

# Employee Highlights

## Total University Employees:

Administrative Faculty	37
Regular Tenure-Track Faculty	995
Special Faculty	172
Temporary Faculty	351
Administrative Professionals (Excluding Research Associates)	944
Administrative Professionals (Research Associates)	733
State Classified Personnel	2,206
Other Employees	262
Total Employees	5,700

Total new faculty hired on regular, tenure-track appointments in 2000-01: 69

Percent of faculty on regular, tenure-track appointments who have a nine-month appointment: 80%

Percent of faculty on regular, tenure-track appointments who are women: 25%

Percent of faculty on regular, tenure-track appointments who have a doctorate as the highest degree earned: 89%

Percent of faculty on regular, tenure-track appointments who are ethnic minorities: 9.8%

Percent of faculty on regular appointments who are age 60 or over: 17%

Percent of faculty on regular, tenure-track appointments who are tenured:

Women	61%
Men	84%

Mean faculty salaries for all ranks combined for faculty on regular, tenure-track appointments:

Nine-Month Basis of Service	\$69,211
Twelve-Month Basis of Service	\$89,992

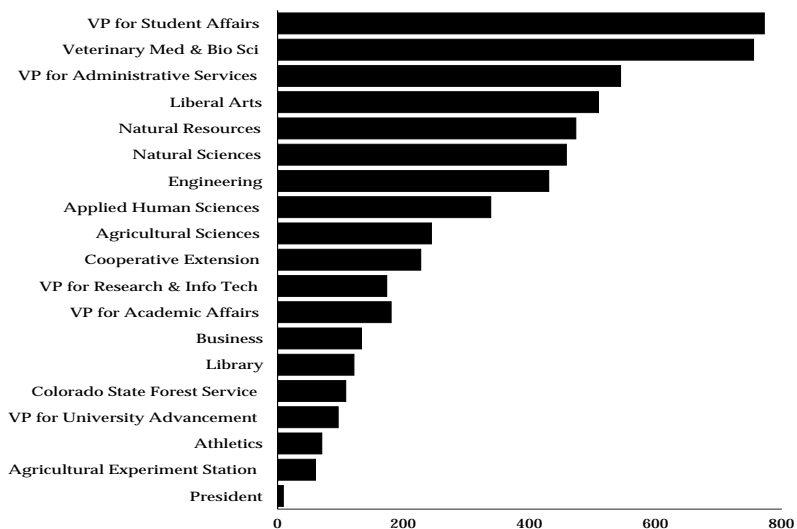


# University Employees

## Employees by Type and College or Area

	Adminis- trative Faculty	Tenure- Track Faculty	Special Faculty	Tempo- rary Faculty	Admin Profes- sionals	Research Associ- ates	State Classified Staff	Other Employ- ees	Total Employ- ees
Agricultural Experiment Station	1	0	0	0	14	24	21	0	60
Agricultural Sciences	1	101	7	8	18	64	38	7	244
Applied Human Sciences	2	109	23	75	36	42	47	4	338
Athletics	0	0	0	0	60	0	10	0	70
Business	2	54	4	41	14	4	14	0	133
Colorado State Forest Service	0	0	0	0	78	0	30	0	108
Cooperative Extension	1	0	0	0	194	3	29	0	227
Engineering	3	94	4	14	102	128	62	23	430
Liberal Arts	4	227	49	159	24	5	39	2	509
Library	3	31	1	2	3	7	74	0	121
Natural Resources	2	62	6	11	37	290	49	16	473
Natural Sciences	3	184	17	28	35	46	64	81	458
President	1	0	0	0	3	0	5	0	9
Veterinary Med & Bio Sci	6	133	61	4	50	112	265	124	755
VP for Academic Affairs	3	0	0	7	65	0	105	0	180
VP for Administrative Services	1	0	0	0	17	5	521	0	544
VP for Research & Info Tech	2	0	0	0	15	2	154	0	173
VP for Student Affairs	1	0	0	2	154	1	609	5	772
VP for University Advancement	1	0	0	0	25	0	70	0	96
University Summary	37	995	172	351	944	733	2,206	262	5,700

## Employees by College or Area



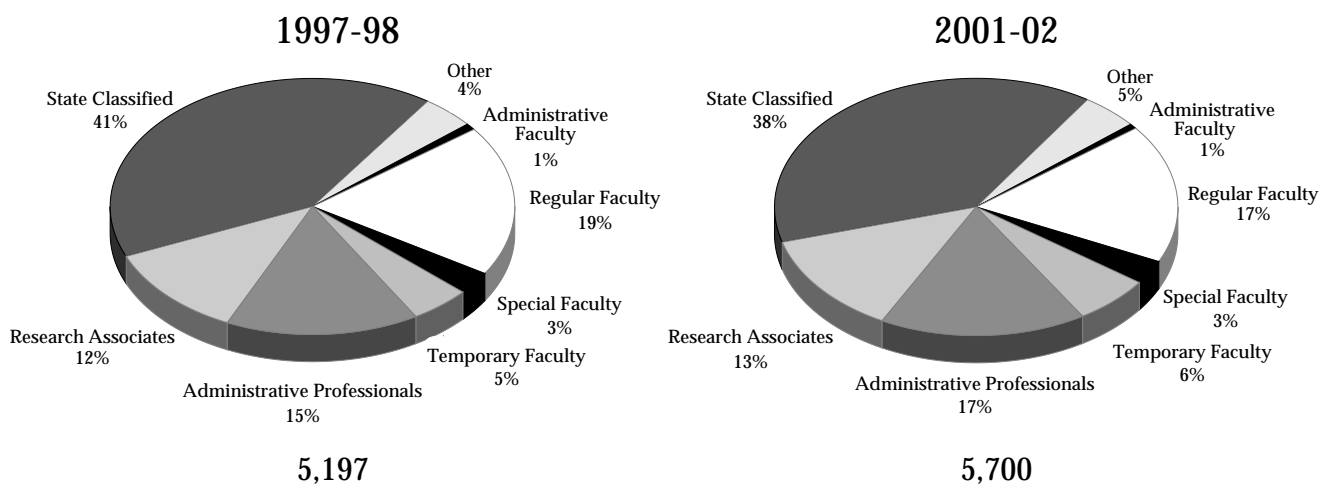
Note: The Other category includes Postdoctoral Fellows, Veterinary Interns and Veterinary Residents. Administrative faculty include vice presidents, deans, etc.

# University Employees

## History of University Employees

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Administrative Faculty	43	42	43	46	37	-14.0%
Tenure-Track Faculty	990	982	979	993	995	0.5%
Special Faculty	150	155	154	165	172	14.7%
Temporary Faculty	250	270	337	339	351	40.4%
Administrative Professionals	803	842	887	917	944	17.6%
Research Associates	609	619	639	693	733	20.4%
State Classified	2,131	2,142	2,149	2,203	2,206	3.5%
Other Employees	221	219	231	247	262	18.6%
<b>Total Employees</b>	<b>5,197</b>	<b>5,271</b>	<b>5,419</b>	<b>5,603</b>	<b>5,700</b>	<b>9.7%</b>

## Five-Year Comparison of University Employees

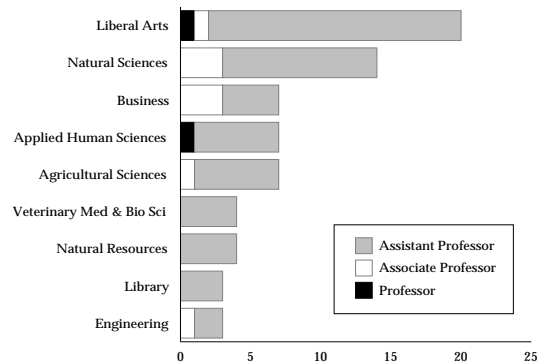


# Tenure-Track Faculty Hires and Attrition - 2000-01

## Faculty Hires

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Hired
<b>By Gender</b>				
Men	2	8	31	41
Women	0	1	27	28
<b>By Ethnicity</b>				
Minority	0	3	12	15
Nonminority	2	6	46	54
<b>By Tenure</b>				
Tenured	2	0	0	2
Nontenured	0	9	58	67
<b>Total Faculty Hired</b>	<b>2</b>	<b>9</b>	<b>58</b>	<b>69</b>

## New Faculty Hires by College



## Average Salaries of New Faculty

	Basis of Service	Minimum Salary	Maximum Salary	Average Salary	Total Faculty
Professor	12	\$90,400	\$120,000	\$105,200	2
Associate Professor	9	48,000	92,000	72,083	9
Assistant Professor	9	38,000	76,000	48,391	52
	12	38,000	74,000	55,517	6

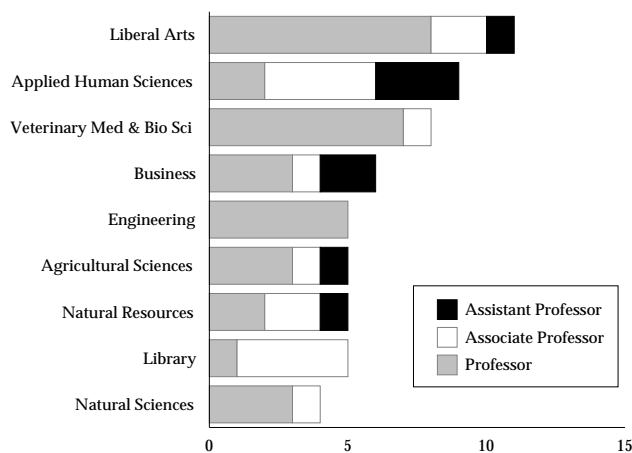
Note: The time period used is October 1, 1999 to September 30, 2000. Faculty Hires include faculty previously on temporary or special appointments or graduate assistants who entered a tenure-track position. Faculty with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.

# Tenure-Track Faculty Hires and Attrition

## Faculty Attrition

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Hired
<b>By Gender</b>				
Men	28	10	2	40
Women	6	6	6	18
<b>By Ethnicity</b>				
Minority	1	1	0	2
Nonminority	33	15	8	56
<b>By Tenure</b>				
Tenured	34	16	0	50
Nontenured	0	0	8	8
<b>By Separation Reason</b>				
Retirement	21	13	0	34
Another Non Tenure-Track Position	4	1	2	7
Other Reason	9	2	6	17
<b>Total Faculty Attrition</b>	<b>34</b>	<b>16</b>	<b>8</b>	<b>58</b>

## Faculty Attrition by College



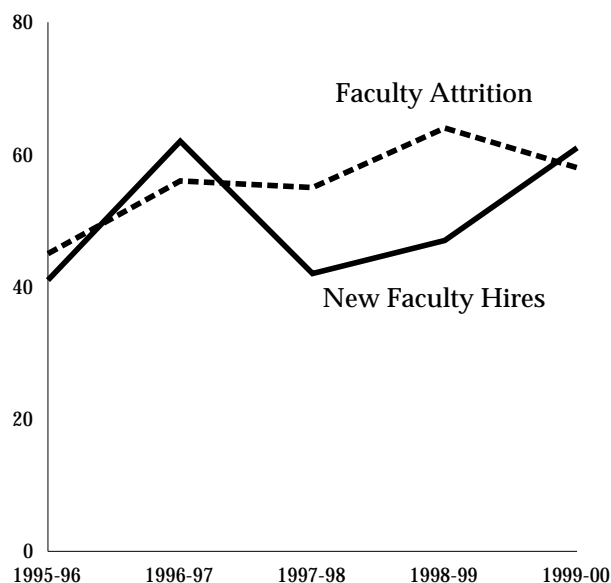
*Note: Faculty attrition includes those who left a tenure-track position between 10/1/99 and 9/30/00. Other separation reasons include family relocation, other employment or death.*

# Tenure-Track Faculty Hires and Attrition

## History of Faculty Hires and Attrition

	Total Faculty	New Faculty Hires	Administrators Returning to Faculty Positions	Faculty Not Returning for Following Year
1995-96	987	40	1	45
1996-97	1,004	58	4	56
1997-98	990	41	1	55
1998-99	982	43	4	64
1999-00	979	58	3	58
2000-01	993	69	3	N/A

## History of Faculty Hires and Attrition



*Note: Faculty Not Returning for the Following Year include faculty who did not return to a tenure-track position but may have still been employed in another position at CSU. Faculty with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.*

# Tenure-Track Faculty Hires and Attrition

## History of Faculty Hires by Ethnicity

	Total Faculty	Total Minority Faculty	Minority Faculty as a Percent of Total Faculty	Total New Faculty Hires	Total Minority Faculty Hires	Minority Faculty as a Percent of New Hires
1995-96	987	76	7.7%	40	6	15.0%
1996-97	1,004	82	8.2%	58	6	10.3%
1997-98	990	82	8.3%	41	6	14.6%
1998-99	982	83	8.5%	43	7	16.3%
1999-00	979	82	8.4%	58	5	8.6%
2000-01	993	92	9.3%	69	15	21.7%

