



University of Houston Clear Lake

Office of Institutional Effectiveness

Faculty Profile by School and Area of Instruction Fall 2004 - Fall 2008

(Based on: THECB CBM008 and CBM004 certified reports)

Published January 22, 2009

Office of Institutional Effectiveness:

Dr. Simone Tiu - Executive Director

Peggy A. Johnson - Associate Director

Miriam B. Qumsieh - Institutional Research Analyst

Pablo Salinas Jr. - Institutional Research Analyst

Mary L. Ballew - Research Analyst & Assessment Coordinator

University of Houston - Clear Lake
Office of Institutional Effectiveness
5 - Year Trend Faculty Demographics
Index



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

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

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

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


University of Houston - Clear Lake
Office of Institutional Effectiveness
5 - Year Trend Faculty Demographics
Index



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

-  [SCE Summary - Age Mean & Median, Rank, Tenure Status, Part-time/Full-time Status, Ethnicity, and Gender breakouts for UHCL](#)
-  [SCE: Faculty by Area of Instruction, Faculty Age Mean and Median](#)
-  [SCE: Faculty by Rank](#)
-  [SCE: Faculty by Tenure Status](#)
-  [SCE: Faculty by Full-time/Part-time Status](#)
-  [SCE: Faculty by Ethnicity](#)
-  [SCE: Faculty by Gender](#)

-  [SOE Summary - Age Mean & Median, Rank, Tenure Status, Part-time/Full-time Status, Ethnicity, and Gender breakouts for UHCL](#)
-  [SOE: Faculty by Area of Instruction, Faculty Age Mean and Median](#)
-  [SOE: Faculty by Rank](#)
-  [SOE: Faculty by Tenure Status](#)
-  [SOE: Faculty by Full-time/Part-time Status](#)
-  [SOE: Faculty by Ethnicity](#)
-  [SOE: Faculty by Gender](#)

-  [Data Definitions](#)

University of Houston - Clear Lake
Office of Institutional Effectiveness
Total UHCL - Fall 2004 to Fall 2008
5 - Year Trend Faculty Demographics

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

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Mean and Median Age:										
Age	48	49	48	51	48	50	48	50	46	47

Rank	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	57	9.9	56	9.1	50	8.3	54	8.9	57	8.3	0	0.0	3	5.6
Associate Professor	69	12.0	76	12.3	75	12.5	85	13.9	88	12.8	19	27.5	3	3.5
Assistant Professor	56	9.7	64	10.4	68	11.3	63	10.3	66	9.6	10	17.9	3	4.8
Instructor	2	0.3	2	0.3	2	0.3	1	0.2	2	0.3	0	0.0	1	100.0
Other Faculty	317	54.9	336	54.4	339	56.3	334	54.8	323	47.0	6	1.9	-11	-3.3
Teaching Assistant	76	13.2	84	13.6	68	11.3	73	12.0	151	22.0	75	98.7	78	106.8
UHCL Total	577	100.0	618	100.0	602	100.0	610	100.0	687	100.0	110	19.1	77	12.6

Tenure	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	393	68.1	420	68.0	407	67.6	407	66.7	474	69.0	81	20.6	67	16.5
Tenured faculty	116	20.1	122	19.7	122	20.3	134	22.0	144	21.0	28	24.1	10	7.5
On tenure track faculty	68	11.8	76	12.3	73	12.1	69	11.3	69	10.0	1	1.5	0	0.0
UHCL Total	577	100.0	618	100.0	602	100.0	610	100.0	687	100.0	110	19.1	77	12.6

FT/PT Status	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	184	31.9	198	32.0	195	32.4	203	33.3	213	31.0	29	15.8	10	4.9
Part-time	393	68.1	420	68.0	407	67.6	407	66.7	474	69.0	81	20.6	67	16.5
UHCL Total	577	100.0	618	100.0	602	100.0	610	100.0	687	100.0	110	19.1	77	12.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
Total UHCL - Fall 2004 to Fall 2008
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:

Ethnic Origin	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	422	73.1	460	74.4	441	73.3	445	73.0	461	67.1	39	9.2	16	3.6
Black	23	4.0	28	4.5	28	4.7	37	6.1	43	6.3	20	87.0	6	16.2
Hispanic	24	4.2	29	4.7	30	5.0	27	4.4	27	3.9	3	12.5	0	0.0
Asian/Pacific Islander	41	7.1	39	6.3	35	5.8	42	6.9	50	7.3	9	22.0	8	19.0
American Indian or Alaskan Native	2	0.3	1	0.2	1	0.2	0	0.0	0	0.0	-2	-100.0	0	n/a
International	65	11.3	61	9.9	67	11.1	59	9.7	106	15.4	41	63.1	47	79.7
UHCL Total	577	100.0	618	100.0	602	100.0	610	100.0	687	100.0	110	19.1	77	12.6

Faculty by Gender:

Gender	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	298	51.6	314	50.8	302	50.2	319	52.3	364	53.0	66	22.1	45	14.1
Male	279	48.4	304	49.2	300	49.8	291	47.7	323	47.0	44	15.8	32	11.0
UHCL Total	577	100.0	618	100.0	602	100.0	610	100.0	687	100.0	110	19.1	77	12.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business Summary - Fall 2004 to Fall 2008
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 session and school.

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Mean and Median Age:										
Age	53	55	53	54	53	54	53	53	53	54

Rank	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	23	22.1	21	20.2	21	20.0	20	19.8	21	20.4	-2	-8.7	1	5.0
Associate Professor	16	15.4	16	15.4	16	15.2	19	18.8	19	18.4	3	18.8	0	0.0
Assistant Professor	12	11.5	16	15.4	18	17.1	18	17.8	17	16.5	5	41.7	-1	-5.6
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	53	51.0	51	49.0	50	47.6	44	43.6	46	44.7	-7	-13.2	2	4.5
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	104	100.0	104	100.0	105	100.0	101	100.0	103	100.0	-1	-1.0	2	2.0

Tenure	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	53	51.0	51	49.0	50	47.6	44	43.6	46	44.7	-7	-13.2	2	4.5
Tenured faculty	39	37.5	36	34.6	37	35.2	39	38.6	40	38.8	1	2.6	1	2.6
On tenure track faculty	12	11.5	17	16.3	18	17.1	18	17.8	17	16.5	5	41.7	-1	-5.6
BUS Total	104	100.0	104	100.0	105	100.0	101	100.0	103	100.0	-1	-1.0	2	2.0

FT/PT Status	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	51	49.0	53	51.0	55	52.4	57	56.4	57	55.3	6	11.8	0	0.0
Part-time	53	51.0	51	49.0	50	47.6	44	43.6	46	44.7	-7	-13.2	2	4.5
BUS Total	104	100.0	104	100.0	105	100.0	101	100.0	103	100.0	-1	-1.0	2	2.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business Summary - Fall 2004 to Fall 2008
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 session and school.

Faculty by Ethnicity:

Ethnic Origin	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	87	83.7	84	80.8	89	84.8	84	83.2	81	78.6	-6	-6.9	-3	-3.6
Black	3	2.9	6	5.8	3	2.9	4	4.0	7	6.8	4	133.3	3	75.0
Hispanic	2	1.9	2	1.9	1	1.0	1	1.0	1	1.0	-1	-50.0	0	0.0
Asian/Pacific Islander	8	7.7	8	7.7	9	8.6	11	10.9	13	12.6	5	62.5	2	18.2
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	4	3.8	4	3.8	3	2.9	1	1.0	1	1.0	-3	-75.0	0	0.0
BUS Total	104	100.0	104	100.0	105	100.0	101	100.0	103	100.0	-1	-1.0	2	2.0

Faculty by Gender:

Gender	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	32	30.8	30	28.8	32	30.5	32	31.7	34	33.0	2	6.3	2	6.3
Male	72	69.2	74	71.2	73	69.5	69	68.3	69	67.0	-3	-4.2	0	0.0
BUS Total	104	100.0	104	100.0	105	100.0	101	100.0	103	100.0	-1	-1.0	2	2.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: Area	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT Accounting	17	14.0	19	15.3	19	15.7	20	17.7	19	17.0	2	11.8	-1	-5.0
BAPA Business and Public Administration	4	3.3	4	3.2	3	2.5	4	3.5	3	2.7	-1	-25.0	-1	-25.0
DSCI Decision Sciences	8	6.6	8	6.5	9	7.4	9	8.0	8	7.1	0	0.0	-1	-11.1
ECON Economics	8	6.6	7	5.6	7	5.8	6	5.3	5	4.5	-3	-37.5	-1	-16.7
ENVR Environmental Mgmt	4	3.3	5	4.0	4	3.3	4	3.5	4	3.6	0	0.0	0	0.0
FINC Finance	13	10.7	14	11.3	13	10.7	11	9.7	13	11.6	0	0.0	2	18.2
HADM Healthcare Administration	7	5.8	9	7.3	8	6.6	9	8.0	10	8.9	3	42.9	1	11.1
HMRS Human Resource Mgmt	6	5.0	7	5.6	7	5.8	3	2.7	3	2.7	-3	-50.0	0	0.0
ISAM Information Systems Administration and Mgmt	10	8.3	9	7.3	9	7.4	8	7.1	10	8.9	0	0.0	2	25.0
LEGL Legal Studies	7	5.8	6	4.8	7	5.8	6	5.3	6	5.4	-1	-14.3	0	0.0
MGMT Management	20	16.5	18	14.5	20	16.5	20	17.7	22	19.6	2	10.0	2	10.0
MKTG Marketing	10	8.3	12	9.7	9	7.4	9	8.0	8	7.1	-2	-20.0	-1	-11.1
MSCI Military Science	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
POLS Political Science*	4	3.3	4	3.2	4	3.3	3	2.7	n/a	n/a	n/a	n/a	n/a	n/a
PPRM Public and Private Mgmt	2	1.7	2	1.6	2	1.7	1	0.9	1	0.9	-1	-50.0	0	0.0
School Total	121	100.0	124	100.0	121	100.0	113	100.0	112	100.0	-9	-7.4	-1	-0.9

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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.

Mean and Median Age:	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ACCT Accounting	52	55	52	53	54	54	53	55	55	56
BAPA Business and Public Administration	66	64	66	64	68	64	64	65	60	65
DSCI Decision Sciences	51	52	54	57	54	57	53	52	55	56
ECON Economics	53	55	51	53	50	54	50	51	53	61
ENVR Environmental Mgmt	57	60	54	55	54	52	55	53	56	54
FINC Finance	50	51	51	52	50	52	51	53	51	55
HADM Healthcare Administration	48	55	48	56	46	47	46	43	47	42
HMRS Human Resource Mgmt	54	50	55	51	53	52	47	51	48	52
ISAM Information Systems Administration and Mgmt	49	51	49	51	50	52	51	53	51	51
LEGL Legal Studies	53	50	55	54	54	52	56	56	53	56
MGMT Management	57	57	56	54	54	52	55	53	54	54
MKTG Marketing	52	52	55	55	55	54	54	55	53	53
MSCI Military Science	42	42	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
POLS Political Science*	60	59	61	60	62	61	63	64	n/a	n/a
PPRM Public and Private Mgmt	63	63	64	64	65	65	68	68	69	69
School Mean and Median Age	53	55	54	55	53	54	53	53	53	54

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	Professor	5	4.1	5	4.0	5	4.1	5	4.4	5	4.5	0	0.0	0	0.0
	Associate Professor	1	0.8	1	0.8	2	1.7	3	2.7	2	1.8	1	100.0	-1	-33.3
	Assistant Professor	3	2.5	5	4.0	3	2.5	5	4.4	5	4.5	2	66.7	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	8	6.6	8	6.5	9	7.4	7	6.2	7	6.3	-1	-12.5	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
BAPA	Business and Public Administration														
	Professor	3	2.5	3	2.4	3	2.5	3	2.7	2	1.8	-1	-33.3	-1	-33.3
	Associate Professor	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	1	0.9	1	0.9	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	1	0.8	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
DSCI	Decision Sciences														
	Professor	2	1.7	2	1.6	2	1.7	2	1.8	2	1.8	0	0.0	0	0.0
	Associate Professor	1	0.8	1	0.8	1	0.8	2	1.8	2	1.8	1	100.0	0	0.0
	Assistant Professor	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	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	3.3	4	3.2	5	4.1	4	3.5	3	2.7	-1	-25.0	-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
ECON	Economics														
	Professor	1	0.8	1	0.8	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
	Assistant Professor	1	0.8	1	0.8	2	1.7	2	1.8	1	0.9	0	0.0	-1	-50.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	5	4.1	4	3.2	4	3.3	3	2.7	3	2.7	-2	-40.0	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENVR	Environmental Mgmt														
	Professor	1	0.8	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0	1	n/a
	Associate Professor	1	0.8	2	1.6	2	1.7	2	1.8	1	0.9	0	0.0	-1	-50.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	1.7	3	2.4	2	1.7	2	1.8	2	1.8	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
FINC	Finance														
	Professor	3	2.5	3	2.4	3	2.5	3	2.7	3	2.7	0	0.0	0	0.0
	Associate Professor	2	1.7	2	1.6	1	0.8	2	1.8	2	1.8	0	0.0	0	0.0
	Assistant Professor	1	0.8	3	2.4	4	3.3	2	1.8	3	2.7	2	200.0	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	5.8	6	4.8	5	4.1	4	3.5	5	4.5	-2	-28.6	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
HADM	Healthcare Administration														
	Professor	1	0.8	3	2.4	2	1.7	3	2.7	3	2.7	2	200.0	0	0.0
	Associate Professor	2	1.7	1	0.8	1	0.8	1	0.9	1	0.9	-1	-50.0	0	0.0
	Assistant Professor	0	0.0	1	0.8	1	0.8	1	0.9	1	0.9	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	4	3.3	4	3.2	4	3.3	4	3.5	5	4.5	1	25.0	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
HMRS	Human Resource Mgmt														
	Professor	3	2.5	3	2.4	3	2.5	0	0.0	1	0.9	-2	-66.7	1	n/a
	Associate Professor	2	1.7	1	0.8	1	0.8	1	0.9	1	0.9	-1	-50.0	0	0.0
	Assistant Professor	1	0.8	1	0.8	2	1.7	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	2	1.6	1	0.8	1	0.9	1	0.9	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ISAM	Information Systems Administration and Mgmt														
	Professor	2	1.7	2	1.6	2	1.7	2	1.8	2	1.8	0	0.0	0	0.0
	Associate Professor	1	0.8	1	0.8	2	1.7	2	1.8	4	3.6	3	300.0	2	100.0
	Assistant Professor	3	2.5	3	2.4	2	1.7	2	1.8	1	0.9	-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	3.3	3	2.4	3	2.5	2	1.8	3	2.7	-1	-25.0	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
LEGL	Legal Studies														
	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	0.8	1	0.8	2	1.7	1	0.9	1	0.9	0	0.0	0	0.0
	Assistant Professor	1	0.8	1	0.8	1	0.8	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	5	4.1	4	3.2	4	3.3	4	3.5	5	4.5	0	0.0	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
MGMT	Management														
	Professor	5	4.1	4	3.2	3	2.5	2	1.8	3	2.7	-2	-40.0	1	50.0
	Associate Professor	4	3.3	4	3.2	4	3.3	4	3.5	4	3.6	0	0.0	0	0.0
	Assistant Professor	2	1.7	2	1.6	4	3.3	5	4.4	5	4.5	3	150.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	9	7.4	8	6.5	9	7.4	9	8.0	10	8.9	1	11.1	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
MKTG	Marketing														
	Professor	3	2.5	4	3.2	2	1.7	2	1.8	1	0.9	-2	-66.7	-1	-50.0
	Associate Professor	2	1.7	2	1.6	2	1.7	3	2.7	3	2.7	1	50.0	0	0.0
	Assistant Professor	1	0.8	1	0.8	1	0.8	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	4	3.3	5	4.0	4	3.3	4	3.5	4	3.6	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
MSCI	Military 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	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	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
POLS	Political Science *														
	Professor	1	0.8	1	0.8	1	0.8	1	0.9	n/a	n/a	n/a	n/a	n/a	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Other Faculty	3	2.5	3	2.4	3	2.5	2	1.8	n/a	n/a	n/a	n/a	n/a	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
PPRM	Public and Private Mgmt														
	Professor	1	0.8	1	0.8	1	0.8	0	0.0	0	0.0	-1	-100.0	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	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	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
School Total		121	100.0	124	100.0	121	100.0	113	100.0	112	100.0	-9	-7.4	-1	-0.9

