

Title VI Remedial Decree
Monitoring Committee
Annual Report of Faculty and Administration
Racial Composition By Count
Fall 2004

Institution	Executive, Administrative, and Managerial						Faculty (Instruction/Research/Public Service)											
	Full-Time			Part-time			Full-Time			Part-time								
	Black	White	Other	Total	Black	White	Other	Total	Black	White	Other	Total	Black	White	Other	Total		
Alabama A&M University	40	3	2	45					45	159	76	72	307	62	32	4	98	405
Alabama State University	45	2		47					47	135	71	25	231	127	38	2	167	398
Ahrens State University	1	3	1	5					5	6	53		59	7	76	3	86	143
Auburn University	10	240	3	253			2	2	255	52	1,004	159	1,215	4	131	7	142	1,357
Auburn Univ. at Montgomery	13	69	1	83					83	10	165	11	186	10	100	3	113	299
Jacksonville State University	2	45		47					47	16	268	16	300	2	105	5	112	412
Troy State University	5	51	2	58					58	17	213	12	242	8	150	25	183	425
Troy State Univ. Dothan	1	14		15					15	4	51	2	57	4	54	1	59	116
Troy St. Univ. Montgomery	7	15	2	24			3	3	27	5	30	4	39	26	155	4	185	224
University of Alabama	9	79	2	90					90	49	783	74	906	7	204	5	216	1,122
Univ. of AL at Birmingham	18	177	1	196			8	9	205	90	1,443	356	1,889	7	166	19	192	2,081
Univ. of AL in Huntsville	7	47	3	57					57	13	228	46	287	4	153	11	168	455
University of Montevallo		26		26			1	1	27	8	122	5	135	1	54		55	190
University of North Alabama	2	34		36					36	12	174	14	200	3	82	5	90	290
University of South Alabama	23	231	5	259			3	3	262	25	610	90	725	15	220	31	266	901
University of West Alabama	6	36	1	43					43	9	80	2	91		4		4	95
Calhoun Community College	7	16		23			2	2	25	20	101	4	125	44	277	22	343	468
TOTAL	196	1,088	23	1,307	1	19	20	1,327	630	5,472	892	6,994	331	2,001	147	2,479	9,473	

Source: Institutional Reports to Monitoring Committee.

Title VI Remedial Decree
Monitoring Committee
Annual Report of Faculty and Administration
Racial Composition By Distribution
Fall 2004

Institution	Percent Executive, Administrative, and Managerial										Percent Faculty (Instruction/Research/Public Service)									
	Full-Time					Part-time					Full-Time					Part-time				
	Black	White	Other	Total	Total	Black	White	Other	Total	Total	Black	White	Other	Total	Total	Black	White	Other	Total	Total
Alabama A&M University	88.99	6.67	4.44	100.00							51.79	24.76	23.45	100.00	100.00	63.27	32.65	4.08	100.00	
Alabama State University	95.74	4.26		100.00							59.44	30.74	10.82	100.00	100.00	76.05	22.75	1.20	100.00	
Athens State University	20.00	60.00	20.00	100.00							10.17	89.83		100.00	100.00	8.14	88.37	3.49	100.00	
Auburn University	3.95	94.86	1.19	100.00				100.00	100.00		4.28	82.63	13.09	100.00	100.00	2.82	92.25	4.93	100.00	
Auburn Univ. in Montgomery	15.66	83.13	1.20	100.00							5.38	88.71	5.91	100.00	100.00	8.85	88.50	2.65	100.00	
Jacksonville State University	4.26	95.74		100.00							5.33	89.33	5.33	100.00	100.00	1.79	93.75	4.46	100.00	
Troy State University	8.62	87.93	3.45	100.00							7.02	88.02	4.96	100.00	100.00	4.37	81.97	13.66	100.00	
Troy State Univ. Dothan	6.67	93.33		100.00							7.02	89.47	3.51	100.00	100.00	6.78	91.53	1.69	100.00	
Troy St. Univ. Montgomery	29.17	62.50	8.33	100.00				100.00	100.00		12.82	76.92	10.26	100.00	100.00	14.05	83.78	2.16	100.00	
University of Alabama	10.00	87.78	2.22	100.00							5.41	86.42	8.17	100.00	100.00	3.24	94.44	2.31	100.00	
Univ. of AL at Birmingham	9.18	90.31	0.51	100.00				100.00	100.00		4.76	76.39	18.85	100.00	100.00	3.65	66.46	9.90	100.00	
Univ. of AL in Huntsville	12.28	82.46	5.26	100.00							4.53	79.44	16.03	100.00	100.00	2.38	91.07	6.55	100.00	
University of Montevallo		100.00		100.00				100.00	100.00		5.93	90.37	3.70	100.00	100.00	1.82	98.18		100.00	
University of North Alabama	5.56	94.44		100.00							6.00	87.00	7.00	100.00	100.00	3.33	91.11	5.56	100.00	
University of South Alabama	8.88	89.19	1.95	100.00				100.00	100.00		3.45	84.14	12.41	100.00	100.00	5.64	82.71	11.65	100.00	
University of West Alabama	13.95	83.72	2.33	100.00							9.89	87.91	2.20	100.00	100.00		100.00		100.00	
Calhoun Comm. College	30.43	69.57		100.00				100.00	100.00		16.00	80.80	3.20	100.00	100.00	12.83	80.76	6.41	100.00	
TOTAL	15.00	83.24	1.76	100.00		5.00	95.00		100.00		9.01	78.24	12.75	100.00	100.00	13.35	80.72	5.93	100.00	

Source: Institutional Reports to Monitoring Committee.

FULL-TIME FACULTY BY RACE
Percent Change 1991 - 2004

Institution	Black		% change		White		% change		Other		% change		Total	
	1991	2004	1991	2004	1991	2004	1991	2004	1991	2004	1991	2004	1991	2004
Alabama A&M University	146	159	8.9%	71	76	7.0%	63	72	14.3%	280	307	9.6%	280	307
Alabama State University	123	135	9.8%	51	71	39.2%	21	25	19.0%	195	231	18.5%	195	231
Athens State University	3	6	100.0%	64	53	-17.2%	0	0	0.0%	67	59	-11.9%	67	59
Auburn University	22	52	136.4%	1,073	1,004	-6.4%	65	159	144.6%	1,160	1,215	4.7%	1,160	1,215
Auburn Univ. at Montgomery	8	10	25.0%	176	165	-6.3%	9	11	22.2%	193	186	-3.6%	193	186
Jacksonville State University	10	16	60.0%	258	268	3.9%	6	16	166.7%	274	300	9.5%	274	300
Troy State University	8	17	112.5%	171	213	24.6%	3	12	300.0%	182	242	33.0%	182	242
Troy State Univ. Dothan	0	4		40	51	27.5%	2	2	0.0%	42	57	35.7%	42	57
Troy St. Univ. Montgomery	1	5	400.0%	28	30	7.1%	1	4	300.0%	30	39	30.0%	30	39
University of Alabama	24	49	104.2%	847	783	-7.6%	47	74	57.4%	918	906	-1.3%	918	906
Univ. of AL at Birmingham	44	90	104.5%	1,342	1,443	7.5%	109	356	226.6%	1,495	1,889	26.4%	1,495	1,889
Univ. of AL in Huntsville	7	13	85.7%	233	228	-2.1%	30	46	53.3%	270	287	6.3%	270	287
University of Montevallo	1	8	700.0%	124	122	-1.6%	9	5	-44.4%	134	135	0.7%	134	135
University of North Alabama	8	12	50.0%	189	174	-7.9%	3	14	366.7%	200	200	0.0%	200	200
University of South Alabama	20	25	25.0%	607	610	0.5%	46	90	95.7%	673	725	7.7%	673	725
University of West Alabama	5	9	80.0%	84	80	-4.8%	6	2	-66.7%	95	91	-4.2%	95	91
Calhoun Comm. College	18	20	11.1%	124	101	-18.5%	1	4	300.0%	143	125	-12.6%	143	125
TOTAL	448	630	40.6%	5,482	5,472	-0.2%	421	892	111.9%	6,351	6,994	10.1%	6,351	6,994

Source: Institutional Reports to Monitoring Committee.

