



Tenure and Faculty Compensation

Faculty Assembly January 2017
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AAUP

Statement of Principles of Academic Freedom and Tenure

Tenure is a means to certain ends; specifically:

- 1) freedom of teaching and research and of extramural activities, and
- 2) a sufficient degree of economic security to make the profession attractive to men and women of ability.

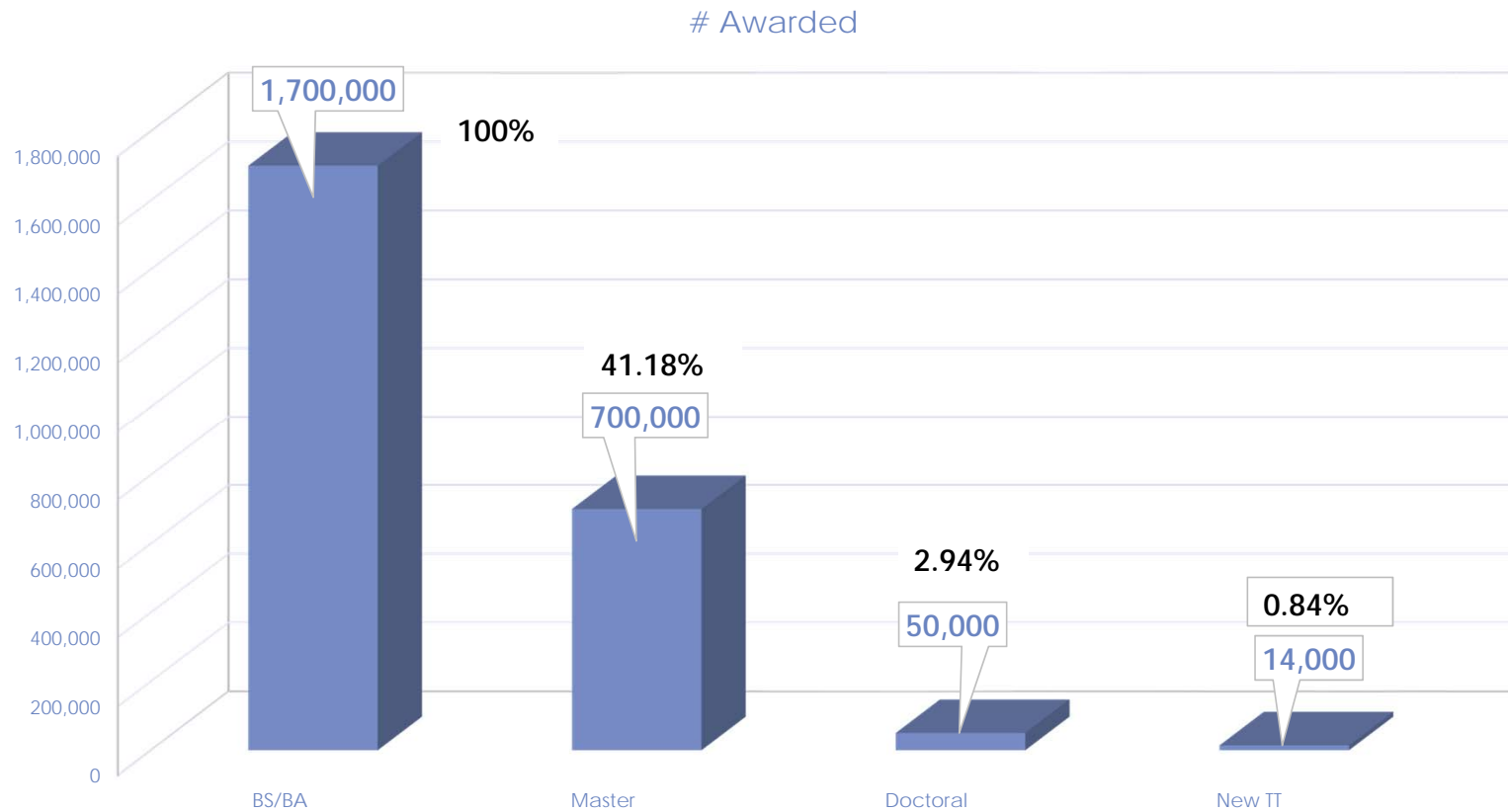
Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.

