100.0	-4	-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
	subtotal	12	100.0	11	100.0	9	100.0	9	100.0	5	100.0	-7	-58.3	-4	-44.4
INST	Instructional Technology														
	Professor	0	0.0	0	0.0	0	0.0	1	12.5	1	7.7	1	n/a	0	0.0
	Associate Professor	3	33.3	3	30.0	3	37.5	2	25.0	2	15.4	-1	-33.3	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	7.7	1	n/a	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	5	55.6	7	70.0	5	62.5	5	62.5	9	69.2	4	80.0	4	80.0
	Teaching Assistant	1	11.1	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	subtotal	9	100.0	10	100.0	8	100.0	8	100.0	13	100.0	4	44.4	5	62.5
LLLS	Literacy, Language, and Library Science														
	Professor	0	0.0	0	0.0	1	7.1	2	12.5	2	11.8	2	n/a	0	0.0
	Associate Professor	2	15.4	2	16.7	3	21.4	1	6.3	0	0.0	-2	-100.0	-1	-100.0
	Assistant Professor	1	7.7	1	8.3	1	7.1	2	12.5	2	11.8	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	10	76.9	9	75.0	9	64.3	11	68.8	12	70.6	2	20.0	1	9.1
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	1	5.8	1	n/a	1	n/a
	subtotal	13	100.0	12	100.0	14	100.0	16	100.0	17	100.0	4	30.8	1	6.3
SILC	Studies in Language and Culture														
	Professor	2	16.7	2	14.3	1	8.3	2	15.4	2	13.3	0	0.0	0	0.0
	Associate Professor	1	8.3	2	14.3	2	16.7	2	15.4	2	13.3	1	100.0	0	0.0
	Assistant Professor	0	0.0	1	7.1	2	16.7	0	0.0	2	13.3	2	n/a	2	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	9	75.0	8	57.1	7	58.3	8	61.5	9	60.1	0	0.0	1	12.5
	Teaching Assistant	0	0.0	1	7.1	0	0.0	1	7.7	0	0.0	0	n/a	-1	-100.0
	subtotal	12	100.0	14	100.0	12	100.0	13	100.0	15	100.0	3	25.0	2	15.4

Faculty by Rank	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SPED Special Education														
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	20.0	1	20.0	1	20.0	1	16.7	1	16.7	0	0.0	0	0.0
Assistant Professor	2	40.0	2	40.0	2	40.0	2	33.3	3	50.0	1	50.0	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	2	40.0	2	40.0	2	40.0	3	50.0	2	33.3	0	0.0	-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
subtotal	5	100.0	5	100.0	5	100.0	6	100.0	6	100.0	1	20.0	0	0.0
TCED Teacher Education														
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Associate Professor	4	10.0	3	6.4	5	10.9	5	11.4	7	17.1	3	75.0	2	40.0
Assistant Professor	4	10.0	4	8.5	1	2.2	2	4.5	1	2.4	-3	-75.0	-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	32	80.0	39	83.0	40	87.0	37	84.1	33	80.5	1	3.1	-4	-10.8
Teaching Assistant	0	0.0	1	2.1	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	40	100.0	47	100.0	46	100.0	44	100.0	41	100.0	1	2.5	-3	-6.8
College Total	139		152		153		152		152		13		0	

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Faculty by Tenure	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision														
Non-tenured faculty	3	42.9	3	33.3	5	50.0	2	40.0	2	33.3	-1	-33.3	0	0.0
Tenured faculty	3	42.9	4	44.4	4	40.0	3	60.0	4	66.7	1	33.3	1	33.3
Tenure-track faculty	1	14.3	2	22.2	1	10.0	0	0.0	0	0.0	-1	-100.0	0	n/a
subtotal	7	100.0	9	100.0	10	100.0	5	100.0	6	100.0	-1	-14.3	1	20.0
COUN Counseling														
Non-tenured faculty	4	36.4	6	54.5	6	60.0	5	62.5	6	60.0	2	50.0	1	20.0
Tenured faculty	4	36.4	3	27.3	2	20.0	1	12.5	2	20.0	-2	-50.0	1	100.0
Tenure-track faculty	3	27.3	2	18.2	2	20.0	2	25.0	2	20.0	-1	-33.3	0	0.0
subtotal	11	100.0	11	100.0	10	100.0	8	100.0	10	100.0	-1	-9.1	2	25.0
ECED Early Childhood Education														
Non-tenured faculty	6	50.0	5	45.5	6	50.0	7	58.3	6	54.5	0	0.0	-1	-14.3
Tenured faculty	1	8.3	1	9.1	2	16.7	2	16.7	2	18.2	1	100.0	0	0.0
Tenure-track faculty	5	41.7	5	45.5	4	33.3	3	25.0	3	27.3	-2	-40.0	0	0.0
subtotal	12	100.0	11	100.0	12	100.0	12	100.0	11	100.0	-1	-8.3	-1	-8.3
EDCI Curriculum & Instruction														
Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	1	20.0	n/a	n/a	1	n/a
Tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	4	80.0	2	40.0	n/a	n/a	-2	-50.0
Tenure-track faculty	n/a	n/a	n/a	n/a	n/a	n/a	1	20.0	2	40.0	n/a	n/a	1	100.0
subtotal	0	n/a	0	n/a	0	n/a	5	100.0	5	100.0	5	n/a	0	0.0
EDLS Educational Leadership														
Non-tenured faculty	2	11.1	4	18.2	3	11.1	6	23.1	4	17.4	2	100.0	-2	-33.3
Tenured faculty	10	55.6	13	59.1	20	74.1	18	69.2	16	69.6	6	60.0	-2	-11.1
Tenure-track faculty	6	33.3	5	22.7	4	14.8	2	7.7	3	13.0	-3	-50.0	1	50.0
subtotal	18	100.0	22	100.0	27	100.0	26	100.0	23	100.0	5	27.8	-3	-11.5
EDUC Education														
Non-tenured faculty	6	50.0	5	45.5	4	44.4	4	44.4	0	0.0	-6	-100.0	-4	-100.0
Tenured faculty	4	33.3	3	27.3	3	33.3	4	44.4	5	100.0	1	25.0	1	25.0
Tenure-track faculty	2	16.7	3	27.3	2	22.2	1	11.1	0	0.0	-2	-100.0	-1	-100.0
subtotal	12	100.0	11	100.0	9	100.0	9	100.0	5	100.0	-7	-58.3	-4	-44.4

Faculty by Tenure		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
INST Instructional Technology															
	Non-tenured faculty	6	66.7	7	70.0	5	62.5	5	62.5	9	69.2	3	50.0	4	80.0
	Tenured faculty	3	33.3	3	30.0	3	37.5	3	37.5	3	23.1	0	0.0	0	0.0
	Tenure-track faculty	0	0.0	0	0.0	0	0.0	0	0.0	1	7.7	1	n/a	1	n/a
	subtotal	9	100.0	10	100.0	8	100.0	8	100.0	13	100.0	4	44.4	5	62.5
LLLS Literacy, Language, and Library Science															
	Non-tenured faculty	10	76.9	9	75.0	9	64.3	11	68.8	13	76.5	3	30.0	2	18.2
	Tenured faculty	2	15.4	2	16.7	4	28.6	3	18.8	2	11.8	0	0.0	-1	-33.3
	Tenure-track faculty	1	7.7	1	8.3	1	7.1	2	12.5	2	11.7	1	100.0	0	0.0
	subtotal	13	100.0	12	100.0	14	100.0	16	100.0	17	100.0	4	30.8	1	6.3
SILC Studies in Language and Culture															
	Non-tenured faculty	9	75.0	9	64.3	7	58.3	9	69.2	9	60.0	0	0.0	0	0.0
	Tenured faculty	3	25.0	4	28.6	3	25.0	4	30.8	4	26.7	1	33.3	0	0.0
	Tenure-track faculty	0	0.0	1	7.1	2	16.7	0	0.0	2	13.3	2	n/a	2	n/a
	subtotal	12	100.0	14	100.0	12	100.0	13	100.0	15	100.0	3	25.0	2	15.4
SPED Special Education															
	Non-tenured faculty	2	40.0	2	40.0	2	40.0	3	50.0	2	33.3	0	0.0	-1	-33.3
	Tenured faculty	1	20.0	1	20.0	1	20.0	1	16.7	1	16.7	0	0.0	0	0.0
	Tenure-track faculty	2	40.0	2	40.0	2	40.0	2	33.3	3	50.0	1	50.0	1	50.0
	subtotal	5	100.0	5	100.0	5	100.0	6	100.0	6	100.0	1	20.0	0	0.0
TCED Teacher Education															
	Non-tenured faculty	32	80.0	40	85.1	40	87.0	37	84.1	33	80.5	1	3.1	-4	-10.8
	Tenured faculty	4	10.0	3	6.4	5	10.9	5	11.4	7	17.1	3	75.0	2	40.0
	Tenure-track faculty	4	10.0	4	8.5	1	2.2	2	4.5	1	2.4	-3	-75.0	-1	-50.0
	subtotal	40	100.0	47	100.0	46	100.0	44	100.0	41	100.0	1.0	2.5	-3.0	-6.8
College Total		139		152		153		152		152		13		0	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Education Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision															
	Full-time	4	57.1	6	66.7	5	50.0	3	60.0	4	66.7	0	0.0	1	33.3
	Part-time	3	42.9	3	33.3	5	50.0	2	40.0	2	33.3	-1	-33.3	0	0.0
	subtotal	7	100.0	9	100.0	10	100.0	5	100.0	6	100.0	-1	-14.3	1	20.0
COUN Counseling															
	Full-time	7	63.6	5	45.5	4	40.0	3	37.5	4	40.0	-3	-42.9	1	33.3
	Part-time	4	36.4	6	54.5	6	60.0	5	62.5	6	60.0	2	50.0	1	20.0
	subtotal	11	100.0	11	100.0	10	100.0	8	100.0	10	100.0	-1	-9.1	2	25.0
ECED Early Childhood Education															
	Full-time	6	50.0	6	54.5	6	50.0	5	41.7	5	45.5	-1	-16.7	0	0.0
	Part-time	6	50.0	5	45.5	6	50.0	7	58.3	6	54.5	0	0.0	-1	-14.3
	subtotal	12	100.0	11	100.0	12	100.0	12	100.0	11	100.0	-1	-8.3	-1	-8.3
EDCI Curriculum & Instruction															
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	5	100.0	4	80.0	n/a	n/a	-1	-20.0
	Part-time	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	1	20.0	n/a	n/a	1	n/a
	subtotal	0	n/a	0	n/a	0	n/a	5	100.0	5	100.0	5	n/a	0	0.0
EDLS Educational Leadership															
	Full-time	16	88.9	18	81.8	24	88.9	20	76.9	19	82.6	3	18.8	-1	-5.0
	Part-time	2	11.1	4	18.2	3	11.1	6	23.1	4	17.4	2	100.0	-2	-33.3
	subtotal	18	100.0	22	100.0	27	100.0	26	100.0	23	100.0	5	27.8	-3	-11.5
EDUC Education															
	Full-time	6	50.0	6	54.5	5	55.6	5	55.6	5	100.0	-1	-16.7	0	0.0
	Part-time	6	50.0	5	45.5	4	44.4	4	44.4	0	0.0	-6	-100.0	-4	-100.0
	subtotal	12	100.0	11	100.0	9	100.0	9	100.0	5	100.0	-7	-58.3	-4	-44.4
INST Instructional Technology															
	Full-time	3	33.3	3	30.0	3	37.5	3	37.5	4	30.8	1	33.3	1	33.3
	Part-time	6	66.7	7	70.0	5	62.5	5	62.5	9	69.2	3	50.0	4	80.0
	subtotal	9	100.0	10	100.0	8	100.0	8	100.0	13	100.0	4	44.4	5	62.5
LLLS Literacy, Language, and Library Science															
	Full-time	3	23.1	3	25.0	5	35.7	5	31.3	4	23.5	1	33.3	-1	-20.0
	Part-time	10	76.9	9	75.0	9	64.3	11	68.8	13	76.5	3	30.0	2	18.2
	subtotal	13	100.0	12	100.0	14	100.0	16	100.0	17	100.0	4	30.8	1	6.3

Faculty by FT/PT		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SILC	Studies in Language and Culture														
	Full-time	3	25.0	5	35.7	5	41.7	4	30.8	6	40.0	3	100.0	2	50.0
	Part-time	9	75.0	9	64.3	7	58.3	9	69.2	9	60.0	0	0.0	0	0.0
	subtotal	12	100.0	14	100.0	12	100.0	13	100.0	15	100.0	3	25.0	2	15.4
SPED	Special Education														
	Full-time	3	60.0	3	60.0	3	60.0	3	50.0	4	66.7	1	33.3	1	33.3
	Part-time	2	40.0	2	40.0	2	40.0	3	50.0	2	33.3	0	0.0	-1	-33.3
	subtotal	5	100.0	5	100.0	5	100.0	6	100.0	6	100.0	1	20.0	0	0.0
TCED	Teacher Education														
	Full-time	8	20.0	7	14.9	6	13.0	7	15.9	8	19.5	0	0.0	1	14.3
	Part-time	32	80.0	40	85.1	40	87.0	37	84.1	33	80.5	1	3.1	-4	-10.8
	subtotal	40	100.0	47	100.0	46	100.0	44	100.0	41	100.0	1	2.5	-3	-6.8
	College Total	139		152		153		152		152		13		0	

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5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision															
	White	5	71.4	5	55.6	6	60.0	2	40.0	3	50.0	-2	-40.0	1	50.0
	Black	1	14.3	3	33.3	3	30.0	2	40.0	2	33.3	1	100.0	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	0.0	0	n/a	0	n/a
	Multi-Racial	1	14.3	1	11.1	1	10.0	1	20.0	1	16.7	0	0.0	0	0.0
	subtotal	7	100.0	9	100.0	10	100.0	5	100.0	6	100.0	-1	-14.3	1	20.0
COUN Counseling															
	White	9	81.8	8	72.7	6	60.0	4	50.0	5	50.0	-4	-44.4	1	25.0
	Black	2	18.2	1	9.1	1	10.0	1	12.5	1	10.0	-1	-50.0	0	0.0
	Hispanic	0	0.0	2	18.2	3	30.0	3	37.5	3	30.0	3	n/a	0	0.0
	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
	subtotal	11	100.0	11	100.0	10	100.0	8	100.0	10	100.0	-1	-9.1	2	25.0
ECED Early Childhood Education															
	White	11	91.7	9	81.8	10	83.3	9	75.0	9	81.8	-2	-18.2	0	0.0
	Black	1	8.3	1	9.1	1	8.3	1	8.3	1	9.1	0	0.0	0	0.0
	Hispanic	0	0.0	1	9.1	0	0.0	1	8.3	0	0.0	0	n/a	-1	-100.0
	Asian	0	0.0	0	0.0	1	8.3	1	8.3	1	9.1	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
	subtotal	12	100.0	11	100.0	12	100.0	12	100.0	11	100.0	-1	-8.3	-1	-8.3

