

## 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.

From fall 2003 to fall 2008, the number of faculty employed by U. T. System institutions increased by 20%, from 15,022 to 18,027.

- At the academic institutions, the number of faculty increased from 8,267 to 9,946, a 20.3% increase, driven primarily by enrollment growth.
- At the health institutions, the number of faculty increased from 6,755 to 8,081, or 19.6%. The increase in health faculty was driven by enrollment increases and the expansion of research and clinical care activities at these institutions.

Following a 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 2003 to 42.1% in fall 2008.

Although the majority of faculty at U. T. System are men, the overall proportion of women increased between fall 2003 and fall 2008, from 37.3% to 40.2%.

- At the academic institutions, the proportion of women faculty increased at all levels; from 24.1% to 25.6% for tenured women, from 38.6% to 42.5% for tenure-track women, and from 48.6% to 51.5% 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 23.0% to 24.4%, tenure-track women increased from 31.6% to 34.4%, and other professional women faculty increased from 43.0% to 44.4%.

Faculty employed at both the academic and health institutions were slightly more diverse in fall 2008 than fall 2003.

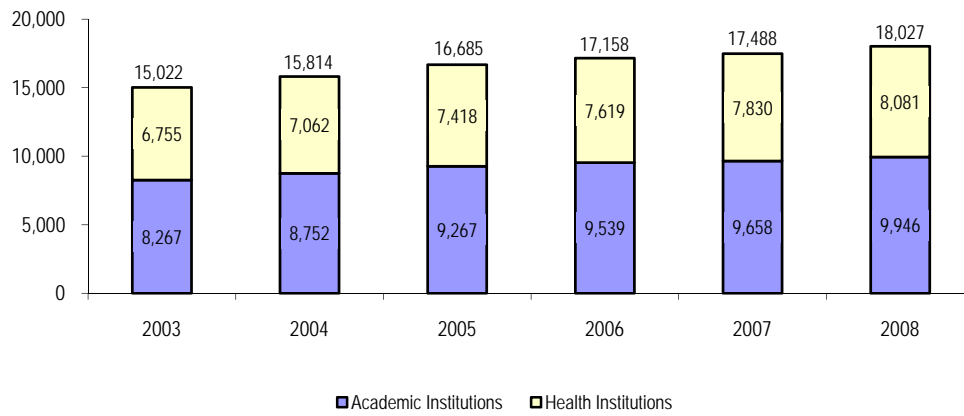
- Within the academic institutions, the proportion of white faculty declined from 73.5% in 2003 to 69.2% in 2008. The representation of most of the non-white ethnic groups increased during this same time period. The proportion of African American faculty increased slightly from 2.5% to 2.9%, Hispanic faculty increased from 13.7% to 15.3% and Asian American faculty increased from 7.3% to 8.8%. The percentage of International faculty increased from 2.6 percent to 3.0 percent and the percentage of Native American faculty remained about the same at less than 1%.
- At the health institutions, the proportion of white faculty decreased from 70.6% in 2003 to 64.2% in 2008. The Hispanic faculty increased from 6.8% to 7.7%, Asian American faculty from 17.6% to 21.0% and International faculty from 1.7% to 3.4%.

In fall 2008, there were 6,189 administrative staff, 60,025 other non-faculty staff and 20,212 student employees employed by U. T. System institutions. From fall 2004 to fall 2008, administrative and non-faculty staff increased from 58,319 to 66,214, a 13.5% increase. Student employees increased from 18,446 to 20,212, a 9.6% increase.

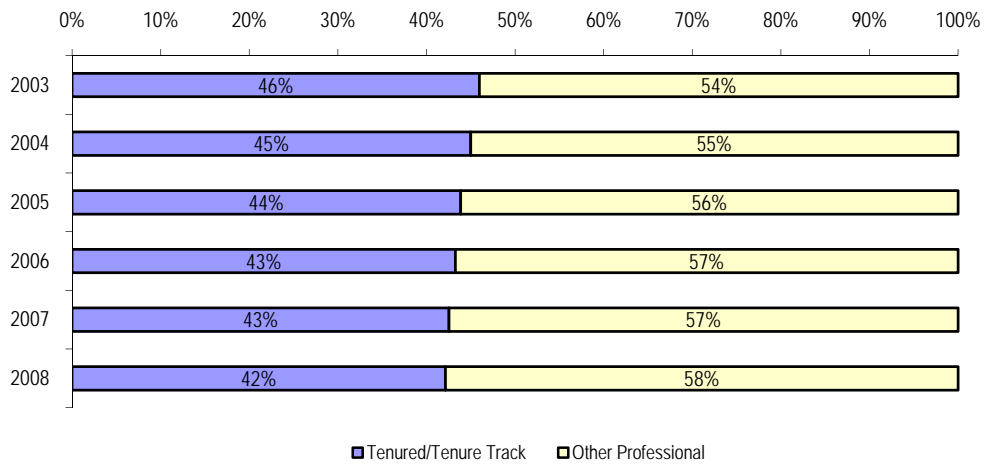


## Faculty Characteristics

U.T. System Faculty Headcounts  
 Fall 2003 to Fall 2008



U.T. System Faculty by Tenure Status





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

	Fall	2003	2004	2005	2006	2007	2008
Academic Institutions	All Faculty	8,267	8,752	9,267	9,539	9,658	9,946
	Tenured	3,120	3,164	3,239	3,330	3,384	3,449
	Tenure-Track	1,356	1,496	1,589	1,620	1,658	1,675
	Other Professional	3,791	4,092	4,439	4,589	4,616	4,822
	Male	5,149	5,363	5,578	5,677	5,756	5,869
	Female	3,118	3,389	3,689	3,862	3,902	4,077
	White	6,075	6,320	6,571	6,647	6,704	6,885
	African American	203	233	251	258	278	292
	Hispanic	1,130	1,232	1,395	1,461	1,470	1,522
	Asian American	603	658	735	764	804	872
	Native American	37	41	41	46	49	53
	International	219	268	272	354	345	303
	Unknown	0	0	2	9	8	19
Health Institutions	All Faculty	6,755	7,062	7,418	7,619	7,830	8,081
	Tenured	1,657	1,671	1,683	1,697	1,722	1,696
	Tenure-Track	772	783	807	774	710	777
	Other Professional	4,326	4,608	4,928	5,148	5,398	5,608
	Male	4,271	4,447	4,641	4,726	4,830	4,913
	Female	2,484	2,615	2,777	2,893	3,000	3,168
	White	4,769	4,819	5,003	5,065	5,129	5,186
	African American	207	208	231	234	234	247
	Hispanic	457	498	524	537	571	623
	Asian American	1,188	1,290	1,393	1,492	1,632	1,698
	Native American	18	16	19	20	15	16
	International	116	231	248	271	203	275
	Unknown	0	0	0	0	46	36
System Total	All Faculty	15,022	15,814	16,685	17,158	17,488	18,027
	Tenured	4,777	4,835	4,922	5,027	5,106	5,145
	Tenure-Track	2,128	2,279	2,396	2,394	2,368	2,452
	Other Professional	8,117	8,700	9,367	9,737	10,014	10,430
	Male	9,420	9,810	10,219	10,403	10,586	10,782
	Female	5,602	6,004	6,466	6,755	6,902	7,245
	White	10,844	11,139	11,574	11,712	11,833	12,071
	African American	410	441	482	492	512	539
	Hispanic	1,587	1,730	1,919	1,998	2,041	2,145
	Asian American	1,791	1,948	2,128	2,256	2,436	2,570
	Native American	55	57	60	66	64	69
	International	335	499	520	625	548	578
	Unknown	0	0	2	9	54	55

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	2003	2004	2005	2006	2007	2008
Academic Institutions	Tenured	37.7%	36.2%	35.0%	34.9%	35.0%	34.7%
	Tenure-Track	16.4	17.1	17.1	17.0	17.2	16.8
	Other Professional	45.9	46.8	47.9	48.1	47.8	48.5
	Male	62.3	61.3	60.2	59.5	59.6	59.0
	Female	37.7	38.7	39.8	40.5	40.4	41.0
	White	73.5	72.2	70.9	69.7	69.4	69.2
	African American	2.5	2.7	2.7	2.7	2.9	2.9
	Hispanic	13.7	14.1	15.1	15.3	15.2	15.3
	Asian American	7.3	7.5	7.9	8.0	8.3	8.8
	Native American	0.4	0.5	0.4	0.5	0.5	0.5
	International	2.6	3.1	2.9	3.7	3.6	3.0
	Unknown	0.0	0.0	0.0	0.1	0.1	0.2
Health Institutions	Tenured	24.5	23.7	22.7	22.3	22.0	21.0
	Tenure-Track	11.4	11.1	10.9	10.2	9.1	9.6
	Other Professional	64.0	65.3	66.4	67.6	68.9	69.4
	Male	63.2	63.0	62.6	62.0	61.7	60.8
	Female	36.8	37.0	37.4	38.0	38.3	39.2
	White	70.6	68.2	67.4	66.5	65.5	64.2
	African American	3.1	2.9	3.1	3.1	3.0	3.1
	Hispanic	6.8	7.1	7.1	7.0	7.3	7.7
	Asian American	17.6	18.3	18.8	19.6	20.8	21.0
	Native American	0.3	0.2	0.3	0.3	0.2	0.2
	International	1.7	3.3	3.3	3.6	2.6	3.4
	Unknown	0.0	0.0	0.0	0.0	0.6	0.4
System Total	Tenured	31.8	30.6	29.5	29.3	29.2	28.5
	Tenure-Track	14.2	14.4	14.4	14.0	13.5	13.6
	Other Professional	54.0	55.0	56.1	56.7	57.3	57.9
	Male	62.7	62.0	61.2	60.6	60.5	59.8
	Female	37.3	38.0	38.8	39.4	39.5	40.2
	White	72.2	70.4	69.4	68.3	67.7	67.0
	African American	2.7	2.8	2.9	2.9	2.9	3.0
	Hispanic	10.6	10.9	11.5	11.6	11.7	11.9
	Asian American	11.9	12.3	12.8	13.1	13.9	14.3
	Native American	0.4	0.4	0.4	0.4	0.4	0.4
	International	2.2	3.2	3.1	3.6	3.1	3.2
	Unknown	0.0	0.0	0.0	0.1	0.3	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	2003	2004	2005	2006	2007	2008
Arlington	Total	1,135	1,188	1,224	1,240	1,320	1,348
	Tenured	385	383	383	376	393	411
	Tenure-Track	147	160	184	195	214	225
	Other Professional	603	645	657	669	713	712
Austin	Total	2,901	2,968	3,096	3,164	3,130	3,252
	Tenured	1,441	1,436	1,438	1,472	1,438	1,433
	Tenure-Track	456	490	483	497	513	517
	Other Professional	1,004	1,042	1,175	1,195	1,179	1,302
Brownsville	Total	526	558	638	693	731	709
	Tenured	137	137	143	152	165	172
	Tenure-Track	88	99	119	143	142	146
	Other Professional	301	322	376	398	424	391
Dallas	Total	679	697	763	770	767	807
	Tenured	239	248	263	281	291	294
	Tenure-Track	92	89	95	101	105	105
	Other Professional	348	360	405	388	371	408
El Paso	Total	883	949	1,059	1,083	1,097	1,121
	Tenured	267	274	287	294	306	323
	Tenure-Track	174	194	208	192	177	175
	Other Professional	442	481	564	597	614	623
Pan American	Total	697	742	771	792	790	819
	Tenured	219	221	238	245	255	264
	Tenure-Track	157	167	183	191	209	200
	Other Professional	321	354	350	356	326	355
Permian Basin	Total	186	204	209	223	222	223
	Tenured	47	51	51	52	55	55
	Tenure-Track	32	43	42	42	37	39
	Other Professional	107	110	116	129	130	129
San Antonio	Total	969	1,099	1,144	1,197	1,223	1,271
	Tenured	294	327	344	367	388	392
	Tenure-Track	155	189	205	189	198	198
	Other Professional	520	583	595	641	637	681
Tyler	Total	291	347	363	377	378	396
	Tenured	91	87	92	91	93	105
	Tenure-Track	55	65	70	70	63	70
	Other Professional	145	195	201	216	222	221
Academic Total	Total	8,267	8,752	9,267	9,539	9,658	9,946
	Tenured	3,120	3,164	3,239	3,330	3,384	3,449
	Tenure-Track	1,356	1,496	1,589	1,620	1,658	1,675
	Other Professional	3,791	4,092	4,439	4,589	4,616	4,822

