

**Tenure and Academic Freedom Committee
Report to Faculty Assembly
Tenured, Tenure Stream and Non-tenured Faculty Statistical Report, AY 2011-2012**

The total number of tenured faculty at Pitt has remained stable over the past 15 years in most Schools (Figure 1). An early retirement offer in the late 1990s resulted in a decrease in the number of tenured faculty in the Arts & Sciences, Professions and Regional Campuses. From 1999 to 2011, the sizes of the tenured faculty in most schools have fluctuated about a stable level. By contrast, a pattern of continued growth in the number of tenured faculty in the School of Medicine (SOM) is noticeable. The number of tenured SOM faculty has increased steadily from 274 in 2000 to 331 in 2006 and to 433 in 2011. This increase in the number of tenured faculty is correlated with a greater percentage increase in extramural funding (grant awards) received by the SOM (from \$195,281,000 in 2006 to \$281,453,000 in 2010 and \$321,528,000 in 2011). This growth strategy continues to serve a goal of increasing the prominence of Pitt's national ranking in terms of extramural research income. The University of Pittsburgh was first listed among the top ten recipients of the National Institutes of Health (NIH) funding in 1997. The School of Medicine ranked seventh in 2009 and fifth in 2011. However, the projected trends in NIH and NSF extramural expenditures raise a concern regarding the sustainability of the growing cadre of tenured faculty. We may need to ascertain that projected SOM financial reserves are sufficient to sustain estimates of the long term salary support commitments to the current SOM tenured faculty base.

