

UNIVERSITY OF Nebraska

Progress Report on Increasing Minority And Women Faculty

August 2006

Introduction

In passing its biennial budget in 1997, the Nebraska Legislature challenged the University of Nebraska to improve its percentage of faculty members who are females and/or minorities. The 2001 Legislature directed the University to establish a plan “containing yearly benchmark standards to be met in achieving the minimal goal of being among the top fifty percent among the Board of Regents’ peer institutions in the employment of women and minority faculty members by August 1, 2005.” Later, the Legislature changed the deadline to April 1, 2006. On its own volition, the University also set a number of goals to create a more diverse faculty. Since 2001, the University has provided annual reports to the Legislature on the progress towards meeting the goal of being at the average of peer institutions in the representation of female and minority faculty members. This report presents a history of the progress the University of Nebraska (NU) has made in terms of female and minority faculty hiring from fall 1995 to fall 2005.

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

- The number of female faculty as a percent of total at NU increased from 25.1% to 32.5% compared to a change from 24.8% to 30.8% at peer institutions.
- In 2005, NU had net increases of 28 female faculty, a 4.3 % gain, and nine minority faculty, a 3.3% gain, while total faculty decreased by 1 faculty member.
- The University has made great strides in closing the percentage gap on minority faculty compared to the peer average. The number of minority faculty as a percent of total at NU increased from 7.9% to 13.7% of the total faculty. The average change for peer institutions for the same time period was from 10.9% to 15.0%. The rate of increase at NU exceeds the rate for peers during the same time period.
- Seventy-four (74) females and 24 minority faculty were newly appointed between fall 2004 and fall 2005. Females made up 44.3% of all new appointments. This is higher than the current female representation at the University of 32.5%. The rate of new appoints for minorities was 14.4%, which is higher than the 13.7% current minority representation at the University.
- In FY04 diversity funding allocation at the University was changed to be based predominately on net gains instead of on recruitment success. This broadens the focus to include both recruitment and retention.

Definitions and Timeframes

The scope of the diversity report, as reported to the legislature, is limited to available comparable information drawn from Part F of the IPEDS Fall Staff report. This report is produced every two years (odd-numbered years). The IPEDS Fall Staff report is the only report publicly available that allows comparison to peers of faculty by gender, ethnicity, tenure status, and rank. Part F is limited to full-time faculty engaged primarily in instruction, research and public service activities. The report does not include faculty who also hold administrative positions of .50 FTE or greater. The most recent comparable University and peer information was collected by IPEDS in fall 2005 and made available in

June 2006. This report provides annual detail for the University of Nebraska and biennial data comparing the University to peer institutions from fall 1995 through fall 2005.

For the purposes of comparison to peers, faculty included were in full-time, tenured or tenure-track positions for the University of Nebraska at Kearney (UNK), University of Nebraska-Lincoln (UNL) and University of Nebraska at Omaha (UNO). In addition the University of Nebraska Medical Center (UNMC) data includes faculty in the appropriate ranks with health professions appointments. UNK and UNO have tenured faculty who hold the rank of Instructor. These faculty are also included. Faculty counted in this report are U.S. citizens, permanent residents, or have resident alien status.

Trends and Outcomes

Female Faculty

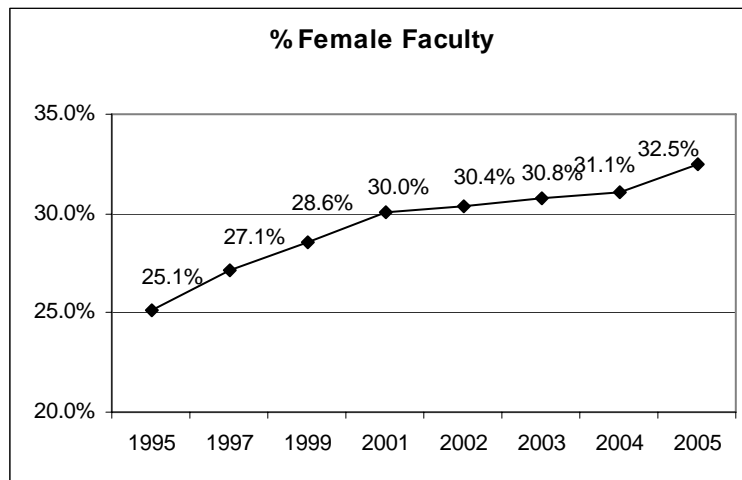
University of Nebraska data

The percentage of University of Nebraska full-time tenure/tenure-track female faculty has steadily increased since fall 1995 (see Table 1 and Figure 1). In fall 1995, female faculty made up 25.1% of the total faculty pool. By fall 2005, female faculty made up 32.5% of the total faculty pool. This represents a 29.4% increase in the percentage share of female faculty at the University of Nebraska.

