

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 240 full-time faculty members, a slight decrease from last year. Table 34 lists the number of faculty by academic departments. The accompanying chart lists percentages within academic divisions. Table 35 gives a breakdown by rank, gender, and ethnicity for all full-time faculty in the university. Tables 36, 37, and 38 give the same breakdown for faculty in the College of Arts & Sciences, College of Pharmacy and the Division of Education, respectively. Table 39 shows the Student/Faculty ratio for the various departments and academic divisions of Xavier University. Table 40 illustrates the tenure status of full-time faculty members based on gender and ethnicity. Table 41 illustrates the percentage of full-time faculty by academic departments that have terminal degrees. Eighty-nine percent of full-time faculty members have terminal degrees.

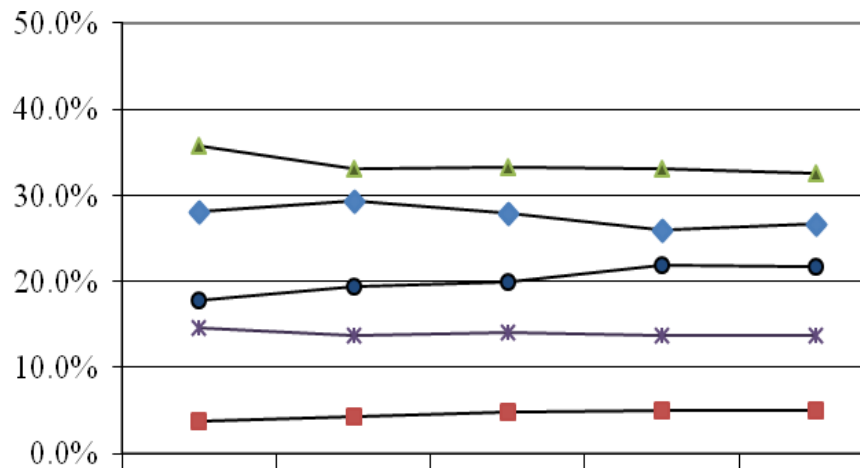
There are 481 fulltime staff members down from last year's staff headcount of 490. Table 42 shows classification of staff by primary function/occupational activity and gender. Table 43 gives the breakdown of length of employment by gender and employment status. Lastly, Table 44 lists the number of staff based on gender and race/ethnicity by employment status.

34. Xavier University Full-Time Faculty by Department and Gender Fall 2007 - 2011						
Discipline/Department	Gender	2007	2008	2009	2010	2011
Arts & Humanities						
African American Studies Program ¹	Male	1	1	--	--	--
	Female	0	0	--	--	--
Art	Male	1	1	1	1	1
	Female	2	3	3	3	3
Communications	Male	4	5	3	3	3
	Female	7	7	9	9	9
English	Male	7	10	12	11	12
	Female	10	11	11	12	11
Languages	Male	2	3	3	2	3
	Female	3	3	3	4	4
Music	Male	4	5	5	5	5
	Female	0	1	1	1	1
Philosophy	Male	5	5	5	5	5
	Female	1	1	1	1	1
Theology	Male	4	4	4	4	4
	Female	1	2	2	2	2
Total Arts & Humanities		52	62	63	63	64
Black Catholic Studies						
Black Catholic Studies	Male	0	0	0	0	--
	Female	1	1	1	1	--
Total Black Catholic Studies		1	1	1	1	--
Division of Education						
Education	Male	2	2	2	2	2
	Female	5	7	9	10	10
Total Division of Education		7	9	11	12	12
Office of Student Academic Success						
Office of Academic Success	Male	--	--	--	--	0
	Female	--	--	--	--	1
Total Office of Student Academic Success		--	--	--	--	1

¹ African American Studies Program listed within the English Department.

34. Xavier University Full-Time Faculty by Department and Gender Fall 2007 – 2011, cont.						
Discipline/Department	Gender	2007	2008	2009	2010	2011
Natural Sciences and Mathematics						
Biology	Male	12	13	13	15	15
	Female	10	9	8	8	8
Chemistry	Male	12	12	12	12	12
	Female	10	12	13	15	15
Computer Science	Male	2	2	1	1	1
	Female	2	1	3	2	2
Mathematics	Male	9	10	14	14	14
	Female	3	5	4	5	4
Physics-Engineering	Male	5	5	6	7	6
	Female	1	1	1	1	1
Total Natural Sciences and Mathematics		66	70	75	80	78
Business and Social Sciences						
Division of Business	Male	6	7	8	9	8
	Female	2	2	2	2	3
History	Male	4	4	3	3	4
	Female	3	4	5	5	4
Political Science	Male	2	2	1	1	2
	Female	1	1	3	3	2
Psychology	Male	3	2	2	3	3
	Female	3	4	4	3	3
Sociology	Male	1	1	1	1	1
	Female	2	2	3	3	3
Total Business and Social Sciences		27	29	32	33	33
College of Pharmacy						
	Male	14	17	20	21	21
	Female	19	24	25	32	31
Total College of Pharmacy		33	41	45	53	52
GRAND TOTAL UNIVERSITY		186	212	227	242	240

**34. Xavier University Full-Time Faculty
 Fall 2007 - 2011, *cont.***



	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
Arts & Humanities	28.1%	29.4%	27.9%	26.0%	26.7%
Division of Education	3.8%	4.3%	4.9%	5.0%	5.0%
Natural Sciences and Mathematics	35.7%	33.2%	33.2%	33.1%	32.5%
Business and Soc. Sciences	14.6%	13.7%	14.2%	13.6%	13.8%
College of Pharmacy	17.8%	19.4%	19.9%	21.9%	21.7%

