

# BAYLOR

## UNIVERSITY

### Profile of Full-Time Faculty Fall 2003 and Fall 2004

This report contains descriptive information about full-time faculty for Fall 2003 and Fall 2004. In this report, full-time faculty are identified as those university employees who are employed full-time and meet the definition of “faculty” according to the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS). The definition defines a faculty member as “persons identified by the institution as such and typically whose initial assignments are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent).”

The following table contains comparisons from Fall 2003 to Fall 2004 for the specified categories:

	<b>Fall 2004</b>	<b>Fall 2003</b>
Headcount	814	820
Female	35.1%	35.9%
Minority	7.5%	7.4%
Baptist	47.9%	48.9%
Terminal Degree	76.3%	75.2%
Tenured	45.1%	44.4%

### List of Tables

Gender.....	2
Age.....	2
Racial/Ethnic Group.....	2
Religious Affiliation .....	2
Rank.....	3
Highest Degree Earned .....	3
Terminal Degree .....	3
Tenure Status .....	3
Years of Service.....	3

**Full-Time Faculty  
Fall 2003 and Fall 2004**

<b>Gender</b>	<b>Fall 2004</b>		<b>Fall 2003</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Female	286	35.1%	294	35.9%
Male	528	64.9%	526	64.1%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

<b>Age</b>	<b>Fall 2004</b>		<b>Fall 2003</b>	
21 - 25	3	0.4%	7	0.9%
26 - 30	25	3.1%	40	4.9%
31 - 35	90	11.1%	91	11.1%
36 - 40	78	9.6%	80	9.8%
41 - 45	108	13.3%	100	12.2%
46 - 50	117	14.4%	119	14.5%
51 - 55	128	15.7%	143	17.4%
56 - 60	128	15.7%	108	13.2%
61 - 65	90	11.1%	97	11.8%
66 - 70	35	4.3%	27	3.3%
71 - over	12	1.5%	8	1.0%
Unknown	0	0.0%	0	0.0%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

<b>Racial/Ethnic Group</b>	<b>Fall 2004</b>		<b>Fall 2003</b>	
African American	11	1.4%	11	1.3%
American Indian/Alaskan Native	3	0.4%	4	0.5%
Asian/Pacific Islander	19	2.3%	19	2.3%
Hispanic	27	3.3%	25	3.0%
White	753	92.5%	758	92.4%
Other	1	0.1%	1	0.1%
Not Specified	0	0.0%	2	0.2%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

<b>Religious Affiliation</b>	<b>Fall 2004</b>		<b>Fall 2003</b>	
Assembly of God	1	0.1%	1	0.1%
Baptist	390	47.9%	401	48.9%
Catholic	78	9.6%	73	8.9%
Church of Christ	20	2.5%	20	2.4%
Disciples of Christ	14	1.7%	15	1.8%
Episcopalian	52	6.4%	53	6.5%
Interdenominational	13	1.6%	13	1.6%
Lutheran	46	5.7%	46	5.6%
Methodist	79	9.7%	80	9.8%
Non-denominational	8	1.0%	4	0.5%
Presbyterian	51	6.3%	50	6.1%
Other/Not Specified	62	7.6%	64	7.8%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2003 and Fall 2004**

<b>Rank</b>	<b>Fall 2004</b>		<b>Fall 2003</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Professor	257	31.6%	262	32.0%
Associate Professor	162	19.9%	165	20.1%
Assistant Professor	173	21.3%	171	20.9%
Instructor	1	0.1%	0	0.0%
Senior Lecturer	62	7.6%	64	7.8%
Full-Time Lecturer	159	19.5%	158	19.3%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

**Highest Degree Earned**

Doctorate	572	70.3%	569	69.4%
Professional	26	3.2%	26	3.2%
Master	213	26.2%	222	27.1%
Bachelor	2	0.2%	2	0.2%
Associates	1	0.1%	1	0.1%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

**Terminal Degree \***

Attained	621	76.3%	617	75.2%
Not Attained	193	23.7%	203	24.8%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

\*Terminal degree in discipline of study

**Tenure Status**

Tenured	367	45.1%	375	45.7%
Non-Tenured, Tenure Track	206	25.3%	198	24.1%
Non-Tenure Track	241	29.6%	247	30.1%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

**Years of Service**

Less than 1 Year	45	5.5%	85	10.4%
1 - 5 Years	306	37.6%	273	33.3%
6 - 10 Years	104	12.8%	100	12.2%
11 - 15 Years	93	11.4%	107	13.0%
16 - 20 Years	85	10.4%	84	10.2%
21 - 25 Years	81	10.0%	75	9.1%
26 - 30 Years	55	6.8%	55	6.7%
31 - 35 Years	28	3.4%	25	3.0%
36 - 40 Years	12	1.5%	12	1.5%
41 - 50 Years	5	0.6%	4	0.5%
	<u>814</u>	<u>100.0%</u>	<u>820</u>	<u>100.0%</u>

**Full-Time Faculty  
Fall 2003 and Fall 2004**

The average salaries by rank presented below represent data that is reported to all national faculty salary surveys (AAUP, IPEDS, 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.

<b><u>Average Salary by Rank</u></b>	<b>Fall 2004</b>		<b>Fall 2003</b>	
	<b><u>N</u></b>	<b><u>Average</u></b>	<b><u>N</u></b>	<b><u>Average</u></b>
Professor	237	\$87,091	239	\$86,590
Associate Professor	151	\$67,500	154	\$67,706
Assistant Professor	172	\$58,765	169	\$57,177
Instructor	*	*	*	*
Senior Lecturer	58	\$47,719	60	\$47,826
Full-Time Lecturer	153	\$41,055	155	\$39,627

\* Data not displayed for five or less faculty

