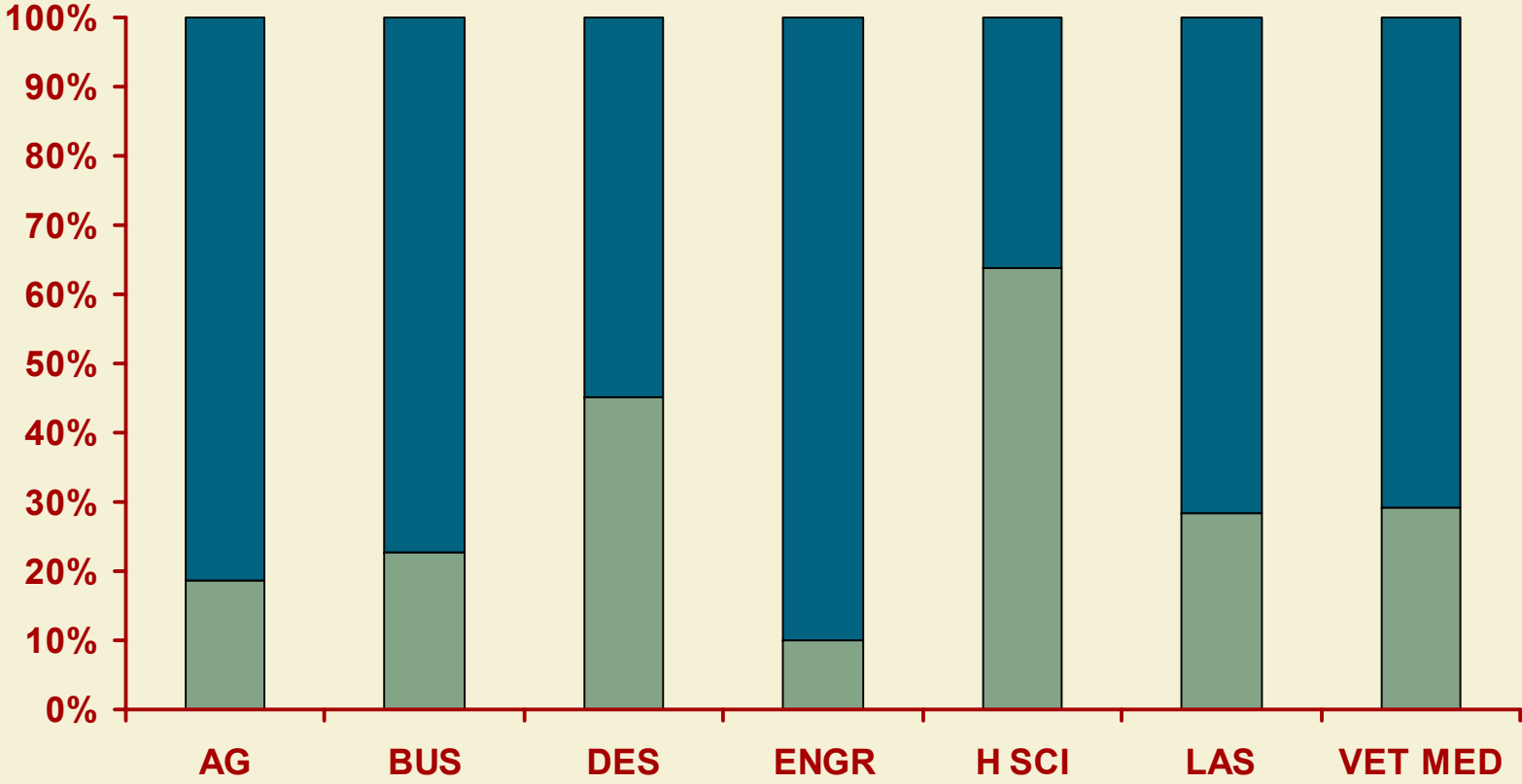


Faculty by Gender and Tenure Status

	1996-1997		2006-2007	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Tenured				
Women	221	18.5%	253	25.7%
Men	975		732	
Total	<u>1,196</u>		<u>985</u>	
Tenure Eligible				
Women	110	42.8%	128	39.0%
Men	147		200	
Total	<u>257</u>		<u>328</u>	
Tenured & Tenure Eligible				
Women	331	22.8%	381	29.0%
Men	1,122		932	
Total	<u>1,453</u>		<u>1,313</u>	
Non Tenure Track				
Women	182	54.7%	207	52.3%
Men	151		189	
Total	<u>333</u>		<u>396</u>	
Total Faculty				
Women	513	28.7%	588	34.4%
Men	1,273		1,121	
Total	<u>1,786</u>		<u>1,709</u>	