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	Non-tenured	8	6.6	8	6.5	9	7.4	7	6.2	7	6.3	-1	-12.5	0	0.0
	Tenured	6	5.0	6	4.8	7	5.8	8	7.1	7	6.3	1	16.7	-1	-12.5
	On tenure track	3	2.5	5	4.0	3	2.5	5	4.4	5	4.5	2	66.7	0	0.0
BAPA	Business and Public Administration														
	Non-tenured	0	0.0	1	0.8	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Tenured	4	3.3	3	2.4	3	2.5	3	2.7	2	1.8	-2	-50.0	-1	-33.3
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.9	1	0.9	1	n/a	0	0.0
DSCI	Decision Sciences														
	Non-tenured	4	3.3	4	3.2	5	4.1	4	3.5	3	2.7	-1	-25.0	-1	-25.0
	Tenured	3	2.5	3	2.4	3	2.5	4	3.5	4	3.6	1	33.3	0	0.0
	On tenure track	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
ECON	Economics														
	Non-tenured	5	4.1	4	3.2	3	2.5	3	2.7	3	2.7	-2	-40.0	0	0.0
	Tenured	2	1.7	2	1.6	2	1.7	1	0.9	1	0.9	-1	-50.0	0	0.0
	On tenure track	1	0.8	1	0.8	2	1.7	2	1.8	1	0.9	0	0.0	-1	-50.0
ENVR	Environmental Mgmt														
	Non-tenured	1	0.8	2	1.6	1	0.8	1	0.9	2	1.8	1	100.0	1	100.0
	Tenured	3	2.5	3	2.4	3	2.5	3	2.7	2	1.8	-1	-33.3	-1	-33.3
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
FINC	Finance														
	Non-tenured	7	5.8	5	4.0	4	3.3	4	3.5	5	4.5	-2	-28.6	1	25.0
	Tenured	5	4.1	6	4.8	5	4.1	5	4.4	5	4.5	0	0.0	0	0.0
	On tenure track	1	0.8	3	2.4	4	3.3	2	1.8	3	2.7	2	200.0	1	50.0
HADM	Healthcare Administration														
	Non-tenured	4	3.3	4	3.2	4	3.3	4	3.5	5	4.5	1	25.0	1	25.0
	Tenured	3	2.5	4	3.2	3	2.5	4	3.5	4	3.6	1	33.3	0	0.0
	On tenure track	0	0.0	1	0.8	1	0.8	1	0.9	1	0.9	1	n/a	0	0.0
HMRS	Human Resource Mgmt														
	Non-tenured	0	0.0	2	1.6	1	0.8	1	0.9	1	0.9	1	n/a	0	0.0
	Tenured	5	4.1	4	3.2	4	3.3	1	0.9	2	1.8	-3	-60.0	1	100.0
	On tenure track	1	0.8	1	0.8	2	1.7	1	0.9	0	0.0	-1	-100.0	-1	-100.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ISAM	Information Systems Administration and Mgmt														
	Non-tenured	4	3.3	3	2.4	3	2.5	2	1.8	3	2.7	-1	-25.0	1	50.0
	Tenured	3	2.5	3	2.4	4	3.3	4	3.5	6	5.4	3	100.0	2	50.0
	On tenure track	3	2.5	3	2.4	2	1.7	2	1.8	1	0.9	-2	-66.7	-1	-50.0
LEGL	Legal Studies														
	Non-tenured	5	4.1	4	3.2	4	3.3	4	3.5	5	4.5	0	0.0	1	25.0
	Tenured	1	0.8	1	0.8	2	1.7	1	0.9	1	0.9	0	0.0	0	0.0
	On tenure track	1	0.8	1	0.8	1	0.8	1	0.9	0	0.0	-1	-100.0	-1	-100.0
MGMT	Management														
	Non-tenured	9	7.4	8	6.5	9	7.4	9	8.0	10	8.9	1	11.1	1	11.1
	Tenured	9	7.4	8	6.5	7	5.8	6	5.3	7	6.3	-2	-22.2	1	16.7
	On tenure track	2	1.7	2	1.6	4	3.3	5	4.4	5	4.5	3	150.0	0	0.0
MKTG	Marketing														
	Non-tenured	4	3.3	5	4.0	4	3.3	4	3.5	4	3.6	0	0.0	0	0.0
	Tenured	4	3.3	5	4.0	4	3.3	5	4.4	4	3.6	0	0.0	-1	-20.0
	On tenure track	2	1.7	2	1.6	1	0.8	0	0.0	0	0.0	-2	-100.0	0	n/a
MSCI	Military Science														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	On tenure track	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
POLS	Political Science*														
	Non-tenured	3	2.5	3	2.4	3	2.5	2	1.8	n/a	n/a	n/a	n/a	n/a	n/a
	Tenured	1	0.8	1	0.8	1	0.8	1	0.9	n/a	n/a	n/a	n/a	n/a	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
PPRM	Public and Private Mgmt														
	Non-tenured	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
	Tenured	1	0.8	1	0.8	1	0.8	0	0.0	0	0.0	-1	-100.0	0	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
School Total		121	100.0	124	100.0	121	100.0	113	100.0	112	100.0	-9	-7.4	-1	-0.9

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	Full-time	9	7.4	11	8.9	10	8.3	13	11.5	12	10.7	3	33.3	-1	-7.7
	Part-time	8	6.6	8	6.5	9	7.4	7	6.2	7	6.3	-1	-12.5	0	0.0
BAPA	Business and Public Administration														
	Full-time	4	3.3	3	2.4	3	2.5	4	3.5	3	2.7	-1	-25.0	-1	-25.0
	Part-time	0	0.0	1	0.8	0	0.0	0	0.0			0	n/a	0	n/a
DSCI	Decision Sciences														
	Full-time	4	3.3	4	3.2	4	3.3	5	4.4	5	4.5	1	25.0	0	0.0
	Part-time	4	3.3	4	3.2	5	4.1	4	3.5	3	2.7	-1	-25.0	-1	-25.0
ECON	Economics														
	Full-time	3	2.5	3	2.4	3	2.5	3	2.7	2	1.8	-1	-33.3	-1	-33.3
	Part-time	5	4.1	4	3.2	4	3.3	3	2.7	3	2.7	-2	-40.0	0	0.0
ENVR	Environmental Mgmt														
	Full-time	2	1.7	2	1.6	2	1.7	2	1.8	2	1.8	0	0.0	0	0.0
	Part-time	2	1.7	3	2.4	2	1.7	2	1.8	2	1.8	0	0.0	0	0.0
FINC	Finance														
	Full-time	6	5.0	8	6.5	8	6.6	7	6.2	8	7.1	2	33.3	1	14.3
	Part-time	7	5.8	6	4.8	5	4.1	4	3.5	5	4.5	-2	-28.6	1	25.0
HADM	Healthcare Administration														
	Full-time	3	2.5	5	4.0	4	3.3	5	4.4	5	4.5	2	66.7	0	0.0
	Part-time	4	3.3	4	3.2	4	3.3	4	3.5	5	4.5	1	25.0	1	25.0
HMRS	Human Resource Mgmt														
	Full-time	6	5.0	5	4.0	6	5.0	2	1.8	2	1.8	-4	-66.7	0	0.0
	Part-time	0	0.0	2	1.6	1	0.8	1	0.9	1	0.9	1	n/a	0	0.0
ISAM	Information Systems Administration and Mgmt														
	Full-time	6	5.0	6	4.8	6	5.0	6	5.3	7	6.3	1	16.7	1	16.7
	Part-time	4	3.3	3	2.4	3	2.5	2	1.8	3	2.7	-1	-25.0	1	50.0
LEGL	Legal Studies														
	Full-time	2	1.7	2	1.6	3	2.5	2	1.8	1	0.9	-1	-50.0	-1	-50.0
	Part-time	5	4.1	4	3.2	4	3.3	4	3.5	5	4.5	0	0.0	1	25.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
MGMT	Management														
	Full-time	11	9.1	10	8.1	11	9.1	11	9.7	12	10.7	1	9.1	1	9.1
	Part-time	9	7.4	8	6.5	9	7.4	9	8.0	10	8.9	1	11.1	1	11.1
MKTG	Marketing														
	Full-time	6	5.0	7	5.6	5	4.1	5	4.4	4	3.6	-2	-33.3	-1	-20.0
	Part-time	4	3.3	5	4.0	4	3.3	4	3.5	4	3.6	0	0.0	0	0.0
MSCI	Military Science														
	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	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
POLS	Political Science*														
	Full-time	1	0.8	1	0.8	1	0.8	1	0.9	n/a	n/a	n/a	n/a	n/a	n/a
	Part-time	3	2.5	3	2.4	3	2.5	2	1.8	n/a	n/a	n/a	n/a	n/a	n/a
PPRM	Public and Private Mgmt														
	Full-time	1	0.8	1	0.8	1	0.8	0	0.0	0	0.0	-1	-100.0	0	n/a
	Part-time	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
School Total		121	100.0	124	100.0	121	100.0	113	100.0	112	100.0	-9	-7.4	-1	-0.9

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	White	14	11.6	15	12.1	17	14.0	15	13.3	15	13.4	1	7.1	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	0.8	1	0.8	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Asian/Pacific Islander	1	0.8	2	1.6	2	1.7	5	4.4	4	3.6	3	300.0	-1	-20.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	1	0.8	1	0.8	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
BAPA	Business and Public Administration														
	White	4	3.3	4	3.2	3	2.5	4	3.5	3	2.7	-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/Pacific Islander	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
DSCI	Decision Sciences														
	White	6	5.0	7	5.6	8	6.6	8	7.1	7	6.3	1	16.7	-1	-12.5
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	2	1.7	1	0.8	1	0.8	1	0.9	1	0.9	-1	-50.0	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
ECON	Economics														
	White	4	3.3	3	2.4	3	2.5	5	4.4	4	3.6	0	0.0	-1	-20.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	2	1.7	2	1.6	2	1.7	1	0.9	1	0.9	-1	-50.0	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	1.7	2	1.6	2	1.7	0	0.0	0	0.0	-2	-100.0	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENVR	Environmental Mgmt														
	White	4	3.3	4	3.2	4	3.3	4	3.5	4	3.6	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/Pacific Islander	0	0.0	1	0.8	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
FINC	Finance														
	White	12	9.9	12	9.7	12	9.9	11	9.7	12	10.7	0	0.0	1	9.1
	Black	0	0.0	1	0.8	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/Pacific Islander	0	0.0	1	0.8	1	0.8	0	0.0	1	0.9	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	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
HADM	Healthcare Administration														
	White	6	5.0	7	5.6	7	5.8	7	6.2	7	6.3	1	16.7	0	0.0
	Black	1	0.8	2	1.6	1	0.8	1	0.9	1	0.9	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/Pacific Islander	0	0.0	0	0.0	0	0.0	1	0.9	2	1.8	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
HMRS	Human Resource Mgmt														
	White	6	5.0	7	5.6	7	5.8	3	2.7	3	2.7	-3	-50.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ISAM	Information Systems Administration and Mgmt														
	White	6	5.0	5	4.0	4	3.3	3	2.7	5	4.5	-1	-16.7	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	3	2.5	3	2.4	4	3.3	4	3.5	4	3.6	1	33.3	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
LEGL	Legal Studies														
	White	7	5.8	6	4.8	7	5.8	6	5.3	5	4.5	-2	-28.6	-1	-16.7
	Black	0	0.0	0	0.0	0	0.0	0	0.0	1	0.9	1	n/a	1	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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
MGMT	Management														
	White	17	14.0	16	12.9	17	14.0	17	15.0	17	15.2	0	0.0	0	0.0
	Black	1	0.8	1	0.8	1	0.8	1	0.9	3	2.7	2	200.0	2	200.0
	Hispanic	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
	Asian/Pacific Islander	1	0.8	0	0.0	1	0.8	1	0.9	1	0.9	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
MKTG	Marketing														
	White	9	7.4	10	8.1	8	6.6	7	6.2	6	5.4	-3	-33.3	-1	-14.3
	Black	1	0.8	2	1.6	1	0.8	2	1.8	2	1.8	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/Pacific Islander	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
MSCI	Military Science														
	White	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	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/Pacific Islander	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
POLS	Political Science*														
	White	4	3.3	4	3.2	4	3.3	3	2.7	n/a	n/a	n/a	n/a	n/a	n/a
	Black	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Asian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
PPRM	Public and Private Mgmt														
	White	2	1.7	2	1.6	2	1.7	1	0.9	1	0.9	-1	-50.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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
	School Total	121	100.0	124	100.0	121	100.0	113	100.0	112	100.0	-9	-7.4	-1	-0.9

