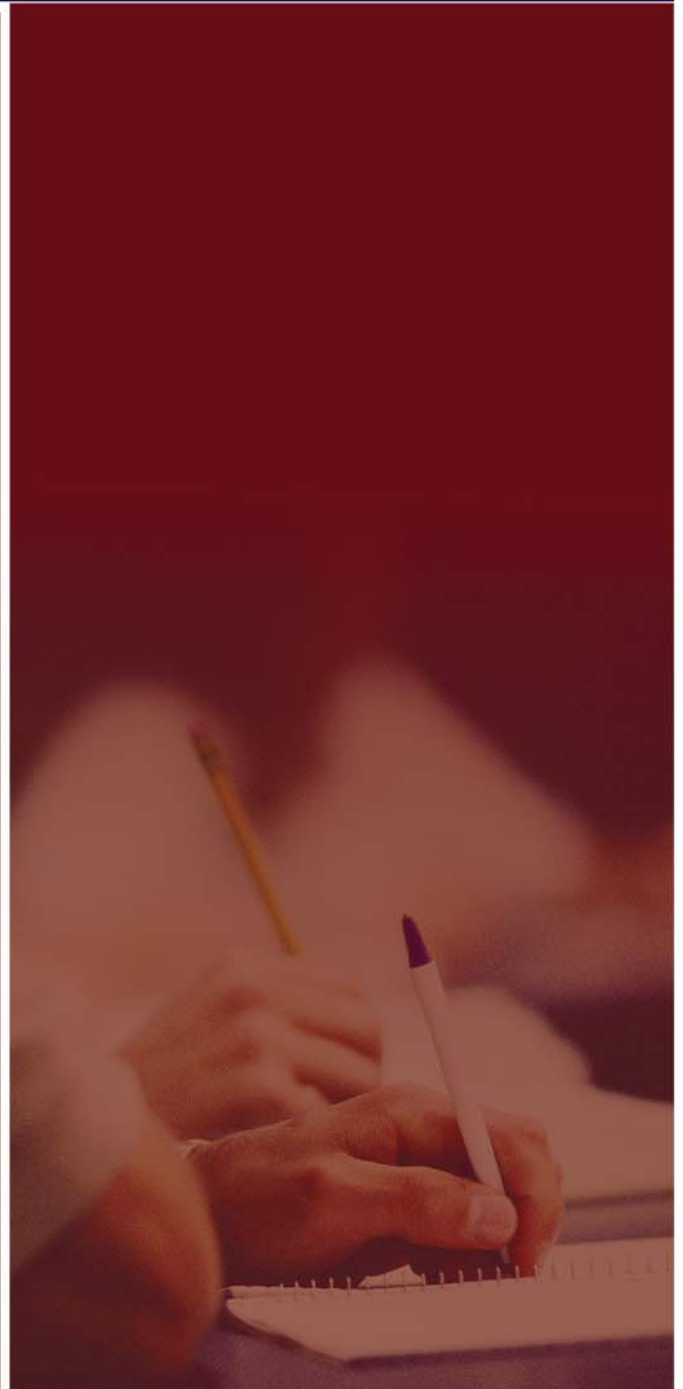


**WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION**

**WEST VIRGINIA COUNCIL FOR COMMUNITY AND  
TECHNICAL COLLEGE EDUCATION**

**Faculty and Staff  
Characteristics Report**

**Fall 2004**



1018 KANAWHA BLVD EAST  
SUITE 700  
CHARLESTON, WV 25301

# Faculty and Staff Characteristics Report Fall 2004

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## ACADEMIC RANK OF FULL-TIME INSTRUCTIONAL FACULTY

Fall 2004

(Excludes Medical Schools)

Institutions	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>WV Higher Education Policy Commission</b>													
Bluefield State College	25	35%	21	29%	21	29%	4	6%	1	1%	0	0%	72
Concord University	17	17%	27	28%	43	44%	11	11%	0	0%	0	0%	98
Fairmont State University	44	28%	30	19%	71	45%	14	9%	0	0%	0	0%	159
Glenville State College	8	17%	13	27%	16	33%	11	23%	0	0%	0	0%	48
Marshall University	195	43%	113	25%	118	26%	25	6%	0	0%	0	0%	451
Shepherd University	30	27%	31	27%	38	34%	1	1%	13	12%	0	0%	113
West Liberty State College	22	22%	31	31%	26	26%	20	20%	1	1%	0	0%	100
WV State University	27	23%	39	33%	40	34%	12	10%	0	0%	0	0%	118
West Virginia University	285	37%	213	28%	226	29%	29	4%	14	2%	0	0%	767
Potomac State College of WVU	14	48%	5	17%	3	10%	3	10%	0	0%	4	14%	29
WVU Institute of Technology	32	44%	24	33%	13	18%	3	4%	1	1%	0	0%	73
<b>WV Council for Community and Technical College Education</b>													
Community and Technical College of Shepherd	1	8%	0	0%	1	8%	0	0%	10	83%	0	0%	12
Community and Technical College of WVU Tech	5	22%	6	26%	8	35%	4	17%	0	0%	0	0%	23
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	5	10%	10	20%	23	47%	11	22%	0	0%	0	0%	49
Marshall Community and Technical College	8	25%	7	22%	6	19%	11	34%	0	0%	0	0%	32
New River Community and Technical College	3	12%	7	28%	7	28%	8	32%	0	0%	0	0%	25
Southern WV Community & Technical College	17	27%	13	20%	12	19%	22	34%	0	0%	0	0%	64
WV Northern Community College	22	40%	9	16%	13	24%	11	20%	0	0%	0	0%	55
WV State Community and Technical College	3	10%	6	19%	9	29%	13	42%	0	0%	0	0%	31
WVU at Parkersburg	39	46%	16	19%	14	16%	16	19%	0	0%	0	0%	85
<b>WVHEPC TOTAL</b>	699	34%	547	27%	615	30%	133	7%	30	1%	4	0%	2,028
<b>WVCCTCE TOTAL</b>	103	27%	74	20%	93	25%	96	26%	10	3%	0	0%	376
<b>GRAND TOTAL</b>	802	33%	621	26%	708	29%	229	10%	40	2%	4	0%	2,404
<b>Previous Year: 2003</b>	827	35%	651	27%	659	28%	208	9%	42	2%	4	0%	2,391

