

Section II

◆◆◆

Human Resources

II. Human Resources

1. Special Faculty Honors	43
2. Budgeted Faculty Salary Trend Analysis:	
◆ Academic Institutions	44
◆ Academic Institutions, Adjusted for Inflation	45
◆ Academic Institutions (<i>Bar Chart</i>)	46
◆ Academic Institutions, Adjusted for Inflation (<i>Bar Chart</i>)	47
◆ Health Institutions	48
◆ Health Institutions, Adjusted for Inflation	49
◆ Health Institutions (<i>Bar Chart</i>)	50
◆ Health Institutions, Adjusted for Inflation (<i>Bar Chart</i>)	51
3. Faculty Demographics:	
◆ All Institutions	52
◆ Academic Institutions	53
◆ Health Institutions	54
◆ Arlington	55
◆ Austin	56
◆ Brownsville	57
◆ Dallas	58
◆ El Paso	59
◆ Pan American	60
◆ Permian Basin	61
◆ San Antonio	62
◆ Tyler	63
◆ Southwestern Medical Center at Dallas	64
◆ Medical Branch at Galveston	65
◆ Health Science Center at Houston	66
◆ Health Science Center at San Antonio	67
◆ M. D. Anderson Cancer Center	68
◆ Health Center at Tyler	69
4. Executive, Administrative, and Managerial Headcount by Ethnicity and Gender:	
◆ Arlington	70
◆ Austin	71
◆ Brownsville	72
◆ Dallas	73
◆ El Paso	74
◆ Pan American	75
◆ Permian Basin	76
◆ San Antonio	77
◆ Tyler	78
◆ Southwestern Medical Center at Dallas	79
◆ Medical Branch at Galveston	80
◆ Health Science Center at Houston	81
◆ Health Science Center at San Antonio	82
◆ M. D. Anderson Cancer Center	83
◆ Health Center at Tyler	84

Special Faculty Honors Fall 2000

Nobel Prize	7
Pulitzer Prize	1
National Academy of Sciences	33
National Academy of Engineering	44
American Academy of Arts and Sciences	39
American Law Institute	22
American Academy of Nursing	39
Institute of Medicine	22

Notes:

The faculty of the University of Texas System receive a wide range of honors and awards. The awards listed here are perpetual, lifetime awards received by faculty members on or before December 1, 2000. A current list of honorees is available from the U. T. System Offices of Academic and Health Affairs.

Many other prestigious awards, honors, prizes, and professional recognitions have been received by faculty at both the academic and health institutions. Additional information on other specific honors is available upon request through the individual component institutions.

This report is updated on a biennial basis.

Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors, Assistant Professors, and Instructors

Academic Institutions

Institution	Academic Years (nine months)								
	1997-98	1998-99	% Change	1999-00	% Change	2000-01	% Change	2001-02	% Change
Arlington	\$ 53,267	55,427	4.1	56,814	2.5	60,336	6.2	62,526	3.6
Austin	62,798	63,446	1.0	66,948	5.5	69,743	4.2	71,428	2.4
Brownsville	40,667	43,931	8.0	46,673	6.2	48,695	4.3	50,403	3.5
Dallas	64,076	66,493	3.8	70,661	6.3	74,765	5.8	80,799	8.1
El Paso	47,932	49,186	2.6	51,925	5.6	53,682	3.4	56,739	5.7
Pan American	47,907	49,051	2.4	51,270	4.5	52,447	2.3	55,237	5.3
Permian Basin	42,690	44,073	3.2	45,342	2.9	46,556	2.7	49,204	5.7
San Antonio	57,130	58,428	2.3	62,016	6.1	64,361	3.8	61,871	(3.9)
Tyler	47,037	47,979	2.0	49,842	3.9	51,243	2.8	53,744	4.9
Average: Academic Institutions	\$ 56,718	57,914	2.1	60,883	5.1	63,405	4.1	65,219	2.9

Notes:

This report only includes Professors, Associate Professors, Assistant Professors, and Instructors who were budgeted for the Academic Year.

Salary is the mean average budgeted salary, computed as the ratio of total budgeted amounts for faculty salaries to the number of budgeted full-time faculty equivalents.

Faculty salaries include supplements for chairs and professorships.

Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors,
Assistant Professors, and Instructors

(Adjusted for Inflation)

Academic Institutions

Institution	Academic Years (nine months)								
	1997-98	1998-99	% Change	1999-00	% Change	2000-01	% Change	2001-02	% Change
Arlington	\$ 57,355	58,807	2.5	59,160	0.6	60,336	2.0	62,526	3.6
Austin	67,616	67,315	(0.4)	69,713	3.6	69,743	0.0	71,428	2.4
Brownsville	43,787	46,609	6.4	48,600	4.3	48,695	0.2	50,403	3.5
Dallas	68,992	70,547	2.3	73,579	4.3	74,765	1.6	80,799	8.1
El Paso	51,610	52,185	1.1	54,069	3.6	53,682	(0.7)	56,739	5.7
Pan American	51,583	52,042	0.9	53,387	2.6	52,447	(1.8)	55,237	5.3
Permian Basin	45,966	46,761	1.7	47,214	1.0	46,556	(1.4)	49,204	5.7
San Antonio	61,514	61,991	0.8	64,576	4.2	64,361	(0.3)	61,871	(3.9)
Tyler	50,646	50,905	0.5	51,900	2.0	51,243	(1.3)	53,744	4.9
Average:									
Academic Institutions	\$ 61,070	61,445	0.6	63,397	3.2	63,405	0.0	65,219	2.9

Notes:

This report only includes Professors, Associate Professors, Assistant Professors, and Instructors who were budgeted for the Academic Year.

Salary is the mean average budgeted salary, computed as the ratio of total budgeted amounts for faculty salaries to the number of budgeted full-time faculty equivalents. Amounts have been adjusted for inflation using the Consumer Price Index for All Urban Consumers, for all items, where the purchasing power of the consumer dollar in 2001 equals \$1.00.

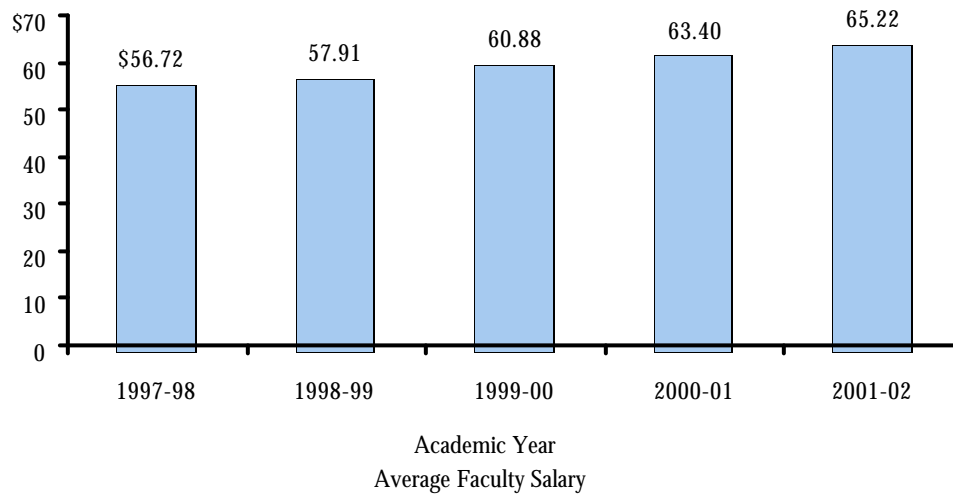
Faculty salaries include supplements for chairs and professorships.

Source: "Average Salary Data and Position Count," for each fiscal year as prepared by each U. T. System component institution.

Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors,
Assistant Professors and Instructors

Academic Institutions
(dollars in thousands)



Notes:

This report only includes Professors, Associate Professors, Assistant Professors, and Instructors who were budgeted for the Academic Year.

Salary is the mean average budgeted salary, computed as the ratio of total budgeted amounts for faculty salaries to the number of budgeted full-time faculty equivalents.

Faculty salaries include supplements for chairs and professorships.

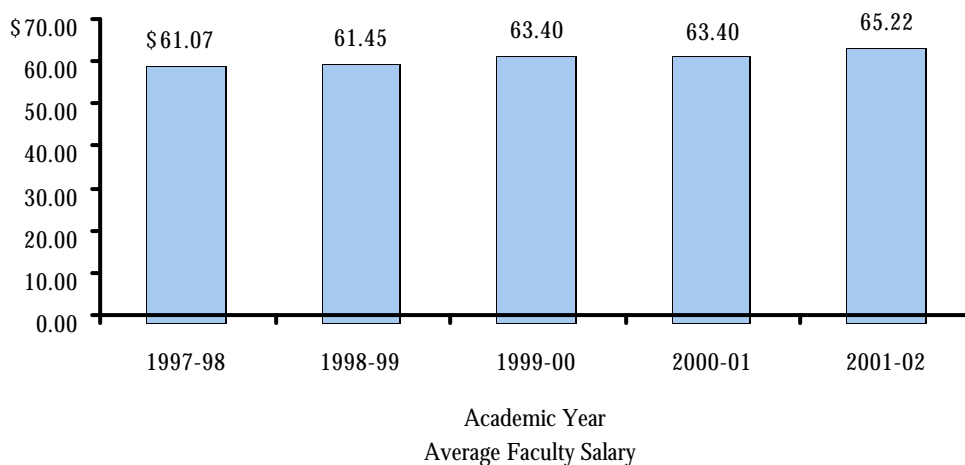
Source: "Average Salary Data and Position Count," for each fiscal year as prepared by each U. T. System component institution.

Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors,
Assistant Professors, and Instructors

(Adjusted for Inflation)

Academic Institutions
(dollars in thousands)



Notes:

This report only includes Professors, Associate Professors, Assistant Professors, and Instructors who were budgeted for the Academic Year.

Salary is the mean average budgeted salary, computed as the ratio of total budgeted amounts for faculty salaries to the number of budgeted full-time faculty equivalents. Amounts have been adjusted for inflation using the Consumer Price Index for All Urban Consumers, for all items, where the purchasing power of the consumer dollar in 2001 equals \$1.00.

Faculty salaries include supplements for chairs and professorships.

Source: "Average Salary Data and Position Count," for each fiscal year as prepared by each U. T. System component institution.

Faculty Salary and Percent Change Trend Analysis

Health Institutions

Institution	1997-98	1998-99	% Change	1999-00	% Change	2000-01	% Change	2001-02	% Change
Southwestern Medical Center Dallas	\$ 94,425	96,615	2.3	102,246	5.8	105,534	3.2	108,397	2.7
Medical School - Clinical	106,978	108,222	1.2	114,721	6.0	118,174	3.0	120,723	2.2
Medical School - Basic Science	81,925	76,822	(6.2)	92,626	20.6	85,942	(7.2)	83,157	(3.2)
Grad School/Biomedical Sciences	87,337	98,012	12.2	98,462	0.5	103,695	5.3	108,152	4.3
School of Allied Health Sciences	52,283	53,743	2.8	57,587	7.2	61,127	6.1	63,029	3.1
Medical Branch at Galveston	84,763	92,650	9.3	97,602	5.3	107,443	10.1	113,456	5.6
School of Medicine - Clinical	105,786	111,558	5.5	120,503	8.0	134,095	11.3	141,553	5.6
School of Medicine - Basic Science	81,953	87,464	6.7	89,992	2.9	91,244	1.4	98,431	7.9
Graduate School	90,485	95,459	5.5	99,721	4.5	102,680	3.0	114,968	12.0
School of Allied Health Sciences	53,461	57,115	6.8	57,460	0.6	62,136	8.1	64,984	4.6
School of Nursing	49,477	49,937	0.9	52,776	5.7	54,404	3.1	59,094	8.6
Health Science Center at Houston	80,847	86,072	6.5	88,097	2.4	90,720	3.0	96,537	6.4
Medical School - Clinical	90,632	101,295	11.8	104,011	2.7	106,825	2.7	117,905	10.4
Medical School - Basic Science	88,209	90,042	2.1	85,549	(5.0)	93,212	9.0	100,618	7.9
Dental Branch	72,498	74,753	3.1	79,051	5.8	80,906	2.3	85,716	5.9
School of Health Info. Sciences	73,786	75,316	2.1	83,555	10.9	96,013	14.9	98,161	2.2
School of Public Health	77,474	78,159	0.9	79,048	1.1	80,019	1.2	84,855	6.0
School of Nursing	62,575	65,394	4.5	67,795	3.7	68,383	0.9	68,992	0.9
Health Science Center at San Antonio	77,977	78,283	0.4	81,773	4.5	83,756	2.4	88,988	6.2
Medical School - Clinical	95,394	99,076	3.9	104,346	5.3	111,632	7.0	115,730	3.7
Medical School - Basic Science	73,868	76,118	3.0	80,289	5.5	81,569	1.6	90,814	11.3
Dental School	74,535	75,087	0.7	77,308	3.0	79,965	3.4	83,439	4.3
Grad School/Biomedical Sciences	65,522	55,293	(15.6)	61,996	12.1	55,545	(10.4)	70,133	26.3
School of Allied Health Sciences	50,691	52,437	3.4	53,194	1.4	54,088	1.7	54,482	0.7
School of Nursing	45,761	46,796	2.3	45,846	(2.0)	48,148	5.0	48,574	0.9
M. D. Anderson Cancer Center	80,912	85,461	5.6	88,514	3.6	91,815	3.7	96,725	5.3
Clinical Departments	78,191	83,554	6.9	88,222	5.6	89,562	1.5	94,165	5.1
Research Departments	84,619	88,422	4.5	89,105	0.8	96,963	8.8	103,226	6.5
Health Center at Tyler	118,757	121,354	2.2	126,806	4.5	134,539	6.1	134,447	(0.1)
Clinical Departments	140,160	151,924	8.4	152,617	0.5	156,138	2.3	161,603	3.5
Research/Education Departments	80,647	77,627	(3.7)	86,887	11.9	94,889	9.2	87,391	(7.9)
Average: Health Institutions	\$ 83,639	87,435	4.5	90,654	3.7	95,046	4.8	100,370	5.6

Notes:

“Faculty” includes Department Heads, Professors, Associate Professors, Assistant Professors, Instructors, Assistant Instructors, Faculty Associates, Specialists, and Lecturers who were budgeted for the Fiscal Year. Salary is the mean budgeted salary, computed by dividing total budgeted amounts for faculty salaries by the number of budgeted full-time faculty equivalents. These are state funds only; no grant, research or practice plan funds are included.

Source: “Average Salary Data and Position Count,” for each fiscal year as prepared by each U. T. System component institution.

Faculty Salary and Percent of Change Trend Analysis

(Adjusted for Inflation)

Health Institutions

Institution	1997-98	1998-99	% Change	1999-00	% Change	2000-01	% Change	2001-02	% Change
Southwestern Medical School Dallas	\$ 101,670	102,506	0.8	106,468	3.9	105,534	(0.9)	108,397	2.7
Medical School - Clinical	115,186	114,821	(0.3)	119,458	4.0	118,174	(1.1)	120,723	2.2
Medical School - Basic Science	88,212	81,506	(7.6)	96,450	18.3	85,942	(10.9)	83,157	(3.2)
Grad School of Biomedical Sciences	94,038	103,989	10.6	102,528	(1.4)	103,695	1.1	108,152	4.3
School of Allied Health Sciences	56,295	57,020	1.3	59,965	5.2	61,127	1.9	63,029	3.1
Medical Branch at Galveston	91,267	98,299	7.7	101,633	3.4	107,443	5.7	113,456	5.6
School of Medicine - Clinical	113,903	118,360	3.9	125,479	6.0	134,095	6.9	141,553	5.6
School of Medicine - Basic Science	88,241	92,797	5.2	93,708	1.0	91,244	(2.6)	98,431	7.9
Graduate School	97,428	101,280	4.0	103,839	2.5	102,680	(1.1)	114,968	12.0
School of Allied Health Sciences	57,564	60,598	5.3	59,833	(1.3)	62,136	3.8	64,984	4.6
School of Nursing	53,274	52,982	(0.5)	54,956	3.7	54,404	(1.0)	59,094	8.6
Health Science Center at Houston	87,050	91,320	4.9	91,735	0.5	90,720	(1.1)	96,537	6.4
Medical School - Clinical	97,586	107,471	10.1	108,306	0.8	106,825	(1.4)	117,905	10.4
Medical School - Basic Science	94,978	95,532	0.6	93,760	(1.9)	85,549	(8.8)	100,618	17.6
Dental Branch	78,061	79,311	1.6	82,316	3.8	80,906	(1.7)	85,716	5.9
School of Health Information Sciences	79,448	79,908	0.6	87,005	8.9	96,013	10.4	98,161	2.2
School of Public Health	83,418	82,925	(0.6)	82,312	(0.7)	80,019	(2.8)	84,855	6.0
School of Nursing	67,376	69,381	3.0	70,594	1.7	68,383	(3.1)	68,992	0.9
Health Science Center at San Antonio	83,960	83,057	(1.1)	85,150	2.5	83,756	(1.6)	88,988	6.2
Medical School - Clinical	102,714	105,117	2.3	108,654	3.4	111,632	2.7	115,730	3.7
Medical School - Basic Science	79,536	80,760	1.5	83,605	3.5	81,569	(2.4)	90,814	11.3
Dental School	80,254	79,665	(0.7)	80,500	1.0	79,965	(0.7)	83,439	4.3
Grad School of Biomedical Sciences	70,550	58,665	(16.8)	64,556	10.0	55,545	(14.0)	70,133	26.3
School of Allied Health Sciences	54,580	55,635	1.9	55,390	(0.4)	54,088	(2.4)	54,482	0.7
School of Nursing	49,272	49,650	0.8	47,739	(3.8)	48,148	0.9	48,574	0.9
M. D. Anderson Cancer Center	87,120	90,672	4.1	92,169	1.7	91,815	(0.4)	96,725	5.3
Clinical Departments	84,191	88,649	5.3	91,865	3.6	89,562	(2.5)	94,165	5.1
Research Departments	91,112	93,814	3.0	92,785	(1.1)	96,963	4.5	103,226	6.5
Health Center at Tyler	127,869	128,754	0.7	132,042	2.6	134,539	1.9	134,447	(0.1)
Clinical Departments	150,915	161,187	6.8	158,919	(1.4)	156,138	(1.7)	161,603	3.5
Research/Education Departments	86,835	82,360	(5.2)	90,475	9.9	94,889	4.9	87,391	(7.9)
Average: Health Institutions	\$ 90,057	92,767	3.0	94,398	1.8	95,046	0.7	100,370	5.6

