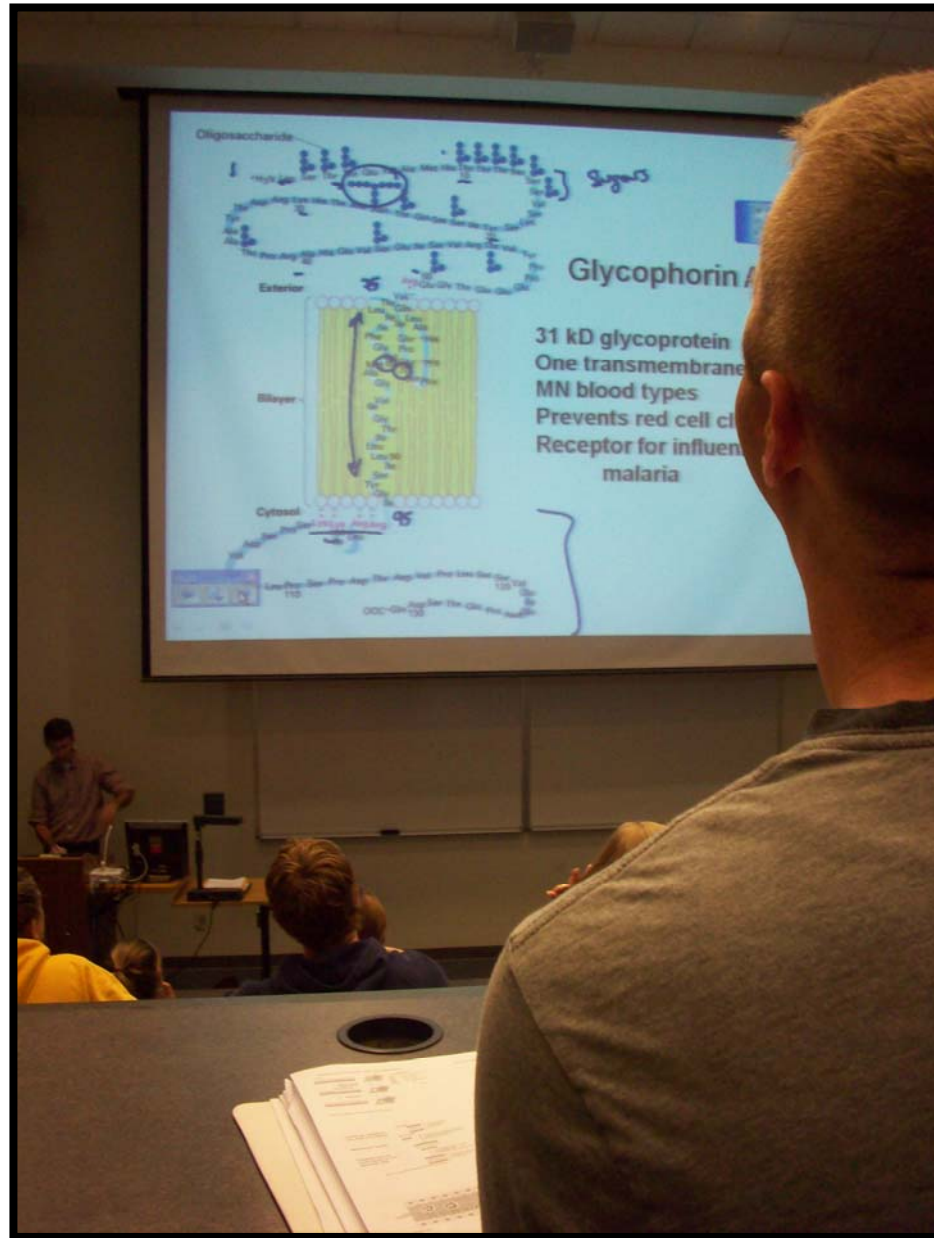


Faculty and Staff



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TABLE 4-1
FULL-TIME INSTRUCTIONAL FACULTY BY DEPARTMENT
AND TENURE, FALL 2008

