

Employee Highlights

Total University Employees:

Administrative Faculty	38
Regular Tenure-Track Faculty	960
Special Faculty	189
Temporary Faculty	336
Administrative Professionals (Excluding Research Associates)	1,024
Administrative Professionals (Research Associates)	749
State-Classified Staff	2,207
Other Employees	281
Total Employees	5,784

Total new faculty hired on regular, tenure-track appointments in 2001-02: 60

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: 26%

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: 10.1%

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	60%
Men	82%

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

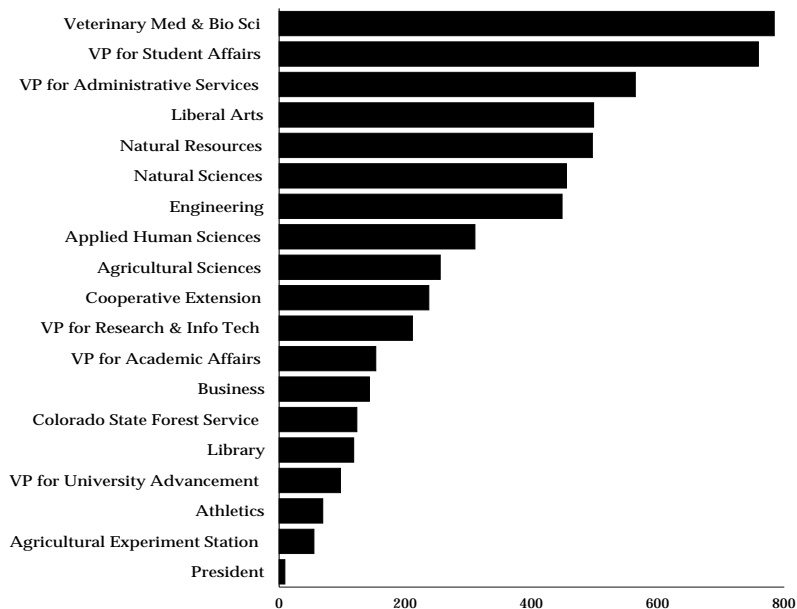
Nine-Month Basis of Service	\$72,605
Twelve-Month Basis of Service	\$94,518

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 Employees	Total Employees
Agricultural Experiment Station	1	0	0	0	15	20	19	0	55
Agricultural Sciences	2	99	17	8	20	61	38	10	255
Applied Human Sciences	2	104	24	64	36	36	43	1	310
Athletics	0	0	0	0	60	0	9	0	69
Business	3	54	3	48	17	4	14	0	143
Colorado State Forest Service	0	0	0	0	94	0	29	0	123
Cooperative Extension	1	0	0	0	201	2	33	0	237
Engineering	4	92	4	9	96	160	57	26	448
Liberal Arts	3	224	51	153	22	5	38	2	498
Library	3	27	3	0	6	6	73	0	118
Natural Resources	2	60	6	11	49	294	54	20	496
Natural Sciences	5	172	14	28	59	41	64	72	455
President	1	0	0	0	3	0	5	0	9
Veterinary Med & Bio Sci	5	128	66	2	64	114	269	136	784
VP for Academic Affairs	3	0	1	10	63	0	76	0	153
VP for Administrative Services	1	0	0	0	18	4	541	0	564
VP for Research & Info Tech	2	0	0	0	32	2	170	5	211
VP for Student Affairs	0	0	0	3	145	0	602	9	759
VP for University Advancement	0	0	0	0	24	0	73	0	97
University Summary	38	960	189	336	1,024	749	2,207	281	5,784

Employees by College or Area



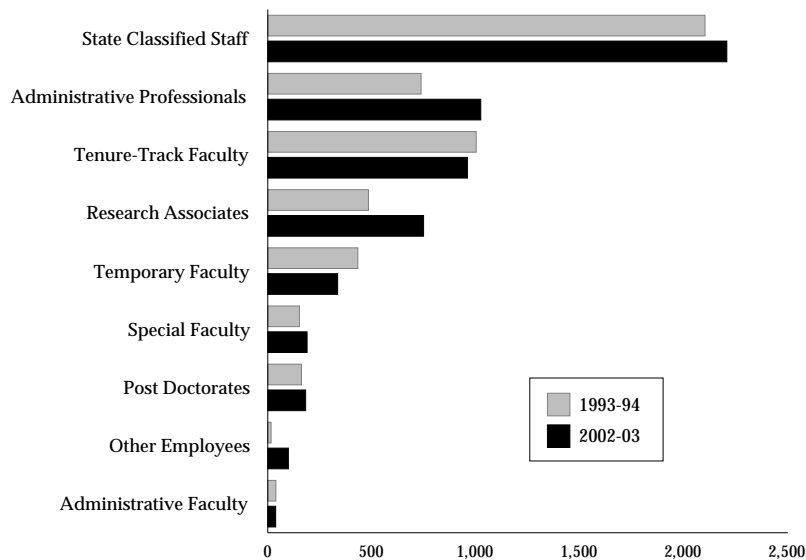
Note: The Other category includes Post Doctorates, Veterinary Interns and Veterinary Residents. Administrative faculty include vice presidents, deans, etc.

University Employees

History of University Employees

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Administrative Faculty	42	43	46	37	38	-9.5%
Tenure-Track Faculty	982	979	993	995	960	-2.2%
Special Faculty	155	154	165	172	189	21.9%
Temporary Faculty	270	337	339	351	336	24.4%
Administrative Professionals	842	887	917	944	1,024	21.6%
Research Associates	619	639	693	733	749	21.0%
State Classified	2,142	2,149	2,203	2,206	2,207	3.0%
Other Employees	219	231	247	262	281	28.3%
Total Employees	5,271	5,419	5,603	5,700	5,784	9.7%

Ten-Year Comparison of University Employees

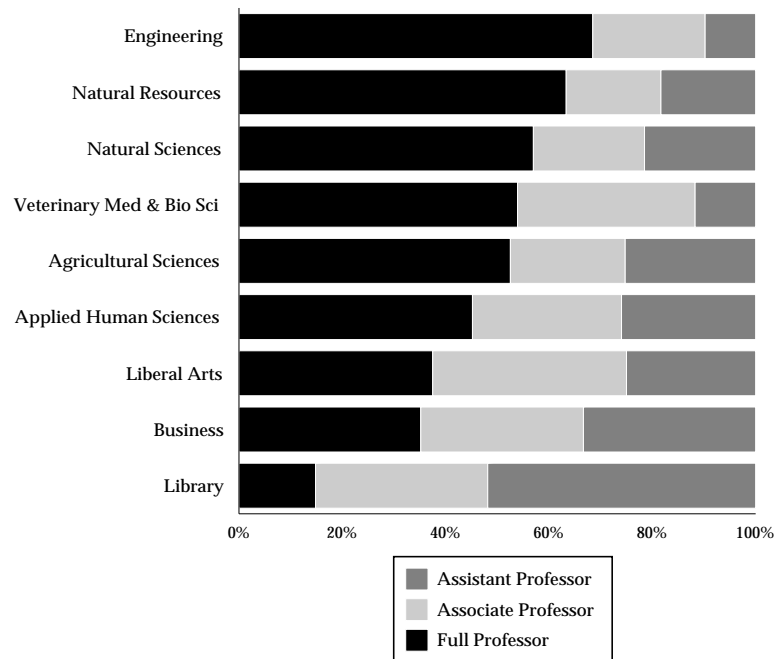


Tenure-Track Faculty by Rank

Faculty by College and Rank

	Full Professor	Associate Professor	Assistant Professor	Total Faculty
Agricultural Sciences	52	22	25	99
Applied Human Sciences	47	30	27	104
Business	19	17	18	54
Engineering	63	20	9	92
Liberal Arts	84	84	56	224
Library	4	9	14	27
Natural Resources	38	11	11	60
Natural Sciences	98	37	37	172
Veterinary Med & Bio Sci	69	44	15	128
University Total	474	274	212	960

Percent of Tenure-Track Faculty by Rank

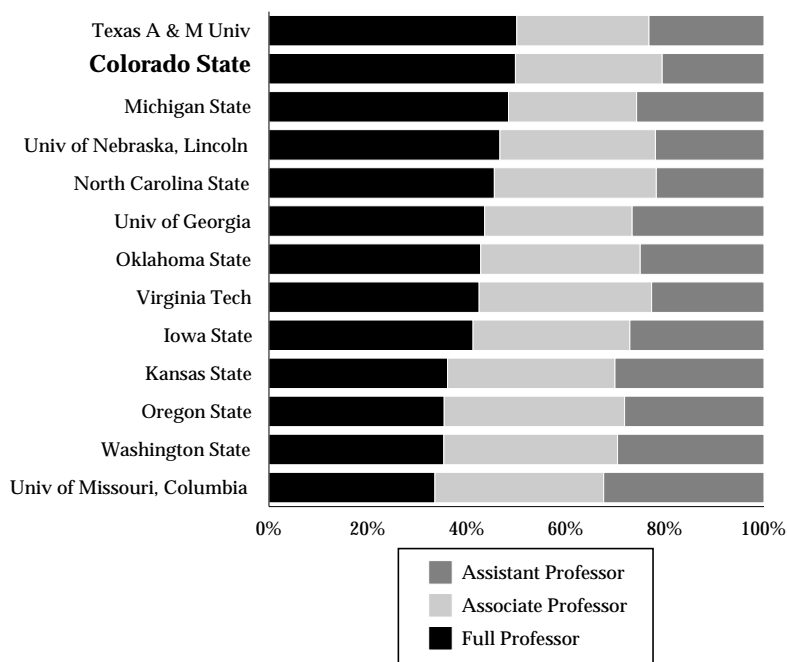


Tenure-Track Faculty by Rank

History of Full Professors as a Percent of Total Faculty

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Agricultural Sciences	50%	52%	49%	51%	53%	3%
Applied Human Sciences	42%	42%	45%	44%	45%	3%
Business	42%	39%	35%	35%	35%	-7%
Engineering	66%	66%	62%	66%	68%	2%
Liberal Arts	42%	39%	36%	37%	38%	-4%
Library	21%	20%	21%	17%	15%	-6%
Natural Resources	63%	61%	63%	69%	63%	0%
Natural Sciences	63%	61%	58%	57%	57%	-6%
Veterinary Med & Bio Sci	50%	53%	51%	54%	54%	4%
University Total	51%	50%	48%	49%	49%	-2%

Comparison of Peer Institutions Faculty by Rank

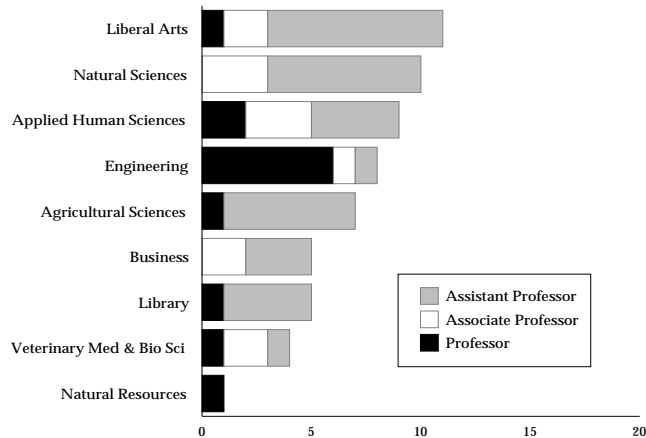


Tenure-Track Faculty Hires and Attrition - 2001-02

Faculty Hires

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Hired
By Gender				
Men	11	9	17	37
Women	2	4	17	23
By Ethnicity				
Minority	2	4	8	14
Nonminority	11	9	26	46
By Tenure				
Tenured	11	3	0	14
Nontenured	2	10	34	46
Total Faculty Hired	13	13	34	60

New Faculty Hires by College



Average Salaries of New Faculty

	Basis of Service	Minimum Salary	Maximum Salary	Average Salary	Total Faculty
Professor	9	\$68,000	\$179,000	\$104,664	11
	12	84,000	121,900	102,950	2
Associate Professor	9	53,000	90,000	71,927	11
	12	88,800	92,500	90,650	2
Assistant Professor	9	41,000	84,000	53,359	29
	12	36,750	86,000	53,410	5

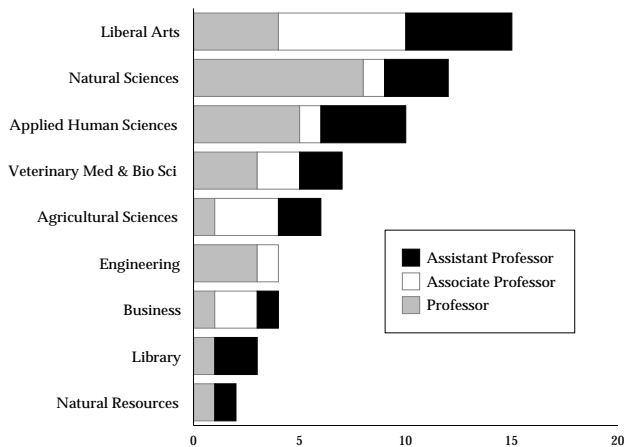
Note: The time period used is October 1, 2000 to September 30, 2001. Faculty hires include faculty previously on temporary or special appointments or graduate assistants who entered a tenure-track position. Faculty with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.

