

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Annual Governance Report on Faculty Tenure  
**Date:** January 6, 2003

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**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 in next year's tenure report how they have addressed the continued vitality of those departments.
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**Executive  
Summary:**

This report is the annual governance assessment of tenure at the three Regent universities for the 2002-2003 academic year. 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.

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**Purpose of Report**

It is critical for the institutions to monitor their tenure and post-tenure processes on an annual basis. Furthermore, the data in the report are used in the institutions' performance indicators (1-4) to determine the involvement of tenured and tenure-eligible faculty in undergraduate education.

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**Faculty  
Categories**

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

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**Total Faculty**

The Regent universities have a total of 6,594 faculty members in 2002-2003. Compared to last year, there was a decrease of 80 faculty members who were either tenured or tenure-track. This resulted in an increase of 124 faculty members who are not eligible for tenure and a total increase of 44 (+0.7%) faculty members from the previous year.

- \* Of the total, 2,738 (41.5%) are tenured faculty members; this is a decrease of 75 (-2.7%) from the prior year.

- \* There are 897 (13.6%) tenure-eligible (probationary) faculty members who are on a tenure track; this is a decrease of 5 (-0.6%) faculty members from the prior year.
  - \* The remaining 2,959 (44.9%) faculty members are not eligible for tenure; this is an increase of 124 faculty members (+4.4%) from the prior year.
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Tenure Percentages (of Tenure Eligible)

In 2002-2003, the percentage of tenured faculty among those eligible for tenure decreased at the three Regent institutions from the prior year:

- \* At SUI, this measure of tenure density is 77.1% (1,294 faculty members); the prior year it was 77.3% (1,320 faculty members).
  - \* At ISU, it is 75.3% (1,020 faculty members); the prior year it was 75.9% (1,059 faculty members).
  - \* At UNI, it is 70.5% (424 faculty members); the prior year it was 70.9% (434 faculty members).
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Tenure Percentages (of all Faculty)

Tenured appointments are 32.1% of all faculty appointments at SUI, 59.3% at ISU, and 50.4% 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 1,657 non-tenure-track positions in these five colleges, the University's overall percentage of tenured faculty increased from 32.1% to 54.5%.

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Comparison to Peer Institutions

Using the 2001-2002 AAUP<sup>1</sup> tenure data for faculty on a 9-10 month contract, the data on Table 7 (page 35) indicate that:

- \* At SUI's peer institutions, the tenure rate range is 56.5% - 79.3%; at SUI, the tenure rate is 76.6%.
  - \* At ISU's peer institutions, the range is 58.3% - 79.3%; at ISU, the tenure rate is 64.5%.
  - \* At UNI's peer institutions, the range is 61.9% - 70.0%; at UNI, the tenure rate is 70.6%.
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Tenured and Tenure-Track Minority Faculty (Table 4, pg. 24)

The total number of tenured minority faculty at the Regent universities increased from 196 in Fall 1991 to 315 in Fall 2002, which represents an increase of 119 (+60.7%). However, in Fall 2002, there was a decrease of 3 (-0.9%) from the prior year. After three years of increases in the total number of tenure-track minority faculty members between 1997 and

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<sup>1</sup> Source: AAUP Faculty Compensation Survey 2001-2002. The data do not include medical school faculty or librarians.

2000, there was a decrease from 174 in Fall 2000 to 166 (-4.6%) in Fall 2001; in Fall 2002, there was no change in the number of tenure-track faculty members from the prior year.

The percentage of tenured minority faculty in proportion to those who are tenure-eligible increased at SUI (from 8.4% in Fall 2001 to 8.6% in Fall 2002) and at ISU (from 9.2% in Fall 2001 to 9.6% in Fall 2002) and decreased at UNI (from 7.5% in Fall 2001 to 6.7% in Fall 2002). As a proportion of all minority faculty members who are eligible for tenure at the Regent universities, more than 65% of minority faculty members are tenured. As a proportion of all faculty members who are eligible for tenure at the Regent universities, 8.7% (315) are tenured minority faculty members and 4.6% (166) are tenure-track minority faculty members.

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Tenured and  
Tenure-Track  
Women Faculty  
(Table 5, pg. 29)

The total number of tenured women faculty at the Regent universities has increased from 465 in Fall 1991 to 690 in Fall 2002, which represents an increase of 225 (+48.4%). However, in Fall 2002, there was a decrease of 2 (-0.3%) from the prior year. After three years of increases in the total number of tenure-track women faculty members between 1997 and 2000, there have been two years of decreases between Fall 2000 and Fall 2002 from 383 to 342 (-10.7%).

The percentage of tenured women in proportion to those who are tenure-eligible increased at ISU (from 16.4% in Fall 2001 to 17.2% in Fall 2002) and at UNI (from 24.7% in Fall 2001 to 25.0% in Fall 2002); the percentage remained the same at SUI from the prior year. As a proportion of all women faculty members who are eligible for tenure at the Regent universities, approximately 67% of women faculty members are tenured. As a proportion of all faculty members who are eligible for tenure at the Regent universities, 19.0% (690) are tenured women faculty members and 9.4% (342) are tenure-track women faculty members.

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Trends

- \* The number of tenured faculty decreased for the sixth consecutive year.
  - \* The number of tenure-track probationary faculty decreased for the second time since Fall 2000.
  - \* The number of departments with 70% or more of tenure-eligible faculty who are tenured increased for the second time since Fall 2000.
  - \* The majority of tenure-eligible minority faculty is tenured; however, the proportion of tenured minority faculty is significantly lower than the proportion of all tenured faculty.
  - \* The majority of tenure-eligible women faculty is tenured; however, the proportion of tenured women faculty is significantly lower than the proportion of all tenured faculty.
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**Link to Strategic Plan:**

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 1.1.2.3	Recruit an outstanding, strong faculty to foster intellectual vitality for graduate programs.
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.

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**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.

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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.
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Faculty  
Categories

At the Regent institutions, faculty positions are grouped into three categories:

Tenured: Faculty members who have attained tenure.

Tenure-Eligible  
(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.

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**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.

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Tenure Patterns  
by Regent  
University

The following tenure patterns were reported by the Regent universities for the 2002-2003 academic year:

- \* At SUI, there are 1,294 faculty members who are tenured. This represents a decrease of 26 (-2.0%) faculty members with tenure from the prior year and a decrease of 70 (-5.1%) from the peak year of 1996-1997. In 2002-2003, 77.1% of the tenure-eligible faculty is tenured. This is a decrease from 77.3% during the prior year, the peak year occurred in 1997-1998 when 79.0% of the tenure-eligible faculty was tenured.
- \* At ISU, there are 1,020 faculty members who are tenured. This represents a decrease of 39 (-3.7%) faculty members with tenure from the prior year and a decrease of 264 (-20.6%) from the peak year of 1985-1986. In 2002-2003, 75.3% of the tenure-eligible faculty is tenured. This is a decrease from 75.9% during the prior year; the peak year occurred in 1995-1996 when 83.0% of the tenure-eligible faculty was tenured.

\* At UNI, there are 424 faculty members who are tenured. This represents a decrease of 10 (-2.3%) faculty members with tenure from the prior year and a decrease of 32 (-7.0%) from the peak year of 1997-1998. In 2002-2003, 70.5% of the tenure-eligible faculty is tenured. This is a decrease from 70.9% during the prior year; the peak year occurred in 1998-1999 when 75.8% of the tenure-eligible faculty was tenured.

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Employment  
Status

The majority of tenured and probationary (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.

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Tables 1 and 2  
(pgs. 17 & 22)

Tables 1 and 2 include the numbers and percentages 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.

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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.

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Distribution of  
Tenured Faculty  
by College

The tables on the following page list the concentration of tenured faculty by college at each institution and show that there are a total of 6,594 faculty members in 203 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  
2002-2003**

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
			2001-2002	2002-2003
<b>University of Iowa</b>				
Business Administration	6	150	74.1	72.9
Dentistry	10	292	77.0	80.9
Education	4	164	81.5	83.5
Engineering	6	133	75.3	72.6
Graduate	2	30	61.5	57.1
Law	1	63	92.3	85.4
Liberal Arts	41	1,070	76.9	77.1
Medicine	25	1,358	77.9	77.7
Nursing	1	256	78.9	72.2
Pharmacy	1	355	71.9	84.4
Public Health	5	139	72.3	66.7
"University College"	1	22	0.0%	0.0
<b>University Total</b>	<b>103</b>	<b>4,032</b>	<b>77.3</b>	<b>77.1</b>

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
			2001-2002	2002-2003
<b>Iowa State University</b>				
Agriculture	14	297	84.0	85.0
Business	5	78	69.7	71.4
Design	4	121	61.7	61.3
Education	4	107	68.9	69.0
Engineering	9	215	78.4	73.8
Family & Consumer Sciences	3	87	76.7	74.3
Liberal Arts & Sciences	20	649	74.0	73.2
Veterinary Medicine	5	132	79.3	81.1
Library	1	34	66.7	70.6
<b>University Total</b>	<b>65</b>	<b>1,720</b>	<b>75.9</b>	<b>75.3</b>

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
			2001-2002	2002-2003
<b>University of Northern Iowa</b>				
Business Administration	5	83	83.6	83.3
Education	7	244	67.4	66.9
Humanities & Fine Arts	8	206	77.7	78.8
Natural Sciences	7	151	68.6	68.0
Social & Behavioral Sciences	7	133	63.4	62.7
Library	1	25	68.4	61.9
<b>University Total</b>	<b>35</b>	<b>842</b>	<b>70.9</b>	<b>70.5</b>

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
			2001-2002	2002-2003
<b>Regent Total</b>	<b>203</b>	<b>6,594</b>	<b>75.7</b>	<b>75.3</b>

Tenure  
Concentration  
by College

- \* At SUI, at least 50% of the total faculty in the College of Law is tenured. At least 70% of the tenure-eligible faculty is tenured in the Colleges of Business, Dentistry, Education, Engineering, Law, Liberal Arts and Sciences, Medicine, Nursing, and Pharmacy.
- \* At ISU, at least 50% of the total faculty in the Colleges of Agriculture, Business, Engineering, Family and Consumer Sciences, Liberal Arts and Sciences, Library, and Veterinary Medicine is tenured. At least 70% of the tenure-eligible faculty is tenured in the Colleges of Agriculture, Business, Engineering, Family and Consumer Sciences, Liberal Arts and Sciences, Library, and Veterinary Medicine.
- \* At UNI, at least 50% of the total faculty in the Colleges of Business Administration, Library, and Humanities and Fine Arts is tenured. At least 70% of the tenure-eligible faculty is tenured in the Colleges of Business Administration and Humanities and Fine Arts.

Tenure  
Concentration  
by Department  
(Table 3, pg. 23)

- \* At SUI, at least 50% of the tenure-eligible faculty is tenured in 96 (93.2%) of the departments; at least 70% of the tenure-eligible faculty is tenured in 73 (70.9%) of the departments.
- \* At ISU, at least 50% of the tenure-eligible faculty is tenured in 63 (96.9%) of the departments; at least 70% of the tenure-eligible faculty is tenured in 43 (66.2%) of the departments.
- \* At UNI, at least 50% of the tenure-eligible faculty is tenured in 33 (94.3%) of the departments; at least 70% of the tenure-eligible faculty is tenured in 21 (60.0%) of the departments.

