

CSAL

*The Center for the Study of Academic Labor
at Colorado State University*

TRENDS IN CONTINGENCY IN HIGHER EDUCATION 2012-2016

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July 2019

	Faculty Non-Tenure Track Rate	Contingency Rate
Public		
Private Non-Profit		
Private For-Profit		
Total		

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INTRODUCTORY NOTES

- The measures of contingency presented in this report are taken from the CSAL Instructional Staff Employment reports from 2012 to 2016. Data source: IPEDS, the Integrated Post-Secondary Education Data System, online at <https://nces.ed.gov/ipeds/>. IPEDS is the main federal data depository on higher education. The sample includes all accredited colleges and universities in the United States, as indicated by Title IV eligibility, with Carnegie classifications as associates' degree colleges, baccalaureate colleges, masters' degree universities or doctoral universities. It excludes medical schools and other specialized schools.
- Instructional staff consists of faculty, instructors without faculty appointments, and graduate teaching assistants.
- Total faculty is the sum of tenured faculty, tenure track faculty (still in the probationary period) and non-tenure track faculty categorized as instructional staff. Almost all faculty members are categorized as instructional staff, even at research-intensive institutions.
- Almost all tenured and tenure track faculty members are full-time. Among non-tenure track faculty members, about 3/4 are part-time and about 1/4 are full-time. More information on the part-time/full-time breakdown among non-tenure track faculty members is presented in the annual CSAL Instructional Staff Employment reports.
- Non-tenure track instructional staff includes non-tenure track faculty, instructors without faculty status, and graduate teaching assistants.
- This report shows two measures of contingency in higher education. The first is called the *faculty non-tenure track rate*, or FNTTR. It is the percent of total faculty that is off the tenure track. The second is a broader measure called the *contingency rate*, or CONTR. It is the percent of total instructional staff that is off the tenure track.
- $FNTTR = \text{non-tenure track faculty} / \text{total faculty}$
- $CONTR = \text{non-tenure track instructional staff} / \text{total instructional staff}$
- These measures of contingency are broken down by institutional level (doctoral universities, masters' degree universities, baccalaureate colleges and associates' degree colleges) and institutional sector (public, private non-profit and private for-profit). The private for-profit sector is excluded from the graphs because all or almost all of its instructional staff has been off the tenure track over the entire period.

REPORT HIGHLIGHTS

- Throughout public higher education as a whole, both measures of contingency held constant, or close to it, from 2012 to 2016. In contrast, both measures rose slowly at private non-profit colleges and universities.
- Both measures of contingency trended upward from 2012 to 2016 at doctoral universities and masters' degree universities. Private non-profit baccalaureate colleges showed a decline due to a sharp drop from 2015 to 2016, in contrast to public baccalaureate colleges that showed a sharp increase over the same period. Associates' degree colleges, already with very high measures of contingency, showed little or no increase.
- Both measures of contingency are higher in private non-profit colleges and universities than at public colleges and universities. The only exception is baccalaureate colleges.
- The distribution of instructional staff employment among tenured faculty, tenure track faculty, part-time non-tenure track faculty, full-time non-tenure track faculty, non-faculty instructors and graduate teaching assistants remained almost constant from 2012 to 2016. See the charts in the Instructional Staff Employment reports.

ALL COLLEGES AND UNIVERSITIES
Contingency Rates (CONTR)
Faculty Non-Tenure Track Rates (FNTTR)
2012-2016

