

Trends in Faculty Diversity, 1995–2019

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Data Report, Center for the Study of Academic Labor

Colorado State University

November 2021



Colorado State University

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

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Acknowledgments

The research reported here was made possible in part by a grant from the Spencer Foundation (Small Research Grant #201900031). The views expressed are those of the author and do not necessarily reflect the views of the Spencer Foundation. I want to thank Steve Shulman and Sue Doe of CSAL for supporting me in producing these data reports and the companion working paper. Any errors of omission or commission, however, are my own.

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Trends in Faculty Diversity, 1995-2019

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” I prepared for 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.² That lack of published tabulations had prompted me in 2014 to produce a report on the employment status of instructional staff members, using then-current data 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 long-term trend data on

contingent faculty employment status. 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 current 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 trends, with detailed tables provided in an appendix. I will also make the data files used in the report available on the CSAL website.

The “note on the data” section at the end of the report provides important further details, 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 faculty in each respective year. The figures and tables are limited to faculty reported in IPEDS, excluding graduate student and postdoctoral employees. Data on graduate student employees are available in IPEDS but I had not compiled them for the working paper, since the interactions between graduate student instructors and students are even less well theorized than those with faculty. (This may be worthy of a later update.) To the best of my knowledge, data on postdoctoral employees are not available in IPEDS, at least not as a formally-designated category.³ In most cases, the trends presented here include data for the fall of 1995, 2005, 2015, and 2019 (the most recent available at this time).

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.

² Pierson (2021) provides a fair and useful assessment of the state of NCES.

³ The National Science Foundation Survey of Graduate Students and Postdoctorates in Science and Engineering (<https://www.nsf.gov/statistics/srvygradpostdoc/>) collects data on a regular basis, but is limited to “science, engineering, or selected health fields.” That might serve as the basis for a supplemental report.

One of the primary motivations for my 2014 report compiling data on academic employment was the absence of useful detail in published NCES tabulations. 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 diversity in academic employment. The most recent data presented here are as of fall 2019 and thus represent the status prior to the pandemic. Because this is primarily a data report, I do not attempt a comprehensive review of the research literature on the several aspects of diversity documented here, although I cover some of the literature in the companion working paper.

Challenges in Data on Identity

Given my experience compiling IPEDS data for the working paper analysis, I wrote fairly extensively there on the “challenges for quantitative analysis at the institutional level.” (I enumerated seven of them.) I will not repeat that exposition here but will summarize relevant elements.

“Diversity” is a term used frequently, and yet it does not necessarily have a clear and agreed meaning. It is generally used in a relative sense, comparing one organization to another or changes in an organization or population over time. Rather than defining “diversity” for this report, I have simply presented tabulations of the data on faculty employment using the available racial and gender categories, which are themselves problematic. I discuss some of the specific shortcomings of the racial categories in the working paper. I want also to

acknowledge that IPEDS data are limited in terms of gender to binary and exclusive “men” and “women” categories (Garvey et al. 2019).

The tabulations reported by institutions to IPEDS using categories of racial and gender identity are intended to represent self-identification on the part of the students and faculty members who are being counted. But whatever self-identification individuals are able to express must still be tabulated and reported using the designated IPEDS categories, and given that this is a secondary analysis, we are limited to the categories used in the original data collection.

I discuss the problem of categorization in more detail in the working paper, where I also note that I do not have a solution to this issue. I use the term “racial categories” here to indicate that the data are one way of representing reality, yet the data are not the complete reality. I think it is important to acknowledge that the categories used in the data are problematic and do not fully identify the processes of exclusion and oppression that are embedded in any examination of “diversity.”

The report begins with tabulations of faculty representation by racial category; a final section examines the intersection of race and gender. (The data on gender equity in academic employment are examined in much greater detail in the companion data report focused on that issue.)

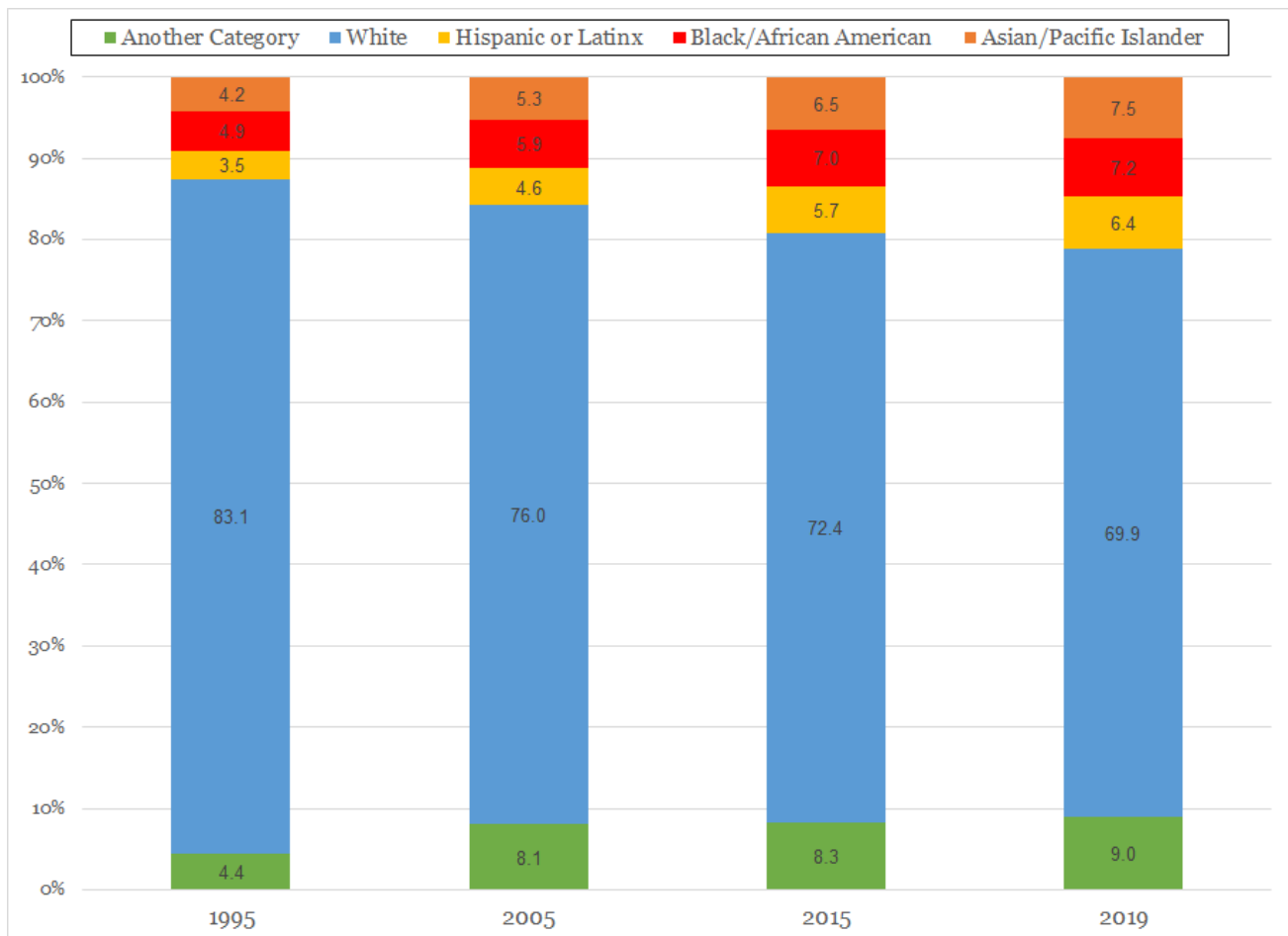
Representation in the Faculty

Figure 1 displays the changes in the representation of faculty members by racial categories from 1995 to 2019. The proportion of faculty members who identified solely as white shrank substantially over this period, yet the faculty still remains predominantly (70 percent) white as of 2019. The Asian and

African American categories each grew by 2.3 percentage points, while the Latinx category increased in size 2.9 percentage points. The growth of the combined racial category including faculty members identifying as another or multiple races reflects mostly two changes in the IPEDS categories available for reporting: the

addition of a category for “two or more races” and the change of “Asian or Pacific Islander” to “Asian,” with a separate “Native Hawaiian or Pacific Islander” category. (The numbers underlying the percentages in figure 1 are taken from appendix tables 1.1 and 3.1)

Figure 1. Faculty Employed in US Institutions, by Racial Category, 1995-2019



Notes. Percentages may not add to 100 due to rounding. “Another Category” for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races.

Employment Category and Institutional Type

We cannot understand the trend in faculty racial diversity without also examining the ongoing fundamental shift in faculty

employment during this period away from tenured and tenure-track appointments to contingent positions, both full and part time.⁴ As indicated in figure 2, part-time employment grew as a proportion of all faculty appointments between 1995 and

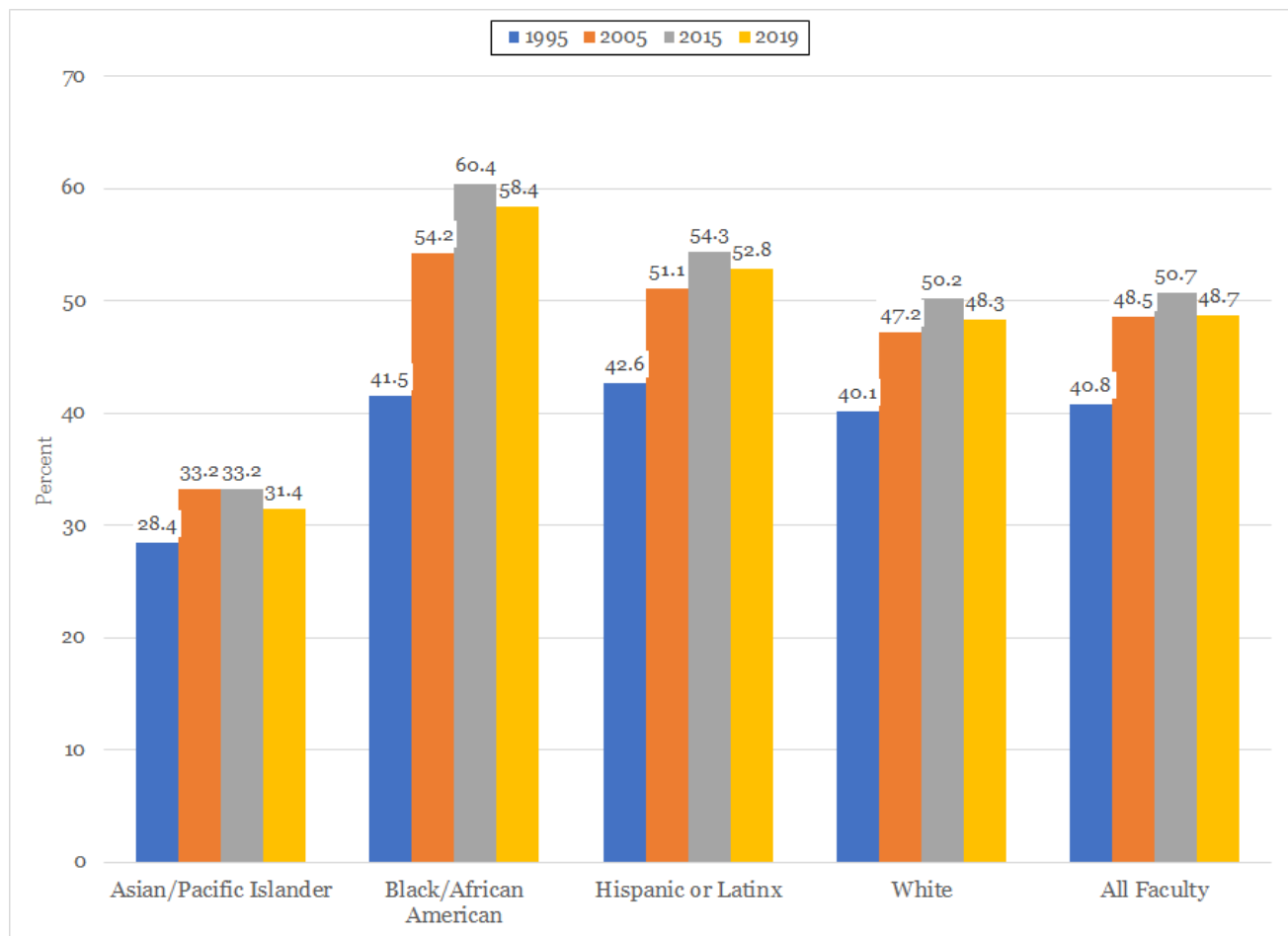
⁴ This shift is documented in greater detail in a companion data report, “The Long-Term Trend in Contingent Faculty Employment,” available on the CSAL website (<https://csal.colostate.edu/>).

2015, before receding slightly in 2019 as the proportion of faculty members in full-time non-tenure-track positions grew. (The counts of faculty in each employment category are provided in appendix Table 1.1.)⁵

The shift in employment had different consequences for faculty members with different racial identities. We saw in figure 1 that the faculty remained predominantly white throughout the period, and the proportion of white faculty members

employed part-time is virtually identical with the proportion among all faculty members. Part-time employment was most prevalent for African American faculty members, reaching 60 percent in 2015. Latinx faculty were also employed part-time in greater numbers than were white faculty members. By contrast, far fewer Asian faculty members held part-time positions throughout the period, peaking at 33 percent in both 2005 and 2015.

Figure 2. Faculty Employed Part-Time, by Racial Category, 1995-2019



⁵ 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 3 shows the change in the proportion of all faculty members within each racial category in tenure-line employment, including both tenured and tenure-track positions. The proportion of tenure-line appointments declined for faculty from all racial categories over the period, with the differences in tenure-line proportion between them remaining essentially unchanged. Faculty members

identifying as Asian had the highest proportion of tenure-line appointments, and that proportion declined least among the categories depicted. By contrast, African American faculty members had the lowest proportion of tenure-line positions at the beginning of the period and saw the largest decline, by more than 17 percentage points.

