

**Percent of Faculty on Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2003-04**

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	NONTENURE TRACK				TENURE TRACK				TENURED			
<i>MEN</i>												
Professor	4.2	2.9	7.0	7.2	1.3	1.0	1.8	3.0	94.4	96.2	91.1	89.9
Associate	6.9	4.6	13.5	9.2	11.4	9.8	14.9	14.5	81.7	85.5	71.6	76.3
Assistant	16.9	13.6	22.9	24.1	75.1	77.2	72.9	68.0	8.0	9.2	4.2	7.9
Instructor	79.6	79.0	81.1	81.4	16.7	16.8	15.2	17.8	3.7	4.2	3.7	0.8
Lecturer	95.1	94.7	96.4	98.4	2.9	3.0	3.1	0.9	2.0	2.4	0.5	0.6
No Rank	58.9	54.8	92.0	94.0	8.7	9.5	3.1	1.9	32.3	35.7	4.8	4.2
All Combined	15.9	15.0	18.3	17.2	21.6	20.9	22.0	24.4	62.6	64.1	59.6	58.3
<i>WOMEN</i>												
Professor	6.9	6.1	8.8	8.5	1.5	1.1	2.2	3.1	91.5	92.8	89.1	88.4
Associate	8.9	6.7	15.2	10.9	10.9	9.4	12.5	15.2	80.2	83.9	72.3	73.9
Assistant	21.0	17.2	27.7	28.9	70.3	73.0	67.2	62.6	8.7	9.8	5.1	8.5
Instructor	82.1	81.8	80.6	85.1	15.3	15.1	17.4	14.3	2.7	3.1	2.0	0.6
Lecturer	95.7	95.4	96.6	98.6	2.4	2.5	2.7	0.7	1.8	2.1	0.7	0.7
No Rank	63.4	60.1	96.9	91.0	9.0	9.7	0.5	5.7	27.6	30.2	2.5	3.3
All Combined	28.2	28.1	29.0	27.4	27.8	27.0	28.4	31.0	44.0	44.8	42.6	41.6
<i>MEN AND WOMEN COMBINED</i>												
Professor	4.8	3.6	7.4	7.5	1.4	1.0	1.9	3.0	93.8	95.4	90.7	89.5
Associate	7.7	5.4	14.2	9.9	11.2	9.7	13.9	14.8	81.1	84.9	71.9	75.3
Assistant	18.8	15.2	25.1	26.5	72.9	75.3	70.3	65.3	8.4	9.5	4.6	8.2
Instructor	81.0	80.6	80.8	83.6	15.9	15.8	16.4	15.7	3.1	3.6	2.8	0.6
Lecturer	95.5	95.1	96.5	98.5	2.6	2.7	2.9	0.8	1.9	2.2	0.6	0.7
No Rank	61.2	57.5	94.3	92.5	8.9	9.6	1.9	3.7	29.9	32.9	3.8	3.7
All Combined	20.5	19.9	22.2	21.3	23.9	23.2	24.3	27.1	55.6	56.8	53.5	51.6

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. In previous years, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track. For definition of categories, see Explanation of Statistical Data on page 47.