

V. Faculty and Staff

As our university continues to progress forward with increased student enrollment, so does the demand for more faculty and staff. There are currently 242 full-time faculty members up from 227 last year. Table 33 lists the number of faculty by academic departments. The accompanying chart lists percentages within academic divisions. Table 34 gives a breakdown by rank, gender, and ethnicity for all full-time faculty. Tables 35, 36, and 37 give the same breakdowns for faculty in the College of Arts and Sciences, faculty in the College of Pharmacy, and the Division of Education, respectively. Table 38 shows the Student/Faculty ratio for the various departments and academic divisions of Xavier University. Table 39 illustrates the tenure status of full-time faculty members based on gender and ethnicity. Table 40 illustrates the percentage of full-time faculty by academic departments that have terminal degrees. Ninety percent of full-time faculty members have terminal degrees.

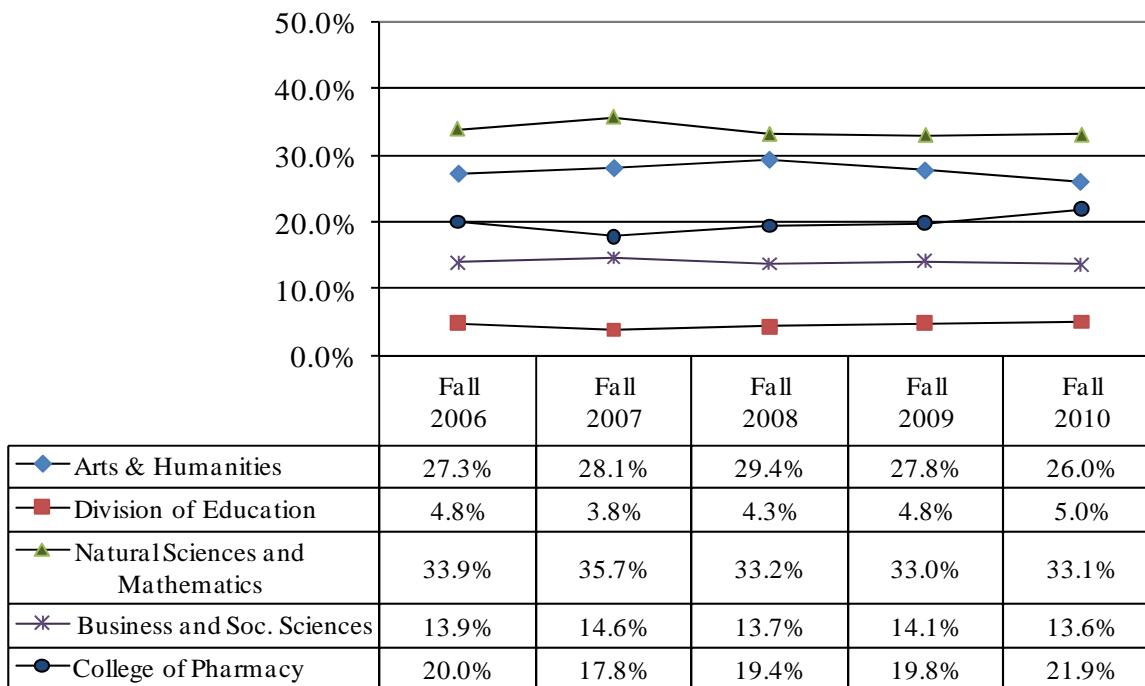
There are 490 fulltime staff members up from 468 last year. Table 41 shows classification of staff by primary function/occupational activity and gender. Table 42 gives the breakdown of length of employment by gender and employment status. Lastly, Table 43 lists the number of staff based on gender and race/ethnicity by employment status.

33. Xavier University Full-Time Faculty by Department and Gender Fall 2006 - 2010						
Discipline/Department	Gender	2006	2007	2008	2009	2010
Arts & Humanities						
African American Studies Program ¹	Male	2	1	1	--	--
	Female	0	0	0	--	--
Art	Male	1	1	1	1	1
	Female	2	2	3	3	3
Communications	Male	6	4	5	3	3
	Female	3	7	7	9	9
English	Male	6	7	10	12	11
	Female	7	10	11	11	12
Languages	Male	3	2	3	3	2
	Female	3	3	3	3	4
Music	Male	3	4	5	5	5
	Female	0	0	1	1	1
Philosophy	Male	4	5	5	5	5
	Female	1	1	1	1	1
Theology	Male	3	4	4	4	4
	Female	1	1	2	2	2
Total Arts & Humanities		45	52	62	63	63
Black Catholic Studies						
Black Catholic Studies	Male	0	0	0	0	0
	Female	0	1	1	1	1
Total Black Catholic Studies		0	1	1	1	1
Division of Education						
Education	Male	4	2	2	2	2
	Female	4	5	7	9	10
Total Division of Education		8	7	9	11	12

¹ African American Studies Program listed within the English Department.

33. Xavier University Full-Time Faculty by Department and Gender Fall 2006 – 2010, cont.						
Discipline/Department	Gender	2006	2007	2008	2009	2010
Natural Sciences and Mathematics						
Biology	Male	11	12	13	13	15
	Female	8	10	9	8	8
Chemistry	Male	11	12	12	12	12
	Female	8	10	12	13	15
Computer Science	Male	2	2	2	1	1
	Female	1	2	1	3	2
Mathematics	Male	7	9	10	14	14
	Female	3	3	5	4	5
Physics-Engineering	Male	4	5	5	6	7
	Female	1	1	1	1	1
Total Natural Sciences and Mathematics		56	66	70	75	80
Business and Social Sciences						
Division of Business	Male	6	6	7	8	9
	Female	1	2	2	2	2
History	Male	4	4	4	3	3
	Female	3	3	4	5	5
Political Science	Male	1	2	2	1	1
	Female	1	1	1	3	3
Psychology	Male	2	3	2	2	3
	Female	3	3	4	4	3
Sociology	Male	1	1	1	1	1
	Female	1	2	2	3	3
Total Business and Social Sciences		23	27	29	32	33
College of Pharmacy						
	Male	15	14	17	20	21
	Female	18	19	24	25	32
Total College of Pharmacy		33	33	41	45	53
GRAND TOTAL		165	186	212	227	242

