

Section C.4

Number of Full-Time Faculty by Race/Ethnicity¹

Notes: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit/career schools.

Race/ethnicity data are collected for total faculty every two years. Total faculty includes instructional, research and other faculty.

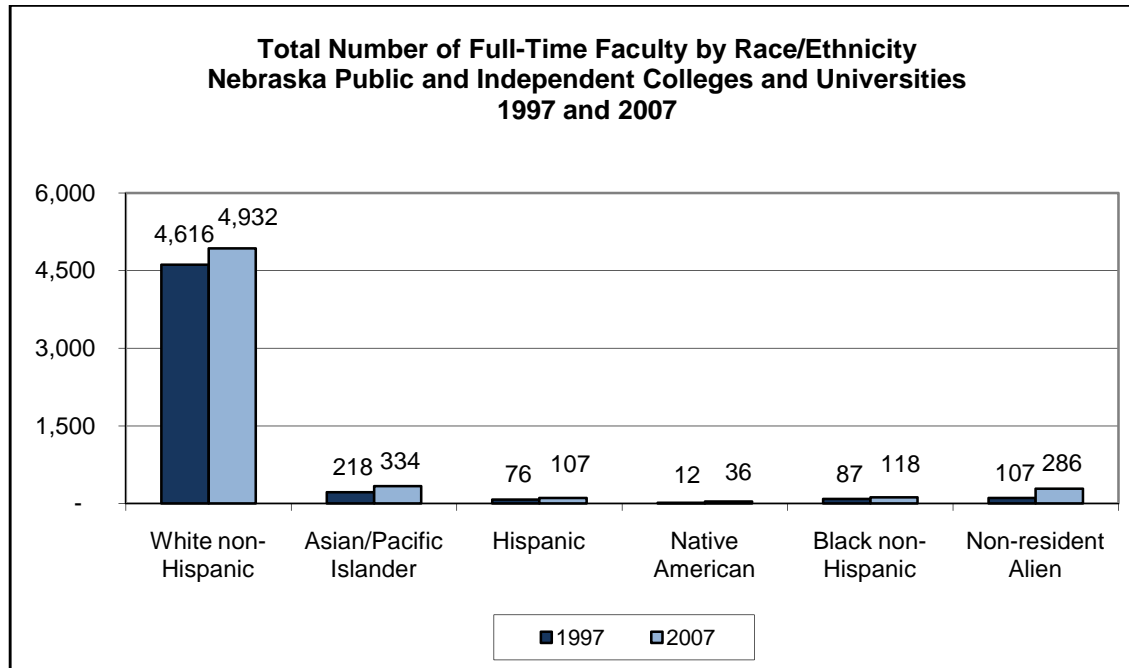
Faculty numbers were reported as of October 1 for each of the years from fall 1997 through fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted.

¹See page **C4.16** for definitions of racial/ethnic groups.

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY: 1997-2007

- Between fall 1997 and fall 2007, the total number of full-time faculty of known race/ethnicity at Nebraska’s public and independent colleges and universities increased from 5,116 to 5,813, or by 13.8%.¹
- During this period, the number of non-resident alien faculty increased by 167.3%, from 107 to 286.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans and black non-Hispanics – increased from 393 to 595, or by 51.4%, while white non-Hispanic faculty increased by 6.8%, from 4,616 to 4,932.



Percentage Increases in Faculty Fall 1997 to Fall 2007	
White non-Hispanic	6.8%
Asian/Pacific Islander	53.2%
Hispanic	40.8%
Native American	200.0%
Black non-Hispanic	35.6%
Non-resident alien	167.3%

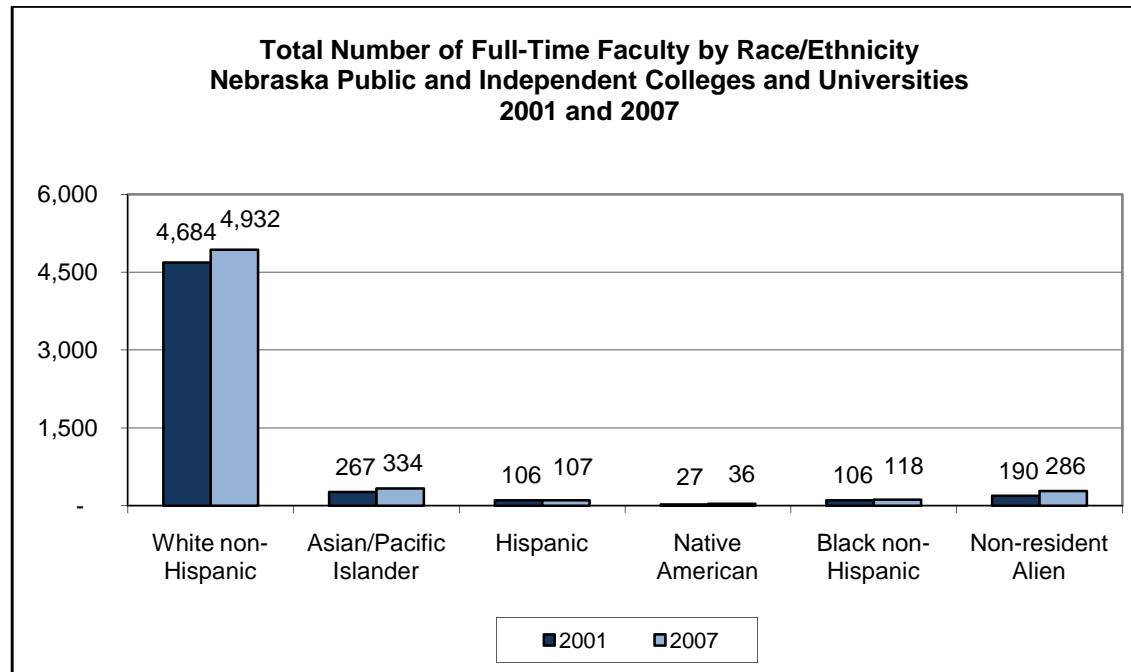
¹Total faculty includes instructional, research and other faculty. In fall 1997, 0.04% of the faculty were of unknown race/ethnicity. In fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY: 2001-2007

Note: Faculty data reported as of November 1, 2001 (fall 2007) for the 2001-02 academic year are used as the baseline for the comparisons throughout the remainder of this section since this was the first year faculty data by race/ethnicity was collected online and the first year that institutions reported faculty counts as of November 1, rather than as of October 1.

- Over the six-year period between fall 2001 and fall 2007, the total number of full-time faculty of known race/ethnicity at Nebraska's public and independent colleges and universities increased from 5,380 to 5,813, an increase of 433 faculty or 8.0%.¹
- During this period, the number of non-resident alien faculty increased from 190 to 286, or by 50.5%.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans and black non-Hispanics – increased from 506 to 595, or by 17.6%, while white non-Hispanic faculty increased by 5.3%, from 4,684 to 4,932.



