

Faculty and Staff Characteristics Report Fall 2008



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ACADEMIC RANK OF FULL-TIME INSTRUCTIONAL FACULTY

Fall 2008

(Excludes Medical Schools)

	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Baccalaureate and Graduate Institutions													
Bluefield State College	29	40%	16	22%	22	31%	3	4%	1	1%	1	1%	72
Concord University	19	18%	30	28%	44	42%	13	12%	--	--	--	--	106
Fairmont State University	51	30%	33	19%	67	39%	19	11%	--	--	2	1%	172
Glenville State College	8	13%	16	27%	20	33%	14	23%	--	--	2	3%	60
Marshall University	199	43%	115	25%	120	26%	28	6%	--	--	--	--	462
Potomac State College of WVU	14	35%	2	5%	6	15%	18	45%	--	--	--	--	40
Shepherd University	29	25%	31	26%	44	37%	1	1%	13	11%	--	--	118
West Liberty State College	18	18%	32	32%	28	28%	18	18%	4	4%	--	--	100
WV State University	27	23%	36	30%	44	37%	13	11%	--	--	--	--	120
West Virginia University	272	31%	226	26%	304	35%	42	5%	23	3%	--	--	867
WVU Institute of Technology	27	31%	21	24%	25	29%	7	8%	7	8%	--	--	87
Total	693	31%	558	25%	724	33%	176	8%	48	2%	5	0%	2,204
Previous Year: 2007	706	33%	553	26%	673	32%	133	6%	52	2%	3	0%	2,120
Community and Technical College System													
Blue Ridge Community and Technical College	--	--	2	6%	4	12%	10	30%	17	52%	--	--	33
Community and Technical College at WVU Tech	8	30%	6	22%	5	19%	8	30%	--	--	--	--	27
Eastern WV Community & Technical College	--	--	--	--	--	--	--	--	4	100%	--	--	4
Marshall Community and Technical College	10	22%	6	13%	12	27%	16	36%	--	--	1	2%	45
New River Community and Technical College	3	9%	7	21%	7	21%	17	50%	--	--	--	--	34
Pierpont Community and Technical College	9	15%	5	8%	30	50%	10	17%	--	--	6	10%	60
Southern WV Community and Technical College	22	26%	9	11%	21	25%	32	38%	--	--	--	--	84
WV Northern Community College	22	37%	10	17%	7	12%	21	35%	--	--	--	--	60
WV State Community and Technical College	4	10%	9	23%	11	28%	15	38%	--	--	--	--	39
WVU at Parkersburg	31	36%	15	17%	13	15%	28	32%	--	--	--	--	87
Total	109	23%	69	15%	110	23%	157	33%	21	4%	7	1%	473
Previous Year: 2007	108	24%	61	14%	120	27%	134	30%	20	5%	1	0%	444
GRAND TOTAL	802	30%	627	23%	834	31%	333	12%	69	3%	12	0%	2,677
Previous Year: 2007	814	32%	614	24%	793	31%	267	10%	72	3%	4	0%	2,564

Note: Individual percentages may not add to 100 due to rounding.

ACADEMIC RANK OF ALL FULL-TIME FACULTY

Fall 2008

(Includes Medical Schools)

	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Baccalaureate and Graduate Institutions													
Bluefield State College	29	40%	16	22%	22	31%	3	4%	1	1%	1	1%	72
Concord University	19	17%	30	27%	44	40%	13	12%	--	--	4	4%	110
Fairmont State University	51	29%	33	19%	69	40%	19	11%	--	--	2	1%	174
Glenville State College	8	13%	16	27%	20	33%	14	23%	--	--	2	3%	60
Marshall University	272	35%	180	23%	215	28%	41	5%	--	--	59	8%	767
Potomac State College of WVU	14	35%	2	5%	6	15%	18	45%	--	--	--	--	40
Shepherd University	31	22%	31	22%	44	31%	1	1%	34	24%	--	--	141
West Liberty State College	18	18%	32	32%	28	28%	18	18%	4	4%	--	--	100
WV School of Osteopathic Medicine	24	49%	9	18%	16	33%	--	--	--	--	--	--	49
WV State University	27	22%	36	29%	44	35%	13	10%	--	--	5	4%	125
West Virginia University	449	21%	450	21%	672	32%	143	7%	33	2%	376	18%	2,123
WVU Institute of Technology	27	28%	21	22%	27	28%	7	7%	7	7%	8	9%	97
Total	969	25%	856	22%	1,207	31%	290	8%	79	2%	457	12%	3,858
Previous Year: 2007	997	27%	840	23%	1,120	30%	237	6%	88	2%	422	11%	3,704
Community and Technical College System													
Blue Ridge Community and Technical College	1	3%	3	8%	4	11%	11	31%	17	47%	--	--	36
Community and Technical College at WVU Tech	8	30%	6	22%	5	19%	8	30%	--	--	--	--	27
Eastern WV Community & Technical College	--	--	--	--	--	--	--	--	4	100%	--	--	4
Marshall Community and Technical College	10	19%	7	13%	16	30%	18	34%	--	--	2	4%	53
New River Community and Technical College	3	8%	7	19%	7	19%	19	53%	--	--	--	--	36
Pierpont Community and Technical College	9	15%	5	8%	30	50%	10	17%	--	--	6	10%	60
Southern WV Community and Technical College	22	26%	9	11%	21	25%	32	38%	1	1%	--	--	85
WV Northern Community College	22	37%	10	17%	7	12%	21	35%	--	--	--	--	60
WV State Community and Technical College	4	10%	9	23%	11	28%	15	38%	--	--	--	--	39
WVU at Parkersburg	31	35%	15	17%	13	15%	28	32%	--	--	1	1%	88
Total	110	23%	71	15%	114	23%	162	33%	22	5%	9	2%	488
Previous Year: 2007	109	24%	63	14%	125	27%	136	30%	20	4%	4	1%	457
GRAND TOTAL	1,079	25%	927	21%	1,321	30%	452	10%	101	2%	466	11%	4,346
Previous Year: 2007	1,106	27%	903	22%	1,245	30%	373	9%	108	3%	426	10%	4,161

Note: Individual percentages may not add to 100 due to rounding.