33. Xavier University Full-Time Faculty Fall 2006 - 2010, *cont.*



Term

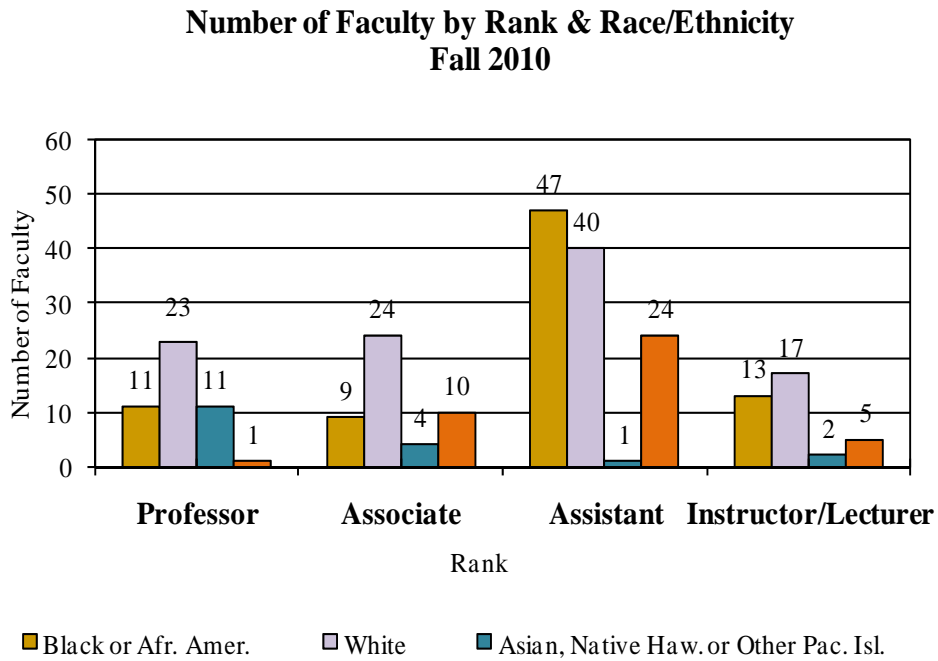
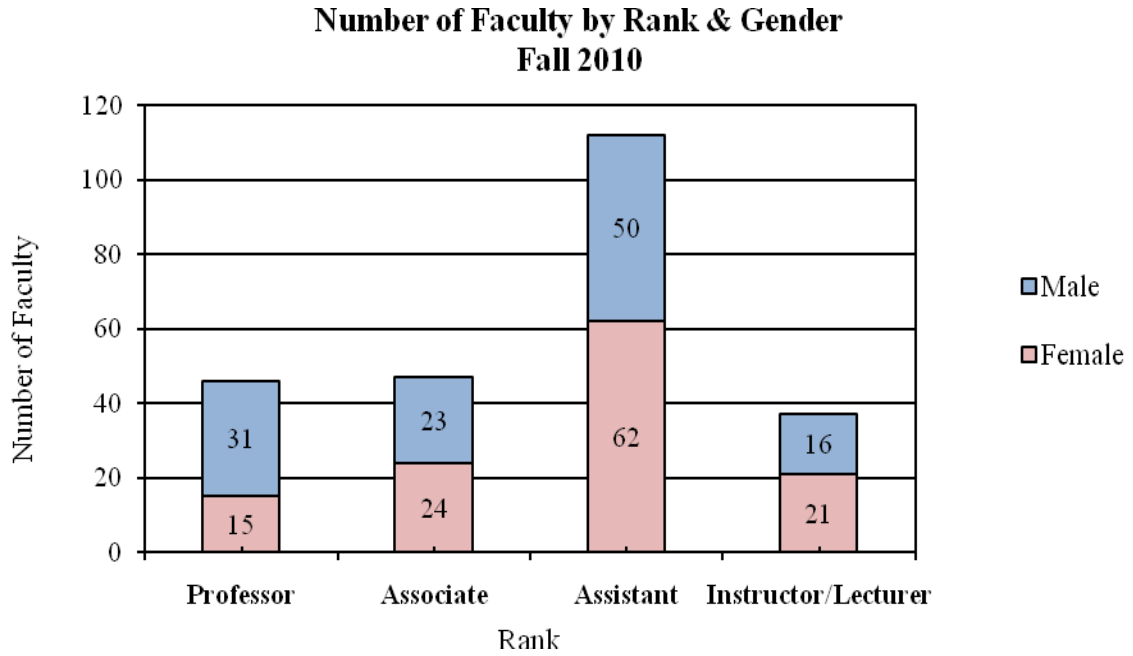
**34. Xavier University Full - Time Faculty
Total Headcount by Rank, Gender and Race/Ethnicity
Fall Semester 2010¹**

Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	7	2.9%	4	1.7%	14	5.8%	2	0.8%	27	11.2%
	Female	4	1.7%	5	2.1%	33	13.6%	11	4.5%	53	21.9%
	TOTAL	11	4.5%	9	3.7%	47	19.4%	13	5.4%	80	33.1%
White	Male	14	5.8%	12	5.0%	23	9.5%	10	4.1%	59	24.4%
	Female	9	3.7%	12	5.0%	17	7.0%	7	2.9%	45	18.6%
	TOTAL	23	9.5%	24	9.9%	40	16.5%	17	7.0%	104	43.0%
Asian, Native Hawaiian or Other Pacific Islander	Male	9	3.7%	1	0.4%	0	0.0%	2	0.8%	12	5.0%
	Female	2	0.8%	3	1.2%	1	0.4%	0	0.0%	6	2.5%
	TOTAL	11	4.5%	4	1.7%	1	0.4%	2	0.8%	18	7.4%
Other ²	Male	1	0.4%	6	2.5%	13	5.4%	2	0.8%	22	9.1%
	Female	0	0.0%	4	1.7%	11	4.5%	3	1.2%	18	7.4%
	TOTAL	0	0.4%	10	4.1%	24	9.9%	5	2.1%	40	16.5%
TOTAL	Male	31	12.8%	23	9.5%	50	20.7%	16	6.6%	120	49.6%
	Female	15	6.2%	24	9.9%	62	25.6%	21	8.7%	122	50.4%
	TOTAL	46	19.0%	47	19.4%	112	46.3%	37	15.3%	242	100%

¹ Compiled by the Office of Planning and Institutional Research. Data supplied by the Office of the Vice President for Academic Affairs. Errors in percentage additions are due to rounding.

² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

**34. Xavier University Full - Time Faculty
 Fall Semester 2010, cont.**



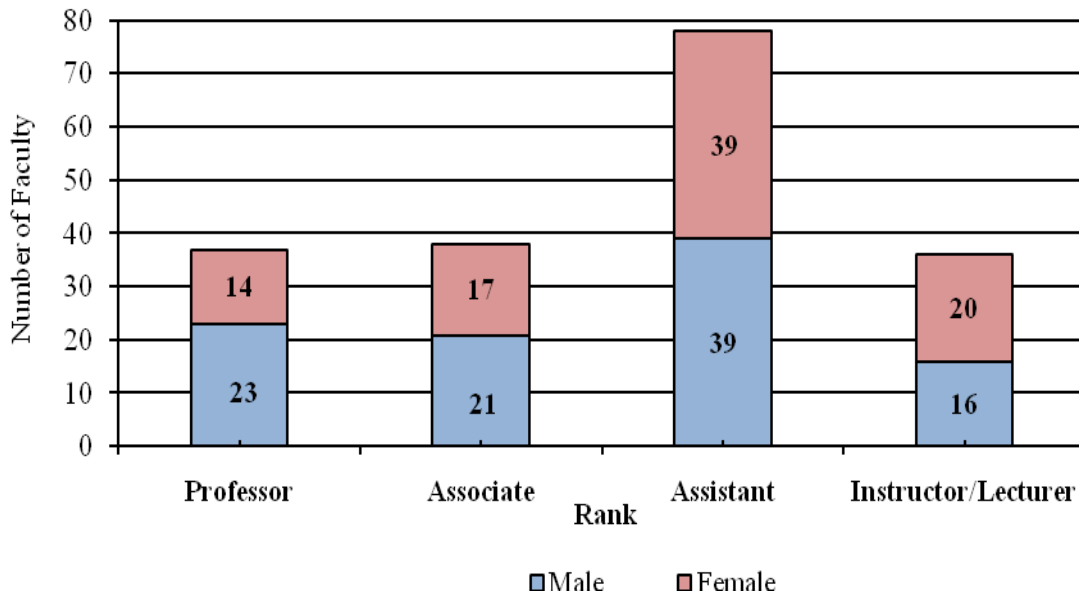
35. Xavier University Full - Time Faculty College of Arts and Sciences Fall Semester 2010¹											
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	5	2.6%	4	2.1%	7	3.7%	2	1.1%	18	9.5%
	Female	4	2.1%	3	1.6%	15	7.9%	10	5.3%	32	16.9%
	TOTAL	9	4.8%	7	3.7%	22	11.6%	12	6.3%	50	26.5%
White	Male	12	6.3%	11	5.8%	21	11.1%	10	5.3%	54	28.6%
	Female	9	4.8%	11	5.8%	15	7.9%	7	3.7%	42	22.2%
	TOTAL	21	11.1%	22	11.6%	36	19.0%	17	9.0%	96	50.8%
Asian, Native Hawaiian or Other Pacific Islander	Male	6	3.2%	1	0.5%	0	0.0%	2	1.1%	9	4.8%
	Female	1	0.5%	1	0.5%	1	0.5%	0	0.0%	3	1.6%
	TOTAL	7	3.7%	2	1.1%	1	0.5%	2	1.1%	12	6.3%
Other²	Male	0	0.0%	5	2.6%	11	5.8%	2	1.1%	18	9.5%
	Female	0	0.0%	2	1.1%	8	4.2%	3	1.6%	13	6.9%
	TOTAL	0	0.0%	7	3.7%	19	10.1%	5	2.6%	31	16.4%
TOTAL	Male	23	12.2%	21	11.1%	39	20.6%	16	8.5%	99	52.4%
	Female	14	7.4%	17	9.0%	39	20.6%	20	10.6%	90	47.6%
	TOTAL	37	19.6%	38	20.1%	78	41.3%	36	19.0%	189	100%

¹ Compiled by the Office of Planning and Institutional Research. Data supplied by the Office of the Vice President for Academic Affairs. Errors in percentage additions are due to rounding.