Tenure-Track Faculty Hires and Attrition

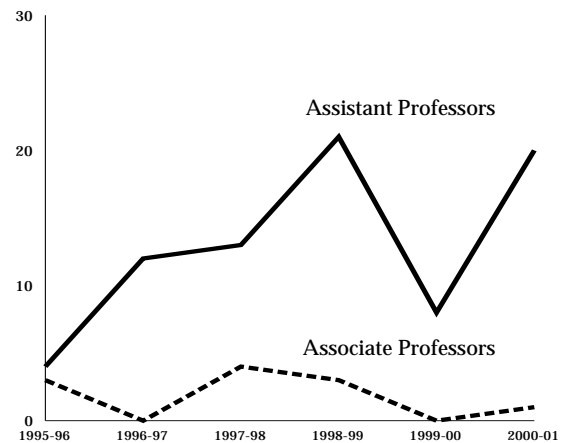
Faculty Attrition

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Not Returning
By Gender				
Men	23	10	9	42
Women	4	6	11	21
By Ethnicity				
Minority	2	2	6	10
Nonminority	25	14	14	53
By Tenure				
Tenured	27	15	0	42
Nontenured	0	1	20	21
By Separation Reason				
Retirement	16	6	1	23
Administrative Position at CSU	3	0	0	3
Another Non Tenure-Track Position	0	1	3	4
Other Reason	8	9	16	33
Total Faculty Attrition	27	16	20	63

Faculty Attrition by College



Number of Faculty by Rank Who Leave Prior to Receiving Tenure



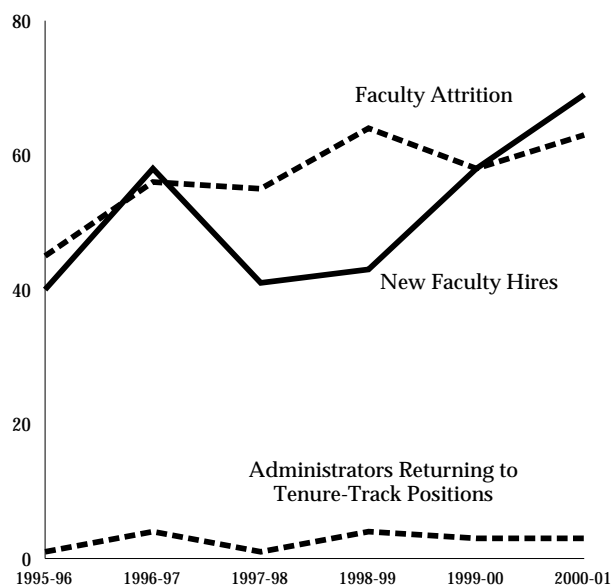
Note: Faculty attrition includes those who left a tenure-track position between October 1, 2000 and September 30, 2001. Other separation reasons include family relocation, other employment or death.

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	63
2001-02	995	60	5	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%
2001-02	995	98	9.8%	60	14	23.3%

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%
2001-02	995	251	25.2%	60	23	38.3%

Tenure-Track Faculty Hires and Attrition

History of Faculty Attrition by Rank and Separation Reason

	1996-97	1997-98	1998-99	1999-00	2000-01	Percent Change
Professor						
Retirement	17	15	17	21	16	-5.9%
Administrative Position (Dean, etc.)	7	4	2	4	3	-57.1%
Another Nontenure-Track Position	1	0	0	0	0	-100.0%
Other	6	5	9	9	8	33.3%
Total	31	24	28	34	27	-12.9%
Associate Professor						
Retirement	4	7	9	13	6	50.0%
Administrative Position (Dean, etc.)	1	2	0	1	0	-100.0%
Another Nontenure-Track Position	1	0	0	0	1	0.0%
Other	6	9	5	2	9	50.0%
Total	12	18	14	16	16	33.3%
Assistant Professor						
Retirement	1	0	1	0	1	0.0%
Administrative Position (Dean, etc.)	0	0	1	1	0	0.0%
Another Nontenure-Track Position	4	2	1	1	3	-25.0%
Other	8	11	19	6	16	100.0%
Total	13	13	22	8	20	53.8%
All Ranks Combined						
Retirement	22	22	27	34	23	4.5%
Administrative Position (Dean, etc.)	8	6	3	6	3	-62.5%
Another Nontenure-Track Position	6	2	1	1	4	-33.3%
Other	20	25	33	17	33	65.0%
Total	56	55	64	58	63	12.5%

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%
2000-01	63	898	53	6%	95	10	11%

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%
2000-01	40	898	30	3%	95	10	11%

History of Faculty Leaving Regular, Tenure-Track Positions Excludes Retirements and Faculty Entering Other Positions at CSU

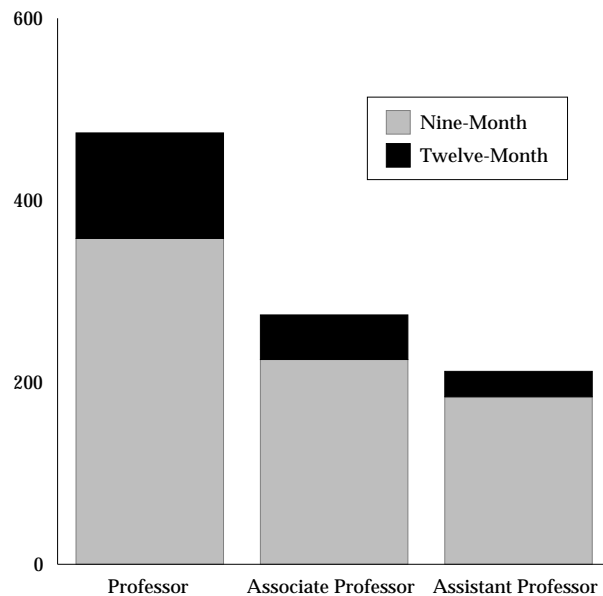
	Faculty Not Returning for Following Year	Total Nonminority Faculty	Nonminority Faculty Not Returning	Percent of Nonminority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	16	911	16	2%	76	0	0%
1996-97	20	922	16	2%	82	4	5%
1997-98	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%
2000-01	37	898	27	3%	95	10	11%

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	58	41	58.6%	99
Applied Human Sciences	92	12	88.5%	104
Business	54	0	100.0%	54
Engineering	90	2	97.8%	92
Liberal Arts	209	15	93.3%	224
Library	27	0	100.0%	27
Natural Resources	50	10	83.3%	60
Natural Sciences	165	7	95.9%	172
Veterinary Med & Bio Sci	49	79	38.3%	128
University Total	767	193	80.0%	960

Basis of Service by Faculty Rank

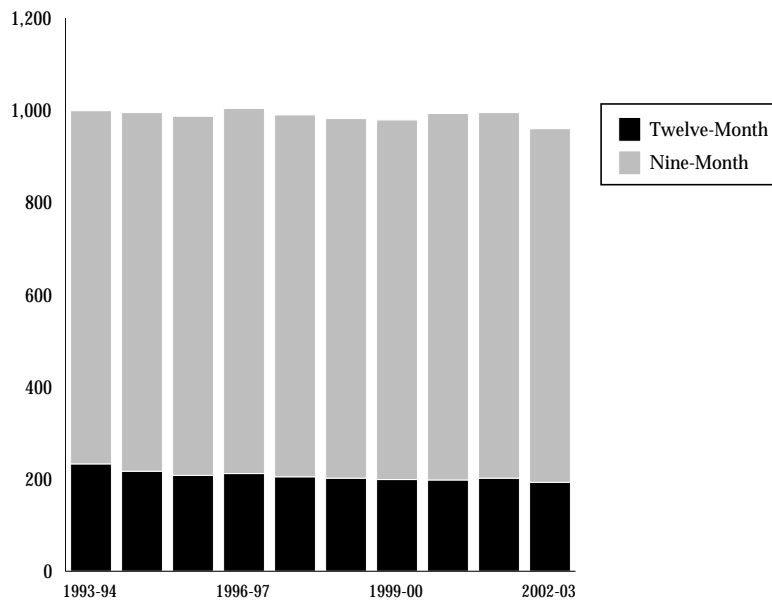


Tenure-Track Faculty by Basis of Service

History of Faculty by Basis of Service

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Nine-Month Appointments						
Professor	385	378	363	370	358	-7.0%
Associate Professor	248	244	248	247	225	-9.3%
Assistant Professor	147	158	184	176	184	25.2%
Twelve-Month Appointments						
Professor	111	112	114	120	116	4.5%
Associate Professor	62	58	51	50	49	-21.0%
Assistant Professor	29	29	33	32	28	-3.4%
Total Faculty	982	979	993	995	960	-2.2%

Ten-Year History of Faculty by Basis of Service

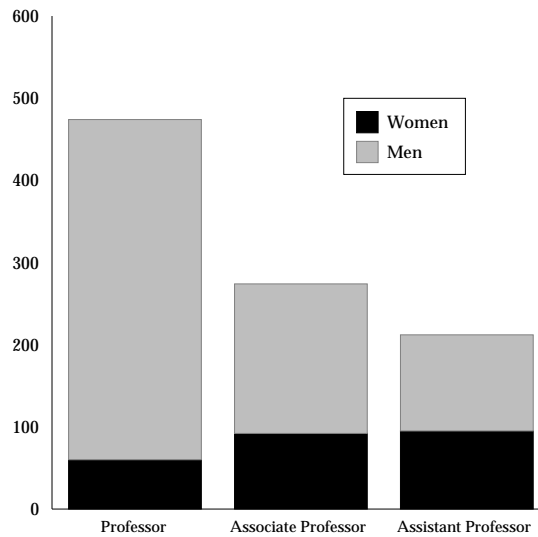


Tenure-Track Faculty by Gender

Faculty by College and Gender

	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	82	17	17.2%	99
Applied Human Sciences	55	49	47.1%	104
Business	41	13	24.1%	54
Engineering	84	8	8.7%	92
Liberal Arts	152	72	32.1%	224
Library	6	21	77.8%	27
Natural Resources	50	10	16.7%	60
Natural Sciences	142	30	17.4%	172
Veterinary Med & Bio Sci	101	27	21.1%	128
University Total	713	247	25.7%	960

