

The State Of Academic Affairs

*Ephraim P. Smith
Vice President for Academic Affairs
Academic Chairs Meeting
October 24, 2007*

2007-08 Academic Affairs' Top 10 Goals

- 1. Recruit 100 tenure track faculty and accommodate them (office and lab space)*
- 2. Implement a year-long orientation program for newly hired probationary faculty.*
- 3. Complete the WASC Re-Accreditation Institutional Proposal and begin the Capacity and Educational Effectiveness reviews.*

Academic Affairs Goals, continued

- 4. Implement receptions and special events at high schools and community colleges for targeted audiences to shape the student body and increase the yield of freshmen and transfer students*
- 5. Complete the reorganization of International Education Programs for curricular globalization and expanded student participation in Study Abroad*

Academic Affairs Goals, continued

- 6. Ensure campus participation in the system-wide Access to Excellence initiative and the national Voluntary System of Accountability (VSA)***

- 7. Increase summer 2008 to 2,000 FTES and plan for growth in future summers, including expansion of on-line courses and programs***

Academic Affairs Goals, continued

8. *Increase external fundraising in each college and the Library, and fully develop college plans for effective fund-raising and alumni relations programs*

9. *Complete the Information and Learning Commons (ILC) on the first and second floors of the Pollak Library and continue planning for a “Faculty and Staff Dining” facility in the library*

Academic Affairs Goals, continued

10. Emerging Academic Affairs issues:

- ***Acute academic space needs - faculty offices; science and nursing labs; academic support centers***
- ***Implementing the CMS Student Module***
- ***Shared issues with Academic Senate: campus growth; textbook ordering; Second Language Graduation Requirement; land acquisition (Irvine)***

Fall 2007 College Targets and Actual FTES

	Target	Actual	Difference (Number)	Difference (Percent)
ARTS	2,359	2,472	113	4.8%
CBE	4,439	4,566	127	2.9%
COMM	2,168	2,290	122	5.6%
ECS	704	768	64	9.1%
EDUC	1,718	1,721	3	0.2%
HHD	2,776	2,952	176	6.3%
H&SS	8,781	8,852	71	0.8%
NSM	3,816	3,845	29	0.8%
Other	158	147	-11	---
TOTAL	26,919	27,613	694	2.6%

Irvine Campus came in at 1,138 FTES (included in above)

Fall 2007 New Students --- Projected versus Actual

	<i>Projected</i>	<i>Actual</i>
<i>First-time Freshmen</i>	3,900	4,154
<i>Undergraduate Transfers</i>	3,900	3,991
<i>New Master's Seeking</i>	1,500	1,451
<i>New Postbac. Credential</i>	550	405
<i>Total – New – Key Categories</i>	9,850	10,001

FTES Targets for AY 2007-08 (October 15, 2007)

<i>College</i>	<i>Baseline</i>		<i>One-Time</i>	
	<i>FTES Target</i>	<i>FTEF</i>	<i>FTES Target</i>	<i>FTEF</i>
<i>ARTS</i>	2,310	128.4		
<i>CBE</i>	4,490	198.0		
<i>COMM</i>	2,180	95.1		
<i>ECS</i>	774	48.1		
<i>EDUC</i>	1,700	93.3		
<i>HHD</i>	2,815	137.7		
<i>H&SS</i>	8,470	337.6		
<i>NSM</i>	3,550	172.3		
<i>OTHER</i>	60	36.5		
<i>TOTAL</i>	26,349	1,247.0	542	25.5*

**** at 21.28 campus SFR. To be distributed to colleges achieving AY FTES at or above their total (base + 1-time) targets. Total AY target = 26,891 FTES.***

Fall 2007 Applicant Flow By Student Category

	<i>Applied</i>		<i>Admitted</i>		<i>Enrolled</i>	
	<i>Fall 2006</i>	<i>Fall 2007</i>	<i>Fall 2006</i>	<i>Fall 2007</i>	<i>Fall 2006</i>	<i>Fall 2007</i>
<i>First-time Freshmen</i>	27,540	29,666	16,674	17,895	3,670	4,028
<i>Upper Div. Transfers</i>	12,407	12,193	6,735	6,652	3,879	3,991
<i>PB Credential</i>	943	959	721	731	510	405
<i>Master's</i>	3,559	4,129	1,969	2,181	1,225	1,451
<i>Grand Total *</i>	47,896	50,187	29,165	30,276	11,916	12,528

* Grand Total includes others such as transitory, returning, postbac undeclared, second bachelor's, doctoral, and special admits.

