

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Governance Report on Faculty Tenure
Date: December 4, 2000

Recommended Actions:

1. Receive the report.
2. Request that the Regent universities closely monitor the tenure rates in departments where the percentage of tenured faculty exceeds 80% and report to the Board how they have addressed the continued vitality of those departments.

Executive Summary:

This report is the annual governance assessment of tenure at the three Regent universities. Tenure is a contractual employment status by which faculty appointments are continued indefinitely. Tenure is typically awarded after a faculty member serves a probationary period that usually lasts up to seven years. At most institutions, tenured faculty members are subject to dismissal only for adequate cause or financial exigency.

At the Regent institutions, faculty positions are grouped into three categories: tenured (faculty who have attained tenure), probationary (faculty who are on a tenure track), and non-tenure track (faculty who are not eligible for tenure).

The Regent universities have a total of 6,551 faculty members in Fall 2000. This is an increase of 140 faculty members (+2.2%) from the previous year. Of the total, 2,826 (43.1%) are tenured and 929 (14.2%) are probationary faculty members who are on a tenure track. There was a decrease of 52 (-1.8%) faculty members from the prior year who are tenured. There was an increase of 89 (+10.6%) faculty members who are in probationary tenure track positions. The remaining 2,796 (42.7%) faculty members are not eligible for tenure. This is an increase of 103 faculty members (+3.8%) from 1999.

The percentage of tenured faculty among those eligible for tenure is 77.2% (1,324 faculty members) at SU1, 75.6% (1,007 faculty members) at ISU, and

69.0% (425 faculty members) at UNI. This measure of tenure density decreased at the three Regent universities from the prior year.

Tenured appointments are 33.9% of all faculty appointments at SUI, 60.5% at ISU, and 49.4% at UNI. However, the SUI data are skewed by the high number of non-tenure track clinical faculty in the Colleges of Medicine, Nursing, Pharmacy, Public Health, and Dentistry. By excluding the 1,503 non-tenure track positions in these five colleges, the University's overall percentage of tenured faculty increases from 33.9% to 55.0%.

- Using the 1999-2000 IPEDS tenure data for faculty on a 9-10 month contract, the data on Table 6 (page 21) indicate, that at SUI's peer institutions, the range is 58.2% - 78.8%; at SUI, the tenure rate is 74.7%. At ISU's peer institutions, the range is 59.7% - 78.8%; at ISU, the tenure rate is 66.7%. At UNI's peer institutions, the range is 53.3% - 71.3%; at UNI, the tenure rate is 71.3%.

Since Fall 1995, the total number of tenured and tenure-eligible minority faculty at the Regent universities has increased (Table 4, page 15); however, the percentages of tenured minority faculty in proportion to those who are tenure-eligible decreased at SUI from the prior year; at ISU, the proportion remained the same; and at UNI, it increased from the prior year. As a proportion of all minority faculty members who are eligible for tenure at the Regent universities, more than 63% of minority faculty members are tenured. As a proportion of all faculty members who are eligible for tenure at the Regent universities, 8.1% (303) are tenured minority faculty members and 4.6% (174) are tenure-track minority faculty members.

Since Fall 1990, the total number of tenured and tenure-eligible women faculty at the Regent universities has increased (Table 5, page 16); however, the percentage of tenured women in proportion to those who are tenure-eligible decreased at the three Regent universities from the prior year. As a proportion of all women faculty members who are eligible for tenure at the Regent universities, more than 63% of women faculty members are tenured. As a proportion of all faculty members who are eligible for tenure at the Regent universities, 17.8% (668) are tenured women faculty members and 10.2% (383) are tenure-track women faculty members.

This report addresses the following Key Result Areas (KRAs) in the Board's Strategic Plan:

KRA 1.0.0.0 Become the best public education enterprise in the United States.

Strategy 1.1.3.0 Include meritorious teaching as part of the reward structures relating to salary increases, promotion, tenure, and professional development leaves.

Action Step 1.1.3.2 Report data in the relevant governance reports and presentations to the Board.

KRA 4.0.0.0 Meet the objectives of the Board and institutional strategic plans and provide effective stewardship of the institutions' state, federal, and private resources.

Background:

Most colleges and universities in the United States offer some form of tenured employment for faculty. The specific terms of tenure policies vary among institutions, but they share many features. Each Regent university has developed tenure policies which have been approved by the Board and which guide the awarding of tenure.

Definitions

- 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 usually lasts up to seven years. After a series of annual retention proceedings, the awarding of tenure requires an affirmative recommendation based on an extensive evaluation process that frequently involves reviews by peers in the field and reviews at the departmental, college, and university levels. The Board formally confers tenure upon individual faculty at the recommendation of the universities.
- At the Regent institutions, faculty positions are grouped into three categories:

Tenured: faculty members who have attained tenure.

Probationary (Tenure Track): faculty members who are under consideration for tenure but have not yet achieved it.

Non-Tenure Track: faculty members who are not eligible for tenure. These positions include adjunct, clinical, fixed-term, and visiting appointments that provide instructional, research, and supervisory services. A substantial majority of non-tenure track faculty are practitioners in various

professions (primarily health related) who serve as non-paid clinical supervisors of students in work-based learning environments.

Analysis:

The Board requires the Regent universities to make annual reports on faculty tenure. These reports present information on the operation of the tenure system at each university and include a current, detailed statistical analysis of all faculty appointments in each department and college by rank, tenure status, gender, and minority status. The complete institutional reports are available in the Regent Exhibit Book.

