

**University of Northern Iowa
Faculty Tenure Report**

**Table 1
Tenured Faculty and Non-Tenured Faculty on Tenure Track
University of Northern Iowa: Fall 2004**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Business Administration	4	0	2	0	3	2	0	0	8	1	1	1	0	0	6	2	3	0	9	2	2	81.8
Accounting	4	0	4	0	0	2	0	0	8	1	0	1	1	1	8	2	0	0	8	2	3	80.0	61.5
Economics	4	0	2	0	0	2	0	0	6	2	0	0	1	1	6	2	0	0	6	2	3	75.0	54.5
Finance	9	0	8	1	0	2	0	0	13	1	4	2	3	1	14	3	3	0	17	3	13	85.0	51.5
Management	3	0	3	0	0	2	0	0	5	2	1	0	2	1	6	2	0	0	6	2	1	75.0	66.7
Marketing	24	0	19	1	3	10	0	0	40	7	6	4	7	4	40	11	6	0	46	11	22	80.7	58.2

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Education	1	0	1	0	2	0	0	0	1	0	3	0	0	0	4	0	0	0	4	0	2	100.0
Curriculum & Instruction	3	0	4	0	0	3	0	0	4	2	3	1	1	1	7	3	0	0	7	3	4	70.0	50.0
Educational Leadership, Counseling & Postsecondary Edu.	3	0	12	0	3	4	0	0	13	0	5	4	2	0	17	4	1	0	18	4	4	81.8	69.2
Educational Psychology & Foundations	13	0	9	0	0	10	3	0	13	5	12	5	1	1	25	10	0	0	25	10	17	71.4	48.1
School of Health, Physical Education & Leisure Services	6	0	3	0	0	2	0	0	4	0	5	2	0	0	9	2	0	0	9	2	5	81.8	56.3
Special Education	9	0	15	0	3	7	9	6	14	3	22	10	4	1	36	13	0	0	36	13	15	73.5	56.3
Teaching	0	0	3	0	0	0	15	9	6	4	12	5	1	0	17	9	1	0	18	9	19	66.7	39.1
Price Lab. School	35	0	47	0	8	26	27	15	55	14	62	27	9	3	115	41	2	0	117	41	66	74.1	52.2

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**Table 1 (Cont.)
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University of Northern Iowa: Fall 2004**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Humanities and Fine Arts	9	0	4	0	0	3	0	0	9	2	4	1	1	0	13	3	0	0	13	3	5	81.3
Art	9	0	4	0	0	3	0	0	9	2	4	1	1	0	13	3	0	0	13	3	5	81.3	61.9
Communication Studies	8	0	13	0	0	2	0	0	7	1	14	1	3	0	21	2	0	0	21	2	10	91.3	63.6
Communicative Disorders	3	0	2	0	0	1	0	0	4	0	1	1	0	0	5	1	0	0	5	1	5	83.3	45.5
English Language & Literature	7	0	14	0	1	7	0	0	14	4	8	3	4	0	21	7	1	0	22	7	9	75.9	57.9
Modern Languages	3	0	7	0	0	4	0	0	5	1	5	3	2	2	9	4	1	0	10	4	5	71.4	52.6
School of Music	10	0	8	0	2	7	0	1	15	4	5	4	1	1	20	8	0	0	20	8	14	71.4	47.6
Philosophy & Religion	3	0	7	0	0	3	0	0	5	3	5	0	1	0	10	3	0	0	10	3	5	76.9	55.6
Theatre	3	0	5	0	0	1	0	0	4	1	4	0	0	0	8	1	0	0	8	1	1	88.9	80.0
College Total	46	0	60	0	3	28	0	1	63	16	46	13	12	3	107	29	2	0	109	29	54	79.0	56.8

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Natural Sciences	12	0	11	0	0	5	0	0	14	3	9	2	1	1	23	5	0	0	23	5	8	82.1
Biology	12	0	11	0	0	5	0	0	14	3	9	2	1	1	23	5	0	0	23	5	8	82.1	63.9
Chemistry	6	0	4	0	1	2	0	0	9	1	2	1	1	0	11	2	0	0	11	2	3	84.6	68.8
Computer Science	2	0	5	0	0	1	0	0	6	1	1	0	1	0	7	1	0	0	7	1	1	87.5	77.8
Earth Science	5	0	4	0	0	0	0	0	8	0	1	0	1	0	9	0	0	0	9	0	2	100.0	81.8
Industrial Technology	8	0	2	1	0	7	0	0	10	7	0	1	1	4	10	8	0	0	10	8	9	55.6	37.0
Mathematics	8	0	9	0	0	5	1	0	14	2	4	3	4	1	18	5	0	0	18	5	6	78.3	62.1
Physics	3	0	4	1	0	0	0	0	7	1	0	0	2	0	7	1	0	0	7	1	2	87.5	70.0
College Total	44	0	39	2	1	20	1	0	68	15	17	7	11	6	85	22	0	0	85	22	31	79.4	61.6

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**Table 1 (Cont.)
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University of Northern Iowa: Fall 2004**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	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	1	0	4	0	1	5	0	0	3	2	3	3	0	2	6	5	0	0	6	5	5	54.5
Design, Family & Consumer Sciences	1	0	4	0	1	5	0	0	3	2	3	3	0	2	6	5	0	0	6	5	5	54.5	33.3
Geography	4	0	4	0	0	1	0	0	7	1	1	0	1	1	8	1	0	0	8	1	2	88.9	25.0
History	5	0	13	0	0	4	0	0	14	1	4	3	1	0	18	4	0	0	18	4	4	81.8	33.3
Political Science	3	0	5	0	0	5	0	0	8	2	0	3	3	0	8	5	0	0	8	5	3	61.5	38.5
Psychology	6	0	6	0	0	8	0	0	7	6	5	2	2	0	12	8	0	0	12	8	3	60.0	42.1
Social Work	5	0	4	0	0	4	0	0	6	1	3	3	0	1	9	4	0	0	9	4	3	69.2	36.4
Sociology, Anthropology, & Criminology	7	0	6	0	0	7	0	0	9	4	4	3	0	1	12	7	1	0	13	7	3	65.0	41.2
College Total	31	0	42	0	1	34	0	0	54	17	20	17	7	5	73	34	1	0	74	34	23	68.5	56.5