2012	FNTTR	CONTR
Public	61.3%	71.0%
Private Non-Profit	60.6%	68.8%
Private For-Profit	99.6%	99.6%
TOTAL	64.0%	72.4%

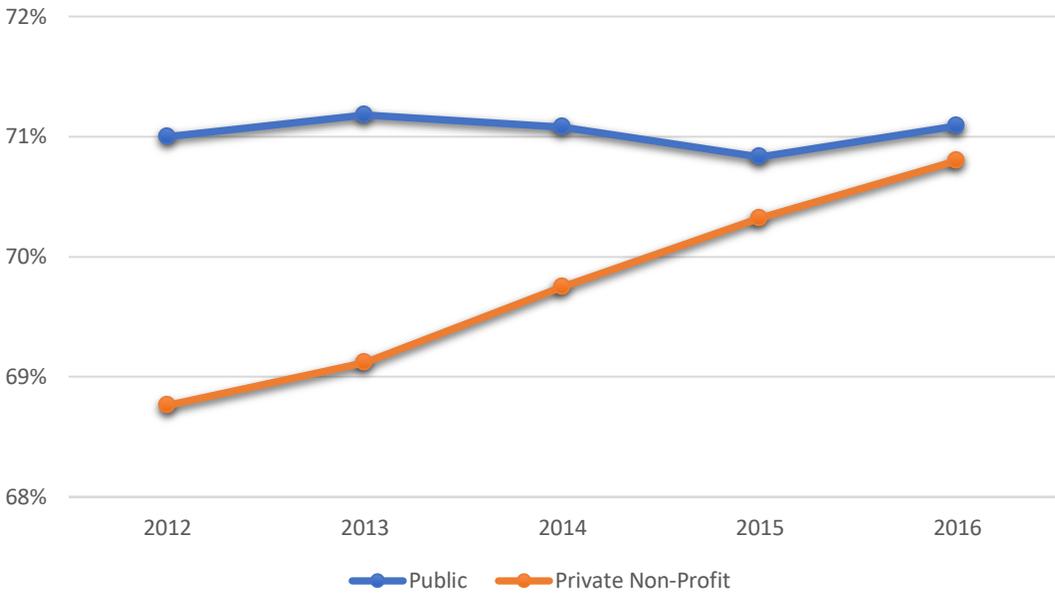
2013	FNTTR	CONTR
Public	61.5%	71.2%
Private Non-Profit	60.7%	69.1%
Private For-Profit	99.7%	99.7%
TOTAL	63.8%	72.4%

2014	FNTTR	CONTR
Public	61.6%	71.1%
Private Non-Profit	61.6%	69.8%
Private For-Profit	99.5%	99.6%
TOTAL	63.3%	72.0%

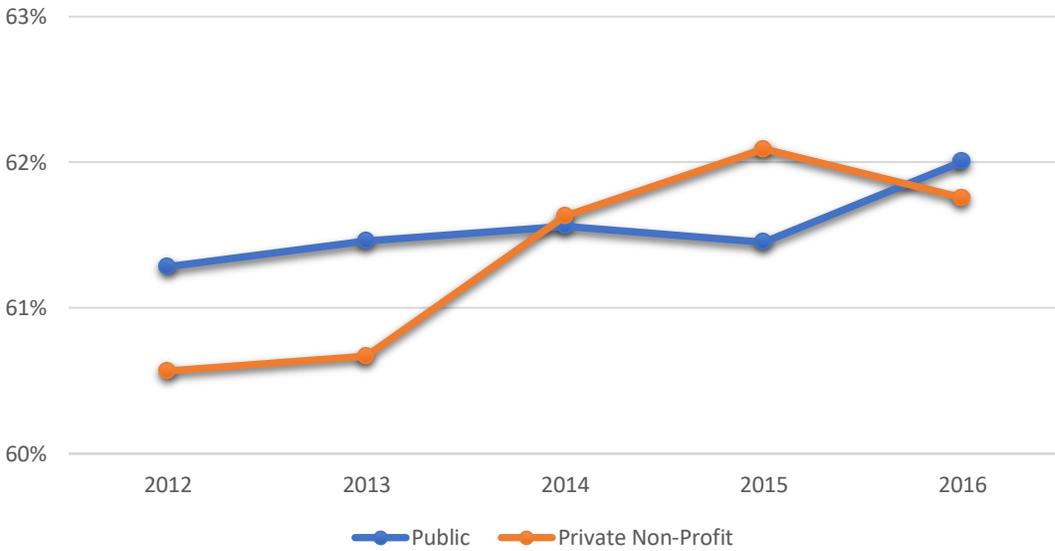
2015	FNTTR	CONTR
Public	61.5%	70.8%
Private Non-Profit	62.1%	70.3%
Private For-Profit	99.6%	99.7%
TOTAL	63.2%	71.8%