## History of Faculty Hires by Gender

	Total Faculty	Total Women Faculty	Women Faculty as a Percent of Total Faculty	Total New Faculty Hires	Total Women Faculty Hires	Women Faculty as a Percent of New Hires
1995-96	987	204	20.7%	40	11	27.5%
1996-97	1,004	219	21.8%	58	23	39.7%
1997-98	990	221	22.3%	41	14	34.1%
1998-99	982	230	23.4%	43	25	58.1%
1999-00	979	237	24.2%	58	25	43.1%
2000-01	993	249	25.1%	69	28	40.6%

*Note: Faculty attrition includes those no longer employed in a tenure-track position as of 10/1/00.*



# Tenure-Track Faculty Hires and Attrition

## History of Faculty Attrition by Rank and Separation Reason

	1996-97	1997-98	1998-99	1999-00	Percent Change
<b>Professor</b>					
Retirement	16	16	17	21	31.3%
Another Nontenure-Track Position	9	4	2	4	-55.5%
Other	6	4	9	9	50.0%
Total	31	24	28	34	9.7%
<b>Associate Professor</b>					
Retirement	4	7	9	13	225.0%
Another Nontenure-Track Position	2	2	0	1	-50.0%
Other	6	9	5	2	-66.7%
Total	12	18	14	16	33.3%
<b>Assistant Professor</b>					
Retirement	1	0	1	0	-100.0%
Another Nontenure-Track Position	4	2	2	2	-50.0%
Other	8	11	19	6	-25.0%
Total	13	13	22	8	-38.5%
<b>All Ranks Combined</b>					
Retirement	21	23	27	34	61.9%
Another Nontenure-Track Position	15	8	4	7	-53.3%
Other	20	24	33	17	-15.0%
Total	56	55	64	58	3.6%

# Tenure-Track Faculty Hires and Attrition

## History of Faculty Leaving Regular, Tenure-Track Positions

	Faculty Not Returning for Following Year	Total Nonminority Faculty	Nonminority Faculty Not Returning	Percent of Nonminority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	45	911	45	5%	76	0	0%
1996-97	56	922	50	5%	82	6	7%
1997-98	55	908	49	5%	82	6	7%
1998-99	64	899	58	6%	83	6	7%
1999-00	58	897	56	6%	82	2	2%

## History of Faculty Leaving Regular, Tenure-Track Positions

Excludes Retirements but Includes Faculty Entering Other Positions at CSU

	Faculty Not Returning for Following Year	Total Nonminority Faculty	Nonminority Faculty Not Returning	Percent of Nonminority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	23	911	23	3%	76	0	0%
1996-97	35	922	31	3%	82	4	5%
1997-98	32	908	27	3%	82	5	6%
1998-99	37	899	32	4%	83	5	6%
1999-00	24	897	22	2%	82	2	2%

## History of Faculty Leaving Regular, Tenure-Track Positions

Excludes Retirements and Faculty Entering Other Positions at CSU

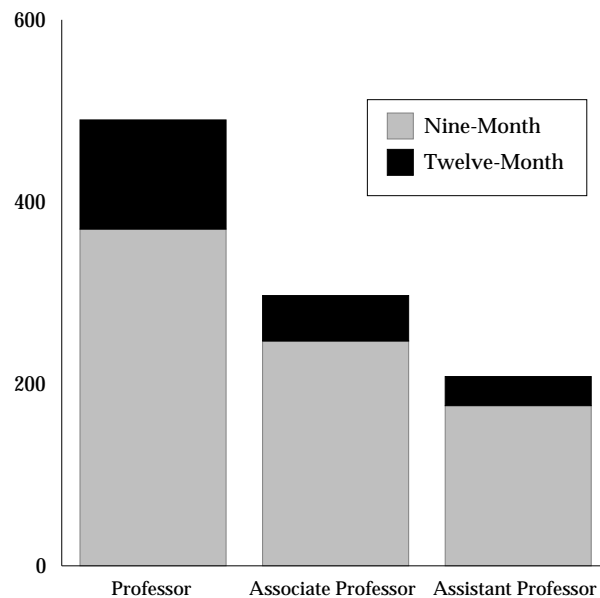
	Faculty Not Returning for Following Year	Total Nonminority Faculty	Nonminority Faculty Not Returning	Percent of Nonminority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	16	911	16	2%	76	0	0%
1996-97	20	922	16	2%	82	4	5%
1997-98	24	908	20	2%	82	4	5%
1998-99	32	899	28	3%	83	4	5%
1999-00	17	897	16	2%	82	1	1%

# Tenure-Track Faculty by Basis of Service

## Faculty by College and Basis of Service

	Nine-Month Appointments	Twelve-Month Appointments	Percent on Nine-Month Appointments	Total Faculty
Agricultural Sciences	59	42	58.4%	101
Applied Human Sciences	96	13	88.1%	109
Business	54	0	100.0%	54
Engineering	92	2	97.9%	94
Liberal Arts	212	15	93.4%	227
Library	0	31	0.0%	31
Natural Resources	53	9	85.5%	62
Natural Sciences	176	8	95.7%	184
Veterinary Med & Bio Sci	51	82	38.3%	133
University Total	793	202	79.7%	995

## Basis of Service by Faculty Rank

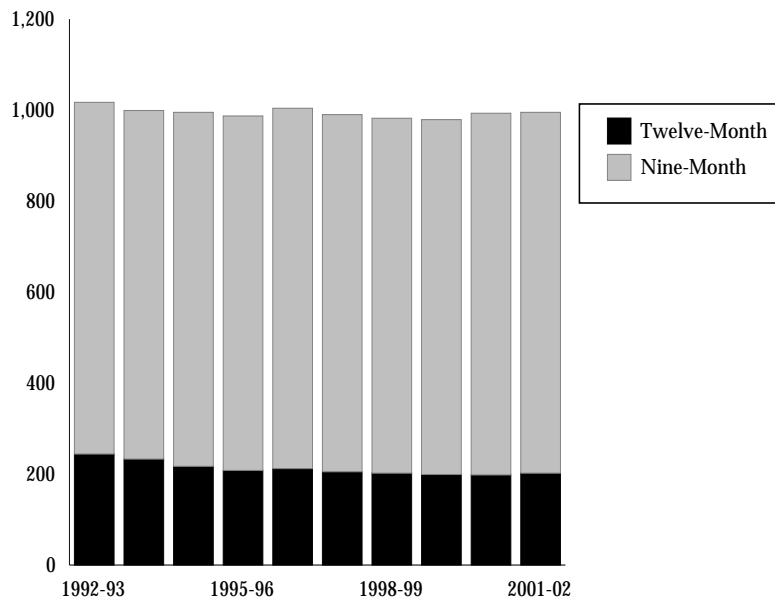


# Tenure-Track Faculty by Basis of Service

## History of Faculty by Basis of Service

	FY 97-98	FY 98-99	FY 99-00	FY 00-01	FY 01-02	Five-Year Change
<b>Nine-Month Appointments</b>						
Professor	389	385	378	363	370	-4.9%
Associate Professor	245	248	244	248	247	0.8%
Assistant Professor	151	147	158	184	176	16.6%
<b>Twelve-Month Appointments</b>						
Professor	106	111	112	114	120	13.2%
Associate Professor	70	62	58	51	50	-28.6%
Assistant Professor	29	29	29	33	32	10.3%
<b>Total Faculty</b>	<b>990</b>	<b>982</b>	<b>979</b>	<b>993</b>	<b>995</b>	<b>0.5%</b>

## Ten-Year History of Faculty by Basis of Service

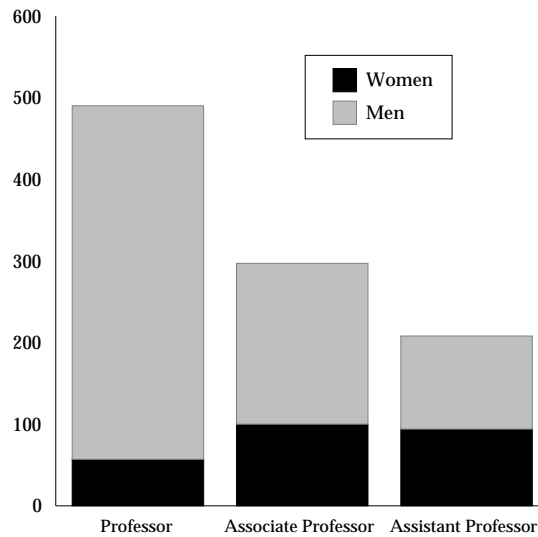


# Tenure-Track Faculty by Gender

## Percent of Women Faculty by College

	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	86	15	14.9%	101
Applied Human Sciences	59	50	45.9%	109
Business	40	14	25.9%	54
Engineering	87	7	7.4%	94
Liberal Arts	154	73	32.2%	227
Library	8	23	74.2%	31
Natural Resources	52	10	16.1%	62
Natural Sciences	152	32	17.4%	184
Veterinary Med & Bio Sci	106	27	20.3%	133
University Total	744	251	25.2%	995

## Gender by Faculty Rank

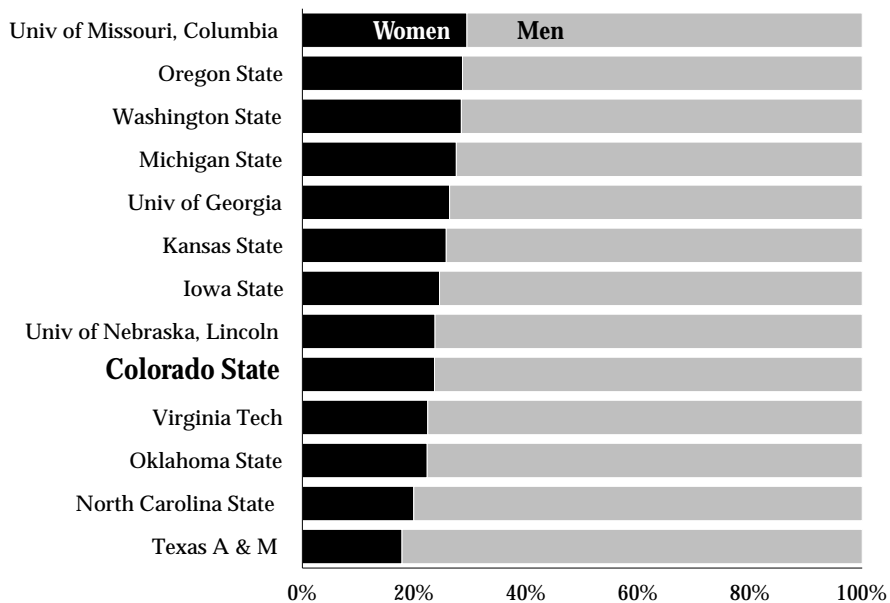


# Tenure-Track Faculty by Gender

## History of Faculty by Gender

	Men	Women	Percent of Faculty Who are Women	Total Faculty
1997-98	769	221	22.3%	990
1998-99	752	230	23.4%	982
1999-00	742	237	24.2%	979
2000-01	746	247	24.9%	993
2001-02	744	251	25.2%	995