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
EDCI Curriculum & Instruction														
White	n/a	n/a	n/a	n/a	n/a	n/a	5	100.0	5	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
subtotal	0	n/a	0	n/a	0	n/a	5	100.0	5	100.0	5	n/a	0	0.0
EDLS Educational Leadership														
White	12	66.7	14	63.6	17	63.0	17	65.4	17	73.9	5	41.7	0	0.0
Black	3	16.7	4	18.2	6	22.2	5	19.2	1	4.3	-2	-66.7	-4	-80.0
Hispanic	2	11.1	3	13.6	3	11.1	3	11.5	4	17.5	2	100.0	1	33.3
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	5.6	1	4.5	1	3.7	1	3.8	1	4.3	0	0.0	0	0.0
subtotal	18	100.0	22	100.0	27	100.0	26	100.0	23	100.0	5	27.8	-3	-11.5
EDUC Education														
White	10	83.3	10	90.9	9	100.0	8	88.9	5	100.0	-5	-50.0	-3	-37.5
Black	2	16.7	1	9.1	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	1	11.1	0	0.0	0	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	12	100.0	11	100.0	9	100.0	9	100.0	5	100.0	-7	-58.3	-4	-44.4
INST Instructional Technology														
White	9	100.0	10	100.0	8	100.0	8	100.0	11	84.6	2	22.2	3	37.5
Black	0	0.0	0	0.0	0	0.0	0	0.0	2	15.4	2	n/a	2	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

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
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
subtotal	9	100.0	10	100.0	8	100.0	8	100.0	13	100.0	4	44.4	5	62.5
LLLS Literacy, Language, and Library Science														
White	11	84.6	11	91.7	12	85.7	14	87.5	14	82.4	3	27.3	0	0.0
Black	1	7.7	0	0.0	1	7.1	1	6.3	2	11.7	1	100.0	1	100.0
Hispanic	1	7.7	1	8.3	1	7.1	1	6.3	1	5.9	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
subtotal	13	100.0	12	100.0	14	100.0	16	100.0	17	100.0	4	30.8	1	6.3
SILC Studies in Language and Culture														
White	3	25.0	3	21.4	4	33.3	3	23.1	4	26.7	1	33.3	1	33.3
Black	2	16.7	2	14.3	1	8.3	1	7.7	2	13.3	0	0.0	1	100.0
Hispanic	6	50.0	9	64.3	7	58.3	9	69.2	9	60.0	3	50.0	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	8.3	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
subtotal	12	100.0	14	100.0	12	100.0	13	100.0	15	100.0	3	25.0	2	15.4
SPED Special Education														
White	2	40.0	3	60.0	3	60.0	3	50.0	4	66.7	2	100.0	1	33.3
Black	2	40.0	1	20.0	1	20.0	1	16.7	1	16.7	-1	-50.0	0	0.0
Hispanic	1	20.0	1	20.0	1	20.0	1	16.7	0	0.0	-1	-100.0	-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	0	0.0	0	0.0	0	0.0	1	16.7	1	16.6	1	n/a	0	0.0
subtotal	5	100.0	5	100.0	5	100.0	6	100.0	6	100.0	1	20.0	0	0.0
TCED Teacher Education														

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	32	80.0	38	80.9	37	80.4	34	77.3	34	82.9	2	6.3	0	0.0
Black	3	7.5	4	8.5	4	8.7	6	13.6	5	12.2	2	66.7	-1	-16.7
Hispanic	4	10.0	4	8.5	3	6.5	2	4.5	1	2.5	-3	-75.0	-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
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	2.5	1	2.1	2	4.3	2	4.5	1	2.4	0	0.0	-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
subtotal	40	100.0	47	100.0	46	100.0	44	100.0	41	100.0	1	2.5	-3	-6.8
College Total	139		152		153		152		152		13		0	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Education Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision															
	Female	3	42.9	2	22.2	3	30.0	1	20.0	1	16.7	-2	-66.7	0	0.0
	Male	4	57.1	7	77.8	7	70.0	4	80.0	5	83.3	1	25.0	1	25.0
	subtotal	7	100.0	9	100.0	10	100.0	5	100.0	6	100.0	-1	-14.3	1	20.0
COUN Counseling															
	Female	6	54.5	9	81.8	7	70.0	7	87.5	8	80.0	2	33.3	1	14.3
	Male	5	45.5	2	18.2	3	30.0	1	12.5	2	20.0	-3	-60.0	1	100.0
	subtotal	11	100.0	11	100.0	10	100.0	8	100.0	10	100.0	-1	-9.1	2	25.0
ECED Early Childhood Education															
	Female	12	100.0	11	100.0	12	100.0	12	100.0	11	100.0	-1	-8.3	-1	-8.3
	Male	0	0.0	0	0.0	0	0.0	0	0.0			0	n/a	0	n/a
	subtotal	12	100.0	11	100.0	12	100.0	12	100.0	11	100.0	-1	-8.3	-1	-8.3
EDCI Curriculum & Instruction															
	Female	n/a	n/a	n/a	n/a	n/a	n/a	5	100.0	5	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
	subtotal	0	n/a	0	n/a	0	n/a	5	100.0	5	100.0	5	n/a	0	0.0
EDLS Educational Leadership															
	Female	12	66.7	16	72.7	19	70.4	18	69.2	17	73.9	5	41.7	-1	-5.6
	Male	6	33.3	6	27.3	8	29.6	8	30.8	6	26.1	0	0.0	-2	-25.0
	subtotal	18	100.0	22	100.0	27	100.0	26	100.0	23	100.0	5	27.8	-3	-11.5
EDUC Education															
	Female	7	58.3	6	54.5	6	66.7	5	55.6	3	60.0	-4	-57.1	-2	-40.0
	Male	5	41.7	5	45.5	3	33.3	4	44.4	2	40.0	-3	-60.0	-2	-50.0
	subtotal	12	100.0	11	100.0	9	100.0	9	100.0	5	100.0	-7	-58.3	-4	-44.4
INST Instructional Technology															
	Female	7	77.8	9	90.0	8	100.0	8	100.0	10	76.9	3	42.9	2	25.0
	Male	2	22.2	1	10.0	0	0.0	0	0.0	3	23.1	1	50.0	3	n/a
	subtotal	9	100.0	10	100.0	8	100.0	8	100.0	13	100.0	4	44.4	5	62.5

Faculty by Gender		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
LLLS Literacy, Language, and Library Science															
	Female	13	100.0	12	100.0	14	100.0	15	93.8	16	94.1	3	23.1	1	6.7
	Male	0	0.0	0	0.0	0	0.0	1	6.3	1	5.9	1	n/a	0	0.0
	subtotal	13	100.0	12	100.0	14	100.0	16	100.0	17	100.0	4	30.8	1	6.3
SILC Studies in Language and Culture															
	Female	12	100.0	14	100.0	12	100.0	12	92.3	15	100.0	3	25.0	3	25.0
	Male	0	0.0	0	0.0	0	0.0	1	7.7	0	0.0	0	n/a	-1	-100.0
	subtotal	12	100.0	14	100.0	12	100.0	13	100.0	15	100.0	3	25.0	2	15.4
SPED Special Education															
	Female	3	60.0	3	60.0	3	60.0	4	66.7	5	83.3	2	66.7	1	25.0
	Male	2	40.0	2	40.0	2	40.0	2	33.3	1	16.7	-1	-50.0	-1	-50.0
	subtotal	5	100.0	5	100.0	5	100.0	6	100.0	6	100.0	1	20.0	0	0.0
TCED Teacher Education															
	Female	38	95.0	45	95.7	44	95.7	42	95.5	39	95.1	1	2.6	-3	-7.1
	Male	2	5.0	2	4.3	2	4.3	2	4.5	2	4.9	0	0.0	0	0.0
	subtotal	40	100.0	47	100.0	46	100.0	44	100.0	41	100.0	1	2.5	-3	-6.8
College Total		139		152		153		152		152		13		0	

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Office of Institutional Effectiveness
College of Human Science and Humanities Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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

Mean and Median Age	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	49	47	50	47	48	46	48	46	48	46

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Rank		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor		15	8.5	14	8.4	15	8.6	14	7.5	13	6.8	-2	-13.3	-1	-7.1
Associate Professor		28	15.8	27	16.2	22	12.6	28	15.1	32	16.8	4	14.3	4	14.3
Assistant Professor		26	14.7	22	13.2	35	20.0	41	22.0	35	18.3	9	34.6	-6	-14.6
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		105	59.3	102	61.0	101	57.7	102	54.8	106	55.5	1	1.0	4	3.9
Teaching Assistant		3	1.7	2	1.2	2	1.1	1	0.5	5	2.6	2	66.7	4	400.0
HSH Total		177	100.0	167	100.0	175	100.0	186	100.0	191	100.0	14	7.9	5	2.7

Faculty by Tenure Status		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Tenure		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty		108	61.0	104	62.3	103	58.9	103	55.4	111	58.1	3	2.8	8	7.8
Tenured faculty		43	24.3	41	24.5	37	21.1	42	22.6	41	21.5	-2	-4.7	-1	-2.4
Tenure-track faculty		26	14.7	22	13.2	35	20.0	41	22.0	39	20.4	13	50.0	-2	-4.9
HSH Total		177	100.0	167	100.0	175	100.0	186	100.0	191	100.0	14	7.9	5	2.7

Faculty by FT/PT Status		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
FT/PT Status		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time		69	39.0	63	37.7	72	41.1	83	44.6	80	41.9	11	15.9	-41	-3.6
Part-time		108	61.0	104	62.3	103	58.9	103	55.4	111	58.1	3	2.8	-45	7.8
HSH Total		177	100.0	167	100.0	175	100.0	186	100.0	191	100.0	14	7.9	5	2.7

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Ethnic Origin	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	144	81.4	134	80.2	130	74.3	138	74.2	138	72.3	-6	-4.2	0	0.0
Black	10	5.6	11	6.6	16	9.1	17	9.1	10	5.2	0	0.0	-7	-41.2
Hispanic	11	6.1	11	6.6	13	7.4	13	7.0	20	10.5	9	81.8	7	53.8
Asian	9	5.1	6	3.6	8	4.6	8	4.3	11	5.8	2	22.2	3	37.5
American Indian or Alaskan Native	1	0.6	1	0.6	2	1.1	1	0.5	1	0.5	0	0.0	0	0.0
International	1	0.6	2	1.2	2	1.1	3	1.6	4	2.1	3	300.0	1	33.3
Unknown	0	0.0	0	0.0	0	0.0	1	0.5	1	0.5	1	n/a	0	0.0
Hawaiian / Pacific Islander	0	0.0	0	0.0	1	0.6	1	0.5	1	0.5	1	n/a	0	0.0
Multi-Racial	1	0.6	2	1.2	3	1.8	4	2.2	5	2.6	4	400.0	1	25.0
HSH Total	177	100.0	167	100.0	175	100.0	186	100.0	191	100.0	14	7.9	5	2.7

Faculty by Gender	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Gender	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	103	58.2	94	56.3	104	59.4	110	59.1	112	58.6	9	8.7	2	1.8
Male	74	41.8	73	43.7	71	40.6	76	40.9	79	41.4	5	6.8	3	3.9
HSH Total	177	100.0	167	100.0	175	100.0	186	100.0	191	100.0	14	7.9	5	2.7

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College of Human Science and Humanities Summary - Fall 2012-Fall 2016

5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH	Anthropology	7	2.9	6	2.7	7	3.1	8	3.4	8	3.3	1	14.3	0	0.0
ARTS	Arts	21	8.8	19	8.6	21	9.2	19	8.1	21	8.6	0	0.0	2	10.5
COMM	Communication	9	3.8	11	5.0	12	5.3	15	6.4	13	5.3	4	44.4	-2	-13.3
CRCL	Cross-Cultural Studies	8	3.3	7	3.2	5	2.2	7	3.0	6	2.5	-2	-25.0	-1	-14.3
CRIM	Criminology	15	6.3	15	6.8	20	8.8	19	8.1	19	7.8	4	26.7	0	0.0
DMST	Digital Media Studies	6	2.5	6	2.7	8	3.5	6	2.5	7	2.9	1	16.7	1	16.7
GEOG	Geography	2	0.8	2	0.9	2	0.9	3	1.3	6	2.5	4	200.0	3	100.0
HIST	History	8	3.3	8	3.6	8	3.5	11	4.7	3	1.2	-5	-62.5	-8	-72.7
HLTH	Health	8	3.3	12	5.5	11	4.8	10	4.2	11	4.5	3	37.5	1	10.0
HUMN	Humanities	20	8.4	19	8.6	7	3.1	8	3.4	11	4.5	-9	-45.0	3	37.5
LITR	Literature	11	4.6	10	4.5	9	3.9	8	3.4	10	4.1	-1	-9.1	2	25.0
NURS	Nursing	n/a	n/a	n/a	n/a	2	0.9	4	1.7	7	2.9	n/a	n/a	3	75.0
PHIL	Philosophy	5	2.1	3	1.4	3	1.3	1	0.4	3	1.2	-2	-40.0	2	200.0
POLS	Political Science	4	1.7	1	0.5	1	0.4	2	0.8	1	0.4	-3	-75.0	-1	-50.0
PSLD	Public Service Leadership	2	0.8	1	0.5	3	1.3	2	0.8	4	1.6	2	100.0	2	100.0
PSYC	Psychology	56	23.4	50	22.7	54	23.7	55	23.3	2	0.8	-54	-96.4	-53	-96.4
SOCI	Sociology	20	8.4	17	7.7	22	9.6	21	8.9	56	23.0	36	180.0	35	166.7
SPAN	Spanish	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	19	7.8	n/a	n/a	18	1800.0
SWRK	Social Work	9	3.8	8	3.6	10	4.4	11	4.7	1	0.4	-8	-88.9	-10	-90.9
WMST	Women's Studies	8	3.3	8	3.6	6	2.6	6	2.5	10	4.1	2	25.0	4	66.7
WRIT	Writing	19	7.9	17	7.7	17	7.5	19	8.1	4	1.6	-15	-78.9	-15	-78.9
College Total		239	100.0	220	100.0	228	100.0	236	100.0	21	8.6	-218	-91.2	-215	-91.1

Mean and Median Age		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
Area		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ANTH	Anthropology	43	41	46	42	39	38	46	44	45	45
ARTS	Arts	54	55	52	51	50	47	45	41	47	45
COMM	Communication	50	52	52	53	50	52	47	48	49	51
CRCL	Cross-Cultural Studies	40	42	43	42	42	43	47	44	42	43
CRIM	Criminology	46	43	52	51	47	45	48	46	48	47
DMST	Digital Media Studies	48	46	50	47	48	47	46	48	48	49
GEOG	Geography	44	44	45	45	46	46	51	47	51	49
HIST	History	54	51	57	51	51	52	49	46	52	48
HLTH	Health	45	41	44	41	46	43	49	47	53	54
HUMN	Humanities	54	56	55	55	49	46	49	50	50	48
LITR	Literature	51	54	53	55	52	56	49	49	45	45
NURS	Nursing	n/a	n/a	n/a	n/a	59	59	54	57	48	42
PHIL	Philosophy	56	60	55	61	38	34	63	63	50	56
POLS	Political Science	39	36	39	39	40	40	41	41	64	64
PSLD	Public Service Leadership	51	51	63	63	55	55	51	51	38	41
PSYC	Psychology	48	47	49	48	48	45	46	44	52	52
SOCI	Sociology	44	44	46	45	47	46	47	46	45	41
SPAN	Spanish	n/a	n/a	n/a	n/a	n/a	n/a	64	64	49	49
SWRK	Social Work	44	45	47	50	48	47	46	46	65	65
WMST	Women's Studies	45	40	46	42	43	39	43	39	48	49
WRIT	Writing	50	52	52	55	52	55	50	51	55	53
College Mean and Median Age		48	46	50	48	48	46	47	46	51	47

