# Faculty and Staff - Fall 2023

Source: IPEDS Human Resources Survey Unless Otherwise Noted

## Total Employees and FTE by Occupational Category

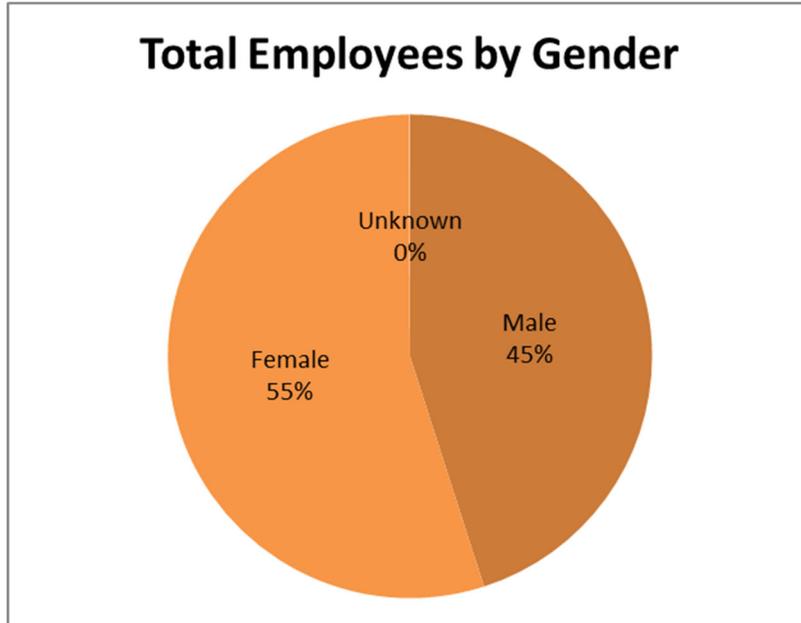| Occupational category | Total # | Total % | FTE # |
|---|---|---|---|
| **Total employees** | **1,942** | **100%** | **1,772.67** |
| *Faculty* | *637* | *33%* | *510.33* |
| Business/Finance | 149 | 8% | 147.67 |
| Community/Legal/Media | 136 | 7% | 130.00 |
| Computer/Engineering/Science | 71 | 4% | 71.00 |
| Healthcare Practitioners | 23 | 1% | 21.00 |
| Librarians/Ed. Services | 159 | 8% | 158.33 |
| Management | 164 | 8% | 164.00 |
| *Professional Staff* | *702* | *36%* | *692.00* |
| Construction/Maintenance | 64 | 3% | 64.00 |
| Office/Admin. Support | 188 | 10% | 179.33 |
| Production/Transportation | 6 | 0% | 5.33 |
| Sales | 14 | 1% | 10.00 |
| Service | 331 | 17% | 311.67 |
| *Service/Support Staff* | *603* | *31%* | *570.33* |

*Note: Faculty & Staff FTE is calculated using (Full Time + (1/3 Part-Time)).*

## Full-Time/Part-Time Status of Employees by Occupational Category

| Occupational category | Full-time # | Full-time % | Part-time # | Part-time % | Total # |
|---|---|---|---|---|---|
| **Total employees** | **1,688** | **87%** | **254** | **13%** | **1,942** |
| *Faculty* | *447* | *70%* | *190* | *30%* | *637* |
| Business/Finance | 147 | 99% | 2 | 1% | 149 |
| Community/Legal/Media | 127 | 93% | 9 | 7% | 136 |
| Computer/Engineering/Science | 71 | 100% | 0 | 0% | 71 |
| Healthcare Practitioners | 20 | 87% | 3 | 13% | 23 |
| Librarians/Ed. Services | 158 | 99% | 1 | 1% | 159 |
| Management | 164 | 100% | 0 | 0% | 164 |
| *Professional Staff* | *687* | *98%* | *15* | *2%* | *702* |
| Construction/Maintenance | 64 | 100% | 0 | 0% | 64 |
| Office/Admin. Support | 175 | 93% | 13 | 7% | 188 |
| Production/Transportation | 5 | 83% | 1 | 17% | 6 |
| Sales | 8 | 57% | 6 | 43% | 14 |
| Service | 302 | 91% | 29 | 9% | 331 |
| *Service/Support Staff* | *554* | *92%* | *49* | *8%* | *603* |

