

## STUDENT, FACULTY, AND STAFF DIVERSITY AT USF

The Vision, Mission, and Values Statement of the University of San Francisco underscores the importance of recruiting and retaining underrepresented students, faculty, and staff members. Among the strategic initiatives listed in that statement are the following: “Enroll, support and graduate a diverse student body, which demonstrates high academic achievement, strong leadership capability, concern for others and a sense of responsibility for the weak and the vulnerable” and “recruit and retain a diverse faculty of outstanding teachers and scholars and a diverse, highly qualified, service-oriented staff committed to advancing the University’s mission and its core values.” In the final analysis, the university is fulfilling these strategic initiative as it concurrently achieves recognition as a premier Jesuit Catholic urban University.

USF’s student body represents diverse ethnic, religious, social, and economic backgrounds, all 50 states, and 95 foreign countries. Among the entire fall 2017 student population, 19.9% were Asian, 5.1% African American, 20.6% Latino, 0.72% Native Hawai’ian/Pacific Islander, 0.21% Native American, and 15.5% international. Since the last full USF report to WASC in July of 2009, the University of San Francisco has made significant progress in increasing the ethnic diversity of its USF student body (CFR 1.4). From the fall of 2009 to the fall of 2017, the Asian student population increased by 46.4% (from 1,509 to 2,203), the African American student population increased by 33.5% (from 427 to 570), and the Latino/Latina student population increased by 107.3% (from 1,099 to 2,278). During that same time period, the White student population decreased by 11.2% (from 3,495 to 3,104). See Table 1 below for details.

**Table 1: USF Students’ Headcount Enrollment by Ethnicity, 2009-2017**

	2009 N (%)	2010 N (%)	2011 N (%)	2012 N (%)	2013 N (%)	2014 N (%)	2015 N (%)	2016 N (%)	2017 N (%)	Change (%)
<b>Asian American</b>	1,505	1,743	2,022	2,072	2,131	2,252	2,409	2,480	2,203	46.4%
<b>African American</b>	427	488	476	515	547	599	655	686	570	33.5%
<b>Latino/Latina</b>	1,099	1,243	1,538	1,689	1,735	1,923	1,986	2,147	2,278	107.3%
<b>Native American</b>	80	137	184	164	149	141	131	118	23	-71.3%
<b>Pacific Islander</b>	118	118	50	50	65	89	100	183	80	-32.2%
<b>International</b>	878	1,029	1,179	1,373	1,569	1,750	1,825	1,791	1,713	95.1%
<b>White</b>	3,495	3,663	3,989	3,678	3,409	3,494	3,287	3,230	3,104	-11.2%
<b>Unknown</b>	1,395	1,164	399	476	525	453	435	383	440	-68.5 %
<b>Total</b>	8,997	9,585	9,837	10,017	10,130	10,701	10,828	11,018	11,080	23.2%

Source: USF CIPE

Since the last WASC reaffirmation of accreditation in March 2010, the University of San Francisco has made significant progress in increasing the number of full-time faculty, and in the number of faculty representing diverse backgrounds (CFR 3.1). The number of full-time faculty members increased 27.7% from the fall of 2010 to the fall of 2017 (from 394 to 503). The number of full-time female faculty members increased by 41.1% from fall of 2010 to the fall of 2017 (from 192 to 271), while the number of male full-time faculty members increased by 14.9% (from 202 to 232). In the fall of 2015, for the first time in USF’s institutional history, the number of female full-time faculty members exceeded the number of male full-time faculty members. In terms of ethnicity (CFR 1.4), the number of White Non-Hispanic

full-time faculty increased by 1.8% from the fall of 2010 to the fall 2017 (from 275 to 280). From the fall of 2010 to the fall of 2017, the number of African American full-time faculty members increased by 10.5%; Hispanic full-time faculty increased by 74.2%; and the number of Asian full-time faculty increased by 65.9%. These figures demonstrate the University's continued commitment to increase the number and diversity of full-time faculty (see Table 2).