Fall 2007 Applicant Flow By Student Category

	Applied		Percent Admitted		Enrolled (YIELD)	
	Fall 2006	Fall 2007	Fall 2006	Fall 2007	Fall 2006	Fall 2007
First-time Freshmen	27,540	29,666	61%	60%	22%	23%
Upper Div. Transfers	12,407	12,193	54%	55%	58%	60%
PB Credential	943	959	76%	76%	71%	55%
Master's	3,559	4,129	55%	53%	62%	67%
Grand Total *	47,896	50,187	61%	60%	41%	41%

* Grand Total includes others such as transitory, returning, postbac undeclared, second bachelor's, doctoral, and special admits.

Fall 2007 Applicant Flow By College

	<i>Applied</i>		<i>Admitted</i>		<i>Enrolled</i>	
	<i>Fall 2006</i>	<i>Fall 2007</i>	<i>Fall 2006</i>	<i>Fall 2007</i>	<i>Fall 2006</i>	<i>Fall 2007</i>
ARTS	3,055	3,176	1,843	1,886	696	695
CBE	9,524	9,755	5,672	5,734	2,256	2,310
COMM	3,693	3,854	2,142	2,190	926	1,025
ECS	3,743	4,370	2,243	2,640	599	720
EDUC	1,688	1,584	1,282	1,185	919	896
HHD	3,779	5,048	2,158	2,733	1,135	1,304
H&SS	10,754	10,979	5,882	5,995	2,289	2,365
NSM	3,647	3,622	2,423	2,415	622	567
UNDECL.	8,013	7,791	5,520	5,493	2,474	2,641
Grand Total	47,896	50,179	29,165	30,271	11,916	12,523

Post-baccalaureate Credential students have been included in College of Education here

Fall, 2007 Student Body Composition:

31,673 Undergraduates

4,251 Master's-Seeking Students

18 Doctoral Students

899 Post-baccalaureate Credential Students

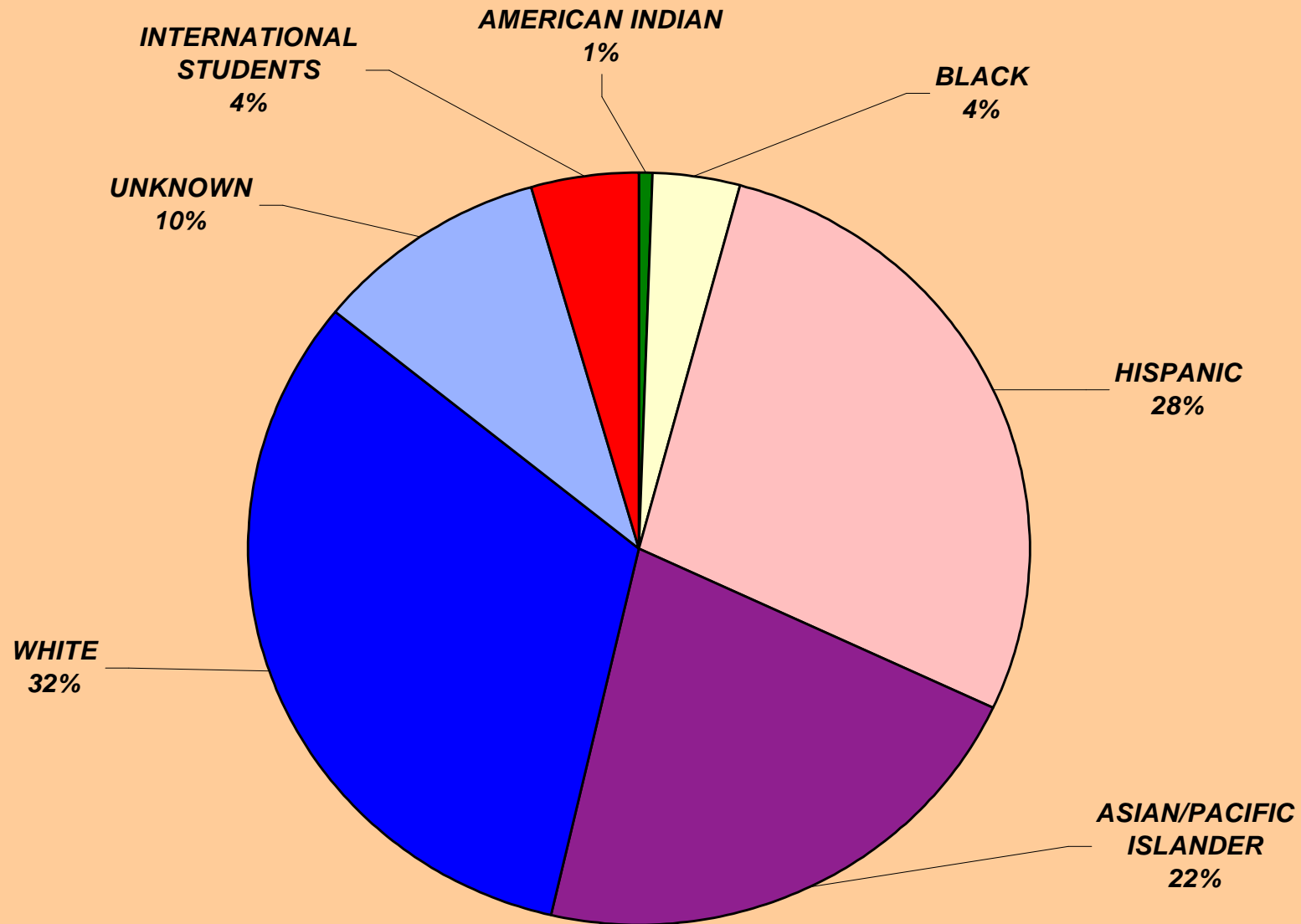
289 Other Post-baccalaureate

37,130 Total

CSUF Students Over 27 Years

	<i>Fall 1980</i>	<i>Fall 1990</i>	<i>Fall 2000</i>	<i>Fall 2007</i>
<i>Total Headcount</i>	22,470	25,602	28,381	37,130
<i>Rank in CSU</i>	6	7	4	1
<i>Total FTES</i>	15,210	17,741	20,701	28,132
<i>Rank in CSU</i>	7	7	4	3
<i>Average Units</i>	10.15	10.39	10.94	11.16
<i>% Undergrads</i>	79.1%	82.9%	82.5%	85.3%
<i>% Women</i>	52.1%	55.6%	59.9%	59.0%
<i>% Minority</i>	15.6%	31.2%	47.8%	53.6%

Fall, 2007 Ethnic Distribution --- Total Students



Fall, 2007 First-Time Freshmen at CSUF *(with Comparisons to Fall, 2006)*

- 4,154 total students (303 more freshmen than last Fall)
- 60% women (no change)
- 64% under-represented (up from 63% last Fall)
- 97% full-time (no change)

- 38% from a high school in Orange County (up from 37% last Fall)
- 32% from Los Angeles County high schools (down from 33% last fall)

- Average age is 17.9, median age is 18, modal age is 18 (same as Fall 2006)

- 70% are proficient in Math (down from 71% last Fall)
- 51% are proficient in English (down from 55% last Fall)

- Average high school GPA – 3.18 (down from 3.19 last Fall)
- Average SAT score – 978 (down from 984 last Fall)

Fall, 2007 First-Time Freshmen at CSUF

Top feeder high schools F '06

Esperanza (63)
Sunny Hills (57)
Diamond Bar (55)
John A. Rowland (53)
Valencia (46)

Top feeder high schools F '07

Diamond Bar (67)
El Dorado (66)
Mater Dei (57)
Esperanza (52)
Loara and Valencia (51 each)

Largest Declared Majors F '06

Business Administration (752)
Psychology (196)
Biology (190)
Liberal Studies (136)
Theatre (127)
Undeclared (821)

Largest Declared Majors F '07

Business Administration (771)
Psychology (211)
Theatre (143)
Liberal Studies (132)
Biology (132)
Undeclared (772)

Fullerton ranked # 1 in six-year freshman graduation rates among the seven large CSU's for Fall 1994 Through Fall 1998 Cohorts

Entered in:	Headcount	Graduated in 4 yrs	Graduated in 5 yrs	Graduated in 6 yrs	Grad. 6 yrs + 7th yr persistence
Fall 1994	1,380	8.8%	30.7%	41.7%	52.8%
Fall 1995	1,833	8.1%	30.9%	42.9%	53.0%
Fall 1996	2,028	9.8%	34.3%	46.7%	57.0%
Fall 1997	2,194	9.8%	35.4%	47.5%	57.3%
Fall 1998	2,147	12.8%	37.6%	49.5%	58.5%
Fall 1999	2,544	13.7%	37.0%	48.2%	57.9%
Fall 2000	2,657	14.4%	37.2%	49.0%	58.0%
Fall 2001	2,772	15.0%	38.6%	---	---

*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>2000 – Grad Rate</i>	49.0%	47.8%	58.3%	42.4%
<i>2000 – SAT Score</i>	978	981	1,069	976

There are only six CSU campuses with a 2000 cohort graduation rate higher than Fullerton's, in rank order, SLO (67.0%), San Diego (58.3%), Chico (53.7%), Maritime (53.1%), Sonoma (50.8%), and Stanislaus (50.1%). All but Stanislaus have significantly higher SAT scores than Fullerton.