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ACCT	Accounting														
	Female	8	6.6	7	5.6	7	5.8	7	6.2	7	6.3	-1	-12.5	0	0.0
	Male	9	7.4	12	9.7	12	9.9	13	11.5	12	10.7	3	33.3	-1	-7.7
BAPA	Business and Public Administration														
	Female	1	0.8	1	0.8	1	0.8	1	0.9	1	0.9	0	0.0	0	0.0
	Male	3	2.5	3	2.4	2	1.7	3	2.7	2	1.8	-1	-33.3	-1	-33.3
DSCI	Decision Sciences														
	Female	2	1.7	1	0.8	1	0.8	2	1.8	2	1.8	0	0.0	0	0.0
	Male	6	5.0	7	5.6	8	6.6	7	6.2	6	5.4	0	0.0	-1	-14.3
ECON	Economics														
	Female	3	2.5	3	2.4	2	1.7	2	1.8	2	1.8	-1	-33.3	0	0.0
	Male	5	4.1	4	3.2	5	4.1	4	3.5	3	2.7	-2	-40.0	-1	-25.0
ENVR	Environmental Mgmt														
	Female	1	0.8	2	1.6	2	1.7	2	1.8	2	1.8	1	100.0	0	0.0
	Male	3	2.5	3	2.4	2	1.7	2	1.8	2	1.8	-1	-33.3	0	0.0
FINC	Finance														
	Female	3	2.5	2	1.6	2	1.7	2	1.8	2	1.8	-1	-33.3	0	0.0
	Male	10	8.3	12	9.7	11	9.1	9	8.0	11	9.8	1	10.0	2	22.2
HADM	Healthcare Administration														
	Female	3	2.5	4	3.2	4	3.3	4	3.5	4	3.6	1	33.3	0	0.0
	Male	4	3.3	5	4.0	4	3.3	5	4.4	6	5.4	2	50.0	1	20.0
HMRS	Human Resource Mgmt														
	Female	1	0.8	1	0.8	1	0.8	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Male	5	4.1	6	4.8	6	5.0	2	1.8	3	2.7	-2	-40.0	1	50.0
ISAM	Information Systems Administration and Mgmt														
	Female	1	0.8	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0	1	n/a
	Male	9	7.4	9	7.3	9	7.4	8	7.1	9	8.0	0	0.0	1	12.5
LEGL	Legal Studies														
	Female	2	1.7	1	0.8	3	2.5	2	1.8	2	1.8	0	0.0	0	0.0
	Male	5	4.1	5	4.0	4	3.3	4	3.5	4	3.6	-1	-20.0	0	0.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Business - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
MGMT	Management														
	Female	4	3.3	4	3.2	7	5.8	8	7.1	9	8.0	5	125.0	1	12.5
	Male	16	13.2	14	11.3	13	10.7	12	10.6	13	11.6	-3	-18.8	1	8.3
MKTG	Marketing														
	Female	5	4.1	5	4.0	4	3.3	4	3.5	4	3.6	-1	-20.0	0	0.0
	Male	5	4.1	7	5.6	5	4.1	5	4.4	4	3.6	-1	-20.0	-1	-20.0
MSCI	Military Science														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
POLS	Political Science*														
	Female	1	0.8	1	0.8	1	0.8	0	0.0	n/a	n/a	n/a	n/a	n/a	n/a
	Male	3	2.5	3	2.4	3	2.5	3	2.7	n/a	n/a	n/a	n/a	n/a	n/a
PPRM	Public and Private Mgmt														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	2	1.7	2	1.6	2	1.7	1	0.9	1	0.9	-1	-50.0	0	0.0
School Total		121	100.0	124	100.0	121	100.0	113	100.0	112	100.0	-9	-7.4	-1	-0.9

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities Summary - Fall 2004 to Fall 2008
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 session and school.

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Mean and Median Age:										
Age	49	49	49	50	49	50	50	50	50	50

Rank	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	15	9.5	12	7.3	11	6.7	12	6.8	14	8.0	-1	-6.7	2	16.7
Associate Professor	20	12.7	21	12.7	24	14.7	26	14.8	26	14.9	6	30.0	0	0.0
Assistant Professor	18	11.4	21	12.7	18	11.0	18	10.2	21	12.1	3	16.7	3	16.7
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	105	66.5	111	67.3	110	67.5	120	68.2	113	64.9	8	7.6	-7	-5.8
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
HSH Total	158	100.0	165	100.0	163	100.0	176	100.0	174	100.0	16	10.1	-2	-1.1

Tenure	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	105	66.5	111	67.3	110	67.5	120	68.2	113	64.9	8	7.6	-7	-5.8
Tenured faculty	33	20.9	30	18.2	34	20.9	35	19.9	39	22.4	6	18.2	4	11.4
On tenure track faculty	20	12.7	24	14.5	19	11.7	21	11.9	22	12.6	2	10.0	1	4.8
HSH Total	158	100.0	165	100.0	163	100.0	176	100.0	174	100.0	16	10.1	-2	-1.1

FT/PT Status	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	53	33.5	54	32.7	53	32.5	56	31.8	61	35.1	8	15.1	5	8.9
Part-time	105	66.5	111	67.3	110	67.5	120	68.2	113	64.9	8	7.6	-7	-5.8
HSH Total	158	100.0	165	100.0	163	100.0	176	100.0	174	100.0	16	10.1	-2	-1.1

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities Summary - Fall 2004 to Fall 2008
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 session and school.

Faculty by Ethnicity:

Ethnic Origin	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	140	88.6	146	88.5	139	85.3	153	86.9	151	86.8	11	7.9	-2	-1.3
Black	8	5.1	9	5.5	10	6.1	12	6.8	9	5.2	1	12.5	-3	-25.0
Hispanic	4	2.5	7	4.2	9	5.5	7	4.0	7	4.0	3	75.0	0	0.0
Asian/Pacific Islander	6	3.8	3	1.8	4	2.5	4	2.3	6	3.4	0	0.0	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	0	0.0	0	0.0	1	0.6	0	0.0	1	0.6	1	n/a	1	n/a
HSH Total	158	100.0	165	100.0	163	100.0	176	100.0	174	100.0	16	10.1	-2	-1.1

Faculty by Gender:

Gender	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	95	60.1	96	58.2	89	54.6	102	58.0	101	58.0	6	6.3	-1	-1.0
Male	63	39.9	69	41.8	74	45.4	74	42.0	73	42.0	10	15.9	-1	-1.4
HSH Total	158	100.0	165	100.0	163	100.0	176	100.0	174	100.0	16	10.1	-2	-1.1

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: Area	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH Anthropology	6	2.7	7	2.9	6	2.6	6	2.4	6	2.5	0	0.0	0	0.0
ARTS Arts	16	7.1	17	7.1	16	7.0	18	7.2	20	8.3	4	25.0	2	11.1
COMM Communication	25	11.2	26	10.8	11	4.8	10	4.0	10	4.1	-15	-60.0	0	0.0
CRCL Cross-Cultural Studies	6	2.7	7	2.9	8	3.5	8	3.2	8	3.3	2	33.3	0	0.0
CRIM Criminology	8	3.6	11	4.6	9	3.9	10	4.0	10	4.1	2	25.0	0	0.0
DMST Digital Media Studies	0	0.0	0	0.0	0	0.0	3	1.2	5	2.1	5	n/a	2	66.7
FRAD Fire Services Administration	0	0.0	0	0.0	1	0.4	2	0.8	2	0.8	2	n/a	0	0.0
FUTR Studies of the Future	1	0.4	1	0.4	1	0.4	2	0.8	0	0.0	-1	-100.0	-2	-100.0
HIST History	10	4.5	10	4.2	8	3.5	11	4.4	10	4.1	0	0.0	-1	-9.1
HLTH Health	7	3.1	8	3.3	7	3.1	7	2.8	8	3.3	1	14.3	1	14.3
HUMN Humanities	27	12.1	28	11.7	28	12.2	29	11.6	25	10.4	-2	-7.4	-4	-13.8
LITR Literature	15	6.7	16	6.7	15	6.6	13	5.2	12	5.0	-3	-20.0	-1	-7.7
PHIL Philosophy	5	2.2	3	1.3	4	1.7	6	2.4	4	1.7	-1	-20.0	-2	-33.3
POLS Political Science*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0.8	n/a	n/a	n/a	n/a
PSYC Psychology	58	25.9	63	26.3	61	26.6	66	26.3	62	25.7	4	6.9	-4	-6.1
SOCI Sociology	30	13.4	30	12.5	30	13.1	30	12.0	24	10.0	-6	-20.0	-6	-20.0
SWRK Social Work	4	1.8	6	2.5	7	3.1	7	2.8	8	3.3	4	100.0	1	14.3
WMST Women's Studies	6	2.7	7	2.9	4	1.7	9	3.6	10	4.1	4	66.7	1	11.1
WRIT Writing	0	0.0	0	0.0	13	5.7	14	5.6	15	6.2	15	n/a	1	7.1
School Total	224	100.0	240	100.0	229	100.0	251	100.0	241	100.0	17	7.6	-10	-4.0

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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.

Mean and Median Age:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ANTH	Anthropology	47	46	49	46	49	51	49	49	47	44
ARTS	Arts	50	52	49	51	52	55	51	55	52	54
COMM	Communication	46	46	47	48	44	41	46	47	48	51
CRCL	Cross-Cultural Studies	44	40	46	44	44	43	47	44	46	42
CRIM	Criminology	50	53	55	58	54	59	59	60	55	55
DMST	Digital Media Studies	n/a	n/a	n/a	n/a	n/a	n/a	43	42	45	43
FRAD	Fire Services Administration	n/a	n/a	n/a	n/a	56	56	66	66	67	67
FUTR	Studies of the Future	60	60	61	61	62	62	63	63	n/a	n/a
HIST	History	52	51	52	49	51	45	52	46	52	47
HLTH	Health	44	44	40	35	40	36	42	37	41	38
HUMN	Humanities	52	53	53	54	52	53	50	49	53	56
LITR	Literature	50	51	50	49	49	48	50	49	52	52
PHIL	Philosophy	55	52	56	53	53	53	53	55	51	49
POLS	Political Science*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	67	67
PSYC	Psychology	48	48	49	50	49	50	51	51	50	50
SOCI	Sociology	47	47	47	46	49	47	50	50	48	43
SWRK	Social Work	43	42	45	42	42	39	42	39	40	40
WMST	Women's Studies	45	43	49	47	45	45	51	55	51	53
WRIT	Writing	n/a	n/a	n/a	n/a	49	50	48	50	51	52
School Mean and Median Age		49	48	49	50	49	49	50	50	50	49

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		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	0.4	0	0.0	2	0.9	1	0.4	2	0.8	1	100.0	1	100.0
	Assistant Professor	1	0.4	1	0.4	0	0.0	1	0.4	1	0.4	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	1.8	6	2.5	4	1.7	4	1.6	3	1.2	-1	-25.0	-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
ARTS	Arts														
	Professor	2	0.9	1	0.4	2	0.9	2	0.8	2	0.8	0	0.0	0	0.0
	Associate Professor	1	0.4	1	0.4	2	0.9	3	1.2	3	1.2	2	200.0	0	0.0
	Assistant Professor	2	0.9	2	0.8	2	0.9	1	0.4	1	0.4	-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	4.9	13	5.4	10	4.4	12	4.8	14	5.8	3	27.3	2	16.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
COMM	Communication														
	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	0.9	2	0.8	2	0.9	2	0.8	1	0.4	-1	-50.0	-1	-50.0
	Assistant Professor	4	1.8	4	1.7	3	1.3	2	0.8	2	0.8	-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	19	8.5	20	8.3	6	2.6	6	2.4	7	2.9	-12	-63.2	1	16.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
CRCL	Cross-Cultural Studies														
	Professor	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	2	0.9	1	0.4	3	1.3	3	1.2	4	1.7	2	100.0	1	33.3
	Assistant Professor	1	0.4	3	1.3	2	0.9	1	0.4	2	0.8	1	100.0	1	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	0.9	3	1.3	3	1.3	4	1.6	2	0.8	0	0.0	-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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CRIM	Criminology														
	Professor	0	0.0	0	0.0	0	0.0	1	0.4	1	0.4	1	n/a	0	0.0
	Associate Professor	2	0.9	3	1.3	3	1.3	3	1.2	3	1.2	1	50.0	0	0.0
	Assistant Professor	1	0.4	1	0.4	1	0.4	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	5	2.2	7	2.9	5	2.2	6	2.4	6	2.5	1	20.0	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
DMST	Digital Media Studies														
	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	2	0.8	2	0.8	2	n/a	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	1	0.4	2	0.8	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	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	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
FRAD	Fire Services Administration														
	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	0	0.0	0	0.0	1	0.4	2	0.8	2	0.8	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
FUTR	Studies of the Future														
	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	0.4	1	0.4	0	0.0	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	0	0.0	0	0.0	1	0.4	2	0.8	0	0.0	0	n/a	-2	-100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HIST	History														
	Professor	3	1.3	2	0.8	2	0.9	3	1.2	2	0.8	-1	-33.3	-1	-33.3
	Associate Professor	0	0.0	1	0.4	0	0.0	1	0.4	1	0.4	1	n/a	0	0.0
	Assistant Professor	2	0.9	3	1.3	3	1.3	2	0.8	2	0.8	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	2.2	4	1.7	3	1.3	5	2.0	5	2.1	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
HLTH	Health														
	Professor	1	0.4	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0
	Associate Professor	1	0.4	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	5	2.2	6	2.5	5	2.2	5	2.0	6	2.5	1	20.0	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
HUMN	Humanities														
	Professor	6	2.7	5	2.1	6	2.6	4	1.6	6	2.5	0	0.0	2	50.0
	Associate Professor	3	1.3	6	2.5	4	1.7	5	2.0	5	2.1	2	66.7	0	0.0
	Assistant Professor	6	2.7	7	2.9	6	2.6	6	2.4	5	2.1	-1	-16.7	-1	-16.7
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	12	5.4	10	4.2	12	5.2	14	5.6	9	3.7	-3	-25.0	-5	-35.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
LITR	Literature														
	Professor	3	1.3	3	1.3	2	0.9	2	0.8	3	1.2	0	0.0	1	50.0
	Associate Professor	4	1.8	4	1.7	4	1.7	4	1.6	3	1.2	-1	-25.0	-1	-25.0
	Assistant Professor	1	0.4	2	0.8	2	0.9	1	0.4	3	1.2	2	200.0	2	200.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	7	3.1	7	2.9	7	3.1	6	2.4	3	1.2	-4	-57.1	-3	-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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
PHIL	Philosophy														
	Professor	1	0.4	0	0.0	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0
	Associate Professor	1	0.4	1	0.4	0	0.0	1	0.4	0	0.0	-1	-100.0	-1	-100.0
	Assistant Professor	1	0.4	0	0.0	0	0.0	0	0.0	1	0.4	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	2	0.9	2	0.8	3	1.3	4	1.6	2	0.8	0	0.0	-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
POLS	Political Science*														
	Professor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	n/a	n/a	n/a	n/a
	Associate Professor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Assistant Professor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Instructor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Other Faculty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	n/a	n/a	n/a	n/a
	Teaching Assistant	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
PSYC	Psychology														
	Professor	4	1.8	4	1.7	2	0.9	3	1.2	3	1.2	-1	-25.0	0	0.0
	Associate Professor	10	4.5	9	3.8	10	4.4	7	2.8	8	3.3	-2	-20.0	1	14.3
	Assistant Professor	7	3.1	9	3.8	8	3.5	9	3.6	11	4.6	4	57.1	2	22.2
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	37	16.5	41	17.1	41	17.9	47	18.7	40	16.6	3	8.1	-7	-14.9
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
SOCI	Sociology														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Associate Professor	8	3.6	8	3.3	7	3.1	7	2.8	7	2.9	-1	-12.5	0	0.0
	Assistant Professor	4	1.8	5	2.1	4	1.7	4	1.6	2	0.8	-2	-50.0	-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	18	8.0	17	7.1	19	8.3	19	7.6	14	5.8	-4	-22.2	-5	-26.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SWRK	Social Work														
	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	0.4	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	Assistant Professor	1	0.4	2	0.8	1	0.4	1	0.4	3	1.2	2	200.0	2	200.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	1.3	3	1.3	5	2.2	5	2.0	4	1.7	1	33.3	-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
WMST	Womens Studies														
	Professor	1	0.4	3	1.3	1	0.4	1	0.4	4	1.7	3	300.0	3	300.0
	Associate Professor	1	0.4	1	0.4	0	0.0	1	0.4	1	0.4	0	0.0	0	0.0
	Assistant Professor	1	0.4	2	0.8	1	0.4	1	0.4	2	0.8	1	100.0	1	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	1.3	1	0.4	2	0.9	6	2.4	3	1.2	0	0.0	-3	-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
WRIT	Writing														
	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	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	12	5.2	13	5.2	14	5.8	14	n/a	1	7.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
School Total		224	100.0	240	100.0	229	100.0	251	100.0	241	100.0	17	7.6	-10	-4.0