Term

**35. Xavier University Full - Time Faculty
Total Headcount by Rank, Gender and Race/Ethnicity
Fall Semester 2011¹**

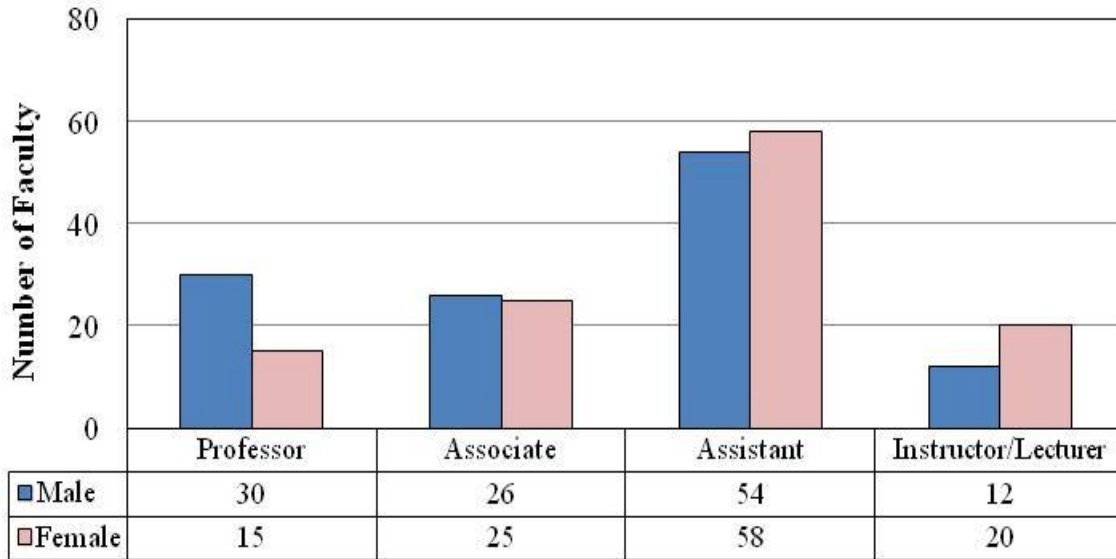
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	7	2.9%	5	2.1%	14	5.8%	2	0.8%	28	11.7%
	Female	3	1.3%	6	2.5%	32	13.3%	9	3.8%	50	20.8%
	TOTAL	10	4.2%	11	4.6%	46	19.2%	11	4.6%	78	32.5%
White	Male	14	5.8%	14	5.8%	26	10.8%	8	3.3%	62	25.8%
	Female	9	3.8%	13	5.4%	17	7.1%	8	3.3%	47	19.6%
	TOTAL	23	9.6%	27	11.3%	43	17.9%	16	6.7%	109	45.4%
Asian, Native Hawaiian or Other Pacific Islander	Male	8	3.3%	1	0.4%	0	0.0%	2	0.8%	11	4.6%
	Female	2	0.8%	2	0.8%	1	0.4%	1	0.4%	6	2.5%
	TOTAL	10	4.2%	3	1.3%	1	0.4%	3	1.3%	17	7.1%
Other ²	Male	1	0.4%	6	2.5%	14	5.8%	0	0.0%	21	8.8%
	Female	1	0.4%	4	1.7%	8	3.3%	2	0.8%	15	6.3%
	TOTAL	2	0.8%	10	4.2%	22	9.2%	2	0.8%	36	15.0%
TOTAL	Male	30	12.5%	26	10.8%	54	22.5%	12	5.0%	122	50.8%
	Female	15	6.3%	25	10.4%	58	24.2%	20	8.3%	118	49.2%
	TOTAL	45	18.8%	51	21.3%	112	46.7%	32	13.3%	240	100%

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

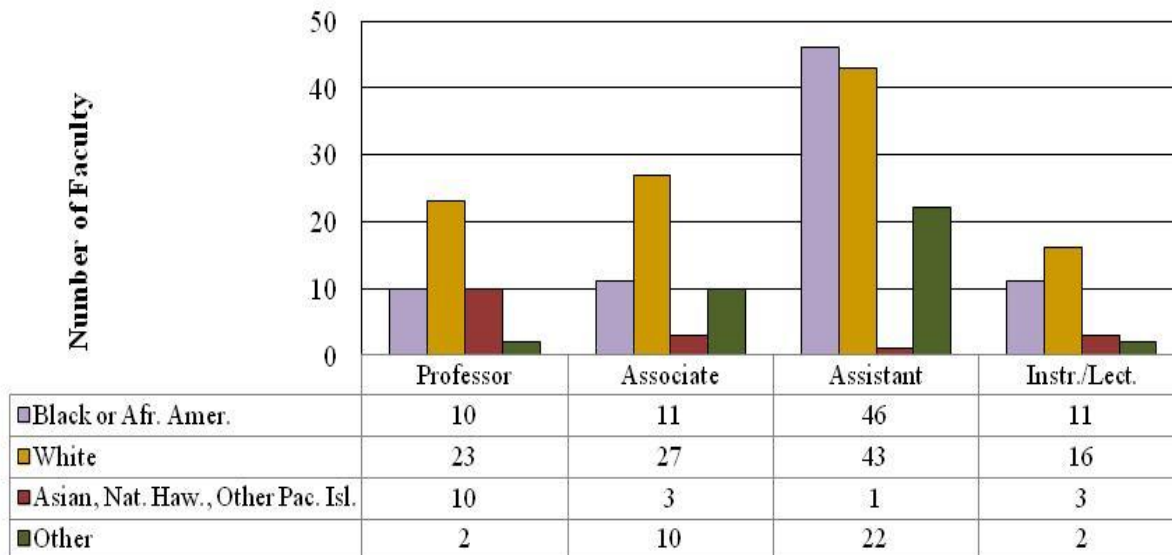
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

