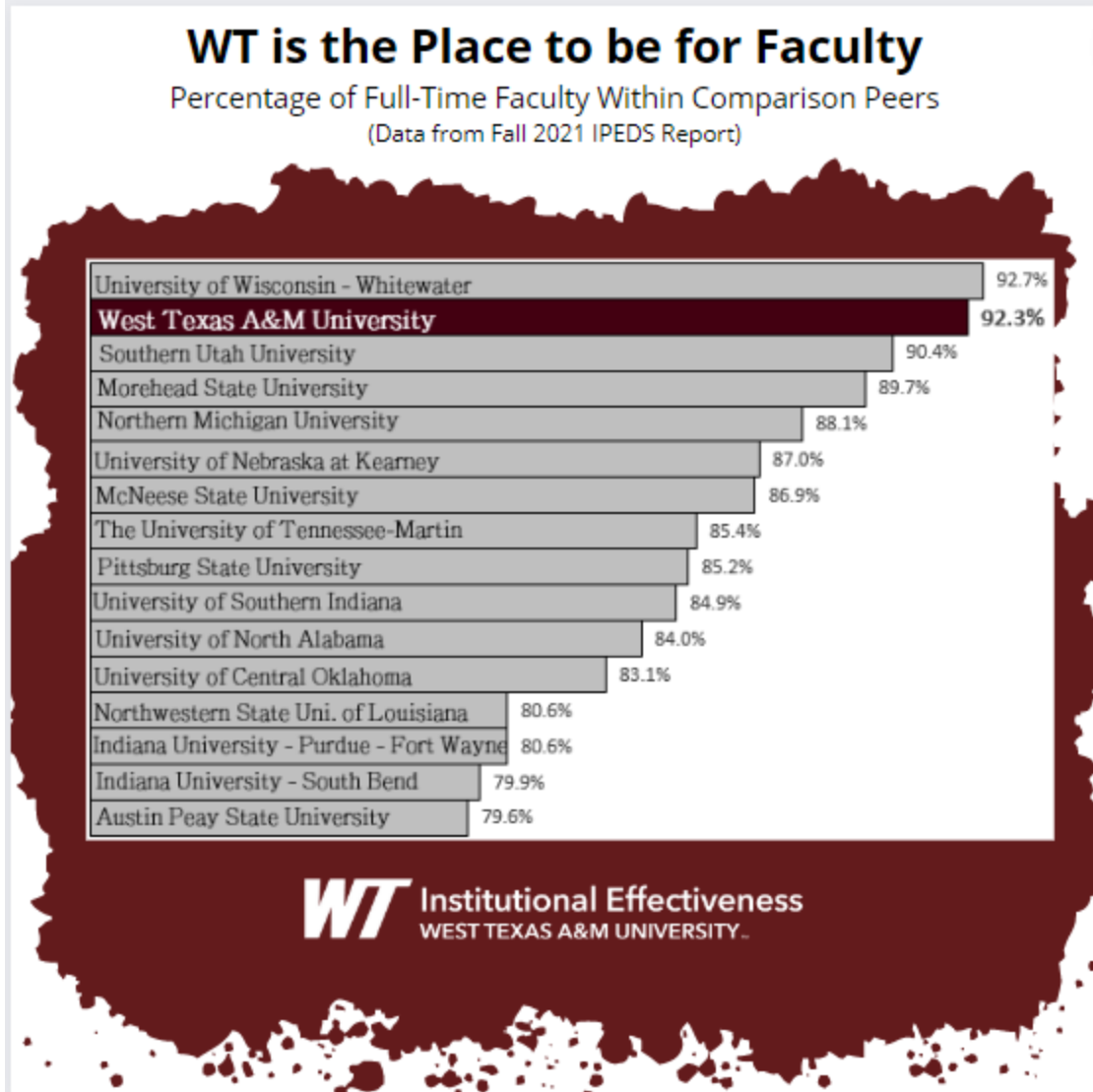


Data Bite #1 – Full-Time Faculty Rate



West Texas A&M University (WTAMU) is driven by its strategic plan WT125 From the Panhandle to the World. Maximum Eight outlines the university’s commitment to “recruit, reward and retain the very best”. The sine qua non of all faculty and staff at every level must be teaching and the support thereof in its diverse manifestations.”