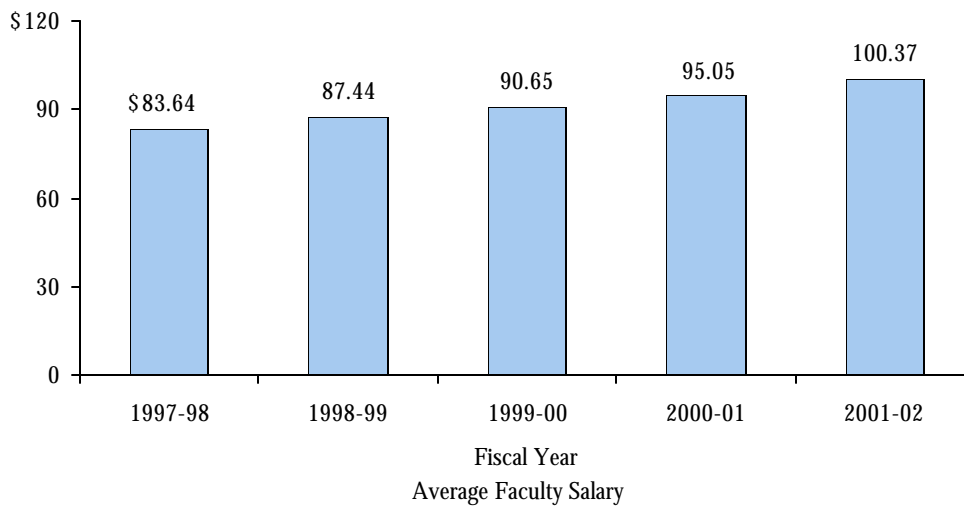
Notes:

“Faculty” includes Department Heads, Professors, Associate Professors, Assistant Professors, Instructors, Assistant Instructors, Faculty Associates, Specialists, and Lecturers who were budgeted for the Fiscal Year. Salary is the mean budgeted salary, computed by dividing total budgeted amounts for faculty salaries by the number of budgeted full-time faculty equivalents. These are state funds only; no grant, research or practice plan funds are included. Amounts have been adjusted for inflation using the Consumer Price Index for All Urban Consumers, for all items, where the purchasing power of the consumer dollar in 2001 equals \$1.00.

Source: “Average Salary Data and Position Count,” for each fiscal year as prepared by each U. T. System component institution.

Budgeted Faculty Salary Trend Analysis

Health Institutions (dollars in thousands)



Notes:

“Faculty” includes Department Heads, Professors, Associate Professors, Assistant Professors, Instructors, Assistant Instructors, Faculty Associates, Specialists, and Lecturers who were budgeted for the Fiscal Year.

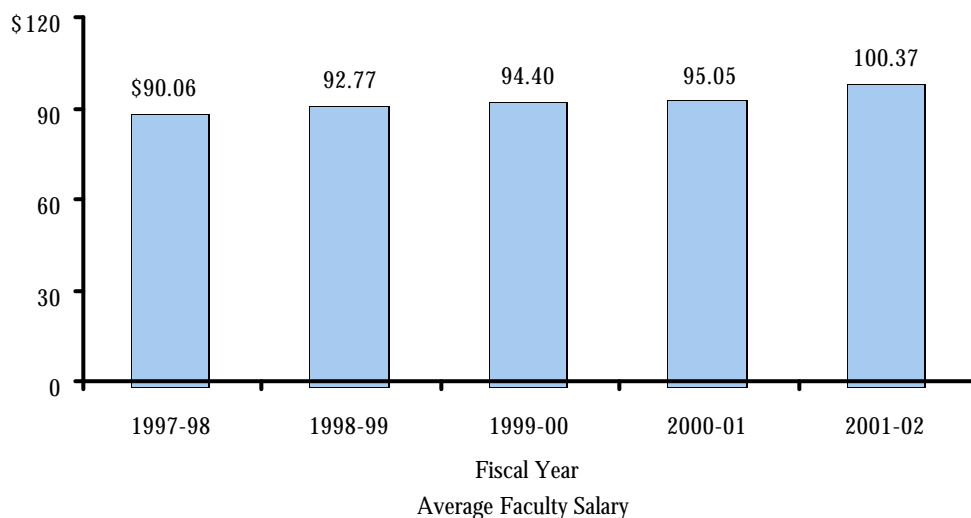
Salary is the mean budgeted salary, computed by dividing total budgeted amounts for faculty salaries by the number of budgeted full-time faculty equivalents. These are state funds only; no grant, research or practice plan funds are included.

Source: “Average Salary Data and Position Count,” for each fiscal year as prepared by each U. T. System component institution.

Budgeted Faculty Salary Trend Analysis

(Adjusted for Inflation)

Health Institutions
(dollars in thousands)



Notes:

“Faculty” includes Department Heads, Professors, Associate Professors, Assistant Professors, Instructors, Assistant Instructors, Faculty Associates, Specialists, and Lecturers who were budgeted for the Fiscal Year.

Salary is the mean budgeted salary, computed by dividing total budgeted amounts for faculty salaries by the number of budgeted full-time faculty equivalents. These are state funds only; no grant, research or practice plan funds are included. Amounts have been adjusted for inflation using the Consumer Price Index for All Urban Consumers, for all items, where the purchasing power of the consumer dollar in 2001 equals \$1.00.

Source: “Average Salary Data and Position Count,” for each fiscal year as prepared by each U. T. System component institution.

Faculty Demographics All Institutions

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	6,588	78.5	6,546	77.6	6,642	76.6	6,617	75.5	6,455	74.9
African-American	193	2.3	198	2.3	210	2.4	231	2.6	228	2.6
Hispanic	543	6.5	585	6.9	603	7.0	629	7.2	638	7.4
Asian-American	746	8.9	787	9.3	901	10.4	934	10.7	1,019	11.8
American Indian	35	0.4	37	0.4	31	0.4	33	0.4	32	0.4
Non-Resident Alien	290	3.5	286	3.4	286	3.3	315	3.6	245	2.8
Totals:	8,395	100.1	8,439	99.9	8,673	100.1	8,759	100.0	8,617	99.9
Sex:										
Male	6,133	73.1	6,121	72.5	6,154	71.0	6,176	70.5	6,038	70.1
Female	2,262	26.9	2,318	27.5	2,519	29.0	2,583	29.5	2,579	29.9
Totals:	8,395	100.0	8,439	100.0	8,673	100.0	8,759	100.0	8,617	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	10,194	76.9	10,489	76.2	10,858	76.0	10,958	75.4	10,890	73.1
African-American	299	2.3	322	2.3	333	2.3	360	2.5	408	2.7
Hispanic	1,170	8.8	1,296	9.4	1,327	9.3	1,405	9.7	1,410	9.5
Asian-American	1,008	7.6	1,071	7.8	1,256	8.8	1,235	8.5	1,518	10.2
American Indian	58	0.4	63	0.5	44	0.3	51	0.4	71	0.5
Non-Resident Alien	532	4.0	521	3.8	466	3.3	529	3.6	592	4.0
Totals:	13,261	100.0	13,762	100.0	14,284	100.0	14,538	100.1	14,889	100.0
Sex:										
Male	8,671	65.4	8,906	64.7	9,382	65.7	9,531	65.6	9,301	62.5
Female	4,590	34.6	4,856	35.3	4,902	34.3	5,007	34.4	5,588	37.5
Totals:	13,261	100.0	13,762	100.0	14,284	100.0	14,538	100.0	14,889	100.0

Notes: For academic institutions:

The THECB definition for “Professors, Associate Professors, Assistant Professors, and Instructors” includes only tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board (THECB) and the health institutions. Fall 2001 academic faculty data obtained from preliminary CBM-008 reports to the THECB; not certified.

Faculty Demographics Academic Institutions

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	3,352	80.3	3,271	79.2	3,254	78.7	3,199	77.5	3,209	76.5
African-American	97	2.3	102	2.5	105	2.5	101	2.4	104	2.5
Hispanic	370	8.9	387	9.4	389	9.4	393	9.5	407	9.7
Asian-American	263	6.3	268	6.5	301	7.3	315	7.6	337	8.0
American Indian	28	0.7	31	0.8	23	0.6	27	0.7	26	0.6
Non-Resident Alien	62	1.5	72	1.7	63	1.5	94	2.3	113	2.7
Totals:	4,172	100.0	4,131	100.1	4,135	100.0	4,129	100.0	4,196	100.0
Sex:										
Male	3,108	74.5	3,075	74.4	3,061	74.0	3,048	73.8	3,056	72.8
Female	1,064	25.5	1,056	25.6	1,074	26.0	1,081	26.2	1,140	27.2
Totals:	4,172	100.0	4,131	100.0	4,135	100.0	4,129	100.0	4,196	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	6,219	78.0	6,195	76.8	6,388	77.5	6,445	76.2	6,267	74.1
African-American	178	2.2	191	2.4	188	2.3	188	2.2	225	2.7
Hispanic	908	11.4	978	12.1	999	12.1	1,048	12.4	986	11.7
Asian-American	406	5.1	398	4.9	450	5.5	485	5.7	549	6.5
American Indian	48	0.6	54	0.7	34	0.4	41	0.5	61	0.7
Non-Resident Alien	216	2.7	253	3.1	181	2.2	253	3.0	365	4.3
Totals:	7,975	100.0	8,069	100.0	8,240	100.0	8,460	100.0	8,453	100.0
Sex:										
Male	5,042	63.2	5,079	62.9	5,429	65.9	5,555	65.7	5,221	61.8
Female	2,933	36.8	2,990	37.1	2,811	34.1	2,905	34.3	3,232	38.2
Totals:	7,975	100.0	8,069	100.0	8,240	100.0	8,460	100.0	8,453	100.0

Notes: The THECB definition for "Professors, Associate Professors, Assistant Professors, and Instructors" only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty. Prior to 1996, these ranks also included individuals holding professorial titles who were not tenured or on the tenure-track. "All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Health Institutions