35. Xavier University Full - Time Faculty, *cont.*

**Number of Faculty by Rank and Gender
 Fall 2011**



**Number of Faculty by Rank & Race/Ethnicity
 Fall 2011**



**36. Xavier University Full - Time Faculty
College of Arts and Sciences
Fall Semester 2011¹**

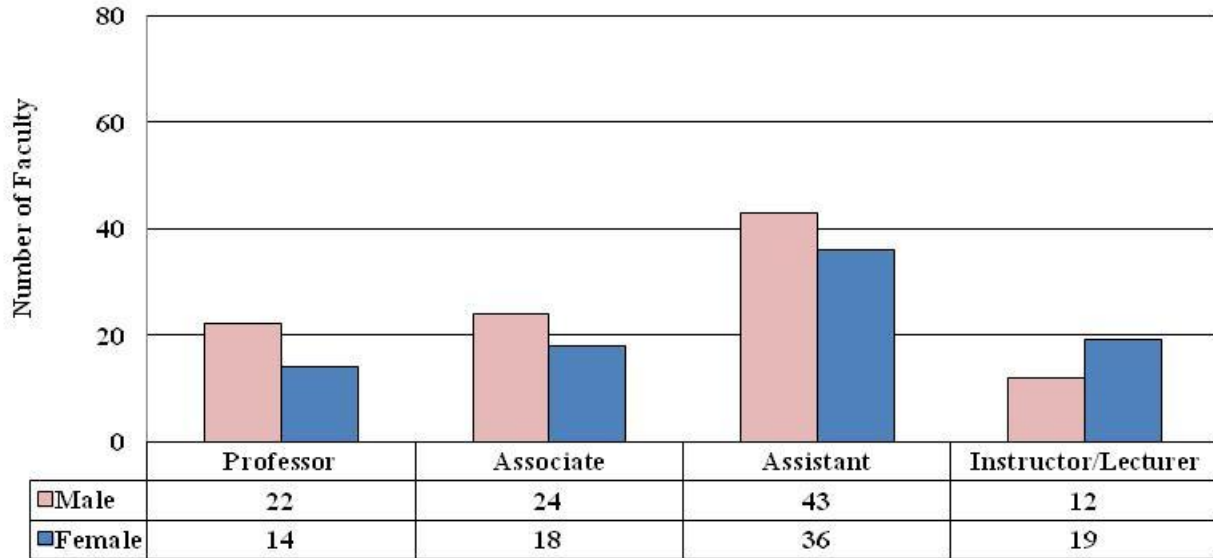
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	5	2.7%	5	2.7%	7	3.7%	2	1.1%	19	10.1%
	Female	3	1.6%	4	2.1%	14	7.4%	8	4.3%	29	15.4%
	TOTAL	8	4.3%	9	4.8%	21	11.2%	10	5.3%	48	25.5%
White	Male	12	6.4%	13	6.9%	24	12.8%	8	4.3%	57	30.3%
	Female	9	4.8%	12	6.4%	15	8.0%	8	4.3%	44	23.4%
	TOTAL	21	11.2%	25	13.3%	39	20.7%	16	8.5%	101	53.7%
Asian, Native Hawaiian or Other Pacific Islander	Male	5	2.7%	1	0.5%	0	0.0%	2	1.1%	8	4.3%
	Female	1	0.5%	1	0.5%	1	0.5%	1	0.5%	4	2.1%
	TOTAL	6	3.2%	2	1.1%	1	0.5%	3	1.6%	12	6.4%
Other ²	Male	0	0.0%	5	2.7%	12	6.4%	0	0.0%	17	9.0%
	Female	1	0.5%	1	0.5%	6	3.2%	2	1.1%	10	5.3%
	TOTAL	1	0.5%	6	3.2%	18	9.6%	2	1.1%	27	14.4%
TOTAL	Male	22	11.7%	24	12.8%	43	22.9%	12	6.4%	101	53.7%
	Female	14	7.4%	18	9.6%	36	19.1%	19	10.1%	87	46.3%
	TOTAL	36	19.1%	42	22.3%	79	42.0%	31	16.5%	188	100%

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

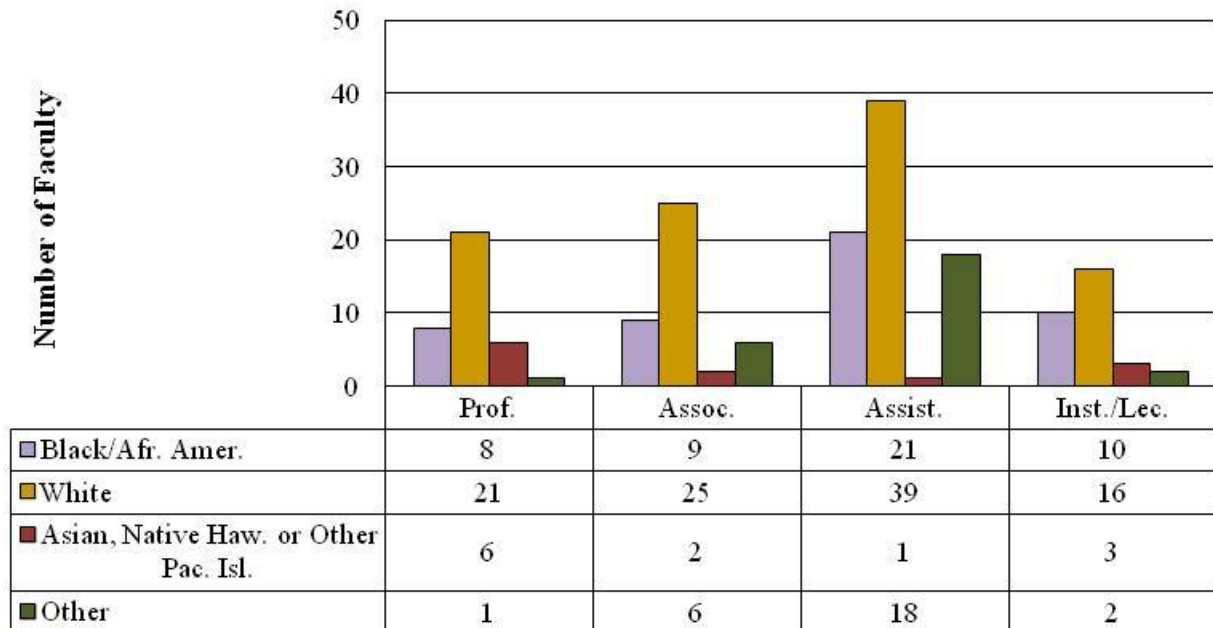
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