HIGHEST DEGREE HELD BY FULL-TIME INSTRUCTIONAL FACULTY

Fall 2008

(Excludes Medical Schools)

	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Baccalaureate and Graduate Institutions													
Bluefield State College	32	44%	34	47%	2	3%	4	6%	--	--	--	--	72
Concord University	70	66%	32	30%	--	--	4	4%	--	--	--	--	106
Fairmont State University	84	49%	77	45%	4	2%	7	4%	--	--	--	--	172
Glenville State College	31	52%	28	47%	--	--	1	2%	--	--	--	--	60
Marshall University	356	77%	102	22%	3	1%	1	0%	--	--	--	--	462
Potomac State College of WVU	12	30%	26	65%	--	--	2	5%	--	--	--	--	40
Shepherd University	86	73%	31	26%	1	1%	--	--	--	--	--	--	118
West Liberty State College	55	55%	40	40%	1	1%	4	4%	--	--	--	--	100
WV State University	79	66%	39	33%	2	2%	--	--	--	--	--	--	120
West Virginia University	658	76%	147	17%	46	5%	16	2%	--	--	--	--	867
WVU Institute of Technology	49	56%	33	38%	--	--	5	6%	--	--	--	--	87
Total	1,512	69%	589	27%	59	3%	44	2%	0	0%	0	0%	2,204
Previous Year: 2007	1,439	68%	582	27%	57	3%	41	2%	1	0%	0	0%	2,120
Community and Technical College System													
Blue Ridge Community and Technical College	1	3%	24	73%	--	--	4	12%	3	9%	1	3%	33
Community and Technical College at WVU Tech	2	7%	17	63%	--	--	8	30%	--	--	--	--	27
Eastern WV Community & Technical College	--	--	3	75%	--	--	--	--	--	--	1	25%	4
Marshall Community and Technical College	5	11%	31	69%	2	4%	6	13%	--	--	1	2%	45
New River Community and Technical College	8	24%	20	59%	1	3%	5	15%	--	--	--	--	34
Pierpont Community and Technical College	10	17%	29	48%	1	2%	11	18%	8	13%	1	2%	60
Southern WV Community and Technical College	5	6%	49	58%	1	1%	20	24%	7	8%	2	2%	84
WV Northern Community College	4	7%	42	70%	--	--	10	17%	1	2%	3	5%	60
WV State Community and Technical College	4	10%	32	82%	--	--	2	5%	1	3%	--	--	39
WVU at Parkersburg	14	16%	62	71%	--	--	9	10%	2	2%	--	--	87
Total	53	11%	309	65%	5	1%	75	16%	22	5%	9	2%	473
Previous Year: 2007	55	12%	290	65%	6	1%	67	15%	20	5%	6	1%	444
GRAND TOTAL	1,565	58%	898	34%	64	2%	119	4%	22	1%	9	0%	2,677
Previous Year: 2007	1,494	58%	872	34%	63	2%	108	4%	21	1%	6	0%	2,564

Note: Individual percentages may not add to 100 due to rounding.

HIGHEST DEGREE HELD BY PART-TIME FACULTY

Fall 2008

(Excludes Medical Schools)

	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Baccalaureate and Graduate Institutions													
Bluefield State College	5	7%	42	57%	2	3%	24	32%	--	--	1	1%	74
Concord University	7	8%	65	73%	4	4%	12	13%	1	1%	--	--	89
Fairmont State University	14	15%	63	66%	4	4%	13	14%	1	1%	--	--	95
Glenville State College	4	17%	14	58%	2	8%	4	17%	--	--	--	--	24
Marshall University	20	7%	206	68%	--	--	77	25%	--	--	--	--	303
Potomac State College of WVU	4	8%	35	66%	--	--	14	26%	--	--	--	--	53
Shepherd University	34	21%	101	62%	6	4%	19	12%	--	--	4	2%	164
West Liberty State College	2	3%	52	69%	4	5%	9	12%	8	11%	--	--	75
WV State University	6	7%	61	73%	2	2%	13	16%	--	--	1	1%	83
West Virginia University	96	12%	285	35%	27	3%	405	50%	--	--	--	--	813
WVU Institute of Technology	4	13%	12	39%	3	10%	12	39%	--	--	--	--	31
Total	196	11%	936	52%	54	3%	602	33%	10	1%	6	0%	1,804
Previous Year: 2007	195	10%	1,003	53%	45	2%	644	34%	4	0%	11	1%	1,902
Community and Technical College System													
Blue Ridge Community and Technical College	6	12%	30	59%	--	--	14	27%	1	2%	--	--	51
Community and Technical College at WVU Tech	--	--	4	24%	--	--	10	59%	2	12%	1	6%	17
Eastern WV Community & Technical College	2	7%	23	85%	--	--	2	7%	--	--	--	--	27
Marshall Community and Technical College	4	4%	92	86%	--	--	11	10%	--	--	--	--	107
New River Community and Technical College	2	2%	86	68%	4	3%	30	24%	3	2%	1	1%	126
Pierpont Community and Technical College	11	7%	92	62%	3	2%	31	21%	10	7%	1	1%	148
Southern WV Community and Technical College	1	2%	36	57%	3	5%	14	22%	4	6%	5	8%	63
WV Northern Community College	4	3%	74	51%	2	1%	41	28%	14	10%	10	7%	145
WV State Community and Technical College	--	--	26	59%	1	2%	16	36%	--	--	1	2%	44
WVU at Parkersburg	7	4%	87	53%	7	4%	44	27%	6	4%	12	7%	163
Total	37	4%	550	62%	20	2%	213	24%	40	4%	31	3%	891
Previous Year: 2007	38	4%	570	66%	8	1%	185	22%	41	5%	18	2%	860
GRAND TOTAL	233	9%	1,486	55%	74	3%	815	30%	50	2%	37	1%	2,695
Previous Year: 2007	233	8%	1,573	57%	53	2%	829	30%	45	2%	29	1%	2,762

Note: Individual percentages may not add to 100 due to rounding.