Tenure and Tenure Eligible Faculty by Gender and College, 2006-07

Female Male

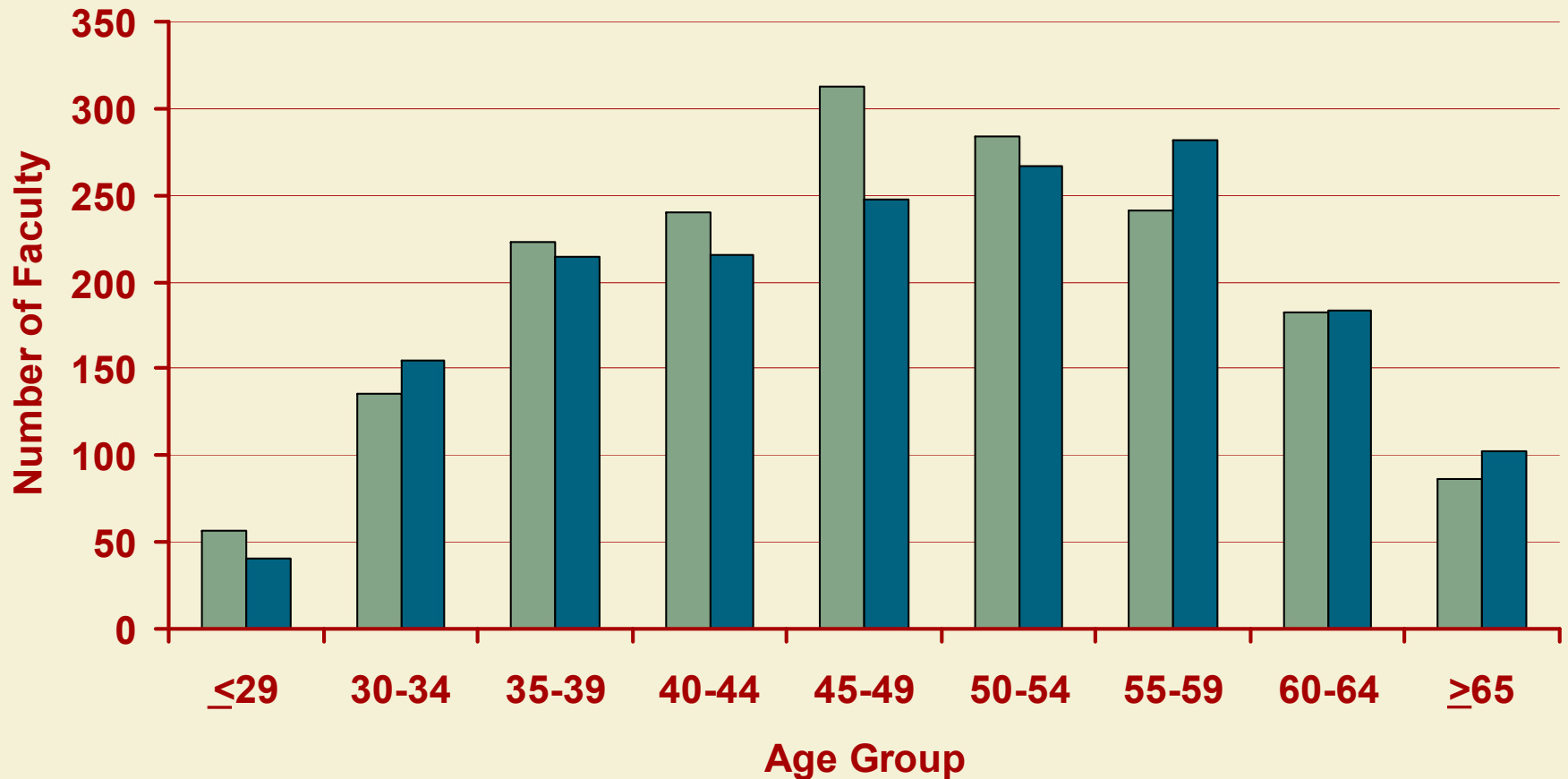


Faculty by Race/Ethnicity and Tenure Status

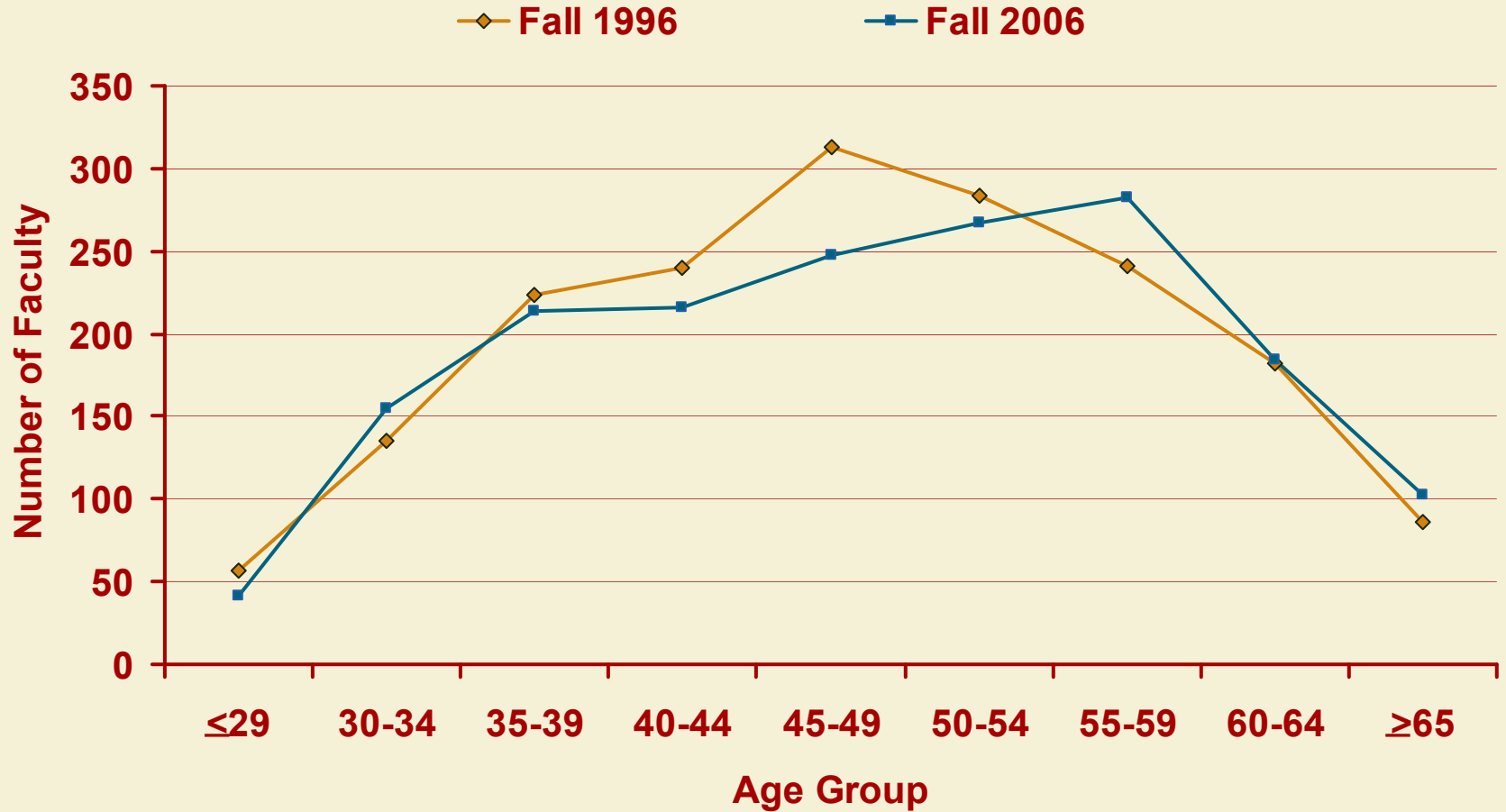
	1996-1997		2006-2007	
	Number	Percent	Number	Percent
<u>Tenured & Tenure Eligible</u>				
African American	18	1.2%	22	1.7%
Am. Indian/ Alaskan	2	0.1%	7	0.5%
Asian/ Pacific Islander	107	7.4%	187	14.2%
Hispanic	22	1.5%	28	2.1%
Total Minority	149	10.3%	244	18.6%
White	1,304	89.7%	1,069	81.4%
<u>Non Tenure Track</u>				
African American	9	2.7%	10	2.5%
Am. Indian/ Alaskan	2	0.6%	3	0.8%
Asian/ Pacific Islander	14	4.2%	29	7.3%
Hispanic	6	1.8%	12	3.0%
Total Minority	31	9.3%	54	13.6%
White	302	90.7%	342	86.4%
<u>Total Faculty</u>				
African American	27	1.5%	32	1.9%
Am. Indian/ Alaskan	4	0.2%	10	0.6%
Asian/ Pacific Islander	121	6.8%	216	12.6%
Hispanic	28	1.6%	40	2.3%
Total Minority	180	10.1%	298	17.4%
White	1,606	89.9%	1,411	82.6%

