

Why Faculty Count: Strengthening Faculty Data to Support Student Success

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Presenters: Michael Biesiada, Kevin Yang, Noha Abdou



Orange County State College was established in 1947
The first of 114 California community colleges
in the state's 21 counties. It was the first
to be designated as a community college.
Orange County State College was the first
to be designated as a community college.
in 1967. The first degree was conferred in
1968. The college's first president was
Dr. Robert L. Gentry. The college's first
in California State University Fullerton in 1962.
and is California State University Fullerton.

Dr. Robert L. Gentry 1967-1973
Dr. Charles W. Smith 1973-1979
Dr. Miles S. Smith 1979-1987
Dr. John M. Smith 1987-1994
Dr. Miles S. Smith 1994-

CALIFORNIA STATE UNIVERSITY



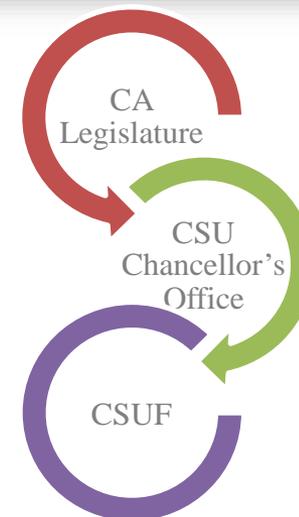
Outline

- Importance of faculty data
- Strategy for revamping
- Process for building codebase
- Dashboard examples
- Survey and ad hoc examples
- Results
- CSUF strategic plan (2018-2023)



Brief Background

- 2001, the California Legislature passed ACR 73
- 2017, Assembly Member Shirley Weber call for CSU to increase tenure density and improve faculty diversity
- 2018, Report of the Task Force on Tenure Density in the California State University released



Audience Questions

- Do you work with faculty data at your institution?
- What has your experience been?
- What are the benefits or issues experienced?