AGE OF FULL-TIME INSTRUCTIONAL FACULTY

Fall 2008

(Excludes Medical Schools)

	Under 30		30-39		40-49		50-59		60-64		65 and Over		Total	Average Age
	#	%	#	%	#	%	#	%	#	%	#	%		
Baccalaureate and Graduate Institutions														
Bluefield State College	1	1%	6	8%	12	17%	32	44%	11	15%	10	14%	72	55
Concord University	6	6%	20	19%	29	27%	35	33%	9	8%	7	7%	106	48
Fairmont State University	9	5%	26	15%	44	26%	59	34%	18	10%	16	9%	172	49
Glenville State College	1	2%	14	23%	13	22%	22	37%	8	13%	2	3%	60	48
Marshall University	18	4%	76	16%	118	26%	144	31%	62	13%	44	10%	462	50
Potomac State College of WVU	5	13%	9	23%	10	25%	11	28%	5	13%	--	--	40	45
Shepherd University	4	3%	14	12%	35	30%	38	32%	16	14%	11	9%	118	51
West Liberty State College	2	2%	17	17%	29	29%	33	33%	16	16%	3	3%	100	49
WV State University	1	1%	14	12%	27	23%	47	39%	14	12%	17	14%	120	53
West Virginia University	27	3%	211	24%	210	24%	235	27%	110	13%	74	9%	867	49
WVU Institute of Technology	6	7%	13	15%	13	15%	29	33%	13	15%	13	15%	87	51
Total	80	4%	420	19%	540	25%	685	31%	282	13%	197	9%	2,204	50
Previous Year: 2007	70	3%	395	19%	479	23%	704	33%	298	14%	174	8%	2,120	50
Community and Technical College System														
Blue Ridge Community and Technical College	4	12%	5	15%	14	42%	7	21%	2	6%	1	3%	33	44
Community and Technical College at WVU Tech	4	15%	6	22%	4	15%	10	37%	1	4%	2	7%	27	45
Eastern WV Community & Technical College	--	--	1	25%	2	50%	1	25%	--	--	--	--	4	48
Marshall Community and Technical College	4	9%	12	27%	9	20%	16	36%	3	7%	1	2%	45	46
New River Community and Technical College	--	--	2	6%	9	26%	14	41%	5	15%	4	12%	34	53
Pierpont Community and Technical College	1	2%	12	20%	17	28%	17	28%	8	13%	5	8%	60	49
Southern WV Community and Technical College	3	4%	19	23%	19	23%	26	31%	8	10%	9	11%	84	49
WV Northern Community College	--	--	12	20%	10	17%	28	47%	10	17%	--	--	60	51
WV State Community and Technical College	1	3%	5	13%	11	28%	13	33%	6	15%	3	8%	39	52
WVU at Parkersburg	2	2%	12	14%	17	20%	32	37%	17	20%	7	8%	87	52
Total	19	4%	86	18%	112	24%	164	35%	60	13%	32	7%	473	49
Previous Year: 2007	19	4%	76	17%	103	23%	167	38%	56	13%	23	5%	444	49
GRAND TOTAL	99	4%	506	19%	652	24%	849	32%	342	13%	229	9%	2,677	50
Previous Year: 2007	89	3%	471	18%	582	23%	871	34%	354	14%	197	8%	2,564	50

Note: Individual percentages may not add to 100 due to rounding.

AGE OF PART-TIME FACULTY

Fall 2008

(Excludes Medical Schools)

	Under 30		30-39		40-49		50-59		60-64		65 and Over		Total	Average Age
	#	%	#	%	#	%	#	%	#	%	#	%		
Baccalaureate and Graduate Institutions														
Bluefield State College	11	15%	12	16%	17	23%	26	35%	3	4%	5	7%	74	46
Concord University	10	11%	15	17%	12	13%	29	33%	14	16%	9	10%	89	49
Fairmont State University	4	4%	31	33%	16	17%	28	29%	4	4%	12	13%	95	47
Glenville State College	2	8%	3	13%	6	25%	5	21%	3	13%	5	21%	24	51
Marshall University	89	29%	55	18%	55	18%	49	16%	19	6%	36	12%	303	43
Potomac State College of WVU	2	4%	10	19%	13	25%	21	40%	5	9%	2	4%	53	48
Shepherd University	23	14%	21	13%	37	23%	47	29%	19	12%	17	10%	164	48
West Liberty State College	3	4%	11	15%	30	40%	18	24%	5	7%	8	11%	75	48
WV State University	7	8%	20	24%	15	18%	31	37%	10	12%	--	--	83	46
West Virginia University	403	50%	161	20%	105	13%	90	11%	25	3%	29	4%	813	35
WVU Institute of Technology	2	6%	5	16%	9	29%	8	26%	4	13%	3	10%	31	49
Total	556	31%	344	19%	315	17%	352	20%	111	6%	126	7%	1,804	41
Previous Year: 2007	583	31%	398	21%	348	18%	365	19%	94	5%	114	6%	1,902	41
Community and Technical College System														
Blue Ridge Community and Technical College	5	10%	21	41%	5	10%	10	20%	6	12%	4	8%	51	45
Community and Technical College at WVU Tech	--	--	3	18%	5	29%	6	35%	2	12%	1	6%	17	51
Eastern WV Community & Technical College	--	--	7	26%	6	22%	10	37%	3	11%	1	4%	27	49
Marshall Community and Technical College	15	14%	26	24%	20	19%	37	35%	8	7%	1	1%	107	44
New River Community and Technical College	8	6%	31	25%	31	25%	36	29%	12	10%	8	6%	126	47
Pierpont Community and Technical College	14	9%	27	18%	36	24%	45	30%	13	9%	13	9%	148	48
Southern WV Community and Technical College	1	2%	14	22%	12	19%	24	38%	10	16%	2	3%	63	49
WV Northern Community College	7	5%	18	12%	35	24%	56	39%	19	13%	10	7%	145	51
WV State Community and Technical College	5	11%	8	18%	9	20%	7	16%	8	18%	7	16%	44	49
WVU at Parkersburg	17	10%	37	23%	37	23%	37	23%	18	11%	17	10%	163	47
Total	72	8%	192	22%	196	22%	268	30%	99	11%	64	7%	891	48
Previous Year: 2007	57	7%	200	23%	193	22%	261	30%	91	11%	58	7%	860	48
GRAND TOTAL	628	23%	536	20%	511	19%	620	23%	210	8%	190	7%	2,695	43
Previous Year: 2007	640	23%	598	22%	541	20%	626	23%	185	7%	172	6%	2,762	43