**Table 2: USF Full-Time Faculty by Gender and Ethnicity, 2010-2017**

	2010 N (%)	2011 N (%)	2012 N (%)	2013 N (%)	2014 N (%)	2015 N (%)	2016 N (%)	2017 N (%)	Change (%)
<b>Full-Time Faculty</b>	394	406	430	459	479	493	505	503	27.7%
<b>Male</b>	202 (51.3%)	211 (52.0%)	223 (51.9%)	236 (51.4%)	241 (50.3%)	245 (49.7%)	242 (47.9%)	232 (46.1%)	14.9%
<b>Female</b>	192 (48.7%)	195 (48.0%)	207 (48.1%)	223 (48.6%)	238 (49.7%)	248 (50.3%)	263 (52.1%)	271 (53.9%)	41.1%
<b>White, Non-Hispanic</b>	275 (69.8%)	244 (60.1%)	261 (60.7%)	275 (59.9%)	270 (56.4%)	283 (57.4%)	279 (55.2%)	280 (55.7%)	1.8%
<b>Black, Non-Hispanic</b>	19 (4.8%)	22 (5.4%)	22 (5.1%)	24 (5.2%)	25 (5.2%)	24 (4.9%)	23 (4.5%)	21 (4.2%)	10.5%
<b>Hispanic</b>	31 (7.9%)	32 (7.9%)	31 (7.2%)	37 (8.1%)	48 (10.0%)	51 (10.3%)	52 (10.3%)	54 (10.7%)	74.2%
<b>Native American / Alaskan Native</b>	3 (0.8%)	1 (0.3%)	1 (0.2%)	3 (0.7%)	2 (0.4%)	2 (0.3%)	2 (0.4%)	1 (0.2%)	-66.7%
<b>Asian</b>	42 (10.6%)	43 (10.6%)	46 (10.7%)	48 (10.5%)	60 (12.5%)	67 (13.6%)	70 (13.9%)	68 (13.5%)	65.9%
<b>Native Hawaiian / Pacific Islander</b>	1 (0.3%)	1 (0.2%)	1 (0.2%)	1 (0.2%)	1 (0.2%)	1 (0.2%)	1 (0.2%)	1 (0.2%)	0.0%
<b>Asian / Native Hawaiian / Pacific Islander</b>	43 (10.9%)	44 (10.8%)	47 (10.9%)	49 (10.7%)	61 (12.7%)	68 (13.8%)	71 (14.1%)	69 (13.7%)	60.5%
<b>Two or more races</b>	13 (3.3%)	13 (3.2%)	15 (3.5%)	14 (3.1%)	17 (3.6%)	19 (3.9%)	20 (4.0%)	17 (3.4%)	30.8%
<b>Non Resident Alien</b>	10 (2.5%)	7 (1.7%)	8 (1.9%)	21 (4.6%)	13 (2.7%)	14 (2.8%)	17 (3.4%)	17 (3.4%)	70.0%
<b>Ethnicity and race unknown</b>	-	43 (10.6%)	45 (10.5%)	36 (7.8%)	43 (9.0%)	32 (6.5%)	41 (8.1%)	44 (8.7%)	2.3%*

Source: USF CIPE/IPEDS

\* Percent change calculated using 2011 data.

The ratio of full-time to part-time faculty at USF has remained the same from 2010 to 2017. In the fall of 2010, 40.9% of all faculty members were full-time, whereas in the fall of 2017, 40.6% of all faculty members were full-time. This relative consistency in the ratio of full-time to part-time faculty has taken place concurrently with a 23.2% growth in student enrollment, which went from 9,585 students in the fall of 2010 to 11,080 students in the fall of 2017. Among USF's part-time faculty, there has also been a significant increase in ethnic diversity (see Table 3).