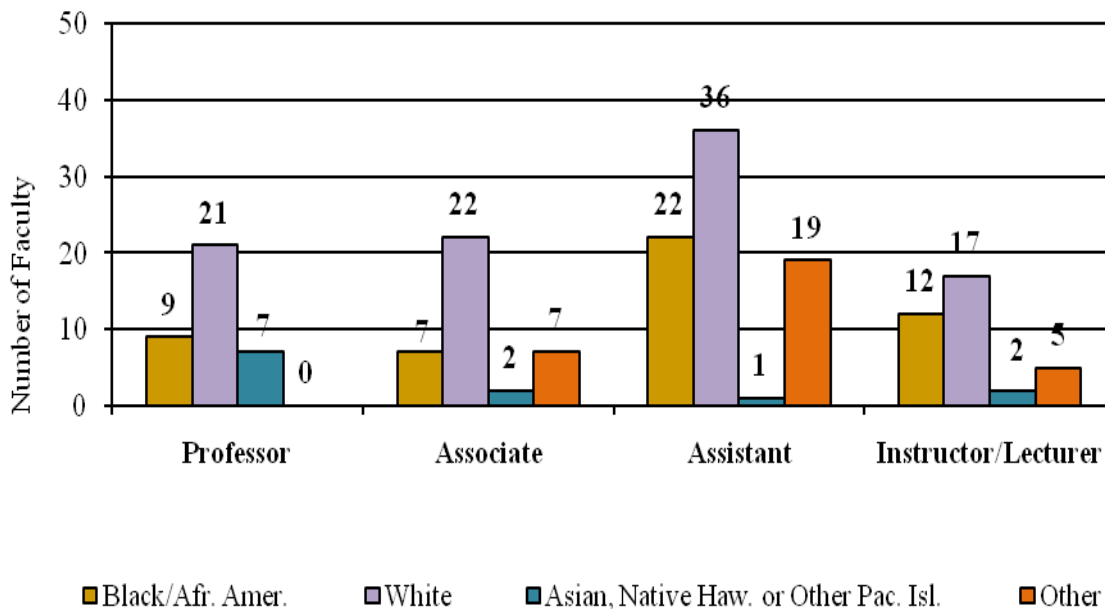
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

**35. Xavier University Full - Time Faculty
 Fall Semester 2010, *cont.***

**CAS Faculty by Rank & Gender
 Fall 2010**



**CAS Faculty by Rank & Race/Ethnicity
 Fall 2010**



**36. Xavier University Full - Time Faculty
College of Pharmacy
Fall Semester 2010¹**

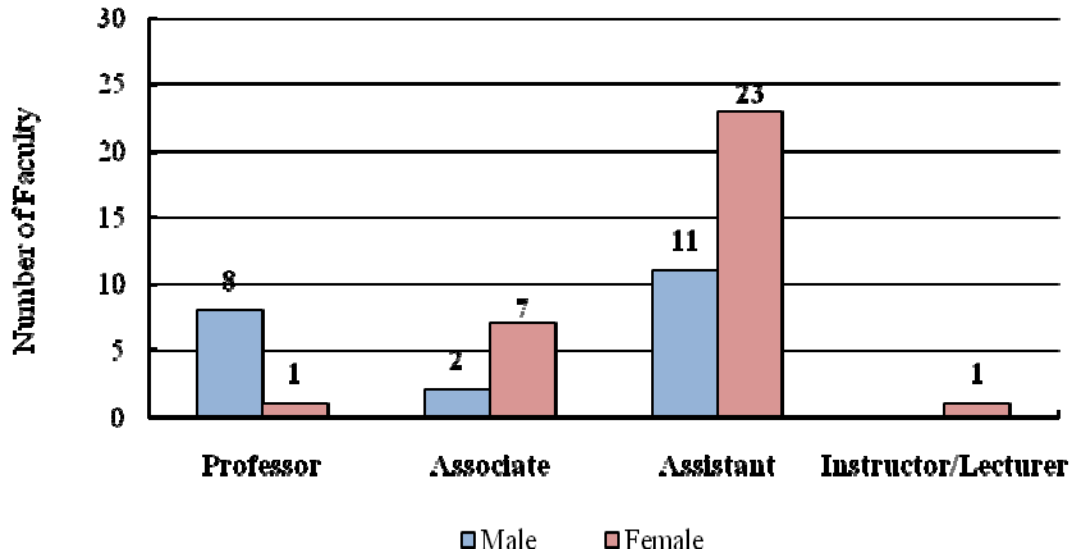
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	2	3.8%	0	0.0%	7	13.2%	0	0.0%	9	17.0%
	Female	0	0.0%	2	3.8%	18	34.0%	1	1.9%	21	39.6%
	TOTAL	2	3.8%	2	3.8%	25	47.2%	1	1.9%	30	56.6%
White	Male	2	3.8%	1	1.9%	2	3.8%	0	0.0%	5	9.4%
	Female	0	0.0%	1	1.9%	2	3.8%	0	0.0%	3	5.7%
	TOTAL	2	3.8%	2	3.8%	4	7.5%	0	0.0%	8	15.1%
Asian, Native Hawaiian or Other Pacific Islander	Male	3	5.7%	0	0.0%	0	0.0%	0	0.0%	3	5.7%
	Female	1	1.9%	2	3.8%	0	0.0%	0	0.0%	3	5.7%
	TOTAL	4	7.5%	2	3.8%	0	0.0%	0	0.0%	6	11.3%
Other ²	Male	1	1.9%	1	1.9%	2	3.8%	0	0.0%	4	7.5%
	Female	0	0.0%	2	3.8%	3	5.7%	0	0.0%	5	9.4%
	TOTAL	1	1.9%	3	5.7%	5	9.4%	0	0.0%	9	17.0%
TOTAL	Male	8	15.1%	2	3.8%	11	20.8%	0	0.0%	21	39.6%
	Female	1	1.9%	7	13.2%	23	43.4%	1	1.9%	32	60.4%
	TOTAL	9	17.0%	9	17.0%	34	64.2%	1	1.9%	53	100%

¹ Compiled by the Office of Planning and Institutional Research. Data supplied by the Office of the Vice President for Academic Affairs. Errors in percentage additions are due to rounding.

