

# Employee Information



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Old Main, Colorado Agricultural College.  
November 26, 1925

# Employee Highlights

## Total University Employees:

Regular Tenure-Track Faculty	934
Special Faculty	198
Temporary Faculty	268
Administrative Professionals (Excluding Research Associates)	1,067
Administrative Professionals (Research Associates)	835
State-Classified Staff	2,034
Other Employees	315
Total Employees	5,651

Total new faculty hired on regular, tenure-track appointments in 2003-04: 59

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: 27

Percent of faculty on regular, tenure-track appointments who are ethnic minorities: 11

Percent of faculty on regular appointments who are age 60 or over: 19

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

Women	65
Men	81

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

Nine-Month Basis of Service	\$74,214
Twelve-Month Basis of Service	\$100,127

*Note: Employee highlights are for fall 2004 (unless otherwise noted).*

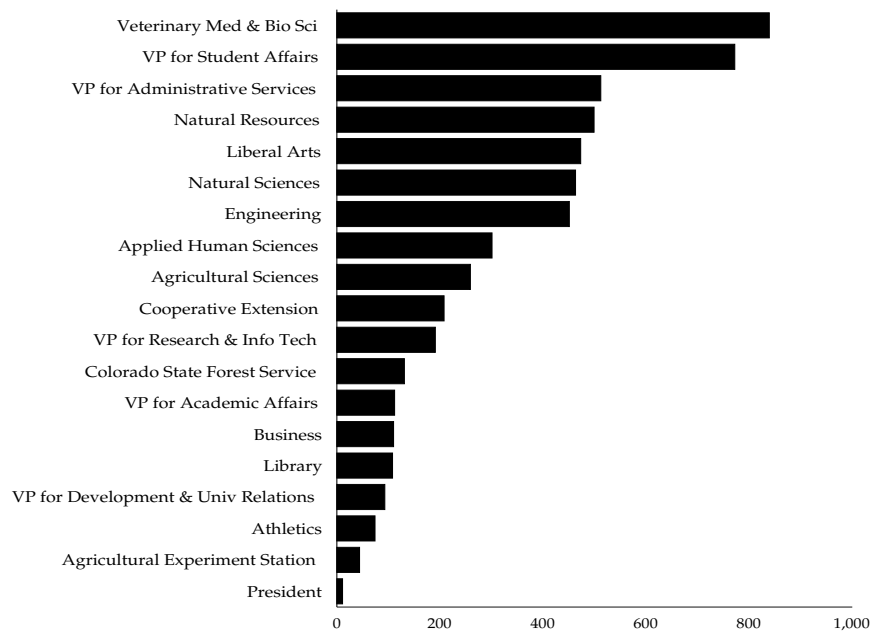


# University Employees

## 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	18	11	0	44
Agricultural Sciences	89	15	5	24	79	36	11	259
Applied Human Sciences	105	31	51	33	43	37	1	301
Athletics	0	0	0	64	0	10	0	74
Business	49	4	21	20	3	13	0	110
Colorado State Forest Service	0	0	0	101	0	30	0	131
Cooperative Extension	0	0	0	182	2	24	0	208
Engineering	91	1	9	111	167	48	24	451
Liberal Arts	207	48	150	24	7	36	1	473
Library	26	5	0	13	4	60	0	108
Natural Resources	62	7	1	50	308	49	22	499
Natural Sciences	163	15	17	59	43	63	103	463
President	1	0	0	6	0	4	0	11
Veterinary Med & Bio Sci	140	70	1	75	154	251	148	839
VP for Academic Affairs	1	2	13	55	0	41	0	112
VP for Admin Services	0	0	0	18	3	491	0	512
VP for Univ Dev & Advance	0	0	0	23	0	70	0	93
VP for Research & Info Tech	0	0	0	38	4	148	1	191
VP for Student Affairs	0	0	0	156	0	612	4	772
University Summary	934	198	268	1,067	835	2,034	315	5,651

## Employees by College or Area



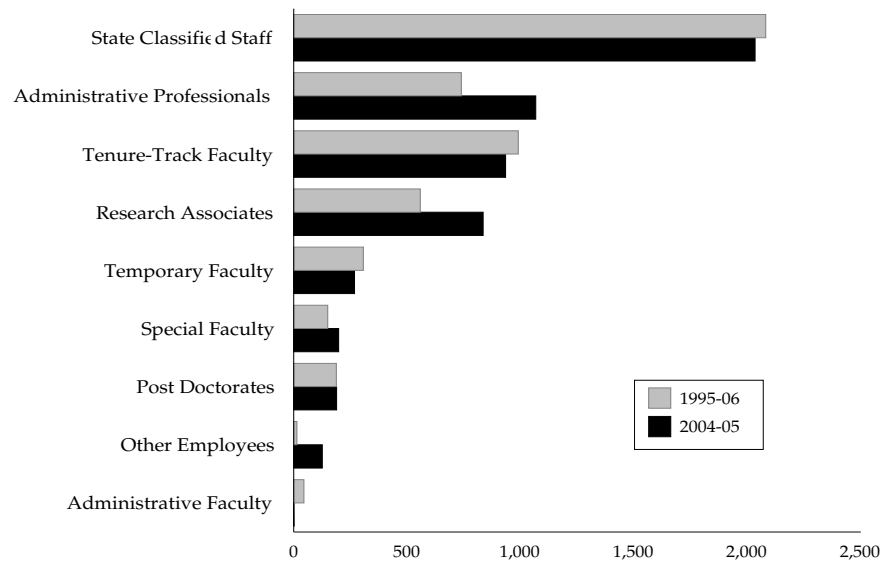
Note: The Other category includes Post Doctorates, Veterinary Interns, Veterinary Residents, Fellowship Grant Trainees and Clinical Psychology Interns.

# University Employees

## History of University Employees

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Eight-Year Change
Administrative Faculty	48	42	43	46	37	38	0	0	-100%
Tenure-Track Faculty	989	982	979	993	995	960	945	934	-6%
Special Faculty	146	155	154	165	172	189	192	198	36%
Temporary Faculty	249	270	337	339	351	336	266	268	8%
Administrative Professionals	802	842	887	917	944	1,024	1,050	1,067	33%
Research Associates	609	619	639	693	733	749	802	835	37%
State Classified	2,131	2,142	2,149	2,203	2,206	2,207	2,070	2,034	-5%
Post Doctorates	168	170	175	167	182	182	171	189	13%
Other Employees	54	49	56	80	80	99	107	126	133%
Total Employees	5,197	5,271	5,419	5,603	5,700	5,784	5,603	5,651	9%

## Ten-Year Comparison of University Employees



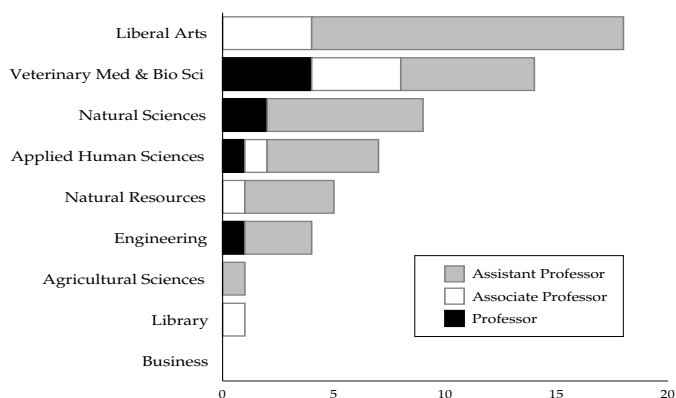
Note: Administrative faculty were reclassified as Administrative Professionals on January 1, 2003.

# Tenure-Track Faculty Hires and Attrition - 2003-04

## Faculty Hires

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Hired
<b>By Gender</b>				
Men	7	10	22	39
Women	1	1	18	20
<b>By Ethnicity</b>				
Minority	0	0	6	6
Nonminority	8	11	34	53
<b>By Tenure</b>				
Tenured	7	2	0	9
Nontenured	1	9	40	50
<b>Total Faculty Hired</b>	<b>8</b>	<b>11</b>	<b>40</b>	<b>59</b>

## New Faculty Hires by College



## Average Salaries of New Faculty

	Basis of Service	Minimum Salary	Maximum Salary	Average Salary	Total Faculty
Professor	9	\$81,000	\$90,000	\$85,500	2
	12	120,000	160,000	144,583	6
Associate Professor	9	60,000	78,000	68,628	9
	12	58,000	130,000	94,000	2
Assistant Professor	9	43,000	81,000	53,347	35
	12	48,000	90,000	77,800	5

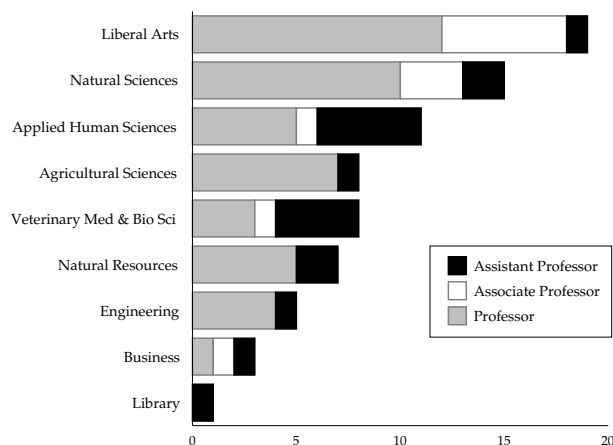
Note: The time period used is October 1, 2002 to September 30, 2003. Faculty hires include those who were employed at CSU in 2002-03 in a non tenure-track position and were hired as tenure-track faculty in 2003-04. Faculty returning to a tenure-track position from an administrative (vice presidents, deans, etc.) position are not included as new hires. International faculty are included with nonminorities.

# Tenure-Track Faculty Hires and Attrition

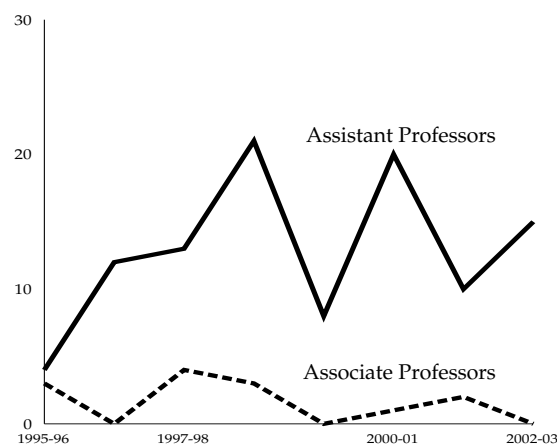
## Faculty Attrition

	Full Professor	Associate Professor	Assistant Professor	Total Faculty Not Returning
<b>By Gender</b>				
Men	40	9	8	57
Women	7	3	10	20
<b>By Ethnicity</b>				
Minority	3	3	3	9
Nonminority	44	9	15	68
<b>By Tenure</b>				
Tenured	47	12	1	60
Nontenured	0	0	17	17
<b>By Separation Reason</b>				
Retirement	34	8	1	43
Administrative Position at CSU	0	0	0	0
Another Non Tenure-Track Position	0	0	2	2
Other Reason	13	4	15	32
<b>Total Faculty Attrition</b>	<b>47</b>	<b>12</b>	<b>18</b>	<b>77</b>

## Faculty Attrition by College



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



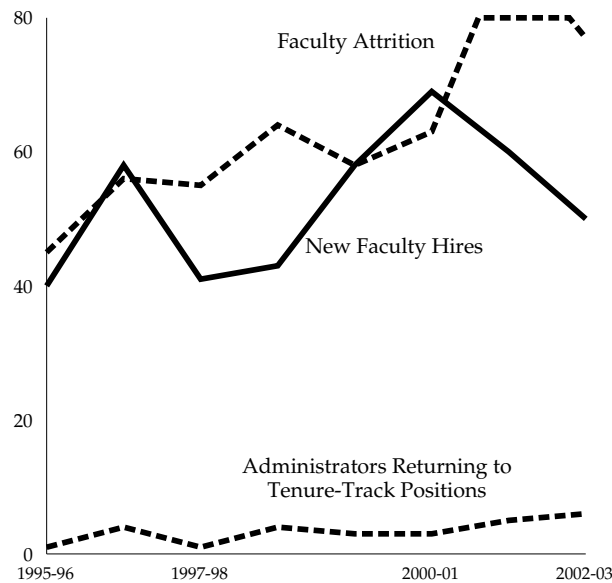
Note: Faculty attrition includes those who left a tenure-track position between October 1, 2002 and September 30, 2003. Other separation reasons include family relocation, other employment or death.

# 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	77
2003-04	945	59	3	N/A

## History of Faculty Hires and Attrition



*Note: Faculty Not Returning for the Following Year include faculty who did not return to a tenure-track position but may have still been employed in another position at CSU. International faculty are included with nonminorities. Faculty not returning in 2003-04 will be available in October 2004.*



# 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%
2003-04	945	90	9.5%	59	6	10.2%

## 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%
2003-04	945	248	26.2%	59	20	33.9%

# 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	2002-03	Six-Year Change
<b>Professor</b>							
Retirement	15	17	21	16	24	34	127%
Administrative Position (Dean, etc.)	4	2	4	3	9	0	-100%
Another Nontenure-Track Position	0	0	0	0	0	0	0%
Other	5	9	9	8	10	13	160%
Total	24	28	34	27	43	47	96%
<b>Associate Professor</b>							
Retirement	7	9	13	6	8	8	14%
Administrative Position (Dean, etc.)	2	0	1	0	3	0	-100%
Another Nontenure-Track Position	0	0	0	1	3	0	0%
Other	9	5	2	9	19	4	-56%
Total	18	14	16	16	33	12	-33%
<b>Assistant Professor</b>							
Retirement	0	1	0	1	4	1	N/A
Administrative Position (Dean, etc.)	0	1	1	0	0	0	0%
Another Nontenure-Track Position	2	1	1	3	1	2	0%
Other	11	19	6	16	10	15	36%
Total	13	22	8	20	15	18	38%
<b>All Ranks Combined</b>							
Retirement	22	27	34	23	36	43	95%
Administrative Position (Dean, etc.)	6	3	6	3	12	0	-100%
Another Nontenure-Track Position	2	1	1	4	4	2	0%
Other	25	33	17	33	39	32	28%
Total	55	64	58	63	91	77	40%

# 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%
2002-03	77	866	68	8%	94	9	10%

## 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%
2002-03	34	866	28	3%	94	6	6%

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

Excludes Retirements and Faculty Entering Other Positions at CSU

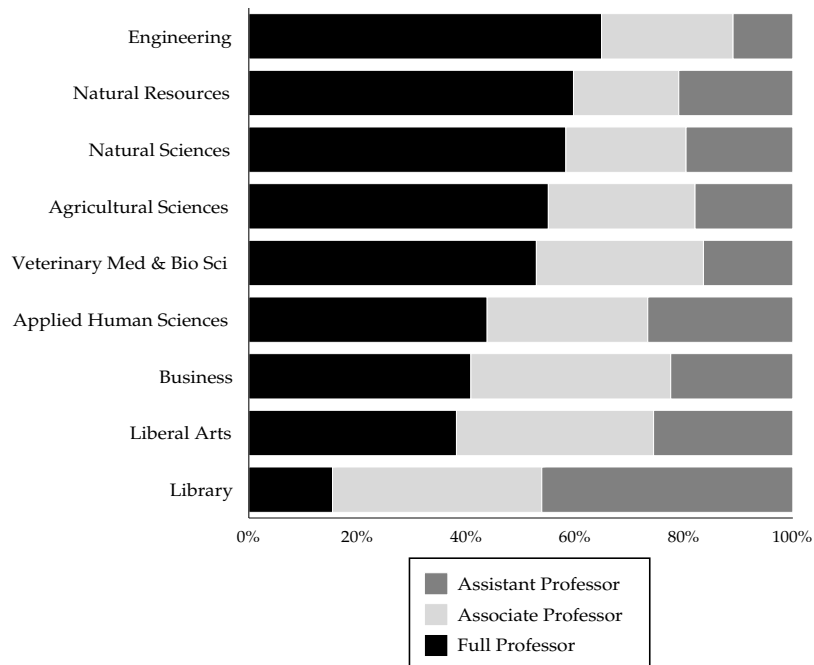
	Faculty Not Returning for Following Year	Total Nonminority Faculty	Nonminority Faculty Not Returning	Percent of Nonminority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	16	911	16	2%	76	0	0%
1996-97	20	922	16	2%	82	4	5%
1997-98	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%
2002-03	34	866	28	3%	94	6	6%

# Tenure-Track Faculty by Rank

## Faculty by College and Rank

	Full Professor	Associate Professor	Assistant Professor	Total Faculty
Agricultural Sciences	49	24	16	89
Applied Human Sciences	46	31	28	105
Business	20	18	11	49
Engineering	59	22	10	91
Liberal Arts	79	75	53	207
Library	4	10	12	26
Natural Resources	37	12	13	62
Natural Sciences	95	36	32	163
Veterinary Med & Bio Sci	74	43	23	140
VP for Academic Affairs	1	0	0	1
University Total	464	271	198	933