- Tenure density patterns at ISU and SUI have remained relatively stable during the past decade. The tenure patterns at UNI have shown somewhat greater variation during that time frame.
- At SUI, 77.2% (1,324) of tenure-eligible faculty have received tenure. At ISU, 75.6% (1,077) of tenure-eligible faculty have received tenure. At UNI, 69.0% (425) of tenure-eligible faculty have received tenure.
 - This measure of tenure density increased from 72.5% in 1993 to 79.0% in 1997 at SUI; since then, the tenure rate has decreased twice. At ISU, tenure density has decreased every year since 1995 from 83.0% to 75.6% in 2000. At UNI, tenure density increased from 67.0% in 1992 to 75.8% in 1998 and decreased to 69.0% in 2000.
- Tables 1 and 2 on pages 12 and 13 document the numbers and proportions of tenured and non-tenured faculty at each institution. The data illustrate the current tenure statistics at each campus, as well as trends over the past ten years.
- The majority of tenured and probationary faculty is employed on a full-time basis, while the majority of non-tenure track faculty is employed on a part-time basis.

Tenure Density

- Tenure density refers to the proportion of tenured faculty within the broader totals of either tenure-track faculty or total faculty at an institution. Tenure density has implications for academic program planning, the retention of probationary faculty, the opportunities for employment of less experienced faculty, and flexibility in the allocation of human and financial resources.

The following tables list the concentration of tenured faculty by college at each institution and show that there are a total of 6,551 faculty members in 204 departments at the Regent universities; the combined tenure rate is 75.3%. The immediate impact of tenure density is often most acute at the department level because tenured appointments are traditionally attached to departments.

**DISTRIBUTION OF TENURED FACULTY BY COLLEGE
FALL 2000**

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible
University of Iowa			
Business Administration	6	158	75.9
Dentistry	10	279	76.1
Education	4	185	77.6
Engineering	6	122	69.9
Law	1	63	92.7
Liberal Arts	42	1,111	77.0
Medicine	22	1,294	78.5
Nursing	1	249	83.3
Pharmacy	1	306	63.9
Public Health	5	114	78.6
Graduate	2	30	61.5
University Total	100	3,911	77.2

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible
Iowa State University			
Agriculture	15	307	83.1
Business	5	78	69.2
Design	4	126	68.4
Education	4	124	66.3
Engineering	9	231	75.6
Family & Consumer Sciences	5	95	76.6
Liberal Arts & Sciences	20	653	74.5
Veterinary Medicine	5	127	79.3
Library	1	38	64.9
University Total	68	1,779	75.6

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible
University of Northern Iowa			
Business Administration	5	86	79.3
Education	7	257	66.3
Humanities & Fine Arts	8	211	72.9
Natural Sciences	7	147	66.0
Social & Behavioral Sciences	7	135	68.0
Library	1	22	55.0
Other	1	3	NA
University Total	36	861	69.0

- At SUI, more than 60% of the total faculty in the College of Law are tenured. At ISU, more than 60% of the total faculty in the Colleges of Agriculture, Engineering, and Family and Consumer Sciences are tenured. In the College of Agriculture, more than 70% of the total faculty are tenured. At UNI, more than 50% of the total faculty in the Colleges of Business Administration and Humanities and Fine Arts are tenured.
- As a proportion of tenure track appointments, more than 50% of the faculty are tenured in 90.0% of the departments (n=90) at SUI; more than 70% of the faculty are tenured in 67.0% of the departments (n=67). At ISU, more than 50% of the faculty are tenured in 95.6% of the departments (n=65); more than 70% of the faculty are tenured in 63.2% of the departments (n=43). At UNI, more than 50% of the faculty are tenured in 88.9% of the departments (n=32); more than 70% of the faculty are tenured in 50.0% of the departments (n=18).

Table 3 on page 14 provides data on departmental tenure concentrations during the past decade.

Distribution of Tenure by Rank

The awarding of tenure generally coincides with promotion to the rank of associate professor. As the tables below confirm, the majority of professors and associate professors at Regent institutions have tenure, while the majority of assistant professors and instructors do not have tenure.

Tenured Faculty Distribution by Rank Fall 2000

	Tenured Professor	Tenured Associate Professor	Tenured Assistant Professor	Tenured Instructor or Lecturer	Total Tenured Faculty
SUI	821	495	8	0	1,324
ISU	623	428	25	1	1,077
UNI	164	202	30	29	425
Regents Total	1,608	1,125	63	30	2,826

**Probationary (Tenure-Track) Faculty Distribution by Rank
Fall 2000**

	Probationary Professor	Probationary Associate Professor	Probationary Assistant Professor	Probationary Instructor or Lecturer	Total Probationary Faculty
SUI	3	40	341	6	390
ISU	4	17	327	0	348
UNI	0	9	148	34	191
Regents Total	7	66	816	40	929

The traditional predominance of tenure among senior faculty assumes additional significance in relation to an aging professoriate.

- Although age-rank correlations are not included in the annual tenure reports of the Regent institutions, recent national and Regent data suggest the possibility of significant attrition in the senior tenured ranks in the near future. Available data suggest that the age profiles of faculty at the Regent universities, similar to national data, have become more concentrated in cohorts above ages 40 and 50.
- The percentages of tenured and tenure-eligible women and minority faculty have shown some improvement in recent years. However, the percentages remain lower than those for the total tenured faculty at all Regent universities, as the data on Tables 4 and 5 (pages 15-16) indicate.
- The annual governance report on diversity (G.D. 10) contains additional information on the number of women and minority faculty at the Regent institutions.
 - The tabulations in the annual governance reports on faculty tenure include academic administrators who hold concurrent faculty appointments. This differs from the methodology used in the annual governance reports on diversity, which group those individuals in a separate category.
 - Among non-tenure track faculty, the report on diversity also excludes appointments that are less than 50% and/or unpaid. All faculty appointments are included in the tenure reports.

Criteria for Awarding Tenure

At the University of Iowa, evaluation of faculty involves the following four aspects: (1) evaluation of teaching effectiveness; (2) evaluation of scholarly productivity; (3) evaluation of other professional contributions such as work for professional organization, community, state, and federal agencies; and (4) educational needs of the department/college which the candidate for tenure will fill.

At Iowa State University, evaluation of a faculty member for tenure is based primarily on evidence of scholarship in the faculty member's teaching, research/creative activities, and/or extension/professional practice.