Table 1: Full-Time, Tenure and Tenure-Track Faculty with Female Faculty Count (Excludes Non-Resident Alien Faculty)

	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005
NU Faculty	2,187	2,188	2,199	2,104	2,120	2,070	2,081	2,080
Count of NU Female Faculty	549	593	628	632	644	638	647	675
% NU Female Faculty	25.1%	27.1%	28.6%	30.0%	30.4%	30.8%	31.1%	32.5%

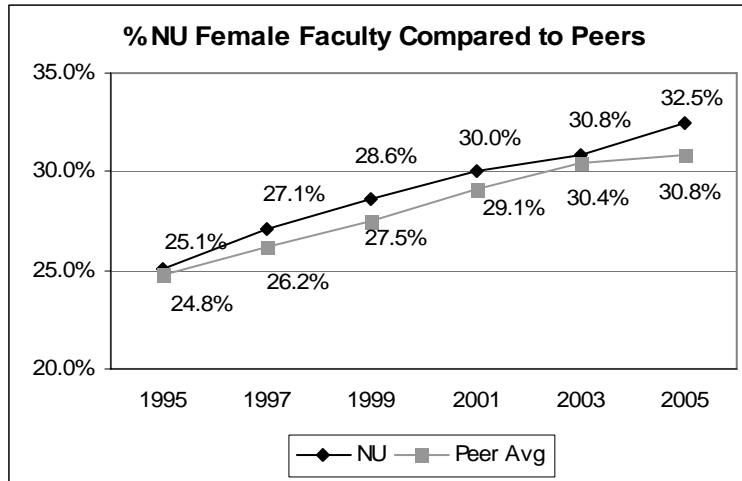
Figure 1: Percentage of NU Female Faculty 1995 to 2005



University of Nebraska to Peer comparison

When comparing NU and peer faculty data from fall 1995 to fall 2005, NU has performed well in relationship to its peers. The percent of female faculty for the University of Nebraska (32.5%) is slightly ahead of the percent of female faculty at peer institutions (30.8%) for fall 2005 (see Figure 2). As such, the University of Nebraska continues to meet the requirement to equal or exceed the peer average for percent female faculty.

Figure 2: Percentage of NU Female Faculty Compared to Peer Average 1995 to 2005



Minority Faculty

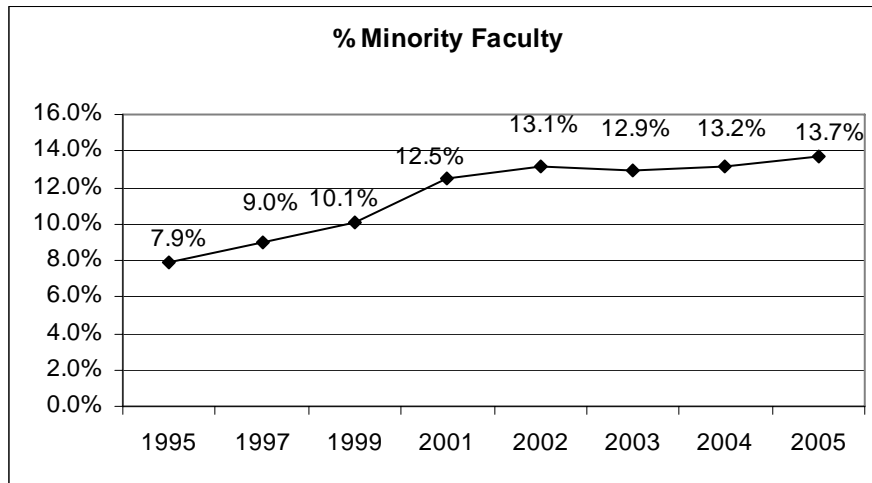
University of Nebraska data

The percentage of University full-time tenure/tenure-track minority faculty has increased from 7.9% in 1995 to 13.7% in 2005 (see Table 2 and Figure 3). This represents a 72.1% increase in percentage share of minority faculty at the University of Nebraska.

