



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

**August 2006**

## **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 achieving the minimal goal of being among the top fifty percent among the Board of Regents’ peer institutions in the employment of women and minority faculty members by August 1, 2005.” Later, the Legislature changed the deadline to April 1, 2006. On its own volition, the University also set a number of goals to create a more diverse faculty. Since 2001, the University has provided annual reports to

June 2006. This report provides annual detail for the University of Nebraska and biennial data comparing the University to peer institutions from fall 1995 through fall 2005.

For the purposes of comparison to peers, faculty included were in full-time, tenured or tenure-track positions for the University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL) and University of Nebraska at Omaha (UNO). In addition the University of Nebraska Medical Center (UNMC) data includes faculty in the appropriate ranks with health professions appointments. UNK and UNO have tenured faculty who hold the rank of Instructor. These faculty are also included. Faculty counted in this report are U.S. citizens, permanent residents, or have resident alien status.

## Trends and Outcomes

### Female Faculty

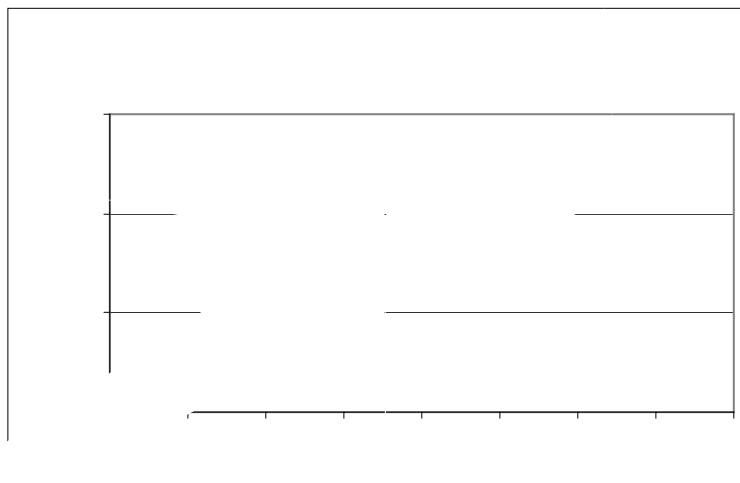
#### *University of Nebraska data*

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 2005, female faculty made up 32.5% of the total faculty pool. This represents a 29.4% 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 2002	Fall 2003	Fall 2004	Fall 2005
NU Faculty	2,187	2,188	2,199	2,104	2,120	2,070	2,081	2,080
Count of NU Female Faculty	549	593	628	632	644	638	647	675
% NU Female Faculty	25.1%	27.1%	28.6%	30.0%	30.4%	30.8%	31.1%	32.5%

Figure 1: Percentage of NU Female Faculty 1995 to 2005



From fall 1995 to fall 2005, NU has performed well in terms of female faculty for the University of Nebraska. The percentage of female faculty at peer institutions is generally higher than the University of Nebraska continues to improve and remains above the peer average for percent female faculty.

Compared to Peer Average 1995 to 2005

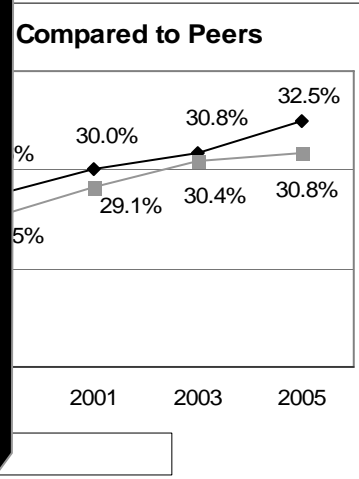
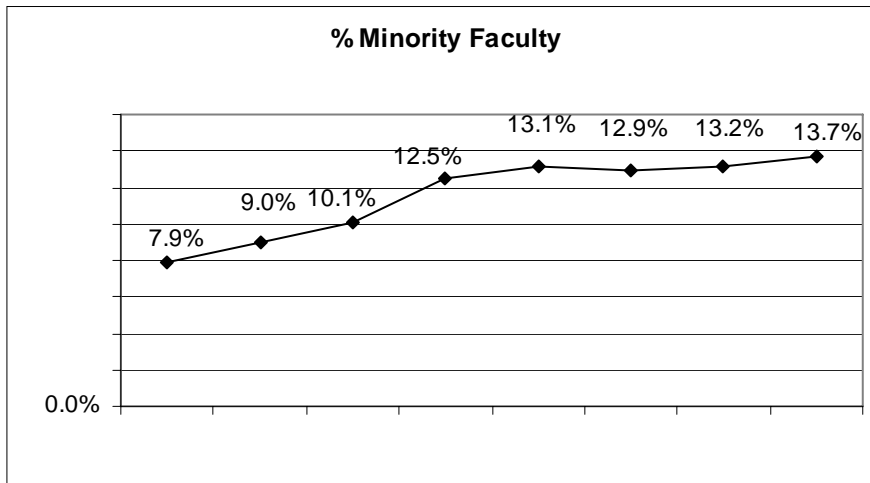