## Comparison of Faculty by Gender - Peer Institutions

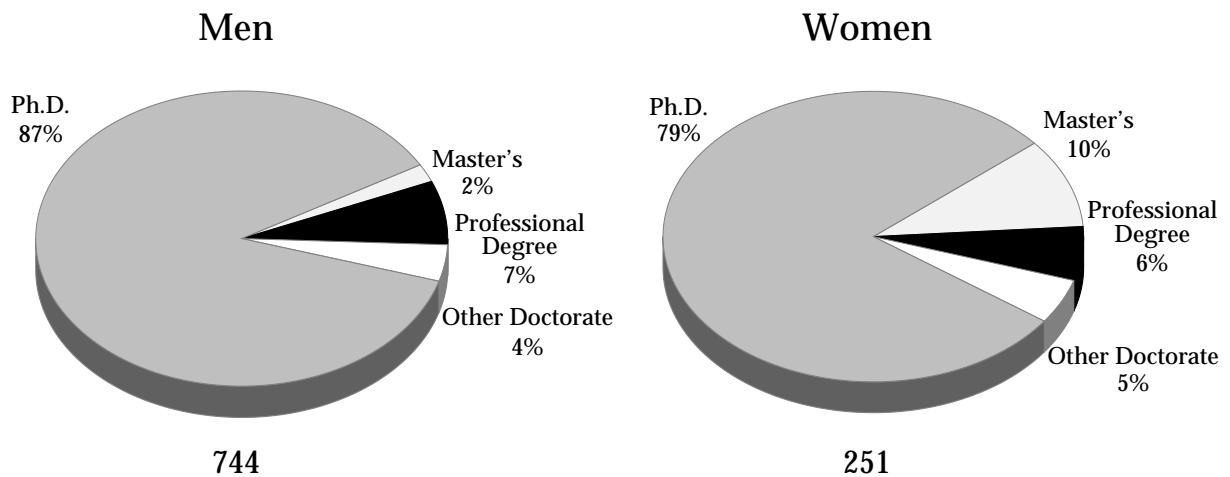


# Tenure-Track Faculty by Highest Degree Earned

## Faculty by Highest Degree Earned

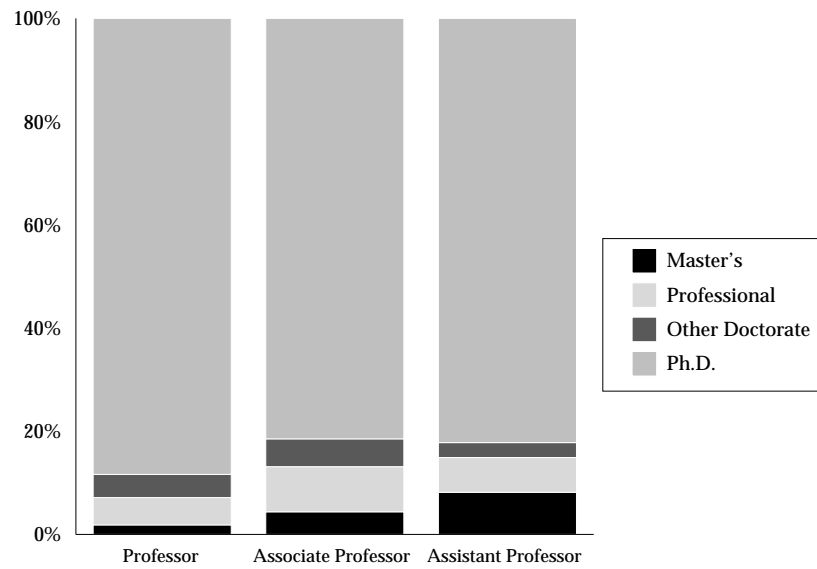
	Master's	Professional Degree	Other Doctorate	Ph.D.	Total
Agricultural Sciences	0	7	0	94	101
Applied Human Sciences	1	6	15	87	109
Business	0	0	5	48	54
Engineering	0	0	0	94	94
Liberal Arts	5	28	9	185	227
Library	31	0	0	0	31
Natural Resources	0	0	0	62	62
Natural Sciences	1	0	1	182	184
Veterinary Med & Bio Sci	0	25	14	94	133
University Total	39	66	44	846	995

## Highest Degree Earned by Gender



# Tenure-Track Faculty by Highest Degree Earned

## Highest Degree Earned by Rank



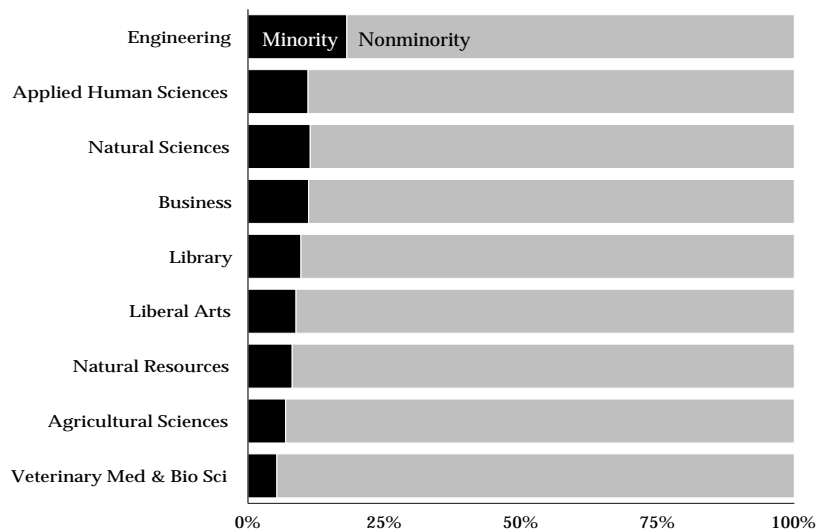


# Tenure-Track Faculty by Ethnic Origin

## Faculty Ethnicity by College

	Asian	Black	Hispanic	Native American	Non-minorities	Total	Percent of Faculty Who are Minorities
Agricultural Sciences	4	0	2	1	94	101	6.9%
Applied Human Sciences	3	4	4	1	97	109	11.0%
Business	2	1	3	0	48	54	11.1%
Engineering	12	0	5	0	77	94	18.1%
Liberal Arts	9	2	7	2	207	227	8.8%
Library	0	0	3	0	28	31	9.7%
Natural Resources	2	2	1	0	57	62	8.1%
Natural Sciences	15	2	2	2	163	184	11.4%
Veterinary Med & Bio Sci	7	0	0	0	126	133	5.3%
University Summary	54	11	27	6	897	995	9.8%

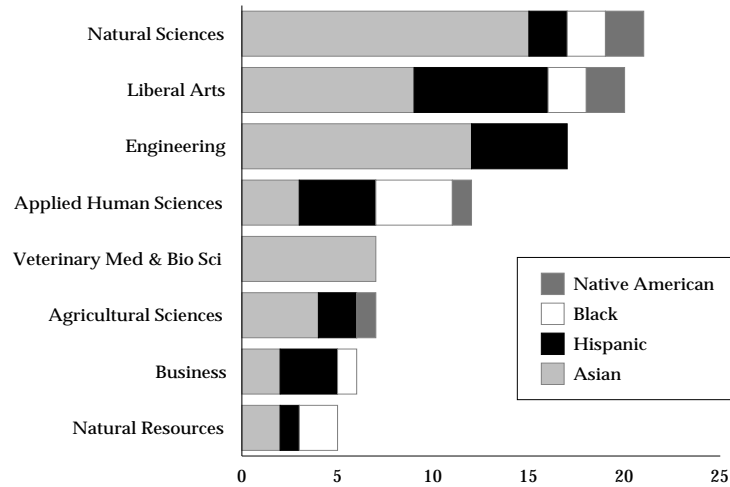
## Faculty by Ethnic Origin



Note: International faculty with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.

# Tenure-Track Faculty by Ethnic Origin

## Minority Faculty by College



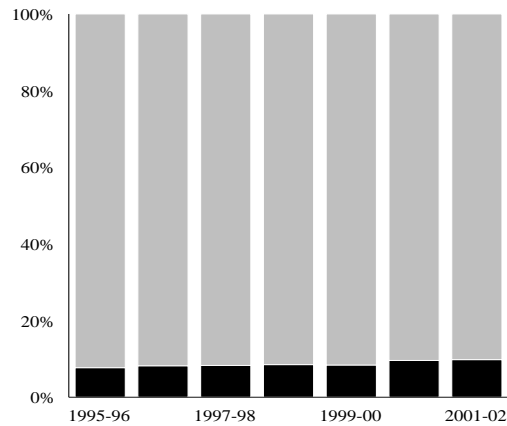
## History of Faculty by Ethnic Origin

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Asian	47	45	43	51	54	14.9%
Black	7	9	9	9	11	57.1%
Hispanic	18	21	22	26	27	50.0%
Native American	10	8	8	9	6	-40.0%
Nonminority	908	899	897	898	897	-1.2%
Total	990	982	979	993	995	0.5%
Minority Faculty as a Percent of Total Faculty	8.3%	8.5%	8.4%	9.6%	9.8%	

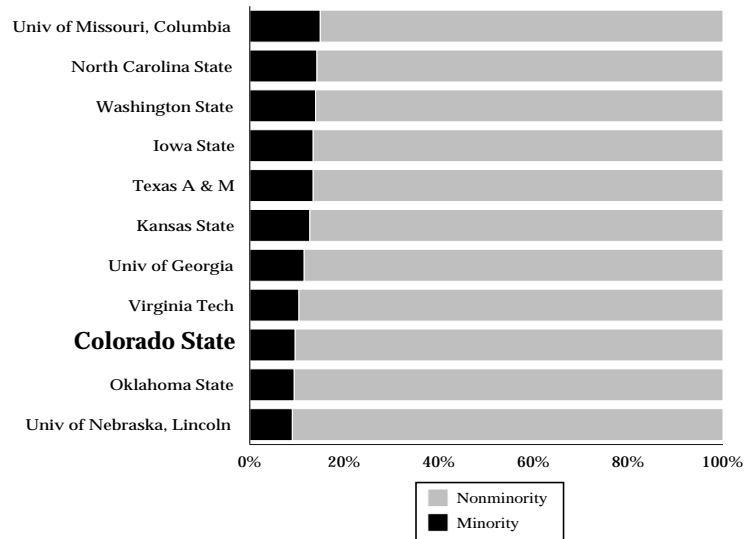
Note: International faculty with a visa type of F1, F2, J1, J2, H1 or H2 are included with nonminorities.

# Tenure-Track Faculty by Ethnic Origin

## History of Faculty by Ethnic Origin

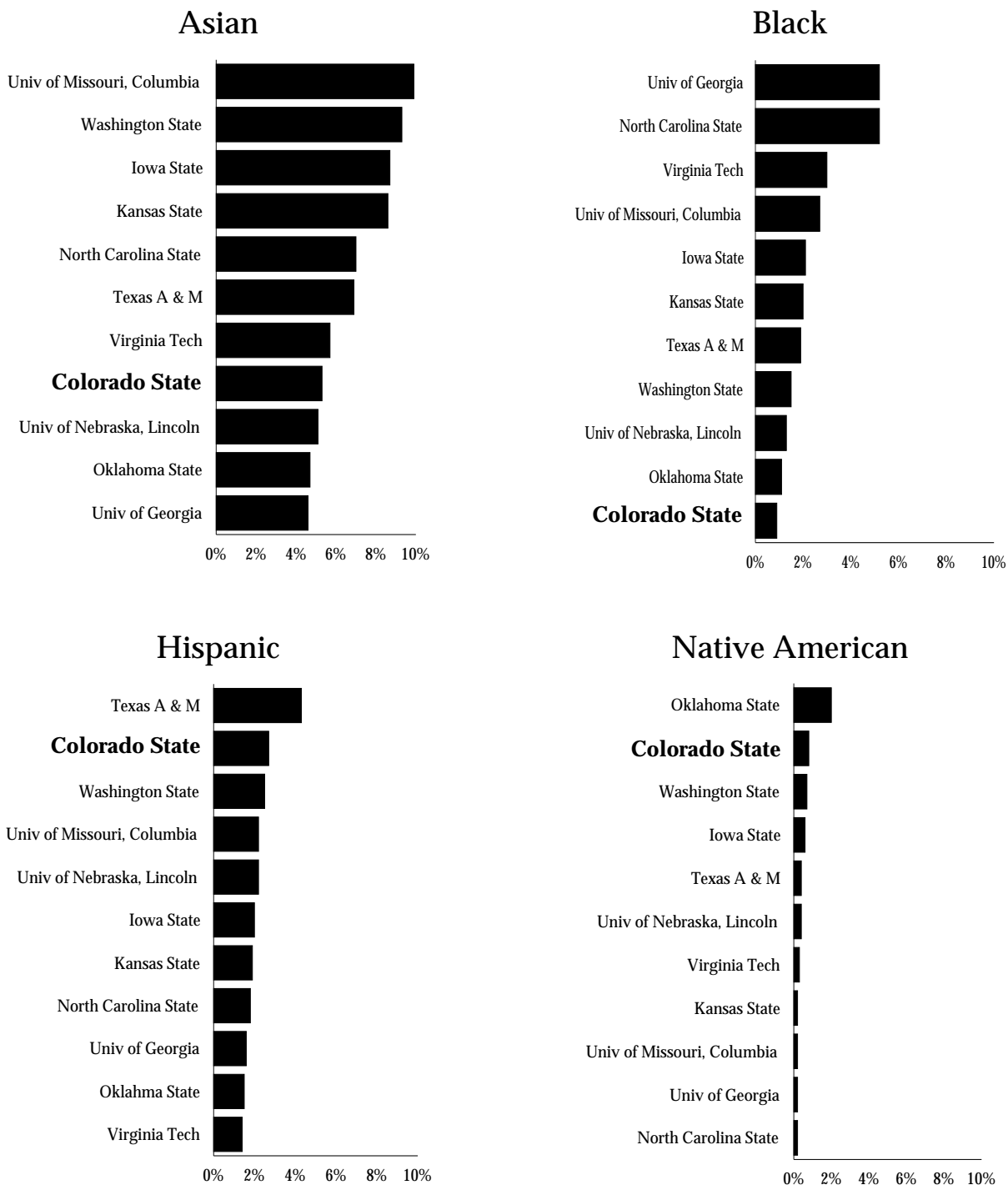


## Comparison of Peer Institutions Faculty Ethnicity



# Tenure-Track Faculty by Ethnic Origin

## Faculty Comparison by Ethnic Group

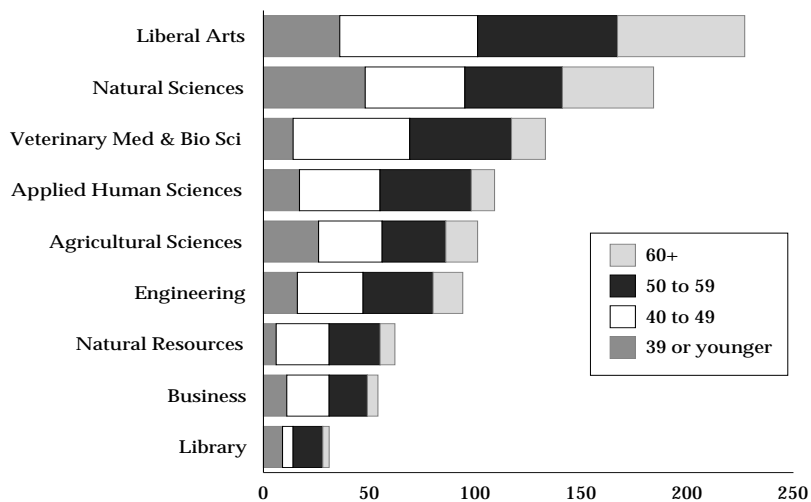


# Tenure-Track Faculty by Age

## Faculty by Age and College

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total
Agricultural Sciences	1	14	30	30	19	7	101
Applied Human Sciences	0	11	43	38	15	2	109
Business	0	5	18	20	11	0	54
Engineering	1	13	33	31	16	0	94
Liberal Arts	6	54	66	65	32	4	227
Library	0	3	14	5	6	3	31
Natural Resources	2	5	24	25	5	1	62
Natural Sciences	4	39	46	47	44	4	184
Veterinary Med & Bio Sci	2	14	48	55	14	0	133
University Total	16	158	322	316	162	21	995