Full-Time Faculty by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
Alabama A&M University	2004	159	51.79%	76	24.76%	72	23.45%	307
Alabama A&M University	2003	150	50.17%	61	27.09%	68	22.74%	299
Alabama A&M University	2002	147	50.34%	84	28.77%	61	20.89%	292
Alabama A&M University	2001	148	50.34%	80	27.21%	66	22.45%	294
Alabama A&M University	2000	149	55.39%	54	20.07%	66	24.54%	269
Alabama A&M University	1999	129	53.09%	66	27.16%	48	19.75%	243
Alabama A&M University	1998	131	55.27%	59	24.89%	47	19.83%	237
Alabama A&M University	1997	164	53.59%	66	21.57%	76	24.84%	306
Alabama A&M University	1996	177	52.84%	69	20.60%	69	26.57%	335
Alabama A&M University	1995	165	51.88%	76	23.90%	77	24.21%	318
Alabama A&M University	1994	169	53.48%	72	22.78%	75	23.73%	316
Alabama A&M University	1993	161	53.85%	70	23.41%	68	22.74%	299
Alabama A&M University	1992	169	57.29%	66	22.37%	60	20.34%	295
Alabama A&M University	1991	146	52.14%	71	25.36%	63	22.50%	280
Percent Change 1991-2004		8.90%		7.04%		14.29%		9.64%
Alabama State University	2004	135	58.44%	71	30.74%	25	10.82%	231
Alabama State University	2003	135	57.94%	75	32.19%	23	9.87%	233
Alabama State University	2002	132	57.64%	75	32.76%	22	9.61%	229
Alabama State University	2001	124	56.62%	74	33.79%	21	9.59%	219
Alabama State University	2000	123	55.66%	78	35.29%	20	9.05%	221
Alabama State University	1999	115	53.99%	76	35.66%	22	10.33%	213
Alabama State University	1998	126	53.18%	90	37.97%	21	8.86%	237
Alabama State University	1997	110	50.23%	80	36.53%	29	13.24%	219
Alabama State University	1996	126	57.58%	71	31.98%	23	10.36%	222
Alabama State University	1995	126	55.50%	69	30.94%	28	12.56%	223
Alabama State University	1994	122	56.48%	71	32.87%	23	10.65%	216
Alabama State University	1993	122	56.48%	73	33.80%	21	9.72%	216
Alabama State University	1992	123	61.50%	55	27.50%	22	11.00%	200
Alabama State University	1991	123	63.08%	51	26.15%	21	10.77%	195
Percent Change 1991-2004		9.76%		39.22%		19.05%		18.46%
Athens State University	2004	6	10.17%	53	89.53%			59
Athens State University	2003	6	9.23%	59	90.77%			65
Athens State University	2002	6	8.11%	68	91.89%			74
Athens State University	2001	5	6.67%	69	92.00%	1	1.33%	75
Athens State University	2000	5	6.67%	69	92.00%	1	1.33%	75
Athens State University	1999	6	8.22%	67	91.78%			73
Athens State University	1998	6	8.57%	64	91.43%			70
Athens State University	1997	6	6.43%	65	91.55%			71
Athens State University	1996	6	8.82%	62	91.18%			68
Athens State University	1995	4	5.56%	68	94.44%			72
Athens State University	1994	4	5.80%	65	94.20%			69
Athens State University	1993	2	2.94%	66	97.06%			68
Athens State University	1992	3	4.48%	64	95.52%			67
Athens State University	1991	3	4.48%	64	95.52%			67
Percent Change 1991-2004		100.00%		-17.19%				-11.94%
Auburn University	2004	52	4.28%	1,004	82.63%	159	13.09%	1,215
Auburn University	2003	54	4.67%	960	82.97%	143	12.36%	1,157
Auburn University	2002	49	4.35%	963	85.52%	114	10.12%	1,126
Auburn University	2001	45	4.04%	965	86.55%	105	9.42%	1,115
Auburn University	2000	41	3.62%	991	87.54%	100	8.83%	1,132
Auburn University	1999	38	3.41%	985	88.26%	93	8.33%	1,116
Auburn University	1998	25	2.26%	993	89.70%	89	8.04%	1,107
Auburn University	1997	29	2.61%	998	89.76%	85	7.64%	1,112
Auburn University	1996	30	2.70%	1,000	89.93%	82	7.37%	1,112
Auburn University	1995	34	3.09%	991	90.09%	75	6.82%	1,100
Auburn University	1994	36	3.16%	1,031	90.44%	73	6.40%	1,140
Auburn University	1993	26	2.25%	1,060	91.54%	72	6.22%	1,158
Auburn University	1992	24	2.10%	1,054	92.21%	65	5.69%	1,143
Auburn University	1991	22	1.90%	1,073	92.50%	65	5.50%	1,160
Percent Change 1991-2004		136.36%		-6.43%		144.62%		4.74%

Full-Time Faculty by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
Auburn University at Montgomery	2004	10	5.38%	165	88.71%	11	5.91%	186
Auburn University at Montgomery	2003	7	3.91%	163	91.06%	9	5.03%	179
Auburn University at Montgomery	2002	5	2.79%	166	92.74%	8	4.47%	179
Auburn University at Montgomery	2001	5	2.79%	168	93.85%	6	3.36%	179
Auburn University at Montgomery	2000	8	4.15%	177	91.71%	8	4.15%	193
Auburn University at Montgomery	1999	9	4.71%	174	91.10%	8	4.19%	191
Auburn University at Montgomery	1998	9	4.66%	177	91.71%	7	3.63%	193
Auburn University at Montgomery	1997	8	4.06%	181	91.88%	8	4.06%	197
Auburn University at Montgomery	1996	9	4.66%	174	90.16%	10	5.18%	193
Auburn University at Montgomery	1995	8	4.12%	175	90.21%	11	5.67%	194
Auburn University at Montgomery	1994	9	4.60%	180	90.00%	11	5.50%	200
Auburn University at Montgomery	1993	9	4.59%	177	90.31%	10	5.10%	196
Auburn University at Montgomery	1992	8	4.16%	176	91.19%	9	4.66%	193
Auburn University at Montgomery	1991	8	4.15%	176	91.19%	9	4.66%	193
Percent Change 1991-2004		25.00%		-6.25%		22.22%		-3.63%
Jacksonville State University	2004	16	5.33%	258	89.33%	16	5.33%	300
Jacksonville State University	2003	13	4.42%	266	90.48%	15	5.10%	294
Jacksonville State University	2002	15	5.19%	264	91.35%	10	3.46%	289
Jacksonville State University	2001	13	4.91%	242	91.32%	10	3.77%	265
Jacksonville State University	2000	11	4.23%	240	92.31%	9	3.46%	260
Jacksonville State University	1999	13	4.98%	239	91.57%	9	3.45%	261
Jacksonville State University	1998	15	5.73%	239	91.22%	8	3.05%	262
Jacksonville State University	1997	14	5.36%	240	91.96%	7	2.68%	261
Jacksonville State University	1996	14	5.49%	234	91.76%	7	2.75%	265
Jacksonville State University	1995	15	5.60%	248	91.79%	7	2.61%	268
Jacksonville State University	1994	15	5.51%	249	91.54%	8	2.94%	272
Jacksonville State University	1993	8	2.94%	257	94.49%	7	2.57%	272
Jacksonville State University	1992	9	3.28%	259	94.53%	6	2.19%	274
Jacksonville State University	1991	10	3.65%	258	94.16%	6	2.19%	274
Percent Change 1991-2004		60.00%		3.89%		166.67%		9.49%
Troy State University	2004	17	7.02%	213	88.02%	12	4.96%	242
Troy State University	2003	19	7.92%	211	87.92%	10	4.17%	240
Troy State University	2002	20	9.17%	191	87.61%	7	3.21%	218
Troy State University	2001	12	5.74%	190	90.91%	7	3.36%	209
Troy State University	2000	16	7.73%	186	89.86%	5	2.42%	207
Troy State University	1999	17	8.02%	187	88.21%	8	3.77%	212
Troy State University	1998	21	10.00%	180	85.71%	9	4.28%	210
Troy State University	1997	17	7.76%	190	86.76%	12	5.48%	219
Troy State University	1996	16	7.24%	192	86.88%	13	5.88%	221
Troy State University	1995	17	7.67%	190	87.96%	9	4.17%	216
Troy State University	1994	19	8.72%	191	87.61%	8	3.67%	218
Troy State University	1993	14	6.66%	183	89.71%	7	3.43%	204
Troy State University	1992	6	3.19%	175	93.09%	7	3.72%	188
Troy State University	1991	8	4.40%	171	93.96%	3	1.65%	182
Percent Change 1991-2004		112.50%		24.56%		300.00%		32.97%
Troy State University Dothan	2004	4	7.02%	51	89.47%	2	3.51%	57
Troy State University Dothan	2003	3	5.00%	54	90.00%	3	5.00%	60
Troy State University Dothan	2002	2	3.39%	54	91.53%	3	5.08%	59
Troy State University Dothan	2001			49	94.23%	3	5.77%	52
Troy State University Dothan	2000			49	94.23%	3	6.77%	52
Troy State University Dothan	1999			48	92.31%	4	7.69%	52
Troy State University Dothan	1998			48	94.12%	3	6.86%	51
Troy State University Dothan	1997			48	96.00%	2	4.00%	50
Troy State University Dothan	1996	1	1.89%	49	92.45%	3	5.66%	53
Troy State University Dothan	1995	1	1.79%	54	96.43%	1	1.79%	56
Troy State University Dothan	1994	1	1.89%	55	93.22%	3	5.08%	59
Troy State University Dothan	1993	2	3.70%	50	92.69%	2	3.70%	54
Troy State University Dothan	1992	1	2.17%	43	93.48%	2	4.35%	46
Troy State University Dothan	1991			40	95.24%	2	4.76%	42
Percent Change 1991-2004				27.50%				35.71%