ISU Total Faculty by Age Fall 1996 and Fall 2006

Fall 1996 Fall 2006



ISU Total Faculty by Age Fall 1996 and Fall 2006



ISU Faculty by Age and Tenure Status Fall 2006

□ Non-Tenure Track (N = 396)

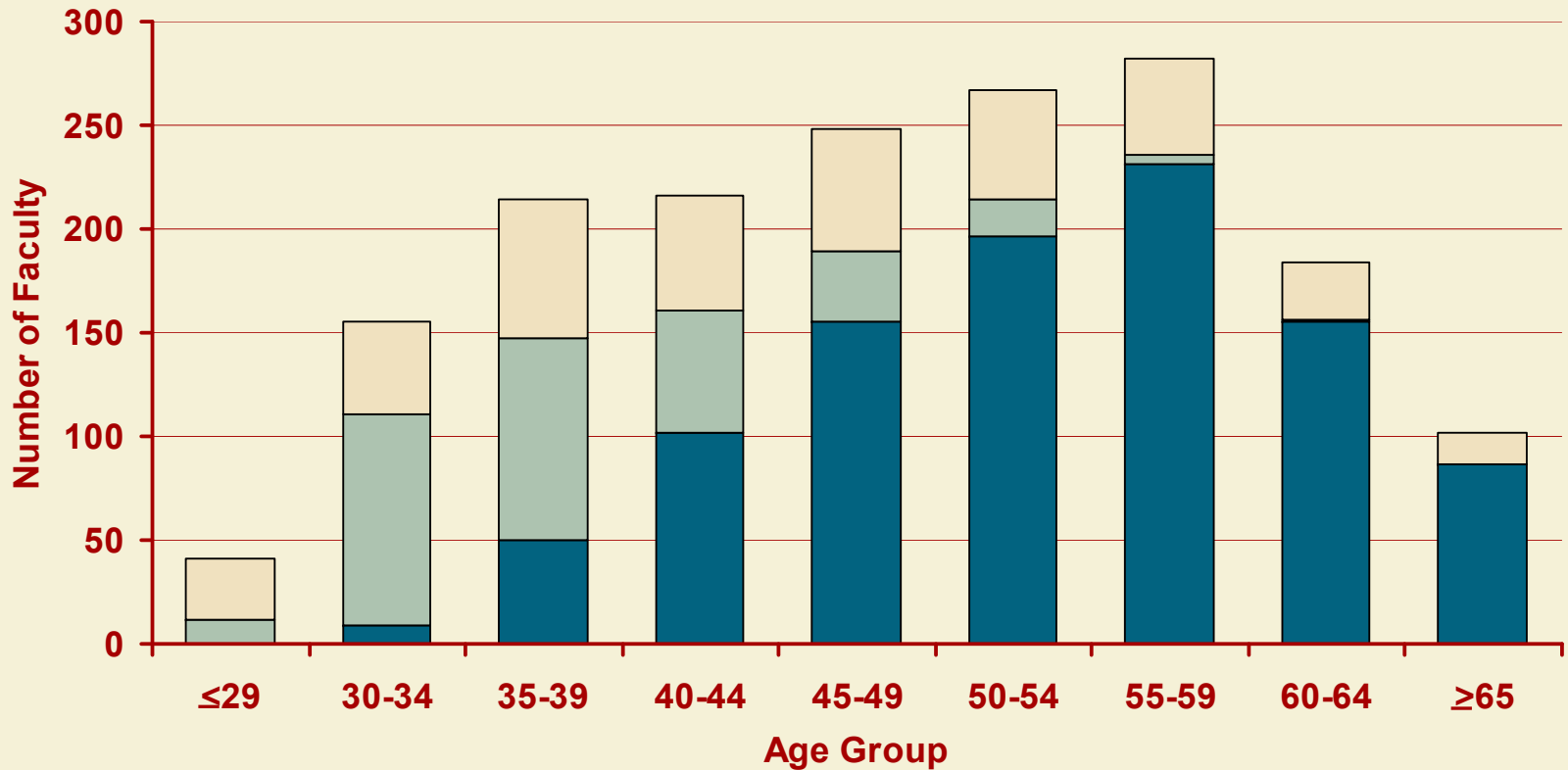
■ Tenure Eligible (N = 328)

■ Tenured (N = 985)