2016	FNTTR	CONTR
Public	62.0%	71.1%
Private Non-Profit	61.8%	70.8%
Private For-Profit	99.9%	99.9%
TOTAL	63.9%	72.2%

CONTINGENCY RATES ALL COLLEGES AND UNIVERSITIES



FACULTY NON-TENURE TRACK RATES ALL COLLEGES AND UNIVERSITIES



DOCTORAL UNIVERSITIES
Contingency Rates (CONTR)
Faculty Non-Tenure Track Rates (FNTTR)
2012-2016

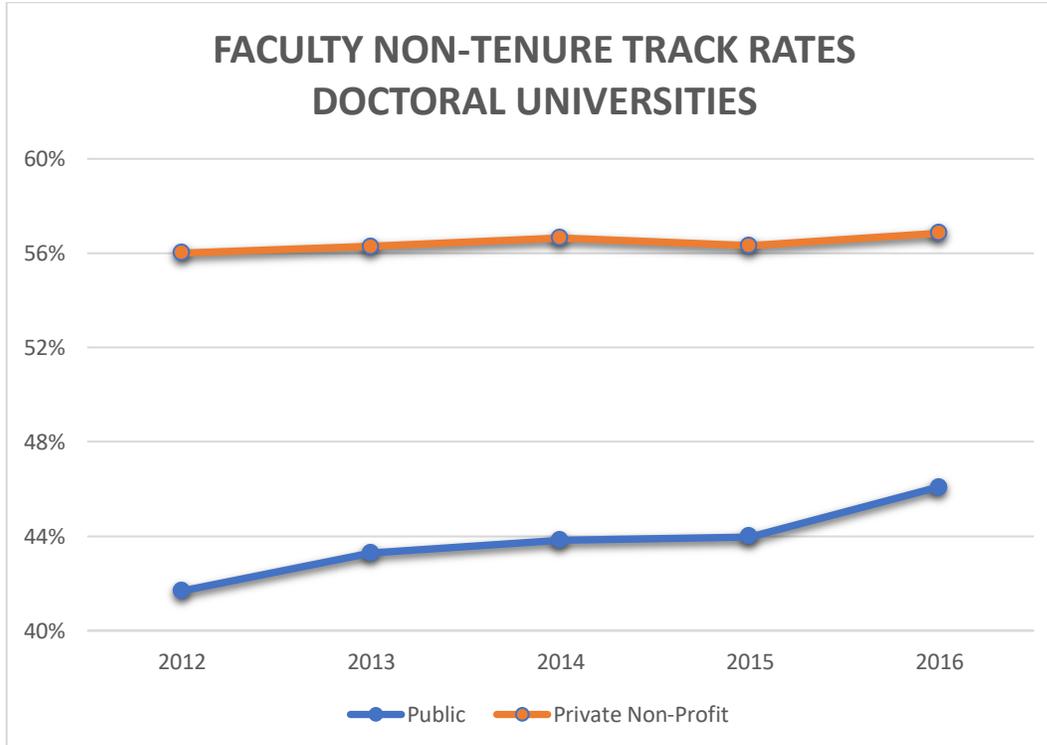
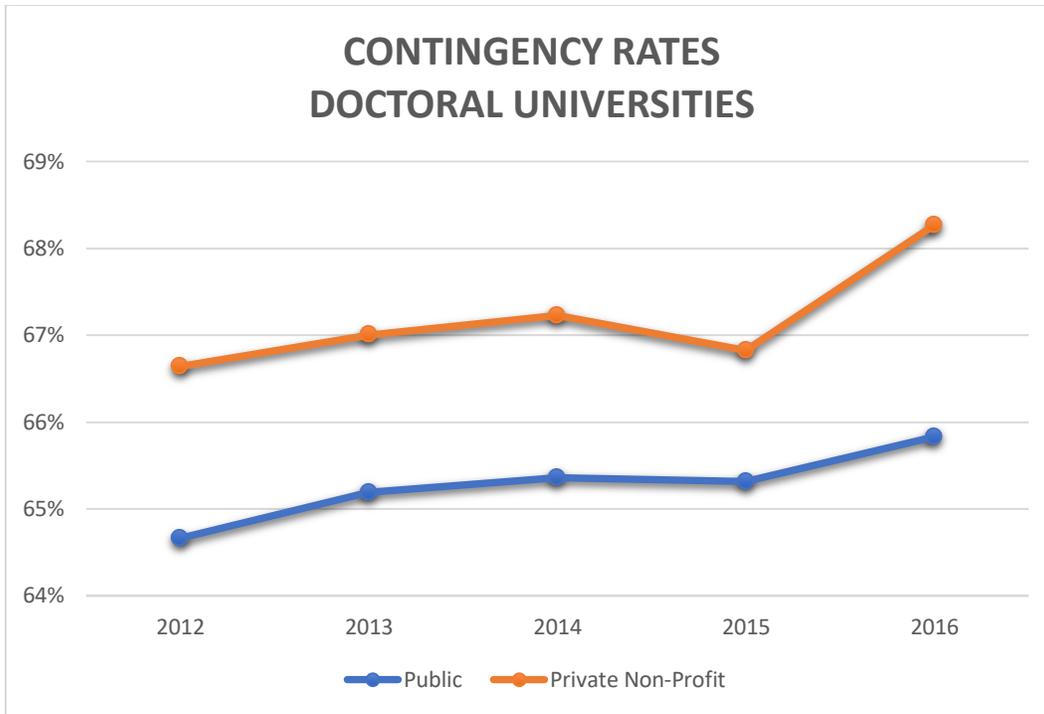
2012	FNTTR	CONTR
Public	41.7%	64.7%
Private Non-Profit	56.0%	66.6%
Private For-Profit	100.0%	100.0%
TOTAL	49.7%	66.7%