Full-Time Faculty by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
Troy State University Montgomery	2004	5	12.82%	30	76.92%	4	10.26%	39
Troy State University Montgomery	2003	4	10.81%	29	73.38%	4	10.81%	37
Troy State University Montgomery	2002	4	11.11%	29	80.56%	3	8.33%	36
Troy State University Montgomery	2001	3	9.38%	26	81.25%	3	9.38%	32
Troy State University Montgomery	2000	4	12.12%	28	84.85%	1	3.03%	33
Troy State University Montgomery	1999	5	12.50%	32	80.00%	3	7.50%	40
Troy State University Montgomery	1998	2	5.56%	32	88.89%	2	5.56%	36
Troy State University Montgomery	1997	2	5.88%	30	88.24%	2	5.88%	34
Troy State University Montgomery	1996	2	6.06%	30	90.91%	1	3.03%	33
Troy State University Montgomery	1995	2	6.08%	30	90.91%	1	3.03%	33
Troy State University Montgomery	1994	2	6.25%	29	90.63%	1	3.13%	32
Troy State University Montgomery	1993	2	6.45%	28	90.32%	1	3.23%	31
Troy State University Montgomery	1992	1	3.45%	27	93.10%	1	3.45%	29
Troy State University Montgomery	1991	1	3.33%	28	93.33%	1	3.33%	30
Percent Change 1991-2004		400.00%		7.14%		300.00%		30.00%
University of Alabama	2004	49	5.41%	783	86.42%	74	8.17%	906
University of Alabama	2003	44	4.77%	808	87.64%	70	7.59%	922
University of Alabama	2002	44	4.85%	795	87.65%	68	7.50%	907
University of Alabama	2001	38	4.27%	782	87.96%	69	7.76%	889
University of Alabama	2000	34	3.85%	731	88.45%	68	7.70%	863
University of Alabama	1999	34	3.87%	791	90.09%	53	6.04%	878
University of Alabama	1998	36	4.17%	775	89.80%	52	6.03%	863
University of Alabama	1997	32	3.86%	753	90.72%	45	5.42%	830
University of Alabama	1996	31	3.74%	756	91.30%	41	4.95%	828
University of Alabama	1995	32	3.62%	808	91.30%	45	5.08%	885
University of Alabama	1994	28	3.17%	818	92.41%	39	4.42%	885
University of Alabama	1993	23	2.57%	827	92.40%	45	5.03%	895
University of Alabama	1992	20	2.24%	830	93.15%	41	4.80%	891
University of Alabama	1991	24	2.81%	847	92.27%	47	5.12%	918
Percent Change 1991-2004		104.17%		-7.56%		57.45%		-1.31%
University of Alabama at Birmingham	2004	90	4.76%	1,443	76.39%	356	18.85%	1,889
University of Alabama at Birmingham	2003	87	4.50%	1,501	77.61%	346	17.89%	1,934
University of Alabama at Birmingham	2002	85	4.54%	1,468	78.34%	321	17.13%	1,874
University of Alabama at Birmingham	2001	60	4.37%	1,356	74.10%	394	21.53%	1,810
University of Alabama at Birmingham	2000	74	4.20%	1,436	81.69%	250	14.20%	1,760
University of Alabama at Birmingham	1999	74	4.31%	1,422	82.82%	221	12.87%	1,717
University of Alabama at Birmingham	1998	68	4.05%	1,409	83.92%	202	12.03%	1,679
University of Alabama at Birmingham	1997	69	4.15%	1,400	84.24%	193	11.61%	1,662
University of Alabama at Birmingham	1996	67	3.93%	1,475	86.56%	162	9.51%	1,704
University of Alabama at Birmingham	1995	65	3.89%	1,431	85.69%	174	10.42%	1,670
University of Alabama at Birmingham	1994	66	3.97%	1,444	86.33%	163	9.20%	1,663
University of Alabama at Birmingham	1993	61	3.22%	1,382	87.25%	151	9.53%	1,584
University of Alabama at Birmingham	1992	54	3.35%	1,448	89.77%	111	6.88%	1,613
University of Alabama at Birmingham	1991	44	2.94%	1,342	69.77%	109	7.29%	1,495
Percent Change 1991-2004		104.55%		7.53%		226.61%		26.35%
Univ. of AL at Birmingham-Walker	1997	1	5.88%	14	82.36%	2	11.76%	17
Univ. of AL at Birmingham-Walker	1996			17	89.47%	2	10.53%	19
Univ. of AL at Birmingham-Walker	1995	1	4.00%	22	88.00%	2	8.00%	25
Univ. of AL at Birmingham-Walker	1994	1	4.76%	16	86.71%	2	9.52%	21

Full-Time Faculty by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
University of Alabama in Huntsville	2004	13	4.53%	228	79.44%	46	16.03%	287
University of Alabama in Huntsville	2003	12	4.10%	232	79.18%	49	16.72%	293
University of Alabama in Huntsville	2002	9	3.14%	232	80.94%	46	16.03%	287
University of Alabama in Huntsville	2001	6	2.27%	217	82.20%	41	15.53%	264
University of Alabama in Huntsville	2000	7	2.69%	220	84.62%	33	12.69%	260
University of Alabama in Huntsville	1999	9	3.38%	222	83.46%	35	13.16%	266
University of Alabama in Huntsville	1998	8	3.08%	219	84.23%	33	12.69%	260
University of Alabama in Huntsville	1997	7	2.72%	217	84.44%	33	12.84%	257
University of Alabama in Huntsville	1996	5	1.95%	214	83.27%	36	14.79%	257
University of Alabama in Huntsville	1995	8	2.97%	222	82.53%	39	14.50%	269
University of Alabama in Huntsville	1994	7	2.37%	255	86.44%	33	11.19%	295
University of Alabama in Huntsville	1993	6	2.04%	255	86.73%	33	11.22%	294
University of Alabama in Huntsville	1992	8	2.76%	251	86.55%	31	10.69%	290
University of Alabama in Huntsville	1991	7	2.59%	233	86.30%	30	11.11%	270
Percent Change 1991-2004		85.71%		-2.15%		53.33%		6.30%
University of Montevallo	2004	8	5.93%	122	90.37%	5	3.70%	135
University of Montevallo	2003	7	5.15%	124	91.18%	5	3.68%	136
University of Montevallo	2002	5	3.82%	123	93.89%	3	2.29%	131
University of Montevallo	2001	5	3.97%	117	92.86%	4	3.17%	126
University of Montevallo	2000	6	4.55%	122	92.42%	4	3.03%	132
University of Montevallo	1999	6	4.51%	124	93.23%	3	2.26%	133
University of Montevallo	1998	6	4.48%	124	92.54%	4	2.99%	134
University of Montevallo	1997	8	6.25%	114	89.06%	6	4.69%	128
University of Montevallo	1996	7	5.11%	123	89.78%	7	5.11%	137
University of Montevallo	1995	5	6.30%	114	89.76%	5	3.94%	127
University of Montevallo	1994	5	3.82%	118	90.08%	8	6.11%	131
University of Montevallo	1993	5	3.91%	115	89.84%	8	6.25%	128
University of Montevallo	1992	1	0.79%	119	93.70%	7	5.51%	127
University of Montevallo	1991	1	0.75%	124	92.54%	9	6.72%	134
Percent Change 1991-2004		700.00%		-1.61%		-44.44%		0.75%
University of North Alabama	2004	12	6.00%	174	87.00%	14	7.00%	200
University of North Alabama	2003	12	6.03%	175	87.94%	12	6.03%	199
University of North Alabama	2002	11	5.56%	175	89.38%	12	6.06%	198
University of North Alabama	2001	13	6.57%	176	86.59%	9	4.55%	198
University of North Alabama	2000	14	6.97%	178	88.56%	9	4.48%	201
University of North Alabama	1999	14	6.90%	190	88.57%	9	4.43%	203
University of North Alabama	1998	8	4.42%	187	92.27%	6	3.31%	181
University of North Alabama	1997	9	4.66%	179	92.75%	5	2.59%	193
University of North Alabama	1996	9	4.55%	184	92.93%	5	2.53%	198
University of North Alabama	1995	8	4.06%	183	92.89%	6	3.05%	197
University of North Alabama	1994	9	4.46%	189	93.56%	4	1.98%	202
University of North Alabama	1993	8	3.96%	190	94.06%	4	1.98%	202
University of North Alabama	1992	7	3.68%	181	95.26%	2	1.05%	190
University of North Alabama	1991	8	4.00%	189	94.50%	3	1.50%	200
Percent Change 1991-2004		50.00%		-7.94%		366.67%		
University of South Alabama	2004	25	3.45%	610	84.14%	90	12.41%	725
University of South Alabama	2003	24	3.32%	611	84.83%	87	12.05%	722
University of South Alabama	2002	17	2.56%	582	87.65%	65	9.79%	664
University of South Alabama	2001	13	2.03%	574	89.55%	54	8.42%	641
University of South Alabama	2000	20	2.91%	609	88.52%	59	8.58%	688
University of South Alabama	1999	25	3.54%	627	88.81%	54	7.65%	706
University of South Alabama	1998	25	3.58%	617	88.27%	57	8.15%	699
University of South Alabama	1997	28	3.92%	630	88.11%	57	7.97%	715
University of South Alabama	1996	27	3.74%	636	88.09%	59	8.17%	722
University of South Alabama	1995	24	3.27%	659	89.66%	52	7.07%	735
University of South Alabama	1994	24	3.31%	640	88.40%	60	8.29%	724
University of South Alabama	1993	28	3.81%	642	87.47%	64	8.72%	734
University of South Alabama	1992	23	3.38%	616	90.48%	42	6.17%	681
University of South Alabama	1991	20	2.97%	607	90.19%	46	6.84%	673
Percent Change 1991-2004		25.00%		0.49%		95.65%		7.73%