## Percent of Tenure-Track Faculty by Rank

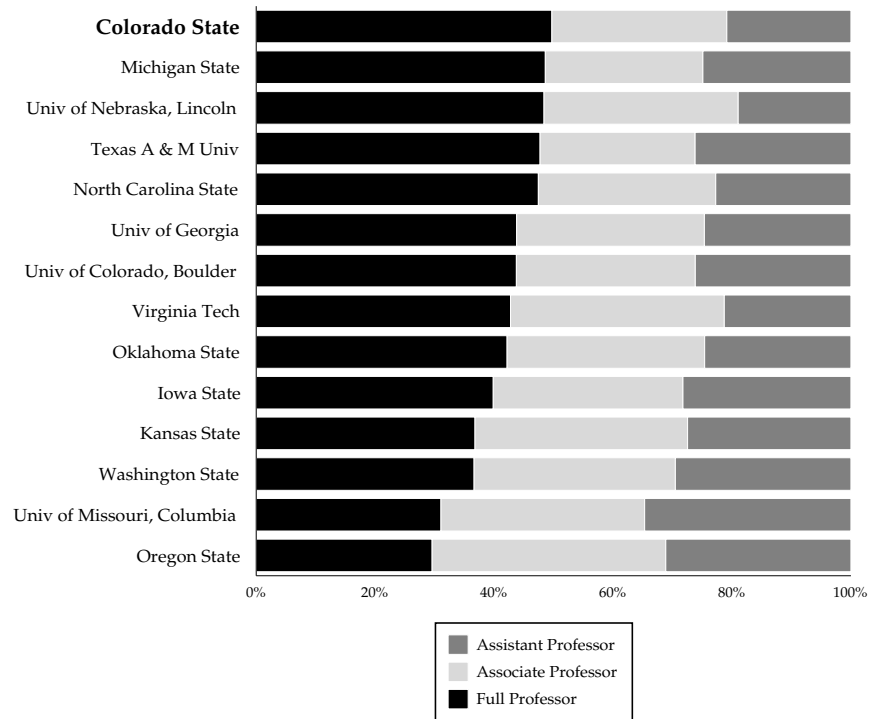


# Tenure-Track Faculty by Rank

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

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Eight-Year Change
Agricultural Sciences	53%	50%	52%	49%	51%	53%	51%	55%	2%
Applied Human Sciences	42%	42%	42%	45%	44%	45%	44%	44%	2%
Business	38%	42%	39%	35%	35%	35%	39%	41%	3%
Engineering	66%	66%	66%	62%	66%	68%	69%	65%	-1%
Liberal Arts	43%	42%	39%	36%	37%	38%	36%	38%	-5%
Library	15%	21%	20%	21%	17%	15%	19%	15%	0%
Natural Resources	60%	63%	61%	63%	69%	63%	59%	60%	0%
Natural Sciences	61%	63%	61%	58%	57%	57%	57%	58%	-3%
Veterinary Med & Bio Sci	46%	50%	53%	51%	54%	54%	55%	53%	7%
University Total	50%	51%	50%	48%	49%	49%	49%	50%	0%

## Comparison of Peer Institutions Faculty by Rank

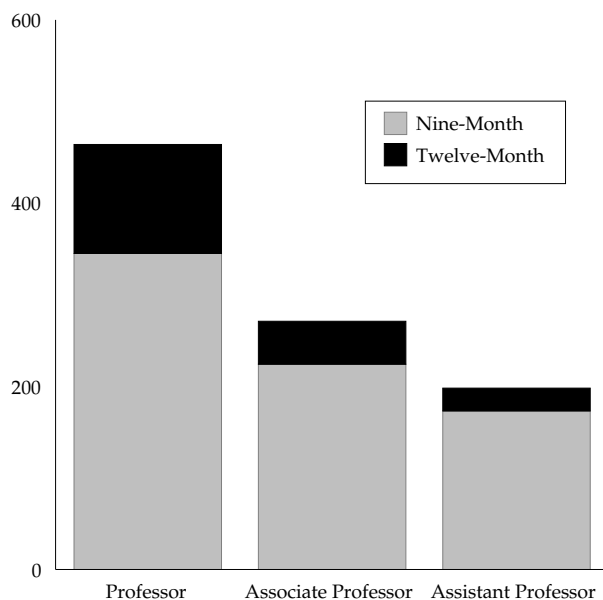


# Tenure-Track Faculty by Basis of Service

## Faculty by College and Basis of Service

	Nine-Month Appointments	Twelve-Month Appointments	Percent on Nine-Month Appointments	Total Faculty
Agricultural Sciences	53	36	60%	89
Applied Human Sciences	92	13	88%	105
Business	49	0	100%	49
Engineering	91	0	100%	91
Liberal Arts	194	13	94%	207
Library	0	26	0%	26
Natural Resources	52	10	84%	62
Natural Sciences	154	9	94%	163
Veterinary Med & Bio Sci	57	83	41%	140
VP for Academic Affairs	0	1	0%	1
University Total	742	191	80%	933

## Basis of Service by Faculty Rank

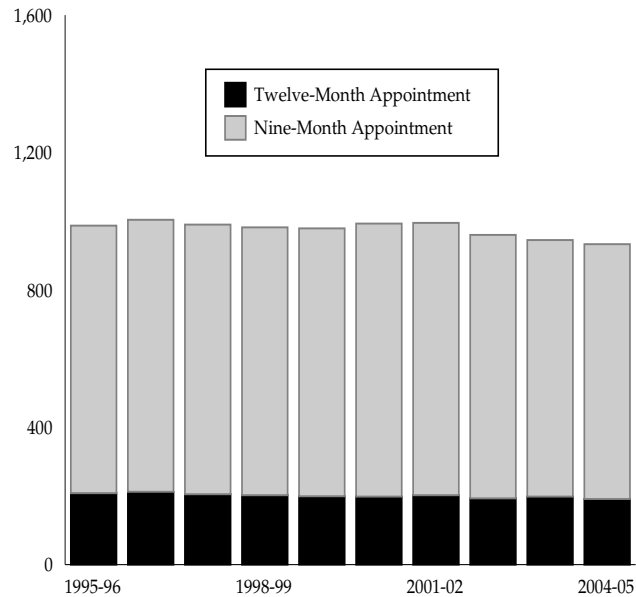


# Tenure-Track Faculty by Basis of Service

## History of Faculty by Basis of Service

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
<b>Nine-Month Appointments</b>								
Professor	385	378	363	370	358	339	345	-10%
Associate Professor	248	244	248	247	225	231	224	-10%
Assistant Professor	147	158	184	176	184	177	173	18%
Total Nine-Month Appointments	780	780	795	793	767	747	742	-5%
<b>Twelve-Month Appointments</b>								
Professor	111	112	114	120	116	123	119	7%
Associate Professor	62	58	51	50	49	48	47	-24%
Assistant Professor	29	29	33	32	28	27	25	-14%
Total Twelve-Month Appointments	202	199	198	202	193	198	191	-5%
Total Faculty	982	979	993	995	960	945	933	-5%

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

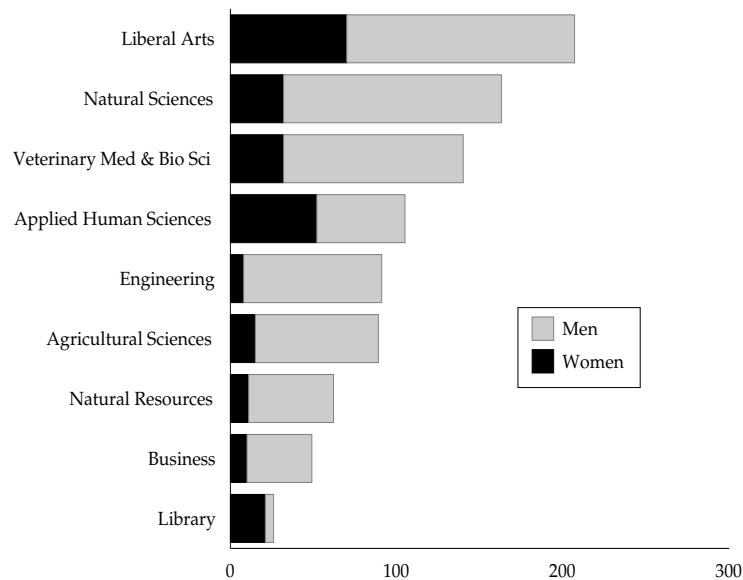


# Tenure-Track Faculty by Gender

## Faculty by College and Gender

	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	74	15	17%	89
Applied Human Sciences	53	52	50%	105
Business	39	10	20%	49
Engineering	83	8	9%	91
Liberal Arts	137	70	34%	207
Library	5	21	81%	26
Natural Resources	51	11	18%	62
Natural Sciences	131	32	20%	163
Veterinary Med & Bio Sci	108	32	23%	140
Vice President for Academic Affairs	1	0	100%	1
University Total	682	251	27%	933

## Faculty by College and Gender





# Tenure-Track Faculty by Gender

## Full Professors by Gender and College

	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	45	4	8%	49
Applied Human Sciences	28	18	39%	46
Business	17	3	15%	20
Engineering	55	4	7%	59
Liberal Arts	59	20	25%	79
Library	1	3	75%	4
Natural Resources	34	3	8%	37
Natural Sciences	83	12	13%	95
Veterinary Med & Bio Sci	64	10	14%	74
Vice President for Academic Affairs	1	0	0%	1
University Total	387	77	17%	464

## Associate Professors by Gender and College

	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	18	6	25%	24
Applied Human Sciences	16	15	48%	31
Business	14	4	22%	18
Engineering	20	2	9%	22
Liberal Arts	45	30	40%	75
Library	3	7	70%	10
Natural Resources	8	4	33%	12
Natural Sciences	25	11	31%	36
Veterinary Med & Bio Sci	32	11	26%	43
University Total	181	90	33%	271

## Assistant Professors by Gender and College

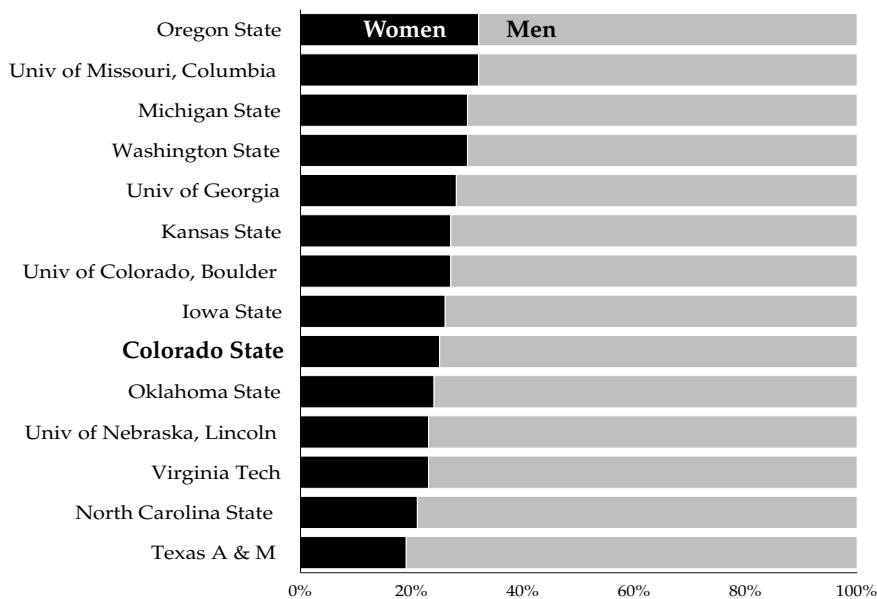
	Men	Women	Percent of Faculty Who are Women	Total Faculty
Agricultural Sciences	11	5	31%	16
Applied Human Sciences	9	19	68%	28
Business	8	3	27%	11
Engineering	8	2	20%	10
Liberal Arts	33	20	38%	53
Library	1	11	92%	12
Natural Resources	9	4	31%	13
Natural Sciences	23	9	28%	32
Veterinary Med & Bio Sci	12	11	48%	23
University Total	114	84	39%	198

# 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
2004-05	682	251	26.9%	933

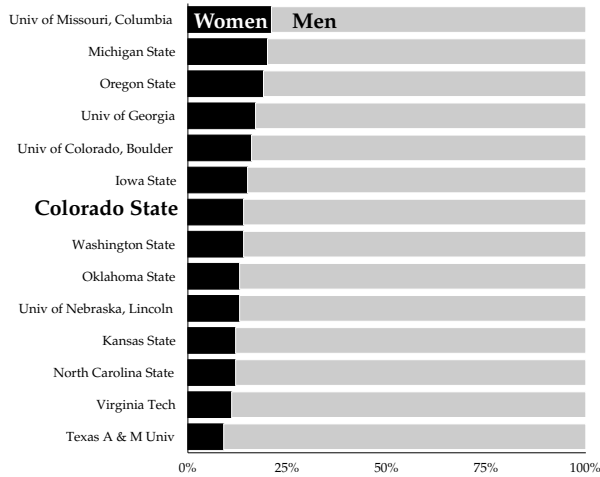
## Comparison of Peer Institutions Faculty by Gender



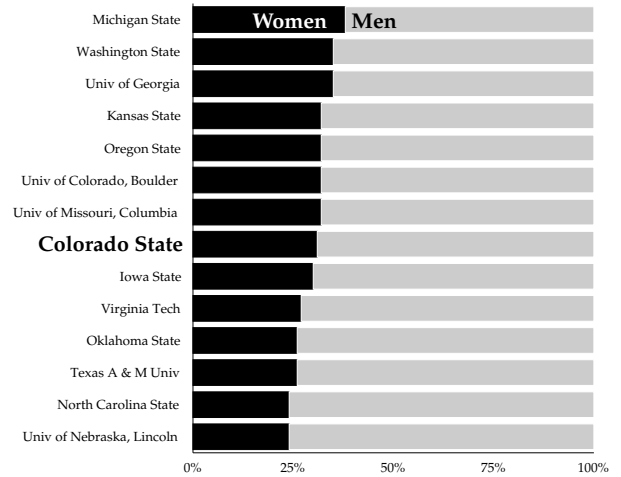
# Tenure-Track Faculty by Gender

## Comparison of Peer Institutions Faculty by Gender and Rank

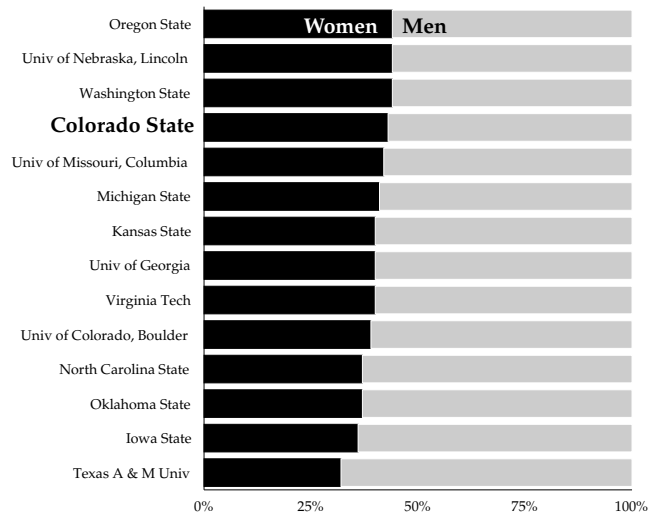
### Full Professor



### Associate Professor



### Assistant Professor

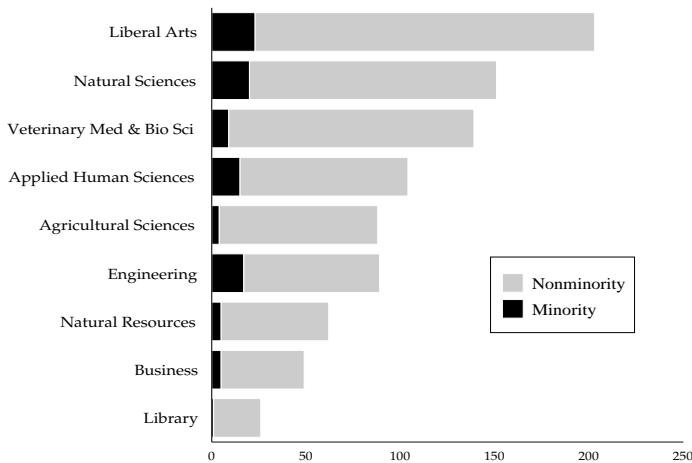


# Tenure-Track Faculty by Ethnic Origin

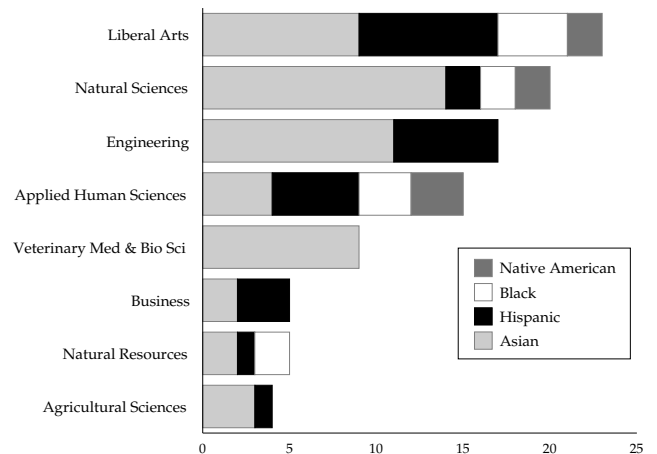
## Faculty Ethnicity by College

	Asian	Black	Hispanic	Native American	Total Minorities	International	Non-minorities	Total Faculty	Percent of Faculty Who are Minorities
Agricultural Sciences	3	0	1	0	4	1	84	89	5%
Applied Human Sciences	4	3	5	3	15	1	89	105	14%
Business	2	0	3	0	5	0	44	49	10%
Engineering	11	0	6	0	17	2	72	91	19%
Liberal Arts	9	4	8	2	23	4	180	207	11%
Library	1	0	0	0	1	0	25	26	4%
Natural Resources	2	2	1	0	5	0	57	62	8%
Natural Sciences	14	2	2	2	20	12	131	163	13%
Veterinary Med & Bio Sci	9	0	0	0	9	1	130	140	6%
VP for Academic Affairs	0	1	0	0	1	0	0	1	100%
University Summary	55	12	26	7	100	21	812	933	11%

### Faculty by Ethnic Origin



### Minority Faculty by College



Note: International faculty are excluded from the base population when calculating percent of faculty who are minorities.