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME INSTRUCTIONAL FACULTY BY GENDER

Fall 2008

(Excludes Medical Schools)

	Male		Female		Total
	#	%	#	%	
Baccalaureate and Graduate Institutions					
Bluefield State College	39	54%	33	46%	72
Concord University	60	57%	46	43%	106
Fairmont State University	91	53%	81	47%	172
Glenville State College	36	60%	24	40%	60
Marshall University	275	60%	187	40%	462
Potomac State College of WVU	21	53%	19	48%	40
Shepherd University	65	55%	53	45%	118
West Liberty State College	62	62%	38	38%	100
WV State University	73	61%	47	39%	120
West Virginia University	544	63%	323	37%	867
WVU Institute of Technology	54	62%	33	38%	87
Total	1,320	60%	884	40%	2,204
Previous Year: 2007	1,298	61%	822	39%	2,120
Community and Technical College System					
Blue Ridge Community and Technical College	10	30%	23	70%	33
Community and Technical College at WVU Tech	14	52%	13	48%	27
Eastern WV Community & Technical College	2	50%	2	50%	4
Marshall Community and Technical College	18	40%	27	60%	45
New River Community and Technical College	18	53%	16	47%	34
Pierpont Community and Technical College	24	40%	36	60%	60
Southern WV Community and Technical College	31	37%	53	63%	84
WV Northern Community College	23	38%	37	62%	60
WV State Community and Technical College	10	26%	29	74%	39
WVU at Parkersburg	42	48%	45	52%	87
Total	192	41%	281	59%	473
Previous Year: 2007	188	42%	256	58%	444
GRAND TOTAL	1,512	56%	1,165	44%	2,677
Previous Year: 2007	1,486	58%	1,078	42%	2,564

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME INSTRUCTIONAL FACULTY BY ETHNICITY

Fall 2008

(Excludes Medical Schools)

	White		Black		Hispanic		Asian Pacific Islander		American Indian/Alaskan Native		Unknown		Non Resident Alien		Total	Percent Minority*
	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Baccalaureate and Graduate Institutions																
Bluefield State College	64	88.9%	4	5.6%	2	2.8%	2	2.8%	--	--	--	--	--	--	72	11.1%
Concord University	102	96.2%	--	--	1	0.9%	1	0.9%	--	--	--	--	2	1.9%	106	1.9%
Fairmont State University	161	93.6%	5	2.9%	--	--	5	2.9%	--	--	1	0.6%	--	--	172	5.8%
Glenville State College	57	95.0%	--	--	1	1.7%	2	3.3%	--	--	--	--	--	--	60	5.0%
Marshall University	398	86.1%	20	4.3%	8	1.7%	28	6.1%	3	0.6%	--	--	5	1.1%	462	12.8%
Potomac State College of WVU	38	95.0%	--	--	--	--	--	--	--	--	--	--	2	5.0%	40	0.0%
Shepherd University	100	84.7%	5	4.2%	2	1.7%	2	1.7%	--	--	--	--	9	7.6%	118	7.6%
West Liberty State College	74	74.0%	--	--	2	2.0%	1	1.0%	--	--	22	22.0%	1	1.0%	100	3.0%
WV State University	93	77.5%	17	14.2%	1	0.8%	8	6.7%	--	--	--	--	1	0.8%	120	21.7%
West Virginia University	719	82.9%	18	2.1%	20	2.3%	66	7.6%	2	0.2%	2	0.2%	40	4.6%	867	12.2%
WVU Institute of Technology	68	78.2%	1	1.1%	--	--	12	13.8%	--	--	--	--	6	6.9%	87	14.9%
Total	1,874	85.0%	70	3.2%	37	1.7%	127	5.8%	5	0.2%	25	1.1%	66	3.0%	2,204	10.8%
Previous Year: 2007	1,821	85.9%	70	3.3%	27	1.3%	113	5.3%	5	0.2%	22	1.0%	62	2.9%	2,120	10.1%
Community and Technical College System																
Blue Ridge Community and Technical College	32	97.0%	1	3.0%	--	--	--	--	--	--	--	--	--	--	33	3.0%
Community and Technical College at WVU Tech	25	92.6%	--	--	1	3.7%	1	3.7%	--	--	--	--	--	--	27	7.4%
Eastern WV Community & Technical College	4	100.0%	--	--	--	--	--	--	--	--	--	--	--	--	4	0.0%
Marshall Community and Technical College	41	91.1%	3	6.7%	--	--	1	2.2%	--	--	--	--	--	--	45	8.9%
New River Community and Technical College	31	91.2%	1	2.9%	--	--	1	2.9%	--	--	--	--	1	2.9%	34	5.9%
Pierpont Community and Technical College	57	95.0%	1	1.7%	--	--	2	3.3%	--	--	--	--	--	--	60	5.0%
Southern WV Community and Technical College	80	95.2%	1	1.2%	--	--	1	1.2%	--	--	--	--	2	2.4%	84	2.4%
WV Northern Community College	57	95.0%	--	--	1	1.7%	2	3.3%	--	--	--	--	--	--	60	5.0%
WV State Community and Technical College	36	92.3%	2	5.1%	--	--	1	2.6%	--	--	--	--	--	--	39	7.7%
WVU at Parkersburg	84	96.6%	1	1.1%	1	1.1%	1	1.1%	--	--	--	--	--	--	87	3.4%
Total	447	94.5%	10	2.1%	3	0.6%	10	2.1%	0	0.0%	0	0.0%	3	0.6%	473	4.9%
Previous Year: 2007	412	92.8%	11	2.5%	3	0.7%	11	2.5%	0	0.0%	1	0.2%	6	1.4%	444	5.6%
GRAND TOTAL	2,321	86.7%	80	3.0%	40	1.5%	137	5.1%	5	0.2%	25	0.9%	69	2.6%	2,677	9.8%
Previous Year: 2007	2,233	87.1%	81	3.2%	30	1.2%	124	4.8%	5	0.2%	23	0.9%	68	2.7%	2,564	9.4%

Note: Individual percentages may not add to 100 due to rounding.

*Percent minority includes Black Non-Hispanic, Hispanic, Asian or Pacific Islander, and American Indian/Alaskan Native.

