

General Analysis – Faculty and Staff

To keep pace with enrollment and research growth, U. T. System institutions employ an increasing number of faculty and staff each year.

The number of faculty employed by U. T. System institutions grew from 14,785 in fall 2002 to 17,488 in fall 2007, an 18.3% increase.

At the academic institutions, the number of faculty increased from 8,140 to 9,658, an 18.6% increase, driven primarily by enrollment growth.

At the health institutions, the number of faculty increased from 6,645 to 7,830, or 17.8%. The increase in health faculty was driven by enrollment increases and the expansion of research and clinical care activities at these institutions.

Following the national trend, the proportion of faculty in tenured/tenure-track positions (professor, associate professor, assistant professor and instructor) is decreasing, from 46.0% in fall 2002 to 42.5% in fall 2007.

Although the majority of faculty at U. T. System are men, the overall proportion of women increased between fall 2002 and fall 2007.

- At the academic institutions, the proportion of women faculty increased at all levels; from 23.4% to 24.8% for tenured women, from 39.1 to 41.6% for tenure-track women, and from 48.4% to 51.4% for other professional women.
- At the health institutions, the proportion of women faculty also increased at all levels. The proportion of tenured women increased slightly from 22.2% to 23.7%, tenure-track women increased from 30.8% to 34.0%, and other professional women faculty increased from 42.8% to 43.5%.

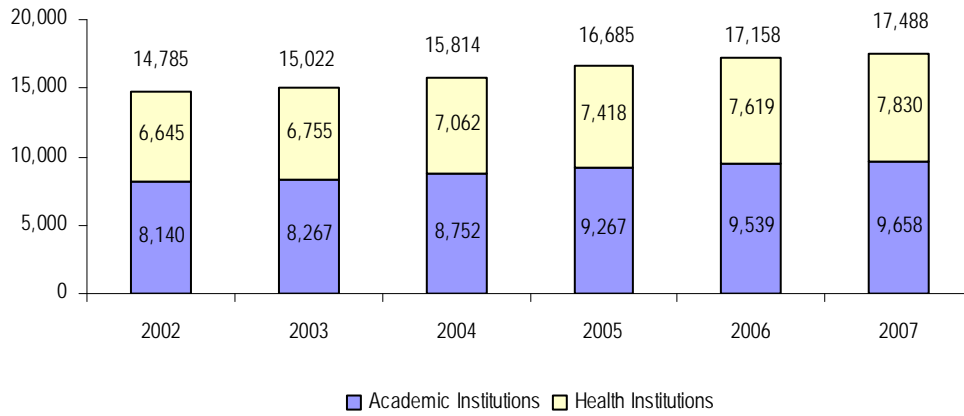
Faculty employed at both the academic and health institutions were slightly more diverse in fall 2007 than fall 2002.

- Within the academic institutions, the proportion of white faculty declined from 74.0% in 2002 to 69.4% in 2007. The representation of most of the non-white ethnic groups increased during this same time period. The proportion of African American faculty increased from 2.7% to 2.9%, Hispanic faculty increased from 13.2% to 15.2% and Asian American faculty increased from 6.9% to 8.3%. The percentage of International faculty increased from 2.8 percent to 3.6 percent and the percentage of Native American faculty increased from 0.4 percent to 0.5 percent.
- At the health institutions, the proportion of white faculty decreased from 71.9% in 2002 to 65.5% in 2007. The Hispanic faculty increased from 6.4% to 7.3%, Asian American faculty from 16.9% to 20.8% and International faculty from 1.5% to 2.6%.