Figure 3: Percentage of NU Minority Faculty 1995 to 2005



## Faculty Recruitment and Retention

### *Appointments of females*

There were a total of 167 new appointments in 2005. Seventy-four (74) or 44.3% of the newly appointed faculty in 2005 were female. The female faculty appointment rate is substantially greater than the current female faculty representation rate at the University (32.5%). This is a positive trend and sets the stage for greater representation of females

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

	Minority Count	Total Faculty Count	Minorities as % of Total Faculty
October 2004	275	2081	13.2%
October 2005	284	2080	13.7%
New Appointments Oct 2004 to Oct 2005	24	167	14.4%
Faculty Lost Oct 2004 to Oct 2005	15	168	8.9%

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

Net Change Oct 2004 to Oct. 2005			
Minorities		Total Faculty	
Count	%	Count	%
9	3.3%	-1	0.0%

### Sources of comparative data

As indicated above, data from Part F 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

August 4, 2006



**Table 7: Number and Percent of Full-Time Faculty Who are Women or Minorities  
University of Nebraska Compared to All NU Peer Institutions  
Fall 2005 - IPEDS Data**

Institution Name	Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		% Women	% All Minority	% Underrep Minority
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women					
University of Arkansas at Little Rock	2	2	7	17	5	3	14	22	26	8	194	115	1	0	0	0	40	30	235	145	235	145	38.2%	18.4%	9.5%		
University of Northern Colorado	2	1	5	3	6	9	13	13	4	2	139	113	0	0	4	0	17	15	156	128	160	128	45.1%	11.3%	9.2%		
Wichita State University	0	1	1	5	1	1	2	7	32	3	201	118	0	0	25	7	34	10	235	128	260	135	35.3%	12.1%	2.5%		
University of Missouri-Columbia	0	1	18	17	15	8	33	26	102	19	666	263	8	2	44	18	135	45	809	310	853	328	27.7%	16.1%	5.3%		
University of Missouri-St Louis	1	0	12	16	2	1	15	17	24	5	133	82	4	6	8	7	39	22	176	110	184	117	38.5%	21.3%	11.2%		
University of Central Arkansas	0	0	7	4	2	0	9	4	16	6	163	102	0	0	0	0	25	10	188	112	188	112	37.3%	11.7%	4.3%		
University of Colorado at Denver and Health Sciences Center*	3	8	11	9	25	10	39	27	39	27	658	366	59	45	69	25	78	54	795	465	864	490	36.9%	10.5%	5.2%		
University of Colorado Health Sciences Center*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---		
University of Colorado at Boulder	2	1	16	4	27	15	45	20	51	28	541	211	20	2	28	7	96	48	657	261	685	268	28.4%	15.7%	7.1%		
Colorado S1357.3(0)-44[Co]-i(v)-1.77er_sity .8958ETq1   118314 166.8 4198 5-444 reW n82 y																											

**Table 8: Number of Full-time Instructional Faculty\* by Gender  
UNL Campus Compared to UNL Peers  
Fall 2005 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total		Total	Women as	Total		Women as	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		% of Total	Men	Women	Total	% of Total
Colorado State University	350	74	175	84	111	86	-	-	636	244	880	27.7%	636	244	880	27.7%
Iowa State University	418	83	267	126	218	133	4	6	907	348	1,255	27.7%	903	342	1,245	27.5%
Ohio State University-Main Campus	790	167	489	261	279	202	4	7	1,562	637	2,199	29.0%	1,558	630	2,188	28.8%
Purdue University -Main Campus	669	102	375	142	299	194	13	14	1,356	452	1,808	25.0%	1,343	438	1,781	24.6%
University of Colorado at Boulder	351	82	180	93	153	93	75	88	759	356	1,115	31.9%	684	268	952	28.2%
University of Illinois at Urbana-Champaign	678	127	331	157	314	187	2	5	1,325	476	1,801	26.4%	1,323	471	1,794	26.3%
University of Iowa	398	100	216	153	152	113	-	-	766	366	1,132	32.3%	766	366	1,132	32.3%
University of Kansas Main Campus	324	76	211	108	140	131	-	2	675	317	992	32.0%	675	315	990	31.8%
University of Minnesota-Twin Cities	947	159	287	189	219	162	8	6	1,461	516	1,977	26.1%	1,453	510	1,963	26.0%
University of Missouri-Columbia	252	75	222	110	223	174	-	-	697	359	1,056	34.0%	697	359	1,056	34.0%
<b>Peer Total</b>	<b>5,177</b>	<b>1,045</b>	<b>2,753</b>	<b>1,423</b>	<b>2,108</b>	<b>1,475</b>	<b>106</b>	<b>128</b>	<b>10,144</b>	<b>4,071</b>	<b>14,215</b>	<b>28.6%</b>	<b>10,038</b>	<b>3,943</b>	<b>13,981</b>	<b>28.2%</b>
University of Nebraska at Lincoln	393	68	212	82	123	74	1	1	729	225	954	23.6%	728	224	952	23.5%

