

Section II

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Human Resources

Table of Contents

II. Human Resources

1.	Special Faculty Honors	45
2.	Average Budgeted Faculty Salary Trend Analysis:	
♦	Academic Institutions	46
♦	Academic Institutions, Adjusted for Inflation	47
♦	Academic Institutions (<i>Bar Chart</i>)	48
♦	Academic Institutions, Adjusted for Inflation (<i>Bar Chart</i>)	48
♦	Health Institutions	49
♦	Health Institutions, Adjusted for Inflation	50
♦	Health Institutions (<i>Bar Chart</i>)	51
♦	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
- ◆ System Administration 85

Special Faculty Honors Fall 2002

Nobel Prize	8
Pulitzer Prize	1
National Academy of Sciences	32
National Academy of Engineering	44
American Academy of Arts and Sciences	45
American Law Institute	23
American Academy of Nursing	39
Institute of Medicine	23
International Association for Dental Research	3

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, 2002. Current lists of honorees are 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.

Average Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors, Assistant Professors, and Instructors

Academic Institutions

Institution	Academic Years (nine months)								
	1998-99	1999-00	% Change	2000-01	% Change	2001-02	% Change	2002-03	% Change
Arlington	\$ 55,427	56,814	2.5	60,336	6.2	62,526	3.6	63,636	1.8
Austin	63,446	66,948	5.5	69,743	4.2	71,428	2.4	74,204	3.9
Brownsville	43,931	46,673	8.0	48,695	4.3	50,403	3.5	52,288	3.7
Dallas	66,493	70,661	3.8	74,765	5.8	80,799	8.1	81,873	1.3
El Paso	49,186	51,925	5.6	53,682	3.4	56,739	5.7	58,941	3.9
Pan American	49,051	51,270	4.5	52,447	2.3	55,237	5.3	57,625	4.3
Permian Basin	44,073	45,342	2.9	46,556	2.7	49,204	5.7	51,649	5.0
San Antonio	58,428	62,016	6.1	64,361	3.8	61,871	(3.9)	67,241	8.7
Tyler	47,979	49,842	3.9	51,243	2.8	53,744	4.9	55,019	2.4
Average:									
Academic Institutions	\$ 57,914	60,883	5.1	63,405	4.1	65,219	2.9	67,665	3.8

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 institution.

Average Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors, Assistant Professors, and Instructors

(Adjusted for Inflation)

Academic Institutions

Institution	Academic Years (nine months)									
	1998-99	1999-00	% Change		2000-01	% Change		2001-02	% Change	
Arlington	\$ 61,322	61,247	(0.1)	62,871	2.7	63,473	1.0	63,636	0.3	
Austin	70,194	71,172	2.8	72,674	0.7	72,510	(0.2)	74,204	2.3	
Brownsville	43,787	46,609	6.4	50,742	8.9	51,167	0.8	52,288	2.2	
Dallas	73,564	76,175	3.5	77,907	2.3	82,023	5.3	81,873	(0.2)	
El Paso	54,418	55,977	2.9	55,938	(0.1)	57,599	3.0	58,941	2.3	
Pan American	54,268	55,270	1.8	54,651	(1.1)	56,073	2.6	57,625	2.8	
Permian Basin	48,761	48,880	0.2	48,513	(0.8)	49,949	3.0	51,649	3.4	
San Antonio	64,642	66,854	3.4	67,066	0.3	62,808	(6.3)	67,241	7.1	
Tyler	53,082	53,731	1.2	53,396	(0.6)	54,558	2.2	55,019	0.8	
Average:										
Academic Institutions	\$ 64,074	65,673	2.4	66,069	0.7	66,207	0.2	67,665	2.2	

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 2002 equals \$1.00.

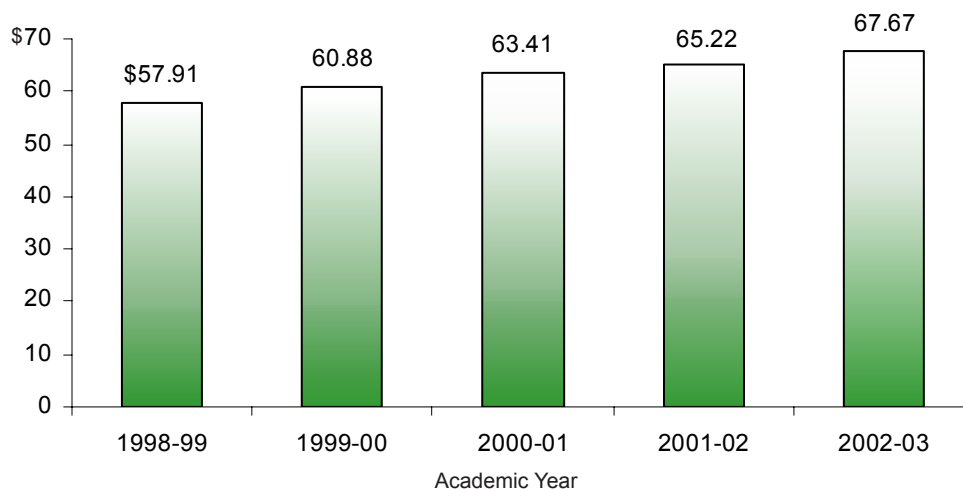
Faculty salaries include supplements for chairs and professorships.

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

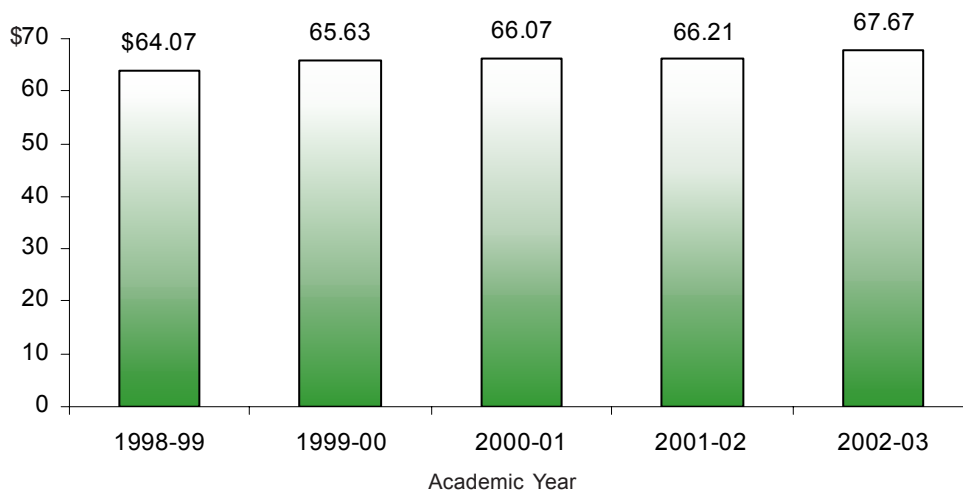
Average Budgeted Faculty Salary Trend Analysis

Professors, Associate Professors, Assistant Professors and Instructors

Academic Institutions (dollars in thousands)



Adjusted for Inflation



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 institution.

