

THE UNIVERSITY OF TEXAS-PAN AMERICAN

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PLAN

Reaffirmation of Commitment

The University of Texas Pan American (UTPA) will continue to recruit, hire, train, and promote into all job titles the most qualified persons without regard to race, color, religion, veteran status, sex, national origin, age, or disability and reaffirms its commitment to provide equal opportunity to all individuals employed or seeking employment.

Definition

Equal Employment Opportunity: To make decisions regarding recruitment, hiring, promotion, transfer, termination, layoff, and all other terms and conditions of employment without regard to race, color, religion, veteran status, sex, national origin, age, disability, or other factors which cannot lawfully be the basis for an employment decision. The University makes reasonable accommodations to the religious observances/national origin practices of an employee or prospective employee and to the physical and mental impairments of a disabled veteran or non-veteran employee or applicant unless such accommodations have the end result of placing an undue hardship on the operation of the University.

Statement of Policy

It is the policy of UTPA to:

1. Recruit, hire, train, and promote persons in all job titles the most qualified person, without regard to race, color, religion, veteran status, sex, national origin, age, or disability, except where sex is a bona fide occupational qualification;
2. Base decisions of employment so as to further the principle of equal employment opportunity;
3. Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and,
4. Insure that all personnel actions such as compensation, benefits, transfers, reassignments, terminations, layoffs, return from layoff, University-sponsored training and education, and social recreational programs, will be administered without regard to race, color, religion, veteran status, sex, national origin, age, or disability.

Intent of Policy

The University of Texas-Pan American's commitment to equal employment opportunity and affirmative action in conjunction with its Affirmative Action Plan, is designed to accelerate, through faculty and staff recruitment and hiring procedures and through individual supervisor's good faith efforts, a wider and deeper search to increase and diversify the applicant pools, and to increase as required the institution's eventual utilization of minority group individuals and women in the following areas of employment:

1. Executive, Administrative and Managerial – persons whose assignments require primary and major responsibility for management of the University, or a customarily recognized department or subdivision thereof. Reported in this category should be such positions as President, Vice President, Dean, Director, or the equivalent, as well as positions subordinate to any of these administrators with such titles as Associate Dean and Chairperson of academic departments, if their principal activity is administrative.
2. Faculty - persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities) and who hold academic rank titles of Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, or the equivalent of any one of these academic ranks. Reported in this category is any employee whose principal activity is instructional.
3. Professional Non-Faculty – persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Covered would be all staff members with assignments requiring specialized professional training who should not be reported under Executive/Administrative/Managerial, or Faculty and who would not be classified under any of the “classified” categories. Examples are auditor and librarian.
4. Clerical and Secretarial – persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Such personnel would be responsible for internal and external communication, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, clerk-typists, and payroll clerks.
5. Technical and Paraprofessional – persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many two-year technical institutions, junior colleges or through equivalent on-the-job training. Includes computer programmers, draftsman, and police.
6. Skilled Crafts – persons performing jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics, electricians, carpenters, and typesetters.
7. Service/Maintenance - persons performing duties related to the upkeep and care of buildings, facilities or grounds. Includes truck drivers, custodians, groundskeepers, and laborers.

RESPONSIBILITY FOR IMPLEMENTATION

General Responsibility

The responsibility for the implementation and continuing success of our Equal Employment Opportunity policies and the effectiveness of our Affirmative Action Plan rests with every member of the University community, administrative officers, deans, department chairs, supervisory personnel and members of search committees. All members of the University faculty, staff, and administration are, by virtue of the University policy, Texas Commission on Human Rights Act, and federal law, prohibited from illegally discriminating against University faculty members and employees as well as those who may apply to us to become faculty members and staff employees. Each member of the University community is encouraged to cooperate in informing the various local minority, disabled and women's action groups in regard to job opportunities, promotions, and other related employment information.

Management and Supervisory Responsibility

Management and supervisory personnel have, by virtue of their roles in recruiting, interviewing, hiring, training, evaluating, and promoting employees, a particular responsibility for implementation of the University's Equal Employment Opportunity (EEO) policy and Affirmative Action (AA) program. The President is responsible for the administration and control of activities, within his or her area of jurisdiction, to ensure full and proper implementation of the Equal Opportunity policy and the Affirmative Action Plan. A supervisor's work performance will be evaluated in terms of his or her Equal Employment Opportunity and Affirmative Action performance record, as well as on the traditional supervisory criteria. In addition, it is each supervisor's responsibility to prevent any harassment of his or her employees, for any reason, whether race, veteran status, sex, age, disability, religion, color, or national origin, or any retaliation against employees who avail themselves of the University's grievance or appeal procedures or who file a complaint with a federal, state, or local compliance agency. Therefore, all University administrative officers having management or supervisory duties or are involved in the recruitment, selection, placement, training, and promotion of University employees are instructed to recognize that they have the following responsibilities regarding their areas of jurisdiction:

EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION RESPONSIBILITIES

President

The President has primary responsibility for the overall development, coordination, monitoring, and administration of The University of Texas-Pan American Affirmative Action Plan. The President will review and evaluate the Affirmative Action Plan and its effectiveness. The vice presidents, deans, directors, supervisors, and department heads will implement the plan.

Equal Opportunity and Affirmative Action Compliance Officer

The Equal Opportunity and Affirmative Action (EO/AA) Officer, Esmeralda N. Guerra, also known as the compliance officer, is responsible for the planning and coordinating of the University Affirmative Action Plan. The Compliance Officer is responsible for educating the University community concerning Equal Employment Opportunity rules and regulations, overseeing statistical information for the work force and utilization analysis, the determination of underutilization, and the establishment of goals and timetables. Other responsibilities include:

- Assisting university deans and directors in developing programs to train personnel in the principles of non-discriminatory and Affirmative Action objectives.
- Articulating in appropriate forums the University's commitment to Affirmative Action.
- Meeting with Affirmative Action Advisory Committee annually to review progress and develop strategies to promote Equal Employment Opportunity & Affirmative Action goals.
- Developing and conducting employee training programs regarding EEO topics and requirements and informing personnel of the latest developments pertaining to Equal Employment Opportunity, which affect the University.
- Assisting administration and faculty in identifying problem areas and coordinating the establishment of goals, objectives, and reasonable timetables for more effective Employment Opportunity.
- Preparing an annual progress status report of the Affirmative Action Plan for the President.

- Assisting the university's programs and staff units to establish and strive for attainment of the Affirmative Action goals.
- Maintaining, updating, modifying, and clarifying the Affirmative Action Plan.
- Working with the Director of Human Resources and the Director of University Relations to ensure a positive Affirmative Action image and to encourage the interest of minorities, women, and disabled, and Vietnam veterans at The University of Texas-Pan American as students or employees.
- Acts as a liaison with external agencies, including the Texas Commission on Human Rights (TCHR), the Equal Employment Opportunity Commission (EEOC), and the Federal Contract Compliance Programs in the Department of Labor (FCCP) and provides information during a compliance review or investigation.
- Serve as respondent to allegations of discrimination brought against the University.
- Investigating and resolving employee complaints of discrimination, working with the Provost's Office for faculty issues and with the Director of Human Resources for staff issues.

Director of Human Resources

The Director of Human Resources (HR) is responsible for compiling the statistical data for the work force and utilization analysis, and for identifying problem areas indicated by the data. The Director is also responsible for gathering personnel information pertaining to promotions, transfers, new hires, terminations, and applicant flow. Other responsibilities include:

- Maintaining a list of all staff and faculty positions and vacancies.
- Maintaining unsolicited applications for employment, in classified positions, as an applicant pool for unexpected vacancies.
- Advertising of all faculty and staff open positions with the appropriate local, regional, and national agencies and placement offices.
- Ensures compliance with federal, state, and local laws of nondiscrimination in all hiring and recruitment strategies.
- Providing information during a compliance review or investigation.
- Advising personnel on questions regarding discrimination and proper procedures.

Vice Presidents, Deans, Directors, Program Managers, Supervisors

The vice presidents, deans, directors, program managers and supervisors have the primary responsibility and accountability for implementing The University of Texas-Pan American Affirmative Action Plan. In cooperation with the department heads, these persons are responsible for the following:

- Assisting in establishing the employment objectives and numerical goals, and defining anticipated target dates for achievement. These goals are updated annually.
- Annually project anticipated personnel requirements by job classification; the information to be used in assisting in the establishment of goals and timetables.
- Developing action programs for the attainment of employment goals and timetables.

- Taking appropriate steps to ensure a work climate receptive to ethnic minorities, women, Vietnam era and disabled veterans, and individuals with disabilities.
- Providing a sexual harassment-free work place environment.
- Resolving complaints and problems of discrimination.
- Understanding that work performance is being evaluated on the basis of equal employment opportunity and affirmative action efforts and results, as well as other criteria.
- Monitoring and reviewing all proposed employment actions to ensure adherence to Affirmative Action policies and procedures.

Equal Employment Opportunity/Affirmative Action Advisory

The Equal Employment Opportunity/Affirmative Action Advisory Committee, appointed by the President, is composed of six faculty members and six staff and administrative members. An attempt is made to compose the committee of persons representing a mixture of ethnic backgrounds, University positions, persons with disabilities, and sexes. Term of office is three years, with one third of the faculty members and one third of the staff and administration members rotating off the Committee each year.

The Committee elects a chairman, a vice-chairman, and a secretary from among its membership for terms of one year. The University Compliance Officer and all vice presidents of the University serve as ex-officio members of the Committee. (Appendix A)

The Committee is charged with the following responsibilities:

- a. Maintaining, in close cooperation with the Equal Opportunity and Affirmative Action Officer, an evaluative overview of the Affirmative Action Plan of the University and the progress made toward achieving its goals, and reporting periodically to the President on findings and recommendations.
- b. Assessing and identifying problems related to applicant flow, new hires, promotions, transfers, training, and termination.
- c. Developing and assisting in making recommendations, through the Equal Opportunity and Affirmative Action Officer, to the President on action-oriented programs to address those problems or violations, relating to nondiscriminatory practices that have been identified.

Legal Provisions

Equal Employment Opportunity is THE LAW. The University of Texas-Pan American commits itself, not only to satisfying the legal obligations, but also the affirmative responsibilities set forth in the following laws and regulations:

1. Rules and Regulations of the Board of Regents of the University of Texas System.
2. Age Discrimination in Employment Act of 1967, as amended.
3. Equal Pay Act of 1963.
4. Executive Order 11246, as amended.
5. Sections 503 and 504 of the Rehabilitation Act of 1973.
6. Titles VI and VII of the Civil Rights Act of 1964, as amended.
7. Title IX of the Education Amendments of 1972.
8. Vietnam Era Veterans Readjustment Act of 1974.
9. Americans with Disabilities Act of 1990.
10. Family & Medical Leave Act of 1993

Agencies that monitor compliance of above laws:

1. Equal Employment Opportunity Commission (EEOC)
2. Texas Commission on Human Rights (TCHR)
3. Department of Education, Office of Civil Rights (OCR)
4. Department of Labor, Office of Federal Contract and Compliance Programs (OFCCP)

To the extent permitted by law, all inquiries will be confidential, and no employee should fear reprisals. If an individual believes they have experienced discrimination, including sexual harassment, the EEO office can provide advice and consultation, investigate the facts of the case and initiate corrective procedures and other measure necessary for resolution of the complaint.

Nepotism

State Law prohibits the employment by the State of persons "related to any member of the Board of Regents within the second degree by affinity or within the third degree by consanguinity shall be eligible for appointment to any office, position, employment, or duty with The University of Texas System or any component institution thereof, when the salary, fee, or compensation for such appointee is to be paid either directly or indirectly, out of public funds or any kind."

The Director of HR shall insure that all new employees declare their relationship to members of the Board of Regents and to current employees of the University.

It shall be the responsibility of all administrators in a position to act on appointments, salary, or promotion of other employees to comply with the provisions of the Nepotism Policy.

DISSEMINATION OF THE POLICY

Internal

Internal communication of the University's commitment to Equal Employment Opportunity and Affirmative Action will continue to be an on-going process.

The Affirmative Action Plan and the Non-Discrimination Statements and Equal Employment Opportunity policy statement, along with information regarding compliance responsibilities, is included in the Handbook of Operating Procedures (H.O.P.), through the internet website. The H.O.P. is the principal governance document of the University. The H.O.P. is the chief operating manual for University managers and supervisors. It contains information regarding recruitment, hiring, and related personnel policies and procedures regarding Equal Employment Opportunity and Affirmative Action. The Office of the President will be responsible for updating the Internet website of the H.O.P. and approved amendments. The University's commitment is conveyed through a variety of forums.

The President's policy statement regarding the University's commitment to Equal Employment Opportunity and Affirmative Action is distributed in the form of a memo to all employees annually and will be posted in the EO/AA Officer's website.

The Student Handbook, regularly updated and issued by the Division of Student and University Affairs, includes the University policy concerning Non-Discrimination, the Equal Employment Opportunity and Affirmative Action policy statement.

The "Equal Employment Opportunity is the Law" posters, in both English and Spanish, are prominently displayed on bulletin boards throughout the university. Employment Bulletins, which are posted throughout the campus on bulletin boards, identify the University as an "Equal Opportunity/Affirmative Action Employer".

The Equal Employment Opportunity policy is discussed in new employee orientation sessions.

The President will continue to emphasize the Equal Employment Opportunity policy periodically in meetings of the President's Council; the Vice Presidents of the various divisions will also emphasize the policy in meetings with deans, managers and supervisors in their divisions.