Average Age: 45

Average Age: 38

Average Age: 54



Average Hours Worked Per Week

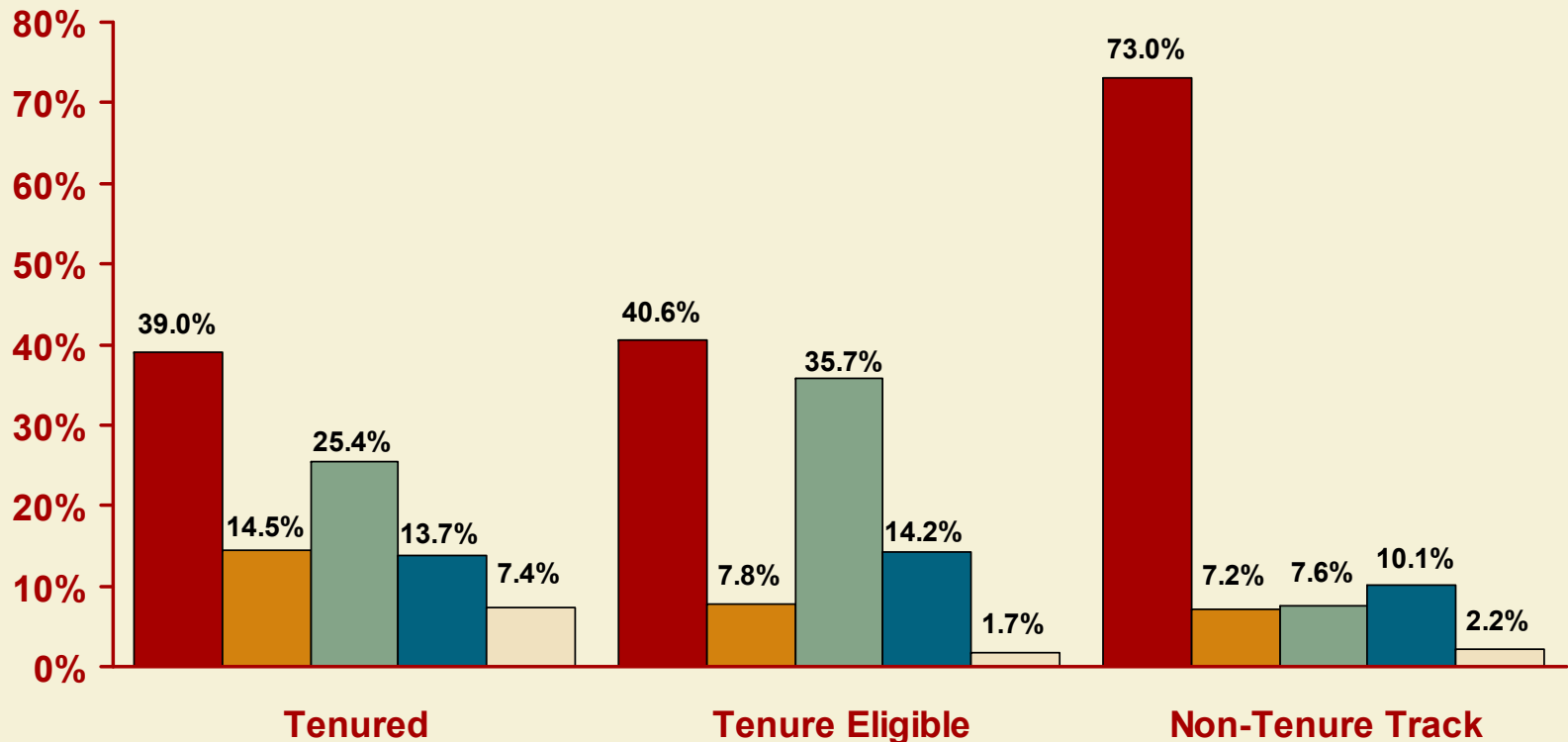
	Academic Year				
	1999	2001	2003	2005	2007
Tenured Faculty	57.4	57.7	58.9	59.5	58.2
Tenure Eligible Faculty	59.9	59.6	57.4	57.8	58.7
Non-Tenure Track Faculty	51.1	58.0	54.7	52.1	53.4
Total Faculty	57.4	58.2	58.1	57.9	57.7

Average Hours Worked Per Week ISU, SUI and UNI

	2006-2007		
	ISU	SUI	UNI
Tenured Faculty	58.2	58.3	55.6
Tenure Eligible Faculty	58.7	60.3	54.9
Non-Tenure Track Faculty	53.4	52.3	50.4
All Faculty	57.7	57.7	54.8

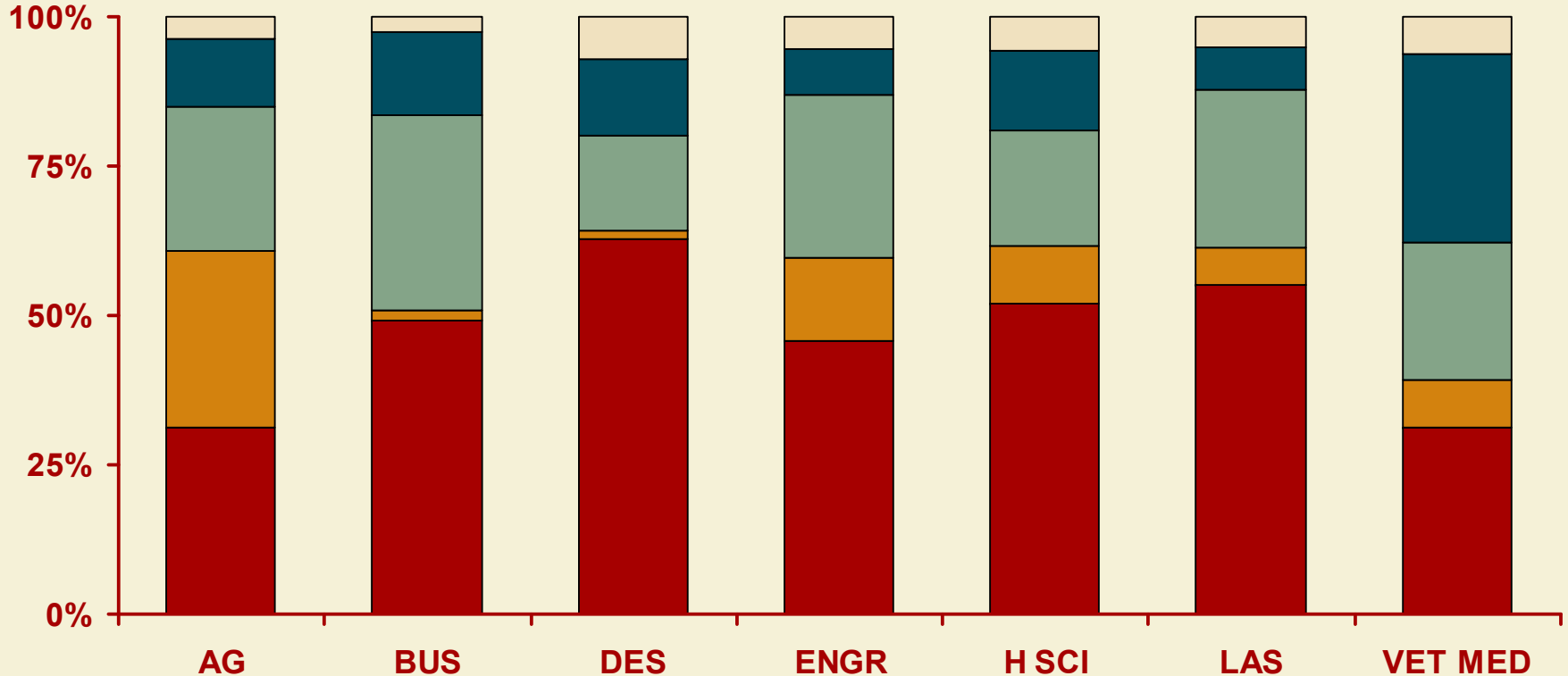
Percent of Effort Spent on Activities by Tenure Status, 2006-2007

- Teaching
- Research/Other Sponsored Activity
- Non-Sponsored Research
- Public/Professional Service
- Administrative Activity

