

EXHIBIT 4
FACULTY AVAILABILITY ANALYSIS
September 1, 2021 - August 31, 2022

<u>SCHOOL</u>	<u>MINORITY (Including Black)</u>	<u>BLACK</u>	<u>FEMALE</u>
Arts, Humanities & Social Sciences	22.68%	6.29%	59.49%
Business	37.47%	23.41%	45.63%
Education	36.62%	21.01%	68.65%
Engineering	12.74%	1.60%	24.74%
Graduate Studies	18.44%	6.04%	59.78%
Library	22.40%	5.63%	83.38%
Nursing	18.32%	8.61%	92.34%
Professional & Continuing Studies	28.07%	14.04%	57.89%
Science	17.11%	2.75%	40.33%

Sources:

National Center for Education Statistics, *Digest of Education Statistics 2021; Doctor's Degrees Conferred by Degree-Granting Institutions by Sex, Race/Ethnicity, and Field of Study 2019-20* ; 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, 2021 - August 31, 2022

College of Science								
	Total Conferred	Female	Black	Hispanic	Asian/PI	Amer. Indian	Two or more races	Total Minority
Biological Sciences/Life Sciences	7,885	4,217	285	507	711	16	227	1,746
Computer and Information Sciences	2,414	547	103	54	149	2	49	357
Mathematics	2,020	586	33	58	125	1	32	249
Physical Sciences	5,968	2,026	82	242	309	8	135	776
Totals	18,287	7,376	503	861	1,294	27	443	3,128
	% Black	2.75%	% Min	17.11%	% Fem	40.33%		

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	602	360	39	27	25	0	16	107
English Language & Literature	1,285	768	75	71	47	3	45	241
Foreign Languages & Literature	1,162	640	17	128	50	2	17	214
Philosophy & Religion	694	212	36	50	30	1	16	133
Psychology	6,346	4,763	622	638	387	23	227	1,897
Social Sciences & History	4,436	2,018	187	260	215	16	96	774
Visual and Performing Arts	1,716	900	45	95	136	3	39	318
Totals	16,241	9,661	1,021	1,269	890	48	456	3,684
	% Black	6.29%	% Min	22.68%	% Fem	59.49%		

College of Business								
	Total Conferred	Female	Black	Hispanic	Asian/PI	Amer. Indian	Two or more races	Total Minority
Business Management & Admin. Serv.	3,443	1,571	806	206	183	17	78	1,290
	% Black	23.41%	% Min	37.47%	% Fem	45.63%		

College of Education								
	Total Conferred	Female	Black	Hispanic	Asian/PI	Amer. Indian	Two or more races	Total Minority
Education	13,051	8,960	2,742	1,196	495	59	287	4,779
	% Black	21.01%	% Min	36.62%	% Fem	68.65%		

College of Engineering								
	Total Conferred	Female	Black	Hispanic	Asian/PI	Amer. Indian	Two or more races	Total Minority
Engineering & Engineering Technologies	11,284	2,792	181	342	761	7	147	1,438
	% Black	1.60%	% Min	12.74%	% Fem	24.74%		

Graduate Studies								
	Total Conferred	Female	Black	Hispanic	Asian/PI	Amer. Indian	Two or more races	Total Minority
Communications	602	360	39	27	25	0	16	107
English Language & Literature	1,285	768	75	71	47	3	45	241
Totals	1,887	1,128	114	98	72	3	61	348
	% Black	6.04%	% Min	18.44%	% Fem	59.78%		

Library								
	Total Conferred	Female	Black	Hispanic	Asian/PI	Amer. Indian	Two or more races	Total Minority
Library Science	4,959	4,135	279	472	171	21	168	1,111
	% Black	5.63%	% Min	22.40%	% Fem	83.38%		

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	114	66	16	9	4	1	2	32
	% Black	14.04%	% Min	28.07%	% Fem	57.89%		

Source: National Center for Education Statistics, *Digest of Education Statistics 202; Doctor's Degrees Conferred by Degree-Granting Institutions by Sex, Race/Ethnicity, and Field of Study 2019-20* ; 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