## Faculty Age by College



# Tenure-Track Faculty by Age

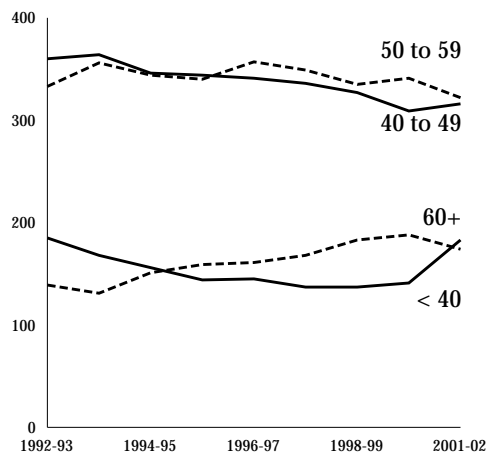
## Faculty Age by Rank

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total
Professor	13	129	231	110	7	0	490
Associate Professor	1	25	77	147	47	0	297
Assistant Professor	2	4	14	59	108	21	208
University Total	16	158	322	316	162	21	995

## History of Faculty by Age and College

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Younger than 30	6	6	5	12	21	250.0%
30 to 39	131	131	136	150	162	23.7%
40 to 49	336	327	309	315	316	-6.0%
50 to 59	349	335	341	320	322	-7.7%
60 to 69	157	171	173	173	158	0.6%
70 and Older	11	12	15	23	16	45.5%
University Total	990	982	979	993	995	0.5%

## Ten-Year History of Faculty by Age

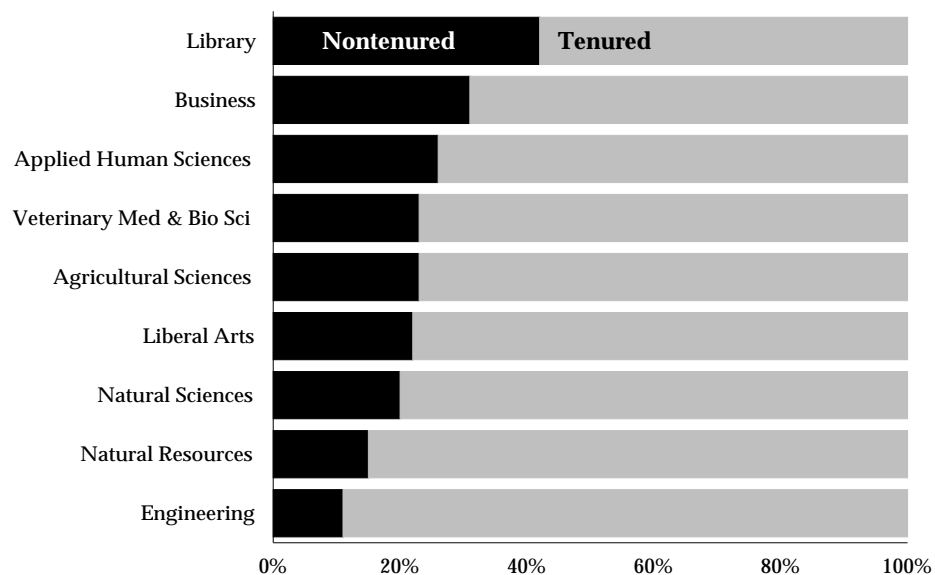


# Tenure-Track Faculty by Tenure Status

## Percent of Tenured Faculty by Gender and College

	Total Men	Percent of Men Who are Tenured	Total Women	Percent of Women Who are Tenured	Total Faculty	Percent of Faculty Who are Tenured
Agricultural Sciences	86	80%	15	60%	101	77%
Applied Human Sciences	59	85%	50	62%	109	74%
Business	40	73%	14	57%	54	69%
Engineering	87	91%	7	71%	94	89%
Liberal Arts	154	84%	73	63%	227	78%
Library	8	75%	23	52%	31	58%
Natural Resources	52	85%	10	90%	62	85%
Natural Sciences	152	84%	32	59%	184	80%
Veterinary Med & Bio Sci	106	85%	27	48%	133	77%
University Summary	744	84%	251	61%	995	78%

## Percent of Tenured Faculty by College



# Tenure-Track Faculty by Tenure Status

## Percent of Tenured Full Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	49	100%	3	100%	52	100%
Applied Human Sciences	31	100%	17	100%	48	100%
Business	18	100%	1	100%	19	100%
Engineering	60	100%	2	100%	62	100%
Liberal Arts	71	100%	13	100%	84	100%
Library	4	100%	2	100%	6	100%
Natural Resources	39	97%	4	100%	43	98%
Natural Sciences	95	100%	9	100%	104	100%
Veterinary Med & Bio Sci	66	98%	6	100%	72	99%
University Summary	433	99%	57	100%	490	99%

## Percent of Tenured Associate Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	19	95%	6	100%	25	96%
Applied Human Sciences	20	90%	14	93%	34	91%
Business	14	71%	7	100%	21	81%
Engineering	20	95%	4	75%	24	92%
Liberal Arts	55	100%	34	97%	89	99%
Library	2	100%	9	89%	11	91%
Natural Resources	6	100%	5	100%	11	100%
Natural Sciences	34	91%	10	100%	44	93%
Veterinary Med & Bio Sci	27	93%	11	64%	38	84%
University Summary	197	93%	100	92%	297	93%

## Percent of Tenured Assistant Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	18	11%	6	0%	24	8%
Applied Human Sciences	8	13%	19	5%	27	7%
Business	8	13%	6	0%	14	7%
Engineering	7	0%	1	0%	8	0%
Liberal Arts	28	14%	26	0%	54	7%
Library	2	0%	12	17%	14	14%
Natural Resources	7	0%	1	0%	8	0%
Natural Sciences	23	9%	13	0%	36	6%
Veterinary Med & Bio Sci	13	0%	10	0%	23	0%
University Summary	114	9%	94	3%	208	6%

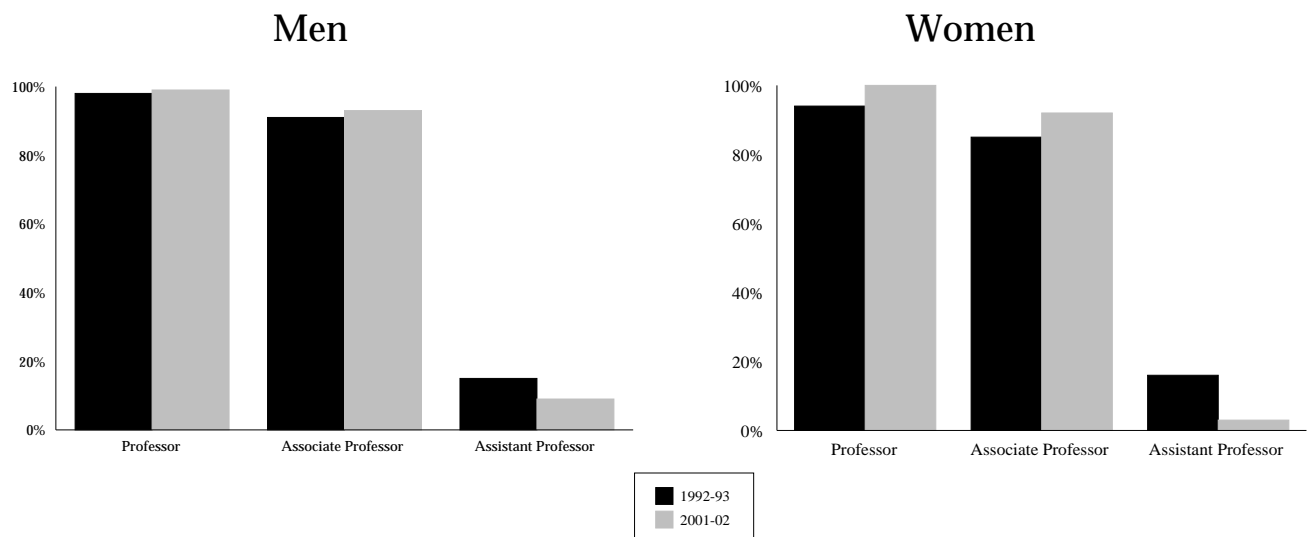


# Tenure-Track Faculty by Tenure Status

## History of Percent of Tenured Faculty by Rank

	1997-98	1998-99	1999-00	2000-01	2001-02
Full Professor	99%	100%	100%	100%	99%
Associate Professor	92%	94%	94%	93%	93%
Assistant Professor	9%	8%	6%	6%	6%
All Ranks	81%	82%	80%	77%	78%

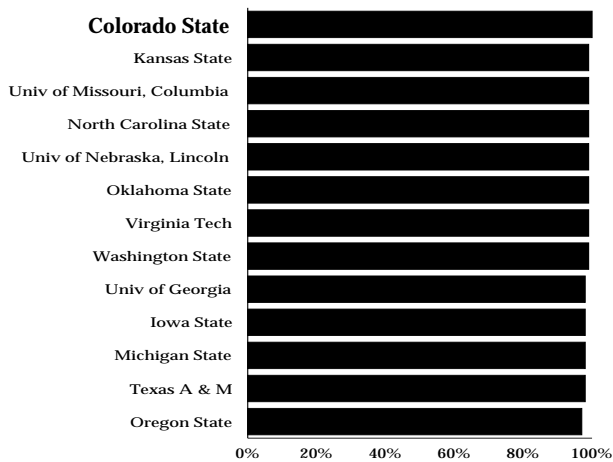
## Ten-Year Comparison of Percent of Tenured Faculty by Gender