Figure 3. Faculty in Tenure-Line Positions, by Racial Category, 1995-2019

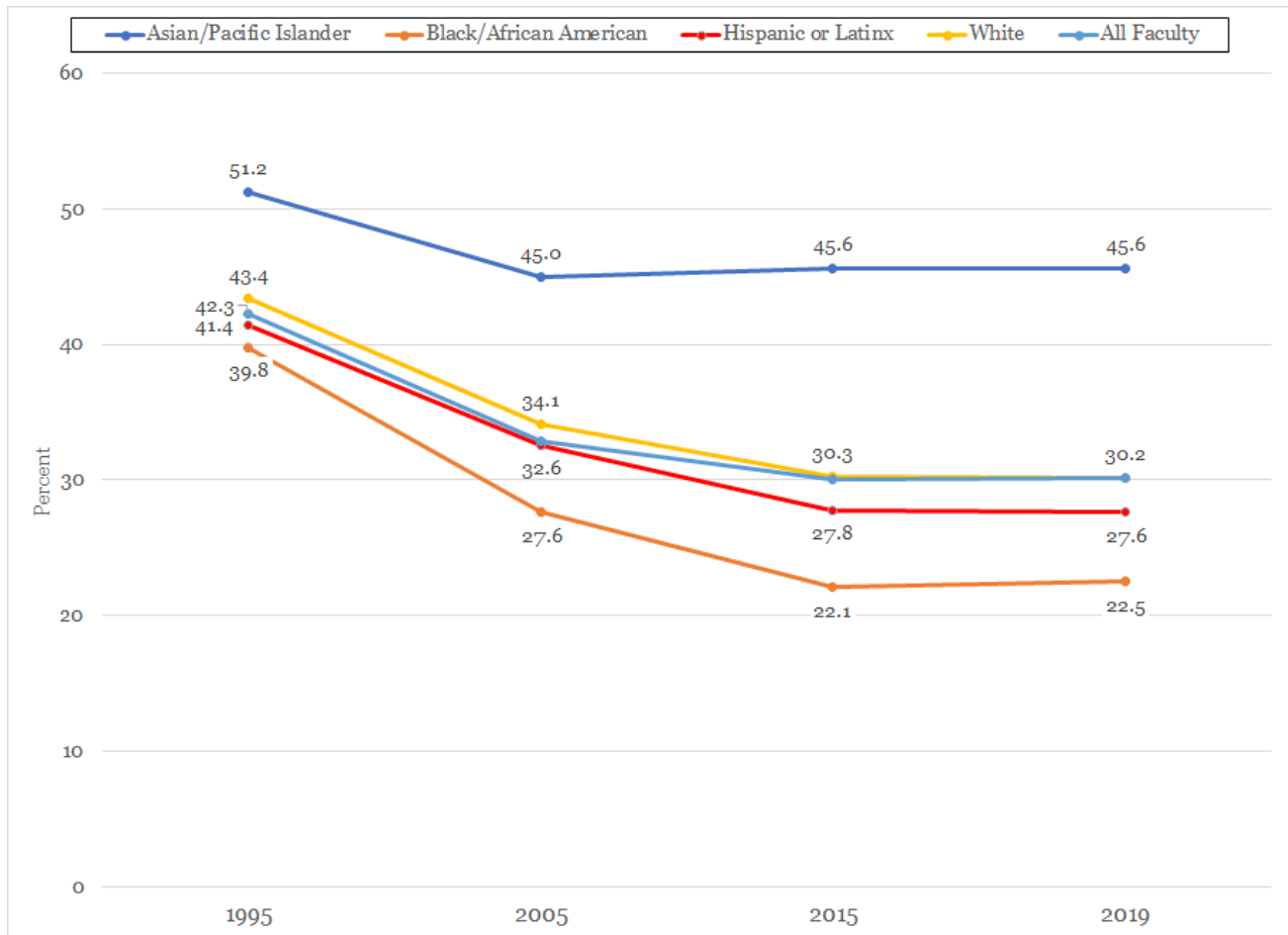
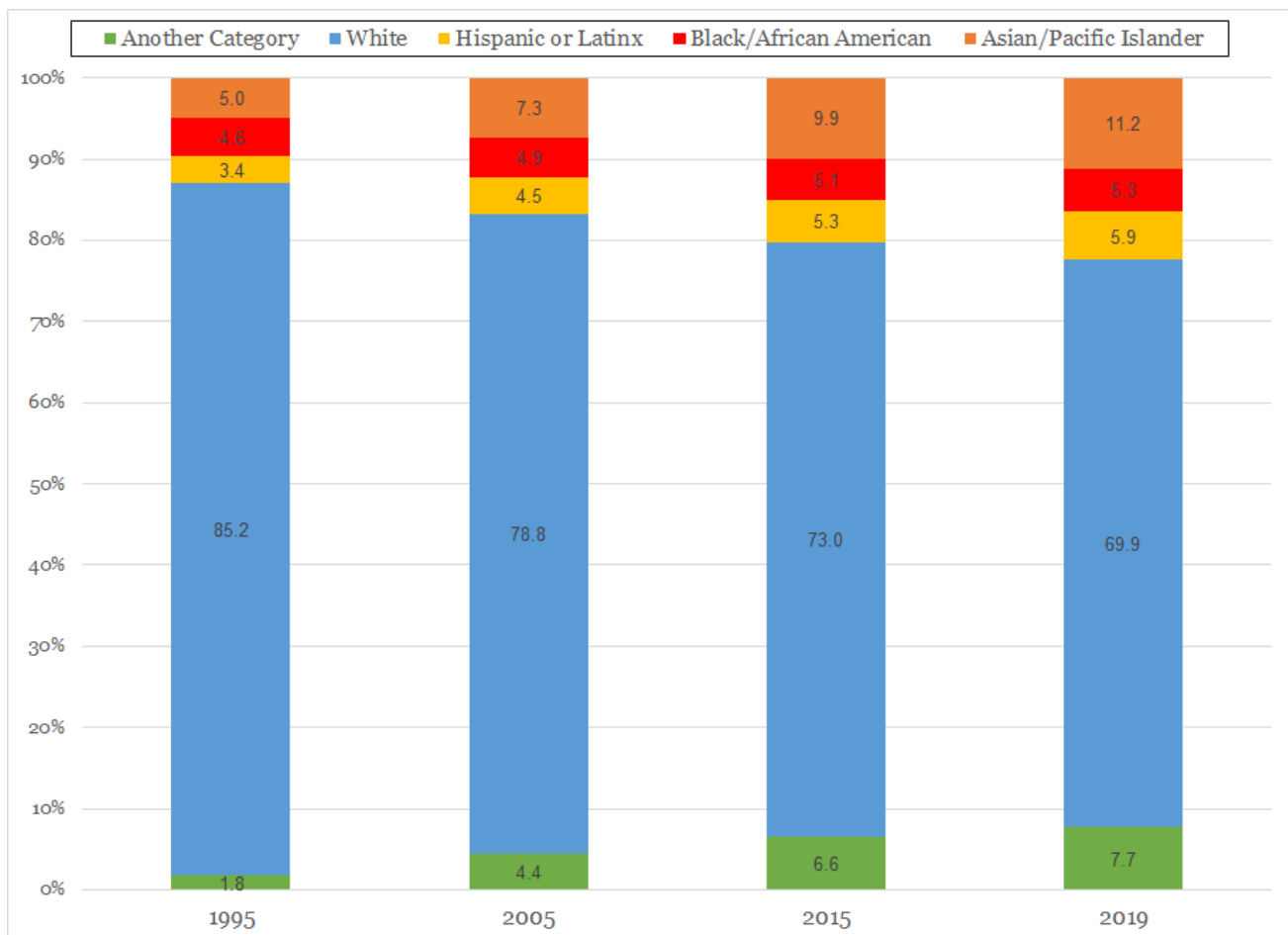


Figure 4 flips the presentation from Figure 3 to show how the tenure-line faculty has changed in terms of racial diversity. The 1995 proportions shown for tenure-line faculty in figure 4 are very similar to those for all faculty in figure 1, since the tenure-line faculty represented a much larger proportion of the whole at that time. The proportions diverge slightly in succeeding years, with two small but noticeable trends.

Figure 4 indicates that Asian faculty members moved in greater numbers into the tenure-line faculty, increasing their

representation from 5 to 11 percent between 1995 and 2019. As noted for figure 1, the category combining faculty members identifying as another or multiple races increased in size during the period, primarily with the addition of the “two or more races” category. Latinx representation in the tenure-line faculty also grew, from 3 to 6 percent. The African American proportion of the tenure-line faculty remained at 5 percent throughout. Even so, the tenure-line faculty remains predominantly white as of fall 2019, with the same 70 percent representation as for the faculty as a whole.⁶

Figure 4. Composition of the Tenure-Line Faculty, by Racial Category, 1995-2019



Notes. Percentages may not add to 100 due to rounding. “Another Category” for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races.

⁶ Looking at actual numbers of faculty (appendix table 1.1), the number of white tenure-line faculty members was 11 percent smaller in 2019 than in 1995, while the numbers in other racial categories grew over the period.

Figure 5. Faculty in Tenure-Line Positions at Research Universities,
by Racial Category, 1995-2019

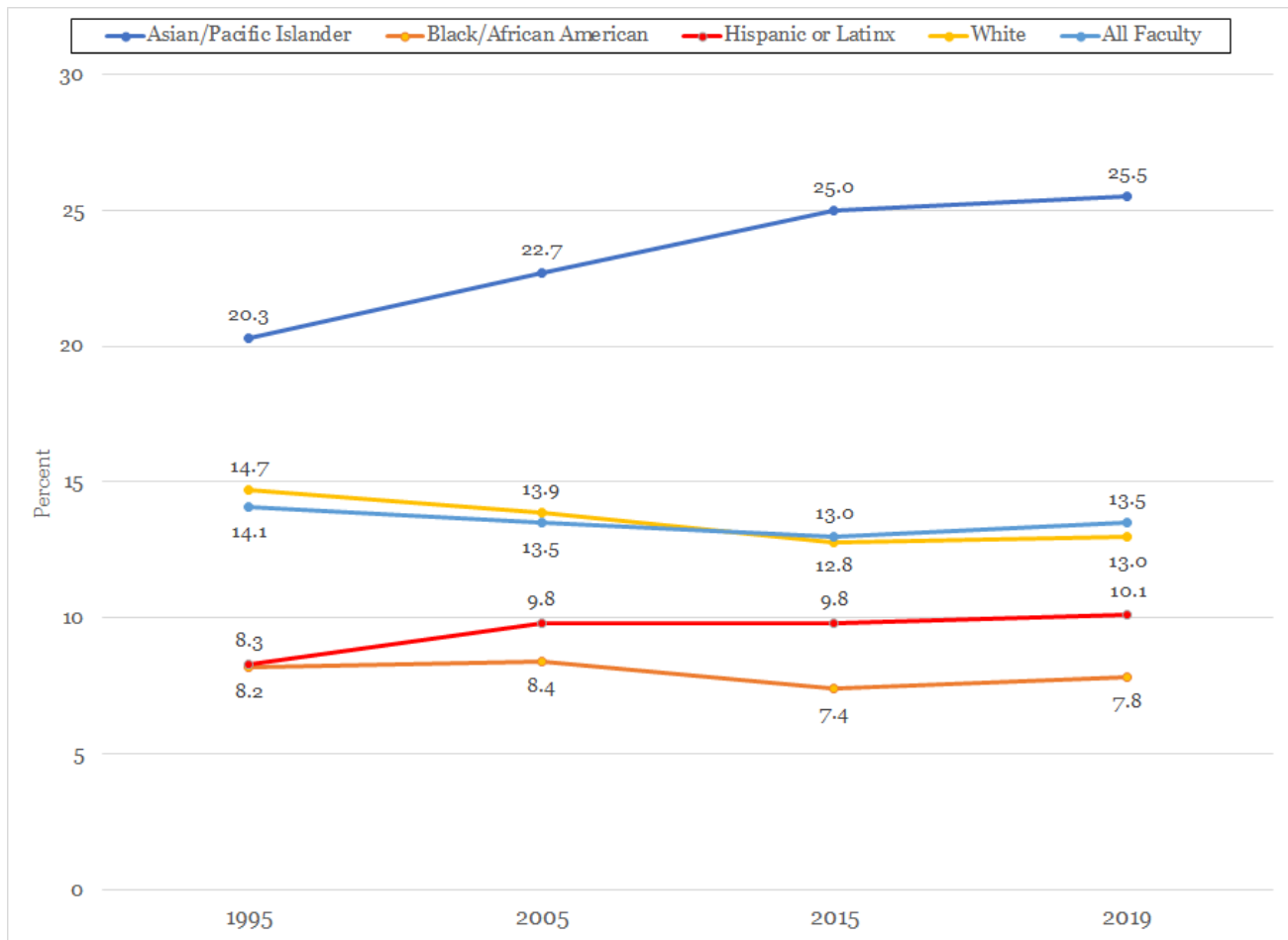


Figure 5 adds a further dimension to employment status. Much of the attention in higher education goes to the “flagship” universities, comprising the largest private research universities and one or two public research universities in most states.⁷ (I cite three recent tabulations related to diversity at these institutions in the working paper.) Although the universities in the research category are large and employ a correspondingly large number of faculty, the process of recruiting a more diverse group of scholars to tenure-line positions at those institutions garners outsized attention. As figure 5 indicates, only 13.5 percent of all faculty members were employed in

tenure-line positions at research universities in fall 2019.

Even so, given the prestige and attention accorded those appointments, figure 5 documents that they were not equally distributed among the racial categories in the data. The proportion of all faculty members in such positions remained essentially stable (14 percent) across 24 years, as the number of research universities grew. Tenure-line research university positions employed a slightly smaller proportion of white faculty members in 2019 (13 percent) than in 1995 (15 percent). The proportion of African American faculty members

⁷ The source for the “research university” designation is the Carnegie Classification, explained in more detail in the data note.

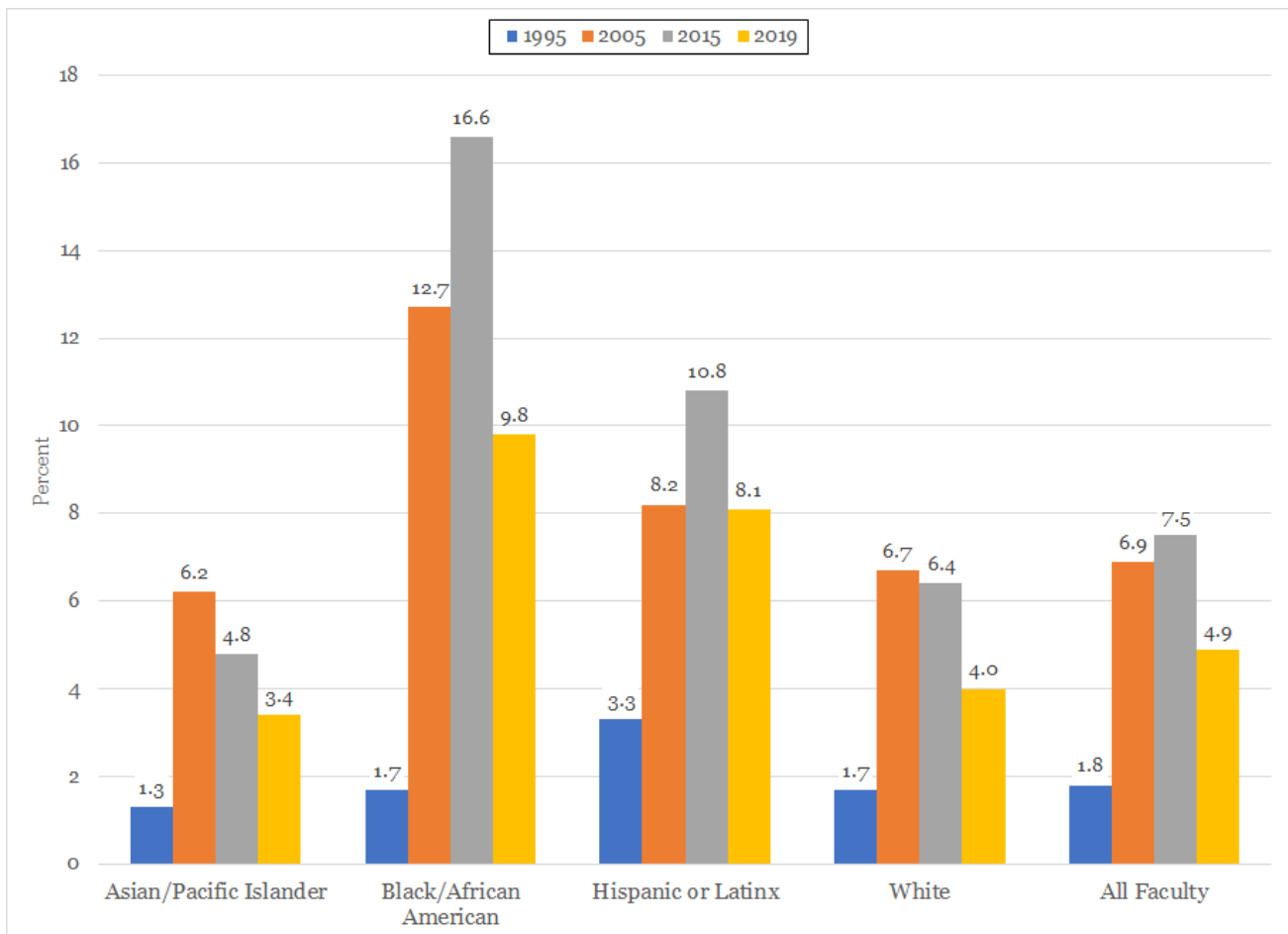
holding such positions remained stable at 8 percent, while the proportion among Latinx faculty grew slightly from 8 to 10 percent. Notably, Asian faculty members found themselves in these positions at the highest rate among the racial categories displayed, and the proportion grew from 20 to 26 percent over the period.