Average Budgeted Faculty Salary Trend Analysis Health Institutions

Institution	1998-99	1999-00	% Change	2000-01	% Change	2001-02	% Change	2002-03	% Change
Southwestern Medical Ctr. Dallas	\$ 120,546	129,018	7.0	131,725	2.1	138,114	4.9	142,685	3.3
Medical School - Clinical	146,072	158,283	8.4	160,000	1.1	166,055	3.8	175,320	5.6
Medical School - Basic Science	76,822	92,626	20.6	85,942	(7.2)	83,157	(3.2)	88,619	6.6
Grad School/Biomedical Sciences	98,012	98,462	0.5	103,695	5.3	108,152	4.3	107,147	(0.9)
School of Allied Health Sciences	52,177	55,372	6.1	59,346	7.2	63,029	6.2	65,044	3.2
Medical Branch at Galveston	114,844	101,878	(11.3)	128,201	25.8	134,180	4.7	144,321	7.6
School of Medicine - Clinical	150,471	124,542	(17.2)	169,682	36.2	180,065	6.1	191,681	6.5
School of Medicine - Basic Science	87,464	89,407	2.2	91,244	2.1	98,431	7.9	102,966	4.6
Graduate School	95,459	101,965	6.8	102,680	0.7	114,968	12.0	112,734	(1.9)
School of Allied Health Sciences	61,044	65,633	7.5	71,522	9.0	57,936	(19.0)	67,717	16.9
School of Nursing	49,937	53,627	7.4	54,404	1.4	59,094	8.6	60,479	2.3
Health Science Center at Houston	111,600	116,314	4.2	119,586	2.8	127,460	6.6	128,137	0.5
Medical School - Clinical	168,272	178,920	6.3	181,494	1.4	205,929	13.5	219,782	6.7
Medical School - Basic Science	90,042	85,549	(5.0)	93,763	9.6	100,618	7.3	105,039	4.4
Dental Branch	75,499	80,005	6.0	81,672	2.1	86,292	5.7	85,977	(0.4)
School of Health Information Sciences	86,410	69,458	(19.6)	100,266	44.4	79,569	(20.6)	104,092	30.8
School of Public Health	78,159	79,048	1.1	80,019	1.2	84,855	6.0	85,663	1.0
School of Nursing	65,394	67,795	3.7	68,712	1.4	68,992	0.4	73,472	6.5
Health Science Center at San Antonio	96,241	100,555	4.5	102,884	2.3	107,512	4.5	111,028	3.3
Medical School - Clinical	145,416	150,619	3.6	167,198	11.0	164,163	(1.8)	165,994	1.1
Medical School - Basic Science	82,813	86,434	4.4	84,250	(2.5)	91,879	9.1	97,957	6.6
Dental School	78,730	80,709	2.5	82,941	2.8	86,378	4.1	90,858	5.2
Grad School/Biomedical Sciences	55,293	61,996	12.1	55,545	(10.4)	70,133	26.3	62,075	(11.5)
School of Allied Health Sciences	43,025	54,683	27.1	46,011	(15.9)	56,692	23.2	58,988	4.0
School of Nursing	46,796	45,846	(2.0)	48,148	5.0	48,574	0.9	52,146	7.4
M. D. Anderson Cancer Center	141,228	147,513	4.5	152,876	3.6	162,680	6.4	151,909	(6.6)
Clinical Departments	174,342	175,764	0.8	176,773	0.6	185,574	5.0	191,490	3.2
Research Departments	89,804	90,361	0.6	98,270	8.8	104,531	6.4	91,335	(12.6)
Health Center at Tyler	125,220	135,764	8.4	140,607	3.6	140,503	(0.1)	144,825	3.1
Clinical Departments	158,492	162,931	2.8	161,836	(0.7)	167,688	3.6	178,331	6.3
Research/Education Departments	77,627	93,747	20.8	101,638	8.4	93,396	(8.1)	94,095	0.7
Average: Health Institutions	\$ 115,649	119,291	3.1	127,375	6.8	135,168	6.1	136,963	1.3

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. Beginning with the 2003 report, all salaries for the five-year period include State funds, grants, research, and practice plan funds, when applicable.

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

Average Budgeted Faculty Trend Analysis (Adjusted for Inflation)

Health Institutions

Institution	1998-99	1999-00	% Change	2000-01	% Change	2001-02	% Change	2002-03	% Change
Southwestern Medical Ctr. Dallas	\$ 133,367	139,084	4.3	137,261	(1.3)	140,205	2.1	142,685	1.8
Medical School - Clinical	161,608	170,633	5.6	166,724	(2.3)	166,569	1.1	175,320	4.0
Medical School - Basic Science	84,993	99,853	17.5	89,554	(10.3)	84,416	(5.7)	88,619	5.0
Grad School of Biomedical Sciences	108,436	106,145	(2.1)	108,053	1.8	109,790	1.6	107,147	(2.4)
School of Allied Health Sciences	57,727	59,692	3.4	61,841	3.6	63,983	3.5	65,044	1.7
Medical Branch at Galveston	127,058	109,827	(13.6)	133,589	21.6	136,212	2.0	144,321	6.0
School of Medicine - Clinical	166,475	134,259	(19.4)	176,813	31.7	182,792	3.4	191,681	4.9
School of Medicine - Basic Science	96,766	96,383	(0.4)	95,078	(1.4)	99,922	5.1	102,966	3.0
Graduate School	105,612	109,920	4.1	106,995	(2.7)	116,709	9.1	112,734	(3.4)
School of Allied Health Sciences	67,536	70,754	4.8	74,528	5.3	58,813	(21.1)	67,717	15.1
School of Nursing	55,248	57,811	4.6	56,691	(1.9)	59,989	5.8	60,479	0.8
Health Science Center at Houston	123,470	125,389	1.6	124,612	(0.6)	129,390	3.8	128,137	(1.0)
Medical School - Clinical	186,169	192,880	3.6	189,122	(1.9)	209,047	10.5	219,782	5.1
Medical School - Basic Science	99,618	92,224	(7.4)	89,145	(3.3)	95,183	6.8	105,039	10.4
Dental Branch	83,529	86,247	3.3	85,104	(1.3)	87,599	2.9	85,977	(1.9)
School of Information Sciences	95,600	74,877	(21.7)	104,480	39.5	80,774	(22.7)	104,092	28.9
School of Public Health	86,472	85,215	(1.5)	83,382	(2.2)	86,140	3.3	85,663	(0.6)
School of Nursing	72,349	73,085	1.0	71,600	(2.0)	70,037	(2.2)	73,472	4.9
Health Science Center at San Antonio	106,477	108,401	1.8	107,208	(1.1)	109,140	1.8	111,028	1.7
Medical School - Clinical	160,882	162,371	0.9	174,225	7.3	166,649	(4.3)	165,994	(0.4)
Medical School - Basic Science	91,621	93,178	1.7	87,791	(5.8)	93,270	6.2	97,957	5.0
Dental School	87,103	87,006	(0.1)	86,426	(0.7)	87,686	1.5	90,858	3.6
Grad School of Biomedical Sciences	61,174	66,833	9.2	57,879	(13.4)	71,195	23.0	62,075	(12.8)
School of Allied Health Sciences	47,602	58,950	23.8	47,944	(18.7)	57,551	20.0	58,988	2.5
School of Nursing	51,774	49,423	(4.5)	50,171	1.5	49,310	(1.7)	52,146	5.8
M.D. Anderson Cancer Center	156,248	159,023	1.8	159,301	0.2	165,143	3.7	151,909	(8.0)
Clinical Departments	192,884	189,478	(1.8)	184,202	(2.8)	188,384	2.3	191,490	1.6
Research Departments	99,355	97,411	(2.0)	102,400	5.1	106,114	3.6	91,335	(13.9)
Health Center at Tyler	138,538	146,356	5.6	146,516	0.1	142,631	(2.7)	144,825	1.5
Clinical Departments	175,349	175,643	0.2	168,637	(4.0)	170,227	0.9	178,331	4.8
Research/Education Departments	85,883	101,061	17.7	105,909	4.8	94,811	(10.5)	94,095	(0.8)
Average: Health Institutions	\$ 127,949	128,599	0.5	132,728	3.2	137,215	3.4	136,963	(0.2)

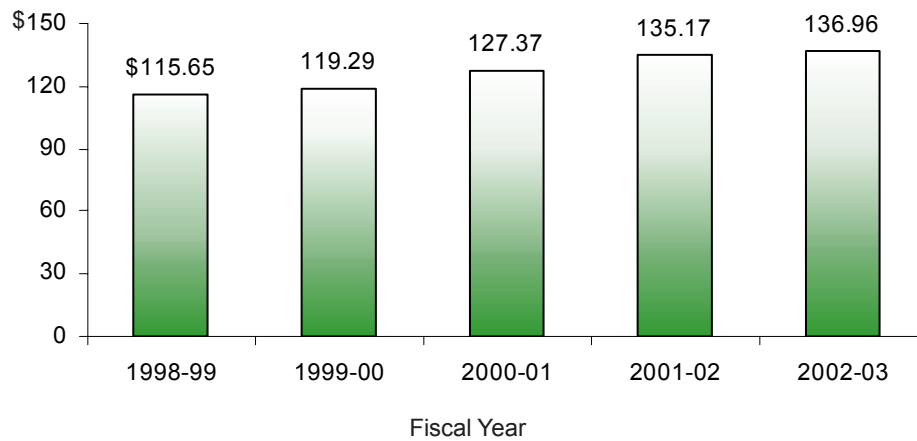
Notes:

“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 2002 equals \$1.00.