**Percentage Increases
in Faculty
Fall 2001 to Fall 2007**

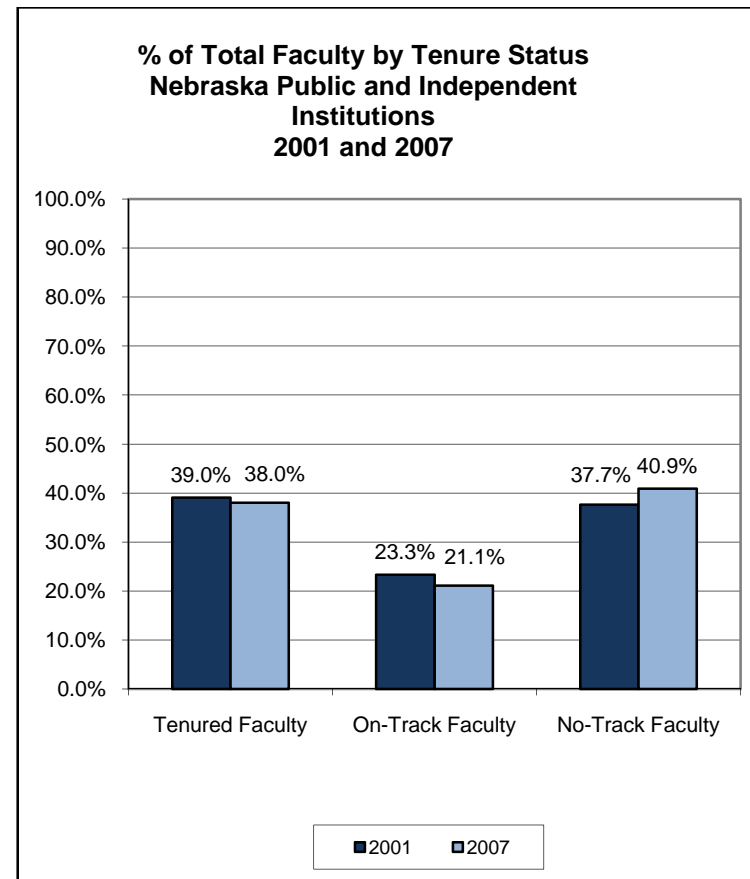
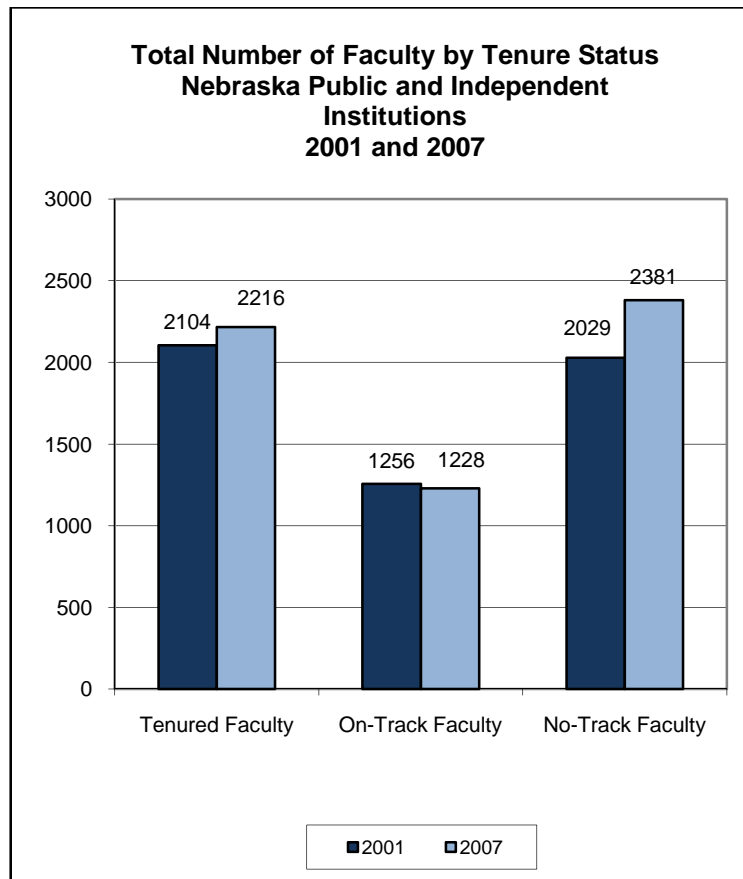
White non-Hispanic	5.3%
Asian/Pacific Islander	25.21%
Hispanic	0.9%
Native American	33.3%
Black non-Hispanic	11.3%
Non-resident Alien	50.5%

¹Total faculty includes instructional, research and other faculty. In Fall 2001 and Fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME FACULTY by TENURE STATUS: 2001-2007

- The charts on the following three pages show how race/ethnicity varies by faculty tenure status for all of Nebraska's public and independent colleges and universities. As shown below, the percentage of faculty of known race/ethnicity in tenure-track positions decreased between fall 2001 and fall 2007, while faculty not on tenure track increased.¹