36. Xavier University Full - Time Faculty, *cont.*

CAS Faculty by Rank & Gender
Fall 2011



CAS Faculty by Rank & Race/Ethnicity
Fall 2011



**37. Xavier University Full - Time Faculty
College of Pharmacy
Fall Semester 2011¹**

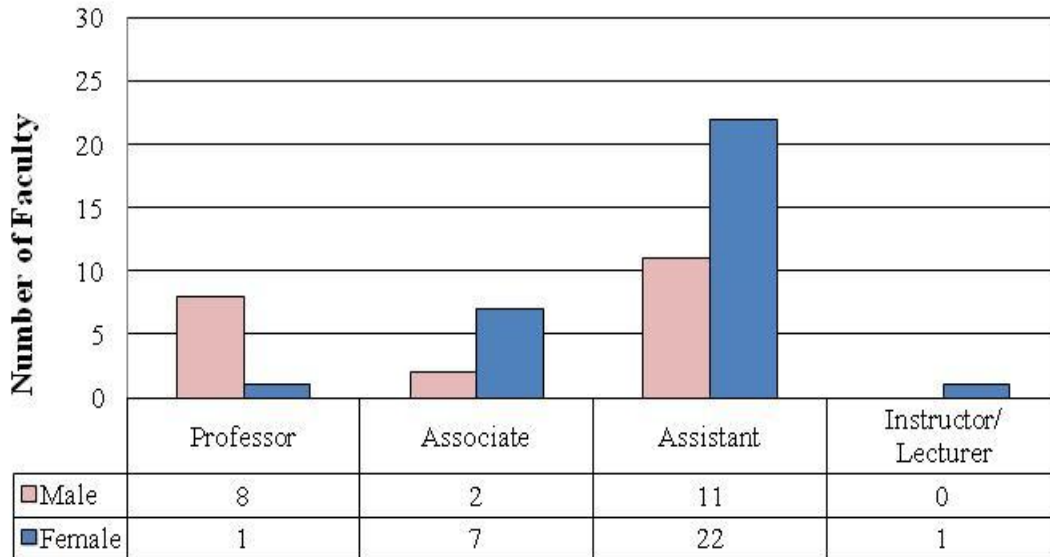
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	2	3.8%	0	0.0%	7	13.5%	0	0.0%	9	17.3%
	Female	0	0.0%	2	3.8%	18	34.6%	1	1.9%	21	40.4%
	TOTAL	2	3.8%	2	3.8%	25	48.1%	1	1.9%	30	57.7%
White	Male	2	3.8%	1	1.9%	2	3.8%	0	0.0%	5	9.6%
	Female	0	0.0%	1	1.9%	2	3.8%	0	0.0%	3	5.8%
	TOTAL	2	3.8%	2	3.8%	4	7.7%	0	0.0%	8	15.4%
Asian, Native Hawaiian or Other Pacific Islander	Male	3	5.8%	0	0.0%	0	0.0%	0	0.0%	3	5.8%
	Female	1	1.9%	1	1.9%	0	0.0%	0	0.0%	2	3.8%
	TOTAL	4	7.7%	1	1.9%	0	0.0%	0	0.0%	5	9.6%
Other ²	Male	1	1.9%	1	1.9%	2	3.8%	0	0.0%	4	7.7%
	Female	0	0.0%	3	5.8%	2	3.8%	0	0.0%	5	9.6%
	TOTAL	1	1.9%	4	7.7%	4	7.7%	0	0.0%	9	17.3%
TOTAL	Male	8	15.4%	2	3.8%	11	21.2%	0	0.0%	21	40.4%
	Female	1	1.9%	7	13.5%	22	42.3%	1	1.9%	31	59.6%
	TOTAL	9	17.3%	9	17.3%	33	63.5%	1	1.9%	52	100%

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

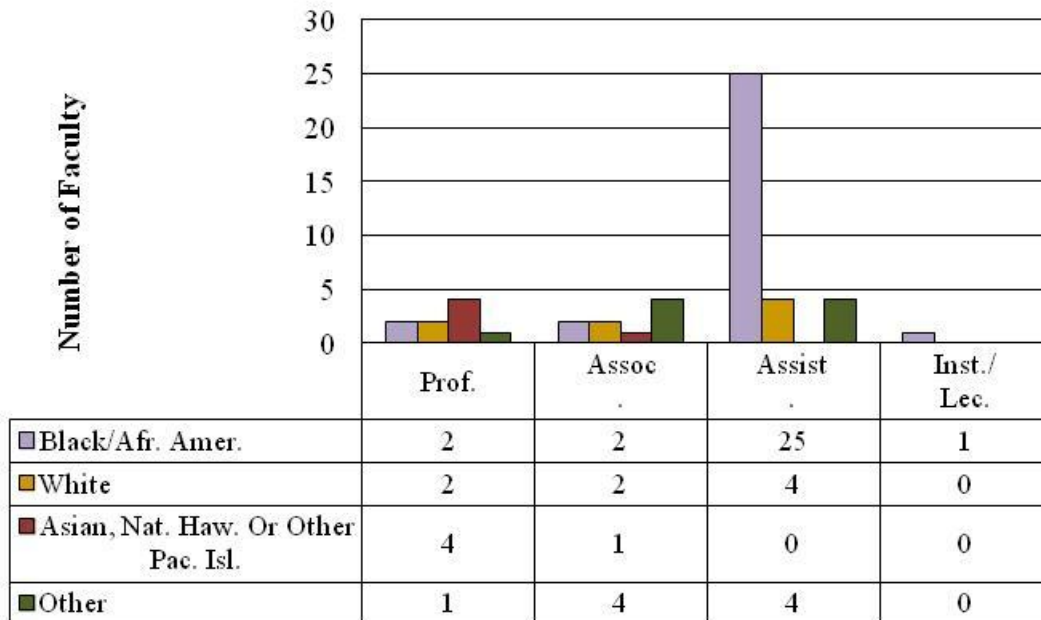
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