External

Methods to communicate and disseminate the University's policy to external sources are as follows:

1. Employment Bulletins and Job Vacancy Notices sent out for posting or publication identify the University as an Equal Opportunity/Affirmative Action Employer.
2. HR Administration reaffirms the University's commitment to Equal Employment opportunity by communicating the statement of policy to all agencies and organizations, which provide prospective applicants for employment at the University.
3. The Division of Business Affairs disseminates the University's commitment to Equal Employment Opportunity and Affirmative Action by incorporating the official Equal Employment Opportunity clauses with each Purchase Order and bid tendered to regular purveyor.
4. The Placement Office inform recruiters using its facilities of the Equal Employment opportunity policy of the University and require them to sign a statement ensuring that the company, agency or school district represented is an Equal Opportunity/ Affirmative Action Employer.
5. All official University letterhead carries the phrase "An Equal Opportunity Employer."
6. All University catalogs, pamphlets, and recruitment brochures contain an Equal Opportunity clause.
7. The Compliance Officer will continue to communicate the University's commitment to Equal Employment Opportunity and Affirmative Action to minority and women's groups, area agencies, and area leaders.
8. Special attention will continue to be given during the preparation of catalogs, handbooks, brochures, pictures, etc., to include visibility of minorities, women, and individuals with disabilities at the University.

WORK FORCE & UTILIZATION ANALYSIS

The University of Texas-Pan American's work force was surveyed to determine the placement and utilization of minorities and women in all departments and job categories. The survey included analyses of work force within EEO-6 categories, listing each position title, lines of progression, salary levels, and placement of minorities and women within these categories by departments and University wide. Utilization analyses for all departments compare the availability of minorities and women against their representation in the University's work force.

The utilization analysis showed that in the majority of the workforce categories, women and Hispanics comprised a high percentage of the University's workforce.

Each of the factors was considered in the light of its relevance to the job group being reviewed. (Appendix C – All Colleges Combined Faculty Utilization Analysis; Appendix D – Faculty Utilization Analysis/by College; Appendix E – All Groups Combined Non Faculty Staff Utilization Analysis) This utilization analysis consists of three separate steps:

- Combining job titles into job groups.
- Determining the availability of minorities and women for each job group.
- Determining if the representation of minorities and women in the job group corresponds to their availability.

Job Groups

A job group is a job or group of jobs similar in content, wage, and opportunity. Job groups should contain enough incumbents to permit a meaningful utilization analysis so that if underutilization is found meaningful goals can be set.

Availability

Availability indicates the proportion of minorities and women available for employment in a job group. (Appendix I – All Disciplines Combined Faculty Availability Data) The regulations currently require consideration of eight separate factors:

1. The minority and female population of the surrounding labor market.
2. The size of the minority and female unemployment force in the surrounding labor market.
3. The per cent of the minority and female work force as compared with the total work force in the immediate labor area.
4. The general availability of minorities and females having requisite skills in the immediate labor area.
5. The availability of minorities and females having requisite skills in an area in which the institution can reasonably recruit.
6. The availability of promotable and transferable minorities and females within the University's organization.
7. The existence of training institutions capable of training persons in the requisite skills.
8. The degree of training the University is reasonably able to undertake as a means of making all job classes available to minorities and women.

The workforce analysis is a display or listing of each job title as it appears in the payroll records, ranked from lowest paid to highest paid within each school, department, or other similar organizational unit. (Appendix F– All Colleges Combined Faculty Workforce Analysis; Appendix G Faculty Workforce Analysis/Per College; and Appendix H – Non Faculty Staff Workforce Analysis) The analysis must be set forth showing the normal lines of progression as well as sex and minority status of the employees in all positions.

Organizational Units

Job titles are listed within organizational units. The appropriateness of the organizational breakdown can sometimes be determined by organizational charts. Departments having similar disciplines are generally combined.

Job Titles

Job titles are listed as they appear in payroll records. They are, usually, very specific in nature as listed. (Appendix B – 2003-2004 Classified Pay Plan)

Wage Rate or Salary Ranges

Wage rates or salary ranges are included for each job title. Jobs are ranked in pay order. Codes may be used to indicate wage order. (Appendix B– 2003-2004 Classified Pay Plan).

Employee Totals

For each job title, employees are broken out by total male/female and the total for men and women in each of the following minority groups: Black, Hispanic, American or Alaskan Native, Asian and Pacific Islanders.

Lines of Progression

If it exists, a work force analysis reflects lines of progression or usual promotional sequences. The job pattern is listed to insure that minorities and women have been and continue to be given equal opportunity to reach top positions.

ESTABLISHMENT OF GOALS AND TIMETABLES

If underutilization of minorities and/or women exists in one or more job groups, goals and timetables are established collectively to correct the underutilization. These are numerical projections the University makes of the representation minorities and women are able to achieve in positions in which they have been underutilized, if the University applies good faith effort to assure that all aspects of the Affirmative Action Plan are made to work. Goals and timetables are not quotas. The ultimate goal must be for utilization to equal availability.

These goals and timetables will be reviewed annually until underutilization is eliminated or significantly improved, given the available workforce. It is expected that as additional minorities and women come into the labor market, timetables will be shortened. Goals have been developed, by job group, where significant under-utilization has been identified, compared.

Employment and educational policies are reviewed periodically to identify and eliminate underutilization of women and minorities. The Office of Human Resources and EO/AA Office work closely with all departments to increase hiring supervisors' knowledge of affirmative action through training sessions in order to ensure equal employment opportunity. In addition, where underutilization is indicated in a specific department, the department is provided demographic information and encouraged to develop a diverse applicant pool including targeted recruiting.

MONITORING AND REPORTING OF AFFIRMATIVE ACTION PLAN

The monitoring of UTPA's Affirmative Action Plan will be the responsibility of the Compliance Officer, assisted by the Equal Employment Opportunity/ Affirmative Action Advisory Committee and the Director of HR, as well as all persons in supervisory positions at all levels. Surveys and forms for monitoring the Affirmative Action Plan will be compiled and recorded by those persons in supervisory positions at all levels of management. Managers at each level have access to the Affirmative Action Plan and are made aware of the goals and timetables set for his/her department or area, in respect to progress in accordance with the goals and timetables set by the Affirmative Action Plan.

Position requisitions and Applicant Pool reports for non-faculty positions will be maintained by the Office of Human Resources in a way so that periodic audits may be made by the Compliance Officer to determine if any bias exists in the selection procedures. The results of these audits will be used to determine if and where corrective actions should be initiated. In addition, the Compliance Officer reviews all position announcements for faculty positions to ensure that each meets the requirements outlined in the H.O.P.

The Compliance Officer and Affirmative Action Advisory Committee meet periodically to monitor and analyze the progress of the Affirmative Action Plan and make recommendations to improve unsatisfactory performance.

Applicant Flow Analysis – The Director of Human Resources is responsible for keeping accurate records on the applicant flow of staff positions. The EO/AA Officer maintains the applicant flow information for Faculty positions.

Transfer/Promotion Analysis – The Director of Human Resources is responsible for keeping accurate records on the transfers within the University. The Provost/Vice President for Academic Affairs and the Director of Human Resources are each responsible for keeping accurate records on persons promoted. The Compliance Officer will analyze the information periodically. Employees may apply for opportunities, which are posted in accordance with the university's posting policy. These opportunities may involve lateral transfer, promotion, with or without change in work location, or even demotion, if this is the desire of the internal applicant. All employees, including women and minorities, are encouraged to take advantage of the opportunity to apply. Selections are made on the basis of knowledge, skills and abilities. The university does not utilize a seniority system.

Termination Analysis – The Director of Human Resources is responsible for keeping accurate records on persons terminated. The Compliance Officer will analyze this information periodically.

Selection Analysis – Deans, directors, department heads, and supervisors are responsible for completing the Applicant Pool Record forms when recruiting and hiring personnel. The Director of Human Resources is responsible for keeping accurate records on persons hired and not hired. This information will be recorded on the Applicant Pool Record forms and analyzed periodically by the Compliance Officer.

Affirmative Action Information Survey and EEO Applicant Form

The Affirmative Action Information Survey form and the EEO Applicant Form were developed to measure the effectiveness of the affirmative action program, to indicate the need for remedial action, and to determine the degree to which the University's goals and objectives have been met. When the Affirmative Action Office is notified of a faculty position vacancy, self-identification Affirmative Action Information Survey cards are forwarded to the department to distribute them to the applicants. For staff vacancies, the self-identification, EEO Applicant Form, is a separate sheet that is included in the employment application. These identification forms are voluntary. These cards provide information data on the applicant pool. The Affirmative Action Information Survey is pre-addressed to be returned to the Affirmative Action Office and the EEO Applicant Form is returned to the Office of Human Resources.

For all employment categories showing an under-utilization of minorities or women, a representative applicant pool is the first step to their increased employment.

The percentage of minorities and women who apply are compared regularly with our estimate of availability, within a reasonable recruiting area by census job classification. These data and analyses are not included in this Affirmative Action Plan document.

Once the best-qualified applicant has been selected, the Applicant Pool Record shall be completed. These contain information regarding the reasons for non-selection of applicants. After completion, this form shall be forwarded to the Office of Human Resources for staff positions and to the EO/AA Office for faculty positions (Appendix J).

PROGRESS REPORT

The Compliance Officer and the Affirmative Action Advisory Committee meet periodically to review the various forms and surveys to monitor and analyze the progress of the Affirmative Action Plan and review employment procedures to ensure that consideration is given to qualified individuals. Recommendations are made to the President to improve any unsatisfactory performance.

The Affirmative Action Advisory Committee may also be called upon to aid and advise the President and Compliance Officer in any matter relating to Equal Employment Opportunities.

PERSONS WITH DISABILITIES, DISABLED VETERANS AND VIETNAM VETERANS

It is the policy of UTPA not to discriminate against any individual because of a physical or mental disability or because of Vietnam Era/Disabled Veteran status in regard to any position for which the employee or applicant is qualified. Further, it is the policy of UTPA to take affirmative action in hiring and all employment practices with regard to Vietnam Era and Disabled Veterans. This policy is quoted in Section 3 of the H.O.P.

Services, equipment, and reasonable accommodations to otherwise qualified individuals with documented disabilities will be provided in order to provide them with equal opportunities to participate in programs, services, and activities. Employees with a disability and Vietnam era veterans are given equal access to all training designed to enhance an employee's ability to assume positions of greater responsibility and remuneration.

Definitions Applicable to "A Disabled Individual" (41 CFR 60.741.2)

1. "A DISABLED INDIVIDUAL" is one who:
 - a. has a physical or mental impairment which substantially limits one or more of such person's major life activities;
 - b. has a record of such impairment; or
 - c. is regarded as having such an impairment.
2. "SUBSTANTIALLY LIMITS" means the degree that the impairment affects employability. A disabled individual who is likely to experience difficulty in securing, retaining, or advancing in employment would be considered substantially limited.
3. "LIFE ACTIVITIES" may be considered to include communication, ambulation, self-care, socialization, education, vocational training, employment transportation, adapting to housing, etc. For the purposes of Section 503 of the Act, primary attention is given to those life activities that affect employability.
4. "QUALIFIED DISABLED INDIVIDUALS" means disabled individuals as defined above who are capable of performing a particular job with reasonable accommodation to their disability.

Definitions Applicable to Veterans (41 CFR 60-250.2L)

Definition revised in accordance with Veterans Rehabilitation and Education Amendments of 1980, PL 96-466.

1. "VETERANS OF THE VIETNAM ERA" means persons who:
 - a. served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1965, and May 7, 1975, and was discharged or released there from with other than a dishonorable discharge; or
 - b. was discharged or released from active duty because of a service connected disability of any part of such active duty was performed between August 5, 1965, and May 7, 1975. No veteran may be considered to be a veteran of the Vietnam Era under this paragraph after December 31, 1991.
2. "SPECIAL DISABLED VETERAN" means:
 - a. a veteran who is entitled to compensation under laws administered by the Veterans Administration for a disability rated at 30 percent or more, or
 - b. a person who was discharged or released from active duty because of a service connected disability.

Invitation to Individuals

UTPA extends an invitation to individuals to identify themselves as disabled or Vietnam Era/Disabled Veterans. Submission of this information is voluntary and refusal to provide it will not subject anyone to discharge or disciplinary treatment. This form is made available to each applicant at the Office of Human Resources. Please see Appendix K for form.

UTPA is subject to Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veteran Readjustment Assistance Act of 1974.

Information shall be kept confidential, except that

- a. supervisors and managers may be informed regarding restrictions on the work or duties of disabled individuals and disabled veterans, and regarding necessary accommodations;
- b. first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and
- c. government officials investigating compliance shall be informed.

REASONABLE ACCOMMODATION

UTPA will make reasonable accommodations for the disability of disabled individuals and disabled Veterans, once appropriate documentation has been received and reviewed. UTPA will seek to advise the employee or applicant regarding proper placement and appropriate accommodations.

In determining the extent of accommodations to be provided, the following factors will prevail:

1. Business necessity
2. Financial cost and expenses

ADDRESS ADA OR SECTION 504 COMPLAINTS TO:

ADA COORDINATOR
THE UNIVERSITY OF TEXAS-PAN AMERICAN
1201 W. UNIVERSITY DRIVE
EDINBURG, TX 78539 (956)381-2127

Monitoring and Reporting

The following information, as a minimum, will be reported by the Compliance Officer to the Chief Executive Officer (covering October 1 through September 30), for his annual review and comment:

1. Employment activities for disabled individuals (Vietnam Era and Disabled Veterans) including hires and promotions will be monitored on an annual basis.
2. Information relating to accommodation for disabled individuals and disabled veterans, including job modifications and structural modifications, will be maintained.
3. All outreach and recruiting activities, including participation in local organizational activities for Disabled/Vietnam Era/Disabled Veterans, will be reported and documented.
4. A listing will be maintained of all internal and external dissemination activities.

COMPLAINTS OF DISCRIMINATION

Complaints of discrimination may be filed by any employee or applicant for employment on the basis of race, color, religion, veteran status, national origin, sex, age, or disability and shall be reviewed in accordance with the grievance procedures established in the H.O.P. Every effort to resolve the complaint quickly and fairly will be made.

Informal - Efforts should be made to resolve complaints of discrimination through informal meetings and investigative conferences with the personnel involved.

Formal - In the event that the complaint cannot be resolved informally, the employee may elect to initiate a formal grievance and should follow the procedures outlined in the H.O.P.