Gender by Faculty Rank

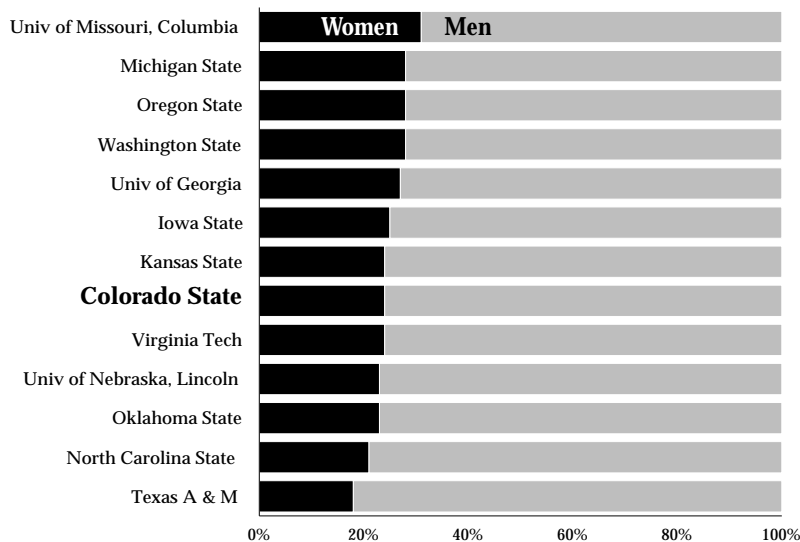


Tenure-Track Faculty by Gender

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
2002-03	713	247	25.7%	960

Comparison of Peer Institutions Faculty by Gender

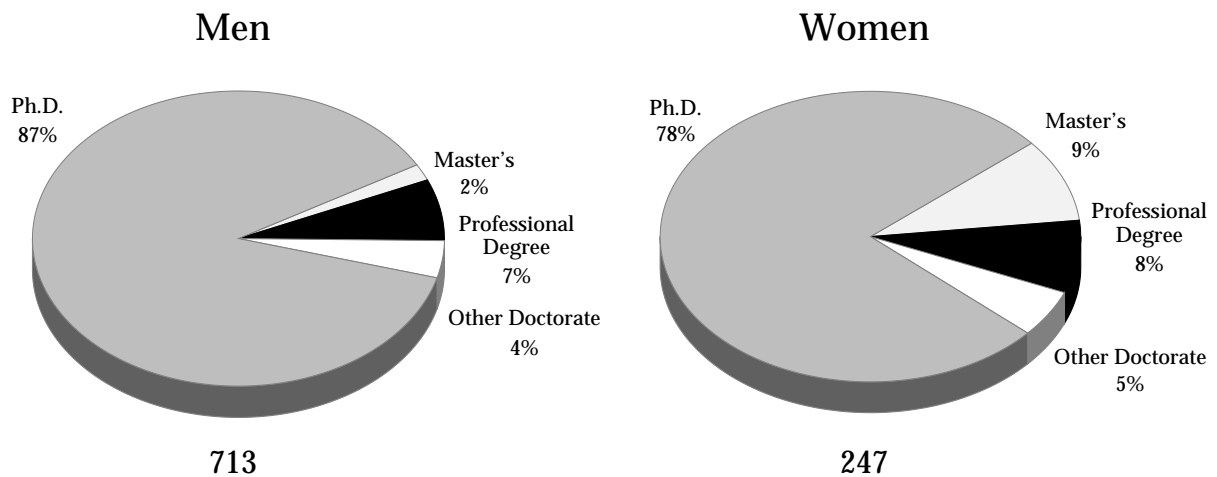


Tenure-Track Faculty by Highest Degree Earned

Faculty by Highest Degree Earned

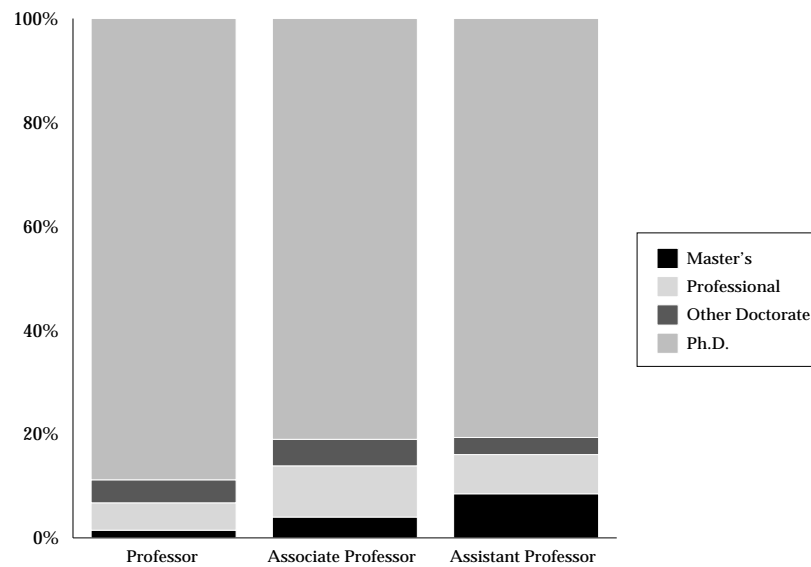
	Master's	Professional Degree	Other Doctorate	Ph.D.	Total
Agricultural Sciences	0	6	0	93	99
Applied Human Sciences	1	6	13	84	104
Business	1	0	5	48	54
Engineering	1	0	0	91	92
Liberal Arts	6	30	11	177	224
Library	27	0	0	0	27
Natural Resources	0	0	0	60	60
Natural Sciences	0	0	0	172	172
Veterinary Med & Bio Sci	0	26	13	89	128
University Total	36	68	42	814	960

Highest Degree Earned by Gender



Tenure-Track Faculty by Highest Degree Earned

Highest Degree Earned by Rank



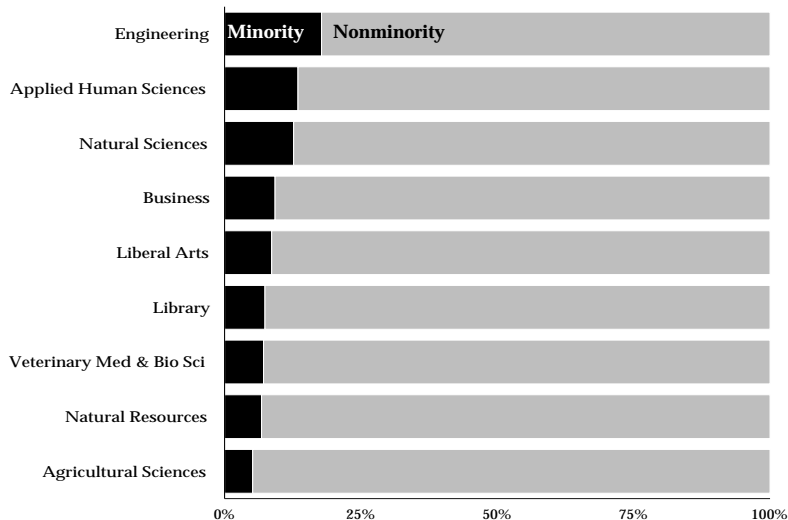
Tenure-Track Faculty by Ethnic Origin

Faculty Ethnicity by College

	Asian	Black	Hispanic	Native American	Inter-national	Non-minorities	Total Faculty	Percent of Faculty Who are Minorities
Agricultural Sciences	4	0	1	0	2	92	99	5.2%
Applied Human Sciences	3	5	4	2	0	90	104	13.5%
Business	2	0	3	0	0	49	54	9.3%
Engineering	11	0	5	0	2	74	92	17.8%
Liberal Arts	10	2	5	2	4	201	224	8.6%
Library	0	0	2	0	0	25	27	7.4%
Natural Resources	2	2	0	0	1	55	60	6.8%
Natural Sciences	14	2	2	2	14	138	172	12.7%
Veterinary Med & Bio Sci	8	0	1	0	2	117	128	7.1%
University Summary	54	11	23	6	25	841	960	10.1%

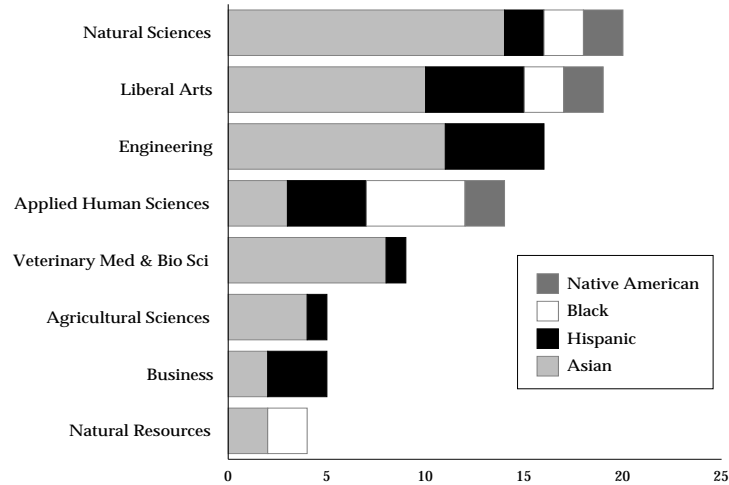
Note: International faculty with a visa type of F1, F2, H1, H2, J1, J2 or TN are excluded from the base population when calculating percent of faculty who are minorities.

Faculty by Ethnic Origin

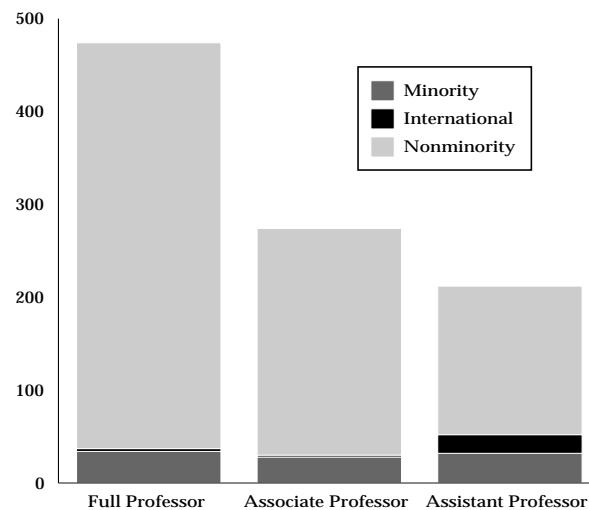


Tenure-Track Faculty by Ethnic Origin

Minority Faculty by College



Faculty by Ethnic Origin and Rank



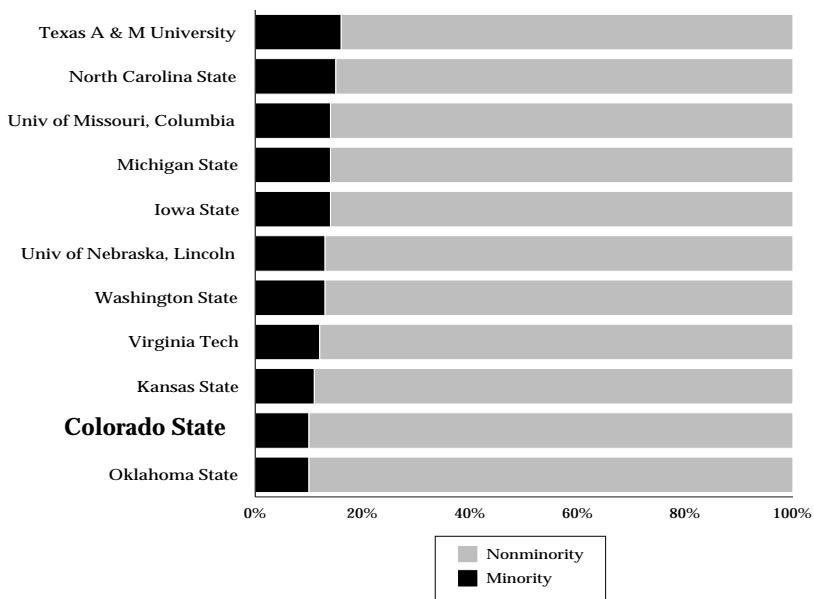
Tenure-Track Faculty by Ethnic Origin

History of Faculty by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Asian	45	43	51	54	54	20.0%
Black	9	9	9	11	11	22.2%
Hispanic	21	22	26	27	23	9.5%
Native American	8	8	9	6	6	-25.0%
Total Minority	83	82	95	98	94	13.3%
International	15	16	25	27	25	66.7%
Nonminority	884	881	873	870	841	-4.9%
Total	982	979	993	995	960	-2.2%
Minority Faculty as a Percent of Total Faculty	8.6%	8.5%	9.8%	10.1%	10.1%	1.5%

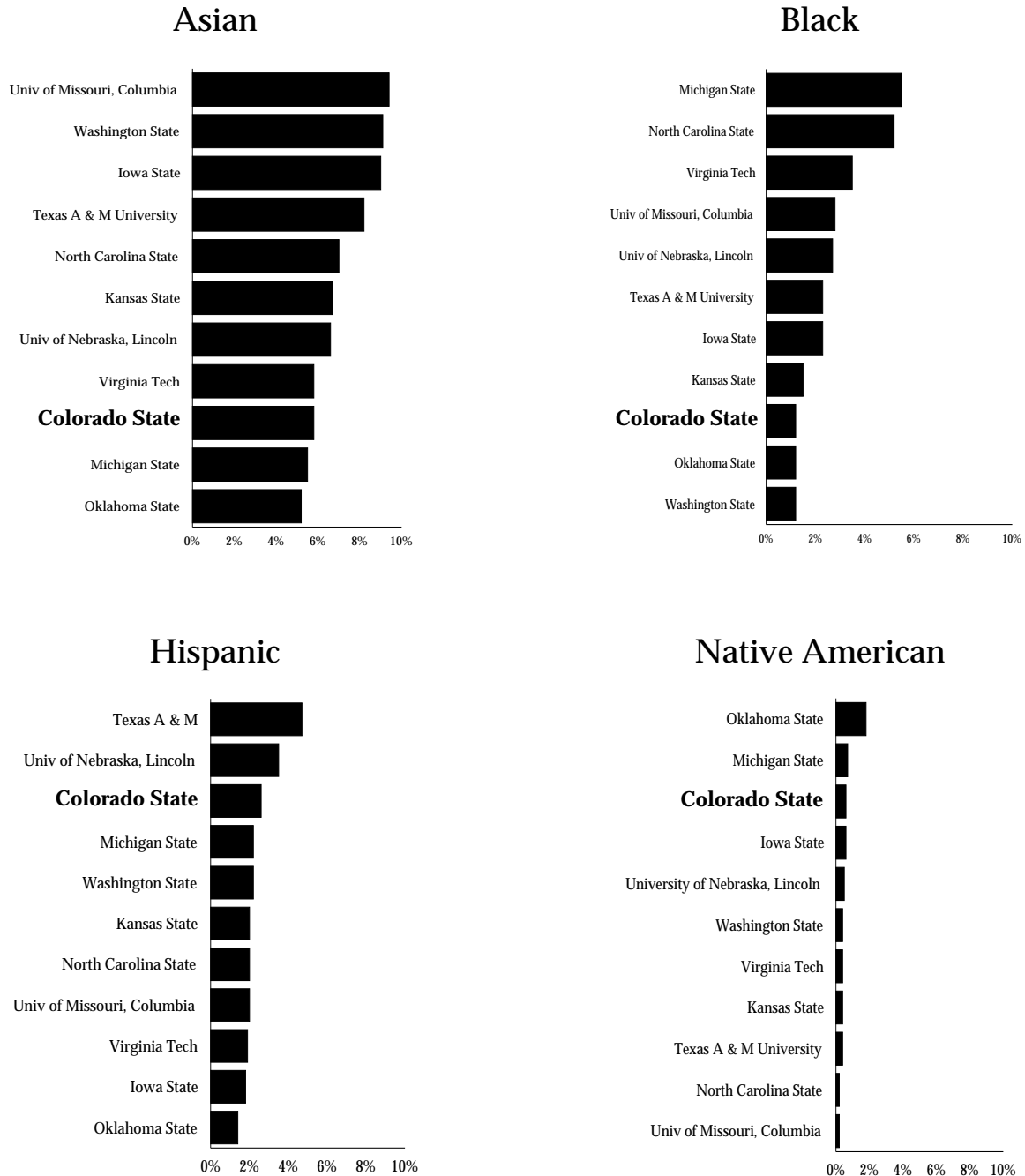
Note: International faculty with a visa type of F1, F2, H1, H2, J1, J2 or TN are excluded from the base population when calculating percent of faculty who are minorities.