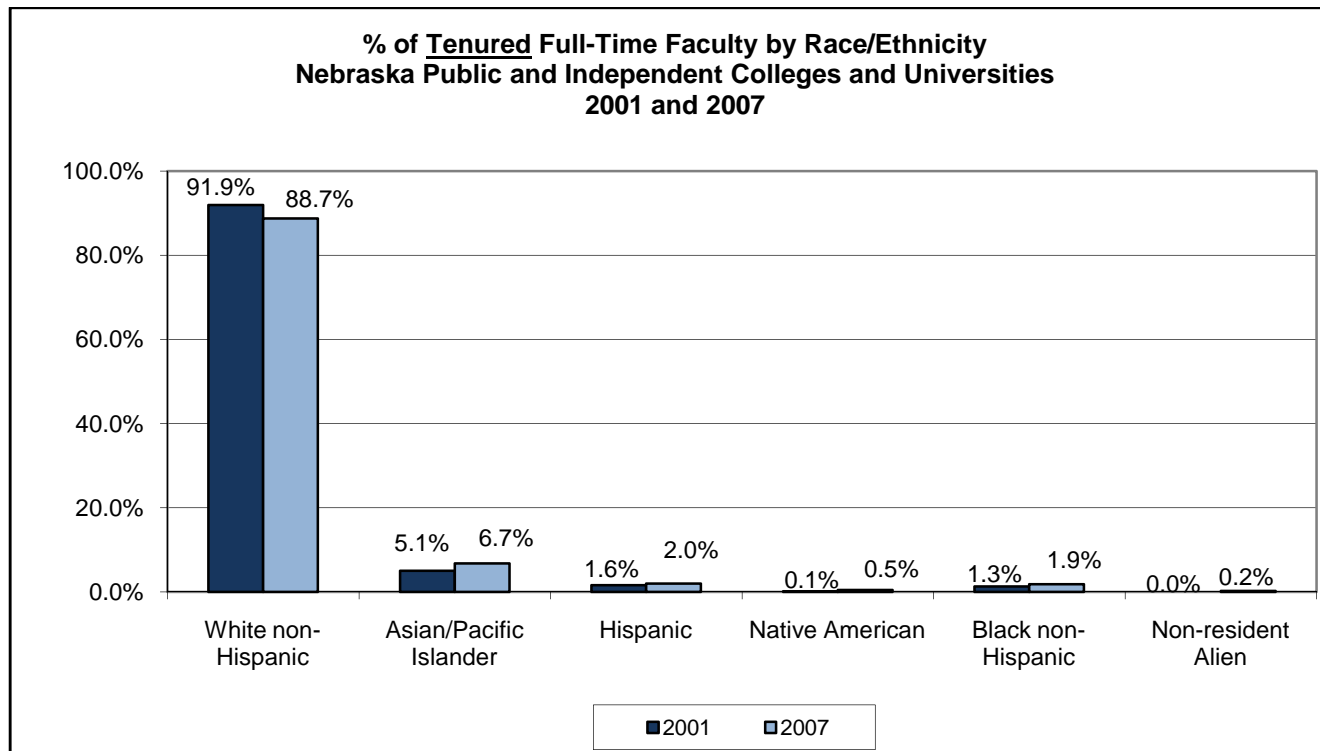


¹Total faculty includes instructional, research and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. The data summarized in the above graphs are available in the spreadsheets for tenured, tenure-track and non-tenure track faculty by race/ethnicity in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-2007

- White non-Hispanics accounted for 89% of the tenured, full-time faculty of known race/ethnicity at Nebraska's public and independent institutions in fall 2007, down from 92% in fall 2001.¹
- Asians/Pacific Islanders accounted for 6.7% of the tenured faculty in fall 2007, an increase of 1.6% from six years earlier. In comparison, faculty in each of the other minority/ethnic groups made smaller gains of 0.2 to 0.6 percentage points so that they continued to account for one to two percent of tenured faculty.

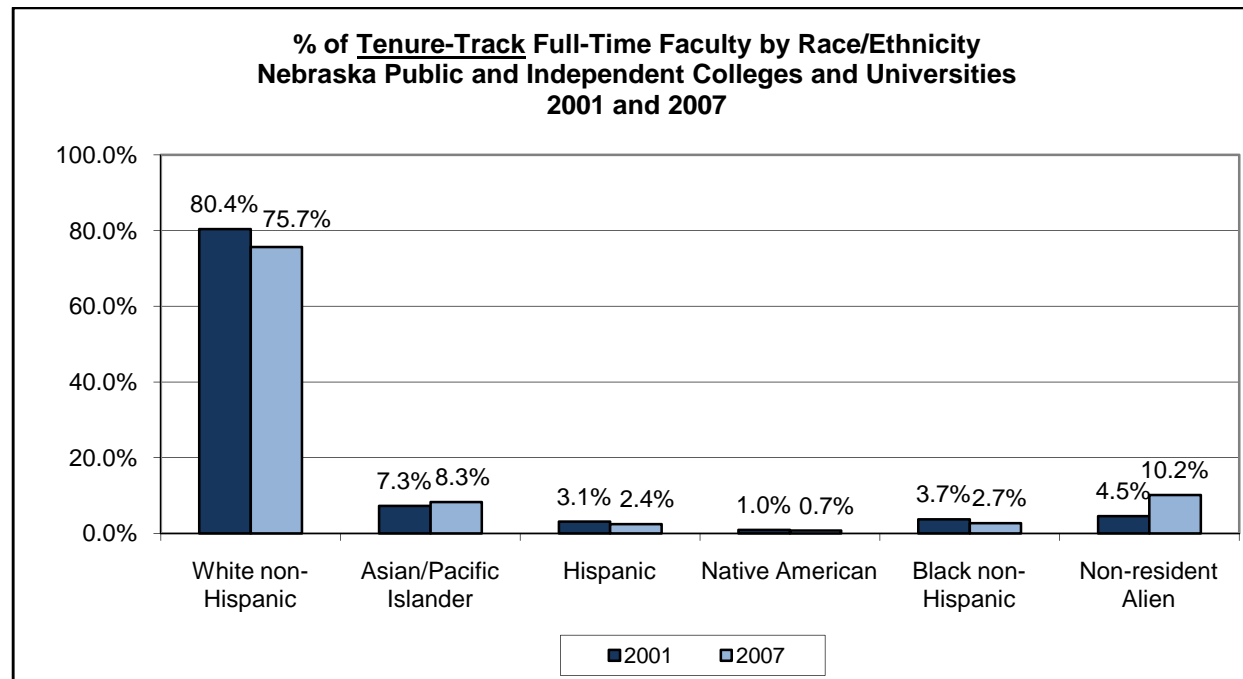


¹Total faculty includes instructional, research and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-2007 (Continued)