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	2003	2004	2005	2006	2007	2008
Arlington	Tenured	33.9%	32.2%	31.3%	30.3%	29.8%	30.5%
	Tenure-Track	13.0	13.5	15.0	15.7	16.2	16.7
	Other Professional	53.1	54.3	53.7	54.0	54.0	52.8
Austin	Tenured	49.7	48.4	46.4	46.5	45.9	44.1
	Tenure-Track	15.7	16.5	15.6	15.7	16.4	15.9
	Other Professional	34.6	35.1	38.0	37.8	37.7	40.0
Brownsville	Tenured	26.0	24.6	22.4	21.9	22.6	24.3
	Tenure-Track	16.7	17.7	18.7	20.6	19.4	20.6
	Other Professional	57.2	57.7	58.9	57.4	58.0	55.1
Dallas	Tenured	35.2	35.6	34.5	36.5	37.9	36.4
	Tenure-Track	13.5	12.8	12.5	13.1	13.7	13.0
	Other Professional	51.3	51.6	53.1	50.4	48.4	50.6
El Paso	Tenured	30.2	28.9	27.1	27.1	27.9	28.8
	Tenure-Track	19.7	20.4	19.6	17.7	16.1	15.6
	Other Professional	50.1	50.7	53.3	55.1	56.0	55.6
Pan American	Tenured	31.4	29.8	30.9	30.9	32.3	32.2
	Tenure-Track	22.5	22.5	23.7	24.1	26.5	24.4
	Other Professional	46.1	47.7	45.4	44.9	41.3	43.3
Permian Basin	Tenured	25.3	25.0	24.4	23.3	24.8	24.7
	Tenure-Track	17.2	21.1	20.1	18.8	16.7	17.5
	Other Professional	57.5	53.9	55.5	57.8	58.6	57.8
San Antonio	Tenured	30.3	29.8	30.1	30.7	31.7	30.8
	Tenure-Track	16.0	17.2	17.9	15.8	16.2	15.6
	Other Professional	53.7	53.0	52.0	53.6	52.1	53.6
Tyler	Tenured	31.3	25.1	25.3	24.1	24.6	26.5
	Tenure-Track	18.9	18.7	19.3	18.6	16.7	17.7
	Other Professional	49.8	56.2	55.4	57.3	58.7	55.8
Academic Total	Tenured	37.7	36.2	35.0	34.9	35.0	34.7
	Tenure-Track	16.4	17.1	17.1	17.0	17.2	16.8
	Other Professional	45.9	46.8	47.9	48.1	47.8	48.5

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**  
**Health Institutions, Number Distribution**

	Fall	2003	2004	2005	2006	2007	2008
SWMC-Dallas	Total	1,588	1,695	1,730	1,790	1,892	1,953
	Tenured	254	261	265	278	291	289
	Tenure-Track	106	112	116	117	130	134
	Other Professional	1,228	1,322	1,349	1,395	1,471	1,530
UTMB-Galveston	Total	1,258	1,279	1,304	1,276	1,268	1,336
	Tenured	346	333	332	323	326	319
	Tenure-Track	154	167	169	161	81	141
	Other Professional	758	779	803	792	861	876
HSC-Houston	Total	1,261	1,297	1,303	1,273	1,322	1,388
	Tenured	307	304	296	296	289	292
	Tenure-Track	167	156	150	118	141	147
	Other Professional	787	837	857	859	892	949
HSC-San Antonio	Total	1,405	1,494	1,528	1,562	1,567	1,604
	Tenured	379	384	383	375	376	364
	Tenure-Track	151	152	163	175	179	181
	Other Professional	875	958	982	1,012	1,012	1,059
M.D. Anderson	Total	1,133	1,190	1,447	1,621	1,687	1,714
	Tenured	371	389	407	425	440	432
	Tenure-Track	194	196	209	203	179	174
	Other Professional	568	605	831	993	1,068	1,108
HSC-Tyler	Total	110	107	106	97	94	86
	Other Professional	110	107	106	97	94	86
Health Total	Total	6,755	7,062	7,418	7,619	7,830	8,081
	Tenured	1,657	1,671	1,683	1,697	1,722	1,696
	Tenure-Track	772	783	807	774	710	777
	Other Professional	4,326	4,608	4,928	5,148	5,398	5,608

Notes:

Beginning in 2007, UTMB-Galveston revised its faculty compensation plan, resulting in a decrease in the number of tenure-track faculty.

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

Source: Texas Higher Education Coordinating Board data; U. T. System Institutions

**FACULTY HEADCOUNT BY TENURE STATUS**  
**Health Institutions, Percent Distribution**

	Fall	2003	2004	2005	2006	2007	2008
SWMC-Dallas	Tenured	16.0%	15.4%	15.3%	15.5%	15.4%	14.8%
	Tenure-Track	6.7	6.6	6.7	6.5	6.9	6.9
	Other Professional	77.3	78.0	78.0	77.9	77.7	78.3
UTMB-Galveston	Tenured	27.5	26.0	25.5	25.3	25.7	23.9
	Tenure-Track	12.2	13.1	13.0	12.6	6.4	10.6
	Other Professional	60.3	60.9	61.6	62.1	67.9	65.6
HSC-Houston	Tenured	24.3	23.4	22.7	23.3	21.9	21.0
	Tenure-Track	13.2	12.0	11.5	9.3	10.7	10.6
	Other Professional	62.4	64.5	65.8	67.5	67.5	68.4
HSC-San Antonio	Tenured	27.0	25.7	25.1	24.0	24.0	22.7
	Tenure-Track	10.7	10.2	10.7	11.2	11.4	11.3
	Other Professional	62.3	64.1	64.3	64.8	64.6	66.0
M.D. Anderson	Tenured	32.7	32.7	28.1	26.2	26.1	25.2
	Tenure-Track	17.1	16.5	14.4	12.5	10.6	10.2
	Other Professional	50.1	50.8	57.4	61.3	63.3	64.6
HSC-Tyler	Other Professional	100.0	100.0	100.0	100.0	100.0	100.0
Health Total	Tenured	24.5	23.7	22.7	22.3	22.0	21.0
	Tenure-Track	11.4	11.1	10.9	10.2	9.1	9.6
	Other Professional	64.0	65.3	66.4	67.6	68.9	69.4

Notes:

Beginning in 2007, UTMB-Galveston revised its faculty compensation plan, resulting in a decrease in the number of tenure-track faculty.

