

**Contact: Diana Gonzalez  
Marcia Brunson**

**ANNUAL GOVERNANCE REPORT ON FACULTY TENURE**

**Action Requested:** (1) Consider approval of tenure and promotion recommendations for the 2006-07 academic year; and (2) Receive the annual governance report on faculty tenure for 2005-06.

**Executive Summary:**

**Approval of Promotion and Tenure Recommendations**

The Board is asked to consider approval of 225 recommendations for tenure and promotion for the upcoming academic year.

	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Total Actions	177	205	215	200	225
Percent of actions to males	62%	64%	70%	62%	64%
Percent of actions to females	38%	36%	30%	38%	36%

The University of Iowa has a total of 113 promotion and tenure actions for the 2006-07 academic year as compared to 106 in 2005-06.

	<b>FEMALE</b>	<b>MALE</b>	<b>TOTALS</b>
Promotion with tenure	15	35	50
Promotion (already had tenure)	14	22	36
Promotion without tenure	9	15	24
Tenure without promotion	0	3	3
Totals	38	75	113

Iowa State University has a total of 75 promotion and tenure actions for the 2006-07 academic year as compared to 71 in 2005-06.

	<b>FEMALE</b>	<b>MALE</b>	<b>TOTALS</b>
Promotion with tenure	16	29	45
Promotion (already had tenure)	8	21	29
Promotion without tenure	0	0	0
Tenure without promotion	0	1	1
Totals	24	51	75

The University of Northern Iowa has a total of 37 promotion and tenure actions for the 2006-07 academic year as compared to 23 in 2005-06.

	<b>FEMALE</b>	<b>MALE</b>	<b>TOTALS</b>
Promotion with tenure	12	7	19
Promotion (already had tenure)	1	8	9
Promotion without tenure	0	0	0
Tenure without promotion	6	3	9
<b>Totals</b>	<b>19</b>	<b>18</b>	<b>37</b>

Annual Report on Faculty Tenure – 2005-06

In 2005-06, the total number of faculty members at the Regent universities was 5,175<sup>2</sup>, an increase of 92 (+1.8%) from the prior year.

- ☛ The number of tenured faculty increased by 12 (+0.4%); the number of tenure-track faculty decreased by 10 (1.1%); and the number of non-tenure-track faculty increased by 90 (+6.2%) from the prior year.

**TOTAL FACULTY AT THE REGENT UNIVERSITIES BY TENURE IN 2005-06**

	<b>TENURED</b>	<b>TENURE-TRACK</b>	<b>NON-TENURE-TRACK</b>	<b>TOTAL</b>
SUI	1,293 (49.5%)	400 (15.3%)	919 (35.2%)	2,612 <sup>3</sup>
ISU	998 (57.6%)	360 (20.8%)	376 (21.6%)	1,734
UNI	449 (54.2%)	141 (17.0%)	239 (28.8%)	829
<b>Regent Total</b>	<b>2,740 (53.0%)</b>	<b>901 (17.4%)</b>	<b>1,534 (29.6%)</b>	<b>5,175</b>

- ☛ In 2005-06, the number of tenure-eligible<sup>4</sup> faculty increased by 2 from the prior year. Approximately three-fourths of the tenure-eligible faculty at the Regent universities is tenured.

**TOTAL TENURE-ELIGIBLE FACULTY BY TENURE IN 2005-06**

	<b>TENURED</b>	<b>TENURE-TRACK</b>	<b>TOTAL</b>
SUI	1,293 (76.4%)	400 (23.6%)	1,693
ISU	998 (73.5%)	360 (26.5%)	1,358
UNI	449 (76.1%)	141 (23.9%)	590
<b>Regent Total</b>	<b>2,740 (75.3%)</b>	<b>901 (24.7%)</b>	<b>3,641</b>

<sup>2</sup> The total number of faculty, including 1,816 non-paid clinical or adjunct faculty members at SUI, was 6,991.

<sup>3</sup> The total number of faculty at SUI is 4,428. However, it is appropriate to remove the 1,816 non-tenure-track faculty members classified as clinical or adjunct who do not receive a salary from the base.

<sup>4</sup> Tenure-eligible includes tenured and tenure-track faculty members.

