

Section 9 *Faculty & Staff*

This section can be used for finding:

- *the number of personnel by ethnicity, gender, and classification.*
- *the number of faculty by age, ethnicity, gender, and dean area.*

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Useful Terms

Adjunct faculty – non-staffing table employees appointed on a course-by-course basis to teach college credit and certificate program courses.

Administrative personnel – staffing table employees who are exempt from receiving overtime pay, are paid on a monthly basis and who are considered upper management.

Classified personnel – staffing table employees who are not exempt from receiving overtime pay and who are paid on a bi-weekly basis.

Credit teaching faculty – faculty who teach college credit courses; includes staffing table full-time and non-staffing table adjunct faculty.

Full-time faculty – staffing table employees with faculty status including counselors and librarians.

Grant personnel – employees whose salaries are funded by sources other than Austin Community College and who are eligible for benefits and accrue leave.

Professional/technical personnel – staffing table employees who are exempt from overtime pay and who are paid on a monthly basis.

Staffing table personnel – employees who are eligible for benefits and accrue leave.

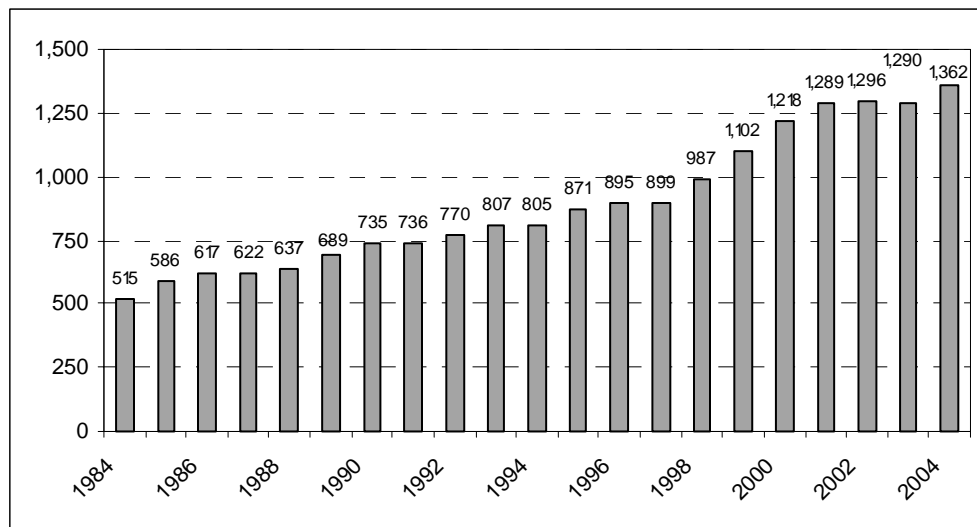
Temporary full-time faculty – Adjunct Faculty who teach a full-time load on a temporary basis and receive benefits.

Faculty and Staff Summary

- There were 1,362 staffing table personnel employed at Austin Community College in Fall 2004, an increase of 72 personnel over the previous year.
- Non-White ethnic groups comprised roughly half of all classified staffing table personnel and one-third of professional/technical table personnel in Fall 2004.
- The percentage of full-time faculty between the ages of 36-50 has decreased for the third year in a row (Fall 2001 was the first year this data was collected) – 41% in Fall 2001; 39% in Fall 2002; 36% in Fall 2003; 33% in Fall 2004 while the percentage of full-time faculty between the ages of 51-64 has increased for the third year in a row (48% in Fall 2001; 50% in Fall 2002; 53% in Fall 2003; 57% in Fall 2004).
- The number of full-time faculty by dean area in Fall 2004 did not change noticeably from the previous fall, however, 15 additional full-time faculty were teaching in Mathematics & Sciences compared to the previous fall term (the largest increase among all dean areas). The three dean areas employing the most full-time faculty were Mathematics & Sciences (21% of all full-time faculty), Health & Sciences (18% of all full-time faculty), and Social & Behavioral Sciences (15% of all full-time faculty).
- There were slight increases in the number of adjunct faculty in Arts & Humanities and Communications compared to Fall 2003. The two dean areas with the biggest decreases in the number of adjunct faculty were Computer Studies & Advanced Technology and Math and Sciences.
- The full-time faculty gender distribution in Fall 2004 (53% female; 47% male) was reversed among adjunct faculty (45% female; 55% male).

**Staffing Table Personnel by Classification
Fall 1984 - 2004**

Fall Semester	Full-time Faculty ¹	Admin. and Prof./Tech. ²	Classified	Total
1984	192	50	273	515
1985	220	99	267	586
1986	222	105	290	617
1987	226	105	291	622
1988	235	112	290	637
1989	247	118	324	689
1990	261	132	342	735
1991	267	135	334	736
1992	271	149	350	770
1993	284	159	364	807
1994	308	147	350	805
1995	325	161	385	871
1996	336	203	356	895
1997	344	210	345	899
1998	355	232	400	987
1999	381	289	432	1,102 ³
2000	438	326	454	1,218
2001	424	366	499	1,289
2002	421	382	493	1,296
2003	416	384	490	1,290
2004	448	396	518	1,362



¹ Includes counselors and librarians, deans through 1999, and temporary full-time faculty beginning in 2000.