Freshman Graduation Differences Needing Attention

<i>Fall 2000 Cohort</i>	<i>Headcount</i>	<i>Graduated within 6 yrs</i>	<i>Continued in 7th Year</i>	<i>Grad. 6 yrs or Continuing 7th</i>
<i>Total</i>	2,655	49%	9%	58%
<i>Women</i>	1,609	55%	8%	63%
<i>Men</i>	1,046	40%	11%	51%
<i>African-American</i>	107	33%	8%	40%
<i>Hispanic</i>	748	46%	11%	57%
<i>Asian/Pacific Is.</i>	631	50%	10%	60%
<i>White</i>	843	54%	7%	61%

Source: www.asd.calstate.edu/csrde/

*We have been the # 1 destination
for California Community College transfers
among **all** California public universities
for **nine** consecutive years*

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
CSU FULLERTON	4,126	4,318	4,436	4,761	4,877	4,280	6,094	5,113	5,412
CSU LONG BEACH	3,264	3,789	3,438	4,079	4,156	3,479	4,047	3,529	4,373
CSU NORTHRIDGE	3,388	3,915	4,299	4,562	4,312	3,991	4,360	4,750	4,820
CSU SACRAMENTO	3,664	3,929	3,970	4,074	3,841	3,771	4,398	3,986	4,249
SAN DIEGO STATE	3,746	3,666	4,150	3,565	3,414	3,347	3,360	4,648	4,324
SAN FRANCISCO STATE	3,508	3,498	3,212	3,289	3,786	3,979	4,040	3,901	4,103
SAN JOSE STATE	3,681	3,555	3,243	3,409	3,506	3,225	3,212	3,525	3,618
UC BERKELEY	1,653	1,682	1,548	1,745	1,851	1,767	1,870	2,024	Not yet
UC LOS ANGELES	2,054	2,430	2,488	2,780	2,555	2,965	2,847	2,951	Not yet
UC SAN DIEGO	1,108	1,253	1,333	1,445	1,690	1,767	1,645	1,760	Not yet

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

Fall, 2007 New Upper Division Transfers at CSUF *(with Comparisons to Fall, 2006)*

- 3,991 total students (112 more transfers than last Fall)
- 57% women (down from 58% last Fall)
- 51% under-represented (up from 50% last Fall)
- 68% full-time (no change)

- 58% from a college in Orange County (no change)
- 23% from Los Angeles County colleges (down from 24% last fall)

- Average age is 24.5, median age is 22, modal age is 21 (same as Fall 2006)

- 91% from community colleges (down from 92% last Fall)
- 97% have basic subjects completed (down from 98% last Fall)

- Average transfer GPA – 2.95 (down from 2.96 last Fall)

Fall, 2007 New Upper Division Transfers at CSUF

Top feeder colleges F '06

Fullerton College (621)
Orange Coast College (350)
Saddleback College (280)
Santa Ana College (275)
Mt San Antonio College (270)

Top feeder colleges F '07

Fullerton College (655)
Orange Coast College (347)
Santa Ana College (320)
Saddleback College (291)
Mt San Antonio College (265)

Largest Majors F '06

Business Administration (841)
Liberal Studies (261)
Psychology (233)
Art (172)
Child & Adolescent Studies (161)

Largest Majors F '07

Business Administration (882)
Psychology (266)
Liberal Studies (236)
Child & Adolescent Studies (170)
Art (152)

***In addition to enrolling more community college transfers,
Fullerton graduates more transfers than any other large CSU***

<i>Fullerton:</i>	<i>Headcount</i>	<i>Graduated in 3 yrs</i>	<i>Graduated in 4 yrs</i>	<i>Graduated in 5 yrs</i>	<i>Graduated in 6 yrs</i>
<i>Fall 1997</i>	<i>2,332</i>	<i>53.9%</i>	<i>65.7%</i>	<i>70.1%</i>	<i>73.0%</i>
<i>Fall 1998</i>	<i>2,562</i>	<i>54.4%</i>	<i>66.2%</i>	<i>71.3%</i>	<i>73.5%</i>
<i>Fall 1999</i>	<i>2,649</i>	<i>54.4%</i>	<i>65.5%</i>	<i>70.4%</i>	<i>73.0%</i>
<i>Fall 2000</i>	<i>2,576</i>	<i>56.0%</i>	<i>68.2%</i>	<i>72.9%</i>	<i>74.9%</i>
<i>Fall 2001</i>	<i>2,799</i>	<i>55.8%</i>	<i>67.3%</i>	<i>71.7%</i>	<i>---</i>