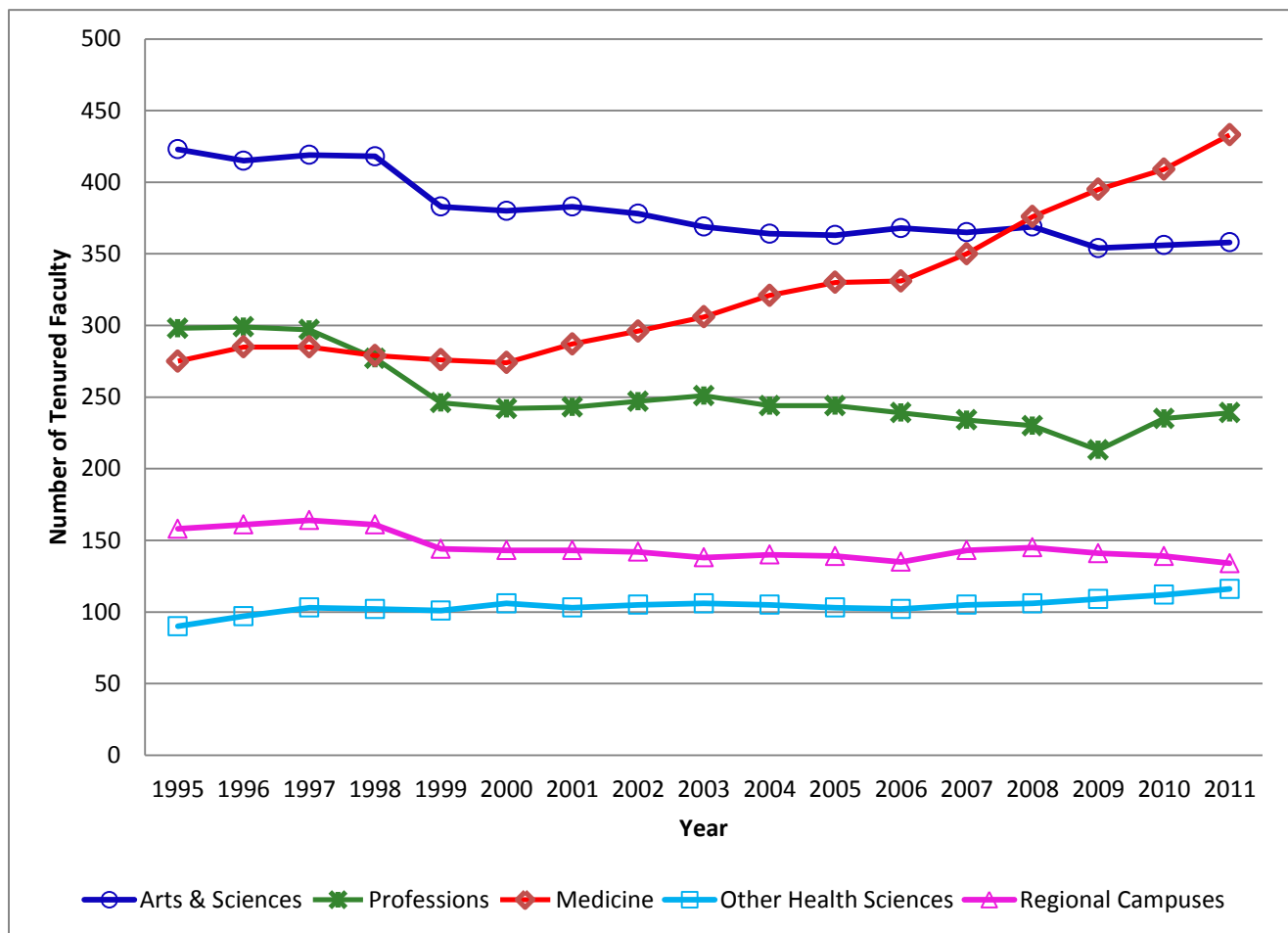


Figure 1. Tenured Faculty

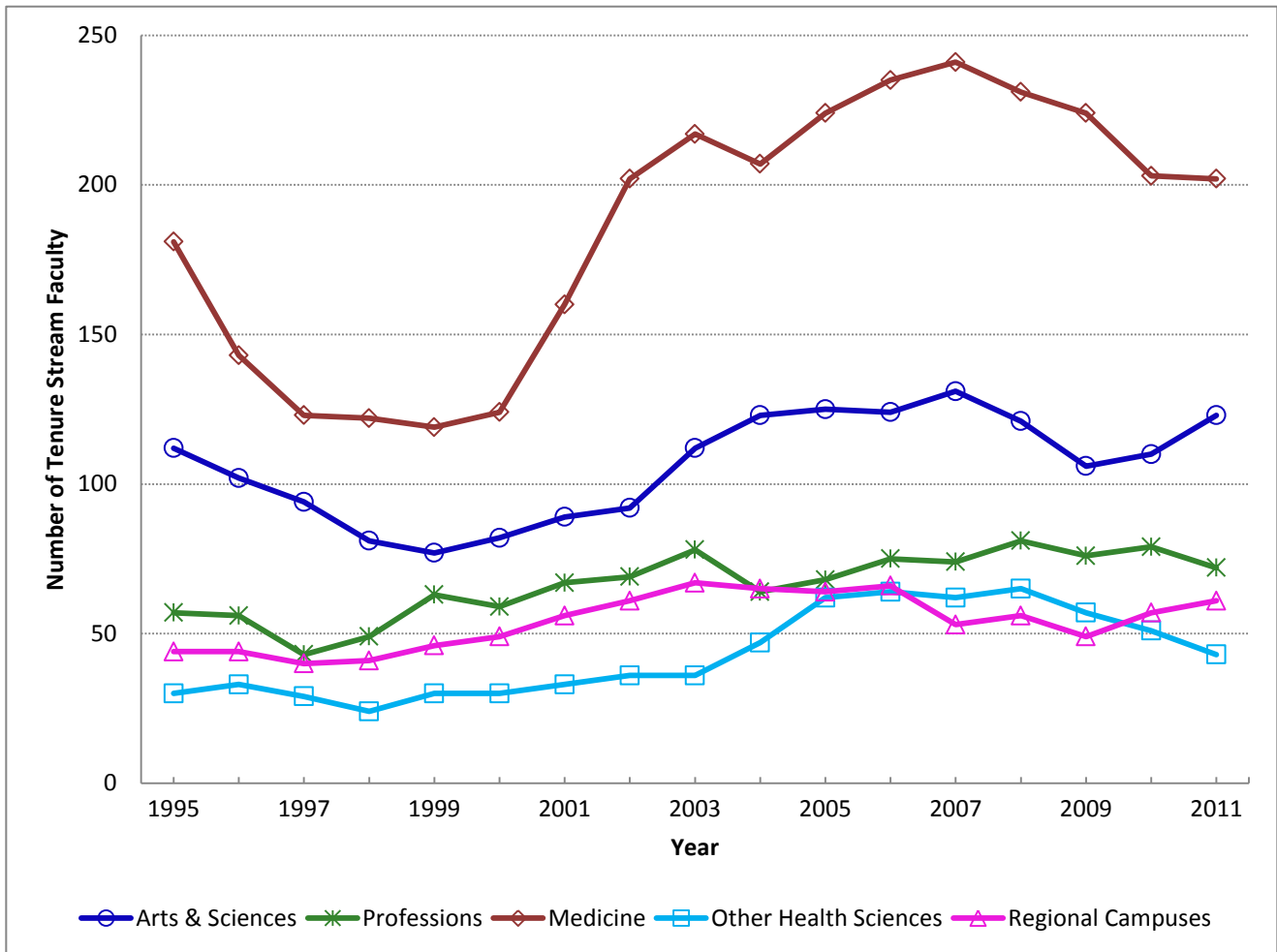


Figure 2. Tenure Stream Faculty

For the previous five years, there has been a stable number of tenure stream faculty (Figure 2), commensurate to the process of hiring new tenure stream faculty to fill a limited number of tenured and tenure stream positions in most schools. However, the number of tenure stream faculty in the SOM has been decreasing from a peak of 241 in 2007 to 203 in 2010, and was sustained at 202 in 2011. Likewise, other schools in the health sciences decreased from 65 in 2008 to 43 in 2011.

