

# UNIVERSITY OF Nebraska

## **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 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 August 1, 2008. On its own volition, the University also set a number of goals to create a more diverse faculty. Since 2001, the University has provided reports to the Legislature on the progress towards meeting the goal of being at the average of peer institutions in the representation of female and minority faculty members. This report presents a history of the progress the University of Nebraska (NU) has made in terms of female and minority faculty hiring from fall 1995 to fall 2007 as well as the most recent annual changes from fall 2006 to fall 2007.

The following is a summary of key points to consider when reviewing female and minority faculty hiring at the University of Nebraska:

- The number of female faculty as a percent of total faculty at NU increased from 25.1% to 33.1% from 1995 to 2007, compared to a change from 24.8% to 31.9% at peer institutions.
- Minority faculty as a percent of total NU faculty increased from 7.9% in 1995 to 14.5% in 2007. Peer minority faculty percentages rose from 10.9% to 16.6% over the same period. Comparatively, 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.
- In 2007, NU had net increases of 30 female faculty, a 4.4% gain, and 20 minority faculty, a 6.9% gain, while total faculty increased by 3.0% from 2006 faculty figures.
- Eighty-one females and forty-nine minority faculty were newly appointed between fall 2006 and fall 2007. Females made up 39.9% of all new appointments. This is higher than the current female representation at the University of 33.1%. The rate of new appointments for minorities was 24.1%, which is higher than the 14.5% current minority representation at the University.

## Definitions and Timeframes

The scope of the diversity report, as reported to the legislature, is limited to available comparable information drawn from Part G of the IPEDS Human Resources survey. Participation in this survey is mandatory in odd-numbered years. The IPEDS Human Resources survey allows comparison to peer faculty by gender, ethnicity, tenure status, and rank. Part G includes full-time faculty engaged primarily in instruction, research and public service activities. The most recent comparable University and peer information was collected by IPEDS in fall 2007 and made available in June 2008.

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), 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

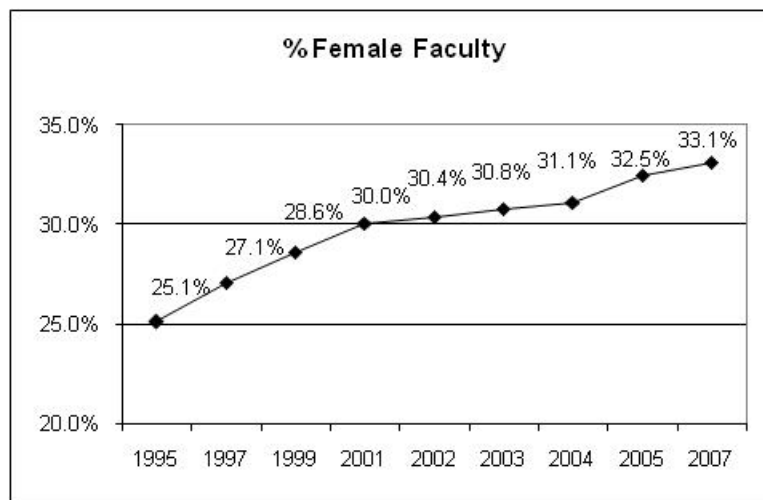
*University of Nebraska data*

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%

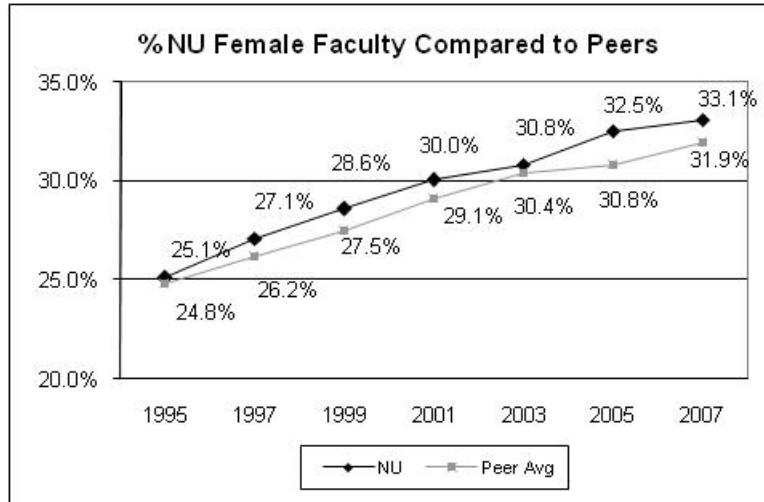
Figure 1: Percentage of NU Female Faculty 1995 to 2007