TENURE OF FULL-TIME INSTRUCTIONAL FACULTY
Fall 2008
(Excludes Medical Schools)

	Professor			Associate Professor			Assistant Professor			Instructor			Lecturer & Other			Total		
	#	Tenured		#	Tenured		#	Tenured		#	Tenured		#	Tenured		#	Tenured	
		#	%		#	%		#	%		#	%		#	%		#	%
Baccalaureate and Graduate Institutions																		
Bluefield State College	29	29	100%	16	10	63%	22	11	50%	3	0	0%	2	0	0%	72	50	69%
Concord University	19	19	100%	30	19	63%	44	4	9%	13	0	0%	0	0	--	106	42	40%
Fairmont State University	51	50	98%	33	20	61%	67	13	19%	19	0	0%	2	0	0%	172	83	48%
Glenville State College	8	8	100%	16	10	63%	20	2	10%	14	0	0%	2	0	0%	60	20	33%
Marshall University	199	196	98%	115	82	71%	120	9	8%	28	0	0%	0	0	--	462	287	62%
Potomac State College of WVU	14	14	100%	2	2	100%	6	2	33%	18	0	0%	0	0	--	40	18	45%
Shepherd University	29	28	97%	31	30	97%	44	4	9%	1	0	0%	13	0	0%	118	62	53%
West Liberty State College	18	17	94%	32	15	47%	28	1	4%	18	0	0%	4	0	0%	100	33	33%
WV State University	27	27	100%	36	29	81%	44	10	23%	13	0	0%	0	0	--	120	66	55%
West Virginia University	272	254	93%	226	145	64%	304	8	3%	42	0	0%	23	0	0%	867	407	47%
WVU Institute of Technology	27	24	89%	21	14	67%	25	1	4%	7	0	0%	7	0	0%	87	39	45%
Total	693	666	96%	558	376	67%	724	65	9%	176	0	0%	53	0	0%	2,204	1,107	50%
Previous Year: 2007	706	679	96%	553	377	68%	673	68	10%	133	0	0%	55	0	0%	2,120	1,124	53%
Community and Technical College System																		
Blue Ridge Community and Technical College	0	0	--	2	1	50%	4	0	0%	10	0	0%	17	0	0%	33	1	3%
Community and Technical College at WVU Tech	8	6	75%	6	0	0%	5	0	0%	8	0	0%	0	0	--	27	6	22%
Eastern WV Community & Technical College	0	0	--	0	0	--	0	0	--	0	0	--	4	0	0%	4	0	0%
Marshall Community and Technical College	10	10	100%	6	5	83%	12	2	17%	16	0	0%	1	0	0%	45	17	38%
New River Community and Technical College	3	3	100%	7	4	57%	7	1	14%	17	0	0%	0	0	--	34	8	24%
Pierpont Community and Technical College	9	7	78%	5	3	60%	30	1	3%	10	0	0%	6	0	0%	60	11	18%
Southern WV Community and Technical College	22	22	100%	9	6	67%	21	7	33%	32	0	0%	0	0	--	84	35	42%
WV Northern Community College	22	21	95%	10	3	30%	7	1	14%	21	0	0%	0	0	--	60	25	42%
WV State Community and Technical College	4	4	100%	9	6	67%	11	0	0%	15	0	0%	0	0	--	39	10	26%
WVU at Parkersburg	31	29	94%	15	14	93%	13	1	8%	28	0	0%	0	0	--	87	44	51%
Total	109	102	94%	69	42	61%	110	13	12%	157	0	0%	28	0	0%	473	157	33%
Previous Year: 2007	108	103	95%	61	38	62%	120	21	18%	134	0	0%	21	0	0%	444	162	36%
GRAND TOTAL	802	768	96%	627	418	67%	834	78	9%	333	0	0%	81	0	0%	2,677	1,264	47%
Previous Year: 2007	814	782	96%	614	415	68%	793	89	11%	267	0	0%	76	0	0%	2,564	1,286	50%

Note: Individual percentages may not add to 100 due to rounding.

AVERAGE NINE-MONTH SALARY OF FULL-TIME INSTRUCTIONAL FACULTY
By Academic Rank
Fall 2008
(Excludes Medical Schools)