# Tenure-Track Faculty by Ethnic Origin

## Ethnicity by Gender and Rank

	Asian	Black	Hispanic	Native American	Total Minorities	International	Non-minorities	Total Faculty	Percent of Faculty Who are Minorities
Men									
Full Professor	23	3	4	3	33	3	350	386	9%
Associate Professor	10	1	9	1	21	3	158	182	12%
Assistant Professor	11	6	2	0	19	12	83	114	19%
Total Men	44	10	15	4	73	18	591	682	11%
Women									
Full Professor	3	0	2	0	5	1	71	77	7%
Associate Professor	3	1	4	1	9	2	79	90	10%
Assistant Professor	5	1	6	2	14	0	70	84	17%
Total Women	11	2	12	3	28	3	220	251	11%

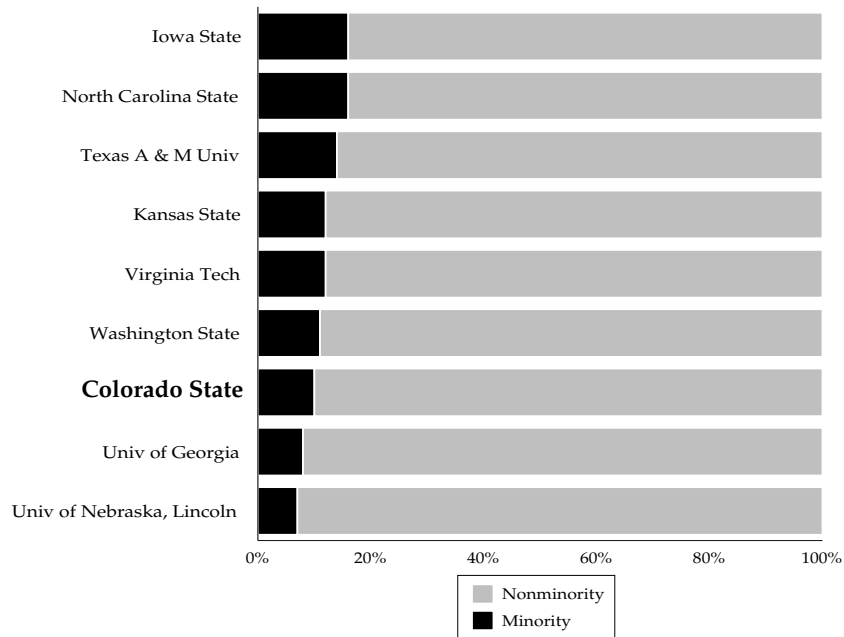
## History of Faculty by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
Asian	45	43	51	54	54	47	55	22%
Black	9	9	9	11	11	13	12	33%
Hispanic	21	22	26	27	23	24	26	24%
Native American	8	8	9	6	6	6	7	-13%
Total Minority	83	82	95	98	94	90	100	20%
International	15	16	25	27	25	29	21	40%
Nonminority	884	881	873	870	841	826	812	-8%
Total	982	979	993	995	960	945	933	-5%
Minority Faculty as a Percent of Total Faculty	8.6%	8.5%	9.8%	10.1%	10.1%	9.5%	11.0%	2.4%

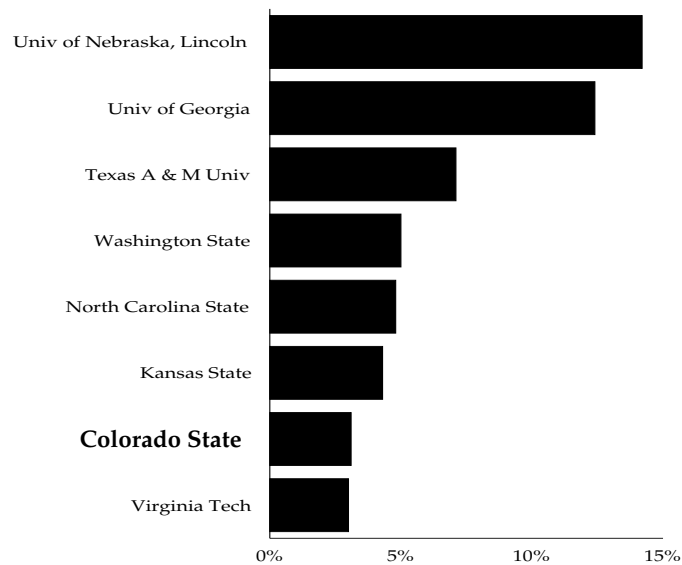
# Tenure-Track Faculty by Ethnic Origin

## Comparison of Peer Institutions

### Faculty by Ethnic Category

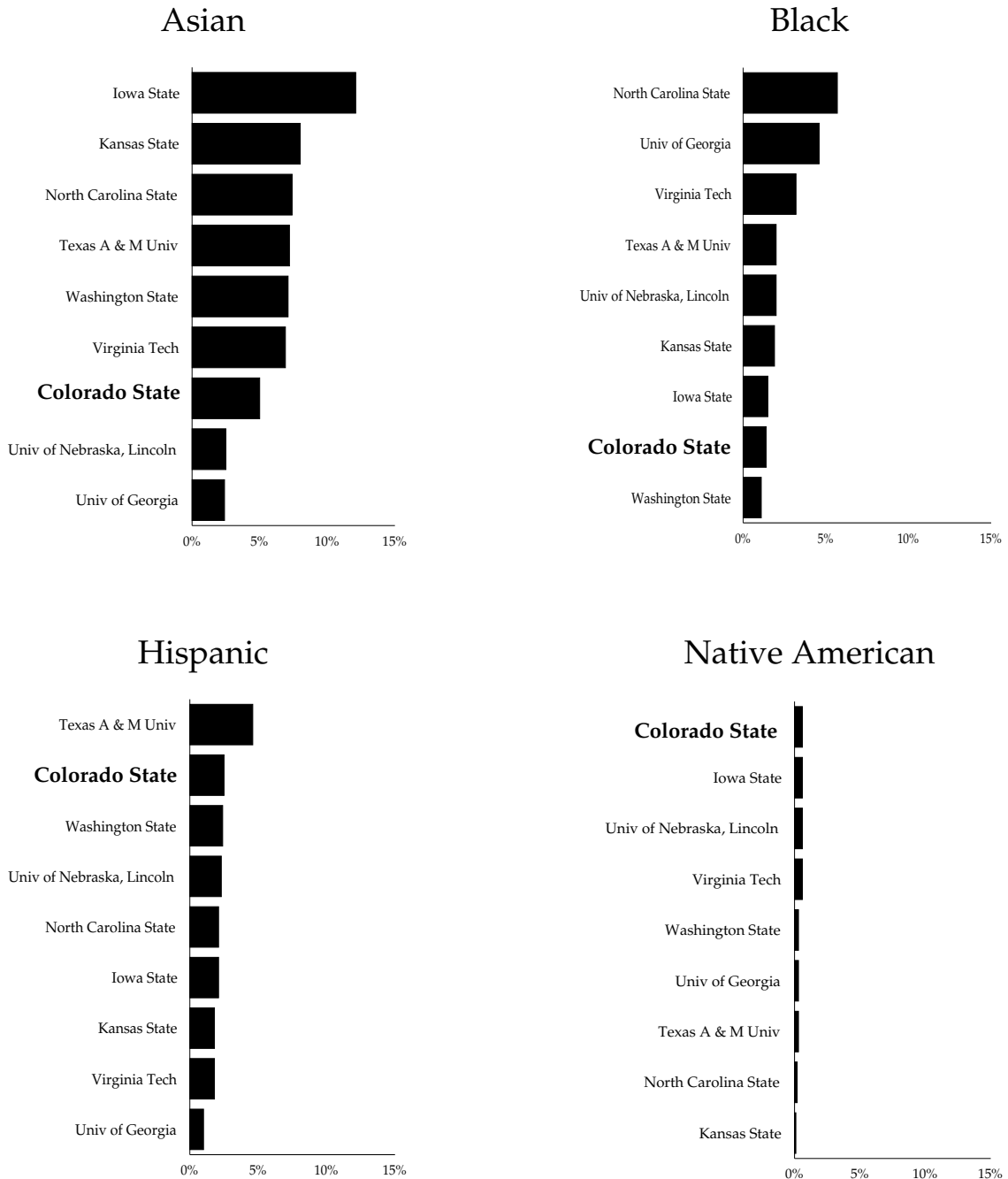


### International Faculty



# Tenure-Track Faculty by Ethnic Origin

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

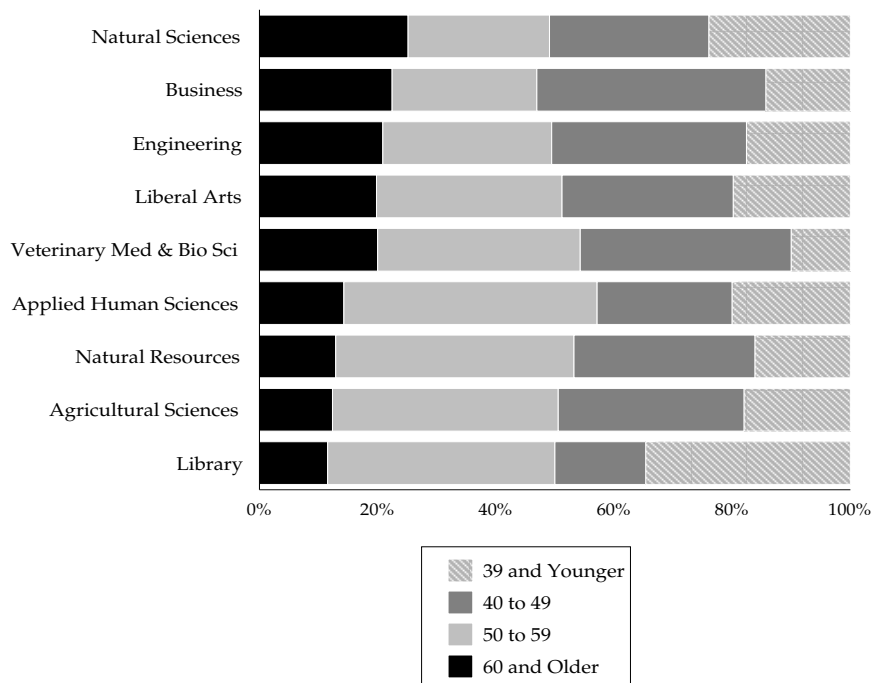


# Tenure-Track Faculty by Age

## Faculty by Age and College

	60 and Older	50 - 59	40 - 49	30 - 39	29 and Younger	Total Faculty
Agricultural Sciences	11	34	28	14	2	89
Applied Human Sciences	15	45	24	17	4	105
Business	11	12	19	7	0	49
Engineering	19	26	30	14	2	91
Liberal Arts	41	65	60	40	1	207
Library	3	10	4	8	1	26
Natural Resources	8	25	19	9	1	62
Natural Sciences	41	39	44	37	2	163
Veterinary Med & Bio Sci	28	48	50	13	1	140
VP for Academic Affairs	1	0	0	0	0	1
University Total	178	304	278	159	14	933

## Faculty Age by College





# Tenure-Track Faculty by Age

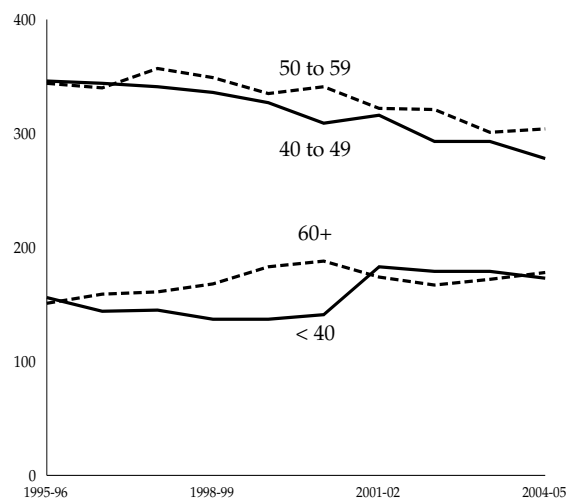
## Faculty Age by Rank

	60 and Older	50 - 59	40 - 49	30 - 39	Younger Than 30	Total Faculty
Professor	155	213	93	3	0	464
Associate Professor	21	82	131	37	0	272
Assistant Professor	2	9	54	119	14	197
University Total	178	304	278	159	14	933

## History of Faculty by Age

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
Younger than 30	6	5	12	21	15	11	14	133%
30 to 39	131	136	150	162	164	168	159	21%
40 to 49	327	309	315	316	293	293	278	-15%
50 to 59	335	341	320	322	321	301	304	-9%
60 to 69	183	185	196	174	167	172	178	-3%
University Total	982	979	993	995	960	945	933	-5%

## Ten-Year History of Faculty by Age

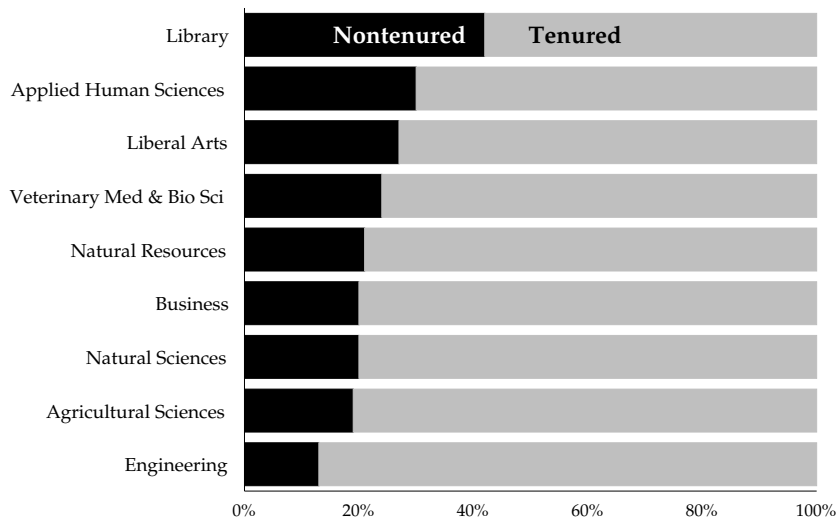


# Tenure-Track Faculty by Tenure Status

## Percent of Tenured Faculty by Gender and College

	Total Men	Percent of Men Who are Tenured	Total Women	Percent of Women Who are Tenured	Total Faculty	Percent of Faculty Who are Tenured
Agricultural Sciences	74	84%	15	67%	89	81%
Applied Human Sciences	53	79%	52	62%	105	70%
Business	39	82%	10	70%	49	80%
Engineering	83	88%	8	75%	91	87%
Liberal Arts	137	75%	70	70%	207	73%
Library	5	60%	21	57%	26	58%
Natural Resources	51	82%	11	64%	62	79%
Natural Sciences	131	82%	32	72%	163	80%
Veterinary Med & Bio Sci	108	82%	32	56%	140	76%
VP for Academic Affairs	1	100%	0	0%	1	100%
University Summary	682	81%	251	65%	933	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	45	98%	4	100%	49	98%
Applied Human Sciences	28	100%	18	100%	46	100%
Business	17	100%	3	100%	20	100%
Engineering	55	100%	4	100%	59	100%
Liberal Arts	59	100%	20	100%	79	100%
Library	1	100%	3	100%	4	100%
Natural Resources	34	100%	3	100%	37	100%
Natural Sciences	83	100%	12	100%	95	100%
Veterinary Med & Bio Sci	64	100%	10	100%	74	100%
VP for Academic Affairs	1	100%	0	0%	1	100%
University Summary	387	99%	77	100%	464	99%