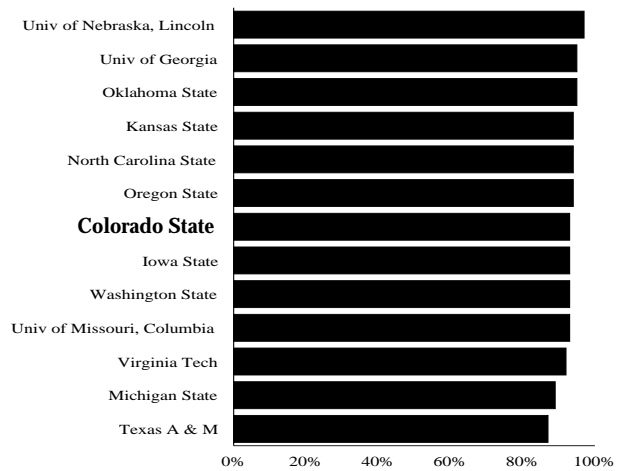
# Tenure-Track Faculty by Tenure Status

## Comparison of Peer Institutions

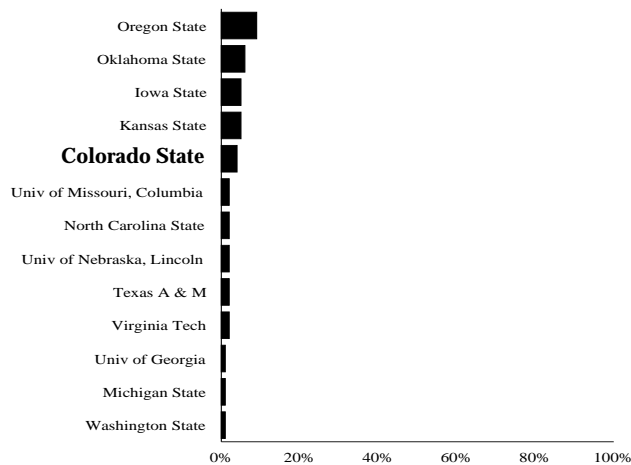
Percent of Tenured Full Professors



Percent of Tenured Associate Professors



Percent of Tenured Assistant Professors



# Salaries and Compensation for Tenure-Track Faculty

## Mean Faculty Salaries by Rank, Basis of Service and College

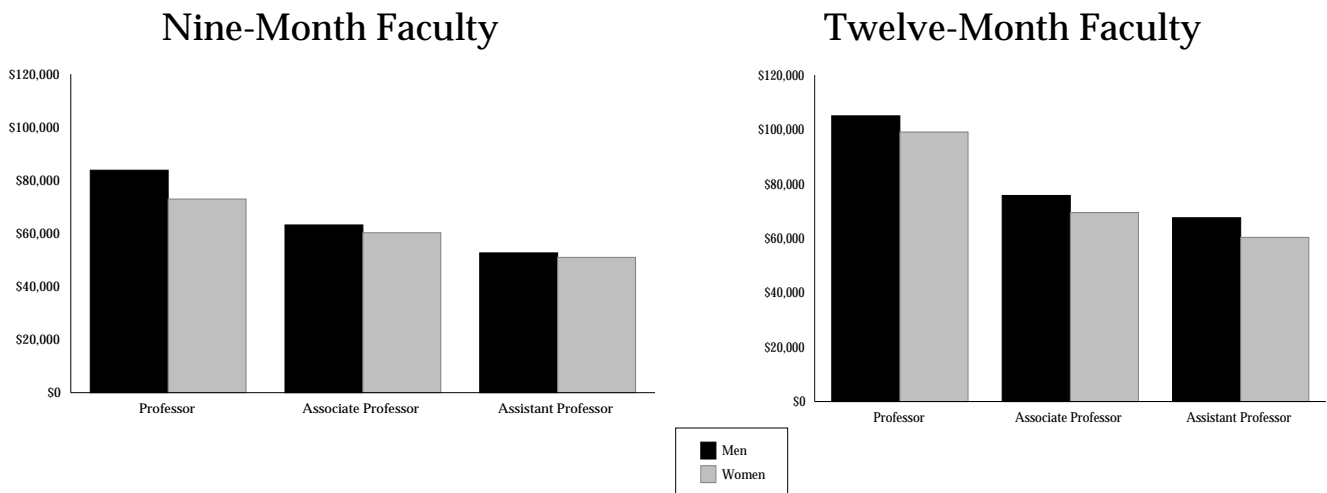
	Professor	Associate Professor	Assistant Professor	All Ranks
<b>Agricultural Sciences</b>				
09-Month BOS	\$70,637	\$56,123	\$49,507	\$59,202
12-Month BOS	94,845	66,792	53,350	85,842
<b>Applied Human Sciences</b>				
09-Month BOS	\$68,737	\$57,628	\$48,187	\$59,023
12-Month BOS	104,308	0	0	104,308
<b>Business</b>				
09-Month BOS	\$97,901	\$86,576	\$78,629	\$88,500
12-Month BOS	0	0	0	0
<b>Engineering</b>				
09-Month BOS	\$98,295	\$80,097	\$64,075	\$90,770
12-Month BOS	148,000	78,500	0	113,250
<b>Liberal Arts</b>				
09-Month BOS	\$71,593	\$52,631	\$43,954	\$56,771
12-Month BOS	103,462	81,900	0	100,587
<b>Library</b>				
09-Month BOS	\$0	\$0	\$0	\$0
12-Month BOS	66,967	54,559	46,207	53,189
<b>Natural Resources</b>				
09-Month BOS	\$75,347	\$59,173	\$50,753	\$68,583
12-Month BOS	107,118	80,800	0	104,194
<b>Natural Sciences</b>				
09-Month BOS	\$84,084	\$66,105	\$54,719	\$73,583
12-Month BOS	132,925	0	0	\$132,925
<b>Veterinary Med &amp; Bio Sci</b>				
09-Month BOS	\$89,679	\$62,842	\$56,841	\$77,923
12-Month BOS	109,007	84,191	77,476	95,510
<b>University Summary</b>				
09-Month BOS	\$82,079	\$62,231	\$51,952	\$69,211
12-Month BOS	104,166	73,223	63,042	89,992

# Salaries and Compensation for Tenure-Track Faculty

## Mean Faculty Salaries by Rank, Basis of Service and Gender

	Men	Women	All Faculty
<b>Full Professor</b>			
09-Month BOS	\$83,186	\$72,946	\$82,079
12-Month BOS	105,009	99,061	104,166
<b>Associate Professor</b>			
09-Month BOS	\$63,186	\$60,238	\$62,231
12-Month BOS	75,740	69,448	73,223
<b>Assistant Professor</b>			
09-Month BOS	\$52,663	\$50,972	\$51,952
12-Month BOS	67,550	60,338	63,042
<b>All Ranks</b>			
09-Month BOS	\$72,413	\$59,324	\$69,211
12-Month BOS	95,853	75,083	89,992

## Mean Salaries by Rank and Gender



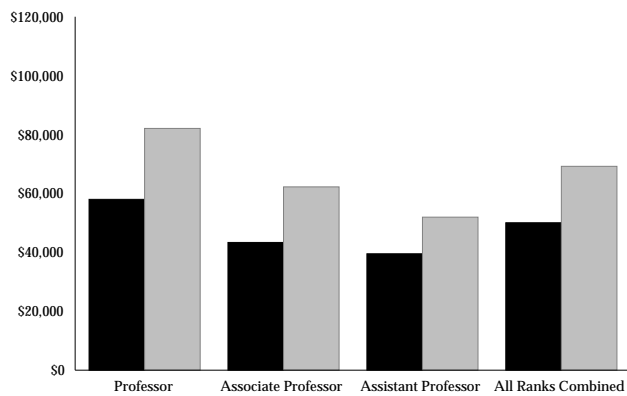
# Salaries and Compensation for Tenure-Track Faculty

## History of Mean Faculty Salaries by Rank

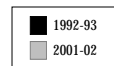
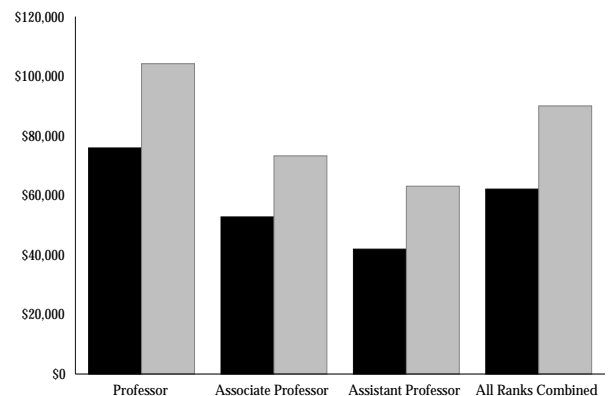
	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
<b>Nine-Month BOS</b>						
Professor	\$69,421	\$72,051	\$74,421	\$77,556	\$82,079	18.2%
Associate Professor	52,174	53,902	55,847	59,126	62,231	19.3%
Assistant Professor	44,807	45,539	47,110	49,250	51,952	15.9%
All Ranks	59,304	61,284	63,079	65,255	69,211	16.7%
<b>Twelve-Month BOS</b>						
Professor	\$90,348	\$93,475	\$96,128	\$99,577	\$104,166	15.3%
Associate	63,345	62,839	65,006	69,321	73,223	15.6%
Assistant Professor	55,543	56,354	61,065	61,898	63,042	13.5%
All Ranks	76,204	78,743	81,948	85,504	89,992	18.1%

## Ten-Year Comparison of Mean Faculty Salaries

### Nine-Month Faculty



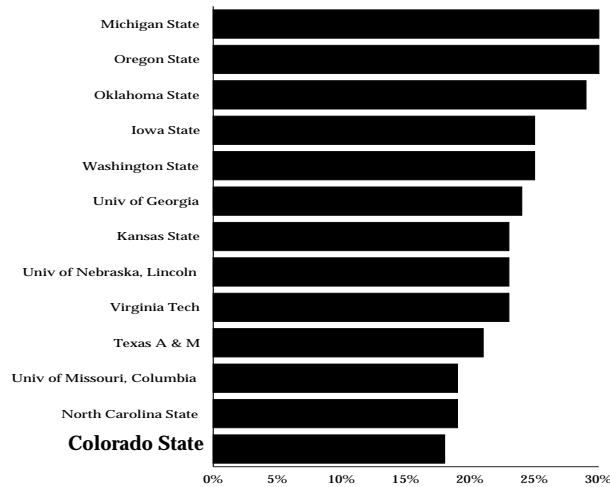
### Twelve-Month Faculty



# Salaries and Compensation for Tenure-Track Faculty

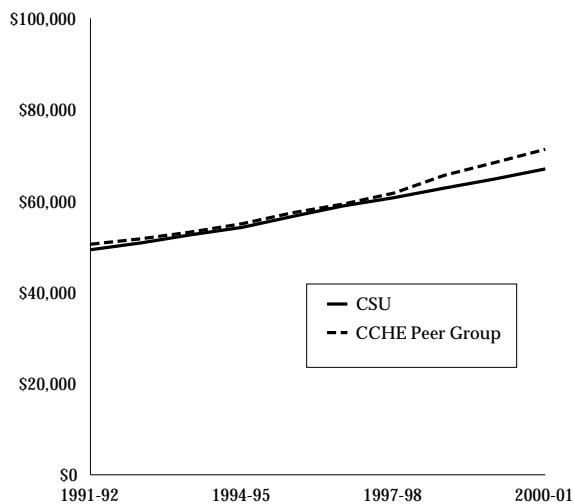
## Comparison of Peer Institutions

### Benefits as a Percent of Faculty Salaries - 2000-01

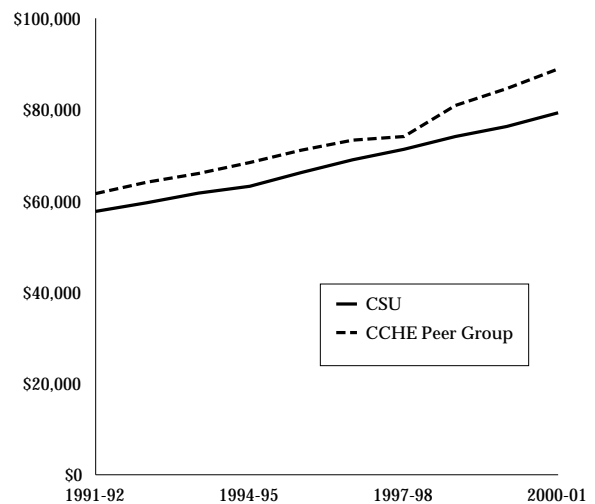


## All Ranks Combined Comparison CCHE Peer Group

### Average Salary



### Average Compensation



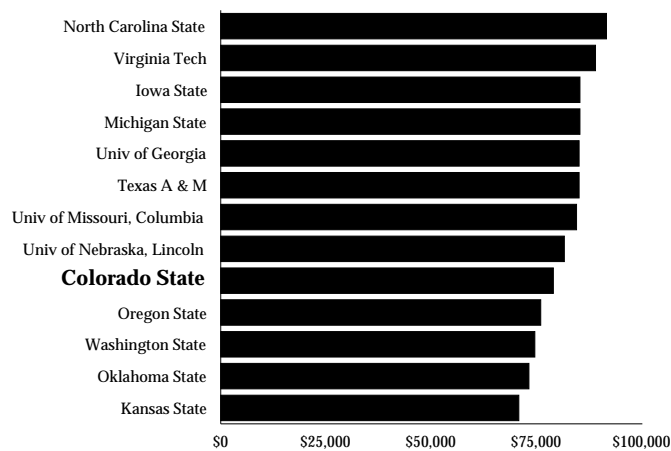
Note: The CCHE Peer Group was used for the ten-year history because historical data was not available for the Internal Peer Group.  
Source: Academe, *The Economic Status of the Profession, 2000-01*

# Salaries and Compensation for Tenure-Track Faculty

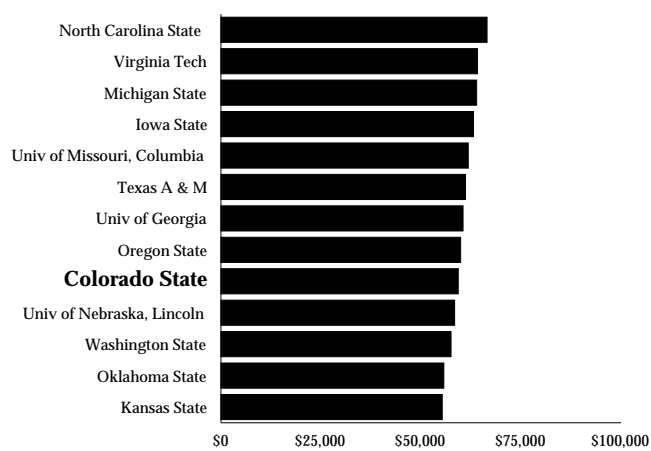
## Comparison of Peer Institutions - 2000-01