Comparison of Peer Institutions Faculty Ethnicity



Tenure-Track Faculty by Ethnic Origin

Comparison of Peer Institutions Faculty Ethnicity

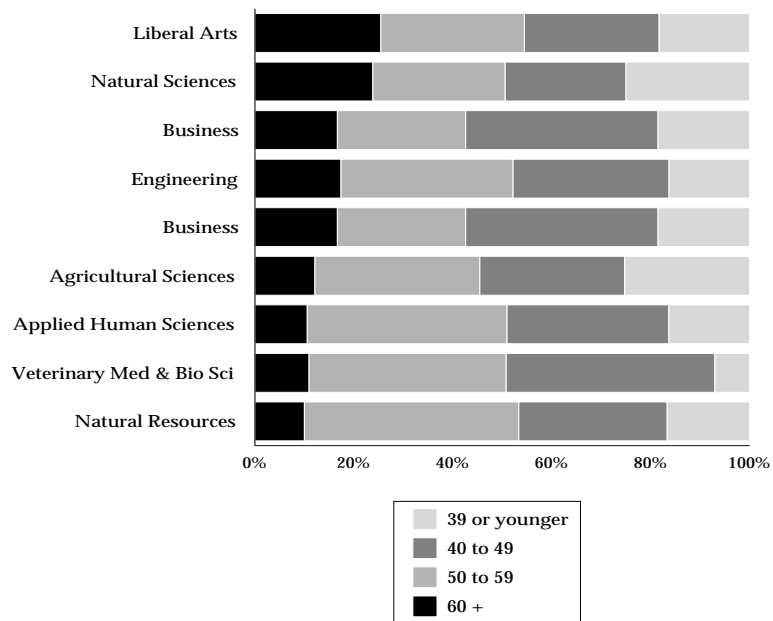


Tenure-Track Faculty by Age

Faculty by Age and College

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total Faculty
Agricultural Sciences	0	12	33	29	20	5	99
Applied Human Sciences	0	11	42	34	15	2	104
Business	0	9	14	21	10	0	54
Engineering	1	15	32	29	13	2	92
Liberal Arts	4	53	65	61	39	2	224
Library	0	1	12	5	9	0	27
Natural Resources	2	4	26	18	9	1	60
Natural Sciences	3	38	46	42	40	3	172
Veterinary Med & Bio Sci	2	12	51	54	9	0	128
University Total	12	155	321	293	164	15	960

Faculty Age by College



Tenure-Track Faculty by Age

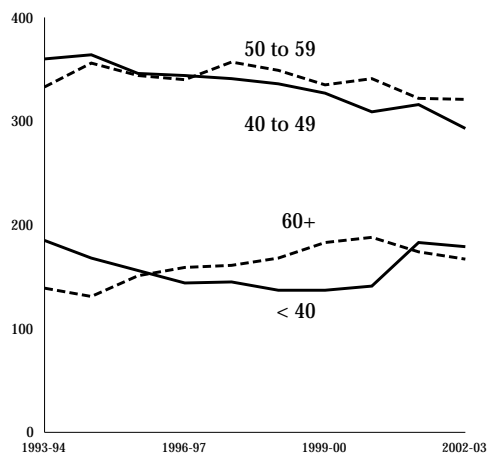
Faculty Age by Rank

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total Faculty
Professor	11	128	235	96	4	0	474
Associate Professor	1	24	74	137	38	0	274
Assistant Professor	0	3	12	60	122	15	212
University Total	12	155	321	293	164	15	960

History of Faculty by Age and College

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Younger than 30	6	5	12	21	15	150.0%
30 to 39	131	136	150	162	164	25.2%
40 to 49	327	309	315	316	293	-10.4%
50 to 59	335	341	320	322	321	-4.2%
60 to 69	171	173	173	158	155	-9.4%
70 and Older	12	15	23	16	12	0.0%
University Total	982	979	993	995	960	-2.2%

Ten-Year History of Faculty by Age

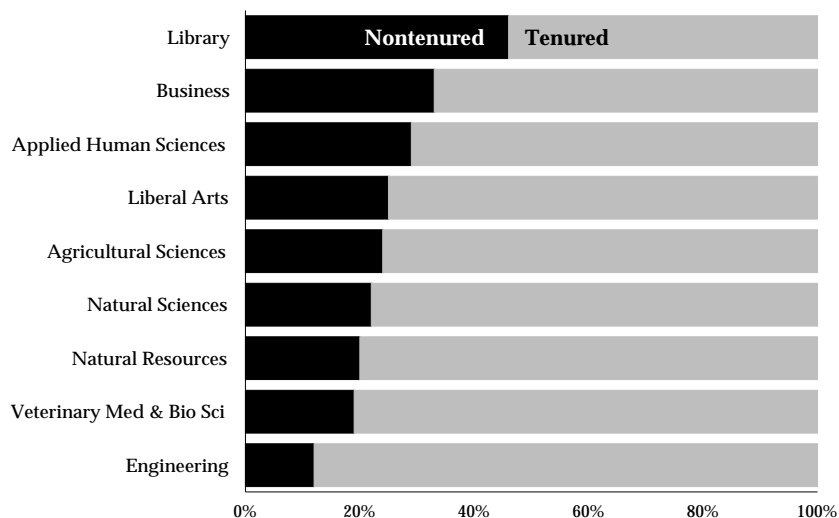


Tenure-Track Faculty by Tenure Status

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	82	80%	17	53%	99	76%
Applied Human Sciences	55	80%	49	61%	104	71%
Business	41	73%	13	46%	54	67%
Engineering	84	90%	8	63%	92	88%
Liberal Arts	152	81%	72	64%	224	75%
Library	6	67%	21	52%	27	56%
Natural Resources	50	80%	10	80%	60	80%
Natural Sciences	142	82%	30	60%	172	78%
Veterinary Med & Bio Sci	101	87%	27	59%	128	81%
University Summary	713	82%	247	60%	960	77%

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	98%	3	100%	52	98%
Applied Human Sciences	30	97%	17	100%	47	98%
Business	18	94%	1	100%	19	95%
Engineering	60	100%	3	100%	63	100%
Liberal Arts	70	100%	14	100%	84	100%
Library	2	100%	2	100%	4	100%
Natural Resources	34	97%	4	100%	38	97%
Natural Sciences	90	100%	8	100%	98	100%
Veterinary Med & Bio Sci	61	100%	8	100%	69	100%
University Summary	414	99%	60	100%	474	99%

Percent of Tenured Associate Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	17	100%	5	100%	22	100%
Applied Human Sciences	16	88%	17	100%	30	90%
Business	13	92%	4	100%	17	94%
Engineering	17	94%	3	67%	20	90%
Liberal Arts	51	100%	33	97%	84	99%
Library	2	100%	7	100%	9	100%
Natural Resources	7	100%	4	100%	11	100%
Natural Sciences	27	93%	10	100%	37	95%
Veterinary Med & Bio Sci	32	84%	12	67%	44	80%
University Summary	182	94%	92	92%	274	93%

Percent of Tenured Assistant Professors by Gender and College

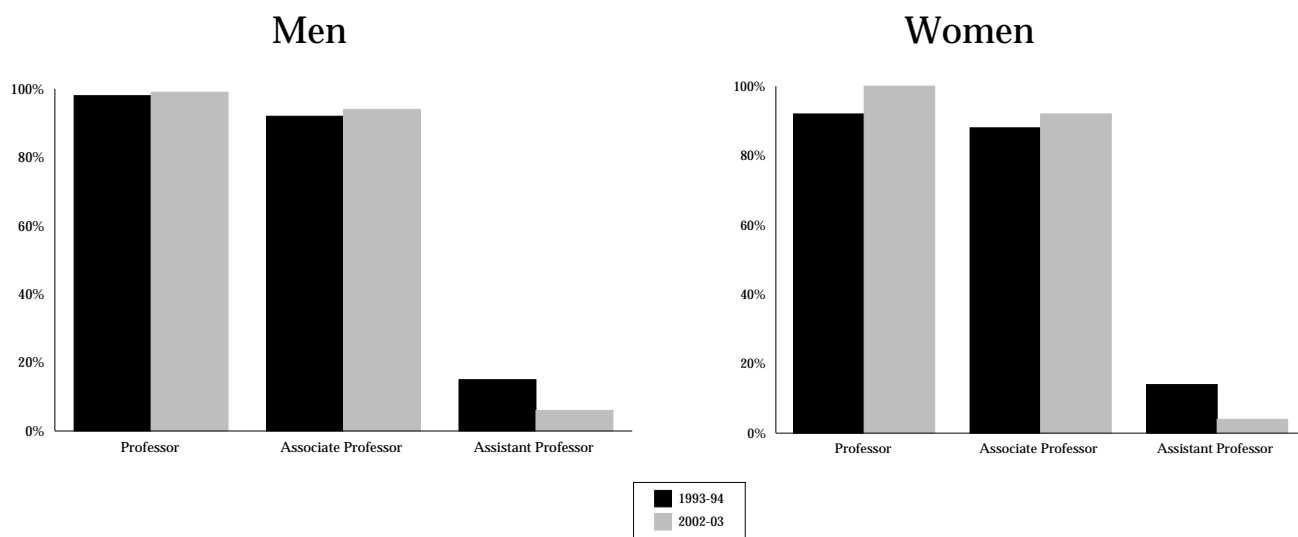
	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	16	6%	9	11%	25	8%
Applied Human Sciences	9	11%	18	0%	27	4%
Business	10	10%	8	13%	18	11%
Engineering	7	0%	2	0%	9	0%
Liberal Arts	31	6%	25	0%	56	4%
Library	2	0%	12	17%	14	14%
Natural Resources	9	0%	2	0%	11	0%
Natural Sciences	25	8%	12	0%	37	5%
Veterinary Med & Bio Sci	8	0%	7	0%	15	0%
University Summary	117	6%	95	4%	212	5%

Tenure-Track Faculty by Tenure Status

History of Percent of Tenured Faculty by Rank

	1998-99	1999-00	2000-01	2001-02	2002-03
Full Professor	100%	100%	100%	99%	99%
Associate Professor	94%	94%	93%	93%	93%
Assistant Professor	8%	6%	6%	6%	5%
All Ranks	82%	80%	77%	78%	77%

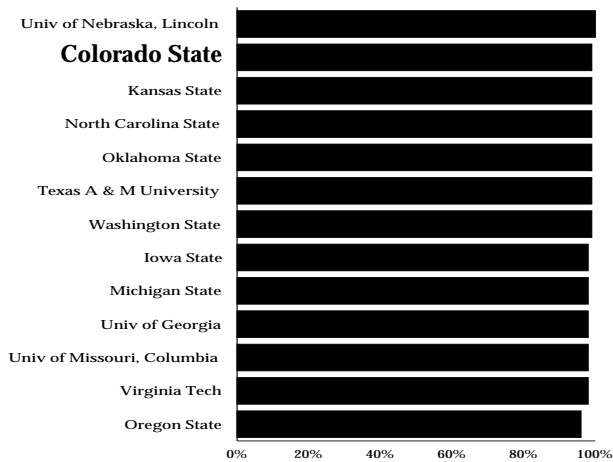
Ten-Year Comparison of Percent of Tenured Faculty by Gender



