

Cal Poly Faculty Profile

Cal Poly is primarily an undergraduate teaching institution. In addition to teaching, faculty members serve as student advisors, engage in scholarly endeavors including applied and basic research and perform public service.

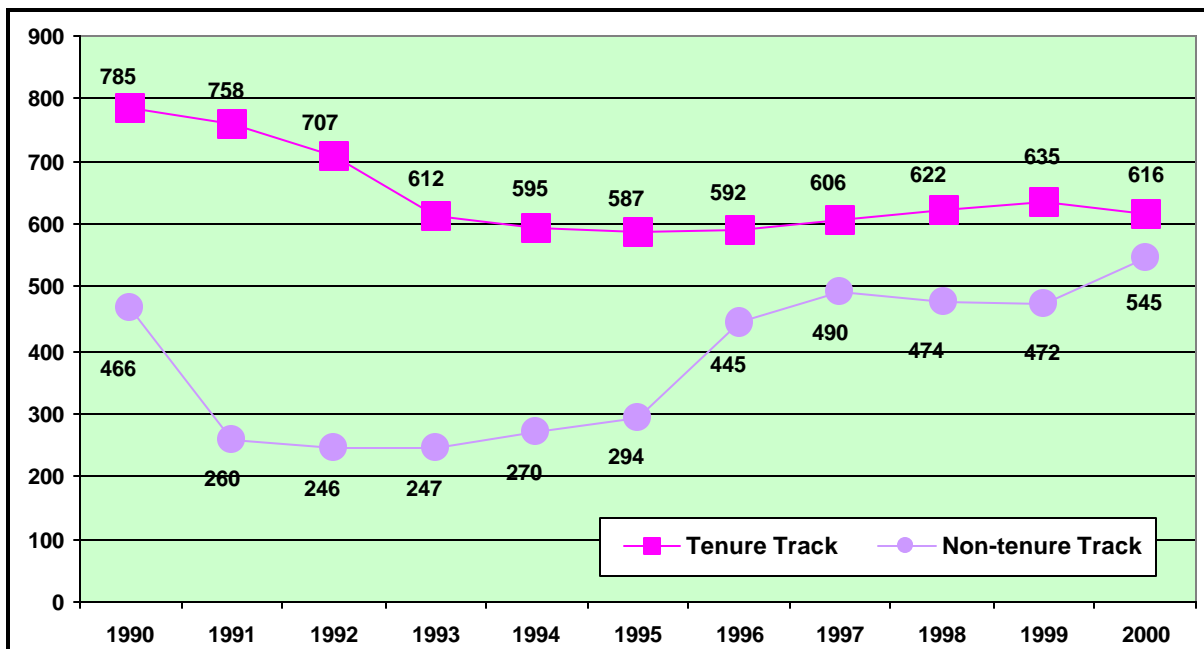
The following information provides an eleven year perspective (1990-91 to 2000-01). Changes reflect Cal Poly's variations in student enrollment, program changes within departments and changes in state financial support.

Tenure Track and Non-Tenure Track Faculty Headcount

For Fall 2000, total faculty headcount was 1,161 tenure track and non-tenure track faculty members. Over the last eleven fall quarters the number of faculty members has varied from a high of 1,251 in 1990 to a low of 859 in 1993.

The number of tenure track faculty members decreased slightly from 635 in Fall 1999 to 616 in Fall 2000. This equated to a 22% decrease in tenure track faculty when compared to Fall 1990. Non-tenure track faculty increased from 490 instructors in 1997 to 545 in Fall 2000, an eleven year high. Non-tenure track faculty numbers dropped to an eight year low in 1992 (246 headcount).

Faculty Headcount — Fall 1990 to 2000



Source: ODIN: Staffhist. Source tables: Asgnhist and Emphist.

Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on the primary assignment.

