

**University of Northern Iowa  
Faculty Tenure Report**

**Table 1  
Tenured Faculty and Non-Tenured Faculty on Tenure Track  
University of Northern Iowa: Fall 2013**

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				
<b>Business Administration</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>54.5</b>	<b>35.3</b>
Accounting	5	0	1	1	0	4	0	0	4	4	2	1	0	3	6	5	0	0	6	5	6	54.5	35.3
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	7	0	5	0	0	6	0	0	8	3	4	3	1	3	11	6	1	0	12	6	8	66.7	46.2
Marketing	2	0	4	0	0	0	0	0	6	0	0	0	3	0	6	0	0	0	6	0	3	100.0	66.7
Other	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	5	100.0	16.7
<b>College Total</b>	<b>23</b>	<b>0</b>	<b>18</b>	<b>1</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>9</b>	<b>9</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>40</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>41</b>	<b>14</b>	<b>25</b>	<b>74.5</b>	<b>17.5</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	Other				
<b>Education</b>	<b>6</b>	<b>0</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>15</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>18</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>24</b>	<b>6</b>	<b>12</b>	<b>80.0</b>	<b>57.1</b>
Curriculum & Instruction	6	0	13	2	2	4	3	0	8	1	15	6	3	3	18	6	6	0	24	6	12	80.0	57.1
Educational Leadership, Counseling & Postsecondary Edu.	3	0	4	0	0	2	0	0	6	1	1	1	0	0	5	2	2	0	7	2	0	77.8	77.8
Educational Psychology & Foundations	5	0	4	0	2	5	0	0	5	2	6	3	0	2	11	5	0	0	11	5	5	68.8	52.4
School of Health, Physical Education & Leisure Services	12	0	15	0	0	6	1	0	15	3	13	3	3	0	24	6	4	0	28	6	20	82.4	51.9
Special Education	5	0	3	0	0	0	1	0	3	0	6	0	0	0	9	0	0	0	9	0	8	100.0	52.9
Teaching	2	0	0	0	6	4	20	5	8	0	20	9	0	0	26	9	2	0	28	9	6	75.7	65.1
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>34</b>	<b>0</b>	<b>39</b>	<b>2</b>	<b>10</b>	<b>21</b>	<b>25</b>	<b>5</b>	<b>45</b>	<b>7</b>	<b>62</b>	<b>22</b>	<b>6</b>	<b>5</b>	<b>94</b>	<b>28</b>	<b>14</b>	<b>0</b>	<b>108</b>	<b>28</b>	<b>51</b>	<b>79.4</b>	<b>57.8</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 2013**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals			% of Tenure Eligible 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, Arts and Sciences	8	0	2	0	0	4	0	0	7	2	3	2	1	0	10	4	0	0	10	4	4	71.4	55.6
Art	8	0	2	0	0	4	0	0	7	2	3	2	1	0	10	4	0	0	10	4	4	71.4	55.6
Biology	10	0	8	0	0	7	0	0	15	4	3	3	1	2	18	7	0	0	18	7	8	72.0	54.5
Chemistry & Biochemistry	7	0	4	0	0	5	0	0	9	3	2	2	2	0	10	5	1	0	11	5	3	68.8	57.9
Communication Sciences and Disorders	3	0	3	0	0	2	0	0	4	0	2	2	0	0	6	2	0	0	6	2	9	75.0	35.3
Communication Studies	9	0	11	1	0	3	0	0	6	3	14	1	5	0	16	4	4	0	20	4	16	83.3	50.0
Computer Science	1	0	6	0	0	1	0	0	7	0	0	1	1	0	7	1	0	0	7	1	0	87.5	87.5
Earth Science	5	0	1	0	0	2	0	0	5	1	1	1	1	0	5	2	1	0	6	2	3	75.0	54.5
Technology	5	0	7	0	0	2	0	0	10	7	2	1	6	2	11	3	1	5	12	2	6	85.7	60.0
Languages & Literatures	11	0	16	0	1	4	1	0	15	0	14	4	6	1	29	4	0	0	29	4	20	87.9	54.7
Mathematics	7	0	10	0	1	7	0	0	13	3	5	4	7	0	17	7	1	0	18	7	8	72.0	54.5
Philosophy & Religion	3	0	7	0	0	1	0	0	6	1	4	0	1	0	8	1	2	0	10	1	4	90.9	66.7
Physics	5	0	2	0	0	2	0	0	7	1	0	1	2	1	6	2	1	0	7	2	3	77.8	58.3
School of Music	14	0	11	0	0	8	1	0	17	2	9	6	2	0	26	8	0	0	26	8	18	76.5	50.0
Theatre	3	0	5	0	0	3	0	0	5	2	3	1	0	0	8	3	0	0	8	3	5	72.7	50.0
Other	3	0	1	0	0	0	0	0	3	0	1	0	1	0	3	0	1	0	4	0	0	100.0	100.0
<b>College Total</b>	<b>94</b>	<b>0</b>	<b>94</b>	<b>1</b>	<b>2</b>	<b>51</b>	<b>2</b>	<b>0</b>	<b>129</b>	<b>29</b>	<b>63</b>	<b>29</b>	<b>36</b>	<b>6</b>	<b>180</b>	<b>53</b>	<b>12</b>	<b>5</b>	<b>192</b>	<b>52</b>	<b>107</b>	<b>78.7</b>	<b>54.7</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 2013**

