

Section 6

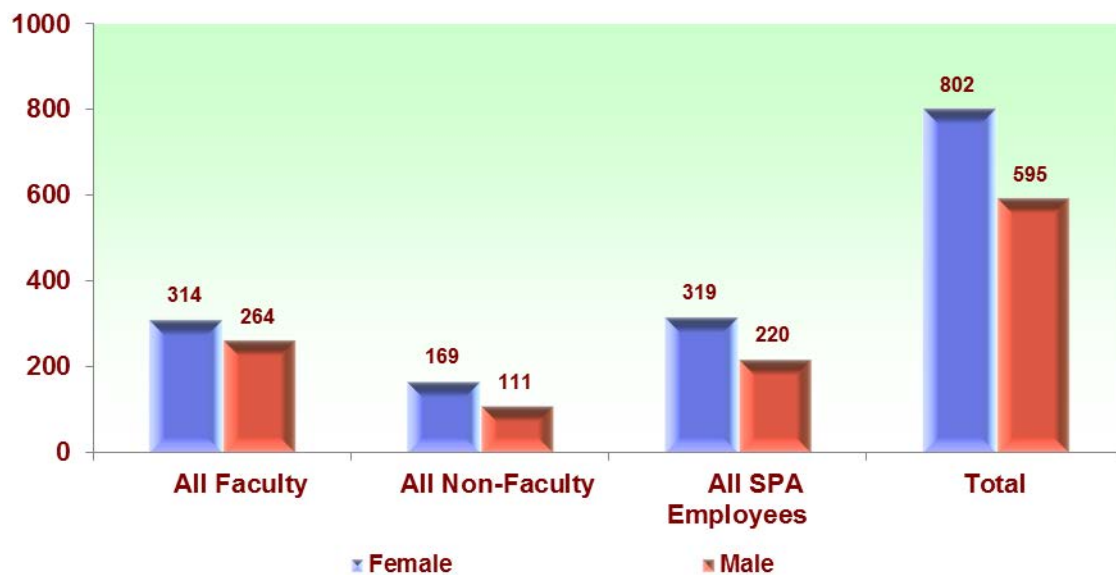
University Workforce (Faculty and Staff)

Office of Research, Evaluation and Planning

University Workforce by Employment Status and Gender

Fall 2016

| Full-Time Employees | Female | Male | Total |
|----------------------------|------------|------------|-------------|
| Faculty | 198 | 192 | 390 |
| Non-Faculty | 167 | 110 | 277 |
| State Employees | 316 | 219 | 535 |
| Total Full-Time | 681 | 521 | 1202 |
| | | | |
| Part-Time Employees | Female | Male | Total |
| Faculty | 116 | 72 | 188 |
| Non-Faculty | 2 | 1 | 3 |
| State Employees | 3 | 1 | 4 |
| Total Part-Time EPA | 121 | 74 | 195 |
| | | | |
| Total Employee: | Female | Male | Total |
| Faculty | 314 | 264 | 578 |
| Non-Faculty | 169 | 111 | 280 |
| SPA Employees | 319 | 220 | 539 |
| Total Employees | 802 | 595 | 1397 |



University Workforce by Employees' Occupation and Gender

Fall 2016

| Standard Occupational Classification Code | Female | Male | Total |
|---|------------|------------|-------------|
| 110000 Management Occupations | 78 | 43 | 121 |
| 130000 Business and Financial Operations Occupations | 58 | 23 | 81 |
| 150000 Computer and Mathematical Occupations | 8 | 23 | 31 |
| 170000 Architecture and Engineering Occupations | 0 | 4 | 4 |
| 190000 Life, Physical, and Social Science Occupations | 11 | 9 | 20 |
| 210000 Community and Social Services Occupations | 23 | 7 | 30 |
| 230000 Legal Occupations | 5 | 0 | 5 |
| 250000 Education, Training, and Library Occupations | 369 | 286 | 655 |
| 270000 Arts, Design, Entertainment, Sports, and Media Occupations | 15 | 35 | 50 |
| 290000 Healthcare Practitioners and Technical Occupations | 16 | 7 | 23 |
| 310000 Healthcare Support Occupations | 0 | 0 | 0 |
| 330000 Protective Service Occupations | 5 | 30 | 35 |
| 350000 Food Preparation and Serving Related Occupations | 0 | 0 | 0 |
| 370000 Building and Grounds Cleaning and Maintenance Occupations | 28 | 41 | 69 |
| 390000 Personal Care and Service Occupations | 3 | 2 | 5 |
| 410000 Sales and Related Occupations | 0 | 0 | 0 |
| 430000 Office and Administrative Support Occupations | 171 | 26 | 197 |
| 450000 Farming, Fishing, and Forestry Occupations | 0 | 0 | 0 |
| 470000 Construction and Extraction Occupations | 0 | 8 | 8 |
| 490000 Installation, Maintenance, and Repair Occupations | 11 | 50 | 61 |
| 510000 Production Occupations | 1 | . | 1 |
| 530000 Transportation and Material Moving Occupations | 0 | 1 | 1 |
| 550000 Military Specific Occupations | 0 | 0 | 0 |
| 999999 Missing/Unknown | 0 | 0 | 0 |
| Total Employees | 802 | 595 | 1397 |