² Includes deans after 1999.

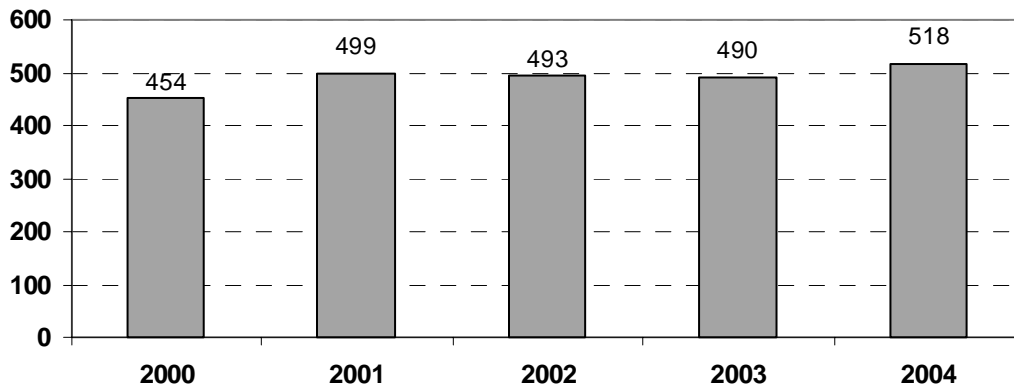
³ Increase reflects new faculty positions and conversion of hourly positions to staffing table positions.

NOTE: These numbers include staffing table positions only.

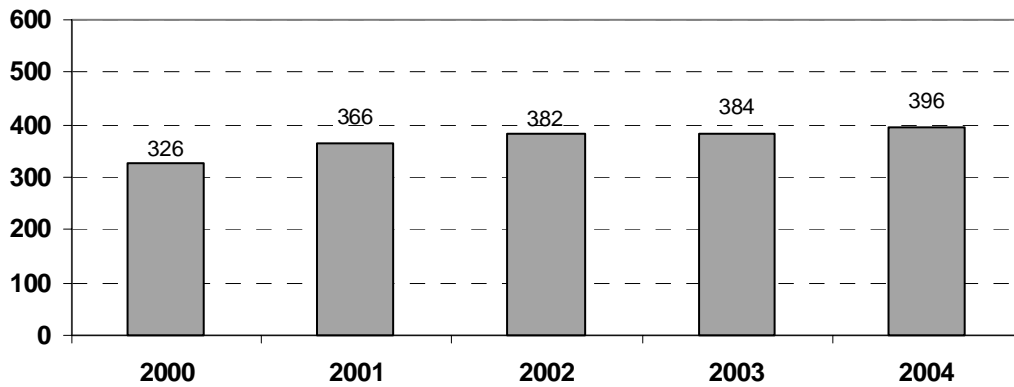
Source: Office of Human Resources

Staffing Table Personnel by Classification Fall 2000- Fall 2004

Classified Personnel



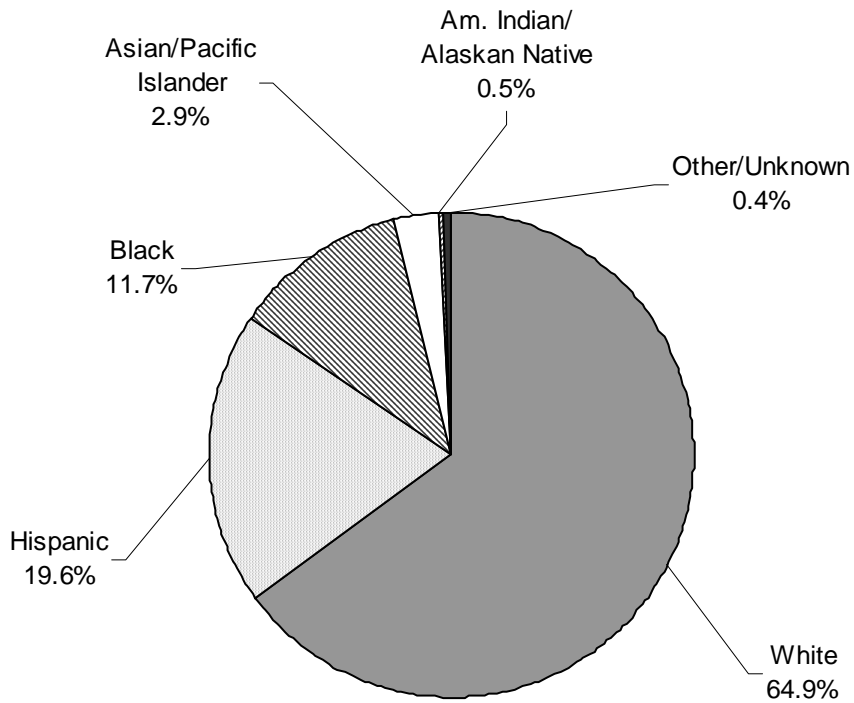
Administrative and Professional/Technical Personnel



