

The Long-Term Trend in Contingent Faculty Employment

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Center for the Study of Academic Labor: <https://csal.colostate.edu/>

The Center for the Study of Academic Labor (CSAL) promotes research and scholarship on the transformation of academic labor in higher education, especially the increasing reliance on contingent (non-tenure track) faculty.

The teaching mission of higher education, and the system of academic labor that puts it into practice, are under threat from escalating tuition costs, competition from on-line alternatives, shrinking state support for higher education, and administrative spending priorities. CSAL seeks to build a multidisciplinary network of scholars who have particular interests in the dramatic growth of contingent faculty throughout all of higher education and its impact on educational outcomes, faculty governance, academic freedom and the culture of higher education. In so doing, CSAL carves out an area of research that some have called “contingency studies.” CSAL publishes books, journals, papers and data on topics such as the characteristics and working conditions of contingent faculty, the academic labor market, university budgets, academic employment policies and the future of the tenure system. CSAL promotes respect for all faculty, fair treatment of all faculty, and dedication to the teaching mission of higher education.

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What is in this Report

This is a data report to accompany the working paper, “Faculty Diversity and Minoritized Student Outcomes: An Analysis of Institutional Factors” from the Center for the Study of Academic Labor (CSAL) at Colorado State University (Curtis 2021). That paper assembles data from multiple components of the US Department of Education’s Integrated Postsecondary Education Data System (IPEDS), which effectively serves as a census of US higher education, in order to examine the relationship between faculty diversity at predominantly white institutions (PWI) and degree outcomes for minoritized students there.¹ In the process of compiling data for the working paper analysis, I was reminded that the National Center for Education Statistics (NCES) no longer produces detailed tabulations of the IPEDS data on faculty members. That lack of published tabulations had prompted me in 2014 to produce my own tabulation of then-current data on the employment status of instructional staff members, broken out by institution type, racial category, and gender (Curtis 2014).

Given that the NCES publication situation has not improved since 2014, I decided to produce three updated data reports including trend data over time. In addition to this report, I have prepared an update of the “faculty gender equity indicators” I initially released in 2006 with my colleague Marty West (West and Curtis 2006), and a separate report compiling trend data on diversity in faculty employment. These other reports may be found at the CSAL website (<https://csal.colostate.edu/>).

The primary purpose of this report is to compile and make available long-term trend data on faculty employment, in a format more accessible to the general higher education audience than those produced by NCES. As such, the body of the report provides figures that highlight important aspects of employment status trends, with detailed tables provided in an appendix. I will also make the data files used in the report available on the CSAL website. Because this is primarily a data report, I do not attempt a comprehensive review of the research literature on the growth and consequences of contingent academic employment. (Recent contributions to that literature include Kezar et al. 2019, Finkelstein et al. 2016, and Hearn and Burns 2021.)

The “note on the data” section at the end of the report provides important further details regarding the data sources and tabulation process, but I want to provide a couple of basic notes at the outset. The data are compiled for all degree-granting institutions that reported employing instructional staff in each respective year. This report tabulates only counts of instructional staff members by employment status and institutional category. It does not break out tabulations by gender or by racial categories, since those breakouts are provided in greater detail in the two other data reports I am releasing through CSAL at the same time.

There are two other major differences between this report and the other two data reports on faculty employment. First, this report includes tabulations of graduate student employees in the figures and tables that refer to “instructional staff,” along with tables and figures limited to faculty. This report presents both versions, with only the totals and

¹ Following Griffin (2020, p. 278), I use “minoritized” rather than “minority” to indicate that the status is produced by power dynamics rather than numeric representation alone.

percentages of the total differing, to allow users to choose the tabulations most appropriate for their purpose. The detailed appendix tables include the actual numbers in each category, to allow users to create new tabulations using different combinations.

Note that all the tables and figures in this report use headcounts (numbers of individuals) of staff members. IPEDS does not collect data on instructional workload, so we cannot say definitively based on IPEDS data who is doing the teaching across the categories of colleges and universities.

The second difference in this report is that the first segment of the long-term trends depicted here, between 1975/1976 and 2009, makes use of published figures from NCES reports. Beginning with the 2011 figures, the overall trend data are my compilation of raw data from IPEDS, since the published NCES tabulations beginning with that year do not distinguish faculty members employed full-time by their tenure status.² In this and other reports, I disaggregate the employment status of faculty members in terms of tenure status, full-time status, and the type of institution where they are employed. IPEDS data make such an analysis possible but require additional attention to detail.

As of this writing we cannot know the full consequences of the covid-19 pandemic, currently in its third academic year of significant disruption to higher education, for academic employment. There are strong indications that the pandemic has exerted a disproportionate impact on faculty members employed in contingent positions (AAUP 2021). The most recent data presented here are as of fall 2019 and

thus represent the status prior to the pandemic

Employment Status Trend

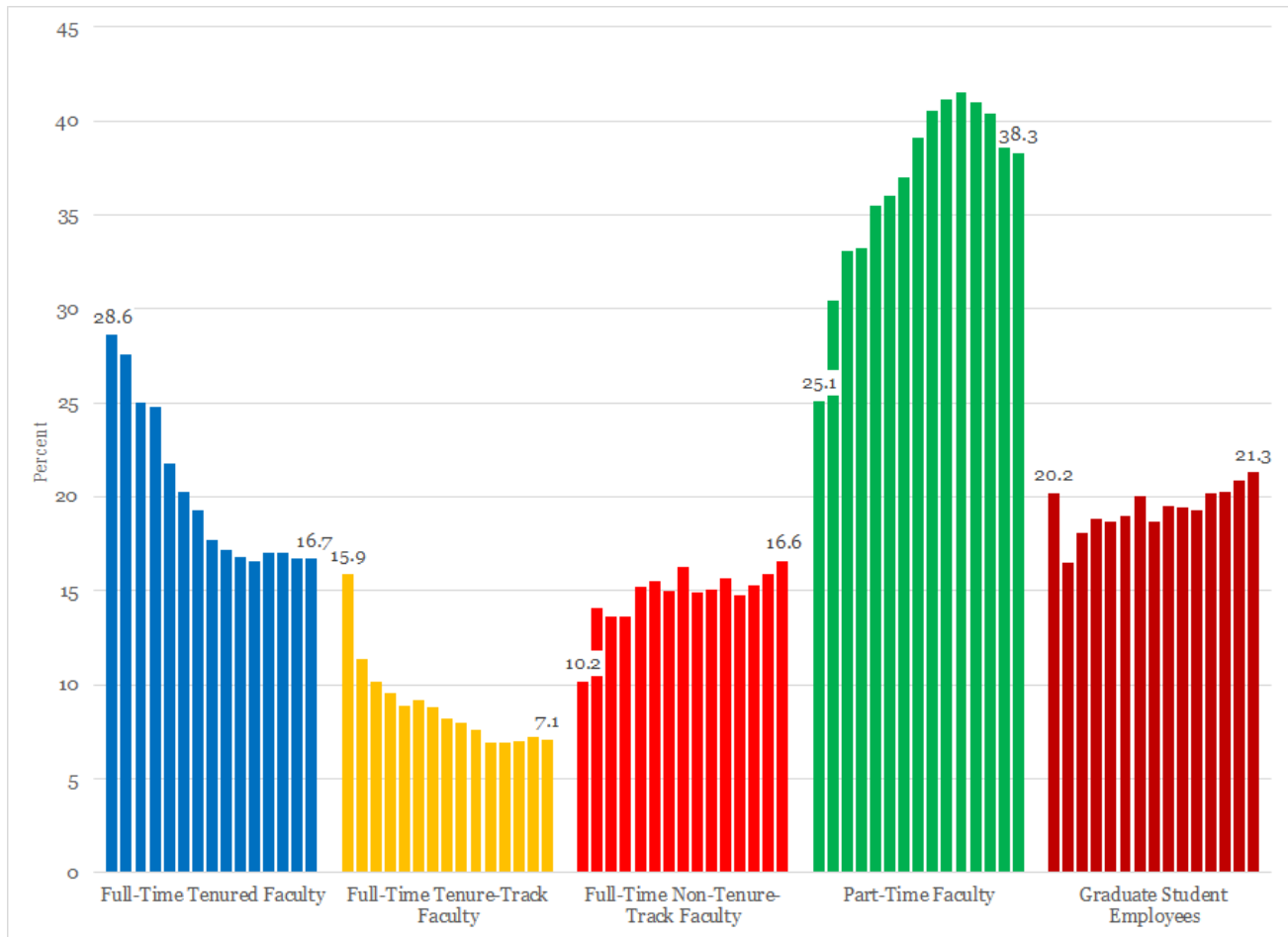
Figure 1 illustrates the full long-term trend in employment status categories relative to the whole instructional staff, which includes all faculty and graduate student employees; the proportions for faculty alone are depicted in figures 3 and 4. The total counts generating figures 1 and 2 are provided in appendix table 1, along with the actual years of available data. In figure 1, only the beginning and ending columns are labeled with percentage values, due to the complexity of the chart.

The proportion of instructional staff members who were employed full-time in tenured faculty appointments declined steadily from 29 percent in 1975/1976 to 17 percent in 2007, where it has remained since. The tenure-track faculty proportion declined relatively rapidly between 1975/1976 (16 percent) and 1993 (10 percent), and then more slowly all the way until 2011, when it reached 7 percent and has remained at that level to 2019. The trend in employment of full-time non-tenure-track faculty members has been generally upward, although the increase has been slow and not linear since that proportion reached 14 percent in 1989. It stands at 17 percent in 2019 after an uptick in recent years. The part-time faculty proportion rose steadily until peaking at 42 percent in 2011 and has dropped slightly since then.³ Although the chart depicts some fluctuation in the proportion, graduate student employees have constituted roughly 20 or 21 percent of the full instructional staff for most of the period. (Graduate employees are

² The tabulations by institutional type are also compiled from the original data files, as explained in the data note.

³ I treat all part-time positions as contingent (non-tenure-track) in this report. See the “note on the data” section for more detail.

Figure 1. Instructional Staff Employment Status, 1975/1976 to 2019



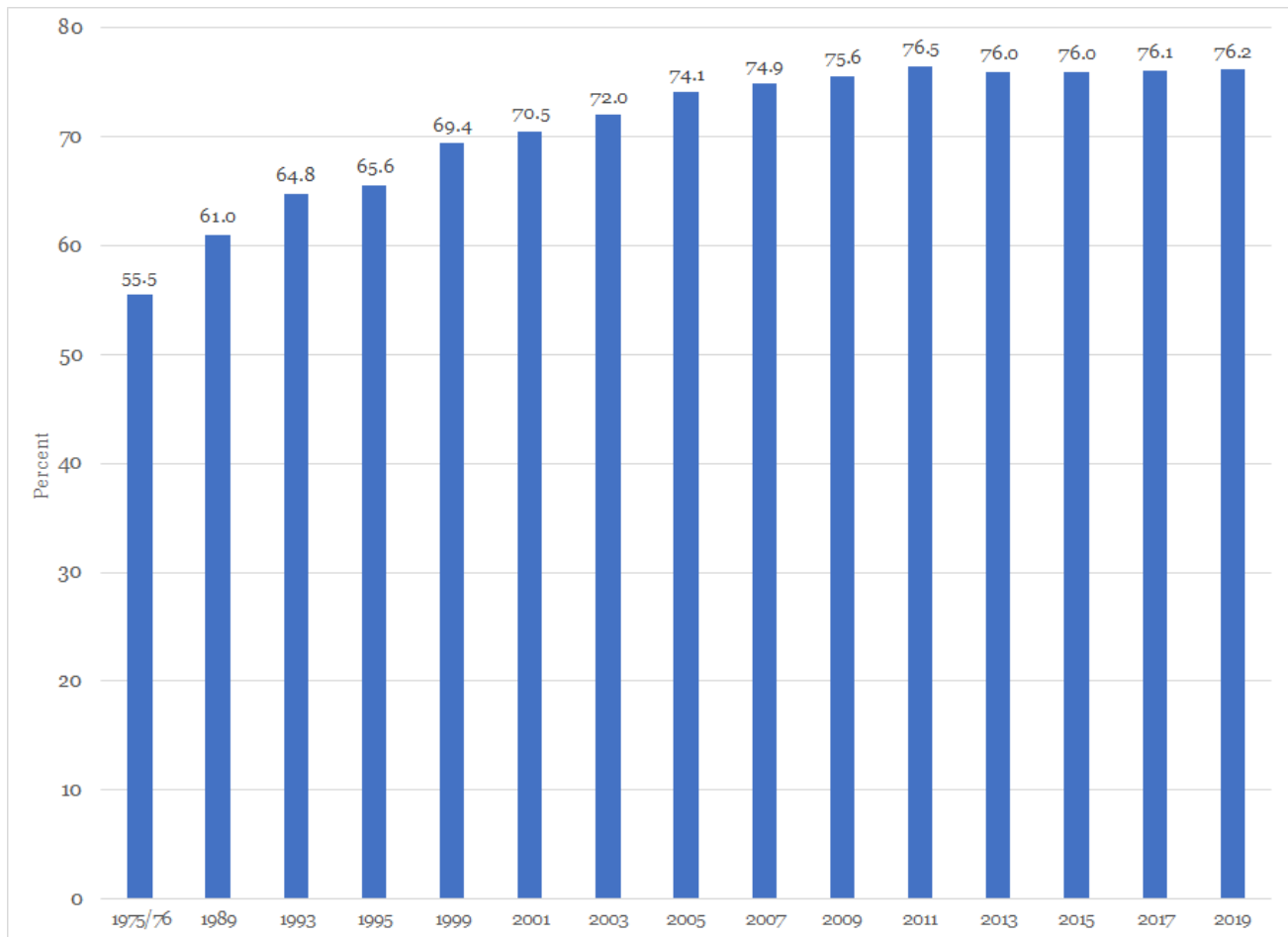
almost exclusively employed by universities with larger graduate programs, so that their representation is actually greater at those institutions than shown in figure 1. The figures broken out by institutional category in the following section make this point clear.)

It is important to bear in mind that these category percentages are all relative to the total number of instructional staff members, which grew steadily from 1975/1976 to 2011 and has since remained roughly constant at 1.8 million. So, for example, the number of tenured faculty members actually grew between 1975/1976 and 2011, but the growth in other employment status categories was more rapid. Table 1 in the appendix provides all of the total counts.