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

## ACADEMIC RANK OF ALL FULL-TIME FACULTY

Fall 2004

(Includes Medical Schools)

Institutions	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>WV Higher Education Policy Commission</b>													
Bluefield State College	25	35%	21	29%	21	29%	4	6%	1	1%	0	0%	72
Concord University	17	17%	27	27%	43	43%	11	11%	0	0%	1	1%	99
Fairmont State University	44	28%	30	19%	71	45%	14	9%	0	0%	0	0%	159
Glenville State College	8	16%	13	27%	16	33%	12	24%	0	0%	0	0%	49
Marshall University	266	38%	178	26%	176	25%	28	4%	0	0%	44	6%	692
Shepherd University	30	24%	31	24%	38	30%	1	1%	27	21%	0	0%	127
West Liberty State College	22	22%	31	31%	26	26%	20	20%	1	1%	0	0%	100
WV School of Osteopathic Medicine	27	71%	6	16%	5	13%	0	0%	0	0%	0	0%	38
WV State University	27	22%	39	32%	40	33%	12	10%	0	0%	5	4%	123
West Virginia University	461	25%	415	22%	532	28%	110	6%	30	2%	331	18%	1,879
Potomac State College of WVU	14	48%	5	17%	3	10%	3	10%	0	0%	4	14%	29
WVU Institute of Technology	33	41%	25	31%	14	17%	8	10%	1	1%	0	0%	81
<b>WV Council for Community and Technical College Education</b>													
Community and Technical College of Shepherd	1	7%	0	0%	1	7%	0	0%	12	86%	0	0%	14
Community and Technical College of WVU Tech	5	22%	6	26%	8	35%	4	17%	0	0%	0	0%	23
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	5	10%	10	20%	23	47%	11	22%	0	0%	0	0%	49
Marshall Community and Technical College	8	22%	7	19%	7	19%	14	39%	0	0%	0	0%	36
New River Community and Technical College	3	12%	7	28%	7	28%	8	32%	0	0%	0	0%	25
Southern WV Community & Technical College	17	27%	13	20%	12	19%	22	34%	0	0%	0	0%	64
WV Northern Community College	22	40%	9	16%	13	24%	11	20%	0	0%	0	0%	55
WV State Community and Technical College	3	10%	6	19%	9	29%	13	42%	0	0%	0	0%	31
WVU at Parkersburg	39	46%	16	19%	14	16%	16	19%	0	0%	0	0%	85
<b>WVHEPC TOTAL</b>	974	28%	821	24%	985	29%	223	6%	60	2%	385	11%	3,448
<b>WVCCTCE TOTAL</b>	103	27%	74	19%	94	25%	99	26%	12	3%	0	0%	382
<b>GRAND TOTAL</b>	1,077	28%	895	23%	1,079	28%	322	8%	72	2%	385	10%	3,830
<b>Previous Year: 2003</b>	1,096	29%	908	24%	998	26%	295	8%	74	2%	428	11%	3,799

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

## HIGHEST DEGREE HELD BY FULL-TIME INSTRUCTIONAL FACULTY

Fall 2004

(Excludes Medical Schools)

Institutions	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>WV Higher Education Policy Commission</b>													
Bluefield State College	30	42%	37	51%	1	1%	4	6%	0	0%	0	0%	72
Concord University	65	66%	32	33%	1	1%	0	0%	0	0%	0	0%	98
Fairmont State University	83	52%	73	46%	3	2%	0	0%	0	0%	0	0%	159
Glenville State College	19	40%	25	52%	0	0%	4	8%	0	0%	0	0%	48
Marshall University	347	77%	101	22%	3	1%	0	0%	0	0%	0	0%	451
Shepherd University	82	73%	30	27%	1	1%	0	0%	0	0%	0	0%	113
West Liberty State College	49	49%	50	50%	0	0%	1	1%	0	0%	0	0%	100
WV State University	69	58%	48	41%	1	1%	0	0%	0	0%	0	0%	118
West Virginia University	603	79%	118	15%	32	4%	13	2%	1	0%	0	0%	767
Potomac State College of WVU	8	28%	19	66%	0	0%	2	7%	0	0%	0	0%	29
WVU Institute of Technology	46	63%	26	36%	0	0%	1	1%	0	0%	0	0%	73
<b>WV Council for Community and Technical College Education</b>													
Community and Technical College of Shepherd	2	17%	10	83%	0	0%	0	0%	0	0%	0	0%	12
Community and Technical College of WVU Tech	1	4%	15	65%	0	0%	7	30%	0	0%	0	0%	23
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	11	22%	28	57%	0	0%	8	16%	2	4%	0	0%	49
Marshall Community and Technical College	4	13%	22	69%	1	3%	4	13%	1	3%	0	0%	32
New River Community and Technical College	5	20%	18	72%	2	8%	0	0%	0	0%	0	0%	25
Southern WV Community & Technical College	7	11%	45	70%	2	3%	9	14%	1	2%	0	0%	64
WV Northern Community College	8	15%	34	62%	0	0%	10	18%	1	2%	2	4%	55
WV State Community and Technical College	4	13%	22	71%	1	3%	4	13%	0	0%	0	0%	31
WVU at Parkersburg	18	21%	62	73%	1	1%	4	5%	0	0%	0	0%	85
<b>WVHEPC TOTAL</b>	1,401	69%	559	28%	42	2%	25	1%	1	0%	0	0%	2,028
<b>WVCCTCE TOTAL</b>	60	16%	256	68%	7	2%	46	12%	5	1%	2	1%	376
<b>GRAND TOTAL</b>	1,461	61%	815	34%	49	2%	71	3%	6	0%	2	0%	2,404
<b>Previous Year: 2003</b>	1,442	60%	823	34%	53	2%	64	3%	5	0%	4	0%	2,391

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

## HIGHEST DEGREE HELD BY PART-TIME FACULTY

Fall 2004

(Excludes Medical Schools)

