

**THE UNIVERSITY OF
ALABAMA SYSTEM**

**TITLE VI
ANNUAL REMEDIAL DECREE REPORT**

2004

UAS FACULTY AND EEO-1 ADMINISTRATION HIGHLIGHTS

National Doctoral Degree Data

- ◆ The National Research Council reports that 1,644 Black U.S. citizens received doctorates in 2002, only 4.11% of all doctorates awarded. Between 1992 and 2002, 15,107 Black U.S. citizens earned doctorates, only 3.34% of all doctorates awarded (452,313). (See table below). This miniscule pool of African-American doctorates significantly impairs recruitment efforts for African-American faculty and high-level administrators, particularly at research-oriented doctoral-granting institutions, which require terminal degrees for most faculty and senior-level administrative positions.

Black U. S. Citizen Doctorate Recipients												
	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	1992-2002
Total # Doctorates	38,889	39,800	41,033	41,748	42,436	42,556	42,652	41,098	41,356	40,790	39,955	452,313
Total # Doctorates: U.S. Citizens	26,009	26,449	27,149	27,742	27,775	28,160	28,457	27,986	27,966	27,021	25,936	300,650
Total # Black U.S. Citizens Doctorates	966	1,109	1,099	1,293	1,305	1,335	1,486	1,629	1,629	1,612	1,644	15,107
% Black U.S. Citizens of Doctorates obtained by U.S. Citizens	3.71%	4.19%	4.05%	4.66%	4.70%	4.74%	5.22%	5.82%	5.82%	5.97%	6.34%	5.02%
% Black U.S. Citizens of Total Doctorates	2.48%	2.79%	2.68%	3.10%	3.08%	3.14%	3.48%	3.96%	3.94%	3.95%	4.11%	3.34%
Source: National Research Council Summary Report 2002, App. Tables A-4, B-2a, pgs. 94, 113; accessible at http://www.norc.uchicago.edu/issues/docdata.htm												

- ◆ The National Research Council's Summary Report 2002 indicates that in the last two decades, an average of 53.7% of black doctorates expressed an interest in careers in academe. (NRC Summary Rpt. 2002 Appendix Table 25, pg. 66, accessible at <http://www.norc.uchicago.edu/issues/docdata.htm>). If only 53.7% of the 15,107 black doctorates awarded since 1992 pursued careers in academe, then the 3,500 institutions in the country had only 8,112 new black doctorates to hire for teaching and administrative positions (or 2.3 new black doctorates per institution over the past decade).

National and Regional Faculty Salary Data

- ◆ According to the 2003-2004 AAUP Salary Survey published in the *Facts and Figures* portion of the April 2004 *Chronicle of Higher Education* and summarized in the table on the next page, the national average salary of faculty employed at doctoral institutions continues to be significantly higher than the average salaries of faculty members at UAS institutions. In fact, the average salaries for all UAS faculty positions receive the lowest percentile ranking on AAUP's Rating scale because they all fall close to or below the 20th percentile of average faculty salaries at doctoral institutions across the country. Salary-wise, UAS institutions cannot compete with the average doctoral institution in the bidding-war for African-American faculty members. The lower salaries, combined with the miniscule number of African-American doctorates, hinder good faith recruitment and retention efforts.

AAUP Salary Survey Data: 2003-2004 Academic Year					
Faculty Rank	Average of All Doctoral Institutions	Average of Public Doctorals	UA Average	UAB Average	UAH Average
Professor	\$100,682	\$94,606	81.1	81.4	78.0
Assoc. Prof.	\$68,640	\$66,275	61.2	59.4	56.9
Assist. Prof.	\$58,576	\$56,277	49.0	49.7	51.6

Source: AAUP Faculty Salary Survey; accessible at www.chronicle.com/prn/weekly/v50/i33/33a01301.htm.