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	3,236	76.6	3,275	76.0	3,388	74.7	3,418	74	3,246	73.4
African-American	96	2.3	96	2.2	105	2.3	130	3	124	2.8
Hispanic	173	4.1	198	4.6	214	4.7	236	5	231	5.2
Asian-American	483	11.4	519	12.0	600	13.2	619	13	682	15.4
American Indian	7	0.2	6	0.1	8	0.2	6	0	6	0.1
Non-Resident Alien	228	5.4	214	5.0	223	4.9	221	5	132	3.0
Totals:	4,223	100.0	4,308	99.9	4,538	100.0	4,630	100	4,421	99.9
Sex:										
Male	3,025	71.6	3,046	70.7	3,093	68.2	3,128	67.6	2,982	67.5
Female	1,198	28.4	1,262	29.3	1,445	31.8	1,502	32.4	1,439	32.5
Totals:	4,223	100.0	4,308	100.0	4,538	100.0	4,630	100.0	4,421	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	3,975	75.2	4,294	75.4	4,470	74.0	4,513	74.3	4,623	71.8
African-American	121	2.3	131	2.3	145	2.4	172	2.8	183	2.8
Hispanic	262	5.0	318	5.6	328	5.4	357	5.9	424	6.6
Asian-American	602	11.4	673	11.8	806	13.3	750	12.3	969	15.1
American Indian	10	0.2	9	0.2	10	0.2	10	0.2	10	0.2
Non-Resident Alien	316	6.0	268	4.7	285	4.7	276	4.5	227	3.5
Totals:	5,286	100.1	5,693	100.0	6,044	100.0	6,078	100.0	6,436	100.0
Sex:										
Male	3,629	68.7	3,827	67.2	3,953	65.4	3,976	65.4	4,080	63.4
Female	1,657	31.3	1,866	32.8	2,091	34.6	2,102	34.6	2,356	36.6
Totals:	5,286	100.0	5,693	100.0	6,044	100.0	6,078	100.0	6,436	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: Health Institutions

Faculty Demographics Arlington

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	469	81.8	446	81.2	447	80.3	420	78.5	408	77.7
African-American	18	3.1	18	3.3	19	3.4	15	2.8	14	2.7
Hispanic	12	2.1	17	3.1	21	3.8	23	4.3	23	4.4
Asian-American	64	11.2	60	10.9	63	11.3	67	12.5	66	12.6
American Indian	4	0.7	5	0.9	3	0.5	2	0.4	2	0.4
Non-Resident Alien	6	1.0	3	0.5	4	0.7	8	1.5	12	2.3
Totals:	573	99.9	549	99.9	557	100.0	535	100.0	525	100.1
Sex:										
Male	435	75.9	418	76.1	418	75.0	402	75.1	386	73.5
Female	138	24.1	131	23.9	139	25.0	133	24.9	139	26.5
Totals:	573	100.0	549	100.0	557	100.0	535	100.0	525	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	949	81.7	924	81.0	944	80.0	949	79.6	940	77.3
African-American	36	3.1	40	3.5	37	3.1	39	3.3	45	3.7
Hispanic	29	2.5	34	3.0	48	4.1	46	3.9	57	4.7
Asian-American	92	7.9	81	7.1	87	7.4	91	7.6	94	7.7
American Indian	8	0.7	10	0.9	8	0.7	9	0.8	6	0.5
Non-Resident Alien	47	4.0	52	4.6	56	4.7	58	4.9	74	6.1
Totals:	1,161	99.9	1,141	100.1	1,180	100.0	1,192	100.1	1,216	100.0
Sex:										
Male	735	63.3	718	62.9	739	62.6	729	61.2	733	60.3
Female	426	36.7	423	37.1	441	37.4	463	38.8	483	39.7
Totals:	1,161	100.0	1,141	100.0	1,180	100.0	1,192	100.0	1,216	100.0

Notes: The THECB definition for "Professors, Associate Professors, Assistant Professors, and Instructors" only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Austin

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	1,574	84.9	1,532	84.3	1,521	84.4	1,502	83.4	1,508	82.3
African-American	61	3.3	59	3.2	56	3.1	55	3.1	56	3.1
Hispanic	81	4.4	78	4.3	75	4.2	81	4.5	80	4.4
Asian-American	92	5.0	92	5.1	88	4.9	88	4.9	104	5.7
American Indian	8	0.4	8	0.4	8	0.4	8	0.4	8	0.4
Non-Resident Alien	37	2.0	48	2.6	55	3.1	66	3.7	77	4.2
Totals:	1,853	100.0	1,817	99.9	1,803	100.1	1,800	100.0	1,833	100.1
Sex:										
Male	1,414	76.3	1,384	76.2	1,372	76.1	1,360	75.6	1,359	74.1
Female	439	23.7	433	23.8	431	23.9	440	24.4	474	25.9
Totals:	1,853	100.0	1,817	100.0	1,803	100.0	1,800	100.0	1,833	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	2,641	83.7	2,632	83.1	2,751	86.8	2,808	86.0	2,663	80.5
African-American	90	2.9	93	2.9	75	2.4	76	2.3	100	3.0
Hispanic	152	4.8	153	4.8	112	3.5	121	3.7	174	5.3
Asian-American	132	4.2	129	4.1	116	3.7	120	3.7	155	4.7
American Indian	8	0.3	12	0.4	9	0.3	9	0.3	9	0.3
Non-Resident Alien	134	4.2	149	4.7	105	3.3	131	4.0	207	6.3
Totals:	3,157	100.1	3,168	100.0	3,168	100.0	3,265	100.0	3,308	100.1
Sex:										
Male	2,069	65.5	2,056	64.9	2,306	72.8	2,373	72.7	2,104	63.6
Female	1,088	34.5	1,112	35.1	862	27.2	892	27.3	1,204	36.4
Totals:	3,157	100.0	3,168	100.0	3,168	100.0	3,265	100.0	3,308	100.0

Notes: The THECB definition for "Professors, Associate Professors, Assistant Professors and Instructors" only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0 percent due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Brownsville

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	119	58.6	117	58.5	110	56.7	107	59.8	98	59.0
African-American	0	0.0	0	0.0	3	1.5	3	1.7	2	1.2
Hispanic	73	36.0	72	36.0	71	36.6	62	34.6	57	34.3
Asian-American	8	3.9	8	4.0	10	5.2	6	3.4	8	4.8
American Indian	3	1.5	3	1.5	0	0.0	1	0.6	1	0.6
Non-Resident Alien	0	0.0	0	0.0	0	0.0	0	0.0		0.0
Totals:	203	100.0	200	100.0	194	100.0	179	100.1	166	99.9
Sex:										
Male	120	59.1	122	61.0	115	59.3	106	59.2	102	61.4
Female	83	40.9	78	39.0	79	40.7	73	40.8	64	38.6
Totals:	203	100.0	200	100.0	194	100.0	179	100.0	166	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	218	53.0	220	52.8	222	48.9	216	48.1	156	52.0
African-American	1	0.2	1	0.2	5	1.1	7	1.6	4	1.3
Hispanic	175	42.6	179	42.9	214	47.1	211	47.0	125	41.7
Asian-American	10	2.4	11	2.6	12	2.6	11	2.4	12	4.0
American Indian	7	1.7	6	1.4	0	0.0	2	0.4	1	0.3
Non-Resident Alien	0	0.0	0	0.0	1	0.2	2	0.4	2	0.7
Totals:	411	99.9	417	99.9	454	99.9	449	99.9	300	100.0
Sex:										
Male	230	56.0	244	58.5	261	57.5	261	58.1	183	61.0
Female	181	44.0	173	41.5	193	42.5	188	41.9	117	39.0
Totals:	411	100.0	417	100.0	454	100.0	449	100.0	300	100.0

Notes: The THECB definition for "Professors, Associate Professors, Assistant Professors and Instructors" only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Dallas

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	197	84.2	208	80.6	205	77.7	207	74.2	209	73.6
African-American	5	2.1	6	2.3	6	2.3	6	2.2	6	2.1
Hispanic	8	3.4	9	3.5	9	3.4	10	3.6	8	2.8
Asian-American	24	10.3	34	13.2	42	15.9	51	18.3	56	19.7
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	0	0.0	1	0.4	2	0.8	5	1.8	5	1.8
Totals:	234	100.0	258	100.0	264	100.1	279	100.1	284	100.0
Sex:										
Male	197	84.2	216	83.7	222	84.1	234	83.9	235	82.7
Female	37	15.8	42	16.3	42	15.9	45	16.1	49	17.3
Totals:	234	100.0	258	100.0	264	100.0	279	100.0	284	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	425	84.7	454	82.2	463	80.4	468	78.8	503	76.8
African-American	13	2.6	13	2.4	13	2.3	16	2.7	19	2.9
Hispanic	16	3.2	21	3.8	21	3.6	20	3.4	20	3.1
Asian-American	47	9.4	51	9.2	71	12.3	79	13.3	103	15.7
American Indian	1	0.2	0	0.0	0	0.0	0	0.0	1	0.2
Non-Resident Alien	0	0.0	13	2.4	8	1.4	11	1.9	9	1.4
Totals:	502	100.1	552	100.0	576	100.0	594	100.1	655	100.1
Sex:										
Male	351	69.9	386	69.9	398	69.1	417	70.2	442	67.5
Female	151	30.1	166	30.1	178	30.9	177	29.8	213	32.5
Totals:	502	100.0	552	100.0	576	100.0	594	100.0	655	100.0

Notes: The THECB definition for “Professors, Associate Professors, Assistant Professors and Instructors” only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics El Paso