	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total	
	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary
Baccalaureate and Graduate Institutions														
Bluefield State College	29	\$66,936	16	\$55,549	22	\$51,670	3	\$39,052	1	\$37,584	1	\$36,588	72	\$57,750
Concord University	19	\$68,472	30	\$58,562	44	\$48,453	13	\$41,270	--	--	--	--	106	\$54,021
Fairmont State University	51	\$75,421	33	\$63,073	67	\$50,395	19	\$41,413	--	--	2	\$34,571	172	\$59,071
Glenville State College	8	\$65,885	16	\$58,216	20	\$46,100	14	\$35,203	--	--	2	\$33,243	60	\$48,997
Marshall University	199	\$73,652	115	\$58,513	120	\$48,586	28	\$31,227	--	--	--	--	462	\$60,802
Potomac State College of WVU	14	\$65,430	2	\$48,606	6	\$40,889	18	\$37,585	--	--	--	--	40	\$48,377
Shepherd University	29	\$73,499	31	\$61,674	44	\$52,812	1	\$39,000	13	\$46,944	--	--	118	\$59,461
West Liberty State College	18	\$63,157	32	\$54,861	28	\$45,748	18	\$41,920	4	\$35,225	--	--	100	\$50,688
WV State University	27	\$62,297	36	\$56,989	44	\$47,620	13	\$38,692	--	--	--	--	120	\$52,766
West Virginia University	272	\$102,298	226	\$72,772	304	\$60,349	42	\$41,709	23	\$49,782	--	--	867	\$75,564
WVU Institute of Technology	27	\$68,210	21	\$54,193	25	\$48,313	7	\$44,049	7	\$41,371	--	--	87	\$55,006
Total	693	\$83,413	558	\$64,136	724	\$53,725	176	\$38,869	48	\$46,319	5	\$34,443	2,204	\$64,304
Previous Year: 2007	706	\$77,879	553	\$60,320	673	\$51,103	133	\$36,932	52	\$44,509	3	\$32,855	2,120	\$61,348
Community and Technical College System														
Blue Ridge Community and Technical College	--	--	2	\$57,646	4	\$49,882	10	\$45,431	17	\$37,837	--	--	33	\$42,799
Community and Technical College at WVU Tech	8	\$63,417	6	\$51,718	5	\$39,539	8	\$33,097	--	--	--	--	27	\$47,412
Eastern WV Community & Technical College	--	--	--	--	--	--	--	--	4	\$31,039	--	--	4	\$31,039
Marshall Community and Technical College	10	\$58,829	6	\$50,806	12	\$39,576	16	\$40,181	--	--	1	\$35,500	45	\$45,476
New River Community and Technical College	3	\$64,850	7	\$56,193	7	\$42,538	17	\$38,773	--	--	--	--	34	\$45,436
Pierpont Community and Technical College	9	\$73,119	5	\$65,317	30	\$49,685	10	\$48,166	--	--	6	\$56,333	60	\$54,914
Southern WV Community and Technical College	22	\$58,840	9	\$47,590	21	\$40,767	32	\$34,735	--	--	--	--	84	\$43,933
WV Northern Community College	22	\$56,016	10	\$44,703	7	\$38,903	21	\$32,587	--	--	--	--	60	\$43,934
WV State Community and Technical College	4	\$65,952	9	\$54,458	11	\$45,500	15	\$40,705	--	--	--	--	39	\$47,821
WVU at Parkersburg	31	\$54,773	15	\$52,143	13	\$44,144	28	\$37,040	--	--	--	--	87	\$47,024
Total	109	\$59,053	69	\$52,145	110	\$44,211	157	\$37,875	21	\$36,542	7	\$53,357	473	\$46,480
Previous Year: 2007	108	\$56,846	61	\$50,845	120	\$43,082	134	\$36,452	20	\$36,306	1	\$33,072	444	\$45,168
GRAND TOTAL	802	\$80,102	627	\$62,817	834	\$52,470	333	\$38,400	69	\$43,344	12	\$45,476	2,677	\$61,155
Previous Year: 2007	814	\$75,088	614	\$59,379	793	\$49,889	267	\$36,691	72	\$42,230	4	\$32,909	2,564	\$58,546

Note: Individual percentages may not add to 100 due to rounding.

AVERAGE NINE-MONTH SALARY OF FULL-TIME INSTRUCTIONAL FACULTY
By Highest Degree Held
Fall 2008
(Excludes Medical Schools)

	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Earned Degree		Total	
	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary
Baccalaureate and Graduate Institutions														
Bluefield State College	32	\$61,106	34	\$56,842	2	\$59,846	4	\$37,572	--	--	--	--	72	\$57,750
Concord University	70	\$58,560	32	\$46,133	--	--	4	\$37,689	--	--	--	--	106	\$54,021
Fairmont State University	84	\$67,110	77	\$52,444	4	\$73,402	7	\$27,319	--	--	--	--	172	\$59,071
Glenville State College	31	\$51,563	28	\$46,690	--	--	1	\$34,062	--	--	--	--	60	\$48,997
Marshall University	356	\$64,776	102	\$46,696	3	\$77,026	1	\$36,000	--	--	--	--	462	\$60,802
Potomac State College of WVU	12	\$52,363	26	\$47,102	--	--	2	\$41,040	--	--	--	--	40	\$48,377
Shepherd University	86	\$60,783	31	\$55,550	1	\$66,991	--	--	--	--	--	--	118	\$59,461
West Liberty State College	55	\$53,592	40	\$48,288	1	\$40,000	4	\$37,428	--	--	--	--	100	\$50,688
WV State University	79	\$55,406	39	\$47,284	2	\$55,369	--	--	--	--	--	--	120	\$52,766
West Virginia University	658	\$78,644	147	\$56,701	46	\$102,260	16	\$45,480	--	--	--	--	867	\$75,564
WVU Institute of Technology	49	\$58,970	33	\$49,693	--	--	5	\$51,214	--	--	--	--	87	\$55,006
Total	1,512	\$68,894	589	\$51,298	59	\$94,340	44	\$40,407	--	--	--	--	2,204	\$64,304
Previous Year: 2007	1,439	\$66,704	582	\$49,277	57	\$87,736	41	\$43,310	1	\$53,000	--	--	2,120	\$61,348
Community and Technical College System														
Blue Ridge Community and Technical College	1	\$74,503	24	\$43,734	--	--	4	\$33,972	3	\$38,112	1	\$38,000	33	\$42,799
Community and Technical College at WVU Tech	2	\$52,655	17	\$52,907	--	--	8	\$34,423	--	--	--	--	27	\$47,412
Eastern WV Community & Technical College	--	--	3	\$30,479	--	--	--	--	--	--	1	\$32,720	4	\$31,039
Marshall Community and Technical College	5	\$58,421	31	\$44,020	2	\$52,007	6	\$40,318	--	--	1	\$43,800	45	\$45,476
New River Community and Technical College	8	\$47,343	20	\$45,729	1	\$65,514	5	\$37,195	--	--	--	--	34	\$45,436
Pierpont Community and Technical College	10	\$66,148	29	\$55,227	1	\$46,068	11	\$49,802	8	\$47,901	1	\$54,705	60	\$54,914
Southern WV Community and Technical College	5	\$52,750	49	\$47,301	1	\$63,236	20	\$36,694	7	\$34,143	2	\$36,386	84	\$43,933
WV Northern Community College	4	\$53,846	42	\$46,717	--	--	10	\$32,586	1	\$33,550	3	\$33,033	60	\$43,934
WV State Community and Technical College	4	\$63,647	32	\$46,244	--	--	2	\$40,977	1	\$48,671	--	--	39	\$47,821
WVU at Parkersburg	14	\$52,741	62	\$47,339	--	--	9	\$37,621	2	\$39,564	--	--	87	\$47,024
Total	53	\$56,306	309	\$47,301	5	\$55,766	75	\$38,230	22	\$40,813	9	\$37,900	473	\$46,480
Previous Year: 2007	55	\$52,927	290	\$46,416	6	\$51,614	67	\$37,626	20	\$36,348	6	\$33,613	444	\$45,168
GRAND TOTAL	1,565	\$68,468	898	\$49,923	64	\$91,326	119	\$39,035	22	\$40,813	9	\$37,900	2,677	\$61,155
Previous Year: 2007	1,494	\$65,234	872	\$48,236	63	\$84,296	108	\$39,784	21	\$37,227	6	\$33,613	2,564	\$58,546