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

Source: Texas Higher Education Coordinating Board data; U. T. System Institutions

## FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS Academic Institutions, Number Distribution

			Fall	2003	2004	2005	2006	2007	2008
Arlington	Tenured	Total		385	383	383	376	393	411
		Male		292	292	291	296	302	314
		Female		93	91	92	80	91	97
		White		306	301	297	285	295	301
		African American		7	6	6	6	8	10
		Hispanic		12	12	15	14	16	20
		Asian American		55	59	63	63	68	71
		Native American		2	1	1	1	1	2
	International		3	4	1	7	5	7	
	Tenure-Track	Total		147	160	184	195	214	225
		Male		90	98	116	115	135	134
		Female		57	62	68	80	79	91
		White		92	92	101	111	131	139
		African American		2	5	5	7	5	9
		Hispanic		13	14	12	12	18	20
		Asian American		21	20	28	30	57	55
		International		19	29	38	35	3	2
	Other Professional	Total		603	645	657	669	713	712
		Male		303	319	321	308	325	334
		Female		300	326	336	361	388	378
		White		514	547	557	569	594	581
African American			23	30	28	26	36	31	
Hispanic			25	26	28	30	29	28	
Asian American			27	24	30	29	32	31	
Native American			4	6	4	3	4	4	
International		10	12	9	10	18	29		
Unknown		0	0	1	2	0	8		
Austin	Tenured	Total		1,441	1,436	1,438	1,472	1,438	1,433
		Male		1,106	1,096	1,099	1,110	1,090	1,072
		Female		335	340	339	362	348	361
		White		1,238	1,233	1,228	1,245	1,213	1,188
		African American		46	48	45	49	51	55
		Hispanic		56	54	60	64	63	68
		Asian American		77	82	87	95	91	100
		Native American		8	8	7	7	7	6
	International		16	11	11	12	13	16	
	Tenure-Track	Total		456	490	483	497	513	517
		Male		272	300	295	302	311	304
		Female		184	190	188	195	202	213
		White		286	302	298	285	304	309
		African American		18	17	26	31	34	35
		Hispanic		34	34	30	31	28	33
		Asian American		44	48	43	53	53	58
		Native American		0	0	2	3	3	3
	International		74	89	84	94	91	79	
	Other Professional	Total		1,004	1,042	1,175	1,195	1,179	1,302
		Male		530	526	553	553	573	623
		Female		474	516	622	642	606	679
White			837	861	949	950	946	1049	
African American			21	28	38	35	32	31	
Hispanic			56	59	87	103	80	84	
Asian American			46	50	52	56	57	65	
Native American			2	2	5	5	4	6	
International		42	42	44	46	60	65		
Unknown		--	--	--	--	--	2		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Number Distribution**

Fall			2003	2004	2005	2006	2007	2008
Brownsville	Tenured	Total	137	137	143	152	165	172
		Male	77	77	81	86	99	104
		Female	60	60	62	66	66	68
		White	78	76	85	89	99	103
		African American	3	3	3	3	3	3
		Hispanic	50	51	49	54	57	58
		Asian American	6	7	6	6	5	7
		Native American	0	0	0	0	1	1
	Tenure-Track	Total	88	99	119	143	142	146
		Male	54	60	74	88	80	82
		Female	34	39	45	55	62	64
		White	45	53	62	69	72	76
		African American	1	1	2	2	1	2
		Hispanic	33	33	43	53	45	44
		Asian American	8	11	12	19	23	24
		Native American	1	1	0	0	1	0
	Other Professional	Total	301	322	376	398	424	391
		Male	163	177	195	206	204	196
		Female	138	145	181	192	220	195
		White	115	123	129	147	147	134
		African American	4	5	5	3	2	2
Hispanic		167	183	230	233	266	248	
Asian American		14	10	11	15	7	7	
Native American		1	1	1	0	0	0	
International	0	0	0	0	2	0		
Dallas	Tenured	Total	239	248	263	281	291	294
		Male	203	208	220	238	249	249
		Female	36	40	43	43	42	45
		White	181	186	191	200	206	214
		African American	5	5	6	6	6	6
		Hispanic	7	8	9	12	14	6
		Asian American	42	44	52	58	60	66
		Native American	--	--	--	--	--	1
	International	4	5	5	5	5	0	
	Unknown	--	--	--	--	--	1	
	Tenure-Track	Total	92	89	95	101	105	105
		Male	70	66	69	67	66	69
		Female	22	23	26	34	39	36
		White	49	49	53	55	58	65
		African American	3	3	3	2	2	3
		Hispanic	5	5	5	7	7	2
		Asian American	29	28	30	35	35	35
		International	6	4	4	2	3	0
	Other Professional	Total	348	360	405	388	371	408
		Male	195	205	219	208	196	212
		Female	153	155	186	180	175	196
White		283	289	318	317	299	329	
African American		9	10	8	8	12	14	
Hispanic		13	14	25	16	13	14	
Asian American		37	38	47	40	40	48	
Native American		1	2	2	2	1	1	
International	5	7	5	4	6	2		
Unknown	0	0	0	1	0	0		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Number Distribution**

			2003	2004	2005	2006	2007	2008
El Paso	Fall Tenured	Total	267	274	287	294	306	323
		Male	205	208	216	219	229	243
		Female	62	66	71	75	77	80
		White	200	207	217	215	219	223
		African American	3	3	3	2	2	2
		Hispanic	46	46	47	58	64	72
		Asian American	12	12	14	15	17	22
		Native American	3	2	2	1	1	1
		International	3	4	4	3	2	3
	Unknown	0	0	0	0	1	0	
	Tenure-Track	Total	174	194	208	192	177	175
		Male	112	127	127	114	103	99
		Female	62	67	81	78	74	76
		White	101	105	103	95	80	84
		African American	4	4	6	5	3	2
		Hispanic	39	43	53	46	45	48
		Asian American	13	15	20	16	14	15
		Native American	2	2	0	0	1	1
		International	15	25	26	30	34	25
	Other Professional	Total	442	481	564	597	614	623
		Male	214	230	281	302	314	307
		Female	228	251	283	295	300	316
		White	253	269	326	323	337	334
		African American	14	17	16	15	18	17
		Hispanic	143	156	177	190	196	213
		Asian American	13	12	11	19	18	23
		Native American	2	3	2	3	7	6
International		17	24	32	41	35	26	
Unknown	0	0	0	6	3	4		
Pan American	Fall Tenured	Total	219	221	238	245	255	264
		Male	167	164	177	186	190	195
		Female	52	57	61	59	65	69
		White	144	142	149	152	158	151
		African American	5	5	5	6	6	9
		Hispanic	51	54	59	57	59	63
		Asian American	17	18	23	25	28	32
		Native American	1	1	1	1	0	1
		International	1	1	1	4	4	8
	Tenure-Track	Total	157	167	183	191	209	200
		Male	94	100	108	106	117	109
		Female	63	67	75	85	92	91
		White	82	81	87	85	91	99
		African American	6	6	6	3	4	6
		Hispanic	44	46	52	44	48	41
		Asian American	24	33	35	19	20	27
		Native American	0	0	1	0	0	1
		International	1	1	2	40	46	25
	Unknown	--	--	--	--	--	1	
	Other Professional	Total	321	354	350	356	326	355
		Male	167	177	172	175	154	172
		Female	154	177	178	181	172	183
		White	128	145	132	131	124	130
		African American	6	7	6	5	5	3
		Hispanic	169	181	186	183	166	190
		Asian American	15	17	21	15	13	12
		Native American	0	0	1	2	1	1
International		3	4	4	20	17	16	
Unknown	--	--	--	--	--	3		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Number Distribution**

Fall			2003	2004	2005	2006	2007	2008	
Permian Basin	Tenured	Total	47	51	51	52	55	55	
		Male	32	34	31	32	34	33	
		Female	15	17	20	20	21	22	
		White	43	47	48	48	49	50	
		Hispanic	4	4	3	4	3	2	
		Asian American	0	0	0	0	3	3	
		Tenure-Track	Total	32	43	42	42	37	39
			Male	21	30	29	25	21	20
			Female	11	13	13	17	16	19
	White		28	31	29	28	25	25	
	African American		0	0	0	0	1	2	
	Hispanic		2	6	7	5	5	3	
	Asian American		2	6	6	8	5	7	
	Native American	0	0	0	1	1	2		
	Other Professional	Total	107	110	116	129	130	129	
		Male	54	45	52	58	64	57	
		Female	53	65	64	71	66	72	
		White	94	95	97	109	112	113	
		African American	0	2	2	2	0	0	
		Hispanic	11	10	14	15	13	10	
		Asian American	2	3	2	2	3	5	
Native American		0	0	0	0	1	1		
International		0	0	1	1	1	0		
San Antonio	Tenured	Total	294	327	344	367	388	392	
		Male	217	236	253	272	285	284	
		Female	77	91	91	95	103	108	
		White	208	226	234	244	251	254	
		African American	5	6	5	7	12	13	
		Hispanic	43	49	50	55	58	56	
		Asian American	32	40	49	53	59	62	
		Native American	6	6	6	8	8	7	
		Tenure-Track	Total	155	189	205	189	198	198
	Male		91	107	108	95	100	108	
	Female		64	82	97	94	98	90	
	White		91	102	107	90	100	105	
	African American		4	7	9	8	6	6	
	Hispanic		25	32	41	41	42	42	
	Asian American		35	43	45	47	49	44	
	Native American		0	1	2	3	1	1	
	International		0	4	1	0	0	0	
	Other Professional	Total	520	583	595	641	637	681	
		Male	266	307	306	329	326	352	
		Female	254	276	289	312	311	329	
		White	402	432	439	462	452	473	
African American		14	11	12	14	20	22		
Hispanic		78	106	104	128	128	145		
Asian American		24	29	37	33	33	35		
Native American		2	3	2	4	4	6		
International		0	2	0	0	0	0		
Unknown	0	0	1	0	0	0			

## FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS

### Academic Institutions, Number Distribution

			2003	2004	2005	2006	2007	2008	
	Fall								
Tyler	Tenured	Total	91	87	92	91	93	105	
		Male	68	65	67	67	67	72	
		Female	23	22	25	24	26	33	
		White	86	81	83	83	84	92	
		Hispanic	0	0	0	0	0	0	
		Asian American	4	5	7	6	7	12	
		Native American	1	1	2	2	2	1	
	Tenure-Track	Total	55	65	70	70	63	70	
		Male	28	32	37	38	36	38	
		Female	27	33	33	32	27	32	
		White	51	58	60	54	50	55	
		African American	0	2	4	5	4	5	
		Hispanic	0	1	3	4	3	5	
		Asian American	3	3	3	7	6	5	
	Native American	1	1	0	0	0	0		
	Other Professional	Total	145	195	201	216	222	221	
		Male	58	77	81	82	86	87	
		Female	87	118	120	134	136	134	
		White	140	187	192	206	208	209	
		African American	0	2	2	8	5	4	
		Hispanic	4	5	6	2	4	7	
Asian American		1	1	1	0	1	1		
Unknown	0	0	0	0	4	0			
Academic Total	Tenured	Total	3,120	3,164	3,239	3,330	3,384	3,449	
		Male	2,367	2,380	2,435	2,506	2,545	2,566	
		Female	753	784	804	824	839	883	
		White	2,484	2,499	2,532	2,561	2,574	2,576	
		African American	74	76	73	79	88	98	
		Hispanic	269	278	292	318	334	345	
		Asian American	245	267	301	321	338	375	
		Native American	21	19	19	20	20	20	
		International	27	25	22	31	29	34	
		Unknown	0	0	0	0	1	1	
		Tenure-Track	Total	1,356	1,496	1,589	1,620	1,658	1,675
			Male	832	920	963	950	969	963
			Female	524	576	626	670	689	712
			White	825	873	900	872	911	957
	African American		38	45	61	63	60	70	
	Hispanic		195	214	246	243	241	238	
	Asian American		179	207	222	234	262	270	
	Native American		4	5	5	7	7	8	
	International		115	152	155	201	177	131	
	Unknown		0	0	0	0	0	1	
	Other Professional		Total	3,791	4,092	4,439	4,589	4,616	4,822
			Male	1,950	2,063	2,180	2,221	2,242	2,340
			Female	1,841	2,029	2,259	2,368	2,374	2,482
			White	2,766	2,948	3,139	3,214	3,219	3,352
		African American	91	112	117	116	130	124	
		Hispanic	666	740	857	900	895	939	
		Asian American	179	184	212	209	204	227	
		Native American	12	17	17	19	22	25	
International		77	91	95	122	139	138		
Unknown		0	0	2	9	7	17		

