

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2007**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Business Administration	2	0	4	1	1	2	0	0	4	3	3	0	0	0	6	3	1	0	7	3	5	70.0
Accounting	2	0	4	1	1	2	0	0	4	3	3	0	0	0	6	3	1	0	7	3	5	70.0	46.7
Economics	4	0	6	0	0	1	0	0	8	1	2	0	2	1	10	1	0	0	10	1	2	90.9	76.9
Finance	4	0	2	0	0	1	0	0	6	1	0	0	1	0	6	1	0	0	6	1	5	85.7	50.0
Management	6	0	5	0	0	3	0	0	7	1	4	2	1	0	10	3	1	0	11	3	18	78.6	34.4
Marketing	2	0	3	0	0	2	0	0	5	2	0	0	2	1	5	2	0	0	5	2	2	71.4	55.6
Other	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	0	100.0	100.0
<b>College Total</b>	<b>18</b>	<b>0</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>8</b>	<b>10</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>38</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>40</b>	<b>10</b>	<b>32</b>	<b>80.0</b>	<b>48.8</b>

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Education	8	0	14	0	2	3	4	0	9	1	19	2	4	0	25	3	3	0	28	3	8	90.3
Curriculum & Instruction	8	0	14	0	2	3	4	0	9	1	19	2	4	0	25	3	3	0	28	3	8	90.3	71.8
Educational Leadership, Counseling & Postsecondary Edu.	2	0	4	0	0	4	0	0	3	2	3	2	0	0	6	4	0	0	6	4	5	60.0	40.0
Educational Psychology & Foundations	3	0	13	0	2	3	0	0	12	0	6	3	1	0	16	3	2	0	18	3	5	85.7	69.2
School of Health, Physical Education & Leisure Services	11	0	12	0	0	8	3	0	14	2	12	6	1	0	23	8	3	0	26	8	21	76.5	47.3
Special Education	5	0	1	0	0	2	0	0	2	0	4	2	0	0	6	2	0	0	6	2	6	75.0	42.9
Teaching	1	0	3	0	1	1	9	3	4	1	10	3	0	0	9	4	5	0	14	4	7	77.8	56.0
Price Lab. School	0	0	3	0	1	0	24	6	9	0	19	6	1	0	25	6	3	0	28	6	20	82.4	51.9
Other	1	0	1	0	1	0	0	0	1	0	2	0	0	0	3	0	0	0	3	0	0	100.0	100.0
<b>College Total</b>	<b>31</b>	<b>0</b>	<b>51</b>	<b>0</b>	<b>7</b>	<b>21</b>	<b>40</b>	<b>9</b>	<b>54</b>	<b>6</b>	<b>75</b>	<b>24</b>	<b>7</b>	<b>0</b>	<b>113</b>	<b>30</b>	<b>16</b>	<b>0</b>	<b>129</b>	<b>30</b>	<b>72</b>	<b>81.1</b>	<b>55.8</b>

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**Table 1 (Cont.)  
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University of Northern Iowa: Fall 2007**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Humanities and Fine Arts	9	0	3	0	0	2	0	1	8	1	4	2	0	1	12	3	0	0	12	3	4	80.0
Art	9	0	3	0	0	2	0	1	8	1	4	2	0	1	12	3	0	0	12	3	4	80.0	63.2
Communication Sciences and Disorders	3	0	3	0	0	2	0	0	4	1	2	1	0	0	6	2	0	0	6	2	6	75.0	42.9
Communication Studies	8	0	11	0	0	3	0	0	7	1	12	2	3	1	18	3	1	0	19	3	12	86.4	55.9
English Language & Literature	7	0	10	0	1	5	0	0	12	3	6	2	3	0	17	5	1	0	18	5	16	78.3	46.2
Modern Languages	4	0	8	0	0	4	0	0	3	2	9	2	3	2	11	4	1	0	12	4	2	75.0	66.7
Philosophy & Religion	4	0	8	0	0	1	0	0	7	1	5	0	1	0	12	1	0	0	12	1	3	92.3	75.0
School of Music	11	0	7	0	1	9	0	0	13	7	6	2	0	3	19	9	0	0	19	9	15	67.9	44.2
Theatre	4	0	5	0	0	0	0	0	5	0	4	0	0	0	9	0	0	0	9	0	3	100.0	75.0
<b>College Total</b>	<b>50</b>	<b>0</b>	<b>55</b>	<b>0</b>	<b>2</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>59</b>	<b>16</b>	<b>48</b>	<b>11</b>	<b>10</b>	<b>7</b>	<b>104</b>	<b>27</b>	<b>3</b>	<b>0</b>	<b>107</b>	<b>27</b>	<b>61</b>	<b>79.9</b>	<b>54.9</b>