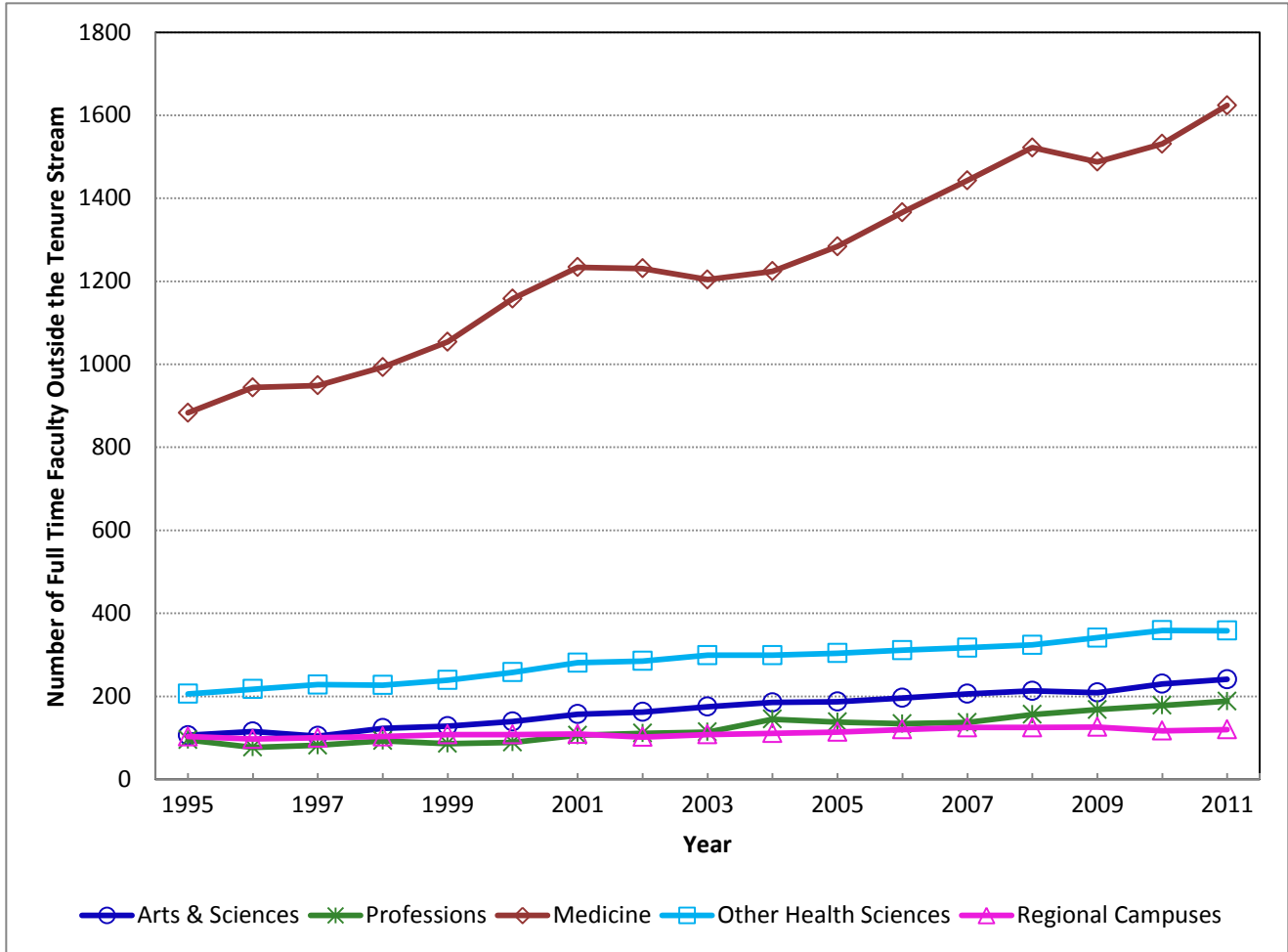


Figure 3. Full Time Outside the Tenure Stream

The number of full-time faculty outside the tenure stream has shown different trajectories among academic units (Figure 3), which may reflect the specialized roles the faculty performs outside the tenure stream in different academic disciplines. Between 2008 and 2011, a slight but steady increase in full-time faculty outside the tenure stream in the Arts & Sciences, Professions, and Other Health Sciences and stabilization at the Regional Campuses have been shown. The number of full-time faculty outside the tenure stream in the School of Medicine appears to continue to rise from 1,531 in 2010 to 1,624 in 2011.