Institutions	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Degree Earned		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>WV Higher Education Policy Commission</b>													
Bluefield State College	4	8%	30	59%	1	2%	16	31%	0	0%	0	0%	51
Concord University	10	11%	66	70%	2	2%	16	17%	0	0%	0	0%	94
Fairmont State University	11	9%	86	73%	6	5%	14	12%	0	0%	1	1%	118
Glenville State College	1	4%	20	71%	3	11%	4	14%	0	0%	0	0%	28
Marshall University	31	9%	226	66%	0	0%	87	25%	0	0%	0	0%	344
Shepherd University	25	17%	84	59%	6	4%	22	15%	1	1%	5	3%	143
West Liberty State College	0	0%	54	95%	1	2%	2	4%	0	0%	0	0%	57
WV State University	6	8%	53	72%	2	3%	11	15%	0	0%	2	3%	74
West Virginia University	87	13%	228	33%	27	4%	322	47%	1	0%	25	4%	690
Potomac State College of WVU	6	11%	33	60%	0	0%	15	27%	1	2%	0	0%	55
WVU Institute of Technology	1	25%	3	75%	0	0%	0	0%	0	0%	0	0%	4
<b>WV Council for Community and Technical College Education</b>													
Community and Technical College of Shepherd	5	16%	13	41%	1	3%	13	41%	0	0%	0	0%	32
Community and Technical College of WVU Tech	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1
Eastern WV Community & Technical College	3	9%	21	66%	0	0%	6	19%	2	6%	0	0%	32
Fairmont State Community and Technical College	13	8%	119	70%	2	1%	31	18%	4	2%	1	1%	170
Marshall Community and Technical College	4	4%	75	77%	0	0%	17	18%	1	1%	0	0%	97
New River Community and Technical College	4	3%	70	59%	5	4%	37	31%	3	3%	0	0%	119
Southern WV Community & Technical College	2	3%	47	59%	4	5%	18	23%	5	6%	4	5%	80
WV Northern Community College	3	3%	57	50%	1	1%	39	34%	12	10%	3	3%	115
WV State Community and Technical College	1	2%	39	78%	1	2%	7	14%	1	2%	1	2%	50
WVU at Parkersburg	1	1%	69	56%	2	2%	33	27%	9	7%	10	8%	124
<b>WVHEPC TOTAL</b>	182	11%	883	53%	48	3%	509	31%	3	0%	33	2%	1,658
<b>WVCCTCE TOTAL</b>	36	4%	510	62%	16	2%	202	25%	37	5%	19	2%	820
<b>GRAND TOTAL</b>	218	9%	1,393	56%	64	3%	711	29%	40	2%	52	2%	2,478
<b>Previous Year: 2003</b>	223	9%	1,336	53%	67	3%	819	33%	29	1%	34	1%	2,508

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

## AGE OF FULL-TIME INSTRUCTIONAL FACULTY

Fall 2004

(Excludes Medical Schools)

Institutions	Under 30		30-39		40-49		50-59		60-64		65 and Over		Total	Average Age
	#	%	#	%	#	%	#	%	#	%	#	%		
<b>WV Higher Education Policy Commission</b>														
Bluefield State College	0	0%	10	14%	17	24%	30	42%	9	13%	6	8%	72	52
Concord University	6	6%	23	23%	30	31%	26	27%	10	10%	3	3%	98	47
Fairmont State University	5	3%	21	13%	53	33%	52	33%	21	13%	7	4%	159	49
Glenville State College	6	13%	10	21%	12	25%	17	35%	2	4%	1	2%	48	45
Marshall University	11	2%	77	17%	109	24%	152	34%	70	16%	32	7%	451	50
Shepherd University	0	0%	23	20%	31	27%	36	32%	14	12%	9	8%	113	50
West Liberty State College	4	4%	14	14%	20	20%	37	37%	15	15%	10	10%	100	52
WV State University	3	3%	13	11%	30	25%	43	36%	19	16%	10	8%	118	52
West Virginia University	16	2%	145	19%	193	25%	255	33%	103	13%	55	7%	767	50
Potomac State College of WVU	1	3%	6	21%	5	17%	13	45%	3	10%	1	3%	29	49
WVU Institute of Technology	0	0%	6	8%	16	22%	31	42%	15	21%	5	7%	73	53
<b>WV Council for Community and Technical College Education</b>														
Community and Technical College of Shepherd	0	0%	3	25%	1	8%	6	50%	2	17%	0	0%	12	50
Community and Technical College of WVU Tech	0	0%	6	26%	8	35%	5	22%	4	17%	0	0%	23	47
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	2	4%	10	20%	14	29%	18	37%	5	10%	0	0%	49	47
Marshall Community and Technical College	2	6%	4	13%	10	31%	14	44%	2	6%	0	0%	32	47
New River Community and Technical College	0	0%	3	12%	7	28%	10	40%	2	8%	3	12%	25	51
Southern WV Community & Technical College	3	5%	15	23%	18	28%	18	28%	7	11%	3	5%	64	48
WV Northern Community College	2	4%	7	13%	13	24%	30	55%	1	2%	2	4%	55	49
WV State Community and Technical College	2	6%	3	10%	4	13%	14	45%	6	19%	2	6%	31	52
WVU at Parkersburg	1	1%	5	6%	22	26%	35	41%	12	14%	10	12%	85	54
<b>WVHEPC TOTAL</b>	52	3%	348	17%	516	25%	692	34%	281	14%	139	7%	2,028	50
<b>WVCCTCE TOTAL</b>	12	3%	56	15%	97	26%	150	40%	41	11%	20	5%	376	50
<b>GRAND TOTAL</b>	64	3%	404	17%	613	25%	842	35%	322	13%	159	7%	2,404	50
<b>Previous Year: 2003</b>	46	2%	351	15%	592	25%	852	36%	356	15%	194	8%	2,391	51

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

## AGE OF PART-TIME FACULTY

Fall 2004

(Excludes Medical Schools)