- ◆ Average UAS faculty salaries also continue to lag behind those paid by peer institutions in the Southern University Group (SUG). A 2002-2003 Salary Analysis comparing UAS salaries with salaries of faculty employed at 29 SUG universities (excluding UA and UAB) indicates that, for that year, UAS average salaries for all ranks ranged from 6.7% to 18.6% lower than SUG average salaries.

Comparison of Average UAS Salaries with National Average Salaries and with Weighted Average Salaries of SUG Institutions 2002-2003 Academic Year							
Faculty Rank	National Average of All Doctoral Institutions**	National Average of Public Doctoral Institutions**	SUG Weighted Average*	UAS Average*	UA Average*	UAB Average*	UAH Average*
Professor	\$97,910	\$92,387	\$93,262	\$80,079 (13.3% less than Public Doctoral; 14.1% less than SUG)	\$80,531 (12.8% less than Public Doctoral; 13.7% less than SUG)	\$81,576 (11.7% less than Public Doctoral; 12.5% less than SUG)	\$75,951 (17.8% less than Public Doctoral; 18.6% less than SUG)
Associate Professor	\$67,043	\$64,938	\$64,985	\$59,162 (8.9% less than Public Doctoral; 9.0% less than SUG)	\$60,365 (7.0% less than Public Doctoral; 7.1% less than SUG)	\$58,936 (9.2% less than Public Doctoral; 9.3% less than SUG)	\$56,170 (13.5% less than Public Doctoral; 13.6% less than SUG)
Assistant Professor	\$57,131	\$54,986	\$55,834	\$50,027 (9.0% less than Public Doctoral; 10.4% less than SUG)	\$49,372 (10.2% less than Public Doctoral; 11.6% less than SUG)	\$50,347 (8.4% less than Public Doctoral; 9.8% less than SUG)	\$51,131 (7.0% less than Public Doctoral; 8.4% less than SUG)
Instructor	\$39,069	\$37,589	\$37,315	\$33,278 (11.5% less than Public Doctoral; 10.8% less than SUG)	\$32,682 (13.1% less than Public Doctoral; 12.4% less than SUG)	\$35,813 (4.7% less than Public Doctoral; 4.0% less than SUG)	\$32,461 (13.6% less than Public Doctoral; 13.0% less than SUG)
New Assistant Professor	No data reported	No data reported	\$56,114	\$50,191 (10.6% less than SUG)	\$52,368 (6.7% less than SUG)	\$48,357 (13.8% less than SUG)	\$48,308 (13.9% less than SUG)

*Source: Analysis of 2002-2003 SUG/UAS Faculty Salary Data, May, 2003, pgs. 22, 56.
**Source: 2002-2003 AAUP Data reported in The Chronicle of Higher Education, <http://chronicle.com/stats/aaup>

Increased Black Representation in UAS Full-Time Faculty and EEO-1 Administration

- ◆ Despite the lack of competitive salaries and the national shortage of black doctorates, African-American representation in the UAS full-time faculty and EEO-1 level administration combined has increased 88.4%, from 95 black employees (or 3% of the total UAS faculty and EEO-1 level administration) in Fall 1991 to 179 black employees (or 5.1% of the total UAS full-time faculty and EEO-1 level administration) in Fall 2003. During this time, the total size of this group increased by only 12.8%, from 3,121 employees to 3,521 employees system-wide. (See page UAS-13 of 2004 System Report).

- ◆ African-American representation in the UAS full-time faculty has increased 90.7%, from 75 black faculty members (or 2.8% of the total UAS faculty) in Fall 1991 to 143 black faculty members (or 4.5% of the total UAS full-time faculty) in Fall 2003. During this time, the total number of UAS full-time faculty increased by only 17.4% from 2,683 to 3,149 faculty members system-wide. (See page UAS-13 of 2004 System Report).

- ◆ African-American representation in the UAS EEO-1 level administration has increased 80%, from 20 employees (or 4.6% of the total UAS EEO-1 level administration) in Fall 1991 to 36 employees (or 9.6% of the total UAS EEO-1 level administration) in Fall 2003. During this time, the number of UAS EEO-1 level administrators decreased by 14.2% from 438 to 376 EEO-1 level administrators system-wide. (See page UAS-13 of 2004 System Report).