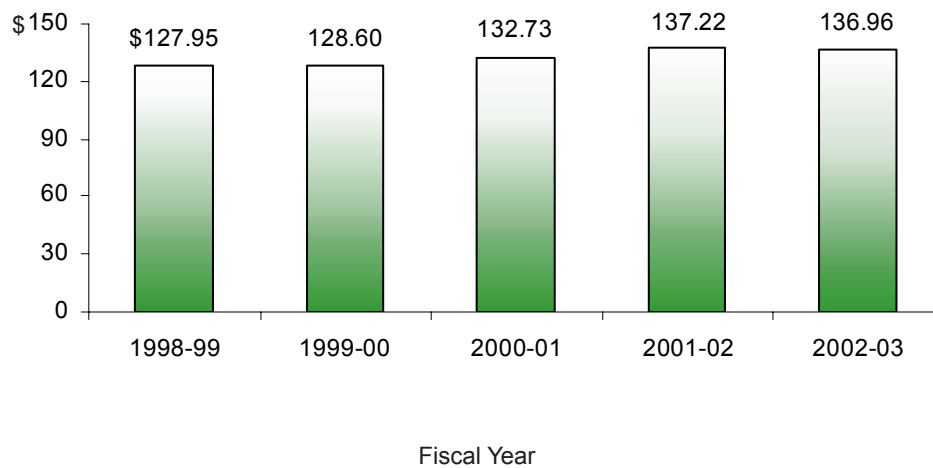
Source: “Average Salary Data and Position Count,” for each fiscal year as prepared by each U. T. System institution.

Average Budgeted Faculty Salary Trend Analysis

Health Institutions (dollars in thousands)



Adjusted for Inflation



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. Beginning with the 2003 report, all salaries for the five-year period include State funds, grants, research, and practice plan funds, when applicable.

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

Faculty Demographics All Institutions

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	6,546	77.6	6,642	76.6	6,617	75.5	6,455	74.9	6,615	73.7
African-American	198	2.3	210	2.4	231	2.6	228	2.6	253	2.8
Hispanic	585	6.9	603	7.0	629	7.2	638	7.4	687	7.6
Asian-American	787	9.3	901	10.4	934	10.7	1,019	11.8	1,249	13.9
Native American	37	0.4	31	0.4	33	0.4	32	0.4	34	0.4
International	286	3.4	286	3.3	315	3.6	245	2.8	143	1.6
Total	8,439	99.9	8,673	100.1	8,759	100.0	8,617	99.9	8,981	100.0
Gender										
Male	6,121	72.5	6,154	71.0	6,176	70.5	6,038	70.1	6,159	68.6
Female	2,318	27.5	2,519	29.0	2,583	29.5	2,579	29.9	2,822	31.4
Total	8,439	100.0	8,673	100.0	8,759	100.0	8,617	100.0	8,981	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	10,489	76.2	10,858	76.0	10,958	75.4	10,890	73.1	11,273	71.8
African-American	322	2.3	333	2.3	360	2.5	408	2.7	435	2.8
Hispanic	1,296	9.4	1,327	9.3	1,405	9.7	1,410	9.5	1,556	9.9
Asian-American	1,071	7.8	1,256	8.8	1,235	8.5	1,518	10.2	1,860	11.8
Native American	63	0.5	44	0.3	51	0.4	71	0.5	58	0.4
International	521	3.8	466	3.3	529	3.6	592	4.0	520	3.3
Total	13,762	100.0	14,284	100.0	14,538	100.1	14,889	100.0	15,702	100.0
Gender										
Male	8,906	64.7	9,382	65.7	9,531	65.6	9,301	62.5	9,738	62.0
Female	4,856	35.3	4,902	34.3	5,007	34.4	5,588	37.5	5,964	38.0
Total	13,762	100.0	14,284	100.0	14,538	100.0	14,889	100.0	15,702	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 2002 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	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	3,271	79.2	3,254	78.7	3,199	77.5	3,209	76.5	3,292	75.4
African-American	102	2.5	105	2.5	101	2.4	104	2.5	109	2.5
Hispanic	387	9.4	389	9.4	393	9.5	407	9.7	430	9.8
Asian-American	268	6.5	301	7.3	315	7.6	337	8.0	388	8.9
Native American	31	0.8	23	0.6	27	0.7	26	0.6	25	0.6
International	72	1.7	63	1.5	94	2.3	113	2.7	124	2.8
Total	4,131	100.1	4,135	100.0	4,129	100.0	4,196	100.0	4,368	100.0
Gender										
Male	3,075	74.4	3,061	74.0	3,048	73.8	3,056	72.8	3,161	72.4
Female	1,056	25.6	1,074	26.0	1,081	26.2	1,140	27.2	1,207	27.6
Total	4,131	100.0	4,135	100.0	4,129	100.0	4,196	100.0	4,368	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	6,195	76.8	6,388	77.5	6,445	76.2	6,267	74.1	6,508	73.1
African-American	191	2.4	188	2.3	188	2.2	225	2.7	235	2.6
Hispanic	978	12.1	999	12.1	1,048	12.4	986	11.7	1,094	12.3
Asian-American	398	4.9	450	5.5	485	5.7	549	6.5	591	6.6
Native American	54	0.7	34	0.4	41	0.5	61	0.7	40	0.4
International	253	3.1	181	2.2	253	3.0	365	4.3	434	4.9
Totals	8,069	100.0	8,240	100.0	8,460	100.0	8,453	100.0	8,902	99.9
Gender										
Male	5,079	62.9	5,429	65.9	5,555	65.7	5,221	61.8	5,487	61.6
Female	2,990	37.1	2,811	34.1	2,905	34.3	3,232	38.2	3,415	38.4
Total	8,069	100.0	8,240	100.0	8,460	100.0	8,453	100.0	8,902	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	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	3,275	76.0	3,388	74.7	3,418	74	3,246	73.4	3,323	72.0
African-American	96	2.2	105	2.3	130	3	124	2.8	144	3.1
Hispanic	198	4.6	214	4.7	236	5	231	5.2	257	5.6
Asian-American	519	12.0	600	13.2	619	13	682	15.4	861	18.7
Native American	6	0.1	8	0.2	6	0	6	0.1	9	0.2
International	214	5.0	223	4.9	221	5	132	3.0	19	0.4
Total	4,308	99.9	4,538	100.0	4,630	100	4,421	99.9	4,613	100.0
Gender										
Male	3,046	70.7	3,093	68.2	3,128	67.6	2,982	67.5	2,998	65.0
Female	1,262	29.3	1,445	31.8	1,502	32.4	1,439	32.5	1,615	35.0
Total	4,308	100.0	4,538	100.0	4,630	100.0	4,421	100.0	4,613	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	4,294	75.4	4,470	74.0	4,513	74.3	4,623	71.8	4,765	70.1
African-American	131	2.3	145	2.4	172	2.8	183	2.8	200	2.9
Hispanic	318	5.6	328	5.4	357	5.9	424	6.6	462	6.8
Asian-American	673	11.8	806	13.3	750	12.3	969	15.1	1,269	18.7
Native American	9	0.2	10	0.2	10	0.2	10	0.2	18	0.3
International	268	4.7	285	4.7	276	4.5	227	3.5	86	1.3
Total	5,693	100.0	6,044	100.0	6,078	100.0	6,436	100.0	6,800	100.1
Gender										
Male	3,827	67.2	3,953	65.4	3,976	65.4	4,080	63.4	4,251	62.5
Female	1,866	32.8	2,091	34.6	2,102	34.6	2,356	36.6	2,549	37.5
Total	5,693	100.0	6,044	100.0	6,078	100.0	6,436	100.0	6,800	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	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	446	81.2	447	80.3	420	78.5	408	77.7	396	75.6
African-American	18	3.3	19	3.4	15	2.8	14	2.7	13	2.5
Hispanic	17	3.1	21	3.8	23	4.3	23	4.4	24	4.6
Asian-American	60	10.9	63	11.3	67	12.5	66	12.6	72	13.7
Native American	5	0.9	3	0.5	2	0.4	2	0.4	2	0.4
International	3	0.5	4	0.7	8	1.5	12	2.3	17	3.2
Total	549	99.9	557	100.0	535	100.0	525	100.1	524	100.0
Gender										
Male	418	76.1	418	75.0	402	75.1	386	73.5	382	72.9
Female	131	23.9	139	25.0	133	24.9	139	26.5	142	27.1
Total	549	100.0	557	100.0	535	100.0	525	100.0	524	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	924	81.0	944	80.0	949	79.6	940	77.3	970	77.3
African-American	40	3.5	37	3.1	39	3.3	45	3.7	47	3.7
Hispanic	34	3.0	48	4.1	46	3.9	57	4.7	53	4.2
Asian-American	81	7.1	87	7.4	91	7.6	94	7.7	102	8.1
Native American	10	0.9	8	0.7	9	0.8	6	0.5	6	0.5
International	52	4.6	56	4.7	58	4.9	74	6.1	77	6.1
Total	1,141	100.1	1,180	100.0	1,192	100.1	1,216	100.0	1,255	99.9
Gender										
Male	718	62.9	739	62.6	729	61.2	733	60.3	739	58.9
Female	423	37.1	441	37.4	463	38.8	483	39.7	516	41.1
Total	1,141	100.0	1,180	100.0	1,192	100.0	1,216	100.0	1,255	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 2002 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	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	1,532	84.3	1,521	84.4	1,502	83.4	1,508	82.3	1,540	80.9
African-American	59	3.2	56	3.1	55	3.1	56	3.1	62	3.3
Hispanic	78	4.3	75	4.2	81	4.5	80	4.4	90	4.7
Asian-American	92	5.1	88	4.9	88	4.9	104	5.7	120	6.3
Native American	8	0.4	8	0.4	8	0.4	8	0.4	8	0.4
International	48	2.6	55	3.1	66	3.7	77	4.2	84	4.4
Total	1,817	99.9	1,803	100.1	1,800	100.0	1,833	100.1	1,904	100.0
Gender										
Male	1,384	76.2	1,372	76.1	1,360	75.6	1,359	74.1	1,392	73.1
Female	433	23.8	431	23.9	440	24.4	474	25.9	512	26.9
Total	1,817	100.0	1,803	100.0	1,800	100.0	1,833	100.0	1,904	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	2,632	83.1	2,751	86.8	2,808	86.0	2,663	80.5	2,724	79.7
African-American	93	2.9	75	2.4	76	2.3	100	3.0	99	2.9
Hispanic	153	4.8	112	3.5	121	3.7	174	5.3	182	5.3
Asian-American	129	4.1	116	3.7	120	3.7	155	4.7	173	5.1
Native American	12	0.4	9	0.3	9	0.3	9	0.3	10	0.3
International	149	4.7	105	3.3	131	4.0	207	6.3	230	6.7
Total	3,168	100.0	3,168	100.0	3,265	100.0	3,308	100.1	3,418	100.0
Gender										
Male	2,056	64.9	2,306	72.8	2,373	72.7	2,104	63.6	2,164	63.3
Female	1,112	35.1	862	27.2	892	27.3	1,204	36.4	1,254	36.7
Total	3,168	100.0	3,168	100.0	3,265	100.0	3,308	100.0	3,418	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 2002 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	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	117	58.5	110	56.7	107	59.8	98	59.0	104	58.4
African-American	0	0.0	3	1.5	3	1.7	2	1.2	2	1.1
Hispanic	72	36.0	71	36.6	62	34.6	57	34.3	61	34.3
Asian-American	8	4.0	10	5.2	6	3.4	8	4.8	10	5.6
Native American	3	1.5	0	0.0	1	0.6	1	0.6	1	0.6
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	200	100.0	194	100.0	179	100.1	166	99.9	178	100.0
Gender										
Male	122	61.0	115	59.3	106	59.2	102	61.4	117	65.7
Female	78	39.0	79	40.7	73	40.8	64	38.6	61	34.3
Total	200	100.0	194	100.0	179	100.0	166	100.0	178	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	220	52.8	222	48.9	216	48.1	156	52.0	177	49.6
African-American	1	0.2	5	1.1	7	1.6	4	1.3	4	1.1
Hispanic	179	42.9	214	47.1	211	47.0	125	41.7	158	44.3
Asian-American	11	2.6	12	2.6	11	2.4	12	4.0	15	4.2
Native American	6	1.4	0	0.0	2	0.4	1	0.3	2	0.6
International	0	0.0	1	0.2	2	0.4	2	0.7	1	0.3
Total	417	99.9	454	99.9	449	99.9	300	100.0	357	100.1
Gender										
Male	244	58.5	261	57.5	261	58.1	183	61.0	227	63.6
Female	173	41.5	193	42.5	188	41.9	117	39.0	130	36.4
Total	417	100.0	454	100.0	449	100.0	300	100.0	357	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 2002 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	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	208	80.6	205	77.7	207	74.2	209	73.6	212	72.1
African-American	6	2.3	6	2.3	6	2.2	6	2.1	3	1.0
Hispanic	9	3.5	9	3.4	10	3.6	8	2.8	10	3.4
Asian-American	34	13.2	42	15.9	51	18.3	56	19.7	61	20.7
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	1	0.4	2	0.8	5	1.8	5	1.8	8	2.7
Total	258	100.0	264	100.1	279	100.1	284	100.0	294	99.9
Gender										
Male	216	83.7	222	84.1	234	83.9	23	82.7	242	82.3
Female	42	16.3	42	15.9	45	16.1	49	17.3	52	17.7
Total	258	100.0	264	100.0	279	100.0	284	100.0	294	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2000	%	2002	%
Ethnic Origin										
Anglo	454	82.2	463	80.4	468	78.8	503	76.8	528	75.4
African-American	13	2.4	13	2.3	16	2.7	19	2.9	18	2.6
Hispanic	21	3.8	21	3.6	20	3.4	20	3.1	24	3.4
Asian-American	51	9.2	71	12.3	79	13.3	103	15.7	115	16.4
Native American	0	0.0	0	0.0	0	0.0	1	0.2	1	0.1
International	13	2.4	8	1.4	11	1.9	9	1.4	14	2.0
Total	552	100.0	576	100.0	594	100.1	655	100.1	700	99.9
Gender										
Male	386	69.9	398	69.1	417	70.2	442	67.5	483	69.0
Female	166	30.1	178	30.9	177	29.8	213	32.5	217	31.0
Total	552	100.0	576	100.0	594	100.0	655	100.0	700	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 2002 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics El Paso