Institutions	Under 30		30-39		40-49		50-59		60-64		65 and Over		Total	Average Age
	#	%	#	%	#	%	#	%	#	%	#	%		
<b>WV Higher Education Policy Commission</b>														
Bluefield State College	3	6%	13	25%	11	22%	15	29%	2	4%	7	14%	51	48
Concord University	5	5%	9	10%	23	24%	35	37%	9	10%	13	14%	94	52
Fairmont State University	12	10%	26	22%	28	24%	33	28%	13	11%	6	5%	118	46
Glenville State College	3	11%	4	14%	8	29%	6	21%	4	14%	3	11%	28	49
Marshall University	81	24%	67	19%	77	22%	75	22%	25	7%	19	6%	344	43
Shepherd University	14	10%	32	22%	35	24%	35	24%	12	8%	15	10%	143	47
West Liberty State College	3	5%	8	14%	13	23%	19	33%	6	11%	8	14%	57	51
WV State University	8	11%	17	23%	21	28%	23	31%	4	5%	1	1%	74	44
West Virginia University	311	45%	171	25%	102	15%	65	9%	22	3%	19	3%	690	35
Potomac State College of WVU	3	5%	14	25%	10	18%	23	42%	0	0%	5	9%	55	47
WVU Institute of Technology	1	25%	0	0%	0	0%	1	25%	1	25%	1	25%	4	54
<b>WV Council for Community and Technical College Education</b>														
Community and Technical College of Shepherd	2	6%	8	25%	10	31%	10	31%	0	0%	2	6%	32	45
Community and Technical College of WVU Tech	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	48
Eastern WV Community & Technical College	3	9%	5	16%	10	31%	9	28%	3	9%	2	6%	32	47
Fairmont State Community and Technical College	20	12%	27	16%	48	28%	57	34%	12	7%	6	4%	170	46
Marshall Community and Technical College	14	14%	33	34%	20	21%	28	29%	1	1%	1	1%	97	41
New River Community and Technical College	5	4%	23	19%	31	26%	42	35%	9	8%	9	8%	119	49
Southern WV Community & Technical College	3	4%	22	28%	19	24%	27	34%	7	9%	2	3%	80	47
WV Northern Community College	7	6%	18	16%	20	17%	60	52%	3	3%	7	6%	115	49
WV State Community and Technical College	4	8%	11	22%	11	22%	21	42%	2	4%	1	2%	50	46
WVU at Parkersburg	11	9%	27	22%	26	21%	42	34%	15	12%	3	2%	124	47
<b>WVHEPC TOTAL</b>	444	27%	361	22%	328	20%	330	20%	98	6%	97	6%	1,658	42
<b>WVCCTCE TOTAL</b>	69	8%	174	21%	196	24%	296	36%	52	6%	33	4%	820	47
<b>GRAND TOTAL</b>	513	21%	535	22%	524	21%	626	25%	150	6%	130	5%	2,478	43
<b>Previous Year: 2003</b>	499	20%	559	22%	556	22%	632	25%	137	5%	125	5%	2,508	43

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



## FULL-TIME INSTRUCTIONAL FACULTY BY GENDER

Fall 2004

(Excludes Medical Schools)

Institutions	Male		Female		Total
	#	%	#	%	
<b>WV Higher Education Policy Commission</b>					
Bluefield State College	39	54%	33	46%	72
Concord University	62	63%	36	37%	98
Fairmont State University	100	63%	59	37%	159
Glenville State College	30	63%	18	38%	48
Marshall University	275	61%	176	39%	451
Shepherd University	68	60%	45	40%	113
West Liberty State College	60	60%	40	40%	100
WV State University	67	57%	51	43%	118
West Virginia University	519	68%	248	32%	767
Potomac State College of WVU	17	59%	12	41%	29
WVU Institute of Technology	52	71%	21	29%	73
<b>WV Council for Community and Technical College Education</b>					
Community and Technical College of Shepherd	4	33%	8	67%	12
Community and Technical College of WVU Tech	16	70%	7	30%	23
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	23	47%	26	53%	49
Marshall Community and Technical College	13	41%	19	59%	32
New River Community and Technical College	11	44%	14	56%	25
Southern WV Community & Technical College	30	47%	34	53%	64
WV Northern Community College	18	33%	37	67%	55
WV State Community and Technical College	14	45%	17	55%	31
WVU at Parkersburg	44	52%	41	48%	85
<b>WVHEPC TOTAL</b>	1,289	64%	739	36%	2,028
<b>WVCCTCE TOTAL</b>	173	46%	203	54%	376
<b>GRAND TOTAL</b>	1,462	61%	942	39%	2,404
<b>Previous Year: 2003</b>	1,483	62%	908	38%	2,391

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

**FULL-TIME INSTRUCTIONAL FACULTY BY ETHNICITY**

**Fall 2004**

**(Excludes Medical Schools)**

Institutions	White		Black		Hispanic		Asian Pacific Islander		American Indian/Alaskan Native		Unknown		Non Resident Alien		Total	Percent Minority*
	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>WV Higher Education Policy Commission</b>																
Bluefield State College	65	90.3%	4	5.6%	1	1.4%	2	2.8%	0	0.0%	0	0.0%	0	0.0%	72	9.7%
Concord University	95	96.9%	1	1.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	1	1.0%	98	2.0%
Fairmont State University	148	93.1%	5	3.1%	0	0.0%	5	3.1%	0	0.0%	0	0.0%	1	0.6%	159	6.3%
Glenville State College	47	97.9%	1	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	48	2.1%
Marshall University	397	88.0%	18	4.0%	7	1.6%	23	5.1%	3	0.7%	0	0.0%	3	0.7%	451	11.3%
Shepherd University	95	84.1%	5	4.4%	2	1.8%	3	2.7%	0	0.0%	0	0.0%	8	7.1%	113	8.8%
West Liberty State College	94	94.0%	1	1.0%	2	2.0%	2	2.0%	0	0.0%	1	1.0%	0	0.0%	100	5.0%
WV State University	86	72.9%	17	14.4%	0	0.0%	2	1.7%	1	0.8%	1	0.8%	11	9.3%	118	16.9%
West Virginia University	652	85.0%	18	2.3%	12	1.6%	50	6.5%	2	0.3%	0	0.0%	33	4.3%	767	10.7%
Potomac State College of WVU	28	96.6%	0	0.0%	1	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	29	3.4%
WVU Institute of Technology	55	75.3%	1	1.4%	1	1.4%	9	12.3%	0	0.0%	0	0.0%	7	9.6%	73	15.1%
<b>WV Council for Community and Technical College Education</b>																
Community and Technical College of Shepherd	12	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	0.0%
Community and Technical College of WVU Tech	20	87.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	2	8.7%	23	4.3%
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	46	93.9%	1	2.0%	0	0.0%	2	4.1%	0	0.0%	0	0.0%	0	0.0%	49	6.1%
Marshall Community and Technical College	28	87.5%	4	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	32	12.5%
New River Community and Technical College	23	92.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	25	4.0%
Southern WV Community & Technical College	58	90.6%	1	1.6%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	4	6.3%	64	3.1%
WV Northern Community College	53	96.4%	0	0.0%	1	1.8%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	55	3.6%
WV State Community and Technical College	26	83.9%	3	9.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	6.5%	31	9.7%
WVU at Parkersburg	83	97.6%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	85	1.2%
<b>WVHEPC TOTAL</b>	1,762	86.9%	71	3.5%	26	1.3%	97	4.8%	6	0.3%	2	0.1%	64	3.2%	2,028	9.9%
<b>WVCCTCE TOTAL</b>	349	92.8%	11	2.9%	1	0.3%	5	1.3%	0	0.0%	0	0.0%	10	2.7%	376	4.5%
<b>GRAND TOTAL</b>	2,111	87.8%	82	3.4%	27	1.1%	102	4.2%	6	0.2%	2	0.1%	74	3.1%	2,404	9.0%
<b>Previous Year: 2003</b>	2,115	88.5%	80	3.3%	27	1.1%	100	4.2%	6	0.3%	0	0.0%	63	2.6%	2,391	8.9%