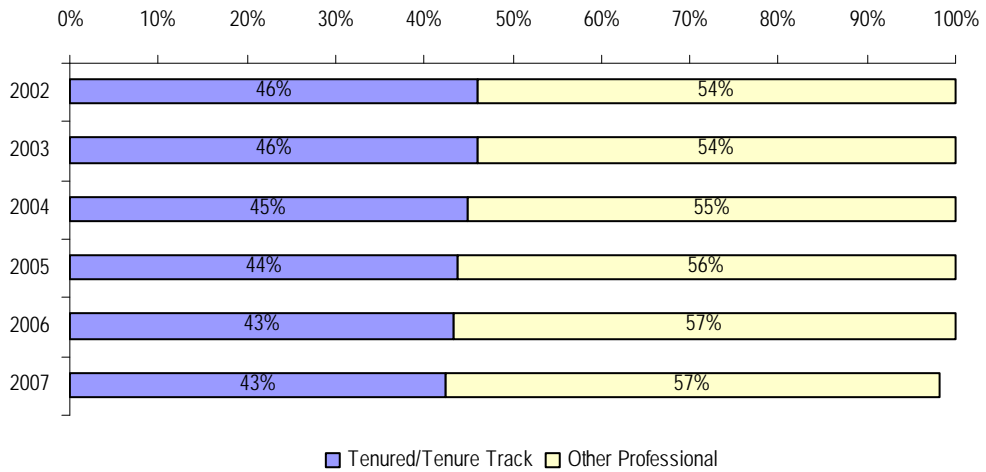
From fall 2002 to fall 2007, the number of non-faculty staff employed by U. T. System institutions grew from 72,991 to 83,627, a 14.6% increase. In fall 2007, there were 5,099 administrative staff, 58,673 other non-faculty staff and 19,855 student employees.

Faculty Characteristics

U.T. System Faculty Headcounts
 Fall 2002 to Fall 2007



U.T. System Faculty by Tenure Status



FACULTY HEADCOUNT BY TENURE STATUS, GENDER AND ETHNICITY
Academic and Health Institutions, Number Distribution

	Fall	2002	2003	2004	2005	2006	2007
Academic Institutions	All Faculty	8,140	8,267	8,752	9,267	9,539	9,658
	Tenured	3,113	3,120	3,164	3,239	3,330	3,384
	Tenure-Track	1,311	1,356	1,496	1,589	1,620	1,658
	Other Professional	3,716	3,791	4,092	4,439	4,589	4,616
	Male	5,102	5,149	5,363	5,578	5,677	5,756
	Female	3,038	3,118	3,389	3,689	3,862	3,902
	White	6,024	6,075	6,320	6,571	6,647	6,704
	African American	220	203	233	251	258	278
	Hispanic	1,074	1,130	1,232	1,395	1,461	1,470
	Asian American	558	603	658	735	764	804
	Native American	36	37	41	41	46	49
	International	228	219	268	272	354	345
	Unknown	0	0	0	2	9	8
Health Institutions	All Faculty	6,645	6,755	7,062	7,418	7,619	7,830
	Tenured	1,619	1,657	1,671	1,683	1,697	1,719
	Tenure-Track	765	772	783	807	774	677
	Other Professional	4,261	4,326	4,608	4,928	5,148	5,434
	Male	4,225	4,271	4,447	4,641	4,726	4,830
	Female	2,420	2,484	2,615	2,777	2,893	3,000
	White	4,780	4,769	4,819	5,003	5,065	5,129
	African American	199	207	208	231	234	234
	Hispanic	424	457	498	524	537	571
	Asian American	1,126	1,188	1,290	1,393	1,492	1,632
	Native American	14	18	16	19	20	15
	International	102	116	231	248	271	203
	Unknown	0	0	0	0	0	46
System Total	All Faculty	14,785	15,022	15,814	16,685	17,158	17,488
	Tenured	4,732	4,777	4,835	4,922	5,027	5,103
	Tenure-Track	2,076	2,128	2,279	2,396	2,394	2,335
	Other Professional	7,977	8,117	8,700	9,367	9,737	10,050
	Male	9,327	9,420	9,810	10,219	10,403	10,586
	Female	5,458	5,602	6,004	6,466	6,755	6,902
	White	10,804	10,844	11,139	11,574	11,712	11,833
	African American	419	410	441	482	492	512
	Hispanic	1,498	1,587	1,730	1,919	1,998	2,041
	Asian American	1,684	1,791	1,948	2,128	2,256	2,436
	Native American	50	55	57	60	66	64
	International	330	335	499	520	625	548
	Unknown	0	0	0	2	9	54

Notes:

Tenured/tenure-track faculty include professors, associate professors, assistant professors and instructors. Other professionals include lecturers, visiting teachers and special, adjunct, and emeritus faculty. Graduate teaching assistants are not included.