Figure 2 depicts a simpler, more significant trend, the long-term growth of contingent employment in the instructional staff. The employment status categories included within the contingent proportion of instructional staff are full-time non-tenure-track and part-time faculty and graduate student employees. This proportion of the instructional staff employed contingently grew from 55 percent in 1975/1976 to 76 percent in 2009, where it has remained since.

Table 2 in the appendix shows one way of organizing periods of change in academic employment within the long-term trend. It breaks the change in counts of instructional staff members employed in each of the categories into four roughly equal periods, the latter three of them representing decades. (The greater length

Figure 2. Contingent Employment among Instructional Staff, 1975/1976 to 2019



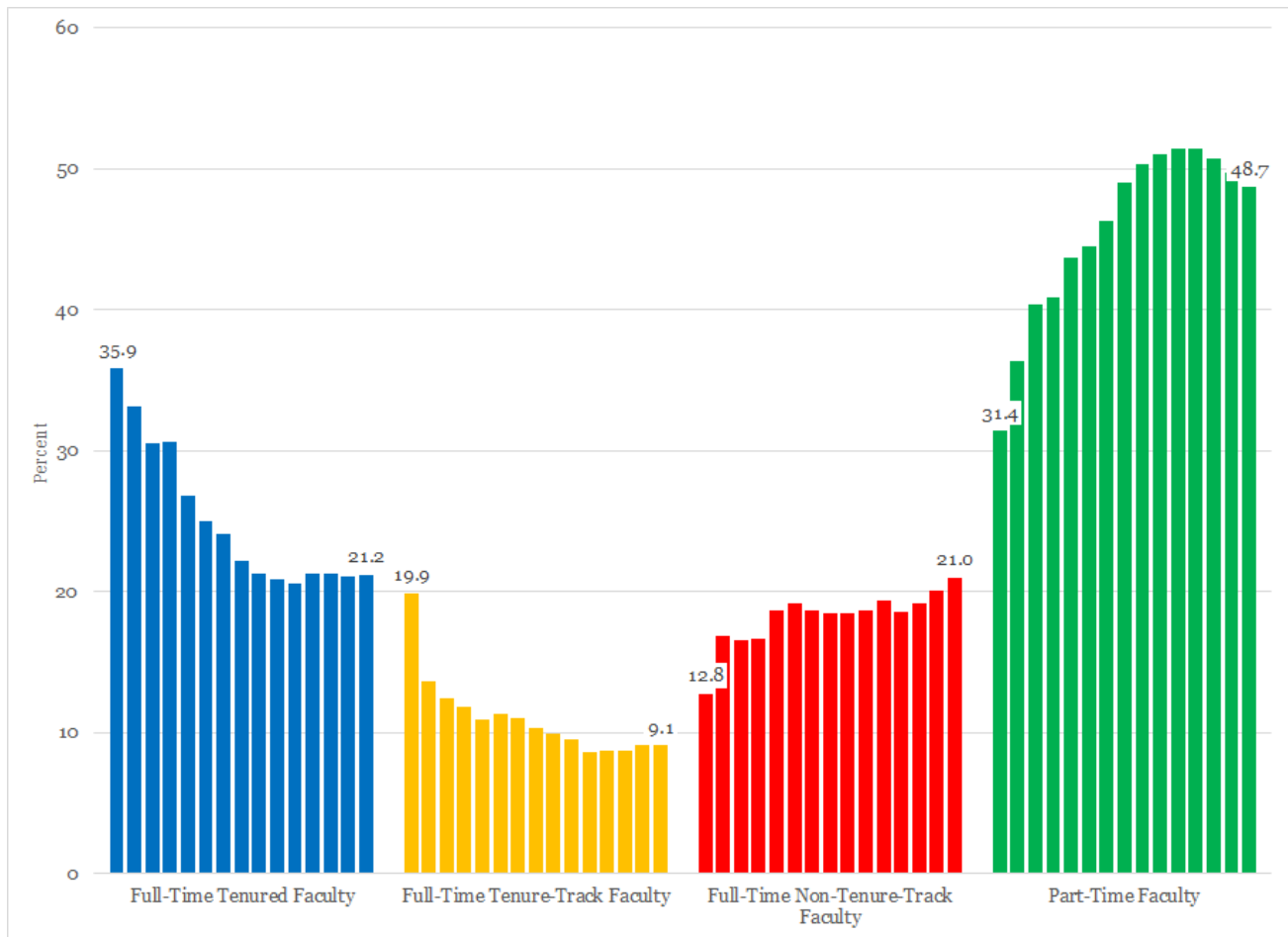
of the first period, from 1975/1976 to 1989, is due to the absence of published data between those time points.) The fluctuations in growth, and even decline, of the various categories across the four time periods are interesting and undoubtedly worthy of further analysis. The most recent decade, between 2009 and 2019, registered only 2.5 percent growth in the size of the total instructional staff, with the tenure-track and part-time faculty categories declining in size while the full-time non-tenure-track faculty and graduate student employee categories each grew by more than 12 percent.

As noted above, figures 3 and 4 show the trends in employment status for faculty members only. The employment status category counts that generate the percentages in these two figures, shown in

appendix table 3, are the same as those used to create figures 1 and 2, but a different denominator results in different percentages. Full values underlying the figures are in table 3.

Given that, the patterns of change over time shown in figure 3 are the same as those in figure 1, with the difference being in the percentage values. The proportion tenured among all faculty shrank from 36 percent in 1975/1976 to 21 percent in 2007 and has remained at that level. The proportion of faculty members on the tenure track dropped sharply in the first decade of the chart, then declined slowly to 9 percent in 2011, where it has held steady since. Full-time faculty members not on the tenure track were 13 percent of all faculty in 1975/76, and that percentage

Figure 3. Faculty Employment Status, 1975/1976 to 2019



has risen, slowly and not without fluctuation, to reach 21 percent in 2019, the same proportion as tenured faculty. Faculty members employed part-time already made up 31 percent of the faculty in 1975/1976, became the majority (50 percent) in 2007, and peaked at 51 percent from 2009 to 2013. Since then, the percentage of part-time faculty has decreased slightly to 49 percent as the proportion of appointments made full-time but off the tenure track increased.

Figure 4 combines the contingent categories among the faculty, full-time non-tenure-track and part-time, and charts the growth of contingent employment over the full period. The trend is the same as that depicted in figure 2, with the difference once again in the percentage values. Contingent

employment among faculty members rose from 44 percent in 1975/76 to 71 percent in 2011, but has remained essentially constant at 70 percent since 2009.

Table 4 in the appendix breaks the full trend for faculty employment status into time periods, as described for table 2 above. The final decade demarcated in table 4 is perhaps even more dramatic than in table 2, as the total count of faculty members remained essentially unchanged from 2009 to 2019. What did change was the composition of the faculty, with tenure-track and part-time numbers declining by 4 percent each while the number of full-time non-tenure-track appointments rose by nearly 13 percent. The number of tenured appointments grew by under 2 percent, the smallest growth of any of the periods shown.

Figure 4. Contingent Employment among Faculty, 1975/1976 to 2019

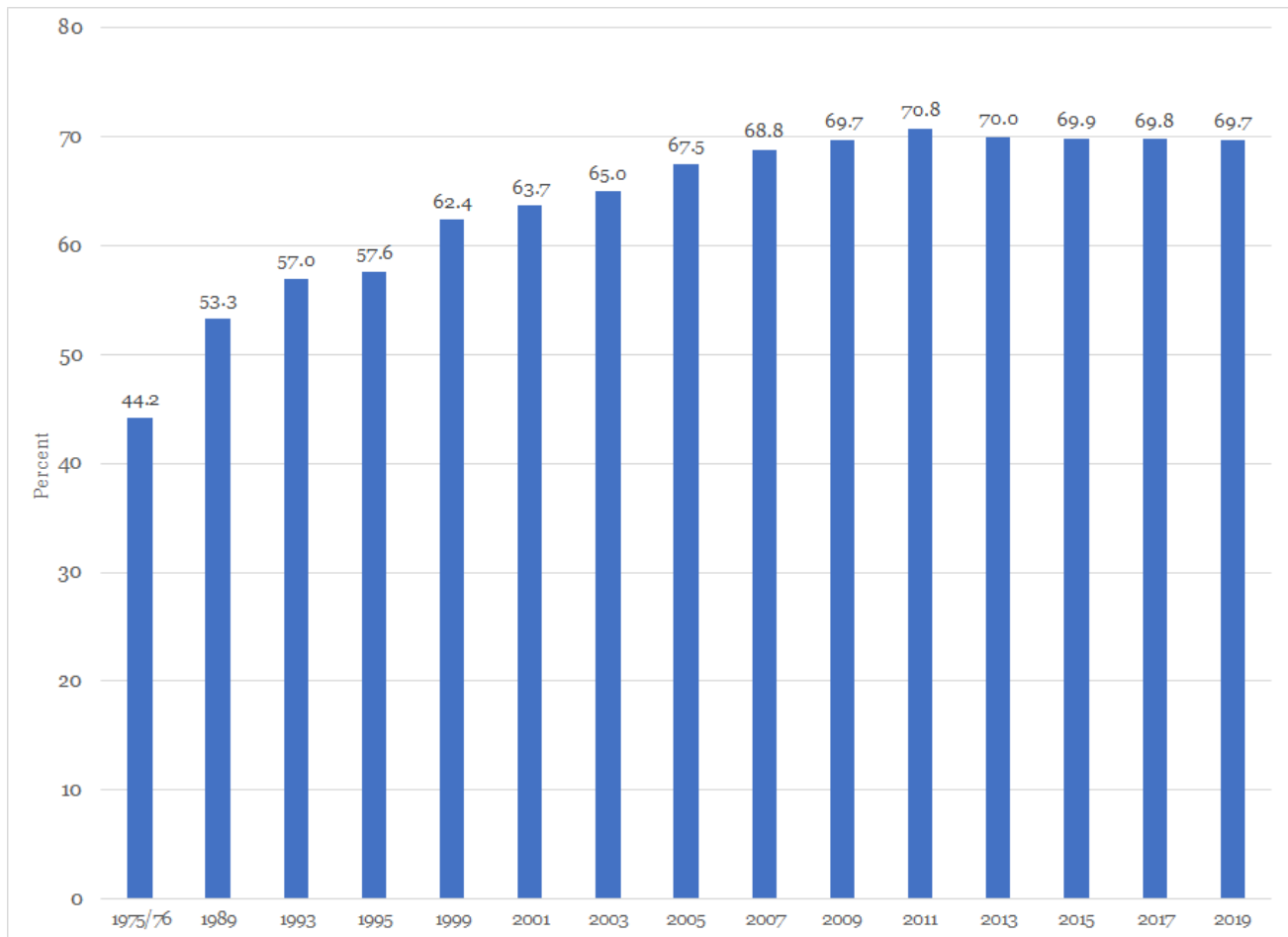
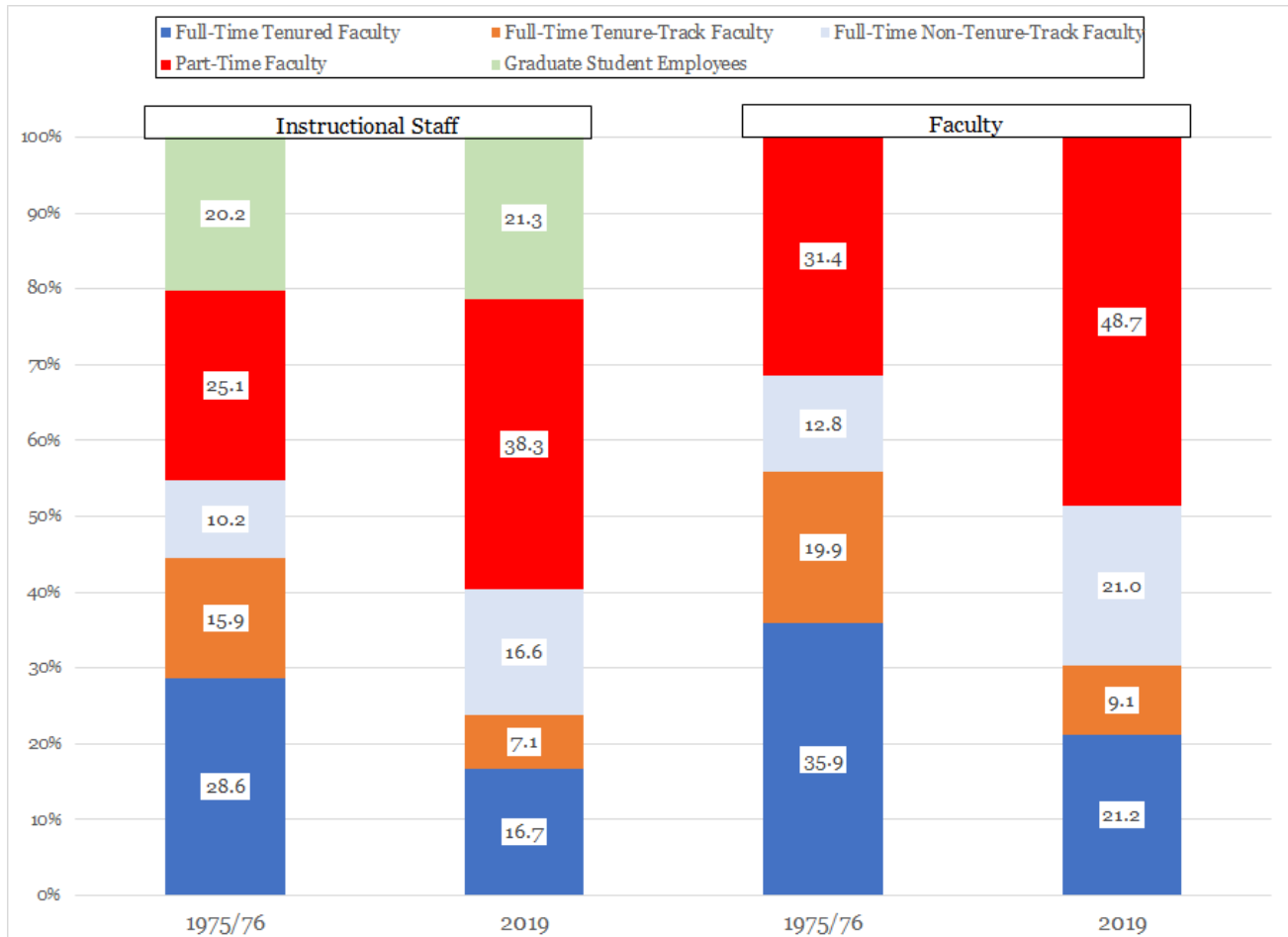


Figure 5 provides a different visual depiction of both instructional staff and faculty employment status at the beginning and end of the full period. (Again, the counts producing the columns are the same, the differences in percentages are due to differing denominators.) Over four decades, the proportions of full-time tenured and tenure-track faculty members declined substantially, while the proportions of individuals employed in contingent faculty positions (full-time non-tenure-track and part-time) grew to become the majority. Graduate student employees formed a relatively consistent proportion of the instructional staff over the period.

