

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.

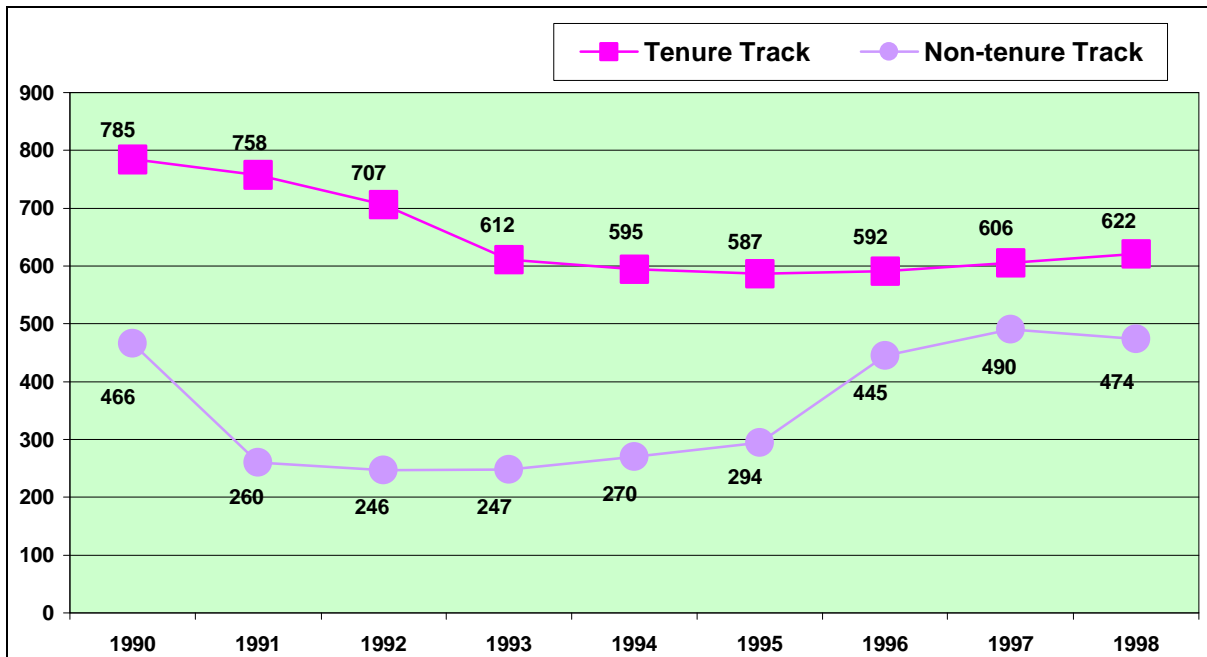
The following information provides an nine year perspective (1990-91 to 1998-99). Changes reflect Cal Poly's variations in student enrollment, program changes within departments and changes in state financial support.

Tenure Track and Non-Tenure Track Faculty Headcount

For Fall 1998, total faculty headcount remained the same as in Fall 1997 at 1,096 tenure track and non-tenure track faculty members. Over the last nine 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 for the third year in a row from 606 in Fall 1997 to 622 in Fall 1998. This still equated to a 21% decrease in tenure track faculty when compared to Fall 1990. Non-tenure track faculty decreased from 490 instructors in 1997 to 474 in Fall 1998. This headcount of non-tenure track faculty members exceeds Fall 1990 by about 2%. 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, dropping again in Fall 1998.

Faculty Headcount — Fall 1990 to 1998



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 by Full-time and Part-time Designation

	1990	1992	1994	1996	1998
Percentage Full-Time	63.8	72.4	71.9	61.6	60.5
Percentage Part-Time	36.2	27.6	28.1	38.4	39.5

Faculty by Highest Degree

	1990		1994		1998	
	Tenure Track	Non-Tenure Track	Tenure Track	Non-Tenure Track	Tenure Track	Non-Tenure Track
Doctorate	576	118	456	43	499	95
Masters	202	182	121	136	114	175
Bachelors	6	130	3	53	0	160
First Professional/Other	1	31	16	38	7	44
Total	785	461	596	270	620	474

College Year FTEF Used by College, 1990-91 to 1998-99

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.

	Academic Year								
	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99
College of Agriculture	131.56	118.79	110.20	114.86	115.81	108.24	117.65	120.15	123.13
College of Architecture & Environmental Design	90.98	84.53	74.81	74.59	74.81	76.64	75.18	79.61	79.04
College of Business	84.80	74.48	69.33	62.72	61.74	67.65	69.71	72.38	71.32
College of Liberal Arts	234.34	214.37	194.79	191.90	184.00	193.00	203.76	203.45	205.87
College of Engineering	162.94	151.33	132.41	134.34	133.37	132.53	131.31	135.00	134.51
College of Science & Math	197.59	173.85	147.77	146.15	153.30	162.32	172.02	172.14	172.46
All College / UCTE	41.22	39.09	39.15	46.73	42.87	49.17	50.12	50.74	49.20
University Total	943.43	856.44	768.46	771.29	765.90	789.55	819.75	833.47	835.53

Source: Institutional Studies, Summary by Classification and Level 1990-99 CY.