Distribution of  
Tenure by Rank

The awarding of tenure generally coincides with promotion to the rank of associate professor. As the tables on the following page 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  
2002-2003**

	<b>Tenured Professor</b>	<b>Tenured Associate Professor</b>	<b>Tenured Assistant Professor</b>	<b>Tenured Instructor or Lecturer</b>	<b>Total Tenured Faculty</b>
SUI	829	463	2	0	1,294
ISU	582	419	18	1	1,020
UNI	180	191	25	28	424
<b>Regent Total</b>	<b>1,591</b>	<b>1,073</b>	<b>45</b>	<b>29</b>	<b>2,738</b>



**Tenure-Eligible (Probationary/Tenure-Track) Faculty Distribution by Rank  
2002-2003**

	<b>Tenure-Eligible Professor</b>	<b>Tenure-Eligible Associate Professor</b>	<b>Tenure-Eligible Assistant Professor</b>	<b>Tenure-Eligible Instructor or Lecturer</b>	<b>Total Tenure-Eligible Faculty</b>
SUI	3	29	351	2	385
ISU	4	17	313	1	335
UNI	0	7	143	27	177
<b>Regent Total</b>	<b>7</b>	<b>53</b>	<b>807</b>	<b>30</b>	<b>897</b>

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**Differences by Age**      The traditional predominance of tenure among senior faculty assumes additional significance in relation to an aging professorate. Although age-rank correlations are not included in the annual tenure reports of the Regent institutions, 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.

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**Differences by Race/Ethnicity**  
(Table 4, pg. 24)      This is the first year of a decrease in the number of tenure-eligible racial/ethnic minorities at the Regent universities after six years of increases. The number of tenure-track minorities remained the same as the prior year; however, the number of tenured minorities decreased by 3 (-0.9%) from the prior year. The percentage of minority faculty members who are tenured (of tenure-eligible faculty) is 8.7%, which is significantly lower than the percentage (76.8%) of non-minority faculty members who are tenured (of tenure-eligible faculty).

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**Differences by Gender**  
(Table 5, pg.29)      This is the first year of a decrease in the number of tenure-eligible women at the Regent universities after ten years of increases. The number of tenured women remained essentially the same from the prior year, but the number of tenure-eligible women decreased by 20 (-5.5%) from the prior year. The percentage of female faculty members who are tenured (of tenure-eligible faculty) is 19.0%, which is significantly lower than the percentage (78.7%) of male faculty members who are tenured (of tenure-eligible faculty).

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Annual  
Governance  
Report on  
Diversity  
(G.D. 13)

The annual governance report on diversity (G.D. 13) contains additional information on the number of women and minority faculty at the Regent institutions<sup>2</sup>.

- \* The tabulations in the annual governance report on faculty tenure include academic administrators who hold concurrent faculty appointments. This differs from the methodology used in the annual governance report on diversity, which groups 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 report.
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Criteria for  
Awarding Tenure

- \* At the University of Iowa, evaluation of faculty involves the following four aspects: (1) teaching effectiveness; (2) scholarship; (3) other professional contributions such as work for professional organizations, community, state, and federal agencies; and (4) educational needs of the department/college that 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 extension/professional practice.
  - \* At the University of Northern Iowa, evaluation of a faculty member for tenure<sup>3</sup> is based on a documented record of accomplishing in teaching, scholarship and/or creative achievement, and professional service. Only after an affirmative judgment of documented teaching effectiveness has been made can serious consideration be given to an evaluation of scholarship and professional service.
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## Evaluation of Instructional Performance

**University of Iowa** Teaching is fundamental to the mission of the University and 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.

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<sup>2</sup> There are additional governance reports that describe tenure patterns. Differences between reports may result from variations in reporting dates.

<sup>3</sup> As described in the Master Agreement.

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*.

Every college now has specific guidelines for peer review of teaching that are tailored to the various types of teaching that occur across the campus, such as large classroom or laboratory teaching. The student and peer evaluations contribute to a dynamic environment for the improvement of teaching.

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**Iowa State  
University**

Evaluation of faculty is based on a position responsibility statement that describes 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. The position responsibility statement also forms the basis for decisions with respect to promotion and tenure.

Immediate supervisors evaluate faculty members annually with respect to their responsibilities and determine expectations for the coming year.

- \* The annual evaluations include evidence of teaching performance and evidence of productivity in research/creative activities and extension/professional practice 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.

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**University of  
Northern Iowa**

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 third year for tenured faculty, according to the Master Agreement. All faculty portfolios are reviewed by the department head annually for the purposes of awarding merit and assigning teaching and other responsibilities.

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### **Status of Post-Tenure Review Implementation**

**University of Iowa** The University's post-tenure review policy has been in place since 1989. Full professors are reviewed at least once every five years and associate professors at least every seven years. Every college has a specific policy that specifies the review schedule (several colleges review faculty more frequently than the minimum requirement), materials, and procedures (e.g., review committee selection), as well as how the committee's recommendations are communicated and mechanisms for the faculty member to respond.

The policy works in conjunction with the faculty development programs and the post-tenure effort allocation policy that was implemented in 1997 to enhance faculty vitality. For example, review may result in a recommendation for a professional development assignment, a revised portfolio that increases a faculty member's effort in an area of strength, or a plan for phased retirement.

Post-tenure review and implementation of review committee recommendations are delegated to the colleges rather than centrally managed, but informal information from deans indicates that the policy works well to provide senior faculty with feedback and advice regarding their career development.

Ninety-two percent of all eligible (in the 6<sup>th</sup> year or beyond for full professors; in the 8<sup>th</sup> year or beyond for associate professors) tenured professors have been reviewed at least once and 42% have been reviewed more than once.

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**Iowa State  
University**

Following the approval of the post-tenure review guiding statement in 1999, departments designed review processes for their faculty and the majority of departments began implementation of these reviews in the 2000-2001 academic year. During FY 2002, departments reviewed 105 tenured faculty members, which is 10.3% of the tenured faculty. During FY 2003, 135 reviews are expected to take place.

Departments report a wide variety of outcomes for these reviews:

- \* Faculty members were encouraged to apply for promotion; were recommended for awards; and were encouraged to apply for grant funding of innovative projects.
- \* Faculty members worked with department chairs to write new position responsibility statements.
- \* Some faculty members redirected their distribution of efforts to include additional time for teaching or research.
- \* Some faculty members redirected research efforts to meet changing needs in their discipline and to seek additional external funding.
- \* Many reviews resulted in alterations in teaching; some faculty will integrate new technologies in their courses; some will alter their mix of graduate and undergraduate teaching; some will work with the Center for Teaching Excellence to update delivery of materials.
- \* Often the reviews included advice for an overall strengthening of faculty work – some faculty members worked with department chairs on plans for improved productivity; some faculty members were encouraged to take larger roles in outreach and in professional organization.
- \* As a result of the reviews, some faculty members were scheduled for more frequent reviews, so that the department could monitor more closely the progress of faculty work.

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**University of  
Northern Iowa**

Policies and procedures relating to performance reviews for tenured faculty are defined in the Master Agreement. Evaluation files are maintained in departmental offices; department heads review tenured faculty members annually for the purposes of awarding merit increases and assigning teaching and other responsibilities. In addition, tenured faculty members are assessed by students at least every third<sup>4</sup> year, excluding semesters on professional development assignments and non-teaching assignments. Previous Master Agreements required post-tenure review every fifth year.

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<sup>4</sup> Previous Master Agreements required post-tenure reviews every fifth year.

## **Policy Implications for Tenure**

**Academic Freedom** 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 that are judged by some to be controversial without fear of political repercussions and non-academic interference.

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**Role of Tenure** The availability of tenure and its application through a well-designed and judicious system of academic peer review play 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.

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## **Faculty Vitality**

**University of Iowa** The faculty development program provides opportunities for faculty to pursue programs of research, improvement of instruction projects, and other activities related to professional development. During 2002-2003, 80 faculty members are or will be on professional development assignments. Some of these faculty members were able to extend their assignments by obtaining external support.

Each year, 20-30 faculty members are provided development opportunities through external awards (e.g., Fulbright Fellowships) or grants, or by serving as visiting faculty at other universities. Since 1997, all new probationary faculty members have been guaranteed an Old Gold Summer Fellowship upon presentation of a satisfactory written proposal to their collegiate dean; a few faculty members receive a second summer fellowship based on a written application in a competitive process. During Summer 2002, 57 faculty members pursued research and instructional development efforts through this program. These opportunities increase the intellectual vitality of the faculty and enhance the teaching and research programs of the University.

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**Iowa State  
University**

The vitality of the faculty, as measured by the number of junior faculty among the total population of faculty, has been difficult during the budget reductions. However, the University is committed to hiring new faculty and has stated this as its number one academic and budget priority. The implementation of post-tenure review is beginning to address the issue of vitality also.

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**University of  
Northern Iowa**

Tenured faculty members are expected to be productively engaged in teaching, scholarship, and service and, as such, provide excellent models of engagement and accomplishment for new faculty. In addition, many tenured faculty members provide leadership for University initiatives and governance, as well as mentoring experiences for untenured faculty and students.

The University provides a variety of opportunities for tenured and tenure-track faculty to advance their teaching and scholarly interest, including professional development assignments, summer research grants, travel support for participation in academic conferences, and the opportunity to teach special courses and seminars for honors students and presidential scholars. Faculty members are also invigorated by interactions with students in relatively small classes, through their academic advising duties, and through their sponsorship of a number of student organizations and activities.

Many tenured faculty members have maintained their vitality and increased student engagement in learning through the integration of new technology in their courses. Faculty members use workshops and institutes offered through the Center for Educational Technology to introduce students to Web CT, discussion boards, streaming video, and an increasing number of library resources available electronically. Studio IT, an innovative teaching and demonstration space in Lang Hall, is a recent addition to the technology resources available to faculty members.

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**Appropriate Tenure  
Levels**

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 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*, 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.”

Many departments 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 be good reasons for these high percentages as time and circumstances change; however, these percentages are high enough to warrant some attention.


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Regent Exhibit Book      The complete institutional reports are available in the Regent Exhibit Book.

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Board Office Recommendation      The Board Office recommends that the institutions monitor closely the units where the percentage of tenured faculty exceeds 80%.

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Diana Gonzalez

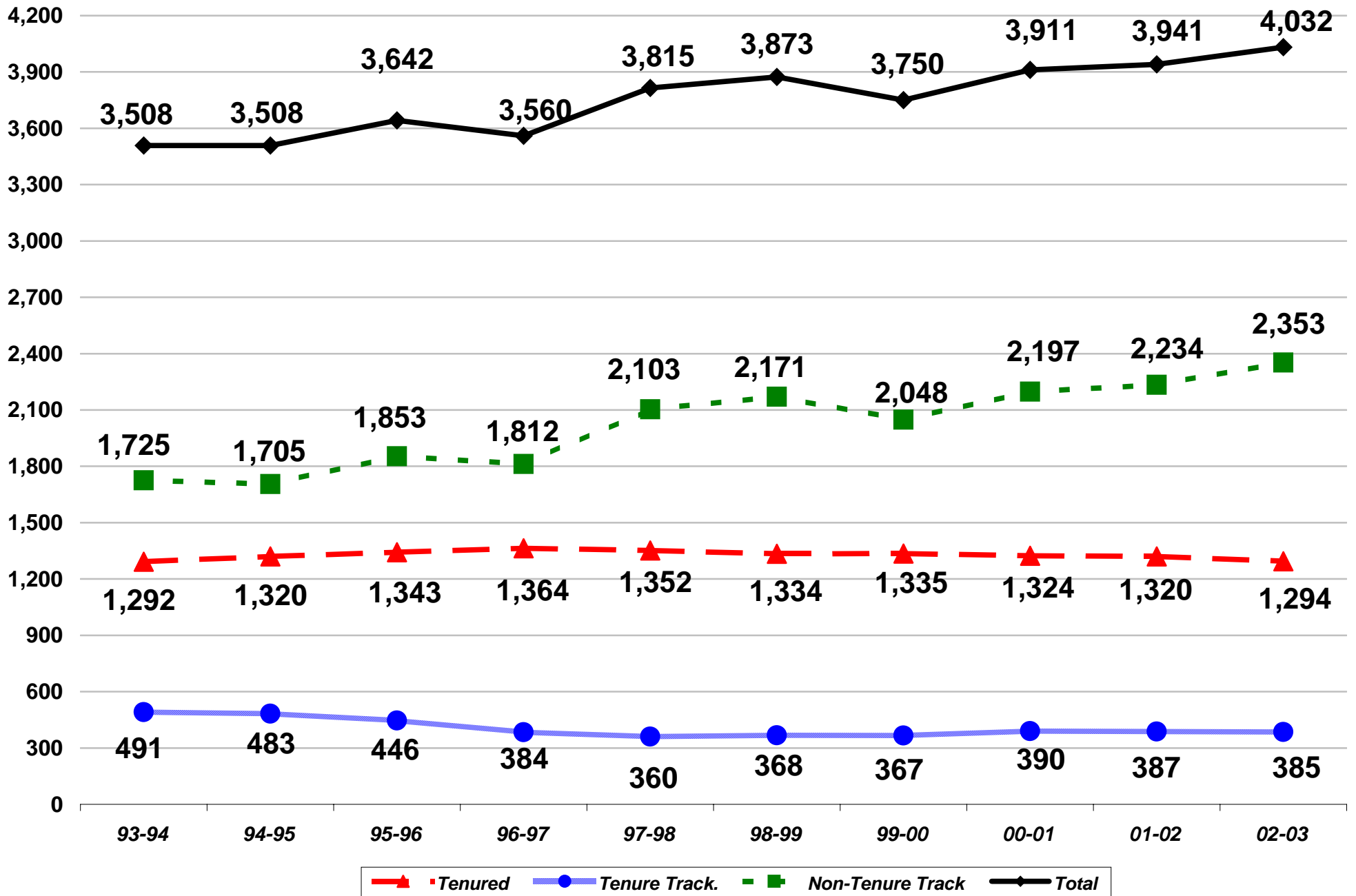
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Gregory S. Nichols



