

EXHIBIT 4
FACULTY AVAILABILITY ANALYSIS
September 1, 2020 - August 31, 2021

| <u>SCHOOL</u> | <u>MINORITY</u> <u>(Including Black)</u> | <u>BLACK</u> | <u>FEMALE</u> |
|------------------------------------|---|--------------|---------------|
| Arts, Humanities & Social Sciences | 22.15% | 5.85% | 59.39% |
| Business | 36.72% | 23.79% | 45.38% |
| Education | 36.28% | 20.88% | 68.24% |
| Engineering | 13.36% | 2.08% | 24.54% |
| Graduate Studies | 17.39% | 4.52% | 60.47% |
| Library | 22.17% | 5.67% | 82.22% |
| Nursing | 18.32% | 8.61% | 92.34% |
| Professional & Continuing Studies | 24.77% | 16.51% | 67.89% |
| Science | 17.81% | 2.69% | 39.88% |

Sources:

National Center for Education Statistics, *Digest of Education Statistics 2020*; *Doctor's Degrees Conferred by Degree-Granting Institutions by Sex, Race/Ethnicity, and Field of Study 2018-19*; U.S. Department of Education, Office of Educational Research and Improvement; (Master's Degrees used for Library)

American Association of Colleges of Nursing: 2020-2021 Salaries of Instructional and Administrative Nursing Faculty in Baccalaureate and Graduate Programs in Nursing

University of Alabama in Huntsville
Faculty Availability Analysis
September 1, 2020 - August 31, 2021

| College of Science | | | | | | | | |
|-----------------------------------|-----------------|--------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Biological Sciences/Life Sciences | 7,978 | 4,149 | 266 | 543 | 790 | 22 | 221 | 1,842 |
| Computer and Information Sciences | 2,224 | 508 | 88 | 41 | 158 | 2 | 37 | 326 |
| Mathematics | 2,003 | 593 | 30 | 65 | 113 | 1 | 42 | 251 |
| Physical Sciences | 6,298 | 2,129 | 113 | 252 | 368 | 9 | 134 | 876 |
| Totals | 18,503 | 7,379 | 497 | 901 | 1,429 | 34 | 434 | 3,295 |
| | % Black | 2.69% | % Min | 17.81% | % Fem | 39.88% | | |

| College of Arts, Humanities, and Social Sciences/Graduate Studies | | | | | | | | |
|---|-----------------|--------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Communications | 583 | 333 | 38 | 27 | 29 | 3 | 8 | 105 |
| English Language & Literature | 1,274 | 790 | 46 | 77 | 47 | 2 | 46 | 218 |
| Foreign Languages & Literature | 1,211 | 726 | 20 | 116 | 51 | 3 | 22 | 212 |
| Philosophy & Religion | 703 | 242 | 46 | 31 | 41 | 1 | 18 | 137 |
| Psychology | 6,214 | 4,618 | 573 | 618 | 409 | 28 | 212 | 1,840 |
| Social Sciences & History | 4,544 | 2,082 | 187 | 290 | 213 | 10 | 106 | 806 |
| Visual and Performing Arts | 1,845 | 934 | 48 | 76 | 123 | 6 | 56 | 309 |
| Totals | 16,374 | 9,725 | 958 | 1,235 | 913 | 53 | 468 | 3,627 |
| | % Black | 5.85% | % Min | 22.15% | % Fem | 59.39% | | |

| College of Business | | | | | | | | |
|------------------------------------|-----------------|---------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Business Management & Admin. Serv. | 3,636 | 1,650 | 865 | 185 | 199 | 14 | 72 | 1,335 |
| | % Black | 23.79% | % Min | 36.72% | % Fem | 45.38% | | |

| College of Education | | | | | | | | |
|----------------------|-----------------|---------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Education | 13,020 | 8,885 | 2,718 | 1,195 | 447 | 84 | 280 | 4,724 |
| | % Black | 20.88% | % Min | 36.28% | % Fem | 68.24% | | |

| College of Engineering | | | | | | | | |
|--|-----------------|--------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Engineering & Engineering Technologies | 11,350 | 2,785 | 236 | 333 | 797 | 18 | 132 | 1,516 |
| | % Black | 2.08% | % Min | 13.36% | % Fem | 24.54% | | |

| Graduate Studies | | | | | | | | |
|-------------------------------|-----------------|--------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Communications | 583 | 333 | 38 | 27 | 29 | 3 | 8 | 105 |
| English Language & Literature | 1,274 | 790 | 46 | 77 | 47 | 2 | 46 | 218 |
| Totals | 1,857 | 1,123 | 84 | 104 | 76 | 5 | 54 | 323 |
| | % Black | 4.52% | % Min | 17.39% | % Fem | 60.47% | | |

| Library | | | | | | | | |
|-----------------|-----------------|--------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Conferred | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Library Science | 5,164 | 4,246 | 293 | 500 | 166 | 16 | 170 | 1,145 |
| | % Black | 5.67% | % Min | 22.17% | % Fem | 82.22% | | |

| College of Nursing | | | | | | | | |
|--------------------|----------------|--------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Faculty | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Nursing | 20,999 | 19,390 | 1,809 | 645 | 882 | 70 | 441 | 3,847 |
| | % Black | 8.61% | % Min | 18.32% | % Fem | 92.34% | | |

| Professional & Continuing Studies | | | | | | | | |
|-----------------------------------|----------------|---------------|--------------|---------------|--------------|---------------|-------------------|----------------|
| | Total Faculty | Female | Black | Hispanic | Asian/PI | Amer. Indian | Two or more races | Total Minority |
| Professional & Continuing Studies | 109 | 74 | 18 | 4 | 2 | 1 | 2 | 27 |
| | % Black | 16.51% | % Min | 24.77% | % Fem | 67.89% | | |

Source: National Center for Education Statistics, *Digest of Education Statistics 2020; Doctor's Degrees Conferred by Degree-Granting Institutions by Sex, Race Ethnicity, and Field of Study 2018-19*; U.S. Department of Education, Office of Educational Research and Improvement; (Master's Degrees used for Library)

Source: American Association of Colleges of Nursing: 2020-2021 Salaries of Instructional and Administrative Nursing Faculty in Baccalaureate and Graduate Programs in Nursing