## Percent of Tenured Associate Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	18	94%	6	100%	24	96%
Applied Human Sciences	16	82%	15	93%	31	87%
Business	14	100%	4	100%	18	100%
Engineering	20	90%	2	100%	22	91%
Liberal Arts	45	96%	30	97%	75	96%
Library	3	67%	7	100%	10	90%
Natural Resources	8	100%	4	100%	12	100%
Natural Sciences	25	96%	11	100%	36	97%
Veterinary Med & Bio Sci	32	78%	11	73%	43	77%
University Summary	181	91%	90	94%	271	92%

## Percent of Tenured Assistant Professors by Gender and College

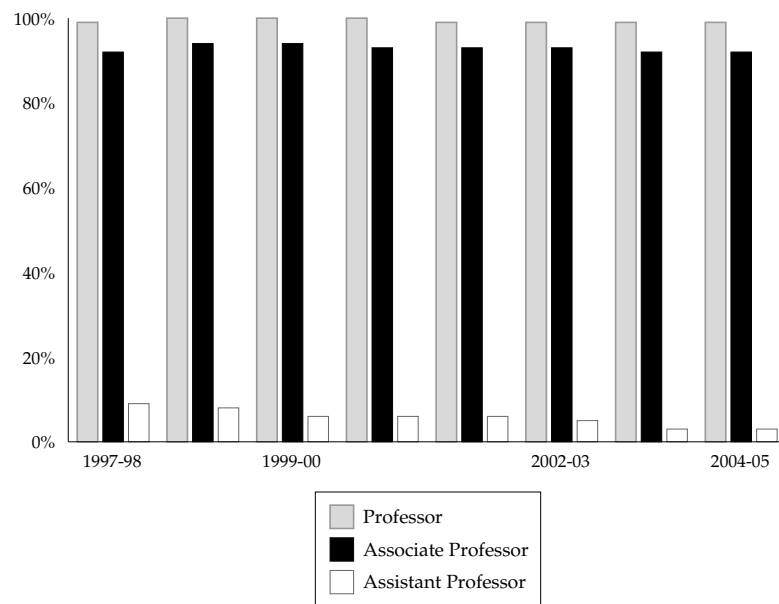
	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	11	9%	5	0%	16	6%
Applied Human Sciences	9	11%	19	0%	28	4%
Business	8	13%	3	0%	11	9%
Engineering	8	0%	2	0%	10	0%
Liberal Arts	33	3%	20	0%	53	2%
Library	1	0%	11	18%	12	17%
Natural Resources	9	0%	4	0%	13	0%
Natural Sciences	23	0%	9	0%	32	0%
Veterinary Med & Bio Sci	12	0%	11	0%	23	0%
University Summary	114	4%	84	2%	198	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	2004-05
Full Professor	100%	100%	100%	99%	99%	99%	99%
Associate Professor	94%	94%	93%	93%	93%	92%	92%
Assistant Professor	8%	6%	6%	6%	5%	3%	3%
All Ranks	82%	80%	77%	78%	77%	76%	77%

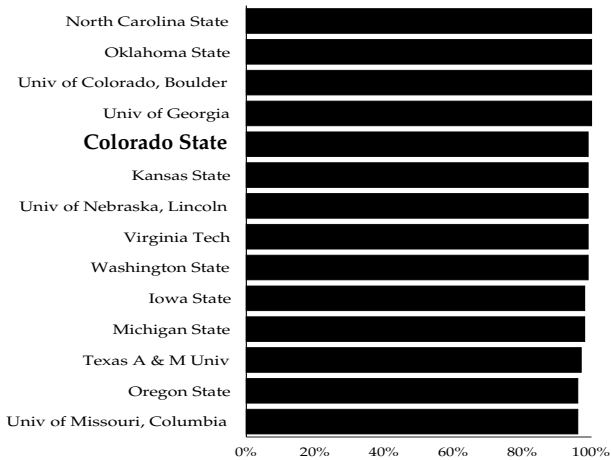
## History of Percent of Tenured Faculty by Rank



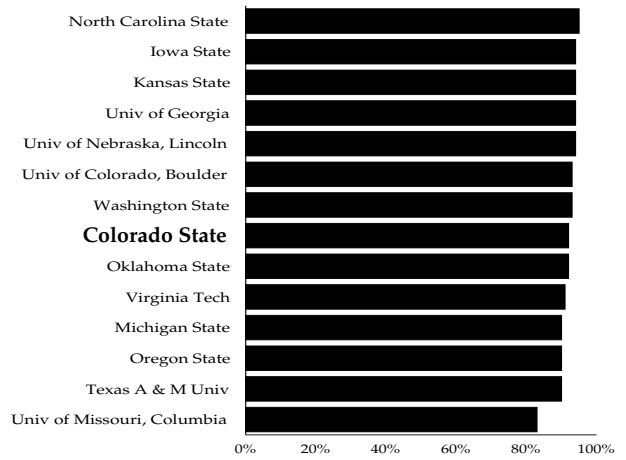
# Tenure-Track Faculty by Tenure Status

## Comparison of Peer Institutions

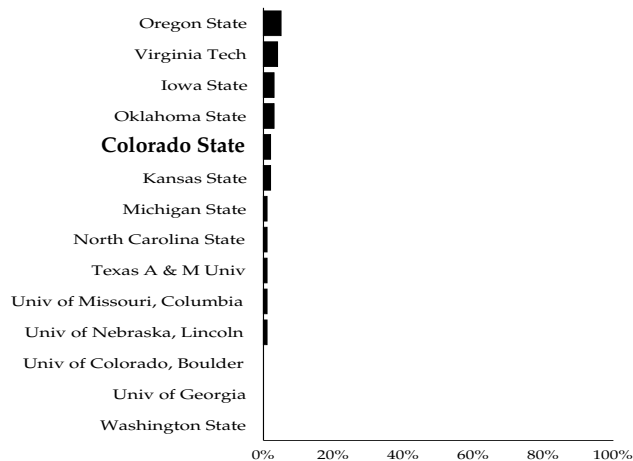
Percent of Tenured Full Professors



Percent of Tenured Associate Professors

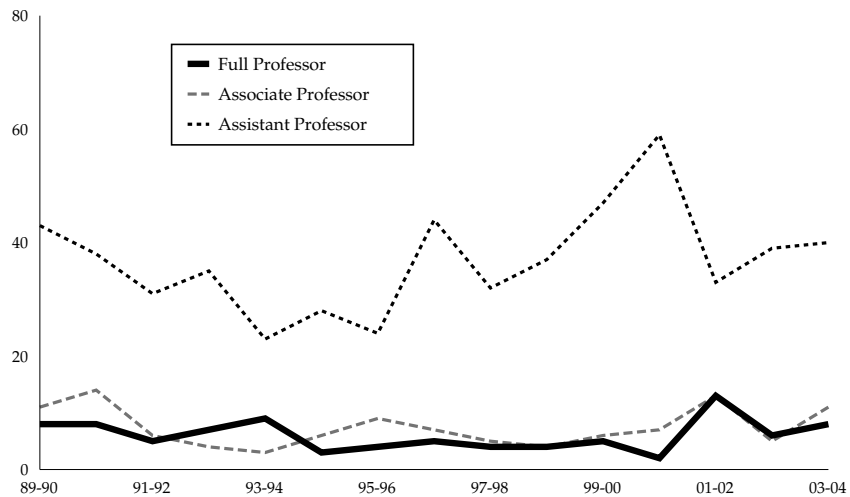


Percent of Tenured Assistant Professors



# Tenure-Track Faculty Retention and Promotion

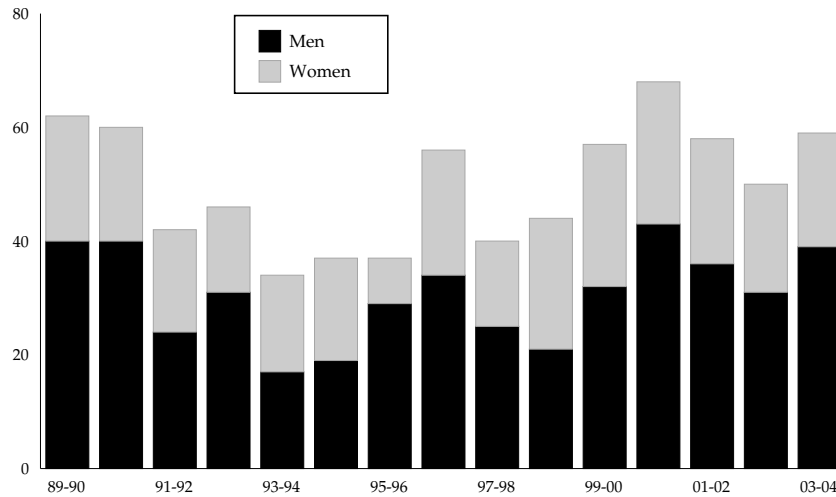
## Faculty Hired In a Tenure-Track Position



Year Appointed	Professor	Associate Professor	Assistant Professor	Total Faculty
1989-90	8	11	43	62
1990-91	8	14	38	60
1991-92	5	6	31	42
1992-93	7	4	35	46
1993-94	8	3	23	34
1994-95	3	6	28	37
1995-96	4	9	24	37
1996-97	5	7	44	56
1997-98	3	5	32	40
1998-99	3	4	37	44
1999-00	4	6	47	57
2000-01	2	7	59	68
2001-02	13	12	33	58
2002-03	6	5	39	50
2003-04	8	11	40	59
15-Year Total	87	110	553	750
Average Appointed Per Year	6	7	37	50

# Tenure-Track Faculty Retention and Promotion

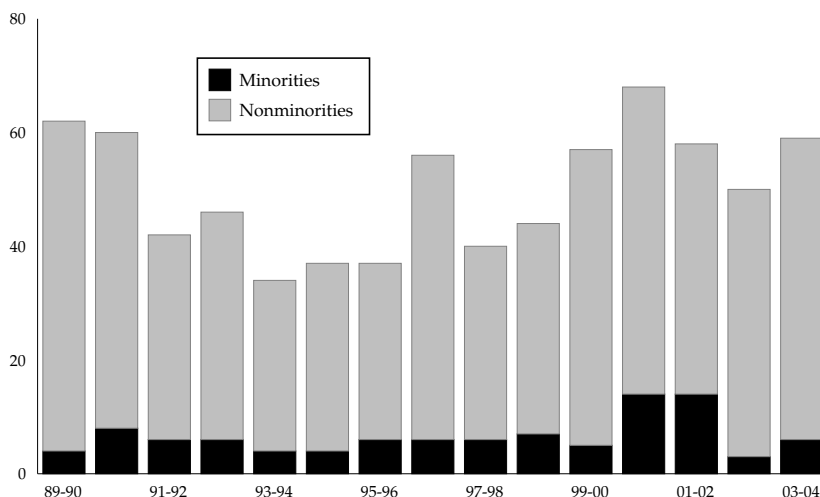
## Faculty Hired in a Tenure-Track Position by Gender



Year Appointed	Men	Women	Total Faculty	Percentage of Women Appointed
1989-90	40	22	62	35%
1990-91	40	20	60	33%
1991-92	24	18	42	43%
1992-93	31	15	46	33%
1993-94	17	17	34	50%
1994-95	19	18	37	49%
1995-96	29	8	37	22%
1996-97	34	22	56	39%
1997-98	25	15	40	38%
1998-99	21	23	44	52%
1999-00	32	25	57	44%
2000-01	43	25	68	37%
2001-02	36	22	58	38%
2002-03	31	19	50	38%
2003-04	39	20	59	34%
15-Year Total	461	289	750	38%
Average Appointed Per Year	31	19	50	38%

# Tenure-Track Faculty Retention and Promotion

## Faculty Hired in a Tenure-Track Position by Ethnicity

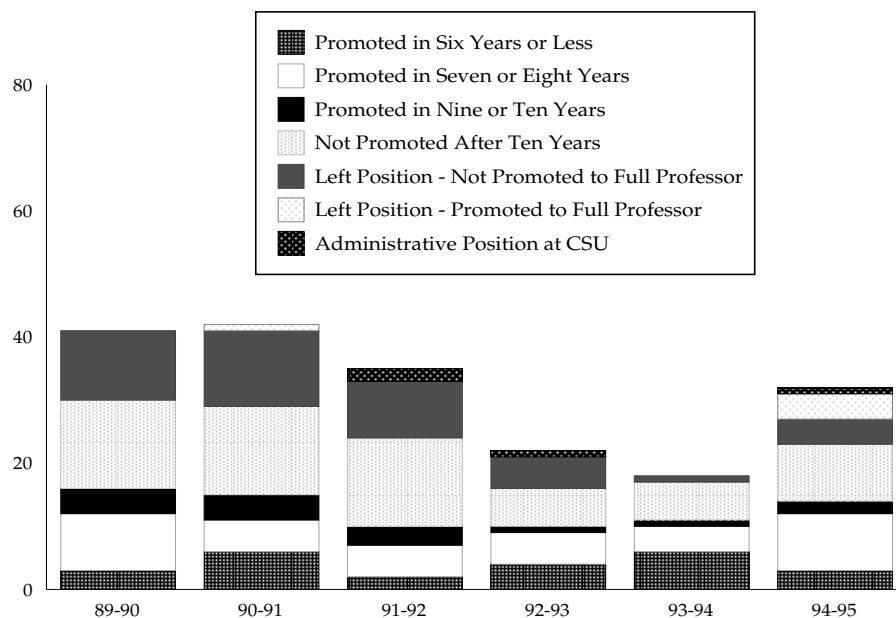


Year Appointed	Minority Faculty	Non-Minority Faculty	Total Faculty	Percent of Minority Faculty Appointed
1989-90	4	58	62	6%
1990-91	8	52	60	13%
1991-92	6	36	42	14%
1992-93	6	40	46	13%
1993-94	4	30	34	12%
1994-95	4	33	37	11%
1995-96	6	31	37	16%
1996-97	6	50	56	11%
1997-98	6	34	40	15%
1998-99	7	37	44	16%
1999-00	5	52	57	9%
2000-01	14	54	68	21%
2001-02	14	44	58	24%
2002-03	3	47	50	6%
2003-04	6	53	59	10%
15-Year Total	99	651	750	13%
Average Appointed Per Year	7	43	50	13%



# Tenure-Track Faculty Retention and Promotion

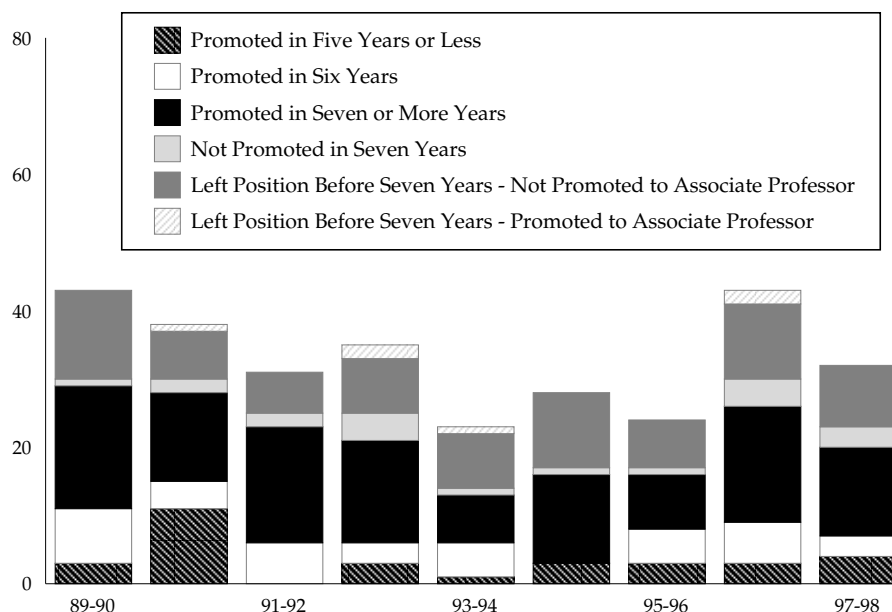
## Status of Associate Professors Ten Years After Promotion or Appointment



Year Appointed or Promoted to Associate Professor	Total Associate Professors Appointed or Promoted	Associate Professors Promoted to Full Professors in Six Years or Less	Associate Professors Promoted to Full Professor in Seven or Eight Years	Associate Professors Promoted to Full Professor in Nine or Ten Years	Associate Professors Not Promoted to Full Professor by the End of the Ten-Year Period	Associate Professors Who Left a Tenure-Track Position Before Being Promoted to Full Professor	Associate Professors Who Left a Tenure-Track Position After Being Promoted to Full Professor	Associate Professors who Entered an Administrative Position at CSU
1989-90	41	3	9	4	14	11	0	0
1990-91	42	6	5	4	14	12	1	0
1991-92	35	2	5	3	14	9	0	2
1992-93	22	4	5	1	6	5	0	1
1993-94	18	6	4	1	6	1	0	0
1994-95	32	3	9	2	9	4	4	1