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5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology															
	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	14.3	1	16.7	2	28.6	2	25.0	2	25.0	1	100.0	0	0.0
	Assistant Professor	1	14.3	1	16.7	1	14.3	1	12.5	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	4	57.1	4	66.7	4	57.1	5	62.5	5	62.5	1	25.0	0	0.0
	Teaching Assistant	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	subtotal	7	100.0	6	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ARTS Arts															
	Professor	2	9.5	2	10.5	1	4.8	1	5.3	0	0.0	-2	-100.0	-1	-100.0
	Associate Professor	4	19.0	2	10.5	2	9.5	2	10.5	1	4.8	-3	-75.0	-1	-50.0
	Assistant Professor	1	4.8	0	0.0	4	19.0	4	21.1	5	23.8	4	400.0	1	25.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	14	66.7	15	78.9	14	66.7	12	63.2	15	71.4	1	7.1	3	25.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	21	100.0	19	100.0	21	100.0	19	100.0	21	100.0	0	0.0	2	10.5
COMM Communication															
	Professor	1	11.1	1	9.1	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	2	22.2	2	18.2	2	16.7	2	13.3	2	15.4	0	0.0	0	0.0
	Assistant Professor	0	0.0	1	9.1	2	16.7	4	26.7	4	30.8	4	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	6	66.7	7	63.6	8	66.7	9	60.0	7	53.8	1	16.7	-2	-22.2
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	9	100.0	11	100.0	12	100.0	15	100.0	13	100.0	4	44.4	-2	-13.3
CRCL Cross-Cultural Studies															
	Professor	0	0.0	0	0.0	0	0.0	1	14.3	0	0.0	n/a	n/a	-1	-100.0
	Associate Professor	3	37.5	2	28.6	2	40.0	4	57.1	3	50.0	n/a	n/a	-1	-25.0
	Assistant Professor	4	50.0	3	42.9	1	20.0	1	14.3	2	33.3	n/a	n/a	1	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	Other Faculty	0	0.0	2	28.6	2	40.0	1	14.3	1	16.7	n/a	n/a	0	0.0
	Teaching Assistant	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
	subtotal	8	100.0	7	100.0	5	100.0	7	100.0	6	100.0	-2	-25.0	-1	-14.3

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CRIM Criminology															
	Professor	0	0.0	0	0.0	2	10.0	2	10.5	1	5.3	1	n/a	-1	-50.0
	Associate Professor	4	26.7	5	33.3	1	5.0	2	10.5	2	10.5	-2	-50.0	0	0.0
	Assistant Professor	4	26.7	1	6.7	4	20.0	2	10.5	1	5.3	-3	-75.0	-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	7	46.7	9	60.0	13	65.0	13	68.4	15	78.9	8	114.3	2	15.4
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	15	100.0	15	100.0	20	100.0	19	100.0	19	100.0	4	26.7	0	0.0
DMST Digital Media Studies															
	Professor	1	16.7	1	16.7	1	12.5	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	4	66.7	3	50.0	4	50.0	2	33.3	3	42.9	-1	-25.0	1	50.0
	Assistant Professor	0	0.0	1	16.7	2	25.0	3	50.0	3	42.9	3	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	1	16.7	1	16.7	1	12.5	1	16.7	1	14.2	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
	subtotal	6	100.0	6	100.0	8	100.0	6	100.0	7	100.0	1	16.7	1	16.7
EXHS Exercise and Health Sciences															
	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	1	16.7	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	1	16.7	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	3	50.0	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	1	16.6	n/a	n/a	n/a	n/a
	subtotal	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	6	100.0	6	n/a	n/a	n/a
GEOG Geography*															
	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	50.0	1	50.0	1	33.3	1	33.3	0	0.0	0	0.0
	Assistant Professor	1	50.0	1	50.0	1	50.0	1	33.3	1	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	0	0.0	0	0.0	0	0.0	1	33.3	1	33.4	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
	subtotal	2	100.0	2	100.0	2	100.0	3	100.0	3	100.0	1	50.0	0	0.0
HIST History															
	Professor	2	25.0	2	25.0	2	25.0	2	18.2	2	18.2	0	0.0	0	0.0
	Associate Professor	2	25.0	2	25.0	3	37.5	3	27.3	3	27.3	1	50.0	0	0.0
	Assistant Professor	1	12.5	1	12.5	1	12.5	2	18.2	2	18.2	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	3	37.5	3	37.5	2	25.0	4	36.4	4	36.3	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
	subtotal	8	100.0	8	100.0	8	100.0	11	100.0	11	100.0	3	37.5	0	0.0

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HLTH	Health														
	Professor	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	1	12.5	1	8.3	1	9.1	1	10.0	1	9.1	0	0.0	0	0.0
	Assistant Professor	1	12.5	1	8.3	2	18.2	1	10.0	1	9.1	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	62.5	9	75.0	8	72.7	8	80.0	8	72.7	3	60.0	0	0.0
	Teaching Assistant	0	0.0	1	8.3	0	0.0	0	0.0	1	9.1	1	n/a	1	n/a
	subtotal	8	100.0	12	100.0	11	100.0	10	100.0	11	100.0	3	37.5	1	10.0

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HUMN	Humanities														
	Professor	3	15.0	5	26.3	0	0.0	0	0.0	0	0.0	-3	-100.0	0	n/a
	Associate Professor	5	25.0	5	26.3	3	42.9	4	50.0	3	30.0	-2	-40.0	-1	-25.0
	Assistant Professor	4	20.0	1	5.3	3	42.9	2	25.0	4	40.0	0	0.0	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	8	40.0	8	42.1	0	0.0	2	25.0	3	30.0	-5	-62.5	1	50.0
	Teaching Assistant	0	0.0	0	0.0	1	14.3	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	20	100.0	19	100.0	7	100.0	8	100.0	10	100.0	-10	-50.0	2	25.0
LITR	Literature														
	Professor	3	27.3	3	30.0	2	22.2	2	25.0	2	28.6	-1	-33.3	0	0.0
	Associate Professor	2	18.2	3	30.0	3	33.3	3	37.5	2	28.6	0	0.0	-1	-33.3
	Assistant Professor	4	36.4	1	10.0	2	22.2	2	25.0	2	28.6	-2	-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	2	18.2	3	30.0	2	22.2	1	12.5	1	14.2	-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
	subtotal	11	100.0	10	100.0	9	100.0	8	100.0	7	100.0	-4	-36.4	-1	-12.5
NURS	Nursing														
	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
	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	2	100.0	1	25.0	1	33.3	n/a	n/a	0	0.0
	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	3	75.0	2	66.7	n/a	n/a	-1	-33.3
	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
	subtotal	0	n/a	n/a	n/a	2	100.0	4	100.0	3	100.0	3	n/a	-1	-25.0
PHIL	Philosophy														
	Professor	2	40.0	2	66.7	0	0.0	1	100.0	1	100.0	-1	-50.0	0	0.0
	Associate Professor	1	20.0	0	0.0	1	33.3	0	0.0	0	0.0	-1	-100.0	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	0.0	0	n/a	0	n/a
	Other Faculty	2	40.0	1	33.3	2	66.7	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
	subtotal	5	100.0	3	100.0	3	100.0	1	100.0	1	100.0	-4	-80.0	0	0.0
POLS	Political Science														
	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	1	100.0	1	100.0	1	50.0	1	25.0	1	n/a	0	0.0
	Assistant Professor	1	25.0	0	0.0	0	0.0	1	50.0	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	75.0	0	0.0	0	0.0	0	0.0	2	50.0	-1	-33.3	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
	subtotal	4	100.0	1	100.0	1	100.0	2	100.0	4	100.0	0	0.0	2	100.0

Faculty by Rank	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
PSLD Public Service Leadership														
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	0.0	0	n/a	0	n/a
Other Faculty	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	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
subtotal	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	0	0.0
PSYC Psychology														
Professor	3	5.4	3	6.0	5	9.3	5	9.1	5	8.9	2	66.7	0	0.0
Associate Professor	11	19.6	9	18.0	7	13.0	9	16.4	12	21.4	1	9.1	3	33.3
Assistant Professor	11	19.6	10	20.0	15	27.8	15	27.3	13	23.2	2	18.2	-2	-13.3
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	29	51.8	27	54.0	26	48.1	25	45.5	22	39.4	-7	-24.1	-3	-12.0
Teaching Assistant	2	3.6	1	2.0	1	1.9	1	1.8	4	7.1	2	100.0	3	300.0
subtotal	56	100.0	50	100.0	54	100.0	55	100.0	56	100.0	0	0.0	1	1.8
SOCI Sociology														
Professor	0	0.0	0	0.0	2	9.1	3	14.3	3	15.8	3	n/a	0	0.0
Associate Professor	3	15.0	1	5.9	2	9.1	1	4.8	2	10.5	-1	-33.3	1	100.0
Assistant Professor	7	35.0	6	35.3	5	22.7	5	23.8	3	15.8	-4	-57.1	-2	-40.0
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	50.0	10	58.8	13	59.1	12	57.1	11	57.9	1	10.0	-1	-8.3
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	20	100.0	17	100.0	22	100.0	21	100.0	19	100.0	-1	-5.0	-2	-9.5
SPAN Spanish														
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
subtotal	0	n/a	0	n/a	0	n/a	1	100.0	1	100.0	1	n/a	0	0.0
SWRK Social Work														
Professor	1	11.1	1	12.5	2	20.0	2	18.2	2	20.0	1	100.0	0	0.0
Associate Professor	1	11.1	0	0.0	1	10.0	0	0.0	1	10.0	0	0.0	1	n/a
Assistant Professor	2	22.2	2	25.0	1	10.0	4	36.4	2	20.0	0	0.0	-2	-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	5	55.6	5	62.5	6	60.0	5	45.5	5	50.0	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
subtotal	9	100.0	8	100.0	10	100.0	11	100.0	10	100.0	1	11.1	-1	-9.1

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
WMST Womens Studies															
	Professor	1	12.5	1	12.5	1	16.7	2	33.3	1	25.0	0	0.0	-1	-50.0
	Associate Professor	0	0.0	0	0.0	2	33.3	0	0.0	1	25.0	1	n/a	1	n/a
	Assistant Professor	3	37.5	3	37.5	1	16.7	3	50.0	0	0.0	-3	-100.0	-3	-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	50.0	4	50.0	2	33.3	1	16.7	2	50.0	-2	-50.0	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
	subtotal	8	100.0	8	100.0	6	100.0	6	100.0	4	100.0	-4	-50.0	-2	-33.3
WRIT Writing															
	Professor	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	2	10.5	1	5.9	2	11.8	2	10.5	2	9.5	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	2	11.8	4	21.1	4	19.0	4	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	16	84.2	16	94.1	13	76.5	13	68.4	15	71.5	-1	-6.3	2	15.4
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	19	100.0	17	100.0	17	100.0	19	100.0	21	100.0	2	10.5	2	10.5
College Total		239		220		228		236		243		4		7	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Human Science and Humanities Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology															
	Non-tenured faculty	5	71.4	4	66.7	4	57.1	5	62.5	5	62.5	0	0.0	0	0.0
	Tenured faculty	1	14.3	1	16.7	2	28.6	2	25.0	2	25.0	1	100.0	0	0.0
	Tenure-track faculty	1	14.3	1	16.7	1	14.3	1	12.5	1	12.5	0	0.0	0	0.0
	subtotal	7	100.0	6	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ARTS Arts															
	Non-tenured faculty	14	66.7	15	78.9	14	66.7	12	63.2	15	71.4	1	7.1	3	25.0
	Tenured faculty	6	28.6	4	21.1	3	14.3	3	15.8	1	4.8	-5	-83.3	-2	-66.7
	Tenure-track faculty	1	4.8	0	0.0	4	19.0	4	21.1	5	23.8	4	400.0	1	25.0
	subtotal	21	100.0	19	100.0	21	100.0	19	100.0	21	100.0	0	0.0	2	10.5
COMM Communication															
	Non-tenured faculty	6	66.7	7	63.6	8	66.7	9	60.0	7	53.8	1	16.7	-2	-22.2
	Tenured faculty	3	33.3	3	27.3	2	16.7	2	13.3	2	15.4	-1	-33.3	0	0.0
	Tenure-track faculty	0	0.0	1	9.1	2	16.7	4	26.7	4	30.8	4	n/a	0	0.0
	subtotal	9	100.0	11	100.0	12	100.0	15	100.0	13	100.0	4	44.4	-2	-13.3
CRCL Cross-Cultural Studies															
	Non-tenured faculty	1	12.5	2	28.6	2	40.0	1	14.3	1	16.7	0	0.0	0	0.0
	Tenured faculty	3	37.5	2	28.6	2	40.0	5	71.4	3	50.0	0	0.0	-2	-40.0
	Tenure-track faculty	4	50.0	3	42.9	1	20.0	1	14.3	2	33.3	-2	-50.0	1	100.0
	subtotal	8	100.0	7	100.0	5	100.0	7	100.0	6	100.0	-2	-25.0	-1	-14.3
CRIM Criminology															
	Non-tenured faculty	7	46.7	9	60.0	13	65.0	13	68.4	15	78.9	8	114.3	2	15.4
	Tenured faculty	4	26.7	5	33.3	3	15.0	4	21.1	2	10.5	-2	-50.0	-2	-50.0
	Tenure-track faculty	4	26.7	1	6.7	4	20.0	2	10.5	2	10.6	-2	-50.0	0	0.0
	subtotal	15	100.0	15	100.0	20	100.0	19	100.0	19	100.0	4	26.7	0	0.0
DMST Digital Media Studies															
	Non-tenured faculty	1	16.7	1	16.7	1	12.5	1	16.7	1	14.2	0	0.0	0	0.0
	Tenured faculty	5	83.3	4	66.7	5	62.5	2	33.3	3	42.9	-2	-40.0	1	50.0
	Tenure-track faculty	0	0.0	1	16.7	2	25.0	3	50.0	3	42.9	3	n/a	0	0.0
	subtotal	6	100.0	6	100.0	8	100.0	6	100.0	7	100.0	1	16.7	1	16.7
EXHS Exercise and Health Sciences															
	Non-tenured faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	66.8	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	1	16.7	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	1	16.7	n/a	n/a	n/a	n/a

