

**Table 1
Tenured Faculty and Non-Tenured Faculty on Tenure Track
University of Northern Iowa: Fall 2017**

| COLLEGE/DEPARTMENT | Professor | | Assoc. Professor | | Asst. Professor | | Instructor | | Male | | Female | | Minority | | Full-time | | Part-time | | Totals | | | % of Tenure Eligible Faculty Tenured | % of Total Faculty Tenured |
|--------------------------------|-----------|-----------|------------------|-----------|-----------------|-----------|------------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|-----------|-----------|--------------------------------------|----------------------------|
| | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | | | | |
| Business Administration | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | | | | |
| Accounting | 4 | 0 | 2 | 1 | 0 | 4 | 0 | 0 | 5 | 3 | 1 | 2 | 1 | 3 | 4 | 5 | 2 | 0 | 6 | 5 | 6 | 54.5 | 35.3 |
| Economics | 7 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 6 | 0 | 2 | 1 | 4 | 0 | 7 | 1 | 1 | 0 | 8 | 1 | 2 | 88.9 | 72.7 |
| Finance | 3 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 4 | 1 | 0 | 1 | 1 | 2 | 3 | 2 | 1 | 0 | 4 | 2 | 4 | 66.7 | 40.0 |
| Management | 6 | 0 | 7 | 0 | 0 | 4 | 0 | 0 | 9 | 3 | 4 | 1 | 2 | 1 | 13 | 4 | 0 | 0 | 13 | 4 | 8 | 76.5 | 52.0 |
| Marketing | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 3 | 0 | 5 | 0 | 1 | 0 | 6 | 0 | 5 | 100.0 | 54.5 |
| Other | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 100.0 | 100.0 |
| College Total | 26 | 0 | 13 | 1 | 0 | 11 | 0 | 0 | 30 | 7 | 9 | 5 | 11 | 6 | 34 | 12 | 5 | 0 | 39 | 12 | 25 | 76.5 | 51.3 |

| COLLEGE/DEPARTMENT | Professor | | Assoc. Professor | | Asst. Professor | | Instructor | | Male | | Female | | Minority | | Full-time | | Part-time | | Totals | | | % of Tenure Eligible Faculty Tenured | % of Total Faculty Tenured |
|---|-----------|-----------|------------------|-----------|-----------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|--------------|-----------|-----------|--------------------------------------|----------------------------|
| | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | | | | |
| Education | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | | | | |
| Curriculum & Instruction | 3 | 0 | 8 | 4 | 0 | 6 | 2 | 0 | 2 | 2 | 11 | 8 | 2 | 4 | 11 | 10 | 2 | 0 | 13 | 10 | 15 | 56.5 | 34.2 |
| Educational Leadership, Counseling & Postsecondary Edu. | 1 | 0 | 1 | 0 | 0 | 4 | 0 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 2 | 4 | 0 | 0 | 2 | 4 | 3 | 33.3 | 22.2 |
| Educational Psychology & Foundations | 5 | 0 | 5 | 0 | 1 | 4 | 0 | 0 | 4 | 3 | 7 | 1 | 0 | 1 | 10 | 4 | 1 | 0 | 11 | 4 | 4 | 73.3 | 57.9 |
| School of Kinesiology, Allied Health & Human Services | 8 | 0 | 12 | 1 | 0 | 6 | 1 | 0 | 11 | 3 | 10 | 4 | 2 | 2 | 19 | 7 | 2 | 0 | 21 | 7 | 14 | 75.0 | 50.0 |
| Special Education | 4 | 0 | 3 | 0 | 0 | 2 | 1 | 0 | 2 | 1 | 6 | 1 | 0 | 1 | 7 | 2 | 1 | 0 | 8 | 2 | 2 | 80.0 | 66.7 |
| Teaching | 2 | 0 | 3 | 0 | 3 | 0 | 15 | 0 | 5 | 0 | 18 | 0 | 0 | 0 | 22 | 0 | 1 | 0 | 23 | 0 | 14 | 100.0 | 62.2 |
| Other | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 0 | 100.0 | 100.0 |
| College Total | 26 | 0 | 33 | 5 | 4 | 22 | 19 | 0 | 26 | 11 | 56 | 16 | 5 | 8 | 75 | 27 | 7 | 0 | 82 | 27 | 52 | 75.2 | 50.9 |