Table 2: Full-Time, Tenure and Tenure-Track Faculty with Minority Faculty Count (Excludes Non-Resident Alien Faculty)

	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005
NU Faculty	2,187	2,188	2,199	2,104	2,120	2,070	2,081	2,080
Count of NU Minority Faculty	173	197	222	264	278	267	275	284
% NU Minority Faculty	7.9%	9.0%	10.1%	12.5%	13.1%	12.9%	13.2%	13.7%

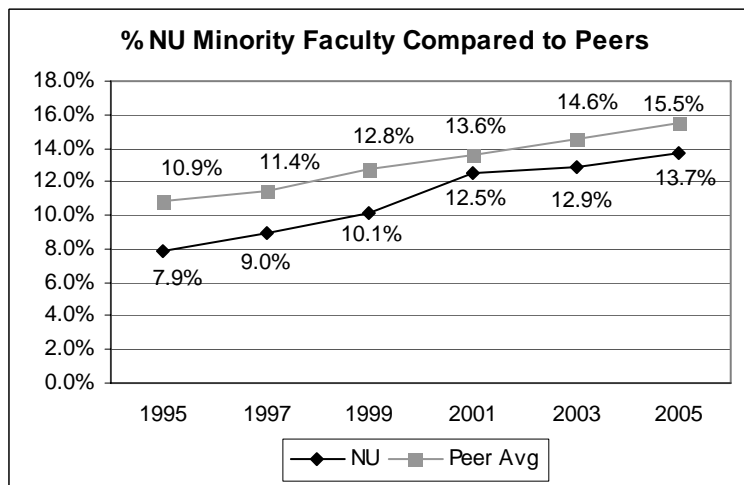
Figure 3: Percentage of NU Minority Faculty 1995 to 2005



University of Nebraska to Peer comparison

The 13.7% minority faculty rate reported by the University of Nebraska for fall 2005 falls below the 15.5% minority faculty rate at peer institutions. While not exceeding the peer average, the rate of increase of minority faculty at University of Nebraska since 1995 was greater than the rate at peer institutions. While not exceeding the rate at peer institutions, significant progress has been made since 1995. Overall, the University increased minority faculty 5.7 percentage points, while during the same period of time the number of minority faculty at peer institutions increased by 4.6 percentage points (Figure 4). It should also be noted that during a period of budget reductions, the University showed consistent increases in the percent of minority faculty.

Figure 4: Percentage of NU Minority Faculty Compared to Peer Average 1995 to 2005



Faculty Recruitment and Retention

Appointments of females

There were a total of 167 new appointments in 2005. Seventy-four (74) or 44.3% of the newly appointed faculty in 2005 were female. The female faculty appointment rate is substantially greater than the current female faculty representation rate at the University (32.5%). This is a positive trend and sets the stage for greater representation of females on the faculty.

Table 3: Female Counts and Percentages of New, Lost, and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

	Female Count	Total Faculty Count	Females as % of Total Faculty
October 2004	647	2081	31.1%
October 2005	675	2080	32.5%
New Appointments Oct 2004 to Oct 2005	74	167	44.3%
Faculty Lost Oct 2004 to Oct 2005	46	168	27.4%

Table 4: Net Change in Female and Total Faculty (Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

Net Change Oct 2004 to Oct. 2005			
Females		Total Faculty	
Count	%	Count	%
28	4.3%	-1	0.0%

Appointments of minorities

Of the new appointments in 2005, 14.4% (24 individuals) of the faculty were minorities. The net outcome for 2005 was an increase in minority faculty (+9). Additionally, minority faculty were appointed at a rate of 14.4%, which was greater than the current rate of representation at the University of 13.7% (Tables 5 and 6). While the University has experienced success in recruitment of minority faculty, an area of concern is the ability to retain minorities. In recognition of this issue, beginning in FY04 the University changed the method of allocating diversity funding. Allocations of funds are now based predominantly on net gains instead of solely on recruitment success.