At the University of Northern Iowa, evaluation of a faculty member for tenure¹ is based on evidence of successful teaching; quality of research and professional publications; artistic productivity; the esteem in which the faculty member is held by students, colleagues, and administrative officers; professional growth; participation in University activities, and contributions to the general welfare of the University.

Evaluation of Instructional Performance

At the University of Iowa, evaluation of teaching effectiveness is an essential component of a tenure decision. The University policy specifies that only after teaching effectiveness has been ascertained should an individual's scholarly and professional contributions be evaluated for tenure. Methods used to evaluate teaching include assessments by students and by faculty peers. Development of more systematic methods for peer evaluation of teaching involving class visitations by senior faculty, review of course materials, and other techniques is a major focus of the current *Procedural Guidelines for Tenure and Promotion Decision Making*.

At ISU, evaluation of faculty is based on a position responsibility statement, and a statement of expected duties and outcomes for each faculty member. The use of position responsibility statements allows for variations in assigned work responsibilities and adjustments to develop the skills of the faculty. Faculty members are reviewed annually by their immediate supervisors with respect to their responsibilities and expectations for the coming year are determined. The annual evaluations include evidence of teaching performance and evidence of productivity in research and outreach as appropriate. Evidence concerning teaching performance may include student evaluations as well as visits to classes and other methods of peer evaluation. Faculty members are encouraged to use instructional development facilities, the Center for Teaching Excellence, and other special programs to improve and modernize their teaching.

¹ As described in Master Agreement.

At UNI, the evaluation of faculty teaching performance is accomplished by peer review, student assessment, and administrative evaluation. The Professional Assessment Committee (PAC) of each department is primarily responsible for assessing the teaching, scholarship, and service of all probationary faculty, candidates for promotion and tenure, and term appointments. Teaching evaluations include classroom observations by members of the PAC, data derived from student assessments, and evidence of effective teaching compiled by faculty in individual portfolios. Comprehensive assessment is conducted annually for all probationary faculty and at least every fifth year for tenured faculty, according to the master agreement. All faculty portfolios are reviewed by the department head on an annual basis for the purposes of awarding merit and assigning teaching and other responsibilities.

Status of Post-Tenure Review Implementation

At the University of Iowa, the post-tenure review policy has been in place since 1989. Full professors are reviewed at least every five years and associate professors at least every seven years. Across the University, at least 80% of full professors who are more than five years in rank and at least 80% of associate professors who are more than seven years in rank have undergone at least one post-tenure review. Every college has a policy that specifies the review schedule, materials, and procedures (e.g., review committee selection), how the committee's recommendations are communicated to a faculty member, and a mechanism for the faculty member to respond. The policy works in conjunction with faculty development programs and the post-tenure effort allocation policy which was implemented in 1997 to enhance faculty vitality. For example, one result of a review may be a recommendation for a professional development leave or a revised portfolio that increases a faculty member's effort in an area of strength. Post-tenure review and implementation of review committee recommendations are delegated to the individual colleges but informal information from the deans indicates that the policy works well to provide senior faculty with feedback and advice regarding their career development.

Following the approval of the post-tenure review guiding statement in 1999 at ISU, implementation of post-tenure review has begun this year in most departments. Most departments have established a review date for their tenured faculty and have begun the reviews this academic year. The other departments will have their implementation plans completed by the end of the fall semester.

At UNI, policies and procedures relating to performance reviews for tenured faculty are defined in the Master Agreement and have been in place since 1976. Evaluation files are maintained in departmental offices and tenured faculty members are reviewed by the department head on an annual basis for the purposes of awarding merit and assigning teaching and other responsibilities. In addition, tenured faculty members are assessed by students at least every fifth

year. Many departments exceed the minimum assessment requirements because department heads may require assessments of all faculty in the department and faculty members can request assessments themselves.

Policy Implications of Tenure

The changing structure of and demands on higher education have focused renewed attention on tenure policies and have been subject to regular review.

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. Faculty must be free to pursue research and teach subjects which are judged by some to be controversial without fear of political repercussions and non-academic interference.

Regent universities have recently completed comprehensive reviews of the standards, criteria, and procedures which they apply to evaluate and develop their faculty, including aspects of the tenure process and post-tenure review.

The availability of tenure and its application through a well-designed and judicious system of academic peer review plays a critical role in a university's competitive ability to attract and retain talented, productive teacher-scholars. Most informed observers would agree that tenure policies at the Regent universities have generally served the institutions well and have contributed to the strong quality of higher education in Iowa.

There are no national standards to help guide the Board and the institutions on the appropriate levels of tenure at the institutions. Comprehensive examinations of tenure completed at the national level have concluded that an institution should not allow more than half to two-thirds of its faculty to be on tenure appointments. A conclusion by the Commission on Academic Tenure, for example, 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 numbers of women and members of minority groups."

A number of the percentages at the Regent institutions exceed this level by some margin. For the reasons noted above, it is recommended that the institutions monitor closely the units where the percentage of tenured faculty exceeds 80%. There may well be good reasons for these high percentages as time and circumstances change; however, these percentages are high enough to warrant some attention.

Trends

- While the total number of faculty at the Regent universities increased this year, the number of tenured faculty decreased.
- The number of tenure-track probationary faculty has increased during each of the past three years.
- The proportion of tenure-eligible faculty with tenure has decreased during each of the past three years.
- The number of departments with 70% or more of tenure-eligible faculty who are tenured has decreased during each of the past two years.
- The number of tenure-eligible minorities has increased each year since 1995; however, the proportion of tenure-eligible minority faculty members who are tenured has decreased during each of the past three years.
- The number of tenure-eligible women has increased each year since 1990; however, the proportion of tenure-eligible women faculty members decreased from the prior year.


