

# BAYLOR

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## Profile of Full-Time Faculty Fall 2009 and Fall 2010

This report contains descriptive information about full-time faculty for Fall 2009 and Fall 2010. 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 2009 to Fall 2010 for the specified categories:

	Fall 2010	Fall 2009
Headcount	916	903
Female	37.4%	37.3%
Baptist	42.8%	43.5%
Minority	11.7%	10.3%
Terminal Degree	82.0%	81.4%
Tenured	49.7%	50.5%

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 2009 and Fall 2010**

<b>Gender</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Female	343	37.4%	337	37.3%
Male	573	62.6%	566	62.7%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

<b>Age</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
21 - 25	2	0.2%	4	0.4%
26 - 30	38	4.1%	39	4.3%
31 - 35	76	8.3%	63	7.0%
36 - 40	111	12.1%	124	13.7%
41 - 45	104	11.4%	105	11.6%
46 - 50	112	12.2%	104	11.5%
51 - 55	126	13.8%	137	15.2%
56 - 60	120	13.1%	118	13.1%
61 - 65	132	14.4%	118	13.1%
66 - 70	66	7.2%	67	7.4%
71 - over	29	3.2%	24	2.7%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

<b>Religious Affiliation</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
Assembly of God	3	0.3%	4	0.4%
Baptist	392	42.8%	393	43.5%
Catholic	105	11.5%	99	11.0%
Church of Christ	27	2.9%	26	2.9%
Disciples of Christ	11	1.2%	11	1.2%
Episcopalian	62	6.8%	60	6.6%
Interdenominational	8	0.9%	9	1.0%
Lutheran	55	6.0%	55	6.1%
Methodist	78	8.5%	79	8.7%
Non-denominational	25	2.7%	21	2.3%
Presbyterian	62	6.8%	60	6.6%
Other/Not Specified	88	9.6%	86	9.5%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

<b>Minority Status</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
Non-Minority	809	88.3%	810	89.7%
Minority	107	11.7%	93	10.3%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2009 and Fall 2010**

<b>Racial/Ethnic Group</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
African American/Black	15	1.6%	17	1.9%
Alaskan Native/American Indian	4	0.4%	4	0.4%
Asian	43	4.7%	41	4.5%
Hispanic (of any race)	30	3.3%	27	3.0%
Pacific Islander	1	0.1%	0	0.0%
White	798	87.1%	807	89.4%
Multiracial	14	1.5%	4	0.4%
Not Specified/Unknown	11	1.2%	3	0.3%
	<b>916</b>	<b>100.0%</b>	<b>903</b>	<b>100.0%</b>

**Racial/Ethnic Group - Multiracials Assigned to Specific Races**

African American/Black	17	1.9%	18	2.0%
Alaskan Native/American Indian	15	1.6%	9	1.0%
Asian	47	5.1%	42	4.7%
Hispanic	30	3.3%	27	3.0%
Pacific Islander	3	0.3%	1	0.1%
White	817	89.2%	815	90.3%
Not Specified/Unknown	11	1.2%	3	0.3%

**Rank**

Professor	267	29.1%	267	29.6%
Associate Professor	219	23.9%	216	23.9%
Assistant Professor	158	17.2%	140	15.5%
Instructor	1	0.1%	1	0.1%
Senior Lecturer	121	13.2%	114	12.6%
Full-Time Lecturer	150	16.4%	165	18.3%
	<b>916</b>	<b>100.0%</b>	<b>903</b>	<b>100.0%</b>

**Highest Degree Earned**

Doctorate	690	75.3%	673	74.5%
Professional	26	2.8%	29	3.2%
Master	196	21.4%	199	22.0%
Bachelor	4	0.4%	2	0.2%
Associates	0	0.0%	0	0.0%
	<b>916</b>	<b>100.0%</b>	<b>903</b>	<b>100.0%</b>

**Full-Time Faculty  
Fall 2009 and Fall 2010**

<b>Terminal Degree *</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Attained	751	82.0%	735	81.4%
Not Attained	165	18.0%	168	18.6%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

\*Terminal degree in discipline of study

<b>Tenure Status</b>				
Tenured	455	49.7%	456	50.5%
Non-Tenured, Tenure Track	185	20.2%	163	18.1%
Non-Tenure Track	276	30.1%	284	31.5%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

<b>Years of Service</b>				
Less than 1 Year	58	6.3%	67	7.4%
1 - 5 Years	246	26.9%	237	26.2%
6 - 10 Years	230	25.1%	232	25.7%
11 - 15 Years	96	10.5%	88	9.7%
16 - 20 Years	68	7.4%	70	7.8%
21 - 25 Years	74	8.1%	70	7.8%
26 - 30 Years	71	7.8%	64	7.1%
31 - 35 Years	41	4.5%	45	5.0%
36 - 40 Years	19	2.1%	20	2.2%
41 - 50 Years	13	1.4%	10	1.1%
	<u>916</u>	<u>100.0%</u>	<u>903</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2009 and Fall 2010**

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.

<b>Average Salary by Rank</b>	<b>Fall 2010</b>		<b>Fall 2009</b>	
	<b>N</b>	<b>Average</b>	<b>N</b>	<b>Average</b>
Professor	234	\$111,415	237	\$106,504
Associate Professor	214	\$83,620	211	\$81,619
Assistant Professor	157	\$74,581	139	\$73,872
Instructor	*	*	*	*
Senior Lecturer	115	\$59,034	109	\$57,263
Full-Time Lecturer	149	\$53,574	162	\$51,033

\* Data not displayed for five or less faculty