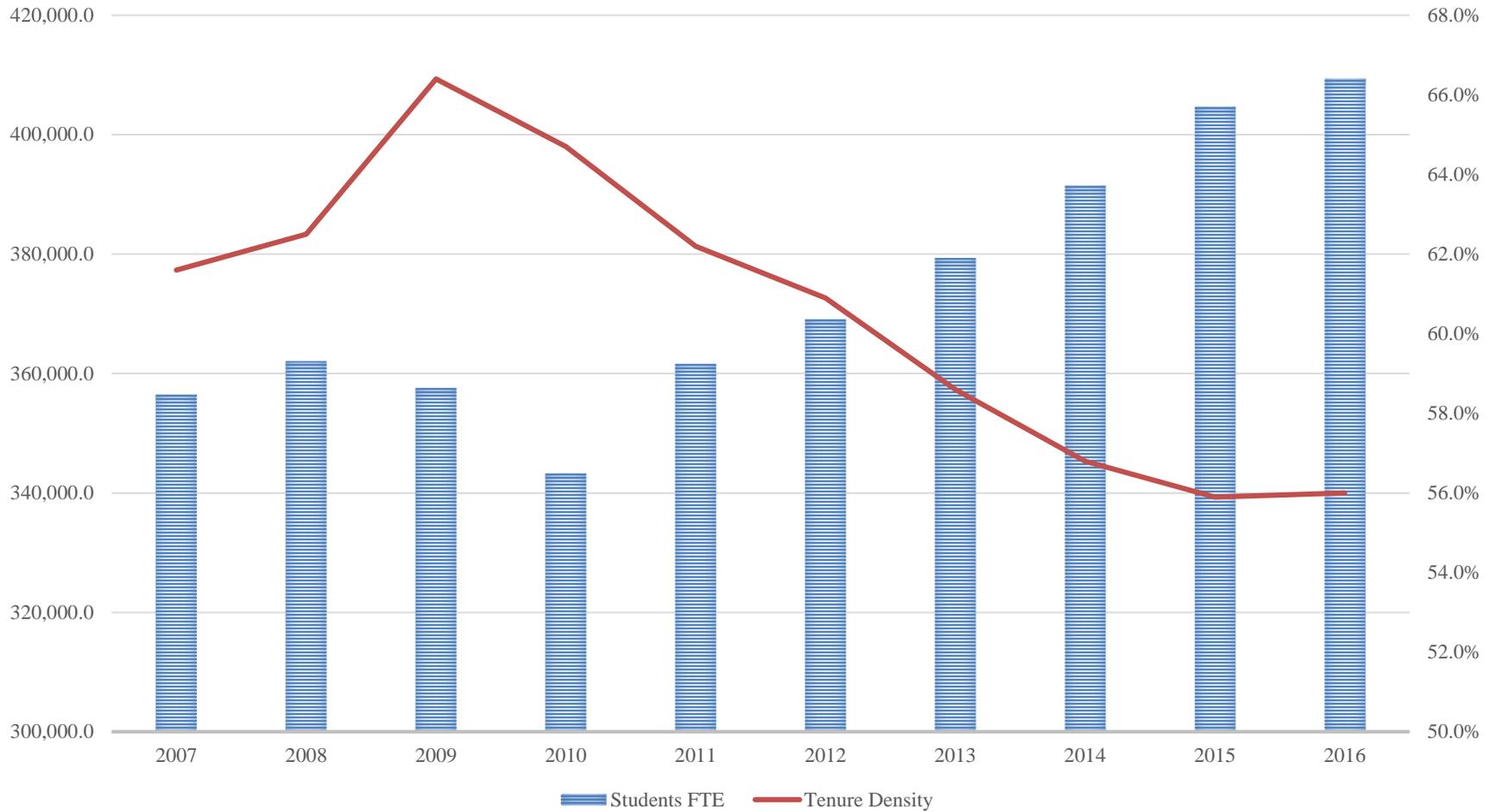


The Importance of Faculty Data

- In 2018, CSU Chancellor approved a task force report on faculty initiatives
- Focus points
 - Full-Time Equivalent Faculty (FTEF)
 - Tenure density
 - Tenure Track vs Non-Tenure-Track
 - Faculty diversity
 - Educational quality