Tenured and Tenure-Track Faculty by Gender

Women comprised 21.5% and men 78.5% of the total faculty in 1990. In 2000, the faculty ratio is 31% women and 68% men. The percentage of tenure track women in Fall 1999 (21%) showed an increase over the 1990 percentage (14%). The percentage of non-tenure track women rose from 35% of the non-tenure track faculty in 1990 to 43% in 2000. Correspondingly, the percentage of men decreased from 65% of the non-tenure track faculty in 1990 to 55% in 2000. (Less than 1% of all faculty did not report gender in 2000.)

	Fall 1990			Fall 1993			Fall 2000		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Tenure-Track	678	107	785	512	100	612	489	127	616
Number Tenured	580	76	656	464	76	540	398	76	474
Percent Tenured	86%	71%	84%	91%	76%	88%	81%	60%	77%

Source: ODIN Query: Stafhist. Source tables: Asgnhist and Emphist.

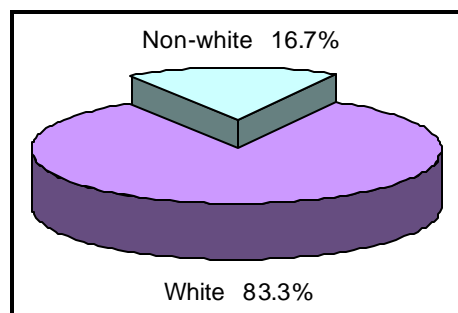
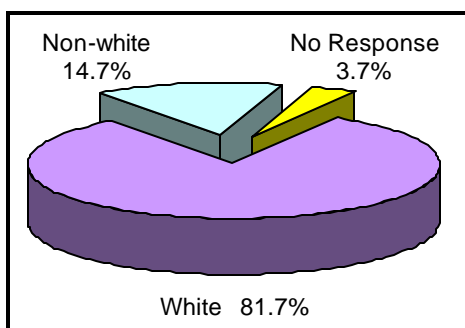
Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on the primary assignment.

Faculty Ethnicity — Fall 1990 and 2000

The information below presents a comparison of employment of 1990 and 2000 faculty members (headcount) using white and non-white groupings, with the percentages expressed as a percent of the total tenure track or non-tenure track employment. The proportion of non-white faculty (total headcount) was 12.2% in 1990, increasing to 15.8% in 2000.

Ethnicity of Tenure-Track Faculty — 2000

In comparing the ethnicity of tenure-track faculty from the fall of 1990 to 2000, the percentage of non-white faculty members increased from 13.6% to 16.7%. This is an increase from 15.9% in 1999.



Ethnicity of Non-Tenure Track Faculty — 2000

In comparing the ethnicity of non-tenure track faculty from the fall of 1990 to 2000, non-white faculty increased from 9.7% to 14.7%. The number of non-tenure track faculty not reporting ethnicity in Fall 2000 was 3.7%.

Source: ODIN: Stafhist. Source tables: Asgnhist and Emphist.

Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on their primary assignment.

Faculty Percentage by Age — Fall 2000

	Headcount	Up to 35 years	36-45 years	46-55 years	56-65 years	66+ years
Tenured	474	0.2%	7.0%	32.3%	54.9%	5.7%
Tenure Track	139	20.9%	50.4%	25.2%	3.6%	0.0%
Non-Tenure Track	527	26.8%	28.3%	25.0%	14.6%	5.3%
Total	1,140	15.0%	22.1%	28.1%	30.0%	4.8%

Source: ODIN: Fachist.

Notes: Count reflects total faculty reporting "date of birth". Age is calculated as of April 23, 2001.

Faculty Percentage by Years of Service — Fall 2000

	Headcount	1 to 10 years	11 to 20 years	21 to 30 years	31+ years
Tenured	474	7.4%	33.3%	39.5%	19.8%
Tenure Track	151	93.6%	4.3%	2.1%	0.0%
Non-Tenure Track	545	74.9%	15.6%	7.9%	1.7%
Total	1,160	49.6%	21.5%	20.1%	8.9%

Source: ODIN: Fachist.