Faculty by Tenure	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
subtotal	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	6	100.2	n/a	n/a	n/a	n/a
GEOG Geography														
Non-tenured faculty	0	0.0	0	0.0	0	0.0	1	33.3	1	33.4	1	n/a	0	0.0
Tenured faculty	1	50.0	1	50.0	1	50.0	1	33.3	1	33.3	0	0.0	0	0.0
Tenure-track faculty	1	50.0	1	50.0	1	50.0	1	33.3	1	33.3	0	0.0	0	0.0
subtotal	2	100.0	2	100.0	2	100.0	3	100.0	3	100.0	1	50.0	0	0.0
HIST History														
Non-tenured faculty	3	37.5	3	37.5	2	25.0	4	36.4	4	36.4	1	33.3	0	0.0
Tenured faculty	4	50.0	4	50.0	5	62.5	5	45.5	5	45.4	1	25.0	0	0.0
Tenure-track faculty	1	12.5	1	12.5	1	12.5	2	18.2	2	18.2	1	100.0	0	0.0
subtotal	8	100.0	8	100.0	8	100.0	11	100.0	11	100.0	3	37.5	0	0.0
HLTH Health														
Non-tenured faculty	5	62.5	10	83.3	8	72.7	8	80.0	9	81.8	4	80.0	1	12.5
Tenured faculty	2	25.0	1	8.3	1	9.1	1	10.0	1	9.1	-1	-50.0	0	0.0
Tenure-track faculty	1	12.5	1	8.3	2	18.2	1	10.0	1	9.1	0	0.0	0	0.0
subtotal	8	100.0	12	100.0	11	100.0	10	100.0	11	100.0	3	37.5	1	10.0
HUMN Humanities														
Non-tenured faculty	8	40.0	8	42.1	1	14.3	2	25.0	3	30.0	-5	-62.5	1	50.0
Tenured faculty	8	40.0	10	52.6	3	42.9	4	50.0	3	30.0	-5	-62.5	-1	-25.0
Tenure-track faculty	4	20.0	1	5.3	3	42.9	2	25.0	4	40.0	0	0.0	2	100.0
subtotal	20	100.0	19	100.0	7	100.0	8	100.0	10	100.0	-10.0	-50.0	2.0	25.0
LITR Literature														
Non-tenured faculty	2	18.2	3	30.0	2	22.2	1	12.5	1	14.2	-1	-50.0	0	0.0
Tenured faculty	5	45.5	6	60.0	5	55.6	4	50.0	3	42.9	-2	-40.0	-1	-25.0
Tenure-track faculty	4	36.4	1	10.0	2	22.2	3	37.5	3	42.9	-1	-25.0	0	0.0
subtotal	11	100.0	10	100.0	9	100.0	8	100.0	7	100.0	-4	-36.4	-1	-12.5
NURS Nursing														
Non-tenured faculty	0	0.0	0	0.0	0	0.0	3	75.0	2	66.7	2	n/a	-1	-33.3
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	2	100.0	1	25.0	1	33.3	1	n/a	0	0.0
subtotal	0	0.0	0	0.0	2	100.0	4	100.0	3	100.0	3	n/a	-1	-25.0
PHIL Philosophy														
Non-tenured faculty	2	40.0	1	33.3	2	66.7	0	0.0	0	0.0	-2	-100.0	0	n/a
Tenured faculty	3	60.0	2	66.7	1	33.3	1	100.0	1	100.0	-2	-66.7	0	0.0
Tenure-track faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	5	100.0	3	100.0	3	100.0	1	100.0	1	100.0	-4	-80.0	0	0.0
POLS Political Science														
Non-tenured faculty	3	75.0	0	0.0	0	0.0	0	0.0	2	50	-1	-33.3	2	n/a
Tenured faculty	0	0.0	1	100.0	1	100.0	2	100.0	1	25	1	n/a	-1	-50.0
Tenure-track faculty	1	25.0	0	0.0	0	0.0	0	0.0	1	25	0	0.0	1	n/a

Faculty by Tenure	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
subtotal	4	100.0	1	100.0	1	100.0	2	100.0	4	100.0	0	0.0	2	100.0
PSLD Public Service Leadership														
Non-tenured faculty	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	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	0.0	0	n/a	0	n/a
subtotal	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	0	0.0
PSYC Psychology														
Non-tenured faculty	31	55.4	28	56.0	27	50.0	26	47.3	26	46.4	-5	-16.1	0	0.0
Tenured faculty	14	25.0	12	24.0	12	22.2	14	25.5	15	26.8	1	7.1	1	7.1
Tenure-track faculty	11	19.6	10	20.0	15	27.8	15	27.3	15	26.8	4	36.4	0	0.0
subtotal	56	100.0	50	100.0	54	100.0	55	100.0	56	100.0	0	0.0	1	1.8
SOCI Sociology														
Non-tenured faculty	10	50.0	10	58.8	13	59.1	12	57.1	11	57.9	1	10.0	-1	-8.3
Tenured faculty	3	15.0	1	5.9	4	18.2	4	19.0	5	26.3	2	66.7	1	25.0
Tenure-track faculty	7	35.0	6	35.3	5	22.7	5	23.8	3	15.8	-4	-57.1	-2	-40.0
subtotal	20	100.0	17	100.0	22	100.0	21	100.0	19	100.0	-1	-5.0	-2	-9.5
SPAN Spanish														
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
subtotal	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
SWRK Social Work														
Non-tenured faculty	5	55.6	5	62.5	6	60.0	5	45.5	5	50.0	0	0.0	0	0.0
Tenured faculty	2	22.2	1	12.5	3	30.0	2	18.2	3	30.0	1	50.0	1	50.0
Tenure-track faculty	2	22.2	2	25.0	1	10.0	4	36.4	2	20.0	0	0.0	-2	-50.0
subtotal	9	100.0	8	100.0	10	100.0	11	100.0	10	100.0	1	11.1	-1	-9.1
WMST Womens Studies														
Non-tenured faculty	4	50.0	4	50.0	2	33.3	1	16.7	2	50.0	-2	-50.0	1	100.0
Tenured faculty	1	12.5	1	12.5	3	50.0	2	33.3	2	50.0	1	100.0	0	0.0
Tenure-track faculty	3	37.5	3	37.5	1	16.7	3	50.0	0	0.0	-3	-100.0	-3	-100.0
subtotal	8	100.0	8	100.0	6	100.0	6	100.0	4	100.0	-4	-50.0	-2	-33.3
WRIT Writing														
Non-tenured faculty	16	84.2	16	94.1	13	76.5	13	68.4	15	71.4	-1	-6.3	2	15.4
Tenured faculty	3	15.8	1	5.9	2	11.8	2	10.5	2	9.5	-1	-33.3	0	0.0
Tenure-track faculty	0	0.0	0	0.0	2	11.8	4	21.1	4	19.1	4	n/a	0	0.0
subtotal	19	100.0	17	100.0	17	100.0	19	100.0	21	100.0	2	10.5	2	10.5
College Total	239		220		228		236		243		4		7	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Human Science and Humanities Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology															
	Full-time	2	28.6	2	33.3	3	42.9	3	37.5	3	37.5	1	50.0	0	0.0
	Part-time	5	71.4	4	66.7	4	57.1	5	62.5	5	62.5	0	0.0	0	0.0
	subtotal	7	100.0	6	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ARTS Arts															
	Full-time	7	33.3	4	21.1	7	33.3	7	36.8	6	28.6	-1	-14.3	-1	-14.3
	Part-time	14	66.7	15	78.9	14	66.7	12	63.2	15	71.4	1	7.1	3	25.0
	subtotal	21	100.0	19	100.0	21	100.0	19	100.0	21	100.0	0	0.0	2	10.5
COMM Communication															
	Full-time	3	33.3	4	36.4	4	33.3	6	40.0	6	46.2	3	100.0	0	0.0
	Part-time	6	66.7	7	63.6	8	66.7	9	60.0	7	53.8	1	16.7	-2	-22.2
	subtotal	9	100.0	11	100.0	12	100.0	15	100.0	13	100.0	4	44.4	-2	-13.3
CRCL Cross-Cultural Studies															
	Full-time	7	87.5	5	71.4	3	60.0	6	85.7	5	83.3	-2	-28.6	-1	-16.7
	Part-time	1	12.5	2	28.6	2	40.0	1	14.3	1	16.7	0	0.0	0	0.0
	subtotal	8	100.0	7	100.0	5	100.0	7	100.0	6	100.0	-2	-25.0	-1	-14.3
CRIM Criminology															
	Full-time	8	53.3	6	40.0	7	35.0	6	31.6	4	21.1	-4	-50.0	-2	-33.3
	Part-time	7	46.7	9	60.0	13	65.0	13	68.4	15	78.9	8	114.3	2	15.4
	subtotal	15	100.0	15	100.0	20	100.0	19	100.0	19	100.0	4	26.7	0	0.0
DMST Digital Media Studies															
	Full-time	5	83.3	5	83.3	7	87.5	5	83.3	6	85.7	1	20.0	1	20.0
	Part-time	1	16.7	1	16.7	1	12.5	1	16.7	1	14.3	0	0.0	0	0.0
	subtotal	6	100.0	6	100.0	8	100.0	6	100.0	7	100.0	1	16.7	1	16.7
EXHS Exercise and Health Sciences															
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	33.3	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	4	66.7	n/a	n/a	n/a	n/a
	subtotal	0	0	0	0	0	0	0	0	6	100.0	6	n/a	6	n/a
GEOG Geography															
	Full-time	2	100.0	2	100.0	2	100.0	2	66.7	2	66.7	0	0.0	0	0.0
	Part-time	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	1	n/a	0	0.0
	subtotal	2	100.0	2	100.0	2	100.0	3	100.0	3	100.0	1	50.0	0	0.0

Faculty by FT/PT	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HIST History														
Full-time	5	62.5	5	62.5	6	75.0	7	63.6	7	63.6	2	40.0	0	0.0
Part-time	3	37.5	3	37.5	2	25.0	4	36.4	4	36.4	1	33.3	0	0.0
subtotal	8	100.0	8	100.0	8	100.0	11	100.0	11	100.0	3	37.5	0	0.0
HLTH Health														
Full-time	3	37.5	2	16.7	3	27.3	2	20.0	2	18.2	-1	-33.3	0	0.0
Part-time	5	62.5	10	83.3	8	72.7	8	80.0	9	81.8	4	80.0	1	12.5
subtotal	8	100.0	12	100.0	11	100.0	10	100.0	11	100.0	3	37.5	1	10.0
HUMN Humanities														
Full-time	12	60.0	11	57.9	6	85.7	6	75.0	7	70.0	-5	-41.7	1	16.7
Part-time	8	40.0	8	42.1	1	14.3	2	25.0	3	30.0	-5	-62.5	1	50.0
subtotal	20	100.0	19	100.0	7	100.0	8	100.0	10	100.0	-10	-50.0	2	25.0
LITR Literature														
Full-time	9	81.8	7	70.0	7	77.8	7	87.5	6	85.7	-3	-33.3	-1	-14.3
Part-time	2	18.2	3	30.0	2	22.2	1	12.5	1	14.3	-1	-50.0	0	0.0
subtotal	11	100.0	10	100.0	9	100.0	8	100.0	7	100.0	-4	-36.4	-1	-12.5
NURS Nursing														
Full-time	0	0.0	0	0.0	2	100.0	1	25.0	1	33.3	1	n/a	0	0.0
Part-time	0	0.0	0	0.0	0	0.0	3	75.0	2	66.7	2	n/a	-1	-33.3
subtotal	0	0.0	0	0.0	2	100.0	4	100.0	3	100.0	3	n/a	-1	-25.0
PHIL Philosophy														
Full-time	3	60.0	2	66.7	1	33.3	1	100.0	1	100.0	-2	-66.7	0	0.0
Part-time	2	40.0	1	33.3	2	66.7	0	0.0	0	0.0	-2	-100.0	0	n/a
subtotal	5	100.0	3	100.0	3	100.0	1	100.0	1	100.0	-4	-80.0	0	0.0
POLS Political Science*														
Full-time	1	25.0	1	100.0	1	100.0	2	100.0	2	50.0	1	100.0	0	0.0
Part-time	3	75.0	0	0.0	0	0.0	0	0.0	2	50.0	-1	-33.3	2	n/a
subtotal	4	100.0	1	100.0	1	100.0	2	100.0	4	100.0	0	0.0	2	100.0
PSLD Public Service Leadership														
Full-time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Part-time	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	0	0.0
subtotal	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	0	0.0
PSYC Psychology														
Full-time	25	44.6	22	44.0	27	50.0	29	52.7	30	53.6	5	20.0	1	3.4
Part-time	31	55.4	28	56.0	27	50.0	26	47.3	26	46.4	-5	-16.1	0	0.0
subtotal	56	100.0	50	100.0	54	100.0	55	100.0	56	100.0	0	0.0	1	1.8
SOCI Sociology														
Full-time	10	50.0	7	41.2	9	40.9	9	42.9	8	42.1	-2	-20.0	-1	-11.1

Faculty by FT/PT	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Part-time	10	50.0	10	58.8	13	59.1	12	57.1	11	57.9	1	10.0	-1	-8.3
subtotal	20	100.0	17	100.0	22	100.0	21	100.0	19	100.0	-1	-5.0	-2	-9.5
SPAN Spanish														
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
subtotal	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
SWRK Social Work														
Full-time	4	44.4	3	37.5	4	40.0	6	54.5	5	50.0	1	25.0	-1	-16.7
Part-time	5	55.6	5	62.5	6	60.0	5	45.5	5	50.0	0	0.0	0	0.0
sub-total	9	100.0	8	100.0	10	100.0	11	100.0	10	100.0	1	11.1	-1	-9.1
WMST Womens Studies														
Full-time	4	50.0	4	50.0	4	66.7	5	83.3	2	50.0	-2	-50.0	-3	-60.0
Part-time	4	50.0	4	50.0	2	33.3	1	16.7	2	50.0	-2	-50.0	1	100.0
subtotal	8	100.0	8	100.0	6	100.0	6	100.0	4	100.0	-4	-50.0	-2	-33.3
WRIT Writing														
Full-time	3	15.8	1	5.9	4	23.5	6	31.6	6	28.6	3	100.0	0	0.0
Part-time	16	84.2	16	94.1	13	76.5	13	68.4	15	71.4	-1	-6.3	2	15.4
subtotal	19	100.0	17	100.0	17	100.0	19	100.0	21	100.0	2	10.5	2	10.5
College Total	239		220		228		236		243		4		7	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Human Science and Humanities Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology														
White	6	85.7	5	83.3	4	57.1	4	50.0	4	50.0	-2	-33.3	0	0.0
Black	0	0.0	0	0.0	1	14.3	2	25.0	2	25.0	2	n/a	0	0.0
Hispanic	0	0.0	0	0.0	1	14.3	1	12.5	0	0.0	0	n/a	-1	-100.0
Asian	1	14.3	1	16.7	1	14.3	1	12.5	2	25.0	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
subtotal	7	100.0	6	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ARTS Arts														
White	13	61.9	12	63.2	14	66.7	14	73.7	14	66.7	1	7.7	0	0.0
Black	0	0.0	0	0.0	0	0.0	1	5.3	1	4.8	1	n/a	0	0.0
Hispanic	4	19.0	5	26.3	4	19.0	3	15.8	4	19.0	0	0.0	1	33.3
Asian	4	19.0	1	5.3	1	4.8	1	5.3	1	4.7	-3	-75.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	1	4.8	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	5.3	1	4.8	0	0.0	1	4.8	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
subtotal	21	100.0	19	100.0	21	100.0	19	100.0	21	100.0	0	0.0	2	10.5
COMM Communication														
White	7	77.8	7	63.6	8	66.7	9	60.0	8	61.5	1	14.3	-1	-11.1
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	1	11.1	2	18.2	1	8.3	2	13.3	1	7.7	0	0.0	-1	-50.0
Asian	1	11.1	1	9.1	1	8.3	1	6.7	1	7.7	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	9.1	2	16.7	2	13.3	2	15.4	2	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	1	6.7	1	7.7	1	n/a	0	0.0
subtotal	9	100.0	11	100.0	12	100.0	15	100.0	13	100.0	4	44.4	-2	-13.3