*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

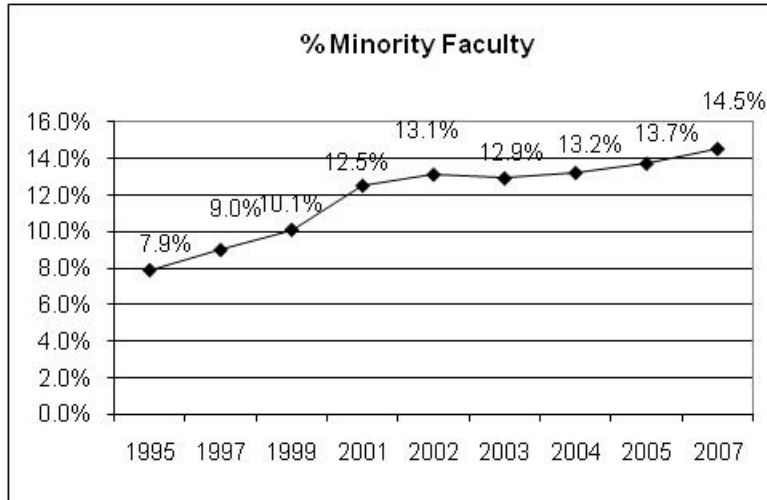
*University of Nebraska data*

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%

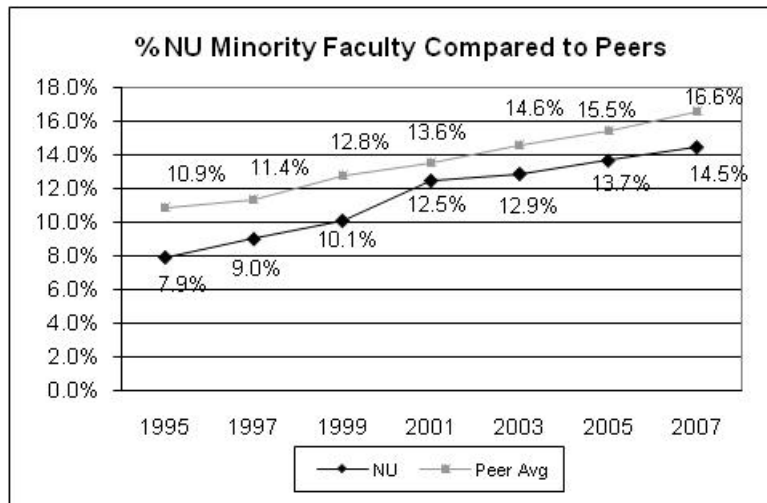
Figure 3: Percentage of NU Minority Faculty 1995 to 2007



*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)

	<u>Female Count</u>	<u>Total Faculty Count</u>	<u>Females as % of Total Faculty</u>
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>			
<u>Females</u>		<u>Total Faculty</u>	
Count	%	Count	%
30	4.4%	62	3.0%

*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)

	<u>Minority Count</u>	<u>Total Faculty Count</u>	<u>Minorities as % of Total Faculty</u>
October 2006	291	2076	14.0%
October 2007	311	2138	14.5%
New Appointments Oct 2006 to Oct 2007	49	203	24.1%
Faculty Lost Oct 2006 to Oct 2007	29	141	20.6%

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

Net Change Oct 2006 to Oct. 2007			
Minorities		Total Faculty	
Count	%	Count	%
20	6.9%	62	3.0%

### 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 in Tables 9-11.

## 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

<b>Total Faculty</b>	<b>-49</b>
<b>Female Faculty</b>	<b>+159</b>
<b>Minority Faculty</b>	<b>+138</b>

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 0.5 percentage points).
- 39.9% of new faculty appointments in 2007 were females, which represents a rate greater than the current proportion of female faculty, currently at 33.1%.
- 24.1% of new faculty appointments in 2007 were minorities, which represents a rate greater than the current proportion of minority faculty, currently at 14.5%.
- The number of female faculty has grown from 549 in 1995 to 708 in 2007 (a 28.9% increase).
- The number of minority faculty has increased by 138 faculty members from 1995 to 2007. That represents a 79.7% increase in minority faculty representation.



