

Institutional Planning and Analysis



CAL POLY
Historical Faculty Trends Analysis

Fifteen-year trends of instructional faculty headcounts and FTE (Full-Time Equivalent)
by rank.

Five-year trends of new instructional faculty searches and appointments and five-year
trends of instructional faculty resignations and retirements.

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CAL POLY

Historical Faculty Trends Analysis

Executive Summary

Key Findings:

- Even though enrollment has fluctuated over the past 15 years, the student/faculty ratios and SCU's taught by faculty have remained relatively stable. Hiring practices have kept pace with enrollment fluctuations.
- The proportion of tenured/tenure-track faculty has decreased over the past 15 years.
- The adjustments to faculty appointments to account for the fluctuations in enrollment are mainly made through part-time lecturer hirings.
- Cal Poly averaged 44 new appointments each year over the last five years.

Data Sources and Definitions

Data for this analysis came from two different sources. The fifteen-year trends of faculty headcounts, FTE, and SCU's taught (tables 1 & 2) came from historical APDB¹ files sent to the Chancellor's office. The five-year trends of new faculty hires and faculty separations (tables 3 & 4) came from the Academic Personnel office and copies of the "*Annual Survey on Tenure-Track Faculty Recruitment and Retention*" submitted by their office.

Faculty headcount is an unduplicated count of the number of faculty in each time period. Faculty instructional FTE is the portion of total faculty FTE that is for instruction. Faculty instructional FTEF is the same value that is reported to the Chancellor's office as IFF² on the APDB file.

In addition to detailed information by rank, the data are also summarized into a "total tenured/tenure-track" group for professors, associate professors, and assistant professors and a "total lecturers" group for full-time and part-time lecturers.

It is very important to note that the fifteen-year trend data on headcounts and FTE are based on Fall terms, whereas the five-year trend data on new hires and separations are based on full fiscal years (July 1-June 30). Therefore, it is not appropriate to compare the data from tables 1 & 2 with the data in tables 3 & 4. Data for 2005-06 separations will not be available until the end Fall 2006.

¹ APDB (Academic Planning Data Base) files are extracts sent to the Chancellor's office every term that contains information about each course taught at Cal Poly and associated faculty and space utilization.

² IFF (Instructional Faculty Fraction) is the portion of a faculty appointment that is supported by instructional funds, including university committees and assigned time. This excludes instructional administrative funded activities and other non-state supported activities such as grant funded release time.

Analysis

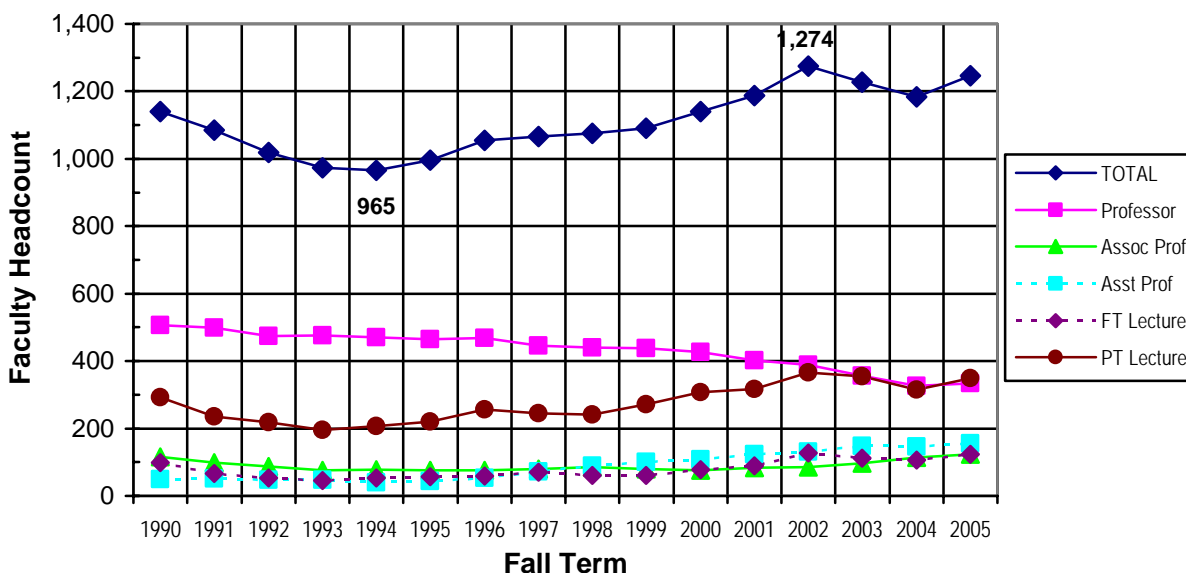
Faculty Headcounts (chart 1 and table 1A):