DEPARTMENT	NUMBER FACULTY	NUMBER HAVING TENURE			Total	PERCENT TENURED
		Asst Prof	Assoc Prof	Prof		
College of Arts & Letters						
School of Communication Studies	39	1	3	4	8	21%
English	26	0	6	8	14	54%
Foreign Lang., Lit. & Cultures	20	0	1	5	6	30%
History	32	0	8	11	19	59%
Justice Studies	11	0	1	3	4	36%
School of Media Arts & Design	21	1	7	9	17	81%
Philosophy & Religion	21	0	4	7	11	52%
Political Science	27	0	3	8	11	41%
Sociology & Anthropology	22	0	4	4	8	36%
School of Writing, Rhetoric & Tech. Comm.	27	0	8	2	10	37%
COLLEGE TOTAL	246	2	45	61	108	44%
College of Business	124	1	26	40	67	54%
COLLEGE TOTAL	124	1	26	40	67	54%
College of Education						
Dean's Office	1	0	1	0	1	100%
Education Departments	50	0	6	10	16	32%
COLLEGE TOTAL	51	0	7	10	17	33%
College of Integrated Science & Technology						
CISAT Lab Operations	3	0	0	1	1	33%
Communication Sciences & Disorders	14	0	3	5	8	57%
Computer Science	17	0	3	6	9	53%
Dean's Office	1	0	0	1	1	100%
Health Sciences	36	0	3	6	9	25%
Institute for Innovation in Health & Human Services	3	0	1	0	1	33%
Integrated Science & Technology	49	0	3	22	25	51%
Kinesiology	19	0	5	3	8	42%
Nursing	26	0	4	3	7	27%
Psychology	23	0	8	7	15	65%
Psychology, Graduate	22	0	6	12	18	82%
Social Work	8	0	1	1	2	25%
COLLEGE TOTAL	221	0	37	67	104	47%

TABLE 4-1 CONTINUED
FULL-TIME INSTRUCTIONAL FACULTY BY DEPARTMENT
AND TENURE, FALL 2008

DEPARTMENT	NUMBER FACULTY	NUMBER HAVING TENURE			Total	PERCENT TENURED
		Asst Prof	Assoc Prof	Prof		
College of Science & Mathematics						
Biology	40	0	13	7	20	50%
Chemistry & Biochemistry	20	0	5	6	11	55%
Dean's Office	1	0	0	1	1	100%
Geology & Environmental Science	15	0	3	6	9	60%
Mathematics & Statistics	44	0	6	16	22	50%
Physics & Astronomy	18	1	3	4	8	44%
COLLEGE TOTAL	138	1	30	40	71	51%
College of Visual & Performing Arts						
School of Art & Art History	29	0	11	11	22	76%
School of Music	44	0	15	14	29	66%
School of Theatre & Dance	14	0	3	5	8	57%
COLLEGE TOTAL	87	0	29	30	59	68%
Center for Assessment & Research Studies	7	0	3	1	4	57%
School of Engineering	4	0	0	1	1	25%
Center for Faculty Innovation	3	0	1	1	2	67%
Furious Flower Poetry Center	2	0	0	1	1	50%
Interdisciplinary Liberal Studies	1	0	1	0	1	100%
International Education	1	0	0	0	0	0%
Learning Resource Center	3	0	0	0	0	0%
University Advising	3	0	0	0	0	0%
University Studies	6	0	2	2	4	67%
GRAND TOTAL	897	4	181	254	439	49%

NOTE: Includes faculty on leave with pay.

SOURCE: Fall Personnel Census and Academic Affairs.

