Tenure-Track Faculty

General Information

**Data sources:** Faculty counts are from the Human Resources Information System (HRIS) for academic years through 12-13, and are from PeopleSync beginning with the 13-14 academic year. This information is augmented as described below by data on secondary appointments for data from HRIS, research activity, recruitment and retention provided by departments.

Please note the Tandon School of Engineering faculty data require further cleanup in PeopleSync to represent more complete and accurate information.

**Update frequency:** Faculty data are updated nightly. Departmental data are updated annually in the fall. See About this Dashboard for details on how a fiscal year’s faculty data are displayed prior to the addition of updated departmental input.

**Reporting Years:** All the metrics are reported on a September 1 - August 31 year. Academic and fiscal metrics are labeled differently to avoid the potential confusion arising from the conventions of identifying academic years by the starting calendar year and fiscal years by the ending calendar year. For example, for the period September 1, 2012 through August 31, 2013 academic metrics are labeled 12-13 and fiscal metrics FY13.

Tenure-Track Faculty

For data coming from legacy HRIS, tenure-track faculty include (i) those whose primary appointment recorded in the Human Resources Information System is in the unit selected, and (ii) those faculty with cross appointments (joint, associated, affiliated) with the unit selected. Departments verified the faculty with primary appointments and reported the cross appointments.

For data coming from PeopleSync, tenure-track faculty include those with an academic appointment and a position in the Job Family “Tenure/Tenure Track Full Time Faculty.”

All faculty employed at any time during the year are included, including those on leave. **Clicking on a bar segment displays a list of the faculty included.**

The faculty counts displayed on the Departmental Metrics dashboard can differ from the counts displayed on the HR Administration dashboard. The HR Administration dashboard includes faculty in filled positions **at a specific point in time.** The “As Of” date determines the point in time. The Departmental Metrics dashboard, as stated above, includes aggregated faculty employed **at any time during the year.**

Example: Professor Morpheus was a member of the faculty from January 1 through March 31. The Departmental Metrics dashboard will include Professor Morpheus in the aggregated count of faculty for that academic year. The HR Administration dashboard will include Professor Morpheus if you select an “As Of” date within the date range of January 1 through March 31 for that year. If you select an “As Of” date before January 1, or after March 31, for that year, Professor Morpheus will **not** be included on the HR Administration dashboard.

When drilling down to detail, i.e., clicking on a bar segment, a calculated FTE field will be displayed. All full-time Tenure-Track faculty with annual appointments are counted as 1.00 FTE; those appointed for a semester are counted as .50 FTE; and those appointed for the summer only are counted as .25 FTE.

Note that the other faculty counts on this page, and all other dashboard pages, include in a unit’s faculty count only those with primary appointments (i.e., excludes cross appointments where the unit is not the primary unit).

Sponsored Project Active Tenure-Track Faculty

A faculty member is identified as sponsored project active in an academic year if, in that academic year or any of the three prior academic years, he or she was either the principal investigator on a grant proposal submission, or the principal investigator or a co-principal investigator on an active research project. In the future submission of a grant proposal as co-principal investigator, as well as a principal investigator, will qualify a faculty member as active. The criterion was limited because pre-award data on co-principal investigators were not available from Cayuse. **Clicking on a number displays a list of the faculty included.**

New Hires: Full Time Tenure-Track Faculty

New hire counts are derived from Human Resources data. A new hire is defined as a faculty member employed in a given year who was not employed in a faculty position in the prior year. Faculty members who begin their appointment on or after July 1 are considered a new hire in the subsequent academic year. **Clicking on a bar segment displays a list of the new hires.**

Age Distribution of Tenure-Track Faculty

A histogram is presented based on faculty members’ age, in aggregated age bands, as of September 1 in an academic year. Filter options are provided for rank, and for academic year. **Person detail is not provided.**
Gender of Tenure-Track Faculty

The gender of faculty with primary appointments is reported as recorded in HRIS or PeopleSync. Person detail is not provided.

Ethnicity of Tenure-Track Faculty

The ethnicity of faculty with primary appointments is reported in federal reporting categories as recorded in HRIS or PeopleSync. Faculty who report Hispanic ethnicity are classified as Hispanic regardless of their racial identification. Faculty who are not Hispanic are reported in a racial group if they reported one, as “Two or more races” if they reported more than one racial group, or as “Race and ethnicity unknown” if no designation is recorded. Person detail is not provided.

On March 20th, 2015, the ‘Recruitment of Tenure-Track Faculty’ and ‘Retention of Tenure-Track Faculty Who Receive Counteroffers’ charts have been removed from this page. This data was gathered manually for the initial nine science departments. At this time, there is no systematic way to gather and update faculty recruitment and retention statistics for all NYU Departments.