# Tenure-Track Faculty Retention and Promotion

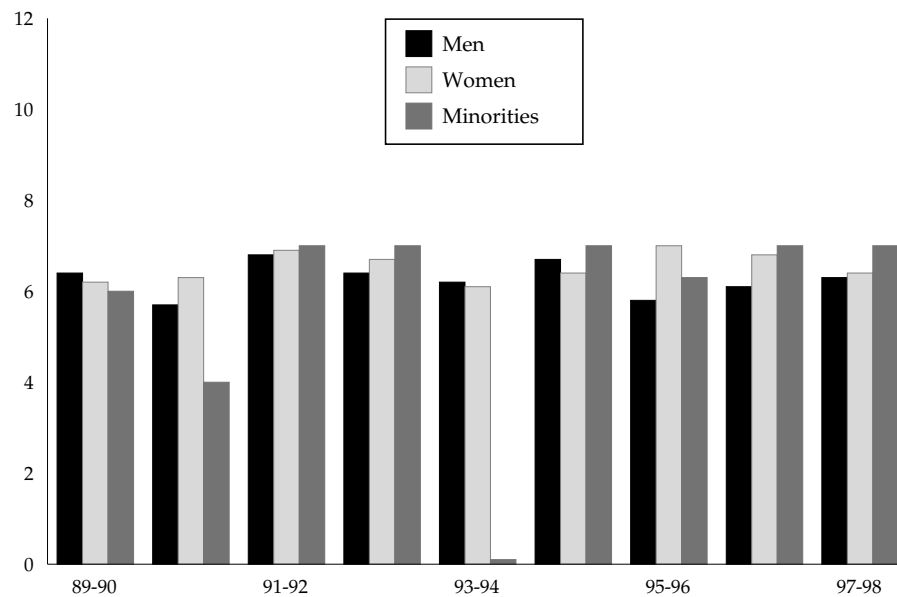
## Status of Assistant Professors Seven Years After Appointment



Year Appointed as an Assistant Professor	Total Assistant Professors Appointed	Assistant Professors Promoted to Associate Professor in Five Years or Less	Assistant Professors Promoted to Associate Professor in Six Years	Assistant Professors Promoted to Associate Professor in Seven Years	Assistant Professors Not Promoted to Associate Professor by the End of the Seven-Year Period	Assistant Professors who Left a Tenure-Track Position Before Seven Years - Not Promoted to Associate Professor	Assistant Professors who Left a Tenure-Track Position Before Seven Years - Promoted to Associate Professor
1989-90	43	3	8	18	1	13	0
1990-91	38	11	4	13	2	7	1
1991-92	31	0	6	17	2	6	0
1992-93	35	3	3	15	4	8	2
1993-94	23	1	5	7	1	8	1
1994-95	28	3	0	13	1	11	0
1995-96	24	3	5	8	1	7	0
1996-97	44	3	6	17	4	11	2
1997-98	32	4	3	13	3	9	0

# Tenure-Track Faculty Retention and Promotion

## Average Time to Promotion to Associate Professor for Assistant Professors



Year Appointed	Average Time to Promotion for Men	Average Time to Promotion for Women	Average Time to Promotion for Minorities	Average Time to Promotion for All Assistant Professors
1989-90	6.4	6.2	6.0	6.3
1990-91	5.7	6.3	4.0	5.9
1991-92	6.8	6.9	7.0	6.8
1992-93	6.4	6.7	7.0	6.5
1993-94	6.2	6.1	0.0	6.2
1994-95	6.7	6.4	7.0	6.6
1995-96	5.8	7.0	6.3	6.5
1996-97	6.1	6.8	7.0	6.5
1997-98	6.3	6.4	7.0	6.4

*Note: Minority faculty members are included in both their gender category and the minority category.*

# Tenure-Track Faculty Salaries and Compensation

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

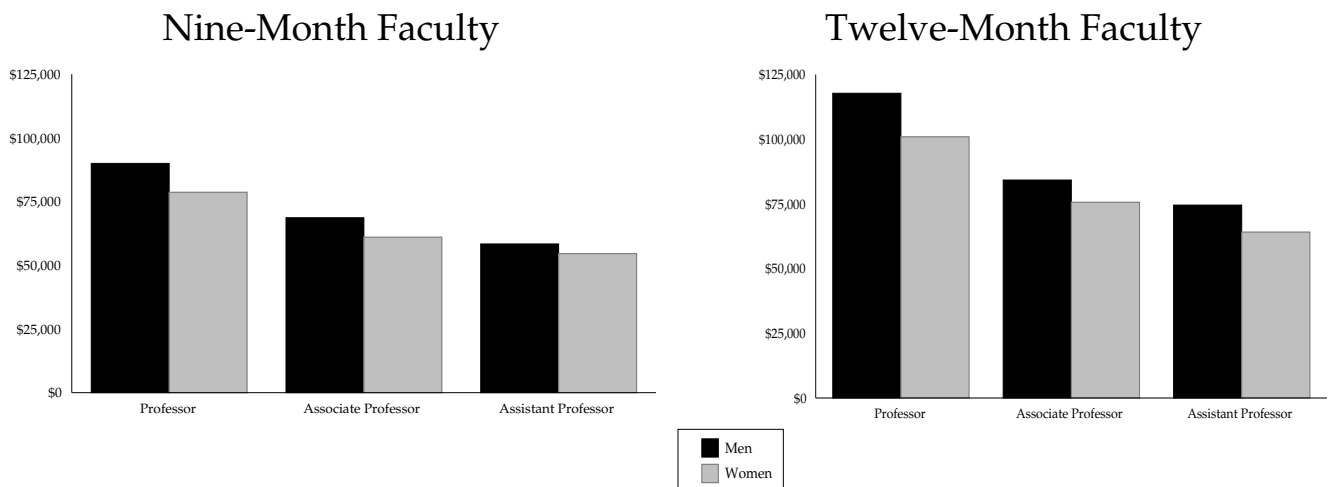
	Professor	Associate Professor	Assistant Professor	All Ranks
Agricultural Sciences				
9-Month	\$77,820	\$61,820	\$55,167	\$66,277
12-Month	103,904	68,021	56,000	95,596
Applied Human Sciences				
9-Month	\$75,615	60,871	51,896	\$63,428
12-Month	112,475	--	--	112,475
Business				
9-Month	\$105,727	\$93,762	\$87,045	\$97,138
12-Month	--	--	--	--
Engineering				
9-Month	\$104,125	\$85,148	\$72,632	\$96,077
12-Month	--	--	--	--
Liberal Arts				
9-Month	\$73,564	\$54,726	\$47,052	\$59,136
12-Month	109,603	81,520	--	107,443
Library				
9-Month	--	--	--	--
12-Month	\$62,875	\$57,725	\$47,796	\$53,935
Natural Resources				
9-Month	\$80,042	\$63,464	\$54,941	\$70,260
12-Month	121,090	86,785	--	\$117,659
Natural Sciences				
9-Month	\$91,544	\$70,150	\$61,000	\$80,196
12-Month	141,122	--	--	141,122
Veterinary Med & Bio Sci				
9-Month	\$96,397	\$68,347	\$66,043	\$83,158
12-Month	121,484	93,410	86,294	106,925
University Summary				
9-Month	\$88,170	\$66,060	\$56,941	\$74,214
12-Month	114,593	81,642	66,603	100,127

# Tenure-Track Faculty Salaries and Compensation

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

	Men	Women	All Faculty
Full Professor			
9-Month	\$89,979	\$78,630	\$88,170
12-Month	117,730	100,905	114,593
Associate Professor			
9-Month	\$68,651	\$61,013	\$66,060
12-Month	84,199	75,614	81,642
Assistant Professor			
9-Month	\$58,368	\$54,571	\$56,941
12-Month	74,525	64,101	66,603
All Ranks			
9-Month	\$77,945	\$63,820	\$74,214
12-Month	107,613	81,753	100,127

## Mean Salaries by Rank and Gender



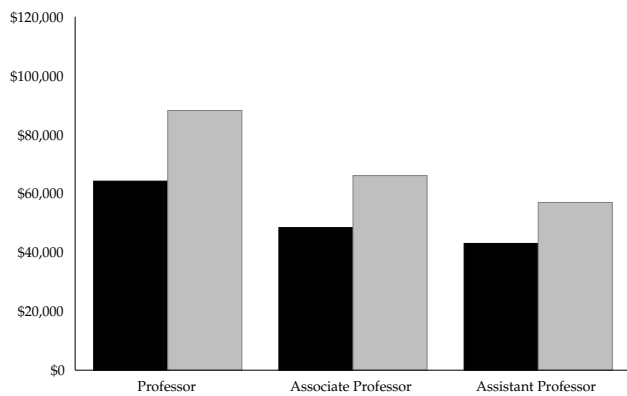
# Tenure-Track Faculty Salaries and Compensation

## History of Mean Faculty Salaries by Rank

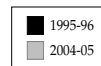
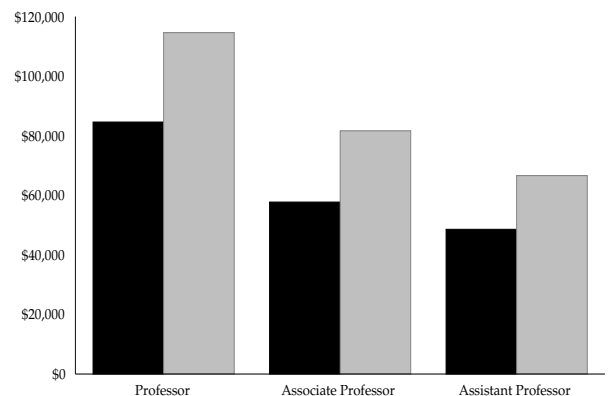
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
<b>Nine-Month</b>								
Professor	\$72,051	\$74,421	\$77,556	\$82,079	\$86,269	\$86,658	\$88,170	22%
Associate Professor	53,902	55,847	59,126	62,231	64,531	64,556	66,060	23%
Assistant Professor	45,539	47,110	49,250	51,952	55,895	55,077	56,941	25%
All Ranks	61,284	63,079	65,255	69,211	72,605	72,340	74,214	21%
<b>Twelve-Month</b>								
Professor	\$93,475	\$96,128	\$99,577	\$104,166	\$108,602	\$109,897	\$114,593	23%
Associate	62,839	65,006	69,321	73,223	78,569	79,605	81,642	30%
Assistant Professor	56,354	61,065	61,898	63,042	64,084	63,828	66,603	18%
All Ranks	78,743	81,948	85,504	89,992	94,518	96,271	100,127	27%

## Ten-Year Comparison of Mean Faculty Salaries

### Nine-Month Faculty



### Twelve-Month Faculty



# Tenure-Track Faculty Salaries and Compensation

## 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
2003-04	\$74,500	\$78,100	95.4%
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
2003-04	\$74,500	\$72,500	102.7%
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%

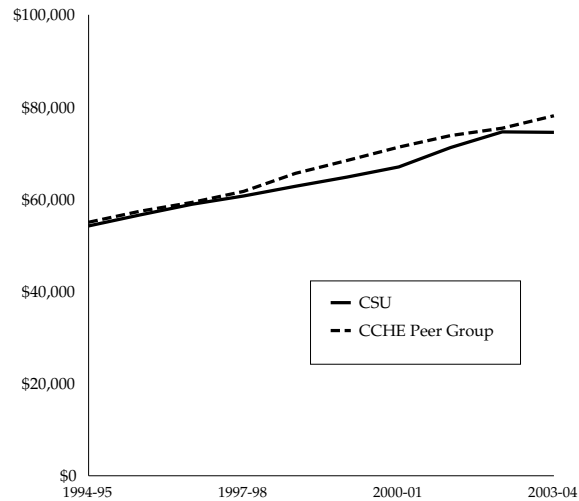
Source: *Academe, The Economic Status of the Profession, 2003-04.*

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

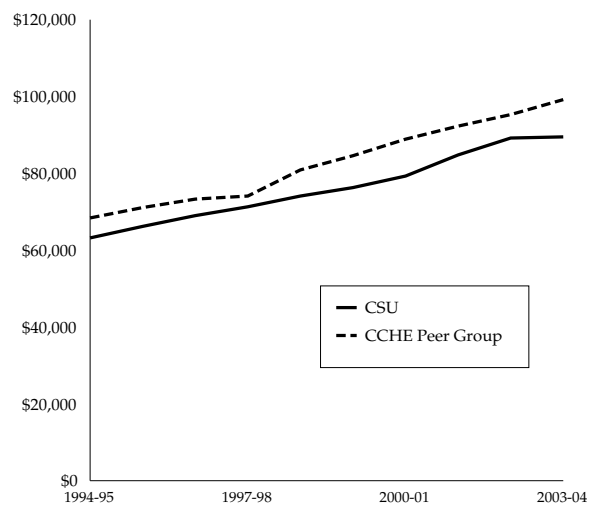
# Tenure-Track Faculty Salaries and Compensation

## All Ranks Combined Comparison CCHE Peer Group

### Average Salary



### Average Compensation



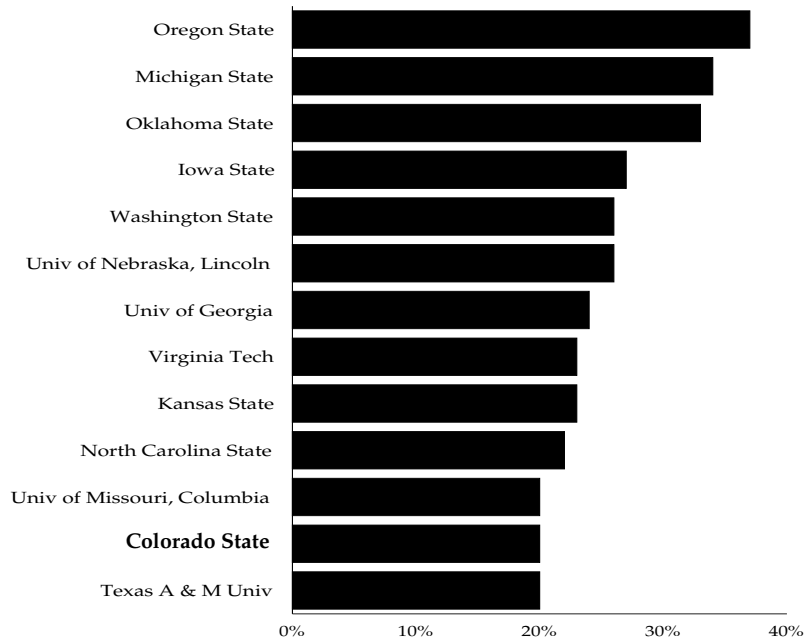
Source: Academe, *The Economic Status of the Profession*, 2003-04.

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.