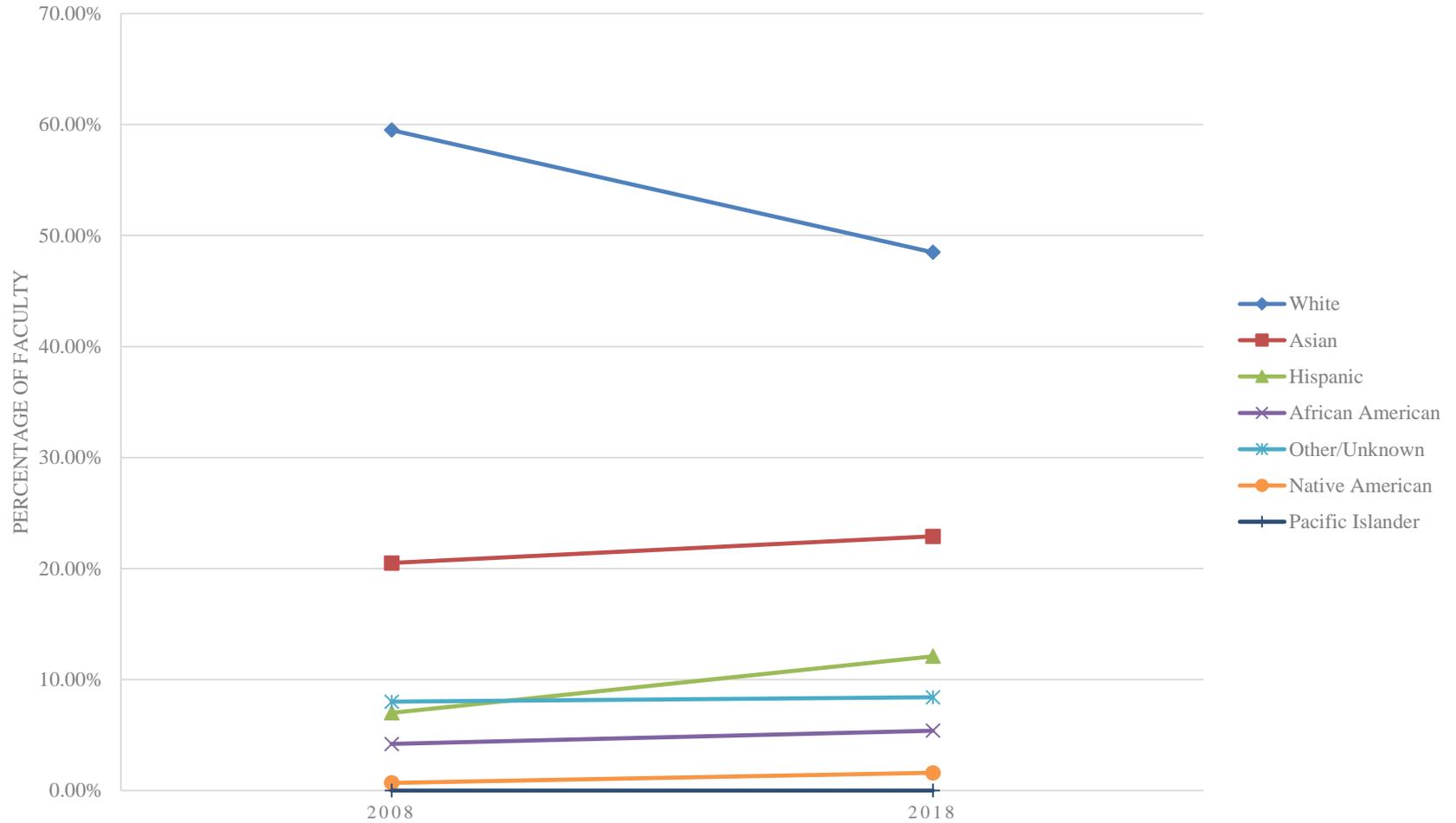


TENURE DENSITY AND STUDENT FTE

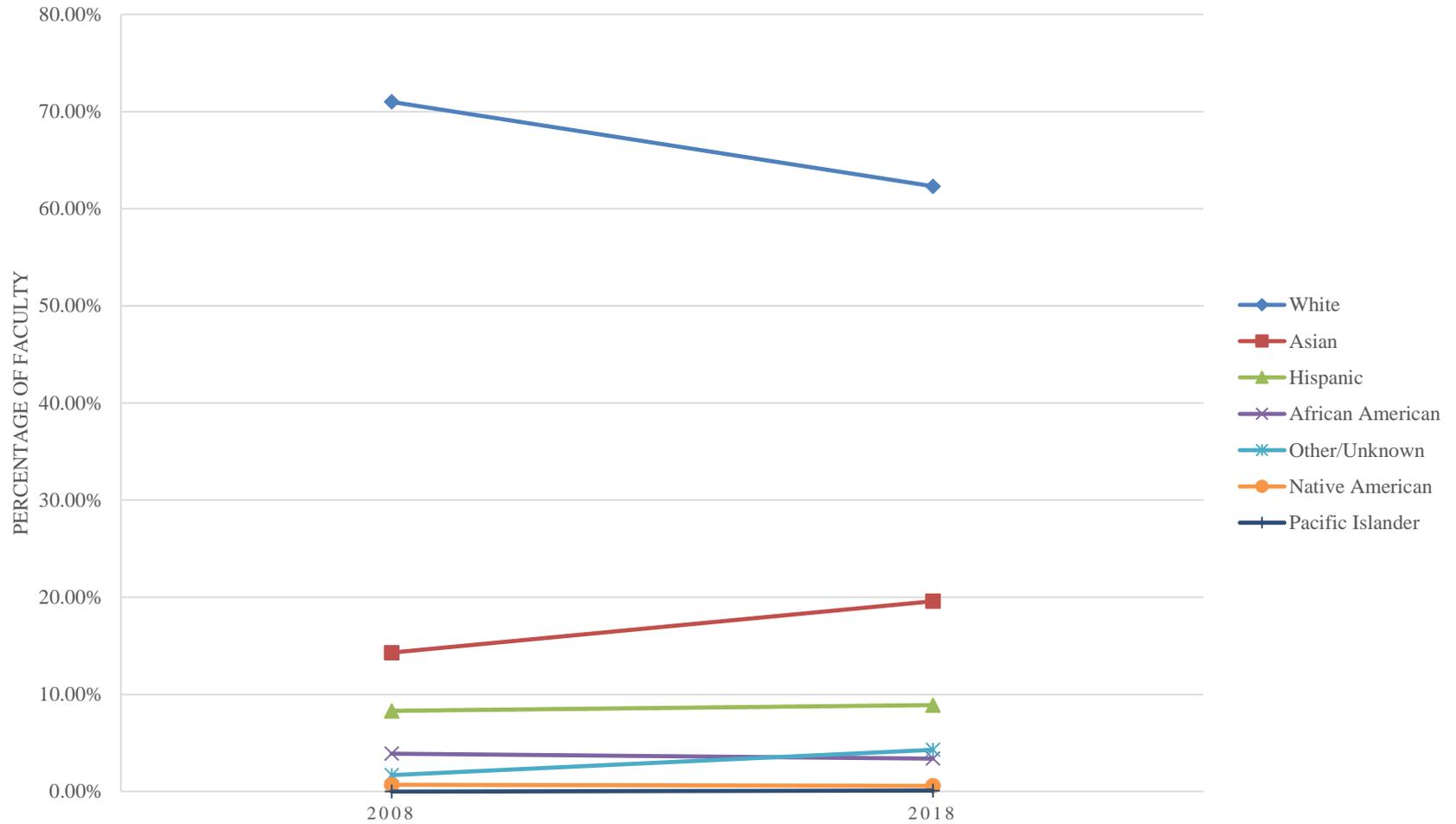




FACULTY DEMOGRAPHICS TENURE-TRACK



FACULTY DEMOGRAPHICS TENURED



Strategies

- Data requirements
- External Use
 - Public dashboards on CSUF website
 - Data at university & college level
- Internal Use
 - Server dashboards
 - Data at college & department level
 - Surveys and ad hoc requests
 - Program Performance Review (PPR)

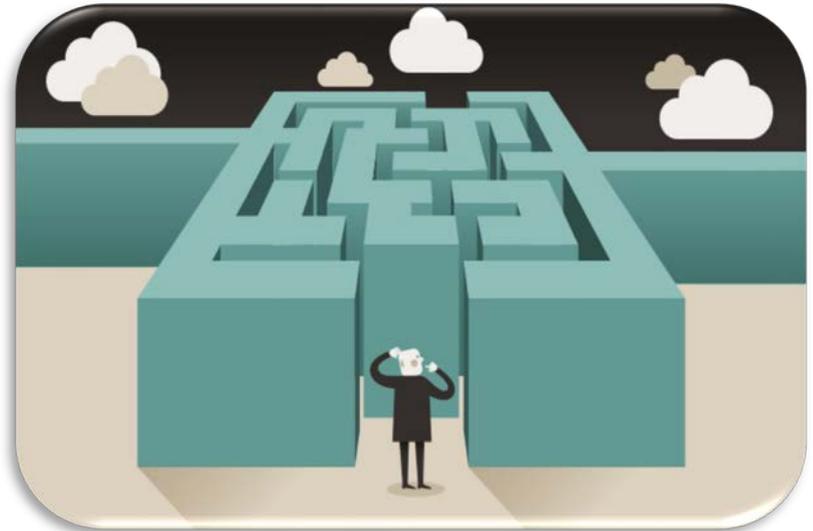


Data Sources

- IPEDS
 - Unduplicated data
 - Primary position
 - Official reporting for Chancellor's Office (CO)
- Data by position
 - Duplicated data
 - View data for faculty that teach in multiple departments
 - Disaggregate at department level
 - Student-Faculty ratios
 - Actual vs. Estimated SFR

Challenges

- Establishing and strengthen partnerships across campus and CO offices
- Organizing multiple coding sources:
 - IPEDS manual
 - Historical reporting file
 - Crosswalks
 - California salary schedule
 - Defining tenure status vs. tenure track
 - Deciding which data source to use and when