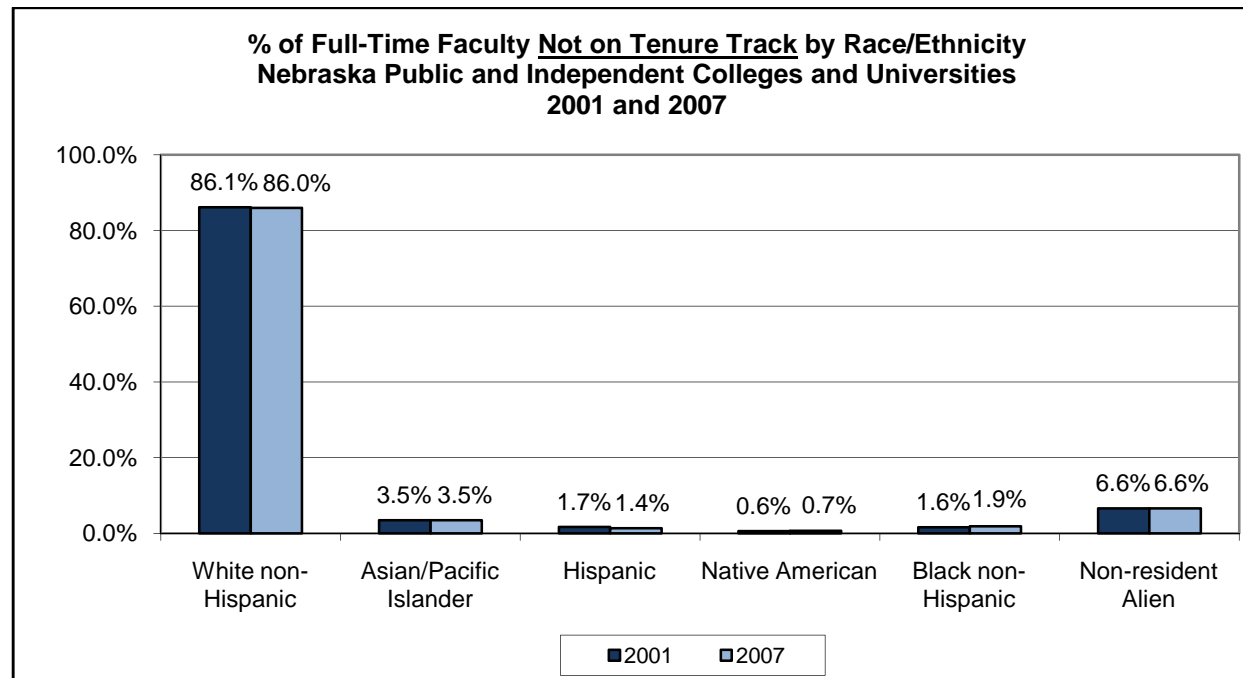
- White non-Hispanics represented 80.4% of the tenure-track, full-time faculty in fall 2001, compared to 75.7% in fall 2007.
- Asian/Pacific Islanders, who accounted for 7.3% of the tenure-track faculty in fall 2001, represented 8.3% of tenure-track faculty in fall 2007. However, non-resident aliens significantly increased from 4.5% of the tenure-track faculty in fall 2001 to 10.2% in fall 2007.
- In comparison, Native Americans accounted for 1.0% of the tenure-track faculty in fall 2001, and their representation decreased by a fraction of a percent by fall 2007.
- In fall 2001, Hispanics and black non-Hispanics accounted for 3.1% and 3.7% of the faculty, respectively, but these percentages decreased to 2.4% and 2.7% in fall 2007.



Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-2007 (Continued)

- Between fall 2001 and fall 2007, Hispanics and white non-Hispanics accounted for a slightly decreased percentages of the full-time faculty not on tenure track, and Asians/Pacific Islanders and non-resident aliens¹ represented the same percentages of the non-tenure-track faculty in fall 2007 as in fall 2001.
- In terms of their representation among non-tenure-track faculty, Native Americans and black non-Hispanics each increased by 0.1% to 0.3% over the six-year period.

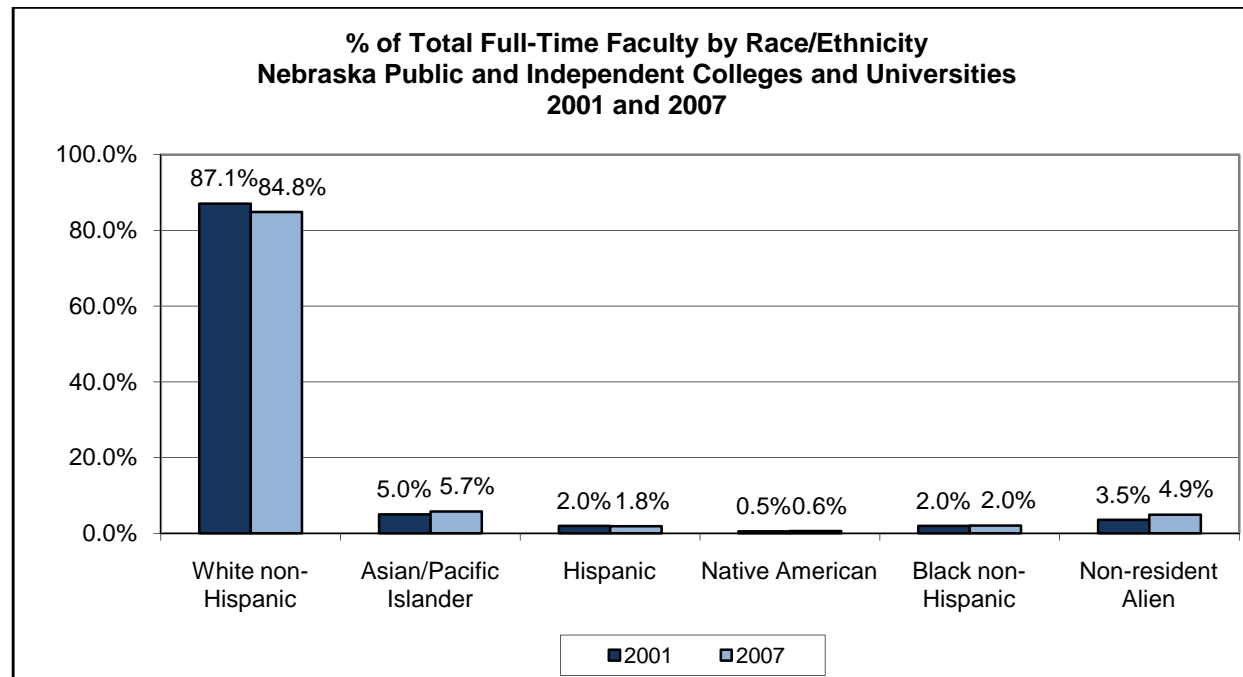


¹Based on a more detailed analysis, 142 (97.3%) of the 156 non-resident aliens in non-tenure-track positions in fall 2007 were employed by the University of Nebraska.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of TOTAL FULL-TIME FACULTY by RACE/ETHNICITY: 2001-2007

- When the categories of faculty tenure status are combined, white non-Hispanics accounted for 84.8% of the total full-time faculty of known race/ethnicity at Nebraska's public and independent institutions in fall 2007, down from 87.1% in fall 2001.¹
- Non-resident aliens increased from 3.5% of the faculty to 4.9%, a gain of 1.4 percentage points over six years.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans and black non-Hispanics – accounted for 10.1% of the faculty in fall 2007, compared to 9.5% in fall 2001, a gain of only 0.6%.

