

Cal Poly Faculty Profile

Primarily a Teaching Institution

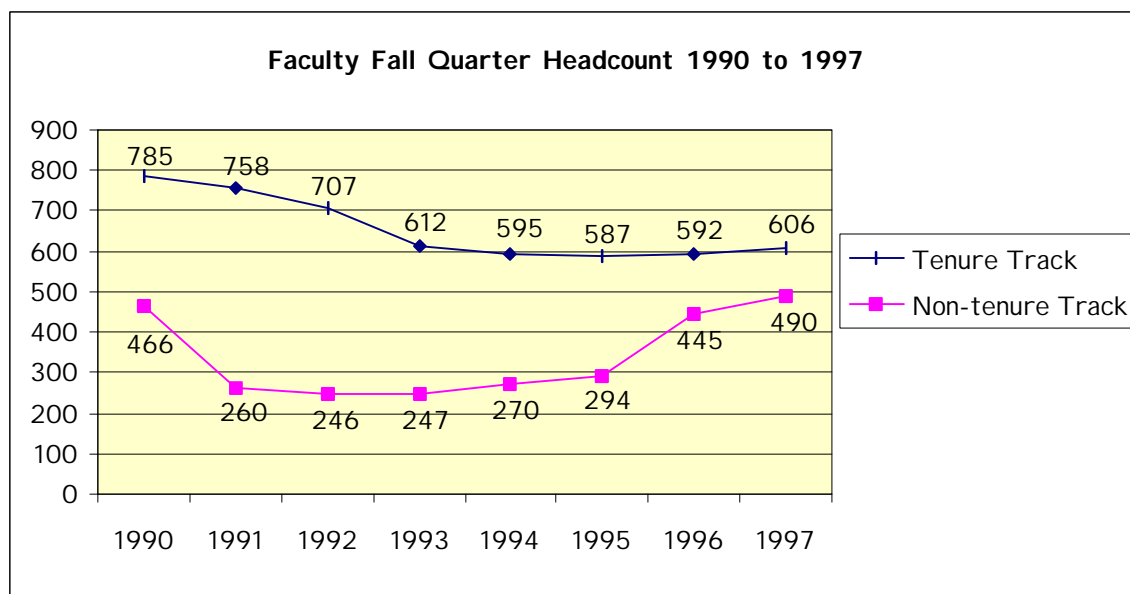
Cal Poly is primarily an undergraduate teaching institution. In addition to teaching, faculty members serve as student advisors, engage in scholarly endeavors including applied and basic research, and perform public service.

The following information provides an eight year perspective (1990-91 to 1997-98). Changes reflect Cal Poly's variations in student enrollment, program changes within departments and changes in state financial support.

Increase in Tenure Track and Non-Tenure Track Faculty Headcount

Fall 1997 showed an increase in total faculty for the fourth consecutive fall with 1,096 tenure track and non-tenure track faculty members. Over the last eight 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 increased slightly from Fall 1996 (592 headcount) to Fall 1997 (606 headcount). This equates to a 23% decrease in tenure track faculty when compared to Fall 1990. Non-tenure track faculty increased from 445 instructors in 1996 to 490 in Fall 1997. This headcount of non-tenure track faculty members exceeds Fall 1990 by 5%. Non-tenure track faculty numbers dropped to an eight year low in 1992 (246 headcount), but have increased since Fall 1993 to the Fall 1997 high.



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.

College Year FTEF Used by College, 1990-91 to 1997-98

One full-time equivalent faculty (FTEF), corresponds to a 100% time base allocated to instruction only (teaching) whether by a full-time or part-time faculty member.

College	Academic Year							
	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98
College of Agriculture	131.56	118.79	110.20	114.86	115.81	108.24	117.65	120.15
College of Architecture & Environmental Design	90.98	84.53	74.81	74.59	74.81	76.64	75.18	79.61
College of Business	84.80	74.48	69.33	62.72	61.74	67.65	69.71	72.38
College of Liberal Arts	234.34	214.37	194.79	191.90	184.00	193.00	203.76	203.45
College of Engineering	162.94	151.33	132.41	134.34	133.37	132.53	131.31	135.00
College of Science & Math	197.59	173.85	147.77	146.15	153.30	162.32	172.02	172.14
All College / UCTE	41.22	39.09	39.15	46.73	42.87	49.17	50.12	50.74
University Total	943.43	856.44	768.46	771.29	765.90	789.55	819.75	833.47

Source: Institutional Studies, Summary by Classification and Level 1990-97 CY.