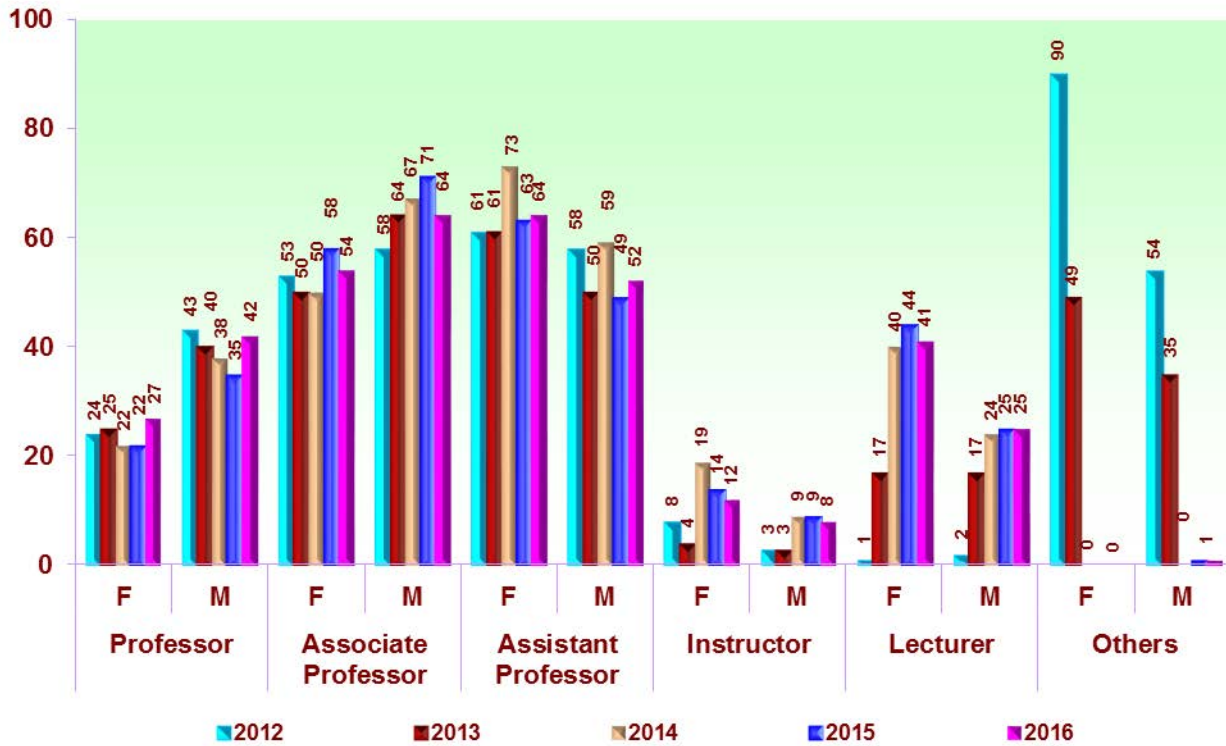
Trend of Full-Time Faculty by Rank and Gender

Fall 2012 - 2016

| | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Lecturer | | Others | | Total | |
|-------------|-----------|----|---------------------|----|---------------------|----|------------|---|----------|----|--------|----|-------|-----|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M |
| 2012 | 24 | 43 | 53 | 58 | 61 | 58 | 8 | 3 | 1 | 2 | 90 | 54 | 237 | 212 |
| 2013 | 25 | 40 | 50 | 64 | 61 | 50 | 4 | 3 | 17 | 17 | 49 | 35 | 206 | 209 |
| 2014 | 22 | 38 | 50 | 67 | 73 | 59 | 19 | 9 | 40 | 24 | 0 | 0 | 204 | 197 |
| 2015 | 22 | 35 | 58 | 71 | 63 | 49 | 14 | 9 | 44 | 25 | 0 | 1 | 201 | 190 |
| 2016 | 27 | 42 | 54 | 64 | 64 | 52 | 12 | 8 | 41 | 25 | 0 | 1 | 198 | 192 |

