



Academic Planning and Budget
Resource Management Process Support

Process: Resource Management Compact Workbook

Dimension: **Faculty Diversity**

Data Trustee: Equity, Diversity and Affirmative Action Administration (EDAAA)

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Description: This metric attempts to categorize a unit's ethnic and gender composition using a common framework.

Source Data: State-funded employees in official faculty titles on automated systems as of 12/31 of each calendar year. Primary system of record is BARS.

Data stored locally in EDAAA maintained system.

Derivation: Initial selection based on primary appointment. This would mean President/Provost/Deans are not counted as Faculty since primary appointment is Professional.

Adjunct Instructors are included as faculty.

GFT Unsalariated faculty, or any other faculty who are not State-funded are not included. In general, no Full/Part adjustments are made for GFT faculty.

Tenured and Tenure-Track Faculty is determined by official job title.

EOC and Librarians are included as faculty but are typically reported separately.

A labor-intensive manual scrubbing is applied to newly captured data to minimize processing errors generated by originating system of record.

Ethnicity/Gender placement utilizes values captured directly from the mainframe systems. A small number (~ < 12) of manual adjustments are typically made by EDAAA staff each year.

Data is not located in Infosource.