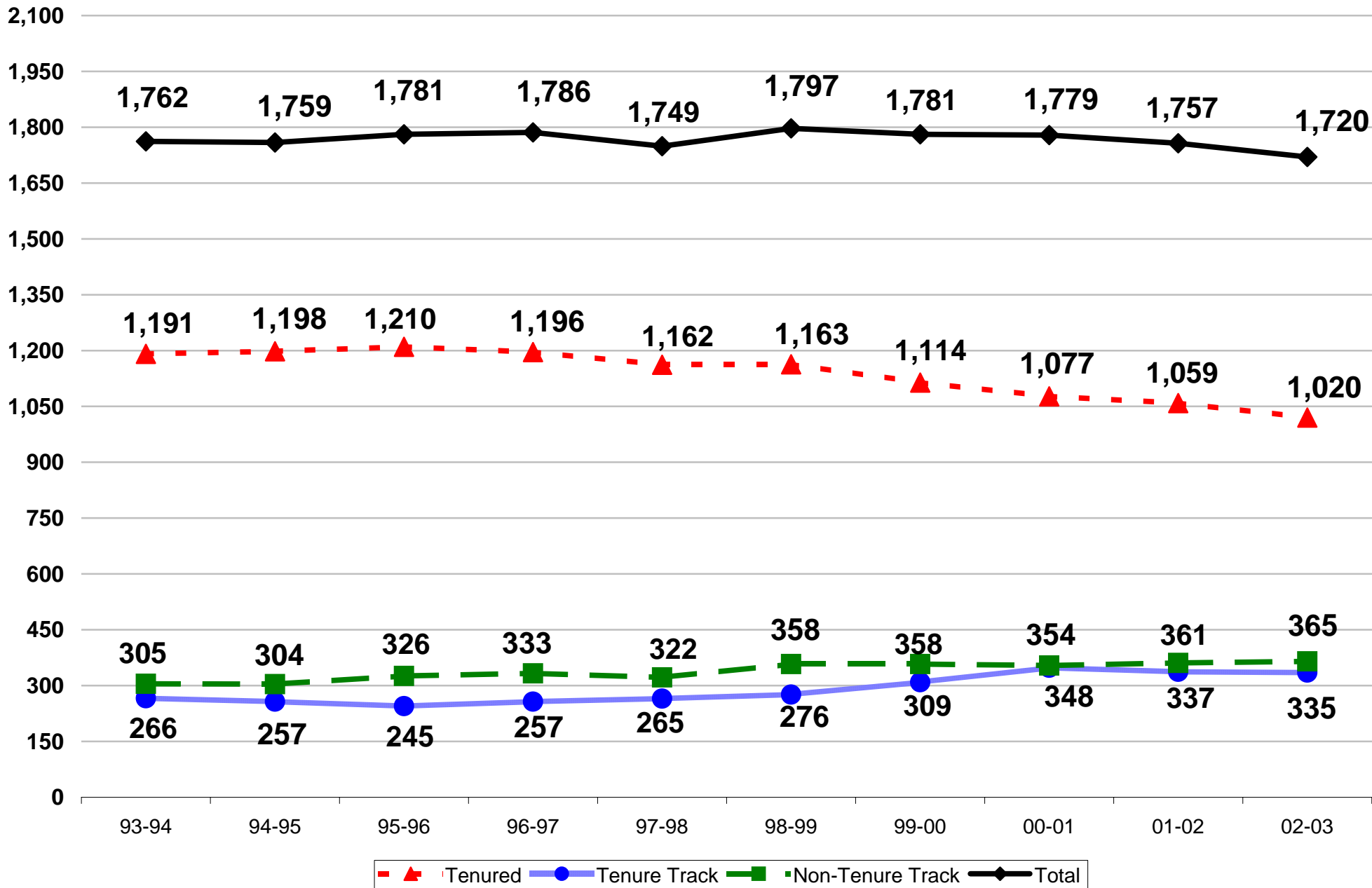
**TABLE 1**  
**REGENT FACULTY BY TENURE STATUS**  
**1986-87 TO 2002-2003**

	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03
<b>SUI</b>																	
Tenured	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	1,320	1,294
Tenure Track (Probationary)	405	393	404	407	449	465	463	491	483	446	384	360	368	367	390	387	385
Non-Tenure Track	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	2,234	2,353
<b>Total</b>	<b>2,964</b>	<b>3,077</b>	<b>3,180</b>	<b>3,179</b>	<b>3,283</b>	<b>3,312</b>	<b>3,403</b>	<b>3,508</b>	<b>3,508</b>	<b>3,642</b>	<b>3,560</b>	<b>3,815</b>	<b>3,873</b>	<b>3,750</b>	<b>3,911</b>	<b>3,941</b>	<b>4,032</b>
<b>ISU</b>																	
Tenured	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	1,059	1,020
Tenure Track (Probationary)	292	272	256	253	274	268	271	266	257	245	257	265	276	309	348	337	335
Non-Tenure Track	458	430	417	426	434	337	311	305	304	326	333	322	358	358	354	361	365
<b>Total</b>	<b>2,033</b>	<b>1,977</b>	<b>1,939</b>	<b>1,910</b>	<b>1,903</b>	<b>1,785</b>	<b>1,759</b>	<b>1,762</b>	<b>1,759</b>	<b>1,781</b>	<b>1,786</b>	<b>1,749</b>	<b>1,797</b>	<b>1,781</b>	<b>1,779</b>	<b>1,757</b>	<b>1,720</b>
<b>UNI</b>																	
Tenured	396	390	381	399	387	387	394	407	421	433	453	456	452	429	425	434	424
Tenure Track (Probationary)	94	108	106	150	180	180	198	197	189	186	170	152	144	164	191	178	177
Non-Tenure Track	193	210	217	224	191	191	218	226	245	227	211	218	272	287	245	240	241
<b>Total</b>	<b>683</b>	<b>708</b>	<b>704</b>	<b>773</b>	<b>758</b>	<b>758</b>	<b>810</b>	<b>830</b>	<b>855</b>	<b>846</b>	<b>834</b>	<b>826</b>	<b>868</b>	<b>880</b>	<b>861</b>	<b>852</b>	<b>842</b>
<b>REGENTS TOTAL</b>																	
Tenured	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	2,813	2,738
Tenure Track (Probationary)	791	773	766	810	903	913	932	954	929	877	811	777	788	840	929	902	897
Non-Tenure Track	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	2,835	2,959
<b>Total</b>	<b>5,680</b>	<b>5,762</b>	<b>5,823</b>	<b>5,862</b>	<b>5,944</b>	<b>5,855</b>	<b>5,972</b>	<b>6,100</b>	<b>6,122</b>	<b>6,269</b>	<b>6,180</b>	<b>6,390</b>	<b>6,538</b>	<b>6,411</b>	<b>6,551</b>	<b>6,550</b>	<b>6,594</b>

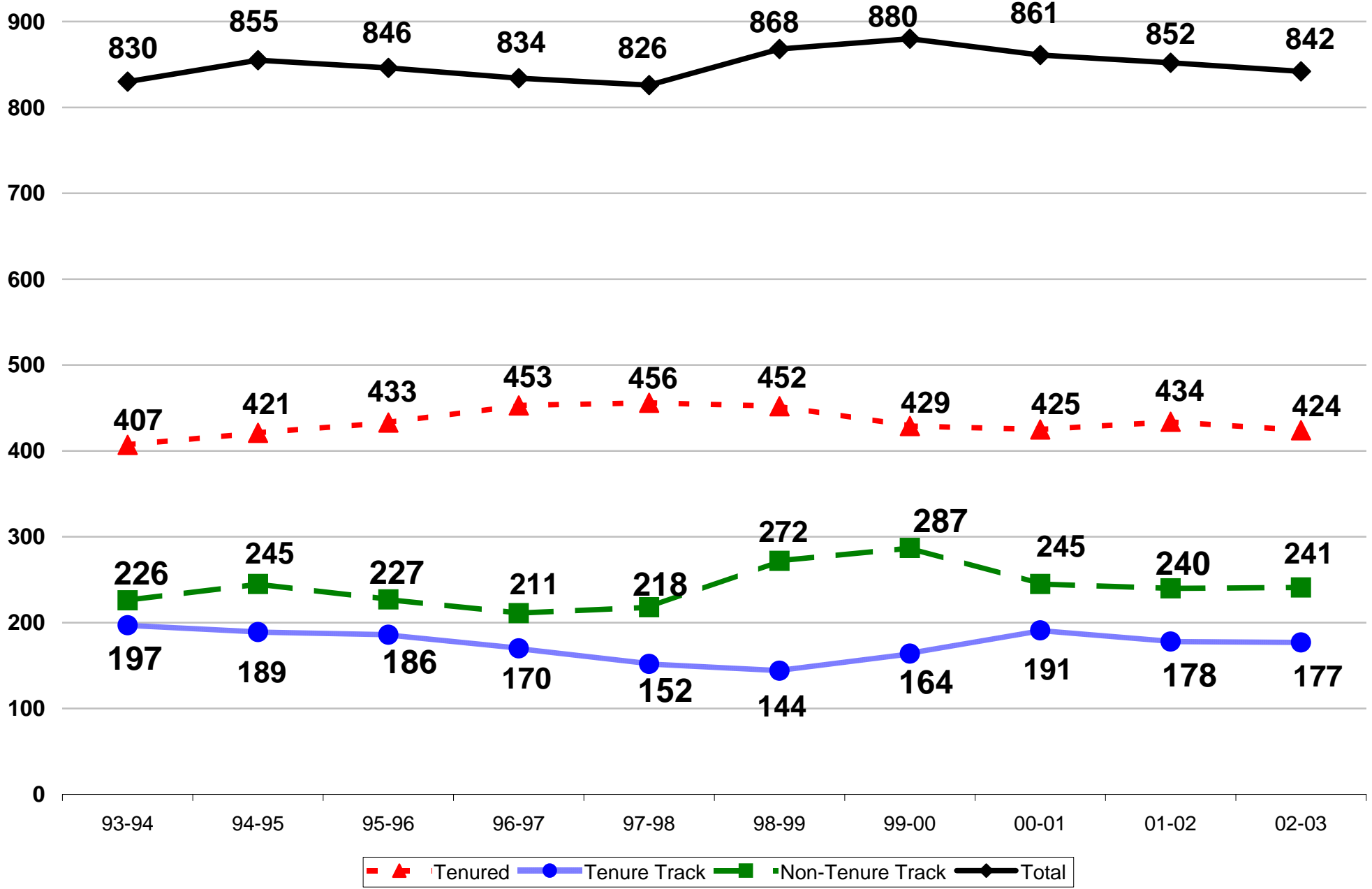
**GRAPH 1**  
**UNIVERSITY OF IOWA FACULTY BY TENURE STATUS**  
**1993-1994 TO 2002-2003**