No retaliatory action shall be taken against any employee or employees who file complaints of discrimination at the university campus or with any appropriate Federal or State regulatory or enforcement agency.

PLANS TO ADDRESS AREAS OF DEFICIENCIES

Our overall faculty minority representation ratios compare very favorably to national faculty minority availability ratios from the Survey of Earned Doctorates conducted by the National Opinion Research Center (NORC). The Survey of Earned Doctorates is a compilation of all doctoral degrees awarded in the U.S. during the previous 11-year period. The following table compares UTPA's faculty minority representation (combined male and female) to the availability of doctoral graduates per the Survey:

	<u>U.S. Availability %</u>	<u>UTPA Representation %</u>
Hispanic	3.96%	24.3%
Asian	9.39%	11.8%
Black	5.14%	2.9%
Native American	Less than 1%	Less than 1%

UTPA has had difficulty recruiting and retaining Blacks because of the traditionally low Black population in the Rio Grande Valley, but extra emphasis is continually being placed on Black recruitment and retention.

Per the Survey of Earned Doctorates, female faculty availability is 46.58%; UTPA's overall female faculty representation is 29.7%. We will continue to work toward equal representation. UTPA has been successful in the hiring of women and minorities in dean positions. As a result of an organizational structure change in September 1995, the number of deans increased from four to six. The colleges acquired Assistant Deans in fall 1999. In fall 1995, three of the deans were females, one Hispanic. For academic year 2002-2003 of the 6 Deans, five are males and one is female; however, four of those individuals are Hispanic. Of the six Assistant Deans, three are female. For Academic year 2003-2004 of the 6 deans three are Hispanic.

There are 43 Directors/Chairs of which 11 (26%) are female. The breakdown is 16 Male/White (37%), 8 Male/Hispanic (19%), 7 Male/Asian (17%), 6 Female/White (14%), 5 Female/Hispanic (12%), 1 Female/Other (2%). Of the 43 Directors, 21 (49%) are Minority (Non-White).

Total female representation in the Executive, Administrative, and Managerial group has increased from 30% representation in 1996 to 39% representation in 2003; the difference between average female salaries and average male salaries in this same group has narrowed; we will continue to work toward parity.

The Compliance officer reviews deficiencies in the staff categories with the appropriate vice president and the appropriate director. Activities to correct deficiencies are put into place and reported to the Compliance Officer on a timely basis. Deans review, with the department chairs and search committees, the available openings and any goals which have been set for the school. Appropriate activities to attempt to recruit minorities or females needed will be discussed, carried out, and submitted to the Compliance Officer on a timely basis.

Activities such as advertising in an appropriate journal, newspaper, or brochure; personnel contact with interested individuals; recruiting from available minority resource publications; contact with doctoral degree-granting institutions for possible minority candidates, etc. serve as examples. UTPA shall use a wide range of recruiting sources to secure the maximum number of minority and female applicants in the applicant pool for available positions. Recruitment guidelines for faculty search committees have been developed and updated as necessary. The Compliance Officer will continue to train Search Committees in the use of the Guidelines and will continue to serve as ex-officio in the searches for Chair, Dean, and Vice President.

Job vacancies for classified positions are posted throughout the campus on job boards, posted with Texas Workforce Commission, on the UTPA'S Employment Opportunities website and, in many cases, local and regional newspapers as well as The University of Texas Job Network (UTJOBNET). All postings and ads

declare that UTPA is an EEO/AA Employer. The University's employment application forms and the employment advertisements contain appropriate language in compliance with federal regulations.

There are no titles that could be perceived as evidencing a preference for one gender or another. However, there is one job title, with two positions at the university that have a bona-fide occupational qualification for gender. The job title is custodian, however the job function is that of dressing room attendant. The university currently employs one male and one female to perform this job.

Faculty and administrative positions are posted locally, regionally, nationally, national and international journals by academic discipline, such as Chronicle of Higher Education, Hispanic Outlook, National Black Nurses' Association, Inc., National Association for Hispanic Nurses. In addition, posted with employment and placement offices of traditionally Black and Hispanic colleges and universities throughout the country (the names and addresses of these institutions are provided to academic departments).

College of Arts & Humanities

The Dean holds bi-monthly meetings with the six department chairs that compose the college. These meetings are designed to disseminate and share information between upper administration and departments. The Dean disseminates the minutes of these meetings via e-mail to the entire faculty in the College. The College attempts to foster an atmosphere of mutual respect and a sense of collegiality where matters of common interest and concerns are freely discussed.

Each department is responsible for its individual policies and procedures governing departmental committee assignments and other matters involving representation and participation in departmental activities. While some departments are guided by codified procedures found in individual, self developed, department guidebooks, all final policy authority on the campus resides within the UTPA *Handbook of Operating Procedures* (H.O.P.).

College of Social and Behavior Sciences

The College will advertise jobs in journals with higher female and minority readership and will purchase directories of female and minority faculty that are sold by professional associations, if available. The College will contact female and minority faculty whose areas are consistent with those in which they are interested and encourage faculty to apply for those vacancies. The College will continue to mentor their own students in hope that they might want to apply for jobs with us. The College will implement "beat the bushes" strategies to attract minority and/or female applicants. Each department has been asked to propose a plan for mentoring current and future tenure track faculty, i.e. the Chair or a senior faculty member would meet with a given untenured faculty member on a regular basis to discuss teaching, service, and scholarly activities and provide advice.

College of Science and Engineering

The Dean encouraged and assisted faculty search committees to recruit women and minorities. During 1999-2000, one female/Hispanic faculty and two-male/Asian faculty were recruited in the Engineering Department; one male/Asian faculty was recruited in the Computer Science Department and two-male/Asian faculty were recruited in the Physics and Geology department. Start-up funds for establishing research facility and travel funds for attending professional conferences will be provided to these faculty to assist them establish teaching and research careers at UTPA. Three external research grants have been secured due to these efforts. The Dean will encourage departments to start searches as early in the year as possible, to conduct proactive recruiting, calls/visits to labs that produce large numbers of PhD's, conduct active advertising at national level, paying particular attention to promoting UTPA and the Rio Grande Valley, and utilize minority graduate directories and the Affirmative Action Register. The departments will be encouraged to mail personal letters to major institutions producing PhDs in the areas of hiring, with focus on institutions serving minorities.

College of Business Administration

The College plans to establish mentoring associations/relationships with its women faculty at the Associate and Professor levels. They will continue to include females on search committees, target women candidates in recruiting at national and regional meetings of the disciplines, advertise nationally and regionally, and use the Affirmative Action Registers.

The College also conducts in-house faculty development forums on a frequent basis; these sessions are open to all faculty in the College. Two women, one of whom is Hispanic, received financial support to attend a statewide forum for female faculty in business. The College also provided support for one faculty member (Hispanic/female) to attend a weeklong training program in summer, 2001, on international business.

Collegiality and professionalism are addressed in the College through a structure of committees and task forces; the composition reflects the make-up of the College in terms of gender and ethnicity. The Dean meets with the chairs of these groups, department chairs, and program directors on a regular basis to receive input and to disseminate information.

College of Health Sciences and Human Services

Collegiality and professionalism are addressed in the College with the continuing functioning College-wide committees:

- By-laws,
- Faculty and Student Recruitment & Retention
- Faculty and Student Orientation
- Faculty Disciplinary Action Policy
- Strategic Planning Committee
- Promotion and Tenure Committee
- Department Faculty Evaluation Committees

At the beginning of every semester, a general faculty meeting is scheduled by the Dean to address the State of the College and its mission and vision. This meeting also serves to disseminate new information and introduce new faculty/staff. Faculty members are encouraged to serve on university committees and the senate as another means of maintaining open communication at the university, college and program levels.

Equal Employment Opportunity

Affirmative Action Advisory Committee

Purpose

The purpose of the Equal Employment Opportunity/Affirmative Action Advisory Committee is to aid and advise the President and University Compliance Office in matters relating to equal opportunity and affirmative action.

Members – Faculty

	<u>TO</u>
Roberto Gregorius (Chemistry)	12-31-04
Angela Scoggin (Occupational Therapy Program)	12-31-04
Lydia Arizmendi (Social Work)	12-31-05
Lenard Brown (Art)	12-31-05
Miguel A. Gonzalez (Engineering)	12-31-06
Velma D. Menchaca (Educational Leadership)	12-31-06

Members - Staff

Enedelia Kidd (Placement & Testing)	12-31-04
W. Jay Carey (Univ. Police)	12-31-04
Farazaneh Razzaghi (Library)	12-31-05
Victor Huerta (Business Development)	12-31-05
Sonia del Angel (Educational Talent Search)	12-31-06
Larry Thompson (Physical Plant)	12-31-06

Ex-Officio

Rodolfo Arévalo	Provost/VPAA
James Langabeer	Vice President for Business Affairs
Roland Arriola	Vice President for External Relations
John Edwards	Vice President for Enrollment & Student Services
Frank Wagner	Director of Human Resources
Esmeralda N. Guerra	EO/AA Officer

Officers

Miguel A. Gonzalez, Chair
Angela Scoggin, Secretary

ALL DISCIPLINES COMBINED
FACULTY UTILIZATION ANALYSIS 2003
FACULTY AVAILABILITY DATA
COMPILED FROM A SURVEY OF EARNED DOCTORATES

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	All	Male	Female	Minority	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
Ph.D.'s AWARDED	302,023	161,354	140,669	57,467	15,510	6,310	9,200	11,968	5,804	6,164	28,353	17,500	10,853	1,636	805	831	237,808	126,936	110,872	6,748	3,999	2,749
Total Gender & Minority																						
As Percent of Total		53.42%	46.58%	19.03%																		
Gender Percentage																						
Within Race Group					100.00%	40.68%	59.32%	100.00%	48.50%	51.50%	100.00%	61.72%	38.28%	100.00%	49.21%	50.79%	100.00%	53.38%	46.62%	100.00%	59.26%	40.74%
Race & Gender as																						
Percent of Total	100.00%					2.09%	3.05%		1.92%	2.04%		5.79%	3.59%		0.27%	0.28%		42.03%	36.71%		1.32%	0.91%
Race Group																						
As Percent of Total	100.00%				5.14%			3.96%			9.39%			0.54%			78.74%			2.23%		

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS IN 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	All	Male	Female	Minority	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
Ph.D.'s AWARDED	27,581	13,690	13,891	5,352	1,731	667	1,064	1,364	597	767	2,108	1,120	988	149	69	80	21,347	10,770	10,577	882	467	415
Total Gender & Minority																						
As Percent of Total		49.64%	50.36%	19.40%																		
Gender Percentage																						
Within Race Group					100.00%	38.53%	61.47%	100.00%	43.77%	56.23%	100.00%	53.13%	46.87%	100.00%	46.31%	53.69%	100.00%	50.45%	49.55%	100.00%	52.95%	47.05%
Race & Gender as																						
Percent of Total	100.00%					2.42%	3.86%		2.16%	2.78%		4.06%	3.58%		0.25%	0.29%		39.05%	38.35%		1.69%	1.50%
Race Group																						
As Percent of Total	100.00%				6.28%			4.95%			7.64%			0.54%			77.40%			3.20%		

BUSINESS & MANAGEMENT DOCTORATES
FACULTY UTILIZATION ANALYSIS 2003
FACULTY AVAILABILITY DATA
COMPILED FROM A SURVEY OF EARNED DOCTORATES

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
 U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	All	Male	Female	Minority	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
<i>Ph.D.'s AWARDED</i>	8,193	5,213	2,980	1,466	451	263	188	203	120	83	758	539	219	54	37	17	6,577	4,147	2,430	150	107	43
<i>Total Gender & Minority</i>																						
<i>As Percent of Total</i>		63.63%	36.37%	17.89%																		
<i>Gender Percentage</i>																						
<i>Within Race Group</i>					100.00%	58.31%	41.69%	100.00%	59.11%	40.89%	100.00%	71.11%	28.89%	100.00%	68.52%	31.48%	100.00%	63.05%	36.95%	100.00%	71.33%	28.67%
<i>Race & Gender as</i>																						
<i>Percent of Total</i>	100.00%					3.21%	2.29%		1.46%	1.01%		6.58%	2.67%		0.45%	0.21%		50.62%	29.66%		1.31%	0.52%
<i>Race Group</i>																						
<i>As Percent of Total</i>	100.00%				5.50%			2.48%			9.25%			0.66%			80.28%			1.83%		

**EDUCATION DOCTORATES
 FACULTY UTILIZATION ANALYSIS 2003
 FACULTY AVAILABILITY DATA
 COMPILED FROM A SURVEY OF EARNED DOCTORATES**

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
 U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	All	Male	Female	Minority	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
Ph.D.'s AWARDED	57,893	20,888	37,005	11,054	6,246	1,936	4,310	2,670	945	1,725	1,651	569	1,082	487	178	309	45,748	16,837	28,911	1,091	423	668
Total Gender & Minority																						
As Percent of Total		36.08%	63.92%	19.09%																		
Gender Percentage																						
Within Race Group					100.00%	31.00%	69.00%	100.00%	35.39%	64.61%	100.00%	34.46%	65.54%	100.00%	36.55%	63.45%	100.00%	36.80%	63.20%	100.00%	38.77%	61.23%
Race & Gender as																						
Percent of Total	100.00%					3.34%	7.44%		1.63%	2.98%		0.98%	1.87%		0.31%	0.53%		29.08%	49.94%		0.73%	1.15%
Race Group																						
As Percent of Total	100.00%				10.79%			4.61%			2.85%			0.84%			79.02%			1.88%		

**HEALTH SCIENCES DOCTORATES
 FACULTY UTILIZATION ANALYSIS 2003
 FACULTY AVAILABILITY DATA
 COMPILED FROM A SURVEY OF EARNED DOCTORATES**

