

BAYLOR

U N I V E R S I T Y

IRT Series

Vol. 16-17, No. 49

October 26, 2016

Profile of Full-Time Faculty Fall 2015 and Fall 2016

This report contains descriptive information about full-time faculty for Fall 2015 and Fall 2016. In this report, full-time faculty are identified as those university employees who are employed full-time and carry an employee classification of tenure/tenure track faculty, non-tenure track faculty, non-tenure track other, temporary full-time lecturer, or visiting faculty in the Baylor human resource database.

The following table contains comparisons from Fall 2015 to Fall 2016 for the specified categories:

| | Fall 2016 | Fall 2015 |
|-----------------|------------------|------------------|
| Headcount | 1,062 | 1,022 |
| Female | 40.3% | 38.8% |
| Baptist | 41.1% | 41.9% |
| Minority | 13.9% | 13.0% |
| Terminal Degree | 83.2% | 83.0% |
| Tenured | 49.1% | 49.5% |

**Full-Time Faculty
Fall 2015 and Fall 2016**

| Gender | Fall 2016 | | Fall 2015 | |
|---------------|------------------|---------------|------------------|---------------|
| | N | % | N | % |
| Female | 428 | 40.3% | 397 | 38.8% |
| Male | 634 | 59.7% | 625 | 61.2% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

| Age | Fall 2016 | | Fall 2015 | |
|------------|------------------|---------------|------------------|---------------|
| 21 - 25 | 1 | 0.1% | 1 | 0.1% |
| 26 - 30 | 38 | 3.6% | 37 | 3.6% |
| 31 - 35 | 118 | 11.1% | 111 | 10.9% |
| 36 - 40 | 127 | 12.0% | 115 | 11.3% |
| 41 - 45 | 139 | 13.1% | 132 | 12.9% |
| 46 - 50 | 127 | 12.0% | 123 | 12.0% |
| 51 - 55 | 111 | 10.5% | 106 | 10.4% |
| 56 - 60 | 118 | 11.1% | 124 | 12.1% |
| 61 - 65 | 132 | 12.4% | 121 | 11.8% |
| 66 - 70 | 97 | 9.1% | 100 | 9.8% |
| 71 - over | 54 | 5.1% | 52 | 5.1% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

| Religious Affiliation | Fall 2016 | | Fall 2015 | |
|------------------------------|------------------|---------------|------------------|---------------|
| Assembly of God | 3 | 0.3% | 4 | 0.4% |
| Baptist | 437 | 41.1% | 428 | 41.9% |
| Catholic | 143 | 13.5% | 131 | 12.8% |
| Church of Christ | 29 | 2.7% | 24 | 2.3% |
| Disciples of Christ | 7 | 0.7% | 8 | 0.8% |
| Episcopalian | 55 | 5.2% | 57 | 5.6% |
| Interdenominational | 10 | 0.9% | 9 | 0.9% |
| Lutheran | 48 | 4.5% | 50 | 4.9% |
| Methodist | 80 | 7.5% | 84 | 8.2% |
| Non-denominational | 56 | 5.3% | 50 | 4.9% |
| Presbyterian | 71 | 6.7% | 68 | 6.7% |
| Other/Not Specified | 123 | 11.6% | 109 | 10.7% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

| Minority Status | Fall 2016 | | Fall 2015 | |
|------------------------|------------------|---------------|------------------|---------------|
| Non-Minority | 914 | 86.1% | 889 | 87.0% |
| Minority | 148 | 13.9% | 133 | 13.0% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

**Full-Time Faculty
Fall 2015 and Fall 2016**

| Racial/Ethnic Group | Fall 2016 | | Fall 2015 | |
|--------------------------------|------------------|---------------|------------------|---------------|
| | N | % | N | % |
| African American/Black | 23 | 2.2% | 20 | 2.0% |
| Alaskan Native/American Indian | 2 | 0.2% | 2 | 0.2% |
| Asian | 60 | 5.6% | 57 | 5.6% |
| Hispanic (of any race) | 42 | 4.0% | 35 | 3.4% |
| Pacific Islander | 1 | 0.1% | 1 | 0.1% |
| White | 910 | 85.7% | 886 | 86.7% |
| Multiracial | 20 | 1.9% | 18 | 1.8% |
| Not Specified/Unknown | 4 | 0.4% | 3 | 0.3% |
| | 1,062 | 100.0% | 1,022 | 100.0% |

