

Fall 2016

# Faculty Tenure Report, Fall 2016

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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 2016**

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>	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other				
Accounting	4	0	1	1	0	5	0	0	4	4	1	2	0	4	3	6	2	0	5	6	7	45.5	27.8
Economics	6	0	3	0	0	1	0	0	8	0	1	1	3	0	8	1	1	0	9	1	1	90.0	81.8
Finance	5	0	1	0	0	1	0	0	6	1	0	0	1	0	6	1	0	0	6	1	2	85.7	66.7
Management	6	0	7	0	0	3	0	0	9	3	4	0	2	0	13	3	0	0	13	3	9	81.3	52.0
Marketing	4	0	2	0	0	0	0	0	6	0	0	0	3	0	5	0	1	0	6	0	5	100.0	54.5
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>25</b>	<b>0</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>8</b>	<b>7</b>	<b>3</b>	<b>9</b>	<b>4</b>	<b>36</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>40</b>	<b>11</b>	<b>24</b>	<b>78.4</b>	<b>53.3</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>	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	T	NT	Other				
Curriculum & Instruction	5	0	8	4	0	8	2	0	3	2	12	10	2	5	14	12	1	0	15	12	9	55.6	41.7
Educational Leadership, Counseling & Postsecondary Edu.	2	0	1	0	0	4	0	0	3	2	0	2	0	0	3	4	0	0	3	4	2	42.9	33.3
Educational Psychology & Foundations	4	0	4	0	1	4	0	0	4	2	5	2	0	0	9	4	0	0	9	4	7	69.2	45.0
School of Health, Physical Education & Leisure Services	10	0	13	1	0	5	1	1	14	3	10	4	2	2	24	7	0	0	24	7	18	77.4	49.0
Special Education	4	0	3	0	0	2	1	0	2	1	6	1	0	1	8	2	0	0	8	2	1	80.0	72.7
Teaching	2	0	2	0	5	0	19	1	7	0	21	1	0	0	23	1	5	0	28	1	11	96.6	70.0
Other	0	0	1	0	1	0	0	0	0	0	2	0	0	0	2	0	0	0	2	0	1	100.0	66.7
<b>College Total</b>	<b>27</b>	<b>0</b>	<b>32</b>	<b>5</b>	<b>7</b>	<b>23</b>	<b>23</b>	<b>2</b>	<b>33</b>	<b>10</b>	<b>56</b>	<b>20</b>	<b>4</b>	<b>8</b>	<b>83</b>	<b>30</b>	<b>6</b>	<b>0</b>	<b>89</b>	<b>30</b>	<b>49</b>	<b>74.8</b>	<b>53.0</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 2016**

COLLEGE/DEPARTMENT	Professor		Assoc. Professor		Asst. Professor		Instructor		Male		Female		Minority		Full-time		Part-time		Totals		Other	% 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	T	NT		Tenured	Tenured
<b>Humanities, Arts and Sciences</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>T</b>	<b>NT</b>	<b>Other</b>		
Art	9	0	3	0	0	3	0	0	8	2	4	1	1	0	12	3	0	0	12	3	4	80.0	63.2
Biology	10	0	9	0	0	5	0	0	17	3	2	2	2	1	19	5	0	0	19	5	8	79.2	59.4
Chemistry & Biochemistry	6	0	6	0	0	2	0	0	9	2	3	0	2	0	12	2	0	0	12	2	2	85.7	75.0
Communication Sciences and Disorders	2	0	4	0	0	3	0	0	2	0	4	3	0	0	6	3	0	0	6	3	10	66.7	31.6
Communication Studies	7	0	9	1	0	7	0	0	5	6	11	2	3	0	12	8	4	0	16	8	14	66.7	42.1
Computer Science	1	0	5	0	0	2	0	0	6	1	0	1	1	0	5	2	1	0	6	2	0	75.0	75.0
Earth Science	4	0	2	0	0	2	0	0	5	0	1	2	1	1	6	2	0	0	6	2	2	75.0	60.0
Technology	6	0	5	0	0	4	0	0	8	3	3	1	5	1	10	4	1	0	11	4	9	73.3	45.8
Languages & Literatures	13	0	15	0	1	5	1	0	15	0	15	5	7	0	27	5	3	0	30	5	16	85.7	58.8
Mathematics	7	0	11	0	1	5	0	0	13	2	6	3	5	1	18	5	1	0	19	5	6	79.2	63.3
Philosophy & Religion	1	0	6	0	0	2	0	0	4	1	3	1	1	1	7	2	0	0	7	2	5	77.8	50.0
Physics	4	0	2	1	0	2	0	0	6	2	0	1	2	1	5	3	1	0	6	3	2	66.7	54.5
School of Music	12	0	10	1	0	7	1	0	14	2	9	6	2	1	23	8	0	0	23	8	23	74.2	42.6
Theatre	3	0	6	0	0	2	0	0	6	1	3	1	0	0	6	2	3	0	9	2	4	81.8	60.0
Other	3	0	1	0	0	0	0	0	2	0	2	0	0	0	3	0	1	0	4	0	1	100.0	80.0
<b>College Total</b>	<b>88</b>	<b>0</b>	<b>94</b>	<b>3</b>	<b>2</b>	<b>51</b>	<b>2</b>	<b>0</b>	<b>120</b>	<b>25</b>	<b>66</b>	<b>29</b>	<b>32</b>	<b>7</b>	<b>171</b>	<b>54</b>	<b>15</b>	<b>0</b>	<b>186</b>	<b>54</b>	<b>106</b>	<b>77.5</b>	<b>53.8</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 2016**