**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**

Institution Name	Native		Black		Hispanic		Underepresented		Asian		White		NRA		Unknown		Minority		Total (NRA excluded)		Grand Total		Total With NRA Excluded		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	% Women	% Minority	% Underp
Murray State University	0	0	3	6	2	0	5	6	7	1	175	81	14	12	0	0	12	7	187	88	201	100	32.0%	6.9%	4.0%
University of Kentucky	1	0	33	26	11	10	45	36	110	33	920	367	33	11	0	0	155	69	1,075	436	1,108	447	28.9%	14.8%	5.4%
Wichita State University	1	0	3	5	3	2	7	7	33	7	200	118	11	4	0	0	40	14	240	132	251	136	35.5%	14.5%	3.8%
University of Kansas Medical Center	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%
University of Kansas	4	3	16	22	25	11	45	36	84	25	745	346	34	17	0	0	129	61	874	407	908	424	31.8%	14.8%	6.3%
Western Illinois University	2	2	15	9	7	4	24	15	23	12	264	147	18	13	0	0	47	27	311	174	329	187	35.9%	15.3%	8.0%
University of Illinois at Urbana-Champaign	4	5	45	34	51	26	100	65	148	62	999	363	71	21	16	5	248	127	1,263	495	1,334	516	28.2%	21.3%	9.4%
University of Illinois at Chicago	0	1	25	31	32	29	57	61	126	51	581	292	31	26	3	2	183	112	767	406	798	432	34.6%	25.1%	10.1%
University of Northern Colorado	1	1	4	4	8	8	13	13	4	2	137	115	2	3	4	2	17	15	158	132	160	135	45.5%	11.0%	9.0%
Colorado State University	3	3	9	3	16	15	28	21	33	9	508	226	64	19	12	10	61	30	581	266	645	285	31.4%	10.7%	5.8%
University of Colorado Denver	2	4	10	12	32	13	44	29	57	32	645	383	41	12	71	50	101	61	817	494	858	506	37.7%	12.4%	5.6%
University of Central Arkansas	0	1	6	5	2	0	8	6	17	7	184	104	0	0	0	0	25	13	209	117	209	117	35.9%	11.7%	4.3%
University of Arkansas at Little Rock	1	0	11	14	4	3	16	17	30	10	185	113	0	0	3	2	46	27	234	142	234	142	37.8%	19.4%	8.8%
University of Colorado at Boulder	1	2	11	10	28	15	40	27	55	29	550	229	35	10	25	5	95	56	670	290	705	300	30.2%	15.7%	7.0%
University of Missouri-St Louis	1	0	11	17	4	1	16	18	24	7	139	94	12	9	4	6	40	25	183	125	195	134	40.6%	21.1%	11.0%
University of Oklahoma Health Sciences Center	4	2	1	6	7	3	12	11	36	11	208	70	9	4	0	0	48	22	256	92	265	96	26.4%	20.1%	6.6%
University of Central Missouri	2	2	7	5	1	1	10	8	18	10	192	113	1	3	0	0	28	18	220	131	221	134	37.3%	13.1%	5.1%
Minnesota State University-Moorhead	0	4	5	1	2	1	7	6	6	2	113	82	13	7	7	5	13	8	133	95	146	102	41.7%	9.2%	5.7%
Northern Michigan University	0	0	1	1	1	0	2	1	8	4	148	75	0	0	2	1	10	5	160	81	160	81	33.6%	6.2%	1.2%
Ohio State University-Main Campus	2	1	58	38	41	21	101	60	191	52	1,346	595	125	60	44	13	292	112	1,682	720	1,807	780	30.0%	16.8%	6.7%
University of North Carolina at Charlotte	1	0	17	22	11	8	29	30	57	13	346	184	26	22	0	0	86	43	432	227	458	249	34.4%	19.6%	9.0%
Sam Houston State University	1	0	6	9	10	9	17	18	13	7	226	142	11	10	0	0	30	25	256	167	267	177	39.5%	13.0%	8.3%
The University of Tennessee	5	0	35	28	28	4	68	32	101	32	954	419	61	23	0	0	169	64	1,123	483	1,184	506	30.1%	14.5%	6.2%
University of Northern Iowa	2	1	8	4	6	5	16	10	18	7	251	189	11	7	0	0	34	17	285	206	296	213	42.0%	10.4%	5.3%
University of Iowa	1	5	17	17	31	14	49	36	112	28	821	339	39	14	16	9	161	64	998	412	1,037	426	29.2%	16.0%	6.0%
Iowa State University	6	1	11	10	11	8	28	19	124	20	595	248	38	17	0	0	152	39	747	287	785	304	27.8%	18.5%	4.5%
Northern Illinois University	1	1	11	10	9	13	21	24	46	18	330	229	37	34	3	3	67	42	400	274	437	308	40.7%	16.2%	6.7%
Cleveland State University	0	0	13	18	8	4	21	22	48	12	241	131	15	11	0	0	69	34	310	165	325	176	34.7%	21.7%	9.1%
Purdue University-Main Campus	2	2	27	13	27	15	56	30	191	42	979	342	70	31	2	2	247	72	1,228	416	1,298	447	25.3%	19.4%	5.2%
The University of Texas at San Antonio	7	2	9	8	53	42	69	52	79	25	214	115	0	0	0	0	148	77	362	192	362	192	34.7%	40.6%	21.8%
Portland State University	2	3	9	3	10	2	21	8	18	11	196	118	13	7	41	24	39	19	276	161	289	168	36.8%	13.3%	6.6%
University of Missouri-Columbia	0	1	21	18	21	8	42	27	109	22	683	282	39	19	0	0	151	49	834	331	873	350	28.4%	17.2%	5.9%
University of Minnesota-Twin Cities	7	6	29	25	26	16	62	47	179	51	1,315	573	76	26	59	24	241	98	1,615	695	1,691	721	30.1%	14.7%	4.7%
University of Wisconsin-Stevens Point	1	0	0	1	3	3	4	4	9	5	188	99	0	0	0	2	13	9	201	110	201	110	35.4%	7.1%	2.6%
<b>Peer Totals</b>	<b>65</b>	<b>53</b>	<b>487</b>	<b>435</b>	<b>531</b>	<b>314</b>	<b>1,083</b>	<b>802</b>	<b>2,114</b>	<b>659</b>	<b>15,578</b>	<b>7,323</b>	<b>950</b>	<b>452</b>	<b>312</b>	<b>165</b>	<b>3,197</b>	<b>1,461</b>	<b>19,087</b>	<b>8,949</b>	<b>20,037</b>	<b>9,401</b>	<b>31.9%</b>	<b>16.6%</b>	<b>6.7%</b>
University of Nebraska-Lincoln	3	5	11	13	21	7	35	25	58	23	601	232	35	11	0	0	93	48	694	280	729	291	28.7%	14.5%	6.2%
University of Nebraska at Kearney	0	0	2	0	4	1	6	1	6	3	132	85	5	4	0	0	12	4	144	89	149	93	38.2%	6.9%	3.0%
University of Nebraska at Omaha	2	6	9	11	6	8	17	25	23	10	197	129	6	3	0	0	40	35	237	164	243	167	40.9%	18.7%	10.5%
University of Nebraska Medical Center	0	0	5	3	5	3	10	6	52	10	294	158	26	4	0	0	62	16	356	174	382	178	32.8%	14.7%	3.0%
University of Nebraska Central Administration System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%
Nebraska College of Technical Agriculture	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%
<b>NU Totals</b>	<b>5</b>	<b>11</b>	<b>27</b>	<b>27</b>	<b>36</b>	<b>19</b>	<b>68</b>	<b>57</b>	<b>139</b>	<b>46</b>	<b>1,224</b>	<b>604</b>	<b>72</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>207</b>	<b>103</b>	<b>1,431</b>	<b>707</b>	<b>1,503</b>	<b>729</b>	<b>33.1%</b>	<b>14.5%</b>	<b>5.8%</b>