Source: Office of Human Resources

**Staffing Table Personnel by Ethnicity and Gender
Fall 2004**

Total Staffing Table Personnel

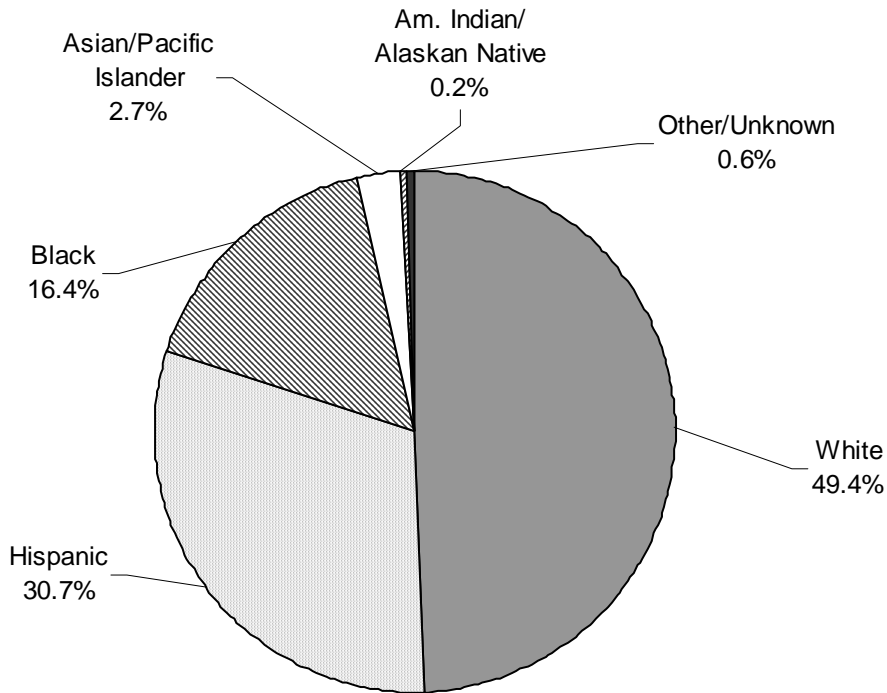


Ethnicity	Male		Female		Total	
White	386	28.3%	498	36.6%	884	64.9%
Hispanic	126	9.3%	141	10.4%	267	19.6%
Black	55	4.0%	104	7.6%	159	11.7%
Asian/Pacific Islander	15	1.1%	24	1.8%	39	2.9%
Am. Indian/Alaskan Native	4	0.3%	3	0.2%	7	0.5%
Other/Unknown	5	0.4%	1	0.1%	6	0.4%
TOTAL	554	43.4%	771	56.6%	1,362	

NOTE: These numbers include only staffing table positions (full-time faculty, classified, administrative, and professional/technical personnel). Percents may not add to 100 due to rounding.

