

the condition of education 2003



INDICATOR 35

Changes in Faculty Tenure Policy and Hiring

The indicator and corresponding tables are taken directly from *The Condition of Education 2003*. Therefore, the page numbers may not be sequential.

Additional information about the survey data and supplementary notes can be found in the full report. For a copy of *The Condition of Education 2003*, visit the NCES web site (<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2003067>) or contact ED PUBs at 1-877-4ED-PUBS.

Suggested Citation:

U.S. Department of Education, National Center for Education Statistics, *The Condition of Education 2003*, NCES 2003-067, Washington, DC: U.S. Government Printing Office, 2003.



Faculty

Changes in Faculty Tenure Policy and Hiring

The majority of postsecondary institutions had recently taken actions affecting tenure as of 1998, and the proportion of recently hired faculty who were not on a tenure track increased from 1992 to 1998.

Over the past decade, postsecondary institutions have experienced rising enrollments of nontraditional students, reductions in the proportion of revenues from state funding, and increased use of short-term and contract personnel. These changes have led postsecondary institutions to reevaluate longstanding policies affecting faculty tenure and hiring (Chronister and Baldwin 2000).

About two-thirds (66 percent) of all postsecondary institutions had tenure systems in fall 1998, and 88 percent of all full-time faculty worked at these institutions (NCES 2001–201). The majority of institutions (63 percent) had taken at least one action related to tenure or tenure policy for full-time faculty and instructional staff during the previous 5 years. According to these institutions, they had offered early or phased retirement to full-time tenured faculty more often than other measures such as instituting more stringent standards for granting tenure or downsizing tenured faculty (48 percent vs. 11 and 8 percent, respectively; see supplemental table 35-1). In addition, 16 per-

cent of institutions reported replacing some tenured positions with fixed-term contracts.

The likelihood of enacting changes differed somewhat by type of institution. Research institutions were more likely than doctoral institutions to have taken actions related to tenure for full-time faculty. For example, while a majority of public (60 percent) and private not-for-profit (69 percent) research institutions had offered early or phased retirement to tenured full-time faculty during the previous 5 years, fewer doctoral institutions had done so (44 percent of public and 45 percent of private not-for-profit doctoral institutions). Public research institutions were also more likely than other doctoral and research institutions to have downsized tenured faculty during this period.

Changes in the tenure status of recently hired faculty appear to reflect these strategies. Between 1992 and 1998, the percentage of full-time faculty in their current jobs no more than 3 years who were not on a tenure track (but were at institutions with tenure systems) increased from 32 percent to 38 percent (see supplemental table 35-2).

¹ Includes other possible actions not shown. See supplemental table 35-1 for details.

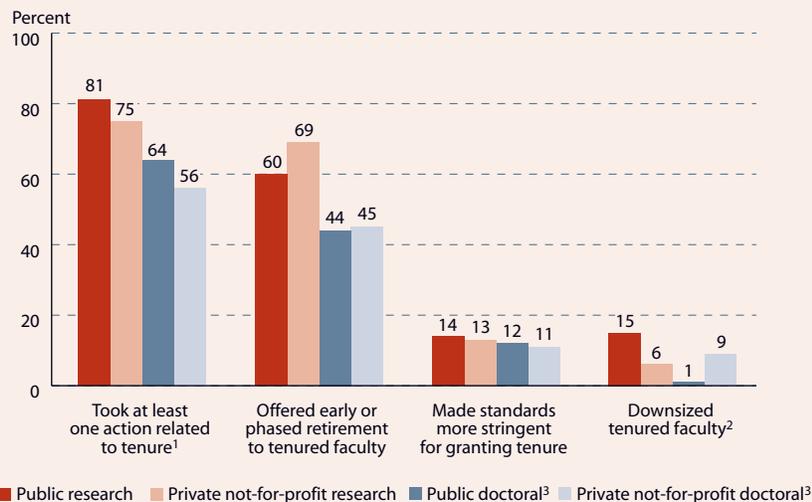
² Downsizing includes dismissing tenured faculty, replacing departing tenured faculty with nontenure-track faculty, or not hiring replacements for departing tenured faculty.

³ Includes specialized medical schools and medical centers.

NOTE: Includes public and private not-for-profit Title IV degree-granting institutions in the 50 states and the District of Columbia. Institutions were asked to report policies affecting full-time faculty and instructional staff. See *supplemental note 8* for a description of the types of institutions.

SOURCE: Berger, A., Kirshstein, R., and Rowe, E. *Institutional Policies and Practices: Results From the 1999 National Study of Postsecondary Faculty, Institution Survey* (NCES 2001–201), tables 5.1 and 5.6. Data from 1999 National Study of Postsecondary Faculty (NSOPF-99).