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	309	74.1	309	75.0	294	71.7	298	70.0	303	69.3
African-American	2	0.5	3	0.7	3	0.7	6	1.4	8	1.8
Hispanic	73	17.5	76	18.4	77	18.8	89	20.9	84	19.2
Asian-American	12	2.9	20	4.9	18	4.4	16	3.8	24	5.5
Native American	3	0.7	3	0.7	5	1.2	6	1.4	5	1.1
International	18	4.3	1	0.2	13	3.2	11	2.6	13	3.0
Total	417	100.0	412	99.9	410	100.0	426	100.1	437	99.9
Gender										
Male	305	73.1	295	71.6	294	71.7	297	69.7	315	72.1
Female	112	26.9	117	28.4	116	28.3	129	30.3	122	27.9
Total	417	100.0	412	100.0	410	100.0	426	100.0	437	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	570	68.3	586	68.0	569	65.6	578	62.6	584	61.1
African-American	10	1.2	15	1.7	14	1.6	19	2.1	24	2.5
Hispanic	197	23.6	214	24.8	210	24.2	221	23.9	255	26.7
Asian-American	22	2.6	42	4.9	33	3.8	31	3.4	37	3.9
Native American	4	0.5	4	0.5	6	0.7	30	3.3	7	0.7
International	32	3.8	1	0.1	35	4.0	44	4.8	49	5.1
Total	835	100.0	862	100.0	867	99.9	923	100.1	956	100.0
Gender										
Male	531	63.6	551	63.9	547	63.1	548	59.4	571	59.7
Female	304	36.4	311	36.1	320	36.9	375	40.6	385	40.3
Total	835	100.0	862	100.0	867	100.0	923	100.0	956	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 2002 data obtained from preliminary CBM-008 reports to the THECB; not certified. All other years reflect numbers certified by THECB.

