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Profile of Full-Time Faculty Fall 2007 and Fall 2008

This report contains descriptive information about full-time faculty for Fall 2007 and Fall 2008. 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 2007 to Fall 2008 for the specified categories:

	Fall 2008	Fall 2007
Headcount	863	851
Female	37.0%	35.3%
Minority	8.8%	8.6%
Baptist	44.1%	44.5%
Terminal Degree	80.3%	81.0%
Tenured	51.3%	47.8%

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**Full-Time Faculty
Fall 2007 and Fall 2008**

Gender	Fall 2008		Fall 2007	
	N	%	N	%
Female	319	37.0%	300	35.3%
Male	544	63.0%	551	64.7%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

Age	Fall 2008		Fall 2007	
21 - 25	6	0.7%	4	0.5%
26 - 30	32	3.7%	32	3.8%
31 - 35	71	8.2%	82	9.6%
36 - 40	114	13.2%	104	12.2%
41 - 45	90	10.4%	95	11.2%
46 - 50	103	11.9%	102	12.0%
51 - 55	134	15.5%	127	14.9%
56 - 60	137	15.9%	147	17.3%
61 - 65	101	11.7%	92	10.8%
66 - 70	58	6.7%	52	6.1%
71 - over	17	2.0%	14	1.6%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

Racial/Ethnic Group	Fall 2008		Fall 2007	
African American	16	1.9%	15	1.8%
American Indian/Alaskan Native	3	0.3%	3	0.4%
Asian/Pacific Islander	32	3.7%	31	3.6%
Hispanic	25	2.9%	23	2.7%
White	787	91.2%	778	91.4%
Other	0	0.0%	1	0.1%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

Religious Affiliation	Fall 2008		Fall 2007	
Assembly of God	2	0.2%	2	0.2%
Baptist	381	44.1%	379	44.5%
Catholic	91	10.5%	87	10.2%
Church of Christ	24	2.8%	23	2.7%
Disciples of Christ	11	1.3%	12	1.4%
Episcopalian	60	7.0%	60	7.1%
Interdenominational	12	1.4%	12	1.4%
Lutheran	52	6.0%	51	6.0%
Methodist	77	8.9%	78	9.2%
Non-denominational	18	2.1%	16	1.9%
Presbyterian	56	6.5%	59	6.9%
Other/Not Specified	79	9.2%	72	8.5%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2007 and Fall 2008**

Rank	Fall 2008		Fall 2007	
	N	%	N	%
Professor	258	29.9%	255	30.0%
Associate Professor	207	24.0%	192	22.6%
Assistant Professor	137	15.9%	153	18.0%
Instructor	1	0.1%	1	0.1%
Senior Lecturer	89	10.3%	70	8.2%
Full-Time Lecturer	171	19.8%	180	21.2%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

Highest Degree Earned

Doctorate	633	73.3%	631	74.1%
Professional	27	3.1%	27	3.2%
Master	201	23.3%	190	22.3%
Bachelor	2	0.2%	3	0.4%
Associates	0	0.0%	0	0.0%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

Terminal Degree *

Attained	693	80.3%	689	81.0%
Not Attained	170	19.7%	162	19.0%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

*Terminal degree in discipline of study

Tenure Status

Tenured	443	51.3%	407	47.8%
Non-Tenured, Tenure Track	154	17.8%	186	21.9%
Non-Tenure Track	266	30.8%	258	30.3%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

Years of Service

Less than 1 Year	55	6.4%	66	7.8%
1 - 5 Years	255	29.5%	277	32.5%
6 - 10 Years	201	23.3%	160	18.8%
11 - 15 Years	77	8.9%	62	7.3%
16 - 20 Years	74	8.6%	88	10.3%
21 - 25 Years	73	8.5%	77	9.0%
26 - 30 Years	62	7.2%	62	7.3%
31 - 35 Years	44	5.1%	38	4.5%
36 - 40 Years	15	1.7%	15	1.8%
41 - 50 Years	7	0.8%	6	0.7%
	<u>863</u>	<u>100.0%</u>	<u>851</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2007 and Fall 2008**

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 2008		Fall 2007	
	N	Average	N	Average
Professor	231	\$102,398	231	\$97,241
Associate Professor	201	\$78,043	185	\$74,681
Assistant Professor	137	\$70,562	153	\$69,536
Instructor	*	*	*	*
Senior Lecturer	84	\$55,669	65	\$52,175
Full-Time Lecturer	169	\$49,274	178	\$46,765

* Data not displayed for five or less faculty