Table 5: Minority Counts and Percentages of New, Lost, and Total Faculty
(Full-Time, Tenure and Tenure-Track Faculty Only, Excluding Non-Resident Aliens)

	Minority Count	Total Faculty Count	Minorities as % of Total Faculty
October 2004	275	2081	13.2%
October 2005	284	2080	13.7%
New Appointments Oct 2004 to Oct 2005	24	167	14.4%
Faculty Lost Oct 2004 to Oct 2005	15	168	8.9%

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

Net Change Oct 2004 to Oct. 2005			
Minorities		Total Faculty	
Count	%	Count	%
9	3.3%	-1	0.0%

Sources of comparative data

As indicated above, data from Part F of the IPEDS Fall Staff Report has been used to compare University of Nebraska performance in recruiting and retaining female and minority faculty members to that of peer institutions. Another common source of data on faculty gender and rank is available through the March/April 2006 AAUP publication of *Academe*. The AAUP data combines non-tenure track faculty with tenured/tenure-track faculty, while in IPEDS database tenure/tenure-track data can be analyzed separately from non-tenure track data. Also, AAUP does not collect data from medical schools while IPEDS does. For these reasons AAUP data are not used for this study.

Table 7, at the end of the report, presents detailed data on the number of faculty by gender and ethnicity as reported to IPEDS for all peer institutions and University of Nebraska campuses used for the above analyses. AAUP data is also provided for information in Tables 8-11, although the data are not used for analysis in the report.

Conclusion

Since 1995, the University of Nebraska has maintained its commitment to diversity funding and increased the percent of female and minority faculty.

Between 1995 and 2005 there was an overall decrease of 107 faculty members. Despite this overall decrease in faculty, the University of Nebraska has successfully increased female and minority representation within its faculty body:

- The proportion of female faculty for 2005 exceeded the proportion at peer institutions.
- The University has averaged a 0.75 percentage point increase through 2005, exceeding the annual goal for female faculty (an increase of 0.5 percentage points).
- 44.3% of new faculty appointments in 2005 were females, which represents a rate substantially greater than the current proportion of female faculty, currently at 32.5%.
- The proportion of faculty who are female increased from 31.1% in 2004 to 32.5% in 2005.
- 14.4% of new faculty appointments in 2005 were minorities, which represents a rate greater than the current proportion of minority faculty, currently at 13.7%.
- The University is concerned about minority faculty retention. Effective FY04 the allocation of diversity funding was changed to focus predominantly on net gains instead of solely on recruitment success.

**Table 7: Number and Percent of Full-Time Faculty Who are Women or Minorities
University of Nebraska Compared to All NU Peer Institutions
Fall 2005 - IPEDS Data**