Cal Poly has employed over 1,000 faculty members each Fall since 1990 except for 1993-1995. In Fall 1990, faculty headcount was comparable to recent years. Subsequently, faculty headcount dropped during the early 1990's, hitting a low of 965 in Fall 1994. Headcount then climbed slowly through the mid-1990's and then more significantly up to a high of 1,274 in Fall 2002. Fall 2003 and 2004 showed another decline in total faculty headcount, but it increased again in Fall 2005.

Almost all of the fluctuations in total instructional faculty headcounts are accounted for by the changes in the number of lecturers, more so with part-time lecturers than full-time lecturers. This indicates that the hiring practices to account for fluctuations in state budgets and student enrollments are mainly made with part-time lecturers.

Total tenured/tenure-track faculty headcounts have stayed relatively constant since Fall 1998. The rank composition of tenured/tenure-track faculty has changed, however, with Cal Poly employing fewer full professors and more associate and assistant professors in recent years. This reflects the replacement of retiring senior faculty with new junior faculty.

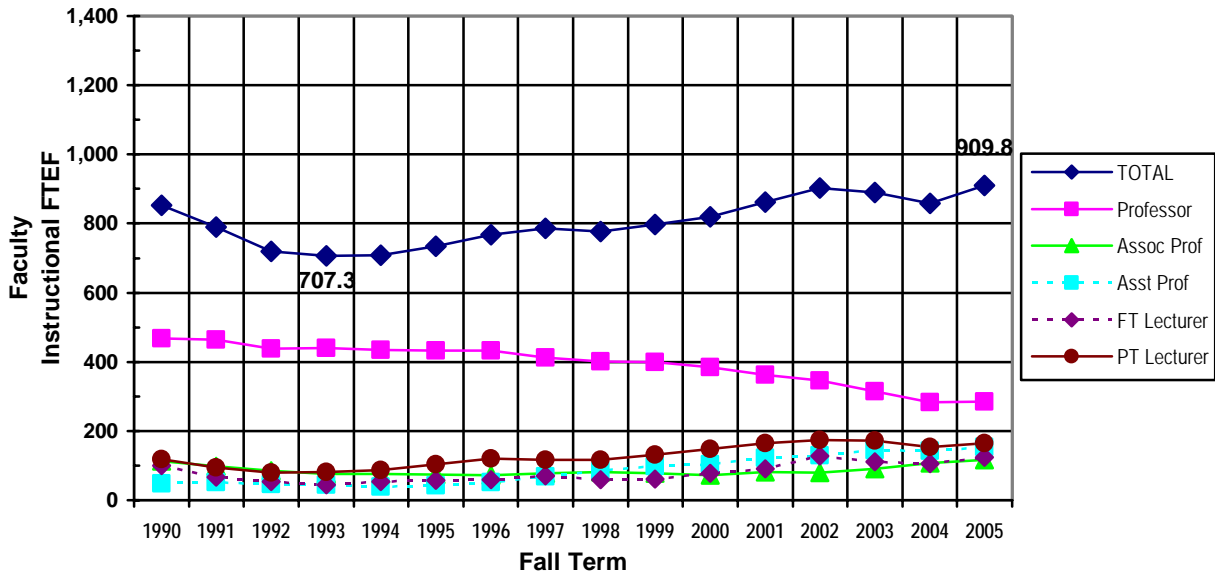
Chart 1: Faculty Headcount by Rank



Faculty Instructional FTEF (chart 2 and table 1B):

Trends in faculty instructional FTEF follow similar patterns to the trends in faculty headcount. FTEF calculations adjust for part-time loads to standardize into a measure that shows an equivalent to "full-time" faculty. For example, 2 faculty members who each teach half of a load count as one FTEF.

