

Understanding Midcareer Faculty

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Context for today's session

Table 1. Proportions, by rank, of tenure and tenure track faculty

Compared to R2 peers, UNCC has a higher proportion of faculty at the Associate rank and a lower proportion at the Professor rank.

	Professor	Associate	Assistant
Research Universities	44%	32%	24%
R2s	37%	36%	26%
UNC Charlotte	30%	46%	24%

Source: IPEDS Data Center, Fall 2015, With faculty status, tenure and tenure track

Table 2. Within-rank gender distributions of full-time, non-medical instructional staff

Women at research universities account for just 1 in 4 full professors. Compared to other research universities, UNCC has a higher proportion of women at the Assistant and full-time lecturer ranks.

		Professor	Associate	Assistant	Other FT
Research Universities	Male	74%	57%	52%	45%
	Female	26%	43%	48%	55%
R2s	Male	73%	58%	51%	44%
	Female	27%	42%	49%	56%
UNC Charlotte	Male	75%	57%	47%	36%
	Female	25%	43%	53%	64%

Source: IPEDS Data Center, Fall 2015, Full-time non-medical instructional staff

Table 3. Mean years to full professor rank for full-time faculty (Fall 2003)

Time to full professor (from assistant professor) is a longer road for women than for men and for humanities faculty than for those in the natural sciences.

	Male	Female
Research Universities	11.7	14.4
Humanities	14.4	16.7
Natural Sciences	11.9	14.0
Social Sciences	13.3	14.7
White	12.9	15.0
Asian or Pacific Islander	11.1	14.7
Black, Hispanic or Amer. Ind.	12.6	15.1

Source: NSOPF:04. Excerpted from Table 5.9 (p. 182), Finkelstein, M., Conley, V., Schuster, J. (2016). *The faculty factor: reassessing the American academy in a turbulent era*. Baltimore: Johns Hopkins University Press.

Note: Results by discipline and by race/ethnicity include full-time faculty from all institutional types, not only Research Universities.

Figure 1. Means by rank (and for associates, time-in-rank) across COACHE constructs at research universities.

Compared to other ranks, associate professors—and particularly those in rank for six years or longer—give lower ratings to most aspects of their work. The two associate professor groups differ ($p < .01$) on all but 7 of 23 constructs.

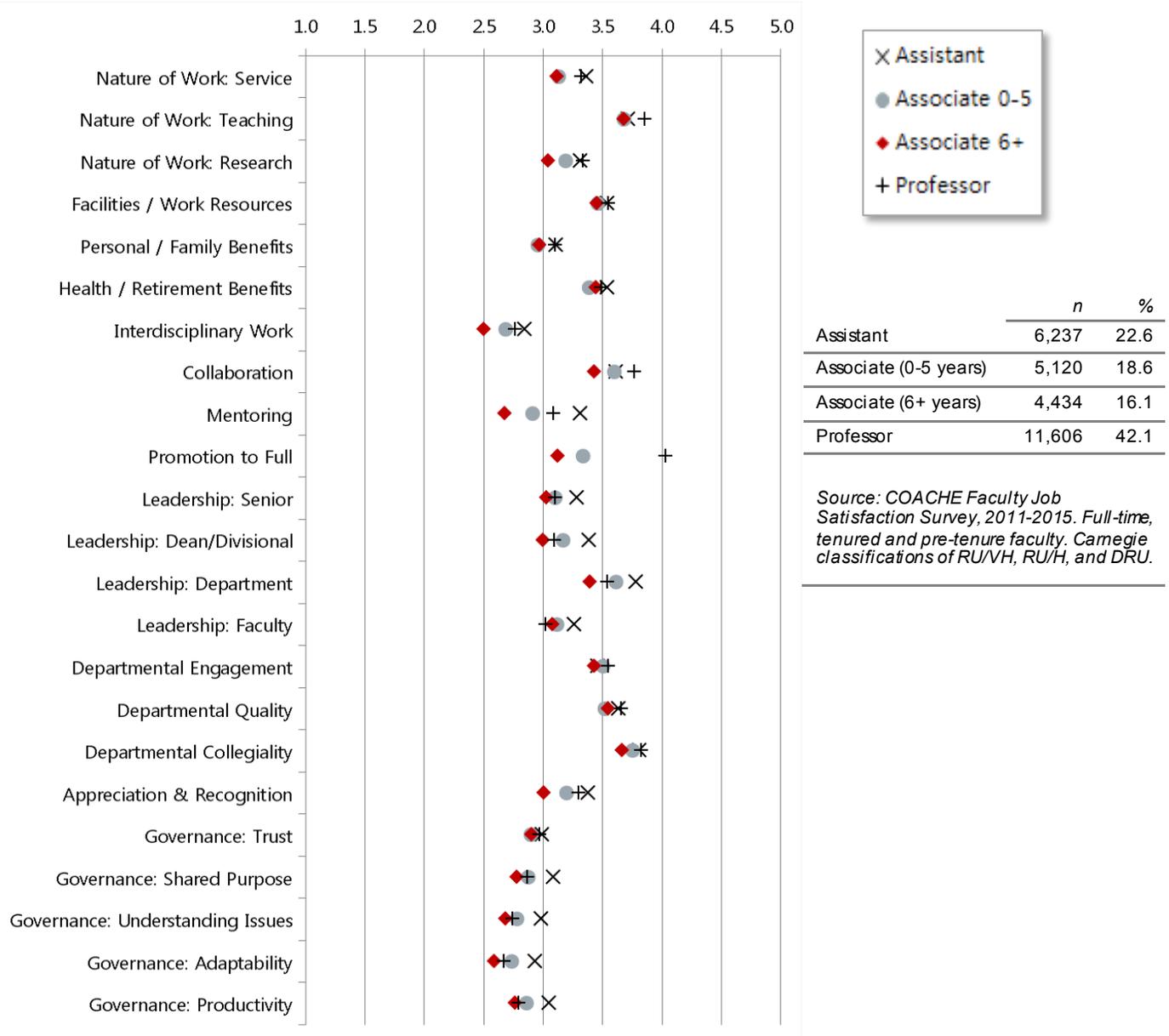


Table 4. Age by rank (and for associates, time-in-rank) of COACHE survey respondents at public research universities

	Respondent Age (Years)			Source: COACHE Faculty Job Satisfaction Survey, 2011-2013. Full-time, tenured and pre-tenure faculty. Carnegie classifications of RU/VH, RU/H, and DRU. Public universities only.
	Median	Mean	St. Dev.	
Assistant Professor	38	39.5	7.1	
Associate 0-5 years	44	45.1	6.8	
Associate 6+ years	55	55.0	7.6	
Full Professor	59	58.5	8.0	