

# Office of Institutional Research



University  
of Houston  
Clear Lake

## **Faculty Profile by School and Area of Instruction Fall 2008 - Fall 2012**

(Based on: THECB CBM008 and CBM004 certified reports)

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**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**

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**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**

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**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 Research**  
**Total UHCL - Fall 2008 to Fall 2012**  
**5 - Year Trend Faculty Demographics**

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

**Mean and Median Age:**

	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Age	46	47	46	47	45	45	45	44	45	44

**Faculty by Rank:**

Rank	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	57	8.3	61	8.7	62	8.3	62	8.5	63	8.8	6	10.5	1	1.6
Associate Professor	88	12.8	85	12.2	83	11.2	87	11.9	96	13.4	8	9.1	9	10.3
Assistant Professor	66	9.6	73	10.4	72	9.7	77	10.5	72	10.1	6	9.1	-5	-6.5
Instructor	2	0.3	2	0.3	1	0.1	1	0.1	0	0.0	-2	-100.0	-1	-100.0
Other Faculty	323	47.0	328	46.9	337	45.3	306	41.7	280	39.2	-43	-13.3	-26	-8.5
Teaching Assistant	151	22.0	150	21.5	189	25.4	200	27.3	204	28.5	53	35.1	4	2.0
<b>UHCL Total</b>	<b>687</b>	<b>100.0</b>	<b>699</b>	<b>100.0</b>	<b>744</b>	<b>100.0</b>	<b>733</b>	<b>100.0</b>	<b>715</b>	<b>100.0</b>	<b>28</b>	<b>4.1</b>	<b>-18</b>	<b>-2.5</b>

**Faculty by Tenure Status:**

Tenure	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	474	69.0	478	68.4	526	70.7	506	69.0	484	67.7	10	2.1	-22	-4.3
Tenured faculty	144	21.0	144	20.6	143	19.2	147	20.1	158	22.1	14	9.7	11	7.5
On tenure track faculty	69	10.0	77	11.0	75	10.1	80	10.9	73	10.2	4	5.8	-7	-8.8
<b>UHCL Total</b>	<b>687</b>	<b>100.0</b>	<b>699</b>	<b>100.0</b>	<b>744</b>	<b>100.0</b>	<b>733</b>	<b>100.0</b>	<b>715</b>	<b>100.0</b>	<b>28</b>	<b>4.1</b>	<b>-18</b>	<b>-2.5</b>

**Faculty by FT/PT Status:**

FT/PT Status	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	213	31.0	221	31.6	218	29.3	227	31.0	231	32.3	18	8.5	4	1.8
Part-time	474	69.0	478	68.4	526	70.7	506	69.0	484	67.7	10	2.1	-22	-4.3
<b>UHCL Total</b>	<b>687</b>	<b>100.0</b>	<b>699</b>	<b>100.0</b>	<b>744</b>	<b>100.0</b>	<b>733</b>	<b>100.0</b>	<b>715</b>	<b>100.0</b>	<b>28</b>	<b>4.1</b>	<b>-18</b>	<b>-2.5</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**Total UHCL - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	461	67.1	458	65.5	480	64.5	462	63.0	446	62.4	-15	-3.3	-16	-3.5
Black	43	6.3	41	5.9	41	5.5	38	5.2	34	4.8	-9	-20.9	-4	-10.5
Hispanic	27	3.9	35	5.0	41	5.5	47	6.4	46	6.4	19	70.4	-1	-2.1
Asian	50	7.3	53	7.6	56	7.5	58	7.9	57	8.0	7	14.0	-1	-1.7
American Indian or Alaskan Native	0	0.0	1	0.1	1	0.1	2	0.3	2	0.3	2	n/a	0	0.0
International	106	15.4	111	15.9	120	16.1	119	16.2	120	16.8	14	13.2	1	0.8
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	1	n/a	1	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	5	0.7	7	1.0	9	1.3	9	n/a	2	28.6
<b>UHCL Total</b>	<b>687</b>	<b>100.0</b>	<b>699</b>	<b>100.0</b>	<b>744</b>	<b>100.0</b>	<b>733</b>	<b>100.0</b>	<b>715</b>	<b>100.0</b>	<b>28</b>	<b>4.1</b>	<b>-18</b>	<b>-2.5</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

**Faculty by Gender:**

Gender	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	364	53.0	361	51.6	413	55.5	390	53.2	383	53.6	19	5.2	-7	-1.8
Male	323	47.0	338	48.4	331	44.5	343	46.8	332	46.4	9	2.8	-11	-3.2
<b>UHCL Total</b>	<b>687</b>	<b>100.0</b>	<b>699</b>	<b>100.0</b>	<b>744</b>	<b>100.0</b>	<b>733</b>	<b>100.0</b>	<b>715</b>	<b>100.0</b>	<b>28</b>	<b>4.1</b>	<b>-18</b>	<b>-2.5</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Mean and Median Age:</b>										
Age	53	54	54	55	53	55	54	57	54	55

Rank	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	21	20.4	19	19.0	20	19.4	19	20.0	18	18.9	-3	-14.3	-1	-5.3
Associate Professor	19	18.4	20	20.0	21	20.4	24	25.3	25	26.3	6	31.6	1	4.2
Assistant Professor	17	16.5	16	16.0	15	14.6	14	14.7	14	14.7	-3	-17.6	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	46	44.7	45	45.0	47	45.6	38	40.0	38	40.0	-8	-17.4	0	0.0
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BUS Total</b>	<b>103</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>103</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>-8</b>	<b>-7.8</b>	<b>0</b>	<b>0.0</b>

Tenure	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	46	44.7	45	45.0	47	45.6	38	40.0	38	40.0	-8	-17.4	0	0.0
Tenured faculty	40	38.8	39	39.0	41	39.8	43	45.3	43	45.3	3	7.5	0	0.0
On tenure track faculty	17	16.5	16	16.0	15	14.6	14	14.7	14	14.7	-3	-17.6	0	0.0
<b>BUS Total</b>	<b>103</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>103</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>-8</b>	<b>-7.8</b>	<b>0</b>	<b>0.0</b>

FT/PT Status	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	57	55.3	55	55.0	56	54.4	57	60.0	57	60.0	0	0.0	0	0.0
Part-time	46	44.7	45	45.0	47	45.6	38	40.0	38	40.0	-8	-17.4	0	0.0
<b>BUS Total</b>	<b>103</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>103</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>-8</b>	<b>-7.8</b>	<b>0</b>	<b>0.0</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	81	78.6	81	81.0	82	79.6	74	77.9	75	78.9	-6	-7.4	1	1.4
Black	7	6.8	3	3.0	5	4.9	4	4.2	4	4.2	-3	-42.9	0	0.0
Hispanic	1	1.0	2	2.0	2	1.9	2	2.1	1	1.1	0	0.0	-1	-50.0
Asian	13	12.6	10	10.0	11	10.7	10	10.5	11	11.6	-2	-15.4	1	10.0
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	1.0	4	4.0	2	1.9	4	4.2	2	2.1	1	100.0	-2	-50.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	1	1.0	1	1.1	2	2.1	2	n/a	1	100.0
<b>BUS Total</b>	<b>103</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>103</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>-8</b>	<b>-7.8</b>	<b>0</b>	<b>0.0</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

**Faculty by Gender:**

Gender	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	34	33.0	29	29.0	31	30.1	26	27.4	29	30.5	-5	-14.7	3	11.5
Male	69	67.0	71	71.0	72	69.9	69	72.6	66	69.5	-3	-4.3	-3	-4.3
<b>BUS Total</b>	<b>103</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>103</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>95</b>	<b>100.0</b>	<b>-8</b>	<b>-7.8</b>	<b>0</b>	<b>0.0</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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.

<b>Faculty by Area of Instruction:</b>		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %
ACCT	Accounting	19	17.0	19	17.3	22	18.8	21	19.4	20	18.3
BAPA	Business and Public Administration	3	2.7	3	2.7	3	2.6	3	2.8	3	2.8
DSCI	Decision Sciences	8	7.1	7	6.4	8	6.8	8	7.4	7	6.4
ECON	Economics	5	4.5	4	3.6	3	2.6	3	2.8	4	3.7
ENVR	Environmental Mgmt	4	3.6	3	2.7	3	2.6	3	2.8	3	2.8
FINC	Finance	13	11.6	12	10.9	12	10.3	12	11.1	11	10.1
HADM	Healthcare Administration	10	8.9	12	10.9	11	9.4	10	9.3	12	11.0
HMRS	Human Resource Mgmt	3	2.7	4	3.6	5	4.3	5	4.6	4	3.7
ISAM	Information Systems Administration and Mgmt	10	8.9	11	10.0	12	10.3	11	10.2	11	10.1
LEGL	Legal Studies	6	5.4	7	6.4	7	6.0	5	4.6	6	5.5
MGMT	Management	22	19.6	20	18.2	22	18.8	21	19.4	23	21.1
MKTG	Marketing	8	7.1	6	5.5	8	6.8	6	5.6	5	4.6
MSCI	Military Science	0	0.0	1	0.9	0	0.0	0	0.0	0	0.0
POLS	Political Science*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0
PPRM	Public and Private Mgmt	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0
<b>School Total</b>		<b>112</b>	<b>100.0</b>	<b>110</b>	<b>100.0</b>	<b>117</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>

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



**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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.

<b>Mean and Median Age:</b>		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
		Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ACCT	Accounting	55	56	56	57	54	57	56	59	56	56
BAPA	Business and Public Administration	60	65	59	60	60	61	66	68	67	69
DSCI	Decision Sciences	55	56	58	60	57	58	58	59	61	63
ECON	Economics	53	61	41	37	42	34	43	35	49	50
ENVR	Environmental Mgmt	56	54	53	50	54	51	55	52	56	53
FINC	Finance	51	55	52	56	53	57	54	58	53	58
HADM	Healthcare Administration	47	42	53	57	51	46	53	55	50	46
HMRS	Human Resource Mgmt	48	52	51	54	55	56	56	57	54	57
ISAM	Information Systems Administration and Mgmt	51	51	50	49	49	50	49	51	52	58
LEGL	Legal Studies	53	56	59	61	57	56	61	63	60	61
MGMT	Management	54	54	54	55	54	55	56	57	56	56
MKTG	Marketing	53	53	53	54	50	51	52	52	50	51
MSCI	Military Science	n/a	n/a	50	50	n/a	n/a	n/a	n/a	n/a	n/a
POLS	Political Science*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PPRM	Public and Private Mgmt	69	69	70	70	71	71	n/a	n/a	n/a	n/a
<b>School Mean and Median Age</b>		<b>53</b>	<b>54</b>	<b>54</b>	<b>55</b>	<b>53</b>	<b>56</b>	<b>55</b>	<b>57</b>	<b>55</b>	<b>57</b>

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

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT</b>	<b>Accounting</b>														
	Professor	5	4.5	5	4.5	5	4.3	5	4.6	5	4.6	0	0.0	0	0.0
	Associate Professor	2	1.8	3	2.7	5	4.3	6	5.6	6	5.5	4	200.0	0	0.0
	Assistant Professor	5	4.5	4	3.6	3	2.6	3	2.8	3	2.8	-2	-40.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	7	6.3	7	6.4	9	7.7	7	6.5	6	5.5	-1	-14.3	-1	-14.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BAPA</b>	<b>Business and Public Administration</b>														
	Professor	2	1.8	1	0.9	1	0.9	2	1.9	2	1.8	0	0.0	0	0.0
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	1	0.9	1	0.9	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
<b>DSCI</b>	<b>Decision Sciences</b>														
	Professor	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	0	0.0	0	0.0
	Associate Professor	2	1.8	1	0.9	2	1.7	2	1.9	1	0.9	-1	-50.0	-1	-50.0
	Assistant Professor	1	0.9	1	0.9	1	0.9	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	3	2.7	3	2.7	3	2.6	3	2.8	3	2.8	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
<b>ECON</b>	<b>Economics</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	1	0.9	1	0.9	1	0.9	1	0.9	2	1.8	1	100.0	1	100.0
	Assistant Professor	1	0.9	2	1.8	2	1.7	2	1.9	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	3	2.7	1	0.9	0	0.0	0	0.0	1	0.9	-2	-66.7	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

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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ENVR</b>	<b>Environmental Mgmt</b>														
	Professor	1	0.9	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0
	Associate Professor	1	0.9	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	1.8	1	0.9	1	0.9	1	0.9	1	0.9	-1	-50.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>FINC</b>	<b>Finance</b>														
	Professor	3	2.7	3	2.7	3	2.6	3	2.8	2	1.8	-1	-33.3	-1	-33.3
	Associate Professor	2	1.8	2	1.8	2	1.7	3	2.8	4	3.7	2	100.0	1	33.3
	Assistant Professor	3	2.7	3	2.7	3	2.6	2	1.9	2	1.8	-1	-33.3	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	5	4.5	4	3.6	4	3.4	4	3.7	3	2.8	-2	-40.0	-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
<b>HADM</b>	<b>Healthcare Administration</b>														
	Professor	3	2.7	2	1.8	2	1.7	2	1.9	2	1.8	-1	-33.3	0	0.0
	Associate Professor	1	0.9	1	0.9	1	0.9	2	1.9	3	2.8	2	200.0	1	50.0
	Assistant Professor	1	0.9	1	0.9	2	1.7	0	0.0	1	0.9	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	5	4.5	8	7.3	6	5.1	6	5.6	6	5.5	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
<b>HMRS</b>	<b>Human Resource Mgmt</b>														
	Professor	1	0.9	1	0.9	2	1.7	1	0.9	1	0.9	0	0.0	0	0.0
	Associate Professor	1	0.9	2	1.8	2	1.7	2	1.9	2	1.8	1	100.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	0.9	1	0.9	1	0.9	2	1.9	1	0.9	0	0.0	-1	-50.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ISAM Information Systems Administration and Mgmt</b>															
Professor	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	0	0.0	0	0.0	
Associate Professor	4	3.6	4	3.6	4	3.4	3	2.8	3	2.8	-1	-25.0	0	0.0	
Assistant Professor	1	0.9	1	0.9	0	0.0	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	3	2.7	4	3.6	6	5.1	5	4.6	5	4.6	2	66.7	0	0.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>LEGL Legal Studies</b>															
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Associate Professor	1	0.9	2	1.8	2	1.7	2	1.9	2	1.8	1	100.0	0	0.0	
Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Other Faculty	5	4.5	5	4.5	5	4.3	3	2.8	4	3.7	-1	-20.0	1	33.3	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>MGMT Management</b>															
Professor	3	2.7	2	1.8	2	1.7	3	2.8	3	2.8	0	0.0	0	0.0	
Associate Professor	4	3.6	5	4.5	5	4.3	6	5.6	4	3.7	0	0.0	-2	-33.3	
Assistant Professor	5	4.5	4	3.6	4	3.4	4	3.7	5	4.6	0	0.0	1	25.0	
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Other Faculty	10	8.9	9	8.2	11	9.4	8	7.4	11	10.1	1	10.0	3	37.5	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>MKTG Marketing</b>															
Professor	1	0.9	1	0.9	3	2.6	2	1.9	2	1.8	1	100.0	0	0.0	
Associate Professor	3	2.7	2	1.8	1	0.9	1	0.9	1	0.9	-2	-66.7	0	0.0	
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	4	3.6	3	2.7	4	3.4	2	1.9	1	0.9	-3	-75.0	-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	

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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>MSCI</b>	<b>Military Science</b>														
	Professor	0	0.0	1	0.9	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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>POLS</b>	<b>Political Science *</b>														
	Professor	0	0.0	0	0.0	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Instructor	0	0.0	0	0.0	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	n/a	n/a	0	0.0	n/a	n/a	n/a	n/a
<b>PPRM</b>	<b>Public and Private Mgmt</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	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	0.9	1	0.9	1	0.9	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
	<b>School Total</b>	<b>112</b>	<b>100.0</b>	<b>110</b>	<b>100.0</b>	<b>117</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>-3</b>	<b>-2.7</b>	<b>1</b>	<b>0.9</b>

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

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Faculty by Tenure Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT</b>	<b>Accounting</b>														
	Non-tenured	7	6.3	7	6.4	9	7.7	7	6.5	6	5.5	-1	-14.3	-1	-14.3
	Tenured	7	6.3	8	7.3	10	8.5	11	10.2	11	10.1	4	57.1	0	0.0
	On tenure track	5	4.5	4	3.6	3	2.6	3	2.8	3	2.8	-2	-40.0	0	0.0
<b>BAPA</b>	<b>Business and Public Administration</b>														
	Non-tenured	0	0.0	1	0.9	1	0.9	1	0.9	1	0.9	1	n/a	0	0.0
	Tenured	2	1.8	1	0.9	1	0.9	2	1.9	2	1.8	0	0.0	0	0.0
	On tenure track	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>DSCI</b>	<b>Decision Sciences</b>														
	Non-tenured	3	2.7	3	2.7	3	2.6	3	2.8	3	2.8	0	0.0	0	0.0
	Tenured	4	3.6	3	2.7	4	3.4	4	3.7	3	2.8	-1	-25.0	-1	-25.0
	On tenure track	1	0.9	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0
<b>ECON</b>	<b>Economics</b>														
	Non-tenured	3	2.7	1	0.9	0	0.0	0	0.0	1	0.9	-2	-66.7	1	n/a
	Tenured	1	0.9	1	0.9	1	0.9	1	0.9	2	1.8	1	100.0	1	100.0
	On tenure track	1	0.9	2	1.8	2	1.7	2	1.9	1	0.9	0	0.0	-1	-50.0
<b>ENVR</b>	<b>Environmental Mgmt</b>														
	Non-tenured	2	1.8	1	0.9	1	0.9	1	0.9	1	0.9	-1	-50.0	0	0.0
	Tenured	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	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
<b>FINC</b>	<b>Finance</b>														
	Non-tenured	5	4.5	4	3.6	4	3.4	4	3.7	3	2.8	-2	-40.0	-1	-25.0
	Tenured	5	4.5	5	4.5	5	4.3	6	5.6	6	5.5	1	20.0	0	0.0
	On tenure track	3	2.7	3	2.7	3	2.6	2	1.9	2	1.8	-1	-33.3	0	0.0
<b>HADM</b>	<b>Healthcare Administration</b>														
	Non-tenured	5	4.5	8	7.3	6	5.1	6	5.6	6	5.5	1	20.0	0	0.0
	Tenured	4	3.6	3	2.7	3	2.6	4	3.7	5	4.6	1	25.0	1	25.0
	On tenure track	1	0.9	1	0.9	2	1.7	0	0.0	1	0.9	0	0.0	1	n/a
<b>HMRS</b>	<b>Human Resource Mgmt</b>														
	Non-tenured	1	0.9	1	0.9	1	0.9	2	1.9	1	0.9	0	0.0	-1	-50.0
	Tenured	2	1.8	3	2.7	4	3.4	3	2.8	3	2.8	1	50.0	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