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	317	74.6	309	74.1	309	75.0	294	71.7	298	70.0
African-American	3	0.7	2	0.5	3	0.7	3	0.7	6	1.4
Hispanic	70	16.5	73	17.5	76	18.4	77	18.8	89	20.9
Asian-American	13	3.1	12	2.9	20	4.9	18	4.4	16	3.8
American Indian	3	0.7	3	0.7	3	0.7	5	1.2	6	1.4
Non-Resident Alien	19	4.5	18	4.3	1	0.2	13	3.2	11	2.6
Totals:	425	100.1	417	100.0	412	99.9	410	100.0	426	100.1
Sex:										
Male	309	72.7	305	73.1	295	71.6	294	71.7	297	69.7
Female	116	27.3	112	26.9	117	28.4	116	28.3	129	30.3
Totals:	425	100.0	417	100.0	412	100.0	410	100.0	426	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	566	70.8	570	68.3	586	68.0	569	65.6	578	62.6
African-American	13	1.6	10	1.2	15	1.7	14	1.6	19	2.1
Hispanic	169	21.2	197	23.6	214	24.8	210	24.2	221	23.9
Asian-American	19	2.4	22	2.6	42	4.9	33	3.8	31	3.4
American Indian	4	0.5	4	0.5	4	0.5	6	0.7	30	3.3
Non-Resident Alien	28	3.5	32	3.8	1	0.1	35	4.0	44	4.8
Totals:	799	100.0	835	100.0	862	100.0	867	99.9	923	100.1
Sex:										
Male	498	62.3	531	63.6	551	63.9	547	63.1	548	59.4
Female	301	37.7	304	36.4	311	36.1	320	36.9	375	40.6
Totals:	799	100.0	835	100.0	862	100.0	867	100.0	923	100.0

Notes: The THECB definition for "Professors, Associate Professors, Assistant Professors and Instructors" only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Pan American

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	216	69.9	221	67.0	207	65.3	202	64.1	203	62.5
African-American	3	1.0	6	1.8	7	2.2	8	2.5	10	3.1
Hispanic	64	20.7	77	23.3	71	22.4	73	23.2	79	24.3
Asian-American	24	7.8	24	7.3	30	9.5	30	9.5	29	8.9
American Indian	2	0.6	1	0.3	1	0.3	1	0.3	1	0.3
Non-Resident Alien	0	0.0	1	0.3	1	0.3	1	0.3	3	0.9
Totals:	309	100.0	330	100.0	317	100.0	315	99.9	325	100.0
Sex:										
Male	224	72.5	241	73.0	234	73.8	229	72.7	229	70.5
Female	85	27.5	89	27.0	83	26.2	86	27.3	96	29.5
Totals:	309	100.0	330	100.0	317	100.0	315	100.0	325	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	388	56.5	375	54.0	367	53.6	363	49.1	323	51.4
African-American	8	1.2	13	1.9	18	2.6	15	2.0	15	2.4
Hispanic	238	34.6	258	37.2	245	35.8	297	40.2	234	37.3
Asian-American	43	6.3	40	5.8	44	6.4	56	7.6	44	7.0
American Indian	3	0.4	2	0.3	2	0.3	2	0.3	2	0.3
Non-Resident Alien	7	1.0	6	0.9	9	1.3	6	0.8	10	1.6
Totals:	687	100.0	694	100.1	685	100.0	739	100.0	628	100.0
Sex:										
Male	412	60.0	411	59.2	403	58.8	435	58.9	371	59.1
Female	275	40.0	283	40.8	282	41.2	304	41.1	257	40.9
Totals:	687	100.0	694	100.0	685	100.0	739	100.0	628	100.0

Notes: The THECB definition for “Professors, Associate Professors, Assistant Professors and Instructors” only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Permian Basin

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	58	90.6	57	87.7	66	89.2	66	86.8	69	88.5
African-American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic	5	7.8	6	9.2	6	8.1	7	9.2	6	7.7
Asian-American	1	1.6	2	3.1	2	2.7	3	3.9	3	3.8
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Totals:	64	100.0	65	100.0	74	100.0	76	99.9	78	100.0
Sex:										
Male	45	70.3	42	64.6	48	64.9	54	71.1	53	67.9
Female	19	29.7	23	35.4	26	35.1	22	28.9	25	32.1
Totals:	64	100.0	65	100.0	74	100.0	76	100.0	78	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	123	93.2	116	89.9	124	90.5	133	88.7	124	89.2
African-American	1	0.8	1	0.8	1	0.7	0	0.0	0	0.0
Hispanic	7	5.3	10	7.8	10	7.3	14	9.3	12	8.6
Asian-American	1	0.8	2	1.6	2	1.5	3	2.0	3	2.2
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Totals:	132	100.1	129	100.1	137	100.0	150	100.0	139	100.0
Sex:										
Male	77	58.3	72	55.8	75	54.7	83	55.3	79	56.8
Female	55	41.7	57	44.2	62	45.3	67	44.7	60	43.2
Totals:	132	100.0	129	100.0	137	100.0	150	100.0	139	100.0

Notes: The THECB definition for "Professors, Associate Professors, Assistant Professors and Instructors" only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics San Antonio

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	286	73.5	263	71.1	270	69.4	279	69.1	288	68.4
African-American	7	1.8	8	2.2	10	2.6	10	2.5	9	2.1
Hispanic	54	13.9	54	14.6	59	15.2	59	14.6	65	15.4
Asian-American	35	9.0	34	9.2	42	10.8	47	11.6	49	11.6
American Indian	7	1.8	11	3.0	8	2.1	8	2.0	6	1.4
Non-Resident Alien	0	0.0	0	0.0	0	0.0	1	0.2	4	1.0
Totals:	389	100.0	370	100.1	389	100.1	404	100.0	421	99.9
Sex:										
Male	279	71.7	261	70.5	272	69.9	282	69.8	303	72.0
Female	110	28.3	109	29.5	117	30.1	122	30.2	118	28.0
Totals:	389	100.0	370	100.0	389	100.0	404	100.0	421	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	662	76.4	642	74.8	670	74.1	697	73.6	713	71.4
African-American	13	1.5	15	1.7	21	2.3	20	2.1	20	2.0
Hispanic	119	13.7	124	14.5	132	14.6	126	13.3	139	13.9
Asian-American	58	6.7	59	6.9	70	7.7	85	9.0	100	10.0
American Indian	15	1.7	18	2.1	10	1.1	9	1.0	9	0.9
Non-Resident Alien	0	0.0	0	0.0	1	0.1	10	1.1	18	1.8
Totals:	867	100.0	858	100.0	904	99.9	947	100.1	999	100.0
Sex:										
Male	530	61.1	514	59.9	551	61.0	578	61.0	618	61.9
Female	337	38.9	344	40.1	353	39.0	369	39.0	381	38.1
Totals:	867	100.0	858	100.0	904	100.0	947	100.0	999	100.0

Notes: The THECB definition for “Professors, Associate Professors, Assistant Professors and Instructors” only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Tyler

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	116	95.1	118	94.4	119	95.2	122	93.1	128	92.8
African-American	0	0.0	3	2.4	1	0.8	1	0.8	1	0.7
Hispanic	3	2.5	1	0.8	1	0.8	1	0.8	0	0.0
Asian-American	2	1.6	2	1.6	4	3.2	5	3.8	6	4.3
American Indian	1	0.8	0	0.0	0	0.0	2	1.5	2	1.4
Non-Resident Alien	0	0.0	1	0.8	0	0.0	0	0.0	1	0.7
Totals:	122	100.0	125	100.0	125	100.0	131	100.0	138	99.9
Sex:										
Male	85	69.7	86	68.8	85	68.0	87	66.4	92	66.7
Female	37	30.3	39	31.2	40	32.0	44	33.6	46	33.3
Totals:	122	100.0	125	100.0	125	100.0	131	100.0	138	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	247	95.4	262	95.3	261	95.3	242	94.2	267	93.7
African-American	3	1.2	5	1.8	3	1.1	1	0.4	3	1.1
Hispanic	3	1.2	2	0.7	3	1.1	3	1.2	4	1.4
Asian-American	4	1.5	3	1.1	6	2.2	7	2.7	7	2.5
American Indian	2	0.8	2	0.7	1	0.4	4	1.6	3	1.1
Non-Resident Alien	0	0.0	1	0.4	0	0.0	0	0.0	1	0.4
Totals:	259	100.1	275	100.0	274	100.1	257	100.1	285	100.2
Sex:										
Male	140	54.1	147	53.5	145	52.9	132	51.4	143	50.2
Female	119	45.9	128	46.5	129	47.1	125	48.6	142	49.8
Totals:	259	100.0	275	100.0	274	100.0	257	100.0	285	100.0

Notes: The THECB definition for “Professors, Associate Professors, Assistant Professors and Instructors” only includes tenured and tenure-track faculty. The four ranks include individuals holding tenured faculty appointments but who are not currently serving as faculty.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct and Emeritus faculty at the institution.

Percentage totals may not sum to 100.0% due to rounding.