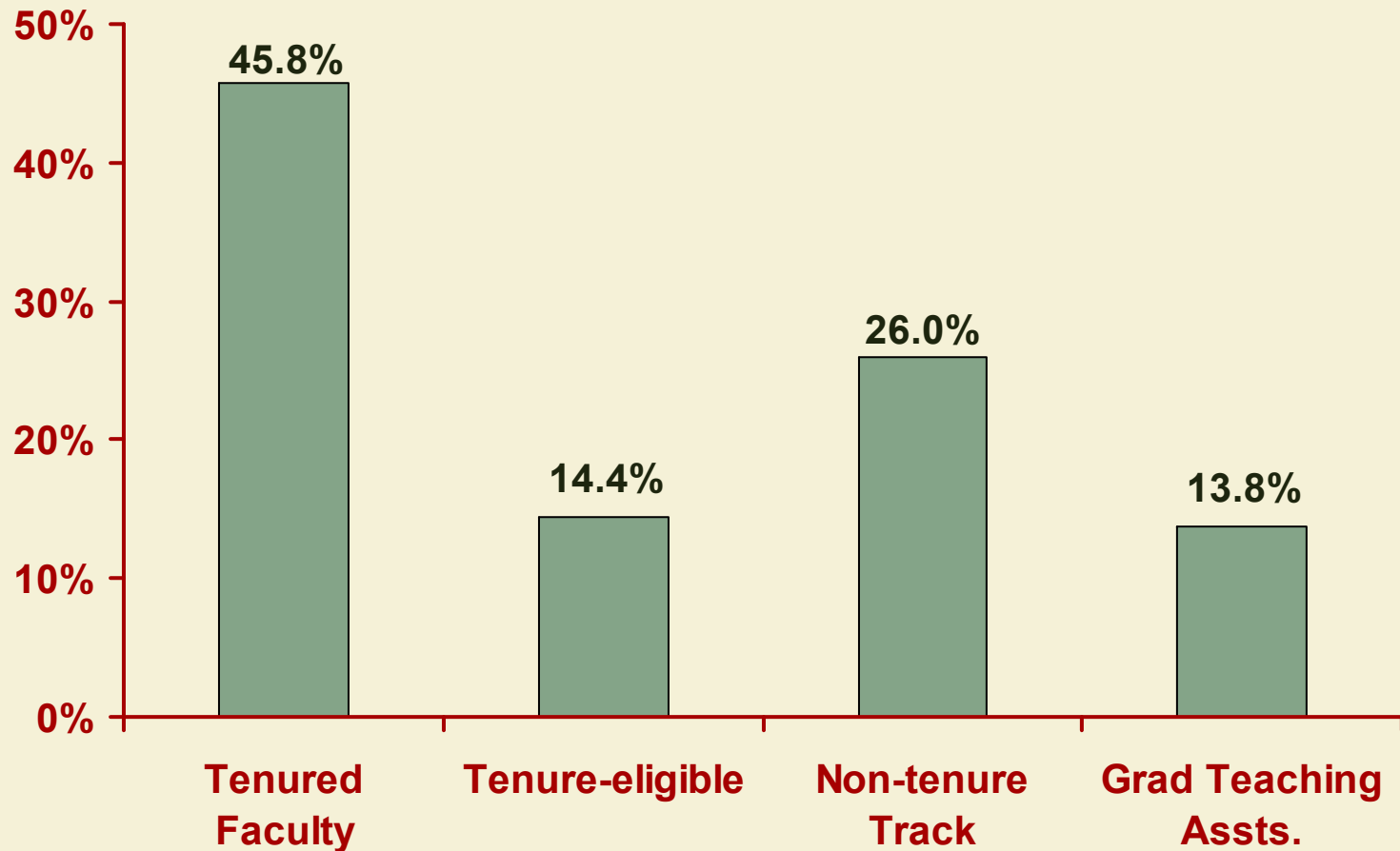


Percent of Effort Spent on Activities by College , 2006-2007

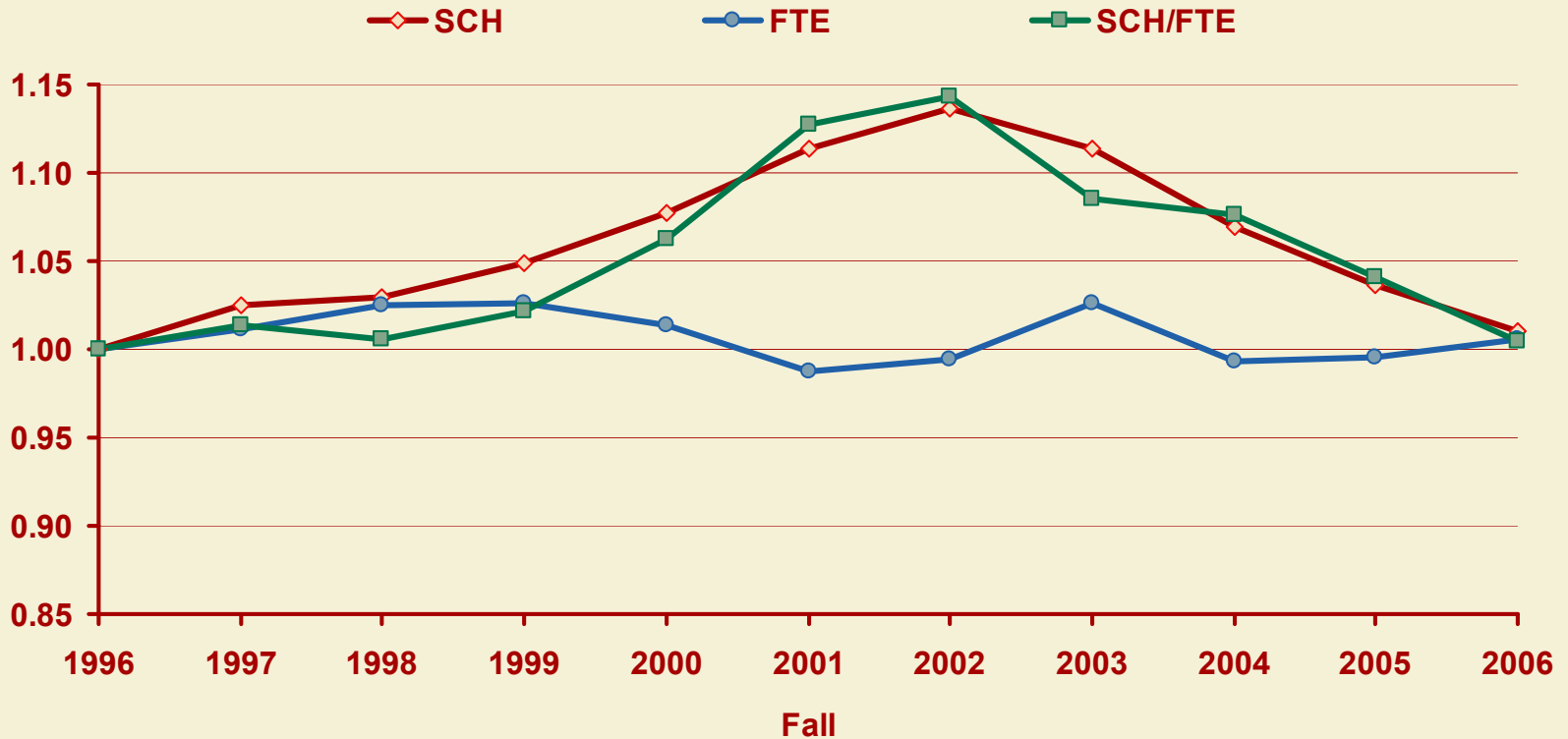
- Teaching
- Non-Sponsored Research
- Administrative Activity
- Research/Other Sponsored Activity
- Public/Professional Service