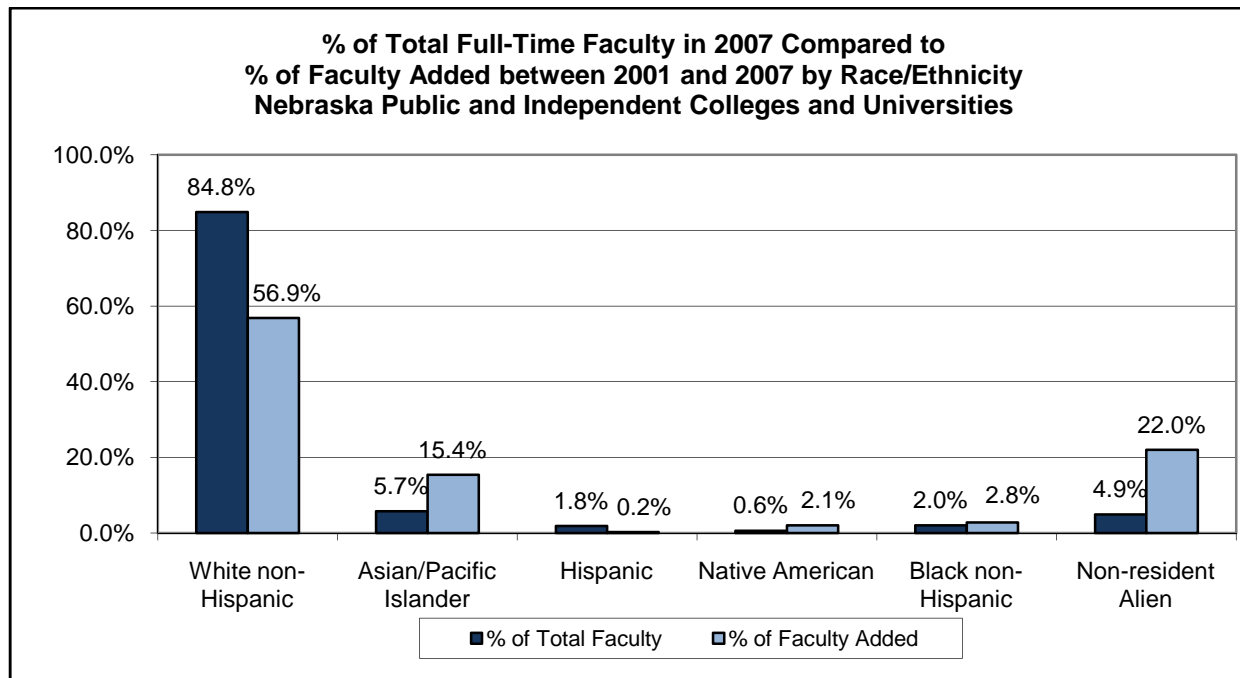


¹Total faculty includes instructional, research and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY in 2007 Compared to the Percentages of FACULTY ADDED between 2001 and 2007 by RACE/ETHNICITY

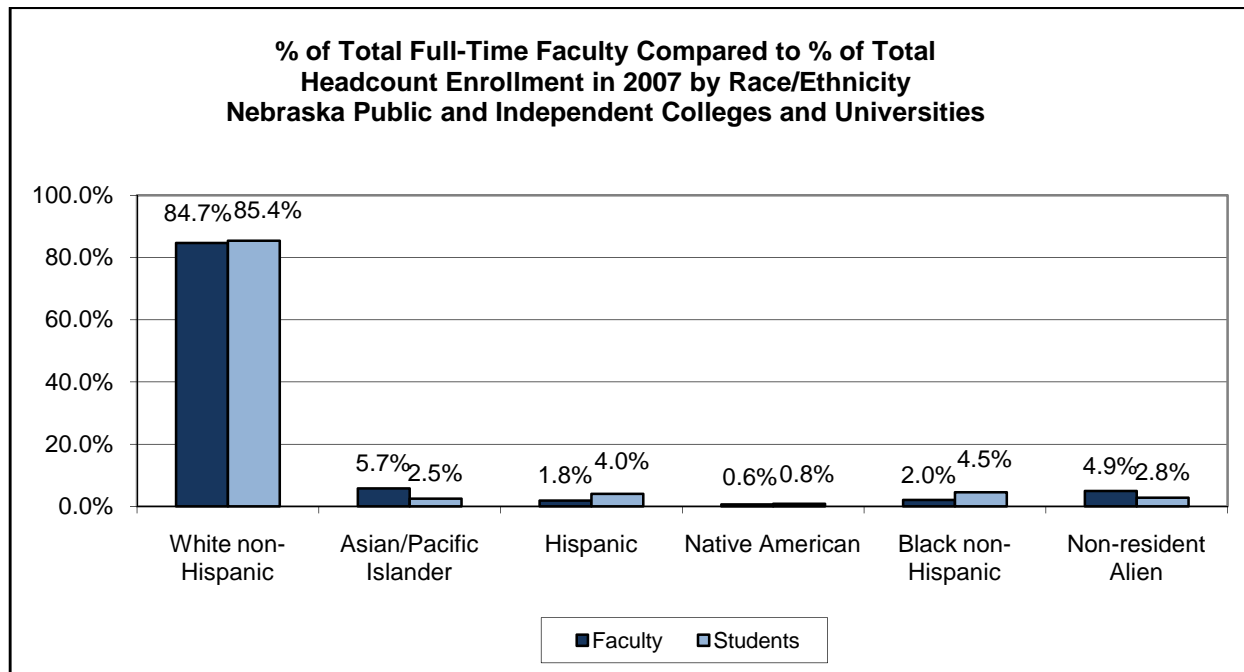
- As shown on the following chart, white non-Hispanics accounted for 84.8% of the full-time faculty of known race/ethnicity in fall 2007 and 56.9% of the additional faculty hired by Nebraska’s public and independent institutions between fall 2001 and fall 2007.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans and black non-Hispanics – accounted for 10.1% of the faculty in fall 2007, but 20.5% of the faculty added between fall 2001 and fall 2007.
- In comparison to minorities, however, the biggest gain in faculty was among non-resident aliens. In fall 2007, non-resident aliens accounted for 4.9% of the faculty, while they represented 22.0% of the additional faculty hired by institutions over the six years.



Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY Compared to Percentages of TOTAL HEADCOUNT ENROLLMENT by RACE/ETHNICITY: 2007

- White non-Hispanics accounted for 84.7% of the full-time faculty of known race/ethnicity in fall 2007, compared to 85.4% of the total number of students enrolled at Nebraska’s public and independent colleges and universities.¹
- Black non-Hispanics represented 2.0% of the faculty in fall 2007, compared to 4.5% of fall enrollment, and Hispanics represented only 1.8% of the faculty and 4.0% of fall enrollment, indicating that these minorities were underrepresented among the faculty, relative to student enrollment. Based on the statistics summarized below, Native Americans also were slightly underrepresented among the faculty in fall 2007 since they accounted for 0.6% of the faculty and 0.8% of the students.
- In contrast, Asians/Pacific Islanders and non-resident aliens accounted for higher percentages of the faculty than of total headcount enrollment by 3.2 and 2.1 percentage points, respectively.