Racial/Ethnic Group - Multiracials Assigned to Specific Races

| | | | | |
|--------------------------------|-----|-------|-----|-------|
| African American/Black | 25 | 2.4% | 23 | 2.3% |
| Alaskan Native/American Indian | 16 | 1.5% | 14 | 1.4% |
| Asian | 68 | 6.4% | 63 | 6.2% |
| Hispanic | 42 | 4.0% | 35 | 3.4% |
| Pacific Islander | 3 | 0.3% | 4 | 0.4% |
| White | 938 | 88.3% | 913 | 89.3% |
| Not Specified/Unknown | 4 | 0.4% | 3 | 0.3% |

Rank

| | | | | |
|---------------------|--------------|---------------|--------------|---------------|
| Professor | 299 | 28.2% | 299 | 29.3% |
| Associate Professor | 236 | 22.2% | 223 | 21.8% |
| Assistant Professor | 141 | 13.3% | 153 | 15.0% |
| Instructor | 0 | 0.0% | 1 | 0.1% |
| Clinical | 57 | 5.4% | 36 | 3.5% |
| Senior Lecturer | 160 | 15.1% | 163 | 15.9% |
| Lecturer | 169 | 15.9% | 147 | 14.4% |
| | 1,062 | 100.0% | 1,022 | 100.0% |

Highest Degree Earned

| | | | | |
|--------------|--------------|---------------|--------------|---------------|
| Doctorate | 809 | 76.2% | 779 | 76.2% |
| Professional | 37 | 3.5% | 33 | 3.2% |
| Master | 212 | 20.0% | 206 | 20.2% |
| Bachelor | 4 | 0.4% | 4 | 0.4% |
| | 1,062 | 100.0% | 1,022 | 100.0% |

**Full-Time Faculty
Fall 2015 and Fall 2016**

| Terminal Degree * | Fall 2016 | | Fall 2015 | |
|--------------------------|------------------|---------------|------------------|---------------|
| | N | % | N | % |
| Attained | 884 | 83.2% | 848 | 83.0% |
| Not Attained | 178 | 16.8% | 174 | 17.0% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

*Terminal degree in discipline of study

| Tenure Status | | | | |
|---------------------------|------------------|---------------|------------------|---------------|
| | Fall 2016 | | Fall 2015 | |
| | N | % | N | % |
| Tenured | 521 | 49.1% | 506 | 49.5% |
| Non-Tenured, Tenure Track | 153 | 14.4% | 167 | 16.3% |
| Non-Tenure Track | 388 | 36.5% | 349 | 34.1% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

| Years of Service | | | | |
|-------------------------|------------------|---------------|------------------|---------------|
| | Fall 2016 | | Fall 2015 | |
| | N | % | N | % |
| Less than 1 Year | 75 | 7.1% | 61 | 6.0% |
| 1 - 5 Years | 275 | 25.9% | 269 | 26.3% |
| 6 - 10 Years | 204 | 19.2% | 189 | 18.5% |
| 11 - 15 Years | 203 | 19.1% | 201 | 19.7% |
| 16 - 20 Years | 90 | 8.5% | 80 | 7.8% |
| 21 - 25 Years | 53 | 5.0% | 62 | 6.1% |
| 26 - 30 Years | 67 | 6.3% | 62 | 6.1% |
| 31 - 35 Years | 56 | 5.3% | 56 | 5.5% |
| 36 - 40 Years | 23 | 2.2% | 29 | 2.8% |
| 41 - 50 Years | 15 | 1.4% | 12 | 1.2% |
| Over 50 Years | 1 | 0.1% | 1 | 0.1% |
| | <u>1,062</u> | <u>100.0%</u> | <u>1,022</u> | <u>100.0%</u> |

**Full-Time Faculty
Fall 2015 and Fall 2016**

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. Clinical faculty are reported in their respective rank categories.

| Average Salary by Rank | Fall 2016 | | Fall 2015 | |
|-------------------------------|------------------|----------------|------------------|----------------|
| | N | Average | N | Average |
| Professor | 288 | \$133,511 | 283 | \$129,604 |
| Associate Professor | 245 | \$98,482 | 228 | \$96,286 |
| Assistant Professor | 178 | \$86,178 | 176 | \$83,398 |
| Instructor | * | * | * | * |
| Senior Lecturer | 160 | \$68,192 | 162 | \$66,211 |
| Full-Time Lecturer | 151 | \$54,396 | 138 | \$55,079 |

* Data not displayed for five or less faculty