

# Employee Information



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Veterinarian works with patient  
1941

# Employee Highlights

## Total University Employees:

Regular Tenure-Track Faculty	945
Special Faculty	192
Temporary Faculty	266
Administrative Professionals (Excluding Research Associates)	1,050
Administrative Professionals (Research Associates)	802
State-Classified Staff	2,070
Other Employees	278
Total Employees	5,603

Total new faculty hired on regular, tenure-track appointments in 2002-03: 50

Percent of faculty on regular, tenure-track appointments who have a nine-month appointment: 79

Percent of faculty on regular, tenure-track appointments who are women: 26

Percent of faculty on regular, tenure-track appointments who are ethnic minorities: 9.5

Percent of faculty on regular appointments who are age 60 or over: 18

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

Women	62
Men	81

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

Nine-Month Basis of Service	\$72,340
Twelve-Month Basis of Service	\$96,271

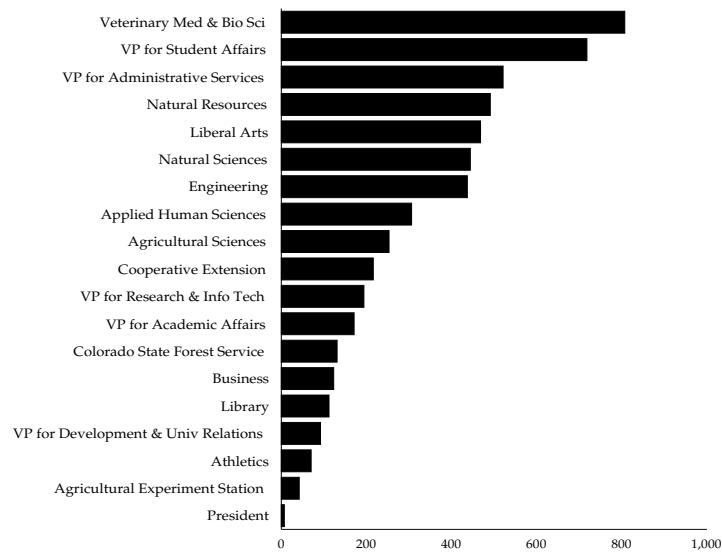
*Note: Employee highlights are for fall 2003 (unless otherwise noted).*

# University Employees

## Employees by Type and College or Area

	Tenure-Track Faculty	Special Faculty	Temporary Faculty	Administrative Professionals	Research Associates	State Classified	Other Employees	Total Employees
Ag Experiment Station	0	0	0	15	17	10	0	42
Agricultural Sciences	93	17	3	25	76	32	7	253
Applied Human Sciences	100	27	63	34	41	39	2	306
Athletics	0	0	0	61	0	9	0	70
Business	51	4	29	20	5	14	0	123
Colorado State Forest Service	0	0	0	101	0	30	0	131
Cooperative Extension	0	0	0	186	2	28	0	216
Engineering	91	2	7	101	157	51	28	437
Liberal Arts	223	50	129	23	4	38	1	468
Library	27	3	0	11	6	65	0	112
Natural Resources	58	3	9	51	305	50	15	491
Natural Sciences	167	14	17	57	42	65	82	444
President	0	0	0	2	0	5	0	7
Veterinary Med & Bio Sci	134	71	2	67	141	256	136	807
VP for Academic Affairs	1	1	6	83	0	80	0	171
VP for Admin Services	0	0	0	18	4	499	0	521
VP for Dev & Univ Relations	0	0	0	23	0	69	0	92
VP for Research & Info Tech	0	0	1	36	2	152	3	194
VP for Student Affairs	0	0	0	136	0	578	4	718
University Summary	945	192	266	1,050	802	2,070	278	5,603

## Employees by College or Area



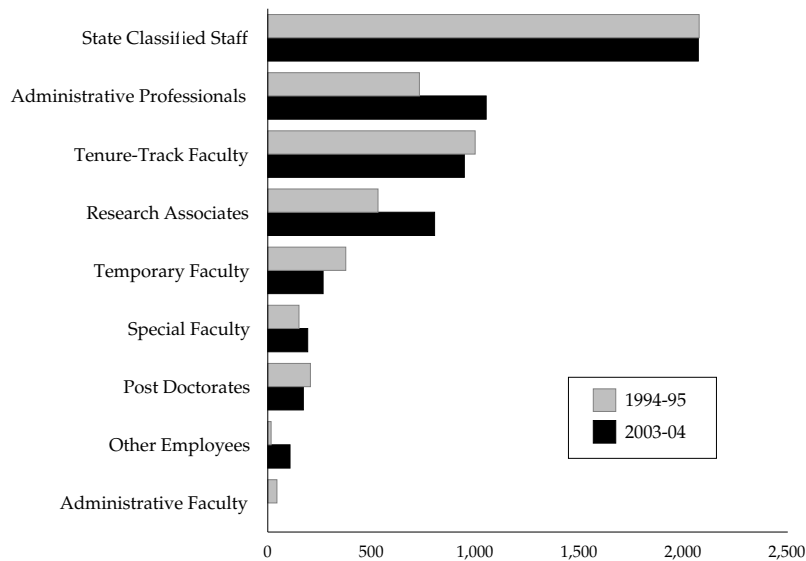
Note: The Other category includes Post Doctorates, Veterinary Interns, Veterinary Residents, Fellowship Grant Trainees and Clinical Psychology Interns.

# University Employees

## History of University Employees

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Seven-Year Change
Administrative Faculty	48	42	43	46	37	38	0	-100%
Tenure-Track Faculty	989	982	979	993	995	960	945	-4%
Special Faculty	146	155	154	165	172	189	192	32%
Temporary Faculty	249	270	337	339	351	336	266	7%
Administrative Professionals	802	842	887	917	944	1,024	1,050	31%
Research Associates	609	619	639	693	733	749	802	32%
State Classified	2,131	2,142	2,149	2,203	2,206	2,207	2,070	-3%
Post Doctorates	168	170	175	167	182	182	171	2%
Other Employees	54	49	56	80	80	99	107	98%
Total Employees	5,197	5,271	5,419	5,603	5,700	5,784	5,603	8%

## Ten-Year Comparison of University Employees



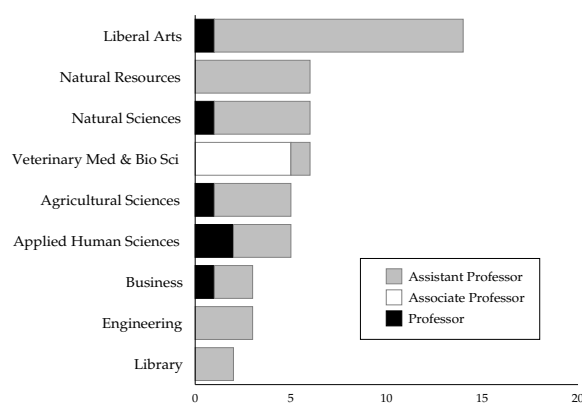
Note: Administrative faculty were reclassified as Administrative Professionals on January 1, 2003.

# Tenure-Track Faculty Hires and Attrition - 2002-03

## Faculty Hires

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Hired
By Gender				
Men	5	4	23	32
Women	1	1	16	18
By Ethnicity				
Minority	0	0	3	3
Nonminority	6	5	36	47
By Tenure				
Tenured	3	0	0	3
Nontenured	3	5	39	47
Total Faculty Hired	6	5	39	50

## New Faculty Hires by College



## Average Salaries of New Faculty

	Basis of Service	Minimum Salary	Maximum Salary	Average Salary	Total Faculty
Professor	9	\$74,000	\$105,000	\$85,250	4
	12	99,000	101,000	100,000	2
Associate Professor	9	\$66,775	\$82,700	\$74,738	2
	12	84,000	92,500	88,833	3
Assistant Professor	9	\$42,000	\$85,000	\$53,028	36
	12	39,550	90,000	56,683	3

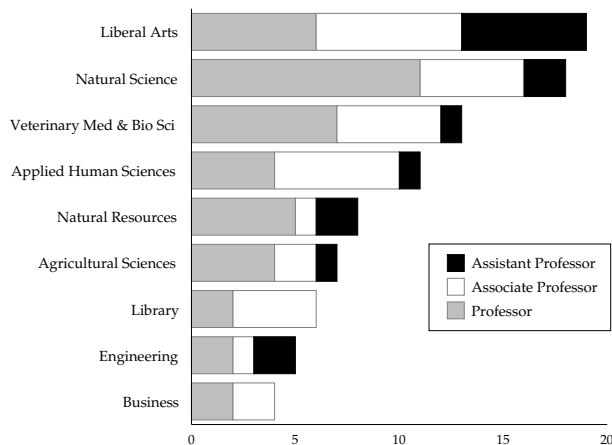
Note: The time period used is October 1, 2001 to September 30, 2002. Faculty hires include those who were employed at CSU in 2001-02 in a non tenure-track position and were hired as tenure-track faculty in 2002-03. Faculty returning to a tenure-track position from an administrative (vice presidents, deans, etc.) position are not included as new hires. Faculty with a visa type of F1, F2, H1, H2, J1, J2, EC or PA are included with nonminorities.

# Tenure-Track Faculty Hires and Attrition

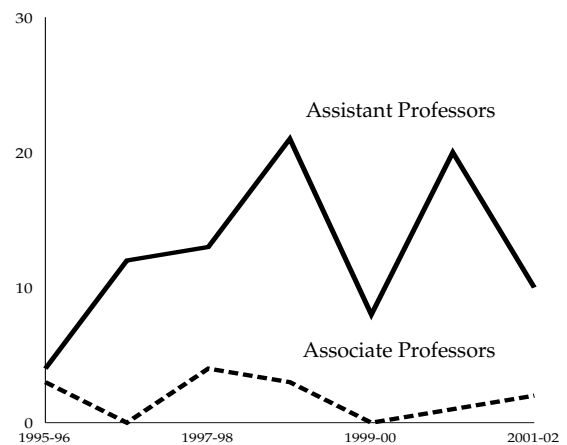
## Faculty Attrition

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Not Returning
<b>By Gender</b>				
Men	38	19	10	67
Women	5	14	5	24
<b>By Ethnicity</b>				
Minority	4	1	7	12
Nonminority	39	32	8	79
<b>By Tenure</b>				
Tenured	43	31	5	79
Nontenured	0	2	10	12
<b>By Separation Reason</b>				
Retirement	24	8	4	36
Administrative Position at CSU	9	3	0	12
Another Non Tenure-Track Position	0	3	1	4
Other Reason	10	19	10	39
<b>Total Faculty Attrition</b>	<b>43</b>	<b>33</b>	<b>15</b>	<b>91</b>

## Faculty Attrition by College



## Number of Faculty by Rank Who Leave Prior to Receiving Tenure



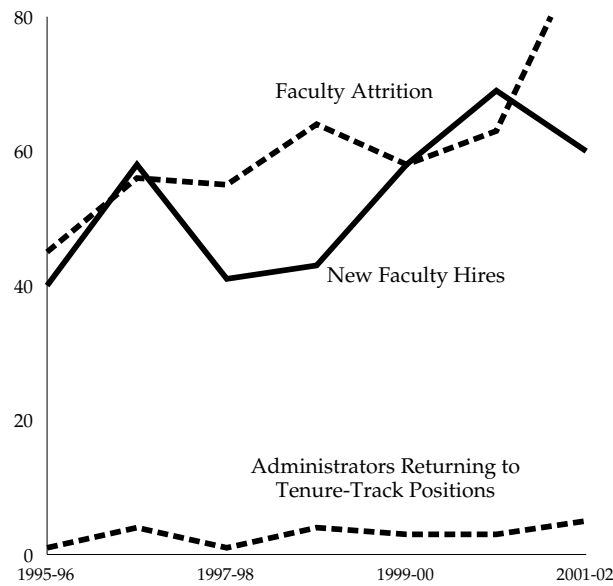
Note: Faculty attrition includes those who left a tenure-track position between October 1, 2001 and September 30, 2002. Other separation reasons include family relocation, other employment or death.

# 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	91
2002-03	960	50	6	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%
2002-03	960	94	9.8%	50	3	6.0%

## 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%
2002-03	960	247	25.7%	50	18	36.0%



# Tenure-Track Faculty Hires and Attrition

## History of Faculty Attrition by Rank and Separation Reason

	1997-98	1998-99	1999-00	2000-01	2001-02	Five-Year Change
<b>Professor</b>						
Retirement	15	17	21	16	24	60%
Administrative Position (Dean, etc.)	4	2	4	3	9	125%
Another Nontenure-Track Position	0	0	0	0	0	0%
Other	5	9	9	8	10	100%
Total	24	28	34	27	43	79%
<b>Associate Professor</b>						
Retirement	7	9	13	6	8	14%
Administrative Position (Dean, etc.)	2	0	1	0	3	50%
Another Nontenure-Track Position	0	0	0	1	3	N/A
Other	9	5	2	9	19	111%
Total	18	14	16	16	33	83%
<b>Assistant Professor</b>						
Retirement	0	1	0	1	4	N/A
Administrative Position (Dean, etc.)	0	1	1	0	0	0%
Another Nontenure-Track Position	2	1	1	3	1	-50%
Other	11	19	6	16	10	-9%
Total	13	22	8	20	15	15%
<b>All Ranks Combined</b>						
Retirement	22	27	34	23	36	64%
Administrative Position (Dean, etc.)	6	3	6	3	12	100%
Another Nontenure-Track Position	2	1	1	4	4	100%
Other	25	33	17	33	39	56%
Total	55	64	58	63	91	66%