Full-Time Faculty by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
University of West Alabama	2004	9	9.89%	80	87.91%	2	2.20%	91
University of West Alabama	2003	4	4.60%	81	93.10%	2	2.30%	87
University of West Alabama	2002	3	3.45%	82	94.25%	2	2.30%	87
University of West Alabama	2001	5	5.75%	82	94.25%			87
University of West Alabama	2000	6	6.67%	84	93.33%			90
University of West Alabama	1999	2	2.33%	83	96.51%	1	1.16%	86
University of West Alabama	1998	2	2.16%	89	95.70%	2	2.15%	93
University of West Alabama	1997	2	2.15%	87	93.55%	4	4.30%	93
University of West Alabama	1996	2	2.17%	87	94.57%	3	3.26%	92
University of West Alabama	1995	4	4.40%	84	92.31%	3	3.30%	91
University of West Alabama	1994	6	5.88%	92	90.20%	4	3.92%	102
University of West Alabama	1993	5	3.73%	125	93.28%	4	2.99%	134
University of West Alabama	1992	4	4.44%	80	88.89%	6	6.67%	90
University of West Alabama	1991	5	5.26%	84	86.42%	6	6.32%	95
Percent Change 1991-2004		80.00%		-4.76%		-66.67%		-4.21%
Calhoun Community College	2004	20	16.00%	101	80.80%	4	3.20%	125
Calhoun Community College	2003	22	17.32%	102	80.31%	3	2.36%	127
Calhoun Community College	2002	20	15.75%	103	81.10%	4	3.15%	127
Calhoun Community College	2001	22	16.84%	108	81.20%	3	2.26%	133
Calhoun Community College	2000	21	15.67%	110	82.09%	3	2.24%	134
Calhoun Community College	1999	19	13.97%	115	84.56%	2	1.47%	136
Calhoun Community College	1998	18	14.63%	101	82.11%	4	3.25%	123
Calhoun Community College	1997	21	15.79%	110	82.71%	2	1.50%	133
Calhoun Community College	1996	18	15.65%	96	83.48%	1	0.87%	115
Calhoun Community College	1995	24	18.05%	108	81.20%	1	0.75%	133
Calhoun Community College	1994	24	16.00%	123	82.00%	3	2.00%	150
Calhoun Community College	1993	22	17.74%	101	81.45%	1	0.81%	124
Calhoun Community College	1992	19	13.10%	122	84.14%	4	2.76%	145
Calhoun Community College	1991	18	12.59%	124	86.71%	1	0.70%	143
Percent Change 1991-2004		11.11%		-18.55%		300.00%		-12.59%
Total	2004	630	9.01%	5,472	78.24%	892	12.75%	6,994
Total	2003	603	8.63%	5,532	79.21%	849	12.16%	6,984
Total	2002	574	8.47%	5,454	80.48%	749	11.05%	6,777
Total	2001	537	8.13%	5,275	79.83%	796	12.05%	6,608
Total	2000	539	8.18%	5,412	82.12%	639	9.70%	6,590
Total	1999	515	7.89%	5,438	83.33%	573	8.78%	6,526
Total	1998	506	7.86%	5,383	83.65%	546	8.48%	6,435
Total	1997	527	8.11%	5,402	83.15%	568	8.74%	6,497
Total	1996	549	8.36%	5,469	83.32%	546	8.32%	6,564
Total	1995	546	8.26%	5,530	83.64%	536	8.11%	6,612
Total	1994	547	8.17%	5,638	84.24%	608	7.69%	6,893
Total	1993	494	7.49%	5,601	84.95%	498	7.55%	6,593
Total	1992	480	7.43%	5,566	86.13%	416	6.44%	6,462
Total	1991	448	7.05%	5,462	86.32%	421	6.63%	6,351
Percent Change All 1991 - 2004		40.63%		-0.18%		111.88%		10.12%
Percent Change Without A&M, ASU, & Calhoun 1991 - 2004		96.27%		-0.23%		135.43%		10.43%
Percent Change A&M & ASU 1991 - 2004		9.29%		20.49%		15.46%		13.26%

Source: Institutional Reports to Monitoring Committees.

FULL-TIME EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL STAFF BY RACE
Percent Change 1991 - 2004

Institution	1991		% change		2004		% change		1991		2004		% change	
	Black	White	Black	White	Black	White	Black	White	Other	Total	Other	Total	Other	Total
Alabama A&M University	47	40	-14.9%	2	3	50.0%	1	2	100.0%	50	45	-10.0%	50	45
Alabama State University	24	45	87.5%	3	2	-33.3%	0	0	0.0%	27	47	74.1%	27	47
Athens State University	1	1	0.0%	4	3	-25.0%	0	1	0.0%	5	5	0.0%	5	5
Auburn University	6	10	66.7%	308	240	-22.1%	3	3	0.0%	317	253	-20.2%	317	253
Auburn Univ. at Montgomery	4	13	225.0%	57	69	21.1%	0	1	-100.0%	61	83	36.1%	61	83
Jacksonville State University	0	2		45	45	0.0%	1	0		46	47	2.2%	46	47
Troy State University	0	5		9	51	466.7%	0	2		9	58	544.4%	9	58
Troy State Univ. Dothan	0	1		8	14	75.0%	0	0		8	15	87.5%	8	15
Troy St. Univ. Montgomery	1	7	600.0%	21	15	-28.6%	0	2		22	24	9.1%	22	24
University of Alabama	3	9	200.0%	120	79	-34.2%	1	2	100.0%	124	90	-27.4%	124	90
Univ. of AL at Birmingham	16	18	12.5%	229	177	-22.7%	1	1	0.0%	246	196	-20.3%	246	196
Univ. of AL in Huntsville	1	7	600.0%	66	47	-28.8%	1	3	200.0%	68	57	-16.2%	68	57
University of Montevallo	2	0	-100.0%	28	26	-7.1%	0	0	0.0%	30	26	-13.3%	30	26
University of North Alabama	1	2	100.0%	13	34	161.5%	0	0	0.0%	14	36	157.1%	14	36
University of South Alabama	12	23	91.7%	228	231	1.3%	3	5	66.7%	243	259	6.6%	243	259
University of West Alabama	1	6	500.0%	19	36	89.5%	0	1		20	43	115.0%	20	43
Calhoun Comm. College	1	7	600.0%	9	16	77.8%	0	0	0.0%	10	23	130.0%	10	23
TOTAL	120	196	63.3%	1,169	1,088	-6.9%	11	23	109.1%	1,300	1,307	0.5%	1,300	1,307

Source: Institutional Reports to Monitoring Committee.