Peers:

<i>LB – F'00</i>	<i>2,401</i>	<i>47.8%</i>	<i>60.3%</i>	<i>65.8%</i>	<i>68.8%</i>
<i>NOR – F'00</i>	<i>2,728</i>	<i>50.3%</i>	<i>62.4%</i>	<i>67.1%</i>	<i>69.7%</i>
<i>SAC– F 00</i>	<i>2,537</i>	<i>46.9%</i>	<i>61.4%</i>	<i>66.8%</i>	<i>69.5%</i>
<i>SD – F'00</i>	<i>2,305</i>	<i>53.2%</i>	<i>65.6%</i>	<i>71.4%</i>	<i>73.0%</i>
<i>SF – F'00</i>	<i>2,078</i>	<i>48.9%</i>	<i>61.4%</i>	<i>66.7%</i>	<i>69.1%</i>
<i>SJ – F'00</i>	<i>2,140</i>	<i>41.1%</i>	<i>55.3%</i>	<i>61.5%</i>	<i>64.7%</i>

The only CSU's with comparable or slightly higher transfer graduation rates are Chico, SLO, Sonoma, and Stanislaus. San Diego is very close to us. Source: <http://www.asd.calstate.edu/csrde/index.shtml>

Community College Transfer Graduation Differences Needing Attention

<i>Fall 2002 Cohort</i>	<i>Headcount</i>	<i>Graduated within 3 yrs</i>	<i>Continued in 4th Year</i>	<i>Grad. 3 yrs or Continuing 4th</i>
Total	2,916	55%	19%	74%
Women	1,801	60%	16%	76%
Men	1,115	47%	22%	69%
African-American	65	51%	20%	71%
Hispanic	694	53%	20%	73%
Asian/Pacific Is.	519	48%	19%	67%
White	1,082	60%	17%	77%

Source: www.asd.calstate.edu/csrde/

*Elapsed Time and Earned Units to Degree:
Baccalaureates in 1997-98 versus 2006-07
Reducing Minimum Units Required is Working*

	<i>Entered as Freshmen:</i>		<i>Entered as Transfers:</i>	
	<i>1997-98</i>	<i>2006-07</i>	<i>1997-98</i>	<i>2006-07</i>
<i>Number of Degrees</i>	1,023	1,895	2,372	4,287
<i>Average Time</i>	6.1 years	5.1 years	3.5 years	3.2 years
<i>Median Time</i>	5.5 years	5.0 years	3.0 years	2.5 years
<i>Average Units</i>	137.4	132.8	136.2	133.3
<i>Median Units</i>	131.0	127.0	130.0	128.0

Profile of Degrees Awarded 2006-07

	<i>Baccalaureates (Total = 6,274)</i>		<i>Master's</i>
<i>Entered as:</i>	<i>Freshmen</i>	<i>Transfers</i>	
<i># Degrees</i>	1,895	4,379	1,430
<i>Largest Majors:</i>	Comm. (240)	Comm. (453)	Ed. Admin. (116)
	Child Dev. (143)	Finance (374)	Counseling (78)
	Finance (141)	Child Dev. (285)	Elem. Ed. (74)
	Crim. Jus. (104)	Liberal Std. (281)	Nursing (70)
	Psychology (91)	Psychology (260)	Bus. Admin. (65)
	Management (87)	Accounting (252)	Reading (65)

Not included above are 21 second baccalaureates that were also awarded

Fall, 2007 New Credential-Seeking Students at CSUF *(with Selected Comparisons to Fall, 2006)*

- **405 total students** (*down from 510 last Fall*)
- 84% women (up from 82% last fall)
- 40% under-represented (up from 37% last Fall)
- 70% full-time (12+) (up from 69% last fall)

- 63% reside in Orange County; 22% reside in Los Angeles

- Average age is 29.0, but median age is 25, modal age is 24

- 78% have a CSU baccalaureate

Top 5 baccalaureate institutions:

CSU Fullerton (264) (65%)

CSU Long Beach (16)

UC Irvine (14)

UCLA (7)

Cal Poly Pomona (6)

Largest credential programs:

Multiple Subjects (172) (42%)

Special Education (106)

Single Subject (87)