# 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%
2001-02	91	897	79	9%	98	12	12%

## 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%
2001-02	55	897	46	5%	98	9	9%

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

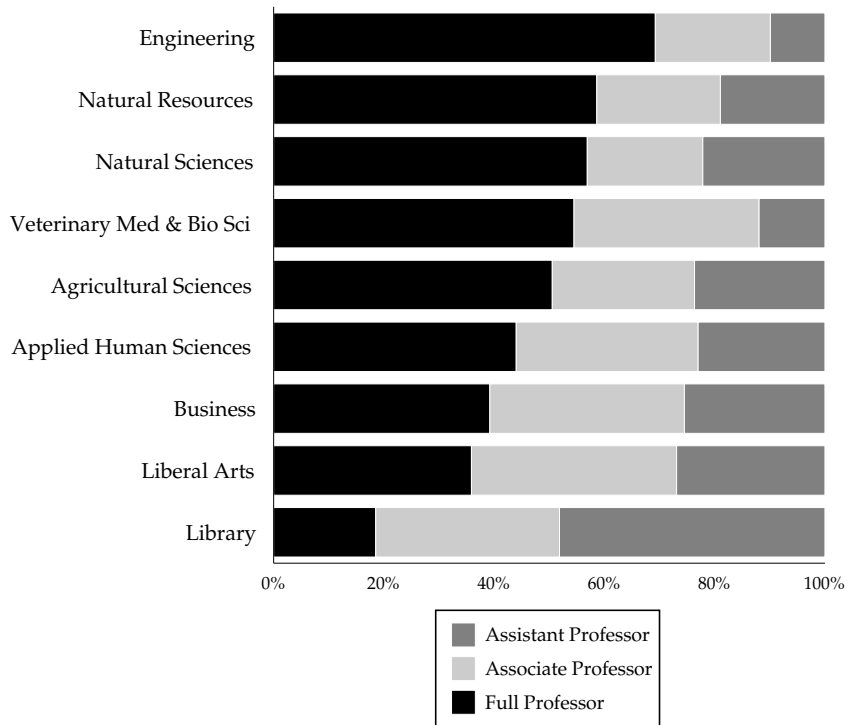
	Faculty Not Returning for Following Year	Total Nonminority Faculty	Nonminority Faculty Not Returning	Percent of Nonminority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	16	911	16	2%	76	0	0%
1996-97	20	922	16	2%	82	4	5%
1997-98	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%
2001-02	43	897	36	4%	98	7	7%

# Tenure-Track Faculty by Rank

## Faculty by College and Rank

	Full Professor	Associate Professor	Assistant Professor	Total Faculty
Agricultural Sciences	47	24	22	93
Applied Human Sciences	44	33	23	100
Business	20	18	13	51
Engineering	63	19	9	91
Liberal Arts	80	83	60	223
Library	5	9	13	27
Natural Resources	34	13	11	58
Natural Sciences	95	35	37	167
Veterinary Med & Bio Sci	73	45	16	134
VP for Academic Affairs	1	0	0	1
University Total	462	279	204	945

## Percent of Tenure-Track Faculty by Rank

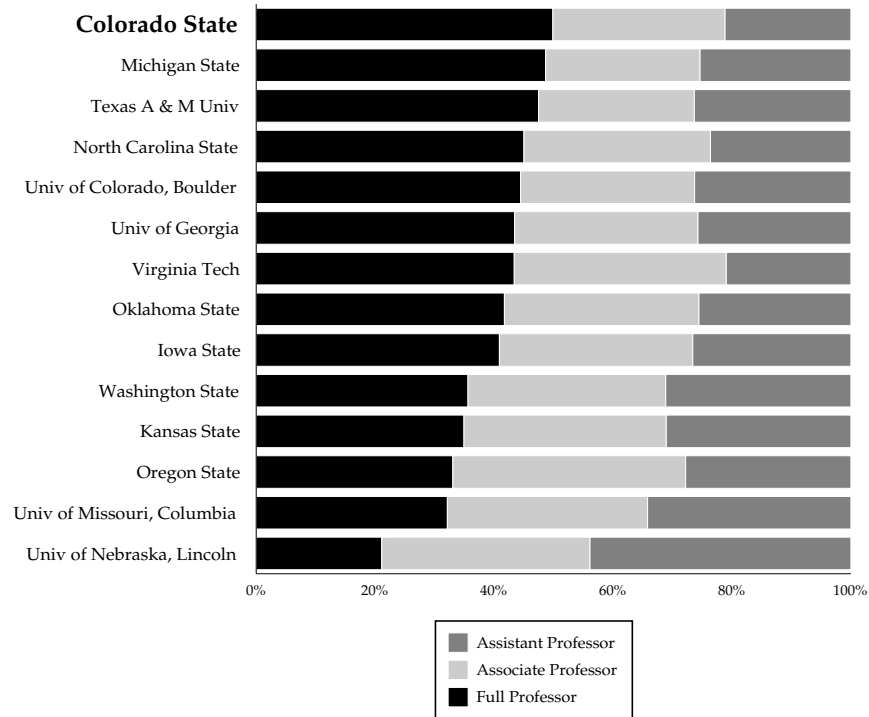


# Tenure-Track Faculty by Rank

## History of Full Professors as a Percent of Total Faculty

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Seven-Year Change
Agricultural Sciences	53%	50%	52%	49%	51%	53%	51%	-2%
Applied Human Sciences	42%	42%	42%	45%	44%	45%	44%	2%
Business	38%	42%	39%	35%	35%	35%	39%	1%
Engineering	66%	66%	66%	62%	66%	68%	69%	3%
Liberal Arts	43%	42%	39%	36%	37%	38%	36%	-7%
Library	15%	21%	20%	21%	17%	15%	19%	4%
Natural Resources	60%	63%	61%	63%	69%	63%	59%	-1%
Natural Sciences	61%	63%	61%	58%	57%	57%	57%	-4%
Veterinary Med & Bio Sci	46%	50%	53%	51%	54%	54%	55%	9%
University Total	50%	51%	50%	48%	49%	49%	49%	-1%

## Comparison of Peer Institutions Faculty by Rank

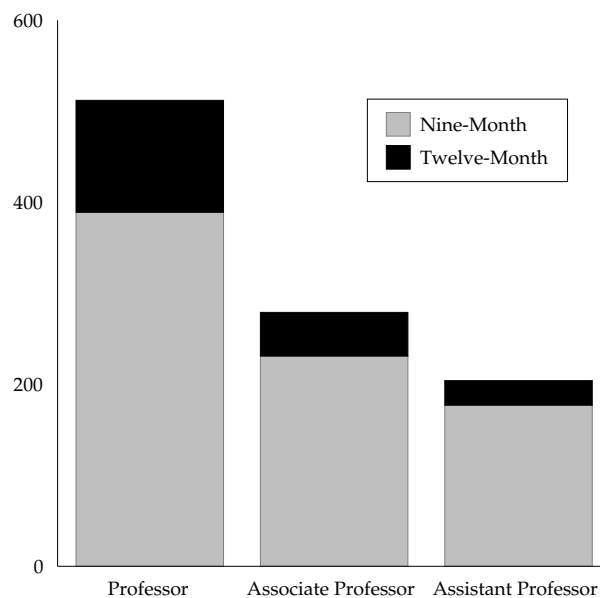


# Tenure-Track Faculty by Basis of Service

## Faculty by College and Basis of Service

	Nine-Month Appointments	Twelve-Month Appointments	Percent on Nine-Month Appointments	Total Faculty
Agricultural Sciences	55	38	59%	93
Applied Human Sciences	87	13	87%	100
Business	51	0	100%	51
Engineering	90	1	99%	91
Liberal Arts	207	16	93%	223
Library	0	27	0%	27
Natural Resources	48	10	83%	58
Natural Sciences	157	10	94%	167
Veterinary Med & Bio Sci	52	82	39%	134
VP for Academic Affairs	0	1	0%	1
University Total	747	198	79%	945

## Basis of Service by Faculty Rank

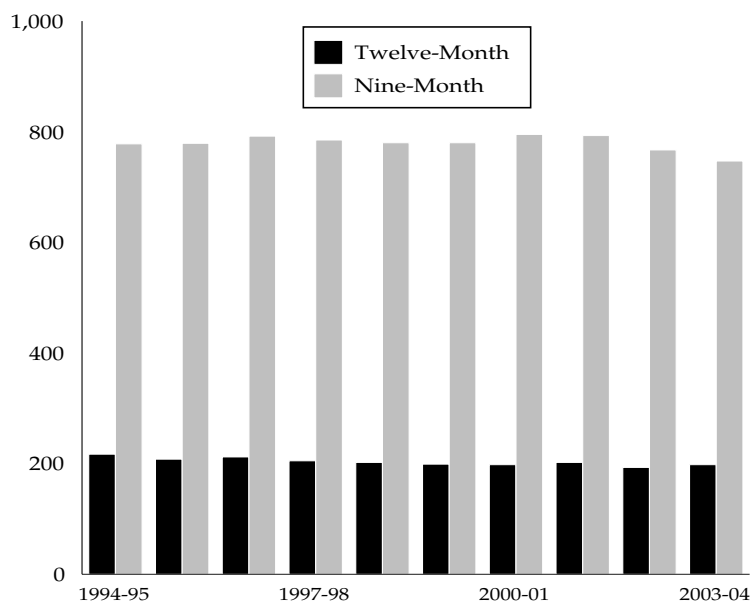


# Tenure-Track Faculty by Basis of Service

## History of Faculty by Basis of Service

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Nine-Month Appointments							
Professor	385	378	363	370	358	339	-12%
Associate Professor	248	244	248	247	225	231	-7%
Assistant Professor	147	158	184	176	184	177	20%
Twelve-Month Appointments							
Professor	111	112	114	120	116	123	11%
Associate Professor	62	58	51	50	49	48	-23%
Assistant Professor	29	29	33	32	28	27	-7%
Total Faculty	982	979	993	995	960	945	-4%

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

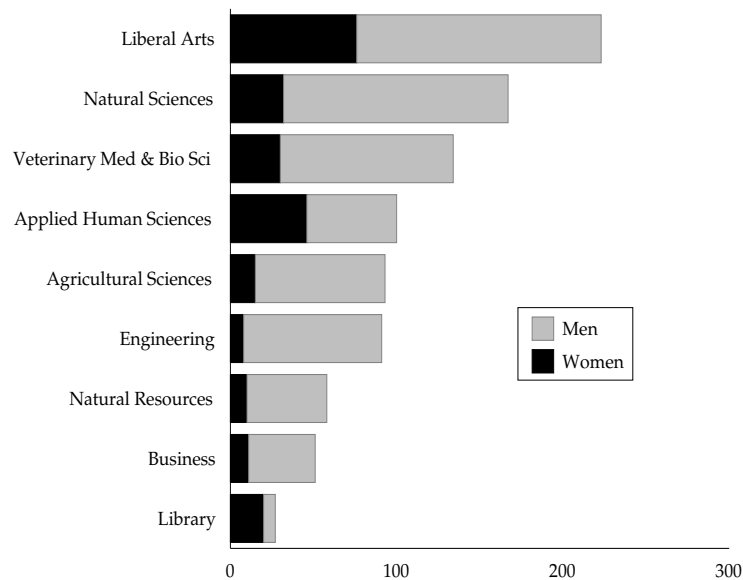


# Tenure-Track Faculty by Gender

## Faculty by College and Gender

	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	78	15	16%	93
Applied Human Sciences	54	46	46%	100
Business	40	11	22%	51
Engineering	83	8	9%	91
Liberal Arts	147	76	34%	223
Library	7	20	74%	27
Natural Resources	48	10	17%	58
Natural Sciences	135	32	19%	167
Veterinary Med & Bio Sci	104	30	22%	134
VP for Academic Affairs	1	0	0%	1
University Total	697	248	26%	945

## Faculty by College and Gender

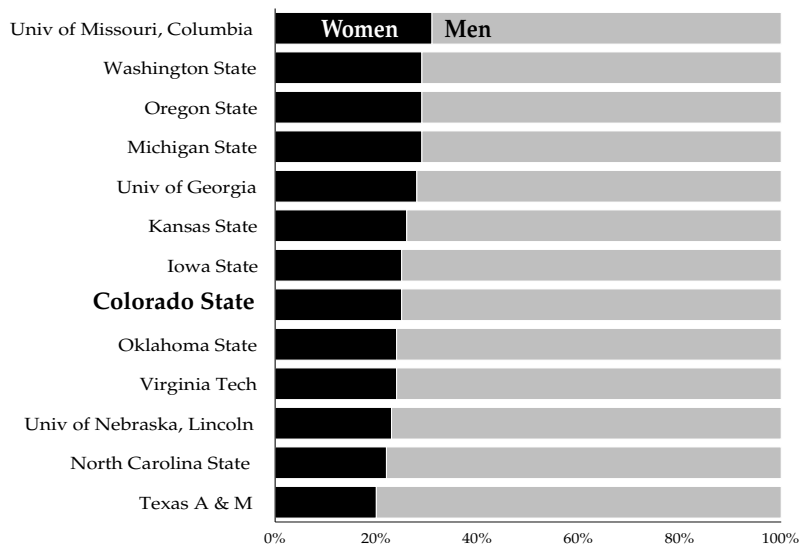


# Tenure-Track Faculty by Gender

## 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
2003-04	697	248	26.2%	945

## Comparison of Peer Institutions Faculty by Gender





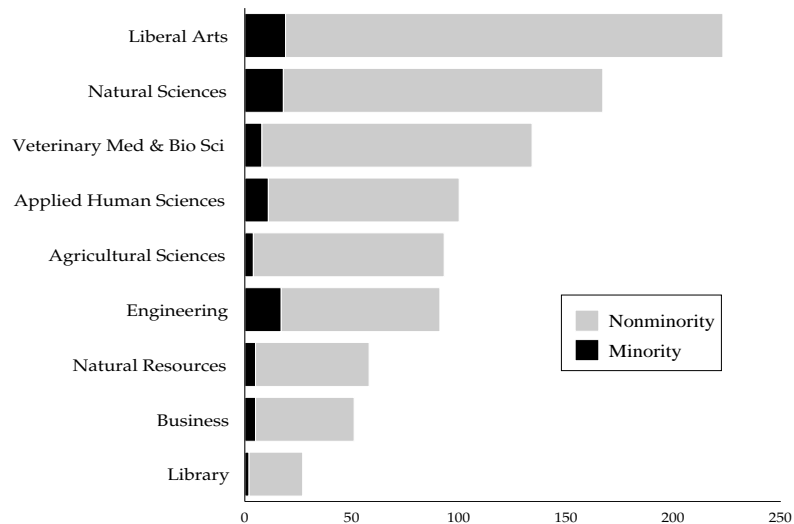
# Tenure-Track Faculty by Ethnic Origin

## Faculty Ethnicity by College

	Asian	Black	Hispanic	Native American	International	Non-minorities	Total Faculty	Percent of Faculty Who are Minorities
Agricultural Sciences	3	0	1	0	2	87	93	4.3%
Applied Human Sciences	1	4	4	2	2	87	100	11.0%
Business	2	0	3	0	0	46	51	9.8%
Engineering	11	0	6	0	2	72	91	18.7%
Liberal Arts	8	4	5	2	7	197	223	8.5%
Library	0	0	2	0	0	25	27	7.4%
Natural Resources	2	2	1	0	1	52	58	8.6%
Natural Sciences	12	2	2	2	13	136	167	10.8%
Veterinary Med & Bio Sci	8	0	0	0	2	124	134	6.0%
VP for Academic Affairs	0	1	0	0	0	0	1	100.0%
University Summary	47	13	24	6	29	826	945	9.5%

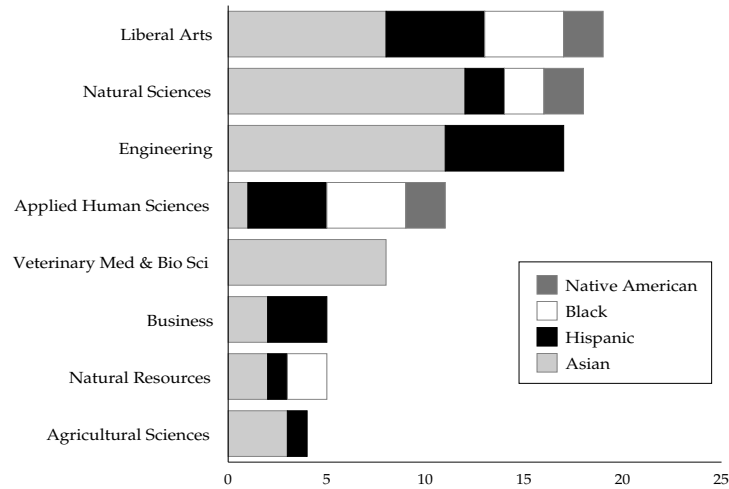
Note: International faculty with a visa type of F1, F2, H1, H2, J1, J2, PA or EC are excluded from the base population when calculating percent of faculty who are minorities.