Note: The "All College" category includes UCTE, Athletics and All College.

Tenured and Tenure-Track Faculty by Gender

	Fall 1990			Fall 1993			Fall 1997		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Tenure-Track	678	107	785	512	100	612	493	108	606
Number Tenured	580	76	656	464	76	540	438	76	514
Percent Tenured	86%	71%	84%	91%	76%	88%	89%	70%	85%

Women comprised 21.5% of the total faculty in 1990. In 1997, that percentage was 27%. The percentage of tenure track women in Fall 1997 (18%) showed an increase over the 1990 percentage (13.6%). Non-tenure track women faculty rose from 33.8% in 1990 to 39.3% in 1997.

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

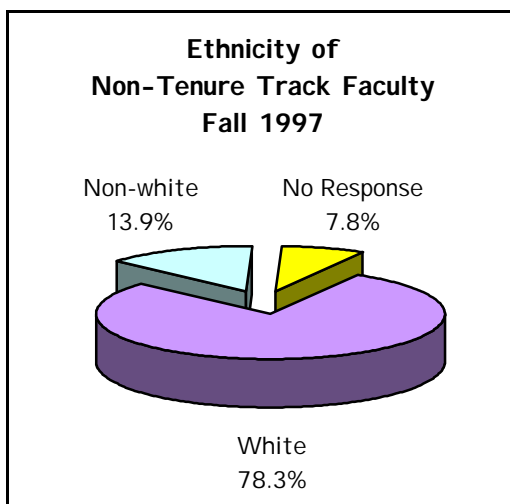
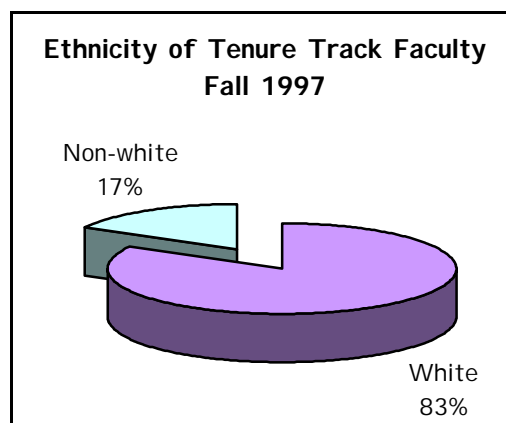
Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on the primary assignment.

Faculty Ethnicity Fall 1990 and Fall 1997

The information below presents a comparison of employment of 1990 and 1997 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 15.3% in 1997.

Ethnicity of Tenure-Track Faculty

In comparing the ethnicity of tenure-track faculty from the fall of 1990 to 1997, the percentage of non-white faculty members increased from 13.6% to 16.5%. This is a slight decrease from 17.3% in 1996.



Ethnicity of Non-Tenure Track Faculty

In comparing the ethnicity of non-tenure track faculty from the fall of 1990 to 1997, the percentage of non-white faculty members increased from 9.7% to 13.9%.

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

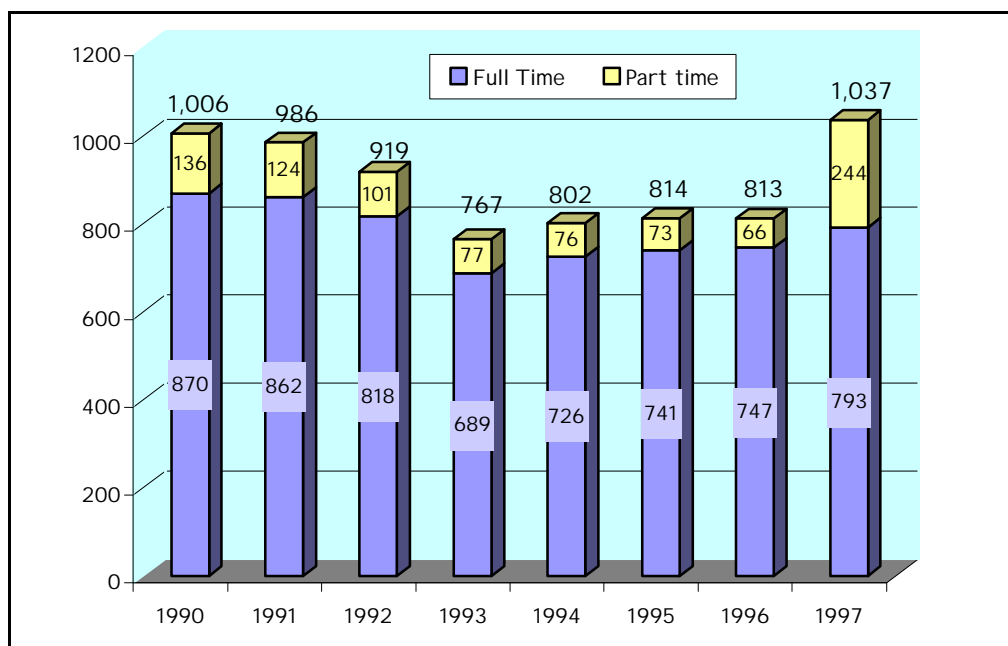
Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on the primary assignment.