Chart 2: Faculty Instructional FTEF by Rank



Faculty Instructional FTEF in Relation to Faculty Headcount (table 2A):

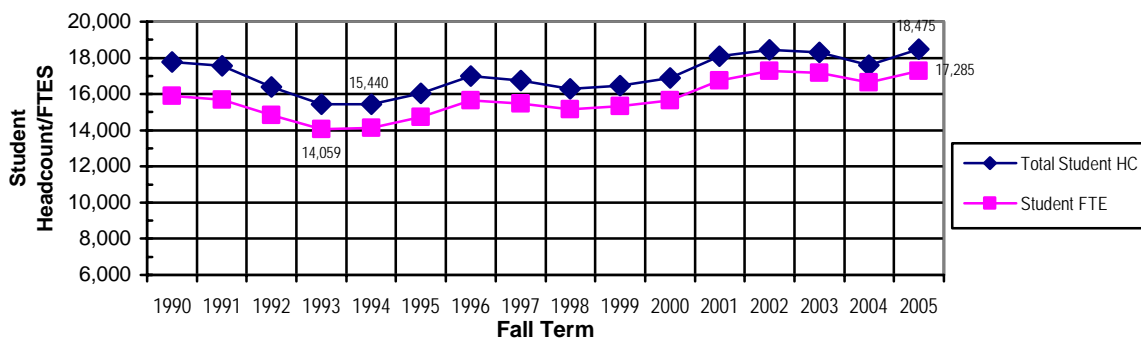
This measure shows the relationship of faculty instructional FTEF with faculty headcount. For tenured/tenure-track faculty it is a reflection of the amount of their time that is spent with instruction. Since the percentages are in the range of 90-94%, it means that 6-10% of their time is spent with instructional administrative funded activities or other non-state supported activities such as grant funded release time. For lecturers, this relationship merely tells the amount of instruction they were hired to perform. Full-time lecturers teach 100% and part-time lecturers teach an average of 40-50% of a full-time load.

Tenured/tenure-track instructional FTEF percentages have slightly decreased from the 93-94% range through the 1990's to percentages closer to 90% in recent years. Part-time lecturer instructional FTEF percentages ranged from 37-42% through Fall 1994 and then subsequently jumped in Fall 1995 to a range from 47-52%.

Student Credit Units Taught and Student Headcount (tables 2B&C):

Student enrollments both in headcount and student FTES have similar trends to those of faculty headcount and faculty FTEF. This stands to reason since faculty hirings are driven by the fluctuations in enrollment.

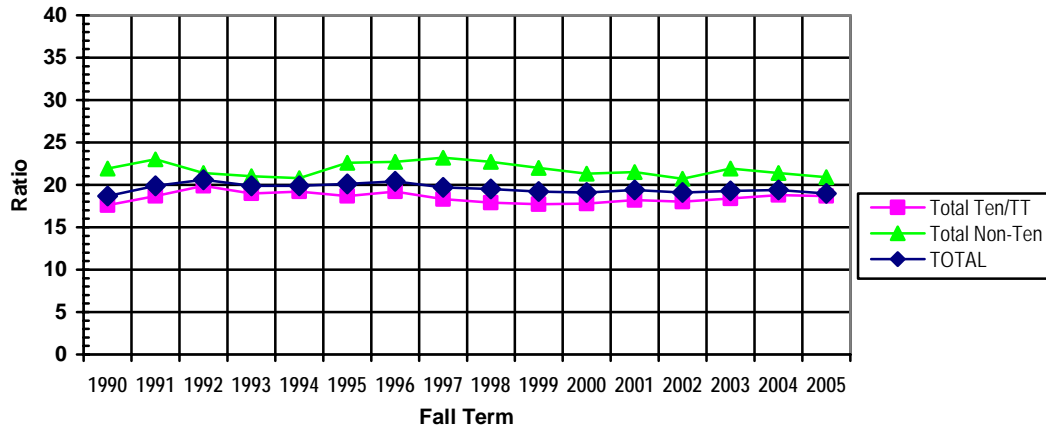
Chart 3: Student Headcount and FTES



Student/Faculty Ratios (table 2D):

The student/faculty ratio was calculated by dividing the student FTES by the faculty FTEF. This calculation reveals that even though there were fluctuations in student enrollment, because Cal Poly employed faculty to match those fluctuations, the student/faculty ratios have remained relatively constant over the years at just under 19 for tenured and tenure-track faculty.