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				
Social and Behavioral Sciences	3	0	4	0	0	2	0	0	6	1	1	1	1	1	7	2	0	0	7	2	3	77.8	58.3
Geography	3	0	4	0	0	2	0	0	6	1	1	1	1	7	2	0	0	7	2	3	77.8	58.3	
History	11	0	9	0	0	3	0	0	15	1	5	2	1	1	20	3	0	0	20	3	3	87.0	76.9
Political Science	2	0	6	0	0	3	0	0	6	1	2	2	3	0	8	3	0	0	8	3	5	72.7	50.0
Psychology	10	0	3	0	0	4	0	0	8	1	5	3	0	1	13	4	0	0	13	4	1	76.5	72.2
School of Applied Human Sciences	2	0	8	0	0	2	0	1	5	1	5	2	2	0	10	3	0	0	10	3	10	76.9	43.5
Social Work	5	0	5	1	0	2	0	0	4	1	6	2	1	2	9	3	1	0	10	3	3	76.9	62.5
Sociology, Anthropology, & Criminology	6	0	9	0	0	4	0	0	8	2	7	2	2	0	14	4	1	0	15	4	3	78.9	68.2
Other	2	0	2	0	0	0	0	0	2	0	2	0	0	0	4	0	0	0	4	0	0	100.0	100.0
<b>College Total</b>	<b>41</b>	<b>0</b>	<b>46</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>54</b>	<b>8</b>	<b>33</b>	<b>14</b>	<b>10</b>	<b>5</b>	<b>85</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>87</b>	<b>22</b>	<b>28</b>	<b>79.8</b>	<b>63.5</b>

	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				
Library	2	0	12	0	0	3	0	0	7	0	7	3	0	0	13	3	1	0	14	3	1	82.4	77.8
Other	3	0	4	0	1	0	0	0	4	0	4	0	0	0	8	0	0	0	8	0	20	100.0	28.6
<b>Total</b>	<b>5</b>	<b>0</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>22</b>	<b>3</b>	<b>21</b>	<b>88.0</b>	<b>47.8</b>

<b>UNIVERSITY TOTAL</b>	<b>197</b>	<b>0</b>	<b>213</b>	<b>5</b>	<b>13</b>	<b>108</b>	<b>27</b>	<b>6</b>	<b>271</b>	<b>53</b>	<b>178</b>	<b>73</b>	<b>60</b>	<b>22</b>	<b>420</b>	<b>120</b>	<b>30</b>	<b>5</b>	<b>450</b>	<b>119</b>	<b>232</b>	<b>79.1</b>	<b>56.2</b>
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Report Prepared by CIO's Office and Institutional Research

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2013**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Accounting	4	2	0	4	2	1	2	4	6
Economics	0	1	0	1	0	0	1	0	1
Finance	1	1	0	0	2	0	1	1	2
Management	5	3	0	5	3	0	3	5	8
Marketing	0	3	0	2	1	0	3	0	3
Other	5	0	0	0	5	2	0	5	5
<b>College Total</b>	<b>15</b>	<b>10</b>	<b>0</b>	<b>12</b>	<b>13</b>	<b>3</b>	<b>10</b>	<b>15</b>	<b>25</b>