Percentage of FTE Students Taught by Faculty Type, Fall 2006

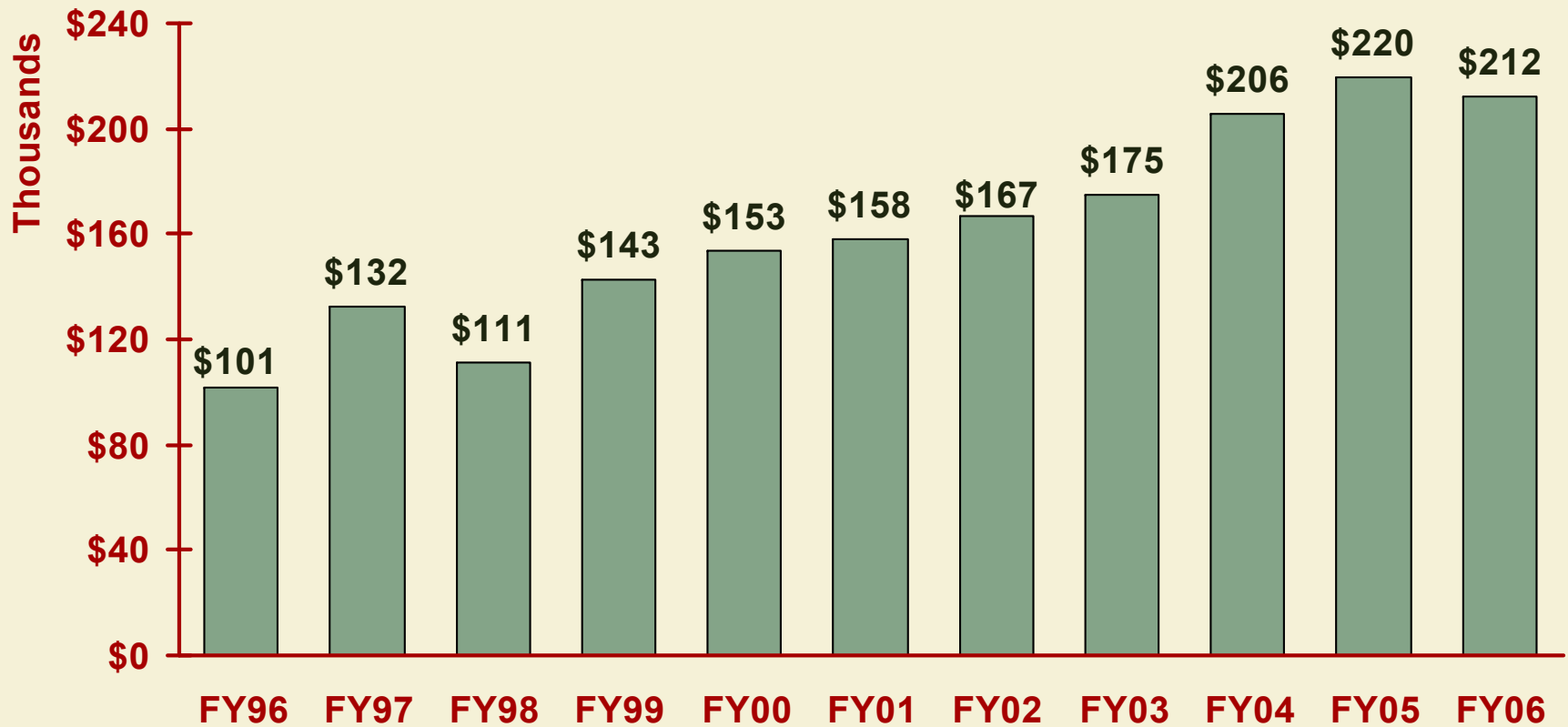


Student Credit Hours (SCH), Full-Time Equivalent Instructor (FTE), and SCH/FTE Ratio for Fall



	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
SCH	312,324	320,081	321,678	327,412	336,470	347,800	354,997	347,767	334,011	323,844	315,385
FTE	1,458	1,474	1,494	1,496	1,479	1,441	1,451	1,497	1,449	1,452	1,466
SCH/FTE	214	217	215	219	228	241	245	232	231	223	215