**Highlights of Faculty Tenure Report:**

◆ Definition of tenure.

- ☛ Tenure is a contractual employment status under which faculty appointments are continued indefinitely. At most institutions, tenured faculty members are subject to dismissal only for adequate cause or financial exigency.
- ☛ Tenure is typically awarded to a faculty member who serves a probationary period that lasts up to seven years in a tenure-track position. After a series of annual retention proceedings, the awarding of tenure requires an affirmative recommendation based on an extensive evaluation process that typically involves reviews by peers in the field and reviews at the departmental, college, and university levels. Each year, the Board formally confers tenure upon individual faculty at the recommendation of the universities.

◆ Tenure by gender. In 2005-06, the total number of female faculty members at the Regent universities was 1,821, an increase of 84 (+4.8%) from the prior year. The total number of male faculty members at the Regent universities was 3,354, an increase of 8 (+0.2%).

- ☛ The number of tenured female faculty members increased by 24 (+3.4%); the number of tenure-track female faculty members increased by 18 (+5.3%); and the number of non-tenure-track female faculty members increased by 42 (+6.1%) from the prior year.
- ☛ The number of tenured male faculty members decreased by 15 (-0.7%); the number of tenure-track male faculty members decreased by 26 (-4.5%); and the number of non-tenure-track male faculty members increased by 49 (+6.4%).

**TOTAL FACULTY AT THE REGENT UNIVERSITIES BY TENURE AND GENDER IN 2005-06**

	TENURED		TENURE-TRACK		NON-TEN.-TRK		TOTAL		GRAND TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	
SUI	968 (37.0%)	325 (12.4%)	247 (9.5%)	153 (5.9%)	530 (20.3%)	389 (14.9%)	1,745 (66.8%)	867 (33.2%)	2,612
ISU	751 (43.3%)	247 (14.2%)	225 (13.0%)	135 (7.8%)	173 (10.0%)	203 (11.7%)	1,149 (66.3%)	585 (33.7%)	1,734
UNI	280 (33.8%)	166 (20.0%)	74 (8.9%)	70 (8.5%)	106 (12.8%)	133 (16.0%)	460 (55.5%)	369 (44.5%)	829
<b>TOTAL</b>	<b>1,999 (38.6%)</b>	<b>738 (14.3%)</b>	<b>546 (10.6%)</b>	<b>358 (6.9%)</b>	<b>809 (15.6%)</b>	<b>725 (14.0%)</b>	<b>3,354 (64.8%)</b>	<b>1,821 (35.2%)</b>	<b>5,175</b>

- ☛ The number of tenure-eligible male faculty members decreased by 40 (-1.5%) and the number of tenure-eligible female faculty members increased by 42 (+4.0%) from the prior year at the Regent universities. Tenured female faculty members represent approximately 30% of the tenure-eligible faculty at the Regent universities.

**TOTAL TENURE-ELIGIBLE FACULTY BY TENURE AND GENDER IN 2005-06**

	TENURED		TENURE-TRACK		TOTAL		GRAND TOTAL
	Male	Female	Male	Female	Male	Female	
SUI	968 (57.2%)	325 (19.2%)	247 (14.6%)	153 (9.0%)	1,215 (71.8%)	478 (28.2%)	1,693
ISU	751 (55.3%)	247 (18.2%)	225 (16.6%)	135 (9.9%)	976 (71.9%)	382 (28.1%)	1,358
UNI	280 (47.5%)	166 (28.1%)	74 (12.5%)	70 (11.9%)	354 (60.0%)	236 (40.0%)	590
<b>TOTAL</b>	<b>1,999</b> <b>(54.9%)</b>	<b>738</b> <b>(20.3%)</b>	<b>546</b> <b>(15.0%)</b>	<b>358</b> <b>(9.8%)</b>	<b>2,545</b> <b>(69.9%)</b>	<b>1,096</b> <b>(30.1%)</b>	<b>3,641</b>

◆ Tenure by race/ethnicity. In 2005-06, the total number of minority faculty members at the Regent universities was 696, an increase of 5 (+0.7%) from the prior year. The total number of non-minority faculty members at the Regent universities was 4,479, an increase of 87 (+2.0%).