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CRCL Cross-Cultural Studies														
White	8	100.0	4	57.1	3	60.0	5	71.4	5	83.3	-3	-37.5	0	0.0
Black	0	0.0	1	14.3	1	20.0	1	14.3	1	16.7	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	2	28.6	1	20.0	1	14.3	0	0.0	0	n/a	-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
subtotal	8	100.0	7	100.0	5	100.0	7	100.0	6	100.0	-2	-25.0	-1	-14.3
CRIM Criminology														
White	9	60.0	7	46.7	10	50.0	8	42.1	9	47.3	0	0.0	1	12.5
Black	5	33.3	7	46.7	8	40.0	8	42.1	4	21.1	-1	-20.0	-4	-50.0
Hispanic	0	0.0	0	0.0	0	0.0	1	5.3	4	21.1	4	n/a	3	300.0
Asian	0	0.0	0	0.0	2	10.0	1	5.3	2	10.5	2	n/a	1	100.0
American Indian or Alaskan Native	0	0.0	1	6.7	0	0.0	1	5.3	0	0.0	0	n/a	-1	-100.0
International	1	6.7	0	0.0	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
subtotal	15	100.0	15	100.0	20	100.0	19	100.0	19	100.0	4	26.7	0	0.0
DMST Digital Media Studies														
White	5	83.3	4	66.7	5	62.5	2	33.3	3	42.9	-2	-40.0	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	1	16.7	1	14.3	1	n/a	0	0.0
Asian	1	16.7	1	16.7	1	12.5	1	16.7	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	1	16.7	2	25.0	2	33.3	2	28.5	2	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
subtotal	6	100.0	6	100.0	8	100.0	6	100.0	7	100.0	1	16.7	1	16.7
EXHS Exercise and Health Sciences														
White	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	6	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

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	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	0.0	n/a	n/a	n/a	n/a
	subtotal	0	0	0	0	0	0	0	0	6	100.0	6	n/a	6	n/a
GEOG	Geography														
	White	2	100.0	2	100.0	2	100.0	2	66.7	2	66.7	0	0.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	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	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
	subtotal	2	100.0	2	100.0	2	100.0	3	100.0	3	100.0	1	50.0	0	0.0
HIST	History														
	White	8	100.0	8	100.0	8	100.0	11	100.0	11	100.0	3	37.5	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
	subtotal	8	100.0	8	100.0	8	100.0	11	100.0	11	100.0	3	37.5	0	0.0
HLTH	Health														
	White	7	87.5	11	91.7	9	81.8	9	90.0	10	90.9	3	42.9	1	11.1
	Black	0	0.0	0	0.0	1	9.1	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	12.5	1	8.3	1	9.1	1	10.0	1	9.1	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
	subtotal	8	100.0	12	100.0	11	100.0	10	100.0	11	100.0	3	37.5	1	10.0
HUMN	Humanities														

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White		17	85.0	14	73.7	6	85.7	7	87.5	8	80.0	-9	-52.9	1	14.3
Black		0	0.0	1	5.3	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		3	15.0	3	15.8	1	14.3	1	12.5	1	10.0	-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	1	5.3	0	0.0	0	0.0	1	10.0	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
subtotal		20	100.0	19	100.0	7	100.0	8	100.0	10	100.0	-10	-50.0	2	25.0
LITR Literature															
White		10	90.9	10	100.0	9	100.0	7	87.5	6	85.7	-4	-40.0	-1	-14.3
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	9.1	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	1	12.5	1	14.3	1	n/a	0	0.0
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
subtotal		11	100.0	10	100.0	9	100.0	8	100.0	7	100.0	-4	-36.4	-1	-12.5
NURS Nursing															
White		0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	n/a	0	n/a
Black		0	0.0	0	0.0	0	0.0	3	75.0	2	66.7	2	n/a	-1	-33.3
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	1	50.0	1	25.0	1	33.3	1	n/a	0	0.0
subtotal		0	0.0	0	0.0	2	100.0	4	100.0	3	100.0	3	n/a	-1	-25.0
PHIL Philosophy															
White		4	80.0	2	66.7	2	66.7	1	100.0	1	100.0	-3	-75.0	0	0.0
Black		0	0.0	0	0.0	1	33.3	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	20.0	1	33.3	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

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
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
subtotal	5	100.0	3	100.0	3	100.0	1	100.0	1	100.0	-4	-80.0	0	0.0
POLS Political Science														
White	2	50.0	0	0.0	0	0.0	0	0.0	1	25.0	-1	-50.0	1	n/a
Black	2	50.0	1	100.0	1	100.0	1	50.0	1	25.0	-1	-50.0	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	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	1	50.0	1	25.0	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
subtotal	4	100.0	1	100.0	1	100.0	2	100.0	4	100.0	0	0.0	2	100.0
PSLD Public Service Leadership														
White	2	100.0	1	100.0	2	66.7	1	50.0	1	50.0	-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	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	1	n/a	0	0.0
Asian	0	0.0	0	0.0	1	33.3	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
subtotal	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	0	0.0
PSYC Psychology														
White	48	85.7	44	88.0	43	79.6	43	78.2	42	75.0	-6	-12.5	-1	-2.3
Black	2	3.6	1	2.0	2	3.7	3	5.5	1	1.8	-1	-50.0	-2	-66.7
Hispanic	4	7.1	4	8.0	5	9.3	5	9.1	6	10.7	2	50.0	1	20.0
Asian	2	3.6	1	2.0	3	5.6	3	5.5	5	8.9	3	150.0	2	66.7
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	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	1	1.9	1	1.8	1	1.8	1	n/a	0	0.0
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	1	1.8	1	n/a	1	n/a
subtotal	56	100.0	50	100.0	54	100.0	55	100.0	56	100.0	0	0.0	1	1.8
SOCI Sociology														
White	13	65.0	11	64.7	16	72.7	10	47.6	14	73.7	1	7.7	4	40.0

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Black	3	15.0	4	23.5	4	18.2	6	28.6	0	0.0	-3	-100.0	-6	-100.0
	Hispanic	2	10.0	0	0.0	0	0.0	2	9.5	3	15.7	1	50.0	1	50.0
	Asian	0	0.0	1	5.9	1	4.5	2	9.5	1	5.3	1	n/a	-1	-50.0
	American Indian or Alaskan Native	1	5.0	1	5.9	1	4.5	1	4.8	1	5.3	0	0.0	0	0.0
	International	1	5.0	0	0.0	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
	subtotal	20	100.0	17	100.0	22	100.0	21	100.0	19	100.0	-1	-5.0	-2	-9.5
SPAN	Spanish														
	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
	subtotal	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
SWRK	Social Work														
	White	7	77.8	7	87.5	10	100.0	11	100.0	8	80.0	1	14.3	-3	-27.3
	Black	1	11.1	1	12.5	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	2	20.0	2	n/a	2	n/a
	Asian	1	11.1	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	0.0	0	n/a	0	n/a
	subtotal	9	100.0	8	100.0	10	100.0	11	100.0	10	100.0	1	11.1	-1	-9.1
WMST	Womens Studies														
	White	6	75.0	5	62.5	5	83.3	5	83.3	2	50.0	-4	-66.7	-3	-60.0
	Black	1	12.5	1	12.5	0	0.0	1	16.7	1	25.0	0	0.0	0	0.0
	Hispanic	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	1	12.5	2	25.0	0	0.0	0	0.0	1	25.0	0	0.0	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

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 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	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
subtotal	8	100.0	8	100.0	6	100.0	6	100.0	4	100.0	-4	-50.0	-2	-33.3
WRIT Writing														
White	18	94.7	15	88.2	15	88.2	16	84.2	17	81.0	-1	-5.6	1	6.3
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	5.3	2	9.5	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	2	11.8	2	11.8	2	10.5	2	9.5	1	100.0	0	0.0
subtotal	19	100.0	17	100.0	17	100.0	19	100.0	21	100.0	2	10.5	2	10.5
College Total	239		220		228		236		243		4		7	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Human Science and Humanities Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology															
	Female	5	71.4	6	100.0	5	71.4	7	87.5	5	62.5	0	0.0	-2	-28.6
	Male	2	28.6	0	0.0	2	28.6	1	12.5	3	37.5	1	50.0	2	200.0
	subtotal	7	100.0	6	100.0	7	100.0	8	100.0	8	100.0	1	14.3	0	0.0
ARTS Arts															
	Female	13	61.9	12	63.2	14	66.7	11	57.9	12	57.1	-1	-7.7	1	9.1
	Male	8	38.1	7	36.8	7	33.3	8	42.1	9	42.9	1	12.5	1	12.5
	subtotal	21	100.0	19	100.0	21	100.0	19	100.0	21	100.0	0	0.0	2	10.5
COMM Communication															
	Female	6	66.7	7	63.6	8	66.7	12	80.0	10	76.9	4	66.7	-2	-16.7
	Male	3	33.3	4	36.4	4	33.3	3	20.0	3	23.1	0	0.0	0	0.0
	subtotal	9	100.0	11	100.0	12	100.0	15	100.0	13	100.0	4	44.4	-2	-13.3
CRCL Cross-Cultural Studies															
	Female	4	50.0	5	71.4	5	100.0	3	42.9	4	66.7	0	0.0	1	33.3
	Male	4	50.0	2	28.6	0	0.0	4	57.1	2	33.3	-2	-50.0	-2	-50.0
	subtotal	8	100.0	7	100.0	5	100.0	7	100.0	6	100.0	-2	-25.0	-1	-14.3
CRIM Criminology															
	Female	5	33.3	7	46.7	11	55.0	9	47.4	10	52.6	5	100.0	1	11.1
	Male	10	66.7	8	53.3	9	45.0	10	52.6	9	47.4	-1	-10.0	-1	-10.0
	subtotal	15	100.0	15	100.0	20	100.0	19	100.0	19	100.0	4	26.7	0	0.0
DMST Digital Media Studies															
	Female	3	50.0	3	50.0	4	50.0	3	50.0	4	57.1	1	33.3	1	33.3
	Male	3	50.0	3	50.0	4	50.0	3	50.0	3	42.9	0	0.0	0	0.0
	subtotal	6	100.0	6	100.0	8	100.0	6	100.0	7	100.0	1	16.7	1	16.7
EXHS Exercise and Health Sciences															
	Female	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	16.7	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	5	83.3	n/a	n/a	n/a	n/a
	subtotal	0	0	0	0	0	0	0	0	6	100.0	6	n/a	6	n/a
GEOG Geography															
	Female	1	50.0	1	50.0	1	50.0	2	66.7	2	66.7	1	100.0	0	0.0
	Male	1	50.0	1	50.0	1	50.0	1	33.3	1	33.3	0	0.0	0	0.0
	subtotal	2	100.0	2	100.0	2	100.0	3	100.0	3	100.0	1	50.0	0	0.0
HIST History															

Faculty by Gender		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
	Female	3	37.5	3	37.5	2	25.0	3	27.3	3	27.3	0	0.0	0	0.0
	Male	5	62.5	5	62.5	6	75.0	8	72.7	8	72.7	3	60.0	0	0.0
	subtotal	8	100.0	8	100.0	8	100.0	11	100.0	11	100.0	3	37.5	0	0.0
HLTH	Health														
	Female	4	50.0	5	41.7	4	36.4	4	40.0	4	36.4	0	0.0	0	0.0
	Male	4	50.0	7	58.3	7	63.6	6	60.0	7	63.6	3	75.0	1	16.7
	subtotal	8	100.0	12	100.0	11	100.0	10	100.0	11	100.0	3	37.5	1	10.0
HUMN	Humanities														
	Female	11	55.0	9	47.4	4	57.1	7	87.5	7	70.0	-4	-36.4	0	0.0
	Male	9	45.0	10	52.6	3	42.9	1	12.5	3	30.0	-6	-66.7	2	200.0
	subtotal	20	100.0	19	100.0	7	100.0	8	100.0	10	100.0	-10	-50.0	2	25.0
LITR	Literature														
	Female	4	36.4	3	30.0	3	33.3	4	50.0	3	42.9	-1	-25.0	-1	-25.0
	Male	7	63.6	7	70.0	6	66.7	4	50.0	4	57.1	-3	-42.9	0	0.0
	subtotal	11	100.0	10	100.0	9	100.0	8	100.0	7	100.0	-4	-36.4	-1	-12.5
NURS	Nursing														
	Female	0	0.0	0	0.0	2	100.0	4	100.0	3	100.0	3	n/a	-1	-25.0
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	0	0.0	0	0.0	2	100.0	4	100.0	3	100.0	3	n/a	-1	-25.0
PHIL	Philosophy														
	Female	0	0.0	0	0.0	0	0.0	0	0.0			0	n/a	0	n/a
	Male	5	100.0	3	100.0	3	100.0	1	100.0	1	100.0	-4	-80.0	0	0.0
	subtotal	5	100.0	3	100.0	3	100.0	1	100.0	1	100.0	-4	-80.0	0	0.0
POLS	Political Science														
	Female	2	50.0	0	0.0	0	0.0	0	0.0	2	50.0	0	0.0	2	n/a
	Male	2	50.0	1	100.0	1	100.0	2	100.0	2	50.0	0	0.0	0	0.0
	subtotal	4	100.0	1	100.0	1	100.0	2	100.0	4	100.0	0	0.0	2	100.0
PSLD	Public Service Leadership														
	Female	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	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
	subtotal	2	100.0	1	100.0	3	100.0	2	100.0	2	100.0	0	0.0	0	0.0
PSYC	Psychology														
	Female	34	60.7	28	56.0	32	59.3	30	54.5	34	60.7	0	0.0	4	13.3
	Male	22	39.3	22	44.0	22	40.7	25	45.5	22	39.3	0	0.0	-3	-12.0
	subtotal	56	100.0	50	100.0	54	100.0	55	100.0	56	100.0	0	0.0	1	1.8
SOCI	Sociology														
	Female	14	70.0	13	76.5	15	68.2	15	71.4	11	57.9	-3	-21.4	-4	-26.7
	Male	6	30.0	4	23.5	7	31.8	6	28.6	8	42.1	2	33.3	2	33.3
	subtotal	20	100.0	17	100.0	22	100.0	21	100.0	19	100.0	-1	-5.0	-2	-9.5

Faculty by Gender	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SPAN Spanish														
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
subtotal	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
SWRK Social Work														
Female	7	77.8	4	50.0	4	40.0	6	54.5	4	40.0	-3	-42.9	-2	-33.3
Male	2	22.2	4	50.0	6	60.0	5	45.5	6	60.0	4	200.0	1	20.0
subtotal	9	100.0	8	100.0	10	100.0	11	100.0	10	100.0	1	11.1	-1	-9.1
WMST Womens Studies														
Female	8	100.0	8	100.0	6	100.0	6	100.0	4	100.0	-4	-50.0	-2	-33.3
Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	8	100.0	8	100.0	6	100.0	6	100.0	4	100.0	-4	-50.0	-2	-33.3
WRIT Writing														
Female	15	78.9	15	88.2	13	76.5	15	78.9	18	85.7	3	20.0	3	20.0
Male	4	21.1	2	11.8	4	23.5	4	21.1	3	14.3	-1	-25.0	-1	-25.0
subtotal	19	100.0	17	100.0	17	100.0	19	100.0	21	100.0	2	10.5	2	10.5
College Total	239		220		228		236		243		4		7	

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Science and Engineering Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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

Mean and Median Age	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	51	52	52	53	52	53	52	52	51	51