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	T	NT	Other	Tenured	Tenured
<b>Social and Behavioral Sciences</b>																							
Geography	3	0	4	0	0	1	0	0	6	0	1	1	1	1	7	1	0	0	7	1	3	87.5	63.6
History	11	0	7	0	0	3	0	0	12	2	6	1	0	1	16	3	2	0	18	3	2	85.7	78.3
Political Science	1	0	7	0	0	4	0	0	5	3	3	1	2	0	8	4	0	0	8	4	2	66.7	57.1
Psychology	9	0	3	0	0	2	0	0	6	0	6	2	0	2	11	2	1	0	12	2	2	85.7	75.0
School of Applied Human Sciences	4	0	6	0	0	5	0	0	5	1	5	4	2	1	9	5	1	0	10	5	8	66.7	43.5
Social Work	3	0	5	1	0	1	0	0	3	1	5	1	1	0	6	2	2	0	8	2	7	80.0	47.1
Sociology, Anthropology, & Criminology	8	0	8	0	0	2	0	0	9	0	7	2	1	2	16	2	0	0	16	2	4	88.9	72.7
Other	1	0	1	0	0	1	0	0	1	0	1	1	0	0	2	1	0	0	2	1	0	66.7	66.7
<b>College Total</b>	<b>40</b>	<b>0</b>	<b>41</b>	<b>1</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>47</b>	<b>7</b>	<b>34</b>	<b>13</b>	<b>7</b>	<b>7</b>	<b>75</b>	<b>20</b>	<b>6</b>	<b>0</b>	<b>81</b>	<b>20</b>	<b>28</b>	<b>80.2</b>	<b>62.8</b>

	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	T	NT	Other	Tenured	Tenured
Library	2	0	7	0	0	4	0	0	2	0	7	4	0	0	9	4	0	0	9	4	2	69.2	60.0
Other	5	0	3	0	1	0	0	0	2	0	7	0	1	0	9	0	0	0	9	0	17	100.0	34.6
<b>Total</b>	<b>7</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>14</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>18</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>4</b>	<b>19</b>	<b>81.8</b>	<b>43.9</b>

<b>UNIVERSITY TOTAL Fall 2015</b>	<b>187</b>	<b>0</b>	<b>192</b>	<b>10</b>	<b>10</b>	<b>107</b>	<b>25</b>	<b>2</b>	<b>237</b>	<b>50</b>	<b>177</b>	<b>69</b>	<b>53</b>	<b>26</b>	<b>383</b>	<b>119</b>	<b>31</b>	<b>0</b>	<b>414</b>	<b>119</b>	<b>226</b>	<b>77.7</b>	<b>54.5</b>
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**University of Northern Iowa  
Faculty Tenure Report**

**Table 2  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2016**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Business Administration									
Accounting	4	3	0	5	2	1	3	4	7
Economics	0	1	0	1	0	0	1	0	1
Finance	1	1	0	1	1	0	1	1	2
Management	6	1	2	6	3	1	3	6	9
Marketing	2	2	1	3	2	0	4	1	5
Other	0	0	0	0	0	0	0	0	0
<b>College Total</b>	<b>13</b>	<b>8</b>	<b>3</b>	<b>16</b>	<b>8</b>	<b>2</b>	<b>12</b>	<b>12</b>	<b>24</b>

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Education									
Curriculum & Instruction	7	0	2	2	7	0	3	6	9
Educational Leadership, Counseling & Postsecondary	1	1	0	0	2	1	0	2	2
Educational Psychology & Foundations	6	1	0	3	4	0	3	4	7
School of Health, Physical Education & Leisure Services	12	1	5	6	12	0	10	8	18
Special Education	1	0	0	1	0	0	1	0	1
Teaching	5	1	5	4	7	0	10	1	11
Other	1	0	0	1	0	0	0	1	1
<b>College Total</b>	<b>33</b>	<b>4</b>	<b>12</b>	<b>17</b>	<b>32</b>	<b>1</b>	<b>27</b>	<b>22</b>	<b>49</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2016**

