

*Long-Range Planning
and Student, Faculty, and Staff Trends*

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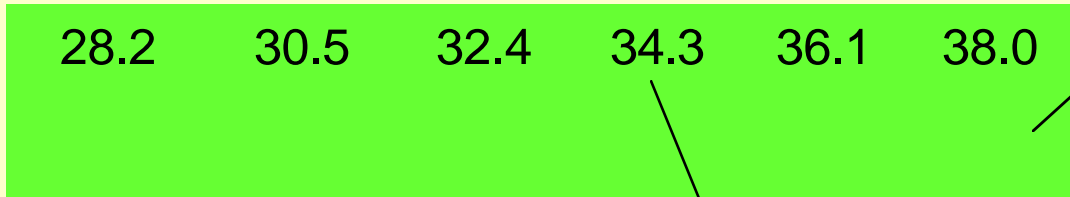
- 1) *Where did we think we were going 25 years ago? Where are we now? What's next?*
- 2) *Recent enrollment trends, given 2004-05 budget cuts*
- 3) *Our students – highlighted characteristics*
- 4) *Our faculty – the long process of restoration*
- 5) *Our staff – professionalization*

From “Factors Affecting Long-Range Enrollment Prospects,” November, 1979

“The only significant population growth in Southern California for the next two decades will occur among those age cohorts least likely to participate in higher education. Orange County will witness a very sharp decline in 18-19 year olds from 1980-1985, and continued declines of 18-24 year olds from 1985-1990.”

*Projected (and actual) Median Ages for Orange County
(Total Population)*

<i>Actual</i>	<i>Est.</i>	<i>Est.</i>	<i>Est.</i>	<i>Est.</i>	<i>Est.</i>
1975	1980	1985	1990	1995	2000



*Actual 2000
was 33.3*

Actual 1990 was 31.2

Trends in Mean Age of CSUF Students

	1967	1977	2005
<i>Undergraduates</i>			
<i>Full-time</i>	21.6	22.5	21.7
<i>Part-time</i>	27.7	27.3	25.5
<i>Graduate/Postbacs</i>			
<i>Full-time</i>	26.6	28.3	29.2
<i>Part-time</i>	32.9	31.6	33.1

November, 1979:

*“Student workload declines are evident throughout the CSU.
...Fullerton has a comparatively low UPS [units per student]
and a higher than average rate of decline.”*

CSUF Students Over 25 Years

	<i>Fall 1980</i>	<i>Fall 1990</i>	<i>Fall 2000</i>	<i>Fall 2005</i>
<i>Total Headcount</i>	22,470	25,602	28,381	35,040
<i>Rank in CSU</i>	6	7	4	1
<i>Total FTES</i>	15,210	17,741	20,701	25,975
<i>Rank in CSU</i>	7	7	4	3
<i>Average Units</i>	10.15	10.39	10.94	11.12
<i>% Undergrads</i>	79.1%	82.9%	82.5%	84.1%
<i>% Women</i>	52.1%	55.6%	59.9%	59.1%
<i>% Minority</i>	15.6%	31.2%	47.8%	50.8%

Only 7 other CSU's have a lower percent women than we do; 15 campuses have a higher percent women as of Fall 2005.

November, 1979:

“Continuation and graduation rates at Fullerton are currently even with or slightly better than system-wide averages. However, the latter rates are depressed somewhat by the small commuter (especially rural) campuses in the system.”

*Freshman Cohort 6-Year Graduation Rate Comparisons
(and the reason behind changing ranks)*

<i>Cohort Year</i>	Fullerton	<i>Long Beach</i>	<i>San Diego</i>	<i>San Francisco</i>
<i>1997 – Grad Rate</i>	47.6%	42.3%	44.0%	38.5%
<i>1997 – SAT Score</i>	960	957	977	959
<i>1998 – Grad Rate</i>	49.5%	46.5%	46.5%	40.3%
<i>1998 – SAT Score</i>	971	975	1,001	953
<i>1999 – Grad Rate</i>	48.2%	46.3%	53.0%	40.9%
<i>1999 – SAT Score</i>	971	973	1,052	970

There are only five CSU's with a 1999 cohort graduation rate higher than Fullerton's, in rank order, SLO (68.8%), San Diego (53.0%), Chico (52.3%), Stanislaus (51.7%), and Maritime (49.6%). We are tied with Sonoma for sixth highest. SAT scores: SLO (1,159), Chico (1,006), Stanislaus (972), Maritime (1,034), Sonoma (1,031)

November, 1979:

“The decline in participation rates among transfer students is a matter of concern, as is the competition for these students with Pomona and Long Beach.”