¹Total faculty includes instructional, research and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

See **Section A on Enrollment** for detailed information on total headcount enrollment.

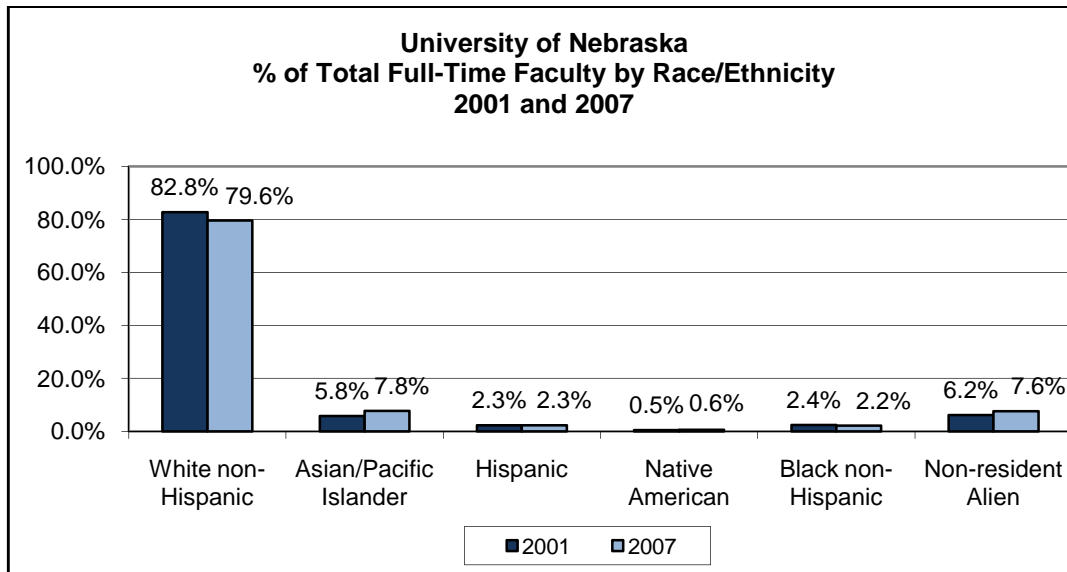
TOTAL FULL-TIME FACULTY by SECTOR and by RACE/ETHNICITY: 2001-2007

- Graphs on the following pages show the composition of the total faculty by race/ethnicity within each of the four public and independent sectors of higher education in Nebraska in fall 2001 and fall 2007.¹
- In addition, there is a graph for each sector showing how faculty composition compared to total headcount enrollment in fall 2007.
- Based on the data summarized in this series of graphs, the University of Nebraska has the most diverse faculty, while the Nebraska community colleges have the least.
- White non-Hispanics accounted for a lower percentage of the University of Nebraska faculty in fall 2007 than in fall 2001, balanced by slightly higher percentages of Asians/Pacific Islanders and non-resident aliens.
- In fall 2007, non-resident aliens accounted for 3.1% of the faculty employed by the state's independent institutions, compared to 0.2% in fall 2001.
- However, there were no other major shifts in the racial/ethnic composition of the faculty within any of the four sectors.
- Hispanics, Native Americans, and black non-Hispanics continued to account for small percentages of the total faculty within each sector, and they were generally underrepresented across all four sectors, relative to minority student enrollments in fall 2007.
- In comparison, Asians/Pacific Islanders were overrepresented among the total faculty of the University of Nebraska, the Nebraska State College system and Nebraska's independent institutions, relative to the enrollment of students with Asian/Pacific Islander ancestry.
- At the University of Nebraska and the independent institutions, non-resident aliens also were an overrepresented minority on the faculty, relative to student enrollment, but non-resident aliens were slightly underrepresented among the faculty employed by the state colleges and community colleges.

¹Total faculty includes instructional, research and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

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UNIVERSITY OF NEBRASKA



University of Nebraska

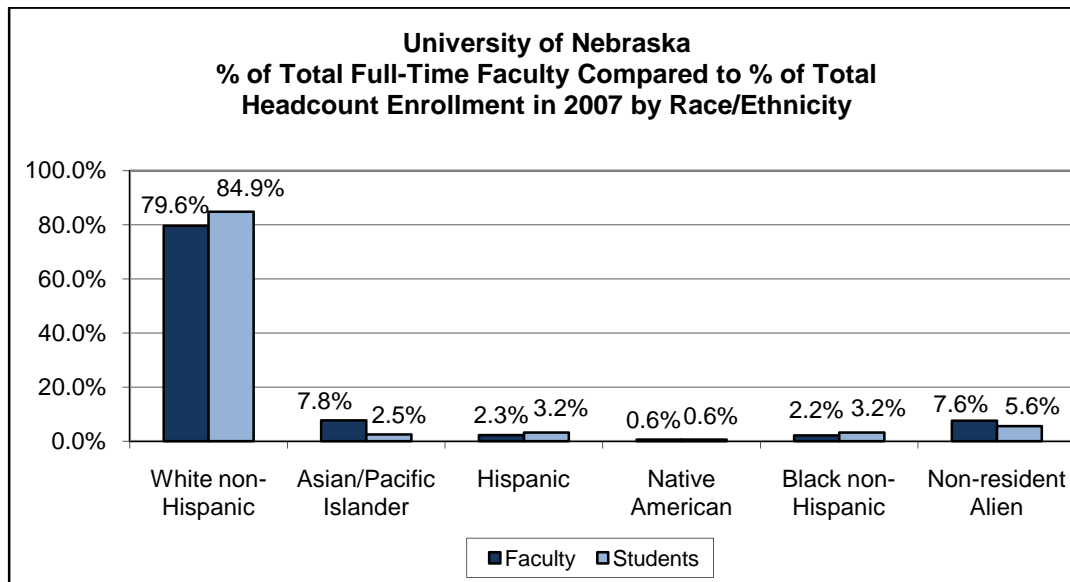
Total number of full-time faculty:
of known race/ethnicity¹:

Fall 2001	3,000
Fall 2007	3,122

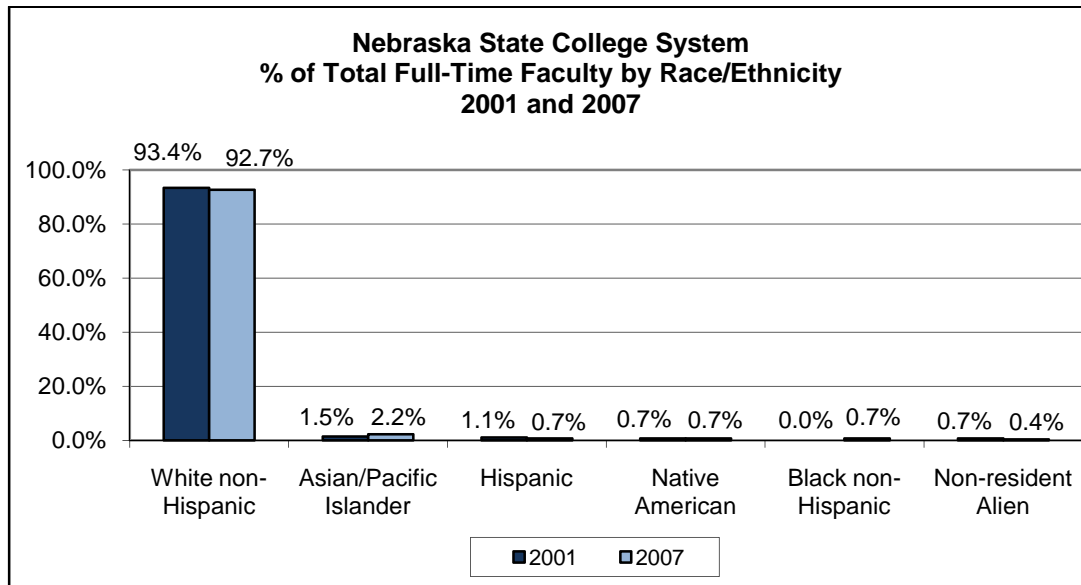
Total headcount enrollment:

Fall 2007	47,062
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA STATE COLLEGE SYSTEM



Nebraska State College System

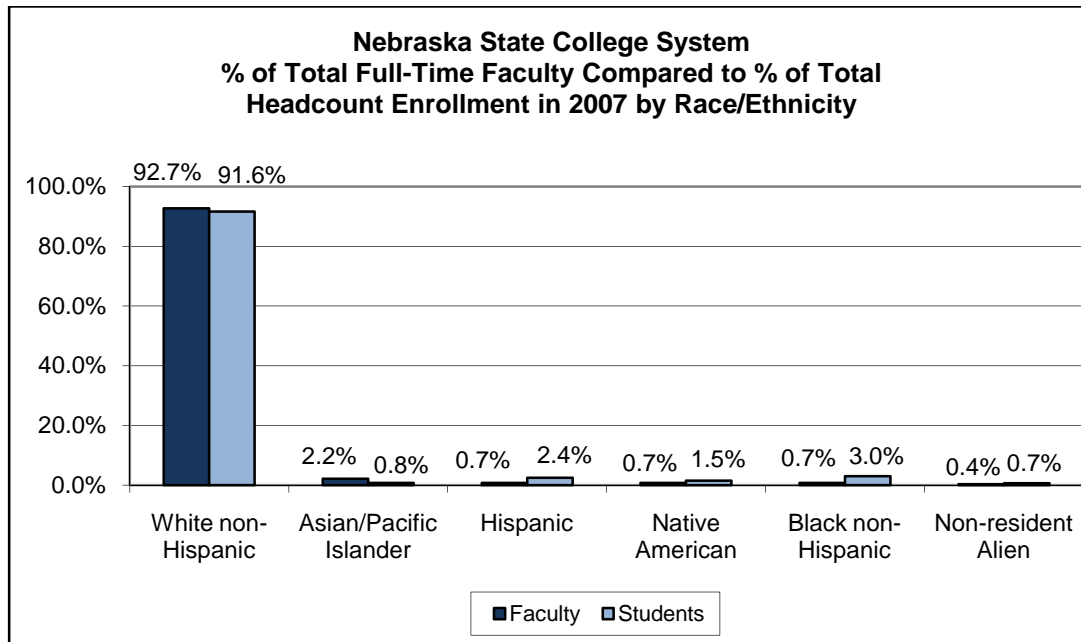
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	265
Fall 2007	267

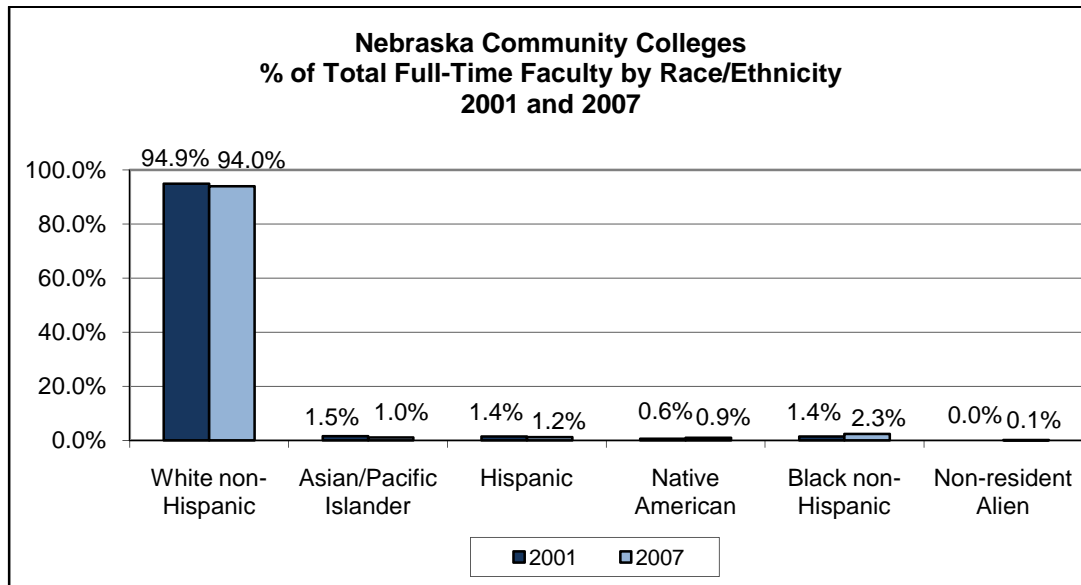
Total headcount enrollment:

Fall 2007	7,882
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA COMMUNITY COLLEGES