Faculty Demographics Pan American

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	221	67.0	207	65.3	202	64.1	203	62.5	218	62.1
African-American	6	1.8	7	2.2	8	2.5	10	3.1	11	3.1
Hispanic	77	23.3	71	22.4	73	23.2	79	24.3	86	24.5
Asian-American	24	7.3	30	9.5	30	9.5	29	8.9	33	9.4
Native American	1	0.3	1	0.3	1	0.3	1	0.3	1	0.3
International	1	0.3	1	0.3	1	0.3	3	0.9	2	0.6
Total	330	100.0	317	100.0	315	99.9	325	100.0	351	100.0
Gender										
Male	241	73.0	234	73.8	229	72.7	229	70.5	252	71.8
Female	89	27.0	83	26.2	86	27.3	96	29.5	99	28.2
Total	330	100.0	317	100.0	315	100.0	325	100.0	351	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	375	54.0	367	53.6	363	49.1	323	51.4	349	52.3
African-American	13	1.9	18	2.6	15	2.0	15	2.4	18	2.7
Hispanic	258	37.2	245	35.8	297	40.2	234	37.3	243	36.4
Asian-American	40	5.8	44	6.4	56	7.6	44	7.0	50	7.5
Native American	2	0.3	2	0.3	2	0.3	2	0.3	1	0.1
International	6	0.9	9	1.3	6	0.8	10	1.6	6	0.9
Total	694	100.1	685	100.0	739	100.0	628	100.0	667	99.9
Gender										
Male	411	59.2	403	58.8	435	58.9	371	59.1	408	61.2
Female	283	40.8	282	41.2	304	41.1	257	40.9	259	38.8
Total	694	100.0	685	100.0	739	100.0	628	100.0	667	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.

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Faculty Demographics Permian Basin

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	57	87.7	66	89.2	66	86.8	69	88.5	73	91.3
African-American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Hispanic	6	9.2	6	8.1	7	9.2	6	7.7	5	6.3
Asian-American	2	3.1	2	2.7	3	3.9	3	3.8	2	2.5
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	65	100.0	74	100.0	76	99.9	78	100.0	80	100.1
Gender										
Male	42	64.6	48	64.9	54	71.1	53	67.9	54	67.5
Female	23	35.4	26	35.1	22	28.9	25	32.1	26	32.5
Total	65	100.0	74	100.0	76	100.0	78	100.0	80	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	116	89.9	124	90.5	133	88.7	124	89.2	143	90.5
African-American	1	0.8	1	0.7	0	0.0	0	0.0	0	0.0
Hispanic	10	7.8	10	7.3	14	9.3	12	8.6	12	7.6
Asian-American	2	1.6	2	1.5	3	2.0	3	2.2	3	1.9
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	129	100.1	137	100.0	150	100.0	139	100.0	158	100.0
Gender										
Male	72	55.8	75	54.7	83	55.3	79	56.8	89	56.3
Female	57	44.2	62	45.3	67	44.7	60	43.2	69	43.7
Total	129	100.0	137	100.0	150	100.0	139	100.0	158	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.

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Faculty Demographics San Antonio

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	263	71.1	270	69.4	279	69.1	288	68.4	305	67.8
African-American	8	2.2	10	2.6	10	2.5	9	2.1	10	2.2
Hispanic	54	14.6	59	15.2	59	14.6	65	15.4	69	15.3
Asian-American	34	9.2	42	10.8	47	11.6	49	11.6	60	13.3
Native American	11	3.0	8	2.1	8	2.0	6	1.4	6	1.3
International	0	0.0	0	0.0	1	0.2	4	1.0	0	0.0
Total	370	100.1	389	100.1	404	100.0	421	99.9	450	99.9
Gender										
Male	261	70.5	272	69.9	282	69.8	303	72.0	311	69.1
Female	109	29.5	117	30.1	122	30.2	118	28.0	139	30.9
Total	370	100.0	389	100.0	404	100.0	421	100.0	450	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	642	74.8	670	74.1	697	73.6	713	71.4	744	68.3
African-American	15	1.7	21	2.3	20	2.1	20	2.0	25	2.3
Hispanic	124	14.5	132	14.6	126	13.3	139	13.9	163	15.0
Asian-American	59	6.9	70	7.7	85	9.0	100	10.0	89	8.2
Native American	18	2.1	10	1.1	9	1.0	9	0.9	11	1.0
International	0	0.0	1	0.1	10	1.1	18	1.8	57	5.2
Totals	858	100.0	904	99.9	947	100.1	999	100.0	1,089	100.0
Gender										
Male	514	59.9	551	61.0	578	61.0	618	61.9	649	59.6
Female	344	40.1	353	39.0	369	39.0	381	38.1	440	40.4
Totals	858	100.0	904	100.0	947	100.0	999	100.0	1,089	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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	118	94.4	119	95.2	122	93.1	128	92.8	141	94.0
African-American	3	2.4	1	0.8	1	0.8	1	0.7	0	0.0
Hispanic	1	0.8	1	0.8	1	0.8	0	0.0	1	0.7
Asian-American	2	1.6	4	3.2	5	3.8	6	4.3	6	4.0
Native American	0	0.0	0	0.0	2	1.5	2	1.4	2	1.3
International	1	0.8	0	0.0	0	0.0	1	0.7	0	0.0
Total	125	100.0	125	100.0	131	100.0	138	99.9	150	100.0
Gender										
Male	86	68.8	85	68.0	87	66.4	92	66.7	96	64.0
Female	39	31.2	40	32.0	44	33.6	46	33.3	54	36.0
Total	125	100.0	125	100.0	131	100.0	138	100.0	150	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	262	95.3	261	95.3	242	94.2	267	93.7	289	95.7
African-American	5	1.8	3	1.1	1	0.4	3	1.1	0	0.0
Hispanic	2	0.7	3	1.1	3	1.2	4	1.4	4	1.3
Asian-American	3	1.1	6	2.2	7	2.7	7	2.5	7	2.3
Native American	2	0.7	1	0.4	4	1.6	3	1.1	2	0.7
International	1	0.4	0	0.0	0	0.0	1	0.4	0	0.0
Total	275	100.0	274	100.1	257	100.1	285	100.2	302	100.0
Gender										
Male	147	53.5	145	52.9	132	51.4	143	50.2	157	52.0
Female	119	46.5	129	47.1	125	48.6	142	49.8	145	48.0
Total	275	100.0	274	100.0	257	100.0	285	100.0	302	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 2002 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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	902	81.1	898	78.0	888	77.2	844	76.0	891	75.1
African-American	21	1.9	20	1.7	24	2.1	23	2.1	32	2.7
Hispanic	43	3.9	42	3.6	44	3.8	48	4.3	54	4.5
Asian-American	121	10.9	145	12.6	125	10.9	136	12.2	208	17.5
Native American	1	0.1	1	0.1	0	0.0	1	0.1	2	0.2
International	24	2.2	45	3.9	70	6.1	59	5.3	0	0.0
Total	1,112	100.1	1,151	99.9	1,151	100.1	1,111	100.0	1,187	100.0
Gender										
Male	802	72.1	801	69.6	787	68.4	747	67.2	706	59.5
Female	310	27.9	350	30.4	364	31.6	364	32.8	481	40.5
Total	1,112	100.0	1,151	100.0	1,151	100.0	1,111	100.0	1,187	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	1,200	80.9	1,233	77.7	1,207	77.1	1,192	75.8	1,183	77.0
African-American	32	2.2	37	2.3	40	2.6	38	2.4	35	2.3
Hispanic	56	3.8	54	3.4	59	3.8	66	4.2	66	4.3
Asian-American	149	10.0	198	12.5	171	10.9	188	12.0	250	16.3
Native American	3	0.2	2	0.1	1	0.1	1	0.1	2	0.1
International	44	3.0	62	3.9	88	5.6	88	5.6	0	0.0
Total	1,484	100.1	1,586	99.9	1,566	100.1	1,573	100.1	1,536	100.0
Gender										
Male	993	66.9	1,069	67.4	1,033	66.0	1,024	65.1	1,001	65.2
Female	491	33.1	517	32.6	533	34.0	549	34.9	535	34.8
Total	1,484	100.0	1,586	100.0	1,566	100.0	1,573	100.0	1,536	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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	740	70.5	659	70.3	637	68.5	524	68.9	465	69.9
African-American	28	2.7	25	2.7	29	3.1	23	3.0	25	3.8
Hispanic	37	3.5	35	3.7	42	4.5	40	5.3	43	6.5
Asian-American	99	9.4	86	9.2	81	8.7	127	16.7	129	19.4
Native American	1	0.1	1	0.1	0	0.0	1	0.1	2	0.3
International	144	13.7	131	14.0	141	15.2	46	6.0	1	0.2
Total	1,049	99.9	937	100.0	930	100.0	761	100.0	665	100.1
Gender										
Male	732	69.8	644	68.7	621	66.8	515	67.7	452	68.0
Female	317	30.2	293	31.3	309	33.2	246	32.3	213	32.0
Total	1,049	100.0	937	100.0	930	100.0	761	100.0	665	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	873	72.3	786	71.5	699	69.1	659	70.5	731	64.4
African-American	32	2.7	32	2.9	34	3.4	37	4.0	51	4.5
Hispanic	48	4.0	47	4.3	50	4.9	53	5.7	77	6.8
Asian-American	103	8.5	95	8.6	85	8.4	133	14.2	251	22.1
Native American	1	0.1	1	0.1	0	0.0	1	0.1	4	0.4
International	150	12.4	139	12.6	144	14.2	52	5.6	21	1.9
Total	1,207	100.0	1,100	100.0	1,012	100.0	935	100.1	1,135	100.0
Gender										
Male	824	68.3	703	63.9	644	63.6	578	61.8	629	55.4
Female	383	31.7	397	36.1	368	36.4	357	38.2	506	44.6
Total	1,207	100.0	1,100	100.0	1,012	100.0	935	100.0	1,135	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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	575	74.1	773	75.0	795	75.1	764	75.3	848	72.7
African-American	25	3.2	32	3.1	42	4.0	40	3.9	50	4.3
Hispanic	47	6.1	60	5.8	69	6.5	61	6.0	68	5.8
Asian-American	91	11.7	122	11.8	148	14.0	128	12.6	191	16.4
Native American	4	0.5	5	0.5	5	0.5	4	0.4	5	0.4
International	34	4.4	39	3.8	0	0.0	17	1.7	4	0.3
Total	776	100.0	1,031	100.0	1,059	100.1	1,014	99.9	1,166	99.9
Gender										
Male	497	64.0	622	60.3	634	59.9	604	59.6	694	59.5
Female	279	36.0	409	39.7	425	40.1	410	40.4	472	40.5
Total	776	100.0	1,031	100.0	1,059	100.0	1,014	100.0	1,166	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	582	74.0	808	74.5	813	75.3	885	74.6	934	73.5
African-American	25	3.2	33	3.0	43	4.0	48	4.0	53	4.2
Hispanic	48	6.1	65	6.0	69	6.4	71	6.0	72	5.7
Asian-American	93	11.8	126	11.6	150	13.9	151	12.7	200	15.7
Native American	4	0.5	5	0.5	5	0.5	5	0.4	5	0.4
International	34	4.3	48	4.4	0	0.0	27	2.3	6	0.5
Total	786	99.9	1,085	100.0	1,080	100.1	1,187	100.0	1,270	100.0
Gender										
Male	500	63.6	657	60.6	641	59.4	684	57.6	756	59.5
Female	286	36.4	428	39.4	439	40.6	503	42.4	514	40.5
Total	786	100.0	1,085	100.0	1,080	100.0	1,187	100.0	1,270	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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	523	81.5	484	81.8	467	80.1	444	78.7	413	77.3
African-American	13	2.0	12	2.0	15	2.6	17	3.0	13	2.4
Hispanic	40	6.2	37	6.3	39	6.7	37	6.6	39	7.3
Asian-American	55	8.6	51	8.6	53	9.1	60	10.6	55	10.3
Native American	0	0.0	1	0.2	1	0.2	0	0.0	0	0.0
International	11	1.7	7	1.2	8	1.4	6	1.1	14	2.6
Total	642	100.0	592	100.1	583	100.1	564	100.0	534	99.9
Gender										
Male	468	72.9	430	72.6	430	73.8	417	73.9	400	74.9
Female	174	27.1	162	27.4	153	26.2	147	26.1	134	25.1
Total	642	100.0	592	100.0	583	100.0	564	100.0	534	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	1,017	76.0	1,006	77.1	1,032	75.6	1,154	71.2	1,153	68.7
African-American	31	2.3	27	2.1	31	2.3	38	2.3	37	2.2
Hispanic	129	9.6	118	9.0	131	9.6	186	11.5	192	11.4
Asian-American	121	9.0	117	9.0	125	9.2	183	11.3	231	13.8
Native American	1	0.1	2	0.2	4	0.3	3	0.2	7	0.4
International	39	2.9	35	2.7	42	3.1	56	3.5	59	3.5
Total	1,338	99.9	1,305	100.1	1,365	100.1	1,620	100.0	1,679	100.0
Gender										
Male	877	65.5	850	65.1	891	65.3	1,008	62.2	1,042	62.1
Female	461	34.5	455	34.9	474	34.7	612	37.8	637	37.9
Total	1,338	100.0	1,305	100.0	1,365	100.0	1,620	100.0	1,679	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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	466	73.2	478	68.0	540	68.3	581	68.1	616	65.4
African-American	8	1.3	13	1.8	18	2.3	19	2.2	22	2.3
Hispanic	28	4.4	36	5.1	38	4.8	41	4.8	48	5.1
Asian-American	135	21.2	176	25.0	195	24.7	212	24.9	256	27.2
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	637	100.1	703	99.9	791	100.1	853	100.0	942	100.0
Gender										
Male	473	74.3	507	72.1	570	72.1	611	71.6	658	69.9
Female	164	25.7	196	27.9	221	27.9	242	28.4	284	30.1
Total	637	100.0	703	100.0	791	100.0	853	100.0	942	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	530	69.6	541	64.1	671	71.5	644	64.2	674	63.5
African-American	9	1.2	13	1.5	22	2.3	20	2.0	22	2.1
Hispanic	33	4.3	40	4.7	44	4.7	44	4.4	50	4.7
Asian-American	189	24.8	250	29.6	202	21.5	295	29.4	315	29.7
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	761	99.9	844	99.9	939	100.0	1,003	100.0	1,061	100.0
Gender										
Male	545	71.6	585	69.3	681	72.5	698	69.6	735	69.3
Female	216	28.4	259	30.7	258	27.5	305	30.4	326	30.7
Total	761	100.0	844	100.0	939	100.0	1,003	100.0	1,061	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

