

Tenured and Non-tenured Faculty Statistical Report, AY 2004-2005

Tenure and Academic Freedom Committee

The total number of Pitt faculty in the tenure stream has remained remarkably stable over the past thirty years (Figure 1). The significant growth in the number of faculty in the tenure stream between 2000 and 2003 in the School of Medicine reached a plateau in 2004. The number of tenure stream faculty in the Arts & Sciences 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 faculty outside the tenure stream 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 2004. By contrast, the number of full-time faculty outside the tenure stream has remained stable in the School of Medicine since 2001.

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 2004. The Professions showed a relatively marked 5.6% decline in the percentage of full-time faculty in the tenure stream, reflecting decrements in both the number of tenured (from 250 to 244) and tenure-stream (from 78 to 73) and a net increase of 20 full time faculty. By contrast, there was a 1.5% increase in the percentage of full-time faculty in the tenure stream in the Other Health Sciences. The percentage remained relatively static for the School of Medicine 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. However, it is of interest that two stable patterns are emerging: (1) an approximately 70% tenure stream faculty composition in Arts & Sciences, Professions and Regional Campuses and (2) an approximately 30% tenure stream faculty composition in Medicine and Other Health Sciences.

Trends in the utilization of part-time faculty continued to vary among academic units (Figure 4). The number of part-time faculty in the Arts & Sciences increased only slightly (from 323 to 328) in 2004, in the wake of the large increase in 2003. The Regional Campuses reported a similar increase in the number of part-time faculty (from 120 to 126). The School of Medicine continued to show a steady decline in the number of part-time faculty, reporting only 68 part-time appointments in 2004. Less dramatic declines 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, the number of tenured and tenure-track faculty has remained stable in most major academic units, with the Arts & Sciences showing a steady recovery from the large early retirement program in the late 1990s. The number of full-time and/or part-time faculty outside the tenure stream continued to increase slowly across academic units, with the exception of the School of Medicine which maintained the size of the full time faculty outside the tenure stream but reduced the number of part-time faculty. These increases have, in general, mirrored percentage changes in FTE student enrollment over that previous five years, with relatively little growth in the Arts & Sciences (10866.6

in 1999 versus 10957.2 in 2004) and Professional Schools (5879.6 in 1999 versus 6082.6 in 2004) and greater increases in the School of Medicine (630.6 in 1999 versus 853.2 in 2004), Other Health Sciences (2372.4 in 1999 versus 2772.6 in 2004) and the Regional Campuses (5797.6 in 1999 versus 6486 in 2004). 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 and Professions, an increase in this percentage in the Other Health Sciences, and stable percentages (over 3 years) in the School of Medicine and the Regional Campuses.

Figure 1. Number of Tenured and Tenure-Stream Faculty, 1974-2004

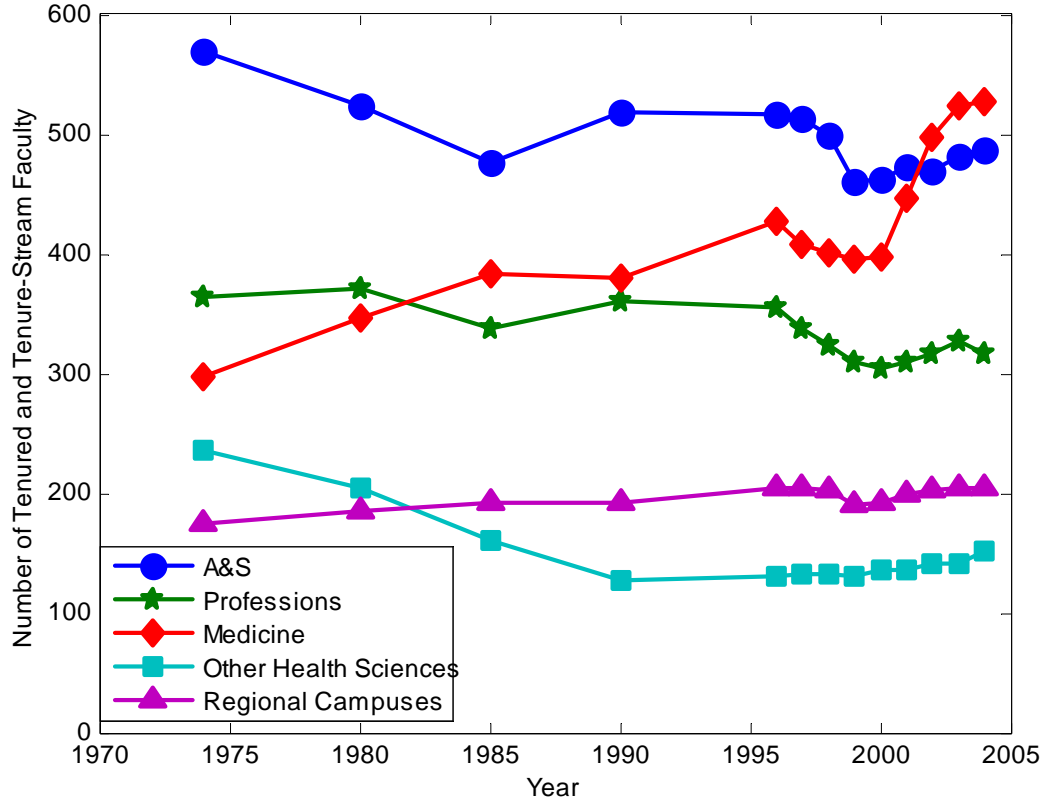


Figure 2. Number of Full Time Faculty Outside the Tenure Stream (1974-2004)