*We have been the # 1 destination for California Community College transfers among **all** California public universities for **seven** consecutive years
(likely true for 2005-06, as well)*

New California Community College Transfers by Academic Year

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05
CSU FULLERTON	4,126	4,318	4,436	4,761	4,877	4,280	6,094
CSU LONG BEACH	3,264	3,789	3,438	4,079	4,156	3,479	4,047
CSU NORTHRIDGE	3,388	3,915	4,299	4,562	4,312	3,991	4,360
CSU SACRAMENTO	3,664	3,929	3,970	4,074	3,841	3,771	4,398
SAN DIEGO STATE	3,746	3,666	4,150	3,565	3,414	3,347	3,360
SAN FRANCISCO STATE	3,508	3,498	3,212	3,289	3,786	3,979	4,040
SAN JOSE STATE	3,681	3,555	3,243	3,409	3,506	3,225	3,212
UC BERKELEY	1,653	1,682	1,548	1,745	1,851	1,767	1,870
UC LOS ANGELES	2,054	2,430	2,488	2,780	2,555	2,965	2,847
UC SAN DIEGO	1,108	1,253	1,333	1,445	1,690	1,767	1,645

source: CPEC Transfer Pathways <http://www.cpec.ca.gov/OnLineData/TransferPathway.asp>

November, 1979:

“The data for Orange County point to a much lower level of economic growth across all industries for the next five years, although demand for skilled professionals in the county is likely to remain at least at its current levels for all industries.”

And, from “Demographic Report, December, 1981:

There is freedom to choose among alternate futures, but not much, given a) the high levels of state and system control; b) the sheer weight of social and demographic forces; and c) the paucity of solutions to choose from which are both efficient and effective.”

Why the disconnect?

- *It is very difficult to see 20 years into the future (even 10 are hard)*
- *Formal models do not (cannot) accommodate surprises*
- *Inferences based upon system-wide, or statewide, or nationwide facts and trends are often at odds with local reality*
- *We have a tendency to expect good times to end, and bad times to last forever. A worst-case projection seems to be the safer course, but...*
- *It looks just as silly 25 years later as an overly positive forecast.*

What do the next 10-25 years hold for Cal State Fullerton?

- We can count on the strength and resilience of Orange County and CSUF to navigate the normal ups and downs and even occasional crises*
- With a little luck, the economy will continue to provide wonderful surprises that better connect us to the rest of the world and provide jobs for our graduates*
- We will continue to have ample demand based upon a healthy flow of eligible high school graduates and community college transfers*
- This forecast will be null and void if the state collapses, or ¹⁴if there is a major natural or unnatural disaster, but...*

Why plan for that?

Enrollment 2000-01 to 2005-06 and Estimated 2006-07

	<i>FALL</i>		<i>UNIT</i>	<i>COLLEGE YEAR</i>
	<i>HEADCOUNT</i>	<i>FTES</i>	<i>LOAD</i>	<i>(CY)</i>
	<i>HEADCOUNT</i>	<i>FTES</i>	<i>LOAD</i>	<i>FTES</i>
2000-01	28,381	20,701	10.94	20,913
2001-02	30,357	22,016	10.88	23,524
2002-03	32,143	23,351	10.90	24,633
2003-04	32,592	23,428	10.78	24,910
2004-05	32,744	24,143	11.06	24,396
2005-06	35,040	25,975	11.12	27,187
2006-07 (est.)	35,380	26,386	11.19	27,778

Note: 2004-05 had no YRO (a decrease of some 1,900 FTES) so the AY actually grew by approx. 1,400 FTES

Growth or Decline by Key Student Categories, Large Urbans and Other LA Basin CSU's, 2002 versus 2005

