

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2015**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Eligible Faculty Tenured	% of Total Faculty Tenured
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other		
	<b>Business Administration</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>54.5</b>
Accounting	5	0	1	0	0	5	0	0	4	3	2	2	0	3	4	5	2	0	6	5	5	54.5	37.5
Economics	6	0	3	0	0	1	0	0	8	0	1	1	3	0	8	1	1	0	9	1	1	90.0	81.8
Finance	4	0	1	0	0	2	0	0	5	2	0	0	1	0	5	2	0	0	5	2	2	71.4	55.6
Management	7	0	6	0	0	6	0	0	9	5	4	1	2	2	12	6	1	0	13	6	6	68.4	52.0
Marketing	3	0	3	0	0	0	0	0	6	0	0	0	3	0	6	0	0	0	6	0	5	100.0	54.5
Other	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	2	100.0	33.3
<b>College Total</b>	<b>25</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>10</b>	<b>8</b>	<b>4</b>	<b>9</b>	<b>5</b>	<b>36</b>	<b>14</b>	<b>4</b>	<b>0</b>	<b>40</b>	<b>14</b>	<b>21</b>	<b>74.1</b>	<b>53.3</b>

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Eligible Faculty Tenured	% of Total Faculty Tenured
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other		
	<b>Education</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>14</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>16</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>11</b>	<b>11</b>	<b>60.7</b>
Curriculum & Instruction	5	0	10	4	0	7	2	0	3	3	14	8	2	4	16	11	1	0	17	11	11	60.7	43.6
Educational Leadership, Counseling & Postsecondary Edu.	2	0	1	0	0	3	0	0	3	1	0	2	0	0	3	3	0	0	3	3	2	50.0	37.5
Educational Psychology & Foundations	4	0	4	0	1	5	0	0	3	2	6	3	0	1	9	5	0	0	9	5	6	64.3	45.0
School of Health, Physical Education & Leisure Services	11	0	13	1	0	7	1	0	14	5	11	3	3	2	24	8	1	0	25	8	18	75.8	49.0
Special Education	5	0	3	0	0	1	1	0	3	0	6	1	0	0	9	1	0	0	9	1	3	90.0	69.2
Teaching	2	0	1	0	4	2	20	3	7	0	20	5	0	0	23	5	4	0	27	5	10	84.4	64.3
Other	0	0	1	0	1	0	0	0	0	0	2	0	0	0	2	0	0	0	2	0	1	100.0	66.7
<b>College Total</b>	<b>29</b>	<b>0</b>	<b>33</b>	<b>5</b>	<b>6</b>	<b>25</b>	<b>24</b>	<b>3</b>	<b>33</b>	<b>11</b>	<b>59</b>	<b>22</b>	<b>5</b>	<b>7</b>	<b>86</b>	<b>33</b>	<b>6</b>	<b>0</b>	<b>92</b>	<b>33</b>	<b>51</b>	<b>73.6</b>	<b>52.3</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1 (Cont.)  
Tenured Faculty and Non-Tenured Faculty on Tenure Track**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Eligible Faculty Tenured	% of Total Faculty Tenured
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other				
	Humanities, Arts and Sciences	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured	
Art	9	0	3	0	0	2	0	0	8	1	4	1	1	0	12	2	0	0	12	2	4	85.7	66.7
Biology	10	0	9	0	0	6	0	0	17	3	2	3	1	2	19	6	0	0	19	6	8	76.0	57.6
Chemistry & Biochemistry	6	0	5	0	0	4	0	0	8	3	3	1	2	0	11	4	0	0	11	4	2	73.3	64.7
Communication Sciences and Disorders	2	0	4	0	0	3	0	0	2	0	4	3	0	0	6	3	0	0	6	3	8	66.7	35.3
Communication Studies	8	0	10	1	0	7	0	0	6	6	12	2	4	0	14	8	4	0	18	8	12	69.2	47.4
Computer Science	1	0	5	0	0	1	0	0	6	0	0	1	1	0	6	1	0	0	6	1	0	85.7	85.7
Earth Science	4	0	2	0	0	2	0	0	5	0	1	2	1	1	6	2	0	0	6	2	2	75.0	60.0
Technology	7	0	5	0	0	5	0	0	9	4	3	1	6	2	10	5	1	0	12	5	6	70.6	52.2
Languages & Literatures	13	0	16	0	1	5	1	0	15	0	16	5	7	0	29	5	2	0	31	5	16	86.1	59.6
Mathematics	7	0	11	0	1	4	0	0	13	1	6	3	5	0	19	4	0	0	19	4	7	82.6	63.3
Philosophy & Religion	2	0	7	0	0	2	0	0	6	1	3	1	1	1	7	2	2	0	9	2	4	81.8	60.0
Physics	3	0	3	0	0	3	0	0	6	2	0	1	2	1	4	4	1	0	6	3	2	66.7	54.5
School of Music	12	0	12	1	0	8	1	0	15	3	10	6	2	1	25	9	0	0	25	9	24	73.5	43.1
Theatre	3	0	6	0	0	2	0	0	6	1	3	1	0	0	7	2	2	0	9	2	3	81.8	64.3
Other	3	0	0	0	0	0	0	0	2	0	0	1	0	0	2	1	1	0	3	0	2	100.0	60.0
<b>College Total</b>	<b>90</b>	<b>0</b>	<b>98</b>	<b>2</b>	<b>2</b>	<b>54</b>	<b>2</b>	<b>0</b>	<b>124</b>	<b>25</b>	<b>67</b>	<b>32</b>	<b>33</b>	<b>8</b>	<b>177</b>	<b>58</b>	<b>13</b>	<b>0</b>	<b>192</b>	<b>56</b>	<b>100</b>	<b>77.4</b>	<b>55.2</b>