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
 U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	All	Male	Female	Minority	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
Ph.D.'s AWARDED	10,815	3,148	7,667	1,853	600	143	457	328	109	219	871	374	497	54	10	44	8,760	2,444	6,316	202	68	134
Total Gender & Minority																						
As Percent of Total		29.11%	70.89%	17.13%																		
Gender Percentage																						
Within Race Group					100.00%	23.83%	76.17%	100.00%	33.23%	66.77%	100.00%	42.94%	57.06%	100.00%	18.52%	81.48%	100.00%	27.90%	72.10%	100.00%	33.66%	66.34%
Race & Gender as																						
Percent of Total	100.00%					1.32%	4.23%		1.01%	2.02%		3.46%	4.60%		0.09%	0.41%		22.60%	58.40%		0.63%	1.24%
Race Group																						
As Percent of Total	100.00%				5.55%			3.03%			8.05%			0.50%			81.00%			1.87%		

HUMANITIES DOCTORATES
FACULTY UTILIZATION ANALYSIS 2003
FACULTY AVAILABILITY DATA
COMPILED FROM A SURVEY OF EARNED DOCTORATES

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
 U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	<i>All</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>
<i>Ph.D.'s AWARDED</i>	43,903	22,129	21,774	5,695	1,505	676	829	2,027	958	1,069	1,950	821	1,129	213	116	97	37,050	18,893	18,157	1,158	665	493
<i>Total Gender & Minority</i>																						
<i>As Percent of Total</i>		50.40%	49.60%	12.97%																		
<i>Gender Percentage</i>																						
<i>Within Race Group</i>					100.00%	44.92%	55.08%	100.00%	47.26%	52.74%	100.00%	42.10%	57.90%	100.00%	54.46%	45.54%	100.00%	50.99%	49.01%	100.00%	57.43%	42.57%
<i>Race & Gender as</i>																						
<i>Percent of Total</i>	100.00%					1.54%	1.89%		2.18%	2.43%		1.87%	2.57%		0.26%	0.22%		43.03%	41.36%		1.51%	1.12%
<i>Race Group</i>																						
<i>As Percent of Total</i>	100.00%				3.43%			4.62%			4.44%			0.49%			84.39%			2.64%		

SCIENCE & ENGINEERING DOCTORATES
FACULTY UTILIZATION ANALYSIS 2003
FACULTY AVAILABILITY DATA
COMPILED FROM A SURVEY OF EARNED DOCTORATES

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
 U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	All	Male	Female	Minority	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
Ph.D.'s AWARDED	127,886	84,958	42,928	28,491	3,531	1,923	1,608	4,069	2,563	1,506	20,428	13,886	6,542	463	299	164	96,523	64,185	32,338	2,872	2,102	770
Total Gender & Minority																						
As Percent of Total		66.43%	33.57%	22.28%																		
Gender Percentage																						
Within Race Group					100.00%	54.46%	45.54%	100.00%	62.99%	37.01%	100.00%	67.98%	32.02%	100.00%	64.58%	35.42%	100.00%	66.50%	33.50%	100.00%	73.19%	26.81%
Race & Gender as																						
Percent of Total	100.00%					1.50%	1.26%		2.00%	1.18%		10.86%	5.12%		0.23%	0.13%		50.19%	25.29%		1.64%	0.60%
Race Group																						
As Percent of Total	100.00%				2.76%			3.18%			15.97%			0.36%			75.48%			2.25%		

SOCIAL SCIENCES DOCTORATES
FACULTY UTILIZATION ANALYSIS 2003
FACULTY AVAILABILITY DATA
COMPILED FROM A SURVEY OF EARNED DOCTORATES

SPONSORED BY: National Science Foundation (NSF), National Institutes Of Health (NIH), National Endowment for the Humanities (NEH)
U.S. Department of Education (USED), and the U.S. Department of Agriculture (USDA), and conducted by the National Opinion Research Center (NORC)

Ph.D.'s AWARDED TO U.S. CITIZENS & PERMANENT RESIDENTS FROM 1993 Thru 2002																						
	TOTALS				BLACK			HISPANIC			ASIAN			NATIVE AMER			WHITE			UNKNOWN		
	<i>All</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>	<i>TOTAL</i>	<i>Male</i>	<i>Female</i>
<i>Ph.D.'s AWARDED</i>	54,751	23,627	31,124	9,023	2,980	1,190	1,790	2,666	1,056	1,610	3,025	1,393	1,632	352	144	208	44,441	19,245	25,196	1,287	599	688
<i>Total Gender & Minority</i>																						
<i>As Percent of Total</i>		43.15%	56.85%	16.48%																		
<i>Gender Percentage</i>																						
<i>Within Race Group</i>					100.00%	39.93%	60.07%	100.00%	39.61%	60.39%	100.00%	46.05%	53.95%	100.00%	40.91%	59.09%	100.00%	43.30%	56.70%	100.00%	46.54%	53.46%
<i>Race & Gender as</i>																						
<i>Percent of Total</i>	100.00%					2.17%	3.27%		1.93%	2.94%		2.54%	2.98%		0.26%	0.38%		35.15%	46.02%		1.09%	1.26%
<i>Race Group</i>																						
<i>As Percent of Total</i>	100.00%				5.44%			4.87%			5.53%			0.64%			81.17%			2.35%		



FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

Make-up of Employee Workforce by Ethnicity and Sex

TOTAL FACULTY JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	96	18	30	0	0	14	6	8	1	1	0	55	11	0	0	0	0
<i>Associates</i>	113	33	42	4	1	16	9	10	2	0	0	50	20	0	0	0	1
<i>Assistants</i>	165	60	75	5	1	20	26	21	2	0	0	57	31	0	0	2	0
<i>Other</i>																	
<i>Other</i>																	
Totals	374	111	147	9	2	50	41	39	5	1	0	162	62	0	0	2	1
Percent Representation	100%	29.7%	39.3%	Black	2.9%	Hispanic	24.3%	Asian	11.8%	NatAm.	0.3%	White	59.9%	NR Alien	0.0%	Unknown	0.8%



ALL COLLEGES COMBINED FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 374

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	46.58	1.00	46.58	5.14	1.00	5.14	3.96	1.00	3.96	9.39	1.00	9.39	0.54	1.00	0.54
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	46.58		1.00	5.14		1.00	3.96		1.00	9.39		1.00	0.54
% Current Utilization			29.68			2.94			24.33			11.76			0.27
% Under (Over) Utilized			16.90			2.20			(20.4)			(2.37)			0.27
Persons Under (Over) Utilized			63			8			(76)			(9)			1

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF BUSINESS ADMINISTRATION FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 53

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	36.37	1.00	36.37	5.50	1.00	5.50	2.48	1.00	2.48	9.25	1.00	9.25	0.66	1.00	0.66
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	36.37		1.00	5.50		1.00	2.48		1.00	9.25		1.00	0.66
% Current Utilization			24.53			5.66			16.98			18.87			1.89
% Under (Over) Utilized			11.84			(0.16)			(14.50)			(9.62)			(1.23)
Persons Under (Over) Utilized			6			(0)			(8)			(5)			(1)

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF EDUCATION

FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 51

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	63.92	1.00	63.92	10.79	1.00	10.79	4.61	1.00	4.61	2.85	1.00	2.85	0.84	1.00	0.84
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	63.92		1.00	10.79		1.00	4.61		1.00	2.85		1.00	0.84
% Current Utilization			52.94			0.00			47.06			1.96			0.00
% Under (Over) Utilized			10.98			10.79			(42.45)			0.89			0.84
Persons Under (Over) Utilized			6			6			(22)			0			0

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 53

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	70.89	1.00	70.89	5.55	1.00	5.55	3.03	1.00	3.03	8.05	1.00	8.05	0.50	1.00	0.50
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	70.89		1.00	5.55		1.00	3.03		1.00	8.05		1.00	0.50
% Current Utilization			56.60			9.43			37.74			5.66			0.00
% Under (Over) Utilized			14.29			(3.88)			(34.71)			2.39			0.50
Persons Under (Over) Utilized			8			(2)			(18)			1			0

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF ARTS & HUMANITIES FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 89

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	49.60	1.00	49.60	3.43	1.00	3.43	4.62	1.00	4.62	4.44	1.00	4.44	0.49	1.00	0.49
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	49.60		1.00	3.43		1.00	4.62		1.00	4.44		1.00	0.49
% Current Utilization			31.46			1.12			17.98			2.25			0.00
% Under (Over) Utilized			18.14			2.31			(13.36)			2.19			0.49
Persons Under (Over) Utilized			16			2			(12)			2			0

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF SCIENCE & ENGINEERING FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 86

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	33.57	1.00	33.57	2.76	1.00	2.76	3.18	1.00	3.18	15.97	1.00	15.97	0.36	1.00	0.36
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	33.57		1.00	2.76		1.00	3.18		1.00	15.97		1.00	0.36
% Current Utilization			8.14			1.16			16.28			29.07			0.00
% Under (Over) Utilized			25.43			1.60			(13.10)			(13.10)			0.36
Persons Under (Over) Utilized			22			1			(11)			(11)			0

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES FACULTY UTILIZATION ANALYSIS

University of Texas - Pan American
 November 1, 2003

Job titles for this group: Professors, Associate Professors, Assistant Professors H20 (Excludes Lecturers & Part Timers)

Number in Group: 42

% X Wt. = Adj. %

Factors	Female			Black			Hispanic			Asian			Native American		
	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %	%	Wt.	Adj. %
1 Population Labor Area	NA			NA			NA			NA			NA		
2 Unemployment Force	NA			NA			NA			NA			NA		
3 Workforce Immed. Area	NA			NA			NA			NA			NA		
4 Req. Skills Immed. Area	NA			NA			NA			NA			NA		
5 Req. Skills Recruit. Area	56.85	1.00	56.85	5.44	1.00	5.44	4.87	1.00	4.87	5.53	1.00	5.53	0.64	1.00	0.64
6 Promotions/Transfers	NA			NA			NA			NA			NA		
7 External Training	NA			NA			NA			NA			NA		
8 Internal Training	NA			NA			NA			NA			NA		
% Availability		1.00	56.85		1.00	5.44		1.00	4.87		1.00	5.53		1.00	0.64
% Current Utilization			14.29			2.38			19.05			7.14			0.00
% Under (Over) Utilized			42.56			3.06			(14.18)			(1.61)			0.64
Persons Under (Over) Utilized			18			1			(6)			(1)			0

NOTES:

Population Labor Area = USA
 Req. Skills Recruit. Area = Ph.D.'s AWARDED IN THE USA FROM 1993 TO 2002



COLLEGE OF BUSINESS ADMINISTRATION
FACULTY WORKFORCE ANALYSIS
University of Texas - Pan American
November 1, 2003

COBA ALL DEPARTMENTS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	13	2	5	0	0	3	0	1	0	1	0	6	2	0	0	0	0
<i>Associates</i>	20	6	8	1	0	2	2	2	1	0	0	9	3	0	0	0	0
<i>Assistants</i>	20	5	10	2	0	2	0	5	1	0	0	6	4	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	53	13	23	3	0	7	2	8	2	1	0	21	9	0	0	0	0
Percentage Representation	100%	24.5%	43.4%	Black	5.7%	Hispanic	17.0%	Asian	18.9%	Native Am	1.9%	White	56.6%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF BUSINESS ADMINISTRATION

ACCOUNTING & BUSINESS LAW	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	4	2	1	0	0	0	0	1	0	0	0	1	2	0	0	0	0
<i>Associates</i>	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
<i>Assistants</i>	5	0	3	1	0	0	0	2	0	0	0	2	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	11	2	4	1	0	0	0	3	0	0	0	5	2	0	0	0	0
Percentage Representation	100%	18.2%	36.4%	Black	9.1%	Hispanic	0.0%	Asian	27.3%	Native Am	0.0%	White	63.6%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF BUSINESS ADMINISTRATION

MANA, MARK, & INTL BUSN JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	6	0	2	0	0	1	0	0	0	1	0	4	0	0	0	0	0
<i>Associates</i>	8	4	2	0	0	1	1	0	0	0	0	3	3	0	0	0	0
<i>Assistants</i>	5	2	3	0	0	1	0	2	0	0	0	0	2	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	19	6	7	0	0	3	1	2	0	1	0	7	5	0	0	0	0
Percentage Representation	100%	31.6%	36.8%	Black	0.0%	Hispanic	21.1%	Asian	10.5%	Native Am	5.3%	White	63.2%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF BUSINESS ADMINISTRATION

ECO, FIN & GEN BUSN JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	2	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	4	1	3	1	0	1	1	0	0	0	0	1	0	0	0	0	0
<i>Assistants</i>	5	2	3	1	0	0	0	1	1	0	0	1	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	11	3	8	2	0	3	1	1	1	0	0	2	1	0	0	0	0
Percentage Representation	100%	27.3%	72.7%	Black 18.2%		Hispanic 36.4%		Asian 18.2%		Native Amc 0.0%		White 27.3%		Alien 0.0%		Unknown 0.0%	

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF BUSINESS ADMINISTRATION

QNT METHDS & INF SYS JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<i>Associates</i>	6	1	3	0	0	0	0	2	1	0	0	3	0	0	0	0	0
<i>Assistants</i>	5	1	1	0	0	1	0	0	0	0	0	3	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	12	2	4	0	0	1	0	2	1	0	0	7	1	0	0	0	0
Percentage Representation	100%	16.7%	33.3%	Black	0.0%	Hispanic	8.3%	Asian	25.0%	Native Am	0.0%	White	66.7%	Alien	0.0%	Unknown	0.0%



COLLEGE OF EDUCATION
FACULTY WORKFORCE ANALYSIS
University of Texas - Pan American
November 1, 2003

COE ALL DEPARTMENTS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	18	5	6	0	0	5	1	0	0	0	0	8	4	0	0	0	0
<i>Associates</i>	8	4	3	0	0	2	1	0	0	0	0	2	3	0	0	0	0
<i>Assistants</i>	25	18	16	0	0	5	10	0	1	0	0	2	7	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	51	27	25	0	0	12	12	0	1	0	0	12	14	0	0	0	0
Percentage Representation	100%	52.9%	49.0%	Black	0.0%	Hispanic	47.1%	Asian	2.0%	Native Am	0.0%	White	51.0%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF EDUCATION**