Trend of Full-Time Faculty by Rank and Gender

Fall 2012 - 2016



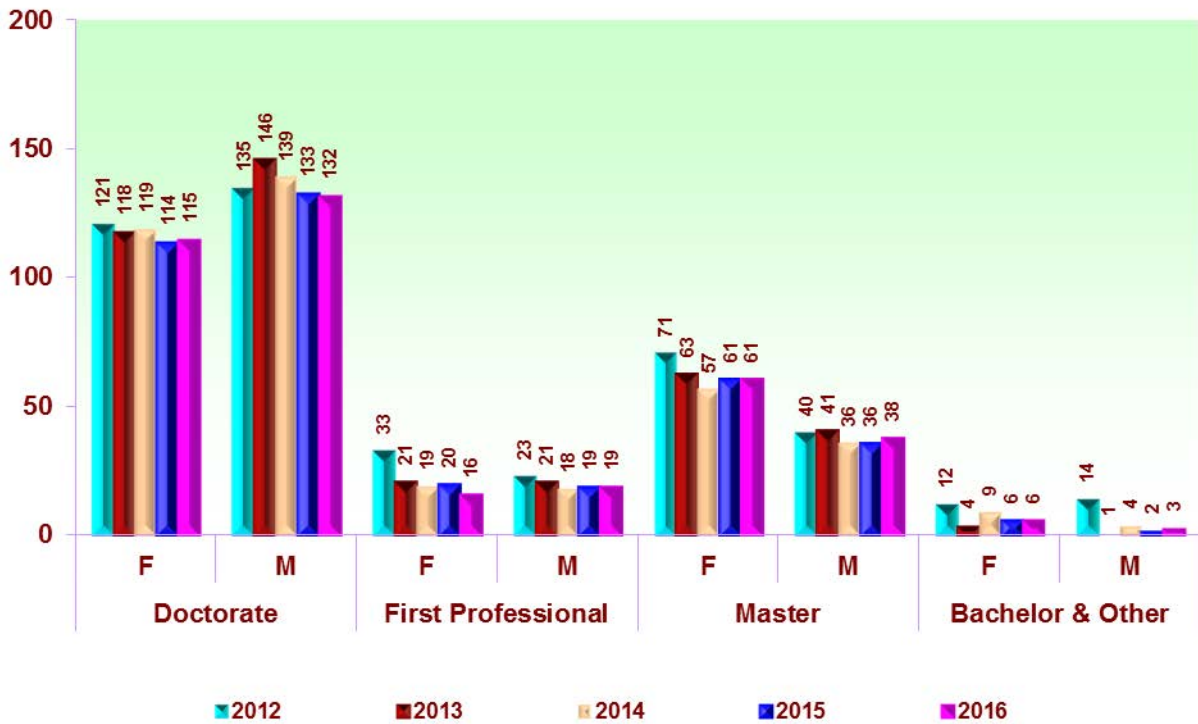
Trend of Full-Time Faculty by Highest Earned Degree

Fall 2012 - 2016

| | Doctorate | | First Professional | | Master's | | Bachelor's & Others | | Total | |
|-------------|-----------|-----|--------------------|----|----------|----|---------------------|----|-------|-----|
| | F | M | F | M | F | M | F | M | F | M |
| 2012 | 121 | 135 | 33 | 23 | 71 | 40 | 12 | 14 | 237 | 212 |
| 2013 | 118 | 146 | 21 | 21 | 63 | 41 | 4 | 1 | 206 | 209 |
| 2014 | 119 | 139 | 19 | 18 | 57 | 36 | 9 | 4 | 204 | 197 |
| 2015 | 114 | 133 | 20 | 19 | 61 | 36 | 6 | 2 | 201 | 190 |
| 2016 | 115 | 132 | 16 | 19 | 61 | 38 | 6 | 3 | 198 | 192 |

Trend of Full-Time Faculty by Highest Earned Degree

Fall 2012 - 2016



Average Salary of Full-Time Faculty by Rank and Gender

Fall 2016

| Faculty Rank | Male | Female | Salary |
|---------------------|------------|-----------|------------|
| Professor | \$ 98,170 | \$ 91,200 | \$ 95,443 |
| Associate Professor | \$ 78,906 | \$ 78,985 | \$ 78,942 |
| Assistant Professor | \$ 65,467 | \$ 67,385 | \$ 66,525 |
| Instructor | \$ 52,921 | \$ 52,486 | \$ 52,660 |
| Lecturer | \$ 51,183 | \$ 50,197 | \$ 50,570 |
| Other | \$ 104,389 | - | \$ 104,389 |

Average Salary of Full-Time Faculty by Rank and Gender

Fall 2016



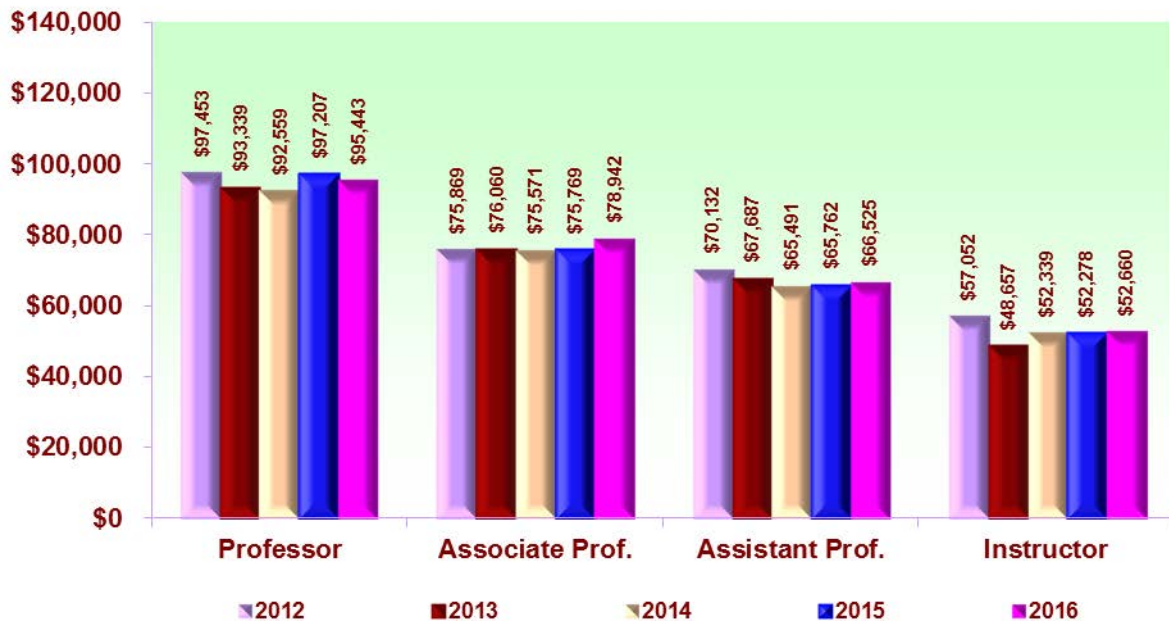
Trend of Average Salary of Full-Time Faculty