Institution Name	American Indian/Alaska Native		Black non-Hispanic		Hispanic		Underrep Minority		Asian or Pacific Islander men		White non-Hispanic		Race/ethnicity unknown		Nonresident alien		Minority		Exclude NRA		Include NRA		With NRA Excluded			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	% Women	% All Minority	% Underrep Minority	
University of Arkansas at Little Rock	2	2	7	17	5	3	14	22	26	8	194	115	1	0	0	0	40	30	235	145	235	145	38.2%	18.4%	9.5%	
University of Northern Colorado	2	1	5	3	6	9	13	13	4	2	139	113	0	0	4	0	17	15	156	128	160	128	45.1%	11.3%	9.2%	
Wichita State University	0	1	1	5	1	1	2	7	32	3	201	118	0	0	25	7	34	10	235	128	260	135	35.3%	12.1%	2.5%	
University of Missouri-Columbia	0	1	18	17	15	8	33	26	102	19	666	263	8	2	44	18	135	45	809	310	853	328	27.7%	16.1%	5.3%	
University of Missouri-St Louis	1	0	12	16	2	1	15	17	24	5	133	82	4	6	8	7	39	22	176	110	184	117	38.5%	21.3%	11.2%	
University of Central Arkansas	0	0	7	4	2	0	9	4	16	6	163	102	0	0	0	0	25	10	188	112	188	112	37.3%	11.7%	4.3%	
University of Colorado at Denver and Health Sciences Center*	3	8	11	9	25	10	39	27	39	27	658	366	59	45	69	25	78	54	795	465	864	490	36.9%	10.5%	5.2%	
University of Colorado Health Sciences Center*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	
University of Colorado at Boulder	2	1	16	4	27	15	45	20	51	28	541	211	20	2	28	7	96	48	657	261	685	268	28.4%	15.7%	7.1%	
Colorado State University	2	3	9	3	14	5	25	11	36	8	531	211	3	9	41	16	61	19	595	239	636	255	28.7%	9.6%	4.3%	
University of Illinois at Chicago	0	0	20	22	27	27	47	49	127	45	606	278	1	0	30	13	174	94	781	372	811	385	32.3%	23.2%	8.3%	
University of Illinois at Urbana-Champaign	4	3	40	30	39	23	83	56	140	49	1,018	348	7	2	80	20	223	105	1,248	455	1,328	475	26.7%	19.3%	8.2%	
Northern Illinois University	0	1	13	14	13	11	26	26	48	14	337	225	3	2	28	17	74	40	414	267	442	284	39.2%	16.7%	7.6%	
Western Illinois University	2	3	15	11	4	4	21	18	16	11	267	145	0	0	21	7	37	29	304	174	325	181	36.4%	13.8%	8.2%	
Iowa State University	4	1	11	11	17	8	32	20	128	29	644	262	21	3	0	0	160	49	825	314	825	314	27.6%	18.3%	4.6%	
University of Iowa	0	1	13	13	20	14	33	28	99	22	805	312	7	1	44	17	132	50	944	363	988	380	27.8%	13.9%	4.7%	
University of Northern Iowa	2	3	12	4	7	4	21	11	20	8	261	189	0	0	10	9	41	19	302	208	312	217	40.8%	11.8%	6.3%	
University of Kansas Main Campus	6	2	12	16	19	9	37	27	51	13	559	255	0	0	30	18	88	40	647	295	677	313	31.3%	13.6%	6.8%	
University of Kansas Medical Center	1	0	7	6	5	0	13	6	18	7	191	91	0	0	6	3	31	13	222	104	228	107	31.9%	13.5%	5.8%	
University of Kentucky	1	0	32	26	8	5	41	31	98	24	942	389	0	0	45	11	139	55	1,081	444	1,126	455	29.1%	12.7%	4.7%	
Murray State University	0	0	2	5	3	0	5	5	6	1	183	79	0	0	11	9	11	6	194	85	205	94	30.5%	6.1%	3.6%	
Northern Michigan University	0	0	0	2	1	0	1	2	8	4	145	76	0	0	0	0	9	6	154	82	154	82	34.7%	6.4%	1.3%	
Central Missouri State University	2	2	7	6	3	1	12	9	16	8	199	110	0	0	3	0	28	17	227	127	230	127	35.9%	12.7%	5.9%	
University of North Carolina at Charlotte	1	0	19	18	9	6	29	24	47	9	340	170	0	0	24	15	76	33	416	203	440	218	32.8%	17.6%	8.6%	
Cleveland State University	0	0	14	19	8	4	22	23	40	10	252	131	0	0	17	8	62	33	314	164	331	172	34.3%	19.9%	9.4%	
Ohio State University-Main Campus	2	1	59	34	46	18	107	53	212	60	1,452	593	29	6	25	15	319	113	1,800	712	1,825	727	28.3%	17.2%	6.4%	
University of Oklahoma Health Sciences Center	3	1	0	6	5	4	8	11	32	7	213	75	0	0	14	2	40	18	253	93	267	95	26.9%	16.8%	5.5%	
Portland State University	2	3	9	5	5	2	16	10	18	12	195	113	43	0	24	21	5	34	22	272	159	293	164	36.9%	13.0%	6.0%
The University of Tennessee	3	0	34	34	24	4	61	38	93	27	982	411	0	0	57	26	154	65	1,146	476	1,203	502	29.3%	13.5%	8.1%	
Sam Houston State University	1	0	2	6	7	8	10	14	13	5	210	117	0	0	2	7	23	19	233	136	235	143	36.9%	11.4%	6.5%	
The University of Texas at San Antonio	6	2	7	5	49	38	62	45	73	20	202	111	0	0	0	0	135	65	337	176	337	176	34.3%	39.0%	20.9%	
University of Wisconsin-Stevens Point	1	0	1	1	2	3	4	4	10	6	191	108	0	0	0	0	14	10	205	118	205	118	36.5%	7.4%	2.5%	
Purdue University-Main Campus	4	2	26	13	25	10	55	25	153	29	947	282	6	6	101	33	208	54	1,161	342	1,262	375	22.8%	17.4%	5.3%	
Minnesota State University-Moorhead	0	2	5	2	1	0	6	4	6	2	125	83	1	0	10	6	12	6	138	89	148	95	39.2%	7.9%	4.4%	
University of Minnesota-Twin Cities	8	8	27	19	31	13	66	40	173	45	1,348	540	32	19	67	26	239	85	1,619	644	1,686	670	28.5%	14.3%	4.7%	
Grand Total Peers	65	52	473	406	475	268	1,013	726	1,975	573	15,850	7,074	245	127	865	347	2,988	1,299	19,083	8,500	19,948	8,847	30.8%	15.5%	6.3%	
University of Nebraska at Lincoln	2	5	11	12	21	9	34	26	54	19	603	216	0	0	34	6	88	45	691	261	725	267	27.4%	14.0%	6.3%	
University of Nebraska at Kearney	2	0	2	0	4	1	8	1	7	3	136	88	0	0	1	4	15	4	151	92	152	96	37.9%	7.8%	3.7%	
University of Nebraska at Omaha	1	6	13	11	4	5	18	22	23	8	198	125	0	0	5	3	41	30	239	155	244	158	39.3%	18.0%	10.2%	
University of Nebraska Medical Center **	0	0	3	2	6	2	9	4	39	8	256	135	0	0	23	4	48	12	304	147	327	151	32.6%	13.3%	2.9%	
University of Nebraska Central Administration	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0.0%	0.0%	0.0%	
Nebraska College of Technical Agriculture	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	
Grand Total NU	5	11	29	25	35	17	69	53	123	38	1,194	564	0	0	63	17	192	91	1,386	655	1,449	672	32.1%	13.9%	6.0%	