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**Table 1 (Cont.)  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2015**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Eligible Faculty Tenured	% of Total Faculty Tenured
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other		
	Social and Behavioral Sciences	4	0	4	0	0	1	0	0	7	0	1	1	1	1	8	1	0	0	8	1	4	88.9
Geography	12	0	7	0	0	3	0	0	13	2	6	1	0	1	17	3	2	0	19	3	3	86.4	76.0
History	1	0	7	0	0	4	0	0	5	2	3	2	2	0	8	4	0	0	8	4	3	66.7	53.3
Political Science	10	0	2	0	0	3	0	0	6	1	6	2	0	1	12	3	0	0	12	3	3	80.0	66.7
Psychology	2	0	8	0	0	5	0	0	5	1	5	4	0	2	9	5	1	0	10	5	8	66.7	43.5
School of Applied Human Sciences	3	0	4	1	0	2	0	0	3	1	4	2	0	2	5	3	2	0	7	3	6	70.0	43.8
Social Work	7	0	8	0	0	4	0	0	9	1	6	3	2	2	15	4	0	0	15	4	5	78.9	62.5
Sociology, Anthropology, & Criminology	1	0	1	0	0	1	0	0	1	0	1	1	0	0	2	1	0	0	2	1	0	66.7	66.7
Other	40	0	41	1	0	23	0	0	49	8	32	16	5	9	76	24	5	0	81	24	32	77.1	59.1
College Total																							

	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Eligible Faculty Tenured	% of Total Faculty Tenured
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other		
	Library	3	0	8	0	0	4	0	0	5	0	6	4	0	0	11	4	0	0	11	4	0	73.3
Other	3	0	4	0	1	0	0	0	2	0	6	0	0	0	8	0	0	0	8	0	21	100.0	27.6
Total	6	0	12	0	1	4	0	0	7	0	12	4	0	0	19	4	0	0	19	4	21	82.6	43.2

UNIVERSITY TOTAL Fall 2015	190	0	199	8	9	120	26	3	245	54	178	78	52	29	394	133	28	0	424	131	225	76.4	54.4
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Report Prepared by Institutional Research & Effectiveness

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2015**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Accounting	2	3	0	4	1	1	3	2	5
Economics	0	1	0	1	0	0	1	0	1
Finance	1	1	0	1	1	0	1	1	2
Management	3	1	2	2	4	0	3	3	6
Marketing	2	2	1	3	2	0	4	1	5
Other	2	0	0	0	2	1	0	2	2
<b>College Total</b>	<b>10</b>	<b>8</b>	<b>3</b>	<b>11</b>	<b>10</b>	<b>2</b>	<b>12</b>	<b>9</b>	<b>21</b>

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Curriculum & Instruction	7	1	3	1	10	1	4	7	11
Educational Leadership, Counseling & Postsecondary	0	1	1	0	2	1	1	1	2
Educational Psychology & Foundations	5	1	0	3	3	0	4	2	6
School of Health, Physical Education & Leisure Services	12	1	5	6	12	1	11	7	18
Special Education	3	0	0	1	2	0	1	2	3
Teaching	6	0	4	2	8	0	9	1	10
Other	1	0	0	1	0	0	0	1	1
<b>College Total</b>	<b>34</b>	<b>4</b>	<b>13</b>	<b>14</b>	<b>37</b>	<b>3</b>	<b>30</b>	<b>21</b>	<b>51</b>