Full-Time Executive, Administrative, and Managerial Staff by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
Alabama A&M University	2004	40	88.89%	3	6.67%	2	4.44%	45
Alabama A&M University	2003	34	85.00%	4	10.00%	2	5.00%	40
Alabama A&M University	2002	33	86.84%	2	5.26%	3	7.89%	38
Alabama A&M University	2001	29	90.63%	2	6.25%	1	3.13%	32
Alabama A&M University	2000	13	86.67%	1	6.67%	1	6.67%	15
Alabama A&M University	1999	12	85.71%	1	7.14%	1	7.14%	14
Alabama A&M University	1998	13	92.86%			1	7.14%	14
Alabama A&M University	1997	13	86.67%	1	6.67%	1	6.67%	15
Alabama A&M University	1996	33	91.67%	3	8.33%			36
Alabama A&M University	1995	40	90.91%	4	9.09%			44
Alabama A&M University	1994	34	91.89%	3	8.11%			37
Alabama A&M University	1993	22	91.67%	2	8.33%			24
Alabama A&M University	1992	35	92.11%	3	7.89%			38
Alabama A&M University	1991	47	94.00%	2	4.00%	1	2.00%	50
Percent Change 1991-2004		-14.89%		50.00%		100.00%		-10.00%
Alabama State University	2004	45	95.74%	2	4.26%			47
Alabama State University	2003	43	97.73%	1	2.27%			44
Alabama State University	2002	42	89.36%	5	10.64%			47
Alabama State University	2001	37	86.05%	6	13.95%			43
Alabama State University	2000	40	83.33%	8	16.67%			48
Alabama State University	1999	41	83.67%	8	16.33%			49
Alabama State University	1998	34	80.95%	8	19.05%			42
Alabama State University	1997	36	85.71%	6	14.29%			42
Alabama State University	1996	39	84.76%	7	15.22%			46
Alabama State University	1995	26	81.25%	6	18.75%			32
Alabama State University	1994	23	85.19%	4	14.81%			27
Alabama State University	1993	23	85.19%	4	14.81%			27
Alabama State University	1992	23	88.46%	3	11.54%			26
Alabama State University	1991	24	86.89%	3	11.11%			27
Percent Change 1991-2004		87.50%		-33.33%				74.07%
Athens State University	2004	1	20.00%	3	60.00%	1	20.00%	5
Athens State University	2003	1	20.00%	3	60.00%	1	20.00%	5
Athens State University	2002	1	20.00%	3	60.00%	1	20.00%	5
Athens State University	2001	1	25.00%	3	75.00%			4
Athens State University	2000	1	25.00%	3	75.00%			4
Athens State University	1999	1	25.00%	3	75.00%			4
Athens State University	1998	1	25.00%	3	75.00%			4
Athens State University	1997	1	6.25%	15	93.75%			16
Athens State University	1996	1	25.00%	3	75.00%			4
Athens State University	1995	1	20.00%	4	80.00%			5
Athens State University	1994	1	20.00%	4	80.00%			5
Athens State University	1993	1	20.00%	4	80.00%			5
Athens State University	1992	1	20.00%	4	80.00%			5
Athens State University	1991	1	20.00%	4	80.00%			5
Percent Change 1991-2004				-25.00%				
Auburn University	2004	10	3.95%	240	94.86%	3	1.19%	253
Auburn University	2003	14	4.33%	303	93.81%	6	1.86%	323
Auburn University	2002	9	3.05%	280	94.92%	6	2.03%	295
Auburn University	2001	11	3.70%	279	93.94%	7	2.36%	297
Auburn University	2000	9	3.27%	260	94.55%	6	2.18%	275
Auburn University	1999	8	2.90%	263	95.29%	5	1.81%	276
Auburn University	1998	10	3.62%	261	94.57%	5	1.81%	276
Auburn University	1997	12	4.18%	271	94.43%	4	1.39%	287
Auburn University	1996	12	3.70%	307	94.75%	6	1.54%	324
Auburn University	1995	10	3.13%	304	95.00%	6	1.88%	320
Auburn University	1994	11	3.21%	327	95.34%	5	1.45%	343
Auburn University	1993	11	3.43%	305	95.02%	5	1.56%	321
Auburn University	1992	10	3.11%	306	95.65%	4	1.24%	322
Auburn University	1991	6	1.89%	308	97.16%	3	0.95%	317
Percent Change 1991-2004		66.67%		-22.08%				-20.19%

Full-Time Executive, Administrative, and Managerial Staff by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
Auburn University at Montgomery	2004	13	15.66%	69	83.13%	1	1.20%	83
Auburn University at Montgomery	2003	9	11.69%	68	88.31%			77
Auburn University at Montgomery	2002	5	8.77%	52	91.23%			57
Auburn University at Montgomery	2001	5	9.62%	47	90.38%			52
Auburn University at Montgomery	2000	4	7.27%	51	92.73%			55
Auburn University at Montgomery	1999	5	8.77%	51	89.47%	1	1.75%	57
Auburn University at Montgomery	1998	6	11.76%	44	86.27%	1	1.96%	51
Auburn University at Montgomery	1997	8	14.55%	46	83.64%	1	1.82%	55
Auburn University at Montgomery	1996	7	11.67%	52	86.67%	1	1.67%	60
Auburn University at Montgomery	1995	4	7.27%	50	90.91%	1	1.82%	55
Auburn University at Montgomery	1994	4	6.56%	56	91.80%	1	1.64%	61
Auburn University at Montgomery	1993	4	6.56%	57	93.44%			61
Auburn University at Montgomery	1992	4	6.45%	58	93.55%			62
Auburn University at Montgomery	1991	4	6.56%	57	93.44%			61
Percent Change 1991-2004		225.00%		21.05%				36.07%
Jacksonville State University	2004	2	4.26%	45	95.74%			47
Jacksonville State University	2003	2	3.92%	49	96.08%			51
Jacksonville State University	2002	3	6.38%	44	93.62%			47
Jacksonville State University	2001	3	6.82%	41	93.18%			44
Jacksonville State University	2000	3	7.14%	39	92.86%			42
Jacksonville State University	1999	3	7.89%	35	92.11%			38
Jacksonville State University	1998	2	5.41%	35	94.59%			37
Jacksonville State University	1997	2	4.88%	38	92.68%	1	2.44%	41
Jacksonville State University	1996	3	6.98%	39	90.70%	1	2.33%	43
Jacksonville State University	1995	1	2.06%	46	95.83%	1	2.06%	48
Jacksonville State University	1994	1	2.13%	45	95.74%	1	2.13%	47
Jacksonville State University	1993	1	2.33%	41	95.35%	1	2.33%	43
Jacksonville State University	1992	1	2.38%	40	95.24%	1	2.38%	42
Jacksonville State University	1991			45	97.83%	1	2.17%	46
Percent Change 1991-2004						-100.00%		2.17%
Troy State University	2004	5	8.62%	51	87.93%	2	3.45%	58
Troy State University	2003	3	6.77%	47	90.38%	2	3.85%	52
Troy State University	2002	3	6.25%	43	89.56%	2	4.17%	48
Troy State University	2001	4	6.67%	53	88.33%	3	5.00%	60
Troy State University	2000	4	7.14%	50	89.29%	2	3.57%	56
Troy State University	1999			5	100.00%			5
Troy State University	1998			7	100.00%			7
Troy State University	1997			7	100.00%			7
Troy State University	1996			7	100.00%			7
Troy State University	1995			7	100.00%			7
Troy State University	1994			7	100.00%			7
Troy State University	1993			6	100.00%			6
Troy State University	1992			7	100.00%			7
Troy State University	1991			9	100.00%			9
Percent Change 1991-2004				466.67%				544.44%
Troy State University Dothan	2004	1	6.67%	14	93.33%			15
Troy State University Dothan	2003	1	9.09%	10	90.91%			11
Troy State University Dothan	2002	1	8.33%	11	91.67%			12
Troy State University Dothan	2001	1	6.67%	14	93.33%			15
Troy State University Dothan	2000	1	6.67%	14	93.33%			15
Troy State University Dothan	1999			5	100.00%			5
Troy State University Dothan	1998			5	100.00%			5
Troy State University Dothan	1997			5	100.00%			5
Troy State University Dothan	1996			6	100.00%			6
Troy State University Dothan	1995			7	100.00%			7
Troy State University Dothan	1994			9	100.00%			9
Troy State University Dothan	1993			9	100.00%			9
Troy State University Dothan	1992	1	10.00%	9	90.00%			10
Troy State University Dothan	1991			8	100.00%			8
Percent Change 1991-2004				75.00%				87.50%