Faculty Definitions

Full-Time Faculty

WTAMU’s full-time faculty are what make up the main group of instructional staff at the institution. WTAMU’s faculty handbook defines a full-time faculty member as a faculty member who serves, on average, a 9 month period each year (10.5 or 12 months are also alternative employment periods). There are three different contractual status’s for full-time faculty;

Data Bite #1 – Full-Time Faculty Rate

tenured faculty, non-tenured faculty and fixed-term faculty appointments. The overall definition of faculty at WTAMU as stated in the faculty handbook is:

“A faculty member is defined as a person employed by West Texas A&M University whose duties are specified in his or her letter of appointment include teaching and/or research, and whose rank, as identified in the letter of appointment, is instructor, assistant professor, associate professor, or professor, and including Fixed-term Academic Professional Track Faculty.”

Part-Time Faculty

WTAMU’s part-time faculty members are temporary assignments that are given to instructors who are hired on a semester to semester basis and are often hired under the titles of instructor, adjunct, term of contract or temporary faculty members according to the faculty handbook (p. 49).

Growth of Full-Time Faculty

WTAMU’s Growth of Full-Time Faculty

Overall faculty numbers have been provided to help highlight the growth of full-time faculty members at WTAMU since the last decennial reaffirmation, 2016 to 2020. A steady increase of total faculty to full-time faculty is seen throughout this time period, ranging from 89.4% full-time in Fall 2016 to 92.3% in the Fall of 2020.

These numbers help support the WT125 metric of “recruit, reward and retain the highest quality faculty, staff and students. Never lose anyone to another enterprise except for reasons of family, climate or geography” (p. 91). By focusing resources to make more part-time/instructor faculty jobs transitioned into full-time roles, WTAMU is helping support a desirable long term employment option for its faculty.

Table 1: WTAMU Growth in Full-time faculty

Semester	Instructional Staff FTE	# Full-time Instructional Staff	%
Fall 2021	378	355	93.9%
Fall 2020	376	347	92.3%
Fall 2019	372	337	90.6%
Fall 2018	365	333	91.2%
Fall 2017	368	335	91.0%
Fall 2016	358	320	89.4%

Growth of Full-Time Faculty – Comparative Peer Data – Fall 2020

WT125 has set forth a list of comparative peers that is used to help gauge the universities goals, targets and growth. These’ institutions are listed below in a comparison of percentile of full-time instructional staff members for the Fall of 2020. WTAMU ranks second in this list of sixteen peers for having the second highest percentage of full-time staff.

Data Bite #1 – Full-Time Faculty Rate

Table 2: Comparative Peers, % Full-time Faculty Fall 2020
(Data pulled from IPEDS report)

Institution	Instructional Staff FTE	# Full-time Instructional Staff	%
University of Wisconsin-Whitewater	508	471	92.7%
West Texas A & M University	376	347	92.3%
Southern Utah University	375	339	90.4%
Morehead State University	350	314	89.7%
Northern Michigan University	336	296	88.1%
University of Nebraska at Kearney	362	315	87.0%
McNeese State University	297	258	86.9%
The University of Tennessee-Martin	343	293	85.4%
Pittsburg State University	325	277	85.2%
University of Southern Indiana	411	349	84.9%
University of North Alabama	324	272	84.0%
University of Central Oklahoma	670	557	83.1%
Indiana University-Purdue University-Fort Wayne	408	329	80.6%
Northwestern State University of Louisiana	397	320	80.6%
Indiana University-South Bend	293	234	79.9%
Austin Peay State University	491	391	79.6%

*IPEDS Fall 2021 comparison data is not yet available.