

Update on Faculty Flow Fall, 2007

*Academic Affairs' Council of Deans'
Retreat
October 16-18, 2007*

*Dolores Vura,
Assistant Vice President
Institutional Research &
Analytical Studies*

TABLE OF CONTENTS

- *“Update on the Five-Year Faculty Hiring Initiative” August 2007
Academic Affairs / Academic Senate Retreat (pp 3-11)*
- *Age of Tenured / Tenured Track faculty Fall, 2007 (p12)*
- *New Tenure Track Hires by Ethnicity – Fall 2005 through Fall 2007
(p 13)*
- *Full-time Instructional Faculty by Tenure Status – Percent Minority
Over Twenty Years (1986 – 2006) (p 14)*
- *Ethnicity of Full-time Faculty Members at CSU and UC
(Chronicle/IPEDS, Fall, 2005 data) (p 15)*
- *Sex-Ethnicity Student Faculty Ratios (SFR’s) – Fall, 2006
and Comparisons with Fall 1991 and Fall 2000 (pp 16-17)*

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) 2006 data from FAR, as of 8/11/06 (3 tenure track librarians included)

Update on the Five-Year Faculty Hiring Initiative

- For the Academic Affairs/Academic Senate Retreat in August 2005, Diana Guerin and Dolores Vura prepared a talk that addressed the question, “What Should Our Faculty Look Like in 2015?” (The resulting article is at www.fullerton.edu/senate/forum/Fall_2005.pdf) They found that it would be very difficult just to stay even over time, with a projected 51% of the FTEF committed to permanent faculty by 2015, at the prior six-year average net gain of 11.4 tenured / tenure track faculty per year. Even the best year’s net gain (32.5 in fall 2005, based upon 82 searches) would project out to only 66% committed by 2015. Their conclusion was that it would take a lot more than eighty searches per year to see any significant net gain in percent of the FTEF committed to permanent faculty.
- President Gordon had also been working on this problem, and a few weeks later at Convocation, he unveiled his plan to conduct 100 tenure track searches per year for the next five years. Now that we are starting our third year of 100 searches, has it made a difference? Are we on a more positive road to increasing the percent of FTEF committed to permanent faculty?

**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.*

- The “Annual Gains” table displays the gains and losses of tenured / tenure track faculty over the past eight years. Both fall, 2006 and fall, 2007 easily became our “best” years in net gains, given high success rates on the 100 searches each year which counter-balanced the average and sometimes even higher than average numbers of losses through retirements, resignations, entering or exiting FERP, and other reasons such as death. Fall 2006 was amazing, with 93 hires from the 100 searches and a net gain of 56 permanent faculty. Fall 2007 was not as lucky, but it still generated the second highest net gain of 40.5 permanent faculty.

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%	

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

- The total available history of counts of tenured / tenure track instructional faculty, full-time lecturers, sabbaticals, FERPS, as well as the FTEF allocation, FTES target, resulting SFR, etc, is a handy reference for the long trends (see comments boxes that highlight state budget context for the major shifts.)
- Of greatest interest here are the last two columns showing a) percent tenured / tenure track of the baseline FTEF, and b) percent ALL tenured / tenure track commitments of the baseline FTEF. The latter is only available from 1995-96 forward; it is the truer version, though, because it includes FERPS at 0.5, MPP's with retreat rights, and other permanent faculty who may not be on campus during the given fall semester (buyouts, leaves, and the like.) The instructional tenured / tenure track faculty represented in the first column as a percent of the FTEF is more of a census count of those in the classroom or chairing departments each fall.
- The irony of a high percent permanent faculty being associated with bad budget times is clear – the only periods in thirty years when permanent instructional faculty exceeded 80% of the baseline FTEF were 1977-79 and 1991-1993.

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)*

- Finally, actual tenured/tenure track counts, FTEF allocations, and FTES target starting with 2000-01 are used to project those numbers for both the five-year band of time when we are enjoying the results of 100 searches from the prior year, and on all the way to 2015. The projection has the following assumptions:
- We anticipate the annual net gain as an average of the fall 2006 and fall 2007 results (48 net gain of tenured/tenure track) for the remaining three years of the hiring initiative.
- The FTES targets are expected to grow modestly but steadily, by 400 FTES per year, from 2008-09 forward. This trend line culminates in an Academic Year 2015-16 FTES which, when summed with a doubled annualized YRO of 4,000, matches our Chancellor's Office multi-year ("Version 16") estimate for the out-year exactly.
- The SFR will remain constant at 21.1, so the FTEF will continue to grow at that same rate relative to the FTES growth.
- We project a reduction to 75-80 searches per year starting in 2010-11 (producing a net gain of 30 instead of 48 starting in 2011-12 and onward.)

