

2-2012

## Faculty Tenure Report, Fall 2012

University of Northern Iowa. Office of Institutional Research.

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**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       | Other     | Tenured   | Tenured   |                           |                    |
| <b>Business Administration</b> | <b>5</b>  | <b>0</b> | <b>1</b>         | <b>1</b> | <b>0</b>        | <b>3</b>  | <b>0</b>   | <b>0</b> | <b>4</b>  | <b>4</b> | <b>2</b> | <b>0</b> | <b>0</b> | <b>2</b> | <b>6</b>  | <b>4</b>  | <b>0</b>  | <b>0</b> | <b>6</b>  | <b>4</b>  | <b>8</b>  | <b>60.0</b>               | <b>33.3</b>        |
| 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               |
| <b>College Total</b>           | <b>21</b> | <b>0</b> | <b>21</b>        | <b>1</b> | <b>0</b>        | <b>12</b> | <b>0</b>   | <b>0</b> | <b>33</b> | <b>9</b> | <b>9</b> | <b>4</b> | <b>9</b> | <b>6</b> | <b>41</b> | <b>13</b> | <b>1</b>  | <b>0</b> | <b>42</b> | <b>13</b> | <b>23</b> | <b>76.4</b>               | <b>53.8</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   |                           |                    |
| <b>Education</b>  | <b>6</b>  | <b>0</b> | <b>13</b>        | <b>1</b> | <b>2</b>        | <b>3</b>  | <b>3</b>   | <b>0</b> | <b>8</b>  | <b>0</b> | <b>16</b> | <b>4</b>  | <b>3</b> | <b>2</b> | <b>20</b> | <b>4</b>  | <b>4</b>  | <b>0</b> | <b>24</b>  | <b>4</b>  | <b>10</b> | <b>85.7</b>               | <b>63.2</b>        |
| 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              |
| <b>College Total</b>                                    | <b>31</b> | <b>0</b> | <b>39</b>        | <b>1</b> | <b>8</b>        | <b>24</b> | <b>28</b>  | <b>6</b> | <b>44</b> | <b>9</b> | <b>62</b> | <b>22</b> | <b>5</b> | <b>4</b> | <b>94</b> | <b>31</b> | <b>12</b> | <b>0</b> | <b>106</b> | <b>31</b> | <b>45</b> | <b>77.4</b>               | <b>58.2</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 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            |
| 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              |
| <b>College Total</b>                 | <b>97</b> | <b>0</b> | <b>96</b>        | <b>0</b> | <b>3</b>        | <b>46</b> | <b>2</b>   | <b>0</b> | <b>134</b> | <b>22</b> | <b>66</b> | <b>24</b> | <b>37</b> | <b>5</b> | <b>182</b> | <b>46</b> | <b>16</b> | <b>0</b> | <b>198</b> | <b>46</b> | <b>108</b> | <b>81.1</b>               | <b>56.3</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 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        | 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                     | -                  |
| <b>College Total</b>                   | <b>39</b>                      | <b>0</b> | <b>46</b>        | <b>0</b> | <b>0</b>        | <b>21</b> | <b>0</b>   | <b>0</b> | <b>54</b> | <b>6</b> | <b>31</b> | <b>15</b> | <b>9</b> | <b>4</b> | <b>83</b> | <b>4</b> | <b>6</b>  | <b>25</b> | <b>85</b> | <b>21</b> | <b>29</b> | <b>80.2</b>               | <b>63.0</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       | 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               |
| <b>Total</b> | <b>2</b>  | <b>0</b> | <b>19</b>        | <b>0</b> | <b>1</b>        | <b>1</b> | <b>0</b>   | <b>0</b> | <b>12</b> | <b>0</b> | <b>10</b> | <b>1</b> | <b>1</b> | <b>0</b> | <b>21</b> | <b>0</b> | <b>1</b>  | <b>1</b> | <b>22</b> | <b>1</b> | <b>18</b> | <b>95.7</b>               | <b>53.7</b>        |

|                         |            |          |            |          |           |            |           |          |            |           |            |           |           |           |            |           |           |           |            |            |            |             |             |
|-------------------------|------------|----------|------------|----------|-----------|------------|-----------|----------|------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|------------|------------|-------------|-------------|
| <b>UNIVERSITY TOTAL</b> | <b>190</b> | <b>0</b> | <b>221</b> | <b>2</b> | <b>12</b> | <b>104</b> | <b>30</b> | <b>6</b> | <b>277</b> | <b>46</b> | <b>178</b> | <b>66</b> | <b>61</b> | <b>19</b> | <b>421</b> | <b>94</b> | <b>36</b> | <b>26</b> | <b>453</b> | <b>112</b> | <b>223</b> | <b>80.2</b> | <b>57.5</b> |
|-------------------------|------------|----------|------------|----------|-----------|------------|-----------|----------|------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|------------|------------|-------------|-------------|