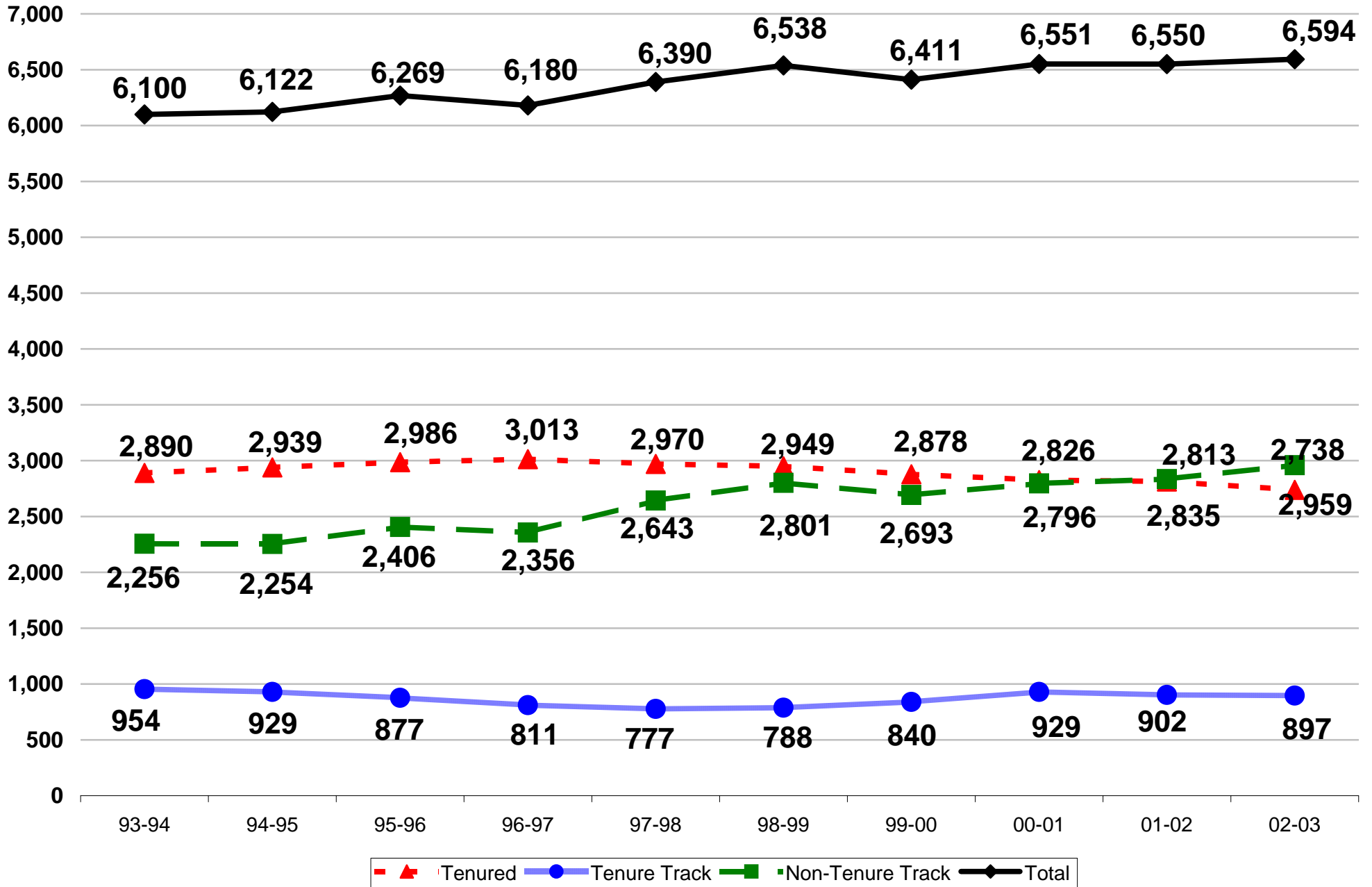
**GRAPH 2**  
**IOWA STATE UNIVERSITY FACULTY BY TENURE STATUS**  
**1993-1994 TO 2002-2003**



**GRAPH 3**  
**UNIVERSITY OF NORTHERN IOWA FACULTY BY TENURE STATUS**  
**1993-1994 TO 2002-2003**



**GRAPH 4  
REGENT FACULTY BY TENURE STATUS  
1993-1994 TO 2002-2003**



**TABLE 2**  
**PERCENTAGES OF TENURED AND NON-TENURED FACULTY AT REGENT UNIVERSITIES**  
**1989-90 TO 2002-2003**

	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03
<b>UNIVERSITY OF IOWA</b>														
All Faculty	3,179	3,283	3,312	3,403	3,508	3,508	3,642	3,560	3,815	3,873	3,750	3,911	3,941	4,032
Tenured Faculty as % of all Faculty	39.0	38.3	38.0	37.2	36.8	37.6	36.9	38.3	35.4	34.4	35.6	33.9	33.5	32.1
Tenure Track Faculty as % of all Faculty	12.8	13.7	14.0	13.6	14.0	13.8	12.2	10.8	9.4	9.5	9.8	10.0	9.8	9.5
Non-Tenure Track Faculty as % of all Faculty	48.2	48.0	48.0	49.2	49.2	48.6	50.9	50.9	55.1	56.1	54.6	56.1	56.7	58.4
<b>% of Tenure-Eligible Faculty with Tenure</b>	<b>75.3</b>	<b>73.7</b>	<b>73.0</b>	<b>73.2</b>	<b>72.5</b>	<b>73.2</b>	<b>75.1</b>	<b>78.0</b>	<b>79.0</b>	<b>78.4</b>	<b>78.4</b>	<b>77.2</b>	<b>77.3</b>	<b>77.1</b>
Faculty after Excluding Non-Tenure Track Faculty in the Health Colleges														
Tenured as % of all Faculty	58.0	57.0	58.0	57.0	56.0	58.0	58.0	59.8	58.0	56.7	54.7	55.0	55.6	54.5
Tenure Track as % of all Faculty	xx	xx	xx	xx	xx	xx	xx	16.8	15.4	15.6	15.0	16.2	16.3	16.2
Non-Tenure Track as % of all Faculty	xx	xx	xx	xx	xx	xx	xx	23.3	26.6	27.7	30.3	28.8	28.1	29.3
<b>IOWA STATE UNIVERSITY</b>														
All Faculty	1,910	1,903	1,785	1,759	1,762	1,759	1,781	1,786	1,749	1,797	1,781	1,779	1,757	1,720
Tenured Faculty as % of all Faculty	64.0	63.0	66.0	67.0	68.0	68.0	68.0	66.9	66.4	64.7	62.6	60.5	60.3	59.3
Tenure Track Faculty as % of all Faculty	13.0	14.0	15.0	15.0	15.0	15.0	14.0	14.4	15.2	15.4	17.3	19.6	19.2	19.5
Non-Tenure Track Faculty as % of all Faculty	22.0	23.0	19.0	18.0	17.0	17.0	18.0	18.6	18.4	19.9	20.1	19.9	20.5	21.2
<b>% of Tenure-Eligible Faculty with Tenure</b>	<b>83.0</b>	<b>81.0</b>	<b>81.0</b>	<b>81.0</b>	<b>82.0</b>	<b>82.0</b>	<b>83.0</b>	<b>82.3</b>	<b>81.4</b>	<b>80.8</b>	<b>78.3</b>	<b>75.6</b>	<b>75.9</b>	<b>75.3</b>
<b>UNIVERSITY OF NORTHERN IOWA</b>														
All Faculty	773	758	758	810	830	855	846	834	826	868	880	861	852	842
Tenured Faculty as % of all Faculty	52.0	52.0	51.0	49.0	49.0	49.0	51.0	54.3	55.2	52.1	48.8	49.4	50.9	50.4
Tenure Track Faculty as % of all Faculty	19.0	24.0	24.0	24.0	24.0	22.0	22.0	20.4	18.4	16.6	18.6	22.1	20.9	21.0
Non-Tenure Track Faculty as % of all Faculty	29.0	25.0	25.0	27.0	27.0	29.0	27.0	25.3	26.4	31.3	32.6	28.5	28.2	28.6
<b>% of Tenure-Eligible Faculty with Tenure</b>	<b>74.0</b>	<b>73.0</b>	<b>68.0</b>	<b>67.0</b>	<b>67.0</b>	<b>69.0</b>	<b>70.0</b>	<b>72.7</b>	<b>75.0</b>	<b>75.8</b>	<b>72.3</b>	<b>69.0</b>	<b>70.9</b>	<b>70.5</b>
<b>REGENTS TOTAL</b>														
All Faculty	5,862	5,944	5,855	5,972	6,100	6,122	6,269	6,180	6,390	6,538	6,411	6,551	6,550	6,594
Tenured Faculty as % of all Faculty	49.0	47.7	48.2	47.5	47.4	48.0	47.6	48.8	46.4	45.1	44.9	43.1	42.9	41.5
Tenure Track Faculty as % of all Faculty	13.8	15.2	15.6	15.6	15.6	15.2	14.0	13.1	12.2	12.1	13.1	14.2	13.8	13.6
Non-Tenure Track Faculty as % of all Faculty	37.2	37.1	36.2	36.9	37.0	36.8	38.4	38.1	41.4	42.8	42.0	42.7	43.3	44.9
<b>% of Tenure-Eligible Faculty with Tenure</b>	<b>78.0</b>	<b>75.9</b>	<b>75.6</b>	<b>75.3</b>	<b>75.2</b>	<b>76.0</b>	<b>77.3</b>	<b>78.8</b>	<b>79.3</b>	<b>78.9</b>	<b>77.4</b>	<b>75.3</b>	<b>75.7</b>	<b>75.3</b>