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Rank		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor		15	14.7	14	13.3	15	12.7	18	14.0	17	12.6	2	13.3	-1	-5.6
Associate Professor		22	21.6	23	21.9	27	22.9	28	21.7	30	22.2	8	36.4	2	7.1
Assistant Professor		14	13.7	15	14.3	18	15.3	22	17.1	27	20.0	13	92.9	5	22.7
Instructor		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty		51	50.0	53	50.5	58	49.2	61	47.3	61	45.2	10	19.6	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
CSE Total		102	100.0	105	100.0	118	100.1	129	100.0	135	100.0	33	32.4	6	4.7

Faculty by Tenure Status		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Tenure		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty		51	50.0	53	50.5	58	49.2	61	47.3	61	45.2	10	19.6	0	0.0
Tenured faculty		36	35.3	36	34.3	42	35.6	45	34.9	45	33.3	9	25.0	0	0.0
Tenure-track faculty		15	14.7	16	15.2	18	15.3	23	17.8	29	21.5	14	93.3	6	26.1
CSE Total		102	100.0	105	100.0	118	100.1	129	100.0	135	100.0	33	32.4	6	4.7

Faculty by FT/PT Status		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
FT/PT Status		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time		51	50.0	52	49.5	60	50.8	68	52.7	74	54.8	23	45.1	-13	8.8
Part-time		51	50.0	53	50.5	58	49.2	61	47.3	61	45.2	10	19.6	-16	0.0
CSE Total		102	100.0	105	100.0	118	100.0	129	100.0	135	100.0	33	32.4	6	4.7

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Ethnic Origin		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White		58	56.9	61	58.1	71	60.2	75	58.1	76	56.3	18	31.0	1	1.3
Black		1	1.0	1	1.0	1	0.8	3	2.3	3	2.2	2	200.0	0	0.0
Hispanic		6	5.9	5	4.8	7	5.9	7	5.4	8	5.9	2	33.3	1	14.3
Asian		29	28.4	31	29.5	32	27.1	36	27.9	38	28.2	9	31.0	2	5.6
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		8	7.8	7	6.7	6	5.1	7	5.4	10	7.4	2	25.0	3	42.9
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	0.8	1	0.8	0	0.0	0	n/a	-1	-100.0
CSE Total		102	100.0	105	100.1	118	99.9	129	100.0	135	100.0	33	32.4	6	4.7

Faculty by Gender		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Gender		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female		31	30.4	31	29.5	35	29.7	32	24.8	34	25.2	3	9.7	2	6.3
Male		71	69.6	74	70.5	83	70.3	97	75.2	101	74.8	30	42.3	4	4.1
CSE Total		102	100.0	105	100.0	118	100.0	129	100.0	135	100.0	33	32.4	6	4.7

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Science and Engineering Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science	4	3.0	2	1.4	5	3.2	1	0.6	4	2.2	0	0.0	3	300.0
BIOL	Biology	21	15.7	23	16.5	22	14.3	25	14.7	22	12.4	1	4.8	-3	-12.0
BIOT	Biotechnology	6	4.5	7	5.0	7	4.5	6	3.5	8	4.5	2	33.3	2	33.3
CENG	Computer Engineering	10	7.5	8	5.8	10	6.5	13	7.6	16	9.0	6	60.0	3	23.1
CHEM	Chemistry	9	6.7	12	8.6	14	9.1	17	10.0	18	10.1	9	100.0	1	5.9
CINF	Computer Information Systems	9	6.7	8	5.8	8	5.2	6	3.5	7	3.9	-2	-22.2	1	16.7
CSCI	Computer Science	19	14.2	21	15.1	27	17.5	26	15.3	25	14.0	6	31.6	-1	-3.8
EMGT	Engineering Management	3	2.2	3	2.2	3	1.9	4	2.4	7	3.9	4	133.3	3	75.0
ENSC	Environmental Science	5	3.7	5	3.6	4	2.6	6	3.5	7	3.9	2	40.0	1	16.7
GEOL	Geology	5	3.7	6	4.3	6	3.9	6	3.5	5	2.8	0	0.0	-1	-16.7
INDH	Industrial Hygiene and Safety	5	3.7	5	3.6	6	3.9	5	2.9	4	2.2	-1	-20.0	-1	-20.0
ITEC	Information Technology*	5	3.7	4	2.9	4	2.6	5	2.9	6	3.4	1	20.0	1	20.0
MATH	Mathematics	13	9.7	12	8.6	13	8.4	17	10.0	19	10.7	6	46.2	2	11.8
PHYS	Physics	9	6.7	8	5.8	9	5.8	10	5.9	10	5.6	1	11.1	0	0.0
SENG	Systems Engineering	5	3.7	6	4.3	4	2.6	6	3.5	7	3.9	2	40.0	1	16.7
STAT	Statistics	2	1.5	4	2.9	5	3.2	5	2.9	4	2.2	2	100.0	-1	-20.0
SWEN	Software Engineering	4	3.0	5	3.6	7	4.5	12	7.1	9	5.1	5	125.0	-3	-25.0
College Total		134	100.0	139	100.0	154	100.0	170	100.0	178	100.0	44	32.8	8	4.7

* ITEC Information Technology had been added to SCE as of Fall 2012.

Mean and Median Age		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016	
Area		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ASTR	Astronomy and Space Science	56	55	56	56	50	51	58	58	48	48
BIOL	Biology	53	53	53	54	53	52	53	52	54	53
BIOT	Biotechnology	52	52	52	54	48	47	49	45	54	56
CENG	Computer Engineering	54	55	56	56	60	61	56	57	51	55
CHEM	Chemistry	49	44	50	48	51	51	51	51	52	50
CINF	Computer Information Systems	48	46	52	53	50	51	50	52	48	43
CSCI	Computer Science	52	54	52	53	54	54	53	55	52	54
EMGT	Engineering Management	47	45	48	46	49	47	49	47	48	49
ENSC	Environmental Science	49	48	50	49	53	53	53	54	53	52
GEOL	Geology	54	53	55	54	49	53	49	48	44	45
INDH	Industrial Hygiene and Safety	54	57	55	56	51	52	55	54	53	52
ITEC	Information Technology*	48	46	49	49	47	45	49	49	51	52
MATH	Mathematics	52	49	55	53	52	53	50	54	50	51
PHYS	Physics	47	44	47	46	46	43	51	48	45	46
SENG	Systems Engineering	51	46	51	47	54	54	54	51	53	55
STAT	Statistics	61	61	54	51	52	50	50	46	45	43
SWEN	Software Engineering	57	58	58	58	57	57	55	55	54	55
College Mean and Median Age		52	52	52	53	52	52	52	53	52	53

* ITEC Information Technology had been added to SCE as of Fall 2012.

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Science and Engineering Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR Astronomy and Space Science														
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	0	0.0	2	40.0	1	100.0	2	50.0	1	100.0	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	3	75.0	2	100.0	3	60.0	0	0.0	2	50.0	-1	-33.3	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
subtotal	4	100.0	2	100.0	5	100.0	1	100.0	4	100.0	0	0.0	3	300.0
BIOL Biology														
Professor	3	14.3	2	8.7	2	9.1	4	16.0	4	18.2	1	33.3	0	0.0
Associate Professor	5	23.8	5	21.7	6	27.3	6	24.0	7	31.8	2	40.0	1	16.7
Assistant Professor	2	9.5	3	13.0	3	13.6	3	12.0	3	13.6	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	11	52.4	13	56.5	11	50.0	12	48.0	8	36.4	-3	-27.3	-4	-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
subtotal	21	100.0	23	100.0	22	100.0	25	100.0	22	100.0	1	4.8	-3	-12.0
BIOT Biotechnology														
Professor	1	16.7	1	14.3	0	0.0	1	16.7	2	25.0	1	100.0	1	100.0
Associate Professor	1	16.7	2	28.6	3	42.9	3	50.0	5	62.5	4	400.0	2	66.7
Assistant Professor	2	33.3	2	28.6	1	14.3	1	16.7	0	0.0	-2	-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	2	28.6	3	42.9	1	16.7	1	12.5	-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
subtotal	6	100.0	7	100.0	7	100.0	6	100.0	8	100.0	2	33.3	2	33.3
CENG Computer Engineering														
Professor	2	20.0	2	25.0	1	10.0	2	15.4	2	12.5	n/a	n/a	0	0.0
Associate Professor	2	20.0	1	12.5	3	30.0	2	15.4	1	6.3	n/a	n/a	-1	-50.0
Assistant Professor	2	20.0	2	25.0	2	20.0	3	23.1	5	31.2	n/a	n/a	2	66.7
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
Other Faculty	4	40.0	3	37.5	4	40.0	6	46.2	8	50.0	n/a	n/a	2	33.3
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	0	n/a
subtotal	10	100.0	8	100.0	10	100.0	13	100.0	16	100.0	6	60.0	3	23.1

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CHEM	Chemistry														
	Professor	3	33.3	2	16.7	2	14.3	4	23.5	4	22.2	1	33.3	0	0.0
	Associate Professor	2	22.2	2	16.7	2	14.3	3	17.6	2	11.1	0	0.0	-1	-33.3
	Assistant Professor	1	11.1	2	16.7	3	21.4	3	17.6	4	22.2	3	300.0	1	33.3
	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	6	50.0	7	50.0	7	41.2	8	44.5	5	166.7	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
	subtotal	9	100.0	12	100.0	14	100.0	17	100.0	18	100.0	9	100.0	1	5.9
CINF	Computer Information Systems														
	Professor	0	0.0	1	12.5	1	12.5	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	3	33.3	3	37.5	3	37.5	2	33.3	1	14.3	-2	-66.7	-1	-50.0
	Assistant Professor	2	22.2	2	25.0	2	25.0	2	33.3	4	57.1	2	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	4	44.4	2	25.0	2	25.0	2	33.3	2	28.6	-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
	subtotal	9	100.0	8	100.0	8	100.0	6	100.0	7	100.0	-2	-22.2	1	16.7
CSCI	Computer Science														
	Professor	5	26.3	6	28.6	6	22.2	6	23.1	5	20.0	0	0.0	-1	-16.7
	Associate Professor	5	26.3	5	23.8	6	22.2	5	19.2	6	24.0	1	20.0	1	20.0
	Assistant Professor	3	15.8	2	9.5	4	14.8	6	23.1	6	24.0	3	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	6	31.6	8	38.1	11	40.7	9	34.6	8	32.0	2	33.3	-1	-11.1
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	19	100.0	21	100.0	27	100.0	26	100.0	25	100.0	6	31.6	-1	-3.8
EMGT	Engineering Management														
	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	1	33.3	1	25.0	2	28.6	2	n/a	1	100.0
	Assistant Professor	2	66.7	2	66.7	1	33.3	1	25.0	2	28.6	0	0.0	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	1	33.3	1	33.3	1	33.3	2	50.0	3	42.9	2	200.0	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
	subtotal	3	100.0	3	100.0	3	100.0	4	100.0	7	100.1	4	133.3	3	75.0
ENSC	Environmental Science														
	Professor	2	40.0	2	40.0	2	50.0	2	33.3	2	28.5	0	0.0	0	0.0
	Associate Professor	2	40.0	2	40.0	1	25.0	2	33.3	3	42.9	1	50.0	1	50.0
	Assistant Professor	1	20.0	1	20.0	1	25.0	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	0	0.0	0	0.0	0	0.0	2	33.3	2	28.6	2	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
	subtotal	5	100.0	5	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
GEOL Geology															
	Professor	0	0.0	1	16.7	0	0.0	1	16.7	1	20.0	1	n/a	0	0.0
	Associate Professor	0	0.0	0	0.0	0	0.0	1	16.7	1	20.0	1	n/a	0	0.0
	Assistant Professor	1	20.0	1	16.7	2	33.3	1	16.7	1	20.0	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	80.0	4	66.7	4	66.7	3	50.0	2	40.0	-2	-50.0	-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
	subtotal	5	100.0	6	100.0	6	100.0	6	100.0	5	100.0	0	0.0	-1	-16.7
INDH Industrial Hygiene and Safety															
	Professor	1	20.0	1	20.0	1	16.7	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	1	20.0	1	20.0	1	16.7	2	40.0	2	50.0	1	100.0	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	60.0	3	60.0	4	66.7	3	60.0	2	50.0	-1	-33.3	-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
	subtotal	5	100.0	5	100.0	6	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
ITEC Information Technology*															
	Professor	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	2	40.0	1	25.0	1	25.0	1	20.0	1	16.7	-1	-50.0	0	0.0
	Assistant Professor	2	40.0	2	50.0	2	50.0	3	60.0	3	50.0	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	1	20.0	0	0.0	1	25.0	1	20.0	2	33.3	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
	subtotal	5	100.0	4	100.0	4	100.0	5	100.0	6	100.0	1	20.0	1	20.0
MATH Mathematics															
	Professor	2	15.4	2	16.7	1	7.7	2	11.8	2	10.4	0	0.0	0	0.0
	Associate Professor	3	23.1	4	33.3	5	38.5	4	23.5	4	21.1	1	33.3	0	0.0
	Assistant Professor	0	0.0	0	0.0	1	7.7	1	5.9	1	5.3	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	8	61.5	6	50.0	6	46.2	10	58.8	12	63.2	4	50.0	2	20.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	13	100.0	12	100.0	13	100.0	17	100.0	19	100.0	6	46.2	2	11.8
PHYS Physics															
	Professor	0	0.0	0	0.0	1	11.1	1	10.0	1	10.0	1	n/a	0	0.0
	Associate Professor	4	44.4	3	37.5	3	33.3	3	30.0	3	30.0	-1	-25.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	1	11.1	1	10.0	1	10.0	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	5	55.6	5	62.5	4	44.4	5	50.0	5	50.0	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
	subtotal	9	100.0	8	100.0	9	100.0	10	100.0	10	100.0	1	11.1	0	0.0

Faculty by Rank		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SENG	Systems Engineering														
	Professor	1	20.0	1	16.7	1	25.0	1	16.7	1	14.2	0	0.0	0	0.0
	Associate Professor	2	40.0	2	33.3	2	50.0	2	33.3	2	28.6	0	0.0	0	0.0
	Assistant Professor	2	40.0	3	50.0	1	25.0	1	16.7	1	14.3	-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	0	0.0	0	0.0	0	0.0	2	33.3	3	42.9	3	n/a	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
	subtotal	5	100.0	6	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
STAT	Statistics														
	Professor	1	50.0	1	25.0	1	20.0	1	20.0	0	0.0	-1	-100.0	-1	-100.0
	Associate Professor	1	50.0	1	25.0	1	20.0	1	20.0	1	25.0	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	1	20.0	1	20.0	2	50.0	2	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	0	0.0	2	50.0	2	40.0	2	40.0	1	25.0	1	n/a	-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
	subtotal	2	100.0	4	100.0	5	100.0	5	100.0	4	100.0	2	100.0	-1	-20.0
SWEN	Software Engineering														
	Professor	1	25.0	1	20.0	1	14.3	1	8.3	0	0.0	-1	-100.0	-1	-100.0
	Associate Professor	2	50.0	3	60.0	4	57.1	4	33.3	4	44.4	2	100.0	0	0.0
	Assistant Professor	1	25.0	1	20.0	1	14.3	3	25.0	2	22.2	1	100.0	-1	-33.3
	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	1	14.3	4	33.3	3	33.4	3	n/a	-1	-25.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	4	100.0	5	100.0	7	100.0	12	100.0	9	100.0	5	125.0	-3	-25.0
College Total		134		139		154		170		178		44		8	

* ITEC Information Technology had been added to SCE as of Fall 2012.