CURRICULUM & INSTRUCTION	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	7	2	2	0	0	2	0	0	0	0	0	3	2	0	0	0	0
<i>Associates</i>	2	1	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	12	10	10	0	0	2	8	0	0	0	0	0	2	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	21	13	14	0	0	5	9	0	0	0	0	3	4	0	0	0	0
Percentage Representation	100%	61.9%	66.7%	Black	0.0%	Hispanic	66.7%	Asian	0.0%	Native Am	0.0%	White	33.3%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF EDUCATION**

HEALTH & KINESIOLOGY JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	3	0	1	0	0	1	0	0	0	0	0	2	0	0	0	0	0
<i>Associates</i>	3	2	0	0	0	0	0	0	0	0	0	1	2	0	0	0	0
<i>Assistants</i>	3	1	1	0	0	1	0	0	0	0	0	1	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	9	3	2	0	0	2	0	0	0	0	0	4	3	0	0	0	0
Percentage Representation	100%	33.3%	22.2%	Black	0.0%	Hispanic	22.2%	Asian	0.0%	Native Am	0.0%	White	77.8%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF EDUCATION**

EDUCATIONAL LEADERSHIP JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	5	2	2	0	0	1	1	0	0	0	0	2	1	0	0	0	0
<i>Associates</i>	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	3	1	2	0	0	2	0	0	0	0	0	0	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	9	3	5	0	0	4	1	0	0	0	0	2	2	0	0	0	0
Percentage Representation	100%	33.3%	55.6%	Black	0.0%	Hispanic	55.6%	Asian	0.0%	Native Am	0.0%	White	44.4%	Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF EDUCATION**

EDUCATIONAL PSYCHOLOGY JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	3	1	1	0	0	1	0	0	0	0	0	1	1	0	0	0	0
<i>Associates</i>	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
<i>Assistants</i>	7	6	3	0	0	0	2	0	1	0	0	1	3	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	12	8	4	0	0	1	2	0	1	0	0	3	5	0	0	0	0
Percentage Representation	100%	66.7%	33.3%	Black	0.0%	Hispanic	25.0%	Asian	8.3%	Native Am	0.0%	White	66.7%	Alien	0.0%	Unknown	0.0%



COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES
FACULTY WORKFORCE ANALYSIS
University of Texas - Pan American
November 1, 2003

ALL CHS&HS DEPARTMENTS JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	10	5	2	0	0	0	1	0	1	0	0	5	3	0	0	0	0
<i>Associates</i>	19	10	10	2	1	3	3	1	0	0	0	3	6	0	0	0	0
<i>Assistants</i>	24	15	16	1	1	4	9	1	0	0	0	2	5	0	0	1	0
<i>Other</i>																	
<i>Other</i>																	
Totals	53	30	28	3	2	7	13	2	1	0	0	10	14	0	0	1	0
Percentage Representation	100%	56.6%	52.8%	Black 9.4%		Hispanic 37.7%		Asian 5.7%		Native Am 0.0%		White 45.3%		NR Alien 0.0%		Unknown 1.9%	

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

SOCIAL WORK	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
<i>Associates</i>	5	1	3	0	0	3	0	0	0	0	0	1	1	0	0	0	0
<i>Assistants</i>	4	2	4	0	0	2	2	0	0	0	0	0	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	10	4	7	0	0	5	2	0	0	0	0	1	2	0	0	0	0
Percentage Representation	100%	40.0%	70.0%	Black	0.0%	Hispanic	70.0%	Asian	0.0%	Native Am	0.0%	White	30.0%	NR Alien	0.0%	%Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

DIETETICS JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<i>Associates</i>	2	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0
<i>Assistants</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	3	1	2	1	0	0	0	0	1	0	0	1	0	0	0	0	0
Percentage Representation	100%	33.3%	66.7%	Black	33.3%	Hispanic	0.0%	Asian	33.3%	Native Am	0.0%	White	33.3%	NR Alien	0.0%	%Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

NURSING JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	4	3	1	0	0	0	1	0	0	0	0	1	2	0	0	0	0
<i>Associates</i>	2	2	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0
<i>Assistants</i>	5	5	3	0	0	0	3	0	0	0	0	0	2	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	11	10	5	0	0	0	5	0	0	0	0	1	5	0	0	0	0
Percentage Representation	100%	90.9%	45.5%	Black 0.0%		Hispanic 45.5%		Asian 0.0%		Native Am 0.0%		White 54.5%		NR Alien 0.0%		%Unknown 0.0%	

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

REHABILITATIVE SERVICES JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
<i>Associates</i>	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
<i>Assistants</i>	3	2	1	1	0	0	0	0	0	0	0	0	2	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	7	3	1	1	0	0	0	0	0	0	0	3	3	0	0	0	0
Percentage Representation	100%	42.9%	14.3%	Black	14.3%	Hispanic	0.0%	Asian	0.0%	Native Am	0.0%	White	85.7%	NR Alien	0.0%	%Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

CLINICAL LAB SCIENCES JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	3	2	2	1	0	0	1	0	0	0	0	0	1	0	0	0	0
<i>Assistants</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	3	2	2	1	0	0	1	0	0	0	0	0	1	0	0	0	0
Percentage Representation	100%	66.7%	66.7%	Black	33.3%	Hispanic	33.3%	Asian	0.0%	Native Amc	0.0%	White	33.3%	NR Alien	0.0%	%Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

OCCUPATIONAL THERAPY JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0
<i>Assistants</i>	2	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	4	4	2	0	1	0	1	0	0	0	0	0	2	0	0	0	0
Percentage Representation	100%	100.0%	50.0%	Black	25.0%	Hispanic	25.0%	Asian	0.0%	Native Am	0.0%	White	50.0%	NR Alien	0.0%	%Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

COMMUNICATION DISORDERS JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
<i>Associates</i>	3	2	3	0	1	0	1	1	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	6	3	4	0	1	0	2	1	0	0	0	2	0	0	0	0	0
Percentage Representation	100%	50.0%	66.7%	Black	16.7%	Hispanic	33.3%	Asian	16.7%	Native Amc	0.0%	White	33.3%	NR Alien	0.0%	%Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES

PHYSICIANS ASSISTANT JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	6	1	3	0	0	2	0	1	0	0	0	1	1	0	0	1	0
<i>Other</i>																	
<i>Other</i>																	
Totals	6	1	3	0	0	2	0	1	0	0	0	1	1	0	0	1	0
Percentage Representation	100%	16.7%	50.0%	Black	0.0%	Hispanic	33.3%	Asian	16.7%	Native Amc	0.0%	White	33.3%	NR Alien	0.0%	%Unknown	16.7%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF HEALTH SCIENCES & HUMAN SERVICES**

PHARMACY PROGRAM JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	3	2	2	0	0	0	2	0	0	0	0	1	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	3	2	2	0	0	0	2	0	0	0	0	1	0	0	0	0	0
Percentage Representation	100%	66.7%	66.7%	Black	0.0%	Hispanic	66.7%	Asian	0.0%	Native Am	0.0%	White	33.3%	NR Alien	0.0%	%Unknown	0.0%



COLLEGE OF ARTS & HUMANITIES
FACULTY WORKFORCE ANALYSIS
University of Texas - Pan American
November 1, 2003

ALL CA&H DEPARTMENTS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	16	3	4	0	0	2	2	0	0	0	0	11	1	0	0	0	0
<i>Associates</i>	32	10	6	0	0	3	3	0	0	0	0	19	6	0	0	0	1
<i>Assistants</i>	41	15	9	1	0	3	3	2	0	0	0	20	12	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	89	28	19	1	0	8	8	2	0	0	0	50	19	0	0	0	1
Percentage Representation	100%	31.5%	21.3%	Black	1.1%	Hispanic	18.0%	Asian	2.2%	NatAmer.	0.0%	White	77.5%	NR Alien	0.0%	Unknown	1.1%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF ARTS & HUMANITIES**

ART	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
<i>Associates</i>	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	6	1	3	1	0	0	1	1	0	0	0	3	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	10	1	4	1	0	1	1	1	0	0	0	6	0	0	0	0	0
Percentage Representation	100%	10.0%	40.0%	Black	10.0%	Hispanic	20.0%	Asian	10.0%	NatAmer.	0.0%	White	60.0%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF ARTS & HUMANITIES**

COMMUNICATIONS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
<i>Associates</i>	4	2	1	0	0	0	1	0	0	0	0	2	0	0	0	0	1
<i>Assistants</i>	6	2	0	0	0	0	0	0	0	0	0	4	2	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	12	5	1	0	0	0	1	0	0	0	0	7	3	0	0	0	1
Percentage Representation	100%	41.7%	8.3%	Black	0.0%	Hispanic	8.3%	Asian	0.0%	NatAmer.	0.0%	White	83.3%	NR Alien	0.0%	Unknown	8.3%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF ARTS & HUMANITIES**

ENGLISH	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
JOB TITLES	<i>All</i>	<i>Female</i>	<i>Minority</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
<i>Professors</i>	5	1	1	0	0	0	1	0	0	0	0	4	0	0	0	0	0
<i>Associates</i>	9	2	0	0	0	0	0	0	0	0	0	7	2	0	0	0	0
<i>Assistants</i>	17	8	4	0	0	2	1	1	0	0	0	6	7	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	31	11	5	0	0	2	2	1	0	0	0	17	9	0	0	0	0
Percentage Representation	100%	35.5%	16.1%	Black	0.0%	Hispanic	12.9%	Asian	3.2%	NatAmer.	0.0%	White	83.9%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF ARTS & HUMANITIES**

HISTORY & PHILOSOPHY	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	<i>All</i>	<i>Female</i>	<i>Minority</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
<i>Professors</i>	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	7	1	0	0	0	0	0	0	0	0	0	6	1	0	0	0	0
<i>Assistants</i>	6	2	1	0	0	0	1	0	0	0	0	4	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	14	3	2	0	0	1	1	0	0	0	0	10	2	0	0	0	0
Percentage Representation	100%	21.4%	14.3%	Black	0.0%	Hispanic	14.3%	Asian	0.0%	NatAmer.	0.0%	White	85.7%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF ARTS & HUMANITIES**

MODERN LANG. & LITERATURE	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	<i>All</i>	<i>Female</i>	<i>Minority</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
<i>Professors</i>	2	1	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	5	2	3	0	0	2	1	0	0	0	0	1	1	0	0	0	0
<i>Assistants</i>	3	1	1	0	0	1	0	0	0	0	0	1	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	10	4	6	0	0	4	2	0	0	0	0	2	2	0	0	0	0
Percentage Representation	100%	40.0%	60.0%	Black	0.0%	Hispanic	60.0%	Asian	0.0%	NatAmer.	0.0%	White	40.0%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

**ACADEMIC DEPARTMENTS
 COLLEGE OF ARTS & HUMANITIES**

MUSIC	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
<i>Associates</i>	6	3	1	0	0		1	0	0	0	0	3	2	0	0	0	0
<i>Assistants</i>	3	1	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	12	4	1	0	0	0	1	0	0	0	0	8	3	0	0	0	0
Percentage Representation	100%	33.3%	8.3%	Black	0.0%	Hispanic	8.3%	Asian	0.0%	NatAmer.	0.0%	White	91.7%	NR Alien	0.0%	Unknown	0.0%



COLLEGE OF SCIENCE & ENGINEERING
FACULTY WORKFORCE ANALYSIS
University of Texas - Pan American
November 1, 2003

ALL CS&E DEPARTMENTS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	25	1	9	0	0	2	1	6	0	0	0	16	0	0	0	0	0
<i>Associates</i>	19	2	11	1	0	4	0	5	1	0	0	7	1	0	0	0	0
<i>Assistants</i>	42	4	20	0	0	4	3	13	0	0	0	20	1	0	0	1	0
<i>Other</i>																	
<i>Other</i>																	
Totals	86	7	40	1	0	10	4	24	1	0	0	43	2	0	0	1	0
Percentage Representation	100%	8.1%	46.5%	Black	1.2%	Hispanic	16.3%	Asian	29.1%	Native Am	0.0%	White	52.3%	NR Alien	0.0%	Unknown	1.2%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SCIENCE & ENGINEERING

BIOLOGY	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	6	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0
<i>Associates</i>	4	1	2	0	0	1	0	0	1	0	0	2	0	0	0	0	0
<i>Assistants</i>	6	0	1	0	0	1	0	0	0	0	0	5	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	16	1	3	0	0	2	0	0	1	0	0	13	0	0	0	0	0
Percentage Representation	100%	6.3%	18.8%	Black	0.0%	Hispanic	12.5%	Asian	6.3%	Native Am	0.0%	White	81.3%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SCIENCE & ENGINEERING

CHEMISTRY	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	4	0	3	0	0	1	0	2	0	0	0	1	0	0	0	0	0
<i>Associates</i>	2	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	5	1	3	0	0	1	0	2	0	0	0	1	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	11	1	8	0	0	2	0	6	0	0	0	2	1	0	0	0	0
Percentage Representation	100%	9.1%	72.7%	Black	0.0%	Hispanic	18.2%	Asian	54.5%	Native Am	0.0%	White	27.3%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SCIENCE & ENGINEERING

MATHEMATICS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	8	1	3	0	0	1	1	1	0	0	0	5	0	0	0	0	0
<i>Associates</i>	3	0	1	1	0	0	0	0	0	0	0	2	0	0	0	0	0
<i>Assistants</i>	9	2	4	0	0	0	2	2	0	0	0	5	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	20	3	8	1	0	1	3	3	0	0	0	12	0	0	0	0	0
Percentage Representation	100%	15.0%	40.0%	Black	5.0%	Hispanic	20.0%	Asian	15.0%	Native Am	0.0%	White	60.0%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SCIENCE & ENGINEERING

