

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2008**

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	3	0	4	1	1	1	0	0	5	2	3	0	0	0	7	2	1	0	8	2	6	80.0
Accounting	3	0	4	1	1	1	0	0	5	2	3	0	0	0	7	2	1	0	8	2	6	80.0	50.0
Economics	4	0	6	0	0	1	0	0	8	1	2	0	2	1	10	1	0	0	10	1	3	90.9	71.4
Finance	4	0	2	0	0	0	0	0	6	0	0	0	1	0	6	0	0	0	6	0	7	100.0	46.2
Management	6	0	5	0	0	4	0	0	7	2	4	2	1	1	10	4	1	0	11	4	22	73.3	29.7
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>19</b>	<b>0</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>7</b>	<b>10</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>39</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>41</b>	<b>9</b>	<b>40</b>	<b>82.0</b>	<b>45.6</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	9	0	13	0	3	0	5	1	9	0	21	1	4	0	27	1	3	0	30	1	11	96.8
Curriculum & Instruction	9	0	13	0	3	0	5	1	9	0	21	1	4	0	27	1	3	0	30	1	11	96.8	71.4
Educational Leadership, Counseling & Postsecondary Edu.	2	0	6	0	0	3	0	0	5	1	3	2	0	0	8	3	0	0	8	3	9	72.7	40.0
Educational Psychology & Foundations	4	0	12	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	13	0	12	0	0	10	3	0	16	3	12	7	1	1	23	10	5	0	28	10	22	73.7	46.7
Special Education	6	0	2	0	0	3	1	0	2	0	7	3	0	0	9	3	0	0	9	3	4	75.0	56.3
Teaching	1	0	2	0	3	0	9	2	4	0	11	2	0	0	10	2	5	0	15	2	11	88.2	53.6
Price Lab. School	2	0	1	0	0	2	22	8	9	0	16	10	1	0	22	9	3	1	25	10	19	71.4	46.3
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>37</b>	<b>0</b>	<b>49</b>	<b>0</b>	<b>8</b>	<b>21</b>	<b>40</b>	<b>11</b>	<b>57</b>	<b>4</b>	<b>77</b>	<b>28</b>	<b>7</b>	<b>1</b>	<b>116</b>	<b>31</b>	<b>18</b>	<b>1</b>	<b>134</b>	<b>32</b>	<b>81</b>	<b>80.7</b>	<b>54.3</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1 (Cont.)  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2008**

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	2	0	0	2	0	1	8	1	3	2	0	1	11	3	0	0	11	3	7	78.6
Art	9	0	2	0	0	2	0	1	8	1	3	2	0	1	11	3	0	0	11	3	7	78.6	52.4
Communication Sciences and Disorders	3	0	3	0	0	3	0	0	4	1	2	2	0	0	6	3	0	0	6	3	8	66.7	35.3
Communication Studies	8	0	11	0	0	4	0	0	6	1	13	3	3	1	18	4	1	0	19	4	14	82.6	51.4
English Language & Literature	7	0	8	0	1	7	0	0	11	4	5	3	3	0	16	7	0	0	16	7	18	69.6	39.0
Modern Languages	3	0	9	0	0	4	0	0	3	2	9	2	4	1	11	4	1	0	12	4	3	75.0	63.2
Philosophy & Religion	3	0	8	0	0	1	0	0	7	1	4	0	1	0	11	1	0	0	11	1	2	91.7	78.6
School of Music	11	0	8	0	1	12	0	0	14	7	6	5	0	3	20	12	0	0	20	12	11	62.5	46.5
Theatre	4	0	5	0	0	1	0	0	5	0	4	1	0	0	9	1	0	0	9	1	2	90.0	75.0
Other	1	0	0	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>49</b>	<b>0</b>	<b>54</b>	<b>0</b>	<b>2</b>	<b>34</b>	<b>0</b>	<b>1</b>	<b>58</b>	<b>17</b>	<b>47</b>	<b>18</b>	<b>11</b>	<b>6</b>	<b>103</b>	<b>35</b>	<b>2</b>	<b>0</b>	<b>105</b>	<b>35</b>	<b>65</b>	<b>75.0</b>	<b>51.2</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	8	0	0	8	0	0	12	7	7	1	1	1	16	8	3	0	19	8	7	70.4
Biology	11	0	8	0	0	8	0	0	12	7	7	1	1	1	16	8	3	0	19	8	7	70.4	55.9
Chemistry & Biochemistry	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	1	88.9	80.0
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	5	10	6	2	0	12	6	10	66.7	42.9
Mathematics	7	0	10	0	0	10	1	0	13	5	5	5	4	3	16	10	2	0	18	10	10	64.3	47.4
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	1	100.0	75.0
<b>College Total</b>	<b>46</b>	<b>0</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>1</b>	<b>0</b>	<b>69</b>	<b>22</b>	<b>16</b>	<b>9</b>	<b>12</b>	<b>10</b>	<b>75</b>	<b>31</b>	<b>10</b>	<b>0</b>	<b>85</b>	<b>31</b>	<b>36</b>	<b>73.3</b>	<b>55.9</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1 (Cont.)  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2008**