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 GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008
Arlington	Tenured	Male	75.8%	76.2%	76.0%	78.7%	76.8%	76.4%
		Female	24.2	23.8	24.0	21.3	23.2	23.6
		White	79.5	78.6	77.5	75.8	75.1	73.2
		African American	1.8	1.6	1.6	1.6	2.0	2.4
		Hispanic	3.1	3.1	3.9	3.7	4.1	4.9
		Asian American	14.3	15.4	16.4	16.8	17.3	17.3
		Native American	0.5	0.3	0.3	0.3	0.3	0.5
		International	0.8	1.0	0.3	1.9	1.3	1.7
	Tenure-Track	Male	61.2	61.3	63.0	59.0	63.1	59.6
		Female	38.8	38.8	37.0	41.0	36.9	40.4
		White	62.6	57.5	54.9	56.9	61.2	61.8
		African American	1.4	3.1	2.7	3.6	2.3	4.0
		Hispanic	8.8	8.8	6.5	6.2	8.4	8.9
		Asian American	14.3	12.5	15.2	15.4	26.6	24.4
		International	12.9	18.1	20.7	17.9	1.4	0.9
		Other Professional	Male	50.2	49.5	48.9	46.0	45.6
	Female		49.8	50.5	51.1	54.0	54.4	53.1
	White		85.2	84.8	84.8	85.1	83.3	81.6
	African American		3.8	4.7	4.3	3.9	5.0	4.4
	Hispanic		4.1	4.0	4.3	4.5	4.1	3.9
	Asian American		4.5	3.7	4.6	4.3	4.5	4.4
Native American	0.7		0.9	0.6	0.4	0.6	0.6	
International	1.7		1.9	1.4	1.5	2.5	4.1	
Austin	Tenured	Male	76.8	76.3	76.4	75.4	75.8	74.8
		Female	23.2	23.7	23.6	24.6	24.2	25.2
		White	85.9	85.9	85.4	84.6	84.4	82.9
		African American	3.2	3.3	3.1	3.3	3.5	3.8
		Hispanic	3.9	3.8	4.2	4.3	4.4	4.7
		Asian American	5.3	5.7	6.1	6.5	6.3	7.0
		Native American	0.6	0.6	0.5	0.5	0.5	0.4
		International	1.1	0.8	0.8	0.8	0.9	1.1
	Tenure-Track	Male	59.6	61.2	61.1	60.8	60.6	58.8
		Female	40.4	38.8	38.9	39.2	39.4	41.2
		White	62.7	61.6	61.7	57.3	59.3	59.8
		African American	3.9	3.5	5.4	6.2	6.6	6.8
		Hispanic	7.5	6.9	6.2	6.2	5.5	6.4
		Asian American	9.6	9.8	8.9	10.7	10.3	11.2
		Native American	0.0	0.0	0.4	0.6	0.6	0.6
		International	16.2	18.2	17.4	18.9	17.7	15.3
	Other Professional	Male	52.8	50.5	47.1	46.3	48.6	47.8
		Female	47.2	49.5	52.9	53.7	51.4	52.2
		White	83.4	82.6	80.8	79.5	80.2	80.6
		African American	2.1	2.7	3.2	2.9	2.7	2.4
		Hispanic	5.6	5.7	7.4	8.6	6.8	6.5
Asian American		4.6	4.8	4.4	4.7	4.8	5.0	
Native American		0.2	0.2	0.4	0.4	0.3	0.5	
International		4.2	4.0	3.7	3.8	5.1	5.0	
Unknown	--	--	--	--	--	0.2		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Percent Distribution**

			Fall	2003	2004	2005	2006	2007	2008
Brownsville	Tenured	Male		56.2%	56.2%	56.6%	56.6%	60.0%	60.5%
		Female		43.8	43.8	43.4	43.4	40.0	39.5
		White		56.9	55.5	59.4	58.6	60.0	59.9
		African American		2.2	2.2	2.1	2.0	1.8	1.7
		Hispanic		36.5	37.2	34.3	35.5	34.5	33.7
		Asian American		4.4	5.1	4.2	3.9	3.0	4.1
		Native American		0.0	0.0	0.0	0.0	0.6	0.6
	Tenure-Track	Male		61.4	60.6	62.2	61.5	56.3	56.2
		Female		38.6	39.4	37.8	38.5	43.7	43.8
		White		51.1	53.5	52.1	48.3	50.7	52.1
		African American		1.1	1.0	1.7	1.4	0.7	1.4
		Hispanic		37.5	33.3	36.1	37.1	31.7	30.1
		Asian American		9.1	11.1	10.1	13.3	16.2	16.4
		Native American		1.1	1.0	0.0	0.0	0.7	0.0
	Other Professional	Male		54.2	55.0	51.9	51.8	48.1	50.1
		Female		45.8	45.0	48.1	48.2	51.9	49.9
		White		38.2	38.2	34.3	36.9	34.7	34.3
		African American		1.3	1.6	1.3	0.8	0.5	0.5
		Hispanic		55.5	56.8	61.2	58.5	62.7	63.4
		Asian American		4.7	3.1	2.9	3.8	1.7	1.8
		Native American		0.3	0.3	0.3	0.0	0.0	0.0
Dallas	Tenured	Male		84.9	83.9	83.7	84.7	85.6	84.7
		Female		15.1	16.1	16.3	15.3	14.4	15.3
		White		75.7	75.0	72.6	71.2	70.8	72.8
		African American		2.1	2.0	2.3	2.1	2.1	2.0
		Hispanic		2.9	3.2	3.4	4.3	4.8	2.0
		Asian American		17.6	17.7	19.8	20.6	20.6	22.4
		Native American		--	--	--	--	--	0.3
	International		1.7	2.0	1.9	1.8	1.7	0.0	
	Unknown		--	--	--	--	--	0.3	
	Tenure-Track	Male		76.1	74.2	72.6	66.3	62.9	65.7
		Female		23.9	25.8	27.4	33.7	37.1	34.3
		White		53.3	55.1	55.8	54.5	55.2	61.9
		African American		3.3	3.4	3.2	2.0	1.9	2.9
		Hispanic		5.4	5.6	5.3	6.9	6.7	1.9
		Asian American		31.5	31.5	31.6	34.7	33.3	33.3
		International		6.5	4.5	4.2	2.0	2.9	0.0
	Other Professional	Male		56.0	56.9	54.1	53.6	52.8	52.0
		Female		44.0	43.1	45.9	46.4	47.2	48.0
		White		81.3	80.3	78.5	81.7	80.6	80.6
		African American		2.6	2.8	2.0	2.1	3.2	3.4
		Hispanic		3.7	3.9	6.2	4.1	3.5	3.4
Asian American			10.6	10.6	11.6	10.3	10.8	11.8	
Native American			0.3	0.6	0.5	0.5	0.3	0.2	
International		1.4	1.9	1.2	1.0	1.6	0.5		
Unknown		0.0	0.0	0.0	0.3	0.0	0.0		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008
El Paso	Tenured	Male	76.8%	75.9%	75.3%	74.5%	74.8%	75.2%
		Female	23.2	24.1	24.7	25.5	25.2	24.8
		White	74.9	75.5	75.6	73.1	71.6	69.0
		African American	1.1	1.1	1.0	0.7	0.7	0.6
		Hispanic	17.2	16.8	16.4	19.7	20.9	22.3
		Asian American	4.5	4.4	4.9	5.1	5.6	6.8
		Native American	1.1	0.7	0.7	0.3	0.3	0.3
		International	1.1	1.5	1.4	1.0	0.7	0.9
		Unknown	0.0	0.0	0.0	0.0	0.3	0.0
	Tenure-Track	Male	64.4	65.5	61.1	59.4	58.2	56.6
		Female	35.6	34.5	38.9	40.6	41.8	43.4
		White	58.0	54.1	49.5	49.5	45.2	48.0
		African American	2.3	2.1	2.9	2.6	1.7	1.1
		Hispanic	22.4	22.2	25.5	24.0	25.4	27.4
		Asian American	7.5	7.7	9.6	8.3	7.9	8.6
		Native American	1.1	1.0	0.0	0.0	0.6	0.6
		International	8.6	12.9	12.5	15.6	19.2	14.3
		Other Professional	Male	48.4	47.8	49.8	50.6	51.1
	Female		51.6	52.2	50.2	49.4	48.9	50.7
	White		57.2	55.9	57.8	54.1	54.9	53.6
	African American		3.2	3.5	2.8	2.5	2.9	2.7
Hispanic	32.4		32.4	31.4	31.8	31.9	34.2	
Asian American	2.9		2.5	2.0	3.2	2.9	3.7	
Native American	0.5		0.6	0.4	0.5	1.1	1.0	
International	3.8		5.0	5.7	6.9	5.7	4.2	
Unknown	0.0		0.0	0.0	1.0	0.5	0.6	
Pan American	Tenured	Male	76.3	74.2	74.4	75.9	74.5	73.9
		Female	23.7	25.8	25.6	24.1	25.5	26.1
		White	65.8	64.3	62.6	62.0	62.0	57.2
		African American	2.3	2.3	2.1	2.4	2.4	3.4
		Hispanic	23.3	24.4	24.8	23.3	23.1	23.9
		Asian American	7.8	8.1	9.7	10.2	11.0	12.1
		Native American	0.5	0.5	0.4	0.4	0.0	0.4
		International	0.5	0.5	0.4	1.6	1.6	3.0
		Tenure-Track	Male	59.9	59.9	59.0	55.5	56.0
	Female		40.1	40.1	41.0	44.5	44.0	45.5
	White		52.2	48.5	47.5	44.5	43.5	49.5
	African American		3.8	3.6	3.3	1.6	1.9	3.0
	Hispanic		28.0	27.5	28.4	23.0	23.0	20.5
	Asian American		15.3	19.8	19.1	9.9	9.6	13.5
	Native American		0.0	0.0	0.5	0.0	0.0	0.5
	International		0.6	0.6	1.1	20.9	22.0	12.5
	Unknown		--	--	--	--	--	0.5
	Other Professional	Male	52.0	50.0	49.1	49.2	47.2	48.5
		Female	48.0	50.0	50.9	50.8	52.8	51.5
		White	39.9	41.0	37.7	36.8	38.0	36.6
		African American	1.9	2.0	1.7	1.4	1.5	0.8
Hispanic		52.6	51.1	53.1	51.4	50.9	53.5	
Asian American		4.7	4.8	6.0	4.2	4.0	3.4	
Native American		0.0	0.0	0.3	0.6	0.3	0.3	
International		0.9	1.1	1.1	5.6	5.2	4.5	
Unknown		--	--	--	--	--	0.8	