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH	Anthropology														
	Non-tenured	4	1.8	6	2.5	4	1.7	4	1.6	3	1.2	-1	-25.0	-1	-25.0
	Tenured	1	0.4	0	0.0	2	0.9	1	0.4	2	0.8	1	100.0	1	100.0
	On tenure track	1	0.4	1	0.4	0	0.0	1	0.4	1	0.4	0	0.0	0	0.0
ARTS	Arts														
	Non-tenured	11	4.9	13	5.4	10	4.4	12	4.8	14	5.8	3	27.3	2	16.7
	Tenured	3	1.3	2	0.8	4	1.7	5	2.0	5	2.1	2	66.7	0	0.0
	On tenure track	2	0.9	2	0.8	2	0.9	1	0.4	1	0.4	-1	-50.0	0	0.0
COMM	Communication														
	Non-tenured	19	8.5	20	8.3	6	2.6	6	2.4	7	2.9	-12	-63.2	1	16.7
	Tenured	1	0.4	1	0.4	2	0.9	2	0.8	1	0.4	0	0.0	-1	-50.0
	On tenure track	5	2.2	5	2.1	3	1.3	2	0.8	2	0.8	-3	-60.0	0	0.0
CRCL	Cross-Cultural Studies														
	Non-tenured	2	0.9	3	1.3	3	1.3	4	1.6	2	0.8	0	0.0	-2	-50.0
	Tenured	3	1.3	1	0.4	3	1.3	3	1.2	4	1.7	1	33.3	1	33.3
	On tenure track	1	0.4	3	1.3	2	0.9	1	0.4	2	0.8	1	100.0	1	100.0
CRIM	Criminology														
	Non-tenured	6	2.7	7	2.9	5	2.2	5	2.0	6	2.5	0	0.0	1	20.0
	Tenured	1	0.4	2	0.8	2	0.9	3	1.2	4	1.7	3	300.0	1	33.3
	On tenure track	1	0.4	2	0.8	2	0.9	2	0.8	0	0.0	-1	-100.0	-2	-100.0
DMST	Digital Media Studies														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Tenured	0	0.0	0	0.0	0	0.0	1	0.4	2	0.8	2	n/a	1	100.0
	On tenure track	0	0.0	0	0.0	0	0.0	2	0.8	2	0.8	2	n/a	0	0.0
FRAD	Fire Services Administration														
	Non-tenured	0	0.0	0	0.0	1	0.4	2	0.8	2	0.8	2	n/a	0	0.0
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
FUTR	Studies of the Future														
	Non-tenured	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
	Tenured	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	-1	-100.0	-1	-100.0
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HIST	History														
	Non-tenured	5	2.2	4	1.7	3	1.3	5	2.0	5	2.1	0	0.0	0	0.0
	Tenured	3	1.3	3	1.3	2	0.9	4	1.6	3	1.2	0	0.0	-1	-25.0
	On tenure track	2	0.9	3	1.3	3	1.3	2	0.8	2	0.8	0	0.0	0	0.0
HLTH	Health														
	Non-tenured	5	2.2	6	2.5	5	2.2	5	2.0	6	2.5	1	20.0	1	20.0
	Tenured	2	0.9	2	0.8	2	0.9	2	0.8	2	0.8	0	0.0	0	0.0
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
HUMN	Humanities														
	Non-tenured	12	5.4	9	3.8	12	5.2	14	5.6	9	3.7	-3	-25.0	-5	-35.7
	Tenured	10	4.5	11	4.6	10	4.4	9	3.6	11	4.6	1	10.0	2	22.2
	On tenure track	5	2.2	8	3.3	6	2.6	6	2.4	5	2.1	0	0.0	-1	-16.7
LITR	Literature														
	Non-tenured	7	3.1	7	2.9	7	3.1	6	2.4	3	1.2	-4	-57.1	-3	-50.0
	Tenured	7	3.1	7	2.9	6	2.6	6	2.4	6	2.5	-1	-14.3	0	0.0
	On tenure track	1	0.4	2	0.8	2	0.9	1	0.4	3	1.2	2	200.0	2	200.0
PHIL	Philosophy														
	Non-tenured	2	0.9	2	0.8	3	1.3	4	1.6	2	0.8	0	0.0	-2	-50.0
	Tenured	3	1.3	1	0.4	1	0.4	2	0.8	1	0.4	-2	-66.7	-1	-50.0
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
POLS	Political Science*														
	Non-tenured	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	n/a	n/a	n/a	n/a
	Tenured	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	n/a	n/a	n/a	n/a
	On tenure track	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
PSYC	Psychology														
	Non-tenured	37	16.5	40	16.7	41	17.9	46	18.3	40	16.6	3	8.1	-6	-13.0
	Tenured	13	5.8	14	5.8	12	5.2	10	4.0	10	4.1	-3	-23.1	0	0.0
	On tenure track	8	3.6	9	3.8	8	3.5	10	4.0	12	5.0	4	50.0	2	20.0
SOCI	Sociology														
	Non-tenured	19	8.5	17	7.1	19	8.3	18	7.2	14	5.8	-5	-26.3	-4	-22.2
	Tenured	6	2.7	7	2.9	6	2.6	7	2.8	8	3.3	2	33.3	1	14.3
	On tenure track	5	2.2	6	2.5	5	2.2	5	2.0	2	0.8	-3	-60.0	-3	-60.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SWRK	Social Work														
	Non-tenured	3	1.3	3	1.3	5	2.2	5	2.0	4	1.7	1	33.3	-1	-20.0
	Tenured	0	0.0	1	0.4	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	On tenure track	1	0.4	2	0.8	1	0.4	1	0.4	3	1.2	2	200.0	2	200.0
WMST	Womens Studies														
	Non-tenured	3	1.3	1	0.4	2	0.9	6	2.4	3	1.2	0	0.0	-3	-50.0
	Tenured	1	0.4	3	1.3	1	0.4	2	0.8	5	2.1	4	400.0	3	150.0
	On tenure track	2	0.9	3	1.3	1	0.4	1	0.4	2	0.8	0	0.0	1	100.0
WRIT	Writing														
	Non-tenured	0	0.0	0	0.0	12	5.2	13	5.2	14	5.8	14	n/a	1	7.7
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	On tenure track	0	0.0	0	0.0	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
School Total		224	100.0	240	100.0	229	100.0	251	100.0	241	100.0	17	7.6	-10	-4.0

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH	Anthropology														
	Full-time	2	0.9	1	0.4	2	0.9	2	0.8	3	1.2	1	50.0	1	50.0
	Part-time	4	1.8	6	2.5	4	1.7	4	1.6	3	1.2	-1	-25.0	-1	-25.0
ARTS	Arts														
	Full-time	5	2.2	4	1.7	6	2.6	6	2.4	6	2.5	1	20.0	0	0.0
	Part-time	11	4.9	13	5.4	10	4.4	12	4.8	14	5.8	3	27.3	2	16.7
COMM	Communication														
	Full-time	6	2.7	6	2.5	5	2.2	4	1.6	3	1.2	-3	-50.0	-1	-25.0
	Part-time	19	8.5	20	8.3	6	2.6	6	2.4	7	2.9	-12	-63.2	1	16.7
CRCL	Cross-Cultural Studies														
	Full-time	4	1.8	4	1.7	5	2.2	4	1.6	6	2.5	2	50.0	2	50.0
	Part-time	2	0.9	3	1.3	3	1.3	4	1.6	2	0.8	0	0.0	-2	-50.0
CRIM	Criminology														
	Full-time	3	1.3	4	1.7	4	1.7	4	1.6	4	1.7	1	33.3	0	0.0
	Part-time	5	2.2	7	2.9	5	2.2	6	2.4	6	2.5	1	20.0	0	0.0
DMST	Digital Media Studies														
	Full-time	0	0.0	0	0.0	0	0.0	3	1.2	4	1.7	4	n/a	1	33.3
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
FRAD	Fire Services Administration														
	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	0	0.0	0	0.0	1	0.4	2	0.8	2	0.8	2	n/a	0	0.0
FUTR	Studies of the Future														
	Full-time	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Part-time	0	0.0	0	0.0	1	0.4	2	0.8	0	0.0	0	n/a	-2	-100.0
HIST	History														
	Full-time	5	2.2	6	2.5	5	2.2	6	2.4	5	2.1	0	0.0	-1	-16.7
	Part-time	5	2.2	4	1.7	3	1.3	5	2.0	5	2.1	0	0.0	0	0.0
HLTH	Health														
	Full-time	2	0.9	2	0.8	2	0.9	2	0.8	2	0.8	0	0.0	0	0.0
	Part-time	5	2.2	6	2.5	5	2.2	5	2.0	6	2.5	1	20.0	1	20.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HUMN	Humanities														
	Full-time	15	6.7	18	7.5	16	7.0	15	6.0	16	6.6	1	6.7	1	6.7
	Part-time	12	5.4	10	4.2	12	5.2	14	5.6	9	3.7	-3	-25.0	-5	-35.7
LITR	Literature														
	Full-time	8	3.6	9	3.8	8	3.5	7	2.8	9	3.7	1	12.5	2	28.6
	Part-time	7	3.1	7	2.9	7	3.1	6	2.4	3	1.2	-4	-57.1	-3	-50.0
PHIL	Philosophy														
	Full-time	3	1.3	1	0.4	1	0.4	2	0.8	2	0.8	-1	-33.3	0	0.0
	Part-time	2	0.9	2	0.8	3	1.3	4	1.6	2	0.8	0	0.0	-2	-50.0
POLS	Political Science*														
	Full-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	n/a	n/a	n/a	n/a
	Part-time	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	0.4	n/a	n/a	n/a	n/a
PSYC	Psychology														
	Full-time	21	9.4	22	9.2	20	8.7	19	7.6	22	9.1	1	4.8	3	15.8
	Part-time	37	16.5	41	17.1	41	17.9	47	18.7	40	16.6	3	8.1	-7	-14.9
SOCI	Sociology														
	Full-time	12	5.4	13	5.4	11	4.8	11	4.4	10	4.1	-2	-16.7	-1	-9.1
	Part-time	18	8.0	17	7.1	19	8.3	19	7.6	14	5.8	-4	-22.2	-5	-26.3
SWRK	Social Work														
	Full-time	1	0.4	3	1.3	2	0.9	2	0.8	4	1.7	3	300.0	2	100.0
	Part-time	3	1.3	3	1.3	5	2.2	5	2.0	4	1.7	1	33.3	-1	-20.0
WMST	Womens Studies														
	Full-time	3	1.3	6	2.5	2	0.9	3	1.2	7	2.9	4	133.3	4	133.3
	Part-time	3	1.3	1	0.4	2	0.9	6	2.4	3	1.2	0	0.0	-3	-50.0
WRIT	Writing														
	Full-time	0	0.0	0	0.0	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	Part-time	0	0.0	0	0.0	12	5.2	13	5.2	14	5.8	14	n/a	1	7.7
School Total		224	100.0	240	100.0	229	100.0	251	100.0	241	100.0	17	7.6	-10	-4.0

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH	Anthropology														
	White	4	1.8	5	2.1	5	2.2	6	2.4	4	1.7	0	0.0	-2	-33.3
	Black	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Hispanic	0	0.0	1	0.4	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Asian/Pacific Islander	1	0.4	1	0.4	1	0.4	0	0.0	1	0.4	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
ARTS	Arts														
	White	13	5.8	14	5.8	12	5.2	13	5.2	15	6.2	2	15.4	2	15.4
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	0.4	2	0.8	1	0.4	2	0.8	2	0.8	1	100.0	0	0.0
	Asian/Pacific Islander	2	0.9	1	0.4	3	1.3	3	1.2	3	1.2	1	50.0	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
COMM	Communication														
	White	25	11.2	26	10.8	10	4.4	9	3.6	9	3.7	-16	-64.0	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/Pacific Islander	0	0.0	0	0.0	1	0.4	1	0.4	1	0.4	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
CRCL	Cross-Cultural Studies														
	White	5	2.2	6	2.5	7	3.1	8	3.2	6	2.5	1	20.0	-2	-25.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	1	0.4	1	0.4	1	0.4	0	0.0	2	0.8	1	100.0	2	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CRIM	Criminology														
	White	6	2.7	10	4.2	7	3.1	8	3.2	7	2.9	1	16.7	-1	-12.5
	Black	2	0.9	1	0.4	1	0.4	2	0.8	3	1.2	1	50.0	1	50.0
	Hispanic	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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
DMST	Digital Media Studies														
	White	0	0.0	0	0.0	0	0.0	2	0.8	4	1.7	4	n/a	2	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	0	0.0	0	0.0	0	0.0	1	0.4	1	0.4	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
FRAD	Fire Services Administration														
	White	0	0.0	0	0.0	1	0.4	2	0.8	2	0.8	2	n/a	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/Pacific Islander	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
FUTR	Studies of the Future														
	White	1	0.4	1	0.4	1	0.4	2	0.8	0	0.0	-1	-100.0	-2	-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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HIST	History														
	White	10	4.5	10	4.2	8	3.5	11	4.4	10	4.1	0	0.0	-1	-9.1
	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/Pacific Islander	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
HLTH	Health														
	White	7	3.1	7	2.9	7	3.1	7	2.8	7	2.9	0	0.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Hispanic	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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
HUMN	Humanities														
	White	24	10.7	27	11.3	25	10.9	25	10.0	22	9.1	-2	-8.3	-3	-12.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	1	0.4	1	0.4	0	0.0	0	n/a	-1	-100.0
	Asian/Pacific Islander	3	1.3	1	0.4	2	0.9	3	1.2	3	1.2	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
LITR	Literature														
	White	15	6.7	16	6.7	13	5.7	12	4.8	10	4.1	-5	-33.3	-2	-16.7
	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	2	0.9	1	0.4	1	0.4	1	n/a	0	0.0
	Asian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
PHIL	Philosophy														
	White	5	2.2	3	1.3	4	1.7	5	2.0	4	1.7	-1	-20.0	-1	-20.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
	Asian/Pacific Islander	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
POLS	Political Science*														
	White	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0.8	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/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
	American Indian or Alaskan Native	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	International	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
PSYC	Psychology														
	White	52	23.2	54	22.5	53	23.1	58	23.1	54	22.4	2	3.8	-4	-6.9
	Black	2	0.9	5	2.1	5	2.2	6	2.4	5	2.1	3	150.0	-1	-16.7
	Hispanic	2	0.9	3	1.3	2	0.9	2	0.8	2	0.8	0	0.0	0	0.0
	Asian/Pacific Islander	2	0.9	1	0.4	0	0.0	0	0.0	0	0.0	-2	-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	1	0.4	0	0.0	1	0.4	1	n/a	1	n/a
SOCI	Sociology														
	White	21	9.4	23	9.6	22	9.6	25	10.0	18	7.5	-3	-14.3	-7	-28.0
	Black	5	2.2	3	1.3	4	1.7	4	1.6	3	1.2	-2	-40.0	-1	-25.0
	Hispanic	2	0.9	2	0.8	3	1.3	1	0.4	2	0.8	0	0.0	1	100.0
	Asian/Pacific Islander	2	0.9	2	0.8	0	0.0	0	0.0	1	0.4	-1	-50.0	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	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SWRK	Social Work														
	White	3	1.3	6	2.5	5	2.2	5	2.0	6	2.5	3	100.0	1	20.0
	Black	1	0.4	0	0.0	2	0.9	2	0.8	1	0.4	0	0.0	-1	-50.0
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	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
WMST	Womens Studies														
	White	4	1.8	6	2.5	4	1.7	9	3.6	8	3.3	4	100.0	-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	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Asian/Pacific Islander	1	0.4	0	0.0	0	0.0	0	0.0	2	0.8	1	100.0	2	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
WRIT	Writing														
	White	0	0.0	0	0.0	13	5.7	14	5.6	15	6.2	15	n/a	1	7.1
	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/Pacific Islander	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
	School Total	224	100.0	240	100.0	229	100.0	251	100.0	241	100.0	17	7.6	-10	-4.0