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME FACULTY BY TYPE

Fall 2008

(Includes Medical Schools)

	Instructional Faculty		Research Faculty		Public Service Faculty		Other Faculty		Clinical Track Faculty		Librarian Track Faculty		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Baccalaureate and Graduate Institutions													
Bluefield State College	72	100%	--	--	--	--	--	--	--	--	--	--	72
Concord University	106	96%	--	--	--	--	4	4%	--	--	--	--	110
Fairmont State University	172	99%	--	--	--	--	--	--	--	--	2	1%	174
Glenville State College	60	100%	--	--	--	--	--	--	--	--	--	--	60
Marshall University	557	73%	18	2%	3	0%	70	9%	100	13%	19	2%	767
Potomac State College of WVU	40	100%	--	--	--	--	--	--	--	--	--	--	40
Shepherd University	118	84%	--	--	1	1%	19	13%	--	--	3	2%	141
West Liberty State College	100	100%	--	--	--	--	--	--	--	--	--	--	100
WV School of Osteopathic Medicine	21	43%	--	--	--	--	7	14%	21	43%	--	--	49
WV State University	120	96%	--	--	--	--	--	--	--	--	5	4%	125
West Virginia University	1,059	50%	60	3%	124	6%	399	19%	444	21%	37	2%	2,123
WVU Institute of Technology	87	90%	--	--	--	--	8	8%	2	2%	--	--	97
Total	2,512	65%	78	2%	128	3%	507	13%	567	15%	66	2%	3,858
Previous Year: 2007	2,444	66%	78	2%	122	3%	466	13%	531	14%	63	2%	3,704
Community and Technical College System													
Blue Ridge Community and Technical College	33	92%	--	--	--	--	3	8%	--	--	--	--	36
Community and Technical College at WVU Tech	27	100%	--	--	--	--	--	--	--	--	--	--	27
Eastern WV Community & Technical College	4	100%	--	--	--	--	--	--	--	--	--	--	4
Marshall Community and Technical College	45	85%	--	--	--	--	3	6%	5	9%	--	--	53
New River Community and Technical College	34	94%	--	--	--	--	--	--	2	6%	--	--	36
Pierpont Community and Technical College	60	100%	--	--	--	--	--	--	--	--	--	--	60
Southern WV Community and Technical College	84	99%	--	--	--	--	1	1%	--	--	--	--	85
WV Northern Community College	60	100%	--	--	--	--	--	--	--	--	--	--	60
WV State Community and Technical College	39	100%	--	--	--	--	--	--	--	--	--	--	39
WVU at Parkersburg	87	99%	--	--	--	--	1	1%	--	--	--	--	88
Total	473	97%	0	0%	0	0%	8	2%	7	1%	0	0%	488
Previous Year: 2007	444	97%	0	0%	0	0%	8	2%	5	1%	0	0%	457
GRAND TOTAL	2,985	69%	78	2%	128	3%	515	12%	574	13%	66	2%	4,346
Previous Year: 2007	2,888	69%	78	2%	122	3%	474	11%	536	13%	63	2%	4,161

Note: Individual percentages may not add to 100 due to rounding.

FULL-TIME CLASSIFIED AND NON-CLASSIFIED STAFF*
By Gender
Fall 2008
(Includes Medical Schools)

	Classified Staff					Nonclassified Staff				
	Male		Female		Total Classified Staff	Male		Female		Total Nonclassified Staff
	#	%	#	%		#	%	#	%	
Baccalaureate and Graduate Institutions										
Bluefield State College	43	44%	54	56%	97	14	64%	8	36%	22
Concord University	55	48%	60	52%	115	15	65%	8	35%	23
Fairmont State University	36	26%	104	74%	140	52	55%	43	45%	95
Glenville State College	37	47%	41	53%	78	25	68%	12	32%	37
Marshall University	242	39%	372	61%	614	98	56%	78	44%	176
Potomac State College of WVU	29	46%	34	54%	63	11	52%	10	48%	21
Shepherd University	49	32%	105	68%	154	32	52%	29	48%	61
West Liberty State College	43	48%	47	52%	90	18	64%	10	36%	28
WV School of Osteopathic Medicine	41	36%	73	64%	114	8	36%	14	64%	22
WV State University	85	44%	107	56%	192	29	69%	13	31%	42
West Virginia University	1,099	45%	1,369	55%	2,468	386	57%	296	43%	682
WVU Institute of Technology	55	51%	53	49%	108	12	86%	2	14%	14
Total	1,814	43%	2,419	57%	4,233	700	57%	523	43%	1,223
Previous Year: 2007	1,828	42%	2,478	58%	4,306	658	58%	479	42%	1,137
Community and Technical College System										
Blue Ridge Community and Technical College	2	14%	12	86%	14	5	50%	5	50%	10
Community and Technical College at WVU Tech	0	0%	8	100%	8	3	50%	3	50%	6
Eastern WV Community & Technical College	4	22%	14	78%	18	4	67%	2	33%	6
Marshall Community and Technical College	2	13%	13	87%	15	4	50%	4	50%	8
New River Community and Technical College	14	42%	19	58%	33	6	50%	6	50%	12
Pierpont Community and Technical College	1	7%	13	93%	14	3	43%	4	57%	7
Southern WV Community and Technical College	25	26%	72	74%	97	15	50%	15	50%	30
WV Northern Community College	19	32%	41	68%	60	8	50%	8	50%	16
WV State Community and Technical College	2	17%	10	83%	12	1	17%	5	83%	6
WVU at Parkersburg	32	38%	52	62%	84	8	40%	12	60%	20
Total	101	28%	254	72%	355	57	47%	64	53%	121
Previous Year: 2007	101	29%	245	71%	346	55	47%	62	53%	117
Other Higher Education Staff										
Commission/Council Staff	2	8%	24	92%	26	21	68%	10	32%	31
WV Network for Educational Telecomputing	22	65%	12	35%	34	6	75%	2	25%	8
GRAND TOTAL	1,939	42%	2,709	58%	4,648	784	57%	599	43%	1,383
Previous Year: 2007	1,954	41%	2,758	59%	4,712	738	57%	554	43%	1,292

Note: Individual percentages may not add to 100 due to rounding.