# Tenure-Track Faculty Salaries and Compensation

## Comparison of Internal Peer Institutions Benefits as a Percent of Faculty Salaries

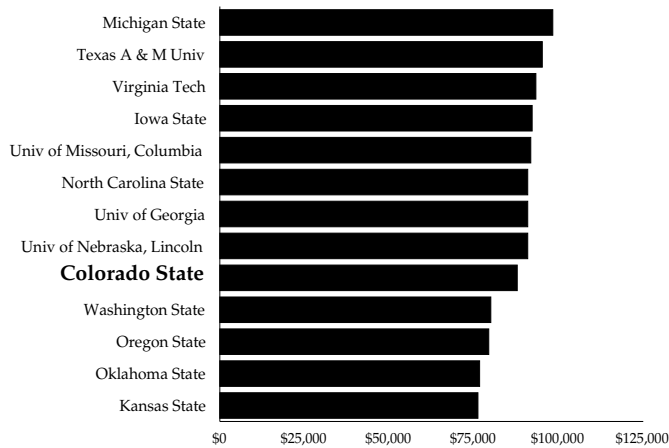


Source: *Academe, Annual Report on the Economic Status of the Profession, 2003-04.*

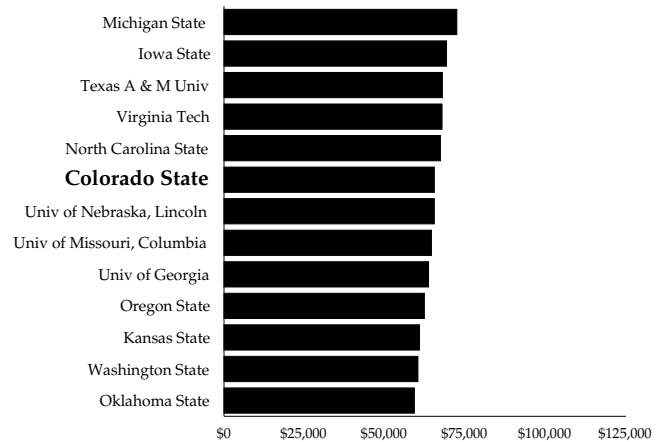
# Tenure-Track Faculty Salaries and Compensation

## Comparison of Peer Institutions Average Salaries for 2003-04

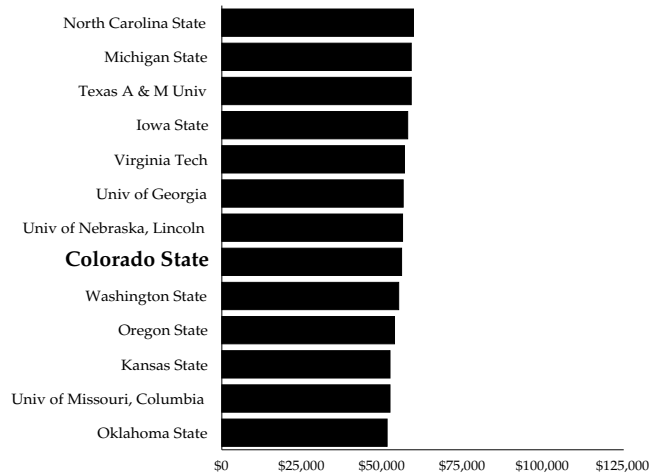
### Full Professors



### Associate Professors



### Assistant Professors



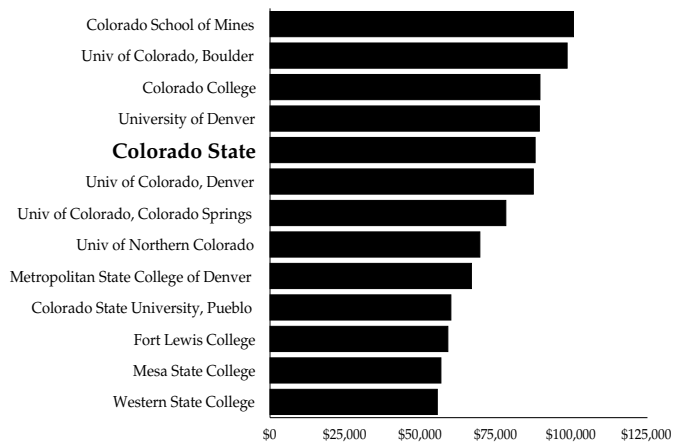
Source: *Academe, The Economic Status of the Profession, 2003-04.*

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

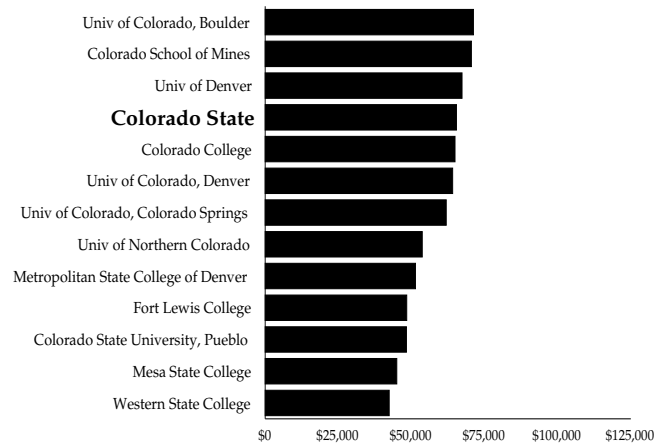
# Tenure-Track Faculty Salaries and Compensation

## Comparison of Colorado Institutions Average Salaries for 2003-04

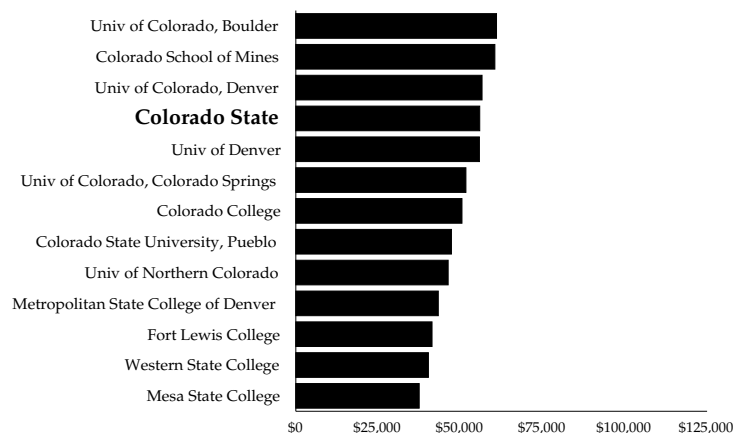
### Full Professors



### Associate Professors



### Assistant Professors



Source: Academe, *The Economic Status of the Profession*, 2003-04.

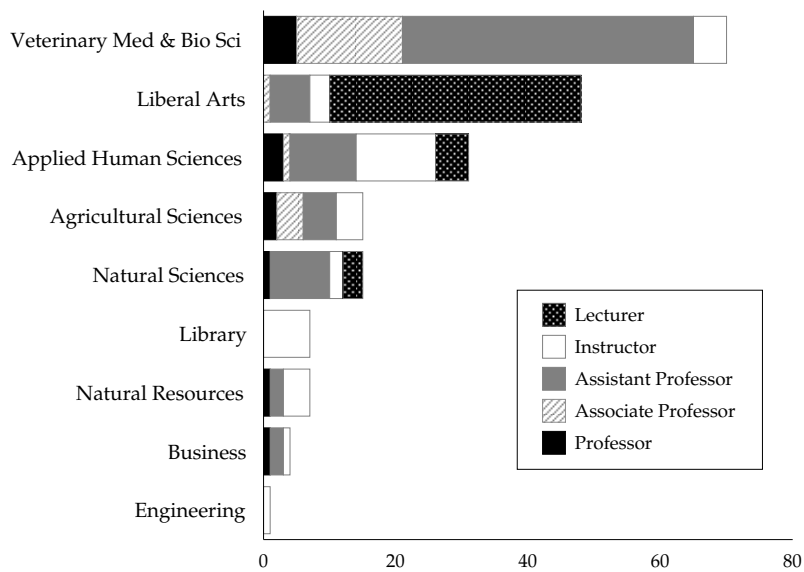
Note: AAUP includes only instructional faculty on tenure-track appointments.

# Faculty on Special Appointments

## Faculty by College and Rank

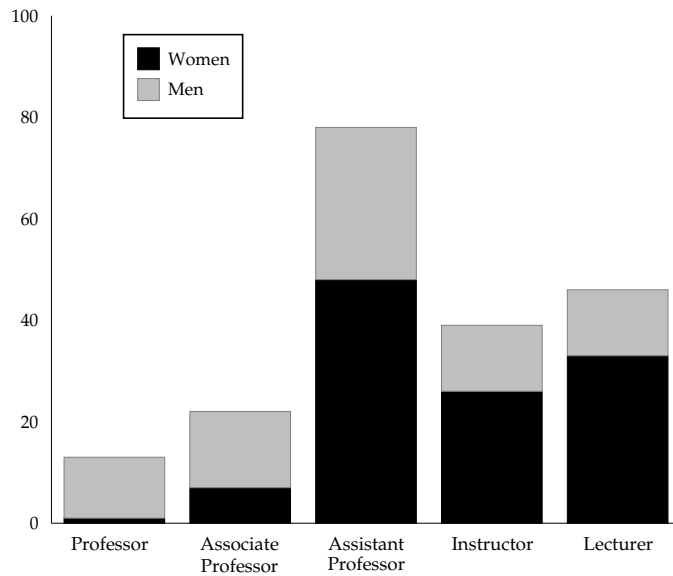
	Full Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total Faculty
Agricultural Sciences	2	4	5	4	0	15
Applied Human Sciences	3	1	10	12	5	31
Business	1	0	2	1	0	4
Engineering	0	0	0	1	0	1
Liberal Arts	0	1	6	3	38	48
Library	0	0	0	7	0	7
Natural Resources	1	0	2	4	0	7
Natural Sciences	1	0	9	2	3	15
Veterinary Med & Bio Sci	5	16	44	5	0	70
University Total	13	22	78	39	46	198

## Faculty on Special Appointments by College and Rank

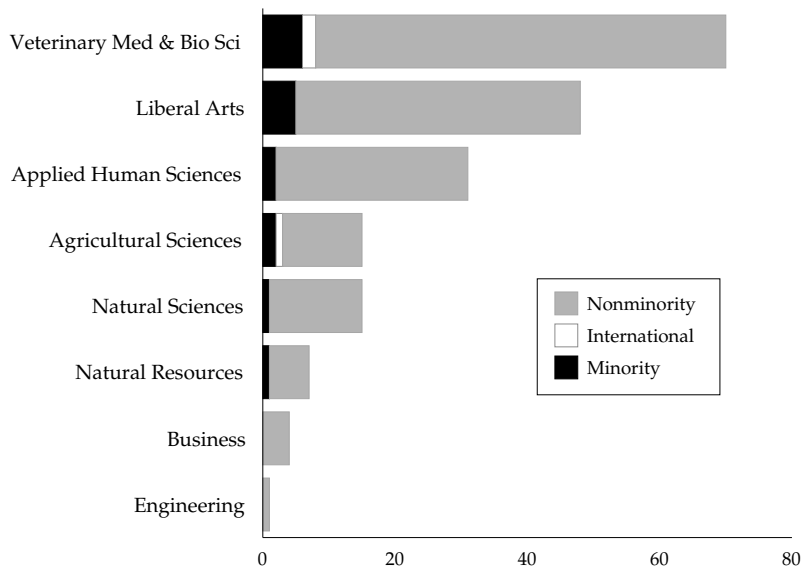


# Faculty on Special Appointments

## 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	2004-05	Eight-Year Change
Agricultural Sciences	4	5	7	8	7	17	17	15	275%
Applied Human Sciences	34	29	22	27	23	24	27	31	-9%
Business	8	9	8	8	4	3	4	4	-50%
Engineering	5	5	5	3	4	4	2	1	-80%
Liberal Arts	34	47	45	44	49	51	50	48	41%
Library	0	0	0	2	1	3	4	7	N/A
Natural Resources	5	4	5	5	6	6	3	7	40%
Natural Sciences	12	11	15	16	17	14	14	15	25%
Veterinary Med & Bio Sci	44	42	44	52	61	67	71	70	59%
VP for Academic Affairs	0	0	0	0	0	1	0	0	0%
University Total	146	152	151	165	172	190	192	198	36%

## History of Faculty on Special Appointments by Ethnicity

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Eight-Year Change
Asian	8	9	12	10	10	8	9	11	38%
Black	3	2	3	4	3	2	1	3	0%
Hispanic	0	2	0	1	3	2	5	3	N/A
Native American	1	1	1	2	2	1	0	0	-100%
International	3	2	4	5	7	6	4	3	0%
Nonminority	131	136	131	143	147	171	173	178	36%
Total	146	152	151	165	172	190	192	198	36%

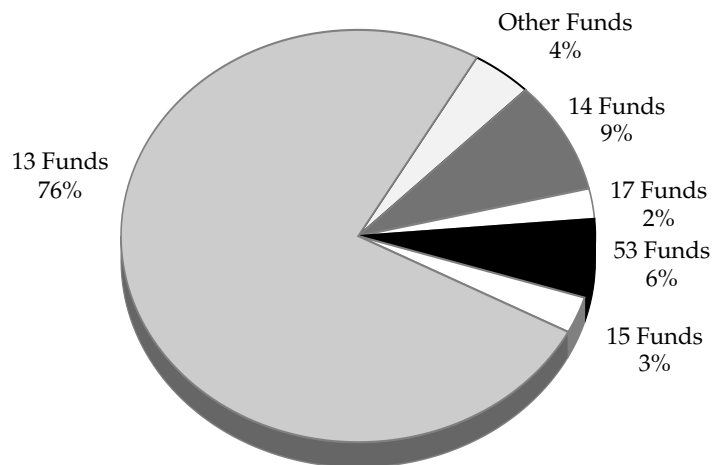
# Faculty on Special Appointments

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

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Eight-Year Change
Professor									
Men	12	11	9	10	9	11	14	12	0%
Women	0	0	0	0	0	2	1	1	N/A
Associate Professor									
Men	11	10	10	12	11	17	14	15	36%
Women	3	3	4	5	9	9	7	7	133%
Assistant Professor									
Men	29	32	27	29	33	30	33	30	3%
Women	33	31	36	41	39	38	45	48	45%
Instructor									
Men	9	11	18	13	16	14	11	13	44%
Women	20	21	18	19	18	25	22	26	30%
Lecturer									
Men	6	7	10	11	9	13	14	13	117%
Women	23	26	19	25	28	31	31	33	43%
Total									
Men	67	71	74	75	78	85	86	83	24%
Women	79	81	77	90	94	105	106	115	46%

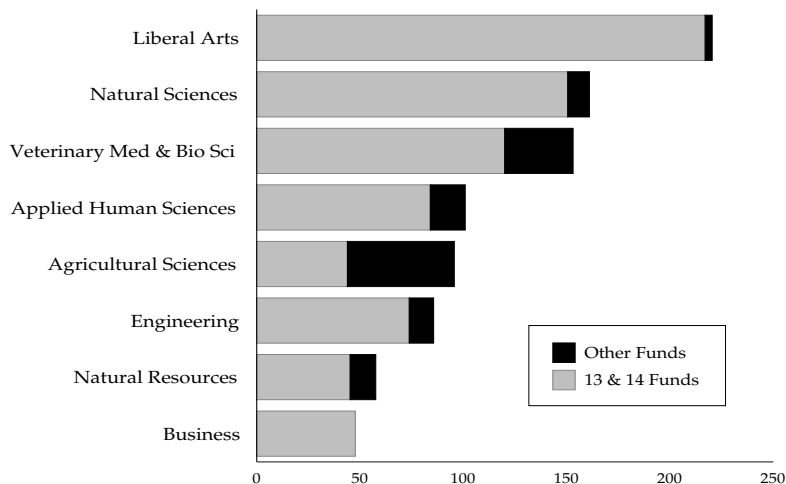
# Faculty Full-Time Equivalents

## Tenure-Track Faculty FTE by Fund Group - 2003-04



Total FTE = 971.6

## Tenure-Track Faculty FTE by College

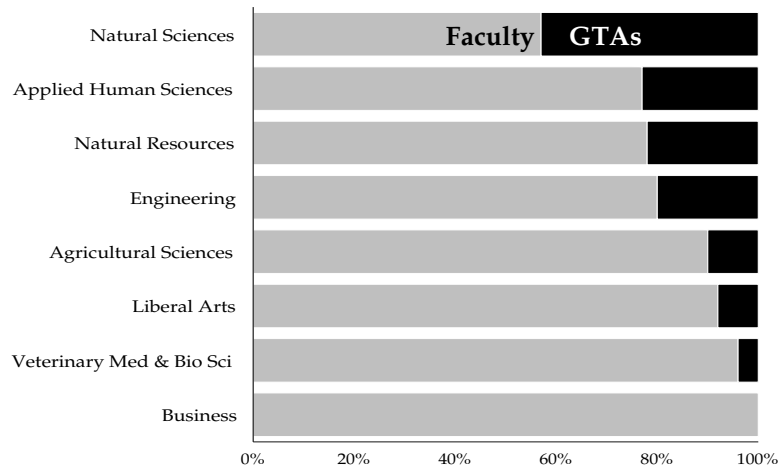


Note: FTE are reported as of the end of the fiscal year.