Source: Texas Higher Education Coordinating Board. Fall 2001 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Southwestern Medical Center Dallas

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	883	82.0	902	81.1	898	78.0	888	77.2	844	76.0
African-American	20	1.9	21	1.9	20	1.7	24	2.1	23	2.1
Hispanic	37	3.4	43	3.9	42	3.6	44	3.8	48	4.3
Asian-American	115	10.7	121	10.9	145	12.6	125	10.9	136	12.2
American Indian	1	0.1	1	0.1	1	0.1	0	0.0	1	0.1
Non-Resident Alien	21	1.9	24	2.2	45	3.9	70	6.1	59	5.3
Totals:	1,077	100.0	1,112	100.1	1,151	99.9	1,151	100.1	1,111	100.0
Sex:										
Male	792	73.5	802	72.1	801	69.6	787	68.4	747	67.2
Female	285	26.5	310	27.9	350	30.4	364	31.6	364	32.8
Totals:	1,077	100.0	1,112	100.0	1,151	100.0	1,151	100.0	1,111	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	985	81.3	1,200	80.9	1,233	77.7	1,207	77.1	1,192	75.8
African-American	24	2.0	32	2.2	37	2.3	40	2.6	38	2.4
Hispanic	40	3.3	56	3.8	54	3.4	59	3.8	66	4.2
Asian-American	126	10.4	149	10.0	198	12.5	171	10.9	188	12.0
American Indian	1	0.1	3	0.2	2	0.1	1	0.1	1	0.1
Non-Resident Alien	36	3.0	44	3.0	62	3.9	88	5.6	88	5.6
Totals:	1,212	100.1	1,484	100.1	1,586	99.9	1,566	100.1	1,573	100.1
Sex:										
Male	850	70.1	993	66.9	1,069	67.4	1,033	66.0	1,024	65.1
Female	362	29.9	491	33.1	517	32.6	533	34.0	549	34.9
Totals:	1,212	100.0	1,484	100.0	1,586	100.0	1,566	100.0	1,573	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. Southwestern Medical Center

Faculty Demographics Medical Branch at Galveston

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	742	71.8	740	70.5	659	70.3	637	68.5	524	68.9
African-American	28	2.7	28	2.7	25	2.7	29	3.1	23	3.0
Hispanic	30	2.9	37	3.5	35	3.7	42	4.5	40	5.3
Asian-American	96	9.3	99	9.4	86	9.2	81	8.7	127	16.7
American Indian	1	0.1	1	0.1	1	0.1	0	0.0	1	0.1
Non-Resident Alien	136	13.2	144	13.7	131	14.0	141	15.2	46	6.0
Totals:	1,033	100.0	1,049	99.9	937	100.0	930	100.0	761	100.0
Sex:										
Male	740	70.5	732	69.8	644	68.7	621	66.8	515	67.7
Female	293	27.9	317	30.2	293	31.3	309	33.2	246	32.3
Totals:	1,033	98.4	1,049	100.0	937	100.0	930	100.0	761	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	849	71.5	873	72.3	786	71.5	699	69.1	659	70.5
African-American	32	2.7	32	2.7	32	2.9	34	3.4	37	4.0
Hispanic	32	2.7	48	4.0	47	4.3	50	4.9	53	5.7
Asian-American	102	8.6	103	8.5	95	8.6	85	8.4	133	14.2
American Indian	1	0.1	1	0.1	1	0.1	0	0.0	1	0.1
Non-Resident Alien	171	14.4	150	12.4	139	12.6	144	14.2	52	5.6
Totals:	1,187	100.0	1,207	100.0	1,100	100.0	1,012	100.0	935	100.1
Sex:										
Male	831	70.0	824	68.3	703	63.9	644	63.6	578	61.8
Female	356	30.0	383	31.7	397	36.1	368	36.4	357	38.2
Totals:	1,187	100.0	1,207	100.0	1,100	100.0	1,012	100.0	935	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. Medical Branch at Galveston

Faculty Demographics Health Science Center at Houston

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	582	74.6	575	74.1	773	75.0	795	75.1	764	75.3
African-American	24	3.1	25	3.2	32	3.1	42	4.0	40	3.9
Hispanic	39	5.0	47	6.1	60	5.8	69	6.5	61	6.0
Asian-American	83	10.6	91	11.7	122	11.8	148	14.0	128	12.6
American Indian	5	0.6	4	0.5	5	0.5	5	0.5	4	0.4
Non-Resident Alien	47	6.0	34	4.4	39	3.8	0	0.0	17	1.7
Totals:	780	99.9	776	100.0	1,031	100.0	1,059	100.1	1,014	99.9
Sex:										
Male	501	64.6	497	64.0	622	60.3	634	59.9	604	59.6
Female	279	36.0	279	36.0	409	39.7	425	40.1	410	40.4
Totals:	780	100.6	776	100.0	1,031	100.0	1,059	100.0	1,014	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	589	74.6	582	74.0	808	74.5	813	75.3	885	74.6
African-American	24	3.0	25	3.2	33	3.0	43	4.0	48	4.0
Hispanic	41	5.2	48	6.1	65	6.0	69	6.4	71	6.0
Asian-American	84	10.6	93	11.8	126	11.6	150	13.9	151	12.7
American Indian	5	0.6	4	0.5	5	0.5	5	0.5	5	0.4
Non-Resident Alien	47	5.9	34	4.3	48	4.4	0	0.0	27	2.3
Totals:	790	99.9	786	99.9	1,085	100.0	1,080	100.1	1,187	100.0
Sex:										
Male	505	64.2	500	63.6	657	60.6	641	59.4	684	57.6
Female	285	36.3	286	36.4	428	39.4	439	40.6	503	42.4
Totals:	790	100.5	786	100.0	1,085	100.0	1,080	100.0	1,187	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. Health Science Center at Houston

Faculty Demographics Health Science Center at San Antonio

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	514	81.8	523	81.5	484	81.8	467	80.1	444	78.7
African-American	12	1.9	13	2.0	12	2.0	15	2.6	17	3.0
Hispanic	38	6.1	40	6.2	37	6.3	39	6.7	37	6.6
Asian-American	54	8.6	55	8.6	51	8.6	53	9.1	60	10.6
American Indian	0	0.0	0	0.0	1	0.2	1	0.2	0	0.0
Non-Resident Alien	10	1.6	11	1.7	7	1.2	8	1.4	6	1.1
Totals:	628	100.0	642	100.0	592	100.1	583	100.1	564	100.0
Sex:										
Male	462	73.6	468	72.9	430	72.6	430	73.8	417	73.9
Female	166	26.4	174	27.1	162	27.4	153	26.2	147	26.1
Totals:	628	100.0	642	100.0	592	100.0	583	100.0	564	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	984	76.8	1,017	76.0	1,006	77.1	1,032	75.6	1,154	71.2
African-American	28	2.2	31	2.3	27	2.1	31	2.3	38	2.3
Hispanic	119	9.3	129	9.6	118	9.0	131	9.6	186	11.5
Asian-American	113	8.8	121	9.0	117	9.0	125	9.2	183	11.3
American Indian	3	0.2	1	0.1	2	0.2	4	0.3	3	0.2
Non-Resident Alien	35	2.7	39	2.9	35	2.7	42	3.1	56	3.5
Totals:	1,282	100.0	1,338	99.9	1,305	100.1	1,365	100.1	1,620	100.0
Sex:										
Male	846	66.0	877	65.5	850	65.1	891	65.3	1,008	62.2
Female	436	34.0	461	34.5	455	34.9	474	34.7	612	37.8
Totals:	1,282	100.0	1,338	100.0	1,305	100.0	1,365	100.0	1,620	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. Health Science Center at San Antonio

Faculty Demographics M. D. Anderson Cancer Center

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	441	72.3	466	73.2	478	68.0	540	68.3	581	68.1
African-American	10	1.6	8	1.3	13	1.8	18	2.3	19	2.2
Hispanic	26	4.3	28	4.4	36	5.1	38	4.8	41	4.8
Asian-American	120	19.7	135	21.2	176	25.0	195	24.7	212	24.9
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	13	2.1	0	0.0	0	0.0	0	0.0	0	0.0
Totals:	610	100.0	637	100.1	703	99.9	791	100.1	853	100.0
Sex:										
Male	454	74.4	473	74.3	507	72.1	570	72.1	611	71.6
Female	156	25.6	164	25.7	196	27.9	221	27.9	242	28.4
Totals:	610	100.0	637	100.0	703	100.0	791	100.0	853	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	488	68.5	530	69.6	541	64.1	671	71.5	644	64.2
African-American	10	1.4	9	1.2	13	1.5	22	2.3	20	2.0
Hispanic	27	3.8	33	4.3	40	4.7	44	4.7	44	4.4
Asian-American	161	22.6	189	24.8	250	29.6	202	21.5	295	29.4
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	26	3.7	0	0.0	0	0.0	0	0.0	0	0.0
Totals:	712	100.0	761	99.9	844	99.9	939	100.0	1,003	100.0
Sex:										
Male	515	72.3	545	71.6	585	69.3	681	72.5	698	69.6
Female	197	27.7	216	28.4	259	30.7	258	27.5	305	30.4
Totals:	712	100.0	761	100.0	844	100.0	939	100.0	1,003	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

"All Ranks" includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. M. D. Anderson Cancer Center

Faculty Demographics Health Center at Tyler

Professor, Associate Professors, Assistant Professors, and Instructors

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	74	77.9	69	75.0	96	77.4	91	78.4	89	75.4
African-American	2	2.1	1	1.1	3	2.4	2	1.7	2	1.7
Hispanic	3	3.2	3	3.3	4	3.2	4	3.4	4	3.4
Asian-American	15	15.8	18	19.6	20	16.1	17	14.7	19	16.1
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	1	1.1	1	1.1	1	0.8	2	1.7	4	3.4
Totals:	95	100.1	92	100.1	124	99.9	116	99.9	118	100.0
Sex:										
Male	76	80.0	74	80.4	89	71.8	86	74.1	88	74.6
Female	19	20.0	18	19.6	35	28.2	30	25.9	30	25.4
Totals:	95	100.0	92	100.0	124	100.0	116	100.0	118	100.0

All Ranks

Headcount	1997	%	1998	%	1999	%	2000	%	2001	%
Ethnic Origin:										
Anglo	80	77.7	92	78.6	96	77.4	91	78.4	89	75.4
African-American	3	2.9	2	1.7	3	2.4	2	1.7	2	1.7
Hispanic	3	2.9	4	3.4	4	3.2	4	3.4	4	3.4
Asian-American	16	15.5	18	15.4	20	16.1	17	14.7	19	16.1
American Indian	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non-Resident Alien	1	1.0	1	0.9	1	0.8	2	1.7	4	3.4
Totals:	103	100.0	117	100.0	124	99.9	116	99.9	118	100.0
Sex:										
Male	82	79.6	88	75.2	89	71.8	86	74.1	88	74.6
Female	21	20.4	29	24.8	35	28.2	30	25.9	30	25.4
Totals:	103	100.0	117	100.0	124	100.0	116	100.0	118	100.0

Notes: Percentage totals may not sum to 100% due to rounding.