37. Xavier University Full - Time Faculty, cont.

**COP Faculty by Rank & Gender
 Fall 2011**



**COP Faculty by Rank & Race/Ethnicity
 Fall 2011**



**38. Xavier University Full - Time Faculty
Division of Education
Fall Semester 2011¹**

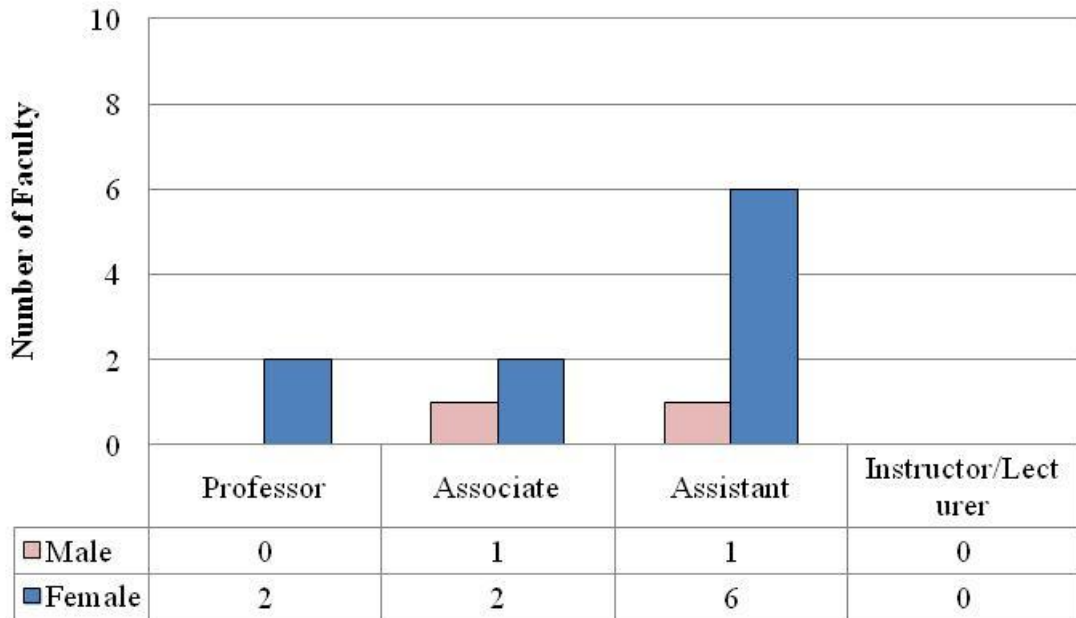
Race/ Ethnicity	Gender	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Totals	
		#	%	#	%	#	%	#	%	#	%
Black/Afr. American	Male	0	0.0%	0	0.0%	1	8.3%	0	0.0%	1	8.3%
	Female	1	8.3%	1	8.3%	3	25.0%	0	0.0%	5	41.7%
	TOTAL	1	8.3%	1	8.3%	4	33.3%	0	0.0%	6	50.0%
White	Male	0	0.0%	1	8.3%	0	0.0%	0	0.0%	1	8.3%
	Female	1	8.3%	1	8.3%	2	16.7%	0	0.0%	4	33.3%
	TOTAL	1	8.3%	2	16.7%	2	16.7%	0	0.0%	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%	1	8.3%	1	8.3%	0	0.0%	2	16.7%
	Female	2	16.7%	2	16.7%	6	50.0%	0	0.0%	10	83.3%
	TOTAL	2	16.7%	3	25.0%	7	58.3%	0	0.0%	12	100%

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

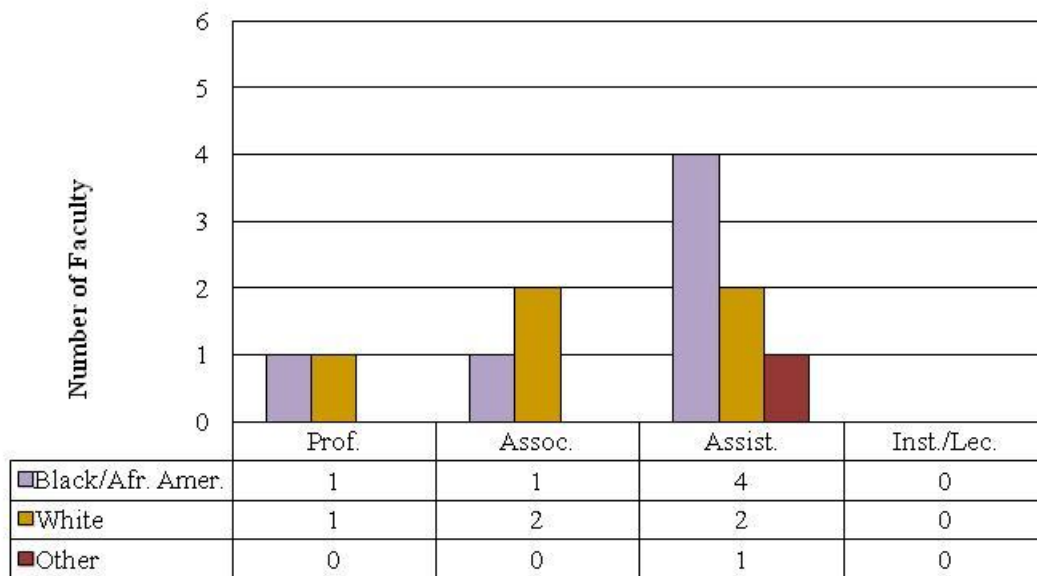
² Other includes Hispanic, Two or More Races, American Indian or Alaskan Native, Non Resident Alien and Unknown Race/Ethnicity.