For-Profit Institutions

Figure 6 displays the proportion of all faculty members within each racial category who were employed by degree-granting for-profit institutions. For-profit colleges and universities grew

tremendously and then declined precipitously during the period, as we can see from appendix table 2.1 in addition to figure 6. There were 354 for-profit institutions employing 1.8 percent of all faculty members in fall 1995. The numbers grew rapidly to 1,256 for-profit institutions employing 7.5 percent of all faculty members at the peak of the period in 2015, before dropping dramatically to 674 for-profit institutions and 4.9 percent of all faculty by the fall of 2019, following widespread negative media attention and regulatory enforcement carrying over from the Obama administration.

Figure 6. Faculty Employed at For-Profit Institutions, by Racial Category, 1995-2019



The proportion of faculty members employed at for-profit institutions varied considerably by racial category, which is the major takeaway from figure 6. For-profit employment was only a small percentage of the faculty across categories in 1995, with Latinx faculty members employed there at a slightly higher level. Clear differences emerged by 2005, as larger proportions of African American and Latinx faculty members were employed at for-profit institutions. For-profit employment has been most common for African American faculty members, reaching 17 percent in fall 2015 before falling back to 10 percent in 2019. Among Latinx faculty, the peak proportion was 11 percent in 2015 but the level remained at 8 percent in 2019, twice the level of white faculty members. Asian and white faculty members had a somewhat different experience with for-profit employment, with lower proportions employed in that sector than among African American or Latinx faculty members and a peak in 2005 rather than 2015.

Documenting these differences in employment at for-profit institutions by racial category is important for our understanding of academic employment dynamics. The percentages in figure 6 are based on all faculty members. For-profit institutions employ faculty members almost exclusively on a part-time basis, so the overrepresentation of African American faculty members at for-profit institutions is one of the reasons for their overrepresentation in part-time positions, as shown in figure 2. Body (2019) has documented that students of color have

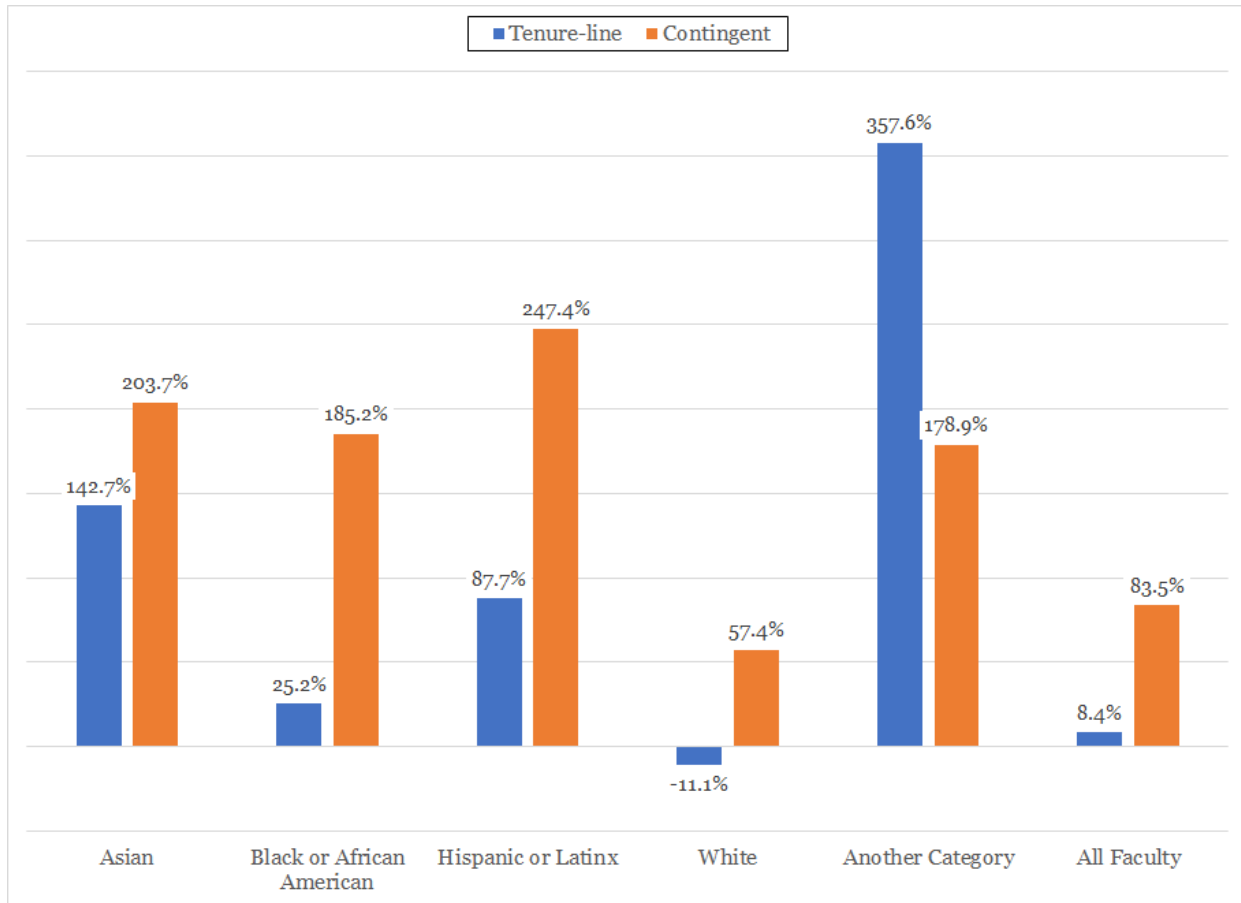
been more likely to enroll at for-profit institutions, with detrimental results, so the situation of faculty members employed there also deserves further examination.

Growth of the Faculty over Time

Figures 2-4 in the preceding section have documented the differences by racial category in faculty employment status, as part of the broader ongoing shift from tenure-line to contingent academic employment during the period covered by this report. Figure 7 presents this information in a different way, looking at the change in the number of faculty members employed, broken out by racial category and two broad employment types. “Tenure-line” positions are those that are full-time and either tenured or on the tenure track. “Contingent” positions include both full-time non-tenure-track and part-time appointments. (See the data notes section for more detail.)

Figure 7 shows that the tenure-line faculty grew by 8 percent overall between 1995 and 2019, while the contingent faculty grew ten times as fast at 84 percent. Although we have documented in figures 1 and 4 above that the faculty as a whole and the tenure-line faculty remained predominantly white throughout this period, figure 7 shows that the number of tenure-line appointments held by white faculty members declined by 11 percent between 1995 and 2019. The number of tenure-line faculty appointments for members of other racial categories grew by varying amounts, bearing in mind that in some cases these were large percentage changes from a small initial number.

Figure 7. Change in Number of Faculty, by Tenure Status and Racial Category, 1995-2019



Notes. The table includes all degree-granting institutions that reported faculty for the fall in each year. “Another Category” for 1995 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races. “Tenure-line” includes full-time tenured or tenure-track. “Contingent” includes full-time non-tenure-track and part-time.

The lowest rate of growth in tenure-line appointments was for African Americans, at 25 percent. The growth in tenure-line appointments to Latinx faculty was much more rapid at 88 percent, while the increase in the number of Asian faculty members with tenure-line appointments was even greater at 143 percent. The tremendous growth of the remaining racial category has been noted previously. Given the length of the tenure and promotion process, the very large growth in tenure-line appointments to individuals selecting an identity that falls within this category likely reflects a number of individuals who already held faculty

positions and took the opportunity to select the new racial category reported as “two or more races.”⁸

Growth rates in the numbers of contingent faculty positions were much larger for all but one of the racial categories, which resulted in the substantial shift from tenure-line to contingent employment over the period. Figure 7 depicts absolute growth rates, but another way of looking at this is to compare the ratios between growth in contingent positions and growth in tenure-line positions. By that measure, contingent appointments grew most rapidly for African American faculty

⁸ Since IPEDS data are reported in the aggregate and not for individuals, I acknowledge that this reflects informed speculation on my part.

members, more than 7 times the rate of growth in tenure-line positions. The ratio of growth rates is about 5:1 for white faculty members, although that understates the shift somewhat, since the rates are in opposite directions. The number of contingent positions grew nearly 3 times the number of tenure-line positions for Latinx faculty, while the ratio in contingent appointments to Asian faculty members was 1.4 times the tenure-line growth. The proportional growth of contingent appointments in the residual category, while quite large, was about half the rate of growth in tenure-line positions.

Faculty Employment by Race of the Student Body

An important feature of US higher education is the variety of institutional environments available to students—and to faculty members as potential employers. We have already examined two institutional aspects of faculty employment above, institutional category (based on the Carnegie Classification) and control (specifically, the rise and decline of for-profit institutions). In this section, we examine another institutional aspect of faculty employment, the racial composition of the student body.

As Espinosa and colleagues (2018) describe, a number of US higher education institutions have been designated minority-serving institutions (MSI) through federal legislation (p. 3). They note

MSIs are ubiquitous to the postsecondary landscape, representing roughly one-fifth of all degree-granting, Title IV-eligible institutions of higher education in 2014–15. In this same year, taken together, approximately 700 MSIs enrolled 4.8 million students, or 28 percent of all undergraduates

enrolled in U.S. higher education. (Espinosa et al. 2018: 4)

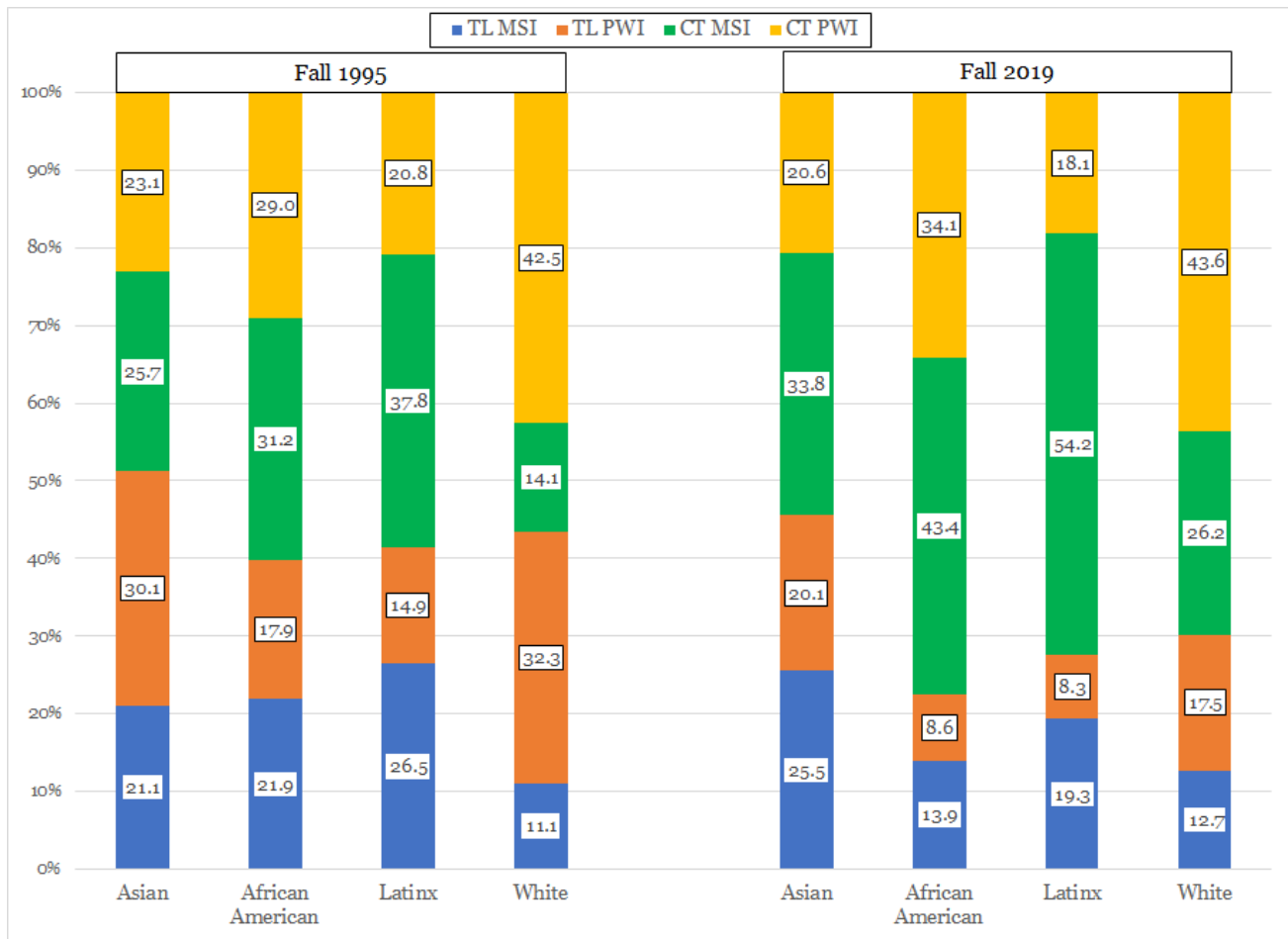
The two figures in this section provide an initial look at where faculty members are employed, distinguishing MSI from predominantly white institutions (PWI). For this analysis, I identified MSI at two time points (1995 and 2019) based on IPEDS enrollment data, and then tabulated faculty employment for each time point broken out by institutional enrollment (MSI or PWI) and employment status.⁹

Figure 8 reflects multiple simultaneous trends over the period of analysis, two of which have been discussed in previous sections: the entry of faculty members from minoritized racial categories in increased numbers and the shift from tenure-line to contingent faculty employment. The additional element in figure 8 is growth in the number of institutions designated as MSI. A number of institutions increased their enrollment of students from racially minoritized categories and moved into one of the MSI categories; this was particularly the case for Latinx students, resulting in a larger proportion of institutions designated Hispanic-serving.

Given these multiple aspects of change between 1995 and 2019, figure 8 is somewhat complex. If we look first at the Asian category, we see in the furthest left column for 1995 that the two bottom employment segments represent tenure-line (TL) positions at MSI and PWI, respectively. Together, the two tenure-line segments total just over 51 percent, the highest proportion of any of the racial categories (as also shown in figure 3). By 2019, the Asian tenure-line segments combined are smaller, at 46 percent, but that is a much smaller decline in the tenure-line proportion than seen for the other racial categories.

⁹ PWI are classified as institutions not meeting the threshold for one of the MSI categories. See the data note for more detail.

Figure 8. Faculty Employment Status, by Racial Category and Institution Enrollment, Fall 1995 and 2019



Notes. PWI: Predominantly White Institution; MSI: Minority-Serving Institution. TL: Tenure-Line; CT: Contingent. MSI may be counted in more than one MSI category, PWI are included in none.

For Asian faculty members, the proportion of those tenure-line positions at PWI is higher than at MSI in 1995, yet the tenure-line proportions have reversed by 2019. In fact, the largest employment category for Asian faculty members shifts in two aspects between 1995 and 2019, from tenure-line positions at PWI to contingent positions at MSI.¹⁰

The situation for African American and Latinx faculty members depicted in figure 8 differs, in that the plurality of appointments in 1995 for both racial categories was contingent at MSI, and that remained the case in 2019. There are differences between African American and Latinx faculty members, as well: A majority (54 percent) of Latinx faculty were in those contingent MSI positions in 2019, while the proportion of African American faculty members in contingent appointments at PWI was relatively large in both years.

The employment situation of white faculty members represents a further variation. The plurality of white faculty members was in contingent appointments in 1995, but at PWI (and a much larger proportion in contingent PWI positions than for other racial categories). The proportion of white faculty members in tenure-line positions at PWI was also the largest. By 2019, the tenure-line proportions of white faculty employment had declined in line with the overall trend, accompanied by an increase in the proportion of white faculty members in contingent appointments at MSI.