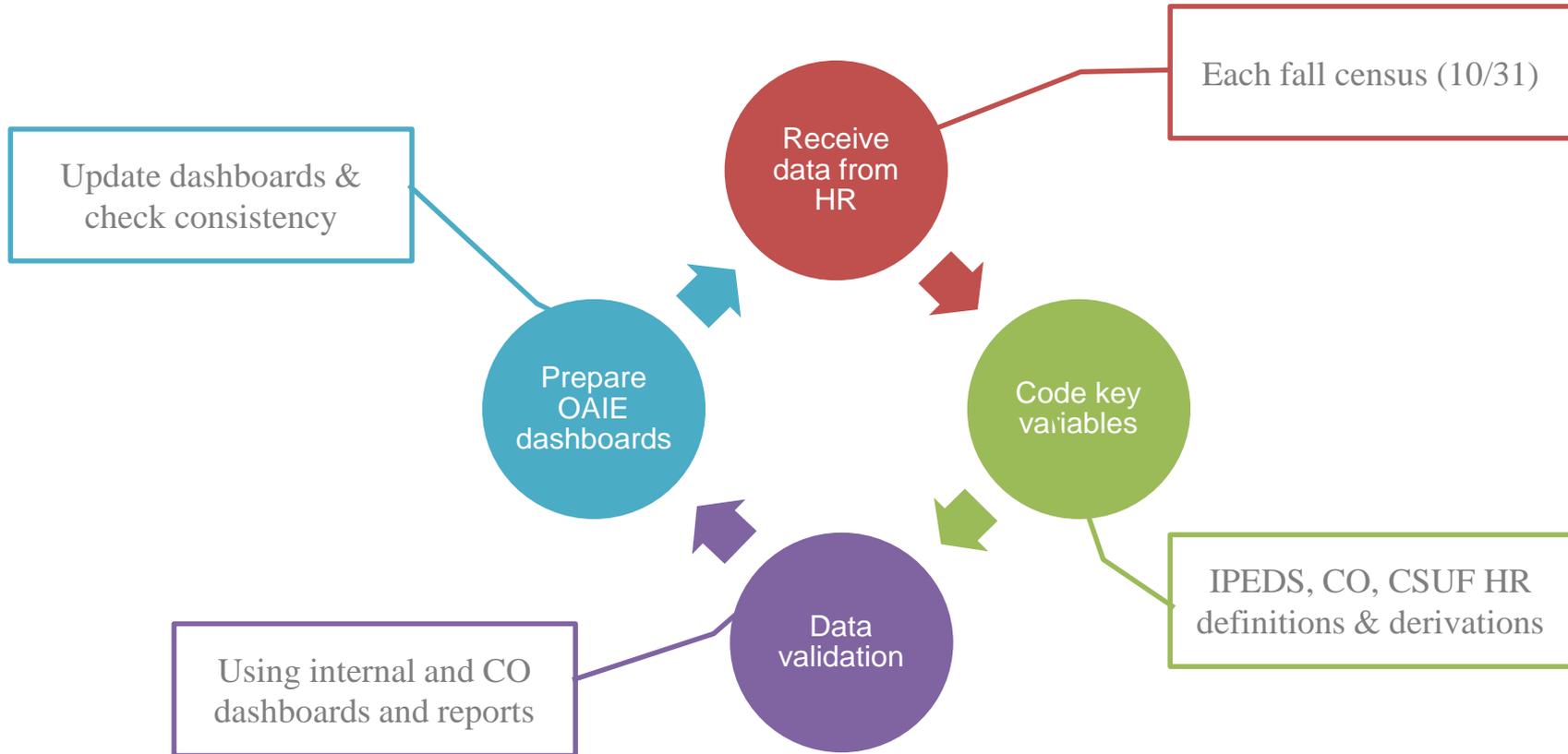


Data Governance

- Census Data
 - Office of Assessment and Institutional Effectiveness (OAIE) at CSUF
 - As of Oct 31 each fall term
 - Follows student data processing format
- Live Data
 - CSUF HR
 - Continuous throughout year
 - Differences due to transactional data
- Faculty Affairs and Records (FAR)
 - Reviews data for sabbatical and Faculty Early Retirement Program (FERP)