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

**TABLE 3**  
**TENURE DENSITY AT REGENT UNIVERSITIES: 1991-1992 TO 2002-2003**

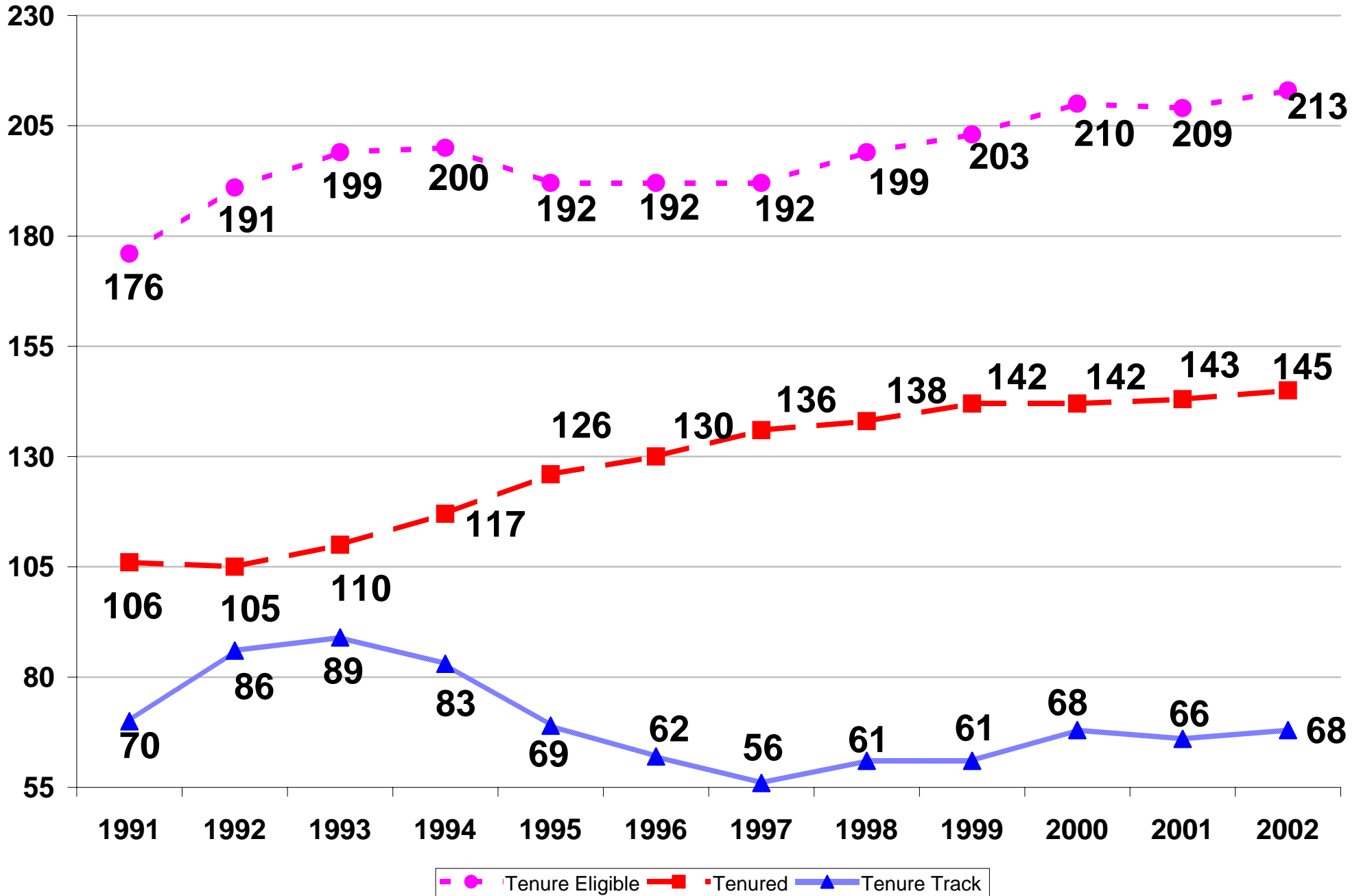
<b>UNIVERSITY OF IOWA</b>	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured	13	13	9	8	11	12	10	11	8	7	9	9
Percent of Depts. with 70% or More of Total Faculty Tenured	13.0%	13.0%	9.0%	8.0%	12.0%	12.0%	10.0%	11.5%	8.3%	7.0%	8.7%	8.7%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	58	59	56	57	60	71	75	74	75	70	72	73
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	59.0%	60.0%	59.0%	60.0%	63.0%	73.0%	78.0%	77.1%	78.1%	70.0%	69.9%	70.9%
<b>IOWA STATE UNIVERSITY</b>												
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured	35	31	34	32	37	37	41	29	25	20	18	22
Percent of Depts. with 70% or More of Total Faculty Tenured	51.0%	50.0%	55.0%	52.0%	53.0%	54.0%	59.0%	41.4%	36.2%	29.4%	27.3%	33.8%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	53	53	51	57	59	56	58	56	52	45	44	43
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	78.0%	85.0%	82.0%	92.0%	84.0%	82.0%	84.0%	80.0%	75.4%	66.2%	66.7%	66.2%
[Note: ISU has several departments with faculty divided between two colleges. They are treated as separate entities in these calculations.]												
<b>UNIVERSITY OF NORTHERN IOWA</b>												
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured	0	4	4	2	4	4	5	5	4	3	4	1
Percent of Depts. with 70% or More of Total Faculty Tenured	0.0%	11.0%	11.0%	6.0%	11.0%	10.0%	13.0%	12.2%	10.0%	8.3%	11.4%	2.9%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	18	17	15	17	18	22	29	33	27	19	19	21
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	55.0%	47.0%	42.0%	47.0%	49.0%	56.0%	74.0%	80.5%	67.5%	52.8%	54.3%	60.0%
<b>REGENTS TOTAL</b>												
<i>Academic Departments and Units</i>												
Number of Depts. with 70% or More of Total Faculty Tenured	48	48	47	42	52	53	56	45	37	30	31	32
Percent of Depts. with 70% or More of Total Faculty Tenured	23.8%	24.2%	23.7%	21.5%	26.3%	26.0%	27.6%	21.7%	18.0%	14.7%	15.2%	15.8%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	129	129	122	131	137	149	162	163	154	134	135	137
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured	63.9%	65.2%	61.6%	67.2%	69.2%	73.0%	79.8%	78.7%	75.1%	68.6%	66.2%	67.5%

**TABLE 4  
TENURE AMONG MINORITIES AT REGENT UNIVERSITIES  
FALL 1991 TO FALL 2002**

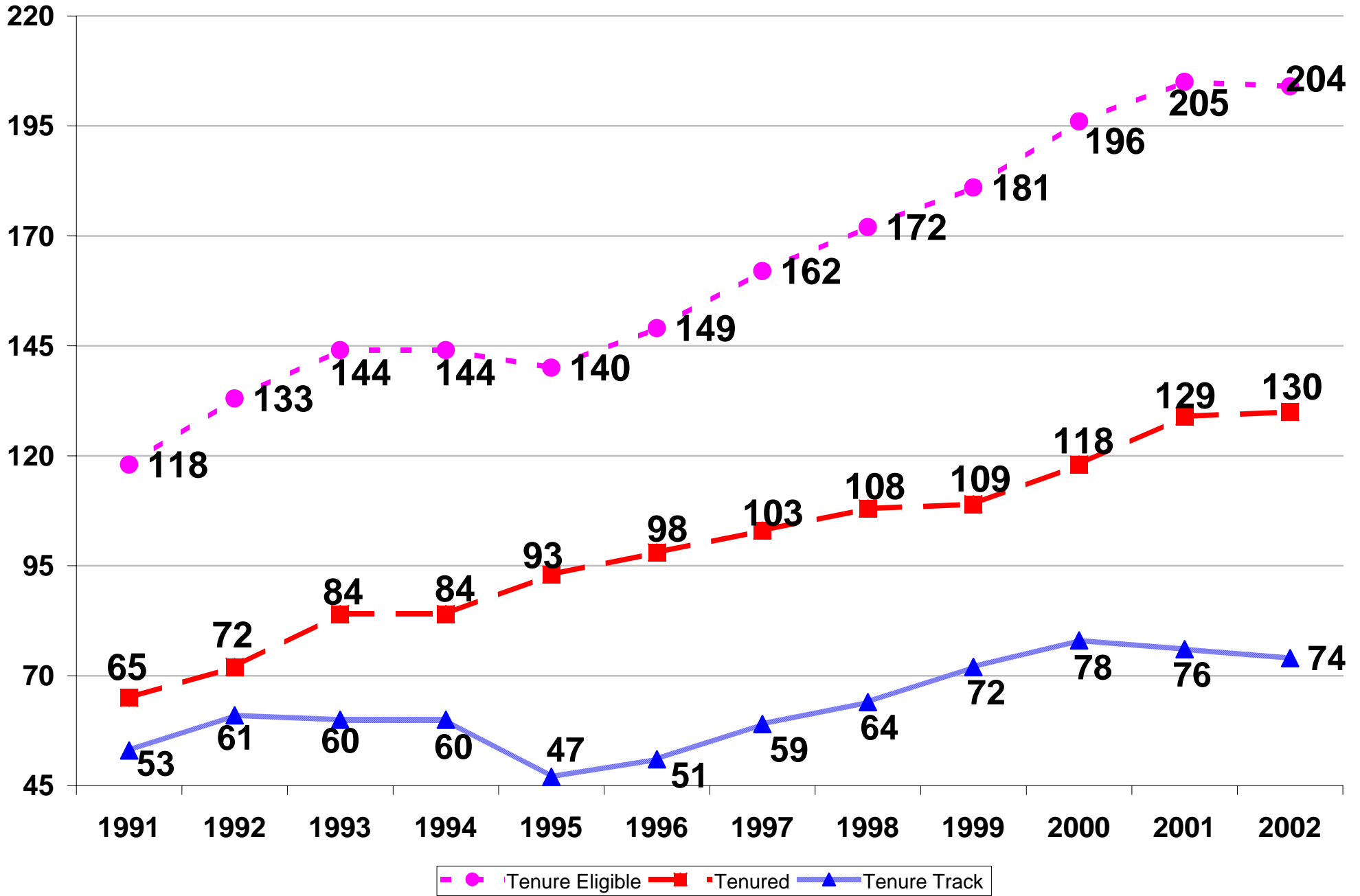
<b>UNIVERSITY OF IOWA</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	1,723	1,729	1,783	1,803	1,789	1,748	1,712	1,702	1,702	1,714	1,707	1,679
Tenure Eligible Minorities	176	191	199	200	195	192	192	199	203	210	209	213
Tenured Minorities	106	105	110	117	126	130	136	138	142	142	143	145
Tenure Track Minorities	70	86	89	83	69	62	56	61	61	68	66	68
<b>% Minority Tenured of Tenure-Eligible</b>	<b>6.2%</b>	<b>6.1%</b>	<b>6.2%</b>	<b>6.5%</b>	<b>7.0%</b>	<b>7.4%</b>	<b>7.9%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>8.4%</b>	<b>8.6%</b>
<b>% Min. Tenured of Tenure-Eligible Min.</b>	<b>60.2%</b>	<b>55.0%</b>	<b>55.3%</b>	<b>58.5%</b>	<b>64.6%</b>	<b>67.7%</b>	<b>70.8%</b>	<b>69.3%</b>	<b>70.0%</b>	<b>67.6%</b>	<b>68.4%</b>	<b>68.1%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>73.0%</b>	<b>73.2%</b>	<b>72.5%</b>	<b>73.2%</b>	<b>75.1%</b>	<b>78.0%</b>	<b>79.0%</b>	<b>78.4%</b>	<b>78.4%</b>	<b>77.2%</b>	<b>77.3%</b>	<b>77.1%</b>
<b>IOWA STATE UNIVERSITY</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	1,448	1,448	1,457	1,455	1,455	1,453	1,427	1,439	1,423	1,425	1,396	1,355
Tenure Eligible Minorities	118	133	144	144	140	149	162	172	181	196	205	204
Tenured Minorities	65	72	84	84	93	98	103	108	109	118	129	130
Tenure Track Minorities	53	61	60	60	47	51	59	64	72	78	76	74
<b>% Minority Tenured of Tenure-Eligible</b>	<b>4.5%</b>	<b>5.0%</b>	<b>5.8%</b>	<b>5.8%</b>	<b>6.4%</b>	<b>6.7%</b>	<b>7.2%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>8.3%</b>	<b>9.2%</b>	<b>9.6%</b>
<b>% Min. Tenured of Tenure-Eligible Min.</b>	<b>55.1%</b>	<b>54.1%</b>	<b>58.3%</b>	<b>58.3%</b>	<b>66.4%</b>	<b>65.8%</b>	<b>63.6%</b>	<b>62.8%</b>	<b>60.2%</b>	<b>60.2%</b>	<b>62.9%</b>	<b>63.7%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>81.0%</b>	<b>81.0%</b>	<b>82.0%</b>	<b>82.0%</b>	<b>83.0%</b>	<b>82.3%</b>	<b>81.4%</b>	<b>80.8%</b>	<b>78.3%</b>	<b>75.6%</b>	<b>75.9%</b>	<b>75.3%</b>
<b>UNIVERSITY OF NORTHERN IOWA</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	567	592	604	610	619	623	608	596	593	616	612	601
Tenure Eligible Minorities	46	51	58	67	60	61	62	69	71	71	70	64
Tenured Minorities	25	28	31	35	35	40	43	44	40	43	46	40
Tenure Track Minorities	21	23	27	32	25	21	19	25	31	28	24	24
<b>% Minority Tenured of Tenure-Eligible</b>	<b>4.4%</b>	<b>4.7%</b>	<b>5.1%</b>	<b>5.7%</b>	<b>5.7%</b>	<b>6.4%</b>	<b>7.1%</b>	<b>7.4%</b>	<b>6.7%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>6.7%</b>
<b>% Min. Tenured of Tenure-Eligible Min.</b>	<b>54.3%</b>	<b>54.9%</b>	<b>53.4%</b>	<b>52.2%</b>	<b>58.3%</b>	<b>65.6%</b>	<b>69.4%</b>	<b>63.8%</b>	<b>56.3%</b>	<b>60.6%</b>	<b>65.7%</b>	<b>62.5%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>68.0%</b>	<b>67.0%</b>	<b>67.0%</b>	<b>69.0%</b>	<b>70.0%</b>	<b>72.7%</b>	<b>75.0%</b>	<b>75.8%</b>	<b>72.3%</b>	<b>69.0%</b>	<b>70.9%</b>	<b>70.5%</b>
<b>REGENTS TOTAL</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	3,738	3,769	3,844	3,868	3,863	3,824	3,747	3,737	3,718	3,755	3,715	3,635
Tenure Eligible Minorities	340	375	401	411	395	402	416	440	455	477	484	481
Tenured Minorities	196	205	225	236	254	268	282	290	291	303	318	315
Tenure Track Minorities	144	170	176	175	141	134	134	150	164	174	166	166
<b>% Minority Tenured of Tenure-Eligible</b>	<b>5.2%</b>	<b>5.4%</b>	<b>5.9%</b>	<b>6.1%</b>	<b>6.6%</b>	<b>7.0%</b>	<b>7.5%</b>	<b>7.8%</b>	<b>7.8%</b>	<b>8.1%</b>	<b>8.6%</b>	<b>8.7%</b>
<b>% Min. Tenured of Tenure-Eligible Min.</b>	<b>57.6%</b>	<b>54.7%</b>	<b>56.1%</b>	<b>57.4%</b>	<b>64.3%</b>	<b>66.7%</b>	<b>67.8%</b>	<b>65.9%</b>	<b>64.0%</b>	<b>63.5%</b>	<b>65.7%</b>	<b>65.5%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>75.6%</b>	<b>75.3%</b>	<b>75.2%</b>	<b>76.0%</b>	<b>77.3%</b>	<b>78.8%</b>	<b>79.3%</b>	<b>78.9%</b>	<b>77.4%</b>	<b>75.3%</b>	<b>75.7%</b>	<b>75.3%</b>