# Gender of Employees by Occupational Category

| Occupational category | Male | | Female | | Not Reported | | Total |
|---|---|---|---|---|---|---|---|
| | # | % | # | % | # | % | # |
| Faculty | 326 | 51% | 310 | 49% | 1 | 0% | 637 |
| Professional Staff | 284 | 40% | 418 | 60% | 0 | 0% | 702 |
| Service/Support Staff | 264 | 44% | 337 | 56% | 2 | 0% | 603 |
| **Total** | **874** | **45%** | **1065** | **55%** | **3** | **0%** | **1,942** |

**Total Employees by Gender**

Unknown 0%

Female 55%

Male 45%

# Race/Ethnicity of Total Employees by Occupational Category

| Race/Ethnicity | Faculty # | Faculty % | Professional Staff # | Professional Staff % | Service/Support Staff # | Service/Support Staff % | Total # | Total % |
|---|---|---|---|---|---|---|---|---|
| American Indian or Alaska Native | 1 | 0% | 2 | 0% | 2 | 0% | 5 | 0% |
| Asian | 28 | 4% | 21 | 3% | 11 | 2% | 60 | 3% |
| Black or African American | 59 | 9% | 84 | 12% | 185 | 31% | 328 | 17% |
| Hispanic/Latino | 28 | 4% | 19 | 3% | 25 | 4% | 72 | 4% |
| Native Hawaiian or Other Pacific Islander | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Nonresident alien | 21 | 3% | 4 | 1% | 3 | 0% | 28 | 1% |
| Not Reported | 4 | 1% | 10 | 1% | 8 | 1% | 22 | 1% |
| Two or more races | 3 | 0% | 11 | 2% | 5 | 1% | 19 | 1% |
| White | 493 | 77% | 551 | 78% | 364 | 60% | 1,408 | 73% |
| **Total** | **637** | **100%** | **702** | **100%** | **603** | **100%** | **1,942** | **100%** |

## Total Employees by Diversity

International 1%

Faculty of Color 25%

White/Unknown 74%
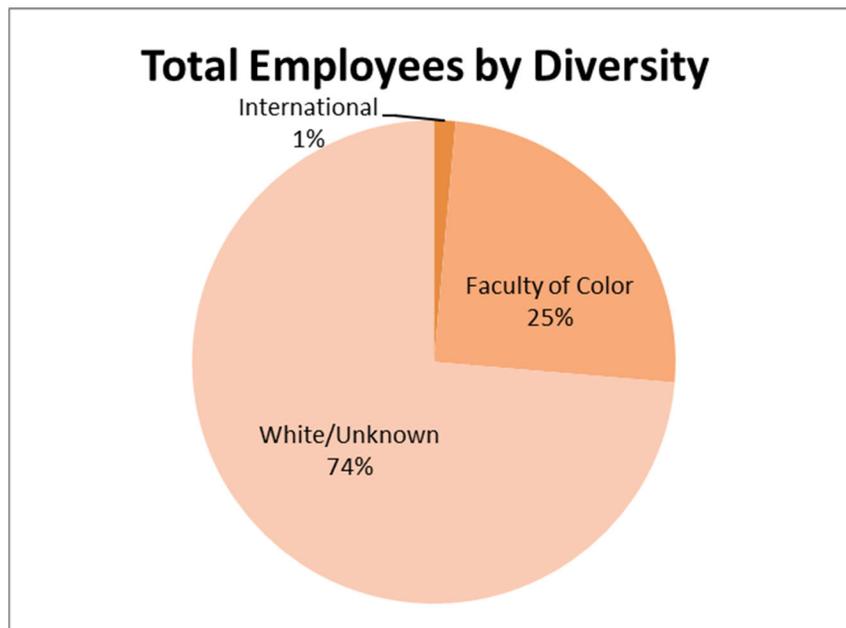
# Total Faculty by Gender

| Gender | Full-time | | Part-time | | Total | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Male | 221 | 49% | 105 | 55% | 326 | 51% |
| Female | 226 | 51% | 84 | 44% | 310 | 49% |
| Not Reported | 0 | 0% | 1 | 1% | 1 | 0% |
| **Total** | **447** | **100%** | **190** | **100%** | **637** | **100%** |