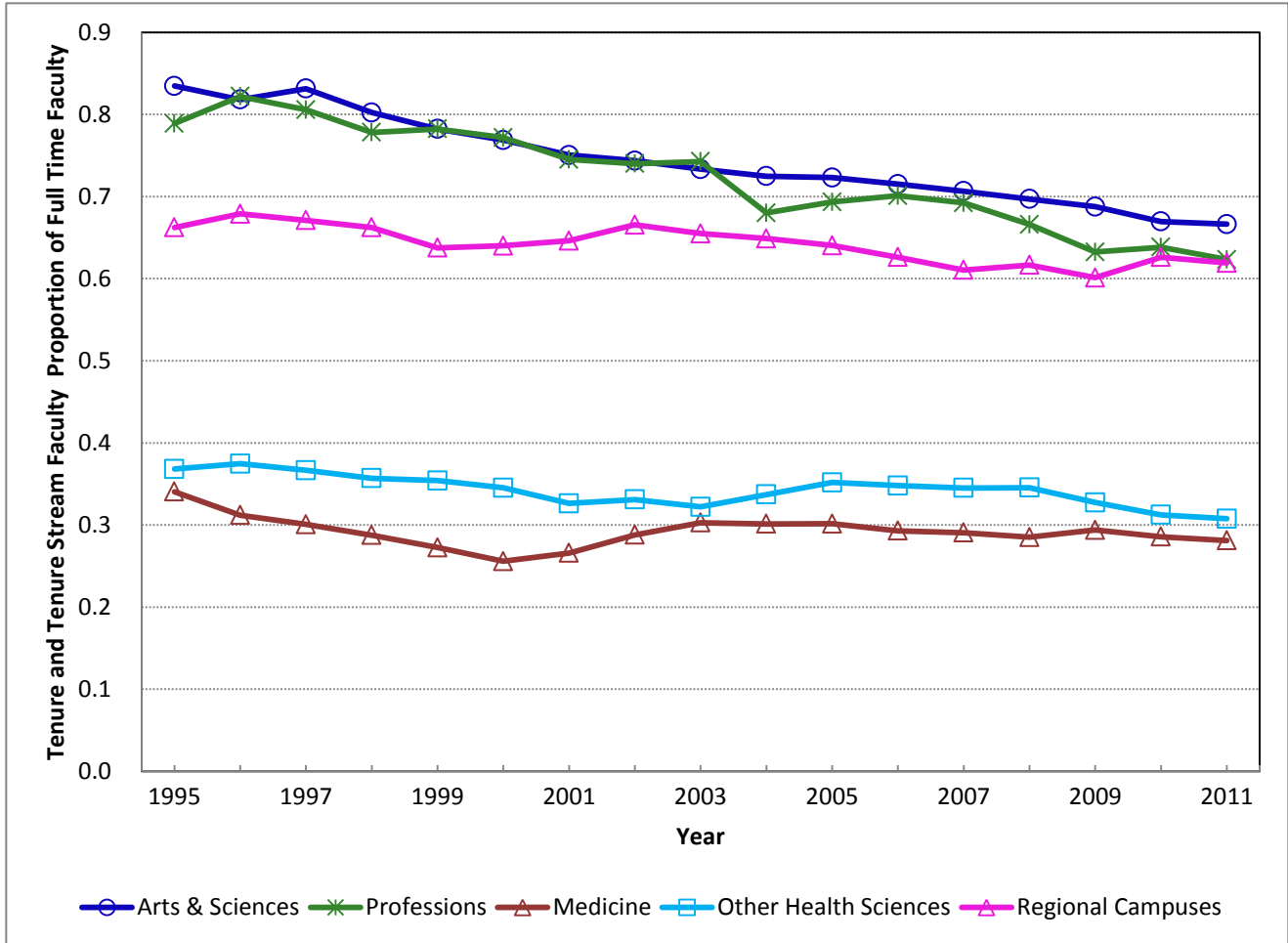


Figure 4. Tenured and Tenure Stream Faculty as Proportion of Full Time Faculty

The percentage of full-time faculty in the tenure-stream continues to be associated with differences in the faculty composition among academic units (Figure 4). The percentage of full-time faculty in the tenure stream has remained relatively static for the School of Medicine, the Other Health Sciences and the Regional Campuses for a prolonged period. As noted in previous reports, interpretation of these trends requires a careful examination of the specialized faculty roles outside the tenure stream within each academic area. The two patterns of faculty utilization remain clear: (1) an approximately 67% tenure stream faculty composition in Arts & Sciences, Professions and Regional Campuses, and Other Health Sciences schools and (2) a 30% tenure stream faculty composition in the SOM.