	Graduate Headcount		Postbac Headcount		Undergrad Headcount		All Students		% Grad.		% PB	
	2002	2005	2002	2005	2002	2005	2002	2005	2002	2005	2002	2005
Large Urbans												
Fullerton	3,700	4,160	1,809	1,418	25,434	29,462	32,143	35,040	11.5%	11.9%	5.6%	4.0%
<i>Long Beach</i>	3,780	4,026	2,476	2,007	27,853	28,514	34,566	34,547	10.9%	11.7%	7.2%	5.8%
<i>Northridge</i>	3,817	4,323	3,618	2,066	25,781	26,854	33,579	33,243	11.4%	13.0%	10.8%	6.2%
<i>Sacramento</i>	3,649	3,594	2,038	1,310	22,554	23,028	28,558	27,932	12.8%	12.9%	7.1%	4.7%
<i>San Diego</i>	4,863	4,612	1,437	1,231	27,846	26,850	34,304	32,693	14.2%	14.1%	4.2%	3.8%
<i>San Francisco</i>	4,929	4,581	1,643	1,295	20,828	23,074	28,378	28,950	17.4%	15.8%	5.8%	4.5%
<i>San Jose</i>	5,939	6,180	1,629	1,702	22,152	22,093	30,350	29,975	19.6%	20.6%	5.4%	5.7%
Other LA Basin												
<i>Los Angeles</i>	4,417	4,346	2,109	733	14,294	14,955	21,099	20,034	20.9%	21.7%	10.0%	3.7%
<i>Dominguez Hills</i>	3,102	2,461	2,361	953	8,041	8,943	13,504	12,357	23.0%	19.9%	17.5%	7.7%
<i>Pomona</i>	1,111	1,221	1,307	689	17,403	17,975	19,821	19,885	5.6%	6.1%	6.6%	3.5%
<i>San Bernardino</i>	2,299	2,483	2,787	1,484	11,255	12,464	16,341	16,431	14.1%	15.1%	17.1%	9.0%
<i>San Marcos</i>	556	629	973	546	6,149	6,327	7,678	7,502	7.2%	8.4%	12.7%	7.3%
CSU Total	51,009	51,136	32,085	22,583	318,933	331,563	406,515	405,282	12.5%	12.6%	7.9%	5.6%

Source: www.calstate.edu/as/stat_reports/2002-03/fmaj01.htm, and same for 2005-06
 Yellow shading indicates losses

First-Time Freshmen Over 25 Years

	<i>Fall 1980</i>	<i>Fall 1990</i>	<i>Fall 2000</i>	<i>Fall 2005</i>
<i>Total number</i>	2,147	2,099	2,772	3,943
<i>From OC - HS</i>	61%	49%	41%	35%
<i>From LA - HS</i>	27%	38%	36%	34%
<i>From Other</i>	12%	13%	23%	31%
<i>Special Admit</i>	9%	11%	7%	4%
<i>% Women</i>	55%	57%	60%	59%
<i>% Minority</i>	22%	49%	57%	62%
<i>Top 5 HS's:</i>	El Dorado Villa Park Troy Canyon Foothill	Diamond Bar Mater Dei Esperanza El Dorado Sunny Hills	Esperanza Bishop Amat Diamond Bar El Dorado Ayala	Diamond Bar Ayala Santiago Esperanza Sunny Hills
<i>Number in OC</i>	5	4	2	2
<i>Top 5 % of all</i>	13%	16%	10%	7%

First-Time Freshmen Over 25 Years, Continued

	<i>Fall 1980</i>	<i>Fall 1990</i>	<i>Fall 2000</i>	<i>Fall 2005</i>
<i>Total number</i>	2,147	2,099	2,772	3943
<i>Top 5 Majors:</i>				
	Busad (517)	Busad (557)	Busad (514)	Busad (762)
	Comm (168)	Comm (185)	Psych (147)	Psych (191)
	Engr (126)	Biol (146)	CP Sci (142)	Biol (169)
	CP Sci (101)	Psych (130)	Biol (136)	Crim J (152)
	Biol (92)	CP Sci (71)	Liber (118)	Liber (126)
<i>Top 5 % of all</i>	47%	52%	38%	36%
<i>Undeclared</i>	(626)	(357)	(731)	(844)
<i>% Undeclared</i>	29%	17%	26%	21%

Fall, 2005 New Upper Division Transfers at CSUF

- 3,622 total students, 57% women, 49% under-represented, 67% full-time
- Average age is 24.5, but median age is 22, modal age is 21
- 94% from community colleges, 98% basic subjects completed
- Average transfer GPA - 2.95

Top feeder institutions:

Fullerton College (546)
Orange Coast College (389)
Santa Ana College (286)
Saddleback College (279)
Mt San Antonio College (255)

Most popular majors:

Business Administration (789)
Liberal Studies (281)
Psychology (217)
Child & Adolescent Studies (144)
Art (136)

- 11,959 applications received; 6,284 admitted (53%);
3,622 enrolled is 30% of applications and 58% of admits (yield).

Percent Men By College of Major Total Students

		<i>Fall</i> 1971	<i>Fall</i> 1980	<i>Fall</i> 1990	<i>Fall</i> 2000	<i>Fall</i> 2005	
Nearly all ENGR	ECS	98%	80%	82%	81%	84%	CpSci is now 41% of ECS
Management was 96% men	CBE	90%	60%	52%	49%	54%	Management is now 55% men
Biology was 74% men	NSM	74%	63%	49%	45%	45%	Biology is now 41% men
	ARTS	46%	41%	43%	45%	45%	
	H&SS	46%	41%	37%	33%	34%	
	Other	43%	41%	36%	38%	37%	
Comm Major was 71% men	COMM	54%	37%	37%	35%	35%	Comm Major is now 32% men
Kinesiology (PE) was the only major	HHD	66%	22%	21%	18%	21%	CAS, Couns, HealthSci, HuSer, Nurse, and PubHlth added
EdAdmin was 82% men	EDUC	39%	21%	14%	15%	16%	EdAdmin is now 29% men
	TOTAL	59%	48%	44%	40%	41%	