2013	FNTTR	CONTR
Public	43.3%	65.2%
Private Non-Profit	56.3%	67.0%
Private For-Profit	100.0%	100.0%
TOTAL	50.5%	67.0%

2014	FNTTR	CONTR
Public	43.8%	65.4%
Private Non-Profit	56.6%	67.2%
Private For-Profit	100.0%	100.0%
TOTAL	48.7%	66.3%

2015	FNTTR	CONTR
Public	44.0%	65.3%
Private Non-Profit	56.3%	66.8%
Private For-Profit	100.0%	100.0%
TOTAL	48.7%	66.1%

2016	FNTTR	CONTR
Public	46.1%	65.8%
Private Non-Profit	56.8%	68.3%
Private For-Profit	100.0%	100.0%
TOTAL	52.0%	67.7%



MASTERS' DEGREE UNIVERSITIES
Contingency Rates (CONTR)
Faculty Non-Tenure Track Rates (FNTTR)
2012-2016

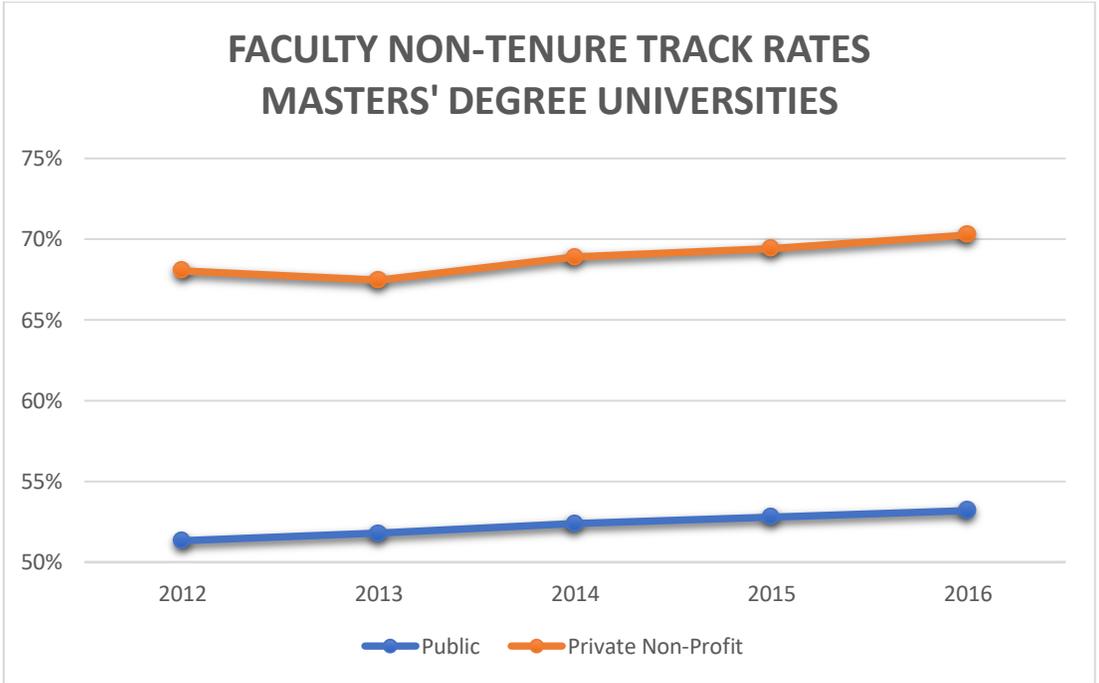
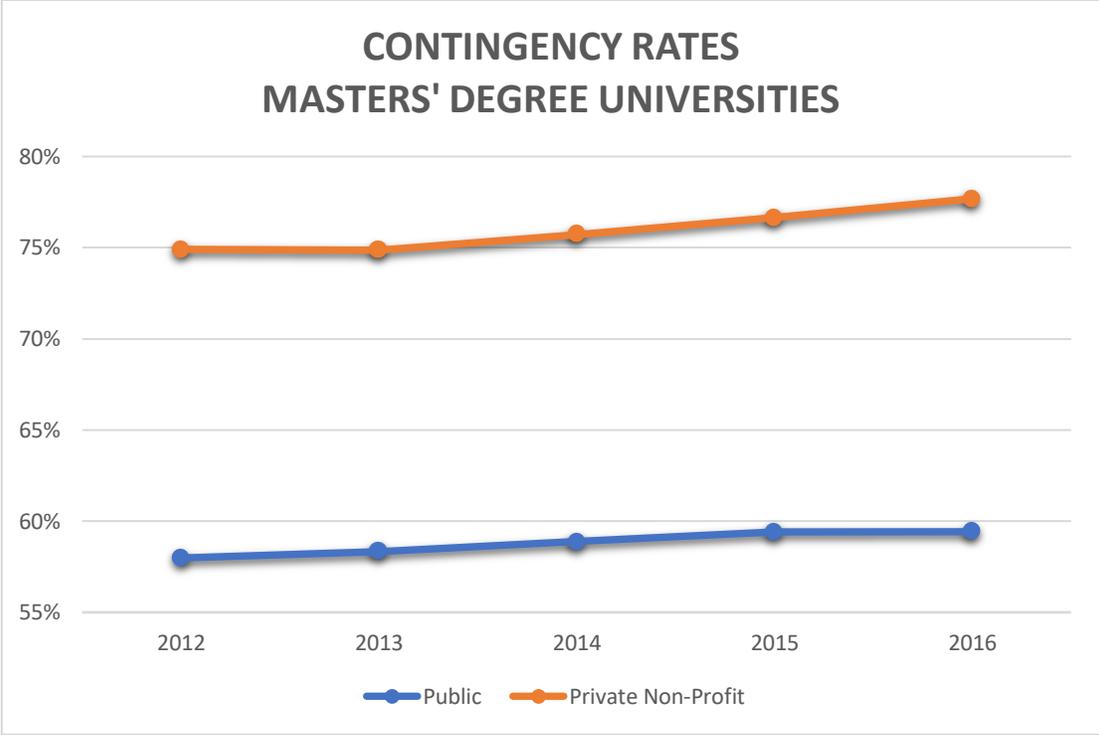
2012	FNTTR	CONTR
Public	51.3%	58.0%
Private Non-Profit	68.0%	74.9%
Private For-Profit	100.0%	100.0%
TOTAL	62.7%	68.9%