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Curriculum & Instruction	7	5	0	4	8	3	5	7	12
Educational Leadership, Counseling & Postsecondary	0	0	0	0	0	0	0	0	0
Educational Psychology & Foundations	5	0	0	3	2	0	0	5	5
School of Health, Physical Education & Leisure Services	13	7	0	9	11	2	8	12	20
Special Education	8	0	0	1	7	1	1	7	8
Teaching	2	4	0	2	4	0	4	2	6
<b>College Total</b>	<b>35</b>	<b>16</b>	<b>0</b>	<b>19</b>	<b>32</b>	<b>6</b>	<b>18</b>	<b>33</b>	<b>51</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2013**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other				Full-time	Part-time	Total
			Non-Tenure Track	Male	Female	Minority			
Humanities, Arts and Sciences									
Art	4	0	0	1	3	1	2	2	4
Biology	6	2	0	2	6	1	3	5	8
Chemistry & Biochemistry	3	0	0	0	3	1	2	1	3
Communication Sciences and Disorders	8	1	0	0	9	0	3	6	9
Communication Studies	12	4	0	6	10	2	8	8	16
Computer Science	0	0	0	0	0	0	0	0	0
Earth Science	2	1	0	3	0	0	1	2	3
Technology	6	0	0	5	1	1	1	5	6
Languages & Literatures	20	0	0	6	14	5	4	16	20
Mathematics	8	0	0	3	5	0	0	8	8
Philosophy & Religion	4	0	0	2	2	0	0	4	4
Physics	3	0	0	2	1	1	0	3	3
School of Music	16	2	0	12	6	2	6	12	18
Theatre	5	0	0	1	4	0	0	5	5
Other	0	0	0	0	0	0	0	0	0
<b>College Total</b>	<b>97</b>	<b>10</b>	<b>0</b>	<b>43</b>	<b>64</b>	<b>14</b>	<b>30</b>	<b>77</b>	<b>107</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2013**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Geography	3	0	0	3	0	0	0	3	3
History	3	0	0	2	1	0	0	3	3
Political Science	5	0	0	4	1	0	1	4	5
Psychology	1	0	0	0	1	0	0	1	1
School of Applied Human Sciences	9	1	0	0	10	0	1	9	10
Social Work	3	0	0	2	1	0	0	3	3
Sociology, Anthropology, & Criminology	3	0	0	1	2	0	0	3	3
Other	0	0	0	0	0	0	0	0	0
<b>College Total</b>	<b>27</b>	<b>1</b>	<b>0</b>	<b>12</b>	<b>16</b>	<b>0</b>	<b>2</b>	<b>26</b>	<b>28</b>

	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Library	1	0	0	1	0	0	0	1	1
Other	20	0	0	11	9	1	1	19	20
<b>Total</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>20</b>	<b>21</b>
<b>UNIVERSITY TOTAL</b>	<b>195</b>	<b>37</b>	<b>0</b>	<b>98</b>	<b>134</b>	<b>24</b>	<b>61</b>	<b>171</b>	<b>232</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 3  
Faculty by Tenure Status and Rank  
University of Northern Iowa: Fall 2013**

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	197	0	1	0	0	198	100.0	99.5
Associate Professor	213	5	2	0	0	220	97.7	96.8
Assistant Professor	13	108	1	0	0	122	10.7	10.7
Instructor	27	6	189	19	17	258	81.8	10.5
Lecturer/Other	0	0	3	0	0	3	0.0	0.0
<b>University Total</b>	<b>450</b>	<b>119</b>	<b>196</b>	<b>19</b>	<b>17</b>	<b>801</b>	<b>79.1</b>	<b>56.2</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 2013**

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	30	11	10	1	4	360
Female	1	23	11	10	0	4	336
<b>University Total</b>	<b>1</b>	<b>53</b>	<b>22</b>	<b>20</b>	<b>1</b>	<b>8</b>	<b>696</b>



**University of Northern Iowa  
Faculty Tenure Report**

**Table 5  
Peer Institutional Data: Fall 2012**

<b>University</b>	<b>Tenured</b>	<b>Total all faculty*</b>	<b>Percent tenured</b>
University of Minnesota, Duluth	226	385	58.7%
University of Wisconsin, Eau Claire	224	374	59.9%
Northern Arizona University	431	658	65.5%
Illinois State University	476	699	68.1%
University of North Texas	571	790	72.3%
Central Michigan University	425	579	73.4%
Indiana State University, Terre Haute	269	366	73.5%
California State University	370	487	76.0%
University of North Carolina, Greensboro	404	529	76.4%
University of Northern Iowa	369	478	77.2%
Ohio University, Athens	516	663	77.8%

Source: AAUP, Academe, March-April 2013

\* Full Time faculty only, excludes Instructors