*Percent Distribution By College of Major
Total Students*

	<i>Fall 1971</i>	<i>Fall 1980</i>	<i>Fall 1990</i>	<i>Fall 2000</i>	<i>Fall 2005</i>
<i>ECS</i>	3%	8%	9%	6%	5%
<i>CBE</i>	19%	27%	29%	24%	23%
<i>NSM</i>	9%	6%	6%	5%	5%
<i>ARTS</i>	9%	7%	6%	6%	7%
<i>H&SS</i>	36%	17%	20%	21%	22%
<i>Other</i>	13%	16%	9%	16%	13%
<i>COMM</i>	5%	9%	10%	9%	10%
<i>HHD</i>	3%	8%	9%	10%	12%
<i>EDUC</i>	3%	2%	2%	3%	3%
<i>TOTAL</i>	100%	100%	100%	100%	100%

Freshman Cohort SAT Scores

<i>Cohort Year</i>	<i>Fullerton</i>	<i>Long Beach</i>	<i>San Diego</i>	<i>San Francisco</i>
1997	960	957	977	959
1998	971	975	1,001	953
1999	971	973	1,052	970
2000	978	981	1,069	976
2001	979	985	1,059	982
2002	976	1,020	1,066	989
2003	977	1,020	1,082	1,004

*Elapsed Time and Earned Units to Degree:
Baccalaureates in 1997-98 versus 2004-05*

	<i>Entered as 1997-98</i>	<i>Freshmen: 2004-05</i>	<i>Entered as 1997-98</i>	<i>Transfers: 2004-05</i>
<i>Average Time</i>	6.1 years	5.3 years	3.5 years	3.3 years
<i>Median Time</i>	5.5 years	5.0 years	3.0 years	2.5 years
<i>Average Units</i>	137.4	134.3	136.2	134.2
<i>Median Units</i>	131.0	129.0	130.0	129.3

Master's Degree-Seeking Students by College of Major (Fall, 2005)

<i>New Students</i>	<i>Number</i>	<i>Percent</i>
<i>H&SS</i>	270	24%
<i>EDUC</i>	209	18%
<i>HHD</i>	199	18%
<i>ECS</i>	159	14%
<i>CBE</i>	149	13%
<i>NSM</i>	62	5%
<i>COMM</i>	53	5%
<i>ARTS</i>	30	3%
<i>TOTAL</i>	1,131	100%

<i>All Students</i>	<i>Number</i>	<i>Percent</i>
<i>EDUC</i>	1,039	25%
<i>H&SS</i>	908	22%
<i>HHD</i>	558	13%
<i>ECS</i>	546	13%
<i>CBE</i>	524	13%
<i>NSM</i>	213	5%
<i>COMM</i>	196	5%
<i>ARTS</i>	176	4%
<i>TOTAL</i>	4,160	100%

Full-time Instructional Faculty: Then and Now

	1990-91	1994-95	2004-05	2005-06
<i>All</i>	729	626	719	744
<i>% Women</i>	26%	29%	42%	44%
<i>% Minority</i>	19%	20%	24%	24%
<i>Tenured</i>	479	467	387	384
<i>% Women</i>	20%	22%	34%	36%
<i>% Minority</i>	14%	17%	25%	25%
<i>Tenure Track</i>	155	113	192	218
<i>% Women</i>	37%	50%	48%	53%
<i>% Minority</i>	28%	34%	29%	27%
<i>Lecturers</i>	95	46	140	142
<i>% Women</i>	38%	39%	57%	55%
<i>% Minority</i>	24%	24%	17%	18%