Diana Gonzalez
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Approved:


Frank J. Stork

TABLE 1
REGENT FACULTY BY TENURE STATUS
1985-86 TO 2000-2001

	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01
SUI																
Tenured	1,219	1,207	1,215	1,235	1,240	1,256	1,258	1,266	1,292	1,320	1,343	1,364	1,352	1,334	1,335	1,324
Tenure Track Probationary	428	405	393	404	407	449	465	463	491	483	446	384	360	368	367	390
Non-Tenure Track	1,171	1,352	1,469	1,541	1,532	1,578	1,589	1,674	1,725	1,705	1,853	1,812	2,103	2,171	2,048	2,197
Total	2,818	2,964	3,077	3,180	3,179	3,283	3,312	3,403	3,508	3,508	3,642	3,560	3,815	3,873	3,750	3,911
ISU																
Tenured	1,284	1,283	1,275	1,266	1,231	1,195	1,180	1,177	1,191	1,198	1,210	1,196	1,162	1,163	1,114	1,077
Tenure Track Probationary	313	292	272	256	253	274	268	271	266	257	245	257	265	276	309	348
Non-Tenure Track	459	458	430	417	426	434	337	311	305	304	326	333	322	358	358	354
Total	2,056	2,033	1,977	1,939	1,910	1,903	1,785	1,759	1,762	1,759	1,781	1,786	1,749	1,797	1,781	1,779
UNI																
Tenured	398	396	390	381	399	387	387	394	407	421	433	453	456	452	429	425
Tenure Track Probationary	91	94	108	106	150	180	180	198	197	189	186	170	152	144	164	191
Non-Tenure Track	186	193	210	217	224	191	191	218	226	245	227	211	218	272	287	245
Total	675	683	708	704	773	758	758	810	830	855	846	834	826	868	880	861
REGENTS TOTAL																
Tenured	2,901	2,886	2,880	2,882	2,870	2,838	2,825	2,837	2,890	2,939	2,986	3,013	2,970	2,949	2,878	2,826
Tenure Track Probationary	832	791	773	766	810	903	913	932	954	929	877	811	777	788	840	929
Non-Tenure Track	1,816	2,003	2,109	2,175	2,182	2,203	2,117	2,203	2,256	2,254	2,406	2,356	2,643	2,801	2,693	2,796
Total	5,549	5,680	5,762	5,823	5,862	5,944	5,855	5,972	6,100	6,122	6,269	6,180	6,390	6,538	6,411	6,551

TABLE 2

PERCENTAGES OF TENURED AND NON-TENURED FACULTY AT REGENT UNIVERSITIES

1988-89 TO 2000-2001

	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01
UNIVERSITY OF IOWA													
All Faculty	3,180	3,179	3,283	3,312	3,403	3,508	3,508	3,642	3,560	3,815	3,873	3,750	3,911
Tenured Faculty as % of all Faculty	38.8	39.0	38.3	38.0	37.2	36.8	37.6	36.9	38.3	35.4	34.4	35.6	33.9
Probationary Faculty as % of all Faculty	12.7	12.8	13.7	14.0	13.6	14.0	13.8	12.2	10.8	9.4	9.5	9.8	10.0
Non-Tenure Track Faculty as % of all Faculty	48.5	48.2	48.0	48.0	49.2	49.2	48.6	50.9	50.9	55.1	56.1	54.6	56.1
% of Tenure-Eligible Faculty with Tenure	75.4	75.3	73.7	73.0	73.2	72.5	73.2	75.1	78.0	79.0	78.4	78.4	77.2
Faculty after Excluding Non-Tenure Track Faculty in the Health Colleges (1)													
Tenured as % (excl. health colleges)	59.0	58.0	57.0	58.0	57.0	56.0	58.0	58.0	59.8	58.0	56.7	54.7	55.0
Probationary as % (excl. health colleges)	xx	xx	xx	xx	xx	xx	xx	xx	16.8	15.4	15.6	15.0	16.2
Non-Tenure Track as % (excl. health colleges)	xx	xx	xx	xx	xx	xx	xx	xx	23.3	26.6	27.7	30.3	28.8
IOWA STATE UNIVERSITY													
All Faculty	1,939	1,910	1,903	1,785	1,759	1,762	1,759	1,781	1,786	1,749	1,797	1,781	1,779
Tenured Faculty as % of all Faculty	65.0	64.0	63.0	66.0	67.0	68.0	68.0	68.0	66.9	66.4	64.7	62.6	60.5
Probationary Faculty as % of all Faculty	13.0	13.0	14.0	15.0	15.0	15.0	15.0	14.0	14.4	15.2	15.4	17.3	19.6
Non-Tenure Track Faculty as % of all Faculty	22.0	22.0	23.0	19.0	18.0	17.0	17.0	18.0	18.6	18.4	19.9	20.1	19.9
% of Tenure-Eligible Faculty with Tenure	83.0	83.0	81.0	81.0	81.0	82.0	82.0	83.0	82.3	81.4	80.8	78.3	75.6
UNIVERSITY OF NORTHERN IOWA													
All Faculty	704	773	758	758	810	830	855	846	834	826	868	880	861
Tenured Faculty as % of all Faculty	54.0	52.0	52.0	51.0	49.0	49.0	49.0	51.0	54.3	55.2	52.1	48.8	49.4
Probationary Faculty as % of all Faculty	15.0	19.0	24.0	24.0	24.0	24.0	22.0	22.0	20.4	18.4	16.6	18.6	22.1
Non-Tenure Track Faculty as % of all Faculty	31.0	29.0	25.0	25.0	27.0	27.0	29.0	27.0	25.3	26.4	31.3	32.6	28.5
% of Tenure-Eligible Faculty with Tenure	78.0	74.0	73.0	68.0	67.0	67.0	69.0	70.0	72.7	75.0	75.8	72.3	69.0
REGENTS TOTAL													
All Faculty	5,823	5,862	5,944	5,855	5,972	6,100	6,122	6,269	6,180	6,390	6,538	6,411	6,551
Tenured Faculty as % of all Faculty	49.5	49.0	47.7	48.2	47.5	47.4	48.0	47.6	48.8	46.4	45.1	44.9	43.1
Probationary Faculty as % of all Faculty	13.2	13.8	15.2	15.6	15.6	15.6	15.2	14.0	13.1	12.2	12.1	13.1	14.2
Non-Tenure Track Faculty as % of all Faculty	37.3	37.2	37.1	36.2	36.9	37.0	36.8	38.4	38.1	41.4	42.8	42.0	42.7
% of Tenure-Eligible Faculty with Tenure	79.0	78.0	75.9	75.6	75.3	75.2	76.0	77.3	78.8	79.3	78.9	77.4	75.3

(1) Annual reports prior to 1996 did not recalculate non-tenured faculty percentages.