**Table 3: USF Part-Time Faculty by Gender and Ethnicity, 2010-2017**

	2010 N (%)	2011 N (%)	2012 N (%)	2013 N (%)	2014 N (%)	2015 N (%)	2016 N (%)	2017 N (%)	Change (%)
<b>Part-Time Faculty</b>	568	558	613	651	758	724	688	736 *	29.6%
<b>Male</b>	244 (43.0%)	223 (40.0%)	262 (42.7%)	277 (42.5%)	323 (42.6%)	298 (41.2%)	283 (41.1%)	290 (39.4%)	18.9%
<b>Female</b>	324 (57.0 %)	335 (60.0%)	351 (57.3%)	374 (57.5%)	435 (57.4%)	426 (58.8%)	405 (58.9%)	446 (60.6%)	37.7%
<b>White, Non-Hispanic</b>	403 (70.9%)	365 (65.4%)	412 (67.2%)	416 (63.9%)	439 (57.9%)	421 (58.1%)	383 (55.7%)	396 (53.8%)	-1.7%
<b>Black, Non-Hispanic</b>	17 (3.0%)	19 (3.4%)	21 (3.4%)	22 (3.4%)	20 (2.6%)	26 (3.6%)	28 (4.1%)	32 (4.3%)	88.2%
<b>Hispanic</b>	32 (5.6%)	32 (5.7%)	37 (6.0%)	43 (6.6%)	52 (6.9%)	53 (7.3%)	51 (7.4%)	63 (8.6%)	96.9%
<b>Native American / Alaskan Native</b>	6 (1.1%)	3 (0.5%)	2 (0.3%)	3 (0.5%)	2 (0.3%)	2 (0.3%)	3 (0.4%)	4 (0.5%)	-33.3%
<b>Asian</b>	53 (9.3%)	52 (9.3%)	62 (10.1%)	65 (9.9%)	86 (11.3%)	90 (12.4%)	100 (14.5%)	100 (13.6%)	88.7%
<b>Native Hawaiian / Pacific Islander</b>	1 (0.2%)	2 (0.4%)	1 (0.2%)	3 (0.5%)	3 (0.4%)	2 (0.3%)	2 (0.3%)	2 (0.3%)	100.0%
<b>Asian / Native Hawaiian / Pacific Islander</b>	54 (9.5%)	54 (9.7%)	63 (10.3%)	68 (10.4%)	89 (11.7%)	92 (12.7%)	102 (14.8%)	102 (13.9%)	88.9%
<b>Two or more races</b>	10 (1.8%)	20 (3.6%)	20 (3.3%)	14 (2.2%)	20 (2.6%)	20 (2.8%)	15 (2.2%)	17 (2.3%)	70.0%
<b>Non Resident Alien</b>	5 (0.9%)	3 (0.5%)	-	29 (4.5%)	8 (1.1%)	8 (1.1%)	7 (1.0%)	10 (1.4%)	100.0%
<b>Ethnicity and race unknown</b>	41 (7.2%)	62 (11.1%)	58 (9.5%)	56 (8.6%)	128 (16.9%)	102 (14.1%)	99 (14.4%)	112 (15.2%)	173.2%

Source: USF CIPE/IPEDS

\* Percent change calculated using 2010 data.

Among the 110 universities in the continental U.S. that share USF’s Carnegie classification, USF was the 11<sup>th</sup> highest in the percentage of full-time ethnic minority faculty as of 2015, the most recent year available for comparison (see Table 4 for the highest 55 schools).

**Table 4: Full-Time Faculty Minority Rankings Among Schools with the Same Carnegie Classification as USF, 2015**

		Minority		Total
		N	%	
1	Texas Southern University	326	81.50%	400
2	Prairie View A & M University	271	79.01%	343
3	University of Maryland Eastern Shore	137	59.57%	230
4	Tennessee State University	179	57.93%	309
5	Morgan State University	222	54.68%	406
6	The University of Texas Rio Grande Valley	555	50.92%	1090
7	Argosy University-Tampa	3	50.00%	6
8	Argosy University-Atlanta	10	38.46%	26
9	Argosy University-Chicago	6	37.50%	16
10	San Francisco State University	283	34.55%	819
11	University of San Francisco	164	33.27%	493
12	Barry University	118	32.60%	362
13	Texas A & M University-Kingsville	118	31.89%	370