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH	Anthropology														
	Female	5	2.2	4	1.7	4	1.7	4	1.6	4	1.7	-1	-20.0	0	0.0
	Male	1	0.4	3	1.3	2	0.9	2	0.8	2	0.8	1	100.0	0	0.0
ARTS	Arts														
	Female	11	4.9	11	4.6	10	4.4	11	4.4	12	5.0	1	9.1	1	9.1
	Male	5	2.2	6	2.5	6	2.6	7	2.8	8	3.3	3	60.0	1	14.3
COMM	Communication														
	Female	18	8.0	20	8.3	5	2.2	5	2.0	5	2.1	-13	-72.2	0	0.0
	Male	7	3.1	6	2.5	6	2.6	5	2.0	5	2.1	-2	-28.6	0	0.0
CRCL	Cross-Cultural Studies														
	Female	4	1.8	6	2.5	7	3.1	6	2.4	5	2.1	1	25.0	-1	-16.7
	Male	2	0.9	1	0.4	1	0.4	2	0.8	3	1.2	1	50.0	1	50.0
CRIM	Criminology														
	Female	4	1.8	5	2.1	4	1.7	4	1.6	4	1.7	0	0.0	0	0.0
	Male	4	1.8	6	2.5	5	2.2	6	2.4	6	2.5	2	50.0	0	0.0
DMST	Digital Media Studies														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	3	1.2	3	n/a	3	n/a
	Male	0	0.0	0	0.0	0	0.0	3	1.2	2	0.8	2	n/a	-1	-33.3
FRAD	Fire Services Administration														
	Female	0	0.0	0	0.0	1	0.4	2	0.8	2	0.8	2	n/a	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
FUTR	Studies of the Future														
	Female	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
	Male	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	-1	-100.0	-1	-100.0
HIST	History														
	Female	5	2.2	4	1.7	3	1.3	5	2.0	4	1.7	-1	-20.0	-1	-20.0
	Male	5	2.2	6	2.5	5	2.2	6	2.4	6	2.5	1	20.0	0	0.0
HLTH	Health														
	Female	3	1.3	2	0.8	3	1.3	3	1.2	4	1.7	1	33.3	1	33.3
	Male	4	1.8	6	2.5	4	1.7	4	1.6	4	1.7	0	0.0	0	0.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Human Science and Humanities - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
HUMN	Humanities														
	Female	17	7.6	15	6.3	14	6.1	14	5.6	13	5.4	-4	-23.5	-1	-7.1
	Male	10	4.5	13	5.4	14	6.1	15	6.0	12	5.0	2	20.0	-3	-20.0
LITR	Literature														
	Female	8	3.6	8	3.3	5	2.2	4	1.6	4	1.7	-4	-50.0	0	0.0
	Male	7	3.1	8	3.3	10	4.4	9	3.6	8	3.3	1	14.3	-1	-11.1
PHIL	Philosophy														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	5	2.2	3	1.3	4	1.7	6	2.4	4	1.7	-1	-20.0	-2	-33.3
POLS	Political Science*														
	Female	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Male	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	0.8	n/a	n/a	n/a	n/a
PSYC	Psychology														
	Female	33	14.7	39	16.3	38	16.6	46	18.3	40	16.6	7	21.2	-6	-13.0
	Male	25	11.2	24	10.0	23	10.0	20	8.0	22	9.1	-3	-12.0	2	10.0
SOCI	Sociology														
	Female	16	7.1	16	6.7	15	6.6	19	7.6	16	6.6	0	0.0	-3	-15.8
	Male	14	6.3	14	5.8	15	6.6	11	4.4	8	3.3	-6	-42.9	-3	-27.3
SWRK	Social Work														
	Female	3	1.3	3	1.3	6	2.6	5	2.0	5	2.1	2	66.7	0	0.0
	Male	1	0.4	3	1.3	1	0.4	2	0.8	3	1.2	2	200.0	1	50.0
WMST	Womens Studies														
	Female	6	2.7	6	2.5	4	1.7	9	3.6	9	3.7	3	50.0	0	0.0
	Male	0	0.0	1	0.4	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
WRIT	Writing														
	Female	0	0.0	0	0.0	11	4.8	12	4.8	13	5.4	13	n/a	1	8.3
	Male	0	0.0	0	0.0	2	0.9	2	0.8	2	0.8	2	n/a	0	0.0
School Total		224	100.0	240	100.0	229	100.0	251	100.0	241	100.0	17	7.6	-10	-4.0

* POLS Political Science has been moved from BUS to HSH as of Fall 2008.

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering Summary - Fall 2004 to Fall 2008
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 session and school.

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Mean and Median Age:										
Age	49	49	50	50	50	49	50	50	50	51

Rank	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	12	12.9	10	10.6	7	7.4	9	9.6	10	11.0	-2	-16.7	1	11.1
Associate Professor	21	22.6	24	25.5	24	25.3	24	25.5	25	27.5	4	19.0	1	4.2
Assistant Professor	12	12.9	10	10.6	12	12.6	11	11.7	12	13.2	0	0.0	1	9.1
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	43	46.2	45	47.9	48	50.5	47	50.0	44	48.4	1	2.3	-3	-6.4
Teaching Assistant	5	5.4	5	5.3	4	4.2	3	3.2	0	0.0	-5	-100.0	-3	-100.0
SCE Total	93	100.0	94	100.0	95	100.0	94	100.0	91	100.0	-2	-2.2	-3	-3.2

Tenure	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	48	51.6	50	53.2	52	54.7	50	53.2	44	48.4	-4	-8.3	-6	-12.0
Tenured faculty	27	29.0	31	33.0	29	30.5	31	33.0	35	38.5	8	29.6	4	12.9
On tenure track faculty	18	19.4	13	13.8	14	14.7	13	13.8	12	13.2	-6	-33.3	-1	-7.7
SCE Total	93	100.0	94	100.0	95	100.0	94	100.0	91	100.0	-2	-2.2	-3	-3.2

FT/PT Status	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	45	48.4	44	46.8	43	45.3	44	46.8	47	51.6	2	4.4	3	6.8
Part-time	48	51.6	50	53.2	52	54.7	50	53.2	44	48.4	-4	-8.3	-6	-12.0
SCE Total	93	100.0	94	100.0	95	100.0	94	100.0	91	100.0	-2	-2.2	-3	-3.2

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering Summary - Fall 2004 to Fall 2008
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 session and school.

Faculty by Ethnicity:

Ethnic Origin	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	53	57.0	57	60.6	57	60.0	60	63.8	57	62.6	4	7.5	-3	-5.0
Black	3	3.2	2	2.1	3	3.2	2	2.1	3	3.3	0	0.0	1	50.0
Hispanic	3	3.2	3	3.2	3	3.2	3	3.2	4	4.4	1	33.3	1	33.3
Asian/Pacific Islander	21	22.6	19	20.2	20	21.1	25	26.6	25	27.5	4	19.0	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	13	14.0	13	13.8	12	12.6	4	4.3	2	2.2	-11	-84.6	-2	-50.0
SCE Total	93	100.0	94	100.0	95	100.0	94	100.0	91	100.0	-2	-2.2	-3	-3.2

Faculty by Gender:

Gender	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	19	20.4	20	21.3	22	23.2	24	25.5	22	24.2	3	15.8	-2	-8.3
Male	74	79.6	74	78.7	73	76.8	70	74.5	69	75.8	-5	-6.8	-1	-1.4
SCE Total	93	100.0	94	100.0	95	100.0	94	100.0	91	100.0	-2	-2.2	-3	-3.2

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: Area	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR Astronomy and Space Science	4	3.7	7	6.3	8	7.0	5	4.3	4	3.4	0	0.0	-1	-20.0
BIOL Biology	17	15.9	19	17.1	16	13.9	20	17.2	20	16.8	3	17.6	0	0.0
BIOT Biotechnology	0	0.0	0	0.0	0	0.0	2	1.7	2	1.7	2	n/a	0	0.0
CENG Computer Engineering	14	13.1	16	14.4	12	10.4	13	11.2	10	8.4	-4	-28.6	-3	-23.1
CHEM Chemistry	6	5.6	6	5.4	10	8.7	9	7.8	9	7.6	3	50.0	0	0.0
CINF Computer Information Systems	0	0.0	0	0.0	4	3.5	4	3.4	8	6.7	8	n/a	4	100.0
CSCI Computer Science	25	23.4	23	20.7	21	18.3	20	17.2	21	17.6	-4	-16.0	1	5.0
EMGT Engineering Management	0	0.0	0	0.0	0	0.0	1	0.9	2	1.7	2	n/a	1	100.0
ENSC Environmental Science	2	1.9	3	2.7	2	1.7	3	2.6	5	4.2	3	150.0	2	66.7
GEOL Geology	4	3.7	3	2.7	4	3.5	5	4.3	3	2.5	-1	-25.0	-2	-40.0
INDH Industrial Hygiene and Safety	3	2.8	3	2.7	3	2.6	2	1.7	5	4.2	2	66.7	3	150.0
MATH Mathematics	13	12.1	11	9.9	16	13.9	13	11.2	12	10.1	-1	-7.7	-1	-7.7
PHYS Physics	5	4.7	6	5.4	5	4.3	6	5.2	6	5.0	1	20.0	0	0.0
SENG Systems Engineering	4	3.7	5	4.5	6	5.2	5	4.3	5	4.2	1	25.0	0	0.0
STAT Statistics	4	3.7	3	2.7	2	1.7	2	1.7	2	1.7	-2	-50.0	0	0.0
SWEN Software Engineering	6	5.6	6	5.4	6	5.2	6	5.2	5	4.2	-1	-16.7	-1	-16.7
School Total	107	100.0	111	100.0	115	100.0	116	100.0	119	100.0	12	11.2	3	2.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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.

Mean and Median Age:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ASTR	Astronomy and Space Science	50	52	51	50	52	53	54	52	48	44
BIOL	Biology	53	57	52	52	52	51	51	49	50	50
BIOT	Biotechnology	n/a	n/a	n/a	n/a	n/a	n/a	39	39	40	40
CENG	Computer Engineering	42	40	44	45	43	43	47	49	55	55
CHEM	Chemistry	45	45	49	52	46	45	45	43	47	44
CINF	Computer Information Systems	n/a	n/a	n/a	n/a	42	41	43	42	47	48
CSCI	Computer Science	49	47	50	50	50	49	50	50	50	51
EMGT	Engineering Management	n/a	n/a	n/a	n/a	n/a	n/a	49	49	50	50
ENSC	Environmental Science	57	57	52	52	48	48	45	43	44	44
GEOG	Geology	56	55	59	63	54	51	50	50	53	53
INDH	Industrial Hygiene and Safety	49	54	51	55	45	41	48	48	50	51
MATH	Mathematics	52	56	49	50	50	49	51	52	49	51
PHYS	Physics	42	43	51	54	45	49	49	51	46	45
SENG	Systems Engineering	59	60	58	60	61	61	62	59	56	56
STAT	Statistics	56	56	59	64	55	55	56	56	40	40
SWEN	Software Engineering	56	57	55	52	55	54	56	54	53	53
School Mean and Median Age		50	51	51	50	50	50	50	50	50	50

