



Baylor University

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Profile of Full-Time Faculty Fall 2018 and Fall 2019

This report contains descriptive information about full-time faculty for Fall 2018 and Fall 2019. 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 2018 to Fall 2019 for the specified categories:

	Fall 2019	Fall 2018
Headcount	1,171	1,133
Female	43.0%	41.3%
Baptist	38.8%	39.5%
Minority	16.6%	15.6%
Terminal Degree	85.4%	84.4%
Tenured	46.6%	47.5%

**Full-Time Faculty
Fall 2018 and Fall 2019**

Gender	Fall 2019		Fall 2018	
	N	%	N	%
Female	504	43.0%	468	41.3%
Male	667	57.0%	665	58.7%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

Age	Fall 2019		Fall 2018	
21 - 25	4	0.3%	5	0.4%
26 - 30	26	2.2%	24	2.1%
31 - 35	102	8.7%	106	9.4%
36 - 40	179	15.3%	173	15.3%
41 - 45	158	13.5%	141	12.4%
46 - 50	153	13.1%	152	13.4%
51 - 55	139	11.9%	120	10.6%
56 - 60	115	9.8%	115	10.2%
61 - 65	136	11.6%	142	12.5%
66 - 70	91	7.8%	94	8.3%
71 - over	68	5.8%	61	5.4%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

Religious Affiliation	Fall 2019		Fall 2018	
Assembly of God	7	0.6%	6	0.5%
Baptist	454	38.8%	447	39.5%
Catholic	147	12.6%	141	12.4%
Church of Christ	31	2.6%	28	2.5%
Disciples of Christ	5	0.4%	4	0.4%
Episcopalian	51	4.4%	57	5.0%
Interdenominational	9	0.8%	8	0.7%
Lutheran	50	4.3%	53	4.7%
Methodist	77	6.6%	75	6.6%
Non-denominational	77	6.6%	67	5.9%
Presbyterian	76	6.5%	75	6.6%
Other/Not Specified	187	16.0%	172	15.2%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

Minority Status	Fall 2019		Fall 2018	
Non-Minority	977	83.4%	956	84.4%
Minority	194	16.6%	177	15.6%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2018 and Fall 2019**

Racial/Ethnic Group	Fall 2019		Fall 2018	
	N	%	N	%
African American/Black	37	3.2%	32	2.8%
Alaskan Native/American Indian	0	0.0%	1	0.1%
Asian	76	6.5%	70	6.2%
Hispanic (of any race)	56	4.8%	50	4.4%
Pacific Islander	1	0.1%	1	0.1%
White	964	82.3%	945	83.4%
Multiracial	24	2.0%	23	2.0%
Not Specified/Unknown	13	1.1%	11	1.0%
	1,171	100.0%	1,133	100.0%

Racial/Ethnic Group - Multiracials Assigned to Specific Races

African American/Black	44	3.8%	37	3.3%
Alaskan Native/American Indian	17	1.5%	16	1.4%
Asian	86	7.3%	79	7.0%
Hispanic	56	4.8%	50	4.4%
Pacific Islander	4	0.3%	4	0.4%
White	1,005	85.8%	982	86.7%
Not Specified/Unknown	13	1.1%	11	1.0%

Rank

Professor	302	25.8%	297	26.2%
Associate Professor	262	22.4%	258	22.8%
Assistant Professor	162	13.8%	149	13.2%
Instructor	0	0.0%	0	0.0%
Clinical	121	10.3%	111	9.8%
Senior Lecturer	155	13.2%	153	13.5%
Lecturer	169	14.4%	165	14.6%
	1,171	100.0%	1,133	100.0%

Highest Degree Earned

Doctorate	918	78.4%	876	77.3%
Professional	35	3.0%	35	3.1%
Master	210	17.9%	213	18.8%
Bachelor	8	0.7%	9	0.8%
	1,171	100.0%	1,133	100.0%

**Full-Time Faculty
Fall 2018 and Fall 2019**

Terminal Degree *	Fall 2019		Fall 2018	
	N	%	N	%
Attained	1,000	85.4%	956	84.4%
Not Attained	171	14.6%	177	15.6%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

*Terminal degree in discipline of study

Tenure Status				
	Fall 2019		Fall 2018	
	N	%	N	%
Tenured	546	46.6%	538	47.5%
Non-Tenured, Tenure Track	178	15.2%	164	14.5%
Non-Tenure Track	447	38.2%	431	38.0%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

Years of Service				
	Fall 2019		Fall 2018	
	N	%	N	%
Less than 1 Year	92	7.9%	79	7.0%
1 - 5 Years	313	26.7%	303	26.7%
6 - 10 Years	218	18.6%	212	18.7%
11 - 15 Years	159	13.6%	176	15.5%
16 - 20 Years	177	15.1%	156	13.8%
21 - 25 Years	61	5.2%	58	5.1%
26 - 30 Years	47	4.0%	47	4.1%
31 - 35 Years	51	4.4%	53	4.7%
36 - 40 Years	34	2.9%	29	2.6%
41 - 50 Years	17	1.5%	18	1.6%
Over 50 Years	2	0.2%	2	0.2%
	<u>1,171</u>	<u>100.0%</u>	<u>1,133</u>	<u>100.0%</u>

**Full-Time Faculty
Fall 2018 and Fall 2019**

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.*

<u>Average Salary by Rank</u>	<u>Fall 2019</u>		<u>Fall 2018</u>	
	<u>N</u>	<u>Average</u>	<u>N</u>	<u>Average</u>
Professor	294	\$146,089	289	\$141,348
Associate Professor	292	\$104,237	285	\$102,118
Assistant Professor	230	\$95,660	209	\$93,175
Instructor	6	\$79,997	9	\$78,807
Senior Lecturer	155	\$73,687	153	\$72,218
Full-Time Lecturer	157	\$56,975	151	\$56,249

* Data not displayed for five or less faculty