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Faculty by Tenure Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Non-tenured	3	2.7	4	3.6	6	5.1	5	4.6	5	4.6	2	66.7	0	0.0
	Tenured	6	5.4	6	5.5	6	5.1	5	4.6	5	4.6	-1	-16.7	0	0.0
	On tenure track	1	0.9	1	0.9	0	0.0	1	0.9	1	0.9	0	0.0	0	0.0
<b>LEGL</b>	<b>Legal Studies</b>														
	Non-tenured	5	4.5	5	4.5	5	4.3	3	2.8	4	3.7	-1	-20.0	1	33.3
	Tenured	1	0.9	2	1.8	2	1.7	2	1.9	2	1.8	1	100.0	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
<b>MGMT</b>	<b>Management</b>														
	Non-tenured	10	8.9	9	8.2	11	9.4	8	7.4	11	10.1	1	10.0	3	37.5
	Tenured	7	6.3	7	6.4	7	6.0	9	8.3	7	6.4	0	0.0	-2	-22.2
	On tenure track	5	4.5	4	3.6	4	3.4	4	3.7	5	4.6	0	0.0	1	25.0
<b>MKTG</b>	<b>Marketing</b>														
	Non-tenured	4	3.6	3	2.7	4	3.4	2	1.9	1	0.9	-3	-75.0	-1	-50.0
	Tenured	4	3.6	3	2.7	4	3.4	3	2.8	3	2.8	-1	-25.0	0	0.0
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.9	1	0.9	1	n/a	0	0.0
<b>MSCI</b>	<b>Military Science</b>														
	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	1	0.9	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
<b>POLS</b>	<b>Political Science*</b>														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
<b>PPRM</b>	<b>Public and Private Mgmt</b>														
	Non-tenured	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	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	0	0.0	0	0.0	0	n/a	0	n/a
<b>School Total</b>		<b>112</b>	<b>100.0</b>	<b>110</b>	<b>100.0</b>	<b>117</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>-3</b>	<b>-2.7</b>	<b>1</b>	<b>0.9</b>

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Faculty by FT/PT Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT</b>	<b>Accounting</b>														
	Full-time	12	10.7	12	10.9	13	11.1	14	13.0	14	12.8	2	16.7	0	0.0
	Part-time	7	6.3	7	6.4	9	7.7	7	6.5	6	5.5	-1	-14.3	-1	-14.3
<b>BAPA</b>	<b>Business and Public Administration</b>														
	Full-time	3	2.7	2	1.8	2	1.7	2	1.9	2	1.8	-1	-33.3	0	0.0
	Part-time	0	0.0	1	0.9	1	0.9	1	0.9	1	0.9	1	n/a	0	0.0
<b>DSCI</b>	<b>Decision Sciences</b>														
	Full-time	5	4.5	4	3.6	5	4.3	5	4.6	4	3.7	-1	-20.0	-1	-20.0
	Part-time	3	2.7	3	2.7	3	2.6	3	2.8	3	2.8	0	0.0	0	0.0
<b>ECON</b>	<b>Economics</b>														
	Full-time	2	1.8	3	2.7	3	2.6	3	2.8	3	2.8	1	50.0	0	0.0
	Part-time	3	2.7	1	0.9	0	0.0	0	0.0	1	0.9	-2	-66.7	1	n/a
<b>ENVR</b>	<b>Environmental Mgmt</b>														
	Full-time	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	0	0.0	0	0.0
	Part-time	2	1.8	1	0.9	1	0.9	1	0.9	1	0.9	-1	-50.0	0	0.0
<b>FINC</b>	<b>Finance</b>														
	Full-time	8	7.1	8	7.3	8	6.8	8	7.4	8	7.3	0	0.0	0	0.0
	Part-time	5	4.5	4	3.6	4	3.4	4	3.7	3	2.8	-2	-40.0	-1	-25.0
<b>HADM</b>	<b>Healthcare Administration</b>														
	Full-time	5	4.5	4	3.6	5	4.3	4	3.7	6	5.5	1	20.0	2	50.0
	Part-time	5	4.5	8	7.3	6	5.1	6	5.6	6	5.5	1	20.0	0	0.0
<b>HMRS</b>	<b>Human Resource Mgmt</b>														
	Full-time	2	1.8	3	2.7	4	3.4	3	2.8	3	2.8	1	50.0	0	0.0
	Part-time	1	0.9	1	0.9	1	0.9	2	1.9	1	0.9	0	0.0	-1	-50.0
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Full-time	7	6.3	7	6.4	6	5.1	6	5.6	6	5.5	-1	-14.3	0	0.0
	Part-time	3	2.7	4	3.6	6	5.1	5	4.6	5	4.6	2	66.7	0	0.0
<b>LEGL</b>	<b>Legal Studies</b>														
	Full-time	1	0.9	2	1.8	2	1.7	2	1.9	2	1.8	1	100.0	0	0.0
	Part-time	5	4.5	5	4.5	5	4.3	3	2.8	4	3.7	-1	-20.0	1	33.3
<b>MGMT</b>	<b>Management</b>														
	Full-time	12	10.7	11	10.0	11	9.4	13	12.0	12	11.0	0	0.0	-1	-7.7
	Part-time	10	8.9	9	8.2	11	9.4	8	7.4	11	10.1	1	10.0	3	37.5



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Faculty by FT/PT Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>MKTG</b>	<b>Marketing</b>														
	Full-time	4	3.6	3	2.7	4	3.4	4	3.7	4	3.7	0	0.0	0	0.0
	Part-time	4	3.6	3	2.7	4	3.4	2	1.9	1	0.9	-3	-75.0	-1	-50.0
<b>MSCI</b>	<b>Military Science</b>														
	Full-time	0	0.0	1	0.9	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>POLS</b>	<b>Political Science*</b>														
	Full-time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
<b>PPRM</b>	<b>Public and Private Mgmt</b>														
	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	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>School Total</b>		<b>112</b>	<b>100.0</b>	<b>110</b>	<b>100.0</b>	<b>117</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>-3</b>	<b>-2.7</b>	<b>1</b>	<b>0.9</b>

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

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2011		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT Accounting</b>														
White	15	13.4	15	13.6	16	13.7	15	13.9	13	11.9	-2	-13.3	-2	-13.3
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	1	0.9	1	0.9	1	0.9	1	n/a	0	0.0
Asian	4	3.6	2	1.8	4	3.4	3	2.8	5	4.6	1	25.0	2	66.7
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	2	1.8	1	0.9	2	1.9	1	0.9	1	n/a	-1	-50.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BAPA Business and Public Administration</b>														
White	3	2.7	3	2.7	3	2.6	3	2.8	3	2.8	0	0.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>DSCI Decision Sciences</b>														
White	7	6.3	6	5.5	7	6.0	7	6.5	6	5.5	-1	-14.3	-1	-14.3
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	1	0.9	1	0.9	1	0.9	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
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2011		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ECON Economics</b>														
White	4	3.6	4	3.6	3	2.6	3	2.8	4	3.7	0	0.0	1	33.3
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>ENVR Environmental Mgmt</b>														
White	4	3.6	3	2.7	3	2.6	3	2.8	3	2.8	-1	-25.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>FINC Finance</b>														
White	12	10.7	11	10.0	12	10.3	12	11.1	11	10.1	-1	-8.3	-1	-8.3
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	0.9	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2011		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change		
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change	
<b>HADM Healthcare Administration</b>															
White	7	6.3	9	8.2	7	6.0	7	6.5	10	9.2	3	42.9	3	42.9	
Black	1	0.9	0	0.0	0	0.0	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	2	1.8	2	1.8	3	2.6	2	1.9	1	0.9	-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	1	0.9	1	0.9	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>HMRS Human Resource Mgmt</b>															
White	3	2.7	4	3.6	5	4.3	5	4.6	4	3.7	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>ISAM Information Systems Administration and Mgmt</b>															
White	5	4.5	6	5.5	7	6.0	6	5.6	7	6.4	2	40.0	1	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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	4	3.6	5	4.5	5	4.3	5	4.6	4	3.7	0	0.0	-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	0.9	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2011		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>LEGL Legal Studies</b>														
White	5	4.5	7	6.4	7	6.0	5	4.6	5	4.6	0	0.0	0	0.0
Black	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	1	0.9	1	n/a	1	n/a
<b>MGMT Management</b>														
White	17	15.2	16	14.5	17	14.5	16	14.8	19	17.4	2	11.8	3	18.8
Black	3	2.7	2	1.8	3	2.6	2	1.9	2	1.8	-1	-33.3	0	0.0
Hispanic	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	-1	-100.0	-1	-100.0
Asian	1	0.9	1	0.9	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	1	0.9	1	0.9	1	n/a	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	1	0.9	1	0.9	1	0.9	1	n/a	0	0.0
<b>MKTG Marketing</b>														
White	6	5.4	5	4.5	6	5.1	4	3.7	3	2.8	-3	-50.0	-1	-25.0
Black	2	1.8	1	0.9	2	1.7	1	0.9	1	0.9	-1	-50.0	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	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	0	0.0	0	0.0	0	0.0	1	0.9	0	0.0	0	n/a	-1	-100.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2011		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>MSCI Military Science</b>														
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	1	0.9	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>POLS Political Science*</b>														
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	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>PPRM Public and Private Mgmt</b>														
White	1	0.9	1	0.9	1	0.9	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>School Total</b>	<b>112</b>	<b>100.0</b>	<b>110</b>	<b>100.0</b>	<b>117</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>-3</b>	<b>-2.7</b>	<b>1</b>	<b>0.9</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

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

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ACCT</b>	<b>Accounting</b>														
	Female	7	6.3	7	6.4	8	6.8	8	7.4	9	8.3	2	28.6	1	12.5
	Male	12	10.7	12	10.9	14	12.0	13	12.0	11	10.1	-1	-8.3	-2	-15.4
<b>BAPA</b>	<b>Business and Public Administration</b>														
	Female	1	0.9	1	0.9	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0
	Male	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	0	0.0	0	0.0
<b>DSCI</b>	<b>Decision Sciences</b>														
	Female	2	1.8	1	0.9	2	1.7	2	1.9	1	0.9	-1	-50.0	-1	-50.0
	Male	6	5.4	6	5.5	6	5.1	6	5.6	6	5.5	0	0.0	0	0.0
<b>ECON</b>	<b>Economics</b>														
	Female	2	1.8	1	0.9	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a
	Male	3	2.7	3	2.7	3	2.6	3	2.8	4	3.7	1	33.3	1	33.3
<b>ENVR</b>	<b>Environmental Mgmt</b>														
	Female	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	0	0.0	0	0.0
	Male	2	1.8	1	0.9	1	0.9	1	0.9	1	0.9	-1	-50.0	0	0.0
<b>FINC</b>	<b>Finance</b>														
	Female	2	1.8	2	1.8	2	1.7	2	1.9	2	1.8	0	0.0	0	0.0
	Male	11	9.8	10	9.1	10	8.5	10	9.3	9	8.3	-2	-18.2	-1	-10.0
<b>HADM</b>	<b>Healthcare Administration</b>														
	Female	4	3.6	4	3.6	4	3.4	4	3.7	5	4.6	1	25.0	1	25.0
	Male	6	5.4	8	7.3	7	6.0	6	5.6	7	6.4	1	16.7	1	16.7
<b>HMRS</b>	<b>Human Resource Mgmt</b>														
	Female	0	0.0	1	0.9	1	0.9	1	0.9	1	0.9	1	n/a	0	0.0
	Male	3	2.7	3	2.7	4	3.4	4	3.7	3	2.8	0	0.0	-1	-25.0
<b>ISAM</b>	<b>Information Systems Administration and Mgmt</b>														
	Female	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
	Male	9	8.0	10	9.1	11	9.4	11	10.2	11	10.1	2	22.2	0	0.0
<b>LEGL</b>	<b>Legal Studies</b>														
	Female	2	1.8	3	2.7	4	3.4	2	1.9	3	2.8	1	50.0	1	50.0
	Male	4	3.6	4	3.6	3	2.6	3	2.8	3	2.8	-1	-25.0	0	0.0
<b>MGMT</b>	<b>Management</b>														
	Female	9	8.0	7	6.4	8	6.8	7	6.5	8	7.3	-1	-11.1	1	14.3
	Male	13	11.6	13	11.8	14	12.0	14	13.0	15	13.8	2	15.4	1	7.1

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Business Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>MKTG</b>	<b>Marketing</b>														
	Female	4	3.6	2	1.8	3	2.6	2	1.9	2	1.8	-2	-50.0	0	0.0
	Male	4	3.6	4	3.6	5	4.3	4	3.7	3	2.8	-1	-25.0	-1	-25.0
<b>MSCI</b>	<b>Military Science</b>														
	Female	0	0.0	1	0.9	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	0	0.0	0	0.0	0	n/a	0	n/a
<b>POLS</b>	<b>Political Science*</b>														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	n/a	n/a	n/a	n/a
<b>PPRM</b>	<b>Public and Private Mgmt</b>														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	1	0.9	1	0.9	1	0.9	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>School Total</b>		<b>112</b>	<b>100.0</b>	<b>110</b>	<b>100.0</b>	<b>117</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>	<b>109</b>	<b>100.0</b>	<b>-3</b>	<b>-2.7</b>	<b>1</b>	<b>0.9</b>

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



**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Mean and Median Age:</b>										
Age	50	50	50	49	49	48	50	49	49	47

Rank	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	14	8.0	14	7.7	16	8.5	15	7.9	15	8.5	1	7.1	0	0.0
Associate Professor	26	14.9	22	12.1	25	13.3	25	13.1	28	15.8	2	7.7	3	12.0
Assistant Professor	21	12.1	27	14.8	25	13.3	28	14.7	26	14.7	5	23.8	-2	-7.1
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	113	64.9	119	65.4	121	64.4	119	62.3	105	59.3	-8	-7.1	-14	-11.8
Teaching Assistant	0	0.0	0	0.0	1	0.5	4	2.1	3	1.7	3	n/a	-1	-25.0
<b>HSH Total</b>	<b>174</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>188</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>177</b>	<b>100.0</b>	<b>3</b>	<b>1.7</b>	<b>-14</b>	<b>-7.3</b>

Tenure	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
Non-tenured faculty	113	64.9	119	65.4	122	64.9	123	64.4	108	61.0	-5	-4.4	-15	-12.2
Tenured faculty	39	22.4	35	19.2	40	21.3	40	20.9	43	24.3	4	10.3	3	7.5
On tenure track faculty	22	12.6	28	15.4	26	13.8	28	14.7	26	14.7	4	18.2	-2	-7.1
<b>HSH Total</b>	<b>174</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>188</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>177</b>	<b>100.0</b>	<b>3</b>	<b>1.7</b>	<b>-14</b>	<b>-7.3</b>

FT/PT Status	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
Full-time	61	35.1	63	34.6	66	35.1	68	35.6	69	39.0	8	13.1	1	1.5
Part-time	113	64.9	119	65.4	122	64.9	123	64.4	108	61.0	-5	-4.4	-15	-12.2
<b>HSH Total</b>	<b>174</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>188</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>177</b>	<b>100.0</b>	<b>3</b>	<b>1.7</b>	<b>-14</b>	<b>-7.3</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
White	151	86.8	153	84.1	152	80.9	149	78.0	144	81.4	-7	-4.6	-5	-3.4
Black	9	5.2	12	6.6	16	8.5	13	6.8	10	5.6	1	11.1	-3	-23.1
Hispanic	7	4.0	10	5.5	12	6.4	12	6.3	11	6.2	4	57.1	-1	-8.3
Asian	6	3.4	6	3.3	5	2.7	10	5.2	9	5.1	3	50.0	-1	-10.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	2	1.0	1	0.6	1	n/a	-1	-50.0
International	1	0.6	1	0.5	3	1.6	3	1.6	1	0.6	0	0.0	-2	-66.7
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Muti-Racial	0	0.0	0	0.0	0	0.0	2	1.0	1	0.6	1	n/a	-1	-50.0
<b>HSH Total</b>	<b>174</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>188</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>177</b>	<b>100.0</b>	<b>3</b>	<b>1.7</b>	<b>-14</b>	<b>-7.3</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