Cleaning Process



Methodology | Instructional Faculty

- The broad term “faculty” in the California State University includes all members of bargaining unit 3 (R03)
- California Faculty Association (CFA)
- This bargaining unit encompasses multiple groups, including two groups of instructional faculty:
 - Tenured and tenure-track
 - Lecturers
- Census Date each fall on Oct 31
- Faculty on sabbatical and FERP
- These dashboards present data on instructional faculty

Public Dashboard: Demographics

<
Demographics Table (Headcounts)
Demographics Trend (Headcounts)
Tenure Density and Student Faculty Ratio (FTE)
Methodology
>

Term:
 College:
 Column Selector:
 Row Selector:

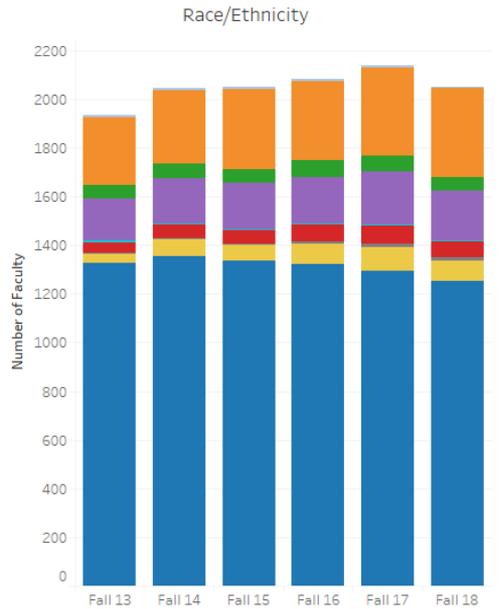
		Lecturer	Assistant Professor	Associate Professor	Professor	Total
College of Communications	UR	16	3		2	21
	Non-UR	82	12	22	24	140
College of Education	UR	18	6	7	5	36
	Non-UR	108	6	7	30	151
College of Engineering and Computer Science	UR	5	3	1		9
	Non-UR	75	19	14	22	130
College of Health and Human Development	UR	34	7	5	6	52
	Non-UR	177	27	29	39	272
College of Humanities and Social Sciences	UR	47	16	10	13	86
	Non-UR	234	29	48	94	405
College of Natural Sciences and Mathematics	UR	12	6	3	4	25
	Non-UR	122	26	22	41	211
College of the Arts	UR	12	1	2	3	18
	Non-UR	122	13	11	47	193
Mihaylo College of Business and Economics	UR	13	3		1	17
	Non-UR	145	44	36	41	266
Other	UR	7				7
	Non-UR	9	1		2	12
Grand Total		1,238	222	217	374	2,051

Footnote: Extension and International Programs College reported from fall 2013 to fall 2017.



Demographic Trends

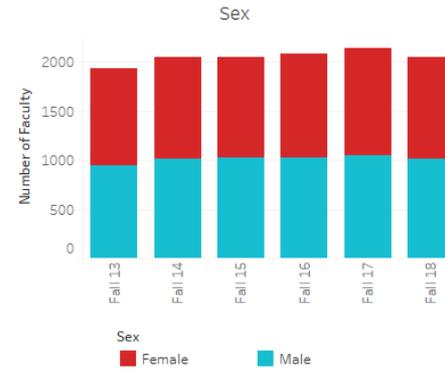
College
(All)



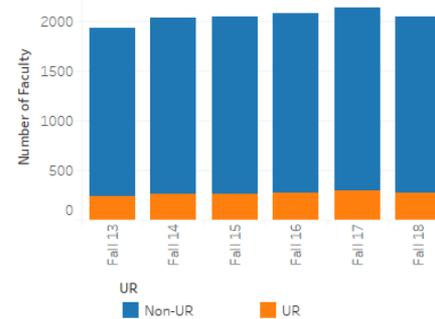
IPEDS Ethnicity

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Oth Pac Island
- Non-Resident Alien
- Two or More Ethnicities/Race
- Unknown
- White

Footnote: Extension and International Programs College reported from fall 2013 to fall 2017.