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008
Permian Basin	Tenured	Male	68.1%	66.7%	60.8%	61.5%	61.8%	60.0%
		Female	31.9	33.3	39.2	38.5	38.2	40.0
		White	91.5	92.2	94.1	92.3	89.1	90.9
		Hispanic	8.5	7.8	5.9	7.7	5.5	3.6
		Asian American	0.0	0.0	0.0	0.0	5.5	5.5
	Tenure-Track	Male	65.6	69.8	69.0	59.5	56.8	51.3
		Female	34.4	30.2	31.0	40.5	43.2	48.7
		White	87.5	72.1	69.0	66.7	67.6	64.1
		African American	0.0	0.0	0.0	0.0	2.7	5.1
		Hispanic	6.3	14.0	16.7	11.9	13.5	7.7
		Asian American	6.3	14.0	14.3	19.0	13.5	17.9
		Native American	0.0	0.0	0.0	2.4	2.7	5.1
	Other Professional	Male	50.5	40.9	44.8	45.0	49.2	44.2
		Female	49.5	59.1	55.2	55.0	50.8	55.8
		White	87.9	86.4	83.6	84.5	86.2	87.6
		African American	0.0	1.8	1.7	1.6	0.0	0.0
		Hispanic	10.3	9.1	12.1	11.6	10.0	7.8
		Asian American	1.9	2.7	1.7	1.6	2.3	3.9
Native American		0.0	0.0	0.0	0.0	0.8	0.8	
San Antonio	Tenured	Male	73.8	72.2	73.5	74.1	73.5	72.4
		Female	26.2	27.8	26.5	25.9	26.5	27.6
		White	70.7	69.1	68.0	66.5	64.7	64.8
		African American	1.7	1.8	1.5	1.9	3.1	3.3
		Hispanic	14.6	15.0	14.5	15.0	14.9	14.3
	Tenure-Track	Male	58.7	56.6	52.7	50.3	50.5	54.5
		Female	41.3	43.4	47.3	49.7	49.5	45.5
		White	58.7	54.0	52.2	47.6	50.5	53.0
		African American	2.6	3.7	4.4	4.2	3.0	3.0
		Hispanic	16.1	16.9	20.0	21.7	21.2	21.2
		Asian American	22.6	22.8	22.0	24.9	24.7	22.2
		Native American	0.0	0.5	1.0	1.6	0.5	0.5
	Other Professional	Male	51.2	52.7	51.4	51.3	51.2	51.7
		Female	48.8	47.3	48.6	48.7	48.8	48.3
		White	77.3	74.1	73.8	72.1	71.0	69.5
		African American	2.7	1.9	2.0	2.2	3.1	3.2
		Hispanic	15.0	18.2	17.5	20.0	20.1	21.3
		Asian American	4.6	5.0	6.2	5.1	5.2	5.1
Native American		0.4	0.5	0.3	0.6	0.6	0.9	
International	0.0	0.3	0.0	0.0	0.0	0.0		
Unknown	0.0	0.0	0.2	0.0	0.0	0.0		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Academic Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008	
Tyler	Tenured	Male	74.7%	74.7%	72.8%	73.6%	72.0%	68.6%	
		Female	25.3	25.3	27.2	26.4	28.0	31.4	
		White	94.5	93.1	90.2	91.2	90.3	87.6	
		Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	
		Asian American	4.4	5.7	7.6	6.6	7.5	11.4	
		Native American	1.1	1.1	2.2	2.2	2.2	1.0	
	Tenure-Track	Male	50.9	49.2	52.9	54.3	57.1	54.3	
		Female	49.1	50.8	47.1	45.7	42.9	45.7	
		White	92.7	89.2	85.7	77.1	79.4	78.6	
		African American	0.0	3.1	5.7	7.1	6.3	7.1	
		Hispanic	0.0	1.5	4.3	5.7	4.8	7.1	
		Asian American	5.5	4.6	4.3	10.0	9.5	7.1	
	Other Professional	Male	40.0	39.5	40.3	38.0	38.7	39.4	
		Female	60.0	60.5	59.7	62.0	61.3	60.6	
		White	96.6	95.9	95.5	95.4	93.7	94.6	
		African American	0.0	1.0	1.0	3.7	2.3	1.8	
		Hispanic	2.8	2.6	3.0	0.9	1.8	3.2	
		Asian American	0.7	0.5	0.5	0.0	0.5	0.5	
	Academic Total	Tenured	Male	75.9	75.2	75.2	75.3	75.2	74.4
			Female	24.1	24.8	24.8	24.7	24.8	25.6
			White	79.6	79.0	78.2	76.9	76.1	74.7
African American			2.4	2.4	2.3	2.4	2.6	2.8	
Hispanic			8.6	8.8	9.0	9.5	9.9	10.0	
Asian American			7.9	8.4	9.3	9.6	10.0	10.9	
Native American			0.7	0.6	0.6	0.6	0.6	0.6	
International			0.9	0.8	0.7	0.9	0.9	1.0	
Tenure-Track		Male	61.4	61.5	60.6	58.6	58.4	57.5	
		Female	38.6	38.5	39.4	41.4	41.6	42.5	
		White	60.8	58.4	56.6	53.8	54.9	57.1	
		African American	2.8	3.0	3.8	3.9	3.6	4.2	
		Hispanic	14.4	14.3	15.5	15.0	14.5	14.2	
		Asian American	13.2	13.8	14.0	14.4	15.8	16.1	
		Native American	0.3	0.3	0.3	0.4	0.4	0.5	
		International	8.5	10.2	9.8	12.4	10.7	7.8	
Other Professional		Male	51.4	50.4	49.1	48.4	48.6	48.5	
		Female	48.6	49.6	50.9	51.6	51.4	51.5	
		White	73.0	72.0	70.7	70.0	69.7	69.5	
		African American	2.4	2.7	2.6	2.5	2.8	2.6	
		Hispanic	17.6	18.1	19.3	19.6	19.4	19.5	
	Asian American	4.7	4.5	4.8	4.6	4.4	4.7		
	Native American	0.3	0.4	0.4	0.4	0.5	0.5		
	International	2.0	2.2	2.1	2.7	3.0	2.9		
Academic Total	Other Professional	Unknown	0.0	0.0	0.0	0.2	0.2	0.4	

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 GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Number Distribution**

Fall			2003	2004	2005	2006	2007	2008
SWMC-Dallas	Tenured	Total	254	261	265	278	291	289
		Male	224	231	231	237	244	240
		Female	30	30	34	41	47	49
		White	224	224	229	239	244	240
		African American	1	2	3	2	3	3
		Hispanic	8	7	6	7	9	9
		Asian American	21	28	27	30	35	37
	Tenure-Track	Total	106	112	116	117	130	134
		Male	77	81	80	85	100	105
		Female	29	31	36	32	30	29
		White	73	74	70	66	72	76
		African American	3	3	2	3	2	2
		Hispanic	3	4	5	7	7	6
		Asian American	27	31	39	41	48	50
	Other Professional	Total	1,228	1,322	1,349	1,395	1,471	1,530
		Male	734	785	810	810	853	859
		Female	494	537	539	585	618	671
		White	910	950	943	950	979	1012
		African American	34	37	39	45	46	51
		Hispanic	58	71	78	74	81	89
		Asian American	223	261	286	322	355	370
UTMB-Galveston	Tenured	Total	346	333	332	323	326	319
		Male	262	255	252	245	246	238
		Female	84	78	80	78	80	81
		White	261	252	246	241	249	243
		African American	10	8	9	9	8	9
		Hispanic	15	13	13	12	14	13
		Asian American	48	47	47	47	53	52
	Tenure-Track	Total	154	167	169	161	81	141
		Male	103	113	115	104	48	86
		Female	51	54	54	57	33	55
		White	86	88	84	75	37	68
		African American	5	5	5	7	6	7
		Hispanic	8	13	12	12	7	13
		Asian American	24	29	31	32	22	33
	Other Professional	Total	758	779	803	792	861	876
		Male	393	393	396	389	430	422
		Female	365	386	407	403	431	454
		White	503	514	519	508	550	575
		African American	31	31	38	36	41	37
		Hispanic	52	50	52	55	66	72
		Asian American	99	105	100	97	147	145
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
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	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
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	White	503	514	519	508	550	575	
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	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
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	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
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	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508	550	575	
	African American	31	31	38	36	41	37	
	Hispanic	52	50	52	55	66	72	
	Asian American	99	105	100	97	147	145	
Other Professional	Total	758	779	803	792	861	876	
	Male	393	393	396	389	430	422	
	Female	365	386	407	403	431	454	
	White	503	514	519	508			