**Notes:**

Data includes full-time tenured and tenure track faculty primarily engaged in instruction, research, and/or public service from Human Resources Survey Part G.  
The University of Colorado Health Sciences Center and the University of Colorado at Denver merged into one unit in 2004. No data available for the University of Kansas Medical Center for 2007.  
Source: IPEDS Human Resources Survey 2007.

**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			Women as	Total without Instructors			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of 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%
Peer Total	4,850	1,110	2,805	1,602	2,162	1,619	198	264	10,015	4,595	14,610	31.5%	9,817	4,331	14,148	30.6%
University of Nebraska at Lincoln	398	75	194	101	138	75	0	1	730	252	982	25.7%	730	251	981	25.6%

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

\*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.

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

	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total without Instructors			Women as	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total	
Peer Institutions																	
Cleveland State University	125	36	126	76	80	64	5	6	336	182	518	35.1%	331	176	507	34.7%	
Northern Illinois University	156	57	181	137	106	112	60	99	503	405	908	44.6%	443	306	749	40.9%	
Portland State University	140	50	92	70	87	78	37	74	356	272	628	43.3%	319	198	517	38.3%	
University of Arkansas at Little Rock																	
University of Colorado at Denver	98	38	101	67	71	59	85	99	355	263	618	42.6%	270	164	434	37.8%	
University of Missouri-St Louis	90	28	83	72	54	89	0	0	227	189	416	45.4%	227	189	416	45.4%	
University of North Carolina at Charlotte	159	37	159	87	141	126	0	0	459	250	709	35.3%	459	250	709	35.3%	
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%	
University of Texas at San Antonio	126	41	135	58	97	91	1	2	359	192	551	34.8%	358	190	548	34.7%	
Wichita State University	97	27	99	57	60	54	14	29	270	167	437	38.2%	256	138	394	35.0%	
Peer Total	1,116	354	1,089	718	766	724	238	384	3,209	2,180	5,389	40.5%	2,971	1,796	4,767	37.7%	
University of Nebraska at Omaha	110	35	75	63	58	58	14	25	257	181	438	41.3%	243	156	399	39.1%	

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

\*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.