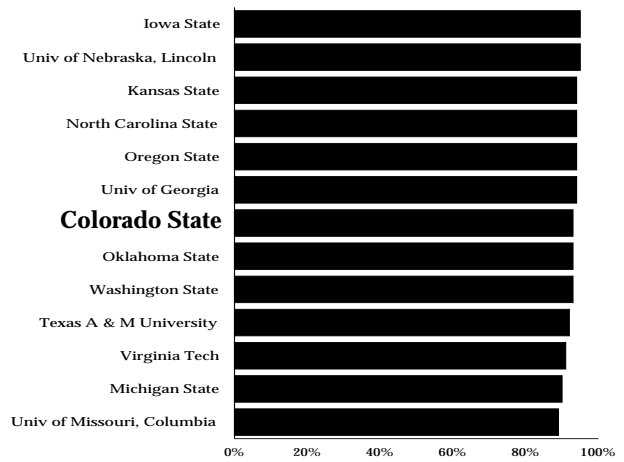
Tenure-Track Faculty by Tenure Status

Comparison of Peer Institutions

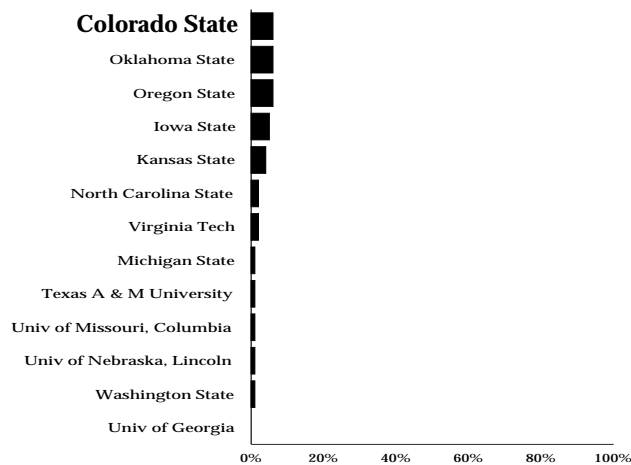
Percent of Tenured Full Professors



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

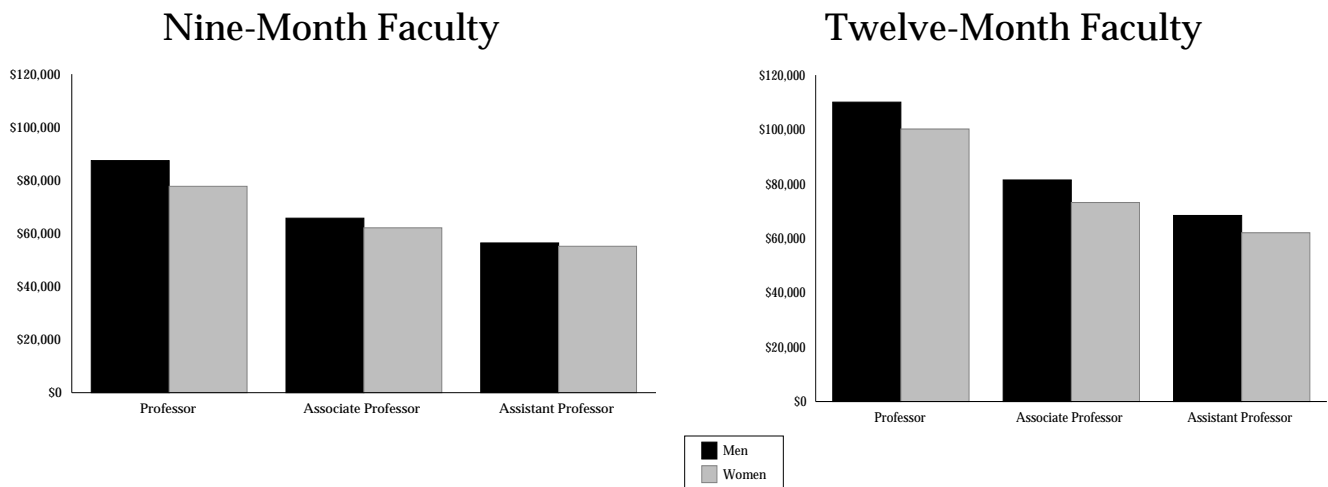
	Professor	Associate Professor	Assistant Professor	All Ranks
Agricultural Sciences				
09-Month BOS	\$75,958	\$59,142	\$53,121	\$62,739
12-Month BOS	97,310	67,311	55,200	89,698
Applied Human Sciences				
09-Month BOS	\$73,324	\$60,267	\$50,454	\$62,354
12-Month BOS	106,606	---	---	106,606
Business				
09-Month BOS	\$102,228	\$90,200	\$85,839	\$92,978
12-Month BOS	---	---	---	---
Engineering				
09-Month BOS	\$102,747	\$84,681	\$69,900	\$95,648
12-Month BOS	153,000	81,300	---	117,150
Liberal Arts				
09-Month BOS	\$74,348	\$54,950	\$46,363	\$59,239
12-Month BOS	108,523	75,500	---	104,120
Library				
09-Month BOS	---	---	---	---
12-Month BOS	\$66,063	\$55,222	\$47,968	\$53,067
Natural Resources				
09-Month BOS	\$78,330	\$61,900	\$53,021	\$69,476
12-Month BOS	114,029	85,000	---	111,126
Natural Sciences				
09-Month BOS	\$88,034	\$69,272	\$58,646	\$77,350
12-Month BOS	143,950	118,800	---	140,357
Veterinary Med & Bio Sci				
09-Month BOS	\$95,200	\$65,639	\$61,950	\$82,984
12-Month BOS	114,599	88,883	82,123	100,791
University Summary				
09-Month BOS	\$86,269	\$64,531	\$55,895	\$72,605
12-Month BOS	108,602	78,569	64,084	94,518

Salaries and Compensation for Tenure-Track Faculty

Mean Faculty Salaries by Rank, Basis of Service and Gender

	Men	Women	All Faculty
Full Professor			
09-Month BOS	\$87,433	\$77,743	\$86,269
12-Month BOS	110,049	100,178	108,602
Associate Professor			
09-Month BOS	\$65,744	\$62,105	\$64,531
12-Month BOS	81,444	73,156	78,569
Assistant Professor			
09-Month BOS	\$56,413	\$55,159	\$55,895
12-Month BOS	68,394	62,042	64,084
All Ranks			
09-Month BOS	\$75,908	\$62,850	\$72,605
12-Month BOS	100,833	77,839	94,518

Mean Salaries by Rank and Gender



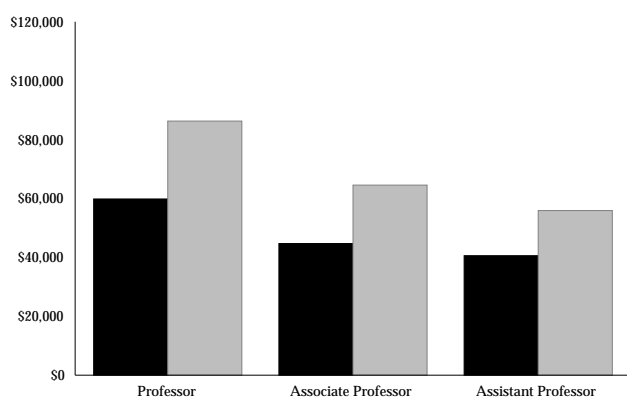
Salaries and Compensation for Tenure-Track Faculty

History of Mean Faculty Salaries by Rank

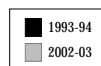
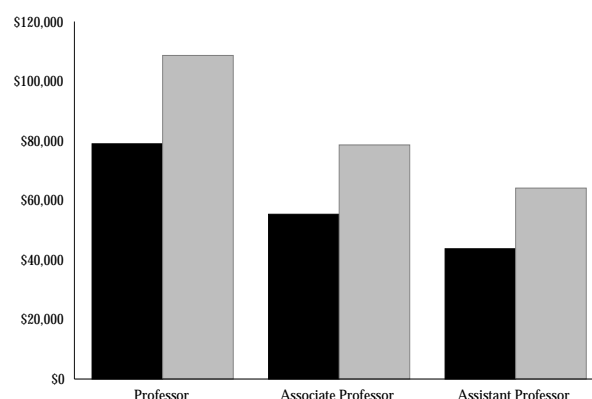
	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Nine-Month BOS						
Professor	\$72,051	\$74,421	\$77,556	\$82,079	\$86,269	19.7%
Associate Professor	53,902	55,847	59,126	62,231	64,531	19.7%
Assistant Professor	45,539	47,110	49,250	51,952	55,895	22.7%
All Ranks	61,284	63,079	65,255	69,211	72,605	18.5%
Twelve-Month BOS						
Professor	\$93,475	\$96,128	\$99,577	\$104,166	\$108,602	16.2%
Associate	62,839	65,006	69,321	73,223	78,569	25.0%
Assistant Professor	56,354	61,065	61,898	63,042	64,084	13.7%
All Ranks	78,743	81,948	85,504	89,992	94,518	20.0%

Ten-Year Comparison of Mean Faculty Salaries

Nine-Month Faculty



Twelve-Month Faculty



Salaries and Compensation for Tenure-Track Faculty

AAUP Salary Data - CCHE Peer Group Comparison

	CSU Mean Salary	All Ranks Combined Peer Group Mean Salary	CSU Salary as a Percent of Peer Salary
2001-02	\$71,200	\$73,800	96.4%
2000-01	67,000	71,300	93.9%
1999-00	64,800	68,400	94.7%
1998-99	62,800	65,600	95.8%
1997-98	60,700	61,700	98.4%
1996-97	58,900	59,300	99.3%
1995-96	56,600	57,400	98.5%
1994-95	54,200	55,000	98.5%
1993-94	52,600	53,200	98.9%
1992-93	50,800	51,700	98.3%
1991-92	49,300	50,500	97.6%
1990-91	47,300	49,300	95.9%

AAUP Salary Data - Internal Peer Group Comparison

	CSU Mean Salary	All Ranks Combined Peer Group Mean Salary	CSU Salary as a Percent of Peer Salary
2001-02	\$71,200	\$69,700	102.1%
2000-01	67,000	67,100	99.9%
1999-00	64,800	64,300	100.8%
1998-99	62,800	61,600	101.9%
1997-98	60,700	58,400	103.9%
1996-97	58,900	56,200	104.8%

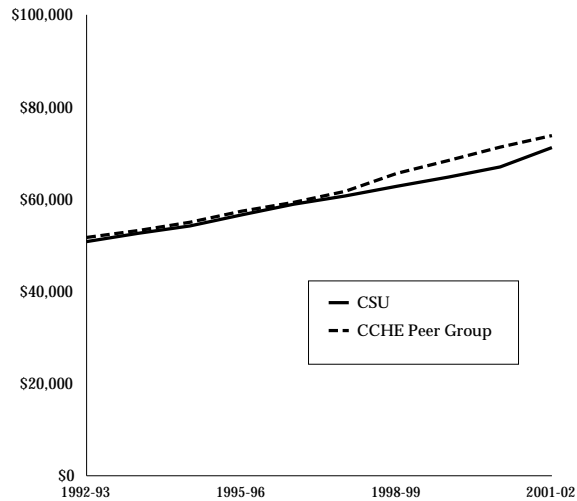
Source: *Academe, The Economic Status of the Profession.*

Note: AAUP data includes only instructional faculty on tenure-track appointments.

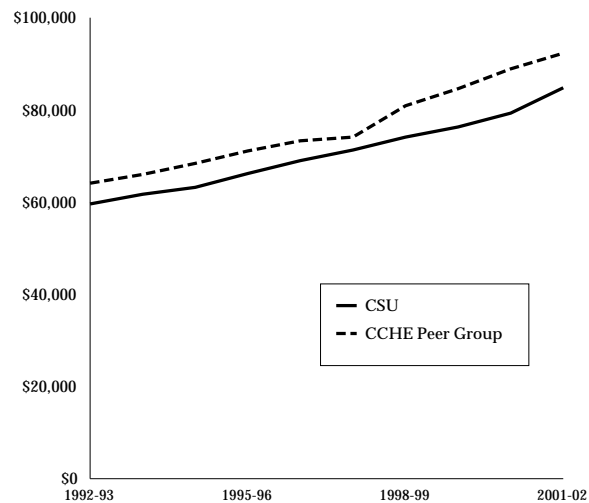
Salaries and Compensation for Tenure-Track Faculty

All Ranks Combined Comparison CCHE Peer Group

Average Salary



Average Compensation

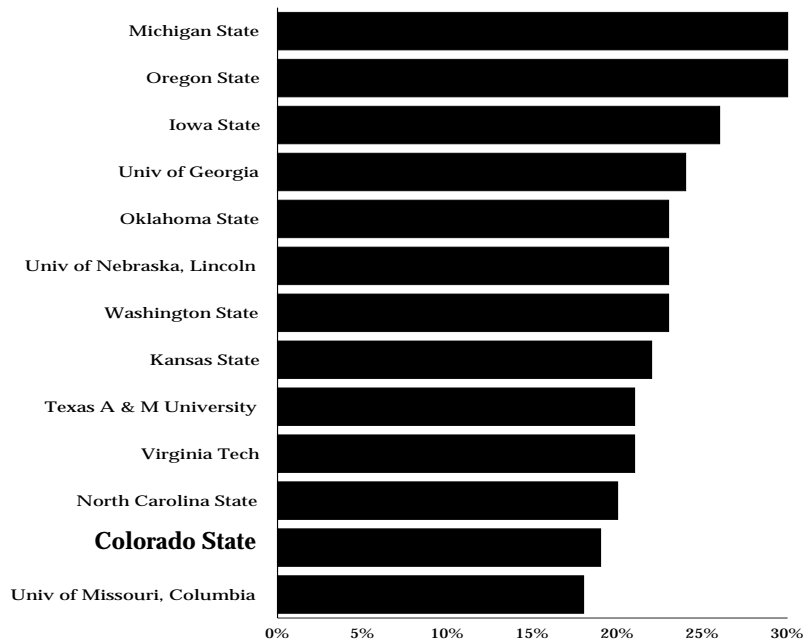


Source: *Academe, The Economic Status of the Profession.*

Note: The CCHE Peer Group was used for the ten-year history because historical data was not available for the Internal Peer Group. AAUP includes only instructional faculty on tenure-track appointments.