Academic Freedom

How is it linked with tenure

- Number of Supreme Court cases upholding academic freedom
- Academic freedom extends to students
 - Personal anecdote
- Academic freedom extends to teaching and research
 - Protects against controversial and long range investigations (eg, Gravitational Waves)

Path to Tenure – A Big Filter



Pathway to Faculty Position

Ave. No. Years to Doctoral Degree Since			Ave. Age
Field	BS/BA	Grad	
Physical Sciences	7.3	6.5	29.9
Life Sciences	8.4	6.9	31.1
Social Sciences	9.4	7.7	32.4
Humanities	11.0	9.2	34.2
Education	15.0	11.7	38.8

Source: NSF Doctorate Recipients Survey (2014)

Faculty Career vs. Other

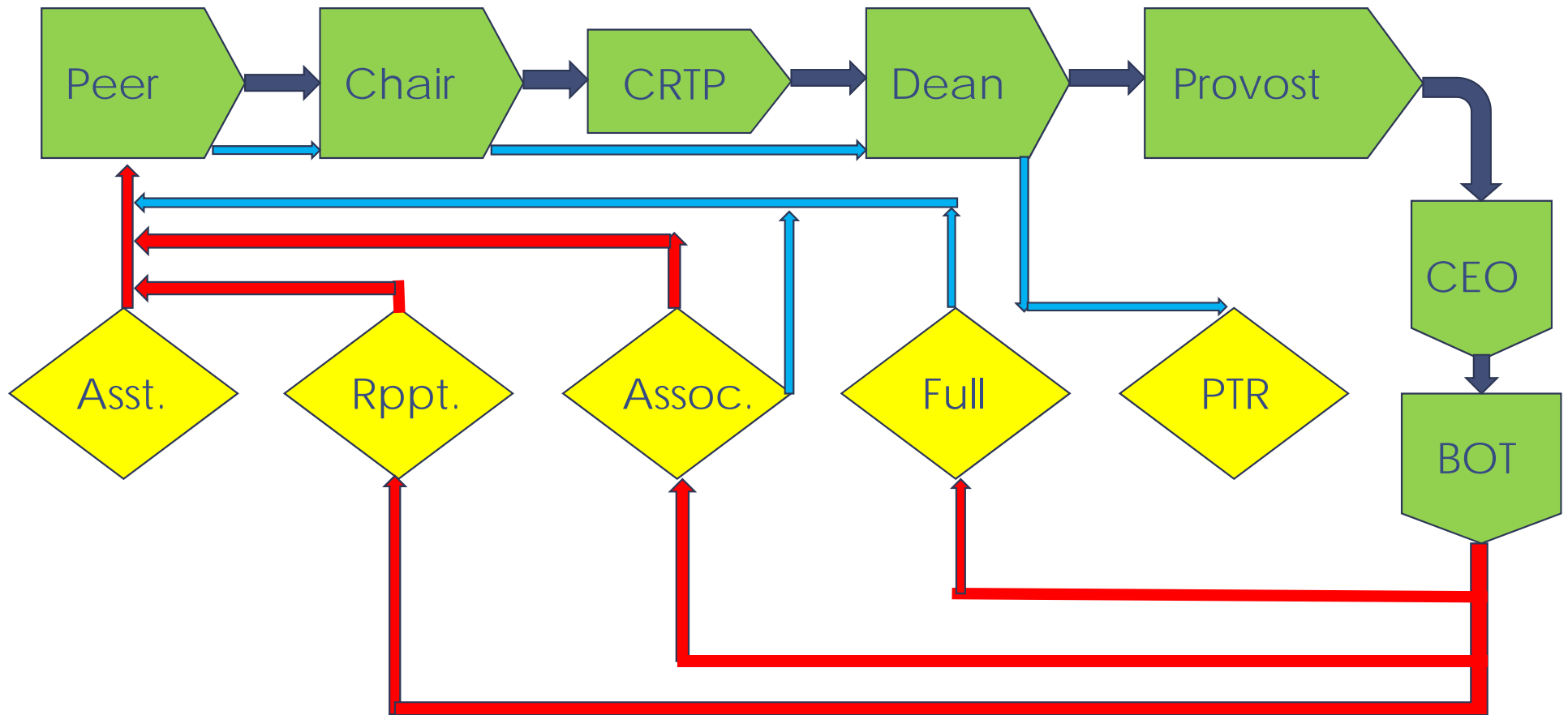
Age	Faculty	Non-Faculty
22	BA/BS Degree	BS/BS – Starts Career
32	PhD – Starts Post-Doc	10 Years into career
35	Asst. Prof. Start TT career	13 Years into career
41	Tenure & promotion to Assoc.	19 Years into career
47	Full Professor. Last promotion	25 Years into career
65	May retire with 33 Yrs of service	May retire with 43 Yrs of service