If we look just at the division between positions at MSI and PWI, we also see differences between the faculty racial

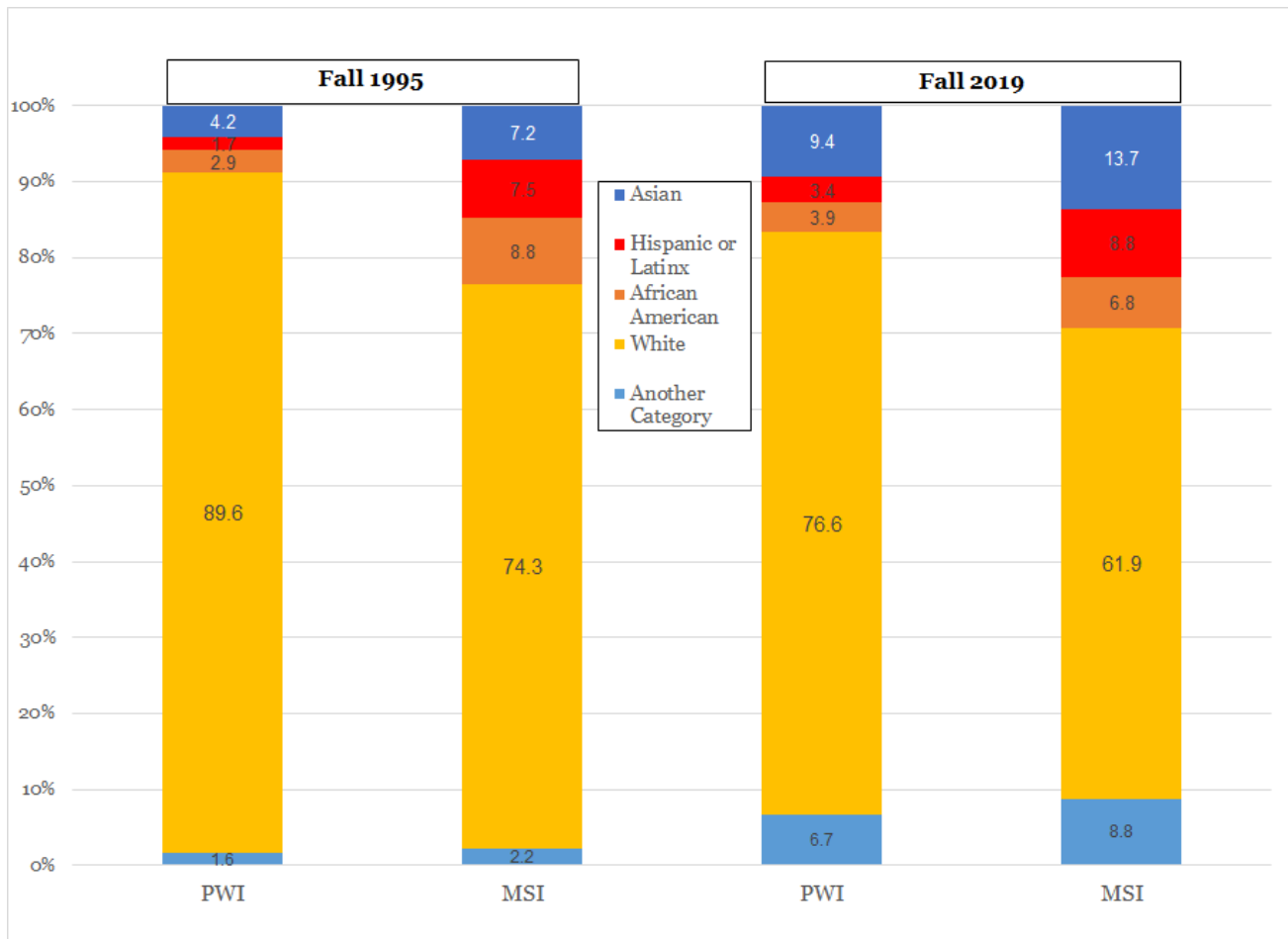
categories.¹¹ Among Asian faculty members, when we combine both tenure-line and contingent positions we find that 53 percent were employed at PWI in fall 1995. By 2019, that proportion had dropped to 41 percent as more of these faculty moved to MSI, both in tenure-line and contingent appointments. For African American and Latinx faculty members, by contrast, the majority of positions in 1995 were at MSI, with the combined proportion at 64 percent for Latinx faculty. The predominance of employment at MSI only increased by 2019 for members of both racial categories, with 57 percent of African Americans and 74 percent of Latinx faculty employed there. The majority of white faculty, however, held positions at PWI in 1995 (75 percent) and that was still the case in 2019, although with a smaller majority of 61 percent.

Figure 9 changes our perspective on these data to a focus on tenure-line positions, showing the distribution of those positions by racial category at PWI and MSI. (This can be compared to figure 4 for all institutions combined.) White faculty members held the majority of tenure-line positions at both types of institutions in both years, although the proportions changed. The proportions of Asian, African American, and Latinx faculty members in tenure-line positions at PWI all increased, although we should note that even after growth these categories still represent small percentages of the total. The proportions of Asian and Latinx faculty members in tenure-line positions at MSI also increased, with more of a gain

¹⁰ We should bear in mind that the data presented here are aggregates, so that references to “movement” refer not to changes in individual employment but to proportions of the aggregate. It’s entirely possible that an individual faculty member remained in the same position, but the institutional category changed.

¹¹ I want to acknowledge that multiple factors contribute to faculty employment decisions regarding the MSI/PWI distinction, and that employment is not simply a “free choice” among multiple options. One emphasis at MSI is the strong representation of faculty from minoritized racial categories to match the student enrollment. Although in 2021 that is considered a positive factor in promoting minoritized student success, it does result in a *de facto* segregation of higher education that is worthy of closer examination.

Figure 9. Composition of the Tenure-Line Faculty, by Faculty Racial Category and Institutional Enrollment, Fall 1995 and 2019



Notes. PWI: Predominantly White Institution; MSI: Minority-Serving Institution. TL: Tenure-Line; CT: Contingent. MSI may be counted in more than one MSI category, PWI are included in none.

in the Asian category. African American faculty members as a proportion of tenure-line positions at MSI declined between 1995 and 2019, possibly due to the introduction of the “two or more races” reporting category. The proportion of faculty members reported in another racial category increased over the period, for reasons previously discussed.

The Intersection of Race and Gender

“Intersectionality” is the term used in education and social science research to acknowledge that individuals experience multiple social identities that interact in important ways. I will not review the

research literature on intersectionality in higher education here, but Runyan (2018) provides a brief introduction. In this section, I tabulate two ways of looking at one intersection in faculty employment, that of racial category and gender, applied to representation in tenure-line positions, noting all of the caveats regarding both classification elements discussed above. (Full details on the data with all employment categories are presented in appendix tables 5.1-5.3.)

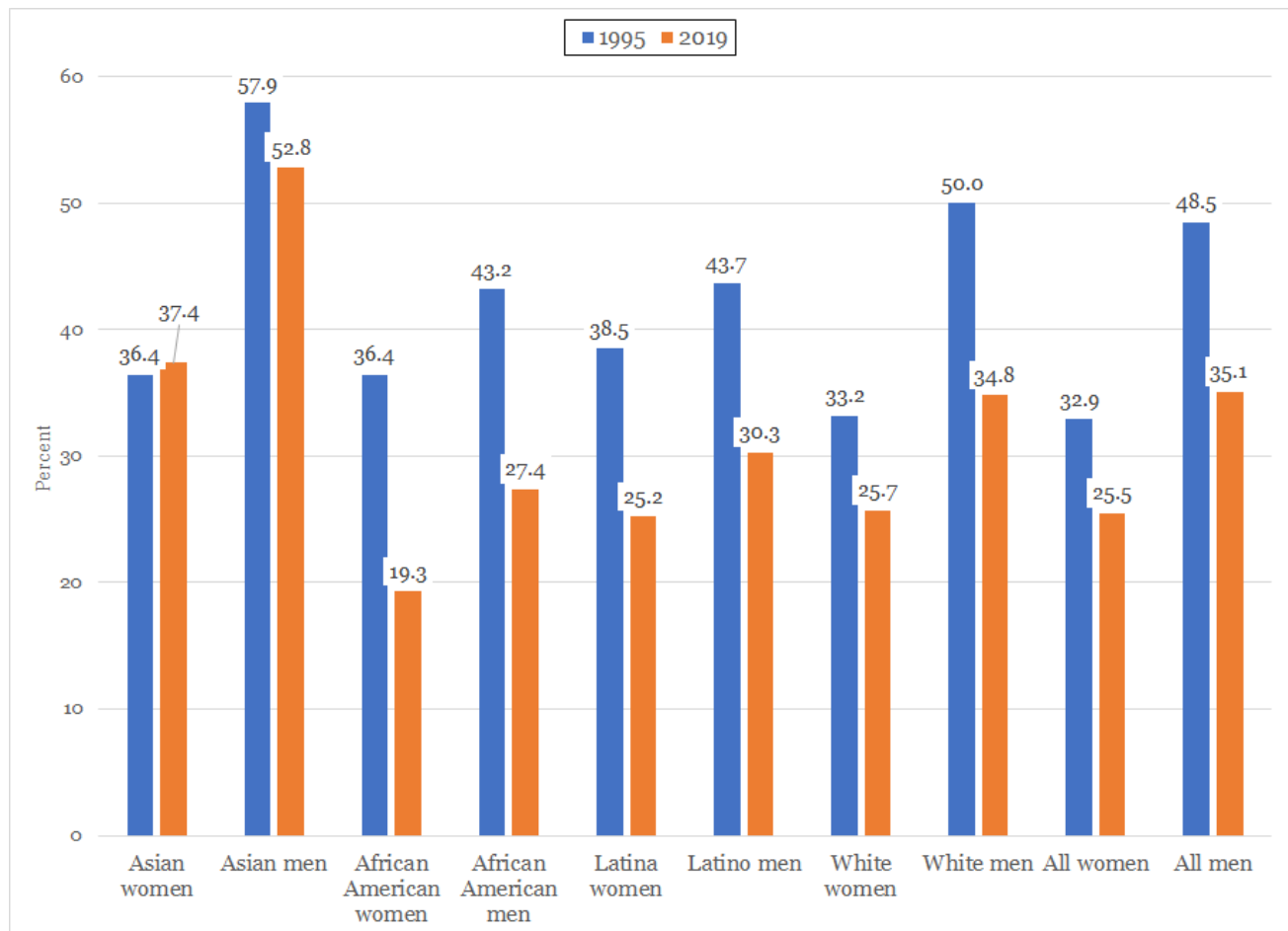
Figure 10 displays the proportion of all faculty members from each intersectional category who held tenure-line positions in 1995 and 2019. The figure is constructed to allow comparison both of the change in

proportions over time for each intersectional category and the relative size of the proportions across categories. (It is comparable to figure 3 for all faculty.) The proportions of faculty in tenure-line positions decrease between 1995 and 2019 for all intersectional categories, with one exception. It is also notable from the chart that the proportions among minoritized categories are relatively equal in 1995, with the exception of that for Asian men, and become much more differentiated in 2019. The proportion of women faculty members holding tenure-line positions is lower—and in some cases dramatically lower—within each racial category than the proportion of men.

Moving from left to right, the category for Asian women is the one instance where the proportion in tenure-line positions

increased from 1995 to 2019, although only by a very small margin. And though the proportion for Asian men declined in 2019, it remains a full 15 percentage points higher than for Asian women. The columns for African American and Latinx faculty show similar patterns, and yet there is a difference. In 1995, the tenure-line proportions for African American and Latina women are similar, those for men are equal, and the gender gaps in the two racial categories are nearly the same. All four proportions drop sharply in 2019 while maintaining the respective gender gaps, but the proportions for African American faculty drop even more sharply and that for African American women even more so. Among white faculty, the proportion of women in tenure-line

Figure 10. Faculty in Tenure-Line Positions, by Racial Category and Gender, 1995 and 2019



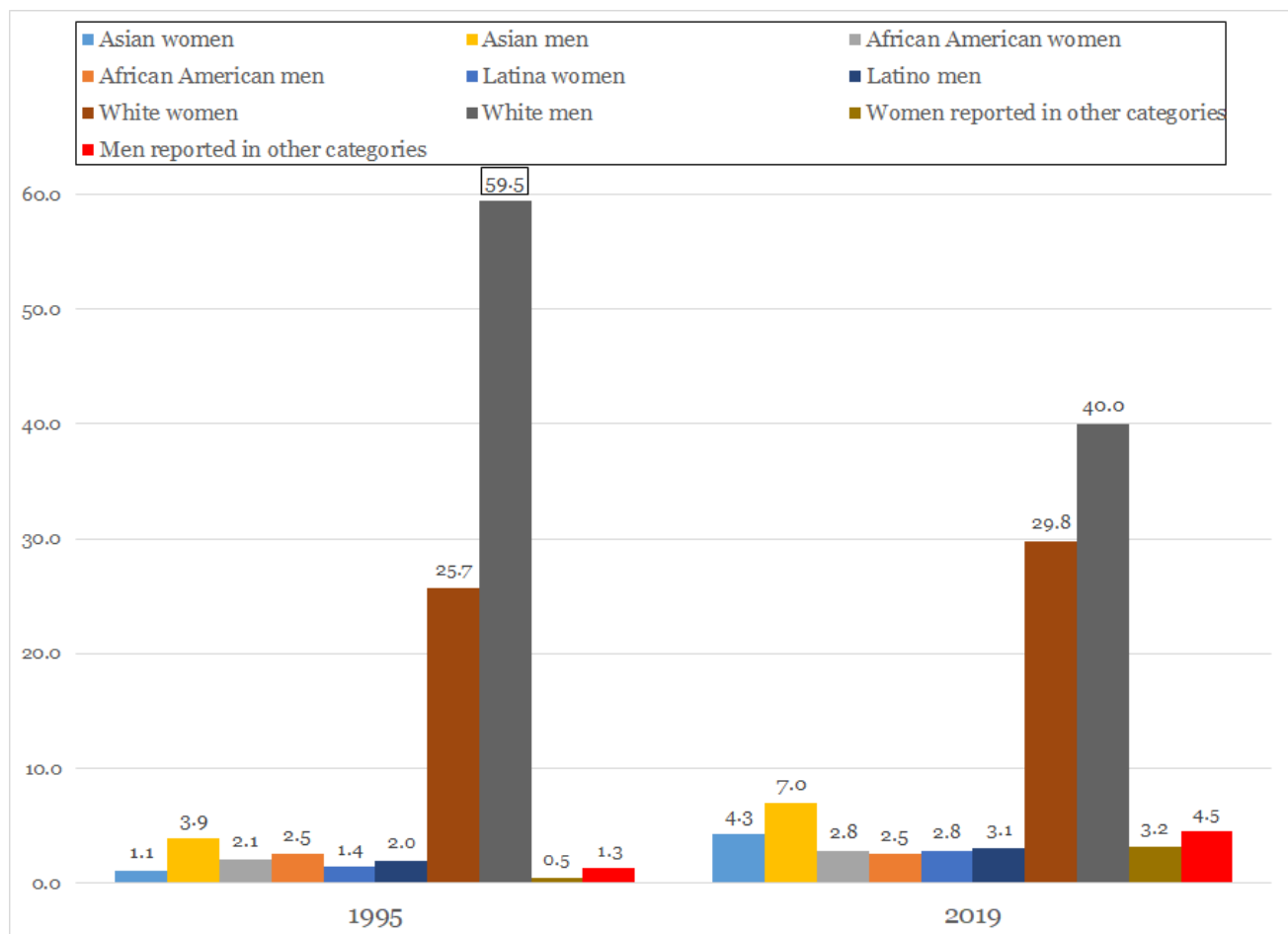
positions is 17 points lower than for men in 1995. That gap declined relatively rapidly to 9 points in 2019, with both proportions decreasing.

Figure 11 again flips the perspective on the same data elements to depict the share of each intersectional category in the total tenure-line faculty in 1995 and 2019. (It is thus comparable to figure 4 above for all faculty.) The chart is complicated and therefore a little hard to read, but provides a stark depiction of some of the dramatic differences between categories. Probably most apparent from the chart is the continuing predominance of white men in the tenure-line faculty, even as the proportion declined from a 60 percent majority in 1995 to a 40 percent plurality in 2019. By contrast, the proportion of white women, the clear second largest

intersectional group, grew by 4 percentage points over the period.