## Faculty by Ethnic Origin



# Tenure-Track Faculty by Ethnic Origin

## Minority Faculty by College



## Ethnicity by Gender and Rank

	Asian	Black	Hispanic	Native American	Inter-national	Non-minorities	Total Faculty	Percent of Faculty Who are Minorities
<b>Men</b>								
Full Professor	24	2	3	2	3	360	394	7.9%
Associate Professor	10	2	8	1	4	165	190	11.1%
Assistant Professor	6	6	4	0	15	82	113	14.2%
<b>Total Men</b>	<b>40</b>	<b>10</b>	<b>15</b>	<b>3</b>	<b>22</b>	<b>607</b>	<b>697</b>	<b>9.8%</b>
<b>Women</b>								
Full Professor	2	0	1	0	1	64	68	4.4%
Associate Professor	3	2	3	1	0	80	89	10.1%
Assistant Professor	2	1	5	2	6	75	91	11.0%
<b>Total Women</b>	<b>7</b>	<b>3</b>	<b>9</b>	<b>3</b>	<b>7</b>	<b>219</b>	<b>248</b>	<b>8.9%</b>

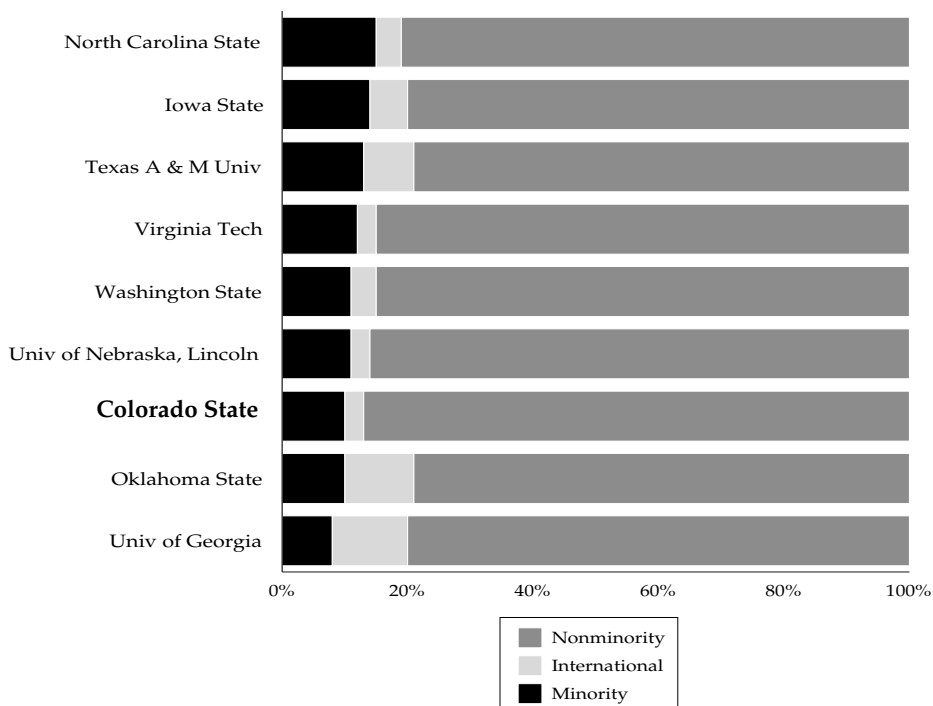
# Tenure-Track Faculty by Ethnic Origin

## History of Faculty by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Asian	45	43	51	54	54	47	4.4%
Black	9	9	9	11	11	13	44.4%
Hispanic	21	22	26	27	23	24	14.3%
Native American	8	8	9	6	6	6	-25.0%
Total Minority	83	82	95	98	94	90	8.4%
International	15	16	25	27	25	29	93.3%
Nonminority	884	881	873	870	841	826	-6.6%
Total	982	979	993	995	960	945	-3.8%
Minority Faculty as a Percent of Total Faculty	8.6%	8.5%	9.8%	10.1%	10.1%	9.5%	0.9%

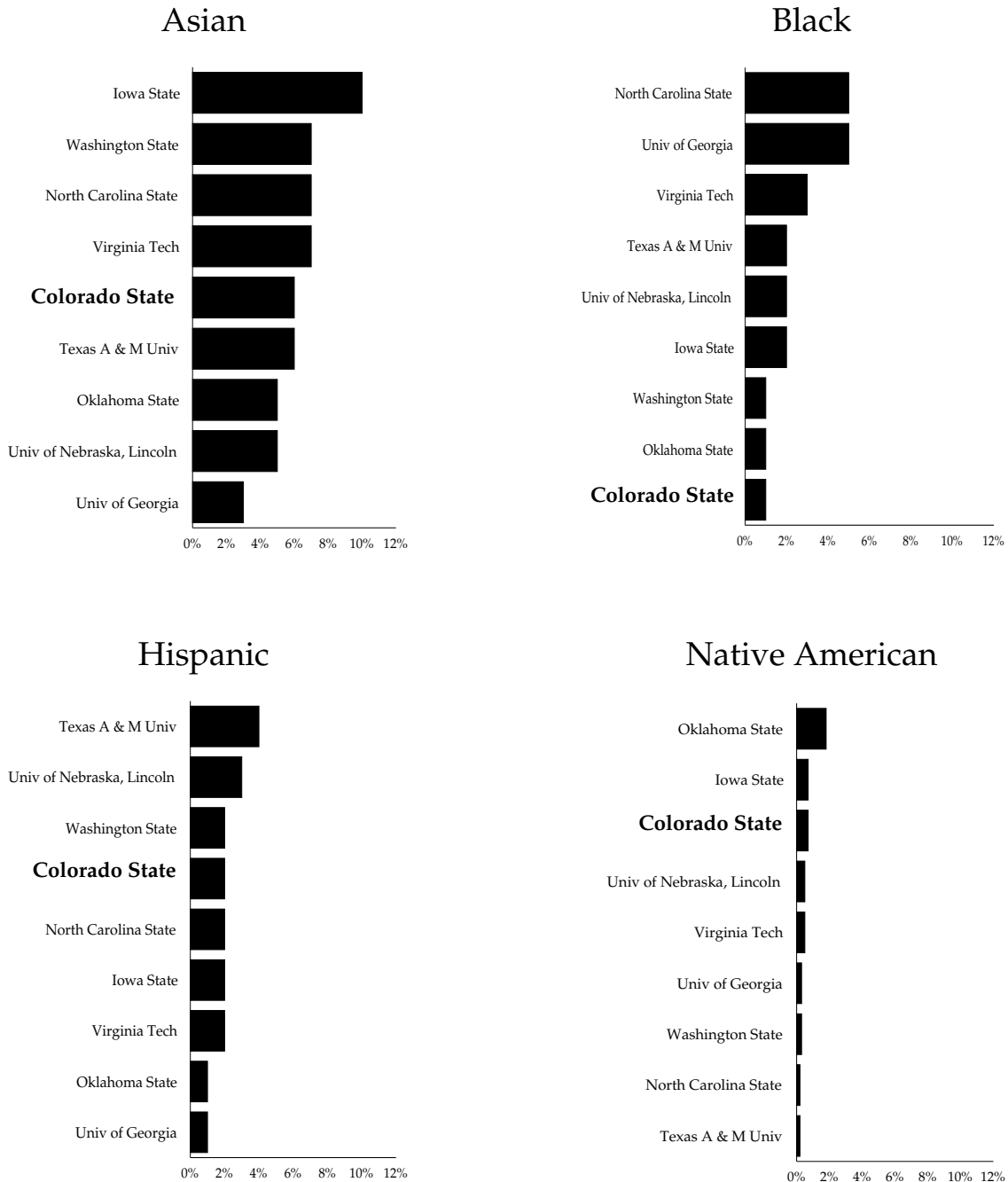
Note: International faculty with a visa type of F1, F2, H1, H2, J1, J2, PA or EC are excluded from the base population when calculating percent of faculty who are minorities.

## Comparison of Peer Institutions Faculty by Ethnic Category



# Tenure-Track Faculty by Ethnic Origin

## Comparison of Peer Institutions Percentage of Faculty by Ethnic Category

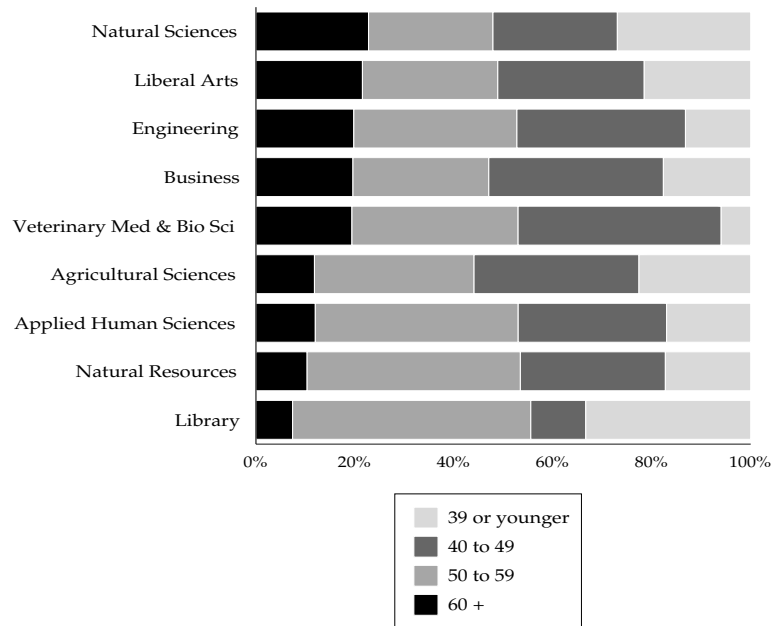


# Tenure-Track Faculty by Age

## Faculty by Age and College

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total Faculty
Agricultural Sciences	0	11	30	31	18	3	93
Applied Human Sciences	0	12	41	30	14	3	100
Business	0	10	14	18	9	0	51
Engineering	0	18	30	31	10	2	91
Liberal Arts	5	43	61	66	47	1	223
Library	0	2	13	3	9	0	27
Natural Resources	1	5	25	17	10	0	58
Natural Sciences	4	34	42	42	43	2	167
Veterinary Med & Bio Sci	2	24	45	55	8	0	134
VP for Academic Affairs	0	1	0	0	0	0	1
University Total	12	160	301	293	168	11	945

## Faculty Age by College



# Tenure-Track Faculty by Age

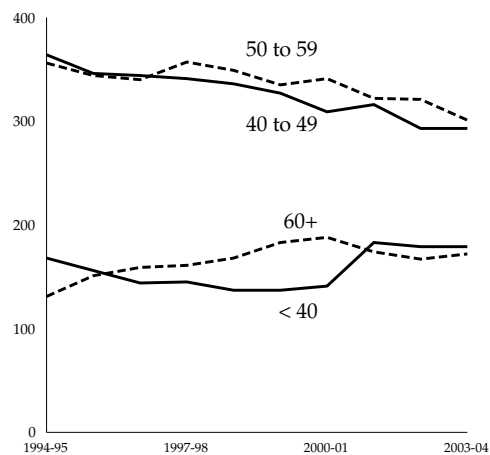
## Faculty Age by Rank

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total Faculty
Professor	11	136	216	96	3	0	462
Associate Professor	1	22	75	142	39	0	279
Assistant Professor	0	2	10	55	126	11	204
University Total	12	160	301	293	168	11	945

## History of Faculty by Age

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Younger than 30	6	5	12	21	15	11	83%
30 to 39	131	136	150	162	164	168	28%
40 to 49	327	309	315	316	293	293	-10%
50 to 59	335	341	320	322	321	301	-10%
60 to 69	171	173	173	158	155	160	-6%
70 and Older	12	15	23	16	12	12	0%
University Total	982	979	993	995	960	945	-4%

## Ten-Year History of Faculty by Age

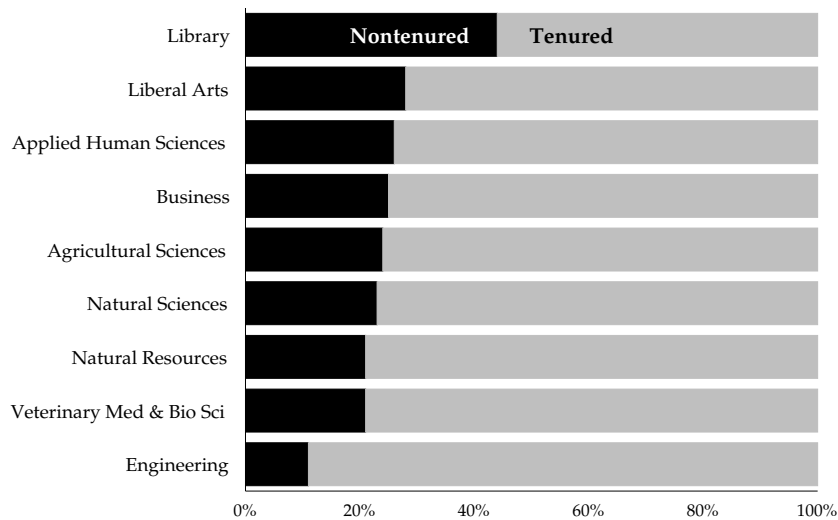


# Tenure-Track Faculty by Tenure Status

## 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	78	81%	15	53%	93	76%
Applied Human Sciences	54	81%	46	65%	100	74%
Business	40	80%	11	55%	51	75%
Engineering	83	90%	8	75%	91	89%
Liberal Arts	147	77%	76	63%	223	72%
Library	7	57%	20	55%	27	56%
Natural Resources	48	81%	10	70%	58	79%
Natural Sciences	135	81%	32	59%	167	77%
Veterinary Med & Bio Sci	104	85%	30	60%	134	79%
VP for Academic Affairs	1	100%	0	0%	1	100%
University Summary	697	81%	248	62%	945	76%