TABLE 4-2

**FULL-TIME INSTRUCTIONAL FACULTY BY SEX AND TERMINAL DEGREE,
FALL 2008**

DEPARTMENT	NUMBER FACULTY		NUMBER TERMINAL		PERCENT TERMINAL
	Male	Female	Male	Female	
College of Arts & Letters					
School of Communication Studies	22	17	12	8	51%
English	9	17	8	16	92%
Foreign Lang., Lit. & Cultures	8	12	6	6	60%
History	21	11	20	10	94%
Justice Studies	6	5	3	5	73%
School of Media Arts & Design	16	5	8	5	62%
Philosophy & Religion	17	4	17	4	100%
Political Science	17	10	17	10	100%
Sociology & Anthropology	13	9	11	8	86%
School of Writing, Rhetoric & Tech. Comm.	10	17	7	9	59%
COLLEGE TOTAL	139	107	109	81	77%
College of Business	88	36	65	18	67%
COLLEGE TOTAL	88	36	65	18	67%
College of Education					
Dean's Office	0	1	0	1	100%
Education Departments	10	40	8	33	82%
COLLEGE TOTAL	10	41	8	34	82%
College of Integrated Science & Technology					
CISAT Lab Operations	2	1	2	0	67%
Communication Sciences & Disorders	6	8	5	7	86%
Computer Science	15	2	13	1	82%
Dean's Office	0	1	0	1	100%
Health Sciences	11	25	7	18	69%
Institute for Innovation in Health & Human Services	0	3	0	1	33%
Integrated Science & Technology	36	13	32	12	90%
Kinesiology	10	9	9	5	74%
Nursing	1	25	1	8	35%
Psychology	13	10	11	9	87%
Psychology, Graduate	11	11	11	11	100%
Social Work	0	8	0	7	88%
COLLEGE TOTAL	105	116	91	80	77%

TABLE 4-2 CONTINUED

**FULL-TIME INSTRUCTIONAL FACULTY BY SEX AND TERMINAL DEGREE,
FALL 2008**

DEPARTMENT	NUMBER FACULTY		NUMBER TERMINAL		PERCENT TERMINAL
	Male	Female	Male	Female	
College of Science & Mathematics					
Biology	23	17	23	14	93%
Chemistry & Biochemistry	10	10	9	8	85%
Dean's Office	0	1	0	1	100%
Geology & Environmental Science	11	4	11	3	93%
Mathematics & Statistics	27	17	25	11	82%
Physics & Astronomy	14	4	13	3	89%
COLLEGE TOTAL	85	53	81	40	88%
College of Visual & Performing Arts					
School of Art & Art History	13	16	11	15	90%
School of Music	32	12	21	12	75%
School of Theatre & Dance	7	7	7	7	100%
COLLEGE TOTAL	52	35	39	34	84%
Center for Assessment & Research Studies	1	6	1	5	86%
School of Engineering	3	1	3	1	100%
Center for Faculty Innovation	0	3	0	2	67%
Furious Flower Poetry Center	0	2	0	1	50%
Interdisciplinary Liberal Studies	1	0	1	0	100%
International Education	0	1	0	1	100%
Learning Resource Center	1	2	0	1	33%
University Advising	1	2	0	1	33%
University Studies	2	4	2	1	50%
GRAND TOTAL	488	409	400	300	78%

NOTE: Includes faculty on leave with pay. Faculty with terminal degrees includes the earned doctorate, the Doctor of Law (LL.D.), the Master of Fine Arts (M.F.A.) for instructors in the performing arts and English. The Master of Social Work (M.S.W.) is considered to be the terminal degree for undergraduate social work instruction.

SOURCE: Fall Personnel Census and Academic Affairs.