The representation of both Asian women and men in the tenure-line faculty also grew between 1995 and 2019, while the gender gap between those two categories remained almost precisely the same. This presentation also emphasizes that the increases are from a low starting level to one that is still relatively small. African American men's share of the tenure-line faculty remained unchanged and was consequently exceeded slightly in 2019 by the proportion for African American women, even though the latter grew almost imperceptibly. Representation of both Latinx categories increased from very low levels in 1995 to still low proportions in 2019. As might be expected from the

Figure 11. Composition of the Tenure-Line Faculty, by Racial Category and Gender, 1995 and 2019



discussion above, the proportions of tenure-line faculty selecting an identity that falls in one of the remaining categories increased and even exceed all of the African American and Latinx categories in size in 2019.

Conclusion

As I noted at the outset, the purpose of this data report is to present the available tabulations related to diversity in faculty employment in a way that more closely fits the way those figures are used by advocates and policy makers. All of the specific trends depicted here deserve further examination, by both quantitative and qualitative methods. I have attempted to highlight some important aspects of the trends here, but I also want to make the data available to other researchers and analysts to follow up on other questions.

The primary takeaway for me from the process of compiling this report is the necessity (and the challenge) of considering the wide diversity of institutional environments and faculty employment situations that is characteristic of US higher education. It is vitally important that the available data be presented in a disaggregated format to the extent possible, since not doing so can obscure important developments. In this regard, the loss of more detailed individual-level data on faculty characteristics and working conditions from the National Study of Postsecondary Faculty (NSOPF), last completed in 2004, is even more deeply felt (Young and Townsend 2021).

I offer these tabulations in the hope they will inspire others to take up the conversation and add to our joint efforts to make US higher education better and more inclusive.

A Note on the Data

As noted above, the data for this report are drawn from IPEDS, specifically from the “Fall Staff” section of what is now the

Human Resources component. I have typically used the Fall Staff data for trends that go back prior to 2002, when the Employees by Assigned Position section was introduced. 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 faculty 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 figures and tables are limited to faculty reported in IPEDS, excluding graduate student and postdoctoral employees, as discussed above.

Counts of faculty are reported by each institution in the aggregate according to the reporting categories established by IPEDS. That means individual faculty members, especially those 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. Some of the appendix tables provide breakouts for all four categories.

For the designation of minority-serving institutions (MSI), Espinosa et al. (2018: table 1, p. 3) lists the enrollment percentages and/or other qualifying characteristics for seven different categories of MSI defined in federal legislation, although I note that four of those categories were designated after my trend starting point of 1995. I used the IPEDS Fall Enrollment files for the given years and first calculated the proportions of undergraduate enrollment reported in

the Asian, African American, and Hispanic racial categories, respectively. I then used those three racial enrollment percentages to identify each corresponding category of MSI—not a cumulative proportion. I categorized an institution meeting one or more of these criteria, or designated as a Historically Black College or University (HBCU, as identified in IPEDS), as an MSI for that year.

Espinosa et al. (p. 5, footnote 9) use the term “non-MSI,” defined as follows: “Non-MSIs are defined as institutions in the sample that did not meet the historical designation for HBCUs or TCUs [tribal colleges and universities] and also did not meet any of the enrollment thresholds to be designated as one of the five types of enrollment-based MSIs.” I use the term “predominantly white institution” (PWI), as I believe is more common in the higher education literature, and identified PWI as institutions that were not MSI in a given year. This procedure may have included a few institutions in the PWI category that should have been in the MSI category.

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Appendix. Detailed tables

Table 1.1. Faculty Employment Category, by Racial Category, 1995-2019

	Asian/Pacific Islander		Black/African American		Hispanic or Latinx		White		All Faculty	
1995	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	20,031	51.2	18,426	39.8	13,520	41.4	339,805	43.4	399,047	42.3
Full-time Non-tenure-track	7,972	20.4	8,659	18.7	5,201	15.9	129,584	16.5	159,366	16.9
Part-time	11,129	28.4	19,218	41.5	13,918	42.6	313,631	40.1	384,366	40.8
	39,132	100.0	46,303	100.0	32,639	99.9	783,020	100.0	942,779	100.0
2005										
Full-time Tenure-line	30,662	45.0	20,866	27.6	19,164	32.6	332,330	34.1	421,695	32.9
Full-time Non-tenure-track	14,835	21.8	13,791	18.2	9,622	16.4	181,733	18.7	237,495	18.5
Part-time	22,602	33.2	41,066	54.2	30,042	51.1	459,469	47.2	621,333	48.5
	68,099	100.0	75,723	100.0	58,828	100.1	973,532	100.0	1,280,523	99.9
2015										
Full-time Tenure-line	43,149	45.6	22,287	22.1	23,099	27.8	316,717	30.3	433,866	30.0
Full-time Non-tenure-track	19,994	21.1	17,641	17.5	14,812	17.8	204,761	19.6	278,119	19.2
Part-time	31,392	33.2	60,996	60.4	45,102	54.3	525,373	50.2	733,235	50.7
	94,535	99.9	100,924	100.0	83,013	99.9	1,046,851	100.1	1,445,220	99.9
2019										
Full-time Tenure-line	48,609	45.6	23,076	22.5	25,378	27.6	302,241	30.2	432,547	30.2
Full-time Non-tenure-track	24,484	23.0	19,557	19.1	17,988	19.6	214,262	21.4	301,195	21.1
Part-time	33,522	31.4	59,955	58.4	48,422	52.8	483,343	48.3	696,328	48.7
	106,615	100.0	102,588	100.0	91,788	100.0	999,846	99.9	1,430,070	100.0

Notes. See following tables for each year for definitions of racial categories. The table includes all degree-granting institutions that reported faculty for the fall. Percentages may not sum to 100 due to rounding.

Table 1.2. Faculty Employment Category and Institutional Category, by Racial Category, Fall 1995

	Asian/Pacific Islander		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	20,031	51.2	18,426	39.8	13,520	41.4	339,805	43.4	399,047	42.3
Associate's Colleges	1,904	4.9	3,753	8.1	2,573	7.9	52,784	6.7	61,822	6.6
Baccalaureate/ Small Master's	2,934	7.5	3,285	7.1	3,244	9.9	58,268	7.4	68,838	7.3
Master's/Doctoral	7,253	18.5	7,580	16.4	4,996	15.3	113,327	14.5	135,414	14.4
Research Universities	7,940	20.3	3,808	8.2	2,707	8.3	115,426	14.7	132,973	14.1
Full-time Non-tenure-track	7,972	20.4	8,659	18.7	5,201	15.9	129,584	16.5	159,366	16.9
Associate's Colleges	789	2.0	2,492	5.4	1,157	3.5	37,262	4.8	42,343	4.5
Baccalaureate/ Small Master's	1,918	4.9	2,030	4.4	1,627	5.0	29,773	3.8	36,497	3.9
Master's/Doctoral	1,074	2.7	2,211	4.8	1,166	3.6	23,232	3.0	28,777	3.1
Research Universities	4,191	10.7	1,926	4.2	1,251	3.8	39,317	5.0	51,749	5.5
Part-time	11,129	28.4	19,218	41.5	13,918	42.6	313,631	40.1	384,366	40.8
Associate's Colleges	3,896	10.0	10,099	21.8	7,466	22.9	152,687	19.5	182,102	19.3
Baccalaureate/ Small Master's	1,877	4.8	3,491	7.5	2,767	8.5	54,686	7.0	68,671	7.3
Master's/Doctoral	2,633	6.7	3,984	8.6	2,621	8.0	68,705	8.8	86,377	9.2
Research Universities	2,723	7.0	1,644	3.6	1,064	3.3	37,553	4.8	47,216	5.0
Total	39,132	100.0	46,303	100.0	32,639	99.9	783,020	100.0	942,779	100.0
Percent of All Faculty		4.2		4.9		3.5		83.1		

Notes. The table includes all degree-granting institutions that reported faculty for fall 1995 (N = 3,888). “All Faculty” includes American Indian or Alaska Native, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 1.3. Faculty Employment Category and Institutional Category, by Racial Category, Fall 2005

	Asian/Pacific Islander		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	30,662	45.0	20,866	27.6	19,164	32.6	332,330	34.1	421,695	32.9
Associate's Colleges	3,122	4.6	4,296	5.7	4,324	7.4	52,746	5.4	67,366	5.3
Baccalaureate/ Small Master's	4,364	6.4	3,732	4.9	4,199	7.1	53,997	5.5	68,745	5.4
Master's/Doctoral	7,749	11.4	6,508	8.6	4,853	8.2	90,063	9.3	112,633	8.8
Research Universities	15,427	22.7	6,330	8.4	5,788	9.8	135,524	13.9	172,951	13.5
Full-time Non-tenure-track	14,835	21.8	13,791	18.2	9,622	16.4	181,733	18.7	237,495	18.5
Associate's Colleges	1,456	2.1	4,770	6.3	2,623	4.5	50,275	5.2	60,365	4.7
Baccalaureate/ Small Master's	3,844	5.6	3,275	4.3	2,507	4.3	37,352	3.8	50,020	3.9
Master's/Doctoral	1,565	2.3	2,682	3.5	1,678	2.9	30,910	3.2	38,420	3.0
Research Universities	7,970	11.7	3,064	4.0	2,814	4.8	63,196	6.5	88,690	6.9
Part-time	22,602	33.2	41,066	54.2	30,042	51.1	459,469	47.2	621,333	48.5
Associate's Colleges	7,568	11.1	19,591	25.9	13,198	22.4	196,920	20.2	263,591	20.6
Baccalaureate/ Small Master's	4,176	6.1	7,804	10.3	6,513	11.1	75,035	7.7	103,029	8.0
Master's/Doctoral	6,137	9.0	10,431	13.8	7,326	12.5	120,741	12.4	167,807	13.1
Research Universities	4,721	6.9	3,240	4.3	3,005	5.1	66,773	6.9	86,906	6.8
Total	68,099	100.0	75,723	100.0	58,828	100.1	973,532	100.0	1,280,523	99.9
Percent of All Faculty		5.3		5.9		4.6		76.0		

Notes. The table includes all degree-granting institutions that reported faculty for fall 2005 (N = 4,013). “All Faculty” includes American Indian or Alaska Native, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 1.4. Faculty Employment Category and Institutional Category, by Racial Category, Fall 2015

	Asian		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	43,149	45.6	22,287	22.1	23,099	27.8	316,717	30.3	433,866	30.0
Associate's Colleges	3,697	3.9	4,466	4.4	5,576	6.7	50,889	4.9	68,130	4.7
Baccalaureate/Small Master's	5,512	5.8	3,678	3.6	3,982	4.8	45,156	4.3	61,547	4.3
Master's/Doctoral	10,275	10.9	6,702	6.6	5,413	6.5	86,842	8.3	116,289	8.0
Research Universities	23,665	25.0	7,441	7.4	8,128	9.8	133,830	12.8	187,900	13.0
Full-time Non-tenure-track	19,994	21.1	17,641	17.5	14,812	17.8	204,761	19.6	278,119	19.2
Associate's Colleges	1,766	1.9	5,940	5.9	3,828	4.6	50,853	4.9	65,111	4.5
Baccalaureate/Small Master's	5,630	6.0	3,751	3.7	3,452	4.2	39,116	3.7	55,833	3.9
Master's/Doctoral	2,416	2.6	3,781	3.7	3,288	4.0	43,649	4.2	57,109	4.0
Research Universities	10,182	10.8	4,169	4.1	4,244	5.1	71,143	6.8	100,066	6.9
Part-time	31,392	33.2	60,996	60.4	45,102	54.3	525,373	50.2	733,235	50.7
Associate's Colleges	11,006	11.6	27,807	27.6	19,106	23.0	214,302	20.5	293,412	20.3
Baccalaureate/Small Master's	5,836	6.2	9,066	9.0	8,405	10.1	78,092	7.5	112,708	7.8
Master's/Doctoral	8,648	9.1	19,426	19.2	13,283	16.0	157,385	15.0	224,277	15.5
Research Universities	5,902	6.2	4,697	4.7	4,308	5.2	75,594	7.2	102,838	7.1
Total	94,535	99.9	100,924	100.0	83,013	99.9	1,046,851	100.1	1,445,220	99.9
Percent of All Faculty		6.5		7.0		5.7		72.4		

Notes. The table includes all degree-granting institutions that reported faculty for fall 2015 (N = 4,639). “All Faculty” includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, Two or more races, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 1.5. Faculty Employment Category and Institutional Category, by Racial Category, Fall 2019

	Asian		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	48,609	45.6	23,076	22.5	25,378	27.6	302,241	30.2	432,547	30.2
Associate's Colleges	3,986	3.7	4,433	4.3	6,135	6.7	47,702	4.8	65,945	4.6
Baccalaureate/										
Small Master's	5,707	5.4	3,699	3.6	3,898	4.2	41,928	4.2	58,703	4.1
Master's/Doctoral	11,707	11.0	6,931	6.8	6,070	6.6	82,473	8.2	115,369	8.1
Research Universities	27,209	25.5	8,013	7.8	9,275	10.1	130,138	13.0	192,530	13.5
Full-time Non-tenure-track	24,484	23.0	19,557	19.1	17,988	19.6	214,262	21.4	301,195	21.1
Associate's Colleges	2,016	1.9	5,944	5.8	4,485	4.9	48,798	4.9	63,948	4.5
Baccalaureate/										
Small Master's	6,507	6.1	3,888	3.8	3,688	4.0	38,501	3.9	57,182	4.0
Master's/Doctoral	3,079	2.9	4,588	4.5	3,889	4.2	45,894	4.6	62,056	4.3
Research Universities	12,882	12.1	5,137	5.0	5,926	6.5	81,069	8.1	118,009	8.3
Part-time	33,522	31.4	59,955	58.4	48,422	52.8	483,343	48.3	696,328	48.7
Associate's Colleges	11,005	10.3	25,037	24.4	20,224	22.0	186,039	18.6	261,725	18.3
Baccalaureate/										
Small Master's	6,232	5.8	9,189	9.0	8,430	9.2	71,604	7.2	107,071	7.5
Master's/Doctoral	9,264	8.7	19,265	18.8	14,175	15.4	147,360	14.7	216,118	15.1
Research Universities	7,021	6.6	6,464	6.3	5,593	6.1	78,340	7.8	111,414	7.8
Total	106,615	100.0	102,588	100.0	91,788	100.0	999,846	99.9	1,430,070	100.0
Percent of All Faculty		7.5		7.2		6.4		69.9		

Notes. The table includes all degree-granting institutions that reported faculty for fall 2019 (N = 3,992). “All Faculty” includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, Two or more races, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 2.1 Faculty Employment, by Racial Category and Institution Control, 1995-2019

	Asian/Pacific Islander		Black/African American		Hispanic or Latinx		White		All Faculty		Institutions	
1995	N	%	N	%	N	%	N	%	N	%	N	%
Public	27,124	69.3	33,588	72.5	22,688	69.5	545,767	69.7	655,842	69.6	1,609	41.4
Private not-for-profit	11,502	29.4	11,923	25.7	8,889	27.2	224,155	28.6	270,218	28.7	1,925	49.5
Private for-profit	506	1.3	792	1.7	1,062	3.3	13,098	1.7	16,719	1.8	354	9.1
	39,132	100.0	46,303	99.9	32,639	100.0	783,020	100.0	942,779	100.1	3,888	100.0
2005												
Public	45,078	66.2	49,496	65.4	38,101	64.8	639,843	65.7	835,184	65.2	1,694	42.2
Private not-for-profit	18,800	27.6	16,601	21.9	15,876	27.0	268,761	27.6	356,600	27.8	1,536	38.3
Private for-profit	4,221	6.2	9,626	12.7	4,851	8.2	64,928	6.7	88,739	6.9	783	19.5
	68,099	100.0	75,723	100.0	58,828	100.0	973,532	100.0	1,280,523	99.9	4,013	100.0
2015												
Public	61,655	65.2	59,470	58.9	50,214	60.5	657,536	62.8	898,603	62.2	1,650	35.6
Private not-for-profit	28,310	29.9	24,734	24.5	23,854	28.7	322,267	30.8	438,170	30.3	1,733	37.4
Private for-profit	4,570	4.8	16,720	16.6	8,945	10.8	67,048	6.4	108,447	7.5	1,256	27.1
	94,535	99.9	100,924	100.0	83,013	100.0	1,046,851	100.0	1,445,220	100.0	4,639	100.1
2019												
Public	70,411	66.0	63,269	61.7	57,814	63.0	638,118	63.8	908,142	63.5	1,626	40.7
Private not-for-profit	32,565	30.5	29,219	28.5	26,527	28.9	321,770	32.2	452,325	31.6	1,692	42.4
Private for-profit	3,639	3.4	10,100	9.8	7,447	8.1	39,958	4.0	69,603	4.9	674	16.9
	106,615	99.9	102,588	100.0	91,788	100.0	999,846	100.0	1,430,070	100.0	3,992	100.0

Notes. See following tables for each year for definitions of racial categories. The table includes all degree-granting institutions that reported faculty for the fall. Percentages may not sum to 100 due to rounding.