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.

Number of Staff Members

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 (1996) for staff represents a 6% increase in staff headcount over the 1993 low of 766. The increase in 1997 to 1,037 headcount is due in part to hourly employees being included in the headcount for the first time. This 1997 increase is primarily reflected in the part-time category.



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

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 1997 when the percentage of women staff members was 59% and men comprised 41%.

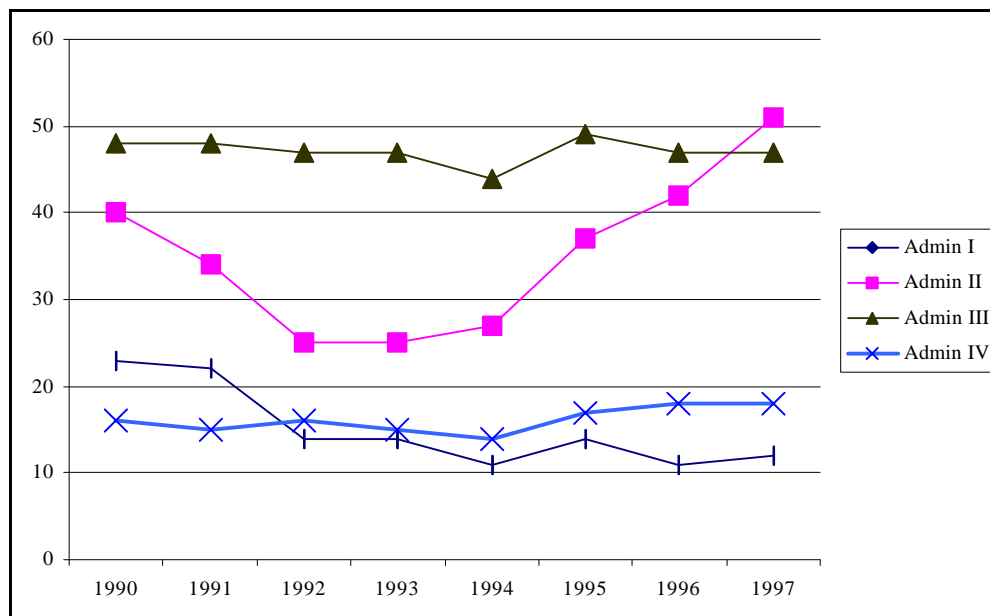
In 1990, the breakdown of total staff by ethnicity was 79% white and 21% non-white. In 1997, ethnicity was broken into 72% white and 27% non-white (with 1% not responding).

Source: ODIN Query: 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. Starting in Fall 1997 hourly staff are included in the total.

Cal Poly Management Profile

The graph below presents employment of management personnel from 1990 to 1997, in positions funded by the general fund, designated by classification type. Administrative personnel at Cal Poly perform a wide scope of functions as supervisors, managers, and assistant/associate directors (Administrators I and II); as 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 1997, management personnel numbered 129.



Management Diversity – Gender and Ethnicity

In 1990, 26% of the administrative positions were filled by women. In 1997, that number had increased to 30%. For Fall 1997, there were 26 women at the Administrator I and II level and 13 women at the Administrator III and IV level.

Ethnicity	Fall 1990		Fall 1996		Fall 1997	
	Number	Percent	Number	Percent	Number	Percent
White	104	82%	83	70%	100	78%
Non-white	23	18%	35	30%	28	22%
Total	127	100%	118	100%	128	100%

Source: Institutional Studies Faculty/Staff/Management ODIN Query, Fall 1997.

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

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 220 employees as of September 15, 1998.

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 150 to 300 each payroll period.

Source: Foundation Human Resources Office, updated 10/1/98.

ASI Personnel

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 60 regular benefited staff, 25 intermittent and temporary non-benefited staff, and 300 - 500 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 9/28/98.

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