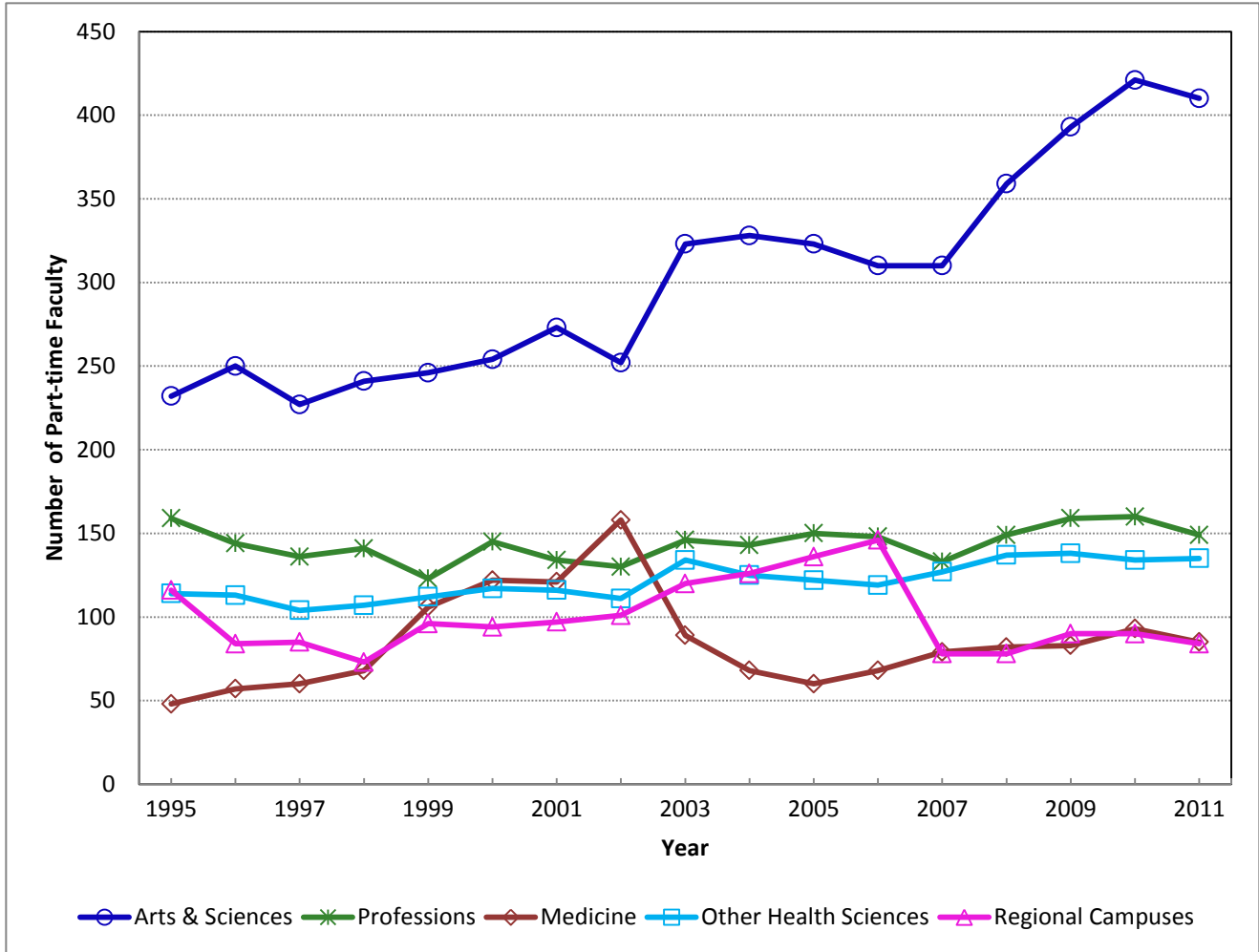


Figure 5. Number of Part Time Faculty

Trends in the utilization of part-time faculty continue to vary among academic units (Figure 5). Utilization of part-time faculty was stable in Regional Campuses, School of Medicine, and Other Health Sciences. The number of part-time faculty in the Arts & Sciences increased substantially from 310 in 2007 to 421 in 2010, but decreased slightly to 410 in 2011. The Professions showed a parallel increase from 133 part-time faculty members in 2007 to 149 part-time faculty members in 2011, which is only a small change from the 144 part-time faculty members in 1996.