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 2004**  
(Excludes Medical Schools)

Institutions	Professor			Associate Professor			Assistant Professor			Instructor			Lecturer & Other			Total		
	#	Tenure		#	Tenure		#	Tenure		#	Tenure		#	Tenure		#	Tenure	
		#	%		#	%		#	%		#	%		#	%		#	%
<b>WV Higher Education Policy Commission</b>																		
Bluefield State College	25	23	92%	21	17	81%	21	11	52%	4	0	0%	1	0	0%	72	51	71%
Concord University	17	17	100%	27	20	74%	43	5	12%	11	0	0%	0	0	N/A	98	42	43%
Fairmont State University	44	44	100%	30	26	87%	71	14	20%	14	0	0%	0	0	N/A	159	84	53%
Glenville State College	8	8	100%	13	11	85%	16	2	13%	11	0	0%	0	0	N/A	48	21	44%
Marshall University	195	189	97%	113	75	66%	118	4	3%	25	0	0%	0	0	N/A	451	268	59%
Shepherd University	30	30	100%	31	30	97%	38	7	18%	1	0	0%	13	0	0%	113	67	59%
West Liberty State College	22	22	100%	31	24	77%	26	2	8%	20	0	0%	1	0	0%	100	48	48%
WV State University	27	23	85%	39	15	38%	40	6	15%	12	0	0%	0	0	N/A	118	44	37%
West Virginia University	285	279	98%	213	171	80%	226	15	7%	29	0	0%	14	0	0%	767	465	61%
Potomac State College of WVU	14	14	100%	5	5	100%	3	0	0%	3	0	0%	4	0	0%	29	19	66%
WVU Institute of Technology	32	31	97%	24	17	71%	13	3	23%	3	0	0%	1	0	0%	73	51	70%
<b>WV Council for Community and Technical College Education</b>																		
Community and Technical College of Shepherd	1	1	100%	0	0	N/A	1	1	100%	0	0	N/A	10	0	0%	12	2	17%
Community and Technical College of WVU Tech	5	4	80%	6	4	67%	8	1	13%	4	0	0%	0	0	N/A	23	9	39%
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	5	4	80%	10	6	60%	23	2	9%	11	0	0%	0	0	N/A	49	12	24%
Marshall Community and Technical College	8	8	100%	7	7	100%	6	5	83%	11	0	0%	0	0	N/A	32	20	63%
New River Community and Technical College	3	2	67%	7	5	71%	7	4	57%	8	0	0%	0	0	N/A	25	11	44%
Southern WV Community & Technical College	17	17	100%	13	13	100%	12	10	83%	22	0	0%	0	0	N/A	64	40	63%
WV Northern Community College	22	21	95%	9	5	56%	13	3	23%	11	0	0%	0	0	N/A	55	29	53%
WV State Community and Technical College	3	3	100%	6	4	67%	9	4	44%	13	0	0%	0	0	N/A	31	11	35%
WVU at Parkersburg	39	38	97%	16	14	88%	14	3	21%	16	0	0%	0	0	N/A	85	55	65%
<b>WVHEPC TOTAL</b>	699	680	97%	547	411	75%	615	69	11%	133	0	0%	34	0	0%	2,028	1,160	57%
<b>WVCCTCE TOTAL</b>	103	98	95%	74	58	78%	93	33	35%	96	0	0%	10	0	0%	376	189	50%
<b>GRAND TOTAL</b>	802	778	97%	621	469	76%	708	102	14%	229	0	0%	44	0	0%	2,404	1,349	56%
<b>Previous Year: 2003</b>	827	797	96%	651	494	76%	659	95	14%	208	1	0%	46	0	0%	2,391	1,387	58%

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 2004**  
**(Excludes Medical Schools)**