Full-Time Executive, Administrative, and Managerial Staff by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
Troy State University Montgomery	2004	7	29.17%	15	62.80%	2	8.33%	24
Troy State University Montgomery	2003	7	30.43%	15	65.22%	1	4.35%	23
Troy State University Montgomery	2002	7	31.82%	14	63.64%	1	4.55%	22
Troy State University Montgomery	2001	5	26.32%	14	73.66%			19
Troy State University Montgomery	2000	5	22.73%	17	77.27%			22
Troy State University Montgomery	1999			4	100.00%			4
Troy State University Montgomery	1998			4	100.00%			4
Troy State University Montgomery	1997	1	25.00%	3	75.00%			4
Troy State University Montgomery	1996	1	25.00%	3	75.00%			4
Troy State University Montgomery	1995	1	16.67%	5	83.33%			6
Troy State University Montgomery	1994	1	16.67%	5	83.33%			6
Troy State University Montgomery	1993			6	100.00%			6
Troy State University Montgomery	1992	3	11.54%	23	88.46%			26
Troy State University Montgomery	1991	1	4.55%	21	95.45%			22
Percent Change 1991-2004		600.00%		-28.57%				9.09%
University of Alabama	2004	9	10.00%	79	87.78%	2	2.22%	90
University of Alabama	2003	8	8.60%	85	91.40%			93
University of Alabama	2002	5	5.75%	82	94.25%			87
University of Alabama	2001	5	5.15%	92	94.85%			97
University of Alabama	2000	5	5.26%	90	94.74%			95
University of Alabama	1999	7	7.14%	91	92.86%			98
University of Alabama	1998	5	5.05%	94	94.95%			99
University of Alabama	1997	3	3.06%	94	95.92%	1	1.02%	98
University of Alabama	1996	3	2.63%	102	96.23%	1	0.94%	106
University of Alabama	1995	6	5.00%	113	94.17%	1	0.83%	120
University of Alabama	1994	6	5.00%	113	94.17%	1	0.83%	120
University of Alabama	1993	3	2.48%	117	96.69%	1	0.83%	121
University of Alabama	1992	3	2.44%	118	95.93%	2	1.63%	123
University of Alabama	1991	3	2.42%	120	96.77%	1	0.81%	124
Percent Change 1991-2004		200.00%		-34.17%		100.00%		-27.42%
University of Alabama at Birmingham	2004	15	9.18%	177	90.31%	1	0.51%	196
University of Alabama at Birmingham	2003	21	9.46%	199	89.64%	2	0.90%	222
University of Alabama at Birmingham	2002	21	9.29%	202	89.38%	3	1.33%	226
University of Alabama at Birmingham	2001	19	7.92%	216	90.00%	5	2.08%	240
University of Alabama at Birmingham	2000	22	8.59%	231	90.23%	3	1.17%	256
University of Alabama at Birmingham	1999	21	8.24%	230	90.20%	4	1.57%	255
University of Alabama at Birmingham	1998	18	7.50%	218	90.83%	4	1.67%	240
University of Alabama at Birmingham	1997	22	8.91%	221	89.47%	4	1.62%	247
University of Alabama at Birmingham	1996	18	6.98%	235	91.09%	5	1.94%	258
University of Alabama at Birmingham	1995	18	6.59%	250	91.58%	5	1.83%	273
University of Alabama at Birmingham	1994	19	7.28%	237	90.80%	5	1.92%	261
University of Alabama at Birmingham	1993	17	7.23%	216	91.91%	2	0.85%	235
University of Alabama at Birmingham	1992	17	6.88%	230	93.12%			247
University of Alabama at Birmingham	1991	16	6.50%	229	93.09%	1	0.41%	246
Percent Change 1991-2004		12.50%		-22.71%				-20.33%
Univ. of AL in Birmingham-Walker	1997			4	100.00%			4
Univ. of AL in Birmingham-Walker	1996			3	100.00%			3
Univ. of AL in Birmingham-Walker	1995			4	100.00%			4
Univ. of AL in Birmingham-Walker	1994			9	100.00%			9

Full-Time Executive, Administrative, and Managerial Staff by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
University of Alabama in Huntsville	2004	7	12.28%	47	82.46%	3	5.26%	57
University of Alabama in Huntsville	2003	7	12.28%	47	82.46%	3	5.26%	57
University of Alabama in Huntsville	2002	6	10.53%	48	84.21%	3	5.26%	57
University of Alabama in Huntsville	2001	5	6.33%	59	87.34%	5	6.33%	79
University of Alabama in Huntsville	2000	6	8.00%	63	84.00%	6	8.00%	75
University of Alabama in Huntsville	1999	6	7.50%	69	86.25%	5	6.25%	80
University of Alabama in Huntsville	1998	8	10.26%	65	83.33%	5	6.41%	78
University of Alabama in Huntsville	1997	7	8.64%	68	83.95%	6	7.41%	81
University of Alabama in Huntsville	1996	6	7.59%	69	87.34%	4	5.06%	79
University of Alabama in Huntsville	1995	6	8.22%	64	87.67%	3	4.11%	73
University of Alabama in Huntsville	1994	6	6.98%	77	89.53%	3	3.49%	86
University of Alabama in Huntsville	1993	4	4.71%	78	91.76%	3	3.53%	85
University of Alabama in Huntsville	1992	1	1.45%	66	95.65%	2	2.90%	69
University of Alabama in Huntsville	1991	1	1.47%	66	97.06%	1	1.47%	68
Percent Change 1991-2004		600.00%		-28.79%		200.00%		-16.18%
University of Montevallo	2004			26	100.00%			26
University of Montevallo	2003			27	100.00%			27
University of Montevallo	2002			24	100.00%			24
University of Montevallo	2001			27	100.00%			27
University of Montevallo	2000			29	100.00%			29
University of Montevallo	1999	1	3.23%	30	96.77%			31
University of Montevallo	1998	1	3.57%	27	96.43%			28
University of Montevallo	1997			28	100.00%			28
University of Montevallo	1996	1	3.03%	32	96.97%			33
University of Montevallo	1995	1	3.03%	32	96.97%			33
University of Montevallo	1994	2	6.67%	28	93.33%			30
University of Montevallo	1993	2	6.67%	28	93.33%			30
University of Montevallo	1992	2	6.45%	29	93.55%			31
University of Montevallo	1991	2	6.67%	28	93.33%			30
Percent Change 1991-2004		-100.00%		-7.14%				-13.33%
University of North Alabama	2004	2	5.56%	34	94.44%			36
University of North Alabama	2003	1	2.56%	38	97.44%			39
University of North Alabama	2002	1	2.33%	42	97.67%			43
University of North Alabama	2001	1	2.50%	38	95.00%	1	2.50%	40
University of North Alabama	2000	2	5.00%	38	95.00%			40
University of North Alabama	1999	2	5.00%	38	95.00%			40
University of North Alabama	1998	2	5.41%	35	94.59%			37
University of North Alabama	1997	2	5.00%	38	95.00%			40
University of North Alabama	1996	2	5.00%	38	95.00%			40
University of North Alabama	1995	1	10.00%	9	90.00%			10
University of North Alabama	1994	1	7.69%	12	92.31%			13
University of North Alabama	1993	1	7.69%	12	92.31%			13
University of North Alabama	1992	1	7.69%	12	92.31%			13
University of North Alabama	1991	1	7.14%	13	92.86%			14
Percent Change 1991-2004		100.00%		161.54%				157.14%
University of South Alabama	2004	23	8.66%	231	89.19%	5	1.93%	259
University of South Alabama	2003	24	9.16%	234	89.31%	4	1.53%	262
University of South Alabama	2002	24	9.09%	237	89.77%	3	1.14%	264
University of South Alabama	2001	21	8.08%	236	90.77%	3	1.15%	260
University of South Alabama	2000	19	7.48%	232	91.34%	3	1.18%	254
University of South Alabama	1999	15	6.95%	234	92.86%	3	1.19%	252
University of South Alabama	1998	16	6.00%	232	92.80%	3	1.20%	250
University of South Alabama	1997	11	4.68%	220	93.62%	4	1.70%	235
University of South Alabama	1996	9	3.91%	216	94.78%	3	1.30%	230
University of South Alabama	1995	12	5.06%	222	93.67%	3	1.27%	237
University of South Alabama	1994	13	5.75%	211	93.36%	2	0.88%	226
University of South Alabama	1993	12	5.22%	215	93.48%	3	1.30%	230
University of South Alabama	1992	13	5.28%	230	93.50%	3	1.22%	246
University of South Alabama	1991	12	4.94%	228	93.83%	3	1.23%	243
Percent Change 1991-2004		91.67%		1.32%		66.67%		6.58%