TABLE 4-3

**ALL FULL-TIME FACULTY BY DOCTORATE SOURCE,
FALL 2008**

INSTITUTION AWARDING DEGREE	NUMBER OF FACULTY
University of Virginia	65
Virginia Polytechnic Institute & State University	28
Indiana University-Bloomington	23
University of North Carolina at Chapel Hill	18
University of Georgia	15
Cornell University	10
Ohio State University-Main Campus	10
University of Maryland-College Park	10
Ohio University-Main Campus	9
University of Illinois at Champaign-Urbana	9
University of Iowa	9
Virginia Commonwealth University	9
Florida State University	8
Purdue University	8
Southern Illinois University-Carbondale	8
University of Florida	8
Duke University	7
University of Michigan-Ann Arbor	7
University of Texas at Austin	7
Louisiana State University & A&M College	6
Michigan State University	6
Temple University	6
University of Arizona	6
University of Chicago	6
University of Minnesota-Twin Cities	6
University of North Carolina at Greensboro	6
University of Tennessee at Knoxville	6
University of Wisconsin-Madison	6

NOTE: An additional 155 institutions were each represented by five or fewer faculty.

SOURCE: Fall Personnel Census and Human Resources.

TABLE 4-4

**FULL-TIME INSTRUCTIONAL FACULTY, AVERAGE ACADEMIC TERM SALARY
AND COMPENSATION BY RANK, 2004-05 - 2008-09**

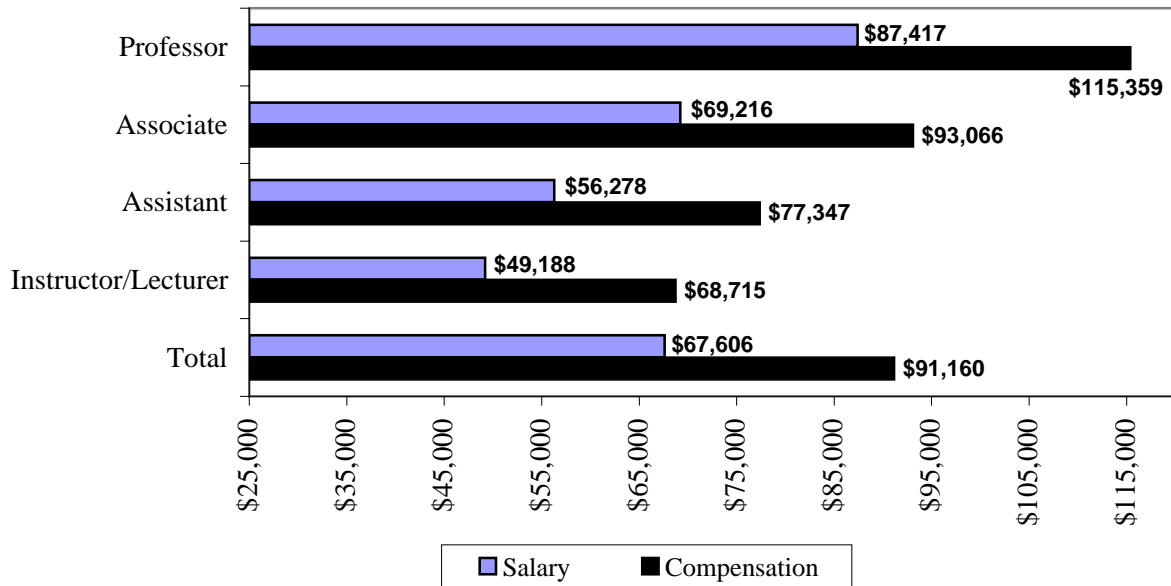
	2004-05	2005-06	2006-07	2007-08	2008-09
Professor					
Number	220	242	253	263	265
Salary	\$77,648	\$81,204	\$83,810	\$87,587	\$87,417
Compensation	\$99,966	\$104,833	\$110,440	\$115,560	\$115,359
Associate Professor					
Number	191	191	202	206	221
Salary	\$62,798	\$66,051	\$67,849	\$68,948	\$69,216
Compensation	\$82,550	\$87,061	\$90,992	\$92,800	\$93,066
Assistant Professor					
Number	249	251	254	267	277
Salary	\$50,559	\$53,561	\$54,823	\$56,994	\$56,278
Compensation	\$67,825	\$72,017	\$75,117	\$78,240	\$77,347
Instructor/Lecturer					
Number	89	111	122	118	134
Salary	\$42,936	\$44,301	\$46,210	\$48,982	\$49,188
Compensation	\$58,452	\$60,692	\$64,592	\$68,441	\$68,715
All Ranks					
Number	749	795	831	854	897
Salary	\$60,731	\$63,684	\$65,550	\$68,192	\$67,606
Compensation	\$79,907	\$84,039	\$88,185	\$91,892	\$91,160

NOTE: Compensation equals salary plus fringe benefits. Includes Academic Term (9 month) and 12 month faculty, with the latter converted to an Academic Term basis.