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Number Distribution**

		Fall	2003	2004	2005	2006	2007	2008
HSC-Houston	Tenured	Total	307	304	296	296	289	292
		Male	215	213	206	210	206	207
		Female	92	91	90	86	83	85
		White	256	253	248	248	240	240
		African American	5	5	5	5	5	5
		Hispanic	9	12	12	12	12	14
		Asian American	37	34	31	31	31	32
		Native American	0	0	0	0	1	1
	Tenure-Track	Total	167	156	150	118	141	147
		Male	107	100	97	72	80	82
		Female	60	56	53	46	61	65
		White	113	94	95	77	88	85
		African American	5	4	3	2	4	6
		Hispanic	13	16	14	13	14	14
		Asian American	34	42	37	23	31	40
		Native American	2	0	1	2	1	1
	Other Professional	Total	787	837	857	859	892	949
		Male	427	454	460	473	479	506
		Female	360	383	397	386	413	443
		White	538	544	551	532	544	570
		African American	46	47	52	50	46	54
Hispanic		55	64	68	61	68	76	
Asian American		142	162	162	188	205	212	
Native American		6	5	5	4	2	4	
HSC-San Antonio	Tenured	Total	379	384	383	375	376	364
		Male	283	286	285	277	276	265
		Female	96	98	98	98	100	99
		White	317	323	319	313	312	298
		African American	9	7	7	7	7	7
		Hispanic	20	22	26	24	22	24
		Asian American	33	32	31	31	35	34
		International	--	--	--	--	--	1
	Tenure-Track	Total	151	152	163	175	179	181
		Male	103	101	112	117	118	121
		Female	48	51	51	58	61	60
		White	101	102	101	104	108	107
		African American	5	4	4	5	3	2
		Hispanic	22	24	26	31	27	28
		Asian American	23	22	31	35	40	42
		International	0	0	1	0	1	2
	Other Professional	Total	875	958	982	1,012	1,012	1,059
		Male	507	557	558	561	556	588
		Female	368	401	424	451	456	471
		White	597	646	662	689	669	672
		African American	21	26	19	19	16	18
Hispanic		137	146	151	157	165	181	
Asian American		113	133	142	140	145	151	
Native American		5	4	6	4	1	1	
International	2	3	2	3	1	29		
Unknown	0	0	0	0	15	7		

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Number Distribution**

Fall			2003	2004	2005	2006	2007	2008
M.D. Anderson	Tenured	Total	371	389	407	425	440	432
		Male	292	307	322	333	341	333
		Female	79	82	85	92	99	99
		White	291	291	302	309	313	308
		African American	3	4	4	4	4	3
		Hispanic	15	17	19	22	25	25
		Asian American	62	72	77	86	95	95
		International	0	5	5	4	3	1
	Tenure-Track	Total	194	196	209	203	179	174
		Male	138	137	142	140	124	116
		Female	56	59	67	63	55	58
		White	113	108	115	113	94	95
		African American	3	2	3	3	4	4
		Hispanic	11	8	11	8	7	5
		Asian American	67	57	65	63	61	52
		International	0	21	15	16	13	18
	Other Professional	Total	568	605	831	993	1,068	1,108
		Male	330	358	498	601	660	680
		Female	238	247	333	392	408	428
		White	304	276	449	540	570	543
		African American	24	21	34	34	35	37
Hispanic		27	27	25	36	43	49	
Asian American		213	214	261	299	303	329	
Native American		0	0	0	2	2	1	
International	0	67	62	82	101	136		
Unknown	0	0	0	0	14	13		
HSC-Tyler	Other Professional	Total	110	107	106	97	94	86
		Male	76	76	77	72	69	65
		Female	34	31	29	25	25	21
		White	82	80	70	61	60	54
		African American	2	2	4	3	4	2
		Hispanic	4	4	6	6	4	5
		Asian American	22	21	26	27	26	24
		International	--	--	--	--	--	1

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Number Distribution**

Fall			2003	2004	2005	2006	2007	2008
Health Total	Tenured	Total	1,657	1,671	1,683	1,697	1,722	1,696
		Male	1,276	1,292	1,296	1,302	1,313	1,283
		Female	381	379	387	395	409	413
		White	1,349	1,343	1,344	1,350	1,358	1,329
		African American	28	26	28	27	27	27
		Hispanic	67	71	76	77	82	85
		Asian American	201	213	213	225	249	250
		Native American	0	0	0	0	1	1
		International	12	18	22	18	5	3
		Unknown	--	--	--	--	--	1
	Tenure-Track	Total	772	783	807	774	710	777
		Male	528	532	546	518	470	510
		Female	244	251	261	256	240	267
		White	486	466	465	435	399	431
		African American	21	18	17	20	19	21
		Hispanic	57	65	68	71	62	66
		Asian American	175	181	203	194	202	217
		Native American	2	0	1	2	1	1
		International	31	53	53	52	25	36
		Unknown	0	0	0	0	2	5
	Other Professional	Total	4,326	4,608	4,928	5,148	5,398	5,608
		Male	2,467	2,623	2,799	2,906	3,047	3,120
		Female	1,859	1,985	2,129	2,242	2,351	2,488
		White	2,934	3,010	3,194	3,280	3,372	3,426
		African American	158	164	186	187	188	199
		Hispanic	333	362	380	389	427	472
		Asian American	812	896	977	1,073	1,181	1,231
		Native American	16	16	18	18	13	14
		International	73	160	173	201	173	236
		Unknown	0	0	0	0	44	30

Notes:

Beginning in 2007, UTMB-Galveston revised its faculty compensation plan, resulting in a decrease in the number of tenure-track faculty.

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

Source: Texas Higher Education Coordinating Board data; U. T. System Institutions

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008	
SWMC-Dallas	Tenured	Male	88.2%	88.5%	87.2%	85.3%	83.8%	83.0%	
		Female	11.8	11.5	12.8	14.7	16.2	17.0	
		White	88.2	85.8	86.4	86.0	83.8	83.0	
		African American	0.4	0.8	1.1	0.7	1.0	1.0	
		Hispanic	3.1	2.7	2.3	2.5	3.1	3.1	
		Asian American	8.3	10.7	10.2	10.8	12.0	12.8	
	Tenure-Track	Male	72.6	72.3	69.0	72.6	76.9	78.4	
		Female	27.4	27.7	31.0	27.4	23.1	21.6	
		White	68.9	66.1	60.3	56.4	55.4	56.7	
		African American	2.8	2.7	1.7	2.6	1.5	1.5	
		Hispanic	2.8	3.6	4.3	6.0	5.4	4.5	
		Asian American	25.5	27.7	33.6	35.0	36.9	37.3	
	Other Professional	Male	59.8	59.4	60.0	58.1	58.0	56.1	
		Female	40.2	40.6	40.0	41.9	42.0	43.9	
		White	74.1	71.9	69.9	68.1	66.6	66.1	
		African American	2.8	2.8	2.9	3.2	3.1	3.3	
		Hispanic	4.7	5.4	5.8	5.3	5.5	5.8	
		Asian American	18.2	19.7	21.2	23.1	24.1	24.2	
	UTMB-Galveston	Tenured	Male	75.7	76.6	75.9	75.9	75.5	74.6
			Female	24.3	23.4	24.1	24.1	24.5	25.4
			White	75.4	75.7	74.1	74.6	76.4	76.2
African American			2.9	2.4	2.7	2.8	2.5	2.8	
Hispanic			4.3	3.9	3.9	3.7	4.3	4.1	
Asian American			13.9	14.1	14.2	14.6	16.3	16.3	
Tenure-Track		Male	66.9	67.7	68.0	64.6	59.3	61.0	
		Female	33.1	32.3	32.0	35.4	40.7	39.0	
		White	55.8	52.7	49.7	46.6	45.7	48.2	
		African American	3.2	3.0	3.0	4.3	7.4	5.0	
		Hispanic	5.2	7.8	7.1	7.5	8.6	9.2	
		Asian American	15.6	17.4	18.3	19.9	27.2	23.4	
Other Professional		Male	51.8	50.4	49.3	49.1	49.9	48.2	
		Female	48.2	49.6	50.7	50.9	50.1	51.8	
		White	66.4	66.0	64.6	64.1	63.9	65.6	
		African American	4.1	4.0	4.7	4.5	4.8	4.2	
		Hispanic	6.9	6.4	6.5	6.9	7.7	8.2	
		Asian American	13.1	13.5	12.5	12.2	17.1	16.6	
Other Professional		Male	51.8	50.4	49.3	49.1	49.9	48.2	
		Female	48.2	49.6	50.7	50.9	50.1	51.8	
		White	66.4	66.0	64.6	64.1	63.9	65.6	
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional	Male	51.8	50.4	49.3	49.1	49.9	48.2		
	Female	48.2	49.6	50.7	50.9	50.1	51.8		
	White	66.4	66.0	64.6	64.1	63.9	65.6		
	African American	4.1	4.0	4.7	4.5	4.8	4.2		
	Hispanic	6.9	6.4	6.5	6.9	7.7	8.2		
	Asian American	13.1	13.5	12.5	12.2	17.1	16.6		
Other Professional</									

