

**University of Northern Iowa
Faculty Tenure Report**

**Table 1
Tenured Faculty and Non-Tenured Faculty on Tenure Track
University of Northern Iowa: Fall 2012**

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
Business Administration	5	0	1	1	0	3	0	0	4	4	2	0	0	2	6	4	0	0	6	4	8	60.0	33.3
Accounting	5	0	1	1	0	3	0	0	4	4	2	0	0	2	6	4	0	0	6	4	8	60.0	33.3
Economics	5	0	6	0	0	1	0	0	9	0	2	1	3	0	11	1	0	0	11	1	1	91.7	84.6
Finance	3	0	2	0	0	2	0	0	5	2	0	0	1	0	5	2	0	0	5	2	2	71.4	55.6
Management	6	0	6	0	0	6	0	0	8	3	4	3	2	4	11	6	1	0	12	6	4	66.7	54.5
Marketing	2	0	5	0	0	0	0	0	7	0	0	0	3	0	7	0	0	0	7	0	3	100.0	70.0
Other	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	5	100.0	16.7
College Total	21	0	21	1	0	12	0	0	33	9	9	4	9	6	41	13	1	0	42	13	23	76.4	53.8

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
Education	6	0	13	1	2	3	3	0	8	0	16	4	3	2	20	4	4	0	24	4	10	85.7	63.2
Curriculum & Instruction	6	0	13	1	2	3	3	0	8	0	16	4	3	2	20	4	4	0	24	4	10	85.7	63.2
Educational Leadership, Counseling & Postsecondary Edu.	3	0	3	0	0	2	0	0	5	2	1	0	0	0	4	2	2	0	6	2	1	75.0	66.7
Educational Psychology & Foundations	3	0	7	0	2	4	0	0	6	1	6	3	0	1	12	4	0	0	12	4	4	75.0	60.0
School of Health, Physical Education & Leisure Services	12	0	12	0	0	9	2	0	14	6	12	3	2	1	22	9	4	0	26	9	18	74.3	49.1
Special Education	5	0	3	0	0	2	1	0	3	0	6	2	0	0	9	2	0	0	9	2	7	81.8	50.0
Teaching	2	0	0	0	4	4	22	6	8	0	20	10	0	0	26	10	2	0	28	10	5	73.7	65.1
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
College Total	31	0	39	1	8	24	28	6	44	9	62	22	5	4	94	31	12	0	106	31	45	77.4	58.2

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University of Northern Iowa: Fall 2012**

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	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other	Tenured	Tenured
Humanities, Arts and Sciences	8	0	2	0	0	2	0	0	8	1	3	1	1	0	10	2	0	0	10	2	6	83.3	55.6
Art	8	0	2	0	0	2	0	0	8	1	3	1	1	0	10	2	0	0	10	2	6	83.3	55.6
Biology	11	0	10	0	0	5	0	0	15	3	4	2	1	2	20	5	1	0	21	5	7	80.8	63.6
Chemistry & Biochemistry	7	0	4	0	0	4	0	0	9	2	2	2	2	0	10	4	1	0	11	4	2	73.3	64.7
Communication Sciences and Disorders	3	0	3	0	0	2	0	0	3	0	2	2	0	0	6	2	0	0	6	2	9	75.0	35.3
Communication Studies	9	0	12	0	0	2	0	0	6	0	15	2	5	1	17	2	4	0	21	2	17	91.3	52.5
Computer Science	2	0	6	0	0	0	0	0	8	0	0	0	1	0	8	0	0	0	8	0	1	100.0	88.9
Earth Science	6	0	1	0	0	1	0	0	6	1	1	0	1	0	6	1	1	0	7	1	5	87.5	53.8
Technology	6	0	7	0	0	2	0	0	13	2	1	0	6	0	12	2	1	0	13	2	5	86.7	65.0
Languages & Literatures	11	0	16	0	1	6	1	0	16	2	16	4	7	1	28	6	1	0	29	6	22	82.9	50.9
Mathematics	7	0	10	0	1	7	0	0	13	3	5	4	7	0	15	7	3	0	18	7	8	72.0	54.5
Philosophy & Religion	5	0	7	0	0	0	0	0	7	0	5	0	1	0	10	0	2	0	12	0	5	100.0	70.6
Physics	4	0	2	0	0	3	0	0	7	2	0	1	2	1	5	3	1	0	6	3	4	66.7	46.2
School of Music	13	0	10	0	1	9	1	0	15	4	7	5	2	0	25	9	0	0	25	9	15	73.5	51.0
Theatre	3	0	5	0	0	3	0	0	5	2	4	1	0	0	8	3	0	0	8	3	2	72.7	61.5
Other	2	0	1	0	0	0	0	0	3	0	1	0	1	0	2	0	1	0	3	0	0	100.0	100.0
College Total	97	0	96	0	3	46	2	0	134	22	66	24	37	5	182	46	16	0	198	46	108	81.1	56.3

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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	2	0	5	0	0	1	0	0	6	1	1	0	1	0	8	1	1	3	7	1	4	87.5
Geography	2	0	5	0	0	1	0	0	6	1	1	0	1	0	8	1	1	3	7	1	4	87.5	16.7
History	10	0	10	0	0	2	0	0	15	1	5	1	1	1	19	2	2	0	20	2	2	90.9	33.3
Political Science	2	0	6	0	0	5	0	0	6	1	2	4	3	0	8	0	0	2	8	5	2	61.5	0.0
Psychology	10	0	4	0	0	4	0	0	9	1	5	3	0	1	14	0	0	1	14	4	1	77.8	0.0
School of Applied Human Sciences	2	0	7	0	0	3	0	0	4	0	5	3	1	0	9	1	0	8	9	3	9	75.0	7.7
Social Work	5	0	5	0	0	2	0	0	4	0	6	2	1	2	8	0	1	7	10	2	7	83.3	0.0
Sociology, Anthropology, & Criminology	5	0	8	0	0	4	0	0	7	2	6	2	2	0	13	0	2	4	13	4	4	76.5	0.0
Other	3	0	1	0	0	0	0	0	3	0	1	0	0	0	4	0	0	0	4	0	0	100.0	-
College Total	39	0	46	0	0	21	0	0	54	6	31	15	9	4	83	4	6	25	85	21	29	80.2	63.0