2013	FNTTR	CONTR
Public	51.8%	58.3%
Private Non-Profit	67.5%	74.9%
Private For-Profit	100.0%	100.0%
TOTAL	61.9%	68.4%

2014	FNTTR	CONTR
Public	52.4%	58.9%
Private Non-Profit	68.9%	75.7%
Private For-Profit	99.9%	99.9%
TOTAL	61.6%	68.5%

2015	FNTTR	CONTR
Public	52.8%	59.4%
Private Non-Profit	69.4%	76.6%
Private For-Profit	99.9%	99.9%
TOTAL	61.9%	69.3%

2016	FNTTR	CONTR
Public	53.2%	59.4%
Private Non-Profit	70.3%	77.7%
Private For-Profit	100.0%	100.0%
TOTAL	63.5%	70.2%



BACCALAUREATE COLLEGES

Contingency Rates (CONTR) Faculty Non-Tenure Track Rates (FNTTR)

2012-2016

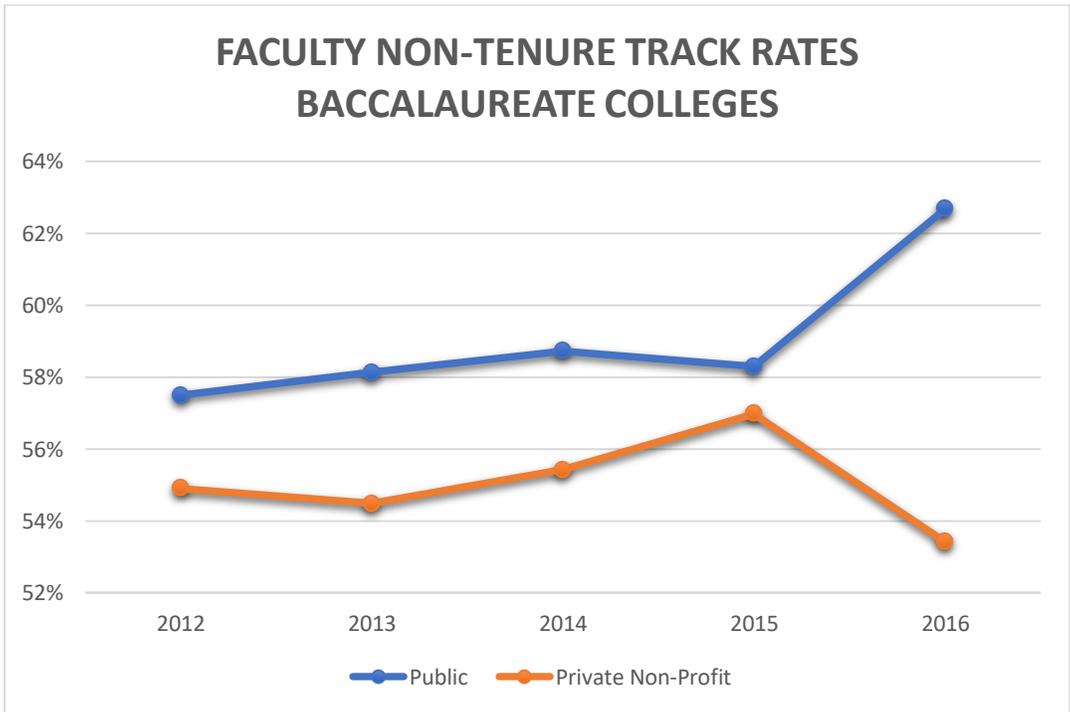
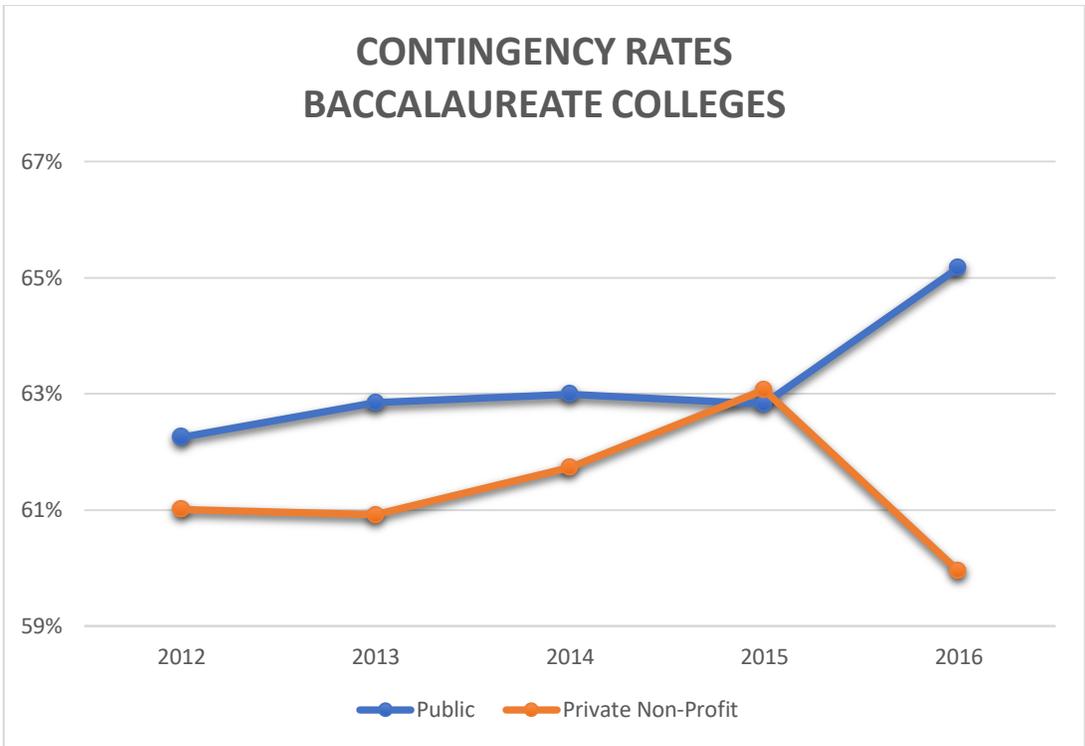
2012	FNTTR	CONTR
Public	57.5%	62.3%
Private Non-Profit	54.9%	61.0%
Private For-Profit	98.5%	99.0%
TOTAL	59.4%	65.4%

