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Profile of Full-Time Faculty Fall 2012 and Fall 2013

This report contains descriptive information about full-time faculty for Fall 2012 and Fall 2013. 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 2012 to Fall 2013 for the specified categories:

	Fall 2013	Fall 2012
Headcount	964	942
Female	37.8%	37.4%
Baptist	42.0%	41.8%
Minority	12.1%	12.5%
Terminal Degree	83.1%	83.0%
Tenured	50.3%	48.5%

**Full-Time Faculty
Fall 2012 and Fall 2013**

Gender	Fall 2013		Fall 2012	
	N	%	N	%
Female	364	37.8%	352	37.4%
Male	600	62.2%	590	62.6%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

Age	Fall 2013		Fall 2012	
21 - 25	5	0.5%	3	0.3%
26 - 30	32	3.3%	33	3.5%
31 - 35	89	9.2%	90	9.6%
36 - 40	100	10.4%	111	11.8%
41 - 45	130	13.5%	111	11.8%
46 - 50	100	10.4%	105	11.1%
51 - 55	112	11.6%	110	11.7%
56 - 60	141	14.6%	141	15.0%
61 - 65	138	14.3%	139	14.8%
66 - 70	69	7.2%	60	6.4%
71 - over	48	5.0%	39	4.1%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

Religious Affiliation	Fall 2013		Fall 2012	
Assembly of God	3	0.3%	3	0.3%
Baptist	405	42.0%	394	41.8%
Catholic	113	11.7%	113	12.0%
Church of Christ	24	2.5%	27	2.9%
Disciples of Christ	10	1.0%	10	1.1%
Episcopalian	58	6.0%	61	6.5%
Interdenominational	11	1.1%	9	1.0%
Lutheran	51	5.3%	54	5.7%
Methodist	77	8.0%	73	7.7%
Non-denominational	36	3.7%	35	3.7%
Presbyterian	72	7.5%	68	7.2%
Other/Not Specified	104	10.8%	95	10.1%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

Minority Status	Fall 2013		Fall 2012	
Non-Minority	847	87.9%	824	87.5%
Minority	117	12.1%	118	12.5%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2012 and Fall 2013**

Racial/Ethnic Group	Fall 2013		Fall 2012	
	N	%	N	%
African American/Black	18	1.9%	20	2.1%
Alaskan Native/American Indian	2	0.2%	2	0.2%
Asian	46	4.8%	46	4.9%
Hispanic (of any race)	30	3.1%	32	3.4%
Pacific Islander	1	0.1%	1	0.1%
White	846	87.8%	815	86.5%
Multiracial	20	2.1%	17	1.8%
Not Specified/Unknown	1	0.1%	9	1.0%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

Racial/Ethnic Group - Multiracials Assigned to Specific Races

African American/Black	21	2.2%	22	2.3%
Alaskan Native/American Indian	16	1.7%	14	1.5%
Asian	52	5.4%	52	5.5%
Hispanic	30	3.1%	32	3.4%
Pacific Islander	4	0.4%	4	0.4%
White	872	90.5%	836	88.7%
Not Specified/Unknown	1	0.1%	9	1.0%

Rank

Professor	292	30.3%	282	29.9%
Associate Professor	208	21.6%	198	21.0%
Assistant Professor	156	16.2%	167	17.7%
Instructor	1	0.1%	1	0.1%
Senior Lecturer	155	16.1%	147	15.6%
Full-Time Lecturer	152	15.8%	147	15.6%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

Highest Degree Earned

Doctorate	738	76.6%	716	76.0%
Professional	30	3.1%	31	3.3%
Master	193	20.0%	190	20.2%
Bachelor	3	0.3%	5	0.5%
Associates	0	0.0%	0	0.0%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2012 and Fall 2013**

Terminal Degree *	Fall 2013		Fall 2012	
	N	%	N	%
Attained	801	83.1%	782	83.0%
Not Attained	163	16.9%	160	17.0%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

*Terminal degree in discipline of study

Tenure Status				
	Fall 2013		Fall 2012	
	N	%	N	%
Tenured	485	50.3%	457	48.5%
Non-Tenured, Tenure Track	166	17.2%	182	19.3%
Non-Tenure Track	313	32.5%	303	32.2%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

Years of Service				
	Fall 2013		Fall 2012	
	N	%	N	%
Less than 1 Year	60	6.2%	59	6.3%
1 - 5 Years	252	26.1%	257	27.3%
6 - 10 Years	188	19.5%	213	22.6%
11 - 15 Years	177	18.4%	135	14.3%
16 - 20 Years	66	6.8%	54	5.7%
21 - 25 Years	67	7.0%	71	7.5%
26 - 30 Years	67	7.0%	70	7.4%
31 - 35 Years	46	4.8%	48	5.1%
36 - 40 Years	29	3.0%	25	2.7%
41 - 50 Years	11	1.1%	9	1.0%
Over 50 Years	1	0.1%	1	0.1%
	<u>964</u>	<u>100.0%</u>	<u>942</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2012 and Fall 2013**

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 2013		Fall 2012	
	N	Average	N	Average
Professor	273	\$120,728	248	\$116,885
Associate Professor	208	\$92,007	192	\$90,419
Assistant Professor	155	\$78,214	165	\$76,086
Instructor	*	*	*	*
Senior Lecturer	153	\$63,457	140	\$61,454
Full-Time Lecturer	146	\$58,466	142	\$56,168

* Data not displayed for five or less faculty