Fall 2012 - 2016

| | Professor | Associate Prof. | Assistant Prof. | Instructor |
|-------------|-------------|-----------------|-----------------|-------------|
| | NCCU | NCCU | NCCU | NCCU |
| 2012 | \$97,453 | \$75,869 | \$70,132 | \$57,052 |
| 2013 | \$93,339 | \$76,060 | \$67,687 | \$48,657 |
| 2014 | \$92,559 | \$75,571 | \$65,491 | \$52,339 |
| 2015 | \$97,207 | \$75,769 | \$65,762 | \$52,278 |
| 2016 | \$95,443 | \$78,942 | \$66,525 | \$52,660 |

Trend of Average Salary of Full-Time Faculty

Fall 2012 - 2016



Full-Time Faculty by Department, Rank and Gender

Fall 2016

| Department | Professor | | Associate | | Assistant Instructor | | Lecturer | | Total | | |
|--------------------------------|-----------|-----------|------------|-----------|----------------------|-----------|-----------|----------|-----------|-----------|------------|
| | F | M | F | M | F | M | F | M | | | |
| Accreditation Office | . | . | 1 | . | . | . | . | . | 1 | | |
| Art | . | 1 | . | 2 | . | . | . | 1 | 5 | | |
| BRITE | 1 | 1 | 1 | 5 | 2 | 2 | 2 | . | 16 | | |
| Biology | 2 | 3 | 1 | 4 | 2 | 4 | 1 | . | 18 | | |
| BBRI | . | 1 | 2 | . | 1 | . | . | . | 4 | | |
| CADRE | . | 1 | 1 | . | . | . | . | . | 2 | | |
| Chemistry | . | 1 | 2 | 2 | . | 1 | . | . | 6 | | |
| College of Behav. & Social Sci | . | . | . | 1 | . | . | . | 1 | 2 | | |
| Criminal Justice | . | 1 | 1 | . | 4 | 2 | . | . | 8 | | |
| Curriculum Instruction | 2 | 3 | . | . | 1 | . | . | . | 6 | | |
| Dean, Graduate Studies | . | . | . | 1 | . | . | . | . | 1 | | |
| Distance Education | 3 | 1 | 6 | . | 9 | 6 | 1 | 1 | 36 | | |
| Dramatic Art | . | . | . | 1 | 2 | . | 1 | . | 5 | | |
| Education | 3 | 1 | 4 | 4 | 6 | 1 | 1 | 3 | 23 | | |
| English | 5 | 2 | 5 | 5 | 6 | 2 | 2 | 5 | 33 | | |
| Environ., Sci. & Geospatial | . | . | 1 | 2 | 1 | 2 | . | 1 | 7 | | |
| Health Careers | . | . | . | . | . | . | . | 1 | 1 | | |
| Health Education | 1 | . | 1 | . | 2 | . | . | 1 | 5 | | |
| History | 1 | . | 2 | 3 | . | 5 | . | 1 | 12 | | |
| Human Sciences | 1 | . | 1 | . | 2 | . | . | 3 | 11 | | |
| Mass Communications | . | . | 2 | 1 | 1 | . | . | . | 4 | | |
| Math & Computer Science | 1 | 3 | 1 | 5 | 1 | 4 | . | 2 | 19 | | |
| Music | . | . | 2 | 2 | 1 | 3 | . | 3 | 15 | | |
| Nursing | 1 | . | 1 | . | 2 | 1 | . | 5 | 13 | | |
| Office of Academic Affairs | 1 | 4 | 2 | 1 | . | . | . | . | 8 | | |
| Pharmaceutical Science | . | 1 | 1 | 1 | . | . | . | . | 3 | | |
| Physical Ed & Recreation | . | 1 | 3 | 3 | 2 | 1 | . | 2 | 15 | | |
| Political Science | . | . | . | 4 | 2 | 1 | . | . | 7 | | |
| Psychology | . | 2 | 1 | 5 | 3 | . | . | . | 11 | | |
| Public Administration | 1 | 1 | . | 1 | . | 2 | . | . | 5 | | |
| Research Compliance | . | . | . | . | . | . | . | 1 | 1 | | |
| Residential Life Services | . | . | . | . | . | 1 | . | . | 1 | | |
| School of Business | . | 6 | 4 | 3 | 6 | 3 | 1 | 1 | 26 | | |
| School of Law | 4 | 5 | 5 | 4 | 4 | 4 | . | 1 | 27 | | |
| School of Lib/Info Sci. | . | . | . | . | . | 2 | . | . | 2 | | |
| Social Work | . | . | 1 | . | 3 | 1 | 1 | 1 | 9 | | |
| Speech & Hearing | . | . | . | . | . | 1 | . | . | 1 | | |
| Summer School | . | 3 | 2 | 4 | 1 | 3 | 2 | 3 | 20 | | |
| University College | . | . | . | . | . | . | . | . | 1 | | |
| Sub-Total | 27 | 42 | 54 | 64 | 64 | 52 | 12 | 8 | 41 | 26 | 390 |
| Full-Time Faculty Total | 69 | | 118 | | 116 | | 20 | | 67 | | 390 |