“All Ranks” includes Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, Teaching Assistants, Visiting Teachers, and Special, Adjunct, and Emeritus faculty at the institution.

Source: U. T. Health Center at Tyler

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Arlington
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	16	51.6	46	45.5	30	39.0	92	44.0
Female	10	32.3	37	36.6	37	48.1	84	40.2
Total Anglo	26	83.9	83	82.2	67	87.0	176	84.2
African-American								
Male	2	6.5	3	3.0	2	2.6	7	3.3
Female	0	0.0	5	5.0	1	1.3	6	2.9
Total African-American	2	6.5	8	7.9	3	3.9	13	6.2
Hispanic								
Male	1	3.2	6	5.9	3	3.9	10	4.8
Female	2	6.5	2	2.0	2	2.6	6	2.9
Total Hispanic	3	9.7	8	7.9	5	6.5	16	7.7
Asian-American								
Male	0	0.0	1	1.0	2	2.6	3	1.4
Female	0	0.0	1	1.0	0	0.0	1	0.5
Total Asian-American	0	0.0	2	2.0	2	2.6	4	1.9
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	19	61.3	56	55.4	37	48.1	112	53.6
Total Female	12	38.7	45	44.6	40	51.9	97	46.4
Total	31	100.0	101	100.0	77	100.0	209	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Austin
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	35	56.5	106	55.2	218	49.5	359	51.7
Female	17	27.4	60	31.3	158	35.9	235	33.9
Total Anglo	52	83.9	166	86.5	376	85.5	594	85.6
African-American								
Male	4	6.5	3	1.6	10	2.3	17	2.4
Female	1	1.6	5	2.6	11	2.5	17	2.4
Total African-American	5	8.1	8	4.2	21	4.8	34	4.9
Hispanic								
Male	3	4.8	8	4.2	14	3.2	25	3.6
Female	2	3.2	7	3.6	22	5.0	31	4.5
Total Hispanic	5	8.1	15	7.8	36	8.2	56	8.1
Asian-American								
Male	0	0.0	1	0.5	1	0.2	2	0.3
Female	0	0.0	1	0.5	3	0.7	4	0.6
Total Asian-American	0	0.0	2	1.0	4	0.9	6	0.9
American Indian								
Male	0	0.0	0	0.0	1	0.2	1	0.1
Female	0	0.0	1	0.5	2	0.5	3	0.4
Total American Indian	0	0.0	1	0.5	3	0.7	4	0.6
Total Male	42	67.7	118	61.5	244	55.5	404	58.2
Total Female	20	32.3	74	38.5	196	44.5	290	41.8
TOTAL	62	100.0	192	100.0	440	100.0	694	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Brownsville
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	2	28.6	18	34.6	5	14.3	25	26.6
Female	0	0.0	6	11.5	5	14.3	11	11.7
Total Anglo	2	28.6	24	46.2	10	28.6	36	38.3
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	1.9	0	0.0	1	1.1
Total African-American	0	0.0	1	1.9	0	0.0	1	1.1
Hispanic								
Male	2	28.6	16	30.8	7	20.0	25	26.6
Female	3	42.9	10	19.2	18	51.4	31	33.0
Total Hispanic	5	71.4	26	50.0	25	71.4	56	59.6
Asian-American								
Male	0	0.0	1	1.9	0	0.0	1	1.1
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	1	1.9	0	0.0	1	1.1
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	4	57.1	35	67.3	12	34.3	51	54.3
Total Female	3	42.9	17	32.7	23	65.7	43	45.7
TOTAL	7	100.0	52	100.0	35	100.0	94	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Dallas
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	of Exec.	Head- count	of Admin.	Head- count	of Manag.	Head- count	of E/A/M
Anglo								
Male	20	54.1	14	33.3	24	66.7	58	50.4
Female	8	21.6	21	50.0	10	27.8	39	33.9
Total Anglo	28	75.7	35	83.3	34	94.4	97	84.3
African-American								
Male	3	8.1	1	2.4	1	2.8	5	4.3
Female	2	5.4	1	2.4	0	0.0	3	2.6
Total African-American	5	13.5	2	4.8	1	2.8	8	7.0
Hispanic								
Male	2	5.4	2	4.8	0	0.0	4	3.5
Female	1	2.7	1	2.4	0	0.0	2	1.7
Total Hispanic	3	8.1	3	7.1	0	0.0	6	5.2
Asian-American								
Male	1	2.7	2	4.8	0	0.0	3	2.6
Female	0	0.0	0	0.0	1	2.8	1	0.9
Total Asian-American	1	2.7	2	4.8	1	2.8	4	3.5
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	26	70.3	19	45.2	25	69.4	70	60.9
Total Female	11	29.7	23	54.8	11	30.6	45	39.1
TOTAL	37	100.0	42	100.0	36	100.0	115	100.0

Notes:

"Executive" is defined as those positions determined by the institution's organizational structure, and includes most positions reporting to the institution's President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

El Paso
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	of Exec.	Head- count	of Admin.	Head- count	of Manag.	Head- count	of E/A/M
Anglo								
Male	13	31.7	13	39.4	52	17.0	78	20.5
Female	6	14.6	7	21.2	78	25.5	91	23.9
Total Anglo	19	46.3	20	60.6	130	42.5	169	44.5
African-American								
Male	0	0.0	1	3.0	8	2.6	9	2.4
Female	1	2.4	2	6.1	5	1.6	8	2.1
Total African-American	1	2.4	3	9.1	13	4.2	17	4.5
Hispanic								
Male	11	26.8	5	15.2	62	20.3	78	20.5
Female	10	24.4	5	15.2	93	30.4	108	28.4
Total Hispanic	21	51.2	10	30.3	155	50.7	186	48.9
Asian-American								
Male	0	0.0	0	0.0	4	1.3	4	1.1
Female	0	0.0	0	0.0	2	0.7	2	0.5
Total Asian-American	0	0.0	0	0.0	6	2.0	6	1.6
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	2	0.7	2	0.5
Total American Indian	0	0.0	0	0.0	2	0.7	2	0.5
Total Male	24	58.5	19	57.6	126	41.2	169	44.5
Total Female	17	41.5	14	42.4	180	58.8	211	55.5
TOTAL	41	100.0	33	100.0	306	100.0	380	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Pan American Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	10	30.3	7	30.4	3	18.8	20	27.8
Female	2	6.1	4	17.4	3	18.8	9	12.5
Total Anglo	12	36.4	11	47.8	6	37.5	29	40.3
African-American								
Male	1	3.0	0	0.0	0	0.0	1	1.4
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total African-American	1	3.0	0	0.0	0	0.0	1	1.4
Hispanic								
Male	11	33.3	6	26.1	4	25.0	21	29.2
Female	8	24.2	4	17.4	5	31.3	17	23.6
Total Hispanic	19	57.6	10	43.5	9	56.3	38	52.8
Asian-American								
Male	1	3.0	0	0.0	1	6.3	2	2.8
Female	0	0.0	2	8.7	0	0.0	2	2.8
Total Asian-American	1	3.0	2	8.7	1	6.3	4	5.6
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	23	69.7	13	56.5	8	50.0	44	61.1
Total Female	10	30.3	10	43.5	8	50.0	28	38.9
TOTAL	33	100.0	23	100.0	16	100.0	72	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Permian Basin
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	9	75.0	13	48.1	4	50.0	26	55.3
Female	1	8.3	12	44.4	4	50.0	17	36.2
Total Anglo	10	83.3	25	92.6	8	100.0	43	91.5
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total African-American	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic								
Male	1	8.3	2	7.4	0	0.0	3	6.4
Female	1	8.3	0	0.0	0	0.0	1	2.1
Total Hispanic	2	16.7	2	7.4	0	0.0	4	8.5
Asian-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	0	0.0	0	0.0	0	0.0
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	10	83.3	15	55.6	4	50.0	29	61.7
Total Female	2	16.7	12	44.4	4	50.0	18	38.3
TOTAL	12	100.0	27	100.0	8	100.0	47	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

