

THE UNIVERSITY OF  
MISSISSIPPI MEDICAL  
CENTER

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2008-09 FACT BOOK

2008-2009 FACT BOOK  
THE UNIVERSITY OF MISSISSIPPI MEDICAL CENTER

The University of Mississippi Medical Center adheres to the principle of equal educational and employment opportunity without regard to race, sex, color, marital status, sexual orientation, age, national origin disability or veteran status. This policy extends to all programs and activities supported by the Medical Center. Under the provisions of Title IX of the Educational Amendments of 1972, the University of Mississippi at the Medical Center does not discriminate on the basis of sex in its educational programs or activities with respect to admissions or employment.

At the time of compilation, the 2005-2006 Fact Book accurately presents a statistical profile of the University of Mississippi Medical Center.

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FOREWORD

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*The 2008-09 Fact Book is designed to bring together statistical information about the University of Mississippi Medical Center. The **Fact Book** is updated annually, so all information remains current. We believe it is helpful to members of the campus community, alumni, friends of the institution - indeed, all who are called upon to provide accurate data about the health sciences campus.*

*The 2008-2009 Fact Book is available on the UMC intranet under the Welcome to UMC heading. Additional copies may be obtained from the Department of Institutional Research or the Division of Public Affairs, which jointly compile this publication each year.*



*Daniel W. Jones, MD  
Vice Chancellor for Health Affairs*

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**GENERAL INFORMATION<sup>1</sup>**

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**HISTORY**

The University of Mississippi Medical Center in Jackson is the health sciences campus of the University of Mississippi. The Medical Center opened in 1955, but its beginnings date to 1903 when a two-year medical school was established on the parent campus in Oxford. In that era, certificate graduates went out of state to complete their doctor of medicine degrees.

Finally, in 1950, the Mississippi Legislature -- by a one-vote margin -- enacted a law to create a four-year medical school. On July 1, 1955, the state's new University Medical Center, or UMC as it's commonly called, opened in Jackson, initially as a four-year medical school with medical and graduate students, interns and residents. As it had in Oxford, the School of Medicine offered both medical and graduate degree programs. The campus included a teaching hospital and a library.

The Oxford campus' nursing department moved to the Medical Center in 1956 and it was granted school status in 1958. The School of Health Related Professions (SHRP) was added in 1971 and began offering baccalaureate curricula in 1973. The School of Dentistry was authorized in 1973, and its first students were admitted in 1975. The School of Graduate Studies in the Health Sciences was established in 2001.

The Medical Center functions as a separately funded, semi-autonomous unit responsible to the chancellor of the University of Mississippi and, through him, to the constitutional Board of Trustees of State Institutions of Higher Learning, which governs all eight state institutions of higher learning in Mississippi. The Medical Center's chief executive officer is the vice chancellor for health affairs.

**STATEMENT OF PURPOSE**

The 1950 Mississippi Legislature enlarged and strengthened health professions education in Mississippi by enacting bills to establish and construct the Medical Center in Jackson as part of the University of Mississippi. The School of Medicine and graduate program enrolled students in 1955; the School of Nursing moved from the parent campus to Jackson in 1956; the School of Health Related Professions was established in 1971; and the School of Dentistry admitted its first class in 1975.

The University of Mississippi Medical Center unites the interrelated activities of education in the health sciences and accepts responsibility for teaching, research, service and leadership in this field. Its programs embrace training for physicians, dentists, nurses, and related members of the health team; graduate medical education; graduate dental education; graduate study in the health sciences; and the delivery of health care in the teaching hospitals and clinics. The Medical Center offers equal opportunity in all its programs and services regardless of race, sex, color, religion, marital status, sexual orientation, age, national origin, and disability or veteran status.

The parent campus, the University of Mississippi chartered in 1844, has five areas of focus in its current Statement of Purpose. One of these is health. "The University will continue to provide the professional education of those who deliver and administer human health services and those who perform research aimed at improving the efficiency, the effectiveness, quality, and availability of health care. . . ."

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<sup>1</sup> *General Information: The University of Mississippi Medical Center, Mississippi's Health Sciences Campus, Jackson.* (The Division of Public Affairs, October 2007)

Within this framework, the Medical Center's principal and continuing purpose is to accomplish the interrelated goals of health professional education for Mississippi: to teach in a superior manner the art and science of health care to students of exceptional promise and talent; to provide high quality treatment for all patients using the disciplines and specialties of modern health care; to lead the way to discoveries which will raise the health level of Mississippians and, indeed, all mankind; to foster dedication to life-long learning; to respond to community needs through continuing education and outreach programs that extend beyond the campus; and to recruit and retain the caliber of faculty necessary to meet these goals. The Medical Center fosters and protects an intellectual, emotional and challenging learning environment conducive to educational excellence in the health sciences, productive scientific investigation and exemplary patient care and moves toward the ultimate goals of improved health and well-being for the citizens of Mississippi, the region, the nation and the world.

Mississippi's population is culturally diverse. Most Mississippians trace their ancestral roots to the British Isles, the continent of Europe or the continent of Africa. The state also has many citizens of American Indian, Asian or Pacific Islander and Hispanic descent. In policy and practice, the institution encourages and actively recruits applicants from all segments of the state's population. The Medical Center is committed to maintaining an educational environment that fosters respect for and sensitivity to individual differences; promotes personal and professional development; and gives all students the opportunity to succeed, regardless of ethnicity, gender or socioeconomic status.

Medical Center graduates at all levels are expected to possess and to demonstrate the skills and knowledge necessary to practice their disciplines as competent health professionals. The Medical Center regularly uses appropriate external and internal measurement tools to assess the institution's effectiveness in training health professionals for Mississippi and to evaluate its programs for patient care, research, continuing education and outreach.

The expeditious growth of the Medical Center into a major academic health sciences center reflects the deep commitment of the State of Mississippi, the Board of Trustees of State Institutions of Higher Learning and the administration and faculty of the University of Mississippi Medical Center to the continuing fulfillment of this statement of purpose.