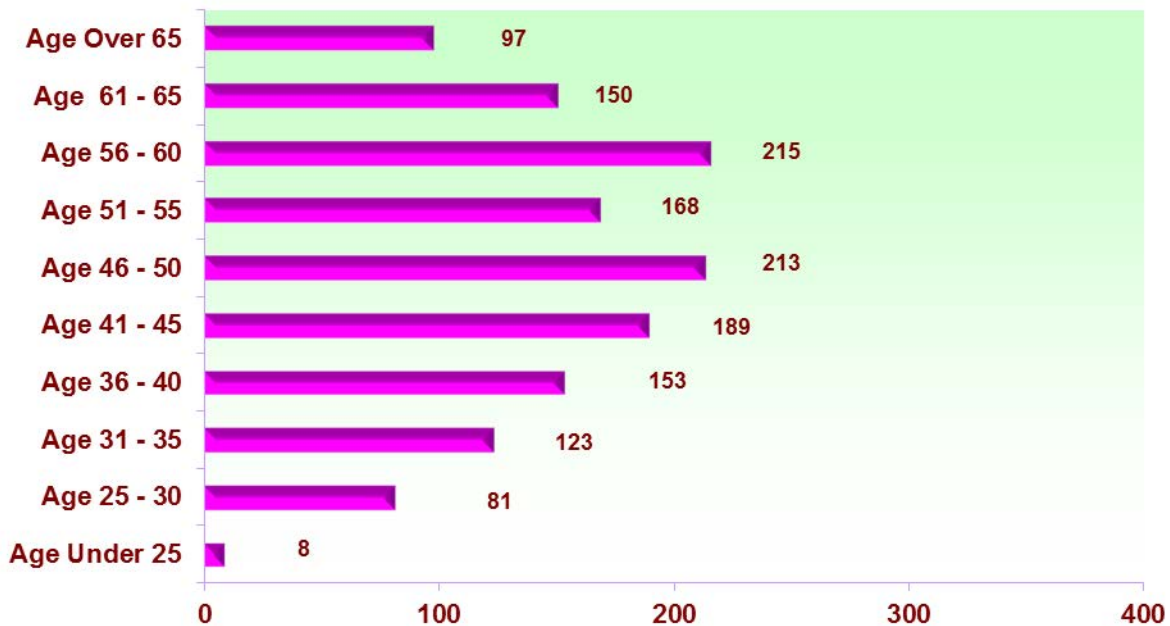
University Workforce by Ethnicity, Gender and Age Range

Fall 2016

| Age Range | Hispanic | | Am-Ind. | | Asian | | Black | | White | | Other | | Total |
|--------------|-----------|----------|-----------|------------|------------|-----------|-------------|-----|-------|-----|-------|----|-------|
| | F | M | F | M | F | M | F | M | F | M | F | M | |
| Under 25 | . | . | . | . | . | . | 2 | 2 | 3 | . | . | 1 | 8 |
| 25 - 30 | . | . | . | . | . | 1 | 33 | 24 | 8 | 6 | 7 | 2 | 81 |
| 31 - 35 | 1 | . | . | . | 3 | 1 | 54 | 33 | 8 | 12 | 7 | 4 | 123 |
| 36 - 40 | 3 | 1 | . | . | 1 | 1 | 66 | 45 | 17 | 10 | 4 | 5 | 153 |
| 41 - 45 | . | 1 | . | . | 2 | 3 | 83 | 55 | 12 | 19 | 6 | 8 | 189 |
| 46 - 50 | 2 | 4 | . | . | 5 | 8 | 93 | 49 | 19 | 17 | 8 | 8 | 213 |
| 51 - 55 | 1 | 1 | . | . | 7 | 5 | 67 | 45 | 14 | 17 | 6 | 5 | 168 |
| 56 - 60 | 2 | 2 | . | . | 3 | 6 | 93 | 56 | 18 | 19 | 5 | 11 | 215 |
| 61 - 65 | 3 | . | . | . | 2 | 4 | 65 | 38 | 19 | 14 | 1 | 4 | 150 |
| Over 65 | . | 1 | . | . | 2 | 1 | 35 | 27 | 11 | 18 | 1 | 1 | 97 |
| Subtotal | 12 | 10 | . | . | 25 | 30 | 591 | 374 | 129 | 132 | 45 | 49 | 1397 |
| Total | 22 | 0 | 55 | 965 | 261 | 94 | 1397 | | | | | | |