- In this model, the percent permanent faculty climbs gradually to 70.7% by 2015-16, for a substantially better result than we could have expected when we made projections back in August of 2005. This result is twenty-one percentage points higher than the 2005 projection based on a six-year average, and five percentage points higher than the 2005 projection based on the best year (2005.)
- In summary, the hiring initiative is working. Conducting 100 searches per year and providing the appropriate infrastructure and resources for the large cohorts of new tenure track faculty are extremely ambitious goals. The plan also has long-term challenges, such as peak numbers of faculty coming up for tenure review and newly tenured sabbaticals, but the long-term positive effects are clear. Everyone who is working so hard on each and every aspect of the initiative should be congratulated.

Age of Tenured and Tenure Track Faculty --- 2007-08 as of 10/31/07

Age										<i>Cumulative</i>	
	ARTS	CBE	COMM	ECS	EDUC	HHD	H&SS	NSM	Total	Percent	
<39	7	26	8	3	10	17	79	28	178	25.7%	
39	0	0	1	1	6	3	5	2	18	28.3%	
40	3	0	1	1	3	4	9	2	23	31.6%	
41	1	2	2	0	7	1	8	1	22	34.8%	
42	3	0	1	0	1	2	8	3	18	37.4%	
43	2	4	2	0	2	4	3	2	19	40.1%	
44	2	2	0	0	1	2	4	5	16	42.4%	
45	2	3	2	2	2	4	4	1	20	45.3%	
46	4	5	1	1	1	0	2	2	16	47.6%	
47	5	1	1	1	1	1	5	4	19	50.4%	
48	1	1	3	1	2	1	6	2	17	52.8%	
49	5	3	3	1	1	2	4	2	21	55.8%	
50	2	3	1	0	0	3	3	2	14	57.9%	
51	7	3	1	3	0	1	5	3	23	61.2%	
52	3	2	1	1	1	5	7	2	22	64.4%	
53	0	4	1	2	5	2	0	2	16	66.7%	
54	2	3	1	0	0	0	1	3	10	68.1%	
55	2	0	7	2	2	2	5	2	22	71.3%	
56	3	2	1	0	1	5	8	2	22	74.5%	
57	1	3	5	0	3	5	4	1	22	77.6%	
58	3	3	1	1	1	1	3	1	14	79.7%	
59	4	7	2	2	2	2	6	3	28	83.7%	
60	2	5	1	1	0	2	4	1	16	86.0%	
61	0	3	0	0	2	0	8	1	14	88.0%	
62	1	9	1	0	1	2	3	0	17	90.5%	
63	0	2	2	0	1	0	3	2	10	91.9%	
64	1	1	0	0	4	1	3	2	12	93.7%	
65	1	0	2	11	2	1	4	1	22	96.8%	
> 65	2	6	3	0	1	0	6	4	22	100.0%	
Total	69	103	55	34	63	73	210	86	693		

Medians in highlighted cells

Prepared by Faculty Affairs and Records

***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					<i>(Historical ethnicity data by tenure status not available)</i>
	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	