## 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	44	98%	3	100%	47	98%
Applied Human Sciences	28	100%	16	100%	44	100%
Business	17	100%	3	100%	20	100%
Engineering	59	100%	4	100%	63	100%
Liberal Arts	64	100%	16	100%	80	100%
Library	2	100%	3	100%	5	100%
Natural Resources	31	97%	3	100%	34	97%
Natural Sciences	85	99%	10	100%	95	99%
Veterinary Med & Bio Sci	63	100%	10	100%	73	100%
VP for Academic Affairs	1	100%	0	0%	1	100%
University Summary	394	99%	68	100%	462	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	100%	5	100%	24	100%
Applied Human Sciences	18	83%	15	93%	33	88%
Business	15	93%	3	100%	18	94%
Engineering	17	94%	2	100%	19	95%
Liberal Arts	50	96%	33	97%	83	96%
Library	3	67%	6	100%	9	89%
Natural Resources	9	100%	4	100%	13	100%
Natural Sciences	26	96%	9	100%	35	97%
Veterinary Med & Bio Sci	33	76%	12	67%	45	73%
University Summary	190	91%	89	93%	279	92%

## Percent of Tenured Assistant Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	15	7%	7	0%	22	5%
Applied Human Sciences	8	13%	15	0%	23	4%
Business	8	13%	5	0%	13	8%
Engineering	7	0%	2	0%	9	0%
Liberal Arts	33	3%	27	0%	60	2%
Library	2	0%	11	18%	13	15%
Natural Resources	8	0%	3	0%	11	0%
Natural Sciences	24	0%	13	0%	37	0%
Veterinary Med & Bio Sci	8	0%	8	0%	16	0%
University Summary	113	4%	91	2%	204	3%

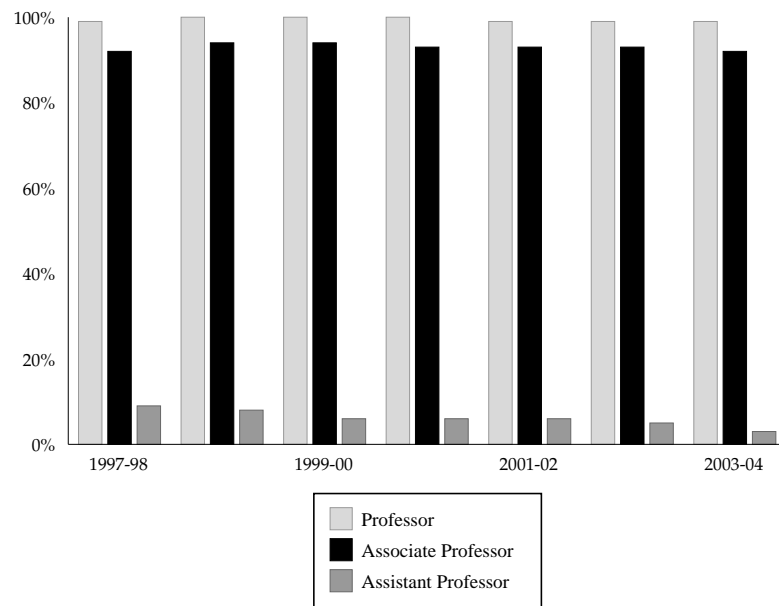


# Tenure-Track Faculty by Tenure Status

## History of Percent of Tenured Faculty by Rank

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
Full Professor	100%	100%	100%	99%	99%	99%
Associate Professor	94%	94%	93%	93%	93%	92%
Assistant Professor	8%	6%	6%	6%	5%	3%
All Ranks	82%	80%	77%	78%	77%	76%

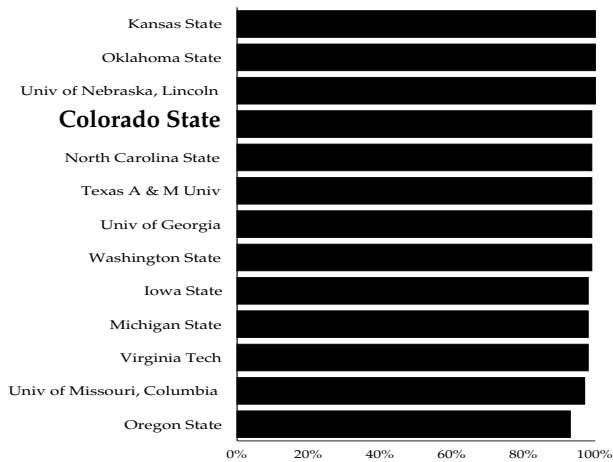
## History of Percent of Tenured Faculty by Rank



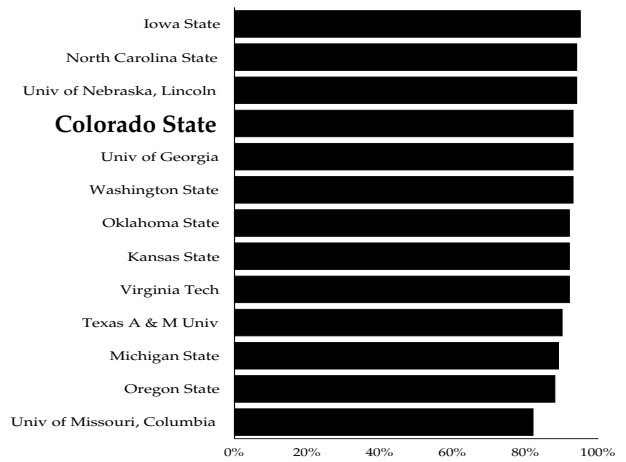
# Tenure-Track Faculty by Tenure Status

## Comparison of Peer Institutions

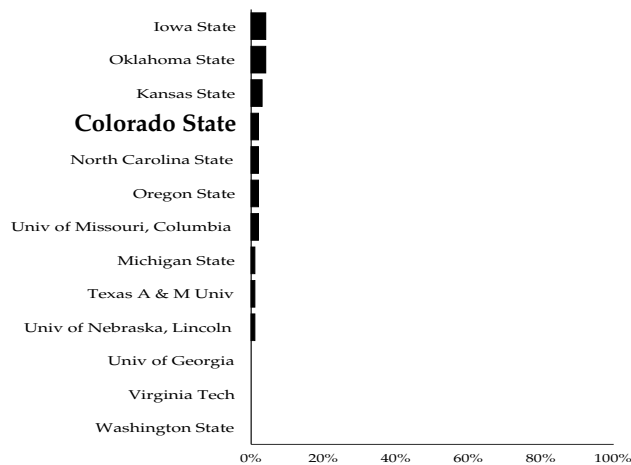
Percent of Tenured Full Professors



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

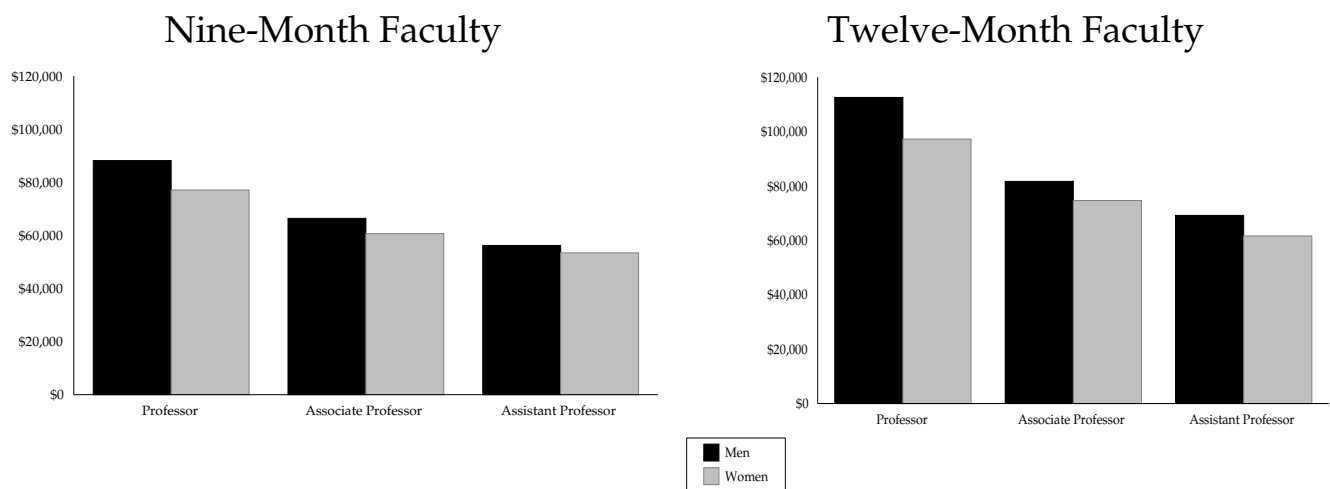
	Professor	Associate Professor	Assistant Professor	All Ranks
Agricultural Sciences				
9-Month	\$76,592	\$59,027	\$53,533	\$62,678
12-Month	97,257	66,644	55,200	89,706
Applied Human Sciences				
9-Month	\$73,131	\$60,330	\$50,254	\$62,228
12-Month	108,021	--	--	108,021
Business				
9-Month	\$102,881	\$90,656	\$84,877	\$93,977
12-Month	--	--	--	--
Engineering				
9-Month	\$102,207	\$83,841	\$69,933	\$95,307
12-Month	--	81,300	--	81,300
Liberal Arts				
9-Month	\$73,017	\$54,957	\$46,242	\$58,319
12-Month	105,646	75,600	48,000	98,288
Library				
9-Month	--	--	--	--
12-Month	64,330	55,789	48,058	53,648
Natural Resources				
9-Month	\$79,329	\$61,949	\$53,539	\$69,074
12-Month	114,851	85,000	--	111,866
Natural Sciences				
9-Month	\$88,580	\$69,309	\$58,505	\$77,319
12-Month	138,811	118,800	--	136,810
Veterinary Med & Bio Sci				
9-Month	\$94,527	\$67,613	\$63,475	\$82,305
12-Month	117,604	90,364	82,950	103,896
University Summary				
9-Month	\$86,658	\$64,556	\$55,077	\$72,340
12-Month	109,897	79,605	63,828	96,271

# Salaries and Compensation for Tenure-Track Faculty

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

	Men	Women	All Faculty
Full Professor			
9-Month	\$88,193	\$77,117	\$86,658
12-Month	112,511	97,199	109,897
Associate Professor			
9-Month	\$66,421	\$60,675	\$64,556
12-Month	81,653	74,629	79,605
Assistant Professor			
9-Month	\$56,217	\$53,415	\$55,077
12-Month	69,144	61,589	63,828
All Ranks			
9-Month	\$75,980	\$61,964	\$72,340
12-Month	102,816	78,818	\$96,271

## Mean Salaries by Rank and Gender



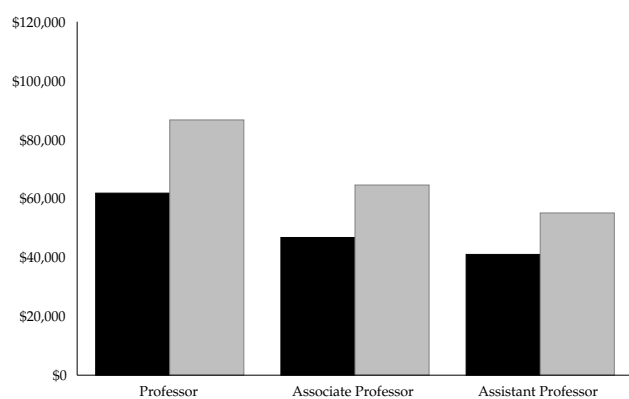
# Salaries and Compensation for Tenure-Track Faculty

## History of Mean Faculty Salaries by Rank

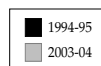
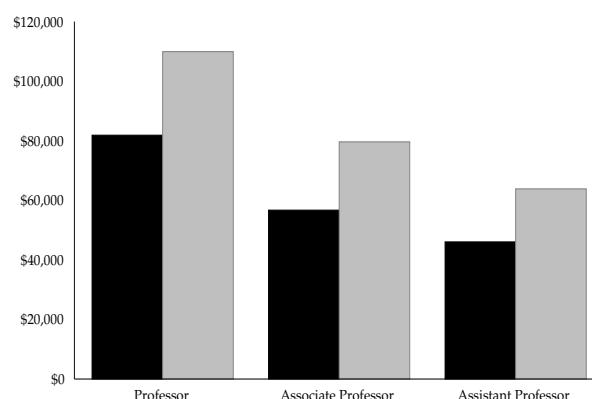
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
<b>Nine-Month</b>							
Professor	\$72,051	\$74,421	\$77,556	\$82,079	\$86,269	\$86,658	20%
Associate Professor	53,902	55,847	59,126	62,231	64,531	64,556	20%
Assistant Professor	45,539	47,110	49,250	51,952	55,895	55,077	21%
All Ranks	61,284	63,079	65,255	69,211	72,605	72,340	18%
<b>Twelve-Month</b>							
Professor	\$93,475	\$96,128	\$99,577	\$104,166	\$108,602	\$109,897	18%
Associate	62,839	65,006	69,321	73,223	78,569	79,605	27%
Assistant Professor	56,354	61,065	61,898	63,042	64,084	63,828	13%
All Ranks	78,743	81,948	85,504	89,992	94,518	96,271	22%

## 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
2002-03	\$74,600	\$75,400	98.9%
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
2002-03	\$74,600	\$70,900	105.3%
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%