PHYSICS & GEOLOGY	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Associates</i>	3	0	3	0	0	2	0	1	0	0	0	0	0	0	0	0	0
<i>Assistants</i>	7	0	3	0	0	0	0	3	0	0	0	4	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	10	0	6	0	0	2	0	4	0	0	0	4	0	0	0	0	0
Percentage Representation	100%	0.0%	60.0%	Black	0.0%	Hispanic	20.0%	Asian	40.0%	Native Am	0.0%	White	40.0%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SCIENCE & ENGINEERING

ENGINEERING JOB TITLES	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	4	0	1	0	0	0	0	1	0	0	0	3	0	0	0	0	0
<i>Associates</i>	5	0	2	0	0	1	0	1	0	0	0	3	0	0	0	0	0
<i>Assistants</i>	11	1	6	0	0	2	1	3	0	0	0	4	0	0	0	1	0
<i>Other</i>																	
<i>Other</i>																	
Totals	20	1	9	0	0	3	1	5	0	0	0	10	0	0	0	1	0
Percentage Representation	100%	5.0%	45.0%	Black	0.0%	Hispanic	20.0%	Asian	25.0%	Native Am	0.0%	White	50.0%	NR Alien	0.0%	Unknown	5.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American

November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SCIENCE & ENGINEERING

COMPUTER SCIENCE	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	3	0	2	0	0	0	0	2	0	0	0	1	0	0	0	0	0
<i>Associates</i>	2	1	1	0	0	0	0	1	0	0	0	0	1	0	0	0	0
<i>Assistants</i>	4	0	3	0	0	0	0	3	0	0	0	1	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	9	1	6	0	0	0	0	6	0	0	0	2	1	0	0	0	0
Percentage Representation	100%	11.1%	66.7%	Black	0.0%	Hispanic	0.0%	Asian	66.7%	Native Am	0.0%	White	33.3%	NR Alien	0.0%	Unknown	0.0%



COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
FACULTY WORKFORCE ANALYSIS
University of Texas - Pan American
November 1, 2003

ALL COSBS DEPARTMENTS	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	14	2	4	0	0	2	1	1	0	0	0	9	1	0	0	0	0
<i>Associates</i>	15	1	4	0	0	2	0	2	0	0	0	10	1	0	0	0	0
<i>Assistants</i>	13	3	4	1	0	2	1	0	0	0	0	7	2	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	42	6	12	1	0	6	2	3	0	0	0	26	4	0	0	0	0
Percentage Representation	100%	14.3%	28.6%	Black	2.4%	Hispanic	19.0%	Asian	7.1%	Native Am	0.0%	White	71.4%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

CRIMINAL JUSTICE	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<i>Associates</i>	3	0	1	0	0	0	0	1	0	0	0	2	0	0	0	0	0
<i>Assistants</i>	3	1	2	1	0	0	1	0	0	0	0	1	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	7	1	3	1	0	0	1	1	0	0	0	4	0	0	0	0	0
Percentage Representation	100%	14.3%	42.9%	Black 14.3%		Hispanic 14.3%		Asian 14.3%		Native Amc 0.0%		White 57.1%		NR Alien 0.0%		Unknown 0.0%	

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

POLITICAL SCIENCE	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
<i>Associates</i>	5	0	1	0	0	1	0	0	0	0	0	4	0	0	0	0	0
<i>Assistants</i>	3	1	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	11	1	1	0	0	1	0	0	0	0	0	9	1	0	0	0	0
Percentage Representation	100%	9.1%	9.1%	Black	0.0%	Hispanic	9.1%	Asian	0.0%	Native Am	0.0%	White	90.9%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

PSYCHOLOGY & ANTHROPOLOGY	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	8	1	3	0	0	2	0	1	0	0	0	4	1	0	0	0	0
<i>Associates</i>	3	1	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0
<i>Assistants</i>	7	1	2	0	0	2	0	0	0	0	0	4	1	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	18	3	5	0	0	4	0	1	0	0	0	10	3	0	0	0	0
Percentage Representation	100%	16.7%	27.8%	Black	0.0%	Hispanic	22.2%	Asian	5.6%	Native Am	0.0%	White	72.2%	NR Alien	0.0%	Unknown	0.0%

FACULTY WORKFORCE ANALYSIS

University of Texas - Pan American
 November 1, 2003

ACADEMIC DEPARTMENTS

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES

SOCIOLOGY	Totals			Black		Hispanic		Asian		Native American		White		NR Alien		Unknown	
	All	Female	Minority	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professors</i>	2	1	1	0	0	0	1	0	0	0	0	1	0	0	0	0	0
<i>Associates</i>	4	0	2	0	0	1	0	1	0	0	0	2	0	0	0	0	0
<i>Assistants</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Other</i>																	
<i>Other</i>																	
Totals	6	1	3	0	0	1	1	1	0	0	0	3	0	0	0	0	0
Percentage Representation	100%	16.7%	50.0%	Black	0.0%	Hispanic	33.3%	Asian	16.7%	Native Am	0.0%	White	50.0%	NR Alien	0.0%	Unknown	0.0%

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
412	College Of Arts & Humanities	417	Art	FIELD,PHILIP S	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	MARTIN,WILBERT RAYMONI	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	HYSLIN,RICHARD P	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	SANTIAGO,REYNALDO I	21	CHAIR/ASSOC PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	DUTREMAINE,JAMES P	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	PHILLIPS,RICHARD ENGLANI	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	SPALDING,FREDERICK CHU	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	BROWN,LENARD D	31	ASSISTANT PROFESSOR	2	BLACK - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	417	Art	HERNANDEZ,LEILA M	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	417	Art	CUENCO,EDWIN JOY LEANO	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	10	
412	College Of Arts & Humanities	417	Art	MACIAS,ELENA	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	417	Art	BALLINGER,L PATRICIA HUB	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	421	Communication	MONTA,MARIAN FRANCES	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	421	Communication	STANLEY,JACK R	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	MCQUILLEN,JEFFREY SCOTT	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	MCLEMORE,GEORGE C	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	SAAVEDRA,DORA ELIA	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	421	Communication	GHANEM,SALMA I	21	CHAIR/ASSOC PROFESSOR		UNSPECIFIED	F	1		
412	College Of Arts & Humanities	421	Communication	ELLIS,CATHRYN G	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	421	Communication	SELBER,KIMBERLY P	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	421	Communication	GRABOWSKI,THOMAS E	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	RIEKE,REINT NEAL	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	SELBER,GREGORY MENDALI	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	WILEY,ERIC B	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1	12	
412	College Of Arts & Humanities	421	Communication	CROSS,ETHELYN JANE	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	421	Communication	WARREN,BRIAN JAMES	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	421	Communication	HAYS,ROBERT LEE	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	NEWMAN,BEATRICE MENDE	11	PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	HAULE,JAMES M	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	VON ENDE,FREDERICK A	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	REED,MICHAEL	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	SCHNEIDER,STEVEN P	11	CHAIR/PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	HAMILTON,REBEKAH	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	ANDERSON-MEJIAS,PAMELA	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	NEWMAN,DONALD J	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	HECKLER,EDWARD E	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	HAMILTON,LEE TEMPLIN	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	JOHNSON JR,ROBERT EARL	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	DANIEL,CLAY LEE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	LAPRADE,DOUGLAS E	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	MITCHELL,PAUL L	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
412	College Of Arts & Humanities	424	English	JONES,REBECCA ELLEN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	CARARAS,SANDRA A	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	HELSTERN,LINDA	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	DAVINROY,ELLISE IRENE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	CHENOWETH,NANCY ANN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	BELAU,LINDA MARIE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	BROWN,DANIKA MARGO	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	RAMIREZ-DHOORE,DORA AL	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	SCHNEIDER,GARY THOMAS	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	AFFELDT,ROBERT J	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	CHRISTENSEN,MATTHEW J	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	BLOOM,LEONARD S	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	NOE,JOE MARKUS	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	CAMERON,ED	31	VISITING ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	SALDANA JR,RENE	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	SKINNER,JOSEPH K	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	LANG,YONG	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	31	
412	College Of Arts & Humanities	424	English	GOREN,ALLAN JAY	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	LOCASTRO,VIRGINIA B	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	VIELMA,BARBARA	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	GONZALEZ,SUSANA BEATRI	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	VILLARREAL,EVERT	50	LECTURER	3	HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	PIPKIN,CATHERINE S	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	CLAY,KEVIN MARK	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	BARRON,STEPHANIE K	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	WEST,THOMAS MARSHALL	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	424	English	MERY,ADELLE NORA	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	THOMPSON,FRIEDA E	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	TAYLOR,KAREN U	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	424	English	SPELL,RUSSELL W	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	SALMON,ROBERTO MARIO	11	PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	ADAIR,PENELOPE ANN	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	425	History And Philosophy	HENGGELER,PAUL R	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	BUCKMAN,KENNETH LEE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	FAUBION,MICHAEL L	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	MILLER,CHRISTOPHER L	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	PEARSON,THOMAS DALE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	WEAVER,MICHAEL KEVIN	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	WIRTS,KRISTINE MARIE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	425	History And Philosophy	MCCORMACK,BRIAN T	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	PRATHER,CHARLES THOMAS	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	STRICKLAND,JEFFERY GLEN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	CARTER,DAVID KENT	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	VERGARA-MARSHALL,ANGE	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1	14	

