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Profile of Full-Time Faculty Fall 2008 and Fall 2009

This report contains descriptive information about full-time faculty for Fall 2008 and Fall 2009. In this report, full-time faculty are identified as those university employees who are employed full-time and carry an employee classification of contract faculty, senior lecturer, full-time lecturer, temporary full-time lecturer, or visiting faculty in the Baylor human resource database.

The following table contains comparisons from Fall 2008 to Fall 2009 for the specified categories:

	Fall 2009	Fall 2008
Headcount	903	863
Female	37.3%	37.0%
Baptist	43.5%	44.1%
Minority	10.3%	8.8%
Terminal Degree	81.4%	80.3%
Tenured	50.5%	51.3%

In order to fulfill new federal government reporting requirements, faculty were given the opportunity to re-identify their race/ethnicity background allowing for multiracial selections. In addition, Pacific Islander was designated as its own category (separate from Asian). The reporting of these categories began in Fall 2009.

The re-identification survey consisted of two questions. Question One asked the respondent "Are you Hispanic/Latino?" If yes, the respondent was categorized as Hispanic (only) regardless of any race code they may have selected. The second question allowed respondents to select among five race categories. If the respondent marked more than one race (and "no" to Hispanic/Latino in the first question), he/she was reported in the category of Multiracial.

In this report, two race/ethnic group tables are presented. The first table contains the categories as they will be reported to the federal government. The second table counts a faculty member in every category he/she selected.

**Full-Time Faculty
Fall 2008 and Fall 2009**

Gender	Fall 2009		Fall 2008	
	N	%	N	%
Female	337	37.3%	319	37.0%
Male	566	62.7%	544	63.0%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

Age	Fall 2009		Fall 2008	
21 - 25	4	0.4%	6	0.7%
26 - 30	39	4.3%	32	3.7%
31 - 35	63	7.0%	71	8.2%
36 - 40	124	13.7%	114	13.2%
41 - 45	105	11.6%	90	10.4%
46 - 50	104	11.5%	103	11.9%
51 - 55	137	15.2%	134	15.5%
56 - 60	118	13.1%	137	15.9%
61 - 65	118	13.1%	101	11.7%
66 - 70	67	7.4%	58	6.7%
71 - over	24	2.7%	17	2.0%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

Religious Affiliation	Fall 2009		Fall 2008	
Assembly of God	4	0.4%	2	0.2%
Baptist	393	43.5%	381	44.1%
Catholic	99	11.0%	91	10.5%
Church of Christ	26	2.9%	24	2.8%
Disciples of Christ	11	1.2%	11	1.3%
Episcopalian	60	6.6%	60	7.0%
Interdenominational	9	1.0%	12	1.4%
Lutheran	55	6.1%	52	6.0%
Methodist	79	8.7%	77	8.9%
Non-denominational	21	2.3%	18	2.1%
Presbyterian	60	6.6%	56	6.5%
Other/Not Specified	86	9.5%	79	9.2%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

Minority Status	Fall 2009		Fall 2008	
Non-Minority	810	89.7%	787	91.2%
Minority	93	10.3%	76	8.8%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2008 and Fall 2009**

Racial/Ethnic Group	Fall 2009		Fall 2008	
	N	%	N	%
African American/Black	17	1.9%	16	1.9%
Alaskan Native/American Indian	4	0.4%	3	0.3%
Asian	41	4.5%	32	3.7%
Hispanic (of any race)	27	3.0%	25	2.9%
Pacific Islander	0	0.0%	--	--
White	807	89.4%	787	91.2%
Multiracial	4	0.4%	--	--
Other	--	--	0	0.0%
Not Specified/Unknown	3	0.3%	0	0.0%
	903	100.0%	863	100.0%

Racial/Ethnic Group - Multiracials Assigned to Specific Races

African American/Black	18	2.0%
Alaskan Native/American Indian	9	1.0%
Asian	42	4.7%
Hispanic	27	3.0%
Pacific Islander	1	0.1%
White	815	90.3%
Not Specified/Unknown	3	0.3%

Rank

Professor	267	29.6%	258	29.9%
Associate Professor	216	23.9%	207	24.0%
Assistant Professor	140	15.5%	137	15.9%
Instructor	1	0.1%	1	0.1%
Senior Lecturer	114	12.6%	89	10.3%
Full-Time Lecturer	165	18.3%	171	19.8%
	903	100.0%	863	100.0%

Highest Degree Earned

Doctorate	673	74.5%	633	73.3%
Professional	29	3.2%	27	3.1%
Master	199	22.0%	201	23.3%
Bachelor	2	0.2%	2	0.2%
Associates	0	0.0%	0	0.0%
	903	100.0%	863	100.0%

**Full-Time Faculty
Fall 2008 and Fall 2009**

Terminal Degree *	Fall 2009		Fall 2008	
	N	%	N	%
Attained	735	81.4%	693	80.3%
Not Attained	168	18.6%	170	19.7%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

*Terminal degree in discipline of study

Tenure Status				
	Fall 2009		Fall 2008	
	N	%	N	%
Tenured	456	50.5%	443	51.3%
Non-Tenured, Tenure Track	163	18.1%	154	17.8%
Non-Tenure Track	284	31.5%	266	30.8%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

Years of Service				
	Fall 2009		Fall 2008	
	N	%	N	%
Less than 1 Year	67	7.4%	55	6.4%
1 - 5 Years	237	26.2%	255	29.5%
6 - 10 Years	232	25.7%	201	23.3%
11 - 15 Years	88	9.7%	77	8.9%
16 - 20 Years	70	7.8%	74	8.6%
21 - 25 Years	70	7.8%	73	8.5%
26 - 30 Years	64	7.1%	62	7.2%
31 - 35 Years	45	5.0%	44	5.1%
36 - 40 Years	20	2.2%	15	1.7%
41 - 50 Years	10	1.1%	7	0.8%
	<u>903</u>	<u>100.0%</u>	<u>863</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2008 and Fall 2009**

The average salaries by rank presented below represent data that is reported to national faculty salary surveys (AAUP, CUPA, etc.). The definitions in these surveys say to include faculty whose major (at least 50%) regular assignment is instruction (including released time for research). The definitions also say to exclude administrative officers with titles of Academic Dean and Librarians.

Therefore, the number of faculty used for salary reporting purposes will not necessarily equal the total headcount of faculty on the previous pages.

Average Salary by Rank	Fall 2009		Fall 2008	
	N	Average	N	Average
Professor	237	\$106,504	231	\$102,398
Associate Professor	211	\$81,619	201	\$78,043
Assistant Professor	139	\$73,872	137	\$70,562
Instructor	*	*	*	*
Senior Lecturer	109	\$57,263	84	\$55,669
Full-Time Lecturer	162	\$51,033	169	\$49,274

* Data not displayed for five or less faculty