**THE UNIVERSITY OF ALABAMA SYSTEM (BY INSTITUTION)
AFRICAN-AMERICAN REPRESENTATION IN STUDENT BODY, FACULTY, & EEO-1
1991-2003**

Inst.	Year	STUDENTS		FACULTY		EEO-1		FAC. & EEO-1
		# Black	% Black	# Black	% Black	# Black	% Black	# & % Black
UA	2003	2,577	12.70%	44*	4.77%	8	8.60%	52 (5.2%)
	2002	2,569	13.12%	44	4.85%	5	5.74%	49 (4.93%)
	2001	2,589	13.53%	38	4.27%	5	5.15%	43 (4.36%)
	2000	2,590	13.40%	34	3.90%	5	5.30%	39 (3.99%)
	1999	2,409	12.90%	34	3.90%	7	7.10%	41 (4.20%)
	1998	2,260	12.27%	36	4.17%	5	5.05%	41 (4.37%)
	1997	2,157	11.77%	32	3.86%	3	3.06%	35 (3.77%)
	1996	1,950	10.86%	31	3.74%	3	2.83%	34 (3.64%)
	1995	2,014	10.61%	32	3.62%	6	5.00%	38 (3.78%)
	1994	2,039	10.56%	28	3.17%	6	5.00%	34 (3.39%)
	1993	1,954	10.03%	23	2.57%	3	2.48%	26 (2.56%)
	1992	1,871	9.73%	20	2.24%	3	2.44%	23 (2.27%)
	1991	1,890	9.55%	24	2.61%	3	2.42%	27 (2.59%)
UAB	2003	4,242	25.93%	87	4.50%	21	9.46%	108 (5.01%)
	2002	3,892	24.98%	85	4.50%	21	9.30%	106 (5.05%)
	2001	3,623	24.65%	80	4.37%	19	7.92%	99 (4.78%)
	2000	3,533	23.60%	74	4.20%	22	8.60%	96 (4.76%)
	1999	3,357	22.20%	74	4.30%	21	8.20%	95 (4.80%)
	1998	3,257	21.63%	68	4.05%	18	7.50%	86 (4.48%)
	1997	3,227	21.61%	69	4.15%	22	8.91%	91 (4.77%)
	1996	3,124	20.45%	67	3.93%	18	6.98%	85 (4.33%)
	1995	3,030	19.55%	65	3.89%	18	6.59%	83 (4.27%)
	1994	2,817	18.34%	66	3.97%	19	7.28%	85 (4.42%)
	1993	2,797	17.58%	51	3.22%	17	7.23%	68 (3.74%)
	1992	2,628	16.69%	54	3.35%	17	6.88%	71 (3.82%)
	1991	2,531	15.90%	44	2.94%	16	6.50%	60 (3.45%)
UAH	2003	875	12.41%	12	4.10%	7	12.28%	19 (5.43%)
	2002	835	11.85%	9	3.10%	6	10.50%	15 (4.36%)
	2001	842	12.47%	6	2.30%	5	6.33%	11 (3.21%)
	2000	853	13.00%	7	2.70%	6	8.00%	13 (3.88%)
	1999	900	13.10%	9	3.40%	6	7.50%	15 (4.30%)
	1998	892	12.75%	8	3.08%	8	10.26%	16 (4.73%)
	1997	804	12.44%	7	2.72%	7	8.64%	14 (4.14%)
	1996	770	11.47%	5	1.95%	6	7.59%	11 (3.27%)
	1995	698	9.67%	8	2.97%	6	8.22%	14 (4.09%)
	1994	583	7.78%	7	2.37%	6	6.98%	13 (3.41%)
	1993	576	7.00%	6	2.04%	4	4.71%	10 (2.64%)
	1992	483	6.02%	8	2.76%	1	1.45%	9 (2.51%)
	1991	469	5.44%	7	2.59%	1	1.47%	8 (2.37%)

*Does not include one black non-resident alien.