**Faculty by Gender:**

Gender	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
Female	101	58.0	101	55.5	108	57.4	109	57.1	103	58.2	2	2.0	-6	-5.5
Male	73	42.0	81	44.5	80	42.6	82	42.9	74	41.8	1	1.4	-8	-9.8
<b>HSH Total</b>	<b>174</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>188</b>	<b>100.0</b>	<b>191</b>	<b>100.0</b>	<b>177</b>	<b>100.0</b>	<b>3</b>	<b>1.7</b>	<b>-14</b>	<b>-7.3</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**5 - Year Trend Faculty Demographics**

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

Faculty by Area of Instruction:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ANTH	Anthropology	6	2.5	7	2.7	6	2.3	7	2.7	7	2.9	1	16.7	0	0.0
ARTS	Arts	20	8.3	22	8.3	25	9.5	24	9.2	21	8.8	1	5.0	-3	-12.5
COMM	Communication	10	4.1	12	4.5	15	5.7	14	5.3	9	3.8	-1	-10.0	-5	-35.7
CRCL	Cross-Cultural Studies	8	3.3	10	3.8	10	3.8	8	3.1	8	3.3	0	0.0	0	0.0
CRIM	Criminology	10	4.1	11	4.2	15	5.7	15	5.7	15	6.3	5	50.0	0	0.0
DMST	Digital Media Studies	5	2.1	6	2.3	8	3.0	8	3.1	6	2.5	1	20.0	-2	-25.0
FRAD	Fire Services Administration	2	0.8	3	1.1	3	1.1	3	1.1	1	0.4	-1	-50.0	-2	-66.7
FUTR	Studies of the Future	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
GEOG	Geography*	0	0.0	5	1.9	4	1.5	2	0.8	2	0.8	2	n/a	0	0.0
HIST	History	10	4.1	10	3.8	12	4.5	10	3.8	8	3.3	-2	-20.0	-2	-20.0
HLTH	Health	8	3.3	8	3.0	8	3.0	8	3.1	8	3.3	0	0.0	0	0.0
HUMN	Humanities	25	10.4	24	9.1	21	8.0	20	7.6	20	8.4	-5	-20.0	0	0.0
LITR	Literature	12	5.0	12	4.5	11	4.2	11	4.2	11	4.6	-1	-8.3	0	0.0
PHIL	Philosophy	4	1.7	5	1.9	4	1.5	5	1.9	5	2.1	1	25.0	0	0.0
POLS	Political Science*	2	0.8	3	1.1	5	1.9	5	1.9	4	1.7	2	100.0	-1	-20.0
PSLD	Public Service Leadership	0	0.0	0	0.0	0	0.0	0	0.0	2	0.8	2	n/a	2	n/a
PSYC	Psychology	62	25.7	66	25.0	60	22.7	63	24.0	56	23.4	-6	-9.7	-7	-11.1
SOCI	Sociology	24	10.0	28	10.6	20	7.6	23	8.8	20	8.4	-4	-16.7	-3	-13.0
SWRK	Social Work	8	3.3	9	3.4	9	3.4	8	3.1	9	3.8	1	12.5	1	12.5
WMST	Women's Studies	10	4.1	8	3.0	7	2.7	8	3.1	8	3.3	-2	-20.0	0	0.0
WRIT	Writing	15	6.2	15	5.7	21	8.0	20	7.6	19	7.9	4	26.7	-1	-5.0
<b>School Total</b>		<b>241</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>262</b>	<b>100.0</b>	<b>239</b>	<b>100.0</b>	<b>-2</b>	<b>-0.8</b>	<b>-23</b>	<b>-8.8</b>

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

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

**University of Houston - Clear Lake**  
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**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**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.

<b>Mean and Median Age:</b>		<b>Fall 2008</b>		<b>Fall 2009</b>		<b>Fall 2010</b>		<b>Fall 2011</b>		<b>Fall 2012</b>	
		<b>Mean</b>	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>	<b>Median</b>	<b>Mean</b>	<b>Median</b>
ANTH	Anthropology	47	44	47	42	46	41	43	40	43	41
ARTS	Arts	52	54	51	53	50	53	52	52	54	55
COMM	Communication	48	51	48	47	47	45	48	45	50	52
CRCL	Cross-Cultural Studies	46	42	41	38	43	40	46	42	40	42
CRIM	Criminology	55	55	54	54	53	50	49	49	46	43
DMST	Digital Media Studies	45	43	43	42	44	43	45	44	48	46
FRAD	Fire Services Administration	67	67	58	59	59	60	60	61	38	38
FUTR	Studies of the Future	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
GEOG	Geography*	n/a	n/a	38	37.0	39	40	43	43	44	44
HIST	History	52	47	53	48	52	49	55	50	54	51
HLTH	Health	41	38	42	39	43	40	45	41	45	41
HUMN	Humanities	53	56	52	55	55	58	57	60	54	56
LITR	Literature	52	52	51	53	51	52	53	53	51	54
PHIL	Philosophy	51	49	55	57	50	50	55	59	56	60
POLS	Political Science*	67	67	47	37	45	37	43	41	39	36
PSLD	Public Service Leadership	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	51	51
PSYC	Psychology	50	50	49	47	50	48	48	47	48	47
SOCI	Sociology	48	43	47	43	50	45	47	44	44	44
SWRK	Social Work	40	40	41	40	46	46	49	50	44	45
WMST	Women's Studies	51	53	48	43	45	38	46	40	45	40
WRIT	Writing	51	52	53	54	46	46	49	51	50	52
<b>School Mean and Median Age</b>		50	49	49	46	49	47	49	47	48	46

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

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

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		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH</b>	<b>Anthropology</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	2	0.8	2	0.8	1	0.4	1	0.4	1	0.4	-1	-50.0	0	0.0
	Assistant Professor	1	0.4	1	0.4	1	0.4	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	3	1.2	4	1.5	4	1.5	5	1.9	4	1.7	1	33.3	-1	-20.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
<b>ARTS</b>	<b>Arts</b>														
	Professor	2	0.8	2	0.8	2	0.8	2	0.8	2	0.8	0	0.0	0	0.0
	Associate Professor	3	1.2	3	1.1	3	1.1	3	1.1	4	1.7	1	33.3	1	33.3
	Assistant Professor	1	0.4	3	1.1	2	0.8	3	1.1	1	0.4	0	0.0	-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	14	5.8	14	5.3	18	6.8	16	6.1	14	5.9	0	0.0	-2	-12.5
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>COMM</b>	<b>Communication</b>														
	Professor	0	0.0	0	0.0	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	Associate Professor	1	0.4	2	0.8	2	0.8	2	0.8	2	0.8	1	100.0	0	0.0
	Assistant Professor	2	0.8	3	1.1	2	0.8	2	0.8	0	0.0	-2	-100.0	-2	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	7	2.9	7	2.7	9	3.4	7	2.7	6	2.5	-1	-14.3	-1	-14.3
	Teaching Assistant	0	0.0	0	0.0	1	0.4	2	0.8	0	0.0	0	n/a	-2	-100.0
<b>CRCL</b>	<b>Cross-Cultural Studies</b>														
	Professor	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
	Associate Professor	4	1.7	3	1.1	4	1.5	2	0.8	3	1.3	-1	-25.0	1	50.0
	Assistant Professor	2	0.8	5	1.9	3	1.1	1	0.4	4	1.7	2	100.0	3	300.0
	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	0.8	2	0.8	3	1.1	4	1.5	0	0.0	-2	-100.0	-4	-100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a

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		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>CRIM</b>	<b>Criminology</b>														
	Professor	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	3	1.2	3	1.1	5	1.9	3	1.1	4	1.7	1	33.3	1	33.3
	Assistant Professor	0	0.0	0	0.0	0	0.0	3	1.1	4	1.7	4	n/a	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	6	2.5	7	2.7	10	3.8	9	3.4	7	2.9	1	16.7	-2	-22.2
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>DMST</b>	<b>Digital Media Studies</b>														
	Professor	0	0.0	0	0.0	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	Associate Professor	2	0.8	3	1.1	3	1.1	3	1.1	4	1.7	2	100.0	1	33.3
	Assistant Professor	2	0.8	2	0.8	2	0.8	2	0.8	0	0.0	-2	-100.0	-2	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	0.4	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	1	0.4	1	0.4	0	0.0	0	n/a	-1	-100.0
<b>FRAD</b>	<b>Fire Services Administration</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	0.8	3	1.1	3	1.1	3	1.1	0	0.0	-2	-100.0	-3	-100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>FUTR</b>	<b>Studies of the Future</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	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

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		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>GEOG</b>	<b>Geography*</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	1	0.4	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
	Assistant Professor	0	0.0	3	1.1	2	0.8	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	1	0.4	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>HIST</b>	<b>History</b>														
	Professor	2	0.8	2	0.8	2	0.8	2	0.8	2	0.8	0	0.0	0	0.0
	Associate Professor	1	0.4	1	0.4	1	0.4	2	0.8	2	0.8	1	100.0	0	0.0
	Assistant Professor	2	0.8	2	0.8	2	0.8	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	5	2.1	5	1.9	7	2.7	5	1.9	3	1.3	-2	-40.0	-2	-40.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>HLTH</b>	<b>Health</b>														
	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	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	6	2.5	6	2.3	6	2.3	4	1.5	5	2.1	-1	-16.7	1	25.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
<b>HUMN</b>	<b>Humanities</b>														
	Professor	6	2.5	6	2.3	5	1.9	6	2.3	3	1.3	-3	-50.0	-3	-50.0
	Associate Professor	5	2.1	5	1.9	5	1.9	5	1.9	5	2.1	0	0.0	0	0.0
	Assistant Professor	5	2.1	5	1.9	4	1.5	2	0.8	4	1.7	-1	-20.0	2	100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	9	3.7	8	3.0	7	2.7	7	2.7	8	3.3	-1	-11.1	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

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		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>LITR</b>	<b>Literature</b>														
	Professor	3	1.2	3	1.1	3	1.1	3	1.1	3	1.3	0	0.0	0	0.0
	Associate Professor	3	1.2	2	0.8	3	1.1	2	0.8	2	0.8	-1	-33.3	0	0.0
	Assistant Professor	3	1.2	4	1.5	2	0.8	3	1.1	4	1.7	1	33.3	1	33.3
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	1.2	3	1.1	3	1.1	3	1.1	2	0.8	-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
<b>PHIL</b>	<b>Philosophy</b>														
	Professor	1	0.4	2	0.8	2	0.8	2	0.8	2	0.8	1	100.0	0	0.0
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Assistant Professor	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	0.8	2	0.8	2	0.8	3	1.1	2	0.8	0	0.0	-1	-33.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>POLS</b>	<b>Political Science*</b>														
	Professor	1	0.4	0	0.0	1	0.4	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	0	0.0	1	0.4	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	1	0.4	1	0.4	3	1.1	4	1.5	3	1.3	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
<b>PSLD</b>	<b>Public Service Leadership</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	2	0.8	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



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		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>PSYC</b>	<b>Psychology</b>														
	Professor	3	1.2	3	1.1	4	1.5	3	1.1	3	1.3	0	0.0	0	0.0
	Associate Professor	8	3.3	7	2.7	8	3.0	9	3.4	11	4.6	3	37.5	2	22.2
	Assistant Professor	11	4.6	12	4.5	12	4.5	13	5.0	11	4.6	0	0.0	-2	-15.4
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	40	16.6	44	16.7	36	13.6	37	14.1	29	12.1	-11	-27.5	-8	-21.6
	Teaching Assistant	0	0.0	0	0.0	0	0.0	1	0.4	2	0.8	2	n/a	1	100.0
<b>SOCI</b>	<b>Sociology</b>														
	Professor	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	7	2.9	4	1.5	5	1.9	4	1.5	3	1.3	-4	-57.1	-1	-25.0
	Assistant Professor	2	0.8	3	1.1	3	1.1	4	1.5	7	2.9	5	250.0	3	75.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	14	5.8	20	7.6	12	4.5	15	5.7	10	4.2	-4	-28.6	-5	-33.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>SWRK</b>	<b>Social Work</b>														
	Professor	0	0.0	0	0.0	0	0.0	1	0.4	1	0.4	1	n/a	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	3	1.2	3	1.1	2	0.8	1	0.4	2	0.8	-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	4	1.7	5	1.9	6	2.3	5	1.9	5	2.1	1	25.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>WMST</b>	<b>Womens Studies</b>														
	Professor	4	1.7	2	0.8	1	0.4	1	0.4	1	0.4	-3	-75.0	0	0.0
	Associate Professor	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	-1	-100.0	-1	-100.0
	Assistant Professor	2	0.8	2	0.8	2	0.8	4	1.5	3	1.3	1	50.0	-1	-25.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	1.2	3	1.1	3	1.1	2	0.8	4	1.7	1	33.3	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

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		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>WRIT</b>	<b>Writing</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Associate Professor	0	0.0	1	0.4	1	0.4	2	0.8	2	0.8	2	n/a	0	0.0
	Assistant Professor	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	14	5.8	13	4.9	20	7.6	18	6.9	16	6.7	2	14.3	-2	-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
	<b>School Total</b>	<b>241</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>262</b>	<b>100.0</b>	<b>239</b>	<b>100.0</b>	<b>-2</b>	<b>-0.8</b>	<b>-23</b>	<b>-8.8</b>

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

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH</b>	<b>Anthropology</b>														
	Non-tenured	3	1.2	4	1.5	4	1.5	5	1.9	5	2.1	2	66.7	0	0.0
	Tenured	2	0.8	2	0.8	1	0.4	1	0.4	1	0.4	-1	-50.0	0	0.0
	On tenure track	1	0.4	1	0.4	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0
<b>ARTS</b>	<b>Arts</b>														
	Non-tenured	14	5.8	14	5.3	18	6.8	16	6.1	14	5.9	0	0.0	-2	-12.5
	Tenured	5	2.1	5	1.9	5	1.9	5	1.9	6	2.5	1	20.0	1	20.0
	On tenure track	1	0.4	3	1.1	2	0.8	3	1.1	1	0.4	0	0.0	-2	-66.7
<b>COMM</b>	<b>Communication</b>														
	Non-tenured	7	2.9	7	2.7	10	3.8	9	3.4	6	2.5	-1	-14.3	-3	-33.3
	Tenured	1	0.4	2	0.8	3	1.1	3	1.1	3	1.3	2	200.0	0	0.0
	On tenure track	2	0.8	3	1.1	2	0.8	2	0.8	0	0.0	-2	-100.0	-2	-100.0
<b>CRCL</b>	<b>Cross-Cultural Studies</b>														
	Non-tenured	2	0.8	2	0.8	3	1.1	4	1.5	1	0.4	-1	-50.0	-3	-75.0
	Tenured	4	1.7	3	1.1	4	1.5	3	1.1	3	1.3	-1	-25.0	0	0.0
	On tenure track	2	0.8	5	1.9	3	1.1	1	0.4	4	1.7	2	100.0	3	300.0
<b>CRIM</b>	<b>Criminology</b>														
	Non-tenured	6	2.5	7	2.7	10	3.8	9	3.4	7	2.9	1	16.7	-2	-22.2
	Tenured	4	1.7	4	1.5	5	1.9	3	1.1	4	1.7	0	0.0	1	33.3
	On tenure track	0	0.0	0	0.0	0	0.0	3	1.1	4	1.7	4	n/a	1	33.3
<b>DMST</b>	<b>Digital Media Studies</b>														
	Non-tenured	1	0.4	1	0.4	2	0.8	2	0.8	1	0.4	0	0.0	-1	-50.0
	Tenured	2	0.8	3	1.1	4	1.5	4	1.5	5	2.1	3	150.0	1	25.0
	On tenure track	2	0.8	2	0.8	2	0.8	2	0.8	0	0.0	-2	-100.0	-2	-100.0
<b>FRAD</b>	<b>Fire Services Administration</b>														
	Non-tenured	2	0.8	3	1.1	3	1.1	3	1.1	0	0.0	-2	-100.0	-3	-100.0
	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	1	0.4	1	n/a	1	n/a
<b>FUTR</b>	<b>Studies of the Future</b>														
	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	0	0.0	0	0.0	0	n/a	0	n/a

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**5 - Year Trend Faculty Demographics**

