

# BAYLOR

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## **Profile of Full-Time Faculty Fall 2016 and Fall 2017**

This report contains descriptive information about full-time faculty for Fall 2016 and Fall 2017. 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 2016 to Fall 2017 for the specified categories:

	<b>Fall 2017</b>	<b>Fall 2016</b>
Headcount	1,103	1,062
Female	40.7%	40.3%
Baptist	39.7%	41.1%
Minority	14.5%	13.9%
Terminal Degree	83.4%	83.2%
Tenured	49.0%	49.1%

**Full-Time Faculty  
Fall 2016 and Fall 2017**

<b>Gender</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Female	449	40.7%	428	40.3%
Male	654	59.3%	634	59.7%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

<b>Age</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
21 - 25	5	0.5%	1	0.1%
26 - 30	30	2.7%	38	3.6%
31 - 35	106	9.6%	118	11.1%
36 - 40	158	14.3%	127	12.0%
41 - 45	139	12.6%	139	13.1%
46 - 50	135	12.2%	127	12.0%
51 - 55	124	11.2%	111	10.5%
56 - 60	116	10.5%	118	11.1%
61 - 65	134	12.1%	132	12.4%
66 - 70	97	8.8%	97	9.1%
71 - over	59	5.3%	54	5.1%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

<b>Religious Affiliation</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
Assembly of God	3	0.3%	3	0.3%
Baptist	438	39.7%	437	41.1%
Catholic	138	12.5%	143	13.5%
Church of Christ	29	2.6%	29	2.7%
Disciples of Christ	5	0.5%	7	0.7%
Episcopalian	55	5.0%	55	5.2%
Interdenominational	8	0.7%	10	0.9%
Lutheran	51	4.6%	48	4.5%
Methodist	80	7.3%	80	7.5%
Non-denominational	60	5.4%	56	5.3%
Presbyterian	71	6.4%	71	6.7%
Other/Not Specified	165	15.0%	123	11.6%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

<b>Minority Status</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
Non-Minority	943	85.5%	914	86.1%
Minority	160	14.5%	148	13.9%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2016 and Fall 2017**

<b>Racial/Ethnic Group</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
African American/Black	27	2.4%	23	2.2%
Alaskan Native/American Indian	2	0.2%	2	0.2%
Asian	65	5.9%	60	5.6%
Hispanic (of any race)	43	3.9%	42	4.0%
Pacific Islander	1	0.1%	1	0.1%
White	935	84.8%	910	85.7%
Multiracial	22	2.0%	20	1.9%
Not Specified/Unknown	8	0.7%	4	0.4%
	<b>1,103</b>	<b>100.0%</b>	<b>1,062</b>	<b>100.0%</b>

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

African American/Black	30	2.7%	25	2.4%
Alaskan Native/American Indian	17	1.5%	16	1.5%
Asian	73	6.6%	68	6.4%
Hispanic	43	3.9%	42	4.0%
Pacific Islander	4	0.4%	3	0.3%
White	966	87.6%	938	88.3%
Not Specified/Unknown	8	0.7%	4	0.4%

**Rank**

Professor	304	27.6%	299	28.2%
Associate Professor	250	22.7%	236	22.2%
Assistant Professor	135	12.2%	141	13.3%
Instructor	0	0.0%	0	0.0%
Clinical	95	8.6%	57	5.4%
Senior Lecturer	154	14.0%	160	15.1%
Lecturer	165	15.0%	169	15.9%
	<b>1,103</b>	<b>100.0%</b>	<b>1,062</b>	<b>100.0%</b>

**Highest Degree Earned**

Doctorate	845	76.6%	809	76.2%
Professional	35	3.2%	37	3.5%
Master	214	19.4%	212	20.0%
Bachelor	9	0.8%	4	0.4%
	<b>1,103</b>	<b>100.0%</b>	<b>1,062</b>	<b>100.0%</b>

**Full-Time Faculty  
Fall 2016 and Fall 2017**

<b>Terminal Degree *</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Attained	920	83.4%	884	83.2%
Not Attained	183	16.6%	178	16.8%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

\*Terminal degree in discipline of study

<b>Tenure Status</b>				
	<b>Fall 2017</b>		<b>Fall 2016</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Tenured	540	49.0%	521	49.1%
Non-Tenured, Tenure Track	147	13.3%	153	14.4%
Non-Tenure Track	416	37.7%	388	36.5%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

<b>Years of Service</b>				
	<b>Fall 2017</b>		<b>Fall 2016</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Less than 1 Year	87	7.9%	75	7.1%
1 - 5 Years	267	24.2%	275	25.9%
6 - 10 Years	222	20.1%	204	19.2%
11 - 15 Years	196	17.8%	203	19.1%
16 - 20 Years	121	11.0%	90	8.5%
21 - 25 Years	46	4.2%	53	5.0%
26 - 30 Years	58	5.3%	67	6.3%
31 - 35 Years	58	5.3%	56	5.3%
36 - 40 Years	30	2.7%	23	2.2%
41 - 50 Years	16	1.5%	15	1.4%
Over 50 Years	2	0.2%	1	0.1%
	<u>1,103</u>	<u>100.0%</u>	<u>1,062</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2016 and Fall 2017**

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.

<b>Average Salary by Rank</b>	<b>Fall 2017</b>		<b>Fall 2016</b>	
	<b>N</b>	<b>Average</b>	<b>N</b>	<b>Average</b>
Professor	296	\$137,318	288	\$133,511
Associate Professor	265	\$99,876	245	\$98,482
Assistant Professor	194	\$88,157	178	\$86,178
Instructor	*	*	*	*
Senior Lecturer	154	\$69,848	160	\$68,192
Full-Time Lecturer	146	\$54,381	151	\$54,396

\* Data not displayed for five or less faculty