San Antonio
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	16	51.6	26	34.7	26	29.5	68	35.1
Female	5	16.1	27	36.0	32	36.4	64	33.0
Total Anglo	21	67.7	53	70.7	58	65.9	132	68.0
African-American								
Male	0	0.0	2	2.7	2	2.3	4	2.1
Female	0	0.0	0	0.0	2	2.3	2	1.0
Total African-American	0	0.0	2	2.7	4	4.5	6	3.1
Hispanic								
Male	6	19.4	8	10.7	10	11.4	24	12.4
Female	4	12.9	11	14.7	14	15.9	29	14.9
Total Hispanic	10	32.3	19	25.3	24	27.3	53	27.3
Asian-American								
Male	0	0.0	0	0.0	1	1.1	1	0.5
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	0	0.0	1	1.1	1	0.5
American Indian								
Male	0	0.0	1	1.3	0	0.0	1	0.5
Female	0	0.0	0	0.0	1	1.1	1	0.5
Total American Indian	0	0.0	1	1.3	1	1.1	2	1.0
Total Male	22	71.0	37	49.3	39	44.3	98	50.5
Total Female	9	29.0	38	50.7	49	55.7	96	49.5
TOTAL	31	100.0	75	100.0	88	100.0	194	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Tyler
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	6	60.0	9	45.0	2	33.3	17	47.2
Female	4	40.0	10	50.0	4	66.7	18	50.0
Total Anglo	10	100.0	19	95.0	6	100.0	35	97.2
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	5.0	0	0.0	1	2.8
Total African-American	0	0.0	1	5.0	0	0.0	1	2.8
Hispanic								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Hispanic	0	0.0	0	0.0	0	0.0	0	0.0
Asian-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	0	0.0	0	0.0	0	0.0
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	6	60.0	9	45.0	2	33.3	17	47.2
Total Female	4	40.0	11	55.0	4	66.7	19	52.8
TOTAL	10	100.0	20	100.0	6	100.0	36	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Southwestern Medical Center at Dallas
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	of Exec.	Head- count	of Admin.	Head- count	of Manag.	Head- count	of E/A/M
Anglo								
Male	15	71.4	29	54.7	21	42.0	65	52.4
Female	3	14.3	17	32.1	21	42.0	41	33.1
Total Anglo	18	85.7	46	86.8	42	84.0	106	85.5
African-American								
Male	1	4.8	3	5.7	1	2.0	5	4.0
Female	1	4.8	1	1.9	1	2.0	3	2.4
Total African-American	2	9.5	4	7.5	2	4.0	8	6.5
Hispanic								
Male	1	4.8	1	1.9	2	4.0	4	3.2
Female	0	0.0	0	0.0	2	4.0	2	1.6
Total Hispanic	1	4.8	1	1.9	4	8.0	6	4.8
Asian-American								
Male	0	0.0	1	1.9	1	2.0	2	1.6
Female	0	0.0	0	0.0	1	2.0	1	0.8
Total Asian-American	0	0.0	1	1.9	2	4.0	3	2.4
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	1.9	0	0.0	1	0.8
Total American Indian	0	0.0	1	1.9	0	0.0	1	0.8
Total Male	17	81.0	34	64.2	25	50.0	76	61.3
Total Female	4	19.0	19	35.8	25	50.0	48	38.7
TOTAL	21	100.0	53	100.0	50	100.0	124	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Medical Branch at Galveston Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	43	57.3	100	44.1	78	24.2	221	35.4
Female	22	29.3	104	45.8	173	53.7	299	47.9
Total Anglo	65	86.7	204	89.9	251	78.0	520	83.3
African-American								
Male	3	4.0	7	3.1	9	2.8	19	3.0
Female	1	1.3	5	2.2	34	10.6	40	6.4
Total African-American	4	5.3	12	5.3	43	13.4	59	9.5
Hispanic								
Male	1	1.3	3	1.3	2	0.6	6	1.0
Female	3	4.0	4	1.8	16	5.0	23	3.7
Total Hispanic	4	5.3	7	3.1	18	5.6	29	4.6
Asian-American								
Male	1	1.3	1	0.4	3	0.9	5	0.8
Female	1	1.3	2	0.9	5	1.6	8	1.3
Total Asian-American	2	2.7	3	1.3	8	2.5	13	2.1
American Indian								
Male	0	0.0	1	0.4	0	0.0	1	0.2
Female	0	0.0	0	0.0	2	0.6	2	0.3
Total American Indian	0	0.0	1	0.4	2	0.6	3	0.5
Total Male	48	64.0	112	49.3	92	28.6	252	40.4
Total Female	27	36.0	115	50.7	230	71.4	372	59.6
TOTAL	75	100.0	227	100.0	322	100.0	624	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Health Science Center at Houston Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	42	66.7	65	46.4	27	39.7	134	49.4
Female	13	20.6	52	37.1	26	38.2	91	33.6
Total Anglo	55	87.3	117	83.6	53	77.9	225	83.0
African-American								
Male	1	1.6	1	0.7	2	2.9	4	1.5
Female	1	1.6	7	5.0	3	4.4	11	4.1
Total African-American	2	3.2	8	5.7	5	7.4	15	5.5
Hispanic								
Male	5	7.9	5	3.6	2	2.9	12	4.4
Female	1	1.6	3	2.1	0	0.0	4	1.5
Total Hispanic	6	9.5	8	5.7	2	2.9	16	5.9
Asian-American								
Male	0	0.0	7	5.0	6	8.8	13	4.8
Female	0	0.0	0	0.0	2	2.9	2	0.7
Total Asian-American	0	0.0	7	5.0	8	11.8	15	5.5
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Am. Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	48	76.2	78	55.7	37	54.4	163	60.1
Total Female	15	23.8	62	44.3	31	45.6	108	39.9
TOTAL	63	100.0	140	100.0	68	100.0	271	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Health Science Center at San Antonio
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	7	33.3	30	47.6	22	57.9	59	48.4
Female	7	33.3	20	31.7	10	26.3	37	30.3
Total Anglo	14	66.7	50	79.4	32	84.2	96	78.7
African-American								
Male	0	0.0	1	1.6	0	0.0	1	0.8
Female	0	0.0	1	1.6	0	0.0	1	0.8
Total African-American	0	0.0	2	3.2	0	0.0	2	1.6
Hispanic								
Male	6	28.6	5	7.9	4	10.5	15	12.3
Female	0	0.0	4	6.3	2	5.3	6	4.9
Total Hispanic	6	28.6	9	14.3	6	15.8	21	17.2
Asian-American								
Male	0	0.0	1	1.6	0	0.0	1	0.8
Female	1	4.8	0	0.0	0	0.0	1	0.8
Total Asian-American	1	4.8	1	1.6	0	0.0	2	1.6
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	1.6	0	0.0	1	0.8
Total American Indian	0	0.0	1	1.6	0	0.0	1	0.8
Total Male	13	61.9	37	58.7	26	68.4	76	62.3
Total Female	8	38.1	26	41.3	12	31.6	46	37.7
TOTAL	21	100.0	63	100.0	38	100.0	122	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

M. D. Anderson Cancer Center
Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	36	72.0	69	42.9	101	24.3	206	32.9
Female	12	24.0	67	41.6	205	49.4	284	45.4
Total Anglo	48	96.0	136	84.5	306	73.7	490	78.3
African-American								
Male	1	2.0	3	1.9	4	1.0	8	1.3
Female	0	0.0	10	6.2	41	9.9	51	8.1
Total African-American	1	2.0	13	8.1	45	10.8	59	9.4
Hispanic								
Male	0	0.0	3	1.9	13	3.1	16	2.6
Female	0	0.0	4	2.5	24	5.8	28	4.5
Total Hispanic	0	0.0	7	4.3	37	8.9	44	7.0
Asian-American								
Male	1	2.0	3	1.9	8	1.9	12	1.9
Female	0	0.0	1	0.6	18	4.3	19	3.0
Total Asian-American	1	2.0	4	2.5	26	6.3	31	5.0
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	0.6	1	0.2	2	0.3
Total American Indian	0	0.0	1	0.6	1	0.2	2	0.3
Total Male	38	76.0	78	48.4	126	30.4	242	38.7
Total Female	12	24.0	83	51.6	289	69.6	384	61.3
TOTAL	50	100.0	161	100.0	415	100.0	626	100.0

Notes:

"Executive" is defined as those positions determined by the institution's organizational structure, and includes most positions reporting to the institution's President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

Health Center at Tyler Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/A/M
Anglo								
Male	7	70.0	14	38.9	1	5.9	22	34.9
Female	3	30.0	18	50.0	13	76.5	34	54.0
Total Anglo	10	100.0	32	88.9	14	82.4	56	88.9
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	3	8.3	3	17.6	6	9.5
Total African-American	0	0.0	3	8.3	3	17.6	6	9.5
Hispanic								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Hispanic	0	0.0	0	0.0	0	0.0	0	0.0
Asian-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	0	0.0	0	0.0	0	0.0
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	2.8	0	0.0	1	1.6
Total American Indian	0	0.0	1	2.8	0	0.0	1	1.6
Total Male	7	70.0	14	38.9	1	5.9	22	34.9
Total Female	3	30.0	22	61.1	16	94.1	41	65.1
TOTAL	10	100.0	36	100.0	17	100.0	63	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.

Executive, Administrative, and Managerial Headcount by Ethnicity and Gender

System Administration Fall 2001

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head-count	% of Exec.	Head-count	% of Admin.	Head-count	% of Manag.	Head-count	% of E/A/M
Anglo								
Male	21	70.0	8	72.7	19	52.8	48	62.3
Female	5	16.7	3	27.3	12	33.3	20	26.0
Total Anglo	26	86.7	11	100.0	31	86.1	68	88.3
African-American								
Male	1	3.3	0	0.0	0	0.0	1	1.3
Female	0	0.0	0	0.0	1	2.8	1	1.3
Total African-American	1	3.3	0	0.0	1	2.8	2	2.6
Hispanic								
Male	3	10.0	0	0.0	3	8.3	6	7.8
Female	0	0.0	0	0.0	1	2.8	1	1.3
Total Hispanic	3	10.0	0	0.0	4	11.1	7	9.1
Asian-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	0	0.0	0	0.0	0	0.0
American Indian								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total American Indian	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	25	83.3	8	72.7	22	61.1	55	71.4
Total Female	5	16.7	3	27.3	14	38.9	22	28.6
TOTAL	30	100.0	11	100.0	36	100.0	77	100.0

Notes:

“Executive” is defined as those positions determined by the institution’s organizational structure, and includes most positions reporting to the institution’s President or Vice Presidents. Only Senior Level Officers are included in this classification.