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008
HSC-Houston	Tenured	Male	70.0%	70.1%	69.6%	70.9%	71.3%	70.9%
		Female	30.0	29.9	30.4	29.1	28.7	29.1
		White	83.4	83.2	83.8	83.8	83.0	82.2
		African American	1.6	1.6	1.7	1.7	1.7	1.7
		Hispanic	2.9	3.9	4.1	4.1	4.2	4.8
		Asian American	12.1	11.2	10.5	10.5	10.7	11.0
		Native American	0.0	0.0	0.0	0.0	0.3	0.3
	Tenure-Track	Male	64.1	64.1	64.7	61.0	56.7	55.8
		Female	35.9	35.9	35.3	39.0	43.3	44.2
		White	67.7	60.3	63.3	65.3	62.4	57.8
		African American	3.0	2.6	2.0	1.7	2.8	4.1
		Hispanic	7.8	10.3	9.3	11.0	9.9	9.5
		Asian American	20.4	26.9	24.7	19.5	22.0	27.2
		Native American	1.2	0.0	0.7	1.7	0.7	0.7
		International	0.0	0.0	0.0	0.8	2.1	0.7
	Other Professional	Male	54.3	54.2	53.7	55.1	53.7	53.3
		Female	45.7	45.8	46.3	44.9	46.3	46.7
		White	68.4	65.0	64.3	61.9	61.0	60.1
African American		5.8	5.6	6.1	5.8	5.2	5.7	
Hispanic		7.0	7.6	7.9	7.1	7.6	8.0	
Asian American		18.0	19.4	18.9	21.9	23.0	22.3	
	Native American	0.8	0.6	0.6	0.5	0.2	0.4	
	International	0.0	1.8	2.2	2.8	3.0	3.5	
HSC-San Antonio	Tenured	Male	74.7	74.5	74.4	73.9	73.4	72.8
		Female	25.3	25.5	25.6	26.1	26.6	27.2
		White	83.6	84.1	83.3	83.5	83.0	81.9
		African American	2.4	1.8	1.8	1.9	1.9	1.9
		Hispanic	5.3	5.7	6.8	6.4	5.9	6.6
		Asian American	8.7	8.3	8.1	8.3	9.3	9.3
		International	--	--	--	--	--	0.3
	Tenure-Track	Male	68.2	66.4	68.7	66.9	65.9	66.9
		Female	31.8	33.6	31.3	33.1	34.1	33.1
		White	66.9	67.1	62.0	59.4	60.3	59.1
		African American	3.3	2.6	2.5	2.9	1.7	1.1
		Hispanic	14.6	15.8	16.0	17.7	15.1	15.5
		Asian American	15.2	14.5	19.0	20.0	22.3	23.2
		International	0.0	0.0	0.6	0.0	0.6	1.1
	Other Professional	Male	57.9	58.1	56.8	55.4	54.9	55.5
		Female	42.1	41.9	43.2	44.6	45.1	44.5
		White	68.2	67.4	67.4	68.1	66.1	63.5
		African American	2.4	2.7	1.9	1.9	1.6	1.7
Hispanic		15.7	15.2	15.4	15.5	16.3	17.1	
Asian American		12.9	13.9	14.5	13.8	14.3	14.3	
	Native American	0.6	0.4	0.6	0.4	0.1	0.1	
	International	0.2	0.3	0.2	0.3	0.1	2.7	
	Unknown	0.0	0.0	0.0	0.0	1.5	0.7	

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008
M.D. Anderson	Tenured	Male	78.7%	78.9%	79.1%	78.4%	77.5%	77.1%
		Female	21.3	21.1	20.9	21.6	22.5	22.9
		White	78.4	74.8	74.2	72.7	71.1	71.3
		African American	0.8	1.0	1.0	0.9	0.9	0.7
		Hispanic	4.0	4.4	4.7	5.2	5.7	5.8
		Asian American	16.7	18.5	18.9	20.2	21.6	22.0
		International	0.0	1.3	1.2	0.9	0.7	0.2
	Tenure-Track	Male	71.1	69.9	67.9	69.0	69.3	66.7
		Female	28.9	30.1	32.1	31.0	30.7	33.3
		White	58.2	55.1	55.0	55.7	52.5	54.6
		African American	1.5	1.0	1.4	1.5	2.2	2.3
		Hispanic	5.7	4.1	5.3	3.9	3.9	2.9
		Asian American	34.5	29.1	31.1	31.0	34.1	29.9
		International	0.0	10.7	7.2	7.9	7.3	10.3
	Other Professional	Male	58.1	59.2	59.9	60.5	61.8	61.4
		Female	41.9	40.8	40.1	39.5	38.2	38.6
		White	53.5	45.6	54.0	54.4	53.4	49.0
		African American	4.2	3.5	4.1	3.4	3.3	3.3
		Hispanic	4.8	4.5	3.0	3.6	4.0	4.4
		Asian American	37.5	35.4	31.4	30.1	28.4	29.7
		Native American	0.0	0.0	0.0	0.2	0.2	0.1
International	0.0	11.1	7.5	8.3	9.5	12.3		
HSC-Tyler	Other Professional	Male	69.1	71.0	72.6	74.2	73.4	75.6
		Female	30.9	29.0	27.4	25.8	26.6	24.4
		White	74.5	74.8	66.0	62.9	63.8	62.8
		African American	1.8	1.9	3.8	3.1	4.3	2.3
		Hispanic	3.6	3.7	5.7	6.2	4.3	5.8
		Asian American	20.0	19.6	24.5	27.8	27.7	27.9
		International	--	--	--	--	--	1.2

**FACULTY HEADCOUNT BY GENDER AND ETHNICITY WITHIN TENURE STATUS**  
**Health Institutions, Percent Distribution**

Fall			2003	2004	2005	2006	2007	2008
Health Total	Tenured	Male	77.0%	77.3%	77.0%	76.7%	76.2%	75.6%
		Female	23.0	22.7	23.0	23.3	23.8	24.4
		White	81.4	80.4	79.9	79.6	78.9	78.4
		African American	1.7	1.6	1.7	1.6	1.6	1.6
		Hispanic	4.0	4.2	4.5	4.5	4.8	5.0
		Asian American	12.1	12.7	12.7	13.3	14.5	14.7
		Native American	0.0	0.0	0.0	0.0	0.1	0.1
		International	0.7	1.1	1.3	1.1	0.3	0.2
		Unknown	--	--	--	--	--	0.1
	Tenure-Track	Male	68.4	67.9	67.7	66.9	66.2	65.6
		Female	31.6	32.1	32.3	33.1	33.8	34.4
		White	63.0	59.5	57.6	56.2	56.2	55.5
		African American	2.7	2.3	2.1	2.6	2.7	2.7
		Hispanic	7.4	8.3	8.4	9.2	8.7	8.5
		Asian American	22.7	23.1	25.2	25.1	28.5	27.9
		Native American	0.3	0.0	0.1	0.3	0.1	0.1
		International	4.0	6.8	6.6	6.7	3.5	4.6
		Unknown	0.0	0.0	0.0	0.0	0.3	0.6
	Other Professional	Male	57.0	56.9	56.8	56.4	56.4	55.6
		Female	43.0	43.1	43.2	43.6	43.6	44.4
		White	67.8	65.3	64.8	63.7	62.5	61.1
		African American	3.7	3.6	3.8	3.6	3.5	3.5
		Hispanic	7.7	7.9	7.7	7.6	7.9	8.4
		Asian American	18.8	19.4	19.8	20.8	21.9	22.0
		Native American	0.4	0.3	0.4	0.3	0.2	0.2
		International	1.7	3.5	3.5	3.9	3.2	4.2
		Unknown	0.0	0.0	0.0	0.0	0.8	0.5

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

Source: Texas Higher Education Coordinating Board data; U. T. System Institutions

**FULL-TIME EQUIVALENT FACULTY BY TENURE STATUS**  
**Academic Institutions**

	Fall	2003	2004	2005	2006	2007	2008
Arlington	Total	834	866	891	903	934	950
	Tenured/Tenure-Track	491	503	525	544	569	579
	Other Professional	343	363	366	359	365	371
Austin	Total	2,252	2,320	2,340	2,360	2,464	2,525
	Tenured/Tenure-Track	1,698	1,745	1,733	1,780	1,796	1,804
	Other Professional	554	575	607	580	668	721
Brownsville	Total	378	403	437	496	504	554
	Tenured/Tenure-Track	224	236	259	291	292	305
	Other Professional	154	167	178	205	212	249
Dallas	Total	468	489	509	531	514	580
	Tenured/Tenure-Track	285	302	304	326	312	348
	Other Professional	183	187	205	204	203	232
El Paso	Total	656	711	721	715	724	739
	Tenured/Tenure-Track	411	434	447	436	444	452
	Other Professional	245	277	274	280	280	287
Pan American	Total	556	616	628	551	510	528
	Tenured/Tenure-Track	362	373	398	285	288	295
	Other Professional	194	243	229	266	222	233
Permian Basin	Total	118	133	134	140	146	146
	Tenured/Tenure-Track	71	87	88	87	85	88
	Other Professional	47	46	46	54	61	58
San Antonio	Total	696	760	813	849	878	928
	Tenured/Tenure-Track	413	443	473	488	506	524
	Other Professional	283	317	340	361	372	404
Tyler	Total	217	246	261	269	286	285
	Tenured/Tenure-Track	143	150	158	156	153	161
	Other Professional	74	96	103	113	134	124
Academic Total	Total	6,175	6,544	6,733	6,814	6,960	7,235
	Tenured/Tenure-Track	4,098	4,273	4,385	4,393	4,445	4,556
	Other Professional	2,077	2,271	2,348	2,422	2,517	2,679

Notes:

Full-time equivalent faculty are defined as 1 FTE=100% appointment and have been rounded to the nearest whole number. FTE faculty have an academic rank of Professor, Associate Professor, Assistant Professor, or Other and have an appointment code in direct instruction or an administrative appointment which directly supplements the teaching function.

In fall 2006, U. T. Pan American revised the proportion of faculty members' assignments from direct instruction to more appropriately reflect research and public service expectations. This results in lower FTE faculty counts than past years.