14	California State University-Fresno	206	30.03%	686
15	California State University-Fullerton	290	29.56%	981
16	Lamar University	139	28.60%	486
17	Argosy University-Orange County	2	28.57%	7
18	Andrews University	66	28.33%	233
19	Montclair State University	165	27.32%	604
20	Azusa Pacific University	126	27.27%	462
21	Trident University International	11	26.83%	41
22	Fairleigh Dickinson University-Metropolitan Campus	45	26.63%	169
23	Texas A & M University-Corpus Christi	111	26.62%	417
24	Union Institute & University	8	25.81%	31
25	California Institute of Integral Studies	17	25.76%	66
26	University of La Verne	66	25.19%	262
27	Argosy University-Phoenix Online Division	19	24.36%	78
28	Fielding Graduate University	14	24.14%	58
29	St John's University-New York	147	24.06%	611
30	Adelphi University	76	23.97%	317
31	University of the Pacific	100	23.31%	429
32	Oakland University	136	22.52%	604
33	Rowan University	123	22.28%	552
34	Lesley University	32	22.22%	144
35	Alliant International University-San Diego	36	22.09%	163
36	Pace University-New York	108	22.04%	490
37	Clark University	44	21.46%	205
38	University of San Diego	90	21.08%	427
39	Biola University	56	21.05%	266
40	Walden University	44	21.05%	209
41	Mercer University	90	20.41%	441
42	University of Arkansas at Little Rock	89	20.27%	439
43	Clarkson University	44	19.91%	221
44	DePaul University	182	19.87%	916
45	Rochester Institute of Technology	197	19.43%	1014
46	Pepperdine University	74	19.42%	381
47	Eastern Michigan University	144	19.25%	748
48	University of Nebraska at Omaha	97	19.02%	510
49	Arizona State University-Skysong	82	18.68%	439
50	Texas Woman's University	80	18.26%	438
51	Arizona State University-Downtown Phoenix	74	18.00%	411
52	Georgia Southern University	140	17.63%	794

53	Hofstra University	90	17.58%	512
54	Middle Tennessee State University	156	17.49%	892
55	The University of West Florida	59	17.46%	338

Source: IPEDS 2015 Data

The deans and faculty at the University of San Francisco have made major efforts at recruiting and retaining full-time underrepresented faculty members, notwithstanding the severe competition from other institutions for hiring them. To recruit underrepresented faculty members, USF's schools and college mandate that:

- Ethnic and gender composition are considered when all faculty search committees are formed.
- All search committees ensure a diverse pool of applicants.
- Faculty positions are usually advertised in at least 12 publications that target diverse academic communities.
- The faculty hiring process is fair and inclusive. All committees are briefed on fair processes.

Programs within each college recruit faculty through USF's Gerardo Marin Ethnic Minority Dissertation Fellows (EMDF) program, in which minority scholars are expected to complete their dissertation while teaching one course per semester in the academic program where they are placed. Through this initiative, promising scholars from diverse backgrounds become familiar with the responsibilities of a USF faculty member, and may be offered a tenure-track appointment at the end of their one year fellowship.

In addition, the various deans have special programs to attract a diverse pool. For example, the School of Management is a member of the "Ph.D. Project" that alerts business and management schools when qualified underrepresented Ph.D. candidates in business fields have finished their dissertations. The School of Law has created a separate unit of its appointments committee ("lateral recruitment subcommittee") to focus exclusively on lateral faculty hiring from other law schools instead of entry-level candidates. This was done in part to more effectively identify potential candidates from underrepresented groups whom the law school has been able to recruit more successfully than minority applicants on the entry-level market.

Competition with other institutions for minority faculty retention exists, but to a significantly less degree than at the hiring level because faculty generally want to stay at USF after becoming members of USF's inclusive, supportive, and mission-driven community. USF's schools and the college use the following approaches to retain and support underrepresented faculty members:

- All new faculty members are paired with at least one mentor.
- Ongoing financial awards from the Faculty Development Fund support faculty scholarship, and have been critical for the professional development of many minority faculty members.
- Workshops are held for first-year faculty members that include discussions by second-year faculty and administrators about academic life, workload, and other similarly relevant issues.
- Writing retreats have been developed to specifically support ethnic minority faculty.

In addition, the USF School of Nursing and Health Professions maintains that one way to retain diverse faculty is by placing a premium on working with diverse patient populations where they can apply their scholarship and practice their profession. Therefore, the School of Nursing and Health Professions has a number of academic-practice partnerships with Bay Area non-profits that focus on underrepresented minorities. School of Nursing and Health Professions faculty report that this is a key feature for recruitment and retention. In the School of Management, the dean has encouraged underrepresented

faculty to reach out to colleagues in Arts and Sciences and has personally facilitated some of these initial contacts. Moreover, the School of Management has made extensive use of minority faculty writing retreats run by the College of Arts and Sciences, and has regularly underwritten the cost of School of Management faculty to attend that retreat. The School of Education provides a new faculty orientation on the school's mission, strategic plan, academic culture, teaching, and service expectations, research resources, the ACP process, and faculty development resources. Further, all tenure-track faculty seeking promotion are paired with a mentoring committee. Moreover, the School of Education supports ethnic minority faculty to attend university-wide writing retreats that have been developed to specifically support ethnic minority faculty, and the School of Education has its own writing retreat each semester that further benefits ethnic minority faculty in their scholarship.