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
412	College Of Arts & Humanities	425	History And Philosophy	GOODWIN,DOLORES ANN	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	425	History And Philosophy	BREZINSKY,MICHAEL BENJA	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	NORMAN,THERESA JC	50	LECTURER		UNSPECIFIED	F	1		
412	College Of Arts & Humanities	425	History And Philosophy	ZARATE,ARNOLDO TADEO	50	LECTURER	3	HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	WALLACE JR,EF	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	BUTLER,BRIAN	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	OLIVER,STEPHEN	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	425	History And Philosophy	GARZA,JUANITA E	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	425	History And Philosophy	LEACH,STEPHEN COLE	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	DOMINGUEZ,SYLVIA M	11	PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	ROMERO,HECTOR R	11	PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	BEHAR,STELLA	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	BROWN,PETER EDWARD	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	CONTRERAS,VICTORIA M	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	REA,RAMIRO RICARDO	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	MEJIAS,HUGO A	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	VANDERVOORT,EDITH B	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	MARTINEZ,JOSE MARIA	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	SANCHEZ,ENCARNACION	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	10	
412	College Of Arts & Humanities	429	Modern Languages And Liter	MARSH,ANNE CATHERINE	50	LECTURER		UNSPECIFIED	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	KOHLER,NINFA C	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	LOERA,FRANCISCO	50	LECTURER	3	HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	LOVERA,ADAN	50	LECTURER	3	HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	ARDALANI,ELVIA G	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	TRUJILLO,TORIBIO	50	LECTURER	3	HISPANIC	M	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	ROMERO,ZOILA	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	429	Modern Languages And Liter	GARCIA,CARMELA	50	LECTURER	3	HISPANIC	F	1		
412	College Of Arts & Humanities	430	Music	MUNN,ALBERT CHRISTOPHE	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	TUCKER,WALLACE EDWARD	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	RAIMO,JOHN B	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	MUNN,VIVIAN CAROLE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	430	Music	MIZENER,CHARLOTTE P	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	430	Music	CANTY,DEAN ROBERT	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	GROSSMAN,MORLEY KEITH	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	O'NEIL,LORNE W	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	GUERRA,DAHLIA GARCIA	21	CHAIR/ASSOC PROFESSOR	3	HISPANIC	F	1		
412	College Of Arts & Humanities	430	Music	CREWS,RUTH E	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	430	Music	DABROWSKI,PETER PAUL	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	DAVIS,WENDELL RICKY	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1	12	
412	College Of Arts & Humanities	430	Music	SAXON,KENNETH N	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
412	College Of Arts & Humanities	430	Music	DAWSON,ANDREA L	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
412	College Of Arts & Humanities	430	Music	SMITH,BRENT D	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
412	College Of Arts & Humanities	430	Music	PENA,MANUEL H	68	ENDOWED CHAIR	3	HISPANIC	M	1		89
413	College Of Science And Engineerii	418	Biology	BRUSH,TIMOTHY	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	GUNN,SCOTT	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	LONARD,ROBERT I	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	EDWARDS,ROBERT J	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	ALLISON,TERRY C	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	FAROOQUI,MOHAMMED	11	CHAIR/PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	KUANG,ANXIU	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1		
413	College Of Science And Engineerii	418	Biology	MATERON,LUIS A	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	DEYOE,HUDSON ROBERT	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	HENRY,BRAD	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	DELAPENA,ANTONIO M	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	LITTLE,CHRISTOPHER R	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	SUMMY,KENNETH RODNEY	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	FAULKES,ZEN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	ZAIDAN III,FREDERIC	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	418	Biology	PERSANS,MICHAEL W	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1	16	
413	College Of Science And Engineerii	418	Biology	DODD,KATHRYN JEAN	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	418	Biology	EGLE,ARDATH LIND BARRIE	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	418	Biology	WEDIG,CINDY MARTINEZ	50	LECTURER	1	WHITE - NON-HISPANIC	F	0.5		
413	College Of Science And Engineerii	419	Chemistry	DELIASSUS,PHILLIP THOMAS	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	419	Chemistry	VILLARREAL,JOHN R	11	PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineerii	419	Chemistry	MONDAL,JALAL U	11	PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	419	Chemistry	AHMAD,HASSAN	11	PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	419	Chemistry	BHAT,NARAYAN G	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	419	Chemistry	GREGORIUS,ROBERTO MA S	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	419	Chemistry	INNIS,WENDY S	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	419	Chemistry	WHELAN,THOMAS	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	419	Chemistry	MACOSSAY-TORRES,JAVIER	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineerii	419	Chemistry	CHEN,BANGLIN	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	419	Chemistry	IBRAHIM,ELAMIN ELHUSSEI	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	11	
413	College Of Science And Engineerii	419	Chemistry	DIAZ,SYLVIA GARCIA	50	LECTURER	3	HISPANIC	F	1		
413	College Of Science And Engineerii	440	Computer Science Departmer	FOWLER,RICHARD	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	440	Computer Science Departmer	ABRAHAM,JOHN P	11	PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	440	Computer Science Departmer	NG,PETER ANN-BENG	11	CHAIR/PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	440	Computer Science Departmer	BRAZIER,PEARL WEAVER	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	440	Computer Science Departmer	CHEN,ZHIXIANG	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
413	College Of Science And Engineeri	440	Computer Science Departmer	CHTCHERBA,ARTHUR	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	440	Computer Science Departmer	WANG,XUSHENG	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	440	Computer Science Departmer	TSAL,PING-SING	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	440	Computer Science Departmer	WU,XIAODONG	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	9	
413	College Of Science And Engineeri	440	Computer Science Departmer	EGLE,DAVID LEE	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	440	Computer Science Departmer	DIETRICH,GUSTAVO G	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	FREEMAN,ROBERT ARTHUR	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
438	School of Engineering	43A	Electrical Engineering	HARLOW,CHARLES ALTON	11	ENDOWED PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	MAHDI,HASHIM SALMAN	11	CHAIR/PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43C	Manufacturing Engineering	BOSE,SUBHASH C	11	CHAIR/PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	43A	Electrical Engineering	FOLTZ,HEINRICH DANIEL	21	CHAIR/ASSOC PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	CROWN,STEPHEN W	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	JONES JR,ROBERT E	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43C	Manufacturing Engineering	GONZALEZ,MIGUEL ANGEL	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineeri	43C	Manufacturing Engineering	NAMBIAR,RAJIV V	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	43A	Electrical Engineering	BEN GHALIA,MOUNIR	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43A	Electrical Engineering	ZARNANI,HAMID	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43C	Manufacturing Engineering	TIMMER,DOUGLAS H	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	QUBBAJ,ALA RAFAT	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	LOZANO,KAREN	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	KYPUROS,JAVIER A	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineeri	43B	Mechanical Engineering	FUENTES,ARTURO ALEJANDI	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineeri	43A	Electrical Engineering	LIJUNFEI	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	43C	Manufacturing Engineering	LEE,KYE-HWAN	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	438	School of Engineering	SON,JAЕ SOK	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	43A	Electrical Engineering	KUMAR,SANJEEV	31	ASSISTANT PROFESSOR		UNSPECIFIED	M	1	20	
413	College Of Science And Engineeri	43A	Electrical Engineering	BANATOSKI JR,EDWARD J	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
431	Physics And Geology	43B	Mechanical Engineering	TARAWNEH,CONSTANTINE N	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
438	School of Engineering	43B	Mechanical Engineering	VASQUEZ,HORACIO	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineeri	43A	Electrical Engineering	AOUNALLAH,ABDALLAH	50	LECTURER		UNSPECIFIED	M	1		
413	College Of Science And Engineeri	426	Mathematics	BERNARD,JOHN EMIL	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	TAYLOR,MONTY B	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	CHANCE,JOSEPH E	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	WATKINS,WILLIAM THOMAS	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	VONKUSTER,LEE N	11	VISITING PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	RAMIREZ,OLGA	11	PROFESSOR	3	HISPANIC	F	1		
413	College Of Science And Engineeri	426	Mathematics	PAREDES,MIGUEL	11	PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	DEBNATH,LOKENATH	11	CHAIR/PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineeri	426	Mathematics	HELLER,WILLIAM H	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	KNOBEL JR,ROGER A	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineeri	426	Mathematics	EBASEH-ONOFА,BENJAMIN C	21	ASSOCIATE PROFESSOR	2	BLACK - NON-HISPANIC	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
413	College Of Science And Engineerii	426	Mathematics	BRACKEN,PAUL FRANCIS	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	VARLAMOV,VLADIMIR VALI	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	BALOGH,ANDRA'S	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	PONTIUS,PAUL E	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	COTTER,CHRISTOPHER S	31	VISITING ASSISTANT PROFESSOI	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	VILLALOBOS,CRISTINA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
413	College Of Science And Engineerii	426	Mathematics	OBANDO,EVANGELINA DIAZ	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
413	College Of Science And Engineerii	426	Mathematics	FENG,BAOFENG	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	426	Mathematics	CHAN,YOUN SHA	31	VISITING ASSISTANT PROFESSOI	4	ASIAN OR PACIFIC ISLANDER	M	1	20	
413	College Of Science And Engineerii	426	Mathematics	SKOW,DONALD PETER	44	SENIOR LECTURER	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	WIENER,BELLA	44	SENIOR LECTURER	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	426	Mathematics	RAI,RAJENDRA PRASAD KON	50	LECTURER	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	426	Mathematics	GILPIN,JERRY M	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	SIFUENTEZ,CRISTELA	50	LECTURER	3	HISPANIC	F	1		
413	College Of Science And Engineerii	426	Mathematics	TORRES,JOSE RENE	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	GONZALEZ,ROBERTO	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	ALVARADO,JOSE FRANCISCC	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	RIVERA,GUSTAVO	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	MARTINEZ,GUILLEMO	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	ALVARADO,FRANCES ELLEN	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	426	Mathematics	UDDIN,MUHAMMAD MOYEE	50	LECTURER	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	426	Mathematics	FATEHI,MOHAMMED	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	PERERA,PANTALEON CHRYS	50	LECTURER	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	426	Mathematics	LI,HUAIEN	50	LECTURER	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	426	Mathematics	JABS,DAVID ROBERT	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	HINTHORN,RICHARD W	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	426	Mathematics	OLSEN,JANET R	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	426	Mathematics	MACIEL,JORGE ARTURO	50	LECTURER	3	HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	CORTEZ,JOSE LUIS	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	MAZARIEGOS ALFARO,RUBE	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	BHATTI,MUHAMMAD I	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	QUALLS,JEREMY SHAWN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	SCHUBERT,CHRISTIAN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	CAREY,JOHN SCOTT	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	CUNNINGHAM,MARK A	31	VISITING ASSISTANT PROFESSOI	1	WHITE - NON-HISPANIC	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	HANNAN,A H M ABDUL	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	MAHMOOD,AKHTAR HASAN	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
413	College Of Science And Engineerii	431	Physics And Geology	DHILLON,TARLOCHAN S	31	VISITING ASSISTANT PROFESSOI	4	ASIAN OR PACIFIC ISLANDER	M	1	10	
413	College Of Science And Engineerii	431	Physics And Geology	ASGHARIAN,LALEH	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
413	College Of Science And Engineerii	431	Physics And Geology	HAN,SO-YOUNG	50	LECTURER	4	ASIAN OR PACIFIC ISLANDER	F	1		86
414	College Of Social And Behavioral :	423	Criminal Justice	DANTZKER,MARK	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
414	College Of Social And Behavioral	423	Criminal Justice	ETHRIDGE,PHILIP AUSTIN	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	423	Criminal Justice	DEARTH,DANIEL	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	423	Criminal Justice	VINCENTNATHAN,S GEORGE	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
414	College Of Social And Behavioral	423	Criminal Justice	COHEN,NIGEL J	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	423	Criminal Justice	APPIAHENE-GYAMFI,JOSEPH	31	ASSISTANT PROFESSOR	2	BLACK - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	423	Criminal Justice	RESENDIZ,ROSALVA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1	7	
414	College Of Social And Behavioral	423	Criminal Justice	RAMIREZ,ERNESTO F	50	LECTURER	3	HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	POLINARD,JERRY L	11	CHAIR/PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	BOKINA,JOHN R	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	WRINKLE,ROBERT D	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	MORGAN,GLYNN R	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	MOUNCE,GARY JOE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	TSCHOEPE,GARY JOSEPH	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	FREEMAN,SAMUEL REECE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	HINOJOSA,JOSE R	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	ALIANAK,SONIA	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
414	College Of Social And Behavioral	432	Political Science	WENZEL,JAMES PAUL	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	432	Political Science	TURK,WILLIAM L	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1	11	
414	College Of Social And Behavioral	432	Political Science	CALDERON,EMILY	50	LECTURER	3	HISPANIC	F	1		
414	College Of Social And Behavioral	432	Political Science	RIVERA,MARIA ELENA	50	LECTURER	3	HISPANIC	F	1		
414	College Of Social And Behavioral	432	Political Science	GUZMAN,PRISCILLA	50	LECTURER	3	HISPANIC	F	1		
414	College Of Social And Behavioral	432	Political Science	GARRETT,TERENCE M	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	POZORSKI,SHELIA	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	POZORSKI,THOMAS G	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	ALDRIDGE JR,JAMES WINSTE	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	MONTGOMERY,GARY T	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	GLAZER,MARK	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	GONZALEZ,GENARO E	11	PROFESSOR	3	HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	CARDENA,ETZEL A	11	PROFESSOR	3	HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	JOU,JERWEN	11	PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	JAMES-ALDRIDGE,VALERIE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	WINKEL,MARK HAROLD	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	CAIN,ROY E	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	CROYLE,KRISTIN LOUISE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	WISENER III,ROBERT H	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	BENHAM,GRANT	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	KENDRICK,SHERRILL	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	EISENMAN,RUSSELL	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	ALAMIA JR,ALFONSO J	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
414	College Of Social And Behavioral	433	Psychology And Anthropolog	HINOJOSA,SERVANDO Z	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	18	