COLLEGE/DEPARTMENT	Adjunct/ Temporary	Visiting/ Term	Other		Male	Female	Minority	Full-time	Part-time	Total
			Non-Tenure	Track						
Humanities, Arts and Sciences										
Art	4	0	0		1	3	1	3	1	4
Biology	6	2	0		0	8	2	3	5	8
Chemistry & Biochemistry	0	0	2		0	2	1	2	0	2
Communication Sciences and Disorders	9	0	1		0	10	0	5	5	10
Communication Studies	11	2	1		6	8	2	11	3	14
Computer Science	0	0	0		0	0	0	0	0	0
Earth Science	2	0	0		2	0	0	1	1	2
Technology	7	2	0		9	0	1	2	7	9
Languages & Literatures	13	0	3		3	13	2	11	5	16
Mathematics	6	0	0		2	4	0	2	4	6
Philosophy & Religion	4	1	0		4	1	0	4	1	5
Physics	2	0	0		2	0	1	2	0	2
School of Music	18	3	2		13	10	4	12	11	23
Theatre	4	0	0		2	2	0	1	3	4
Other	0	1	0		0	1	0	1	0	1
<b>College Total</b>	<b>86</b>	<b>11</b>	<b>9</b>		<b>44</b>	<b>62</b>	<b>14</b>	<b>60</b>	<b>46</b>	<b>106</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 2 (Cont.)  
Faculty Not on Tenure Track  
University of Northern Iowa: Fall 2016**

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	2	0	0	1	1	0	0	2	2
Political Science	2	0	0	2	0	0	1	1	2
Psychology	2	0	0	0	2	0	0	2	2
School of Applied Human Sciences	7	1	0	0	8	0	2	6	8
Social Work	6	0	1	4	3	2	1	6	7
Sociology, Anthropology, & Criminology	4	0	0	2	2	0	2	2	4
Other	0	0	0	0	0	0	0	0	0
<b>College Total</b>	<b>26</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>16</b>	<b>2</b>	<b>6</b>	<b>22</b>	<b>28</b>

	Adjunct/ Temporary	Visiting/ Term	Other Non-Tenure Track				Full-time	Part-time	Total
				Male	Female	Minority			
Library	2	0	0	1	1	0	2	0	2
Other	17	0	0	6	11	0	2	15	17
<b>Total</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>12</b>	<b>0</b>	<b>4</b>	<b>15</b>	<b>19</b>
<b>UNIVERSITY TOTAL</b>	<b>177</b>	<b>24</b>	<b>25</b>	<b>96</b>	<b>130</b>	<b>19</b>	<b>109</b>	<b>117</b>	<b>226</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 3  
Faculty by Tenure Status and Rank  
University of Northern Iowa: Fall 2016**

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	187	0	3	0	0	190	100.0	98.4
Associate Professor	192	10	2	0	0	204	95.0	94.1
Assistant Professor	10	107	0	1	0	118	8.5	8.5
Instructor	25	2	170	23	25	245	92.6	10.2
Lecturer/Other	0	0	2	0	0	2	0.0	0.0
<b>University Total</b>	<b>414</b>	<b>119</b>	<b>177</b>	<b>24</b>	<b>25</b>	<b>759</b>	<b>77.7</b>	<b>54.5</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 2016**

<b>Faculty Gender and Ethnic Group</b>	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	26	11	11	1	1	333
Female	1	26	9	9	0	3	328
<b>University Total</b>	<b>1</b>	<b>52</b>	<b>20</b>	<b>20</b>	<b>1</b>	<b>4</b>	<b>661</b>

**University of Northern Iowa  
Faculty Tenure Report**

**Table 5  
Peer Institutional Data: Fall 2015**

<b>University</b>	<b>Tenured</b>	<b>Total all faculty*</b>	<b>Percent tenured</b>
Eastern Illinois University	287	367	78.3%
Western Washington University	358	484	74.0%
University of Northern Iowa, Cedar Falls	354	480	73.7%
University of Massachusetts-Dartmouth	219	300	73.2%
Truman State University	208	298	69.7%
Southern Illinois University-Edwardsville	321	476	67.4%
Ferris State University	261	392	66.6%
College of Charleston	325	493	65.9%
James Madison University	565	863	65.5%
Marshall University	293	468	62.6%
University of Minnesota-Duluth	236	408	57.9%

Source: AAUP, Academe, 2016

\* Full Time faculty only, excludes Instructors