**Table 1 (Cont.)
Tenured Faculty and Non-Tenured Faculty on Tenure Track
University of Northern Iowa: Fall 2017**

| COLLEGE/DEPARTMENT | Professor | | Assoc. Professor | | Asst. Professor | | Instructor | | Male | | Female | | Minority | | Full-time | | Part-time | | Totals | | | % of Tenure Eligible Faculty Tenured | % of Total Faculty Tenured |
|--------------------------------------|-----------|-----------|------------------|-----------|-----------------|-----------|------------|-----------|----------|-----------|----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|--------------|----|----|--------------------------------------|----------------------------|
| | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | | | | |
| Humanities, Arts and Sciences | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | | | | |
| Art | 8 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 8 | 2 | 3 | 1 | 1 | 0 | 10 | 3 | 1 | 0 | 11 | 3 | 3 | 78.6 | 64.7 |
| Biology | 9 | 0 | 10 | 0 | 0 | 4 | 0 | 0 | 17 | 2 | 2 | 2 | 2 | 1 | 19 | 4 | 0 | 0 | 19 | 4 | 6 | 82.6 | 65.5 |
| Chemistry & Biochemistry | 6 | 0 | 6 | 0 | 0 | 1 | 0 | 0 | 9 | 1 | 3 | 0 | 2 | 0 | 12 | 1 | 0 | 0 | 12 | 1 | 2 | 92.3 | 80.0 |
| Communication Sciences and Disorders | 2 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 2 | 0 | 4 | 4 | 0 | 0 | 6 | 4 | 0 | 0 | 6 | 4 | 10 | 60.0 | 30.0 |
| Communication Studies | 8 | 0 | 8 | 1 | 0 | 8 | 0 | 0 | 5 | 7 | 11 | 2 | 3 | 0 | 11 | 9 | 5 | 0 | 16 | 9 | 14 | 64.0 | 41.0 |
| Computer Science | 1 | 0 | 5 | 0 | 0 | 2 | 0 | 0 | 6 | 1 | 0 | 1 | 1 | 0 | 5 | 2 | 1 | 0 | 6 | 2 | 0 | 75.0 | 75.0 |
| Earth Science | 4 | 0 | 2 | 0 | 0 | 2 | 1 | 0 | 6 | 0 | 1 | 2 | 1 | 1 | 7 | 2 | 0 | 0 | 7 | 2 | 1 | 77.8 | 70.0 |
| Technology | 9 | 0 | 2 | 0 | 0 | 3 | 0 | 0 | 8 | 2 | 3 | 1 | 5 | 1 | 11 | 3 | 0 | 0 | 11 | 3 | 8 | 78.6 | 50.0 |
| Languages & Literatures | 15 | 0 | 16 | 0 | 1 | 3 | 0 | 0 | 14 | 0 | 18 | 3 | 6 | 1 | 28 | 3 | 4 | 0 | 32 | 3 | 20 | 91.4 | 58.2 |
| Mathematics | 10 | 0 | 8 | 0 | 1 | 5 | 0 | 0 | 13 | 2 | 6 | 3 | 5 | 1 | 18 | 5 | 1 | 0 | 19 | 5 | 5 | 79.2 | 65.5 |
| Philosophy & Religion | 1 | 0 | 6 | 0 | 0 | 2 | 0 | 0 | 5 | 0 | 2 | 2 | 0 | 1 | 6 | 2 | 1 | 0 | 7 | 2 | 6 | 77.8 | 46.7 |
| Physics | 3 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 5 | 2 | 0 | 0 | 2 | 0 | 5 | 2 | 0 | 0 | 5 | 2 | 2 | 71.4 | 55.6 |
| School of Music | 13 | 0 | 8 | 1 | 0 | 7 | 1 | 2 | 12 | 4 | 10 | 6 | 2 | 1 | 22 | 10 | 0 | 0 | 22 | 10 | 22 | 68.8 | 40.7 |
| Theatre | 2 | 0 | 5 | 0 | 0 | 3 | 0 | 0 | 4 | 1 | 3 | 2 | 0 | 0 | 5 | 3 | 2 | 0 | 7 | 3 | 3 | 70.0 | 53.8 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------|-----------|----------|-----------|----------|----------|-----------|----------|----------|------------|-----------|-----------|-----------|-----------|----------|------------|-----------|-----------|----------|------------|-----------|------------|-------------|-------------|
| Other | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 4 | 100.0 | 42.9 |
| College Total | 93 | 0 | 86 | 2 | 2 | 49 | 2 | 2 | 115 | 24 | 68 | 29 | 30 | 7 | 168 | 53 | 15 | 0 | 183 | 53 | 106 | 77.5 | 53.5 |