**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			Women as	Total without Instructors			Women as	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of 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	96	24	76	54	90	92	0	2	262	172	434	39.6%	262	170	432	39.4%	
University of Central Arkansas	73	18	52	42	100	70	26	73	251	203	454	44.7%	225	130	355	36.6%	
University of Northern Colorado	91	54	39	42	56	69	1	3	187	168	355	47.3%	186	165	351	47.0%	
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%	
University of Wisconsin-Stevens Point	86	25	49	33	56	52	10	6	201	116	317	36.6%	191	110	301	36.5%	
Western Illinois University	133	58	114	68	100	76	36	64	383	266	649	41.0%	347	202	549	36.8%	
<b>Peer Total</b>	<b>833</b>	<b>303</b>	<b>603</b>	<b>449</b>	<b>623</b>	<b>541</b>	<b>134</b>	<b>265</b>	<b>2,193</b>	<b>1,558</b>	<b>3,751</b>	<b>41.5%</b>	<b>2,059</b>	<b>1,293</b>	<b>3,352</b>	<b>38.6%</b>	
University of Nebraska at Kearney	69	20	46	43	37	33	0	1	152	97	249	39.0%	152	96	248	38.7%	

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

\*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.

**Table 12: Number of Full-time Instructional Faculty\* by Gender  
 NU Campuses Compared to NU Campus Peers (Excluding UNMC)  
 Fall 2007 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total without Instructors			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of 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%
Cleveland State University	125	36	126	76	80	64	5	6	336	182	518	35.1%	331	176	507	34.7%
Northern Illinois University	156	57	181	137	106	112	60	99	503	405	908	44.6%	443	306	749	40.9%
Portland State University	140	50	92	70	87	78	37	74	356	272	628	43.3%	319	198	517	38.3%
University of Arkansas at Little Rock																
University of Colorado at Denver	98	38	101	67	71	59	85	99	355	263	618	42.6%	270	164	434	37.8%
University of Missouri-St Louis	90	28	83	72	54	89	0	0	227	189	416	45.4%	227	189	416	45.4%
University of North Carolina at Charlotte	159	37	159	87	141	126	0	0	459	250	709	35.3%	459	250	709	35.3%
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%
University of Texas at San Antonio	126	41	135	58	97	91	1	2	359	192	551	34.8%	358	190	548	34.7%
Wichita State University	97	27	99	57	60	54	14	29	270	167	437	38.2%	256	138	394	35.0%
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	96	24	76	54	90	92	0	2	262	172	434	39.6%	262	170	432	39.4%
University of Central Arkansas	73	18	52	42	100	70	26	73	251	203	454	44.7%	225	130	355	36.6%
University of Northern Colorado	91	54	39	42	56	69	1	3	187	168	355	47.3%	186	165	351	47.0%
University of Northern Iowa	125	40	113	94	70	51	36	75	344	260	604	43.0%	308	185	493	37.5%
University of Wisconsin-Stevens Point	86	25	49	33	56	52	10	6	201	116	317	36.6%	191	110	301	36.5%
Western Illinois University	133	58	114	68	100	76	36	64	383	266	649	41.0%	347	202	549	36.8%
Peer Total	6,666	1,709	4,383	2,701	3,451	2,808	534	849	15,034	8,067	23,101	34.9%	14,500	7,218	21,718	33.2%
University of Nebraska at Kearney	69	20	46	43	37	33	0	1	152	97	249	39.0%	152	96	248	38.7%
University of Nebraska at Lincoln	398	75	194	101	138	75	0	1	730	252	982	25.7%	730	251	981	25.6%
University of Nebraska at Omaha	110	35	75	63	58	58	14	25	257	181	438	41.3%	243	156	399	39.1%
Total NU	577	130	315	207	233	166	14	27	1,139	530	1,669	31.8%	1,125	503	1,628	30.9%

Source: ACADEME March-April 2008 (AAUP Survey 2007-2008).

\*Notes:

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) (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.