Sources: IPEDS Fall Enrollment Survey (1991 to 2003); CoP-3 (1992 to 2004)

**UAS Full-Time Faculty (EEO-2) and Executive,
Administrative and Managerial Personnel (EEO-1), by Race**

Fall 1991 to Fall 2003

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	179	5.1%	2,872	81.6%	470	13.3%	3,521
2002	170	4.9%	2,827	82.2%	441	12.9%	3,438
2001	153	4.5%	2,732	80.4%	514	15.1%	3,399
2000	148	4.4%	2,822	84.8%	359	10.8%	3,329
1999	151	4.6%	2,825	85.8%	318	9.7%	3,294
1998	143	4.4%	2,780	86.4%	296	9.2%	3,219
1997	140	4.4%	2,753	86.7%	282	8.9%	3,175
1996	130	4.0%	2,851	88.2%	251	7.8%	3,232
1995	135	4.1%	2,888	87.8%	267	8.1%	3,290
1994	132	4.0%	2,942	88.9%	234	7.1%	3,308
1993	104	3.2%	2,875	89.5%	235	7.3%	3,214
1992	103	3.2%	2,943	91.0%	187	5.8%	3,233
1991	95	3.0%	2,837	90.9%	189	6.1%	3,121

UAS Full-Time Faculty (EEO-2) by Race

Fall 1991 to Fall 2003

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	143	4.5%	2,541	80.7%	465	14.8%	3,149
2002	138	4.5%	2,495	81.3%	435	14.2%	3,068
2001	124	4.2%	2,355	78.9%	504	16.9%	2,983
2000	115	4.0%	2,437	83.9%	351	12.1%	2,903
1999	117	4.1%	2,435	85.1%	309	10.8%	2,861
1998	112	4.0%	2,403	85.8%	287	10.2%	2,802
1997	108	3.9%	2,370	86.2%	271	9.9%	2,749
1996	103	3.7%	2,445	87.7%	241	8.6%	2,789
1995	105	3.7%	2,461	87.1%	258	9.1%	2,824
1994	101	3.6%	2,515	88.5%	225	7.9%	2,841
1993	80	2.9%	2,464	88.9%	229	8.3%	2,773
1992	82	2.9%	2,529	90.5%	183	6.5%	2,794
1991	75	2.8%	2,422	90.3%	186	6.9%	2,683

**UAS Full-Time Executive, Administrative
and Managerial Personnel (EEO-1), by Race**

Fall 1991 to Fall 2003

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	36	9.6%	331	88.0%	5	1.3%	376
2002	32	8.6%	332	89.7%	6	1.6%	370
2001	29	7.0%	377	90.6%	10	2.4%	416
2000	33	7.7%	385	90.4%	8	1.9%	426
1999	34	7.9%	390	90.1%	9	2.1%	433
1998	31	7.4%	377	90.4%	9	2.2%	417
1997	32	7.5%	383	89.9%	11	2.6%	426
1996	27	6.1%	406	91.6%	10	2.3%	443
1995	30	6.4%	427	91.6%	9	1.9%	466
1994	31	6.6%	427	91.4%	9	1.9%	467
1993	24	5.4%	411	93.2%	6	1.4%	441
1992	21	4.8%	414	94.3%	4	0.9%	439
1991	20	4.6%	415	94.7%	3	0.7%	438

Source: CoP-3 (1992 to 2004)

UAS Institutions
Full-Time Faculty (EEO-2) and Executive,
Administrative and Managerial Personnel (EEO-1), by Race
Fall 1991 to Fall 2003