Chart 4: Student/Faculty Ratio by Faculty Status

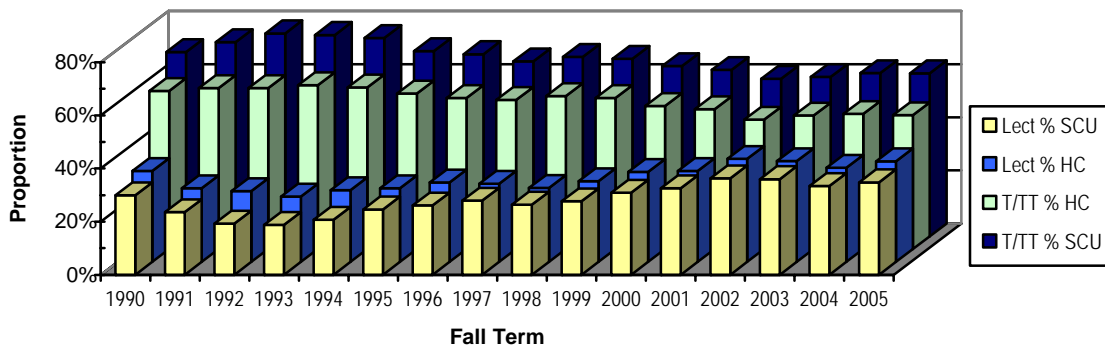


Faculty Status Proportions (tables 2E&F):

Tenured/tenure-track faculty currently (Fall 2005) make up 50.4% of all faculty headcount. In the early 1990's this proportion was closer to 60% hitting a high of 61.7% in Fall 1993. Since then the proportion has generally decreased, hitting a low of 48.8% in Fall 2002. The proportion has hovered in the range of 50-51% in the past three years.

The proportion of tenured/tenure-track faculty has decreased approximately 10 percentage points since Fall 1991. There is a comparable decline in the proportion of SCU's taught by tenured/tenure-track faculty. This indicates that teaching loads of tenured/tenure-track faculty have remained fairly stable in the past 15 years.

Chart 5: Faculty Headcount and SCU Proportions by Faculty Status



Tenured/Tenure-Track Faculty Hires and Separations (tables 3&4):

New tenured/tenure-track faculty appointments have fluctuated over the past five years. Cal Poly has averaged 44 new appointments each year over the past five years. Out of the 220 new hires over the last five years, 80% were hired as assistant professors.

Cal Poly has lost an average of 11 tenured/tenure-track faculty members each of the last five years due to resignation or non-reappointment. Over the last five years an average of 72% each year of tenured faculty retirements continued to teach the following year through the Faculty Early Retirement Program (FERP). In 2005-2006, 132 tenured faculty were participating in the FERP program.

CAL POLY HISTORICAL FACULTY STATISTICS

Table 1 - Faculty Headcounts and Full-Time Equivalent Faculty (FTEF) - by Faculty Status and Rank