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

Tenured and Tenure-Track Faculty by Gender

Women comprised 21.5% and men 78.5% of the total faculty in 1990. In 1998, the percentage of women was 28% with the percentage of men 72%. The percentage of tenure track women in Fall 1998 (19.8%) showed an increase over the 1990 percentage (13.6%). The percentage of non-tenure track women rose from 34.8% of the non-tenure track faculty in 1990 to 39.2% in 1998. Comparing the same two points in time, the percentage of men decreased from 65% of the non-tenure track faculty in 1990 to 59.5% in 1998. (1.3% did not report gender in 1998.)

	Fall 1990			Fall 1993			Fall 1998		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Tenure-Track	678	107	785	512	100	612	499	123	622
Number Tenured	580	76	656	464	76	540	423	86	509
Percent Tenured	86%	71%	84%	91%	76%	88%	85%	70%	82%

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

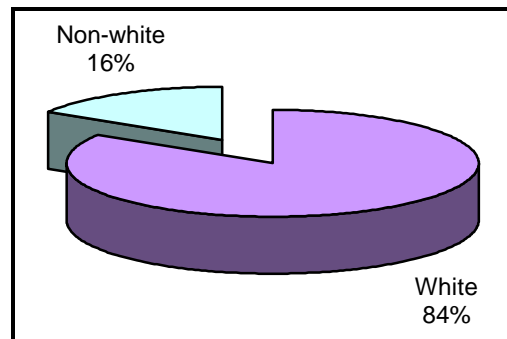
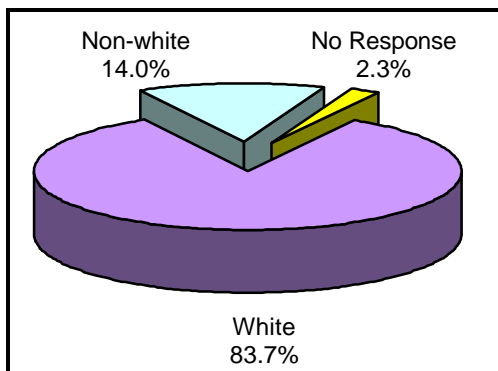
Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on the primary assignment.

Faculty Ethnicity Fall 1990 and Fall 1998

The information below presents a comparison of employment of 1990 and 1998 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 15.1% in 1998.

Ethnicity of Tenure-Track Faculty

In comparing the ethnicity of tenure-track faculty from the fall of 1990 to 1998, the percentage of non-white faculty members increased from 13.6% to 15.9%. This is a decrease from 16.5% in 1997.



Ethnicity of Non-Tenure Track Faculty — Fall 1998

In comparing the ethnicity of non-tenure track faculty from the fall of 1990 to 1998, the percentage of non-white faculty members increased from 9.7% to 14.0%.

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

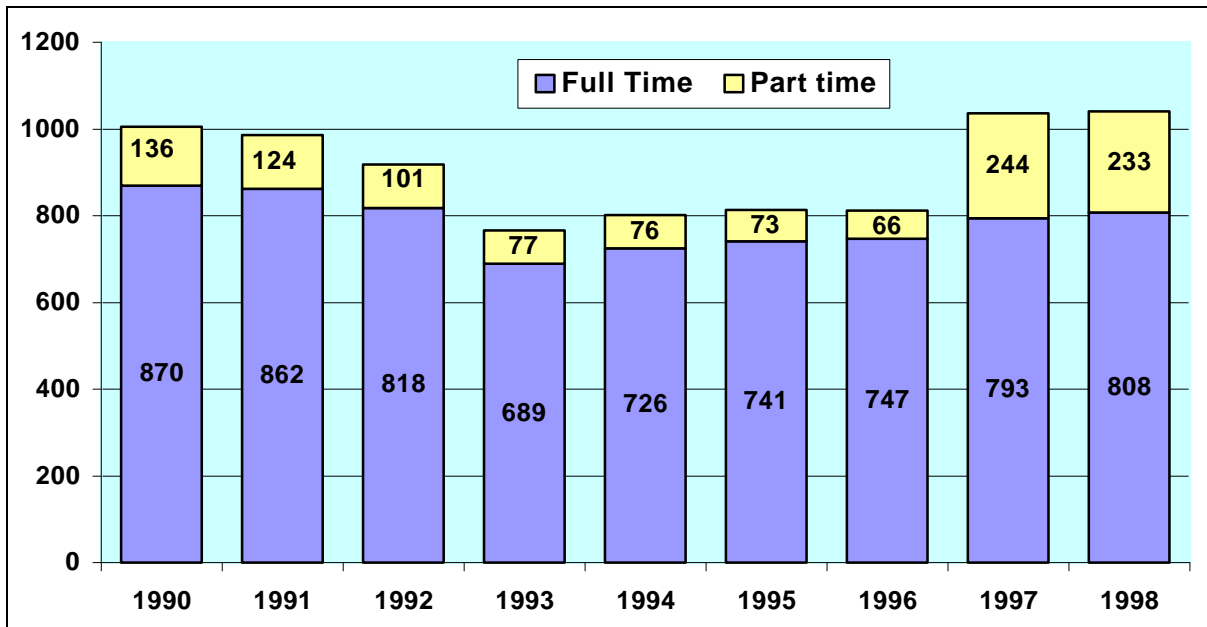
Notes: Faculty must have a valid HRS assignment for the quarter; faculty on leave or sabbatical on the date the data are extracted are not counted; faculty are counted based on the primary assignment.