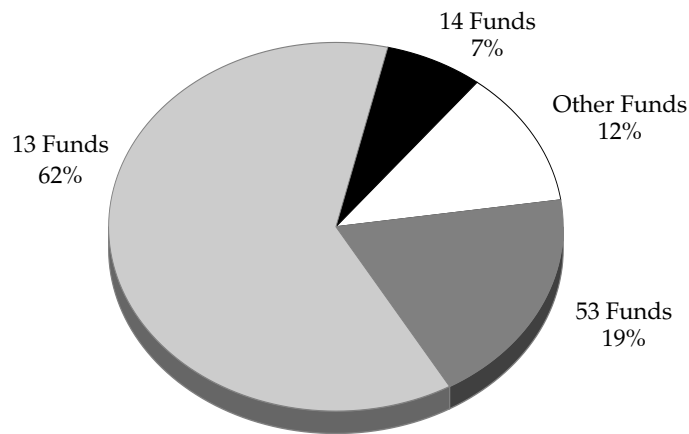


# Faculty Full-Time Equivalents

## Faculty/GTA FTE Comparison



## Faculty FTE by Fund Group Temporary and Special Appointments



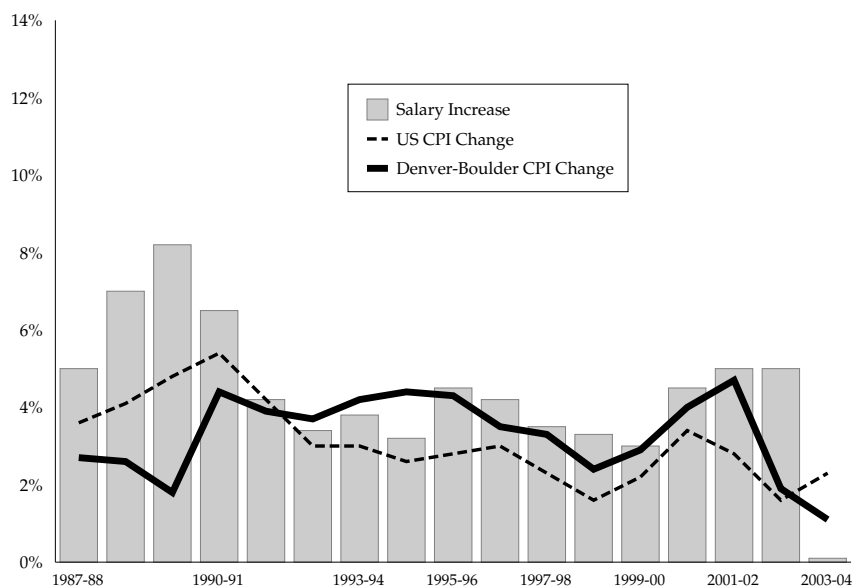
Total FTE = 335.5

*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%
2003-04	0.00%	2.3%	1.1%

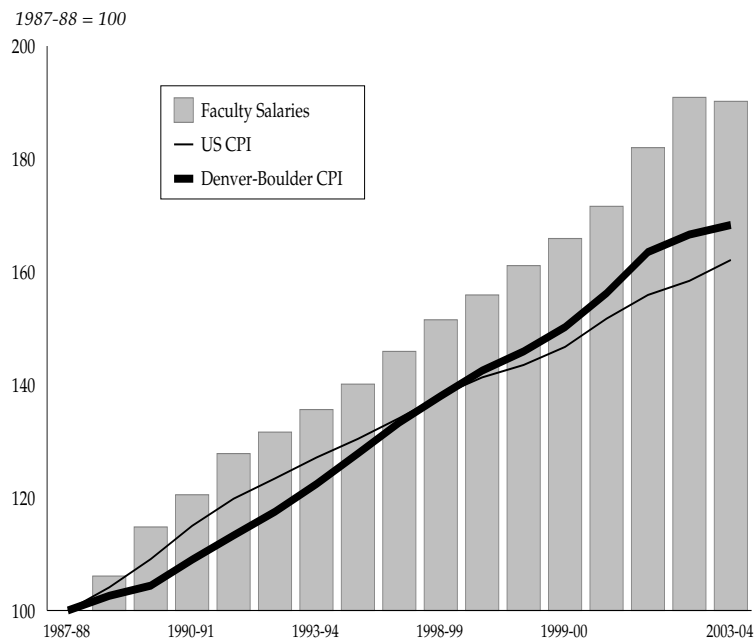
## Comparison of Faculty Salary and CPI Changes



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

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

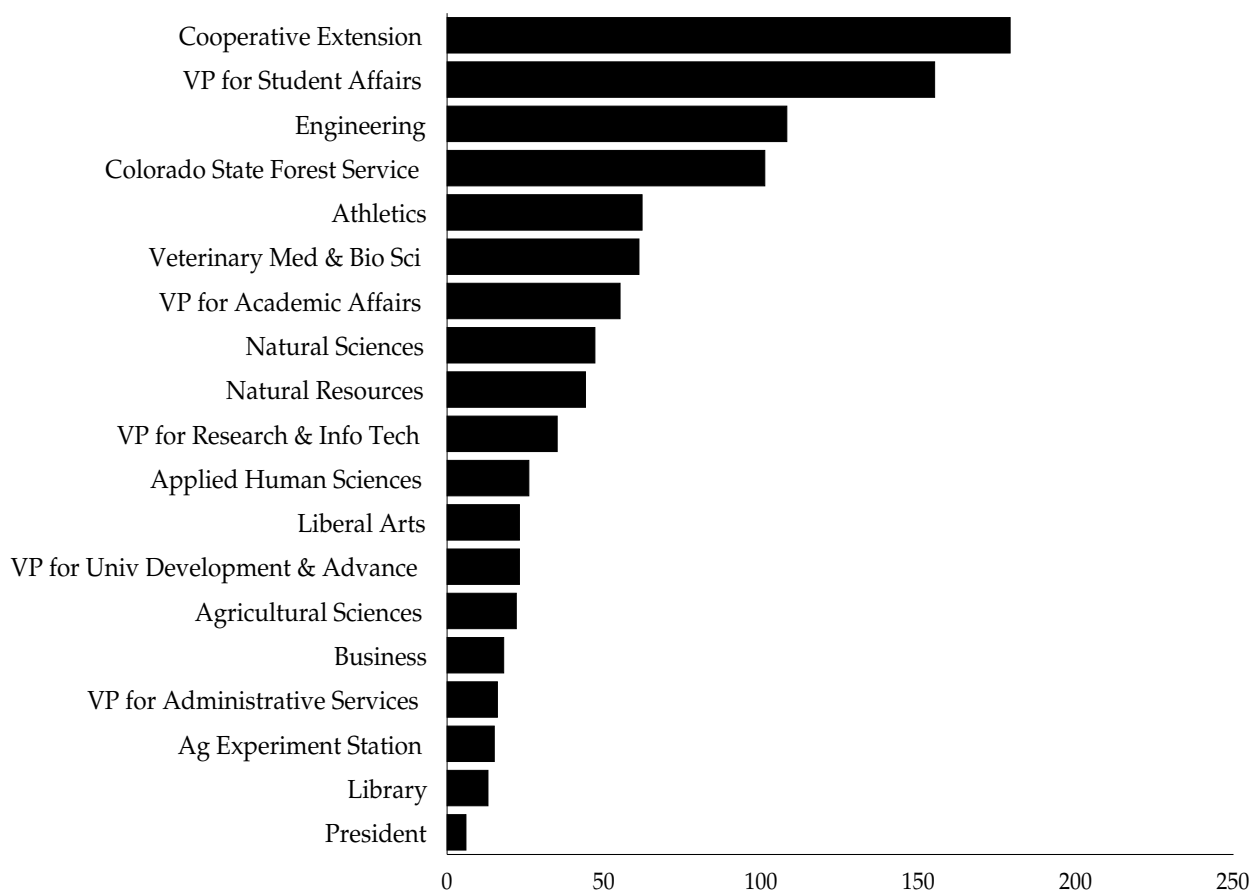
## Cumulative History of Faculty Salaries Compared to the Consumer Price Index



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

# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by College or Area



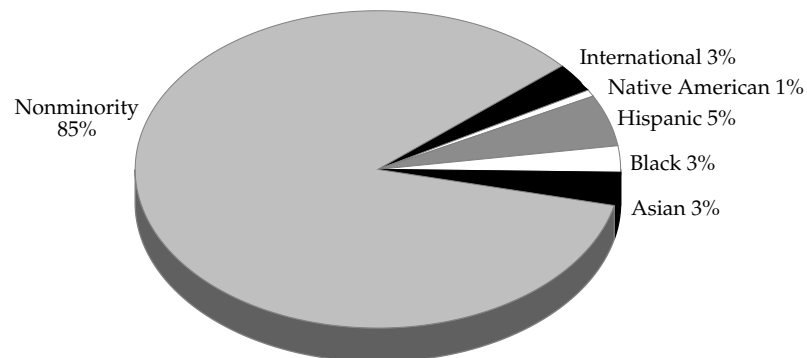
*Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in the next section. Administrative Professionals on regular or special appointments are included in this section.*

# 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	14	64%	8	36%	22
Applied Human Sciences	6	23%	20	77%	26
Athletics	43	69%	19	31%	62
Business	11	61%	7	39%	18
Colorado State Forest Service	74	73%	27	27%	101
Cooperative Extension	85	47%	94	53%	179
Engineering	61	56%	47	44%	108
Liberal Arts	7	30%	16	70%	23
Library	7	54%	6	46%	13
Natural Resources	31	70%	13	30%	44
Natural Sciences	21	45%	26	55%	47
President	2	33%	4	67%	6
Veterinary Med & Bio Sci	28	46%	33	54%	61
VP for Academic Affairs	20	36%	35	64%	55
VP for Administrative Services	12	75%	4	25%	16
VP for Univ Development & Advance	6	26%	17	74%	23
VP for Research & Information Tech	17	49%	18	51%	35
VP for Student Affairs	61	39%	94	61%	155
University Total	520	52%	489	48%	1,009

## Administrative Professionals by Ethnic Origin



# Administrative Professionals (Excluding Research Associates)

## Administrative Professionals by Gender and Job Title

	Men	Percent Men	Women	Percent Women	Total
Administrator	1	13%	7	87%	8
Assistant Coach	19	79%	5	21%	24
Assistant Coordinator	7	54%	6	46%	13
Assistant Dean	4	50%	4	50%	8
Assistant Director	20	38%	33	62%	53
Assistant Manager	4	80%	1	20%	5
Assistant to Dean	4	40%	6	60%	10
Associate Dean	6	75%	2	25%	8
Associate Director	10	59%	7	41%	17
Associate Vice President	2	50%	2	50%	4
Coach	8	80%	2	20%	10
Coordinator	52	32%	111	68%	163
Counselor	11	27%	30	73%	41
County Extension Director	23	70%	10	30%	33
Dean	4	50%	4	50%	8
Director	43	42%	59	58%	102
Executive Director	3	30%	7	70%	10
Extension Agent	45	41%	64	59%	109
Extension Specialist	12	39%	19	61%	31
Forester	72	75%	24	25%	96
Manager	24	71%	10	29%	34
Physician	3	43%	4	57%	7
Psychologist	3	30%	7	70%	10
Research Sci/Scholar I	30	73%	11	27%	41
Research Sci/Scholar II	33	67%	16	33%	49
Research Sci/Scholar III	28	80%	7	20%	35
Senior Research Sci/Scholar	21	78%	6	22%	27
Vice Provost	3	75%	1	25%	4
Other Job Titles	25	51%	24	49%	49
University Total	520	52%	489	48%	1,009

# Administrative Professionals (Excluding Research Associates)

## History of Administrative Professionals by Job Title

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
Administrator	3	2	3	3	3	5	8	167%
Assistant Coach	23	22	22	23	24	24	24	4%
Assistant Coordinator	7	8	15	15	14	12	13	86%
Assistant Dean	--	--	--	--	--	7	8	N/A
Assistant Director	35	36	35	36	51	52	53	51%
Assistant Manager	7	8	7	6	5	5	5	-29%
Assistant to Dean	10	11	9	8	9	10	10	0%
Associate Dean	--	--	--	--	--	15	8	N/A
Associate Director	23	22	22	19	22	19	17	-26%
Coach	10	10	10	10	10	10	10	0%
Coordinator	152	157	172	186	138	148	163	7%
Counselor	34	45	54	52	45	44	41	21%
County Extension Director	35	34	35	33	34	32	33	-6%
Dean	--	--	--	--	--	9	8	N/A
Director	92	105	106	102	110	107	102	11%
Executive Director	2	4	5	11	11	10	10	400%
Extension Agent	116	118	115	114	117	115	109	-6%
Extension Specialist	35	40	38	35	39	32	31	-11%
Forester	69	67	72	74	89	94	96	39%
Manager	30	31	34	35	31	34	34	13%
Physician	8	7	7	7	7	7	7	-13%
Psychologist	8	9	10	10	11	10	10	25%
Research Scientist	45	43	44	46	--	--	--	N/A
Research Sci/Scholar I	--	--	--	--	31	38	41	N/A
Research Sci/Scholar II	--	--	--	--	44	44	49	N/A
Research Sci/Scholar III	--	--	--	--	32	33	35	N/A
Senior Research Sci/Scholar	16	16	15	15	28	25	27	69%
Vice Provost	--	--	--	--	--	3	4	N/A
Vice President	--	--	--	--	--	4	3	N/A
Other Job Titles	40	42	42	49	53	46	50	25%
University Total	800	837	872	889	958	994	1,009	26%

*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	2004-05	Seven-Year Change
Agricultural Experiment Station	4	3	13	14	15	15	15	275%
Agricultural Sciences	24	24	18	18	19	22	22	-8%
Applied Human Sciences	22	19	19	26	26	28	26	18%
Athletics	58	55	57	59	59	57	62	7%
Business	12	12	12	13	16	17	18	50%
Colorado State Forest Service	73	71	75	78	94	101	101	38%
Cooperative Extension	197	206	203	194	200	186	179	-9%
Engineering	96	94	97	91	87	96	108	13%
Liberal Arts	13	18	22	22	19	21	23	77%
Library	1	2	3	3	6	11	13	1,200%
Natural Resources	21	22	23	29	39	44	44	110%
Natural Sciences	24	29	39	31	45	46	47	96%
President	3	3	3	3	3	2	6	100%
Veterinary Med & Bio Sci	36	38	42	43	55	57	61	69%
VP for Academic Affairs	34	55	69	65	62	83	55	62%
VP for Administrative Services	15	15	14	14	15	17	16	7%
VP for Develop & Univ Relations	17	18	14	25	24	23	23	35%
VP for Research & Info Tech	15	16	17	14	31	33	35	133%
VP for Student Affairs	135	137	141	147	143	135	155	15%
University Total	800	837	872	889	958	994	1,009	26%

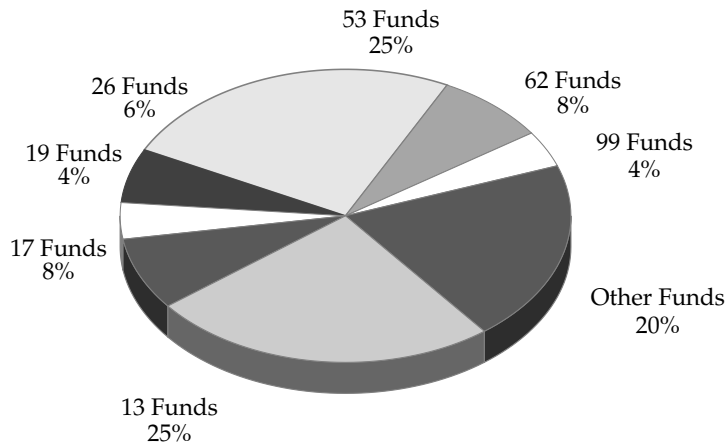
## History of Administrative Professionals by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
Asian	25	28	24	27	29	27	34	36%
Black	22	24	25	27	26	27	27	23%
Hispanic	51	53	53	50	57	55	53	4%
Native American	7	9	10	13	14	11	7	0%
Total Minority	105	114	112	117	126	120	121	15%
Nonminority	695	723	760	772	832	874	888	28%
University Summary	800	837	872	889	958	994	1,009	26%



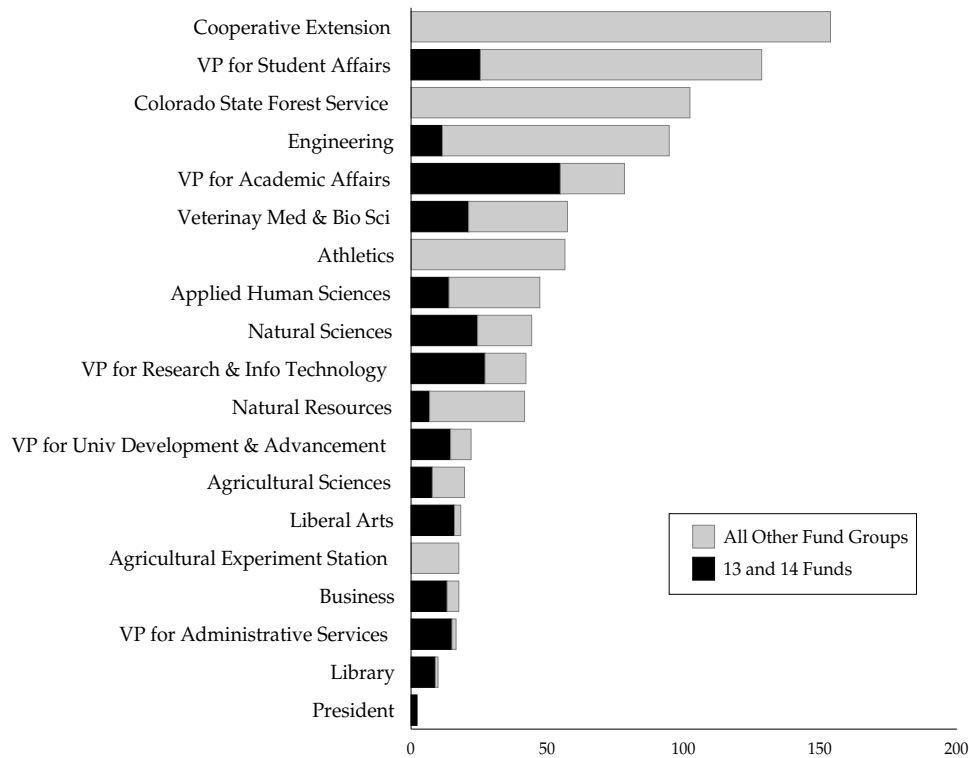
# Administrative Professionals (Excluding Research Associates)