◆◆ The number of tenured minority faculty members increased by 8 (+2.3%); the number of tenure-track minority faculty members increased by 1 (+0.5%); and the number of non-tenure-track minorities decreased by 4 (-2.5%) from the prior year.

◆◆ The number of tenured non-minority faculty members increased by 4 (+0.2%); the number of tenure-track non-minority faculty members decreased by 11 (-1.5%); and the number of non-tenure-track non-minority faculty members increased by 94 (+7.3%).

**TOTAL FACULTY AT THE REGENT UNIVERSITIES BY TENURE AND RACE/ETHNICITY IN 2005-06**

	TENURED		TENURE-TRACK		NON-TEN.-TRK		TOTAL		GRAND TOTAL
	NonMin	Min	NonMin	Min	NonMin	Min	NonMin	Min	
SUI	1,145 (43.8%)	148 (5.7%)	315 (12.0%)	85 (3.3%)	815 (31.2%)	104 (4.0%)	2,275 (87.1%)	337 (12.9%)	2,612
ISU	845 (48.7%)	153 (8.8%)	280 (16.2%)	80 (4.6%)	335 (19.3%)	41 (2.4%)	1,460 (84.2%)	274 (15.8%)	1,734
UNI	401 (48.4%)	48 (5.8%)	115 (13.9%)	26 (3.1%)	228 (27.5%)	11 (1.3%)	744 (89.7%)	85 (10.3%)	829
<b>TOTAL</b>	<b>2,391</b> <b>(46.2%)</b>	<b>349</b> <b>(6.8%)</b>	<b>710</b> <b>(13.7%)</b>	<b>191</b> <b>(3.7%)</b>	<b>1,378</b> <b>(26.6%)</b>	<b>156</b> <b>(3.0%)</b>	<b>4,479</b> <b>(86.6%)</b>	<b>696</b> <b>(13.4%)</b>	<b>5,175</b>

◆◆ The number of tenure-eligible minority faculty members increased by 9 (+1.7%) and the number of tenure-eligible non-minority faculty members decreased by 7 (-0.2%) from the prior year. Tenured minority faculty members represent approximately 15% of the tenure-eligible faculty at the Regent universities.

TOTAL TENURE-ELIGIBLE FACULTY BY TENURE AND RACE/ETHNICITY IN 2005-06

	TENURED		TENURE-TRACK		TOTAL		GRAND TOTAL
	Non-Min	Min	Non-Min	Min	Non-Min	Min	
SUI	1,145 (67.6%)	148 (8.8%)	315 (18.6%)	85 (5.0%)	1,460 (86.2%)	233 (13.8%)	1,693
ISU	845 (62.2%)	153 (11.3%)	280 (20.6%)	80 (5.9%)	1,125 (82.8%)	233 (17.2%)	1,358
UNI	401 (68.0%)	48 (8.1%)	115 (19.5%)	26 (4.4%)	516 (87.5%)	74 (12.5%)	590
<b>TOTAL</b>	<b>2,391</b> <b>(65.7%)</b>	<b>349</b> <b>(9.6%)</b>	<b>710</b> <b>(19.5%)</b>	<b>191</b> <b>(5.2%)</b>	<b>3,101</b> <b>(85.2%)</b>	<b>540</b> <b>(14.8%)</b>	<b>3,641</b>

◇ Tenure trends.

- ☞ The number of total faculty has increased every year for the past four years.
- ☞ Even though the number of tenured faculty increased slightly in 2005-06, it represents the third lowest number during the past 19 years.
- ☞ During the past two years, there has been a decrease in the number of tenure-track faculty.
- ☞ The number of tenure-eligible minority faculty members is at an all time high, with yearly increases since 1995-96.
- ☞ The number of tenure-eligible female faculty members is at an all time high although during the past four years there have been major fluctuations.
- ☞ The number of departments with 70% or more of tenure-eligible faculty who are tenured (136) has remained relatively constant during the past six years; this represents almost two-thirds of the departments.
- ☞ The number of non-tenure track faculty increased again this year for the sixth straight year; it is the highest number (3,350) during the past 19 years. The number of non-tenure-track faculty members represents 47.9% of the total faculty.
- ☞ The majority of tenured and tenure-track faculty is employed on a full-time basis, while the majority of non-tenure-track faculty is employed on a part-time basis<sup>5</sup>.