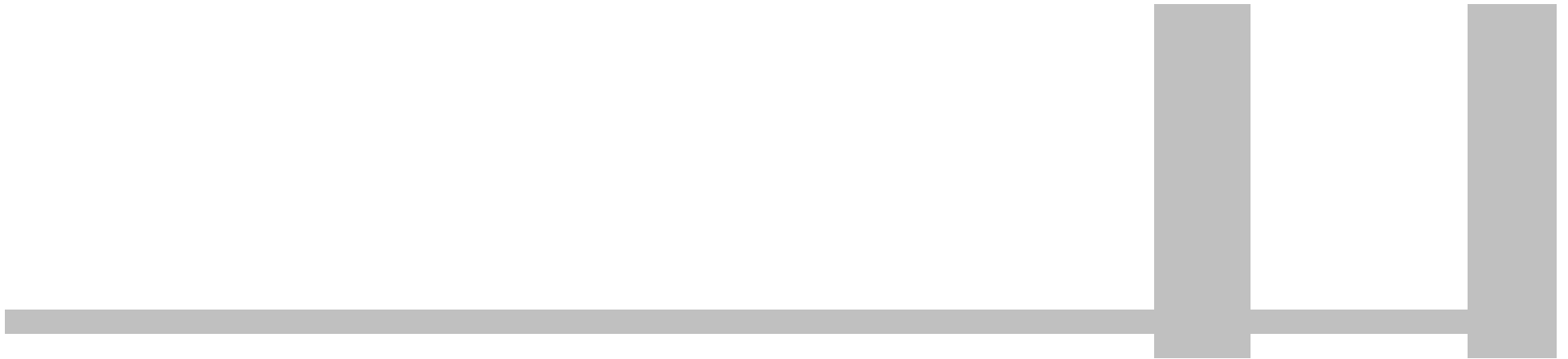
Source: ACADEME March-April 2006 (AAUP Survey 2005-2006).

\*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave

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

Table 9: Number of Full-time Instructional Faculty\* by Gender



**Table 10: Number of Full-time Instructional Faculty\* by Gender  
UNK Campus Compared to UNK Peers  
Fall 2005 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total
Central Missouri State University	91	33	69	46	85	52	20	43	265	174	439	39.6%	245	131	376	34.8%
Minnesota State University-Moorhead	82	26	33	33	47	46	3	15	165	120	285	42.1%	162	105	267	39.3%
Murray State University	80	16	64	44	64	35	1	1	209	96	305	31.5%	208	95	303	31.4%
Northern Michigan University	66	35	54	30	33	26	13	12	166	103	269	38.3%	153	91	244	37.3%
Sam Houston State University	94	24	69	39	58	62	-	2	221	127	348	36.5%	221	125	346	36.1%
University of Central Arkansas	71	18	54	32	83	75	28	69	236	194	430	45.1%	208	125	333	37.5%
University of Northern Colorado	100	52	38	44	48	48	4	5	190	149	339	44.0%	186	144	330	43.6%
University of Northern Iowa	130	46	118	84	74	65	34	74	356	269	625	43.0%	322	195	517	37.7%
University of Wisconsin-Stevens Point	104	33	43	31	52	46	3	4	202	114	316	36.1%	199	110	309	35.6%
Western Illinois University	132	54	93	65	128	76	33	56	386	251	637	39.4%	353	195	548	35.6%
Peer Total	950	337	635	448	672	531	139	281	2,396	1,597	3,993	40.0%	2,257	1,316	3,573	36.8%
University of Nebraska at Kearney	69	18	52	39	32	38	1	2	154	97	251	38.6%	153	95	248	38.3%

Source: ACADEME March-April 2006 (AAUP Survey 2005-2006).

\*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

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