CHANGES IN TENURE POLICY: Percentage of research and doctoral institutions that had taken actions related to tenure during the previous 5 years, by type and control of institution: Fall 1998



FOR MORE INFORMATION:
 Supplemental Notes 3, 8
 Supplemental Tables
 35-1, 35-2
 Chronister and Baldwin
 2000

Changes in Faculty Tenure Policy and Hiring

Table 35-1. Percentage of institutions that had taken actions related to tenure during the previous 5 years, by type and control of institution: Fall 1998

Type and control of institution	Institutions with tenure systems	Took at least one action related to tenure ¹	Offered early or phased retirement to tenured faculty	Replaced a number of tenured faculty with full-time faculty on fixed-term contracts	Changed policy for granting tenure	Made standards more stringent for granting tenure	Downsized tenured faculty ²
All institutions ³	66	63	48	16	12	11	8
Public research	100	81	60	21	19	14	15
Private not-for-profit research	100	75	69	16	6	13	6
Public doctoral ⁴	100	64	44	20	18	12	1
Private not-for-profit doctoral ⁴	92	56	45	11	15	11	9
Public comprehensive	99	63	50	23	13	20	9
Private not-for-profit comprehensive	58	76	63	21	15	21	6
Private not-for-profit liberal arts	66	61	45	11	7	4	11
Public 2-year	61	69	54	16	12	12	8
Other ⁵	50	44	24	12	13	5	6

¹Includes other actions not shown. Not included are institutions that reported they had discontinued the tenure system. Overall, 1.4 percent of institutions had done so during the previous 5 years.

²Institutions that have downsized may have dismissed tenured faculty, replaced departing tenured faculty with nontenure-track faculty, or not hired replacements for departing tenured faculty.

³All public and private not-for-profit Title IV degree-granting institutions in the 50 states and the District of Columbia.

⁴Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

⁵Public liberal arts, private not-for-profit 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: Institutions were asked to report policies affecting full-time faculty and instructional staff. See *supplemental note 8* for a description of types of institutions.

SOURCE: Berger, A., Kirshstein, R., and Rowe, E. (2001). *Institutional Policies and Practices: Results From the 1999 National Study of Postsecondary Faculty, Institution Survey* (NCES 2001–201), tables 5.1 and 5.6. Data from 1999 National Study of Postsecondary Faculty (NSOPF:99).

Changes in Faculty Tenure Policy and Hiring

Table 35-2. Percentage distribution of new, full-time faculty and instructional staff according to tenure status, by type and control of institution: Fall 1992 and fall 1998

Type and control of institution	Percent of new hires who were full time	Tenure status of new full-time hires			
		Tenured	On tenure track	Not on tenure track	No tenure system
1998					
All institutions ¹	41.1	8.3	42.9	38.0	10.8
Public research	67.5	12.5	38.9	47.5	1.2
Private not-for-profit research	59.2	7.2	35.0	55.5	2.3
Public doctoral ²	59.3	8.9	44.3	45.5	1.4
Private not-for-profit doctoral ²	47.8	5.4	40.9	45.0	8.7
Public comprehensive	43.6	8.0	54.1	37.4	0.6
Private not-for-profit comprehensive	35.7	9.5	43.6	33.8	13.1
Private not-for-profit liberal arts	41.8	2.3	46.1	31.7	19.9
Public 2-year	19.8	8.4	47.6	15.9	28.1
Other ³	41.1	3.5	27.3	31.1	38.1
1992					
All institutions ¹	43.7	16.7	42.4	31.6	9.3
Public research	70.2	22.1	38.7	39.2	#
Private not-for-profit research	63.6	17.3	34.1	45.2	3.4
Public doctoral ²	63.5	15.7	47.3	36.7	0.2
Private not-for-profit doctoral ²	60.6	13.4	45.3	32.1	9.2
Public comprehensive	49.8	18.4	51.8	28.4	1.4
Private not-for-profit comprehensive	39.5	11.8	51.2	30.2	6.8
Private not-for-profit liberal arts	50.7	13.9	45.1	31.3	9.7
Public 2-year	22.7	16.6	37.9	20.4	25.1
Other ³	36.9	7.9	25.2	19.6	47.4

#Rounds to zero.

¹All public and private not-for-profit Title IV degree-granting institutions in the 50 states and the District of Columbia.

²Includes institutions classified by the Carnegie Foundation as specialized medical schools and medical centers.

³Public liberal arts, private not-for-profit 2-year, and religious and other specialized institutions, except medical schools and medical centers.

