



**Progress Report on Increasing Women  
and Minority Faculty**

**August 2008**

## **Introduction**

In passing its biennial budget in 1997, the Nebraska Legislature challenged the University of Nebraska to improve its percentage of faculty members who are females and/or minorities. The 2001 Legislature directed the University to establish a plan “containing yearly benchmark standards to be met in achi

tenure-track positions for the University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL), University of Nebraska Medical Center (UNMC), and University of Nebraska at Omaha (UNO). Faculty counted in this report are U.S. citizens, permanent residents, or have resident alien status.

## Trends and Outcomes

### Female Faculty

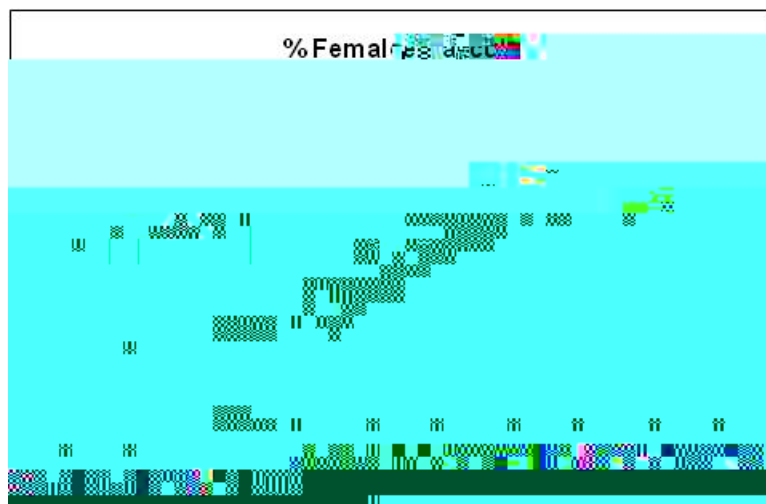
#### *University of Nebraska data*

The percentage of University of Nebraska full-time tenure/tenure-track female faculty has steadily increased since fall 1995 (see Table 1 and Figure 1). In fall 1995, female faculty made up 25.1% of the total faculty pool. By fall 2007, female faculty made up 33.1% of total faculty. This represents a 31.9% increase in the percentage share of female faculty at the University of Nebraska.

Table 1: Full-Time, Tenure and Tenure-Track Faculty with Female Faculty Count (Excludes Non-Resident Alien Faculty)

	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2003	Fall 2005	Fall 2007
NU Faculty	2,187	2,188	2,199	2,104	2,070	2,080	2,138
Count of NU Female Faculty	549	593	628	632	638	675	708
% NU Female Faculty	25.1%	27.1%	28.6%	30.0%	30.8%	32.5%	33.1%

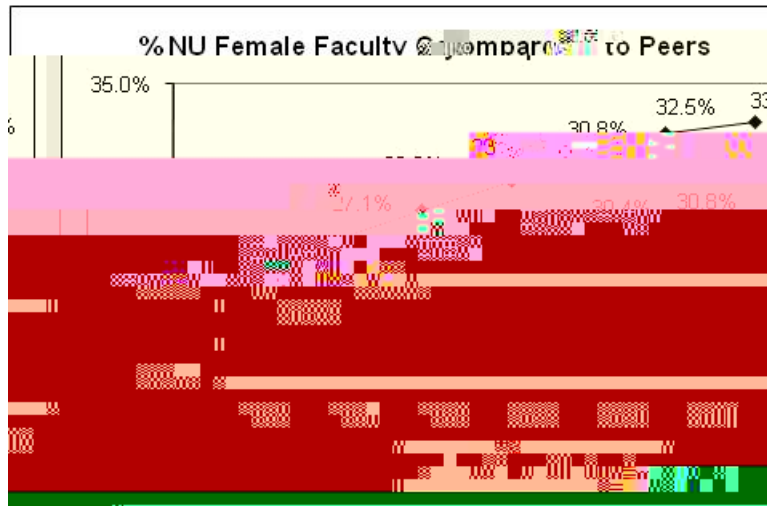
Figure 1: Percentage of NU Female Faculty 1995 to 2007



### University of Nebraska to Peer comparison

When comparing NU and peer faculty data from fall 1995 to fall 2007, NU has performed well in relationship to its peers. The percent of female faculty for the University of Nebraska (33.1%) is ahead of the percent of female faculty at peer institutions (31.9%) for fall 2007 (see Figure 2). As such, the University of Nebraska continues to meet the requirement to equal or exceed the peer average for percent female faculty.