UA

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003*	52	5.1%	893	88.0%	70	6.9%	1,015
2002	49	4.9%	877	88.3%	68	6.8%	994
2001	43	4.4%	874	88.6%	69	7.0%	986
2000	39	4.0%	871	89.1%	68	7.0%	978
1999	41	4.2%	882	90.4%	53	5.4%	976
1998	41	4.3%	869	90.3%	52	5.4%	962
1997	35	3.8%	847	91.3%	46	5.0%	928
1996	34	3.6%	858	91.9%	42	4.5%	934
1995	38	3.8%	921	91.6%	46	4.6%	1,005
1994	34	3.4%	929	92.6%	40	4.0%	1,003
1993	26	2.6%	944	92.9%	46	4.5%	1,016
1992	23	2.3%	948	93.5%	43	4.2%	1,014
1991	27	2.6%	967	92.8%	48	4.6%	1,042

* One black non-resident alien faculty member is included in the Other category and not in the black count.

UAB

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	108	5.0%	1,700	78.9%	348	16.1%	2,156
2002	106	5.1%	1,670	79.5%	324	15.4%	2,100
2001	99	4.8%	1,572	75.9%	399	19.3%	2,070
2000	96	4.8%	1,667	82.7%	253	12.5%	2,016
1999	95	4.8%	1,652	83.8%	225	11.4%	1,972
1998	86	4.5%	1,627	84.8%	206	10.7%	1,919
1997	91	4.8%	1,621	84.9%	197	10.3%	1,909
1996	85	4.3%	1,710	87.2%	167	8.5%	1,962
1995	83	4.3%	1,681	86.5%	179	9.2%	1,943
1994	85	4.4%	1,681	87.4%	158	8.2%	1,924
1993	68	3.7%	1,598	87.9%	153	8.4%	1,819
1992	71	3.8%	1,678	90.2%	111	6.0%	1,860
1991	60	3.4%	1,571	90.2%	110	6.3%	1,741

UAH

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	19	5.4%	279	79.7%	52	14.9%	350
2002	15	4.4%	280	81.4%	49	14.2%	344
2001	11	3.2%	286	83.4%	46	13.4%	343
2000	13	3.9%	284	84.8%	38	11.3%	335
1999	15	4.3%	291	84.1%	40	11.6%	346
1998	16	4.7%	284	84.0%	38	11.2%	338
1997	14	4.1%	285	84.3%	39	11.5%	338
1996	11	3.3%	283	84.2%	42	12.5%	336
1995	14	4.1%	286	83.6%	42	12.3%	342
1994	13	3.4%	332	87.1%	36	9.4%	381
1993	10	2.6%	333	87.9%	36	9.5%	379
1992	9	2.5%	317	88.3%	33	9.2%	359
1991	8	2.4%	299	88.5%	31	9.2%	338

Source: CoP-3 (1992 to 2004)

**UAS Institutions Full-Time Faculty (EEO-2), by Race
Fall 1991 to Fall 2003**

UA

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003 *	44	4.8%	808	87.6%	70	7.6%	922
2002	44	4.9%	795	87.6%	68	7.5%	907
2001	38	4.3%	782	88.0%	69	7.8%	889
2000	34	3.9%	781	88.4%	68	7.7%	883
1999	34	3.9%	791	90.1%	53	6.0%	878
1998	36	4.2%	775	89.8%	52	6.0%	863
1997	32	3.9%	753	90.7%	45	5.4%	830
1996	31	3.7%	756	91.3%	41	5.0%	828
1995	32	3.6%	808	91.3%	45	5.1%	885
1994	28	3.2%	816	92.4%	39	4.4%	883
1993	23	2.6%	827	92.4%	45	5.0%	895
1992	20	2.2%	830	93.2%	41	4.6%	891
1991	24	2.6%	847	92.3%	47	5.1%	918

* One black non-resident alien faculty member is included in the Other category and not in the black count.