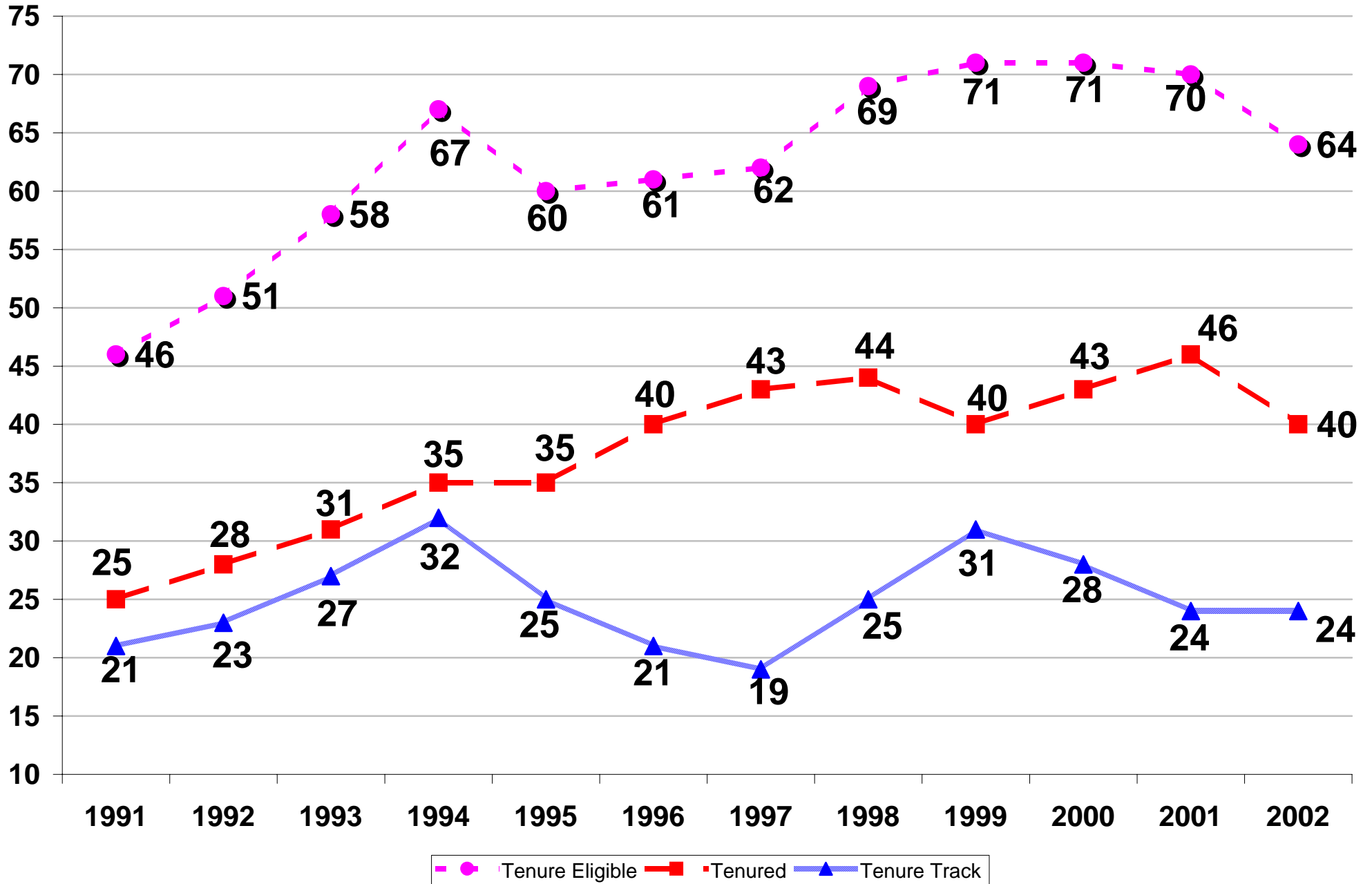
**GRAPH 5**  
**TENURE AMONG MINORITIES AT THE UNIVERSITY OF IOWA**  
**Fall 1990 to Fall 2002**



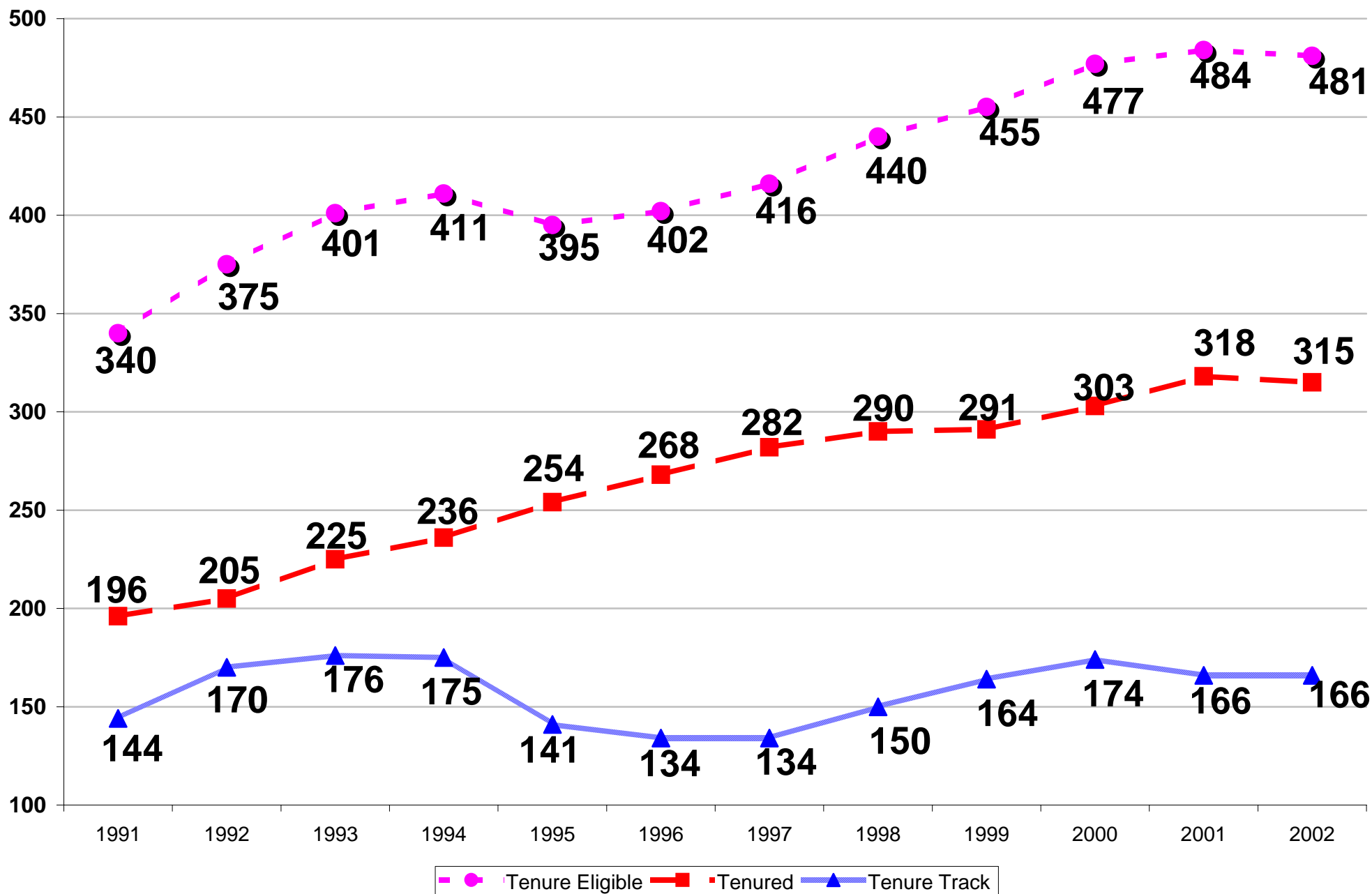
**GRAPH 6**  
**TENURED MINORITES AT IOWA STATE UNIVERSITY**  
**Fall 1990 to Fall 2002**