University Workforce by Ethnicity, Gender and Age Range

Fall 2016



Administrative Positions of University Workforce by Gender

Fall 2016

Middle to Upper Management

| Home Department | Female | Male | Total |
|------------------------------------|-----------|-----------|-----------|
| Chancellor | 1 | 2 | 3 |
| Assoc. Dean, Sponsored Research | 1 | . | 1 |
| Budget Office | 1 | . | 1 |
| Director of Admissions | 1 | . | 1 |
| Education | 1 | . | 1 |
| Graduate Studies Office | 1 | . | 1 |
| Human Resources | 1 | . | 1 |
| Human Sciences | 1 | . | 1 |
| Institutional Advancement Office | 1 | . | 1 |
| Legal Affairs | 1 | . | 1 |
| Library Services - Shepard | 1 | . | 1 |
| Network & Systems | . | 1 | 1 |
| Office of Academic Affairs | 2 | 5 | 7 |
| Office of Administration & Finance | 1 | 2 | 3 |
| Office of CIO | 1 | . | 1 |
| Office of Enrollment Management | 2 | . | 2 |
| Office of Internal Audit | . | 1 | 1 |
| Office of Student Affairs | 1 | 1 | 2 |
| Physical Plant | . | 1 | 1 |
| Radio Station | 2 | . | 2 |
| Residential Life Services | 1 | 1 | 2 |
| School of Law Office | 2 | 1 | 3 |
| School of Lib/Info Science Office | . | 1 | 1 |
| Title III Coordinator | 1 | 1 | 2 |
| University College | 1 | . | 1 |
| University Police | 1 | . | 1 |
| Total | 26 | 17 | 43 |

Trend of Full-Time Faculty by Ethnicity and Gender

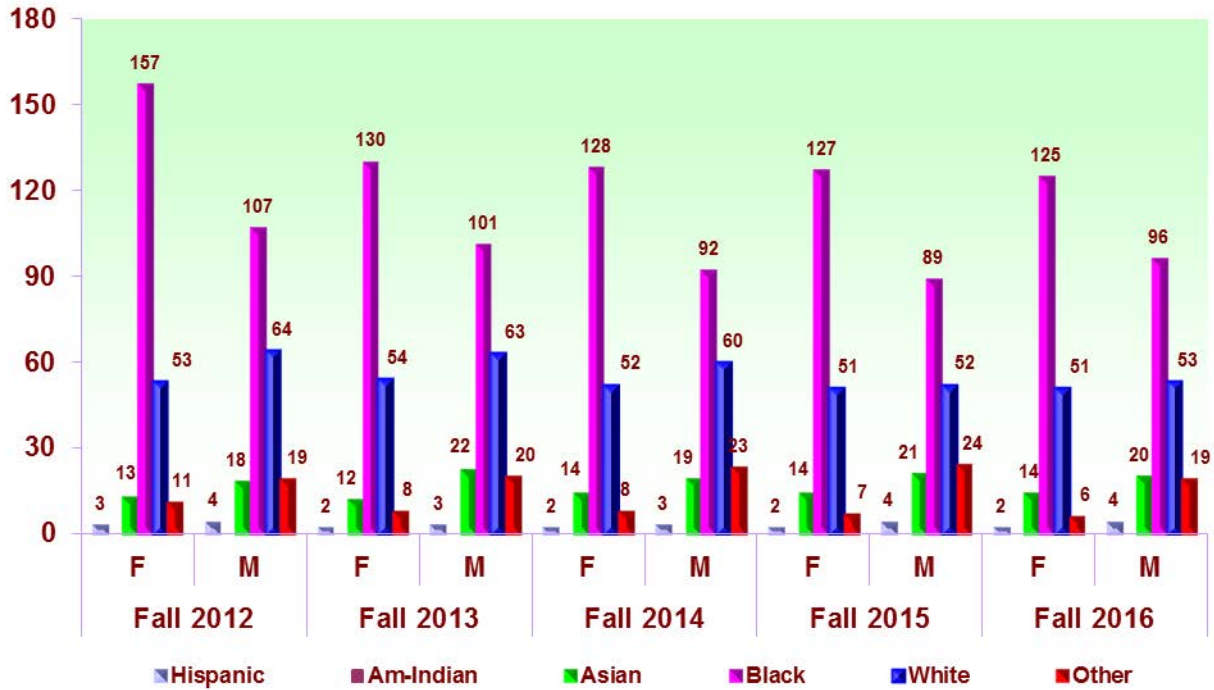
Fall 2012 - 2016

| Ethnicity | Gender | Fall 2012 | | Fall 2013 | | Fall 2014 | | Fall 2015 | | Fall 2016 | |
|--------------|--------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| | | No. | % | No. | % | No. | % | No. | % | No. | % |
| Hispanic | F | 3 | 0.7% | 2 | 0.5% | 2 | 0.5% | 2 | 0.5% | 2 | 0.5% |
| | M | 4 | 0.9% | 3 | 0.7% | 3 | 0.7% | 4 | 1.0% | 4 | 1.0% |
| Am-Indian | F | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | M | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Asian | F | 13 | 2.9% | 12 | 2.9% | 14 | 3.5% | 14 | 3.6% | 14 | 3.6% |
| | M | 18 | 4.0% | 22 | 5.3% | 19 | 4.7% | 21 | 5.4% | 20 | 5.1% |
| Black | F | 157 | 35.0% | 130 | 31.3% | 128 | 31.9% | 127 | 32.5% | 125 | 32.1% |
| | M | 107 | 23.8% | 101 | 24.3% | 92 | 22.9% | 89 | 22.8% | 96 | 24.6% |
| White | F | 53 | 11.8% | 54 | 13.0% | 52 | 13.0% | 51 | 13.0% | 51 | 13.1% |
| | M | 64 | 14.3% | 63 | 15.2% | 60 | 15.0% | 52 | 13.3% | 53 | 13.6% |
| Other/Unkn. | F | 11 | 2.4% | 8 | 1.9% | 8 | 2.0% | 7 | 1.8% | 6 | 1.5% |
| | M | 19 | 4.2% | 20 | 4.8% | 23 | 5.7% | 24 | 6.1% | 19 | 4.9% |
| Total | | 449 | 100% | 415 | 100% | 401 | 100% | 391 | 100% | 390 | 100% |

Note: Other/Unknown Category Includes Hawaiian, NR Alien and Two or More.