*The University of Colorado Health Sciences Center and the University of Colorado at Denver merged into one unit in 2004, hence, both line items are included, but only one has values for 2005.

** The NU All Minority percentage of 13.9% differs from internally calculated percentage of 13.7% due to reported difference in UNMC data. Also the 32.1% of Women, and the internally calculated 32.5% of Women represents a difference in the same data. Pending investigation, UNMC data will be edited to reflect the corrected figure.

Source: IPEDS Human Resources Survey 2005.

**Table 8: Number of Full-time Instructional Faculty* by Gender
UNL Campus Compared to UNL Peers
Fall 2005 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total
Colorado State University	350	74	175	84	111	86	-	-	636	244	880	27.7%	636	244	880	27.7%
Iowa State University	418	83	267	126	218	133	4	6	907	348	1,255	27.7%	903	342	1,245	27.5%
Ohio State University-Main Campus	790	167	489	261	279	202	4	7	1,562	637	2,199	29.0%	1,558	630	2,188	28.8%
Purdue University -Main Campus	669	102	375	142	299	194	13	14	1,356	452	1,808	25.0%	1,343	438	1,781	24.6%
University of Colorado at Boulder	351	82	180	93	153	93	75	88	759	356	1,115	31.9%	684	268	952	28.2%
University of Illinois at Urbana-Champaign	678	127	331	157	314	187	2	5	1,325	476	1,801	26.4%	1,323	471	1,794	26.3%
University of Iowa	398	100	216	153	152	113	-	-	766	366	1,132	32.3%	766	366	1,132	32.3%
University of Kansas Main Campus	324	76	211	108	140	131	-	2	675	317	992	32.0%	675	315	990	31.8%
University of Minnesota-Twin Cities	947	159	287	189	219	162	8	6	1,461	516	1,977	26.1%	1,453	510	1,963	26.0%
University of Missouri-Columbia	252	75	222	110	223	174	-	-	697	359	1,056	34.0%	697	359	1,056	34.0%
Peer Total	5,177	1,045	2,753	1,423	2,108	1,475	106	128	10,144	4,071	14,215	28.6%	10,038	3,943	13,981	28.2%
University of Nebraska at Lincoln	393	68	212	82	123	74	1	1	729	225	954	23.6%	728	224	952	23.5%

Source: ACADEME March-April 2006 (AAUP Survey 2005-2006).