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

Faculty by Tenure Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>Area</b>															
<b>GEOG Geography*</b>															
	Non-tenured	0	0.0	1	0.4	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
	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	0	0.0	3	1.1	2	0.8	1	0.4	1	0.4	1	n/a	0	0.0
<b>HIST History</b>															
	Non-tenured	5	2.1	5	1.9	7	2.7	5	1.9	3	1.3	-2	-40.0	-2	-40.0
	Tenured	3	1.2	3	1.1	3	1.1	4	1.5	4	1.7	1	33.3	0	0.0
	On tenure track	2	0.8	2	0.8	2	0.8	1	0.4	1	0.4	-1	-50.0	0	0.0
<b>HLTH Health</b>															
	Non-tenured	6	2.5	6	2.3	6	2.3	5	1.9	5	2.1	-1	-16.7	0	0.0
	Tenured	2	0.8	2	0.8	2	0.8	2	0.8	2	0.8	0	0.0	0	0.0
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.4	1	0.4	1	n/a	0	0.0
<b>HUMN Humanities</b>															
	Non-tenured	9	3.7	8	3.0	7	2.7	7	2.7	8	3.3	-1	-11.1	1	14.3
	Tenured	11	4.6	11	4.2	10	3.8	11	4.2	8	3.3	-3	-27.3	-3	-27.3
	On tenure track	5	2.1	5	1.9	4	1.5	2	0.8	4	1.7	-1	-20.0	2	100.0
<b>LITR Literature</b>															
	Non-tenured	3	1.2	3	1.1	3	1.1	3	1.1	2	0.8	-1	-33.3	-1	-33.3
	Tenured	6	2.5	5	1.9	6	2.3	5	1.9	5	2.1	-1	-16.7	0	0.0
	On tenure track	3	1.2	4	1.5	2	0.8	3	1.1	4	1.7	1	33.3	1	33.3
<b>PHIL Philosophy</b>															
	Non-tenured	2	0.8	2	0.8	2	0.8	3	1.1	2	0.8	0	0.0	-1	-33.3
	Tenured	1	0.4	2	0.8	2	0.8	2	0.8	3	1.3	2	200.0	1	50.0
	On tenure track	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>POLS Political Science*</b>															
	Non-tenured	1	0.4	1	0.4	3	1.1	4	1.5	3	1.3	2	200.0	-1	-25.0
	Tenured	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0	-1	-100.0	0	n/a
	On tenure track	0	0.0	1	0.4	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
<b>PSLD Public Service Leadership</b>															
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	2	0.8	2	n/a	2	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	0	0.0	0	0.0	0	n/a	0	n/a

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**Office of Institutional Research**  
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**5 - Year Trend Faculty Demographics**

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

Faculty by Tenure Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>PSYC</b>	<b>Psychology</b>														
	Non-tenured	40	16.6	44	16.7	36	13.6	38	14.5	31	13.0	-9	-22.5	-7	-18.4
	Tenured	10	4.1	9	3.4	11	4.2	12	4.6	14	5.9	4	40.0	2	16.7
	On tenure track	12	5.0	13	4.9	13	4.9	13	5.0	11	4.6	-1	-8.3	-2	-15.4
<b>SOCI</b>	<b>Sociology</b>														
	Non-tenured	14	5.8	20	7.6	12	4.5	15	5.7	10	4.2	-4	-28.6	-5	-33.3
	Tenured	8	3.3	5	1.9	5	1.9	4	1.5	3	1.3	-5	-62.5	-1	-25.0
	On tenure track	2	0.8	3	1.1	3	1.1	4	1.5	7	2.9	5	250.0	3	75.0
<b>SWRK</b>	<b>Social Work</b>														
	Non-tenured	4	1.7	5	1.9	6	2.3	5	1.9	5	2.1	1	25.0	0	0.0
	Tenured	1	0.4	1	0.4	1	0.4	2	0.8	2	0.8	1	100.0	0	0.0
	On tenure track	3	1.2	3	1.1	2	0.8	1	0.4	2	0.8	-1	-33.3	1	100.0
<b>WMST</b>	<b>Womens Studies</b>														
	Non-tenured	3	1.2	3	1.1	3	1.1	2	0.8	4	1.7	1	33.3	2	100.0
	Tenured	5	2.1	3	1.1	2	0.8	2	0.8	1	0.4	-4	-80.0	-1	-50.0
	On tenure track	2	0.8	2	0.8	2	0.8	4	1.5	3	1.3	1	50.0	-1	-25.0
<b>WRIT</b>	<b>Writing</b>														
	Non-tenured	14	5.8	13	4.9	20	7.6	18	6.9	16	6.7	2	14.3	-2	-11.1
	Tenured	0	0.0	1	0.4	1	0.4	2	0.8	3	1.3	3	n/a	1	50.0
	On tenure track	1	0.4	1	0.4	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>School Total</b>		<b>241</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>262</b>	<b>100.0</b>	<b>239</b>	<b>100.0</b>	<b>-2</b>	<b>-0.8</b>	<b>-23</b>	<b>-8.8</b>

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\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH</b>	<b>Anthropology</b>														
	Full-time	3	1.2	3	1.1	2	0.8	2	0.8	2	0.8	-1	-33.3	0	0.0
	Part-time	3	1.2	4	1.5	4	1.5	5	1.9	5	2.1	2	66.7	0	0.0
<b>ARTS</b>	<b>Arts</b>														
	Full-time	6	2.5	8	3.0	7	2.7	8	3.1	7	2.9	1	16.7	-1	-12.5
	Part-time	14	5.8	14	5.3	18	6.8	16	6.1	14	5.9	0	0.0	-2	-12.5
<b>COMM</b>	<b>Communication</b>														
	Full-time	3	1.2	5	1.9	5	1.9	5	1.9	3	1.3	0	0.0	-2	-40.0
	Part-time	7	2.9	7	2.7	10	3.8	9	3.4	6	2.5	-1	-14.3	-3	-33.3
<b>CRCL</b>	<b>Cross-Cultural Studies</b>														
	Full-time	6	2.5	8	3.0	7	2.7	4	1.5	7	2.9	1	16.7	3	75.0
	Part-time	2	0.8	2	0.8	3	1.1	4	1.5	1	0.4	-1	-50.0	-3	-75.0
<b>CRIM</b>	<b>Criminology</b>														
	Full-time	4	1.7	4	1.5	5	1.9	6	2.3	8	3.3	4	100.0	2	33.3
	Part-time	6	2.5	7	2.7	10	3.8	9	3.4	7	2.9	1	16.7	-2	-22.2
<b>DMST</b>	<b>Digital Media Studies</b>														
	Full-time	4	1.7	5	1.9	6	2.3	6	2.3	5	2.1	1	25.0	-1	-16.7
	Part-time	1	0.4	1	0.4	2	0.8	2	0.8	1	0.4	0	0.0	-1	-50.0
<b>FRAD</b>	<b>Fire Services Administration</b>														
	Full-time	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
	Part-time	2	0.8	3	1.1	3	1.1	3	1.1	0	0.0	-2	-100.0	-3	-100.0
<b>FUTR</b>	<b>Studies of the Future</b>														
	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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>GEOG</b>	<b>Geography*</b>														
	Full-time	0	0.0	4	1.5	3	1.1	2	0.8	2	0.8	2	n/a	0	0.0
	Part-time	0	0.0	1	0.4	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
<b>HIST</b>	<b>History</b>														
	Full-time	5	2.1	5	1.9	5	1.9	5	1.9	5	2.1	0	0.0	0	0.0
	Part-time	5	2.1	5	1.9	7	2.7	5	1.9	3	1.3	-2	-40.0	-2	-40.0
<b>HLTH</b>	<b>Health</b>														
	Full-time	2	0.8	2	0.8	2	0.8	3	1.1	3	1.3	1	50.0	0	0.0
	Part-time	6	2.5	6	2.3	6	2.3	5	1.9	5	2.1	-1	-16.7	0	0.0

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**5 - Year Trend Faculty Demographics**

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Faculty by FT/PT Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>HUMN</b>	<b>Humanities</b>														
	Full-time	16	6.6	16	6.1	14	5.3	13	5.0	12	5.0	-4	-25.0	-1	-7.7
	Part-time	9	3.7	8	3.0	7	2.7	7	2.7	8	3.3	-1	-11.1	1	14.3
<b>LITR</b>	<b>Literature</b>														
	Full-time	9	3.7	9	3.4	8	3.0	8	3.1	9	3.8	0	0.0	1	12.5
	Part-time	3	1.2	3	1.1	3	1.1	3	1.1	2	0.8	-1	-33.3	-1	-33.3
<b>PHIL</b>	<b>Philosophy</b>														
	Full-time	2	0.8	3	1.1	2	0.8	2	0.8	3	1.3	1	50.0	1	50.0
	Part-time	2	0.8	2	0.8	2	0.8	3	1.1	2	0.8	0	0.0	-1	-33.3
<b>POLS</b>	<b>Political Science*</b>														
	Full-time	1	0.4	2	0.8	2	0.8	1	0.4	1	0.4	0	0.0	0	0.0
	Part-time	1	0.4	1	0.4	3	1.1	4	1.5	3	1.3	2	200.0	-1	-25.0
<b>PSLD</b>	<b>Public Service Leadership</b>														
	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	0	0.0	0	0.0	2	0.8	2	n/a	2	n/a
<b>PSYC</b>	<b>Psychology</b>														
	Full-time	22	9.1	22	8.3	24	9.1	25	9.5	25	10.5	3	13.6	0	0.0
	Part-time	40	16.6	44	16.7	36	13.6	38	14.5	31	13.0	-9	-22.5	-7	-18.4
<b>SOCI</b>	<b>Sociology</b>														
	Full-time	10	4.1	8	3.0	8	3.0	8	3.1	10	4.2	0	0.0	2	25.0
	Part-time	14	5.8	20	7.6	12	4.5	15	5.7	10	4.2	-4	-28.6	-5	-33.3
<b>SWRK</b>	<b>Social Work</b>														
	Full-time	4	1.7	4	1.5	3	1.1	3	1.1	4	1.7	0	0.0	1	33.3
	Part-time	4	1.7	5	1.9	6	2.3	5	1.9	5	2.1	1	25.0	0	0.0
<b>WMST</b>	<b>Womens Studies</b>														
	Full-time	7	2.9	5	1.9	4	1.5	6	2.3	4	1.7	-3	-42.9	-2	-33.3
	Part-time	3	1.2	3	1.1	3	1.1	2	0.8	4	1.7	1	33.3	2	100.0
<b>WRIT</b>	<b>Writing</b>														
	Full-time	1	0.4	2	0.8	1	0.4	2	0.8	3	1.3	2	200.0	1	50.0
	Part-time	14	5.8	13	4.9	20	7.6	18	6.9	16	6.7	2	14.3	-2	-11.1
<b>School Total</b>		<b>241</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>262</b>	<b>100.0</b>	<b>239</b>	<b>100.0</b>	<b>-2</b>	<b>-0.8</b>	<b>-23</b>	<b>-8.8</b>

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

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

**University of Houston - Clear Lake**  
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**School of Human Science and Humanities Summary - Fall 2008 to Fall 2012**  
**5 - Year Trend Faculty Demographics**

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH Anthropology</b>														
White	4	1.7	5	1.9	4	1.5	5	1.9	6	2.5	2	50.0	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	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0	-1	-100.0	0	n/a
Asian	1	0.4	1	0.4	1	0.4	1	0.4	1	0.4	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	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>ARTS Arts</b>														
White	15	6.2	15	5.7	17	6.4	16	6.1	13	5.4	-2	-13.3	-3	-18.8
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	2	0.8	3	1.1	5	1.9	4	1.5	4	1.7	2	100.0	0	0.0
Asian	3	1.2	4	1.5	2	0.8	4	1.5	4	1.7	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	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>COMM Communication</b>														
White	9	3.7	10	3.8	12	4.5	11	4.2	7	2.9	-2	-22.2	-4	-36.4
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	1	0.4	1	n/a	0	0.0
Asian	1	0.4	2	0.8	1	0.4	2	0.8	1	0.4	0	0.0	-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	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a



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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>CRCL Cross-Cultural Studies</b>														
White	6	2.5	7	2.7	8	3.0	6	2.3	8	3.3	2	33.3	2	33.3
Black	0	0.0	1	0.4	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	2	0.8	2	0.8	1	0.4	1	0.4	0	0.0	-2	-100.0	-1	-100.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>CRIM Criminology</b>														
White	7	2.9	9	3.4	9	3.4	6	2.3	9	3.8	2	28.6	3	50.0
Black	3	1.2	2	0.8	6	2.3	8	3.1	5	2.1	2	66.7	-3	-37.5
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	1	0.4	1	0.4	1	n/a	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>DMST Digital Media Studies</b>														
White	4	1.7	4	1.5	6	2.3	6	2.3	5	2.1	1	25.0	-1	-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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	1	0.4	2	0.8	1	0.4	2	0.8	1	0.4	0	0.0	-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	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>FRAD Fire Services Administration</b>														
White	2	0.8	2	0.8	2	0.8	2	0.8	0	0.0	-2	-100.0	-2	-100.0
Black	0	0.0	1	0.4	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>FUTR Studies of the Future</b>														
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	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>GEOG Geography*</b>														
White	0	0.0	2	0.8	2	0.8	2	0.8	2	0.8	2	n/a	0	0.0
Black	0	0.0	1	0.4	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	2	0.8	1	0.4	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>HIST History</b>														
White	10	4.1	10	3.8	12	4.5	10	3.8	8	3.3	-2	-20.0	-2	-20.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>HLTH Health</b>														
White	7	2.9	7	2.7	6	2.3	7	2.7	7	2.9	0	0.0	0	0.0
Black	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0	-1	-100.0	0	n/a
Hispanic	0	0.0	0	0.0	1	0.4	1	0.4	1	0.4	1	n/a	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>HUMN Humanities</b>														
White	22	9.1	20	7.6	19	7.2	16	6.1	17	7.1	-5	-22.7	1	6.3
Black	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	3	1.2	3	1.1	2	0.8	3	1.1	3	1.3	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>LITR Literature</b>														
White	10	4.1	11	4.2	11	4.2	10	3.8	10	4.2	0	0.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Asian	1	0.4	1	0.4	0	0.0	1	0.4	1	0.4	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>PHIL Philosophy</b>														
White	4	1.7	5	1.9	3	1.1	3	1.1	4	1.7	0	0.0	1	33.3
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	1	0.4	1	0.4	0	0.0	0	n/a	-1	-100.0
Asian	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
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>POLS Political Science*</b>														
White	2	0.8	1	0.4	2	0.8	2	0.8	2	0.8	0	0.0	0	0.0
Black	0	0.0	1	0.4	3	1.1	3	1.1	2	0.8	2	n/a	-1	-33.3
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change	
<b>PSLD Public Service Leadership</b>															
White	0	0.0	0	0.0	0	0.0	0	0.0	2	0.8	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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>PSYC Psychology</b>															
White	54	22.4	58	22.0	50	18.9	52	19.8	48	20.1	-6	-11.1	-4	-7.7	
Black	5	2.1	5	1.9	5	1.9	4	1.5	2	0.8	-3	-60.0	-2	-50.0	
Hispanic	2	0.8	2	0.8	3	1.1	3	1.1	4	1.7	2	100.0	1	33.3	
Asian	0	0.0	0	0.0	0	0.0	2	0.8	2	0.8	2	n/a	0	0.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0	
International	1	0.4	1	0.4	2	0.8	1	0.4	0	0.0	-1	-100.0	-1	-100.0	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>SOCI Sociology</b>															
White	18	7.5	20	7.6	14	5.3	16	6.1	13	5.4	-5	-27.8	-3	-18.8	
Black	3	1.2	3	1.1	3	1.1	3	1.1	3	1.3	0	0.0	0	0.0	
Hispanic	2	0.8	4	1.5	1	0.4	1	0.4	2	0.8	0	0.0	1	100.0	
Asian	1	0.4	0	0.0	0	0.0	1	0.4	0	0.0	-1	-100.0	-1	-100.0	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	1	0.4	1	0.4	1	n/a	0	0.0	
International	0	0.0	1	0.4	2	0.8	1	0.4	1	0.4	1	n/a	0	0.0	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	

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**5 - Year Trend Faculty Demographics**

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

**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change		
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change	
<b>SWRK Social Work</b>															
White	6	2.5	7	2.7	8	3.0	7	2.7	7	2.9	1	16.7	0	0.0	
Black	1	0.4	2	0.8	1	0.4	1	0.4	1	0.4	0	0.0	0	0.0	
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	1	0.4	0	0.0	0	0.0	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	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>WMST Womens Studies</b>															
White	8	3.3	6	2.3	6	2.3	8	3.1	6	2.5	-2	-25.0	-2	-25.0	
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	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Asian	2	0.8	2	0.8	1	0.4	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	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	

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

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

**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>WRIT Writing</b>														
White	15	6.2	14	5.3	19	7.2	15	5.7	18	7.5	3	20.0	3	20.0
Black	0	0.0	0	0.0	1	0.4	1	0.4	0	0.0	0	n/a	-1	-100.0
Hispanic	0	0.0	1	0.4	1	0.4	1	0.4	0	0.0	0	n/a	-1	-100.0
Asian	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	n/a	-1	-100.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	2	0.8	1	0.4	1	n/a	-1	-50.0
<b>School Total</b>	<b>241</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>262</b>	<b>100.0</b>	<b>239</b>	<b>100.0</b>	<b>-2</b>	<b>-0.8</b>	<b>-23</b>	<b>-8.8</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

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

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

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**5 - Year Trend Faculty Demographics**