Underrepresented (UR) Status



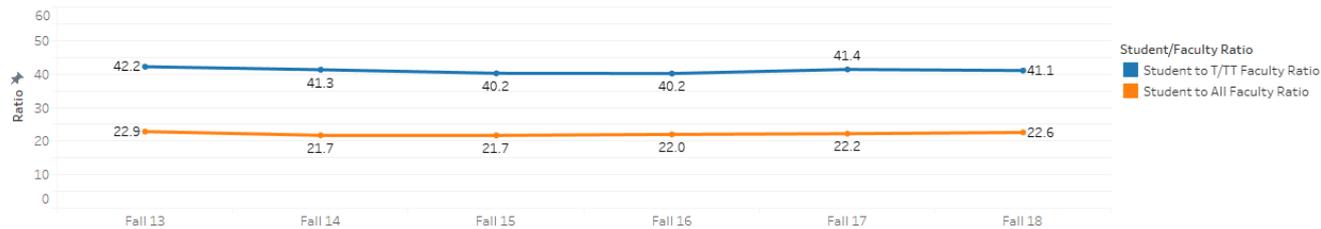
Footnote: Underrepresented (UR) Status includes African American, American Indian or Native Americans, Hispanics and Pacific Islanders. Non-UR includes White, Asian, Unknown, Two or More Ethnicities/Race, Non-resident Alien.

Tenure Density and SFR

Tenure Density (University Only)



Student/Faculty Ratio Trend (University Only)



Summary Table (University Only)

Term	Student FTE	Lecturer FTE	T/TT FTE	All Faculty FTE	Student to T/TT Faculty Ratio	Student to All Faculty Ratio	Tenure Density
Fall 13	30,776.9	617.5	729.3	1,346.8	42.2	22.9	54.2%
Fall 14	30,819.4	671.9	746.2	1,418.1	41.3	21.7	52.6%
Fall 15	31,405.2	665.1	780.6	1,445.7	40.2	21.7	54.0%
Fall 16	32,306.1	663.4	804.3	1,467.7	40.2	22.0	54.8%
Fall 17	33,066.7	688.6	799.0	1,487.5	41.4	22.2	53.7%
Fall 18	32,529.7	647.5	792.3	1,439.8	41.1	22.6	55.0%

FTE = Full-Time Equivalent

Student FTE = All State Support Full-Time Equivalent Students

T/TT FTE = Tenured and Tenure-Track Full-Time Equivalent

All Faculty FTE = T/TT and Lecturers Full-Time Equivalent

Tenure Density Formula = Ratio between T/TT Faculty FTE and All Faculty FTE

Methodology | Non-Instructional Faculty

- The broad term “faculty” in the California State University includes all members of bargaining unit 3 (R03)
- California Faculty Association (CFA)
- This bargaining unit encompasses multiple groups, including:
 - Librarians
 - Counselors
 - Coaches
- Census Date each fall on Oct 31

Non-Instructional Faculty

College: (All) Term: Fall 18 Column Selector: Sex Row Selector: Underrepresented (UR) Status

		Female	Male	Grand Total
Athletics	Non-UR	5	9	14
	UR	5	6	11
Pollak Library	Non-UR	10	9	19
	UR	3	3	6
Student Retention	Non-UR	8	5	13
	UR	3	5	8
Grand Total		34	37	71

Program Performance Review (PPR)

- PPR conducted every 7 years
- For all academic departments and programs within the Division of Academic Affairs
- PPRs serve as a reflective process to identify the department/program's strengths and areas of improvement
- Evidence-based planning tool to guide the department/program's strategic planning
- Promote improvement and growth
- OAIE IR produces PPR dashboard for internal use
- Instructional faculty in academic colleges

Program Performance Review (dashboard)

College Department

Table 9. Faculty Composition

Fall	Tenured	Tenure Track	Sabbaticals at 0.5	FERP at 0.5	Lecturers	FTE
2013	18	5	0.5	0.5	11	33.5
2014	18	4	1.0	0.5	9	30.5
2015	19	4	1.0	0.5	11	33.5
2016	19	5	1.0	0.0	10	34.0
2017	19	5	0.5	0.0	11	35.0
2018	19	4	1.0	0.0	9	31.6

Footnote: Headcount of Tenured, Tenure-track, Sabbaticals at 0.5, and FERP at 0.5 includes full-time and part-time faculty. Headcount of Lecturers only includes full-time faculty.