*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 9: Number of Full-time Instructional Faculty* by Gender
UNO Campus Compared to UNO Peers
Fall 2005 - AAUP Data**

	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total			Women as	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total	
Peer Institutions																	
Cleveland State University	133	35	129	78	79	59	5	8	346	180	526	34.2%	341	172	513	33.5%	
Northern Illinois University	155	52	192	124	104	113	54	97	505	386	891	43.3%	451	289	740	39.1%	
Portland State University	138	52	94	64	87	71	27	47	346	234	580	40.3%	319	187	506	37.0%	
University of Arkansas at Little Rock	117	42	80	48	71	72	31	65	299	227	526	43.2%	268	162	430	37.7%	
University of Colorado at Denver	107	30	89	64	65	49	79	90	340	233	573	40.7%	261	143	404	35.4%	
University of Missouri-St Louis	82	27	72	46	49	69		-	203	142	345	41.2%	203	142	345	41.2%	
University of North Carolina at Charlotte	156	28	150	81	164	109		-	470	218	688	31.7%	470	218	688	31.7%	
University of Northern Iowa	130	46	118	84	74	65	34	74	356	269	625	43.0%	322	195	517	37.7%	
University of Texas at San Antonio	110	34	125	52	105	90		3	340	179	519	34.5%	340	176	516	34.1%	
Wichita State University	98	23	89	58	74	54	24	40	285	175	460	38.0%	261	135	396	34.1%	
Peer Total	1,226	369	1,138	699	872	751	254	424	3,490	2,243	5,733	39.1%	3,236	1,819	5,055	36.0%	
University of Nebraska at Omaha	119	31	68	57	57	63	14	29	258	180	438	41.1%	244	151	395	38.2%	

Source: ACADEME March-April 2006 (AAUP Survey 2005-2006).

*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 10: Number of Full-time Instructional Faculty* by Gender
UNK Campus Compared to UNK Peers
Fall 2005 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total
Central Missouri State University	91	33	69	46	85	52	20	43	265	174	439	39.6%	245	131	376	34.8%
Minnesota State University-Moorhead	82	26	33	33	47	46	3	15	165	120	285	42.1%	162	105	267	39.3%
Murray State University	80	16	64	44	64	35	1	1	209	96	305	31.5%	208	95	303	31.4%
Northern Michigan University	66	35	54	30	33	26	13	12	166	103	269	38.3%	153	91	244	37.3%
Sam Houston State University	94	24	69	39	58	62	-	2	221	127	348	36.5%	221	125	346	36.1%
University of Central Arkansas	71	18	54	32	83	75	28	69	236	194	430	45.1%	208	125	333	37.5%
University of Northern Colorado	100	52	38	44	48	48	4	5	190	149	339	44.0%	186	144	330	43.6%
University of Northern Iowa	130	46	118	84	74	65	34	74	356	269	625	43.0%	322	195	517	37.7%
University of Wisconsin-Stevens Point	104	33	43	31	52	46	3	4	202	114	316	36.1%	199	110	309	35.6%
Western Illinois University	132	54	93	65	128	76	33	56	386	251	637	39.4%	353	195	548	35.6%
Peer Total	950	337	635	448	672	531	139	281	2,396	1,597	3,993	40.0%	2,257	1,316	3,573	36.8%
University of Nebraska at Kearney	69	18	52	39	32	38	1	2	154	97	251	38.6%	153	95	248	38.3%

Source: ACADEME March-April 2006 (AAUP Survey 2005-2006).

*Notes:

- Instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have title such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacements for faculty on sabbatical leave.

- AAUP data include nursing, Allied Health, and other health professions faculty for Ohio State, Purdue, Iowa, Missouri, Colorado State and Minnesota. UNL does not have nursing, Allied Health or other health professions schools (these are located at UNMC, which is separate from UNL); thus the aforementioned peers are not entirely comparable to UNL in the AAUP data.

- Includes faculty who are tenured, on tenure track, and not on tenure track.