## Gender of Full-time Faculty

Not Reported 0%

Female 51%

Male 49%
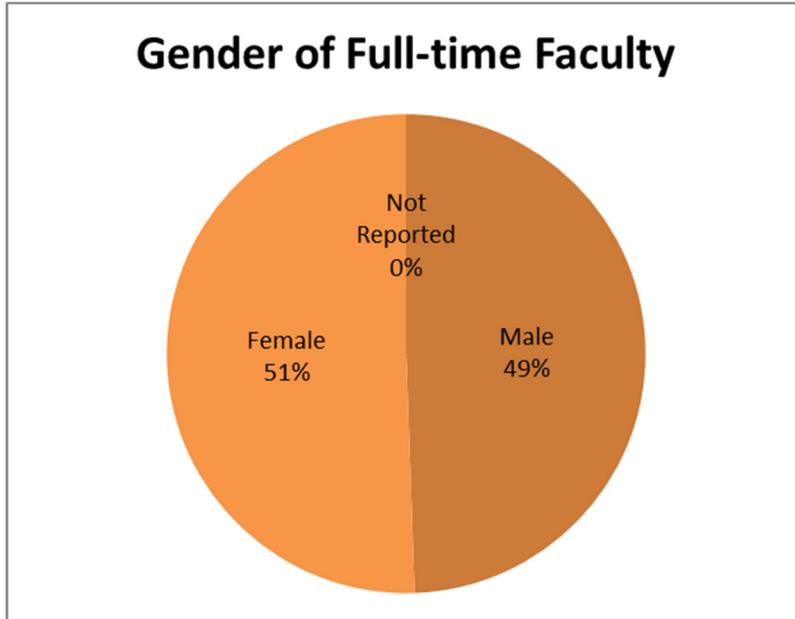
# Total Faculty by Race/Ethnicity

| Race/Ethnicity | Full-time | | Part-time | | Total | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| American Indian or Alaska Native | 1 | 0% | 0 | 0% | 1 | 0% |
| Asian | 24 | 5% | 4 | 2% | 28 | 4% |
| Black or African American | 37 | 8% | 22 | 12% | 59 | 9% |
| Hispanic/Latino | 23 | 5% | 5 | 3% | 28 | 4% |
| Native Hawaiian or Other Pacific Islander | 0 | 0% | 0 | 0% | 0 | 0% |
| Nonresident alien | 19 | 4% | 2 | 1% | 21 | 3% |
| Not Reported | 2 | 0% | 2 | 1% | 4 | 1% |
| Two or more races | 2 | 0% | 1 | 1% | 3 | 0% |
| White | 339 | 76% | 154 | 81% | 493 | 77% |
| **Total** | **447** | **100%** | **190** | **100%** | **637** | **100%** |

## Full-time Faculty by Diversity

White/Unknown 78%
International 3%
Faculty of Color 19%
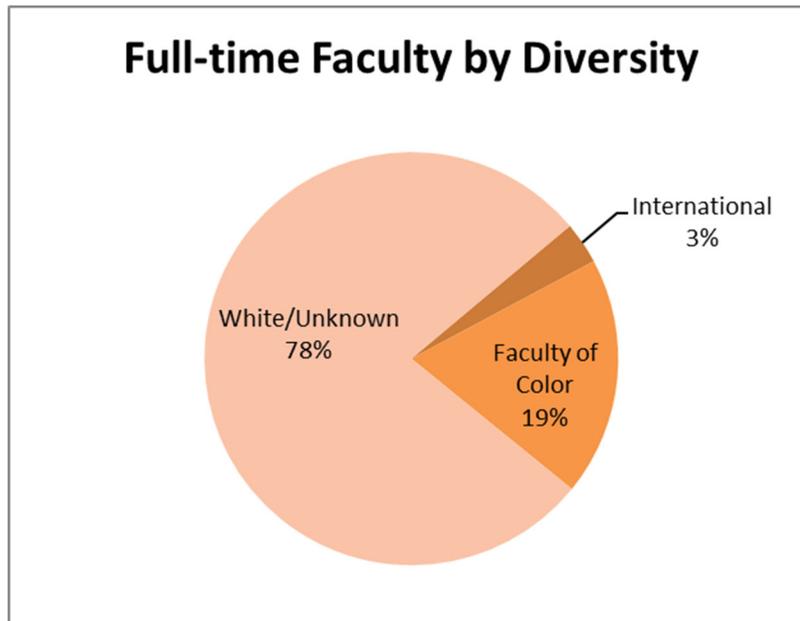
# Total Staff by Gender