TABLE 3

TENURE DENSITY AT REGENT UNIVERSITIES: 1990-1991 TO 2000-2001

UNIVERSITY OF IOWA		1990-1991	1991-1992	1992-1993	1993-1994	1994-1995	1995-1996	1996-1997	1997-1998	1998-1999	1999-2000	2000-01
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured		15	13	13	9	8	11	12	10	11	8	7
Percent of Depts. with 70% or More of Total Faculty Tenured		15.0%	13.0%	13.0%	9.0%	8.0%	12.0%	12.0%	10.0%	11.5%	8.3%	7.0%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		65	58	59	56	57	60	71	75	74	75	70
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		66.0%	59.0%	60.0%	59.0%	60.0%	63.0%	73.0%	78.0%	77.1%	78.1%	70.0%
IOWA STATE UNIVERSITY		1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured		41	35	31	34	32	37	37	41	29	25	20
Percent of Depts. with 70% or More of Total Faculty Tenured		60.0%	51.0%	50.0%	55.0%	52.0%	53.0%	54.0%	59.0%	41.4%	36.2%	29.4%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		55	53	53	51	57	59	56	58	56	52	45
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		81.0%	78.0%	85.0%	82.0%	92.0%	84.0%	82.0%	84.0%	80.0%	75.4%	66.2%
[Note: ISU has several departments with faculty divided between two colleges. They are treated as separate entities in these calculations.]												
UNIVERSITY OF NORTHERN IOWA		1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured		5	0	4	4	2	4	4	5	5	4	3
Percent of Depts. with 70% or More of Total Faculty Tenured		15.0%	0.0%	11.0%	11.0%	6.0%	11.0%	10.0%	13.0%	12.2%	10.0%	8.3%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		22	18	17	15	17	18	22	29	33	27	19
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		67.0%	55.0%	47.0%	42.0%	47.0%	49.0%	56.0%	74.0%	80.5%	67.5%	52.8%
REGENTS TOTAL		1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured		61	48	48	47	42	52	53	56	45	37	30
Percent of Depts. with 70% or More of Total Faculty Tenured		30.3%	23.8%	24.2%	23.7%	21.5%	26.3%	26.0%	27.6%	21.7%	18.0%	14.7%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		142	129	129	122	131	137	149	162	163	154	134
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		70.6%	63.9%	65.2%	61.6%	67.2%	69.2%	73.0%	79.8%	78.7%	75.1%	68.6%

TABLE 4
TENURE AMONG MINORITIES AT REGENT UNIVERSITIES
FALL 1990 TO FALL 2000

UNIVERSITY OF IOWA												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Minorities	171	176	191	199	200	195	192	192	199	203	210	
Tenured Minorities	108	106	105	110	117	126	130	136	138	142	142	
% Tenured of Tenure-Eligible	63.2%	60.2%	55.0%	55.3%	58.5%	64.6%	67.7%	70.8%	69.3%	70.0%	67.6%	
IOWA STATE UNIVERSITY												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Minorities	117	118	133	144	144	140	149	162	172	181	196	
Tenured Minorities	63	65	72	84	84	93	98	103	108	109	118	
% Tenured of Tenure-Eligible	53.8%	55.1%	54.1%	58.3%	58.3%	66.4%	65.8%	63.6%	62.8%	60.2%	60.2%	
UNIVERSITY OF NORTHERN IOWA												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Minorities	36	46	51	58	67	60	61	62	69	71	71	
Tenured Minorities	21	25	28	31	35	35	40	43	44	40	43	
% Tenured of Tenure-Eligible	58.3%	54.3%	54.9%	53.4%	52.2%	58.3%	65.6%	69.4%	63.8%	56.3%	60.6%	
REGENTS TOTAL												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Minorities	324	340	375	401	411	395	402	416	440	455	477	
Tenured Minorities	192	196	205	225	236	254	268	282	290	291	303	
% Tenured of Tenure-Eligible	59.3%	57.6%	54.7%	56.1%	57.4%	64.3%	66.7%	67.8%	65.9%	64.0%	63.5%	