Fall, 2007 New Master's Degree-Seeking Students at CSUF

- **1,451 total students** (*up from 1,225 last Fall*)
- 61% women, 37% under-represented, 44% full-time (9+)
- 13.5% are international visa students
- 49% reside in Orange County; 21% reside in Los Angeles
- Average age is 30.8, but median age is 28, modal age is 25
- 49% have a CSU baccalaureate

Top baccalaureate or last institution:

CSU Fullerton (489) (39%)

UC Irvine (78)

CSU Long Beach (51)

UC Riverside (41)

Cal Poly Pomona (38)

Largest majors:

Nursing (82)

Educational Administration (78)

Software Engineering (77)

Counseling (60)

Public Administration (58)

Master's and Doctoral Students by College of Major (Fall, 2007)

<u><i>New Students</i></u>	<i>Number</i>	<i>Percent</i>
<i>H&SS</i>	319	22%
<i>EDUC</i>	294	20%
<i>HHD</i>	259	18%
<i>ECS</i>	251	17%
<i>CBE</i>	173	12%
<i>NSM</i>	65	4%
<i>COMM</i>	54	4%
<i>ARTS</i>	54	4%
<i>TOTAL</i>	1,469	100%

<u><i>All Students</i></u>	<i>Number</i>	<i>Percent</i>
<i>H&SS</i>	970	23%
<i>EDUC</i>	955	22%
<i>HHD</i>	641	15%
<i>CBE</i>	619	14%
<i>ECS</i>	565	13%
<i>NSM</i>	194	5%
<i>COMM</i>	169	4%
<i>ARTS</i>	156	4%
<i>TOTAL</i>	4,269	100%

Measuring Graduation Rates for Master's-Seeking Students

<i>All Master's Entered in:</i>	<i>Headcount</i>	<i>Graduated within 3 yrs</i>	<i>Continued in 4th Year</i>	<i>Grad. 3 yrs or Continuing 4th</i>
<i>Fall 1998</i>	725	48%	16%	64%
<i>Fall 1999</i>	770	52%	15%	67%
<i>Fall 2000</i>	866	48%	18%	66%
<i>Fall 2001</i>	885	52%	16%	68%
<i>Fall 2002</i>	968	50%	14%	64%
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<i>Fall 2002 by Degree</i>				
<i>MA</i>	249	47%	10%	57%
<i>MS</i>	579	51%	13%	64%
<i>MBA</i>	86	49%	20%	59%
<i>MPA</i>	23	48%	13%	61%
<i>MFA</i>	19	47%	37%	84%
<i>MMUS</i>	11	55%	18%	73%

Continuation is underestimated because zero-unit enrollment to continue thesis/project work is excluded. We need to track degrees beyond 4th year.

**Number of Research Doctorate Recipients by Baccalaureate Institution ---
Master's Comprehensives Only**

1996-2005	<i>Number</i>	<i>Rank*</i>	2005	<i>Number</i>	<i>Rank**</i>
<i>San Diego State</i>	765	---	<i>James Madison U.</i>	66	118
<i>CSU Long Beach</i>	557	1	<i>San Diego State</i>	57	139
<i>Cal Poly SLO</i>	546	2	<i>Cal Poly SLO</i>	56	145
<i>CSU Northridge</i>	535	3	<i>CSU Long Beach</i>	55	148
<i>San Francisco State</i>	520	4	<i>San Francisco State</i>	50	166
<i>James Madison U.</i>	498	5	<i>Trinity U.</i>	48	179
<i>CUNY-Hunter</i>	488	6	<i>CUNY-Hunter</i>	47	187
<i>San Jose State</i>	462	7	<i>CUNY-Queens</i>	47	187
<i>CSU Fullerton</i>	461	8	<i>CSU Fullerton</i>	46	192
<i>Trinity U.</i>	447	9	<i>CSU Northridge</i>	45	195
<i>CSU Sacramento</i>	420	10			

****Master's Comprehensives rankings***

*****Ranking among all institutions (all types)***

Source: Doctorate Data Project, National Opinion Research Center, Chicago, IL

**Number of Research Doctorate Recipients by Baccalaureate Institution
 --- Additional Comparisons across Carnegie Categories**

1996-2005	<i>Number</i>	<i>Rank*</i>	2005	<i>Number</i>	<i>Rank**</i>
<i>UC Berkeley</i>	4,406	1	<i>UC Berkeley</i>	452	2
<i>UC San Diego</i>	1,581	23	<i>UC San Diego</i>	174	21
<i>UC Irvine</i>	1,022	47	<i>Arizona State U</i>	111	52
<i>Arizona State U</i>	972	50	<i>UC Irvine</i>	82	88
<i>Cal Tech</i>	713	73	<i>USC</i>	69	110
<i>USC</i>	702	76	<i>Cal Tech</i>	68	114
<i>UC Riverside</i>	516	109	<i>UC Riverside</i>	51	162
CSU Fullerton	461	---	<i>Northern Arizona U.</i>	51	162
<i>Northern Arizona U</i>	372	---	CSU Fullerton	46	192