#### INSTRUCTIONAL PROGRAMS

The Medical Center's School of Graduate Studies in the Health Sciences offers master's and Ph.D. degrees in the biomedical sciences, clinical health sciences and in the nursing sciences. The biomedical science degree fields are anatomy, biochemistry, microbiology, pathology, pharmacology and toxicology, physiology and biophysics, and preventive medicine. A master of science degree is offered in maternal-fetal medicine.

Students in the Medical Center's School of Medicine prepare for the medical degree (M.D.) and resident physicians train for specialty practice in about 25 postgraduate areas. The school also offers a residency in clinical psychology (12 months). Technical certificate programs available through the medical school include radiologic technology (24 months) and nuclear medicine technology (12 months). A combined doctor of medicine/doctor of philosophy (M.D.-Ph.D.) degree program is open to exceptional students in the School of Medicine.

The School of Dentistry offers the doctor of dental medicine degree (D.M.D.) and residency programs in general practice (12 months) and advanced education in general dentistry (12 months).

The School of Health Related Professions (SHRP) offers bachelor of science curricula (B.S.) in clinical laboratory sciences, cytotechnology, dental hygiene and health information management; these programs require two years of study on the UMC campus and two years of approved courses

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elsewhere. SHRP also offers a professional, entry-level master of physical therapy degree (M.P.T.) and master of occupational therapy (M.O.T.) Emergency medical technicians - paramedics - earn certificates in the school. The master's and doctor of philosophy degrees in the clinical health sciences also are based in SHRP.

UMC's School of Nursing offers an upper division bachelor of science degree in nursing (B.S.N.) in which students take the first two years of approved college work at any accredited institution and spend their junior and senior years at the medical center in a concentrated nursing curriculum. An applicant for the bachelor's degree who already is a registered nurses (R.N.) may apply for advanced standing. The School of Nursing's graduate program offers the master of science in nursing degree (M.S.N.) while preparing for a career as a nurse clinician, nurse educator or nurse executive. The Ph.D. in nursing, also based in the School of Nursing, is a collaborative program between UMC and the University of Southern Mississippi.

The University of Mississippi Medical Center is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097: Telephone number 404-679-4501) to award degrees at the baccalaureate, master's and doctorate levels. The four-year course leading to the doctor of medicine degree is accredited by the Liaison Committee on Medical Education. The School of Dentistry is accredited by the Commission on Dental Accreditation of the American Dental Association. School of Nursing programs are accredited by the National League for Nursing Accrediting Commission and the Commission on Collegiate Nursing Education. All educational programs in the School of Health Related Professions are accredited by the appropriate professional agency.

Continuing education programs, ranging from one-day seminars to month-long courses, attract as many as 8,000 health team registrants each year. The Division of Continuing Health Professional Education coordinates courses with UMC's schools.

For more information about any educational program, contact the University of Mississippi Medical Center Division of Student Records and Registrar, 2500 N. State St., Jackson, MS 39216-4505, or telephone (601) 984-1080.

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**SECTION ONE:  
EDUCATIONAL PROGRAMS**

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**INTRODUCTION AND DEFINITIONS<sup>1</sup>**

Listed by school the following degree and certificate programs are offered at the University of Mississippi Medical Center.

**SCHOOL OF MEDICINE**

MD: a 4-year program for students who hold a bachelor's degree with completion of the prerequisite requirements and who are seeking a Doctor of Medicine.

Nuclear Medicine Technology: a 1-year program for students who have completed a bachelor's degree with completion of the prerequisite requirements who are seeking to become registered/certified nuclear medicine technologists.

Radiologic Technology: a 2-year program for students who have completed 26 college credits with completion of the prerequisite requirements and who are seeking to become registered radiographers.

**SCHOOL OF NURSING**

BSN: a 2-year program for students who have completed two years of college with completion of the prerequisite requirements and who are seeking the Bachelor of Science in Nursing.

BSN Advanced Standing: an option for students, who already hold RN certification and who have completed 62 semester college hours of prerequisite requirements, who are seeking the Bachelor of Science in Nursing.

Post-masters certificates: a program for students holding an MSN with completion of the prerequisite requirements who are seeking a post-masters certificate as a clinical nurse specialist, nurse practitioner, or nurse educator.

**SCHOOL OF HEALTH RELATED PROFESSIONS**

BS in Clinical Laboratory Sciences: a 2-year program for students who have completed two years of college with the prerequisite requirements and who are seeking the Bachelor of Science in Clinical Laboratory Sciences.

BS in Cytotechnology: a 2-year program for students who have already completed two years of college with completion of the prerequisite requirements and who are seeking the Bachelor of Science in Cytotechnology.

BS in Dental Hygiene: a 2-year program for students who have already completed two years of college with completion of the prerequisite requirements and who are seeking the Bachelor of Science in Dental Hygiene.

BS in Health Information Management: a 2-year program for students who have already completed two years of college with completion of the prerequisite requirements and who are seeking the Bachelor of Science in Health Information Management.

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<sup>1</sup> *The University of Mississippi at the Medical Center 2006-2007 Bulletin.*

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Masters of Occupational Therapy: is offered in two phases. The first 24-month phase will culminate in a baccalaureate degree in the clinical health sciences followed by the second 12-month phase that will complete the M.O.T.

Master's of Physical Therapy: a 2-year program for students who hold a bachelor's degree with completion of the prerequisite requirements and who are seeking a Master of Physical Therapy.

Emergency Medical Technology Certificates: a program for students seeking E.M.T.-Intermediate or E.M.T.-Intermediate and Paramedic certification.

SCHOOL OF DENTISTRY

DMD: a 4-year program for students who have already completed a bachelor's degree with completion of the prerequisite requirements and who are seeking the Doctor of Dental Medicine degree.

SCHOOL OF GRADUATE STUDIES IN THE HEALTH SCIENCES

MS/PhD: a program for students who hold a bachelor's degree with completion of the prerequisite requirements and who are seeking the Master of Science or the Doctor of Philosophy in anatomy, biochemistry, microbiology, pathology, pharmacology and toxicology, physiology and biophysics, preventive medicine, the clinical health sciences, maternal/fetal medicine (MS only), and in nursing.