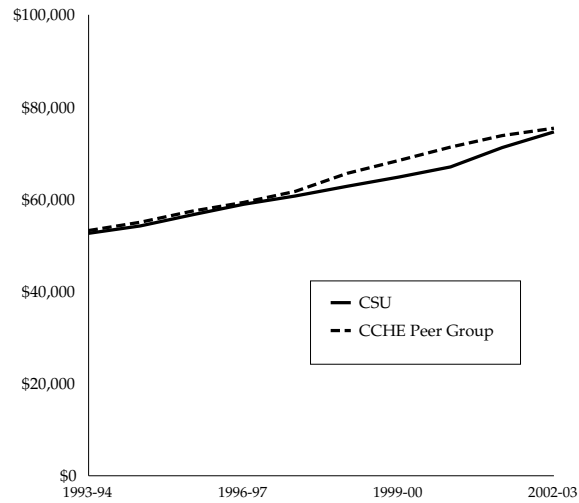
Source: *Academe, The Economic Status of the Profession.*

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

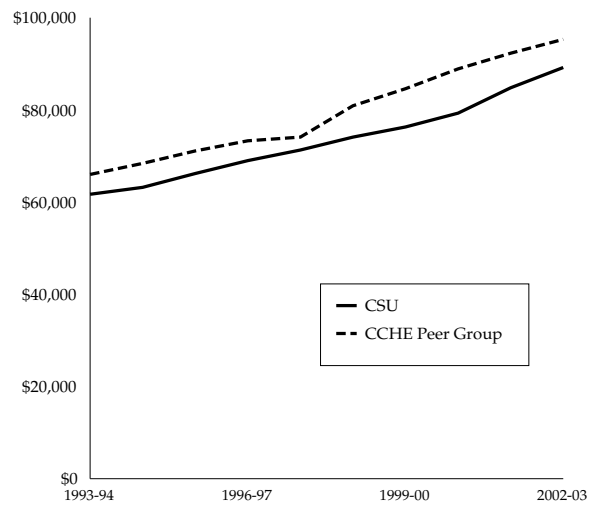
# Salaries and Compensation for Tenure-Track Faculty

## All Ranks Combined Comparison CCHE Peer Group

### Average Salary



### Average Compensation

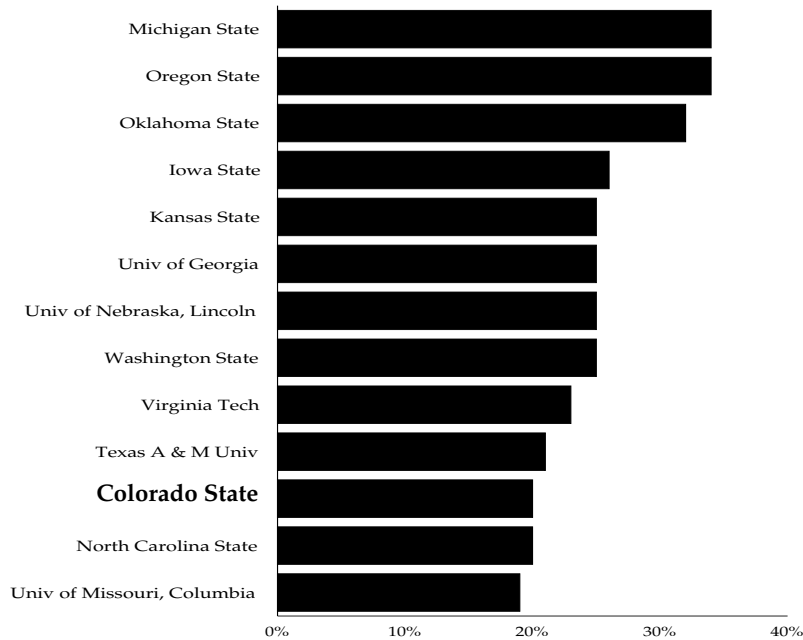


Source: *Academe, The Economic Status of the Profession*.

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 Internal Peer Institutions Benefits as a Percent of Faculty Salaries



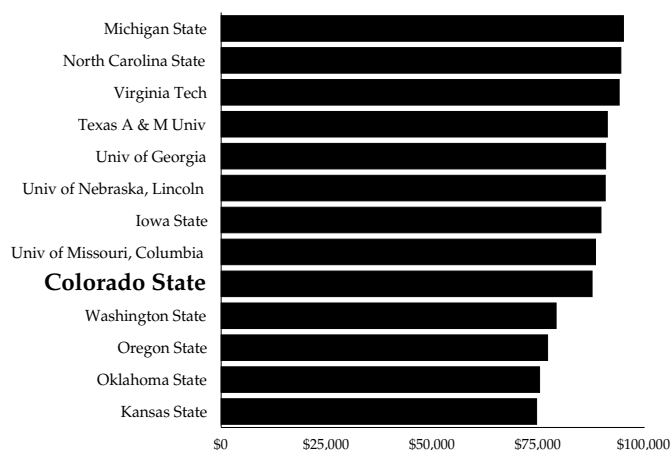
Source: *Academe, Annual Report on the Economic Status of the Profession, 2002-03.*



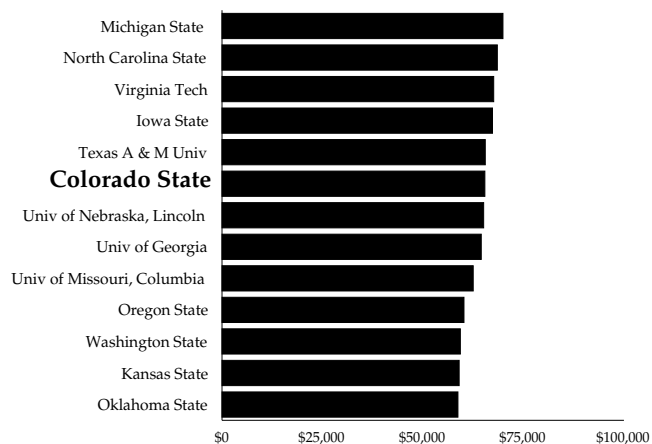
# Salaries and Compensation for Tenure-Track Faculty

## Comparison of Peer Institutions Average Salaries for 2002-03

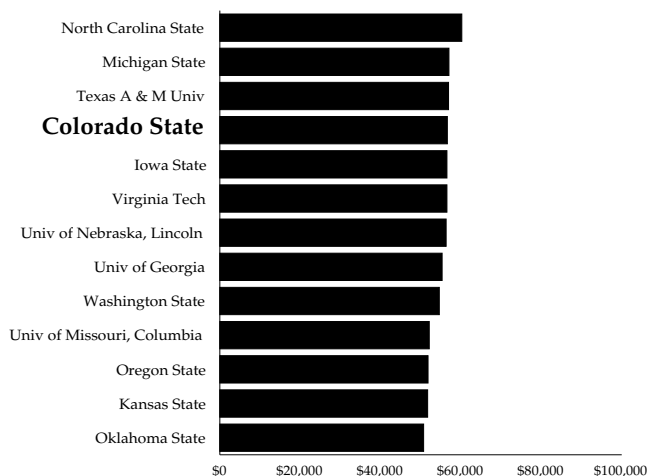
### Full Professors



### Associate Professors



### Assistant Professors



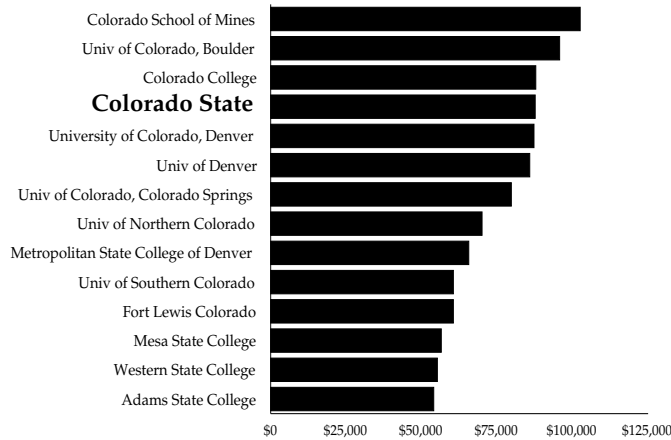
Source: *Academe, The Economic Status of the Profession.*

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

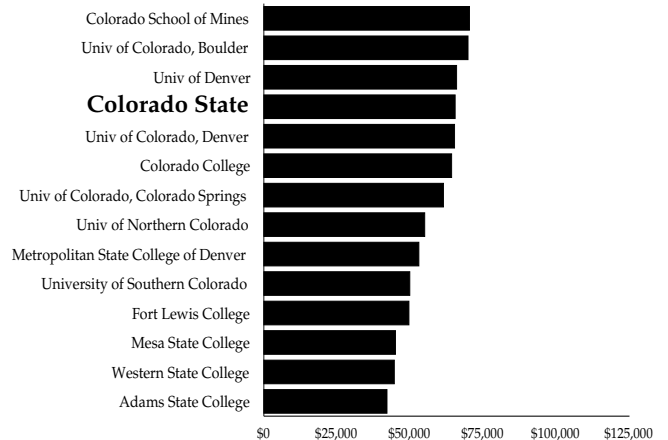
# Salaries and Compensation for Tenure-Track Faculty

## Comparison of Colorado Institutions Average Salaries for 2002-03

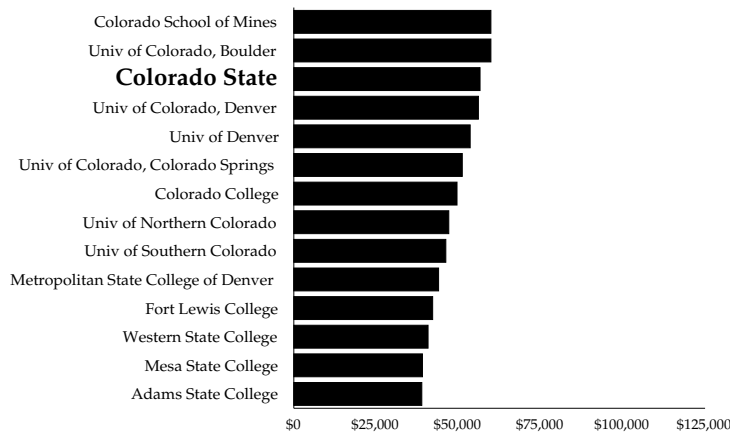
### Full Professors



### Associate Professors



### Assistant Professors



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

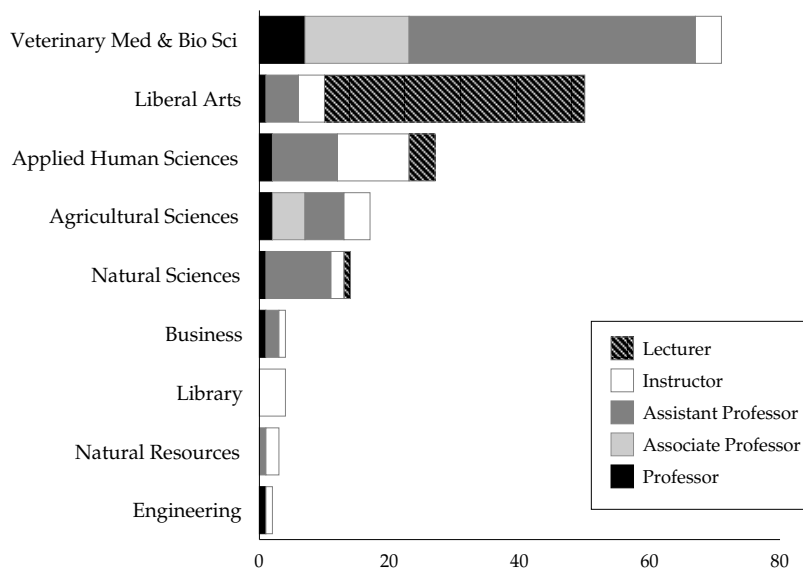
Note: AAUP includes only instructional faculty on tenure-track appointments.

# Faculty on Special Appointments

## Faculty by College and Rank

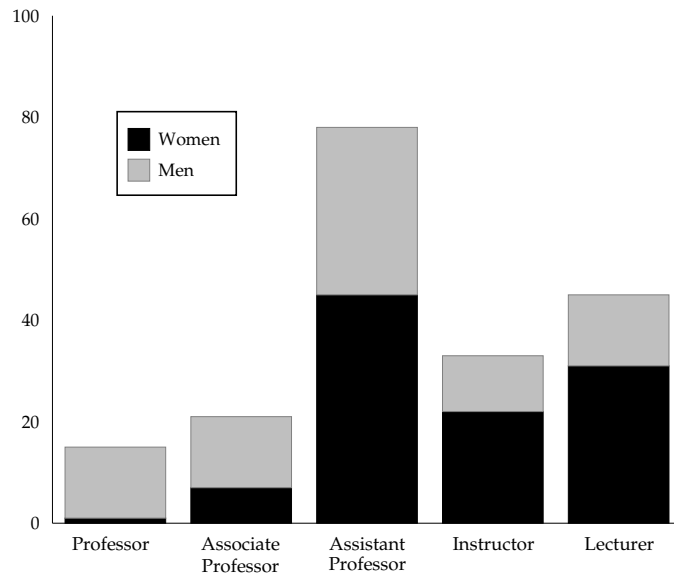
	Full Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total Faculty
Agricultural Sciences	2	5	6	4	0	17
Applied Human Sciences	2	0	10	11	4	27
Business	1	0	2	1	0	4
Engineering	1	0	0	1	0	2
Liberal Arts	1	0	5	4	40	50
Library	0	0	0	4	0	4
Natural Resources	0	0	1	2	0	3
Natural Sciences	1	0	10	2	1	14
Veterinary Med & Bio Sci	7	16	44	4	0	71
University Total	15	21	78	33	45	192

