

Tenure and Non-tenure Faculty Activity

Tenure and Academic Freedom Committee Report 5-18-04

The total number of Pitt faculty in the tenure stream has remained remarkably stable over the past thirty years (Figure 1), with the exception of the Schools of Medicine, which witnessed a significant growth. The number of tenure stream faculty in the Arts and Science decreased in the late 1990s due to an early retirement offer afforded faculty at that time, but it has recovered steadily since that time.

The number of full-time faculty outside the tenure stream has shown different tendencies among academic units (Figure 2), which likely reflects the specialized roles served by these faculty in different academic disciplines. The steady increase in full-time faculty outside the tenure stream in the Arts & Sciences, Professions and Other Health Sciences continued in 2003. By contrast, the number of full-time faculty outside the tenure stream continued to decline slightly in the School of Medicine.

The percentage of full-time faculty in the tenure-stream reflects the dynamic differences in faculty composition among academic units (Figure 3). There was continuation of a slow decline in the percentage of full time tenure-stream faculty in Arts & Sciences in 2003. The School of Medicine, by contrast, continued an increase in the percentage of full time tenure-stream faculty. The percentage remained relatively static for the Professions, Other Health Sciences and Regional Campuses. Interpretation of these trends will require a careful examination of the specialized roles of faculty outside the tenure stream within each academic division.

Trends in the utilization of part-time faculty continued to vary among academic units (Figure 4). There was a marked increase in the number of part-time faculty in the Arts & Sciences in 2003 (73 individuals), which was offset by a decrement of similar magnitude (69 individuals) in the School of Medicine. Less dramatic increments were shown in the other units. An assessment of the significance of these trends will require a careful and detailed study of the roles, duties and full time equivalent hours of part-time faculty within each unit.

In summary, with the exception of expansion in the School of Medicine, the number of tenured and tenure-track faculty has remained stable in most major academic units. With the exception of the School of Medicine, there has also been a continued increase in the number of full-time and/or part-time faculty outside the tenure stream across academic units. The net effect of these trends is a continuing decrement in the percentage of tenured and tenure-stream faculty (re: all full time faculty) in the Arts & Sciences, an increase in this percentage in the School of Medicine, and stable percentages (over 3 years) in the Professions, Other Health Sciences and the Regional Campuses.

Figure 1. Number of Tenured and Tenure-Stream Faculty, 1974-2003

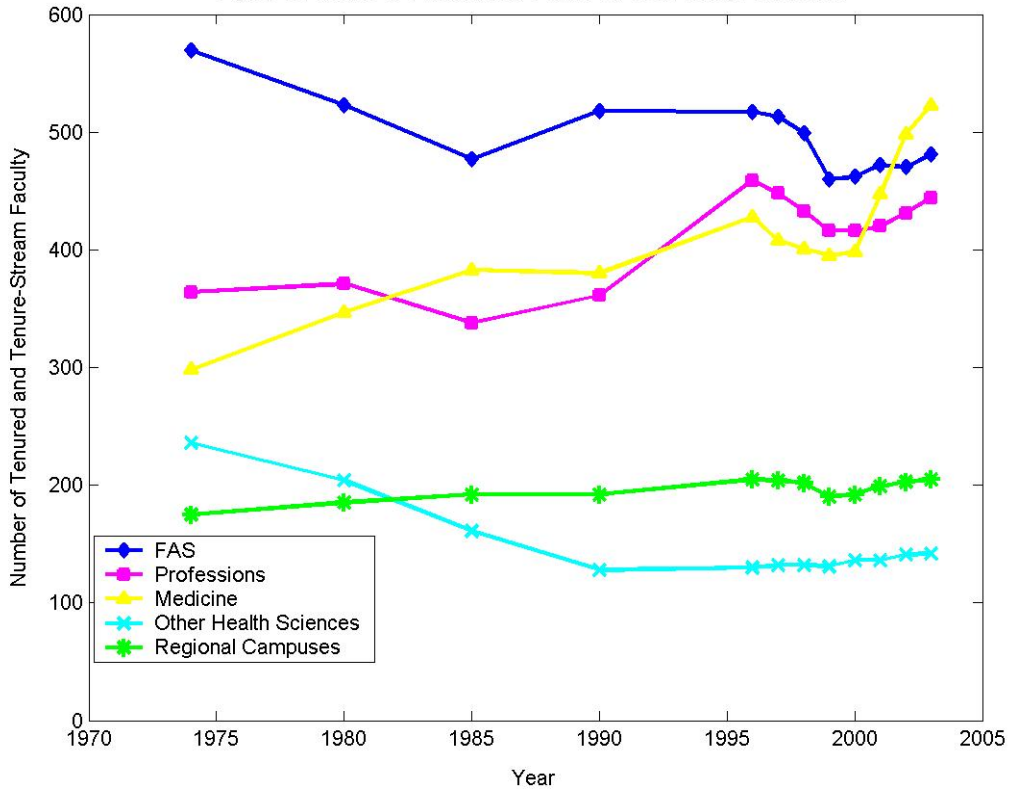


Figure 2. Number of Full Time Faculty Outside the Tenure Stream (1974-2003)