SOURCE: American Association of University Professors Annual Survey of Faculty Compensation.

FIGURE 4-1

INSTRUCTIONAL FACULTY, AVERAGE SALARY BY RANK, FALL 2008



NOTE: Compensation equals salary plus fringe benefits. Includes Academic Term (9 month) and 12 month faculty, with the latter converted to an Academic Term basis.

SOURCE: American Association of University Professors Annual Survey of Faculty Compensation.

TABLE 4-5

**FULL-TIME EDUCATIONAL AND GENERAL STAFF BY FUNCTIONAL CATEGORY,
FALL 2004 - FALL 2008**

CATEGORY	2004	2005	2006	2007	2008
Instruction					
Faculty (Includes department heads)	742	785	820	848	892
Administrative Faculty	2	4	3	4	6
Support Services - Classified	93	96	92	94	99
Support Services - Professional Faculty	11	11	14	15	15
TOTAL	848	896	929	961	1,012
Academic Support					
Administrative Faculty	17	17	15	19	17
Support Services - Classified	99	110	114	118	126
Support Services - Professional Faculty	32	34	34	39	41
Library - Professional Faculty	21	20	20	20	27
TOTAL	169	181	183	196	211
Student Services					
Administrative Faculty	9	7	8	8	8
Support Services - Classified	46	50	52	54	59
Support Services - Professional Faculty	38	42	50	60	56
TOTAL	93	99	110	122	123
Institutional Support					
Administrative Faculty	19	22	22	25	26
Support Services - Classified	201	204	196	202	209
Support Services - Professional Faculty	24	33	38	38	41
TOTAL	244	259	256	265	276
Operation & Maintenance of Physical Plant					
Administrative Faculty	2	2	3	3	4
Support Services - Classified	171	191	225	231	248
Support Services - Professional Faculty	0	0	0	1	1
TOTAL	173	193	228	235	253
GRAND TOTAL	1,527	1,628	1,706	1,779	1,875
Faculty Not E&G Funded	7	11	11	6	5

NOTE: Filled positions as of November 1, 2008.

SOURCE: Fall Personnel Census and Accounting Services.

TABLE 4-6

**ALL FULL-TIME FACULTY BY COLLEGE, TENURE STATUS,
SEX AND ETHNICITY, FALL 2008**

TENURE STATUS	TOTAL	MALE	FEMALE	AFRICAN- AMERICAN	AMERICAN INDIAN	ASIAN/ PACIFIC ISL.	WHITE	HISPANIC	NR ALIEN	UN- REPORTED
College of Arts & Letters										
Tenured	108	68	40	4	0	3	95	3	1	2
Tenure Track	84	45	39	2	0	2	64	2	7	7
Nontenured	54	26	28	2	0	1	41	1	6	3
TOTAL	246	139	107	8	0	6	200	6	14	12
College of Business										
Tenured	67	50	17	2	0	3	58	0	0	4
Tenure Track	21	18	3	0	0	3	14	2	2	0
Nontenured	36	20	16	3	0	1	30	1	1	0
TOTAL	124	88	36	5	0	7	102	3	3	4
College of Education										
Tenured	17	3	14	1	0	0	15	1	0	0
Tenure Track	25	5	20	0	0	0	23	1	1	0
Nontenured	9	2	7	0	0	0	8	1	0	0
TOTAL	51	10	41	1	0	0	46	3	1	0
College of Integrated Science & Technology										
Tenured	104	59	45	4	1	1	95	1	1	1
Tenure Track	52	24	28	3	0	3	42	0	2	2
Nontenured	65	22	43	1	0	0	58	0	0	6
TOTAL	221	105	116	8	1	4	195	1	3	9
College of Science & Mathematics										
Tenured	71	57	14	0	0	2	68	0	0	1
Tenure Track	36	19	17	0	0	2	28	0	2	4
Nontenured	31	9	22	1	0	3	26	0	1	0
TOTAL	138	85	53	1	0	7	122	0	3	5
College of Visual & Performing Arts										
Tenured	59	37	22	1	0	3	55	0	0	0
Tenure Track	22	10	12	1	0	0	14	0	3	4
Nontenured	6	5	1	0	0	0	6	0	0	0
TOTAL	87	52	35	2	0	3	75	0	3	4