Figure 5. Composition of the Instructional Staff and the Faculty, 1975/1976 and 2019



Employment Status Trend by Institutional Type

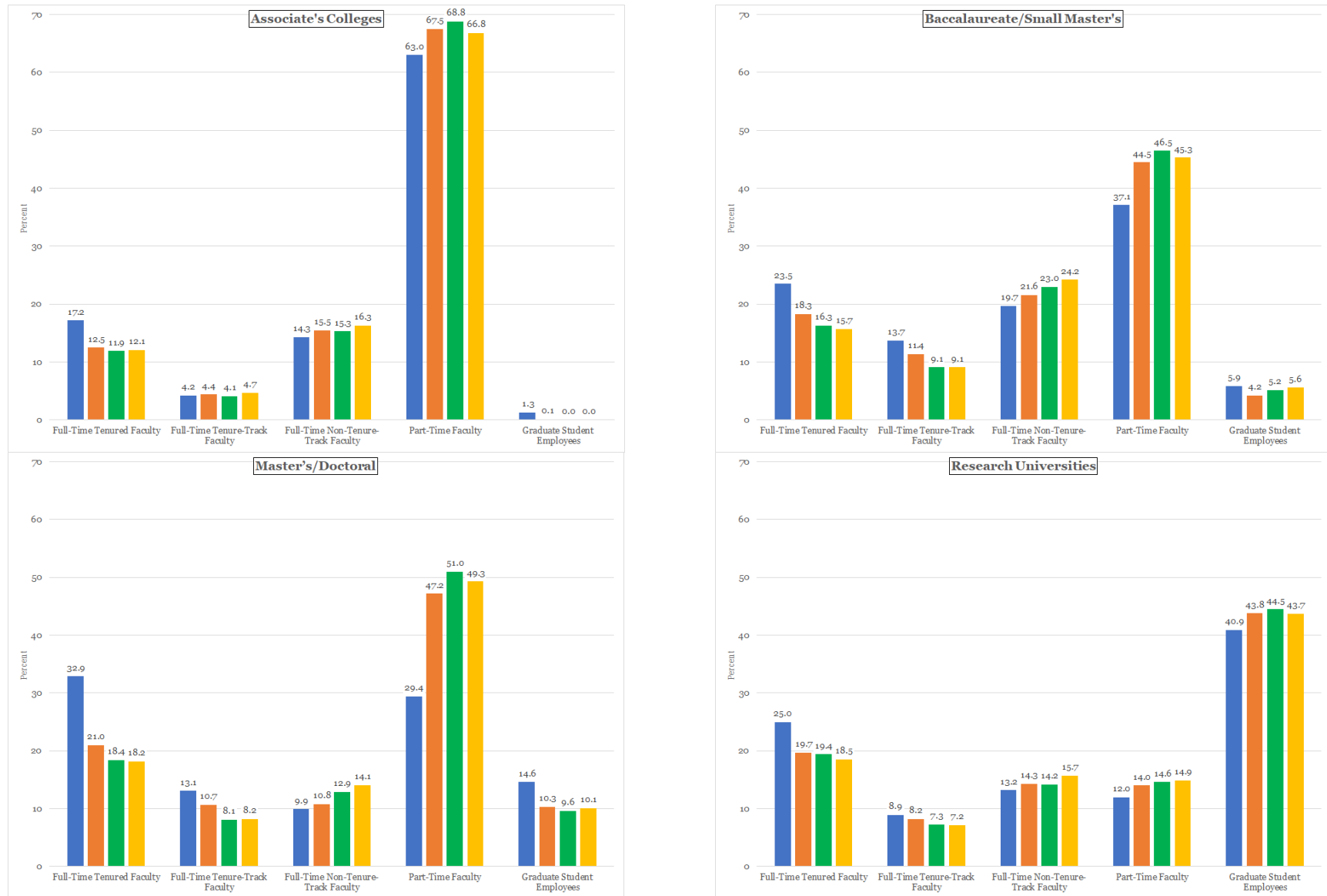
There are important distinctions in employment status for instructional staff members working at different types of colleges and universities, and two methods of categorizing institutions are presented here: institutional category, based on a condensed version of the Carnegie Classification, and institutional control. The trends in this section cover four points in time, fall 1995, 2005, 2015, and 2019 (the most recent data available).

Instructional staff employment by institutional type

Figures 6 and 7 depict the changes in the instructional staff, including graduate student employees, across these four time points.⁴ Figure 6 includes a separate chart for each institutional category; this makes the individual charts small, and yet the differences are large enough to be clear. Full details on the counts used to produce figure 6 are in appendix table 5, where we can also see that the staff size of the institutions increases dramatically as we move through the categories. Research universities employed nearly twice as

⁴ We need to bear in mind that individual institutions also changed categories during the period. Changes in instructional staff employment accompanying this “institutional mobility” might make an interesting topic for further analysis.

Figure 6. Instructional Staff Employment Status, by Institutional Category, 1995–2019



many instructional staff members as associate's degree colleges at only about one-eighth the number of institutions.

Associate's degree (or community) colleges predominantly employ part-time faculty members, and that proportion changed only slightly from 63 to 67 percent. Many community colleges do not grant tenure to their full-time faculty members, but among those that do, there was a slight shift from tenured to non-tenure-track appointments over the period. Community colleges do not employ graduate students.⁵

The overall trends in employment status shown in the previous section are most evident in the baccalaureate/small master's and master's/doctoral institutional categories. The proportions of tenured and tenure-track faculty members declined at both categories of institutions, with the tenured proportion shrinking more rapidly at master's and doctoral universities. Both categories of institutions employed an increasing number of full-time non-tenure-track faculty members, with the proportion at baccalaureate colleges and small master's universities substantially higher. Employment of part-time faculty members grew in both categories of institutions and jumped dramatically between 1995 and 2005 at master's and doctoral universities. The proportion of part-time faculty was higher in the baccalaureate/small master's category in 1995 and then rose relatively slowly, while at master's/doctoral universities the proportion of part-time faculty members peaked in 2015 and then declined slightly in 2019. Neither of these two institutional categories employs large proportions of graduate students, although it is interesting that graduate student employees were a smaller proportion of

the total instructional staff at master's and doctoral universities in 2019 than in 1995.

Research universities are characterized by a large proportion of graduate student employees, relatively lower rates of part-time faculty employment, and a less dramatic shift in employment status over the period than seen in other institutional categories. Graduate employees made up a consistent 41 to 44 percent of the total instructional staff at research universities during the period, while the part-time faculty proportion grew only slightly from 12 to 15 percent. The most substantial shift in employment at research universities was the decrease in the proportion of tenured faculty members from 25 to 19 percent, a relatively modest decline. The tenure-track faculty proportion remained essentially unchanged, while the non-tenure-track segment grew slightly from 13 to 16 percent.

Figure 7 charts the growth of contingent employment in the instructional staff at the four institutional categories over time. Contingent appointments were in the majority for all four categories throughout, with the largest and most consistent proportion at associate's degree (community) colleges. The growth in contingent employment is most evident at the baccalaureate/small master's and master's/doctoral institutions. Contingent employment at research universities was already more common in 1995 than at either of those two categories, given the large proportion of graduate student employees, and then grew relatively more slowly. In the end, contingent appointments represented about three-quarters of the total instructional staff in the four-year institution categories as of fall 2019.

⁵ Technically, community colleges should report no graduate student employees because they do not award graduate degrees. There may be some confusion on this point, as community colleges may employ part-time faculty members who are known to be graduate students at another institution. That reporting anomaly has been essentially eliminated in recent years of IPEDS data, as can be seen in appendix table 5.

Figure 7. Contingent Employment among Instructional Staff, by Institutional Category, 1995–2019

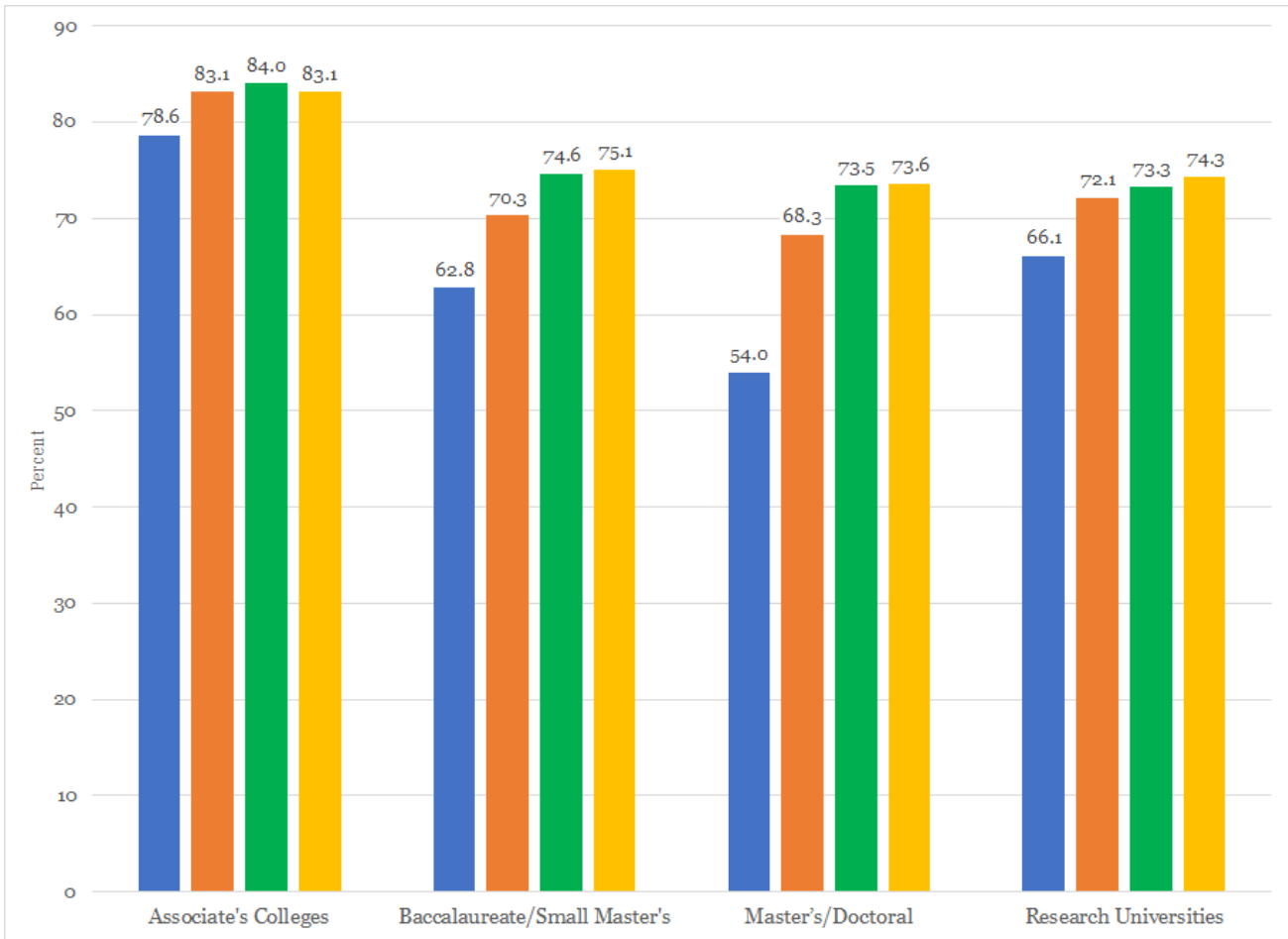


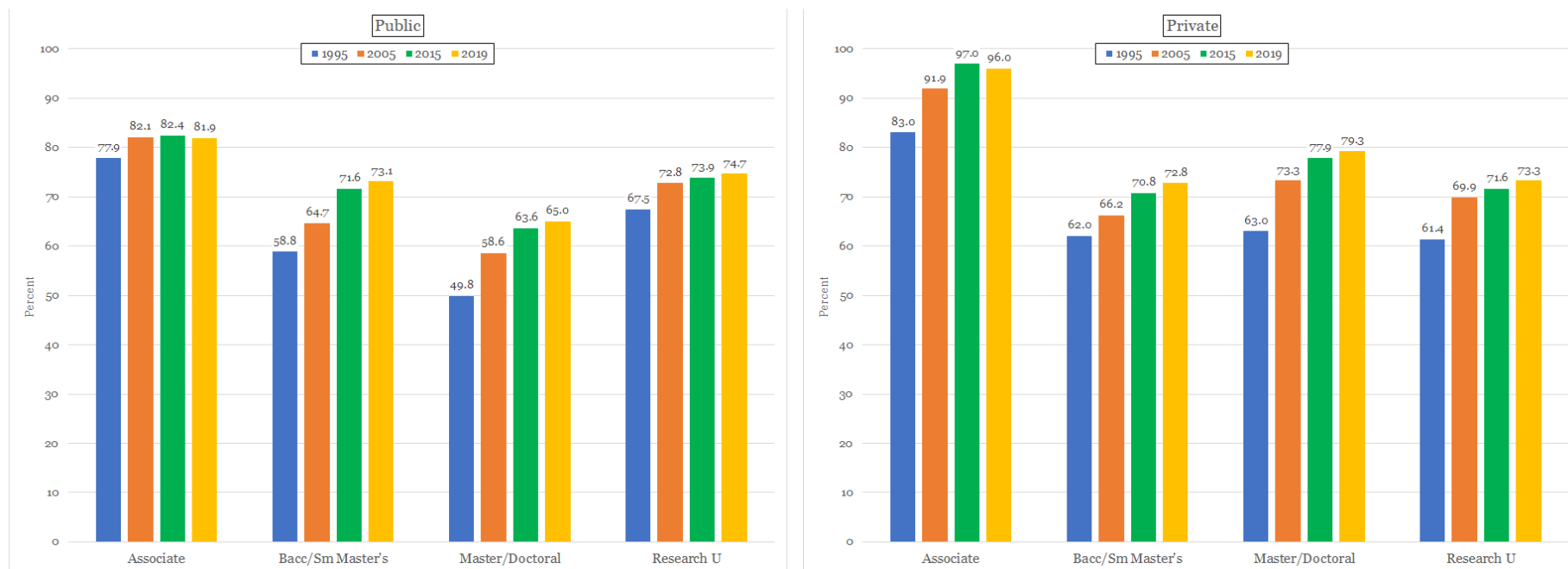
Figure 8 further describes the growth of contingent employment among the instructional staff by adding institutional control to category; it is separated into side-by-side charts for public and private institutions.⁶ At the associate's degree level, contingent employment in public community colleges was high at the beginning of the period (78 percent) and grew slightly to 82 percent by 2019. Among private associate's colleges the levels of contingency were higher and grew more sharply, but it should be noted that there are relatively few private not-for-profit colleges in this category.