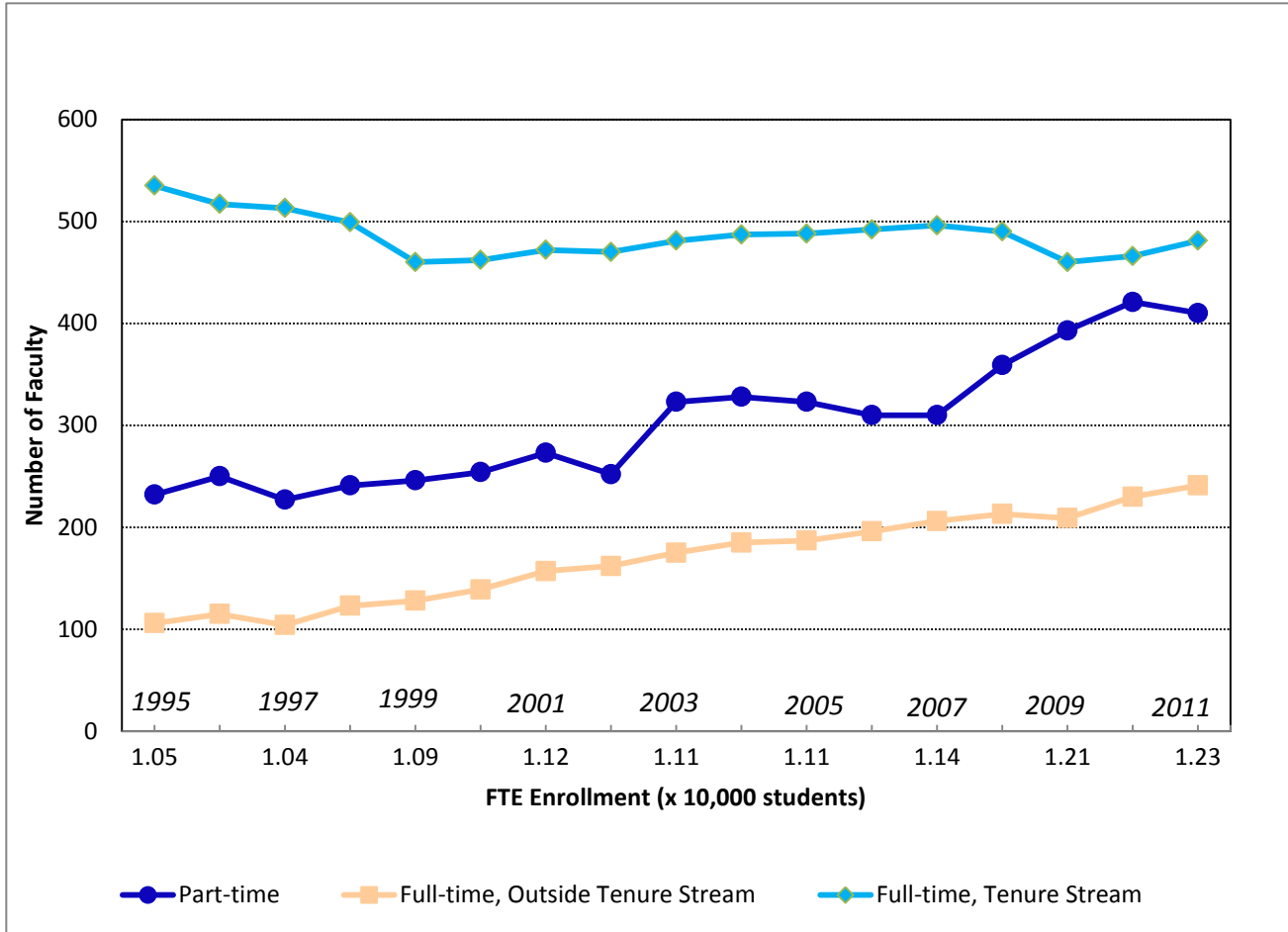


Figure 6. Arts & Sciences Faculty and FTE Enrollment

An assessment of the significance of these trends will require a careful review of the roles, duties, and full time equivalent hours of part-time faculty within each unit. Increasing enrollment is also an important consideration. The FTE student enrollment in the Arts & Sciences increased steadily from 11,440 in 2007 to 12,384 in 2011 (Figure 6).

The data in Figure 6 suggest that part-time faculty, and, to a lesser extent, full time faculty outside the tenure stream, are being employed to maintain acceptable class sizes in the face of increasing enrollment in the Arts & Sciences.

In summary, the number of tenured and tenure-stream faculty has remained stable in most schools and academic units. The marked growth in the number of tenured faculty in the School of Medicine since 2006 is a noted exception, correlated with an increase in extramural funding. The vulnerability of the School of Medicine’s financial commitments to this growing tenured faculty should be monitored. The utilization of increased numbers of full-time and/or part-time faculty outside the tenure stream continues to vary with the academic unit. The net effect of these trends is a continuing decrease in the percentage of tenured and tenure-stream faculty (re: all full time faculty) in the Arts & Sciences, Professions, and the Regional Campuses, but stable percentages in the School of Medicine and the Other Health Sciences.