Source: Office of Human Resources

**Classified Personnel
Fall 2004**

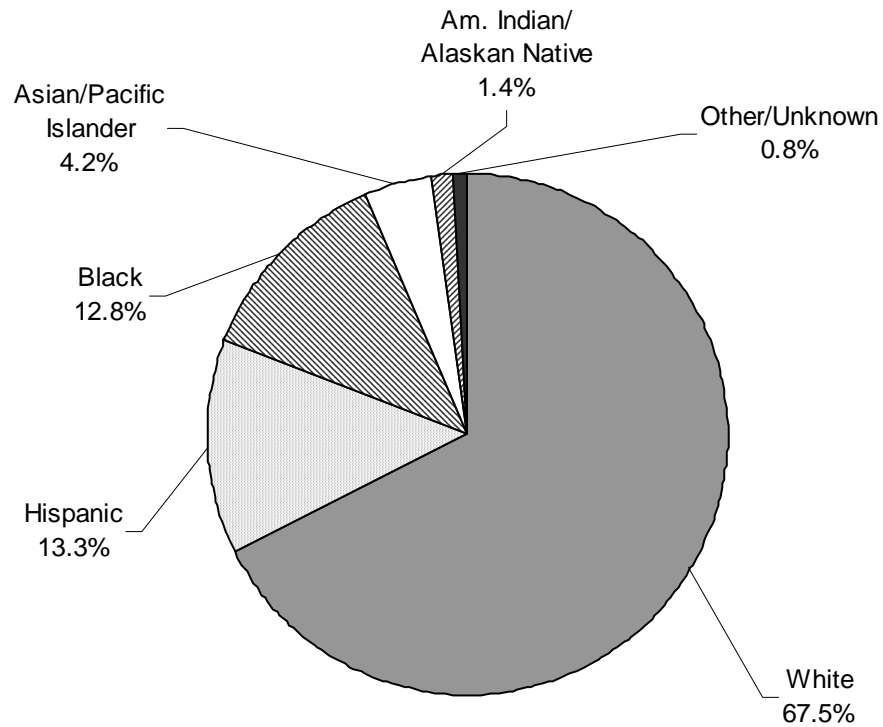


Ethnicity	Male		Female		Total	
White	100	19.3%	156	30.1%	256	49.4%
Hispanic	79	15.3%	80	15.4%	159	30.7%
Black	29	5.6%	56	10.8%	85	16.4%
Asian/Pacific Islander	6	1.2%	8	1.5%	14	2.7%
Am. Indian/Alaskan Native	1	0.2%	0	0.0%	1	0.2%
Other/Unknown	3	0.6%	0	0.0%	3	0.6%
TOTAL	218	42.1%	300	57.9%	518	

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

**Professional/Technical Personnel
Fall 2004**

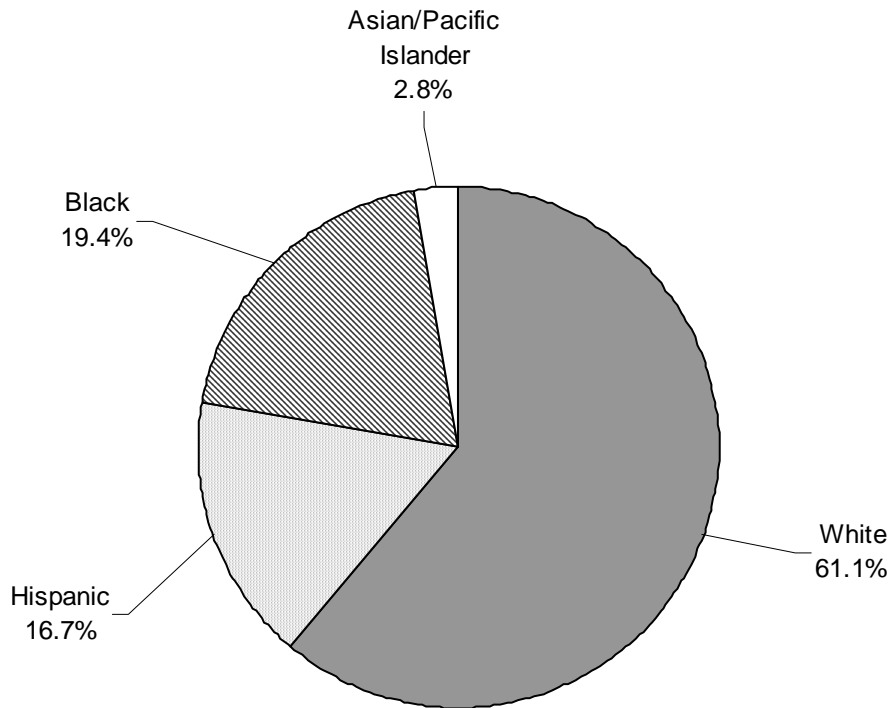


Ethnicity	Male		Female		Total	
White	108	30.0%	135	37.5%	243	67.5%
Hispanic	9	2.5%	39	10.8%	48	13.3%
Black	20	5.6%	26	7.2%	46	12.8%
Asian/Pacific Islander	7	1.9%	8	2.2%	15	4.2%
Am. Indian/Alaskan Native	3	0.8%	2	0.6%	5	1.4%
Other/Unknown	2	0.6%	1	0.3%	3	0.8%
TOTAL	149	41.4%	211	58.6%	360	