Table 2.2 Faculty Employment Category and Institution Sector, by Racial Category, Fall 1995

	Asian/Pacific Islander		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	20,031	51.2	18,426	39.8	13,520	41.4	339,805	43.4	399,047	42.3
Public, 4-year	12,936	33.1	10,356	22.4	7,657	23.5	190,858	24.4	226,243	24.0
Private not-for-profit, 4-year	5,231	13.4	4,371	9.4	3,318	10.2	97,736	12.5	112,690	12.0
Private for-profit, 4-year	0	0.0	0	0.0	33	0.1	9	0.0	42	0.0
Public, 2-year	1,851	4.7	3,601	7.8	2,484	7.6	50,165	6.4	58,893	6.2
Private not-for-profit, 2-year	5	0.0	79	0.2	3	0.0	878	0.1	968	0.1
Private for-profit, 2-year	8	0.0	19	0	25	0.1	159	0.0	211	0.0
Full-time Non-tenure-track	7,972	20.4	8,659	18.7	5,201	15.9	129,584	16.5	159,366	16.9
Public, 4-year	4,209	10.8	3,373	7.3	1,977	6.1	53,121	6.8	67,919	7.2
Private not-for-profit, 4-year	2,879	7.4	2,734	5.9	2,041	6.3	38,341	4.9	47,952	5.1
Private for-profit, 4-year	119	0.3	95	0.2	67	0.2	1,712	0.2	2,009	0.2
Public, 2-year	658	1.7	2,187	4.7	800	2.5	31,850	4.1	35,924	3.8
Private not-for-profit, 2-year	37	0.1	74	0.2	48	0.1	1,899	0.2	2,161	0.2
Private for-profit, 2-year	70	0.2	196	0.4	268	0.8	2,661	0.3	3,401	0.4
Part-time	11,129	28.4	19,218	41.5	13,918	42.6	313,631	40.1	384,366	40.8
Public, 4-year	3,749	9.6	4,448	9.6	3,078	9.4	74,731	9.5	94,001	10.0
Private not-for-profit, 4-year	3,316	8.5	4,573	9.9	3,321	10.2	82,958	10.6	103,688	11.0
Private for-profit, 4-year	226	0.6	261	0.6	310	0.9	5,758	0.7	7,530	0.8
Public, 2-year	3,721	9.5	9,623	20.8	6,692	20.5	145,042	18.5	172,862	18.3
Private not-for-profit, 2-year	34	0.1	92	0.2	158	0.5	2,343	0.3	2,759	0.3
Private for-profit, 2-year	83	0.2	221	0.5	359	1.1	2,799	0.4	3,526	0.4
Total	39,132	100.0	46,303	100.0	32,639	99.9	783,020	100.0	942,779	100.0
Percent of All Faculty		4.2		4.9		3.5		83.1		

Notes. The table includes all degree-granting institutions that reported faculty for fall 1995 (N = 3,888). “All Faculty” includes American Indian or Alaska Native, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 2.3 Faculty Employment Category and Institution Sector, by Racial Category, Fall 2005

	Asian/Pacific Islander		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	30,662	45.0	20,866	27.6	19,164	32.6	332,330	34.1	421,695	32.9
Public, 4-year	19,486	28.6	11,512	15.2	10,751	18.3	180,388	18.5	232,861	18.2
Private not-for-profit, 4-year	8,147	12.0	5,223	6.9	4,404	7.5	100,827	10.4	123,724	9.7
Private for-profit, 4-year	5	0.0	9	0.0	42	0.1	100	0.0	162	0.0
Public, 2-year	3,021	4.4	4,087	5.4	3,829	6.5	50,645	5.2	64,392	5.0
Private not-for-profit, 2-year	1	0.0	2	0.0	61	0.1	234	0	300	0.0
Private for-profit, 2-year	2	0.0	33	0	77	0.1	136	0.0	256	0.0
Full-time Non-tenure-track	14,835	21.8	13,791	18.2	9,622	16.4	181,733	18.7	237,495	18.5
Public, 4-year	7,809	11.5	4,650	6.1	3,725	6.3	72,098	7.4	98,391	7.7
Private not-for-profit, 4-year	5,118	7.5	3,777	5.0	3,083	5.2	53,456	5.5	71,201	5.6
Private for-profit, 4-year	553	0.8	847	1.1	476	0.8	8,072	0.8	10,306	0.8
Public, 2-year	1,097	1.6	3,542	4.7	1,609	2.7	41,054	4.2	48,282	3.8
Private not-for-profit, 2-year	44	0.1	83	0.1	43	0.1	1,279	0.1	1,549	0.1
Private for-profit, 2-year	214	0.3	892	1.2	686	1.2	5,774	0.6	7,766	0.6
Part-time	22,602	33.2	41,066	54.2	30,042	51.1	459,469	47.2	621,333	48.5
Public, 4-year	6,678	9.8	8,400	11.1	7,904	13.4	112,781	11.6	148,762	11.6
Private not-for-profit, 4-year	5,439	8.0	7,393	9.8	8,143	13.8	111,392	11.4	157,654	12.3
Private for-profit, 4-year	3,204	4.7	6,908	9.1	2,857	4.9	45,227	4.6	62,442	4.9
Public, 2-year	6,987	10.3	17,305	22.9	10,283	17.5	182,877	18.8	242,496	18.9
Private not-for-profit, 2-year	51	0.1	123	0.2	142	0.2	1,573	0.2	2,172	0.2
Private for-profit, 2-year	243	0.4	937	1.2	713	1.2	5,619	0.6	7,807	0.6
Total	68,099	100.0	75,723	100.0	58,828	100.1	973,532	100.0	1,280,523	99.9
Percent of All Faculty		5.3		5.9		4.6		76.0		

Notes. The table includes all degree-granting institutions that reported faculty for fall 2005 (N = 4,013). “All Faculty” includes American Indian or Alaska Native, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 2.4 Faculty Employment Category and Institution Sector, by Racial Category, Fall 2015

	Asian		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	43,149	45.6	22,287	22.1	23,099	27.8	316,717	30.3	433,866	30.0
Public, 4-year	27,644	29.2	12,519	12.4	12,620	15.2	172,933	16.5	243,748	16.9
Private not-for-profit, 4-year	12,293	13.0	6,037	6.0	5,624	6.8	100,842	9.6	132,321	9.2
Private for-profit, 4-year	6	0.0	20	0.0	104	0.1	134	0.0	275	0.0
Public, 2-year	3,203	3.4	3,707	3.7	4,695	5.7	42,716	4.1	57,363	4.0
Private not-for-profit, 2-year	3	0.0	4	0.0	1	0.0	89	0.0	101	0.0
Private for-profit, 2-year	0	0.0	0	0.0	55	0.1	3	0.0	58	0.0
Full-time Non-tenure-track	19,994	21.1	17,641	17.5	14,812	17.8	204,761	19.6	278,119	19.2
Public, 4-year	10,663	11.3	5,622	5.6	5,856	7.1	81,830	7.8	114,787	7.9
Private not-for-profit, 4-year	7,228	7.6	5,464	5.4	5,009	6.0	68,781	6.6	93,097	6.4
Private for-profit, 4-year	595	0.6	1,223	1.2	912	1.1	8,704	0.8	12,487	0.9
Public, 2-year	1,297	1.4	4,308	4.3	2,111	2.5	41,224	3.9	50,764	3.5
Private not-for-profit, 2-year	40	0.0	310	0.3	79	0.1	970	0.1	1,713	0.1
Private for-profit, 2-year	171	0.2	714	0.7	845	1	3,252	0.3	5,271	0.4
Part-time	31,392	33.2	60,996	60.4	45,102	54.3	525,373	50.2	733,235	50.7
Public, 4-year	9,709	10.3	13,023	12.9	11,627	14.0	142,842	13.6	195,934	13.6
Private not-for-profit, 4-year	8,692	9.2	12,639	12.5	13,039	15.7	150,199	14.3	209,023	14.5
Private for-profit, 4-year	3,299	3.5	12,258	12.1	5,192	6.3	48,189	4.6	77,581	5.4
Public, 2-year	9,139	9.7	20,291	20.1	13,305	16	175,991	16.8	236,007	16.3
Private not-for-profit, 2-year	54	0.1	280	0.3	102	0.1	1,386	0.1	1,915	0.1
Private for-profit, 2-year	499	0.5	2,505	2.5	1,837	2.2	6,766	0.6	12,775	0.9
Total	94,535	99.9	100,924	100.0	83,013	99.9	1,046,851	100.1	1,445,220	99.9
Percent of All Faculty		6.5		7.0		5.7		72.4		

Notes. The table includes all degree-granting institutions that reported faculty for fall 2015 (N = 4,639). “All Faculty” includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, Two or more races, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 2.5 Faculty Employment Category and Institution Sector, by Racial Category, Fall 2019

	Asian		Black/African American		Hispanic or Latinx		White		All Faculty	
	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	48,609	45.6	23,076	22.5	25,378	27.6	302,241	30.2	432,547	30.2
Public, 4-year	31,870	29.9	13,107	12.8	14,519	15.8	170,037	17.0	251,160	17.6
Private not-for-profit, 4-year	13,634	12.8	6,581	6.4	6,148	6.7	95,529	9.6	130,687	9.1
Private for-profit, 4-year	1	0.0	3	0.0	105	0.1	65	0.0	176	0.0
Public, 2-year	3,101	2.9	3,380	3.3	4,606	5.0	36,541	3.7	50,444	3.5
Private not-for-profit, 2-year	3	0.0	5	0.0	0	0.0	69	0.0	80	0.0
Private for-profit, 2-year	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Full-time Non-tenure-track	24,484	23.0	19,557	19.1	17,988	19.6	214,262	21.4	301,195	21.1
Public, 4-year	13,559	12.7	7,129	6.9	7,996	8.7	95,339	9.5	138,057	9.7
Private not-for-profit, 4-year	8,700	8.2	6,308	6.1	5,757	6.3	72,190	7.2	100,682	7.0
Private for-profit, 4-year	659	0.6	997	1	1,133	1.2	6,561	0.7	10,194	0.7
Public, 2-year	1,375	1.3	4,486	4.4	2,338	2.5	37,210	3.7	47,320	3.3
Private not-for-profit, 2-year	21	0.0	85	0.1	35	0.0	702	0.1	922	0.1
Private for-profit, 2-year	170	0.2	552	0.5	729	0.8	2,260	0.2	4,020	0.3
Part-time	33,522	31.4	59,955	58.4	48,422	52.8	483,343	48.3	696,328	48.7
Public, 4-year	12,179	11.4	16,903	16.5	15,248	16.6	156,097	15.6	223,241	15.6
Private not-for-profit, 4-year	10,176	9.5	15,933	15.5	14,493	15.8	152,130	15.2	218,234	15.3
Private for-profit, 4-year	2,445	2.3	7,128	6.9	3,919	4.3	27,365	2.7	47,564	3.3
Public, 2-year	8,327	7.8	18,264	17.8	13,107	14.3	142,894	14.3	197,920	13.8
Private not-for-profit, 2-year	31	0.0	307	0.3	94	0.1	1,150	0.1	1,720	0.1
Private for-profit, 2-year	364	0.3	1,420	1.4	1,561	1.7	3,707	0.4	7,649	0.5
Total	106,615	100.0	102,588	100.0	91,788	100.0	999,846	99.9	1,430,070	100.0
Percent of All Faculty		7.5		7.2		6.4		69.9		

Notes. The table includes all degree-granting institutions that reported faculty for fall 2019 (N = 3,992). “All Faculty” includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, Two or more races, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 3.1. Change in Faculty Composition, by Institution Category, 1995-2019

Associate's Degree	Tenure- line	Contingent	Institutions
Asian	109.3%	177.9%	
Black or African American	18.1%	146.1%	
Hispanic or Latinx	138.4%	186.5%	
White	-9.6%	23.6%	
Other Category	356.6%	157.4%	
Total	6.7%	45.1%	10.3%
Baccalaureate/Small Master's	Tenure- line	Contingent	
Asian	94.5%	235.7%	
Black or African American	12.6%	136.9%	
Hispanic or Latinx	20.2%	175.8%	
White	-28.0%	30.4%	
Other Category	213.6%	131.7%	
Total	-14.7%	56.2%	-13.8%
Master's/Doctoral	Tenure- line	Contingent	
Asian	61.4%	233.0%	
Black or African American	-8.6%	285.0%	
Hispanic or Latinx	21.5%	377.0%	
White	-27.2%	110.2%	
Other Category	262.6%	221.8%	
Total	-14.8%	141.6%	14.2%
Research Universities	Tenure- line	Contingent	
Asian	242.7%	187.9%	
Black or African American	110.4%	225.0%	
Hispanic or Latinx	242.6%	397.6%	
White	12.7%	107.4%	
Other Category	478.8%	190.4%	
Total	44.8%	131.8%	77.6%
Degree-Granting Colleges and Universities	Tenure- line	Contingent	
Asian	142.7%	203.7%	
Black or African American	25.2%	185.2%	
Hispanic or Latinx	87.7%	247.4%	
White	-11.1%	57.4%	
Other Category	357.6%	178.9%	
Total	8.4%	83.5%	2.7%

Table 3.2. Change in Faculty Composition, Associate's Degree Colleges, 1995-2019

1995	Tenure-line		Contingent		Proportion of All Faculty (%)	
	Number	%	Number	%	Tenure-line	Contingent
Race/Ethnicity						
Asian/Pacific Islander	1,904	3.1	4,685	2.1	0.7	1.6
Black or African American						
American	3,753	6.1	12,591	5.6	1.3	4.4
Hispanic or Latinx	2,573	4.2	8,623	3.8	0.9	3.0
White	52,784	85.4	189,949	84.6	18.4	66.4
Other Category	808	1.3	8,597	3.8	0.3	3.0
Total	61,822	100.1	224,445	99.9	21.6	78.4
N of institutions	1,417					
2005	Tenure-line		Contingent		Proportion of All Faculty (%)	
	Number	%	Number	%	Tenure-line	Contingent
Race/Ethnicity						
Asian/Pacific Islander	3,122	4.6	9,024	2.8	0.8	2.3
Black or African American						
American	4,296	6.4	24,361	7.5	1.1	6.2
Hispanic or Latinx	4,324	6.4	15,821	4.9	1.1	4.0
White	52,746	78.3	247,195	76.3	13.5	63.2
Other Category	2,878	4.3	27,555	8.5	0.7	7.0
Total	67,366	100.0	323,956	100.0	17.2	82.7
N of institutions	1,647					
2015	Tenure-line		Contingent		Proportion of All Faculty (%)	
	Number	%	Number	%	Tenure-line	Contingent
Race/Ethnicity						
Asian	3,697	5.4	12,772	3.6	0.9	3.0
Black or African American						
American	4,466	6.6	33,747	9.4	1.0	7.9
Hispanic or Latinx	5,576	8.2	22,934	6.4	1.3	5.4
White	50,889	74.7	265,155	74.0	11.9	62.1
Other Category	3,502	5.1	23,915	6.7	0.8	5.6
Total	68,130	100.0	358,523	100.1	15.9	84.0
N of institutions	1,954					

(Table continued on following page)

Table 3.2 (continued). Change in Faculty Composition, Associate's Degree Colleges, 1995-2019

2019 Race/Ethnicity	Tenure-line		Contingent		Proportion of All Faculty (%)	
	Number	%	Number	%	Tenure-line	Contingent
Asian	3,986	6.0	13,021	4.0	1.0	3.3
Black or African American	4,433	6.7	30,981	9.5	1.1	7.9
Hispanic or Latinx	6,135	9.3	24,709	7.6	1.6	6.3
White	47,702	72.3	234,837	72.1	12.2	60.0
Other Category	3,689	5.6	22,125	6.8	0.9	5.6
Total	65,945	99.9	325,673	100.0	16.8	83.1
N of institutions	1,563					

Notes. The table includes all degree-granting institutions that reported faculty for the fall in a given year. "Other Category" for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races. "Tenure-line" includes full-time tenured or tenure-track. "Contingent" includes full-time non-tenure-track and part-time. Percentages may not sum to 100 due to rounding.