Salaries and Compensation for Tenure-Track Faculty

Comparison of Peer Institutions Benefits as a Percent of Faculty Salaries

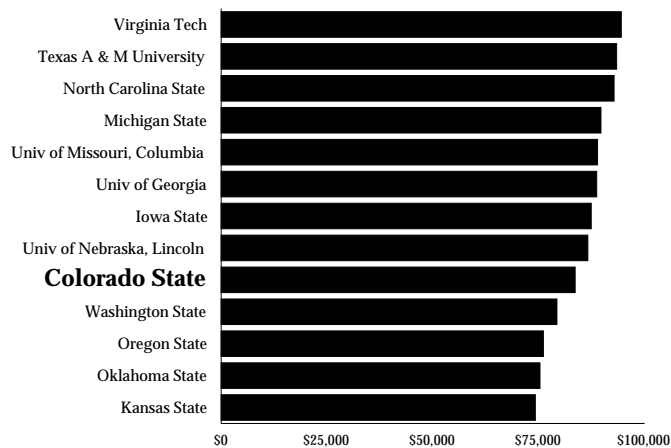


Source: *Academe, Annual Report on the Economic Status of the Profession, 2001-02.*

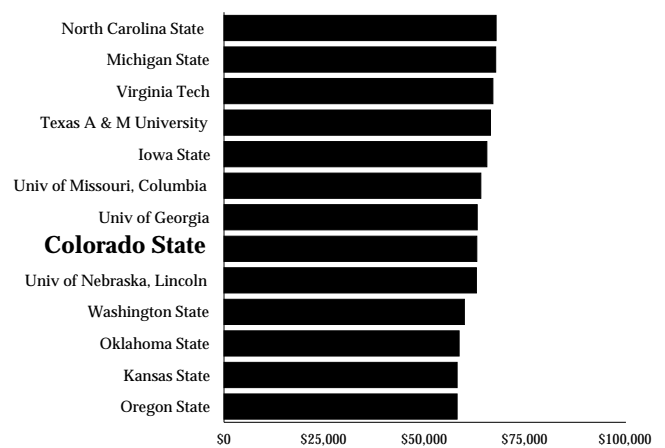
Salaries and Compensation for Tenure-Track Faculty

Comparison of Peer Institutions Average Salaries

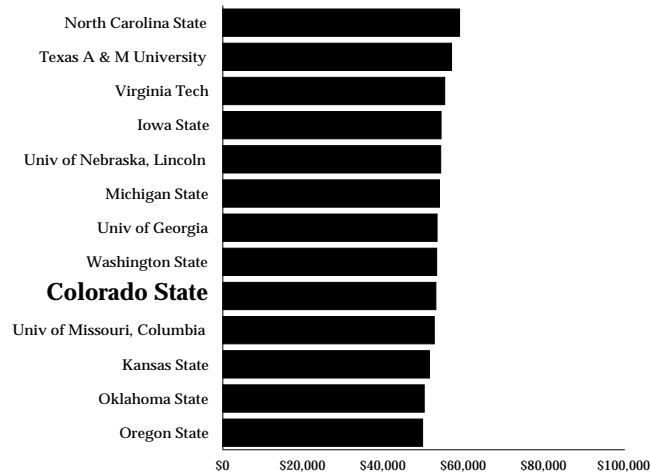
Full Professors



Associate Professors



Assistant Professors



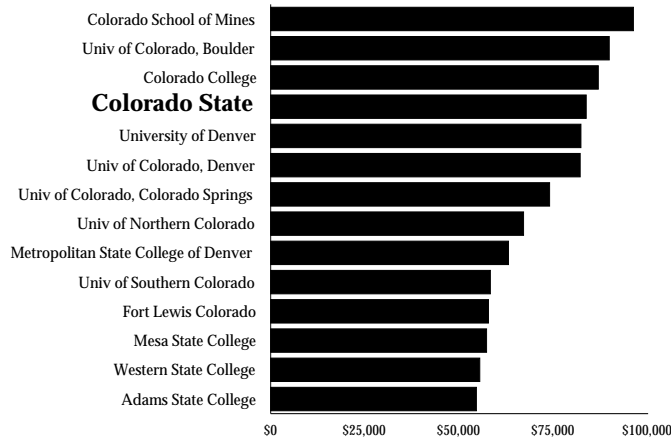
Source: *Academe, The Economic Status of the Profession.*

Note: AAUP includes only instructional faculty on tenure-track appointments.

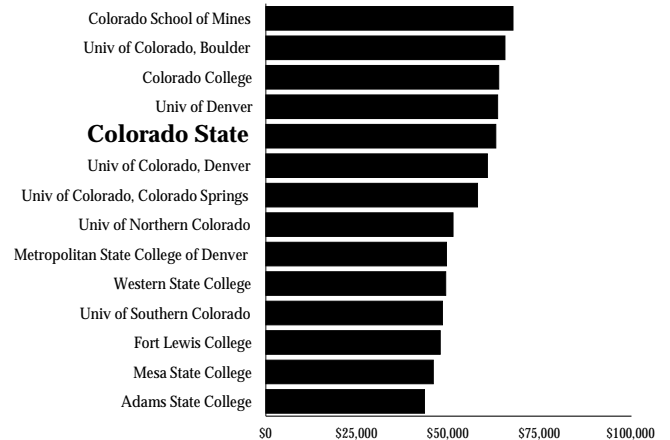
Salaries and Compensation for Tenure-Track Faculty

Comparison of Colorado Institutions Average Salaries

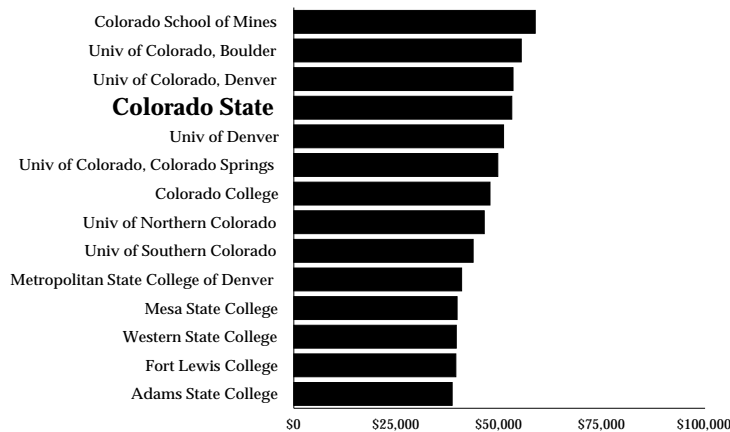
Full Professors



Associate Professors



Assistant Professors



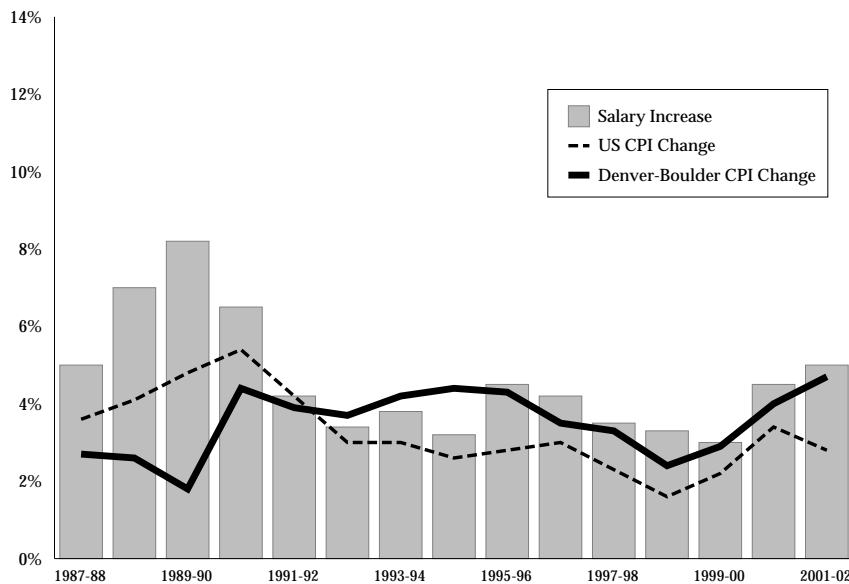
Source: *Academe, The Economic Status of the Profession.*

Note: AAUP includes only instructional faculty on tenure-track appointments.

Faculty Salary Increases Compared to Changes in the Consumer Price Index

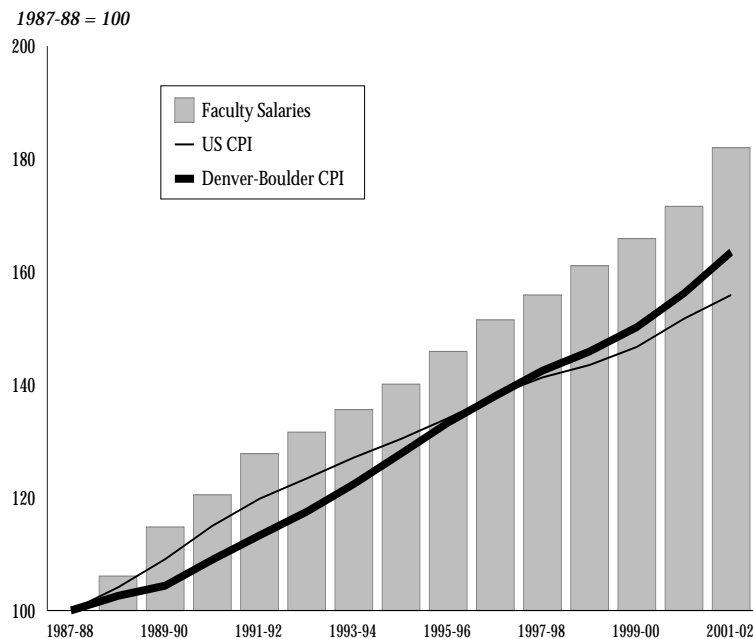
Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1987-88	5.00%	3.6%	2.7%
1988-89	7.00%	4.1%	2.6%
1989-90	8.20%	4.8%	1.8%
1990-91	6.50%	5.4%	4.4%
1991-92	4.25%	4.2%	3.9%
1992-93	3.40%	3.0%	3.7%
1993-94	3.75%	3.0%	4.2%
1994-95	3.25%	2.6%	4.4%
1995-96	4.50%	2.8%	4.3%
1996-97	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%
2001-02	5.00%	2.8%	4.7%

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



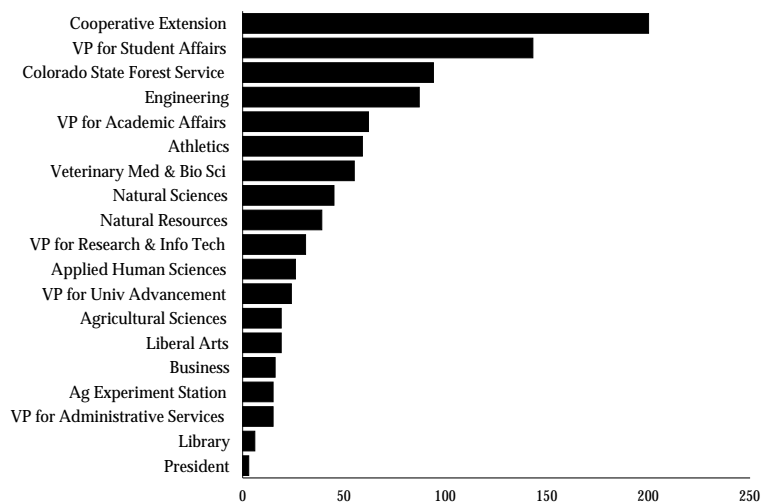
Note: Salaries are for nine-month tenure-track faculty.