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	T	NT	Other	Tenured	Tenured
	Social and Behavioral Sciences	2	0	2	0	0	5	0	0	3	1	1	4	0	1	4	5	0	0	4	5	8	44.4
Design, Family & Consumer Sciences	3	0	5	0	0	1	0	0	7	1	1	0	2	0	8	1	0	0	8	1	4	88.9	16.7
Geography	7	0	14	0	0	2	0	0	15	1	6	1	1	1	19	2	2	0	21	2	4	91.3	25.0
History	3	0	4	0	0	2	0	1	6	2	1	1	3	0	7	3	0	0	7	3	6	70.0	25.0
Political Science	7	0	7	0	0	1	0	0	9	0	5	1	0	0	14	1	0	0	14	1	4	93.3	16.7
Psychology	5	0	5	0	0	2	0	0	6	0	4	2	0	0	10	2	0	0	10	2	5	83.3	22.2
Social Work	4	0	7	0	0	8	0	0	6	5	5	3	0	2	11	8	0	0	11	8	4	57.9	40.0
Sociology, Anthropology, & Criminology	3	0	1	0	0	0	0	0	2	0	2	0	0	0	4	0	0	0	4	0	0	100.0	-
Other	3	0	1	0	0	0	0	0	2	0	2	0	0	0	4	0	0	0	4	0	0	100.0	-
<b>College Total</b>	<b>34</b>	<b>0</b>	<b>45</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>54</b>	<b>10</b>	<b>25</b>	<b>12</b>	<b>6</b>	<b>4</b>	<b>77</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>79</b>	<b>22</b>	<b>35</b>	<b>78.2</b>	<b>58.1</b>

	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	T	NT	Other	Tenured	Tenured
	Library	2	0	12	0	0	2	0	1	7	1	7	2	1	1	13	3	1	0	14	3	2	82.4
Other	1	0	3	0	1	0	0	0	4	0	1	0	1	0	4	0	0	0	5	0	2	100.0	71.4
<b>Total</b>	<b>3</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>17</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>19</b>	<b>3</b>	<b>4</b>	<b>86.4</b>	<b>73.1</b>

<b>UNIVERSITY TOTAL</b>	<b>188</b>	<b>0</b>	<b>222</b>	<b>1</b>	<b>12</b>	<b>117</b>	<b>41</b>	<b>14</b>	<b>280</b>	<b>61</b>	<b>183</b>	<b>71</b>	<b>44</b>	<b>25</b>	<b>427</b>	<b>131</b>	<b>35</b>	<b>1</b>	<b>463</b>	<b>132</b>	<b>261</b>	<b>77.8</b>	<b>54.1</b>
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Report Prepared by Office of Institutional Research

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2008**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Business Administration	5	1	0	3	3	1	1	5	6
Accounting	2	1	0	3	0	0	1	2	3
Economics	4	3	0	5	2	0	3	4	7
Finance	18	4	0	11	11	4	4	18	22
Management	1	1	0	1	1	1	1	1	2
Marketing	<b>30</b>	<b>10</b>	<b>0</b>	<b>23</b>	<b>17</b>	<b>6</b>	<b>10</b>	<b>30</b>	<b>40</b>
College Total									

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Education	6	5	0	3	8	0	7	4	11
Curriculum & Instruction	9	0	0	3	6	3	2	7	9
Educational Leadership, Counseling & Postsecondary	5	0	0	0	5	0	0	5	5
Educational Psychology & Foundations	17	5	0	9	13	2	9	13	22
School of Health, Physical Education & Leisure Services	4	0	0	2	2	0	0	4	4
Special Education	8	3	0	3	8	1	4	7	11
Teaching	16	3	0	8	11	0	13	6	19
Price Lab. School	<b>65</b>	<b>16</b>	<b>0</b>	<b>28</b>	<b>53</b>	<b>6</b>	<b>35</b>	<b>46</b>	<b>81</b>
College Total									