POSTGRADUATE EDUCATION

Additional education for students who already hold a first professional or terminal degree (MD, PhD, DMD) and who are seeking further training or certification. Postgraduate education is offered through residencies in medicine for students holding MD degrees; fellowships in medicine for students holding MD degrees and who have completed their residencies; residencies in clinical psychology for students who are completing PhD degrees; postdoctoral fellowships for students who hold PhD degrees in the medical sciences, and residencies in dentistry for students holding DMD degrees. Individuals in postgraduate education do not apply as students, pay student fees, or receive degrees from UMC. They are classified both as students and as employees.

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**APPLICATIONS AND ADMISSIONS**

*Table 1<sup>1</sup>*  
*Applicants, Offers of Admission, and Applicants Enrolled by School and Degree*  
*Academic Year 20085-2009*

Degree	Number of Applicants	Number Accepted	Percent Accepted	Number Enrolled	Percent Accepted/ Enrolled
<b>School of Medicine</b>					
MD	272	121	44	110	91
Certificate in Nuclear Medicine Technology	10	4	40	4	100
Certificate in Radiologic Technology	113	26	23	23	88
Advanced Diagnostic Imaging	13	6	46	4	66
<b>Total</b>	<b>408</b>	<b>157</b>	<b>38</b>	<b>141</b>	<b>89</b>
<b>School of Dentistry</b>					
DMD	129	37	29	37	100
<b>School of Nursing</b>					
Generic BSN-UMC	159	99	62	85	86
Generic BSN-Oxford	24	24	100	20	83
Advanced Standing RN/BSN	53	36	68	27	75
Dual Option RN/BSN/MSN	14	3	21	2	67
Accelerated 2nd Degree	69	29	42	24	83
MSN	103	59	57	49	83
Post Masters Certificates	6	5	83	2	40
<b>TOTAL</b>	<b>428</b>	<b>255</b>	<b>60</b>	<b>209</b>	<b>82</b>
<b>School of Health Related Professions</b>					
BS in Clinical Laboratory Sciences	36	30	83	21	70
CLS Degree Completion	22	17	77	15	88
CLS /DMS Certificate	0	0	0	0	0
BS in Cytotechnology	17	10	58	10	100
BS in Dental Hygiene	49	26	53	21	80
Certificate in Emergency Medical Tech.	4	0	0	0	0
BS in Health Information Management	27	20	74	17	85
BS in Health Info Mgt Advanced Standing	11	4	36	4	100
BS in Health Sciences	100	76	76	67	88
Master of Occupational Therapy	89	39	44	31	79
Doctor of Physical Therapy	136	60	44	39	65
DPT Transitional	13	13	100	13	100
<b>TOTAL</b>	<b>504</b>	<b>295</b>	<b>58</b>	<b>238</b>	<b>80</b>
<b>School of Graduate Studies in the Health Sciences</b>					
MS/PhD in the Biomedical Sciences	84	38	45	26	68
MS/PhD in the Clinical Health Sciences	18	11	61	10	91
PhD in the Nursing Sciences	11	1	9	1	100
<b>TOTAL</b>	<b>113</b>	<b>50</b>	<b>44</b>	<b>37</b>	<b>74</b>
<b>GRAND TOTAL</b>	<b>1382</b>	<b>794</b>	<b>50</b>	<b>662</b>	<b>83</b>

<sup>1</sup> Registrar's Educational Data 07-08.

**Enrollment and Demographics**

*Table 2<sup>1</sup>*  
*Enrollment by School and Degree/Certificate Program*

<b>PROGRAM</b>	<b>2008-2009</b>	<b>2007-2008</b>	<b>2006-2007</b>	<b>2005-2006</b>	<b>2004-05</b>
<b>Medicine</b>	<b>430</b>	<b>420</b>	<b>407</b>	<b>400</b>	<b>404</b>
<b>Dentistry</b>	<b>138</b>	<b>134</b>	<b>124</b>	<b>119</b>	<b>123</b>
<b>Nursing</b>					
Nursing BSN	215	227	192	176	186
Advanced Standing	35	26	28	33	48
2nd Degree Accel.	23	13	5		
Dual Option Adv. Stnd	2	4	5	6	
Post Masters	1	3	4	7	10
Special Undergraduate	45	26	23	15	36
Master's Nursing	170	134	135	137	126
Dual Option MSN	4	4	5		
<b>TOTAL NURSING</b>	<b>495</b>	<b>437</b>	<b>397</b>	<b>374</b>	<b>406</b>
<b>Health Related Professions</b>					
Clinical Laboratory Sci.	33	24	26	24	29
CLS Degree Completion	33	17	3	2	0
CLS DMS Certificate	0	0	1	1	0
Cytotechnology	15	17	19	18	16
Dental Hygiene	41	43	42	44	44
Emergency Med. Tech	4	10	20	20	25
Health Information Mgt.	26	24	20	25	30
Health Info Deg Comp	7				
Health Sciences	90	68	76	62	52
Occupational Therapy	99	99	91	82	56
Physical Therapy	141	136	89	82	93
DPT Transitional	23	32	29	34	
<b>TOTAL SHRP</b>	<b>512</b>	<b>470</b>	<b>416</b>	<b>394</b>	<b>345</b>
<b>Graduate Programs</b>					
Basic Medical Sci.	100	102	116	121	117
Clinical Health Sci.	59	62	66	52	49
Ph.D. Nursing	17	19	22	17	15
<b>TOTAL GRADUATE</b>	<b>176</b>	<b>183</b>	<b>204</b>	<b>190</b>	<b>181</b>
<b>Certificate Programs</b>					
Adv. Diagnostic Imag.	4	7	5	4	2
Radiologic Tech.	47	44	41	44	50
Nuclear Med. Tech.	4	7	6	8	9
<b>TOTAL CERT.</b>	<b>55</b>	<b>58</b>	<b>52</b>	<b>56</b>	<b>61</b>
<b>Post Graduate Ed.</b>	<b>506</b>	<b>492</b>	<b>492</b>	<b>494</b>	<b>483</b>
<b>GRAND TOTAL</b>	<b>2312</b>	<b>2194</b>	<b>2092</b>	<b>2027</b>	<b>2003</b>

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*Table 3<sup>1</sup>*  
*Enrollment by Gender and Ethnicity*