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

**Administrative Personnel*
Fall 2004**



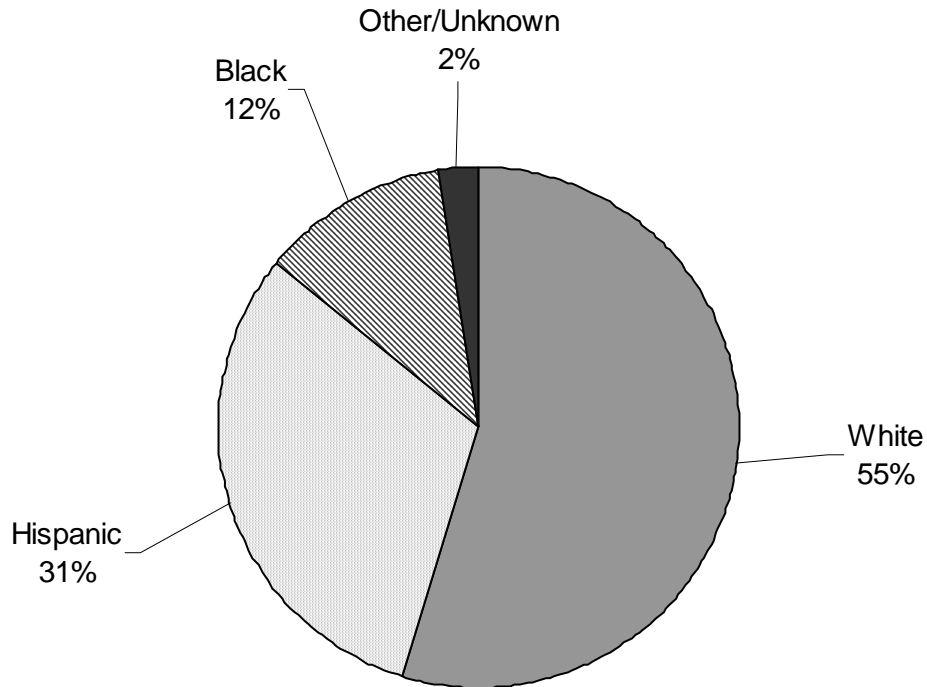
Ethnicity	Male		Female		Total	
White	9	25.0%	13	36.1%	22	61.1%
Hispanic	3	8.3%	3	8.3%	6	16.7%
Black	0	0.0%	7	19.4%	7	19.4%
Asian/Pacific Islander	0	0.0%	1	2.8%	1	2.8%
Am. Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Other/Unknown	0	0.0%	0	0.0%	0	0.0%
TOTAL	12	33.3%	24	66.7%	36	

* Includes deans.

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

**Grant Personnel
Fall 2004**

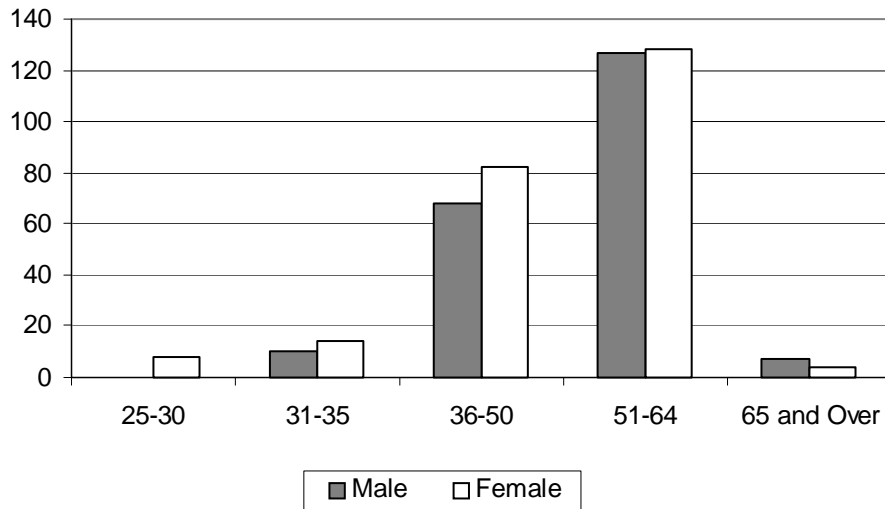


Ethnicity	Male		Female		Total	
White	6	14.3%	17	40.5%	23	54.8%
Hispanic	3	7.1%	10	23.8%	13	31.0%
Black	1	2.4%	4	9.5%	5	11.9%
Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Am. Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Other/Unknown	1	2.4%	0	0.0%	1	2.4%
TOTAL	11	26.2%	31	73.8%	42	

NOTES: Grant personnel include college employees whose salaries are funded by government or private agency grants and contracts. Percents may not add to 100 due to rounding.