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 for staff represents a 6% increase in staff headcount over the 1993 low of 766. Beginning in 1997, hourly staff were included in the headcount making trend analysis difficult. The percentage of full-time staff has changed, however, with 86% of the staff full-time in 1990 and 78% full-time in 1998.



Source: ODIN Query: Staffhist. 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 1998 when the percentage of women staff members was 59% and men 41%.

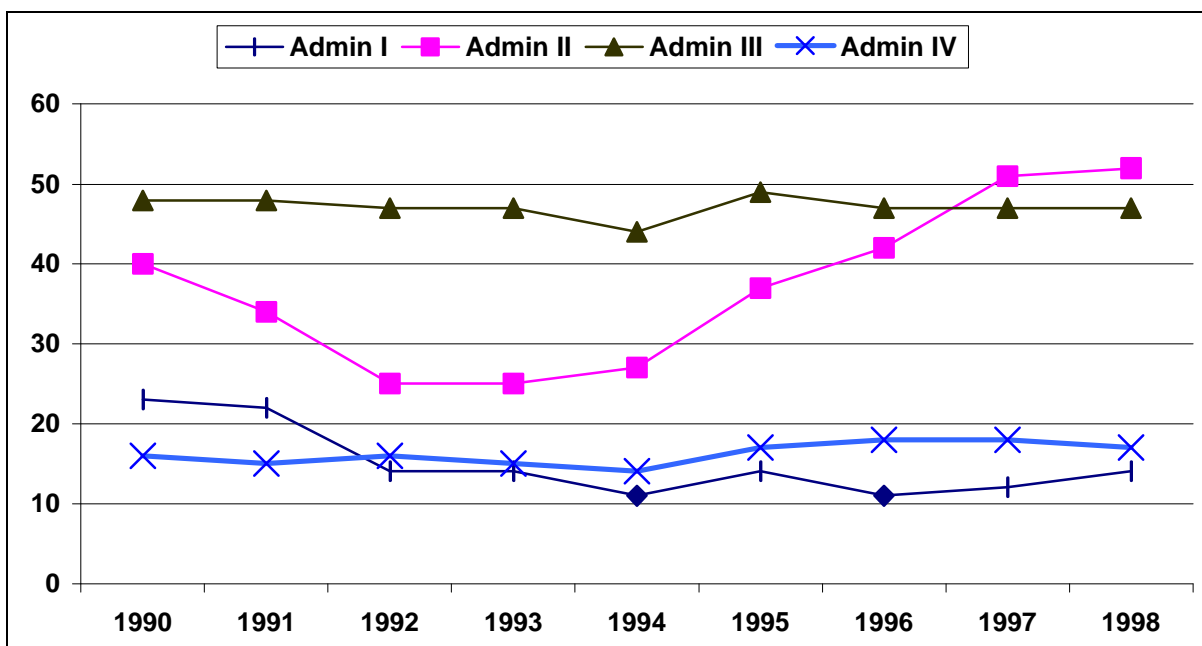
In 1990, the breakdown of total staff by ethnicity was 79% white and 21% non-white. In 1997, those percentages were 71% white and 28% non-white (with 1% not responding).

Source: ODIN Query: Staffhist. 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, 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 1998, management personnel numbered 130.



Management Diversity — Gender and Ethnicity

In 1990, 26% of the administrative positions were filled by women. In 1998, that number had increased to 32% (44% women at the Administrator I and II level and 20% women at the Administrator III and IV level).

Ethnicity	Fall 1990		Fall 1997		Fall 1998	
	Headcount	Percent	Headcount	Percent	Headcount	Percent
White	104	82%	100	78%	104	80%
Non-white	23	18%	28	22%	26	20%
Total	127	100%	128	100%	130	100%

Source: Institutional Studies Faculty/Staff/Management ODIN Query, Fall 1998.

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 225 employees as of September 13, 1999.

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 9/13/99.

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 60 regular benefited staff, 25 intermittent and temporary non-benefited staff, and 300 to 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 7/9/99.

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 has historically been the last day of October to coincide with federal 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 Assistant 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.