	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	1144	57	1154	57	1234	59	881	39	881	38
Male	859	43	873	43	858	41	1431	61	1431	62
<b>Total</b>	<b>2003</b>	<b>100</b>	<b>2027</b>	<b>100</b>	<b>2092</b>	<b>100</b>	<b>2312</b>	<b>100</b>	<b>2312</b>	<b>100</b>
<b>Ethnicity</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	266	13	281	14	297	14	308	14	343	15
American Indian	2	0	2	7	5	1	8	7	8	1
Hispanic	22	1	28	1	32	2	31	1	27	1
Asian	138	7	144	0	145	7	158	1	170	7
<i>Total Minority</i>	<i>428</i>	<i>21</i>	<i>455</i>	<i>22</i>	<i>479</i>	<i>23</i>	<i>505</i>	<i>23</i>	<i>548</i>	<i>24</i>
White	1575	79	1572	78	1613	77	1689	77	1764	76
<b>Total</b>	<b>2003</b>	<b>100</b>	<b>2027</b>	<b>100</b>	<b>2092</b>	<b>100</b>	<b>2194</b>	<b>100</b>	<b>2312</b>	<b>100</b>

<sup>1</sup> Registrar's Educational Data 07-08.

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*Table 4<sup>1</sup>*  
*School of Medicine Enrollment by Gender and Ethnicity*

<b>MD</b>										
<b>Gender</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	163	40	161	40	176	43	182	43	185	43
Male	241	60	239	60	231	57	238	57	245	57
<b>Total</b>	<b>404</b>	<b>100</b>	<b>400</b>	<b>100</b>	<b>407</b>	<b>100</b>	<b>420</b>	<b>100</b>	<b>430</b>	<b>100</b>
<b>Ethnicity</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	29	7	27	6	34	8	30	7	39	9
American Indian	1	1	1	0	2	1	1	0	1	1
Hispanic	1	1	5	0	5	1	4	0	5	1
Asian	18	4	17	4	26	6	31	7	36	8
<i>Total Minority</i>	<i>49</i>	<i>13</i>	<i>50</i>	<i>12</i>	<i>67</i>	<i>16</i>	<i>66</i>	<i>14</i>	<i>81</i>	<i>19</i>
White	355	87	350	88	340	84	354	86	349	81
<b>Total</b>	<b>404</b>	<b>100</b>	<b>400</b>	<b>100</b>	<b>407</b>	<b>100</b>	<b>420</b>	<b>100</b>	<b>430</b>	<b>100</b>

<sup>1</sup> Registrar's Educational Data 07-08.

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*Table 5<sup>1</sup>*  
*School of Nursing Enrollment by Gender and Ethnicity*

<b>BSN</b>											
<b>Gender</b>											
	2004-05		2005-06		2006-07		2007-08		2008-09		
	N	%	N	%	N	%	N	%	N	%	
Female	212	91	186	87	204	89	267	90	281	88	
Male	22	9	29	13	26	11	29	10	39	12	
<b>Total</b>	<b>234</b>	<b>100</b>	<b>215</b>	<b>100</b>	<b>230</b>	<b>100</b>	<b>296</b>	<b>100</b>	<b>320</b>	<b>100</b>	
<b>Ethnicity</b>											
	2004-05		2005-06		2006-07		2007-08		2008-09		
	N	%	N	%	N	%	N	%	N	%	
African-American	48	13	42	18	45	18	50	18	51	16	
American Indian	0	0	0	0	0	0	0	0	0	0	
Hispanic	0	0	1	0	1	1	2	0	1	0	
Asian	1	0	3	0	4	1	5	1	4	1	
<i>Total Minority</i>	<i>33</i>	<i>14</i>	<i>31</i>	<i>14</i>	<i>33</i>	<i>14</i>	<i>57</i>	<i>19</i>	<i>56</i>	<i>18</i>	
White	201	86	184	86	197	86	239	81	264	83	
<b>Total</b>	<b>234</b>	<b>100</b>	<b>215</b>	<b>100</b>	<b>230</b>	<b>100</b>	<b>296</b>	<b>100</b>	<b>320</b>	<b>100</b>	

<sup>1</sup> Registrar's Educational Data 07-08.

*Table 6<sup>1</sup>*  
*School of Health Related Professions Enrollment by Gender and Ethnicity*

	<b>Gender</b>									
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	277	80	304	77	322	77	374	80	102	20
Male	68	20	90	23	94	23	96	20	410	80
<b>Total</b>	<b>345</b>	<b>100</b>	<b>394</b>	<b>100</b>	<b>416</b>	<b>100</b>	<b>470</b>	<b>100</b>	<b>512</b>	<b>100</b>
	<b>Ethnicity</b>									
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	77	22	82	21	78	19	89	19	116	23
American Indian	0	0	1	0	3	1	6	1	5	1
Hispanic	3	1	2	1	4	1	3	1	1	0
Asian	2	1	4	1	5	1	6	1	6	1
<i>Total Minority</i>	<i>82</i>	<i>24</i>	<i>89</i>	<i>23</i>	<i>90</i>	<i>22</i>	<i>104</i>	<i>22</i>	<i>128</i>	<i>25</i>
White	263	76	305	77	326	78	366	78	384	75
<b>Total</b>	<b>345</b>	<b>100</b>	<b>394</b>	<b>100</b>	<b>416</b>	<b>100</b>	<b>470</b>	<b>100</b>	<b>512</b>	<b>100</b>

<sup>1</sup> Registrar's Educational Data 07-08.

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*Table 7<sup>1</sup>*  
*School of Dentistry Enrollment by Gender and Ethnicity*

<b>DMD</b>										
<b>Gender</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	50	41	54	45	55	44	55	44	63	46
Male	73	59	65	55	69	56	69	56	75	54
<b>Total</b>	<b>123</b>	<b>100</b>	<b>119</b>	<b>100</b>	<b>124</b>	<b>100</b>	<b>124</b>	<b>100</b>	<b>138</b>	<b>100</b>
<b>Ethnicity</b>										
	2003-04		2004-05		2005-06		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	10	8	10	8	14	12	18	15	18	13
American Indian	0	0	0	0	0	0	0	0	0	0
Hispanic	2	2	2	2	2	2	3	2	3	2
Asian	4	3	4	3	4	3	4	3	5	4
<i>Total Minority</i>	<i>16</i>	<i>13</i>	<i>16</i>	<i>13</i>	<i>20</i>	<i>17</i>	<i>25</i>	<i>20</i>	<i>26</i>	<i>19</i>
White	107	87	107	87	99	83	99	80	112	81
<b>Total</b>	<b>123</b>	<b>100</b>	<b>123</b>	<b>100</b>	<b>119</b>	<b>100</b>	<b>124</b>	<b>100</b>	<b>138</b>	<b>100</b>

<sup>1</sup> Registrar's Educational Data 07-08.