Source: Texas Higher Education Coordinating Board data

**FULL-TIME EQUIVALENT FACULTY BY TENURE STATUS**  
**Health Institutions**

	Fall	2003	2004	2005	2006	2007	2008
SWMC-Dallas	Total	1,377	1,485	1,519	1,571	1,667	1,729
	Tenured/Tenure-Track	353	370	378	386	414	415
	Other Professional	1,024	1,114	1,141	1,186	1,253	1,313
UTMB-Galveston	Total	1,214	1,227	1,255	1,237	1,268	1,303
	Tenured/Tenure-Track	495	493	498	481	407	457
	Other Professional	719	734	757	756	861	846
HSC-Houston	Total	1,127	1,163	1,161	1,152	1,191	1,230
	Tenured/Tenure-Track	459	442	433	399	413	422
	Other Professional	668	721	728	753	778	808
HSC-San Antonio	Total	1,190	1,245	1,237	1,272	1,293	1,305
	Tenured/Tenure-Track	512	532	496	504	514	510
	Other Professional	678	713	741	769	780	796
M.D. Anderson	Total	1,113	1,168	1,431	1,406	1,441	1,518
	Tenured/Tenure-Track	563	584	615	627	616	603
	Other Professional	550	584	817	779	825	915
HSC-Tyler	Total	105	98	103	94	89	82
	Tenured/Tenure-Track	--	--	--	--	--	--
	Other Professional	105	98	103	94	89	82
Health Total	Total	6,126	6,385	6,707	6,733	6,950	7,166
	Tenured/Tenure-Track	2,382	2,421	2,419	2,396	2,364	2,407
	Other Professional	3,744	3,964	4,288	4,337	4,586	4,759

Notes:

Full-time equivalent faculty are defined as 1 FTE=100% appointment and have been rounded to the nearest whole number. FTE faculty have an academic rank of Professor, Associate Professor, Assistant Professor, or Other and have an appointment code in direct instruction or an administrative appointment which directly supplements the teaching function.

Source: Texas Higher Education Coordinating Board data

**AVERAGE FACULTY SALARIES BY RANK**  
**Academic Institutions**

	FY	03-04	04-05	05-06	06-07	07-08	08-09
Arlington	Professor	\$80,498	\$86,074	\$88,835	\$94,130	\$98,226	\$102,291
	Associate Professor	60,633	65,192	67,232	70,553	72,204	76,135
	Assistant Professor	56,417	59,669	62,411	65,325	69,583	70,526
Austin	Professor	103,521	110,223	115,302	121,847	127,263	133,799
	Associate Professor	64,965	70,348	73,211	78,184	81,338	85,565
	Assistant Professor	62,510	67,009	70,838	75,321	77,536	81,995
	Instructor	44,143	47,377	45,868	45,064	75,667	65,000
Brownsville*	Professor	61,517	66,808	69,594	76,395	73,994	76,832
	Associate Professor	54,998	56,670	58,412	60,141	62,199	65,552
	Assistant Professor	49,917	50,477	51,515	53,796	54,675	56,335
	Instructor	46,238	51,818	55,207	53,355	53,195	49,639
Dallas	Professor	99,363	103,225	109,013	114,345	123,725	125,663
	Associate Professor	72,494	80,141	83,943	88,096	91,322	95,307
	Assistant Professor	74,210	79,449	82,054	85,043	87,256	88,788
El Paso	Professor	76,147	83,174	84,310	88,298	90,236	91,982
	Associate Professor	59,121	64,579	63,507	66,943	67,465	69,807
	Assistant Professor	53,875	56,842	59,105	59,761	61,562	63,745
Pan American	Professor	70,068	76,212	77,566	80,257	84,022	86,527
	Associate Professor	59,394	65,365	68,084	68,386	69,964	69,937
	Assistant Professor	50,633	53,465	54,136	55,047	56,276	58,409
Permian Basin	Professor	72,830	73,657	74,298	78,247	86,167	85,901
	Associate Professor	53,736	56,747	57,849	61,183	64,619	66,942
	Assistant Professor	50,077	51,873	53,411	56,580	55,997	56,572
San Antonio	Professor	90,687	93,204	101,126	106,447	108,950	112,361
	Associate Professor	67,916	68,092	71,562	74,749	77,652	81,492
	Assistant Professor	56,810	58,482	61,741	64,768	66,560	68,871
	Instructor	60,064	69,632	42,585	62,562	47,169	49,561
Tyler	Professor	70,831	72,275	76,200	77,014	76,766	80,207
	Associate Professor	53,956	58,284	59,991	61,457	63,132	64,399
	Assistant Professor	46,917	51,227	54,171	56,911	56,476	59,916

Note:

\*Beginning in FY 2007-08, average faculty salaries were calculated on the combined faculty from U.T. Brownsville and Texas Southmost College. In previous years, salary information was available for U. T. Brownsville faculty only.

Source: Texas Higher Education Coordinating Board; U. T. System Institutions

**ADMINISTRATIVE, OTHER NON-FACULTY AND  
 STUDENT EMPLOYEE HEADCOUNT  
 System Total**

	Fall	2004	2005	2006	2007	2008
Academic Institutions	Administrative	1,934	1,992	2,117	2,182	2,308
	Other Non-Faculty	18,338	18,887	19,730	20,448	21,561
	Student Employees	16,739	17,243	17,878	18,288	18,786
Health Institutions	Administrative	2,291	2,511	2,592	2,831	3,770
	Other Non-Faculty	35,155	37,644	37,592	37,746	37,809
	Student Employees	1,707	1,728	1,820	1,550	1,412
System Administration	Administrative	77	87	78	99	111
	Other Non-Faculty	524	562	589	599	655
	Student Employees	0	2	4	17	14
System Total	Administrative	4,302	4,590	4,787	5,112	6,189
	Other Non-Faculty	54,017	57,093	57,911	58,793	60,025
	Student Employees	18,446	18,973	19,702	19,855	20,212
	Total	76,765	80,656	82,400	83,760	86,426

**Notes:**

Administrative and other non-faculty exclude faculty positions and do not entail significant direct instructional activities.

Administrative includes executive, administrative and managerial positions which require performance of work directly related to management policies or general business operations of the institution, department or subdivision. Other non-faculty includes other professional, technical, clerical, skilled crafts and service related positions. Student employees are those positions for whom student status is a condition of employment.

Changes in previous years' data for Administrative and Other Non-Faculty are the result of category refinements.

*Source: U. T. System Human Resources Data Warehouse*

**ADMINISTRATIVE, OTHER NON-FACULTY AND  
 STUDENT EMPLOYEE HEADCOUNT  
 Academic Institutions**

	Fall	2004	2005	2006	2007	2008
Arlington	Administrative	307	327	356	383	412
	Other Non-Faculty	1,439	1,514	1,558	1,609	1,684
	Student Employees	2,147	2,112	2,140	2,116	2,177
Austin	Administrative	708	706	743	794	829
	Other Non-Faculty	9,171	9,320	9,563	9,703	10,185
	Student Employees	9,568	9,602	10,025	10,258	10,503
Brownsville	Administrative	111	114	121	132	140
	Other Non-Faculty	1,118	1,017	1,205	1,204	1,224
	Student Employees	0	212	199	157	154
Dallas	Administrative	103	110	122	132	127
	Other Non-Faculty	1,386	1,532	1,626	1,682	1,775
	Student Employees	1,070	1,136	1,210	1,366	1,280
El Paso	Administrative	303	292	292	222	248
	Other Non-Faculty	1,169	1,227	1,251	1,315	1,512
	Student Employees	1,815	1,882	2,016	1,990	2,022
Pan American	Administrative	80	89	108	121	120
	Other Non-Faculty	1,599	1,646	1,728	1,899	1,944
	Student Employees	660	715	687	638	696
Permian Basin	Administrative	39	45	46	43	47
	Other Non-Faculty	179	189	176	184	195
	Student Employees	260	229	239	250	272
San Antonio	Administrative	243	266	283	311	342
	Other Non-Faculty	1,979	2,142	2,282	2,476	2,681
	Student Employees	899	996	1,033	1,133	1,260
Tyler	Administrative	40	43	46	44	43
	Other Non-Faculty	298	300	341	376	361
	Student Employees	320	359	329	380	422
Academic Total	Administrative	1,934	1,992	2,117	2,182	2,308
	Other Non-Faculty	18,338	18,887	19,730	20,448	21,561
	Student Employees	16,739	17,243	17,878	18,288	18,786

Notes:

Administrative and other non-faculty exclude faculty positions and do not entail significant direct instructional activities.

Administrative includes executive, administrative and managerial positions which require performance of work directly related to management policies or general business operations of the institution, department or subdivision. Other non-faculty includes other professional, technical, clerical, skilled crafts and service related positions. Student employees are those positions for whom student status is a condition of employment.

Changes in previous years' data for Administrative and Other Non-Faculty are the result of category refinements.

Source: U. T. System Human Resources Data Warehouse

**ADMINISTRATIVE, OTHER NON-FACULTY AND  
 STUDENT EMPLOYEE HEADCOUNT  
 Health Institutions**

	Fall	2004	2005	2006	2007	2008
SWMC-Dallas	Administrative	187	327	331	431	468
	Other Non-Faculty	4,568	6,752	6,902	6,945	7,468
UTMB-Galveston	Administrative	892	909	872	871	864
	Other Non-Faculty	11,244	11,281	10,820	10,452	10,379
	Student Employees	427	446	451	243	236
HSC-Houston	Administrative	170	157	173	182	198
	Other Non-Faculty	3,302	2,915	2,867	2,898	3,035
	Student Employees	436	400	398	374	381
HSC-San Antonio	Administrative	133	140	147	148	156
	Other Non-Faculty	3,075	3,054	3,101	2,988	2,672
	Student Employees	480	512	561	490	356
M.D. Anderson	Administrative	859	932	1,032	1,161	2,055
	Other Non-Faculty	11,856	12,607	13,066	13,708	13,579
	Student Employees	356	360	400	433	427
HSC-Tyler	Administrative	50	46	37	38	29
	Other Non-Faculty	1,110	1,035	836	755	676
	Student Employees	8	10	10	10	12
Health Total	Administrative	2,291	2,511	2,592	2,831	3,770
	Other Non-Faculty	35,155	37,644	37,592	37,746	37,809
	Student Employees	1,707	1,728	1,820	1,550	1,412

**Notes:**

Administrative and other non-faculty exclude faculty positions and do not entail significant direct instructional activities. Administrative includes executive, administrative and managerial positions which require performance of work directly related to management policies or general business operations of the institution, department or subdivision. Other non-faculty includes other professional, technical, clerical, skilled crafts and service related positions. Student employees are those positions for whom student status is a condition of employment.

Changes in previous years' data for Administrative and Other Non-Faculty are the result of category refinements.

The 2008 increase in M.D. Anderson's Administrative total is the result of reclassifying employees whose major function is direct supervision of others. These employees were previously reported as Other Non-Faculty.

*Source: U. T. System Human Resources Data Warehouse*