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

Faculty by Gender:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ANTH</b>	<b>Anthropology</b>														
	Female	4	1.7	5	1.9	5	1.9	5	1.9	5	2.1	1	25.0	0	0.0
	Male	2	0.8	2	0.8	1	0.4	2	0.8	2	0.8	0	0.0	0	0.0
<b>ARTS</b>	<b>Arts</b>														
	Female	12	5.0	12	4.5	15	5.7	14	5.3	13	5.4	1	8.3	-1	-7.1
	Male	8	3.3	10	3.8	10	3.8	10	3.8	8	3.3	0	0.0	-2	-20.0
<b>COMM</b>	<b>Communication</b>														
	Female	5	2.1	6	2.3	8	3.0	7	2.7	6	2.5	1	20.0	-1	-14.3
	Male	5	2.1	6	2.3	7	2.7	7	2.7	3	1.3	-2	-40.0	-4	-57.1
<b>CRCL</b>	<b>Cross-Cultural Studies</b>														
	Female	5	2.1	6	2.3	6	2.3	5	1.9	4	1.7	-1	-20.0	-1	-20.0
	Male	3	1.2	4	1.5	4	1.5	3	1.1	4	1.7	1	33.3	1	33.3
<b>CRIM</b>	<b>Criminology</b>														
	Female	4	1.7	5	1.9	8	3.0	7	2.7	5	2.1	1	25.0	-2	-28.6
	Male	6	2.5	6	2.3	7	2.7	8	3.1	10	4.2	4	66.7	2	25.0
<b>DMST</b>	<b>Digital Media Studies</b>														
	Female	3	1.2	2	0.8	3	1.1	3	1.1	3	1.3	0	0.0	0	0.0
	Male	2	0.8	4	1.5	5	1.9	5	1.9	3	1.3	1	50.0	-2	-40.0
<b>FRAD</b>	<b>Fire Services Administration</b>														
	Female	2	0.8	3	1.1	3	1.1	3	1.1	0	0.0	-2	-100.0	-3	-100.0
	Male	0	0.0	3	1.1	0	0.0	0	0.0	1	0.4	1	n/a	1	n/a
<b>FUTR</b>	<b>Studies of the Future</b>														
	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	0	0.0	0	0.0	0	n/a	0	n/a
<b>GEOG</b>	<b>Geography</b>														
	Female	0	0.0	3	1.1	2	0.8	1	0.4	1	0.4	1	n/a	0	0.0
	Male	0	0.0	2	0.8	2	0.8	1	0.4	1	0.4	1	n/a	0	0.0
<b>HIST</b>	<b>History</b>														
	Female	4	1.7	4	1.5	5	1.9	4	1.5	3	1.3	-1	-25.0	-1	-25.0
	Male	6	2.5	6	2.3	7	2.7	6	2.3	5	2.1	-1	-16.7	-1	-16.7
<b>HLTH</b>	<b>Health</b>														
	Female	4	1.7	4	1.5	3	1.1	3	1.1	4	1.7	0	0.0	1	33.3
	Male	4	1.7	4	1.5	5	1.9	5	1.9	4	1.7	0	0.0	-1	-20.0



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

Faculty by Gender:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>HUMN</b>	<b>Humanities</b>														
	Female	13	5.4	10	3.8	9	3.4	9	3.4	11	4.6	-2	-15.4	2	22.2
	Male	12	5.0	14	5.3	12	4.5	11	4.2	9	3.8	-3	-25.0	-2	-18.2
<b>LITR</b>	<b>Literature</b>														
	Female	4	1.7	3	1.1	3	1.1	3	1.1	4	1.7	0	0.0	1	33.3
	Male	8	3.3	9	3.4	8	3.0	8	3.1	7	2.9	-1	-12.5	-1	-12.5
<b>PHIL</b>	<b>Philosophy</b>														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Male	4	1.7	5	1.9	4	1.5	5	1.9	5	2.1	1	25.0	0	0.0
<b>POLS</b>	<b>Political Science*</b>														
	Female	0	0.0	1	0.4	2	0.8	3	1.1	2	0.8	2	n/a	-1	-33.3
	Male	2	0.8	2	0.8	3	1.1	2	0.8	2	0.8	0	0.0	0	0.0
<b>PSLD</b>	<b>Public Service Leadership</b>														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	2	0.8	2	n/a	2	n/a
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>PSYC</b>	<b>Psychology</b>														
	Female	40	16.6	40	15.2	36	13.6	38	14.5	34	14.2	-6	-15.0	-4	-10.5
	Male	22	9.1	26	9.8	24	9.1	25	9.5	22	9.2	0	0.0	-3	-12.0
<b>SOCI</b>	<b>Sociology</b>														
	Female	16	6.6	20	7.6	15	5.7	17	6.5	14	5.9	-2	-12.5	-3	-17.6
	Male	8	3.3	8	3.0	5	1.9	6	2.3	6	2.5	-2	-25.0	0	0.0
<b>SWRK</b>	<b>Social Work</b>														
	Female	5	2.1	6	2.3	6	2.3	5	1.9	7	2.9	2	40.0	2	40.0
	Male	3	1.2	3	1.1	3	1.1	3	1.1	2	0.8	-1	-33.3	-1	-33.3
<b>WMST</b>	<b>Womens Studies</b>														
	Female	9	3.7	8	3.0	6	2.3	8	3.1	8	3.3	-1	-11.1	0	0.0
	Male	1	0.4	0	0.0	1	0.4	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>WRIT</b>	<b>Writing</b>														
	Female	13	5.4	13	4.9	17	6.4	17	6.5	15	6.3	2	15.4	-2	-11.8
	Male	2	0.8	2	0.8	4	1.5	3	1.1	4	1.7	2	100.0	1	33.3
<b>School Total</b>		<b>241</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>264</b>	<b>100.0</b>	<b>262</b>	<b>100.0</b>	<b>239</b>	<b>100.0</b>	<b>-2</b>	<b>-0.8</b>	<b>-23</b>	<b>-8.8</b>

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

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

\* PSLD Public Service Leadership has been added to HSH as of Fall 2012.

**University of Houston - Clear Lake**  
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**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Mean and Median Age:</b>										
Age	50	51	50	50	51	51	51	51	51	52

Rank	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	9	9.6	12	12.2	14	13.9	15	15.0	15	14.7	6	66.7	0	0.0
Associate Professor	24	25.5	22	22.4	21	20.8	23	23.0	22	21.6	-2	-8.3	-1	-4.3
Assistant Professor	11	11.7	13	13.3	13	12.9	12	12.0	14	13.7	3	27.3	2	16.7
Instructor	0	0.0	0	0.0	0	0.0	1	1.0	0	0.0	0	n/a	-1	-100.0
Other Faculty	47	50.0	48	49.0	53	52.5	49	49.0	51	50.0	4	8.5	2	4.1
Teaching Assistant	3	3.2	3	3.1	0	0.0	0	0.0	0	0.0	-3	-100.0	0	n/a
<b>SCE Total</b>	<b>94</b>	<b>100.0</b>	<b>98</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>8</b>	<b>8.5</b>	<b>2</b>	<b>2.0</b>

Tenure	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
Non-tenured faculty	50	53.2	51	52.0	53	52.5	49	49.0	51	50.0	1	2.0	2	4.1
Tenured faculty	31	33.0	34	34.7	35	34.7	36	36.0	36	35.3	5	16.1	0	0.0
On tenure track faculty	13	13.8	13	13.3	13	12.9	15	15.0	15	14.7	2	15.4	0	0.0
<b>SCE Total</b>	<b>94</b>	<b>100.0</b>	<b>98</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>8</b>	<b>8.5</b>	<b>2</b>	<b>2.0</b>

FT/PT Status	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
Full-time	44	46.8	47	48.0	48	47.5	51	51.0	51	50.0	7	15.9	0	0.0
Part-time	50	53.2	51	52.0	53	52.5	49	49.0	51	50.0	1	2.0	2	4.1
<b>SCE Total</b>	<b>94</b>	<b>100.0</b>	<b>98</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>8</b>	<b>8.5</b>	<b>2</b>	<b>2.0</b>

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**5 - Year Trend Faculty Demographics**

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

**Faculty by Ethnicity\*:**

Ethnic Origin	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
White	60	63.8	54	55.1	60	59.4	57	57.0	58	56.9	-2	-3.3	1	1.8
Black	2	2.1	1	1.0	1	1.0	1	1.0	1	1.0	-1	-50.0	0	0.0
Hispanic	3	3.2	6	6.1	4	4.0	4	4.0	6	5.9	3	100.0	2	50.0
Asian	25	26.6	29	29.6	32	31.7	31	31.0	29	28.4	4	16.0	-2	-6.5
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	4	4.3	8	8.2	4	4.0	7	7.0	8	7.8	4	100.0	1	14.3
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Muti-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>SCE Total</b>	<b>94</b>	<b>100.0</b>	<b>98</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>8</b>	<b>8.5</b>	<b>2</b>	<b>2.0</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

**Faculty by Gender:**

Gender	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col%	Count	Col%	Count	Col%	Count	Col%	Difference	% Change	Difference	% Change
Female	24	25.5	25	25.5	28	27.7	29	29.0	31	30.4	7	29.2	2	6.9
Male	70	74.5	73	74.5	73	72.3	71	71.0	71	69.6	1	1.4	0	0.0
<b>SCE Total</b>	<b>94</b>	<b>100.0</b>	<b>98</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>8</b>	<b>8.5</b>	<b>2</b>	<b>2.0</b>

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**5 - Year Trend Faculty Demographics**

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

Faculty by Area of Instruction:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ASTR	Astronomy and Space Science	4	3.4	3	2.4	3	2.3	3	2.3	4	3.0	0	0.0	1	33.3
BIOL	Biology	20	16.8	20	16.0	21	15.8	24	18.5	21	15.7	1	5.0	-3	-12.5
BIOT	Biotechnology	2	1.7	6	4.8	7	5.3	7	5.4	6	4.5	4	200.0	-1	-14.3
CENG	Computer Engineering	10	8.4	11	8.8	10	7.5	10	7.7	10	7.5	0	0.0	0	0.0
CHEM	Chemistry	9	7.6	12	9.6	10	7.5	12	9.2	9	6.7	0	0.0	-3	-25.0
CINF	Computer Information Systems	8	6.7	6	4.8	6	4.5	6	4.6	9	6.7	1	12.5	3	50.0
CSCI	Computer Science	21	17.6	20	16.0	22	16.5	19	14.6	19	14.2	-2	-9.5	0	0.0
EMGT	Engineering Management	2	1.7	2	1.6	3	2.3	3	2.3	3	2.2	1	50.0	0	0.0
ENSC	Environmental Science	5	4.2	5	4.0	5	3.8	6	4.6	5	3.7	0	0.0	-1	-16.7
GEOL	Geology	3	2.5	4	3.2	6	4.5	5	3.8	5	3.7	2	66.7	0	0.0
INDH	Industrial Hygiene and Safety	5	4.2	4	3.2	4	3.0	5	3.8	5	3.7	0	0.0	0	0.0
ITEC	Information Technology	0	0.0	0	0.0	0	0.0	0	0.0	5	3.7	5	n/a	5	n/a
MATH	Mathematics	12	10.1	12	9.6	14	10.5	14	10.8	13	9.7	1	8.3	-1	-7.1
PHYS	Physics	6	5.0	10	8.0	8	6.0	6	4.6	9	6.7	3	50.0	3	50.0
SENG	Systems Engineering	5	4.2	4	3.2	6	4.5	4	3.1	5	3.7	0	0.0	1	25.0
STAT	Statistics	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	0	0.0	0	0.0
SWEN	Software Engineering	5	4.2	4	3.2	6	4.5	4	3.1	4	3.0	-1	-20.0	0	0.0
<b>School Total</b>		<b>119</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>15</b>	<b>12.6</b>	<b>4</b>	<b>3.1</b>

\* ITEC Information Technology had need added to SCE as of Fall 2012

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**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:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ASTR Astronomy and Space Science	48	44	43	46	58	58	58	59	56	55
BIOL Biology	50	50	51	51	51	51	52	52	53	53
BIOT Biotechnology	40	40	49	49	50	52	49	49	52	52
CENG Computer Engineering	55	55	45	48	52	53	53	54	54	55
CHEM Chemistry	47	44	47	46	48	47	49	48	49	44
CINF Computer Information Systems	47	48	46	47	50	48	50	48	48	46
CSCI Computer Science	50	51	50	52	50	51	51	53	52	54
EMGT Engineering Management	50	50	51	51	45	43	46	44	47	45
ENSC Environmental Science	44	44	49	51	47	46	46	45	49	48
GEOL Geology	53	53	53	52	54	53	54	53	54	53
INDH Industrial Hygiene and Safety	50	51	48	46	53	55	50	50	54	57
ITEC Information Technology	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	48	46
MATH Mathematics	49	51	50	49	51	50	52	51	52	49
PHYS Physics	46	45	51	50	49	49	49	49	47	44
SENG Systems Engineering	56	56	53	52	47	43	52	52	51	46
STAT Statistics	40	40	58	58	59	59	60	60	61	61
SWEN Software Engineering	53	53	54	55	55	55	56	57	57	58
<b>School Mean and Median Age</b>	50	50	50	49	51	51	51	51	52	52

\* ITEC Information Technology had need added to SCE as of Fall 2012

**University of Houston - Clear Lake**  
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**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**5 - Year Trend Faculty Demographics**

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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR</b>	<b>Astronomy and Space Science</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	1	0.8	1	0.7	1	n/a	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	4	3.4	3	2.4	3	2.3	2	1.5	3	2.2	-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
<b>BIOL</b>	<b>Biology</b>														
	Professor	3	2.5	2	1.6	3	2.3	3	2.3	3	2.2	0	0.0	0	0.0
	Associate Professor	5	4.2	5	4.0	4	3.0	6	4.6	5	3.7	0	0.0	-1	-16.7
	Assistant Professor	2	1.7	2	1.6	4	3.0	1	0.8	2	1.5	0	0.0	1	100.0
	Instructor	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	n/a	-1	-100.0
	Other Faculty	10	8.4	11	8.8	10	7.5	13	10.0	11	8.2	1	10.0	-2	-15.4
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BIOT</b>	<b>Biotechnology</b>														
	Professor	0	0.0	1	0.8	1	0.8	1	0.8	1	0.7	1	n/a	0	0.0
	Associate Professor	0	0.0	0	0.0	1	0.8	1	0.8	1	0.7	1	n/a	0	0.0
	Assistant Professor	2	1.7	3	2.4	3	2.3	2	1.5	2	1.5	0	0.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	n/a	-1	-100.0
	Other Faculty	0	0.0	2	1.6	2	1.5	2	1.5	2	1.5	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
<b>CENG</b>	<b>Computer Engineering</b>														
	Professor	1	0.8	2	1.6	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0
	Associate Professor	3	2.5	1	0.8	2	1.5	2	1.5	2	1.5	-1	-33.3	0	0.0
	Assistant Professor	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	0	0.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	4	3.4	3	2.4	4	3.0	4	3.1	4	3.0	0	0.0	0	0.0
	Teaching Assistant	0	0.0	3	2.4	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**5 - Year Trend Faculty Demographics**

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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>CHEM</b>	<b>Chemistry</b>														
	Professor	2	1.7	3	2.4	3	2.3	3	2.3	3	2.2	1	50.0	0	0.0
	Associate Professor	3	2.5	2	1.6	2	1.5	2	1.5	2	1.5	-1	-33.3	0	0.0
	Assistant Professor	1	0.8	2	1.6	0	0.0	2	1.5	1	0.7	0	0.0	-1	-50.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	3	2.5	5	4.0	5	3.8	5	3.8	3	2.2	0	0.0	-2	-40.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>CINF</b>	<b>Computer Information Systems</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	5	4.2	3	2.4	3	2.3	2	1.5	3	2.2	-2	-40.0	1	50.0
	Assistant Professor	0	0.0	0	0.0	0	0.0	1	0.8	2	1.5	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	3	2.5	3	2.4	3	2.3	3	2.3	4	3.0	1	33.3	1	33.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>CSCI</b>	<b>Computer Science</b>														
	Professor	3	2.5	4	3.2	5	3.8	5	3.8	5	3.7	2	66.7	0	0.0
	Associate Professor	10	8.4	8	6.4	7	5.3	6	4.6	5	3.7	-5	-50.0	-1	-16.7
	Assistant Professor	0	0.0	2	1.6	1	0.8	2	1.5	3	2.2	3	n/a	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	8	6.7	6	4.8	9	6.8	6	4.6	6	4.5	-2	-25.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>EMGT</b>	<b>Engineering Management</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Assistant Professor	1	0.8	1	0.8	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	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

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**5 - Year Trend Faculty Demographics**

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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ENSC</b>	<b>Environmental Science</b>														
	Professor	1	0.8	3	2.4	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0
	Associate Professor	1	0.8	1	0.8	1	0.8	2	1.5	2	1.5	1	100.0	0	0.0
	Assistant Professor	1	0.8	0	0.0	1	0.8	1	0.8	1	0.7	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	2	1.7	1	0.8	1	0.8	1	0.8	0	0.0	-2	-100.0	-1	-100.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>GEOL</b>	<b>Geology</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	n/a	-1	-100.0
	Assistant Professor	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	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	2	1.7	3	2.4	5	3.8	3	2.3	4	3.0	2	100.0	1	33.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Professor	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	Associate Professor	0	0.0	0	0.0	0	0.0	1	0.8	1	0.7	1	n/a	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	3	2.5	2	1.6	2	1.5	3	2.3	3	2.2	0	0.0	0	0.0
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>ITEC</b>	<b>Information Technology</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
	Assistant Professor	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	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



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Faculty by Rank:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>MATH</b>	<b>Mathematics</b>														
	Professor	1	0.8	2	1.6	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0
	Associate Professor	3	2.5	4	3.2	3	2.3	4	3.1	3	2.2	0	0.0	-1	-25.0
	Assistant Professor	2	1.7	1	0.8	1	0.8	1	0.8	0	0.0	-2	-100.0	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	6	5.0	5	4.0	8	6.0	7	5.4	8	6.0	2	33.3	1	14.3
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>PHYS</b>	<b>Physics</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	2	1.7	1	0.8	2	1.5	2	1.5	4	3.0	2	100.0	2	100.0
	Assistant Professor	1	0.8	2	1.6	1	0.8	1	0.8	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	2.5	7	5.6	5	3.8	3	2.3	5	3.7	2	66.7	2	66.7
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>SENG</b>	<b>Systems Engineering</b>														
	Professor	0	0.0	0	0.0	0	0.0	1	0.8	1	0.7	1	n/a	0	0.0
	Associate Professor	2	1.7	2	1.6	2	1.5	1	0.8	2	1.5	0	0.0	1	100.0
	Assistant Professor	1	0.8	1	0.8	4	3.0	2	1.5	2	1.5	1	100.0	0	0.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	2	1.7	1	0.8	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>STAT</b>	<b>Statistics</b>														
	Professor	0	0.0	1	0.8	1	0.8	1	0.8	1	0.7	1	n/a	0	0.0
	Associate Professor	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	Assistant Professor	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	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