***Doctoral Extensives (formerly Research I) rankings**

****Ranking among all institutions (all types)**

Source: Doctorate Data Project, National Opinion Research Center, Chicago, IL

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	83	83%	

*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)

**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>	<i>Fall 2007</i>
Searches	67	66	81	80	9	82	100	100
New Tenure Track Hires (Total Gains)	53	49	64	49	9	65	93	83
Retired	-11	-9	-4	-8	-13	-3	-9	-14
Resignations	-4	-9	-13	-13	-19	-7	-11	-12
Other/Death	-2	-1	-2	-4	-1	-1	-1	-5
New FERPS (0.5)	-5	-10	-14	-7	-9	-13.5	-6	-3
FERP Ended (0.5)	-3.5	-7	-9.5	-6.5	-3.5	-8	-10	-8.5
Total Losses	-25.5	-36	-42.5	-38.5	-45.5	-32.5	-37	-42.5
Net Gains/Losses	27.5	13	21.5	10.5	-36.5	32.5	56	40.5

*There was a Golden Handshake in Fall 2004 (full retirements up)
Fall 2006 data as of 8/22/06. Fall 2007 data as of 07/30/07.*

Full-Time Instructional Faculty, FTEF, FTES, SFR (updated 10/19/07)

	Tenured	Tenure Track	Tenured & Tenure Track	Sabbats. at 0.5	FERPS at 0.5	Lecturers	FTEF Allocation	FTES Target	Actual FTES	Budgeted SFR	% T-TT of FTEF	
1977-78	503	161	664			83	804.5	15,000	14,438	18.65	82.5%	
1978-79	510	144	654			78	784.5	14,600	14,425	18.61	83.4%	
1979-80	519	110	629			78	755.6	14,310	14,886	18.94	83.2%	
1980-81	524	93	617			98	784.1	14,700	15,438	18.75	78.7%	
1981-82	529	101	630			96	803.7	15,300	15,964	19.04	78.4%	
1982-83	513	111	624			109	810.7	15,600	15,890	19.24	77.0%	
1983-84	473	112	585			100	808.9	15,600	15,910	19.29	72.3%	
1984-85	473	121	594			113	825.4	15,600	16,060	18.90	72.0%	
1985-86	514	48	562			151	829.6	15,800	16,384	19.05	67.7%	
1986-87	538	80	618			101	832.6	16,000	16,698	19.22	74.2%	
1987-88	544	84	628	14.0		102	868.4	16,500	16,811	19.00	72.3%	
1988-89	530	98	628	13.0		104	912.4	17,000	17,209	18.63	68.8%	
1989-90	503	136	639	15.0		101	953.4	17,600	17,518	18.46	67.0%	
1990-91	479	155	634	14.0		95	968.2	17,800	17,940	18.38	65.5%	
1991-92	505	159	664	15.0		74	827.1	16,790	16,924	20.30	80.3%	
1992-93	447	166	613			42	727.8	15,425	16,286	21.19	84.2%	
1993-94	453	127	580			43	719.0	15,300	15,423	21.28	80.7%	ALL T/TT
1994-95	467	113	580			46	728.8	15,609	15,414	21.42	79.6%	Commits.
1995-96	469	90	559	17.0	10.0	58	751.0	15,808	15,971	21.05	74.4%	82%
1996-97	479	79	558	16.0	12.5	67	800.0	16,929	17,044	21.16	69.8%	76%
1997-98	465	71	536	17.5	20.5	75	845.1	17,801	17,826	21.06	63.4%	70%
1998-99	467	82	549	16.5	25.5	79	873.3	18,400	18,538	21.07	62.9%	69%
1999-00	453	105	558	16.0	26.0	102	943.1	19,885	19,839	21.08	59.2%	66%
2000-01	431	145	576	15.0	32.5	135	984.7	20,770	20,852	21.09	58.5%	65%
2001-02	407	171	578	14.0	39.5	176	1,037.8	21,825	22,035	21.03	55.7%	63%
2002-03	401	211	612	17.5	37.5	176	1,044.2	22,035	23,038	21.10	58.6%	65%
2003-04	394	226	620	15.5	39.0	149	1,078.3	22,761	22,953	21.11	57.5%	64%
2004-05	387	192	579	16.0	45.0	140	1,127.5	23,808	24,396	21.12	51.4%	56%
2005-06	384	218	602	14.5	45.5	142	1,137.0	24,010	25,514	21.12	52.9%	56%
2006-07	399	251	650	16.0	39.5	161	1,171.8	24,750	26,112	21.12	55.5%	58%
2007-08	404	294	698	16.0	32.5	175	1,247.0	26,349		21.13	56.0%	CSUF