Source: Office of Human Resources

Full-time Faculty* by Age and Gender Fall 2004



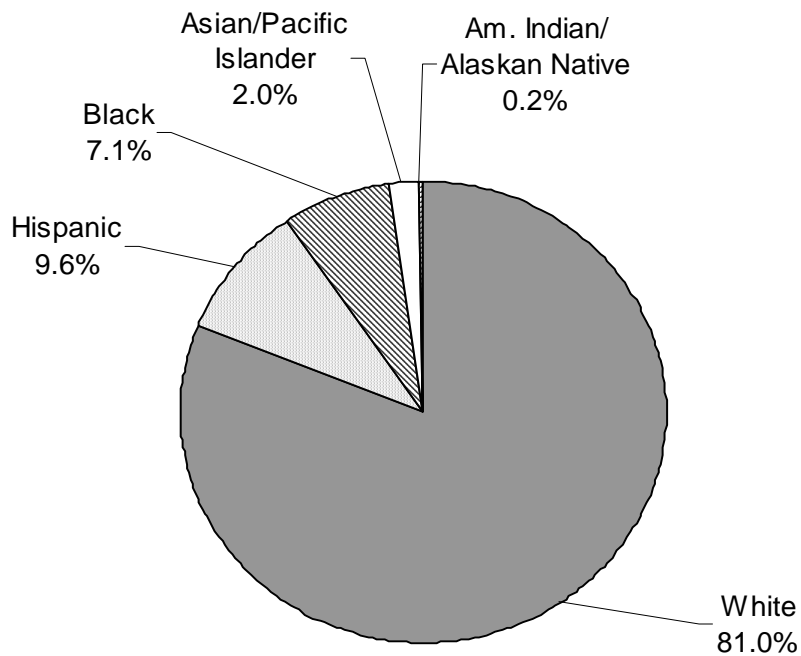
Age	Male		Female		Total	
25-30	0	0.0%	8	1.8%	8	1.8%
31-35	10	2.2%	14	3.1%	24	5.4%
36-50	68	15.2%	82	18.3%	150	33.5%
51-64	127	28.3%	128	28.6%	255	56.9%
65 and Over	7	1.6%	4	0.9%	11	2.5%
TOTAL	212	47.3%	236	52.7%	448	

* Includes counselors, librarians, and temporary full-time faculty.

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

**Full-time Faculty* by Ethnicity and Gender
Fall 2004**



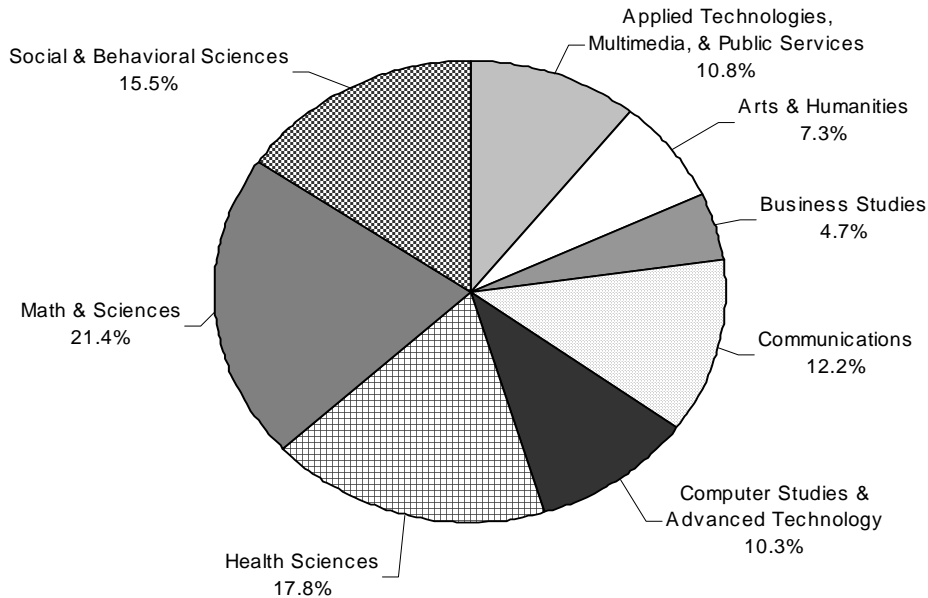
Ethnicity	Male		Female		Total	
White	169	37.7%	194	43.3%	363	81.0%
Hispanic	24	5.4%	19	4.2%	43	9.6%
Black	17	3.8%	15	3.3%	32	7.1%
Asian/Pacific Islander	2	0.4%	7	1.6%	9	2.0%
Am. Indian/Alaskan Native	0	0.0%	1	0.2%	1	0.2%
Other/Unknown	0	0.0%	0	0.0%	0	0.0%
TOTAL	212	47.3%	236	52.7%	448	

* Includes counselors, librarians, and temporary full-time faculty.

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

Full-time Faculty by Dean Area* Fall 2004



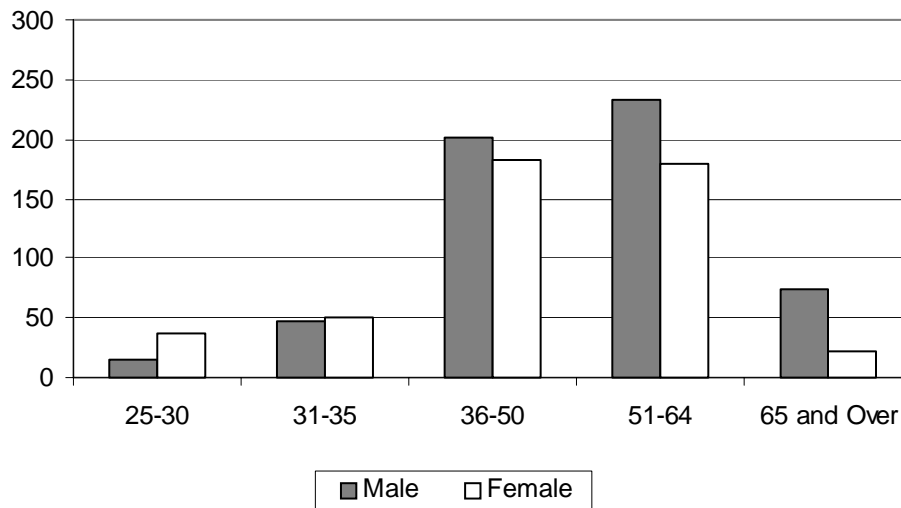
Dean Area	Fall 2004	Percent of Total
Applied Technologies, Multimedia, & Public Services	46	10.8%
Arts & Humanities	31	7.3%
Business Studies	20	4.7%
Communications	52	12.2%
Computer Studies & Advanced Technology	44	10.3%
Health Sciences	76	17.8%
Math & Sciences	91	21.4%
Social & Behavioral Sciences	66	15.5%
TOTAL	426	