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Science and Engineering Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	Non-tenured faculty	3	75.0	2	100.0	3	60.0	0	0.0	2	50.0	-1	-33.3	2	n/a
	Tenured faculty	1	25.0	0	0.0	2	40.0	1	100.0	2	50.0	1	100.0	1	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
	subtotal	4	100.0	2	100.0	5	100.0	1	100.0	4	100.0	0	0.0	3	300.0
BIOL	Biology														
	Non-tenured faculty	11	52.4	13	56.5	11	50.0	12	48.0	8	36.4	-3	-27.3	-4	-33.3
	Tenured faculty	8	38.1	7	30.4	8	36.4	10	40.0	10	45.5	2	25.0	0	0.0
	Tenure-track faculty	2	9.5	3	13.0	3	13.6	3	12.0	4	18.1	2	100.0	1	33.3
	subtotal	21	100.0	23	100.0	22	100.0	25	100.0	22	100.0	1	4.8	-3	-12.0
BIOT	Biotechnology														
	Non-tenured faculty	2	33.3	2	28.6	3	42.9	1	16.7	1	12.5	-1	-50.0	0	0.0
	Tenured faculty	2	33.3	3	42.9	3	42.9	4	66.7	7	87.5	5	250.0	3	75.0
	Tenure-track faculty	2	33.3	2	28.6	1	14.3	1	16.7	0	0.0	-2	-100.0	-1	-100.0
	subtotal	6	100.0	7	100.0	7	100.0	6	100.0	8	100.0	2	33.3	2	33.3
CENG	Computer Engineering														
	Non-tenured faculty	4	40.0	3	37.5	4	40.0	6	46.2	8	50.0	4	100.0	2	33.3
	Tenured faculty	4	40.0	3	37.5	4	40.0	4	30.8	3	18.8	-1	-25.0	-1	-25.0
	Tenure-track faculty	2	20.0	2	25.0	2	20.0	3	23.1	5	31.2	3	150.0	2	66.7
	subtotal	10	100.0	8	100.0	10	100.0	13	100.0	16	100.0	6	60.0	3	23.1
CHEM	Chemistry														
	Non-tenured faculty	3	33.3	6	50.0	7	50.0	7	41.2	8	44.4	5	166.7	1	14.3
	Tenured faculty	5	55.6	4	33.3	4	28.6	7	41.2	6	33.4	1	20.0	-1	-14.3
	Tenure-track faculty	1	11.1	2	16.7	3	21.4	3	17.6	4	22.2	3	300.0	1	33.3
	subtotal	9	100.0	12	100.0	14	100.0	17	100.0	18	100.0	9	100.0	1	5.9
CINF	Computer Information Systems														
	Non-tenured faculty	4	44.4	2	25.0	2	25.0	2	33.3	2	28.6	-2	-50.0	0	0.0
	Tenured faculty	3	33.3	4	50.0	4	50.0	2	33.3	1	14.3	-2	-66.7	-1	-50.0
	Tenure-track faculty	2	22.2	2	25.0	2	25.0	2	33.3	4	57.1	2	100.0	2	100.0
	subtotal	9	100.0	8	100.0	8	100.0	6	100.0	7	100.0	-2	-22.2	1	16.7

Faculty by Tenure		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CSCI	Computer Science														
	Non-tenured faculty	6	31.6	8	38.1	11	40.7	9	34.6	8	32.0	2	33.3	-1	-11.1
	Tenured faculty	10	52.6	11	52.4	12	44.4	11	42.3	11	44.0	1	10.0	0	0.0
	Tenure-track faculty	3	15.8	2	9.5	4	14.8	6	23.1	6	24.0	3	100.0	0	0.0
	subtotal	19	100.0	21	100.0	27	100.0	26	100.0	25	100.0	6	31.6	-1	-3.8
EMGT	Engineering Management														
	Non-tenured faculty	1	33.3	1	33.3	1	33.3	2	50.0	3	42.8	2	200.0	1	50.0
	Tenured faculty	0	0.0	0	0.0	1	33.3	1	25.0	2	28.6	2	n/a	1	100.0
	Tenure-track faculty	2	66.7	2	66.7	1	33.3	1	25.0	2	28.6	0	0.0	1	100.0
	subtotal	3	100.0	3	100.0	3	100.0	4	100.0	7	100.0	4	133.3	3	75.0
ENSC	Environmental Science														
	Non-tenured faculty	0	0.0	0	0.0	0	0.0	2	33.3	2	28.6	2	n/a	0	0.0
	Tenured faculty	4	80.0	4	80.0	3	75.0	4	66.7	5	71.4	1	25.0	1	25.0
	Tenure-track faculty	1	20.0	1	20.0	1	25.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	subtotal	5	100.0	5	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
GEOL	Geology														
	Non-tenured faculty	4	80.0	4	66.7	4	66.7	3	50.0	2	40.0	-2	-50.0	-1	-33.3
	Tenured faculty	0	0.0	1	16.7	0	0.0	2	33.3	2	40.0	2	n/a	0	0.0
	Tenure-track faculty	1	20.0	1	16.7	2	33.3	1	16.7	1	20.0	0	0.0	0	0.0
	subtotal	5	100.0	6	100.0	6	100.0	6	100.0	5	100.0	0	0.0	-1	-16.7
INDH	Industrial Hygiene and Safety														
	Non-tenured faculty	3	60.0	3	60.0	4	66.7	3	60.0	2	50.0	-1	-33.3	-1	-33.3
	Tenured faculty	2	40.0	2	40.0	2	33.3	1	20.0	1	25.0	-1	-50.0	0	0.0
	Tenure-track faculty	0	0.0	0	0.0	0	0.0	1	20.0	1	25.0	1	n/a	0	0.0
	subtotal	5	100.0	5	100.0	6	100.0	5	100.0	4	100.0	-1.0	-20.0	-1.0	-20.0
ITEC	Information Technology*														
	Non-tenured faculty	1	20.0	0	0.0	1	25.0	1	20.0	2	33.3	1	100.0	1	100.0
	Tenured faculty	2	40.0	2	50.0	1	25.0	1	20.0	1	16.7	-1	-50.0	0	0.0
	Tenure-track faculty	2	40.0	2	50.0	2	50.0	3	60.0	3	50.0	1	50.0	0	0.0
	subtotal	5	100.0	4	100.0	4	100.0	5	100.0	6	100.0	1	20.0	1	20.0
MATH	Mathematics														
	Non-tenured faculty	8	61.5	6	50.0	6	46.2	10	58.8	12	63.2	4	50.0	2	20.0
	Tenured faculty	5	38.5	6	50.0	6	46.2	6	35.3	6	31.6	1	20.0	0	0.0
	Tenure-track faculty	0	0.0	0	0.0	1	7.7	1	5.9	1	5.2	1	n/a	0	0.0
	subtotal	13	100.0	12	100.0	13	100.0	17	100.0	19	100.0	6	46.2	2	11.8
PHYS	Physics														
	Non-tenured faculty	5	55.6	5	62.5	4	44.4	5	50.0	5	50.0	0	0.0	0	0.0
	Tenured faculty	3	33.3	2	25.0	4	44.4	4	40.0	4	40.0	1	33.3	0	0.0
	Tenure-track faculty	1	11.1	1	12.5	1	11.1	1	10.0	1	10.0	0	0.0	0	0.0
	subtotal	9	100.0	8	100.0	9	100.0	10	100.0	10	100.0	1	11.1	0	0.0

Faculty by Tenure		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SENG	Systems Engineering														
	Non-tenured faculty	0	0.0	0	0.0	0	0.0	2	33.3	3	42.9	3	n/a	1	50.0
	Tenured faculty	3	60.0	3	50.0	3	75.0	3	50.0	3	42.9	0	0.0	0	0.0
	Tenure-track faculty	2	40.0	3	50.0	1	25.0	1	16.7	1	14.2	-1	-50.0	0	0.0
	subtotal	5	100.0	6	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
STAT	Statistics														
	Non-tenured faculty	0	0.0	2	50.0	2	40.0	2	40.0	1	25.0	1	n/a	-1	-50.0
	Tenured faculty	2	100.0	2	50.0	2	40.0	2	40.0	1	25.0	-1	-50.0	-1	-50.0
	Tenure-track faculty	0	0.0	0	0.0	1	20.0	1	20.0	2	50.0	2	n/a	1	100.0
	subtotal	2	100.0	4	100.0	5	100.0	5	100.0	4	100.0	2	100.0	-1	-20.0
SWEN	Software Engineering														
	Non-tenured faculty	0	0.0	0	0.0	1	14.3	4	33.3	3	33.4	3	n/a	-1	-25.0
	Tenured faculty	3	75.0	4	80.0	5	71.4	5	41.7	4	44.4	1	33.3	-1	-20.0
	Tenure-track faculty	1	25.0	1	20.0	1	14.3	3	25.0	2	22.2	1	100.0	-1	-33.3
	subtotal	4	100.0	5	100.0	7	100.0	12	100.0	9	100.0	5	125.0	-3	-25.0
	College Total	134		139		154		170		178		44		8	

* ITEC Information Technology had been added to SCE as of Fall 2012.

University of Houston-Clear Lake
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College of Science and Engineering Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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Faculty by FT/PT		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	Full-time	1	25.0	0	0.0	2	40.0	1	100.0	2	50.0	1	100.0	1	100.0
	Part-time	3	75.0	2	100.0	3	60.0	0	0.0	2	50.0	-1	-33.3	2	n/a
	subtotal	4	100.0	2	100.0	5	100.0	1	100.0	4	100.0	0	0.0	3	300.0
BIOL	Biology														
	Full-time	10	47.6	10	43.5	11	50.0	13	52.0	14	63.6	4	40.0	1	7.7
	Part-time	11	52.4	13	56.5	11	50.0	12	48.0	8	36.4	-3	-27.3	-4	-33.3
	subtotal	21	100.0	23	100.0	22	100.0	25	100.0	22	100.0	1	4.8	-3	-12.0
BIOT	Biotechnology														
	Full-time	4	66.7	5	71.4	4	57.1	5	83.3	7	87.5	3	75.0	2	40.0
	Part-time	2	33.3	2	28.6	3	42.9	1	16.7	1	12.5	-1	-50.0	0	0.0
	subtotal	6	100.0	7	100.0	7	100.0	6	100.0	8	100.0	2	33.3	2	33.3
CENG	Computer Engineering														
	Full-time	6	60.0	5	62.5	6	60.0	7	53.8	8	50.0	2	33.3	1	14.3
	Part-time	4	40.0	3	37.5	4	40.0	6	46.2	8	50.0	4	100.0	2	33.3
	subtotal	10	100.0	8	100.0	10	100.0	13	100.0	16	100.0	6	60.0	3	23.1
CHEM	Chemistry														
	Full-time	6	66.7	6	50.0	7	50.0	10	58.8	10	55.6	4	66.7	0	0.0
	Part-time	3	33.3	6	50.0	7	50.0	7	41.2	8	44.4	5	166.7	1	14.3
	subtotal	9	100.0	12	100.0	14	100.0	17	100.0	18	100.0	9	100.0	1	5.9
CINF	Computer Information Systems														
	Full-time	5	55.6	6	75.0	6	75.0	4	66.7	5	71.4	0	0.0	1	25.0
	Part-time	4	44.4	2	25.0	2	25.0	2	33.3	2	28.6	-2	-50.0	0	0.0
	subtotal	9	100.0	8	100.0	8	100.0	6	100.0	7	100.0	-2	-22.2	1	16.7
CSCI	Computer Science														
	Full-time	13	68.4	13	61.9	16	59.3	17	65.4	17	68.0	4	30.8	0	0.0
	Part-time	6	31.6	8	38.1	11	40.7	9	34.6	8	32.0	2	33.3	-1	-11.1
	subtotal	19	100.0	21	100.0	27	100.0	26	100.0	25	100.0	6	31.6	-1	-3.8
EMGT	Engineering Management														
	Full-time	2	66.7	2	66.7	2	66.7	2	50.0	4	57.1	2	100.0	2	100.0
	Part-time	1	33.3	1	33.3	1	33.3	2	50.0	3	42.9	2	200.0	1	50.0
	subtotal	3	100.0	3	100.0	3	100.0	4	100.0	7	100.0	4	133.3	3	75.0

Faculty by FT/PT		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENSC	Environmental Science														
	Full-time	5	100.0	5	100.0	4	100.0	4	66.7	5	71.4	0	0.0	1	25.0
	Part-time	0	0.0	0	0.0	0	0.0	2	33.3	2	28.6	2	n/a	0	0.0
	subtotal	5	100.0	5	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
GEOL	Geology														
	Full-time	1	20.0	2	33.3	2	33.3	3	50.0	3	60.0	2	200.0	0	0.0
	Part-time	4	80.0	4	66.7	4	66.7	3	50.0	2	40.0	-2	-50.0	-1	-33.3
	subtotal	5	100.0	6	100.0	6	100.0	6	100.0	5	100.0	0	0.0	-1	-16.7
INDH	Industrial Hygiene and Safety														
	Full-time	2	40.0	2	40.0	2	33.3	2	40.0	2	50.0	0	0.0	0	0.0
	Part-time	3	60.0	3	60.0	4	66.7	3	60.0	2	50.0	-1	-33.3	-1	-33.3
	subtotal	5	100.0	5	100.0	6	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
ITEC	Information Technology*														
	Full-time	4	80.0	4	100.0	3	75.0	4	80.0	4	66.7	0	0.0	0	0.0
	Part-time	1	20.0	0	0.0	1	25.0	1	20.0	2	33.3	1	100.0	1	100.0
	subtotal	5	100.0	4	100.0	4	100.0	5	100.0	6	100.0	1	20.0	1	20.0
MATH	Mathematics														
	Full-time	5	38.5	6	50.0	7	53.8	7	41.2	7	36.8	2	40.0	0	0.0
	Part-time	8	61.5	6	50.0	6	46.2	10	58.8	12	63.2	4	50.0	2	20.0
	subtotal	13	100.0	12	100.0	13	100.0	17	100.0	19	100.0	6	46.2	2	11.8
PHYS	Physics														
	Full-time	4	44.4	3	37.5	5	55.6	5	50.0	5	50.0	1	25.0	0	0.0
	Part-time	5	55.6	5	62.5	4	44.4	5	50.0	5	50.0	0	0.0	0	0.0
	subtotal	9	100.0	8	100.0	9	100.0	10	100.0	10	100.0	1	11.1	0	0.0
SENG	Systems Engineering														
	Full-time	5	100.0	6	100.0	4	100.0	4	66.7	4	57.1	-1	-20.0	0	0.0
	Part-time	0	0.0	0	0.0	0	0.0	2	33.3	3	42.9	3	n/a	1	50.0
	subtotal	5	100.0	6	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
STAT	Statistics														
	Full-time	2	100.0	2	50.0	3	60.0	3	60.0	3	75.0	1	50.0	0	0.0
	Part-time	0	0.0	2	50.0	2	40.0	2	40.0	1	25.0	1	n/a	-1	-50.0
	subtotal	2	100.0	4	100.0	5	100.0	5	100.0	4	100.0	2	100.0	-1	-20.0
SWEN	Software Engineering														
	Full-time	4	100.0	5	100.0	6	85.7	8	66.7	6	66.7	2	50.0	-2	-25.0
	Part-time	0	0.0	0	0.0	1	14.3	4	33.3	3	33.3	3	n/a	-1	-25.0
	subtotal	4	100.0	5	100.0	7	100.0	12	100.0	9	100.0	5	125.0	-3	-25.0
College Total		134		139		154		170		178		44		8	