## Faculty on Special Appointments by College and Rank

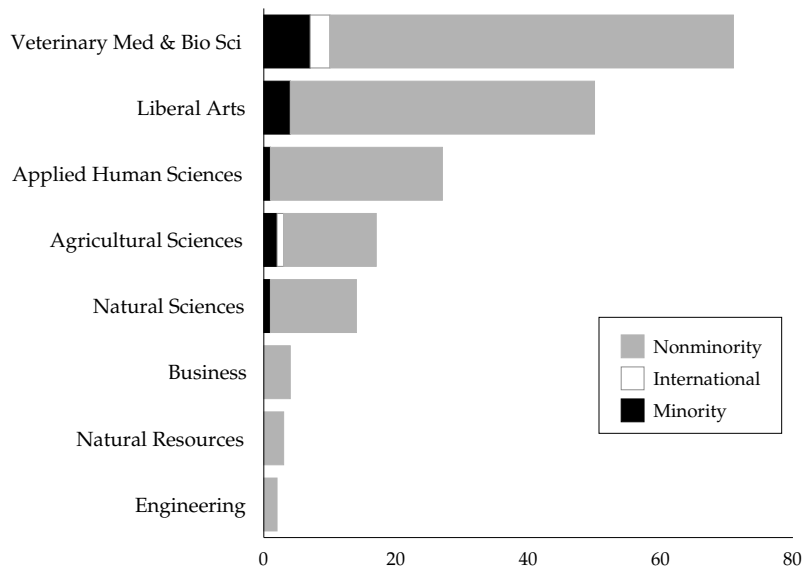


# Faculty on Special Appointments

## Faculty on Special Appointments by Gender and Rank



## Faculty on Special Appointments by Ethnicity and College



# Faculty on Special Appointments

## History of Faculty on Special Appointments by College

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Seven-Year Change
Agricultural Sciences	4	5	7	8	7	17	17	325%
Applied Human Sciences	34	29	22	27	23	24	27	-21%
Business	8	9	8	8	4	3	4	-50%
Engineering	5	5	5	3	4	4	2	-60%
Liberal Arts	34	47	45	44	49	51	50	47%
Library	0	0	0	2	1	3	4	N/A
Natural Resources	5	4	5	5	6	6	3	-40%
Natural Sciences	12	11	15	16	17	14	14	17%
Veterinary Med & Bio Sci	44	42	44	52	61	67	71	61%
VP for Academic Affairs	0	0	0	0	0	1	0	0%
University Total	146	152	151	165	172	190	192	32%

## History of Faculty on Special Appointments by Ethnicity

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Seven-Year Change
Asian	8	9	12	10	10	8	9	13%
Black	3	2	3	4	3	2	1	-67%
Hispanic	0	2	0	1	3	2	5	N/A
Native American	1	1	1	2	2	1	0	-100%
International	3	2	4	5	7	6	4	33%
Nonminority	131	136	131	143	147	171	173	32%
Total	146	152	151	165	172	190	192	32%

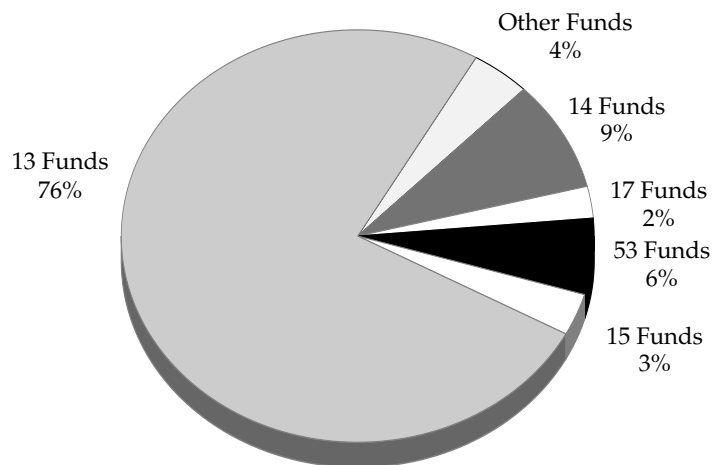
# Faculty on Special Appointments

## History of Faculty on Special Appointments by Rank and Gender

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Seven-Year Change
Professor								
Men	12	11	9	10	9	11	14	17%
Women	0	0	0	0	0	2	1	N/A
Associate Professor								
Men	11	10	10	12	11	17	14	27%
Women	3	3	4	5	9	9	7	133%
Assistant Professor								
Men	29	32	27	29	33	30	33	14%
Women	33	31	36	41	39	38	45	36%
Instructor								
Men	9	11	18	13	16	14	11	22%
Women	20	21	18	19	18	25	22	10%
Lecturer								
Men	6	7	10	11	9	13	14	133%
Women	23	26	19	25	28	31	31	35%
Total								
Men	67	71	74	75	78d	85	86	28%
Women	79	81	77	90	94	105	106	34%

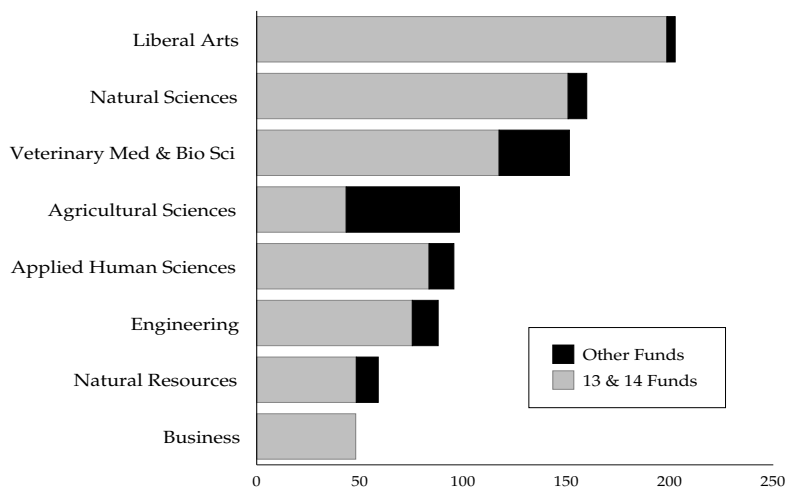
# Faculty Full-Time Equivalents

## Tenure-Track Faculty FTE by Fund Group



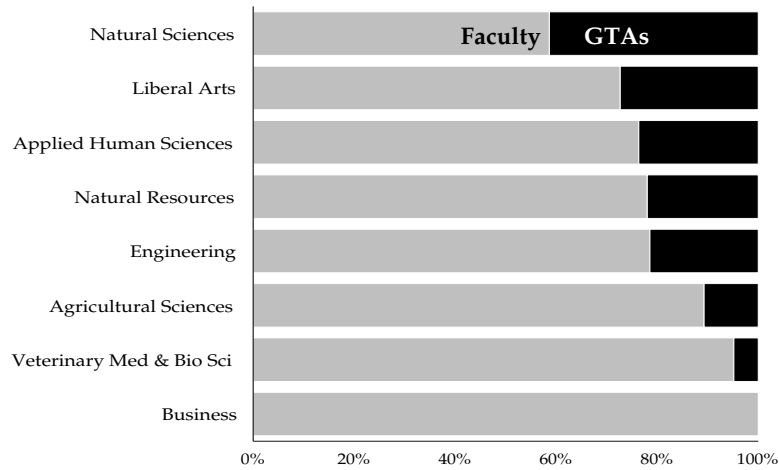
Total FTE = 953.5

## Tenure-Track Faculty FTE by College

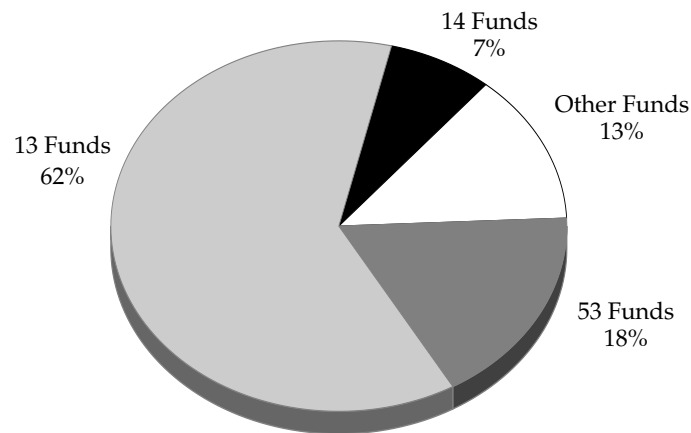


# Faculty Full-Time Equivalents

## Faculty/GTA FTE Comparison



## Faculty FTE by Fund Group Temporary and Special Appointments



Total FTE = 339.9

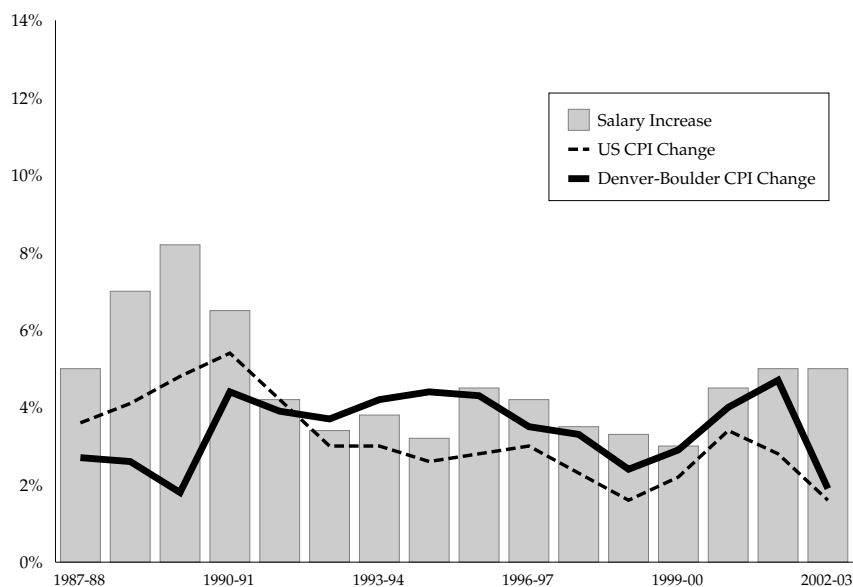
*Note: The faculty/GTA FTE comparison includes faculty on regular appointments.*



# 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%
2002-03	5.00%	1.6%	1.9%

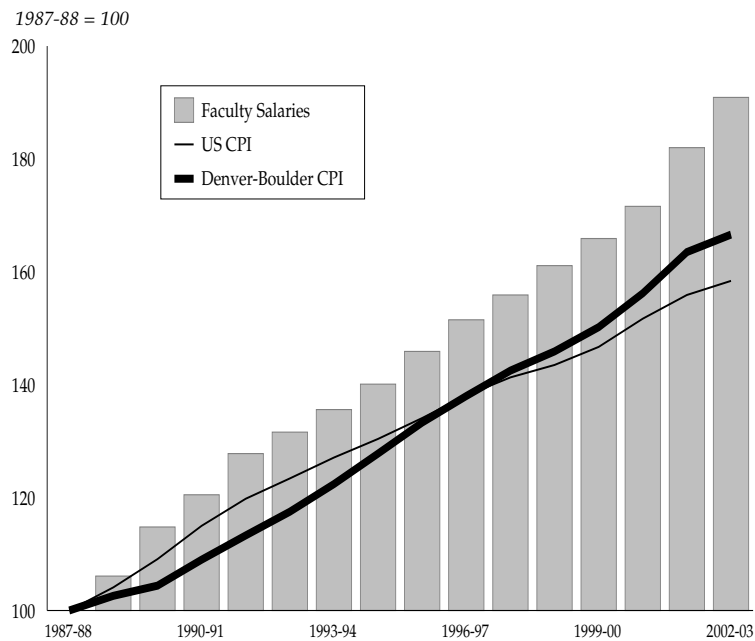
## Comparison of Faculty Salary and CPI Changes



Source: CPI changes based on data from the Bureau of Labor Statistics.

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

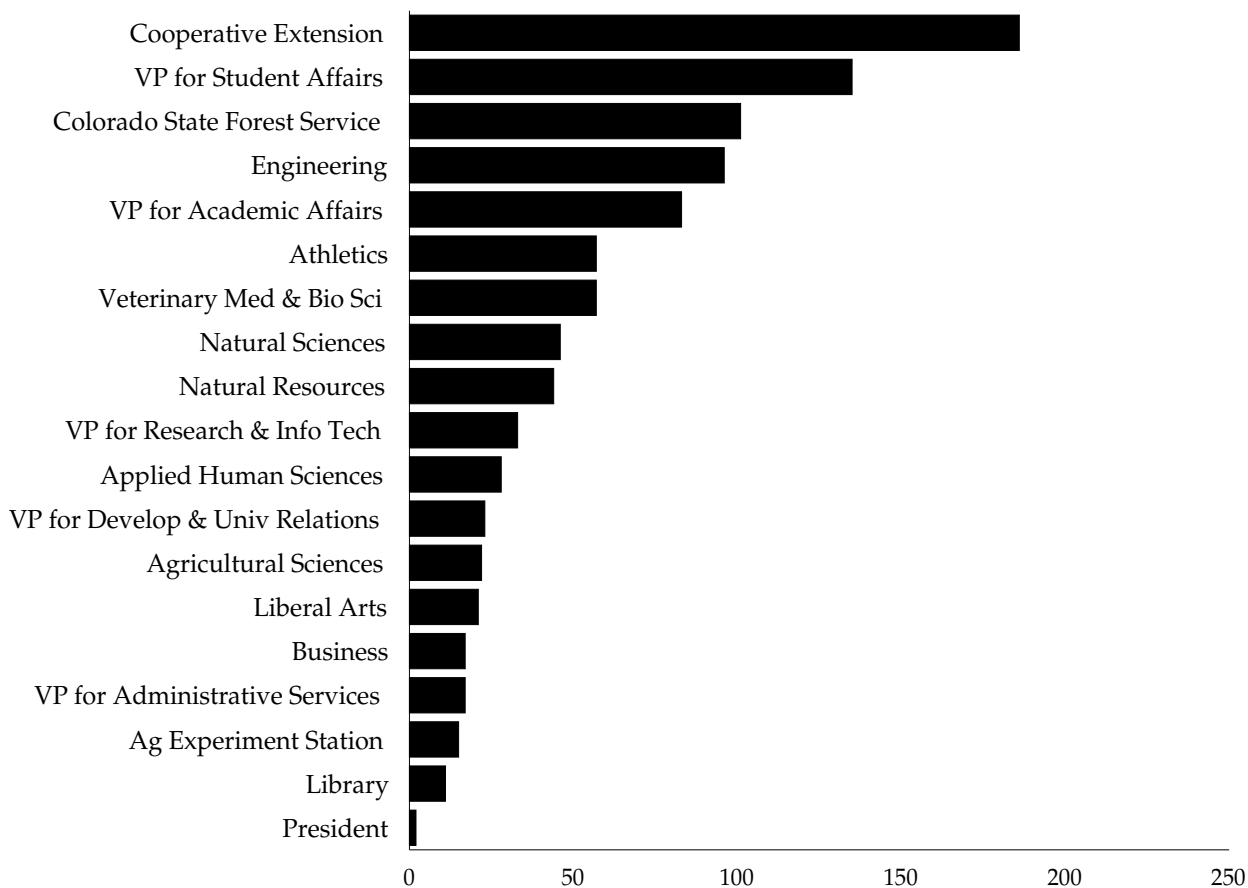
## Cumulative History of Faculty Salaries Compared to the Consumer Price Index