*Includes only those staff employed for a full 1,950 hours per year (1.0 FTE).

EMPLOYEES BY CATEGORY AND FULL-TIME/PART-TIME
Fall 2008
(Includes Medical Schools)

	Faculty					Classified Staff					Nonclassified Staff					Grand Total
	Full-Time		Part-Time		Total	Full-Time		Part-Time		Total	Full-Time		Part-Time		Total	
	#	%	#	%		#	%	#	%		#	%	#	%		
Baccalaureate and Graduate Institutions																
Bluefield State College	72	49%	74	51%	146	97	93%	7	7%	104	22	92%	2	8%	24	274
Concord University	110	55%	89	45%	199	115	97%	4	3%	119	23	100%	--	--	23	341
Fairmont State University	174	65%	95	35%	269	140	70%	59	30%	199	95	97%	3	3%	98	566
Glenville State College	60	71%	24	29%	84	78	89%	10	11%	88	37	58%	27	42%	64	236
Marshall University	767	69%	337	31%	1,104	614	97%	19	3%	633	176	95%	10	5%	186	1,923
Potomac State College of WVU	40	43%	53	57%	93	63	68%	30	32%	93	21	57%	16	43%	37	223
Shepherd University	141	46%	164	54%	305	154	81%	37	19%	191	61	94%	4	6%	65	561
West Liberty State College	100	57%	75	43%	175	90	78%	26	22%	116	28	78%	8	22%	36	327
WV School of Osteopathic Medicine	49	94%	3	6%	52	114	96%	5	4%	119	22	96%	1	4%	23	194
WV State University	125	60%	83	40%	208	192	98%	3	2%	195	42	98%	1	2%	43	446
West Virginia University	2,123	71%	887	29%	3,010	2,468	93%	184	7%	2,652	682	96%	28	4%	710	6,372
WVU Institute of Technology	97	76%	31	24%	128	108	84%	21	16%	129	14	100%	--	--	14	271
Total	3,858	67%	1,915	33%	5,773	4,233	91%	405	9%	4,638	1,223	92%	100	8%	1,323	11,734
Previous Year: 2007	3,704	65%	1,996	35%	5,700	4,306	92%	353	8%	4,659	1,137	92%	94	8%	1,231	11,590
Community and Technical College System																
Blue Ridge Community and Technical College	36	41%	51	59%	87	14	88%	2	13%	16	10	91%	1	9%	11	114
Community and Technical College at WVU Tech	27	61%	17	39%	44	8	62%	5	38%	13	6	86%	1	14%	7	64
Eastern WV Community & Technical College	4	13%	27	87%	31	18	95%	1	5%	19	6	100%	--	--	6	56
Marshall Community and Technical College	53	33%	107	67%	160	15	94%	1	6%	16	8	100%	--	--	8	184
New River Community and Technical College	36	22%	126	78%	162	33	100%	--	--	33	12	100%	--	--	12	207
Pierpont Community and Technical College	60	29%	148	71%	208	14	70%	6	30%	20	7	100%	--	--	7	235
Southern WV Community and Technical College	85	57%	63	43%	148	97	93%	7	7%	104	30	100%	--	--	30	282
WV Northern Community College	60	29%	145	71%	205	60	100%	--	--	60	16	94%	1	6%	17	282
WV State Community and Technical College	39	47%	44	53%	83	12	100%	--	--	12	6	100%	--	--	6	101
WVU at Parkersburg	88	35%	163	65%	251	84	97%	3	3%	87	20	100%	--	--	20	358
Total	488	35%	891	65%	1,379	355	93%	25	7%	380	121	98%	3	2%	124	1,883
Previous Year: 2007	457	35%	860	65%	1,317	346	94%	21	6%	367	117	99%	1	1%	118	1,802
Other Higher Education Staff																
Commission/Council Staff	N/A	N/A	N/A	N/A	N/A	26	100%	--	--	26	31	97%	1	3%	32	58
WV Network for Educational Telecomputing	N/A	N/A	N/A	N/A	N/A	34	97%	1	3%	35	8	100%	--	--	8	43
GRAND TOTAL	4,346	61%	2,806	39%	7,152	4,648	92%	431	8%	5,079	1,383	93%	104	7%	1,487	13,718
Previous Year: 2007	4,161	59%	2,856	41%	7,017	4,712	93%	375	7%	5,087	1,292	93%	95	7%	1,387	13,491

Note: Individual percentages may not add to 100 due to rounding.

Faculty and Staff Characteristics, Fall 2008

DEFINITIONS

- **Full-Time Classified and Non-Classified Staff:** All employees, other than faculty, who are employed by the institution in a full-time capacity.
- **Full-Time Instructional Faculty Member:** A person employed by the institution in a full-time capacity, either in teaching and/or research with perhaps additional administrative or other duties. The full-time instructional faculty member's primary function is to teach. Graduate assistants, teaching fellows, lecturers, and laboratory assistants are included only if they meet the preceding criteria.
- **Full-Time Other Faculty Member:** A person employed full-time in an academic capacity and granted faculty rank, but whose primary assignment is not instructional. These assignments may include extension, research, public service, etc.
- **Highest Degree Held by Faculty:** The number/percentage of faculty possessing a terminal degree (doctoral or professional) is one indicator of an institution's academic quality. The proportion of faculty with a doctorate also influences the expenditures for faculty salaries.
- **Nine-Month Salary:** A typical academic year contract, which may be for nine or ten months of service to the institution. Whether the contract salary is paid in nine or twelve monthly increments is not relevant. The amounts shown under nine-month salary data do not include summer school salaries, which are not a part of the regular academic year. Salaries of faculty who are paid on a 12-month basis are multiplied by .818 to arrive at a nine-month salary.
- **Part-Time Faculty Member:** A person employed in a part-time capacity, usually employed on a per-course basis. Part-time faculty do not usually receive fringe benefits; and since remuneration is based solely on teaching load rather than on advising and administrative duties, pay may be at a substantially lower rate than that of full-time faculty.