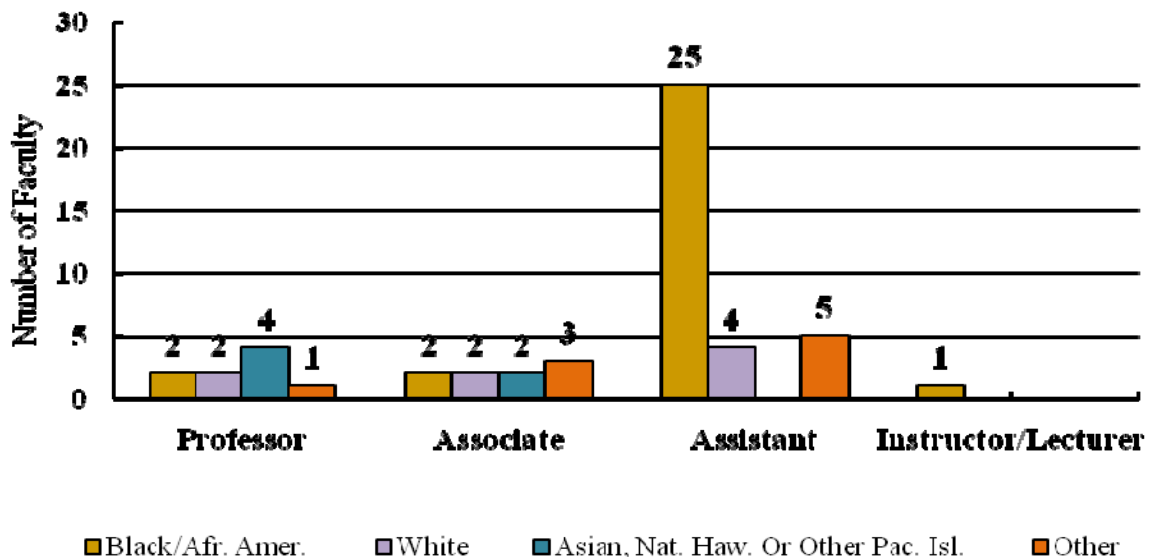
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

**36. Xavier University Full - Time Faculty
 Fall Semester 2010, cont.**

**COP Faculty by Rank & Gender
 Fall 2010**



**COP Faculty by Rank & Race/Ethnicity
 Fall 2010**



**37. Xavier University Full - Time Faculty
Division of Education
Fall Semester 2010¹**

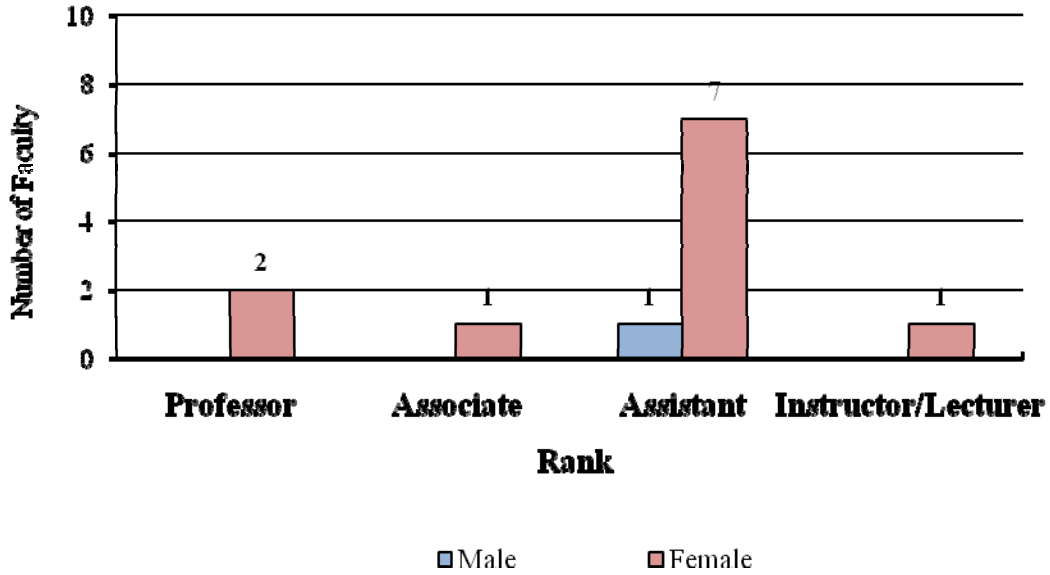
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	0	0.0%	0	0.0%	1	8.3%	0	0.0%	1	8.3%
	Female	1	8.3%	0	0.0%	4	33.3%	0	0.0%	5	41.7%
	TOTAL	1	8.3%	0	0.0%	5	41.7%	0	0.0%	6	50.0%
White	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	1	8.3%	1	8.3%	2	16.7%	1	8.3%	5	41.7%
	TOTAL	1	8.3%	1	8.3%	2	16.7%	1	8.3%	5	41.7%
Other ²	Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	0	0.0%	0	0.0%	1	8.3%	0	0.0%	1	8.3%
	TOTAL	0	0.0%	0	0.0%	1	8.3%	0	0.0%	1	8.3%
TOTAL	Male	0	0.0%	0	0.0%	1	8.3%	0	0.0%	1	8.3%
	Female	2	16.7%	1	8.3%	7	58.3%	1	8.3%	11	91.7%
	TOTAL	2	16.7%	1	8.3%	8	66.7%	1	8.3%	12	100%

¹ Compiled by the Office of Planning and Institutional Research. Data supplied by the Office of the Vice President for Academic Affairs. Errors in percentage additions are due to rounding.