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 2012**

| COLLEGE/DEPARTMENT      | Adjunct/<br>Temporary | Visiting/<br>Term | Other               |           |           |          | Full-time | Part-time | Total     |
|-------------------------|-----------------------|-------------------|---------------------|-----------|-----------|----------|-----------|-----------|-----------|
|                         |                       |                   | Non-Tenure<br>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         |
| <b>College Total</b>    | <b>15</b>             | <b>8</b>          | <b>0</b>            | <b>11</b> | <b>12</b> | <b>3</b> | <b>12</b> | <b>11</b> | <b>23</b> |

| COLLEGE/DEPARTMENT                                      | Adjunct/<br>Temporary | Visiting/<br>Term | Other               |           |           |          | Full-time | Part-time | Total     |
|---|-----------------------|-------------------|---------------------|-----------|-----------|----------|-----------|-----------|-----------|
|   |                       |                   | Non-Tenure<br>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         |
| <b>College Total</b>                                    | <b>32</b>             | <b>13</b>         | <b>0</b>            | <b>14</b> | <b>31</b> | <b>2</b> | <b>17</b> | <b>28</b> | <b>45</b> |

**University of Northern Iowa  
Faculty Tenure Report**

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

| COLLEGE/DEPARTMENT                   | Adjunct/<br>Temporary | Visiting/<br>Term | Other               |           |           |          | Full-time | Part-time | Total      |
|--------------------------------------|-----------------------|-------------------|---------------------|-----------|-----------|----------|-----------|-----------|------------|
|                                      |                       |                   | Non-Tenure<br>Track | Male      | Female    | Minority |           |           |            |
| 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          |
| <b>College Total</b>                 | <b>94</b>             | <b>14</b>         | <b>0</b>            | <b>45</b> | <b>63</b> | <b>9</b> | <b>33</b> | <b>75</b> | <b>108</b> |

**University of Northern Iowa  
Faculty Tenure Report**

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

| COLLEGE/DEPARTMENT                     | Adjunct/<br>Temporary | Visiting/<br>Term | Other<br>Non-Tenure<br>Track |           |           |          | Full-time | Part-time | Total     |
|--|-----------------------|-------------------|------------------------------|-----------|-----------|----------|-----------|-----------|-----------|
|  |                       |                   |                              | Male      | Female    | Minority |           |           |           |
| 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         |
| <b>College Total</b>                   | <b>28</b>             | <b>1</b>          | <b>0</b>                     | <b>11</b> | <b>18</b> | <b>3</b> | <b>4</b>  | <b>25</b> | <b>29</b> |

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

**University of Northern Iowa  
Faculty Tenure Report**

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

| Faculty Rank            | Tenured    | On<br>Tenure<br>Track | Not on Tenure Track   |                   |          | Total      | %<br>Tenured<br>of Tenure<br>Eligible | %<br>Tenured<br>of All<br>Faculty |
|-------------------------|------------|-----------------------|-----------------------|-------------------|----------|------------|---------------------------------------|-----------------------------------|
|                         |            |                       | Adjunct/<br>Temporary | Visiting/<br>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                               |
| <b>University Total</b> | <b>453</b> | <b>112</b>            | <b>187</b>            | <b>36</b>         | <b>0</b> | <b>788</b> | <b>80.2</b>                           | <b>57.5</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 2012**

| Faculty Gender and Ethnic Group | American Indian<br>Alaska Native | Asian     | Black/African<br>American | Hispanic/<br>Latino | Native Hawaiian/<br>Other Pacific Islander | Two or More Races<br>(Not Hispanic or Latino) | White or<br>Caucasian |
|---------------------------------|----------------------------------|-----------|---------------------------|---------------------|--|---|-----------------------|
| Male                            | 0                                | 29        | 10                        | 9                   | 1  | 4   | 360                   |
| Female                          | 1                                | 22        | 8                         | 10                  | 0  | 4   | 330                   |
| <b>University Total</b>         | <b>1</b>                         | <b>51</b> | <b>18</b>                 | <b>19</b>           | <b>1</b>                                   | <b>8</b>                                      | <b>690</b>            |

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

**Table 5**  
**Peer Institutional Data: Fall 2011**

| <b>University</b>                        | <b>Tenured</b> | <b>Total all faculty*</b> | <b>Percent tenured</b> |
|--|----------------|---------------------------|------------------------|
| 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%                  |
| <b>University of Northern Iowa</b>       | <b>382</b>     | <b>498</b>                | <b>76.7%</b>           |

Source: AAUP, Academe, March-April 2012

\* Full Time faculty only, excludes Instructors