| Gender | Full-time | | Part-time | | Total | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| Male | 525 | 42% | 23 | 36% | 548 | 42% |
| Female | 715 | 58% | 40 | 63% | 755 | 58% |
| Unknown | 1 | 0% | 1 | 2% | 2 | 0% |
| **Total** | **1241** | **100%** | **64** | **100%** | **1305** | **100%** |

## Full-time Staff by Gender
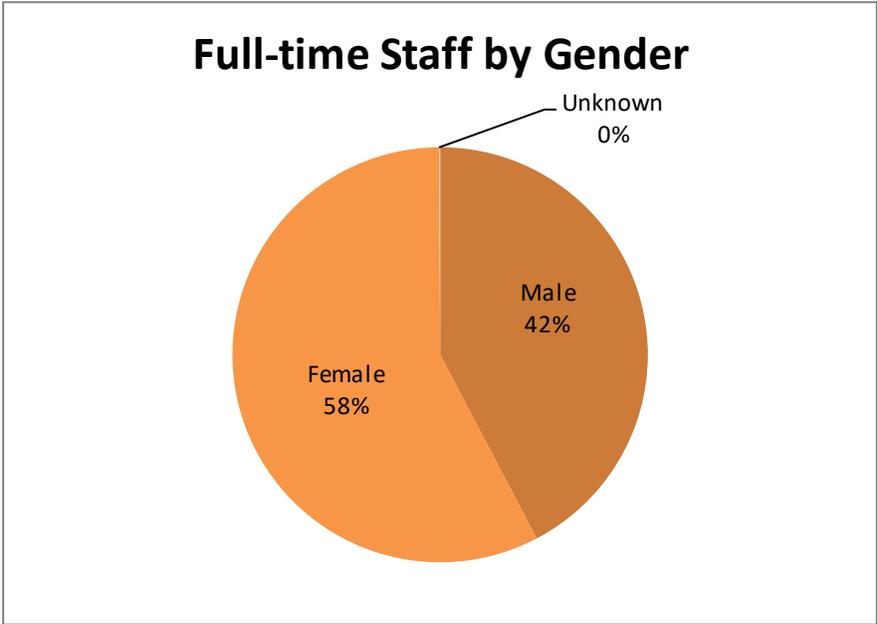


NOTE: The Staff numbers include all non-faculty employees (those in the following occupational categories: Professional Staff and Service/Support Staff).

# Total Staff by Race/Ethnicity

| Race/Ethnicity | Full-time | | Part-time | | Total | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| American Indian or Alaska Native | 4 | 0% | 0 | 0% | 4 | 0% |
| Asian | 28 | 2% | 4 | 6% | 32 | 2% |
| Black or African American | 253 | 20% | 16 | 25% | 269 | 21% |
| Hispanic/Latino | 42 | 3% | 2 | 3% | 44 | 3% |
| Native Hawaiian or Other Pacific Islander | 0 | 0% | 0 | 0% | 0 | 0% |
| Nonresident alien | 6 | 0% | 1 | 2% | 7 | 1% |
| Race and ethnicity unknown | 17 | 1% | 1 | 2% | 18 | 1% |
| Two or more races | 16 | 1% | 0 | 0% | 16 | 1% |
| White | 875 | 71% | 40 | 63% | 915 | 70% |
| **Total** | **1241** | **100%** | **64** | **100%** | **1305** | **100%** |