Age of Tenured and Tenure Track Faculty --- 2006-07 as of 8/4/2006

	ARTS	CBE	COMM	ECS	EDU	HHD	HSS	NSM	UNIVERSITY
ALL	70	103	51	33	61	69	184	81	652
<39	12	23	7	2	13	18	59	24	158
39	1	2	2	1	3	3	9	2	23
40	2		1		5	2	6	1	17
41		1	2		1	1	3	3	11
42	3	5	1		2	4	3	2	20
43	1				2	6	4	3	16
44	2	6	2	2	1	1	4	1	19
45	5	2	1	1	1		2	4	16
46	4	2	3	1	1	1	6	2	20
47	2	1	1	1	2	1	7	3	18
48	6	4	3	1		2	2	2	20
49	3	1	2			2	6	1	15
50	3	4	1	4	1	1	3	6	23
51	3	2		1	1	6	5	2	20
52	1	3	2	1	3	1		3	14
53	3	2	4		1		1	1	12
54		2	5	2	1	5	7	2	24
55	4	4	3		2	3	9	2	27
56	1	3	2	2	4	3	2	1	18
57	5	4	1		3	1	6	2	22
58	2	6	1	3	1	1	3	2	19
59	1	5	1		2	1	9	1	20
60	1	4			1	1	4	1	12
61		6	2		2	1	3		14
62	1	3	1		1	1	3	2	12
63		1			3	2	7	3	16
64	1	1	2	1	2		2	1	10
65	2			2		1	4	2	11
>65	1	6	1	8	2	0	5	2	25

Medians in shaded cells

Prepared by Faculty Affairs and Records

CSUF
IR&AS

*Actual FTES, FTEF Utilized in Classroom,
Resulting SFR, and Average Class Size
Fall, 2005*

	<i>FTES</i>	<i>FTEF</i>	<i>SFR</i>	<i>Average Class Size</i>	<i>FTES Rank</i>	<i>FTEF Rank</i>	<i>SFR Rank</i>	<i>ACS Rank</i>
Fullerton	25,975	1,150.3	22.6	30.8	3	3	2	3
<i>Long Beach</i>	27,058	1,296.7	20.9	29.5	1	1	6	6
<i>Northridge</i>	25,052	1,088.2	23.0	30.1	4	4	1	4
<i>Sacramento</i>	22,243	987.6	22.5	29.7	7	7	3	5
<i>San Diego</i>	26,294	1,186.9	22.2	34.1	2	2	4	1
<i>San Francisco</i>	22,537	998.6	22.6	32.7	5	6	2	2
<i>San Jose</i>	22,311	1,061.2	21.0	28.8	6	5	5	7

All rankings are from high to low among the seven campuses.

Rankings of FTES and FTEF are the 7 highest in the system. The highest SFR here, Northridge at 23.0, is exceeded by Fresno (24.5), Monterey Bay (23.4), San Bernardino (23.3), and Pomona (23.2).

Average class sizes for San Diego, San Francisco, and Fullerton are also the top three system-wide; others near the top are San Marcos (30.7), San Bernardino (30.1), and Fresno and Pomona (both, 29.0).

**CSUF
IR & AS**

Full-Time Instructional Faculty, FTEF, FTES, SFR (updated 9/7/06)

	Tenured	Tenure Track	Tenured/ Tenure Track	Sabbaticals at 0.5	FERPS (0.5)	Lecturers	FTEF Allocation	FTES Target	Budgeted SFR
1977-78	503	161	664			83	804.5	15,000	18.65
1978-79	510	144	654			78	784.5	14,600	18.61
1979-80	519	110	629			78	755.6	14,310	18.94
1980-81	524	93	617			98	784.1	14,700	18.75
1981-82	529	101	630			96	803.7	15,300	19.04
1982-83	513	111	624			109	810.7	15,600	19.24
1983-84	473	112	585			100	808.9	15,600	19.29
1984-85	473	121	594			113	825.4	15,600	18.90
1985-86	514	48	562			151	829.6	15,800	19.05
1986-87	538	80	618			101	832.6	16,000	19.22
1987-88	544	84	628	14.0		102	868.4	16,500	19.00
1988-89	530	98	628	13.0		104	912.4	17,000	18.63
1989-90	503	136	639	15.0		101	953.4	17,600	18.46
1990-91	479	155	634	14.0		95	968.2	17,800	18.38
1991-92	505	159	664	15.0		74	827.1	16,790	20.30
1992-93	447	166	613			42	727.8	15,425	21.19
1993-94	453	127	580			43	719.0	15,300	21.28
1994-95	467	113	580			46	728.8	15,609	21.42
1995-96	469	90	559	17.0	10.0	58	751.0	15,808	21.05
1996-97	479	79	558	16.0	12.5	67	800.0	16,929	21.16
1997-98	465	71	536	17.5	20.5	75	845.1	17,801	21.06
1998-99	467	82	549	16.5	25.5	79	873.3	18,400	21.07
1999-00	453	105	558	16.0	26.0	102	943.1	19,885	21.08
2000-01	431	145	576	15.0	32.5	135	984.7	20,770	21.09
2001-02	407	171	578	14.0	39.5	176	1,037.8	21,825	21.03
2002-03	401	211	612	17.5	37.5	176	1,044.2	22,035	21.10
2003-04	394	226	620	15.5	39.0	149	1,078.3	22,761	21.11
2004-05	387	192	579	16.0	45.0	140	1,127.5	23,808	21.12
2005-06	366	223	589	14.5	45.5	139	1,137.0	24,010	21.12
2006-07	360	294	654	16.0	44.0	130	1,171.8	24,750	21.12

Up through 1990-91, sabbaticals were allocated in the State and CSU budget to the campus. From 1991-92 onward, sabbaticals are in departmental replacement usage.