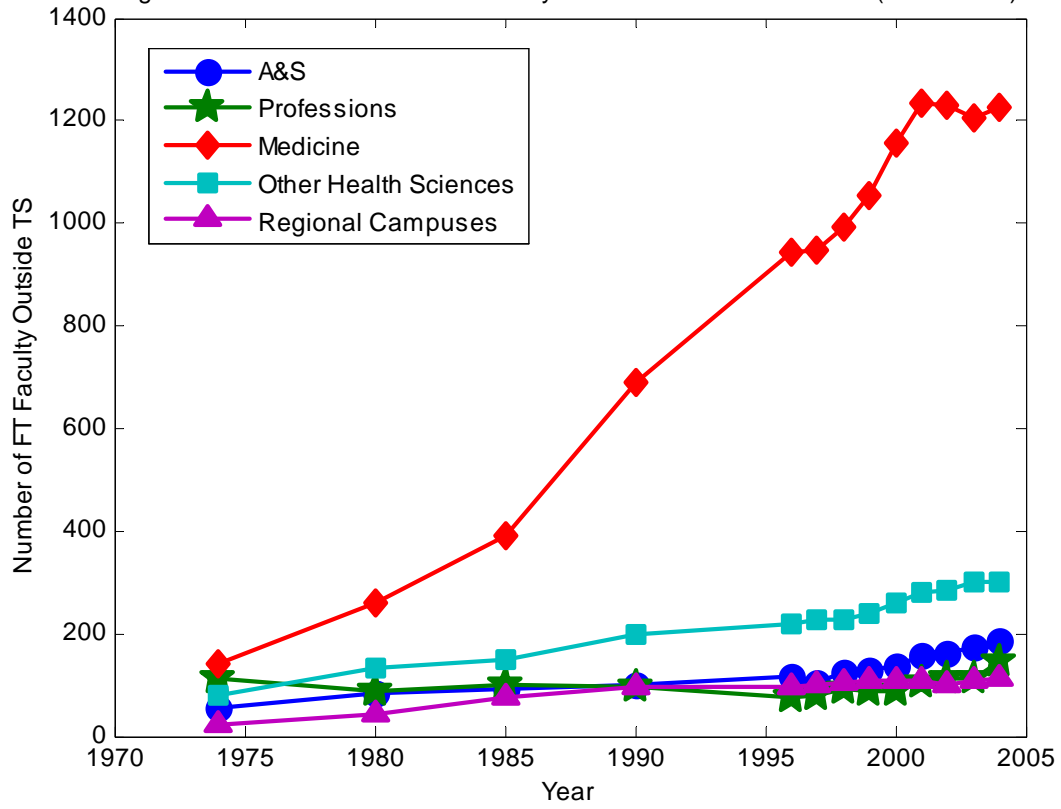


Figure 3. Tenured and Tenure-Stream as Percentage of Full Time Faculty

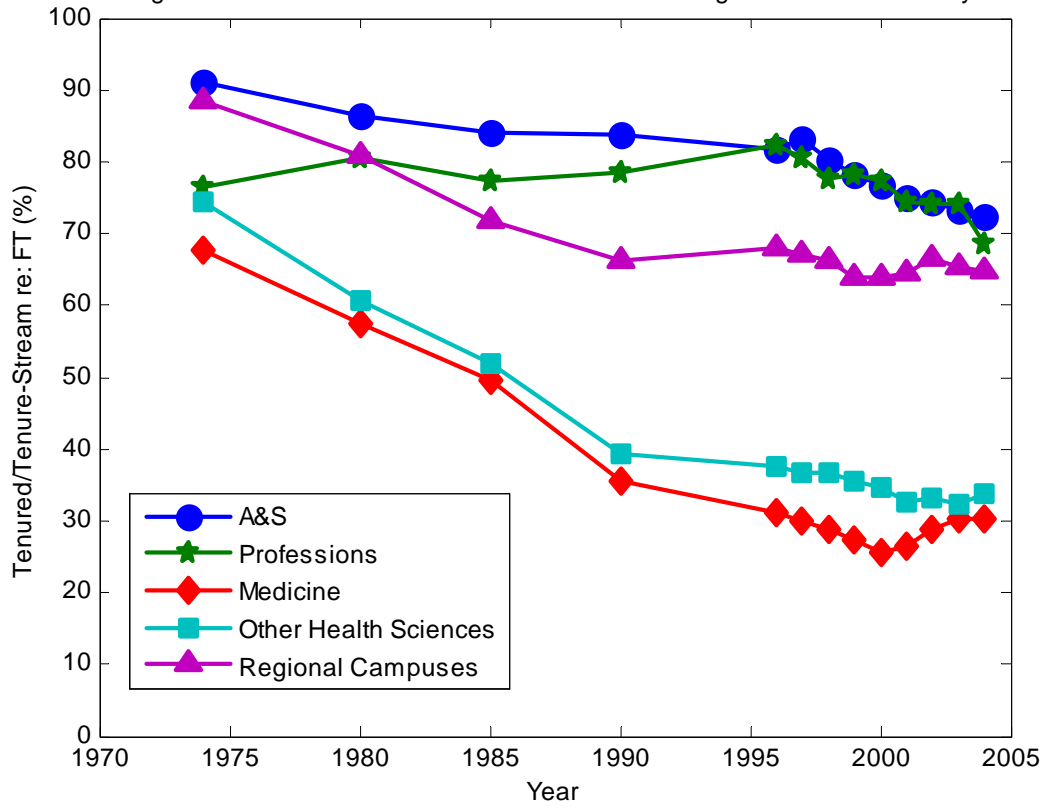


Figure 4. Number of Part-Time Faculty (1974-2004)