TABLE 4-6 CONTINUED

**ALL FULL-TIME FACULTY BY COLLEGE, TENURE STATUS,
SEX AND ETHNICITY, FALL 2008**

TENURE STATUS	TOTAL	MALE	FEMALE	AFRICAN- AMERICAN	AMERICAN INDIAN	ASIAN/ PACIFIC ISL.	WHITE	HISPANIC	NR ALIEN	UN- REPORTED
Other										
Tenured	13	4	9	1	0	0	12	0	0	0
Tenure Track	5	3	2	0	0	0	5	0	0	0
Nontenured	12	2	10	2	0	0	9	0	0	1
TOTAL	30	9	21	3	0	0	26	0	0	1
INSTRUCTIONAL FACULTY										
TOTAL	897	488	409	28	1	27	766	13	27	35
Library Administrative & Professional										
Tenured	15	3	12	1	0	0	13	0	0	1
Tenure Track	4	0	4	0	0	0	4	0	0	0
Nontenured	8	4	4	0	0	0	8	0	0	0
TOTAL	27	7	20	1	0	0	25	0	0	1
Administrative & Professional (Non Library)										
Tenured	20	13	7	0	0	0	19	1	0	0
Tenure Track	2	1	1	0	0	0	2	0	0	0
Nontenured	387	183	204	25	1	3	336	1	4	17
TOTAL	409	197	212	25	1	3	357	2	4	17
ADMINISTRATIVE & PROFESSIONAL										
TOTAL	436	204	232	26	1	3	382	2	4	18
GRAND TOTAL	1,333	692	641	54	2	30	1,148	15	31	53

SOURCE: Fall Personnel Census and Academic Affairs.

TABLE 4-7

**INSTRUCTIONAL FACULTY BY EMPLOYMENT STATUS, COLLEGE
AND DEPARTMENT, FALL 2008**

DEPARTMENT	FULL- TIME	PART- TIME	GTA ¹	OTHER ²	TOTAL
College of Arts & Letters					
School of Communication Studies	39	2	0	1	42
English	26	20	4	2	52
Foreign Lang., Lit. & Cultures	20	44	0	0	64
History	32	12	11	2	57
Justice Studies	11	4	0	0	15
School of Media Arts & Design	21	2	0	3	26
Philosophy & Religion	21	7	0	2	30
Political Science	27	7	5	0	39
Sociology & Anthropology	22	2	0	0	24
School of Writing, Rhetoric & Tech. Comm.	27	13	8	5	53
COLLEGE TOTAL	246	113	28	15	402
College of Business	124	9	23	5	161
COLLEGE TOTAL	124	9	23	5	161
College of Education					
Dean's Office	1	0	1	0	2
Education Departments	50	64	14	14	142
COLLEGE TOTAL	51	64	15	14	144
College of Integrated Science & Technology					
CISAT Lab Operations	3	0	0	0	3
Communication Sciences & Disorders	14	4	1	0	19
Computer Science	17	0	4	1	22
Dean's Office	1	0	0	0	1
Health Sciences	36	3	9	4	52
Institute for Innovation in Health & Human Services	3	0	0	0	3
Integrated Science & Technology	49	4	16	0	69
Kinesiology	19	12	14	16	61
Nursing	26	2	1	0	29
Psychology	23	14	6	4	47
Psychology, Graduate	22	8	16	6	52
Social Work	8	3	0	1	12
COLLEGE TOTAL	221	50	67	32	370