Source: Texas Higher Education Coordinating Board data

FACULTY HEADCOUNT BY TENURE STATUS, GENDER AND ETHNICITY
Academic and Health Institutions, Percent Distribution

	Fall	2002	2003	2004	2005	2006	2007
Academic Institutions	Tenured	38.2%	37.7%	36.2%	35.0%	34.9%	35.0%
	Tenure-Track	16.1	16.4	17.1	17.1	17.0	17.2
	Other Professional	45.7	45.9	46.8	47.9	48.1	47.8
	Male	62.7	62.3	61.3	60.2	59.5	59.6
	Female	37.3	37.7	38.7	39.8	40.5	40.4
	White	74.0	73.5	72.2	70.9	69.7	69.4
	African American	2.7	2.5	2.7	2.7	2.7	2.9
	Hispanic	13.2	13.7	14.1	15.1	15.3	15.2
	Asian American	6.9	7.3	7.5	7.9	8.0	8.3
	Native American	0.4	0.4	0.5	0.4	0.5	0.5
	International	2.8	2.6	3.1	2.9	3.7	3.6
	Unknown	0.0	0.0	0.0	0.0	0.1	0.1
	Health Institutions	Tenured	24.4	24.5	23.7	22.7	22.3
Tenure-Track		11.5	11.4	11.1	10.9	10.2	8.6
Other Professional		64.1	64.0	65.3	66.4	67.6	69.4
Male		63.6	63.2	63.0	62.6	62.0	61.7
Female		36.4	36.8	37.0	37.4	38.0	38.3
White		71.9	70.6	68.2	67.4	66.5	65.5
African American		3.0	3.1	2.9	3.1	3.1	3.0
Hispanic		6.4	6.8	7.1	7.1	7.0	7.3
Asian American		16.9	17.6	18.3	18.8	19.6	20.8
Native American		0.2	0.3	0.2	0.3	0.3	0.2
International		1.5	1.7	3.3	3.3	3.6	2.6
Unknown		0.0	0.0	0.0	0.0	0.0	0.6
System Total		Tenured	32.0	31.8	30.6	29.5	29.3
	Tenure-Track	14.0	14.2	14.4	14.4	14.0	13.4
	Other Professional	54.0	54.0	55.0	56.1	56.7	57.5
	Male	63.1	62.7	62.0	61.2	60.6	60.5
	Female	36.9	37.3	38.0	38.8	39.4	39.5
	White	73.1	72.2	70.4	69.4	68.3	67.7
	African American	2.8	2.7	2.8	2.9	2.9	2.9
	Hispanic	10.1	10.6	10.9	11.5	11.6	11.7
	Asian American	11.4	11.9	12.3	12.8	13.1	13.9
	Native American	0.3	0.4	0.4	0.4	0.4	0.4
	International	2.2	2.2	3.2	3.1	3.6	3.1
	Unknown	0.0	0.0	0.0	0.0	0.1	0.3

Notes:

Tenured/tenure-track faculty include professors, associate professors, assistant professors and instructors. Other professionals include lecturers, visiting teachers and special, adjunct, and emeritus faculty. Graduate teaching assistants are not included.

Source: Texas Higher Education Coordinating Board data

FACULTY HEADCOUNT BY TENURE STATUS
Academic Institutions, Number Distribution

	Fall	2002	2003	2004	2005	2006	2007
Arlington	Total	1,089	1,135	1,188	1,224	1,240	1,320
	Tenured	390	385	383	383	376	393
	Tenure-Track	134	147	160	184	195	214
	Other Professional	565	603	645	657	669	713
Austin	Total	2,949	2,901	2,968	3,096	3,164	3,130
	Tenured	1,462	1,441	1,436	1,438	1,472	1,438
	Tenure-Track	442	456	490	483	497	513
	Other Professional	1,045	1,004	1,042	1,175	1,195	1,179
Brownsville	Total	495	526	558	638	693	731
	Tenured	137	137	137	143	152	165
	Tenure-Track	82	88	99	119	143	142
	Other Professional	276	301	322	376	398	424
Dallas	Total	652	679	697	763	770	767
	Tenured	216	239	248	263	281	291
	Tenure-Track	93	92	89	95	101	105
	Other Professional	343	348	360	405	388	371
El Paso	Total	914	883	949	1,059	1,083	1,097
	Tenured	276	267	274	287	294	306
	Tenure-Track	161	174	194	208	192	177
	Other Professional	477	442	481	564	597	614
Pan American	Total	645	697	742	771	792	790
	Tenured	215	219	221	238	245	255
	Tenure-Track	136	157	167	183	191	209
	Other Professional	294	321	354	350	356	326
Permian Basin	Total	154	186	204	209	223	222
	Tenured	43	47	51	51	52	55
	Tenure-Track	37	32	43	42	42	37
	Other Professional	74	107	110	116	129	130
San Antonio	Total	942	969	1,099	1,144	1,197	1,223
	Tenured	288	294	327	344	367	388
	Tenure-Track	162	155	189	205	189	198
	Other Professional	492	520	583	595	641	637
Tyler	Total	300	291	347	363	377	378
	Tenured	86	91	87	92	91	93
	Tenure-Track	64	55	65	70	70	63
	Other Professional	150	145	195	201	216	222
Academic Total	Total	8,140	8,267	8,752	9,267	9,539	9,658
	Tenured	3,113	3,120	3,164	3,239	3,330	3,384
	Tenure-Track	1,311	1,356	1,496	1,589	1,620	1,658
	Other Professional	3,716	3,791	4,092	4,439	4,589	4,616