*Table 8<sup>1</sup>*  
*School of Graduate Studies in the Health Sciences*  
*Enrollment by Gender and Ethnicity*

<b>MS and PhD in the Biomedical Sciences</b>										
<b>Gender</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	53	45	64	53	64	55	57	56	54	54
Male	64	55	57	47	52	45	45	44	46	46
<b>Total</b>	<b>117</b>	<b>100</b>	<b>121</b>	<b>100</b>	<b>116</b>	<b>100</b>	<b>102</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Ethnicity</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	22	19	29	24	18	16	16	16	18	18
American Indian	1	1	0	0	0	0	0	0	0	0
Hispanic	2	2	3	2	4	3	2	2	1	1
Asian	47	40	46	38	48	41	41	40	38	38
<i>Total Minority</i>	<i>72</i>	<i>62</i>	<i>78</i>	<i>64</i>	<i>70</i>	<i>60</i>	<i>59</i>	<i>58</i>	<i>57</i>	<i>57</i>
White	45	38	43	36	46	40	43	42	43	43
<b>Total</b>	<b>117</b>	<b>100</b>	<b>121</b>	<b>100</b>	<b>116</b>	<b>100</b>	<b>102</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>MS and PhD in the Clinical Health Sciences</b>										
<b>Gender</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	35	71	38	73	50	76	47	76	47	80
Male	14	29	14	27	16	24	15	24	12	20
<b>Total</b>	<b>49</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>66</b>	<b>100</b>	<b>62</b>	<b>100</b>	<b>59</b>	<b>100</b>
<b>Ethnicity</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	9	18	14	27	21	32	13	21	14	24
American Indian	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0
Asian	0	0	1	2	1	2	0	0	0	0
<i>Total Minority</i>	<i>9</i>	<i>18</i>	<i>15</i>	<i>29</i>	<i>22</i>	<i>33</i>	<i>13</i>	<i>21</i>	<i>14</i>	<i>24</i>
White	40	82	37	71	44	67	49	79	45	76
<b>Total</b>	<b>49</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>66</b>	<b>100</b>	<b>62</b>	<b>100</b>	<b>59</b>	<b>100</b>

<sup>1</sup> Registrar's Educational Data 07-08.

*Table 8 (Continued)*  
*Enrollment by Gender and Ethnicity*

<b>MSN in Nursing</b>										
<b>Gender</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	111	88	121	88	123	88	126	91	158	91
Male	15	12	16	12	17	12	12	9	16	9
<b>Total</b>	<b>126</b>	<b>100</b>	<b>137</b>	<b>100</b>	<b>140</b>	<b>100</b>	<b>138</b>	<b>100</b>	<b>174</b>	<b>100</b>
<b>Ethnicity</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	6	5	35	26	34	24	30	22	27	16
American Indian	0	0	0	0	0	0	0	0	3	2
Hispanic	1	1	1	1	2	1	1	1	2	1
Asian	1	1	2	1	2	1	3	2	0	0
<i>Total Minority</i>	<i>28</i>	<i>22</i>	<i>38</i>	<i>28</i>	<i>38</i>	<i>27</i>	<i>34</i>	<i>25</i>	<i>32</i>	<i>18</i>
White	98	78	99	72	102	73	104	75	142	82
<b>Total</b>	<b>126</b>	<b>100</b>	<b>137</b>	<b>100</b>	<b>140</b>	<b>100</b>	<b>138</b>	<b>100</b>	<b>174</b>	<b>100</b>
<b>PhD in the Nursing Sciences</b>										
<b>Gender</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	13	87	14	82	20	91	18	95	16	94
Male	2	13	3	18	2	9	1	5	1	6
<b>Total</b>	<b>15</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>17</b>	<b>100</b>
<b>Ethnicity</b>										
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	4	27	3	18	5	23	5	26	2	12
American Indian	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0
<i>Total Minority</i>	<i>4</i>	<i>27</i>	<i>3</i>	<i>18</i>	<i>5</i>	<i>23</i>	<i>5</i>	<i>26</i>	<i>2</i>	<i>12</i>
White	11	73	14	82	17	77	14	74	15	88
<b>Total</b>	<b>15</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>17</b>	<b>100</b>

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*Table 9<sup>1</sup>*  
*Postgraduate Education Enrollment by Gender and Ethnicity*

	<b>Gender</b>									
	2004-05		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
Female	165	34	169	34	167	34	168	34	322	64
Male	318	66	325	66	325	66	324	66	184	36
<b>Total</b>	<b>483</b>	<b>100</b>	<b>494</b>	<b>100</b>	<b>492</b>	<b>100</b>	<b>492</b>	<b>100</b>	<b>506</b>	<b>100</b>
	<b>Ethnicity</b>									
	2003-04		2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%	N	%
African-American	34	7	31	6	40	8	39	8	52	10
American Indian	2	0	0	0	0	0	1	0	2	0
Hispanic	11	2	14	3	13	3	13	3	11	2
Asian	65	13	67	14	55	11	69	14	78	15
<i>Total Minority</i>	<i>112</i>	<i>23</i>	<i>112</i>	<i>23</i>	<i>108</i>	<i>22</i>	<i>122</i>	<i>25</i>	<i>143</i>	<i>28</i>
White	371	77	382	77	384	78	370	75	363	72
<b>Total</b>	<b>483</b>	<b>100</b>	<b>494</b>	<b>100</b>	<b>492</b>	<b>100</b>	<b>492</b>	<b>100</b>	<b>506</b>	<b>100</b>

<sup>1</sup> Registrar's Educational Data 07-08.

