

**Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2007–08**

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	NON-TENURE-TRACK				TENURE TRACK				TENURED			
<i>MEN</i>												
Professor	4.1	2.7	6.2	7.9	1.2	0.9	1.3	2.8	94.7	96.4	92.5	89.3
Associate	6.4	4.1	11.7	10.0	10.1	9.0	12.0	12.6	83.6	87.0	76.3	77.4
Assistant	17.0	13.6	23.2	25.4	75.7	78.3	72.7	66.3	7.3	8.1	4.1	8.3
Instructor	83.9	82.3	92.1	84.3	13.8	14.8	7.7	14.9	2.3	2.9	0.2	0.8
Lecturer	96.2	95.6	97.8	99.2	2.3	2.5	1.9	0.6	1.6	1.9	0.3	0.2
No Rank	78.3	75.9	93.2	99.7	4.1	4.5	2.0	0.3	17.5	19.6	4.8	0.0
All Combined	18.9	18.6	19.6	19.2	21.1	21.2	20.2	22.3	60.0	60.2	60.2	58.5
<i>WOMEN</i>												
Professor	6.7	5.6	8.7	8.9	1.6	1.5	1.0	3.2	91.8	92.9	90.3	87.9
Associate	8.7	6.4	14.4	11.7	9.8	8.8	10.9	13.1	81.4	84.8	74.7	75.2
Assistant	21.8	18.2	27.6	30.7	70.9	73.4	68.3	62.8	7.3	8.4	4.1	6.5
Instructor	85.4	84.2	91.9	86.9	13.0	13.8	8.1	12.5	1.6	2.0	0.1	0.6
Lecturer	96.6	96.1	98.1	99.1	2.0	2.2	1.5	0.6	1.4	1.7	0.5	0.3
No Rank	80.2	78.3	98.0	97.2	4.7	5.0	0.6	2.8	15.1	16.7	1.3	0.0
All Combined	32.2	32.9	30.8	29.8	26.2	25.6	26.7	29.0	41.6	41.4	42.5	41.2
<i>MEN AND WOMEN COMBINED</i>												
Professor	4.7	3.5	6.8	8.2	1.3	1.0	1.2	2.9	94.0	95.5	92.0	88.9
Associate	7.3	5.0	12.8	10.7	10.0	8.9	11.6	12.8	82.7	86.1	75.6	76.5
Assistant	19.4	15.8	25.3	28.2	73.3	76.0	70.6	64.5	7.3	8.2	4.1	7.4
Instructor	84.8	83.5	91.9	85.9	13.3	14.2	7.9	13.4	1.9	2.3	0.1	0.7
Lecturer	96.4	95.9	97.9	99.1	2.1	2.3	1.7	0.6	1.5	1.8	0.4	0.3
No Rank	79.3	77.2	95.5	98.5	4.4	4.8	1.3	1.5	16.3	18.0	3.2	0.0
All Combined	24.3	24.5	23.9	23.7	23.2	23.0	22.7	25.2	52.5	52.4	53.4	51.1

Note: The table is based on 1,386 reporting institutions. Prior to 2003–04, 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.