TABLE 5
TENURE AMONG WOMEN AT REGENT UNIVERSITIES
FALL 1990 TO FALL 2000

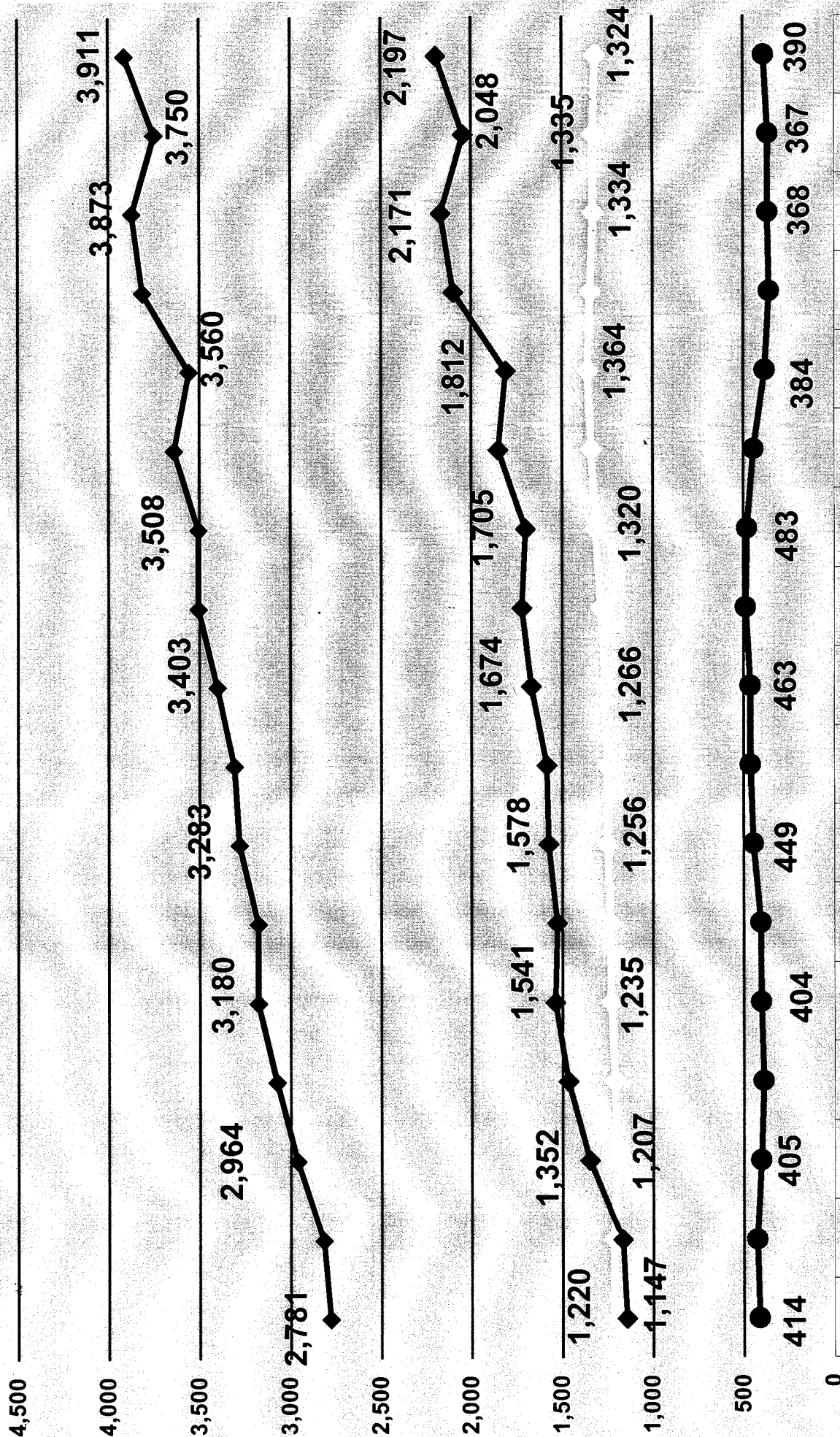
UNIVERSITY OF IOWA												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Women	313	335	346	369	387	391	385	402	424	438	452	
Tenured Women	173	182	182	199	216	224	250	271	276	294	300	
% Tenured of Tenure-Eligible	55.3%	54.3%	52.6%	53.9%	55.8%	57.3%	64.9%	67.4%	65.1%	67.1%	66.4%	

IOWA STATE UNIVERSITY												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Women	291	291	294	317	317	318	331	325	338	343	361	
Tenured Women	192	191	193	212	212	217	221	214	225	221	222	
% Tenured of Tenure-Eligible	66.0%	65.6%	65.6%	66.9%	66.9%	68.2%	66.8%	65.8%	66.6%	64.4%	61.5%	

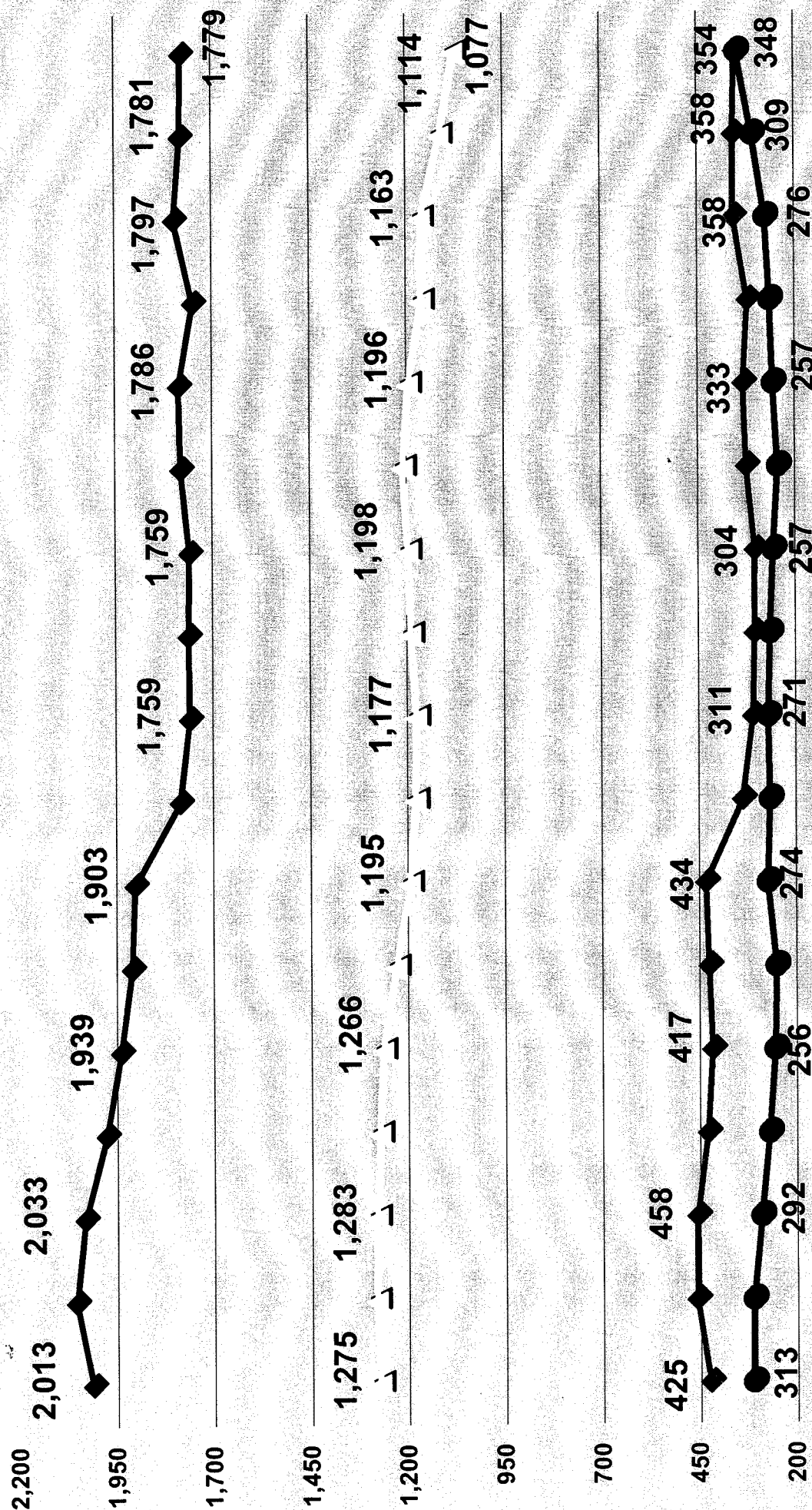
UNIVERSITY OF NORTHERN IOWA												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Women	170	173	194	207	211	217	223	216	226	224	238	
Tenured Women	95	92	97	104	112	123	131	137	142	141	146	
% Tenured of Tenure-Eligible	55.9%	53.2%	50.0%	50.2%	53.1%	56.7%	58.7%	63.4%	62.8%	62.9%	61.3%	