66% of Faculty start with average debt of \$60,000

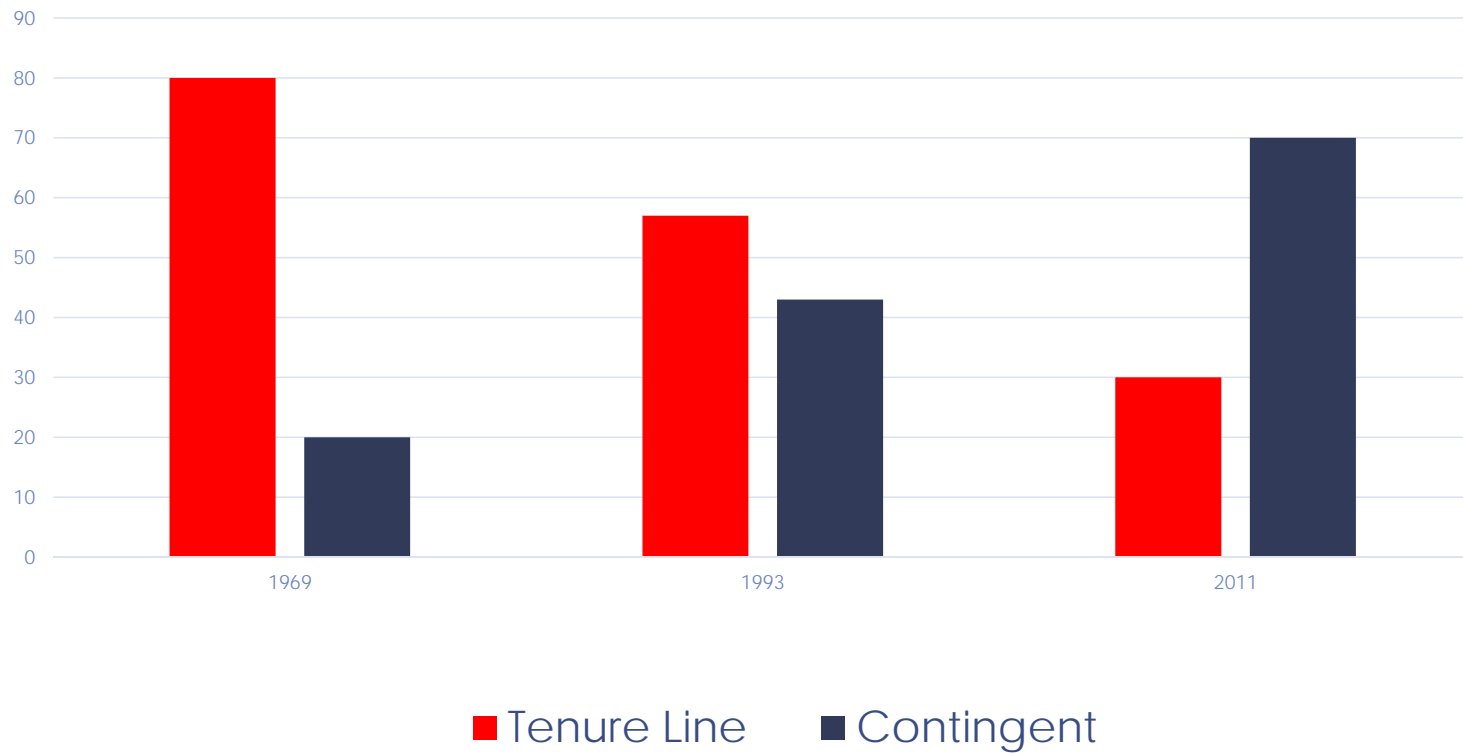
Peer Review

- Starts at Doctoral defense
- Review for Postdoc positions
- Review during hiring to professorial rank
- Annual review
- Review for Reappointment
- Review for Tenure and Promotion to Associate
- Review for promotion to Full (There are only two promotions in the entire career)
- Post Tenure Review