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	14	93%	1	7%	15
Agricultural Sciences	12	63%	7	37%	19
Applied Human Sciences	8	31%	18	69%	26
Athletics	42	71%	17	29%	59
Business	10	63%	6	38%	16
Colorado State Forest Service	73	78%	21	22%	94
Cooperative Extension	95	48%	105	53%	200
Engineering	54	62%	33	38%	87
Liberal Arts	7	37%	12	63%	19
Library	3	50%	3	50%	6
Natural Resources	33	85%	6	15%	39
Natural Sciences	21	47%	24	53%	45
President	0	0%	3	100%	3
Veterinary Med & Bio Sci	20	36%	35	64%	55
VP for Academic Affairs	17	27%	45	73%	62
VP for Administrative Services	11	73%	4	27%	15
VP for Research & Information Tech	16	52%	15	48%	31
VP for Student Affairs	59	41%	84	59%	143
VP for University Advancement	8	33%	16	67%	24
University Total	503	53%	455	47%	958

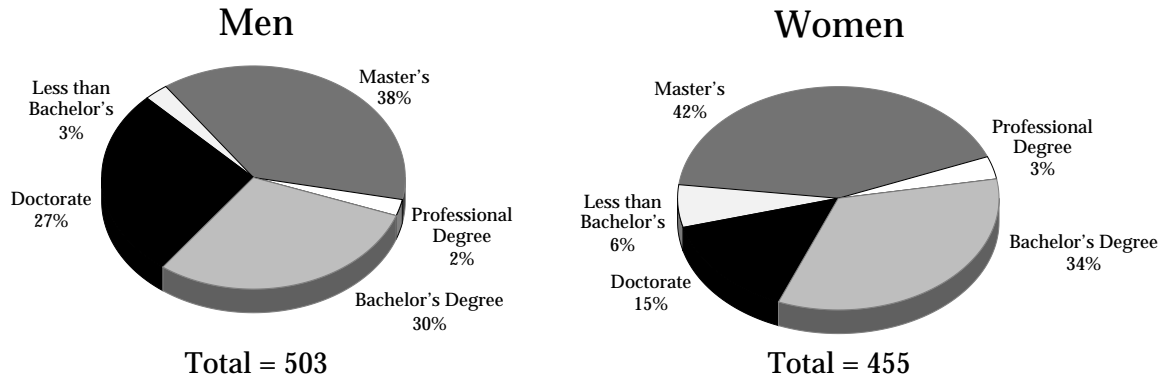
Administrative Professionals by College or Area



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 with an appointment type of R or S are included in this section.

Administrative Professionals (Excluding Research Associates)

Administrative Professionals by Highest Degree Earned

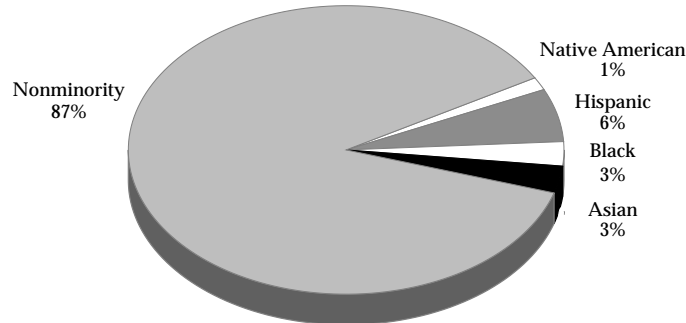


Administrative Professionals by Gender - Job Titles with Seven or More Employees

	Men	Percent Who are Men	Women	Percent Who are Women	Total
Assistant Coach	19	79%	5	21%	24
Assistant Coordinator	5	36%	9	64%	14
Assistant Director	19	37%	32	63%	51
Assistant to Dean	5	56%	4	44%	9
Associate Director	11	50%	11	50%	22
Coach	8	80%	2	20%	10
Coordinator	46	33%	92	67%	138
Counselor	13	29%	32	71%	45
County Extension Director	22	65%	12	35%	34
Director	52	47%	58	53%	110
Executive Director	5	45%	6	55%	11
Extension Agent	54	46%	63	54%	117
Extension Specialist	13	33%	26	67%	39
Forester	71	80%	18	20%	89
Manager	22	71%	9	29%	31
Physician	3	43%	4	57%	7
Psychologist	4	36%	7	64%	11
Research Sci/Scholar I	24	77%	7	23%	31
Research Sci/Scholar II	29	66%	15	34%	44
Research Sci/Scholar III	28	88%	4	12%	32
Senior Research Sci/Scholar	22	79%	6	21%	28
Job Titles with Six or Fewer Employees	28	46%	33	54%	61
University Total	503	53%	455	47%	958

Administrative Professionals (Excluding Research Associates)

Administrative Professionals by Ethnic Origin



History of Administrative Professionals by Job Title

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Assistant Coach	23	22	22	23	24	4.3%
Assistant Coordinator	7	8	15	15	14	100.0%
Assistant Director	35	36	35	36	51	45.7%
Assistant to Dean	10	11	9	8	9	-10.0%
Associate Director	23	22	22	19	22	-4.3%
Coach	10	10	10	10	10	0.0%
Coordinator	152	157	172	186	138	-9.2%
Counselor	34	45	54	52	45	32.4%
County Extension Director	35	34	35	33	34	-2.9%
Director	92	105	106	102	110	19.6%
Executive Director	2	4	5	11	11	450.0%
Extension Agent	116	118	115	114	117	0.9%
Extension Specialist	35	40	38	35	39	11.4%
Forester	69	67	72	74	89	29.0%
Manager	30	31	34	35	31	3.3%
Physician	8	7	7	7	7	-12.5%
Psychologist	8	9	10	10	11	37.5%
Research Scientist	45	43	44	46	--	N/A
Research Sci/Scholar I	--	--	--	--	31	N/A
Research Sci/Scholar II	--	--	--	--	44	N/A
Research Sci/Scholar III	--	--	--	--	32	N/A
Senior Research Sci/Scholar	16	16	15	15	28	75.0%
Job Titles with Six or Fewer Employees	34	35	27	44	61	79.4%
University Total	800	837	872	889	958	19.8%

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

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Agricultural Experiment Station	4	3	13	14	15	275.0%
Agricultural Sciences	24	24	18	18	19	-20.8%
Applied Human Sciences	22	19	19	26	26	18.2%
Athletics	58	55	57	59	59	1.7%
Business	12	12	12	13	16	33.3%
Colorado State Forest Service	73	71	75	78	94	28.8%
Cooperative Extension	197	206	203	194	200	1.5%
Engineering	96	94	97	91	87	-9.4%
Liberal Arts	13	18	22	22	19	46.2%
Library	1	2	3	3	6	500.0%
Natural Resources	21	22	23	29	39	85.7%
Natural Sciences	24	29	39	31	45	87.5%
President	3	3	3	3	3	0.0%
Veterinary Med & Bio Sci	36	38	42	43	55	52.8%
VP for Academic Affairs	34	55	69	65	62	82.4%
VP for Administrative Services	15	15	14	14	15	0.0%
VP for Research & Information Tech	15	16	17	14	31	106.7%
VP for Student Affairs	135	137	141	147	143	5.9%
VP for University Advancement	17	18	14	25	24	41.2%
University Total	800	837	872	889	958	19.8%

History of Administrative Professionals by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Asian	25	28	24	27	29	16.0%
Black	22	24	25	27	26	18.2%
Hispanic	51	53	53	50	57	11.8%
Native American	7	9	10	13	14	100.0%
Nonminority	695	723	760	772	832	19.7%
University Summary	800	837	872	889	958	19.8%

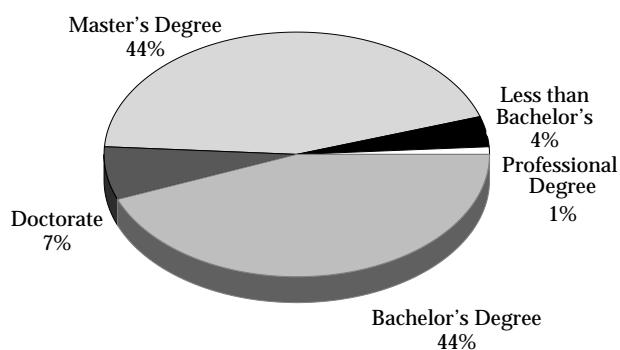
Note: Employees with a visa type of F1, F2, H1, H2, J1, J2 or TN are included with nonminorities.

Administrative Professionals - Research Associates

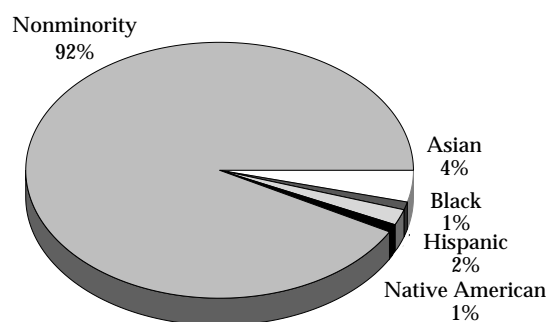
Research Associates by Gender

	Men	Percent Who are Men	Women	Percent Who are Women	Total Research Associates
Agricultural Experiment Station	14	88%	2	12%	16
Agricultural Sciences	32	64%	18	36%	50
Applied Human Sciences	6	25%	18	75%	24
Business	1	33%	2	67%	3
Cooperative Extension	0	0%	2	100%	2
Engineering	122	77%	36	23%	158
Library	3	75%	1	25%	4
Natural Resources	172	64%	95	36%	267
Natural Sciences	15	50%	15	50%	30
Veterinary Med & Bio Sci	46	42%	63	58%	109
VP for Administrative Services	3	75%	1	25%	4
VP for Research & Info Tech	2	100%	0	0%	2
University Total	416	62%	253	38%	669

By Highest Degree Earned



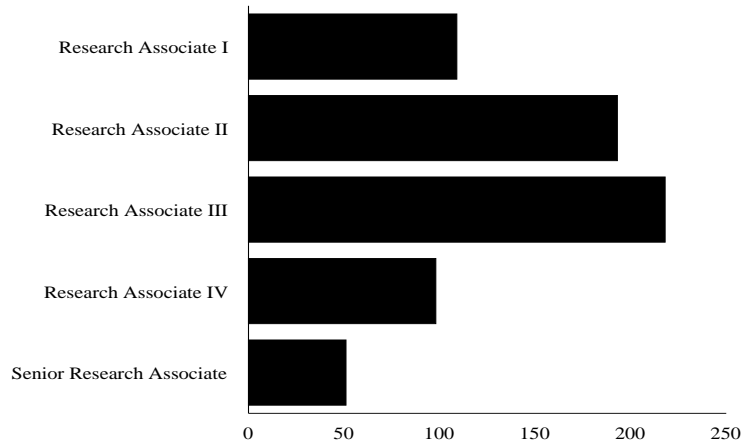
By Ethnicity



Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in this section. Research Associates with an appointment of R or S are included in this section.

Administrative Professionals - Research Associates

Research Associates by Job Title



History of Research Associates

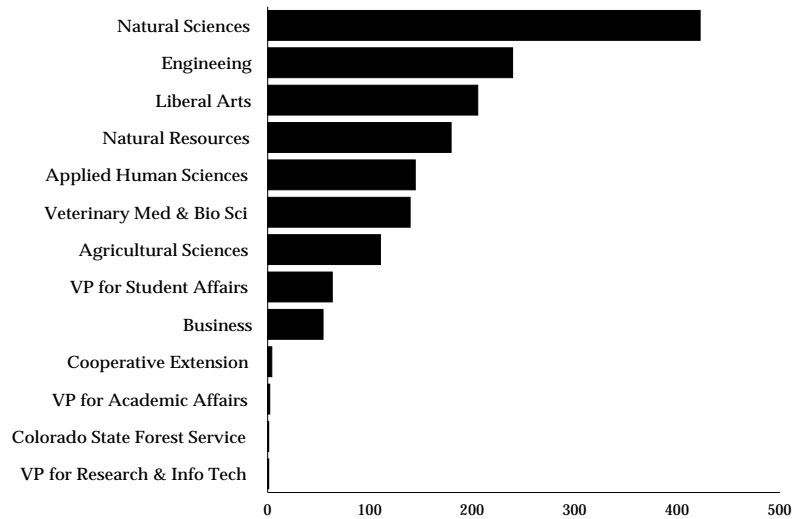
	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Agricultural Experiment Station	2	2	18	20	16	700.0%
Agricultural Sciences	53	56	48	50	50	-5.7%
Applied Human Sciences	27	29	26	29	24	-11.1%
Business	1	1	2	3	3	200.0%
Cooperative Extension	1	2	3	3	2	100.0%
Engineering	105	102	108	124	158	50.5%
Liberal Arts	1	0	1	1	0	-100.0%
Library	4	4	5	5	4	0.0%
Natural Resources	194	225	240	269	267	37.6%
Natural Sciences	37	33	33	38	30	-18.9%
Veterinary Med & Bio Sci	105	99	110	107	109	3.8%
VP for Academic Affairs	0	2	0	0	0	0.0%
VP for Administrative Services	5	6	5	5	4	-20.0%
VP for Research & Info Tech	2	2	1	2	2	0.0%
University Total	537	563	600	656	669	24.6%

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	69	63%	41	37%	110
Applied Human Sciences	40	28%	104	72%	144
Business	26	48%	28	52%	54
Colorado State Forest Service	1	100%	0	0%	1
Cooperative Extension	1	25%	3	75%	4
Engineering	190	79%	49	21%	239
Liberal Arts	62	30%	143	70%	205
Natural Resources	88	49%	91	51%	179
Natural Sciences	241	57%	181	43%	422
Veterinary Med & Bio Sci	59	42%	80	58%	139
VP for Academic Affairs	1	50%	1	50%	2
VP for Research & Info Technology	1	100%	0	0%	1
VP for Student Affairs	20	32%	43	68%	63
University Total	799	51%	764	49%	1,563