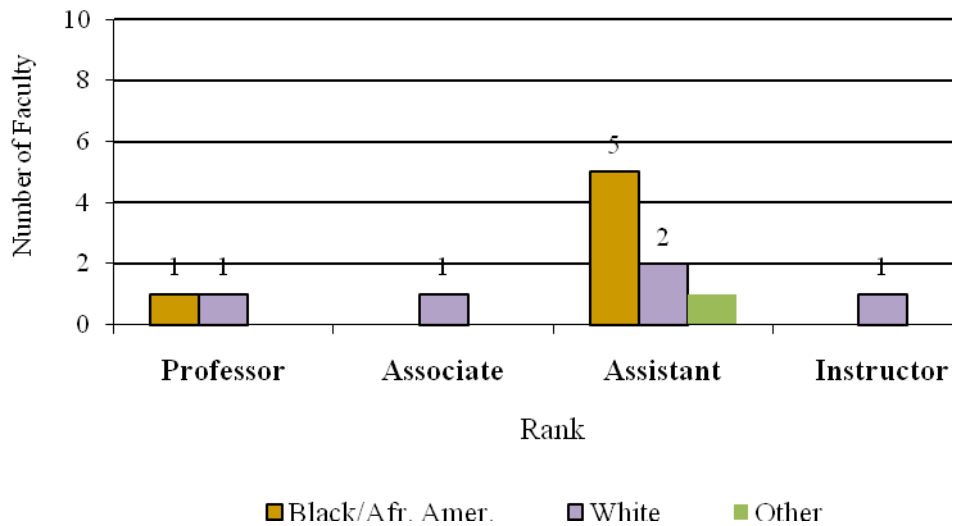
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

**37. Xavier University Full -Time Faculty
 Fall Semester 2010, cont.**

**Division of Education
 Faculty by Rank & Gender—Fall 2010**



**Division of Education
 Faculty by Rank & Race/Ethnicity—Fall 2010**



38. Xavier University of Louisiana Student/Faculty Ratio Fall Semester 2010¹			
	FTE FACULTY²	Student Sem. Hrs.³	Student/Fac. Ratio⁴
Arts & Humanities			
Art	4.80	636	8.8
Communications	12.80	1,851	9.6
English	23.07	4,172	12.1
Language	7.60	1,439	12.6
Music	8.10	636	5.2
Philosophy	6.80	1,719	16.9
Theology	6.00	1,417	15.7
Institute of Black Catholic Studies	1.00	0	0
Total Arts & Humanities	70.17	11,870	11.3
Division of Education⁵			
Undergraduate Education		712	
Graduate Education		1,267	
Total Division of Education	12.60	1,979	20.5
Natural Sciences & Mathematics			
Biology	23.27	5,842	216.7
Chemistry	27.2	4,769	11.7
Computer Science	3.00	389	8.6
Mathematics	20.00	4,004	13.3
Physics/Pre-Engineering	8.00	1,187	9.9
Total Natural Sciences & Math	81.47	16,191	13.2

38. Xavier University of Louisiana Student/Faculty Ratio Fall Semester 2010¹, cont.			
	FTE FACULTY²	Student Sem. Hrs.³	Student/Fac. Ratio⁴
Social Sciences & Division of Business			
Division of Business	11.20	2,421	14.4
History	8.00	1,615	13.5
Political Science	4.20	884	14.0
Psychology	6.40	1,874	19.5
Sociology	4.60	1,117	16.2
Total Social Sci. & Division Of Business	34.40	7,911	15.3
Total College of Arts & Sciences	198.64	37,951	13.4
Total College of Pharmacy	53.00	6,398	8.0
TOTAL UNIVERSITY	251.64	44,349	12.7

¹ DATA SOURCE: Compiled by the Office of Planning and Institutional Research. Data supplied by the Registrar's Office and Vice President for Academic Affairs.

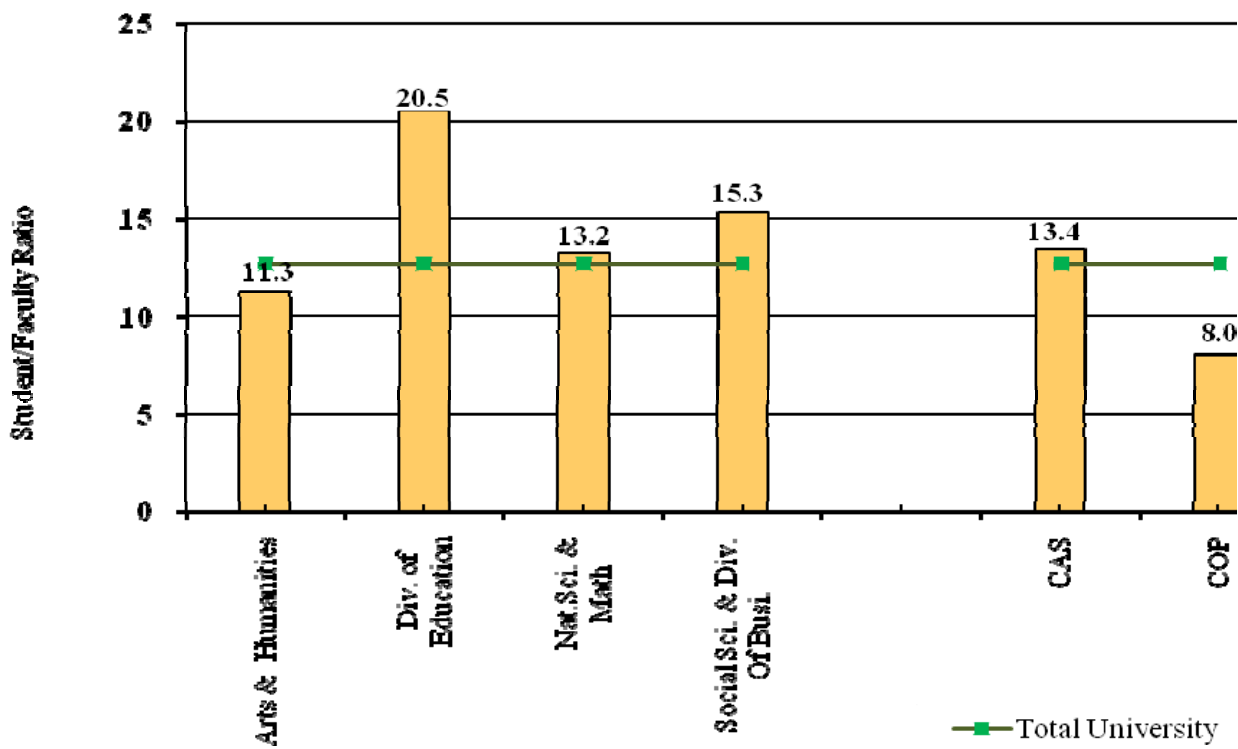
² Includes, as full-time faculty members, faculty with release time for research and/or certain administrative duties. Each full-time faculty member, regardless of course load, is counted as 1 FTE faculty. Faculty teaching courses in several departments are counted only in their major department. Adjunct faculty in the College of Pharmacy are not included.