**Table 1 (Cont.)
Tenured Faculty and Non-Tenured Faculty on Tenure Track
University of Northern Iowa: Fall 2017**

| COLLEGE/DEPARTMENT | Professor | | Assoc. Professor | | Asst. Professor | | Instructor | | Male | | Female | | Minority | | Full-time | | Part-time | | Totals | | | % of Tenured Faculty | % of Total Faculty |
|--|-----------|-----------|------------------|-----------|-----------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|----------------------|--------------------|
| | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | Tenured | Tenured |
| Social and Behavioral Sciences | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | 66.7 | 50.0 |
| Geography | 3 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 6 | 1 | 0 | 2 | 1 | 1 | 6 | 3 | 0 | 0 | 6 | 3 | 3 | 66.7 | 50.0 |
| History | 10 | 0 | 7 | 0 | 0 | 3 | 0 | 0 | 11 | 2 | 6 | 1 | 0 | 1 | 14 | 3 | 3 | 0 | 17 | 3 | 4 | 85.0 | 70.8 |
| Political Science | 2 | 0 | 6 | 0 | 0 | 4 | 0 | 0 | 5 | 3 | 3 | 1 | 2 | 0 | 8 | 4 | 0 | 0 | 8 | 4 | 2 | 66.7 | 57.1 |
| Psychology | 9 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 6 | 1 | 6 | 2 | 0 | 3 | 11 | 3 | 1 | 0 | 12 | 3 | 2 | 80.0 | 70.6 |
| School of Applied Human Sciences | 4 | 0 | 5 | 0 | 0 | 5 | 0 | 0 | 5 | 1 | 4 | 4 | 2 | 1 | 8 | 5 | 1 | 0 | 9 | 5 | 10 | 64.3 | 37.5 |
| Social Work | 3 | 0 | 3 | 1 | 0 | 2 | 0 | 0 | 3 | 2 | 3 | 1 | 0 | 1 | 4 | 3 | 2 | 0 | 6 | 3 | 11 | 66.7 | 30.0 |
| Sociology, Anthropology, & Criminology | 8 | 0 | 7 | 0 | 0 | 2 | 0 | 0 | 8 | 0 | 7 | 2 | 1 | 1 | 15 | 2 | 0 | 0 | 15 | 2 | 4 | 88.2 | 71.4 |
| Other | 2 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 3 | 1 | 0 | 0 | 3 | 1 | 0 | 75.0 | 75.0 |
| College Total | 41 | 0 | 35 | 1 | 0 | 23 | 0 | 0 | 45 | 10 | 31 | 14 | 6 | 8 | 69 | 24 | 7 | 0 | 76 | 24 | 36 | 76.0 | 55.9 |