Professors, Associate Professors, Assistant Professors, and Instructors

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	69	75.0	96	77.4	91	78.4	89	75.4	90	75.6
African-American	1	1.1	3	2.4	2	1.7	2	1.7	2	1.7
Hispanic	3	3.3	4	3.2	4	3.4	4	3.4	5	4.2
Asian-American	18	19.6	20	16.1	17	14.7	19	16.1	22	18.5
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	1	1.1	1	0.8	2	1.7	4	3.4	0	0.0
Total	92	100.1	124	99.9	116	99.9	118	100.0	119	110.0
Gender										
Male	74	80.4	89	71.8	86	74.1	88	74.6	88	73.9
Female	18	19.6	35	28.2	30	25.9	30	25.4	31	26.1
Total	92	100.0	124	100.0	116	100.0	118	100.0	119	100.0

All Ranks

Headcount	1998	%	1999	%	2000	%	2001	%	2002	%
Ethnic Origin										
Anglo	92	78.6	96	77.4	91	78.4	89	75.4	90	75.6
African-American	2	1.7	3	2.4	2	1.7	2	1.7	2	1.7
Hispanic	4	3.4	4	3.2	4	3.4	4	3.4	5	4.2
Asian-American	18	15.4	20	16.1	17	14.7	19	16.1	22	18.5
Native American	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
International	1	0.9	1	0.8	2	1.7	4	3.4	0	0.0
Total	117	100.0	124	99.9	116	99.9	118	100.0	119	100.0
Gender										
Male	88	75.2	89	71.8	86	74.1	88	74.6	88	73.9
Female	29	24.8	35	28.2	30	25.9	30	25.4	31	26.1
Total	117	100.0	124	100.0	116	100.0	118	100.0	119	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 2002

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/AM
Anglo								
Male	17	54.8	66	34.9	54	40.0	137	38.6
Female	8	25.8	90	47.6	56	41.5	154	43.4
Total Anglo	25	80.6	156	82.5	110	81.5	291	82.0
African-American								
Male	2	6.5	4	2.1	5	3.7	11	3.1
Female	0	0.0	7	3.7	2	1.5	9	2.5
Total African-American	2	6.5	11	5.8	7	5.2	20	5.6
Hispanic								
Male	1	3.2	5	2.6	4	3.0	10	2.8
Female	3	9.7	3	1.6	1	0.7	7	2.0
Total Hispanic	4	12.9	8	4.2	5	3.7	17	4.8
Asian-American								
Male	0	0.0	7	3.7	11	8.1	18	5.1
Female	0	0.0	5	2.6	1	0.7	6	1.7
Total Asian-American	0	0.0	12	6.3	12	8.9	24	6.8
Native American								
Male	0	0.0	1	0.5	1	0.7	2	0.6
Female	0	0.0	1	0.5	0	0.0	1	0.3
Total Native American	0	0.0	2	1.1	1	0.7	3	0.8
Total Male	20	64.5	83	43.9	75	55.6	178	50.1
Total Female	11	35.5	106	56.1	60	44.4	177	49.9
Total	31	100.0	189	100.0	135	100.0	355	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 2002