³ "Student semester hours" is the total number of students enrolled in a course multiplied by the semester hours for the course.

⁴ Assuming, for students, 15 sem. hrs. = 1 FTE undergraduate; 6 sem. hrs. = 1 FTE graduate. Does not include non-credit courses or team taught course in the College of Pharmacy.

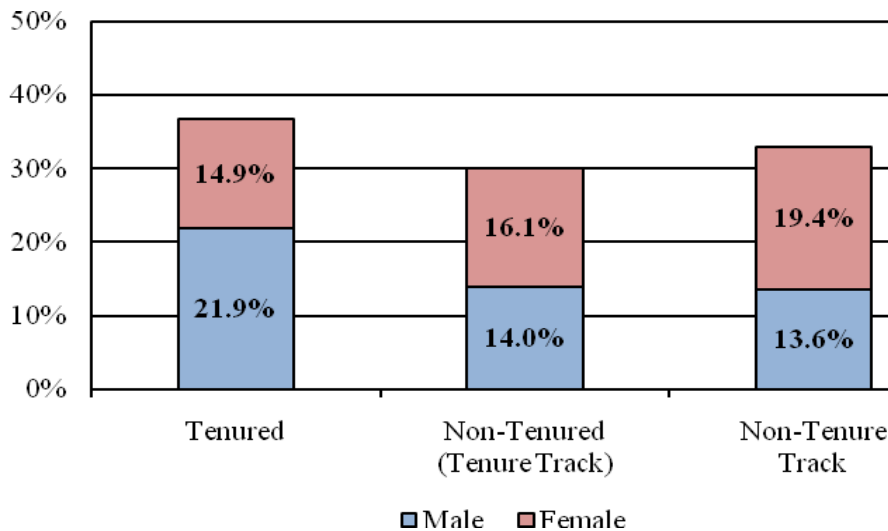
⁵ Education faculty members teach both undergraduate and graduate courses. Hence, only the total FTE faculty and the total Student/Faculty ratio could be calculated for the Division of Education.

38. Student/Faculty Ratio
Fall Semester 2010, *cont.*



**39. Xavier University of Louisiana
Full time Faculty Tenure Status
by Ethnicity/Gender
Fall Semester 2010¹**

	Ethnicity	Black/ African Amer.		White		Asian, Nat. Haw. or Other Pac. Isl.		Other ²		Grand Total	
		#	%	#	%	#	%	#	%	#	%
Tenure	Male	12	5.0%	25	10.3%	9	3.7%	7	2.9%	53	21.9%
	Female	10	4.1%	21	8.7%	3	1.2%	2	0.8%	36	14.9%
	Total	22	9.1%	46	19.0%	12	5.0%	9	3.7%	89	36.8%
Not Tenured, Tenured - Track	Male	3	1.2%	19	7.9%	0	0.0%	12	5.0%	34	14.0%
	Female	15	6.2%	14	5.8%	1	0.4%	9	3.7%	39	16.1%
	Total	18	7.4%	33	13.6%	1	0.4%	21	8.7%	73	30.2%
Non Tenure	Male	12	5.0%	15	6.2%	3	1.2%	3	1.2%	33	13.6%
	Female	28	11.6%	10	4.1%	2	0.8%	7	2.9%	47	19.4%
	Total	40	16.5%	25	10.3%	5	2.1%	10	4.1%	80	33.1%
TOTALS	Male	27	11.2%	59	24.4%	12	5.0%	22	9.1%	120	49.6%
	Female	53	21.9%	45	18.6%	6	2.5%	18	7.4%	122	50.4%
	Total	80	33.1%	104	43.0%	18	7.4%	40	16.5%	242	100%



¹ Compiled by the Office of Planning and Institutional Research. Data supplied by the Office of the Vice President for Academic Affairs. Errors in percentage additions are due to rounding.

² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

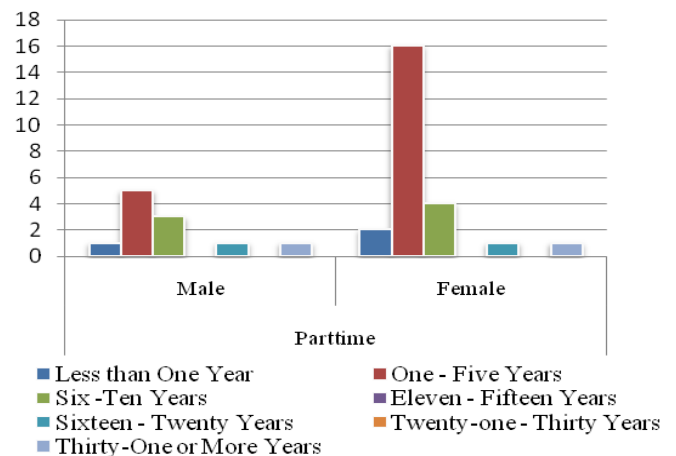
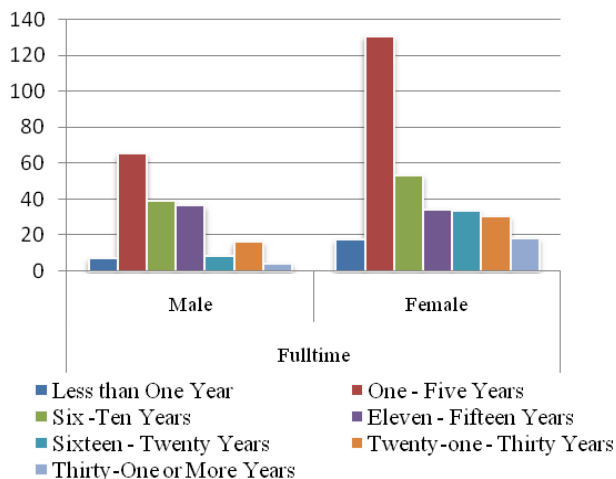
40. Xavier University of Louisiana					
Full time Faculty Terminal Degree Status					
Fall Semester 2010					
COLLEGE	Terminal Degree		Non-Terminal Degree		Total
	#	%	#	%	#
Arts & Sciences					
Arts	3	75%	1	25%	4
Biology	21	91%	2	9%	23
Business	7	64%	4	36%	11
Chemistry	25	93%	2	7%	27
Communications	10	83%	2	17%	12
Computer Science	3	100%	0	0%	3
Division of Education	12	100%	0	0%	12
English	19	83%	4	17%	23
History	7	88%	1	13%	8
Inst. For Black Cath. Stud.	1	100%	0	0%	1
Languages	5	83%	1	17%	6
Mathematics	16	84%	3	16%	19
Music	5	83%	1	17%	6
Philosophy	6	100%	0	0%	6
Physics & Engineering	8	100%	0	0%	8
Political Science	3	75%	1	25%	4
Psychology	6	100%	0	0%	6
Sociology	4	100%	0	0%	4
Theology	6	100%	0	0%	6
College of Arts & Sciences Total	167	88%	22	12%	189
College of Pharmacy	51	96%	2	4%	53
TOTAL	218	90%	24	10%	100%

**41. Xavier University of Louisiana Classification of Staff by
Primary Function/Occupational Activity¹ and Gender
Fall Semester 2010**

Primary Function / Occupational Activity	Male		Female		Grand Total	
	#	%	#	%		
Clerical & Secretarial						
Fulltime	1	0.2%	62	11.8%	63	12.0%
Parttime	2	0.4%	4	0.8%	6	1.1%
Clerical & Secretarial Total	3	0.6%	66	12.6%	69	13.1%
Exec., Admin. & Managerial						
Fulltime	25	4.8%	25	4.8%	50	9.5%
Parttime	0	0.0%	0	0.0%	0	0.0%
Exec., Admin. & Managerial Total	25	4.8%	25	4.8%	50	9.5%
Other Professional						
Fulltime	91	17.3%	168	32.0%	259	49.3%
Parttime	4	0.8%	6	1.1%	10	1.9%
Other Professional Total	95	18.1%	174	33.1%	269	51.2%
Service/Maintenance						
Fulltime	39	7.4%	17	3.2%	56	10.7%
Parttime	0	0.0%	0	0.0%	0	0.0%
Service/Maintenance Total	39	7.4%	17	3.2%	56	10.7%
Skilled Crafts						
Fulltime	9	1.7%	0	0.0%	9	1.7%
Parttime	0	0.0%	0	0.0%	0	0.0%
Skilled Crafts Total	9	1.7%	0	0.0%	9	1.7%
Tech. and Paraprofessional						
Fulltime	10	1.9%	43	8.2%	53	10.1%
Parttime	5	1.0%	14	2.7%	19	3.6%
Tech. and Paraprofessional Total	15	2.9%	57	10.9%	72	13.7%
GRAND TOTAL	186	35.4%	339	64.6%	525	100%

¹ Standard Occupational Classification revised 2000.

42. Xavier University of Louisiana Staff Length of Employment by Status and Gender Fall Semester 2010			
Length of Employment	Male	Female	Grand Total
Fulltime			
Less than One Year	7	17	24
One - to - Five Years	65	130	195
Six - to - Ten Years	39	53	92
Eleven - to - Fifteen Years	36	34	70
Sixteen - to -Twenty Years	8	33	41
Twenty-One - to - Thirty Years	16	30	46
Thirty-One or More Years	4	18	22
Fulltime Total	175	315	490
Parttime			
Less than One Year	1	2	3
One - to - Five Years	5	16	21
Six - to - Ten Years	3	4	7
Eleven - to - Fifteen Years	0	0	0
Sixteen - to -Twenty Years	1	1	2
Twenty-One - to - Thirty Years	0	0	0
Thirty-One or More Years	1	1	2
Parttime Total	11	24	35
Grand Total	186	339	525



43. Xavier University of Louisiana Staff Employment Status by Race/Ethnicity and Gender Fall Semester 2010				
Race/Ethnicity	Gender	Fulltime	Parttime	Grand Total
Black or African American	Male	134	10	144
	Female	265	21	286
	Total	399	31	430
White	Male	17	0	17
	Female	14	1	15
	Total	31	1	32
Other¹	Male	7	0	7
	Female	12	1	13
	Total	19	1	20
Unknown	Male	4	1	5
	Female	18	1	19
	Total	22	2	24
Non Resident Alien	Male	13	0	13
	Female	6	0	6
	Total	19	0	19
Grand Total		490	35	525

¹ Other includes Hispanic, Two or More Races, American Indian/Alaskan Native, and Native Hawaiian or Other Pacific Islander.