FACULTY CHARACTERISTICS BY TENURE STATUS

The following charts and tables represent the 2016 UCF faculty salary and demographic characteristics separated into two groups: tenure and tenure track faculty and Non-Tenure-Earning faculty.

As evidenced in Table 1, Tenure and Tenure Track faculty members have a substantially higher median salary than Non-Tenure-Earning Faculty, overall. However, a number of variations between and within colleges remain. This document will serve as an initial exploration into salary based on the different career paths and roles among faculty at UCF.

<table>
<thead>
<tr>
<th>Table 1: Faculty Characteristics by Tenure Status (2016) (n = 1,606)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure and Tenure Track</td>
</tr>
<tr>
<td>-------------------------</td>
</tr>
<tr>
<td>N</td>
</tr>
<tr>
<td>% Women</td>
</tr>
<tr>
<td>Tenure Status</td>
</tr>
<tr>
<td>% Tenured</td>
</tr>
<tr>
<td>% Tenure Track</td>
</tr>
<tr>
<td>% Non-Tenure Earning</td>
</tr>
<tr>
<td>Rank</td>
</tr>
<tr>
<td>% Instructor/Lecturer</td>
</tr>
<tr>
<td>% Assistant Professor</td>
</tr>
<tr>
<td>% Associate Professor</td>
</tr>
<tr>
<td>% Professor</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
</tr>
<tr>
<td>% Asian</td>
</tr>
<tr>
<td>% International</td>
</tr>
<tr>
<td>% Underrepresented Minority a</td>
</tr>
<tr>
<td>% White</td>
</tr>
<tr>
<td>Median Salary</td>
</tr>
</tbody>
</table>

*Includes faculty identifying as Black/African American, Hispanic or Latino, American Indian, Alaska Native, or multi-racial

<table>
<thead>
<tr>
<th>Table 2a: Tenured and Tenure Track Faculty: Median salary by gender and ethnicity (n = 1,004)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethnic Category</td>
</tr>
<tr>
<td>Asian</td>
</tr>
<tr>
<td>International</td>
</tr>
<tr>
<td>Underrep. Minority</td>
</tr>
<tr>
<td>White</td>
</tr>
<tr>
<td>Total Median Salary</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Table 2b: Non-Tenure Earning Faculty: Median salary by gender and ethnicity (n = 602)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethnic Category</td>
</tr>
<tr>
<td>Asian</td>
</tr>
<tr>
<td>International</td>
</tr>
<tr>
<td>Underrep. Minority</td>
</tr>
<tr>
<td>White</td>
</tr>
<tr>
<td>Total Median Salary</td>
</tr>
</tbody>
</table>

OVERALL

Tenured and Tenure Track - Median 9-Month Salary and Percent Women by College (2016)

Non-Tenure-Earning - Median 9-Month Salary and Percent Women by College (2016)
ADMINISTRATION

Administration - Tenured and Tenure Track 9-Month Salary and Percent Women (2016)

Median Salary

% women

$20,000

$60,000

$100,000

$140,000

$180,000

$220,000

$260,000

$300,000

President and Vice President

Academic Affairs/Provost

Deans and Directors

Administration - Non-Tenure-Earning 9-Month Salary and Percent Women (2016)

Median Salary

% women

$20,000

$60,000

$100,000

$140,000

$180,000

$220,000

$260,000

$300,000

President and Vice President

Academic Affairs/Provost

Deans and Directors

COLLEGE OF ARTS AND HUMANITIES

College of Arts and Humanities - Tenured and Tenure Track 9-Month Salary and Percent Women (2016)

Median Salary

% women

$0

$10,000

$20,000

$30,000

$40,000

$50,000

$60,000

$70,000

$80,000

$90,000

$100,000

CAH - Other

Writing and Rhetoric

English

Visual Arts and Design

History

Modern Languages and Lit.

Performing Arts

Philosophy
COLLEGE OF BUSINESS ADMINISTRATION

College of Business Administration - Tenured and Tenure Track
9-Month Salary and Percent Women (2016)

College of Arts and Humanities - Non-Tenure-Earning
9-Month Salary and Percent Women (2016)
COLLEGE OF EDUCATION AND HUMAN PERFORMANCE

College of Business Administration - Non-Tenure-Earning 9-Month Salary and Percent Women (2016)

College of Education and Human Performance - Tenured and Tenure Track 9-Month Salary and Percent Women (2016)

College of Engineering and Computer Science - Tenure and Tenure Track
9-Month Salary and Percent Women (2016)

Median Salary
% women

College of Engineering and Computer Science - Non-Tenure-Earning
9-Month Salary and Percent Women (2016)

Median Salary
% women
COLLEGE OF NURSING

College of Nursing - Tenured and Tenure Track
9-Month Salary and Percent Women (2016)

College of Nursing - Non-Tenure-Earning
9-Month Salary and Percent Women (2016)

COLLEGE OF OPTICS AND PHOTONICS

College of Optics and Photonics - Tenured and Tenure Track
9-Month Salary and Percent Women (2016)

College of Optics and Photonics - Non-Tenure-Earning
9-Month Salary and Percent Women (2016)
College of Sciences - Tenured and Tenure Track
9-Month Salary and Percent Women (2016)

College of Sciences - Non-Tenure-Earning
9-Month Salary and Percent Women (2016)