REGENTS TOTAL												
	Fall 1990	Fall 1991	Fall 1992	Fall 1993	Fall 1994	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Tenure Eligible Women	774	799	834	893	915	926	939	943	988	1,005	1,051	
Tenured Women	460	465	472	515	540	564	602	622	643	656	668	
% Tenured of Tenure-Eligible	59.4%	58.2%	56.6%	57.7%	59.0%	60.9%	64.1%	66.0%	65.1%	65.3%	63.6%	

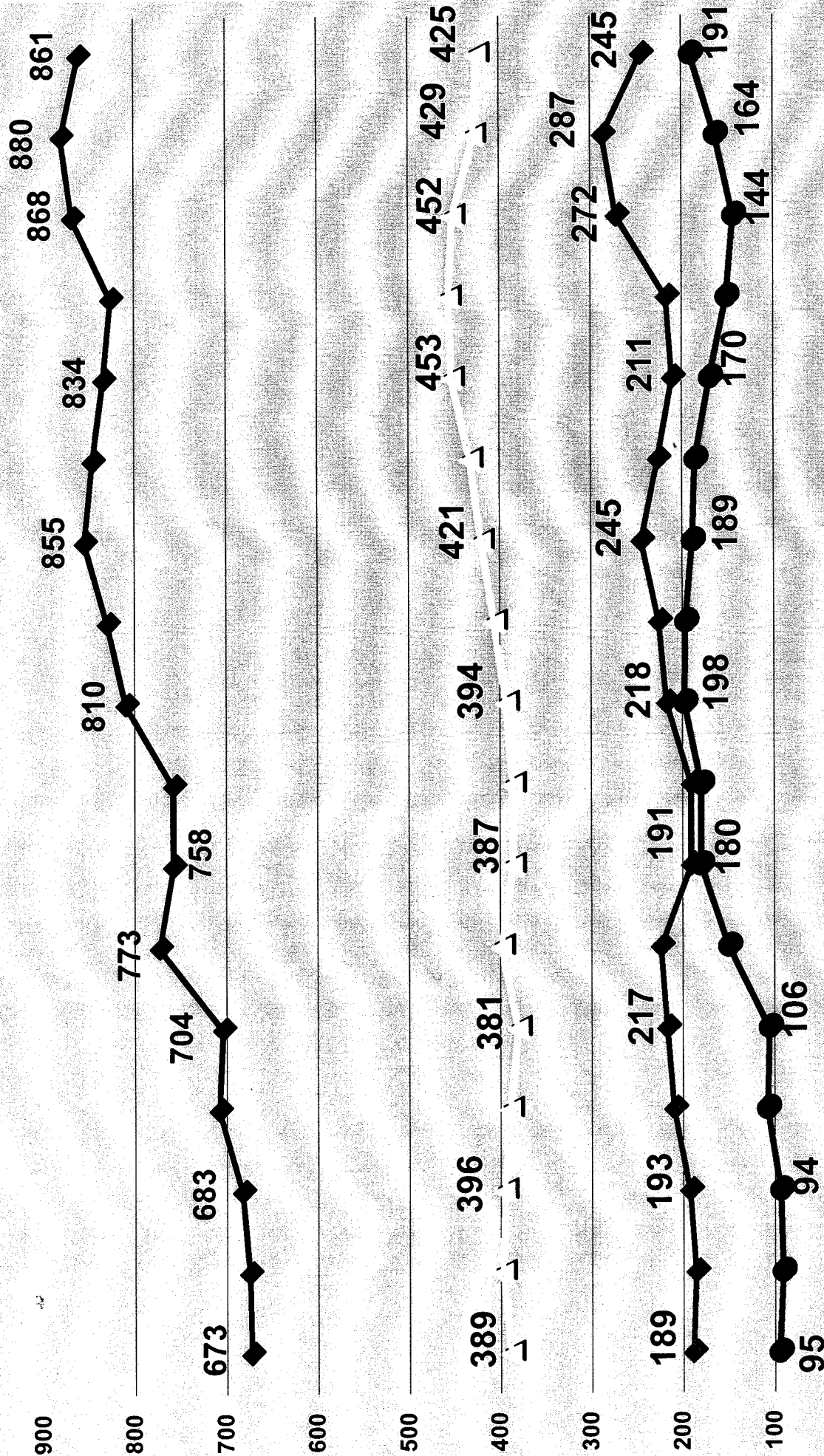
UNIVERSITY OF IOWA FACULTY BY TENURE STATUS 1984-1985 TO 2000-2001



