

TABLE B
**Changing Composition of Faculty at Public and Private Four-Year Institutions,
 1989–2001, Two-Year Intervals**

| Year | Percentage of Full-Time Faculty Not on the Tenure Track (Instructional Faculty) ^a | Percentage of Full-Time Faculty Not on the Tenure-Track (All Faculty) ^b | Part-Time Faculty as a Percentage of All Faculty (All Faculty) ^c | Percentage of New Full-Time Hires Not on the Tenure Track (All Faculty) ^d |
|----------------|---|---|--|---|
| Public | | | | |
| 1989 | 11.0 | 19.1 | 17.4 | 46.0 |
| 1991 | 10.8 | 19.4 | 16.3 | 46.0 |
| 1993 | 10.7 | 20.1 | 18.6 | 49.4 |
| 1995 | 10.9 | 21.2 | 18.2 | 48.5 |
| 1997 | 12.1 | 24.1 | 22.2 | 52.9 |
| 1999 | 13.7 | 26.0 | 21.1 | 56.5 |
| 2001 | n.d. | 28.1 | 20.6 | 51.5 |
| Private | | | | |
| 1989 | 14.2 | 23.5 | 33.3 | 45.2 |
| 1991 | 15.8 | 24.8 | 34.7 | 47.3 |
| 1993 | 17.5 | 25.0 | 37.5 | 50.3 |
| 1995 | 17.6 | 24.8 | 39.1 | 51.8 |
| 1997 | 18.4 | 27.5 | 41.1 | 52.6 |
| 1999 | 19.7 | 30.1 | 38.3 | 54.2 |
| 2001 | n.d. | 30.9 | 40.7 | 57.3 |

n.d. No data.

Note: Data for 1999 and 2001 are preliminary.

a. Data in this column are from U.S. Department of Education, Integrated Postsecondary Education Data System (IPEDS), *Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty*, two-year intervals from 1989 to 2001. The sample includes 504 public and 854 private four-year colleges and universities that responded to the survey each year. The data for the percentage of full-time non-tenure-track faculty are not yet available for 2001. For details about IPEDS, see <http://nces.ed.gov/ipeds/AboutIPEDS.asp>.

b. Data in this column are from IPEDS, *Fall Staff Survey*, two-year intervals from 1989 to 2001. The sample includes 319 public and 761 private four-year colleges and universities that responded to the survey each year.

c. Data in this column are from IPEDS, *Fall Staff Survey*. The sample includes 172 public and 483 private four-year colleges and universities that both responded to the survey and reported positive numbers of part-time faculty in each year.

d. Data in this column are from IPEDS, *Fall Staff Survey*. The sample includes 177 public and 516 private four-year colleges and universities that both responded to the survey and reported data on new faculty hires each year.

Source: Ronald G. Ehrenberg and Liang Zhang, *The Changing Nature of Faculty Employment*, Cornell Higher Education Research Institute Working Paper no.44 (February 2004), available at <http://www.ilr.cornell.edu/cheri>.