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	2.8	6	5.4	7	6.1	4	3.4	4	3.4	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
BIOL	Biology														
	Professor	2	1.9	2	1.8	2	1.7	2	1.7	3	2.5	1	50.0	1	50.0
	Associate Professor	5	4.7	5	4.5	5	4.3	4	3.4	5	4.2	0	0.0	1	25.0
	Assistant Professor	2	1.9	2	1.8	2	1.7	3	2.6	2	1.7	0	0.0	-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	8	7.5	10	9.0	7	6.1	11	9.5	10	8.4	2	25.0	-1	-9.1
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
BIOT	Biotechnology														
	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	2	1.7	2	1.7	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
CENG	Computer Engineering														
	Professor	2	1.9	2	1.8	1	0.9	1	0.9	1	0.8	-1	-50.0	0	0.0
	Associate Professor	3	2.8	4	3.6	3	2.6	3	2.6	3	2.5	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	1	0.9	1	0.9	2	1.7	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	4	3.7	5	4.5	3	2.6	5	4.3	4	3.4	0	0.0	-1	-20.0
	Teaching Assistant	5	4.7	5	4.5	4	3.5	3	2.6	0	0.0	-5	-100.0	-3	-100.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CHEM	Chemistry														
	Professor	1	0.9	1	0.9	1	0.9	1	0.9	2	1.7	1	100.0	1	100.0
	Associate Professor	1	0.9	2	1.8	2	1.7	1	0.9	3	2.5	2	200.0	2	200.0
	Assistant Professor	3	2.8	2	1.8	3	2.6	3	2.6	1	0.8	-2	-66.7	-2	-66.7
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	0.9	1	0.9	4	3.5	4	3.4	3	2.5	2	200.0	-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
CINF	Computer Information Systems														
	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	2	1.7	2	1.7	5	4.2	5	n/a	3	150.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	2	1.7	2	1.7	3	2.5	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
CSCI	Computer Science														
	Professor	4	3.7	3	2.7	3	2.6	3	2.6	3	2.5	-1	-25.0	0	0.0
	Associate Professor	8	7.5	8	7.2	9	7.8	9	7.8	10	8.4	2	25.0	1	11.1
	Assistant Professor	2	1.9	2	1.8	1	0.9	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	11	10.3	10	9.0	8	7.0	8	6.9	8	6.7	-3	-27.3	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
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	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	1	0.9	1	0.8	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENSC	Environmental Science														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	1	n/a
	Associate Professor	2	1.9	3	2.7	2	1.7	2	1.7	1	0.8	-1	-50.0	-1	-50.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	2	1.7	2	n/a	2	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
GEOL	Geology														
	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	0.9	1	0.9	0	0.0	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	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	3	2.8	2	1.8	4	3.5	3	2.6	2	1.7	-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
INDH	Industrial Hygiene and Safety														
	Professor	1	0.9	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	1	n/a
	Associate Professor	0	0.0	1	0.9	1	0.9	1	0.9	0	0.0	0	n/a	-1	-100.0
	Assistant Professor	0	0.0	1	0.9	1	0.9	1	0.9	1	0.8	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	2	1.9	1	0.9	1	0.9	0	0.0	3	2.5	1	50.0	3	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
MATH	Mathematics														
	Professor	2	1.9	1	0.9	1	0.9	2	1.7	1	0.8	-1	-50.0	-1	-50.0
	Associate Professor	2	1.9	3	2.7	3	2.6	3	2.6	3	2.5	1	50.0	0	0.0
	Assistant Professor	3	2.8	2	1.8	3	2.6	1	0.9	2	1.7	-1	-33.3	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	5.6	5	4.5	9	7.8	7	6.0	6	5.0	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
PHYS	Physics														
	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	2	1.7	2	n/a	2	n/a
	Assistant Professor	2	1.9	2	1.8	2	1.7	2	1.7	1	0.8	-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	3	2.8	4	3.6	3	2.6	4	3.4	3	2.5	0	0.0	-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
SENG	Systems Engineering														
	Professor	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	1	0.9	2	1.8	1	0.9	2	1.7	2	1.7	1	100.0	0	0.0
	Assistant Professor	1	0.9	1	0.9	1	0.9	0	0.0	1	0.8	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	0.9	1	0.9	3	2.6	3	2.6	2	1.7	1	100.0	-1	-33.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
STAT	Statistics														
	Professor	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Associate Professor	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
	Assistant Professor	2	1.9	1	0.9	1	0.9	0	0.0	1	0.8	-1	-50.0	1	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	0.9	1	0.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
SWEN	Software Engineering														
	Professor	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	2	1.9	2	1.8	2	1.7	4	3.4	4	3.4	2	100.0	0	0.0
	Assistant Professor	3	2.8	2	1.8	1	0.9	0	0.0	1	0.8	-2	-66.7	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	0	0.0	1	0.9	2	1.7	2	1.7	0	0.0	0	n/a	-2	-100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
School Total		107	100.0	111	100.0	115	100.0	116	100.0	119	100.0	12	11.2	3	2.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	Non-tenured	3	2.8	6	5.4	7	6.1	4	3.4	4	3.4	1	33.3	0	0.0
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	On tenure track	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	-1	-100.0	-1	-100.0
BIOL	Biology														
	Non-tenured	8	7.5	10	9.0	7	6.1	11	9.5	10	8.4	2	25.0	-1	-9.1
	Tenured	5	4.7	6	5.4	6	5.2	5	4.3	8	6.7	3	60.0	3	60.0
	On tenure track	4	3.7	3	2.7	3	2.6	4	3.4	2	1.7	-2	-50.0	-2	-50.0
BIOT	Biotechnology														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	2	1.7	2	1.7	2	n/a	0	0.0
CENG	Computer Engineering														
	Non-tenured	9	8.4	10	9.0	7	6.1	8	6.9	4	3.4	-5	-55.6	-4	-50.0
	Tenured	5	4.7	5	4.5	4	3.5	4	3.4	4	3.4	-1	-20.0	0	0.0
	On tenure track	0	0.0	1	0.9	1	0.9	1	0.9	2	1.7	2	n/a	1	100.0
CHEM	Chemistry														
	Non-tenured	1	0.9	1	0.9	4	3.5	4	3.4	3	2.5	2	200.0	-1	-25.0
	Tenured	1	0.9	3	2.7	3	2.6	2	1.7	5	4.2	4	400.0	3	150.0
	On tenure track	4	3.7	2	1.8	3	2.6	3	2.6	1	0.8	-3	-75.0	-2	-66.7
CINF	Computer Information Systems														
	Non-tenured	0	0.0	0	0.0	2	1.7	2	1.7	3	2.5	3	n/a	1	50.0
	Tenured	0	0.0	0	0.0	1	0.9	1	0.9	4	3.4	4	n/a	3	300.0
	On tenure track	0	0.0	0	0.0	1	0.9	1	0.9	1	0.8	1	n/a	0	0.0
CSCI	Computer Science														
	Non-tenured	11	10.3	10	9.0	8	7.0	8	6.9	8	6.7	-3	-27.3	0	0.0
	Tenured	10	9.3	10	9.0	11	9.6	12	10.3	12	10.1	2	20.0	0	0.0
	On tenure track	4	3.7	3	2.7	2	1.7	0	0.0	1	0.8	-3	-75.0	1	n/a
EMGT	Engineering Management														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	1	n/a
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENSC	Environmental Science														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	2	1.7	2	n/a	2	n/a
	Tenured	2	1.9	3	2.7	2	1.7	2	1.7	2	1.7	0	0.0	0	0.0
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
GEOL	Geology														
	Non-tenured	3	2.8	2	1.8	4	3.5	3	2.6	2	1.7	-1	-33.3	-1	-33.3
	Tenured	1	0.9	1	0.9	0	0.0	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
INDH	Industrial Hygiene and Safety														
	Non-tenured	2	1.9	1	0.9	1	0.9	0	0.0	3	2.5	1	50.0	3	n/a
	Tenured	1	0.9	1	0.9	1	0.9	1	0.9	1	0.8	0	0.0	0	0.0
	On tenure track	0	0.0	1	0.9	1	0.9	1	0.9	1	0.8	1	n/a	0	0.0
MATH	Mathematics														
	Non-tenured	6	5.6	5	4.5	9	7.8	7	6.0	6	5.0	0	0.0	-1	-14.3
	Tenured	4	3.7	4	3.6	4	3.5	5	4.3	5	4.2	1	25.0	0	0.0
	On tenure track	3	2.8	2	1.8	3	2.6	1	0.9	1	0.8	-2	-66.7	0	0.0
PHYS	Physics														
	Non-tenured	3	2.8	4	3.6	3	2.6	4	3.4	3	2.5	0	0.0	-1	-25.0
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	2	1.7	2	n/a	2	n/a
	On tenure track	2	1.9	2	1.8	2	1.7	2	1.7	1	0.8	-1	-50.0	-1	-50.0
SENG	Systems Engineering														
	Non-tenured	1	0.9	1	0.9	3	2.6	3	2.6	2	1.7	1	100.0	-1	-33.3
	Tenured	1	0.9	2	1.8	2	1.7	2	1.7	2	1.7	1	100.0	0	0.0
	On tenure track	2	1.9	2	1.8	1	0.9	0	0.0	1	0.8	-1	-50.0	1	n/a
STAT	Statistics														
	Non-tenured	1	0.9	1	0.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Tenured	1	0.9	1	0.9	1	0.9	2	1.7	2	1.7	1	100.0	0	0.0
	On tenure track	2	1.9	1	0.9	1	0.9	0	0.0	0	0.0	-2	-100.0	0	n/a
SWEN	Software Engineering														
	Non-tenured	0	0.0	1	0.9	2	1.7	2	1.7	0	0.0	0	n/a	-2	-100.0
	Tenured	2	1.9	2	1.8	3	2.6	4	3.4	4	3.4	2	100.0	0	0.0
	On tenure track	4	3.7	3	2.7	1	0.9	0	0.0	1	0.8	-3	-75.0	1	n/a
School Total		107	100.0	111	100.0	115	100.0	116	100.0	119	100.0	12	11.2	3	2.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	Full-time	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	-1	-100.0	-1	-100.0
	Part-time	3	2.8	6	5.4	7	6.1	4	3.4	4	3.4	1	33.3	0	0.0
BIOL	Biology														
	Full-time	9	8.4	9	8.1	9	7.8	9	7.8	10	8.4	1	11.1	1	11.1
	Part-time	8	7.5	10	9.0	7	6.1	11	9.5	10	8.4	2	25.0	-1	-9.1
BIOT	Biotechnology														
	Full-time	0	0.0	0	0.0	0	0.0	2	1.7	2	1.7	2	n/a	0	0.0
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
CENG	Computer Engineering														
	Full-time	5	4.7	6	5.4	5	4.3	5	4.3	6	5.0	1	20.0	1	20.0
	Part-time	9	8.4	10	9.0	7	6.1	8	6.9	4	3.4	-5	-55.6	-4	-50.0
CHEM	Chemistry														
	Full-time	5	4.7	5	4.5	6	5.2	5	4.3	6	5.0	1	20.0	1	20.0
	Part-time	1	0.9	1	0.9	4	3.5	4	3.4	3	2.5	2	200.0	-1	-25.0
CINF	Computer Information Systems														
	Full-time	0	0.0	0	0.0	2	1.7	2	1.7	5	4.2	5	n/a	3	150.0
	Part-time	0	0.0	0	0.0	2	1.7	2	1.7	3	2.5	3	n/a	1	50.0
CSCI	Computer Science														
	Full-time	14	13.1	13	11.7	13	11.3	12	10.3	13	10.9	-1	-7.1	1	8.3
	Part-time	11	10.3	10	9.0	8	7.0	8	6.9	8	6.7	-3	-27.3	0	0.0
EMGT	Engineering Management														
	Full-time	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	1	n/a
ENSC	Environmental Science														
	Full-time	2	1.9	3	2.7	2	1.7	3	2.6	3	2.5	1	50.0	0	0.0
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	2	1.7	2	n/a	2	n/a
GEOL	Geology														
	Full-time	1	0.9	1	0.9	0	0.0	2	1.7	1	0.8	0	0.0	-1	-50.0
	Part-time	3	2.8	2	1.8	4	3.5	3	2.6	2	1.7	-1	-33.3	-1	-33.3