IOWA STATE UNIVERSITY FACULTY BY TENURE STATUS 1984-1985 TO 2000-2001

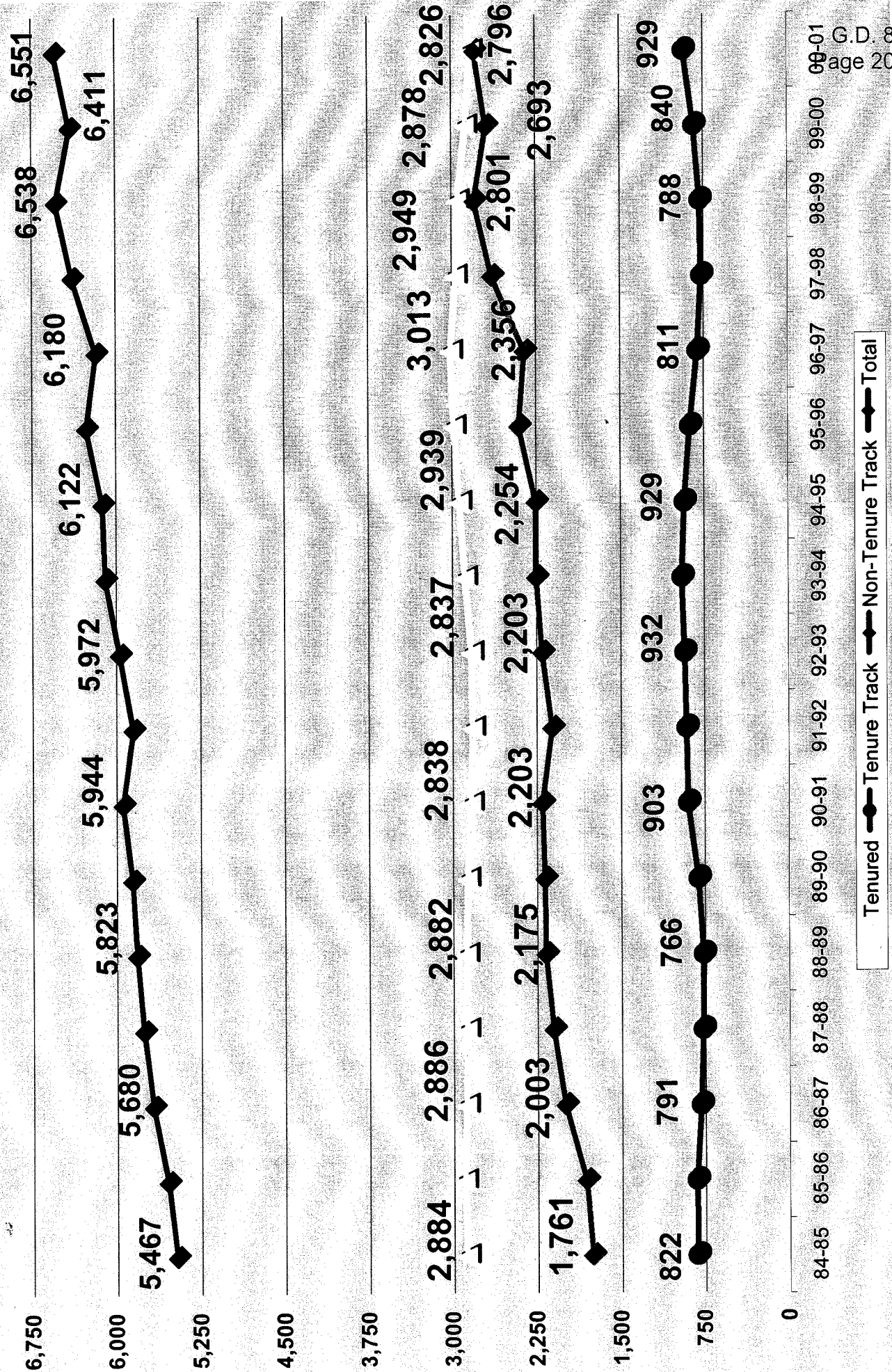


UNIVERSITY OF NORTHERN IOWA FACULTY BY TENURE STATUS 1984-1985 TO 2000-2001



Tenured ● Tenure Track ◆ Non-Tenure Track ● Total

REGENT FACULTY BY TENURE STATUS 1984-1985 TO 2000-2001



Tenured — Tenure Track — Non-Tenure Track — Total

TABLE 6
TENURE RATES AT PEER INSTITUTIONS

UNIVERSITY OF IOWA	74.7%
<u>Comparable AAU Universities</u>	
University of Arizona	74.0%
Univ. of California - Los Angeles	70.0%
Univ. of Illinois, Champaign-Urbana	74.6%
Indiana University - Bloomington	60.9%
University of Michigan	58.2%
Univ. of Minnesota - Twin Cities	78.8%
Univ. of North Carolina - Chapel Hill	70.9%
Ohio State University	78.1%
University of Texas - Austin	63.6%
University of Wisconsin - Madison	76.7%
IOWA STATE UNIVERSITY	66.7%
<u>Comparable Land Grant Universities</u>	
University of Arizona	74.0%
Univ. of Illinois, Champaign-Urbana	74.6%
Michigan State University	75.9%
Univ. of Minnesota - Twin Cities	78.8%
North Carolina State University	62.8%
Ohio State University	78.1%
Purdue University	64.6%
Texas A & M University	59.7%
Univ. of Wisconsin - Madison	76.7%
UNIVERSITY OF NORTHERN IOWA	71.3%
<u>Comparable Public Comprehensive Universities</u>	
California State University-Fresno	71.3%
Central Michigan University	64.2%
Illinois State University	54.9%
Indiana State University	64.4%
Northern Arizona University	55.7%
Univ. of North Carolina-Greensboro	53.3%
University of North Texas	63.2%
Ohio University-Athens	65.9%

Source: IPEDS - Salaries and Tenure of Full-Time Instructional Faculty, Academic Year 1999-2000