**Full-time Staff by Diversity**

International 1%
White/Unknown 71%
People of Color 28%
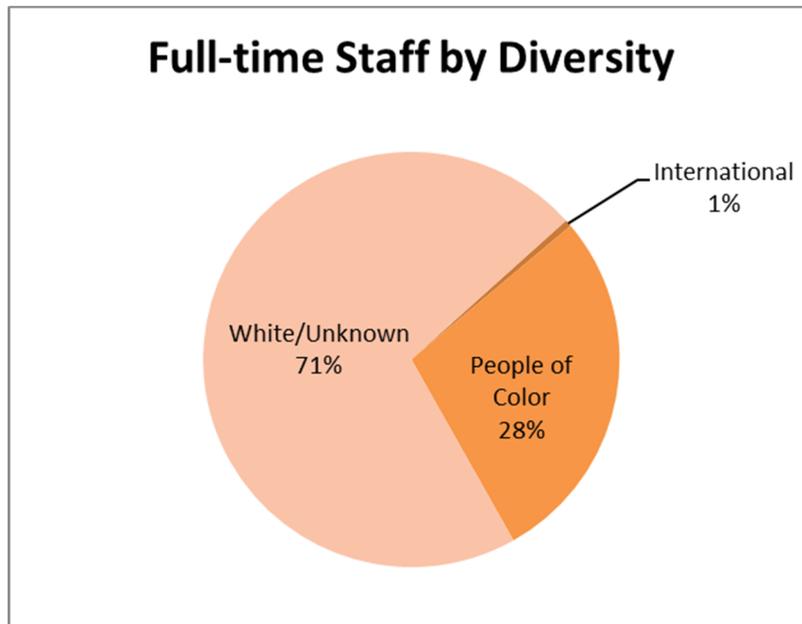
| UR Occupational Categories | IPEDS HR Occupational Categories | HR Primary Function/Occupational Activity Categories |
|---|---|---|
| Faculty | Postsecondary Teachers (by function)[1]<br><br>◦ Instruction<br>◦ Instruction combined with research and/or public service<br>◦ Research<br>◦ Public Service | ◦ Persons whose primarily responsibility is instruction, research, and/or public service:<br>  - Primarily Instruction<br>  - Instruction combined with research and/or public service<br>  - Primarily Research<br>  - Primarily Public Service |
|  | Graduate Assistants – Teaching[2] plus various categories | ◦ Graduate Assistants (various categories) |
| Professional Staff | Librarians, Curators, and Archivists[3]<br>Student and Academic Affairs and Other Education Services Occupations<br>Management Occupations<br>Business and Financial Operations Occupations<br>Computer, Engineering, and Science Occupations<br>Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations<br>Healthcare Practitioners and Technical Occupations | ◦ Other professional (support/service)<br>◦ Other professional (support/service)<br>◦ Technical and paraprofessional<br>◦ Executive/administrative/managerial<br>◦ Other professional (support/service)<br>◦ Other professional (support/service)<br>◦ Technical and paraprofessional<br>◦ Other professional (support/service)<br>◦ Technical and paraprofessional<br>◦ Other professional (support/service)<br>◦ Technical and paraprofessional |
| Service/Support Staff | Service Occupations<br><br>Sales and Related Occupations<br>Office and Administrative Support Occupations<br>Natural Resources, Construction, and Maintenance Occupations<br>Production, Transportation, and Material Moving Occupations | ◦ Technical and paraprofessional<br>◦ Service/Maintenance<br>◦ Not specifically mentioned in IPEDS<br>◦ Clerical and secretarial<br>◦ Service/Maintenance<br><br>◦ Skilled Crafts<br>◦ Service/Maintenance |

[1] For degree-granting institutions that have 15 or more full-time staff members, "Postsecondary Teachers" are reported by the following functions: Instruction; Instruction combined with research and/or public service; Research; and Public Service. For all other institutions, "Postsecondary Teachers" are reported in the single category. Also, full-time instructional staff is a sub-set of "Postsecondary Teachers" and includes the following two functions: 1) Instruction and 2) Instruction combined with research and/or public service.

[2] Only degree-granting institutions report Graduate Assistants (GAs). In addition to the GA – Teaching category, GAs are also reported separately by the following categories: Research; Management; Business and Financial Operations; Computer, Engineering, and Science; Community Service, Legal, Arts, and Media; Library and Instructional Support; and Healthcare Practitioners and Technical.

[3] For degree-granting institutions that have 15 or more full-time staff members, library-related occupations are reported separately as: Archivists, Curators, and Museum Technicians; Librarians; and Library Technicians. For all other institutions, library-related occupations are reported in the single category called "Librarians, Curators, and Archivists."