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*Table 10<sup>1</sup>*  
*Postgraduate Education*  
*Residents and Fellows in Postgraduate Specialties*

	2004-05	2005-06	2006-07	2007-08	2008-07
<b>Residents in Medical Departments</b>					
Anesthesiology	30	33	31	30	31
Emergency Medicine	26	26	27	30	31
Family Medicine	32	31	33	29	26
Medicine - Internal	61	65	63	64	61
Medicine/Pediatrics	10	9	8	9	10
Neurology	13	13	13	14	14
Neurosurgery	7	7	8	9	8
Obstetrics and Gynecology	24	24	24	27	24
Ophthalmology	12	12	12	12	12
Orthopedic Surgery	20	20	20	19	19
Otolaryngology	10	10	10	12	13
Pathology	12	12	12	12	12
Pediatrics	29	35	32	37	35
Psychiatry and Human Behavior	21	23	23	21	21
Radiology	22	22	21	21	25
Surgery-General	30	29	29	27	30
Surgery-Plastic	4	2	4	4	4
Surgery-Thoracic	3	2	1	0	0
Surgery-Urology	10	10	10	10	10
Transitional Anesthesiology/Emergency Medicine					3
<i>Total</i>	376	385	381	387	389
<b>Dentistry</b>					
Residents in Dentistry	13	12	16	16	16
<b>Residents in Clinical Psychology</b>					
	7	8	7	8	8
<b>Fellows in Medical Departments</b>					
Anaesthesiology	1	0	2	1	1
Family Medicine					1
Medicine	42	50	51	55	58
Neurology	1	1	2	0	0
Neurosurgery	0	0	0	0	0
Obstetrics and Gynecology	4	4	4	4	4
Orthopedic Surgery	1	1	1	1	1
Pathology	1	1	1	1	1
Pediatrics	0	4	1	1	3
Psychiatry and Human Behavior	3	2	3	2	4
Radiology	4	5	3	3	0
Surgery	4	4	3	2	1
<i>Total</i>	61	72	71	70	74

<sup>1</sup> Registrar's Educational Data 07-08.

*Table 10<sup>1</sup>*  
*Postgraduate Education*  
*Residents and Fellows in Postgraduate Specialties Continued*

<b>Fellows in Basic Science Departments</b>					
Anatomy	1	0	0		0
Biochemistry	2	1	0	1	1
Microbiology	1	0	1	1	1
Pathology	1	1	1		0
Pharmacology and Toxicology	2	3	3		0
Physiology and Biophysics	12	6	9	8	11
<i>Total</i>	<i>19</i>	<i>11</i>	<i>14</i>	<i>10</i>	<i>13</i>
<b>Fellows in School of Nursing</b>					
Nursing	0	0	0	1	0
<b>TOTAL</b>	<b>476</b>	<b>488</b>	<b>489</b>	<b>492</b>	<b>500</b>

<sup>1</sup> Registrar's Educational Data 07-08.

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**GRADUATES**

*Table 11*  
*Degrees/Certificates Awarded by School and Degree/Certificate*

	2003-04	2004-05	2005-06	2006-07	2007-08
<b>School of Medicine</b>					
MD	91	102	96	98	98
Certificate in Nuclear Medicine Technology	8	5	6	6	8
Certificate in Radiologic Technology	18	20	24	21	19
Certificate in Advanced Diagnostic Imaging	2	2	4	5	7
<b>School of Graduate Studies in the Health Sciences</b>					
MS	7	6	13	22	21
PhD	14	19	19	21	18
<b>School of Nursing</b>					
BSN	115	122	139	103	127
MSN	17	23	35	41	39
Post-Masters Certificate	3	6	12	4	2
<b>School of Health Related Professions</b>					
BS in Clinical Lab Sciences	11	15	6	15	10
BS in Clinical Health Sciences	1	3	11	11	28
BS in Cytotechnology	5	6	7	9	9
BS in Dental Hygiene	22	22	22	20	21
BS in Health Information Management	11	14	14	9	6
BS in Occupational Therapy	28	24	26	0	0
MS in Occupational Therapy			23	27	27
MS in Physical Therapy	28	34	36	0	0
DPT in Physical Therapy			7	28	57
Certificate in Emergency Medical Technology	5	16	3	12	11
<b>School of Dentistry</b>					
DMD	24	35	29	29	29
<b>Total</b>	<b>410</b>	<b>474</b>	<b>532</b>	<b>481</b>	<b>537</b>

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## SECTION TWO: PERSONNEL

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### INTRODUCTION AND DEFINITIONS

The Department of Human Resources uses the following categories for reporting employee information to the Institutions of Higher Learning.<sup>3</sup>

#### DEMOGRAPHIC

*Gender* is self-reported by the employee.

*Race* is self-reported by the employee.

*Age* is self-reported by the employee.

#### EMPLOYMENT STATUS

*Full-time* employees are employed 40 hours per week or more.

*Part-time* employees are employed 39 hours or less per week.

*Years of service* is the number of years employed at UMC.

#### OCCUPATIONAL CATEGORIES

**Executive, Administrative, and Managerial.** This category includes persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment and to direct the work of others. Included in this category are all officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. Supervisors of professional employees are included here, while supervisors of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are reported within the specific categories of the personnel they supervise.

**Faculty (Instruction/Research/Public Service).** Reported in this category are all 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 of these academic ranks. If their principal activity is instructional, also included are deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent). Not included are student teachers or research assistants. Librarians and counselors are reported in this category because they hold faculty rank. Adjunct faculty are also included in this category.

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<sup>3</sup> *Data Dictionary*, Institutions of Higher Learning, Office of Research and Planning, August, 2007

**Other Professionals (Support/Service).** Reported in this category are all persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments require either college graduation or experience of such kind and amount as to provide a comparable background.

**Technical and Paraprofessional.** Reported in this category are all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Included are computer programmers (with less than a bachelor's degree) and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational activity categories which are institutionally defined as technical assignments. Also included are persons who perform some of the duties of professional or technician in a supportive role, which usually require less formal training and/or experience than normally required for professional or technical status. Such positions fall within an identified pattern of staff development and promotion under a "New Careers" concept.