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

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by College or Area



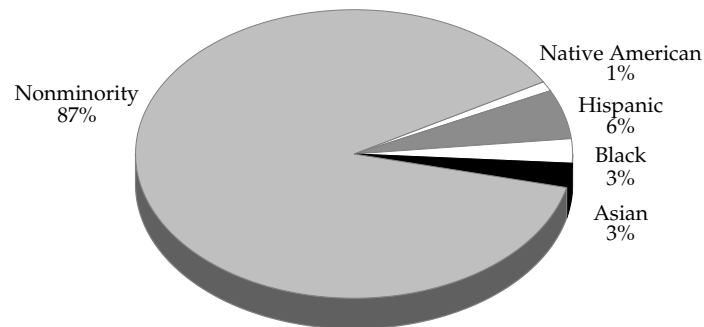
*Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in the next section. Administrative Professionals on regular or special appointments are included in this section.*

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by Gender and College or Area

	Men	Percent Men	Women	Percent Women	Total
Agricultural Experiment Station	14	93%	1	7%	15
Agricultural Sciences	15	68%	7	32%	22
Applied Human Sciences	6	21%	22	79%	28
Athletics	41	72%	16	28%	57
Business	13	76%	4	24%	17
Colorado State Forest Service	76	75%	25	25%	101
Cooperative Extension	83	45%	103	55%	186
Engineering	54	56%	42	44%	96
Liberal Arts	7	33%	14	67%	21
Library	5	45%	6	55%	11
Natural Resources	33	75%	11	25%	44
Natural Sciences	23	50%	23	50%	46
President	0	0%	2	100%	2
Veterinary Med & Bio Sci	27	47%	30	53%	57
VP for Academic Affairs	29	35%	54	65%	83
VP for Administrative Services	14	82%	3	18%	17
VP for Develop & Univ Relations	7	30%	16	70%	23
VP for Research & Information Tech	15	45%	18	55%	33
VP for Student Affairs	55	41%	80	59%	135
University Total	517	52%	477	48%	994

## Administrative Professionals by Ethnic Origin



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

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by Gender and Job Title

	Men	Percent Men	Women	Percent Women	Total
Administrator	1	20%	4	80%	5
Assistant Coach	19	79%	5	21%	24
Assistant Coordinator	6	50%	6	50%	12
Assistant Dean	3	43%	4	57%	7
Assistant Director	19	37%	33	63%	52
Assistant Manager	4	80%	1	20%	5
Assistant to Dean	5	50%	5	50%	10
Assistant to Director	0	0%	3	100%	3
Assistant Vice President	1	33%	2	67%	3
Assistant to Vice President	0	0%	3	100%	3
Associate Coordinator	2	50%	2	50%	4
Associate Dean	12	80%	3	20%	15
Associate Director	9	47%	10	53%	19
Coach	8	80%	2	20%	10
Coordinator	47	32%	101	68%	148
Counselor	13	30%	31	70%	44
County Extension Director	21	66%	11	34%	32
Dean	6	67%	3	33%	9
Director	47	44%	60	56%	107
Executive Director	4	40%	6	60%	10
Executive District Director	2	67%	1	33%	3
Extension Agent	46	40%	69	60%	115
Extension Specialist	10	31%	22	69%	32
Forester	73	78%	21	22%	94
Manager	23	68%	11	32%	34
Physician	3	43%	4	57%	7
Psychologist	3	30%	7	70%	10
Research Sci/Scholar I	28	74%	10	26%	38
Research Sci/Scholar II	31	70%	13	30%	44
Research Sci/Scholar III	27	82%	6	18%	33
Senior Research Sci/Scholar	19	76%	6	24%	25
Vice Provost	2	67%	1	33%	3
Vice President	3	75%	1	25%	4
Job Titles with Two or Fewer Employees	20	67%	10	33%	30
University Total	517	52%	477	48%	994

# Administrative Professionals (Excluding Research Associates)

## History of Administrative Professionals by Job Title

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Administrator	3	2	3	3	3	5	67%
Assistant Coach	23	22	22	23	24	24	4%
Assistant Coordinator	7	8	15	15	14	12	71%
Assistant Dean	--	--	--	--	--	7	N/A
Assistant Director	35	36	35	36	51	52	49%
Assistant Manager	7	8	7	6	5	5	-29%
Assistant to Dean	10	11	9	8	9	10	0%
Assistant to Director	3	3	3	3	4	3	0%
Assistant to Manager	4	4	3	3	1	0	-100%
Assistant Vice President	0	2	2	4	4	3	N/A
Assistant to Vice President	0	1	1	2	3	3	N/A
Associate Coordinator	2	3	3	5	4	4	100%
Associate Dean	--	--	--	--	--	15	N/A
Associate Director	23	22	22	19	22	19	-17%
Coach	10	10	10	10	10	10	0%
Coordinator	152	157	172	186	138	148	-3%
Counselor	34	45	54	52	45	44	29%
County Extension Director	35	34	35	33	34	32	-9%
Dean	--	--	--	--	--	9	N/A
Director	92	105	106	102	110	107	16%
Executive Director	2	4	5	11	11	10	400%
Executive District Director	5	5	5	5	4	3	-40%
Extension Agent	116	118	115	114	117	115	-1%
Extension Specialist	35	40	38	35	39	32	-9%
Forester	69	67	72	74	89	94	36%
Manager	30	31	34	35	31	34	13%
Physician	8	7	7	7	7	7	-13%
Psychologist	8	9	10	10	11	10	25%
Research Scientist	45	43	44	46	--	--	N/A
Research Sci/Scholar I	--	--	--	--	31	38	N/A
Research Sci/Scholar II	--	--	--	--	44	44	N/A
Research Sci/Scholar III	--	--	--	--	32	33	N/A
Senior Research Sci/Scholar	16	16	15	15	28	25	56%
Vice Provost	--	--	--	--	--	3	N/A
Vice President	--	--	--	--	--	4	N/A
Job Titles with 2 or Fewer Employees in 2003-04	26	24	25	27	33	30	15%
University Total	800	837	872	889	958	994	24%

Note: In 2002-03, Research scientists were reclassified to Research Scientist/Scholar I, II and III. In 2003-04, Vice Presidents, Vice Provosts, Deans, Associate Deans and Assistant Deans were reclassified from faculty to administrative professionals.

# Administrative Professionals (Excluding Research Associate)

## History of Administrative Professionals by College or Area

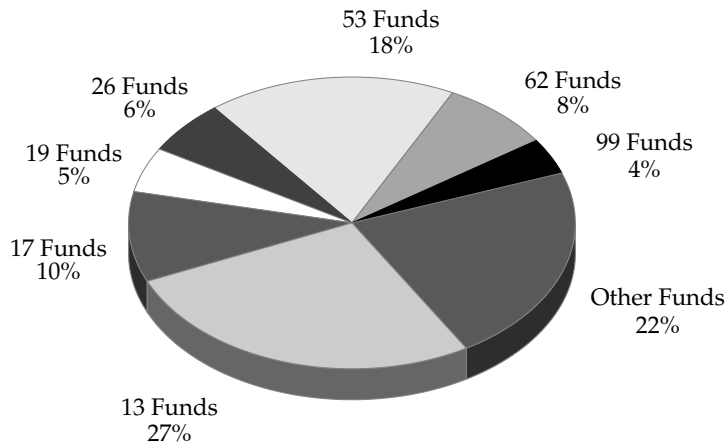
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Agricultural Experiment Station	4	3	13	14	15	15	275%
Agricultural Sciences	24	24	18	18	19	22	-8%
Applied Human Sciences	22	19	19	26	26	28	27%
Athletics	58	55	57	59	59	57	-2%
Business	12	12	12	13	16	17	42%
Colorado State Forest Service	73	71	75	78	94	101	38%
Cooperative Extension	197	206	203	194	200	186	-6%
Engineering	96	94	97	91	87	96	0%
Liberal Arts	13	18	22	22	19	21	62%
Library	1	2	3	3	6	11	1,000%
Natural Resources	21	22	23	29	39	44	110%
Natural Sciences	24	29	39	31	45	46	92%
President	3	3	3	3	3	2	-33%
Veterinary Med & Bio Sci	36	38	42	43	55	57	58%
VP for Academic Affairs	34	55	69	65	62	83	144%
VP for Administrative Services	15	15	14	14	15	17	13%
VP for Develop & Univ Relations	17	18	14	25	24	23	35%
VP for Research & Info Tech	15	16	17	14	31	33	120%
VP for Student Affairs	135	137	141	147	143	135	0%
University Total	800	837	872	889	958	994	24%

## History of Administrative Professionals by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Asian	25	28	24	27	29	27	8%
Black	22	24	25	27	26	27	23%
Hispanic	51	53	53	50	57	55	8%
Native American	7	9	10	13	14	11	57%
Total Minority	105	114	112	117	126	120	14%
Nonminority	695	723	760	772	832	874	26%
University Summary	800	837	872	889	958	994	24%

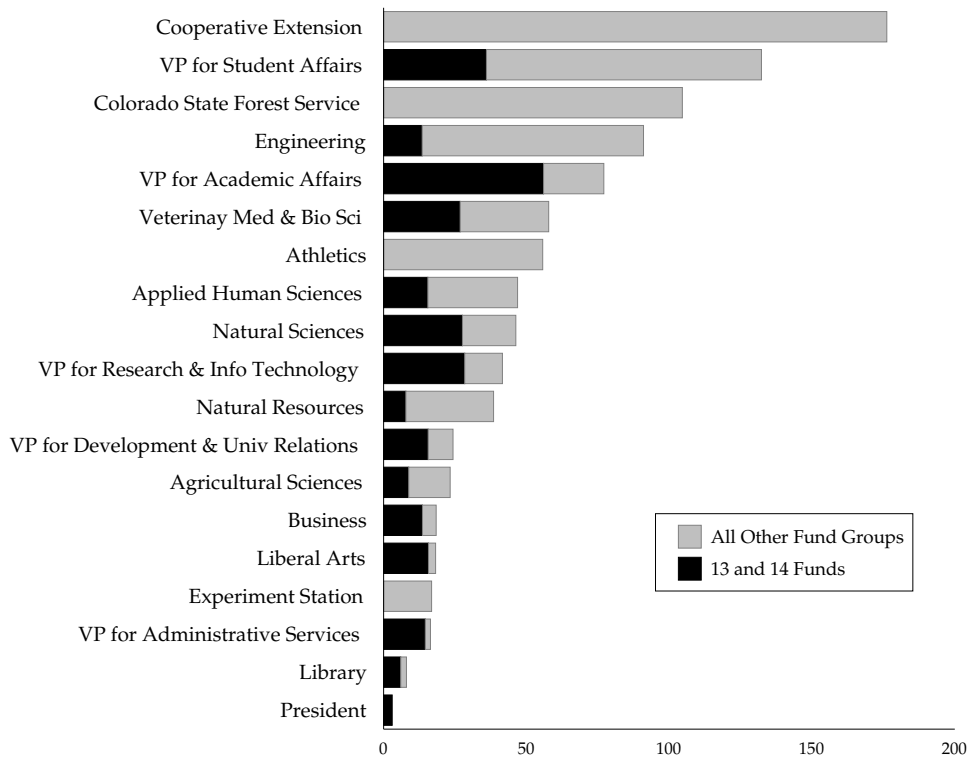
# Administrative Professionals (Excluding Research Associates)

## Administrative Professional FTE - 2002-03



Total FTE = 996.4

## FTE By College or Area



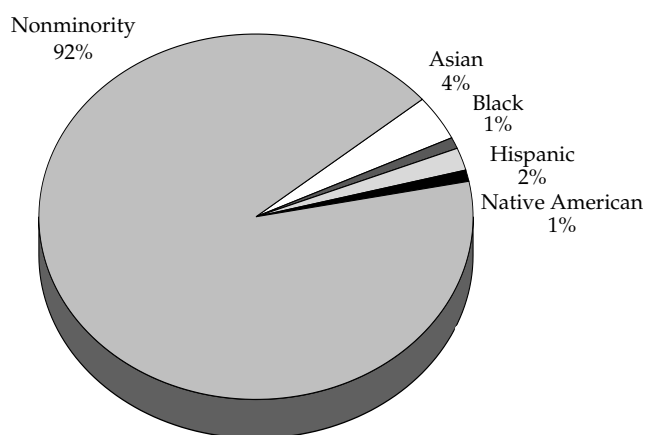


# Administrative Professionals - Research Associates

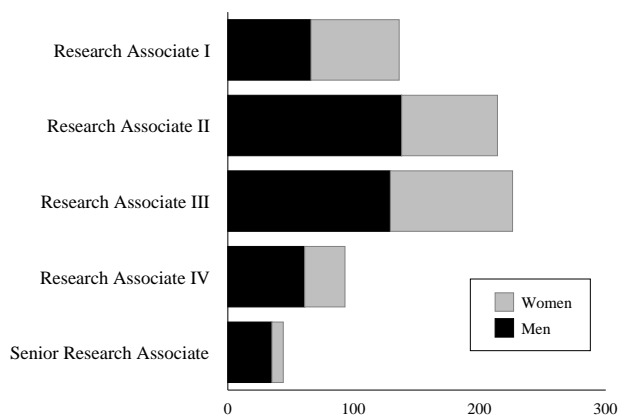
## Research Associates by Job Title

	Research Associate I	Research Associate II	Research Associate III	Research Associate IV	Senior Research Associate	Total
Agricultural Experiment Station	6	9	0	0	0	15
Agricultural Sciences	9	8	22	15	2	56
Applied Human Sciences	0	8	12	3	2	25
Business	1	0	3	0	1	5
Cooperative Extension	1	0	1	0	0	2
Engineering	24	48	52	16	12	152
Liberal Arts	0	0	0	0	0	0
Library	4	0	0	0	0	4
Natural Resources	52	84	93	40	16	285
Natural Sciences	1	14	8	4	4	31
Veterinary Med & Bio Sci	38	43	32	13	6	132
VP for Administrative Services	0	0	1	2	1	4
VP for Research & Info Tech	0	0	2	0	0	2
University Total	136	214	226	93	44	713

### By Ethnicity



### By Gender



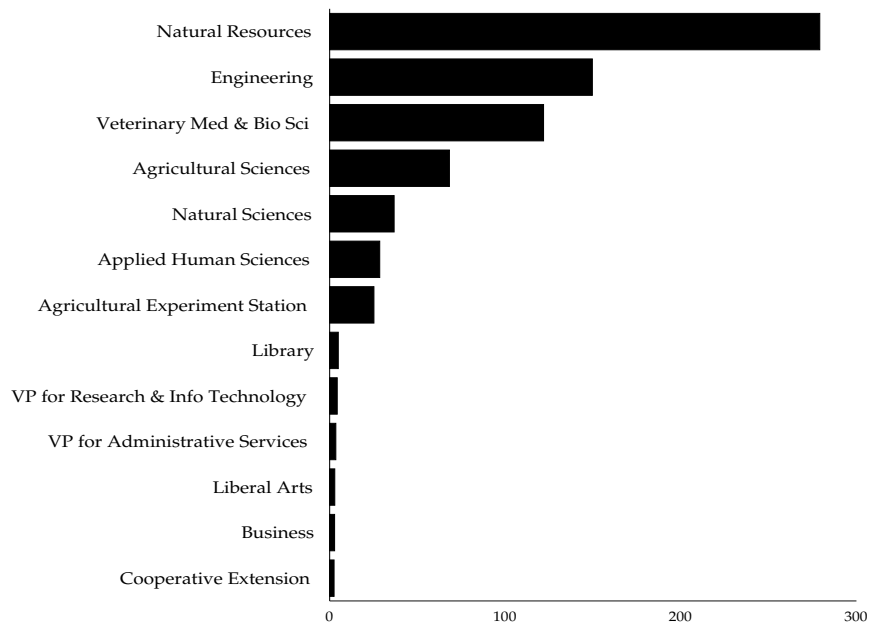
Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in this section. Research Associates with an appointment of R or S are included in this section.