Full-Time Executive, Administrative, and Managerial Staff by Race
Fall 1991 to Fall 2004

Institution	Year	Number Black	Percent Black	Number White	Percent White	Number Other	Percent Other	Total
University of West Alabama	2004	6	13.95%	36	83.72%	1	2.33%	43
University of West Alabama	2003	5	12.20%	35	85.37%	1	2.44%	41
University of West Alabama	2002	2	5.26%	35	92.11%	1	2.63%	38
University of West Alabama	2001	2	5.13%	37	94.87%			39
University of West Alabama	2000	2	8.33%	22	91.67%			24
University of West Alabama	1999	2	8.33%	22	91.67%			24
University of West Alabama	1998	2	8.00%	23	92.00%			25
University of West Alabama	1997	4	16.00%	21	84.00%			25
University of West Alabama	1996			21	100.00%			21
University of West Alabama	1995			21	100.00%			21
University of West Alabama	1994	2	8.33%	22	91.67%			24
University of West Alabama	1993			16	100.00%			16
University of West Alabama	1992			16	100.00%			16
University of West Alabama	1991	1	5.00%	19	95.00%			20
Percent Change 1991-2004		500.00%		89.47%				115.00%
Calhoun Community College	2004	7	30.43%	16	69.57%			23
Calhoun Community College	2003	8	29.63%	19	70.37%			27
Calhoun Community College	2002	10	33.33%	20	66.67%			30
Calhoun Community College	2001	9	33.33%	18	66.67%			27
Calhoun Community College	2000	8	29.63%	19	70.37%			27
Calhoun Community College	1999	6	25.00%	18	75.00%			24
Calhoun Community College	1998	5	23.81%	16	76.19%			21
Calhoun Community College	1997	3	15.79%	16	84.21%			19
Calhoun Community College	1996	1	10.00%	9	90.00%			10
Calhoun Community College	1995	2	18.18%	9	81.82%			11
Calhoun Community College	1994	6	20.00%	24	80.00%			30
Calhoun Community College	1993	3	18.75%	13	81.25%			16
Calhoun Community College	1992	6	16.13%	26	83.87%			31
Calhoun Community College	1991	1	10.00%	9	90.00%			10
Percent Change 1991-2004		600.00%		77.78%				130.00%
Total	2004	196	15.00%	1,068	83.24%	23	1.76%	1,307
Total	2003	188	13.49%	1,154	84.94%	22	1.58%	1,394
Total	2002	173	12.91%	1,144	85.37%	23	1.72%	1,340
Total	2001	158	11.49%	1,192	86.59%	26	1.92%	1,375
Total	2000	144	10.81%	1,167	87.61%	21	1.58%	1,332
Total	1999	130	10.35%	1,107	88.14%	19	1.51%	1,256
Total	1998	122	10.02%	1,077	88.42%	19	1.56%	1,218
Total	1997	125	10.01%	1,102	89.23%	22	1.76%	1,249
Total	1996	136	10.38%	1,154	88.09%	20	1.53%	1,310
Total	1995	129	9.88%	1,157	88.59%	20	1.53%	1,306
Total	1994	130	9.69%	1,193	88.96%	16	1.34%	1,341
Total	1993	104	8.33%	1,129	90.46%	16	1.20%	1,248
Total	1992	120	9.13%	1,162	89.95%	12	0.91%	1,314
Total	1991	120	9.23%	1,169	89.92%	11	0.65%	1,300
Percent Change All 1991 - 2004		63.33%		-6.93%		109.09%		0.54%
Percent Change Without A&M, ASU, & Calhoun 1991 - 2004		116.67%		-7.62%		110.00%		-1.73%
Percent Change A&M & ASU 1991 - 2004		19.72%				100.00%		19.48%

Source: institutional Reports to Monitoring Committee.

Title VI Remedial Decree
Monitoring Committee
Annual Report of Recruitment & Retention of Black Faculty & Administrative Staff
Three Year Summary
October 1, 2002- May 1, 2005

Information on Funds ordered in March 28, 2002 Court Order ^{(1) (2) (3)}

Institutions	Amount Received as of Oct 1, 2002 - May 1, 2005	Method in Which Funds were Spent				Total Amount Spent ⁽⁴⁾	Number of Black Faculty Recruited & Hired Using Funds	Black Admin Staff Recruited & Hired Using
		Recruitment of Black Faculty	Retention of Black Faculty	Recruitment of Black Admin Staff	Retention of Black Admin Staff			
Alabama A&M University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA
Alabama State University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA
Athens State University	\$275,000	18,706	21,000	0	0	\$39,706	1	0
Auburn University	1,320,605	135,000	486,681	0	0	621,681	3	0
Auburn University at Montgomery	383,320	34,540	255,264	8,330	34,953	333,087	5	2
Jacksonville State University	437,608	11,074	277,173	7,616	46,866	342,729	3	2
Troy State University	275,000	91,990	138,325	1,285	18,400	250,000	8	7
Troy State University Dothan	308,391	9,525	206,594	0	0	216,119	3	0
Troy State University Montgomery	275,000	56,975	91,375	0	0	148,350	2	0
University of Alabama	957,036	327,937	310,677	156,930	75,000	870,544	10	4
University of Alabama at Birmingham	1,483,694	668,104	50,500	0	0	918,604	9	0
University of Alabama in Huntsville	483,626	246,337	237,289	0	0	483,626	4	0
University of Montevallo	360,569	28,931	199,836	0	0	228,767	3	0
University of North Alabama	396,113	116,563	144,611	60,656	29,172	351,001	4	2
University of South Alabama	744,040	4,857	606,703	9,973	122,507	744,040	13	3
University of West Alabama	275,000	21,572	146,205	26,836	39,750	236,363	1	2
Calhoun Community College	275,000	84,500	81,737	66,354	18,397	250,988	2	2
Total	\$8,250,000	\$2,056,610	\$3,253,970	\$339,979	\$365,045	\$6,035,604	71	24

Notes:

- (1) The Court Order dated March 28, 2002 and entered on April 3, 2002 stated that "Until the termination of the Decree in 2005, or for such period as may be ordered by the Court hereafter, the State shall provide an annual appropriation of \$3 million (\$3,000,000) in new money to supplement the current efforts of the predominately white defendant institutions to recruit and retain black faculty and administrative staff." The Order stated the amount each predominantly white defendant institution was to receive. The Order further stated that "the money called for by this Order should come first from any unspent or unallocated funds appropriated by the State of Alabama to meet the obligations of this case. To that end, the State should encumber all unallocated or unspent Title VI funds that remain at the end of a fiscal year. Those funds should then be used to meet the obligations of this Order. If additional funds are necessary they can come from any source the State wishes to use."
- (2) As of May 3, 2005 only three-fourths of the \$3 million, \$2,250,000, for FY 04-05 has been allocated to the institutions.
- (3) Alabama A&M University and Alabama State University are not required to submit this report.
- (4) Amounts spent over total amounts received are from unallocated funds received the previous year.
- (5) Additional information regarding the recruitment & retention efforts of the institutions can be found in the individual institution volumes.

Source: Institutional Reports to Monitoring Committee.