Budget Crisis
FTES/FTEF
Reduced with
SFR increase

1992 Golden
Handshake

Low Points of
FTES/FTEF
High Points for SFR

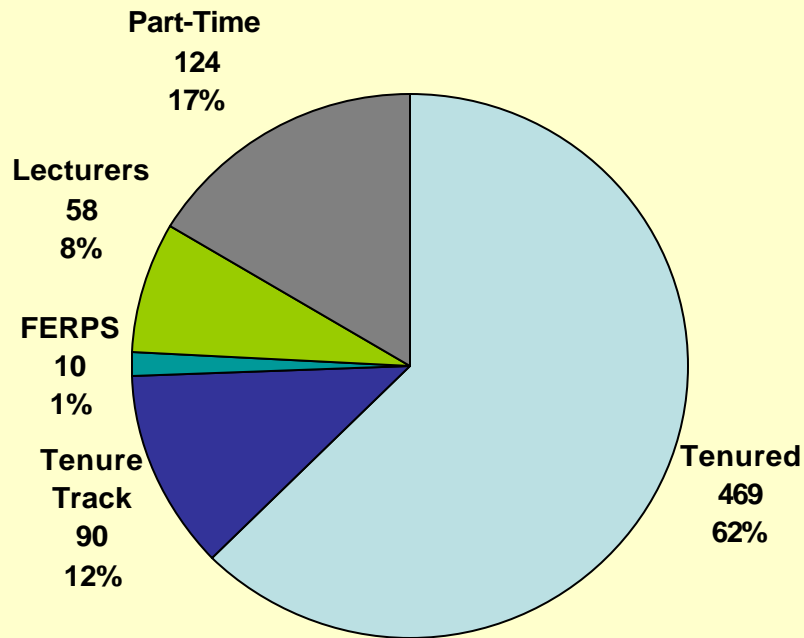
FTES Recovery to
Point of
1991-92 FTES and
FTES
Baseline Growth
Dollars Begin