### Average Salaries

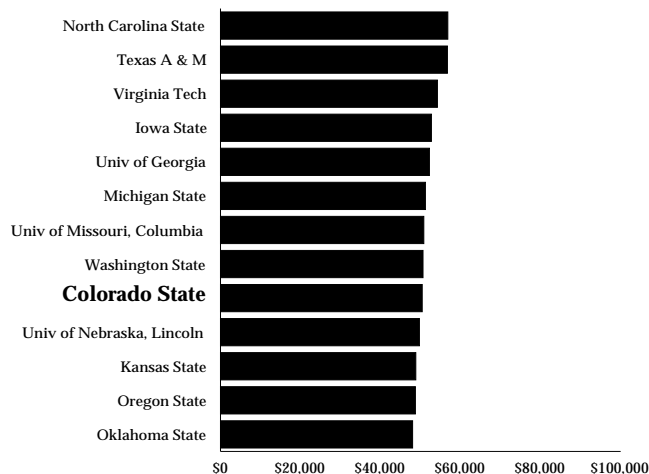
#### Full Professors



#### Associate Professors



#### Assistant Professors

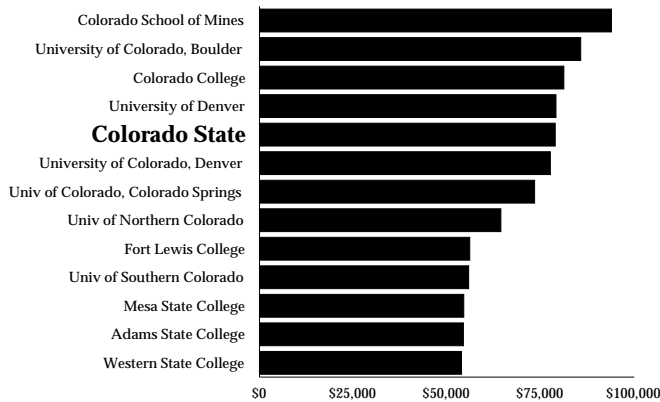


Source: Academe, *The Economic Status of the Profession, 2000-01*

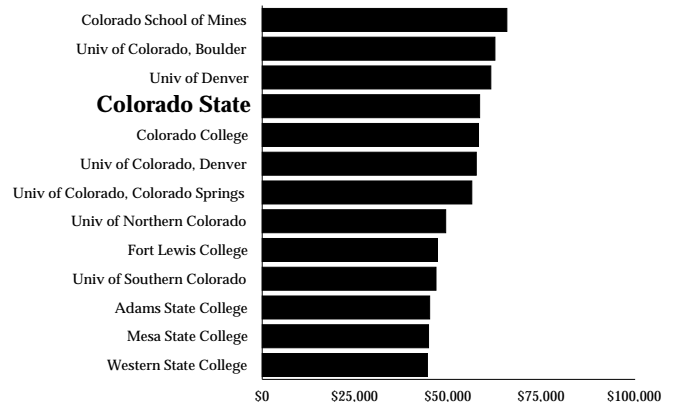
# Salaries and Compensation for Tenure-Track Faculty

## Comparison of Colorado Institutions - 2000-01 Average Salaries

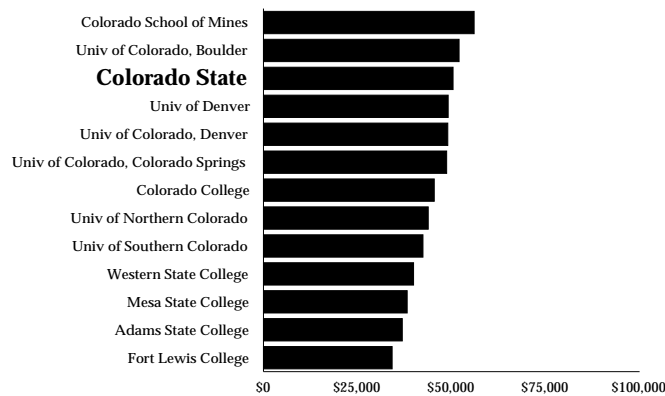
### Full Professors



### Associate Professors



### Assistant Professors



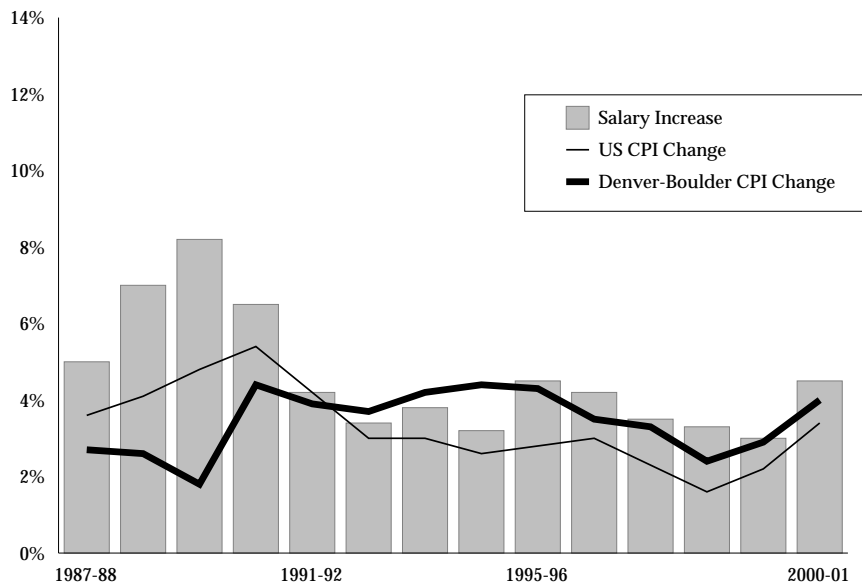
Note: Data for the University of Colorado, Health Sciences Center not reported  
Source: Academe, Annual Report on the Economic Status of the Profession, 2000-01



# Faculty Salary Increases Compared to Changes in the Consumer Price Index

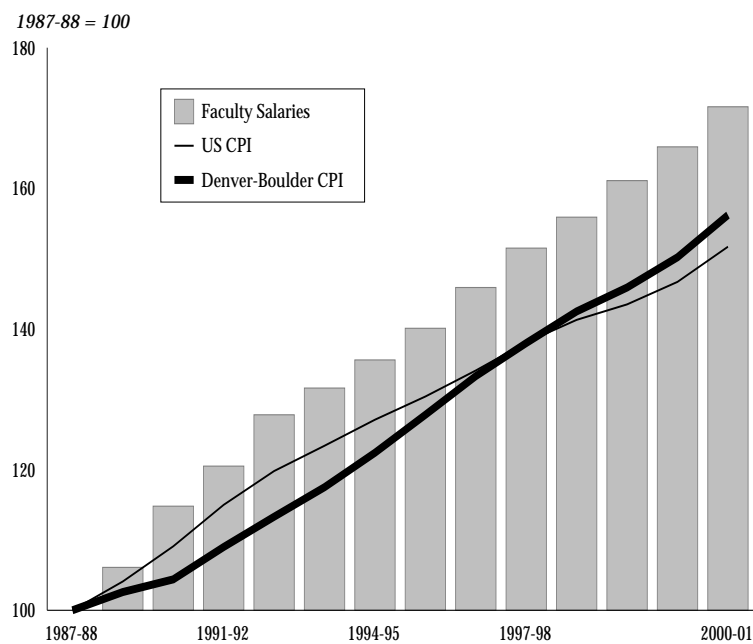
Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1987-88	5.00%	3.6%	2.7%
1988-89	7.00%	4.1%	2.6%
1989-90	8.20%	4.8%	1.8%
1990-91	6.50%	5.4%	4.4%
1991-92	4.25%	4.2%	3.9%
1992-93	3.40%	3.0%	3.7%
1993-94	3.75%	3.0%	4.2%
1994-95	3.25%	2.6%	4.4%
1995-96	4.50%	2.8%	4.3%
1996-97	4.25%	3.0%	3.5%
1997-98	3.50%	2.3%	3.3%
1998-99	3.30%	1.6%	2.4%
1999-00	3.00%	2.2%	2.9%
2000-01	4.50%	3.4%	4.0%

## Comparison of Faculty Salary and CPI Changes



# Faculty Salary Increases Compared to Changes in the Consumer Price Index

## Cumulative History of Faculty Salaries Compared to the Consumer Price Index



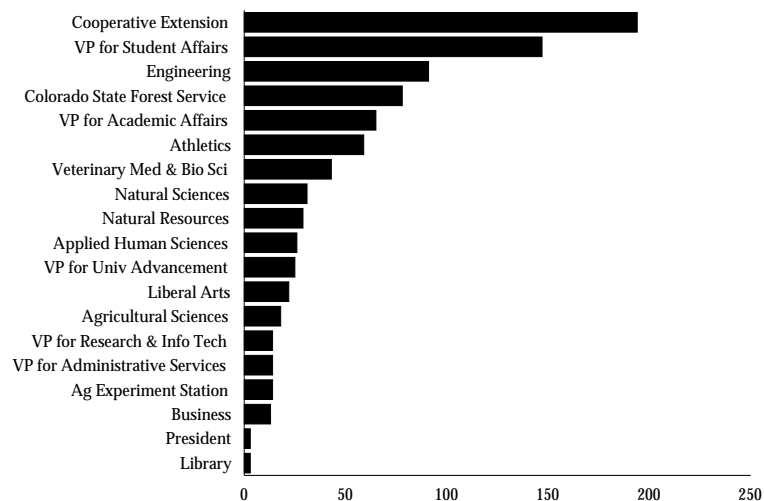
*Note: Salaries are for nine-month tenure-track faculty.*

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by Gender and College or Area

	Men	Percent Who are Men	Women	Percent Who are Women	Total
Agricultural Experiment Station	13	93%	1	7%	14
Agricultural Sciences	11	61%	7	39%	18
Applied Human Sciences	9	35%	17	65%	26
Athletics	43	73%	16	27%	59
Business	8	62%	5	38%	13
Colorado State Forest Service	62	79%	16	21%	78
Cooperative Extension	92	47%	102	53%	194
Engineering	58	64%	33	36%	91
Liberal Arts	9	41%	13	59%	22
Library	1	33%	2	67%	3
Natural Resources	23	79%	6	21%	29
Natural Sciences	16	52%	15	48%	31
President	0	0%	3	100%	3
Veterinary Med & Bio Sci	22	51%	21	49%	43
VP for Academic Affairs	22	34%	43	66%	65
VP for Administrative Services	11	79%	3	21%	14
VP for Research & Information Tech	7	50%	7	50%	14
VP for Student Affairs	67	46%	80	54%	147
VP for University Advancement	7	28%	18	72%	25
University Total	481	54%	408	46%	889

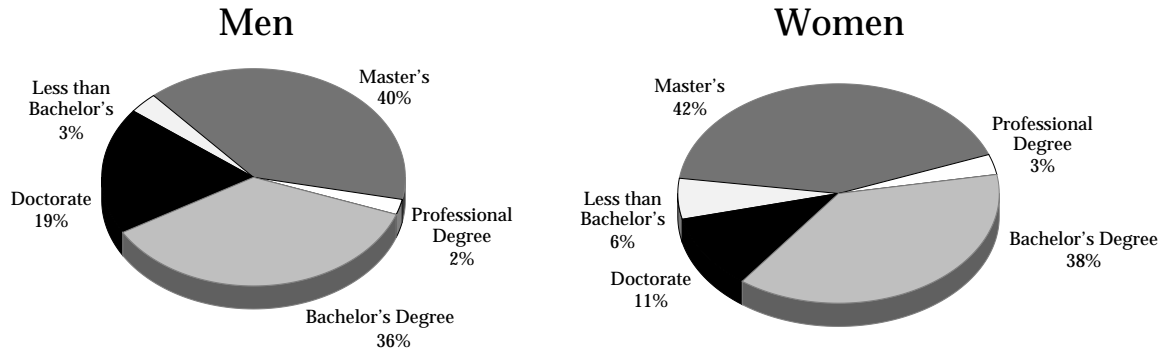
## Administrative Professionals by College or Area



*Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in the next section.*

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by Highest Degree Earned

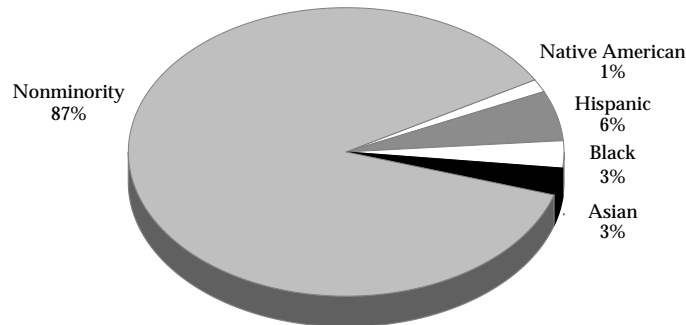


## Administrative Professionals by Gender - Job Titles with Five or More Employees

	Men	Percent Who are Men	Women	Percent Who are Women	Total
Assistant Coach	20	87%	3	13%	23
Assistant Coordinator	5	33%	10	67%	15
Assistant Director	16	44%	20	56%	36
Assistant Manager	5	83%	1	17%	6
Assistant to Dean	5	63%	3	37%	8
Associate Coordinator	4	80%	1	20%	5
Associate Director	10	53%	9	47%	19
Coach	8	80%	2	20%	10
Coordinator	86	46%	100	54%	186
Counselor	16	31%	36	69%	52
County Extension Director	21	64%	12	36%	33
Director	52	51%	50	49%	102
Executive Director	4	36%	7	64%	11
Extension Agent	49	43%	65	57%	114
Extension District Director	4	80%	1	20%	5
Extension Specialist	15	43%	20	57%	35
Forester	60	81%	14	19%	74
Manager	25	71%	10	29%	35
Physician	3	43%	4	57%	7
Psychologist	5	50%	5	50%	10
Research Scientist	39	85%	7	15%	46
Senior Research Scientist	12	80%	3	20%	15
Job Titles with Four or Fewer Employees	17	40%	25	60%	42
University Total	481	54%	408	46%	889