Among baccalaureate and small master's institutions, there was clear growth in

contingency in both public and private sectors, and both ended the period at 73 percent contingent employment among instructional staff. In the master's/doctoral category, we see almost parallel growth trends for public and private universities, with a rise of 16 percentage points in each sector and the private institutions consistently employing a higher proportion of contingent instructional staff. Public research universities employed a somewhat greater proportion of contingent instructional staff in 1995 than did private (68 and 61 percent, respectively) but growth in contingency essentially eliminated that difference by fall 2019, with contingent

⁶ For-profit institutions are not included in figure 8, as instructional staff positions there are nearly 100 percent contingent. The full counts by category and control, including private for-profit institutions, are in appendix tables 6.1-6.3.

Figure 8. Contingent Employment among Instructional Staff,
by Institutional Category and Control, 1995–2019



employment ending at 73-75 percent in both sectors.

The figures in this section show the importance of making observations regarding contingent employment that are specific to the type of institution being considered. Although the decline in tenure-line faculty appointments has been observed across institution types, the specific forms of contingent employment vary.

Faculty employment by institutional type

Figures 9-11 depict employment status for faculty alone, with the same breakouts as in figure 6-8. Figure 9 provides separate charts of the trend in faculty employment status for the four categories of institutions. As noted above, the counts by faculty employment status are the same as used in the previous section, but the percentages differ because they are based on a denominator of faculty only. (Full details on the counts by category are in appendix table 7.)

Part-time faculty members make up two-thirds of the faculty at associate's degree colleges, with a slight growth from 64 percent in 1995 to 68 percent in 2005 and an essentially constant proportion in the latter years. Among full-time community college faculty members, there was a slight shift toward non-tenure-track appointments. In the baccalaureate/small master's category, we see a more pronounced shift from tenure-line to contingent positions over the period. Tenured and tenure-track positions combined were 40 percent of all faculty in 1995 and declined to 26 percent in 2019, while the two contingent status categories combined grew from 61 percent in 1995 to 74 percent in 2019.⁷

The master's and doctoral university category saw a more dramatic shift, from 54 percent combined tenure-line appointments to 29 percent, and the

growth of contingent positions from 46 percent in 1995 to 71 percent in 2019. At research universities, when we remove the large category of graduate student employees and look only at faculty positions, the dramatic shift to contingent employment is also clear. Tenured and tenure-track appointments were the majority (57 percent) of the research university faculty in 1995 and declined to 46 percent by 2019. The two non-tenure-track categories combined grew from 43 percent in 1995 to a "new majority" of 54 percent in 2019.

Figure 10 charts the growth of contingent faculty employment for the four institutional categories from 1995 to 2019. Contingency is most prevalent at community colleges, where the proportion rose from 78 to 83 percent over the period. The majority of faculty members at baccalaureate/small master's institutions (60 percent) were already employed contingently in 1995, and that majority grew to 74 percent in 2019.

In both the master's/doctoral and research university categories, faculty employment shifted from predominantly tenure-line to predominantly contingent during this period. That shift was more rapid at master's and doctoral universities, from 46 percent contingent in 1995 to 71 percent in 2019, a rise of 25 percentage points. In research universities, the faculty moved from 43 percent contingent in 1995 to 54 percent in 2019, an increase of 9 percentage points.

⁷ Combined percentage counts may not add to 100 due to rounding.

Figure 9. Faculty Employment Status, by Institutional Category, 1995–2019

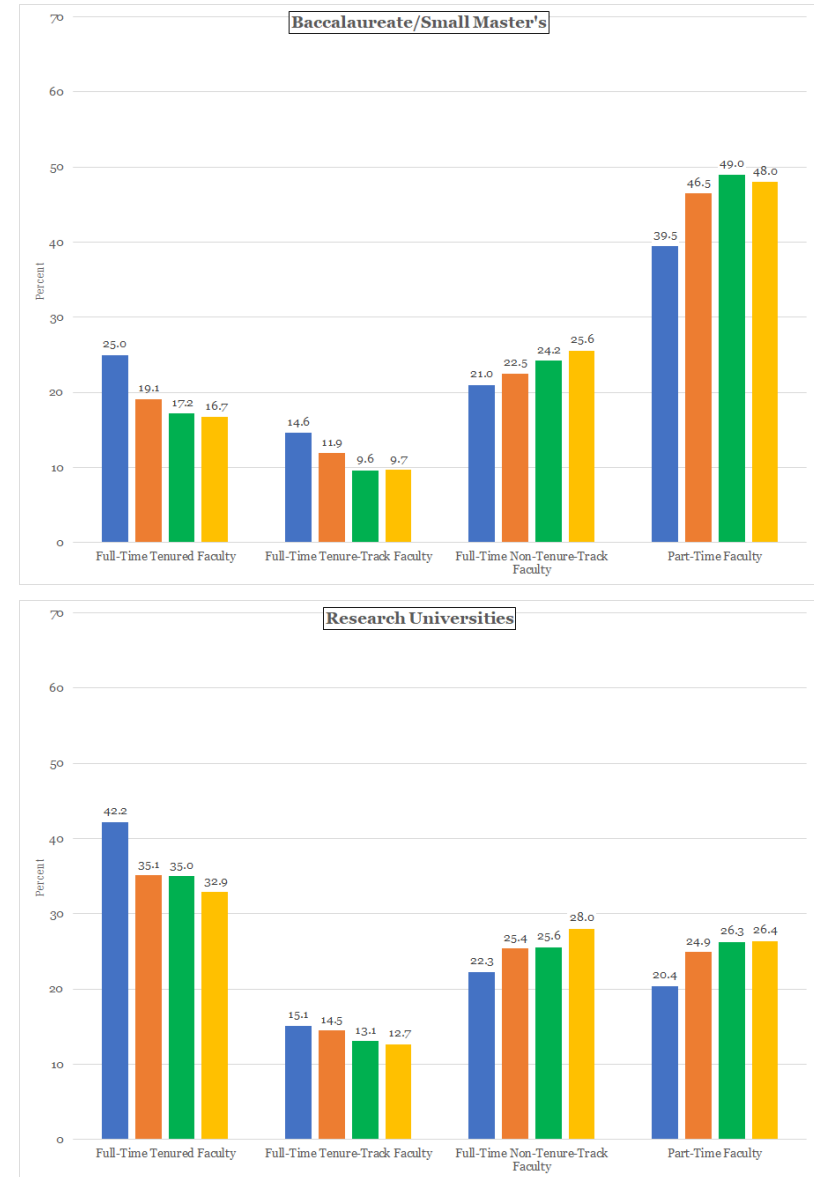
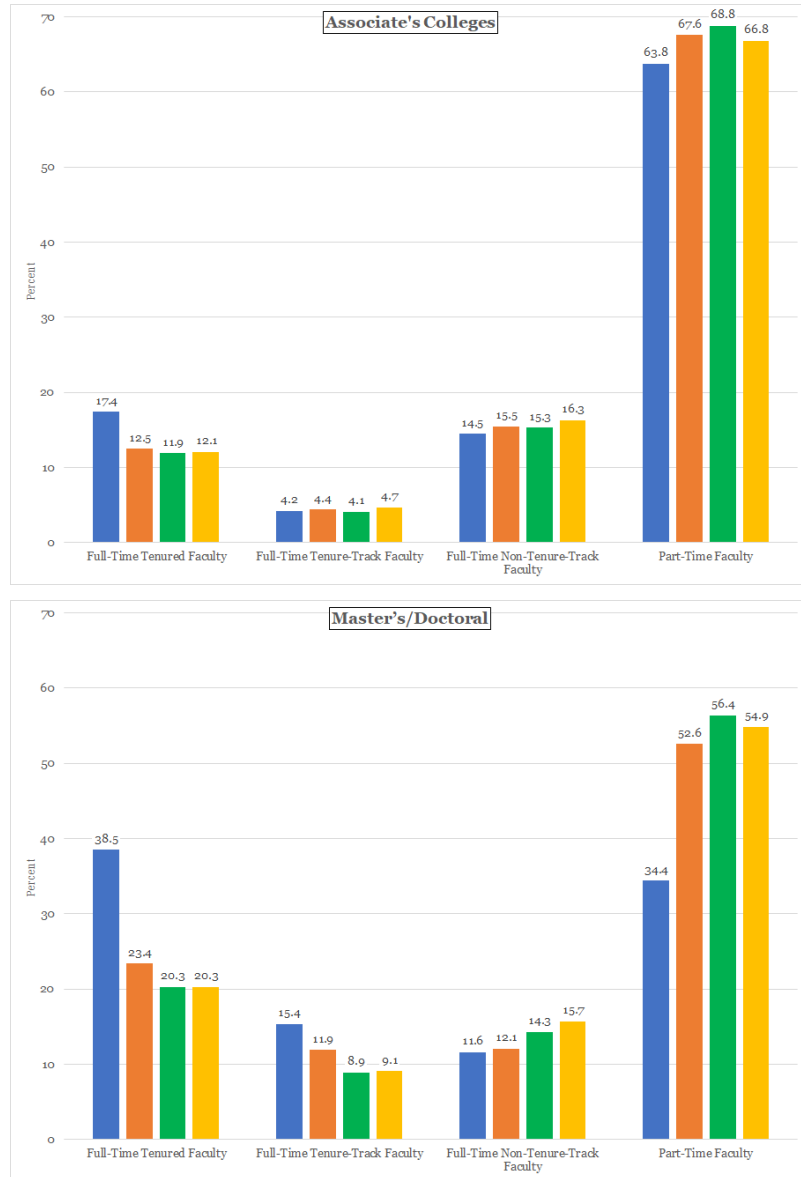


Figure 10. Contingent Employment among Faculty, by Institutional Category, 1995–2019