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**5 - Year Trend Faculty Demographics**

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Faculty by Rank: Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>SWEN Software Engineering</b>														
Professor	0	0.0	0	0.0	0	0.0	1	0.8	1	0.7	1	n/a	0	0.0
Associate Professor	4	3.4	3	2.4	4	3.0	2	1.5	2	1.5	-2	-50.0	0	0.0
Assistant Professor	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Other Faculty	0	0.0	0	0.0	1	0.8	0	0.0	0	0.0	0	n/a	0	n/a
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>School Total</b>	<b>119</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>15</b>	<b>12.6</b>	<b>4</b>	<b>3.1</b>

\* ITEC Information Technology had need added to SCE as of Fall 2012

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Faculty by Tenure Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR</b>	<b>Astronomy and Space Science</b>														
	Non-tenured	4	3.4	3	2.4	3	2.3	2	1.5	3	2.2	-1	-25.0	1	50.0
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	n/a	1	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	n/a	-1	-100.0
<b>BIOL</b>	<b>Biology</b>														
	Non-tenured	10	8.4	11	8.8	10	7.5	13	10.0	11	8.2	1	10.0	-2	-15.4
	Tenured	8	6.7	7	5.6	7	5.3	8	6.2	8	6.0	0	0.0	0	0.0
	On tenure track	2	1.7	2	1.6	4	3.0	3	2.3	2	1.5	0	0.0	-1	-33.3
<b>BIOT</b>	<b>Biotechnology</b>														
	Non-tenured	0	0.0	2	1.6	2	1.5	2	1.5	2	1.5	2	n/a	0	0.0
	Tenured	0	0.0	1	0.8	2	1.5	2	1.5	2	1.5	2	n/a	0	0.0
	On tenure track	2	1.7	3	2.4	3	2.3	3	2.3	2	1.5	0	0.0	-1	-33.3
<b>CENG</b>	<b>Computer Engineering</b>														
	Non-tenured	4	3.4	6	4.8	4	3.0	4	3.1	4	3.0	0	0.0	0	0.0
	Tenured	4	3.4	3	2.4	4	3.0	4	3.1	4	3.0	0	0.0	0	0.0
	On tenure track	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	0	0.0	0	0.0
<b>CHEM</b>	<b>Chemistry</b>														
	Non-tenured	3	2.5	5	4.0	5	3.8	5	3.8	3	2.2	0	0.0	-2	-40.0
	Tenured	5	4.2	5	4.0	5	3.8	5	3.8	5	3.7	0	0.0	0	0.0
	On tenure track	1	0.8	2	1.6	0	0.0	2	1.5	1	0.7	0	0.0	-1	-50.0
<b>CINF</b>	<b>Computer Information Systems</b>														
	Non-tenured	3	2.5	3	2.4	3	2.3	3	2.3	4	3.0	1	33.3	1	33.3
	Tenured	4	3.4	3	2.4	3	2.3	2	1.5	3	2.2	-1	-25.0	1	50.0
	On tenure track	1	0.8	0	0.0	0	0.0	1	0.8	2	1.5	1	100.0	1	100.0
<b>CSCI</b>	<b>Computer Science</b>														
	Non-tenured	8	6.7	6	4.8	9	6.8	6	4.6	6	4.5	-2	-25.0	0	0.0
	Tenured	12	10.1	12	9.6	12	9.0	11	8.5	10	7.5	-2	-16.7	-1	-9.1
	On tenure track	1	0.8	2	1.6	1	0.8	2	1.5	3	2.2	2	200.0	1	50.0
<b>EMGT</b>	<b>Engineering Management</b>														
	Non-tenured	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	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	0.8	1	0.8	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0

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**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ENSC</b>	<b>Environmental Science</b>														
	Non-tenured	2	1.7	1	0.8	1	0.8	1	0.8	0	0.0	-2	-100.0	-1	-100.0
	Tenured	2	1.7	4	3.2	3	2.3	4	3.1	4	3.0	2	100.0	0	0.0
	On tenure track	1	0.8	0	0.0	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
<b>GEOL</b>	<b>Geology</b>														
	Non-tenured	2	1.7	3	2.4	5	3.8	3	2.3	4	3.0	2	100.0	1	33.3
	Tenured	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	n/a	-1	-100.0
	On tenure track	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Non-tenured	3	2.5	2	1.6	2	1.5	3	2.3	3	2.2	0	0.0	0	0.0
	Tenured	1	0.8	1	0.8	1	0.8	2	1.5	2	1.5	1	100.0	0	0.0
	On tenure track	1	0.8	1	0.8	1	0.8	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>ITEC</b>	<b>Information Technology</b>														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	n/a	1	n/a
	Tenured	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
	On tenure track	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
<b>MATH</b>	<b>Mathematics</b>														
	Non-tenured	6	5.0	5	4.0	8	6.0	7	5.4	8	6.0	2	33.3	1	14.3
	Tenured	5	4.2	6	4.8	5	3.8	6	4.6	5	3.7	0	0.0	-1	-16.7
	On tenure track	1	0.8	1	0.8	1	0.8	1	0.8	0	0.0	-1	-100.0	-1	-100.0
<b>PHYS</b>	<b>Physics</b>														
	Non-tenured	3	2.5	7	5.6	5	3.8	3	2.3	5	3.7	2	66.7	2	66.7
	Tenured	2	1.7	1	0.8	2	1.5	1	0.8	3	2.2	1	50.0	2	200.0
	On tenure track	1	0.8	2	1.6	1	0.8	2	1.5	1	0.7	0	0.0	-1	-50.0
<b>SENG</b>	<b>Systems Engineering</b>														
	Non-tenured	2	1.7	1	0.8	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a
	Tenured	2	1.7	2	1.6	2	1.5	2	1.5	3	2.2	1	50.0	1	50.0
	On tenure track	1	0.8	1	0.8	4	3.0	2	1.5	2	1.5	1	100.0	0	0.0
<b>STAT</b>	<b>Statistics</b>														
	Non-tenured	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Tenured	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	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

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**Office of Institutional Research**  
**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**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: Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>SWEN Software Engineering</b>														
Non-tenured	0	0.0	0	0.0	1	0.8	0	0.0	0	0.0	0	n/a	0	n/a
Tenured	4	3.4	3	2.4	4	3.0	3	2.3	3	2.2	-1	-25.0	0	0.0
On tenure track	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
<b>School Total</b>	<b>119</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>15</b>	<b>12.6</b>	<b>4</b>	<b>3.1</b>

\* ITEC Information Technology had need added to SCE as of Fall 2012

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

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

Faculty by FT/PT Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR</b>	<b>Astronomy and Space Science</b>														
	Full-time	0	0.0	0	0.0	0	0.0	1	0.8	1	0.7	1	n/a	0	0.0
	Part-time	4	3.4	3	2.4	3	2.3	2	1.5	3	2.2	-1	-25.0	1	50.0
<b>BIOL</b>	<b>Biology</b>														
	Full-time	10	8.4	9	7.2	11	8.3	11	8.5	10	7.5	0	0.0	-1	-9.1
	Part-time	10	8.4	11	8.8	10	7.5	13	10.0	11	8.2	1	10.0	-2	-15.4
<b>BIOT</b>	<b>Biotechnology</b>														
	Full-time	2	1.7	4	3.2	5	3.8	5	3.8	4	3.0	2	100.0	-1	-20.0
	Part-time	0	0.0	2	1.6	2	1.5	2	1.5	2	1.5	2	n/a	0	0.0
<b>CENG</b>	<b>Computer Engineering</b>														
	Full-time	6	5.0	5	4.0	6	4.5	6	4.6	6	4.5	0	0.0	0	0.0
	Part-time	4	3.4	6	4.8	4	3.0	4	3.1	4	3.0	0	0.0	0	0.0
<b>CHEM</b>	<b>Chemistry</b>														
	Full-time	6	5.0	7	5.6	5	3.8	7	5.4	6	4.5	0	0.0	-1	-14.3
	Part-time	3	2.5	5	4.0	5	3.8	5	3.8	3	2.2	0	0.0	-2	-40.0
<b>CINF</b>	<b>Computer Information Systems</b>														
	Full-time	5	4.2	3	2.4	3	2.3	3	2.3	5	3.7	0	0.0	2	66.7
	Part-time	3	2.5	3	2.4	3	2.3	3	2.3	4	3.0	1	33.3	1	33.3
<b>CSCI</b>	<b>Computer Science</b>														
	Full-time	13	10.9	14	11.2	13	9.8	13	10.0	13	9.7	0	0.0	0	0.0
	Part-time	8	6.7	6	4.8	9	6.8	6	4.6	6	4.5	-2	-25.0	0	0.0
<b>EMGT</b>	<b>Engineering Management</b>														
	Full-time	1	0.8	1	0.8	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0
	Part-time	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
<b>ENSC</b>	<b>Environmental Science</b>														
	Full-time	3	2.5	4	3.2	4	3.0	5	3.8	5	3.7	2	66.7	0	0.0
	Part-time	2	1.7	1	0.8	1	0.8	1	0.8	0	0.0	-2	-100.0	-1	-100.0
<b>GEOL</b>	<b>Geology</b>														
	Full-time	1	0.8	1	0.8	1	0.8	2	1.5	1	0.7	0	0.0	-1	-50.0
	Part-time	2	1.7	3	2.4	5	3.8	3	2.3	4	3.0	2	100.0	1	33.3
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Full-time	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	0	0.0	0	0.0
	Part-time	3	2.5	2	1.6	2	1.5	3	2.3	3	2.2	0	0.0	0	0.0

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**5 - Year Trend Faculty Demographics**

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

Faculty by FT/PT Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ITEC Information Technology</b>															
	Full-time	0	0.0	0	0.0	0	0.0	0	0.0	4	3.0	4	n/a	4	n/a
	Part-time	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	n/a	1	n/a
<b>MATH Mathematics</b>															
	Full-time	6	5.0	7	5.6	6	4.5	7	5.4	5	3.7	-1	-16.7	-2	-28.6
	Part-time	6	5.0	5	4.0	8	6.0	7	5.4	8	6.0	2	33.3	1	14.3
<b>PHYS Physics</b>															
	Full-time	3	2.5	3	2.4	3	2.3	3	2.3	4	3.0	1	33.3	1	33.3
	Part-time	3	2.5	7	5.6	5	3.8	3	2.3	5	3.7	2	66.7	2	66.7
<b>SENG Systems Engineering</b>															
	Full-time	3	2.5	3	2.4	6	4.5	4	3.1	5	3.7	2	66.7	1	25.0
	Part-time	2	1.7	1	0.8	0	0.0	0	0.0	0	0.0	-2	-100.0	0	n/a
<b>STAT Statistics</b>															
	Full-time	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	0	0.0	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
<b>SWEN Software Engineering</b>															
	Full-time	5	4.2	4	3.2	5	3.8	4	3.1	4	3.0	-1	-20.0	0	0.0
	Part-time	0	0.0	0	0.0	1	0.8	0	0.0	0	0.0	0	n/a	0	n/a
<b>School Total</b>		<b>119</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>15</b>	<b>12.6</b>	<b>4</b>	<b>3.1</b>

\* ITEC Information Technology had need added to SCE as of Fall 2012

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR</b>	<b>Astronomy and Space Science</b>														
	White	4	3.4	2	1.6	2	1.5	3	2.3	3	2.2	-1	-25.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	1	0.8	1	0.8	0	0.0	1	0.7	1	n/a	1	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BIOL</b>	<b>Biology</b>														
	White	13	10.9	13	10.4	13	9.8	15	11.5	16	11.9	3	23.1	1	6.7
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	3	2.5	3	2.4	3	2.3	1	0.8	2	1.5	-1	-33.3	1	100.0
	Asian	4	3.4	4	3.2	5	3.8	8	6.2	3	2.2	-1	-25.0	-5	-62.5
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>BIOT</b>	<b>Biotechnology</b>														
	White	0	0.0	2	1.6	3	2.3	2	1.5	2	1.5	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	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	Asian	1	0.8	3	2.4	3	2.3	4	3.1	3	2.2	2	200.0	-1	-25.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a



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**5 - Year Trend Faculty Demographics**

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

Faculty by Ethnicity*:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>CENG</b>	<b>Computer Engineering</b>														
	White	9	7.6	6	4.8	8	6.0	8	6.2	7	5.2	-2	-22.2	-1	-12.5
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	1	0.8	1	0.8	1	0.8	1	0.8	2	1.5	1	100.0	1	100.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	4	3.2	1	0.8	1	0.8	1	0.7	1	n/a	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>CHEM</b>	<b>Chemistry</b>														
	White	4	3.4	5	4.0	4	3.0	4	3.1	3	2.2	-1	-25.0	-1	-25.0
	Black	1	0.8	1	0.8	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	4	3.4	6	4.8	5	3.8	6	4.6	4	3.0	0	0.0	-2	-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	0.8	2	1.5	2	1.5	2	n/a	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>CINF</b>	<b>Computer Information Systems</b>														
	White	2	1.7	2	1.6	3	2.3	3	2.3	3	2.2	1	50.0	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	0.8	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	1	n/a
	Asian	4	3.4	3	2.4	3	2.3	2	1.5	4	3.0	0	0.0	2	100.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	1	0.8	1	0.8	0	0.0	1	0.8	1	0.7	0	0.0	0	0.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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

Faculty by Ethnicity*:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>CSCI Computer Science</b>															
	White	9	7.6	7	5.6	9	6.8	6	4.6	6	4.5	-3	-33.3	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	Asian	10	8.4	10	8.0	11	8.3	10	7.7	11	8.2	1	10.0	1	10.0
	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	2	1.6	1	0.8	2	1.5	1	0.7	0	0.0	-1	-50.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>EMGT Engineering Management</b>															
	White	1	0.8	1	0.8	1	0.8	1	0.8	2	1.5	1	100.0	1	100.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	1	0.8	1	0.8	0	0.0	0	n/a	-1	-100.0
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>ENSC Environmental Science</b>															
	White	3	2.5	2	1.6	2	1.5	2	1.5	2	1.5	-1	-33.3	0	0.0
	Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	1	0.8	1	0.8	1	0.8	1	0.7	1	n/a	0	0.0
	Asian	1	0.8	1	0.8	2	1.5	3	2.3	2	1.5	1	100.0	-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	1	0.8	1	0.8	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>GEOL Geology</b>														
White	2	1.7	3	2.4	5	3.8	3	2.3	4	3.0	2	100.0	1	33.3
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	1	0.8	0	0.0	0	n/a	-1	-100.0
Asian	1	0.8	0	0.0	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	0.8	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>INDH Industrial Hygiene and Safety</b>														
White	4	3.4	2	1.6	4	3.0	4	3.1	4	3.0	0	0.0	0	0.0
Black	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Hispanic	0	0.0	2	1.6	0	0.0	1	0.8	1	0.7	1	n/a	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>ITEC Information Technology</b>														
White	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	0	0.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	n/a	0	0.0
Asian	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	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	2	1.5	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>MATH Mathematics</b>														
White	8	6.7	7	5.6	9	6.8	8	6.2	8	6.0	0	0.0	0	0.0
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	4	3.4	5	4.0	5	3.8	5	3.8	4	3.0	0	0.0	-1	-20.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	1	0.8	1	0.7	1	n/a	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>PHYS Physics</b>														
White	4	3.4	8	6.4	6	4.5	4	3.1	5	3.7	1	25.0	1	25.0
Black	1	0.8	0	0.0	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
Asian	1	0.8	2	1.6	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>SENG Systems Engineering</b>														
White	4	3.4	3	2.4	4	3.0	3	2.3	5	3.7	1	25.0	2	66.7
Black	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	0.8	2	1.5	1	0.8	0	0.0	0	n/a	-1	-100.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change			
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change		
<b>STAT Statistics</b>																
White	1	0.8	0	0.0	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	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	0.0	0	n/a	0	n/a
Asian	1	0.8	2	1.6	2	1.5	2	1.5	2	1.5	2	1.5	1	100.0	0	0.0
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	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	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

**SWEN Software Engineering**

White	4	3.4	3	2.4	5	3.8	3	2.3	3	2.2	3	2.2	-1	-25.0	0	0.0
Black	0	0.0	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	0.0	0	n/a	0	n/a
Asian	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	1	0.8	1	0.8	1	0.8	1	0.7	1	0.7	1	n/a	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>School Total</b>	<b>119</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>15</b>	<b>12.6</b>	<b>4</b>	<b>3.1</b>		

