



# Baylor University

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## **Profile of Full-Time Faculty Fall 2019 and Fall 2020**

This report contains descriptive information about full-time faculty for Fall 2019 and Fall 2020. 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, or visiting faculty in the Baylor human resource database.

As of Fall 2020, temporary full-time faculty are classified as adjunct and are included in the Profile of Adjunct Faculty.

The following table contains comparisons from Fall 2019 to Fall 2020 for the specified categories:

	<b>Fall 2020</b>	<b>Fall 2019</b>
Headcount	1,115	1,087
Female	42.7%	42.0%
Baptist	36.6%	38.6%
Minority	17.0%	16.7%
Terminal Degree	87.7%	87.6%
Tenured	49.1%	50.2%

Gender	Fall 2020		Fall 2019	
	N	%	N	%
Female	476	42.7	457	42.0
Male	639	57.3	630	58.0
All	1,115	100.0	1,087	100.0

Age	Fall 2020		Fall 2019	
	N	%	N	%
21-25	1	0.1	--	--
26-30	22	2.0	15	1.4
31-35	87	7.8	84	7.7
36-40	170	15.2	162	14.9
41-45	161	14.4	149	13.7
46-50	157	14.1	148	13.6
51-55	133	11.9	131	12.1
56-60	122	10.9	113	10.4
61-65	119	10.7	130	12.0
66-70	83	7.4	88	8.1
71-Over	60	5.4	67	6.2
All	1,115	100.0	1,087	100.0

Religious Affiliation	Fall 2020		Fall 2019	
	N	%	N	%
Assembly of God	8	0.7	6	0.6
Baptist	408	36.6	420	38.6
Catholic	152	13.6	142	13.1
Church of Christ	24	2.2	31	2.9
Episcopalian	50	4.5	47	4.3
Lutheran	41	3.7	50	4.6
Methodist	71	6.4	75	6.9
Non-Denominational	64	5.7	67	6.2
Other/Not specified	226	20.3	177	16.3
Presbyterian	71	6.4	72	6.6
All	1,115	100.0	1,087	100.0

Minority Status	Fall 2020		Fall 2019	
	N	%	N	%
<b>Non-Minority</b>	926	83.0	906	83.3
<b>Minority</b>	189	17.0	181	16.7
<b>All</b>	1,115	100.0	1,087	100.0

Racial/Ethnic Group	Fall 2020		Fall 2019	
	N	%	N	%
<b>African American/Black</b>	35	3.1	36	3.3
<b>Asian</b>	73	6.5	71	6.5
<b>Hispanic</b>	59	5.3	52	4.8
<b>Pacific Islander</b>	1	0.1	1	0.1
<b>White</b>	915	82.1	899	82.7
<b>Multiracial</b>	21	1.9	21	1.9
<b>Not Specified/Unknown</b>	11	1.0	7	0.6
<b>All</b>	1,115	100.0	1,087	100.0

Racial/Ethnic Group - Multiracials Assigned to Specific Races	Fall 2020		Fall 2019	
	N	%	N	%
<b>African American/Black</b>	42	3.8	42	3.9
<b>Alaskan Native/American Indian</b>	10	0.9	13	1.2
<b>Asian</b>	85	7.6	80	7.4
<b>Hispanic</b>	59	5.3	52	4.8
<b>Pacific Islander</b>	3	0.3	3	0.3
<b>White</b>	954	85.6	934	85.9

Rank	Fall 2020		Fall 2019	
	N	%	N	%
<b>Professor</b>	307	27.5	302	27.8
<b>Associate Professor</b>	261	23.4	262	24.1
<b>Assistant Professor</b>	154	13.8	162	14.9
<b>Clinical</b>	150	13.5	119	10.9
<b>Senior Lecturer</b>	153	13.7	155	14.3
<b>Lecturer</b>	90	8.1	87	8.0
<b>All</b>	1,115	100.0	1,087	100.0

Highest Degree Earned	Fall 2020		Fall 2019	
	N	%	N	%
<b>Doctorate</b>	904	81.1	877	80.7
<b>Professional</b>	39	3.5	34	3.1
<b>Master</b>	164	14.7	172	15.8
<b>Bachelor</b>	8	0.7	4	0.4
<b>All</b>	1,115	100.0	1,087	100.0

Terminal Degree*	Fall 2020		Fall 2019	
	N	%	N	%
<b>Attained</b>	978	87.7	952	87.6
<b>Not Attained</b>	137	12.3	135	12.4
<b>All</b>	1,115	100.0	1,087	100.0

\*Terminal degree in discipline of study.

Tenure Status	Fall 2020		Fall 2019	
	N	%	N	%
<b>Tenured</b>	547	49.1	546	50.2
<b>Non-Tenured, Tenure Track</b>	173	15.5	178	16.4
<b>Non-Tenure Track</b>	395	35.4	363	33.4
<b>All</b>	1,115	100.0	1,087	100.0

Years of Service	Fall 2020		Fall 2019	
	N	%	N	%
<b>First Year</b>	66	5.9	71	6.5
<b>1 - 5 Years</b>	299	26.8	267	24.6
<b>6 - 10 Years</b>	212	19.0	208	19.1
<b>11 - 15 Years</b>	164	14.7	156	14.4
<b>16 - 20 Years</b>	169	15.2	176	16.2
<b>21 - 25 Years</b>	71	6.4	59	5.4
<b>26 - 30 Years</b>	42	3.8	47	4.3
<b>31 - 35 Years</b>	43	3.9	50	4.6
<b>36 - 40 Years</b>	34	3.0	34	3.1
<b>41 - 45 Years</b>	10	0.9	16	1.5
<b>46 - 50 Years</b>	3	0.3	1	0.1
<b>Over 50 Years</b>	2	0.2	2	0.2
<b>All</b>	1,115	100.0	1,087	100.0

***Profile of Full-time Faculty, Fall 2019 and Fall 2020  
Average Salary by Rank***

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 2020		Fall 2019	
	N	Average	N	Average
<b>Professor</b>	296	\$145,173	294	\$146,089
<b>Associate Professor</b>	306	\$102,605	292	\$104,237
<b>Assistant Professor</b>	237	\$95,112	228	\$95,828
<b>Instructor</b>	--	--	6	\$79,997
<b>Senior Lecturer</b>	153	\$74,236	155	\$73,687
<b>Lecturer</b>	79	\$65,254	77	\$65,119

\*Data not displayed for five or less faculty