**GRAPH 7**  
**TENURED MINORITIES AT THE UNIVERSITY OF NORTHERN IOWA**  
 Fall 1990 to Fall 2002



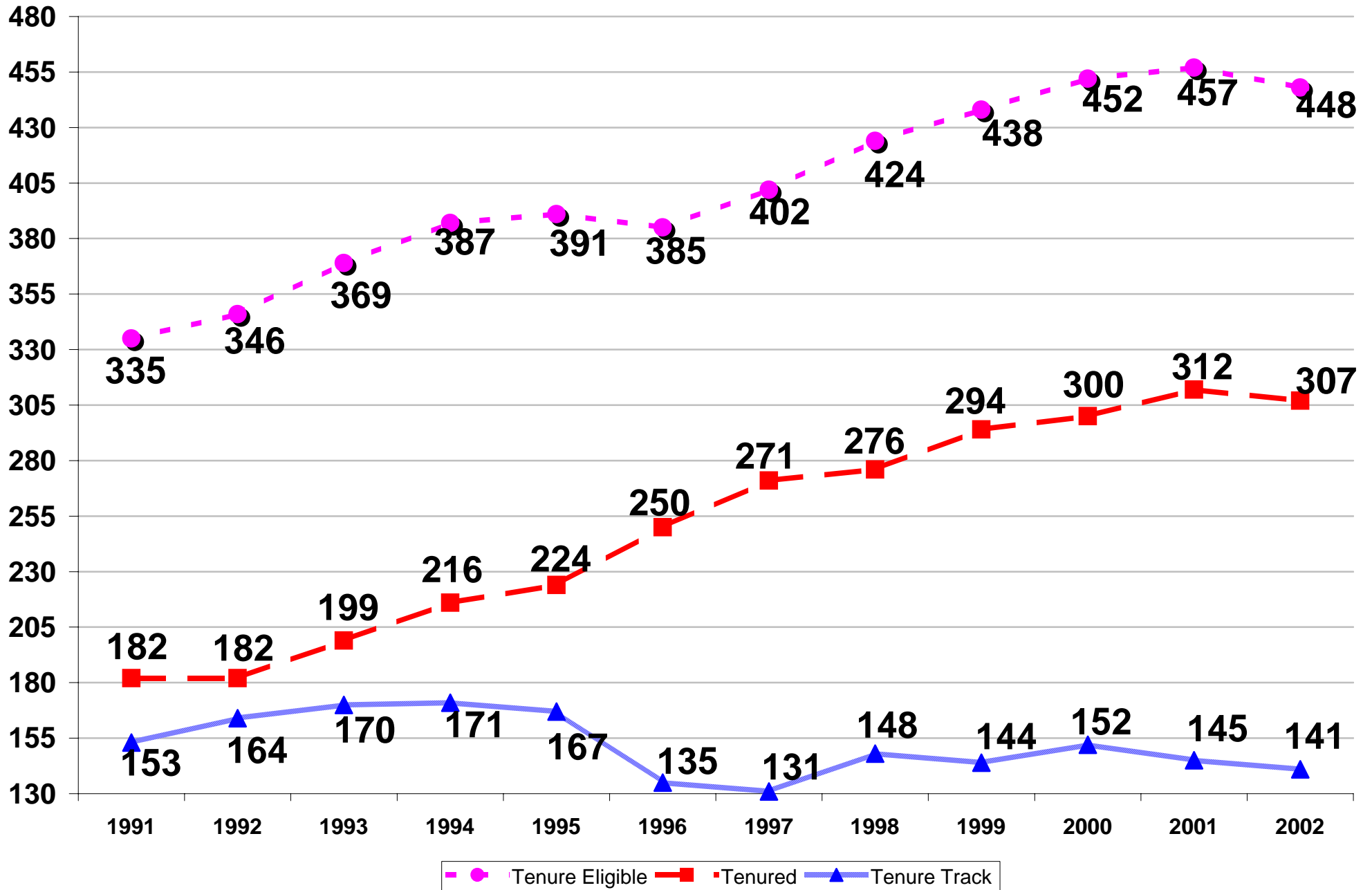
**GRAPH 8**  
**TENURED MINORITIES AT REGENT UNIVERSITIES**  
**FALL 1990 TO FALL 2002**



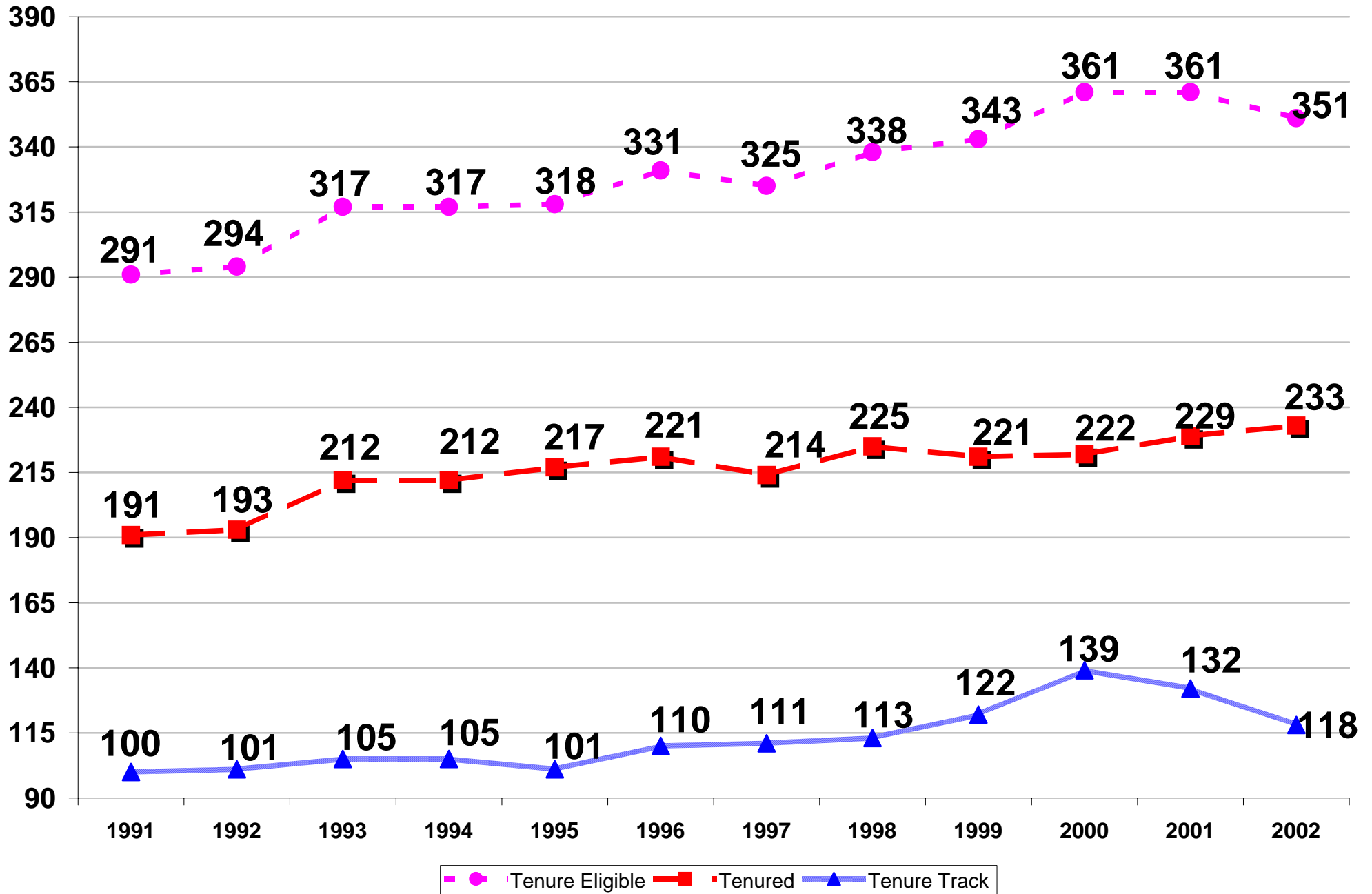
**TABLE 5  
TENURE AMONG WOMEN AT REGENT UNIVERSITIES  
FALL 1991 TO FALL 2002**

<b>UNIVERSITY OF IOWA</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	1,723	1,729	1,783	1,803	1,789	1,748	1,712	1,702	1,702	1,714	1,707	1,679
Tenure Eligible Women	335	346	369	387	391	385	402	424	438	452	457	448
Tenured Women	182	182	199	216	224	250	271	276	294	300	312	307
Tenure Track Women	153	164	170	171	167	135	131	148	144	152	145	141
<b>% Women Tenured of Tenure-Eligible</b>	<b>10.6%</b>	<b>10.5%</b>	<b>11.2%</b>	<b>12.0%</b>	<b>12.5%</b>	<b>14.3%</b>	<b>15.8%</b>	<b>16.2%</b>	<b>17.3%</b>	<b>17.5%</b>	<b>18.3%</b>	<b>18.3%</b>
<b>% Women Tenured of Ten.-Eligible Women</b>	<b>54.3%</b>	<b>52.6%</b>	<b>53.9%</b>	<b>55.8%</b>	<b>57.3%</b>	<b>64.9%</b>	<b>67.4%</b>	<b>65.1%</b>	<b>67.1%</b>	<b>66.4%</b>	<b>68.3%</b>	<b>68.5%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>73.0%</b>	<b>73.2%</b>	<b>72.5%</b>	<b>73.2%</b>	<b>75.1%</b>	<b>78.0%</b>	<b>79.0%</b>	<b>78.4%</b>	<b>78.4%</b>	<b>77.2%</b>	<b>77.3%</b>	<b>77.1%</b>
<b>IOWA STATE UNIVERSITY</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	1,448	1,448	1,457	1,455	1,455	1,453	1,427	1,439	1,423	1,425	1,396	1,355
Tenure Eligible Women	291	294	317	317	318	331	325	338	343	361	361	351
Tenured Women	191	193	212	212	217	221	214	225	221	222	229	233
Tenure Track Women	100	101	105	105	101	110	111	113	122	139	132	118
<b>% Women Tenured of Tenure-Eligible</b>	<b>13.2%</b>	<b>13.3%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.5%</b>	<b>15.6%</b>	<b>16.4%</b>	<b>17.2%</b>
<b>% Women Tenured of Ten.-Eligible Women</b>	<b>65.6%</b>	<b>65.6%</b>	<b>66.9%</b>	<b>66.9%</b>	<b>68.2%</b>	<b>66.8%</b>	<b>65.8%</b>	<b>66.6%</b>	<b>64.4%</b>	<b>61.5%</b>	<b>63.4%</b>	<b>66.4%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>81.0%</b>	<b>81.0%</b>	<b>82.0%</b>	<b>82.0%</b>	<b>83.0%</b>	<b>82.3%</b>	<b>81.4%</b>	<b>80.8%</b>	<b>78.3%</b>	<b>75.6%</b>	<b>75.9%</b>	<b>75.3%</b>
<b>UNIVERSITY OF NORTHERN IOWA</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	567	592	604	610	619	623	608	596	593	616	612	601
Tenure Eligible Women	173	194	207	211	217	223	216	226	224	238	236	233
Tenured Women	92	97	104	112	123	131	137	142	141	146	151	150
Tenure Track Women	81	97	103	99	94	92	79	84	83	92	85	83
<b>% Women Tenured of Tenure-Eligible</b>	<b>16.2%</b>	<b>16.4%</b>	<b>17.2%</b>	<b>18.4%</b>	<b>19.9%</b>	<b>21.0%</b>	<b>22.5%</b>	<b>23.8%</b>	<b>23.8%</b>	<b>23.7%</b>	<b>24.7%</b>	<b>25.0%</b>
<b>% Women Tenured of Ten.-Eligible Women</b>	<b>53.2%</b>	<b>50.0%</b>	<b>50.2%</b>	<b>53.1%</b>	<b>56.7%</b>	<b>58.7%</b>	<b>63.4%</b>	<b>62.8%</b>	<b>62.9%</b>	<b>61.3%</b>	<b>64.0%</b>	<b>64.4%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>68.0%</b>	<b>67.0%</b>	<b>67.0%</b>	<b>69.0%</b>	<b>70.0%</b>	<b>72.7%</b>	<b>75.0%</b>	<b>75.8%</b>	<b>72.3%</b>	<b>69.0%</b>	<b>70.9%</b>	<b>70.5%</b>
<b>REGENTS TOTAL</b>												
	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01	Fall 02
Total Tenure Eligible Faculty	3,738	3,769	3,844	3,868	3,863	3,824	3,747	3,737	3,718	3,755	3,715	3,635
Tenure Eligible Women	799	834	893	915	926	939	943	988	1,005	1,051	1,054	1,032
Tenured Women	465	472	515	540	564	602	622	643	656	668	692	690
Tenure Track Women	334	362	378	375	362	337	321	345	349	383	362	342
<b>% Women Tenured of Tenure-Eligible</b>	<b>12.4%</b>	<b>12.5%</b>	<b>13.4%</b>	<b>14.0%</b>	<b>14.6%</b>	<b>15.7%</b>	<b>16.6%</b>	<b>17.2%</b>	<b>17.6%</b>	<b>17.8%</b>	<b>18.6%</b>	<b>19.0%</b>
<b>% Women Tenured of Ten.-Eligible Women</b>	<b>58.2%</b>	<b>56.6%</b>	<b>57.7%</b>	<b>59.0%</b>	<b>60.9%</b>	<b>64.1%</b>	<b>66.0%</b>	<b>65.1%</b>	<b>65.3%</b>	<b>63.6%</b>	<b>65.7%</b>	<b>66.9%</b>
<b>% Total Tenured of Tenure-Eligible</b>	<b>75.6%</b>	<b>75.3%</b>	<b>75.2%</b>	<b>76.0%</b>	<b>77.3%</b>	<b>78.8%</b>	<b>79.3%</b>	<b>78.9%</b>	<b>77.4%</b>	<b>75.3%</b>	<b>75.7%</b>	<b>75.3%</b>