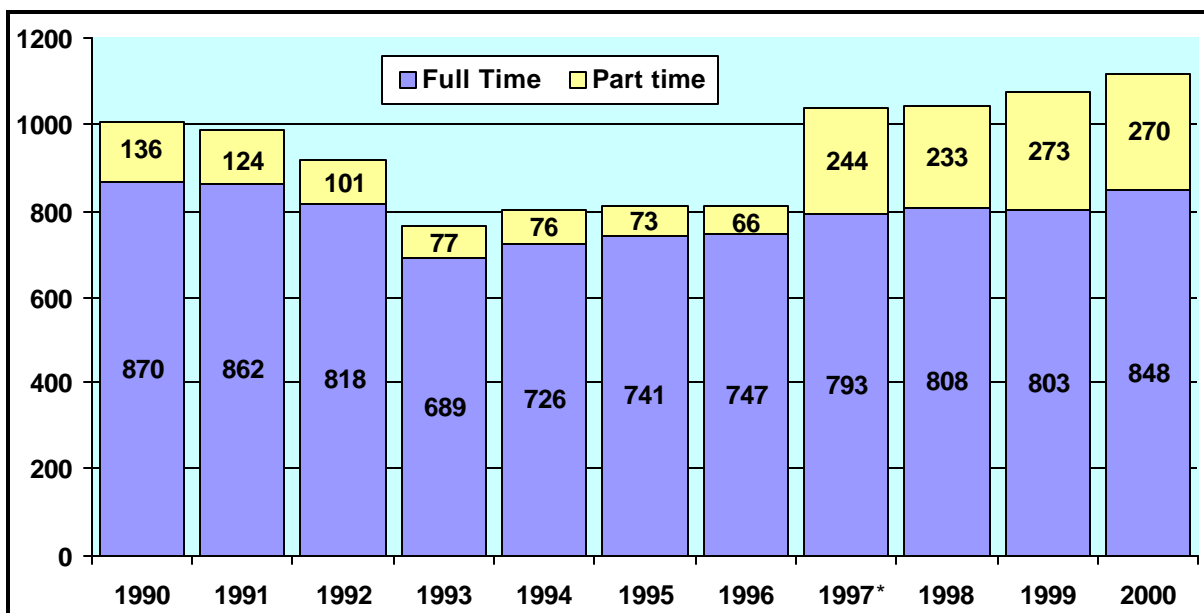
Notes: Years of Services uses "original hire date," therefore, this is total time at Cal Poly and does not reflect any non-paid leave. Years of Service are calculated as of April 23, 2001.

Cal Poly Staff Profile

Cal Poly staff members share with faculty and administrators the responsibility for offering students the highest quality education. Staff members assist students with questions in areas ranging from academic records, financial aid and departmental procedures to residence hall living. Staff members are also responsible for maintaining the quality and appearance of the campus physical plant and the safety of the campus community.

Between 1990 and 1993, Cal Poly saw a 24% reduction in the number of full and part-time staff members. In 1994 and 1995 there were increases in the number of staff members. The fall of 1996 showed little change with the headcount only varying by one from 1995; the 813 headcount for staff represented a 6% increase in staff headcount over the 1993 low of 766.

Staff Headcount — Fall 1990 to 2000



*Beginning in 1997, hourly staff were included in the headcount making long-term trend analysis difficult. The ratio of full- and part-time staff has changed, however, with 86% of the staff full-time in 1990 and 76% full-time in 2000.

Staff Diversity — Gender and Ethnicity

Women comprised 61% of the staff in 1990, and 39% of the staff members were men. There was little change in these percentages in the fall of 2000 when the percentage of women staff members was 59% and men equaled 41%.