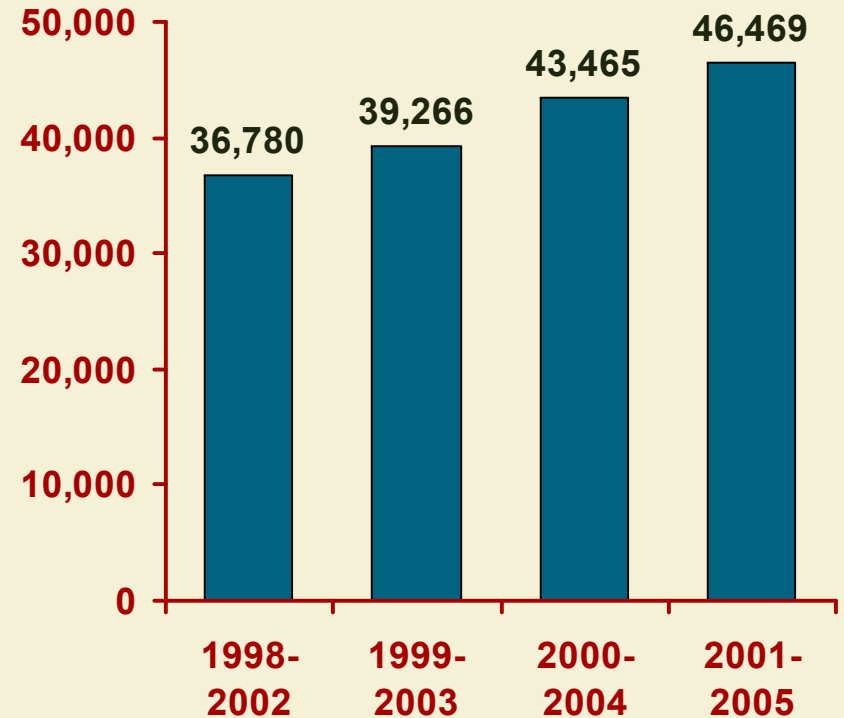
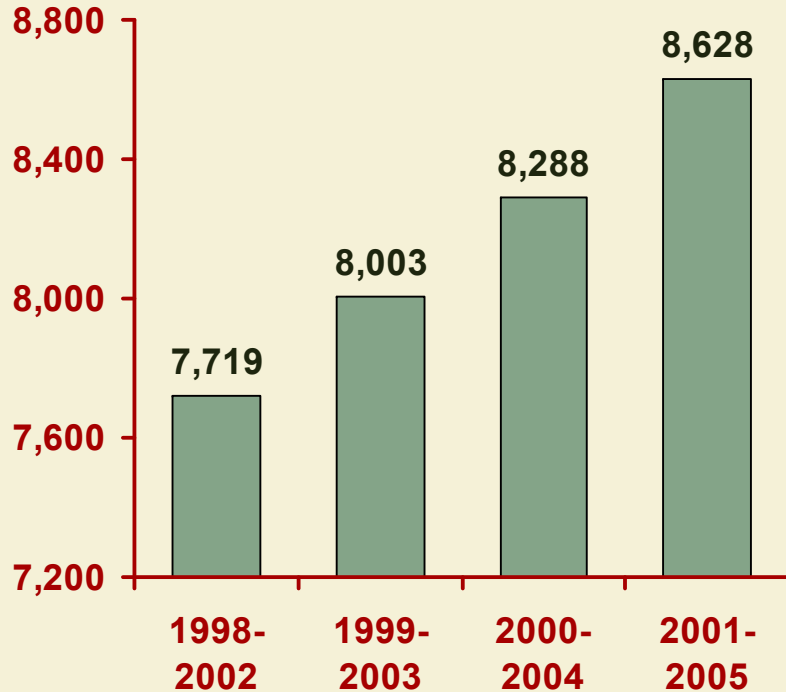
Sponsored Funding per FTE Tenure & Tenure-Eligible Faculty



Faculty Articles and Citations

Articles

Citations of Articles



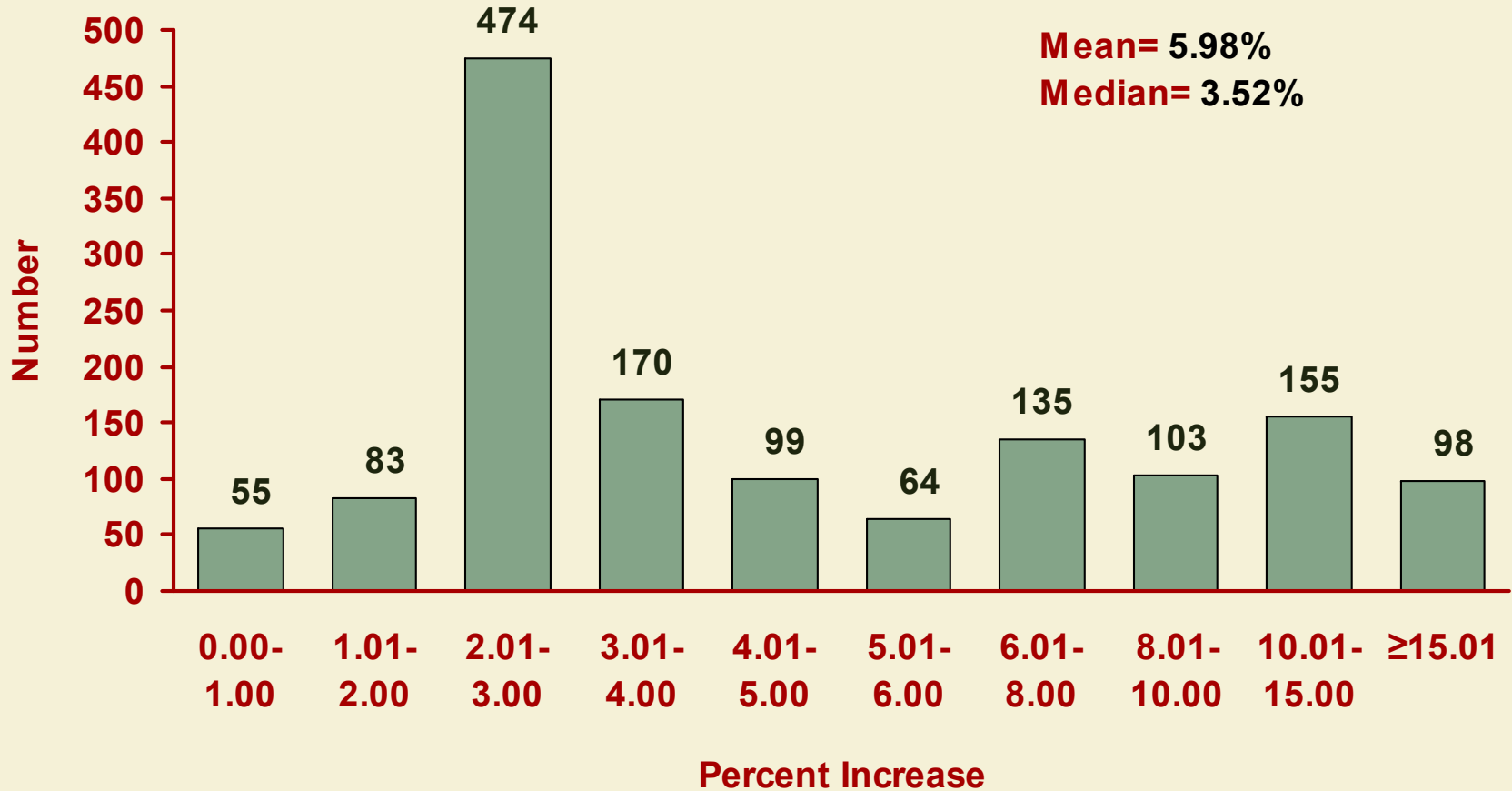
FY 2007 and FY 2008 Salary Increase Fund Allocations

	FY2007	FY2008
State Appropriations	4,400,000	19,163,838
Tuition Revenue	1,927,921	—
Reallocations	4,409,101	656,224
Other Income	868,000	—
Total Salary Increase Funds	\$11,605,022	\$19,820,062
Total Faculty and P&S Increases		5.01%
Excluding Equity and Market Increases		3.08%