RTP Review Cycles

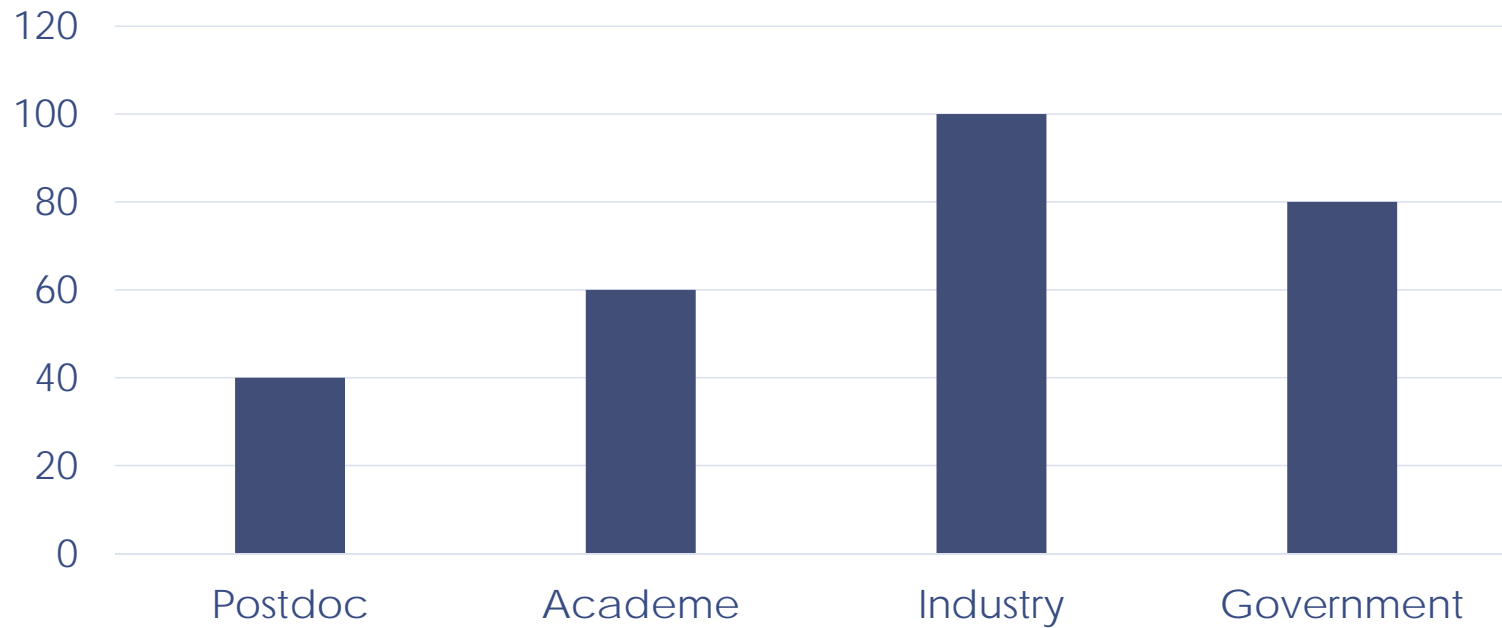


Trends on Tenure, Tenure-Track Lines

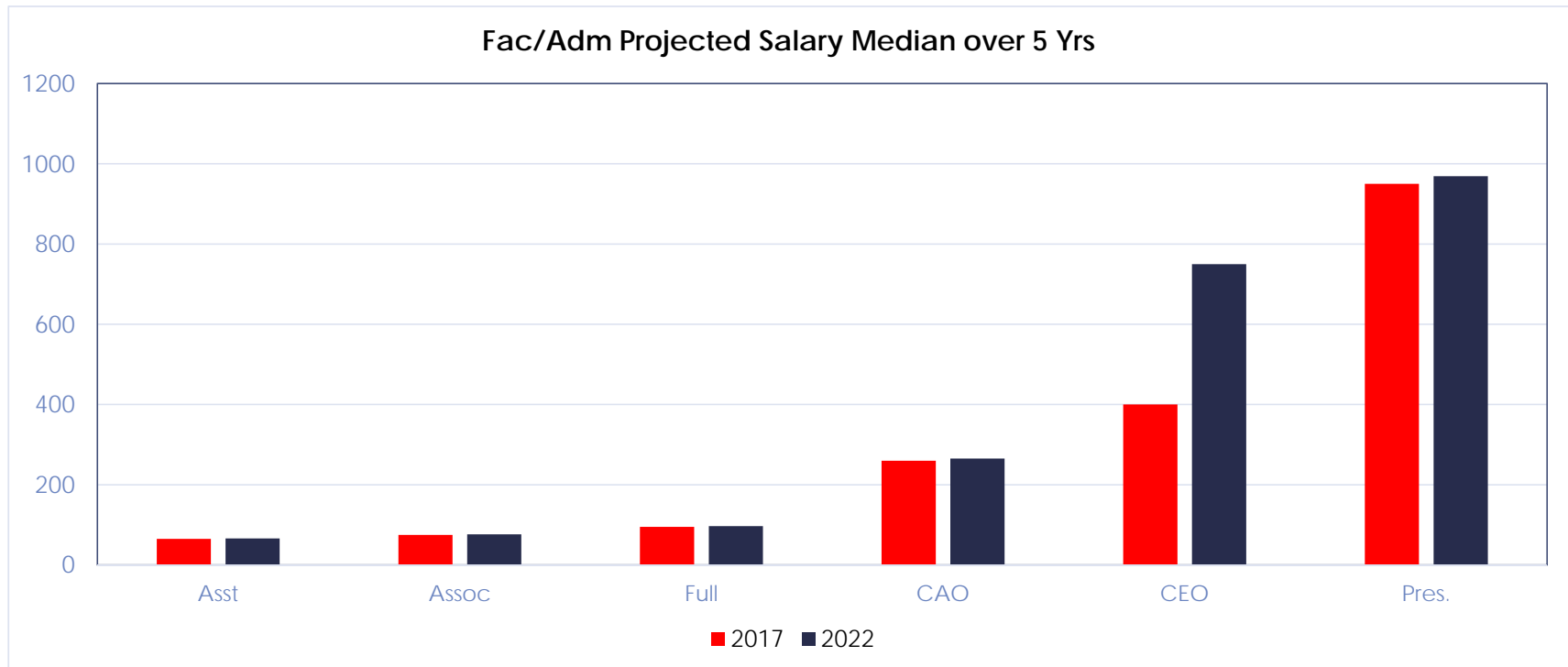


Source: AAUP Trends on Faculty Employment

Median Salary of PhD Recipients



Fac/Adm Median Salaries 17'-22'



Source: UNCW data

Conclusion

- Tenure needed to attract talent
- Peer review is ongoing and rigorous
- Academic Freedom is Central to the integrity of research, teaching and learning
- Lagging salary increase rates need to be addressed NOW.