Institutions	Doctoral		Masters/Advanced Certificate		First Professional		Bachelor's		Associate's		No Earned Degree		Total	
	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary
<b>WV Higher Education Policy Commission</b>														
Bluefield State College	30	\$54,726	37	\$48,950	1	\$51,224	4	\$33,666	0	\$0	0	\$0	72	\$50,539
Concord University	65	\$47,689	32	\$39,567	1	\$54,329	0	\$0	0	\$0	0	\$0	98	\$45,105
Fairmont State University	83	\$52,824	73	\$45,848	3	\$54,160	0	\$0	0	\$0	0	\$0	159	\$49,646
Glenville State College	19	\$48,110	25	\$44,365	0	\$0	4	\$26,585	0	\$0	0	\$0	48	\$44,366
Marshall University	347	\$57,458	101	\$40,695	3	\$63,088	0	\$0	0	\$0	0	\$0	451	\$53,742
Shepherd University	82	\$51,348	30	\$45,447	1	\$55,390	0	\$0	0	\$0	0	\$0	113	\$49,817
West Liberty State College	49	\$51,494	50	\$41,907	0	\$0	1	\$29,227	0	\$0	0	\$0	100	\$46,478
WV State University	69	\$50,605	48	\$42,694	1	\$53,283	0	\$0	0	\$0	0	\$0	118	\$47,410
West Virginia University	603	\$63,918	118	\$44,759	32	\$81,718	13	\$38,946	1	\$37,846	0	\$0	767	\$61,256
Potomac State College of WVU	8	\$46,267	19	\$40,751	0	\$0	2	\$35,110	0	\$0	0	\$0	29	\$41,883
WVU Institute of Technology	46	\$50,827	26	\$42,118	0	\$0	1	\$32,500	0	\$0	0	\$0	73	\$47,474
<b>WV Council for Community and Technical College Education</b>														
Community and Technical College of Shepherd	2	\$52,756	10	\$33,850	0	\$0	0	\$0	0	\$0	0	\$0	12	\$37,001
Community and Technical College of WVU Tech	1	\$50,912	15	\$42,162	0	\$0	7	\$34,068	0	\$0	0	\$0	23	\$40,079
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	11	\$50,098	28	\$44,384	0	\$0	8	\$39,808	2	\$40,337	0	\$0	49	\$44,754
Marshall Community and Technical College	4	\$50,598	22	\$40,768	1	\$49,773	4	\$32,959	1	\$24,500	0	\$0	32	\$40,794
New River Community and Technical College	5	\$49,066	18	\$38,503	2	\$39,856	0	\$0	0	\$0	0	\$0	25	\$40,724
Southern WV Community & Technical College	7	\$44,789	45	\$42,807	2	\$43,846	9	\$32,782	1	\$35,418	0	\$0	64	\$41,531
WV Northern Community College	8	\$45,149	34	\$40,913	0	\$0	10	\$34,878	1	\$30,000	2	\$30,750	55	\$39,864
WV State Community and Technical College	4	\$56,723	22	\$42,558	1	\$40,005	4	\$39,336	0	\$0	0	\$0	31	\$43,887
WVU at Parkersburg	18	\$48,317	62	\$42,303	1	\$53,889	4	\$32,814	0	\$0	0	\$0	85	\$43,267
<b>WVHEPC TOTAL</b>	1,401	\$58,140	559	\$43,475	42	\$75,736	25	\$35,170	1	\$37,846	0	\$0	2,028	\$54,169
<b>WVCCTCE TOTAL</b>	60	\$48,775	256	\$41,719	7	\$44,438	46	\$35,243	5	\$34,118	2	\$30,750	376	\$41,944
<b>GRAND TOTAL</b>	1,461	\$57,756	815	\$42,923	49	\$71,265	71	\$35,217	6	\$34,740	2	\$30,750	2,404	\$52,257
<b>Previous Year: 2003</b>	1,442	\$57,176	823	\$42,745	53	\$69,979	64	\$35,224	5	\$35,840	4	\$32,905	2,391	\$51,820

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

**AVERAGE NINE-MONTH SALARY OF FULL-TIME INSTRUCTIONAL FACULTY**

**By Academic Rank**

**Fall 2004**

**(Excludes Medical Schools)**

Institutions	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Other		Total	
	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary	#	Salary
<b>WV Higher Education Policy Commission</b>														
Bluefield State College	25	\$63,008	21	\$48,294	21	\$41,752	4	\$35,162	1	\$32,016	0	\$0	72	50,539
Concord University	17	\$56,482	27	\$48,806	43	\$41,020	11	\$34,404	0	\$0	0	\$0	98	45,105
Fairmont State University	44	\$59,304	30	\$52,347	71	\$43,855	14	\$42,875	0	\$0	0	\$0	159	49,646
Glenville State College	8	\$62,535	13	\$50,343	16	\$40,594	11	\$29,574	0	\$0	0	\$0	48	44,366
Marshall University	195	\$64,375	113	\$52,071	118	\$42,741	25	\$30,280	0	\$0	0	\$0	451	53,742
Shepherd University	30	\$60,229	31	\$52,399	38	\$43,534	1	\$40,204	13	\$38,739	0	\$0	113	49,817
West Liberty State College	22	\$60,910	31	\$49,985	26	\$41,462	20	\$32,551	1	\$29,227	0	\$0	100	46,478
WV State University	27	\$58,114	39	\$49,645	40	\$42,079	12	\$33,831	0	\$0	0	\$0	118	47,410
West Virginia University	285	\$76,472	213	\$59,660	226	\$49,033	29	\$31,969	14	\$33,765	0	\$0	767	61,256
Potomac State College of WVU	14	\$49,490	5	\$41,857	3	\$30,470	3	\$30,838	0	\$0	4	\$32,138	29	41,883
WVU Institute of Technology	32	\$55,348	24	\$47,110	13	\$33,584	3	\$31,582	1	\$32,500	0	\$0	73	47,474
<b>WV Council for Community and Technical College Education</b>														
Community and Technical College of Shepherd	1	\$58,972	0	\$0	1	\$40,387	0	\$0	10	\$34,466	0	\$0	12	\$37,001
Community and Technical College of WVU Tech	5	\$51,938	6	\$40,669	8	\$37,282	4	\$29,963	0	\$0	0	\$0	23	\$40,079
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	5	\$56,549	10	\$54,543	23	\$41,054	11	\$38,231	0	\$0	0	\$0	49	\$44,754
Marshall Community and Technical College	8	\$50,115	7	\$45,310	6	\$42,430	11	\$30,249	0	\$0	0	\$0	32	\$40,794
New River Community and Technical College	3	\$51,208	7	\$47,140	7	\$40,171	8	\$31,661	0	\$0	0	\$0	25	\$40,724
Southern WV Community & Technical College	17	\$54,157	13	\$45,991	12	\$39,441	22	\$30,278	0	\$0	0	\$0	64	\$41,531
WV Northern Community College	22	\$47,877	9	\$39,462	13	\$34,626	11	\$30,356	0	\$0	0	\$0	55	\$39,864
WV State Community and Technical College	3	\$57,908	6	\$53,634	9	\$43,748	13	\$36,250	0	\$0	0	\$0	31	\$43,887
WVU at Parkersburg	39	\$48,960	16	\$41,729	14	\$39,622	16	\$34,115	0	\$0	0	\$0	85	\$43,267
<b>WVHEPC TOTAL</b>	699	\$67,486	547	\$54,111	615	\$44,670	133	\$33,182	30	\$35,669	4	\$32,138	2,028	\$54,169
<b>WVCCTCE TOTAL</b>	103	\$50,613	74	\$45,663	93	\$39,683	96	\$32,745	10	\$34,466	0	\$0	376	\$41,944
<b>GRAND TOTAL</b>	802	\$65,319	621	\$53,104	708	\$44,015	229	\$32,999	40	\$35,368	4	\$32,138	2,404	\$52,257
<b>Previous Year: 2003</b>	827	\$64,546	651	\$52,205	659	\$42,886	208	\$32,337	42	\$33,426	4	\$36,164	2,391	\$51,820