NOTE: This table includes faculty and instructional staff who had been at their current jobs for no more than 3 years. Categories of tenure status changed slightly from NSOPF:93 to NSOPF:99; the categories were combined in NSOPF:93 to be comparable to the NSOPF:99 categories. See *supplemental note 8* for a description of types of institutions. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, NCES, 1993 and 1999 National Study of Postsecondary Faculty (NSOPF:93 and NSOPF:99).

Changes in Faculty Tenure Policy and Hiring

Table S35. Standard errors for the percentage of research and doctoral institutions that had taken actions related to tenure during the previous 5 years, by type and control of institution: Fall 1998

Type and control of institution	Actions related to tenure			
	Took at least one action related to tenure	Offered early or phased retirement to tenured faculty	Made standards more stringent for granting tenure	Downsized tenured faculty
Public research	1.5	1.9	1.4	1.4
Private not-for-profit research	2.7	2.9	2.1	1.5
Public doctoral	2.1	2.2	1.8	0.4
Private not-for-profit doctoral	2.8	2.7	1.9	1.5

SOURCE: U.S. Department of Education, NCES, 1999 National Study of Postsecondary Faculty (NSOPF:99).

Changes in Faculty Tenure Policy and Hiring

Table S35-1. Standard errors for the percentage of institutions that had taken actions related to tenure during the previous 5 years, by type and control of institution: Fall 1998

Type and control of institution	Institutions with tenure systems	Took at least one action related to tenure	Offered early or phased retirement to tenured faculty	Replaced a number of tenured faculty with full-time faculty on fixed-term contracts	Changed policy for granting tenure	Made standards more stringent for granting tenure	Downsized tenured faculty
All institutions	2.8	3.1	3.0	2.1	1.7	1.4	1.6
Public research	†	1.5	1.9	1.6	1.5	1.4	1.4
Private not-for-profit research	†	2.7	2.9	2.3	1.5	2.1	1.5
Public doctoral	†	2.1	2.2	1.8	1.9	1.8	0.4
Private not-for-profit doctoral	1.5	2.8	2.7	1.6	2.2	1.9	1.5
Public comprehensive	0.5	4.8	4.5	3.4	2.4	3.2	2.0
Private not-for-profit comprehensive	8.2	6.3	6.9	5.9	5.0	5.6	3.2
Private not-for-profit liberal arts	7.3	7.3	7.7	4.8	4.1	2.9	5.9
Public 2-year	3.7	4.7	5.0	4.9	3.3	3.1	2.2
Other	8.5	11.2	9.1	5.0	6.2	2.6	3.4

†Not applicable.

SOURCE: U.S. Department of Education, NCES, 1999 National Study of Postsecondary Faculty (NSOPF:99).

Changes in Faculty Tenure Policy and Hiring

Table S35-2. Standard errors for the percentage distribution of new, full-time faculty and instructional staff according to tenure status, by type and control of institution: Fall 1992 and fall 1998

Type and control of institution	Percent of new hires who were full time	Tenure status of new full-time hires			
		Tenured	On tenure track	Not on tenure track	No tenure system
		1998			
All institutions	1.17	0.64	1.30	1.40	1.03
Public research	2.60	1.49	2.45	2.93	0.38
Private not-for-profit research	6.47	1.88	6.87	6.29	1.06
Public doctoral	4.86	1.60	3.82	3.78	0.80
Private not-for-profit doctoral	4.87	1.72	5.39	5.83	3.41
Public comprehensive	2.91	1.61	3.15	3.08	0.45
Private not-for-profit comprehensive	3.05	3.20	3.95	4.48	4.37
Private not-for-profit liberal arts	4.30	0.75	4.61	4.50	4.47
Public 2-year	1.30	1.85	3.18	1.93	3.08
Other	5.11	1.23	4.42	7.24	8.51
		1992			
All institutions	1.24	0.79	1.05	1.06	0.80
Public research	3.20	2.56	2.81	3.21	†
Private not-for-profit research	8.79	3.10	3.61	3.94	1.47
Public doctoral	3.42	1.43	2.78	2.62	0.23
Private not-for-profit doctoral	4.41	2.72	4.12	5.21	3.18
Public comprehensive	2.15	1.71	2.17	1.87	0.61
Private not-for-profit comprehensive	3.70	1.95	3.51	3.10	2.83
Private not-for-profit liberal arts	4.72	2.21	3.73	3.35	3.72
Public 2-year	1.33	1.62	2.32	1.56	2.53
Other	4.63	2.15	3.86	3.82	6.94

†Not applicable.

SOURCE: U.S. Department of Education, NCES, 1993 and 1999 National Study of Postsecondary Faculty (NSOPF-93 and NSOPF-99).