**University of Northern Iowa  
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**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2015**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Art	3	1	0	1	3	1	3	1	4
Biology	6	2	0	0	8	2	2	6	8
Chemistry & Biochemistry	0	0	2	0	2	1	2	0	2
Communication Sciences and Disorders	7	0	1	0	8	0	6	2	8
Communication Studies	9	2	1	5	7	3	10	2	12
Computer Science	0	0	0	0	0	0	0	0	0
Earth Science	2	0	0	2	0	0	0	2	2
Technology	4	2	0	6	0	1	2	4	6
Languages & Literatures	13	0	3	5	11	2	10	6	16
Mathematics	6	0	1	2	5	0	3	4	7
Philosophy & Religion	3	1	0	3	1	0	3	1	4
Physics	2	0	0	2	0	1	1	1	2
School of Music	19	2	3	14	10	3	7	17	24
Theatre	3	0	0	1	2	0	1	2	3
Other	1	1	0	0	2	0	1	1	2
<b>College Total</b>	<b>78</b>	<b>11</b>	<b>11</b>	<b>41</b>	<b>59</b>	<b>14</b>	<b>51</b>	<b>49</b>	<b>100</b>

**University of Northern Iowa  
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**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2015**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Geography	4	0	0	3	1	0	0	4	4
History	1	0	2	1	2	0	0	3	3
Political Science	3	0	0	3	0	0	1	2	3
Psychology	3	0	0	1	2	0	1	2	3
School of Applied Human Sciences	7	1	0	0	8	0	2	6	8
Social Work	5	0	1	2	4	2	1	5	6
Sociology, Anthropology, & Criminology	5	0	0	2	3	0	0	5	5
Other	0	0	0	0	0	0	0	0	0
<b>College Total</b>	<b>28</b>	<b>1</b>	<b>3</b>	<b>12</b>	<b>20</b>	<b>2</b>	<b>5</b>	<b>27</b>	<b>32</b>

	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Library	0	0	0	0	0	0	0	0	0
Other	21	0	0	9	12	4	1	20	21
<b>Total</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>20</b>	<b>21</b>
<b>UNIVERSITY TOTAL</b>	<b>171</b>	<b>24</b>	<b>30</b>	<b>87</b>	<b>138</b>	<b>25</b>	<b>99</b>	<b>126</b>	<b>225</b>

**University of Northern Iowa  
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**Table 3  
Faculty by Tenure Status and Rank  
University of Northern Iowa: Fall 2015**

Faculty Rank	Tenured	On Tenure Track	Not on Tenure Track			Total	% Tenured of Tenure Eligible	% Tenured of All Faculty
			Adjunct/ Temporary	Visiting/ Term	Other			
Professor	190	0	3	0	0	193	100.0	98.4
Associate Professor	199	8	2	0	0	209	96.1	95.2
Assistant Professor	9	120	0	2	0	131	7.0	6.9
Instructor	26	3	166	23	25	243	89.7	10.7
Lecturer/Other	0	0	4	0	0	4	0.0	0.0
<b>University Total</b>	<b>424</b>	<b>131</b>	<b>175</b>	<b>25</b>	<b>25</b>	<b>780</b>	<b>76.4</b>	<b>54.4</b>

\*Non-tenure track faculty are not eligible for consideration for the award of tenure. An appointment can be made for either a full-time or part-time workload and for a fixed term or terms. The faculty rank is normally an instructor.

**University of Northern Iowa  
Faculty Tenure Report**

**Table 4  
Faculty by Gender and Ethnic Group  
University of Northern Iowa: Fall 2015**

<b>Faculty Gender and Ethnic Group</b>	American Indian Alaska Native	Asian	Black/African American	Hispanic/ Latino	Native Hawaiian/ Other Pacific Islander	Two or More Races (Not Hispanic or Latino)	White or Caucasian
Male	0	27	11	11	1	2	334
Female	1	29	14	8	0	5	337
<b>University Total</b>	<b>1</b>	<b>56</b>	<b>25</b>	<b>19</b>	<b>1</b>	<b>7</b>	<b>671</b>

**University of Northern Iowa  
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**Table 5  
Peer Institutional Data: Fall 2014**

<b>University</b>	<b>Tenured</b>	<b>Total all faculty*</b>	<b>Percent tenured</b>
Truman State University	220	288	76.5%
Western Washington University	362	475	76.2%
University of Northern Iowa, Cedar Falls	371	494	75.1%
Eastern Illinois University	283	379	74.7%
University of Massachusetts-Dartmouth	218	303	71.8%
Ferris State University	270	392	68.9%
College of Charleston	312	483	64.5%
Southern Illinois University-Edwardsville	314	499	63.0%
University of Minnesota-Duluth	244	397	61.4%
Marshall University	273	447	61.0%
James Madison University	507	854	59.4%

Source: AAUP, Academe, 2015

Comparative Data is for Fall 2014 since Fall 2015 data is not yet available for peer institutions.

\* Full Time faculty only, excludes Instructors