	FALL TERM															
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
A. Faculty Headcount																
Tenure/TT:																
Professor	507	499	474	476	470	464	469	446	440	438	427	403	389	357	326	334
Assoc Prof	115	99	87	76	77	75	75	79	85	79	75	84	86	97	114	123
Asst Prof	49	51	47	47	40	43	53	72	89	100	108	124	131	148	146	156
*Other	8	9	9	2	1	2	3	3	5	4	4	15	16	15	16	15
Total Ten/TT	679	658	617	601	588	584	600	600	619	621	614	626	622	617	602	628
Non-Tenure:																
FT Lecturer	99	67	54	45	54	57	59	70	60	61	78	90	128	111	106	123
PT Lecturer	292	235	218	195	207	220	256	244	240	271	308	316	366	355	314	349
Total Non-Ten	391	302	272	240	261	277	315	314	300	332	386	406	494	466	420	472
*Other Non-Ten	71	126	129	133	116	135	140	153	156	138	140	155	158	144	161	146
TOTAL	1,141	1,086	1,018	974	965	996	1,055	1,067	1,075	1,091	1,140	1,187	1,274	1,227	1,183	1,246
B. Faculty Instructional FTE (IFF)																
Tenure/TT:																
Professor	468.0	463.6	438.8	439.7	435.2	432.1	433.1	412.2	402.2	400.0	384.4	362.2	346.5	314.2	282.2	284.3
Assoc Prof	112.1	97.1	85.3	75.1	75.2	73.6	72.7	77.2	80.9	76.9	71.5	81.3	80.0	89.9	106.4	115.7
Asst Prof	48.5	51.0	45.5	45.2	39.5	42.2	51.7	68.6	85.8	98.4	104.0	122.1	129.0	144.2	142.3	153.9
*Other	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.7	2.2	2.4	2.3	10.8	14.1	12.4	14.9	14.2
Total Ten/TT	628.6	611.7	569.6	560.0	549.9	547.9	558.9	558.7	571.0	577.7	562.2	576.3	569.6	560.7	545.8	568.1
Non-Tenure:																
FT Lecturer	99.0	67.0	54.0	45.0	54.0	57.0	59.0	70.0	60.0	61.0	78.0	90.0	128.0	111.0	106.0	123.7
PT Lecturer	118.2	94.3	79.9	80.8	86.5	103.6	120.1	116.1	115.8	132.1	148.8	164.2	174.2	172.1	153.9	163.9
Total Non-Ten	217.2	161.3	133.9	125.8	140.5	160.6	179.1	186.1	175.8	193.1	226.8	254.2	302.2	283.1	259.9	287.6
*Other Non-Ten	6.0	16.3	16.1	21.4	17.5	26.6	29.6	41.8	30.4	26.8	29.6	31.3	30.7	46.1	52.1	54.2
TOTAL	851.8	789.3	719.6	707.3	707.9	735.1	767.6	786.6	777.3	797.5	818.6	861.8	902.4	889.9	857.8	909.8

* "other" faculty consist of administrators teaching classes, librarians, coaches, volunteers, counselors, teaching associates, graduate assistants, special faculty, exchange faculty, etc.

CAL POLY HISTORICAL FACULTY STATISTICS

Table 2 - Student/Faculty Ratios, Headcount, and SCU Proportions by Faculty Status

	FALL TERM															
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<u>A. Faculty Instructional FTEF in Relation to Faculty Headcount (FTEF/Faculty HC)</u>																
Total Ten/TT	92.6%	93.0%	92.3%	93.2%	93.5%	93.8%	93.2%	93.1%	92.2%	93.0%	91.6%	92.1%	91.6%	90.9%	90.7%	90.5%
FT Lecturer	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.6%
PT Lecturer	40.5%	40.1%	36.7%	41.5%	41.8%	47.1%	46.9%	47.6%	48.3%	48.7%	48.3%	52.0%	47.6%	48.5%	49.0%	47.0%
TOTAL	74.6%	72.7%	70.7%	72.6%	73.4%	73.8%	72.8%	73.7%	72.3%	73.1%	71.8%	72.6%	70.8%	72.5%	72.5%	73.0%
<u>B. Student Credit Units Taught</u>																
TOTAL SCU's	238,623	235,440	222,801	210,885	211,834	221,152	234,599	232,167	227,126	229,854	234,747	251,301	259,161	257,828	249,497	259,276
Student FTES	15,908	15,696	14,853	14,059	14,122	14,743	15,640	15,478	15,142	15,324	15,650	16,753	17,277	17,189	16,633	17,285
<u>C. Student Headcount</u>																
Total HC	17,758	17,573	16,377	15,447	15,440	16,023	17,000	16,735	16,296	16,470	16,877	18,079	18,453	18,303	17,582	18,475
<u>D. Student/Faculty Ratios (FTES/FTEF)</u>																
Total Ten/TT	17.6	18.7	19.9	19.0	19.2	18.7	19.2	18.3	17.9	17.7	17.8	18.2	18.0	18.4	18.8	18.7
Total Non-Ten	21.9	23.0	21.4	21.0	20.8	22.6	22.7	23.2	22.7	22.0	21.3	21.5	20.7	21.9	21.4	20.9
*Other Non-Ten	17.1	31.9	39.5	35.3	37.3	31.7	28.1	22.9	30.0	31.0	26.4	25.3	25.3	14.9	16.0	12.0
TOTAL	18.7	19.9	20.6	19.9	19.9	20.1	20.4	19.7	19.5	19.2	19.1	19.4	19.1	19.3	19.4	19.0
<u>E. Faculty Headcount Proportions by Faculty Status</u>																
Total Ten/TT	59.5%	60.6%	60.6%	61.7%	60.9%	58.6%	56.9%	56.2%	57.6%	56.9%	53.9%	52.7%	48.8%	50.3%	50.9%	50.4%
Total Non-Ten	34.3%	27.8%	26.7%	24.6%	27.0%	27.8%	29.9%	29.4%	27.9%	30.4%	33.9%	34.2%	38.8%	38.0%	35.5%	37.9%
*Other Non-Ten	6.2%	11.6%	12.7%	13.7%	12.0%	13.6%	13.3%	14.3%	14.5%	12.6%	12.3%	13.1%	12.4%	11.7%	13.6%	11.7%
<u>F. SCU Taught Proportions by Faculty Status</u>																
Total Ten/TT	69.4%	73.1%	76.4%	75.8%	74.7%	69.7%	68.6%	65.9%	67.6%	66.9%	64.1%	62.7%	59.3%	60.0%	61.5%	61.4%
Total Non-Ten	29.9%	23.6%	19.3%	18.8%	20.7%	24.6%	26.1%	27.9%	26.4%	27.7%	30.9%	32.6%	36.3%	36.0%	33.4%	34.8%
*Other Non-Ten	0.6%	3.3%	4.3%	5.4%	4.6%	5.7%	5.3%	6.2%	6.0%	5.4%	5.0%	4.7%	4.5%	4.0%	5.0%	3.8%