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

Actual 2000-01 thru 2006-07 and Projected 2007-08 thru 2015-16 Tenured/Tenure Track Faculty

	Tenured & Tenure Track	Projected / net gain	FTEF Allocation	Projected / increase	FTES Target / Est.	Projected / increase	% T-TT of FTEF
2000-01	576	---	984.7	---	20,770	---	58.5%
2001-02	578	2	1,037.8	53.1	21,825	1,055	55.7%
2002-03	612	34	1,044.2	6.4	22,035	210	58.6%
2003-04	620	8	1,078.3	34.1	22,761	726	57.5%
2004-05	579	-41	1,127.5	49.2	23,808	1,047	51.4%
2005-06	602	23	1,137.0	9.5	24,010	202	52.9%
2006-07	650	48	1,171.8	34.8	24,750	740	55.5%
2007-08	694	44	1,246.9	75.1	26,349	1,599	55.7%
2008-09	742	48	1,265.7	18.8	26,749	400	58.6%
2009-10	790	48	1,284.5	18.8	27,149	400	61.5%
2010-11	838	48	1,303.3	18.8	27,549	400	64.3%
2011-12	868	30	1,322.1	18.8	27,949	400	65.7%
2012-13	898	30	1,340.9	18.8	28,349	400	67.0%
2013-14	928	30	1,359.7	18.8	28,749	400	68.2%
2014-15	958	30	1,378.5	18.8	29,149	400	69.5%
2015-16	988	30	1,397.3	18.8	29,549	400	70.7%

Shaded Yellow is the 5-year plan to conduct 100 searches per year

Note 2006-07 onward should be re-benched but is not in order to compare FTES with history

2015-16 projected FTES are almost identical to what was projected in August, 2005.

AY 29,549 plus a doubled YRO of annualized 4,000 FTES makes up the CY target in Version 16

In August, 2005, we projected reaching only 51% T/TT at the 6-yr average yearly gain,

or 66% at our best yearly gain (2005)

***New Tenure Track Hires --- Distribution of Ethnicity
(those on board Fall semester)***

	<i>Fall, 2005</i>		<i>Fall, 2006</i>		<i>Fall, 2007</i>	
	<i>Number</i>	<i>Percent</i>	<i>Number</i>	<i>Percent</i>	<i>Number</i>	<i>Percent</i>
<i>African American</i>	1	2%	7	8%	6	7%
<i>Asian</i>	14	23%	20	22%	12	14%
<i>Hispanic</i>	4	6%	5	5%	6	7%
<i>White</i>	40	64%	53	58%	51	61%
<i>Unknown</i>	3	5%	7	9%	8	10%
<i>Total</i>	62	100%	92	100%	83	100%

Full-time Instructional Faculty By Tenure Status: Percent Minority Across Twenty Years

	Tenured					On Tenure Track					Not Eligible / Lecturers				
	1986	1991	1996	2001	2006	1986	1991	1996	2001	2006	1986	1991	1996	2001	2006
Minority	61	73	88	92	105	27	49	26	53	83	18	18	14	35	35
Total	538	505	479	407	398	80	159	79	170	249	101	74	67	175	159
% Minority	11.3%	14.5%	18.4%	22.6%	26.4%	33.8%	30.8%	32.9%	31.2%	33.3%	17.8%	24.3%	20.9%	20.0%	22.0%

Source: Table 4.13, Statistical Handbook archives, and at <http://www.fullerton.edu/analyticalstudies/facultyFTEF.asp>

	All Full-time Faculty				
	1986	1991	1996	2001	2006
Black percent	16 2.2%	22 3.0%	11 1.8%	19 2.5%	25 3.1%
Hispanic percent	24 3.3%	32 4.3%	24 3.8%	45 6.0%	57 7.1%
Asian percent	35 4.9%	54 7.3%	61 9.8%	103 13.7%	123 15.3%
Total	719	738	625	752	806

(Historical ethnicity data by tenure status not available)

Source: Table 4.11, Statistical Handbook archives, and at <http://www.fullerton.edu/analyticalstudies/facultyFTEF.asp>