There have been significant increases in the diversity of USF's full-time staff since the fall of 2010 (Table 5), which places USF 15<sup>th</sup> among schools which share the same Carnegie Classification (Table 6) and 12<sup>th</sup> regarding full-time management staff (Table 7).

**Table 5: USF Full-Time Staff by Gender and Ethnicity, 2010-2017**

	2010 N (%)	2011 N (%)	2012 N (%)	2013 N (%)	2014 N (%)	2015 N (%)	2016 N (%)	2017 N (%)	Change (%)
<b>Full-Time Staff</b>	765	816	839	890	979	972	975	964 *	26.0%
<b>Male</b>	329 (43.0%)	338 (41.4%)	348 (41.5%)	358 (40.2%)	389 (39.7%)	380 (39.1%)	379 (38.9%)	380 (39.4%)	15.5%
<b>Female</b>	436 (57.0%)	478 (58.6%)	491 (58.5%)	532 (59.8%)	590 (60.3%)	592 (60.9%)	596 (61.1%)	584 (60.6%)	33.9%
<b>White, Non-Hispanic</b>	436 (57.0%)	432 (53.0%)	441 (52.5%)	468 (52.6%)	484 (49.4%)	474 (48.8%)	449 (46.1%)	433 (44.9%)	-0.7%
<b>Black, Non-Hispanic</b>	47 (6.1%)	46 (5.6%)	46 (5.5%)	49 (5.5%)	49 (5.0%)	62 (6.4%)	73 (7.5%)	68 (7.1%)	44.7%
<b>Hispanic</b>	77 (10.1%)	83 (10.2%)	92 (11.0%)	104 (11.7%)	129 (13.2%)	141 (14.5%)	138 (14.2%)	142 (14.7%)	84.4%
<b>Native American / Alaskan Native</b>	7 (0.9%)	4 (0.5%)	2 (0.2%)	-	2 (0.2%)	2 (0.2%)	4 (0.4%)	5 (0.5%)	-28.6%
<b>Asian</b>	158 (20.6%)	156 (19.1%)	154 (18.4%)	154 (17.3%)	175 (17.9%)	178 (18.3%)	166 (17.0%)	193 (20.0%)	22.2%
<b>Native Hawaiian / Pacific Islander</b>	6 (0.8%)	4 (0.5%)	2 (0.1%)	3 (0.3%)	5 (0.5%)	4 (0.4%)	6 (0.6%)	6 (0.6%)	0.0%
<b>Asian / Native Hawaiian / Pacific Islander</b>	164 (21.4%)	160 (19.6%)	156 (18.5%)	157 (17.6%)	180 (18.4%)	182 (18.7%)	172 (17.6%)	199 (20.6%)	21.3%
<b>Two or more races</b>	18 (2.4%)	32 (3.9%)	36 (4.3%)	32 (3.6%)	33 (3.4%)	34 (3.5%)	41 (4.2%)	37 (3.8%)	105.6%
<b>Non Resident Alien</b>	16 (2.1%)	13 (1.6%)	11 (1.3%)	32 (3.6%)	6 (0.6%)	10 (1.0%)	11 (1.1%)	9 (0.9%)	-43.8%
<b>Ethnicity and race unknown</b>	0 (0.0%)	50 (6.1%)	56 (6.7%)	48 (5.4%)	96 (9.8%)	67 (6.9%)	87 (8.9%)	71 (7.5%)	42.0%*

Source: USF CIPE/IPEDS

\* Percent change calculated using 2011 data.