	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Continuing Education & Special Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	NA
Library	4	0	8	1	2	4	0	0	6	4	8	1	1	0	13	5	1	0	14	5	0	73.7	73.7
Total	4	0	8	1	2	4	0	0	6	4	8	1	1	0	13	5	1	0	14	5	1	73.7	70.0
UNIVERSITY TOTAL	184	0	215	4	18	122	28	16	286	73	159	69	47	21	433	142	12	0	445	142	197	75.8	56.8

*University of Northern Iowa Instructional Staff Data supplied by Information Technology Services.

Report Prepared by Office of Information Management & Analysis

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Table 2
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2004

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Business Administration	2	0	0	2	0	0	0	2	2
Accounting	2	0	0	2	0	0	0	2	2
Economics	0	3	0	1	2	0	3	0	3
Finance	3	0	0	2	1	1	0	3	3
Management	10	3	0	8	5	2	6	7	13
Marketing	1	0	0	0	1	1	0	1	1
College Total	16	6	0	13	9	4	9	13	22

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Education	1	1	0	0	2	0	2	0	2
Curriculum & Instruction	1	1	0	0	2	0	2	0	2
Educational Leadership, Counseling & Postsecondary Edu.	4	0	0	0	4	0	1	3	4
Educational Psychology & Foundations	4	0	0	3	1	0	0	4	4
School of Health, Physical Education & Leisure Services	10	7	0	7	10	0	14	3	17
Special Education	4	1	0	1	4	2	2	3	5
Teaching	7	8	0	3	12	0	13	2	15
Price Lab. School	19	0	0	5	14	0	5	14	19
College Total	49	17	0	19	47	2	37	29	66

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Table 2 (Cont.)
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2004

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Art	4	1	0	3	2	0	2	3	5
Communication Studies	7	3	0	5	5	0	3	7	10
Communicative Disorders	4	1	0	1	4	0	1	4	5
English Language & Literature	9	0	0	4	5	0	0	9	9
Modern Languages	4	1	0	2	3	1	2	3	5
School of Music	8	6	0	9	5	1	6	8	14
Philosophy & Religion	5	0	0	4	1	0	1	4	5
Theatre	1	0	0	0	1	0	0	1	1
College Total	42	12	0	28	26	2	15	39	54

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Natural Sciences									
Biology	6	2	0	1	7	0	2	6	8
Chemistry	2	1	0	1	2	0	1	2	3
Computer Science	0	1	0	1	0	0	1	0	1
Earth Science	2	0	0	2	0	0	1	1	2
Industrial Technology	9	0	0	9	0	0	0	9	9
Mathematics	6	0	0	2	4	0	2	4	6
Physics	2	0	0	2	0	1	0	2	2
College Total	27	4	0	18	13	1	7	24	31

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Table 2 (Cont.)
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2004

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Social and Behavioral Sciences									
Design, Family & Consumer Sciences	5	0	0	1	4	1	0	5	5
Geography	2	0	0	1	1	0	0	2	2
History	4	0	0	4	0	0	0	4	4
Political Science	3	0	0	3	0	0	1	2	3
Psychology	2	1	0	0	3	1	2	1	3
Social Work	2	1	0	2	1	1	1	2	3
Sociology, Anthropology, & Criminology	3	0	0	1	2	0	1	2	3
College Total	21	2	0	12	11	3	5	18	23

	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Continuing Education & Special Programs	1	0	0	0	1	0	1	0	1
Library	0	0	0	0	0	0	0	0	0
Total	1	0	0	0	1	0	1	0	1

UNIVERSITY TOTAL	156	41	0	90	107	12	74	123	197
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*University of Northern Iowa Instructional Staff Data supplied by Information Technology Services.

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Table 3
Faculty by Tenure Status and Rank
University of Northern Iowa: Fall 2004

Faculty Rank	Tenured	On Tenure Track		Not on Tenure Track			Total	%	%
		Tenured	Track	Adjunct/ Temporary	Visiting/ Term	Other		Tenured of Tenure Eligible	Tenured of All Faculty
Professor	184	0	2	2	0	188	100.0	97.9	
Associate Professor	215	4	0	0	0	219	98.2	98.2	
Assistant Professor	18	122	3	3	0	146	12.9	12.3	
Instructor	28	16	144	35	0	223	63.6	12.6	
Lecturer/Other	0	0	8	0	0	8	0.0	0.0	
University Total	445	142	157	40	0	784	75.8	56.8	

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Peer Institutional Data: Fall 2003

University	Tenured	Total all faculty	Percent tenured
Illinois State University	418	702	59.5%
University of Minnesota, Duluth	189	315	60.0%
Central Michigan University	400	625	64.0%
Ohio University, Athens	479	746	64.2%
University of North Carolina, Greensboro	315	485	64.9%
Indiana State University, Terre Haute	291	438	66.4%
University of North Texas	483	706	68.4%
University of Wisconsin, Eau Claire	253	363	69.7%
University of Northern Iowa	379	535	70.8%
Northern Arizona University	447	616	72.6%

Source: AAUP, Academe, March-April 2004

* Full Time faculty only, excludes Instructors