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

\* ITEC Information Technology had need added to SCE as of Fall 2012

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Faculty by Gender:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ASTR</b>	<b>Astronomy and Space Science</b>														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
	Male	4	3.4	3	2.4	3	2.3	3	2.3	2	1.5	-2	-50.0	-1	-33.3
<b>BIOL</b>	<b>Biology</b>														
	Female	5	4.2	6	4.8	5	3.8	7	5.4	6	4.5	1	20.0	-1	-14.3
	Male	15	12.6	14	11.2	16	12.0	17	13.1	15	11.2	0	0.0	-2	-11.8
<b>BIOT</b>	<b>Biotechnology</b>														
	Female	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	Male	1	0.8	5	4.0	6	4.5	6	4.6	5	3.7	4	400.0	-1	-16.7
<b>CENG</b>	<b>Computer Engineering</b>														
	Female	2	1.7	3	2.4	2	1.5	2	1.5	2	1.5	0	0.0	0	0.0
	Male	8	6.7	8	6.4	8	6.0	8	6.2	8	6.0	0	0.0	0	0.0
<b>CHEM</b>	<b>Chemistry</b>														
	Female	2	1.7	3	2.4	4	3.0	6	4.6	4	3.0	2	100.0	-2	-33.3
	Male	7	5.9	9	7.2	6	4.5	6	4.6	5	3.7	-2	-28.6	-1	-16.7
<b>CINF</b>	<b>Computer Information Systems</b>														
	Female	3	2.5	3	2.4	2	1.5	2	1.5	3	2.2	0	0.0	1	50.0
	Male	5	4.2	3	2.4	4	3.0	4	3.1	6	4.5	1	20.0	2	50.0
<b>CSCI</b>	<b>Computer Science</b>														
	Female	5	4.2	6	4.8	5	3.8	4	3.1	5	3.7	0	0.0	1	25.0
	Male	16	13.4	14	11.2	17	12.8	15	11.5	14	10.4	-2	-12.5	-1	-6.7
<b>EMGT</b>	<b>Engineering Management</b>														
	Female	0	0.0	0	0.0	1	0.8	1	0.8	1	0.7	1	n/a	0	0.0
	Male	2	1.7	2	1.6	2	1.5	2	1.5	2	1.5	0	0.0	0	0.0
<b>ENSC</b>	<b>Environmental Science</b>														
	Female	1	0.8	1	0.8	1	0.8	2	1.5	2	1.5	1	100.0	0	0.0
	Male	4	3.4	4	3.2	4	3.0	4	3.1	3	2.2	-1	-25.0	-1	-25.0
<b>GEOL</b>	<b>Geology</b>														
	Female	1	0.8	2	1.6	2	1.5	1	0.8	2	1.5	1	100.0	1	100.0
	Male	2	1.7	2	1.6	4	3.0	4	3.1	3	2.2	1	50.0	-1	-25.0
<b>INDH</b>	<b>Industrial Hygiene and Safety</b>														
	Female	1	0.8	0	0.0	1	0.8	1	0.8	0	0.0	-1	-100.0	-1	-100.0
	Male	4	3.4	4	3.2	3	2.3	4	3.1	5	3.7	1	25.0	1	25.0

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**School of Science and Computer Engineering Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ITEC</b>	<b>Information Technology</b>														
	Female	0	0.0	0	0.0	0	0.0	0	0.0	3	2.2	3	n/a	3	n/a
	Male	0	0.0	0	0.0	0	0.0	0	0.0	2	1.5	2	n/a	2	n/a
<b>MATH</b>	<b>Mathematics</b>														
	Female	5	4.2	4	3.2	6	4.5	6	4.6	7	5.2	2	40.0	1	16.7
	Male	7	5.9	8	6.4	8	6.0	8	6.2	6	4.5	-1	-14.3	-2	-25.0
<b>PHYS</b>	<b>Physics</b>														
	Female	2	1.7	3	2.4	4	3.0	1	0.8	3	2.2	1	50.0	2	200.0
	Male	4	3.4	7	5.6	4	3.0	5	3.8	6	4.5	2	50.0	1	20.0
<b>SENG</b>	<b>Systems Engineering</b>														
	Female	0	0.0	0	0.0	2	1.5	2	1.5	2	1.5	2	n/a	0	0.0
	Male	5	4.2	4	3.2	4	3.0	2	1.5	3	2.2	-2	-40.0	1	50.0
<b>STAT</b>	<b>Statistics</b>														
	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	1.5	2	1.5	2	1.5	0	0.0	0	0.0
<b>SWEN</b>	<b>Software Engineering</b>														
	Female	1	0.8	1	0.8	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
	Male	4	3.4	3	2.4	5	3.8	3	2.3	3	2.2	-1	-25.0	0	0.0
<b>School Total</b>		<b>119</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>	<b>130</b>	<b>100.0</b>	<b>134</b>	<b>100.0</b>	<b>15</b>	<b>12.6</b>	<b>4</b>	<b>3.1</b>

\* ITEC Information Technology had need added to SCE as of Fall 2012

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Education Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Mean and Median Age:</b>										
Age	51	55	51	54	51	52	51	53	52	54

Rank	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Professor	6	3.9	8	5.3	8	5.4	8	5.9	7	6.1	1	16.7	-1	-12.5
Associate Professor	16	10.5	14	9.3	14	9.5	15	11.0	15	13.2	-1	-6.3	0	0.0
Assistant Professor	14	9.2	15	9.9	18	12.2	22	16.2	18	15.8	4	28.6	-4	-18.2
Instructor	2	1.3	2	1.3	1	0.7	0	0.0	0	0.0	-2	-100.0	0	n/a
Other Faculty	114	74.5	110	72.8	105	71.4	91	66.9	73	64.0	-41	-36.0	-18	-19.8
Teaching Assistant	1	0.7	2	1.3	1	0.7	0	0.0	1	0.9	0	0.0	1	n/a
<b>SOE Total</b>	<b>153</b>	<b>100.0</b>	<b>151</b>	<b>100.0</b>	<b>147</b>	<b>100.0</b>	<b>136</b>	<b>100.0</b>	<b>114</b>	<b>100.0</b>	<b>-39</b>	<b>-25.5</b>	<b>-22</b>	<b>-16.2</b>

Tenure	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Non-tenured faculty	115	75.2	112	74.2	106	72.1	91	66.9	74	64.9	-41	-35.7	-17	-18.7
Tenured faculty	22	14.4	21	13.9	21	14.3	22	16.2	22	19.3	0	0.0	0	0.0
On tenure track faculty	16	10.5	18	11.9	20	13.6	23	16.9	18	15.8	2	12.5	-5	-21.7
<b>SOE Total</b>	<b>153</b>	<b>100.0</b>	<b>151</b>	<b>100.0</b>	<b>147</b>	<b>100.0</b>	<b>136</b>	<b>100.0</b>	<b>114</b>	<b>100.0</b>	<b>-39</b>	<b>-25.5</b>	<b>-22</b>	<b>-16.2</b>

FT/PT Status	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Full-time	38	24.8	39	25.8	41	27.9	45	33.1	40	35.1	2	5.3	-5	-11.1
Part-time	115	75.2	112	74.2	106	72.1	91	66.9	74	64.9	-41	-35.7	-17	-18.7
<b>SOE Total</b>	<b>153</b>	<b>100.0</b>	<b>151</b>	<b>100.0</b>	<b>147</b>	<b>100.0</b>	<b>136</b>	<b>100.0</b>	<b>114</b>	<b>100.0</b>	<b>-39</b>	<b>-25.5</b>	<b>-22</b>	<b>-16.2</b>



**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Education Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
White	123	80.4	119	78.8	118	80.3	104	76.5	85	74.6	-38	-30.9	-19	-18.3
Black	19	12.4	18	11.9	12	8.2	15	11.0	13	11.4	-6	-31.6	-2	-13.3
Hispanic	11	7.2	13	8.6	13	8.8	14	10.3	13	11.4	2	18.2	-1	-7.1
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	1	0.7	1	0.7	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	1	0.9	1	n/a	1	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Muti-Racial	0	0.0	0	0.0	3	2.0	3	2.2	2	1.8	2	n/a	-1	-33.3
<b>SOE Total</b>	<b>153</b>	<b>100.0</b>	<b>151</b>	<b>100.0</b>	<b>147</b>	<b>100.0</b>	<b>136</b>	<b>100.0</b>	<b>114</b>	<b>100.0</b>	<b>-39</b>	<b>-25.5</b>	<b>-22</b>	<b>-16.2</b>

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

**Faculty by Gender:**

Gender	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
Female	116	75.8	119	78.8	119	81.0	114	83.8	95	83.3	-21	-18.1	-19	-16.7
Male	37	24.2	32	21.2	28	19.0	22	16.2	19	16.7	-18	-48.6	-3	-13.6
<b>SOE Total</b>	<b>153</b>	<b>100.0</b>	<b>151</b>	<b>100.0</b>	<b>147</b>	<b>100.0</b>	<b>136</b>	<b>100.0</b>	<b>114</b>	<b>100.0</b>	<b>-39</b>	<b>-25.5</b>	<b>-22</b>	<b>-16.2</b>

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

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

Faculty by Area of Instruction:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
ADSU	Administration and Supervision	31	17.7	22	12.1	11	6.3	10	6.1	7	5.0	-24	-77.4	-3	-30.0
COUN	Counseling	13	7.4	12	6.6	10	5.7	11	6.7	11	7.9	-2	-15.4	0	0.0
ECED	Early Childhood Education	12	6.9	18	9.9	15	8.6	14	8.5	12	8.6	0	0.0	-2	-14.3
EDLS	Educational Leadership	0	0.0	13	7.1	20	11.5	20	12.2	18	12.9	18	n/a	-2	-10.0
EDUC	Education	21	12.0	25	13.7	18	10.3	15	9.1	12	8.6	-9	-42.9	-3	-20.0
GEOG	Geography*	2	1.1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
INST	Instructional Technology	10	5.7	15	8.2	18	10.3	12	7.3	9	6.5	-1	-10.0	-3	-25.0
LLLS	Literacy, Language, and Library Science	20	11.4	20	11.0	20	11.5	17	10.4	13	9.4	-7	-35.0	-4	-23.5
SILC	Studies in Language and Culture	15	8.6	14	7.7	16	9.2	13	7.9	12	8.6	-3	-20.0	-1	-7.7
SPED	Special Education	5	2.9	5	2.7	5	2.9	8	4.9	5	3.6	0	0.0	-3	-37.5
TCED	Teacher Education	46	26.3	38	20.9	41	23.6	44	26.8	40	28.8	-6	-13.0	-4	-9.1
<b>School Total</b>		<b>175</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>174</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>-36</b>	<b>-20.6</b>	<b>-25</b>	<b>-15.2</b>

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Education Summary - Fall 2008 to Fall 2012**  
**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:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
ADSU Administration and Supervision	54	56	53	56	52	46	56	59	53	57
COUN Counseling	53	56	52	55	55	57	52	57	52	44
ECED Early Childhood Education	54	57	51	57	51	53	50	51	53	56
EDLS Educational Leadership	0	0	55	59	54	58	53	55	51	50
EDUC Education	50	52	51	53	52	53	52	55	51	50
GEOG Geography*	37	37	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
INST Instructional Technology	48	46	46	40	46	42	48	43	49	43
LLLS Literacy, Language, and Library Science	55	57	53	56	52	53	53	53	54	57
SILC Studies in Language and Culture	50	53	51	52	51	51	49	45	48	46
SPED Special Education	41	37	46	48	45	45	45	43	48	45
TCED Teacher Education	51	54	52	53	52	54	51	53	55	58
<b>School Mean and Median Age</b>	51	55	51	54	51	53	51	53	52	54

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Education Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU Administration and Supervision</b>															
Professor	2	1.1	1	0.5	0	0.0	1	0.6	1	0.7	-1	-50.0	0	0.0	
Associate Professor	2	1.1	1	0.5	1	0.6	1	0.6	2	1.4	0	0.0	1	100.0	
Assistant Professor	4	2.3	3	1.6	2	1.1	3	1.8	1	0.7	-3	-75.0	-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	23	13.1	17	9.3	8	4.6	5	3.0	3	2.2	-20	-87.0	-2	-40.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>COUN Counseling</b>															
Professor	1	0.6	1	0.5	1	0.6	2	1.2	2	1.4	1	100.0	0	0.0	
Associate Professor	2	1.1	2	1.1	1	0.6	2	1.2	2	1.4	0	0.0	0	0.0	
Assistant Professor	1	0.6	3	1.6	3	1.7	3	1.8	3	2.2	2	200.0	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	5.1	6	3.3	5	2.9	4	2.4	4	2.9	-5	-55.6	0	0.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>ECED Early Childhood Education</b>															
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Associate Professor	2	1.1	2	1.1	2	1.1	1	0.6	1	0.7	-1	-50.0	0	0.0	
Assistant Professor	2	1.1	3	1.6	3	1.7	5	3.0	5	3.6	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	8	4.6	13	7.1	10	5.7	8	4.9	6	4.3	-2	-25.0	-2	-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	
<b>EDLS Educational Leadership</b>															
Professor	0	0.0	4	2.2	6	3.4	7	4.3	4	2.9	4	n/a	-3	-42.9	
Associate Professor	0	0.0	3	1.6	6	3.4	6	3.7	6	4.3	6	n/a	0	0.0	
Assistant Professor	0	0.0	4	2.2	5	2.9	6	3.7	6	4.3	6	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	2	1.1	3	1.7	1	0.6	2	1.4	2	n/a	1	100.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	

**University of Houston - Clear Lake**  
**Office of Institutional Research**  
**School of Education Summary - Fall 2008 to Fall 2012**  
**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 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>EDUC</b>	<b>Education</b>														
	Professor	2	1.1	2	1.1	2	1.1	2	1.2	2	1.4	0	0.0	0	0.0
	Associate Professor	7	4.0	5	2.7	3	1.7	2	1.2	2	1.4	-5	-71.4	0	0.0
	Assistant Professor	3	1.7	7	3.8	5	2.9	3	1.8	2	1.4	-1	-33.3	-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	9	5.1	11	6.0	8	4.6	8	4.9	6	4.3	-3	-33.3	-2	-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
<b>GEOG</b>	<b>Geography*</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	1	0.6	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	0	0.0	0	0.0	0	n/a	0	n/a
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Teaching Assistant	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>INST</b>	<b>Instructional Technology</b>														
	Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Associate Professor	3	1.7	3	1.6	3	1.7	3	1.8	3	2.2	0	0.0	0	0.0
	Assistant Professor	0	0.0	0	0.0	1	0.6	1	0.6	0	0.0	0	n/a	-1	-100.0
	Instructor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Other Faculty	7	4.0	12	6.6	14	8.0	8	4.9	5	3.6	-2	-28.6	-3	-37.5
	Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	n/a	1	n/a
<b>LLLS</b>	<b>Literacy, Language, and Library Science</b>														
	Professor	1	0.6	0	0.0	1	0.6	0	0.0	0	0.0	-1	-100.0	0	n/a
	Associate Professor	3	1.7	3	1.6	2	1.1	2	1.2	2	1.4	-1	-33.3	0	0.0
	Assistant Professor	1	0.6	1	0.5	2	1.1	3	1.8	1	0.7	0	0.0	-2	-66.7
	Instructor	1	0.6	1	0.5	1	0.6	0	0.0	0	0.0	-1	-100.0	0	n/a
	Other Faculty	14	8.0	15	8.2	14	8.0	12	7.3	10	7.2	-4	-28.6	-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

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

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

Faculty by Rank:	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change		
	Area	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>SILC Studies in Language and Culture</b>															
Professor	0	0.0	2	1.1	2	1.1	2	1.2	2	1.4	2	n/a	0	0.0	
Associate Professor	3	1.7	1	0.5	2	1.1	2	1.2	1	0.7	-2	-66.7	-1	-50.0	
Assistant Professor	1	0.6	1	0.5	1	0.6	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	11	6.3	10	5.5	11	6.3	9	5.5	9	6.5	-2	-18.2	0	0.0	
Teaching Assistant	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>SPED Special Education</b>															
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Associate Professor	1	0.6	1	0.5	1	0.6	1	0.6	1	0.7	0	0.0	0	0.0	
Assistant Professor	2	1.1	1	0.5	0	0.0	2	1.2	2	1.4	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	2	1.1	3	1.6	3	1.7	5	3.0	2	1.4	0	0.0	-3	-60.0	
Teaching Assistant	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	0	n/a	0	n/a	
<b>TCED Teacher Education</b>															
Professor	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Associate Professor	3	1.7	5	2.7	2	1.1	3	1.8	4	2.9	1	33.3	1	33.3	
Assistant Professor	3	1.7	2	1.1	4	2.3	4	2.4	4	2.9	1	33.3	0	0.0	
Instructor	1	0.6	1	0.5	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a	
Other Faculty	39	22.3	28	15.4	35	20.1	37	22.6	32	23.0	-7	-17.9	-5	-13.5	
Teaching Assistant	0	0.0	2	1.1	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>School Total</b>	<b>175</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>174</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>-36</b>	<b>-20.6</b>	<b>-25</b>	<b>-15.2</b>	

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

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**5 - Year Trend Faculty Demographics**