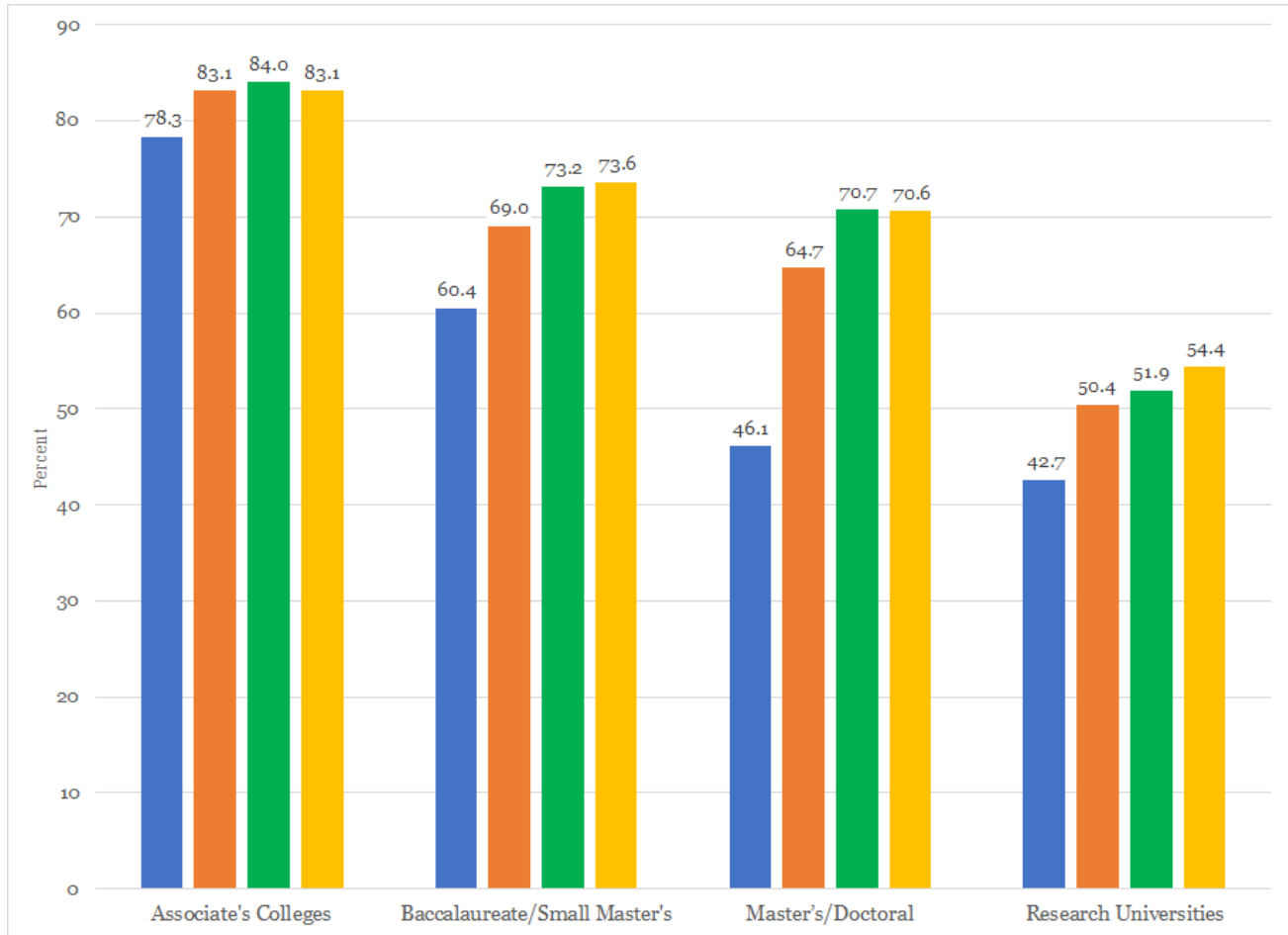


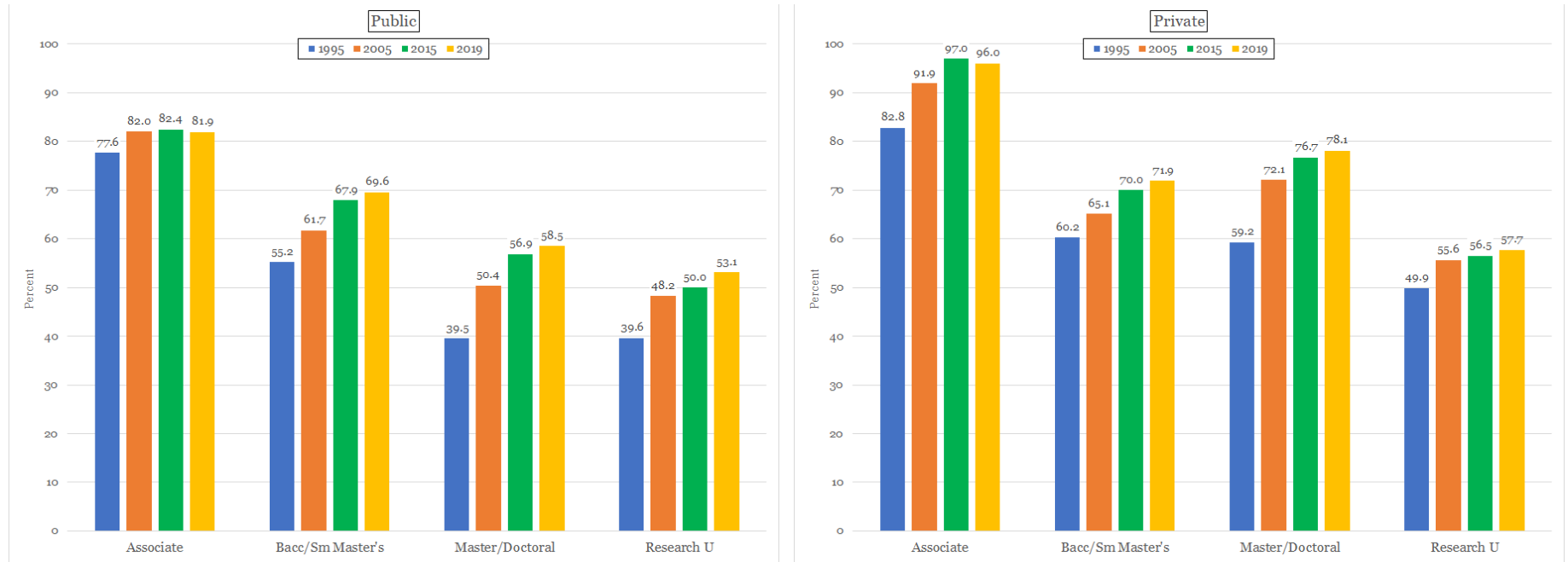
Figure 11 adds the other aspect of institution type, institutional control, to the faculty employment tabulations. As before, it is separated into side-by-side public and private charts for ease of comparison, and for-profit institutions are not included. Full counts for all institution types are in appendix tables 8.1-8.3.

Employment of contingent faculty members predominates at associate's degree colleges in both the public and private sectors. At public community colleges, the contingent (primarily part-time) proportion rose from 78 to 82 percent over the period. The level of contingency in private associate's degree colleges was even higher, although we must note again that there are relatively few colleges in that sector. In the baccalaureate/small master's category,

private institutions again consistently employed a larger proportion of contingent faculty, although the pace of growth in contingency was slightly greater at public (14 percentage point growth) than private (12 percentage point growth) institutions.

In both the master's/doctoral and research university categories, we see that the aforementioned shift to majority contingent employment occurred in the public sector—where the institutions also tend to be larger—while private universities were already employing a majority of contingent faculty in 1995. Public master's and doctoral universities went from 40 percent contingent faculty in 1995 to 59 percent in 2019, while the contingent proportion rose from 59 to 78 percent at private institutions in that

Figure 11. Contingent Employment among Faculty,
by Institutional Category and Control, 1995–2019



category over the same period. At public research universities, 40 percent of faculty were employed in contingent appointments in 1995 and the proportion grew to 53 percent in 2019, while the private research universities were already at 50 percent contingent faculty in 1995 and increased contingent employment somewhat more slowly to 58 percent in 2019.

The trends shown in this section limited to faculty alone are more dramatic than those for instructional staff in the previous section, given that graduate student employees formed an essentially constant proportion of the total instructional staff. The dramatic shift from tenure-line to contingent faculty employment that has captured our attention in the last two decades is seen here to have been primarily a phenomenon of public master's/doctoral and research universities, which also employ the largest numbers of faculty. Part-time faculty appointments have long predominated in community colleges and contingent appointments formed the majority of the faculty in baccalaureate colleges and small master's universities throughout. This section, like the one that precedes it, demonstrates the importance of disaggregating academic employment status analysis by institutional type.

Conclusion

Although the “seismic shift”⁸ toward contingency in academic employment has been well documented for close to three decades, this report again shows the importance of examining the details of the long-term trend. The situation differs by institution type, the change in employment has not been equivalent for specific employment statuses, and the trend has not been uniform across time.

The primary purpose of this report is to make important data available and accessible, so I have included only a minimum of analysis. I am making the data files used to compile this report available through the CSAL website, to encourage others to make use of the data to explore further questions regarding academic employment.

In a time of global health pandemic and economic recession, I even ask myself why a report on trends in academic employment is worth compiling. Yet as I write, 2021 election results have just been announced and serve as yet another reminder that the sometimes-violent reaction against expertise, science, and efforts to create a more just and inclusive society, exemplified by the Trump presidency and the cataclysmic events of 2020, has not faded into history. The recent attacks on critical race theory are but the latest example of the longstanding resistance to academic and activist efforts to unearth and disseminate a true accounting of American history and society. And who will continue that search for truth in the face of such attacks, if American colleges and universities continue to be characterized by the “gig” employment practices that have transformed other sectors of our labor force? (Kezar et al. 2019)

A data report alone will not stop attempts to silence those who seek the truth, but I offer it as one more tool in that ongoing search and struggle. Use it for good.

A Note on the Data

Most terms used in this report are drawn from the original data sources. The following terms are specific to this tabulation:

⁸ The phrase comes from Jack Shuster and Martin Finkelstein's 2006 classic, *The American Faculty*, cited in Finkelstein et al. (2016).

Instructional Staff. Includes all full- and part-time faculty members and graduate student employees.

Graduate Student Employees.

Individuals included in this category are only those who are reported in the employment survey under the label “graduate assistants” or “instruction/research assistants.” Defined as part-time employees beginning in the mid-1980s.

Faculty. Includes all full- and part-time faculty members.

Contingent. Includes the following employment categories, as appropriate for the specific table: full-time non-tenure-track faculty members, part-time faculty members, and graduate student employees.

All of the totals and percentages presented in the report are drawn from what is essentially a census of the population of higher education institutions, so no tests of statistical significance or confidence intervals are necessary.

Data source citations

With regard to the sources for data, this report can be divided into two sections: the published historical trend going back to 1975 and 1976, and the original tabulations beginning with fall 2011. All data are drawn from the US Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), “Fall Staff” component. (Data for

1975 and 1976 were from the predecessor data collection, the Higher Education General Information Survey [HEGIS].) IPEDS is a comprehensive census of all employees in higher education, as well as other institutional data components. Because institutions are mandated to provide accurate data for IPEDS in order to maintain eligibility for federal funding, IPEDS represents the most comprehensive source of data available.

Prior to 2002, the Fall Staff collection was the only comprehensive source for data on instructional staff employment status, and was completed in odd-numbered years. Beginning with 2002, IPEDS included a new Employees by Assigned Position (EAP) component. The EAP and Fall Staff components differ in the institutions included, so in order to maintain continuity for the historical trend analysis, only Fall Staff figures for odd-numbered years are included here.

Published historical trend data

The historical data used to produce the figures and tables in this report were compiled from published sources wherever possible, and the table below provides specific sources. All publications referenced below are from the US Department of Education, National Center for Education Statistics (<https://nces.ed.gov/pubsearch/getpubcats.asp?sid=010>). Data for years between 1975-76 and 1989, as well as 1991 and 1997, were not available.

Sources for Published Data

Year	Item	Source
1975 and 1989	Full-time faculty by tenure status	Total count of full-time faculty and percentages by race/ethnicity are from <i>Fall Staff in Postsecondary Institutions 1993</i> , table 9, page 27. Percent breakdown by tenure status and race/ethnicity is in table 10, page 29. These figures were used to construct the overall estimate by tenure status.
1976/1989	Part-time faculty	<i>Fall Staff in Postsecondary Institutions 1993</i> , table 8, page 26
1976	Graduate student employees	<i>Digest of Education Statistics 2001</i> , Table 224
1989	Graduate student employees	<i>Digest of Education Statistics 1995</i> , Table 214
1993	Full-time faculty by tenure status	<i>Fall Staff in Postsecondary Institutions 1993</i> , table B-7a
	Part-time faculty, graduate student employees	<i>Fall Staff in Postsecondary Institutions 1993</i> , table B-1a
1995	Full-time faculty by tenure status	<i>Fall Staff in Postsecondary Institutions, 1995</i> , table B-7a
	Part-time faculty, graduate student employees	<i>Fall Staff in Postsecondary Institutions, 1995</i> , table B-6a
1999	Full-time faculty by tenure status	<i>Statistics in Brief (Compendium): Employees in Postsecondary Institutions, Fall 1999</i> , table 5
	Part-time faculty, graduate student employees	<i>Statistics in Brief (Compendium): Employees in Postsecondary Institutions, Fall 1999</i> , table 4
2001	Full-time faculty by tenure status	<i>Staff in Postsecondary Institutions, Fall 2001</i> , tables 17-19
	Part-time faculty, graduate student employees	<i>Staff in Postsecondary Institutions, Fall 2001</i> , table 5
2003	Full-time faculty by tenure status	<i>Staff in Postsecondary Institutions, Fall 2003</i> , table 5
	Part-time faculty, graduate student employees	<i>Staff in Postsecondary Institutions, Fall 2003</i> , table 2

(Table continued on following page)

Sources for Published Data (continued)

2005	Full-time faculty by tenure status	<i>Employees in Postsecondary Institutions, Fall 2005, table 4</i>
	Part-time faculty, graduate student employees	<i>Employees in Postsecondary Institutions, Fall 2005, table 3</i>
2007	Full-time faculty by tenure status	<i>Employees in Postsecondary Institutions, Fall 2007, table 4</i>
	Part-time faculty, graduate student employees	<i>Employees in Postsecondary Institutions, Fall 2007, table 3</i>
2009	Full-time faculty by tenure status	<i>Employees in Postsecondary Institutions, Fall 2009, table 6</i>
	Part-time faculty, graduate student employees	<i>Employees in Postsecondary Institutions, Fall 2009, table 5</i>

Original data tabulations

As noted above, the data for years beginning with 2011 in this report are drawn from IPEDS, specifically from the “Fall Staff” section of what is now the Human Resources component. The analysis was completed on raw data files downloaded from the IPEDS “Use the Data” page (<https://nces.ed.gov/ipeds/use-the-data>). The data are compiled for all degree-granting institutions that reported employing instructional staff in each respective year. (The institution count in a given year may include a few that are in the data file but reported zero faculty members.) The institutional records selected for the tabulations are those listed as degree-granting and participating in federal Title IV financial aid programs. (The use of the Title IV criterion is typical in NCES published tabulations, and serves as a proxy for institutional accreditation.) Selection of institutional records is based on data from the IPEDS Institutional Characteristics component, specifically the header (HD) records file.

The tabulations of employment status by institutional category and control for all four time points (1995, 2005, 2015, 2019) were also created using the original IPEDS data files.

Counts of staff members are reported by each institution in the aggregate according to the reporting categories established by IPEDS. That means individuals, especially those faculty members employed part-time, may be double counted.

The IPEDS data do not actually use the term “faculty.” Instead, they denote “employees whose primary responsibility is instruction, research, and/or public service,” or words to that effect.

Depending on the source file, counts may be split by these various “responsibilities.” I have utilized the figure labeled for all of these functions combined wherever possible.

For the categorization of faculty positions as “tenure-line” (tenured or tenure-track) or “contingent,” I have included all part-time positions in that employment status and in the broader contingent category. IPEDS does enable reporting of part-time tenured and tenure-track positions.

According to a tabulation in the most recent AAUP report, these “part-time tenure-line” positions make up about 0.6 percent of the total faculty (AAUP 2021: table F, p. 16, my calculations). The positions are included as contingent in this report, whereas they would be counted as tenure-line in the AAUP categorization.

Report figures and tables that are broken out by “institutional category” utilize the

Carnegie basic classification variable available in the IPEDS “header” (Institutional Characteristics) file for the given year. I have adapted the Carnegie basic classification into four categories: Associate’s Colleges, Baccalaureate Colleges and Small Master’s Universities, Larger Master’s and Doctoral Universities, and Research Universities.⁹ Some of the appendix tables provide breakouts for all four categories.