**Clerical and Secretarial.** Reported in this category are all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Included are personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paper-work required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, payroll clerks, etc. Also included are sales clerks such as those employed full-time in the bookstore and library clerks who are not recognized as librarians.

**Skilled Crafts.** Reported in this category are all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Included are mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and type-setters.

**Service/Maintenance.** Reported in this category are all persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Included are chauffeurs, laundry, and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers, and security personnel.

**Student Instruction/Research Assistants.** Reported in this category are all students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions. Excluded are students in the College Work-Study Program. Employees hired on a full-time basis (not students) are to be reported as "other professionals."

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**EMPLOYEES**

*Table 1.<sup>1</sup>  
Employees' Characteristics*

	2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%
<b>Gender</b>								
Male	2,098	28	2,054	28	2,074	27	1,892	25
Female	5,530	72	5,370	72	5,615	73	5,607	75
<i>Total</i>	<i>7,628</i>	<i>100</i>	<i>7,424</i>	<i>100</i>	<i>7,689</i>	<i>100</i>	<i>7,499</i>	<i>100</i>
<b>Race</b>								
White	4,293	56	4,133	56	4,282	55	4,106	55
African-American	2,977	39	2,939	40	3,058	40	3,098	41
Hispanic	52	1	50	1	52	1	47	<1
Asian, Pacific Islander	262	3	245	3	246	3	205	3
American Indian	7	<1	3	<1	3	<1	6	<1
Unknown	37	<1	54	1	48	1	37	<1
<i>Total</i>	<i>7,628</i>	<i>100</i>	<i>7,424</i>	<i>100</i>	<i>7,689</i>	<i>100</i>	<i>7,499</i>	<i>100</i>
<b>Employment Status</b>								
Full-time	6,678	88	6,458	87	6,894	90	6,659	89
Part-time/Temporary	950	12	966	13	795	10	840	11
<i>Total</i>	<i>7,628</i>	<i>100</i>	<i>7,424</i>	<i>100</i>	<i>7,689</i>	<i>100</i>	<i>7,499</i>	
<b>Years of Service</b>								
Under 5 Years	3,972	52	3,982	54	4,083	53	3,613	48
5 - 9 Years	1,443	19	1,682	23	1,733	23	1,467	20
10 - 14 Years	647	9	799	11	869	11	756	10
Over 14 Years	<i>1,566</i>	<i>20</i>	<i>961</i>	<i>13</i>	<i>1004</i>	<i>13</i>	<i>1,663</i>	<i>22</i>
<i>Total</i>	<i>7,628</i>	<i>100</i>	<i>7,424</i>	<i>100</i>	<i>7,689</i>	<i>100</i>	<i>7,499</i>	<i>100</i>
<b>Age</b>								
Under Age 40	4,522	59	3,707	50	4,025	52	3,788	51
Age 40 to 54	2,337	31	2,706	36	2,718	35	2,734	36
Age 55 and Over	769	10	1,011	14	946	13	977	13
<i>Total</i>	<i>7,628</i>	<i>100</i>	<i>7424</i>	<i>100</i>	<i>7689</i>	<i>100</i>	<i>7,499</i>	<i>100</i>
<b>Occupational Category</b>								
Executive and Administrative	346	5	472	6	278	4	320	4
Faculty	844	11	836	11	866	11	851	11
Professional Nonfaculty	2,574	34	2,213	30	2,713	35	2,350	31
Technical and Paraprofessional	1,213	16	1,166	16	1,305	17	1,403	19
Clerical and Secretarial	1,355	18	1,270	17	1,257	16	1,264	17
Skilled Crafts	131	2	128	2	129	2	130	2
Service and Maintenance	922	12	965	13	939	12	893	12
Student Instructors and Research Assistants	243	2	374	5	202	3	288	4
<i>Total</i>	<i>7,628</i>	<i>100</i>	<i>7424</i>	<i>100</i>	<i>7,689</i>	<i>100</i>	<i>7,499</i>	<i>100</i>

<sup>1</sup> Employee Demographics, Fall Term, Institutions of Higher Learning, October 2007.

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*Table 2.<sup>1</sup>*  
*Employees by Ethnicity and Occupational Category*

Occupational Categories	2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%
<b>African-American Employees</b>								
Executive and Administrative	77	3	99	3	57	2	67	2
Faculty	55	2	48	2	64	2	64	2
Professional Nonfaculty	544	18	491	17	619	20	589	19
Clerical and Secretarial	822	28	802	27	815	27	849	27
Technical and Paraprofessional	564	19	544	19	592	19	676	22
Skilled Crafts	32	1	29	1	30	1	32	1
Service and Maintenance	820	28	836	28	831	27	758	24
Student Instructors and Research Assistants	63	2	90	3	50	2	63	2
<b>Total</b>	<b>2977</b>	<b>100</b>	<b>2939</b>	<b>100</b>	<b>3058</b>	<b>100</b>	<b>3098</b>	<b>100</b>
<b>White Employees</b>								
Executive and Administrative	267	6	367	9	219	5	249	6
Faculty	679	16	681	16	695	16	671	16
Professional	1885	44	1614	39	1944	45	1,712	42
Clerical and Secretarial	515	12	454	11	431	10	407	10
Technical and Paraprofessional	629	15	603	15	689	16	701	17
Skilled Crafts	96	2	97	2	97	2	96	2
Service and Maintenance	100	2	119	3	95	2	122	3
Student Instructors and Research Assistants	122	3	198	5	112	3	148	4
<b>Total</b>	<b>4293</b>	<b>100</b>	<b>4133</b>	<b>100</b>	<b>4282</b>	<b>100</b>	<b>4106</b>	<b>100</b>
<b>Other Race Employees</b>								
Executive and Administrative	2	1	6	2	2	1	4	1
Faculty	110	31	107	30	107	31	116	39
Professional Nonfaculty	145	41	108	31	150	43	49	17
Clerical and Secretarial	18	5	14	4	11	3	8	3
Technical and Paraprofessional	20	6	19	5	24	7	26	9
Skilled Crafts	3	1	2	1	2	1	2	1
Service and Maintenance	2	1	10	3	13	4	13	4
Student Instructors and Research Assistants	58	16	86	24	40	11	77	26
<b>Total</b>	<b>358</b>	<b>100</b>	<b>352</b>	<b>100</b>	<b>349</b>	<b>100</b>	<b>295</b>	<b>100</b>

<sup>1</sup> Employee Demographics, Fall Term, Institutions of Higher Learning, October 2007.