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 Status: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
INDH	Industrial Hygiene and Safety														
	Full-time	1	0.9	2	1.8	2	1.7	2	1.7	2	1.7	1	100.0	0	0.0
	Part-time	2	1.9	1	0.9	1	0.9	0	0.0	3	2.5	1	50.0	3	n/a
MATH	Mathematics														
	Full-time	7	6.5	6	5.4	7	6.1	6	5.2	6	5.0	-1	-14.3	0	0.0
	Part-time	6	5.6	5	4.5	9	7.8	7	6.0	6	5.0	0	0.0	-1	-14.3
PHYS	Physics														
	Full-time	2	1.9	2	1.8	2	1.7	2	1.7	3	2.5	1	50.0	1	50.0
	Part-time	3	2.8	4	3.6	3	2.6	4	3.4	3	2.5	0	0.0	-1	-25.0
SENG	Systems Engineering														
	Full-time	3	2.8	4	3.6	3	2.6	2	1.7	3	2.5	0	0.0	1	50.0
	Part-time	1	0.9	1	0.9	3	2.6	3	2.6	2	1.7	1	100.0	-1	-33.3
STAT	Statistics														
	Full-time	3	2.8	2	1.8	2	1.7	2	1.7	2	1.7	-1	-33.3	0	0.0
	Part-time	1	0.9	1	0.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
SWEN	Software Engineering														
	Full-time	6	5.6	5	4.5	4	3.5	4	3.4	5	4.2	-1	-16.7	1	25.0
	Part-time	0	0.0	1	0.9	2	1.7	2	1.7	0	0.0	0	n/a	-2	-100.0
School Total		107	100.0	111	100.0	115	100.0	116	100.0	119	100.0	12	11.2	3	2.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	White	3	2.8	5	4.5	7	6.1	4	3.4	4	3.4	1	33.3	0	0.0
	Black	0	0.0	1	0.9	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/Pacific Islander	0	0.0	0	0.0	0	0.0	1	0.9	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	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
BIOL	Biology														
	White	10	9.3	13	11.7	11	9.6	14	12.1	13	10.9	3	30.0	-1	-7.1
	Black	0	0.0	0	0.0	1	0.9	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	0.9	1	0.9	1	0.9	2	1.7	3	2.5	2	200.0	1	50.0
	Asian/Pacific Islander	5	4.7	4	3.6	2	1.7	4	3.4	4	3.4	-1	-20.0	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
BIOT	Biotechnology														
	White	0	0.0	0	0.0	0	0.0	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	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
	Asian/Pacific Islander	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	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
CENG	Computer Engineering														
	White	7	6.5	9	8.1	7	6.1	9	7.8	9	7.6	2	28.6	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/Pacific Islander	2	1.9	2	1.8	1	0.9	1	0.9	1	0.8	-1	-50.0	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	5	4.7	5	4.5	4	3.5	3	2.6	0	0.0	-5	-100.0	-3	-100.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
CHEM	Chemistry														
	White	1	0.9	1	0.9	3	2.6	4	3.4	4	3.4	3	300.0	0	0.0
	Black	0	0.0	0	0.0	1	0.9	1	0.9	1	0.8	1	n/a	0	0.0
	Hispanic	1	0.9	1	0.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Asian/Pacific Islander	2	1.9	2	1.8	4	3.5	4	3.4	4	3.4	2	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	2	1.9	2	1.8	2	1.7	0	0.0	0	0.0	-2	-100.0	0	n/a
CINF	Computer Information Systems														
	White	0	0.0	0	0.0	0	0.0	0	0.0	2	1.7	2	n/a	2	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	1	0.9	1	0.9	1	0.8	1	n/a	0	0.0
	Asian/Pacific Islander	0	0.0	0	0.0	2	1.7	3	2.6	4	3.4	4	n/a	1	33.3
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	1	0.9	0	0.0	1	0.8	1	n/a	1	n/a
CSCI	Computer Science														
	White	12	11.2	12	10.8	9	7.8	9	7.8	9	7.6	-3	-25.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	0.9	1	0.9	1	0.9	1	0.9	1	0.8	0	0.0	0	0.0
	Asian/Pacific Islander	8	7.5	7	6.3	9	7.8	10	8.6	10	8.4	2	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	4	3.7	3	2.7	2	1.7	0	0.0	1	0.8	-3	-75.0	1	n/a
EMGT	Engineering Management														
	White	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	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/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ENSC	Environmental Science														
	White	2	1.9	2	1.8	1	0.9	2	1.7	3	2.5	1	50.0	1	50.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	0	0.0	1	0.9	1	0.9	1	0.9	1	0.8	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	1	0.8	1	n/a	1	n/a
GEOL	Geology														
	White	3	2.8	2	1.8	3	2.6	3	2.6	2	1.7	-1	-33.3	-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/Pacific Islander	0	0.0	0	0.0	0	0.0	2	1.7	1	0.8	1	n/a	-1	-50.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
INDH	Industrial Hygiene and Safety														
	White	3	2.8	3	2.7	2	1.7	2	1.7	4	3.4	1	33.3	2	100.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	1	n/a
	Hispanic	0	0.0	0	0.0	1	0.9	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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
MATH	Mathematics														
	White	8	7.5	6	5.4	10	8.7	8	6.9	8	6.7	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/Pacific Islander	4	3.7	4	3.6	4	3.5	4	3.4	4	3.4	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	1	0.9	1	0.9	2	1.7	1	0.9	0	0.0	-1	-100.0	-1	-100.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
PHYS	Physics														
	White	0	0.0	3	2.7	2	1.7	4	3.4	4	3.4	4	n/a	0	0.0
	Black	3	2.8	1	0.9	1	0.9	1	0.9	1	0.8	-2	-66.7	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/Pacific Islander	1	0.9	1	0.9	1	0.9	1	0.9	1	0.8	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	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
SENG	Systems Engineering														
	White	3	2.8	4	3.6	5	4.3	5	4.3	4	3.4	1	33.3	-1	-20.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	1	0.9	1	0.9	0	0.0	0	0.0	1	0.8	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	1	0.9	0	0.0	0	0.0	0	n/a	0	n/a
STAT	Statistics														
	White	2	1.9	1	0.9	0	0.0	0	0.0	1	0.8	-1	-50.0	1	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/Pacific Islander	2	1.9	2	1.8	2	1.7	2	1.7	1	0.8	-1	-50.0	-1	-50.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
SWEN	Software Engineering														
	White	6	5.6	5	4.5	4	3.5	6	5.2	4	3.4	-2	-33.3	-2	-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/Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	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	1	0.9	2	1.7	0	0.0	0	0.0	0	n/a	0	n/a
School Total		107	100.0	111	100.0	115	100.0	116	100.0	119	100.0	12	11.2	3	2.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science														
	Female	1	0.9	1	0.9	2	1.7	3	2.6	0	0.0	-1	-100.0	-3	-100.0
	Male	3	2.8	6	5.4	6	5.2	2	1.7	4	3.4	1	33.3	2	100.0
BIOL	Biology														
	Female	5	4.7	6	5.4	4	3.5	6	5.2	5	4.2	0	0.0	-1	-16.7
	Male	12	11.2	13	11.7	12	10.4	14	12.1	15	12.6	3	25.0	1	7.1
BIOT	Biotechnology														
	Female	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
	Male	0	0.0	0	0.0	0	0.0	1	0.9	1	0.8	1	n/a	0	0.0
CENG	Computer Engineering														
	Female	2	1.9	2	1.8	2	1.7	3	2.6	2	1.7	0	0.0	-1	-33.3
	Male	12	11.2	14	12.6	10	8.7	10	8.6	8	6.7	-4	-33.3	-2	-20.0
CHEM	Chemistry														
	Female	2	1.9	1	0.9	3	2.6	2	1.7	2	1.7	0	0.0	0	0.0
	Male	4	3.7	5	4.5	7	6.1	7	6.0	7	5.9	3	75.0	0	0.0
CINF	Computer Information Systems														
	Female	0	0.0	0	0.0	2	1.7	2	1.7	3	2.5	3	n/a	1	50.0
	Male	0	0.0	0	0.0	2	1.7	2	1.7	5	4.2	5	n/a	3	150.0
CSCI	Computer Science														
	Female	5	4.7	5	4.5	5	4.3	5	4.3	5	4.2	0	0.0	0	0.0
	Male	20	18.7	18	16.2	16	13.9	15	12.9	16	13.4	-4	-20.0	1	6.7
EMGT	Engineering Management														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	0	0.0	0	0.0	0	0.0	1	0.9	2	1.7	2	n/a	1	100.0
ENSC	Environmental Science														
	Female	2	1.9	2	1.8	1	0.9	1	0.9	1	0.8	-1	-50.0	0	0.0
	Male	0	0.0	1	0.9	1	0.9	2	1.7	4	3.4	4	n/a	2	100.0
GEOL	Geology														
	Female	1	0.9	1	0.9	0	0.0	1	0.9	1	0.8	0	0.0	0	0.0
	Male	3	2.8	2	1.8	4	3.5	4	3.4	2	1.7	-1	-33.3	-2	-50.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Science and Computer Engineering - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
INDH	Industrial Hygiene and Safety														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8	1	n/a	1	n/a
	Male	3	2.8	3	2.7	3	2.6	2	1.7	4	3.4	1	33.3	2	100.0
MATH	Mathematics														
	Female	4	3.7	5	4.5	6	5.2	5	4.3	5	4.2	1	25.0	0	0.0
	Male	9	8.4	6	5.4	10	8.7	8	6.9	7	5.9	-2	-22.2	-1	-12.5
PHYS	Physics														
	Female	1	0.9	1	0.9	2	1.7	2	1.7	2	1.7	1	100.0	0	0.0
	Male	4	3.7	5	4.5	3	2.6	4	3.4	4	3.4	0	0.0	0	0.0
SENG	Systems Engineering														
	Female	0	0.0	1	0.9	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	4	3.7	4	3.6	6	5.2	5	4.3	5	4.2	1	25.0	0	0.0
STAT	Statistics														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	4	3.7	3	2.7	2	1.7	2	1.7	2	1.7	-2	-50.0	0	0.0
SWEN	Software Engineering														
	Female	1	0.9	1	0.9	1	0.9	1	0.9	1	0.8	0	0.0	0	0.0
	Male	5	4.7	5	4.5	5	4.3	5	4.3	4	3.4	-1	-20.0	-1	-20.0
School Total		107	100.0	111	100.0	115	100.0	116	100.0	119	100.0	12	11.2	3	2.6

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education Summary - Fall 2004 to Fall 2008
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 session and school.

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Mean and Median Age:										
Age	51	52	52	54	51	53	51	53	51	55

Rank	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	4	2.8	5	3.2	3	1.8	4	2.6	6	3.9	2	50.0	2	50.0
Associate Professor	11	7.7	13	8.2	11	6.7	14	9.2	16	10.5	5	45.5	2	14.3
Assistant Professor	14	9.8	15	9.5	20	12.1	16	10.5	14	9.2	0	0.0	-2	-12.5
Instructor	2	1.4	2	1.3	2	1.2	1	0.7	2	1.3	0	0.0	1	100.0
Other Faculty	112	78.3	122	77.2	129	78.2	118	77.1	114	74.5	2	1.8	-4	-3.4
Teaching Assistant	0	0.0	1	0.6	0	0.0	0	0.0	1	0.7	1	n/a	1	n/a
SOE Total	143	100.0	158	100.0	165	100.0	153	100.0	153	100.0	10	7.0	0	0.0

Tenure	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	112	78.3	123	77.8	129	78.2	118	77.1	115	75.2	3	2.7	-3	-2.5
Tenured faculty	13	9.1	16	10.1	14	8.5	18	11.8	22	14.4	9	69.2	4	22.2
On tenure track faculty	18	12.6	19	12.0	22	13.3	17	11.1	16	10.5	-2	-11.1	-1	-5.9
SOE Total	143	100.0	158	100.0	165	100.0	153	100.0	153	100.0	10	7.0	0	0.0

FT/PT Status	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	31	21.7	35	22.2	36	21.8	35	22.9	38	24.8	7	22.6	3	8.6
Part-time	112	78.3	123	77.8	129	78.2	118	77.1	115	75.2	3	2.7	-3	-2.5
SOE Total	143	100.0	158	100.0	165	100.0	153	100.0	153	100.0	10	7.0	0	0.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education Summary - Fall 2004 to Fall 2008
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 session and school.

Faculty by Ethnicity:

Ethnic Origin	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	121	84.6	135	85.4	137	83.0	128	83.7	123	80.4	2	1.7	-5	-3.9
Black	7	4.9	9	5.7	11	6.7	13	8.5	19	12.4	12	171.4	6	46.2
Hispanic	11	7.7	11	7.0	14	8.5	11	7.2	11	7.2	0	0.0	0	0.0
Asian/Pacific Islander	1	0.7	1	0.6	1	0.6	1	0.7	0	0.0	-1	-100.0	-1	-100.0
American Indian or Alaskan Native	2	1.4	1	0.6	1	0.6	0	0.0	0	0.0	-2	-100.0	0	n/a
International	1	0.7	1	0.6	1	0.6	0	0.0	0	0.0	-1	-100.0	0	n/a
SOE Total	143	100.0	158	100.0	165	100.0	153	100.0	153	100.0	10	7.0	0	0.0

Faculty by Gender:

Gender	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	112	78.3	125	79.1	129	78.2	120	78.4	116	75.8	4	3.6	-4	-3.3
Male	31	21.7	33	20.9	36	21.8	33	21.6	37	24.2	6	19.4	4	12.1
SOE Total	143	100.0	158	100.0	165	100.0	153	100.0	153	100.0	10	7.0	0	0.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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: Area	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision	21	12.2	22	11.8	28	15.2	25	14.5	31	17.7	10	47.6	6	24.0
COUN Counseling	10	5.8	11	5.9	10	5.4	15	8.7	13	7.4	3	30.0	-2	-13.3
ECED Early Childhood Education	15	8.7	21	11.2	16	8.7	13	7.6	12	6.9	-3	-20.0	-1	-7.7
EDUC Education	23	13.4	24	12.8	18	9.8	19	11.0	21	12.0	-2	-8.7	2	10.5
GEOG Geography	2	1.2	2	1.1	2	1.1	2	1.2	2	1.1	0	0.0	0	0.0
INST Instructional Technology	15	8.7	12	6.4	10	5.4	7	4.1	10	5.7	-5	-33.3	3	42.9
LLLS Literacy, Language, and Library Science	22	12.8	24	12.8	25	13.6	22	12.8	20	11.4	-2	-9.1	-2	-9.1
SILC Studies in Language and Culture	10	5.8	11	5.9	12	6.5	11	6.4	15	8.6	5	50.0	4	36.4
SPED Special Education	10	5.8	12	6.4	8	4.3	8	4.7	5	2.9	-5	-50.0	-3	-37.5
TCED Teacher Education	44	25.6	48	25.7	55	29.9	50	29.1	46	26.3	2	4.5	-4	-8.0
School Total	172	100.0	187	100.0	184	100.0	172	100.0	175	100.0	3	1.7	3	1.7

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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.

Mean and Median Age:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Area											
ADSU	Administration and Supervision	57	57	58	58	54	55	53	55	54	56
COUN	Counseling	49	49	48	51	47	47	51	53	53	56
ECED	Early Childhood Education	52	53	50	54	50	55	52	56	54	57
EDUC	Education	50	51	49	49	51	50	51	51	50	52
GEOG	Geography	34	34	35	35	36	36	37	37	37	37
INST	Instructional Technology	49	51	48	51	48	50	51	51	48	46
LLLS	Literacy, Language, and Library Science	52	54	51	55	51	54	53	56	55	57
SILC	Studies in Language and Culture	50	50	51	52	51	52	48	47	50	53
SPED	Special Education	51	52	48	51	44	46	43	41	41	37
TCED	Teacher Education	51	52	52	54	51	53	51	52	51	54
School Mean and Median Age		51	52	51	53	51	53	51	53	51	55

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision															
	Professor	1	0.6	2	1.1	0	0.0	1	0.6	2	1.1	1	100.0	1	100.0
	Associate Professor	2	1.2	2	1.1	1	0.5	1	0.6	2	1.1	0	0.0	1	100.0
	Assistant Professor	1	0.6	1	0.5	3	1.6	3	1.7	4	2.3	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	17	9.9	17	9.1	24	13.0	20	11.6	23	13.1	6	35.3	3	15.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
COUN Counseling															
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	1	n/a	1	n/a
	Associate Professor	0	0.0	1	0.5	1	0.5	1	0.6	2	1.1	2	n/a	1	100.0
	Assistant Professor	3	1.7	4	2.1	4	2.2	2	1.2	1	0.6	-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	7	4.1	6	3.2	5	2.7	12	7.0	9	5.1	2	28.6	-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
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	2	1.2	3	1.6	1	0.5	2	1.2	2	1.1	0	0.0	0	0.0
	Assistant Professor	1	0.6	2	1.1	2	1.1	3	1.7	2	1.1	1	100.0	-1	-33.3
	Instructor	0	0.0	1	0.5	1	0.5	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	12	7.0	15	8.0	12	6.5	8	4.7	8	4.6	-4	-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
EDUC Education															
	Professor	2	1.2	2	1.1	2	1.1	2	1.2	2	1.1	0	0.0	0	0.0
	Associate Professor	6	3.5	5	2.7	5	2.7	5	2.9	7	4.0	1	16.7	2	40.0
	Assistant Professor	6	3.5	9	4.8	5	2.7	5	2.9	3	1.7	-3	-50.0	-2	-40.0
	Instructor	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Other Faculty	8	4.7	8	4.3	6	3.3	7	4.1	9	5.1	1	12.5	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
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	0	0.0	0	0.0	0	0.0	1	0.6	1	0.6	1	n/a	0	0.0
	Assistant Professor	1	0.6	1	0.5	2	1.1	1	0.6	0	0.0	-1	-100.0	-1	-100.0
	Instructor	1	0.6	1	0.5	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	1	n/a	1	n/a
INST Instructional Technology															
	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	0.6	2	1.1	2	1.1	3	1.7	3	1.7	2	200.0	0	0.0
	Assistant Professor	3	1.7	2	1.1	2	1.1	1	0.6	0	0.0	-3	-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	11	6.4	8	4.3	6	3.3	3	1.7	7	4.0	-4	-36.4	4	133.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
LLLS Literacy, Language, and Library Science															
	Professor	1	0.6	1	0.5	1	0.5	1	0.6	1	0.6	0	0.0	0	0.0
	Associate Professor	3	1.7	2	1.1	1	0.5	2	1.2	3	1.7	0	0.0	1	50.0
	Assistant Professor	2	1.2	2	1.1	2	1.1	1	0.6	1	0.6	-1	-50.0	0	0.0
	Instructor	0	0.0	0	0.0	1	0.5	1	0.6	1	0.6	1	n/a	0	0.0
	Other Faculty	16	9.3	19	10.2	20	10.9	17	9.9	14	8.0	-2	-12.5	-3	-17.6
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
SILC Studies in Language and Culture															
	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	1.2	3	1.6	3	1.6	3	1.7	3	1.7	1	50.0	0	0.0
	Assistant Professor	2	1.2	1	0.5	1	0.5	1	0.6	1	0.6	-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	6	3.5	7	3.7	8	4.3	7	4.1	11	6.3	5	83.3	4	57.1
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		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	0.6	1	0.5	1	0.5	1	0.6	1	0.6	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	1	0.5	2	1.2	2	1.1	2	n/a	0	0.0
	Instructor	0	0.0	1	0.5	1	0.5	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	9	5.2	9	4.8	5	2.7	5	2.9	2	1.1	-7	-77.8	-3	-60.0
	Teaching Assistant	0	0.0	1	0.5	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
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	2	1.2	2	1.1	2	1.1	2	1.2	3	1.7	1	50.0	1	50.0
	Assistant Professor	3	1.7	3	1.6	4	2.2	3	1.7	3	1.7	0	0.0	0	0.0
	Instructor	1	0.6	0	0.0	0	0.0	0	0.0	1	0.6	0	0.0	1	n/a
	Other Faculty	38	22.1	43	23.0	49	26.6	45	26.2	39	22.3	1	2.6	-6	-13.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
School Total		172	100.0	187	100.0	184	100.0	172	100.0	175	100.0	3	1.7	3	1.7