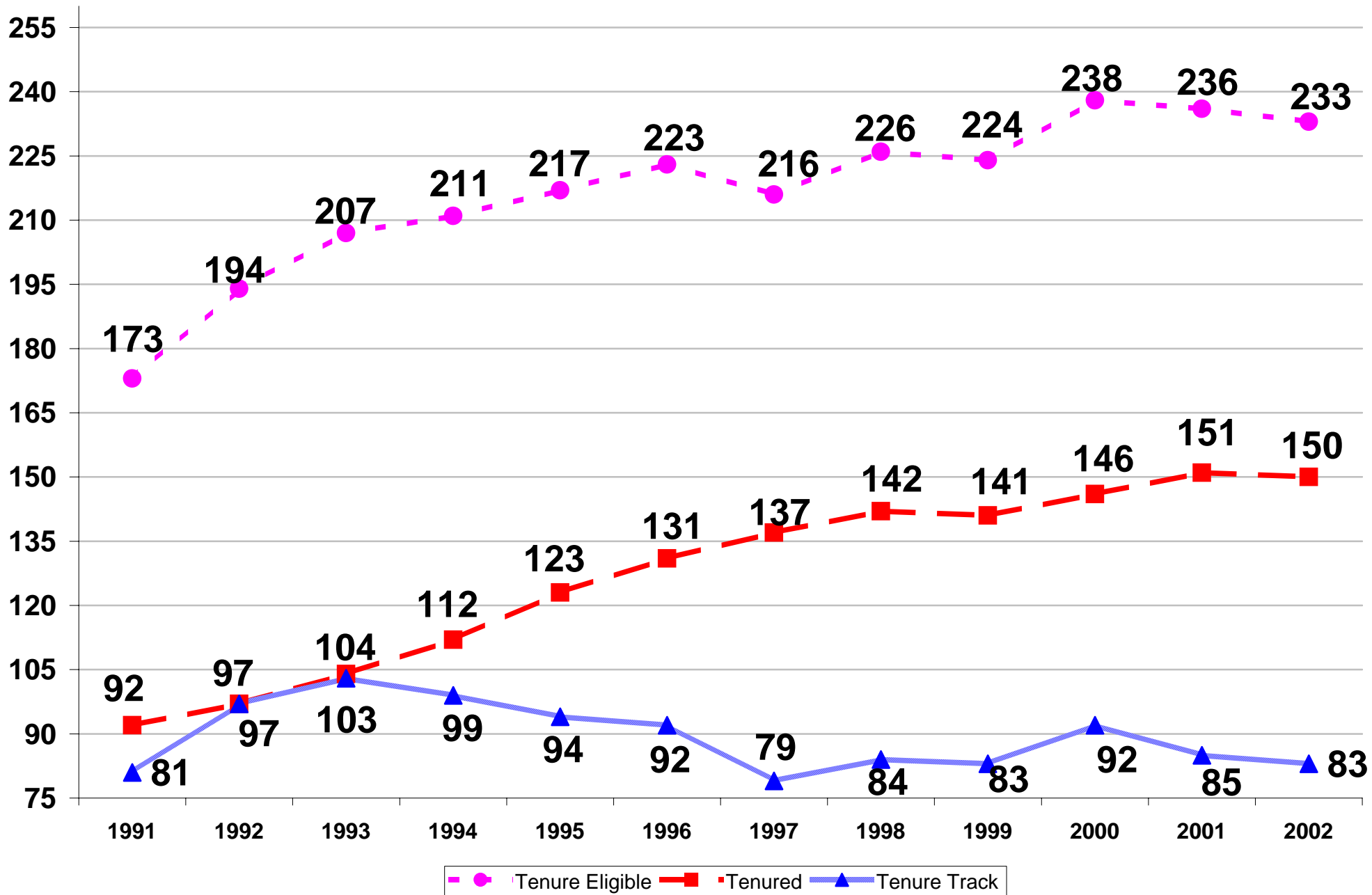
GRAPH 9  
TENURED WOMEN AT THE UNIVERSITY OF IOWA  
FALL 1990 TO FALL 2002



GRAPH 10  
TENURED WOMEN AT IOWA STATE UNIVERSITY  
FALL 1990 TO FALL 2002

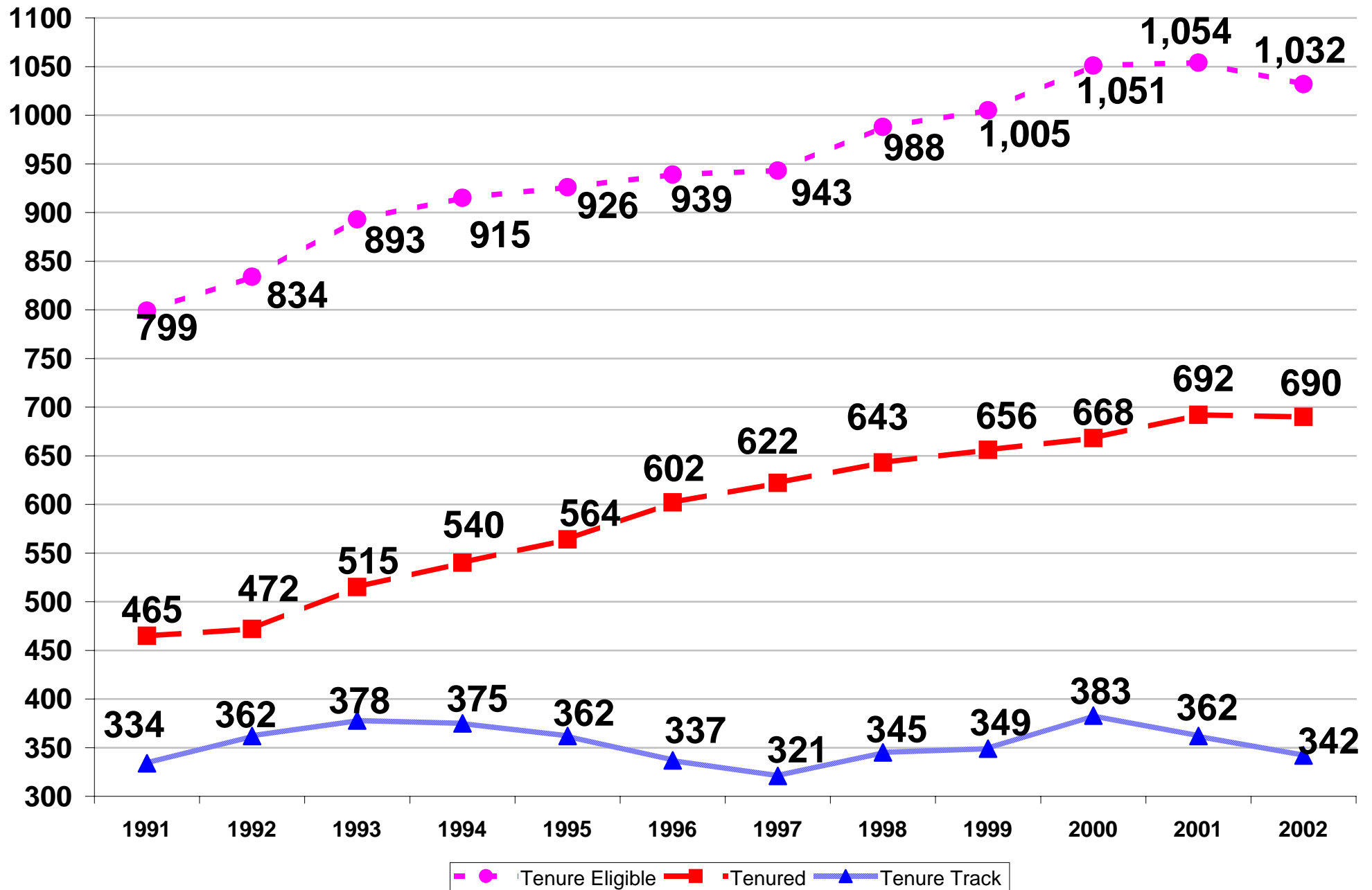


**GRAPH 11**  
**TENURED WOMEN AT THE UNIVERSITY OF NORTHERN IOWA**  
**FALL 1990 TO FALL 2002**





**GRAPH 12  
TENURED WOMEN AT THE REGENT UNIVERSITIES  
FALL 1990 TO FALL 2002**



**TABLE 6**  
**NON-TENURE-TRACK FACULTY AT REGENT UNIVERSITIES**  
**BY TYPE OF POSITION**  
**FALL 2001 - Fall 2002**

	Fall 2001					Fall 2002				
	Clinical Track	Adjunct/ Temporary	Visiting/ Term	Other	Total	Clinical Track	Adjunct/ Temporary	Visiting/ Term	Other	Total
<b>SUI</b>	311	1,589	163	171	2,234	360	1,671	161	161	2,353
<b>ISU</b>		355	6		361		92	273		365
<b>UNI</b>		199	37	4	240		213	28		241
Total	311	2,143	206	175	2,835	360	1,976	462	161	2,959

**TABLE 7**  
**TENURE RATES\* AT PEER INSTITUTIONS**

<b>UNIVERSITY OF IOWA</b>	76.6%
<u>Comparable AAU Universities</u>	
University of Arizona	70.2%
University of California - Los Angeles	70.3%
University of Illinois, Urbana-Champaign	70.3%
Indiana University - Bloomington	66.9%
University of Michigan	56.5%
University of Minnesota - Twin Cities	72.5%
University of North Carolina - Chapel Hill	73.0%
Ohio State University	79.3%
University of Texas - Austin	61.4%
University of Wisconsin - Madison	72.1%
<b>IOWA STATE UNIVERSITY**</b>	64.5%
<u>Comparable Land Grant Universities</u>	
University of Arizona	70.2%
University of Illinois, Urbana-Champaign	70.3%
Michigan State University	71.7%
University of Minnesota - Twin Cities	72.5%
North Carolina State University	60.1%
Ohio State University	79.3%
Purdue University	61.3%
Texas A & M University	58.3%
University of Wisconsin - Madison	72.1%
<b>UNIVERSITY OF NORTHERN IOWA</b>	70.6%
<u>Comparable Public Comprehensive Universities</u>	
California State University-Fresno	NP
Central Michigan University	68.2%
Illinois State University	61.9%
Indiana State University	67.9%
Northern Arizona University	70.0%
University of North Carolina - Greensboro	67.6%
University of North Texas	68.9%
Ohio University - Athens	65.3%

\*Source: AAUP Faculty Compensation Survey, 2001-02; includes full-time faculty on 9-10 contracts only.

\*\*Many tenured faculty at ISU are on a 11-12 month contract and are not included in this summary.