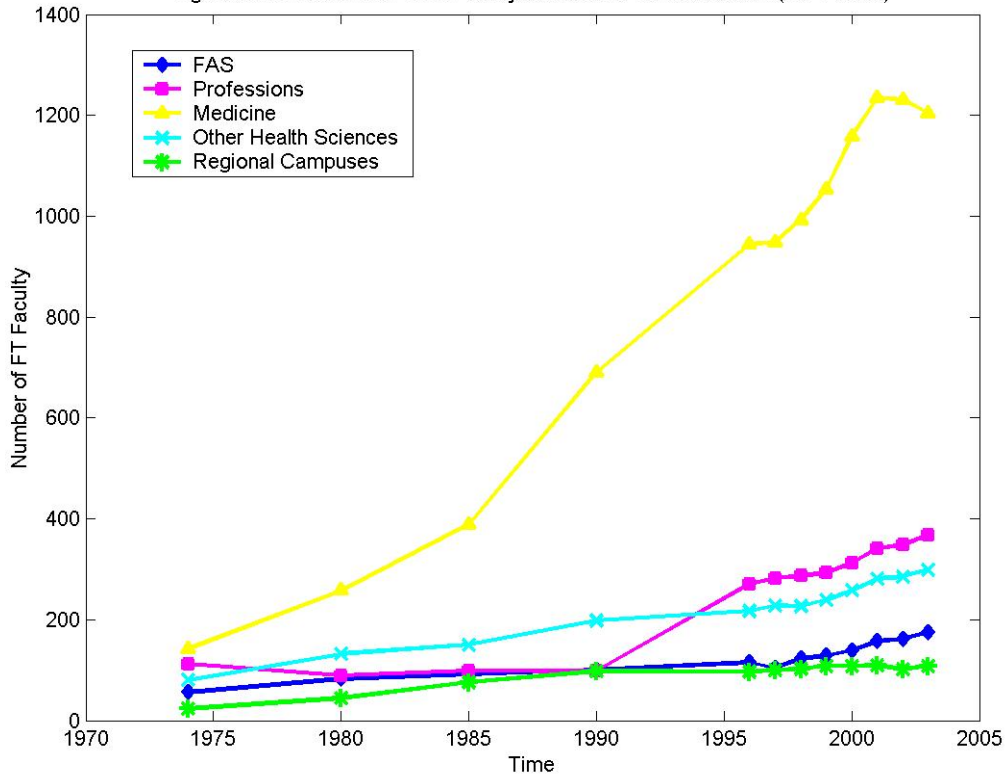


Figure 3. Tenured and Tenure-Stream as Percentage of Full Time Faculty

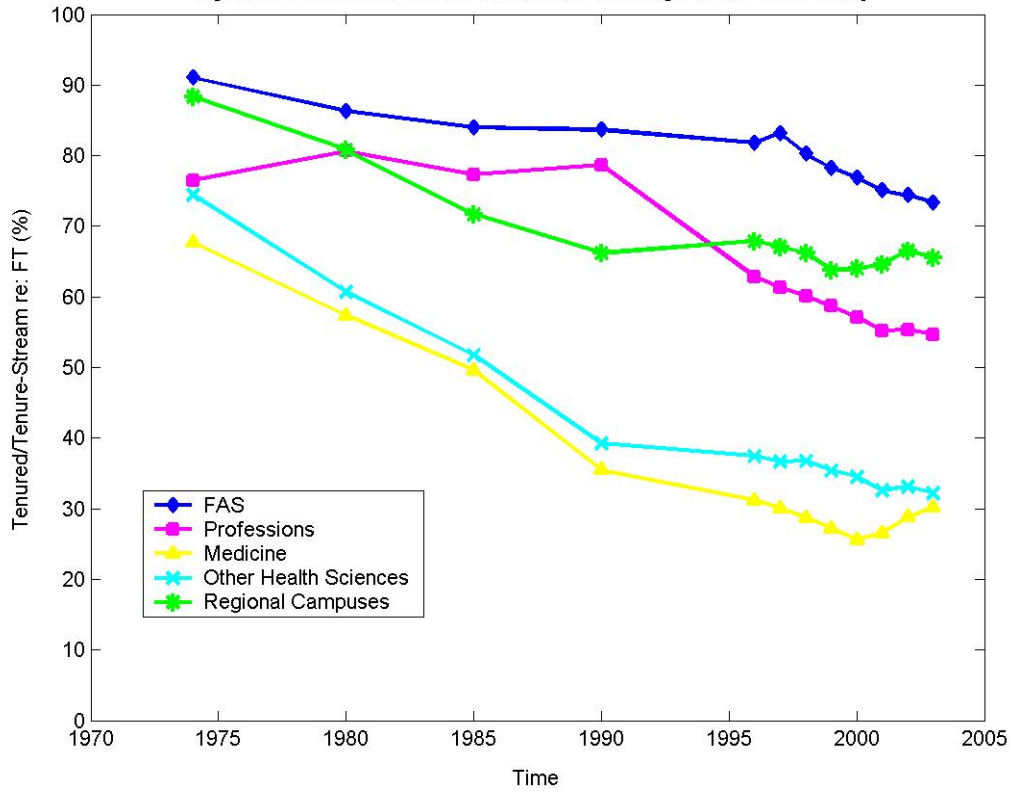


Figure 4. Number of Part-Time Faculty (1974-2003)