Figure 2: Percentage of NU Female Faculty Compared to Peer Average 1995 to 2007



### Minority Faculty

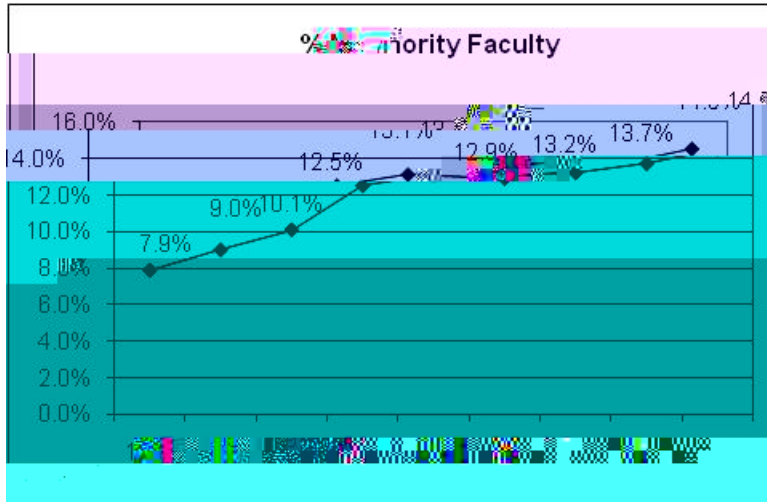
#### University of Nebraska data

The percentage of University full-time tenure/tenure-track minority faculty has increased from 7.9% in 1995 to 14.5% in 2007 (see Table 2 and Figure 3). This represents an 83.5% increase in percentage share of minority faculty at the University of Nebraska.

Table 2: Full-Time, Tenure and Tenure-Track Faculty with Minority Faculty Count (Excludes Non-Resident Alien Faculty)

	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2003	Fall 2005	Fall 2007
NU Faculty	2,187	2,188	2,199	2,104	2,070	2,080	2,138
Count of NU Minority Faculty	173	197	222	264	267	284	311
% NU Minority Faculty	7.9%	9.0%	10.1%	12.5%	12.9%	13.7%	14.5%

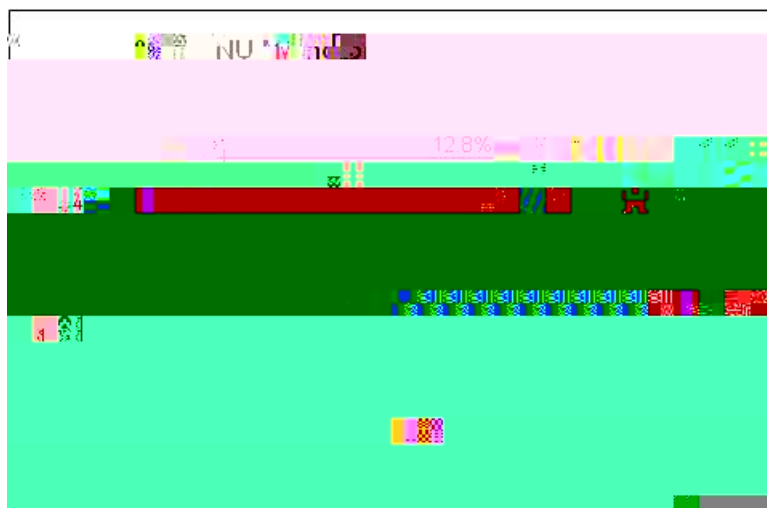
Figure 3: Percentage of NU Minority Faculty 1995 to 2007



*University of Nebraska to Peer comparison*

The 14.5% minority faculty rate reported by the University of Nebraska for fall 2007 falls below the 16.6% minority faculty rate at peer institutions. While not exceeding the rate at peer institutions, significant progress has been made since 1995. Overall, the University increased minority faculty 6.6 percentage points, while during the same period of time the number of minority faculty at peer institutions increased by 5.7 percentage points (Figure 4). It should also be noted that during a period of budget reductions, the University showed consistent increases in the percent of minority faculty.

Figure 4: Percentage of NU Minority Faculty Compared to Peer Average 1995 to 2007



## Faculty Recruitment and Retention

### *Appointments of females*

There were a total of 203 new appointments in 2007. Eighty-one (81) or 39.9% of the newly appointed faculty in 2007 were female. The female faculty appointment rate is greater than the current female faculty representation rate at the University (33.1%).