UAB

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	87	4.5%	1,501	77.6%	346	17.9%	1,934
2002	85	4.5%	1,468	78.3%	321	17.1%	1,874
2001	80	4.4%	1,356	74.1%	394	21.5%	1,830
2000	74	4.2%	1,436	81.6%	250	14.2%	1,760
1999	74	4.3%	1,422	82.8%	221	12.9%	1,717
1998	68	4.1%	1,409	83.9%	202	12.0%	1,679
1997	69	4.2%	1,400	84.2%	193	11.6%	1,662
1996	67	3.9%	1,475	86.6%	162	9.5%	1,704
1995	65	3.9%	1,431	85.7%	174	10.4%	1,670
1994	66	4.0%	1,444	86.8%	153	9.2%	1,663
1993	51	3.2%	1,382	87.2%	151	9.5%	1,584
1992	54	3.3%	1,448	89.8%	111	6.9%	1,613
1991	44	2.9%	1,342	89.8%	109	7.3%	1,495

UAH

Year	# Black	% Black	# White	% White	# Other	% Other	Total #
2003	12	4.1%	232	79.2%	49	16.7%	293
2002	9	3.1%	232	80.8%	46	16.0%	287
2001	6	2.3%	217	82.2%	41	15.5%	264
2000	7	2.7%	220	84.6%	33	12.7%	260
1999	9	3.4%	222	83.5%	35	13.2%	266
1998	8	3.1%	219	84.2%	33	12.7%	260
1997	7	2.7%	217	84.4%	33	12.8%	257
1996	5	1.9%	214	83.3%	38	14.8%	257
1995	8	3.0%	222	82.5%	39	14.5%	269
1994	7	2.4%	255	86.4%	33	11.2%	295
1993	6	2.0%	255	86.7%	33	11.2%	294
1992	8	2.8%	251	86.6%	31	10.7%	290
1991	7	2.6%	233	86.3%	30	11.1%	270

Source: CoP-3 (1992 to 2004)

RESOLUTION

WHEREAS, as noted by Trustee John H. England, Jr. in comments at the June 2003 Board of Trustees meeting, this year's celebration of the 40th anniversary of the Opening of the Doors of The University of Alabama to all was a moving tribute to the Pioneers involved in overcoming discrimination; and

WHEREAS, more than a decade ago, the Federal court applauded the University for its "affirmative efforts to deal positively with its segregative past," and declared the University to be "in many respects, on the fore of university race relations nationwide"; and

WHEREAS, over the past several years, The University of Alabama System has made progress in increasing representation of African Americans in its three campuses' student bodies, faculties, and high-level administrative staffs; and

WHEREAS, over the last ten years, The University of Alabama System Minority Participation Reports have reflected that System wide black representation, between 1993 and 2002, has increased:

- in the student body from 12.21% to 17.29%
- in the faculty from 2.88% to 4.49%
- in the executive/administrative/managerial staff from 5.43% to 9.73%
- in the faculty and executive/managerial staff combined, from 3.23% to 5.17%; and

WHEREAS, The University of Alabama System 2003 Minority Participation Report, presented by Vice Chancellor for Academic Affairs Dr. Charles R. Nash, reflects continued progress in the representation of minorities in our institutions;

NOW, THEREFORE, BE IT RESOLVED that The Board of Trustees of The University of Alabama accepts The University of Alabama System 2003 Minority Participation Report.

BE IT FURTHER RESOLVED that the Board recognizes that progress in minority representation has occurred due to committed leadership at The University of Alabama, The University of Alabama at Birmingham, and The University of Alabama in Huntsville, working to ensure that students, faculty, and staff at all three institutions are fully able to participate in and learn from the robust exchange of ideas that occurs within a diverse and inclusive campus community.

BE IT FURTHER RESOLVED that the Board embraces the development of a diverse learning environment, which enhances the quality of the educational product, and the Board applauds those individuals on each campus who have shown their dedication to increasing diversity.

BE IT FURTHER RESOLVED that the Board is staunchly committed to promoting diversity in its educational mission, and that it likewise remains committed to increasing African-American and other minority representation within its campus communities.