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

Faculty by Tenure Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU</b>	<b>Administration and Supervision</b>														
	Non-tenured	23	13.1	17	9.3	8	4.6	5	3.0	3	2.2	-20	-87.0	-2	-40.0
	Tenured	4	2.3	2	1.1	1	0.6	2	1.2	3	2.2	-1	-25.0	1	50.0
	On tenure track	4	2.3	3	1.6	2	1.1	3	1.8	1	0.7	-3	-75.0	-2	-66.7
<b>COUN</b>	<b>Counseling</b>														
	Non-tenured	9	5.1	6	3.3	5	2.9	4	2.4	4	2.9	-5	-55.6	0	0.0
	Tenured	3	1.7	3	1.6	2	1.1	4	2.4	4	2.9	1	33.3	0	0.0
	On tenure track	1	0.6	3	1.6	3	1.7	3	1.8	3	2.2	2	200.0	0	0.0
<b>ECED</b>	<b>Early Childhood Education</b>														
	Non-tenured	8	4.6	13	7.1	10	5.7	8	4.9	6	4.3	-2	-25.0	-2	-25.0
	Tenured	2	1.1	2	1.1	2	1.1	1	0.6	1	0.7	-1	-50.0	0	0.0
	On tenure track	2	1.1	3	1.6	3	1.7	5	3.0	5	3.6	3	150.0	0	0.0
<b>EDLS</b>	<b>Educational Leadership</b>														
	Non-tenured	0	0.0	2	1.1	3	1.7	1	0.6	2	1.4	2	n/a	1	100.0
	Tenured	0	0.0	7	3.8	12	6.9	13	7.9	10	7.2	10	n/a	-3	-23.1
	On tenure track	0	0.0	4	2.2	5	2.9	6	3.7	6	4.3	6	n/a	0	0.0
<b>EDUC</b>	<b>Education</b>														
	Non-tenured	9	5.1	11	6.0	8	4.6	8	4.9	6	4.3	-3	-33.3	-2	-25.0
	Tenured	9	5.1	7	3.8	5	2.9	4	2.4	4	2.9	-5	-55.6	0	0.0
	On tenure track	3	1.7	7	3.8	5	2.9	3	1.8	2	1.4	-1	-33.3	-1	-33.3
<b>GEOG</b>	<b>Geography*</b>														
	Non-tenured	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Tenured	1	0.6	0	0.0	0	0.0	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
<b>INST</b>	<b>Instructional Technology</b>														
	Non-tenured	7	4.0	12	6.6	14	8.0	8	4.9	6	4.3	-1	-14.3	-2	-25.0
	Tenured	3	1.7	3	1.6	3	1.7	3	1.8	3	2.2	0	0.0	0	0.0
	On tenure track	0	0.0	0	0.0	1	0.6	1	0.6	0	0.0	0	n/a	-1	-100.0
<b>LLLS</b>	<b>Literacy, Language, and Library Science</b>														
	Non-tenured	14	8.0	15	8.2	14	8.0	12	7.3	10	7.2	-4	-28.6	-2	-16.7
	Tenured	4	2.3	3	1.6	3	1.7	2	1.2	2	1.4	-2	-50.0	0	0.0
	On tenure track	2	1.1	2	1.1	3	1.7	3	1.8	1	0.7	-1	-50.0	-2	-66.7

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

Faculty by Tenure Status: Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>SILC Studies in Language and Culture</b>														
Non-tenured	11	6.3	10	5.5	11	6.3	9	5.5	9	6.5	-2	-18.2	0	0.0
Tenured	3	1.7	3	1.6	4	2.3	4	2.4	3	2.2	0	0.0	-1	-25.0
On tenure track	1	0.6	1	0.5	1	0.6	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>SPED Special Education</b>														
Non-tenured	2	1.1	3	1.6	4	2.3	5	3.0	2	1.4	0	0.0	-3	-60.0
Tenured	1	0.6	1	0.5	1	0.6	1	0.6	1	0.7	0	0.0	0	0.0
On tenure track	2	1.1	1	0.5	0	0.0	2	1.2	2	1.4	0	0.0	0	0.0
<b>TCED Teacher Education</b>														
Non-tenured	39	22.3	30	16.5	35	20.1	37	22.6	32	23.0	-7	-17.9	-5	-13.5
Tenured	3	1.7	4	2.2	1	0.6	2	1.2	4	2.9	1	33.3	2	100.0
On tenure track	4	2.3	4	2.2	5	2.9	5	3.0	4	2.9	0	0.0	-1	-20.0
<b>School Total</b>	<b>175</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>174</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>-36</b>	<b>-20.6</b>	<b>-25</b>	<b>-15.2</b>

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.



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Faculty by FT/PT Status:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU</b>	<b>Administration and Supervision</b>														
	Full-time	8	4.6	5	2.7	3	1.7	5	3.0	4	2.9	-4	-50.0	-1	-20.0
	Part-time	23	13.1	17	9.3	8	4.6	5	3.0	3	2.2	-20	-87.0	-2	-40.0
<b>COUN</b>	<b>Counseling</b>														
	Full-time	4	2.3	6	3.3	5	2.9	7	4.3	7	5.0	3	75.0	0	0.0
	Part-time	9	5.1	6	3.3	5	2.9	4	2.4	4	2.9	-5	-55.6	0	0.0
<b>ECED</b>	<b>Early Childhood Education</b>														
	Full-time	4	2.3	5	2.7	5	2.9	6	3.7	6	4.3	2	50.0	0	0.0
	Part-time	8	4.6	13	7.1	10	5.7	8	4.9	6	4.3	-2	-25.0	-2	-25.0
<b>EDLS</b>	<b>Educational Leadership</b>														
	Full-time	0	0.0	11	6.0	17	9.8	19	11.6	16	11.5	16	n/a	-3	-15.8
	Part-time	0	0.0	2	1.1	3	1.7	1	0.6	2	1.4	2	n/a	1	100.0
<b>EDUC</b>	<b>Education</b>														
	Full-time	12	6.9	14	7.7	10	5.7	7	4.3	6	4.3	-6	-50.0	-1	-14.3
	Part-time	9	5.1	11	6.0	8	4.6	8	4.9	6	4.3	-3	-33.3	-2	-25.0
<b>GEOG</b>	<b>Geography*</b>														
	Full-time	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Part-time	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>INST</b>	<b>Instructional Technology</b>														
	Full-time	3	1.7	3	1.6	4	2.3	4	2.4	3	2.2	0	0.0	-1	-25.0
	Part-time	7	4.0	12	6.6	14	8.0	8	4.9	6	4.3	-1	-14.3	-2	-25.0
<b>LLLS</b>	<b>Literacy, Language, and Library Science</b>														
	Full-time	6	3.4	5	2.7	6	3.4	5	3.0	3	2.2	-3	-50.0	-2	-40.0
	Part-time	14	8.0	15	8.2	14	8.0	12	7.3	10	7.2	-4	-28.6	-2	-16.7
<b>SILC</b>	<b>Studies in Language and Culture</b>														
	Full-time	4	2.3	4	2.2	5	2.9	4	2.4	3	2.2	-1	-25.0	-1	-25.0
	Part-time	11	6.3	10	5.5	11	6.3	9	5.5	9	6.5	-2	-18.2	0	0.0
<b>SPED</b>	<b>Special Education</b>														
	Full-time	3	1.7	2	1.1	1	0.6	3	1.8	3	2.2	0	0.0	0	0.0
	Part-time	2	1.1	3	1.6	4	2.3	5	3.0	2	1.4	0	0.0	-3	-60.0

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<b>Faculty by FT/PT Status:</b>		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>TCED Teacher Education</b>															
	Full-time	7	4.0	8	4.4	6	3.4	7	4.3	8	5.8	1	14.3	1	14.3
	Part-time	39	22.3	30	16.5	35	20.1	37	22.6	32	23.0	-7	-17.9	-5	-13.5
<b>School Total</b>		<b>175</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>174</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>-36</b>	<b>-20.6</b>	<b>-25</b>	<b>-15.2</b>

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**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU Administration and Supervision</b>														
White	23	13.1	16	8.8	7	4.0	6	3.7	5	3.6	-18	-78.3	-1	-16.7
Black	8	4.6	6	3.3	2	1.1	2	1.2	1	0.7	-7	-87.5	-1	-50.0
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	2	1.1	2	1.2	1	0.7	1	n/a	-1	-50.0
<b>COUN Counseling</b>														
White	9	5.1	9	4.9	9	5.2	8	4.9	9	6.5	0	0.0	1	12.5
Black	4	2.3	3	1.6	1	0.6	3	1.8	2	1.4	-2	-50.0	-1	-33.3
Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>ECED Early Childhood Education</b>														
White	10	5.7	13	7.1	13	7.5	13	7.9	11	7.9	1	10.0	-2	-15.4
Black	2	1.1	3	1.6	1	0.6	1	0.6	1	0.7	-1	-50.0	0	0.0
Hispanic	0	0.0	1	0.5	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
American Indian or Alaskan Native	0	0.0	1	0.5	1	0.6	0	0.0	0	0.0	0	n/a	0	n/a
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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Faculty by Ethnicity*:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>EDLS</b>	<b>Educational Leadership</b>														
	White	0	0.0	12	6.6	17	9.8	14	8.5	12	8.6	12	n/a	-2	-14.3
	Black	0	0.0	1	0.5	2	1.1	3	1.8	3	2.2	3	n/a	0	0.0
	Hispanic	0	0.0	0	0.0	1	0.6	2	1.2	2	1.4	2	n/a	0	0.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	1	0.6	1	0.7	1	n/a	0	0.0
<b>EDUC</b>	<b>Education</b>														
	White	17	9.7	22	12.1	15	8.6	12	7.3	10	7.2	-7	-41.2	-2	-16.7
	Black	3	1.7	2	1.1	2	1.1	3	1.8	2	1.4	-1	-33.3	-1	-33.3
	Hispanic	1	0.6	1	0.5	1	0.6	0	0.0	0	0.0	-1	-100.0	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>GEOG</b>	<b>Geography*</b>														
	White	2	1.1	0	0.0	0	0.0	0	0.0	0	0.0	-2	-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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a

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

Faculty by Ethnicity*:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>INST</b>	<b>Instructional Technology</b>														
	White	10	5.7	14	7.7	18	10.3	12	7.3	9	6.5	-1	-10.0	-3	-25.0
	Black	0	0.0	1	0.5	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hispanic	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>LLS</b>	<b>Literacy, Language, and Library Science</b>														
	White	19	10.9	17	9.3	16	9.2	14	8.5	11	7.9	-8	-42.1	-3	-21.4
	Black	0	0.0	1	0.5	1	0.6	1	0.6	1	0.7	1	n/a	0	0.0
	Hispanic	1	0.6	2	1.1	3	1.7	2	1.2	1	0.7	0	0.0	-1	-50.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>SILC</b>	<b>Studies in Language and Culture</b>														
	White	7	4.0	5	2.7	6	3.4	3	1.8	3	2.2	-4	-57.1	0	0.0
	Black	2	1.1	2	1.1	1	0.6	1	0.6	2	1.4	0	0.0	1	100.0
	Hispanic	6	3.4	7	3.8	8	4.6	8	4.9	6	4.3	0	0.0	-2	-25.0
	Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
	Multi-Racial	0	0.0	0	0.0	1	0.6	1	0.6	1	0.7	1	n/a	0	0.0

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

**Faculty by Ethnicity\*:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change		
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change	
<b>SPED Special Education</b>															
White	2	1.1	3	1.6	4	2.3	5	3.0	2	1.4	0	0.0	-3	-60.0	
Black	2	1.1	2	1.1	1	0.6	2	1.2	2	1.4	0	0.0	0	0.0	
Hispanic	1	0.6	0	0.0	0	0.0	1	0.6	1	0.7	0	0.0	0	0.0	
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
<b>TCED Teacher Education</b>															
White	42	24.0	34	18.7	35	20.1	37	22.6	32	23.0	-10	-23.8	-5	-13.5	
Black	1	0.6	1	0.5	3	1.7	4	2.4	3	2.2	2	200.0	-1	-25.0	
Hispanic	3	1.7	3	1.6	2	1.1	3	1.8	4	2.9	1	33.3	1	33.3	
Asian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
American Indian or Alaskan Native	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	n/a	1	n/a	
Hawaiian / Pacific Islander	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a	
Multi-Racial	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	0	n/a	0	n/a	
<b>School Total</b>	<b>175</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>174</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>-36</b>	<b>-20.6</b>	<b>-25</b>	<b>-15.2</b>	

\* Ethnic categories were changed as of Fall 2010 (Pacific Islander was moved with the new category of Hawaiian, and Multi-Racial is also new).

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.

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**5 - Year Trend Faculty Demographics**

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

Faculty by Gender:		Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
		Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>ADSU</b>	<b>Administration and Supervision</b>														
	Female	16	9.1	11	6.0	5	2.9	5	3.0	3	2.2	-13	-81.3	-2	-40.0
	Male	15	8.6	11	6.0	6	3.4	5	3.0	4	2.9	-11	-73.3	-1	-20.0
<b>COUN</b>	<b>Counseling</b>														
	Female	6	3.4	7	3.8	5	2.9	6	3.7	6	4.3	0	0.0	0	0.0
	Male	7	4.0	5	2.7	5	2.9	5	3.0	5	3.6	-2	-28.6	0	0.0
<b>ECED</b>	<b>Early Childhood Education</b>														
	Female	12	6.9	18	9.9	15	8.6	14	8.5	12	8.6	0	0.0	-2	-14.3
	Male	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	n/a	0	n/a
<b>EDLS</b>	<b>Educational Leadership</b>														
	Female	0	0.0	7	3.8	12	6.9	12	7.3	12	8.6	12	n/a	0	0.0
	Male	0	0.0	6	3.3	8	4.6	8	4.9	6	4.3	6	n/a	-2	-25.0
<b>EDUC</b>	<b>Education</b>														
	Female	12	6.9	14	7.7	11	6.3	7	4.3	7	5.0	-5	-41.7	0	0.0
	Male	9	5.1	11	6.0	7	4.0	8	4.9	5	3.6	-4	-44.4	-3	-37.5
<b>GEOG</b>	<b>Geography*</b>														
	Female	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
	Male	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>INST</b>	<b>Instructional Technology</b>														
	Female	7	4.0	13	7.1	15	8.6	11	6.7	7	5.0	0	0.0	-4	-36.4
	Male	3	1.7	2	1.1	3	1.7	1	0.6	2	1.4	-1	-33.3	1	100.0
<b>LLLS</b>	<b>Literacy, Language, and Library Science</b>														
	Female	19	10.9	19	10.4	20	11.5	17	10.4	13	9.4	-6	-31.6	-4	-23.5
	Male	1	0.6	1	0.5	0	0.0	0	0.0	0	0.0	-1	-100.0	0	n/a
<b>SILC</b>	<b>Studies in Language and Culture</b>														
	Female	15	8.6	14	7.7	15	8.6	13	7.9	12	8.6	-3	-20.0	-1	-7.7
	Male	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	0	n/a	0	n/a
<b>SPED</b>	<b>Special Education</b>														
	Female	2	1.1	3	1.6	3	1.7	5	3.0	3	2.2	1	50.0	-2	-40.0
	Male	3	1.7	2	1.1	2	1.1	3	1.8	2	1.4	-1	-33.3	-1	-33.3

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

**Faculty by Gender:**

Area	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2008 vs. Fall 2012 Change		Fall 2011 vs. Fall 2012 Change	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Count	Col %	Difference	% Change	Difference	% Change
<b>TCED Teacher Education</b>														
Female	44	25.1	36	19.8	39	22.4	42	25.6	38	27.3	-6	-13.6	-4	-9.5
Male	2	1.1	2	1.1	2	1.1	2	1.2	2	1.4	0	0.0	0	0.0
<b>School Total</b>	<b>175</b>	<b>100.0</b>	<b>182</b>	<b>100.0</b>	<b>174</b>	<b>100.0</b>	<b>164</b>	<b>100.0</b>	<b>139</b>	<b>100.0</b>	<b>-36</b>	<b>-20.6</b>	<b>-25</b>	<b>-15.2</b>

\* GEOG Geography has been moved from SOE to HSH as of Fall 2009.





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Data Definitions

**Term**      **Definition**

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**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.

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**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.

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**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.

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**Count**      Headcount

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**Col%**      Column Percent = ((Count/School Total count)\*100); School Total count are equal to total faculty counts by school and session

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Data Definitions

Term	Definition
<b>Difference</b>	Latest fall count minus earliest fall count
<b>% Change</b>	$\% \text{ Change} = (\text{Difference} / \text{earliest fall count}) * 100$
<b>Rank</b>	Item7 on the CBM008 Faculty Report contains the highest academic rank of the faculty member
1. Professor	Include only faculty on tenure track or with tenure at 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).
<b>Tenure</b>	Item8 on the CBM008 Faculty Report - Use the institution's criteria or requirements to determine tenure status.
0. Non-tenured faculty	
1. Tenured faculty	
2. On tenure track faculty	
<b>FT/PT Status</b>	Full-time and Part-time status is based on the Rank where a rank of 1, 2, 3, or 4 are considered Full-time and 5 and 6 are considered Part-time.



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Data Definitions

Term	Definition
<b>Ethnicity</b>	Item11 on the CBM008 Faculty Report contains ethnic origin code indicating the ethnicity of the faculty member.  <ol style="list-style-type: none"><li>1. White-Non-Hispanic</li><li>2. Black-Non-Hispanic</li><li>3. Hispanic</li><li>4. Asian or Pacific Islander</li><li>5. American Indian or Alaskan Native</li><li>6. International</li><li>7. Unknown or Not Reported</li></ol>
<b>*Ethnicity New</b>	Items 38 and 39a-g on the CBM008 Faculty Report contains ethnic origin code and race <b>as of Fall 2010</b> indicating the ethnicity of the faculty member.  <ol style="list-style-type: none"><li>1. White-Non-Hispanic</li><li>2. Black-Non-Hispanic</li><li>3. Hispanic</li><li>4. Asian or Pacific Islander</li><li>5. American Indian or Alaskan Native</li><li>6. International</li><li>7. Unknown or Not Reported</li><li>8. Native Hawaiian</li><li>9. Multi Racial</li></ol>
<b>Gender</b>	Item9 on the CBM008 Faculty Report contains the appropriate code indicating the gender of the faculty member.  M = Male  F = Female