* "other" faculty consist of administrators teaching classes, librarians, coaches, volunteers, counselors, teaching associates, graduate assistants, special faculty, exchange faculty, etc.

Table 3 - CAL POLY TENURED/TENURE-TRACK FACULTY HIRES

	FISCAL YEAR				
	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>
<u>A. Searches</u>					
Agriculture	8	10	5	5	7
Architecture & Environmental Design	8	7	4	4	7
Business		2	8	7	5
Education	3	2	3	2	2
Engineering	7	10	8	7	7
Liberal Arts	18	11	21	8	10
Science & Mathematics	18	7	12	7	10
University Total	62	49	61	40	48
<u>B. Applications Received</u>					
Agriculture	95	191	128	109	99
Architecture & Environmental Design	114	199	182	102	195
Business		60	332	290	406
Education	20	19	15	41	82
Engineering	266	415	862	461	635
Liberal Arts	688	289	637	443	587
Science & Mathematics	401	253	621	611	648
University Total	1,584	1,426	2,777	2,057	2,652
<u>C. Appointments</u>					
Agriculture	6	10	5	4	4
Architecture & Environmental Design	7	4	6	1	11
Business		1	4	9	1
Education	1		2	2	2
Engineering	4	10	15	6	9
Liberal Arts	13	5	10	6	11
Science & Mathematics	17	5	11	6	12
University Total	48	35	53	34	50
<u>D. Appointments by Rank</u>					
Professor	1	3	1	1	3
Associate Professor	7	3	6	16	3
Assistant Professor	40	29	46	17	44

Table 4 - CAL POLY TENURED/TENURE-TRACK FACULTY SEPARATIONS

A. Separations¹

	<u>2000-2001</u>	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
Tenured Faculty Retirements ²	29	45	46	64	37
Tenure-Track Resignations	7	15	7	5	11
Non-Reappointments/Tenure Denials	0	3	3	0	3

B. Faculty Early Retirement Program (FERP)

	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>
New FERP	19	40	38	28	34
Tenured Retirements (from previous year)	29	45	46	64	37
Percentage of Retirements	65.5%	88.9%	82.6%	43.8%	91.9%
Continuing FERP	51	45	64	95	98
Total FERP	70	85	102	123	132

C. Pre-Retirement Reduction in Time Base Program (PRTB)

	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>
New PRTB	2	3	3	2	2
Continuing PRTB	6	4	5	4	3
Total PRTB	8	7	8	6	5

¹ Five year window for separations is shifted one-year to correspond with FERP and PRTB data.

² Retirements for each year are based on Fall through Summer quarters.