| | Professor | | Assoc. Professor | | Asst. Professor | | Instructor | | Male | | Female | | Minority | | Full-time | | Part-time | | Totals | | | % of Tenured Faculty | % of Total Faculty |
|--------------|-----------|----------|------------------|----------|-----------------|----------|------------|----------|----------|----------|-----------|----------|----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------------------|--------------------|
| | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | T | NT | Other | Tenured | Tenured |
| Library | 3 | 0 | 8 | 0 | 0 | 6 | 0 | 0 | 3 | 1 | 8 | 5 | 0 | 0 | 11 | 6 | 0 | 0 | 11 | 6 | 0 | 64.7 | 64.7 |
| Other | 6 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 5 | 0 | 1 | 0 | 9 | 0 | 0 | 0 | 9 | 0 | 14 | 100.0 | 39.1 |
| Total | 9 | 0 | 10 | 0 | 1 | 6 | 0 | 0 | 7 | 1 | 13 | 5 | 1 | 0 | 20 | 6 | 0 | 0 | 20 | 6 | 14 | 76.9 | 50.0 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------------------|------------|----------|------------|----------|----------|------------|-----------|----------|------------|-----------|------------|-----------|-----------|-----------|------------|------------|-----------|----------|------------|------------|------------|-------------|-------------|
| UNIVERSITY TOTAL Fall 2017 | 195 | 0 | 177 | 9 | 7 | 111 | 21 | 2 | 223 | 53 | 177 | 69 | 53 | 29 | 366 | 122 | 34 | 0 | 400 | 122 | 233 | 76.6 | 53.0 |
|-----------------------------------|------------|----------|------------|----------|----------|------------|-----------|----------|------------|-----------|------------|-----------|-----------|-----------|------------|------------|-----------|----------|------------|------------|------------|-------------|-------------|

Table 2
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2017

| COLLEGE/DEPARTMENT | Adjunct/ Temporary | Visiting/ Term | Other | | Male | Female | Minority | Full-time | Part-time | Total |
|-------------------------|-----------------------|-------------------|------------|-------|-----------|----------|----------|-----------|-----------|-----------|
| | | | Non-Tenure | Track | | | | | | |
| Business Administration | 3 | 3 | 0 | | 5 | 1 | 1 | 4 | 2 | 6 |
| Accounting | 3 | 3 | 0 | | 5 | 1 | 1 | 4 | 2 | 6 |
| Economics | 0 | 2 | 0 | | 2 | 0 | 0 | 2 | 0 | 2 |
| Finance | 3 | 1 | 0 | | 2 | 2 | 0 | 1 | 3 | 4 |
| Management | 5 | 1 | 2 | | 4 | 4 | 0 | 3 | 5 | 8 |
| Marketing | 2 | 2 | 1 | | 3 | 2 | 0 | 4 | 1 | 5 |
| Other | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |
| College Total | 13 | 9 | 3 | | 16 | 9 | 1 | 14 | 11 | 25 |

| COLLEGE/DEPARTMENT | Adjunct/ Temporary | Visiting/ Term | Other | | Male | Female | Minority | Full-time | Part-time | Total |
|---|-----------------------|-------------------|------------|-------|-----------|-----------|----------|-----------|-----------|-----------|
| | | | Non-Tenure | Track | | | | | | |
| Education | 12 | 1 | 2 | | 2 | 13 | 0 | 7 | 8 | 15 |
| Curriculum & Instruction | 12 | 1 | 2 | | 2 | 13 | 0 | 7 | 8 | 15 |
| Educational Leadership, Counseling & Postsecondary | 2 | 1 | 0 | | 0 | 3 | 1 | 0 | 3 | 3 |
| Educational Psychology & Foundations | 4 | 0 | 0 | | 1 | 3 | 0 | 1 | 3 | 4 |
| School of Kinesiology, Allied Health & Human Services | 8 | 1 | 5 | | 5 | 9 | 0 | 10 | 4 | 14 |
| Special Education | 2 | 0 | 0 | | 1 | 1 | 0 | 0 | 2 | 2 |
| Teaching | 7 | 0 | 7 | | 4 | 10 | 0 | 13 | 1 | 14 |
| Other | 0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 |
| College Total | 35 | 3 | 14 | | 13 | 39 | 1 | 31 | 21 | 52 |