Table 3.3. Change in Faculty Composition, Baccalaureate/Small Master's Colleges and Universities, 1995-2019

1995		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		2,934	4.3	3,795	3.6	1.7	2.2
Black or African American		3,285	4.8	5,521	5.2	1.9	3.2
Hispanic or Latinx		3,244	4.7	4,394	4.2	1.9	2.5
White		58,268	84.6	84,459	80.3	33.5	48.5
Other Category		1,107	1.6	6,999	6.7	0.6	4.0
Total		68,838	100.0	105,168	100.0	39.6	60.4
N of institutions		1,683					
2005		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		4,364	6.3	8,020	5.2	2.0	3.6
Black or African American		3,732	5.4	11,079	7.2	1.7	5.0
Hispanic or Latinx		4,199	6.1	9,020	5.9	1.9	4.1
White		53,997	78.5	112,387	73.4	24.3	50.7
Other Category		2,453	3.6	12,543	8.2	1.1	5.7
Total		68,745	99.9	153,049	99.9	31.0	69.1
N of institutions		1,536					
2015		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		5,512	9.0	11,466	6.8	2.4	5.0
Black or African American		3,678	6.0	12,817	7.6	1.6	5.6
Hispanic or Latinx		3,982	6.5	11,857	7.0	1.7	5.2
White		45,156	73.4	117,208	69.5	19.6	50.9
Other Category		3,219	5.2	15,193	9.0	1.4	6.6
Total		61,547	100.1	168,541	99.9	26.7	73.3
N of institutions		1,707					
2019		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		5,707	9.7	12,739	7.8	2.6	5.7
Black or African American		3,699	6.3	13,077	8.0	1.7	5.9
Hispanic or Latinx		3,898	6.6	12,118	7.4	1.7	5.4
White		41,928	71.4	110,105	67.0	18.8	49.4
Other Category		3,471	5.9	16,214	9.9	1.6	7.3
Total		58,703	99.9	164,253	100.1	26.4	73.7
N of institutions		1,450					

Notes. The table includes all degree-granting institutions that reported faculty for the fall in a given year. "Other Category" for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races. "Tenure-line" includes full-time tenured or tenure-track. "Contingent" includes full-time non-tenure-track and part-time. Percentages may not sum to 100 due to rounding.

Table 3.4. Change in Faculty Composition, Master's and Doctoral Universities, 1995-2019

1995		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		7,253	5.4	3,707	3.2	2.9	1.5
Black or African American		7,580	5.6	6,195	5.4	3.0	2.5
Hispanic or Latinx		4,996	3.7	3,787	3.3	2.0	1.5
White		113,327	83.7	91,937	79.8	45.2	36.7
Other Category		2,258	1.7	9,528	8.3	0.9	3.8
Total		135,414	100.1	115,154	100.0	54.0	46.0
N of institutions		663					
2005		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		7,749	6.9	7,702	3.7	2.4	2.4
Black or African American		6,508	5.8	13,113	6.4	2.0	4.1
Hispanic or Latinx		4,853	4.3	9,004	4.4	1.5	2.8
White		90,063	80.0	151,651	73.5	28.2	47.6
Other Category		3,460	3.1	24,757	12.0	1.1	7.8
Total		112,633	100.1	206,227	100.0	35.2	64.7
N of institutions		631					
2015		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		10,275	8.8	11,064	3.9	2.6	2.8
Black or African American		6,702	5.8	23,207	8.2	1.7	5.8
Hispanic or Latinx		5,413	4.7	16,571	5.9	1.4	4.2
White		86,842	74.7	201,034	71.4	21.8	50.6
Other Category		7,057	6.1	29,510	10.5	1.8	7.4
Total		116,289	100.1	281,386	99.9	29.3	70.8
N of institutions		756					
2019		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		11,707	10.1	12,343	4.4	3.0	3.1
Black or African American		6,931	6.0	23,853	8.6	1.8	6.1
Hispanic or Latinx		6,070	5.3	18,064	6.5	1.5	4.6
White		82,473	71.5	193,254	69.5	21.0	49.1
Other Category		8,188	7.1	30,660	11.0	2.1	7.8
Total		115,369	100.0	278,174	100.0	29.4	70.7
N of institutions		757					

Notes. The table includes all degree-granting institutions that reported faculty for the fall in a given year. "Other Category" for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races. "Tenure-line" includes full-time tenured or tenure-track. "Contingent" includes full-time non-tenure-track and part-time. Percentages may not sum to 100 due to rounding.

Table 3.5. Change in Faculty Composition, Research Universities, 1995-2019

1995		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		7,940	6.0	6,914	7.0	3.4	3.0
Black or African American		3,808	2.9	3,570	3.6	1.6	1.5
Hispanic or Latinx		2,707	2.0	2,315	2.3	1.2	1.0
White		115,426	86.8	76,870	77.7	49.8	33.1
Other Category		3,092	2.3	9,296	9.4	1.3	4.0
Total		132,973	100.0	98,965	100.0	57.3	42.6
N of institutions		125					
2005		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		15,427	8.9	12,691	7.2	4.4	3.6
Black or African American		6,330	3.7	6,304	3.6	1.8	1.8
Hispanic or Latinx		5,788	3.3	5,819	3.3	1.7	1.7
White		135,524	78.4	129,969	74.0	38.9	37.3
Other Category		9,882	5.7	20,813	11.9	2.8	6.0
Total		172,951	100.0	175,596	100.0	49.6	50.4
N of institutions		199					
2015		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		23,665	12.6	16,084	7.9	6.1	4.1
Black or African American		7,441	4.0	8,866	4.4	1.9	2.3
Hispanic or Latinx		8,128	4.3	8,552	4.2	2.1	2.2
White		133,830	71.2	146,737	72.3	34.2	37.5
Other Category		14,836	7.9	22,665	11.2	3.8	5.8
Total		187,900	100.0	202,904	100.0	48.1	51.9
N of institutions		222					
2019		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		27,209	14.1	19,903	8.7	6.4	4.7
Black or African American		8,013	4.2	11,601	5.1	1.9	2.7
Hispanic or Latinx		9,275	4.8	11,519	5.0	2.2	2.7
White		130,138	67.6	159,409	69.5	30.8	37.8
Other Category		17,895	9.3	26,991	11.8	4.2	6.4
Total		192,530	100.0	229,423	100.1	45.5	54.3
N of institutions		222					

Notes. The table includes all degree-granting institutions that reported faculty for the fall in a given year. “Other Category” for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races. “Tenure-line” includes full-time tenured or tenure-track. “Contingent” includes full-time non-tenure-track and part-time. Percentages may not sum to 100 due to rounding.

Table 3.6. Change in Faculty Composition, Degree-Granting Colleges and Universities, 1995-2019

1995		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		20,031	5	19,101	3.5	2.1	2.0
Black or African American		18,426	4.6	27,877	5.1	2.0	3.0
Hispanic or Latinx		13,520	3.4	19,119	3.5	1.4	2.0
White		339,805	85.2	443,215	81.5	36.0	47.0
Other Category		7,265	1.8	34,420	6.3	0.8	3.7
Total		399,047	100.0	543,732	99.9	42.3	57.7
N of institutions		3,888					
2005		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian/Pacific Islander		30,662	7.3	37,437	4.4	2.4	2.9
Black or African American		20,866	4.9	54,857	6.4	1.6	4.3
Hispanic or Latinx		19,164	4.5	39,664	4.6	1.5	3.1
White		332,330	78.8	641,202	74.7	26.0	50.1
Other Category		18,673	4.4	85,668	10.0	1.5	6.7
Total		421,695	99.9	858,828	100.1	33.0	67.1
N of institutions		4,013					
2015		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		43,149	9.9	51,386	5.1	3.0	3.6
Black or African American		22,287	5.1	78,637	7.8	1.5	5.4
Hispanic or Latinx		23,099	5.3	59,914	5.9	1.6	4.1
White		316,717	73.0	730,134	72.2	21.9	50.5
Other Category		28,614	6.6	91,283	9.0	2.0	6.3
Total		433,866	99.9	1,011,354	100.0	30.0	69.9
N of institutions		4,639					
2019		Tenure-line		Contingent		Proportion of All Faculty (%)	
Race/Ethnicity		Number	%	Number	%	Tenure-line	Contingent
Asian		48,609	11.2	58,006	5.8	3.4	4.1
Black or African American		23,076	5.3	79,512	8.0	1.6	5.6
Hispanic or Latinx		25,378	5.9	66,410	6.7	1.8	4.6
White		302,241	69.9	697,605	69.9	21.1	48.8
Other Category		33,243	7.7	95,990	9.6	2.3	6.7
Total		432,547	100.0	997,523	100.0	30.2	69.8
N of institutions		3,992					

Notes. The table includes all degree-granting institutions that reported faculty for the fall in a given year. “Other Category” for 1995 and 2005 includes American Indian or Alaska Native, Unknown, and Nonresident Alien. For 2015 and 2019, it also includes Native Hawaiian or Pacific Islander and Two or more races. “Tenure-line” includes full-time tenured or tenure-track. “Contingent” includes full-time non-tenure-track and part-time. Percentages may not sum to 100 due to rounding.

Table 4.1. Faculty Employment Status, by Faculty Racial Category and Institution Enrollment, 1995 and 2019

Institutional Enrollment Category and Faculty Employment Status	Faculty Racial Category										Inst
	Asian		Black/African American		Hispanic or Latinx		White		All		
Faculty, Fall 1995	N	%	N	%	N	%	N	%	N	%	
Asian American/Pacific Islander-Serving	15,408	39.4	7,934	17.1	6,877	21.1	157,939	20.2	197,641	21.0	346
Tenure-line	6,598	16.9	3,196	6.9	2,814	8.6	73,167	9.3	87,884	9.3	
Contingent	8,810	22.5	4,738	10.2	4,063	12.4	84,772	10.8	109,757	11.6	
Predominantly Black or HBCU	2,132	5.4	15,686	33.9	1,001	3.1	17,674	2.3	37,473	4.0	227
Tenure-line	1,263	3.2	6,719	14.5	278	0.9	5,873	0.8	14,520	1.5	
Contingent	869	2.2	8,967	19.4	723	2.2	11,801	1.5	22,953	2.4	
Hispanic-Serving	2,437	6.2	3,414	7.4	14,993	45.9	37,061	4.7	59,352	6.3	236
Tenure-line	1,056	2.7	1,074	2.3	6,199	19.0	13,641	1.7	22,285	2.4	
Contingent	1,381	3.5	2,340	5.1	8,794	26.9	23,420	3.0	37,067	3.9	
Predominantly White	20,810	53.2	21,728	46.9	11,652	35.7	586,178	74.9	670,653	71.1	3,135
Tenure-line	11,781	30.1	8,280	17.9	4,870	14.9	253,056	32.3	282,523	30.0	
Contingent	9,029	23.1	13,448	29.0	6,782	20.8	333,122	42.5	388,130	41.2	
All Institutions	39,132	4.2	46,303	4.9	32,639	3.5	782,919	83.1	942,677		3,875
Tenure-line	20,031	2.1	18,426	2.0	13,520	1.4	339,749	36.0	398,990	42.3	
Contingent	19,101	2.0	27,877	3.0	19,119	2.0	443,170	47.0	543,687	57.7	

(Table continued on following page)

Table 4.1 (continued). Faculty Employment Status, by Faculty Racial Category and Institution Enrollment, 1995 and 2019

Institutional Enrollment Category and Faculty Employment Status	Faculty Racial Category										Inst
	Asian		Black/African American		Hispanic or Latinx		White		All		
Faculty, Fall 2019	N	%	N	%	N	%	N	%	N	%	Inst
Asian American/Pacific Islander-Serving	46,496	43.6	21,533	21.0	22,538	24.6	235,843	23.6	366,879	25.7	450
Tenure-line	19,944	18.7	6,009	5.9	7,773	8.5	86,980	8.7	133,244	9.3	
Contingent	26,552	24.9	15,524	15.1	14,765	16.1	148,863	14.9	233,635	16.3	
Predominantly Black or HBCU	3,338	3.1	23,342	22.8	2,000	2.2	23,691	2.4	56,323	3.9	406
Tenure-line	1,545	1.4	5,683	5.5	356	0.4	4,996	0.5	13,520	0.9	
Contingent	1,793	1.7	17,659	17.2	1,644	1.8	18,695	1.9	42,803	3.0	
Hispanic-Serving	31,713	29.7	25,710	25.1	56,576	61.7	209,936	21.0	355,834	24.9	858
Tenure-line	12,142	11.4	5,039	4.9	13,580	14.8	60,265	6.0	99,259	6.9	
Contingent	19,571	18.4	20,671	20.2	42,996	46.9	149,671	15.0	256,575	17.9	
Predominantly White	43,413	40.7	43,767	42.7	24,281	26.5	610,334	61.0	788,435	55.1	2,500
Tenure-line	21,421	20.1	8,794	8.6	7,653	8.3	174,763	17.5	228,190	16.0	
Contingent	21,992	20.6	34,973	34.1	16,628	18.1	435,571	43.6	560,245	39.2	
All Institutions	106,608	7.5	102,573	7.2	91,762	6.4	999,769	69.9	1,429,929		3,979
Tenure-line	48,606	3.4	23,070	1.6	25,371	1.8	302,216	21.1	432,500	30.2	
Contingent	58,002	4.1	79,503	5.6	66,391	4.6	697,553	48.8	997,429	69.8	

Table 4.2 Faculty Employment Status, by Institution Enrollment and Faculty Racial Category, 1995 and 2019

Faculty Racial Category and Employment Status	Institutional Enrollment Category									
	Asian American/ Pacific Islander- Serving		Predominantly Black or HBCU		Hispanic- Serving		Predominantly White		All	
Faculty, Fall 1995	N	%	N	%	N	%	N	%	N	%
Asian	15,408	7.8	2,132	5.7	2,437	4.1	20,810	3.1	39,132	4.2
Tenure-line	6,598	7.5	1,263	8.7	1,056	4.7	11,781	4.2	20,031	5.0
Contingent	8,810	8.0	869	3.8	1,381	3.7	9,029	2.3	19,101	3.5
African American	7,934	4.0	15,686	41.9	3,414	5.8	21,728	3.2	46,303	4.9
Tenure-line	3,196	3.6	6,719	46.3	1,074	4.8	8,280	2.9	18,426	4.6
Contingent	4,738	4.3	8,967	39.1	2,340	6.3	13,448	3.5	27,877	5.1
Hispanic or Latinx	6,877	3.5	1,001	2.7	14,993	25.3	11,652	1.7	32,639	3.5
Tenure-line	2,814	3.2	278	1.9	6,199	27.8	4,870	1.7	13,520	3.4
Contingent	4,063	3.7	723	3.1	8,794	23.7	6,782	1.7	19,119	3.5
White	157,939	79.9	17,674	47.2	37,061	62.4	586,178	87.4	782,919	83.1
Tenure-line	73,167	83.3	5,873	40.4	13,641	61.2	253,056	89.6	339,749	85.2
Contingent	84,772	77.2	11,801	51.4	23,420	63.2	333,122	85.8	443,170	81.5
All Faculty	197,641		37,473		59,352		670,653		942,677	
Tenure-line	87,884		14,520		22,285		282,523		398,990	
Contingent	109,757		22,953		37,067		388,130		543,687	
N of Institutions	346		227		236		3,135		3,875	