Nebraska Community Colleges

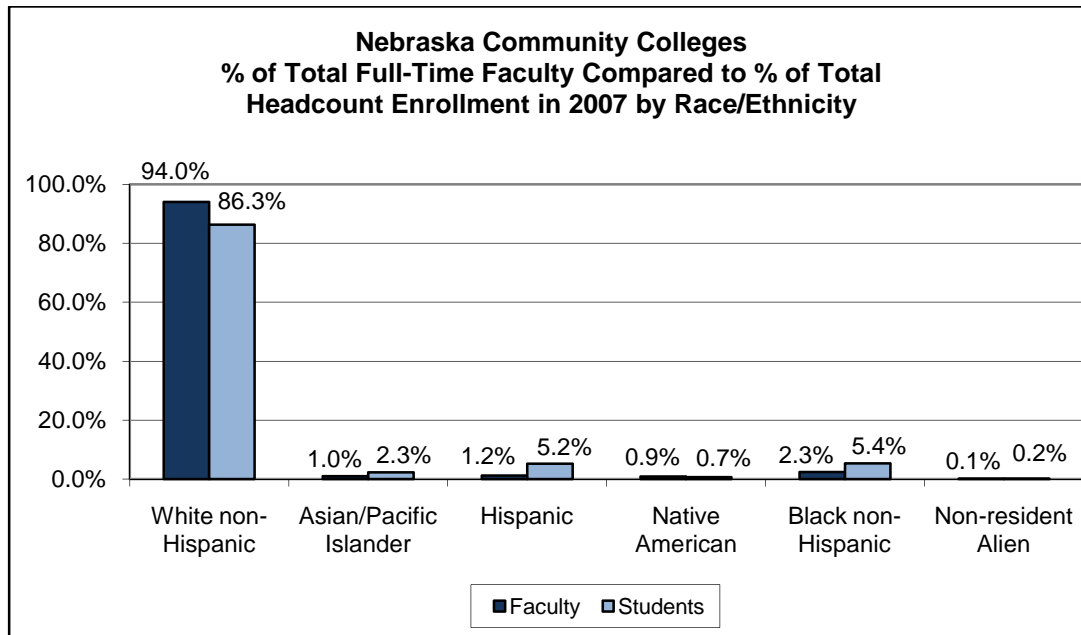
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	803
Fall 2007	893

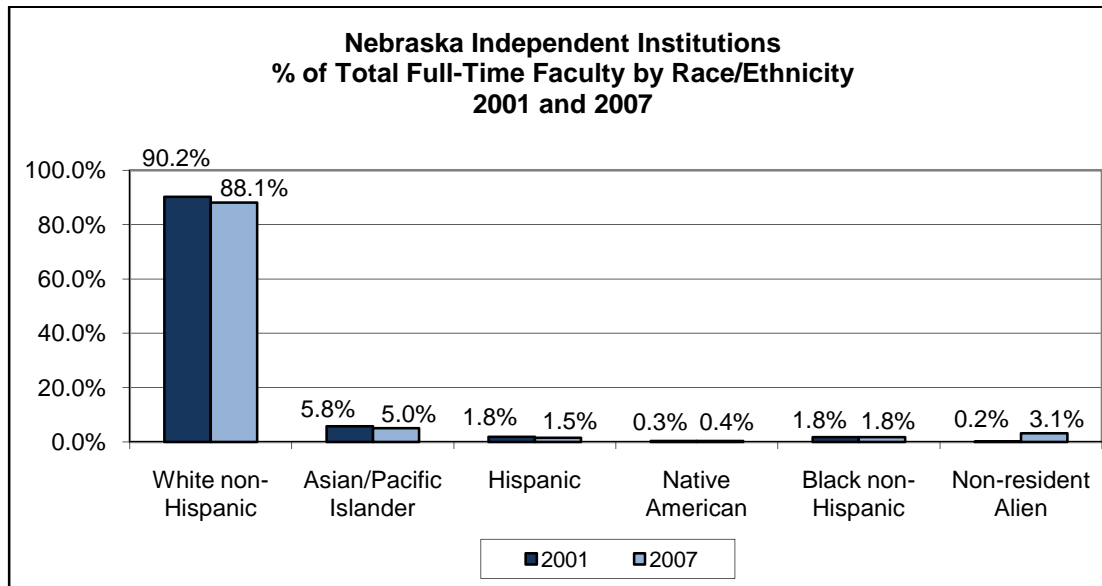
Total headcount enrollment:

Fall 2007	41,035
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA INDEPENDENT COLLEGES AND UNIVERSITIES



Nebraska Independent Institutions

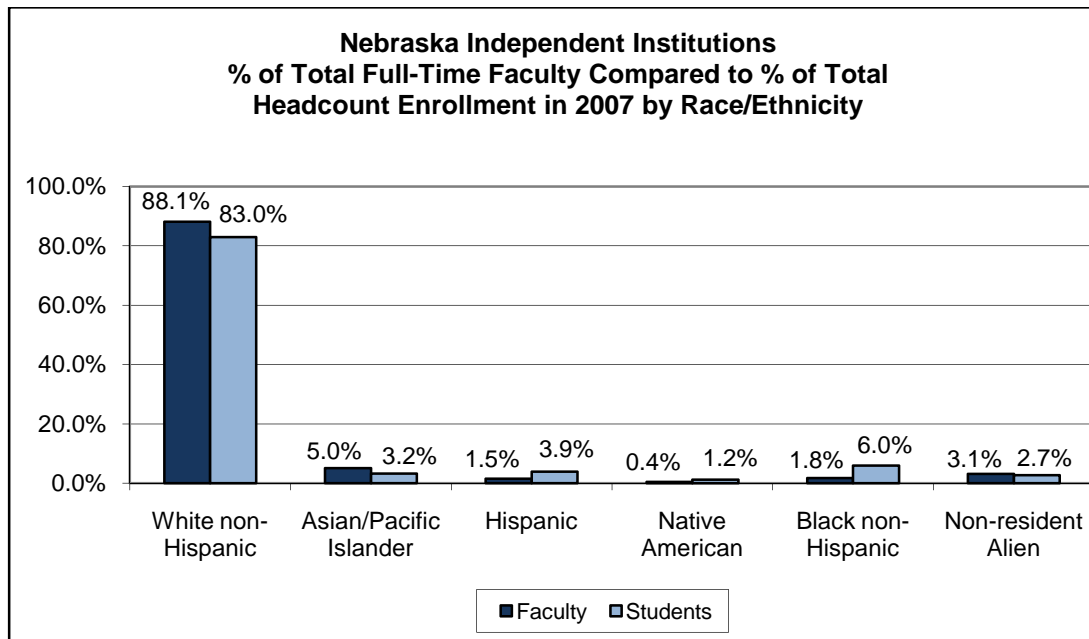
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	1,312
Fall 2007	1,531

Total headcount enrollment:

Fall 2007	28,294
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¹Total faculty includes instructional, research, and other faculty.



DEFINITIONS OF RACIAL/ETHNIC GROUPS¹

Asian/Pacific Islander	A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent and Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India and Vietnam.
Black non-Hispanic	A person having origins in any of the black racial groups of Africa (<u>except</u> those of Hispanic origin).
Hispanic	A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.
Native American	Defined under the names of American Indian or Alaska Native. A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.
White non-Hispanic	A person having origins in any of the original peoples of Europe, North Africa or the Middle East (<u>except</u> those Hispanic origin).

¹Source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education