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*Table 3.<sup>1</sup>*  
*Employees by Gender and Occupational Category*

	2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%
<b>Male</b>								
Executive and Administrative	103	5	135	4	111	5	126	7
Faculty	499	24	490	15	486	23	485	26
Professional Nonfaculty	597	28	506	16	600	29	316	17
Clerical and Secretarial	52	2	1230	38	43	2	43	2
Technical and Paraprofessional	370	18	352	11	375	18	398	21
Skilled Crafts	130	6	127	4	127	6	130	7
Service and Maintenance	277	13	292	9	274	13	276	15
Student Instructors and Research Assistants	70	3	112	3	58	3	112	6
<b>Total</b>	<b>2098</b>	<b>100</b>	<b>3244</b>	<b>100</b>	<b>2074</b>	<b>100</b>	<b>1886</b>	<b>100</b>
<b>Female</b>								
Executive and Administrative	216	4	337	8	167	3	194	3
Faculty	330	6	346	8	380	7	366	7
Professional Nonfaculty	2235	36	1707	41	2113	38	2034	36
Clerical and Secretarial	1390	24	40	1	1214	22	1221	22
Technical and Paraprofessional	903	15	814	19	930	17	1005	18
Skilled Crafts	0	0	1	0	2	0	0	0
Service and Maintenance	750	12	673	16	665	12	617	11
Student Instructors and Research Assistants	125	3	262	6	144	3	176	3
<b>Total</b>	<b>5949</b>	<b>100</b>	<b>4180</b>	<b>100</b>	<b>5615</b>	<b>100</b>	<b>5613</b>	<b>100</b>

<sup>1</sup> Employee Demographics, Fall Term, Institutions of Higher Learning, October 2007.

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**FACULTY**

*Table 4.<sup>1</sup>  
Faculty Characteristics*

	2005-06		2006-07		2007-08		2008-09	
	N	%	N	%	N	%	N	%
<b>Gender</b>								
Male	499	59	490	59	486	56	485	57
Female	345	41	346	41	380	44	366	43
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>
<b>Ethnicity</b>								
Black	55	7	48	6	64	7	64	8
White	679	81	681	82	695	80	671	78
Hispanic	13	2	12	1	12	2	12	1
American Indian Asian, Korean or Indian	2	<1	1	<1	2	<1	4	1
Unknown	89	11	88	10	86	10	96	11
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>
<b>Age</b>								
Under 40	198	18	192	23	220	25	194	23
Age 40 to 54	411	59	404	48	407	47	393	46
Age 55 and Over	235	23	240	29	239	28	264	31
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>
<b>Years of Service</b>								
Less than 5	309	37	281	34	300	35	285	34
5 - 9 Years	186	26	197	24	207	24	188	22
10 - 14 Years	140	12	137	16	139	16	139	16
Over 14 Years	209	25	221	26	220	25	239	28
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>
<b>Faculty Rank</b>								
Professor	238	29	281	34	240	28	249	29
Associate Professor	187	22	197	24	174	20	179	21
Assistant Professor	250	30	137	16	270	31	280	33
Instructor	161	19	221	26	158	18	143	17
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>
<b>Tenure Status</b>								
Tenured	314	37	308	37	312	36	307	36
Tenure Eligible	323	38	279	33	206	24	207	24
Not Tenure Eligible	207	25	249	30	348	40	337	40
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>
<b>Employment Status of Salaried Faculty:</b>								
Full-Time	701	83	698	84	706	83	726	85
Part-Time	143	17	138	16	140	17	125	15
<i>Total</i>	<i>844</i>	<i>100</i>	<i>836</i>	<i>100</i>	<i>866</i>	<i>100</i>	<i>851</i>	<i>100</i>

<sup>1</sup> Employee Demographics, Fall Term, Institutions of Higher Learning, October 2007.

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*Table 5.<sup>1</sup>*  
*Faculty Characteristics by School*

	School of Medicine and Basic Sciences		School of Nursing		School of Health Related Professions		School of Dentistry	
	N	%	N	%	N	%	N	%
<b>Gender</b>								
Male	403	61	5	9	19	30	58	76
Female	255	39	49	91	44	70	18	24
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>
<b>Ethnicity</b>								
Black	43	6	8	15	8	13	5	7
White	507	77	45	83	54	86	65	85
Hispanic	12	2	0	0	0	0	0	0
American Indian	4	1	0	0	0	0	0	0
Asian	88	13	1	2	1	1	6	8
Unknown	4	1	0	0	0	0	0	0
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>
<b>Age</b>								
Under Age 40	153	23	9	17	16	25	16	21
Age 40 to 54	300	46	28	52	29	46	36	47
Age 55 and Over	205	31	17	31	18	29	24	32
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>
<b>Years of Service</b>								
Under 5 Years	223	34	17	31	22	35	23	30
5 - 9 Years	154	23	14	26	11	17	9	12
10 - 14 Years	103	16	10	19	10	16	16	21
Over 14 Years	178	27	13	24	20	32	28	37
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>
<b>Faculty Rank</b>								
Professor	197	30	14	26	13	21	25	33
Associate Professor	136	20	7	13	18	29	18	24
Assistant Professor	210	32	20	37	20	32	30	39
Instructor	115	18	13	24	12	18	3	4
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>
<b>Tenure Status</b>								
Tenured	243	37	14	26	29	46	21	28
Tenure Eligible	168	26	22	41	10	16	7	9
Not Tenure Eligible	247	37	18	33	24	38	48	63
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>
<b>Employment Status</b>								
Full-Time	587	89	46	85	54	86	39	51
Part-Time	71	11	8	15	9	14	37	49
<i>Total</i>	<i>658</i>	<i>100</i>	<i>54</i>	<i>100</i>	<i>63</i>	<i>100</i>	<i>76</i>	<i>100</i>

<sup>1</sup> Employee Demographics, Fall Term, Institutions of Higher Learning, October 2007.