38. Xavier University Full -Time Faculty, cont.

**Division of Education
 Faculty by Rank & Gender—Fall 2011**



**Division of Education
 Faculty by Rank & Race/Ethnicity—Fall 2011**



39. Xavier University of Louisiana Student/Faculty Ratio Fall Semester 2011¹			
	FTE FACULTY²	Student Sem. Hrs.³	Student/Fac. Ratio⁴
Arts & Humanities			
Art	5.00	572	7.6
Communications	13.07	1,939	9.9
English	24.60	4,435	12.0
Languages	8.40	1,630	12.9
Music	7.87	644	5.5
Philosophy	6.00	1,788	19.9
Theology	6.00	1,428	15.9
Total Arts & Humanities	71.94	12,436	11.5
Division of Education⁵			
Undergraduate Education		736	
Graduate Education		966	
Total Division of Education	12.20	1,702	17.2
Natural Sciences & Mathematics			
Biology	23.00	5,674	16.4
Chemistry	27.00	5,142	12.7
Computer Science	3.00	416	9.2
Mathematics	18.53	4,957	17.8
Physics/Pre-Engineering	7.00	1,189	11.3
Total Natural Sciences & Math	78.53	17,378	14.8
Office of Student Academic Success	1.00		

39. Xavier University of Louisiana Student/Faculty Ratio Fall Semester 2011¹, cont.			
	FTE FACULTY²	Student Sem. Hrs.³	Student/Fac. Ratio⁴
Social Sciences & Division of Business			
Division of Business	11.40	2,364	13.8
History	8.00	1,583	13.2
Political Science	4.00	717	12.0
Psychology	6.60	2,065	20.9
Sociology	4.60	1,259	18.2
Total Social Sci. & Division Of Business	34.60	7,988	15.4
Total College of Arts & Sciences	197.27	39,504	14.0
Total College of Pharmacy	52.00	6,208	8.0
TOTAL UNIVERSITY	249.27	45,712	13.2

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

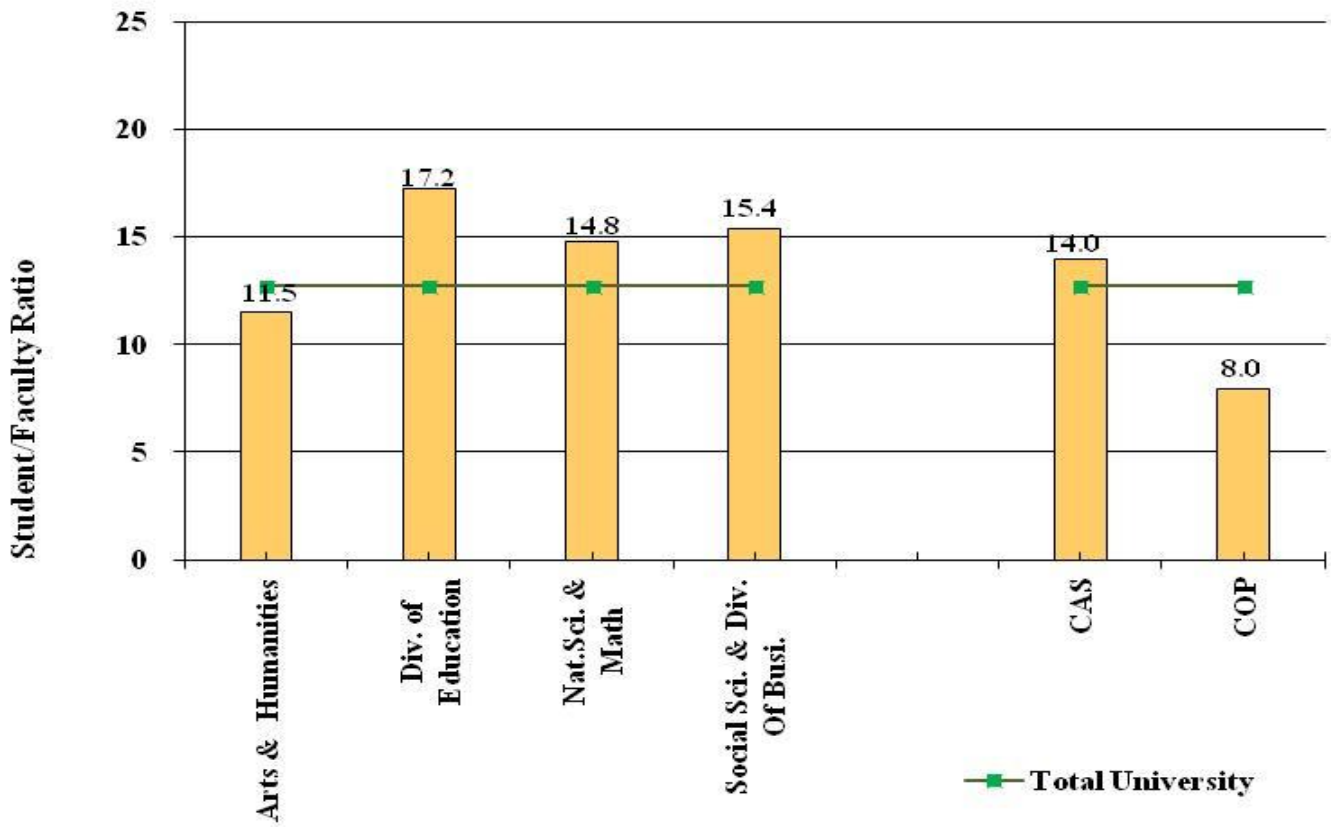
² Includes, as full-time faculty members, faculty with release time for research and/or certain administrative duties. Each full-time faculty member, regardless of course load, is counted as 1 FTE faculty. Faculty teaching courses in several departments are counted only in their major department. Adjunct 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.