(Table continued on following page)

Table 4.2 (continued). Faculty Employment Status, by Institution Enrollment and Faculty Racial Category, 1995 and 2019

Faculty Racial Category and Employment Status	Institutional Enrollment Category									
	Asian American/ Pacific Islander- Serving		Predominantly Black or HBCU		Hispanic- Serving		Predominantly White		All	
Faculty, Fall 2019	N	%	N	%	N	%	N	%	N	%
Asian	46,496	12.7	3,338	5.9	31,713	8.9	43,413	5.5	106,608	7.5
Tenure-line	19,944	15.0	1,545	11.4	12,142	12.2	21,421	9.4	48,606	11.2
Contingent	26,552	11.4	1,793	4.2	19,571	7.6	21,992	3.9	58,002	5.8
African American	21,533	5.9	23,342	41.4	25,710	7.2	43,767	5.6	102,573	7.2
Tenure-line	6,009	4.5	5,683	42.0	5,039	5.1	8,794	3.9	23,070	5.3
Contingent	15,524	6.6	17,659	41.3	20,671	8.1	34,973	6.2	79,503	8
Hispanic or Latinx	22,538	6.1	2,000	3.6	56,576	15.9	24,281	3.1	91,762	6.4
Tenure-line	7,773	5.8	356	2.6	13,580	13.7	7,653	3.4	25,371	5.9
Contingent	14,765	6.3	1,644	3.8	42,996	16.8	16,628	3.0	66,391	6.7
White	235,843	64.3	23,691	42.1	209,936	59.0	610,334	77.4	999,769	69.9
Tenure-line	86,980	65.3	4,996	37.0	60,265	60.7	174,763	76.6	302,216	69.9
Contingent	148,863	63.7	18,695	43.7	149,671	58.3	435,571	77.7	697,553	69.9
All Faculty	366,879		56,323		355,834		788,435		1,429,929	
Tenure-line	133,244		13,520		99,259		228,190		432,500	
Contingent	233,635		42,803		256,575		560,245		997,429	
N of Institutions	450		406		858		2,500		3,979	

Table 5.1. Faculty Employment Category, by Gender and Racial Category, 1995 and 2019

	Asian/Pacific Islander				Black/African American				Hispanic or Latinx			
	Women		Men		Women		Men		Women		Men	
	N	%Col	N	%Col	N	%Col	N	%Col	N	%Col	N	%Col
1995												
Full-time Tenure-line	4,445	36.4	15,586	57.9	8,403	36.4	10,023	43.2	5,516	38.5	8,004	43.7
Full-time Non-tenure-track	3,001	24.5	4,971	18.5	4,698	20.3	3,961	17.1	2,453	17.1	2,748	15.0
Part-time	4,781	39.1	6,348	23.6	10,007	43.3	9,211	39.7	6,360	44.4	7,558	41.3
	12,227	100.0	26,905	100.0	23,108	100.0	23,195	100.0	14,329	100.0	18,310	100.0
1995		%Tot		%Tot		%Tot		%Tot		%Tot		%Tot
Full-time Tenure-line		1.1		3.9		2.1		2.5		1.4		2.0
Full-time Non-tenure-track		1.9		3.1		2.9		2.5		1.5		1.7
Part-time		1.2		1.7		2.6		2.4		1.7		2.0
2019	N	%Col	N	%Col	N	%Col	N	%Col	N	%Col	N	%Col
Full-time Tenure-line	18,517	37.4	30,092	52.8	12,068	19.3	11,008	27.4	11,988	25.2	13,390	30.3
Full-time Non-tenure-track	12,721	25.7	11,763	20.6	12,353	19.8	7,204	17.9	9,933	20.9	8,055	18.2
Part-time	18,336	37.0	15,186	26.6	38,018	60.9	21,937	54.6	25,698	54.0	22,724	51.4
	49,574	100.1	57,041	100.0	62,439	100.0	40,149	99.9	47,619	100.1	44,169	99.9
2019		%Tot		%Tot		%Tot		%Tot		%Tot		%Tot
Full-time Tenure-line		4.3		7.0		2.8		2.5		2.8		3.1
Full-time Non-tenure-track		4.2		3.9		4.1		2.4		3.3		2.7
Part-time		2.6		2.2		5.5		3.2		3.7		3.3

(Table continued on following page)

Table 5.1 (continued). Faculty Employment Category, by Gender and Racial Category, 1995 and 2019

	White				All Faculty			
	Women		Men		Women		Men	
	N	%Col	N	%Col	N	%Col	N	%Col
1995								
Full-time Tenure-line	102,536	33.2	237,269	50.0	122,828	32.9	276,219	48.5
Full-time Non-tenure-track	58,566	19.0	71,018	15.0	71,157	19.1	88,209	15.5
Part-time	147,747	47.8	165,884	35.0	179,345	48.0	205,021	36.0
	308,849	100.0	474,171	100.0	373,330	100.0	569,449	100.0
1995		%Tot		%Tot		%Tot		%Tot
Full-time Tenure-line		25.7		59.5		30.8		69.2
Full-time Non-tenure-track		36.7		44.6		44.7		55.3
Part-time		38.4		43.2		46.7		53.3
2019	N	%Col	N	%Col	N	%Col	N	%Col
Full-time Tenure-line	129,076	25.7	173,165	34.8	185,480	25.5	247,067	35.1
Full-time Non-tenure-track	115,937	23.1	98,325	19.8	163,185	22.5	138,010	19.6
Part-time	257,590	51.3	225,753	45.4	377,730	52.0	318,598	45.3
	502,603	100.1	497,243	100.0	726,395	100.0	703,675	100.0
2019		%Tot		%Tot		%Tot		%Tot
Full-time Tenure-line		29.8		40.0		42.9		57.1
Full-time Non-tenure-track		38.5		32.6		54.2		45.8
Part-time		37.0		32.4		54.2		45.8

Table 5.2. Faculty Employment Category and Institutional Category, by Gender and Racial Category, Fall 1995

	Asian/Pacific Islander				Black/African American				Hispanic or Latinx			
	Women		Men		Women		Men		Women		Men	
	N	%	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	4,445	36.4	15,586	57.9	8,403	36.4	10,023	43.2	5,516	38.5	8,004	43.7
Associate's Colleges	874	7.1	1,030	3.8	2,086	9.0	1,667	7.2	1,177	8.2	1,396	7.6
Baccalaureate/Small Master's	804	6.6	2,130	7.9	1,413	6.1	1,872	8.1	1,528	10.7	1,716	9.4
Master's/Doctoral	1,443	11.8	5,810	21.6	3,364	14.6	4,216	18.2	2,046	14.3	2,950	16.1
Research Universities	1,324	10.8	6,616	24.6	1,540	6.7	2,268	9.8	765	5.3	1,942	10.6
Full-time Non-tenure-track	3,001	24.5	4,971	18.5	4,698	20.3	3,961	17.1	2,453	17.1	2,748	15.0
Associate's Colleges	336	2.7	453	1.7	1,531	6.6	961	4.1	561	3.9	596	3.3
Baccalaureate/Small Master's	749	6.1	1,169	4.3	948	4.1	1,082	4.7	715	5.0	912	5.0
Master's/Doctoral	427	3.5	647	2.4	1,228	5.3	983	4.2	600	4.2	566	3.1
Research Universities	1,489	12.2	2,702	10.0	991	4.3	935	4.0	577	4.0	674	3.7
Part-time	4,781	39.1	6,348	23.6	10,007	43.3	9,211	39.7	6,360	44.4	7,558	41.3
Associate's Colleges	1,910	15.6	1,986	7.4	5,573	24.1	4,526	19.5	3,410	23.8	4,056	22.2
Baccalaureate/Small Master's	744	6.1	1,133	4.2	1,625	7.0	1,866	8.0	1,136	7.9	1,631	8.9
Master's/Doctoral	1,092	8.9	1,541	5.7	2,034	8.8	1,950	8.4	1,304	9.1	1,317	7.2
Research Universities	1,035	8.5	1,688	6.3	775	3.4	869	3.7	510	3.6	554	3
Total	12,227	100.0	26,905	100.0	23,108	100.0	23,195	100.0	14,329	100.0	18,310	100.0
Percent of All Faculty		1.3		2.9		2.5		2.5		1.5		1.9

(Table continued on following page)

Table 5.2 (continued). Faculty Employment Category and Institutional Category, by Gender and Racial Category, Fall 1995

	White				All Faculty			
	Women		Men		Women		Men	
	N	%	N	%	N	%	N	%
Full-time Tenure-line	102,536	33.2	237,269	50.0	122,828	32.9	276,219	48.5
Associate's Colleges	22,833	7.4	29,951	6.3	27,274	7.3	34,548	6.1
Baccalaureate/Small								
Master's	18,595	6.0	39,673	8.4	22,645	6.1	46,193	8.1
Master's/Doctoral	35,365	11.5	77,962	16.4	42,834	11.5	92,580	16.3
Research Universities	25,743	8.3	89,683	18.9	30,075	8.1	102,898	18.1
Full-time Non-tenure-track	58,566	19.0	71,018	15.0	71,157	19.1	88,209	15.5
Associate's Colleges	17,992	5.8	19,270	4.1	20,678	5.5	21,665	3.8
Baccalaureate/Small								
Master's	12,337	4.0	17,436	3.7	15,171	4.1	21,326	3.7
Master's/Doctoral	11,928	3.9	11,304	2.4	14,590	3.9	14,187	2.5
Research Universities	16,309	5.3	23,008	4.9	20,718	5.5	31,031	5.4
Part-time	147,747	47.8	165,884	35.0	179,345	48.0	205,021	36.0
Associate's Colleges	74,888	24.2	77,799	16.4	89,690	24.0	92,412	16.2
Baccalaureate/Small								
Master's	24,090	7.8	30,596	6.5	29,415	7.9	39,256	6.9
Master's/Doctoral	32,947	10.7	35,758	7.5	40,751	10.9	45,626	8.0
Research Universities	15,822	5.1	21,731	4.6	19,489	5.2	27,727	4.9
Total	308,849	100.0	474,171	100.0	373,330	100.0	569,449	100.0
Percent of All Faculty		32.8		50.3		39.6		60.4

Notes. The table includes all degree-granting institutions that reported faculty for fall 1995 (N = 3,888). "All Faculty" includes American Indian or Alaska Native, Unknown, and Nonresident Alien. "Tenure-line" includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.

Table 5.3. Faculty Employment Category and Institutional Category, by Gender and Racial Category, Fall 2019

	Asian/Pacific Islander				Black/African American				Hispanic or Latinx			
	Women		Men		Women		Men		Women		Men	
	N	%	N	%	N	%	N	%	N	%	N	%
Full-time Tenure-line	18,517	37.4	30,092	52.8	12,068	19.3	11,008	27.4	11,988	25.2	13,390	30.3
Associate's Colleges	2,252	4.5	1,734	3.0	2,580	4.1	1,853	4.6	3,300	6.9	2,835	6.4
Baccalaureate/ Small Master's	2,512	5.1	3,195	5.6	1,923	3.1	1,776	4.4	1,966	4.1	1,932	4.4
Master's/Doctoral	5,012	10.1	6,695	11.7	3,604	5.8	3,327	8.3	2,947	6.2	3,123	7.1
Research Universities	8,741	17.6	18,468	32.4	3,961	6.3	4,052	10.1	3,775	7.9	5,500	12.5
Full-time Non-tenure-track	12,721	25.7	11,763	20.6	12,353	19.8	7,204	17.9	9,933	20.9	8,055	18.2
Associate's Colleges	1,133	2.3	883	1.5	3,816	6.1	2,128	5.3	2,309	4.8	2,176	4.9
Baccalaureate/ Small Master's	3,324	6.7	3,183	5.6	2,440	3.9	1,448	3.6	2,028	4.3	1,660	3.8
Master's/Doctoral	1,667	3.4	1,412	2.5	2,904	4.7	1,684	4.2	2,207	4.6	1,682	3.8
Research Universities	6,597	13.3	6,285	11.0	3,193	5.1	1,944	4.8	3,389	7.1	2,537	5.7
Part-time	18,336	37.0	15,186	26.6	38,018	60.9	21,937	54.6	25,698	54.0	22,724	51.4
Associate's Colleges	6,279	12.7	4,726	8.3	15,842	25.4	9,195	22.9	10,443	21.9	9,781	22.1
Baccalaureate/ Small Master's	3,350	6.8	2,882	5.1	5,693	9.1	3,496	8.7	4,360	9.2	4,070	9.2
Master's/Doctoral	5,017	10.1	4,247	7.4	12,319	19.7	6,946	17.3	7,887	16.6	6,288	14.2
Research Universities	3,690	7.4	3,331	5.8	4,164	6.7	2,300	5.7	3,008	6.3	2,585	5.9
Total	49,574	100.1	57,041	100.0	62,439	100.0	40,149	99.9	47,619	100.1	44,169	99.9
Percent of All Faculty		3.5		4.0		4.4		2.8		3.3		3.1

(Table continued on following page)

Table 5.3 (continued). Faculty Employment Category and Institutional Category, by Gender and Racial Category, Fall 2019

	White				All Faculty			
	Women		Men		Women		Men	
	N	%	N	%	N	%	N	%
Full-time Tenure-line	129,076	25.7	173,165	34.8	185,480	25.5	247,067	35.1
Associate's Colleges	25,831	5.1	21,871	4.4	35,831	4.9	30,114	4.3
Baccalaureate/ Small Master's	18,455	3.7	23,473	4.7	26,351	3.6	32,352	4.6
Master's/Doctoral	38,499	7.7	43,974	8.8	53,732	7.4	61,637	8.8
Research Universities	46,291	9.2	83,847	16.9	69,566	9.6	122,964	17.5
Full-time Non-tenure-track	115,937	23.1	98,325	19.8	163,185	22.5	138,010	19.6
Associate's Colleges	26,937	5.4	21,861	4.4	35,639	4.9	28,309	4.0
Baccalaureate/ Small Master's	19,793	3.9	18,708	3.8	29,881	4.1	27,301	3.9
Master's/Doctoral	26,440	5.3	19,454	3.9	35,613	4.9	26,443	3.8
Research Universities	42,767	8.5	38,302	7.7	62,052	8.5	55,957	8.0
Part-time	257,590	51.3	225,753	45.4	377,730	52.0	318,598	45.3
Associate's Colleges	100,137	19.9	85,902	17.3	143,101	19.7	118,624	16.9
Baccalaureate/ Small Master's	36,943	7.4	34,661	7.0	56,676	7.8	50,395	7.2
Master's/Doctoral	81,582	16.2	65,778	13.2	121,164	16.7	94,954	13.5
Research Universities	38,928	7.7	39,412	7.9	56,789	7.8	54,625	7.8
Total	502,603	100.1	497,243	100.0	726,395	100.0	703,675	100.0
Percent of All Faculty		35.1		34.8		50.8		49.2

Notes. The table includes all degree-granting institutions that reported faculty for fall 2019 (N = 3,992). “All Faculty” includes American Indian or Alaska Native, Unknown, and Nonresident Alien. “Tenure-line” includes full-time tenured or tenure-track. Percentages may not sum to 100 due to rounding.