**Table 6: Full-Time Staff Minority Ranking Among Schools with the Same Carnegie Classification as USF, 2015**

		Minority		Total
		N	%	
1	Texas Southern University	1014	90.21%	1124
2	Prairie View A & M University	843	85.41%	987
3	Argosy University-Inland Empire	19	76.00%	25
4	University of Maryland Eastern Shore	565	73.47%	769
5	Morgan State University	989	71.98%	1374
6	The University of Texas Rio Grande Valley	2092	71.50%	2926
7	Tennessee State University	825	67.57%	1221
8	Trident University International	130	51.18%	254
9	Texas A & M University-Kingsville	424	49.42%	858
10	San Francisco State University	1086	48.40%	2244
11	Argosy University-Atlanta	38	48.10%	79
12	California State University-Fullerton	1125	45.34%	2481
13	Barry University	440	43.78%	1005
14	California State University-Fresno	672	40.51%	1659
15	University of San Francisco	585	39.93%	1465
16	University of the Pacific	613	38.38%	1597
17	California Institute of Integral Studies	72	38.30%	188
18	Argosy University-Chicago	21	36.84%	57
19	Texas A & M University-Corpus Christi	425	36.80%	1155
20	University of La Verne	260	36.78%	707
21	University of San Diego	601	36.29%	1656
22	University of Phoenix-Arizona	2196	35.98%	6104
23	Montclair State University	632	35.77%	1767
24	Argosy University-Orange County	12	35.29%	34
25	Argosy University-Denver	9	34.62%	26
26	Argosy University-Tampa	9	34.62%	26
27	University of Arkansas at Little Rock	450	32.40%	1389
28	Pepperdine University	464	31.20%	1487
29	Lamar University	418	31.10%	1344
30	Azusa Pacific University	437	30.56%	1430
31	Pace University-New York	479	30.22%	1585
32	Fielding Graduate University	39	29.77%	131
33	Biola University	269	29.69%	906
34	Georgia Southern University	732	28.69%	2551
35	St John's University-New York	509	28.60%	1780

36	Regent University	172	28.52%	603
37	Grand Canyon University	1030	28.38%	3629
38	Andrews University	208	28.30%	735
39	Arizona State University-Downtown Phoenix	287	27.68%	1037
40	Texas Woman's University	348	27.60%	1261
41	DePaul University	694	27.50%	2524
42	Seton Hall University	346	26.93%	1285
43	Fairleigh Dickinson University-Metropolitan Campus	160	26.85%	596
44	National Louis University	117	26.41%	443
45	Rowan University	612	26.31%	2326
46	Argosy University-Phoenix Online Division	98	25.65%	382
47	Union Institute & University	37	25.17%	147
48	Mercer University	370	24.62%	1503
49	Walden University	190	24.23%	784
50	Valdosta State University	281	23.67%	1187
51	Adelphi University	246	23.25%	1058
52	University of Management and Technology	14	22.22%	63
53	University of Louisiana at Monroe	169	22.18%	762
54	Alliant International University-San Diego	92	21.85%	421
55	Trinity International University-Illinois	59	21.22%	278

Source: IPEDS 2015 Data

**Table 7: Full-Time Management Staff Minority Ranking Among Schools with the Same Carnegie Classification as USF, 2015**

		Minority		Total
		N	%	
1	Texas Southern University	68	91.89%	74
2	Prairie View A & M University	79	89.77%	88
3	Tennessee State University	98	83.76%	117
4	University of Maryland Eastern Shore	85	80.19%	106
5	Morgan State University	220	72.13%	305
6	The University of Texas Rio Grande Valley	179	69.11%	259
7	Texas A & M University-Kingsville	38	42.70%	89
8	Barry University	84	41.38%	203
9	University of La Verne	68	40.72%	167
10	Texas A & M University-Corpus Christi	39	40.63%	96
11	California State University-Fullerton	28	36.84%	76
12	University of San Francisco	135	36.68%	368



13	San Francisco State University	24	35.82%	67
14	California State University-Fresno	29	29.90%	97
15	Trident University International	14	29.79%	47
16	Fairleigh Dickinson University-Metropolitan Campus	45	26.79%	168
17	Biola University	31	24.22%	128
18	Azusa Pacific University	95	23.99%	396
19	Pace University-New York	86	23.96%	359
20	Texas Woman's University	29	23.58%	123
21	University of the Pacific	37	23.27%	159
22	Arizona State University-Downtown Phoenix	31	23.13%	134
23	University of Phoenix-Arizona	184	22.60%	814
24	University of Arkansas at Little Rock	14	22.22%	63
25	University of San Diego	23	21.70%	106
26	DePaul University	49	21.68%	226
27	Rowan University	57	21.43%	266
28	Grand Canyon University	92	20.86%	441
29	Seton Hall University	22	20.75%	106
30	Walden University	53	20.62%	257
31	Andrews University	14	20.59%	68
32	Pepperdine University	47	19.67%	239
33	Valdosta State University	30	19.48%	154
34	Wright State University-Main Campus	25	18.38%	136
35	Lamar University	23	18.11%	127
36	Benedictine University	13	18.06%	72
37	Eastern Michigan University	49	18.01%	272
38	Sam Houston State University	23	16.91%	136
39	Middle Tennessee State University	29	16.86%	172
40	Maryville University of Saint Louis	13	14.94%	87
41	Georgia Southern University	44	14.92%	295
42	Adelphi University	21	14.48%	145
43	The University of West Florida	34	14.17%	240
44	Hofstra University	34	13.23%	257
45	Capella University	25	13.16%	190
46	University of Nebraska at Omaha	28	12.56%	223
47	Lesley University	12	12.00%	100
48	Rochester Institute of Technology	39	10.96%	356
49	University of West Georgia	19	10.38%	183
50	Mercer University	15	9.93%	151
51	Liberty University	20	9.43%	212