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

Ethnicity of Full-Time Faculty Members at CSU and UC

Revised 10/10/07

	White	Black	Hispanic	Asian	American Indian	Unknown	Nonresident Alien	Total	% Minority	% Black	% Hispanic	% Asian
Maritime Acad.	44	2	1	6	1	0	0	54	18.5	3.7	1.9	11.1
Cal Poly SLO	559	10	42	57	1	15	0	684	16.4	1.5	6.3	8.5
Cal Poly Pomona	371	19	46	91	4	27	1	559	30.1	3.6	8.6	17.1
Bakersfield	230	13	32	33	0	0	1	309	25.2	4.2	10.4	10.7
Channel Islands	66	1	12	8	0	5	0	92	24.1	1.1	13.8	9.2
Chico	427	9	23	42	2	4	1	508	15.1	1.8	4.6	8.3
Dominguez Hills	187	32	28	28	2	0	13	290	31.0	11.0	9.7	9.7
East Bay	210	27	23	56	1	7	0	324	33.8	8.5	7.3	17.7
Fresno	468	24	54	75	4	15	9	649	24.8	3.8	8.5	11.8
Fullerton	563	16	43	127	3	13	3	768	25.0	2.1	5.7	16.8
Long Beach	715	39	61	147	4	4	3	973	25.9	4.0	6.3	15.2
Los Angeles	346	26	70	130	1	8	0	581	39.6	4.5	12.2	22.7
Monterey Bay	71	10	25	15	1	5	0	127	41.8	8.2	20.5	12.3
Northridge	561	42	91	94	6	5	4	803	29.2	5.3	11.4	11.8
Sacramento	559	38	59	106	8	13	1	784	27.4	4.9	7.7	13.7
San Bernardino	338	21	39	39	3	9	1	450	23.1	4.8	8.8	8.8
San Marcos	137	7	36	27	1	13	0	221	34.1	3.4	17.3	13.0
Stanislaus	211	8	18	26	5	10	7	285	20.7	2.9	6.5	9.5
Humboldt	250	5	12	16	5	2	1	291	13.1	1.7	4.2	5.5
San Diego	735	23	82	89	5	7	2	943	21.3	2.5	8.8	9.5
San Francisco	501	42	59	145	7	22	8	784	33.2	5.5	7.7	19.0
San Jose	514	25	43	126	4	14	1	727	27.8	3.5	6.0	17.7
Sonoma	213	6	20	19	3	2	0	263	18.4	2.3	7.7	7.3
Total	8,276	445	919	1,502	71	200	56	11,469	26.1	3.9	8.2	13.3
Berkeley	1,645	48	72	317	5	36	186	2,309	19.4	2.1	3.2	13.9
Davis	2,033	40	123	502	19	54	193	2,964	23.5	1.4	4.2	17.3
Irvine	1,235	38	98	457	3	18	108	1,957	30.7	2.0	5.1	23.6
Los Angeles	2,406	86	184	769	10	51	118	3,624	29.4	2.4	5.1	21.5
Merced	51	0	10	11	1	2	4	79	28.6	0.0	13.0	14.3
Riverside	618	20	46	203	6	18	73	984	28.5	2.1	4.8	21.0
San Diego	1,505	29	95	403	3	30	90	2,155	24.9	1.4	4.5	19.0
San Francisco	1,334	43	79	545	5	44	258	2,308	29.7	1.9	3.5	24.1
Santa Barbara	879	26	65	115	4	19	119	1,227	17.4	2.2	5.4	9.5
Santa Cruz	524	19	58	84	10	33	45	773	23.1	2.6	7.8	11.4
Total	12,230	349	830	3,406	66	305	1,194	18,380	25.7	1.9	4.6	18.8

Source: Chronicle of Education, September 28, 2007, U.S. Department of Education Biennial Staff Ethnicity Survey (IPEDS)

All data reported by the Chronicle including the data shown here are from the Fall 2005 IPEDS Staff Ethnicity Survey

Percent minority = (Black + Hispanic + Asian + American Indian) / (Total - Unknown)

Sex-Ethnicity Student-Faculty Ratios (SFR's) --- Fall, 2006

	<u>MEN</u>			<u>WOMEN</u>		
	<u>STUDENTS</u>	<u>FACULTY</u>	<u>SFR</u>	<u>STUDENTS</u>	<u>FACULTY</u>	<u>SFR</u>
HISPANIC	3,693	29	127.3	6,280	28	224.3
ASIAN	4,050	70	57.9	4,761	53	89.8
AMERICAN INDIAN	67	3	22.3	114	1	114.0
BLACK	488	14	34.9	757	11	68.8
WHITE	4,822	316	15.3	7,191	271	26.5
TOTAL	13,120	432	30.4	19,103	364	52.5
GRAND TOTAL	14,695	443	33.2	21,226	368	57.7

Student-faculty ratio is number of students divided by number of faculty

Student headcount, undergraduate / graduate combined, excludes those of unknown ethnicity (1,575 men, 2,123 women), except for grand total

Full-time instructional faculty includes all full-time lecturers, tenure-track and tenured faculty

Full-time faculty headcounts exclude unknown ethnicity

Sex-Ethnicity SFR's — Fall 1991, 2000, and 2006

	<u>MEN</u>			<u>WOMEN</u>		
	<u>1991</u>	<u>2000</u>	<u>2006</u>	<u>1991</u>	<u>2000</u>	<u>2006</u>
HISPANIC	58.8	101.2	127.3	236.3	262.5	224.3
ASIAN	39.4	44.4	57.9	115.7	131.6	89.8
AMERICAN INDIAN	95.0	33.5	22.3	—	97.0	114.0
BLACK	19.4	27.3	34.9	55.7	90.6	68.8
WHITE	14.2	12.1	15.3	49.7	30.5	26.5
TOTAL	19.4	22.6	30.4	65.2	57.1	52.5
GRAND TOTAL	21.2	25.6	33.2	69.8	63.7	57.7

Student-faculty ratio is number of students divided by number of faculty