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	112	55.2	211	49.2	358	51.6
Female	16	25.8	63	31.0	154	35.9	233	33.6
Total Anglo	51	82.3	175	86.2	365	85.1	591	85.2
African-American								
Male	4	6.5	3	1.5	11	2.6	18	2.6
Female	1	1.6	6	3.0	11	2.6	18	2.6
Total African-American	5	8.1	9	4.4	22	5.1	36	5.2
Hispanic								
Male	3	4.8	10	4.9	15	3.5	28	4.0
Female	2	3.2	6	3.0	20	4.7	28	4.0
Total Hispanic	5	8.1	16	7.9	35	8.2	56	8.1
Asian-American								
Male	0	0.0	2	1.0	1	0.2	3	0.4
Female	1	1.6	1	0.5	5	1.2	7	1.0
Total Asian-American	1	1.6	3	1.5	6	1.4	10	1.4
Native American								
Male	0	0.0	0	0.0	1	0.2	1	0.1
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Native American	0	0.0	0	0.0	1	0.2	1	0.1
Total Male	42	67.7	127	62.6	239	55.7	408	58.8
Total Female	20	32.3	76	37.4	190	44.3	286	41.2
Total	62	100.0	203	100.0	429	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 2002

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	17	30.9	8	18.6	27	25.7
Female	0	0.0	8	14.5	8	18.6	16	15.2
Total Anglo	2	28.6	25	45.5	16	37.2	43	41.0
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	1.8	0	0.0	1	1.0
Total African-American	0	0.0	1	1.8	0	0.0	1	1.0
Hispanic								
Male	2	28.6	18	32.7	7	16.3	27	25.7
Female	3	42.9	10	18.2	19	44.2	32	30.5
Total Hispanic	5	71.4	28	50.9	26	60.5	59	56.2
Asian-American								
Male	0	0.0	1	1.8	1	2.3	2	1.9
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Asian-American	0	0.0	1	1.8	1	2.3	2	1.9
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	4	57.1	36	65.5	16	37.2	56	53.3
Total Female	3	42.9	19	34.5	27	62.8	49	46.7
Total	7	100.0	55	100.0	43	100.0	105	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 2002

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/AM
Anglo								
Male	21	55.3	17	36.2	25	64.1	63	50.8
Female	10	26.3	21	44.7	11	28.2	42	33.9
Total Anglo	31	81.6	38	80.9	36	92.3	105	84.7
African-American								
Male	4	10.5	1	2.1	0	0.0	5	4.0
Female	1	2.6	2	4.3	0	0.0	3	2.4
Total African-American	5	13.2	3	6.4	0	0.0	8	6.5
Hispanic								
Male	1	2.6	4	8.5	1	2.6	6	4.8
Female	0	0.0	2	4.3	0	0.0	2	1.6
Total Hispanic	1	2.6	6	12.8	1	2.6	8	6.5
Asian-American								
Male	1	2.6	0	0.0	0	0.0	1	0.8
Female	0	0.0	0	0.0	2	5.1	2	1.6
Total Asian-American	1	2.6	0	0.0	2	5.1	3	2.4
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	27	71.1	22	46.8	26	66.7	75	60.5
Total Female	11	28.9	25	53.2	13	33.3	49	39.5
Total	38	100.0	47	100.0	39	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

El Paso Fall 2002

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/AM
Anglo								
Male	13	34.2	17	43.6	46	15.5	76	20.4
Female	8	21.1	6	15.4	79	26.7	93	24.9
Total Anglo	21	55.3	23	59.9	125	42.2	169	45.3
African-American								
Male	0	0.0	1	2.6	7	2.4	8	2.1
Female	1	2.6	2	5.1	4	1.4	7	1.9
Total African-American	1	2.6	3	7.7	11	3.7	15	4.0
Hispanic								
Male	8	21.1	5	12.8	56	18.9	69	18.5
Female	8	21.1	8	20.5	97	32.8	113	30.3
Total Hispanic	16	42.1	13	33.3	158	51.7	182	48.8
Asian-American								
Male	0	0.0	0	0.0	4	1.4	4	1.1
Female	0	0.0	0	0.0	1	0.3	1	0.3
Total Asian-American	0	0.0	0	0.0	5	1.7	5	1.3
Native American								
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 Native American	0	0.0	0	0.0	2	0.7	2	0.5
Total Male	21	55.3	23	59.0	113	38.2	157	42.1
Total Female	17	44.7	16	41.0	183	61.8	216	57.9
Total	38	100.0	39	100.0	296	100.0	373	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 2002

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	36.1	7	28.0	5	21.7	25	29.8
Female	3	8.3	5	20.0	4	17.4	12	14.3
Total Anglo	16	44.4	12	48.0	9	39.1	37	44.0
African-American								
Male	1	2.8	0	0.0	0	0.0	1	1.2
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total African-American	1	2.8	0	0.0	0	0.0	1	1.2
Hispanic								
Male	11	30.6	6	24.0	4	17.4	21	25.0
Female	6	16.7	5	20.0	9	39.1	20	23.8
Total Hispanic	17	47.2	11	44.0	13	56.5	41	48.8
Asian-American								
Male	1	2.8	0	0.0	1	4.3	2	2.4
Female	0	0.0	2	8.0	0	0.0	2	2.4
Total Asian-American	1	2.8	2	8.0	1	4.3	4	4.8
Native American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	1	2.8	0	0.0	0	0.0	1	1.2
Total Native American	1	2.8	0	0.0	0	0.0	1	1.2
Total Male	26	72.2	13	52.0	10	43.5	49	58.3
Total Female	10	27.8	12	48.0	13	56.5	35	41.7
Total	36	100.0	25	100.0	23	100.0	84	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 2002

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/AM
Anglo								
Male	9	75.0	12	46.2	3	37.5	24	52.2
Female	1	8.3	12	46.2	5	62.5	18	39.1
Total Anglo	10	83.3	24	92.3	8	100.0	42	91.3
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	7.7	0	0.0	3	6.5
Female	1	8.3	0	0.0	0	0.0	1	2.2
Total Hispanic	2	16.7	2	7.7	0	0.0	4	8.7
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
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	10	83.3	14	53.8	3	37.5	27	58.7
Total Female	2	16.7	12	46.2	5	62.5	19	41.3
Total	12	100.0	26	100.0	8	100.0	46	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 2002

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	17	44.7	25	29.1	30	32.6	72	33.3
Female	10	26.3	34	39.5	32	34.8	76	35.2
Total Anglo	27	71.1	59	68.6	62	67.4	148	68.5
African-American								
Male	0	0.0	2	2.3	5	5.4	7	3.2
Female	0	0.0	0	0.0	2	2.2	2	0.9
Total African-American	0	0.0	2	2.3	7	7.6	9	4.2
Hispanic								
Male	5	13.2	7	8.1	8	8.7	20	9.3
Female	6	15.8	16	18.6	12	13.0	34	15.7
Total Hispanic	11	28.9	23	26.7	20	21.7	54	25.0
Asian-American								
Male	0	0.0	0	0.0	1	1.1	1	0.5
Female	0	0.0	1	1.2	0	0.0	1	0.5
Total Asian-American	0	0.0	1	1.2	1	1.1	2	0.9
Native American								
Male	0	0.0	1	1.2	1	1.1	2	0.9
Female	0	0.0	0	0.0	1	1.1	1	0.5
Total Native American	0	0.0	1	1.2	2	2.2	3	1.4
Total Male	22	57.9	35	40.7	45	48.9	102	47.2
Total Female	16	42.1	51	59.3	47	51.1	114	52.8
Total	38	100.0	86	100.0	92	100.0	216	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 2002