52	Villanova University	30	8.93%	336
53	East Tennessee State University	23	8.19%	281
54	University of St Thomas	17	7.83%	217
55	Idaho State University	12	5.36%	224

Source: IPEDS 2015 Data

**Table 8: Sections Taught by Full-Time Faculty, Part-Time Faculty, and Administrators, 2009-2017**

**Fall 2009**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	356	792	189	104	1,084	52.0%
Part-Time Faculty	568	703	79	129	911	43.7%
Administrators	32	56	18	3	77	3.7%
TA/Staff	9	10		4	14	0.7%
Total	965	1,560	286	240	2,086	100.0%

**Fall 2010**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	377	832	211	111	1,154	53.1%
Part-Time Faculty	577	699	92	134	925	42.5%
Administrators	41	54	22	6	82	3.7%
TA/Staff	11	10		5	15	0.7%
Total	1,006	1,595	325	256	2,176	100.0%

**Fall 2011**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	388	833	213	132	1,177	52.9%
Part-Time Faculty	622	731	89	145	965	43.4%
Administrators	38	41	22	6	69	3.1%
TA/Staff	10	10		3	13	0.6%
Total	1,058	1,615	323	286	2,224	100.0%

**Fall 2012**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	395	851	224	138	1,213	50.5%
Part-Time Faculty	651	790	109	168	1,067	44.4%
Administrators	42	64	25	4	93	3.9%
TA/Staff	16	14	4	10	28	1.1%
Total	1,104	1,719	362	320	2,401	100.0%

**Fall 2013**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	424	894	226	147	1,267	52.1%
Part-Time Faculty	670	819	95	157	1,071	44.1%
Administrators	40	50	21	4	75	3.1%
TA/Staff	12	8	1	9	18	0.7%
Total	1,146	1,771	343	317	2,431	100.0%

**Fall 2014**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	424	927	228	158	1,308	50.4%
Part-Time Faculty	761	945	96	175	1,216	46.4%
Administrators	52	45	27	4	81	2.5%
TA/Staff	11	13		5	18	0.7%
Total	1,248	1,929	351	342	2,622	100.0%

**Fall 2015**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	450	979	226	155	1,360	51.1%
Part-Time Faculty	763	884	102	194	1,180	44.4%
Administrators	55	61	28	3	92	3.4%
TA/Staff	20	15		13	28	1.1%
Total	1,288	1,939	355	365	2,659	100.0%

**Fall 2016**

CLASSIFICATION	HEADCOUNT	ORGANIZED CLASS SECTIONS	INDEPENDENT/DIRECTED STUDY	LABS	TOTAL SECTIONS	TOTAL SECTIONS (%)
Full-Time Faculty	474	1,092	232	122	1,446	53.1%

Part-Time Faculty	714	831	139	179	1,148	42.1%
Administrators	65	70	29	7	106	3.9%
TA/Staff	18	15		10	25	0.9%
Total	1,271	2,007	400	317	2,724	100.0%

**Fall 2017**

<b>CLASSIFICATION</b>	<b>HEADCOUNT</b>	<b>ORGANIZED CLASS SECTIONS</b>	<b>INDEPENDENT/ DIRECTED STUDY</b>	<b>LABS</b>	<b>TOTAL SECTIONS</b>	<b>TOTAL SECTIONS (%)</b>
Full-Time Faculty	463	1,089	215	122	1,426	54.6%
Part-Time Faculty	736	851	52	183	1,085	41.5%
Administrators	54	54	16	3	73	2.8%
TA/Staff	15	12		17	28	1.1%
Total	1,268	2,005	283	324	2,612	100.0%