* Includes all teaching full-time faculty, including counselors, librarians, and temporary full-time faculty .

NOTES: Duplicated headcounts. If faculty teach in more than one dean area, they are counted once in each area. Percents may not add to 100 due to rounding.

Source: ACC Computer System - uncertified data as of November 3, 2004

**Adjunct Faculty by Age and Gender
Fall 2004**

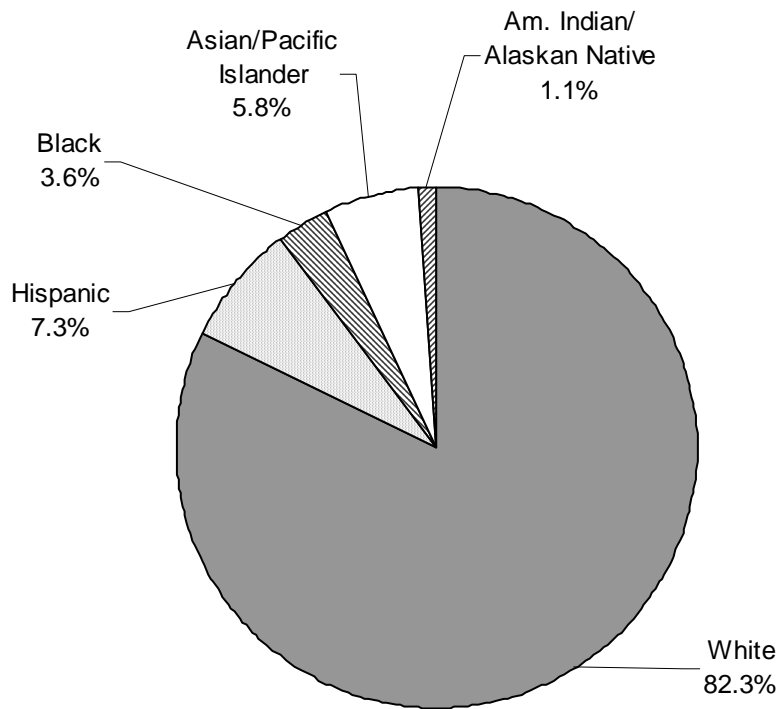


Age	Male		Female		Total	
25-30	15	1.4%	37	3.6%	52	5.0%
31-35	47	4.5%	50	4.8%	97	9.3%
36-50	201	19.3%	183	17.6%	384	36.9%
51-64	233	22.4%	179	17.2%	412	39.6%
65 and Over	73	7.0%	22	2.1%	95	9.1%
TOTAL	569	54.7%	471	45.3%	1,040	