	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	2	0	14	0	0	1	0	0	8	0	8	1	1	0	15	0	1	1	16	1	1	94.1
Other	0	0	5	0	1	0	0	0	4	0	2	0	0	0	6	0	0	0	6	0	17	100.0	26.1
Total	2	0	19	0	1	1	0	0	12	0	10	1	1	0	21	0	1	1	22	1	18	95.7	53.7

UNIVERSITY TOTAL	190	0	221	2	12	104	30	6	277	46	178	66	61	19	421	94	36	26	453	112	223	80.2	57.5
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Report Prepared by CIO's Office and Institutional Research

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Table 2
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2012

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Business Administration	6	2	0	6	2	1	3	5	8
Accounting	6	2	0	6	2	1	3	5	8
Economics	0	1	0	1	0	0	1	0	1
Finance	1	1	0	0	2	0	1	1	2
Management	7	2	0	2	7	2	4	5	9
Marketing	1	2	0	2	1	0	3	0	3
College Total	15	8	0	11	12	3	12	11	23

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Education	6	4	0	2	8	0	4	6	10
Curriculum & Instruction	6	4	0	2	8	0	4	6	10
Educational Leadership, Counseling & Postsecondary	1	0	0	0	1	0	0	1	1
Educational Psychology & Foundations	4	0	0	1	3	0	0	4	4
School of Health, Physical Education & Leisure Services	12	6	0	8	10	0	7	11	18
Special Education	7	0	0	2	5	1	1	6	7
Teaching	2	3	0	1	4	1	5	0	5
College Total	32	13	0	14	31	2	17	28	45

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**Table 2 (Cont.)
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2012**

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Humanities, Arts and Sciences									
Art	5	1	0	1	5	1	5	1	6
Biology	5	2	0	0	7	1	2	5	7
Chemistry & Biochemistry	2	0	0	1	1	0	2	0	2
Communication Sciences and Disorders	8	1	0	0	9	0	2	7	9
Communication Studies	12	5	0	6	11	2	9	8	17
Computer Science	1	0	0	1	0	0	0	1	1
Earth Science	4	1	0	5	0	0	2	3	5
Technology	4	1	0	4	1	0	2	3	5
Languages & Literatures	22	0	0	8	14	3	4	18	22
Mathematics	8	0	0	2	6	0	0	8	8
Philosophy & Religion	4	1	0	3	2	0	1	4	5
Physics	4	0	0	3	1	1	1	3	4
School of Music	13	2	0	10	5	1	3	12	15
Theatre	2	0	0	1	1	0	0	2	2
Other	0	0	0	0	0	0	0	0	0
College Total	94	14	0	45	63	9	33	75	108

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**Table 2 (Cont.)
Faculty Not on Tenure Track
University of Northern Iowa: Fall 2012**

COLLEGE/DEPARTMENT	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Social and Behavioral Sciences									
Geography	3	1	0	3	1	1	1	3	4
History	2	0	0	1	1	0	2	0	2
Political Science	2	0	0	2	0	0	0	2	2
Psychology	1	0	0	0	1	0	0	1	1
School of Applied Human Sciences	9	0	0	1	8	0	1	8	9
Social Work	7	0	0	3	4	2	0	7	7
Sociology, Anthropology, & Criminology	4	0	0	1	3	0	0	4	4
Other	0	0	0	0	0	0	0	0	0
College Total	28	1	0	11	18	3	4	25	29

	Other			Male	Female	Minority	Full-time	Part-time	Total
	Adjunct/ Temporary	Visiting/ Term	Non-Tenure Track						
Library	1	0	0	1	0	0	0	1	1
Other	17	0	0	10	7	1	3	14	17
Total	18	0	0	11	7	1	3	15	18
UNIVERSITY TOTAL	187	36	0	92	131	18	69	154	223

**University of Northern Iowa
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**Table 3
Faculty by Tenure Status and Rank
University of Northern Iowa: Fall 2012**

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	4	0	0	194	100.0	97.9
Associate Professor	221	2	2	0	0	225	99.1	98.2
Assistant Professor	12	104	1	1	0	118	10.3	10.2
Instructor	30	6	178	35	0	249	83.3	12.0
Lecturer/Other	0	0	2	0	0	2	0.0	0.0
University Total	453	112	187	36	0	788	80.2	57.5

*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 2012**

Faculty Gender and Ethnic Group	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	29	10	9	1	4	360
Female	1	22	8	10	0	4	330
University Total	1	51	18	19	1	8	690

**University of Northern Iowa
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**Table 5
Peer Institutional Data: Fall 2011**

University	Tenured	Total all faculty*	Percent tenured
University of Wisconsin, Eau Claire	210	351	59.8%
University of Minnesota, Duluth	224	366	61.2%
Northern Arizona University	414	640	64.7%
Central Michigan University	417	637	65.5%
Illinois State University	493	710	69.4%
University of North Texas	544	777	70.0%
California State University	369	508	72.6%
Indiana State University, Terre Haute	262	356	73.6%
Ohio University, Athens	513	686	74.8%
University of North Carolina, Greensboro	437	578	75.6%
University of Northern Iowa	382	498	76.7%

Source: AAUP, Academe, March-April 2012

* Full Time faculty only, excludes Instructors