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

**FULL-TIME CLASSIFIED AND NON-CLASSIFIED STAFF\***

**By Gender**

**Fall 2004**

(Includes Medical Schools)

Institutions	Classified Staff					Nonclassified Staff				Total Nonclassified Staff
	Male		Female		Total Classified Staff	Male		Female		
	#	%	#	%		#	%	#	%	
<b>WV Higher Education Policy Commission</b>										
Bluefield State College	43	41%	61	59%	104	14	74%	5	26%	19
Concord University	50	44%	63	56%	113	15	65%	8	35%	23
Fairmont State University	41	30%	95	70%	136	32	44%	40	56%	72
Glennville State College	26	38%	43	62%	69	9	53%	8	47%	17
Marshall University	251	39%	390	61%	641	92	64%	51	36%	143
Shepherd University	46	37%	77	63%	123	29	57%	22	43%	51
West Liberty State College	35	47%	39	53%	74	21	64%	12	36%	33
WV School of Osteopathic Medicine	29	32%	62	68%	91	12	67%	6	33%	18
WV State University	85	45%	105	55%	190	25	81%	6	19%	31
West Virginia University	1,094	43%	1,440	57%	2,534	254	57%	191	43%	445
Potomac State College of WVU	23	48%	25	52%	48	7	47%	8	53%	15
WVU Institute of Technology	50	55%	41	45%	91	1	25%	3	75%	4
<b>Total</b>	<b>1,773</b>	<b>42%</b>	<b>2,441</b>	<b>58%</b>	<b>4,214</b>	<b>511</b>	<b>59%</b>	<b>360</b>	<b>41%</b>	<b>871</b>
<b>WV Council for Community and Technical College Education</b>										
Community and Technical College of Shepherd	1	20%	4	80%	5	1	33%	2	67%	3
Community and Technical College of WVU Tech	1	33%	2	67%	3	0	0%	1	100%	1
Eastern WV Community & Technical College	4	25%	12	75%	16	3	43%	4	57%	7
Fairmont State Community and Technical College	1	7%	14	93%	15	5	63%	3	38%	8
Marshall Community and Technical College	2	18%	9	82%	11	3	33%	6	67%	9
New River Community and Technical College	8	33%	16	67%	24	5	83%	1	17%	6
Southern WV Community & Technical College	30	25%	88	75%	118	14	52%	13	48%	27
WV Northern Community College	17	29%	41	71%	58	9	69%	4	31%	13
WV State Community and Technical College	2	22%	7	78%	9	5	63%	3	38%	8
WVU at Parkersburg	32	39%	51	61%	83	9	69%	4	31%	13
<b>Total</b>	<b>98</b>	<b>29%</b>	<b>244</b>	<b>71%</b>	<b>342</b>	<b>54</b>	<b>57%</b>	<b>41</b>	<b>43%</b>	<b>95</b>
WV Network for Educational Telecomputing	21	58%	15	42%	36	7	78%	2	22%	9
Higher Education Policy Commission	2	8%	22	92%	24	16	55%	13	45%	29
<b>SYSTEM TOTAL</b>	<b>1,894</b>	<b>41%</b>	<b>2,722</b>	<b>59%</b>	<b>4,616</b>	<b>588</b>	<b>59%</b>	<b>416</b>	<b>41%</b>	<b>1,004</b>
<b>Previous Year: 2003</b>	1,926	41%	2,747	59%	4,673	565	59%	395	41%	960

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).

## FULL-TIME FACULTY BY TYPE

Fall 2004

(Includes Medical Schools)

Institutions	Instructional Faculty		Research Faculty		Public Service Faculty		Other Faculty		Clinical Track Faculty		Librarian Track Faculty		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>WV Higher Education Policy Commission</b>													
Bluefield State College	72	100%	0	0%	0	0%	0	0%	0	0%	0	0%	72
Concord University	98	99%	0	0%	0	0%	1	1%	0	0%	0	0%	99
Fairmont State University	159	100%	0	0%	0	0%	0	0%	0	0%	0	0%	159
Glenville State College	48	98%	0	0%	0	0%	1	2%	0	0%	0	0%	49
Marshall University	556	80%	16	2%	3	0%	50	7%	47	7%	20	3%	692
Shepherd University	113	89%	1	1%	1	1%	12	9%	0	0%	0	0%	127
West Liberty State College	100	100%	0	0%	0	0%	0	0%	0	0%	0	0%	100
WV School of Osteopathic Medicine	18	47%	0	0%	0	0%	4	11%	16	42%	0	0%	38
WV State University	118	96%	0	0%	0	0%	5	4%	0	0%	0	0%	123
West Virginia University	987	53%	57	3%	106	6%	362	19%	332	18%	35	2%	1,879
Potomac State College of WVU	29	100%	0	0%	0	0%	0	0%	0	0%	0	0%	29
WVU Institute of Technology	73	90%	2	2%	0	0%	6	7%	0	0%	0	0%	81
<b>WV Council for Community and Technical College Education</b>													
Community and Technical College of Shepherd	12	86%	0	0%	0	0%	2	14%	0	0%	0	0%	14
Community and Technical College of WVU Tech	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%	23
Eastern WV Community & Technical College	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fairmont State Community and Technical College	49	100%	0	0%	0	0%	0	0%	0	0%	0	0%	49
Marshall Community and Technical College	32	89%	0	0%	0	0%	0	0%	4	11%	0	0%	36
New River Community and Technical College	25	100%	0	0%	0	0%	0	0%	0	0%	0	0%	25
Southern WV Community & Technical College	64	100%	0	0%	0	0%	0	0%	0	0%	0	0%	64
WV Northern Community College	55	100%	0	0%	0	0%	0	0%	0	0%	0	0%	55
WV State Community and Technical College	31	100%	0	0%	0	0%	0	0%	0	0%	0	0%	31
WVU at Parkersburg	85	100%	0	0%	0	0%	0	0%	0	0%	0	0%	85
<b>WVHEPC TOTAL</b>	2371	69%	76	2%	110	3%	441	13%	395	11%	55	2%	3,448
<b>WVCCTCE TOTAL</b>	376	98%	0	0%	0	0%	2	1%	4	1%	0	0%	382
<b>GRAND TOTAL</b>	2,747	72%	76	2%	110	3%	443	12%	399	10%	55	1%	3,830
<b>Previous Year: 2003</b>	2,726	72%	60	2%	103	3%	437	12%	421	11%	52	1%	3,799