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Natural Sciences	11	0	10	0	0	6	0	0	13	5	8	1	1	1	19	6	2	0	21	6	7	77.8
Biology	11	0	10	0	0	6	0	0	13	5	8	1	1	1	19	6	2	0	21	6	7	77.8	61.8
Chemistry	6	0	5	0	0	3	0	0	9	2	2	1	1	1	10	3	1	0	11	3	3	78.6	64.7
Computer Science	2	0	6	0	0	1	0	0	7	1	1	0	1	0	8	1	0	0	8	1	0	88.9	88.9
Earth Science	5	0	2	0	0	1	0	0	7	1	0	0	1	0	6	1	1	0	7	1	3	87.5	63.6
Industrial Technology	8	0	4	0	0	6	0	0	12	4	0	2	2	4	10	6	2	0	12	6	8	66.7	46.2
Mathematics	6	0	11	0	0	9	1	0	13	5	5	4	4	3	16	9	2	0	18	9	10	66.7	48.6
Physics	4	0	3	0	0	2	0	0	7	2	0	0	2	0	6	2	1	0	7	2	1	77.8	70.0
Other	3	0	0	0	0	0	0	0	2	0	1	0	0	0	3	0	0	0	3	0	2	100.0	60.0
<b>College Total</b>	<b>45</b>	<b>0</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>1</b>	<b>0</b>	<b>70</b>	<b>20</b>	<b>17</b>	<b>8</b>	<b>12</b>	<b>9</b>	<b>78</b>	<b>28</b>	<b>9</b>	<b>0</b>	<b>87</b>	<b>28</b>	<b>34</b>	<b>75.7</b>	<b>58.4</b>

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**Table 1 (Cont.)  
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COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty	
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured			
	Social and Behavioral Sciences	1	0	4	0	1	3	0	0	3	1	3	2	0	1	6	3	0	0	6	3	6	66.7	25.0
Design, Family & Consumer Sciences	3	0	6	0	0	1	0	0	8	1	1	0	2	0	9	1	0	0	9	1	4	90.0	16.7	
Geography	7	0	14	0	0	0	0	0	15	0	6	0	1	0	20	0	1	0	21	0	5	100.0	0.0	
History	3	0	4	0	0	5	0	0	6	4	1	1	3	0	7	5	0	0	7	5	3	58.3	38.5	
Political Science	6	0	6	0	0	3	0	0	7	3	5	0	0	0	11	3	1	0	12	3	4	80.0	30.0	
Psychology	5	0	5	0	0	2	0	0	6	0	4	2	0	0	9	2	1	0	10	2	4	83.3	25.0	
Social Work	4	0	5	0	0	9	0	0	5	5	4	4	0	2	9	9	0	0	9	9	4	50.0	40.9	
Sociology, Anthropology, & Criminology	2	0	1	0	0	1	0	0	2	1	1	0	0	0	3	1	0	0	3	1	0	75.0	50.0	
Other	31	0	45	0	1	24	0	0	52	15	25	9	6	3	74	24	3	0	77	24	30	76.2	58.8	
College Total																								

	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Track Faculty	% of Total Faculty
	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured		
	Library	4	0	11	0	0	1	0	2	7	2	8	1	1	0	14	3	1	0	15	3	0	83.3
Other	2	0	1	0	1	0	0	0	2	0	2	0	1	0	0	0	4	0	4	0	1	100.0	80.0
Total	6	0	12	0	1	1	0	2	9	2	10	1	2	0	14	3	5	0	19	3	1	86.4	82.6
UNIVERSITY TOTAL	181	0	225	1	12	109	41	12	274	67	185	55	43	21	421	122	38	0	459	122	230	79.0	56.6

\*University of Northern Iowa Instructional Staff Data supplied by Information Technology Services.  
Report Prepared by Office of Institutional Research

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**Table 2**  
**Faculty Not on Tenure Track**  
**University of Northern Iowa: Fall 2007**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other		Male	Female	Minority	Full-time	Part-time	Total
			Non-Tenure Track							
Accounting	3	2	0		3	2	0	2	3	5
Economics	1	1	0		1	1	0	1	1	2
Finance	3	2	0		4	1	0	3	2	5
Management	15	3	0		11	7	2	3	15	18
Marketing	1	1	0		1	1	1	1	1	2
<b>College Total</b>	<b>23</b>	<b>9</b>	<b>0</b>		<b>20</b>	<b>12</b>	<b>3</b>	<b>10</b>	<b>22</b>	<b>32</b>

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other		Male	Female	Minority	Full-time	Part-time	Total
			Non-Tenure Track							
Curriculum & Instruction	4	4	0		3	5	0	5	3	8
Educational Leadership, Counseling & Postsecondary	5	0	0		1	4	0	0	5	5
Educational Psychology & Foundations	5	0	0		0	5	0	0	5	5
School of Health, Physical Education & Leisure Services	16	5	0		8	13	2	10	11	21
Special Education	6	0	0		2	4	0	0	6	6
Teaching	4	3	0		1	6	1	3	4	7
Price Lab. School	16	4	0		5	15	0	13	7	20
<b>College Total</b>	<b>56</b>	<b>16</b>	<b>0</b>		<b>20</b>	<b>52</b>	<b>3</b>	<b>31</b>	<b>41</b>	<b>72</b>