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by Ethnic Origin



## History of Administrative Professionals by Job Title

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Assistant Coach	19	23	22	22	23	21%
Assistant Coordinator	8	7	8	15	15	88%
Assistant Director	35	35	36	35	36	3%
Assistant Manager	7	7	8	7	6	-14%
Assistant to Dean	9	10	11	9	8	-11%
Assistant to Manager	4	4	4	3	3	-25%
Associate Director	17	23	22	22	19	12%
Coach	10	10	10	10	10	0%
Coordinator	140	152	157	172	186	33%
Counselor	33	34	45	54	52	58%
County Extension Director	32	35	34	35	33	3%
Director	86	92	105	106	102	19%
Executive Director	1	2	4	5	11	1,000%
Extension Agent	112	116	118	115	114	2%
Extension District Director	4	5	5	5	5	25%
Extension Specialist	34	35	40	38	35	3%
Forester	59	69	67	72	74	25%
Manager	25	30	31	34	35	40%
Physician	8	8	7	7	7	-13%
Psychologist	8	8	9	10	10	25%
Research Scientist	42	45	43	44	46	10%
Senior Research Scientist	14	16	16	15	15	7%
Job Titles with Four or Fewer Employees	33	34	35	27	44	33%
University Total	740	800	837	872	889	20%

Note: Employees with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.

# Administrative Professionals (Excluding Research Associates)

## History of Administrative Professionals by College or Area

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Agricultural Experiment Station	4	4	3	13	14	250%
Agricultural Sciences	21	24	24	18	18	-14%
Applied Human Sciences	14	22	19	19	26	86%
Athletics	53	58	55	57	59	11%
Business	9	12	12	12	13	44%
Colorado State Forest Service	62	73	71	75	78	26%
Cooperative Extension	192	197	206	203	194	1%
Engineering	92	96	94	97	91	-1%
Liberal Arts	12	13	18	22	22	83%
Library	0	1	2	3	3	N/A
Natural Resources	18	21	22	23	29	61%
Natural Sciences	26	24	29	39	31	19%
President	3	3	3	3	3	0%
Veterinary Med & Bio Sci	32	36	38	42	43	34%
VP for Academic Affairs	23	34	55	69	65	183%
VP for Administrative Services	14	15	15	14	14	0%
VP for Research & Information Tech	13	15	16	17	14	8%
VP for Student Affairs	135	135	137	141	147	9%
VP for University Advancement	17	17	18	14	25	47%
University Total	740	800	837	872	889	20%

## History of Administrative Professionals by Ethnic Origin

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Asian	20	25	28	24	27	35%
Black	22	22	24	25	27	23%
Hispanic	46	51	53	53	50	9%
Native American	6	7	9	10	13	117%
Nonminority	646	695	723	760	772	20%
University Summary	740	800	837	872	889	20%

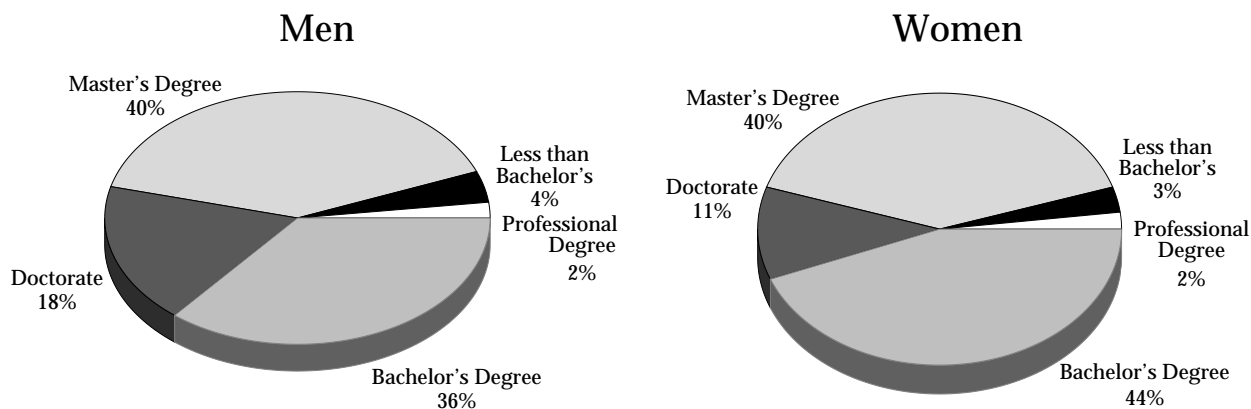
Note: Employees with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.

# Administrative Professionals - Research Associates

## Research Associates by Gender

	Men	Percent Who are Men	Women	Percent Who are Women	Total Research Associates
Agricultural Experiment Station	14	70%	6	30%	20
Agricultural Sciences	34	68%	16	32%	50
Applied Human Sciences	6	21%	23	79%	29
Business	1	33%	2	67%	3
Cooperative Extension	0	0%	3	100%	3
Engineering	102	82%	22	18%	124
Liberal Arts	0	0%	1	100%	1
Library	4	80%	1	20%	5
Natural Resources	182	68%	87	32%	269
Natural Sciences	16	42%	22	58%	38
Veterinary Med & Bio Sci	50	47%	57	53%	107
VP for Administrative Services	4	80%	1	20%	5
VP for Research & Info Tech	2	100%	0	0%	2
University Total	415	63%	241	37%	656

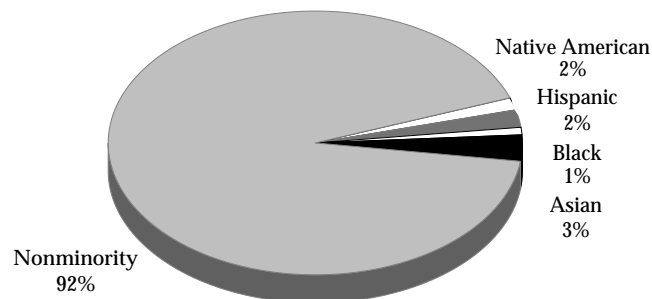
## Research Associates by Highest Degree Earned and Gender



*Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in this section.*

# Administrative Professionals - Research Associates

## Research Associates by Ethnicity



## History of Research Associates

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Agricultural Experiment Station	2	2	2	18	20	900%
Agricultural Sciences	50	53	56	48	50	0%
Applied Human Sciences	35	27	29	26	29	-17%
Business	0	1	1	2	3	N/A
Cooperative Extension	0	1	2	3	3	N/A
Engineering	112	105	102	108	124	11%
Liberal Arts	4	1	0	1	1	-75%
Library	0	4	4	5	5	N/A
Natural Resources	189	194	225	240	269	42%
Natural Sciences	35	37	33	33	38	9%
Veterinary Med & Bio Sci	93	105	99	110	107	15%
VP for Academic Affairs	0	0	2	0	0	0%
VP for Administrative Services	5	5	6	5	5	0%
VP for Research & Info Tech	2	2	2	1	2	0%
University Total	527	537	563	600	656	24%

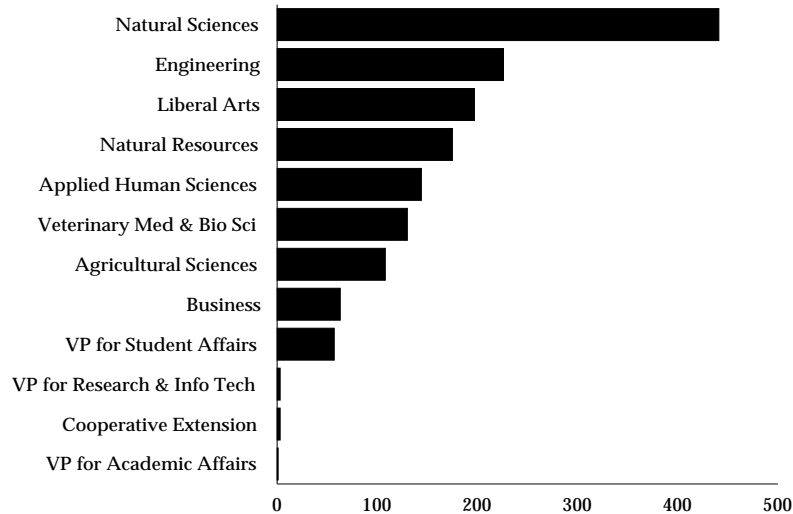


# Graduate Assistants

## Graduate Assistants by Gender

	Men Graduate Assistants	Percent of Who are Men	Women Graduate Assistants	Percent Who are Women	Total Graduate Assistants
Agricultural Sciences	58	54%	50	46%	108
Applied Human Sciences	37	26%	107	74%	144
Business	29	46%	34	54%	63
Cooperative Extension	2	67%	1	33%	3
Engineering	174	77%	52	23%	226
Liberal Arts	72	37%	125	63%	197
Natural Resources	83	47%	92	53%	175
Natural Sciences	254	58%	187	42%	441
Veterinary Med & Bio Sci	50	38%	80	62%	130
VP for Academic Affairs	1	100%	0	0%	1
VP for Research & Info Technology	2	67%	1	33%	3
VP for Student Affairs	18	32%	39	68%	57
University Total	780	50%	768	50%	1,548

## Graduate Assistants by College or Area

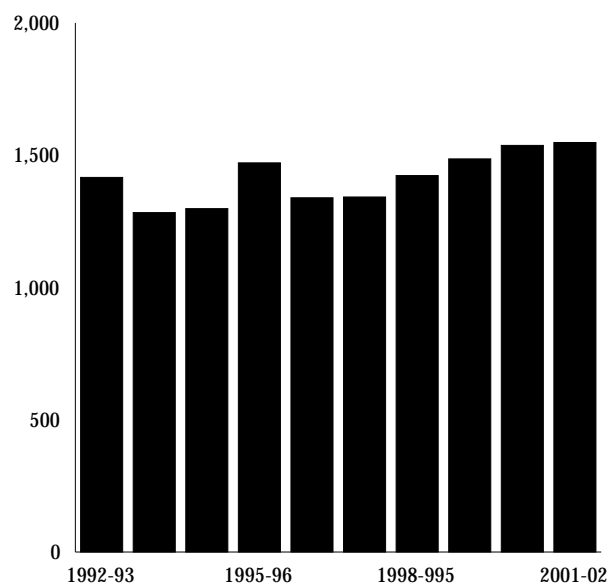


# Graduate Assistants

## History of Graduate Assistants by College

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Agricultural Sciences	95	93	97	104	108	14%
Applied Human Sciences	96	106	119	134	144	50%
Business	68	78	90	71	63	-7%
Cooperative Extension	0	1	2	1	3	N/A
Engineering	186	205	201	220	226	22%
Liberal Arts	218	206	205	214	197	-10%
Natural Resources	119	143	150	155	175	47%
Natural Sciences	399	403	416	436	441	11%
Veterinary Med & Bio Sci	105	120	133	140	130	24%
VP for Academic Affairs	2	4	4	2	1	--50%
VP for Administrative Services	1	0	1	0	0	-100%
VP for Research & Info Technology	0	0	3	2	3	N/A
VP for Student Affairs	53	64	65	58	57	8%
University Total	1,342	1,423	1,486	1,537	1,548	15%