TABLE 4-7 CONTINUED

**INSTRUCTIONAL FACULTY BY EMPLOYMENT STATUS, COLLEGE
AND DEPARTMENT, FALL 2008**

DEPARTMENT	FULL- TIME	PART- TIME	GTA ¹	OTHER ²	TOTAL
College of Science & Mathematics					
Biology	40	4	9	2	55
Chemistry & Biochemistry	20	6	0	4	30
Dean's Office	1	0	0	0	1
Geology & Environmental Science	15	2	0	0	17
Mathematics & Statistics	44	15	1	1	61
Physics & Astronomy	18	7	0	1	26
COLLEGE TOTAL	138	34	10	8	190
College of Visual & Performing Arts					
School of Art & Art History	29	16	7	5	57
School of Music	44	11	17	2	74
School of Theatre & Dance	14	9	0	2	25
COLLEGE TOTAL	87	36	24	9	156
Adult Degree Program	0	2	0	9	11
Center for Assessment & Research Studies	7	0	0	0	7
Cross Disciplinary Studies	0	2	0	0	2
School of Engineering	4	0	1	0	5
Center for Faculty Innovation	3	0	0	0	3
Furious Flower Poetry Center	2	0	0	0	2
Interdisciplinary Liberal Studies	1	0	0	0	1
International Education	1	0	0	0	1
Learning Resource Center	3	0	2	0	5
Outreach & Engagement	0	2	0	1	3
University Advising	3	0	0	0	3
University Studies	6	0	0	1	7
GRAND TOTAL	897	312	170	94	1,473

NOTE: Part-time faculty are reported once in the department for which they teach the most credit hours.

¹"GTA" includes all graduate student positions in the departments.

²"OTHER" faculty include full-time administrators, intercollegiate athletics coaches, and classified staff who teach part-time in one of the instructional departments.

SOURCE: Fall Personnel Census and Student Administration System Data.

TABLE 4-8

**FULL-TIME CLASSIFIED STAFF BY EEO OCCUPATIONAL CATEGORY,
SEX AND ETHNICITY, FALL 2008**

CATEGORY	AFRICAN- AMERICAN	AMERICAN INDIAN	ASIAN/ PACIFIC ISL.	HISPANIC	WHITE	NR ALIEN	UN- REPORTED	TOTAL
Administrators & Managers								
Male	0	0	0	0	6	0	0	6
Female	0	0	0	0	4	0	0	4
TOTAL	0	0	0	0	10	0	0	10
Office & Clerical								
Male	2	0	0	0	26	0	2	30
Female	1	0	2	2	280	0	4	289
TOTAL	3	0	2	2	306	0	6	319
Professional Nonfaculty								
Male	1	0	1	1	76	0	5	84
Female	2	0	1	1	180	1	3	188
TOTAL	3	0	2	2	256	1	8	272
Service/Maintenance								
Male	4	0	1	0	61	0	1	67
Female	5	0	1	2	163	0	4	175
TOTAL	9	0	2	2	224	0	5	242
Skilled Crafts								
Male	0	0	1	2	137	0	3	143
Female	0	0	0	0	3	0	1	4
TOTAL	0	0	1	2	140	0	4	147
Technicians & Paraprofessionals								
Male	2	0	1	1	126	1	9	140
Female	1	0	1	0	84	0	5	91
TOTAL	3	0	2	1	210	1	14	231
Total Classified Staff								
Male	9	0	4	4	432	1	20	470
Female	9	0	5	5	714	1	17	751
GRAND TOTAL	18	0	9	9	1,146	2	37	1,221

SOURCE: Fall Personnel Census.