Trend of Full-Time Faculty by Ethnicity, and Gender

Fall 2012 - 2016



Full-Time Faculty by Highest Earned Degree, Ethnicity, and Gender

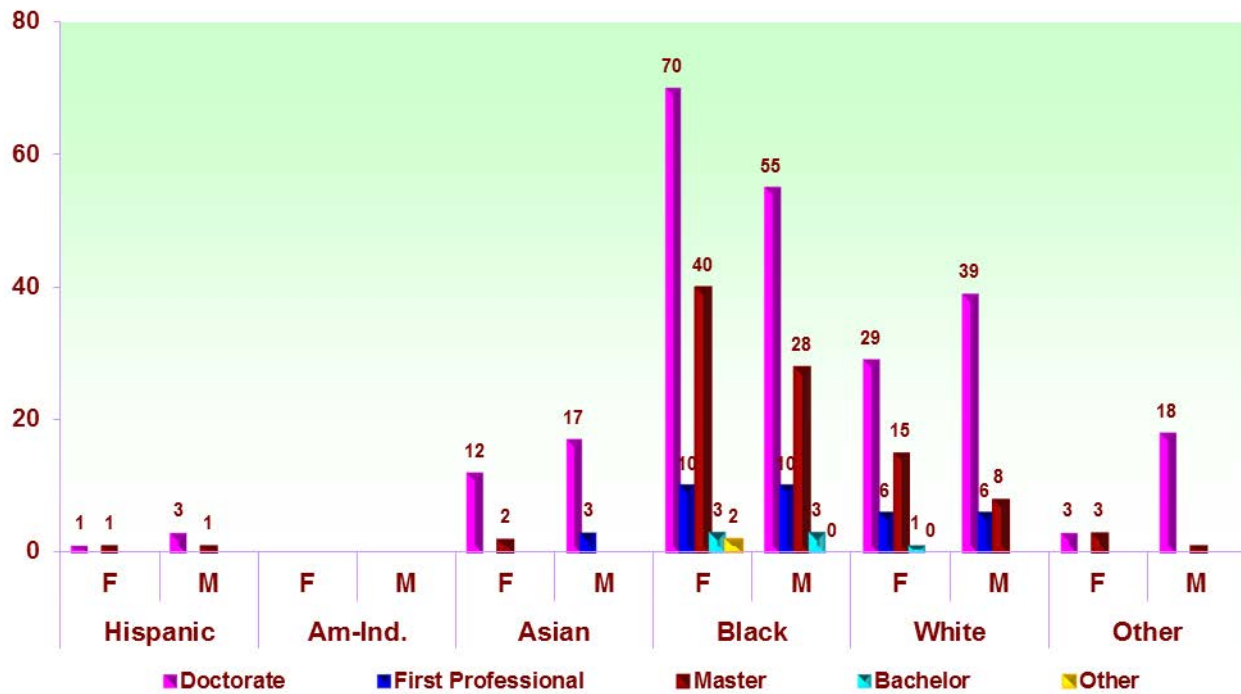
Fall 2016

| | Hispanic | | Am-Ind. | | Asian | | Black | | White | | Other/Unkn. | | Total |
|--------------------|----------|----------|-----------|------------|------------|-----------|------------|----|-------|----|-------------|----|-------|
| | F | M | F | M | F | M | F | M | F | M | F | M | |
| Doctorate | 1 | 3 | 0 | 0 | 12 | 17 | 70 | 55 | 29 | 39 | 3 | 18 | 247 |
| First Professional | 0 | 0 | 0 | 0 | 0 | 3 | 10 | 10 | 6 | 6 | 0 | 0 | 35 |
| Master's | 1 | 1 | 0 | 0 | 2 | 0 | 40 | 28 | 15 | 8 | 3 | 1 | 99 |
| Bachelor's | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 1 | 0 | 0 | 0 | 7 |
| Associate /Other | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Subtotal | 2 | 4 | 0 | 0 | 14 | 20 | 125 | 96 | 51 | 53 | 6 | 19 | 390 |
| Total | 6 | 0 | 34 | 221 | 104 | 25 | 390 | | | | | | |

Note: Other/Unknown Category Includes Hawaiian, NR Alien and Two or More.