## History of Graduate Assistants

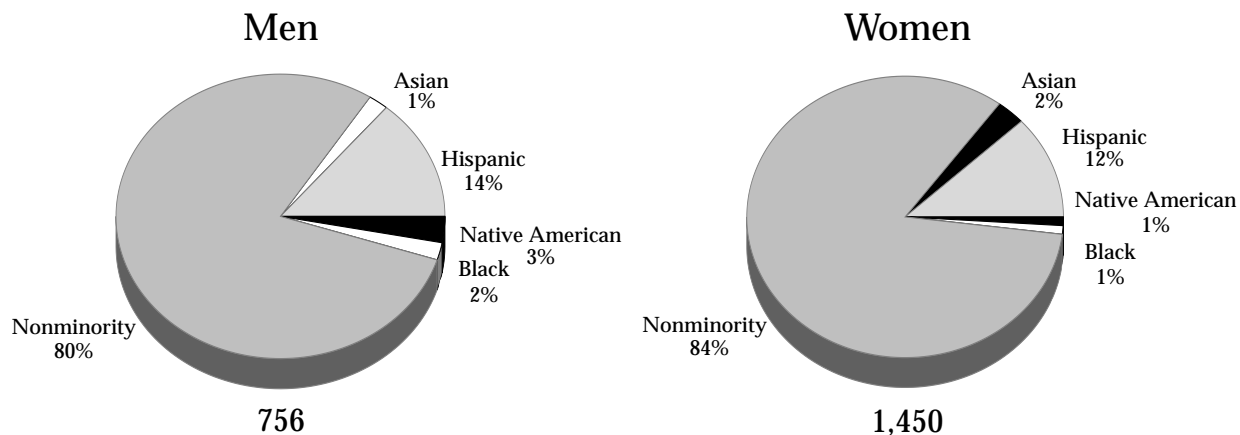


# State Classified Staff

## State Classified Staff by Gender

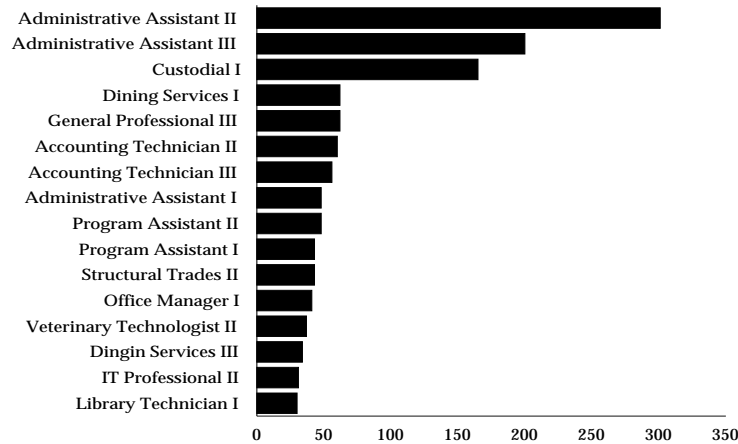
	Men	Percent Who are Men	Women	Percent Who are Women	Total State Classified
Agricultural Experiment Station	10	48%	11	52%	21
Agricultural Sciences	1	3%	37	97%	38
Applied Human Sciences	2	4%	45	96%	47
Athletics	0	0%	10	100%	10
Business	1	7%	13	93%	14
Colorado State Forest Service	10	33%	20	67%	30
Cooperative Extension	1	3%	28	97%	29
Engineering	9	15%	53	85%	62
Liberal Arts	1	3%	38	97%	39
Library	16	22%	58	78%	74
Natural Resources	9	18%	40	82%	49
Natural Sciences	10	16%	54	84%	64
President	0	0%	5	100%	5
Veterinary Med & Bio Sci	49	18%	216	82%	265
VP for Academic Affairs	22	21%	83	79%	105
VP for Administrative Services	298	57%	223	43%	521
VP for Research & Information Tech	66	43%	88	57%	154
VP for Student Affairs	220	36%	389	64%	609
VP for University Advancement	31	44%	39	56%	70
<b>University Total</b>	<b>756</b>	<b>34%</b>	<b>1,450</b>	<b>66%</b>	<b>2,206</b>

## State Classified Staff by Gender and Ethnicity



# State Classified Staff

## State Classified Staff by Job Title



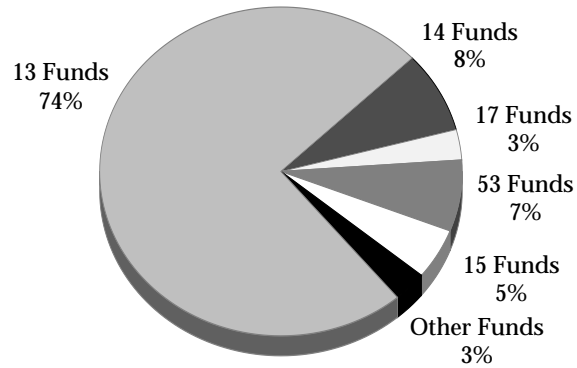
## History of State Classified Staff by College or Area

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
Agricultural Experiment Station	4	4	5	21	21	425%
Agricultural Sciences	59	61	59	38	38	-36%
Applied Human Sciences	51	48	47	45	47	-8%
Athletics	10	11	10	10	10	0%
Business	16	17	15	14	14	-13%
Colorado State Forest Service	35	32	31	35	30	-14%
Cooperative Extension	42	41	40	34	29	-31%
Engineering	69	72	72	63	62	-10%
Liberal Arts	37	37	39	39	39	5%
Library	82	79	82	80	74	-10%
Natural Resources	38	37	38	45	49	29%
Natural Sciences	62	63	67	66	64	3%
President	5	5	5	6	5	0%
Veterinary Med & Bio Sci	224	232	237	240	265	18%
VP for Academic Affairs	66	76	103	103	105	59%
VP for Administrative Services	499	511	512	517	521	4%
VP for Research & Information Tech	139	146	153	151	154	11%
VP for Student Affairs	625	612	570	629	609	-3%
VP for University Advancement	63	58	64	67	70	11%
University Total	2,126	2,142	2,149	2,203	2,206	4%

Note: The graph includes positions with 30 or more employees.

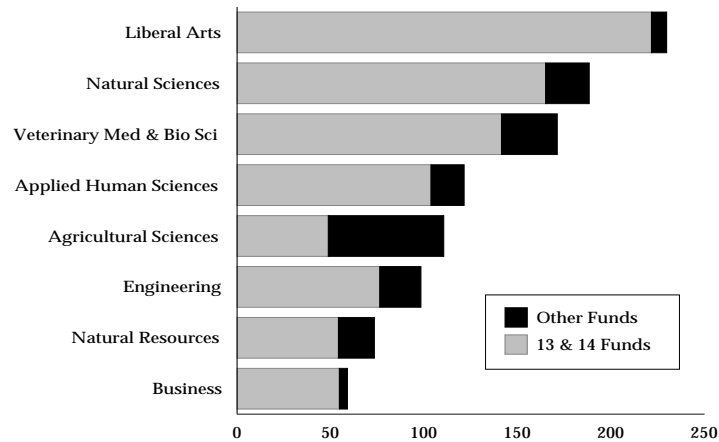
# Faculty Full-Time Equivalents

## FTE by Fund Group - 2000-01 Regular Appointments



Total FTE = 1,119.9

## Faculty on Regular Appointments FTE by College

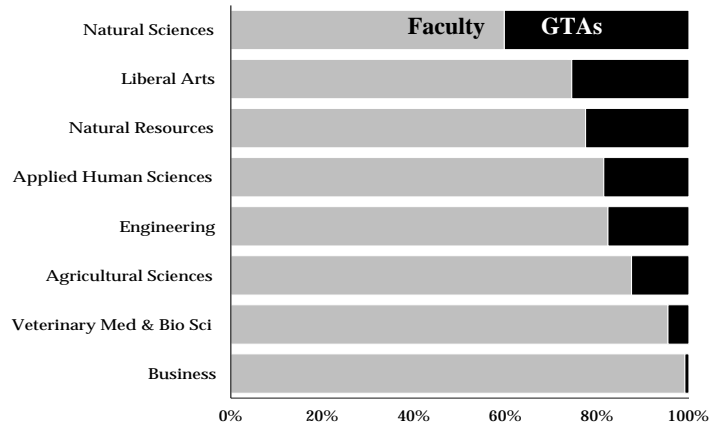


Total College FTE Faculty = 1,051.7

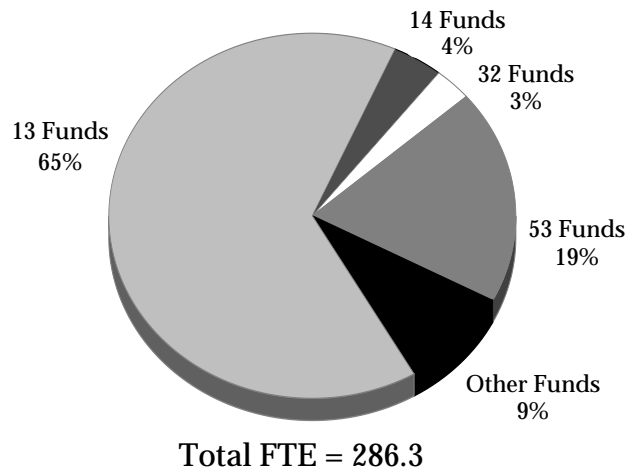
*Note: All faculty (including vice presidents and deans) are included in this section.*

# Faculty Full-Time Equivalents

## Faculty/GTA FTE Comparison



## Faculty FTE by Fund Group Temporary and Special Appointments

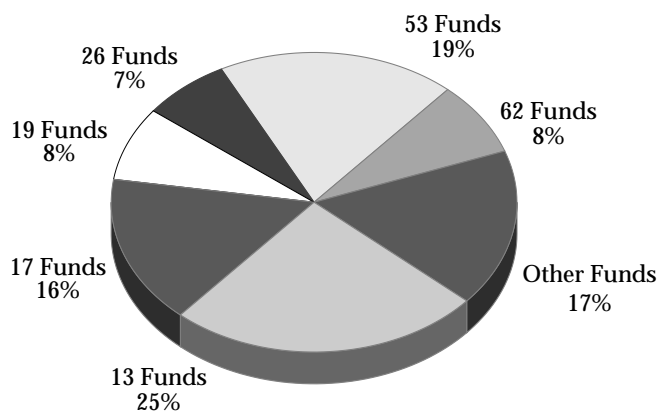


*Note: All faculty (including vice presidents and deans) are included in this section. Faculty/GTA FTE comparison includes only faculty on regular appointments with 13 or 14 funds.*

# Administrative Professional Full-Time Equivalents

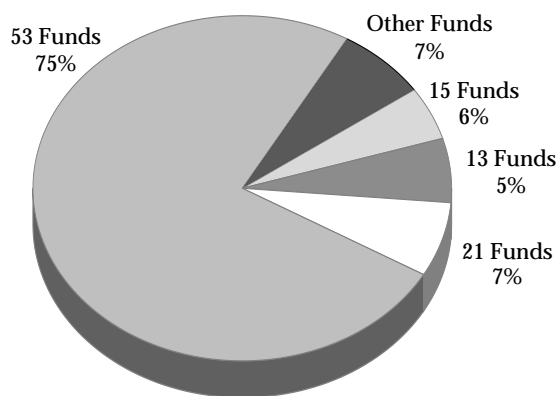
## FTE by Fund Group - 2000-01

### Administrative Professionals (Excludes Research Associates)



Total FTE = 800.1

### Research Associates

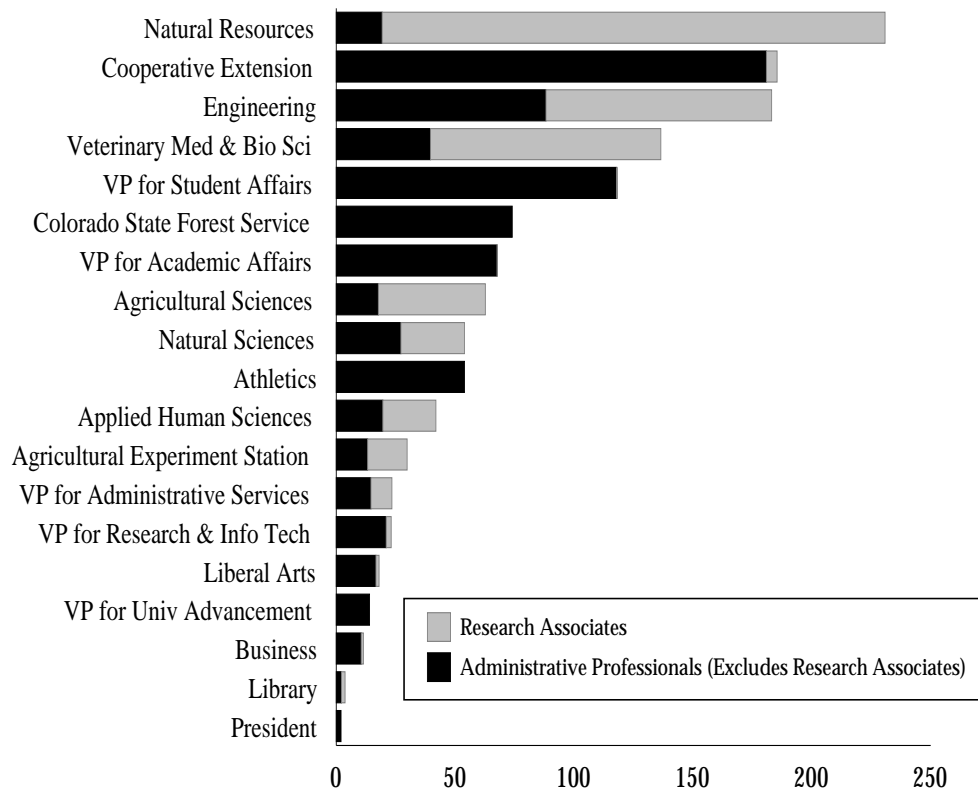


Total FTE = 533.4

*Note: Includes all administrative professionals on regular or special appointments.*

# Administrative Professional Full-Time Equivalents

## By College or Area



Total FTE = 1,333.5

Note: Includes all administrative professionals on regular or special appointments.