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
414	College Of Social And Behavioral	433	Psychology And Anthropolog	LEKA,GARY E	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	435	Sociology	RICHARDSON,D CHAD	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	435	Sociology	BASTIDA,ELENA MARIA	11	PROFESSOR	3	HISPANIC	F	1		
414	College Of Social And Behavioral	435	Sociology	HIMMEL,KELLY F	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	435	Sociology	LIEBOWITZ,STEPHEN W	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
414	College Of Social And Behavioral	435	Sociology	GUERRA,RAYMOND S	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
414	College Of Social And Behavioral	435	Sociology	RAAJPOOT,UZZER AKBAR	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	6	
414	College Of Social And Behavioral	435	Sociology	BALDERRAMA,RAFAEL JORC	50	LECTURER	3	HISPANIC	M	1		42
454	College Of Business Administratio	456	Accounting & Business Law	JARVIS,SUSAN	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administratio	456	Accounting & Business Law	HUME,EVELYN C	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administratio	456	Accounting & Business Law	DEMOVILLE,WIG BEVIE	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	GANGULI,GOURANGA	11	PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	LANDRY,RAYMOND MAURIC	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	MOYES,GLEN DAVID	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	ATAMIAN,RUBIK	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	DARCY,JOHN WILLIAM	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	OWUSU-ANSAH,STEPHEN	31	ASSISTANT PROFESSOR	2	BLACK - NON-HISPANIC	M	1		
454	College Of Business Administratio	456	Accounting & Business Law	ZHOU,HAIYAN	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1		
454	College Of Business Administratio	456	Accounting & Business Law	LIN,PING	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1	11	
454	College Of Business Administratio	463	CIS & Quantitative Methods	VINCENT,VERN C	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	RYDL,LESTER M	21	CHAIR/ASSOC PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	ROGE JR,JOE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	CREWS,RAYMOND M	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	LIU,LAI CHING	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	KOONG,KAI SIAK	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	RAO,MOHAN P	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	ALLISON,MARGARET R	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	FEINBERG,MARTIN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	SIMPSON JR,CLAUDE L	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	HODGES,DEWAYNE L	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	TANGUMA,JESUS	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	12	
454	College Of Business Administratio	463	CIS & Quantitative Methods	SHELL,RICHARD DIXON	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	WILLIAMSON,MARK ALLEN	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administratio	463	CIS & Quantitative Methods	SIEKPE,JEFFREY SAM	50	LECTURER	2	BLACK - NON-HISPANIC	M	1		
454	College Of Business Administratio	458	Economics & Finance	DAVILA,ALBERTO	11	CHAIR/PROFESSOR	3	HISPANIC	M	1		
454	College Of Business Administratio	458	Economics & Finance	CARDENAS,GILBERT	11	PROFESSOR	3	HISPANIC	M	1		
454	College Of Business Administratio	458	Economics & Finance	SOYDEMIR,GOKCE ARIF	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
454	College Of Business Administration	458	Economics & Finance	ASSEFA,ZEWDINEH	21	ASSOCIATE PROFESSOR	2	BLACK - NON-HISPANIC	M	1		
454	College Of Business Administration	458	Economics & Finance	MORA,MARIE T	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1		
454	College Of Business Administration	458	Economics & Finance	OZUNA JR,TEOFILO	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
454	College Of Business Administration	458	Economics & Finance	BROWN,CYNTHIA ANN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administration	458	Economics & Finance	SIMPSON,MARC WILLIAM	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	458	Economics & Finance	JACKSON,DAVE ONEIL	31	ASSISTANT PROFESSOR	2	BLACK - NON-HISPANIC	M	1		
454	College Of Business Administration	458	Economics & Finance	SIMPSON,GEOK HIEN	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1		
454	College Of Business Administration	458	Economics & Finance	NAM,KISEOK	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	11	
454	College Of Business Administration	458	Economics & Finance	EDWARDS,CRAIG S	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	458	Economics & Finance	CHOE,KWANG-IL	50	LECTURER	4	ASIAN OR PACIFIC ISLANDER	M	1		
454	College Of Business Administration	457	Management Marketing & Int	BREWERTON,FRANCIS J	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	THOMPSON,WILLIAM WILKII	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	GREENE,WALTER E	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	459	PhD Program College of Busi	MINOR,MICHAEL S	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	DELOSSANTOS,GILBERTO	11	PROFESSOR	3	HISPANIC	M	1		
455	MBA Program College of Business	457	MBA Program College of Bu	PROCK,JERRY	11	PROFESSOR	5	AMERICAN INDIAN OR ALASKA	M	1		
454	College Of Business Administration	457	Management Marketing & Int	LEMASTER,OPAL JANE ROHF	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administration	457	Management Marketing & Int	SARGENT,LINDA MARGARET	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administration	457	Management Marketing & Int	KAYNAK,HALE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administration	457	Management Marketing & Int	STURGES,DAVID	21	CHAIR/ASSOC PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	NASIF,ERCAN G	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	SARGENT,JOHN D	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	CORTES,ANGELICA C	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1		
454	College Of Business Administration	457	Management Marketing & Int	VASQUEZ,ARTURO Z	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	SIMPSON,PENNY M	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administration	457	Management Marketing & Int	HAUSMAN,ANGELA VAVITHI	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
454	College Of Business Administration	457	Management Marketing & Int	ROMERO,ERIC	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
454	College Of Business Administration	457	Management Marketing & Int	GUO,CHIQUAN	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
454	College Of Business Administration	457	Management Marketing & Int	JUNG,JOO YOUNG	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1	19	
454	College Of Business Administration	457	Management Marketing & Int	ESPINOZA,SONIA B	50	LECTURER	3	HISPANIC	F	1		
455	MBA Program College of Business	457	Management Marketing & Int	GARZA JR,JOE M	50	LECTURER	3	HISPANIC	M	1		53
465	College Of Education	468	Curriculum And Instruction	TEVIS,MARTHA	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	FREEMAN,YVONNE S	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	FREEMAN,DAVID EDWARD	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	REEVE,ROBERT H	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	MCBRIDE,JOHN W	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	RUIZ-ESCALANTE,JOSE AGUI	11	CHAIR/PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	PEREZ,RICARDO J	11	PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	SOLIS,MARIA DALINDA	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	GOMEZ,LEONIDES	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	KIMMEL,JONELLA J	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
465	College Of Education	468	Curriculum And Instruction	YANES,MARTHA JEANNE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	OSTORGA,ALCIONE NEGRAC	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	SALAZAR,DORA CANTU	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	LOPEZ,PATRICIA DE LOS SA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	PEREZ,MA ALMA G	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	ESTRADA,VERONICA L	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	PENA,CARMEN M	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	GUAJARDO,MARITONI	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	ALMAGUER,ISELA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	GUERRERO,MICHAEL DAVID	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	CURTS,JAMES BARDWELL	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	21	
465	College Of Education	468	Curriculum And Instruction	WILLIAMS,IRMA GARZA	48	DEPT COORD/LECTURER	3	HISPANIC	F	0.5		
465	College Of Education	468	Curriculum And Instruction	CHAVEZ,MARIA JESSICA	50	LECTURER	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	GONZALEZ,IRASEMA	50	LECTURER	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	SALDIVAR JR,JOSE L	50	LECTURER	3	HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	GARCIA,CRISELDA	50	LECTURER	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	DELEON,LETICIA	50	LECTURER	3	HISPANIC	F	1		
465	College Of Education	468	Curriculum And Instruction	WHITACRE,MICHAEL ANTHC	50	LECTURER	3	HISPANIC	M	1		
465	College Of Education	468	Curriculum And Instruction	WILLIAMS,IRMA GARZA	50	LECTURER	3	HISPANIC	F	0.5		
465	College Of Education	468	Curriculum And Instruction	VILLARREAL,MARIA CRISTI	50	LECTURER	3	HISPANIC	F	1		
465	College Of Education	474	Educational Leadership	PANKAKE,ANITA M	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	474	Educational Leadership	LOWE,JERRY M	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	474	Educational Leadership	HERRSCHER,BARTON ROBER	11	VISITING PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	474	Educational Leadership	MENCHACA-OCHOA,VELMA J	11	CHAIR/PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	474	Educational Leadership	LLANES,JOSE RAMON	11	PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	474	Educational Leadership	DE LOS SANTOS,MIGUEL A	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	474	Educational Leadership	WATT,KAREN MARIE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	474	Educational Leadership	GUAJARDO,MIGUEL A	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	474	Educational Leadership	GUAJARDO,FRANCISCO J	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	9	
465	College Of Education	474	Educational Leadership	SAUCEDA,NOE	50	LECTURER	3	HISPANIC	M	1		
465	College Of Education	474	Educational Leadership	SALINAS JR,ALEJO	50	LECTURER	3	HISPANIC	M	1		
465	College Of Education	476	Educational Psychology	MITCHELL,JO ANN	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	CARLSON,RALPH	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	476	Educational Psychology	ALVARADO,VICTOR	11	PROFESSOR	3	HISPANIC	M	1		
465	College Of Education	476	Educational Psychology	OVERTON,TERRY PATRICE	21	CHAIR/ASSOC PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	POELZER,GREGORY HEROLE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	476	Educational Psychology	FIELDING,CHERYL ANN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	BULLOCK,MELANIE MAXINE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	SIMONSSON,MARIE VANJA	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	KRANZ,PETER LEWIS	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	476	Educational Psychology	RAMIREZ,SYLVIA Z	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
465	College Of Education	476	Educational Psychology	SAENZ,LAURA M	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	ZENG,LIANG	31	ASSISTANT PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1	12	
465	College Of Education	476	Educational Psychology	GUERRA,PAMELA L	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	PECINA,JULIA H	50	LECTURER	3	HISPANIC	F	1		
465	College Of Education	476	Educational Psychology	SPARROW,GREGORY SCOTT	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	JORGENSEN,LAYNE W	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	GUINN JR,ROBERT KENNETH	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	VILLAS,H I PAUL	11	PROFESSOR	3	HISPANIC	M	0.25		
465	College Of Education	472	Health And Kinesiology	DUGAS,DONNA MARIE	21	CHAIR/ASSOC PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	472	Health And Kinesiology	MOTTINGER,SUE	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	0.5		
465	College Of Education	472	Health And Kinesiology	SEMPER,LOUIS T	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	SHACKELFORD,DANA RAYE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	472	Health And Kinesiology	NELSON,LARRY PAUL	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	DARSOW,FREDERICK W	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	9	
465	College Of Education	472	Health And Kinesiology	MUNOZ III,FRANCISCO	50	LECTURER	3	HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	MCINTYRE,JOHN M	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	SCHMIDT,MARCELO R	50	LECTURER	3	HISPANIC	M	1		
465	College Of Education	472	Health And Kinesiology	BLOMQUIST,MELINDA EATO	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
465	College Of Education	472	Health And Kinesiology	RYMAN,JEANNEAN	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		51
491	College Of Health Sci And Human	488	Clinical Laboratory Sciences	CHANDLER,KAREN S	21	DEPT COORD/ASSOC PROF	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	488	Clinical Laboratory Sciences	EYAMBE,GEORGE SONA	21	ASSOCIATE PROFESSOR	2	BLACK - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	488	Clinical Laboratory Sciences	TJERINA,SANDRA LUCY	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1	3	
491	College Of Health Sci And Human	488	Clinical Laboratory Sciences	PARROTT,DOLORES EDITH	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	492	Communication Disorders	NEWMAN,DENIS GENE	11	CHAIR/PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	492	Communication Disorders	MELINE,TIMOTHY JOE	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	492	Communication Disorders	RADFORD,NOLA	21	ASSOCIATE PROFESSOR	2	BLACK - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	492	Communication Disorders	MATA-PISTOKACHE,THERES.	21	ASSOCIATE PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	492	Communication Disorders	WANG,BAILEY KEHCHING	21	ASSOCIATE PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	M	1		
491	College Of Health Sci And Human	492	Communication Disorders	NERICCIO,MARY ANNE	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1	6	
491	College Of Health Sci And Human	492	Communication Disorders	MOLINAR,MONICA R	50	LECTURER	3	HISPANIC	F	1		
491	College Of Health Sci And Human	492	Communication Disorders	SIBLEY,KEITH E	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	492	Communication Disorders	PARCHMAN-GONZALEZ,KER	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	492	Communication Disorders	SALINAS,SONYA NELDA	50	LECTURER	3	HISPANIC	F	1		
491	College Of Health Sci And Human	481	Dietetics	BRIONES,ESPERANZA R	11	DEPT COORD/PROFESSOR	4	ASIAN OR PACIFIC ISLANDER	F	1		
491	College Of Health Sci And Human	481	Dietetics	FARAJI,BAHRAM	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
491	College Of Health Sci And Human	481	Dietetics	EDIONWE,ALEXANDER O	21	ASSOCIATE PROFESSOR	2	BLACK - NON-HISPANIC	M	1		3
491	College Of Health Sci And Human	483	Nursing	MAVILLE,JANICE ANN	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	TUCKER,BARBARA A	11	DEPT COORD/PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	WILSON,BRUCE	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	483	Nursing	HUERTA,MARIA CAROLINA	11	CHAIR/PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	MILAN,CINDY LOU	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	SANCHEZ,M SANDRA	21	DEPT COORD/ASSOC PROF	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	EANES,LINDA	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	DOWDALL,SHANNON MARIE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	SULLIVAN,PAMELA DOWNIN	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	TAMEZ,ELOISA GARCIA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	NIETO,BEATRIZ C	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1	11	
491	College Of Health Sci And Human	483	Nursing	FLORES-VELA,ALMA	50	LECTURER	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	CANTU-CABRERA,JUANA	50	LECTURER	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	GARZA,VIOLA	50	LECTURER	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	VOSS,JUDY GAIL	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	RODRIGUEZ,MELINDA C	50	LECTURER	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	BAUTISTA,BEATRIZ G	50	LECTURER	3	HISPANIC	F	0.5		
491	College Of Health Sci And Human	483	Nursing	TAPLAY,KARYN H	50	LECTURER	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	WILLIAMS,JACQUELYN KAY	50	LECTURER	2	BLACK - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	EVANS,MARIA	56	SPECIALIST	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	ERDEM,ORELIA H	56	SPECIALIST	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	GUZMAN,ISABEL P	56	SPECIALIST	3	HISPANIC	F	1		
491	College Of Health Sci And Human	483	Nursing	BACCHUS,DONNA	56	SPECIALIST	4	ASIAN OR PACIFIC ISLANDER	F	1		
491	College Of Health Sci And Human	483	Nursing	DELGADO,DIANA	56	SPECIALIST	3	HISPANIC	F	1		
491	College Of Health Sci And Human	489	Occupational Therapy Progra	SCOGGIN,ANGELA E	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	489	Occupational Therapy Progra	BOWEN,JUDITH E	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	489	Occupational Therapy Progra	WELLS,SHIRLEY ANN	31	ASSISTANT PROFESSOR	2	BLACK - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	489	Occupational Therapy Progra	BALDA,ALICIA MARIA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1	4	
491	College Of Health Sci And Human	494	Pharmacy Program	GRANBERRY,MARK C	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	494	Pharmacy Program	CANALES,PATRICIA LUDI	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	494	Pharmacy Program	BENAVIDES,SANDRA	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1	3	
491	College Of Health Sci And Human	493	Physicians Assistant Studies I	KUHN,LISA LYNN	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	493	Physicians Assistant Studies I	KOO,FELIX CHONG WAH	31	CLINICAL ASSISTANT PROFESSO	4	ASIAN OR PACIFIC ISLANDER	M	1		
491	College Of Health Sci And Human	493	Physicians Assistant Studies I	TAVAREZ,HIRAM	31	CLINICAL ASSISTANT PROFESSO	3	HISPANIC	M	0.2		
491	College Of Health Sci And Human	493	Physicians Assistant Studies I	AMBRIZ JR,FRANK	31	CHAIR/ASSISTANT PROFESSOR	3	HISPANIC	M	1		
491	College Of Health Sci And Human	493	Physicians Assistant Studies I	VILLARREAL JR,ELIAS	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
491	College Of Health Sci And Human	493	Physicians Assistant Studies I	WEGER,LEWIS C	31	CLINICAL ASSISTANT PROFESSO	1	WHITE - NON-HISPANIC	M	1	6	

FACULTY ROSTER Workforce Analysis Nov. 1, 2003

College Code	College Name	Dept Code	Dept Name	Employee Name	Job Class Code	Job Title	Race Code	Race Name	Sex	FTE	Dept Tot	Coll Tot
491	College Of Health Sci And Human	485	Rehabilitative Services	MARINI,IRMO DONALD	11	PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	485	Rehabilitative Services	REED,BRUCE JAY	11	DEPT COORD/PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	485	Rehabilitative Services	GLOVER,NOREEN M	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	485	Rehabilitative Services	SHEFCIK JR,THOMAS R	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	485	Rehabilitative Services	BUCK,ERNESTINA S	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	485	Rehabilitative Services	MILLER,EVA LEE	31	ASSISTANT PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	485	Rehabilitative Services	REID,CHARLES ROBERT	31	ASSISTANT PROFESSOR	2	BLACK - NON-HISPANIC	M	1	7	
491	College Of Health Sci And Human	434	Social Work	FAVER,CATHERINE ANN	11	PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	434	Social Work	PENZERRO,ROSE M	21	ASSOCIATE PROFESSOR	1	WHITE - NON-HISPANIC	F	1		
491	College Of Health Sci And Human	434	Social Work	FRIEDMAN,BRUCE DAVID	21	CHAIR/ASSOC PROFESSOR	1	WHITE - NON-HISPANIC	M	1		
491	College Of Health Sci And Human	434	Social Work	VILLEREAL,GARY LYNN	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
491	College Of Health Sci And Human	434	Social Work	CAVAZOS JR,ALONZO	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	1		
491	College Of Health Sci And Human	434	Social Work	DEHOYOS,LIBRADO R	21	ASSOCIATE PROFESSOR	3	HISPANIC	M	0.5		
491	College Of Health Sci And Human	434	Social Work	ARIZMENDI,LYDIA GONZALE	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	434	Social Work	FELDMAN,JANIS	31	ASSISTANT PROFESSOR	3	HISPANIC	F	1		
491	College Of Health Sci And Human	434	Social Work	RAMIREZ,NOE	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1		
491	College Of Health Sci And Human	434	Social Work	SOLIS,RAUL H	31	ASSISTANT PROFESSOR	3	HISPANIC	M	1	10	
491	College Of Health Sci And Human	434	Social Work	ECKLUND JR,ROBERT MICHA	50	LECTURER	1	WHITE - NON-HISPANIC	M	1		53
												374