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

Adjunct Faculty by Ethnicity and Gender Fall 2004

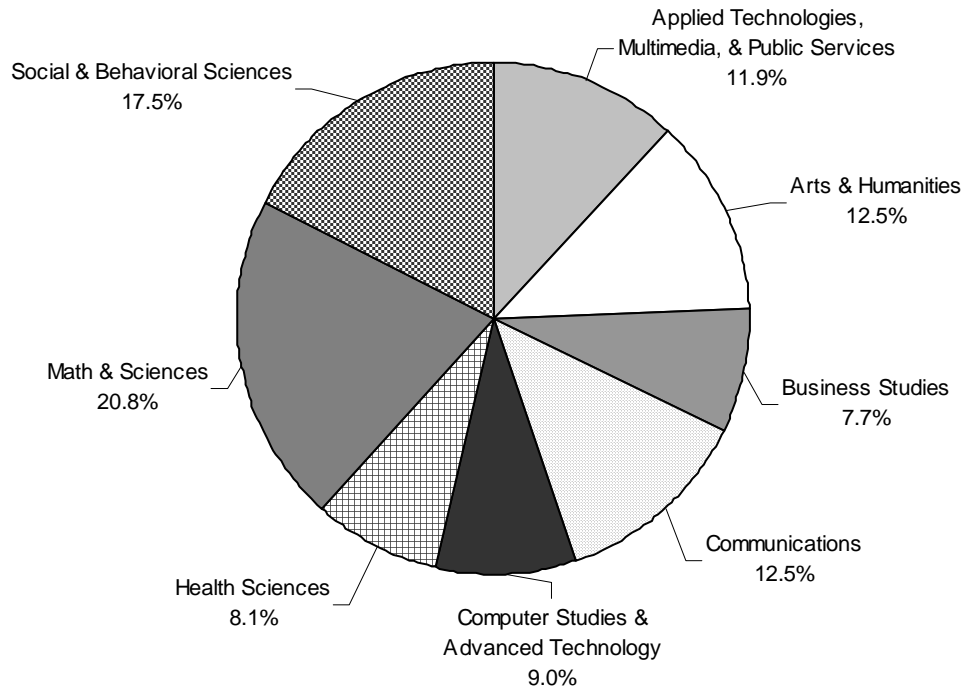


Ethnicity	Male		Female		Total	
White	468	45.0%	388	37.3%	856	82.3%
Hispanic	40	3.8%	36	3.5%	76	7.3%
Black	23	2.2%	14	1.3%	37	3.6%
Asian/Pacific Islander	31	3.0%	29	2.8%	60	5.8%
Am. Indian/Alaskan Native	7	0.7%	4	0.4%	11	1.1%
Other/Unknown	0	0.0%	0	0.0%	0	0.0%
TOTAL	569	54.7%	471	45.3%	1,040	

NOTE: Percents may not add to 100 due to rounding.

Source: Office of Human Resources

Adjunct Faculty by Dean Area Fall 2004



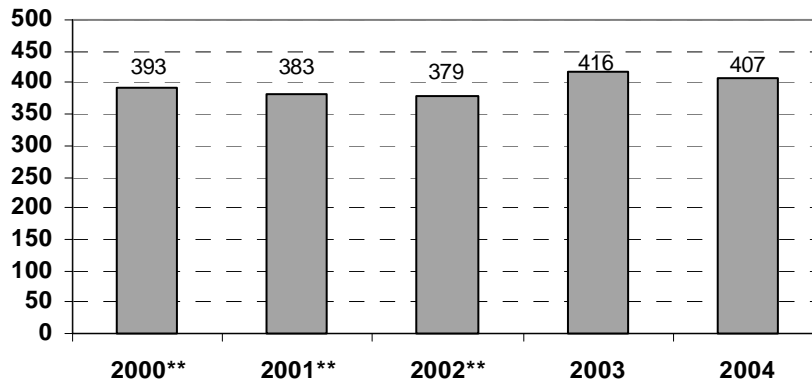
Dean Area	Fall 2004	Percent of Total
Applied Technologies, Multimedia, & Public Services	126	11.9%
Arts & Humanities	133	12.5%
Business Studies	82	7.7%
Communications	132	12.5%
Computer Studies & Advanced Technology	95	9.0%
Health Sciences	86	8.1%
Math & Sciences	220	20.8%
Social & Behavioral Sciences	186	17.5%
TOTAL	1,060	

NOTES: Duplicated headcounts. If faculty teach in more than one dean area, they are counted once in each area. Percents may not add to 100 due to rounding.

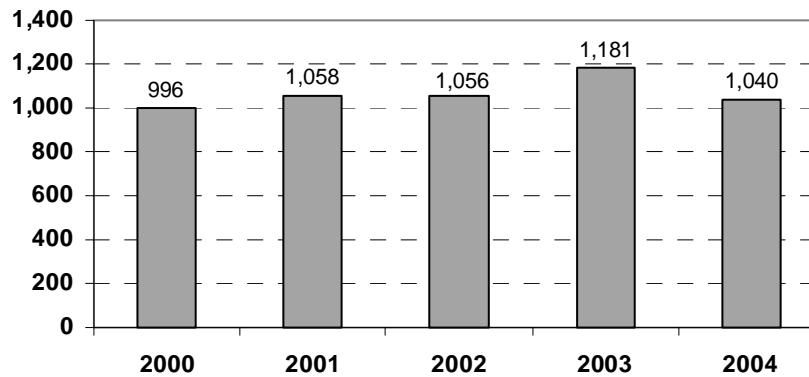
Source: ACC Computer System - uncertified data as of November 3, 2004

Credit Teaching Faculty* Fall 2000- 2004

Full-time Teaching Faculty



Adjunct Faculty



* Credit teaching faculty include only instructors teaching credit courses. This excludes librarians and counselors who hold faculty status but are not teaching, and instructors in non-credit (continuing education) courses.

** Includes adjunct faculty who are temporary full-time faculty.

NOTES: Unduplicated headcount. Faculty are counted once even though they may teach in more than one dean area.

Source: Office of Human Resources