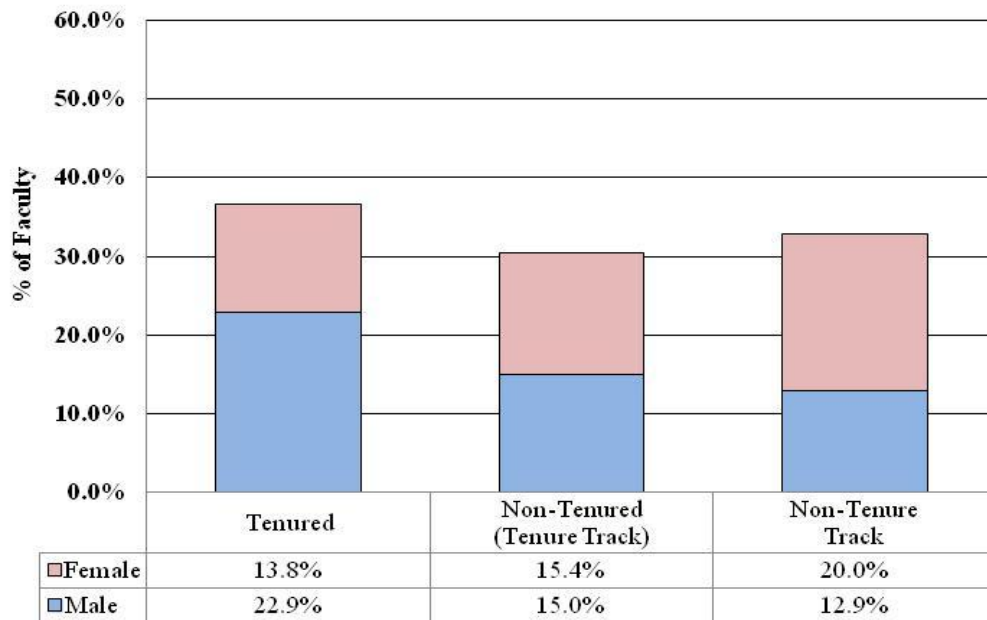
⁵ Education faculty members teach both undergraduate and graduate courses. Hence, only the total FTE faculty and the total Student/Faculty ratio could be calculated for the Division of Education.

39. Student/Faculty Ratio
Fall Semester 2011, *cont.*



**40. Xavier University of Louisiana
Full time Faculty Tenure Status
by Ethnicity/Gender
Fall Semester 2011¹**

	Ethnicity	Black/ African Amer.		White		Asian, Nat. Haw. or Other Pac. Isl.		Other ²		Grand Total	
		Gender	#	%	#	%	#	%	#	%	#
Tenure	Male	13	5.4%	28	11.7%	8	3.3%	6	2.5%	55	22.9%
	Female	8	3.3%	20	8.3%	3	1.3%	2	0.8%	33	13.8%
	Total	21	8.8%	48	20.0%	11	4.6%	8	3.3%	88	36.7%
Not Tenured, Tenured - Track	Male	2	0.8%	21	8.8%	0	0.0%	13	5.4%	36	15.0%
	Female	15	6.3%	15	6.3%	0	0.0%	7	2.9%	37	15.4%
	Total	17	7.1%	36	15.0%	0	0.0%	20	8.3%	73	30.4%
Non Tenure	Male	13	5.4%	13	5.4%	3	1.3%	2	0.8%	31	12.9%
	Female	27	11.3%	12	5.0%	3	1.3%	6	2.5%	48	20.0%
	Total	40	16.7%	25	10.4%	6	2.5%	8	3.3%	79	32.9%
TOTALS	Male	28	11.7%	62	25.8%	11	4.6%	21	8.8%	122	50.8%
	Female	50	20.8%	47	19.6%	6	2.5%	15	6.3%	118	49.2%
	Total	78	32.5%	109	45.4%	17	7.1%	36	15.0%	240	100%



¹ Compiled by the Office of Planning, Institutional Research, and Assessment. 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.