Title VI Remedial Decree
Monitoring Committee
Annual Report of Recruitment & Retention of Black Faculty & Administrative Staff
Three-Year Summary
October 1, 2002 - May 1, 2005

Information on Funds ordered in March 28, 2002 Court Order ^{(1) (2) (4)}

Detailed Information on How Funds were Spent

Institutions	General Recruitment Efforts	Salaries of New Black Faculty	Salaries of New Black Admin Staff	Salaries of Existing Black Faculty	Salaries of Existing Black Admin Staff	Equipment for Black Faculty	Equipment for Black Admin Staff	Research Support	Departmental Costs	Other	Total
Alabama A&M University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Alabama State University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Athens State University		17,095		15,000	6,000					1,611	39,706
Auburn University		135,000		298,843				171,383	16,455		621,681
Auburn University at Montgomery	42,870	123,742		103,060		10,480	2,075	2,633	48,227		333,087
Jacksonville State University	11,074	39,100	7,166	181,405	28,666	73,200			1,318	800	342,729
Troy State University	91,986	115,196	19,885	23,129						4	250,000
Troy State University Dothan	6,525	164,594								45,000	216,119
Troy State University Montgomery		88,533				2,842			12,125	44,850	148,350
University of Alabama		327,937	156,930	168,500	75,000			135,177		7,000	870,544
University of Alabama at Birmingham		868,104						50,500			918,604
University of Alabama in Huntsville		179,158		237,289				67,179			483,626
University of Montevallo	753	16,178		175,176		1,500		20,660	10,500	3,000	228,767
University of North Alabama	2,000	114,563	60,655							173,783	351,001
University of South Alabama	4,857	268,432	122,507	338,271						9,973	744,040
University of West Alabama	14,094	7,478	28,836	146,205	39,750						236,363
Cathoun Community College		84,500	68,354	81,737	16,397						250,988
Total	\$174,159	\$2,549,610	\$462,139	\$1,769,615	\$167,813	\$88,022	\$2,075	\$447,532	\$88,629	\$286,016	\$6,035,604

Notes:

(1) The Court Order dated March 26, 2002 and entered on April 3, 2002 stated that "Until the termination of the Decree in 2005, or for such period as may be ordered by the Court thereafter, the State shall provide an annual appropriation of \$3 million (\$3,000,000) in new money to supplement the current efforts of the predominately white defendant institutions to recruit and retain black faculty and administrative staff." The Order stated the amount each predominantly white defendant institution was to receive. The Order further stated that "the money called for by this Order should come first from any unspent or unallocated funds appropriated by the State of Alabama to meet the obligations of this case. To that end, the State should encumber all unallocated or unspent Title VI funds that remain at the end of a fiscal year. Those funds should then be used to meet the obligations of this Order. If additional funds are necessary they can come from any source the State wishes to use."

(2) As of May 3, 2005 only three-fourths of the \$3 million, \$2,250,000, for FY 04-05 has been allocated to the institutions.

(3) Alabama A&M University and Alabama State University are not required to submit this report.

(4) Additional information regarding the recruitment & retention efforts of the institutions can be found in the individual institution volumes.

Source: institutional Reports to Monitoring Committees.

Title VI Remedial Decree
Monitoring Committee
Annual Report of Recruitment & Retention of Black Faculty & Administrative Staff
Funds Committed but Not Yet Spent
October 1, 2002 - September 1, 2005

Information on Funds ordered in March 28, 2002 Court Order ^{(1) (2) (4)}

Detailed information on Funds committed but not yet spent

Institutions	General Recruitment Efforts	Salaries of New Black Faculty	Salaries of New Black Admin Staff	Salaries of Existing Black Faculty	Salaries of Existing Black Admin Staff	Equipment for Black Faculty	Equipment for Black Admin Staff	Research Support	Departmental Costs	Other	Total
Alabama A&M University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Alabama State University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Athens State University		21,369									21,369
Auburn University											
Auburn University at Montgomery		42,000		35,000		5,000	3,000				85,000
Jacksonville State University				8,203					6,000	1,111	15,314
Troy State University										25,000	25,000
Troy State University Dothan	1,500	59,000								31,000	91,500
Troy State University Montgomery		9,854		49,000						67,796	126,649
University of Alabama			40,000	40,000	18,750						98,750
University of Alabama at Birmingham		524,396									524,396
University of Alabama in Huntsville				43,966							43,966
University of Montevallo	400			134,365				15,000	14,826		164,581
University of North Alabama											
University of South Alabama											
University of West Alabama	3,000	5,341	954	26,395	15,417						51,107
Calhoun Community College				35,039	13,973						49,012
Total	\$4,900	\$661,960	\$80,954	\$322,958	\$48,140	\$5,000	\$3,000	\$15,000	\$20,826	\$124,906	\$1,296,644

Notes:

- (1) The Court Order dated March 28, 2002 and entered on April 3, 2002 stated that "Until the termination of the Decree in 2005, or for such period as may be ordered by the Court thereafter, the State shall provide an annual appropriation of \$3 million (\$3,000,000) in new money to supplement the current efforts of the predominately white defendant institutions to recruit and retain black faculty and administrative staff." The Order stated the amount each predominantly white defendant institution was to receive. The Order further stated that "the money called for by this Order should come first from any unspent or unallocated funds appropriated by the State of Alabama to meet the obligations of this case. To that end, the State should encumber all unallocated or unspent Title VI funds that remain at the end of a fiscal year. Those funds should then be used to meet the
- (2) As of May 3, 2005 only three-fourths of the \$3 million, \$2,250,000, for FY 04-05 has been allocated to the institutions.
- (3) Alabama A&M University and Alabama State University are not required to submit this report.
- (4) Additional information regarding the recruitment & retention efforts of the institutions can be found in the individual institution volumes.

Source: Institutional Reports to Monitoring Committee.

Title VI Remedial Decree
Monitoring Committee
Annual Report of Recruitment & Retention of Black Faculty & Administrative Staff
Three-Year Summary
Of Funds Spent or Committed
October 1, 2002 - September 1, 2005

Information on Funds ordered in March 28, 2002 Court Order ^{(1) (2) (4)}

Detailed Information on Funds

Institutions	General Recruitment Efforts	Salaries of New Black Faculty	Salaries of New Black Admin Staff	Salaries of Existing Black Faculty	Salaries of Existing Black Admin Staff	Equipment for Black Faculty	Equipment for Black Admin Staff	Research Support	Departmental Costs	Other	Total Amount Spent or Committed	Total Amount allocated for 3-yr Period	Total Amount left to be Spent	
Alabama A&M University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA			
Alabama State University ⁽³⁾	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA			
Athens State University		38,463		15,000	6,000					1,611	61,074	300,000	238,926	
Auburn University		135,000		298,843				171,383	16,455		621,681	1,440,660	818,979	
Auburn University at Montgomery	42,870	165,742		158,060		15,480	5,075	2,633	48,227		418,087	418,167	80	
Jacksonville State University	11,074	39,100	7,166	189,608	28,666	73,200			7,318	1,911	358,043	477,390	119,347	
Troy State University	91,988	115,198	19,685	23,129					4	25,000	275,000	300,000	25,000	
Troy State University Dothan	8,025	223,594									76,000	307,619	336,426	28,807
Troy State University Montgomery		98,387	49,000			2,842			12,125	112,645	274,999	300,000	25,001	
University of Alabama		327,937	196,930	208,500	93,750			135,177		7,000	969,294	1,044,039	74,745	
University of Alabama at Birmingham		1,392,500						50,500			1,443,000	1,618,575	175,575	
University of Alabama in Huntsville		179,158		281,255				67,179			527,592	527,592		
University of Montevallo	1,153	16,178		310,931		1,500		35,660	25,326	3,000	393,348	393,348		
University of North Alabama	2,000	114,563	80,655							173,783	351,001	432,123	81,122	
University of South Alabama	4,857	268,432	122,507	338,271						9,973	744,040	811,580	67,540	
University of West Alabama	17,094	12,819	29,790	172,500	55,167						287,470	300,000	12,530	
Calhoun Community College		84,500	65,354	116,776	32,370						300,000	300,000		
Total	\$179,059	\$3,211,570	\$652,087	\$2,092,573	\$215,953	\$93,022	\$5,075	\$462,532	\$109,455	\$410,922	\$7,332,248	\$9,000,000	\$1,667,752	

Notes:

(1) The Court Order dated March 28, 2002 and entered on April 3, 2002 stated that "Until the termination of the Decree in 2005, or for such period as may be ordered by the Court thereafter, the State shall provide an annual appropriation of \$3 million (\$3,000,000) in new money to supplement the current efforts of the predominantly white defendant institutions to recruit and retain black faculty and administrative staff." The Order stated the amount each predominantly white defendant institution was to receive. The Order further stated that "the money called for by this Order should come first from any unspent or unallocated funds appropriated by the State of Alabama to meet the obligations of this case. To that end, the State should encumber all unallocated or unspent Title VI funds that remain at the end of a fiscal year. Those funds should then be used to meet the obligations of this Order. If additional funds are necessary they can come from any source the State wishes to use."

(2) As of May 3, 2005 only three-fourths of the \$3 million, \$2,250,000, for FY 04-05 has been allocated to the institutions.

(3) Alabama A&M University and Alabama State University are not required to submit this report.

(4) Additional information regarding the recruitment & retention efforts of the institutions can be found in the individual institution volumes

Source: Institutional Reports to Monitoring Committee.