FTES Growth at Constant
SFR

2004 Golden
Handshake

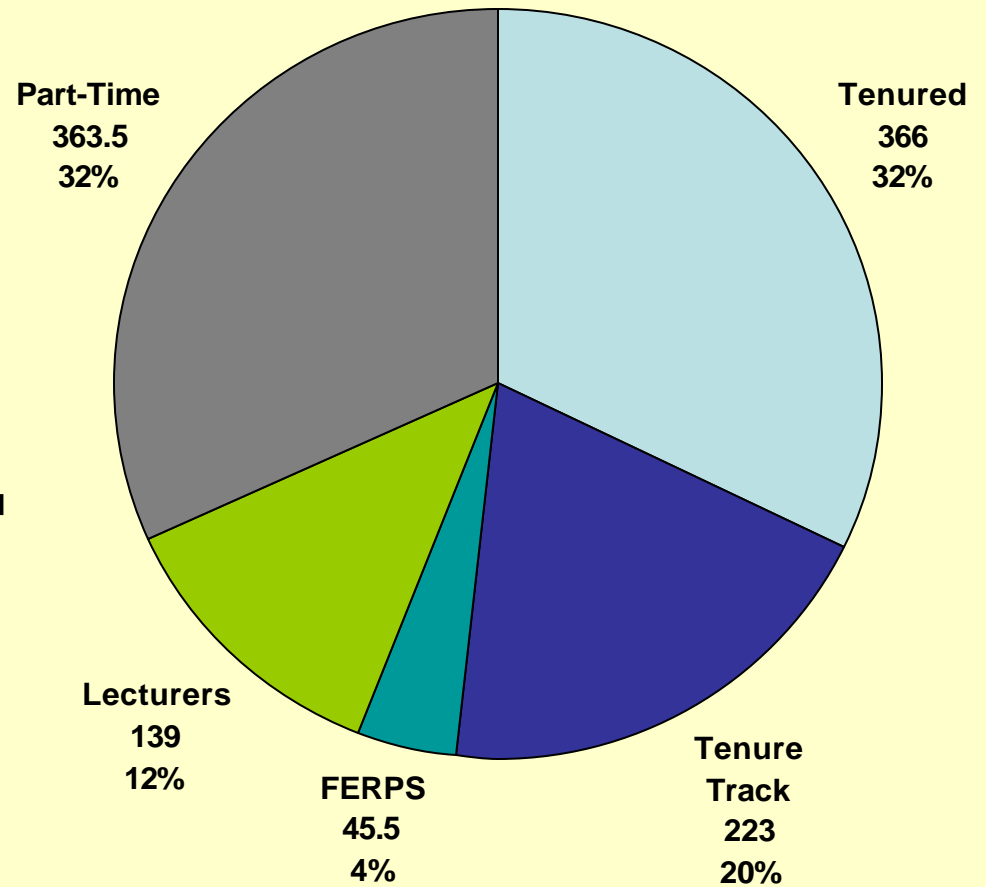
Distribution of FTEF

1995-96



FTEF = 751.0

2005-06



FTEF = 1,137.0

Fullerton New Tenure Track Hires in Relation to Searches

	Approved Searches	New Hires	% Successful	% Successful CSU
1988	56	43	77%	72%
1989	66	45	68%	73%
1990	67	48	72%	74%
1991	59	33	56%	59%
1992	37	21	57%	54%
1993	13	7	54%	61%
1994	15	9	60%	74%
1995	17	10	59%	76%
1996	17	17	100%	79%
1997	24	16	67%	76%
1998	63	36	57%	72%
1999	62	37	60%	69%
2000	67	53	79%	75%
2001	66	49	74%	74%
2002	81	64	79%	74%
2003	78	49	63%	64%
2004	9	9	*100%	*74%
2005	82	65	79%	74%
2006	100	93	93%	---
2007	100			

*2004 excludes budget-based failed searches.

Source: CSU Chancellor's Office www.calstate.edu/HR/Historical_Fac_Recruit_Report.doc and [www.calstate.edu/HR/FacRecSurvRep\[YY\].pdf](http://www.calstate.edu/HR/FacRecSurvRep[YY].pdf) 2006 data from FAR, as of 8/11/06 (3 tenure track librarians included)

*Annual Gains (blue) and Losses (orange)
Tenured/Tenure Track Faculty*

	<i>Fall 2000</i>	<i>Fall 2001</i>	<i>Fall 2002</i>	<i>Fall 2003</i>	<i>Fall 2004</i>	<i>Fall 2005</i>	<i>Fall 2006</i>
Searches	67	66	81	80	9	82	100
New Tenure Track Hires (Total Gains)	53	49	64	49	9	65	93
Retired	-11	-9	-4	-8	-13	-3	-9
Resignations	-4	-9	-13	-13	-19	-7	-11
Other/Death	-2	-1	-2	-4	-1	-1	-1
New FERPS (0.5)	-5.0	-10.0	-14.0	-7.0	-9.0	-13.5	-6.0
FERP Ended (0.5)	-3.5	-7.0	-9.5	-6.5	-3.5	-8.0	-10.0
Total Losses	-25.5	-36.0	-42.5	-38.5	-45.5	-32.5	-37.0
Net Gains/Losses	27.5	13.0	21.5	10.5	-36.5	32.5	56.0

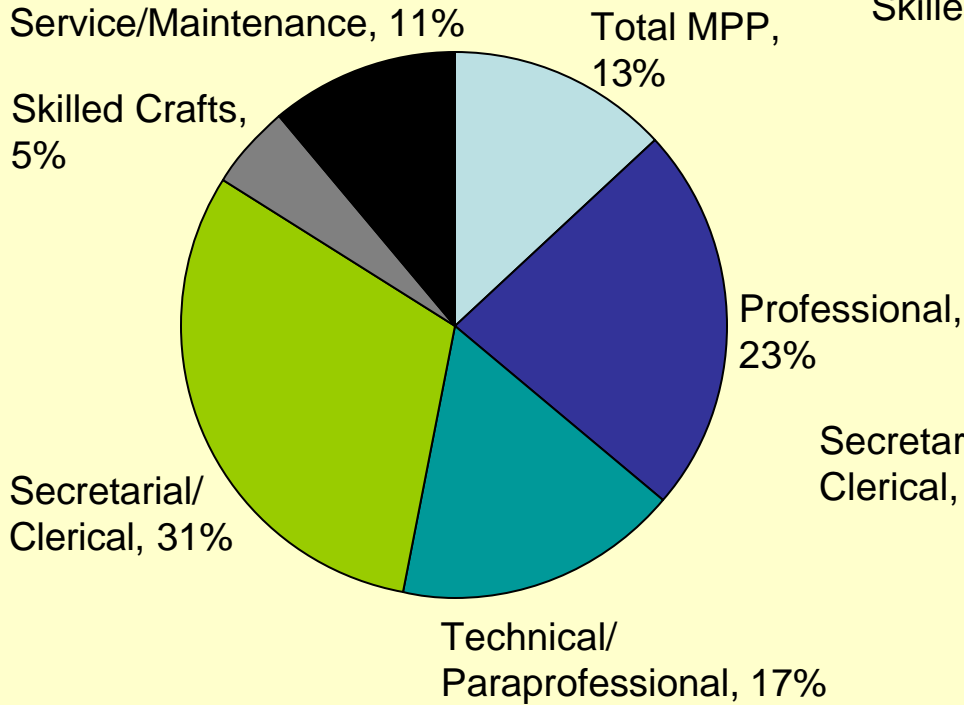
*There was a Golden Handshake in Fall 2004 (full retirements up)
Fall 2006 data as of 8/22/06 (not yet final).*

