Tenure and Faculty Compensation

Faculty Assembly January 2017
Gabriel Lugo
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

# Awarded

- BS/BA: 1,700,000 (100%)
- Master: 700,000 (41.18%)
- Doctoral: 50,000 (2.94%)
- New TT: 14,000 (0.84%)
Pathway to Faculty Position

<table>
<thead>
<tr>
<th>Field</th>
<th>Ave. No. Years to Doctoral Degree Since</th>
<th>Ave. Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>BS/BA</td>
<td>Grad</td>
<td></td>
</tr>
<tr>
<td>Physical Sciences</td>
<td>7.3</td>
<td>6.5</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>8.4</td>
<td>6.9</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>9.4</td>
<td>7.7</td>
</tr>
<tr>
<td>Humanities</td>
<td>11.0</td>
<td>9.2</td>
</tr>
<tr>
<td>Education</td>
<td>15.0</td>
<td>11.7</td>
</tr>
</tbody>
</table>

Source: NSF Doctorate Recipients Survey (2014)
## Faculty Career vs. Other

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

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

Peer ➔ Chair ➔ CRTP ➔ Dean ➔ Provost

Asst. ➔ Rppt. ➔ Assoc. ➔ Full ➔ PTR

CEO ➔ BOT
Trends on Tenure, Tenure-Track Lines

Source: AAUP Trends on Faculty Employment
Median Salary of PhD Recipients

- Postdoc
- Academe
- Industry
- Government
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.