**Table 11: Number of Full-time Instructional Faculty* by Gender
 NU Campuses Compared to NU Campus Peers (Excluding UNMC)
 Fall 2005 - AAUP Data**

Peer Institutions	Professors		Assoc. Professors		Asst. Professors		Instructors		Total			Women as	Total			Women as
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total	% of Total	Men	Women	Total	% of Total
Colorado State University	350	74	175	84	111	86	-	-	636	244	880	27.7%	636	244	880	27.7%
Iowa State University	418	83	267	126	218	133	4	6	907	348	1,255	27.7%	903	342	1,245	27.5%
Ohio State University-Main Campus	790	167	489	261	279	202	4	7	1,562	637	2,199	29.0%	1,558	630	2,188	28.8%
Purdue University -Main Campus	669	102	375	142	299	194	13	14	1,356	452	1,808	25.0%	1,343	438	1,781	24.6%
University of Colorado at Boulder	351	82	180	93	153	93	75	88	759	356	1,115	31.9%	684	268	952	28.2%
University of Illinois at Urbana-Champaign	678	127	331	157	314	187	2	5	1,325	476	1,801	26.4%	1,323	471	1,794	26.3%
University of Iowa	398	100	216	153	152	113	-	-	766	366	1,132	32.3%	766	366	1,132	32.3%
University of Kansas Main Campus	324	76	211	108	140	131	-	2	675	317	992	32.0%	675	315	990	31.8%
University of Minnesota-Twin Cities	947	159	287	189	219	162	8	6	1,461	516	1,977	26.1%	1,453	510	1,963	26.0%
University of Missouri-Columbia	252	75	222	110	223	174	-	-	697	359	1,056	34.0%	697	359	1,056	34.0%
Cleveland State University	133	35	129	78	79	59	5	8	346	180	526	34.2%	341	172	513	33.5%
Northern Illinois University	155	52	192	124	104	113	54	97	505	386	891	43.3%	451	289	740	39.1%
Portland State University	138	52	94	64	87	71	27	47	346	234	580	40.3%	319	187	506	37.0%
University of Arkansas at Little Rock	117	42	80	48	71	72	31	65	299	227	526	43.2%	268	162	430	37.7%
University of Colorado at Denver	107	30	89	64	65	49	79	90	340	233	573	40.7%	261	143	404	35.4%
University of Missouri-St Louis	82	27	72	46	49	69	-	-	203	142	345	41.2%	203	142	345	41.2%
University of North Carolina at Charlotte	156	28	150	81	164	109	-	-	470	218	688	31.7%	470	218	688	31.7%
University of Northern Iowa	130	46	118	84	74	65	34	74	356	269	625	43.0%	322	195	517	37.7%
University of Texas at San Antonio	110	34	125	52	105	90	-	3	340	179	519	34.5%	340	176	516	34.1%
Wichita State University	98	23	89	58	74	54	24	40	285	175	460	38.0%	261	135	396	34.1%
Central Missouri State University	91	33	69	46	85	52	20	43	265	174	439	39.6%	245	131	376	34.8%
Minnesota State University-Moorhead	82	26	33	33	47	46	3	15	165	120	285	42.1%	162	105	267	39.3%
Murray State University	80	16	64	44	64	35	1	1	209	96	305	31.5%	208	95	303	31.4%
Northern Michigan University	66	35	54	30	33	26	13	12	166	103	269	38.3%	153	91	244	37.3%
University of Central Arkansas	71	18	54	32	83	75	28	69	236	194	430	45.1%	208	125	333	37.5%
University of Northern Colorado	100	52	38	44	48	48	4	5	190	149	339	44.0%	186	144	330	43.6%
University of Northern Iowa	130	46	118	84	74	65	34	74	356	269	625	43.0%	322	195	517	37.7%
University of Wisconsin-Stevens Point	104	33	43	31	52	46	3	4	202	114	316	36.1%	199	110	309	35.6%
Western Illinois University	132	54	93	65	128	76	33	56	386	251	637	39.4%	353	195	548	35.6%
Peer Total	7,259	1,727	4,457	2,531	3,594	2,695	499	831	15,809	7,784	23,593	33.0%	15,310	6,953	22,263	31.2%
University of Nebraska at Lincoln	393	68	212	82	123	74	1	1	729	225	954	23.6%	728	224	952	23.5%
University of Nebraska at Omaha	119	31	68	57	57	63	14	29	258	180	438	41.1%	244	151	395	38.2%
University of Nebraska at Kearney	69	18	52	39	32	38	1	2	154	97	251	38.6%	153	95	248	38.3%
Total NU	581	117	332	178	212	175	16	32	1,141	502	1,643	30.6%	1,125	470	1,595	29.5%

Source: ACADEME March-April 2006 (AAUP Survey 2005-2006).

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