## Administrative Professional FTE - 2003-04



Total FTE = 981.3

## FTE By College or Area

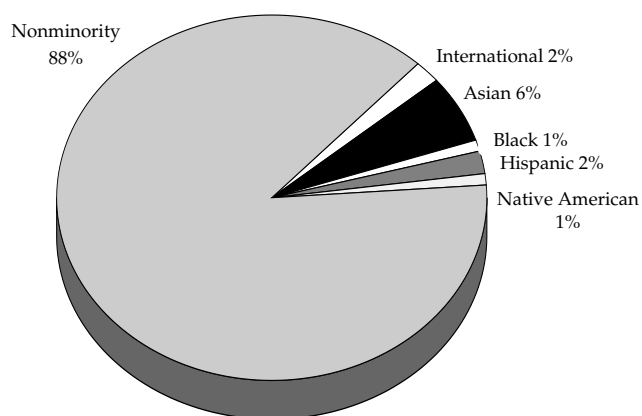


# Administrative Professionals - Research Associates

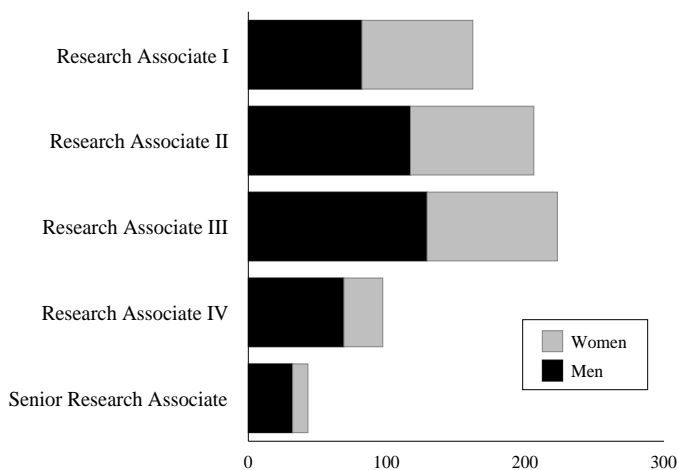
## Research Associates by Job Title

	Research Associate I	Research Associate II	Research Associate III	Research Associate IV	Senior Research Associate	Total
Agricultural Experiment Station	6	8	1	0	0	15
Agricultural Sciences	11	8	22	15	1	57
Applied Human Sciences	0	7	13	3	2	25
Business	0	0	1	0	1	2
Cooperative Extension	1	0	0	0	0	1
Engineering	34	43	54	22	9	162
Liberal Arts	0	0	0	1	0	1
Library	3	0	0	0	0	3
Natural Resources	50	83	91	35	20	279
Natural Sciences	3	11	9	3	5	31
Veterinary Med & Bio Sci	54	45	30	16	4	149
VP for Administrative Services	0	0	0	2	1	3
VP for Research & Info Tech	0	1	2	0	0	3
University Total	162	206	223	97	43	731

### By Ethnicity



### By Job Title and Gender



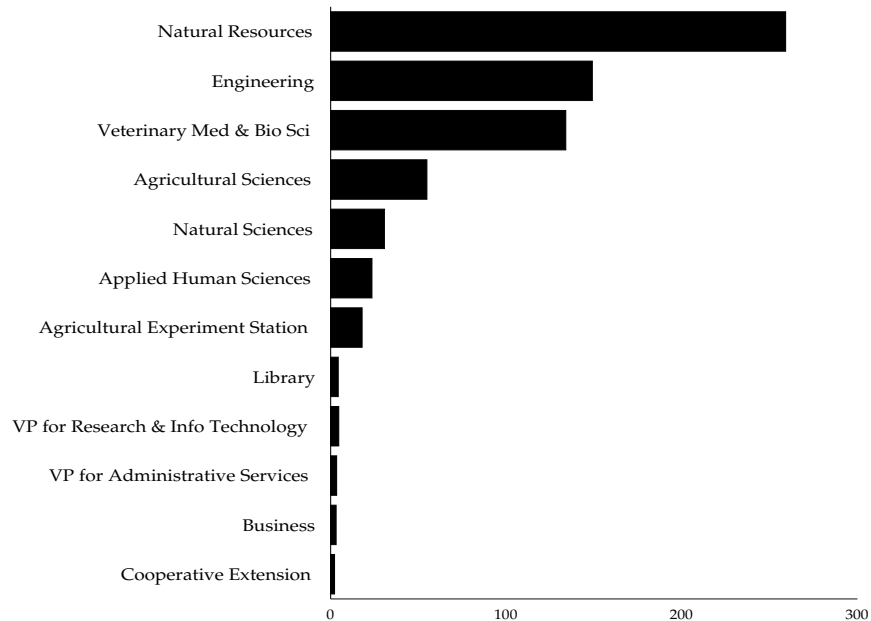
Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in this section. Research Associates on regular or special appointments are included in this section.

# Administrative Professionals - Research Associates

## History of Research Associates

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Eight-Year Change
Agricultural Experiment Station	2	2	18	20	16	15	15	650%
Agricultural Sciences	53	56	48	50	50	56	57	8%
Applied Human Sciences	27	29	26	29	24	25	25	-7%
Business	1	1	2	3	3	5	2	100%
Cooperative Extension	1	2	3	3	2	2	1	0%
Engineering	105	102	108	124	158	152	162	54%
Liberal Arts	1	0	1	1	0	0	1	0%
Library	4	4	5	5	4	4	3	-25%
Natural Resources	194	225	240	269	267	285	279	44%
Natural Sciences	37	33	33	38	30	31	31	-16%
Veterinary Med & Bio Sci	105	99	110	107	109	132	149	42%
VP for Academic Affairs	0	2	0	0	0	0	0	0%
VP for Administrative Services	5	6	5	5	4	4	3	-40%
VP for Research & Info Tech	2	2	1	2	2	2	3	50%
University Total	537	563	600	656	669	713	731	36%

## 2003-04 FTE by College or Area



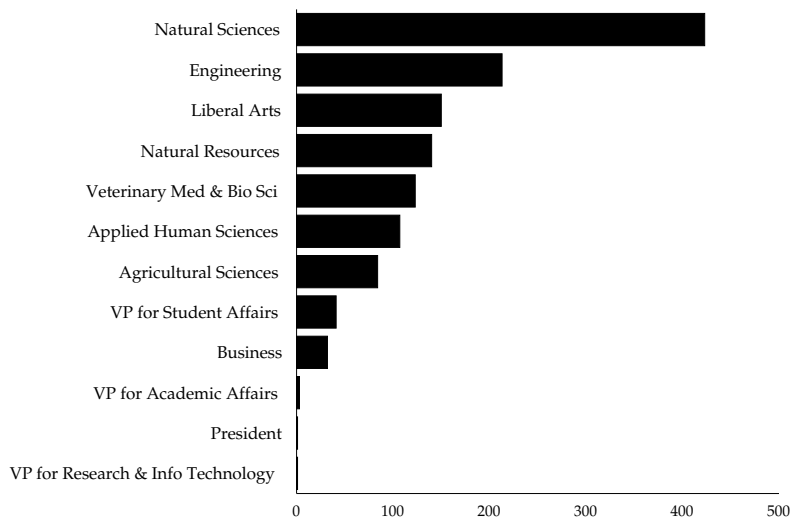
Total FTE = 690.9

# Graduate Assistants

## Graduate Assistants by Gender

	Men	Percent Men	Women	Percent Women	Total
Agricultural Sciences	38	45%	46	55%	84
Applied Human Sciences	39	36%	68	64%	107
Business	14	44%	18	56%	32
Engineering	156	73%	57	27%	213
Liberal Arts	54	36%	96	64%	150
Natural Resources	65	46%	75	54%	140
Natural Sciences	245	58%	178	42%	423
President	1	100%	0	0%	1
Veterinary Med & Bio Sci	51	41%	72	59%	123
VP for Academic Affairs	1	33%	2	67%	3
VP for Research & Information Technology	1	100%	0	0%	1
VP for Student Affairs	11	27%	30	73%	41
University Total	676	51%	642	49%	1,318

## Graduate Assistants by College or Area

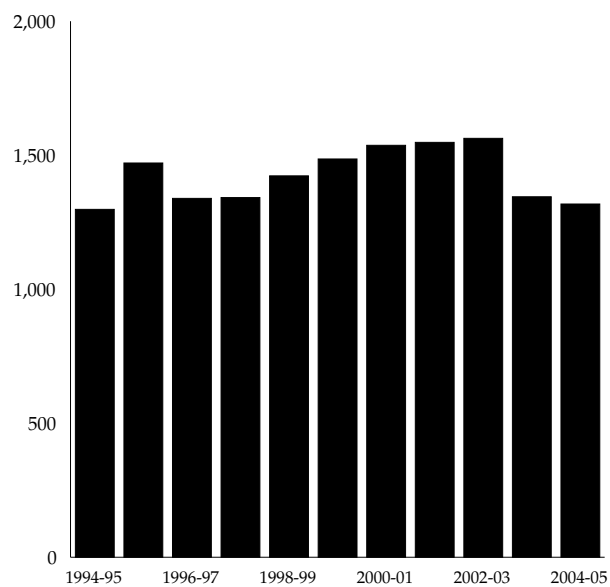


# Graduate Assistants

## History of Graduate Assistants by College or Area

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
Agricultural Sciences	93	97	104	108	110	97	84	-10%
Applied Human Sciences	106	119	134	144	144	114	107	1%
Business	78	90	71	63	54	33	32	-58%
Colorado State Forest Service	0	0	0	0	1	0	0	0%
Cooperative Extension	1	2	1	3	4	0	0	-100%
Engineering	205	201	220	226	239	219	213	4%
Liberal Arts	206	205	214	197	205	156	150	-27%
Natural Resources	143	150	155	175	179	137	140	-2%
Natural Sciences	403	416	436	441	422	413	423	5%
President	0	0	0	0	0	0	1	N/A
Veterinary Med & Bio Sci	120	133	140	130	139	127	123	3%
VP for Academic Affairs	4	4	2	1	2	3	3	-25%
VP for Administrative Services	0	1	0	0	0	0	0	0%
VP for Research & Info Technology	0	3	2	3	1	0	1	N/A
VP for Student Affairs	64	65	58	57	63	46	41	-36%
University Total	1,423	1,486	1,537	1,548	1,563	1,345	1,318	-7%

## History of Graduate Assistants

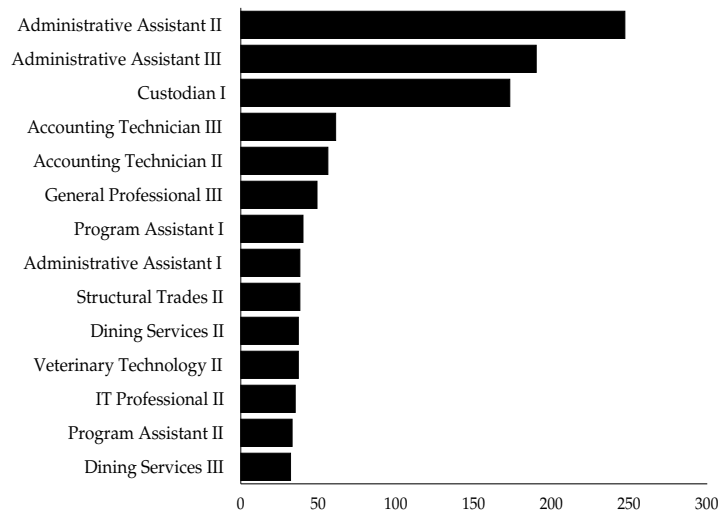


# State Classified Staff

## State Classified Staff by Gender

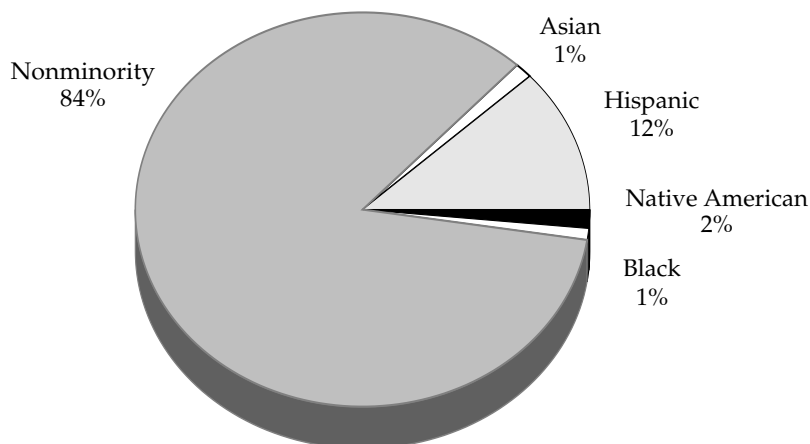
	Men	Percent Men	Women	Percent Women	Total State Classified
Agricultural Experiment Station	5	45%	6	55%	11
Agricultural Sciences	2	6%	34	94%	36
Applied Human Sciences	1	3%	36	97%	37
Athletics	0	0%	10	100%	10
Business	1	8%	12	92%	13
Colorado State Forest Service	8	27%	22	73%	30
Cooperative Extension	1	4%	23	96%	24
Engineering	8	17%	40	83%	48
Liberal Arts	1	3%	35	97%	36
Library	12	20%	48	80%	60
Natural Resources	16	33%	33	67%	49
Natural Sciences	10	16%	53	84%	63
President	0	0%	4	100%	4
Veterinary Medicine & Biomedical Sci	49	20%	202	80%	251
VP for Academic Affairs	4	10%	37	90%	41
VP for Administrative Services	295	60%	196	40%	491
VP for Development & Univ Relations	32	46%	38	54%	70
VP for Research & Information Technology	80	54%	68	46%	148
VP for Student Affairs	206	34%	406	66%	612
University Total	731	36%	1,303	64%	2,034

## 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

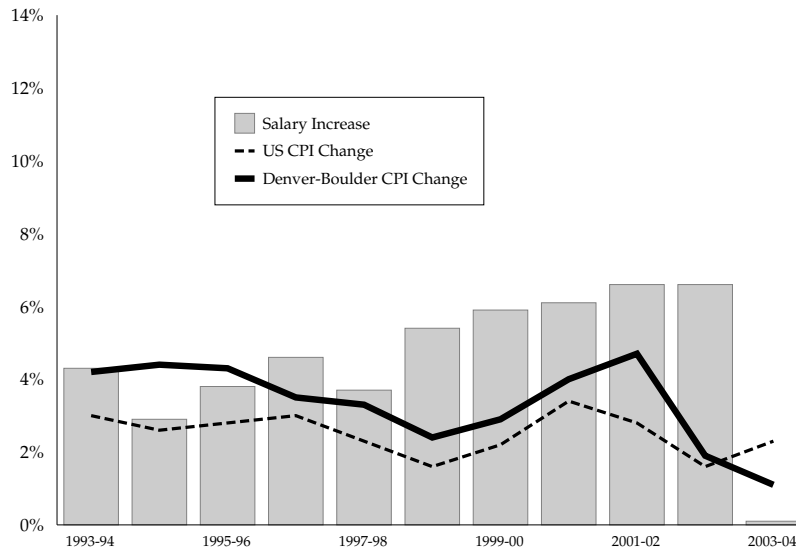
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Seven-Year Change
Agricultural Experiment Station	4	5	21	21	19	10	11	175%
Agricultural Sciences	61	59	38	38	38	32	36	-41%
Applied Human Sciences	48	47	45	47	43	39	37	-23%
Athletics	11	10	10	10	9	9	10	-9%
Business	17	15	14	14	14	14	13	-24%
Colorado State Forest Service	32	31	35	30	29	30	30	-6%
Cooperative Extension	41	40	34	29	33	28	24	-41%
Engineering	72	72	63	62	57	51	48	-33%
Liberal Arts	37	39	39	39	38	38	36	-3%
Library	79	82	80	74	73	65	60	-24%
Natural Resources	37	38	45	49	54	50	49	32%
Natural Sciences	63	67	66	64	64	65	63	0%
President	5	5	6	5	5	5	4	-20%
Veterinary Med & Bio Sci	232	237	240	265	269	256	251	8%
VP for Academic Affairs	76	103	103	105	76	80	41	-46%
VP for Administrative Services	511	512	517	521	541	499	491	-4%
VP for Develop & Univ Relations	58	64	67	70	73	69	70	21%
VP for Research & Info Technology	146	153	151	154	170	152	148	1%
VP for Student Affairs	612	570	629	609	602	578	612	0%
University Total	2,142	2,149	2,203	2,206	2,207	2,070	2,034	-5%

# 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%
2003-04	0.00%	2.3%	1.1%

## 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