FY 2008 Average A&B-Base Salary Increase by Rank

Rank	Total	Women	Men	Minority	Non-Minority
Prof	6.68%	8.14%	6.40%	7.84%	6.46%
Assoc Prof	6.74%	6.77%	6.72%	6.51%	6.79%
Asst Prof	4.72%	4.73%	4.71%	4.66%	4.74%
Instr	3.91%	5.21%	2.76%	2.15%	4.09%
Lectr	4.07%	3.65%	4.70%	3.15%	4.20%
All A & B	5.98%	5.96%	5.98%	6.06%	5.96%

Distribution of FY 2008 Salary Increase A&B-Base



Index of Average Faculty Salaries

Women Compared to Men

<u>FY</u>	<u>Prof</u>	<u>Assoc Prof</u>	<u>Asst Prof</u>
2000	0.97	0.96	1.00
2001	0.97	0.97	1.00
2002	0.98	0.97	0.99
2003	0.98	0.97	0.98
2004	0.98	0.97	0.99
2005	0.98	0.98	0.98
2006	0.99	0.98	0.98
2007	0.98	0.96	1.00

Minority Compared to Non-Minority

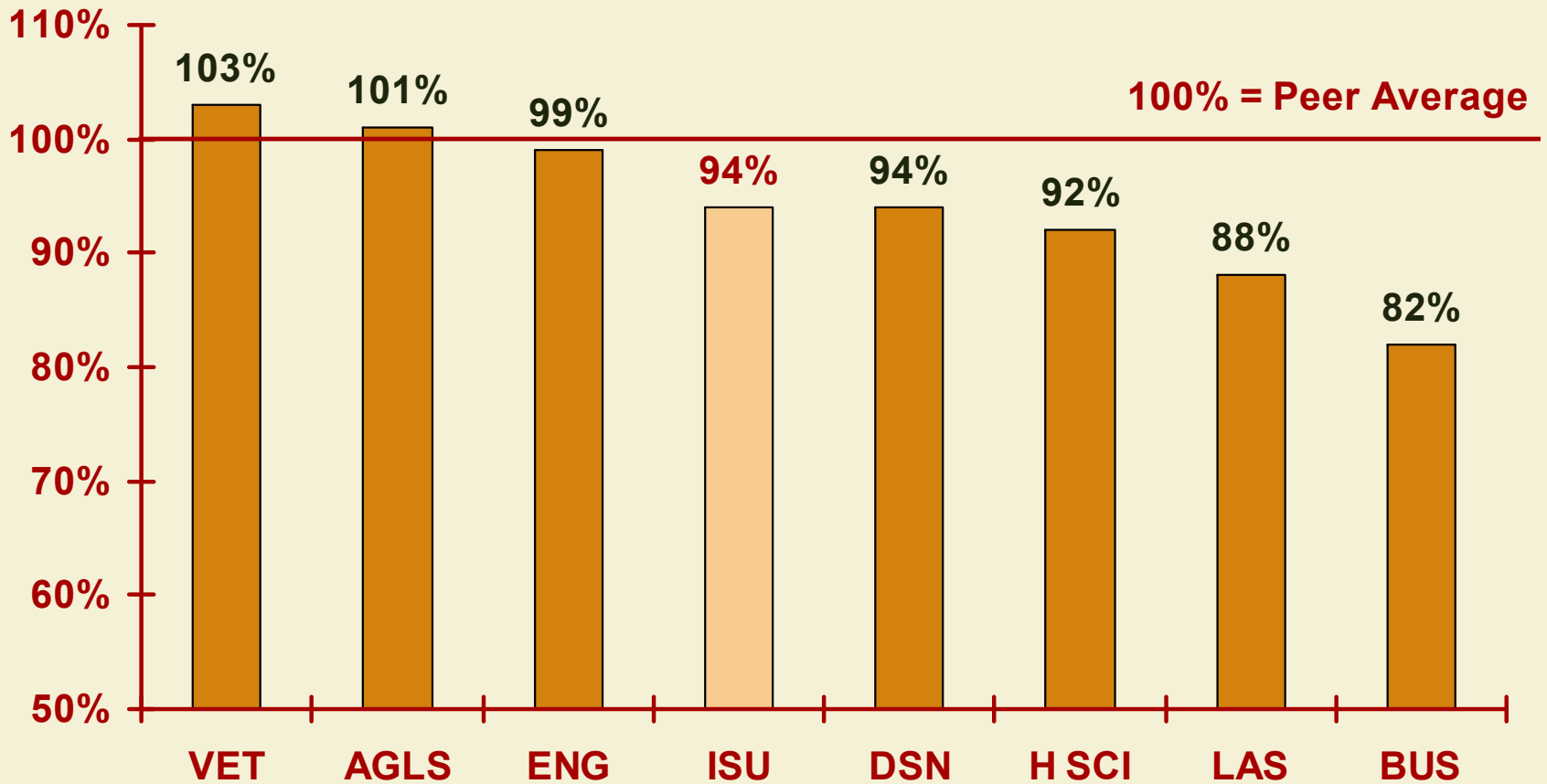
<u>FY</u>	<u>Prof</u>	<u>Assoc Prof</u>	<u>Asst Prof</u>
2000	0.98	0.98	1.02
2001	0.97	0.99	1.00
2002	0.97	0.99	1.02
2003	0.99	1.01	1.01
2004	1.00	1.01	1.00
2005	0.98	1.00	1.00
2006	0.97	1.01	0.99
2007	0.99	0.99	1.00

Index of Average ISU Faculty Salaries Compared to Peer Land Grant Universities

<u>FY</u>	<u>Prof</u>	<u>Assoc Prof</u>	<u>Asst Prof</u>	<u>All Ranks</u>
1995	1.01	1.03	0.98	1.01
1996	1.01	1.02	0.97	1.01
1997	1.00	1.00	0.97	0.99
1998	1.00	1.01	0.97	1.00
1999	0.99	1.00	0.97	0.99
2000	0.98	1.00	0.99	0.99
2001	0.97	0.98	0.98	0.98
2002	0.96	0.98	0.97	0.97
2003	0.95	0.97	0.96	0.96
2004	0.96	0.97	0.96	0.96
2005	0.93	0.97	0.96	0.95
2006	0.94	0.96	0.95	0.95
2007	0.93	0.94	0.95	0.94

Iowa State and Peer Land-Grant Universities Faculty Salary Comparisons by College, 2006-2007

(three ranks combined)



Iowa State and Peer Land-Grant Universities Faculty Salary Comparisons by College, 2006-2007

(three ranks combined)