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⁹ More information on the Carnegie Classification and changes over time is available at <https://carnegieclassifications.iu.edu>

Appendix. Detailed tables

Table 1. Instructional Staff Employment Status, 1975/1976 to 2019

	Fall 1975 or 1976		Fall 1989		Fall 1993		Fall 1995	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	227,381	28.6	272,661	27.6	279,424	25.0	284,870	24.8
Full-Time Tenure-Track Faculty	126,300	15.9	112,593	11.4	114,278	10.2	110,311	9.6
Full-Time Non-Tenure-Track Faculty	80,883	10.2	139,173	14.1	152,004	13.6	155,641	13.6
Part-Time Faculty	199,139	25.1	299,794	30.4	369,768	33.1	380,884	33.2
Graduate Student Employees	160,086	20.2	163,298	16.5	202,819	18.1	215,909	18.8
Total	793,789	100.0	987,518	100.0	1,118,293	100.0	1,147,615	100.0
Contingent Instructional Staff	440,108	55.4	602,265	61.0	724,591	64.8	752,434	65.6
	Fall 1999		Fall 2001		Fall 2003		Fall 2005	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	281,984	21.8	278,825	20.3	282,429	19.3	283,434	17.8
Full-Time Tenure-Track Faculty	114,855	8.9	125,811	9.2	128,602	8.8	131,140	8.2
Full-Time Non-Tenure-Track Faculty	196,535	15.2	213,232	15.5	219,388	15.0	235,171	14.8
Part-Time Faculty	460,377	35.5	495,315	36.0	543,137	37.0	624,753	39.3
Graduate Student Employees	242,525	18.7	261,136	19.0	292,801	20.0	317,146	19.9
Total	1,296,276	100.1	1,374,319	100.0	1,466,357	100.1	1,591,644	100.0
Contingent Instructional Staff	899,437	69.4	969,683	70.6	1,055,326	72.0	1,177,070	74.0

(Table continued on following page)

Table 1 (continued). Instructional Staff Employment Status, 1975/1976 to 2019

	Fall 2007		Fall 2009		Fall 2011		Fall 2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	290,581	17.2	297,460	16.8	308,103	16.6	306,989	17.0
Full-Time Tenure-Track Faculty	134,826	8.0	135,250	7.6	128,199	6.9	124,619	6.9
Full-Time Non-Tenure-Track Faculty	251,361	14.9	266,441	15.1	290,749	15.7	267,831	14.8
Part-Time Faculty	684,668	40.5	727,098	41.1	768,430	41.5	740,642	41.0
Graduate Student Employees	328,979	19.5	342,393	19.4	356,743	19.3	364,533	20.2
Total	1,690,415	100.1	1,768,642	100.0	1,852,224	100.0	1,804,614	99.9
Contingent Instructional Staff	1,265,008	74.8	1,335,932	75.5	1,415,922	76.4	1,373,006	76.1
	Fall 2015		Fall 2017		Fall 2019			
	Number	Percent	Number	Percent	Number	Percent		
Full-Time Tenured Faculty	307,196	17.0	301,441	16.7	302,829	16.7		
Full-Time Tenure-Track Faculty	126,167	7.0	130,096	7.2	129,306	7.1		
Full-Time Non-Tenure-Track Faculty	277,400	15.3	286,943	15.9	300,427	16.6		
Part-Time Faculty	732,351	40.4	710,217	39.3	694,858	38.3		
Graduate Student Employees	367,990	20.3	377,625	20.9	385,295	21.3		
Total	1,811,104	100.0	1,806,322	100.0	1,812,715	100.0		
Contingent Instructional Staff	1,377,741	76.1	1,374,785	76.1	1,380,580	76.2		

Notes. 1975/1976: Figures for full-time faculty are for 1975 and are estimated; all other figures are for 1976. For 1976, full- and part-time graduate student employees are included; in later years all were part-time by definition.

Table 2. Change in Instructional Staff Employment, 1975/1976 to 2019, by Time Period

	1975/76–1989	1989–1999	1999–2009	2009–2019	1975/76–2019
Full-Time Tenured Faculty	19.9	3.4	5.5	1.8	33.2
Full-Time Tenure-Track Faculty	-10.9	2.0	17.8	-4.4	2.4
Full-Time Non-Tenure-Track Faculty	72.1	41.2	35.6	12.8	271.4
Part-Time Faculty	50.5	53.6	57.9	-4.4	248.9
Graduate Student Employees	2.0	48.5	41.2	12.5	140.7
Total Instructional Staff	24.4	31.3	36.4	2.5	128.4
Contingent Instructional Staff	36.8	49.3	48.5	3.3	213.7
Tenured/Tenure-Track Faculty	8.9	3.0	9.0	-0.1	22.2

Table 3. Faculty Employment Status, 1975/1976 to 2019

	Fall 1975 or 1976		Fall 1989		Fall 1993		Fall 1995	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	227,381	28.6	272,661	27.6	279,424	25.0	284,870	24.8
Full-Time Tenure-Track Faculty	126,300	15.9	112,593	11.4	114,278	10.2	110,311	9.6
Full-Time Non-Tenure-Track Faculty	80,883	10.2	139,173	14.1	152,004	13.6	155,641	13.6
Part-Time Faculty	199,139	25.1	299,794	30.4	369,768	33.1	380,884	33.2
Total	633,703	100.0	824,220	100.1	915,474	100.0	931,706	100.0
Contingent Faculty	280,022	44.2	438,967	53.3	521,772	57.0	536,525	57.6
	Fall 1999		Fall 2001		Fall 2003		Fall 2005	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	281,984	21.8	278,825	20.3	282,429	19.3	283,434	17.8
Full-Time Tenure-Track Faculty	114,855	8.9	125,811	9.2	128,602	8.8	131,140	8.2
Full-Time Non-Tenure-Track Faculty	196,535	15.2	213,232	15.5	219,388	15.0	235,171	14.8
Part-Time Faculty	460,377	35.5	495,315	36.0	543,137	37.0	624,753	39.3
Total	1,053,751	100.1	1,113,183	100.0	1,173,556	100.1	1,274,498	100.0
Contingent Faculty	656,912	62.3	708,547	63.7	762,525	65.0	859,924	67.5

(Table continued on following page)

Table 3 (continued). Faculty Employment Status, 1975/1976 to 2019

	Fall 2007		Fall 2009		Fall 2011		Fall 2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	290,581	17.2	297,460	16.8	308,103	16.6	306,989	17.0
Full-Time Tenure-Track Faculty	134,826	8.0	135,250	7.6	128,199	6.9	124,619	6.9
Full-Time Non-Tenure-Track Faculty	251,361	14.9	266,441	15.1	290,749	15.7	267,831	14.8
Part-Time Faculty	684,668	40.5	727,098	41.1	768,430	41.5	740,642	41.0
Total	1,361,436	100.0	1,426,249	100.1	1,495,481	100.0	1,440,081	100.0
Contingent Faculty	936,029	68.8	993,539	69.7	1,059,179	70.8	1,008,473	70.0
	Fall 2015		Fall 2017		Fall 2019			
	Number	Percent	Number	Percent	Number	Percent		
Full-Time Tenured Faculty	307,196	17.0	301,441	16.7	302,829	16.7		
Full-Time Tenure-Track Faculty	126,167	7.0	130,096	7.2	129,306	7.1		
Full-Time Non-Tenure-Track Faculty	277,400	15.3	286,943	15.9	300,427	16.6		
Part-Time Faculty	732,351	40.4	710,217	39.3	694,858	38.3		
Total	1,443,114	99.9	1,428,697	100.0	1,427,420	100.0		
Contingent Faculty	1,009,751	70.0	997,160	69.8	995,285	69.7		

Notes. 1975/1976: Figures for full-time faculty are for 1975 and are estimated; all other figures are for 1976.

Table 4. Change in Faculty Employment, 1975/1976 to 2019, by Time Period

	1975/76–1989	1989–1999	1999–2009	2009–2019	1975/76–2019
Full-Time Tenured Faculty	19.9	3.4	5.5	1.8	33.2
Full-Time Tenure-Track Faculty	-10.9	2.0	17.8	-4.4	2.4
Full-Time Non-Tenure-Track Faculty	72.1	41.2	35.6	12.8	271.4
Part-Time Faculty	50.5	53.6	57.9	-4.4	248.9
All Faculty	30.1	27.8	35.3	0.1	125.3
Contingent Faculty	56.8	49.6	51.2	0.2	255.4
Tenured/Tenure-Track Faculty	8.9	3.0	9.0	-0.1	22.2

Table 5. Instructional Staff Employment Status, by Institutional Category, 1995–2019

	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	51,037	17.2	43,453	23.5	96,790	32.9	97,893	25.0
Full-Time Tenure-Track Faculty	12,414	4.2	25,385	13.7	38,652	13.1	35,080	8.9
Full-Time Non-Tenure-Track Faculty	42,385	14.3	36,497	19.7	29,209	9.9	51,749	13.2
Part-Time Faculty	186,799	63.0	68,671	37.1	86,515	29.4	47,216	12.0
Graduate Student Employees	3,761	1.3	10,871	5.9	43,026	14.6	160,365	40.9
Total	296,396	100.0	184,877	99.9	294,192	99.9	392,303	100.0
N of institutions	1,452		1,723		682		125	
Contingent Instructional Staff	232,945	78.6	116,039	62.8	158,750	54.0	259,330	66.1
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	48,781	12.5	42,283	18.3	74,735	21.0	122,346	19.7
Full-Time Tenure-Track Faculty	17,244	4.4	26,219	11.4	38,008	10.7	50,605	8.2
Full-Time Non-Tenure-Track Faculty	60,268	15.5	49,844	21.6	38,472	10.8	88,690	14.3
Part-Time Faculty	263,334	67.5	102,706	44.5	167,886	47.2	86,906	14.0
Graduate Student Employees	432	0.1	9,651	4.2	36,733	10.3	271,146	43.8
Total	390,059	100.0	230,703	100.0	355,834	100.0	619,693	100.0
N of institutions	1,646		1,519		638		199	
Contingent Instructional Staff	324,034	83.1	162,201	70.3	243,091	68.3	446,742	72.1

(Table 5 continued on following page)

Table 5 (continued). Instructional Staff Employment Status, by Institutional Category, 1995–2019

	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	50,543	11.9	39,330	16.3	80,787	18.4	136,536	19.4
Full-Time Tenure-Track Faculty	17,566	4.1	21,994	9.1	35,492	8.1	51,115	7.3
Full-Time Non-Tenure-Track Faculty	65,069	15.3	55,502	23.0	56,909	12.9	99,920	14.2
Part-Time Faculty	293,258	68.8	112,182	46.5	224,132	51.0	102,779	14.6
Graduate Student Employees	57	0.0	12,439	5.2	42,169	9.6	313,325	44.5
Total	426,493	100.1	241,447	100.1	439,489	100.0	703,675	100.0
N of institutions	1,996		1,719		787		220	
Contingent Instructional Staff	358,384	84.0	180,123	74.6	323,210	73.5	516,024	73.3
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	47,436	12.1	37,020	15.7	79,712	18.2	138,661	18.5
Full-Time Tenure-Track Faculty	18,509	4.7	21,524	9.1	35,646	8.2	53,627	7.2
Full-Time Non-Tenure-Track Faculty	63,781	16.3	56,893	24.2	61,863	14.1	117,890	15.7
Part-Time Faculty	261,123	66.8	106,617	45.3	215,756	49.3	111,362	14.9
Graduate Student Employees	57	0.0	13,187	5.6	44,226	10.1	327,825	43.7
Total	390,906	99.9	235,241	99.9	437,203	99.9	749,365	100.0
N of institutions	1,602		1,470		785		220	
Contingent Instructional Staff	324,961	83.1	176,697	75.1	321,845	73.6	557,077	74.3

(Table 5 continued on following page)

Table 5 (continued). Instructional Staff Employment Status, by Institutional Category, 1995–2019

	All Institutions	
	Number	Percent
1995		
Full-Time Tenured Faculty	289,173	24.8
Full-Time Tenure-Track Faculty	111,531	9.6
Full-Time Non-Tenure-Track Faculty	159,840	13.7
Part-Time Faculty	389,201	33.3
Graduate Student Employees	218,023	18.7
Total	1,167,768	100.1
N of institutions	3,982	
Contingent Instructional Staff	767,064	65.7
2005		
Full-Time Tenured Faculty	288,145	18.1
Full-Time Tenure-Track Faculty	132,076	8.3
Full-Time Non-Tenure-Track Faculty	237,274	14.9
Part-Time Faculty	620,832	38.9
Graduate Student Employees	317,962	19.9
Total	1,596,289	100.1
N of institutions	4,002	
Contingent Instructional Staff	1,176,068	73.7

(Table 5 continued on following page)

Table 5 (continued). Instructional Staff Employment Status, by Institutional Category, 1995–2019

	All Institutions	
	Number	Percent
2015		
Full-Time Tenured Faculty	307,196	17.0
Full-Time Tenure-Track Faculty	126,167	7.0
Full-Time Non-Tenure-Track Faculty	277,400	15.3
Part-Time Faculty	732,351	40.4
Graduate Student Employees	367,990	20.3
Total	1,811,104	100.0
N of institutions	4,722	
Contingent Instructional Staff	1,377,741	76.1
2019		
Full-Time Tenured Faculty	302,829	16.7
Full-Time Tenure-Track Faculty	129,306	7.1
Full-Time Non-Tenure-Track Faculty	300,427	16.6
Part-Time Faculty	694,858	38.3
Graduate Student Employees	385,295	21.3
Total	1,812,715	100.0
N of institutions	4,077	
Contingent Instructional Staff	1,380,580	76.2

Table 6.1. Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	49,910	17.8	15,855	27.0	74,558	36.5	74,941	24.8
Full-Time Tenure-Track Faculty	11,991	4.3	8,352	14.2	27,897	13.7	23,289	7.7
Full-Time Non-Tenure-Track Faculty	35,785	12.8	12,360	21.0	19,950	9.8	36,222	12.0
Part-Time Faculty	179,021	63.9	17,482	29.7	47,079	23.0	28,116	9.3
Graduate Student Employees	3,413	1.2	4,764	8.1	34,776	17.0	139,734	46.2
Total	280,120	100.0	58,813	100.0	204,260	100.0	302,302	100.0
N of institutions	1,028		215		321		85	
Contingent Instructional Staff	218,219	77.9	34,606	58.8	101,805	49.8	204,072	67.5
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	48,278	13.2	16,609	22.3	51,236	27.5	92,099	19.7
Full-Time Tenure-Track Faculty	17,104	4.7	9,726	13.0	25,831	13.9	35,139	7.5
Full-Time Non-Tenure-Track Faculty	48,780	13.4	17,694	23.7	20,153	10.8	60,028	12.8
Part-Time Faculty	249,986	68.6	24,808	33.3	58,291	31.3	58,248	12.5
Graduate Student Employees	385	0.1	5,753	7.7	30,534	16.4	222,223	47.5
Total	364,533	100.0	74,590	100.0	186,045	99.9	467,737	100.0
N of institutions	1,049		244		271		139	
Contingent Instructional Staff	299,151	82.1	48,255	64.7	108,978	58.6	340,499	72.8

(Table 6.1 continued on following page)