Table 2 (Cont.)
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2017

| COLLEGE/DEPARTMENT | Adjunct/ Temporary | Visiting/ Term | Other | | Male | Female | Minority | Full-time | Part-time | Total |
|-------------------------------|-----------------------|-------------------|------------|-------|------|--------|----------|-----------|-----------|-------|
| | | | Non-Tenure | Track | | | | | | |
| Humanities, Arts and Sciences | 3 | 0 | 0 | | 0 | 3 | 1 | 2 | 1 | 3 |
| Art | 3 | 0 | 0 | | 0 | 3 | 1 | 2 | 1 | 3 |
| Biology | 4 | 2 | 0 | | 0 | 6 | 1 | 3 | 3 | 6 |

| | | | | | | | | | |
|------------------|-----|----|----|----|-----|----|-----|-----|-----|
| Other | 14 | 0 | 0 | 7 | 7 | 0 | 1 | 13 | 14 |
| Total | 14 | 0 | 0 | 7 | 7 | 0 | 1 | 13 | 14 |
| UNIVERSITY TOTAL | 180 | 25 | 28 | 92 | 141 | 15 | 109 | 124 | 233 |

Table 3
Faculty by Tenure Status and Rank
University of Northern Iowa: Fall 2017

| Faculty Rank | Tenured | On Tenure Track | Not on Tenure Track | | | Total | % | % |
|-------------------------|------------|-----------------------|-----------------------|-------------------|-----------|------------|----------------------------------|------------------------------|
| | | | Adjunct/ Temporary | Visiting/ Term | Other | | Tenured of Tenure Eligible | Tenured of All Faculty |
| Professor | 195 | 0 | 3 | 0 | 0 | 198 | 100.0 | 98.5 |
| Associate Professor | 177 | 9 | 0 | 0 | 0 | 186 | 95.2 | 95.2 |
| Assistant Professor | 7 | 111 | 0 | 0 | 0 | 118 | 5.9 | 5.9 |
| Instructor | 21 | 2 | 176 | 25 | 28 | 252 | 91.3 | 8.3 |
| Lecturer/Other | 0 | 0 | 1 | 0 | 0 | 1 | 0.0 | 0.0 |
| University Total | 400 | 122 | 180 | 25 | 28 | 755 | 76.6 | 53.0 |

*Non-tenure track faculty are not eligible for consideration for the award of tenure. An appointment can be made for either a full-time or part-time workload and for a fixed term or terms. The faculty rank is normally an instructor.

Table 4
Faculty by Gender and Ethnic Group
University of Northern Iowa: Fall 2017

| Faculty Gender and Ethnic Group | American Indian | | Black/African | Hispanic/ | Native Hawaiian/ | Two or More Races | White or |
|---------------------------------|-----------------|-----------|---------------|-----------|------------------------|--------------------------|------------|
| | Alaska Native | Asian | American | Latino | Other Pacific Islander | (Not Hispanic or Latino) | Caucasian |
| Male | 0 | 27 | 10 | 11 | 1 | 1 | 318 |
| Female | 1 | 29 | 7 | 7 | 0 | 3 | 340 |
| University Total | 1 | 56 | 17 | 18 | 1 | 4 | 658 |

Table 5
Peer Institutional Data: Fall 2016

| University | Tenured | Total all faculty* | Percent tenured |
|---|----------------|---------------------------|------------------------|
| Eastern Illinois University | 265 | 328 | 80.8% |
| University of Northern Iowa, Cedar Falls | 345 | 459 | 75.2% |
| University of Massachusetts-Dartmouth | 223 | 306 | 72.9% |
| Western Washington University | 357 | 497 | 71.8% |
| College of Charleston | 328 | 477 | 68.8% |
| Southern Illinois University-Edwardsville | 319 | 471 | 67.7% |
| James Madison University | 589 | 883 | 66.7% |
| Truman State University | 194 | 298 | 65.1% |
| Ferris State University | 245 | 385 | 63.6% |
| Marshall University | 280 | 471 | 59.4% |
| University of Minnesota-Duluth | 239 | 415 | 57.6% |

Source: AAUP, Academe, 2017

* Full Time faculty only, excludes Instructors