◇ Availability of tenure.

- ☞ The availability of tenure and its application through a well-designed and effective system of academic peer review play a critical role in a university's competitive ability to attract and retain talented, productive teacher-scholars.
- ☞ Most colleges and universities in the U.S. offer some form of tenured employment for faculty. The Regent universities' tenure policies, which have been approved by the Board, guide the awarding of tenure.
- ☞ Tenure is frequently invoked as an essential protection of academic freedom. Academic freedom is a fundamental principle of higher education that is intended to ensure the integrity of research and the curriculum.

<sup>5</sup> At ISU, the majority of non-tenure-track faculty is employed on a full-time basis, primarily in the College of Liberal Arts and Sciences.

- ◇ Comparison to peer institutions. Using the 2004-05 AAUP<sup>6</sup> for full-time faculty on a 9-10 month contract, the data indicate that:
  - ☞ At SUI, the tenure rate<sup>7</sup> is 74.2%; at its peer institutions, the tenure rate range is 49.6% - 79.8%; the median is 70.8%.
  - ☞ At ISU, the tenure rate is 61.8%; at its peer institutions, the tenure rate range is 60.7% - 75.9%; the median is 65.7%.
  - ☞ At UNI, the tenure rate is 74.9%; at its peer institutions, the tenure rate range is 59.0% - 74.9%; the median is 65.8%.
  
- ◇ Tenure levels. There are no national standards regarding the appropriate levels of tenure. Comprehensive analyses of tenure at the national level have concluded that an institution should not allow more than one-half to two-thirds of its faculty to be on tenure appointments.
  - ☞ A conclusion by the *Commission on Academic Tenure* was based on the assumption that “a larger proportion of tenured faculty is likely to curtail opportunities for the appointment and retention of younger faculty, with undesirable effects on institutional vitality...and to diminish opportunities for the recruitment and promotion of increased number of women and members of minority groups.”
  - ☞ Many departments at the Regent institutions exceed this level. While there may be good reasons for these high percentages as time and circumstances change, some percentages may be high enough to warrant attention.
    - ☞ At SUI, at least 70% of the tenure-eligible faculty is tenured in the Colleges of Dentistry, Education, Engineering, Law, Liberal Arts and Sciences, Medicine, Law, and Pharmacy.
    - ☞ At ISU, at least 70% of the tenure-eligible faculty is tenured in the Colleges of Agriculture, Business, Engineering, Liberal Arts and Sciences, and Veterinary Medicine.
    - ☞ At UNI, at least 70% of the tenure-eligible faculty is tenured in the Colleges of Business Administration, Education, Humanities and Fine Arts, and Natural Sciences.
  
- ◇ Post-tenure review and faculty vitality.
  - ☞ Teaching is fundamental to the mission of the Regent universities and the evaluation of teaching effectiveness is crucial to a tenure decision. Student and faculty peer evaluations are significant components of determining teaching effectiveness.
  - ☞ The institutions offer a variety of programs, including professional development assignments, travel support for participation in academic conferences, teaching support centers, summer research grants, and technology enhancement opportunities to maintain and enhance faculty vitality.
  - ☞ All of the institutions have implemented post-tenure review policies; some of the results of the reviews have included recommendations for professional development assignments, revised portfolios that increase a faculty member’s effort in an area of strength, new position responsibility statements which provide greater alignment of faculty members’ efforts with department goals, and plans for phased retirement.
  
- ◇ The Faculty Tenure Report addresses the following strategy in the Board’s Strategic Plan – “expand educational experiences for Iowa’s future workforce and foster cultural understanding by recruiting and retaining a highly qualified and diverse faculty, staff, and administration” (1.1.3).

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<sup>6</sup> Source: AAUP Faculty Compensation Survey 2004-05. The data do not include medical school faculty or librarians.

<sup>7</sup> The tenure rate is the proportion of tenured faculty members to all full-time faculty included in the base.