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU	Administration and Supervision														
	Non-tenured	17	9.9	17	9.1	24	13.0	20	11.6	23	13.1	6	35.3	3	15.0
	Tenured	2	1.2	3	1.6	1	0.5	2	1.2	4	2.3	2	100.0	2	100.0
	On tenure track	2	1.2	2	1.1	3	1.6	3	1.7	4	2.3	2	100.0	1	33.3
COUN	Counseling														
	Non-tenured	7	4.1	6	3.2	5	2.7	12	7.0	9	5.1	2	28.6	-3	-25.0
	Tenured	0	0.0	1	0.5	1	0.5	1	0.6	3	1.7	3	n/a	2	200.0
	On tenure track	3	1.7	4	2.1	4	2.2	2	1.2	1	0.6	-2	-66.7	-1	-50.0
ECED	Early Childhood Education														
	Non-tenured	12	7.0	15	8.0	12	6.5	8	4.7	8	4.6	-4	-33.3	0	0.0
	Tenured	2	1.2	2	1.1	1	0.5	2	1.2	2	1.1	0	0.0	0	0.0
	On tenure track	1	0.6	4	2.1	3	1.6	3	1.7	2	1.1	1	100.0	-1	-33.3
EDUC	Education														
	Non-tenured	8	4.7	8	4.3	6	3.3	7	4.1	9	5.1	1	12.5	2	28.6
	Tenured	7	4.1	6	3.2	7	3.8	7	4.1	9	5.1	2	28.6	2	28.6
	On tenure track	8	4.7	10	5.3	5	2.7	5	2.9	3	1.7	-5	-62.5	-2	-40.0
GEOG	Geography														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	1	n/a	1	n/a
	Tenured	0	0.0	0	0.0	0	0.0	1	0.6	1	0.6	1	n/a	0	0.0
	On tenure track	2	1.2	2	1.1	2	1.1	1	0.6	0	0.0	-2	-100.0	-1	-100.0
INST	Instructional Technology														
	Non-tenured	11	6.4	8	4.3	6	3.3	3	1.7	7	4.0	-4	-36.4	4	133.3
	Tenured	1	0.6	2	1.1	2	1.1	3	1.7	3	1.7	2	200.0	0	0.0
	On tenure track	3	1.7	2	1.1	2	1.1	1	0.6	0	0.0	-3	-100.0	-1	-100.0
LLLS	Literacy, Language, and Library Science														
	Non-tenured	16	9.3	19	10.2	19	10.3	17	9.9	14	8.0	-2	-12.5	-3	-17.6
	Tenured	4	2.3	3	1.6	2	1.1	3	1.7	4	2.3	0	0.0	1	33.3
	On tenure track	2	1.2	2	1.1	4	2.2	2	1.2	2	1.1	0	0.0	0	0.0
SILC	Studies in Language and Culture														
	Non-tenured	6	3.5	7	3.7	8	4.3	7	4.1	11	6.3	5	83.3	4	57.1
	Tenured	2	1.2	3	1.6	3	1.6	3	1.7	3	1.7	1	50.0	0	0.0
	On tenure track	2	1.2	1	0.5	1	0.5	1	0.6	1	0.6	-1	-50.0	0	0.0

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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 Status: (cont.) Area	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SPED Special Education														
Non-tenured	9	5.2	10	5.3	5	2.7	5	2.9	2	1.1	-7	-77.8	-3	-60.0
Tenured	0	0.0	0	0.0	1	0.5	1	0.6	1	0.6	1	n/a	0	0.0
On tenure track	1	0.6	2	1.1	2	1.1	2	1.2	2	1.1	1	100.0	0	0.0
TCED Teacher Education														
Non-tenured	38	22.1	43	23.0	49	26.6	45	26.2	39	22.3	1	2.6	-6	-13.3
Tenured	2	1.2	2	1.1	2	1.1	2	1.2	3	1.7	1	50.0	1	50.0
On tenure track	4	2.3	3	1.6	4	2.2	3	1.7	4	2.3	0	0.0	1	33.3
School Total	172	100.0	187	100.0	184	100.0	172	100.0	175	100.0	3	1.7	3	1.7

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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 Status:		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU	Administration and Supervision														
	Full-time	4	2.3	5	2.7	4	2.2	5	2.9	8	4.6	4	100.0	3	60.0
	Part-time	17	9.9	17	9.1	24	13.0	20	11.6	23	13.1	6	35.3	3	15.0
COUN	Counseling														
	Full-time	3	1.7	5	2.7	5	2.7	3	1.7	4	2.3	1	33.3	1	33.3
	Part-time	7	4.1	6	3.2	5	2.7	12	7.0	9	5.1	2	28.6	-3	-25.0
ECED	Early Childhood Education														
	Full-time	3	1.7	6	3.2	4	2.2	5	2.9	4	2.3	1	33.3	-1	-20.0
	Part-time	12	7.0	15	8.0	12	6.5	8	4.7	8	4.6	-4	-33.3	0	0.0
EDUC	Education														
	Full-time	15	8.7	16	8.6	12	6.5	12	7.0	12	6.9	-3	-20.0	0	0.0
	Part-time	8	4.7	8	4.3	6	3.3	7	4.1	9	5.1	1	12.5	2	28.6
GEOG	Geography														
	Full-time	2	1.2	2	1.1	2	1.1	2	1.2	1	0.6	-1	-50.0	-1	-50.0
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	1	n/a	1	n/a
INST	Instructional Technology														
	Full-time	4	2.3	4	2.1	4	2.2	4	2.3	3	1.7	-1	-25.0	-1	-25.0
	Part-time	11	6.4	8	4.3	6	3.3	3	1.7	7	4.0	-4	-36.4	4	133.3
LLLS	Literacy, Language, and Library Science														
	Full-time	6	3.5	5	2.7	5	2.7	5	2.9	6	3.4	0	0.0	1	20.0
	Part-time	16	9.3	19	10.2	20	10.9	17	9.9	14	8.0	-2	-12.5	-3	-17.6
SILC	Studies in Language and Culture														
	Full-time	4	2.3	4	2.1	4	2.2	4	2.3	4	2.3	0	0.0	0	0.0
	Part-time	6	3.5	7	3.7	8	4.3	7	4.1	11	6.3	5	83.3	4	57.1
SPED	Special Education														
	Full-time	1	0.6	2	1.1	3	1.6	3	1.7	3	1.7	2	200.0	0	0.0
	Part-time	9	5.2	10	5.3	5	2.7	5	2.9	2	1.1	-7	-77.8	-3	-60.0
TCED	Teacher Education														
	Full-time	6	3.5	5	2.7	6	3.3	5	2.9	7	4.0	1	16.7	2	40.0
	Part-time	38	22.1	43	23.0	49	26.6	45	26.2	39	22.3	1	2.6	-6	-13.3
School Total		172	100.0	187	100.0	184	100.0	172	100.0	175	100.0	3	1.7	3	1.7

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU	Administration and Supervision														
	White	18	10.5	18	9.6	21	11.4	19	11.0	23	13.1	5	27.8	4	21.1
	Black	2	1.2	3	1.6	6	3.3	6	3.5	8	4.6	6	300.0	2	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/Pacific Islander	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	1	0.6	1	0.5	1	0.5	0	0.0	0	0.0	-1	-100.0	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
COUN	Counseling														
	White	8	4.7	10	5.3	8	4.3	13	7.6	9	5.1	1	12.5	-4	-30.8
	Black	2	1.2	1	0.5	1	0.5	2	1.2	4	2.3	2	100.0	2	100.0
	Hispanic	0	0.0	0	0.0	1	0.5	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	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
ECED	Early Childhood Education														
	White	14	8.1	18	9.6	13	7.1	10	5.8	10	5.7	-4	-28.6	0	0.0
	Black	0	0.0	3	1.6	3	1.6	2	1.2	2	1.1	2	n/a	0	0.0
	Hispanic	0	0.0	0	0.0	0	0.0	1	0.6	0	0.0	0	n/a	-1	-100.0
	Asian/Pacific Islander	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	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
EDUC	Education														
	White	18	10.5	19	10.2	16	8.7	17	9.9	17	9.7	-1	-5.6	0	0.0
	Black	2	1.2	2	1.1	0	0.0	1	0.6	3	1.7	1	50.0	2	200.0
	Hispanic	2	1.2	2	1.1	2	1.1	1	0.6	1	0.6	-1	-50.0	0	0.0
	Asian/Pacific Islander	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	0.6	1	0.5	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
GEOG	Geography														
	White	2	1.2	2	1.1	2	1.1	2	1.2	2	1.1	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/Pacific Islander	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
INST	Instructional Technology														
	White	14	8.1	11	5.9	9	4.9	6	3.5	10	5.7	-4	-28.6	4	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian/Pacific Islander	0	0.0	0	0.0	0	0.0	1	0.6	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	1	0.6	1	0.5	1	0.5	0	0.0	0	0.0	-1	-100.0	0	n/a
LLLS	Literacy, Language, and Library Science														
	White	19	11.0	21	11.2	21	11.4	21	12.2	19	10.9	0	0.0	-2	-9.5
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	2	1.2	2	1.1	3	1.6	1	0.6	1	0.6	-1	-50.0	0	0.0
	Asian/Pacific Islander	1	0.6	1	0.5	1	0.5	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
SILC	Studies in Language and Culture														
	White	4	2.3	5	2.7	5	2.7	5	2.9	7	4.0	3	75.0	2	40.0
	Black	1	0.6	1	0.5	1	0.5	1	0.6	2	1.1	1	100.0	1	100.0
	Hispanic	5	2.9	5	2.7	6	3.3	5	2.9	6	3.4	1	20.0	1	20.0
	Asian/Pacific Islander	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

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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: (cont.)		Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
SPED	Special Education														
	White	8	4.7	8	4.3	3	1.6	3	1.7	2	1.1	-6	-75.0	-1	-33.3
	Black	1	0.6	3	1.6	3	1.6	3	1.7	2	1.1	1	100.0	-1	-33.3
	Hispanic	1	0.6	1	0.5	2	1.1	2	1.2	1	0.6	0	0.0	-1	-50.0
	Asian/Pacific Islander	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
TCED	Teacher Education														
	White	40	23.3	45	24.1	51	27.7	46	26.7	42	24.0	2	5.0	-4	-8.7
	Black	1	0.6	0	0.0	0	0.0	1	0.6	1	0.6	0	0.0	0	0.0
	Hispanic	3	1.7	3	1.6	4	2.2	3	1.7	3	1.7	0	0.0	0	0.0
	Asian/Pacific Islander	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
	School Total	172	100.0	187	100.0	184	100.0	172	100.0	175	100.0	3	1.7	3	1.7

University of Houston - Clear Lake
Office of Institutional Effectiveness
School of Education - Fall 2004 to Fall 2008
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:

Area	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		Fall 2004 vs. Fall 2008 Change		Fall 2007 vs. Fall 2008 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU Administration and Supervision														
Female	10	5.8	9	4.8	12	6.5	14	8.1	16	9.1	6	60.0	2	14.3
Male	11	6.4	13	7.0	16	8.7	11	6.4	15	8.6	4	36.4	4	36.4
COUN Counseling														
Female	9	5.2	7	3.7	8	4.3	8	4.7	6	3.4	-3	-33.3	-2	-25.0
Male	1	0.6	4	2.1	2	1.1	7	4.1	7	4.0	6	600.0	0	0.0
ECED Early Childhood Education														
Female	14	8.1	20	10.7	16	8.7	12	7.0	12	6.9	-2	-14.3	0	0.0
Male	1	0.6	1	0.5	0	0.0	1	0.6	0	0.0	-1	-100.0	-1	-100.0
EDUC Education														
Female	13	7.6	15	8.0	10	5.4	10	5.8	12	6.9	-1	-7.7	2	20.0
Male	10	5.8	9	4.8	8	4.3	9	5.2	9	5.1	-1	-10.0	0	0.0
GEOG Geography														
Female	1	0.6	1	0.5	1	0.5	1	0.6	1	0.6	0	0.0	0	0.0
Male	1	0.6	1	0.5	1	0.5	1	0.6	1	0.6	0	0.0	0	0.0
INST Instructional Technology														
Female	11	6.4	10	5.3	7	3.8	6	3.5	7	4.0	-4	-36.4	1	16.7
Male	4	2.3	2	1.1	3	1.6	1	0.6	3	1.7	-1	-25.0	2	200.0
LLLS Literacy, Language, and Library Science														
Female	20	11.6	23	12.3	24	13.0	21	12.2	19	10.9	-1	-5.0	-2	-9.5
Male	2	1.2	1	0.5	1	0.5	1	0.6	1	0.6	-1	-50.0	0	0.0
SILC Studies in Language and Culture														
Female	10	5.8	11	5.9	12	6.5	11	6.4	15	8.6	5	50.0	4	36.4
Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
SPED Special Education														
Female	8	4.7	11	5.9	6	3.3	5	2.9	2	1.1	-6	-75.0	-3	-60.0
Male	2	1.2	1	0.5	2	1.1	3	1.7	3	1.7	1	50.0	0	0.0
TCED Teacher Education														
Female	41	23.8	43	23.0	51	27.7	47	27.3	44	25.1	3	7.3	-3	-6.4
Male	3	1.7	5	2.7	4	2.2	3	1.7	2	1.1	-1	-33.3	-1	-33.3
School Total	172	100.0	187	100.0	184	100.0	172	100.0	175	100.0	3	1.7	3	1.7

University of Houston - Clear Lake
Office of Institutional Effectiveness
5 - Year Trend Faculty Demographics



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, SCE, and SOE 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 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 school for each session/term. The total count (sum of the 4 schools) 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 school.

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

These figures are derived from the CBM008 merged to the CBM004 certified reports for fall terms and represent unduplicated faculty 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.

University of Houston - Clear Lake
Office of Institutional Effectiveness
5 - Year Trend Faculty Demographics



Data Definitions

Term	Definition
Count	Headcount
Col%	Column Percent = ((Count/School Total count)*100); School Total count are 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	Item7 on the CBM008 Faculty Report contains the highest academic rank of the faculty member
	<ul style="list-style-type: none"> 1. Professor Include only faculty on tenure track or with tenure at your institution. 2. Associate Professor Include only faculty on tenure track or with tenure at your institution. 3. Assistant Professor Include only faculty on tenure track or with tenure at your 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.
	<ul style="list-style-type: none"> 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.

University of Houston - Clear Lake
Office of Institutional Effectiveness
5 - Year Trend Faculty Demographics



Data Definitions

Term	Definition
Ethnicity	Item11 on the CBM008 Faculty Report contains ethnic origin code indicating the ethnicity of the faculty member. <ol style="list-style-type: none">1. White-Non-Hispanic2. Black-Non-Hispanic3. Hispanic4. Asian or Pacific Islander5. American Indian or Alaskan Native6. International7. Unknown or Not Reported
Gender	Item9 on the CBM008 Faculty Report contains the appropriate code indicating the gender of the faculty member. M = Male F = Female