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	9	20.0	1	36.0	17	42.5
Female	3	30.0	14	80.0	4	56.0	21	52.5
Total Anglo	10	100.0	23	100.0	5	92.0	38	95.0
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	0.0	0	4.0	1	2.5
Total African-American	0	0.0	1	0.0	0	4.0	1	2.5
Hispanic								
Male	0	0.0	1	0.0	0	4.0	1	2.5
Female	0	0.0	0	0.0	0	0.0	0	0.0
Total Hispanic	0	0.0	1	0.0	0	4.0	1	2.5
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
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	7	70.0	10	40.0	1	20.0	18	45.0
Total Female	3	30.0	15	60.0	4	80.0	22	55.0
Total	10	100.0	25	100.0	5	100.0	40	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 2002

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	75.0	30	51.7	26	48.1	71	53.8
Female	2	10.0	19	32.8	19	35.2	40	30.3
Total Anglo	17	85.0	49	84.5	45	83.3	111	84.1
African-American								
Male	1	5.0	3	5.2	1	1.9	5	3.8
Female	1	5.0	1	1.7	1	1.9	3	2.3
Total African-American	2	10.0	4	6.9	2	3.7	8	6.1
Hispanic								
Male	1	5.0	1	1.7	2	3.7	4	3.0
Female	0	0.0	1	1.7	2	3.7	3	2.3
Total Hispanic	1	5.0	2	3.4	4	7.4	7	5.3
Asian-American								
Male	0	0.0	2	3.4	2	3.7	4	3.0
Female	0	0.0	0	0.0	1	1.9	1	0.8
Total Asian-American	0	0.0	2	3.4	3	5.6	5	3.8
Native American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	1	1.7	0	0.0	1	0.8
Total Native American	0	0.0	1	1.7	0	0.0	1	0.8
Total Male	17	85.0	36	62.1	31	57.4	84	63.6
Total Female	3	15.0	22	37.9	23	42.6	48	36.4
Total	20	100.0	58	100.0	54	100.0	132	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 2002

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	63.2	32	48.5	114	28.1	189	35.0
Female	19	27.9	23	34.8	212	52.2	254	47.0
Total Anglo	62	91.2	55	83.3	326	80.3	443	82.0
African-American								
Male	3	4.4	3	4.5	11	2.7	17	3.1
Female	1	1.5	2	3.0	24	5.9	27	5.0
Total African-American	4	5.9	5	7.6	35	8.6	44	8.1
Hispanic								
Male	1	1.5	4	6.1	4	1.0	9	1.7
Female	1	1.5	1	1.5	28	6.9	30	5.6
Total Hispanic	2	2.9	5	7.6	32	7.9	39	7.2
Asian-American								
Male	0	0.0	1	1.5	3	0.7	4	0.7
Female	0	0.0	0	0.0	7	1.7	7	1.3
Total Asian-American	0	0.0	1	1.5	10	2.5	11	2.0
Native American								
Male	0	0.0	0	0.0	1	0.2	1	0.2
Female	0	0.0	0	0.0	2	0.5	2	0.4
Total Native America	0	0.0	0	0.0	3	0.7	3	0.6
Total Male	47	69.1	40	60.6	133	32.8	220	40.7
Total Female	21	30.9	26	39.4	273	67.2	320	59.3
Total	68	100.0	66	100.0	406	100.0	540	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 2002

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	49	68.1	60	45.5	30	43.5	139	50.9
Female	15	20.8	51	38.6	25	36.2	91	33.3
Total Anglo	64	88.9	111	84.1	55	79.7	230	84.2
African-American								
Male	0	0.0	1	0.8	2	2.9	3	1.1
Female	1	1.4	7	5.3	3	4.3	11	4.0
Total African-American	1	1.4	8	6.1	5	7.2	14	5.1
Hispanic								
Male	6	8.3	2	1.5	3	4.3	11	4.0
Female	1	1.4	3	2.3	0	0.0	4	1.5
Total Hispanic	7	9.7	5	3.8	3	4.3	15	5.5
Asian-American								
Male	0	0.0	6	4.5	5	7.2	11	4.0
Female	0	0.0	2	1.5	1	1.4	3	1.1
Total Asian-American	0	0.0	8	6.1	6	8.7	14	5.1
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	55	76.4	69	52.3	40	58.0	164	60.1
Total Female	17	23.6	63	47.7	29	42.0	109	39.9
Total	72	100.0	132	100.0	69	100.0	273	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 2002

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/AM
Anglo								
Male	31	44.9	24	54.5	10	41.7	65	47.4
Female	20	29.0	11	25.0	9	37.5	40	29.2
Total Anglo	51	73.9	35	79.5	19	79.2	105	76.6
African-American								
Male	1	1.4	0	0.0	0	0.0	1	0.7
Female	2	2.9	1	2.3	0	0.0	3	2.2
Total African-American	3	4.3	1	2.3	0	0.0	4	2.9
Hispanic								
Male	10	14.5	3	6.8	2	8.3	15	10.9
Female	1	1.4	4	9.1	3	12.5	8	5.8
Total Hispanic	11	15.9	7	15.9	5	20.8	23	16.8
Asian-American								
Male	2	2.9	1	2.3	0	0.0	3	2.2
Female	1	1.4	0	0.0	0	0.0	1	0.7
Total Asian-American	3	4.3	1	2.3	0	0.0	4	2.9
Native American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	1	1.4	0	0.0	0	0.0	1	0.7
Total Native American	1	1.4	0	0.0	0	0.0	1	0.7
Total Male	44	63.8	28	63.6	12	50.0	84	61.3
Total Female	25	36.2	16	36.4	12	50.0	53	38.7
Total	69	100.0	44	100.0	24	100.0	137	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 2002

Ethnicity/Gender	Executive		Administrative		Managerial		Total	
	Head- count	% of Exec.	Head- count	% of Admin.	Head- count	% of Manag.	Head- count	% of E/AM
Anglo								
Male	38	74.5	66	41.5	119	25.9	223	33.3
Female	11	21.6	67	42.1	213	46.3	291	43.4
Total Anglo	49	96.1	133	83.6	332	72.2	514	76.7
African-American								
Male	1	2.0	3	1.9	8	1.7	12	1.8
Female	0	0.0	10	6.3	47	10.2	57	8.5
Total African-American	1	2.0	13	8.2	55	12.0	69	10.3
Hispanic								
Male	0	0.0	2	1.3	13	2.8	15	2.2
Female	0	0.0	4	2.5	26	5.7	30	4.5
Total Hispanic	0	0.0	6	3.8	39	8.5	45	6.7
Asian-American								
Male	1	2.0	5	3.1	9	2.0	15	2.2
Female	0	0.0	1	0.6	24	5.2	25	3.7
Total Asian-American	1	2.0	6	3.8	33	7.2	40	6.0
Native American								
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 Native American	0	0.0	1	0.6	1	0.2	2	0.3
Total Male	40	78.4	76	47.8	149	32.4	265	39.6
Total Female	11	21.6	83	52.2	311	67.6	405	60.4
Total	51	100.0	159	100.0	460	100.0	670	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 2002

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	75.0	14	42.4	6	17.1	26	34.2
Female	2	25.0	17	51.5	24	68.6	43	56.6
Total Anglo	8	100.0	31	93.9	30	85.7	69	90.8
African-American								
Male	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0.0	2	6.1	5	14.3	7	9.2
Total African-American	0	0.0	2	6.1	5	14.3	7	9.2
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
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	6	75.0	14	42.4	6	17.1	26	34.2
Total Female	2	25.0	19	57.6	29	82.9	50	65.8
Total	8	100.0	33	100.0	35	100.0	76	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 2002

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	65.6	11	68.8	18	52.9	50	61.0
Female	7	21.9	5	31.3	12	35.3	24	29.3
Total Anglo	28	87.5	16	100.0	30	88.2	74	90.2
African-American								
Male	1	3.1	0	0.0	0	0.0	1	1.2
Female	1	3.1	0	0.0	1	2.9	2	2.4
Total African-American	2	6.3	0	0.0	1	2.9	3	3.7
Hispanic								
Male	2	6.3	0	0.0	2	5.9	4	4.9
Female	0	0.0	0	0.0	1	2.9	1	1.2
Total Hispanic	2	6.3	0	0.0	3	8.8	5	6.1
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
Native 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 Native American	0	0.0	0	0.0	0	0.0	0	0.0
Total Male	24	75.0	11	68.8	20	58.8	55	67.1
Total Female	8	25.0	5	31.3	14	41.2	27	32.9
Total	32	100.0	16	100.0	34	100.0	82	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.

Source: U. T. System Office of Human Resources.