Table 6.1 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	50,253	13.0	13,504	19.3	53,113	25.6	101,292	19.2
Full-Time Tenure-Track Faculty	17,471	4.5	6,432	9.2	22,563	10.9	36,221	6.9
Full-Time Non-Tenure-Track Faculty	54,318	14.1	19,093	27.2	24,336	11.7	67,586	12.8
Part-Time Faculty	263,444	68.3	22,987	32.8	75,380	36.3	69,994	13.3
Graduate Student Employees	16	0.0	8,124	11.6	32,473	15.6	252,258	47.8
Total	385,502	99.9	70,140	100.1	207,865	100.1	527,351	100.0
N of institutions	1,026		210		309		156	
Contingent Instructional Staff	317,778	82.4	50,204	71.6	132,189	63.6	389,838	73.9
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	47,234	13.0	12,233	18.1	52,708	24.4	102,742	18.3
Full-Time Tenure-Track Faculty	18,367	5.1	5,960	8.8	22,987	10.6	39,187	7.0
Full-Time Non-Tenure-Track Faculty	54,997	15.2	19,450	28.7	27,408	12.7	83,412	14.9
Part-Time Faculty	242,330	66.8	22,242	32.8	79,412	36.8	77,023	13.7
Graduate Student Employees	20	0.0	7,833	11.6	33,516	15.5	258,421	46.1
Total	362,948	100.1	67,718	100.0	216,031	100.0	560,785	100.0
N of institutions	1,014		203		306		156	
Contingent Instructional Staff	297,347	81.9	49,525	73.1	140,336	65.0	418,856	74.7

(Table 6.1 continued on following page)

Table 6.1 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public	All Institutions	
1995	Number	Percent
Full-Time Tenured Faculty	215,264	25.5
Full-Time Tenure-Track Faculty	71,529	8.5
Full-Time Non-Tenure-Track Faculty	104,317	12.3
Part-Time Faculty	271,698	32.1
Graduate Student Employees	182,687	21.6
Total	845,495	100.0
N of institutions	1,649	
Contingent Instructional Staff	558,702	66.1
2005	Number	Percent
Full-Time Tenured Faculty	208,222	19.1
Full-Time Tenure-Track Faculty	87,800	8.0
Full-Time Non-Tenure-Track Faculty	146,655	13.4
Part-Time Faculty	391,333	35.8
Graduate Student Employees	258,895	23.7
Total	1,092,905	100.0
N of institutions	1,703	
Contingent Instructional Staff	796,883	72.9

(Table 6.1 continued on following page)

Table 6.1 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		218,162	18.3
Full-Time Tenure-Track Faculty		82,687	6.9
Full-Time Non-Tenure-Track Faculty		165,333	13.9
Part-Time Faculty		431,805	36.3
Graduate Student Employees		292,871	24.6
Total		1,190,858	100.0
N of institutions		1,701	
Contingent Instructional Staff		890,009	74.7

2019		Number	Percent
Full-Time Tenured Faculty		214,917	17.8
Full-Time Tenure-Track Faculty		86,501	7.2
Full-Time Non-Tenure-Track Faculty		185,267	15.3
Part-Time Faculty		421,007	34.9
Graduate Student Employees		299,790	24.8
Total		1,207,482	100.0
N of institutions		1,679	
Contingent Instructional Staff		906,064	75.0

Table 6.2. Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	918	11.6	27,568	23.5	22,230	24.9	22,952	25.5
Full-Time Tenure-Track Faculty	420	5.3	17,024	14.5	10,755	12.1	11,791	13.1
Full-Time Non-Tenure-Track Faculty	2,677	33.9	22,727	19.4	9,182	10.3	15,527	17.3
Part-Time Faculty	3,756	47.6	44,817	38.2	38,774	43.5	19,100	21.2
Graduate Student Employees	121	1.5	5,287	4.5	8,238	9.2	20,631	22.9
Total	7,892	99.9	117,423	100.1	89,179	100.0	90,001	100.0
N of institutions	194		1,397		337		40	
Contingent Instructional Staff	6,554	83.0	72,831	62.0	56,194	63.0	55,258	61.4
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	256	5.7	25,585	20.6	23,499	17.6	30,247	19.9
Full-Time Tenure-Track Faculty	107	2.4	16,444	13.2	12,177	9.1	15,466	10.2
Full-Time Non-Tenure-Track Faculty	1,770	39.3	25,789	20.8	16,338	12.2	28,662	18.9
Part-Time Faculty	2,365	52.5	52,585	42.3	75,642	56.5	28,658	18.9
Graduate Student Employees	7	0.2	3,808	3.1	6,199	4.6	48,923	32.2
Total	4,505	100.1	124,211	100.0	133,855	100.0	151,956	100.1
N of institutions	98		1,031		328		60	
Contingent Instructional Staff	4,142	91.9	82,182	66.2	98,179	73.3	106,243	69.9

(Table 6.2 continued on following page)

Table 6.2 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	206	2.0	25,666	18.2	27,665	15.0	35,244	20.0
Full-Time Tenure-Track Faculty	95	0.9	15,496	11.0	12,915	7.0	14,894	8.4
Full-Time Non-Tenure-Track Faculty	2,964	29.4	31,351	22.2	27,695	15.1	32,334	18.3
Part-Time Faculty	6,799	67.4	64,569	45.7	106,160	57.7	32,785	18.6
Graduate Student Employees	31	0.3	4,088	2.9	9,579	5.2	61,067	34.6
Total	10,095	100.0	141,170	100.0	184,014	100.0	176,324	99.9
N of institutions	169		1,108		408		64	
Contingent Instructional Staff	9,794	97.0	100,008	70.8	143,434	77.9	126,186	71.6
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	185	2.3	24,653	16.7	27,000	14.1	35,919	19.0
Full-Time Tenure-Track Faculty	142	1.7	15,543	10.5	12,659	6.6	14,440	7.7
Full-Time Non-Tenure-Track Faculty	2,329	28.4	33,588	22.7	30,857	16.1	34,478	18.3
Part-Time Faculty	5,506	67.2	69,055	46.7	110,581	57.7	34,339	18.2
Graduate Student Employees	29	0.4	5,187	3.5	10,509	5.5	69,404	36.8
Total	8,191	100.0	148,026	100.1	191,606	100.0	188,580	100.0
N of institutions	146		1,074		419		64	
Contingent Instructional Staff	7,864	96.0	107,830	72.8	151,947	79.3	138,221	73.3

(Table 6.2 continued on following page)

Table 6.2 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit		All Institutions	
1995		Number	Percent
Full-Time Tenured Faculty		73,668	24.2
Full-Time Tenure-Track Faculty		39,990	13.1
Full-Time Non-Tenure-Track Faculty		50,113	16.5
Part-Time Faculty		106,447	35.0
Graduate Student Employees		34,277	11.3
Total		304,495	100.1
N of institutions		1,968	
Contingent Instructional Staff		190,837	62.7
2005		Number	Percent
Full-Time Tenured Faculty		79,587	19.2
Full-Time Tenure-Track Faculty		44,194	10.7
Full-Time Non-Tenure-Track Faculty		72,559	17.5
Part-Time Faculty		159,250	38.4
Graduate Student Employees		58,937	14.2
Total		414,527	100.0
N of institutions		1,517	
Contingent Instructional Staff		290,746	70.1

(Table 6.2 continued on following page)

Table 6.2 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		88,781	17.4
Full-Time Tenure-Track Faculty		43,400	8.5
Full-Time Non-Tenure-Track Faculty		94,344	18.4
Part-Time Faculty		210,313	41.1
Graduate Student Employees		74,765	14.6
Total		511,603	100.0
N of institutions		1,749	
Contingent Instructional Staff		379,422	74.2

2019		Number	Percent
Full-Time Tenured Faculty		87,757	16.4
Full-Time Tenure-Track Faculty		42,784	8.0
Full-Time Non-Tenure-Track Faculty		101,252	18.9
Part-Time Faculty		219,481	40.9
Graduate Student Employees		85,129	15.9
Total		536,403	100.1
N of institutions		1,703	
Contingent Instructional Staff		405,862	75.7

Table 6.3. Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	209	2.5	30	0.3	2	0.3	0	n.a.
Full-Time Tenure-Track Faculty	3	0.0	9	0.1	0	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	3,923	46.8	1,410	16.3	77	10.2	0	n.a.
Part-Time Faculty	4,022	48.0	6,372	73.7	662	87.9	0	n.a.
Graduate Student Employees	227	2.7	820	9.5	12	1.6	0	n.a.
Total	8,384	100.0	8,641	99.9	753	100.0	0	
N of institutions	230		111		24		0	
Contingent Instructional Staff	8,172	97.5	8,602	99.5	751	99.7	0	n.a.
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	247	1.2	89	0.3	0	0.0	0	n.a.
Full-Time Tenure-Track Faculty	33	0.2	49	0.2	0	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	9,718	46.2	6,361	19.9	1,981	5.5	0	n.a.
Part-Time Faculty	10,983	52.2	25,313	79.3	33,953	94.5	0	n.a.
Graduate Student Employees	40	0.2	90	0.3	0	0.0	0	n.a.
Total	21,021	100.0	31,902	100.0	35,934	100.0	0	
N of institutions	499		244		39		0	
Contingent Instructional Staff	20,741	98.7	31,764	99.6	35,934	100.0	0	n.a.

(Table 6.3 continued on following page)

Table 6.3 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	84	0.3	160	0.5	9	0.0	0	n.a.
Full-Time Tenure-Track Faculty	0	0.0	66	0.2	14	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	7,787	25.2	5,058	16.8	4,878	10.2	0	n.a.
Part-Time Faculty	23,015	74.5	24,626	81.7	42,592	89.5	0	n.a.
Graduate Student Employees	10	0.0	227	0.8	117	0.2	0	n.a.
Total	30,896	100.0	30,137	100.0	47,610	99.9	0	
N of institutions	801		401		70		0	
Contingent Instructional Staff	30,812	99.7	29,911	99.3	47,587	100.0	0	n.a.
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	17	0.1	134	0.7	4	0.0	0	n.a.
Full-Time Tenure-Track Faculty	0	0.0	21	0.1	0	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	6,455	32.7	3,855	19.8	3,598	12.2	0	n.a.
Part-Time Faculty	13,287	67.2	15,320	78.6	25,763	87.1	0	n.a.
Graduate Student Employees	8	0.0	167	0.9	201	0.7	0	n.a.
Total	19,767	100.0	19,497	100.1	29,566	100.0	0	
N of institutions	442		193		60		0	
Contingent Instructional Staff	19,750	99.9	19,342	99.2	29,562	100.0	0	n.a.

(Table 6.3 continued on following page)

Table 6.3 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit		All Institutions	
1995		Number	Percent
Full-Time Tenured Faculty		241	1.4
Full-Time Tenure-Track Faculty		12	0.1
Full-Time Non-Tenure-Track Faculty		5,410	30.4
Part-Time Faculty		11,056	62.2
Graduate Student Employees		1,059	6.0
Total		17,778	100.1
N of institutions		365	
Contingent Instructional Staff		17,525	98.6
2005		Number	Percent
Full-Time Tenured Faculty		336	0.4
Full-Time Tenure-Track Faculty		82	0.1
Full-Time Non-Tenure-Track Faculty		18,060	20.3
Part-Time Faculty		70,249	79.1
Graduate Student Employees		130	0.1
Total		88,857	100.0
N of institutions		782	
Contingent Instructional Staff		88,439	99.5

(Table 6.3 continued on following page)

Table 6.3 (continued). Instructional Staff Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		253	0.2
Full-Time Tenure-Track Faculty		80	0.1
Full-Time Non-Tenure-Track Faculty		17,723	16.3
Part-Time Faculty		90,233	83.1
Graduate Student Employees		354	0.3
Total		108,643	100.0
N of institutions		1,272	
Contingent Instructional Staff		108,310	99.7

2019		Number	Percent
Full-Time Tenured Faculty		155	0.2
Full-Time Tenure-Track Faculty		21	0.0
Full-Time Non-Tenure-Track Faculty		13,908	20.2
Part-Time Faculty		54,370	79.0
Graduate Student Employees		376	0.5
Total		68,830	99.9
N of institutions		695	
Contingent Instructional Staff		68,654	99.7

Table 7. Faculty Employment Status, by Institutional Category, 1995–2019

	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	51,037	17.4	43,453	25.0	96,790	38.5	97,893	42.2
Full-Time Tenure-Track Faculty	12,414	4.2	25,385	14.6	38,652	15.4	35,080	15.1
Full-Time Non-Tenure-Track Faculty	42,385	14.5	36,497	21.0	29,209	11.6	51,749	22.3
Part-Time Faculty	186,799	63.8	68,671	39.5	86,515	34.4	47,216	20.4
Total	292,635	99.9	174,006	100.1	251,166	99.9	231,938	100.0
N of institutions	1,452		1,723		682		125	
Contingent Faculty	229,184	78.3	105,168	60.4	115,724	46.1	98,965	42.7
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	48,781	12.5	42,283	19.1	74,735	23.4	122,346	35.1
Full-Time Tenure-Track Faculty	17,244	4.4	26,219	11.9	38,008	11.9	50,605	14.5
Full-Time Non-Tenure-Track Faculty	60,268	15.5	49,844	22.5	38,472	12.1	88,690	25.4
Part-Time Faculty	263,334	67.6	102,706	46.5	167,886	52.6	86,906	24.9
Total	389,627	100.0	221,052	100.0	319,101	100.0	348,547	99.9
N of institutions	1,646		1,519		638		199	
Contingent Faculty	323,602	83.1	152,550	69.0	206,358	64.7	175,596	50.4

(Table 7 continued on following page)

Table 7 (continued). Faculty Employment Status, by Institutional Category, 1995–2019

	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	50,543	11.9	39,330	17.2	80,787	20.3	136,536	35.0
Full-Time Tenure-Track Faculty	17,566	4.1	21,994	9.6	35,492	8.9	51,115	13.1
Full-Time Non-Tenure-Track Faculty	65,069	15.3	55,502	24.2	56,909	14.3	99,920	25.6
Part-Time Faculty	293,258	68.8	112,182	49.0	224,132	56.4	102,779	26.3
Total	426,436	100.1	229,008	100.0	397,320	99.9	390,350	100.0
N of institutions	1,996		1,719		787		220	
Contingent Faculty	358,327	84.0	167,684	73.2	281,041	70.7	202,699	51.9
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	47,436	12.1	37,020	16.7	79,712	20.3	138,661	32.9
Full-Time Tenure-Track Faculty	18,509	4.7	21,524	9.7	35,646	9.1	53,627	12.7
Full-Time Non-Tenure-Track Faculty	63,781	16.3	56,893	25.6	61,863	15.7	117,890	28.0
Part-Time Faculty	261,123	66.8	106,617	48.0	215,756	54.9	111,362	26.4
Total	390,849	99.9	222,054	100.0	392,977	100.0	421,540	100.0
N of institutions	1,602		1,470		785		220	
Contingent Faculty	324,904	83.1	163,510	73.6	277,619	70.6	229,252	54.4