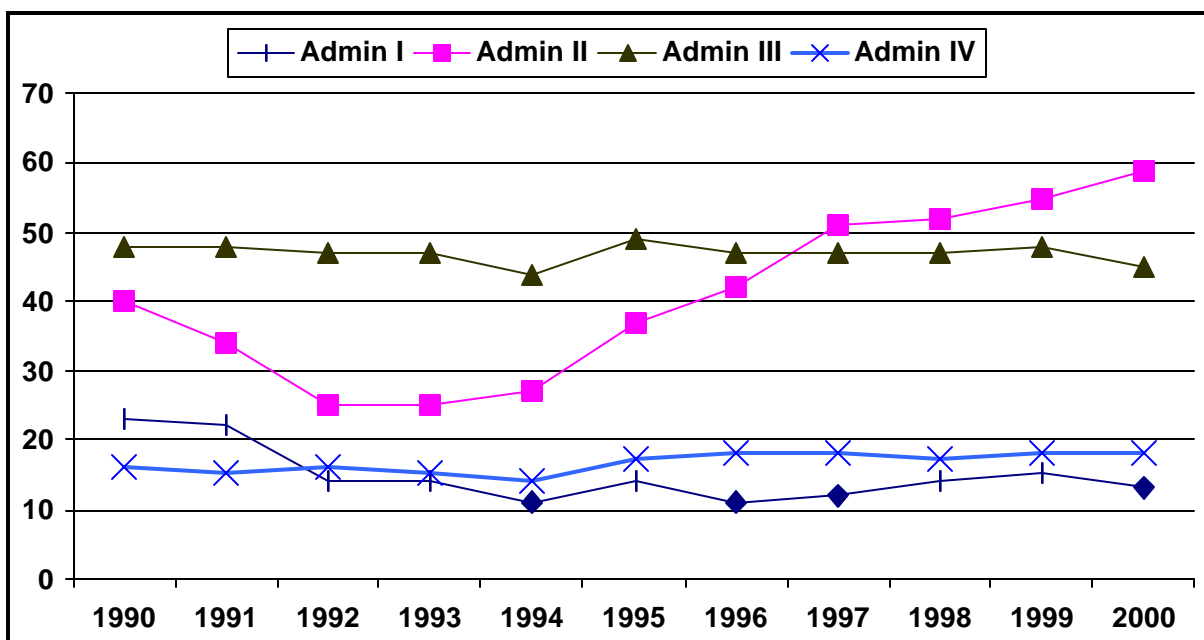
In 1990, the breakdown of total staff by ethnicity was 79% white and 21% non-white. In 2000, those percentages were 72% white and 27% non-white (with less than 1% not responding).

Source: ODIN: Stafhist. Source tables: Asgnhist and Emphist.

Notes: Staff must have a valid HRS assignment for the quarter; staff on leave on the date the data are extracted are not counted; staff are counted based on the primary assignment. Volunteer staff are not included. Beginning with Fall 1997, hourly staff are included in the total.

Cal Poly Management Profile

The graph below presents employment of management personnel from 1990 to 2000, in positions funded by the general fund, designated by classification type. Administrative personnel at Cal Poly perform a wide scope of functions as supervisors, manager, and assistant/associate directors (Administrators I and II); as a directors, deans, associate deans, vice presidents and associate vice presidents (Administrators III and IV). The number of administrative personnel has increased slightly since 1990 (127 management personnel), with the number reaching its lowest point (97) in 1994. In 2000, management personnel numbered 136.



Management Diversity — Gender and Ethnicity

In 1990, 26% of the administrative positions were filled by women. In 2000, that number had increased to 32% (42% women at the Administrator I and II level and 22% women at the Administrator III and IV level).

Ethnicity	Fall 1990		Fall 1998		Fall 1999		Fall 2000	
	Headcount	Percent	Headcount	Percent	Headcount	Percent	Headcount	Percent
White	104	82%	104	80%	110	80%	111	82%
Non-white	23	18%	26	20%	27	20%	25	18%
Total	127	100%	130	100%	137	100%	136	100%

Source: ODIN: Mpphist. Source tables: Asgnhist and Emphist.