Full-Time Faculty by Highest Earned Degree, Ethnicity, and Gender

Fall 2016



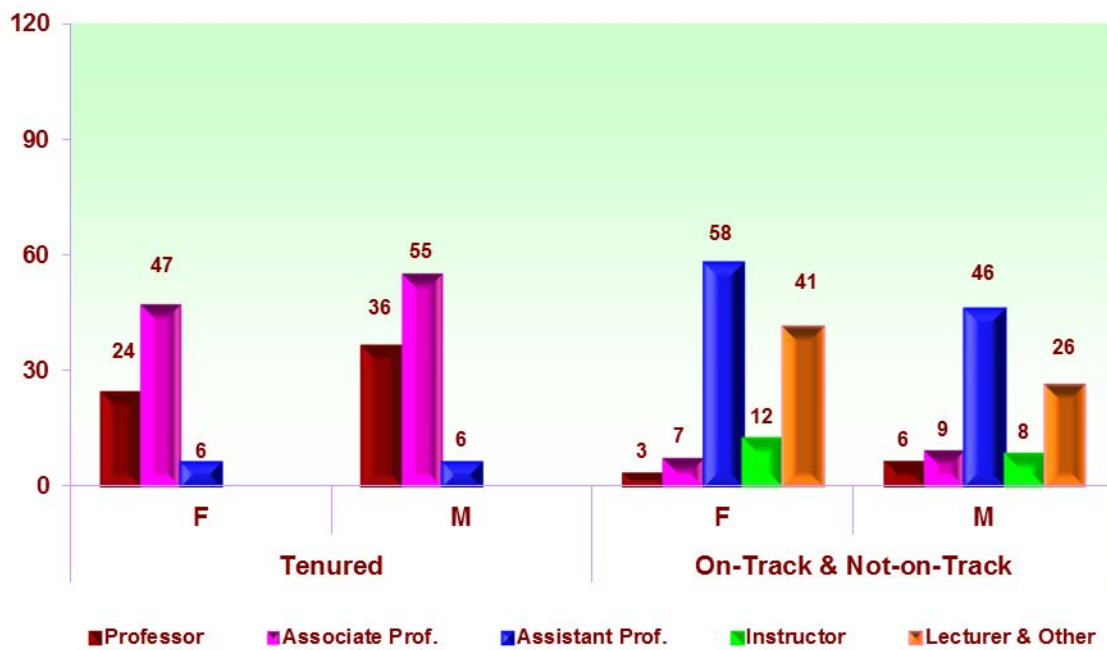
Trend of Full-Time Faculty by Tenure Status, Rank, and Gender

Fall 2012 - 2016

| Male - Tenured | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|---------------------------------|------|------|------|------|------|------|
| Professor | 44 | 42 | 38 | 36 | 33 | 36 |
| Associate Professor | 29 | 49 | 54 | 56 | 62 | 55 |
| Assistant Professor | 9 | 9 | 8 | 8 | 6 | 6 |
| Instructor /Lecturer | 0 | 0 | 0 | 0 | 0 | 0 |
| On-Track & Non On-Track / Other | | | | | | |
| Professor | 0 | 1 | 2 | 2 | 2 | 6 |
| Associate Professor | 20 | 9 | 10 | 11 | 9 | 9 |
| Assistant Professor | 55 | 43 | 42 | 51 | 43 | 46 |
| Instructor | 1 | 3 | 3 | 9 | 9 | 8 |
| Lecturer/ Other | 54 | 56 | 52 | 24 | 26 | 26 |
| Female - Tenured | | | | | | |
| Professor | 22 | 24 | 25 | 21 | 19 | 24 |
| Associate Professor | 24 | 50 | 45 | 44 | 49 | 47 |
| Assistant Professor | 2 | 4 | 5 | 8 | 6 | 6 |
| Instructor /Lecturer | 0 | 0 | 0 | 0 | 0 | 0 |
| On-Track & Non On-Track / Other | | | | | | |
| Professor | 0 | 0 | 0 | 1 | 3 | 3 |
| Associate Professor | 19 | 3 | 5 | 6 | 9 | 7 |
| Assistant Professor | 78 | 57 | 56 | 65 | 57 | 58 |
| Instructor | 4 | 8 | 4 | 19 | 14 | 12 |
| Lecturer & Other | 72 | 91 | 66 | 40 | 44 | 41 |
| Total Full-Time Faculty | 433 | 449 | 415 | 401 | 391 | 390 |

Trend of Full-Time Faculty by Tenure Status, Rank, and Gender

Fall 2016



Trend of Part-Time Faculty by Rank

Fall 2012 - 2016

| | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Lecturer & Other | | Total |
|-------------|-----------|------|---------------------|------|---------------------|-------|------------|-------|------------------|-------|------------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | |
| 2012 | 3 | 2.0% | 1 | 0.7% | 0 | 0.0% | 3 | 2.0% | 142 | 95.3% | 149 |
| 2013 | 1 | 0.6% | 1 | 0.6% | 0 | 0.0% | 3 | 1.9% | 153 | 96.8% | 158 |
| 2014 | 5 | 3.2% | 2 | 1.3% | 43 | 27.6% | 26 | 16.7% | 80 | 51.3% | 156 |
| 2015 | 5 | 3.1% | 2 | 1.2% | 18 | 11.1% | 16 | 9.9% | 121 | 74.7% | 162 |
| 2016 | 4 | 2.1% | 3 | 1.6% | 7 | 3.7% | 1 | 0.5% | 173 | 92.0% | 188 |

Trend of Part-Time Faculty by Rank

Fall 2012 - 2016