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2008**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Humanities and Fine Arts									
Art	7	0	0	1	6	0	2	5	7
Communication Sciences and Disorders	8	0	0	1	7	0	0	8	8
Communication Studies	12	2	0	5	9	0	7	7	14
English Language & Literature	18	0	0	7	11	0	2	16	18
Modern Languages	2	1	0	1	2	1	1	2	3
Philosophy & Religion	2	0	0	2	0	0	1	1	2
School of Music	9	2	0	8	3	0	3	8	11
Theatre	2	0	0	1	1	0	1	1	2
<b>College Total</b>	<b>60</b>	<b>5</b>	<b>0</b>	<b>26</b>	<b>39</b>	<b>1</b>	<b>17</b>	<b>48</b>	<b>65</b>

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Natural Sciences									
Biology	4	3	0	2	5	0	3	4	7
Chemistry & Biochemistry	2	1	0	0	3	0	2	1	3
Computer Science	1	0	0	1	0	0	0	1	1
Earth Science	3	0	0	2	1	0	0	3	3
Industrial Technology	9	1	0	9	1	0	1	9	10
Mathematics	10	0	0	2	8	0	2	8	10
Physics	1	0	0	1	0	1	1	0	1
Other	1	0	0	1	0	0	0	1	1
<b>College Total</b>	<b>31</b>	<b>5</b>	<b>0</b>	<b>18</b>	<b>18</b>	<b>1</b>	<b>9</b>	<b>27</b>	<b>36</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2008**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track	Male	Female	Minority	Full-time	Part-time	Total
Design, Family & Consumer Sciences	3	1	0	4	0	1	2	2	4
Geography	4	0	0	4	0	0	0	4	4
History	6	0	0	5	1	0	2	4	6
Political Science	4	0	0	2	2	0	1	3	4
Psychology	4	1	0	2	3	1	1	4	5
Social Work	4	0	0	2	2	0	0	4	4
Sociology, Anthropology, & Criminology	4	0	0	2	2	0	0	4	4
<b>College Total</b>	<b>33</b>	<b>2</b>	<b>0</b>	<b>20</b>	<b>15</b>	<b>2</b>	<b>7</b>	<b>28</b>	<b>35</b>

	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track	Male	Female	Minority	Full-time	Part-time	Total
Other	1	1	0	0	2	0	1	1	2
<b>Total</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>
<b>UNIVERSITY TOTAL</b>	<b>221</b>	<b>40</b>	<b>0</b>	<b>116</b>	<b>145</b>	<b>16</b>	<b>80</b>	<b>181</b>	<b>261</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 3  
Faculty by Tenure Status and Rank  
University of Northern Iowa: Fall 2008**

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	188	0	3	2	0	193	100.0	97.4
Associate Professor	222	1	0	0	0	223	99.6	99.6
Assistant Professor	12	117	4	2	0	135	9.3	8.9
Instructor	41	14	206	36	0	297	74.5	13.8
Lecturer/Other	0	0	8	0	0	8	0.0	0.0
<b>University Total</b>	<b>463</b>	<b>132</b>	<b>221</b>	<b>40</b>	<b>0</b>	<b>856</b>	<b>77.8</b>	<b>54.1</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 2008**

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	32	12	9	0	402
Female	2	16	6	5	1	369
<b>University Total</b>	<b>4</b>	<b>48</b>	<b>18</b>	<b>14</b>	<b>1</b>	<b>771</b>



**University of Northern Iowa  
Faculty Tenure Report**

**Table 5  
Peer Institutional Data: Fall 2007**

<b>University</b>	<b>Tenured</b>	<b>Total all faculty*</b>	<b>Percent tenured</b>
University of Minnesota, Duluth	197	348	56.6%
Central Michigan University	422	655	64.4%
Ohio University, Athens	488	725	67.3%
California State University	333	495	67.3%
Indiana State University, Terre Haute	267	396	67.4%
Illinois State University	462	680	67.9%
University of North Texas	484	713	67.9%
University of North Carolina, Greensboro	367	540	68.0%
Northern Arizona University	445	651	68.4%
University of Wisconsin, Eau Claire	235	337	69.7%
<b>University of Northern Iowa</b>	<b>378</b>	<b>493</b>	<b>76.7%</b>

Source: AAUP, Academe, March-April 2008

\* Full Time faculty only, excludes Instructors