Graduate Assistants by College or Area

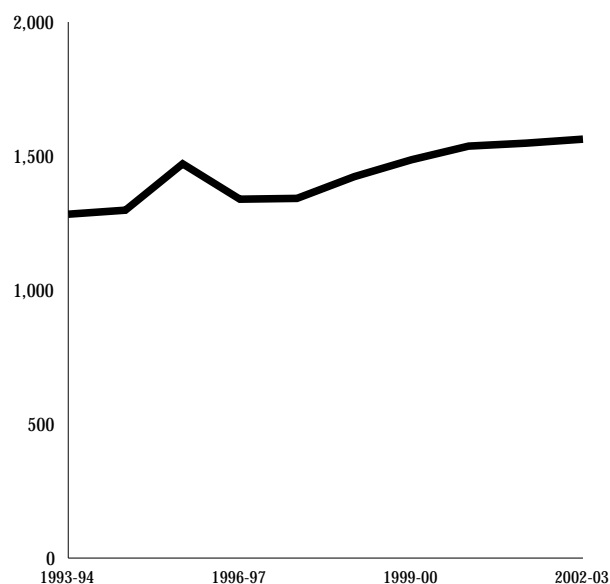


Graduate Assistants

History of Graduate Assistants by College or Area

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Agricultural Sciences	93	97	104	108	110	18.3%
Applied Human Sciences	106	119	134	144	144	35.8%
Business	78	90	71	63	54	-30.8%
Colorado State Forest Service	0	0	0	0	1	N/A
Cooperative Extension	1	2	1	3	4	300.0%
Engineering	205	201	220	226	239	16.6%
Liberal Arts	206	205	214	197	205	0.5%
Natural Resources	143	150	155	175	179	25.2%
Natural Sciences	403	416	436	441	422	4.7%
Veterinary Med & Bio Sci	120	133	140	130	139	15.8%
VP for Academic Affairs	4	4	2	1	2	-50.0%
VP for Administrative Services	0	1	0	0	0	0.0%
VP for Research & Info Technology	0	3	2	3	1	N/A
VP for Student Affairs	64	65	58	57	63	1.6%
University Total	1,423	1,486	1,537	1,548	1,563	9.8%

History of Graduate Assistants

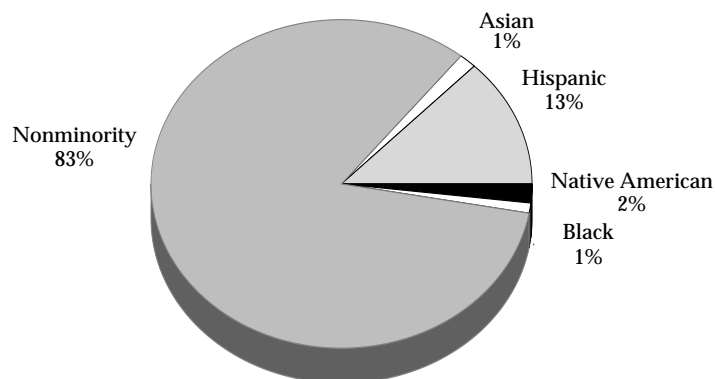


State-Classified Staff

State-Classified Staff by Gender

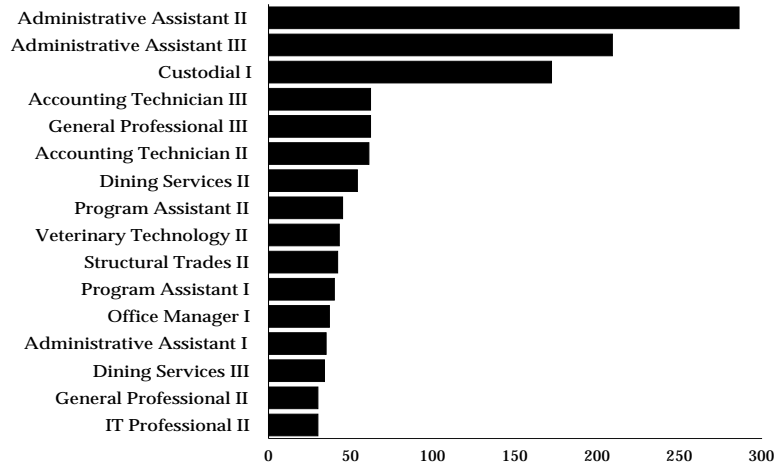
	Men	Percent Who are Men	Women	Percent Who are Women	Total State-Classified
Agricultural Experiment Station	9	47%	10	53%	19
Agricultural Sciences	1	3%	37	97%	38
Applied Human Sciences	1	2%	42	98%	43
Athletics	0	0%	9	100%	9
Business	1	7%	13	93%	14
Colorado State Forest Service	10	34%	19	66%	29
Cooperative Extension	1	3%	32	97%	33
Engineering	9	16%	48	84%	57
Liberal Arts	1	3%	37	97%	38
Library	16	22%	57	78%	73
Natural Resources	15	28%	39	72%	54
Natural Sciences	9	14%	55	86%	64
President	0	0%	5	100%	5
Veterinary Med & Bio Sci	46	17%	223	83%	269
VP for Academic Affairs	8	11%	68	89%	76
VP for Administrative Services	323	60%	218	40%	541
VP for Research & Information Tech	81	48%	89	52%	170
VP for Student Affairs	208	35%	394	65%	602
VP for University Advancement	33	45%	40	55%	73
University Total	772	35%	1,435	65%	2,207

By Ethnicity



State-Classified Staff

State-Classified Positions with the Largest Number of Employees

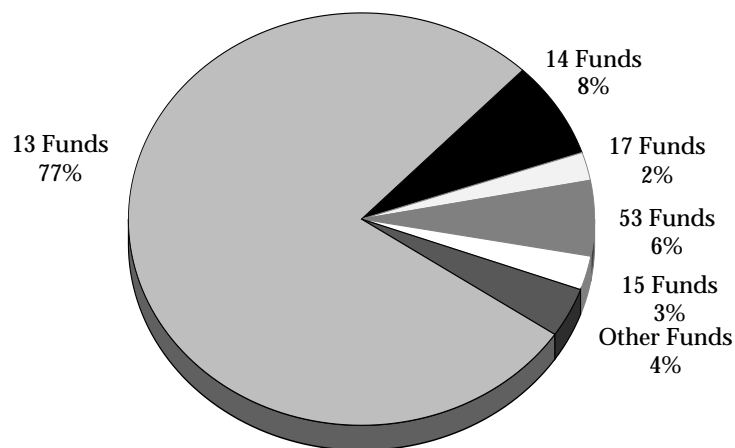


History of State-Classified Staff by College or Area

	1998-99	1999-00	2000-01	2001-02	2002-03	Five-Year Change
Agricultural Experiment Station	4	5	21	21	19	375%
Agricultural Sciences	61	59	38	38	38	-38%
Applied Human Sciences	48	47	45	47	43	-10%
Athletics	11	10	10	10	9	-18%
Business	17	15	14	14	14	-18%
Colorado State Forest Service	32	31	35	30	29	-9%
Cooperative Extension	41	40	34	29	33	-20%
Engineering	72	72	63	62	57	-21%
Liberal Arts	37	39	39	39	38	3%
Library	79	82	80	74	73	-8%
Natural Resources	37	38	45	49	54	46%
Natural Sciences	63	67	66	64	64	2%
President	5	5	6	5	5	0%
Veterinary Med & Bio Sci	232	237	240	265	269	16%
VP for Academic Affairs	76	103	103	105	76	0%
VP for Administrative Services	511	512	517	521	541	6%
VP for Research & Information Tech	146	153	151	154	170	16%
VP for Student Affairs	612	570	629	609	602	-2%
VP for University Advancement	58	64	67	70	73	26%
University Total	2,142	2,149	2,203	2,206	2,207	3%

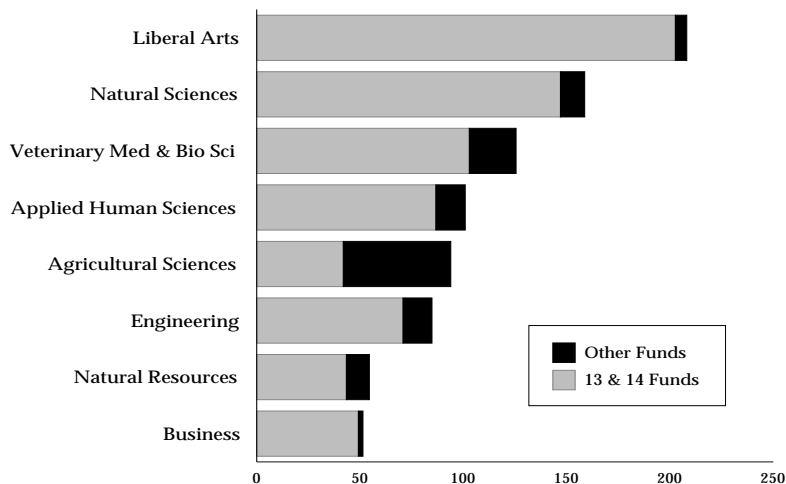
Faculty Full-Time Equivalents

Tenure-Track Faculty FTE by Fund Group



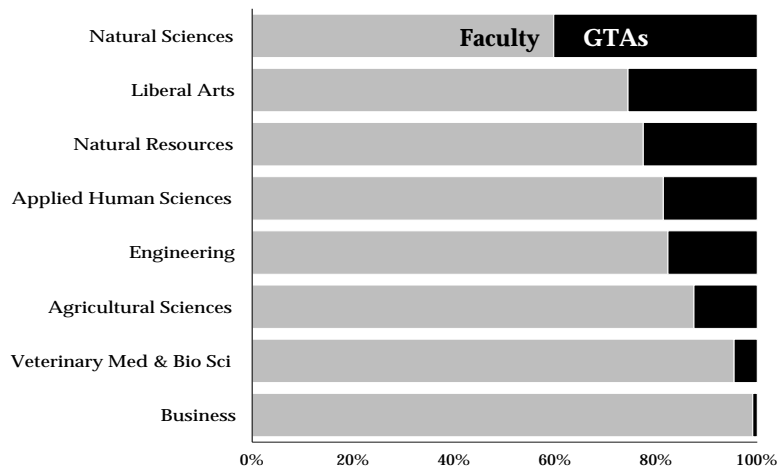
Total FTE = 907.9

Tenure-Track Faculty FTE by College

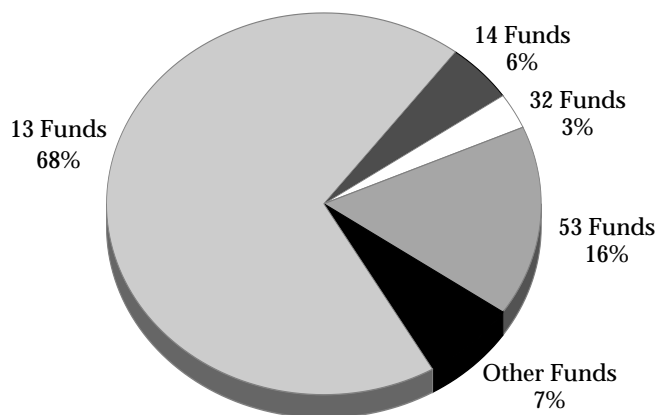


Faculty Full-Time Equivalents

Faculty/GTA FTE Comparison



Faculty FTE by Fund Group Temporary and Special Appointments



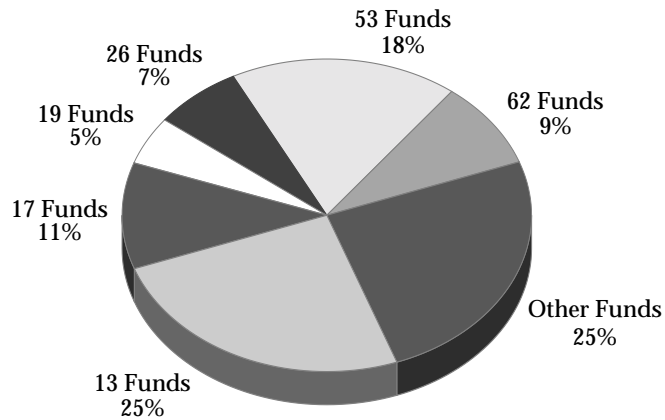
Total FTE = 259.3

Note: The faculty/GTA FTE comparison includes tenure-track faculty and graduate teaching assistants with 13 or 14 funds.

Administrative Professional Full-Time Equivalents

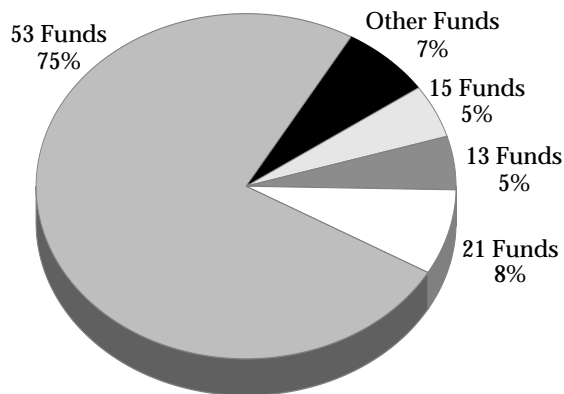
FTE by Fund Group

Administrative Professionals (Excludes Research Associates)



Total FTE = 828.2

Research Associates



Total FTE = 580.6

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