

# BAYLOR

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## **Profile of Full-Time Faculty Fall 2011 and Fall 2012**

This report contains descriptive information about full-time faculty for Fall 2011 and Fall 2012. 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 2011 to Fall 2012 for the specified categories:

	<b>Fall 2012</b>	<b>Fall 2011</b>
Headcount	942	935
Female	37.4%	37.8%
Baptist	41.8%	43.0%
Minority	12.5%	11.2%
Terminal Degree	83.0%	82.0%
Tenured	48.5%	47.9%

**Full-Time Faculty  
Fall 2011 and Fall 2012**

<b>Gender</b>	<b>Fall 2012</b>		<b>Fall 2011</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Female	352	37.4%	353	37.8%
Male	590	62.6%	582	62.2%
	942	100.0%	935	100.0%

<b>Age</b>	<b>Fall 2012</b>		<b>Fall 2011</b>	
21 - 25	3	0.3%	0	0.0%
26 - 30	33	3.5%	37	4.0%
31 - 35	90	9.6%	87	9.3%
36 - 40	111	11.8%	115	12.3%
41 - 45	111	11.8%	119	12.7%
46 - 50	105	11.1%	105	11.2%
51 - 55	110	11.7%	112	12.0%
56 - 60	141	15.0%	138	14.8%
61 - 65	139	14.8%	126	13.5%
66 - 70	60	6.4%	59	6.3%
71 - over	39	4.1%	37	4.0%
	942	100.0%	935	100.0%

<b>Religious Affiliation</b>	<b>Fall 2012</b>		<b>Fall 2011</b>	
Assembly of God	3	0.3%	3	0.3%
Baptist	394	41.8%	402	43.0%
Catholic	113	12.0%	107	11.4%
Church of Christ	27	2.9%	25	2.7%
Disciples of Christ	10	1.1%	10	1.1%
Episcopalian	61	6.5%	60	6.4%
Interdenominational	9	1.0%	9	1.0%
Lutheran	54	5.7%	55	5.9%
Methodist	73	7.7%	71	7.6%
Non-denominational	35	3.7%	31	3.3%
Presbyterian	68	7.2%	66	7.1%
Other/Not Specified	95	10.1%	96	10.3%
	942	100.0%	935	100.0%

<b>Minority Status</b>	<b>Fall 2012</b>		<b>Fall 2011</b>	
Non-Minority	824	87.5%	830	88.8%
Minority	118	12.5%	105	11.2%
	942	100.0%	935	100.0%

**Full-Time Faculty  
Fall 2011 and Fall 2012**

<b>Racial/Ethnic Group</b>	<b>Fall 2012</b>		<b>Fall 2011</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
African American/Black	20	2.1%	15	1.6%
Alaskan Native/American Indian	2	0.2%	2	0.2%
Asian	46	4.9%	44	4.7%
Hispanic (of any race)	32	3.4%	28	3.0%
Pacific Islander	1	0.1%	1	0.1%
White	815	86.5%	819	87.6%
Multiracial	17	1.8%	15	1.6%
Not Specified/Unknown	9	1.0%	11	1.2%
	<b>942</b>	<b>100.0%</b>	<b>935</b>	<b>100.0%</b>

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

African American/Black	22	2.3%	18	1.9%
Alaskan Native/American Indian	14	1.5%	13	1.4%
Asian	52	5.5%	49	5.2%
Hispanic	32	3.4%	28	3.0%
Pacific Islander	4	0.4%	5	0.5%
White	836	88.7%	837	89.5%
Not Specified/Unknown	9	1.0%	11	1.2%

**Rank**

Professor	282	29.9%	260	27.8%
Associate Professor	198	21.0%	218	23.3%
Assistant Professor	167	17.7%	165	17.6%
Instructor	1	0.1%	1	0.1%
Senior Lecturer	147	15.6%	126	13.5%
Full-Time Lecturer	147	15.6%	165	17.6%
	<b>942</b>	<b>100.0%</b>	<b>935</b>	<b>100.0%</b>

**Highest Degree Earned**

Doctorate	716	76.0%	705	75.4%
Professional	31	3.3%	29	3.1%
Master	190	20.2%	197	21.1%
Bachelor	5	0.5%	3	0.3%
Associates	0	0.0%	1	0.1%
	<b>942</b>	<b>100.0%</b>	<b>935</b>	<b>100.0%</b>

**Full-Time Faculty  
Fall 2011 and Fall 2012**

<b>Terminal Degree *</b>	<b>Fall 2012</b>		<b>Fall 2011</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Attained	782	83.0%	767	82.0%
Not Attained	160	17.0%	168	18.0%
	<u>942</u>	<u>100.0%</u>	<u>935</u>	<u>100.0%</u>

\*Terminal degree in discipline of study

<b>Tenure Status</b>				
Tenured	457	48.5%	448	47.9%
Non-Tenured, Tenure Track	182	19.3%	187	20.0%
Non-Tenure Track	303	32.2%	300	32.1%
	<u>942</u>	<u>100.0%</u>	<u>935</u>	<u>100.0%</u>

<b>Years of Service</b>				
Less than 1 Year	59	6.3%	68	7.3%
1 - 5 Years	257	27.3%	257	27.5%
6 - 10 Years	213	22.6%	226	24.2%
11 - 15 Years	135	14.3%	106	11.3%
16 - 20 Years	54	5.7%	61	6.5%
21 - 25 Years	71	7.5%	83	8.9%
26 - 30 Years	70	7.4%	66	7.1%
31 - 35 Years	48	5.1%	37	4.0%
36 - 40 Years	25	2.7%	21	2.2%
41 - 50 Years	9	1.0%	10	1.1%
Over 50 Years	1	0.1%	0	0.0%
	<u>942</u>	<u>100.0%</u>	<u>935</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2011 and Fall 2012**

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 2012</b>		<b>Fall 2011</b>	
	<b>N</b>	<b>Average</b>	<b>N</b>	<b>Average</b>
Professor	248	\$116,885	226	\$115,932
Associate Professor	192	\$90,419	212	\$88,267
Assistant Professor	165	\$76,086	163	\$74,988
Instructor	*	*	*	*
Senior Lecturer	140	\$61,454	120	\$60,410
Full-Time Lecturer	142	\$56,168	164	\$54,327

\* Data not displayed for five or less faculty