(Table 7 continued on following page)

Table 7 (continued). Faculty Employment Status, by Institutional Category, 1995–2019

		All Institutions	
1995		Number	Percent
Full-Time Tenured Faculty		289,173	30.4
Full-Time Tenure-Track Faculty		111,531	11.7
Full-Time Non-Tenure-Track Faculty		159,840	16.8
Part-Time Faculty		389,201	41.0
Total		949,745	99.9
N of institutions		3,982	
Contingent Faculty		549,041	57.8
2005		Number	Percent
Full-Time Tenured Faculty		288,145	22.5
Full-Time Tenure-Track Faculty		132,076	10.3
Full-Time Non-Tenure-Track Faculty		237,274	18.6
Part-Time Faculty		620,832	48.6
Total		1,278,327	100.0
N of institutions		4,002	
Contingent Faculty		858,106	67.1

(Table 7 continued on following page)

Table 7 (continued). Faculty Employment Status, by Institutional Category, 1995–2019

		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		307,196	21.3
Full-Time Tenure-Track Faculty		126,167	8.7
Full-Time Non-Tenure-Track Faculty		277,400	19.2
Part-Time Faculty		732,351	50.7
Total		1,443,114	99.9
N of institutions		4,722	
Contingent Faculty		1,009,751	70.0

2019		Number	Percent
Full-Time Tenured Faculty		302,829	21.2
Full-Time Tenure-Track Faculty		129,306	9.1
Full-Time Non-Tenure-Track Faculty		300,427	21.0
Part-Time Faculty		694,858	48.7
Total		1,427,420	100.0
N of institutions		4,077	
Contingent Faculty		995,285	69.7

Table 8.1. Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	49,910	18.0	15,855	29.3	74,558	44.0	74,941	46.1
Full-Time Tenure-Track Faculty	11,991	4.3	8,352	15.5	27,897	16.5	23,289	14.3
Full-Time Non-Tenure-Track Faculty	35,785	12.9	12,360	22.9	19,950	11.8	36,222	22.3
Part-Time Faculty	179,021	64.7	17,482	32.3	47,079	27.8	28,116	17.3
Total	276,707	99.9	54,049	100.0	169,484	100.1	162,568	100.0
N of institutions	1,028		215		321		85	
Contingent Faculty	214,806	77.6	29,842	55.2	67,029	39.5	64,338	39.6
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	48,278	13.3	16,609	24.1	51,236	32.9	92,099	37.5
Full-Time Tenure-Track Faculty	17,104	4.7	9,726	14.1	25,831	16.6	35,139	14.3
Full-Time Non-Tenure-Track Faculty	48,780	13.4	17,694	25.7	20,153	13.0	60,028	24.4
Part-Time Faculty	249,986	68.6	24,808	36.0	58,291	37.5	58,248	23.7
Total	364,148	100.0	68,837	99.9	155,511	100.0	245,514	99.9
N of institutions	1,049		244		271		139	
Contingent Faculty	298,766	82.0	42,502	61.7	78,444	50.4	118,276	48.2

(Table 8.1 continued on following page)

Table 8.1 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	50,253	13.0	13,504	21.8	53,113	30.3	101,292	36.8
Full-Time Tenure-Track Faculty	17,471	4.5	6,432	10.4	22,563	12.9	36,221	13.2
Full-Time Non-Tenure-Track Faculty	54,318	14.1	19,093	30.8	24,336	13.9	67,586	24.6
Part-Time Faculty	263,444	68.3	22,987	37.1	75,380	43.0	69,994	25.4
Total	385,486	99.9	62,016	100.1	175,392	100.1	275,093	100.0
N of institutions	1,026		210		309		156	
Contingent Faculty	317,762	82.4	42,080	67.9	99,716	56.9	137,580	50.0
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	47,234	13.0	12,233	20.4	52,708	28.9	102,742	34.0
Full-Time Tenure-Track Faculty	18,367	5.1	5,960	10.0	22,987	12.6	39,187	13.0
Full-Time Non-Tenure-Track Faculty	54,997	15.2	19,450	32.5	27,408	15.0	83,412	27.6
Part-Time Faculty	242,330	66.8	22,242	37.1	79,412	43.5	77,023	25.5
Total	362,928	100.1	59,885	100.0	182,515	100.0	302,364	100.1
N of institutions	1,014		203		306		156	
Contingent Faculty	297,327	81.9	41,692	69.6	106,820	58.5	160,435	53.1

(Table 8.1 continued on following page)

Table 8.1 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public	All Institutions	
1995	Number	Percent
Full-Time Tenured Faculty	215,264	32.5
Full-Time Tenure-Track Faculty	71,529	10.8
Full-Time Non-Tenure-Track Faculty	104,317	15.7
Part-Time Faculty	271,698	41.0
Total	662,808	100.0
N of institutions	1,649	
Contingent Faculty	376,015	56.7
2005	Number	Percent
Full-Time Tenured Faculty	208,222	25.0
Full-Time Tenure-Track Faculty	87,800	10.5
Full-Time Non-Tenure-Track Faculty	146,655	17.6
Part-Time Faculty	391,333	46.9
Total	834,010	100.0
N of institutions	1,703	
Contingent Faculty	537,988	64.5

(Table 8.1 continued on following page)

Table 8.1 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Public)

Public		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		218,162	24.3
Full-Time Tenure-Track Faculty		82,687	9.2
Full-Time Non-Tenure-Track Faculty		165,333	18.4
Part-Time Faculty		431,805	48.1
Total		897,987	100.0
N of institutions		1,701	
Contingent Faculty		597,138	66.5

2019		Number	Percent
Full-Time Tenured Faculty		214,917	23.7
Full-Time Tenure-Track Faculty		86,501	9.5
Full-Time Non-Tenure-Track Faculty		185,267	20.4
Part-Time Faculty		421,007	46.4
Total		907,692	100.0
N of institutions		1,679	
Contingent Faculty		606,274	66.8

Table 8.2. Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	918	11.8	27,568	24.6	22,230	27.5	22,952	33.1
Full-Time Tenure-Track Faculty	420	5.4	17,024	15.2	10,755	13.3	11,791	17.0
Full-Time Non-Tenure-Track Faculty	2,677	34.4	22,727	20.3	9,182	11.3	15,527	22.4
Part-Time Faculty	3,756	48.3	44,817	40.0	38,774	47.9	19,100	27.5
Total	7,771	99.9	112,136	100.1	80,941	100.0	69,370	100.0
N of institutions	194		1,397		337		40	
Contingent Faculty	6,433	82.8	67,544	60.2	47,956	59.2	34,627	49.9
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	256	5.7	25,585	21.2	23,499	18.4	30,247	29.4
Full-Time Tenure-Track Faculty	107	2.4	16,444	13.7	12,177	9.5	15,466	15.0
Full-Time Non-Tenure-Track Faculty	1,770	39.4	25,789	21.4	16,338	12.8	28,662	27.8
Part-Time Faculty	2,365	52.6	52,585	43.7	75,642	59.3	28,658	27.8
Total	4,498	100.1	120,403	100.0	127,656	100.0	103,033	100.0
N of institutions	98		1,031		328		60	
Contingent Faculty	4,135	91.9	78,374	65.1	91,980	72.1	57,320	55.6

(Table 8.2 continued on following page)

Table 8.2 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	206	2.0	25,666	18.7	27,665	15.9	35,244	30.6
Full-Time Tenure-Track Faculty	95	0.9	15,496	11.3	12,915	7.4	14,894	12.9
Full-Time Non-Tenure-Track Faculty	2,964	29.5	31,351	22.9	27,695	15.9	32,334	28.1
Part-Time Faculty	6,799	67.6	64,569	47.1	106,160	60.9	32,785	28.4
Total	10,064	100.0	137,082	100.0	174,435	100.1	115,257	100.0
N of institutions	169		1,108		408		64	
Contingent Faculty	9,763	97.0	95,920	70.0	133,855	76.7	65,119	56.5
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	185	2.3	24,653	17.3	27,000	14.9	35,919	30.1
Full-Time Tenure-Track Faculty	142	1.7	15,543	10.9	12,659	7.0	14,440	12.1
Full-Time Non-Tenure-Track Faculty	2,329	28.5	33,588	23.5	30,857	17.0	34,478	28.9
Part-Time Faculty	5,506	67.5	69,055	48.3	110,581	61.1	34,339	28.8
Total	8,162	100.0	142,839	100.0	181,097	100.0	119,176	99.9
N of institutions	146		1,074		419		64	
Contingent Faculty	7,835	96.0	102,643	71.9	141,438	78.1	68,817	57.7

(Table 8.2 continued on following page)

Table 8.2 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit		All Institutions	
1995		Number	Percent
Full-Time Tenured Faculty		73,668	27.3
Full-Time Tenure-Track Faculty		39,990	14.8
Full-Time Non-Tenure-Track Faculty		50,113	18.5
Part-Time Faculty		106,447	39.4
Total		270,218	100.0
N of institutions		1,968	
Contingent Faculty		156,560	57.9
2005		Number	Percent
Full-Time Tenured Faculty		79,587	22.4
Full-Time Tenure-Track Faculty		44,194	12.4
Full-Time Non-Tenure-Track Faculty		72,559	20.4
Part-Time Faculty		159,250	44.8
Total		355,590	100.0
N of institutions		1,517	
Contingent Faculty		231,809	65.2

(Table 8.2 continued on following page)

Table 8.2 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (Private)

Private Non-Profit		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		88,781	20.3
Full-Time Tenure-Track Faculty		43,400	9.9
Full-Time Non-Tenure-Track Faculty		94,344	21.6
Part-Time Faculty		210,313	48.1
Total		436,838	99.9
N of institutions		1,749	
Contingent Faculty		304,657	69.7

2019		Number	Percent
Full-Time Tenured Faculty		87,757	19.4
Full-Time Tenure-Track Faculty		42,784	9.5
Full-Time Non-Tenure-Track Faculty		101,252	22.4
Part-Time Faculty		219,481	48.6
Total		451,274	99.9
N of institutions		1,703	
Contingent Faculty		320,733	71.1

Table 8.3. Faculty Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
1995	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	209	2.6	30	0.4	2	0.3	0	n.a.
Full-Time Tenure-Track Faculty	3	0.0	9	0.1	0	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	3,923	48.1	1,410	18.0	77	10.4	0	n.a.
Part-Time Faculty	4,022	49.3	6,372	81.5	662	89.3	0	n.a.
Total	8,157	100.0	7,821	100.0	741	100.0	0	
N of institutions	230		111		24		0	
Contingent Faculty	7,945	97.4	7,782	99.5	739	99.7	0	n.a.
2005	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	247	1.2	89	0.3	0	0.0	0	n.a.
Full-Time Tenure-Track Faculty	33	0.2	49	0.2	0	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	9,718	46.3	6,361	20.0	1,981	5.5	0	n.a.
Part-Time Faculty	10,983	52.3	25,313	79.6	33,953	94.5	0	n.a.
Total	20,981	100.0	31,812	100.1	35,934	100.0	0	
N of institutions	499		244		39		0	
Contingent Faculty	20,701	98.7	31,674	99.6	35,934	100.0	0	n.a.

(Table 8.3 continued on following page)

Table 8.3 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit	Associate's Colleges		Baccalaureate/ Small Master's		Master's/ Doctoral		Research Universities	
2015	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	84	0.3	160	0.5	9	0.0	0	n.a.
Full-Time Tenure-Track Faculty	0	0.0	66	0.2	14	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	7,787	25.2	5,058	16.9	4,878	10.3	0	n.a.
Part-Time Faculty	23,015	74.5	24,626	82.3	42,592	89.7	0	n.a.
Total	30,886	100.0	29,910	99.9	47,493	100.0	0	
N of institutions	801		401		70		0	
Contingent Faculty	30,802	99.7	29,684	99.2	47,470	100.0	0	n.a.
2019	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-Time Tenured Faculty	17	0.1	134	0.7	4	0.0	0	n.a.
Full-Time Tenure-Track Faculty	0	0.0	21	0.1	0	0.0	0	n.a.
Full-Time Non-Tenure-Track Faculty	6,455	32.7	3,855	19.9	3,598	12.3	0	n.a.
Part-Time Faculty	13,287	67.2	15,320	79.3	25,763	87.7	0	n.a.
Total	19,759	100.0	19,330	100.0	29,365	100.0	0	
N of institutions	442		193		60		0	
Contingent Faculty	19,742	99.9	19,175	99.2	29,361	100.0	0	n.a.

(Table 8.3 continued on following page)

Table 8.3 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit		All Institutions	
1995		Number	Percent
Full-Time Tenured Faculty		241	1.4
Full-Time Tenure-Track Faculty		12	0.1
Full-Time Non-Tenure-Track Faculty		5,410	32.4
Part-Time Faculty		11,056	66.1
Total		16,719	100.0
N of institutions		365	
Contingent Faculty		16,466	98.5
2005		Number	Percent
Full-Time Tenured Faculty		336	0.4
Full-Time Tenure-Track Faculty		82	0.1
Full-Time Non-Tenure-Track Faculty		18,060	20.4
Part-Time Faculty		70,249	79.2
Total		88,727	100.1
N of institutions		782	
Contingent Faculty		88,309	99.5

(Table 8.3 continued on following page)

Table 8.3 (continued). Faculty Employment Status, by Institutional Category and Control, 1995–2019 (For-Profit)

Private For-Profit		All Institutions	
2015		Number	Percent
Full-Time Tenured Faculty		253	0.2
Full-Time Tenure-Track Faculty		80	0.1
Full-Time Non-Tenure-Track Faculty		17,723	16.4
Part-Time Faculty		90,233	83.3
Total		108,289	100.0
N of institutions		1,272	
Contingent Faculty		107,956	99.7

2019		Number	Percent
Full-Time Tenured Faculty		155	0.2
Full-Time Tenure-Track Faculty		21	0.0
Full-Time Non-Tenure-Track Faculty		13,908	20.3
Part-Time Faculty		54,370	79.4
Total		68,454	99.9
N of institutions		695	
Contingent Faculty		68,278	99.7