Table 3: Female Counts and Percentages of New, Lost, and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

	<b>Female Count</b>	<b>Total Faculty Count</b>	<b>Females as % of Total Faculty</b>
October 2006	678	2076	32.7%
October 2007	708	2138	33.1%
New Appointments Oct 2006 to Oct 2007	81	203	39.9%
Faculty Lost Oct 2006 to Oct 2007	51	141	36.2%

Table 4: Net Change in Female and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

<b>Net Change Oct 2006 to Oct. 2007</b>			
<b>Females</b>		<b>Total Faculty</b>	
Count	%	Count	%
30	4.4%	3640	1.7%

### *Appointments of minorities*

Of the new appointments in 2007, 24.1% (49 individuals) were minorities. The net outcome for 2007 was an increase in minority faculty (+20).

Table 5: Minority Counts and Percentages of New, Lost, and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

Table 6: Net Change in Minorities and Total Faculty  
(Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

### **Sources of comparative data**

As indicated above, data from Part G of the IPEDS Fall Staff Report has been used to compare University of Nebraska performance in recruiting and retaining female and minority faculty members to that of peer institutions. Another common source of data on faculty gender and rank is available through the AAUP publication of *Academe*. The AAUP data combines non-tenure track faculty with tenured/tenure-track faculty. Also, AAUP does not collect data from medical schools while IPEDS does. For these reasons AAUP data are not used for this study but the data is provided for comparison. It is sourced from the March/April 2008 issue of *Academe*.

Table 8, at the end of the report, presents detailed data on the number of faculty by gender and ethnicity as reported to IPEDS for all peer institutions and University of Nebraska campuses used for the above analyses. AAUP data is provided for informational purposes

## **Conclusion**

Since 1995, the University of Nebraska has maintained its commitment to diversity and increased the percent of female and minority faculty.

Between 1995 and 2007 there was an overall decrease of 49 faculty members. Despite this overall decrease in faculty, the University of Nebraska has successfully increased female and minority representation within its faculty body.

Table 7: Net Faculty Changes from 1995 to 2007

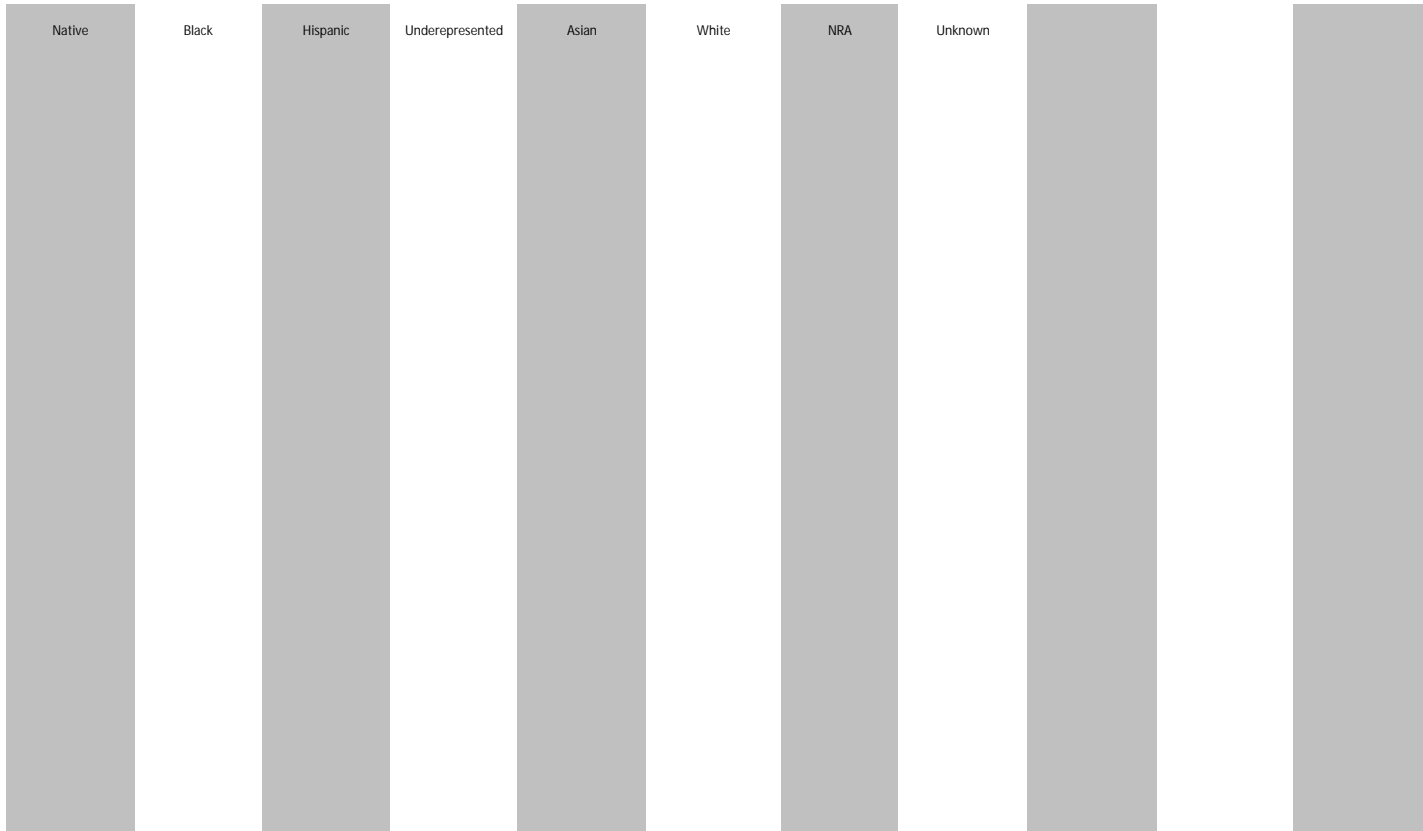
This progress is highlighted by the items below:

The proportion of female faculty for 2007 exceeded the proportion at peer institutions.

The University has averaged a 0.67 percentage point increase through 2007, exceeding the annual goal for female faculty (an increase of



**Table 8: Number and Percent of Full-Time Faculty Who are Women or Minorities  
University of Nebraska Compared to All NU Peer Institutions  
Fall 2007 - IPEDS Data**



**Table 9: Number of Full-time Instructional Faculty\* by Gender  
UNL Campus Compared to UNL Peers  
Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total		Total	Women as % of Total	Total without Instructors			Women as % of Total
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women			Men	Women	Total	
Colorado State University	331	81	188	94	133	96	0	0	652	271	923	29.4%	652	271	923	29.4%
Iowa State University	421	80	251	124	184	121	1	4	857	329	1,186	27.7%	856	325	1,181	27.5%
Ohio State University-Main Campus	786	187	479	278	290	243	2	6	1,557	714	2,271	31.4%	1,555	708	2,263	31.3%
Purdue University-Main Campus	684	107	362	171	317	209	11	8	1,374	495	1,869	26.5%	1,363	487	1,850	26.3%
University of Colorado at Boulder	333	82	199	110	172	108	129	142	833	442	1,275	34.7%	704	300	1,004	29.9%
University of Illinois at Urbana-Champaign	673	140	353	180	319	203	5	6	1,350	529	1,879	28.2%	1,345	523	1,868	28.0%
University of Iowa	397	112	233	176	164	144	2	7	796	439	1,235	35.5%	794	432	1,226	35.2%
University of Kansas Main Campus	322	77	218	122	147	125	0	0	687	324	1,011	32.0%	687	324	1,011	32.0%
University of Minnesota-Twin Cities	644	169	307	218	225	187	48	91	1,224	665	1,889	35.2%	1,176	574	1,750	32.8%
University of Missouri-Columbia	259	75	215	129	211	183	0	0	685	387	1,072	36.1%	685	387	1,072	36.1%
<b>Peer Total</b>	<b>4,850</b>	<b>1,110</b>	<b>2,805</b>	<b>1,602</b>	<b>2,162</b>	<b>1,619</b>	<b>198</b>	<b>264</b>	<b>10,015</b>	<b>4,595</b>	<b>14,610</b>	<b>31.5%</b>	<b>9,817</b>	<b>4,331</b>	<b>14,148</b>	<b>30.6%</b>
University of Nebraska at Lincoln	398	75	194	101	138	75	0	1	730	252	982	25.7%	730	251	981	25.6%

\*Notes:

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 10: Number of Full-time Instructional Faculty\* by Gender  
 UNO Campus Compared to UNO Peers  
 Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Men	Women	Total	Women as % of Total	Total without Instructors			Women as % of Total
	Men	Women	Men	Women	Men	Women	Men	Women					Total			
Cleveland State University	125	36	126	76	80	64	5	6	336	182	518	35.1%	331	176	507	34.7%

**Table 11: Number of Full-time Instructional Faculty\* by Gender  
 UNK Campus Compared to UNK Peers  
 Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total		Total	Women as % of Total	Total without Instructors			Women as % of Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women			Men	Women	Total		
Central Missouri State University																	
Minnesota State University-Moorhead	88	36	42	44	44	54	14	27	188	161	349	46.1%	174	134	308	43.5%	
Murray State University	78	20	65	43	61	38	0	1	204	102	306	33.3%	204	101	305	33.1%	
Northern Michigan University	63	28	53	29	46	39	11	14	173	110	283	38.9%	162	96	258	37.2%	
Sam Houston State University	166	55	122	96	111	77	11	14	204	102	306	33.3%	166	55	221	33.5%	