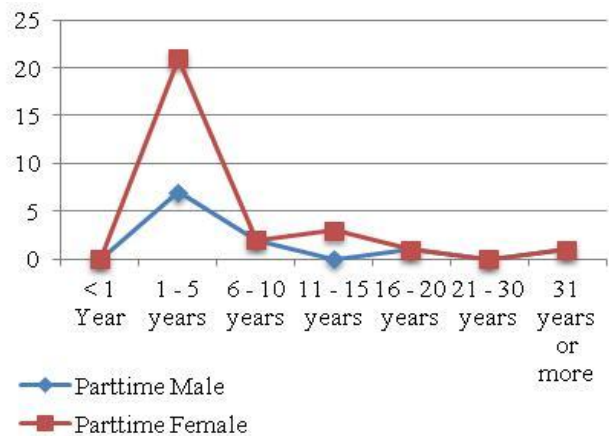
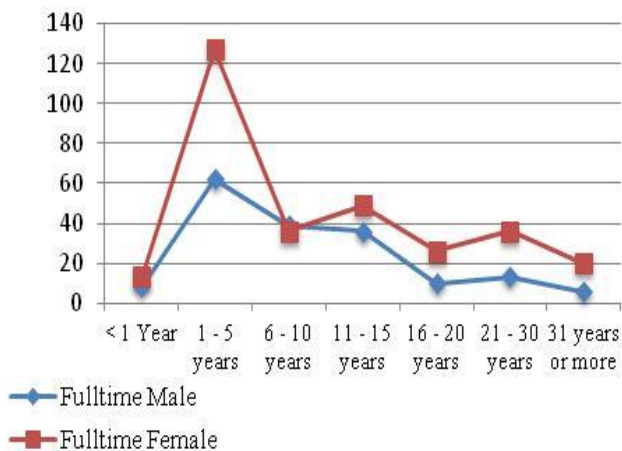
41. Xavier University of Louisiana Full time Faculty Terminal Degree Status Fall Semester 2011					
COLLEGE	Terminal Degree		Non-Terminal Degree		Total
	#	%	#	%	#
Arts & Sciences					
Arts	2	50%	2	50%	4
Biology	20	87%	3	13%	23
Business	6	55%	5	45%	11
Chemistry	25	93%	2	7%	27
Communications	10	83%	2	17%	12
Computer Science	3	100%	0	0%	3
Division of Education	12	100%	0	0%	12
English	20	87%	3	13%	23
History	7	88%	1	13%	8
Languages	6	86%	1	14%	7
Mathematics	16	89%	2	11%	18
Music	5	83%	1	17%	6
Student Academic Success	1	100%	0	0%	1
Philosophy	6	100%	0	0%	6
Physics & Engineering	7	100%	0	0%	7
Political Science	2	50%	2	50%	4
Psychology	6	100%	0	0%	6
Sociology	4	100%	0	0%	4
Theology	6	100%	0	0%	6
College of Arts & Sciences Total	164	87%	24	13%	188
College of Pharmacy	51	98%	1	2%	52
TOTAL	215	90%	25	10%	240

**42. Xavier University of Louisiana Classification of Staff
by Primary Function/Occupational Activity¹ and Gender
Fall Semester 2011**

Primary Function / Occupational Activity	Male		Female		Grand Total	
	#	%	#	%		
Clerical & Secretarial						
Fulltime	2	0.4%	64	12.3%	66	12.7%
Parttime	0	0.0%	3	0.6%	3	0.6%
Clerical & Secretarial Total	2	0.4%	67	12.9%	69	13.3%
Exec., Admin. & Managerial						
Fulltime	30	5.8%	28	5.4%	58	11.2%
Parttime	0	0.0%	0	0.0%	0	0.0%
Exec., Admin. & Managerial Total	30	5.8%	28	5.4%	58	11.2%
Other Professional						
Fulltime	86	2.1%	157	7.9%	243	10.0%
Parttime	5	1.2%	9	3.1%	14	4.2%
Other Professional Total	91	3.3%	166	11.0%	257	14.2%
Service/Maintenance						
Fulltime	39	7.5%	17	3.3%	56	10.8%
Parttime	0	0.0%	0	0.0%	0	0.0%
Service/Maintenance Total	39	7.5%	17	3.3%	56	10.8%
Skilled Crafts						
Fulltime	6	1.2%	0	0.0%	6	1.2%
Parttime	0	0.0%	0	0.0%	0	0.0%
Skilled Crafts Total	6	1.2%	0	0.0%	6	1.2%
Technical and Paraprofessional						
Fulltime	11	2.1%	41	7.9%	52	10.0%
Parttime	6	1.2%	16	3.1%	22	4.2%
Tech. and Paraprofessional Total	17	3.3%	57	11.0%	74	14.2%
GRAND TOTAL	185	35.6%	335	64.4%	520	100%

¹ Standard Occupational Classification revised 2000.

43. Xavier University of Louisiana Staff Length of Employment by Status and Gender Fall Semester 2011			
Length of Employment	Male	Female	Grand Total
Fulltime			
Less than One Year	8	13	21
One - to - Five Years	62	127	189
Six - to - Ten Years	39	36	75
Eleven - to - Fifteen Years	36	49	85
Sixteen - to -Twenty Years	10	26	36
Twenty-One - to - Thirty Years	13	36	49
Thirty-One or More Years	6	20	26
Fulltime Total	174	307	481
Parttime			
Less than One Year	0	0	0
One - to - Five Years	7	21	28
Six - to - Ten Years	2	2	4
Eleven - to - Fifteen Years	0	3	3
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	28	39
Grand Total	185	335	520



44. Xavier University of Louisiana Staff Employment Status by Race/Ethnicity and Gender Fall Semester 2011				
Race/Ethnicity	Gender	Fulltime	Parttime	Grand Total
Black or African American	Male	135	9	144
	Female	267	24	291
	Total	402	33	435
White	Male	15	0	15
	Female	11	2	13
	Total	26	2	28
Asian	Male	2	0	2
	Female	4	0	4
	Total	6	0	6
American Indian Alaskan Native	Male	0	0	0
	Female	1	0	1
	Total	1	0	1
Hispanic	Male	1	0	1
	Female	3	1	4
	Total	4	1	5
Native Hawaiian or Other Pacific Islander	Male	3	1	4
	Female	2	0	2
	Total	5	1	6
Two or More Races	Male	1	0	1
	Female	3	0	3
	Total	4	0	4
Unknown	Male	3	1	4
	Female	12	1	13
	Total	15	2	17
Non Resident Alien	Male	14	0	14
	Female	4	0	4
	Total	18	0	18
Grand Total		481	39	520