2013	FNTTR	CONTR
Public	58.1%	62.8%
Private Non-Profit	54.5%	60.9%
Private For-Profit	98.5%	98.9%
TOTAL	59.0%	65.0%

2014	FNTTR	CONTR
Public	58.7%	63.0%
Private Non-Profit	55.4%	61.7%
Private For-Profit	98.3%	98.8%
TOTAL	59.3%	65.1%

2015	FNTTR	CONTR
Public	58.3%	62.8%
Private Non-Profit	57.0%	63.1%
Private For-Profit	98.6%	98.7%
TOTAL	60.1%	65.3%

2016	FNTTR	CONTR
Public	62.7%	65.2%
Private Non-Profit	53.4%	59.9%
Private For-Profit	99.5%	99.6%
TOTAL	59.9%	64.6%



ASSOCIATES' DEGREE COLLEGES
Contingency Rates (CONTR)
Faculty Non-Tenure Track Rates (FNTTR)
2012-2016

2012	FNTTR	CONTR
Public	79.6%	83.2%
Private Non-Profit	97.0%	97.9%
Private For-Profit	99.1%	99.3%
TOTAL	80.9%	84.4%

2013	FNTTR	CONTR
Public	79.3%	83.1%
Private Non-Profit	94.3%	95.5%
Private For-Profit	99.4%	99.6%
TOTAL	80.7%	84.3%

2014	FNTTR	CONTR
Public	79.3%	82.9%
Private Non-Profit	95.5%	96.5%
Private For-Profit	99.5%	99.7%
TOTAL	80.7%	84.1%

2015	FNTTR	CONTR
Public	79.0%	82.4%
Private Non-Profit	95.6%	96.8%
Private For-Profit	99.6%	99.6%
TOTAL	80.3%	83.5%

2016	FNTTR	CONTR
Public	79.1%	82.4%
Private Non-Profit	96.2%	97.5%
Private For-Profit	99.8%	99.9%
TOTAL	79.6%	82.9%