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

**EMPLOYEES BY CATEGORY AND FULL-TIME/PART-TIME**  
**Fall 2004**  
(Includes Medical Schools)

Institutions	Faculty					Classified Staff					Nonclassified Staff					Grand Total
	Full-Time		Part-Time		Total	Full-Time		Part-Time		Total	Full-Time		Part-Time		Total	
	#	%	#	%		#	%	#	%		#	%	#	%		
<b>WV Higher Education Policy Commission</b>																
Bluefield State College	72	59%	51	41%	123	104	95%	6	5%	110	19	90%	2	10%	21	254
Concord University	99	51%	94	49%	193	113	95%	6	5%	119	23	96%	1	4%	24	336
Fairmont State University	159	57%	118	43%	277	136	85%	24	15%	160	72	94%	5	6%	77	514
Glenville State College	49	64%	28	36%	77	69	86%	11	14%	80	17	63%	10	37%	27	184
Marshall University	692	65%	371	35%	1,063	641	97%	21	3%	662	143	97%	4	3%	147	1,872
Shepherd University	127	47%	143	53%	270	123	73%	45	27%	168	51	94%	3	6%	54	492
West Liberty State College	100	64%	57	36%	157	74	80%	18	20%	92	33	89%	4	11%	37	286
WV School of Osteopathic Medicine	38	100%	0	0%	38	91	95%	5	5%	96	18	100%	0	0%	18	152
WV State University	123	62%	74	38%	197	190	100%	0	0%	190	31	91%	3	9%	34	421
West Virginia University	1,879	71%	763	29%	2,642	2,534	92%	211	8%	2,745	445	95%	22	5%	467	5,854
Potomac State College of WVU	29	35%	55	65%	84	48	68%	23	32%	71	15	60%	10	40%	25	180
WVU Institute of Technology	81	95%	4	5%	85	91	84%	17	16%	108	4	100%	0	0%	4	197
<b>Total</b>	<b>3,448</b>	<b>66%</b>	<b>1,758</b>	<b>34%</b>	<b>5,206</b>	<b>4,214</b>	<b>92%</b>	<b>387</b>	<b>8%</b>	<b>4,601</b>	<b>871</b>	<b>93%</b>	<b>64</b>	<b>7%</b>	<b>935</b>	<b>10,742</b>
<b>WV Council for Community and Technical College Education</b>																
Community and Technical College of Shepherd	14	30%	32	70%	46	5	83%	1	17%	6	3	100%	0	0%	3	55
Community and Technical College of WVU Tech	23	96%	1	4%	24	3	27%	8	73%	11	1	100%	0	0%	1	36
Eastern WV Community & Technical College	0	0%	32	100%	32	16	89%	2	11%	18	7	100%	0	0%	7	57
Fairmont State Community and Technical College	49	22%	170	78%	219	15	83%	3	17%	18	8	100%	0	0%	8	245
Marshall Community and Technical College	36	27%	97	73%	133	11	92%	1	8%	12	9	100%	0	0%	9	154
New River Community and Technical College	25	17%	119	83%	144	24	100%	0	0%	24	6	86%	1	14%	7	175
Southern WV Community & Technical College	64	44%	80	56%	144	118	90%	13	10%	131	27	100%	0	0%	27	302
WV Northern Community College	55	32%	115	68%	170	58	100%	0	0%	58	13	100%	0	0%	13	241
WV State Community and Technical College	31	38%	50	62%	81	9	100%	0	0%	9	8	100%	0	0%	8	98
WVU at Parkersburg	85	41%	124	59%	209	83	88%	11	12%	94	13	100%	0	0%	13	316
<b>Total</b>	<b>382</b>	<b>32%</b>	<b>820</b>	<b>68%</b>	<b>1,202</b>	<b>342</b>	<b>90%</b>	<b>39</b>	<b>10%</b>	<b>381</b>	<b>95</b>	<b>99%</b>	<b>1</b>	<b>1%</b>	<b>96</b>	<b>1,679</b>
WV Network for Educational Telecomputing	N/A	N/A	N/A	N/A	N/A	36	100%	0	0%	36	9	100%	0	0%	9	45
Higher Education Policy Commission	N/A	N/A	N/A	N/A	N/A	24	83%	5	17%	29	29	97%	1	3%	30	59
<b>SYSTEM TOTAL</b>	<b>3,830</b>	<b>60%</b>	<b>2,578</b>	<b>40%</b>	<b>6,408</b>	<b>4,616</b>	<b>91%</b>	<b>431</b>	<b>9%</b>	<b>5,047</b>	<b>1,004</b>	<b>94%</b>	<b>66</b>	<b>6%</b>	<b>1,070</b>	<b>12,525</b>
<b>Previous Year: 2003</b>	3,799	59%	2,601	41%	6,400	4,673	91%	444	9%	5,117	960	94%	58	6%	1,018	12,535

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



## Faculty and Staff Characteristics, Fall 2004

### 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.