# Administrative Professionals - Research Associates

## History of Research Associates

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Agricultural Experiment Station	2	2	18	20	16	15	650%
Agricultural Sciences	53	56	48	50	50	56	6%
Applied Human Sciences	27	29	26	29	24	25	-7%
Business	1	1	2	3	3	5	400%
Cooperative Extension	1	2	3	3	2	2	100%
Engineering	105	102	108	124	158	152	45%
Liberal Arts	1	0	1	1	0	0	-100%
Library	4	4	5	5	4	4	0%
Natural Resources	194	225	240	269	267	285	47%
Natural Sciences	37	33	33	38	30	31	-16%
Veterinary Med & Bio Sci	105	99	110	107	109	132	26%
VP for Academic Affairs	0	2	0	0	0	0	0%
VP for Administrative Services	5	6	5	5	4	4	-20%
VP for Research & Info Tech	2	2	1	2	2	2	0%
University Total	537	563	600	656	669	713	33%

## 2002-03 FTE by College or Area



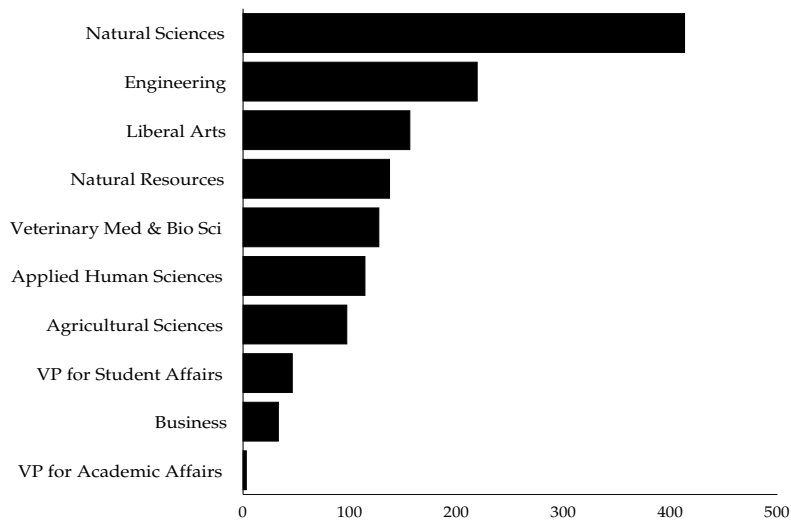
Total FTE = 735.2

# Graduate Assistants

## Graduate Assistants by Gender

	Men	Percent Men	Women	Percent Women	Total
Agricultural Sciences	57	59%	40	41%	97
Applied Human Sciences	32	28%	82	72%	114
Business	13	39%	20	61%	33
Engineering	165	75%	54	25%	219
Liberal Arts	55	35%	101	65%	156
Natural Resources	66	48%	71	52%	137
Natural Sciences	248	60%	165	40%	413
Veterinary Med & Bio Sci	55	43%	72	57%	127
VP for Academic Affairs	1	33%	2	67%	3
VP for Student Affairs	13	28%	33	72%	46
University Total	705	52%	640	48%	1,345

## Graduate Assistants by College or Area

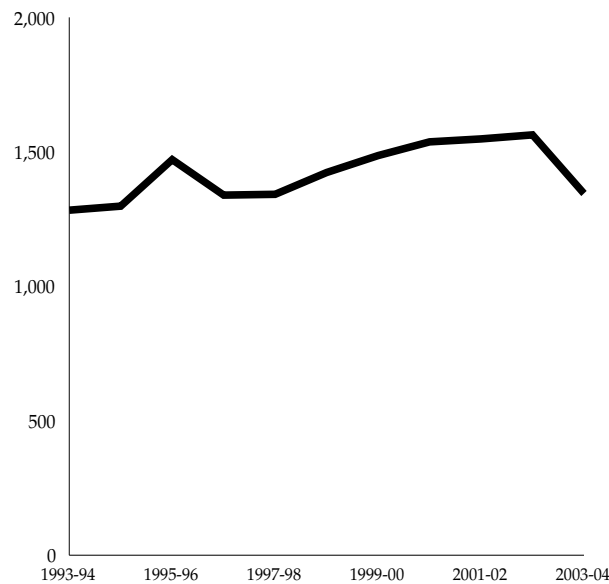


# Graduate Assistants

## History of Graduate Assistants by College or Area

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Agricultural Sciences	93	97	104	108	110	97	4%
Applied Human Sciences	106	119	134	144	144	114	8%
Business	78	90	71	63	54	33	-58%
Colorado State Forest Service	0	0	0	0	1	0	0%
Cooperative Extension	1	2	1	3	4	0	-100%
Engineering	205	201	220	226	239	219	7%
Liberal Arts	206	205	214	197	205	156	-24%
Natural Resources	143	150	155	175	179	137	-4%
Natural Sciences	403	416	436	441	422	413	2%
Veterinary Med & Bio Sci	120	133	140	130	139	127	6%
VP for Academic Affairs	4	4	2	1	2	3	-25%
VP for Administrative Services	0	1	0	0	0	0	0%
VP for Research & Info Technology	0	3	2	3	1	0	0%
VP for Student Affairs	64	65	58	57	63	46	-28%
University Total	1,423	1,486	1,537	1,548	1,563	1,345	-5%

## History of Graduate Assistants

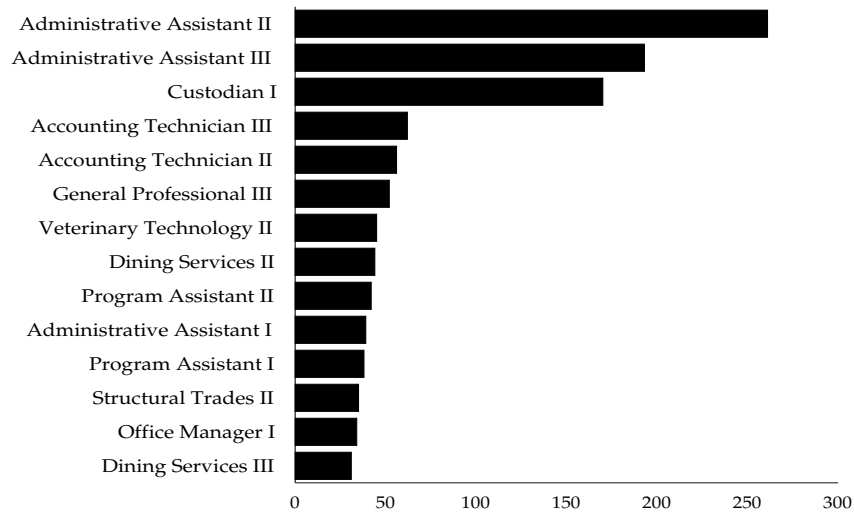


# State Classified Staff

## State Classified Staff by Gender

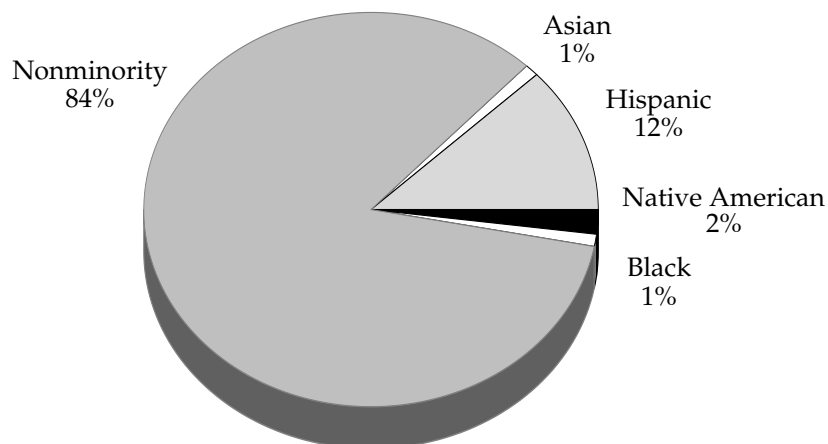
	Men	Percent Men	Women	Percent Women	Total State Classified
Agricultural Experiment Station	4	40%	6	60%	10
Agricultural Sciences	1	3%	31	97%	32
Applied Human Sciences	1	3%	38	97%	39
Athletics	0	0%	9	100%	9
Business	1	7%	13	93%	14
Colorado State Forest Service	10	33%	20	67%	30
Cooperative Extension	1	4%	27	96%	28
Engineering	7	14%	44	86%	51
Liberal Arts	1	3%	37	97%	38
Library	13	20%	52	80%	65
Natural Resources	13	26%	37	74%	50
Natural Sciences	10	15%	55	85%	65
President	0	0%	5	100%	5
Veterinary Med & Bio Sci	52	20%	204	80%	256
VP for Academic Affairs	8	10%	72	90%	80
VP for Administrative Services	301	60%	198	40%	499
VP for Develop & Univ Relations	31	45%	38	55%	69
VP for Research & Information Tech	80	53%	72	47%	152
VP for Student Affairs	191	33%	387	67%	578
University Total	725	35%	1,345	65%	2,070

## State Classified Positions with the Largest Number of Employees



# State Classified Staff

## State Classified Staff By Ethnicity



## History of State Classified Staff by College or Area

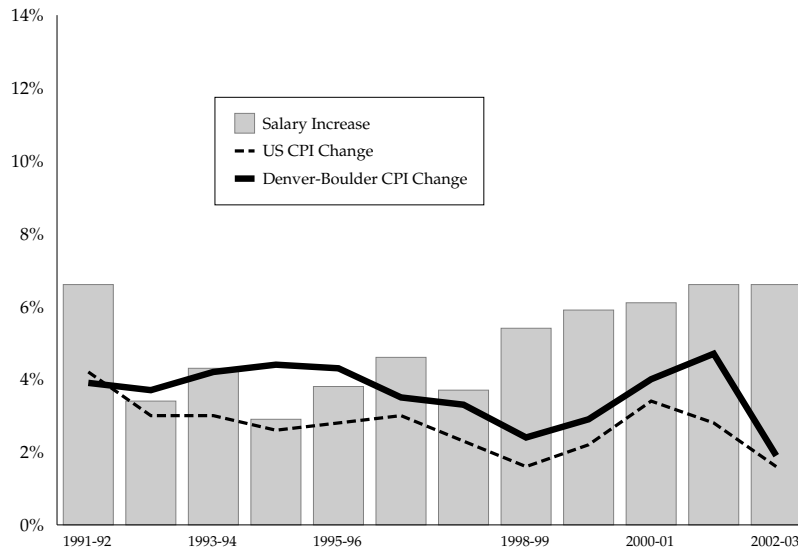
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	Six-Year Change
Agricultural Experiment Station	4	5	21	21	19	10	150%
Agricultural Sciences	61	59	38	38	38	32	-48%
Applied Human Sciences	48	47	45	47	43	39	-19%
Athletics	11	10	10	10	9	9	-18%
Business	17	15	14	14	14	14	-18%
Colorado State Forest Service	32	31	35	30	29	30	-6%
Cooperative Extension	41	40	34	29	33	28	-32%
Engineering	72	72	63	62	57	51	-29%
Liberal Arts	37	39	39	39	38	38	3%
Library	79	82	80	74	73	65	-18%
Natural Resources	37	38	45	49	54	50	35%
Natural Sciences	63	67	66	64	64	65	3%
President	5	5	6	5	5	5	0%
Veterinary Med & Bio Sci	232	237	240	265	269	256	10%
VP for Academic Affairs	76	103	103	105	76	80	5%
VP for Administrative Services	511	512	517	521	541	499	-2%
VP for Develop & Univ Relations	58	64	67	70	73	69	19%
VP for Research & Information Tech	146	153	151	154	170	152	4%
VP for Student Affairs	612	570	629	609	602	578	-6%
University Total	2,142	2,149	2,203	2,206	2,207	2,070	-3%

# State Classified Staff

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

Fiscal Year	Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1991-92	6.60%	4.2%	3.9%
1992-93	3.40%	3.0%	3.7%
1993-94	4.30%	3.0%	4.2%
1994-95	2.92%	2.6%	4.4%
1995-96	3.80%	2.8%	4.3%
1996-97	4.60%	3.0%	3.5%
1997-98	3.70%	2.3%	3.3%
1998-99	5.40%	1.6%	2.4%
1999-00	5.90%	2.2%	2.9%
2000-01	6.10%	3.4%	4.0%
2001-02	6.60%	2.8%	4.7%
2002-03	6.60%	1.6%	1.9%

## Comparison of State Classified Staff Salary and CPI Changes



# State Classified Staff

## Cumulative History of State Classified Staff Salaries Compared to the Consumer Price Index