**University of Northern Iowa**  
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**Table 2 (Cont.)**  
**Faculty Not on Tenure Track**  
**University of Northern Iowa: Fall 2007**

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Humanities and Fine Arts									
Art	4	0	0	1	3	1	1	3	4
Communication Sciences and Disorders	5	1	0	0	6	0	1	5	6
Communication Studies	9	3	0	4	8	0	5	7	12
English Language & Literature	16	0	0	6	10	0	3	13	16
Modern Languages	1	1	0	1	1	0	1	1	2
Philosophy & Religion	3	0	0	3	0	0	0	3	3
School of Music	12	3	0	9	6	0	6	9	15
Theatre	3	0	0	2	1	0	1	2	3
<b>College Total</b>	<b>53</b>	<b>8</b>	<b>0</b>	<b>26</b>	<b>35</b>	<b>1</b>	<b>18</b>	<b>43</b>	<b>61</b>

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Natural Sciences									
Biology	4	3	0	2	5	0	3	4	7
Chemistry	2	1	0	1	2	0	2	1	3
Computer Science	0	0	0	0	0	0	0	0	0
Earth Science	3	0	0	2	1	0	0	3	3
Industrial Technology	8	0	0	7	1	0	0	8	8
Mathematics	10	0	0	2	8	0	5	5	10
Physics	1	0	0	1	0	1	0	1	1
Other	2	0	0	2	0	0	0	2	2
<b>College Total</b>	<b>30</b>	<b>4</b>	<b>0</b>	<b>17</b>	<b>17</b>	<b>1</b>	<b>10</b>	<b>24</b>	<b>34</b>

**University of Northern Iowa  
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**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2007**

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Social and Behavioral Sciences									
Design, Family & Consumer Sciences	6	0	0	0	6	0	1	5	6
Geography	3	1	0	3	1	1	1	3	4
History	5	0	0	4	1	0	1	4	5
Political Science	3	0	0	2	1	0	2	1	3
Psychology	4	0	0	1	3	1	0	4	4
Social Work	3	1	0	2	2	1	2	2	4
Sociology, Anthropology, & Criminology	4	0	0	2	2	0	2	2	4
<b>College Total</b>	<b>28</b>	<b>2</b>	<b>0</b>	<b>14</b>	<b>16</b>	<b>3</b>	<b>9</b>	<b>21</b>	<b>30</b>

	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Library	0	0	0	0	0	0	0	0	0
Other	1	0	0	0	1	0	0	1	1
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>UNIVERSITY TOTAL</b>	<b>191</b>	<b>39</b>	<b>0</b>	<b>97</b>	<b>133</b>	<b>11</b>	<b>78</b>	<b>152</b>	<b>230</b>

**University of Northern Iowa**  
**Faculty Tenure Report**

**Table 3**  
**Faculty by Tenure Status and Rank**  
**University of Northern Iowa: Fall 2007**

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	181	0	3	1	0	185	100.0	97.8
Associate Professor	225	1	0	0	0	226	99.6	99.6
Assistant Professor	12	109	5	1	0	127	9.9	9.4
Instructor	41	12	174	37	0	264	77.4	15.5
Lecturer/Other	0	0	9	0	0	9	0.0	0.0
<b>University Total</b>	<b>459</b>	<b>122</b>	<b>191</b>	<b>39</b>	<b>0</b>	<b>811</b>	<b>79.0</b>	<b>56.6</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.

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**Table 4**  
**Faculty by Gender and Ethnic Group**  
**University of Northern Iowa: Fall 2007**

Faculty Gender and Ethnic Group	American Indian	Asian/Pacific Islander	Black/African American	Hispanic/ Latino	Two or More Races (Not Hispanic or Latino)	White or Caucasian
Male	2	28	12	7	0	389
Female	1	16	3	5	1	347
<b>University Total</b>	<b>3</b>	<b>44</b>	<b>15</b>	<b>12</b>	<b>1</b>	<b>736</b>



**University of Northern Iowa  
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**Table 5  
Peer Institutional Data: Fall 2006**

University	Tenured	Total all faculty	Percent tenured
University of Minnesota, Duluth	197	343	57.4%
University of North Carolina, Greensboro	346	530	65.2%
Central Michigan University	426	650	65.6%
Ohio University, Athens	495	746	66.3%
Illinois State University	463	691	67.0%
Indiana State University, Terre Haute	267	397	67.3%
California State University	333	495	67.3%
University of North Texas	474	691	68.7%
Northern Arizona University	445	636	70.0%
University of Wisconsin, Eau Claire	246	345	71.4%
<b>University of Northern Iowa</b>	<b>379</b>	<b>502</b>	<b>75.4%</b>

Source: AAUP, Academe, March-April 2007

\* Full Time faculty only, excludes Instructors