Notes: Management employees must have a valid HRS assignment for the quarter; management employees on leave are not counted. Management employees are counted based on their primary assignment.

Foundation Personnel

<http://www.cpfoundation.org>

The Foundation is a public benefit, not-for-profit corporation. Foundation employees are classified as full-time, part-time regular, or temporary staff.

- Regular staff are normally in Board approved positions, funded through Foundation operations (i.e., the bookstore and campus dining).
- Temporary staff are funded by external sources such as contracts and grants for a specific period of time — normally three years or less, renewable contingent on funding from a sponsor or sponsors. Although the funding is from an external source, the personnel are still employees of the Foundation. Subsequent funding may or may not be from the same source as the original funding and may include funds from one or several contracts, grants or special projects.
- These two groups numbered 227 employees as of January 31, 2001.

The Foundation also employs non-benefited, intermittent personnel. These employees can work a maximum of 1,000 hours per fiscal year on an as-needed basis.

- These employees can be funded by either the Foundation directly or from external sources.
- This classification includes university staff engaged in research or other projects for additional compensation (student assistants, including undergraduate and graduate research assistants, are not included). This compensation is normally funded by contract, grants or other external sources. University faculty and staff are limited to a 125 percent timebase between the University and the Foundation.
- Non-benefited, intermittent employees number approximately 250 each payroll period.

Approximately 1,000 students are employed by the Foundation during each payroll period.

Source: Foundation Human Resources Office, updated 1/31/01.

ASI Personnel

<http://www.asi.calpoly.edu>

Associated Students, Incorporated, is a non-profit private corporation. ASI employees are classified as regular full-time or part-time, intermittent, temporary, and student staff.

- Student staff is funded by a combination of student fees and revenue generation.
- ASI employs 64 regular benefited staff, 30 intermittent and temporary non-benefited staff, and 420 student staff.
- Job classifications and salary ranges, where possible, are comparable to state practices.
- Regular staff positions are approved by the ASI Board of Directors.

Source: ASI Human Resources, updated 2/1/01.

Note: Foundation and ASI employees are tracked by those respective entities using their own databases and selection criteria.

Cal Poly Personnel – Data Collection Guidelines

The source of data for the California State employees reported in the Faculty and Staff Profile section is an Institutional Planning and Analysis archived Employee and Assignment Table extracted from the Cal Poly Human Resources database. The numbers reported by Institutional Planning and Analysis are for State of California employees only. Foundation and ASI employees are tracked by those entities using their own separate databases and selection criteria.

- For the purposes of the archived Employee and Assignment Table, employees are counted on a particular day. This day is typically in December to coincide with CSU reporting requirements. By this date, all valid faculty assignments for that quarter have normally been completed by the Human Resources Office. While this procedure provides consistent data for reporting purposes, it is important to remember that the file is dynamic, and other extracts taken on subsequent dates may show revised data. In addition, newly hired staff and management personnel may not yet have an HRS assignment. Therefore, they may be counted in the total staff or management headcount, but are temporarily classified as “unallocated” rather than assigned to a particular division or college.
- The Institutional Planning and Analysis employee and assignment data reports numbers of individuals in a particular category, not individual names. Classification codes on the Human Resources System (HRS) are used to determine whether someone is reported as faculty, staff or management. Faculty data are typically presented both by headcount and by FTEF (full-time equivalent faculty). Staff and management personnel data are presented only as headcount. Student Assistants are not included in this headcount.
- Positions that are authorized, but not filled at the time the data are extracted, are not counted. For Institutional Planning and Analysis reporting purposes, people are counted, not positions.
- Faculty on sabbatical or leave and staff or management on leave at the time the data are extracted are not counted.

Note: For the three major employee categories, faculty, staff and management, specific selection criteria are used. For an explanation of those specific criteria, contact the Cal Poly Office of Institutional Planning and Analysis.