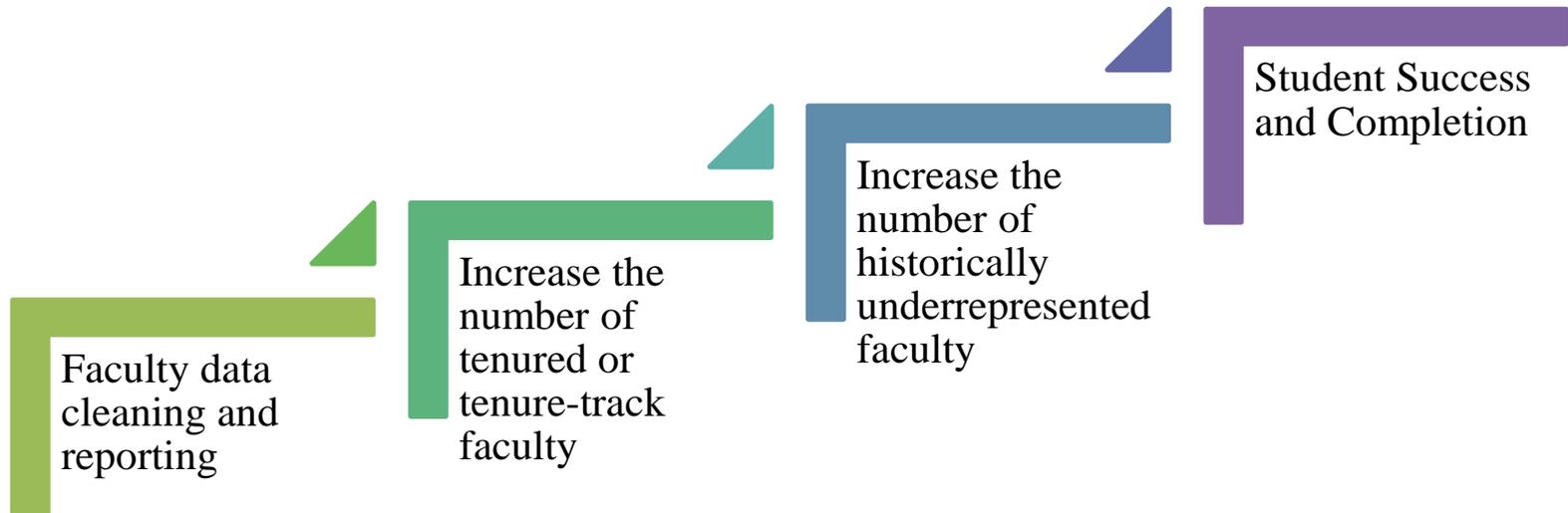
Survey and Ad-Hoc Examples

- US News & World Report
- Common Dataset
- Typical Reporting Items
 - Number of instructional faculty
 - Number of underrepresented faculty
 - Sex distribution
 - Doctorates vs. terminal degrees
- Purpose
 - Critical for rankings and campus climate



Results

- Reporting faculty data is strategically important to university-wide leadership
 - Planning
 - Tenure hires, specialty areas
 - Budget preparation
 - Operations such as class offerings, class size, timing of class offerings (Ex: fall, spring, summer)
 - Anticipating retirements and new hires
 - Hiring
 - Competitive salaries to attract high-impact hires
 - Better serving students
 - Research quality translates into classroom pedagogy
 - Currency in the field



Acknowledgements

- Chancellor's Office Human Resource Services
- CSUF Human Resources, Diversity and Inclusion
- CSUF Faculty Affairs and Records



Thank You!

Questions