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Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	White	3	75.0	1	50.0	3	60.0	0	0.0	3	75.0	0	0.0	3	n/a
	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	50.0	2	40.0	1	100.0	1	25.0	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	0.0	0	n/a	0	n/a
	subtotal	4	100.0	2	100.0	5	100.0	1	100.0	4	100.0	0	0.0	3	300.0
BIOL	Biology														
	White	16	76.2	17	73.9	17	77.3	17	68.0	16	72.8	0	0.0	-1	-5.9
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	2	9.5	2	8.7	2	9.1	4	16.0	3	13.6	1	50.0	-1	-25.0
	Asian	3	14.3	4	17.4	3	13.6	4	16.0	3	13.6	0	0.0	-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	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
	subtotal	21	100.0	23	100.0	22	100.0	25	100.0	22	100.0	1	4.8	-3	-12.0

Faculty by Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
BIOT Biotechnology														
White	2	33.3	3	42.9	2	28.6	3	50.0	5	62.5	3	150.0	2	66.7
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	2	28.6	2	33.3	2	25.0	1	100.0	0	0.0
Asian	3	50.0	3	42.9	2	28.6	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	1	14.3	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	6	100.0	7	100.0	7	100.0	6	100.0	8	100.0	2	33.3	2	33.3
CENG Computer Engineering														
White	7	70.0	6	75.0	7	70.0	7	53.8	7	43.7	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	2	20.0	1	12.5	2	20.0	4	30.8	6	37.5	4	200.0	2	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	1	10.0	1	12.5	1	10.0	2	15.4	3	18.8	2	200.0	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
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
subtotal	10	100.0	8	100.0	10	100.0	13	100.0	16	100.0	6	60.0	3	23.1
CHEM Chemistry														
White	3	33.3	4	33.3	6	42.9	7	41.2	9	50.0	6	200.0	2	28.6
Black	0	0.0	0	0.0	0	0.0	1	5.9	0	0.0	0	n/a	-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	4	44.4	6	50.0	6	42.9	6	35.3	7	38.9	3	75.0	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	2	22.2	2	16.7	2	14.3	3	17.6	2	11.1	0	0.0	-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
subtotal	9	100.0	12	100.0	14	100.0	17	100.0	18	100.0	9	100.0	1	5.9

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CINF Computer Information Systems															
White		3	33.3	1	12.5	1	12.5	1	16.7	2	28.5	-1	-33.3	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	11.1	1	12.5	1	12.5	1	16.7	1	14.3	0	0.0	0	0.0
Asian		4	44.4	5	62.5	5	62.5	4	66.7	3	42.9	-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		1	11.1	1	12.5	1	12.5	0	0.0	1	14.3	0	0.0	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
subtotal		9	100.0	8	100.0	8	100.0	6	100.0	7	100.0	-2	-22.2	1	16.7
CSCI Computer Science															
White		6	31.6	8	38.1	14	51.9	14	53.8	14	56.0	8	133.3	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	5.3	1	4.8	1	3.7	1	3.8	1	4.0	0	0.0	0	0.0
Asian		11	57.9	11	52.4	11	40.7	10	38.5	10	40.0	-1	-9.1	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	5.3	1	4.8	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	1	3.7	1	3.8	0	0.0	0	n/a	-1	-100.0
subtotal		19	100.0	21	100.0	27	100.0	26	100.0	25	100.0	6	31.6	-1	-3.8
EMGT Engineering Management															
White		2	66.7	2	66.7	2	66.7	3	75.0	4	57.1	2	100.0	1	33.3
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	33.3	1	33.3	1	33.3	1	25.0	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	2	28.6	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
subtotal		3	100.0	3	100.0	3	100.0	4	100.0	7	100.0	4	133.3	3	75.0

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENSC	Environmental Science														
	White	2	40.0	2	40.0	1	25.0	3	50.0	4	57.1	2	100.0	1	33.3
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	20.0	1	20.0	1	25.0	1	16.7	1	14.3	0	0.0	0	0.0
	Asian	2	40.0	2	40.0	2	50.0	2	33.3	2	28.6	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
	subtotal	5	100.0	5	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
GEOL	Geology														
	White	4	80.0	4	66.7	5	83.3	4	66.7	3	60.0	-1	-25.0	-1	-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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	1	20.0	2	33.3	1	16.7	2	33.3	2	40.0	1	100.0	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
	subtotal	5	100.0	6	100.0	6	100.0	6	100.0	5	100.0	0	0.0	-1	-16.7
INDH	Industrial Hygiene and Safety														
	White	4	80.0	5	100.0	5	83.3	4	80.0	3	75.0	-1	-25.0	-1	-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	1	20.0	0	0.0	1	16.7	1	20.0	1	25.0	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	subtotal	5	100.0	5	100.0	6	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ITEC Information Technology*															
	White	1	20.0	1	25.0	0	0.0	2	40.0	3	49.9	2	200.0	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	1	20.0	1	25.0	1	25.0	1	20.0	1	16.7	0	0.0	0	0.0
	Asian	1	20.0	0	0.0	1	25.0	1	20.0	1	16.7	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	2	40.0	2	50.0	2	50.0	1	20.0	1	16.7	-1	-50.0	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
	subtotal	5	100.0	4	100.0	4	100.0	5	100.0	6	100.0	1	20.0	1	20.0
MATH Mathematics															
	White	8	61.5	8	66.7	8	61.5	11	64.7	13	68.4	5	62.5	2	18.2
	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	5.9	1	5.3	1	n/a	0	0.0
	Asian	4	30.8	4	33.3	4	30.8	5	29.4	5	26.3	1	25.0	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	7.7	0	0.0	1	7.7	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
	subtotal	13	100.0	12	100.0	13	100.0	17	100.0	19	100.0	6	46.2	2	11.8
PHYS Physics															
	White	5	55.6	4	50.0	4	44.4	6	60.0	4	40.0	-1	-20.0	-2	-33.3
	Black	1	11.1	1	12.5	1	11.1	1	10.0	2	20.0	1	100.0	1	100.0
	Hispanic	2	22.2	2	25.0	2	22.2	0	0.0	1	10.0	-1	-50.0	1	n/a
	Asian	1	11.1	1	12.5	2	22.2	3	30.0	3	30.0	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	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
	subtotal	9	100.0	8	100.0	9	100.0	10	100.0	10	100.0	1	11.1	0	0.0

Faculty by Ethnicity		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SENG Systems Engineering															
	White	5	100.0	5	83.3	4	100.0	6	100.0	6	85.7	1	20.0	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	1	16.7	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	14.3	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
	subtotal	5	100.0	6	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
STAT Statistics															
	White	0	0.0	1	25.0	1	20.0	0	0.0	0	0	0	n/a	0	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	2	100.0	3	75.0	3	60.0	5	100.0	3	75	1	50.0	-2	-40.0
	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	0	0.0	1	20.0	0	0.0	1	25	1	n/a	1	n/a
	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
	subtotal	2	100.0	4	100.0	5	100.0	5	100.0	4	100.0	2	100.0	-1	-20.0
SWEN Software Engineering															
	White	3	75.0	4	80.0	6	85.7	8	66.7	5	55.6	2	66.7	-3	-37.5
	Black	0	0.0	0	0.0	0	0.0	1	8.3	1	11.1	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	1	14.3	2	16.7	2	22.2	2	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	1	25.0	1	20.0	0	0.0	1	8.3	1	11.1	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
	subtotal	4	100.0	5	100.0	7	100.0	12	100.0	9	100.0	5	125.0	-3	-25.0
College Total		134		139		154		170		178		44		8	

* ITEC Information Technology had been added to SCE as of Fall 2012.

University of Houston-Clear Lake
Office of Institutional Effectiveness
College of Science and Engineering Summary - Fall 2012-Fall 2016
5-Year Trend Faculty Demographics

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 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	Female	2	50.0	0	0.0	3	60.0	1	100.0	1	25.0	-1	-50.0	0	0.0
	Male	2	50.0	2	100.0	2	40.0	0	0.0	3	75.0	1	50.0	3	n/a
	subtotal	4	100.0	2	100.0	5	100.0	1	100.0	4	100.0	0	0.0	3	300.0
BIOL	Biology														
	Female	6	28.6	6	26.1	6	27.3	6	24.0	4	18.2	-2	-33.3	-2	-33.3
	Male	15	71.4	17	73.9	16	72.7	19	76.0	18	81.8	3	20.0	-1	-5.3
	subtotal	21	100.0	23	100.0	22	100.0	25	100.0	22	100.0	1	4.8	-3	-12.0
BIOT	Biotechnology														
	Female	1	16.7	2	28.6	2	28.6	2	33.3	3	37.5	2	200.0	1	50.0
	Male	5	83.3	5	71.4	5	71.4	4	66.7	5	62.5	0	0.0	1	25.0
	subtotal	6	100.0	7	100.0	7	100.0	6	100.0	8	100.0	2	33.3	2	33.3
CENG	Computer Engineering														
	Female	2	20.0	2	25.0	1	10.0	2	15.4	2	12.5	0	0.0	0	0.0
	Male	8	80.0	6	75.0	9	90.0	11	84.6	14	87.5	6	75.0	3	27.3
	subtotal	10	100.0	8	100.0	10	100.0	13	100.0	16	100.0	6	60.0	3	23.1
CHEM	Chemistry														
	Female	4	44.4	5	41.7	5	35.7	3	17.6	6	33.3	2	50.0	3	100.0
	Male	5	55.6	7	58.3	9	64.3	14	82.4	12	66.7	7	140.0	-2	-14.3
	subtotal	9	100.0	12	100.0	14	100.0	17	100.0	18	100.0	9	100.0	1	5.9
CINF	Computer Information Systems														
	Female	3	33.3	3	37.5	2	25.0	2	33.3	3	42.9	0	0.0	1	50.0
	Male	6	66.7	5	62.5	6	75.0	4	66.7	4	57.1	-2	-33.3	0	0.0
	subtotal	9	100.0	8	100.0	8	100.0	6	100.0	7	100.0	-2	-22.2	1	16.7
CSCI	Computer Science														
	Female	5	26.3	5	23.8	6	22.2	6	23.1	5	20.0	0	0.0	-1	-16.7
	Male	14	73.7	16	76.2	21	77.8	20	76.9	20	80.0	6	42.9	0	0.0
	subtotal	19	100.0	21	100.0	27	100.0	26	100.0	25	100.0	6	31.6	-1	-3.8
EMGT	Engineering Manager														
	Female	1	33.3	1	33.3	1	33.3	1	25.0	1	14.3	0	0.0	0	0.0
	Male	2	66.7	2	66.7	2	66.7	3	75.0	6	85.7	4	200.0	3	100.0
	subtotal	3	100.0	3	100.0	3	100.0	4	100.0	7	100.0	4	133.3	3	75.0

Faculty by Gender		Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2012 vs. Fall 2016 Change		Fall 2015 vs. Fall 2016 Change	
Area		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENSC	Environmental Science														
	Female	2	40.0	2	40.0	2	50.0	2	33.3	2	28.6	0	0.0	0	0.0
	Male	3	60.0	3	60.0	2	50.0	4	66.7	5	71.4	2	66.7	1	25.0
	subtotal	5	100.0	5	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
GEOL	Geology														
	Female	2	40.0	1	16.7	3	50.0	1	16.7	1	20.0	-1	-50.0	0	0.0
	Male	3	60.0	5	83.3	3	50.0	5	83.3	4	80.0	1	33.3	-1	-20.0
	subtotal	5	100.0	6	100.0	6	100.0	6	100.0	5	100.0	0	0.0	-1	-16.7
INDH	Industrial Hygiene and Safety														
	Female	0	0.0	2	40.0	2	33.3	0	0.0	0	0.0	0	n/a	0	n/a
	Male	5	100.0	3	60.0	4	66.7	5	100.0	4	100.0	-1	-20.0	-1	-20.0
	subtotal	5	100.0	5	100.0	6	100.0	5	100.0	4	100.0	-1	-20.0	-1	-20.0
ITEC	Information Technology*														
	Female	3	60.0	2	50.0	2	50.0	3	60.0	3	50.0	0	0.0	0	0.0
	Male	2	40.0	2	50.0	2	50.0	2	40.0	3	50.0	1	50.0	1	50.0
	subtotal	5	100.0	4	100.0	4	100.0	5	100.0	6	100.0	1	20.0	1	20.0
MATH	Mathematics														
	Female	7	53.8	5	41.7	5	38.5	7	41.2	8	42.1	1	14.3	1	14.3
	Male	6	46.2	7	58.3	8	61.5	10	58.8	11	57.9	5	83.3	1	10.0
	subtotal	13	100.0	12	100.0	13	100.0	17	100.0	19	100.0	6	46.2	2	11.8
PHYS	Physics														
	Female	3	33.3	3	37.5	3	33.3	2	20.0	2	20.0	-1	-33.3	0	0.0
	Male	6	66.7	5	62.5	6	66.7	8	80.0	8	80.0	2	33.3	0	0.0
	subtotal	9	100.0	8	100.0	9	100.0	10	100.0	10	100.0	1	11.1	0	0.0
SENG	Systems Engineering														
	Female	2	40.0	2	33.3	1	25.0	1	16.7	1	14.3	-1	-50.0	0	0.0
	Male	3	60.0	4	66.7	3	75.0	5	83.3	6	85.7	3	100.0	1	20.0
	subtotal	5	100.0	6	100.0	4	100.0	6	100.0	7	100.0	2	40.0	1	16.7
STAT	Statistics														
	Female	0	0.0	1	25.0	1	20.0	2	40.0	1	25.0	1	n/a	-1	-50.0
	Male	2	100.0	3	75.0	4	80.0	3	60.0	3	75.0	1	50.0	0	0.0
	subtotal	2	100.0	4	100.0	5	100.0	5	100.0	4	100.0	2	100.0	-1	-20.0
SWEN	Software Engineering														
	Female	1	25.0	1	20.0	2	28.6	4	33.3	3	33.3	2	200.0	-1	-25.0
	Male	3	75.0	4	80.0	5	71.4	8	66.7	6	66.7	3	100.0	-2	-25.0
	subtotal	4	100.0	5	100.0	7	100.0	12	100.0	9	100.0	5	125.0	-3	-25.0
College Total		134		139		154		170		178		44		8	

* ITEC Information Technology had been added to SCE as of Fall 2012.

Data Definitions

Term	Definition
Total UHCL	These figures are derived from the CBM008 certified reports for fall terms and represent unduplicated faculty by session. 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.
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.
Count	Headcount
Col%	Column Percent = ((Count/School Total count)*100); School Total count is equal to total faculty counts by school and session
Difference	Latest fall count minus earliest fall count
% Change	% Change = (Difference / earliest fall count) * 100
Rank	Item 7 on the CBM008 Faculty Report contains the highest academic rank of the faculty member 1. Professor Include only faculty on tenure track or with tenure at the institution. 2. Associate Professor Include only faculty on tenure track or with tenure at the institution. 3. Assistant Professor Include only faculty on tenure track or with tenure at the institution. 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.

	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.
	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).
Tenure	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	
FT/PT Status	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.	
Ethnicity	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	
*Ethnicity New	Items 38 and 39a-g on the CBM008 Faculty Report contains ethnic origin code and race as of Fall 2010 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	
Gender	Item9 on the CBM008 Faculty Report contains the appropriate code indicating the gender of the faculty member.	
	M = Male	
	F = Female	