Full-time Staff: Then and Now

	<i>1990-91</i>	<i>1995-96</i>	<i>2004-05</i>	<i>2005-06</i>	<i>% Increase (from year 1)</i>
<i>Classified Staff:</i>	711	704	951	987	39%
<i>Professional</i>	187	188	396	418	124%
<i>Tech/Paraprof'l</i>	143	168	152	153	7%
<i>Clerical</i>	251	230	274	284	13%
<i>Skilled Crafts</i>	42	40	49	44	5%
<i>Service/Maint.</i>	88	78	80	88	0%
 <i>MPP - Total</i>	 110	 111	 188	 191	 74%
<i>-Administrative</i>	n/a	52	73	77	48%
<i>-Professional</i>	n/a	40	99	103	158%
<i>-Supervisory</i>	n/a	19	16	11	-42%
 <i>Total Staff + MPP</i>	 821	 815	 1,139	 1,178	 43% 33

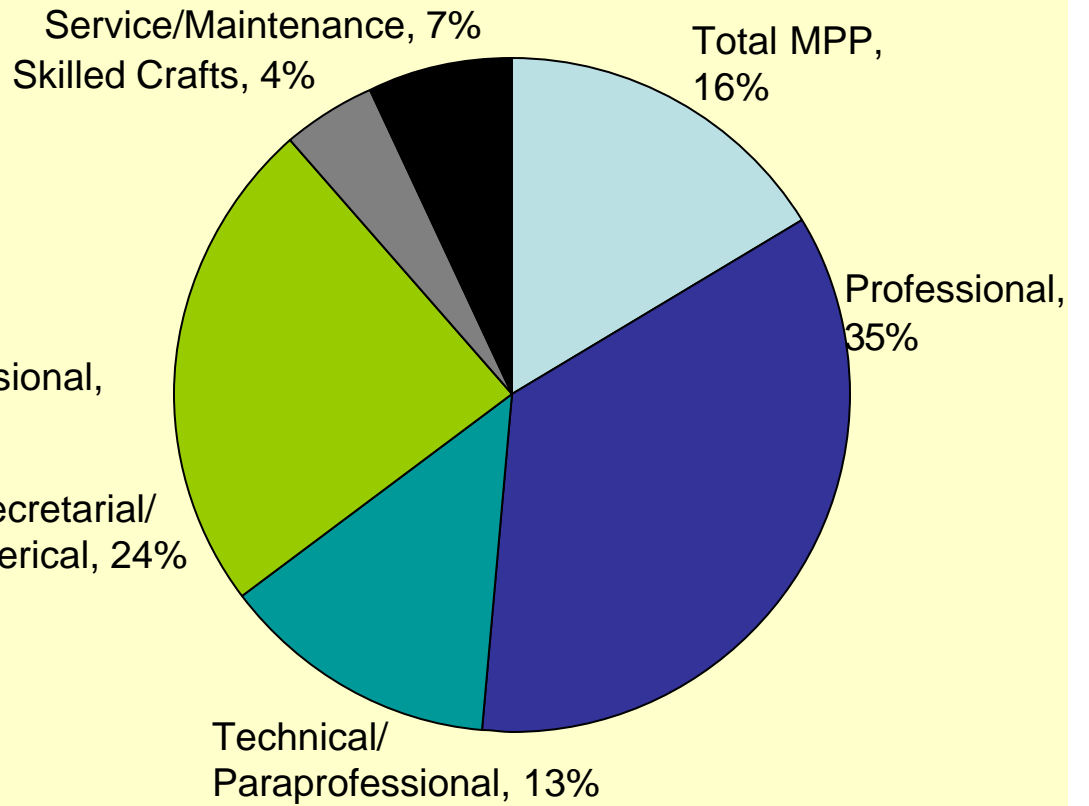
Percent Distribution of All Full-time Staff by Occupational Category

1990-91



Total MPP + Classified Staff = 821

2005-06



Total MPP + Classified Staff = 1,178