Notes:

Tenured/tenure-track faculty include professors, associate professors, assistant professors and instructors. Other professionals include lecturers, visiting teachers and special, adjunct, and emeritus faculty. Graduate teaching assistants are not included.

Source: Texas Higher Education Coordinating Board data

FACULTY HEADCOUNT BY TENURE STATUS
Academic Institutions, Percent Distribution

	Fall	2002	2003	2004	2005	2006	2007
Arlington	Tenured	35.8%	33.9%	32.2%	31.3%	30.3%	29.8%
	Tenure-Track	12.3	13.0	13.5	15.0	15.7	16.2
	Other Professional	51.9	53.1	54.3	53.7	54.0	54.0
Austin	Tenured	49.6	49.7	48.4	46.4	46.5	45.9
	Tenure-Track	15.0	15.7	16.5	15.6	15.7	16.4
	Other Professional	35.4	34.6	35.1	38.0	37.8	37.7
Brownsville	Tenured	27.7	26.0	24.6	22.4	21.9	22.6
	Tenure-Track	16.6	16.7	17.7	18.7	20.6	19.4
	Other Professional	55.8	57.2	57.7	58.9	57.4	58.0
Dallas	Tenured	33.1	35.2	35.6	34.5	36.5	37.9
	Tenure-Track	14.3	13.5	12.8	12.5	13.1	13.7
	Other Professional	52.6	51.3	51.6	53.1	50.4	48.4
El Paso	Tenured	30.2	30.2	28.9	27.1	27.1	27.9
	Tenure-Track	17.6	19.7	20.4	19.6	17.7	16.1
	Other Professional	52.2	50.1	50.7	53.3	55.1	56.0
Pan American	Tenured	33.3	31.4	29.8	30.9	30.9	32.3
	Tenure-Track	21.1	22.5	22.5	23.7	24.1	26.5
	Other Professional	45.6	46.1	47.7	45.4	44.9	41.3
Permian Basin	Tenured	27.9	25.3	25.0	24.4	23.3	24.8
	Tenure-Track	24.0	17.2	21.1	20.1	18.8	16.7
	Other Professional	48.1	57.5	53.9	55.5	57.8	58.6
San Antonio	Tenured	30.6	30.3	29.8	30.1	30.7	31.7
	Tenure-Track	17.2	16.0	17.2	17.9	15.8	16.2
	Other Professional	52.2	53.7	53.0	52.0	53.6	52.1
Tyler	Tenured	28.7	31.3	25.1	25.3	24.1	24.6
	Tenure-Track	21.3	18.9	18.7	19.3	18.6	16.7
	Other Professional	50.0	49.8	56.2	55.4	57.3	58.7
Academic Total	Tenured	38.2	37.7	36.2	35.0	34.9	35.0
	Tenure-Track	16.1	16.4	17.1	17.1	17.0	17.2
	Other Professional	45.7	45.9	46.8	47.9	48.1	47.8

Notes:

Tenured/tenure-track faculty include professors, associate professors, assistant professors and instructors. Other professionals include lecturers, visiting teachers and special, adjunct, and emeritus faculty. Graduate teaching assistants are not included.

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